

OCTOBER 10-13, 2022



Diversity, Equity & Inclusion

Awareness Week

Building a Foundation for Diversity, Equity and Inclusion

Thank you to our Sponsor

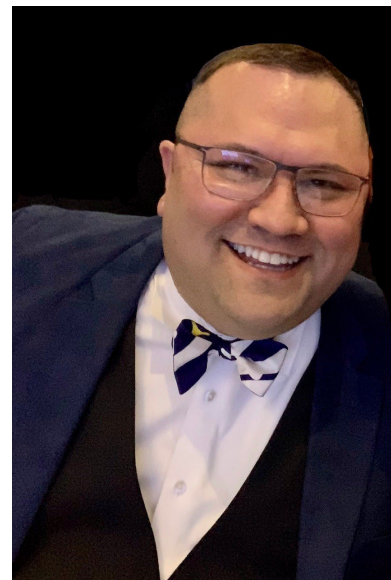
entrata



Today's Speakers



Jen Piccotti
Chief Learning Officer
Swift Bunny



Camron Shelton
Regional Director of Operations
Centerspace

Snapshot based on:



17 Companies

Property Management and Suppliers

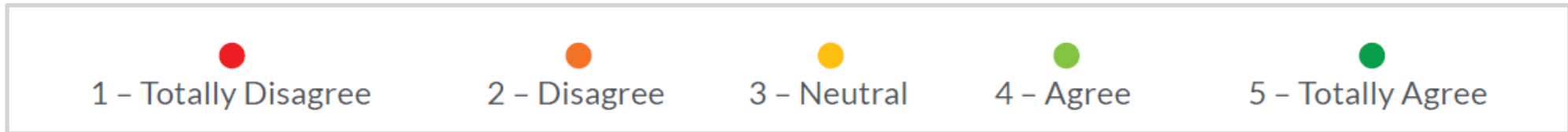
2368 Employee Respondents

116 Executive Respondents

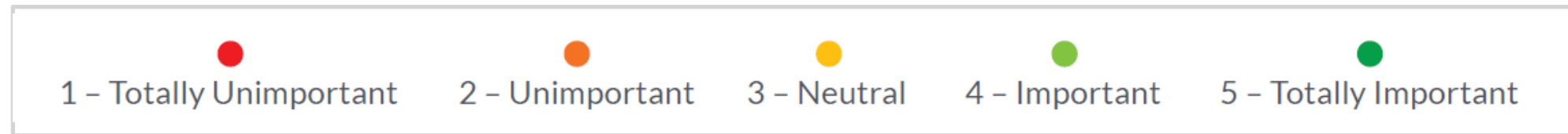
Look for release of final White Paper in December 2022

