

the
NRP
group



NRP Impact 2022

Diversity, Equity & Inclusion

ANNUAL REPORT
Second Edition

TABLE OF CONTENTS

05	CEO Message
06	Diversity Mission Statement
07	Diversity, Equity & Inclusion - Strategy and Leadership
12	Tracking Diversity at NRP
13	New Partners, Exciting New Perspective
14	NRP Profiles in Diversity
17	Supplier Diversity Program
19	DEI Committee & Employee Resource Groups
27	Corporate Giving

NRP IMPACT

A Message from CEO J. David Heller

As we prepare our second annual report on Diversity, Equity, and Inclusion (DE&I) at NRP, we continue to make steady progress in several key areas.



First, we have continued to evolve our Diversity Leadership Council, which I have the privilege of leading. The Diversity Leadership Council includes an amazing and diverse cross-functional mix of executive team members, senior leaders, and influencers at NRP who work together to initiate, expand, oversee, and monitor DE&I activity throughout the organization.

Second, the construction team solidified its mission and tactical approach to our supplier diversity initiative and continues to make strong progress. As they describe in their mission statement: “By including more diverse suppliers in each stage of our projects, NRP will continue delivering best-in-class multifamily housing and create significant community and economic impact in the process.” We believe strongly that diversity in all aspects of our business leads to better decision-making, stronger community engagement, and better business results.

In conjunction with these initiatives, our DEI Committee and our vibrant Employee Resource Groups are working in tandem to shape policies and practices that support our DE&I mission. Through these efforts, we strive to bring diverse A+ players into our organization, to provide all team members with opportunities to fully develop and grow while feeling valued and included, and we work every day to build a culture that values diversity of views, life experience, race, ethnicity, sexual orientation, gender, and age.

As a team, we started to work in earnest on DE&I in 2018. Now five years into these efforts, our progress is showing up in the numbers. Our diversity hires for NRP overall have increased from 40% in 2018 when we started tracking this measure, to 55% in 2022. During that same period, our percent of interns that are minority hires has gone from single digits to 48%. In the past year, we elevated two of our senior A+ colleagues to Partners – Rachel Johnson, Chief Information Officer, and Jennifer Baus, Executive Vice President of Design & Entitlement. Currently, 44% of our executive and senior leadership are female and/or minority.

While we have made steady progress on diversity, equity, and inclusion at NRP, we know that there is much work yet to be done. As we look to the future, our commitment to this journey has never been stronger. We will continue to evolve our culture by energetically celebrating our differences and by striving each day to create an organization where every person has the same opportunity to work, grow, dream, achieve, and thrive.

Sincerely,


J. David Heller

Diversity Equity + Inclusion

the
NRP
group

Our Diversity Mission Statement

At NRP we are committed to diversity and inclusiveness because we believe that a wider range of viewpoints leads to a more robust and compelling culture, better decision-making, and better business results. We work hard to create an environment where team members feel respected, valued, and are encouraged to bring their unique perspectives to work every single day.

We value diversity of viewpoints, life experience, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members have equal opportunities to grow and thrive.

We recognize that the diversity of our people and viewpoints is a key enabler of fulfilling our mission to create exceptional rental housing communities for individuals and families, regardless of income.

DIVERSITY, EQUITY & INCLUSION

Opening Doors of Opportunity for All

Diversity For a Better Workplace

At NRP, we are committed to diversity, equity, and inclusion (DE&I) in the workplace because we believe a wider range of viewpoints leads to a more robust and compelling company culture, better decision-making, and better business results. We work hard to create a diverse working environment where team members feel respected, valued, and encouraged to bring their unique perspectives to work every single day. We value diversity of viewpoints, life experience, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members have equal opportunities to grow and thrive.

Diversity Equity + Inclusion



Leading the Way

The Diversity Leadership Council is chaired by CEO J. David Heller and includes an amazing and diverse cross-functional mix of executive team members, senior leaders, and influencers. The Diversity Leadership Council initiates, expands, oversees, and monitors DE&I activity ensuring alignment with the company's mission and goals while driving accountability across the organization.

DIVERSITY, EQUITY & INCLUSION

Diversity Leadership Council



David Heller
President and CEO
NRP Enterprises



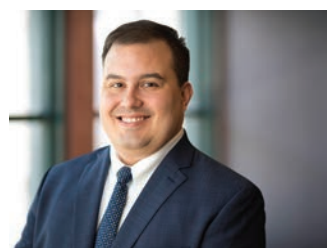
Tracy Miller
Senior VP of
Human Resources



Aqeel Brown
Senior HR
Business Partner



Dan Brenner
Senior VP of
Construction
Administration



Jason Arechiga
Senior VP of
Development



Jennifer Baus
EVP of Design &
Entitlements



Jonathan Gertman
Senior VP of
Development



Lori Young
Talent
Manager



Malory Sanchez
Divisional Programmer
and Early Talent
Manager



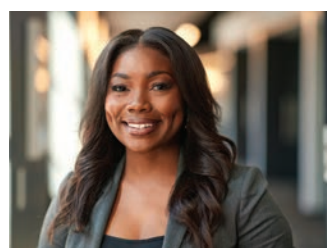
Noam Magence
Executive VP and
General Counsel



Phillip Boatwright
Executive VP of
Property Management



Becky Bertram
Director of Talent
Acquisition



Shanice Settle
Director of Content
and Communications



Suzette Silk
Director of Learning
and Talent Management



Tiffany Montgomery
Director of Leadership
Development & University
Relations



Tony Gonzalez
Senior VP of
Construction

DIVERSITY, EQUITY & INCLUSION

Workforce Diversity Strategy

A Three Pillar Approach to DEI

We are committed to pursuing diversity, equity, and inclusion with the same passion and discipline we bring to our core business because welcoming diverse voices is key to our long-term success. We have deployed a three-pillar approach to enhance our diversity, equity, and inclusion efforts to maintain or improve representation, engagement, and retention of a diverse talent pool. Sub-teams for each pillar have been established to identify and implement actions across the organization.



