

**Form D**

**Metro Bond Opportunity Solicitation 2021**

**EQUITY PLAN NARRATIVE**

PHB will prioritize projects addressing historic and current racism, and lack of housing access and opportunity experienced by Black, Indigenous, and People of Color (BIPOC) communities. This includes projects sponsored by culturally specific agencies and/or projects sponsored by partnerships in which culturally specific agencies have a meaningful role in project design and/or operations, leasing, service provision, or sponsors demonstrating commitment and experience in effectively reaching and serving BIPOC communities. Proposers should consider how racial equity is addressed throughout their proposals and within their organizations. Below are Equity Plan (EP) Components.

1. Diversity of organizations including staff, leadership and board members
2. Organizational equity plans and anti-racist policies
3. Provision of culturally responsive and culturally specific services
4. Description of housing stability and access outcomes in serving BIPOC communities
5. Experience and track record in meeting PHB’s Equity in Contracting Goals

Please include a concise narrative responding to each question listed below. Narratives may not exceed six (6) pages typed (minimum 12pt font and ½” margins), not including the questions, charts and tables or any requested attachments. **All questions must be answered as a narrative summary; providing and referencing attachments are not sufficient.**

**Diversity of Organization:**

1. Describe the mission of each organization on the project team. How does racial equity and anti-racism relate to each organization’s mission?
2. Describe what training and/or strategic planning has been undertaken by each organization around equity, diversity, inclusion and anti-racist practices.
3. Describe how the diversity composition of each organization’s staff, Board of Directors, and leadership compare to the priority populations of Portland’s Local Implementation Strategy.

**Equity Plan and Anti-Racist Policies:**

Describe your team’s efforts to advance racial equity in access and outcomes of services and/or housing. This may include examples of policies and programs that individual organizations have implemented and plan to put into practice. Please also include a description of measures for success and anticipated outcomes for policies and programs.

**Provision of Culturally Responsive Services:**

Explain how you plan to ensure culturally responsive services and culturally specific agencies and/or programs will be available to tenants who are members of BIPOC communities and other marginalized populations. Address how the team will partner with appropriate health and service providers, local government, local public housing authority and other public systems, including but not limited to justice, health systems, culturally specific organizations, homeless services organizations, child welfare and/or others. Describe metrics for outcomes, if any and include summary track record, if any.

**Description of Housing Outcomes Serving BIPOC Community:**

1. Provide a table of the affordable housing projects that are owned and/or have been developed by each organization. *The table will not count towards the page limit for the Equity Plan Narrative.* This list of projects should include:
   1. Property name
   2. Number of total units
   3. Service partnerships
   4. Years since initial occupancy
   5. Percent of BIPOC households residing in the housing by race and ethnicity
2. What is each organization’s track record on recent housing projects that have demonstrated success in reaching BIPOC communities? Describe the specific strategies that resulted in housing access for BIPOC communities including race and ethnicity demographics of residents of at least one comparable project (in size, service, and population), if available.
3. Describe each organization’s ongoing training and development plans for continuing to increase housing access for BIPOC communities after initial lease-up activities.

**Experience in Meeting PHB’s Equity in Contracting Goals:**

PHB has robust goals related to equity in contracting and creating economic opportunities for a diverse workforce in the development of housing (See Appendix D). Discuss approach and methodology for identifying opportunities for certified firm participation in construction contracting and apprenticeship programing across a range of trades. Describe your experience and track record on recent projects related to meeting or exceeding PHB’s goals in the following areas:

* 1. Construction contracting with COBID-certified Disadvantaged, Minority, Women, and Emerging Small Business or Service-Disabled Veteran-Owned Businesses;
  2. Contracting with COBID-certified Professional Service firms; and
  3. Workforce Training and Hiring Program.