

Housing For All
Meeting Agenda | October 15, 2021
8:30 a.m. - 10:00 a.m.

Zoom meeting link:

<https://zoom.us/j/96824114418?pwd=TUFQOVRwbGpIRGpxV3Q4N2JSZG5Hdz09>

Dial in for audio: +1 253 215 8782 | Meeting ID: 968 2411 4418| Passcode: 520204

- 8:30-8:35 1. Welcome/Introductions – *Sonia Capece, Co-chair*
- For introductions, please type your Name, Organization, and Preferred Pronouns in the Zoom Chat Box upon arrival to the meeting.
- 8:35-8:40 2. Last Meeting Outcomes – *Morgan Greenwood - Attachment A_9-20 Meeting Notes*
- 8:40-9:00 3. City of LaPine Housing Update – *Alexa Repko, Assistant Planner, City of LaPine*
- 9:00-9:20 4. Committee Update
- DEI Committee – *Morgan Greenwood*
 - DEI Toolkit review and approval – *Attachment B_DEI Toolkit*
- 9:20-9:30 5. Co-chair Update – *Sonia Capece, Co-Chair & Morgan Greenwood*
- 9:30-9:55 6. Roundtable – *Sonia Capece, Co-Chair*
- Please come prepared to discuss any local, regional, or state events, input processes, etc. that might be of interest to H4A membership
 - *Kathy Austin* – City of Bend Proposed Shelter Option Code Amendments
 - *Autumn Rackley* – Rent Relief Disbursement Update
- 9:55-10:00 7. Next Steps & Adjourn – *Sonia Capece, Co-Chair*
- Request for Next Meeting agenda items

Next meeting: November 15, 2021 | 8:30 am – 10:00 am

Housing For All

September 20, 2021 Full Group Meeting Minutes

Meeting to address housing needs of Central Oregon, occurring the 3rd Monday of each month.

Agenda:

1. Welcome and Introductions
2. Last Meeting Outcomes
3. Committee Updates
4. Meyer Memorial Grant/Funding Update
5. Roundtable
6. Review Next Steps & Adjourn

Outcomes:

- Morgan is seeking out additional funding sources.

Members: Sonia Capece (co-chair), Neighbor Impact; James Cook, Homeless Leadership Coalition; Sharlene Weed, Sisters Habitat for Humanity; Elaine Knobbs-Seasholtz, Mosaic Medical; Dana Richards, housing advocate; Dwane Krumme, La Pine Habitat for Humanity; Renee Wirth, Central Oregon Health Council; DeeDee Johnson, Bend/Redmond Habitat for Humanity; Beth Jacobi, Saving Grace; Rebecca Batzel, City of Redmond; Karna Gustafson, COBA.

Guests: Autumn Rackley, NeighborImpact; Jackie Keogh, Kor Community Land Trust; Gwenn Wysling, Bethlehem Inn; Mande Seeley, Sisters Housing Advocate; Patty Wilson, NeighborImpact.

Staff: Morgan Greenwood, Ciara Williams, & Chris Ogren.

1. Welcome/Introductions – Sonia Capece, Co-chair

Sonia asked attendees to type their name, organization, and preferred pronouns in the chat and to verbally introduce themselves.

2. Last Meeting Outcomes – Morgan Greenwood

Morgan highlighted outcomes from the full group meeting in August. Morgan noted that OHCS received a 260% funding increase in FY 22 and the City of Madras was working on a grant application to help fund a permanent year-round homeless services center.

3. Committee Updates – Morgan Greenwood

The Outreach Committee meeting was planning to discuss new funding sources and the regional housing campaign in its meeting scheduled for September 21.

The DEI Committee had completed final revisions of its DEI survey and sent the survey out to voting members to complete, about 25 people. Morgan urged members to complete the survey as soon as possible. The committee also has been working on a DEI toolkit adapted from the City of Seattle, which is to be finalized and ready for review for the October DEI committee meeting.

The Policy Committee is taking a critical approach to the way that endorsement requests are currently structured. Morgan explained that the current request process is sending the request to

COIC Staff and having them disseminate to the rest of the H4A group for signatures. Morgan questioned if the individual signature approach dilutes the effect of a full H4A endorsement and if any members had suggestions on how to change or improve the process. Karna Gustafson noted that sending requests directly to COIC staff, rather than discussing in the full group meeting, limits the ability of other members to have productive discussions on the merits of the request. Sonia suggested one-off meetings for endorsement requests to ensure adequate discussion.

4. Meyer Memorial Grant/Funding Update – Morgan Greenwood

Morgan explained that current funding through Meyer Memorial is set to expire at the end of the calendar year. Morgan said she plans to ask for a 3 month extension, through March 31, 2022 to allow H4A to accomplish three goals:

- Continue to serve as a regional housing consortium and provide endorsement requests.
- Shifting focus from an advisory group to a Regional Housing Council, with the hopes of working more on policy.
- Becoming a resource library, where H4A can serve as a data source and research organization to aid organizations that are better positioned to do advocacy work.

