

RHIP and COVID-19 MINI-GRANT PROJECT SUMMARIES

COVID-19 Final Report for Bend Area Habitat for Humanity (RHIP) “Racial Disparities with Home Ownership” Reviewed by the Stable Housing and Supports Workgroup

Summary of Results:

- Our project started with questions:
 - What are the factors creating racial disparities with access to homeownership?
 - Why do white families in Bend have a 67% likelihood of owning a home, but all other races drop to a 33% likelihood?
- From those difficult questions, we developed a (very) ambitious plan amidst the early days of the COVID-19 pandemic.
- We wanted to understand the barriers faced in our community and create solutions to change processes and experiences, building trust along the way.
- Our goals were many (7!) but can be summarized in four (4) main activities:
 1. Hire a DEI consultant, Erika McCalpine. Status: Erika was hired and has completed 80% of the tasks we planned for her to do.
 2. Complete internal DEI assessments and trainings. Status: complete.
 3. Host community listening sessions with racially specific groups. Status: not yet started (see sections below for more details)
 4. Complete internal policy review. Status: in progress.

Quotes:

“This project has become so much more than what we thought it would be! We envisioned it to be a quick staff training, 2-3 listening sessions, and internal policy review. We realized quickly in our training that our training needs roots to be prepared to listen to the community. By slowing our pace, we have equipped our DEI committee and staff to be warriors for DEI justice! Through this work, we have seen staff rise to take leadership in the community (one has joined the board of a justice organization, another became a member of the Bend's Human Rights and Equity Commission), policies have been reworked under a DEI lens, and really difficult conversations have been had. We are changed and are making change happen in Bend.”