



Agency Update: Equity Investment at 180 Degrees

For over 45 years, 180 Degrees has been providing services that would “empower our clients to improve their lives by making positive choices resulting in healthier individuals, stronger families and safer communities.” Although the vision of our organization has not changed, the means by which this is accomplished continues to grow and evolve with our 21st century challenges.

The board, employees, funders and supporters of this organization embrace this identity and are committed to ensuring 180 Degrees into a high-performing and financially-stable organization with an environment that strengthens every single employee and client. To do this, it is clear we cannot settle for being only a “multicultural” organization in name; we must evolve our organization into one that integrates these values and investments into all of our policies, practices and structures.

In order to be an inclusive multicultural organization while serving clients in culturally-specific ways, we need to ensure that our own organization operates on principles of equity and fairness in all matters:

- Collectively determining and consistently applying standards for excellence throughout the agency.
- Acting with transparency and providing information that empowers decision-making at all levels of the organization.
- Using results as a way to determine our effectiveness and our ability to achieve our desired outcomes.

180 degrees is committed to ensuring that each **employee** has the opportunity to participate in the success of the organization, to develop skills, and to be evaluated fairly in their performance.

180 degrees is committed to ensuring that each **program** has the autonomy to develop and provide services in a relevant and unique manner within this framework.

180 degrees is committed to ensuring that each **client** has access to high quality services, delivered in an ethical fashion with measurable results.

180 degrees is committed to ensuring that each **funder** can join in our work knowing that we are results-driven, that we treat our staff and clients with equity and fairness, and that we are accountable to the communities which we serve.

180 degrees is committed to ensuring that our **communities** know that we will listen to their concerns, work together to solve problems and create opportunities, and stand together with those whose voices have been diminished.

Most importantly, 180 degrees believes that by strengthening and supporting our staff in an equitable manner, we model and provide a similar means for strengthening our clients and our communities.