

# Diversity, Equity, & Inclusion in Affordable Housing Construction

**Presentation to** 

# Southern California Association of NonProfit Housing (SCANPH)



August 26, 2021





### **Community HousingWorks: Introduction**

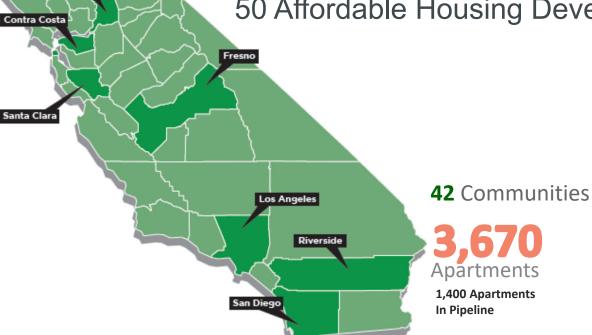




Headquartered San Diego, 65% of portfolio

Owner/Developer across California

Affordable Housing Finance Magazine: Top50 Affordable Housing Developers, 2020









Sacramento

### **Diversity in Construction**



- National focus on DEI accelerated the work & expanded our goal to build scalable model
- Working Group
  - CHW Senior Leadership & HRED (CEO, COO, SVP, Director of Advancement, & PMs)
  - General Construction Partners
  - Construction Managers
  - National Black Contractors Association
- Brainstorm & Discussion
  - Virtual meetings: 2 to 3 with group
  - Learn from industry peers
  - Obstructions to expanding DEI in the construction industry (certification, outreach, etc.)
  - CHW reviewed past & current projects-Section 3 reporting
- Results/Implementation
  - Overall mission/goals
  - Pilot DEI terms in upcoming construction developments



# CHW Initiatives on Diversity, Equity and Inclusion in Affordable Housing Development

#### **Apprenticeships**

- Career pathways for CHW residents and neighbors in the surrounding communities
- Partnering with existing apprenticeship programs
- Broader engagement and outreach to disadvantaged communities for construction job opportunities

#### **Partnerships**

- Organizational DEI networking goals
- Facilitating opportunities for BIPOC-owned businesses to secure vendor and consulting relationships with CHW
- Expand CHW network of DEI contracting resources and BIPOCowned partners
- Facilitating DEI outreach by GCs

## **Construction Contractors**

- Organizational DEI subcontracting goals and construction job goals
- Engagement and outreach to MBE/DBE/SBE/WBE/VB E general contractors and subcontractors
- Identifying impediments to securing contracts by BIPOC-owned businesses and enlisting business support resources for them





#### **DEI Implementation**



- DEI terms into GC's AIA contract
- Focuses: Outreach, Subcontracting, & Workforce
- Measurements
  - Outreach
    - BIPOC partners, CHW properties, local/regional agencies & partners
  - Subcontracting
    - 20% of total subcontractors MBE businesses
    - 10% of total subcontractors Section 3 businesses
  - Workforce
    - 30% of workforce is Section 3
    - 20% of workforce identifies as BIPOC
    - 10% of workforce currently or just completed workforce training program
- Periodical Project Reporting/Data
- Project Closeout & Review
  - Discussion on lessons learned and how to move forward
- Expand DEI goals



