

**SKHHP Executive Board
September 24, 2021, 1:00 – 3:00 PM
Virtual – Zoom Meeting**

Video conference:

<https://zoom.us/j/99857398028?pwd=eXFiMmJpQm1abDZmMmRQbHNOYS8ydz09>

OR by phone: 253-215-8782

Meeting ID:	998 5739 8028		Password:	085570
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- I. Call to Order
 - a. Roll Call
 - b. Introductions
- II. Review Agenda/Agenda Modifications
- III. Approval of August 27, 2021 Minutes – ATTACHMENT A (*action item*)
- IV. Education Item (1:10 – 1:40)

Alexis Rinck – King County Regional Homelessness Authority (KCRHA),
overview and update on subregional planning
- V. New Business
 - a. Inaugural Advisory Board recommended appointments – ATTACHMENT B
(*action item*) (1:40 – 2:25)
- VI. Old Business
 - a. Follow-up discussion on Tim Thomas presentation (2:25 – 2:40)
 - i. Presentation slides included in email
 - ii. Respond to follow-up survey at [Eviction, Displacement, and Housing Precarity](#)
 - b. SKHHP Housing Capital Fund update (2:40 – 2:50)
- VII. Updates/Announcements
- VIII. Next Meeting – October 22, 2021 – 1:00 pm – 3:00 pm
- IX. Adjourn

Memorandum



South King Housing and Homelessness Partners

To: SKHHP Executive Board
From: Advisory Board Selection Committee
Date: September 24, 2021
RE: SKHHP Advisory Board recommendation

INTRODUCTION

SKHHP staff began working to create a framework for an inaugural advisory board by conducting outreach with community leaders identified by the SKHHP Executive Board and SKHHP Staff Work Group during Fall 2020. The critical input received during this community outreach process informed the Advisory Board structure- adopted by the Executive Board via Resolution 2021-02 in April 2021.

ADVISORY BOARD STRUCTURE SUMMARY

While the SKHHP Advisory Board will in part define their role and priorities based on their unique individual and collective strengths, generally the purpose and role of the SKHHP Advisory Board, as adopted in Resolution 2021-02, is to:

- Provide connection and advancement of the broader interests of local communities
- Inform and influence SKHHP Executive Board decisions by providing recommendations to the Executive Board as outlined in the SKHHP Interlocal Agreement on land and/or money resource allocation for affordable housing projects, policy needs, and program design
- Strengthen Executive Board, staff workgroup and other related parties' understanding of the community needs and interests related to affordable housing and homelessness in South King County
- Provide recommendations on annual SKHHP work plan goals and priorities
- Provide ongoing analysis of SKHHP's goals, priorities, and resource allocations to ensure that decision-making supports SKHHP's intention to address disparities in the housing system and distribute resources using equity and racial justice for defining objectives and measuring progress

- Provide recommendation on project and program specific engagement strategies that empower voices of communities that are most disproportionately impacted by housing insecurity

As adopted in Resolution 2021-02, the values and experience defined as priorities included a commitment to elevate the voices of Black, Indigenous, and people of color (BIPOC) community members by prioritizing BIPOC representation on the advisory board that reflects the population of BIPOC communities in South King County, and the following qualifications for individual Advisory Board members:

- Live, work, or be affiliated with service provisions within the South King County region
- Interest in collaboratively working in a team setting with various community and government stakeholders
- Personal and/or professional commitment to understanding and working to undo the impacts of institutionalized racism and disparities experienced by BIPOC communities
- Personal and/or professional expertise, and affiliation with agencies, coalitions, organizations, or networks from/or servicing the following communities:
 - Low-income households
 - Immigrant and refugee populations
 - People living with disabilities and/or behavioral health needs
 - People experiencing homelessness or housing insecurity including the following population groups:
 - Aging adults/seniors
 - BIPOC
 - LGBTQ+
 - Multigenerational households
 - People with a criminal history
 - Veterans
 - Youth

Recognizing that Advisory Board members may have intersectional identities, the aim is for the Advisory Board to collectively represent equal geographic distribution across SKHHP partner jurisdictions and incorporate the following knowledge and experience:

