



## 2021 Spring ESG Newsletter



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*Welcome to the tenth issue of GID's ESG Newsletter. This edition highlights both GID's and Windsor Communities' recent Environmental, Social, and Governance achievements, as well as provides updates on our existing programs.*

To learn more about our ESG program, please visit the [ESG page](#) of the GID website or contact the ESG team at [esg@gid.com](mailto:esg@gid.com).

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## Spotlight: 2021 PREA ESG Awards- 1st Place



GID is thrilled to have been awarded first place in the 2021 PREA Closed-End Fund ESG Award, which recognizes excellence in addressing ESG issues among closed-end real estate funds. The award was announced during PREA'S 2021 Spring Virtual Conference held on March 25-26. Learn more [here](#) about the PREA Award awarded to GID.

## 2021 Diversity, Equity & Inclusion Initiatives



GID

# SOCIAL & DEI COMMITTEE



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In October 2020, we established a Diversity, Equity and Inclusion sub-committee (part of our ongoing Environmental, Social, and Governance (ESG) efforts) to help guide and inform senior leadership in this area of importance to the company. The inaugural committee members have brought their individual perspectives, diverse life and work experiences, and unique skill sets together to create a strong working group. After several months of listening to one another and sharing ideas, the DEI Committee presented seven recommendations to the Executive Committee in April. With overwhelming support from the Executive Committee, we are excited to announce our 2021 DEI initiatives. Each initiative has a business owner who will be responsible for implementation and oversight.

**Continue to ensure a Diverse Slate** of candidates are interviewed for all new hires and promotions. Diverse representation across all teams and leadership roles is critical in ensuring innovative and inclusive outcomes for GID's employees, residents, and investors. This initiative has been in practice for some time at GID and is now a formal policy across the company. The Talent Acquisition team has already enhanced the recruiting process to: 1) expand our talent search; 2) leverage affinity groups across our industry; and 3) work with external search firms that can produce diverse slates. Additionally, the Talent Acquisition team completed a *Diversity in Recruiting* training program and began implementing new practices with hiring managers across the organization over the past six months.

**BUSINESS OWNER: MICHELLE BERGLAND, SVP HUMAN RESOURCES**

Enhance the **Diversity Internship Program**, including expansion beyond Portfolio Management and Asset Management into other departments within GID to provide additional experiences for summer interns. In the future, we may evaluate expansion into Windsor for summer internships or training programs. A key change to the program will be expanding our target schools for recruiting, as well as partnering with industry diversity internship programs. Since launching the program in 2019, nine interns have completed the program and three were hired on a full-time basis. In 2021 we will welcome four new interns.

**BUSINESS OWNER: PHIL CARMODY, VP CORPORATE PROGRAMS**

Ensure annual participation in the **Accelerate Program** reflects the broad diversity within our employee base and enrich the curriculum to train and develop our internal top talent with a commitment to "accelerate" preparedness among our top employees to manage and lead during a period of business expansion. The first cohort is underway, consisting of 15 high-achieving Assistant Managers who will learn how to successfully transition into a Property Manager role. We are working to potentially expand the program to include other roles in 2022.

**BUSINESS OWNER(S): TOM SLOAN, EVP AND PRESIDENT OF WINDSOR**

**Re-establish a formal Mentorship Program** with the simple objectives of creating equitable development opportunities for all associates, fostering deeper relationships across the company, and retaining top talent. Program launch in 2021 will focus on three groups to ensure efficacy. GID will scale the program after embracing best practices and lessons learned from the launch. Maintenance new hires, Accelerate program participants and new GID hires will provide the initial test groups for launch in August 2021.

**BUSINESS OWNER(S): JEFF BECKHAM, EVP HEAD OF PORTFOLIO MANAGEMENT AND MATT ULRICH, AREA MAINTENANCE MANAGER**

**Mental Health** support has been a common theme among our various discussions within the DEI committee. The Employee Assistance Program (EAP) is a tremendous resource but covers only a portion of the need. We need to expand use of EAP to meet the mental health needs of our employees. In addition, we want to bridge the gap for a broader base of employees with new tools that are easier to access and can assist all associates in both proactive and reactive mental health support. We have researched several program options and have chosen BetterUp Care to pilot with a small group of employees so we can measure satisfaction and efficacy before rolling out to the entire organization. Our pilot will launch in June and next steps will be determined in August.

