

Community Living Services

Anti-Racism Statement

Developed Collaboratively by CLS Employees, Adopted by CLS Board of Directors
6/23/20

The Mission of Community Living Services states that CLS seeks to assist and advocate for each person to have the supports they want and need: To exercise control and authority over their own lives; to live a life of freedom, opportunity, and relationships as family, friends, and neighbors; and to share in full community membership.

The work we do has been inspired by the Civil Rights Movement of the 1960s. CLS, has and always will, stand for equity for all people regardless of race, creed, sexual orientation, gender identity, or disability, therefore words or actions that contain racism or prejudice of any kind are in direct contradiction to our very core values.

Our hearts break for George Floyd, his family, and the countless number of individuals who are victims of injustice. We stand proudly behind the people that peacefully push back against the deeply rooted prejudices that still have a direct effect on our community every day.

In response to recent events, Community Living Services seeks to reaffirm our dedication to freedom. Time will be set aside for regular open meetings to continue our active promotion of equality and social justice for all. Our organization stands ready, willing, and able to:

- Publicly and strongly state that we are not only non-racist, but specifically and staunchly anti-racist as an organization.
- Seek out and eliminate any forms of implicit or explicit bias within our organization.
- Reassess and redevelop our internal strategies associated with exposing and eliminating inequalities throughout our organization and within the scope of services we authorize.
- Create an environment where our team members feel safe, valued, and validated.
- Continue to promote open and honest dialogue with our allies to find a path forward.

"Injustice anywhere is a threat to justice everywhere." - Martin Luther King, Jr.

Black lives do matter; they always have and they always will. We hear you, we see you, and we stand united beside you.