

Anti-Racism and Equity Task Force

Middle Earth Staff Members

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Vision Statement

Middle Earth's *Anti-Racism and Equity Task Force* strives to create and maintain anti-racist educational policies and practices to benefit all clients and communities that we serve. We aim to provide a safe space with informed role models where youths feel valued and respected. Our vision is to bring together relevant and culturally inclusive information in all programs where Middle Earth members and staff both contribute to a knowledgeable and engaging environment.

Mission Statement

The *Anti-Racism and Equity Task Force* at Middle Earth operates to continue providing a safe space for all our diverse participants and staff to grow stronger as individuals as well as a part of a team.

Principles

There are several principles as the main focus of the task force that include:

- ◆ Aiming to bring awareness of racism in its many forms to peers and participants in our programs through creative deliveries of the knowledge attained through various training and professional development.
- ◆ Providing an atmosphere of education and inclusion that assists in rendering a sense of belonging and understanding for all.
- ◆ Empowering all to get involved in helping themselves and others while providing and encouraging the utilization of tools that promote healthy living, respect for others, and various coping mechanisms.
- ◆ Allowing all cultures and perspectives to not only be heard but embedded in how we interact and serve our populations.
- ◆ Facilitating conversations regarding important events that are happening around the world to promote healthy living and coping skills, while providing a safe space for individuals to express themselves genuinely.



Summer 2021 Update

Most recently, we have collectively titled our work group the Anti-Racism and Equity Task Force to further represent our work and goals. Since our conception, the task force has been able to create a QR code for all programs to use in order to further scan for areas of improvement in all centers/programs. When scanned with a mobile device, the QR code directs clients or staff to a personal feedback questionnaire available in both English and Spanish where individuals can express concerns or comments of any kind to staff anonymously. We encourage any and all youth to use this tool if they are uncomfortable discussing anything in person or if they would just like to give their genuine feedback on their experiences at Middle Earth. The task force is also currently working on creating a system of evaluations for each task force to take turns visiting programs and offering insight on how we, as task forces, can assist all staff in achieving our collective and specific goals.