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EQUITY AND INCLUSION: STRATEGIC PRIORITY

Morrison Child and Family Services' mission is to partner with families and communities to provide effective and responsive services for children and youth coping with adversity and trauma. An integral part of that mission is to design and implement programs that *recognize* and *respect* cultural differences. Embodied in this mission is the commitment to support our communities to move beyond disparity and oppression and work with compassion, integrity, and dedication to social justice.

Despite Morrison's ambitious mission of effectively and responsibly servicing youth adversity and trauma while manifesting its philosophy of equity and inclusion, official data documents alarming disparities of services to under-represented populations (within the Portland metropolitan area and connecting counties) equate, in totality, to people of color. These disparities prohibit Morrison from meeting its mission objectives.

STRATEGIC PRIORITY

STRATEGY: EQUITY POLICY NAMING OBJECTIVE OF BECOMING AN ANTIRACIST ORGANIZATION; OR FOCUSING ON RACIAL EQUITY FIRST

Race equity means that racial identity will no longer determine or predict the quality of trauma informed care a child receives from Morrison Child and Family Services; thereby resulting in equitable outcomes for *all* clients. Race equity can be achieved at Morrison by prioritizing the goal of becoming an organization that produces equitable outcomes; as an antiracist organization.

Why racial equity first? "Racism is a form of oppression that intersects with other forms of oppression (e.g. sexism, heterosexism, classism and ableism) in complex ways, therefore resistance to racism requires resistance to all other forms of oppression. Antiracism is an *inclusive* and anti-oppressive framework that addresses the intersections of oppression in order to address the full complexity of dismantling racism. When organizing around other systems of oppression takes into account how racism operates within those systems, fighting for all forms of social justice is more effective."¹

Constructing an Equity Policy for Morrison Child and Family Services will provide 'a course or method to guide and determine' how Morrison will best show its commitment to equity initiatives that will produce outcomes reflective of an antiracist organization.

I. DRAFT EQUITY POLICY GOALS AND GUIDELINES

A. **Achieving Antiracist and Inclusive Outcomes with Morrison Projects, Programs and External Services**

Description: Morrison services and activities that impact the community (e.g., clinical, therapeutic, education and training, residential, development, public affairs and community engagement) will be evaluated from an equity perspective to (1) answer “who benefits?” (2) ensure that existing disparities are explicitly addressed, and (3) mitigate unintended consequences.

B. **Building Community Partnerships and Increasing Diversity and Transparency Through Antiracist Transformation of Internal Business Practices**

Description: Morrison’s internal business practices (e.g., administration, human resources, development, public affairs, community engagement) will strengthen the diversity and cultural competence of its staff, achieve meaningful public involvement for historically disadvantaged populations, and stimulate clinical and therapeutic care, education and training, and residential services to communities of color through the creation of antiracist and inclusive decision-making structures.

C. **Embodying Antiracist Behavior and Creating Responsibility Through a Morrison Equity Advisory Council**

Description: Morrison’s Equity Advisory Council (EAC) is hereby chartered by the Chief Executive Officer (CEO) and the Board to hold Morrison responsible for achieving the Equity Policy goals and objectives. To accomplish this the Council will (1) model antiracist decision-making structures and behavior; (2) make recommendations to dismantle institutional racism and improve Morrison’s cultural competency; (3) and initiate courageous conversations that increase employee awareness to race, privilege, and inequity. (The full scope, structure, and activities of the EAC will be detailed in the Charter and Operating Bylaws.) The EAC will submit its Action Plan to the CEO and the Board annually, and will report at least annually to the CEO and Board on the organization’s progress in achieving the objectives of this policy. In addition, the CEO and the Board may direct the EAC to undertake analysis of specific aspects of Morrison’s work and provide additional feedback on the adequacy of the organization’s efforts to further the objectives of this policy.