

San Diego Regional Alliance for Fair Housing Presents

FACES OF FAIR HOUSING

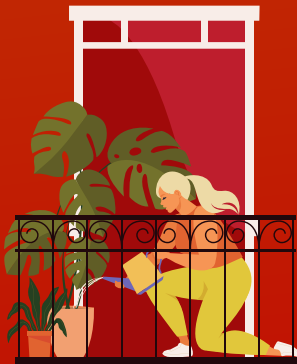


Virtual Event
April 7 & 8, 2021



Keynote Speaker
Dr. Zachary Green, Ph.D

Director, Leadership Development,
Nonprofit Institute Professor of
Practice, Leadership Studies School
of Leadership and Education Sciences
University of San Diego



THANK YOU TO OUR GENEROUS SPONSORS!



#FacesofFairHousing #SDRAFFH2021

This Fair Housing Conference is funded in part with Community Development Block Grant (CDBG) program funds provided by the U.S. Department of Housing and Urban Development (HUD) through jurisdictions in the San Diego region.



Welcome to the Conference!

On behalf of the San Diego Regional Alliance for Fair Housing (SDRAFFH) and the San Diego Housing Federation, I welcome you to our Sixth Annual Fair Housing Conference.

As we forge ahead in this pandemic, the economic fallout and housing crisis have been widespread. They are particularly prevalent among African American, Latino, indigenous, and immigrant households. This disproportionate impact reflects harsh, longstanding inequities, often stemming from structural racism in education, employment, housing, and health care that the current crisis is exacerbating.

Joblessness remains high, and millions report that their households do not get enough to eat and/or are not caught up on rent payments. Data indicate that millions are having difficulty paying rent. An estimated thirteen million adults living in rental housing nearly one in five adult renters are not caught up on rent-due payments.

There is no question that access to fair housing remains unequal. Despite longstanding laws guarding against discrimination, members of disadvantaged groups have a harder time finding a high- quality place to live in a high-opportunity neighborhood.

When you stop and think about it, our homes- including the people who share them with us- define a lot about our lives. Home is the physical space where we greet ourselves and our family each day. Our loved ones are fixtures in and influences on our lives. Home is where we welcome guests, cozy up when we are sick, and retreat at the end of a long week. But for far too many adults, trying to enjoy life "in the moment," as they face disabilities, sexual harassment and the serious threat of homelessness, intensifies the magnitude of their housing circumstances.

Today's Conference will probe into discussions with individuals who have experienced discrimination in housing. Because of the emergence and continuing onslaught of the pandemic, we will explore the issues facing individuals, families, service providers, and policy leaders across our San Diego region. "The Faces of Fair Housing," will highlight the plight of many San Diego residents. Our discussion will embrace an opportunity to better our communities. Thinking about these issues will help us rethink what it means to support quality, affordable housing for all populations. This Conference provides us an opportunity to re-evaluate and innovate around how we create communities, connect with our neighbors, and provide safe, healthy homes, free of discrimination.

San Diego Regional Alliance on Fair Housing is honored to have a list of remarkable speakers who will lead the discussion on trends and structural bias in housing. We welcome and salute our compassionate community members who, through their courageous sharing will tell their stories in hopes of eliminating housing discrimination and ensuring equal housing opportunities for all people.

As the President of SDRAFFH, I thank you for coming and engaging with us in our unified efforts to tackle all forms of discrimination. Remembering that the sacrifices of our challenges today only serve to make us stronger for tomorrow, I leave you with these quotes from Frederick Douglass: "If there is no struggle, there is no progress. Power concedes nothing without a demand."

Sincerely,

Estela De Los Rios

President of SDRAFFH

Executive Director of CSA San Diego County Fair Housing





Members

- City of Carlsbad
- City of Chula Vista
- City of Coronado
- City of Del Mar
- City of Encinitas
- City of Escondido
- City of El Cajon
- City of Imperial Beach
- City of La Mesa
- City of Lemon Grove
- City of National City
- City of Oceanside
- City of Poway
- City of San Diego
- City of San Marcos
- City of Santee
- City of Solana Beach
- City of Vista
- County of San Diego
- CMH Consulting
- CSA San Diego County
- Fair Housing Council of San Diego
- Legal Aid Society of San Diego
- San Diego Housing Commission
- South Bay Community Services

San Diego Regional Alliance for Fair Housing

The San Diego Regional Alliance for Fair Housing is a dedicated group of professionals working together to ensure that all residents in San Diego County have equal access to housing.

It is comprised of members of the fair housing community, local government entities, enforcement agencies, and housing providers. This group has its roots in the early 1980's when the U.S. Department of Housing and Urban Development (HUD) appointed the Community Housing Resource Board (CHRB). HUD had the vision of unifying fair housing efforts in the region and provided early leadership to foster a collaborative approach to affirmatively further fair housing and end discrimination in housing choice.

