

@
Center for Community Service and Justice (CCSJ) strives to be an anti-racist organization, as true equity cannot be achieved until the history and impacts of racism are acknowledged and resolved.

Charged to connect Loyola University, a predominantly white institution, and communities in Baltimore, a majority-Black city, and beyond, we recognize that service without justice can do harm, and that it is our responsibility to educate ourselves and others on racial justice to create positive change toward equity.

We believe:

- Racism is based in white supremacy.
- Racism affects all other structures of inequity.
- Racism is a particularly heinous root cause of poverty in Baltimore City.
- Racism hurts everyone, both white people and people of color.
- Racism is played out both interpersonally and structurally.
- Racism is perpetuated by the silence of white people and white communities.

We strive to:

- Educate: We will continue to pursue knowledge and resources focused on racial justice to educate ourselves and others.
- Create Inner Change: We will evolve both as individuals and an organization in order to become more anti-racist.
- Act as Change Agents: While CCSJ strives to evolve to become an anti-racist establishment, we also strive to motivate our colleagues, affiliates, allies and other institutions do the same.

We resolve to:

- Discern: We will work as individuals and as a CCSJ community to better understand our own stories and racialized experience through reflection, research, and dialogue in order to bring our whole selves to this challenging conversation.
- Engage: We will work to create a culture of invitation community partners to discuss and combat racism in CCSJ and to be held accountable.
- Act: We will work to create equity in service, our workplace, on campus and in our community in our roles as Loyola employees and students, and as individuals.
- Evaluate: We will work to create equity within CCSJ by examining our culture, practices, policies and procedures, partnerships, structure, and outcomes through an anti-racist and asset-based lens.
- Share: We will provide racial justice tools for students, staff, faculty, administrators, and community members to educate themselves and others in order to become more aware and engaged citizens. We will work to ensure our # time and people power are equitably available to our neighbors and community partners.
- Empower: We will dedicate ourselves to empowering marginalized communities so that they are self-sufficient, self-determining, and able to claim and defend their rights as citizens.