



## SOCIAL JUSTICE COMMITMENT STATEMENT

Aamodt / Plumb stands in solidarity with the Black community. We believe Black lives matter. We stand in solidarity with People of Color, Indigenous People, and the LGBTQIA+ community.

Racial injustice continues to be pervasive in all aspects of our society, but in 2020 we publicly witnessed the brutal, unjust and racially motivated mistreatment and murders of Black people. In this year of pause and reflection we at Aamodt / Plumb have renewed our commitment to equality and justice and re-focused our mission and goals to create homes that are good, clean and fair for all people.

We will address the inequities that result from systemic racism by focusing first on our organization and then organizations with which we partner. We hope to set the example for other firms in the industry as we continue to implement systems of equity both internally and externally with our partners.

### Our Principles and Core Beliefs

- **Strength in Diversity.** We are intentional about fostering diversity and inclusion. Diverse perspectives enhance our ability for creativity and contributes to more informed decisions, increasing our ability to excel in all areas of our business.
- **Inclusive Culture.** We promote a culture of belonging, and our office will be a place for dialogue, respect, and empathy.
- **Dignity and Respect are Fundamental Rights.** From our office employees to the consultants and the subcontractors we partner with - everyone deserves to be treated with respect and dignity.
- **Opportunity Based Equitable Practice.** We prioritize active recruiting, development, retaining, and promoting employees from marginalized groups, including leadership positions. We are transparent about our commitment to inclusion, sharing our values publicly, and making our work environment comfortable and accepting. We intentionally use equitable hiring practices for our consultants and subcontractors and prioritize working with businesses owned by women and those from marginalized demographics in order to share opportunities with those who are systemically overlooked in the design and construction industry.
- **Community Engagement.** We will be visible in our efforts to partner with the residents in the communities where we develop homes. We encourage community dialogue on our projects and incorporate community feedback in our designs, taking particular care in divested neighborhoods to hold space for meaningful conversations.