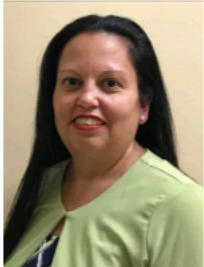


## Astor Stands Against Racism and Injustice

June 5, 2020



Like so many of you, I have been trying to process what has been taking place in our communities, country, and frankly, the world, over the past week. What I know for sure, is that the tragic death of George Floyd highlights yet another example of the extreme racial disparities that exist in the African American community in particular, but also against people of color. As a nation and as a nonprofit organization, we cannot condone racism, racial violence, disparities, or inequality.

The issue of race and institutional racism and its negative impact must be addressed with systematic changes. While it is a huge issue to tackle, I want you to know that at Astor, our Cultural Sensitivity Quality Improvement Team is working in tandem with me, and Human Resources around Diversity, Equity, and Inclusion. This is so important to the health of staff and clients.

There is no tolerance at Astor for racism, prejudices, or any dialogue that condones these behaviors. I expect an environment at Astor where staff and clients are free of racism, social injustices, and all systems of oppression. We all have the right to thrive, live, and work in a safe and equitable environment, regardless of race and socioeconomic background.

I stand with all who are being impacted. As a nation, we can do better and I am committed that within our organization, we will do exactly that!



Yvette Bairan  
Chief Executive Officer  
Astor Services for Children & Families

[View Astor's Non-Discrimination Policy \(link to pdf\)](#)

← **NEW**

## DEI Advisory Council Update

November 2020

### DEI Advisory Council Update

Astor's DEI Advisory Council has been hard at work with the development and implementation of several initiatives to meet our DEI strategic objectives. Over the past 3 and half months, we've succeeded at creating an agency DEI statement, adding a question around diversity equity, and inclusion to our hire application, and collaborating with our data department around our customer satisfaction survey questions. We have also begun the roll out of our DEI Supervisory training curriculum, facilitated by Amin Lilley and Raven Maldonado-Brown. The DEI Advisory Council has also been instrumental in the development of the larger DEI curriculum, which will be unveiled in the new year.

Two additional and significant initiatives involve the creation of an agency interview rubric and meaningful feedback systems. The interview rubric will allow hiring managers to reduce bias in the interview process, more appropriately match candidate experiences with required job skills, and gauge candidates' ability to carry out our agency's core values in their work. After launching our staff engagement survey in the new year, our feedback workgroup will reconvene to analyze data and work with programs around developing feedback systems that will allow for consistent dialogue around program improvements. We look forward to engaging the Astor community in opportunities for much needed reflection, processing, and learning as we move into the new year!

## DEI Resources

Under Construciton  
Please check back soon

