

## **INTERFAITH COMMUNITY SERVICES DIVERSITY, EQUITY, INCLUSION and ANTI-RACISM STATEMENT**

Since 1979, Interfaith Community Services has helped people help themselves. Working in collaboration with diverse faith communities and people of compassion, we have been committed to the provision of vital resources and services in the areas of vocational development and employment, recovery and wellness, clinical and behavioral health, and housing and supportive services for vulnerable and underserved members of the San Diego County community.

While we envision a society in which all individuals in need can be empowered to stabilize and improve their lives, we recognize that longstanding, punitive impacts of white supremacy, systemic oppression, and various forms of marginalization (e.g., racism, sexism, gender bias, and heterosexism) stand as significant barriers to this vision. To that end, we acknowledge that in addition to providing resources and services, we have a responsibility to actively combat systems and policies that cause inequitable outcomes.

Interfaith commits to being a Diverse, Equitable, Inclusive and Anti-Racist (DEIA) organization as we advocate for and assist our clients in leading healthy, self-sufficient lives. In so doing, Interfaith stands in solidarity with all oppressed and marginalized groups including, but not limited to, People of Color (Black, Indigenous, Latino/a/x, and Asian Communities), the LGBTQIA+ Community and Women.

We believe that actively combatting all forms of systemic racism, oppression, and marginalization is essential to our mission and begins internally. Our DEIA efforts will involve and apply to our Board of Directors, employees, volunteers, member faith centers, and philanthropic partners.

As an organization, we will speak up, stand up, and show up against injustice and oppression. Therefore, we will:

***LISTEN:*** We will learn from the experiences, thoughts, and ideas of our employees, clients, volunteers, member faith centers, philanthropic partners, and community members belonging to oppressed and marginalized groups;

***UNDERSTAND:*** Our Board and employees at every level will understand and recognize their role in intentionally working to combat racism, oppression, marginalization, mitigate biases, and promote equity;

***EDUCATE:*** We will provide formal training for employees and continuing learning opportunities for employees, volunteers, member faith centers, philanthropic partners, and community members. The topics will include race and racism, intersectionality (how people's social identities can combine to create different experiences of discrimination and privilege), the historical and more recent instances of oppression and marginalization, and the celebration/solemn remembrance of significant cultural moments;

***ENGAGE AND BE VISIBLE:*** We will engage in candid conversations regarding ways to address and mitigate all forms of marginalization and oppression. We will be visible, provide leadership, and advocate for systemic change;

***REFLECT, REVIEW & MAKE CHANGES:*** We will work to ensure that our policies, practices, and procedures are congruent with a DEIA culture;

***BE TRANSPARENT:*** We will consistently and openly engage with employees regarding policy changes, new initiatives, and our approaches to engaging with clients;

***BE ACCOUNTABLE:*** Interfaith will take direct and timely actions guided by our DEIA Working Group, Chief Executive Officer, Board Chair, and Board of Directors.