

# Our Vision for Equity

## I. Our Equity Vision

Old Mill Center aspires to be a caring, inclusive and collaborative community organization striving for equity and equal opportunity in everything we do. We seek to create a welcoming environment that enables success for people from all walks of life. Old Mill Center cultivates fundamental values grounded in justice, civility and respect. We look to diversity as a source of enrichment and strength.

We are guided by the interdependent principles of Inclusion, Equity, Collaboration, and Diversity.

**Inclusion:** Working together to create a welcoming environment through interpersonal interactions that respect and affirm the inherent dignity, value, and uniqueness of all individuals and communities.

Inclusion is an active process of creating a community in which people have full access to relationships and resources that enable growth and success. Inclusive practices reflect awareness and understanding of the complexity of identity and the increasing interconnectedness of our world.

**Equity:** Providing opportunities and access so that every person can achieve their full potential. Equity requires the tailoring of resources to the unique needs of individuals and families in order to support equal access to opportunities. Equitable treatment involves acknowledging diversity, recognizing and celebrating our differences, and eliminating barriers that prevent full participation.

**Diversity:** Recognizing that each individual is unique and honoring our differences. These include race, ethnicity, spoken language, national origin, gender identity or expression, sexual orientation, socioeconomic status, age, abilities, or religion.

The concept of diversity demands acceptance and respect. We explore differences in a safe, positive, and nurturing environment with the goal of understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual and community.

**Collaboration:** intentionally engaging in a collective process, valuing families as equal stakeholders, and bringing cross-sector organizations to the table for a common agenda.

Collaboration requires that we acknowledge that marginalized individuals, families, and communities have historically been denied opportunity, ignored, or silenced. We intentionally center their voices, and use the tools, expertise, and resources at our disposal to reach the goals and meet the needs of the families and communities we work to support. We will listen with the intent to take action, and will adjust our policies and practices based on the input of all parties.

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Our commitment to inclusion, equity, collaboration, and diversity is central to our work improving quality of life, fostering individual and family success, and building healthy communities.