

Housing Department Racial Equity Initiative

This timeline shows the Housing Department's work on racial equity, the status of current projects, and a preview of work that is to come.

2022

Quarter 1

- Equity Budget Worksheet: Homekey Racial Equity Plan Approved (\$100,000)
- Language Access Coordinator Budget Request (Not funded)
- **First Office of Racial Equity Racial Equity Action Plan created**

Quarter 2

- **REDI Initiative Kick Off**
- Citywide Foundational Racial Equity Training
- Quarterly Open House framework development

Quarter 3

- **Department Land Acknowledgement Created**
- **First Department Racial Equity Survey**
- **Quarterly Open House Launched (Pearl Library)**

Quarter 4

- Departmentwide Implicit Bias Training
- LAP Research and Community Engagement
- Sexual Orientation Gender Identity Expression 101 Workshop
- Race the Power of an Illusion: The House We Live In Screening
- REDI Initiative interviews and strategic document review
- Quarterly Open House (Edenvale Library)

2024

- Continue work with new director
- Develop new Department Vision, Mission, and Values (Equity Policy) centering Racial Equity
- Develop Department's first Racial Equity Action Plan based in root cause analysis
- Conduct Departmentwide Racial Equity Impact Analysis Training
- Continue Language Access Trainings and create bilingual teams
- Implement Racial Equity Annual Trainings, including Racial Equity 101 and the Local Fair Housing Movement
- **Develop Labor Acknowledgement**
- **Create Land Acknowledgement Honorarium**
- **Develop Racial Equity Performance Indicators**



Completed Work

2020

November 2020: Equity, Policy, and Inclusion SDO hired

2021

Quarter 1

- **HDGARE Team expanded and team purpose defined**

Quarter 2

- **Held first Departmentwide Foundational Racial Equity Trainings:** concepts, history, definitions, and benefits of inclusive organizations
- **Candidly Speaking began**

Quarter 3

- **Developed scope of work for Racial Equity Design and Implementation (REDI) Initiative**
- SDO and PHD intern held **meetings with racial equity community leaders**
- REDI RFP released
- Conducted conflict de-escalation and bystander intervention training with Right to Be

Quarter 4

- Deptwide meeting: Racism in Housing Presentation
- **Racial Equity Consultants C4Innovations selected**

Current Work

2023

Quarter 1

- Equity Budget Worksheet: Community Access Program Manager (Not funded)
- Racial Equity Impact Team Recruitment and Kick Off
- REDI Listening Sessions: Unhoused (Roosevelt Community Center), Affordable Housing Residents (Project Home | Hank Lopez Center)

Quarter 2

- Quarterly Open House (Tully Library)
- **Departmentwide Racial Equity Impact Analysis Training**
- REDI Listening Session: Eviction Help Center, Rent Stabilization Program

Priority Project

Racial Equity Design and Implementation (REDI) Initiative

1. Diversity, Equity, and Inclusion (DEI) assessment of the department organization: This provides the Department a baseline of where to make progress. This includes an equity survey, community engagement, interviews with staff, HR data analysis, and racial equity review of strategic documents.
2. New department vision, mission, and values statement and policy affirming the priority of racial equity.
3. Development of the department's first racial equity action plan.

Housing Department GARE Team: The Housing Department GARE (HDGARE) team is a diverse team of staff leaders to the Housing Department's racial equity work through advising the Department, developing new initiatives, implementing racial equity tools, and promoting culture change.

Shelsy Bass | Kathleen Geier | Marcus Givens | Jacklyn Joanino-Sipat | Michael Jun | Janie Le | Marcell Leath | Kemit Mawakana
Chelsea Palacio | Theresa Ramos | Alejandra Tlalli-Miles

To stay up to date on the Housing Department GARE team's work, contact Jacklyn Joanino, view agendas and notes on Sharepoint under Departmentwide Initiatives, or check the Racial Equity landing page on the Housing Department website.

Future Work

Quarter 3

- **Language Access Plan Approved**
- Columbus Park Resource Fair and REDI Unhoused Questionnaire

Quarter 4

- Quarterly Open House paused to focus on REDI Initiative
- **REDI Initiative Phase 1 Presentation: Housing Department Baseline DEI Assessment**
- **Reconvened Racial Equity Impact Team**