

Our Process, Our Progress, Our Path Forward

A Conversation One Year After Launch

February 28th, 2022



Our Funders and Allies

Center for
**Racial
Equity**

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Our Allies: Black Business Investment Fund, Community Justice Project, Florida Green Building Coalition, Florida Prosperity Partnership, Habitat for Humanity of Florida, Hispanic Federation Florida, Local Initiatives Support Corporation-Jacksonville, National Alliance to End Homelessness, National Association of Black Women in Construction, National Association of Real Estate Brokers, National Community Reinvestment Coalition, National Housing Trust, National Low Income Housing Coalition, Shimberg Center for Housing Studies at the University of Florida

- The median individual and family income for Black workers (and others of color) is significantly less than that of white individuals and families
- Black workers are disproportionately concentrated in occupations susceptible to unemployment at a time when technology is reducing the number of unskilled and semi-skilled jobs at a frightening rate
- Black workers are underrepresented in high-paying professions. For example, there is a paucity of Black physicians (5%) and software engineers (4.5%)

In spite of gains, many things remain the same

- Robert C. Weaver
- The first African-American to hold a cabinet-level position
- The first Secretary of the Department of Housing and Urban Development
- 3 degrees from Harvard (most educated member of the administration at his time)
- “The Negro as an American” written in 1963 indicates many of same disparities exist now that existed then



In spite of gains, many things remain the same

“...residential segregation...often leads to exploitation and effects a spatial pattern which facilitates neglect of public services in well-defined areas...it restricts the opportunities of the more successful as well as the least successful in the group, augmenting artificially the number of non-whites who live in areas of blight and neglect and face impediments to...upward social and economic mobility.” (Robert R. Weaver, 1963)

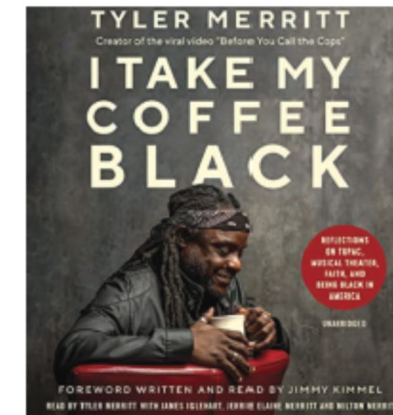
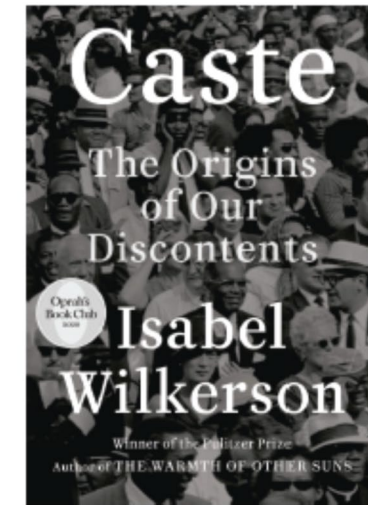
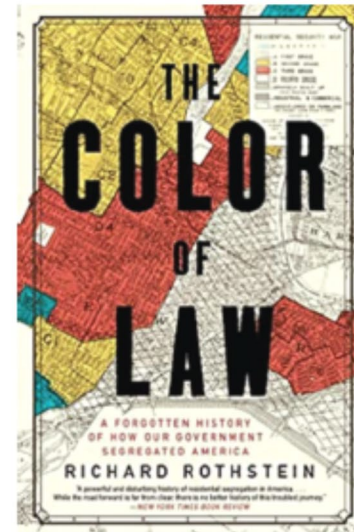


We have much work to do! And we are committed to doing our part!

- Our Process
 - Bring people together
 - Align and act
 - Connect and support
- Our Progress
 - CRE programs
 - What our Partners, Allies and Members are doing
- Our Path Forward
 - Challenges on the road ahead
 - What's next



What have you done internally regarding conversations about racial equity?

