



Demographics

Diversity, Equity and Inclusion (DEI) Agreement

If you are awarded funding or have received funding from OHCS in the past, you will be required to register a **Diversity, Equity, and Inclusion (DEI) Agreement**. This survey will direct you to submit an Initial Registration or a Renewal Registration, and it will allow you to select your DEI goals and report progress on them. You will be sent a Renewal Registration survey link annually.

The DEI Agreement is based on the Global Diversity Equity & Inclusion Benchmarks (GDEIB). While this DEI Agreement is based on the GDEIB, the goals in this agreement easily translate to many other DEI strategies. Completing this agreement does not require you to use the GDEIB, but if you would like to use it, you can download a copy from the Global Diversity, Equity, and Inclusions Benchmarks [website](#).

The following definitions of diversity, equity, and inclusion are adapted from the GDEIB:

Diversity refers to the variety of similarities and differences among people, including but not limited to: race, ethnicity, national origin, native or indigenous identity, culture, language and accent, sex, gender, sexual orientation, disability, health status, religion, family status, socioeconomic status/caste, appearance, education, and lived experience.

Equity refers to fair and just outcomes achieved by recognizing that people and communities have different needs based on historical and systemic inequities, and taking deliberate actions to remove barriers for individuals and groups, such as policies, practices, attitudes, and cultural messages.

Inclusion refers to a dynamic state of feeling, belonging, and operating within a fair and

high-performing organization where individuals and groups feel safe, respected, heard, engaged, motivated, and valued for who they are.

Registration Type

Please select your registration type.

Initial Registration: your first registration that sets your baseline goals.

Renewal Registration: any subsequent registration that gathers information on the progress of your goals.

Organization Name (Developers, co-developers, and developer consultants only)

Contact Information

Primary Contact Name

Primary Contact Email

Primary Contact Phone Number

Secondary Contact Name

Secondary Contact Email

Secondary Contact Phone Number

Organization Type

- For-Profit
- Non-Profit
- Public Housing Authority (PHA)
- Tribally Designated Housing Entity (TDHE)
- Other (please type name below)

Which option below best describes your organization?

Culturally Responsive Organization (CRO): an entity that comprehensively addresses power relationships throughout the organization, from the types of services it provides and how it maximizes language accessibility to its human resources practices-who it hires, how they are skilled, prepared and held accountable, to its cultural norms, its governance structures

and policies, and its track record in addressing conflicts and dynamics of inclusion and exclusion, to its relationships with racial groups in the region, including its responsiveness to expectations. Furthermore, a Culturally Responsive Organization is one that is dynamic, on a committed path to improvement and one that is hardwired to be responsive to the interests of Communities of Color. Culturally responsive organizations hire and train culturally and linguistically diverse staff to meet the needs of the diverse communities they serve.

Culturally Specific Organization (CSO): an entity that provides services to a cultural community and the entity has the following characteristics:

- Majority of members and/or clients must be from a particular Community of Color;
- Organizational environment is culturally focused and the community being served recognizes it as a culturally-specific entity that provides culturally and linguistically responsive services;
- Majority of staff must be from the community being served, and the majority of the leadership (defined to collectively include board members and management positions) must be from the community being served;
- The entity has a track record of successful community engagement and involvement with the community being served; and
- The community being served recognizes the entity as advancing the best interests of the community and engaging in policy advocacy on behalf of the community being served.

- Culturally Responsive Organization (CRO)
- Culturally Specific Organization (CSO)
- Neither Culturally Responsive or Culturally Specific

Initial Registration

The following section asks questions about your DEI Agreement goals as a baseline for your **Initial Registration**. If you see this question but are submitting a **Renewal Registration**, please go back and select Renewal.

You will be asked to select **one** DEI goal **category** from each of the following **four** groups: 1) Foundation, 2) Internal, 3) Bridging, and 4) External. Please pick goals that your organization needs to improve on. You will report progress on these goals in your Renewal Registration.

Please select one goal category from the **Foundation Group**.

- CATEGORY 1: VISION, STRATEGY, AND BUSINESS IMPACT
Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.

- CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY
Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.
- CATEGORY 3: DEI STRUCTURE AND IMPLEMENTATION
Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.

Please select one goal category from the **Internal Group**.

- CATEGORY 4: RECRUITMENT
Ensure that attraction, sourcing, and recruitment are done through the lens of DEI.
- CATEGORY 5: ADVANCEMENT AND RETENTION
Ensure that DEI is integrated into professional development, performance management, advancement, and retention.
- CATEGORY 6: JOB DESIGN, CLASSIFICATION, AND COMPENSATION
Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
- CATEGORY 7: WORK-LIFE INTEGRATION, FLEXIBILITY, AND BENEFITS
Achieve work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.

Please select one goal category from the **Bridging Group**.

