



RESOLUTION NO. 3574 RESOLUTION OF THE HOUSING AUTHORITY OF THE CITY AND COUNTY OF DENVER, COLORADO APPROVING THE DIVERSITY, EQUITY & INCLUSION (DEI) PLAN, PLEDGE AND COMMITMENT TO PROMOTE DIVERSITY, EQUITY & INCLUSION.

WHEREAS, the Housing Authority of the City and County of Denver (“the Authority”) is committed to creating an environment that is diverse, inclusive and equitable where all staff, participants, residents, vendors, and board members are treated with respect and dignity; and

WHEREAS, a Diversity, Equity & Inclusion (“DEI”) Committee (“the Committee”) was formed and the Committee developed a DEI Blueprint, Implementation Priorities, and Pledge for the Authority; and

WHEREAS, Diversity refers to race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status; and

WHEREAS, Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial and socio-economic inequities; and

WHEREAS, Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization; and

WHEREAS, DEI enriches the work life experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people to learn to communicate effectively with others of varied backgrounds; and

WHEREAS, DEI will strengthen the Authority; foster mutual respect and teamwork; help build communities whose members are judged by the quality of their character and contributions; because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, the Authority and the Board of Commissioners (“the Board”), agree to be guided by the DEI Plan which consists of a DEI Blueprint, Implementation Priorities, and Pledge that will be integrated in the Authority’s vision, mission, and strategic planning. The Authority’s commitment to diversity, equity and inclusion extends to current and future staffing and programs.

NOW, THEREFORE, BE IT RESOLVED, that the Board of the Authority does hereby support and approve the Diversity, Equity & Inclusion Plan and Pledge and recognizes its commitment to promote a workplace environment and culture that promotes diversity, equity, and inclusion and in which employees from a variety of backgrounds, cultures and personal experiences are welcomed and can thrive in support of the Authority’s mission and goals.