

Innovative Housing, Inc. Equity Plan

Innovative Housing, Inc. recognizes that disparities in access to housing have historically affected, and continue to affect, many communities. IHI is a steward of valuable public housing resources and is dedicated to encouraging equity in housing opportunity across race, culture, sex, gender, religion, national origin, family status, ability, and income level. We are committed to:

- 1) Providing high quality, affordable housing in that is accessible to all people;
- 2) Providing culturally competent and appropriate services to all of our residents;
- 3) Investing in local economies and providing opportunities for MWESB contractors and professionals across our business lines; and
- 4) Developing a board and staff that represent the diversity of our residents.

To ensure that we keep these commitments, IHI has developed the following goals and action items:

- 1) IHI will provide high-quality, affordable housing that serves the demographic needs of and reflects each community in which we work. We will strive to ensure that our portfolio provides accessible housing opportunities to communities that experience discrimination and other barriers to safe, affordable housing.
 - a. IHI will conduct a baseline assessment of its housing portfolio, comparing our resident demographics to census data and Coalition of Color survey data.
 - b. IHI will identify disparities, if any, and develop targeted outreach plans for communities that may not be accessing our housing; as part of this process we will work with culturally specific community partners to identify obstacles to access and ways to overcome these obstacles.
 - c. Many IHI properties operate as low-barrier housing and have relaxed screening criteria to provide optimal access to households that may experience barriers to housing, including criminal histories, poor credit history, and poor rental history.
 - d. Program development for new properties will be completed using an equity lens and will include specific community- based assessments. Community residents will be engaged in the planning process.
 - e. IHI will actively engage with our professional property management companies to ensure that IHI properties and site staff follow the Oregon Opportunity Network's Fair Housing Best Practices and comply with all fair housing regulations.
 - f. IHI will maintain current Affordable Fair Housing Marketing Plans for each of our properties and monitor our property managers to ensure that marketing for each site is done in accordance with the appropriate plan and reaches targeted communities.

opportunities for women and people of color and support minority and women owned businesses.

- a. IHI will meet or exceed MWESB participation requirements on all publicly funded development projects.
 - b. IHI will work with general contractors to substantively engage minority and women owned firms in all aspects of construction with a goal of realistically increasing capacity and opportunities for minority and women owned businesses. This includes using minority and women owned general contractors at our projects.
 - c. IHI will work with our development teams to encourage increased women and minority workforce utilization rates. On PHB funded projects, we will strive to meet or exceed 9% women and 26% minority participation.
 - d. IHI will continue working with Pre-Apprenticeship Training Programs to provide opportunities for our residents, increase our workforce utilization rates, and, when appropriate, bolster our Section 3 recruitment efforts.
 - e. IHI prioritizes hiring women and people of color at our properties and providing professional development opportunities for site staff within our portfolio.
 - f. IHI works with many professionals who are women and people of color – we will continue cultivating relationships with minority and women owned businesses that provide professional services, including architects, consultants, and accountants.
 - g. IHI has analyzed the approved vendor lists utilized by our professional property managers and identified minority and women owned businesses. Using this as a baseline, IHI is developing strategies to increase utilization and inclusion of minority and women owned businesses in property operations, including increased outreach and addressing obstacles to participation.
 - h. IHI will cultivate relationships with minority and women owned property management firms as they emerge.
- 4) IHI will prioritize hiring staff and recruiting board members that represent diverse communities and provide training to all board and staff members, regardless of race/culture, to ensure that they are culturally competent and able to work with the many diverse communities represented in IHI's portfolio.
- a. IHI will prioritize diversity in its recruitment for vacant board seats and reach out to communities of color to fill these seats.
 - b. IHI will continue recruiting from communities of color when employment opportunities arise and prioritize hiring staff members that reflect the diversity of IHI's residents.
 - c. Implementation of IHI's new Trauma Informed Housing Model includes specialized cultural competency training for all of IHI's staff and board members. IHI commits to providing this training on an ongoing and regular basis to both staff and board.