



Happy holidays! In observance of the holiday season, NLIHC's office will be closed from December 25 to January 2. The next Memo will be sent on January 13.

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Budget and Appropriations

Congress Passes Funding Deal and Disaster Aid Package to Prevent Government Shutdown

TAG: Budget and Appropriation *Keywords: Congress, spending, budget, appropriations, disaster aid, shutdown*

Congress passed and President Joe Biden signed into law on December 21 a bill to temporarily extend funding for the federal government and provide much needed assistance to communities and individuals impacted by recent disasters. The bill passed both chambers with bipartisan support, first in the House by a vote of 366-34 and then in the Senate with a final vote of 85-11.

The agreement extends funding for federal programs until March 14, 2025, averting a government shutdown. It also provides approximately \$110 billion in disaster relief, including \$29 billion for the Federal Emergency Management Agency's (FEMA) Disaster Relief Fund and \$12 billion for HUD's Community Development Block Grant-Disaster Recovery ([CDBG-DR](#)) program. FEMA is responsible for responding to the immediate needs of disaster survivors, including safe shelter and temporary housing, while CDBG-DR plays a crucial role in long-term disaster recovery, financing the construction and preservation of affordable housing and other infrastructure in disaster-impacted areas.

Foreshadowing Future Funding Fights

Disagreements within the Republican party over whether to include an extension of the debt ceiling in the package – a demand of President-elect Donald Trump – stalled negotiations last week. The “debt ceiling” is the legal limit on how much money the U.S. can borrow to pay for programs and services for which Congress has already approved spending. The current debt ceiling expires in 2025.

In response to the President-elect's demands, House Speaker Mike Johnson (R-LA) pulled an initial bipartisan agreement from consideration before it could receive a vote and brought forth instead a “slimmed-down” bill that included a two-year suspension of the debt ceiling. The proposal, however, failed to garner the support it needed to pass the House, receiving a final vote of 174-235. The final agreement passed in the House does not include a debt ceiling extension.

Conservative Republicans argued against extending the debt ceiling without including spending cuts. In the House, Speaker Johnson vowed to increase the debt limit by \$1.5 trillion next year and seek \$2.5 trillion in spending cuts, using a process known as “budget reconciliation” that requires only a simple majority of 51 votes for a bill to pass the Senate, rather than the 60 votes usually required, but that comes with certain limitations on the kinds of policies that can be included. With majorities in both the House and Senate, reconciliation would allow Republicans to pass bills without Democratic input.

Take Action!

Urge Congress to pass a final FY25 spending bill with increased funding for HUD's affordable housing and homelessness programs

Insufficient funding, budget cuts, and long-term CRs have a [devastating impact](#) on affordable housing and homelessness assistance programs. CRs maintain spending levels from the previous fiscal year, but because the cost of affordable housing and homelessness assistance programs rises every year, increased annual funding for HUD programs is required to simply maintain the number of people served by these vital programs.

Advocates can use NLIHC's resources to take action today and push Congress to pass increased funding for affordable housing and homelessness in FY25, including for NLIHC's top priorities:

- Full funding to renew all existing contracts for the Housing Choice Voucher (HCV) program and expand assistance to 20,000 more households.
- \$6.2 billion for public housing operations and \$5.2 billion for public housing capital needs.
- \$4.7 billion for HUD's Homeless Assistance Grants (HAG) program.
- \$100 million for the Eviction Protection Grant Program.
- At least \$1.3 billion for Tribal housing programs, plus \$150 million for competitive funds targeted to tribes with the greatest needs.

Use NLIHC's toolkits and resources to take action on FY25 funding, including by:

- **Emailing or calling members' offices** to tell them about the importance of affordable housing, homelessness, and community development resources to you, your family, your community, or your work. You can [use NLIHC's Take Action page](#) to look up your member offices or call/send an email directly!
- **Sharing stories** of those directly impacted by homelessness and housing instability. Storytelling adds emotional weight to your message and can help lawmakers see how their policy decisions impact actual people. Learn about [how to tell compelling stories with this resource](#).
- [Using our "Oppose Dramatic Cuts to Federal Investments in Affordable Housing" toolkit](#): This toolkit includes resources, talking points, advocacy ideas, and other helpful information on defending funding for affordable housing and homelessness resources in the FY25 federal budget. Meet with your members and urge them to provide the most possible funding for these vital programs in any final FY25 budget agreement!

National, state, local, tribal, and territorial organizations can [also join over 2,300 organizations on CHCDF's national letter](#) calling on Congress to support the highest level of funding possible for affordable housing, homelessness, and community development resources in FY25.

Congress

Representatives Waters and Blunt Rochester Introduce Transparency Improvement and Renter Empowerment Legislation

Tag: Congress *Keywords: Maxine Waters, Financial Services, HFSC, House of Representatives, "Know Who Owns Your Home Act"*

Representative Maxine Waters (D-CA), the ranking member of the U.S. House of Representatives' Committee on Financial Services, joined Representative Lisa Blunt Rochester (D-DE) in introducing the "[Know Who Owns Your Home Act](#)" (H.R. 10465) in the House on December 18. If enacted, the legislation would provide important information and data about the ownership and conditions of rental properties to increase transparency, help consumers make informed choices, and facilitate accountability for property conditions. NLIHC has endorsed the bill.

Despite renters comprising 35% of U.S. households, there remains a lack of comprehensive and updated data on the conditions and ownership status of rental properties. The bill would direct HUD to conduct a survey to evaluate the feasibility and cost of establishing a national residential rental registry, the necessary data to include, any privacy concerns that would affect the accessibility of the registry for people with disabilities and those with limited English proficiency, and proposals for education and outreach methods to engage landlords.

"Today, the United States has more renters than ever in recent history," said Ranking Member Waters in a statement. "In my district in Los Angeles County, over half of all households are renters. As affordable housing supply remains out of reach and rental prices continue to rise, now is the time to ensure there is market transparency and accountability to help renters thrive across urban, suburban, and rural America. Just as homeowners can contact their servicers and lenders when they face issues with their mortgage, the 'Know Who Owns Your Home Act' will direct HUD to explore the cost and feasibility of establishing a national rental registry."

"There is an enormous power imbalance between landlords and renters, which tilts heavily in favor of landlords at renters' expense," stated NLIHC President and CEO Diane Yentel in a [press release](#) about the bill. "This power imbalance is exacerbated when landlords hide behind complicated ownership structures and when renters cannot access basic information about the homes they live in. The 'Know Who Owns Your Home Act' will ensure greater transparency and allow renters and policymakers to hold landlords accountable. I thank Congresswoman Lisa Blunt Rochester and Chairwoman Maxine Waters for their work on this bill and urge Congress to bring this legislation to a Floor vote, along with other critical renter protections included in the National Tenants Bill of Rights."

