



Diversity, Equity, and Inclusion

2022
YEAR IN REVIEW

CAMDEN 



DEI Lives Here

At Camden, diversity, equity, and inclusion are integral to who we are and how we achieve.

We commit to fostering an environment where all are welcome and encouraged to succeed.

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Executive Introduction



Ric Campo
Chairman and CEO
Camden Property Trust

In the last several years, all of us have been confronted with changing customer demands, a volatile labor market, new ways of working, and uncomfortable societal truths. Companies were compelled to rise to new challenges, and individually, we were stretched to new limits.

Camden seized this period of disruption as an opportunity not only to reimagine our world of work, but to sharpen our focus on diversity, equity, and inclusion (DEI).

2022 was a landmark year for change and intentional focus on DEI to ensure our future success. We are eternally grateful to our teams for embracing this evolution and living Camden’s values.

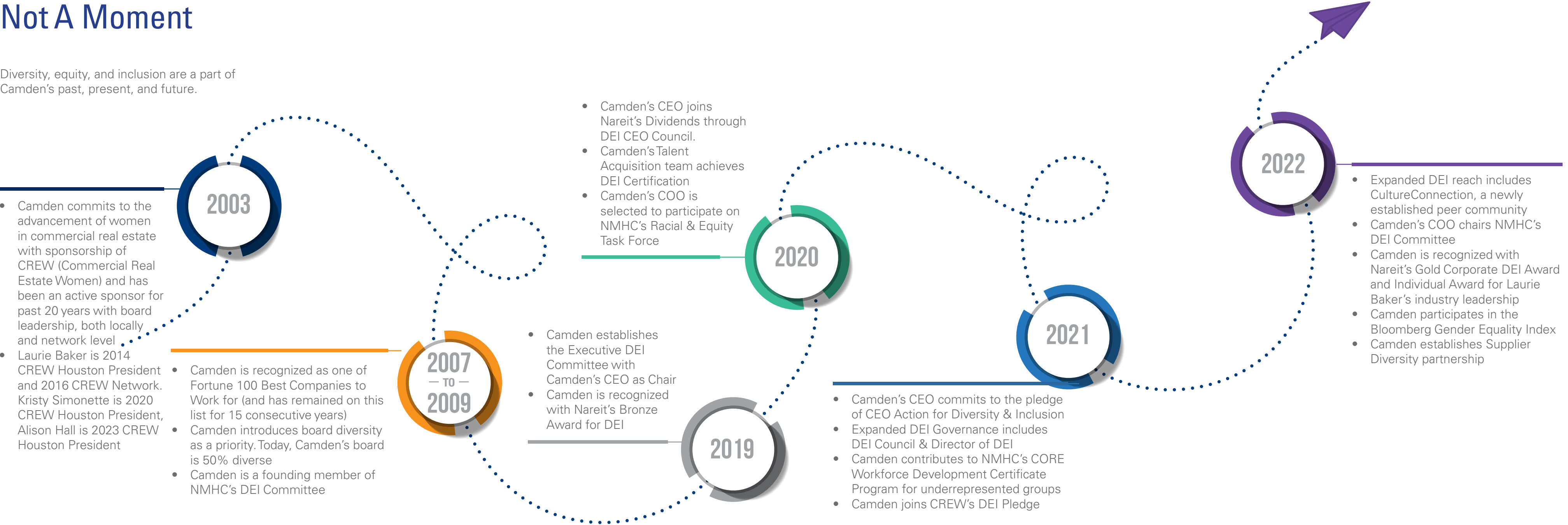
This Annual DEI Report seeks to represent our progress and serve as an invitation for everyone to continue to respect different perspectives.

We are excited about the future we are building together and committed to ensuring that future is increasingly inclusive. Thank you for being a part of this journey.



A Movement, Not A Moment

Diversity, equity, and inclusion are a part of Camden's past, present, and future.



Establishing Camden's DEI Strategy

Our Approach

Because diversity, equity, and inclusion are part of Camden's identity, our DEI objectives are woven through our culture, talent, and business.

We believe a great place to work encourages and celebrates differences. When we are respected for who we are, and part of something larger than ourselves, we can truly thrive and grow.



Three guideposts drive our sharpened focus on DEI.

