



WHAT IS MAT?

MAT is an agency endorsed leadership committee whose functions and activities are open to all staff.

Everyone is welcome to both attend and participate.

MAT Leaders are here to:

- Provide input on policies and procedures;
- Assist in the development of public relations and promotional materials;
- Ensure that culturally relevant services are provided to our program participants;
- Assist supervisors, managers and Human Resources in issues relating to discrimination; and
- Assist in the recruitment and retention of qualified staff of all races and ethnicities.

For more information on current events and diversity resources in the community, visit the MAT intraweb page at www.ccsww.org/MAT.

CCS/CHS BELIEF STATEMENT

We believe . . .

. . . in every child growing up in a safe, loving and nurturing environment.

. . . in elders living in security and dignity.

. . . in healthy family life being affirmed and supported in our communities.

. . . in every person having the right to a safe, affordable place to call home.

. . . in compassion, love and respect for all people, especially those who are poor and vulnerable.

. . . in joining with others to change the systems which oppress, discriminate or otherwise cause human suffering.

. . . in employees and volunteers working in an environment which offers respect, teamwork and excellence.

. . . in all these things for all people, whatever their color, whatever language they speak or however they worship.



CATHOLIC COMMUNITY SERVICES
OF WESTERN WASHINGTON

Multi-Racial Action Team

MAT



“ . . . the process begins within our own walls to ensure our employees and clients feel that we are truly dedicated to breaking down the barriers of oppression and racism that still plague our society today.”

*Michael Reichert, President
Catholic Community Services and
Catholic Housing Services of Western Washington*

MAT'S VISION STATEMENT

Catholic Community Services and Catholic Housing Services believe it is crucial to eradicate racial, ethnic, gender and ability biases from our environment so that we may provide our services and work within our communities in the spirit of love and dignity.



MAT'S MISSION STATEMENT

We gather in our diversity to...

... challenge ourselves and our communities to love one another;

... listen to and speak our respective truths;

... engage people so they feel free to speak openly about issues and concerns;

... celebrate our varied histories, cultures, and triumphs.

FUTURES II

MAT actively works on Insights 3 and 4 from Futures II.

Insight 3—Everyone is Welcome.

- We must expand our role in providing a place of sanctuary for all who might be considered the stranger or outsider among us.
- The presence of an increasing immigrant population in Western Washington, including more than 150,000 undocumented people, calls us as an agency to expand our outreach, service delivery and advocacy on behalf of immigrants.
- In a time when a just immigration policy has been replaced by immigrant bashing, numerous raids at targeted businesses, and the separation of parents from their children, we must speak louder and act more boldly on behalf of those affected.

Insight 4—We will move beyond racism.

- In reviewing our activities since our first *Futures* process 10 years ago, we acknowledge that we have not made the progress we envisioned would occur within our own organization.
- We are deliberately recommitting ourselves to making our services, our agencies and our communities free of the divisive and dehumanizing ravages of racism.
- Other insights in the *Futures II* process consistently call us to expand our connection with, and to enhance our service delivery to, communities of color.
- Our effectiveness with those initiatives relies on our ability to acknowledge and leverage the rich diversity within our workplace and communities and to better understand and address issues of discrimination and racism within our agencies and society.

REGIONAL MAT LEADERSHIP

Margaret Boddie (Co-Chair)

African American Elders Program, Long Term Care System—Seattle

José Uriarte (Co-Chair)

Accounting, CCS SW—Tacoma

Jacqueline Wu

Community Development Center / Catholic Housing Services—Seattle

Quilla Copeland

HR, CCS SW—Tacoma

Albert Green

Family Behavioral Health System—Tacoma Northend

Ellen Hegenauer

Pregnancy Support Services, CCS KC—Seattle

Norine Hill

Native Women in Recovery, CCS KC—Seattle

Jim Magat

VCH—Everett

Shanika Parker

Long Term Care System—Lakewood

Natalia Pierson

Family and Children Services—Snohomish Family Center, Everett

Courtney Smith

Accounting, Catholic Housing Services—Seattle

Josephine Tamayo Murray (Advisor)

Vice President for Public Policy, CCSWW—Seattle

MAT Regional Leaders are nominated by their division directors and upon final selection, are appointed by the President of CCSWW for a term of two (2) years.