



Board of Directors Statement

We believe that Black Lives Matter. We stand in support of racial equity and social justice.

We acknowledge that:

- There have been historical injustices of structural and systemic racism.
- We need to be part of the movement for racial justice.
- There is a sense of urgency.

We commit to:

- Take responsibility for our actions, including when we allow people to be mistreated.
- Educate ourselves on an individual basis and as the Compass Center Board.
- Collect more data regarding who we serve and the needs of our community.
- Review our policies and look through a racial equity lens and seek to correct biases that we discover.
- Go outside our networks and work to increase board diversity.
- Reassess the Compass Center strategic plan.
- Support openness and honesty among the board so differences of opinion can be shared and heard.
- Be open to feedback and collaboration from staff, clients and volunteers.
- Create a culture of inclusion.
- Create measurable goals to hold ourselves accountable to these commitments.

We will advocate for:

- Agencies and organizations with which we interact to demonstrate their efforts to improve racial equity and social justice.
- Clients who we may have underserved in the past by seeking to understand how to reach out to them or lower barriers to accessing our services.
- Each of our employees who have experienced inequity in their work with us or with agencies we interact with.

We will challenge ourselves to:

- Understand where we need to improve: our desire to correct injustice does not automatically mean we will be able to see it more clearly. We will need focus and assistance to create measurable improvements.
- Learn effective ways to implement change in vision and practice.
- Open our conversations to a diverse range of voices.

August 2, 2020