Two-Dimensional Approach

Agreement Scale



Importance Scale



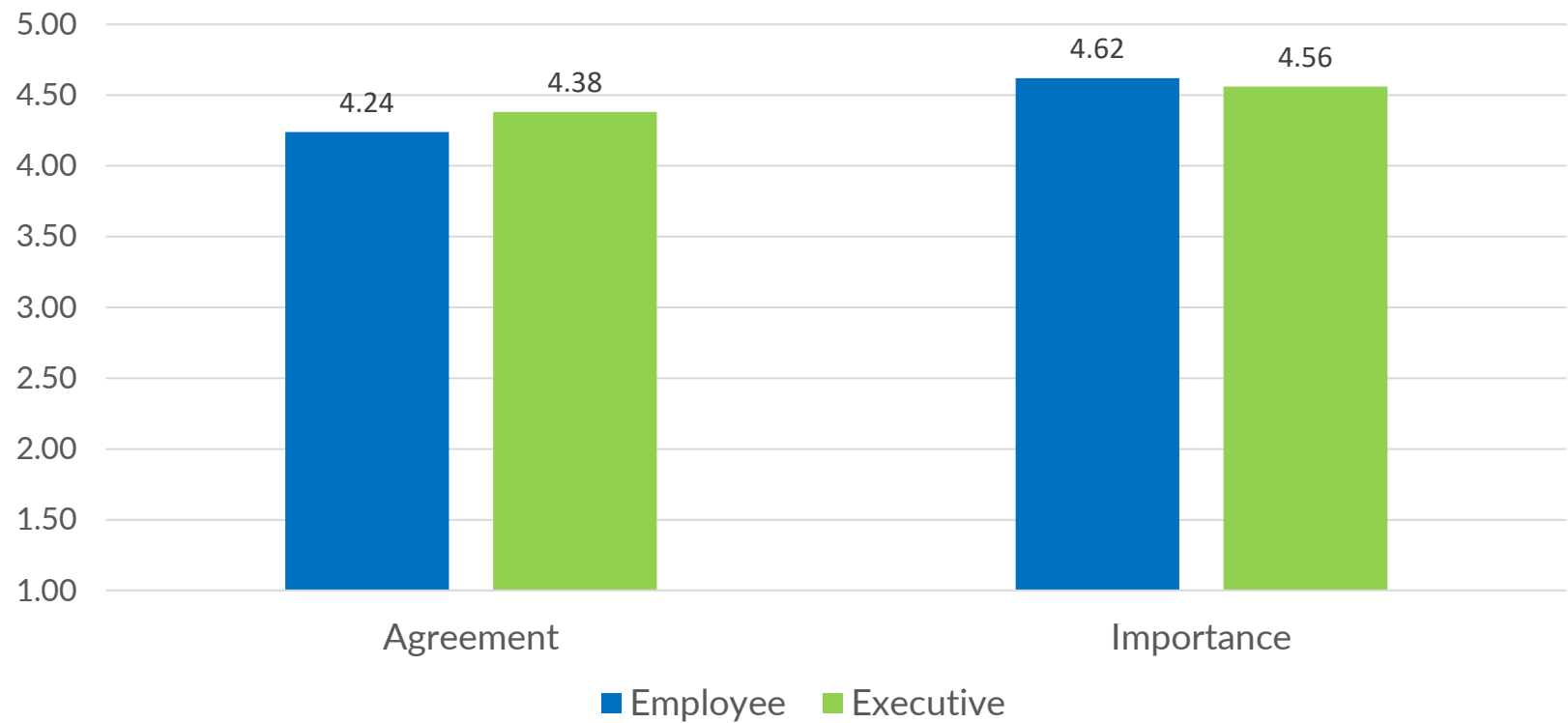
Snapshot of the 2022 Diversity, Equity and Inclusion Survey

Top Success

Topic

My supervisor creates an inclusive work environment
(Exec) Our supervisors create inclusive work environment