Talent Acquisition & Development

Implementing a strategy for the acquisition and development of diverse talent driving dual accountability with leaders and HR Partners

Leader Accountability & Communication

Set expectations for managers and sustaining a process for measuring, monitoring, and communicating ongoing progress



Education, Awareness & Engagement

Driving ongoing awareness and building DE&I IQ by creating opportunities for dialogue, experience-sharing, and training



DIVERSITY, EQUITY & INCLUSION

Progress on the Three Pillar Approach



Pillar 1: Leader Accountability & Communication

2022 ACCOMPLISHMENTS

- **Council Infrastructure and Sustainability** – Established a cross-functional Council, which includes three sub-teams focused on critical components of our Workforce Diversity Strategy. Three pillars are led by subject-matter experts/leaders in that space. Instituted quarterly Council meetings and year-round sub-team meetings as needed.
- **DE&I Scorecard** – Identified key metrics for measuring and monitoring progress. Metrics include tracking representation, hiring and turnover trends for minorities and women for NRP overall and each major division. Scorecard produced and distributed to senior leaders bi-annually.
- **Leader Accountability** – Established leadership education and training to drive accountability and ownership for advancing diversity, equity and inclusion.

2023 INITIATIVES

- **Infrastructure & Process** – Evaluate and apply continuous improvement to outputs and processes around Leadership Council, DE&I Scorecard, and leadership accountability programs.
- **DE&I Scorecard** – Continue monitoring progress and identify opportunities for improvement through the creation and distribution of the Diversity Scorecard.
- **Inclusive Practices** – Enable and equip leaders to engage in inclusive practices when making critical talent decisions related to hiring, developing, and promoting team members.



Pillar 2: Education, Awareness & Engagement

2022 ACCOMPLISHMENTS

- **DEI Survey** – Conducted annual DEI survey and analyzed results to determine additional future educational topics.
- **Established DEI Theme** – Used survey results to determine 2022 DEI theme of homelessness and poverty and worked with Committees to align programming to theme.
- **Annual Program Calendar** – Partnered with DEI Committees to create annual programming calendar and determine strategies for additional visibility of programs.
- **Unconscious Bias Training** – Launched “Recognizing and Addressing Unconscious Bias” training with Council, Committee Chairs, Human Resources, and Executive Leaders.
- **REI Program** – Provided five seats per month to the 2022 two-day Racial Equity Institute (REI) program for employees in management roles.

2023 INITIATIVES

- **DEI Survey** – Conduct annual DEI survey to understand ongoing informational and educational needs as well as to determine annual DEI theme.
- **DEI Theme** – Partner with DEI Committees to create annual programming calendar and determine strategies for additional visibility of programs.
- **Unconscious Bias Training** – Deliver “Recognizing and Addressing Unconscious Bias” training for all managers.
- **On-Demand Learning** – Develop on-demand learning covering multiple DEI topics identified as priorities for our employees, based on the annual survey.



Pillar 3: Talent Acquisition & Development

2022 ACCOMPLISHMENTS

Recruitment Marketing

- **Online Employer Branded Pages** – Successfully partnered with Corporate Marketing team to include NRP’s DE&I information on our Employer Branded Pages -- LinkedIn, Glassdoor and Indeed -- to allow for potential candidates to learn more about our initiatives.
- **Other Targeted Posting** – Partnered with Pride at NRP to post roles to the Plexus job board.

Early Talent Recruiting

- **Internship Program Progress** – Summer 2022 Internship Program consisted of 48% minorities and 30% females.
- **Black Professionals Association** – Hired one HR intern through the Black Professionals Association Charitable Foundation for our Summer 2022 program.
- **YouthBuild** – Increased our YouthBuild apprenticeship program from 1 (2021) to 5 (2022) apprentices. One apprentice completed program and although he needed to relocate due to family reasons, he was able to secure a full-time construction position at his new location.

2023 INITIATIVES

- **Women in Construction** – Establish a partnership with Women in Construction and attend the annual conference.
- **ERG Engagement** – Increase Employee Resource Group (ERG) engagement in the recruiting process.
- **Early Talent Recruiting** – Further explore opportunities like Project Destined and CORE to attract early talent to internships or entry-level positions.
- **Data & Targeted Recruiting** – Increase tools and skills around diversity data and use findings to determine strategies and tactics to address diversity gaps within teams through targeted diversity recruiting.



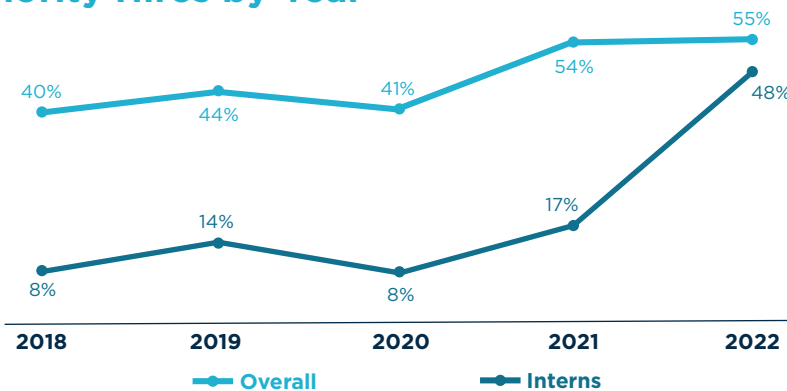
TRACKING DIVERSITY

at The NRP Group

At NRP we are committed to diversity and inclusiveness because we recognize that different backgrounds provide different perspectives that strengthen our diversity profile. We have made steady progress over the past few years, and we are committed to continuing to improve in this area.

