

ROOTED IN EQUITY

Community action agencies were built with a promise toward eliminating poverty amid the hope of the Civil Rights Movement and as a key piece of the War on Poverty. This moment in history shined a light on the deep connection of race and poverty. It made it clear that poverty could not be eliminated without first breaking down systems that oppressed people thought to be 'less than,' particularly people of color.

GROWING IN JUSTICE

Inequity caused by harmful systems has kept generations of Black and Brown communities from economic prosperity. What we know to be true, too, is that these harmful systems have evolved to affect people of every identity.

As we aspire to be a just voice for our community, we believe that internal reflection sparks growth. We recognize that we need to do better in working to transform a deeply broken system, because our community deserves better. We will continue to innovate with resources we have, and we will advocate for systems change so our community can thrive.

ASPIRING TO PROSPERITY

Liberation from poverty will not happen without equity. It will not happen without justice for people across racial and social communities who have been held back from economic prosperity. We are honoring the promise of our community action roots and infusing equity and justice into our anti-poverty work. This is how we envision cultivating a prosperous Lancaster community for everyone.

OUR PROMISE

SERVICE PROVIDER

We will foster an inclusive environment where every community member coming to us feels respected, seen, and heard and has equitable access to and delivery of resources.

EMPLOYER

We will support the personal and professional growth of every employee by building thoughtful environments that encourage authenticity, personal well-being, and professional development through employee-centered organizational policies and practices.

COMMUNITY PARTNER

We will be a leader and convener within collective Lancaster communities, raising awareness around economic mobility, being a bridge for community education, and identifying barriers to prosperity.