



Diversity, Equity, & Inclusion in Affordable Housing Construction

Presentation to

Southern California Association of NonProfit Housing (SCANPH)

August 26, 2021



Community HousingWorks: Introduction



- Nationally recognized nonprofit, 33 years old
- Headquartered San Diego, 65% of portfolio
- Owner/Developer across California
- *Affordable Housing Finance Magazine*: Top 50 Affordable Housing Developers, 2020

42 Communities
3,670
Apartments
1,400 Apartments
In Pipeline





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 BIPOC-owned 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