NAO’S EQUITY STATEMENT

As the state membership organization, the Nonprofit Association of Oregon (NAO) is committed to building a more just and equitable Oregon. We recognize the history of oppression that has resulted in ongoing disparities for some communities, as well as the limitations of a nonprofit framework to address them. Yet, we have a powerful network of organizations and change agents with an opportunity before us to create positive systemic change. We believe that nonprofits that prioritize engaging diverse perspectives and evolve to be inclusive, behave equitably and have profound impacts on society.

For the above reasons, NAO is committed to transforming each aspect of our organization by confronting our own biases and operationalizing our values. We know that intention alone will not change things. To this work, we bring the successes and mistakes of our own continuing efforts in the direction towards equity on behalf of our members and all nonprofits. The mission and vision we hold for enriching the lives of all Oregonians, move us to directly challenge ourselves and to deconstruct frameworks of oppression while building opportunities for learning, change and accountability. We know:

This work is urgent, and we will always be learning.

We will make mistakes and own our responsibility for corrective action.

Our efforts will be tireless, and we will not stop.

NAO is committed to our own equity journey, the diversity of our membership and the broader nonprofit community as change agents that contribute to an inclusive and equitable Oregon that champions our rich diversity.

Approved by the Board of Directors on July 20, 2018