

DRAFT **PHB Guiding Principles of Equity and Social Justice** ***DRAFT***

Equity is defined as: All residents from Portland’s diverse and multicultural communities have access to the opportunities and resources they need to attain their full potential.

PHB will work towards eliminating housing barriers of all kinds, but we must recognize Oregon’s history of housing discrimination and social injustice and address current-day disparities in access to the resources, programs and opportunities experienced by communities of color. In Portland, people of color experience racism and encounter barriers to stable housing and housing resources at much higher rates than their White counterparts. This leads to more people of color experiencing unsafe living conditions with less access to public goods, services and resources.

PHB will ensure equity by applying these **Guiding Principles of Equity and Social Justice** when developing policies and organizational priorities, and when making financial investment decisions.

PHB will:

- Seek and learn from the guidance and knowledge of others in pursuit of our equity goals.
- Strengthen and develop community relationships and engagement for shared success.
- Honor and encourage relationships of trust among partners who serve communities of color, other service providers, project developers, and contractors
- Make policy and operational decisions using an equity lens.
- Develop and communicate equity commitments.
- Use equity achievements to influence decision making.
- Leverage the work of other organizations effectively addressing equity.
- Provide leadership and support to stakeholders related to equity.
- Define, measure and publish results.