



# Diversity, Equity, and Inclusion Committee Application

Royal American strives to be a place where all employees receive the professional support they need to succeed, and where no one faces obstacles based on race, ethnicity, nationality, sex, gender identity, sexual orientation, age, religion, or disability.

Royal American's Diversity, Equity and Inclusion (DE&I) Committee has been established to foster a workplace that reflects and contributes to the diverse communities in which we do business. The Committee will champion the adoption and implementation of company-wide DE&I efforts and assist with developing procedures and tracking metrics by bringing the lens of inclusion to all Royal American Companies' initiatives.

## Committee Purpose

The purpose of the Diversity, Equity and Inclusion Committee is to:

- Embrace diversity, equity and inclusion as drivers of resident, client and workforce satisfaction as well as organizational innovation, value, and growth.
- Serve as DE&I thought leaders and advocates.
- Participate in the development of programs, services, approaches, and strategies that will help Royal American Companies better leverage DE&I as a competitive advantage and emerge as a multifamily housing leader.

## Committee Responsibilities

- Support existing and new RAM programs with DE&I messaging and materials;
- Identify and nurture meaningful, valuable partnerships with appropriate organizations;
- Recommend approaches to identify future leaders in underrepresented groups within Royal American Companies.

## Committee Member Requirements

- Passionate about the importance of diversity, equity and inclusion and genuinely interested in embracing DE&I as a competitive advantage;

- Good communication and writing skills;
- Open-minded to evolving Royal American models and practices;
- Understand and support Royal American's current strategic direction and activities;
- Able to work collaboratively with Royal American staff, and other volunteers;
- Knowledgeable about Royal American policies and procedures.

The DE&I Committee will select the most suitable individuals for the open positions. Consideration will be given to the nominee's abilities, professional qualifications, and diversity of background.

## Commitment

Members serving on the committee must be able to commit to:

- Monthly teleconference meetings (approximately 1 hour each);
- Completing committee work required within established timeframes.
- Committed to completing training required to better understand DE&I initiatives;
- Community outreach and volunteer work required to further DE&I objectives.

**For more information, please contact:**

[diversity@royalamerican.com](mailto:diversity@royalamerican.com)



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<b>Name</b>	
<b>Title</b>	
<b>Department/Division</b>	
<b>Phone Number</b>	
<b>Which roles are you most interested in?</b>	<input type="checkbox"/> Learning and Education <input type="checkbox"/> DE&I Web Content <input type="checkbox"/> Marketing Communications <input type="checkbox"/> DE&I Content Writing <input type="checkbox"/> Resident Outreach <input type="checkbox"/> Supplier/Vendor Diversity <input type="checkbox"/> Community Outreach/ Charitable Giving <input type="checkbox"/> Rising Apartment Management Professionals (RAMP)

Please provide a brief response for each question:

1. Why do you want to be a part of the Diversity, Equity, and Inclusion Committee?
  
  
  
  
  
  
  
  
  
  
2. How do you see yourself contributing to building a diverse, equitable and inclusive culture for Royal American?
  
  
  
  
  
  
  
  
  
  
3. What experience do you have working with issues of equity and inclusion? What strengths, skills, or knowledge will you bring to the Committee?

Applicants Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please submit applications electronically to [diversity@royalamerican.com](mailto:diversity@royalamerican.com)