

COMMUNITY ASSOCIATION EQUALITY PLEDGE

Our community supports and will foster the following leadership behaviors that support equality:

- ① **COURAGE.** We will take actions and make decisions that support equality.
- ② **INTEGRITY.** We will stand for equality as a core value and never compromise in situational challenges and policymaking.
- ③ **INTOLERANCE.** We will be an ally, and we will be intolerant of others who are not mindful of equality and call them out (gently and with tact) when they behave inappropriately.
- ④ **SELF-AWARENESS.** We will be aware of our own biases and the effect that they have on equality. We will take responsibility for increasing understanding of our own privileges and prejudices.
- ⑤ **SELF-REGULATION.** We will maintain control over our own decisions and actions in the matter of equality.
- ⑥ **MOTIVATION.** We will pursue equality with energy and persistence and relentlessly challenge its achievement in the community. We will intentionally and deliberately engage in nonbiasing activities. We will educate ourselves, and we will engage in conversations about race.
- ⑦ **EMPATHY.** We will understand how inequality affects community members emotionally; treat the victimized compassionately; and appreciate that people have unique mindsets that affect their perception of inequality.
- ⑧ **SOCIABILITY.** We will manage relationships to establish a common ground of equality in the community.

These commitments are guiding principles. They are not governing documents or legally enforceable and do not give rise to penalties if they are not followed.

If you agree with these commitments to equality, please sign and return the document.

COMMUNITY ASSOCIATION NAME

ADOPTION DATE



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HOW TO ADOPT THE EQUALITY PLEDGE IN YOUR COMMUNITY

- ① **DISTRIBUTE** the document throughout your community, announcing and publicizing where and when the adoption will be considered.
- ② **EXPLAIN** why this is important to your community and the benefits it can create.
- ③ **REVIEW AND DISCUSS** the merits of the principles at an open meeting of your board of directors.
- ④ **SOLICIT INPUT** from homeowners.
- ⑤ **HOLD A BOARD VOTE** to adopt a resolution endorsing the Community Association Equality Pledge.
- ⑥ **SHARE THE NEWS** of adopting the Community Association Equality Pledge throughout your community regularly. Post on your website, social media, and on every community association meeting agenda.
- ⑦ **TELL CAI** that you've adopted the Community Association Equality Pledge.

DATE OF ADOPTION

COMMUNITY ASSOCIATION NAME & WEBSITE

PRIMARY CONTACT NAME

PRIMARY CONTACT INFORMATION (ADDRESS, PHONE, & EMAIL ADDRESS)

Complete and email to government@caionline.org. Questions? Call (888) 224-4321, or submit an online form at www.caionline.org/EqualityPledge.



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