



# COMMUNITY ENGAGEMENT AT DOMAIN

ANNUAL REPORT 2020

Building Communities Bound by Good



# A Note From Chris and Matt Our Co-CEOs



At Domain, building and strengthening communities is core to who we are and central to the work that our team members do each and every day. Over the past ten months, we've all felt the weight of the COVID-19 pandemic on our personal and professional lives. The challenges faced are ones we never thought we would experience and have certainly tested our resolve. But this year has also been defined by stories of hope and resilience, and at Domain we haven't had to look very far for encouragement during these extraordinary times.

Since the onset of the pandemic, our people have exemplified the core values we celebrate at Domain. We're incredibly proud of them for working through this year with ingenuity and empathy. Domain has met the moment with innovation, finding new ways to do business, taking every measure to support and protect all, and instituting best practices that keep our communities safe.

These are challenging times, but they also present an opportunity for meaningful change. We are a company that always has been and always will be a champion for our people and communities. In 2020, we grew our social impact work, expanded our business into new markets, and continued to trailblaze a path of community-focused development.

We're excited for you to read our Community Engagement Annual Report: Building Communities Bound by Good. You'll read about our social impact initiatives, from the MyCommunity program to the important work we are doing to advance diversity, equity, and inclusion. As we look back on the year, we're feeling immensely grateful to be part of Team Domain. We are so proud of all we've achieved together and what's in store in 2021!

**Chris Papamichael and Matt Schwartz**  
**CEOs**

The Domain Companies

# Milestones in 2020

At The Domain Companies, we're looking to create a social impact within the communities we operate, amongst our team, and in the neighborhoods beyond.

Our goal is to move communities forward by working to end social injustices, expanding access to food, protecting the environment, and supporting the most vulnerable. We leverage the skills of our team through volunteerism and create pathways to improve the lives and livelihoods of our residents that need it most. In 2020 we hit major milestones that emphasize our continued commitment.



**Over  
\$1 million**  
**MyCommunity  
donations and  
beyond**

When a lease is signed or renewed, a donation is made to one of our 24 nonprofit partners. Beyond MyCommunity, we contribute to dozens more nonprofit organizations working in the communities where we live and operate.



**4,728**  
**Hours volunteered**

When Team Domain volunteers, our people are going to give 100% of their time and talents whether it's pro-bono support, capital projects, meal prep, and more.



**\$128,602**  
**The value of  
volunteering**

Since 2015, Domain has facilitated 71 projects for a combined value of over \$128,602 in volunteer hours.

# Salt Lake City, We Have Arrived!



## my COMMUNITY



UTAH FOOD BANK



THE GREEN URBAN  
LUNCH BOX



WILD  
UTAH  
PROJECT



EQUALITYUTAH



RMHC  
Intermountain Area

Keeping families close™



ODYSSEY HOUSE  
A NON-PROFIT

In 2020, Domain expanded into the Salt Lake City, Utah market with residential products Mya and Avia and the second location of our coworking brand The Shop.

As we launched our first developments in Utah, we demonstrated our commitment to the community by donating \$6,000 to our Salt Lake City MyCommunity partners.

We welcome our new team, residents, members, and partners to the Domain family.

# Diversity | Equity | Inclusion

At Domain, diversity has always been a core principle of our culture. We recognize there is more work to be done within our company and communities that we call home. From our inception, Domain has intentionally built an environment that is inclusive for all.

Throughout 2020, we have taken the time to ask, listen, and learn. We recognize that we have a responsibility to affect the change we want to see realized in our company and the world around us. We've challenged ourselves to identify where we can go further.

We've created a three-tiered approach that focuses on improving and expanding in the areas of Community Engagement, People & Culture, and Business Practices. We pledge to continue to create and maintain an atmosphere that welcomes and celebrates diversity.



## Community Engagement

Growing our philanthropy platform to include social justice as a pillar, increasing paid time off for team volunteering, adding nonprofits to our portfolio that work to end social injustices, and providing a nonprofit resource guide to team members with ways to support social justice work in their communities.



## People & Culture

We're committed to keeping diversity at the forefront of our recruitment process, and expanding our efforts to include local diversity chapters, HBCUs, and public universities. We've expanded our Parental Leave to be gender blind and our bereavement policy now offers time off due to pregnancy loss.



