



Horizon Housing Development Company

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Horizon Housing Development Company sees the injustice and pain affecting Black communities in this country in the wake of the murder of George Floyd and too many others. We see the pain in our own community, further heightened by the health disparities that cause Covid-19 to disproportionately affect Black people and other people of color. We recognize the profound impact that these racially-driven events have had on the individuals and communities we serve and our Black colleagues, and pledge to do more. We commit to continuing our work to bring critical resources for our community members. We commit to continuing to fight the forces which disproportionately harm Black communities and other communities of color. We commit to looking inward and making strides to take diversity and inclusion seriously, in both overarching goals as well as pragmatic actions.

While we see this pain, we also recognize that words of support must be accompanied by concrete and significant action. Horizon Housing Development Company leadership acknowledges the responsibility we hold and the obligation we have to use our position to call out systems that disproportionately affect the population we serve. While the city of St. Louis' population is roughly half Black, the unhoused population is 73.17% Black. The racial disparity in our unhoused population did not occur by accident and shrinking the gap will not occur without recognizing the unjust policies that brought us to this point. We are working to dismantle and rebuild our internal and external policies for a more equitable future. We are committed to doing the work.

These actions will be taken by the Horizon Housing Development Company:

- 1. By the end of 2020, publicly share and commit to fully implementing a racial inequity response plan, which is currently under development.*
- 2. Review local policies that criminalize homelessness.*
- 3. Recruit more Black people to serve on the Horizon Housing Development Company board.*

We are clear that tackling racial injustice is an ongoing process and are committed to it for the long-term.

In Solidarity,

Board of Directors

Horizon Housing Development Company



Mission:
**To assist in providing housing services to St. Louis City residents with
Developmental Disabilities.**
Funded by the St. Louis Office of Developmental Disability Resources