Read the press release, Ranking Member Waters's statement, and a full list of endorsers at: <https://tinyurl.com/yuc3fwbu>

Read the full bill text at: <https://tinyurl.com/4wm5um76>

Senator Smith (D-MN) Introduces "Mapping Housing Discrimination Act"

TAG: Congress *Keywords: Senate, Tina Smith, legislation, fair housing, mapping housing discrimination act*

Senator Tina Smith (D-MN) introduced the "Mapping Housing Discrimination Act" ([S.5534](#)) in the U.S. Senate last week. The bill would support efforts to map and digitize data on racially restrictive covenants in property records and establish a grant program to enable educational institutions to collect and analyze racial covenants and racially or ethnically restrictive language

in local governments' property records. The legislation would also help local governments digitize deeds and would create a publicly accessible database administered by HUD to gather together information about historic housing discrimination patterns in property records.

NLIHC endorsed the legislation and will work with Senator Smith's office to support efforts to document the impacts of racial covenants and other tools of discrimination used to keep Black families and other households of color from moving into certain neighborhoods. While such racial covenants were made illegal by the *Fair Housing Act of 1968*, documenting such records is crucial to tracking the history of housing discrimination, along with the impacts of housing segregation that persist today.

Read the bill text [here](#).

Read more about the history of fair housing in "[Lofty Rhetoric, Prejudiced Policy: The Story of How the Federal Government Promised—and Undermined—Fair Housing](#)" in NLIHC's 2024 *Advocates' Guide*.

HUD

HUD Publishes Final 30-Day Eviction Notice Rule

TAG: Public Housing, Project-Based Housing *Keywords: rule, 30-day, eviction, notice, public housing, PBRA, HUD, failure to pay rent, cure, lease*

HUD published a final rule, "[30-Day Notification Requirements Prior to Termination of Lease for Nonpayment of Rent](#)," in the *Federal Register* on December 13. The rule requires tenants to receive a written notice at least 30 days before a formal judicial eviction is filed due to nonpayment of rent if they live in public housing or one of several project-based rental assistance (PBRA) properties. The final rule applies only to evictions for nonpayment of rent (as did the [proposed rule](#) published on December 1, 2023). In the preamble, HUD states that the final rule adopts the proposed rule with only several revisions. The preamble also explains why HUD did not adopt a number of public comments, including [comments submitted by NLIHC](#). Nonetheless, legal services advocates are pleased with the final rule, which will go into effect on January 13, 2025.

For the purpose of the proposed rule, "PBRA" includes: Section 8 Project-Based Rental Assistance, various Section 202 Supportive Housing for the Elderly programs [Section 202/162 Project Assistance Contract (PAC), Section 202 Project Rental Assistance Contract (PRAC), and Senior Preservation Rental Assistance Contract Projects (SPRAC)], and two Section 811 Supportive Housing for Persons with Disabilities programs [Section 811 PRAC, Section 811 Project Rental Assistance Program (811 PRA)]. Notably, the rule does not apply to Housing Choice Vouchers (HCVs) or Project-Based Vouchers (PBVs).

In the preamble to the final rule, HUD states that the intent of the rule is to remove a patchwork of notice requirements among HUD programs and to reduce the number of preventable evictions filed against HUD-assisted tenants. HUD acknowledges that "evictions from HUD-assisted housing could be prevented with more time and notice which might help all parties work

together to pay the rent owed or attain a rent hardship exemption, rent recalculation, and/or other financial rental assistance.” HUD writes that the 30-day notice requirement is a minimum and that public housing agencies (PHAs) and owners (of a private property subsidized by one of the PBRA programs) can provide longer notice periods at their discretion. HUD claims it will issue sample notice language that can be used by PHAs and owners and indicates that PHAs and owners may also draft their own notices as long as they include the required elements.

The New Provisions

The new provisions are woven into existing regulations of the respective programs. For example, the following is from the Section 8 PBRA regulations at 24 CFR part 880, with modified or new text in *italics*:

§ 880.606 Lease requirements

- Leases must contain a provision or addendum stating that tenants will receive notification at least 30 days before *a formal judicial eviction is filed* [due to nonpayment of rent]. (The proposed rule text read, “...at least 30 days prior to termination of the lease for nonpayment of rent.”)

§ 880.607 Termination of tenancy and modification of lease

- The final rule added two new provisions:
 - *A PHA or owner must not give tenants a termination notice* [due to nonpayment of rent] *before the day after the rent is due according to the lease.*
 - *A PHA or owner must not proceed with filing an eviction if the tenant pays the alleged amount of rent owed within the 30-day notification period.*
- In the case of failure to pay rent, the termination notice shall be effective no earlier than 30 days after receipt by the tenant. (No change from proposed rule.)
- All termination notices in cases of failure to pay must include:
 - Instructions on how the tenant can cure the nonpayment of rent violation, *and include:*
 - *an itemized amount, separated by month of alleged rent owed by the tenant,*
 - *any other arrearages allowed by HUD and included in the lease, separated by month,*
 - *the date by which the tenant must pay the amount of rent owed before an eviction for nonpayment of rent can be filed.*

(NLIHC and other advocates urged HUD not to include as “rent” arrearages such as late fees.)

- Information on how the tenant can recertify their income and apply for a hardship exemption, or [for public housing residents] how to switch from flat rent to income-based rent.
- In the event of a Presidential declaration of a national emergency, such information as required by the Secretary. [A “national emergency” would be similar to the one declared during the COVID-19 pandemic, as distinct from a “national disaster” such as a hurricane.]

Shortcomings in the Final Rule

A major shortcoming of the proposed and final rule is that it does not cover Section 8 Housing Choice Vouchers (HCVs) or Project-Based Vouchers (PBVs), including tenants in former public housing developments that have converted to PBVs through the Rental Assistance Demonstration (RAD). HUD declined to add HCVs and PBVs, claiming it would harm landlord recruitment and that it would be difficult to inform landlords about the rule and enforce it due to established state and local laws governing private market tenant-landlord lease agreements. Regarding PBVs in RAD projects, HUD indicated that it will amend the RAD Notice to reflect the 30-day notice for RAD PBVs.

The preamble declares – but the rule text does not explicitly state – that if the tenant pays the full amount of the alleged rent owed but not the arrearages, the nonpayment will still be considered cured and an eviction for nonpayment of rent cannot be filed.

