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## **NLIHC News**

### **NLIHC Accepting Nominations for 2017 Organizing Award**

NLIHC is now accepting nominations for the 2017 Annual Organizing Award. The Organizing Award recognizes outstanding achievement during 2016 in state, local and/or resident organizing activity that furthers NLIHC's mission of achieving socially just public policy to ensure people with the lowest incomes in the U.S. have affordable and decent homes. Special consideration will be given to nominations that incorporate tenant- or resident-centered organizing. The award will be presented at the NLIHC 2017 Housing Policy Forum, held April 2-4, 2017 at the Washington Court Hotel in Washington, D.C.

Nominations for the award are due by 5:00 pm E.T. on Wednesday, February 1, 2017.

An Organizing Award Committee composed of NLIHC board members and previous award winners will determine this year's honoree. Two representatives of the honored organization will receive complimentary Forum registrations, hotel accommodations, and transportation to Washington, D.C. to accept the award.

To be eligible, nominated organizations must be current NLIHC members. Organizations may self-nominate. NLIHC board members and Award Committee members may not nominate an organization with which they are employed or affiliated.

Nominations should contain the following information:

- Name and contact information of the organization being nominated;
- Name and contact information of the individual or organization submitting the nomination (if different from above);
- Description of the organization's achievement in the area of state, local and/or resident organizing in 2016, and how that achievement has contributed to furthering NLIHC's mission (800-word maximum); and
- Supporting materials that describe the activity or impact, such as press clips or campaign materials (optional).

Please submit your nomination online using the form at <http://www.nlihcforum.org/awards> or send your nomination by email to [jsaucedo@nlihc.org](mailto:jsaucedo@nlihc.org).

Contact James Saucedo at [jsaucedo@nlihc.org](mailto:jsaucedo@nlihc.org) with any questions.

### **NLIHC to Honor Ron Terwilliger and Amy Anthony at 2017 Leadership Reception, April 4**

NLIHC has announced that J. Ronald Terwilliger and Amy Anthony will be recognized for their contributions to affordable housing at NLIHC's annual Leadership Reception on the evening of April 4, 2017. Ron Terwilliger, chairman emeritus and former CEO of the Trammel Crow Residential Company, will receive the 2017 Edward W. Brooke Housing Leadership Award for his outstanding contributions to the cause of rebalancing federal affordable housing. The Brooke Award is named for the late Senator Edward W. Brooke (R-MA), who championed low income and fair housing while in Congress and later served as the chair of NLIHC's Board of Directors. The award is presented to individuals who advocate for affordable housing on the national level. Retired Preservation of Affordable Housing President and Founder Amy Anthony will be the recipient of the 2017 Cushing N. Dolbeare Lifetime Service Award. The Dolbeare Award is named after NLIHC's founder, considered the godmother of the affordable housing movement. NLIHC presents the Dolbeare Award to individuals for their lifetime of service to affordable housing.

The 2017 Leadership Reception will follow NLIHC's 2017 Housing Policy Forum which will take place in Washington, DC, April 2-4. The Forum will provide opportunities to engage with thought-leaders, policy experts, researchers, affordable housing practitioners, low income residents, and leaders from Capitol Hill and the new Administration about the state of the affordable housing crisis in America and its solutions.

The Policy Forum will explore challenges and opportunities emerging from the 2016 presidential and congressional elections and the best strategies for achieving positive affordable housing policy solutions. NLIHC will invite the new HUD secretary to share his or her vision and priorities and to engage with participants about their concerns, aspirations, and recommendations. The Forum will also explore the lessons learned from the first year of implementation of the national Housing Trust Fund; the intersections between housing and health, education, criminal justice reform, and other areas; and ways to rebalance U.S. federal housing investments to end homelessness and housing poverty, among many other topics. The third day of the Forum will provide an opportunity for participants to visit their congressional delegations on Capitol Hill.