Distribution



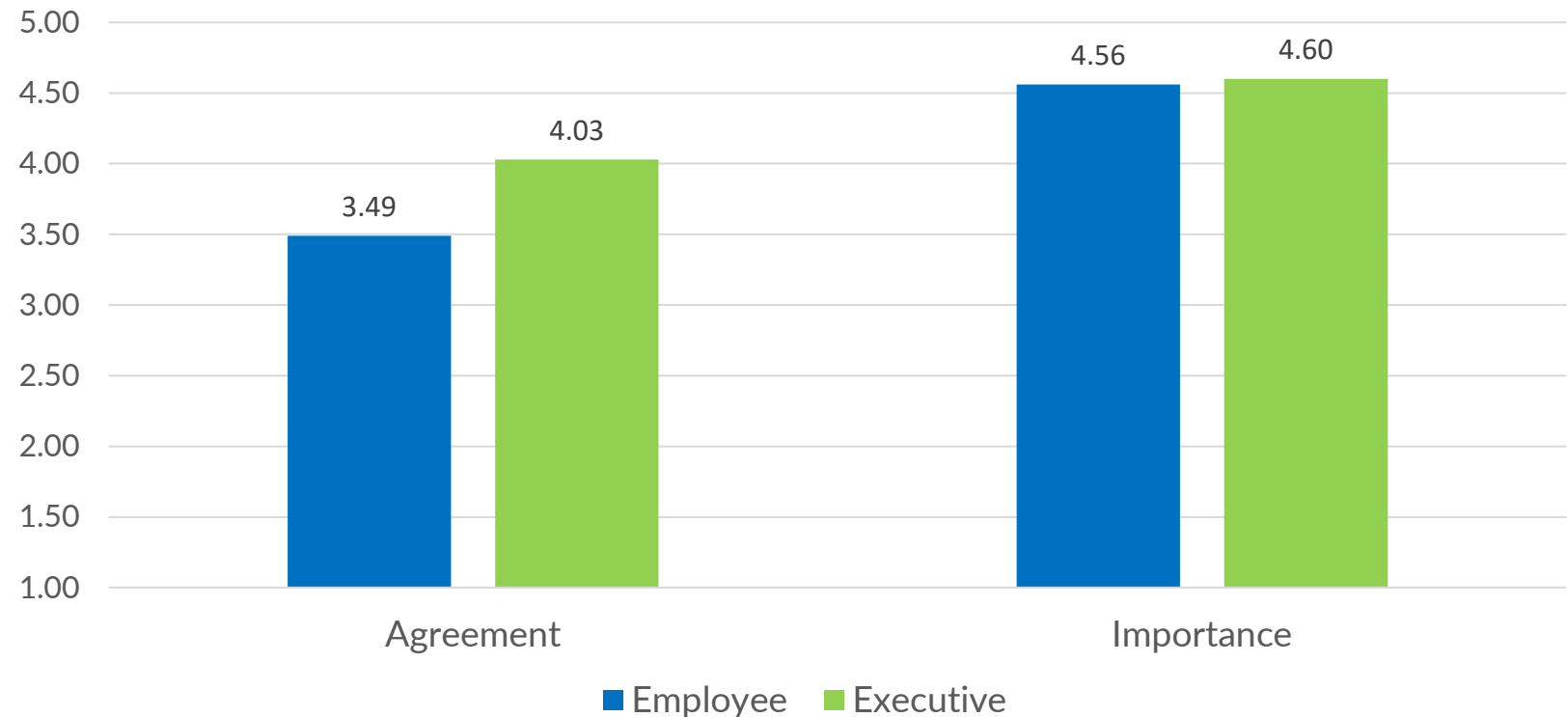
A-I Gap: -0.38 Executive Gap: -0.14

Differing Perceptions

Topic

The company is working to improve equity in pay

Distribution