- Affordable housing/nonprofit housing developers
- Tenant rights educators and advocates
- Personal and/or professional knowledge of homelessness

- Affordable rental and homeownership housing finance expertise
- Experience and knowledge of South King County communities and community-based organizations and/or local and regional governance structures

RECRUITMENT & SELECTION PROCESS

With the adoption of Resolution 2021-02, recruitment for advisory board members began in May 2021. With support from the SKHHP Executive Board, a subset of the SKHHP Staff Work Group and SKHHP staff formed a selection committee. The selection committee created a low-barrier application that addressed the minimum qualifications of personal or professional affiliation with South King County and demonstrating a commitment to understanding and working to undo the impacts of institutionalized racism and disparities experienced by BIPOC communities.

Recruitment materials were distributed via the initial outreach list, the SKHHP Staff Work Group, the SKHHP Executive Board, additional targets strategically identified by Staff Work Group members, the SKHHP newsletter, and the SKHHP website. Additionally, partner jurisdictions subsequently shared the recruitment material via newsletters, listservs, and social media. SKHHP staff promoted Advisory Board recruitment at community and partner meetings and held two public information sessions on June 9 and June 22, 2021. Seventeen candidate applications were received by the June 30, 2021 priority deadline.

Based on the information shared in their application, candidates who met the minimum qualifications (see above) were invited to interview. One candidate did not meet the minimum qualifications and was not invited to move forward and a second candidate canceled their interview and declined to reschedule. Fifteen interviews were conducted by SKHHP staff and selection committee members between August 3 and August 18, 2021.

SKHHP staff and the selection committee developed interview questions that would allow candidates to elaborate on their interest in serving on the SKHHP Advisory Board, their understanding of the complexity of the housing crisis specifically in South King County, and their commitment to racial equity. Each interview was conducted by one SKHHP staff member along with one or two members of the selection committee. The selection committee along with all SKHHP staff met to conduct a final review of applicants and reach a consensus advisory board recommendation which was reviewed and agreed upon by the full SKHHP Staff Work Group prior to being brought forward to the SKHHP Executive Board for formal approval.

GROUP DESCRIPTION OF RECOMMENDED CANDIDATES

Per the Interlocal Agreement, the SKHHP Advisory Board will consist of 12-15 members and be appointed by the Executive Board to four year terms, with a two term limit.

Grounded in the knowledge that BIPOC communities are disproportionately represented in people experiencing homelessness and housing insecurity and are currently and historically underrepresented in positions of power, we committed to ensuring Advisory Board demographics represent South King County. An estimated 45% of South King County residents

identify as BIPOC. Given the composition detailed in this recommendation, 58% of the Advisory Board identifies as BIPOC.

The collective identities of the recommended board include individuals who identify as Asian, Black, Latinx, immigrant, veteran, and LGBTQ+.

The geographic representation includes individuals who live and work in Auburn, Burien, Covington, Des Moines, Federal Way, Kent, Renton, Tukwila and unincorporated King County, as well as folks who work in professional roles that serve South King County in general.

Professional and personal knowledge and experience of the recommended group of candidates includes advocacy for affordable housing and tenant rights, real estate development, housing policy, legislative affairs, social and mental health services, legal aid, and homelessness services. The recommended candidates each display a strong commitment and understanding of racial equity and disparities experienced by BIPOC communities in the housing system and have deep connections to communities across South King County.

RECOMMENDED CANDIDATES:

Aaron Johnson

Aaron Johnson worked with the United Nations for 15 years in Somalia and Afghanistan, has a law degree, and now works on behalf of the Congolese Integration Network, elevating the voices of BIPOC families and individuals losing their homes and communities through displacement and gentrification in South King County and in particular, Burien, Covington, Federal Way, Kent, Renton, and Tukwila. Aaron also has years of experience with King County Housing Authority's Consumer Advisory Council and the housing stability task force focused on SeaTac and Tukwila and also advocates for housing stability through the Homeless Alliance in Federal Way. Aaron has a wealth of experience working with immigrants and is eager to pair this experience with his personal experience as a person of color through his work on the SKHHP Advisory Board.

