

THREE DECADES OF REFLECTION



JOHN SPENCER

WHY ISN'T THERE SOMETHING LIKE THIS IN THE NON PROFIT WORLD?



WE SHARED KNOWLEDGE + CREATED NETWORKING OPPORTUNITIES.



fulfilling our mission but pushing us further

BEING ON THE EDGE IS WHERE CHANGE HAPPENS.



HEATHER RASPBERRY

LEVERAGE THIS UNIQUE VOICE...

for development & preservation of Affordable Housing

HAND leads from the FRONT NOW.



JILL NORCROSS

I'M GRATEFUL for having a Board that have supported our team and Really leaning IN to this RACIAL EQUITY work.

Groups Aligned around a CAUSE



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by @ayumi bennett

IGNITE TALKS

it REQUIRES us to be HONEST with OURSELVES.

WHAT IS THIS PLACE CALLED AMERICA?

it MUST be about STRUCTURES & SYSTEMS

can't be about individual

must transform

TRUTH telling

Language
↓
PROBLEM diagnosis

the SPACE for NEW VOICES

We didn't just ARRIVE at this place.

HOW do we MEASURE SUCCESS?

AMANDA MISIKO ANDERE



ALYIA GASKINS



WHO ELSE needs to be in the CONVERSATION?

- GRIOTS -
STORYTELLERS OF TRUTH



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IGNITE TALK: EQUITY IN ACTION

REMOVING BARRIERS, UNLOCKING ACCESS FOR BLACK + BROWN DEVELOPERS

They ONLY SEE COLOR in my country.

How do we Disrupt?

recognize the mistakes I personally made in the PAST.

EQUITY REQUIREMENTS

RECOGNIZE the vicious cycle

Develop products & USE OUR CAPACITY to SUPPORT

How do we back into something that makes sense?

you want to make a change? commitment from the SENIOR leadership They're WATCHING what you DO.

WE NEED MORE BLACK + BROWN OWNERSHIP of leading institutions

"Lucky & perfect"

How do I deal with NUANCE?

Talk about it NON STOP.

TRADITION doesn't WORK for PEOPLE of COLOR.

HOW DO WE EMBED RACIAL EQUITY into the CODE?

I wanted to create something that gave EQUITY to people of COLOR.

BE intentional about how we're paying it FORWARD

I think there was POISON at work....

focus on MINORITY-LED ORGANIZATIONS

0% MONEY... I call that EQUITY.

ARE you Disadvantaged because you are a DEVELOPER of COLOR?

I think so.

Standardization & Uniformity have EXCLUDED so many people.

I'm using my Embarrassment to DRIVE vs.

be at the TABLE

bring in people who've been doing the work for SOMETIME. Listen to them.

How do we MAKE CONTINUAL IMPROVEMENT?

lot of BUZZ WORDS... what does that mean for US?

Real v. perceived Risk

MENTORSHIP is CRUCIAL

the LAW... who DOES it BENEFIT?

ADRIAN WASHINGTON



STEVE ROSENBERG



ERNST VALERY



CATHERINE BVELL



ELLIS CARR



BRETT MACLEOD



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IGNITE TALK: PUTTING the COMMUNITY BACK IN COMMUNITY DEVELOPMENT

WHAT CAN WE DO?

Wealth is such a DRIVER of OPPORTUNITY.

- ✓ BUILDS PRIDE + AGENCY
- ✓ BUILDS LEADERSHIP + SKILLS
- ✓ Steady housing cost

How do we view COMMUNITIES + how do we RESPECT them?

WE have to CREATE OUR OWN PLAN.

at the END of the Day, we all want be SAME thing.

WORKERS BENEFIT RESIDENTS

Why CO-ops?

top to Bottom pay ratio 2:1

outlive Cooperations

this IS a PROCESS of BUILDING RELATIONSHIPS.

WE don't hear our VOICE in it

Pathway to PARTICIPATION

We're NOT Looking to settle for anything LESS than REAL PARTNERSHIPS.

How do we give OWNERSHIP in the project?

society respects CAPITAL.



Renters/ workers → OWNERS

It's LONG OVERDUE.

Be intellectually HONEST about THIS WORK.

FINANCIAL

How we make Community investment

ENERGY

how do we make COMMUNITY more ATTRACTIVE to investors?

micro loans

think out side the BOX

it's NOT enough to WAIT for it to Happen.

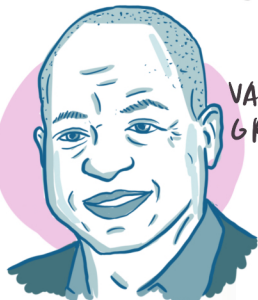
Philanthropy investing + supporting community-led orgs.

resistance + resilience

ED DELANEY



VANCE GRAGG



MUSTAFA ABDUL-SALAAM



ANTHONY COOK



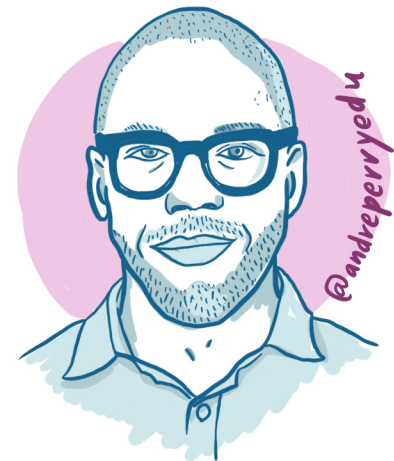
DAN TANGHEKINI



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A CONVERSATION WITH DR. ANDRE M. PERRY - KNOW YOUR PRICE: VALUING BLACK LIVES AND PROPERTY IN AMERICA'S BLACK CITIES



WE NEED OUR ORGANIZATIONS TO EMBRACE RACIAL RECKONING

EQUITY has to mean for PEOPLE to LIVE OUT their POTENTIAL.

