

Friends of Aine Center Diversity, Equity, and Inclusion (DEI) Statement

Mission & Values

Friends of Aine is committed to providing support in a safe space where children, teens, young adults, and their family members who are grieving a death can share their experiences. Throughout our program we provide a safe place for families facing an advanced serious illness. With this mission and with commitment to diversity, equity, inclusion and specifically, fair and inclusive access to meaningful and relevant resources and services for all grieving people in our community. We are committed to engaging in intentional dialogue to foster a community based on our organization values of respect, integrity, stewardship, and excellence.

Why Diversity, Equity, & Inclusion Matter

As a member of the greater Manchester, New Hampshire community of nonprofits serving children and families, we seek to understand how our grief support services can complement and extend community and public health efforts to address persistent and documented disparities based on such characteristics as race, gender, national origin, citizenship, ethnicity, culture, disability, age, creed, religion, economic status, gender identity, sexual orientation, and all other identities represented in our diverse community. We are aware that we, as an organization, do not exist separate from the oppressive systems perpetuating these disparities that privilege some individuals and communities and create barriers and harm to others. We know that as a result of this, some individuals may have had easier access to our organization and that others may have experienced challenges or barriers to access -- be it meaningful and relevant services, employment, or volunteer opportunities. In recognition of this disparity, and the fact that families do not grieve in a vacuum untouched by cultural and societal influence, Friends of Aine will continue to clarify and articulate organizational values, policies, procedures, and practices addressing issues of diversity, equity, and inclusion for staff, board members, volunteers, program participants, and stakeholders, including the community at large. Our goal is to provide a safe place for all children and families who are grieving a death, with increased recognition of societal, cultural, and historical factors that may impact grief and access to services.

Our Commitment

Our commitment is to engage staff, board members, volunteers, program participants, and the broader community in the dialogue as described, and to take active steps towards building a culturally diverse organization that is representative of the families in our community. Friends of Aine commits to actively supporting diversity, equity, and inclusion in all facets of our organization, both internally and externally, through our outreach, services, policies, procedures, and organizational culture. This commitment is articulated within Friends of Aine's current strategic plan, thereby holding ourselves accountable with measured actions that lead to meaningful organizational shifts occurring over time.

Vision & Future Direction

We recognize that this work will entail ongoing conversation and action that will include all organizational stakeholders, and that this transformative process will be uncomfortable at times with no 'quick fix'. We also acknowledge that as a community we will make mistakes as we explore how issues of diversity, equity, and inclusion inform, and are informed by, the services we provide within the context of the greater community. We will continue to use an equity lens to help guide these conversations, as well as utilize outside supports as we develop outcomes and strategies for our diversity, equity and inclusion efforts.

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