

Social Justice and Equity Statement

The Hilton Head Island Deep Well Project

We, the Deep Well Project, are committed to equity and justice for all people. We acknowledge there are disparities that persist in our community which prevent many marginalized/ disadvantaged persons from securing the cornerstones of well-being essential for our community to thrive.

We are committed to building individual and community capacity for collaborative action with the purpose of enabling all people to access the economic, education, healthcare, and justice systems, to be able to secure jobs, housing, healthcare, education, nutrition, and equal treatment.

We believe social justice and equity are best achieved when special communities have access to the resources to match crisis situations with an appropriate response, whether that be social services, mental and behavioral health, or other interventions.

Therefore, we:

- Commit to advancing equity within our organization and in our community through fair and consistent administration of our organizational policies and practices, and to respectfully execute our programs/ services in a manner which maintains personal dignity.
- Strive to achieve a comprehensive approach to social justice and equity through our support programs and services that contribute to a healthy, strong, safe, and vibrant community.
- Believe that when we center and address the needs of the marginalized, we recognize their humanity and advance equity and opportunity for all.

As we work to strengthen our community and evaluate our programs/services, our staff and volunteers will:

- Listen to and lift up the voices and experiences of impacted people and communities, particularly the voices of young people who will lead future generations.

- Specifically examine the extent to which programs/services decrease social disparities and oppression, particularly in systems and settings known to impact people of marginalized groups disproportionately and negatively.
- Pledge to include investments that may be needed to fully implement and achieve equity outcomes in our culturally rich and diverse community.

Adopted May 20, 2021