

"We sacrificed our land to make  
the City of Seattle a beautiful  
reality.  
We are still waiting for our  
justice."

- Cecile Hansen, Chairwoman of Duwamish  
Tribe

## Our Vision

All people live with dignity in safe, healthy, and affordable homes  
within **communities of opportunity**

# How can you show solidarity?

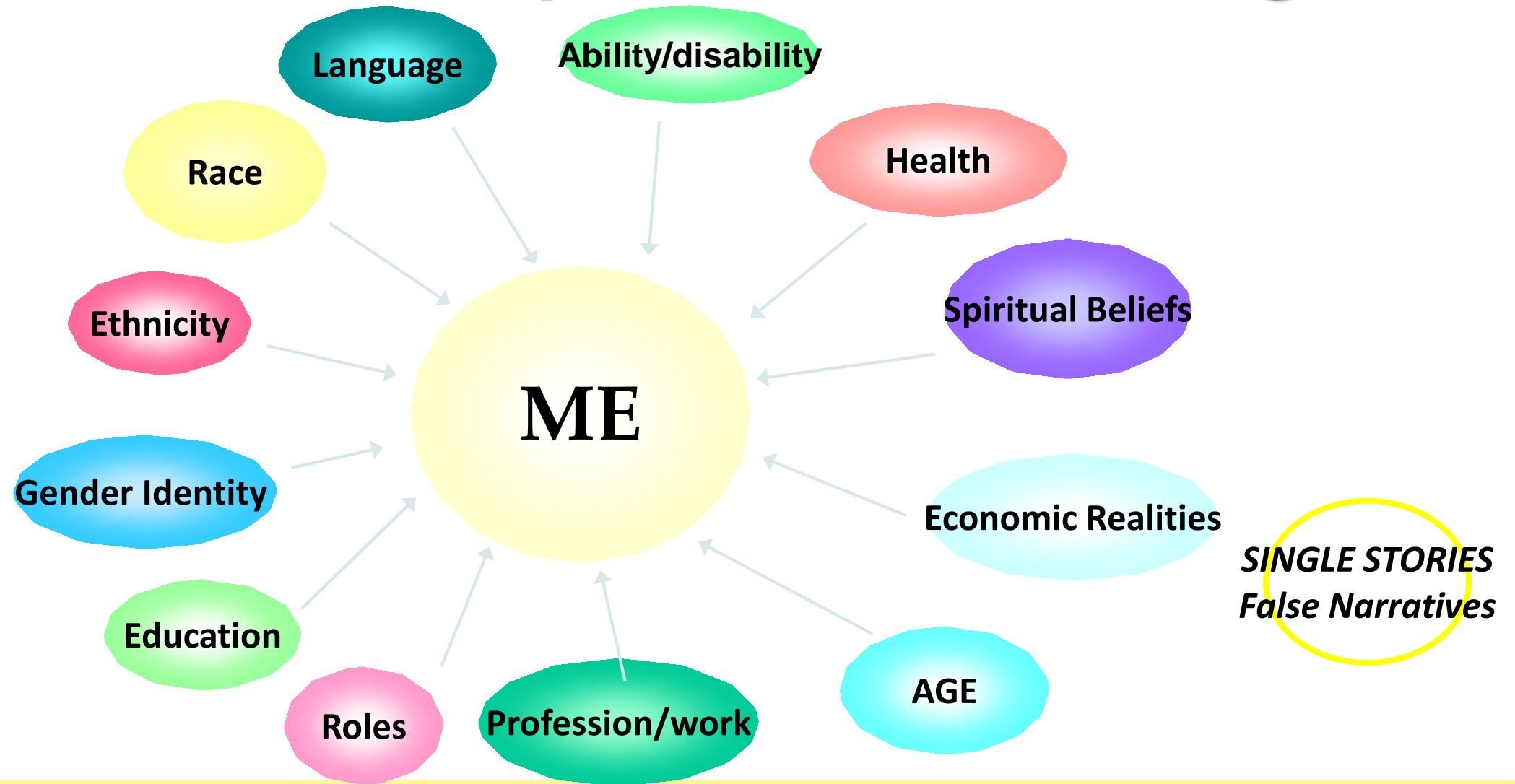
1. Visit [Duwamishtribe.org](https://Duwamishtribe.org)
2. Contribute to **Real Rent Duwamish**- All funds go directly to Duwamish Tribal Services (DTS) to support the revival of Duwamish culture and the vitality of the Duwamish Tribe.
3. Do land acknowledgments in your meeting, workshops, trainings, and any place you organize.

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# We Are All Complex Cultural Beings!



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# *We Are All In This Together!*



“We have to talk about liberating minds as well as liberating society.”

