



HDC
MidAtlantic



**INSPIRE: HDC's
journey in Racial
Equity, Diversity
and Inclusion**

Lancaster SHRM
October Breakfast Program
October 10, 2023

50 years.

**50,000
people
with a
place to
call
home.**





HDC
MidAtlantic

Over 5,200 Residents

72 Communities
3,418 Apartments
PA, DE, & MD

Urban, Rural and
Suburban

Seniors, Families,
Special Needs

Affordable Housing
Property Management
Resident Services
Advocacy

- ❖ We are trusted resident advocates, developers, property managers, community partners, and collaborators.
- ❖ Our *mission* is to build hope and opportunity for all residents to reach their full potential by creating, preserving, and strengthening affordable housing communities.
- ❖ Our *vision* is for a world where a safe, welcoming affordable place to call home is open to everyone.
- ❖ We believe that *housing is a human right* and the cornerstone of growth and stability for individuals and families.



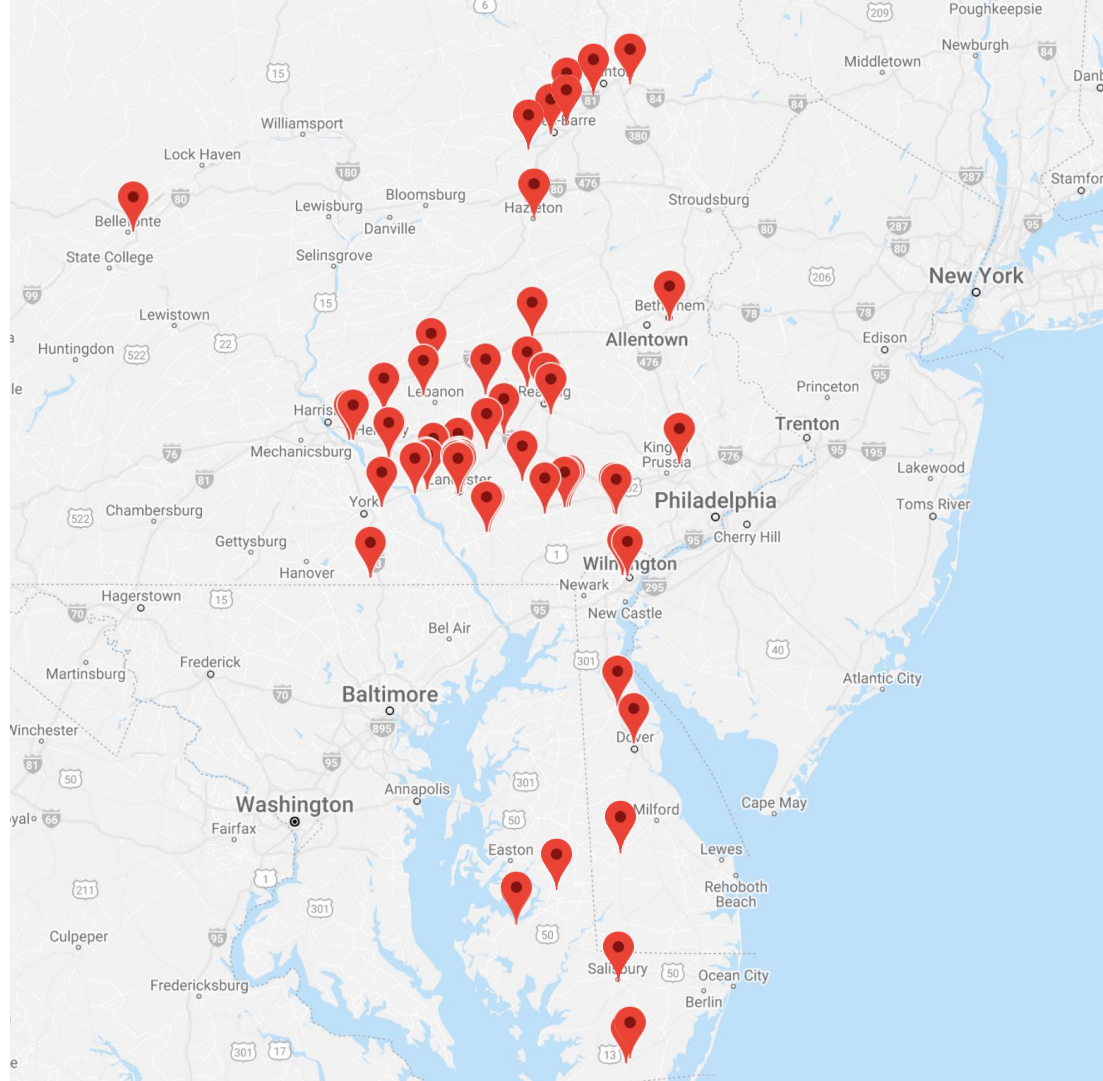
HDC MidAtlantic



HOUSING
PARTNERSHIP
NETWORK



CORES



24 communities
1,282 Apartments

Lancaster City

Mulberry Corners
Duke Manor Apartments
King Theatre Apartments
Lancaster Apartments
Plum Tree Apartments
Ruoff Tower
Tabor Place
Umbrella Works

Columbia

Saint Peter Apartments
Trinity House Apartments

Denver

The Apartments at
Heatherwoods

Elizabethtown

Market House Apartments
Whistlestop View

Ephrata

Franklin Street Apartments

Landisville

Landisville Apartments I & II

Lititz

Aster Place Apartments
Larkspur Crossing

Mountville

Rockford Chase Apartments
Sylvan Retreat Apartments

New Holland

Mountain View Terrace

Quarryville

Oak Bottom Village I, II, & III



HDC
MidAtlantic

**Program Service
Delivery
Supplier Diversity
Workforce & Culture
Governance**



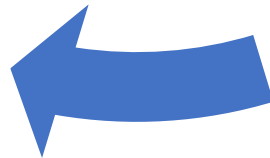
**HDC envisions a
world where a
safe, affordable,
and welcoming
place to call home
is open to
everyone.**



HDC
MidAtlantic



**We are committed
to advance racial
equity, diversity,
and inclusion in
our organization
and in our
communities.**



**This vision cannot
become a reality
until America fully
comes to terms
with its legacy of
systemic racism.**

EQUITY FRAMEWORK

EQUITY GOAL #1: EQUITABLE PROGRAM SERVICE DELIVERY

We will strengthen program service delivery across business lines and improve programs, policies and processes that directly affect residents using a racial equity lens.



REDI Advisory Council