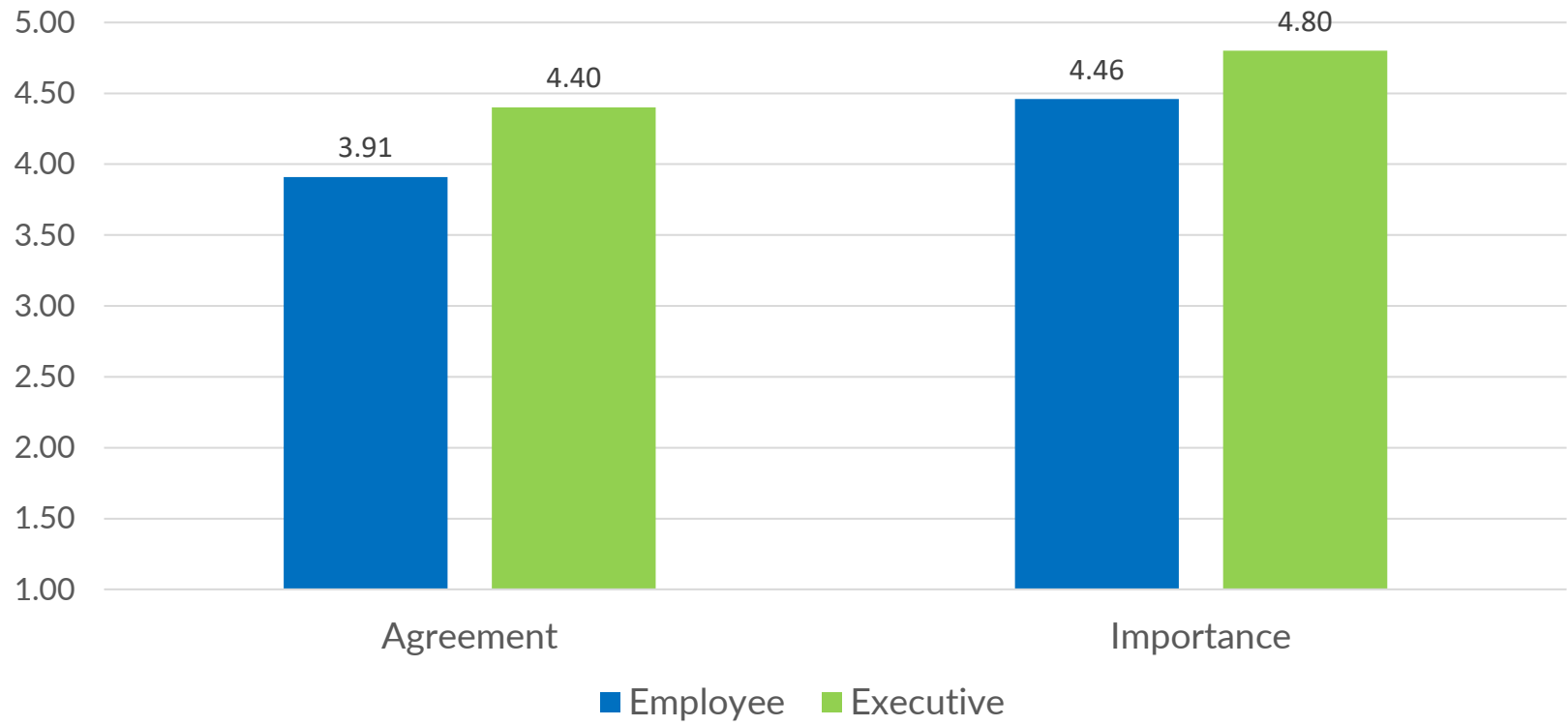


A-I Gap: -1.07 Executive Gap: -0.54

Topic

Employees are treated equitably

Distribution

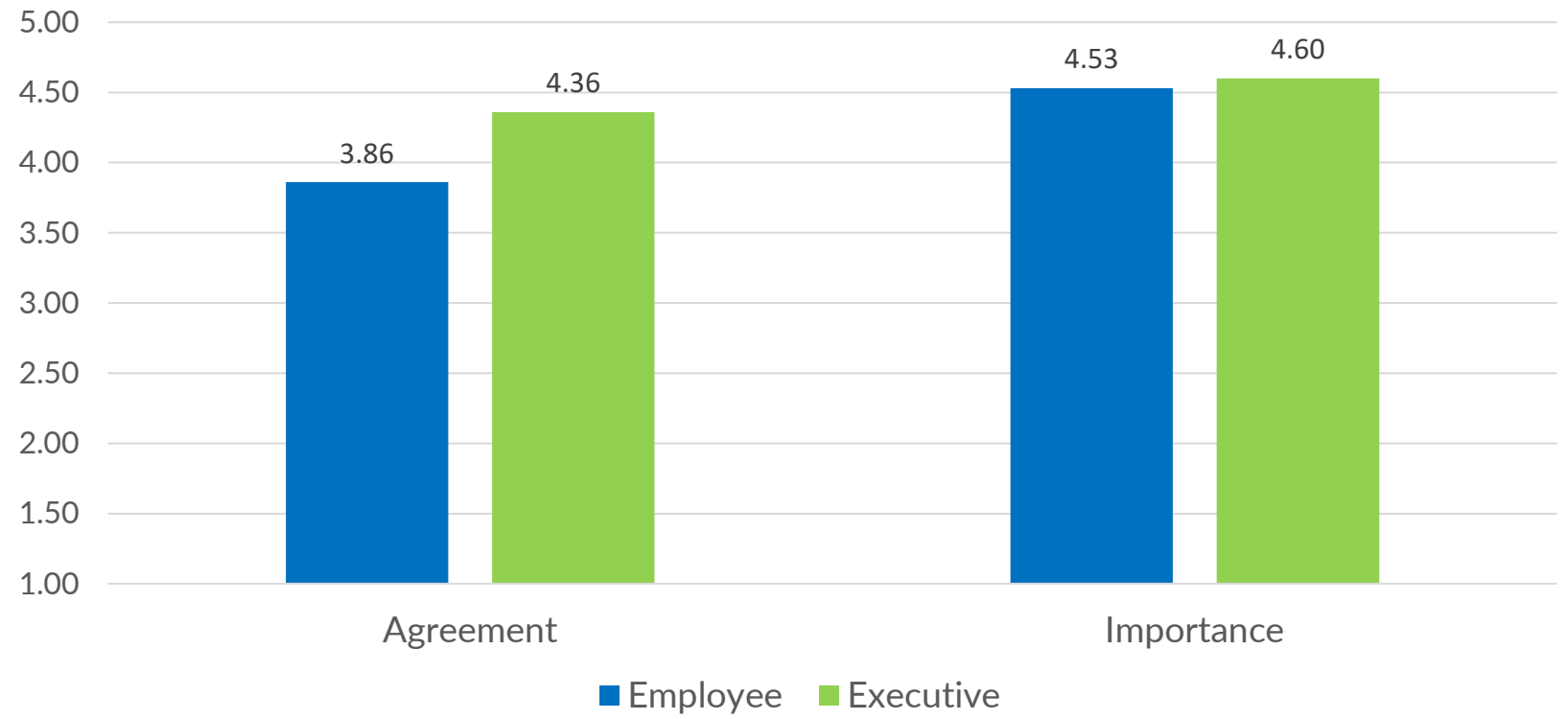


A-I Gap: -0.73 Executive Gap: -0.50

