Equity Statement

At the Pathfinder Network, we are steadfast in our commitment to promoting diversity, equity, inclusion, justice, and belonging in every facet of our work and our organization. We recognize and confront the profound influence of historical, cultural, structural, and institutional biases, racism, and oppression within our systems and society. We celebrate the richness of intersectional identities encompassing race, ethnicity, national origin, gender, gender identity, sexual orientation, ability, socioeconomic status, geography, age, and beyond, both within our community and within ourselves.

Our evolving awareness propels us into conscientious action, prioritizing communities that uphold the dignity and worth of every individual, ensuring equitable access to justice and liberation for all. The Pathfinder Network's unwavering dedication is in our two accountabilities: what we can be counted on to do, and who we can be counted on to be, with the fundamental goal of developing more just and socially responsive communities.

We acknowledge our role within biased, racist, and oppressive systems. Given our proximity to the criminal justice system and other systems and structures, we are uniquely situated to impact change. We are dedicated to continual analysis and advancement of just principles, practices, and policies. We illuminate social determinants of systems-involvement, develop solutions to address root causes, and support individuals, families, and communities to be safe and thrive.

Central to our mission is centering and amplifying the voices and needs of people of color and those most impacted by the systems we work within. Accountability to our commitments is essential. We create and support spaces where these voices are not only heard but actively centered, recognized, and acted upon. As we grow and change as an organization, the individuals who make up the organization will grow and change as well, compelling us to constantly reevaluate our level of commitment and action.

We live out our commitments each day by:

- Championing the cultivation of a diverse, equitable, inclusive, and just workplace where everyone finds belonging, with a particular emphasis on advancing racial equity.
- Engaging in cross-departmental collaborations on organizational policies, processes, and the work environment.
- Participating in Shared Leadership initiatives such as Temporary Teams, Equity Team, Employee Resource Groups, and others.
- Contributing our unique skills, knowledge, experiences, and expertise to propel the agency towards its mission.
- Prioritizing self-care, both in the present moment and during reflection and processing.
- Practicing mindful presence, making space for others to share their perspectives.
- Speaking truthfully and authentically.
- Upholding confidentiality while sharing the lessons gleaned from personal stories.
- Demonstrating mutual respect through attentive listening and thoughtful responses.
- Recognizing the power of collective wisdom and fostering an environment of curiosity and openness.

Equity Statement Cont.

- Suspending judgement and embracing conflict as an opportunity for growth and positive change.
- Committing to action and being fully present in our efforts.
- Anchoring our actions in the two accountabilities: what we do and who we are.
- Centering those most impacted by inequities.
- Honoring and respecting discomfort.
- Fostering an environment where curiosity is valued, and feedback is embraced.
- Extending grace and showing gratitude.

In the timeless words of Martin Luther King Jr., from his letter penned in the confines of Birmingham Jail, "I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be." Together, we strive to co-create a more just and equitable world.