Meeting: HDC CBO Affinity Group Date: 03/29/2024

Attendees:

- Tara Woodruff (WSHFC)
- Keri Williams (WSHFC)
- Tevin Medley (The Athena Group)
- Rhiannon Colaci (The Athena Group)
- Loren Tierney (HDC)
- Patience Malaba (HDC)
- Eric Alozie (NWE Construction)
- Mesha Florentino (Delrich Development Association)

- Troy A Drawz (Imagine Housing)
- Dani Turk (HDC)
- Tonia Hess (Metropolitan Development Council)
- Momar (sp?)
- JoAnna Martin
- Amber Larsen (Affordable Housing Development)
- Eric Hardson
- Nashika Stanbro (WSHFC)

Agenda:

- Revisit Community Agreements
- CBO Spotlight!
- Discuss Engagement Timeline
- Poll for CBO's
- Group Work: Incentives for Developers- Last Meeting Recap & Breakout Groups
- Plan for Next Meeting

Meeting Notes:

- Community Agreements:
 - Listen with curiosity and willingness to learn.
 - Do what you need to show up fully.
 - o Resist the desire to interrupt.
 - Speak from your own story and use "I" statements.
 - Avoid speaking for another individual or group.
 - Be open to the wisdom in each person's story.
 - Not everything will be comfortable to discuss.
 - Anything to add?
- Announcements from HDC:
 - Annual Celebration Luncheon on April 17th- please register! (link under "Meeting Links")
 - Training with Courageous Conversations April 25th & 26th (link under "Meeting Links")
- CBO Spotlight:
 - o How did your CBO get started?
 - If your CBO had more decision-making power, what would be different in your community?

- Metropolitan Development Council: (5:30)- Provides total wrap around services. This includes case management, withdraw management, educational, employment. They work with community partners. Connected with 5 projects online to partner with owners and help understand what communities want, raise their voices. If more decision-making power; a choice to have more say but feels as though the builders have been very collaborative with the organization.
- Introduction: Nashiko Stansbro WSHFC DEI Director
 - Originally from Public Transit Industry and translating all Community Engagement experiences over into Housing Industry.
- WSHFC Engagement Timeline Update/Announcement- Where are we? (Slides below)
 - o Policy reset started in 2022, Commission guaranteed developers 2 years of a steady policy with no changes so no updates for 2023. Wanted to update for 2024 and decided on partnering with HDC and Affinity group, realized this now won't be done for the 2024 round. WSHFC would like to continue this Affinity Group engagement so to update 2025 allocation round. Policy needs to be approved; this would need to be done by April 2024 to complete written policy for Fall 2024. Discussions have been rich and there are more topics to cover. Plan to do minor revisions but not a major reset as planned.
 - WSHFC would like to increase word of mouth for this Affinity Group. Plan to build a
 website with documents and resources for CBO's to expand this engagement.
 - Policy topics for discussions were brought to Affinity Group to vote on and only 2 of 7 topics have been touched on. These topics include:
 - Definitions of Communities Harmed by Housing Disparities, and Community Based Organizations
 - 2. Incentives for Developers to Partner with CBOs
 - 3. Engagement of Communities Harmed by Housing Disparities
 - 4. Decision-making Power for CBOs
 - 5. Racial Equity in the Development Team
 - 6. Capacity Building for CBOs
 - Member acknowledges a tension about pushing timeline of policy reform to avoid losing momentum.
 - WSHFC responds in agreement. Notes that with the policy changes in place currently, so far, seem to be good. Current policy in place is showing improvement for now until we get this current engagement "right".
- An anonymous survey poll provided to the group (Link below)
- Jamboard exercise and group break-out rooms (Slide PDF's below)
 - Slide 4: "Are the current options for points adequate and appropriately gauged? A. The Sponsor or an entity in the General Partnership qualifies as a CBO (5 points)"
 - Provide documentation to the CBO to help understand the risk of the partnership.

