



# Diversity, Equity, Inclusion & Justice (DEIJ) at Habitat NYC and Westchester

*Written and published collaboratively by the entire Habitat NYC and Westchester staff.*

**We are a housing justice organization striving to build an equitable New York.** From the worksite to the workplace, we are committed to removing the visible and invisible barriers to opportunity and self-determination. We seek to not only prevent and rectify harm, but encourage wellbeing so that all members of our community can thrive.

## Our commitment

Habitat NYC and Westchester believes in a world where *everyone* deserves a safe, stable, and affordable home, and we anchor our work in helping to create this world.

In the tradition of the radical inclusivity that infused [our birthplace Koinonia Farm](#), Habitat commits to creating spaces **where people of all races, faiths, ethnicities, economic classes, abilities, genders, sexual orientations, and backgrounds come together in common cause. We commit to building community together by standing against all forms of hate and discrimination.**

Our **dedication to diversity** honors and represents the differences among our coworkers and the communities we serve.

Our drive for **equity** seeks to establish an environment that creates unbiased treatment and outcomes.

Our **practice of inclusion** commits to elevating the voices and needs of our diverse workforce, communities, and partners.

Our **pursuit of justice** endeavors to mobilize a movement that reforms the systems that built and sustain housing inequity.

## Our values

Our vision is an equitable New York in which all people have access to healthy, affordable homes. As we work to fulfill our mission of transforming lives and communities by building and preserving affordable homes and by uniting all New Yorkers around the cause of affordable housing, we are guided by our core values: humility, courage, and accountability.

Our vision is audacious and Habitat is only part of the solution. The housing crisis is bigger than all of us collectively. Our work demands our humility as much as our boldness.

Courage emboldens us to respectfully question, embrace healthy conflict, and take necessary risks to move ever closer to our vision.

Holding ourselves and one another accountable allows us to learn from our mistakes and continually improve our programs, policies, and procedures.