



# A More Equitable Future: NPH's Racial Equity & Inclusion Work

## The NPH Story

Since 1979, the Non-Profit Housing Association of Northern California (NPH) has been the Bay Area's collective voice for affordable housing solutions, making steady, critical progress toward a future where everyone has a place to call home. We accomplish this by advancing meaningful policy solutions at the state, regional, and local level; raising awareness about affordable housing's impact on us all; strengthening the affordable housing industry with training and expertise; and embedding racial equity and inclusion into all of our work.



## Our Approach: Racial Equity & Inclusion Work



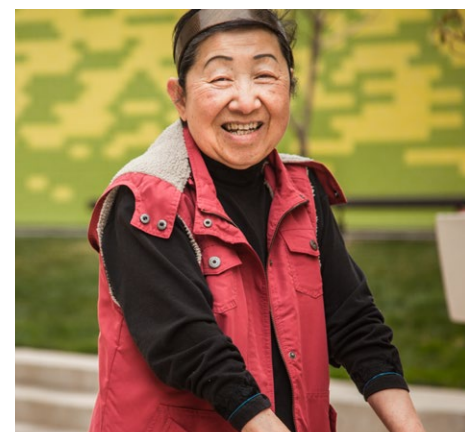
**Equity is at the core of our mission and rooted in all of our work.** As the largest convener of the Bay Area's affordable housing industry, NPH takes seriously our efforts to advance racial justice.

In challenging ourselves to be a strong anti-racist organization, NPH launched a racial equity and inclusion initiative in 2018 that builds upon previous work and continues to refine our racial justice goals and focus areas.

We work toward goals of racial equity and inclusion in three key ways: internally by creating a culture of belonging through inclusive organizational policies and procedures; throughout the larger affordable housing community through our program offerings (events, trainings, etc) that support change and transformation; and advocating for public policy priorities that redress historical harms of the racist housing system to advance housing justice.

### ► Creating a Culture of Belonging

**NPH ensures that racial equity is embedded in all individual and team goals through an intentional creation and maintenance of a culture of belonging.** All staff are urged through their work to adopt policies and practices that foster and encourage engagement of all staff and members, prioritizing those groups who have historically been marginalized. For example, in order to produce events where all of our members feel welcome and empowered to share their knowledge and expertise, NPH's events team created workshop submission guidelines that prioritize the diversity of panelists - including racial and gender diversity.



## ► Helping Transform the Affordable Housing Community

As the largest convener of the Bay Area's affordable housing industry, NPH embraces the opportunity to influence culture change at our member organizations. We accomplish this by offering racial justice programming that aims to diversify and transform our field:

### **The Bay Area Housing Internship Program (BAHIP)**

Launched in 2017, BAHIP is a paid one-year internship designed to diversify our field and nurture the next generation of affordable housing development professionals. By removing common barriers to opportunity, BAHIP provides low-income college students of color with hands-on experience and mentorship by leaders of color.

### **Racial Equity Resource Library**

This collection of the most up-to-date resources on racial justice practices was created to assist our members and other supporters as they undertake the journey toward embedding racial justice work into their organizations.

## ► Advancing Housing Justice

NPH's internal organizational work toward equity and inclusion, along with our broader efforts across our member organizations and the larger affordable housing community, are both geared toward effecting change at systemic levels to redress historical harms in order to advance housing justice in the region:

### **Advocating for Anti-Racist Affordable Housing Policies and Investments**

NPH understands that housing justice is racial justice. This is why our policy work focuses on housing solutions that address the structural inequities that have made housing out of reach for so many Bay Area residents. For decades, we have advocated for various policies and investments at the state, local, and regional levels to increase affordable housing and address homelessness, bringing more housing opportunities and security for our state's families, particularly our BIPOC neighbors who continue to contend with racist and exclusionary housing policies.

### **Diversity, Equity, & Inclusion Working Group**

Composed of NPH members, this group leads efforts to advance racial equity action plans throughout NPH's member organizations. The working group is currently focused on three main issues: 1) recruitment, retention, and culture change; 2) diversity in contracting; and 3) equitable lending.

### **Supporting the Leadership & Development of Affordable Housing Services Staff**

The essential workers of the affordable housing community are the staff who work directly with the residents providing critical services, and they are overwhelmingly people (mostly women) of color. In the past four years, NPH has increased our program offerings for these staff to support their professional and leadership development and self-care. This includes offerings from our Resident Services Roundtable series and our Community Advocacy & Voter Engagement (CAVE) Professional Certification programs.

NPH advocates that our region's affordable housing goals advance with an equity lens. Our regional policy agenda includes: addressing segregation and racial exclusion in wealthy communities; allocating equitable housing growth throughout the region; ensuring development in priority development areas as well as in high-opportunity, high-resource, transit-rich and job-rich communities; and developing a regional housing needs allocation (RHNA) methodology that affirmatively furthers fair housing.

### **Shifting the Housing Narrative**

NPH is the anchor organization of the Bay Area's "Shift the Bay" Initiative, a collaborative effort designed to deliver research-driven, field-practiced strategies, tactics, and messages to advance housing and racial justice. The Initiative works to shift the narrative on housing by leading with our values of racial equity and community.