We value diversity of viewpoints, life experiences, race, ethnicity, sexual orientation, gender, and age, and we work to ensure that all team members are on equal footing. Our goal is to foster an environment that is inclusive and one where all team members feel respected and valued.

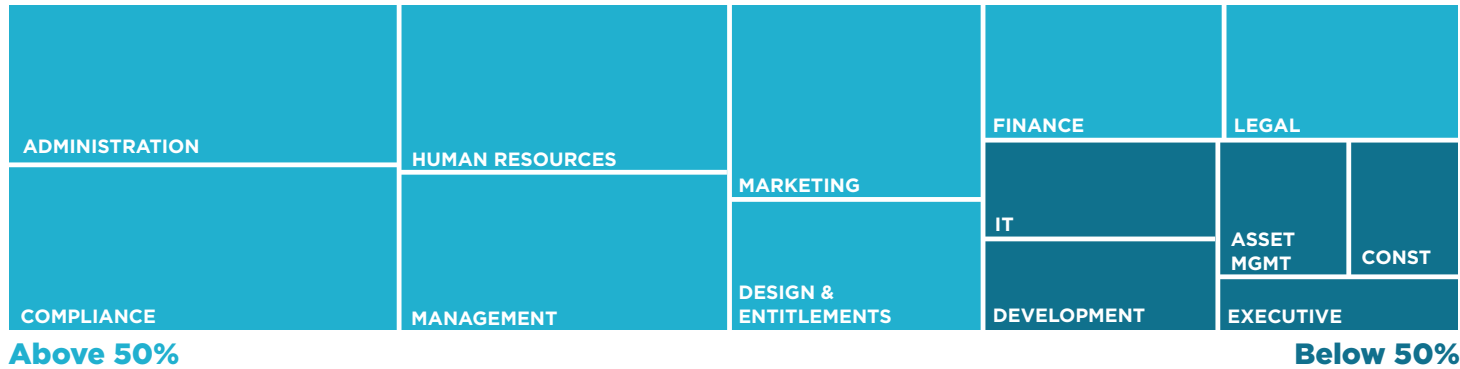
Minority Hires by Year



44%
Overall Diversity of our
Executive/Senior Leadership
(combined female and
minority representation)

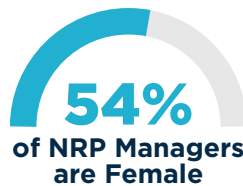
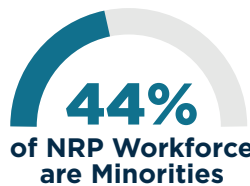
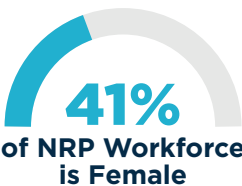
Overall Diversity by Department

(Combined female and minority representation)



Female and Minority Representation

(as of October 2022)



NEW PARTNERS

Exciting New Perspective

At The NRP Group we strive to enhance representation at all levels of the organization, and in 2022, we are proud to announce that we named our first female partners -- Rachel Johnson and Jennifer Baus.

In a press release announcing this exciting development, CEO David Heller commented, "Not only have these two A+ Players shown continuous professional growth and individual success, but their vision and passion for innovation, collaboration, and team development have helped us achieve success as a company."



Rachel Johnson Chief Information Officer, Principal

Rachel Johnson came to The NRP Group as an Asset Manager in 2010, and in just two years, she was promoted to Chief Information Officer. In 2022, she was elevated to Principal and Executive Team Member.

For the past decade, Johnson has led all aspects of NRP technology, including NRP Infrastructure, Operations and Security, Business Solutions & Software Applications, and Property Technology.

"I continue to rely on my successes, my confidence, and believing in myself. I explain to the people I mentor and the women we talk to, 'If you believe in yourself and you know that you work hard and you execute and do great work, it speaks for itself. You don't have to worry what other people think about you. You really have to rely on who you are and what you do.'"

- Rachel Johnson, CIO, Principal, The NRP Group

Jennifer Baus Executive Vice President of Design & Entitlements, Principal

Jennifer Baus joined The NRP Group in 2005 as a Project Manager for affordable housing development and after steady growth in scope and responsibility, in 2022, she was elevated to Principal and Executive Team Member.

In this expanded role, Baus now directs all activities related to horizontal and vertical design and entitlements at The NRP Group, in addition to overseeing all development project management.

"I love the fact that when we layer women into the team, you're always adding a different perspective. When you have women at the table, their leadership style, the way they solve problems, the way they approach things is typically quite different from the way men do ... And so I think that's what makes our company even more valuable, in that we have the leadership from women at the table."

- Jennifer Baus, Executive Vice President
Design & Entitlements, Principal



NRP PROFILES

in Diversity

The NRP Group strives to bring diverse A+ players into our organization and to provide all team members with the opportunity to grow while feeling respected and included. All applicants are considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran status, or disability status. In 2021-2022, we celebrated the hiring and promotion of several diverse A+ players including these valuable team members:



Tony Gonzalez, Senior Vice President of Construction

When Tony Gonzalez first heard about The NRP Group in 2007 through a colleague, he had been working construction for a few years at a variety of projects across Texas. At the time, NRP had only been in the San Antonio market for a year or two. Tony felt that joining the company at this point seemed like a growth opportunity. *“You don’t find that very often in the construction industry, so I felt lucky to join NRP at the time I did,”* he recalls. He was very young at the time and felt fortunate to be hired on as a project superintendent.

Tony rose through the NRP construction ranks over 15 years, which he says is an unusually long time at one company. *“It’s almost unheard of in the construction business,”* he says. His current role leading the operations department involves overseeing all aspects of quality control, production, and scheduling, in addition to recruiting new hires. He enjoys the fast pace and variety, and says the most rewarding part of his job is providing opportunities to new team members and watching them grow in their roles.

