MassHousing Housing Stability Inclusion and Leadership Mini Grants

Housing Stability Department

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Introduction

"Community is Much More Than Belonging to Something; It's About Doing Something Together That Makes Belonging Matter- Brian Solis

The Housing Stability Department believes that resident inclusion and leadership are key to fostering thriving housing communities. These mini-grants aim to support resident-centered initiatives that promote inclusivity and leadership development.

Grant Details



Maximum Grant Amount: \$5,000



Purpose: Promote inclusivity and foster leadership



Eligibility: MassHousing financed properties



Priority for sites with urgent needs.



Rolling Deadline so long as funding is available

Application Process

Applications are available on MassHousing's Rental Business Portal or may be requested by emailing housingstabilitygrants@masshousing.com

Confirmation will be sent email sent upon receipt of submission

Decisions communicated within 2–4 weeks

Applications must be submitted to housingstabilitygrants@masshousing.com

Application Criteria





Defined program objectives and activities



Budget outline with eligible expenses



Activities ready within 90 days of grant receipt

Eligible Expenses

Presenter Training

• Registration fees, facilitator/consultant fees

Addressing Barriers

• Stipends, transportation, meals, childcare

Other

• Materials, Supplies

Administration/Overhead: Capped at 10%

Eligible Initiatives

training for residents, or resident groups, to support their full participation in the shaping of their housing community.

Training and technical assistance to Board of Directors and/or resident groups on inclusive practices and models

Submit a one-page activity summary

Summary form will be provided upon award



Reporting Requirements

Report includes number of participants and outcomes



Due within 30 days post-activity completion

Background/Definition of Resident Leadership Initiatives

Resident leadership initiatives provides agency for tenants to actively shape their communities.



These initiatives may focus on:

Moving from top-down management to participatory governance.

Amplifying tenant voices in their housing communities.

Addressing equity through diversity and inclusion practices.

Building leadership skills for youth and community members.

The Housing Stability Department recognizes that communities may be at various stages along a continuum of resident engagement

| Engagement Level | General Operations and Engagement | Input and Feedback | Leadership Development and Organizing | Informal Structures | Formal Structures | Shared Power and Ownership |
|-------------------------------------|--|--|---|--|---|--|
| Examples | Resident Services TAP Resident Engagement Programs Building Community Workshops HUD Data Collection Community Events | Satisfaction Surveys Focus Groups Town Halls | Tenant Organizing Trainings Civic Engagement Activities Focused action on a community issues | Advisory Committees (not elected) Regular meetings with Resident Leaders Youth Advisory Groups | Formal Tenant Organizations Resident Seats on Board Tenant Advisory Board – with elected positions | Housing Cooperatives Resident owned sites Resident majority boards |
| Potential Mini Grant Requests | Staff and board training about Resident Leadership Consultant to help establish formal practices and next steps | Associated costs for facilitators, incentives, or to address barriers to participation by providing childcare Stipends and related expenses for emerging resident leaders to meet and plan for next steps | Transportation costs to attend an advocacy event or meeting to address a community issue Aleadership training for youth and/or adults Asite-based Voter Registration, Get Out the Vote Initiative, or candidate forum | Registration, transportation and other expenses for resident leaders to attend a conference Resident Leadership Training Collaborative costs Facilitator and related costs for a training or consultant Funds for a youth led community project | Conference and/or Training costs Consultant or facilitator to assist in any leadership transitions Group mediation services to address any conflicts Expenses to support resident participation at an Annual Meeting | Conference and/or Training costs Technical assistance on financing, by- laws, and procedures Group mediation services to address any conflicts |

Diversity and Inclusion

Diversity, equity, and inclusion (DEI) refers to a concept and practice where organizations recognize and value differences among people, ensure fair opportunities for everyone, and foster a welcoming and respectful environment where all feel valued and can fully participate.