In the preamble, HUD “strongly recommends the best practice of entering into a rental repayment agreement as an alternative to a lump-sum payment for past due amounts.” NLIHC and others urged HUD to require rent repayment agreements that ensured households paid no more than 40% of their income for current rent due plus a portion of past due rent, combined. NLIHC and others also urged HUD to prohibit lump-sum repayments if tenants could not afford them. However, HUD declined to include in the final rule text even a recommendation that PHAs and owners use rent repayment agreements in order to prevent evictions, which seems contradictory to HUD’s stated intent of reducing the number of preventable evictions. The final rule is also silent regarding lump-sum repayments, an amount which some HUD-assisted tenants might not be able to gather in 30 days. The preamble indicates that HUD intends to issue updated repayment agreement guidance in the future.

The proposed and final text requires PHAs and owners to provide tenants with information on how to recertify their income (if the household has experienced a loss of income) and how to apply for a hardship exemption. NLIHC recommended that HUD add text indicating that, subsequent to an income reexamination, rent reductions be applied retroactively to the date the reduction in income started – which is not the case for all programs. NLIHC also recommended the rule text explicitly state that a household cannot be evicted for nonpayment of rent during the 90-day period starting on the date the household requested a hardship exemption. HUD declined to include NLIHC’s recommendations.

NLIHC suggested that each program’s regulations clearly state a PHA’s and owner’s legal obligation to make information provided to tenants in accessible formats to ensure effective communication for people with disabilities and for people with limited English proficiency. HUD declined to add a simple reminder, asserting that PHAs and owners must already comply with Section 504 of the “Rehabilitation Act,” Title II of the “Americans with Disabilities Act” (ADA), and Title VI of the “Civil Rights Act of 1964.”

NLIHC recommended that the required notice inform residents about any available state, local, or charitable rental assistance programs, anti-eviction resources, right to counsel laws, and free legal assistance. HUD declined to include this recommendation asserting it would be “impractical” for PHAs and owners.

As HUD rightly acknowledges in the preamble to the proposed rule, the CARES Act 30-day notice to vacate requirement for nonpayment of rent is still in effect for all CARES Act covered properties, which include those assisted with vouchers. NLIHC urged that the final rule include text clearly stating that the CARES Act 30-day notice requirement remains in effect, including for voucher-assisted tenants. Such text would be a crucial regulatory reminder because, as many legal services attorneys report, there are many instances of owners and judges demonstrating that they are not aware that this CARES Act provision is still in force. HUD declined to add a simple reminder about the CARES Act, saying “this final rule has no implication on the CARES Act.”

As proposed, the final rule has a provision instructing the Secretary to tailor requirements and guidance in response to any future Presidentially declared national emergency. NLIHC strongly recommended that the final rule add Presidentially declared disasters, which will occur far more frequently than national emergencies (such as the COVID-19 pandemic). NLIHC also recommended the final rule add text requiring the Secretary to tailor requirements and guidance responding to more localized emergency declarations made by a governor or mayor in recognition of the increasing number of disasters due to human-caused climate change that do not rise to the level of a Presidentially declared disaster. HUD declined this suggestion.

NLIHC’s comment regarding the proposed rule expressed concern about preventable evictions that might take place due to the anticipated slow implementation of the 30-day notice policy once a final rule is published on the *Federal Register*. The preamble to the proposed rule anticipated that after a final rule is published, PHAs would need an additional 18 months and PBRA owners would need an additional 26 months to modify leases and then come into compliance. NLIHC urged HUD to expedite the implementation of the final rule to minimize the number of preventable evictions. In response, HUD asserts that PHAs need 18 months to adjust leases and that owners will need 14 months to comply after HUD publishes a model lease for owners – which HUD anticipates will take at least 12 months after the final rule is effective on January 13, 2025.

Read the final rule at: <https://tinyurl.com/4fzv96uu>

An easier-to-read version of the final rule is at: <https://tinyurl.com/4crywh5u>

More information about public housing, PBRA, Section 202, and Section 811 is in [Chapter 4](#) of NLIHC’s *2024 Advocates’ Guide*.

Housing Policy Forum

Celebrate NLIHC’s 2025 Leadership Awards Honorees: Senator Tina Smith, Susan Thomas, Mac McCreight, and Rob Robinson!

Tag: Housing Policy Forum *Keywords:* Housing Policy Forum, Leadership Awards Reception, Senator Tina Smith (D-MN), Susan Thomas, Mac McCreight, Rob Robinson

Join NLIHC in honoring our 2025 Housing Leadership Awards recipients: **Senator Tina Smith (D-MN), Susan Thomas, Mac McCreight, and Rob Robinson.** The NLIHC Housing Leadership Awards celebrate individual leaders and organizations for their outstanding

contributions to affordable housing for those most in need. This year's awardees will be recognized at NLIHC's [Annual Housing Leadership Awards Reception](#) at the Hilton Capitol Hill Hotel in Washington, D.C. on March 26, 2025.

2025 NLIHC Leadership Awards Honorees:

Senator Tina Smith (D-MN) will receive the **Edward W. Brooke Housing Leadership Award** for her incredible leadership in advocating for housing justice. As Chair of the Housing, Transportation, and Community Development Subcommittee of the U.S. Senate Committee on Banking, Housing, and Urban Affairs, Senator Smith has worked across the aisle to help improve access to safe, decent, and affordable housing in communities across the nation, including in rural and Tribal areas.

Susan Thomas, President of the Melville Charitable Trust, will receive the **Sheila Crowley Housing Justice Award** for her tireless efforts to raise awareness about the affordable housing crisis and solutions to homelessness. Susan was instrumental in the creation of the [Fund for Housing and Opportunity](#), a national non-partisan, cross-sector funder collaborative focused on tackling the housing affordability crisis by supporting advocacy, narrative change work, and efforts to scale effective practices at the intersection of housing, health, economic mobility, and education.

Mac McCreight, attorney for Boston Legal Services, will receive the **Dolbeare Lifetime Service Award**, for his work in legal services for more than 40 years, primarily at Greater Boston Legal Services. Throughout his career, Mac has provided training and written materials for the National Housing Law Project and educated countless legal services attorneys.

Rob Robinson, Community Organizer and Activist (NYC), will receive the inaugural **Loraine Brown Resident Leader Award**. The award honors a person living in subsidized housing who has shown dedication to helping tenants, people experiencing homelessness, and their community. Rob will receive the award for his strong commitment to advocating for the rights and well-being of tenants within the public and assisted housing community. His work focuses on changing people's fundamental relationship to land and housing.

Recognize these outstanding leaders by making a donation to NLIHC in their honor!

[Donate](#) to NLIHC in these leaders' honor as an individual or as an organization.

Your donation will be recognized in the Leadership Awards Celebration program, and your contribution will support NLIHC's mission to achieve racially and socially equitable public policy that ensures people with the lowest incomes have quality homes that are accessible and affordable in communities of their choice.

