

Nashville-Davidson County Continuum of Care

ANTI-RACISM PLEDGE

As the Nashville-Davidson County Continuum of Care (CoC) Homelessness Planning Council, we take the following pledge to dismantle racism:

We define racism as racial prejudice plus the misuse of power by systems and institutions (misuse can be intentional or unintentional). We are mindful of the racial inequities across housing, economic mobility, health care, criminal justice, and other systems. 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. Implicit (i.e. subconscious) biases of service providers can result in fewer housing opportunities for Black, Indigenous, and People of Color.

Cognizant of institutional and structural racism as well as the daily realities of all forms of bias, prejudice and bigotry in our own life, our family, our circles of friends, our co-workers and the society in which we live, with conviction and hope:

- We pledge to stay mindful of the power and privilege that we bring into every space that we enter and conversation that we have.
- We pledge to actively and intentionally practice antiracism when participating in the CoC, Homelessness Planning Council, representing this council and the CoC in the community, and in talking about homelessness and housing issues in Nashville. While the realities of racism are much larger than us and this council, the decisions we make day-to-day as professionals can literally either open or close doors for people. We have an opportunity to learn and make different choices about how we interact with colleagues and clients, which can in turn directly impact access to and experiences of housing and services, as well as health and economic outcomes of members of our community.
- We pledge to use the knowledge we obtain and differing perspectives to which we are exposed to view each choice we make in our professional and personal lives as an opportunity to move
- towards racial justice or away from it. And we pledge to move towards it.
- We pledge to educate ourselves individually on racial justice issues.
- We pledge to share what We learn in our own communities: with our family, our partner, our children, our friends, our co-workers and those we encounter on a daily basis, even if and
- especially when this means challenging people around us in the process.
- We pledge to have difficult conversations and endure uncomfortable interactions in order to
- deepen our own understanding through this sharing as well as give others the opportunity to
- come along with us so that we can move together towards justice.
- We pledge to choose being uncomfortable so that others can be safe.

*Drafted by the CoC Data Committee and endorsed by the CoC Equity and Diversity Committee.
Approved by the Homelessness Planning Council on January 13, 2021*

The following abbreviated “Values & Equity Statement” was created to be read at the beginning of Continuum of Care meetings:

“We define racism as racial prejudice plus the misuse of power by systems and institutions (misuse can be intentional or unintentional). We are mindful of the racial inequities across housing, economic mobility, health care, criminal justice, and other systems. These all contribute to racial inequities in homelessness. We pledge to stay mindful of the power and privilege that we bring into every space that we enter and conversation that we have. We pledge to actively and intentionally practice antiracism when participating in CoC Committee meetings, representing this committee and the CoC in the community, and in talking about homelessness and housing issues in Nashville.”