

“Catholic social teaching is a central and essential element of our faith. Its roots are in the Hebrew prophets who announced God’s special love for the poor and called God’s people to a covenant of love and justice. It is a teaching founded on the life and words of Jesus Christ, who came “to bring glad tidings to the poor ... liberty to captives ... recovery of sight to the blind”(Lk 4:18-19), and who identified himself with “the least of these,” the hungry and the stranger (cf. Mt 25:45). Catholic social teaching is built on a commitment to the poor.” USCCB



CATHOLIC CHARITIES OF DENVER DIVERSITY STATEMENT

Catholic Charities of the Archdiocese of Denver is committed to fostering a workplace that honors and respects the dignity of each human person, made in the image of God. Our Equal Employment Opportunity (EEO) statement proceeds from the fundamental principle of Catholic social and biblical teaching on the inherent dignity of the human person: Catholic Charities is an equal opportunity employer. We serve all with respect, dignity and without discrimination in accordance with applicable laws. We celebrate diversity and are committed to creating an inclusive environment for all employees, volunteers and people we serve through our agency.

Our commitment arises from our aspirations for the community we serve, and it goes to the heart of our mission: “As the charitable arm of the Archdiocese of Denver, and inspired by God’s love and compassion, Catholic Charities extends the healing ministry of Jesus Christ to the poor and those in need.”

Together, we strive to realize the common good and our diversity policy focuses on that which enables the community and its members to flourish personally and communally: Catholic Charities of Denver is committed to building and fostering an environment that embraces and strengthens the diversity, inclusion and uniqueness of all people. We recognize, respect and honor the dignity of each human person as it has been bestowed upon them by God.

We are committed to a non-discriminatory approach, providing equal opportunity for staff and volunteers to excel in their roles and advance within the organization. Through our Catholic Charities Leadership Model, we focus on relationship-building, breaking down silos, taking initiative to constructively resolve issues and promoting a safe environment, viewing mistakes and challenges as opportunities for learning and personal growth.

Every day, we lean into our mission to treat others with dignity and respect. Board members, staff and volunteers are expected to exhibit conduct that reflects these values toward each other and those we serve.

CATHOLIC CHARITIES OF DENVER:

- Ensures policies, processes, programs and services are closely monitored and updated to remain free of inequities.
- Strives for diversity in recruitment and selection of staff, leadership and board members which reflect the diversity of our community.
- Maintains compliance with annual affirmative action plans and EEO demographic surveys.
- Creates policies and programs to foster an environment in which our core values are maintained.
- Conducts regular training for staff and volunteers to ensure adherence to our core values.
- Values cultural competency by acknowledging and appreciating cultural differences in our staff, volunteers and community.
- Is dedicated to developing and maintaining a Leadership Committee which is empowered to review and make recommendations regarding the organization’s actions around inclusivity and belonging.

SUPPORTING NEIGHBORS. TRANSFORMING LIVES.

