

Turning Point Equity Statement

The COVID-19 pandemic illuminates the complexity of creating a world free of violence. Through internal self-reflection and societal demands that cannot be ignored, our organization renews its efforts to center equity in all aspects of our work. Through engagement with Turning Point Staff, the following equity statement was developed with an emphasis on four areas of focus.

Shared Understanding

- It is essential that all members of the organization share an understanding of the complexities of systemic oppression and the very real lived experiences of the members of our community.
- We recognize that varying individual values and understandings of equity currently exist both within the organization as well as the communities we serve.

Mutual Commitment

- To be successful on our equity journey, it will require both a shared understanding and a mutual commitment from all staff members and volunteers in the agency.
- Our mutual commitment extends beyond the outcomes to honest self-reflection that recognizes even with our best intentions we can still cause harm.

Acknowledgement of Power

- Like all organizations and groups made up of human beings, Turning Point exists and functions in a complex system of power and privilege.
- Our efforts to create a safer, more equitable organization are dependent on both acknowledging power and privilege are inherent in the agency and exploring the positive and negative impacts on our mission.

Equitable Outcomes

- Just as each of our stakeholders has a different stake when it comes to power and privilege in the agency, our outcomes must be established and achieved with a commitment to centering the voices and lives of those most marginalized.
- By focusing on equitable outcomes, Turning Point strives to become an agency where all staff, volunteers, and program participants can authentically be seen, valued, and supported equitably.