

Aligned with our work to develop a Racial Equity Strategic Objective, management will provide a monthly progress report highlighting activity in the following areas:

- Board Strategy, Governance & Development
- Staff Training & Development
- Stakeholder & Community Engagement
- Organizational Practices & Investments

HOMES FIRST RACIAL EQUITY PROGRESS REPORT		
Board Strategy, Governance & Development		
Activity	Summary	Time Period
• 2020 Board Retreat	Review & Discuss White Supremacy Norms and start to plan for future JEDI training & actions.	August 2020- ongoing
• Racial Equity 101	Training with Erin Jones	January 2021
• A JEDI Council	Board member led committee to research training/educational opportunities and lead our work to develop a racial equity strategic objective	February 2021 – ongoing
• Racial Equity Trainings	Special Board trainings to educate and align viewpoints (<i>Valeriana Chikoti-Bandua Estes</i>)	June & July, 2021
• Board Meetings	Dedicated time for Racial Equity series of education and discussions (internal and partnered with <i>Necessary Interruptions/Valeriana Chikoti -Bandua Estes</i>)	January – December 2021
• Board Survey	Engagement surveys led by <i>Necessary Interruptions</i>	May 2021
• Training Plan for 2022	Develop plan for finding local JEDI consultant to work with Board to institute monthly JEDI Trainings for 2022	September 2021
• Board Recruitment	Board Development Committee meets to make recommendations regarding a more inclusive methodology to invite more diversity into our board. Recommendations accepted by board.	February 2022
• Hired Consultant	Contracted with Parfait Bassale to develop DEI program for Board and Staff. Meeting set up for launch in April with Chris Lester & Shannon Glenn (from A JEDI Council)	February 2023
• Ongoing Meetings	Staff & Board Committee met with Parfait to begin development of group values around belonging and next steps.	August 2023-March 2024
Staff Training & Development		
• Foundational Leadership Training	Racial Equity training for CEO & DoO	2016-2021 & ongoing
• CEO Messaging	All staff Workplace communication	June 2020 +
• Training Series	7.5hrs. additional (5 x 1.5 hrs) focused equity training for all staff (facilitated by Amanda Sanchez Ford starting in March 2021)	March – December 2021
• DEI Goal for 2022	Staff developed the goal for 2022 to have one staff meeting a month dedicated to ongoing DEI training led by other staff or consultants to look at how racism, privilege, and oppression show up in our work and our lives and how we can learn to be effective allies.	December 2021
• DEI Reading & Review	Quarterly reading/video etc. selected by staff to be viewed and discussed at staff meeting to help reach 2022 DEI Goal	2022 Ongoing
• Hiring	Second fluent Spanish speaking staff member hired (starting in June) in Property Management Department. Receiving \$500 bonus to recognize dual language skills. November 2023: staff representation: Women 8/14 Veterans 2/14 BIPOC 3/14	2022-Ongoing

• Language Training	All staff committing time on a weekly basis to learn Spanish in order to ensure we are not a monolingual organization	May 2022
• Staff Training/Workshop	Discussion of Cancel Culture and how it affects us and the work we do in the community	October 2022
• Staff Training/Workshop	Indian 101 Workshop: Stand in Solidarity with Indigenous Peoples	August 2023 November 2023 February 2024
• Staff & Board Retreat	Workshop on Belonging with Parfait Bassale: Governing with an Equity and Belonging Lens & Organizational Pivots for Belonging	July 2024
Stakeholder & Community Engagement		
• Website Communication	Public facing statement of racial equity commitment by Board & CEO.	June 2020
• Juneteenth Observance	Public facing holiday closure to promote observation of the end of slavery.	June 2021
• Annual Community Impact Survey	In 2019, added a question on our work in JEDI to elicit input from those impacted and outside observation.	January each year
Organizational Practices & Investments		
• Review policies	Provide added focus to organizational JEDI practices.	June 2021 (start)
• Identify Practices	Review our housing practices through equity lens.	Ongoing
• Enhance Talent Search	Engage diverse recruiting networks to improve leadership and staff candidate pools.	Ongoing
• Leadership Bias Training	Provide bias education/training for leaders prior to reviewing applications and/or candidates.	Ongoing
• DEI RFP ISSUED	Request for proposals to lead DEI initiatives with Board and Staff in 2022	December 2021
• RFI Review and Selection	Review responses and select contractor. February 2022: Only one response. Review Options. April 2022: Meet with respondent and review options to modify scope of work to better meet our goals and time available for volunteers and staff. June 2022: Thomasina & Trudy met with 2nd DEI Consultant and received a proposal. In process of review and will be discussed at June Board meeting. Update October 2022: Thomasina working with A JEDI Council to set up pre-contract meeting with Parfait Bassale to implement his proposal.	January – October 2022
• JEDI Training Plan	Met with consultants to develop steps to assess our current state organizationally and individually and how to make changes toward being a multi-cultural organization	May 2022
• Update Team Handbook	<ul style="list-style-type: none"> The CEO and Director of Operations reviewed your words, policies, and practices – those that exist and those that are missing through the lens of diversity, equity, and inclusion. The Board is reviewing at the November Board meeting with the intention for this update to be a significant turning point in our commitment as an organization to a more inclusive workplace. Added Indigenous People's Day holiday as day of recognition & reconciliation 	November 2022