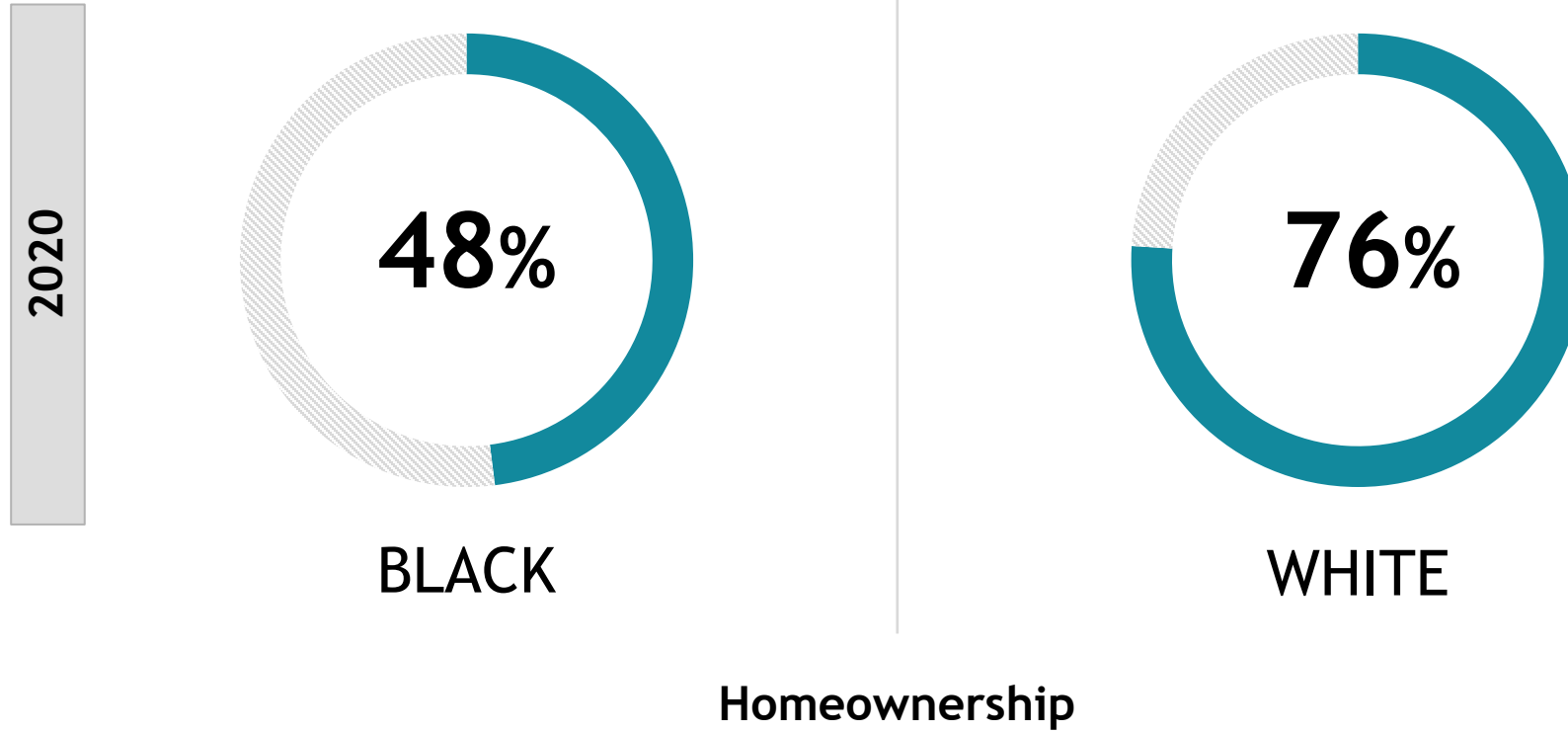


**“...it (is) argued...the movement (has) become stagnated in an embarrassment of riches...leaders, we (are) told, (do) not know how to maintain their assembled armies nor what goals they should seek.”
(Dr. Martin Luther King, Jr., 1966)**



