



## Our Statements

# Statements and Acknowledgements

The following statements address race, gender, sexuality, and ability. In doing so, we indicate our intentions as an organization. We commit to an anti-racist framework, deconstruct colonization, affirm and uplift LGBT identities, and support individuals with disabilities through these statements.

## Antiracism Statement

**San Diego Oasis affirms our commitment to recognizing all forms of racism and discrimination and addressing and working to eradicate these injustices.** San Diego Oasis will ensure that our membership, staff, and volunteers combat racial, ethnic, and color discrimination. We understand that organizations often use statements as performative tools; however, we will not limit this statement to empty language. **We humbly pledge to listen, learn, and take action to foster social justice and change.**

**San Diego Oasis acknowledges racism is both conscious and unconscious. Whether intentional or unintentional, it is still necessary to call attention to the harms of both systemic and social discrimination.** As a community of life-long learners, we will purposefully strive to host difficult conversations regarding intentional or unintentional racism, structural inequalities, and the biases that prevent us from creating a diverse, equitable, and inclusive space. **We uplift the voices of our members, staff, and volunteers of color and affirm any experiences associated with ethnicity, race, color, and gender.**

**As an organization, we commit to the following:**

- Acknowledging first and foremost that racism is an ongoing problem that necessitates continuous learning and unlearning.
- Acknowledging that racism is systemic. That is, institutional structures and policies are inherently racist.
- Listening to Black, Brown, and Indigenous (BIPOC) members, staff, and volunteers to understand BIPOC experiences at our centers.
- Recognizing that while aging is a universal process, historical and social contexts shape and produce unique challenges and experiences. **We commit to learning from and with different intersecting identities.**
- Pledging to continuously reflect on our work towards ending systemic racism, discrimination, and oppression as we invite anyone regardless of race, religion, gender, or socio-economic status to join the San Diego Oasis Community.
- Creating behavioral clauses and protections that expressly prohibit discrimination based on race, color, ethnicity, and country of origin.

## **Land Acknowledgement and Commitment to Reconciliation with Indigenous People**

### **Land Occupying/Settling: Kumeyaay**

A Land Acknowledgement serves as a commitment to decolonization. This statement is a public recognition of the erasure of Indigenous Peoples, an expression of gratitude, and a commitment to reconciliation. As part of San Diego Oasis' DEI initiative, we offer the following statement:

San Diego Oasis recognizes that we have settled upon the ancestral lands of the Kumeyaay Nation. San Diego Oasis acknowledges that the Kumeyaay people have been stewards of this land for generations and continue to live and flourish in the San Diego community. We expressly acknowledge and respect the Kumeyaay nation's elders, both past and present, and offer our gratitude for their stewardship.

*The purpose of this statement is to remind and encourage all SD Oasis staff, volunteers, and participants to recognize the first peoples upon whose ancestral lands we live, work, and learn. Through this acknowledgment of territory, we hope to demonstrate our respect for the Indigenous People of San Diego and our commitment to reconciliation.*

**As an organization, we commit to the following:**

- Bringing Indigenous perspectives and voices into organizational processes through consultation with Indigenous communities.
- Humbly and truthfully reflecting upon the influences and legacies of colonialism within this organization where needed.
- Actively inviting the work, perspectives, and voices of Indigenous authors, artists, teachers, and experts in our classes, seminars, and events.