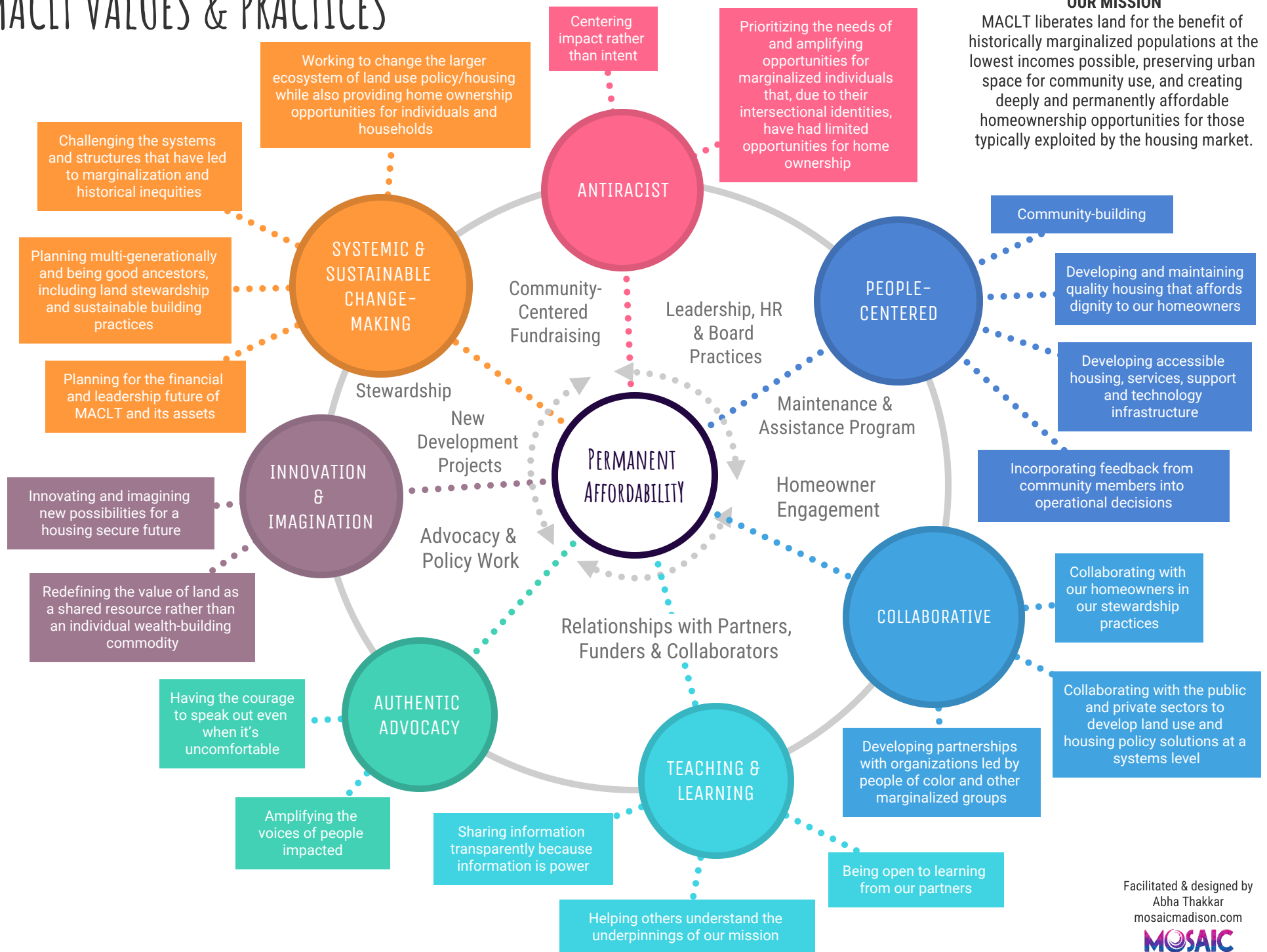


MACLT VALUES & PRACTICES



MACLT VALUES & PRACTICES

TOWARDS PERMANENT AFFORDABILITY

- **ANTIRACIST:** MACLT should ensure that its operations and decision-making processes are actively working towards racial, social, gender, disability and economic justice. This could include initiatives such as actively seeking out and supporting historically marginalized communities, examining and addressing any potential biases in its policies and practices, actively working to create inclusive and equitable spaces on its properties and promoting land use and housing policies that address historical inequities.
Centering impact rather than intent • Prioritizing the needs of and amplifying opportunities for marginalized individuals that, due to their intersectional identities, have had limited opportunities for home ownership.
- **PEOPLE-CENTERED:** MACLT should prioritize the needs and perspectives of the people it serves. This could include actively seeking out and incorporating feedback from community members, as well as working with local organizations and leaders to ensure that MACLT is responsive to the needs of the community.
Community-building • Developing and maintaining quality housing that affords dignity to our homeowners • Developing accessible housing, services, support and technology infrastructure • Incorporating feedback from community members into operational decisions
- **COLLABORATIVE:** MACLT should prioritize partnerships and collaborations with homeowners, other organizations and stakeholders in order to create systemic and sustainable change. This could include working with community groups and other nonprofits to develop shared programming and initiatives, as well as engaging in dialogue and collaboration with local governments and other land management organizations.
Collaborating with our homeowners in our stewardship practices • Developing partnerships with organizations led by people of color and other marginalized groups • Collaborating with the public and private sectors to develop land use and housing policy solutions at a systems level
- **TEACHING & LEARNING:** MACLT should prioritize education and learning in its operations, both for its staff and for the wider community. This could include offering educational programs and workshops on its properties and to the community, as well as making teaching and learning integral to its program design and advocacy work.
Being open to learning from our partners • Sharing information transparently because information is power • Helping others understand the underpinnings of our mission
- **AUTHENTIC ADVOCACY:** MACLT should be an authentic and vocal advocate for the people it serves and aims to serve, making sure that their voices are heard in decision-making processes. Authentic advocacy also includes actively working to raise awareness and educate the public about important land use and housing issues, as well as speaking out against policies and practices that harm marginalized communities.
Amplifying the voices of people impacted • Having the courage to speak out even when it's uncomfortable
- **INNOVATION & IMAGINATION:** MACLT should encourage creativity and experimentation in its operations, always looking for new and innovative ways to achieve its mission – in balance with sustainability and learning from best practices. This could include piloting new programs or projects and directing its advocacy towards innovative approaches to housing and land use policy.
Innovating and imagining new possibilities for a housing secure future • Redefining the value of land as a shared resource rather than an individual wealth-building commodity
- **SYSTEMIC & SUSTAINABLE CHANGE-MAKING:** MACLT should focus on creating long-term, sustainable change through its operations, rather than just addressing immediate issues. This could include implementing sustainable land management practices on its properties, as well as developing programs and initiatives that address underlying issues and create lasting change in local communities.
Challenging the systems and structures that have led to marginalization and historical inequities • Working to change the larger ecosystem of land use policy/housing while also providing home ownership opportunities for individuals and households • Planning for the financial and leadership future of MACLT and its assets • Planning multi-generationally and being good ancestors, including land stewardship and sustainable building practices