The NLIHC 2017 Housing Policy Forum and Leadership Reception will take place at the Washington Court Hotel in Washington DC. Register at: <http://bit.ly/2dnJpnS>

A limited number of shared-lodging hotel scholarships will be awarded on a first-come-first-served basis to low income residents who are current NLIHC members and who pay their own Forum registration fee ("self-pay participants"). To ensure a broad geographic distribution, no more than two scholarships will be awarded to participants from any one state (with the exception of New York, where a donor has provided funding for six). The scholarships provide residents attending the Forum up to three nights of shared hotel lodging on April 1, 2, and 3. Scholarship recipients must commit to attending all Forum sessions, including a special resident session on Sunday, April 2 and Lobby Day on Tuesday, April 4. To apply for a scholarship, contact James Saucedo at [jsaucedo@nlihc.org](mailto:jsaucedo@nlihc.org). Questions? Call 202-662-1530 or email [jsaucedo@nlihc.org](mailto:jsaucedo@nlihc.org).

## **HUD**

### **HUD Issues Final Rule on Housing Protections for Survivors of Domestic Violence**

HUD published on October 24 the final regulations implementing housing protections included in the Violence Against Women Reauthorization Act of 2013 (VAWA). The final rule includes core protections across HUD programs covered by VAWA that ensure individuals are not denied assistance, evicted or have their assistance terminated because of their status as survivors of domestic violence, dating violence, sexual assault and stalking, or for being affiliated with a victim.

The 2013 reauthorization expanded VAWA beyond public housing and vouchers to a number of other HUD programs, including the HOME Investment Partnerships program, Housing Opportunities for Persons with AIDS (HOPWA) and McKinney-Vento Homeless programs. The national Housing Trust Fund (HTF), however, was not included as a "covered housing program" in the legislation. After considering Congress's intent to expand VAWA protections to all HUD programs that provide rental assistance, HUD included the HTF as a covered program in the final rule.

The rule also finalizes requirements regarding notification to tenants and applicants of their rights and protections under VAWA and makes it clear that, under most circumstances, a survivor will be able to self-certify their status to exercise their VAWA rights, meaning they will not have to present third-party documentation.

VAWA required HUD to develop a model emergency transfer plan for housing providers, which is included in the final rule. The plan explains how housing providers must address tenants' requests for emergency transfers when they fear for their life or safety in their current rental units.

HUD addressed concerns raised by advocates regarding the negative economic and criminal consequences often experienced by survivors of domestic violence. Survivors often have their credit or rental history ruined by their perpetrators, or are forced to participate in criminal activity or are arrested for being part of a domestic disturbance. The final rule ensures covered housing providers do not deny tenancy or occupancy rights based solely on these adverse factors that are a direct result of being a survivor.

“Nobody should have to choose between an unsafe home and no home at all,” said HUD Secretary Julián Castro. “Today we take a necessary step toward ensuring domestic violence survivors are protected from being twice victimized when it comes to finding and keeping a home they can feel safe in.”

Read the final rule at: <http://bit.ly/2eNeWPr>

## **HUD Issues Guidance on Initial HOTMA Implementation**

HUD last week issued guidance on the initial implementation of the Housing Opportunity Through Modernization Act of 2016 (HOTMA) (H.R. 3700) that was signed into law in July. HOTMA includes important reforms to voucher inspections, treatment of high-income households in public housing, project-based vouchers, and the Family Unification Program, among many other changes. A broad coalition of housing advocates, including NLIHC, worked to advance versions of this legislation for many years.

While the document does not provide a section-by-section analysis of HOTMA or guidance for each section, it does:

- Advise the public of the statutory provisions that immediately went into effect when HOTMA was signed into law and explains how housing providers can comply with those provisions now or in the near future, and
- Identify provisions that require HUD to issue regulations or notices before going into effect, which is the case for most HOTMA provisions.

The guidance states, “HUD is committed to working closely with its program participants to see that the changes made by HOTMA are successfully implemented and that these programs are significantly improved to provide assistance to the families HUD serves.”