After a few dormant years, CHRB was revitalized and became the Fair Housing Resources Board (FHRB) to continue to advance fair housing education, training, and advocacy. In a recent effort to reflect the regional collaboration, the FHRB changed its name to the San Diego Regional Alliance for Fair Housing (SDRAFFH).

The SDRAFFH meets quarterly to promote fair housing in our region.



Conference Agenda

The San Diego Regional Alliance for Fair Housing (SDRAFFH) and San Diego Housing Federation, CA Housing and Community Development, Union Bank, Studio E Architects, and San Diego Housing Commission are proud to host the 6th Annual Fair Housing Conference on Wednesday, April 7, and Thursday, April 8, 2021. In celebration of National Fair Housing Month in April, this Conference will explore critical fair housing issues that are impacting San Diego County today and its diverse communities.

Fair housing practitioners, policy makers, housing advocates and developers, community leaders, and top experts gather to discuss and explore fair housing discrimination issues and solutions to improving our communities.

WEDNESDAY, APRIL 7, 2021

9:00AM – 9:15AM Welcome Remarks

- Stephen Russell, San Diego Housing Federation
- Estela De Los Rios, CSA San Diego County, SDRAFFH President

9:15AM – 10:45AM Session 1: Trends in Fair Housing

- **Speaker:** Dr. Daniel Enemark, San Diego Workforce Partnership
- **Moderator:** Ricardo Flores, Executive Director, LISC San Diego

10:45AM – 11:00AM Break

11:00AM – 12:30PM Session 2: Disability and Fair Housing Discrimination

- **Moderator:** Branden Butler, Department of Employment and Fair Housing
- **Speakers:**
 - Josh Butler, Lanterman Housing Alliance
 - Erin Autry Montgomery, The Chelsea Investment Corporation
 - Jessica Gould, Lanterman Housing Alliance

12:30PM – 12:45PM Closing Remarks and Evaluations

THURSDAY, APRIL 8, 2021

9:00AM – 9:15AM Welcome Remarks

- Stephen Russell, San Diego Housing Federation
- Estela De Los Rios, CSA San Diego County, SDRAFFH President

9:15AM – 10:45AM Keynote Address: Overcoming Structural Bias

- **Keynote Speaker:** Dr. Zachary Green, Director, Leadership Development, Nonprofit Institute Professor of Practice, Leadership Studies School of Leadership and Education Sciences, University of San Diego
- **Moderator:** Stephen Russell, San Diego Housing Federation

10:45AM – 11:00AM Break

11:00AM – 12:30PM Session 3: Faces of Fair Housing – Discussions with individuals with lived experience

- **Moderator:** Rosalina Spencer, Legal Aid San Diego Inc., SDRAFFH Vice-President
- **Speakers:**
 - Chelees Turner, Homeless-Experienced Advocacy & Leadership (HEAL) Network
 - Speakers with lived experience

12:30PM – 12:45PM Closing Remarks, Evaluations, & Adjournment

Thank you for attending! #FacesofFairHousing #SDRAFFH2021

Conference Speakers



Zachary Gabriel Green, PhD, Keynote Speaker

PROFESSOR OF PRACTICE IN LEADERSHIP STUDIES AND DIRECTOR OF LEADERSHIP DEVELOPMENT AT THE NONPROFIT INSTITUTE, UNIVERSITY OF SAN DIEGO; FOUNDING LEAD FACULTY, RISE SAN DIEGO URBAN LEADERSHIP FELLOWS PROGRAMS

A clinical psychologist by training, Dr. Green teaches courses on human development, organizational behavior, coaching, dialogue, negotiations, mindfulness, and love. As a practitioner, Dr. Green's clients include multinational corporations, government agencies, NGO's, universities, legal and civil rights organizations, religious institutions, and nonprofits entities. He has coached top leaders at the World Bank for nearly two decades.

Dr. Green has nearly three decades of experience working with issues related to human relations, including and beyond diversity, equity and inclusion. He was a senior associate for the National Multicultural Institute in Washington, DC. where he led a global project on anti-discrimination at the International Monetary Fund. He also represented NMCI on the dialogue development team for the President's Commission on Race during the Clinton Administration. He currently conducts scores of workshops on trainings on resilience, adaptive leadership, and racial equity through and for organizations that include the UN High Commission for Refugees, Irvine Foundation, City of San Diego, Advancing Justice for Asian American, Bank of America, Weingart Foundation, Michigan State University, San Diego Gas and Electric, and the African American Board Leadership Institute.



