



Funds Distribution Report

Recipient Organization:
Housing Development Consortium of Seattle-King County

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Organization's General Goals:
Our goal is to increase the production of affordable housing in King County through public policy, increased resources, greater sector efficiency, and partnerships committed to social equity within sustainable communities.

Date of Award:	Level:
2022 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 15, 2023

Report Code: **Q4 2022 14.2**

Website: **www.housingconsortium.org**

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

Number of Clients Served by HDC in 2023: **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 200+ member organizations, is to ensure that *all people throughout King County live with dignity in safe, healthy, and affordable homes.*

Our 35-year history reflects a commitment to working toward an ecosystem of housing access that is aware of its role in ameliorating, rather than perpetuating, the systems that have created the affordable housing crisis. As we work to address issues of affordability, production, housing supply, race equity, and environmental sustainability, we must recognize this very real environment that exists across these systems and consistently and intentionally return to the question of who has access to and can benefit from economic growth.

Thanks in part to funding support from Tulalip Tribes Charitable Contributions Fund, HDC has operationalized, implemented, and celebrated another successful year of programming focused on Race, Equity, and Inclusion (REI). Highlights from 2023 programs include:

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 10-15 hours per week from October to June at an hourly rate of at least \$18 - \$20/hour.

Through their host agency, the interns in real estate and housing development positions gain 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 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 2022-2023 program year, we placed 8 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.



In early October 2023, we kicked off another program year with 12 interns placed at 12 host agencies and expanded our focus to include both architectural and construction management tracks.

Black Homeownership Initiative

The Black Home Initiative (BHI) is a new regional effort to address systemic injustices related to homeownership. The goal: generate 1,500 new first-time, low-to-moderate income Black homeowners in the next five years in South Seattle, South King County, and North Pierce County. This multi-sector initiative is part of a national effort to target racial inequities in housing across six U.S. cities. Our partner, [Civic Commons](#), is the convening organization for the Seattle site.

HDC leads the policy work of BHI by coordinating a coherent policy strategy, leading a collective advocacy agenda, and convening the BHI Network Policy Group. The BHI Network Policy Group consists of 200+ stakeholders who have produced a Homeownership Policy Framework aimed at addressing persistent and historic inequities. The framework delineates which local/city/county/state policy actions would most effectively increase Black homeownership and coordinates stakeholders as we prepare to mobilize for the upcoming legislative session. Focused on increasing the supply of and access to affordable homeownership, this policy and advocacy work is essential to the success of BHI.

The Homeownership Policy Framework includes policy strategies in four areas—Zoning and Regulatory Reform, Cost Reduction, Large Scale Acquisition of Land, and Funding—for both the supply and demand side of the homeownership equation.



This past legislative session was a historic moment. In just over a year of launching the work to increase black homeownership, we drafted legislation in collaboration with State Representative Frank Chopp, Representative Jamila Taylor, and Senator John Lovick. This work resulted in the Covenant Homeownership Account (CHA) bill whose goal is to support

homeownership for those affected by generations of systematic and discriminatory housing policies and practices by Washington State.

During the legislative session, HDC convened weekly Strategy Team Meetings with Bill Sponsors and 7 member partners while mobilizing the broader network. Nearly 3,000 people signed pro and 40 people consistently testified in a total of more than 3 hours of hearings. Unique and new voices of support from the community were represented in the mobilization force. The more than 200 HDC members were a force of nature joining to support this bill, with established HDC groups such as the Affordable Homeownership Affinity Group and the Policy Advisory Group leaning in strongly to lead HDC's member support. The bill passed in the House with 53-43 votes, in the Senate with 30-19, and in concurrence with 52-44.

A \$100 Covenant Homeownership Assessment became law to begin to repair the harm of decades of systematic, racist, and discriminatory policies that created barriers to credit and homeownership for BIPOC and other historically marginalized communities. The account will be dedicated to supporting homeownership for those who were harmed. This creates a first-in-the-nation government-run Special Purpose Credit Program to be administered by Washington State Housing Finance Commission and will provide new down-payment and closing-cost assistance for first-time homebuyers. Alongside this, we helped pass a number of critical pieces of legislation that are contributing to our goal of creating 1,500 households of new black homeowners.

Race Based-Caucusing

HDC offers facilitated raced-based caucusing to member staff who have previously completed the People's Institute of Survival and Beyond's "Undoing Racism Training." Caucusing for BIPOC and white staff is envisioned as an anti-racist tool to decenter whiteness and its toxic effects on marginalized communities. These caucuses provide a safe space for BIPOC 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. HDC has been utilizing a cohort model to offer 4-5 facilitated caucuses and will continue to support this cohort as they start to meet independently. We are also committed to supporting an additional caucus cohort that will begin meeting in 2024.

Internal Organizational REDI Focus

Internally, we successfully concluded our inaugural REDI training series for both the Board and Staff, marking a pivotal step toward fostering a culture of care and belonging. Continuing the momentum, we engaged in ongoing discussions aimed at deepening the roots of this culture. Our next strategic focus was outlined during the combined Board & Staff Retreat, where we delved into the principles of REDI, steering us toward common objectives through a lens of racial equity and intersectionality.

To further advance our commitment, a dedicated Board Committee—the Equity and Community Workgroup—has taken up the mantle. This group is instrumental in shaping an approach that involves embracing a network model, encouraging member engagement through the adoption of a Racial Equity Commitment.

Considering the diverse roles, populations, and array of racial equity experiences within HDC member organizations across King County, the Racial Equity Commitment serves as a guiding

force. This commitment encourages HDC members not only to embrace core values centered around racial equity but also to undertake actionable steps contributing to this cause. Moreover, it establishes a framework for accountability through the systematic collection of data and the facilitation of regular discussions.

Acknowledging the influential role of our collective network, we recognize its potential to drive significant progress in the realms of racial equity, diversity, and inclusion within our sector.