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#OurMovementOurFuture
@NPHANC
Where was the affordable housing community 40 years ago?
Look Where We Are Now!
<table>
<thead>
<tr>
<th>Bill Number</th>
<th>Bill Name</th>
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<tbody>
<tr>
<td>AB 1482</td>
<td>AB 1482 (Chiu): Statewide Rent Cap</td>
</tr>
<tr>
<td>AB 1486</td>
<td>AB 1486 (Ting): Public Lands for Public Good</td>
</tr>
<tr>
<td>AB 1487</td>
<td>AB 1487 (Chiu): Bay Area Regional Housing Solutions</td>
</tr>
<tr>
<td>SB 329</td>
<td>SB 329 (Mitchell): Ends Housing Discrimination for Section 8 Voucher Holders</td>
</tr>
<tr>
<td>SB 330</td>
<td>SB 330 (Skinner): Creates More Homes by Ensuring Local Governments Each Maintain Consistent Rules and Regulations</td>
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</table>
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!

Go to: nonprofitihousing.org

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
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

Institutional
Implicit

Individual
Explicit

Individual
Implicit
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:
“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.
Our Movement, Our Future: Centering Racial Equity to Achieve Housing Justice

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