

NYS Justice Center
2022 Anti-Racism Workgroup
Purpose & Goals

Statement of Purpose:

The societal problems of social injustice and systemic inequity compels us to look inward and examine what we can do to confront these issues as an agency. In our current sociopolitical environment, the waves of racism and xenophobia across local and national communities continue to be ever present. We recognize that within our agency and beyond, women, minorities, LGBTQ+ individuals, people with disabilities, and veterans are consistently impacted by inequality and inequity. As a part of our collective responsibility, utilizing an anti-racism lens, we aim to promote a more diverse, equitable and inclusive culture for our employees and those we serve.

Goals:

As a critical component of the NYS Justice Center's 5-year Diversity, Equity, and Inclusion (DEI) strategic plan, the Anti-Racism workgroup will:

- Support the agency's commitment to diversity, equity, and inclusion by identifying and recommending anti-racism and DEI best practices.
- Commit to understanding the agency's collective awareness on racial equity and how it impacts our work.
- Create opportunity for members to address DEI based concerns.
- Support the dissemination and implementation of new DEI best practices across business units.
- Recommend trainings, workshops, and support the creation and implementation of cultural immersion/awareness events.
- Identify strategies to create and foster a culture that values the talents, skills, experiences, and commitment of all Justice Center employees.