



**2021-2023 DEI Subcommittee
Virtual Meeting Minutes - draft
December 21, 2022 | 1:00 – 2:00 p.m. EST**

Presiding: Zella Knight, Subcommittee Chair

Presentation: Housing America Advisory Group (HAAG)- Anna Judge, Chair/Libby Miller, Staff Liaison

Ms. Judge and Ms. Miller addressed the subcommittee and the discussion was as follows:

How to best market the Housing America poster contest and the [scholarships](#) (see attachment for background information) to more students across the country via their respective public housing agencies. How can the DEI subcommittee work with HAAG to build non-traditional partnerships (educational institutions prek-12, post-secondary colleges, to get the word out?

Discussion:

Items of concern from the Housing America Advisory Group

- All of the chapter/regions are not submitting chapter/regional scholarship applicants.
- Struggle to get males to apply.
- Program redesign, including rating/grading system, is a consideration to alleviate administrative burdens.
- Outreach marketing is primarily done via the housing authorities as the scholarship criteria dictates that the applicants must receive rental assistance (voucher, HOME, HOPE, etc.) from a nahro member agency.

Suggestions

- Consider creating a regional chapter and national NAHRO Diversity and Equity Scholarship with same criteria.
- Consider expansion of award to head of household population or caregiver of children with a sponsor or a fundraising entity.
- Market to non-traditional entities that come to PHA properties and to school guidance counselors, community colleges, social workers, homeless liaisons, resident councils PHA fairs, school fairs and other events directly connected with PHAs can, share, navigate and encourage participation.
- If tuition is covered, can we allow the funds for other college costs, food, etc.?

Next Steps

- Ms. Miller will compile data for DEI subcommittee with scholarship recipients list by gender, and sub-group demographics.
- Conversation will continue with CEO Thiele, President Wells, HAAC Chair Anna Judge and Staff Liaison Libby Miller on possible redesign of the scholarship program components.
- The DEI subcommittee as well as the Communication Subcommittee, who had a conversation with HAAC Chair Judge and Libby Miller, stand ready to work with HAAC in the realm of diversity, equity, inclusion and communication.

Commissioners Survey

- Seeking a survey deadline extension due to other issues.

2023 Washington Conference

- [Washington Conference Registration is now open !!](#)

March 22-24, 2023 – Omni Shoreham Hotel, Washington, DC

- [Washington Conference - Leadership Meeting Schedule](#)

Attendance: Zella Knight, Fred Banuelos, Thomas Jefferson, Joycelynn Straight, Angela Reed, Susan Ulrich, Bobby Wilson. **Guests:** Commissioners Committee Vice Chair, AJ Jones, CEO Mark Thiele, HAAC Chair, Anna Judge, HAAC Staff Liaison, Libby Miller, and DEIAC Chair, Liz Glenn.

Attachments:

- [Commissioners Mentors List](#)
- [Minutes 10/19/22 , 8/17/22](#)

Background – Scholarship Programs/ What Home Means to Me Poster Contest

Merit Scholarship - The NAHRO Merit College Scholarship awards \$1,000 each to eight scholars, one from each [NAHRO region](#), who are pursuing their first post-secondary degree. Each NAHRO region submits an applicant of their choice from their own scholarship program. If no regional scholarship program is in place, the region will select one eligible applicant to complete the NAHRO Merit College Scholarship application. The regions' scholarship applications then are judged by the NAHRO Scholarship Committee, which is comprised of Housing America Advisory Committee members.

NAHRO/LDG Scholars Program

From the eight Merit scholarship winners, the NAHRO Scholarship Committee will choose three candidates to become a part of the [NAHRO-LDG Scholars program](#). Begun in 2018, this is a 10-year venture that will provide \$1 million in scholarships and internship opportunities to low-income students from around the country and is funded by the award-winning multi-family housing developer, [LDG Development](#).

What Home Means to Me Poster Contest

Since 2008, this contest has recognized the amazing, poignant art of children who live in affordable housing across the country. Each piece of art visually shares the child's thoughts on what their home means to them. Each year, hundreds of children, ages 5-18, participate in the contest. Their heartfelt messages about their homes underscore the importance of the work that housers and community development professionals do.

The final contest, conducted in Washington, D.C., is the culmination of numerous poster contests held by public housing authorities all across the United States. Three judges choose 13 winners from hundreds of entries to be featured in NAHRO's "What Home Means to Me" calendar. All winners receive cash prizes. The grand prize winner, whose art is featured on the calendar cover, will also receive a trip to NAHRO's Washington Conference to meet our membership and his/her Congressional representatives.