



**2021-2023 Diversity, Equity, and Inclusion Subcommittee
Virtual Meeting Minutes
Wednesday, August 17, 2022
1:00 – 2:00 p.m.**

Presiding: Zella Knight – Chair

CALL TO ORDER/WELCOME/ROLL CALL

JUNE MEETING RECAP:

Task among all subcommittees: develop a survey to determine the extent of the work being done with non-traditional partners. Some of the areas discussed from the social determinants of health in the [DEIAC Policy Framework](#) were criminal justice, education, (which may include pre-k through 12, colleges and universities, non-traditional higher education, access for healthy food, dental and medical care).

DISCUSSION:

Continue to add measurable outcomes for tasks in the Objectives Assessment- Diversity tab, linked below. Discussed how to start diversity, equity and inclusion committees, regionally and by chapter.

Members focused on Goal E: Objective -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.

Task 1 – A minimum of one discussion per year with national standing committee goals and initiatives to advance DEI and increase participation by Next Gen professionals in policy discussions relative to advancing DEI. Progress review date 9/2022.

At this time, the subcommittee felt we could not meet the review date as additional information was needed to move the task forward.

To accomplish this task, conversation must begin with the targeted groups, (national standing committees) to:

- increase participation by Next Gen professionals we need to identify who they are,
- have a discussion on how to advance DEI, and
- encourage cross-committee goal alignment.

Baseline discussion from regions noted that only two (MARC and SERC) of 8 regions have a diversity, equity and inclusion committee or subcommittee.

Task 2 – DEIAC representatives report to Commissioners Committee, Regional representatives, state representatives, and BOG. Progress review date 8/22. DEIAC present to DEI subcommittee)

How to encourage regions, chapters and NAHRO committees to engage in DEI conversation.

HOUSEKEEPING

Submission request - Updating Commissioners at Work Video (see attachment below)

Photos of your work with the housing authority and in the community, i.e., groundbreaking, ribbon ceremonies, new initiatives implemented, special events involving the agency and the residents. Please include type of event, city, state, persons in photo, if possible, year for the photo caption.

AUGUST ADVOCACY ACTION GOALS: 50,000 letter goal, 2,500 individual participants.

Attendance: Zella Knight, Phil Bernal, Joe Grisson, Angela Reed, Joycelynn Straight, Carleen Cumberbatch, Bobby Wilson

Attachments:

[OBJECTIVES ASSESSMENT](#)

[Draft – Commissioners At Work Video](#)

[Commissioners Mentors List](#)

Next Meeting: September 21 2022 National Conference and Exhibition, San Diego, CA

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.

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.

- **Task:** 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).
- **Task:** Develop talking points regarding NAHRO and PHAs to share with non-traditional partners.
Status: **Not Yet Started** - (still formulating assess/communicate/act/execute measurable outcomes).
- **Task:** 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.
Status: **Not Yet Started** - (still formulating assess/communicate/act/execute measurable outcomes).
- **Task:** 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.) (# of letters in what timeframe? **Should this reside in Advocacy adding DEI funding issues?**)

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. community development.

OBJECTIVE: Work with Housing America Advisory Committee to:

1. establish measurable goals.
 2. promote academic achievements of public housing residents through connections with non-traditional partners, based on NAHRO Diversity, Equity, and Inclusion Policy Framework.
- **Task:** Improve internet/digital access in low-income areas
Status: **Not Yet Started** - (still formulating assess/communicate/act/execute measurable outcomes).
 - **Task:** Universal access to preschool.

Status: **Not Yet Started** - (still formulating assess/communicate/act/execute measurable outcomes.

- **Task:** Highlight the impact that under-resourced schools have on education gaps and upward mobility, and advocate for equitable funding for neighborhood schools.

Status: **Not Yet Started** - (still formulating assess/communicate/act/execute measurable outcomes.

- **Task:** 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.

Status: **Not Yet Started** - (still formulating learn/assess/communicate/act/execute measurable outcomes.

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.

OBJECTIVE: 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.

Task: 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.

Status: **Not Yet Started** - discussion 9/2022 (completed formulating learn/assess/communicate/act/execute measurable outcomes.

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

Status: **Not Yet Started**-(will review 9/2022- completed formulating learn/assess/communicate/act/execute measurable outcomes.)

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

OBJECTIVE: work with DEIAC and PD to establish measurable goals.

1. 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.

- **Task:** Make sure best practices are documented and shared.

Status: **Not Yet Started.** (will review 9/2022- completed formulating learn/assess/communicate/act/execute measurable outcomes.)

- **Task:** Collect and share demographics (staff leadership, commissioners). Consider adding optional questions to conference registration, and/or adding to Commissioners Survey.

Status: **In Progress:** 8/2022 - Draft commissioners survey created. Being reviewed by committee for additional comment/feedback – 9/2022.

- **Task:** 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.

- **Status:** **Not Yet Started.** (will review 9/2022- completed formulating learn/assess/communicate/act/execute measurable outcomes.)