Best career advice ever received: You get what you put into it: Hard work pays off.

Words to live by: Be honest with yourself.



Malory Sanchez, Early Talent & Diversity Program Manager

After graduating from Penn State with a master’s degree in human resources, Malory Sanchez landed her first job at an international food and beverage company. Her work as a talent acquisition specialist involved sourcing new employees from college campuses and job fairs. When a recruiter suspected that Malory was the perfect candidate for a new NRP position, she was intrigued. *“Making the move from manufacturing to real estate was a complete 180, but I realized I was ready for a change,”* she recalls.

Malory began her role at NRP in April 2021. As a first-generation college graduate with parents from the Philippines, she didn’t grow up around the real estate industry, but says her time at NRP has been amazing. Her job involves a lot of variety along with a busy travel schedule to college campuses in the spring and fall to scout summer interns. What she enjoys most about her work is talking to students and helping open the door to future opportunities. She also appreciates that she is not siloed in just one area of the company as she works to build a pipeline of future NRP employees.

Best career advice ever received: Always have someone in your corner.

Words to live by: This too shall pass.



Wycliffe Odhiambo, Director of Management Accounting

Wycliffe Odhiambo grew up in Kenya before moving to the United States in 2008 to finish high school. After earning his MBA from John Carroll University, he started his career at a Big Four accounting firm doing audit work for mergers and acquisitions. More than seven years later, he was presented with an opportunity in the affordable housing business. He was impressed with the team he would be part of, as well as the chance to grow and evolve professionally in the new position. He also liked the idea of using both his CPA accounting knowledge and his CFA finance expertise in the same job, so he joined The NRP Group in February 2022.

Wycliffe’s days involve meetings with both internal colleagues and outside investors, forecasting, creating and reviewing budgets, conducting monthly financial closings, and dealing with any financial issues that may arise from more than 150 NRP properties. *“It can be a breaking news kind of job at times, and I enjoy the variety,”* says Wycliffe. As the newest team member, he greatly appreciates his colleagues showing him the ropes.

Best career advice ever received: Money is great, but time is better.

Words to live by: Always be self-aware.



Jasmine Baldwin, Senior Applications Manager – LIHTC

Jasmine Baldwin says she was born for the affordable housing profession and could not imagine doing anything else. In 1980, her mother founded a community development program to make an impact in low-income neighborhoods, and Jasmine worked at some of the related housing properties during high school. After graduating college with a bachelor’s in finance and a master’s in real estate development, she began working in the affordable housing field in Miami. In 2021, a recruiter contacted her about a position focused on low-income housing tax credit (LIHTC) applications and it sounded like a perfect fit. She was thrilled to find out the company was NRP and she

began her new job in March 2021.

Jasmine’s work involves the early phases of affordable housing development where she helps secure financing through tax credit applications. Daily tasks include understanding numerous guidelines from different agencies and tracking applications from start to finish. Jasmine enjoys working to piece together project funding while serving as the key organizer of the application process. *“At NRP, you’re allowed to be very good at your specific role, which creates a highly efficient process,”* she says.

Best career advice ever received: Do not fall in love with your deal.

Words to live by: Your life is bigger than you.

NRP PROFILES

in Diversity



Grace Evans, Vice President of Development

Once Grace Evans graduated from The University of Alabama with a degree in finance and economics, she started working at a major investment banking firm where she had her first introduction to affordable housing—equity investing in low-income housing tax credits (LIHTCs). She eventually took another position on the LIHTC property side, at a smaller firm where she was responsible for all phases of a development project. She wasn't looking for a new job, but a recruiter convinced her to consider a role at NRP developing the Tennessee market.

Grace accepted the position and started in September 2022. As a woman working in the male-dominated finance field, she greatly appreciates how NRP supports its female employees. Working remotely in Nashville, Grace also appreciates the friendly support of other NRP teams. Her days involve speaking with brokers, building connections with city officials, architects, and engineers, and looking for new development opportunities. She says she enjoys getting to know her colleagues, all of whom *“are great at what they do.”*

Best career advice ever received: Ask as many questions as possible when you start a new job.

Words to live by: Be intentional about where you spend your time.



Aqeel Brown, Senior Human Resources Business Partner

Upon earning a bachelor's degree in finance followed by an MBA, Aqeel Brown entered the world of private banking. After several years, his professional growth led him into the human resources field at a large national bank. His roles included talent acquisition, campus recruitment, and most recently working as an internal business consultant. When a former colleague moved to The NRP Group, she kept in touch with Aqeel and he eventually looked into joining NRP as well. The job seemed like an ideal fit and Aqeel started at NRP in September 2021 to support both the Design & Entitlements and Construction groups.

Aqeel appreciates working around people who have passion and pride in the real estate products they build. His days involve making progress on large-scale initiatives, putting out fires, acting as a sounding board for company leaders, and reviewing organizational effectiveness. *“My job is to support our people and make their lives easier,”* he says. Aqeel also enjoys being a thought partner for NRP leaders who call him for a fresh perspective.

Best career advice ever received: Understand and utilize emotional intelligence.

Words to live by: Be prepared. It's better to have it and not need it than to need it and not have it.

SUPPLIER DIVERSITY

at The NRP Group



*Building partnerships
focused on inclusion*

VISION

At NRP, our mission is to create exceptional multifamily rental communities for individuals and families, regardless of income. To further that mission, NRP Construction looks for every opportunity to uplift and improve the economic health of the communities we build - both directly and indirectly - by promoting the inclusion of diverse vendors and suppliers in the design and development of each building project.

By including more diverse suppliers in each stage of our projects, NRP will continue delivering best-in-class multifamily housing and also create significant community and economic impact in the process. We believe strongly that diversity in all aspects of our business leads to better decision-making, stronger community engagement, and better business results.

