

DEI Accountability



Raphaella "Raph" Brice

Define before you measure. Reflections, tools & resources
Chad Simmons
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Who are we?



- Federal & State Housing Tax Credit programs
- Mortgage & downpayment assistance
- Rental & homeowner development initiatives & financing
- Weatherization & energy initiatives
- Data, research & resources



But Why?



Why are we doing what we're doing?
Why are we measuring what we're measuring?

What & how are we measuring?

- What do we mean by DEI?
(shared language)
- Measurement tools
- Who are most impacted?
- How are they leading, involved
in or informing efforts?



Shared language

Diversity

- Includes all the ways in which individuals and groups of individuals differ. The term simply describes the presence of individuals from various identities, backgrounds, perspectives, and values.

Equity

- Is the fair and just treatment of all people, demonstrated through the acknowledgement that systemically, individuals have vastly different access to opportunity, and thus need different resources to be successful. It also includes the intentional design and execution of fair policies, processes, trainings, systems, and structures.

Inclusion

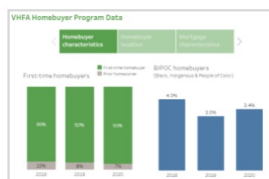
- Enables people who carry different social identities to lead and succeed in different, self-determined, and authentic ways. It involves creating environments where any individual or group is welcomed, respected, supported, and where people can participate in a way that results in shared leadership.

VHFA's Efforts to Date



- Agency commitments
 - Staff & board representation
 - Agency initiatives & programs
 - Homeownership
- Internal committee, training, values
- Partner & sector initiatives
- Data & research
- Statewide housing conference
- Housing sector DEI inventory (started)

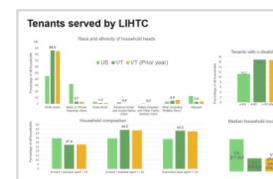
Program Impacts



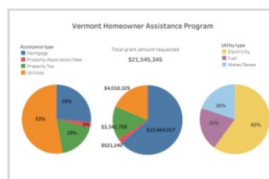
VHFA Homebuyer Programs



Down Payment Assistance



VHFA Renter Programs



Vermont Homeowner Assistance Program



Vermont COVID Emergency Mortgage Assistance Program

Resources

- [Whiteness @ Work](#)
- [Race Equity Pulse Check](#) (Equity in the Center)
- [Tabitha Moore](#)
- [VT Office of Racial Equity](#)
- [Abundant Sun](#)
- [VT Businesses for Social Responsibility \(VBSR\)--
Trainings/events](#)
- Trainings/webinars from state/national partners in your field



Contact



Chad Simmons

Housing Policy & Engagement Specialist

Csimmons@vhfa.org

802.863.5422

