

Massachusetts Service Alliance JEDI Guiding Statement – March 2022

Values

The Massachusetts Service Alliance (MSA) strives to be an anti-racist State Service Commission that centers justice, equity, diversity, and inclusion into the work and mission of our organization. We are working to ensure that our actions and how we use our resources are informed by the voices of historically marginalized groups and are just and equitable. Our staff and board are working to better understand, and address, the barriers to achieving these goals.

Action

MSA is committed to creating and supporting equitable and inclusive service and volunteerism opportunities that are available to all people in Massachusetts and reflective of the diversity of our communities. To this end, we will:

- Work together with our Commonwealth Corps service members and host site partners in creating an inclusive and equitable service experience for both members and the communities we serve (full Commonwealth Corps Commitment to Equity can be found [here](#)).
- Provide training and oversight to AmeriCorps programs in Massachusetts to support positive member experiences.
- Develop grant processes that are accessible to organizations of all sizes and scope and in particular those engaging historically and currently marginalized communities.
- Build or further partnerships and relationships in communities that have not fully accessed our resources. We will also examine our role in the historical under-resourcing of some of the communities in the Commonwealth and engage in dialogue led by impacted communities.
- Advocate for policies and practices that make National Service and volunteerism more just, equitable, and accessible to all who wish to serve.

Learning & Growth

We will prioritize the professional development and learning of our staff and board to build the knowledge and skills to support our goals for justice, equity, diversity, and inclusion. We will hold ourselves accountable, and welcome external accountability, to operate outwardly and inwardly as a learning organization that listens, grows from our mistakes, and challenges the status quo as we strive to be a fully inclusive State Service Commission for our staff, service members, partners, and our communities across the Commonwealth.