

Chaffee Housing Authority Justice, Equity, Diversity and Inclusion (JEDI) Policy

Chaffee Housing Authority is committed to fostering, cultivating, and preserving a culture of justice, equity, diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees and board invest in their work represents a significant part of not only our culture, but our reputation and organization's achievement as well.

We value and embrace the differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Board, employees, and constituents unique.

Chaffee Housing Authority JEDI practices and policies will be applicable—but not limited to—our recruitment and selection processes; compensation and benefits; professional development and training; promotions; social and recreational programs; terminations; and the ongoing development of a work environment that encourages and enforces:

- Cultivating respectful communication and cooperation between all Board members and employees.
- Seeking representation of all group, board member and employee perspectives.
- Understanding and not reacting with bias, preconceived or implicit.
- Rejecting prejudice.
- Valuing and embracing differences.
- Fostering a culture of work-life integration through flexible work schedules to accommodate Board members and employees' varying needs.
- Seeking out representation from people of the global majority with regard to skin color, diverse social classes, sexual orientation, gender identification, abilities, religion and/or ethnicity.
- Encouraging Board and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All Board members and employees of *Chaffee Housing Authority* have a responsibility to treat each other with dignity and respect at all times. All Board members and employees are expected to exhibit conduct that reflects JEDI principles during work, at work functions on or off the work site, and at all other CHA-sponsored and participative events.

Chaffee Housing Authority JEDI Commitment Statements for 2023

*Definitions from <https://jedicollaborative.com/>

We define JEDI as:

JUSTICE || *Dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life.*

EQUITY || *Allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers—the “isms”—exist.*

DIVERSITY || *Understanding that all the differences between us are based on who experiences advantages or encounters barriers to opportunities. Diversity isn't just about racial differences.*

INCLUSION || *Fostering a sense of belonging by centering, valuing, and amplifying the voices, perspectives and styles of those who experience more barriers based on their identities.*

As we start this organizational JEDI journey:

STATEMENT 1: We are committed to a process of embedding justice, equity, diversity, and inclusion principles and practices into the fabric of our organization.

STATEMENT 2: We understand that this kind of work is messy, personal, and that we will make mistakes; and as such, we will provide a supportive environment that creates [Brave Space](#) for hard conversations.

STATEMENT 3: We will engage in annual JEDI training held by CHA and/or in conjunction with partner organizations to achieve and maintain an open-minded approach to this subject that rejects any prejudice or bias while embracing the differences of others.

STATEMENT 4: We will update our Commitment Statements annually based on our learnings, mistakes, and experiences with our Board, employees, and community.