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## ***PHFA DIVERSITY MISSION STATEMENT***

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At PHFA, we accept, acknowledge and value the contributions of all in our workplace and in our communities.

We maximize our value and commitment to the Commonwealth, our communities, clients and customers, by:

- ✚ Actively promoting principles of diversity and inclusion within the workplace.
  
- ✚ Actively promoting principles of diversity and inclusion in all phases of our procurement and service delivery processes.
  
- ✚ Exhibiting leadership at all levels within the organization that communicates our commitment to the principles of diversity and inclusion.

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## ***PHFA DIVERSITY MISSION STATEMENT***

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## ***PHFA DIVERSITY PRINCIPLES AND VALUES***

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At PHFA we understand that our common experiences, our individual backgrounds and our unique characteristics bring us together to create a stronger organization. ..The depth of our collective strength and our dedication to the Agency's mission form the foundation for these straightforward principles:

- ✚ Commitment to be inclusive in all Agency endeavors.
  
- ✚ Commitment to be respectful of all individuals.
  
- ✚ Commitment to value the skills, qualities, and contributions of our communities, co-workers, and business partners.
  
- ✚ Commitment to actively inform and engage all stakeholders around the requirement for diversity in all phases of the Agency's ongoing mission to provide opportunities for affordable housing to all residents of the Commonwealth.

We know that each one of us plays a critical role in our work to provide every Pennsylvanian the opportunity to live in safe, decent and affordable housing.

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## ***PHFA DIVERSITY PRINCIPLES AND VALUES***

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***EXPANDING PARTNERSHIPS THROUGH EMPOWERMENT:  
PHFA'S COMMITMENT TO DIVERSITY***

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***Brian A. Hudson, Sr.,  
PHFA Executive Director & Chief Executive Officer***

PHFA has an unyielding commitment to diversity. This commitment is in keeping with our mission, our traditions, and our vision.

Our commitment extends to all areas of the Agency and to all phases of our work. As Pennsylvania's designated provider of affordable housing, our mission is to provide affordable housing opportunities to our citizens whose diversity reflects the rich heritage of our Commonwealth and our nation.

Our team is motivated by the knowledge that better homes mean better lives and better communities for all. We have experienced the joy of helping transform communities through our housing and economic development efforts. And, we are pleased and proud of our success in reaching out to individuals, contractors, and companies large and small across the Commonwealth, to bring a diversity of background, experience, talent, and skill to meeting the mission of our Agency.

We are dedicated to providing opportunities for success to all our employees, clients, business suppliers, and servicers, representing and reflecting the diversity of our communities, cities, Commonwealth, and country. We acknowledge that a commitment to diversity begins at the top of the organization and we stand accountable for our actions in meeting our pledge to achieving and sustaining the high standards we set.

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***EXPANDING PARTNERSHIPS THROUGH EMPOWERMENT:  
PHFA'S COMMITMENT TO DIVERSITY***

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## ***EXPANDING PROGRESS THROUGH PARTNERSHIPS AT PHFA***

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*Steven Kaplan, Chairman of the Board of Directors, PHFA*

At PHFA we understand that our emphasis on both workplace and supplier diversity brings significantly greater value to the services we provide to our clients on behalf of the Commonwealth.

We know that to meet our mission to provide affordable housing to all of Pennsylvania's residents, we must make certain that the programs and services we offer are inclusive and enhance the opportunities for business growth and economic development that benefit all citizens.

We are proud of our longstanding and continued value to the Commonwealth and equally proud that our commitment to diversity creates new avenues for the successful engagement and contributions of our citizens.

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***EXPANDING PROGRESS THROUGH PARTNERSHIPS AT PHFA***

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## ***WORKPLACE and MARKETPLACE STRATEGIES***

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### ***+ WORKPLACE DIVERSITY AT PHFA***

We believe that a workplace that is empowered and engaged creates greater value to our clients and a substantially greater return for the Commonwealth. We empower our work force to apply our principles of diversity, to engage their colleagues and clients around our principles, and to apply them daily as a touchstone of our work in building stronger communities, families, and individuals through our programs and services.

### ***+ MARKETPLACE DIVERSITY AT PHFA***

Just as PHFA helps to create closer families and communities by providing affordable housing to Pennsylvania's diverse communities, we also create opportunities for job development, sustainability, and success for the Commonwealth through MBE/WBE participation in all our initiatives.

Our success requires input from many providers of goods and services offering a range of skills and experience.

We seek participation from registered minority and women businesses in the broad array of programs and services we offer.

We encourage businesses seeking partnerships with an MBE/WBE (minority- or women-owned business) to visit our MBE/WBE Directory.

MBE/WBEs seeking work with PHFA should register today. It's easy, free, and it gets the important information about your company into the hands of the right people!

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## ***WORKPLACE and MARKETPLACE STRATEGIES***

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## ***PHFA PARTNERSHIPS: THE MBE/WBE DIRECTORY***

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### ***🏠 PHFA PARTNERSHIPS and CONTRACTING OPPORTUNITIES***

We encourage all of our business associates to form partnerships across Pennsylvania's diverse communities that will enhance opportunities for greater success for all.

### ***🏠 THE PHFA MBE/ WBE DIRECTORY***

To encourage greater participation in our business initiatives, PHFA maintains an **MBE/WBE Directory**. The **Directory** identifies certified Pennsylvania minority- and women-owned businesses who desire to work with PHFA.

We use the MBE/WBE **Directory** in a few important ways:

- 🏠** We use it as a tool to find expertise for a variety of programs and projects. Companies registered on the PHFA vendor participation database can access the projects in the PHFA pipeline.
- 🏠** Companies who want to partner with a minority- or woman - owned business can find one through the **Directory**.

Register today for inclusion in the **Directory** by submitting an on-line application form.

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## ***PHFA PARTNERSHIPS: THE MBE/WBE DIRECTORY***

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## ***PHFA's WORKSHOPS and TRAINING INITIATIVES***

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### ***🏠 MBE/WBE Training Initiatives***

A critical element of PHFA's approach to engaging and empowering broader business involvement and greater access to our programs, services, and contracting opportunities includes sponsoring and holding workshops on a periodic basis in communities across the Commonwealth.

These workshops focus on PHFA programs and services and provide instruction to potential vendors and servicers on the Agency's requirements for doing business. A central feature of the workshops is a primer on minority participation in Agency initiatives.

A listing of workshop themes, dates and locations is provided and updated regularly. Visit this site for updates on workshop topics and for dates and locations.

### ***🏠 Inquiries***

If you have any questions about the PHFA diversity initiative, or if you want information on any PHFA program or service, please e-mail us at: [tjackson@phfa.org](mailto:tjackson@phfa.org).

### ***🏠 Thank you***

We at PHFA proudly serve as Pennsylvania's designated housing agency. Our commitment to diversity is a reflection of our belief in the value and dignity of all we serve. We thank you for working with us to help make the dream of an affordable home a reality for many.

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## ***PHFA's WORKSHOPS and TRAINING INITIATIVES***

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