



SOCIAL IMPACT

Diversity and Inclusion at WashREIT

At WashREIT, we believe diversity of backgrounds, experiences, cultures, ethnicities, and interests leads to new ways of thinking and drives organizational success.

Diversity, Equity, Inclusion, and Belonging (DEIB) Council

Since 2020, WashREIT has had a Diversity, Equity, Inclusion, and Belonging Council to oversee diversity and inclusion initiatives at the company. With direct Board oversight, the council both tracks and monitors our diversity metrics and facilitates learning and training opportunities for the company.

Accomplishments

Since its inaugural year, the DEIB Council at WashREIT has laid the groundwork for a more inclusive environment where employees can create a sense of belonging. The following initiatives were accomplished and will be ongoing practices at WashREIT.

- Diversity Learning Journey Series featuring speakers from diverse backgrounds speaking on their life and career experiences
- Minority-, Women-, and Veteran-owned business tracking of both our vendors and tenants to provide baseline metrics on interactions with the local community
- Targeted recruitment and relationship development at HBCUs and with diverse industry groups.
- Diversity and equity audit for baseline information and target setting.
- Recognition of diversity and inclusion months and celebrations
- Partnership with Jubilee Housing to provide tutoring for school-aged children.
- Annual inclusion and belonging survey to gather employee sentiment around DEIB efforts

Training and Development

Our Diversity and inclusion training and development efforts began in 2020 with our Diversity Learning Journey, a series of events featuring speakers from different diverse backgrounds speaking on their lives and careers. We have developed company-wide training and development on implicit bias, cultural intelligence, microaggressions, and psychological safety.