

Yellow Springs Home, Inc. Diversity, Equity, and Inclusion Statement

The mission of Yellow Springs Home, Inc. is to strengthen community and diversity in Yellow Springs and Miami Township by providing permanently affordable and sustainable housing through our Community Land Trust. We are committed to serving persons of low-to-moderate income and marginalized populations through affordable housing, client-first programs, and community-first coalition work centered around financial empowerment, justice, equity, and inclusion. We design and market all opportunities with diversity in mind and are committed to affirmative outreach strategies.

The CLT is a powerful tool for the community to map its own future by removing land permanently from the speculative market to benefit the community, forever. Housing finance, ownership structures, and policies have been historically used as a racist, oppressive mechanism against Black people, Indigenous people, persons of color, persons with disabilities, and persons of low-to-moderate income. Your CLT provides an alternative as a proven, effective avenue for promoting justice, equity, diversity, and inclusion in our community through housing, client programs, collective ownership, and shared governance. Moreover, Yellow Springs Home, Inc. promotes community stabilization by eliminating barriers to access in our high opportunity community. Our strategy is one of fairness across place.

It is through this equity lens that Yellow Springs Home, Inc. works to champion fairness and justice, specifically in regards to the basic human right to housing. Moreover, we hold as one of our core values that a community is enriched by diversity. We recognize that it is our responsibility to prioritize efforts to actively pursue diversity and inclusion, which requires not only words, but action and commitment of resources. It is not a single process that can be started and finished, but an ongoing journey of growth, learning, and self-reflection. We believe that power is a verb, and that access to power for the historically marginalized is best achieved through solidarity and shared governance.

In order to do so as effectively and meaningfully as possible, it is critical to have a staff, board, and CLT membership that is diverse and empowered with a voice in guiding the organization's activities. Home Inc. believes that diversity encompasses, but is not limited to age; race; creed; ethnicity; country of origin; political, union, or religious affiliation; disability status; sexual orientation; gender identity; military status; marital status; and gender. It is also the policy of Yellow Springs Home, Inc. to engage in affirmative marketing and outreach while advertising for employment, housing opportunities, and contractual services. Yellow Springs Home, Inc. is committed to strengthening community and diversity, which includes fostering a diverse, empowered staff and board.

Home Inc's commitment to being an organization that respects and advocates for justice, equity, diversity, and inclusion is presented above.

