



## **Diversity, Equity, and Inclusion Statement of Core Value**

Community Associations Institute and the Washington Metropolitan Chapter are committed to making diversity, equity, and inclusion a core aspect in our membership, on our staffs, and within the community association housing model at large. We firmly believe in the unique strengths of every individual and that diversity makes organizations more successful and communities more fulfilling. By actively cultivating diversity, we benefit from a vastly richer mix of ideas, perspectives, and life experiences that expand our thinking and our possibilities. We strive to foster a culture of discovery, innovation, and service as we continue to focus on our mission to build better communities.

How Do We Do This:

- At least one chapter educational session per calendar year will be dedicated to DEI topics.
- Selection of diverse vendors to provide service to the chapter office and to our programs.
- Transparent hiring practices for chapter staff to include salary range and DEI statement in the position posting.
- Leadership opportunities within committees for all members to take leadership roles within the chapter.
- Encouragement of our members to sign the CAI Civility Pledge [CAIEqualityPledge.pdf \(caionline.org\)](#)
- Support of CAI's Public Policy statement on Fair Housing [Fair Housing \(caionline.org\)](#)
- Webpage within the chapter website with resources for DEI for use by all members.