

## Racial Justice and Equity Statement

RHLS is committed to integrating Racial Equity in all aspects of our work, in pursuit of achieving Racial Justice in housing, utilities, and community/economic development.

We believe all people deserve housing that is healthy, safe, and affordable in a community of choice where they can thrive.

### Defining Racial Justice and Racial Equity

RHLS adopts the amended definitions of Racial Justice and Racial Equity used by *Race Forward*<sup>1</sup> to ensure consistent and shared understanding of our Racial Equity and Racial Justice work:

- **Racial Justice** is the state in which racial hierarchies are eliminated, and Black, Indigenous, and People of Color (BIPOC), in particular, have the dignity, resources, power, and self determination to thrive.
- **Racial Equity** is the process through which Racial Justice can be achieved. Racial Equity requires ongoing and intentional work to transform policies, practices, programs, systems, and structures which perpetuate deeply rooted racial inequities and intersectional harms.

### Implementation of Racial Justice and Racial Equity

RHLS, as an organization, will implement Racial Equity and work towards Racial Justice by:

- Engaging in work that directly repairs past and current racial inequities in the housing, utilities, community/economic development, and legal systems.
- Advocating for racial equity in new and existing policies, programs, and developments.
- Identifying and redressing the ways in which we have in the past and continue to reinforce white supremacy in our work (internally and externally, intentionally or unintentionally).

We know to be successful, our organization, our work, and each of us as individuals must:

- Be informed by listening to the needs and priorities of, and solutions put forward by Black, Indigenous, and People of Color (BIPOC) working toward Racial Justice in housing, utilities, community/economic development, and the law.
- Do our best to approach our work and our interactions with a racial equity lens.
- Understand that our racial equity and racial justice work is evolving, and that we may not always meet our intentions with our actions.
- Receive critique and correction openly, acknowledge and apologize when we do harm, and change what we do in response.

The Racial Justice and Racial Equity statement will, along with Economic Justice be consistently considered in our work.

---

<sup>i</sup> Race Forward, <https://www.raceforward.org/about/what-is-racial-equity-key-concepts>.