— Angela Davis

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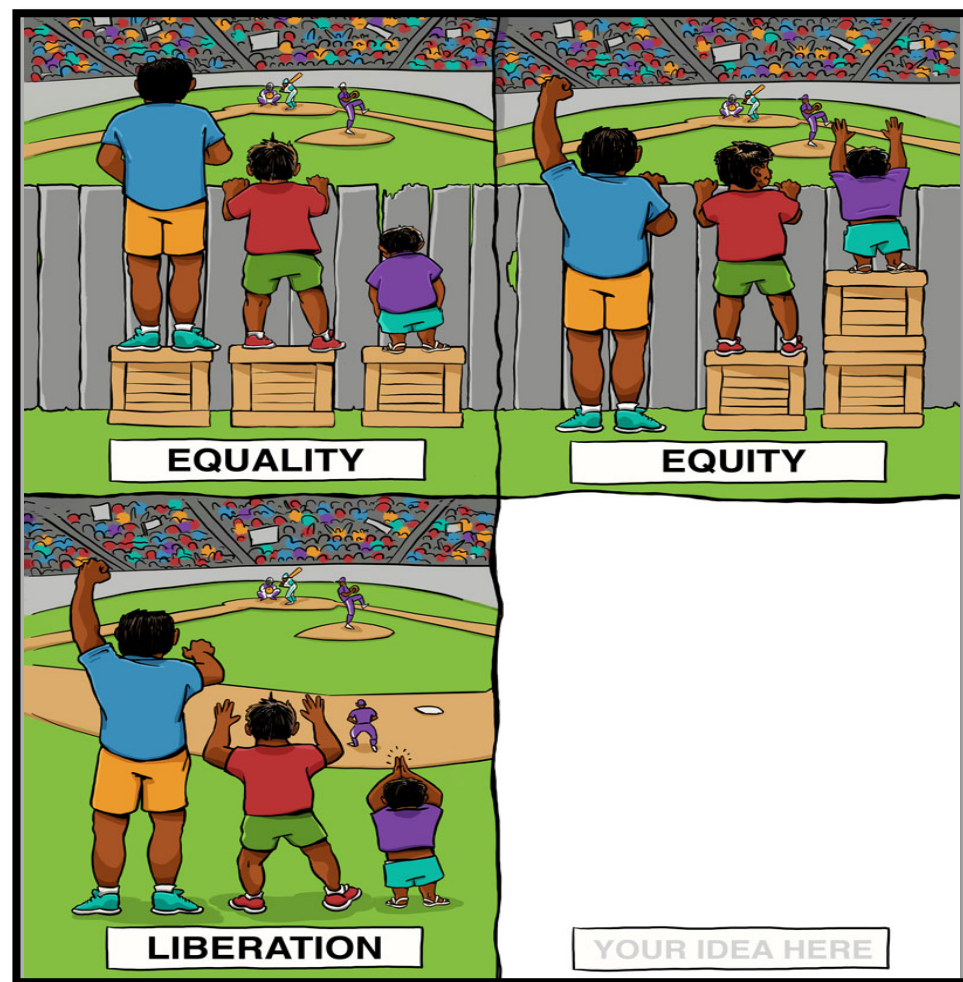
# What is Racial Equity

“The **systematic** fair treatment of people of all races that results in **equitable opportunities and outcomes for everyone**” RACE FOWARD

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# Equality vs Equity



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# Zip Code

Your **zip code** shouldn't predict how long you live, **but it does.**

South Auburn

76.6



West Bellevue

86.2

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# Race, Equity, and Inclusion (REI) Initiatives at HDC

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HDC is committed to increasing racial equity in the affordable housing sector for:

- Residents
- Staff who comprise our membership
- Underrepresented populations



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# HDC REI Initiatives

- Racial Equity Toolkit
- REI Learning Cohort
- Recruiting Diversity Task Force
- Housing Development Internship Pilot

