

# Our Commitment to Anti-Racism

*Our pledge to combat systemic racism and all forms of oppression and marginalization is central to our mission. As a leader and community partner, we will work diligently to bring to fruition our vision of a society in which all people can lead healthy, self-sufficient lives.*

For over 40 years, Interfaith Community Services has provided services and advocated for vulnerable and underserved members of San Diego County regardless of their race, ethnicity, gender, religion, or sexual orientation.

Following the murder of George Floyd, Interfaith pledged to actively address the inexorable link between racism, poverty, homelessness, and trauma. An employee-led Racial Justice Working Group was, then, created to facilitate our on-going commitment to Anti-Racism and identify actions leading to systematic change. We also launched a multi-city faith leaders' coalition, which guided the development of training curricula designed to assist faith communities in understanding and responding to racism.

In 2021, Interfaith partnered with Success Beyond Measure, Inc., a diversity consulting firm, and committed to a lengthy process of self-assessment, education, and empowerment that included executive coaching, advising, organization-wide training, policy review, and organizational development. All staff teams participated in Anti-Racism Training focused on its history, definition, scope, associated language, and application. Participants also shared their personal experiences with racism and discrimination, which fostered a deeper understanding of our organizational Anti-Racism







commitments. Additionally, all staff were invited to participate in structured listening sessions. While maintaining participant anonymity, information from these sessions informed guidelines for Interfaith's Anti-Racism Roadmap, centering equity, transparency, accountability, and sustainability in our daily operations, policies, procedures, and service delivery.

*Above: Our Staff is united in our commitments to being an Anti-Racist organization, listening and learning from one another.*

*Below: Interfaith's Racial Justice Working Group October 2021, pictured from left to right: Veronica Blea, Odetta Delsol, Mary Ferro, Fiona King, Sasha Dix, Shira Jacobs, and Chrystal Williams (not pictured).*