Read the guidance at: <http://bit.ly/2eQWYvh>

## **HUD Releases New Data on Homelessness**

HUD released *The 2015 Annual Homeless Assessment Report (AHAR) to Congress: Part 2 - Estimates of Homelessness in the United States* on October 26. The report expands upon the findings presented in *The 2015 Annual Homeless Assessment Report (AHAR) to Congress: Part 1* by adding one-year estimates of the sheltered homeless population collected through Homeless Management Information Systems (HMIS). HMIS data provide demographics, service use statistics, and unduplicated counts of the sheltered homeless population, those who access emergency shelter, transitional housing programs, or permanent supportive housing (PSH) during a given year. Some key findings from the new HMIS data include:

- Approximately 1.48 million people experienced sheltered homelessness at some point during the reporting year, representing a 7% decline from 2007.
- 502,521 people who experienced sheltered homelessness were part of a family with children, representing a 3% decline from 2014, but an increase of 6% from 2007. They accounted for 154,380 households.

- Approximately 21% of adults experiencing sheltered homelessness as part of a family with children have a disability.
- An estimated 987,239 individuals (not part of a family with children) experienced sheltered homelessness, representing a 12% decline from 2007.
- The share of sheltered individuals with a disability was 45%.
- Individuals experiencing sheltered homelessness declined in cities by 16% since 2007, but has increased by 7% in suburban and rural areas.
- 132,847 veterans experienced sheltered homelessness, an 11% decrease from 2009.
- 347,776 people resided in PSH. Approximately one-third were in families with children and two-thirds were individual adults (not part of a family with children).
- More than three-quarters of adults who moved into PSH were already homeless prior to moving in.

*AHAR – Part 2* also includes previously available data on student homelessness collected by the U.S. Department of Education and supplemental data from the 2013 American Housing Survey on recent movers, doubling up, and worst case housing needs (defined as unassisted renters whose income is less than half of the area median income and who are living in severely substandard housing, spending more than half of their income on housing, or both).

*The 2015 Annual Homeless Assessment Report to Congress: Part 2 - Estimates of Homelessness in the United States* is available at: <http://bit.ly/2eKwFX5>

## **HUD Issues New Elevation Standards to Protect HUD-Supported Properties from Flooding**

HUD proposed new elevation standards for all HUD-supported properties on October 27. HUD is updating the standards for the first time in nearly four decades to establish higher elevation requirements for properties applying for HUD assistance or Federal Housing Administration (FHA) mortgage insurance due to the increased risk of flooding caused by climate change and the associated rise in sea levels. Comments on the proposed rule are due by December 27.

The proposed rule would require properties considered “non-critical” to have an elevation 2 feet above the site’s base flood elevation. “Critical” properties, such as nursing homes and hospitals, would need to be elevated 3 feet above the base flood elevation or the 500-year floodplain, whichever is greater.

"Our nation is faced with mounting and compelling evidence that future flooding events will be increasingly costly and frequent," said HUD Secretary Julián Castro. "If we're serious about protecting people and property from flooding, we have to think differently than we did 40 years ago. Today we begin the process of aligning our regulations with the evidence to make sure taxpayer dollars are invested in the most responsible and resilient manner possible."

Read the proposed rule at: <http://bit.ly/2eOBeCF>

## **Research**

### **Follow-Up Family Options Study: Long-Term Housing Subsidies are Most Effective Intervention for Homeless Families**

HUD released the follow-up findings of its Family Options Study, which show that after 37 months long-term housing subsidies, primarily Housing Choice Vouchers, remain the most effective intervention for homeless families as compared to community-based rapid rehousing and project-based transitional housing. The benefits of long-term housing subsidies extend beyond housing stability to other areas of well-being.

The Family Options Study is a randomized control study that analyzed the impacts and costs of three distinct interventions for addressing homelessness. Families in the study were randomly assigned priority access to one of three interventions after spending at least seven days in emergency shelters. Each intervention was compared to the “usual care” in the community offered to a sample of families who did not receive priority access to one of the three interventions. The three interventions were:

- Deep, long-term housing subsidy, such as a Housing Choice Voucher, not paired with services.
- Community-based rapid re-housing providing short-term rental assistance for up to 18 months paired with limited services.
- Project-based transitional housing providing a service-intensive stay for up to 24 months in a project-based transitional housing facility.

Nearly 2,300 homeless families across 12 U.S. cities participated in the study over the course of 37 months. Family data were collected and analyzed across five domains: housing stability, family preservation, adult well-being, child well-being, and self-sufficiency. HUD released an earlier report on outcomes 20 months after the intervention (*Memo, 7/13/2015*). This follow-up report is based on outcomes 37 months after the intervention. The findings at 37 months largely mirror those observed at 20 months.

