

# Our Mission

As a community steward, we are dedicated to authentically serving all members of our community, and accomplish this through creating positive change in the lives of a diverse group of individuals through a ministry of service. We celebrate the uniqueness of each individual within an intentionally diverse and welcoming environment. To this end, each of us embrace and leverage the diversity of all team members, volunteers, board members, stakeholders, and clients.



# Volunteers of America®

## MID-STATES

Friday, December 4, 2020

# Voices For Equity

This year has by far been one of the most difficult years many of us have faced. It has stretched us, challenged us and exhausted us. While infusing us with the hope that one day Dr. King's dream will finally become a reality. We hold tightly to the hope of equity for all people because we know that equality does not ensure success for all. In the midst of this year of uncertainty, some of our boldest colleagues stood up and declared their intent to become the voices that fight for equity here at Volunteers of America. In the interim, they were our Ambassadors but that would not fully describe the work that this group of people represent.

The Voices for Equity is a diverse collective of individuals with a strong desire to spark a **true movement**, giving voices to the unheard and bringing hope to begin heartfelt change in regards to true and societal healing and racial equity.

We are committed to acknowledging the painful legacy of systemic racism and all forms of oppression as we ensure voices are heard, respected and valued.

We acknowledge this conversation, although not new, has yielded no fruit. In this spirit, we are committed to advancing the value of racial justice by healing racial trauma and ensuring a voice for the oppressed. In the spirit of aligning with VOA core values, we are committed to advancing the values of justice, compassion, integrity, diversity, commitment. To this end, we will:

1. Foster brave and courageous spaces designed to encourage critical dialogue around equity and social justice issues throughout VOA;
2. Serve as a safe space for VOA colleagues to share confidential information about their experiences throughout VOA, without fear of retribution; and
3. Serve as bridge builders across VOA to recommend best practices, policies and solutions designed to create an organization that truly values equity and social justice.

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### Please help me thank the Voices for Equity

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Sarah Little

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Andrea Russell  
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Mysty Underwood  
Anne Vandervort  
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**FOR MORE INFORMATION/SUGGESTION,  
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