Amy Kangas

Amy Kangas is a Burien resident and social worker working with tenants in South King County through King County Bar Association's Housing Justice Project. As a resident, she is very engaged in city council meetings, advocating for increased affordable housing and tenant protections and organizing other residents to engage with elected officials to advocate for more equitable housing policies. Amy will bring to the SKHHP Advisory Board her frontline experience with the disproportionate impact of the eviction crisis on South King County and BIPOC communities. Amy also has previous experience working at Downtown Emergency Service Center (DESC) as a mental health case manager working with individuals with disabilities experiencing homelessness and also as a permanent supportive housing (PSH) project manager, which affords her the additional perspective of the landlord side of PSH. Amy is also involved with the Washington Low Income Housing Alliance as legislative district lead. Through the interview process, Amy demonstrated her understanding that housing is a racial justice issue and a commitment to working with a strong equity lens.

Andrew Calkins

Andrew Calkins is the Policy and Legislative Affairs Manager at King County Housing Authority, bringing six years of experience working for a large affordable housing developer, operator, and provider of low-income housing assistance. Andrew is an advocate for more equitable and impactful resources for affordable housing and will bring the voice of low-income South King County residents utilizing federal housing subsidies. He has a wealth of knowledge including financing acquisition, development, tax credits, bonds, and capital dollars from the federal government. Andrew also conducted a University of Washington graduate research project in partnership with the Housing Development Consortium (HDC) examining policy solutions to unhealthy housing in South King County, proposing solutions that have been advanced by some of the South King County jurisdictions. During the interview process, Andrew acknowledged the role that the Department of Housing and Urban Development and local Public Housing Authorities have played in advancing racist policies harming communities of color and is committed to identifying inequitable policies and practices and working toward dismantling them.

Dorsol Plants

Dorsol Plants is a South King County resident, military veteran, and current Program Manager at Fusion, providing family homelessness support in Federal Way. Dorsol brings previous additional experience as Operations Manager at Domestic Abuse Women's Network. Dorsol will contribute to the SKHHP Advisory Board, a firsthand perspective of people moving out of King County entirely because they can no longer afford any of the available housing options, and a witness account of seeing communities disappear. Dorsol is very passionate about the need for a regional approach to housing solutions and is eager to contribute his frontline experience alongside an interest in land use policy and the intersection of governmental policy and individual needs.

Idabelle Fosse

Idabelle Fosse lives in South King County, loves her neighborhood and wants to work to ensure Black families can continue to stay in her neighborhood. Idabelle is the Community Engagement and Racial Equity Manager at Seattle King County Public Health (Healthcare for the Homeless Network). Idabelle works on the frontline of the Covid 19 response and sees firsthand the disparities in South King County and the inequities that BIPOC communities face. Idabelle has a Master of Social Work degree and will bring her wealth of experience with direct service and policy work in the fields of Domestic Violence, mental health, HIV, and homelessness to the SKHHP Advisory Board. Idabelle was also co-chair of the Seattle Women's Commission and graduated from the Puget Sound Sage Community Leadership Initiative, working to create the Rainier Valley Corps. Through the interview process, Idabelle demonstrated an unwavering lifelong commitment to housing justice and racial equity work and a desire to share her knowledge and experience with SKHHP to work toward South King County housing solutions.

Jennifer Hurley

Jennifer Hurley is a resident of unincorporated King County, living on the border of Auburn and Federal Way for the past 13 years, and previously living in Kent and Renton. Jennifer is rooted in South King County and volunteers at her son's school in Federal Way. Jennifer works with underserved seniors and veterans in South King County providing social services and helping them navigate resources with a focus on housing, financial and social stability. Jennifer brings a wealth of social work experience including work as a dialysis social worker in Burien, White Center, Federal Way, Renton, SeaTac, Auburn and Kent and also worked as a therapist in Federal Way. Jennifer has additional experience developing a Health Coach Program for high risk individuals and provided training in Motivational Interviewing and Understanding Social Determinants of Health. Jennifer is involved in local politics, serving as local precinct officer since 2017 and canvassing field director, canvassing in Auburn, Covington, Des Moines, Federal Way, and Kent, knocking on over 5,000 doors. Through the interview process, Jennifer demonstrated a passion for advocating for seniors living on fixed incomes lacking access to affordable housing and clearly thrives in community engagement work and looks forward to continuing her community building and organizing work on behalf of SKHHP.

