



ICHANGE Equity and Inclusion Policy

At ICHANGE, we are committed to fostering a culture of equity, diversity, and inclusion in all aspects of our organization. We believe that every individual, regardless of their background, deserves equal access to mental health services and support. Our Equity and Inclusion Policy outlines our dedication to creating a safe and inclusive environment for our clients, staff, and community.

1. **Non-Discrimination:** We do not discriminate against individuals on the basis of race, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, or any other protected characteristic. All individuals are treated with respect, dignity, and fairness.
2. **Accessibility:** We strive to make our mental health services accessible to all individuals, including those with disabilities. We provide reasonable accommodations and support to ensure that everyone can participate fully in our programs and services.
3. **Cultural Sensitivity:** We value and respect the diverse cultures, beliefs, and values of our clients. Our therapists receive ongoing training in cultural competence to provide culturally sensitive and appropriate care.
4. **Language Access:** We recognize the importance of language access and provide interpretation services to individuals who require language assistance to effectively communicate and access our services.
5. **Inclusive Programming:** We develop and offer inclusive programming that addresses the unique needs and experiences of diverse populations, including marginalized communities. Our services are designed to be inclusive and affirming for all individuals.
6. **Collaborative Partnerships:** We actively seek partnerships with community organizations and stakeholders to promote equity, diversity, and inclusion. We work together to address systemic barriers and advocate for positive change in mental health services.
7. **Continuous Improvement:** We regularly review and assess our policies, practices, and programs to ensure they align with our commitment to equity and inclusion. We welcome feedback from our clients and community to inform our continuous improvement efforts.

By adhering to our Equity and Inclusion Policy, we aim to create a welcoming and supportive environment where all individuals can access the mental health services they need and deserve. We believe that by embracing diversity and promoting equity, we can positively impact the well-being of our clients and contribute to a more inclusive society.

If you have any questions or would like further information about our Equity and Inclusion Policy, please don't hesitate to contact us.

ICHANGE - Promoting Mental Health for All