

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, institutions of all kinds and sizes have adopted policies and engage in practices that maintain racial inequality; and

WHEREAS, as recently as 2016, a national survey found that while 61.3 percent of Americans are white, they hold 84 percent of nonprofit board seats and 90 percent of nonprofit board chairs; 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; and

WHEREAS, in order for Regional Housing Legal Services (“RHLS”) to achieve its mission, the RHLS Board of Directors (the “Board of Directors”) must reflect the diversity of the country, the places where we work, and the communities we serve; and

WHEREAS, RHLS’s strategic plan includes a priority of racial equity; and

WHEREAS, RHLS’s foundation funders are increasingly focused on board diversity and inclusion initiatives and best practices in increasing board diversity require that organizations commit to goals that are quantifiable and attached to deadlines.

BE IT THEREFORE RESOLVED that the Board of Directors adopts a goal of obtaining diversity of 40% African-American, 40% Caucasian, 5% Asian, and 15% Latino/a by the end of 2022. The Governance Committee shall provide the Board of Directors with reports on progress towards these goals at every meeting of the Board of Directors.

BE IT FURTHER RESOLVED, this Resolution shall be preserved in the records and minutes of the Board of Directors and prominently displayed on the RHLS website.

Adopted this 7th day of October 2020, by a vote of 16 for, 1 against, and 2 abstaining.