

RS DRAFT EQUITY STATEMENT FOR LA CROSSE HUMAN RIGHTS COMMISSION

September 2, 2020

Equity and full inclusion extend across race, economic opportunity, age, disability, legal status, sexual orientation, and gender identity. The La Crosse community presents challenges for all residents. Individuals who are members of traditionally marginalized groups may face significant barriers to empowerment and full inclusion.

The mission of the La Crosse Human Rights Commission is to promote the dignity and empowerment of all persons living in La Crosse, Wisconsin. This work must involve all city residents if we are to reach our equity goals. The core values that guide our work are inclusivity, uncompromising respect and integrity. We strive to bring these values to life in everything we do.

Inclusivity means we engage in dialogue about the impact of all types of potential discrimination, nurture relationships with organizations working with diverse groups, and compassionately and firmly confront oppression when we witness it.

Currently we:

- **Build diversity and inclusion efforts into** everything we do.
- **Work alongside organizations** using an equity lens to advocate for change on a variety of issues.

We are working on:

- **Interrupting racism** and exclusion while advocating for systems change.
- **Modeling inclusion** and instructing other organizations and individuals on how to be inclusive.

By no means do we have all answers or solutions to create a fully equitable and inclusive society. The La Crosse HRC is committed to continuous learning and improvement. This work must continue well beyond our time and well into the future if we are to fully realize our mission.