



EmployIndy stands against all forms of racism—systemic, individual, and structural. We commit to disabling racism and breaking down barriers to racial and economic justice. While racism often refers to prejudice or discrimination against a racial or ethnic group, EmployIndy strives to also be inclusive of all people regardless of race, gender identity, sexual orientation, national origin, religion or beliefs, or social-economic status. Today’s climate shows the anger and frustration of individuals all over the country, reacting to deeply rooted inequities that have been brought forth by a long history of systemic oppression and injustices. We stand in solidarity with the black and brown community and against hatred of all forms. As EmployIndy proceeds along the [continuum](#) of becoming a fully anti-racist organization, we clearly define our journey with an anti-racist statement as follows:

EmployIndy is committed to being an anti-racist organization. EmployIndy defines anti-racism as the active dismantling of the system of racism, rather than the passive stance of “not racist.” We acknowledge that racism is an issue that exists both consciously and subconsciously. In understanding that, we note that all acts of racism may not be intentionally harmful or in place to promote a negative impact, as we have seen throughout history. We at EmployIndy understand that racism is a distinctly harmful problem that members of our community—and our organization—experience. As an organization, we are collectively committed to prioritizing diversity, equity, and inclusion through policies, recruitment, retention, and professional development. We will maintain accountability, including but not limited to anti-racist training, performance reviews, and the incorporation of anti-racist practices in our programs. Through our journey of becoming a fully anti-racist organization, EmployIndy is committed to the following actions.

We will:

Acknowledge: *Acknowledge that racism exists and is both conscious and subconscious. We must validate and affirm members of our communities by acknowledging that white supremacy and systemic racism exist. It is not the job of the oppressed to teach oppressors about their mistakes. We must distinguish intent from impact with the emphasis that there is not an excuse for inaction.*

Challenge: *Challenge, address, and correct inequitable policies, recruitment, retention, and inclusion. We must prioritize diversity, equity, and inclusion with commitment from all EmployIndy staff and administration.*

Create Accountability: *Create accountability among our organization through staff training, performance reviews, and incorporating diversity, equity, and inclusion in programming. We will focus on educating our staff and community partners about systemic racism; developing and harboring an equitable work environment; and eliminating the system of oppression by creating more equitable paths of opportunity.*

Commit to Action: *Collectively and publicly commit to learning about anti-racism, educating the community, and continuously working to be an anti-racist organization. We commit to work toward dismantling systemic racism in our organizational practices by developing anti-racist policies and creating an inclusive culture. This work will be the responsibility of each member of our organization. We will accomplish these efforts by our dedication to the following goals:*

- *Enhance organizational recruiting policies, practices, and procedures.*
- *Create and deliver ongoing inclusive programming; and*
- *Implement a holistic approach to inclusiveness.*

EmployIndy understands that our anti-racist stance will grow stronger with effort and time; we will take no shortcuts to move forward.