

COAB Equity Statement

As the Park Hill-Algonquin Community of Opportunity Advisory Board we are committed to promoting equity and inclusivity.

We firmly believe in the principles of liberation, fairness, non-discrimination, and empowerment.

We strive to create a community where everyone has an equal opportunity to thrive and reach their fullest potential and commit to sharing in the resources available.

We actively engage with the Park Hill and Algonquin community seeking input, feedback, and collaboration from all stakeholders.

We are diverse in our perspectives and value the unique contributions of community members. We strive to create platforms for meaningful participation and dialogue for ALL our community members.

We recognize the importance of economic empowerment and support initiatives that foster financial literacy, entrepreneurship, meaningful employment, economic development, and reparations to undo the financial harm and burden done to our community

We believe in the power of community ownership. We seek opportunities to involve community members in decision-making processes, ensuring their voices are heard and their interests are represented in matters that affect their lives and well-being.

We are committed to supporting local businesses and promoting equitable spending within the community. We prioritize procuring goods and services from neighborhood businesses and suppliers, fostering economic growth and creating a self-sustaining ecosystem.

We believe in the power of data to drive informed decision-making. We lead by example by transparently sharing information about our community impact and ensuring that resources are allocated equitably.

We strive to provide equitable access to resources in our community such as education, healthcare, housing, transportation, and other essential services, with a focus on bridging gaps and rectifying systemic inequities.

We actively seek partnerships with local organizations that champion social justice, equity, and community development. By collaborating with these organizations, we leverage their expertise and amplify our collective impact.

We believe that by sharing power, resources, and opportunities, we enable individuals to reach their optimal levels of success.

We are committed to supporting one another, fostering a community where everyone can thrive and contribute to the collective well-being.

Thank you for joining the COAB on this journey towards a more just and inclusive community.

Example of COAB Equity Requirements for Businesses Operating in Our Community:

Dear Businesses,

As a community cooperative, we are dedicated to fostering equity, inclusivity, and economic empowerment within our community. We firmly believe that businesses operating in our neighborhood have a responsibility to uphold these values and actively contribute to creating a fair and thriving environment. Therefore, we have established the following equity requirements for businesses engaging in commerce within our community:

Non-Discrimination Policy:

All businesses must adhere to a strict policy against discrimination in any form. This includes but is not limited to race, ethnicity, gender, age, sexual orientation, disability, or any other protected characteristic. Discriminatory practices will not be tolerated, and businesses are expected to treat all individuals with dignity, respect, and fairness.

Community Engagement:

Businesses are required to actively engage with our community. This includes seeking input, feedback, and collaboration from neighborhood residents and organizations. We encourage businesses to participate in local events, initiatives, and projects that promote community well-being and development.

Economic Empowerment:

Businesses should contribute to the economic empowerment of our community. This can be achieved by supporting local employment, offering fair and livable wages, and providing opportunities for career advancement. We encourage businesses to prioritize hiring from within the neighborhood and investing in the development of a skilled local workforce.

Supplier Diversity and Local Procurement:

We strongly encourage businesses to embrace supplier diversity and prioritize procurement from local businesses whenever possible. By supporting neighborhood suppliers, businesses contribute to the growth and sustainability of our local economy and help create a self-reliant community.

Transparent Reporting:

Businesses should demonstrate transparency in their operations. We expect businesses to provide regular reports on their spending habits, investments, and community impact. This will enable us to collectively assess progress, identify areas for improvement, and ensure that resources are allocated equitably.

Collaboration with Neighborhood Organizations:

Businesses are encouraged to collaborate with neighborhood associations, non-profit organizations, and community groups that are working towards social justice, equity, and community development. By partnering with these organizations, businesses can leverage their expertise and resources to create a greater positive impact.

Addressing Systemic Inequities:

Businesses should actively contribute to addressing systemic inequities within our community. This may involve supporting initiatives and programs that uplift marginalized individuals and communities, bridging gaps in access to essential services, and advocating for policies that promote fairness and inclusivity.

We believe that by collectively upholding these equity requirements, businesses can play a vital role in creating a neighborhood that thrives on diversity, inclusivity, and economic prosperity. We appreciate your commitment to these principles and your dedication to making the Park Hill and Algonquin communities the best in Louisville and beyond

Sincerely,

Community of Opportunity Advisory Board