

HPN Equity Pledge Commitment	2023 APAH Workplan and Goals	2023 Accomplishments
Sign on to HPN Equity Statement and Pledge for transparency around member commitment.	Signed on in 2022. Built 2023 workplan around equity pledge goals.	<ul style="list-style-type: none"> • Overlaid 2023 priorities with HPN equity pledge framework and identified staff leads. • Participated in HPN benchmarking calls on status of pledge commitments at HPN member organizations nationally. • Completed HPN benchmarking survey
Assessment of, commitment, and internal efforts to achieve Boards, staffs and staff leadership that reflect the diversity of the communities APAH resides in and serves.	All staff and board members complete a demographic survey. Board REDI committee reviews results and progress towards targets at Q2 meeting.	<ul style="list-style-type: none"> • Board and staff completed surveys. • REDI committee reviewed 3 years of demographic data for staff and board members.
Commit to providing Racial Equity, Diversity and Inclusion Training to all Board and Staff.	APAH will host 3 education sessions for all board and staff members	Hosted three educational sessions: <ul style="list-style-type: none"> • Organizations with H.E.A.R.T. (workplace equity) • Fair Housing 101 • Injustice of Place with author Luke Shafer
	Plan 4 REDI trainings for APAH staff, focusing on topics such as allyship, creating safe spaces, etc.	Staff Sessions: <ul style="list-style-type: none"> • Understanding Your Unique Cultural Lens, • Helping Your Team RISE with Feedback and • Valuing Differences at Work
	Have all new staff sit in on one REDI committee meeting and share ways that they can get involved.	New staff onboarding now includes a session about the organization's REDI work and an invitation to a REDI committee meeting.
	Host regular casual and fun events/meals oriented around important holidays to promote peer learning, cultural awareness, and genuine connection between APAH staff members.	2023 Events included: <ul style="list-style-type: none"> • Donation to Representation Matters Book Drive on MLK Day, • Black History Month events • Poverty Awareness staff volunteer opportunity • Lunar New Year staff lunch • April staff lunch recognized Eid al-Fitr to mark the end of Ramadan; • Asian American and Pacific Islander staff lunch • All-Staff picnic celebrating Pride Month • Women's Equality Day • Sending Resident Representative to National Fair Housing Alliance's annual conference • Celebration of Hispanic Heritage Month with an hour of beginner bachata dance lessons followed by a social hour catered by a food truck.

Commit to interrogating and changing 1-3 corporate practices, policies, products, or services that have a disparate impact on clients of color	Complete a Community Inclusion Statement that will be posted, incorporated, and practiced at all APAH properties.	Community Inclusion Statement finalized with staff and board approval; posted at APAH properties and leasing offices.
	Launch positive credit reporting at APAH properties with Esusu, track utilization and outcomes.	<ul style="list-style-type: none"> • Esusu launched at all properties. • Residents auto-enrolled with the option to opt out. • Residents have accessed \$70,000 in rent relief through the program.
	Select one real estate project as a pilot to increase vendor diversity. (Data Analytics team will help create list of new potential vendors in support)	Staff have finalized the procedures for issuing the vendor survey to all vendors as well as piloted changes in APAH's RFP process during Falkland Chase's architecture RFP to seek a wider pool of consultants.
Perform an Equity Assessment of Organization spend going forward and increase spend with BIPOC owned and/or led businesses	Complete Vendor Survey for all APAH vendors to quantify current status annually. Quantify spend (across entire organization) and set targets for the first time in 2023.	<ul style="list-style-type: none"> • Vendor survey completed and reviewed by legal, procedures in place for collecting the survey along with I-9s from all vendors moving forward. • The accounting team implementing new software and is hopeful that vendor demographics can be included to help APAH track our spending with MWBEs more efficiently.
Conduct internal organization review of communications to transition to narrative using racial equity lens. Advocate locally for the same.	RDC team attend training and develop criteria and protocols for external communications.	Planning an asset-framing speaker as part of APAH's 2024 REDI programming.
Advocate with respective congressional delegations and/or administration as part of campaigns spearheading by HPN.	Waiting on more information from HPN, but discussions started among NOVA Housing CEO's	As co-chair of HPN's BIPOC CEO Committee, Carmen Romero is tracking their priorities and initiatives.