

12:18:43 From Robin Hughes, Abode Communities : Tom, Thanks for sharing your personal story.

12:20:09 From Sara Morgan, Fahe : The important parts came through.

12:21:20 From Warren Hanson : Thanks Tom. Stories are important. Helpful to hear HPN's progress and intentional work.

12:21:47 From Tayani Suma : Tom, your personal story is very powerful and a really special way to illustrate/underscore the organization's comment to progress in diversity/equity/inclusion...Thank you very much.

12:24:12 From Thomas Bledsoe : Thanks everyone. Sorry about my internet issues. Only happens when I have to talk! Ugh.

12:32:43 From Jeff Westbrook -Aeon : How does the poll compare with CEO input?

12:33:18 From Alan Arthur, Aeon : Fairly congruent, I think, Jeff.

12:33:57 From Jeff Westbrook -Aeon : Thanks!

12:35:51 From Lorraine Gordon : The video is about 17 minutes....

12:38:56 From Omy Colon - HPN : <https://www.segregatedbydesign.com/>

12:41:54 From Daniel Cunningham HPET : Thanks for the link, Omy! Most of our team at HPET has read The Color of Law, but I would like to show this to the entire HPET team.

12:44:51 From Yvette Cola - GCHP : Thanks for the link.

12:45:36 From Julie Gugin, MN Homeownership Center : We're currently working on advocacy efforts to prohibit buyer "love letters" in a home purchase transaction as well as removing potentially discriminatory questions from the purchase agreement, including check boxes for whether a down payment assistance program will be used.

12:45:46 From Thomas Bledsoe : It makes one so angry to see the strategies politicians in our own cities took to segregate them.

12:46:26 From Thomas Bledsoe : But also shocking how little is known today about this history.

12:46:49 From Yvette Cola - GCHP : Remember Honestly, this is mind numbing..

12:47:30 From Ann Goggins Gregory : @Thomas - was thinking same thing throughout this.

12:47:48 From Lisa McGovern- CHN Housing Partners : state sanctioned terror and trauma passed down through generations- makes me despondent to think about the children and how their parents would have to explain and not be able to protect them

12:47:59 From Don Falk (he, him) | TNDC : Coincidentally, this morning the Othering and Belonging Institute at UC Berkeley distributed its analysis, "The Most Segregated (and Integrated) Cities in the SF Bay Area": https://belonging.berkeley.edu/most-segregated-and-integrated-cities-sf-bay-area?mc_cid=c604e3aa57&mc_eid=ad210e23c8

12:49:12 From Tayani Suma - Atlanta Neighborhood Development Partnership :was taught such a different story of the intent and the impact of FDR and New Deal programs...

12:49:31 From Elizabeth G. Suarez, TCB : this documents a clear call for reparation.

12:49:40 From Kate Monter Durban, CHN Housing Partners : New Deal for who?

12:49:52 From Susan Friedland, SAHA : Our 200+ staff members watched this video together last year and it was an incredibly emotional shared experience

12:49:57 From Alan Arthur, Aeon : Add this to the economic and jobs oppression and exploitation that exists, and seems to be accepted by almost everybody...and we are where we are...

12:49:58 From Janine Lind, MidPen : @ Don F - Thank you for sharing, Same to Omy for the link to this video

12:50:27 From Chuck Wehrwein, HPN : American Pharaoh, a book about Mayor Richard J Daley describes how all these "tools" were used to create a deeply segregated, unequal Chicago where I grew up (near one of the redline "borders"), it is the sad story of American Cities in the 20th century

12:50:46 From Shalawn Garcia, Linc Housing : not a criticism, but information to consider:

12:50:50 From Nancy W-H, Reinvestment Fund : Diverse decision making, yes! That's been one of our big topics of conversation.

12:50:50 From Shalawn Garcia, Linc Housing : <https://www.latimes.com/opinion/story/2020-06-24/bulldoze-la-freeways-racism-monument>

12:50:56 From Margaret Bozik, Champlain Housing Trust : Yes, reparation - how do we repair this, how long/what will it take?

12:51:02 From Erin Barbee : It does not matter how often I hear these stories...it still breaks my heart each and every time and makes me think about the experience of my parents and grandparents. It also drives me to fight for change

12:51:10 From Tayani Suma - Atlanta Neighborhood Development Partnership : Is this chat accessible after the meeting? Folks are sharing really great resources?

