
INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY (IDEA) CODE of ETHICS

The following are SE Uplift's commitments to Diversity, Equity, Inclusion and Access (DEIA) that we seek to hold our board, staff, consultants, vendors, grantees, and fiscally-sponsored projects to account. We will call ourselves and others to make corrective adjustments when any behaviors fall short of these aspirations:

DIVERSITY

1. We understand that everyone is unique, and honor individual differences based on country of origin, race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical abilities, religious beliefs, political beliefs and other cultural and social identities.
2. We respect the uniqueness and intrinsic worth of every individual.
3. We are committed to engaging persons representing the diversity of the Southeast Portland community.
4. We will participate in recruiting and maintaining a diverse membership and recognize that SE Uplift is most effective when we include the diverse voices in our community.

EQUITY

1. We will treat everyone in our community with dignity and respect, understanding that respect means different things to different people.
2. We recognize that equity is about justice and seek to ensure that everyone gets what they need to be successful.
3. We understand that our journey to equity is likely to include discomfort and conflict which presents opportunities for growth.
4. We will support an environment that validates that there are many effective ways to function, including those that are outside of the dominant culture approaches.
5. We understand equity requires a set of informed policies and practices intentionally designed to promote opportunity and rectify disparities.

INCLUSION

1. We will foster an environment of inclusion by respecting and appreciating everyone.
2. We will ensure that everyone has the opportunity to develop their skills, competencies and access to leadership roles.
3. We will practice the art of stepping forward or stepping back, as appropriate, to raise everyone's perspectives authentically.
4. We will become familiarizes with language that is broadly accessible and understandable.

5. We support creating spaces where all ideas and perspectives are valued, can be heard and can contribute to decision making.
6. We understand that differing perspectives can both be valid and correct, and seek a both/and approach and not an either/or approach.
7. We will operate in ways that acknowledge and look at privilege and make space for those who do not receive that privilege.

ACCESS

1. We understand and support that SE Uplift strives to make sure all meetings, programs, communications and events are fully accessible to everyone regardless of ability.
2. We understand that not all disabilities are visible and will remain flexible to the needs of our peers.
3. We understand that SE Uplift will make accommodations necessary to meet the needs of everyone including accommodations for child-care, maintaining an accessible meeting space, and making sure our meetings are accessible via public transit to ensure that a variety of persons are able to participate in all activities and events.
4. We understand that SE Uplift intends to provide inclusive and equitable access to all stakeholders in the SE Portland boundary.
5. We understand that achieving true diversity, equity, inclusion and access requires an ongoing assessment of our work and community as we strive to become completely accessible.

Uplifting community advocacy since 1968.

Ardenwald-Johnson Creek ▪ Brentwood-Darlington ▪ Brooklyn ▪ Buckman ▪ Creston-Kenilworth ▪ Eastmoreland ▪ Foster-Powell
Hosford-Abernethy ▪ Kerns ▪ Laurelhurst ▪ Montavilla ▪ Mt. Scott-Arleta ▪ Mt. Tabor ▪ North Tabor ▪ Reed ▪ Richmond
Sellwood-Moreland ▪ South Tabor ▪ Sunnyside ▪ Woodstock