

RESIDENTS CREATING HOUSING RETENTION THROUGH JUSTICE, EQUITY, AND INCLUSION

... Empowering Communities for Sustainable Housing Solutions

PRESENTERS: Anna Hurtado, LaSaunda Tate, and Latasha Bolden
WHERE: Housing First Conference, Atlanta, Georgia
WHEN: Thursday, April 11, 2024

01 Introduction

- Welcome Message + Logistics
- Introduction – Homeward Bound of Marin and PSH Programs

Today's Presenters



Anna Hurtado
Chief Program Officer



LaSaunda Tate
Chief Operating Officer



Latasha Bolden
Director of HUD Programs

02 Agenda + Objective

- Why Resident Empowerment + Housing Retention
- Why Resident Councils
- How To Start a Resident Council
- Why Justice, Equity, and Inclusion Practices
- How to Incorporate Restorative Justice Practices
- Galvanizing Leadership Team



03 Objective

If Today's Presentation is Successful:

- You will leave with a roadmap on developing resident councils and integrating their suggested activities into housing retention strategies.
- You will receive strategies on incorporating Restorative Justice Practices.
- You will gain strategies to galvanize your leadership team to create an agency culture focused on Justice, Equity, and Inclusion to empower residents and support housing retention.

04 WHY RESIDENT EMPOWERMENT?

- What Do You Think PSH Participants Need After Encampment / Shelters?
 - Looking for community
 - Looking to be in Control of something
- Residents Know Their Needs Better Than We Do
- Empowerment Improves Skills for Shared Housing Success
 - Communication Skills
 - Conflict Resolution Skills
 - Ability to Compromise



05

WHY RESIDENT COUNCIL?



- + Builds Community
- + Provides a Safe Space
- + Gives Residents a Voice
- + Discuss Roommate issues
- + Resources for Addiction + Sobriety
- + Mental Health awareness
- + Voice Programmatic Concerns

06

HOW TO DEVELOP RESIDENT COUNCILS?

RESIDENT COUNCIL MEETING

in THE KEY ROOM
Wednesday, August 31st
4:00 PM – 5:00 PM

AVAILABLE POSITIONS:



President
Vice President
Events Coordinator
Secretary

We are so excited to start Resident Council
Meetings again!



COLLABORATION BETWEEN
THE RESIDENT COUNCIL AND
PROGRAM COORDINATOR



SENT OUT AT THE START
EVERY MONTH VIA MAIL OR
LETTER FORMAT



HELPS RESIDENT COUNCIL
ANNOUNCE EVENTS OR
MEETINGS

07

Breakout Session 1

- Can your program benefit from a resident council – why or why not?
- What activities or strategies would you incorporate in a resident council to improve or maintain housing retention?



08

WHY JUSTICE, EQUITY, DIVERSITY, & INCLUSION

DISPROPORTIONAL IMPACTS ON FORMERLY UNHOUSED INDIVIDUALS

- Employment Challenges
- Healthcare Challenges
- Community Challenges (...even after housing)

JEDI (Justice, Equity, Diversity, and Inclusion)

- Progressive Engagement before Lease Violations
- Restorative Circle Before Lease Violations
- Roommate Bi-In around House Rules
- ROIs and Community Partnership for additional resources



09 HOW TO INCORPORATE RESTORATIVE JUSTICE PRACTICES



Fairness



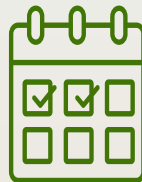
Collaboration



*Community
Engagement*



Respect



Responsibility



Healing



Inclusivity

Breakout Session 2

Scenario: A client's dog is interfering with their roommate's peace and enjoyment of their shared unit.

Instead of giving the dog's owner a lease violation, how might restorative justice practices support the roommates in finding a solution?



Galvanize Leadership



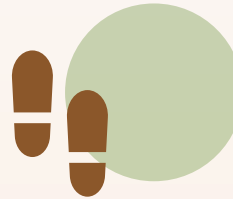
Budget

Dedicate private funding to incentive gift cards etc.
Hosting Parties and Monthly Resident Council Meetings



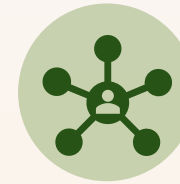
Invest in Learning

Ask Leadership to pay for monthly trainings and invest in sending core staff to key conferences annually



Steps Toward Institutional DEI

Train staff on basic DEI principles so that case management from a DEI lens with compassion



Invite Leadership

Invite Leadership: Executive Team Members and Board Members to gathering. Allow them to see the work in action + participate in community



Invest in Self-Care

Acknowledge that working with the formerly unhoused is very intense, emotionally investing work. Staff need breaks and benefits to be well and continue the work

10 Questions+ Thank You



Be Kind to Yourself

