

MACG Equity and Inclusion Statement

MACG is committed to a culture characterized by equity and inclusion, and recognition of the systems that perpetuate white privilege and power at the expense of other cultural groups. We believe that in order to achieve this we must intentionally build a diverse membership base by inviting and collaborating with organizations that reflect a broad mix of race, socioeconomic status, religion, age, gender, politics, and ability.

We resolve to implement practices and processes that result in diverse member representation and leadership in all our structures, including the Metro Organizing Team, board of directors, and action teams.

We commit to use our practice of sharing stories to learn about our differences, as well as our similarities, to grow in understanding and appreciation of diversity, and to build trust and respect among our members. We will intentionally and regularly frame relational questions that help us to deepen our awareness of issues of equity and inclusion as lived by our members.

We create a safe environment and encourage risk-taking by leaders, inviting them to share experiences and perceptions of unequal opportunity. We address discriminatory practices, comments or actions (conscious and unconscious), directed at a minority or other non-dominant group that reinforce stereotypes and offend or exclude members from active, meaningful participation in our work. We prioritize addressing these issues directly and as immediately as possible.

We evaluate our progress around equity and inclusion with leaders on an ongoing basis, and review and revise our practices and processes, as needed, at a minimum annually. We are transparent with our membership in sharing this information.