Stephen Russell

PRESIDENT/CEO, SAN DIEGO HOUSING FEDERATION

Stephen is a graduate of the NewSchool Architecture. His background includes working in city government and many years spent in community & economic development, including a decade on the board of the City Heights Community Development Corporation. He is a current Board member of CalHFA, Housing California, the NewSchool Foundation, and Civic San Diego.





Erin Autry Montgomery

THE CHELSEA INVESTMENT CORPORATION

Erin Autry Montgomery has over 15 years of experience in affordable housing development, including project management, development finance consulting, and investor analysis. She has worked on affordable housing developments financed with programs including federal and state Low Income Housing Tax Credits, tax-exempt bonds, historic tax credits, USDA Section 514 and 515 loan program, FHA and USDA guaranteed loans, HOME, NHTF, state housing trust fund loan programs, HUD and USDA rental assistance, Section 236 IRP decoupling, Multifamily Housing Program, Redevelopment Agency Low-Mod funds, AHSC, IIG, MHSA/NPLH, and CDBG.

From 2004 through 2012, she served as a project manager for several affordable housing developers, where she worked on such projects as the refinance of a 70 site (1300+ units) subsidized portfolio with a Section 236 decoupling in the City of Los Angeles, preservation projects in Colorado and Arkansas, inclusionary housing developments in suburban San Diego County, rural new construction developments in Imperial County with State funding, acquisition/rehabilitation projects in New Mexico, and affordable projects within the City of San Diego with Redevelopment Agency funding.

Her knowledge has been utilized for developments located in California, New Mexico, Texas, North Dakota, Wisconsin, Nevada, Idaho, Arizona, Wyoming, Arkansas, Colorado, and Maryland. Ms. Montgomery holds a master's degree from Boston University in Preservation Studies, and a bachelor's degree in Sociology from Harvard-Radcliffe.



Branden Butler

ASSISTANT DEPUTY DIRECTOR OF EDUCATION AND OUTREACH, DEPARTMENT OF EMPLOYMENT AND FAIR HOUSING

Branden Butler is the Assistant Deputy Director of Education and Outreach for the California Department of Fair Employment and Housing (DFEH). Prior to joining DFEH in 2019, Branden was the Senior Attorney of the Fair Housing Center of the Legal Aid Society of San Diego, Inc. (LASSD), where for nine years he was instrumental in creating the first fair housing services program at LASSD that provides education, outreach, testing, and enforcement of fair housing laws.

Branden has litigated fair housing cases on a broad range of issues, including a successful jury trial verdict in a sexual harassment case, obtained settlements and injunctive relief measures including the creation of accessible apartment units in a disability housing discrimination case, successfully challenged discriminatory housing occupancy policies against families with children, and obtained Voluntary Compliance Agreements with the Department of Housing and Urban Development in cases of national origin and language access discrimination. Branden has also led numerous broad-based fair housing education campaigns addressing discrimination against persons with mental health disabilities, source of income discrimination, and race discrimination. Branden was President of the San Diego Regional Alliance for Fair Housing from 2016-2019, where he successfully led the effort to create an annual regional fair housing education conference.



Josh Butler

EXECUTIVE DIRECTOR, LANTERMAN HOUSING ALLIANCE

Josh has a long career in both, the affordable housing, and disability rights advocacy worlds. Currently, he is the current Executive Director at the Lanterman Housing Alliance, where he leads the organization towards its goal of creating more affordable housing opportunities for people with Intellectual and Developmental Disabilities. Prior to that he served as Executive Director at Housing Long Beach where he led a campaign for rent control and advocated for the creation of an Inclusionary Housing Policy. At Habitat for Humanity of Greater Los Angeles, while serving as the Director of Community Engagement, he leads outreach efforts in Los Angeles County in support of the veterans and youth housing initiatives.

Prior to that, Josh, served as Community Educator at Disabled Resources Center, where he advocated and organized the disabilities community into action on many issues. One such issue was affordable housing. Josh saw first-hand the devastating impact the lack of affordable housing was having on people with disabilities. That caused the organization to become active and involved in advocating for affordable housing and Josh's eventual role as Campaign Manager for the group known as the Long Beach Housing Trust Fund Coalition. That campaign was successful, as the City of Long Beach established a Housing Trust Fund in 2006 and that coalition renamed itself – Housing Long Beach. Josh has served as a Chief of Staff for Long Beach City Councilwoman, Gerrie Schipske, and a Job Developer for the City of Long Beach's Human Resources Department. Josh is a graduate of California State University Long Beach, with a Bachelor's Degree in Political Science.



