



Funds Distribution Report

Recipient Organization:
Housing Development Consortium of Seattle-King County

Address:
1326 Fifth Ave, Suite 230
Seattle, WA 98101

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

Organization's General Goals:
Through education, advocacy, and leadership, the Housing Development Consortium supports and inspires its members as they work collaboratively to meet the housing needs of limited-income people throughout King County.

Date of Award:	Level:
2019 Q3	\$500 to \$2,500

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
November 6, 2020

Report Code: **Q3 2019 14.2**

Website: **www.housingconsortium.org**

Number of Clients Served by REI Program: **155**

Number of Clients Served by HDC in 2019: **1074**

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 190 members, is to ensure that *all people live with dignity in safe, healthy, and affordable homes within communities of opportunity.*

Nationwide and here in King County, employees of color are under-represented and under-supported in the affordable housing development and service sector, especially in leadership and management positions. COVID-19 has also brought to light the glaring economic inequities that systemically and historically have harmed Queer, Transgender, Black, Indigenous, and People of Color (QTBIPOC) as well as disabled populations. As a membership association, HDC is uniquely positioned to leverage both the organizational capacity and commitment of our 190 member organizations.

Our Race, Equity and Inclusion (REI) Programs seek to operationalize and advance racial equity through our various programs which include the following:

Housing Development Internship Program (HDIP)

In 2019, HDC implemented our HDIP, a 9-month paid internship designed to recruit, train, and retain the next generation of diverse affordable housing leaders who reflect the racially diverse populations we are serving. The program consists of three pillars: first is the **Intern**, the second is the **Program Administrator** (HDC), and the third is the **Host Agency**, a nonprofit member of HDC where the intern is placed to carry out their day-to-day workplan for the 9-month program. HDC provides program oversight, placement, and on-going support and training. The hired interns consist of current undergraduate or graduate students, with a commitment of 15-20 hours per week from September to June, at an hourly rate of \$15-\$20/hour.

For the 2020-2021 program year, we received 24 applications (close to double from 2019) from the following demographics: 16% African, 12% Black American, 8% Latinx, 56% Asian, and 4% Indigenous. This September, we successfully placed 7 interns with 7 host agencies. Out of those 7 placements, we were able to place 1 student who identified as Black, 3 who identified as East African, 1 Latinx, and 2 Asian applicants. Host agencies that hired interns include:

1. Ally Community Development & GS Consulting
2. Beacon Development Group
3. Catholic Housing Services of Western Washington
4. Community Roots Housing
5. HomeSight
6. Plymouth Housing
7. Washington State Housing Finance Commission

The interns in real estate and housing development positions will gain, through their host agency, hands-on experience in areas such as:

- Participating and helping facilitate community meetings about proposed developments;
- Assisting with land and property acquisitions;
- Conducting an assessment or needs survey to determine the housing and development needs associated with a particular neighborhood, service population, or project concept;
- Participating in planning meetings with the architect and other project team members regarding the design of affordable housing projects, which may in some cases include community facilities such as childcare centers and community amenity space;
- Assisting with the financial applications and loan closings for developments; and
- Participating in construction meetings and preparing construction draw requests.



Recruiting Diversity Task Force (RDTF)

The RDTF acts as the governing body for the HDIP, providing leadership and mentorship opportunities to QTBIPOC students entering development. The RDTF is tasked with providing recommendations to HDC and making the connections necessary to ensure racial equity is a cornerstone of our sector work. Comprised of 35 committee members from a variety of HDC member organizations and an additional 9 allies, the RDTF meets bi-monthly. In 2020, they focused on the following:

- Met bi-monthly to address recruitment and retention issues in housing sector.
- Discussed the impact of COVID-19 on BIPOC communities by meeting with community leaders who are addressing the immediate needs of BIPOC folx during the pandemic.
- Met with 2019 interns to get feedback on the HDIP to assess gaps in the program
- Provided input and recommendations for the 2020-2021 HDIP



Race Based-Caucusing

HDC offers two separate raced-based caucuses monthly for QTBIPOC and white staff as a powerful anti-racist tool, to decenter whiteness and its toxic effects on marginalized populations. These caucuses provide a safe space for QTBIPOC staff to engage in affirmation and liberatory practices that explore and process internalized oppression, while white staff engage in accountability measures to unlearn and take part in anti-oppression work. In 2020, we convened 57 people in 5 90-minute sessions to talk about the following:

- Covid-19 and Racism
- Community Building and Healing among BIPOC staff
- Self-care
- Becoming an anti-racist organization
- Building solidarity with Black folx

Consultation & Facilitation

HDC's Equity and Programs Manager also works with members to help organizations implement their own internal race-based caucuses, facilitate discussions on racism, and help organizations utilize HDC's Racial Equity toolkit to develop assessments and workplans. Organizations that sought consulting services include:

1. **Downtown Emergency Service Center (DESC):** Facilitated four 90-minute sessions for Black staff to address mass shooting of Black folx at the hands of police, and provided strategies on how to center healing and self-care. Leadership received a recommendation report that included cultural tensions, accountability measures, and tangible organizational policies that could harness an inclusive work culture.
2. **Plymouth Housing:** Facilitated a 90-minute workshop on Guidelines for Talking about racism with staff.
3. **Community Roots Housing:** Facilitated an hour workshop on how to facilitate Race-Based Caucusing.
4. **Bellwether Housing:** In November or December, HDC's Equity and Programs Manager will facilitate several Race-Based-Caucuses for Bellwether staff.
5. **Washington Housing Finance Commission:** Utilizing HDC's Racial Equity Toolkit, worked with their Marketing Coordinator to implement questionnaires that apply a racial equity lens for their funding applications.

This year, the Housing Development Consortium also received the Racial Equity Initiative *Friend of Housing Award* at Housing Washington, for sustainable leadership and combating systematic racism in the affordable housing sector. This award, and our REI work more generally, would not have been possible without the support of Tulalip Tribes Charitable Contributions Fund, which helps us to address sustainable and equitable paths forward, and to create opportunities and pathways for QTBIPOC populations. Our work continues to provide concrete, substantive programs and much needed resources to underserved populations. We are well-prepared and deeply committed to our members and QTBIPOC populations, and are so grateful for the partnership and support of our funders and allies in this work.