



Karen Organization of Minnesota

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Mission: To enhance the quality of life for all refugees from Burma in Minnesota

Diversity and Inclusivity Policy

Mission

To enhance the quality of life for all refugees from Burma in Minnesota

Vision

1. Assist refugees to settle, integrate and become increasingly self-sufficient;
2. Foster cultural knowledge and understanding; and
3. Strengthen organizational capacity and effectiveness to meet the needs of the community.

Diversity and Inclusivity Policy

In order to accomplish Karen Organization of Minnesota's (KOM's) mission and vision, we believe that we must be responsive to the needs of everyone in the community who may receive services, regardless of their culture, religion, race, gender or age. We will create and implement programs using our awareness of cultural differences and treat all clients with respect. We also participate in the richness of other cultures and show support for diversity through our participation in events such as: World Refugee Day, Karen New Year Celebration, Memorial Day Observation (for all Burmese refugees), and Burma's Independence Day Celebration.

Furthermore, KOM is intentionally reaching out to Karen and other refugees from Burma, such as Karenni and Burmese to both receive services from KOM as well as be a part of the services offered at KOM. We are intentional in our efforts to recruit diverse board members, staff, and volunteers and to cultivate an environment in which all who are involved in our organization feel included, respected, and embraced. Our commitment to inclusiveness regardless of a person's culture, religion, race, gender or age will be evident in our organizational policies and procedures, as part of our strategic plan, and within our organizational goals.