We will strategically build upon our systems and practices to ensure:

- 1 DEI is reflected in our behaviors and our brand.
- 2 We empower our people and leverage analytics to build equity, inclusion, and diversity at all levels.
- 3 We are recognized for our courage and commitment in driving growth, innovation, and social impact.

“

DEI value creation is made possible at the intersection of personal grit, inclusive leadership, and systemic change. We share the responsibility of designing our future, one that includes the best of yesterday, the best of today, and the best of tomorrow.

Ashley Coombs

Director of DEI



DEI Lives Here

At Camden, diversity, equity, and inclusion are integral to who we are and how we achieve.

We commit to fostering an environment where all are welcome and encouraged to succeed.



The talent landscape is evolving, as is the future of work.

With these shifts, come significant opportunities for Camden to grow our culture, advance our employee experience, and impact the markets we serve.



We share in the responsibility of shaping Camden for the future.

The contributions of all team members are needed to cultivate and sustain an organization that serves the needs of our business.



When we hold ourselves accountable for diversity, equity, and inclusion, we are at our collective best.

Intentional DEI promotes collaboration, accelerates innovation, and inspires high performance.

Intentional DEI builds organizational capacity

Together, we identify and act upon strategies, policies, programs, and activities that grow our inclusive culture, improve opportunities for career advancement, and lead in our industry.

Camden's approach to DEI seeks to integrate the needs of our business with our organizational strengths and areas of opportunity.

Based on feedback, our approach includes amplifying underrepresented voices and fostering new connections across our national footprint.

2022 Priorities

Our 2022 priorities were established in response to our 2021 DEI survey, internal DEI focus groups, and our DEI strategy:

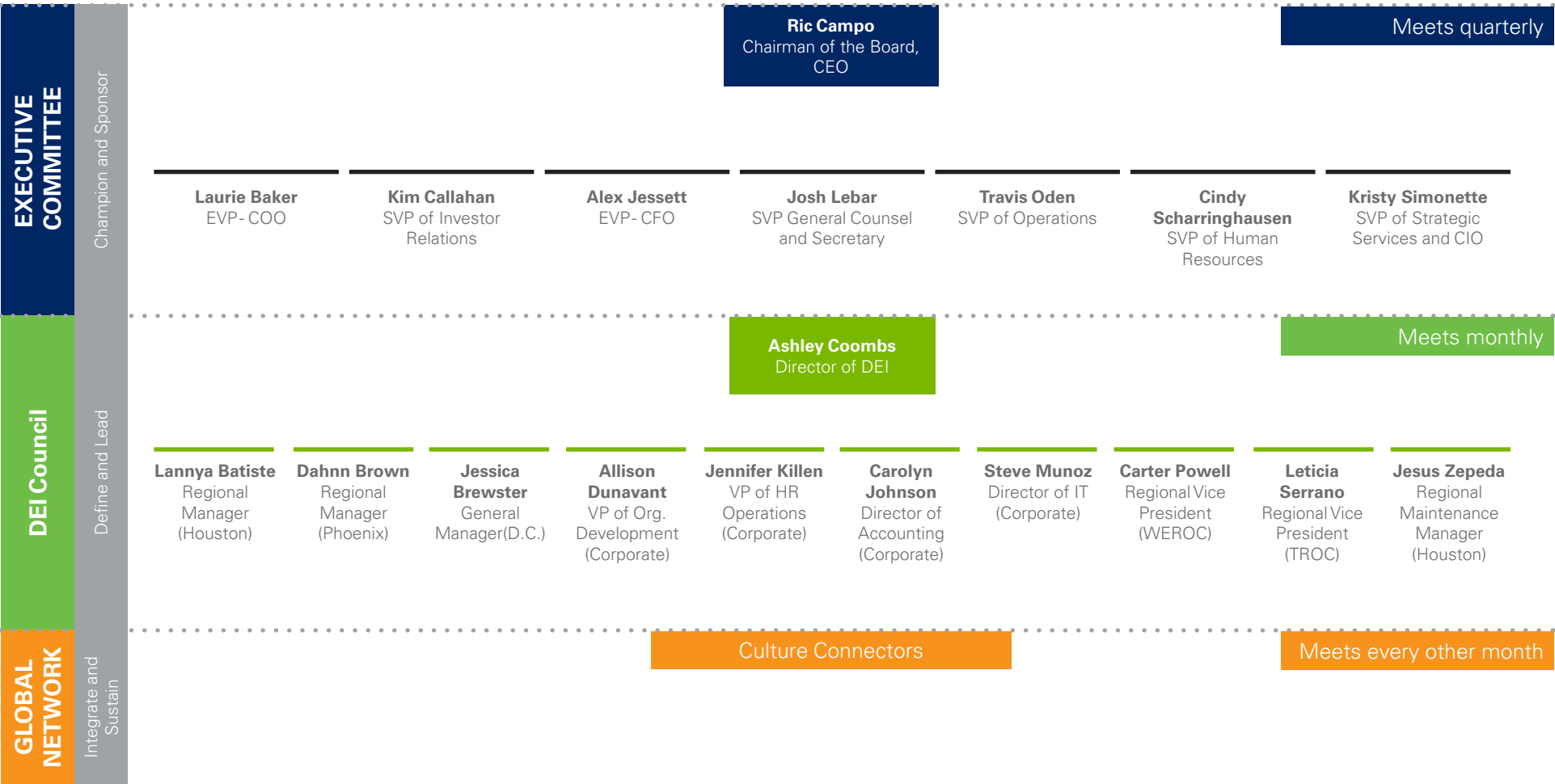
- 1. Execute a DEI learning and communication strategy
- 2. Increase transparency and access to DEI analytics
- 3. Establish systems that foster connection and growth