- Commercial space should be conveyed to CBO- Member contributed this because they believe CBO's miss the opportunity to rent out their space and make immediate cash that can provide capacity dollars.
- Turnkey approach vs true partnership.
- Slide 5: "Are the current options for points adequate and appropriately gauged? B. The Sponsor partners with a CBO, and any or all of the following (see slide)"
 - Financial experience readiness points How financial readiness compared to CBO points.
 - WSHFC: Financial readiness comes before partnership.
 Commission is last in decision. To get to 4% tax credit bond starts with city, county, or similar entity, etc. Once the WSHFC gets the application, financial readiness is already considered.
 - Member states that they believe the value for this engagement is about encouraging developers to look for partnerships that serve CBO's that are currently not being elevated. Their group discussed the different ways the questions in the policy could split apart the ecosystem and how BIPOC leadership is throughout this ecosystem. They suggested the possibility of asking the developers about BIPOC leadership on their board and in the development team. Also, that they are partnering with CBO's that are serving the population; that the developers have that representation on their board as well as the development team. Could provide real change and true partnership with CBO's. Maybe breaking the question up into 6/7 questions with fewer point allocations to determine true BIPOC/Community representation and inclusion.
 - Wanting to see tangible penalties for not delivering on the approved plan from the developers. Using "flowery" language versus what is actually delivered.
- Check Out: Meeting Cadance Vote
 - 1. CBOs on Subgroups: (5 votes)
 - a. Member expresses lack of capacity going into summer but supportive.
 - 2. Additional meetings: (0 votes)
 - 3. Current Cadence: (0 votes)

Q: Timeline slide showing 2026 date?

• The policy update will happen in the Spring of 2025 for the 2026 allocation round. Keri and Tara are working on measurement and metrics, how to measure outcomes of goals with this policy. Before policy changes, there is no way to measure.

Meeting Links:

Agenda: C:\Users\rhian\Downloads\WSHFC Agenda 3_29_2024.pdf

Jamboard: https://jamboard.google.com/d/1psJx2ILf8ULrzLaSmFS0vmLBF9k67xLPtRQTLQPKFHY/ edit?usp=sharing (Jamboard PDF's in pages following)

4% Bond Policy: https://www.wshfc.org/mhcf/4percent/2024Application/Policies.pdf

HDC Training: https://www.housingconsortium.org/events-list/#!event/2024/4/25/beyond-diversity-8482-race-equity-training

HDC Luncheon: https://www.housingconsortium.org/calendar/#!event/2024/4/17/16th-annual-celebration-of-affordable-housing

Survey: https://survey.alchemer.com/s3/7775041/HCD-CBO-Poll

WSHFC Announcement Slides

CBO Engagement - Timeline





CBO Engagement – Attendance Trends

Representatives from over 30 Community Based Organizations

Development and Nonprofit Consultants

Increasing Interest

Continued Expansion of Engagement



CBO Engagement – Topics

Defining Communities Harmed by Housing Disparities

Defining Community Based Organization (CBO) Characteristics/Criteria

Engagement of Communities Harmed by Housing Disparities

Decision-Making Power for CBOs

Racial Equity in the Development Team

- **Capacity Building for CBOs
- **Incentives for Developers to Partner with CBOs



Jamboard Slides:

4.5.2 CBO Inclusion

a. The Sponsor or an entity in the General Partnership qualifies as a CBO 5 points

Are the current options for points adequate and appropriately gauged?

> Am I in?

Hi I'm here to discuss - Provided some documentation to the CBO to support their understanding of the risk.

Developing staff capacity through development fee advances.

Commercial space should be conveyed to the CBO.

Turnkey approach vs true partnership.

4.5.2 CBO Inclusion

Are the current options for points adequate and appropriately gauged?

Points comparable to financial experience readiness points

CBO as developer how does that affect points

2 different requirements that each have their own point system: on the team in general and on the leadership. how points relate to other ones is important

b. The Sponsor partners with a CBO, and any or all of the following:

o CBO benefits financially from the partnership, as determined by the CBO. Examples can include - nonprofit donation (under Section 4.6) goes to the CBO, CBO pays below-

Sponsor partners with a CBO that brings value to and/or provides services to the tenants of the proposed development, as determined by the tenants1 point

CBO benefits from the partnership in capacity building or other non-financial way, as determined by the CBO1 point

incentive partnerships with CBOs who are smaller; these points could be weighted heavier to incentive that

leadership of cbo, financial expertise, board, staff also on the development side - points as specific as possible

BIPOC element, to build capacity as CBO and as a developer -weigh these points more to give BIPOC CBOs further support they do not have long history of experience in development

Higher weighted points to serve BIPOC communities and added points for developer to starting to incorporate BIPOC leadership into their development teams

slight priority for more points to include BIPOC organizations or people on the development side