[Make a donation to honor these outstanding leaders!](#)

[Register for NLIHC's 2025 Leadership Awards Reception!](#)

Other Housing Issues

White House Council of Economic Advisors Releases Analysis of Costs of Pricing Algorithms in Rental Housing

TAG: Other Housing Issues *Keywords: White House, algorithms, Council of Economic Advisors, CEA, RealPage*

The White House Council of Economic Advisors (CEA) released a [report](#) on December 17 detailing the impact of rental housing price algorithms on the cost of rent. The report shows that such algorithms, which are marketed by RealPage and other companies, add an average of \$70 per month to the cost of rent for units in algorithm-utilizing buildings. In 2023 alone, such algorithms are estimated to have cost renters more than \$3.8 billion.

Rental pricing algorithms like those proffered by RealPage use rental housing market data to predict and recommend rent prices that will maximize profits for landlords. At least 10% of all rental units use RealPage's products to help determine rent prices, and the CEA estimates that nearly one in four multifamily housing providers use a RealPage pricing algorithm.

“Algorithmic pricing weakens competition because it can facilitate price coordination among landlords who would otherwise be competing,” explains the CEA in its report. “Our analysis indicates that if price coordination was eliminated, there would be an economically meaningful decrease in price mark-ups for rental units using pricing algorithms.”

The publication of the research is the latest effort of the Biden administration to lower the cost of housing and hold accountable housing providers that engage in unfair practices that increase the cost of rent. In August, the U.S. Department of Justice, along with the attorneys general of North Carolina, California, Colorado, Connecticut, Minnesota, Oregon, Tennessee, and Washington, [filed a civil antitrust lawsuit](#) against RealPage for its “unlawful scheme to decrease competition among landlords in apartment pricing and to monopolize the market for commercial revenue management software that landlords use to price apartments.”

While pricing algorithms contribute to increased rental housing costs, the report notes the nation's affordable housing crisis is rooted in the severe shortage of affordable, available housing. This shortage is most acute for people who are paid the lowest wages, who face an absolute shortage [of 7.3 million](#) affordable, available rental homes. It is unclear whether the incoming Trump administration will continue supporting the DOJ's lawsuit against RealPage in the new year.

Read the report [here](#).

Low-Income Housing Tax Credit

Section 538 Rural Housing Program Introduces Priority Scoring Criteria for LITHC Properties Waiving Right to Qualified Contracts

TAG: LIHTC *Keywords: Low-Income Housing Tax Credit, LIHTC, Qualified Contract, QC, Federal Register, Section 538 Guaranteed Rural Rental Housing*

The [Federal Register](#) posted a notice on December 19 that establishes new Section 538 Guaranteed Rural Rental Housing program (Section 538) priority scoring criteria for Low Income Housing Tax Credit (LIHTC) developments that agree to waive their right to use the Qualified Contract (QC) process. The change went into effect on December 20.

The U.S. Department of Agriculture's (USDA) Section 538 program is a loan guarantee program for multifamily developments in rural communities. Section 538 is not a direct loan program; rather, loans are provided by qualified private-sector lenders and guaranteed by the federal government. The loans are typically paired with other subsidies, including LIHTC, USDA Section 515, and HUD Section 8 subsidies, to develop affordable housing in rural communities. Together, these programs are essential to efforts to increase the stock of affordable, available homes in rural areas.

LIHTC properties are required to be affordable for at least 30 years; however, under the QC process, LIHTC owners may discontinue federal and state affordability restrictions after just 15 years. This "QC loophole" has led to a substantial loss of affordable rental homes, harming low-income residents and wasting scarce federal investments. The new scoring criteria outlined in the *Federal Register* notice prioritize Section 538 loans for developers who use LIHTC but agree to waive their rights under the QC process.

NLIHC and other advocacy organizations have pushed to close the QC loophole for many years, and many federal programs have taken measures to disincentivize its use. Closing the QC loophole is an important step in ensuring the long-term affordability of LIHTC properties.

With major tax reform coming in 2025, NLIHC will continue to push for LIHTC reforms that focus on households with the greatest needs, including those in rural communities.

Public Charge

Protecting Immigrant Families Coalition Releases Webinar Recording on Threats to Immigrant Families in 2025

TAG: Public Charge *Keywords: immigrant housing, public charge, Trump, PIF, protecting immigrant families, resources*

The Protecting Immigrant Families Coalition (PIF) released a [recording](#) of its December 18 webinar, "Post-Election State of Play: Addressing Threats to Immigrant Families in 2025," as well as [slides](#) presented during the call. Speakers included leaders from many of PIF's working groups, including Juan Gomez, senior policy analyst at the Center on Law and Social Policy; Sonya Schwartz, policy consultant at PIF; Nolan Downey, staff attorney at the Shriver Center on Poverty Law; Esther Reyes, campaign strategist at PIF; and Adriana Cadena, director at PIF. Speakers discussed anticipated threats to immigrant families' access to public benefits, including threats to affordable housing.

View a recording of the webinar [here](#).

Read more about immigrants' access to affordable housing in NLIHC's [2024 Advocates' Guide](#).

Opportunity Starts at Home

OSAH Campaign Releases Article Exploring Connections between Affordable Housing and K-12 Achievement Gap

Tag: Opportunity Starts at Home *Keywords: Opportunity Starts at Home, OSAH, multi-sector, K-12, education, achievement gap*

NLIHC's [Opportunity Starts at Home](#) (OSAH) campaign has released a new [article](#) exploring the role of housing instability in exacerbating the K-12 achievement gap and summarizing the positive impacts of affordable housing on educational outcomes. The achievement gap in education – that is, the disparities in academic outcomes among students from different racial and socioeconomic backgrounds – is influenced by access to critical resources, including stable, affordable housing. The new article reveals how housing instability leads to high rates of absenteeism and school transfers and disruptions, lower test scores and graduation rates, and greater risks to cognitive development and mental health. These barriers limit access to higher education and career opportunities for students who experience housing instability, perpetuating the cycle of poverty for students from families with low incomes. [Read the article](#).

The article also highlights research demonstrating that access to affordable housing increases the likelihood of children from families with low incomes attending college and earning more as adults. The article concludes by uplifting the OSAH campaign's [policy priorities](#) as a component of any long-term solution for closing the achievement gap in education and calls for collaboration among housing authorities, schools, and local governments to align housing policies with educational reforms and improve educational outcomes for children most impacted by the achievement gap.

Read the article, which was written by OSAH campaign intern Tara Miller, [here](#).

