

St. Luke's has worked to grow our work and understanding in the areas of diversity, equity and inclusion. Our staff and Board of Directors remain committed to continuous improvement and growth in these areas while living out our mission to create a community where children, families and seniors from different backgrounds can easily access the resources needed to live fulfilling lives.

Board Diversity Statement

Diversity, inclusion, and equity are fundamental to St. Luke's mission. We will escalate our efforts to have a board, staff and client composition that reflects the racially, ethnically, and culturally diverse community in which we live and serve.



STAFF

We are committed to equitable pay for our staff. Our current staff is comprised of employees of diverse backgrounds: 42% African American, 47% White and 11% Other, well ahead of the national average for nonprofit organizations.



CLIENTS

We treat all clients with value, dignity and respect. We offer language interpretation services and program information in multiple languages. Our services offer people of all ages and backgrounds the resources to thrive, break the cycle of poverty and improve their quality of life.



BOARD OF DIRECTORS

Expanding our DEI efforts is a priority of our Board of Directors. Board members work alongside staff ambassadors in DEI education and assessment.

Education & Assessment

Fall 2021 & Winter 2022:

St. Luke's Board, staff ambassadors and clients worked with Culture Shift, a DEI consulting firm, on DEI education and assessment to inform strategy, resource allocation and data collection.



Refine & Define

Fall 2022:

Refine St. Luke's mission, vision and values through a DEI lens.



Moving Forward

2023 and beyond:

Fully living into our commitment to diversity, equity and inclusion in all aspects of our work.



Strategy

Fall 2022:

Define overall DEI strategy and embed those strategies in all aspects of our work.