

NPH's Anti-Racist Champions of Change Program (ARCC) Frequently Asked Questions

Q: Who should be a part of the proposed team to apply?

A: We are looking for organizational teams made up of 2-5 Black, Indigenous, and People of Color (BIPOC) managers/leaders (at least 3 are recommended) and 1-2 executive leaders of non-profit affordable housing developer organizations. The BIPOC managers should be staff who are currently supervised by or regularly work closely with an executive-level leader (ex. CEO, COO, CFO). These BIPOC managers should not yet be a part of an executive suite. The executive-level supervisors are leaders in the field who are willing to support the emergence of BIPOC leadership in their organization and in the field more broadly. These executive leaders will participate separately in a parallel experience that centers on authentic solidarity to support their ability to be strong allies to BIPOC leaders.

We understand that our member organizations are all structured differently, so the "executive suite" and "manager" designations are guidelines. We are flexible in having our applicants define what those mean to them.

Q: Do you need to have a willing executive as part of your proposed team?

A: Yes - all teams that are applying must include one or two senior leaders as part of the proposed team who will participate in the Executive Leaders experience. We define these participants as people in influential roles of the organization's work and culture. While this typically looks like the "C-suite," we understand that many organizations are structured differently and may have alternative roles that fit this description.

Q: Are the executives expected to be BIPOC or white?

A: There is no particular racial or ethnic makeup we are looking for in the Executive Experience, though we do acknowledge that senior leadership in our industry is majority white. We are anticipating that the participants of the Executive Experience will primarily be white, but all are welcome.

Q: I'm worried that the time commitment seems like a barrier for folks. Any advice?

A: We understand that the time commitment is significant, but we also know that change processes take time. We see this investment of time and resources as critical to carrying out our racial equity work. The expected hours of commitment

also include the time that each organization's participating team will meet together to discuss and strategize for how they will bring the learnings of ARCC to their organizational work. We expect that prior to engaging in the program that executives and participants have a conversation on how to create space and capacity to fully engage in this program, which may be an ongoing conversation between the BIPOC managers and their supervisors. Also please note that our four Executive training sessions will be completely virtual to accommodate busy schedules. We understand that not every organization is going to be ready to participate in ARCC, but we still encourage organizations to apply and talk to us about any questions or concerns you have. If this is not your year, we definitely encourage teams to prepare for future years of participation and to plan work accordingly!

Q: How will ARCC connect to the organizational racial equity work we're already doing?

A: As stated above, we anticipate that the participating organizations will take time to bring the learnings and reflections from ARCC to the racial equity work they are already doing. ARCC is intended to supplement the important equity work our member organizations are already committed to, not to take away from it. The ARCC curriculum is designed to support and enhance this work.

Q: Are other entities allowed to apply, like architecture firms, public agencies, etc?

A: At the moment in the first year of ARCC we are targeting non-profit affordable housing developer organizations so that we can have peer support among similar organizations. As we continue to grow the program in future years, we will definitely consider opening up the opportunity to other entities. We are so glad to see such high interest in ARCC across our NPH membership!

Q: Do the BIPOC Managers have to be actual managers, or can they be leaders?

A: The BIPOC Managers do not have to be actually managing staff, but they ideally will have been at their organizations for 3+ years and are thinking about advancing to a senior leadership role. We understand there may be BIPOC staff who are ready to move to the next level, so are open to how organizational teams define what a "manager" is.

Q: Would an organization from outside of the Bay Area be eligible to participate?

A: If an organization is within a reasonable driving distance from the Bay Area to be able to attend the in-person activities, we are open to that. The in-person activities for the BIPOC Manager Experience include the opening retreat (currently scheduled for November 3-5), the four 2-day long learning sessions, and the closing retreat. The in-person activities for the Executive Experience will only include 1 day of each of the opening and closing retreats.

Q: What is the cost of participating in ARCC?

A: We are still determining the fee structure for each participating organization in ARCC. We have estimated the value of the true program cost per organization to be at about \$80,000, but assuming we can secure grant funding, we will charge organizations on a sliding scale from \$35,000-\$60,000. We do not want cost to be a deterrent to participation in ARCC, so we will work with each organization to scale the fee appropriately.