



CONNECTING MISSION TO RACIAL EQUITY & ANTI-RACISM WORK - OUR ORGANIZATIONAL "WHY" STATEMENT

Adopted by the Board of Directors on November 15, 2021

Racism sets conditions for our work - with our community, with our agencies, with our volunteers, and within our organization.

Inherent in its creation, history, and present strategic plan, is the intention of Companis to support and promote diversity, work for equity, and to model inclusiveness - to counteract the effects of oppression. We are committed to fighting racism because we recognize the pervasive and deep disparities faced by people of color. We act on the knowledge that challenging interpersonal, institutional, and structural racism is essential if we are to make our community healthier, safer, and more just.

The following statements guide our efforts:

Racial equity is central to our mission.

We will act on the understanding that:

- *Racial equity is essential to creating a healthier, safer, and more just community.*
- *Racial equity - the elimination of racial identity as a predictor of how communities of color fare - is a metric important to our work.*
- *We have a model that should work for everyone. Racial equity efforts will help us connect our mission and model to more communities, particularly those that expect those they partner with to have a demonstrated commitment to racial equity.*

Racial equity is built on anti-racist work.

We will act on the understanding that:

- *Our vision of community is built on anti-racist ideas.*
- *Racial equity is only possible through anti-racism work.*
- *When we are not actively anti-racist, we perpetuate racism.*
- *We have a model that should work for everyone -- but only if communities see themselves reflected in our organization and we build a culture where everyone can belong.*
- *Antiracism is necessary to protect and support our Workers.*

We have a long-term commitment to this work. We welcome others doing the same.

We will act on the understanding that:

- *This work must be sustained within the organization. We are all on this journey together and welcome the responsibility of moving racial equity and anti-racism. When we invite new people to the organization, we ask them to hold this work with us.*
- *We achieve equity faster if we work on equity together with our partners. We want to work with organizations that are committed to racial equity and on the same journey. It is important that we partner with organizations that ensure the people we place are protected and supported.*
- *We can be great advocates for racial equity and anti-racism work.*