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## **The CATIC Family of Cos. releases 2023FY Annual Inclusion Report**

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Rocky Hill, CT The CATIC Family of Companies aspires to play an active role in “Building Better Communities” by promoting fair and equitable treatment for all underrepresented groups. Since June 2020, the company has employed various strategic initiatives designed to help develop and sustain a truly inclusive work environment for all employees. According to James Czapiga, Esq., president and CEO of CATIC Financial, Inc., “Our people are the key to advancing the company’s Corporate Social Justice Strategy and each person plays a critical role in making the CATIC Family of Companies a great place to work. I am very proud of how our employees remain steadfast in doing their part to help build a truly inclusive and welcoming work environment for everyone across our organization.”

The 2023FY Annual Inclusion Report explains how the company initiated its DEI journey across the organization, and provides updates regarding the key components of the company’s social justice strategy and the impact of these various initiatives on the community. In 2020, the company implemented “The Initiative,” which continues to be primarily focused on increasing access to homeownership for underrepresented groups in our society, particularly Black, Indigenous and People of Color (BIPOC).

According to Damon Carter, senior vice president and chief administrative officer, “The overall purpose of this employee-led group is to actively engage like-minded peers in our community to employ a series of innovative and sustainable strategic programs that will improve BIPOC homeownership rates moving forward. This outcome is critically important to our social justice efforts because we believe that successfully doing so will help close the generational wealth gap for all communities of color over time.” For instance, the company has instituted several programs to help increase access and reduce closing costs for all homebuyers in partnership with Habitat for Humanity (Connecticut chapters), Liberty Bank, and MASSHousing.

Additionally, the company announced a new strategic partnership last year with AXIS 360LIFT to develop a dynamic workforce development program called “AXIS Title Academy,” which was designed to help address the prevailing diverse talent gap for the title industry. This free 90-day education program is open to anyone who is interested in pursuing a career in the title industry, including talent from diverse backgrounds.

Ultimately, the company aspires to help inspire other constituents across the title industry to either start their own DEI journey or to encourage others to continue doing their part to champion fair and

equitable treatment for all underrepresented groups in their respective communities.

If you are interested in partnering with the CATIC Family of Companies on any of the various corporate social justice initiatives outlined in the report, please send an email to [socialjustice@catic.com](mailto:socialjustice@catic.com).

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