**STATEMENT OF EQUITY SUPPORT**

As the Center for Independent Living of Central PA (CILCP), we recognize that all marginalized groups intersect with the disability community.

We acknowledge that groups within our community are underserved and seen as less than. All marginalized groups—disabled, Black, Brown, Asian, Latino, Native, and/or LGBTQ+ individuals—are often barred from a successful and independent life.

We recognize that these groups are victimized, criminalized, and set aside. At the CILCP, we view this as discrimination and oppression.

As an organization, our mission is to alleviate the barriers that individuals with disabilities face. Discrimination in all forms is a barrier to a meaningful and independent life.

We stand behind individuals of all identities in the hopes of providing well-rounded access to the services needed for community living. We stand with the National Council on Independent Living (NCIL) in their statement of being actively anti-racist as well as focus our outreach to aid the multi-marginalized.

Our intention is to provide a space that encourages and celebrates the intersections of individuals with disabilities.

Moving forward, the CILCP will begin to provide education services on tolerance, discrimination, and bias. We intend to actively hire individuals who are trained for and/or have life experience with multi-marginalized communities.

It is the hope of the CILCP as well to include peer support groups for multi-marginalized individuals, especially Black and Brown persons with disabilities. We intend to celebrate the differences within the disability community that makes us diverse and unique by including celebrations for Pride Month, Juneteenth, diverse history months, etc.

Our focus as an organization is to take our resources and privileges to further the communities that we serve. With this statement, we promise to focus our efforts on making disability advocacy more intersectional.

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