



# Funds Distribution Report

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**Recipient Organization:**  
**Housing Development Consortium of Seattle-King County**

**Address:**  
1326 5th Ave, Suite 230  
Seattle, WA 98101

**Contact:**  
(206) 682-9541  
<https://www.housingconsortium.org>

**Organization's General Goals:**  
The Housing Development Consortium's member organizations and businesses work hard to ensure that all people live with dignity in safe, healthy, and affordable homes within communities of opportunity.

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<b>Date of Award:</b>	<b>Level:</b>
2018 Q3	\$2,501 to \$5,000

For more information, please read the attached report from Housing Development Consortium of Seattle-King County.

8802 27th Ave NE  
Tulalip, WA 98271  
**TulalipCares.org**



## Housing Development Consortium of Seattle-King County

### Race, Equity, and Inclusion Initiative

Report for Tulalip Tribes Charitable Contributions Fund  
January 23, 2020

Report Code: **Q3 2018 14.2**

Website: **[www.housingconsortium.org](http://www.housingconsortium.org)**

Number of Clients Served by REI Program: **185**

Number of Clients Served by HDC in 2019: **960**

The Housing Development Consortium of Seattle-King County (HDC) is the nonprofit membership association for the affordable housing operating, development, and service sector in King County, Washington. Our goal, in partnership with our 180 members, is to ensure that *all people live with dignity in safe, healthy, and affordable homes within communities of opportunity.*



As a membership association, HDC is uniquely positioned to bring together government agencies, nonprofit organizations, and businesses, to improve overall outcomes for Black, Indigenous, and People of Color (BIPOC) who are disproportionately impacted by institutional racism and displacement throughout King County. Through our Race, Equity, and Inclusion Initiatives (REI), HDC's programming, policies, and institutional strategies apply a racial equity lens to sector practices and housing policies to advance racial equity and to increase housing resources.

In 2013, HDC and our Resident Services Affinity Group, in collaboration with the City of Seattle Office for Civil Rights (SOCR), launched a project utilizing HUD FHAP Partnership Funds with a goal of providing HDC members tools to counter institutional racism within the affordable housing community. Since then, we have established our Racial Equity Learning Cohort, Recruiting Diversity Task Force, Housing Development Internship Program (HDIP), and Race-Based Caucusing. In 2019, our four programs have made significant impact. Please see below for more information on our 2019 racial equity strategies and initiatives:



### HDC's **Race, Equity and Inclusion Learning Cohort**:

HDC convened 5 nonprofit organizations quarterly which included Compass Housing Alliance, Community Homes, Mercy Housing Northwest, Plymouth Healing Communities, and Rebuilding Together Seattle. Each organization utilized our Racial Equity Toolkit or the City of Seattle's Toolkit to implement an organizational assessment and/or

develop a racial equity workplan with a hired Racial Equity housing consultant and HDC staff. From September to December 2019, the cohort of 15 participants utilized our Racial Equity Promising Practices Profile Form and toolkit to implement their 2019 racial equity assessment or workplan. Our Promising Practices Form required organizations to develop and implement a racial equity practice timeline, intended outcomes, and resources allocated to address inequities and gaps. Organizations both small and big implemented and achieved the following:

1. **Rebuilding Together** developed an **Education Station**. An Education Station involves sharing studies and readings at staff meetings on a weekly basis, to increase staff knowledge and awareness of and reflection on social justice, race and equity, and inclusion topics, particularly where they intersect with housing or homeownership issues. This practice helped this small organization engage in critical conversations so that they can continue to build a racial equity lens that can be translated into policies and procedures. Rebuilding Together also utilized HDC's Raced-Based Caucusing for accountability measures and additional resources, given they are a small team with limited resources.
2. **Plymouth Healing Communities** established their **Culture of Ongoing Learning Team** that meets monthly as staff and volunteers, to develop a culture of inclusivity and mutual compassion; to encourage individual and group understanding of the systemic factors that perpetuate oppression, marginalization, and isolation; to facilitate empowerment and development of change leaders from within all parts of the organization; and to cultivate an organizational commitment to undoing institutional racism.
  - The **Culture of Ongoing Learning Team** has taken on an initiative for racial equity with support from the Board of Directors. The volunteer training includes a section on poverty and inequality; hiring practices continue to be assessed and revised to develop an equitable screening and orientation process; and mandatory institutional racism training for all staff and board members is under consideration.
3. **Community Homes** established their **Equity Conversations Model**. Equity Conversations are held during all-staff meetings once a month. The goals for having equity conversations are to level staff understanding of racial equity, assess organizational practices, and develop a plan to guide the entire

organization toward racial equity. This model has strengthened their knowledge and skills to advocating for those who are underrepresented and oppressed. Community Homes is working to develop a Community Homes Equity Plan to execute within the next 2-3 years.