Kaitlin Heinen

Kaitlin Heinen is a Staff Attorney at King County Bar Association's Housing Justice Project and will soon be managing the eviction defense clinic in the Maleng Regional Justice Center in Kent. Kaitlin is a subject matter expert in landlord tenant law and sees firsthand the disproportionate impact of evictions on BIPOC communities and in particular, Black individuals and families in South King County. During the interview process, Kaitlin demonstrated a strong passion and commitment to housing justice and looks forward to continuing the work of educating herself and becoming bolder in her work to combat the systemic racial discrimination that impacts the housing crisis.

Linda Smith

Linda Smith is a lifelong advocate who has lived in Renton for the past 38 years. Linda is currently the Executive Director at SKY Urban Institute, a Renton-based organization that works with faith communities on housing and homelessness issues and was part of the Renton Housing Action Plan committee. Linda is also a co-chair of the King County Alliance for Justice, worked with Mary's Place for 12 years, and is part founder of Center of Hope Day Center and shelter, which transformed the old Renton city jail into a day center. Linda has lived experience of homelessness and now sees firsthand how elders, families with small children, and students of color are moving out of Renton because of the lack of affordable housing. During the interview process, Linda demonstrated a passion and commitment that is testament to the many years she has been actively working to eradicate injustice and create solutions to homelessness and housing stability. Linda is eager to contribute her vast knowledge and experience on behalf of SKHHP.

Maju Qureshi

Maju Qureshi has lived in Federal Way for 10 years, attended community college in Des Moines and has volunteered for environmental, youth, mental health and equity in education, and

transportation access causes over the years. Maju is now the Economic Stability Director at the Multi-Service Center, where she oversees employment, youth services, housing (transitional and PSH), emergency assistance and shelter programs. Maju also served on Federal Way's Diversity Commission, which contributed to city-wide initiatives to create spaces for minority populations to thrive. Maju will bring to the SKHHP Advisory Board a collaborative mindset, enthusiasm, and extensive knowledge of local resources. During the interview process, Maju demonstrated a strong commitment to serving communities of color who have been systematically oppressed and to working to reduce and eventually eliminate disparities in the housing system while using an equity lens to define strategies.

Menka Soni

Menka Soni is founder and president of the nonprofit, AmPowering, which focuses on BIPOC communities in King County and works at a grassroots level to address homelessness and food security. Menka also works for T Mobile, where she is Employee Diversity co-chair. Menka is also involved with Renton's inclusion advisory board. During the interview process, Menka demonstrated a personal passion for relationship building and community outreach work and will bring to the SKHHP Advisory Board both her grassroots level experience along with corporate connections.

Ryan Disch-Guzman

Ryan Disch-Guzman is the Outreach and Diversion Manager at Mary's Place. Ryan also conducted graduate research on the public health impacts of gentrifications on families of color in South King County, where he was involved with data analysis and program development. Ryan is eager to build deeper connections with South King County in general and Auburn, Burien, Renton, Tukwila in particular. Ryan will bring to the SKHHP Advisory Board a passion for elevating the voices of families and an understanding of the complex challenges families face around access to housing alongside connections to corporate donors. During the interview process, Ryan highlighted the fact that 60% of homeless families are Black and the need for their voices at the table. Ryan demonstrated a strong understanding of the indisputable link between affordable housing and homelessness issues and racism.

Uche Okezie

Uche Okezie brings 18 years of housing experience and is currently Director of Real Estate Development at HomeSight, managing affordable housing and commercial projects. Uche also lives in Burien and is eager to be more involved in affordable housing decisions affecting her community. Uche is very aware of the worsening housing crisis in the South King County region and believes that housing is a human right and is excited to work to create solutions and policies that incorporate a holistic platform for people most impacted by the housing crisis, while ensuring that voices are heard. During the interview process, Uche demonstrated a passion for working to create more equitable housing solutions for BIPOC communities and in particular, Black home ownership.

