



**2021-2023 DEI Subcommittee  
Virtual Meeting Minutes  
October 19, 2022 | 1:00 – 2:00 p.m. EST**

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**Presiding: Zella Knight, Subcommittee Chair**

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Chair Zella Knight called the meeting to order.

The subcommittee devoted the meeting to the discussion of how to collaborate with the DEIAC and what this subcommittee can do to further discussions on diversity, equity, inclusion and education.

**Presentation:** Elizabeth Glenn, Chair, Diversity, Equity and Inclusion Advisory Committee

- history of DEIAC
- acknowledgement of division in nation
- reflection on murder of George Floyd and other events
- DEIAC is a space to be vulnerable and brave
- pain and progress in implementing an equity agenda
- how to measure DEI
- encourage next gen professionals, especially in DEIAC
- Commissioners can help craft the language, be thoughtful in our strategies, work on respectful relationships/listen, take time to go off-script and encourage people to speak up/speak out
- how can we build residents' capacity to understand DEI? make time and space for resident forums/open sessions
- partnership for community health, social services, education
- consider policy changes to be more mindful/empathetic to families' needs
- need to support staff as well
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- Next time:
  - Minutes approval
  - Conference re-cap
  - Next steps

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Attendance: Zella Knight, Lucille Boss, AJ Jones, Fred Banuelos, Joe Grisson, Joycelynn Straight, Phil Bernal, Angela Reed

Guest: Elizabeth Glenn, DEIAC Chair

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**Attachments:**

- [Commissioners at work - new](#)
- [Objectives Assessment](#)
- [Monitor/JOHCD print schedule](#)
- [Commissioners Mentors List](#)

## SUBCOMMITTEE OBJECTIVES/TASK UPDATE

9/21/2022

### DIVERSITY, EQUITY SUBCOMMITTEE - STATUS OF OBJECTIVES/TASKS

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

**MAJOR OBJECTIVE:** Work with DEIAC and Professional Development (PD).

1. develop additional external relationships with "non-traditional" organizations and
2. establish measurable goals for all Commissioners to meet.

Outreach 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).

**In progress:** -Review results of Commissioners Survey to collect information and set baseline for additional discussion and action - Review results of Commissioners Survey to collect information and set baseline for additional discussion and action –

**In progress** Develop talking points regarding NAHRO and PHAs to share with non-traditional partners (still formulating baseline via commissioners survey). Target date- December, 2022.

**In progress** Collect and share demographics (staff leadership, commissioners). Consider adding optional questions to conference registration, and/or adding to Commissioners Survey. Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

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**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.

**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.

**In progress** Deadline: Spring, 2023. Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022. Improve internet/digital access in low-income areas.

**In progress** Universal access to pre-school. Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

**In progress** Highlight the impact that under-resourced schools have on education gaps and upward mobility, and advocate for equitable funding for neighborhood schools. Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

**In progress.** 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. Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

**GOAL D:** To ensure NAHRO’s continued financial stability by expanding revenue sources, exploring new business opportunities, and maximizing efficiency. No goals set for this goal, however Chair Boss wishes to mention in the event objectives would be pursued.

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**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.

**Collaboration with DEIAC.** Assign/delegate representatives to roundtable discussions with national standing committee leadership members to:

1. discuss ways to advance DEI,
2. increase participation by Next Gen Professionals, and
3. encourage cross committee goal alignment.

**In progress** - Summer/Fall, 2022. 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. Work continues into 2023.

**In progress** - Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

**In progress** - DEIAC representatives report to Commissioners committee, regional representatives, state representatives, and BOG. (Have any of the DEI subcommittee members.

Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

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

**Work with DEIAC and Professional Development (PD)** to establish measurable goals, provide tools for our members to advance diversity, equity and inclusion in their communities, including HR recruitment, board and staff development tools, communication tools, DEI planning for succession and sustainability.

**In progress** – Deadline: Fall/2022. Review results of Commissioners Survey to collect information and set baseline for additional discussion and action – Target date- December, 2022.

**In progress** - **Work with DEIAC and PD** to develop additional external relationships with non-traditional organizations and establish measurable goals for all of the commissioners to meet. (*Also under Goal B*).

**In progress**- Deadline: Spring/2023. (Washington Conference) **Work with Housing America Advisory Committee** to establish measurable goals for academic achievements of public housing residents through connections with non-traditional partners, based on the NAHRO DEI Policy Framework.