OBJECTIVES

Our supplier diversity initiatives focus on the following objectives:

- **Representation** - Increasing the inclusion and participation of minority and women-owned businesses in both affordable and market rate developments. We believe that our commitment to applying voluntary requirements across our market rate and affordable portfolios is the first of its kind for national multifamily developers and general contractors.
- **Measuring Success** - Setting, tracking, and achieving inclusion goals in each of the regions in which we operate.
- **Proactive Mentorship** - Providing assistance to diverse subcontractors in growing their companies and achieving greater success.
- **Active Engagement** - Participating in supplier diversity events, trade shows, and conferences that provide opportunities to engage, identify, and build relationships with diverse businesses.

Although certification is not a prerequisite to conduct business with NRP Construction, it is recommended with a particular emphasis on businesses that are MBE/WBE certified. NRP Construction accepts the following certifications, among others:



National Minority Supplier Development Council (NMSDC) and its regional chapters



Women's Business Enterprise National Council (WBENC) and its regional chapters



National Women Business Owners Corporation (NWBOC) and its regional chapters

SUPPLIER DIVERSITY

at The NRP Group

RESOURCING FOR SUCCESS

In order to become the gold standard for supplier diversity among multifamily developers and contractors, we have invested substantial time and resources into the Supplier Diversity initiative to ensure our success.

- **Euell Group** – Rather than pay for a ready-made, off-the-shelf plan, we engaged a consultant who could teach us best practices and work with us side by side to create a customized program.
- **NRP Supplier Diversity University** – With the help of The Euell Group, our construction team formed a committee of 12 team members from different regions and different positions throughout the company and embarked upon a yearlong journey – which we called “Supplier Diversity University” – to learn everything we could about the subject. We met every three weeks for three hours, logging over 50 hours of training. Many of our plans and strategies emerged from this experience.
- **Access & Visibility** – We have formed a relationship with B2Gnow, the nation’s leading diversity procurement software provider. B2Gnow provides NRP access to a searchable database with over 4.4 million certification records that will help our teams identify certified subcontractors and suppliers.
- **Customized NRP Database** – We are working with the B2Gnow data and our internal IT team to create a custom database to track how much we are spending with diverse subcontractors by project, region and as a company.
- **Community Engagement** – A key part of activation of our diversity initiatives is community outreach and developing relationships with municipalities and other regional stakeholders. We have met with city government representatives, held regional “Meet and Greet” events in Cleveland, New York, the Mid Atlantic and Texas, and established corporate memberships with WBENC and NMSDC – two of the largest private certification agencies in the country and universally recognized as the “gold standard” of supplier diversity organizations.



DEI COMMITTEE & ERG LEADERSHIP

The DEI Committee provides leadership, structure, and organization to the many social initiatives in the NRP Impact ESG program. The leadership of the DEI Committee and subcommittees is composed of diverse and vibrant leaders throughout the organization.



DEI Subcommittee Leadership



Tiffany Montgomery
Chair, DEI Committee
Co-Chair, WIN Employee Resource Group
Director of Leadership Development & University Relations



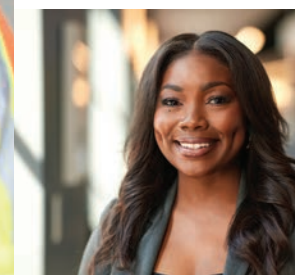
CeAra Styles
Co-Chair, Cultures Connected Employee Resource Group
Senior Accounting Manager



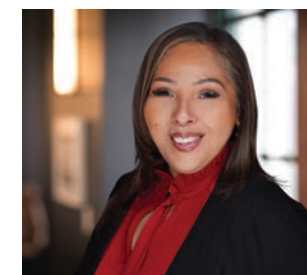
Jennifer Baus
Founder and Co-Chair, WIN Employee Resource Group
Principal, Executive Vice President, Design & Entitlements



Malory Sanchez
Co-Chair, Cultures Connected Employee Resource Group
Early Talent & Diversity Program Manager



Shanice Settle
Founder and Co-Chair, Cultures Connected Employee Resource Group
Director of Content & Communications



Mary Aguilar Cortez
Co-Chair, PRIDE Employee Resource Group
Instructional Coach

EMPLOYEE RESOURCE GROUPS

Mission

Employee Resource Groups

The Employee Resource Groups (ERGs) are the activation forces for creating vibrant programming and initiatives through The NRP Group. Under the umbrella of the DEI Committee, these groups turn goals and strategies into real-life programming and outreach. Each ERG has a unique mission that shapes their strategies and tactics on the ground.



Cultures Connected

The mission of Cultures Connected is to elevate, support, and create equitable opportunities for multicultural communities at NRP and beyond through educational programming and advocacy.



PRIDE at NRP

The Pride at NRP Affinity Group strives to enrich the professional livelihood of its LGBTQ+ and allied employees through education, outreach, and advocacy. We strongly believe that celebrating this community elevates our culture for all parties, empowering tangible growth and pride in our work.



WIN: Women's Inclusion Network

WIN's mission is to hire, develop, and promote women at NRP through education, awareness, and programming. Our committee also works to advance visibility, equality, and women's initiatives within the communities NRP serves.



NRP Cares

The mission of NRPCares is to increase awareness, provide education, and coordinate programming to foster overall community involvement and to improve the health and wellness of team members, residents, and other stakeholders throughout the extended NRP family.

DEI COMMITTEE

Umbrella Themes for 2022

PEOPLE, PLACES, AND DREAMS

THURSDAY, MAY 19TH 12:30 PM - 1:30 PM EST

- Join **Nafisah Alim** and **Terri Williams** from *People, Places, and Dreams* as they discuss how poverty and homelessness affect marginalized communities.
- Learn how members of the LGBTQ population are adversely impacted by lack of resources and community support.
- Hear how incorporated housing into future planning assists underrepresented individuals.

