

Rocky Mountain Communities
Statement on Diversity, Equity, Accessibility and Inclusion

Guiding Principles for Rocky Mountain Communities:

Rocky Mountain Communities is committed to increasing housing equity and accessibility. 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 and accessibility 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:

- All properties are ADA compliant and wheelchair accessible supporting those with disabilities
- 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 residents
- Offer 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
- Demonstrate how we practice inclusivity and promote equity, diversity and accessibility from hiring practices through diversity across leadership team and staff, Resident Services and in the diversity of our resident population
- Demonstrate cultural awareness and responsiveness in general and through Resident Services
- Through Resident Services, 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 through trauma-informed trainings

What we commit to do as an agency:

- Improve data collection and data systems to evaluate progress on guiding principles
- Conduct a comprehensive community assessment at all properties
- Ensure website, social and property communications are accessible to all residents
- Continued training will be provided to our board about who our residents are as well as DEAI, 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, accessibility and inclusion within RMC and outside of RMC