

# New Hope Ministries F2022 Diversity Plan



*New Hope's staff and board of directors*

New Hope Ministries is committed to a diverse, inclusive, and equitable environment where all service recipients, board members, staff, volunteers, and members of our community feel respected and valued. We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to their views and give them value. We're committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all. As a Christian ministry we are inspired by the example of Jesus and are committed to following His example and the teachings of the scriptures, which tell us:

- 1 Corinthians 12:12-14, "Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many." (NIV)
- Acts 10:34-35, "I now realize how true it is that God does not show favoritism but accepts from every nation the one who fears him and does what is right." (NIV)

We are also inspired by our organizational values which guide how we treat one another.

- ❖ Faithfulness: We will adhere to all of the doctrinal tenets outlined in our Statement of Faith.
- ❖ Compassion: We will serve Christ through demonstrating loving care and compassion to all.
- ❖ Dignity: We understand the sacred worth of each person and will treat all persons with respect.
- ❖ Wholeness: We recognize the importance of caring for the needs of a person's body, mind and spirit.

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- ❖ Cooperation: We will work in partnership with the church community, other service organizations, and individuals of good will to meet the needs of each individual most effectively.
- ❖ Stewardship: We will efficiently use the resources that God provides for us.
- ❖ Accountability: We will uphold the varying degrees of responsibility people have in meeting their own basic needs.

## **2022 Diversity Objectives**

New Hope Ministries is committed to advancing the value and practice of diversity for our agency and aspires to the following actions in the coming year.

### **Culture**

- Create a welcoming environment for people of all backgrounds
- Create a safe environment to talk about difference
- Regularly discuss issues related to diversity and provide training on diversity for the organization's members
- Visibly participate in activities and events celebrating diverse communities

### **Policy**

- Create a policy and value statement on diversity
- Update anti-discrimination policy that is consistent with EEOC requirements
- Create a plan to increase the diversity of the staff, volunteers, and board of the organization
- Set organizational goals related to diversity and regularly assesses progress
- Allow anonymous feedback to measure success of inclusive practices

### **Communication**

- Ensure agency website and printed materials are translated into the languages of the groups the organization serves
- Cultivate donors from diverse communities
- Organization's communications and strategic plan mirror the agency's commitment to diversity
- Seek to include diverse voices from communities served by New Hope in planning and decision making.

- Invite members of diverse communities and populations served by New Hope to tour our ministry and discuss how we can include everyone and help them feel like they belong.

### **Programming**

- Ensure that the organization serves the diverse constituency who could benefit from our programs and services
- Create opportunities to serve people from non-English speaking backgrounds through use of technology and recruitment of diverse staff and volunteers
- Perform an ADA assessment and develop goals to remove barriers to accessibility
- Provide enhanced training for those staff and volunteers who form our front line of contact with our community in respecting difference and welcoming people into our agency