Learn more: peopleplacesanddreams.com

*This is a Hybrid event.
Please let us know when you accept/reply if you will be in person
PLEASE RSVP BY MAY 16TH AT NOON

Sponsored by:



CULTURES CONNECTED AT NRP



Poverty & Homelessness

In 2022, The NRP Group focused on "Poverty and Homelessness" as a uniting theme for all the Employee Resource Groups. In the United States alone, 37.2 million Americans live below the poverty level, and 44 million Americans are at risk of suffering from hunger. One in six children in the U.S. live in poverty, and 580,000 Americans are homeless on a typical night. Here are a few highlights of programs to bring awareness to these important and difficult issues:

- Cleveland and San Antonio Offices Food and Clothing Drives** – Throughout the month of November, we collected food and clothing donations for the local food banks, Haven For Hope (San Antonio) and People Places and Dreams (Cleveland).
- Women of Color Health Event** – NRP's Cultures Connected and WIN committees held a special luncheon focused on understanding and addressing racial disparities in maternal health outcomes for women of color.
- People Places and Dreams Event** – Speakers discussed how poverty and homelessness affect marginalized communities including the LGBTQIA+ population, and how incorporating housing into future planning can help underrepresented individuals.
- PRIDE at NRP Book Club** – The Q3 meeting discussed *No House to Call My Home* by Ryan Berg, with the material addressing homelessness, poverty, and the hardships queer youth often face.

Mental Health Awareness Month

Mental Health Awareness Month was established in 1949 to increase attention to mental health and wellness. During May 2022 and throughout the year, The NRP Group joined this national movement to raise awareness and fight the stigma of mental illness. Some recent highlights include:

- Are We Burning Out Too Quickly?** – This special event on May 5 discussed burnout as a medical condition, why it should never be ignored, and methods to reduce anxiety.
- Women's Wellness Workshop** – Sponsored by WIN, this informative workshop on May 12 was part of National Women's Health Week and served as a reminder for women to pay attention to their mental health and manage stress to improve overall well-being.
- Mental Health Action Day** – May 19 was set aside as a national day to inspire people to talk about personal experiences and galvanize a movement to drive cultural, political, and policy changes around mental health—moving from awareness to action.
- Suicide Prevention Month Event** – On September 27, speakers discussed "Mental Illness & Friends" in support of suicide education and prevention.



CULTURES CONNECTED

Employee Resource Group

Mission

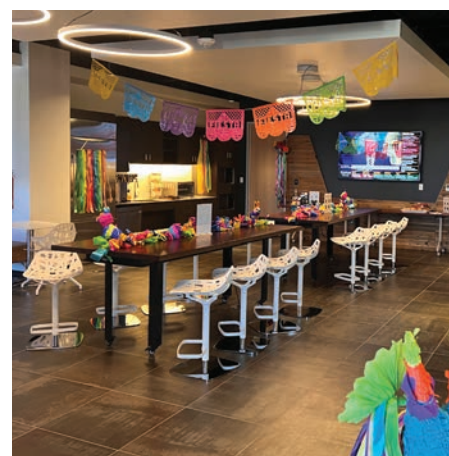
Cultures Connected is the new name of NRP's Multicultural Committee. The mission of Cultures Connected is to elevate, support, and create equitable opportunities for multicultural communities at NRP and beyond through educational programming and advocacy.

2022 Initiatives:



Black History Month - "Black Health and Wellness" was the theme of Black History Month for 2022. In support of this topic, NRP's Cultures Connected team planned and facilitated weekly events to celebrate. This year's topic also embraced bridging the past with the present and moving forward into the future. Events included a "Fitness with Soul" exercise class, a special performance by former Cuyahoga County Commissioner Peter Lawson Jones, and a mental health discussion about creating a healthy mental space while succeeding at work. The work-life balance meeting was part of the DEI Committee's ongoing initiative of focusing on mental health for all NRP team members.

National Hispanic Heritage Month - From September 15-October 15, 2022, NRP joined a nationwide effort to pay tribute to generations of Hispanic Americans who have positively influenced and enriched our nation and society. To celebrate, NRP's Cultures Connected team decorated the Cleveland and San Antonio offices, provided traditional Hispanic foods for employees, and did a feature on Via Sana apartments on NRP News Live, the company news live broadcast. Via Sana, meaning "healthy way" in Spanish, is located in the heart of Cleveland's Clark-Fulton neighborhood on The MetroHealth System's main campus. The project has been a collaboration between MetroHealth and The NRP Group and brings high quality, affordable housing to the Latino community in the MetroHealth footprint.



Women of Color Health Event - On April 28, 2022, NRP's Cultures Connected and Women's Inclusion Network (WIN) committees held a special luncheon focused on understanding and addressing racial disparities in maternal health for women of color. Da'na Langford, MS, CNM, spoke about the history and current experiences of Black women regarding maternal outcomes, acknowledged the racial disparities that continue to exist, and discussed potential solutions to address these challenges.



PRIDE AT NRP

Employee Resource Group

Celebrating LGBTQIA+

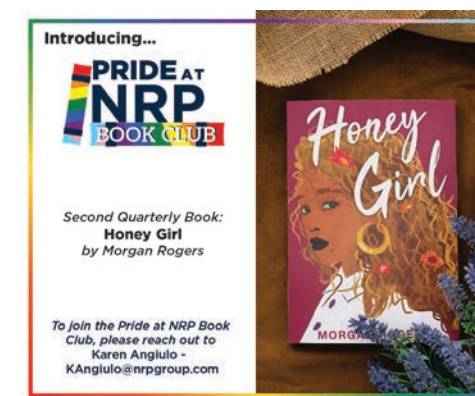
The mission of the PRIDE at NRP Affinity Group is to enrich the professional livelihood of its LGBTQIA+ and allied employees through education, outreach, and advocacy.

