

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 Q3 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!

July

July 4th

- Independence Day

July 18th

- Nelson Mandela International Day

August

Month of August

- Black Business Month

August 26th

- Women's Equality Day

September

Month of September

- **National Hispanic Heritage Month**

September 5th

- **International Day of Charity**

With our newsletter being issued in September, as a committee we decided to highlight National Hispanic Heritage Month and International Day of Charity. Both are very relevant for the month and appealed as stand-out holidays to our committee.

*Bold indicates being highlighted in this newsletter



CELEBRATING NATIONAL HISPANIC HERITAGE MONTH

September 15-October 15: Celebrating the history, heritage and contributions of Hispanic and Latino Americans, past and present. Below are a few notable figures of Hispanic descent that we wanted to highlight.

SYLVIA RIVERA

Trans woman who was part of the Gay Liberation Front. Sylvia created an organization to help young, homeless LGBTQ peoples.

ALEXANDRIA OCASIO-CORTEZ

New York Congresswoman, politician, and activist. She is the youngest woman in congress and advocates for her community and those in the lower and middle class.

CESAR CHAVEZ

Labor leader and civil rights activist. He led the movement of rights for agricultural workers and was a voice for the Latino community.

INTERNATIONAL DAY OF CHARITY - SEPTEMBER 5TH

We are excited to announce the all-new Charitable Giving Committee to further our organization's charitable involvement. Between the International Day of Charity and the holiday season approaching, we are excited to kick this committee off!

What are we doing to give back?

- We partnered with Fred Hutchinson Cancer Research Center for Mars Shot, to go beyond the moon for cancer research - donate here: <https://www.marsshoot.org/?src=mainstreet>
- A \$5,000 donation was made on behalf of the Seline project to Mary's Place, a Seattle non-profit that provides shelter and services to women and families. <https://www.marysplaceseattle.org/>

Charitable Giving Committee Launch

The goal is to advance our organization's involvement with charities and partner with key non-profits this holiday season. Email betho@mspgroupllc.com if you want to join!



Interested in writing about a holiday that you are passionate about? Email us as dei@turnspacesintoplaces.com



AFFORDABLE HOUSING

One of our DEI committee goals is a continued commitment to expanding our affordable housing portfolio by adding housing units to our current and in development projects as well as our future projects. We are proud to partner with Affordable housing programs ARCH and MFTE - see program details below.

What is the ARCH program?

ARCH stands for A Regional Coalition for Housing and serves the purpose of preserving and increasing the supply of housing for low and moderate income households. MainStreet voluntarily participates in this program and has an ongoing commitment to provide housing for low and moderate income households at a majority of our projects.

What is the City of Seattle MFTE program?

The City of Seattle's Multifamily Tax Exemption program provides participating projects with a property tax exemption in exchange for maintaining a portion of units as rent and income restricted for up to 12 years, but the affordability remains in perpetuity.

Where have we built affordable units?

- SKY Sammamish: 30 affordable units
- Spencer 68: 56 affordable units
- Heron: 9 affordable units
- The Carter: 16 affordable units
- The Bond: 12 affordable units
- Slater 116: 11 affordable units
- **We have offered 134 total affordable units**

What upcoming projects will offer affordable units?

- Porch + Park: 10 affordable units
- Sitaline: 43 affordable units
- Swift: TBD
- The Schoolhouse District II & III: 28 affordable units
- The Spark: 22 affordable units
- The Pine: 14 affordable units
- Rose Hill: TBD
- Moment Townhomes will be MainStreet's 1st for-sale project that offers affordable units!
- **We will be offering over 119 units in upcoming projects**

WHAT DOES OUR 1ST JUST LABEL LOOK LIKE?

One of our DEI goals was to find a tool to measure our status and progress as a diverse, equitable, and inclusive organization. The DEI Committee selected the JUST program. JUST is like a nutrition label - providing a visual of our committee to being socially just and equitable. To receive our label, we reported on a range of organization- and employee-related indicators.

Key Wins

- Engagement
- Pay-Scale Equity
- Well-Being
- Training/Education

Along with these wins, we recognize areas of continued focus including ethnic diversity, inclusion, living wage, and charitable giving. As an organization, we will use this label to maintain these key wins, but focus on improving our areas of opportunity.

Check out our organization's JUST results label based on our company survey!

To learn more visit <https://living-future.org/just/>



DEI GOALS & UPDATES

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. (Jazzmine Eisen)

- The committee has had 27 meetings and this is our 2nd newsletter

2) Continue DEI components on the bi-annual employee engagement survey, accumulate & discuss results and comparisons to prior surveys. (Tracie Ziegler)

- Included in mid-year survey and results were shared with leadership teams

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. (Jazzmine Eisen & Kegham Bedoyan)

- Launched multi-lingual website capabilities for each website

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. (Hailey Carlson)

- Highlighted in our quarterly newsletters

5) Show diversity in all marketing materials including in print, web and elsewhere. (Katie Cartwright)

- Ongoing

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. (Tracie Ziegler)

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. (Organization)

NEXT MEETING: OCTOBER 5TH, 2021 FROM 10:00 - 11:00 AM

ALL ARE WELCOME TO JOIN A DEI MEETING AND LEARN MORE! IF YOU ARE INTERESTED IN JOINING YOU CAN EMAIL DEI@TURNSPACESINTOPLACES.COM

September 2021

