

## Racial Equity Mission Statements

This document contains racial equity mission and vision statements from various organizations located in different places. On this document, you will also find the summary of the purpose of each organization and what they are doing as a whole.

### 1. The Montana Racial Equity Project:

Summary: The purpose of this project is to end racism, bigotry and prejudice. In their slogan they are letting individuals that come to their website know that the end of racism, bigotry and prejudice begins with them and no one else.

- **Mission Statement:** The Montana Racial Equity Project, a nonprofit and nonpartisan organization, advocates equity and justice for historically marginalized, disenfranchised, and oppressed peoples in Montana. We educate, train, and activate organizers, individuals, groups, organizations, institutions, and businesses to invest in interrupting racism, bigotry, and prejudice whenever encountered.
- **Vision Statement:** Earnest dialogue and active listening are keys to challenging our assumptions and understanding those who are different from us. We have learned that once a discussion on race begins, participants open to consider the intersectionality of all our differences, whether grounded in gender, sexual orientation or expression, religion, income and education levels, etc. To that end, The Montana Racial Equity Project strives to achieve equity, racial justice, and positive transformational change for Montana's historically marginalized, disenfranchised, and oppressed peoples in the personal, social, systemic, and structural arenas.

### 2. Race Forward: The center for Racial Justice Innovations:

Summary: This organization is involved in a lot of activities; however, they are mainly focused on conducting cutting edge and original research on pressing racial justice issues focused on significance of race to social and economic outcomes in our society, creates media that shows the conversation on race in the media and supports advocacy and action on complex racial justice issues in various ways.

- **Mission Statement:** Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences. We define racial justice as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all and we work to advance racial justice through media, research, and leadership development.
- **Vision statement:** Race forward envisions a vibrant world in which people of all races create, share and enjoy resources and relationships equitably, unleashing individual potential, embracing collective responsibility and generating global prosperity. We strive to be a leading values-driven social justice enterprise where the culture and commitment created by our multi-racial and diverse staff supports individual and organizational excellence and sustainability.

### 3. Boston Public Health Commission Organizational Identity Statement:

Summary: This organization observes how certain factors a strong predictor of health and well-being. They are observing how those factors contribute to health inequalities and how important it is to understand how experiences within the individual and community differs by race.

- **Mission Statement:** The mission of the Boston Public Health Commission is to protect, preserve, and promote the health and well-being of all Boston residents, particularly the most vulnerable. We achieve our mission by providing and supporting accessible high-quality community-based health and social services, community engagement and advocacy, development of health promoting policies and regulations, disease and injury prevention, emergency services, health promotion, and health education services.
- **Vision Statement:** The Boston Public Health Commission envisions a thriving Boston where all residents live healthy, fulfilling lives free of racism, poverty, violence, and other systems of oppression. All residents will have equitable opportunities and resources, leading to optimal health and well-being.

#### 4. The Aspin Institute:

Summary: This institute is an educational and policy studies organization based in Washington, DC and they strive for leadership based on values and to provide a venue for dealing with critical issues. This institute has campuses in other states as well such as Colorado, Maryland and New York.

- **Mission Statement:** Our mission is to inspire and support a critical mass of leaders in business, government and civil society. To work toward racial equity and inclusion in key opportunity sectors and institutions.

#### 5. Lands Stewardship project:

Summary: This organization provides a way for the individual family legacy on the land to continue by using it to support LSP's work or to provide opportunities for a new generation of stewardship farmers. They secure financial resources to support the work of this project.

- **Mission Statement:** The Land Stewardship Project (LSP) is a private, nonprofit organization founded in 1982 to foster an ethic of stewardship for farmland, to promote sustainable agriculture and to develop healthy communities. LSP is dedicated to creating transformational change in our food and farming system. LSP's work has a broad and deep impact, from new farmer training and local organizing, to federal policy and community-based food systems development. At the core of all our work are the values of stewardship, justice and democracy.
- **Vision Statement:** The Land Stewardship Project wants more successful stewardship farmers raising both livestock and crops on the land.

#### 6. The Facilitating Racial Equity Collaborative:

Summary: This organization is a loose collective of organizations and individuals committed in Minnesota to overcome racism. The meetings for this organization are open and anyone can come and join them in their meetings.