4. **Mercy Housing Northwest** developed their **Racial Equity as Continuous Improvement Framework** which plans to create an annual workplan with SMART equity goals, frame the work within their organizational values (fairness, mercy, justice), connect the work with annual performance goal setting and reviews, evaluate progress and periodically report to stakeholders, inventory best practices and lessons learned, and repeat the process each year. The practice requires each department to complete a workplan each year. Staff create departmental workplan goals, make progress, and measure results. Mercy Housing completed their first year workplan and are working towards their 2020 priorities.
5. **Compass Housing Alliance** examined its internal promotion process. They looked at ways to do internal promotion of staff of color rather than recruiting managers from outside. They did this by examining their internal turnover rates, examining organizational diversity as people were being hired, and noticed that they had diversity in frontline position, but not management or leadership positions. In order to promote qualified and diverse staff, in 2019, they committed themselves to identify staff with skills and desire to move up in the organization, focused on developing their skills, and offered those individuals advancement in the organization. This year they were able to fill their vacant management roles from existing front-line staff.

HDC's **Recruiting Diversity Task Force (RDTF)**: RDTF is charged with providing recommendations to HDC and making the connections necessary to ensure racial equity is a cornerstone of our sector work. RDTF is comprised of 35 committee members from a variety of HDC member organizations, and an additional 9 allies that meet monthly. In 2019, RDTF achieved the following:

- Identified training needs for affordable housing leaders, and secured two **Undoing Racism Workshops** by the Peoples Institute for 80 staff from 22 affordable housing members to attend a two-day, 16-hour workshop. Through dialogue, analysis, and reflection, attendees developed a common definition of racism as well as an understanding of the historical context for how racial classifications in the United States came to be and how and why they are maintained. According to one participant: "This training was one of the best anti-racism trainings I have attended. It deepened my understanding of racism in this country and transformed my perspective on effective ways to eliminate racism."
- Acted as the governing board for HDC's 2019 **Housing Development Internship Pilot Program**. This group helped with program recommendations, framework, and strategies on how to do recruitment for students of color interested in housing development, and helped review 14 strong candidates who possessed the skills and talent to diversify a historically white sector.



### **Housing Development Internship Program**

**(HDIP).** The HDI pilot program is a 9-month paid internship designed to recruit, train, and retain racially and socio-economically diverse students who might not otherwise know about opportunities in affordable housing to help diversify a historically white sector. For the 2019 HDIP pilot HDC served as program administrator, connecting host organizations with interns. HDC provides program oversight, placement, and on-going support and training.

The hired interns consist of current graduate students or students who completed graduate school within the last year, with a commitment of 15-20 hours per week from September to June, at an hourly rate of \$15/hour.

2019 Learning focused on affordable housing and real estate development, affordable housing financing, and equitable development. HDC received 14 applications and placed 2 interns from the following backgrounds:

- students of color;
- students from low-income communities or those who have life experience with affordable housing;
- students from immigrant households; and
- students who were linguistically and culturally diverse

**Race-Based Caucusing** Race-based caucusing is an identified best practice for working intentionally to further racial equity organizationally and sector-wide. Race-Based Caucuses provide space for people to work within their own racial/ethnic groups. For Black, Indigenous, and People of Color (BIPOC), it provides a safe space to process and unlearn internalized oppression and racism, to work towards healing and collective liberation. For white people, a caucus provides a space to do anti-racist work without relying on people of color to teach them. HDC's BIPOC and white caucuses meet quarterly. In 2019, we convened 44 people in 90-minute sessions to talk about the following:

- Foundation of Race-Based Caucusing
- Historical trauma and healing
- Tokenization
- White privilege
- How to be an anti-racist organization using a continuum guide
- Power and privilege
- How to interrupt racism as white people

In 2019, HDC was able to support and sustain various Race, Equity and Inclusion Initiatives by hiring a full time Equity and Programs Manager to support our members as they collectively continue to advance racial equity efforts by engaging in utilizing our Racial Equity Toolkit, attending various racial equity trainings, engaging on our race-based caucusing, joining our affinity groups and REI learning cohort, as well as signing up for our Housing Development Internship Program as host agencies. All these efforts not only provide organizations with tools to advance racial equity, but also work to

improve recruitment and retention of people of color by providing space, resources, and time to address inequities in the affordable housing sector.

In 2020, through creating a framework, awareness building, and collective understanding of what it means to be anti-racist, HDC will work to help our members establish their own caucuses, and provide training opportunities such as Train the Trainer series so that folks can develop skills to facilitate discussions on race and intersectionality. We are deeply grateful to the Tulalip Tribes for their support in 2019 and beyond.

