**Alano Club of Kent County**

**Diversity, Equity, and Inclusion Statement**

At the Alano Club of Kent County, we are committed to fostering a culture of diversity, equity, and inclusion. We firmly believe that every individual, regardless of their background, deserves access to compassionate care and support on their journey to recovery. Our vision is to rebuild lives, heal families, and strengthen communities with the goal of ending the generational cycle of addiction and its devastating impact on society.

**Diversity**: We celebrate the richness and uniqueness of each person's lived experiences, recognizing that diversity encompasses various aspects such as race, ethnicity, gender, age, sexual orientation, socioeconomic status, religion, disability, and cultural backgrounds. We embrace diversity as a strength that enhances our ability to provide effective and personalized support to every individual who enters our doors.

**Equity**: We are dedicated to promoting equity by actively addressing systemic barriers that may hinder individuals' access to quality recovery support. We strive to ensure that all individuals have equal opportunities to receive the support they need, without discrimination. We are committed to continuously working towards eliminating barriers to recovery.

**Inclusion**: We cultivate an inclusive environment where every individual feels valued, respected, and empowered. We create spaces that encourage open dialogue, active listening, and the sharing of diverse perspectives. By fostering a sense of belonging and encouraging feedback, we aim to embrace the unique recovery journey of each individual.

We recognize that achieving diversity, equity, and inclusion requires ongoing effort, education, and self-reflection. We are committed to continuously learning, evolving, and challenging ourselves to address unconscious biases and promote inclusive practices at the Alano Club. Together, we will work towards healing, growth, and the transformation of lives affected by addiction.