



## **Statement on Diversity, Equity, and Inclusion**

### **Guiding Principles for Rocky Mountain Communities:**

Rocky Mountain Communities is committed to increasing housing equity. We promote racial equity in access to housing as well as in equitable outcomes for those we serve. Everything we do is through a racial equity lens.

Understanding and awareness of the struggles that structural inequality creates is not enough. We will use our servant leadership to actively combat and reverse these struggles. We are advocates who promote anti-racism and anti-classism.

### **What we are actively doing as an agency:**

- Humbly learning to assist residents in their native language to support their needs
- Continue to pivot as necessary to offer programs in a safe and effective manner to serve all residents
- Offering services such as translation, food pantries, and inclusive programming
- Bring cultures together e.g. cultural lesson plans from a child's point of view
- Provide access to all regardless of background or financial situation
- Convening an Equity Committee amongst staff whose goal is to evaluate and ensure an understanding of those we serve which requires practicing cultural humility

### **What we commit to do as an agency:**

- Improve data collection and data systems to evaluate progress on guiding principals
- Demonstrate how we practice inclusivity and promote equity and diversity
- Conduct a comprehensive community assessment at all properties
- Demonstrate cultural awareness and responsiveness
- Create relevant partnerships to enhance cultural understanding and inclusion
- Training will be provided with an equity lens for staff in order for them to meet the physical, emotional, and relational needs of our residents
- Training will be provided to our board about who our residents are as well as DEI, implicit bias, micro-aggressions, and anti-racism
- Both board and staff will understand the structural systems that promotes inequality, inequity, and racism
- And, finally a written and signed agreement from all staff and board members to promote diversity, equity, and inclusion within RMC and outside of RMC