



# National Association of Community and Restorative Justice

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## **NACRJ Resolution Statement** ***Diversity, Equity, Inclusion, and Justice (DEIJ)***

Whereas, the National Association of Community and Restorative Justice (NACRJ) recognizes Diversity, Equity, Inclusion, and Justice (DEIJ) as core values that must serve as the foundation for all facets of community and restorative justice efforts, including those of NACRJ.

Whereas, NACRJ recognizes that DEIJ is not merely a set of abstract principles, but rather an active and continuous commitment to dismantling systemic inequities and fostering an inclusive environment where every voice is heard and valued.

Whereas, NACRJ is committed to embodying and exemplifying the values of DEIJ, coupled with a dedicated pursuit of continuous learning and improvement. In fulfilling this pledge, NACRJ aims to lead by example, actively championing DEIJ values in all aspects of its work.

Therefore, be it resolved that NACRJ affirms its unwavering commitment to DEIJ, and declares that:

1. **Diversity:** NACRJ acknowledges the inherent value of diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, age, ability, religion, socioeconomic status, and background. We commit to actively seeking and being led by diverse voices and perspectives.
2. **Equity:** NACRJ is dedicated to achieving equity in access to resources and opportunities. We recognize and address systemic disparities and commit to dismantling any barriers that impede the equitable delivery of resources and support services.
3. **Inclusion:** NACRJ is committed to fostering an inclusive environment where every individual feels valued, respected, and empowered. We strive to create spaces that embrace differences, promote dialogue, and ensure that all voices are heard and valued in decision-making processes.
4. **Justice:** NACRJ views justice through a community and restorative lens, emphasizing relationship building, accountability, and healing. We advocate for and establish internal and external processes that promote accountability, including our own, and enable healing in instances of harm or conflict.
5. **Collaborative Action:** NACRJ commits to working collaboratively with organizations, individuals, and communities who are committed to DEIJ values & principles. We believe that the pursuit of DEIJ requires collective effort and partnership.

Be it further resolved that NACRJ will regularly assess its progress in upholding these DEIJ principles and will make adjustments as necessary to ensure their meaningful implementation throughout our organization.

Adopted by National Association of Community and Restorative Justice Board of Directors on June 26, 2024.

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