

NAHB Compact on Diversity, Equity and Inclusion

A Declaration of Principles and Actions to Enhance Equal Opportunity

We, the signers of the National Association of Home Builders Compact on Diversity, Equity and Inclusion, affirm that all people are created equal and are deserving of a welcoming environment that embraces diversity, promotes equity and actively seeks to improve inclusion that expands opportunities for success and promotes positive life outcomes.

Diversity

Centers on the understanding and recognition that varying individual characteristics are not only protected by law, but add to the tapestry, creativity, and potential of our Federation.

Equity

Refers to an approach with a goal to equalize access to opportunities while recognizing that not everyone has the same advantages.

Inclusion

Refers to the extent to which all members, staff and stakeholders are included as integral and welcomed participants in the Federation.

Our Vision

We envision a membership that accurately reflects the wide variety of people that live and work in the home building industry and participate in associations that utilize their influence to create pathways for those who want to live in the homes and communities we build, improve and maintain.

We commit to and invite all Federation members, affiliated local associations and industry participants to welcome and embrace these ideals by supporting the following actions:

- 1.** Welcoming Frank and Honest Discussion – We acknowledge that the first step of improving Equity, Diversity and Inclusion begins with appropriate discussion.
- 2.** Having a Listening Heart – We understand listening with your heart to experiences and context will develop empathy and knowledge.
- 3.** Committing to Engagement – We commit to a higher level of individual engagement that stretches capacities and individual experiences.
- 4.** Taking Action – We understand that words do not create progress and that only specific and determined action, on everyone's part, will create the necessary changes.
- 5.** Creating a Movement, Not a Moment – We unite our strength to achieve a common goal of creating a new level of Diversity, Equity and Inclusion that changes the human experience now and in the future.

Building the Future

Through Diversity, Equity and Inclusion