

ALL NEIGHBORS COALITION EQUITY STATEMENT

The homeless response system has not always served our unhoused neighbors in an equitable way. We believe that only with a full understanding and consideration of our nation's history and discriminatory policies, can we utilize lessons learned to create and maintain a system that is inclusive and fair. Past and current systemic societal inequities continue to perpetuate racial disparities in areas such as income, wealth, housing, healthcare, and incarceration. These factors produce an overrepresentation of people of color, specifically Black households, in rates of homelessness.

To combat these systemic inequities, we commit to create a system where all individuals and families have equitable access to homeless response system services, and employment within the system, regardless of socioeconomic status, family unit composition, educational attainment, race, ethnicity, creed, or background, religion, age, health condition or status, sexual orientation or identity.

To achieve this, we strive to view all through a lens of respect and empathy. We work to ensure that leadership and staff adequately reflect and represent the clients we serve, including those with lived experience.

We understand that our personal culture and experiences often subconsciously shape our view of others and affect how we interpret their actions. We overcome this by intentionally questioning assumptions and creating processes to hold each other accountable. We will measure, track, and analyze racial equity within our system, regularly reviewing policies and critiquing our performance, against a standard of transparency and fairness.

The most compelling duty that we have to those we serve is to hear them. Above all, we seek to amplify the voices of our unhoused neighbors and neighbors with lived experience within the All Neighbors Coalition. Through inclusion in community planning and decision making and on boards and workgroups, we advance the goal of preparing and encouraging these neighbors to take on leadership roles within our system.