



HOUSING PARTNERSHIP NETWORK

CONCURRENT SESSION

ADVANCING RACIAL EQUITY

A PEER EXCHANGE ON APPROACHES, SUCCESSES AND CHALLENGES

Friday, June 2nd | 10:30am – 12:00pm

DESCRIPTION

During this session, we will hear about various approaches being undertaken by HPN members to address racial equity within their organizations, their development and lending efforts, and in their communities. As we advance our racial equity efforts, regular peer exchange among members will be one way that we can impact and highlight each other's work, sharing successes and challenges. We will also share where we are on a network-wide racial equity pledge that many members have already signed on to and will discuss how we can benchmark and track our progress over time.

WELCOME/OVERVIEW

- Eric Chatman, EVP & CFO at HPN

DISCUSSION: DEIB EFFORTS – WHAT IMPACTS HAVE WE SEEN SO FAR?

Many organizations are now at least several years into the implementation of their diversity, equity, inclusion and belonging programs. How are you tracking or reporting your DEIB work? What impacts have you started to see? What successes and challenges have you encountered?

Discussion starters:

- Jen Ingram, SVP of Equity and Inclusion at MidPen Housing
- Kim Painter, VP of Talent and Collaboration at Arlington Partnership for Affordable Housing
- Lorenzo Jones, VP of Diversity, Equity, Inclusion and Belonging at Eden Housing

DISCUSSION: HPN'S RACIAL EQUITY PLEDGE

HPN recently rolled out the Member Racial Equity Pledge, asking CEOs to sign on their organizations and commit to benchmarking and tracking racial equity efforts over time. Has your organization signed on? What questions do you have about the pledge or the next steps?

Discussion starters:

- Margaret Scott, Director of Peer Exchange at HPN
- John O'Callaghan, President & CEO at Atlanta Neighborhood Development Partnership, Inc.

WRAP-UP AND NEXT STEPS

- Sherry Burton, Vice President of Human Resources at HPN

HPN RACIAL EQUITY PLEDGE COMPONENTS

	Member Organization	HPN	HPN Assistance to Membership
Organization	Sign on to HPN Equity Statement and Pledge for transparency around member commitment	Same	Develop racial diversity, equity, and inclusion statement for membership
Internal Organization	Assessment of, commitment, and internal efforts to achieve boards, staffs and staff leadership that reflect the diversity of the communities the member resides in and serves.	Same	Peer exchange on how to assess and implement
Internal Organization	Commit to providing Racial Equity, Diversity and Inclusion Training to all board directors and staff	Same	Circulate list of consultants and trainings endorsed by members across country with info on effectiveness
Policies/ Products/ Services	Commit to examining and changing 1 – 3 corporate practices, policies, products or services that have disparate impact on clients of color	Same; include HPN membership recruitment	Peer exchange survey and engagement to highlight innovative practices and learnings
Spend	Perform an equity assessment of organization spend going forward, and increase spend with BIPOC owned and/or led businesses by x percent	Same	Peer exchange survey and engagement to highlight innovative practices and learnings
Advocate	Conduct internal organization review of communications to transition to narrative using racial equity lens Advocate locally for same	Same	Working with partners in the sector, engage in housing industry communications narrative change using racial equity lens
Advocate	Advocate with respective congressional delegations and/or administration as part of campaigns	Develop 1 to 2 racial equity policy/ administrative changes	Organize advocacy around changes identified and communicate strategy to members