Research

Evaluation Finds Use of Choice Mobility Option among Residents of Rental Assistance Demonstration Properties Remains Low

TAG: Housing Assistance *Keywords: Rental Assistance Demonstration, Choice Mobility Option, Project-Based Voucher, Project-Based Rental Assistance, Tenant-Based Vouchers, Preservation*

HUD's Office of Policy Development and Research (PD&R) has released an [evaluation](#) of the Rental Assistance Demonstration (RAD) program's Choice Mobility Option. RAD helps to preserve affordable units in public housing properties by allowing public housing agencies (PHAs) to apply to HUD to convert these properties to project-based Section 8 Housing

contracts, thus increasing their access to public and private funding sources that can improve properties' financial stability and physical condition. The focus of this report is the Choice Mobility feature of the RAD program, which allows residents of RAD properties to request a tenant-based voucher (TBV) to move to a unit in the private rental market. The researchers found that use of the Choice Mobility Option remains limited among residents of RAD properties, which may be a consequence of gaps in communication by PHAs and tenants' satisfaction with their current units and neighborhoods. [Read the article.](#)

RAD was authorized by Congress in 2012 as a mechanism for PHAs to convert their at-risk public housing properties to either a Project-Based Voucher (PBV) contract through HUD's Office of Public and Indian Housing (PIH) or a Project-Based Rental Assistance (PBRA) contract through HUD's Office of Multifamily Housing programs. As RAD has unfolded, it has become unnecessary for a public housing property to truly be "at-risk." Conversion to a Section 8 contract can make it easier for PHAs to access the capital needed to fund the maintenance and renovation needs of these properties. A prior evaluation conducted in 2019 found that RAD increased properties' access to funding sources like the Low-Income Housing Tax Credit (LIHTC) and commercial loans. RAD's Choice Mobility feature allows tenants to request a TBV one year after moving into a RAD PBV property or two years after moving into a RAD PBRA property.

This report – one of five congressionally directed evaluations of the RAD program – aims to evaluate the implementation and use of the Choice Mobility option and explore its relationship with tenant and property outcomes, as well as its impact on overall TBV availability and waitlists. The researchers used HUD administrative data to identify converted RAD PBV and PBRA properties and to estimate the use of the Choice Mobility option by eligible residents of those properties. Based on these findings, they conducted virtual site visits at 13 PHAs in 2020, including eight where residents had used the Choice Mobility option and five where residents had not used it. Interviews were conducted with a total of 32 staff members and 14 residents. The researchers also conducted surveys on the Choice Mobility option with 339 RAD PHAs (146 surveys completed), 61 owners and managers of RAD properties (22 surveys completed), and 1,600 voucher holders (720 surveys completed).

The researchers found that by the third quarter of 2021, 79% of all residents of RAD PBV properties were eligible for the Choice Mobility option, as were 41% of all RAD PBRA residents. This difference largely reflects variations in eligibility criteria between the two property types, with PBV tenants eligible for Choice Mobility after one year of tenancy versus two years for PBRA tenants. In 2021, approximately 1.7% of eligible households in RAD PBV properties had used the Choice Mobility option, as compared to 0.2-0.8% (depending on calculation method) of eligible RAD PBRA households. Use rates have been consistent in recent years, suggesting that annual Choice Mobility use has stabilized as the RAD program has matured. The RAD PBV use rate is similar to that of the "regular" (non-RAD) PBV program's Family Right to Move opportunity (1.4%).

RAD tenants who used the Choice Mobility option were more likely to be Black (67% movers versus 52% non-movers), of working age (83% versus 50% non-movers), live in larger households (3 members versus 2 in non-moving households), and less likely to have a disability (28% versus 45% of non-movers). There were no significant differences in the incomes of Choice Mobility-eligible households that moved or did not move. When asked the reasons why they requested a voucher, three-quarters of Choice Mobility users reported wanting to move to a

more desirable neighborhood, and just over 40% said they were dissatisfied with the physical condition of their then-current home. Interestingly, among non-moving RAD households surveyed, nearly half reported choosing not to move because they are satisfied with their current unit's physical condition, and over 40% reported liking their current neighborhood. Fifteen percent of non-movers reported not exercising the Choice Mobility option because they were told there were no vouchers available (although according to RAD rules, they should have been placed at the front of their PHA's HCV waitlist). Among both movers and non-movers surveyed, proximity to a job was the most infrequently cited reason for choosing to request or not request a voucher, respectively. Fifty-eight percent of movers reported paying more for rent and utilities in their new units than in their prior RAD units, though the researchers note that this could reflect changes in household composition or income that may have spurred the decision to request a voucher in the first place.

Because RAD tenants who exercise the Choice Mobility option are placed on voucher waiting lists and have priority over other applicants, the researchers sought to understand whether and how this opportunity may impact already overburdened voucher waitlists. PHAs report that Choice Mobility households comprise less than one percent of the total voucher waitlist (0.7%), which is similar to the share of PBV Family Right to Move households (0.8%). This trend is consistent across PHA size and Choice Mobility request rate. While 61.7% of surveyed PHAs said they had enough vouchers to cover all Choice Mobility requests, overall voucher waitlist times remain long and the small number of Choice Mobility requests could still have an outsized impact on the wait times of non-RAD voucher applicants. Among surveyed Choice Mobility users, 35% reported being on a voucher waitlist for two months or less, while 41% reported being waitlisted for more than six months.

The researchers found that across PHAs and property types, the process RAD residents must undertake to request a Choice Mobility voucher is largely similar. Most surveyed tenants who moved with the Choice Mobility option reported being "very" or "somewhat" informed about the characteristics of the opportunity (76%) and reported receiving clear communication about their requests from PHA staff. Among surveyed RAD tenants who had not exercised the Choice Mobility option, only a third (32%) reported being aware of the opportunity at all. The lack of awareness among RAD tenants suggests that PHAs may need to improve their strategies of reaching out to tenants about their mobility options. To this end, PHAs reported utilizing multiple communication methods to inform RAD tenants of the Choice Mobility option – including written notices, presentations, and informal conversations – but emphasized that literacy and language barriers continued to be a challenge to effective outreach.

