



Antiracism Statement

Aug. 12, 2020

At Green Hammer Design Build, we believe healthy buildings are a basic human right. We envision a future where healthy zero carbon buildings are accessible to all. We acknowledge racist policies have led to systemic injustices in our society, including in the built environment. We know climate change and pollution disproportionately impact communities of color. This understanding motivates us to continually look for ways to address systemic injustices and to use an equity lens to influence our design and shape our company policies. The only way to solve the climate crisis is to make sure there is a more diverse and representative group of designers, planners, community organizers, policy makers, and activists working in collaboration to solve it.

As a company and as individuals, we are committed to eliminating all forms of racism and ethnic oppression. We commit to being an antiracist organization. We join and seek to learn from other antiracists who have been working to dismantle and repair 400+ years of systemic racism in Portland and beyond. As a team composed of individuals, we recognize that each one of us is in a different place with our antiracist work. We support one another in this work in myriad ways, including exploring antiracism resources together and by purposely discussing injustices – racism, sexism, classism and more. We acknowledge the perspectives of Black, Indigenous and people of color must be the foundation of our education and we recognize the burden of this work should be on white people.

We are equally committed to strengthening justice, equity, inclusion and diversity in our workplace. Following our B Corp certification in 2017, we formed our Justice, Equity, Diversity and Inclusion (JEDI) Committee as a first step toward creating a more equitable and diverse work environment that provides everyone the opportunity to succeed. In 2020, we committed the resources necessary to turn this antiracism statement and company goals around equity and diversity into a blueprint for action.

This work is long overdue and may never be complete. To be an antiracist organization requires ongoing commitment and accountability. We will regularly report progress and failings, not to seek kudos or show remorse, but to seek input from internal staff and external partners to learn and continuously improve upon our antiracist work.

Key Definitions

Racist

One who is supporting a racist policy through their actions or inactions or expressing a racist idea.

Antiracist

One who is supporting an antiracist policy through their actions or expressing an antiracist idea.

Racist Policy

Any measure (laws, rules, procedures, governance etc.) that produces or sustains racial inequity between racial groups.

Antiracist Policy

Any measure (laws, rules, procedures, governance etc.) that produces or sustains equity between racial groups.

Racial Inequity

When two or more racial groups are not standing on approximately equal ground.

For example, in 2014, 71% of white families in the United States lived in owner-occupied homes, compared to 45% Latinx families and 41% for Black families.

Racial Equity

When two or more racial groups are standing on relatively equal footing.

Racial Equity would be demonstrated if there were relatively equal percentages of homeownership among the racial groups in the example above. The higher the percentile, the better.

Racial Discrimination

Is an immediate and visible manifestation of an underlying racial policy.

Note from Dr. Ibram X. Kendi's book 'How to be an Antiracist': "Not all discrimination is racist. If discrimination is creating inequity, then it is racist. If discrimination is creating equity, then it is antiracist. The only remedy to racist discrimination is antiracist discrimination. The only remedy to past discrimination is present discrimination; the only remedy to present discrimination is future discrimination."

Racist Idea

Is any idea that suggests one racial group is inferior or superior to another racial group in any way.

Antiracist Idea

Is any idea that suggests racial groups are equals in all of their apparent differences, that there is nothing right or wrong with any racial group.

Racism

Is a powerful collection of racist policies that lead to racial inequity and are substantiated by racist ideas.

Or, a marriage of racist policies and racist Ideas that produces and normalizes racial inequities.

Antiracism

Is a powerful collection of antiracist policies that lead to racial equity and are substantiated by antiracist ideas.

Or, antiracist policies and antiracist ideas that produce and normalize racial equities.