



Diversity, equity, & inclusion

2022



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When Unison embarked on revamping our Diversity, Equity, and Inclusion (DEI) strategy the question wasn't "if" it was "how?" DEI was already an important part of our core culture. Unison's founder and CEO, Thomas Sponholtz, is a Danish immigrant and from the moment I joined the organization he made it clear that our team demographics need to be as diverse as the customer base we're serving - US homeowners.

We began our journey by embracing our core value of "Value Data and Insights." We surveyed our team, established a baseline, decided which metrics we would measure, and did a significant amount of research to learn best-in-class practices. We acknowledged that change would take time, embracing our value "See The Long Now," and implemented strategies that would have the most significant impact such as ingraining DEI into every step of our recruiting process, implementing more inclusive policies, and bringing DEI to the forefront of company conversations.

As you'll see in this report, our initiatives have made a meaningful impact over the last year. As of February 2022, we had 116 full-time employees in 19 different states with 45% of those employees identifying as women, and 57% as underrepresented groups. Also, in our last company survey, 98% of the company agreed that Unison has an inclusive environment that values and respects diversity of all kinds.

I am unbelievably proud of these metrics and the culture that we continue to build, while wholeheartedly acknowledging that there is still work to do. I am thankful to have the privilege to work with our amazing DEI Committee, People Team, and the rest of our organization who helped us achieve these goals and continue to make Unison an amazing place to work.

In Unison, Together.

Holly Danko

Chief People Officer

Diversity, equity, & inclusion

Diversity, Equity, & Inclusion are at our very core at Unison, as well as deeply aligned with our values. We believe that diversity makes us better—both as individuals and as a company—and meaningfully enhances our product and company culture. Just as the US homeowner population is diverse, so must we be to better serve them all. That said, historically real estate does have Diversity, Equity, and Inclusion barriers; at Unison, we are positioned—and eager—to drive positive change.

Our CEO and founder, himself a Danish immigrant, built this company with the knowledge that the largest asset for many is their home, but that few can actively use it that way. In fact, the traditional pathways of home ownership seemed to even turn the home asset into more of a liability. At Unison, we envision a future where home ownership is a feasible option for a larger and even more diverse population of Americans, and where homeowners are empowered to utilize their most valuable asset in whatever ways they see fit.

It's as simple as this: **everyone has a home at Unison.**



“DEI means a lot to me at Unison as we are building products that help people from very diverse backgrounds, and our company strives to reflect the diversity of our customers.”



Mimoh Das
IT Manager

“DEI is about celebrating our employees from all walks of life. We support each other and work together towards common goals. Some say diversification is the only free lunch in investing, and I think DEI carries the same power and importance at the workplace.”



Winfield Xu
Director of Data Science

“Unison is well-positioned to articulate a defensible advantage on DEI in our industry, and we are working hard on multiple fronts as a company to further develop and realize this vision.”



Keren Ackerman
Director, Chief Compliance
Officer and Corporate Counsel

DEI Mission Statement



We are better, together.

Committed to inclusion, diversity, equity and transparency. We are committed to doing the right thing. We are passionate about building and nurturing an inclusive workplace that promotes, respects and values the unique backgrounds and perspectives of our employees, customers and partners. We seek out and celebrate differences because they make us strong — they make us better.



Everyone has a home at Unison.

We are committed to advocating for our customers & communities through initiatives that promote fairness and transparency in homeownership.

As stewards to our investors, we are committed to providing equitable and responsible exposure to residential real estate.

DEI and Our Values



1 Practice Realistic Optimism

We acknowledge that real change takes time and we are willing to invest the time and resources that it will take to make a meaningful impact.

2 Demonstrate True Grit

We are committed to doing the hard work necessary to change policies, processes, and continue to make Unison more inclusive. We will not shy away when faced with a challenge.

3 Value Data and Insights

Aligned with our core culture, our decisions in this area will be data-driven. Moreover, we will exhibit transparency by sharing data involving our diversity initiatives with the entire company twice a year.

4 In Unison, Together

We will pursue diversity at every level of the company, because it is only together that we can succeed. We will also create a culture in which people from all backgrounds feel seen and valued.

5 See the Long Now

Meaningful change rarely happens overnight. We must put in the work today, knowing that we will see the improvements in the future.

How do we approach DEI at Unison?

Like many enterprises, the work must first start at home. Towards this end, we have identified diverse and inclusive recruitment as one of our highest priorities. To do this, we first start by running our job descriptions through services like Gender Decoder, which proofread specifically for inclusivity and unconscious bias. Additionally, we have added language on our job descriptions encouraging candidates from all backgrounds to apply, even if they don't meet 100% of the job criteria. Our goal is to interview a minimum of one woman and one candidate from underrepresented group for every position, and to generate interview panels composed of at least one woman and one team member from an underrepresented group and different department.

We have also implemented an immigration policy to ensure that all sponsored candidates are treated equally. Unison will cover all visa sponsorship costs for our team members and after three years of employment we will also begin the green card process, paying for all associated costs. We earnestly desire that these policies attract and retain an even more diverse pool of candidates.

We are not only taking steps to make diversity, equity, and inclusion a priority when it comes to future employees, we are creating a diverse, equitable and inclusive culture at Unison. For example, we have implemented a structured promotion process and completed an annual pay equity review from a 3rd party in order to ensure that we are best serving our current team.

We recognize that policies and procedures will only get us so far and we must create a culture that supports each others' unique backgrounds and characteristics. To do this, we highlight a team member's life journey, cultural background, and interests in our biweekly company meetings through About Me. We have also created room for conversation and education through hosting regular events highlighting DEI. In February and in honor of Black History Month, we hosted a company wide book club where we read *The Vanishing Half*. In March and in honor of International Women's Day, we brought in Alison Davis to discuss her path as a woman in finance. Our next event will be a fireside chat where we discuss *The Color of Law*.

