



CSJ Community Racial Equity Statement Proposal 2022



Proposal for Racial Justice

- The Relationship and Association Commission:
 - discerned need to examine how systemic racism affects our ability to live the charism and
 - offered “Proposal for Intentional Action on Racial Justice”
- The Justice and Ministry Commissions provided input to the proposal and approved it
- The Community Assembly affirmed the proposal in 2019



Foundation for Racial Equity Work: CSJ Charism

- The CSJ charism affirms the inherent value of All:

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

- Our collective work is to live this charism.

Support for Racial Equity Work: Acts of Chapter

Our 2019 Congregational Chapter discerned a need to listen to our neighbors and “to go deeper, to journey farther, to respond boldly and creatively” with “bold conversation and prophetic action.”

One commitment is to “**deepen awareness of our complicity and work toward dismantling interlocking systems of oppression.**”

Racial Equity Work

Requires ongoing understanding of anti-racism individually and organizationally:

- How does racial conditioning show up in our relationships and culture?
- Do our organizational processes, procedures, policies and communication fully reflect CSJ charism?

Work Thus Far

- The Racial Assessment Working Group engaged CultureBrokers, LLC
- Asked people to respond to the Diamond Inclusiveness Assessment survey
- Results show us areas for improvement in our culture and policies
- Four equity teams offered specific plans



Key Learnings to Date

- The CSJ charism must continue to guide this work
- We need to see how systemic racism divides us from each other and the wider community
- Our whole community must be involved – we each have gifts to contribute



Key Learnings to Date

- Policy changes alone aren't enough; cultural changes are also needed
- It can be hard to see our culture, but doing so is part of "moving always"
- Understanding our need for cultural change is an opening to new ways of being



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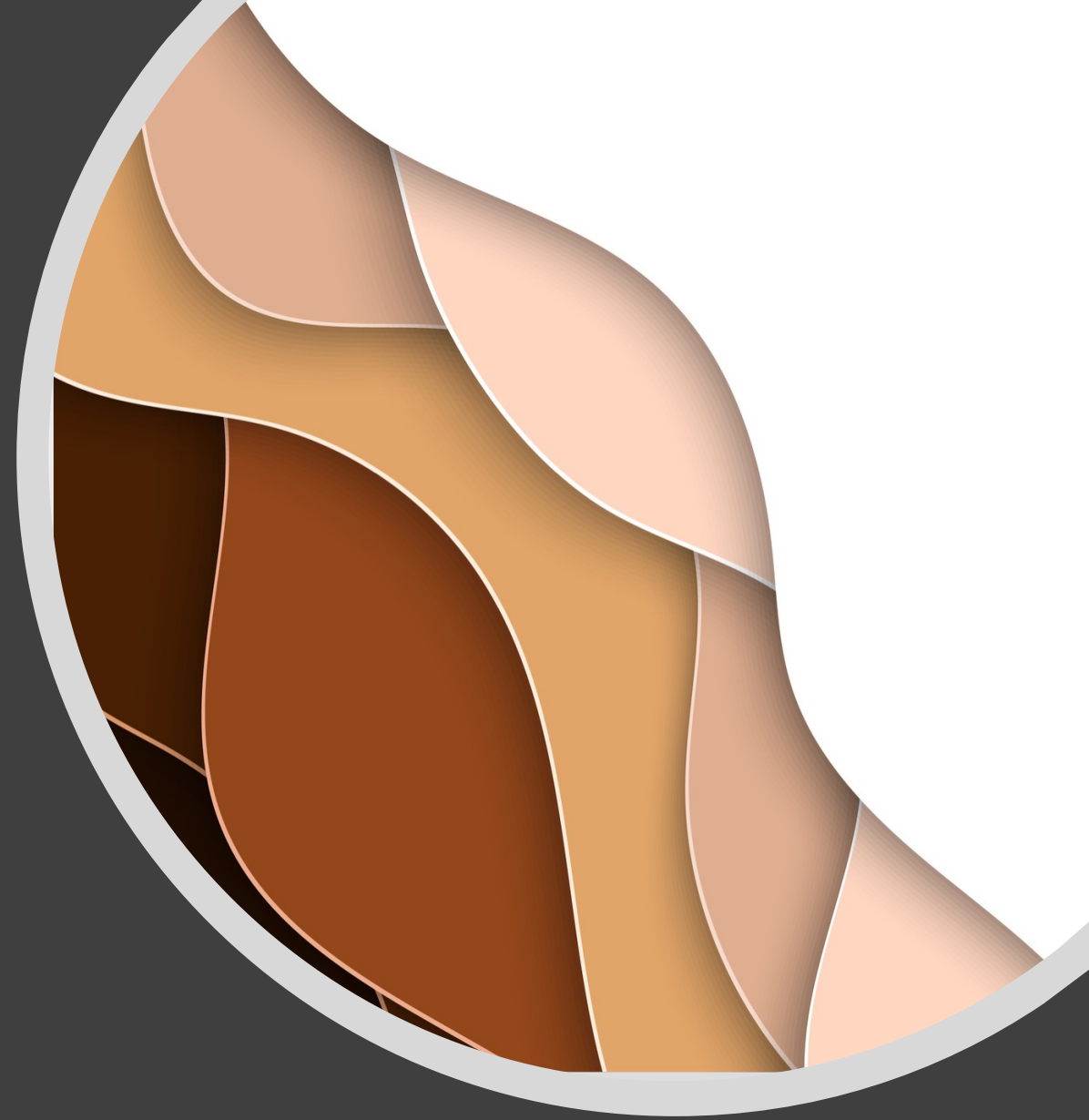
CSJ Community Racial Equity Statement: Draft

