

## **ONA Covenant Outline**

1. Bethany formed a PRIDE (People Respecting Individuality and Diversity through Education) committee in 2010 under the structure of the Sanctuary Model of Care, where the PRIDE committee was a sub-committee of the Sanctuary Core Team. PRIDE members included LGBTQ staff and Bethany's chaplain. The original mission of PRIDE was to foster safe spaces, provide education, and offer support for Bethany staff and youth regarding individuals of diverse sexual orientations, gender identities, and gender expressions.
2. PRIDE connected with the Coalition and obtained resources to aid us in our journey towards an ONA covenant. We used those resources to fulfill PRIDE's mission.
3. Over a 5 year period, PRIDE, through trainings and evaluations, obtained information about the employees and youth residents of our organization. We considered the Bethany culture, how we were affected by the changes of the Sanctuary certification process, what roles each staff member played, and potential obstacles we could face during the ONA process.
4. PRIDE and Bethany's chaplain helped discern the roles of LGBTQ staff in the ONA process, and updated these ideas and roles as staff turnovers took effect.
5. PRIDE and Bethany's chaplain worked to help all staff members and residents feel safe during this process. Every member of the community had opportunities to respectfully express their opinions and concerns. We focused on educating and bringing awareness to those employees who were against the ONA process, or on the fence.
6. In March of 2015 we drafted our covenant, taking into consideration our work and life culture on the Bethany campus, the needs of our staff and residents, and our organization's mission statement.
7. We explored the current population at Bethany, and the personal and professional opinions of employees. We felt confident moving forward with the vote.
8. We shared the covenant with our Board of Directors and proposed they vote to "own" the ONA covenant of Bethany Children's Home.
9. On April 28, 2015 Bethany's Board of Directors voted unanimously in favor of the ONA covenant.