Resident Selection Criteria
Design Charettes
Land Acknowledgments
Equity Lens

EQUITY GOAL #2 BUSINESS DIVERSITY AND EQUITY

We will improve purchasing and contracting opportunities for local, minority, women and disadvantaged businesses and seek to do business with those who are aligned with REDI values.



\$26MM - Discretionary Spend
Construction, Operations and
Corporate Purchasing
25% Goal

EQUITY GOAL #3 DIVERSE AND INCLUSIVE WORKFORCE AND CULTURE

We will support and advance efforts to attract, retain and promote growth to achieve a diverse workforce and create a welcoming, supportive, and inclusive work environment.



REDI Organizational Assessment
Equity in Pay Study
Virtual Discussion Series (VDS)
SME Workshops
BIPOC Leadership Program
Celebrations & Events

EQUITY GOAL #4 DIVERSE AND INCLUSIVE BOARD OF DIRECTORS

We will ensure HDC's Board of Directors is representative of the communities it serves and includes meaningful and intentional resident engagement.



51% BIPOC – Board Bylaws
Resident Advisory Council
Dedicated Board Training
Board Liaison

- ❖ **Who is being impacted by the decision?**
- ❖ **Are their voices included?**
- ❖ **Whose voice isn't?**
- ❖ **Who has power?**
- ❖ **What are the intended outcomes?**
- ❖ **What are the unintended consequences?**





HDC
MidAtlantic

REDI Agreements

- Stay engaged.
- Speak truth responsibly.
- Listen to understand.
- Be willing to do things differently.
- Expect and accept non-closure.
- Maintain and honor confidentiality.



Our Learnings



1. Get comfortable with learning and leading at the same time.
2. Change happens at the speed of trust.
3. Create norms for the work (agreements, compass, grounding exercise)
4. It is about progress not perfection.
5. Try things on.
6. Make mistakes (can be painful) but learn from them (necessary).
7. Build in reflective practice and don't be afraid to make changes.
8. This work is hard and messy.
9. Never give up. Ever.



Furthering systemic change takes every one of us stepping up to do better.

We are humbled by the long-term commitment and open dialogue that racial equity work requires.

We will evolve and grow to create a culture of collaboration and continuous learning as we honor diverse perspectives and experiences to create meaningful change in our communities.

This is a journey that we are on together and one that we recognize will never end.

THANK YOU!



Visit www.hdcweb.org to learn more!

