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Budget and Appropriations

Appropriations Negotiations Inch Forward, Final FY23 Bill in Jeopardy – Take Action Today!

With the current continuing resolution (CR) set to expire on December 16, negotiations over a fiscal year (FY) 2023 spending bill have come to a standstill, and the window for lawmakers to reach a deal on an FY23 budget is quickly closing. Congress will need to enact another CR before Friday to keep the federal government funded or risk a partial government shutdown. Lawmakers also hope to enact a tax extenders package before the end of the year, which may include an expansion of and reforms to the Low-Income Housing Tax Credit (LIHTC).

Appropriations

Despite the impending deadline, and despite members of Congress recently reaching an agreement on an overall spending level (see Memo, 12/5), appropriations negotiations came to a standstill last week, though there are reports of new progress over the weekend. Negotiators are feuding over how much to provide non-defense programs in the new fiscal year, with Democrats insisting on approximately \$25 billion more in non-defense spending than Republicans.

With no movement on a final deal, Senate Appropriations Committee Chair Patrick Leahy (D-VT) and House Appropriations Committee Chair Rosa DeLauro (D-CT) had planned to introduce today (December 12) an omnibus proposal that they hoped would bring Republicans back to the negotiating table while also attracting bipartisan support from the 10 Senate Republicans needed to pass the proposal through the chamber. However, yesterday evening Senator Leahy announced there had been enough progress over the weekend that they would hold off on this move for now. If an agreement between the Democrats and Republicans is not made soon, Democratic appropriators are threatening to enact a year-long CR, which would maintain FY22 funding levels through September 2023.

Democrats hope the threat of a long-term CR – and the impact it would have on defense and domestic programs – will be enough to motivate Republicans to reach a deal. <u>Long-term CRs have devastating consequences</u> for affordable housing and homelessness programs. Because the costs for housing and services rise every year, flat funding acts as a cut, reducing the number of people served by these vital programs. Flat funding would be particularly harmful this year, given the drastic increases in the cost of rent across the country.

"At a time of inflation, a continuing resolution undermines national security and the ability of American families to cope with the increased costs of heating and cooling, food, and housing," said Chair Leahy in a <u>statement</u>. "HUD rental assistance programs would be \$4.7 billion below what is needed to continue to assist all families currently participating in the program, leading families to losing assistance. These housing resources are critical to preventing homelessness for low-income families across the country, especially at a time when rents are skyrocketing and vacancy rates across the country are near historic lows."

The White House also released a <u>list of anomalies</u> that would be needed in the event of a full-year CR. "Anomalies" are adjustments in spending levels for specific programs that would be

needed to avoid administrative or technical problems associated with a long-term CR. The anomalies list calls for increased funding for HUD's Tenant Based Rental Assistance (TBRA), Project-Based Rental Assistance (PBRA), and Homeless Assistance Grants programs in order to maintain services for those currently utilizing these programs. While vitally important, the anomalies would not come close to meeting the level of funding for HUD programs that could be provided in an FY23 budget.

Tax Extenders

In addition to finalizing an FY23 budget, Congress may enact a tax extenders package by the end of the year. NLIHC is urging policymakers to use the tax legislation to expand and reform the Low-Income Housing Tax Credit (LIHTC) to better serve extremely low-income (ELI) households, who have the most acute and urgent affordable housing needs. Congress regularly extends expiring tax provisions that are only authorized for a set number of years.

With a number of tax provisions up for extension at the end of this year, a tax extenders package represents the best opportunity currently available to expand and make <u>needed legislative</u> <u>changes</u> to the LIHTC program. NLIHC has released a <u>fact sheet</u> and <u>call-to-action</u> tool (see <u>Memo</u>, 10/31) focused on LIHTC reforms and is urging advocates to ask their members of Congress to include these reforms in an end-of-year tax extenders package.

Take Action

Use NLIHC's <u>Take Action</u> page to <u>call or send an email to your members of Congress</u> and urge them to pass an FY23 spending package with the highest possible level of funding for HUD's and USDA's affordable housing and homelessness programs, including significant funding for NLIHC's top priorities:

- Full funding for the Tenant-Based Rental Assistance (TBRA) program to renew all existing contracts and expand housing vouchers to an additional 140,000 households.
- \$5 billion for the Public Housing Capital Fund to preserve public housing, and \$5.04 billion for the Public Housing Operating Fund.
- \$3.6 billion for HUD's Homeless Assistance Grants program to address the needs of people experiencing homelessness.
- \$100 million for legal assistance to prevent evictions.
- \$300 million for the competitive tribal housing program, targeted to tribes with the greatest needs.

Advocates should also <u>contact their members of Congress</u> and urge them to use the end-of-year tax extenders legislation to expand and reform the Low-Income Housing Tax Credit (LIHTC) to better serve extremely low-income (ELI) households.

LIHTC is the primary funding source for financing the construction and preservation of affordable housing. While an important resource, LIHTC on its own is generally insufficient to support the construction and preservation of homes affordable to households with the lowest incomes. NLIHC is urging Congress to include the following LIHTC reforms in any tax extenders package:

- Expand the ELI basis boost to 50% for housing developments when at least 20% of units are set aside for households with extremely low incomes or people experiencing homelessness. This provision is included in the bipartisan "Affordable Housing Credit Improvement Act."
- Set aside 8% of tax credits to help offset the cost to build ELI developments where at least 20% of units are reserved for households with extremely low incomes or those experiencing homelessness.
- Designate tribal and rural communities as "Difficult to Develop Areas (DDAs)" to make them automatically eligible for a 30% basis boost and make it more financially feasible for developers to build affordable homes in these communities. These provisions are also included in the bipartisan "Affordable Housing Credit Improvement Act."

Learn more about the range of needed changes to LIHTC at: bit.ly/3fto1R1

Read the fact sheet on reforms needed for ELI households at: bit.ly/3gDnV9o

Contact your members of Congress about LIHTC reforms at: p2a.co/4qstqc5

Use NLIHC's <u>Fall and Winter 2022 Advocacy Toolkit</u> to help create your message to Congress, and visit our <u>Take Action page</u> for more ways to get involved!

Homelessness and Housing First

Register Now for Today's (12/12) NLIHC, NAEH, CBPP Webinar on Homelessness and Housing First!

