

REACH Equity Statement

Approved by Board of Directors, January 8, 2018

REACH's mission is to create quality, affordable housing & opportunities for individuals, families, and communities to thrive. Advancing this mission requires REACH to evolve and embrace equity as a core function of our work.

Within REACH and the broader community, there are systemic inequities and injustices —such as racism, sexism, classism, ableism— that are present within our institutions and create obstacles to shared prosperity. REACH intends to be an organization that transforms, and responds to, injustices such as these.

Creating more equitable outcomes requires taking responsibility for unspoken privileges. For REACH, this means acknowledging that we became one of the largest and most resourced nonprofit housing providers in the metro region, even as organizations led by marginalized communities closed. We must also grapple with the reality of working within a real estate and housing industry that has yet to overcome its racially and economically discriminatory past.

Our commitment to equity must be visible through meaningful changes within our board, staff, residents, and partners. REACH does not have all the answers, but we are resolved to an inclusive approach, with diverse engagement and community-driven solutions. Urgent action is necessary.