



40<sup>TH</sup> ANNUAL  
**NPH AFFORDABLE  
HOUSING CONFERENCE**

OUR **MOVEMENT**

OUR **FUTURE**



The Voice of  
Affordable Housing

September 20, 2019

@NPHANC

#OurMovementOurFuture

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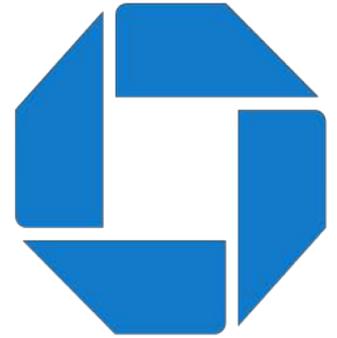


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/nonprofithousing



*Amie Fishman*

Our Movement,  
Our Future

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**Where was the affordable housing  
community 40 years ago?**

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Look Where We Are Now!

# Our Success Continues in 2019

- ❑ AB 1482 (Chiu): Statewide Rent Cap
- ❑ AB 1486 (Ting): Public Lands for Public Good
- ❑ AB 1487 (Chiu): Bay Area Regional Housing Solutions
- ❑ SB 329 (Mitchell): Ends Housing Discrimination for Section 8 Voucher Holders
- ❑ SB 330 (Skinner): Creates More Homes by Ensuring Local Governments Each Maintain Consistent Rules and Regulations

# We Need to Make Sure Governor Newsom Signs AB 1486 and AB 1487!

LEGISLATIVE UPDATE: NPH Priority Bills pass, Governor must sign by  
October 13!



WE'RE SO PLEASED TO SHARE THAT MOST OF NPH'S PRIORITY BILLS ADVANCED THROUGH THE LEGISLATURE AND HAVE HEADED TO THE GOVERNOR'S DESK FOR HIS SIGNATURE!

Get the full scoop in our post-session debrief: [The Good, the Bad, and the Opportunity](#)

Now, we need your help in urging Governor Newsom to sign these critical bills, including AB 1486 and AB 1487, before the October 13 deadline! Use our convenient, online form to share your voice directly with the Governor:

TAKE ACTION

Go to:  
[nonprofithousing.org](https://nonprofithousing.org)

# Once the Governor Signs Our Bills . . . Opportunities!





What Kind of Future Do We Believe is Possible?



What is Our Movement Really About?

# PLENARY SPEAKERS



**Gloria Bruce, East  
Bay Housing  
Organizations  
(EBHO)**



**John Kim,  
Advancement  
Project's  
California Office**



**Dwayne Marsh,  
Government Alliance on  
Race and Equity (GARE)  
and Race Forward**



**Tomiquia Moss,  
Hamilton  
Families**

# Our Movement, Our Future: Centering Racial Equity to Achieve Housing Justice



@gloria\_bruce  
@EBHO\_Housing



@flowing\_chi  
@AP\_California



Dwayne Marsh  
@RaceForward



@Meeksmoss  
@HamFamSF



# Racial equity means:

Closing the gaps so that race does not predict one's success, while also **improving outcomes for all**

→ To do so, have to:

- ◆ **Target strategies** to focus improvements for those worse off
- ◆ Move beyond services and focus on changing **policies, institutions and structures**

# DE&I are NOT a single concept



# Bias



The evaluation of one group and its members relative to another.

We all carry bias. Acting on bias can be discriminatory and create negative outcomes for particular groups.

# Explicit bias

Expressed directly

Aware of bias / operates  
consciously

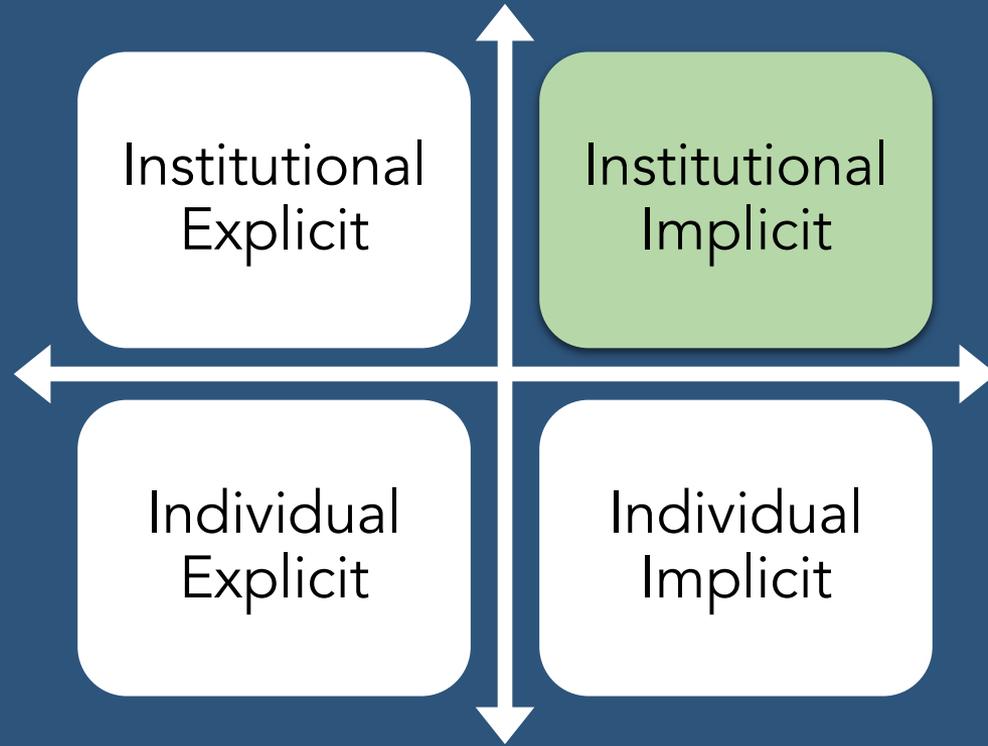
Example – Sign in the  
window of an apartment  
building – “whites only”