12:51:45 From Sarah Giffin(he), Homewise : Anybody see the suit accusing Redfin of "digital redlining"? https://www.chicagotribune.com/business/ct-biz-redfin-real-estate-racial-discrimination-20201029-d2npx5eucbfenftvaz62gsljjq-story.html?cm_ven=ExactTarget&cm_cat=HM+Send+November+5%2c+2020&cm_pla=All+Subscribers&cm_ite=Chicago+Tribune&cm_ainfo=&&utm_source=%2Ourban_newsletters&&utm_medium=news-HHM&&utm_term=HHM&&

12:52:22 From Kim Dempsey, HPN : Fascinating data, @Don!

12:53:06 From Julie Gugin, MN Homeownership Center : Incensed

12:54:14 From Jason Keisch : text OCOLOON174 to 22333

12:54:38 From Peter Elkowitz : hurtfull

12:55:07 From Charlotte Parsons - Evernorth : This is the first time I've seen this done via Zoom... super cool. Nice work!

12:55:07 From Donna Moodie, Community Roots Housing : <https://www.thisamericanlife.org/512/transcript> This is much better to listen to, but an excellent view of not just redlining, but the individuals who were key players and how it became accepted.

12:55:19 From Robert Cox : do we need to more intentionally make racial integration a goal of our work?

12:57:31 From Omy Colon - HPN : <https://www.segregatedbydesign.com/>

13:01:33 From Alan Arthur, Aeon : I fear that if we ignore the underlying economic oppression, and don't change how our economic system (that doesn't work for 1/2 of the workers in our country), will leave us and our work just picking around the housing edges of the problems.

13:01:50 From Don Falk (he, him) | TNDC : Alan +1

13:02:09 From Christopher Persons Community Roots Housing : Agreed Alan.

13:02:54 From Shalawn Garcia, Linc Housing : we need equity

13:02:57 From Sarah Giffin(she), Homewise : @robertcox integration is a complex strategy. Like the "fair housing act" this strategy has its own history of harm despite good intentions. for example there is a discourse in the field now (one of many) about how organizing efforts to desegregate the suburbs can result in centering whiteness and white neighborhoods, as opposed to resourcing, investing, and funding reparations in disinvested (previously redlined) neighborhoods and communities of color

13:03:13 From Julie Porter : Yes, we need dramatic new policies on economic equity.

13:03:33 From Thomas Bledsoe : As a community organizer, seared by the Boston history, I always thought the struggle was primarily about class. Now I realize it is both race and class. Can't neglect being intentional about both.

13:04:09 From Matt Perrenod - Mission Enterprise Strategies : Agree, Tom.

13:04:31 From Danielle Samalin-Framework : Intentionality is critical. This cannot be "box checking" it has to be comprehensive - externally in our communities and internally holding the mirror up to ourselves and our organizations. Brene Brown's Dare to Lead podcast focuses on "Action Bias" around this work - highly recommended if you've not yet listened <https://brenebrown.com/podcast/brene-with-aiko-bethea-on-inclusivity-at-work-the-heart-of-hard-conversations/>

13:05:54 From Michael Seiwerath, Community Roots Housing : Let's move past deficit narratives. The goal is not charity, but justice. https://ssir.org/articles/entry/shifting_philanthropy_from_charity_to_justice

13:06:24 From Shalawn Garcia, Linc Housing : right @Michael

13:06:28 From Julianna Stuart - POAH : Isabel Wilkerson offers a powerful way to understand the class/race framing in her recent book Caste.
<https://www.penguinrandomhouse.com/books/653196/caste-oprahs-book-club-by-isabel-wilkerson/>

13:07:41 From Thomas Bledsoe : Thanks for sharing that Julianna.

13:07:42 From Holly Benson, Abode Communities : Omy it would be great if HPN can put together a list of all these great links and resources folks have been sharing today and at yesterday's COO COP.

13:07:46 From Bruce Ehrlich, MHIC : after saving this chat, where do I find it?

13:08:05 From lisa alberghini, HPN : We can definitely do that, Holly!

13:08:32 From lisa alberghini, HPN : Great idea as a piece of follow up from this Plenary.

13:09:12 From Paul Downing, HPN : @bruce - Teh chat should by default be in a folder labeled "Zoom" in your Documents folder (in on a PC)

13:11:00 From Omy Colon - HPN to Bruce Ehrlich, MHIC(Privately) : If you can't find the chat on your computer let me know and I will forward it to you after the meeting.

13:11:15 From Jason Keisch : it is the same on a Mac as well, The default is your Documents folder / Zoom / Folder with meeting name, date and time.

