



# MFS Diversity, Equity & Inclusion Commitment

**MFS is an organization that embraces the many cultures that comprise our community. We consider ourselves partners, dedicated to offering connection and opportunities for the people who access our programs and resources. In all we do, we seek to convey a core respect for the experience, knowledge, and capacity of every person.**

**Many people accessing MFS services have been historically marginalized, and continue to face discrimination, negative bias and risk of personal harm.**

As we help build prosperity, equity, and social connections MFS recognizes that there are serious historical and existing systems that create inequity for individuals, families, and entire communities.

We believe changes need to be made in the conditions and assumptions that create injustice, oppression, and lack of inclusion.

As an anti-racist organization we commit to changing systems and confronting obstacles to gain social justice for all.

## THIS MEANS THAT MFS WILL:

- **Adopt anti-racism approaches** to services by understanding and acknowledging systemic and individual racism and our privilege.
- **Be a disruptor** when our clients, partners, supporters, volunteers or staff members are unfairly treated or oppressed due to their social identity (such as cultural group, age, gender identity, physical abilities, mental health status, class, etc).
- **Be an ally** advocating for equitable policies and systems.
- **Support multicultural ways** of knowing, leading, recognizing success, learning, expressing emotions, and managing conflict to strive to decenter whiteness and dominant culture.
- **Intentionally partner** with other organizations that are culturally specific and/or culturally responsive.
- **Actively use our Equity Lens and the MFS Relational Model to:**
  - » **Promote** client voice with an awareness of our privilege, positionality and biases.
  - » **Advocate** to dismantle discrimination with awareness of our own biases.
  - » **Actively build** relationships and learn from people impacted by decisions we make.
  - » **Work to empower** others, share power and ensure we are making decisions that are viewed as helpful.
  - » **Create a continuous learning culture** that interrupts social and racial inequities within and outside the organization.

**MISSION:** MFS helps people move beyond the limitations of poverty, inequity, and social isolation.