Karna Gustafson expressed initial hesitation, noting that there is a lot of work to get done in 6 months and that some of H4A's members may even be resistant to the type of work that H4A could be putting out. Morgan said that the work would be directed by other groups' requests. For instance, La Pine only has one city planner and could use help with model code. Morgan clarified that H4A would be staying out of the advocacy/politics and would be focusing specifically on providing data and resources to organizations that are lacking and could use help.

The group discussed what type of organizations would be able to request help. James cook asked if this would be specifically to help governments, or nonprofits too? If nonprofits are allowed, are they only voting members or are any local groups involved in housing/homelessness able to reach out? He also expressed concerns on how H4A staff would choose which groups get priority. Morgan thought it best if anyone was able to ask for help, but that this is an opportunity to apply the DEI toolkit to see which projects could have the most impact. Sonia suggested placing a priority to help voting members of H4A. James Cook noted that most of the voting members are more sophisticated and have more staff capacity than some of the smaller, often volunteer-led groups. Jackie Keogh supported James' comments, noting that Kor Community Land Trust has a small staff and could use help from something like this. Dee Dee Johnson also echoed James' comments.

Morgan concluded that with the group's blessing, she would go look for more funding opportunities to help spur this kind of work because there is a definite need in the community.

5. Roundtable – Priority Information to Share

Jackie Keogh shared that Kor Community Land Trust is about to break ground on its second community. The housing lottery opens in one month, and to enter the lottery interested parties should attend one of Kor's information sessions. Jackie asked the group to share this information

with any interested parties who are finance ready and who make 40 – 120% of AMI. Jackie also noted that Kor will prioritize any individuals who are recommended by a stakeholder organization.

Karna Gustafson informed the group that the City of Redmond is doing a code change that impacts their density table. From the looks of it, the changes still remain very low-density and there are a lot of hoops to jump through to get increased density. Karna said she may be reaching out to the group to provide some testimony to the city council. She doesn't think we need a full letter of support, but for any groups in Redmond, their support would be very helpful.

James Cook informed the group that Redmond hasn't funded homeless services because the City Council doesn't believe homelessness is a city issue.

Dee-Dee Johnson noted that there has been a lot of pushback in the City of Bend for the idea of managed camps. She urged the group to attend city council meetings and express support for the proposed projects.

Gwenn Wysling noted that a campaign to help de-stigmatize houseless individuals may help sway the Redmond City Council. She said that the Bethlehem Inn's website has a really helpful page on the topic.

Chris Ogren provided an update from the Bend Affordable Housing Advisory Committee Meeting.

Sharlene Weed noted that she is fine tuning an ARPA funding request from the City of Sisters to buy some smaller lots to build shelters on. The lots are incredibly expensive, valued at \$175k for 2800 square feet of space at market value. Sharlene is hoping to negotiate a deal. She said that the City of Sisters has been acting similarly to Redmond regarding cold weather shelters, viewing it as not a city problem. There are 200 people living in the forest outside of Sisters according to a study done by the Forest Service. Very high per-capita rate because Sisters is so small.

Dee-Dee Johnson asked for an update on the Housing Summit. Morgan said the focus of the summit will be more on Zero style strategy rather than what was previously discussed. Summit to be directed more towards immediate action than just information.

Morgan asked if anyone had ideas for agenda topics for the next meeting. The group suggested cold weather shelters and food security due to Covid-19 related supply chain issues.

Review Next Steps and Adjourn

Sonia adjourned the meeting.

Next meeting: October 18, 2021 | 8:30 am – 10:00 am

Racial Equity Toolkit

To assess endorsements, funding decisions, membership recruitment, housing barriers, and outreach & education.

Housing for All

The DEI Toolkit has 6 Steps:

- 1 Set Outcomes**
Identify key community outcomes for equity to guide analysis.
- 2 Involve Stakeholders + Analyze Data**
Gather information from community and staff on how the issue benefits or burdens the community in terms of housing equity.
- 3 Determine Benefit and/or Burden**
Analyze issue for impacts and alignment with racial equity outcomes.
- 4 Advance Opportunity or Minimize Harm**
Develop strategies to create greater equity or minimize unintended consequences.
- 5 Evaluate. Raise equity awareness. Be accountable.**
Track impacts on underserved communities over time. Continue to communicate with and involve stakeholders. Document unresolved issues.
- 6 Report back.**
Share information learned from analysis and unresolved issues with full Housing For All membership.

When do I use the Toolkit?

Early! Apply the toolkit early for alignment with H4A DEI goals and desired outcomes.

How do I use the Toolkit?

With inclusion. The analysis should be completed by H4A members with a variety of housing experiences.

DEI Policy Statement

Housing for All works to build a Central Oregon where every person has a safe and stable place to call home. We recognize that the history of housing discrimination in the United States and Central Oregon has resulted in people being denied access to housing opportunities based upon their identities and lived experience. We strive to embed Diversity, Equity and Inclusion into our work, the work of our partners and our community.

