

Community Legal Services - Diversity & Inclusion Committee

Diversity and inclusion are core values for Community Legal Services (CLS). CLS incorporates these values into all aspects of its work.

CLS believes that an inclusive work environment provides an atmosphere that allows all individuals to attain their greatest potential, promote a sense of belonging, and achieve the greatest benefits for clients.



CLS's **Diversity and Inclusion Committee** is composed of subcommittees that are developed and led by staff and CLS's Chief D&I Officer. The subcommittees work together to promote an inclusive office culture, hire and retain people of color, and to create opportunities to advance issues of racial justice in our legal advocacy.

Events and Training Subcommittee: This committee's mission is to develop ideas for events and trainings that promote cultural awareness, cultural competency, cultural sensitivity and the core principles of **diversity, equity, inclusion, and belonging**. This committee helps coordinate, plan and promote these events, and also explores ideas for funding opportunities for the work.

Hiring and Retention Subcommittee: The mission of this subcommittee is to develop policies and practices to recruit, hire, promote and retain people of color to our staff, as well as assess, monitor and respond to staff retention decisions to cultivate an inclusive work environment. A core function of this committee's work is to **reduce and mitigate bias** in hiring and retention decisions through consistent, evidence-based tools, procedures and trainings.

Racial Justice Subcommittee: This committee's mission is to create greater awareness about, and opportunities to advance, issues of **racial justice in CLS's substantive work**; proactively engage in community lawyering at an organizational level; and highlight racial justice in CLS communications.



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