

## **REGIONAL HOUSING LEGAL SERVICES RESOLUTION**

**WHEREAS**, the United States is a nation that carries a long and troubling history of racial animus, prejudice, and racial injustice towards people of color; and

**WHEREAS**, that legacy manifests today in the form of race-based disparities in housing, health, income, political power, wealth and education, and other manifestations of structural racism; and

**WHEREAS**, Black Americans and other systemically disempowered communities have, specifically, been subjected with impunity to a long-standing pattern of brutality, excessive use of force, and brazen disregard of their lives; and

**WHEREAS**, ongoing tolerance of institutional racism has resulted in the killings of countless Black Americans and other systemically disempowered communities, including, but not limited to, Mr. George Floyd, Ms. Breonna Taylor, Mr. Ahmaud Arbery, Mr. Antwon Rose II, and all of the men, women, and non-binary persons who should still be with us today; and

**WHEREAS**, these and other manifestations of racial injustice breach the promise of equal justice under law and undermine the rule of law itself; and

**WHEREAS**, our organization is a non-profit law firm dedicated to providing legal and policy solutions that help create sustainable communities through decent, safe and affordable housing for low-income Pennsylvanians, many of whom are persons of color. Our mission to serve the underprivileged compels us to address and empathize with the spectrum of emotions ravaging our family, friends, neighbors, communities, and colleagues in response to racial injustice in America and requires us to engage in the daily work of being anti-racist; and

**WHEREAS**, our relative privilege necessitates that we act in solidarity with those who the structure of our racist society attempts to disempower and render invisible and to commit to the eradication of all forms of racial injustice; and

**WHEREAS**, we are a diverse organization that brings together a variety of professional experiences in for-profit, non-profit and government settings – yet, on the matter of opposing racism, we speak with one voice; and

**BE IT THEREFORE RESOLVED** that the Board of Directors of Regional Housing Legal Services repudiates racism in all its forms. We acknowledge our responsibility, individually and collectively, to identify, challenge, and condemn structural inequity however it may manifest. We hold ourselves accountable for engaging in the work of dismantling the systems of oppression that perpetuate racial inequities in our society and in our community. As part of our duty to create sustainable communities through decent, safe and affordable housing for lower-income Pennsylvanians, we endeavor to innovate and champion efforts to reform our organization in an effort to address and dismantle racial injustices.

**BE IT FURTHER RESOLVED**, this resolution be preserved in the records and minutes of the Board of Directors and prominently displayed on the Regional Housing Legal Services website.

Adopted this 7th day of October, 2020, by a vote of 17 for, 1 against, and 1 abstaining.