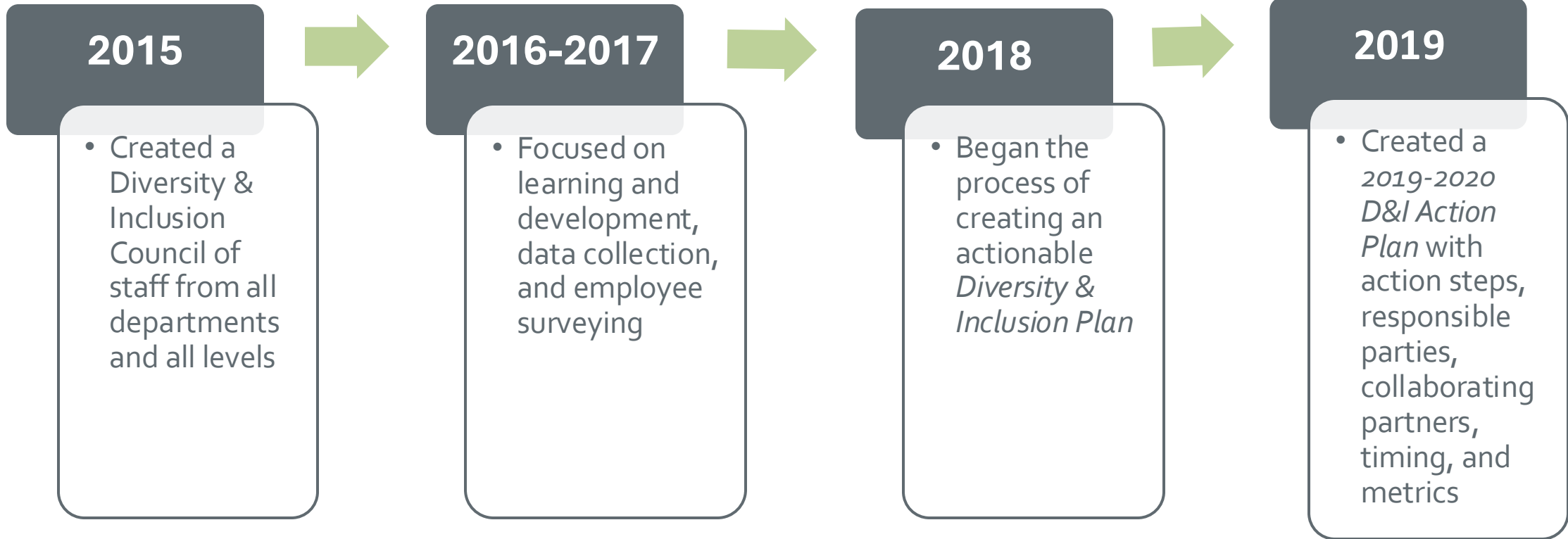




# EQUITY & INCLUSION TEAM



## Key Pivot Points

**December 2019**

- Five team members attended the REDI cohort convening in Portland, OR led by CEI
- Shifted focus to deeper awareness of equity (vs. equality)
- Changed name to *Equity & Inclusion Team*



**May 2020**

- National unrest in response to the killing of George Floyd led to increased focus on systemic racism and a heightened sense of urgency to act and operationalize equity and inclusion priorities

2020

The E&I Team's mission: to create an environment with a shared understanding of systemic injustices, to raise awareness of implicit and explicit bias, and to develop an organizational framework for advancing equity and inclusion.