## Business Practices

We've expanded our network of minority/women-owned businesses (MWBs) and created a database of firms for third party contracting. We've created more opportunity by requiring at least one bid from an MWBE on all work for our operating portfolio. In 2021, we've set a goal to double the percentage of MWBE firms that we do business with.



**Scott Branta**  
**Technology Associate**  
**Board Member, Committee for a Better New Orleans**

Committee for a Better New Orleans works to create equity and opportunity for everyone in New Orleans. This is achieved through an annual leadership development program, fostering civic engagement, and managing various community partnerships with an eye toward promoting open and accountable government. Scott's service focuses on marketing and the development of the no-cost virtual leadership forum.



**Nicole Houin**  
**Community Manager, The Standard - New Orleans**  
**Board Member, Ronald McDonald House of South Louisiana**

RMHC-SLA supports families while they seek medical care away from home for their children. Nicole's service is dedicated to external affairs, specifically focused on events and fundraising. Successfully restarting the annual Golf Classic is a major success. Additionally, Nicole has assisted with the stewarding of the capital campaign and physical expansion.

Domain encourages our team's philanthropic passions. Across the communities we serve, team members are engaged in supporting their neighbors and nonprofits that work to end social injustices. They give generously of their time and talent. On behalf of our entire team, we're proud to highlight the work achieved by four.

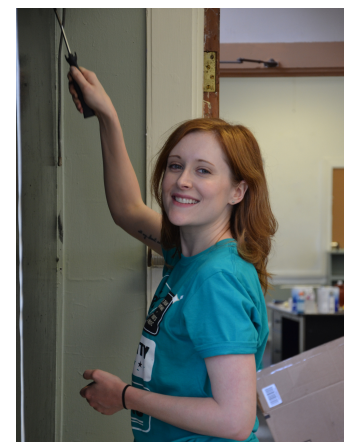
**Tony Kim**  
**Property Manager, Eleven33 Manhattan Avenue - New York City**  
**Board Member, North Brooklyn Angels**

The North Brooklyn Angels tackles food insecurity by serving 33,000 meals on the streets of Brooklyn annually. Tony utilizes his experience working in restaurant operations to improve efficiencies, elevate operations, create food safety systems, and lower costs. Tony completed the NY Food Safety Manager Course and now leads operations and volunteers once a week. Tony is also involved in establishing partnerships with other nonprofits to increase purchasing power through economies of scale.



**Megan McNeill**  
**Marketing Director**  
**Chair, Young Professionals Committee, Innocence Project New Orleans**

IPNO works to free innocent, life-sentenced prisoners in Louisiana and Mississippi and supports them after their release. They advocate for sensible criminal justice policies that reduce wrongful convictions and have freed or exonerated 36 innocent people since 2001. In Megan's work as YPC Chair, she helps to lead a group of young professionals in community fundraising and advocacy efforts that benefit IPNO.



# COMMUNITY DAY

A retrospective of Domain's annual days of service.

NEW YORK

LOUISIANA

2015



### McGolrick Park

Painting projects, planting, and park cleanup with Partnership for Parks.



### Louisiana Children's Museum

Replacement of flooring, painting, exhibit maintenance, and organizational projects.

2016



### Silver Lake Park

Pruning horticulture, park cleanup, and tree planting with Partnership for Parks.



### Comiskey Playground

A post Hurricane Katrina revitalization project of the playground's shelter area and basketball court.

2017



### PS #149

Facility beautification and student mentoring at Danny Kaye Elementary School in East New York, Brooklyn.



### Odyssey House Louisiana

Capital projects to upgrade the historic building, painting to beautify, and client gathering.

2018



### Gowanus Canal Conservancy

Rehabilitating the eco-industrial land surrounding the waterfront at the Gowanus Salt Lots.



### The Roots of Music

A global construction project including demolition, electrical repairs, and painting.

2019



### Thomas Greene Park

Park cleanup and tree stewardship with support from the Gowanus Canal Conservancy.



### SOUL NOLA

Planting 123 trees in New Orleans to absorb rain water, clean air, and beautify neighborhoods.