NLIHC, the National Alliance to End Homelessness (NAEH), and the Center on Budget and Policy Priorities (CBPP) invite advocates nationwide to <u>register</u> for our new webinar series on homelessness and Housing First! Join us for the first webinar in the new series, "Threats to Housing First," today (December 12) at 2:30 pm ET.

NLIHC Senior Vice President of Public Policy and Field Organizing Sarah Saadian will provide opening remarks and an overview of state, local, and federal legislation seeking to undermine Housing First, as well as proven solutions to homelessness. Marc Dones, CEO of the King County Regional Homelessness Authority, will address why Housing First is fundamental to ending homelessness and should be preserved. George Eklund, director of education and advocacy at the Coalition for the Homeless in Louisville, will discuss emerging threats to Housing First, highlighting how efforts to divert federal homeless assistance funds to non-Housing First programs would impact the Coalition's work and the people it serves. Marqueia Watson, executive director of the Greater Kansas City Coalition to End Homelessness, will speak about her organization's efforts to fight back against the criminalization of homelessness in Missouri, and Shams DaBaron, a homeless advocate in New York City, will discuss the impact of criminalization on people experiencing homelessness. NLIHC's Sarah Saadian will end the call by sharing how advocates can engage with their members of Congress on Housing First and counter efforts to undermine proven solutions to homelessness.

More than 7,000 people registered for the four-part webinar series held by NLIHC and our partners in August and September. Given the tremendous interest among stakeholders and the increased risk of harmful measures to criminalize homelessness, we decided to continue our national webinar series monthly, beginning on December 12. We will continue to share critical information about solutions to homelessness and amplify the work of advocates and people with lived expertise across the nation.

Did you miss the four webinars in our first series on homelessness and Housing First? Check out the webinar recaps, including links to the recordings and presentation slides.

The next webinar, "A World without Housing First," will be held on Monday, January 9. Each webinar will take place from 2:30 to 4 pm ET. See the full list of webinars and register here.

Register for the series at: https://bit.ly/3vIbn5o

Read more about Housing First at: https://bit.ly/3vHf8YR

Tenant Protections

NLIHC Tenant Leader Cohort Sends Letter to White House Calling for Strengthened Renter Protections

The NLIHC Tenant Leader Cohort sent a <u>letter</u> to the White House and leaders of federal agencies including HUD, the U.S. Department of the Treasury, the Consumer Finance Protection Bureau, and the U.S. Department of Justice on December 5. The letter was sent following a November 14 <u>meeting at the White House about tenant protections and housing affordability</u>. The letter addresses five policy goals for strengthening renter protections discussed by the cohort during the meeting. The letter also expresses gratitude to the Biden-Harris administration for its interest in advancing tenant protections and for inviting people with lived expertise, housing and homelessness advocates, researchers, and legal aid advocates working with directly impacted people to discuss protections and inform officials about how current policies impact lives and communities.

The five policy goals addressed by the letter are as follows: (1) addressing past and current inequalities by incorporating racial and disability equity in all aspects of policymaking, (2) rebalancing the power between landlords and tenants and holding landlords and institutions accountable, (3) ensuring tenant representation by having tenants present for every decision made about their homes and communities, (4) prioritizing housing that is deeply affordable and accessible for people with the lowest incomes and greatest needs, (5) increasing resources to help low-income people become homeowners and maintain financial stability.

NLIHC's Tenant Leader Cohort is a group of tenant advocates and community leaders with lived experience of housing insecurity who work towards housing justice and racial equity in their neighborhoods and greater communities. NLIHC collaborates with the Tenant Leader Cohort to inform our policy priorities so that these priorities best reflect the needs of low-income renters.

Public Housing

NLIHC Endorses Bill to Make Childcare Available at Affordable Housing Buildings

NLIHC endorsed the "Build Housing with Care Act" (<u>H.R.9375</u>), which would make childcare more accessible to residents living in affordable housing developments. Introduced in the U.S. House of Representatives by Representative Suzanne Bonamici (D-OR) and 12 House colleagues on December 1, the legislation would provide funding to help construct childcare centers within affordable housing developments and facilitate partnerships between such developments and childcare providers.

NLIHC's annual report *The Gap: A Shortage of Affordable Rental Homes* finds that no state has an adequate supply of affordable rental housing for the lowest-income renters. The U.S. has a shortage of 7 million rental homes affordable and available to extremely low-income renters, whose household incomes are at or below the poverty guideline, or 30% of their area median income – whichever is higher. With rents on the rise across the country, many low-income families are struggling to afford basic living expenses, such as housing and food. The high cost of childcare <u>exacerbates</u> such burdens, as families with children spend an average of 13% of their income on childcare.

The "Build Housing with Care Act" would provide \$500 million in grant funding for the planning and construction of childcare centers co-located with affordable housing and prioritize projects located in areas with limited access to childcare, areas that include a qualified Head Start provider, and areas that serve low-income families. The legislation would also direct the Government Accountability Office (GAO) to examine the impact of the cost of childcare and other basic needs on public housing residents and explore how federal resources can be used to support the needs of low-income families.

Families face a variety of cost burdens that limit their access to affordable housing options. One such burden is the high cost of childcare. By locating childcare facilities in affordable housing buildings, families with children would more easily be able to access affordable childcare, allowing them to achieve increased stability and a better quality of life.

Learn more about the "Build Housing with Care Act" here.

Read Representative Bonamici's press release here.

Disaster Housing Recovery Updates

Take Action: Urge Your Senators to Support Critical Disaster Recovery Reform Legislation in Budget Omnibus Bill!

Congressional leaders are continuing negotiations this week over what to include in a final omnibus fiscal year (FY) 2023 budget bill. Depending on the results of these negotiations, the budget bill could include a pivotal piece of bipartisan disaster recovery reform legislation: the "Reforming Disaster Recovery Act" (RDRA) (S.2471/H.R. 4707).

Passing the bipartisan RDRA is a top priority for NLIHC and the Disaster Housing Recovery Coalition (DHRC). If enacted, the bill would permanently authorize a key disaster recovery program that provides states and communities with the long-term resources needed to rebuild affordable housing and infrastructure after a disaster. The bill also includes important safeguards and tools to help ensure that federal disaster recovery efforts reach the lowest-income and most marginalized survivors, who are often hardest hit by disasters and face the longest, steepest paths to recovery.

Your members of Congress need to hear from you! If you have a Republican Senator, <u>please contact them today</u> and urge them to ask Minority Leader Mitch McConnell to include the Reforming Disaster Recovery Act in the final FY2023 budget omnibus package.

