

Anti-Racism and Equity Task Force

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.

