Vision and Purpose

ODVN recognizes the relationship between domestic violence and oppression. Thus, it is committing to becoming an exemplary diverse, equitable, and inclusive organization by:

Welcoming diverse people and perspectives
Strategically focusing on areas of inclusion via advocacy, training and leadership

Values

Fairness (Diversity, Inclusion)
Providing equitable access to advancement, opportunities and grace to all individuals no matter their identities.

Respect (Trust, Dignity)
Recognizing the human characteristics in all by providing authentic affirmations and constructive feedback.

Responsibility (Accountability, Commitment)
Committing to task with the energy necessary to accomplish them. Owning up to shortcomings when they arise.

Integrity (Ethics, Honesty)
Doing things as they are intended with a transparent lens.

Awareness (Acceptance, Cultural Sensitivity)
Consistently evaluating your own values and ideas while also seeking to learn and grow from others values and ideas.
OBJECTIVE
Embed equity and inclusion into ODVN's direct services while modeling DEI best practices for member programs.

STRATEGIC GOALS
Evaluate client pathways (policies, systems and processes) for best outcomes.

Develop a plan to address the gaps identified in the policy review.

OBJECTIVE
Maximize public and network awareness of DEI efforts.

STRATEGIC GOALS
Establish a communication strategy to share the key impacts of DEI within the movement and opportunities for training and development.

Embed DEI practices into the current Promising Practices manual.

OBJECTIVE
Create and nurture an inclusive culture that embraces diversity and promotes equity internally and within the movement.

STRATEGIC GOALS
Embed DEI into our systems to create a diverse, inclusive and equitable culture.

Review HR policies and practices to ensure they support the desired culture and utilize effective recruitment and retention efforts.