



Diversity, Equity & Inclusion (DEI) Task Force Pledge

The California Court Appointed Special Advocate (CASA) Association and the CASA network—consisting of 44 CASA programs throughout California and their staff and volunteers, Boards of Directors, and stakeholders—believe that every child and youth in the child welfare and juvenile justice systems of California deserves to live in a safe, permanent home where their racial identity and/or other identities are supported and valued and do not limit their ability or likelihood of a successful, stable future. We believe that whenever possible, the child welfare system should strengthen the families of the children and youth that we serve. We aspire to serve before removal, and to help build intentional communities of support.

In order to create stability for our children and youth in an anti-racist and inclusive environment, we pledge to examine and work to eliminate learned racism, bias, and discrimination. **We pledge to:**

- Educate and train our board members, staff, and CASA volunteers throughout the network and have the conversations about systemic racism, unconscious bias, dominant culture, white supremacy, color blindness, and any form of oppression that is affecting the children and families we serve.
- Increase the diversity of our CASA staff members, board members, and volunteers so that CASA as a whole better reflects the racial and other identities of the children we serve.
- Advocate for fairness and equity in every individual case to which we are assigned by the courts.
- Advocate for and support relevant anti-racist policies in the California state legislature, California judiciary, with local government officials, and in state and local county child welfare and social services departments, as much as possible within our sphere of influence.
- Lead by example through our own policies, recruiting, decisions, and communications by being culturally responsive and inclusive of all identities.

We are committed to regular assessment of our pledge and our progress on this journey.