Nokomis East Neighborhood Association (NENA)

Diversity, Equity & Inclusion Statement of Principle

The Nokomis East Neighborhood Association believes every person has the right to a safe, healthy home and a welcoming community that values Diversity, Equity, and Inclusion. We agree that each community member, volunteer, advocate, and employee must have equal access to solving community problems and acting on opportunities. NENA is an organization of the people to serve the people of Nokomis East.

Diversity:

- We value the visible and invisible qualities that make each person who they are. We know a diversity of backgrounds, experiences, and perspectives make a stronger organization. We work to ensure the makeup of our leadership, staff, volunteers, and participants reflect this value and the community.

- We believe that every person brings a unique perspective and experience to advance our work on behalf of the Nokomis East community.

Equity:

- We believe neighborhood organizations can, and need to, play a role in helping identify and address disparities that stand in the way of our community being a compelling place to live, work, play, and invest.

- We are committed to equitable and representative leadership, staffing, resource allocation, budgeting, programming, communication, and response to community needs and opportunities.

Inclusion:

- We are committed to inviting diverse participation in our organization through inclusive leadership, community engagement, and programming.

- We encourage all members of our community to be a part of our organization. NENA will elevate the voices of community members traditionally disenfranchised and excluded from NENA's and all other decision-making processes, including people of color, indigenous people, immigrants, refugees, GLBTQ, low income, renters, veterans, persons with disabilities and persons with criminal records.

We will hold the principles of Diversity, Equity, and Inclusion at the center of our daily work.

All are welcome and valued in Nokomis East