Long-term housing subsidies had a significantly positive impact on housing stability relative to usual care. They reduced the proportion of families being homeless or doubled-up in the previous six months by 50% and reduced the proportion of families who experienced a shelter stay by 75%. Project-based transitional housing also reduced the proportion of families who experienced a shelter stay, but did not reduce the proportion of families being homeless or doubled up in the previous six months. Community-based rapid rehousing had no discernable impact on housing stability after 37 months.

Long-term housing subsidies also had positive impacts on some areas of adult well-being. They reduced psychological distress and intimate partner violence, which could be the result of permanent housing subsidies providing support for recipients as they leave abusive relationships; long-term subsidies were associated with a greater number of couple separations during the study period. Project-based transitional housing reduced the proportion of adults with post-traumatic stress disorder symptoms but had no other impact on adult well-being. Community-based rapid rehousing had no discernable impact on adult well-being.

Regarding child well-being, long-term housing subsidies reduced behavior problems, the number of schools attended, and sleep problems. Community-based rapid rehousing reduced behavior problems, but had no other impacts. Project-based transitional housing had negligible impacts on child well-being.

Regarding family self-sufficiency, long-term subsidies reduced the proportion of families who were food insecure, but also slightly reduced labor force participation. Community-based rapid rehousing appeared to have a positive impact on food security and family income at 20 months, but these effects were not observed at 37 months. Project-based transitional housing also had no discernable positive impacts on family self-sufficiency at 37 months.

Thirty-seven months after intervention, community-based rapid rehousing cost approximately 10% less than usual care, while project-based transitional housing and long-term housing subsidies cost 3.6% and 8.6% more. Long-term housing subsidies appear to offer significantly better outcomes for homeless families compared to usual care at only a marginally higher cost within the study’s timeframe.

In their summary of the study’s findings, the authors conclude that “having priority access to deep long-term housing subsidies produces substantial benefits for families” and “for most families, homelessness is a housing affordability problem that can be remedied with long-term housing subsidies without specialized services.”

*Family Options Study: 3-Year Impacts of Housing and Services Interventions for Homeless Families* is available at: <http://bit.ly/2eDnxDh>

## **Study Finds Housing Discrimination and Potential Disparate Impact of Criminal Records Screening in DC**

A study conducted by the Equal Rights Center, a national civil rights organization, found evidence of housing discrimination against black women with criminal histories in the District of Columbia rental market. In paired testing, the study found that white women with criminal histories were more likely to be treated favorably than black women with the same criminal histories. The study also suggests that landlords' policies regarding criminal histories may have a disparate impact on black women as compared to white women.

The study utilized paired testing in which a white woman and a black woman were each given the same profile. One profile was of a high-income, professional woman looking for housing in the moderate-to-high price range. She had been arrested at least seven years ago as a result of a youthful indiscretion (college-era felony arrest for drug possession), with the charges ultimately dismissed. The second profile was of an entry-level professional seeking housing in the low-to-moderate price range. She had a larceny conviction from at least 11 years ago that was the result of an abusive long-term relationship that long since ended. Neither profile included a history that would indicate a current inability to be a good tenant. Each woman contacted the same landlord, posing as a single woman looking for a one-bedroom or studio apartment. Each disclosed the nature of their criminal backgrounds and asked how it may affect their rental application.

The two women received similar treatment in 42% of the tests (20 of the 47 successful tests). The white woman received more favorable treatment in 47% (22) of the tests. The black woman received more favorable treatment in 11% (5) of the tests. Differential treatment of the two women in each pair could be categorized in one of three ways: different information or quality of service; different agent reaction/encouragement in regard to the tester's criminal history in general (for example, encouraging a tester to complete a rental application); or different agent speculation about the impact of the tester's criminal history on the success of the rental application.

In 34% of tests, the white woman received favorable treatment with regard to information or service provided by the agent. The women received different information about criminal record screening policies, information about application fees, or follow-up and encouragement to complete a rental application. In 19% of tests, the white woman received a more sympathetic or encouraging response from the agent than did the black woman. In 15% of tests, the white woman received more favorable speculation that her criminal history would not be a problem on her rental application.