- **Mission Statement and Visions:** FREC (the Facilitating Racial Equity Collaborative) works collaboratively and democratically toward just, equitable, antiracist communities. To that end, our goals are to:
  - Create a learning community: We share our knowledge and skills around anti-racism work with other individuals and organizations through our Overcoming Racism Conference and other programs.



- Deepen our understanding of the racial domination system and colonialism. We aim to understand how they generate racist practices and white privilege, impede our efforts for racial justice, inhibit us from talking about race, and how they perpetuate themselves through culture, ideas and institutions.
- Improve our skills in countering racism and organizing for racial justice. We will learn best practices and sound theory to overcome racism, sharing models, skills, tools, approaches, programs, and practices.
- Networking: We use our organizational networks to strengthen and expand our outreach, influence, and effectiveness.

7. Children Services Council of Palm Beach County:

Summary: They are in Palm Beach County. They provide leadership, funding, services and research on behalf of the county's children. So, they can grow up healthy, safe and strong.

- **Mission Statement:**

To plan, fund and evaluate prevention and early intervention programs and services, and promote public policies that benefit all Palm Beach County children and families.

- **Vision Statement:** All children grow up healthy, safe and strong.

- The Center for the Study of Social Policy (CSSP): works to secure equal opportunities and better futures for all children and families, especially those most often left behind.
- Underlying all the work is a vision of child, family and community well-being. It's a unifying framework for the many policy, systems reform and community change activities in which CSSP engages.

8. The Center for Racial Justice Innovation:

Summary: This organization provides systemic analysis and comes from an innovative approach to complex issues involving race to help people take action that is effective toward racial equity. This organization is home to the government Alliance on Race and Equity (GARE), a national network of government working together to achieve advance opportunities and racial equity for all.

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9. Alliance for Strong Families and Communities:

Summary: This organization work with other committed social sectors leaders to help Alliance for Strong Families and Communities to have more of a positive impact on their community. This organization allows for individuals to learn and create new solutions for society's toughest problems and aggregates the best sector of knowledge.

- **Mission:** We envision a world where society and its systems (e.g. education, criminal justice, and health care, housing the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people. We strive for a healthy and prosperous society that promotes all people having equitable access and opportunity. Systemic and institutional inequities, especially in matters of race, remain significant barriers for people and communities working to reach their full potential. We recognize that to achieve our vision, we must lead our social sector in making the changes we want to see in society. Our charge is to:
  - Lead, with compassion, for social justice
  - Stand in the gap to support all those who are affected by inequity
  - Create space at the table for all groups to contribute
  - Support economic growth in diversity
  - Build a society that is committed to engaging the voices and respecting the humanity of all people.

#### 10. Child Haven:

Summary: This organization creates programs and policies that are educated by and prioritized in response to perspectives, experiences and needs of families and children of color. They are taking the time out to strategically choose an organization to look at all forms of oppression through racial equity lens to ensure their program doesn't leave anyone behind.

- **Mission:** Child haven is committed to racial equity and social justice by fostering inclusiveness, valuing diversity and racial representation, facilitating healing, and promoting avenues to equitable systems by addressing disparities in the workplace, healthcare and education. We do this with respect, self-awareness, authentic engagement, and a willingness to learn from one another and our communities.
  - We challenge ourselves and support each other to make a collective impact with tools and strategies that improve access to opportunity and well-being for all children and families and our employees.
- **Vision:** Child haven commits itself to involving staff, community members, children & families as partners in the ongoing process of developing and implementing racial equity work.
  - We acknowledge and honor the fundamental value and dignity of all individuals by embracing cultural differences and remaining open to new experiences.
  - We envision a vibrant organization and community in which people of all races create, share, and enjoy resources and relationships equitably.

#### 11. The Pullman Human Rights Commission:

Summary: Pullman is a community which is made up of parks paths, businesses and its historical roots is in agriculture. This community is a great place to stay, has high levels of technology, higher education and highest quality of life.

- **Mission:** The Pullman Human Rights Commission (PHRC) is committed to promoting and creating a harmonious community, in which the inherent worth of all individuals is recognized and valued, and civility and social justice are honored.