

The Racial Justice and Social Equity (RJSE) Committee's Mission & Vision Statement

The Support Center for Child Advocates (*Child Advocates*) frames our work with a recognition of the historic and on-going oppression of Black, Latino, Indigenous, and other communities of color. In understanding intersectionality, we know that oppression is multi-layered and includes attention to gender-identity and expression, sexuality, ability, class, poverty and more.

We know that our child welfare system grew out of this historical context. Consequently, there is an overrepresentation of Black children and other children of color in the child welfare system, and a devaluation of the children and families whom this system should serve.

Child Advocates recognizes our important role as a leader in child welfare policy and practice, and the special responsibilities we have to promote racial justice and social equity. *Child Advocates'* mission demands that staff, Board and volunteers commit to growth, change, and accountability in the pursuit of "safety, justice, well-being and a permanent, nurturing environment for every child." We recognize that our past mistakes and successes in this work belong to us, and we carry them with us in our current efforts towards equity. The Racial Justice and Social Equity Committee was created to lead and guide these efforts.

Vision: We imagine our agency and a child welfare system that empowers children, families, and communities to thrive. Both must be just, holistic, and actively anti-racist, anti-classist, and anti-oppressive.

Mission: The Racial Justice and Social Equity Committee has both internal and external goals. We will help lead and guide *Child Advocates* towards anti-racism, and valuing identities, cultures, and experiences of both our clients and staff. We move the system towards transformative justice, empowering children and families and zealously advocating for holistic healing of abuse and neglect.

We know:

- The work starts internally. We will be unflinching in our introspection within *Child Advocates* and ourselves as individuals.
- This work is urgent and necessary. We will act boldly.
- Joy is essential in this work. We will celebrate.
- Mistakes are unavoidable. We will hold ourselves accountable with corrective action.
- The work must be led by the voices of those most impacted. We will listen.
- The work is never finished. We will be tenacious.