



**PACIFIC
CENTER**
FOR HUMAN GROWTH

Pacific Center for Human Growth
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Pacific Center Labor Acknowledgement Statement

Pacific Center acknowledges that this country's infrastructure, wealth, and power are built on violent genocide, slavery and land theft. The labor of Black, Brown, and Indigenous people has been brutally extracted over the course of our history through slavery, migrant labor, forced labor camps, and in prisons. People from historically included groups have and continue to benefit economically from these inhuman practices. Pacific Center acknowledges that the non-profit industrial complex birthed from this inequitable relationship between the distribution of wealth and violent labor extraction. Non-profits began as a project of the wealthy to supply service not provided by the government, in an attempt to level set wealth inequities. As a result, if they are not careful, non-profit organizations run the risk of exploiting the client base, staff, and volunteers. Non-profits are mission driven and staffed by those who care deeply about the values of an organization. People who choose to work in non-profits often work for lower wages than those who choose to work in corporations. This discrepancy is rooted in the values of capitalism and the intrinsic inequality of the socio-economic class hierarchy.

Pacific Center is a non-profit organization dedicated to serving historically excluded groups. Professional labor, whether visible expertise, emotional holding, or lived experience are deeply valuable to our organization's work and mission. We recognize the incredible dedication of our staff, many of whom could work elsewhere for high compensation. Additionally, we recognize the inherent tension between our reliance on the time, skills and energy of volunteers, and the reality that a majority of them belong to communities with less historic and present day economic access and stability. We strive to practice equity and reciprocity in our relationship with our staff and volunteers, by ensuring that we are responsive to their social and material needs.

Pacific Center understands that consideration of socio-economic status is important as it relates to all collaborator groups: staff, clinicians, volunteers, and the board. We are working to provide sustainable and equitable compensation across all tiers of the organization by regularly reviewing our salary model to ensure that we have an equitable pay scale. We strive to provide a sustainable space for our volunteers and are



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considering options such as: stipends, transportation reimbursement, professional skills training, and a job training program that can be utilized as a resume builder. By leaning into our values of responsiveness and collaboration, we hope to be a model in the non-profit sector as it relates to labor.