DEI Accountability

In order to lead, execute, and sustain progress, Camden’s DEI Governance includes a 100% commitment from participating executives, a full-time DEI Director, a DEI Council working group, and CultureConnection- an internal peer network designed to champion DEI and one another at Camden.

Camden DEI Governance



Diversity is the mix. Inclusion is making the mix work! I am passionate about better understanding opportunities to maximize human energy on-site, and the potential for each person to engage and grow their careers at Camden.

Jesus Zepeda
Regional Maintenance Manager



I am proud to be a part of a committee that will create another perspective in Camden’s culture and promote representation and participation of different groups across the organization.

Leticia Serrano
Regional Vice President



It’s exciting to be a part of Camden’s DEI Committee. What makes it extra special is the opportunity to be on the ground level of our strategy. Being able to represent my Hispanic culture is an honor.

Steve Munoz
Director of IT Applications Development



What makes Camden special is the diversity of its people, the equity in the decisions we make, and always doing the right thing. We all belong at Camden and I am honored to be a small part of our DEI team.

Dahnn Brown
Regional Manager



2022 DEI Progress

1. Execute a DEI Learning and Communications Strategy

Provided quarterly DEI progress updates

80% Participation in DEI training

20,000+ DEI page visits by 1,500 team members

8 National Heritage Months recognized

Summary

In 2002, in order to elevate DEI as an integral part of the Camden experience we committed ourselves to expand and formalize DEI-specific updates and information.

In order to deliver a purposeful learning journey for all team members, our foundational DEI training was made available to all Camden employees in English and Spanish.

DEI events and experiences were broadcasted nationwide, and putting a spotlight on individual success stories representing



a variety of cultural backgrounds, experiences, and roles at Camden.

By formally recognizing and celebrating cultural heritage months, 95% of our team members were able to engage in immersive experiences which have sparked dialogue across our entire organization.

Several of Camden’s Senior Executives and Trust Managers were actively involved by sponsoring Camden’s recognition of these months, sharing their stories, and encouraging DEI centered dialogue. See additional information on pages 19-21.

2. Increase Transparency and Access to DEI Analytics

12% Increase in DEI survey participation

Over 700 responses received with an overall rating of 4.42/5

Additional talent fields added to 2022 ESG diversity data

Participated in Bloomberg Gender Equality Index

Summary

Our ultimate objective in increasing transparency and access to DEI analytics is to empower our people to drive equity, inclusion, and diversity at all levels.

Camden’s commitment to DEI accountability includes a regular analysis of internal and external trends. By examining internal data, we are able to identify and prioritize our strengths and areas of opportunity. By participating in external indexes, we are able to evaluate current practices and procedures against industry standards.

Camden’s diversity data is made public via our Annual ESG report. Our annual DEI survey results are made available internally, and we are in the process of implementing new talent systems that integrate and systematize DEI as a central part of our employee experience and organizational development.

