

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 Q1 HOLIDAYS OF OBSERVANCE

January:

- *Martin Luther King Jr. Day* (3rd Monday of Jan.) is an official day of service and celebrates the civil rights leader's life of legacy. This day is used to promote equal rights for all Americans, regardless of their background and the struggle against racial segregation and racism. It is also a reminder that there are inequalities to this day that we must continue to work to eradicate.

February

- Black History Month is an annual observance in February that began as a way of remembering important people and events in the history of black diaspora and was created to focus attention on the contributions of African Americans to the United States. Although many argue that Black history is American history, the observance is an opportunity to understand Black histories, going beyond stories of racism and slavery to spotlight Black achievement.

March

- International Women's Day (March 8th) is celebrated as a day when women are recognized for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic, or political. It is also a focal point in the women's rights movement, bringing attention to current issues such as gender equality, reproductive rights, and violence and abuse against women. The holiday was originally created in August 1910 as a strategy to promote equal rights, including women's suffrage which demanded the right to vote and to hold public office.

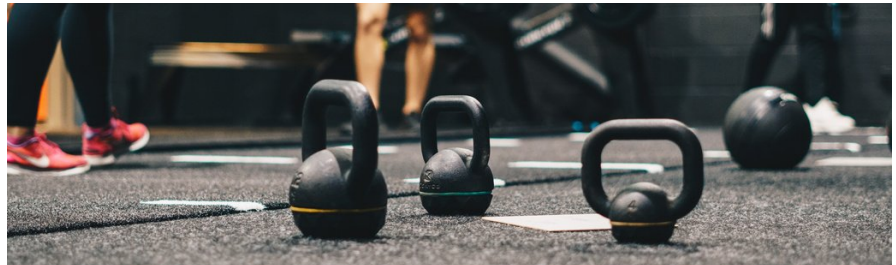
Interested in writing about a holiday that you are passionate about? Email us at DEI@turningspacesintoplaces.com



MENTAL HEALTH AWARENESS - KNOW THAT SUPPORT MATTERS

In November our DEI Committee sent out communication promoting mental health, ensuring all team members have access to the resources and benefits we offer to support overall well-being. In the new year, we felt it was important to reiterate that we are committed to creating a mentally healthy workplace where team members feel supported. We wanted to highlight again our wellness focused Team Member Benefits including a Wellness Floating Holiday, \$250 Fitness Reimbursement, Headspace Membership, Give-Back Days, and MiGiWell our Holistic Wellness Program. We also offer a confidential Employee Assistance Program through our health insurance available 24/7 and can be reached at 1-800-777-4114.

Along with the resources we provide, there are many easy ways to take care of your mental health. In the spirit of New Year's resolutions consider taking a mental health day when you need it, cease using screens 30 minutes before bed, meditate, eat foods that fuel and give you energy, get a good night's sleep, move your body, and talk to someone about what you're feeling. Let's continue to support each other and our mental health and overall wellness goals.



NEW YEAR, SAME FITNESS RESOLUTION?

The New Year has many of us working on resolutions to better ourselves. If fitness and / or wellness is on your list, you're likely looking at gyms, studios, or individual fitness classes to take. The fitness industry, like many others, has historically been mostly white. Even if a company does a good job presenting diversity in their marketing materials and even instructors, often at the top, they are not diverse. As you're looking for a gym or studio, here are a few things you could consider:

- Do they offer multi-lingual staff members and classes in other languages?
- Do they provide military discounts?
- Are there gender-focused amenities which could deter some LGBTQIA+ community members?
- Are there BIPOC instructors or even owners?
- Do they offer senior discounts and senior hours?
- Is onsite childcare available for parents?
- Are there classes for all levels?
- How accessible is the space? Do they have modifying equipment to welcome people who have disabilities?



UNIVERSITY OF WASHINGTON DEI

Our organization is dedicated to growth and has invested in the continued education of diversity, equity, and inclusion. Jazzmine had the opportunity to attend a virtual DEI course through the University of Washington in early December which focused on our biases towards others. Unconscious biases, also known as implicit biases, are the underlying attitudes and stereotypes that people unconsciously attribute to another person or group of people that affect how they understand and engage with a person or group. Aspects such as history, experience, knowledge, available information, bias and unconscious bias contribute to the judgement of others which then impacts society. We subconsciously categorize information and therefore make prejudgments to respond to threats.

To counteract this, we must work to make bias conscious by pausing to check and pausing to challenge our predispositions. Jazzmine's biggest takeaway was that whether you say, don't say, do, or don't do, you are making an impact. When you do notice a reflexive judgment pop into your head, challenge it and consciously replace it with a more thought-through opinion. Overcoming biases doesn't happen quickly but fortunately, there's lots of info out there to help us start to unlearn our culture's most dangerous prejudices.

UPLIFT NORTHWEST

Uplift Northwest is a non-profit group you may recognize by their previous name of the Millionaire's Club, who have been helping people in our area for over 100 years! Just last October they changed their name to better reflect the services provided for people facing homelessness who are interested in making a change in their lives. Uplift NW is more than an employment agency for unhoused people. They also provide a place for people to get back on their feet by leveraging skills they already have and developing new ones through on-site training and classes.

Jeremy recently had the pleasure of a personal tour of their amazing facility in Belltown by Gina Hall (Executive Director) and Christine Rylko (Chief Operating Officer). Upon arriving to the front door, he witnessed the first of many services provided by Uplift NW: free meals are handed out three times a day to anyone in need. This is the first interaction with the community Uplift NW is trying to help by getting them into the facility. Once inside, a large cafeteria greets those who are preparing for the workday with a hearty, hot meal. Lockers are available to store personal belongings, showers, and laundry for personal hygiene, and even a weekly optometrist to prescribe and create glasses for those in need. There is also a 20-person classroom with computers at each desk to train and educate for career advancement opportunities. Uplift NW provides the essential services needed for less fortunate people to have an opportunity to experience the pride, dignity, and self confidence that comes with being employed and bettering one's own life. As general labor and carpentry are an employment service that Uplift NW can provide, GenCap will be looking to partner with them for hiring this winter for the Sitaline project near the Seattle Center.

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.
-The committee has had over 30 meetings, and this is our 3rd newsletter!

2) Continue DEI components on the bi-annual employee engagement survey, accumulate and discuss results and comparisons to prior surveys.
- Our 2022 Engagement Survey will launch in March!

3) Quarterly all-company updated newsletter of current DEI activities.

4) Provide an appreciation and knowledge-building message for major DEI-related holidays that are not formally celebrated by the company.
-Highlighted in our quarterly newsletters.

5) Show diversity in all marketing materials including in print, web and elsewhere.
-Ongoing

6) Recruit in all relevant locations with inclusive language. Seek out women and minority recruiting opportunities and include them in recruiting processes. 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. MainStreet will add 112 affordable units to its portfolio between Porch + Park, The Pine, Sitaline, Spark and Schoolhouse District Phase III. These units represent a 373% increase of affordable units across our portfolio!

NEXT MEETING: FEBRUARY 1ST, 2022 FROM 10:00AM - 11:00AM

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