



**2021-2023 Diversity, Equity and Inclusion Subcommittee  
Virtual Meeting Minutes  
Wednesday, February 9, 2022  
1:00 – 2:00 p.m.**

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**Presiding: Zella Knight – Chair**

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Chair Knight was unable to make the meeting, however, Commissioners Committee Chair Lucille Boss presided over the meeting. The suggested goals were discussed with the subcommittee and approved for Strategic Planning Advisory Group consideration and approval.

**ADDING GOAL B: Strengthen NAHRO's role as the leading resource in developing the professional expertise and credibility of housing and community development practitioners.**

**Obj. 1. DEI Subcommittee to work with DEIAC and Professional Development (PD).** - develop additional external relationships with "non-traditional" organizations and establish measurable goals for all Commissioners to meet.

- Reach out to sectors/organizations outlined in the NAHRO Diversity, Equity, and Inclusion Policy Framework (ex: criminal justice; education, such as TK-12, colleges, universities, non-traditional higher ed institutions; access points for healthy food, dental and medical care)
- Develop talking points regarding NAHRO and PHAs to share with non-traditional partners.
- Ask each member of the Commissioners committee to conduct outreach to at least one non-traditional to share information on NAHRO/PHAs and identify opportunity for collaboration.
- Send XX letters to Congress and The White House by [DATE] for XX purpose(s) (e.g., additional funding for universal vouchers, emergency housing vouchers, resident services, etc.)
- Ensure letters are sent by Commissioners from each region

**ADDING GOAL C: Expand NAHRO's reach and improve its effectiveness by building and reinforcing traditional and non-traditional partnerships, both with NAHRO's regions and chapters, and with outside organizations.**

**Obj. 1. DEI Subcommittee to work with Housing America.** - establish measurable goals. Promote academic achievements of public housing residents through connections with non-traditional partners, based on NAHRO Diversity, Equity, and Inclusion Policy Framework.

- Improve internet/digital access in low-income areas
- Universal access to preschool
- Highlight the impact that under-resourced schools have on education gaps and upward mobility, and advocate for equitable funding for neighborhood schools.
- Establish formal partnerships with continuing/higher education institutions to ensure residents (children and heads of household/parents/guardians) have access to educational opportunities and resources.

**Goal E: Strengthen NAHRO as a thought-leader by improving communication, networking, information exchange, and knowledge transfer with and among members, partners, and stakeholders, and by enhancing the experience of members and next-generation professionals.**

**Obj. 3. DEI Subcommittee collaboration with DEIAC.** Assign/delegate representatives to roundtable discussions with national standing committee leadership members to discuss ways to advance DEI, to increase participation by Next Gen Professionals, and to encourage cross committee goal alignment.

- A minimum of one discussion per year with national standing committees which will produce cross-committee goals and initiatives to advance DEI and increase participation by Nex Gen professionals in policy discussions relative to advancing DEI.
- DEIAC representatives report to Commissioners committee, Regional representatives, State representatives, and BOG.

**Goal F: Advance diversity, equity, and inclusion as crucial to healthy communities**

**Obj. 2. DEI Subcommittee to work with DEIAC and PD to establish measurable goals.** Work with PD staff to ensure the curricula for many of NAHRO's key courses includes material related to diversity, equity, and inclusion. Provide recommendations on how to include diversity, equity, and inclusion for at least XX e-Learnings and XX in-person trainings.

**MAJOR OBJECTIVE 3 - Obj. 3. DEI Subcommittee to work with DEIAC to establish measurable goals.** Provide tools for our members to use to advance diversity, equity and inclusion in their communities including HR recruitment tools, board and staff development tools, communication tools, and DEI planning for succession and sustainability.

- Make sure best practices are documented and shared
- Collect and share demographics (staff leadership, Commissioners); consider adding optional questions to conference registration, and/or adding to Commissioners committee survey?

**Obj. 4. DEI Subcommittee to work with LNAC to establish measurable goals.** Engage in facilitated discussion of the role Leg Net plays in advancing diversity, equity, and inclusion at NAHRO and through the work we do with Congress. Apply those lessons to all the work Leg Net does including, but not limited to, its advocacy annual work plan, advocacy campaigns, trainings, and communications

**DIVERSITY, EQUITY AND INCLUSION  
SUBCOMMITTEE**

**MEMBERS**

**Recurring Meeting Schedule:  
Every other month – 3rd Wednesday  
Beginning April, 2022  
1:00 – 2:00 p.m. Eastern Time  
Doodle poll will be forwarded to establish remaining  
recurring schedule .**

**Attendance**

<b>Fred Banuelos</b>	<b>Phil Bernal</b>
<b>Lucille Boss</b>	<b>Carleen Cumberbatch</b>
<b>Joe Grisson</b>	<b>Delois McKinley-Eldridge</b>
<b>Angela Reed</b>	<b>Joycelynn Straight</b>

**ABSENT**

<b>Dorothy Carty Daniel</b>	<b>Barb Cleland</b>
<b>Thomas Jefferson</b>	<b>Bobby Wilson</b>
<b>Susan Ulrich</b>	

This group will help to implement the approved the Diversity, Equity and Inclusion Policy Framework, that guides NAHRO's advocacy and member education. Each NAHRO Standing and Advisory Committee is charged with making recommendations for further action, within its designated policy areas, that advance this framework.