- **Diversity:** Refers to the presence of differences among people, including but not limited to race, gender, age, religion, sexual orientation, disability, socioeconomic status, and cultural background.
- Equity: Focuses on ensuring fair and just treatment, recognizing that people may have different needs and require different resources to achieve equal outcomes. It involves identifying and removing systemic barriers that hinder certain groups from fully participating.
- Inclusion: Involves active, intentional, and ongoing efforts to create environments where all individuals are welcomed, feel a sense of belonging, and are respected, supported, and valued to fully participate. It means accommodating different needs and perspectives.

Examples of Resident Inclusion Initiatives

1. Workshops for Inclusivity and Cultural Competency:

- Training sessions on anti-racism, conflict resolution, and cultural competency to promote inclusion and foster stronger community ties.
 - Example: Organize a series of workshops on cultural awareness and inclusive practices for both residents and staff.

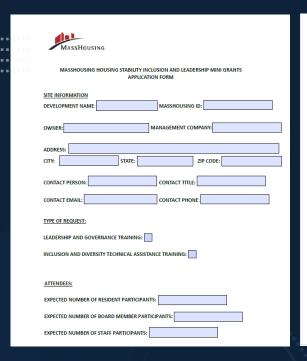
Resident Leadership and Engagement Activities

- Resident led relationship-building initiatives amongst residents and staff
 - Example: A community building event that is planned in coordination with residents and staff and/or board members.

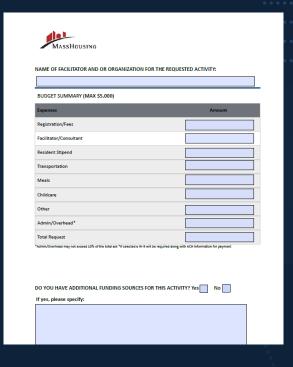
Key Takeaways for Applicants

Tips for successful applications:

- Clearly define objectives and activities with community impact.
- Focus on fostering leadership, equity, and inclusion.
- Prepare a budget addressing barriers to participation.
- Ensure programs are ready for implementation within 90 days.







Application Form

- Applications will be available as a fillable PDF and may be accessed via MassHousing's Rental Business Portal or may be requested by emailing
 - housingstabilitygrants@masshousing.com.
- For more information Vis

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housingstabilitygrants@masshousing.com

Contact Information

For inquires email:

housingstabilitygrants@masshousing.com or Gloria Brand, Impact Initiatives gbrand@masshousing.com.

For more information on this and other funding opportunities visit the Impact Initiatives website at https://www.masshousing.com/programs-outreach/housing-stability/impact-initiatives

Resources

- Mel King Leadership Academy: https://www.melkinginstitute.org/programs/resident-leadership-academy
- National Low Income Housing Coalition's Tenant Talk: https://nlihc.org/explore-issues/publications-research/tenant-talk
- Neighborworks Community Leadership Institute: https://www.neighborworks.org/Community/Engagement
- Empowering Resident Leaders Lessons from Neighborworks Community Leadership Institute: harvard jchs empowering resident leaders haltom gramlich 2020 (1) Adobe cloud storage
- Boston Housing Authority's Center for Community Engagement: https://bostonhousing.org/en/CommunityEngagement.aspx
- Stewards of Affordable Housing for the Future: Resident Agency and Voice in an Affordable Housing Setting: A Set of Guiding Questions to Move Forward: https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:9b5c8162-a441-4b4f-b0a0-021e2d9690b5
- HUD Exchange: Methods and Emerging Strategies to Engage People with Lived Experience: <u>Public Housing</u> Resident Toolkit: Overview and Common Terms HUD Exchange
- Blue Cross MA Foundation: Strategies for Meaningfully Engaging Mass Health Members to Inform Program and Policy Decisions: Strategies for Meaningfully Engaging Mass Health Members to Inform Program and Policy Decisions | Welcome to Blue Cross Blue Shield of Massachusetts
- ASPE: Methods and Emerging Strategies to Engage People with Lived Experience: https://aspe.hhs.gov/reports/lived-experience-brief
- Center for the Study of Social Policy: Fostering Resident Voice and Influence: https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:2df64b88-a66c-43a1-90f9-d4312511a8a1