



EQUITY STATEMENT

MISSION

Moving always toward love of God and love of neighbor without distinction –

The Ministries Foundation responds to the needs of persons and communities by funding programs and opportunities in education; health care; social, economic, racial and ecological justice; and spirituality in the Twin Cities metropolitan area and beyond.

VISION

Moving always toward profound love of God of neighbor without distinction –

The Ministries Foundation will nourish spirit, inspire social action and justice, and deepen partnerships to respond to the needs of persons and communities who are systemically under-resourced in the Twin Cities metropolitan area and beyond and enrich spiritual seekers lives.

COMMITMENT TO PRINCIPLES OF DIVERSITY, EQUITY AND INCLUSION

The Ministries Foundation staff, volunteers, board of directors, ministry partners and other partners strive to ensure that our organization reflects the diverse composition of the community.

The principles of diversity, equity, and inclusion guide us in all of our respective roles - board member, staff, volunteer, ministry partner, or other partners.

We desire to be a culturally competent and inclusive organization that embraces full participation, cultivating an anti-racist culture, a process of institutional restructuring, an all-encompassing analysis and based on our values.

We use these principles as guides for how we operate within the organization, the CSJ community and the community at large. These principles will also help us identify new ways of addressing the unmet needs of the times.

We acknowledge this work is ongoing.

In service to ALL, we strive to:

- Commit to building and nurturing a culture of diversity, equity and inclusion (DEI) by adapting our thinking and behavior to see and accept the differences that exist because of the varied life experiences person brings. Every human being deserves to be treated with dignity.
- Develop and implement all policies, processes and practices that underpin strong DEI goals and measurement; communicate successes and challenges by building a culture of accountability.
- Apply an equity lens – to all day-to-day decision-making.
- Commit to do the program and opportunity work in relational, collegial and participative ways that demonstrate mutuality and subsidiarity including consultation with all involved in the program or opportunity.
- Provide opportunities for education, training and self-awareness to help with personal transformation, while working toward systemic change.

DEFINITIONS

- **EQUITY:** Promoting justice and fairness within the procedures, process, and distribution of resources, so everyone has equal access for what they need for opportunities, and success. Equity is distinguished from equality, which promotes treating everyone the exact way, providing the same resources, regardless of differences. Equality assumes everyone begins from the same “starting point”. Equity recognizes they don’t so to treat all the same would not be fair or just.
- **INCLUSION:** Creating, fostering, and sustaining practices and conditions that encourage and allow each of us to be fully ourselves – with our differences from and similarities to those around us – as we work together.
- **DIVERSITY:** Presence of differences (race, gender, religion, sexuality, ethnicity, socioeconomic status, (disability, neurodiversity, age, religion, etc.). Presence of populations that have been -and remain – underrepresented in a field and typically as a result of being marginalized in the broader society.
- **CULTURAL COMPETENCY:** Cultural competence is defined as a set of values, behaviors, attitudes, and practices within a system, organization, program or among individuals and which enables them to work effectively cross culturally. Further, it refers to the ability to honor and respect the beliefs, language, interpersonal styles and behaviors of individuals and families receiving services, as well as staff who are providing such services. Striving to achieve cultural competence is a dynamic, ongoing, developmental process that requires a long-term commitment.

- **HUMAN DIGNITY:** Is the recognition that human beings possess a special value intrinsic to their humanity and as such are worthy of respect simply because they are human beings.