The Reforming Disaster Recovery Act – introduced by Senators Brian Schatz (D-HI), Susan Collins (R-ME), Todd Young (R-IN), Patrick Leahy (D-VT), and Bill Cassidy (R-LA) and Representative Al Green (D-TX) – would formally authorize the Community Development Block Grant-Disaster Recovery (CDBG-DR) program to ensure these critical resources reach survivors and their communities more quickly after a disaster and are better targeted to those with the greatest needs. CDBG-DR is a vital tool that provides flexible, long-term resources needed by communities to rebuild after a disaster and to prepare for future harm. The lack of formal authorization and congressional inaction, however, has led to unnecessary delays that harm survivors and communities. Without the additional safeguards and transparency provisions included in the RDRA, recovery and mitigation efforts can be inconsistent and steer funding away from those most in need.

The 2019 version of the bill was unanimously passed out of the House of Representatives' Committee on Financial Services and was approved by the House with bipartisan support following a vote. HUD and the Government Accountability Office under the past two administrations have agreed that permanently authorizing the CDBG-DR program would vastly improve the operation of the country's most important long-term disaster recovery program.

The support of Minority Leader McConnell is essential if the legislation is to be included in a year-end budget bill. If you have a Republican Senator, <u>please contact them today</u> and urge them to ask Minority Leader McConnell to include the bill in the FY2023 budget omnibus!

Reach out to your Republican Senators about the bill at: https://p2a.co/7j2floR

NLIHC and More Than 50 Other National Groups Urge Passage of Reforming Disaster Recovery Act

NLIHC, the National Association of Counties, Enterprise Community Partners, and other advocates sent a <u>letter</u> to congressional leaders on December 5 urging them to include the "<u>Reforming Disaster Recovery Act</u>" (RDRA) in any emergency disaster supplemental appropriation bill or other piece of must-pass legislation. The letter was co-signed by more than 50 other national organizations.

The bill, which was introduced by Senators Brian Schatz (D-HI), Susan Collins (R-ME), Todd Young (R-IN), Patrick Leahy (D-VT), Bill Cassidy, M.D. (R-LA), Ron Wyden (D-OR), and Representative Al Green (D-TX), would permanently authorize HUD's Community Development Block Grant-Disaster Recovery (CDBG-DR) program – the only source of long-term federal disaster recovery funding. The program currently requires HUD to issue new regulations whenever funds are provided under the program, but this requirement slows the distribution of funds and prevents states and municipalities from anticipating and preparing for the receipt of funding before disasters occur. The bill would create a framework of permanent program regulations ensuring that funds reach those most in need of assistance following disasters. For these reasons, passing the bill is a central priority of the NLIHC-led Disaster Housing Recovery Coalition (DHRC), a group of nearly 900 local, state, and national organizations working to ensure that all disaster survivors receive the assistance they need to recover.

A previous version of the bill was passed unanimously by the U.S. House of Representatives' Committee on Financial Services and was approved by the House through a bipartisan vote. HUD, its Office of Inspector General, and the Government Accountability Office have agreed that permanently authorizing the CDBG-DR program would vastly improve the operation of the country's most important long-term disaster recovery program.

"Insurance and short-term federal assistance are unable to cover the cost of a disaster for many low-income homeowners, renters, and people experiencing homelessness," states the letter. "State and local governments often struggle to repair infrastructure and facilitate economic development in low-income disaster-impacted communities. Many of the lowest-income households – who are disproportionately affected by disasters but receive the least amount of assistance afterward – face homelessness or displacement as shorter-term assistance programs end... The Reforming Disaster Recovery Act will help ensure that long-term disaster recovery funds are made quickly available after disasters and that all disaster survivors and their communities can fully and equitably recover."

Co-signers of the letter include Catholic Charities USA, Habitat for Humanity, the Hispanic Federation, the International Code Council, the National Disability Rights Network, Natural Resource Defense Council, Pew Charitable Trusts, the Union of Concerned Scientists, UnidosUS, the Unitarian Universalist Service Committee, and more than 40 other organizations.

Read the letter at: https://bit.ly/3UKs2ig

Read NLIHC's fact sheet on the Reforming Disaster Recovery Act at: https://bit.ly/3o7aVtF

Read the text of the bill at: https://bit.ly/3g1RQVr

Learn more about the CDBG-DR program at: https://bit.ly/3g79wis

NLIHC-Endorsed Community Disaster Resilience Zones Act Passed by Congress

The "Community Disaster Resilience Zones Act of 2022" was passed by the U.S. House of Representatives following a vote of 333-92. The bill was passed by the U.S. Senate during the summer. The bill would create a hazard assessment rating system for census tracts across the country and designate the area in each state with the highest hazard rating as a community disaster resilience zone, allowing for greater technical, planning, and financial assistance for disaster resilience and mitigation projects in such areas. The bill has been endorsed by NLIHC and its Disaster Housing Recovery Coalition (DHRC), a group of nearly 900 local, state, and national organizations working to ensure that all disaster survivors receive the assistance they need to fully recover.

NLIHC and DHRC members, including the Fair Share Housing Center, worked with bill sponsors to ensure that any households displaced due to mitigation or resilience projects within community disaster resilience zones would be able to relocate to affordable, permanent, accessible, housing within their communities, which would guarantee that efforts to protect communities from disasters would not come at the expense of permanent displacement. Language protecting these households was included in the final version of the bill. Such language could also be used as a model for language in other bills dealing with resilience or mitigation projects that could result in displacement or relocation.

The passage of the bill would not have been possible without the expertise and advocacy of DHRC members and partners and the efforts of NLIHC's congressional partners. The bill will now be sent to the President for his signature.

Read the text of the Community Disaster Resilience Zones Act at: https://bit.ly/3BmJT88

NLIHC Submits Comment to Census Bureau Concerning Disaster-Related Questions in Household Pulse Survey

NLIHC submitted <u>comments</u> to the U.S. Census Bureau on behalf of the Disaster Housing Recovery Coalition (DHRC) and the Housing Recovery Research Consortium regarding several proposed disaster recovery-related questions in the new phase of the Household Pulse Survey.

The NLIHC-led DHRC is a coalition of nearly 900 national, state, and local organizations, including many working directly with disaster-impacted communities and with first-hand experience recovering after disasters. The DHRC works to ensure that federal disaster recovery efforts reach the lowest-income and most marginalized survivors.