Twenty-eight percent of the tests found a criminal history screening process that suggests a disparate impact on applicants by race. A policy or process has a disparate impact if its effect or burden is felt more heavily by one race than another. Blanket bans on applicants with a criminal record, for example, fall more heavily on black applicants than white applicants because of disparities in incarceration rates. The study points out that black women are incarcerated at more than twice the rate of white women. This small study alone identified 4,646 apartments that were unavailable to anyone with a felony conviction from any point in time.

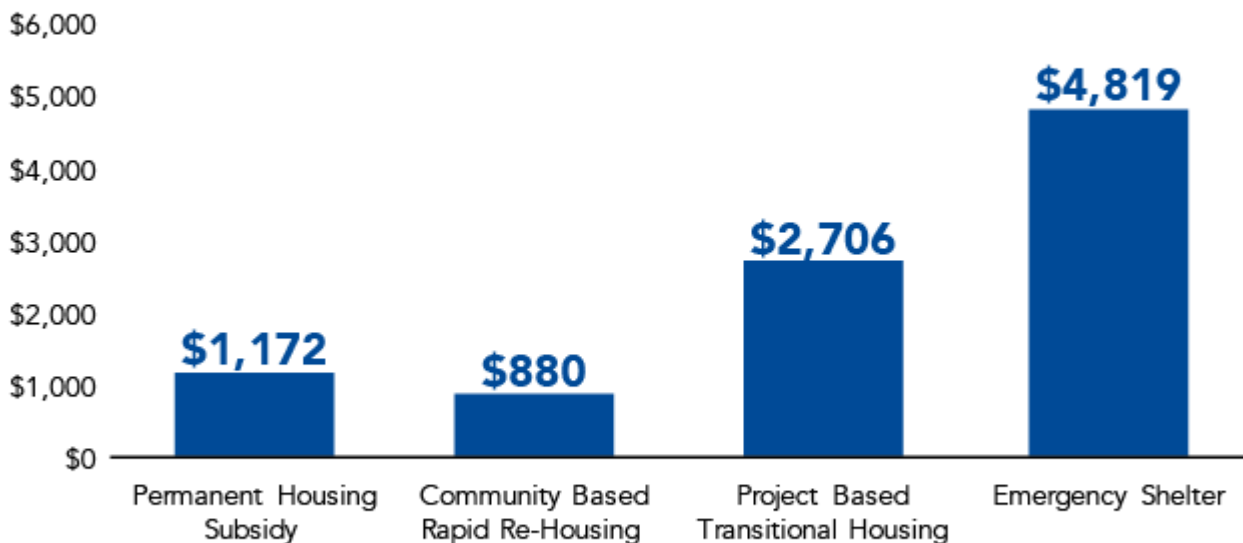
The authors also expressed concern that in more than half of the tests rental policies related to criminal histories were unclear. Testers were told they would have to apply to find out how their criminal history would impact their application. In many cases, the agent claimed that a third party approved applicants, so the landlord would have no say. The authors assert that this lack of transparency is a financial burden on applicants who may unnecessarily submit rental applications and raises potential problems in understanding the degree of disparate impact.

The report provides several recommendations, including the reevaluation and potential elimination of criminal history screening policies by housing providers; investment by housing providers in fair housing training; greater transparency regarding screening requirements; greater resources for HUD to combat discrimination through education, outreach, and enforcement; and a convening of various stakeholders and experts to develop detailed guidance for housing providers to ensure criminal history screening policies comply with the Fair Housing Act.

*Unlocking Discrimination: A DC Area Testing Investigation about Racial Discrimination and Criminal Records Screening Policies in Housing* is available at: <http://bit.ly/2e5453t>

## Fact of the Week

### Average Per-Family Monthly Costs by Homelessness Intervention in the Family Options Study



Source: Gubits et al. 2016. *Family Options Study: 3-year Impacts of Housing and Services Interventions for Homeless Families*. Washington, DC: U.S. Department of Housing and Urban Development.

