



Kôr Community Land Trust
Our Commitment to Diversity, Equity and Inclusion

At the Kôr Community Land Trust, we view all our work both internal and external through the lens of diversity, equity and inclusion. “DEI” is, in conjunction with environmental sustainability and affordability, the third pillar that supports, motivates and informs all we do.

- We embrace **diversity** in order to ensure that all segments of our community—regardless of race or ethnicity, language or culture, religion, sexual orientation, gender identity, disability or veterans status—are represented and reflected in our board, staff, and volunteers, and in our home construction and homeowner programs.
- We strive for **inclusion** so that all members of our community have equal access to, and can participate fully and freely in, our organization including in our governance, operations, programs and projects.
- We hold ourselves to account for **equity**, so that we are just, impartial and fair in all of our dealings, and so that our work to provide high-quality, goal zero-energy, and affordable housing is part of a larger movement toward increased social, economic and environmental justice

To achieve diversity, equity and inclusion, we commit to fully integrating their accompanying principles and values throughout our organization by resourcing and attending to:

- Our own **education, awareness** and **competences**
- Ongoing review and revision of our **policies, procedures**, and **practices**
- Understanding, and finding remedies for, those **challenges** that our individuals, families and communities face in attaining and benefitting from environmentally sustainable, affordable and equitable housing in Central Oregon