NLIHC also convenes the Housing Recovery Research Consortium, which consists of researchers from academia, research centers, and non-profit housing organizations who come together to improve access to high-quality data, identify research questions relevant to effective and equitable disaster response and recovery, and disseminate research and best practices as they relate to housing for vulnerable populations.

While billion-dollar disasters frequently impact multiple areas of the country, the U.S. has no standardized data collection tool that can capture the material impact of disasters on housing, household health, and household well-being. The Household Pulse Survey was developed by the Census Bureau to quickly collect information about household experiences during the COVID-19 pandemic. For this reason, the survey is also an ideal tool to use to better understand the impact of disasters. In a notice in the *Federal Register*, the Bureau outlined several proposed questions regarding disaster recovery, including questions on displacement, immediate access to food and water, and living conditions.

NLIHC's comment proposed expanding the existing questions and adding several in order to broaden the usefulness of data produced by the survey, specifically regarding households with lower incomes. The comment suggests creating an additional question about whether households applied for assistance from a federal, state, or local government after a disaster and what types of assistance they received. In addition, the comment suggested building on an existing proposed question regarding the displacement of disaster-impacted households by asking about the type of shelter occupied by households in the immediate aftermath of a disaster (i.e., whether they lived with family members, in hotels, temporary shelters, or in a place not intended for sleeping, such as a car or park). The comment also suggests asking about the experiences of individuals who were not displaced by disasters but who may have remained in damaged homes due to the inaccessibility of alternative shelter or other factors.

In addition to the substance of the questions, the comment requested that the Census Bureau broaden the areas where the survey is deployed to ensure that data are being collected from areas where smaller-scale disasters have occurred. Such disasters may not receive approval for federal assistance, so information on how households manage disaster impacts without a full-scale federal response would be useful in determining where such aid should be deployed.

Read a copy of the comment at: https://bit.ly/3PivPlR

Read the initial posting on the Federal Register at: https://bit.ly/3PgoT8J

Congress Reaches Compromise on National Defense Authorization Act, Including Disaster Recovery and Housing Provisions

After struggling to reach a compromise on the "National Defense Authorization Act" (NDAA) — viewed by many in the U.S. Congress as a "must-pass" piece of annual legislation — the final text of a negotiated bill was released on December 6. The package, which authorizes defense spending, typically attracts a wide range of additional non-defense measures, which members of Congress hope to include due to the virtual certainty of the overall package passing. The U.S.

House of Representatives passed its version of the NDAA over the past summer. However, Senate leadership decided not to pass its own version of the bill but instead directly negotiate a compromise bill with members of the House. A number of disaster recovery and housing-related provisions – several of which survived the negotiation process – were included in the bill passed by the House, which now awaits a vote in the Senate.

Disaster Recovery Provisions

While the House included the "<u>Reforming Disaster Recovery Act</u>" (RDRA) and several provisions implementing equity measures within FEMA in earlier versions of the bill, the disaster recovery-related language incorporated into the final bill was sparser, though still significant. (The RDRA permanently authorizes HUD's long-term disaster recovery program, speeding assistance to disaster survivors.)

Included in the final version of the bill is language requiring FEMA to submit reports on how it conducts damage assessments and that directs the agency to create a task force to review reforms on the subject, require the Office of the Comptroller to review approvals of Individual Assistance by FEMA, and review the use of collapsible shelters during disaster recovery. Most notably, the bill includes language allowing FEMA to waive debts owed to the U.S. government by disaster survivors if a debt is the result of disaster assistance provided in error or if repayment of the disaster assistance constitutes a hardship for the survivor. The language is potentially impactful, given ongoing recoupment efforts by FEMA in disaster impacted areas, and gives additional tools to legal advocates working to defend disaster survivors required to repay assistance that was disbursed by FEMA but subsequently deemed by the agency to have been provided in error.

Housing Provisions

The House included several housing-related bills in its initial version of the NDAA, including language expanding the type of organization that can provide technical and capacity support to community development organizations, permitting permanent housing construction under the Community Development Block Grant program, prohibiting consumer reports from including adverse information on student loans, and more.

Only one provision survived the negotiation process: a version of the "Flexibility in Addressing Rural Homelessness Act of 2022," sponsored by Representative Cindy Axne (D-IA) and Representative Frank Lucas (R-OK). The language authorizes homeless service providers in rural communities to use funds from HUD's Continuum of Care program for additional activities to increase their capacity and address the unique challenges they face when serving people experiencing homelessness in rural areas, including the use of funds for short-term emergency housing, unit repair, and unit rehabilitation.

Read the text of the NDAA at: https://bit.ly/3uDhG9u

Read a comparison of the House version and final version of the NDAA at: https://bit.ly/3Y79YSu

HoUSed Campaign for Universal, Stable, Affordable Homes

Recording of 12/5 National HoUSed Campaign Call Now Available

On NLIHC's most recent (<u>December 5</u>) national call for the "HoUSed: Universal, Stable, Affordable Homes" campaign, we heard from the National Consumer Law Center (NCLC) about the risks of rent reporting policies and NLIHC's End Rental Arrears to Stop Evictions (ERASE) team about the challenges and successes of emergency rental assistance spending by Native American Tribes and Tribally Designated Housing Entities (TDHEs). We received field updates on HousingNOLA's statewide efforts to combat the housing crisis and Pathways to Housing DC's success using the Housing First model to reduce homelessness. NLIHC's Sarah Saadian provided an update from Capitol Hill on the state of the fiscal year (FY) 2023 spending bill and a potential tax extenders package.

NCLC's Chi Chi Wu discussed the potential risks of rent reporting, as outlined in a <u>new report</u>, "Even the Catch-22s Come with Catch-22s: Potential Harms & Drawbacks of Rent Reporting." Rent reporting policies require that tenants' monthly rent payment histories be documented in consumer credit reports. While rent reporting can increase credit scores by varying degrees, especially for "credit invisible" consumers, the majority of whom are Black and Latino, rent reporting policies that lack proper safeguards can also hurt the lowest-income renters, who may struggle to make on-time rental payments. The report suggests that rent reporting be employed only as an opt-in program and that rent reports only include records of positive payments.