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.





CSJ Community Racial Equity Statement: Purpose

The CSJ Charism affirms 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 Dear Neighbor without distinction”.

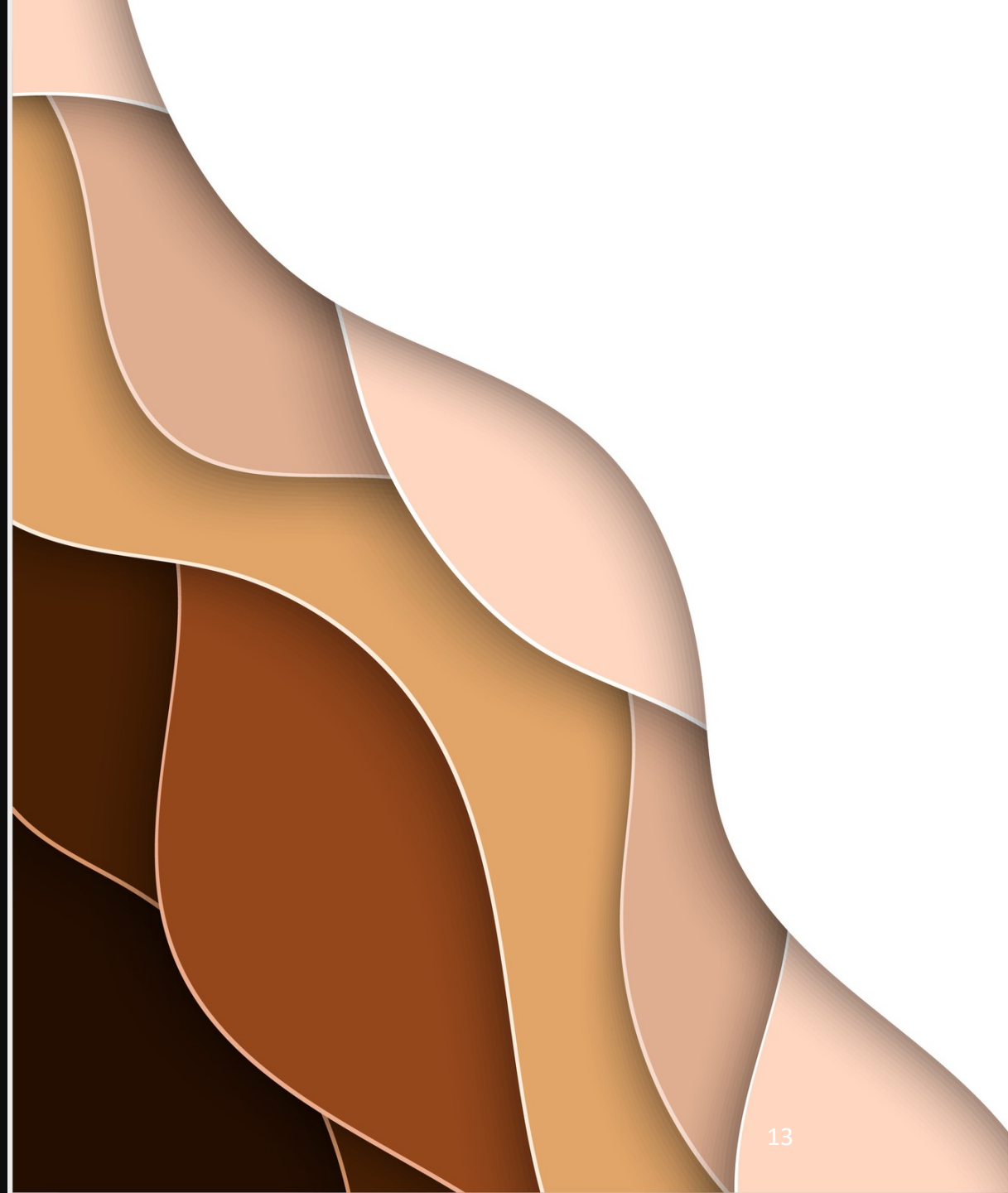
CSJ Community Racial Equity Statement, Part 1

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.

