

## ***Our Community Commitment***

*We strive to create an environment where diversity and authentic relationships across all lines of difference are welcome.*

*We strive to act with courage, self-reflection, and empowerment to remove barriers and create an equitable environment for all staff, youth, families, volunteers and donors.*

*We strive to build a culture that celebrates unique contributions and unites people around shared values and common purpose.*

*We strive to nurture a culture of trust where each youth, family, volunteer, and staff member can contribute fully, learn from one another, be valued, and speak their truth.*

*"I want their lives to be better.  
I consider them all to be my children,"  
-ICAN Founder, Henry Salinas (1951-2017)*