Topic

Job opportunities are promoted to all employees

Distribution



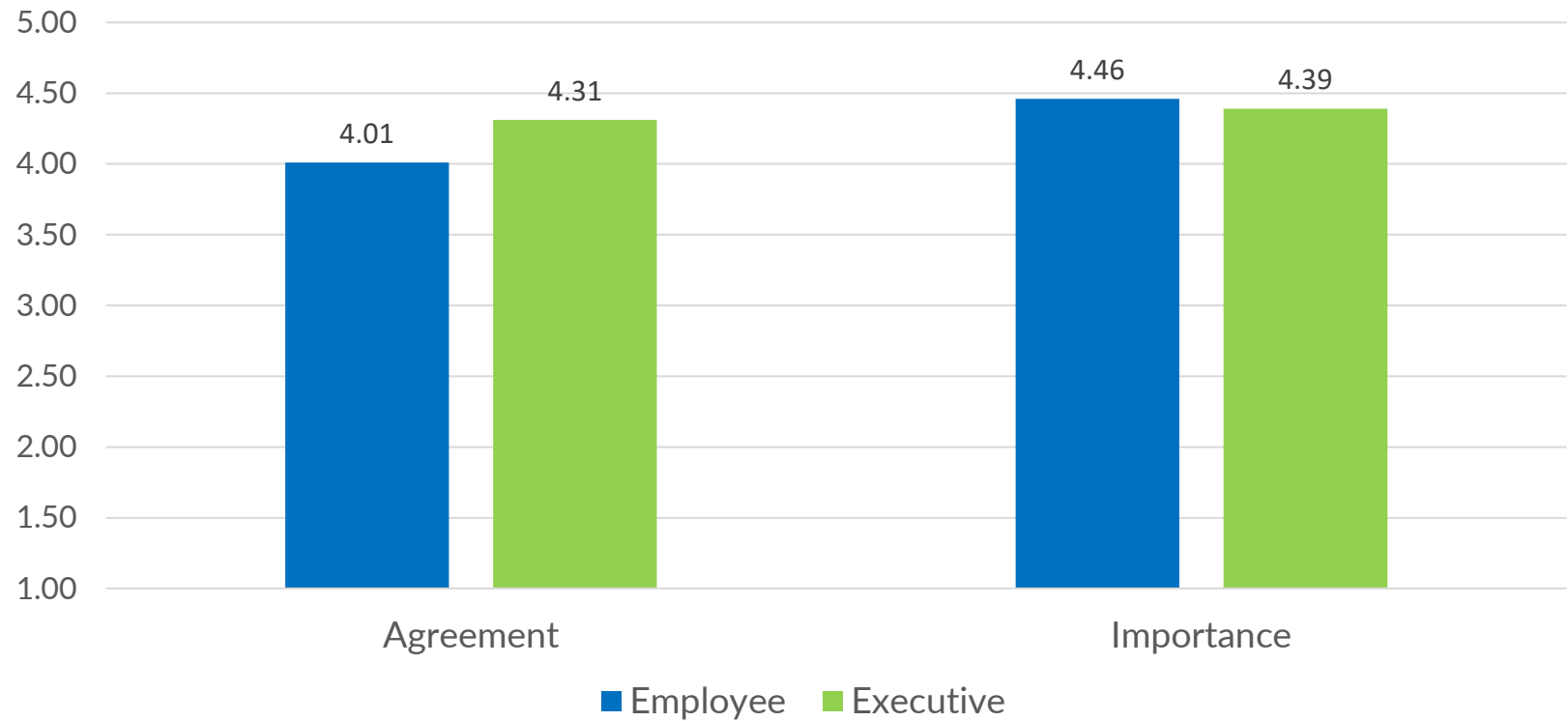
A-I Gap: -0.67 Executive Gap: -0.49

Top Opportunity

Topic

I am confident executive leadership is taking action to address diversity, equity, and inclusion within the company
(Exec) I am confident I am taking action to address diversity, equity, and inclusion within the company

