JASMYN’s Anti-Hate Statement

JASMYN believes that inclusion is one of the most valued principles of our humanity. Our organization strives to be inclusive in every way, to be anti-racist, equitable and to live our shared commitment to the importance of representation and therefore diversity among our leaders, staff, and Board. With this in mind, JASMYN shares these proclamations:

- The JASMYN Family stands in solidarity with our young people, our staff, board, and the Black community to condemn police brutality and racial injustice. We stand with young people of color and youth experiencing homelessness, who are often targeted by police and subjected to mass incarceration throughout their lives.
- As an LGBTQ youth organization grounded in social justice and youth empowerment and liberation, JASMYN stands with every community targeted through violence, oppression, aggression or systemic bias. We believe in equal rights for all people and the ability to live free of persecution by the State or other citizens.
- JASMYN stands with LGBTQ+ young people of color, as we recognize the depths of structural racism and the intersectionality of oppressions that impact our communities, and we join the struggle to break down the powers of bias, privilege, discrimination, and systemic oppression.

At JASMYN, safety, integrity, and respect are guiding forces. Leaning into our 28-year history, JASMYN will continue to create safe spaces for young people of color and all racial identities, helping them hold the complexities of their lives, the dangers of their everyday experience, and their dreams as they work for liberation from hatred and violence. And we commit to these actions:

- To centering racial equity in our organization
- To working together to expand the diversity of our leadership within the board and staff, and to welcome young people in leadership roles and experiences
- To building on our inclusive culture to insure that people of color, transgender, gender diverse and others within the LGBTQ+ community are sought and welcomed
- To evolving our organizational policies and structures so that the diversity of our community has equitable access, a voice, and a guiding hand in the decisions impacting JASMYN and the young people we serve
- To lending our voice to the calls to transform our community’s institutions in ways that affirm the lives of LGBTQ (lesbian, gay, bisexual, transgender, and queer) people; people of all genders and gender expressions; Black, Brown and Indigenous People; People of Color; people living with HIV, and people with disabilities
- To working with others – youth, community partners, and institutions - to address racial health disparities
- To listening and for action, especially with youth with an intersection of identities who encounter obstacles of bias, abuse, oppression and stigmatization that drives hate

Please feel free to reach out and share your ideas on how we can move forward.

Cindy Watson, CEO and Bruce Musser, JASMYN Board Chair