



The First 5 years.
Make them count.

Diversity, Equity, Inclusion, and Belonging Statement

At **FIRST 5 Santa Clara County**, we are committed to fostering a culture that celebrates diversity, advances equity, promotes inclusion, and cultivates a deep sense of belonging for all. We recognize that every child, family, and community we serve is unique, and we embrace the differences that make us stronger and more effective in our mission.

We strive to create an environment where:

- **Diversity** is valued as a source of strength, recognizing the intersectionality of race, ethnicity, culture, gender, ability, age, sexual orientation, and lived experiences.
- **Equity** is prioritized through intentional policies, practices, and resources that address disparities and ensure fair opportunities for all.
- **Inclusion** means every voice is heard, respected, and valued, fostering collaboration and innovation across our organization and the communities we serve.
- **Belonging** is cultivated by building trust, authenticity, and mutual respect, ensuring everyone feels seen, supported, and empowered to thrive.

Our commitment to DEIB is integrated into everything we do—from the way we design programs, partner with families, and engage with the community, to how we support and develop our workforce. Together, we are dedicated to dismantling barriers, addressing systemic inequities, and building a future where every child and family has the opportunity to succeed.

By living our DEIB values, we affirm our responsibility to be a leader in driving meaningful and sustainable change, ensuring that **FIRST 5 Santa Clara County** is a place where diversity is celebrated, equity is achieved, inclusion is practiced, and belonging is the norm.