NLIHC's Neetu Nair shared the findings from a new ERASE <u>report</u>, "Serving Native American Households Using Emergency Rental Assistance (ERA): Learning from High-Spending Programs." Published in partnership with the United Native American Housing Association (UNAHA), the report explores the challenges and successes of ERA allocation spending by Native American Tribes and TDHEs in the Great Plains region. TDHEs utilized ERA resources and guidance to serve all households on native lands as well as tribal members outside of native lands. TDHEs temporarily addressed overcrowding and the risks associated with the pandemic by helping families secure housing outside of native lands. Among other needs, administrators expressed the need for adequate federal guidance, longer spending timelines, and sustained funding for future ERA programs.

Housing NOLA's Andreanecia Morris shared a field update concerning her organization's <u>annual report card</u>, which evaluates the progress made in promoting affordable housing in New Orleans, Louisiana. Unfortunately, Housing NOLA was compelled to issue the city a failing grade on affordable housing progress for the third consecutive year. Ms. Morris stressed the need for a generational investment strategy and improved housing regulation to address the affordable housing crisis.

<u>Pathways to Housing DC</u>'s Julia Fowler shared her team's efforts to address homelessness in some of the largest encampments in the District of Columbia. Using the Housing First model, Pathways to Housing DC provides housing to people experiencing homelessness without any prerequisites, while case workers assist with applications for permanent housing. More than 60 individuals were housed during the first year of the program, and in the future, Pathways hopes

to expand partnerships with landlords in the city and collaborate with mental health professionals to support clients.

NLIHC's Sarah Saadian provided an update from Capitol Hill on the FY23 spending bill and a potential tax extenders package. Since October 1, Congress has been operating under a continuing resolution (CR) set to expire on December 16, but members of Congress are still in disagreement over topline spending goals. There is an increased risk that Congress will issue a yearlong CR through September 2023, which would keep funding at the currently appropriated level and would not account for record-level inflation. Without a funding increase, a yearlong CR will act as a cut to critical housing programs, reducing the number of households served. In addition to appropriations advocacy, NLIHC also supports using a tax extenders bill to reform and expand the Low-Income Housing Tax Credit (LIHTC) to ensure the program better serves people experiencing or at risk of homelessness through deeper income targeting and by addressing the unique needs of rural and tribal areas.

Sign on to NLIHC's national letter to Congress to support higher funding: https://p2a.co/2xztqvh

Take action to support LIHTC expansion and reform: nlihc.org/take-action

National HoUSed campaign calls occur every other week. Our next call will be held on December 19 from 2:30 to 4 pm ET. Register for the call at: bit.ly/3ub2sWM

Watch a recording of the December 5 call at: tinyurl.com/s5fdatbk

View presentation slides from the December 5 call at: tinyurl.com/mtyjezxt

Housing Policy Forum

Now Accepting Nominations for NLIHC's 2023 Organizing Awards!

As communities face the impact of rising rents, housing advocates are organizing at the state and local levels to keep renters stably housed and enact long-term solutions. NLIHC's annual Organizing Awards will honor two organizations or campaigns that mobilized around low-income housing issues and achieved a significant victory during 2022. **NLIHC invites our partners to** submit nominations for the 2023 Organizing Awards today! Nominations for the awards are due by 5 pm ET on Friday, December 16, 2022.

The NLIHC Organizing Awards recognize outstanding statewide, regional, citywide, and/or neighborhood organizing that resulted in a victory within the past year. The achievements of organizing award honorees must further NLIHC's mission of achieving 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. Special consideration will be given to nominations that incorporate tenant- or resident-centered organizing, elevate the leadership of people with lived experiences of housing instability, and prioritize racial equity.

An Organizing Awards Committee composed of NLIHC board members and previous award winners will determine this year's honorees. The awards will be presented at the NLIHC 2023 Housing Policy Forum that will be held March 20-23, 2023. NLIHC will provide two representatives of each honored group complimentary Forum registrations and one hotel room for the next Policy Forum. Honorees will speak on a panel at the Policy Forum and share their best practices for organizing state and local campaigns.

Previous organizing award winners have been celebrated for establishing groundbreaking renter protections, expanding funding for affordable housing development, blocking significant cuts to housing programs, and building robust civic engagement initiatives. To explore the achievements recognized in recent years, please review our <u>list of past winners</u>.

Eligibility criteria are as follows:

- Nominated organizations must be current NLIHC members. Organizations can <u>become</u>
 <u>NLIHC members</u> easily online. To check your membership status, reach out to <u>your</u>
 state's housing advocacy organizer.
- Organizations may self-nominate.
- NLIHC board members and Award Committee members may not nominate an organization with which they are employed or affiliated.

Please reach out to Courtney Cooperman, housing advocacy organizer, at cooperman@nlihc.org with questions.

Fair Housing

National Fair Housing Alliance Annual Report Finds Uptick in Fair Housing Complaints

The National Fair Housing Alliance (NFHA) has released its "2022 Fair Housing Trends Report." The report, released annually, examines trends in housing discrimination and recent fair housing cases and provides policy recommendations. This year's report finds that 31,216 fair housing complaints were filed in 2021, up from 28,712 filed in 2020, despite fewer agencies reporting data. This is the highest number of housing complaints filed in at least 25 years, and nearly 82% of the complaints originated during rental transactions. In response to the growing number of complaints, NFHA recommends increased federal funding for agencies that process discrimination allegations.

Each year, NFHA collects fair housing complaint data from HUD, the U.S. Department of Justice (DOJ), local Fair Housing Assistance Programs (FHAPs), and private fair housing organizations (FHOs). These data include where the complaint occurred, the basis of discrimination, the type of housing transaction, and the type of agency processing the complaint. In 2021, 31,216 fair housing complaints were filed, the most ever reported by NFHA. The overwhelming majority of housing discrimination complaints – nearly 72.6% – were processed by FHOs. FHAPs processed 20.5% of complaints, followed by HUD (6.7%) and DOJ (0.12%).

The number of complaints processed by FHOs increased by more than 1,500 between 2020 and 2021, despite seven fewer FHOs reporting data in 2021.

Housing discrimination complaints alleging discrimination based on disability were the most common type of complaint, representing 53.7% of all cases. The authors of the report note that, as in previous years, complaints alleging discrimination based on disability are likely most common because they are the easiest to detect. These complaints often involve an outright refusal to make a reasonable accommodation, for example, as opposed to other forms of discrimination, which can occur more covertly. Complaints filed on the basis of race were the next most common, making up 16.8% of all cases. An increasing number of complaints were based on characteristics that fall outside of federally protected classes, though some states and localities offer additional protections for members of these classes. Such complaints included discrimination based on source of income, criminal background, and sexual orientation, and discrimination related to being a victim of domestic violence.