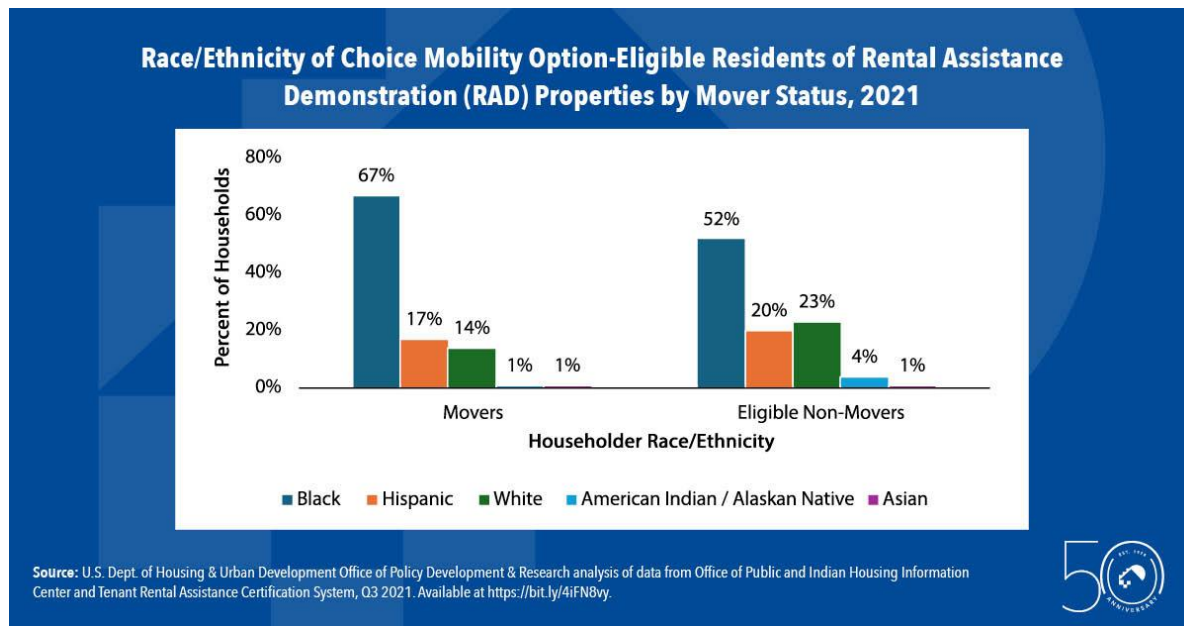
Overall, the use of the Choice Mobility option by residents of RAD properties remains low, though data limitations obscure the underlying reasons for this trend. It may be a factor of RAD tenants being content with their units and neighborhoods, a lack of awareness of the Choice Mobility option, or some other factors. The researchers emphasize that higher quality data is needed to parse through these causal factors. For example, they discovered that PHAs may not be consistently tracking Choice Mobility requests. Nearly half of surveyed PHAs did not provide responses to questions on the number of residents eligible for Choice Mobility, while nearly a third reported that they did not have this data at the PHA-level. Anecdotally, some PHAs stated that they did not track Choice Mobility requests separately from residents on other voucher waiting lists.

Read the article at: <https://bit.ly/4iFN8vy>.

Fact of the Week

Black Rental Assistance Demonstration (RAD) Residents Eligible for Choice Mobility Option More Likely to Move Than Other Residents

TAG: Fact of the Week *Keywords: Rental Assistance Demonstration, Choice Mobility, Tenant Based Vouchers, Project Based Vouchers, Project Based Rental Assistance*



Source: U.S. Department of Housing & Urban Development Office of Policy Development & Research analysis of data from Office of Public and Indian Housing Information Center and Tenant Rental Assistance Certification System, Q3 2021. Available at: <https://bit.ly/4iFN8vy>

From the Field

Michigan Advocates Push Source-of-Income Discrimination Bills across the Finish Line

TAG: From the Field *Keywords: Michigan, House Bill 4062, House Bill 4063, Michigan Coalition Against Homelessness, MCAH*

Michigan housing advocates achieved a major victory on December 11, when the Michigan Senate passed House Bills 4062 and 4063, the final two bills in a [five-bill package](#) intended to promote housing security for renters in the state. Together with Senate Bills 205, 206, and 207, the two House bills address source-of-income discrimination, prohibiting landlords of five or more rental units from engaging in housing discrimination against current or prospective tenants who rely on housing vouchers or other government assistance, like Social Security Income or

veterans' benefits, to pay rent. The package permits civil actions for damages, as well as the use of court orders (“injunctive relief”), to address violations. The package will now be sent to Governor Gretchen Whitmer (D) to be signed into law.

Passage of the package was the result of a months-long effort by a coalition led by Michigan Coalition Against Homelessness (MCAH), one of NLIHC's state partners. MCAH testified in favor of HB 4062 and HB 4063 in April, and another NLIHC partner in Michigan, the Community and Economic Development Association of Michigan (CEDAM), also supported the package. Though the Senate bills passed both chambers of the state legislature in September, they were “tie-barred” to the House bills and could not move forward to be signed by the governor until all five bills passed both chambers.

Building on its earlier success securing additional housing investments in the fiscal year (FY) 2025 budget ([see Memo 9/30/24](#)), MCAH joined with the Rent Is Too Damn High Coalition in a “[Housing Homestretch](#)” campaign to push for passage of a suite of tenant protection bills introduced in the legislature that included the source-of-income protection package, as well as an eviction record expungement measure, a provision codifying tenants' right to organize, a ban on rental junk fees, and other provisions outlined in [a letter](#) to Governor Whitmer. The coalition then invited housing advocates from across the state to visit the State House in Lansing on [November 13](#) to call on lawmakers to pass the protections before the end of the legislative session. Ultimately, the source-of-income protection bills were the only bills passed before the close of the session.

“We are extremely grateful to our legislative champions for sponsoring [these bills] and extend our deep appreciation to the superb work of our housing advocates and colleagues on these bills,” said Lisa Chapman, director of public policy at MCAH, after the passage of SB 205, SB 206, and SB 207 earlier in the year. “This is the third time this has been introduced in the legislature, and it could not have been realized without the deeply committed advocacy of the Coalition for Expanding Housing Access workgroup that MCAH facilitates. When enacted, this legislation will expand housing opportunities for the many families and individuals that receive income supports. Vouchers and other forms of rental assistance and income support can be a lifeline for Michiganders who are struggling to get back on their feet.”

Michigan advocates will continue to advance the other tenant protections supported by the campaign during the next legislative session. NLIHC applauds the major wins achieved this session, which also include increased housing investments in the FY2025 budget.

Join First “Tenant Talk Live” of 2025 on 1/6 to Discuss Community Agreements

TAG: From the Field *Keywords: Tenant Talk Live, meetings, Community Agreements, 2025*

NLIHC will host the new year's first session of “Tenant Talk Live” – a meeting with and for renter and resident leaders – on Monday, January 6, at 6 pm ET. During the meeting, NLIHC staff will lead a discussion regarding community agreements for 2025. [Register for the webinar.](#)

Tenant Talk Live is a space where tenants can connect with one another, share knowledge, and raise awareness about tenant issues at the local, state, and federal levels. As we enter the new

year and welcome new and returning advocates to our network, we will begin by hosting a discussion concerning community agreements. We know that the housing justice community has much work to do in the coming years, and this session will provide an opportunity to develop agreements that will help set expectations about how we work together and build healthy relationships with one another. We encourage both seasoned and new tenant advocates to join us for this important discussion to ensure that we maintain a welcoming and collaborative atmosphere in the year ahead.

