



SquareOne Villages Equity Policy

Approved: 1/7/2016

Policy Statement

SquareOne Villages values the contribution of all members of our diverse community who seek to join us in our mission to create self-managed communities of low-cost tiny houses for people in need of housing. Equity is a core value in the organization and by pursuing equity in all the ways we mention, we strive to help create an environment in which all people may live to their full potential. We believe that we should contribute to equity in our society by modeling equity of opportunity, equity in access to our programs and villages, equity in employment, equity with respect to vendors, and equity in contribution as we carry out our mission.

The Board recognizes however, that certain groups in our society are treated inequitably because of individual and systemic biases related to race, color, culture, ethnicity, disability, socio-economic class, age, nationality, religion, gender, gender identity, sexual orientation, and marital status.

The Board is therefore committed to ensuring that the essential principles of fairness, equity, and inclusion be integrated into all of our policies, programs, operations, and practices.

Objectives:

In the Board

SquareOne Villages is committed to reflect the diversity of our community on our Board with attention to race, color, culture, ethnicity, disability, socio-economic class, age, nationality, religious preference, gender, gender identity, sexual orientation, and marital status.

In Employment

In employment we are committed to seek qualified candidates from a diverse pool representing race, color, culture, ethnicity, disability, socio-economic class, age, nationality, religion, gender, gender identity, sexual orientation, and marital status.

In Selection of Vendors

In the selection of vendors and service providers we will make reasonable effort to seek qualified providers that represent the diverse make-up of our community with special attention to those who, because of race, color, culture, ethnicity, disability, socio-economic class, age, nationality, religion, gender, gender identity and sexual orientation do not get a fair chance in the marketplace.

In the Selection of Residents

We will make every effort to provide access in the application process to all low income members of the community, making special effort to reach underserved populations and we will strive to create villages that represent the diversity of our larger community.

In Solicitation of Contribution

We will make every effort to include the diversity of our community in the solicitation of contributions including, volunteer services, in kind gifts, and financial contributions.