



As a leader in affordable housing & as an organization who believes in racial justice and fairness, we are called to do this work and look at ourselves to ensure we are working towards being an anti-racist organization.

The groundwork has been laid in the last few years for this movement forward. Staff has received on-going training on implicit bias, microaggressions, and trainings focused on various marginalized communities.

17

Average hours of equity training per employee in 2018



310 hours spent reviewing NHA policies with an equity lens in 2019

\$670,000

Asset Management's Investments in minority, women-owned, or emerging small businesses in 2018

In 2018, through a grant from Meyer Memorial Trust, NHA convened a core group of staff and board members to look at recruitment and hiring practices and policies and make recommendations for change.

A group of staff attended a dismantling structural racism training sponsored by U.S. Bank Community Development Corp. and hosted by The Gates Foundation. Staff took away from the multi-day training necessary tools and language to work on moving the organization forward and a renewed commitment to integrating racial equity work into the fabric of NHA.

MWESB Investments

As part of our equity strategy, NHA is committed to investing in MWESBs (minority, women-owned, or emerging small businesses.)

In 2018,

- Housing Development adopted a policy formally requiring a 20% baseline goal for MWESB participation in every construction project, with at least half coming from minority and women-owned firms for General Contractor contracts.
- Asset Management invested over \$670,000 in contracts with MWESBs. 43 percent of contracts for the group homes portfolio went to MWESBs and 21 percent of contracts for the multi-family portfolio went to MWESB vendors.

Current Initiatives:

- Development and implementation of organizational equity lens to use for decision-making at all levels of the organization
- Review of policies and practices through a racial equity lens
- Integration of equity work into each position description
- Rewriting of organizational equity policy
- Incorporating the equity plan into NHA's next strategic plan
- Restructuring of equity committee