



Codman Square Neighborhood Development Corporation Community Investment Plan Executive Summary

CSNDC has been a highly impactful and successful CDC for decades. Our mission is to build a cohesive and resilient community in Codman Square and South Dorchester, develop affordable housing and commercial spaces that are safe and sustainable, and promote economic stability for low and moderate income residents of all ages.

CSNDC has had a major focus on issues of displacement, equitable economics and sustainable housing development. These, along with the priority areas described below, drive our community investment plan.

Priority 1: Anti-Displacement

Neighborhood stability and supporting residents who want to continue to make Codman Square their home is an overarching goal of our organization. For this reason, addressing neighborhood changes that increase inequity, minimizing displacement and the impact of gentrification are essential to our mission and vision. CSNDC seeks and pursues concrete ways to minimize the most egregious aspects of gentrification and resident displacement through organizing, advocacy, economic and real estate development strategies.

Priority 2: Sustainability

Living and developing sustainably requires that we strive to create and maintain a healthy urban “ecosystem” that serves area residents and helps improve their quality of life through improved design, healthy and safe surroundings, economy (job opportunities), low impact/low carbon transportation alternatives, green infrastructure, building neighborhood capacity, and by reorganizing and improving living conditions.

Priority 3: Health

The groundwork for smoke-free properties, initiated a few years ago, was brought closer to implementation this past year with the hire of resident Healthy Community Champions. OASIS on Ballou, our urban farm continues to provide access to healthy and affordable fresh produce for local residents. Our affordable housing production is fundamental response to key social determinants of health. These and many other efforts position CSNDC to contribute to addressing the well-documented health disparities that impact Codman Square residents.

Priority 4: Community Cohesion

Community cohesion is about maximum community participation that facilitates and connects the dots between issues of concern, collective statement of those concerns, as well as collective problem solving and public advancement of the solutions. Community Cohesion is about bringing people together to explore and name the intersection of their common interests and concerns. At CSNDC we call this group the “Equity Army”.

Priority 5: Equitable Economic Opportunity

While our work encompasses many strategies, we have moved to act in those areas that are within our immediate reach and control. We have instituted an MBE Utilization policy that will leverage our investments to create employment and contract opportunities to local and minority residents and contractors. We have placed particular emphasis on efforts that promise positive impact for our male of color population.

Priority 6: Operational Excellence

The CSNDC team is committed to having effective and efficient internal operating systems that facilitate, assess, and make improvement to our work and increase our intended impact. Operational Excellence is about systems, policies and management practices. In practice, operational excellence includes: 1)High levels of communication between departments; B)A focus on results; C)Building strong working relationships with partner agencies; D)A systems design focus that prioritizes organizational goals and high levels of customer service.