



# HDC LEARNS

*Supporting our members through  
Leadership, Education, **A**ptitude, **R**ace & Equity, **N**etworking, & **S**upport*



HOUSING  
DEVELOPMENT  
consortium



*The Housing Development Consortium of Seattle-King county has a decades-long commitment to the learning and leadership development of our member staff. Building on the strong foundation of our well-known and highly regarded Leadership Development Initiative, we are pleased to offer the HDC LEARNS series to HDC member staff and sector partners. HDC LEARNS is our collection of the latest learning resources and promising practices, made available to our members in easily accessed and digestible tools to help increase the effectiveness of the affordable housing sector in meeting our collective vision.*

---

## 1 BECOMING A MEMBER

This quick overview survey course helps organizations interested in becoming members of HDC learn about the process of becoming a member, as well as the benefits and expectations of membership. This course relies on the standard HDC New Member Packet and provides guidance on determining dues level. This course includes:

- ✓ Association fundamentals
- 

## 2 UNDERSTANDING YOUR HDC

This brief course provides an overview for new members, member representatives, and member staff to learn about HDC, its history, program offerings, member expectations, and how to fill out member engagement plans. A position description for HDC member representatives will be explored. This course includes:

- ✓ Association fundamentals
  - ✓ Member Representative fundamentals and expectations
- 

## 3 STAFF ORIENTATION BASICS & ON THE JOB ORIENTATION (OJO)

This course provides HDC members with a template orientation tool to create a uniform 2-week orientation program for new staff. It includes guidance on effective orientation strategies that include

understanding institutional and structural racism and equity as well as incorporating an Affordable Housing introductory element. This course includes:

- ✓ Resources for organizational HR Staff
  - ✓ Orientation templates and tools
  - ✓ Introduction to affordable housing
- 

## 4 AFFORDABLE HOUSING & RACIAL EQUITY IN KING COUNTY

Structural and institutional racism permeate the issue of access to affordable housing. This course provides an overview of the history of discriminatory housing policy and practice in King County and highlights the issues of displacement and disproportionality. Data is provided to illuminate these persistent challenges. This course includes:

- ✓ Resources for organizational HR Staff
  - ✓ REI templates and tools
  - ✓ City history and policy
  - ✓ Overview of REI promising practices
- 

## 5 AFFORDABLE HOUSING 101

Affordable housing is critical to our community and yet the realities of housing funding, development, and management are complex and not readily understood. This course provides participants who are new to the sector with an overview of key terminology and processes to help unpack the complexities and give new member staff confidence as they become part of this important work. This course includes:

- ✓ Housing Fundamentals and regional landscape overview
  - ✓ Acronyms and terminology
  - ✓ Review of players and pieces of housing development
  - ✓ Brief overview of housing history
- 

## 6 ADVOCATING FOR AFFORDABLE HOUSING 101

This course provides individuals who are new to housing advocacy with an understanding of how to become engaged, and offers tips for taking advocacy action and providing public testimony. Advocacy channels and resources are provided to assist the participant in speaking comfortably about affordable housing policy. This course includes:

- ✓ Overview of types of advocacy
  - ✓ Overview of best practices in housing advocacy
-

- ✓ Overview of what to expect when advocating
  - ✓ Brief synopsis of pressing advocacy issues
- 

## 7 DENSITY DONE RIGHT – AFFORDABLE HOUSING IN KING COUNTY

Our region has seen massive growth and it has not benefited everyone the same. Many lower income households have been displaced. The best hope for our region to become more affordable for all is to increase the amount of housing we build around all high capacity transit areas. This means “density,” a word that causes anxiety for some. This course walks through affordable housing of today and what “density done right” means in King county. This course includes:

- ✓ Overview of affordable housing development
- ✓ Tour of some of our region’s best examples of affordable housing development
- ✓ Land use policy overview
- ✓ Building and architecture