



MTC Equity Statement

Racial equity is both an outcome and a process.

The outcome of racial equity is a future state in which race no longer predicts life outcomes.

The process is one through which we work to provide an abundance of opportunities for those disadvantaged by racial inequity and structural racism; to name historically racist systems and structures and work to disrupt and dismantle them; and to help build new systems with those who have been negatively impacted by racial inequity and structural racism.

We acknowledge the long, rich, and diverse history of our neighborhood, from the trails of indigenous peoples to the Dunham stagecoach tavern, from Millionaire's Row to industrial innovation, from the legacy of black music and entrepreneurship to the Health-Tech Corridor. We also acknowledge that racial redlining, mass demolition, displacement, and structural racism is unfortunately part of the legacy of both our neighborhood and our organization.

We aspire to create a model equitable neighborhood, with strategies to ensure that all people benefit from and shape our neighborhood's growth and change, particularly historically marginalized people of color. To achieve this, our organization will be intentional about the following values:

- **Inclusion.** Taking active steps towards having a board of directors and staff reflective of the full diversity of our neighborhood and includes the voices of residents
- **Perception.** Awareness of how we perceive one another and ourselves, and willingness to acknowledge and confront racial stereotypes and myths of non-white communities
- **Historical Acknowledgment.** Acknowledging the generational impact of ongoing structural and cultural racism in our community and doing what we can to disrupt and reverse it
- **Power Sharing.** Sharing power over decision making that impacts our neighborhood by making our processes more transparent and finding meaningful ways for people to engage in the neighborhood
- **Relationship Building.** Developing meaningful long term relationships built on trust, collaboration, and open communication with the full diverse cross section of the MidTown community
- **Authentic Community Engagement.** Identifying, engaging, and supporting local leaders over the long-term to build capacity and shared ownership by creating infrastructure for ongoing community involvement, engagement and relationship building
- **Economic Opportunity.** Target wealth creation opportunities on historically marginalized communities through creative approaches to developing career pathways, entrepreneurship, project spending, and ownership models
- **Inclusive Spaces.** Creating a neighborhood filled with places, spaces, and developments that are specifically welcoming to people of all backgrounds
- **Acknowledging Racial Trauma.** Speaking the truth about the damages of racism, the ongoing trauma it causes, and the impacts of that trauma on individuals and communities, and developing effective restitution and meaningful reconciliation to address past harms

This statement was adopted in January 2020 by the MidTown Cleveland Board of Trustees

