

MHAAO'S COMMITMENT TO CHANGE.



@sacree_frangine

We acknowledge that systemic racism exists and that we must do the work to dismantle it, including our commitment to making real, authentic human connections. To those in our community who have experienced the pain of racism, we stand in solidarity with you. [Black Lives Matter](#).

We aspire to be an anti-racist organization and commit to the following:

- We joined Portland Means Progress and will use their suggested tools to educate leadership.
- From now on, purchase supplies and services from minority-owned businesses.
- Continue our DEI and Trauma-informed Initiatives.
- Continue to review and revise our policies and a procedures with an equity lens, and supported by our DEI committee.
- Create a staff culturally-responsive training program to educate our teams. We at MHAAO believe that whether or not a staff member works directly with a culturally/diverse group of people, they should all receive the same training. MHAAO's Diversity, Equity, & Inclusion (DEI) Committee has been tasked with developing a culturally responsive training program for each employee to complete. The modules included in the program are either sourced from an authoritative organization or developed by our own team.

It is our responsibility to do better, and embody our mission of being an inclusive peer-run organization dedicated to self-direction, honoring the voice of lived experience.