

FPC Diversity, Equity, and Inclusion Policy

First Presbyterian Church of York is committed to creating an environment that is diverse, equitable, and inclusive; where members, residents, neighbors, partners, vendors, and staff are treated with respect and dignity. For the purpose of this statement, Diversity is defined as a range of human differences included but not limited to: race, gender, ethnicity, nationality, religion, sexual orientation/identity, familial status, age, disability, neurotype, citizenship, immigration status, and socio-economic status. Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities. Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization.

We are an organization that celebrates rich diversity. We will not tolerate discrimination, biases, harassment, or bullying of any kind. We will strive to make every person welcome, respected, and valued in a safe and inclusive environment.

As an organization, we will be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and leadership. Our commitment to diversity, equity, and inclusion extends to our staff, our volunteers, our members, our visitors, our neighbors, and programs we develop and support.