OUR ONGOING COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Human Solutions is an inclusive, multi-racial and multi-cultural organization working to alleviate the impacts of poverty on people and communities. Our work counters many of the primary forces that make and keep people poor.

We focus our work in East Portland and East Multnomah County, one of the most diverse areas in Oregon. Here, many individuals, families and communities experience high rates of economic and housing insecurity and residential displacement as a direct result of historic and ongoing policies and practices that deprive communities and individuals of land, wealth and basic human rights because of their identity.

As an organization working to counter a legacy of inequity, we commit to:

- Understand the impacts and causes of bias that include racism and white supremacy, learned patterns of oppression, and the strong connection between poverty, homelessness and race.

- Confront and challenge all forms of institutional oppression within our organization so that staff and those who partner with us will experience Human Solutions as truly inclusive. We will create the time and space to continue learning vital lessons and to undertake the urgent work necessary to counter the centuries-old and still-active forces that block opportunity for people of color and other oppressed people.

- Continue our growth into an intentionally anti-bias, anti-racist organization that actively aligns with community-based efforts to overcome inequality and its roots in racism and oppression.

- Acknowledge who holds power in our organization, whose voices shape our decisions and who is not "in the room." We will work constantly and vigorously to address internal disparities of power and influence.

- Hold ourselves accountable by continuously measuring and sharing progress toward all diversity, equity and inclusion goals.

- Revisit these commitments regularly to update the actions and words that define this critical work as we learn and grow.

HumanSolutions