

HDC CBO Affinity Group | Notetaker's Journal

Agenda:

https://athenaplace.sharepoint.com/:w:/r/_layouts/15/Doc.aspx?sourcedoc=%7BC9D57FAC-F11B-4287-B7C1-942A0C218BBF%7D&file=WSHFC%20Agenda%204_26_2024.docx&action=default&mobileredirect=true

Date:

- April 26, 2024

Time:

- 1:00p

Number of participants:

- 15
- 7 CBO representatives

Facilitator:

- Tevin Medley

Attendance/Roster:

Name	Organization/Job Function	In attendance	CBO?
Loren Tierney	HDC, Exec Director	Yes	
Troy A. Drawz	Imagine Housing, Director of Real Estate Development	Yes	CBO
Paul Burgess	Executive Officer, Forth Plain Forward	Yes	CBO
Shantell Rice	Development housing consultant, works with CBOs	Yes	
Selina Robertson	Chief of Staff, Rise Up Academy	Yes	CBO
Aubre Dickson	Colas Development Group/ PARAH dev Srvs	Yes	CBO
Sofia Benalfew	Ethiopian Community in Seattle	Yes	CBO
Grace Kim	Schemata Workshop	Yes	
Dr. Paul Stoot	ED of Rise Up Academy	Yes	CBO
Nashika Standro	DEI Director/WSHFC	Yes	
Bilan Aden	African Community Housing & Development, Vice President	Yes	CBO
Keri Williams	WSHFC	Yes	
Tara Woodruff	WSHFC	Yes	
Tevin Medley	The Athena Group	Yes	

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Sanne Bergh	The Athena Group	Yes	
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Welcome

- Welcome all participants, Check-in: **How are you arriving to this space? (in chat)**
- Announcements from HDC

Community Agreements

- Listen with curiosity and willingness to learn
- Do what you need to show up fully
- Resist the desire to interrupt
- Speak from your own story and use "I" statements
- Avoid speaking for another individual or group
- Be open to the wisdom in each person's story
- Not everything will be comfortable to discuss

Anything to add?

General Observations during Check-in and Community Agreement Discussion (1:00-1:10p)

- General gratitude for the space being held.

CBO Spotlight (1:10-1:25p)		
Question	Notes	Additional Observations to Help Others Understand Notes
1	<p><u>How did your CBO get started?</u></p> <ul style="list-style-type: none"> • Place based organization that started in 2018 based off city action-plan. Disadvantaged community with high social health disparities, high rates of diabetes and depression. <ul style="list-style-type: none"> ○ Morphed over the years through local collaboration with other CBOs. ○ Want to grow much bigger- things would be different if we had a larger say in how decisions were made. ○ Top-down approach to work → how do we move away from that? Want to center the community voice, that is the key driver for how we deliver our work. ○ . 	<p>"I could speak on this for hours, but I don't want to take up too much space"</p>
2	<p><u>If your CBO had more decision-making power, what would be different in your community?</u></p> <ul style="list-style-type: none"> • We had the heartbeat of the community in mind. We center the needs of children, and in our 25 years of operation, we are more than a service-delivery CBO, but we offer solutions to gaps in opportunity, actively addressing racial inequity 	<p>This point was brought forward with a passionate emphasis on the</p>

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	<ul style="list-style-type: none"> ○ We are given definitions of what CBOs are; but it is much deeper than what is offered by non-CBOs' definition ● I know what power our CBO does have, but having power on decision making requires calculated and precise decision making. How do we not get talked out of the value that we bring the community? Our CBOs have intense power addressing inequities→ Their influence needs to be reflected in higher powers' decision-making. 	importance of CBO- "The heartbeat of the community."
Defining a Community Based Organization "CBO" (1:25-2:25p)		
	<p><u>Discussion: The current policy (section 4.5) centers Community Based Organizations (CBOs). Reference next section.</u></p> <ul style="list-style-type: none"> ● We left room in the policy for organization that is a consortium of black-owned businesses, or a chamber of commerce, not to limit it to NGOs. 	During this time, participants took time to look over the policy.
4	<p><u>Is this a good way to center potential residents? Is it clear? What data would tell you this is working?</u></p> <ul style="list-style-type: none"> ● Intent of having residents on the board, was to ensure that the residents/community were the strongest voices were represented. We want 80% of our board to represent the community. ● How they come up with the board, this can be further investigated through conversation. 100% of our board is from the community, and we have an ambitious capital plan—we need to expand that board but we have to do it methodically. We need to find people who are correct for the job and understand our mission. <ul style="list-style-type: none"> ○ All boards have different models- <u>are there ways to further investigate board makeups?</u> ● Important to have the community's feedback, especially the community feedback in terms of the people that we serve. That feedback, can it be part of the measure? They are the end recipients of the feedback at the end of the day. When we work on our public outreach, we are being more and more deliberate in the work that we do. ● In 2019 I offered community support in a different role, the CEO sought to do something very different and began to pull people with lived experience and from CBOs to sit on boards. <ul style="list-style-type: none"> ○ To bring in people who have lived experience onto the board, I would like to see more of that. We've gone a different route, and we were coming from place from shared leadership. I'm happy to hear CBOs working together differently to accomplish this. ● There's a "drumbeat" in the community, and you will know how to be effective within the community. For over 30+ years, I've seen the changes in the community→ how do we respond to the changes in the community? ● A common metric in housing industry is how many people housed. It is important but doesn't better their financial situation. <ul style="list-style-type: none"> ○ a data metric should be about: who financially benefits? ○ how many move into home ownership, ○ how many people have started businesses? or have grown revenue through their involvement with the CBO/resulting from the project. 	

