



3.e. Portland Recovery Community Center: DEI Policy

PRCC commits to diversity and inclusion as evidenced by the following:

1. Statement of Diversity and Inclusion: PRCC is committed to ensuring a welcoming place where all people feel welcome, safe, and accepted; are treated with respect and dignity; and have equitable access to opportunities to recover fully and improve their lives and the lives of their families.
 - a. PRCC welcomes everyone—regardless of race, ethnicity, national origin, age, religion, socio- economic status, gender, sexual orientation, or physical or mental ability.
 - b. At the heart of what we do, is love. Creating an environment that is safe, welcoming, and conducive to doing the hard work of recovery is fundamental for all our work with peers and our efforts within the community. PRCC provides an open place where people can come in anytime to participate in recovery activities and offerings. Music is always playing (upbeat, popular music radio station), free coffee is always available, lighting is soft, paint colors are bright, and the walls are covered in art and inspirational sayings. Individuals ranging from new to long term recovery and their families have access to resources, socialization, support, and skill-building. PRCC keeps an up-to-date job board, brochures about local resources, and announcements of meetings and local happenings. There are quiet spaces for individuals and small groups, as well as larger areas for meetings and casual gatherings. PRCC serves as a network for building strong and mutually supportive relationships with informal supports and formal systems within the community. We strive for an atmosphere of hope, wellness, and care for one another. Disruptive behavior or abuse of any kind is not tolerated. We treat all people with respect and dignity. We honor each person’s right to self-determination and discovery of their own recovery pathway and journey.
 - c. PRCC is an equal opportunity employer and shall not discriminate on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity and expression, disability, age, ancestry, genetic information, whistleblower status, military/veteran status, an assertion of a right or claim under the Maine Workers’ Compensation Act or any other status protected by law: (i) in the persons served, or in the manner of service; or (ii) in the hiring, assignment, promotion, salary determination, or other conditions of staff employment; or (iii) in the membership of the Board of Directors.
2. Employment Policies and Practices: PRCC is fully committed to a policy of equal opportunity throughout the organization. PRCC abides by all applicable federal, state and local laws pertaining to nondiscrimination and fair employment practices. Accordingly,

PRCC recruits, hires, trains, promotes and administers all personnel actions such as compensation, benefits, transfer, layoffs, returns from layoffs and education assistance without regard to race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability or genetic information.

- a. It is PRCC's policy not to discriminate against qualified individuals with disabilities with regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.
 - b. As a peer recovery support organization, PRCC seeks to hire people in recovery from addiction and who reflect the diversity of the recovery community. 19 of 20 employees at the PRCC identify as being in recovery. We also hire people with criminal histories, and do not discriminate based on past arrests and convictions, (unless related to violent crimes or harm against another person).
3. Recovery Rising Strategic Plan: PRCC developed an advocacy strategic plan for 2021-2023 that includes racial justice and equity as one of its five strategic goals. PRCC works with community partners to build our organizational capacity and ability to meet our mission by commitment to equity for all marginalized populations, especially people of color and LGBTQI+ individuals.
- a. In addition to providing support services, recovery community organizations work for justice and resources for individuals and family members who have been impacted by addiction issues through advocacy efforts PRCC assures representation of the voices of recovery in community needs assessments, resource navigation, public, policy and partner education and public health events. We work to build the recovery movement and remove barriers to access to treatment and other resources. PRCC dedicates advocacy efforts to educate and provide information about substance use disorders and recovery for policy makers and our community. We speak out about proposed legislation and funding that directly affects our mission, to educate and raise awareness that every dollar spent on substance use disorder services benefits the citizens of Maine. PRCC works to advocate for workforce development and opportunities for people in recovery. We seek to advance fair and safe housing for people in recovery. We develop leadership of people who share their lived-experience of addiction and recovery.
4. Cultural Practices: PRCC embraces practices that communicate inclusiveness to our recovery community. We do this through conscious and deliberate use of respectful and inclusive language; signage and art works that overtly communicates all are welcome (i.e., "Hate is not welcome here," "We welcome everyone"). PRCC actively participates in community events and forums that seek to enlighten, teach, celebrate and include all people. Our organizational values reflect this commitment and are posted throughout the organization.