

# DIVERSITY, EQUITY & INCLUSION NEWSLETTER

**Hope is our Anthem. As part of the DEI Committee's continued effort to be accountable and transparent, we have created this quarterly newsletter to keep our organization updated on DEI actions, events and resources.**

## DEI Q2 HOLIDAYS OF OBSERVANCE

*There are so many holidays worth celebrating. These are some we are aware of but it's impossible to have a complete list. If we are missing any that you want us to add, please let us know!*

### April

Month of April

- National Fair Housing Month
- National Volunteer Month

April 22nd

- Earth Day

April 28th

- World Day for Safety and Health at Work

### May

Month of May

- National Military Appreciation Month
- Asian Pacific Heritage Month
- Jewish-American Heritage Month

May 25th

- Memorial Day

### June

Month of June

- **LGBTQIA + (Pride) Month**

June 19th

- **Juneteenth (Freedom Day)**

*With our 1st newsletter being issued in June, as a committee we decided to highlight Pride Month and Juneteenth. Both are very relevant for the month and appealed as stand-out holidays to our committee.*

*\*Bold indicates being highlighted in this newsletter*



## PRIDE MONTH

### ORIGIN OF PRIDE MONTH

The Stonewall riots that took place in Manhattan in June, 1969, which ultimately led to the gay liberation movement.

### GOALS OF PRIDE MONTH

Outlaw discriminatory practices, remove violence against the community, spotlight anti-trans policies & act for change.

### HOW TO SUPPORT PRIDE MONTH

Support LGBTQIA businesses, educate yourself, use the right pronouns, attend community events, donate, just listen.

## JUNETEENTH - JUNE 19TH

*Juneteenth - also known as Freedom Day - celebrates the emancipation of those who were enslaved in the U.S.*

### What Is Juneteenth?

This holiday was first celebrated in Galveston, Texas, where on June 19, 1865 (in the aftermath of the Civil War), enslaved people were declared free under the Emancipation Proclamation. As of June 17, 2021, Juneteenth became a national holiday recognized by the federal government.



*Interested in writing about a holiday that you are passionate about? Email us as [dei@turnspacesintoplaces.com](mailto:dei@turnspacesintoplaces.com)*



## DEI COMMITTEE 1-YEAR LOOKBACK

### *Why was this committee created?*

As we Turn Spaces Into Places, our ultimate goal is to do so in a way that celebrates the diversity of both our organization and our broader community. Below have been key topics of discussion as we get together as a committee on a monthly basis.

- Racially and gender-based inequitable events
- Violence against minority groups
- Practice equality and anti-racism
- Learning when to speak up and when to listen
- Systemic inequities
- Call attention to gender equality

## JUST POLICY UPDATES

Just 1.0

Just.

The Just program is a transparency platform for organizations to disclose their operations, which then results in a "nutrition label" outlining different levels of performance. The levels of performance tie directly to diversity, equity and overall employee well-being.

Just helps organizations optimize policies that improve social equity and enhance employee engagement.

Here are a few of our Just wins and opportunities from our March, 2021 Engagement Survey.

### Wins

- Gender diversity at our highest level
- Pay scale equity
- Overall employee well-being
- Unlimited training & education

### Opportunities

- Ethnic diversity across the organization
- Retirement provision (90-day waiting period for 401k access)

*Next Meeting: July 6th, 2021 from 9:00 - 10:00 AM*

*All are welcome to join a DEI meeting and learn more!*

*If you are interested in joining you can email [dei@turnspacesintoplaces.com](mailto:dei@turnspacesintoplaces.com)*

## DEI GOALS

*Our purpose as a committee is to achieve a more inclusive and diverse environment for our organization and communities we serve - through creating awareness, opportunities to learn, and steps we can take to grow together.*

- 1) Regular **monthly meetings** with a dedicated leader for each meeting, followed by **quarterly all-company update newsletters** on current DEI activities, as well as MiGi posts to stay informed.
- 2) Continue DEI components on the **bi-annual employee engagement survey**, accumulate & discuss results and comparisons to prior surveys.
- 3) **Quarterly all-company update** newsletter of current DEI activities. | Launch **DEI/culture web presence** on the MS, IS & GC sites. | Review **quarterly for updates**. | Launch **multi-lingual website** capabilities.
- 4) Provide an appreciation and knowledge-building **message for major DEI-related holidays** that are not formally celebrated by the company. Create a **calendar** for these holidays.
- 5) Show **diversity in all marketing materials** including in print, web and elsewhere.
- 6) **Recruit** in all relevant locations with inclusive language. Seek out women and minority recruiting opportunities and include them in the recruiting process. | **Eliminate bias** from our recruiting strategy by trying different techniques and gauging success.
- 7) **Expand our affordable housing portfolio** by adding affordable housing units at Porch + Park, The Pine, Sitaline, Spark and future projects. Track the affordable portfolio by units and \$ value and consistently report on the progress internally and externally. | **ARCH training and education**.