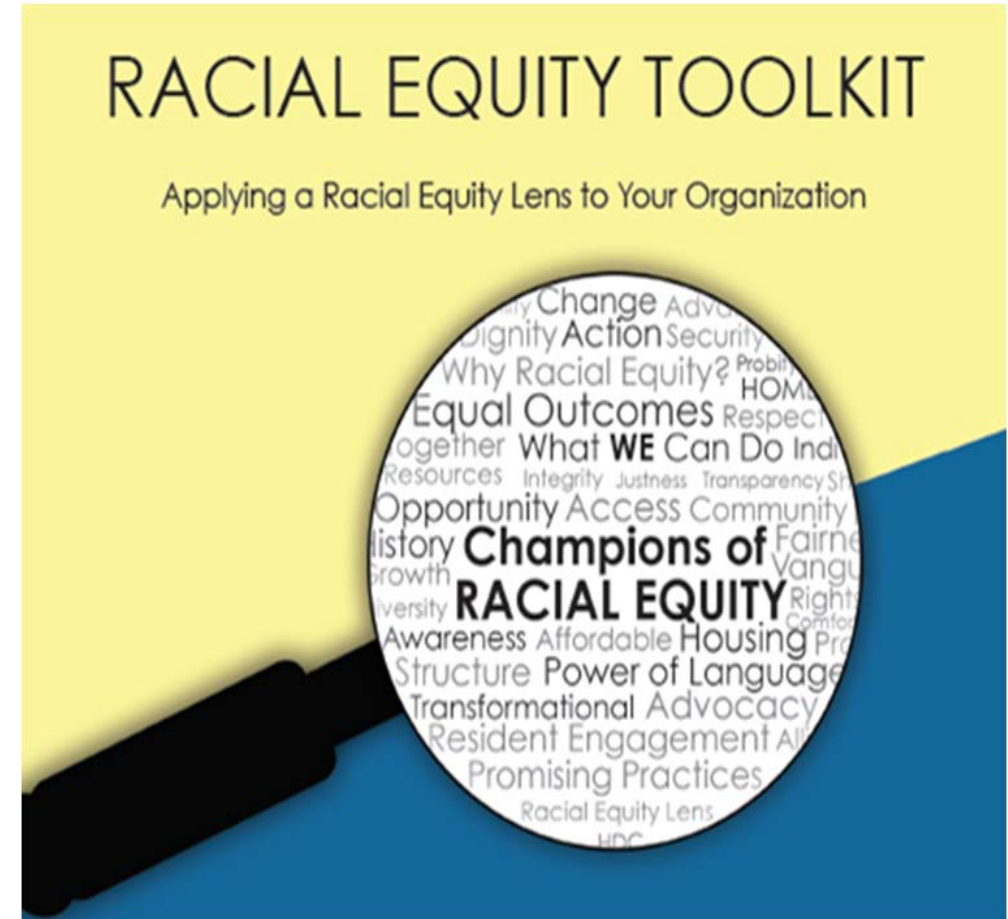


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# HDC's Racial Equity Toolkit

- Established in 2014
- Created by Monica Joe and Rueben Waddy
- **One size does not fit all.** Toolkit is customizable and meets the unique needs of HDC members
- Helps organizations develop work plan and assessments
- To institutionalize racial equity best practices internally



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# Equity in Action: REI Cohort

- Cohort of 5 member organizations
- Implementing assessments or workplans
- Using HDC tool, King County and other best practices
- Building organization accountability through REI lens and framework
- Completed HDC's Promising Practices Form



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# Recruiting Diversity Task Force (RDTF)

- Meets monthly at Beacon Development Group
- Primary Focus is on **Diversity Recruitment Strategies** to Ensure a **Pipeline of Diverse Workers** Throughout the Entire Sector
- Data collection, Member Trainings, Internship Program, Race-Based Caucusing



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# Housing Development Internship Program

- 9 month paid internship
- Designed to recruit, train, and retain racially and socio-economically diverse students
- Program consist of three entitles: **the intern, the host, and HDC** (Program Admin)
- Internship will provide a **career path** for undergraduate/graduate students into the affordable housing sector



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# Internship Highlights

- **Outreach**-University of Washington, Seattle University, North Seattle College, Evergreen College
- **Departments**-Masters of Urban Planning, Masters of Public Administration, Masters in Real Estate
- **Applicants**: Bilingual (Vietnamese, Mandarin, Ilongo), and students who identify as BIPOC
- **Host agencies**: include HDC members.
- **Internship start date**: October

**Be the voice  
for this  
program!**

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# What is a Caucus?

- Caucuses are focused meeting times for people to talk with others from their own ethnic/racial group
- Goes beyond surface level
- Allows white people to discuss and raise issues of race without burdening people from marginalized groups
- Racially or ethnically oppressed people discuss issues without the burden of white people invalidating their lived experiences.



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# Race-Based Caucusing

**White Caucusing** -White people to take part in anti-oppression work

- **Brave Space**-Dealing with discomfort as it relates to racism
- **Accountability**-White people to do the work separately from BIPOC
- **Retraining**-Learn new behaviors, concepts and hidden bias that perpetuate systematic racism
- **Action**-Take meaningful action to redistribute resources and power to BIPOC

**BIPOC Caucusing**- Safe space and liberating environment to explore/process internalized racist oppression

- **Safe space**
- “It’s important to have a space to be you”
- Sector needs to build supportive spaces for BIPOC’s to be heard, supported, and valued
- Create a culture/tool for staff to interrupt racism/microaggressions

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# Why Caucus?

- Working apart so that we can work together
- To reflect on internalized oppression and racial inferiority
- Work towards addressing white supremacist culture
- To be better allies to BIPOC



**\*\*Next Race-Based Caucusing: August 8<sup>th</sup>**

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# Building Awareness

- How can I stretch myself?
- Where can I take bolder risks, especially if I hold different forms of privilege?
- What do I need to learn more about before I do that, and who can teach me how to do that?

## My Role in a Social Change Ecosystem



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# Closing Thoughts



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