The report also highlights important fair housing cases from 2021, including cases related to redlining, land use and zoning, discrimination against people with hearing disabilities, and discrimination in disaster relief funding. In one of these cases, HUD found that the Texas General Land Office (GLO) discriminated against communities of color in Southeast Texas when distributing over \$4 billion in Community Development Block Grant-Disaster Mitigation (CDBG-MIT) funds (see *Memo*, 3/14). The decision was the result of an administrative complaint filed by NLIHC partners Texas Housers and the Northeast Action Collective.

In light of the growing number of housing discrimination complaints, NFHA recommends that additional federal funding go toward the Fair Housing Initiatives Program (FHIP) and Fair Housing Assistance Program (FHAP) to help non-profits and state and local civil rights agencies respond to these complaints. NFHA also recommends increased funding for HUD's office of Fair Housing and Equal Opportunity to bolster capacity and to facilitate more timely investigations into discrimination allegations.

NFHA's annual report can be found here: https://bit.ly/3uy5tmw

Opportunity Starts at Home

New Interview Explores Impact of Advocacy on Housing Justice

A new interview released by the Stanford Social Innovation Review and conducted by Funders for Housing and Opportunity (FHO) explores how policy change can shape racial equity and housing justice. The interview features Amy Gillman of the Robert Wood Johnson Foundation, Liz Ryan Murray of the Alliance for Housing Justice, and Mike Koprowski of the Opportunity Starts at Home campaign. In addition to highlighting the importance of centering the voices of those most affected by systemic barriers and inequities in housing, the interview addresses national and grassroots organizing, strategies for partnering with people with lived experience in decision-making, ways to measure progress in reshaping policies, the capacities needed to advocate for a better housing system, and current opportunities for improving housing policies.

Research

New Research Finds Eviction Filings and Judgments Decreased in Detroit during Pandemic

A new <u>report</u> released by researchers at the University of Michigan analyzes trends in eviction filings and outcomes in Detroit, Michigan, between January 2019 and June 2022. Researchers found that pandemic-related eviction interventions, ranging from state and local moratoriums to the provision of legal services through the U.S. Department of the Treasury's Emergency Rental Assistance (ERA) program, led to decreased eviction filings and judgments and increased tenant access to legal representation. As interventions have abated, however, evictions are returning to pre-pandemic levels. Researchers also found that landlords increasingly filed evictions for termination of tenancy rather than for nonpayment during the pandemic and that most evictions filed involved properties that were not compliant with local code.

The researchers analyzed a dataset of evictions filed in Detroit's 36th District Court between January 2019 and June 2022 to compare pre-pandemic and pandemic levels of eviction filings, eviction judgments, reasons for eviction filings, and legal representation. They also matched eviction data to code compliance data to identify landlords who were renting units illegally or who lacked a certificate of compliance, which is required in Detroit to collect rent.

Landlords filed fewer evictions in 2020 compared to pre-pandemic levels, but evictions were estimated to return to pre-pandemic levels in 2022. In 2019, 21.2 evictions were filed per 100 renter households. Due to state and local moratoriums, eviction filings fell in 2020 to 8.1 evictions filed per 100 renter households – approximately one-third of pre-pandemic filing levels. Eviction filing rates have since risen and researchers project that eviction filings will return to pre-pandemic levels in 2022. Eviction judgments also decreased during the pandemic: more than 75% of closed cases resulted in an eviction judgment pre-pandemic, decreasing to only 29% of closed cases during the pandemic. In addition, legal representation for tenants increased during the pandemic, rising from 3% of tenants having legal representation before the pandemic to 20% of tenants during the pandemic.

At the same time, researchers found that landlords increasingly filed evictions for termination of tenancy during the pandemic. Prior to the pandemic, more than three-quarters of evictions were filed for nonpayment of rent. During the pandemic, fewer landlords filed for nonpayment of rent, and more filed eviction for termination of tenancy, especially after the state's ERA program began: such filings rose from 17% to 29% of cases. These cases were more likely to end in a judgment than evictions filed for nonpayment of rent because tenants had no protections under these circumstances. Further, landlords in Detroit are required to have a certificate of compliance in order to collect rent and to evict tenants for nonpayment of rent, yet most (88%) of evictions filed involved properties that lacked the certificate.

The researchers call for better eviction data collection, automatically sealed eviction records, improved enforcement of rental codes, protections against no-cause evictions, appropriate levels of funding for the city's right-to-counsel ordinance, and the banning of winter and school-year evictions.

The report can be found at: https://bit.ly/3Y54d7U

Study Shows Disaster Housing Assistance Applicants Faced High Rejection Rates and Procedural Roadblocks, Disincentiving Applicants from Applying Again

A new study by researchers at Texas Appleseed and the University of Michigan, "In the Aftermath of the Storm: Administrative Burden in Disaster Recovery," investigates residents' experiences with a federal disaster housing assistance program in Marion County, South Carolina. The researchers evaluated how administrative burden – i.e., onerous requirements and procedures – in a FEMA housing assistance program impacted application rates and program perception among community members following three different disasters (a flood and two major hurricanes). The study finds that many registrants were denied disaster housing assistance and that applicants experienced high levels of administrative burden throughout the application process. These experiences, in addition to the inefficient disbursal of federal aid, caused many individuals to refrain from applying to the program again following subsequent disasters.

The research for the study was conducted after a flood in 2015, Hurricane Matthew in 2016, and Hurricane Florence in 2016 – each a disaster that impacted Marion County. Marion County's residents are 57% Black, and approximately 25% of residents live in poverty. The researchers focused on residents' experiences with FEMA's Individuals and Households Program (IHP), which repairs and replaces homes for disaster victims, including both renters and homeowners. To assess the extent and impact of administrative burden on residents, the researchers conducted a series of interviews with community leaders and heads of low-income households. The researchers also drew on data gathered by FEMA and the American Community Survey to supplement their findings.

Following each of the three disasters impacting Marion County, FEMA rejected a significant share of disaster housing relief applications. FEMA denied assistance to 80%, 61%, and 59% of all valid applicants in the county following the 2015 flood, Hurricane Matthew, and Hurricane Florence, respectively. The high shares of denials were observed by community leaders, who noted that high rates of denials sowed distrust between FEMA and community members. Between Hurricane Matthew in 2016 and Florence in 2018, the number of IHP applicants declined by roughly half. Interviews with program volunteers suggest this decline was potentially a result of previous applicants declining to re-register after being denied assistance.