To stay up to date on “Tenant Talk Live” events and connect with other attendees, join the [Tenant Talk Facebook group](#).

“Tenant Talk Live” would not be possible without tenants like you! We strive to connect and engage with residents and tenant leaders through our meetings. If you are a low-income tenant and have a topic you would like to propose for an upcoming “Tenant Talk Live,” or if you would like to participate as a speaker on an upcoming call or meeting, please email: sbetancourt@nlihc.org. Meetings like “Tenant Talk Live” also depend on the support of our members. Become an NLIHC member [here](#)!

NLIHC Careers

NLIHC Seeks Research Analyst

NLIHC seeks a research analyst to further the coalition’s research on the housing needs of renters with extremely low incomes and policy responses to the shortage of affordable housing. The analyst will work with other members of the NLIHC research team to initiate and carry-out research, including data collection, analysis, and dissemination. This is a two-year full-time position.

The position has a salary range of \$87,000 to \$93,000, contingent upon experience, and requires a hybrid (or in-office) work schedule in NLIHC’s offices in Washington, D.C.

Responsibilities:

- Implement quantitative and/or qualitative research, including data collection and analysis.
- Maintain and expand NLIHC holdings of and access to major datasets that inform NLIHC campaigns and partners.
- Assist other NLIHC staff and interns with data usage.
- Write reports that communicate NLIHC research to the general public.
- Disseminate NLIHC research to the general public, members, and partners through written reports and blogs, visualizations, and other means.
- Participate in other research, as assigned.
- Contribute to NLIHC’s weekly e-newsletter *Memo to Members & Partners* by identifying and summarizing new research relevant to NLIHC members.
- Prepare information and position papers as required to meet NLIHC’s goals and objectives.

- Represent NLIHC with other partners through participation in working groups and advisory committees.
- Public speaking at meetings and conferences in DC and around the country, with a priority for NLIHC member organizations.
- Respond to requests for information from NLIHC members, members of the media, and the public.
- Participate in NLIHC staff meetings, staff training, working groups, and other events.
- Other duties as assigned.

Qualifications:

A bachelor's degree is required (master's degree preferred). Applicants should have at least one year of experience in research and/or public policy. Applicants should have a commitment to social justice and knowledge of affordable housing, homelessness, or disaster recovery policy. Candidates should have strong analytical, writing, and oral and interpersonal communication skills. Applicants should be proficient in the Microsoft Office suite and in either a programming language like Python or statistical package like SPSS. GIS experience a plus.

This is a two-year full-time position. An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and benefits package. Interested candidates should submit a resume, cover letter with salary requirement, and two writing samples to Andrew Aurand, senior vice president for research, at: aaurand@nlihc.org

NLIHC Seeks Fund Development Director

NLIHC seeks a fund development director to work closely with the NLIHC vice president of external affairs to support NLIHC's development and fundraising endeavors. The fund development director will develop and execute multi-year fundraising plans to include major gifts, annual appeal, planned giving, event sponsorship, and campaigns. The fund development director will supervise two staff (fund development coordinators) and will report to the vice president of external affairs.

Responsibilities/Duties:

- Lead organizational fundraising strategy and implementation plan to grow current annual fundraising.
- Expand NLIHC planned giving initiatives.
- Manage NLIHC's donors and prospects base, developing and implementing tailored cultivation, solicitation and stewardship plans.
- Manage major donor engagement – to include effective solicitations and other fundraising activities.
- Manage research and apply to foundations for grant awards for various programs as needed; manage all aspects of post-award grants including reporting requirements.
- Evaluate progress toward organizational goals/budgets and provide regular reporting to NLIHC CEO and vice president of external affairs.

- Manage systems, processes, and tools to maximize fundraising capacity including overseeing donor management database.
- Work closely across NLIHC's external affairs and other teams to ensure brand representation in all communication outreach and efforts.
- Lead and collaborate with staff on the management and planning of fundraising events and donor receptions.
- Work with communications team to develop print, digital, and social media marketing collateral related to fundraising.
- Plan and manage e-communications, to deliver NLIHC updates across donor base.
- Plan and lead fundraising special events and drives.
- Manage and maintain gift recognition policies.
- Work closely with NLIHC's finance team to manage financial reporting and tracking of donor contributions.
- Manage development and execution of reports and proposals – oversee writing and archiving of all proposals with a long-term relationship-management approach.
- Oversee monitoring of all donor information and use of Salesforce for donor contact management.
- Monitor and report regularly on the progress of the development program, including NLIHC board reports
- Work closely with the fund development committee of NLIHC's board of directors on planning for annual fundraiser.
- Lead planning and implementation of securing event sponsorships.
- Other duties as assigned.

Qualifications

This is a full-time position, and candidates must be physically located in the metropolitan Washington, DC area. Applicants must have a bachelor's degree. Applicants must have a strong commitment to social justice and NLIHC's mission. This position would be ideal for someone with eight or more years of directly relevant fund development experience, and five or more years of management experience. Proficiency with Salesforce is required. Proficiency in grant writing is required.

The salary range for this position is contingent upon experience and is from \$92,000 - \$138,000. This position requires physical time in the office and the candidate must be located in the metropolitan Washington, DC area or be able to commute to our office located in DC for a hybrid work schedule.

A person will be most successful in this role if you have knowledge and experience in all aspects of philanthropy, giving trends, benchmarks, and best practices; research; fundraising techniques and strategies; data analytics; and development operations such as gift processing, prospect and donor research, and fundraising reporting.

An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and a generous benefits package.

Interested candidates should submit a resume, cover letter with salary requirement, and one writing sample to Jen Butler, NLIHC VP of External Affairs, via email at jbutler@nlihc.org.

NLIHC Seeks Development Coordinator

NLIHC seeks a development coordinator who will have prime responsibility for a portfolio of development/fundraising activities for the Coalition. The activities, along with those of another development coordinator with a separate portfolio, will ensure the Coalition secures the necessary resources to support its mission of advancing racially and socially just public policy to ensure that the lowest-income people in America have decent, accessible, and affordable homes. The individual will also support NLIHC with other key operational and event-management needs. The coordinator will report to the NLIHC vice president of external affairs. The salary range for this position is contingent upon experience and is from \$75,000 to \$78,000. This position requires physical time in the office, and the candidate must be located in the metropolitan Washington D.C. area or be able to commute to our office in Washington D.C. for a hybrid work schedule. The Development Coordinator role is a two-year position.

