



## AGENDA

### BIPOC CEOs Affinity Group

COMMUNITY OF PRACTICE

Thursday, June 6<sup>th</sup> ▪ 10:30 am – 12:30 pm

#### Welcome and Introductions (10 minutes)

##### Courageous Space Agreement

- Robin Hughes, Housing Partnership Network
- Carmen Romero, Arlington Partnership for Affordable Housing

#### Discussion:

##### Member Spotlight – Robin Hughes, HPN (20 minutes)

*Moddie will share about Massachusetts Housing Investment Corporation's (MHIC) work in [launching a fund](#) with MassHousing dedicated to providing enterprise level financing to diverse developers of affordable housing.*

- Moddie Turay, MHIC

##### Moving Ahead with Racial Equity – Carmen Romero, APAH (30 minutes)

*During this discussion, the group will reflect on advancing racial equity at their organizations, including through the [HPN Racial Equity Pledge](#), while facing waning support or outright challenges.*

- Greta Harris, Better Housing Coalition
- Kamilah McAfee, Wesley Housing

#### Discussion Questions:

- What changes are you seeing that are creating barriers to advancing racial equity at your organization? How are you navigating those changes?
- How are shifts in local or regional policy influencing your work? How are you responding?

##### Learning through Leadership – Robin Hughes, HPN (30 minutes)

*New BIPOC leaders will reflect on their transition into new roles – the challenges, successes, and opportunities for growth – and lean into the knowledge and experience of seasoned BIPOC CEOs as the group discusses the intersection between racial equity and executive leadership.*

#### Discussion Starters:

- Mark Marshall, Rocky Mountain Communities

#### Discussion Questions:

- For newly minted CEOs, what opportunities and challenges have you faced as you began your tenure into your chief executive role?
- For those who have served longer, share how your chief executive role has this evolved over the course of your leadership. What advice and guidance would you give to newly appointed CEOs?
- How are you fostering growth for the next generation of BIPOC leaders in your organization?
  - In what ways did mentorship serve you in advancing to this stage in your career?

**Upcoming Meetings:** July 10<sup>th</sup> (Virtual) and at the Fall Member Meeting (December 4-6<sup>th</sup> in Austin, TX)

**Additional Resources:** Courageous Space Agreement (saved as a PDF in the meeting app)