

Our Lady of Peace Commitment to Diversity, Equity and Inclusion



Diversity, Equity, and Inclusion Are Essential for Our Mission

The Board of Directors and senior leadership recognize that the diversity of the community we serve must be reflected in every aspect of our organization for Our Lady of Peace to have the greatest impact with those we serve. Our commitment to diversity, equity, and inclusion is because of our mission and is essential for our success. We remain faithfully committed to the Ethical and Religious Directives for Catholic Health Care Services.

We focus on continuing to see and accept employees, clients, partners, and community members who have different perspectives than our own. We understand that society has created advantages for certain groups and not others; we find ways to see and change how we are making decisions that impact marginalized or disadvantaged groups in unintended ways.

As an organization, we welcome the complexity that results because of the many differences that exist among groups in one workplace: race, class, sexual orientation, ability, gender, etc. We believe our diversity adds value and makes us stronger.

Guiding Principles for Diversity, Equity, and Inclusion

Our Lady of Peace will deliver on its mission with a diverse, inclusive, and culturally competent workforce that provides effective service to persons of all cultures and backgrounds. This will be achieved when those who contribute to Our Lady of Peace's mission can:

- See and accept the differences that exist because of the varied life experiences that each person brings
- Challenge and grow in awareness about their own social groups and biases
- Develop and implement policies and practices that advance equity
- Handle intercultural conflict and address insensitive behaviors
- Have access to resources and opportunities that advance their professional growth
- Communicate with trust and respect toward others inside and outside of Our Lady of Peace
- Feel encouraged and supported, with their culture seen as "value added"

These guiding principles reflect Our Lady of Peace's intentions and commitment to be a diverse, inclusive, and culturally competent organization in the roles outlined below. We use these principles as a guide for how we operate in the community.

As a Service Provider:

- The cultural experience of those served will be respected, valued and used in meeting their needs
- The diversity of those served will be considered in improving the effectiveness of the entire organization

- We review the situations and circumstances of those who lack access or are from new, different or underserved groups, and make changes to service delivery to respond to those not currently served and also to inform systems change
- We accept complexity and invest time and work to collaborate with people we serve and local leaders to honor the wisdom within every community

As an Employer:

- The cultural experiences and diversity of employees is respected, valued and leveraged in providing responsive, innovative and effective service
- The organization regularly reviews employment policies and practices to determine where inequities may exist and finds ways to create practices that advance diversity, equity and inclusion while maintaining compliance with laws and regulations
- Employees are respectful of each other and understand that harassment, discrimination, racism and oppression are not accepted in our workplace
- Employees of all backgrounds have access, formal support and opportunity for growth and advancement
- Employees reflect the demographics of the greater Twin Cities area and those being served
- Employees have opportunity for continuous learning about systemic oppression, cultural competence and inclusiveness, and will be provided with resources and support to help them feel comfortable in expressing their own culture as well as understanding and engaging with other cultures

As a Community Participant:

- Our Lady of Peace is a part of the diverse fabric of the community and will be an engaged community-based organization
- Our Lady of Peace shares with the larger community how it is doing related to internal diversity, equity, inclusion and cultural competency efforts
- Our Lady of Peace uses its stature and resources to visibly promote and support diversity, equity and inclusion
- Our Lady of Peace uses its position and resources to speak out against overt and systemic racism and oppression within its experience and sphere of influence within its sphere of experience and influence

As an economic Entity:

- Our Lady of Peace promotes the inclusion of businesses owned by people of color, persons with disabilities and/or women in its purchases of outside services/materials/consulting and contracts
- Our Lady of Peace regularly assesses the economic impact of its policies on its lowest paid employees
- Our Lady of Peace regularly assesses how the use of its resources can help to meet the needs of a diverse community
- Our Lady of Peace builds engagement and support from a diverse group of donors, volunteers, funders, and others who have the capacity to give and support its work