Estela De Los Rios

CSA SAN DIEGO COUNTY, SDRAFFH PRESIDENT

With over 40 years of management experience, Estela De Los Rios prides herself in the work she does as a civil rights activist. She takes pride in the fact that she works tirelessly to give a voice to those whose voices are silenced or who those who feel they don't have a right to speak up. Today, the East County resident serves as Executive Director at CSA San Diego County, a nonprofit organization that fights for social justice causes such as opposing human trafficking and discrimination in housing. In the past year, she has emerged as a well-known and outspoken advocate against the rising number of hate crimes in the community. Estela De Los Rios worked side by side with 52-faith and community leaders to forge a coalition known as United for a Hate Free San Diego. In 2008, the group held its first summit in gathering first-hand testimony from children and adults victimized by violence and hate crimes. She was a co-chair for this 52-member coalition.





Daniel Enemark

SENIOR ECONOMIST, SAN DIEGO WORKFORCE PARTNERSHIP

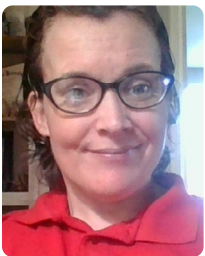
Daniel Enemark is Senior Economist at the San Diego Workforce Partnership, where he helps design programs and advocate for policies to improve the efficiency and equity of our labor market. Dr. Enemark has published peer-reviewed research on strategic decision-making, econometrics, and policy analysis, and has taught these subjects to PhD students in political economy and finance at UC San Diego and USC's Marshall School of Business.



Ricardo Flores

EXECUTIVE DIRECTOR, LISC SAN DIEGO

Ricardo Flores oversees LISC's extensive network of investment-based collaborations that support San Diego's underserved neighborhoods, including City Heights, Colina Park, and Greater Logan Heights. A native of City Heights, Ricardo and his wife live in Kensington. Prior to serving as Councilmember Emerald's chief of staff, Flores was a senior aide to Congresswoman Susan Davis (D-CA), dating back to 2005. Flores has always taken an active role in his community. A long-time Meals on Wheels volunteer, he also served on numerous advisory boards and committees including the San Diego Chicano Democratic Association; San Diego Community College District; and United Way Plan to End Chronic Homelessness Resource.



Jessica Gould

LANTERMAN HOUSING ALLIANCE

Jessica is a disabled female with Quadriplegic Cerebral Palsy & a seizure disorder. She is an independent legislative consultant with her own firm, J Gould Consulting, which was opened in 2019 with the initial goal of educating service providers of the Regional Center system on how the Regional Centers and other systems impact their businesses through the legislative process. Since the opening, the goals and aspirations have expanded to broadening advocacy efforts and awareness for people with disabilities, through the legislative process. Jessica believes in equal opportunity for people regardless of disability, limitation, or otherwise. Jessica has held several volunteer positions with Regional Centers, the Department of Developmental Services, the State Council on Developmental Disabilities and now Lanterman Housing Alliance. Jessica believes that equal opportunity is possible, and it is up to people, whether it's in a formal setting such as a boardroom, or joining an organization, or even in an informal setting, no matter - taking it upon yourself to speak to a legislator makes a difference. She has a Bachelor of Arts in Applied Behavioral Science and Associates in Early Childhood Education from Ashford University.





Laura Nunn

CHIEF OF POLICY AND EDUCATION, SAN DIEGO HOUSING FEDERATION

Laura plans, directs, and coordinates development of policy positions as well as government and legislative affairs. Previously, she worked at U.S. Senator Dianne Feinstein's San Diego district office working on federal level issues related to housing, health, veteran affairs, and social programs. She also interned at former California State Senator Denise Ducheny's office. Laura holds a Master of Arts degree in International Relations from University of San Diego and a Bachelor of Arts in Political Science and Spanish from SDSU.



Rosalina Spencer

LEGAL AID OF SAN DIEGO, SDRAFFH VICE-PRESIDENT

Rosalina Spencer is Senior Attorney of the Fair Housing Center of Legal Aid Society of San Diego, Inc. As Senior Attorney she has represented clients in administrative hearings and in federal lawsuits in the enforcement of the Fair Housing act and related California state laws. Ms. Spencer oversees staff attorneys and advocates in fair housing investigations including fair housing testing and conducts fair housing training for housing consumers and providers throughout San Diego County.



Chelees Turner

HOMELESS-EXPERIENCED ADVOCACY & LEADERSHIP (HEAL) NETWORK

Chelees is a member of Homeless Experienced Advocacy and Leadership (HEAL) Network in San Diego. Her personal experience of homelessness as a mother drives her passionate for advocacy. Having firsthand knowledge with housing insecurity and lack of adequate housing in San Diego, she is channeling her powerful story to change the narrative around homelessness and prevent other members of the community to experience the same trauma.