**Team Domain supports dozens of nonprofits through our Volunteer Time Off program.**

In 2020, Domain added an additional volunteer day to our VTO program. This day is designed to be used for social justice work. Our team is supplied with a Social Justice Resource Guide to assist in selecting volunteer options. This document provides information on organizations working in the areas of voter reform, education reform, criminal justice reform, racial equality, LGBTQ+ equality, and women's rights.

# NEW YORK

**ReThink NYC:** Domain volunteers peeled and chopped vegetables and herbs for food that was used to feed over 1,000 people the following day at nonprofits around NYC.

**North Brooklyn Angels:** Team Domain spent the day with the NBA prepping food and then traveling on the NBA Angel Mobile to serve food in the community.



# BATON ROUGE

**Baton Rouge Green:** Baton Rouge Green works to rebuild the urban canopy in the Baton Rouge Capital Area through tree plantings and their City Citrus program. The team planted trees and mulched the grounds of Howell Community Park.



# NEW ORLEANS

**Innocence Project New Orleans:** Innocence Project New Orleans fights to free innocent prisoners, supports clients after they are released, and advocates for legal change. Our maintenance tech made substantial improvements to the interior of their office space.

**Eden House:** Eden House is rehabilitation for women that have been victims of sexual trafficking. Domain volunteers spent the day doing custom cabinetry and floor work, as well as patching up the aging ceilings.





# Resident and Member Experience

Whether you live in a Domain community or work from The Shop, your experience is grounded in the spirit of doing good and living well. Calendars are full of opportunities from socializing to social impact. We curate hundreds of health and wellness events, volunteer projects, after-school youth activities, senior recreation programs, life skills informational workshops, arts and cultural experiences, and more.



## Residents Volunteer in Greenpoint, Brooklyn

In the spirit of being good stewards in the North Brooklyn community, our Eleven33 team took the lead to coordinate the cleanup of Clay Street. In attendance were the Eleven33 team, residents, and Greenpoint neighbors.

## Health and Wellness in New Orleans

Body B Fit, a local New Orleans fitness studio, brought a workout series to our communities in Mid City. Residents from The Preserve and The Crescent Club exercised under the guidance of a Body B Fit trainer.



Virtual Summer Camp

## Virtual Summer Camp

Social distancing required our Resident Services team to create a new way to connect with residents. An at-home summer experience was designed to keep kids engaged, asking questions, and having fun while they were at home due to COVID-19.

## The Shop at The Contemporary Arts Center Virtual Programming

The Shop at the CAC in New Orleans continued creating community throughout the COVID-19 pandemic. In the spirit of entrepreneurship and innovation, our Shop team reinvented their member experience and introduced virtual services focusing on healthcare systems and the impact of COVID-19.



# my COMMUNITY

## Pillars of Philanthropy

Engaging communities stands at the heart of our company's culture. The MyCommunity program is Domain's corporate giving platform. It's founded on the fundamental belief that companies should play a vital role in bettering our communities. The program supports 24 local nonprofits through donations, volunteerism, and advocacy, all aligning under four social justice pillars: environmental justice, food equity, support of vulnerable populations, and social justice.

## Environmental Justice

**Environmental justice is the fair treatment and meaningful involvement of all people in the development, implementation, and enforcement of environmental laws, regulations, and policies. This includes equal access to the decision-making process to have a healthy environment in which to live, learn, and work.**

**These partners specifically work in advocacy, reforestation, sustainable energy, stormwater management, and recycling.**

**SOUL (Sustaining Our Urban Landscape)** is an environmental nonprofit dedicated to reducing stormwater runoff, pollution, air temperatures, subsidence, and improving community health through the reforestation of New Orleans. SOUL plants, maps, and tracks thousands of large, native trees.

**Green Light New Orleans** educates New Orleanians about sustainable practices that create environmental change. These initiatives include the installation of free energy-efficient light bulbs, rain barrels, and backyard vegetable gardens.

**Baton Rouge Green** creates sustainable change through replanting the Capital Area canopy. They maintain thousands of trees along major roadways, interstates, and in underserved neighborhoods. They also cultivate urban orchards for open source citrus gleaning.