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	<ul style="list-style-type: none"> ○ There is nothing in the metric about getting those people <i>out</i> of states of unhoused status. ● A couple of months ago, I brought my staff into this new development→ one of my staff members was able to reflect on the development's changes in the community and her personal relationship to the space. <ul style="list-style-type: none"> ○ Job title or level doesn't necessarily reflect community wisdom. 	
5	<p><u>In what ways should a CBO demonstrate its impact or effectiveness within the community?</u></p> <p>Notes on Discussion:</p> <ul style="list-style-type: none"> ● For the purpose of the application process, should the definition include: They need to have decision making power in the development process. Does the composition of the board reflect the community? ● Some CBOs grow rapidly while others have been doing work for many years, and we don't want to lose the folks who have been doing work for many years but may not have the same type of impact. 	
6	<p><u>Is the interview process for qualifying an entity as a CBO working? What could be added? Reference next section.</u></p> <p>Notes on Discussion:</p> <ul style="list-style-type: none"> ● We used to require a narrative, and we heard from CBOs doing work on behalf of the developer that it was time-consuming. This has been changed to now only offer one hour of time. Mostly we want to interview to reflect what the CBO <i>knows</i>. ● <i>How</i> does the community find you? ● Development agreement should reflect your worth ● The interview also has the possibility to point out how much the CBO has been involved/engaged with the development process and the relationship with the developer. ● How does developer's relationship with the commission affect the CBO? ● Emerging developers that are CBOs when we are getting into these partnerships, you don't know what you don't know. You've seen so many deals, WSHFC could provide guidance→ we have a national organization to provide us with technical assistance to help us with developer agreements. <ul style="list-style-type: none"> ○ All of the stakeholders that have our back and can provide input on developer agreement ideas. Not everyone is available to have that type of support. ○ Listen to CBOs that have leveraged sought after success and lean on their input. ● Capacity building for the CBO – do CBOs want that? <ul style="list-style-type: none"> ○ It needs to be easily available if folks are looking for advice. ○ Peer mentoring group to provide advice? Folks who could be compensated for time to serve as a sounding board. <ul style="list-style-type: none"> ▪ Relationships that need to be longstanding and trusting. WSHFC does not want to insert themselves into community decisions. ● Could there be post-occupancy survey for CBO? 	<p>Agreement that CBOs need to share wisdom with each other, especially around developer agreements.</p>

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	<ul style="list-style-type: none"> • Could that CBO peer group result into a future consulting firm or future development organization? • If poor compliance then do they get a negative score for next round of applications? • MOUs around developer agreements? 	
Check-out and Gratitude (2:25p-2:30)		
7	<p>What should the process be for feedback on our next topic: <i>Definition of communities harmed by housing disparities?</i></p> <p>Notes on Discussion:</p> <ul style="list-style-type: none"> • What is the process that we want to use on this discussion? • it feels like there needs to be the concern about prioritizing those who had been most harmed. • Next steps might include asking for feedback via email. Survey to evaluate how this work is going. • How do we want to move forward with this work and get more people to attend 	Generally, folks did not have immediate feedback.
8	<p>Would we like to meet on this topic before our next monthly meeting?</p> <ul style="list-style-type: none"> • MOUs around developer agreements? 	Feedback on next topics to be sent out to mailing list, potentially

Additional Observations:

- “How do we get more CBOs in the room for future meetings?”

Chat transcript:

13:06:42 From Keri Williams (she/her) WSHFC to Everyone:

Please include your name, job function, and organization!

13:07:36 From Loren Tierney (she/her), HDC to Everyone:

I'm cleaning up some dog poop - how i'm doing but also why i'm off camera for a few mins! :/

13:11:14 From Keri Williams (she/her) WSHFC to Everyone:

Reacted to "I'm cleaning up some..." with 😊

13:12:58 From Loren Tierney (she/her), HDC to Everyone:

<https://www.housingconsortium.org/affordable-housing-week/>

13:18:16 From Nashika Stanbro to Everyone:

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Hi all. Nashika Stanbro, DEI Director at WSHFC. Sorry I am late, I had an old invite. I am here to observe again. Thank you for letting me be a part of this space.

13:19:15 From Tevin Medley (he/him) to Everyone:

- o How did your CBO get started?
- o If your CBO had more decision-making power, what would be different in your community?

