

## The Next Door's DEI Statement

We believe that all of our neighbors have value. Since 1971, we have worked directly with our community to offer support, therapy, education, and encouragement. But, we also know that to truly help people, our work needs to pull apart and change system level laws and rules that serve to keep people down.

We know that together we are stronger. The Next Door welcomes community members to join us as board members, coworkers, volunteers, students, teachers, and people in our programs. Together we learn, grow, and support the change we know makes us all stronger and healthier.

The Next Door humbly strives to include all, by embracing the richness of diverse people and ideas. We understand the need for equity, while working to change our culture. For changing our culture is truly the only lasting answer that will bring us away from our country's history of white power, the undue praise of people who "go it alone", and the system level abuses of others in order to "get ahead".

The Next Door honors the Native Peoples - the Wasco, Wishram, Cowlitz, Tenino, Clackamas, Chinook and Umatilla - whose lands we live and work upon. We are aware of the horrible events that took much of this land from the Native Peoples and we honor the fact that they have been living and working on the land forever. It is important to understand the long standing history that has brought us to live on this land, and to seek to understand our place in that history.

We believe in earning the trust of the people we work with by living out our values. We know that we should be judged by our actions, not just by our words.

We believe that we are all connected to each other, and no one is truly self-sufficient, nor should they be. We are here to support, empower, and stand up for each other. It is on us to call out racism and lack of tolerance when we see it. We do this by being able to listen, share, help, and care for each other. Only then, can we truly grasp our vision of *a supportive community where all children and families are safe, healthy, and valued.*

Therefore, The Next Door pledges to:

- Listen to all of our neighbors, near and far, and particularly those who have been voiceless, including Latinx/o/a/Hispanic, Native American/American Indian/Alaska Native/Indigenous, Black/African-American, Asian/Pacific Islander, women, LGBTQ+, disabled/differently abled, young/old, veteran—our whole community;
- Never cease learning;
- Support and help where it is truly needed;
- Never stop hoping for a better world;
- Praise those who learn and survive;
- Call out injustice, particularly racism;
- Work hard to change unfair rules and laws.

And, most importantly, we pledge never to forget why The Next Door was created, where we came from, and who we represent.