WHAT ARE WE MISSING

Taking into consideration the skillsets, backgrounds, and experience identified in Resolution 2021-02 as priorities for the SKHHP Advisory Board, after evaluating the initial candidate pool, some key components are missing. With our commitment to these priorities, it is prudent to strive for deeper geographic diversity and maintain open seats on the initial Advisory Board in order to hold space for applicants who can contribute to SKHHP's work in these important areas. In particular, we have highlighted affordable housing development and housing finance as missing areas of expertise that were highlighted as priorities in the initial Advisory Board framework. Due to the high value of this area of expertise, we wish to maintain a minimum of three empty seats on the inaugural board for candidates who, in addition to meeting the minimum qualifications, possess this knowledge and experience.

NEXT STEPS

In order to seek out candidates with the desired skills, experience and background as indicated above, we will begin targeted recruitment in the areas of interest indicated above, with the goal of creating a second round of recruitment, applicants, and interviews. We will aim to select additional candidates from the SKHHP jurisdictions that are less represented within the recommended candidates shown here. As part of this second round, we will also interview two additional candidates whose applications were received after the June 30 priority deadline.

- Timeframe for second round
 - August/September: outreach to identify targets for recruitment
 - October: receive applications
 - November: conduct interviews & selection process
 - December: recommendation to Executive Board

ATTACHMENTS

1. SKHHP Advisory Board Application
2. SKHHP Advisory Board Interview Questions

Attachment 1 – SKHHP Advisory Board Application



South King Housing and Homelessness Partners

Advisory Board Applicant Information

For priority consideration, please complete the information below and send by June 30, 2021 to info@skhhp.org. Please include candidate's name in the email subject line.

Name:

Email:

Phone number:

Please select one:

I am applying as an individual community member

I am applying as a representative on behalf of my employer or community organization.
Please list employer or name of organization:

SKHHP is a collaborative developed to provide a specific South King County focused space to address the housing needs for the communities within South King County. Are you personally and/or professionally affiliated with South King County? Please select yes or no below.

Yes No

SKHHP is committed to working to ensure that policies, practices, and outcomes align with its intention to lead with equity, social, and racial justice. The lived experiences, perspectives, and expertise of Black, Indigenous and people of color are fundamental to the success of this work. Providing information in the section below is voluntary and will assist in achieving these goals.

Race/ethnicity:

Generation range: 25 or younger 25-39 40-54 55-64 65 +

Gender Identity:

Please also address the three questions on the following page.

Please feel free to be as concise or thorough as you like - you are welcome to simply use the space provided or attach additional pages if you wish.

1. Why are you interested in working with the SKHHP Advisory Board and what is your connection to South King County? (*Your connection to South King County can be personal, professional, and/or community oriented. We are looking to learn specific details around what binds you to the South King County region. For example, this may be your family, employer, volunteer work, your community, etc.*)
2. What traits, skills, connections, and experiences would you bring to the Advisory Board and what do you hope to gain from being on the Advisory Board?
3. King County’s Equity and Social Justice Strategic Plan defines structural racism as: “the interplay of policies, practices, programs and systems of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities, that occurs within the context of racialized historical and cultural conditions.” Please describe your understanding of institutional racism and its impact on creating barriers or challenges related to housing.

Attachment 2 – SKHHP Advisory Board Interview Questions

1. Are you representing an organization?
 - a. If so, will representing the organization offer an opportunity for two way communication and relationship building with the organization?
2. Why do you think increasing affordable housing access in South King County is important?
3. What would make serving on the SKHHP Advisory Board a meaningful experience for you?
4. Why is it important to approach this work from a foundation of racial equity?
5. Can you please share an example of when you have navigated challenging bureaucracy to complete a project or task?
6. What type of support do you think you would need to be most successful working on this Advisory Board?