CSJ Community Racial Equity Statement, Part 2

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.



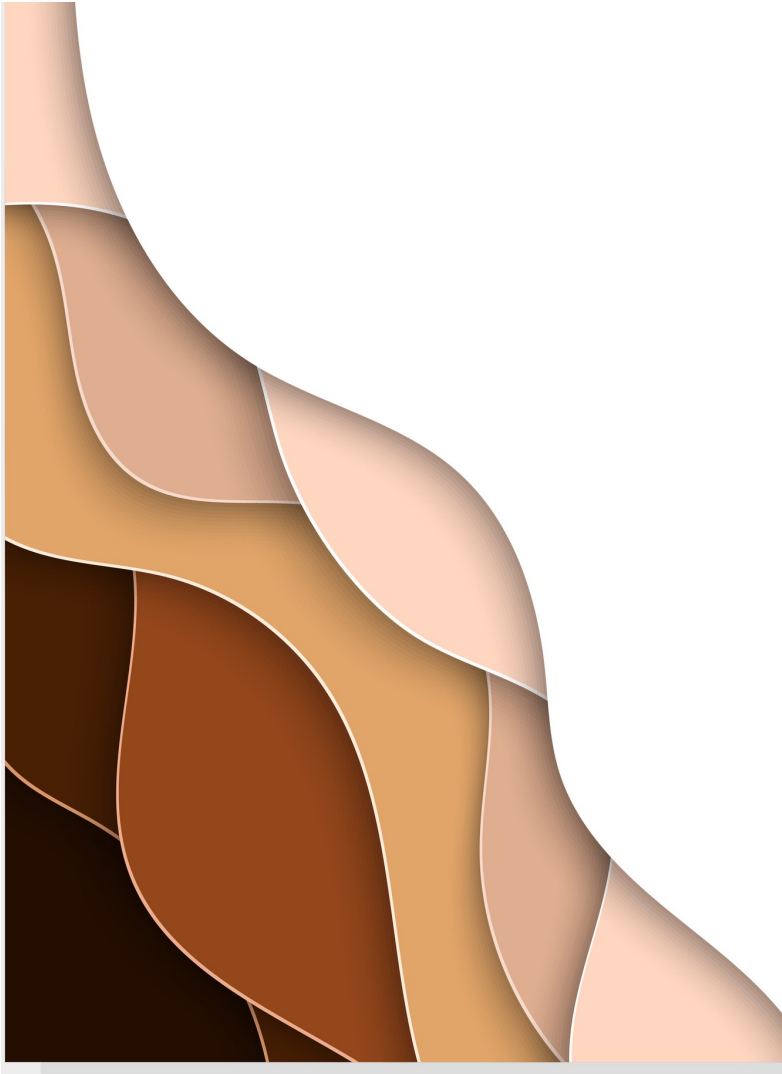
CSJ Community Racial Equity Statement, Part 3

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.

CSJ Community Racial Equity Statement, Part 4

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.



CSJ Community Racial Equity Statement, Part 4, continued

- The CSJ Community is committed to building and nurturing a culture of diversity, equity and inclusion by:
- 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 practice that reflects an inclusive culture and community.



CSJ Community Racial Equity Statement, Part 5

- Commitment to Principles of Diversity, Equity and Inclusion
- The Sisters, Consociates, Staff, Volunteers, St. Joseph Workers, Partners in Justice, Ministry Partners, 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.



Going Forward

- Thank you for your engagement today
- This is a lifelong process
- Healthy relationships are critical for this movement
- We must learn how to hold ourselves and each other lovingly accountable
- We will need ongoing commitment, and help from others
- The Province is in the process of hiring a Director to help us in our "moving always"



Sacred Sharing

- The CSJ Community Racial Equity Statement will belong to us all
- We will break into small groups and share our responses to these reflection questions:
 - **How do you see yourself and others in the CSJ Community Racial Equity Statement?**
 - **What might be missing from the statement?**
- Please choose someone in group to report results



Reflective Responses

- Input to the CSJ Community Racial Equity Statement is important
- Please send feedback on the reflection questions to rawg@csjstpaul.org by Tuesday, May 17
- The CSJ Community Racial Equity Statement will be brought back to our next Community Assembly, after considering the feedback