



# Funds Distribution Report

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

**Address:**  
1326 Fifth Avenue, Suite 230  
Seattle, WA 98101

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

**Organization's General Goals:**  
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+ member organizations, is 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>
2020 Q4	\$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 18, 2021

Report Code: **Q4 2020 14.2**

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

Number of Clients Served by REI Program: **236**

Number of Clients Served by HDC in 2020: **1,138**

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+ member organizations, 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 to move the needle on decreasing racial disparities within the affordable housing sector as well as community-wide, through targeted anti-displacement and wealth generating strategies.

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

#### **Housing Development Internship Program (HDIP)**

In 2019, HDC launched 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 serve. The program consists of three pillars: the **Intern**, the **Program Administrator** (HDC), and the **Host Agency** – a nonprofit member of HDC where the intern is placed to carry out their day-to-day workplan for the duration of the 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 October to June, at an hourly rate of \$15-\$20/hour.

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

- Participating in and helping to 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.

For the 2020-2021 program year, we placed 7 interns at 7 host agencies. By the end of the program year, 4 of the interns had secured full-time jobs in the affordable housing sector, 2 interns went on to start master's programs in housing and planning, and 1 is still seeking sector employment out-of-state. One hundred percent of interns reported a strong interest in pursuing a career in the field and most host agencies agreed that the program prepared interns for at least associate-level development positions.



**Kumi Beyene (she/her)**  
Graduate Student at Seattle Pacific University  
Intern at HomeSight

Name of project: Othello Square Project (Building D), a 5-story affordable mixed use residential co-op with 68 units of 25 one-bedrooms, 35 two-bedrooms, and 8 three-bedrooms, including underground parking, bike storage, and unit storage spaces.

I enjoyed Zoom meetings! Which created the opportunity for me to attend different meetings and trainings with different official from different backgrounds and sectors.

**Skills:**  
*Project development and financial competency:*  
 • Prepared feasibility study, market study & proforma for new TOD projects  
 • Assisted with project loan underwriting, grant application & updating work and marketing schedules  
*Management and communication:*  
 • Understood workflow of project development, documentation, follow up and correspondence process  
 • Attended meetings with lenders, consultants, contractors, marketing firms, local government officials, and neighborhood and community groups

My vision to affordable housing is to contribute to develop projects that provide equity, jobs and services that promote healthy lifestyle with the use of quality and sustainable resources.

A final intern presentation to agency supervisors and HDC leadership is recorded and available online -

<https://bit.ly/3mQCyGY>

In early October 2021, we kicked off another HDI program year, with 5 interns placed at 5 host agencies, and expect to place upwards of 10 interns in 2022.

## Black Homeownership Initiative

Study after study and community voice have made it clear – Black, Indigenous and People of Color cannot access equitable pathways to opportunity, including intergenerational wealth creation, due to systemically and institutionally racist policies and practices. In many respects, the inequities are stark. Aligning interests and resources that focus on equity, infrastructure development, housing production and preservation, and underwriting and lending could lead to doubling the BIPOC homeownership rate in the next couple of decades. HDC is spearheading this homeownership effort in partnership with the Coalition for More Housing Choices and is more immediately focused on Black homeownership rates.

Additionally, this past year we have hosted a number of panels and summits, bringing together community and thought leaders to help craft our [Seven Point Plan for Increasing Black Homeownership in the Puget Sound Region](#). More information on this effort and our partners, as well as recordings of some of our panels and summits can be found on HDC's [Black Homeownership webpage](#).



## 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. Comprising 35 committee members from a variety of HDC member organizations and an additional 9 allies, the RDTF meets quarterly, but has been on hiatus for the past 10 months. HDC pushed pause on these convenings to better integrate our Leadership Development Initiative work into our REI programming, and to be more intentional regarding the group's focus, scope, and our ask of BIPOC members. We hope to reconvene this group shortly and have work to report on in 2022.

## Race Based-Caucusing

HDC offers two separate raced-based caucuses quarterly 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.

**Internal Staffing**

HDC's Equity and Programs Manager left the organization in November of 2020. We only reopened the position in September of 2021, and hired a new Membership, Programs, and Equity Manager this past October. With this new hire, it is our hope and intention that a number of our on-going programs and convening groups get some new direction, thoughtful intention, and energy.

That said, our work would not have been or continue to be 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 to underserved populations. We are deeply committed to our member organizations and QTBIPOC populations, and are so grateful for the partnership and support of our funders and allies in this space.