- CATEGORY 8: ASSESSMENT, MEASUREMENT, AND RESEARCH
Create assessments, measurements, and research to guide DEI decisions.
- CATEGORY 9: DEI COMMUNICATIONS
Communications are clear, simple to understand, and a crucial force in achieving the organization's DEI goals.
- CATEGORY 10: DEI LEARNING AND DEVELOPMENT
Educate all to achieve the level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.
- CATEGORY 11: CONNECTING DEI AND SUSTAINABILITY
Connect the organization's DEI and sustainability initiatives to increase the effectiveness of both.

Please select one goal category from the **External Group**.

- CATEGORY 12: COMMUNITY, GOVERNMENT RELATIONS, AND PHILANTHROPY
Proactively work with community, public and private partnerships, government, society at large, and through philanthropy.
- CATEGORY 13: SERVICES AND PRODUCT DEVELOPMENT
Embed DEI in services and product development to serve diverse customers and clients.

- CATEGORY 14: MARKETING AND CUSTOMER SERVICE
Integrate DEI into marketing and customer service.
- CATEGORY 15: RESPONSIBLE SOURCING
Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

Review the **levels** of progress for DEI outlined in the Global Diversity Equity & Inclusion Benchmarks (GDEIB). These levels represent how organizations can assess where they are at and see how they can make progress on DEI goals using the GDEIB.

LEVEL 5: BEST PRACTICE	Demonstrating current global best practices in DEI, exemplary DEI strategies are integral and deeply embedded in the organization. These include proactive and responsive actions to DEI challenges and a comprehensive approach to inclusion, equity, and racial justice in all systems and with all internal and external stakeholders.
LEVEL 4: PROGRESSIVE	Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected. DEI practices are leading to being embedded into the organization's culture, and all organizational structures support DEI with regular communication and robust learning opportunities.
LEVEL 3: PROACTIVE	A clear awareness of the value of DEI; starting to implement DEI systemically where DEI strategies, practices, and staff are becoming competent. This is what is required and expected of all organizations.
LEVEL 2: REACTIVE	A compliance mindset; actions are taken primarily to comply with relevant laws and social pressures.
Level 1: INACTIVE	No DEI work has begun; DEI is not part of the institutional mission, vision, and goals.

*Level descriptions are slightly modified from GDEIB

Below is the goal category you selected for the **Foundation Group**. Please select the current level of progress your organization has achieved on this goal.

Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
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»
CATEGORY 5:
ADVANCEMENT AND
RETENTION
Ensure that DEI is
integrated into
professional
development,
performance
management,
advancement, and
retention.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 6: JOB
DESIGN,
CLASSIFICATION,
AND COMPENSATION
Ensure that job design
and classification are
evaluated for bias and
that compensation is
equitable across key
dimensions of diversity.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 7: WORK-
LIFE INTEGRATION,
FLEXIBILITY, AND
BENEFITS
Achieve work-life
integration, flexibility,
and equitable benefits.
Flexible work options
are widely available
and accessible.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Below is the goal category you selected for the **Bridging Group**. Please select the current level of progress your organization has achieved on this goal.

Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
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»
CATEGORY 8:
ASSESSMENT,
MEASUREMENT, AND
RESEARCH
Create assessments,
measurements, and
research to guide DEI
decisions.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
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»
CATEGORY 13:
SERVICES AND
PRODUCT
DEVELOPMENT
Embed DEI in services
and product
development to serve
diverse customers and
clients.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 14:
MARKETING AND
CUSTOMER SERVICE
Integrate DEI into
marketing and
customer service.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 15:
RESPONSIBLE
SOURCING
Practice responsible
and ethical sourcing.
Develop and nurture
underrepresented
suppliers.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please provide any questions or feedback you would like to share.

Renewal Registration

The following section asks questions about your progress on your DEI Agreement goals and will refer back to your Initial Registration. If you see this question but need to submit an **Initial Registration**, please go back and select Initial.

You will be asked to **update your progress** on the DEI goal **categories you selected** in your Initial Registration. In your Initial Registration, you selected one goal from each of the following **four** groups: 1) Foundation, 2) Internal, 3) Bridging, and 4) External. Please

select the goals in each group you **originally picked** for your organization to improve on. After you have selected these, you will report progress on those goals.

Please select one goal category from the **Foundation Group**.

- CATEGORY 1: VISION, STRATEGY, AND BUSINESS IMPACT
Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.
- CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY
Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.
- CATEGORY 3: DEI STRUCTURE AND IMPLEMENTATION
Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.

Please select one goal category from the **Internal Group**.

- CATEGORY 4: RECRUITMENT
Ensure that attraction, sourcing, and recruitment are done through the lens of DEI.
- CATEGORY 5: ADVANCEMENT AND RETENTION
Ensure that DEI is integrated into professional development, performance management, advancement, and retention.
- CATEGORY 6: JOB DESIGN, CLASSIFICATION, AND COMPENSATION
Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
- CATEGORY 7: WORK-LIFE INTEGRATION, FLEXIBILITY, AND BENEFITS
Achieve work-life integration, flexibility, and equitable benefits. Flexible work options are widely available and accessible.

