



Olive Branch Mission Employee Action Pledge:

Olive Branch Mission requires its employees to seriously consider and agree in principle to the Olive Branch Mission action pledge and the standards contained therein. Disenfranchised people live in a society where persons of privilege often do not understand and/or support their struggle to achieve economic, social and political equality. Many served by Olive Branch Mission personally suffer the effects and exclusion of racism and discrimination because of their color, social and/or economic status. Many families and individuals have unjustly suffered generations of indignities because government systems and institutions have intentionally devalued their personhood and contributions to our communities. In concert with our mission statement we, the Board of Directors, Staff, hereby commit ourselves to the principles contained herein:

1. We proclaim a message of the transforming, redeeming and emancipating power of Jesus Christ and integrate the same as our perspective for ministry, program and service to individuals, family and community on the frontline of human need.
2. We affirm the benefit and value of human and cultural diversity in our society and believe in the principles and practice of productive partnership and harmony between and among all peoples.
3. We commit to pro-actively create opportunities to integrate diversity within our place of work and in our community.
4. We will identify and implement specific actions which will improve race, gender and human relationships in our place of work, our community, organizations to which we belong, and others with whom we have relationships.
5. We will participate in, and/or organize political and social action events, conferences and meetings which will educate and encourage ourselves and others to eliminate all forms of oppression and racism, create opportunities for reconciliation and promote social and economic justice within our society.
6. We will oppose discrimination of any kind against all people and will work to create policies that are based on mutual respect and justice for all people, especially those groups who have historically been denied many human rights and experienced an oppressive life of separation and exclusion. We acknowledge that few, if any generalizations can accurately describe any group, race, or culture and we will avoid prejudice against groups of people who are stereotyped because of their race, gender, sexual orientation, ethnicity, income, differing abilities, religious beliefs, place of residence, educational level, age, employment, family structure and personal interests.
7. We will make it a priority in our daily activities to use inclusive language that will unite all people, practice fairness and care without condescension towards all those we meet, and to respect and actively preserve the dignity and value of all humankind.
8. We will become educated about the culture, history, successes and struggles of other races and cultures and we will celebrate and share that information with friends, colleagues, and members of community.
9. We will speak out and act against any form of community and/or individual violence that may injure others and we will actively work to create non-violent, redemptive methods to resolve disputes.
10. We will commit our resources to respond to the pervasive poverty faced by many people in our community and will work constructively within the political and social and economic arenas to advocate for laws, resources and policies which will remove barriers for economically and socially disadvantaged people and enhance our/their escape from poverty and oppression.