



ICAN's diverse youth population is central to the organization's mission to empower youth. ICAN's youth population is over 85% people of color. This past year ICAN announced the start of ICAN's Equity & Empowerment Task Force, a diverse group of ICAN team members who have been meeting monthly since the summer. This group has been having open discussions about equity and are tasked with identifying ways that ICAN can better serve the staff, programs and community through an equity and empowerment lens.

The first step in this process has included defining Diversity, Equity, an Inclusion:

Diversity

We believe that diversity is the representation of multiple identities, cultures and life experiences. Diversity values the gifts that individuals offer – experiences, voices, ideas, and skills. Diversity is not always seen; it is reflected in the deep truths that one holds. We strive to give voice to everyone's truth by nurturing a culture of trust.

Equity

Equity is critically examining systems of power and acting with courage, self-reflection, and empowerment to remove and overcome the barriers created by them.

Inclusion

We believe inclusion is creating an environment where diversity and authentic relationships across all lines of difference are welcome. We strive to build a culture that unifies individuals around shared values.