

# What We Stand For



**River Oak**  
Center for Children

## **Anti-Racism Statement**

The senseless and horrific murder of George Floyd in 2020 catalyzed many across the nation to acknowledge and address the impacts of historic and present racism, racial violence, and anti-Blackness. River Oak stands in support of the movement for black lives. We condemn racial violence and racism in all forms. In addition, we condemn acts of discrimination related to gender, class, sexual orientation, ability, or nationality.

We are deeply committed to creating an environment where all employees, members of the community, and most importantly the families, children, and youth we serve, especially those most impacted and marginalized by persistent systems of oppression, know they are truly valued.

As a behavioral health organization, our work is grounded in our commitment to diversity, equity and inclusion. We are actively against racism and pledge to always strive for growth and improvement in this regard.

## **Anti-Discrimination Statement**

At River Oak Center for Children we welcome the unique contributions our employees provide in terms of their education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation and beliefs, or any other basis protected by local, state, or federal laws. By embracing the principles of diversity and inclusion our culture is strengthened and our workplace is more dynamic. We are committed to recruit and retain a diverse team of employees to foster growth and learning together as we serve families, youth and children in the greater Sacramento area. River Oak is committed to providing a work environment free of unlawful discrimination and are committed to the practice of equal employment opportunity in hiring, employment and promotional decisions.

## **Program Statement**

### **High Quality, Trauma-Informed, Culturally Responsive Care**

River Oak employs and trains staff to be both culturally competent and culturally responsive and to consider the impact of prejudicial incidents on ethnic minority individuals, families and their communities. Understanding and dismantling racism, mitigating unconscious bias and rectifying discrimination and stigma are central to this effort. Furthermore, we recognize that racism, historical events and population demographics have a disproportional impact on the physical and behavioral health of people of color, including depression, anxiety and other serious, sometimes debilitating conditions, including post-traumatic stress disorder and substance use disorders.