2022 Initiatives:

Mental Health Action Day: People, Places, and Dreams - On May 19, 2022, speakers Nafisah Alim and Terri Williams from People, Places, and Dreams discussed how poverty and homelessness affect marginalized communities. Attendees learned how members of the LGBTQIA+ population are adversely impacted by a lack of resources and community support. Discussions focused on how incorporating housing into future planning can help underrepresented individuals. This special event was cosponsored by the PRIDE at NRP and Cultures Connected committees, and tied directly into the 2022 DEI theme of poverty and homelessness.

Pride Month 2022 Curiosity Conversation - During the Curiosity Conversation event on June 24, 2022, Jeanette Vela of the San Antonio LGBT Chamber of Commerce discussed the concept of being a better ally to marginalized groups in order to make a stand against the rise in aggressive and violent acts toward "others." Later in the event, Aubrey Wood, Beth Asbury-Langrill, and Randy Hoover shared personal experiences around coming out to family, feeling safe, and issues regarding gender identity. This unique conversation was sponsored by PRIDE at NRP and the Women's Inclusion Network (WIN).

PRIDE at NRP Book Club - Launched in January 2022, the PRIDE at NRP Book Club strives to bring awareness to LGBTQIA+ authors and topics. Our first meeting featured the author of "Once a Girl, Always a Boy," Jo Ivester, and her personal experience with her son's transgender journey. A later meeting discussed "No House to Call My Home" by Ryan Berg, with the material addressing our DEI theme of the year—homelessness and poverty—and the hardships queer youth often face. VP of Development Scott Skinner introduced NRP's newest Cleveland development, The Davis, and the impact it will have on the Glenville neighborhood, which has experienced racial discrimination, high infant mortality, and persistent poverty. A food pantry at The Davis along with telehealth options and other community services are now focusing on early intervention.



WOMEN'S INCLUSION NETWORK

Employee Resource Group

Empowering Women at NRP and Beyond

The mission of the Women's Inclusion Network (WIN) is to hire, develop, and promote women at NRP through education, awareness, and programming. Our committee also works to advance visibility, equality, and women's initiatives within the communities NRP serves.

WIN Celebrates 5 Years!

In October 2017, NRP's Diversity, Equity & Inclusion Committee was formed. At the same time—and with the same leadership—WIN was formed. WIN was the first Employee Resource Group under the DEI umbrella and served as a springboard and mentor for the others, including Cultures Connected, PRIDE at NRP, and NRP Cares. As we continue to support women by adding new programming and initiatives, we look forward to what the next five years will bring.



Go Red for Women Campaign:
Cardiovascular disease is the No. 1 killer of women, causing 1 in 3 deaths each year. That is approximately one woman every minute! The first Friday each February during American Heart Month, the nation comes together, igniting a wave of red from coast to coast. The American Heart Association's Go Red for Women movement unites millions of people for a common goal: the eradication of heart disease and stroke.

Join NRP and the Women's Inclusion Network in support of Go Red for Women by:

♥ Donating today to the Go Red for Women Campaign

♥ This year, we will have a friendly competition between the Cleveland and San Antonio Offices - East vs. West! Which office can raise the most funds in support of Go Red for Women?

Visit NRP's Team Page to Donate - EAST

Visit NRP's Team Page to Donate - WEST

On Friday, February 4th:

♥ Wear Red - Send photos of you and your team going Red on 2/4 to WIN@nrggroup.com or by posting on Inspire!

♥ Change your Microsoft Teams background in support of Go Red for Women. You can get the background [HERE](#)

To Change your Teams background before a meeting starts:
1. While your setting up your video and audio before joining a meeting, select Background Filters. It's just below the video image. Your background options will display to the right.
2. To use the provided NRP Goes Red for Women image select ADD NEW and then select the saved background to upload from your computer. Make sure it is a JPG, PNG, or BMP file.
3. Your new background will persist in all of your meetings and calls until you change it again.
4. To turn off background effects select [X]

To Change your Teams background during a meeting:
1. Go to your meeting controls and select MORE ACTIONS...>Apply background effects
2. To choose the NRP Goes Red for Women image, choose upload an image of your own. Select ADD NEW then select the saved background to upload from your computer. Make sure it is a JPG, PNG, or BMP file.
3. Select preview to see how your chosen background looks before you apply it, then select apply.
4. To turn off background effects select [X]

♥ As a thank you to the first 100 people who donate at least \$25 to the American Heart Association's Go Red for Women, we invite you to attend:

Go Red for Women Event - presented by WIN
featuring Halle Abrams with the Wardrobe Consultant
February 4th, 12:30-1:30 PM EST

***Zoom Link will be provided following your donation.

NRP WIN
Women's Inclusion Network

2022 WINS:

Go Red for Women: Annual Campaign - Because cardiovascular disease is the leading killer of women, WIN is part of the American Heart Association's annual Go Red for Women fundraising campaign to combat this illness. This year's effort included a friendly competition between NRP's Cleveland and San Antonio offices, with nearly \$4,500 raised—setting a new record.

Women's Equality Day - Voter registration and "Get Out the Vote" initiatives were the focus of this special day in 2022 across many of NRP's properties and on NRP News Live, the company news channel, with a spotlight on the League of Women Voters.

Domestic Violence Awareness Month - WIN facilitated a Curiosity Conversation on domestic violence on October 27 featuring award-winning film producer and survivor Tracy Rector. USA Today called her film, "No Ordinary Love," one of the biggest summer movies of 2021. Tracy also spoke about her PROJECT #RaiseAwareness, created to bring the film to college campuses.

Pregnancy and Infant Loss Awareness Month - As part of addressing this sensitive topic, NRP employees shared personal experiences of loss in an effort to make other women feel less alone. NRP also made a significant change to its Bereavement Policy, which now recognizes miscarriage and still birth as qualifying events to take personal time.