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We believe that it's events like these, combined with our policies and procedures, that will bring DEI to the forefront of our internal conversation and ingrain DEI in our culture. We pride ourselves on creating a safe space where we can all continue to learn and grow together.

Strides in Diversifying Leadership

▲ **40%**

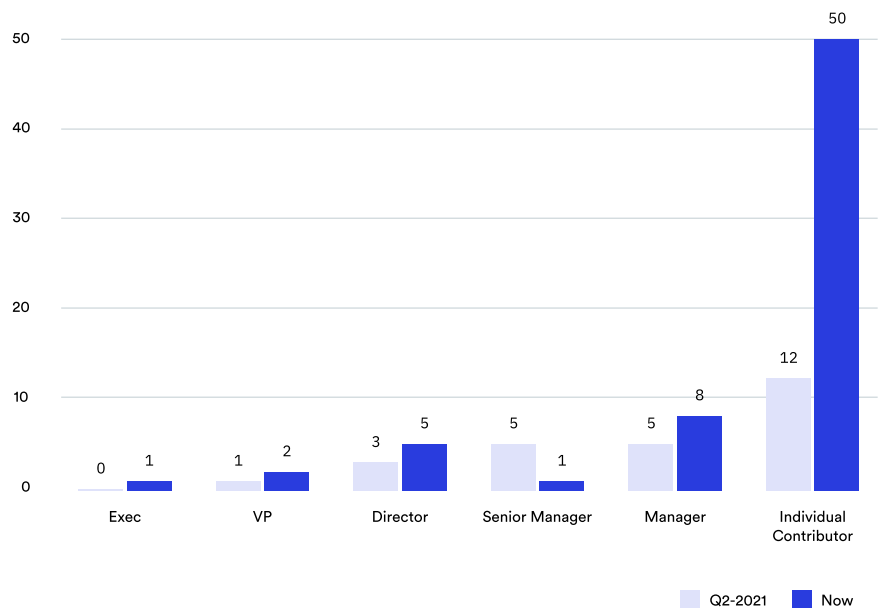
increase of women in
leadership roles

**We've increased ethnic
diversity in most leadership
groups since Q2-2021**

Concerning our current demographics, as of February, 2022, we had 116 full-time employees in 19 different states. 45% of those employees identify as women, and 57% as underrepresented groups. Since Q22021, our demographics have shifted in a few specific areas. For example, 12% of our team identifies as Hispanic, which is a 500% increase from a mere 2%. We are proud to report that we've increased ethnic diversity in most leadership groups, too, since Q22021—in fact, the number has doubled at the Executive and Vice-President levels. In addition, women now fill 53% of leadership positions (defined as Director and above), versus 37% in Q22021. This jump illustrates a more than 40% increase, demonstrating our continued commitment to extending opportunities for advancement to a more diverse workforce.

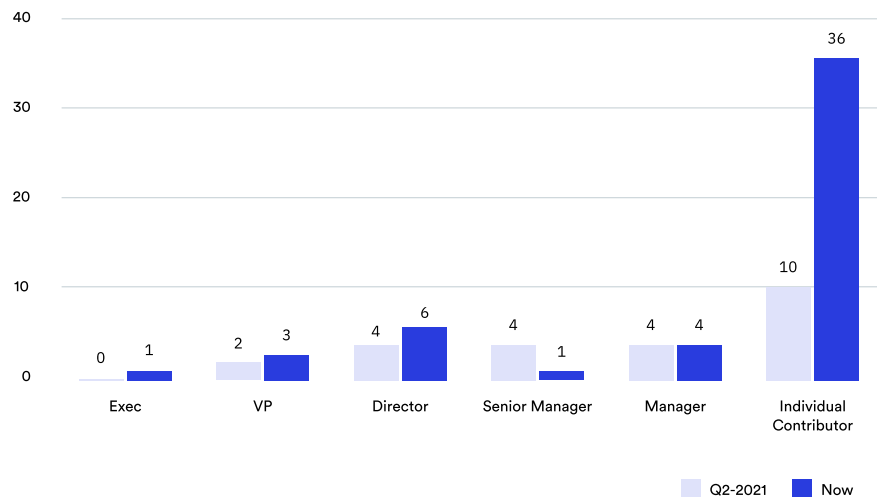
CHART 1

Underrepresented Groups in Leadership



We also continue to move women ahead in leadership roles.

CHART 2

Women in Leadership

To add to these accomplishments, we are thrilled to share that our Chief People Officer, Holly Danko, was [recently recognized](#) as a ChartHop 2022 People Pioneer. This peer-nominated award celebrates HR leaders who, most broadly, push boundaries to have a positive impact on their company and its employees. Holly was renowned, more specifically, for her successful work embedding DEI into Unison's culture.

At the level of our product, we have recently taken steps to improve the accessibility of our website, and even our very logo! We altered the colors so that we could better preemptively accommodate those who may have difficulty perceiving certain colors. Moreover, we have adamantly pursued ESG best practices, which are incorporated into our asset management approach, corporate decisions, and investment processes. We believe that continued transparency with both our customers and our investors, regarding the education process as well as compliance and governance practices, must continue to be a key component of our practice moving forward.

What's next

We acknowledge that there is always room for improvement and education. To help us with our ambitious efforts, we are pleased to add that our Diversity, Equity, and Inclusion Committee has grown from four members to seven. The committee has several ongoing projects, such as initiating website accessibility audits, a Unison volunteer event for underserved housing communities, bringing in an outside speaker on unconscious bias, and hosting our first DEI fireside chat.

It is with continued efforts such as these that **we will be better, together.**



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For questions about the report:
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Together, you can.