Please select one goal category from the **Bridging Group**.

- CATEGORY 8: ASSESSMENT, MEASUREMENT, AND RESEARCH
Created assessments, measurements, and research to guide DEI decisions.
- CATEGORY 9: DEI COMMUNICATIONS
Communications are clear, simple to understand, and a crucial force in achieving the organization's DEI goals.
- CATEGORY 10: DEI LEARNING AND DEVELOPMENT
Educate all to achieve the level of DEI competence and confidence needed to create a diverse, equitable, and inclusive organization.
- CATEGORY 11: CONNECTING DEI AND SUSTAINABILITY
Connect the organization's DEI and sustainability initiatives to increase the effectiveness of both.

Please select one goal category from the **External Group**.

- CATEGORY 12: COMMUNITY, GOVERNMENT RELATIONS, AND PHILANTHROPY
Proactive in working with community, public and private partnerships, government, society at large, and through philanthropy.
- CATEGORY 13: SERVICES AND PRODUCT DEVELOPMENT
Embed DEI in services and product development to serve diverse customers and clients.
- CATEGORY 14: MARKETING AND CUSTOMER SERVICE
Integrate DEI into marketing and customer service.
- CATEGORY 15: RESPONSIBLE SOURCING
Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

Review the **levels** of progress for DEI outlined in the Global Diversity Equity & Inclusion Benchmarks (GDEIB). These levels represent how organizations can assess where they are at and see how they can make progress on DEI goals using the GDEIB.

LEVEL 5: BEST PRACTICE	Demonstrating current global best practices in DEI, exemplary DEI strategies are integral and deeply embedded in the organization. These include proactive and responsive actions to DEI challenges and a comprehensive approach to inclusion, equity, and racial justice in all systems and with all internal and external stakeholders.
LEVEL 4: PROGRESSIVE	Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected. DEI practices are leading to being embedded into the organization's culture, and all organizational structures support DEI with regular communication and robust learning opportunities.
LEVEL 3: PROACTIVE	A clear awareness of the value of DEI; starting to implement DEI systemically where DEI strategies, practices, and staff are becoming competent. This is what is required and expected of all organizations.
LEVEL 2: REACTIVE	A compliance mindset; actions are taken primarily to comply with relevant laws and social pressures.
Level 1: INACTIVE	No DEI work has begun; DEI is not part of the institutional mission, vision, and goals.

*Level descriptions are slightly modified from GDEIB

Below is the goal category you selected for the **Foundation Group**. Please select the current level of progress your organization has achieved on this goal.

	Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
» CATEGORY 1: VISION, STRATEGY, AND BUSINESS IMPACT Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» CATEGORY 2: LEADERSHIP AND ACCOUNTABILITY Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results, and being role models.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» CATEGORY 3: DEI STRUCTURE AND IMPLEMENTATION Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Below is the goal category you selected for the **Internal Group**. Please select the current level of progress your organization has achieved on this goal.

	Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
» CATEGORY 4: RECRUITMENT Ensure that attraction, sourcing, and recruitment are done through the lens of DEI.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
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»
CATEGORY 5:
ADVANCEMENT AND
RETENTION
Ensure that DEI is
integrated into
professional
development,
performance
management,
advancement, and
retention.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 6: JOB
DESIGN,
CLASSIFICATION,
AND COMPENSATION
Ensure that job design
and classification are
evaluated for bias and
that compensation is
equitable across key
dimensions of diversity.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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»
CATEGORY 7: WORK-
LIFE INTEGRATION,
FLEXIBILITY, AND
BENEFITS
Achieve work-life
integration, flexibility,
and equitable benefits.
Flexible work options
are widely available
and accessible.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Below is the goal category you selected for the **Bridging Group**. Please select the current level of progress your organization has achieved on this goal.

Level 1: Inactive	Level 2: Reactive	Level 3: Proactive	Level 4: Progressive	Level 5: Best Practice
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»
CATEGORY 8:
ASSESSMENT,
MEASUREMENT, AND
RESEARCH
Created assessments,
measurements, and
research to guide DEI
decisions.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Level 1: Inactive Level 2: Reactive Level 3: Proactive Level 4: Progressive Level 5: Best Practice

» CATEGORY 13:
SERVICES AND
PRODUCT
DEVELOPMENT
Embed DEI in services
and product
development to serve
diverse customers and
clients.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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» CATEGORY 14:
MARKETING AND
CUSTOMER SERVICE
Integrate DEI into
marketing and
customer service.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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» CATEGORY 15:
RESPONSIBLE
SOURCING
Practice responsible
and ethical sourcing.
Develop and nurture
underrepresented
suppliers.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please provide any questions or feedback you would like to share.