3. Establish Platforms that Foster Connection and Growth

Established
CultureConnection

Launched a
new Employee
Experience Platform

Summary


Camden launched CultureConnection as a new internal peer community to elevate underrepresented voices and activate all levels of our organization to champion DEI and one another.

This network has created new opportunities for 50 individuals from across the organization to interact with Camden executives and one another, to contribute to Camden’s cultural events and experiences, and make their voice heard in overall DEI progress.

I love hearing personal stories from leadership when CultureConnection meets.


I especially love when our conversations turn into ideas for ways we can make a further impact at Camden.

- Krista Ammirato




CultureConnection meetings have been a great tool to be open in difficult discussions.

- Ebum Barker




I appreciate the diversity in this group, and the trusting environment that allows everyone to share.

- Brandon Floyd



Participating in these meetings allows for candid discussion with my colleagues with whom I'd have no other opportunities to interact.

- Ben Wickert



What does it mean to be a DEI Champion?

Developed by CultureConnection (September, 2022)

Listening and Learning

Immersing yourself in differences

Being future-thinking and forward-moving

Operating in wonder, curiosity, courage, authenticity and vulnerability

Being diverse and self-aware

Being tactful in your language and flexible to change

Creating kindness and involvement around you

Living in each other’s values



2022 Highlights



We're Listening

One of Camden's DEI success factors is our willingness to listen for different perspectives and act upon the feedback we receive.

Our 2021 DEI survey and focus groups informed the expansion of Camden's Executive DEI Committee to include nine racially diverse leaders and the full-time hire of a Director of DEI, and served as the foundation for the steps we took in 2022 to drive progress.

In our 2022 DEI Survey we saw:

2022 DEI Survey: Quantitative Analysis

4.42

Overall DEI Rating
at Camden

85%

Ratings increase
from 2021-2022

700+

Responses
Received



We're Measuring

Our annual DEI surveys have provided quantitative and qualitative data on our overall employee experience with DEI. Our regular diversity demographic analysis allows us to take a more holistic look at the racial and gender composition of our workforce.

As of 2021 Camden has implemented new practices that include demographic data to inform all compensation decisions and ensure pay equity based on gender, race, and function. While we have matured our view of DEI data and made progress in proactively using this data to inform better business decisions, there is always room to improve. It is critical to expand our view of DEI data to continually understand trends, promote inclusivity and equity, and drive improved outcomes for all.

*Note: Our current DEI efforts look at these primary diversity identifiers: race (defined as Black, Hispanic, White, Asian, Native American) and gender (defined as male, female).

We recognize limitations of this view, and we will continue to keep transparency and access to DEI analytics a key focus area as we continue to work towards greater inclusivity for all.

People of Color (POC) includes all non-white diversity data.

2022 Stats

Since 2020, diversity of new hires increased by **10%**.

People of Color represent **72%** of Camden new hires, **59%** of our total population, and **33%** of management.

Firsts: **Female COO, Black Female Executive**

Women represent **66% of new hires, 41% of total population, and 63% of management**

Increased balance of racial diversity at Board Level: **50% POC, 50% white**



We're Creating Space for DEI Events & Experiences

We recognize that diversity, equity, and inclusion are integral to who we are and how we succeed. That's why Camden celebrates stories of our unique identities.

Black Excellence

Our **CEO, Ric Campo** hosted an inaugural DEI Dialogue on Black Excellence, featuring Camden's Lead Independent Trust Manager, Kelvin Westbrook, and Camden leaders: Leticia Serrano, Lannya Batiste, Carolyn Johnson, Nichole Jackson, and Frank McCammon. Weekly trivia engaged all of Camden in recognition of Black contributions to Living Excellence.



Celebrating HERstory

Our COO, **Laurie Baker** shared her personal leadership journey and invited everyone at Camden to Celebrate HERstory.

Trust managers Frances Aldrich Sevilla-Sacasa and Dr. Renu Khator participated in Camden interviews, along with 15 women who represent a variety of Camden departments, cultural backgrounds, skills, and accomplishments.



Pride



Our SVP of HR, **Cindy Scharringhausen** and several team members from our LGBTQ+ community shared their connection to Pride.

These stories demonstrated the impact of understanding and the power of inclusion, and that matters! During this national recognition month, we also worked with team members to curate a thoughtful collection of learning resources.

Growing up in a very conservative town, the LGBTQ community was a place where I was able to feel like myself. It was a community accepting of everyone, no matter what is different about you.