Many of the requirements for accessing disaster housing assistance posed significant barriers to residents applying for aid. Community leaders and program volunteers noted that many applicants were rejected for not having homeownership documentation because a large portion of the county's residents had inherited their homes without proper legal paperwork. These

properties, referred to as "heir's properties," are especially common among Black households in the South. Another procedural obstacle was the need to learn very quickly about a complex program in order to participate, including details concerning eligibility criteria and application window timelines.

The research finds that through a combination of high rejection rates, cumbersome procedural requirements for eligibility, and slowness in the disbursal of aid funds, the federal government created a feedback loop that depressed applications for disaster relief. Residents who were unable to receive disaster housing assistance on their first attempt were disincentivized to apply for assistance again due to distrust and a general lack of faith in FEMA and the federal government. The authors call on federal disaster relief agencies to address excessive administrative burden, high rejection rates, and bureaucratic slowness in order to improve the efficiency and success of future disaster relief programs.

Read the article at: https://bit.ly/3VYf95n

From the Field

Cheyenne Affordable Housing Task Force Releases Housing Affordability Recommendations

The Cheyenne Affordable Housing Task Force released a report on strategies for improving housing affordability in the City of Cheyenne, Wyoming. The Cheyenne City Council voted unanimously in March 2021 to establish the Task Force, whose 15 members first convened in the summer of 2021 to study the city's housing landscape and develop policy recommendations. The resulting report addresses seven priority recommendations: creating and maintaining a local housing trust fund; raising awareness about racist covenants that still exist in Cheyenne; creating a Tap Fee Deferral Program and a Fee Waiver Program for affordable housing development; eliminating certain zoning requirements to increase density; lifting requirements for more expensive building materials; and establishing a Housing Affordability Office.

"In some respects, the largest barrier we face is defining the problem, because that really depends on your perspective," said Brenda Birkle, executive director of My Front Door and chair of the Affordable Housing Task Force. "All the stakeholders have a piece of the solution strategy that will only 'fit' through collaboration. The strategies expressed in the final report play strongly toward removing silos and encouraging a coordinated community of practice."

"Unfortunately, there's no one magic bullet to solve our housing crisis," said Dan Dorsch, special projects coordinator at Habitat for Humanity of Laramie County. "But using the solutions and strategies from the Task Force in a coordinated effort with the city...we can begin to build a strategy and take the necessary steps to create housing for our community both now and for the long term."

The Task Force lays out four housing affordability goals: enhance the supply and quality of rental housing; support a variety of attainable homeownership opportunities that enable

economic mobility; encourage housing that allows seniors to age in a place of their choosing; and encourage the development of affordable housing. To achieve these goals, the report recommends that the City Council prioritize four distinct strategies.

The first strategy focuses on setting and applying policy and enforcing regulations. City officials and other stakeholders should develop a shared policy framework and cohesive narrative about the housing needs of people of all ages and income levels, across the spectrum from rental housing to homeownership. The City Council should assess the development review process and identify barriers to the construction of affordable housing, proactively educate builders and developers about the permitting process, develop a "Green Light" process to expedite approvals for critical housing projects, and assess building and development costs by residential development per square foot rather than valuation, which would benefit developers of smaller homes and potentially incentivize the construction of more compact housing. In addition, this strategy recommends that the City Council commission a code audit to ensure that the Unified Development Code (UDC) aligns with the community's needs and vision. Code revisions should encourage diverse housing forms and diverse housing tenures, balance safety and affordability, protect and enhance the supply and quality of rental housing, incentivize the development of ADUs on new detached homes, discourage the rental of private homes for tourism, incentivize maximum development of oversized lots, address issues of affordability for residents of manufactured home parks, identify lands and properties to be targeted for smart development, encourage infill developments through lot splitting and multiplexes, encourage rezoning applications, reduce public utility easement requirements to open up land use for housing, and eliminate height restrictions. City officials should also prioritize enforcement of current ordinances and requirements.

The first strategy also recommends that the city identify and develop financial tools to facilitate the development of affordable housing. Such financial tools could include tax incremental finance, an additional penny tax, and funding from federal resources, state resources, and public/private partnerships. The report also points to the ways that other cities are using "American Rescue Plan Act" (ARPA) State and Local Fiscal Recovery Funds for community land trusts, local Housing Trust Funds, and land banks. The Task Force supports state enabling legislation for land-banking, which could pave the way for Cheyenne to use ARPA dollars for land banks. In addition, this strategy recommends that the city introduce a Standards of Maintenance endorsement program for rental housing. This voluntary endorsement would ensure that rental homes meet minimum standards for comfort, repair, cleanliness, and safety. The report also encourages the City Council to support state-level policy reforms that would provide residents of mobile home parks with the right of first refusal and facilitate the conversion of parks into co-ops where homeowners collectively own the land they live on. Finally, the strategy recommends educating landlords about code requirements, alternative life safety standards, and minimum maintenance standards.

The second strategy focuses on producing, gathering, storing, and disseminating data. The report suggests establishing a central data hub within the recommended Housing Affordability Office to break down information siloes. This strategy also recommends that the city generate its own data to make smart development plans through a parcel data study and geospatial economic modeling. The city's research would bolster its capacity to serve as a resource for developers, builders, and housing nonprofits.

The third strategy outlines ways for the city to pursue advocacy, education, public/private partnership, and capacity-building. The city should adopt a Tenants' Bill of Rights and educate tenants and landlords about their rights and responsibilities. City officials should also develop and distribute information on innovative housing forms and concepts – including shared equity, co-housing, smaller footprint homes, and cost-conscious building techniques. The report recommends that Cheyenne explore short-stay rental development projects, such as dormitory-style housing, as an alternative to short-term rentals like VRBO. The city could provide financial grants, contribute land, or fast-track the review process for such developments. In addition, the city should work proactively to identify each population's needs for housing and supportive services, advocate with coalitions working to address housing affordability issues, create and promote standard messages about the social benefits of housing investments, encourage citizens to use the process newly established under state law to remove racist covenants, and educate builders and developers on programs, funding, and incentives to create attainable and affordable housing.