# Implicit bias

Expressed indirectly

Unaware of bias / operates  
sub-consciously

Example – a property  
manager doing more  
criminal background  
checks on African  
Americans than whites.



## Institutional / Explicit

*Policies which explicitly discriminate against a group.*

**Example:**

Police department refusing to hire people of color.

## Institutional / Implicit

*Policies that negatively impact one group unintentionally.*

**Example:**

Police department focusing on street-level drug arrests.

## Individual / Explicit

*Prejudice in action – discrimination.*

**Example:**

Police officer calling someone an ethnic slur while arresting them.

## Individual / Implicit

*Unconscious attitudes and beliefs.*

**Example:**

Police officer calling for back-up more often when stopping a person of color.

## Individual racism:

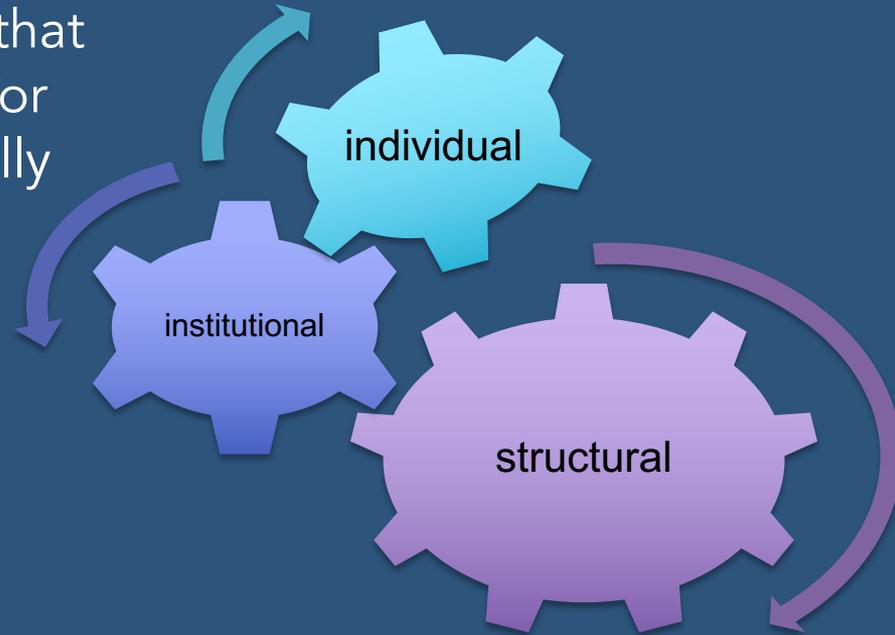
- Bigotry or discrimination by an individual based on race.

## Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

## Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



# Structures are a part of our lives:



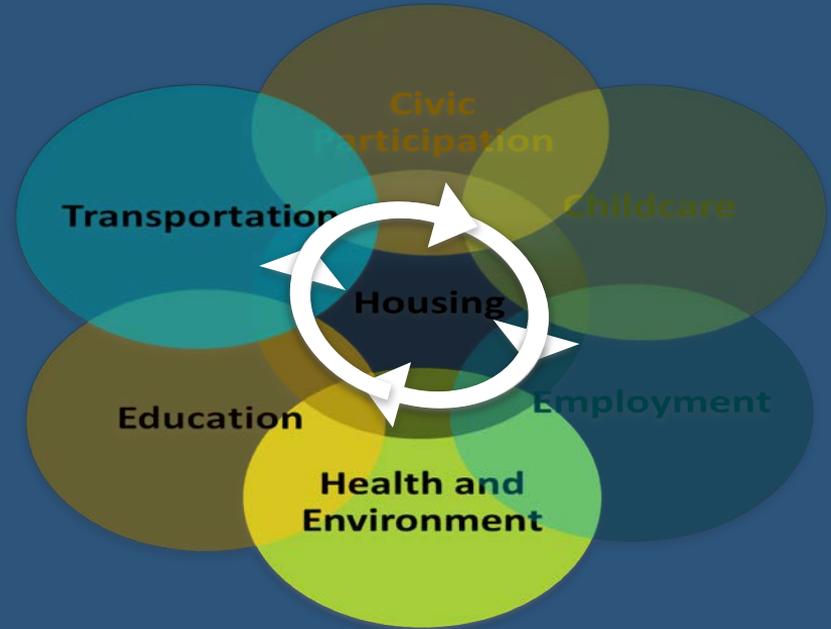
# What We Mean by Structural Racial Inequity:

“Structural Racism” points to multiple institutions

The ways our public and private institutions interact to produce barriers to opportunity and racial disparities.

Intent to discriminate is largely irrelevant

Structures just do what they do, often invisibly, and reinforce disinvestment and disparities.



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