

Catholic Charities Commitment to Racial Justice, Equity, Diversity, and Inclusion

Catholic Charities of Santa Clara County serves and advocates for families and individuals in need, especially those living in poverty. Rooted in gospel values, we work to create a more just and compassionate community in which people of all cultures and beliefs can participate and prosper. We do this through a culture grounded in the principles of justice, service and compassion and the values of respect, integrity, teamwork, and excellence. To help fulfill our mission of disrupting poverty and building a just and compassionate community, Catholic Charities seeks to promote racial justice, equity and the inclusion of diverse communities in our work. The language and focus of our work continue to develop over time with our evolving awareness, analysis and action based in Catholic social teaching. Examples of our commitment include actions we are currently implementing: promoting cultural transformation internally; promoting diversity and equity in recruiting, hiring and compensation; proactively hiring staff from the diverse communities we serve; designing programs that listen to, accompany and support communities as families seek to improve their lives; conducting regular all staff sessions and developing leaders in diversity, equity and inclusion; expanding the diversity and inclusion of community representation on our board of directors; advocating public policies that address the nexus of poverty and racism; engaging in coalition work promoting racial justice in public policies; facilitating regular community conversations on racial justice; and investing assets in socially responsible investments.

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