



Justice, Equity, Diversity, and Inclusion (JEDI) Plan

2022-2023

Statement on Background of Discrimination in Housing

Discrimination against minorities and in particular Black, Indigenous, and People of Color (BIPOC) is well documented. A 2022 report released by the Vermont Housing Finance Agency (VHFA) highlights just a few of the key historical facts that have disadvantaged the BIPOC community's access to safe, decent, affordable housing. For example, policies such as redlining shut generations of BIPOC households out of the wealth building opportunities of homeownership. As a result of this historic and ongoing systemic discrimination, black Vermonters own homes and built wealth at significantly lower rates than white Vermonters.

Non-Discrimination Statement

ACCT complies with applicable provisions of state and federal law which prohibit discrimination in employment or access to housing, on the basis of race, creed, color, place of birth, ancestry, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, service in the armed forces of the United States, positive HIV-related blood test results, genetic information, or against qualified individuals with disabilities on the basis of disability and/or any other status or characteristic as defined and to the extent protected by applicable law. See ACCT's full statement and related policies with respect to employment on our [Careers page](#); see ACCT's full statement and related policies with respect to tenants in our [Tenant Selection Policy](#).

Goals and Strategies for Advancing JEDI at ACCT

Goals:

1. Increase organizational capacity for advancing JEDI initiatives
2. Ensure an equitable, inclusive, safe, and supportive environment for both staff, residents, Board members, and other ACCT affiliates.
3. Ensure historically disadvantaged communities have equal access to ACCT resources.
4. Contribute to community efforts to increase justice, equity, diversity, and inclusion in Addison County and across Vermont.

Adopted 9-22-22

Goal: Increase organizational capacity for advancing JEDI at ACCT.

Strategies:

1. Build systems for accountability
 - a. Create a workgroup comprised of both Board and staff to act as a “backbone” for JEDI initiatives.
 - b. “What gets measured, gets managed:” develop metrics and track progress
 - c. Make JEDI a standing agenda item at Governance Committee meetings
2. Develop a detailed workplan with concrete actions steps.
 - a. Create a clear statement of purpose with defined terms.
 - b. Ensure workplan includes measurable action steps and clearly assigns responsibility.

Goal: Ensure an equitable, inclusive, safe, and supportive environment for staff, Board, residents, and other ACCT affiliates.

Strategies:

1. Provide training to staff and Board to identify and disrupt discriminatory practices.
2. Align policies and practices to ensure inclusivity and address discrimination within the organization and at properties.
3. Affirmatively further employment opportunities for underrepresented groups and ensure representation among staff reflects diversity in the community.

Goal: Ensure historically disadvantaged communities have equal access to ACCT resources.

Strategies:

1. Review policies and procedures to remove barriers with a disparate impact on minorities and disadvantaged communities.
2. Affirmatively promote housing opportunities for historically disadvantaged communities, including through informed and inclusive marketing that reaches a broad cross section of the Addison County population in an accessible and inviting way.

Goal: Contribute to community efforts to increase justice, equity, diversity, and inclusion across Addison County and Vermont.

Strategies:

1. Promote allyship by advocating for public policies that advance housing equity as well as justice, equity, diversity, and inclusion at large.
2. Use our platform to raise awareness about discrimination and systemic inequality in housing.