

2026 D.A. Blodgett–St. John's EDI Committee Annual Plan

At DABSJ, we are committed to creating an environment where every child, family, volunteer, and employee is respected, valued, and able to show up as their authentic self. Our 2026 EDI (Equity, Diversity, and Inclusion) priorities focus on learning, belonging, and equity across all parts of our organization.

1. Learning and Growth for Everyone

We believe learning is essential to meaningful progress. In 2026 we will:

- Provide regular learning opportunities for staff that strengthen cultural awareness and reduce bias.
- Ensure new employees receive foundational training on equity and inclusion.
- Offer organization-wide learning experiences that deepen understanding of anti-racism and belonging.

2. Building a Culture of Belonging

Creating a welcoming, inclusive culture takes collective effort. We will:

- Support active staff involvement in our EDI Committee and its initiatives.
- Celebrate the diverse cultures, identities, and lived experiences within our community.
- Increase communication and engagement so every employee feels informed, included, and heard.

3. Advancing Equity Through Recruitment and Partnerships

To better serve our community, we will:

- Strengthen recruitment efforts to attract and retain a diverse workforce.
- Expand outreach to ensure foster/resource families reflect the children and communities we serve.
- Build meaningful partnerships with community groups and organizations that support equity and belonging.

How We Measure Progress

We will track progress through:

- Staff and client feedback about belonging and inclusion.
- Participation rates in learning opportunities.
- Diversity within our workforce and our foster/resource family network.
- Annual reviews of recruitment and community partnership outcomes.