Responsibilities:

- Coordinate/manage reports, proposals, relationship management, and research/prospect development for corporate and non-corporate foundations.
- Track progress on current grants and reports due, as well as other requirements for each funder, and draft reports and proposals. Coordinate calls and meetings with current and new funders.
- Coordinate/manage NLIHC's end-of-year fundraising campaign, drafting language (postcards, emails, etc.), creating outreach list, mailing them out, etc.
- Handle inquiries about individual giving, particularly end-of-year requests to contribute stocks or other donations, and cultivate individual donors as needed.
- Coordinate/manage NLIHC special members renewals, invoicing, provision of benefits, procurement of ads and complimentary event registrations, and efforts to recruit additional special members. Track progress on special member benefits (ads needed for the annual Leadership Awards Celebration, publications to be mailed, etc.)
- Along with the other Development Coordinator produce a list of previous year donors and their giving levels for *Annual Report*.
- Coordinate with contracted agency (currently Cogency Global) on state charitable registrations, ensuring annual registrations for all states in which registrations are required.
- Produce list of previous year donors and their giving levels for *Annual Report*.
- Monitor NLIHC's various webpages that recognize donors for any missing logos, ensure updates are made.
- Maintain files of copies of all acknowledgment/grant letters.
- Assist in the coordination of other events and activities for which fundraising is involved, such as NLIHC's anniversary events.
- Attend all meetings of the NLIHC Board of Directors and Board committees, as needed.

CRM

- Be an expert administrator of, and make ongoing improvements to, Salesforce infrastructure for all aspects of the development team.
- Coordinate uploading of new lists secured from partners into Salesforce/Mailchimp.
- Monitor incoming data to Salesforce for any irregularities.
- Ensure all grant agreement and follow-up information for foundation and corporate funders is up-to-date and accurate in Salesforce database.

Organizational/Operations Support

- Support VP of External Affairs with various operations activities.
- Ensure successful NLIHC business licenses and Good Standing reports with DC government.
- Attend all meetings of the NLIHC Board of Directors and Board committees, as needed. Participate in staff meetings, retreats, trainings, and all Coalition events.
- Other duties as assigned.

Qualifications:

To receive serious consideration for this position, an applicant should have the following attributes and background:

- A bachelor's degree.
- A strong commitment to the alleviation of poverty and social justice (affordable housing knowledge/experience a plus).
- Demonstrated strong organizational skills and attention to detail.
- Excellent communications skills, both orally and in writing.
- Experience successfully building and maintaining professional partnerships and relationships.
- Experience in funder/donor research and cultivation, proposal- and report-writing, and fundraising appeals.
- Experience in event coordination.
- Experience using Salesforce CRM a plus.
- An ability to work in a diverse, fast-paced environment.

This is a full-time position, and candidates must be physically located in the metropolitan Washington, DC area. Applicants must have a bachelor's degree. Applicants must have a strong commitment to social justice and NLIHC's mission. The Development Coordinator role is a two-year position.

An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and a generous benefits package.

Interested candidates should submit a resume, cover letter with salary requirement, and one writing sample to Jen Butler, NLIHC VP of External Affairs, via email at jbutler@nlihc.org.

NLIHC in the News

NLIHC in the News for the Week of December 15

The following are some of the news stories to which NLIHC contributed during the week of December 15:

- “Half of renters pay more than 30% of their income on shelter amid worsening affordable housing shortage” *Miami Herald*, December 16, at: <https://tinyurl.com/2xnwrzby>
- “Oklahoma Housing Finance Agency faces \$8 million shortfall” *The Oklahoman*, December 15, at: <https://tinyurl.com/2rhmsap5>
- “NC mountain housing woes headed for crisis, months after Helene” *Carolina Public Press*, December 16, at: <https://tinyurl.com/4vrpk2wj>

NLIHC News

Where to Find Us – December 23

- Citizens Housing and Planning Association (CHAPA) Annual Federal Forum – Boston, MA, February 12 (Sarah Saadian)

NLIHC Staff

Sarah Abdelhadi, Senior Research Analyst

Millen Asfaha, Operations Coordinator

Andrew Aurand, Senior Vice President for Research, x245

Sidney Betancourt, Project Manager, Inclusive Community Engagement, x200

Kayla Blackwell, Housing Policy Analyst, x231

Victoria Bourret, Project Manager, State and Local Innovation, x244

Jen Butler, Vice President, External Affairs, x239

Alayna Calabro, Senior Policy Analyst, x252

Billy Cerullo, Housing Advocacy Organizer

Adelle Chenier, Director of Events

Matthew Clarke, Director, Communications, x207

Courtney Cooperman, Project Manager, Our Homes Our Votes, x263

Lakesha Dawson, Director of Operations

Lindsay Duvall, Senior Organizer for Housing Advocacy, x206

Thaddaeus Elliot, Housing Advocacy Coordinator

Dan Emmanuel, Manager, Research, x316

Sarah Gallagher, Vice President, State and Local Policy Innovation, x220

Jamaal Gilani, Director of People and Culture

Ed Gramlich, Senior Advisor, x314

Raquel Harati, Research Analyst
Danita Humphries, Senior Executive Assistant, x226
Nada Hussein, ERASE Project Coordinator, x264
Kenza Idrissi Janati, Tenant Leader Intern
Kim Johnson, Public Policy Manager, x243
Nara Kim, Policy Intern
Sasha Legagneur, Field Intern
Mayerline Louis-Juste, Senior Communications Specialist, x201
Meghan Mertyris, Disaster Housing Recovery Analyst
Khara Norris, Vice President of Operations and Finance, x242
Libby O'Neill, Senior Policy Analyst
Noah Patton, Manager, Disaster Recovery, x227
Mackenzie Pish, Research Analyst
Benja Reilly, Development Coordinator, x234
Denisse Rodriguez, Research Intern
Dee Ross, Tenant Leader Fellow
Gabrielle Ross, Project Manager, Diversity, Equity, and Inclusion, x208
Sarah Saadian, Senior Vice President for Public Policy and Field Organizing, x228
Craig Schaar, Data Systems Coordinator
Brooke Schipporeit, Director, Field Organizing, x233
Hillary Poudeu Tchokothe, Our Homes, Our Votes Intern
Carlton Taylor, Jr., Senior Graphic Communications Coordinator
Tejas Telkar, Homelessness and Housing First Policy Intern
Tia Turner, Housing Advocacy Organizer
Julie Walker, OSAH Campaign Coordinator
Brandon Weil, Graphic Communications Manager
Chantelle Wilkinson, OSAH Campaign Director, x230
Renee Willis, Senior Vice President for Racial Equity, Diversity, and Inclusion, x247
Tiara Wood, External Affairs Coordinator
Diane Yentel, President and CEO, x225
Carly Zhou, Research Intern