

Redevelopment of Dekum Court

Home Forward
August 2020

CAC meeting #6
Focus on equity



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Home Forward's Mission:

- **The mission of Home Forward is to assure that the people of the community are sheltered.**
- **Home Forward has a special responsibility to those who encounter barriers to housing because of income, disability or special need.**

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Home Forward's Values:

- **Housing is at the core of what we do and people are the reason it matters.**
- **We do our work in support of systemic change for racial and social justice.**

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Home Forward's journey towards equity:

- On-going work with Center for Equity and Inclusion (CEI)
- Formation of agency-wide Equity Team (training and equity statement development underway)
- Try Excellence's Role in CAC

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Review of key goals:

Goals 1 & 2 - Expand affordable housing with range of bedroom sizes

Goal 3 – Long-lasting design that fits the neighborhood

Goal 4 – Support educational opportunities

Goal 5 – Expand economic participation

Goal 6 – Advance racial equity

Goal 7 – Support resident success

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GOAL 5 – Expand economic participation during development – focusing on women and BIPOC communities

- **Build capacity of D/M/W/ESB* companies**
 - Exceed 20% aspirational goal in Dekum contracting
 - Home Forward's has consistently exceeded this goal by working closely with our construction contractors

2019 report: Within 484 contracts totaling \$66.3 million; \$18.6 million was awarded to COBID firms - **28% participation**

* Contractors designated as a Minority-Owned Business Enterprise, Women-Owned Business Enterprise, or an Emerging Small Business as certified by the State of Oregon's Certification Office for Business Inclusion and Diversity (COBID) program.

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GOAL 5 – Expand economic participation during development – focusing on women and BIPOC communities

- **Diversify workforce and increase family wage jobs**
 - **Apprenticeship and workforce training goals**
 - » Pilot increased outreach / support for women and BIPOC community members seeking construction careers (from pre-apprentice to journey level success)
 - **Expand Section 3 participation to focus on**
 - » Home Forward residents and participants
 - » NE Portland geographic focus in three neighborhoods (Woodlawn, Concordia, Cully)

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GOAL 6 – Advance racial equity

- Increase opportunities for **community voices to be heard** (especially those who have often been silenced)
 - Engage an inclusive **Community Advisory Committee**
 - Residents
 - Neighbors
 - BIPOC advocates with close ties to neighborhood
 - Educators
 - Provide direct opportunity for resident input into design and planning for services (**resident focus groups and surveys**)

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GOAL 6 – Advance racial equity

- Create an inclusive **naming process** to select a new name that is reflective of our equity goals
 - Utilize Home Forward’s January 2020 naming policy adopted by our Board of Commissioners that
 - “**prioritizes naming properties in a way that honors the contributions of underrepresented people who have made a significant contribution to building the place where the property is located.**”
 - Begin the process by documenting history (contract with local historian Doug Decker underway)

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GOAL 6 – Advance racial equity

2019 Racial Identity at Dekum Court

Racial Identity	Percentage
white	43%
black/African American	29%
Multiracial	9%
unknown	8%
Asian	4%
Native American	4%
Pacific Islander	4%

Of 140 residents in November 2019, 29% are Latinx

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GOAL 6 – Advance racial equity

- Continue to **encourage and support a diverse community** at the new development
 - Develop an **enhanced marketing plan** to provide outreach to communities of color during initial lease up and on-going operations
 - Continue to expand resident service activities to ensure all cultures are welcomed and supported (including **culturally-specific service providers**)
... see Goal 7- Support resident success.

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GOAL 6 – Advance racial equity

- To help address the extreme disparity that people of color face to begin **building generational wealth**,
 - explore potential **affordable homeownership** on-site
 - Near term (3-5 years)?
 - Longer term (15-20 years)?
 - explore partnership with local nonprofit leaders in affordable homeownership such as Habitat for Humanity

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GOAL 6 – Advance racial equity

If more ideas about this important topic come to you after this CAC meeting, please let us know!

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