

**ULI Nashville Statement of Commitment**  
**on**  
**Diversity, Equity and Inclusion**

**Preamble**

The health pandemic and declarations for racial equity in 2020, while challenging, have helped raise overdue, important and broad-based awareness of persistent and pernicious systemic racism in society. The economic crisis related to COVID-19 has further exposed society's deeply embedded inequities, as communities of color have been disproportionately impacted. These events have caused many to evaluate how each of us, as individuals and as organizations, can contribute to a more just and equitable society: ULI Nashville is no exception.

As a community of land use and real estate professionals, it's imperative that we continue to reflect on how these disparities are manifested in our built environment. We must first acknowledge the harmful legacy of planning and real estate policies and practices that segregate, and affect value and investment in black and brown communities. In Nashville, the history of these practices can be found all around us; in the location of interstates and landfills, development patterns of residential neighborhoods, and in the unequal access to healthy environments. ULI has the responsibility to not only acknowledge past and present impacts of racist real estate practices, but also help lead change to ameliorate the effects.

The ULI Nashville District Council believes firmly that the inclusion in real estate industries of a diversity of individuals with a diversity of experiences will result in the development of more livable, equitable, healthier, stable and resilient communities. To that end, ULI Nashville commits to continue to prioritize practices and devote resources to ensure that our membership, leadership and content is reflective of the diversity of our community, as reflected in these Statements:

**Commitments**

In recognition of the value, benefits and propriety that a commitment to diversity, equity and inclusion brings to ULI Nashville, *its works and members*, this Statement of Commitment will inform the goals and actions of the District Council going forward:

- Annually maintain a meaningful allocation and priority of resources to promote Pathways to Inclusion and other DEI related initiatives;
- Continue commitment to increase inclusive and diverse representation in topics, content, speakers and programming audiences;
- Seek partnerships to better reach ULI resources and content to communities of color and underrepresented demographic groups;
- Embody diversity and equitable representation in positions of ULI Nashville leadership, and;
- Manage inclusive representation across ULI and ULI Nashville staffing opportunities and resources.