



ANTI-RACISM FRAMEWORK

PURPOSE STATEMENT

We are committed to be an anti-racist, multi-cultural organization. In our work at Simpson, this means a commitment to root out racism and saviorism within ourselves, our organization, and our community. This framework is a living document that will align staff throughout the agency with an agreed-upon foundation for our anti-racism work.

FOUNDATIONAL TRUTH

"People need to understand that homelessness is a byproduct of racism."

—Christina Jacobson, Director of Equity and Human Resources

"If you don't understand white supremacy... everything else that you understand will only confuse you."

—Neely Fuller, Jr.

THROUGH EXAMINATION AND REFLECTION, WE AGREE TO:

- **Examine** our own internal racism and biases.
- **Stay grounded, open, courageous, and teachable** in our commitment.
- **Slow down**, listen, and allow for the opportunity to learn, reassess, and reimagine.
- **Review and dismantle** white supremacist practices and policies.
- **Study, learn, and understand** the historical context of institutional racism.



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PILLARS OF UNDERSTANDING

MULTI-LAYERED COMMITMENT to deepen our understanding of systemic racism—in ourselves, in agency norms and practices, in systems we encounter in our work, historically, and beyond.

COMMIT TO DO BETTER as we grow and know better. This is a daily practice. It means a willingness to be open, humble, and vulnerable.

"Do the best you can until you know better. Then when you know better, do better." —MAYA ANGELOU

BE COURAGEOUS and stand in opposition to conventional social services practices and beliefs that perpetuate white supremacy/saviorism.

"This means we're going to have to go against the tide, to go upstream, when society is going in the other direction," —STEVE HORSFIELD, EXECUTIVE DIRECTOR

BE DELIBERATE and determined. Racism was intentionally created; we need to be intentional in dismantling it.

"The first thing we have to do is to tell the truth that racial inequality was the result of deliberate policy. And we have to be just as deliberate in undoing it as we were in making it." —DR. EDDIE GLAUDE JR.

RESIST MAKING ASSUMPTIONS about participants' capabilities, skills, and independence. Seek to understand their cultural strengths, dreams, and goals.

UNDERSTAND that the cost for not doing this work is paid by BIPOC participants and shelter guests through long-term dependency on institutions and a message that they are not capable of self-determination.

COMMIT TO THE LONG TERM, be flexible, and allow this path to take us where it goes. Removing racism and saviorism is an ongoing process; we need to be intentional in prioritizing it.

"Do not get distracted." —LEROY KING JR., PROGRAM MANAGER, FAMILY HOUSING