NRP Impact Day - WIN launched and facilitated this important day of employee volunteerism under the NRP Cares umbrella. See NRP Cares for a full description of this special day of giving.

TRACY RECTOR

SPEAKER | PRODUCER | WRITER
GENDER-BASED VIOLENCE ADVOCATE

You are a very effortless speaker, it comes naturally to you. You're in command, you're captivating.

- TRICIA BROUK
Director, Author, Producer
Founder of The Big Talk Academy
Former Executive Producer of TEDxLincolnSquare NYC

Tracy Rector, an award-winning film producer, author, speaker and survivor, uses her voice to raise awareness of gender-based violence. USA Today recognized her film, *No Ordinary Love*, as one of the "biggest summer movies" of 2021. She created the program PROJECT #RaiseAwareness to offer the film to college campuses and organizations to raise awareness of domestic violence. She's shared her passion and message to audiences in the US including Guam, Asia/Pacific, and United Kingdom. Tracy served as board chair of SafeHaven of Tarrant County, the second largest domestic violence agency in Texas.

TOPICS

Gender Equality: Would a Matriarchal World Give Us Gender Equality?
Gender Based Violence: Using Art to Raise Awareness, Start Conversations
Spiritual Abuse: When Faith is Used to Abuse
Faith Community as a Safe Space: Building Partnerships with Faith Communities and Domestic Violence Advocates

AS SEEN ON

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Mission

Cultivating a sense of community is a core value at The NRP Group. We believe communities are shaped by open communication between residents and our property and support staff, and productive relationships with the surrounding neighborhood. We actively seek opportunities in our own backyards and across the country to help individuals and families in need. The mission of NRPCares is to increase awareness, provide education, and coordinate programming to improve health and wellness for employees, residents, and other stakeholders throughout the extended NRP family.

2022 Initiatives:

NRP Impact Day - On July 20, 2022, NRP held its first annual NRP Impact Day, a day of corporate volunteerism at a dozen local Cleveland nonprofit organizations who fight poverty and homelessness on a daily basis. More than 140 NRP employees dispersed to area food banks, shelters, and other community organizations to help with preparing meals, sorting food and clothing donations, painting, mulching yards, and more. NRP’s Women’s Inclusion Network (WIN) Committee was instrumental in spearheading, launching, and facilitating this important day of employee volunteerism.

NRPCares Individual Community Action Day - In late October, 35 NRP Team Members from the greater San Antonio area participated in an NRPCares site cleanup of Lucero Apartments, a 324-apartment-home affordable property developed, built and managed by NRP. Improvement projects included power washing buildings and trash enclosures, preventative maintenance in units, painting benches and playground equipment, trash pickup, and file-audit preparation for compliance inspections. These individual community action days uplift the spirits of residents and staff alike and have become a key element in our annual NRPCares community outreach activities.

ICC22 Vendor Show Donations Program - At the ICC22 annual NRP meeting held in Nashville, NRP featured a special DEI Committee booth at the vendor show. Several boxes were displayed at the booth, each representing a local nonprofit dedicated to addressing poverty and homelessness. Conference attendees were invited to place tokens representing a certain dollar amount into the box of their choice. After the meeting, NRP made donations to the nonprofits on behalf of attendees. The program was a huge hit with attendees and will be repeated at future ICC meetings.



The NRP Group has been making charitable contributions since its founding in 1994, and as part of the NRP Impact program, we have become even more intentional about the process. Here are the broad categories of giving and examples of organizations supported in 2022.

OBJECTIVE	DESCRIPTION	EXAMPLES
Education Initiatives	Educational organizations that directly or indirectly support the advancement of the housing industry.	College Now Greater Cleveland, Cuyahoga Community College, CSU Foundation, Jacob Butze Memorial Run, MAP Program, The Ohio State University Foundation, ORT America, Seeds of Literacy, University School, Johnny Hernandez Grant Foundation
NRP Team Member and Partner Causes	Charitable causes in which NRP employees and partners have demonstrated personal commitment through volunteerism and board involvement.	Adoption Network Cleveland, AJC Cleveland, Anshe Chesed Fairmount Temple, Greater Cleveland Food Bank, Greater Cleveland Partnership, Human Rights Campaign, JPRO Network, LiveOn NY - Beyond Bricks, Maltz Museum, Menendez Sponsorship, NA’AMAT, Neighborhood Family Practice, Neighbors Together, Selfhelp Community Services, Spanish American Committee, Westside Christian Academy, YWCA Greater Cleveland, RECSA Fight Night
HQ Corporate Citizenship	Large long-standing non-profit organizations that are making meaningful impacts in the city of Cleveland and Northeast Ohio, and their related diversity and inclusion initiatives.	BPACF, Cleveland Habitat, Engage Cleveland, Global Cleveland, Playhouse Square Foundation, UJA Federation
NRP	Neighborhood and community causes in markets where NRP is active in development, construction and/or management.	Cleveland Metroparks, Cleveland Public Theater, FRONT International, HFLA of Northeast Ohio, Khnemu Juneteenth Sponsor, Any Baby Can, Brackenridge Park Conservancy, CECLEF: NRP Group Bronze Eagle, Classical Music Institute, Guadalupe Cultural Arts Center, Mission Heritage Partners, San Antonio Area Foundation, SA2020, S.M.A.R.T, Southwest School of Art, Tarrant County Black Historical Society, Urban Champions Academy
Health & Housing	Hospitals and healthcare organizations that can help advance NRP’s healthcare and housing initiatives.	Cleveland Clinic Foundation, JDRF Diabetes Foundation, Medworks’ Medfest, MetroHealth Foundation, University Hospitals, University Health System
DEI	Organizations that can help advance NRP’s diversity and inclusion initiatives.	Diversity Center, Djapo Cultural Arts Institute



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