

Ministries Foundation

St. Paul Province
Sisters of St. Joseph of Carondelet & Consociates

bold moves
for real change

MINISTRIES FOUNDATION EQUITY STATEMENT

VISION

Inspired by the charism of moving always toward love of God and love of neighbor without distinction the Foundation understands the value of diversity, equity and inclusion.

MISSION

The Sisters of St. Joseph of Carondelet Ministries Foundation is a partnership among people who recognize the value of the mission of the Sisters of St. Joseph of Carondelet. People seeking to make a difference in the lives of those in need, generate and allocate funds to support present and future ministries of the Sisters of St. Joseph of Carondelet.

DEFINITIONS

EQUALITY: Everyone is treated the exact way and given the same resources, regardless of differences. Assumes everyone begins from the same “starting line”.

EQUITY: Promoting justice and fairness within the procedures, process, and distribution of resources, so everyone has what they need for access, opportunity, and success.

*Historical context lens.

INCLUSION: An outcome to ensure that all feel and/or are welcomed to the degree individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

DIVERSITY: Presence of differences (race, gender, religion, sexuality, ethnicity, socioeconomic status, (dis)ability, 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: the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.

COMMITMENT TO PRINCIPLES OF DIVERSITY, EQUITY AND INCLUSION

The Board of Directors, staff, volunteers, ministry partners, and other partners recognize that the diverse composition of the community we serve must be reflected in every aspect of our organization for the Sisters of St. Joseph of Carondelet Ministries Foundation, St. Paul Province Ministries Foundation to have the greatest impact with those we serve.

Our principles are aspirational and guide us in all of our respective roles - board member, staff, volunteer, ministry partner, or other partner to focus on diversity, equity, and inclusion.

Our principles reflect the Ministries Foundation's intentions and commitment to be a diverse, inclusive, and culturally competent organization in the roles outlined above. We use these principles as a guide for how we operate within the foundation, the CSJ community and the community at large. We acknowledge this work is ongoing.

In service to ALL, we will strive to:

- Commit to help build and nurture 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 that each person brings.
- 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.
- Provide opportunities for education, training, and self-awareness to help with personal transformation, while working toward systemic change.
- Apply an equity lens to all day-to-day decision-making.