



MHA/O

MENTAL HEALTH & ADDICTION ASSOCIATION OF OREGON

EQUITY STATEMENT

Here at Mental Health & Addiction Association of Oregon (MHA/O) we are committed to equity, which invites, supports, and sustains a diverse workforce. We are an organization that mirrors and honors the diversity of the communities we serve.

We define equity as: when all people have equal access to the same resources to reach potentially the same outcomes.

As individuals and as an organization we at MHA/O are committed to the following shared values:

- Understanding what equity is and acknowledging that not all people have the same starting point.
- Meeting all people we serve where they are at and we are committed to honoring their voice.
- Staying engaged in the issue of equity and, when we misstep, offering the necessary repair work.

Realizing this work around equity is critical to the continued success of MHA/O and the communities we serve and aspiring to set the bar quite high, so as to model what equity looks like for peer-run nonprofit organizations.

Finally, at MHA/O, we are committed to understanding the myriad intersecting identities people hold and how these identities are rooted in systems of oppression. We will constantly work to remove barriers from all people we serve and employees that are based on held identities. At MHA/O we look at our programs and services and how these impact the community; this means we are dedicated to listening to the people and communities we serve. Addressing equity through an intersectional lens helps us to build a stronger more unified community—a community where we see race, age, ethnicity, sexual orientation, gender, gender identity, gender expression, religion, visible and invisible disabilities, socio-economic status, and all of the intersecting identities therein and we know here is where our strength lies: in our differences. We constantly look for ways to be in community with each other that is both honoring and authentic.