**Big Reuse** combats climate change and waste through salvaging. Big Reuse uses its recycling program to reduce carbon emissions and prevent salvageable materials from ending up in landfills. They operate a resale center where everything from construction material to furniture is sold.



# Food Equity

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**Ensuring food equity means building a fair food system for everyone through availability, access, and utilization. This includes nutrition, food safety, increased diet diversity, and food waste reduction. These partners supply food to the neediest in our communities.**

The **Greater Baton Rouge Food Bank** acquires, inventories, and warehouses donated and purchased food. The food is delivered to more than 115 agencies, completely free of charge. Additional programs support food insecure youth and seniors.

**Second Harvest Food Bank** leads the fight against hunger in South Louisiana by providing food access, advocacy, education, and disaster response. In South Louisiana, they provide food and support to 700+ community partners and programs across 23 parishes.

**New York Common Pantry** reduces hunger and promotes dignity, health, and self-sufficiency. NYCP works toward the reduction of food insecurity through an array of programs distributing fresh food pantry packages and hot meals. Supplemental food is provided to seniors with case management services and homeless visitors are connected to resources.

**God's Love We Deliver** supports New Yorkers in all five boroughs living with HIV/AIDS, cancer, and other serious illnesses through alleviating malnutrition and hunger. Volunteers of GLWD prepare and deliver nutritious, high-quality custom meals at no cost to those who can not prepare food for themselves. Illness-specific counseling and education is available to clients, families, and caretakers.

**Rethink NYC** recovers nutritious excess food from restaurants, grocery stores, and corporate offices throughout New York City. This food is made available as catering for nonprofits, meals for soup kitchens, and to families in need. Rethink NYC uses food as a tool to promote poverty solutions and participate in nutrition education.

**North Brooklyn Angels** continues to operate its Brooklyn mobile food truck program, Angelmobiles throughout the pandemic. Each weekday, five Angelmobiles serve meals to food-insecure New Yorkers. "Neighbors Helping Seniors" is a food delivery program tailored to home-bound seniors.

# Support of Vulnerable Populations

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**In our communities, there are many that face geographical, educational, economic, health, and social barriers to lives of prosperity. These partners support people impacted by disabilities, substance abuse, poverty, illnesses, and neglect.**

**Dress for Success New Orleans** empowers women to achieve economic independence through supportive services, professional attire, and career development tools. Dress for Success furnishes clients with confidence and knowledge to realize their ambitions.

**Son of a Saint** enhances the lives of fatherless boys through mentorship, behavioral health, recreational access, college readiness, tuition support, development of life skills, and more.

**YAI** supports people of all ages with intellectual and developmental disabilities in achieving their fullest life by creating new opportunities for living, loving, working, and learning.

**Ronald McDonald House of South Louisiana** provides comfort, care, and support to families of pediatric patients. RMHC-SLA partners with local children's healthcare providers to keep families together and near the medical care their ill or injured children need. These programs provide housing, meals, and psychosocial support to families with children at local hospitals.

**Odyssey House Louisiana** is a behavioral healthcare facility with an emphasis on no-cost addiction treatment.

**Capital Area Court Appointed Special Advocate (CASA)** advocates for the timely placement of children in permanent, safe, and stable homes. CASA recruits, screens, trains, and supervises community volunteers to serve as advocates for abused and neglected children in the court system.

The **Roots of Music** empowers the youth of New Orleans through music education, academic support, and mentorship while preserving and promoting the unique musical and cultural heritage of our New Orleans. The program provides music history and theory as well as instrumental instruction and ensemble performance preparation. They serve kids ages 9-14 from low-income households and provide students with meals and round-trip transportation to reduce common barriers to participation.

**Eden House** is a movement to eradicate the trafficking and selling of human beings. They create systemic change through youth prevention; education and legislative advocacy; and recovery and reentry services for victims, including long-term shelter.



1

Launching MyCommunity grants. A grant awarded to one of Domain's 24 partners.

2

Adding partners focused on ending social injustices to the MyCommunity portfolio nationally.

3

Expanding our Volunteer Time Off program to include an additional day for all employees.

4

Bringing Domain's unique style of community engagement to Salt Lake City, Utah.