

Proposed CSJ Equity Statement

By the Racial Assessment Working Group

Consistent with the Charism of moving always toward profound love of God and love of neighbor without distinction, the Racial Assessment Working Group offers the following equity statement for the CSJ Community to consider. We invite you to participate in opportunities to engage prayerfully with this proposal in our next step of becoming a culturally competent community that is inclusive and welcoming for all and beyond.

BACKGROUND

Vision

The Sisters of St. Joseph Community (CSJ) is a culturally competent community that is inclusive and welcoming for all and beyond.

Mission

Moving always toward profound love of God and love of neighbor without distinction.

Purpose of the Equity Statement

The CSJ Charism and Mission affirm the

inherent value of all people. Together we build a community environment that evaluates, celebrates, and encourages diversity in all our practices. This is our collective work.

To this end, the CSJ Community works for equity and inclusion within and beyond the CSJ Community. We partner and invite others to join us. Together, holding each other accountable, we live into “profound love of God and neighbor without distinction”.

SISTERS OF ST. JOSEPH, ST. PAUL PROVINCE COMMUNITY EQUITY STATEMENT

The CSJ Community’s goal is to interact effectively, sensitively and with humility in an increasingly diverse and global community.

As people in a complex and diverse world, our understanding of and respect for human differences is integral to our mission. We are all beings created in the image of the God who is love.

The CSJ Community welcomes everyone and we are committed to becoming inclusive and culturally competent – believing that all forms of human differences are resources and strengths rather than sources of prejudice or barriers to equal access, opportunity, representation, and relationships.

The CSJ Community uses a lens of racial and economic justice intent on seeing, hearing, and

identifying how to change and improve both individually—in our everyday actions, and through systemic change in communications, policies, processes, and practices.

The CSJ Community is committed to building and nurturing a culture of diversity, equity and inclusion by:

- Applying an equity lens to all day-to-day decision-making.
- Ensuring that the CSJ Community is a place of belonging—attracting, developing, and maintaining a community that is diverse in skills and experience which reflects the demographics of the people with whom we partner, live and serve.

- Holding each other and ourselves accountable to the values of diversity, equity and inclusion.
- Developing and implementing policies, processes and practices that underpin strong Diversity, Equity and Inclusive goals and measurement; communicate successes

and challenges by building a culture of accountability.

- Implementing lifelong learning and communication practices that reflect an inclusive culture and community.

Commitment to Principles of Diversity, Equity and Inclusion

The Sisters, Consociates, Staff, Volunteers, St. Joseph Workers, Partners in Justice, Ministry Partners, Friends of St. Joseph, and other partners recognize that the diverse composition of the community with whom we partner and

serve must be reflected in every aspect of our community to have a true place of belonging, and to have the greatest impact for people with whom we partner and serve.

Diversity, Equity and Inclusion Definitions

EQUALITY: Everyone receives respect and access to the same resources, regardless of differences. Assumes everyone begins from the same “starting line”.

EQUITY: Promoting justice and fairness within the procedures, processes, 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.

GUIDING PRINCIPLES

1. Acknowledge structural racism and how it impacts our thinking, behavior and decision-making.
2. Commit to help build and nurture a CSJ culture of diversity, equity and inclusion (DEI).
3. Support all CSJ policies, processes and practices that underpin strong DEI goals and measurement.
4. Apply an equity lens to all day-to-day decision-making.
5. Continue team building activities within the CSJ community and with our neighbors.
6. Communicate successes and challenges of DEI work.
7. Grow awareness of “white culture and privilege” and our implicit racism. Prepare for discomfort.
8. Recognize that the people served throughout the CSJ Community are partners in service.