We Commit Ourselves To:

- Equip H4A members and partner organizations to engage in DEI learning and self-reflection through ongoing training and dialogue.
- Integrate Diversity, Equity, and Inclusion into H4A strategies in an explicit and strategic way while continually assessing impacts vs. intention.
- Examine disparate impacts and potential missing data and perspectives through ongoing analysis and disaggregation of data.
- Engage and build trust with marginalized communities by being present and listening in order to empower their collective voice.

Worksheet:

Title of policy, initiative, or request: _____

Description: _____

Contact Information for Lead: _____

- Endorsement Outreach/ Education Recruitment Housing Barrier Funding

Step 1: Set Outcomes

- 1a. What have been identified as the most important equitable community outcomes related to the issue? (See Page 6 for examples of community outcomes)

- 1b. Which DEI Policy Commitments will the issue primarily impact? (See Page 2 for DEI Policy Statement and Commitment Areas)

Step 2: Involve Stakeholders + Analyze Data

- 2a. Are there impacts on geographic areas? ____ Yes ____ No

- | | | |
|--|--|--|
| <input type="checkbox"/> Camp Sherman | <input type="checkbox"/> City of Metolius | <input type="checkbox"/> Confederated Tribes of Warm Springs |
| <input type="checkbox"/> City of Bend | <input type="checkbox"/> City of Prineville | <input type="checkbox"/> Terrebonne |
| <input type="checkbox"/> City of Culver | <input type="checkbox"/> City of Redmond | <input type="checkbox"/> Unincorporated Deschutes County |
| <input type="checkbox"/> City of La Pine | <input type="checkbox"/> City of Sisters | <input type="checkbox"/> Unincorporated Crook County |
| <input type="checkbox"/> City of Madras | <input type="checkbox"/> Crooked River Ranch | <input type="checkbox"/> Unincorporated Jefferson County |

Worksheet: (Cont...)

- 2b. What are the racial and/or ethnic demographics of those living in the area or impacted by the issue?
- 2c. How have you involved community members and stakeholders?
- 2d. What does data and your conversations with stakeholders tell you about existing inequities that influence people's lives and should be taken into consideration?
- 2e. What are the root causes or factors creating these inequities? (IE: Bias in processes; lack of access or barriers; lack of racially inclusive engagement)

Step 3: Determine Benefit/Burden

- 3a. Given what you have learned from data and from stakeholder involvement (refer to your answers in Questions 2a-2e), how will the proposal increase or decrease housing equity?
- 3b. What benefits may result?
- 3c. What are potential unintended consequences?

Worksheet: (Cont...)

- 3d. How are the impacts aligned with the community outcomes that were defined in Step 1?

Step 4: Advance Opportunity or Minimize Harm

- 4a. How will you address the impacts (including unintended consequences) on equity?
- 4b. What strategies address immediate impacts?
- 4c. What strategies address root causes of inequity listed in Question 2a?
- 4d. How will you partner with stakeholders for long-term positive change?

Step 5: Evaluate. Raise equity awareness. Be accountable.

- 5a. How will you evaluate and be accountable for outcomes? How will you evaluate and report impacts on racial equity over time? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue? Please address each question to the greatest extent possible.
- 5b. What is unresolved? With which resources/partnerships do you still need to make changes?

Worksheet: (Cont...)

Step 6: Report back

- Share analysis and report responses from Questions 5a. and 5b. with full H4A membership at a monthly meeting.

*To be added to the meeting agenda, contact:
mgreenwood@coic.org*

Appendix

Examples of Community Outcomes for Question 1a:

Topic Area	Example Outcome
Membership recruitment	Demographic diversity (REALD, SOCHI) and diversity of housing experiences of Central Oregon are reflected in Housing For All's membership.
Requests for pass-thru funds	Funds new or existing programs that specifically address housing disparities in Central Oregon's BIPOC community.
Policy endorsement	Policy is supported by demographics directly affected by its adoption
Policy/initiative to address barriers to housing/shelter	Addresses systemically racist policies that have prevented homeownership within BIPOC communities in Central Oregon.
Outreach and education	Outreach and education is culturally and linguistically responsive.

Glossary

Accountable- Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Community outcomes- The specific result you are seeking to achieve that advances racial equity.

Contracting Equity- Efforts to achieve equitable racial outcomes in the way that H4A spends resources, including goods and services, consultants and contracting.

Access to Services- Services and resources are easily available and understandable to all Central Oregon residents, including non-native English speakers. Transportation, language, cost, and other barriers are removed or mitigated.

Inclusive Outreach and Public Engagement- Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of services.

Individual racism- Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional racism- Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

Racial equity- When social, economic and political opportunities are not predicted based upon a person's race. Racial inequity-When a person's race can predict their social, economic and political opportunities and outcomes.

Stakeholders- Those impacted by proposed policy, program or budget issue who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions, schools, community-based organizations, etc.

Structural racism - The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.