Distribution

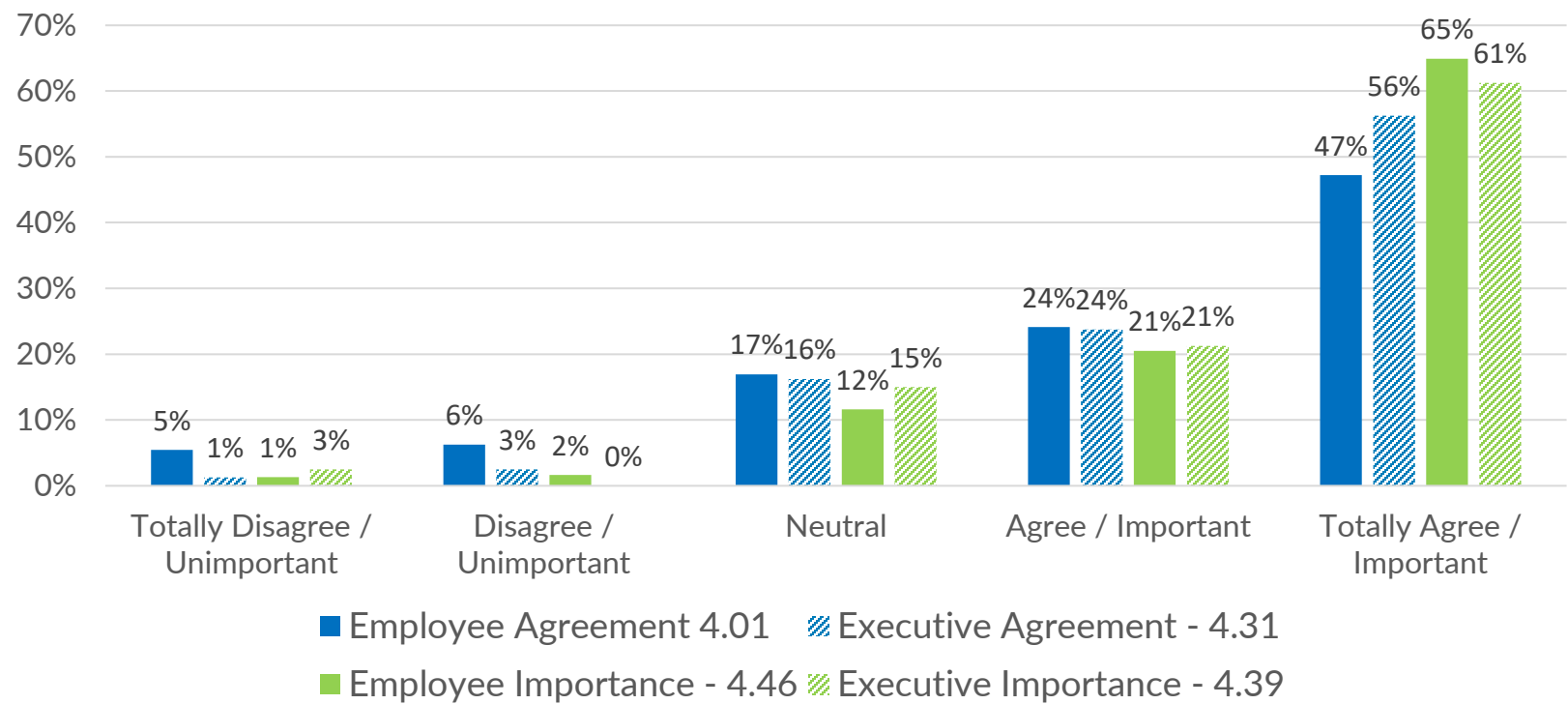


A-I Gap: -0.45 Executive Gap: -0.30

Topic

I am confident executive leadership is taking action to address diversity, equity, and inclusion within the company
(Exec) I am confident I am taking action to address diversity, equity, and inclusion within the company

Distribution



A-I Gap: -0.14 Executive Gap: -0.15

Employee Comments

There is almost zero diversity among the corporate office level associates, not even for the new hires in marketing departments.

I completely disagree with this "inclusion" survey, because it speaks to creating special/additional actions based on protected classes... We are all people, please stop trying to divide us by creating inequities.

1. Created an official DE&I Committee headed by [executive leadership]
2. Increased presence of females in leadership roles
3. Provides equal opportunities for people of all ages including those later in their careers

Q. What are the top three things your employer has done well to support diversity, equity, and inclusion at work?

One Company's First Steps

#NAADEIWeek Challenge



- Tell us what you learned!
 - Post suggestions you think would create more inclusive workplaces.
 - Use the hashtag #NAADEIWeek and post after every webinar this week to be entered for the chance to win a DE&I Workplace Education package, including a copy of the book, *"The Power of Employee Resource Groups: How People Create Authentic Change"* by Farzana Nayani
 - Winners will be announced on Monday, October 17.



By Grace Hill & NAAEI

Introducing Visto's Professional DEI Program

Let's get serious, boost your bottom line and increase your longevity in the industry with diversity, equity, and inclusion.

Learn more on our website!

 gowithvisto.org



NAA Updates

Call for Applications:

- [Leadership Lyceum & Diversity Leadership Program](#)
Deadline to Apply: November 18

Save the Date:

- [2023 Excellence Awards](#)
- [20 in their Twenties](#)
Call Dates: October 17-December 16