

Equity Statement

YWCA St. Paul is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

We believe that all lives have inherent and equal value. We envision an inclusive community where people of different races, ethnicities, cultures, faiths, economic status, and gender identities have equitable opportunities to benefit from institutions and systems that support equal justice and opportunity.

We work towards this vision by promoting racial and gender equity and breaking down barriers to opportunity, prosperity, and equal justice, so that everyone has what they need to thrive. Our work to achieve racial equity and women's empowerment encourages investments in women of color and their families, facilitating their path towards self-determination, and building a stronger community and future for everyone.

As an organization, we are committed to ongoing assessment and improvement of the equity of our own culture, policies, decision-making practices, and composition. We view our diversity as a source of strength and are committed to sustaining it and to reflecting the community we serve. We acknowledge the challenges of working across difference, and purposely seek to deepen our understanding of the life experiences, histories, cultures, traditions and challenges of others in our organization and in our community. We believe that fostering understanding supports our commitment to equity in our organization and in our delivery of services.

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