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## Housing and Elections

### Get Out the Vote!

Election Day 2016 is right around the corner, on November 8, and early voting has already begun in many states. In addition to the presidential election, there are elections for 34 senators, 12 governors, and all of the U.S. House of Representatives, as well as hundreds of state and local offices. And voters in eight states – California, Maryland, Michigan, North Carolina, Oregon, Rhode Island, Washington, and Virginia – will weigh in on ballot measures related to affordable housing.

NLIHC urges all housing and community development nonprofits to help “get out the vote,” particularly among the low income people you serve. In the 2014 elections, 70% of homeowners voted, but just 51% of renters and 26% of people with incomes at or below \$20,000 a year voted. Elected officials champion legislation that they



know their voters care about. Lower income renter households need to vote to get policy makers to address the affordable housing crisis in America.

NLIHC provides a wide array of “[Voterization](#)” information, resources, and tools to nonprofits to help them register, educate, and mobilize voters. Increasing the number of renters and allies registered to vote, providing voters with information about candidates’ positions on housing issues, and getting out the vote before and on Election Day are activities all nonprofits can and should engage in, as long as those activities are strictly nonpartisan. Nonprofits can help residents exercise their power at the ballot box, voting people into office who understand the severity of America’s affordable housing crisis and promise to work toward positive solutions, and then holding them to those commitments after Election Day.

A copy of NLIHC’s “Mobilization: Get Out the Vote” PowerPoint slides, originally presented in a webinar on September 15, is available at: <http://bit.ly/2eN9ISh>. The slides provide background on all of NLIHC’s “Voterization” resources and then cover best practices related to using voter lists, phone banking and call-scripts, early voting and voting by mail, Election Day visibility, getting people to the polls, and combating voter suppression.

We also encourage you to check out the resources provided by Nonprofit Vote, which “partners with America’s nonprofits to help the people they serve participate and vote.” Nonprofit Vote is the largest source of nonpartisan resources to help nonprofits integrate voter engagement into their ongoing activities and services. The website is at: [www.nonprofitvote.org](http://www.nonprofitvote.org)

## **From the Field**

### **New Orleans Submits First Assessment of Fair Housing in the Nation**

The City of New Orleans and the Housing Authority of New Orleans (HANO) submitted an Assessment of Fair Housing (AFH) to HUD on October 4, 2016, making it the first jurisdiction in the country to create an AFH following HUD’s 2015 Affirmatively Furthering Fair Housing (AFFH) regulation. The Greater New Orleans Fair Housing Action Center, an NLIHC member, worked with the City and HANO on the AFH and equipped community members to ensure their voices were heard in the assessment process.

HUD released the long-awaited final AFFH rule in July 2015, implementing the 1968 Fair Housing Act’s requirement that jurisdictions receiving federal funds take proactive steps to counteract discrimination, expand fair housing choice, and foster inclusive communities (see *Memo*, [7/13/15](#)). The rule dictates that jurisdictions create an AFH in place of the previously required Analysis of Impediments (AI), for which no format or standards existed and which was not required to be submitted to HUD for approval. New Orleans was one of 22 jurisdictions required to submit an AFH in 2016. (See a full list of the 2016 jurisdictions at <http://bit.ly/2eWVaAB>).

The New Orleans AFH, co-authored by the City of New Orleans and HANO, details the degree to which the city’s areas of opportunity are segregated by race and income and outlines strategies to make housing options more equitable. The AFH incorporates HUD data and information from the [2016 HousingNOLA](#) report, a housing plan for the city that considered many fair housing elements. Incorporating these data and analysis along with input from numerous community meetings, the AFH proposes a comprehensive set of possible solutions the city’s fair housing issues.

Throughout the creation of the AFH, the City of New Orleans and HANO collaborated closely with the Fair Housing Action Center, whose policy team had been preparing for the Assessment since the publication HUD’s 2015 AFFH rule. According to Fair Housing Action Center Senior Policy Analyst Maxwell Ciardullo, the Center worked to “ensure robust engagement from community organizations and civil rights groups” in the creation of the AFH. The Fair Housing Action Center recognized that a wide range of community groups had a

strong interest in establishing equitable housing policy in New Orleans, but many did not realize the role they could have in the AFH process. The Fair Housing Action Center hosted four trainings for community organizations to help them understand the AFH process and how they could be involved, assisting participants to analyze the draft AFH and to submit comments concerning it. The Center also organized public housing residents and others to participate in the City's public comment meetings, achieving an unprecedented level of community engagement in the process.

