

# Chattanooga/ Southeast TN Continuum of Care

## ANTI-RACISM PLEDGE

Merriam-Webster Dictionary defines racism as follows:

*a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race*

*a: doctrine or political program based on the assumption of racism and designed to execute its principles*

*b: a political or social system founded on racism*

*racial prejudice or discrimination.*

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We must recognize and examine racial inequities across housing, economic mobility, health care, criminal justice, and other systems.

The explicit and implicit (i.e. subconscious) biases of service providers can result in fewer housing opportunities for Black, Indigenous, and People of Color.

These all contribute to racial inequities in homelessness. For example, Black, Indigenous, and People of Color are overrepresented in the population of people experiencing homelessness.

**As the Chattanooga/Southeast TN Continuum of Care (CoC), we take the following pledge to do our work in a manner that is anti-racist:**

We will work to enact practices and policies that prominently, openly, and effectively promote racial equity in homelessness and housing. We will also actively support and devote our time to other groups and organizations working to deconstruct racism in our CoC.

We will recruit, hire, and work in alliance with Black, Indigenous, People of Color (BIPOC) staff,

volunteers, and community activists and amplify their voices so that BIPOC people can lead the way as we move forward in deconstructing racism in the communities that we serve.

We will educate ourselves as organizations and as individuals on the history of racism and current systems of oppression in our region. We will then work to educate the communities that we serve on racism and its impacts on housing currently and historically.

We will recognize and respect the right to self-determination of BIPOC people in the communities we serve, as well as empowering people to possess and assertively communicate those rights for themselves.

We will honor all aspects of an individual's social and political identity, including their race, gender, class, sexuality, physical and mental abilities, cultures of origin and current cultural context, and how this contributes to a person's unique lived experience.

We will remain mindful of the power and privilege ( i.e. whiteness, class, education, male etc.) that we bring into every space and conversation that we enter, and actively look for opportunities to share decision making power with BIPOC people in the communities we serve.