

# Your Way Home Statement

## Racial Equity Principles and Values

Your Way Home stands with those who are calling out the systemic racism and violence toward African Americans and the Black community.

In Fall of 2019, Your Way Home partnered with the Coalition for Racial Justice (Corajus) to develop a community-led, consensus-based set of values and principles about what is right and wrong, desirable and undesirable. These principles and values undergird the basic belief system and guide the actions of the Your Way Home public-private partnership.

### PRINCIPLES

1. Your Way Home will analyze and acknowledge power through an analysis of institutional racism and systemic oppression. We identify and name the external systems that create and shape the lived experiences of the historically oppressed.
2. Your Way Home will foster an environment in which people (employers, consumers, and partners) are encouraged to name and report all incidences of racism and/or racial bias, with the support of leadership and administration.
3. In order to maintain accountability to do this work with integrity, Your Way Home is required to be accountable to the community's experience of racism and bias.
4. Your Way Home respects and nurtures all cultures, regardless of class, gender, sexual orientations, racial and religious difference.
5. Your Way Home commits to promoting an anti-racism culture in our organization and to practice anti-racism in our personal and professional lives.
6. Your Way Home takes responsibility for making space for all individuals in our community. We listen, process and respond to impacted communities' stories and histories, as told by them.

### VALUES

1. Racism is real and has influenced the history of our institutions, housing policies, and practices addressing homelessness. It is our responsibility to create change.
2. Our work is about transformation to a just, fair and liberated society for all.
3. Every person served should be treated with respect.
4. People know what they need and have the right to self-determination.
5. We do not tolerate incidents of discrimination, assault, harassment, intimidation, or profiling of people based on race, ethnicity, class, gender, sexual orientation, religion or disability.

