

12:03:56 From Omy Colon - HPN : Please "Rename" yourself to include your organization, by going to the three dots at the top of your personal video and use the "rename" option or go to your name in the Participants Tab.

12:15:14 From Joe Neri : Another good rule/practice: Be open to ambiguity. Exploration is rarely black & white

12:20:26 From Omy Colon - HPN : Feel free to go back to Gallery View

12:28:05 From Jan Haase, CHW : Thank you

12:28:12 From Patricia Valladolid- Century : 🏠

12:28:51 From Joe Neri : There is an applause button under the Reactions button at the bottom

12:38:58 From Nina Dooley, Linc Housing : Maybe HPN can work on updating our financing tools to support and incentivize community development. Financing the construction of clinics, social enterprise spaces, and/or child development centers on our ground floors would be so helpful. NMTCs is not that tool, at least for us.

12:39:29 From Lisa Alberghini, HPN : Great suggestion, Nina. Thank you!

12:45:40 From Joe Neri : We have been developing a "Community Development" track at HPN that is bringing together the developers with the CDFIs to specifically have the discussion about how we work and finance those type of projects.

12:46:40 From Nina Dooley, Linc Housing : Great! Let's expand that work together.

12:55:38 From Joe Neri : We need to move our GCs away from a mentality of what is the minimum % vs the why are we doing this. This why we are doing more sorting subs ourselves because we have to change the environment. I agree Matt.

12:57:34 From Donna Moodie : University of WA Foster School of Business is adding a Construction Cohort to their Small Business Support Collaborative that they have. The mission is to lift subcontractors into the General Contractor arena through networking, business support, etc.

12:57:43 From Joe Neri : sub contractor undercapitalization is a big problem. We need to bring CDFIs into the conversation on the financing partner

13:00:02 From Bart Mitchell : On the topic of consistential pulling off more work with black-owned construction firms , here are two practices that are now required at TCB (a) initial project review approval at staff and board level includes the project's opportunity contracting and hiring ("OCH") plan. It's as basic to whether there is a conceptual plan as is the financial plan. and there is no project to review without an OCH plan at project conception, and the team's work to deliver that starts then. (2) "speed dating" practices where we require interested g.c.'s to come and meet the MBE subcontractors in the market 8+ weeks many months before a bid is due to us, and their bid includes their plan for delivering on the OCH goals.

13:00:45 From Lara Regus, Abode Communities : Thanks, Bart, that's helpful!

13:02:34 From Nina Dooley, Linc Housing : In the LA area this last few months, we were all confronted by possible protests at our nonprofit construction sites. The issue was “Who benefits from all of this construction?” Who gets the jobs? Does the money end up in their community or in other deep pockets elsewhere?

13:04:04 From Terry Hill, MidPen Housing : The programs Matt referenced are this one from CCRH

<https://www.calruralhousing.org/prospective-students>

and this one from BAHIP

<https://nonproflthousing.org/wp-content/uploads/2020/01/BAHIP-2020-2021-Program-Description.pdf>

13:04:35 From Greta Harris, BHC : Thanks for sharing, Terry

13:06:47 From Stacey Slevcove - Linc Housing : LISC Los Angeles has structured their AmeriCorps program with an equity lens and created a similar housing development internship program

13:07:53 From Mary Vasys - Vasys Consulting : Sharing link about UPenn fellowship program - no longer active but example of model to bring more diverse talent to our industry

<https://knightfoundation.org/reports/urban-fellows-gain-experience-and-knowledge-best-p/>

13:13:00 From Manuel Muelle | HPN : Thanks, Mary!

13:13:09 From Sherry Burton, HPN : I can hear you

13:13:48 From Nina Dooley, Linc Housing : I heard all

13:15:08 From Omy Colon - HPN to Robin Hughes(Privately) : Your headset may have connected

13:15:42 From Robin Hughes to Omy Colon - HPN(Privately) : yes

13:15:54 From Robin Hughes to Omy Colon - HPN(Privately) : always have a back. up

13:16:22 From Nina Dooley, Linc Housing : We might also look into partnering with local chapters of the ACE Mentor program to hire their graduates.

ACE stands for Architecture, Construction and Engineering.

13:16:22 From Nina Dooley, Linc Housing : <https://www.acementor.org>

13:32:04 From Eve Stewart, SAHA : thank you all!!

13:32:28 From Christopher Persons : Thank you all. Can't wait to read the notes!

13:32:34 From Nina Dooley, Linc Housing : Great discussion and ideas!

13:32:55 From Eric Chatman, HPN : Great discussion

13:33:17 From Greta Harris : Thanks everyone!! Excited about our future together.