

EQUITY STATEMENT

(Accompanied by DYCD's Guiding Principles)

The NYC Department of Youth and Community Development (DYCD) strives to alleviate the effects of poverty and provide opportunities for New Yorkers to reach their full potential. We acknowledge that institutional racism and discrimination have been and remain significant drivers of poverty and inequities in New York City neighborhoods. We recognize the role that the policies and practices of systems and institutions, including NYC government agencies such as DYCD, may play in perpetuating structural inequities.

In response, we commit to evaluate internal and external DYCD policies and practices that have allowed structural inequities to persist, which can inform our goal of equitable implementation of operational, administrative, and programmatic functions, and distribution of financial resources.

We are committed to the goal of becoming an anti-racist city agency, recognizing this will be a journey and commitment that requires sustained efforts of analysis and accountability. As a learning organization, we will hold ourselves accountable and adhere to our Guiding Principles. When we make mistakes along the way, we will acknowledge them, adapt, and continue to move forward.

Our vision is a New York City in which everyone flourishes, and outcomes are not determined by race, gender, gender identity, sexual orientation, income, neighborhood, immigration status, or disability.

Acknowledgements and Affirmations

- Everyone deserves to live a full and vibrant life, with resources to meet their basic needs, and opportunities for civic engagement, community membership, and cultural expression.
- We understand that the current landscape of inequity in New York City is rooted in both historical and contemporary injustices, and that multiple institutions including government have participated in building and maintaining this structural inequality.
- DYCD staff, community-based providers, and the people of New York City benefit from a more just and equitable system.
- Creating a more equitable city requires us to define a set of values, institute specific policies and practices, and fund organizations that empower individuals and communities to be advocates, planners and decision-makers in the systems that impact their lives.

Guiding Principles

Achieving equity is critical to DYCD's mission of investing in a network of community-based organizations and programs to alleviate the effects of poverty and to provide opportunities for New Yorkers and communities to flourish. Below is DYCD's equity position on each of our guiding principles.

Guiding Principles	Equity Position
OPPORTUNITIES FOR ALL Prioritizing investments to help eliminate disparities in under-resourced communities and to improve the quality of life for all New Yorkers.	<ul style="list-style-type: none"> Focusing efforts to reach those most marginalized and ensure their needs and voices are represented in data, needs assessment, program design, and delivery.
STEWARDSHIP Responsible management of City resources by valuing accountability, integrity and transparency, and delivering impactful results.	<ul style="list-style-type: none"> Willing to hold ourselves accountable to advancing equity in New York City, by striving to build trust and transparent processes with colleagues, communities, and providers. Pay particular attention to the ways resources are distributed to communities that have been historically and structurally disadvantaged and shift investments when necessary to advance equity.
HOLISTIC APPROACHES Serving the whole person or family either directly or through strategic collaborations. Programming and delivery of services is holistic in nature and is responsive to the larger community issues that perpetuate inequality	<ul style="list-style-type: none"> Programming is sensitive to the complex intersection of identities, locations, and communities that shape people's lives.
BEING A LEARNING ORGANIZATION Fostering professional development, continuous quality improvement, and a culture of excellence and adaptability for ourselves and those we serve.	<ul style="list-style-type: none"> Committing to incorporating an equity lens to internal operations and functions (such as training, community needs assessments, and annual reviews of programs) in our efforts to assess and help breakdown structural and institutional barriers that contribute to inequity in New York City. Tracking and measuring outcomes related to equity; moving beyond poverty or economic disparity as the only proxy for inequality; continuous learning and advancing of our understanding on the nuances for measuring progress towards equity. Reflecting on and integrating best practices and resources learned from other equity focused work happening externally. Building capacity, competencies, and knowledge for DYCD and its network of funded programs through professional development to advance equity-focused work. Continually reflecting on how policies may perpetuate or impact disparities.
INTEGRITY Honoring and expecting ethical behavior of ourselves and others.	<ul style="list-style-type: none"> Emphasizing the expectation of accountability and responsibility from our staff, community partners, and in the stories we tell publicly. Embodying our values of equity by modeling and setting standards for the organizations we fund.

<p>STRATEGIC RELATIONSHIPS</p> <p>Growing and maintaining relationships with community-based organizations that are respected by their neighbors and peers, and culturally aligned with the populations they serve.</p>	<ul style="list-style-type: none"> • Nurturing relationships/partnerships with organizations that can foster learning and strengthen practices geared towards promoting equity. • Leveraging the skills, expertise, and resources of partner organizations, City agencies and private sector leaders to develop innovative approaches for moving towards equity. Engaging and forging relationships with diverse constituencies, including those most marginalized, to discuss disparities, DYCD's vision for equity and our role in combatting inequity. • Building relationships with public and private sector partners around diversity and equity—learning from one another to advance equity objectives through each other's work.
<p>INCLUSIVENESS</p> <p>Building a staff that mirrors New York City itself and encouraging and inspiring the organization we support to provide quality services to all communities, in safe, accepting environments with the staff who are supportive, welcoming and trustworthy.</p>	<ul style="list-style-type: none"> • Ensuring that the culture, policies, and practices move equity efforts forward and are ingrained/embodied within DYCD's internal structure. • Making concentrated efforts to continuously learn how to create and foster inclusive and affirming environments.
<p>COMMUNITY VOICE</p> <p>Promoting civic engagement and an open exchange of communication to inform communities — empowering them to self-advocate for necessary resources for community development, growth, stability and greater self-sufficiency.</p>	<ul style="list-style-type: none"> • Ensuring programs are implemented and managed in ways that are informed and guided by their community's lived experiences. We are committed to hearing and learning from community members because they are the experts in their lived experiences, how structural inequality has impacted them, and what their largest strengths and needs are within the community. We abide by the notion that they have the insight to offer solutions in the equity process, and that no equitable programming can be complete without their voice.