

Equity Statement

Structural Equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes.

~Annie E Casey Foundation

The Board of Directors and staff of the Indiana Coalition Against Domestic Violence celebrates diversity and are committed to cultivating an organizational culture of inclusivity and belonging for all people regardless of race, ethnicity, age, gender, sexual orientation, sexual identity, religion, zip code, nationality, immigration status, health, intellectual or physical ability status.

We believe this commitment requires critical evaluation of our policies, procedures, practices, strategies and norms to ensure that we actively work to rectify our historically exclusive foundation and advance the needs of communities that have been marginalized. This is only achievable when the needs, voices, leadership, and experiences of traditionally marginalized communities are included and valued. We will work to ensure our board, committees, and personnel are more representative of the diversity of the survivors and communities we serve.

Our commitment extends to transforming the narrative that we endorse when providing leadership and guidance to stakeholders. We are dedicated to transforming the communities that we serve by redressing the inequitable distribution of power, resources and respect for the groups and individuals that have been traditionally marginalized in Indiana. We understand that ending historic anti-black racism includes dismantling the white supremacist systems and legacies that exist in our country and investing in and uplifting the leadership of all people who have been marginalized by those systems. We commit to creating space and prioritizing time and resources to allow for emergent leadership among people who have been marginalized by supporting their self-care, personal and professional growth, and development.

We believe that to achieve our mission of preventing and eliminating violence we must also use our influence to end oppression. We challenge ourselves to embrace innovation as we work to end systemic oppression and look towards creating thriving, supported communities. We commit to doing our work with transparency and invite our communities and stakeholders to hold us in accountability. The organizational equity plan adopted by the Coalition's board of directors describes concrete action steps that we will take across all areas of operation to enact our commitment. We know that undoing these structures and creating true equity in opportunity will take time and we are committed to being part of the change, within ourselves, our Coalition, our communities, and the state of Indiana.