

# JUSTICE, DIVERSITY, EQUITY, & INCLUSION MISSION & VISION

The Schuylkill River Greenways' Justice, Diversity, Equity, & Inclusion (JEDI) Committee present this mission and vision statement. The members of the JEDI Committee have put a lot of time, consideration and thought into the following statements. The mission guides the committee's purpose and work. The vision is the ultimate goal of the committee, however much time it will require.



### JEDI MISSION STATEMENT

The mission of the JEDI Committee is to advise the Schuylkill River Greenway Association on incorporating principles of Justice, Equity, Diversity and Inclusion into its practices, policies, programs, and goals to create a safe, welcoming space for all people, to achieve a broad and truly diverse stewardship of the National Heritage Area, River and Trail.

### JEDI VISION STATEMENT

- **JUSTICE** – Every individual feels respected, comfortable, and safe to use and enjoy the resources of the National Heritage Area, River and Trail. Intentional and non-intentional discrimination of all forms are eliminated so **ALL** people can experience the benefits of SRG programming and are fairly given the opportunity to have their voices heard and impact decision making.
- **EQUITY** – Every individual has an experience of fair treatment, access, and opportunity within or along the National Heritage Area, River and Trail; regardless of a person's race/ethnicity, gender, physical and mental abilities, or any other characteristic. Barriers that prevent some groups of people from true inclusive access and benefits such as systematic racism and disparities are removed.
- **DIVERSITY** – The National Heritage Area, River and Trail truly represents diversity when it comes to the characteristics of people, ideas, perspectives, and values. Diverse characteristics of people include race, ethnicity, gender, age, national origin, religion, physical and mental abilities, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.
- **INCLUSION** – All individuals can fully participate in SRG programming and enjoy resources within and along the National Heritage Area, Trail and River through environments created to be safe, welcoming, and supportive. The different characteristics of people are embraced and respected, instead of excluded.