I celebrate pride because, still to this day, each member of the LGBTQ+ community fights daily for their place in society.

EDWARD MORGAN



I really struggled growing up, and had a hard time being my true self. I lived in fear that I would not be accepted by others or that my family would reject me. Coming out to the world was one of the happiest days of my life. I don't need to hide my true colors nor pretend to be somebody that I am not. Being Gay has given me an opportunity to educate my family and bring awareness about our community.

I celebrate Pride because it represents who I am. Pride is a celebration to show those around us that it's okay to be you.

CAIN SANCHEZ


As a kid, I always knew I was different, and not until I entered my teenage years did I learn that my differences made me special and that I wasn't alone in the world. I came out in high school to a very non-inviting community though my own family was very welcoming. There were no others in my small high school that identified in the same way, and it was lonely, but I began to understand that all it takes is for one person to be open and share their story so that others will be comfortable doing the same. I have never looked back. When I returned home to Houston, I found Camden only a year later, in 2006. I immediately found coworkers who accepted me for me, and that gave me feelings that are very hard to write into words. It was a relief, and Camden has continued to be a more inclusive workplace all these years later!

I celebrate Pride to bring awareness to the achievements of past trailblazers and the rights we have because of them. Also, to show the long road ahead and that we must ensure everyone is treated equally and fairly.



BRANDON THOMAS

From a very young age I knew I was different. I didn't understand exactly what made me different because being gay wasn't something that was taught to me. The names and words didn't come to me until I was older and able to finally look it up. I came out early - to friends first, then in my teens to my close cousins, and finally in my early 20s to my parents. I can't say it has been easy. There were moments in my life that I wished I wasn't different and that I could just be like everyone else to avoid the pain of what most if not all of the LGBTQ+ community go through. But after 11 years of being pushed away and ignored I can finally say, IT GETS BETTER. I am so beyond proud of who I am and the life I have created.



JODIE GOMEZ

My wife and my son are the reasons I celebrate Pride. If you would have asked me in my early youth if the life I made up in my head would become reality, I would have laughed. One day my son will know his moms went through many obstacles to be able to bring him into this world and he too will be able to celebrate Pride as being the son of two educated Latina lesbians.

Hispanic Heritage Month

Our CFO, **Alex Jessett** convened a *Sobre Mesa* in recognition of Hispanic Heritage month together with Camden's Trust Manager, Javier Benito. Led by Steve Munoz, Jesus Zepeda, Brenda Cantu, and ambassadors from each of our Houston communities, this event celebrated diversity within the Hispanic experience through stories of resilience, inclusion, and leadership.

