

# CSJ Equity Strategic Action Plan 2022-23

## Mission

The mission of the Sisters of St. Joseph of Carondelet, St. Paul Province, is moving always toward love of God and love of neighbor without distinction. This mission stems from the Charism of Unifying Love.

## Vision

The Sisters of St. Joseph Community (CSJ Community) of Sisters, Consociates, Staff, Volunteers, St. Joseph Workers, Agrégées, Friends of St. Joseph, and Partners in Ministry fully commits to be a culturally competent, broad-enough community that includes, welcomes all, and works for justice.

## CSJ Community Equity Statement

Because we believe all beings are created in the image of God who is love, the CSJ Community commits to lifelong work of deepening awareness of our complicity in and dismantling interlocking systems of oppression, such as racism and sexism. We strive to understand with sensitivity, humility and accountability how human differences are resources and strengths that are integral to the mission of moving always toward love of God and love neighbor without distinction.

To welcome and include everyone authentically, the CSJ Community commits to:

- live the Charism of unifying love as we embrace transformation,
- increase awareness of the systems that separate us from God's beloved,
- become inclusive and culturally competent,
- see, hear, and improve both individually – in our everyday actions – and collectively, by making systemic changes in communications, policies, processes, and practices to redistribute and share power equitably, and
- work to overcome barriers and change systems that deny equity, opportunity, representation, and relationships with all in the earth community.