

Community Partners for Affordable Housing

# CPAH is Committed to Racial and Social Justice.



## *Equity Statement and Plan* 2022-2026



COMMUNITY PARTNERS  
FOR AFFORDABLE HOUSING

# Equity Statement

**Community Partners for Affordable Housing is dedicated to building the way home to a more equitable and anti-racist community.**

Housing is a human right and is essential for our communities to be strong, healthy, and vibrant. Access to quality housing should never be determined by a person's race, ethnicity, gender, sexual orientation, ability, age, religion, or any other characteristic based on identity. Community Partners for Affordable Housing endeavors to create an equitable world by building quality housing and providing access to that housing; housing which serves as a platform for choice, strength, and stability, and is available to our residents for as long as they need it.

Yet building is not enough. We recognize the impacts of systemic racism, trauma, and poverty. We are committed to creating opportunities for our residents to succeed in life while holding hope for a better world by providing stable housing, as well as economic and educational opportunities. CPAH is also dedicated to creating healthy living environments to support and further environmental justice. We commit to listening to our residents; each individual is their own best expert in their life, and the most qualified to determine what they need.

*Together, as partners, we can co-create a world where everyone thrives.*

# CPAH Equity Plan

February 2022



## **OUTCOME 1 Promote equitable outcomes for diverse residents through culturally affirming services**

**STRATEGY 1** Make Resident Services accessible to residents who speak languages other than English

**STRATEGY 2** Evaluate outcomes for residents with an equity lens by collecting and comparing data across demographic groups



## **OUTCOME 2 CPAH's internal culture values racial and social justice, lived experience, and continued learning**

**STRATEGY 1** Staff and Board learn together to build a shared awareness of various forms of oppression

**STRATEGY 2** Center the experiences of residents in marketing materials, grant applications, and other copy by incorporating justice-oriented language

**STRATEGY 3** Create spaces for open discussion of oppression-related experiences and processes for resolving and learning from oppression-related conflicts



## **OUTCOME 3 CPAH aligns its recruiting, staffing, and contracting practices with its commitment to racial and social justice**

**STRATEGY 1** CPAH contracting for housing development and all of CPAH operations furthers racial and social justice

**STRATEGY 2** CPAH's partnerships furthers racial and social justice

**STRATEGY 3** Implement recruiting and staffing policies and practices that advance racial and social justice

**STRATEGY 4** Ensure that recruitment for board members creates opportunities for diverse candidates

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