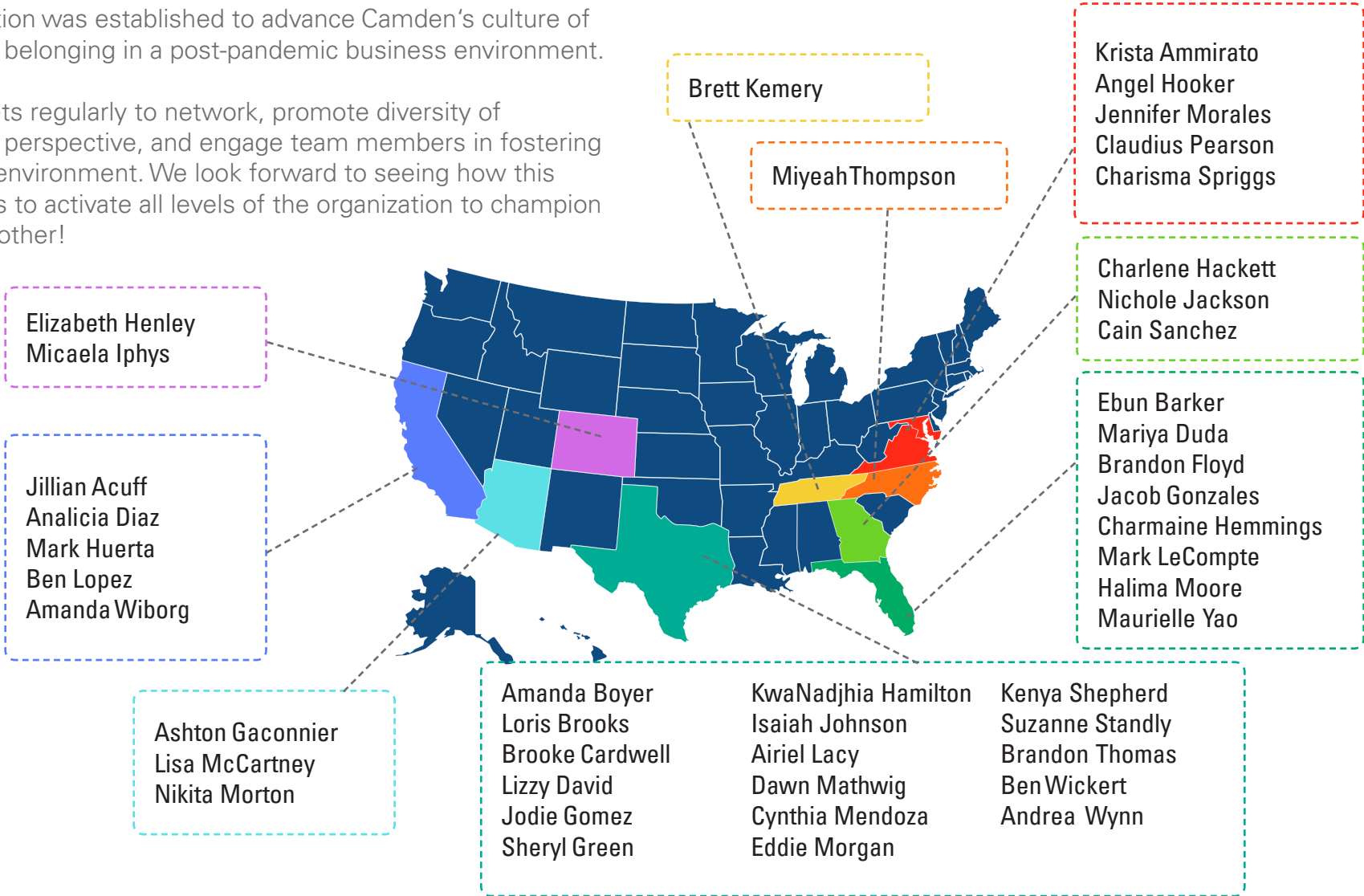




We're Growing

CultureConnection was established to advance Camden’s culture of connection and belonging in a post-pandemic business environment.

This group meets regularly to network, promote diversity of experience and perspective, and engage team members in fostering an all-inclusive environment. We look forward to seeing how this group continues to activate all levels of the organization to champion DEI and one another!



We are Driving Industry Progress

Camden is proud to have been recognized by Nareit in 2022 for our demonstrated commitment to the advancement of DEI within our organization as well as the real estate industry at large.

Camden received Nareit’s Gold Corporate DEI award for our best-in-class DEI strategy, recent accomplishments, and reporting metrics. Laurie Baker, Camden’s COO, was awarded Nareit’s Individual DEI award for her work as a driving force in Camden’s DEI governance and industry leadership.

Looking Ahead

2022 was all about intentionality and commitment.

We are confident in the foundation Camden has built to ensure diversity, equity, and inclusion are seen and felt throughout our organization. This work is also dynamic, and we are committed to ongoing listening and leadership support.

Our last few years exemplified Camden’s DEI intentionality. Moving forward, we will continue to build on our progress to further individual and institutional outcomes.

INCLUSIVE CULTURE & EMPLOYEE EXPERIENCE

- Expand CultureConnection as a peer community
- Develop Inclusive Leadership Practices

TALENT ANALYTICS & LEADERSHIP PIPELINE

- Build internal DEI data awareness and accountability
- Continue to benchmark and explore DEI areas of opportunity with leaders

LEAD IN INDUSTRY/SOCIAL IMPACT

- Build Supplier Diversity effort
- Partner with non-profits committed to real estate career development for underrepresented talent

We’re proud of the steps we have taken and recognize there is always room to improve.

Thank you, to every person who has shared their story, surfaced new ideas, and championed an inclusive work environment at Camden. We see you and value the work we will continue to do together.



We believe that DEI is the responsibility of every team member. As we move forward in our journey, we must continue to hold ourselves and others accountable for practicing inclusion and equity at all levels of our organization

Laurie Baker
EVP- Chief Operating Officer



DEI LIVES HERE

