



JVC NORTHWEST EQUITY STATEMENT

JVC Northwest is grounded in the Jesuit Catholic tradition; a tradition that approaches the world and everything in it as expressions of the Divine. This same worldview propels us to work for equity in our organization and the communities in which our volunteers live and serve. We will know JVC Northwest is embodying equity when we are able to sustain an organization that reflects and meaningfully collaborates with the communities with whom we serve by sharing power and building organizational strategies.

An equitable organization ensures that everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist and, as a result, we do not all start from the same place. Equity is a process that begins by acknowledging this unequal starting place and continues to correct and address the imbalance.

To achieve true social justice, we must move beyond good intentions to include and advance those most impacted by the marginalization we seek to end. This commitment requires JVC Northwest to critically examine the continued presence of our volunteers everywhere, particularly in communities of color, as well as acknowledge and amend the historical injustices of the past. To do this most justly, JVC Northwest commits to interrogating our past as an institution so we can be sure of all the ways we have harmed communities we intended to help.

To be an equitable organization, we must provide meaningful opportunities to those who face the barriers of bias, poverty, and other systemic injustice to have voice and fully participate in co-owning strategies and sharing power. We will intentionally create and maintain an organizational culture and a set of policies and procedures that welcome and support a diverse staff, board, volunteers, and partner agencies. We call our constituents, including supporters and larger communities, into this deep and wide process. This work is core to our mission of social justice. It is the work of grace and a reflection of Divine love.