



**ASISTA's Commitment to Diversity, Equity, and Inclusion, to Racial Justice,
and to Combating Oppression in all its Forms**

At ASISTA, we are dedicated to advancing the dignity, rights, and liberty of immigrant survivors of gender-based violence. We value the inherent dignity of every person, and we reject hierarchies that ascribe more value to some lives over others based on race, ethnicity, skin color or other physical characteristics, religion, birthplace or country of origin, language, immigration status, physical or mental ability, sex, sexuality, gender identity or expression, economic or educational status, family or marital status, or other categories of identity. We understand that forms of oppression based on these and similar aspects of identity intersect to justify the unfair and unequal distribution of power and privilege. At the core of these intersecting oppressions lies the ideology of white supremacy, the dismantling of which is an essential step to ending all forms of oppression.

We believe that everyone deserves safety and justice. We are committed to fostering, cultivating and upholding a culture of diversity, equity and inclusion. We aspire to ensure that this commitment resonates throughout our organization, from employment practices such as recruitment and hiring to our programming and partnerships. The world is always evolving, as are we. We seek to continually grow, challenge, and educate ourselves and each other, centering the voices and experiences of those who have historically been marginalized and denied access to power.

Understanding that the terms diversity, equity, and inclusion have been used as everything from buzzwords to political weapons, we affirm that when we speak of diversity, we understand that the differences amongst us are our strength. The people at the core of our work—including the immigrant survivors on whose behalf we work, as well as our employees, our board of directors, our members, supporters and partners—bring a rich variety of backgrounds. The differences in life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent amongst us are the foundation of our success.

We work to create respectful, equitable environments and opportunities that reflect this vision. As distinct from basic equality, the equity we strive for acknowledges and accounts for the

reality that playing fields are not often level. Our work and our approach is characterized by a spirit of affirmative inclusion that actively welcomes and seeks a diversity of perspectives.

We are part of the broader movements for racial and gender justice, both nationally and globally. Our approach is intersectional and survivor-centered—elements that make our work, and these movements, stronger and more effective. We do not claim to have all the answers and we acknowledge that we may not always get it right, but we are committed to always standing against oppression and for true diversity, equity, and inclusion.