**BUSINESS OWNER: ANGELA HUDSON, VP HUMAN RESOURCES**

Create a National **Day of Service** so each region can give back to its respective community based on a charity consistent with GID's corporate mission to support our residents, care for our local communities, and provide fair access to housing. This Day of Service will augment our long-standing commitment to Habitat for Humanity, which will continue to be an important charitable focus for GID. Giving our teams an opportunity to serve alongside one another builds trust and community. Tom Sloan will introduce this program across the organization commencing in 2022.

**BUSINESS OWNER: TOM SLOAN, EVP AND PRESIDENT OF WINDSOR**

A final initiative owned by the entire leadership team is a focus on our **Internal Communication** strategy. As our company grows and evolves, continuing to engage in genuine dialogue is critical. Certain initiatives are already underway (e.g. monthly *Inside Windsor* calls, quarterly *Town Halls*, annual *Operations Conference*, etc.) and additional ideas are being evaluated to sustain our vibrant, family-oriented GID community. On behalf of the DEI Committee and the Executive Committee, we thank you for all you do to ensure the GID community lives our values each day.

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## Earth Hour



*1 - Windsor at Contee Crossing*

GID and Windsor joined millions around the globe in the same effort to observe Earth Hour, an event intended to bring awareness to the energy we consume and the impact it causes on our planet. On Saturday, March 27th from 8:30-9:30pm, our residents and colleagues across the country switched off electronics and played cards, board games, read books and enjoyed some quiet time to do our part to use natural resources responsibly and protect nature so we can have a healthy Earth for generations to come. Learn more: <https://www.earthhour.org/>

## Earth Day



*2 - Windsor at Miramar*

Thursday, April 22nd was Earth Day, a worldwide movement that celebrates the beauty of our earth and inspires action to preserve our environment. The theme for the 51st Earth Day was "Restore Our Earth". Properties and teams hosted events focused on preserving natural processes, emerging green technologies and innovative thinking that will help restore the world's ecosystems.

## 2021 OPERATIONS CONFERENCE - ESG AWARD



3 - Rebecca Hawley – 2020 Sustainability Award Winner

**The ESG Award will be presented at Windsor's upcoming virtual Operations Conference on June 24, 2021.**

The ESG Award will be given to a Windsor employee who has supported our ESG program efforts over the past year including reporting, green building certifications, resident engagement, and participation in sustainability events.

We are excited to recognize this individual and their contribution toward making Windsor Communities a more sustainable place to live, work and play.



Community	Score
Windsor South Lamar	100
Eleven by Windsor	100
Blue Harbor by Windsor	100
Dublin Station by Windsor	99
Tera Apartments	99
Windsor at Hancock Park	98
Windsor at Cambridge Park	98
Pavona Apartments	98
South Park by Windsor	97
Windsor at Dogpatch	90
Windsor at Aviara	90
Mission Pointe	85
Windsor Lofts at Universal City	80
Retreat at the Flatirons	79
The Kensington	78

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***We are delighted that GID received ENERGY STAR Certifications for 15 Properties in 2020!***

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## LEED Green Associate Training



The graphic features a green and yellow geometric background on the left, a photo of two women on the right, and a city skyline with wind turbines at the bottom. Text includes the course title, instructor names, and course details.

**LEED Green Associate Online Training**  
LEED 4.0 Exam Preparation Course

**5 HOURS (300 MINS)**

**16 VIDEOS 170 SLIDES**

**200+ KEY TERMS STUDY SHEET**

**ONLINE PRACTICE TEST**

**VERDANI PARTNERS**

**Instructors:**  
Danielle Horton, Verdani LEED Fellow  
Founder and President, Verdani Partners  
Jessica Lopez, LEED AP O+M  
Director of Sustainability, Verdani Partners  
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Are you looking to learn more about green buildings and the LEED rating system?

Verdani Partners is offering a free, online training for the LEED Green Associate exam for all GID and Windsor employees. To register for the course, [sign up here](#) and use the coupon code “**gidgreen**” for free access. The training course features webinars, quizzes, a study sheet, and practice test to provide you with all of the tools needed to ace the LEED Green Associate exam.



FILL IT FORWARD ... COMING SOON





## RECENT INDUSTRY HIGHLIGHTS

[Why Real Estate is Starting to go Electric](#)

[Bringing Sustainability Home: How CSR And ESG Programs Can Broaden Impact As Workplaces Adapt](#)