



Affirming Diversity, Equity, and Inclusion

In All Our Services to Others and Throughout Our Organization

Since inception in 1941, The Planning Council has been committed to serving the underserved and improving the quality of life for those who are in need. Our practices have always included participation by affected citizens, data gathering and research, and convening diverse stakeholders for plans and programs to address gaps in health and human services in a culturally responsive and effective manner.

Our legacy includes the establishment of the Hampton Roads regional anti-poverty strategy that became the STOP organization in 1965 and the areawide agency on aging Senior Services of Southeastern Virginia (SSSEVA) in the 1970s. In the 1980s, we incubated CHROME (Cooperating Hampton Roads Organizations for Minorities in Engineering) and in the 1990s we administered the Child Day Care Fee Subsidy program to improve access to quality childcare for those with limited resources.

In 1997, The Planning Council Board of Directors established the organizational commitment to advancing diversity at all levels within the agency with a commitment to ensure the racial composition of the governance and management teams reflected the general population. Since then, we have appointed directors from United Way's Project Inclusion classes and have sponsored our first line supervisors and managers in the program. Currently, 50% of the staff team and 33% of the directors are from a minoritized population.

Today, we are called to do more and to lead the way for others in every program or project we undertake. We recommit ourselves to moving beyond proportionality to true inclusion, equity, and opportunity for people who have historically been disadvantaged by race, ethnicity, creed, ability, religion, age, sexual orientation, or gender identity.

We are equally committed to ensuring equitable opportunities for success and advancement within our agency. Our staff members are active participants and provide guidance and feedback regarding their sense of progress annually. The Planning Council pledges to focus our efforts, leadership, and resources towards improving the quality of life and equity and to ensure diversity and a sense of inclusion for all we serve.