The final strategy in the report focuses on effective communication between the City of Cheyenne and other stakeholders. Strong communication will lay the groundwork for the city to carry out the report's recommendations. The Task Force encourages the City of Cheyenne to align its policies with a Housing Master Plan that supports the principles of smart growth and advocates for a range of housing affordability options, including the innovative housing models, incentives, and financing tools outlined in this report. Finally, the report recommends that the city continue to convene the Affordable Housing Task Force on an ongoing basis and engage members, as well as other community stakeholders, to advocate for the report's recommendations. Local housing needs are constantly evolving, especially as new residents move to Cheyenne in search of a less urban environment and put upward pressure on rents. To ensure that the city's housing policy keeps up with the changing housing landscape, the city should report annually on its progress concerning the four strategic directions and comprehensively review the housing strategy at least every five years.

The first section of the report's appendix lists other strategies considered by the Task Force but not ultimately recommended due to capacity, policy, economic, or political constraints. The second section of the appendix includes a background report from the U.S. Air Force Academy's Capstone Cadets, which describes Cheyenne's current housing stock and identifies housing needs based on economic indicators and projections of future growth.

As members of the Task Force work with City Council to make the case for following the report's recommendations, Cheyenne housing advocates are also focused on educating the community about housing and racial equity. Representatives from housing organizations hosted a town hall event in October on the history of restrictive covenants and how residents can harness a new Wyoming state law to remove racist language from their deeds. Cheyenne housing advocates will continue this education campaign in January 2023 with a virtual town hall event on redlining and restrictive covenants.

For more information on upcoming events, contact Dan Dorsch, special projects coordinator at Habitat for Humanity of Laramie County, at dan@cheyennehfh.org.

The full Affordable Housing Task Force Report can be found here.

Fact of the Week

Housing Discrimination Complaints in 2021 Were Most Commonly Based on Disability and Race



Source: National Fair Housing Alliance, "2022 Fair Housing Trends Report," https://bit.ly/3uy5tmw

Note: Source of income is not a federally protected class but is protected under some state and local laws. Sex includes sexual orientation and gender identity. NFHA notes the high frequency of complaints based on disability may be due to the fact that these often arise from an overt refusal to provide a reasonable accommodation, compared to more covert forms of housing discrimination.

NLIHC Careers

NLIHC in the News

NLIHC in the News for the Week of December 4

The following are some of the news stories to which NLIHC contributed during the week of December 4:

- "Renters displaced by Hurricane Ian left with nowhere to go" *NewsBreak*, December 5 at: https://bit.ly/3he7dyb
- "Inflation and credit-card debt are on the rise, despite a strong job market. Tell us how the economy is affecting you." *MarketWatch*, December 5 at: https://bit.ly/3VJEG2j
- "She left California for Arizona, but found high rent and lower wages" *Marketplace*, December 8 at: https://bit.ly/3F5A7Ze

NLIHC News

NLIHC Welcomes Danita Humphries as Senior Executive Assistant

NLIHC is pleased to welcome Danita Humphries as senior executive assistant. Danita will help ensure that the President and CEO and other members of the coalition have the support necessary to reach their goals and achieve NLIHC's mission. Danita comes to NLIHC with an extensive

background in executive support and office management. Prior to joining NLIHC, she served as an office manager and contract specialist for a hauling company, where she secured contracts and leads and implemented hazard material and go-green programs.

Danita also gained experience supporting lobbyists and executive staff while running a political action committee and several multicultural outreach programs. Her past responsibilities have included fundraising, determining budgets, maintaining relationships, retaining members, and managing interns for the



Congressional Hispanic Caucus, the Congressional Black Caucus Foundation, and the Congressional Hispanic Leadership Institute.

Danita holds a bachelor's degree in communications with a minor in speech and theatre from Morgan State University.

Please join us in welcoming Danita to the NLIHC team!

Where to Find Us – December 12

NLIHC staff will be speaking at the following events in the coming months:

- Conrad N. Hilton Foundation 2022 Annual Partner Convening Santa Monica, CA, December 12 (Benja Reilly)
- Utah Housing Coalition's Awards Breakfast Salt Lake City, UT, December 14 (Diane Yentel)

- Evangelical Lutheran Church in America "Homeless Persons' Memorial Day" Event Washington, DC, December 21 (Sarah Saadian)
- Los Angeles Business Council Housing and Transportation Committee Meeting Virtual, January 18-19 (Sarah Saadian)
- Prosperity Indiana Summit and Statehouse Day Indianapolis, IN, February 1 and 2 (Diane Yentel)

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Sidney Betancourt, Housing Advocacy Organizer, x200

Victoria Bourret, ERASE Project Coordinator x244

Jen Butler, Senior Director, Media Relations and Communications, x239

Alayna Calabro, Policy Analyst–COVID-19 Response, x252

Matthew Clarke, Writer/Editor, x207

Courtney Cooperman, Housing Advocacy Organizer, x263

Bairy Diakite, Director of Operations, x254

Lindsay Duvall, Senior Organizer for Housing Advocacy, x206

Dan Emmanuel, Senior Research Analyst, x316

Emma Foley, Research Analyst, x249

David Foster, Field Intern

Ed Gramlich, Senior Advisor, x314

Sarah Gallagher, Senior Project Director, ERASE, x220

Jordan Goldstein, Communications/Graphic Design Intern

Kendra Johnson, Chief Operating Officer, x232

Kim Johnson, Senior Policy Analyst, x243

Mike Koprowski, Director, Multisector Housing Campaign, x317

Kayla Laywell, Housing Policy Analyst, x231

Mayerline Louis-Juste, Senior Communications Specialist, x201

Steve Moore Sanchez, Development Coordinator, x209

Khara Norris, Senior Director of Administration, x242

Neetu Nair, Research Analyst, x291

Noah Patton, Housing Policy Analyst, x227

Ikra Rafi, Creative Services Manager, x246

Benja Reilly, Development Specialist, x234

Kharl Reynado, Policy Intern

Gabrielle Ross, Housing Advocacy Organizer, x208

Sarah Saadian, SVP for Public Policy and Field Organizing, x228

Brooke Schipporeit, Manager of Field Organizing x233

Sophie Siebach-Glover, Research Specialist, x205

Lauren Steimle, Web/Graphic Design Specialist, x246

Leslie Villegas, ERASE Intern

Chantelle Wilkinson, Housing Campaign Manager, x230

Renee Willis, SVP for Racial Equity, Diversity, and Inclusion, x247

Rebecca Yae, Senior Research Analyst–COVID-19 Response, x256 Diane Yentel, President and CEO, x225 Zak Zethner, Research Intern