Following the submission of the assessment to HUD, which has 60 days to accept the AFH or return it for comments, the Fair Housing Action Center has shifted its attention to the city's implementation of the strategies outlined in the AFH. "We worked with the city to turn their goals into measurable milestones," said Mr. Ciardullo. "Along with our partners, we'll now work to hold the city accountable to those milestones." With a municipal election and potential shift in local government on the horizon in 2018, the Fair Housing Action Center will continue to work with the City and HANO to realize the central goals of the assessment and to elevate the voices of community members dedicated to making New Orleans more equitable.

View the New Orleans AFH at: <http://bit.ly/2eMed07>

For more information, contact Maxwell Ciardullo at [mciardullo@gnofairhousing.org](mailto:mciardullo@gnofairhousing.org).

## Event

### National Housing Conference to Host Webinar on Paycheck to Paycheck

The National Housing Conference will host a webinar and demonstration of its online interactive Paycheck to Paycheck database. Paycheck to Paycheck examines the gap between wages and housing costs for both renters and homeowners in metro areas across the country. The latest installment of Paycheck to Paycheck examines the affordability of housing for a range of workers typically found in schools, including bus drivers, groundskeepers, and high school teachers.

The free webinar will take place on Thursday, November 3 at 2:00 pm E.T. Register at: <http://bit.ly/2dMoaOr>

## More NLIHC News

### NLIHC Seeking Research and Communications/Graphic Design Interns for Spring

NLIHC is seeking applications for our spring intern positions. Interns are highly valued and fully integrated into our staff work. We seek students passionate about social justice issues, with excellent writing and interpersonal skills.

The available positions are:

- **Research Intern.** Assists in ongoing quantitative and qualitative research projects, writes weekly articles on current research for *Memo to Members*, attends briefings, and responds to research inquiries. Quantitative skills and experience with SPSS a plus.
- **Communications/Graphic Design Intern.** Prepares and distributes press materials, assists with media research and outreach for publication releases, works on social media projects, maintains a media database, and tracks press hits. Also assists with sending out e-communications; revising collateral print material such as brochures, flyers, and factsheets; and updating content on the NLIHC website. Some graphic design experience a plus.

Spring interns are expected to work 25 hours a week from mid-January to early May. NLIHC provides modest stipends.

A cover letter, resume, and writing sample are required for consideration. In your cover letter, please specify the position(s) for which you are applying and that you are interested in a spring 2017 internship.

Interested students should send their materials to: Paul Kealey, chief operating officer, National Low Income Housing Coalition, 1000 Vermont Avenue, NW, Washington, DC 20005 via email to [pkealey@nlihc.org](mailto:pkealey@nlihc.org).

## **NLIHC Staff**

Andrew Aurand, Vice President for Research, x245  
Josephine Clarke, Executive Assistant, x226  
Dan Emmanuel, Research Analyst, x316  
Ellen Errico, Creative Services Manager, x246  
Ed Gramlich, Senior Advisor, x314  
Stephanie Hall, Field Intern/MSW Practicum Fellow x230  
Sarah Jemison, Housing Advocacy Organizer, x244  
Paul Kealey, Chief Operating Officer, x232  
Joseph Lindstrom, Senior Organizer for Housing Advocacy, x222  
Lisa Marlow, Communications Specialist, x239  
Sarah Mickelson, Director of Public Policy, x228  
Youness Mou, Graphic Design Intern, x250  
Khara Norris, Director of Administration, x242  
James Saucedo, Housing Advocacy Organizer, x233  
Jacob Schmidt, Policy Intern, x241  
Pia Shah, Communications Intern, x252  
Christina Sin, Development Coordinator, x234  
Elayne Weiss, Senior Housing Policy Analyst, x243  
Renee Willis, Vice President for Field and Communications, x247  
Diane Yentel, President and CEO, x228