



SAN DIEGO
HOUSING
COMMISSION

We're About People

San Diego Housing Commission (SDHC) Equity and Inclusion Initiative

Presentation to the SDHC Board of Commissioners
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SDHC – Equity and Inclusion Terminology



Source: Racial Equity Tools



SDHC – Equity and Inclusion Terminology (Continued)

- **Diversity**

- All the ways people differ
- Encompasses all different characteristics that make one individual or group different from another.

(Source: Racial Equity Tools)

- **Inclusion**

- Authentically bringing traditionally excluded individuals/groups into processes, activities and decision/policy making.

(Source: Racial Equity Tools)

- **Equity**

- The condition that would be achieved if one's racial identity no longer predicted in a statistical sense, how one fares.

(Source: Racial Equity Tools)

- **Equity Lens**

- Purpose is to be deliberately inclusive as an organization makes decisions.

(Source: Center for Nonprofit Advancement)



Equity vs Equality



Source: *Equity in Action*



SDHC – Equity and Inclusion Program Inception

- **Initiative Launched**
 - Executive Leadership Direction
 - October 2020
- **Team**
 - Interim President and CEO
 - Executive Vice President of Business Administration and CFO
 - Sr. Vice President, Compliance and Equity Assurance
 - Director, Compliance and Equity Assurance
 - Community Liaison/Ombudsperson
 - Equal Opportunity Contracting Analyst



SDHC – Equity and Inclusion Initial Actions



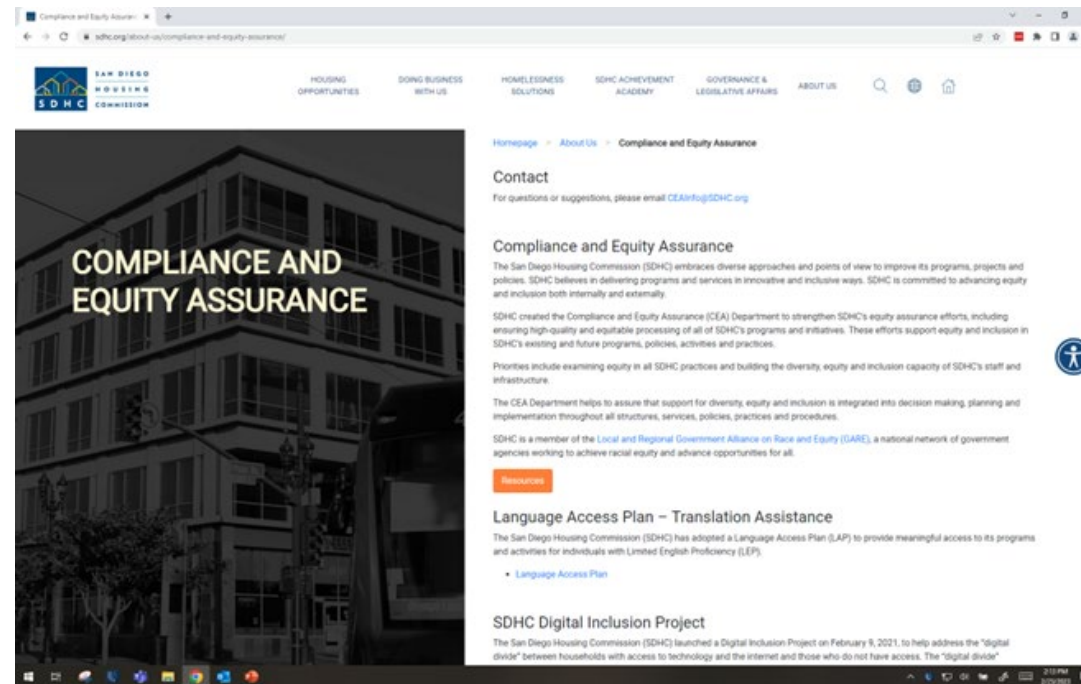
LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

FY22-FY24 SDHC Strategic Plan

Equity and Inclusivity

At SDHC, we are about people. SDHC embraces diverse approaches and point of view to improve our programs, projects and policies.

- We believe in delivering programs and services in innovative and inclusive ways.
- We are committed to advancing equity and inclusion both internally and externally



The screenshot shows a web browser displaying the 'Compliance and Equity Assurance' page on the San Diego Housing Commission website. The page features a large image of a modern apartment building with the text 'COMPLIANCE AND EQUITY ASSURANCE' overlaid. The content includes a 'Contact' section with an email address (CEAInfo@SDHC.org), a 'Compliance and Equity Assurance' section describing the department's mission and priorities, a 'Resources' button, a 'Language Access Plan – Translation Assistance' section, and a 'SDHC Digital Inclusion Project' section.



SDHC – Equity and Inclusion Initial Actions (Continued)

- **Government Alliance of Race and Equity (GARE)**
 - National network of government working to achieve racial equity and advance opportunities for all
 - Membership composed of over 400 jurisdictions
 - <https://www.racialequityalliance.org/about/who-we-are/>
- **SDHC Equity Assurance Webpage**
 - <https://www.sdhc.org/about-us/compliance-and-equity-assurance/>
- **SDHC Strategic Plan**
 - Equity and inclusion embedded in Strategic Plan including current and future activities



SDHC – Equity and Inclusion Initial Actions (Continued)

- **SDHC Board Reports Include Equity Assurance Section**
- **RFP's, RFQ's and NOFA's Evaluation Criteria Include Equity and Inclusion**
- **Hired Expert Consultant**
 - Equity in Action
- **Mandatory Equity & Inclusion Training**
 - Senior Leadership
 - Director/Manager/Supervisor
- **Language Access Plan Update**
- **Equity Lens Reviews**
 - Rental Assistance Procedures
 - HSAP Denied Applications
 - SDHC Administration Regulations
- **Proactive Community Engagement Platform** <https://publicinput.com/Portal/W1452>



SDHC – Equity and Inclusion Collaborations and Partnerships



SDHC – Equity and Inclusion Collaborations and Partnerships (Continued)

- **Donation of Used Computer Equipment**
 - San Diego Futures Foundation
- **Digital Divide Initiative**
- **Highlight and Recognition of Heritage Months**
- **Black, Indigenous and People of Color (BIPOC) Developers**
- **Community Based Organizations**
 - Assistance with Translation Services/Outreach Efforts
- **Community Engagement Projects**
 - Affordable Housing Fund
- **Technical Assistance**
 - Shelter Suspension Policies



SDHC – Equity and Inclusion Collaborations and Partnerships (Continued)

Homeownership Opportunities for People of Color

- \$7.5 million Wells Fargo Wealth Opportunities Restored Through Homeownership (WORTH) Grant
- \$184,000 National Fair Housing Alliance Grant



*Wells Fargo Grant Announcement
September 21, 2022*



SDHC – Equity and Inclusion Collaborations and Partnerships (Continued)

- **Wells Fargo Grant Application**
 - Informed by Focus Groups
 - Addresses Gaps in Services Based on Data and Research on Greatest Barriers to Homeownership for People of Color
- **Homebuyer Income Requirements**
 - At Least 25 Percent – 80 Percent AMI or Below
 - Up to Half – Above 150 Percent AMI
 - Remainder – 80-150 Percent AMI
- **Year 1 Activities**
 - Developing Technical Implementation Plan
 - Developing and Implementing BIPOC First Time Homebuyer Program



SDHC – Equity and Inclusion Comprehensive Equity Lens Reviews

- **Equity Lens Reviews**
 - Criminal History Screening Policies
 - SDHC Hiring Practices
 - SDHC Hardship and Appeals Policies



Questions & Comments

