



## Racial Equity Commitment

The purpose of this statement is to clearly and explicitly set forth New Beginnings' commitment to racial equity in the context of our work to end domestic violence. Domestic violence is rooted in patriarchy and sexism, impacting people of all backgrounds and experiences. Yet African Americans, Indigenous Peoples and other People of Color, who have inevitably experienced institutional oppression and discrimination due to racism, are especially vulnerable to domestic violence and must overcome the greatest barriers to safety and self-determination.

Our agency Vision states that "we envision a world free of violence and oppression, reflected in peaceful relationships and communities." Violence and oppression are products of white supremacy, a system of dominance that has inflicted profound trauma on individuals and communities, both enabling and compounding the trauma of domestic violence. Thus, building equitable community through all aspects of our work is as central to New Beginnings' mission as promoting equitable intimate relationships. With this statement we pledge our commitment to ongoing learning and action to advance racial equity as a strategy to achieve equity and justice for all. In doing so, we will promote and amplify the voices and leadership of those whom inequity has impacted the most.

As we advocate for and support survivors with marginalized identities, including women, the LGBTQI+ community and immigrants, we will ensure that the voices and perspectives of People of Color within these communities are centered in order to decrease systemic barriers. These voices and perspectives will also be centered within our commitment to challenge the larger systems that create and reinforce oppression. Our commitments are:

- Racial equity is achieved in the recruitment, hiring, appointment, promotion and retention of staff and Board members to ensure the full involvement and leadership of People of Color and Indigenous Peoples in the life of the agency.
- Direct service program outreach, service and resource allocation practices are continually monitored and evolved to ensure racial equity regarding program access and supports and, to the extent that is within our ability, eliminate racial disparities in outcomes for survivors.
- Educational and volunteer programs emphasize outreach to, learning from and collaboration with Communities of Color, ensuring that their needs, perspectives and strengths are reflected in our implementation.
- The stories and experiences of Survivors of Color are consistently reflected in our fundraising communications, and are crafted to raise awareness about the systemic disparities they face and ways that donors can challenge injustice.
- Public advocacy efforts focus on reducing racial inequities and promoting equitable solutions.

We strive for continual improvement in meeting these racial equity outcomes, aligning our goals for People of Color in agency leadership, involvement in our programs and representation in our materials with the diversity of survivors we serve.