Commonwealth Corps Service Internship Program
Commitment to Equity

We believe that the mission of Commonwealth Corps, of strengthening communities, addressing critical needs, and increasing volunteerism, must have at its core a commitment to justice, equity, diversity, and inclusion. This means working together with our community, service members, and host site partners towards addressing and dismantling systems of oppression that disproportionately impact marginalized communities we serve in our state. While our commitment to equity intentionally starts with our members and communities who identify as Black, Indigenous, and People of Color we also commit to a broader definition of equity, recognizing that our members and communities often hold an intersection of marginalized identities which are most affected by oppression.

As a state-funded service internship program, we see our role in this work as one of training and support, for our service members as emerging leaders in the nonprofit sector, and our host site partners who support members on their professional journey. Through our host site selection process, member recruitment and selection, and ongoing member and host site support, Commonwealth Corps is committed to being a program that is inclusive of members who reflect the diversity and lived experiences of the communities we serve. We also see our role as helping members explore their own identities while building their knowledge and understanding of others’ identities in order to create more inclusive and equitable opportunities through their service. Therefore, in our approach to equity work,

- We are committed to continuing and improving on our responsibility to facilitate conversations and trainings with host site staff and members that address topics of justice, equity, diversity, and inclusion, and examining together the roles we play and identities we hold in serving marginalized communities in our state.
- We will continue to gather input and insights from our program data, Community Advisory Committee focused on Equity, Diversity and Inclusion, and the larger host site and member community, on how we can develop more equitable opportunities within our program for recruiting and supporting diverse corps members, informing concrete decisions and changes to our program systems and structure.
- We as Commonwealth Corps staff will continue to do the individual, internal work of questioning our own biases and privileges, furthering our education, and setting annual equity-focused goals that are analyzed quarterly in order to foster more inclusive and equitable opportunities for our members and the communities we serve.

While we recognize that this work towards justice does not have an end, we do believe that by creating a more equitable service internship program, and by continuously providing updated trainings and resources for our members and host sites so that they, in turn, can share with the communities they serve, we are contributing to the larger movement.

Updated 10/22/2021
We continue to be open to learning and improving and welcome comments, questions, concerns, and suggestions from our broader community on how we can improve to create a more equitable opportunity for service members, host site partners, and the communities we serve. If you have questions or would like more information on any of the information listed above, including a history of our learnings and action steps, or current program data, please email Commonwealth Corps Program Manager, Stacey Sirois, at ssirois@mass-service.org.

**Commonwealth Corps 2021-2022 Justice, Equity, Inclusion and Diversity Priorities:**

1. Explore and provide new or increased member benefits, financially and otherwise, to better support current members and create a more accessible service opportunity for future members.

2. Establish structures and systems for increased communication and feedback between MSA staff and members/host sites/community members, with the goal of moving CC into a more participatory leadership model that shares power and makes decisions based on the input and needs of those being impacted by these decisions.
   a. This includes transitioning previous host site and member committees into a new overarching Community Advisory Committee.

3. Continue our efforts for intentional and inclusive recruitment/outreach/communication to better reach and engage future CC members of all backgrounds and identities, with a specific focus on increasing the racial and ethnic diversity of our program.

4. Continue to adapt and reinvent our program systems and materials to be accessible and inclusive to all members, including members with disabilities and members who speak languages other than English.

5. Continue to improve and solidify member and host site trainings on topics related to justice, equity, diversity, and inclusion, including an increased focus on white saviorism in service and volunteerism.

Updated 10/22/2021