We've got to look at RISK & RETURN differently.

invest in PEOPLE before PLACE

we need new POLICY BASED SOLUTIONS



HOME VALUES Dictate...

you see the INTRINSIC value of Whiteness being PLAYED OUT.

RACISM is the RISK.

Brookings-Ashoka challenge

KNOW your HISTORY + DATA

run research THROUGH the Lived Experience, not AT IT.

nothing grows without investment.

we need to put our BIASES UPFRONT.

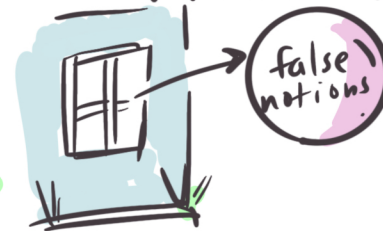


↓ 23%
\$156 BILLION in LOST EQUITY

it doesn't make any sense except for RACISM.

DIVEST from RACISM.

don't blame the lettuce.



WE ARE IN BUSINESS FOR community.



It's NOT a RISK to INVEST in Black people.

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HOUSING ACHIEVEMENT AWARDS



VIRGINIA
PETERS
NONPROFIT
FRIEND

DELEGATE ALFONZO LOPEZ

DEVELOPER
of the YEAR



ARLINGTON PARTNERSHIP
FOR AFFORDABLE HOUSING



President's
CHOICE

ANGIE RODGERS

BEST LARGE AFFORDABLE
HOUSING PROJECT



WASHINGTON HOUSING CONSERVANCY



EMERGING
LEADER

MANSUR ABDUL-MALIK

BEST SMALL AFFORDABLE
HOUSING PROJECT



THE MICHAELS ORGANIZATION



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ANGIE RODGERS

DEPUTY CHIEF ADMINISTRATIVE OFFICER, ECONOMIC DEVELOPMENT
PRINCE GEORGE'S COUNTY

PRESIDENT'S CHOICE HOUSING ACHIEVEMENT AWARDS

FIND your WHY

I started
as a researcher

↑ % Housing
COST
↓
vulnerability

I'm the
POSTER
CHILD
for what those
programs +
benefits are
meant to
CREATE

I DO THIS
WORK
because
it's
PERSONAL

we are
so FAR
from
making
SURE ALL
FAMILIES
have
full range of
opportunities.

MANY ARE
BORN TO
ASTOUNDINGLY
IMPOSSIBLE
ODDS

THIS IS
my
GREAT
WHITE
that
I HUNT
EVERY
DAY.

I don't want to leave it
to LUCK OR CHANCE that
the next Little Black girl
gets to follow in my footsteps.

REDEMPTION. FORGIVENESS. PROGRESS.

Lean into
REAL UNDERSTANDING
REAL STRATEGY
REAL ACTION

if your
response to
the PROBLEM
we all live
with has been
largely
performative,
TAKE off
your
mask,
and
Lean in
to REAL
CHANGE.



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TAAMRE SOLEN

CHILDREN'S ESSAY CONTEST WINNER

A MOMENT IN TIME.

As I wake up in BED,
I eat BREAKFAST to stay FED,
I want to PLAY a game that's FAIR,
NO TRICKS that are SOUR,
JUST SWEET, like a SMELL of a FLOWER!

It's the year 2020, I have dreams to be FULFILLED,
To FEEL the SNOW of AMERICA,
to SMELL the AIR BLOW, And SEE the rivers FLOW.

THERE'S a TEST I MUST TAKE,
if my DREAMS aren't fake,
I will, I MUST pass this test,
There's NOTHING to fear, I must do my best.

I wait, anxiously,
I WAIT, CURIOUSLY,
I sleep, hesitantly,
I stare, ABSENTLY,
The stress is HIGH,
I ask, WHY?

It's okay to feel this way,
At least that's what they say.

my MOTHER is HAPPY the news had come,
I was SURPRISED the Test, some,
WERE POSITIVELY Good GRADES.

Even the ONES I hated the MOST,
with RIDDLES and VOCABULARY that I feel LOST,
The feeling was CONFUSING.

I smiled,
my DREAMS were being FULFILLED.

A few weeks passed,
The SUN ROSE and SET,
I played, LAUGHED and MADE a BET.

THE company was GREAT,
I'm SORRY I had to LEAVE
without SAYING GOODBYE to ALL.

I get OUT of my Nostalgic phase.
BACK to REALITY,
ME Being here is a RARITY,
I saw the SNOW,
Smelled the air blow,
But I still ask...
WHAT DID IT COST?



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AMPLIFY YOUR INSIGHTS



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