13:11:48 From Susan Friedland, SAHA : Thank you Robin for sharing your personal story and for your vision and leadership

13:11:50 From Yvette Cola - GCHP : @Michael. I would love to move past deficit narratives, but it is as systemic as the inequities we are now discussing. Honestly both are exhausting.

13:12:09 From Sarah Giffin(she), Homewise : Thanks for your leadership Robin and much gratitude for your courageous year!

13:13:25 From Warren Hanson, Greater Minnesota Housing Fund : PBS did a good educational 1 hr program called Jim Crow of the North -- MINNEAPOLIS' HISTORY OF RACIAL COVENANTS, <https://www.youtube.com/watch?v=XWQfDbbQv9E>

13:13:34 From Alan Arthur, Aeon : Regarding economic justice and equity, my guess is that none of us pay our own employees, especially our property management employees, anything close to a living wage (as calculated by MIT (<https://livingwage.mit.edu/>)). Most of us probably try to be better than the "regular" (but exploitive) property management marketplace, but are still probably far short. Unfortunately, those increased payroll costs would come from increased rents to our residents... Sigh...

13:14:26 From Tayani Suma - Atlanta Neighborhood Development Partnership : The conversations can be uncomfortable. Important to be direct without seeming to accuse or feeling accused...

13:14:49 From Jan Lindenthal : Thank you Robin! Abode's work and your leadership on the issue of Racial Equity are really inspiring.

13:15:14 From Chuck Wehrwein, HPN : Ditto, thank you Robin

13:17:29 From Netta Whitman/ Homeport (Columbus, OH) : How do we level set expectations for level of changes and time to make them happen?

13:20:45 From Don Falk (he, him) | TNDC : Yvette +1. Doing affordable housing to advance racial equity by itself isn't enough.

13:21:30 From Yvette Cola - GCHP : @Don, yes I agree and understand

13:22:07 From Alan Arthur, Aeon : That's right, Don. Affordable housing is important, but just a piece of the overall required solution.

13:23:15 From Joe Neri, IFF : IFF has committed to having all 155 staff attend 2.5 day training on antiracism/anti-oppression. Covid has really slowed our progress, but we have had 1/3 attend

13:23:53 From Michael Seiwerath, Community Roots Housing : @Yvette Agreed! I do a lot of fundraising and deficit narratives are so systemic. It's so difficult to move past them and use language of empowerment and justice. I've got a long way to go and changing my language.

13:24:08 From Shalawn Garcia, Linc Housing : ^5 Joe...you should share your blog on the use of appraisals in underwriting as a form of bias

13:25:35 From Chuck Wehrwein, HPN : Thanks @Joe, really appreciate IFF's leadership and your commitment to the language of equity, would love to hear more about the program you're using

13:25:52 From Dee Walsh, Mercy Housing : We also have mandatory REDI training for all staff, which should wrap up this month, but again, it is just one step in the process, not the solution.

13:26:30 From Joe Neri, IFF : My Blog address for the article Shalawn noted is: <https://iff.org/the-appraisal-bias/>

13:27:07 From Michael Monte - Champlain Housing : The Color of Law, and this video, is he best tool to educate white people, and others, of the purposeful institutional racism, and the best case for reoperations

13:27:49 From Dee Walsh, Mercy Housing : Agree Michael. the Color of Law should be mandatory reading for all development staff.

13:28:16 From Michael Monte - Champlain Housing : It should be shared widely, and everywhere

13:31:06 From Joe Neri, IFF : Racism constantly reinvents itself

13:31:29 From Lorraine Gordon : Many thanks to our wonderful panelists Shalawn, Joe and Robin!!!!

13:31:54 From Nancy Cao (Framework) : Thank you for this session

13:32:12 From Daniel Cunningham HPET : Excellent session!

13:32:18 From Sarah Giffin(she), Homewise : A companion to Color of Law must be Race for Profit by Keeanga-Yamahtta Taylor-- it explores where banks and the real estate industry embedded racism in the industry well after housing discrimination was banned in policy.

13:32:19 From Tayani Suma - Atlanta Neighborhood Development Partnership : Great session - thank you all!

13:32:48 From Nancy W-H, Reinvestment Fund : Thanks for a terrific session

13:34:43 From Sara Morgan, Fahe : Thank you for a great session.

13:34:55 From Danielle Samalin-Framework : Thank you, everyone -

13:35:01

From Michael Monte - Champlain Housing : Zoom needs a real applause button...