

Here at Hacker, we are committed to equity, which invites, supports, and sustains a diverse workforce and client base—a community that mirrors and honors the diversity that is the city of Portland.

We define equity as: when all people have equal access to the same resources to reach potentially the same outcomes.

As individuals and as an organization we at Hacker are committed to the following shared values:

- Understanding what equity is and acknowledging that not all people have the same starting point.
- Meeting all people where they are and being committed to making sure all clients get their needs met by Hacker.
- Staying engaged in the issue of equity and, when we misstep, offering the necessary repair work.
- Realizing this work around equity is critical to the continued success of Hacker, and of Portland, and the world at large— aspiring to set the bar high for ourselves, other architecture firms, and our wider community.

Finally, here at Hacker, we are committed to understanding the myriad intersecting identities people hold and how these identities are rooted in systems of oppression. We will constantly work to remove barriers from all clients and employees that are based on these held identities. At Hacker we care deeply about how buildings and design impact the environment; this means we are dedicated to listening to clients and the communities they serve, and are ever regardful of the impact of our work.

Addressing equity through an intersectional lens helps us to build a stronger, more unified community—a community where we see race, age, ethnicity, sexual orientation, gender, gender identity, gender expression, religion, visible and invisible disabilities, socio-economic status, and all the intersecting identities therein. We know here is where our strength lies: in our differences. We constantly look for ways to be in community with each other that are both honoring and authentic.