13:20:35 From Keri Williams (she/her) WSHFC to Sanne Bergh(Direct Message):

For your notes, "iPhone 199" is Dr. Paul Stoot, ED of Rise Up Academy

13:20:50 From Sanne Bergh to Keri Williams (she/her) WSHFC(Direct Message):

Replying to "For your notes, "iPh..."

Thank you Keri!

13:30:14 From Tevin Medley (he/him) to Everyone:

- o Is this a good way to center potential residents? Is it clear? What data would tell you this is working?
- o In what ways should a CBO demonstrate its impact or effectiveness within the community?
- o Is the interview process for qualifying an entity as a CBO working? What could be added?

Reference next section.

13:31:53 From Loren Tierney (she/her), HDC to Everyone:

big room!

13:38:35 From Bilan to Everyone:

apologies had a in person meeting in the city and traffic!!!

13:40:03 From Tevin Medley (he/him) to Everyone:

- o In what ways should a CBO demonstrate its impact or effectiveness within the community?

13:41:14 From grace kim | schemata workshop (she/her) to Everyone:

For the purpose of the application process, should the definition include:

They need to have decision making power in the development process.

Does the composition of the board reflect the community?

13:53:02 From Tevin Medley (he/him) to Everyone:

What data would tell you
this is working?

13:53:56 From grace kim | schemata workshop (she/her) to Everyone:

show me the money!

13:56:50 From grace kim | schemata workshop (she/her) to Everyone:

a common metric in housing industry is how many people housed.

that is important, but it doesn't better their financial situation.

a data metric should be about who financially benefits?

how many move into home ownership,

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how many people have started businesses? or have grown revenue through their involvement with the CBO/resulting from the project.

13:58:01 From Aubré Dickson, Colas Dev. Group/PARAH Dev Srvs to Everyone:

Reacted to "a common metric in h..." with 👍

13:58:12 From Keri Williams (she/her) WSHFC to Everyone:

Reacted to "a common metric in h..." with 👍

13:59:30 From PaulBurgess to Everyone:

I have to step away to another meeting. Thank you for the opportunity to join the group and I'll be pleased to join further conversations. Have a great weekend all!

13:59:40 From Tevin Medley (he/him) to Everyone:

Reacted to "I have to step away ..." with 👍

13:59:44 From Keri Williams (she/her) WSHFC to Everyone:

Reacted to "I have to step away ..." with 👍

14:02:50 From grace kim | schemata workshop (she/her) to Everyone:

or to makein the loaf yourself.

14:03:37 From Keri Williams (she/her) WSHFC to Sanne Bergh(Direct Message):

Can you make sure these comments in the chat are captured in the notes?

14:05:09 From Sanne Bergh to Keri Williams (she/her) WSHFC(Direct Message):

Replying to "Can you make sure th..."

Absolutely!!

14:08:30 From Tevin Medley (he/him) to Everyone:

o Is the interview process for qualifying an entity as a CBO working? What could be added?

Reference next section.

14:12:58 From grace kim | schemata workshop (she/her) to Everyone:

The interview also has the possibility to points out how much the CBO has been involved/engaged with the development process and the relationship with the developer.

14:13:57 From grace kim | schemata workshop (she/her) to Everyone:

that makes sense Bilan - how does the community find you.

14:13:58 From Sanne Bergh to Bilan(Direct Message):

Hi Bilan 😊 I'm taking notes for WSHFC and I was wondering for our notes if you might be able to provide your full name, organization and job function?

14:14:51 From Bilan to Sanne Bergh(Direct Message):

Bilan Aden, African Community Housing & Development, Vice President

14:15:02 From Sanne Bergh to Bilan(Direct Message):

Replying to "Bilan Aden, African ..."

Thank you!

14:15:39 From Bilan to Everyone:

Development agreement should reflect your worth!

14:18:16 From grace kim | schemata workshop (she/her) to Everyone:

capacity building for the CBO - do CBOs want that?

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could there be post-occ survey for CBO.

if poor "score", then do they get a negative score for next round of f applications?

14:18:25 From Nashika Stanbro to Everyone:

I have to hop off to another meeting. Thank you everyone.

14:18:32 From Tevin Medley (he/him) to Everyone:

Reacted to "I have to hop off to..." with 👍

14:20:35 From grace kim | schemata workshop (she/her) to Everyone:

and if WSHFC provides that tech assistance for MOUs, can it be a coalition of previous successful organizations as well as professionals.

And provide them with compensation to provide that peer mentorship.

14:21:43 From Keri Williams (she/her) WSHFC to Everyone:

Replying to "and if WSHFC provide..."

This is a great idea!

14:22:49 From grace kim | schemata workshop (she/her) to Everyone:

could that CBO peer group result into a future consulting firm or future development org

14:23:49 From Tevin Medley (he/him) to Everyone:

o What should the process be for feedback on our next topic: Definition of communities harmed by housing disparities?

o Would we like to meet on this topic before our next monthly meeting?

14:24:35 From Loren Tierney (she/her), HDC to Everyone:

Happy weekend, everyone! I am on school pick-up today so have to hop a few mins early. I look forward to our next conversation