Dialogue,  
dialogue,  
dialogue

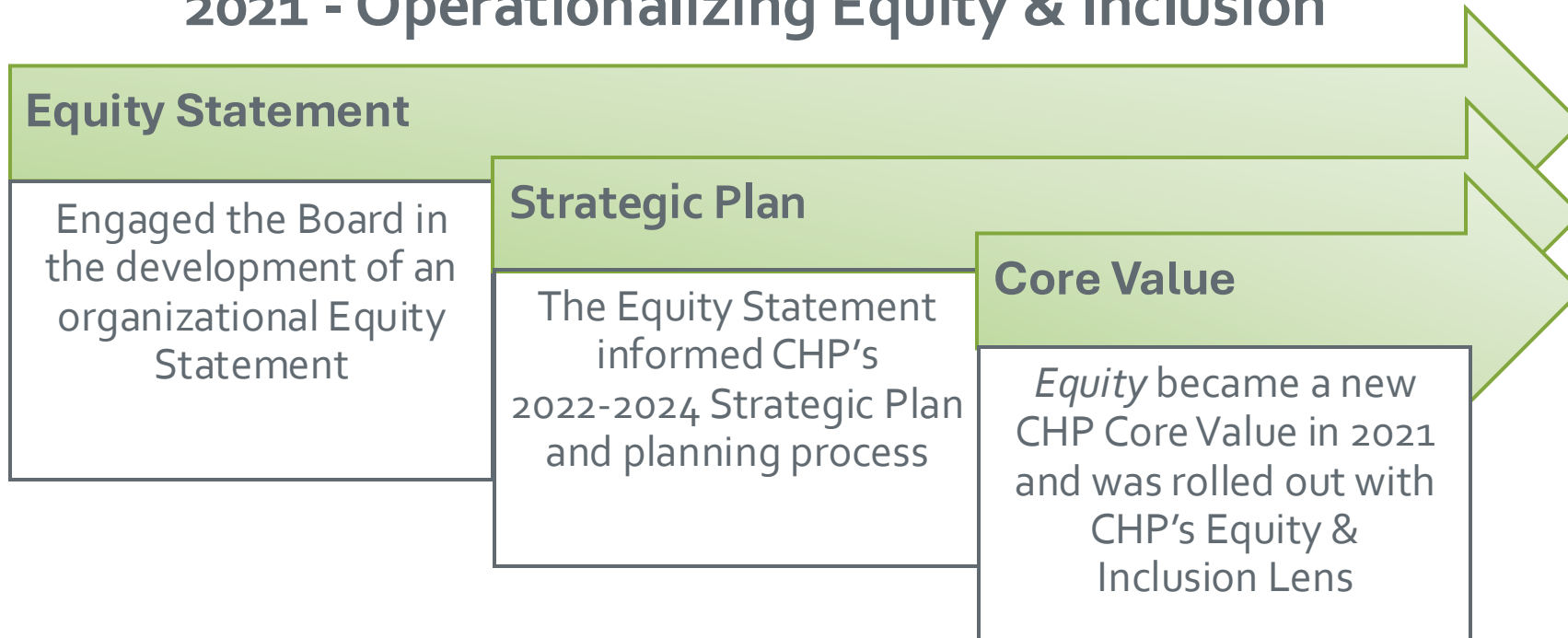
Org-wide focus  
on bias  
awareness

Intentionality in  
talking about  
race

Blog posts, town  
halls, guest  
speakers

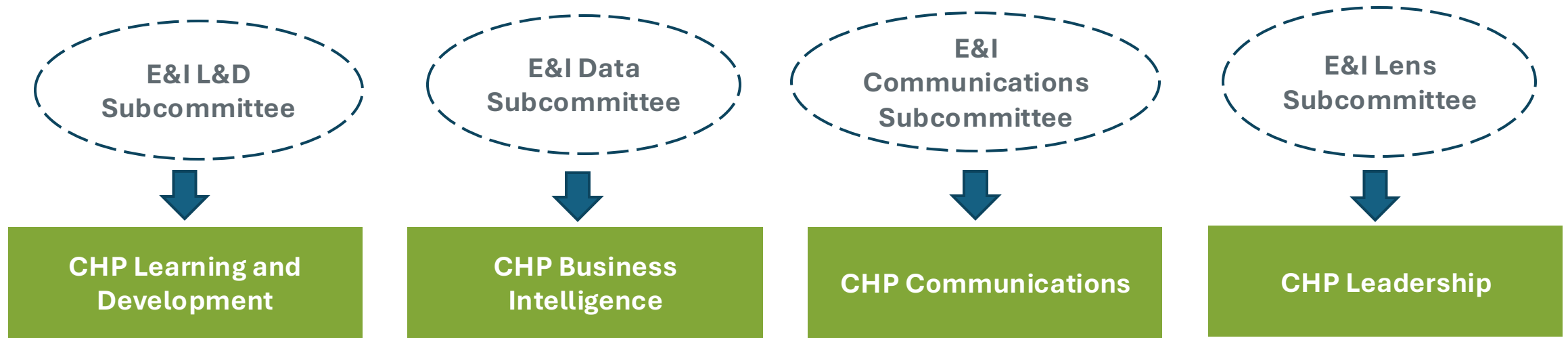
Creation of "Your  
Voice @ CHP"

## 2021 - Operationalizing Equity & Inclusion



*Equity Statement: Community Housing Partners is committed to being a strong and effective partner to communities and individuals confronting social, environmental, and economic injustices.*

## 2022 Renewed Focus: Being vs. Doing



Created four E&I subcommittees of cross-departmental, multi-level staff to inform, support, and grow CHP's ability to **BE** a strong and effective partner to communities and individuals confronting social, environmental, and economic injustices.