

November 19, 2021

Commission adopts racial equity values to guide strategic planning

SEATTLE, Wash.—The Washington State Housing Finance Commission has adopted a set of racial-equity values that will guide an organization-wide strategic planning process starting in 2022.

The six values were unanimously approved by Commission members in their regular meeting on Nov. 18. They were developed by the WSHFC staff Racial Justice and Equity Team (RJET), a diverse group of staff members from multiple divisions and levels of responsibility throughout the organization.

The Racial Equity Values are:

EQUITABLE & MEANINGFUL ENGAGEMENT

Ensure that all Black Indigenous People of Color (BIPOC) staff are given the opportunity to contribute to the Commission's decision-making process and that we are fully engaging our BIPOC community stakeholders.

ACCOUNTABILITY

For the Commission to move toward antiracism, each person must acknowledge and be held accountable for behavior and actions that do not embody the Racial Equity Values.

CHALLENGING WHITE SUPREMACY

We must challenge white supremacy by naming it, understanding how it affects our work and biases, and reversing it through concrete and documented actions.

ACKNOWLEDGING AND ADDRESSING POWER AND PRIVILEGE

Acknowledge that the Commission's established hierarchies and procedures contribute to structural racism and actively commit to repairing, addressing, and eliminating it.

HUMILITY

We demonstrate humility by acknowledging our blind spots, implicit and explicit biases, and thoughtfully working through conflict with colleagues and partners.

RESPECT

We respect that BIPOC and non-BIPOC individuals have different truths and cultural mannerisms; we commit to being patient and allowing space for all to learn, make mistakes and grow.

The [Washington State Housing Finance Commission](#) is a publicly accountable, self-supporting team that brings private investment dollars to benefit families and achieve public goals throughout Washington.