



CHSDA Values and Vision Statement to Advance Race Equity in Child Welfare

A Vision Statement is an idea of what the future can hold and the world we hope to live in and commit to help build, but has not yet happened. Vision is knowing your purpose, your picture for the future, and your values to guide you on the way. This is our desired future state.

CHSDA Vision Statement to Advance Race Equity in Child Welfare: Colorado families have equal opportunity to access services, resources, and supports to ensure they are thriving and safe within their communities. A family's cultural beliefs, traditions, or customs are strengths. The child welfare system will support those families in need of child welfare intervention. Race, ethnicity, and poverty have no adverse impact on any family becoming engaged with, nor their experience within, the child welfare system.

CHSDA Values to Advance Racial Equity in Child Welfare

- **Courage:** We acknowledge the high-stakes/high-impact nature of our work with families. We have the courage to name and address inequities, shift the power balance, and drive system-wide change.
- **Relationships:** We prioritize people and connections. We lead with grace, vulnerability, acceptance, openness and kindness. We choose to be person-centered and family-focused.
- **Commitment:** We commit to bringing hope, meaning and purpose in working with families and communities.
- **Inclusion:** We strive to cultivate belonging, growth, and opportunities for meaningful engagement that reflect the diversity of our communities. We commit to intentional engagement that honors the dignity of families and communities.
- **Service:** We believe families deserve the least intrusive interventions. We commit to intentional, kind, quality support delivered with consistency and respect.
- **Accountability:** We value integrity, shared responsibility and accountability for achieving equitable impact for communities most harmed by Child Welfare system involvement. We believe in truth-telling, reconciliation, and repairing trust.
- **Resources:** We believe, collectively, there should be enough opportunity, resources, knowledge, and support for all families as we work together to shift power and resources across all communities to achieve system-wide change.
- **Families:** We value the experience and perspectives of families and communities. We acknowledge the profound impact that involvement in the system has on individuals, families, and communities.