

Our DEIB Journey So Far

Lazarus House Ministries



Lazarus House Ministries

What happened?



What's the big deal?

- Faith Based Call
- Moral Imperative
- Organizational Benefits



Jesus taught us that the two greatest commandments are "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind" and, "Love your neighbor as yourself." (Luke 10:27). He was clear that there are no exceptions to that love.

What we did

- Letter from Board
- Working group
- DEIB Statement of Intent
- DEIB Definitions
- Core Meeting Discussions/Activities





A letter from Lazarus House in a time of outrage, frustration and hope

Our 4 Commitments:

1. Listen more intentionally and carefully to our far-reaching Lazarus House Community on the subject of racism, inequality, and injustice and take action to make necessary changes.
2. Keep racism and social injustice as a regular discussion topic at the staff and Board levels to make necessary changes within the Ministry with our goal being to achieve equity, diversity, and inclusion.
3. Work with the Greater Lawrence Community to "spread love, not fear."
4. Strive to diversify the executive staff and board, so that they will come closer to reflecting the Lawrence community and culture that we serve.

LHM D.E.I.B. Definitions

- **Diversity:** The many ways a human being is a unique creation of God. Some aspects of diversity we are born with or are God-given, others are fluid and can change. Genesis 1:2
- **Equity:** We aim to meet the diverse needs of our staff, guests and benefactors justly, providing access to the resources they need to thrive, acknowledging that “equal” treatment may not be what is needed. Micah 6:8
- **Inclusion:** All staff feel valued. Opinions, ideas and perspectives are solicited and welcomed across positions and functional areas. We know our contribution is valued and respected even when our input is not acted on. Every person has a place at the table. Proverbs 22:2
- **Belonging:** Feeling like an accepted, respected, valued, and legitimate member of the Lazarus House Team. The Gospels.

What we discovered

- Group work
- Admin staff surveys
- Frontline staff survey



What we have done so far

- Communications Guidelines
- Vacation PTO defined and tracked
- DEIB Training
- LHM Email for all employees
- Hiring Practices examined
- In the Loop Staff Email
- Promoting from within
- Promoted Carmen Vega (Latina Lawrencian) to Executive Director January 2022



What challenged us

- Developing trust and respect
- Process not a goal -long term, ongoing commitment
- Complexity, sensitivity, vulnerability
- Emotional Intelligence
 - Listen
 - Allow yourself to be influenced



What surprised us!

- Perspectives/experiences unpacked
- Initial survey – oops
- Depth of conversations on the DEIB team
- Vulnerability and willingness to share in small groups
- The challenge itself!



What do we plan to do?

- Increase the diversity in leadership positions at LH and on the Board
- Advancement opportunities
- Cultivate inclusion and belonging
- Implicit bias in LH systems
- Education
- Celebrate



Comments and Questions?

