



## New Narrative Equity Statement

New Narrative stands for equity. As New Narrative defines, equity is everyone obtaining what they need when they need it to achieve their highest potential. In addition, we recognize the **Power, Responsibility, and Accountability** we have to our key stakeholders: Program Participants, New Narrative Employees, and Our Communities. We act upon data and feedback to achieve equitable program participant outcomes, employee experiences, and community impact. We generate and aggregate quantitative and qualitative data and hold ourselves accountable for making incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts and ensuring the well-being of our staff and the communities we serve.

New Narrative is **Accountable** for its dedication to acknowledging harmful history and impacts. Leadership continually updates and reports the organization's progress to its employees, participants, community, and board of directors. We accept feedback and take ownership of mistakes, focusing on learning and improving with a commitment to show our receipts. In order to do better for our communities, we engage in continual, intentional learning that reflects our passion for liberation from systems of oppression.

New Narrative's **Equity In Action** gets defined by elevating marginalized voices, including BIPOC, LGBTQIA2S+, Refugees and Immigrants, People with Disabilities, People who experience Neurodivergence, and Criminal Justice-Involved individuals, as well as others not named herein who experience bias, racism, and oppression inherent to inequitable systems maintained by white supremacy. We engage our key stakeholders at New Narrative, seek feedback, and respond with intention and transparency. We take corrective action and dismantle any inequities created by white supremacy within our policies, systems, programs, and services.

This equity statement is a living document central to our equity work and reflects our ongoing progress towards diversity, equity, and inclusion.