**How do we keep
people engaged in
the conversation?**

Align and Act: Closing the Gap



Align and Act: Closing the Gap



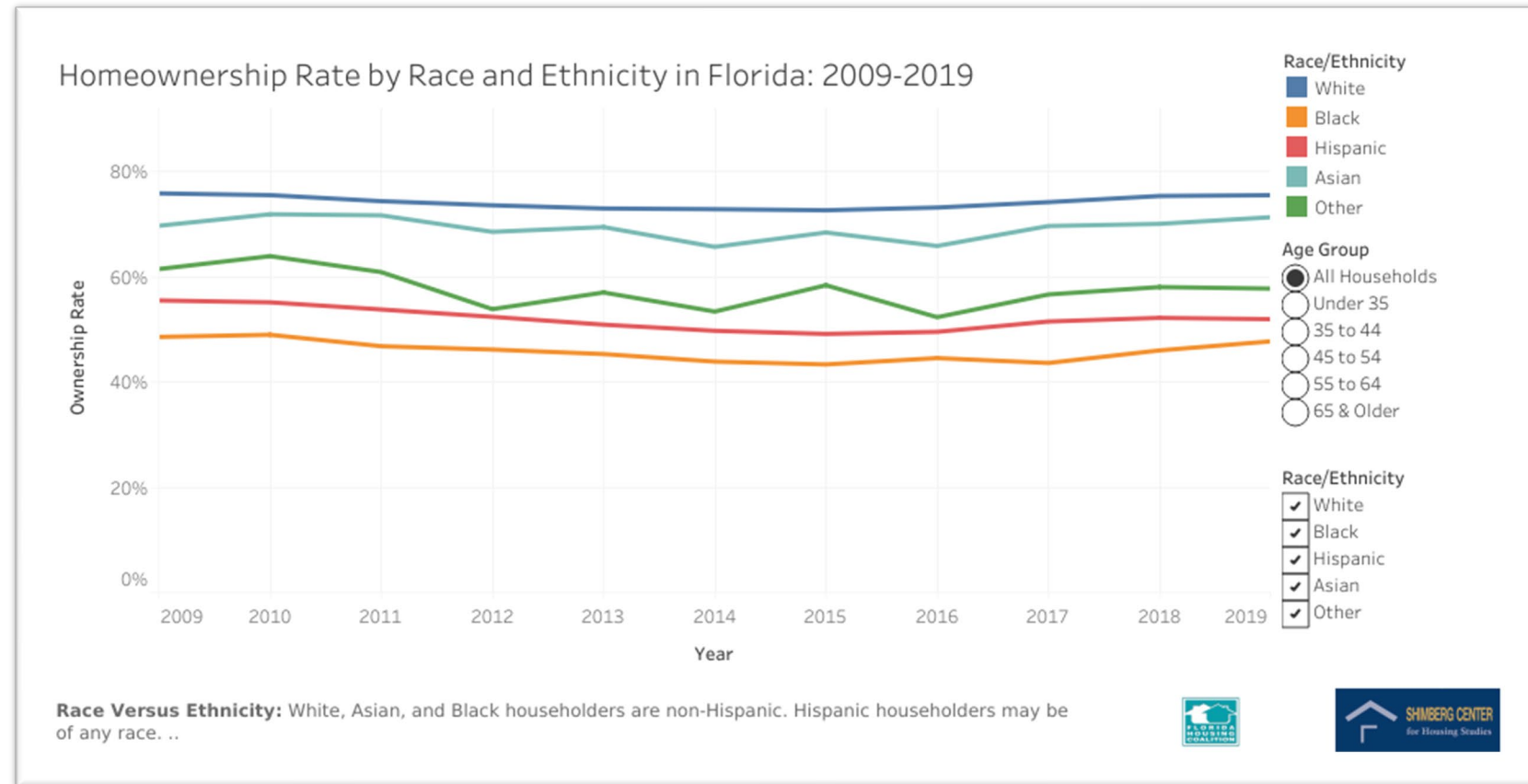
Black homeowner's appraisal doubled after White friend stood in for her 04:56

Source: <https://www.cnn.com/2022/02/25/homes/us-black-homeownership-rate/index.html>

“There are today, as there always has been, thousands of dedicated...Americans who don’t make headlines but are successful in raising the horizons of (Black people). These are the less well-known leaders who function at the local level.” (Robert R. Weaver, 1963)



What is your business, organization or community doing to address the racial gap in homeownership and wealth?



“...the status of (Black people) in our society depends not only upon what (a Black person) does to achieve his (her) goals and prepare him(her)self for opportunities but, even more, upon what all America does to expand these opportunities.” (Robert R. Weaver, 1963)

Support and Connect

- Bringing resources to those doing the work
- BIPOC Support and Connect
 - Building capacity through training and technical assistance
 - Understanding and filling holes in capacity
 - Connection to opportunity

**What is your
business,
organization or
community doing
to connect and
support?**



“Our nation is now so rich, so productive, that the continuation of persistent poverty is incendiary...immediate and pressing is the domestic existence of poverty...only the neglect to plan intelligently and adequately...enable it to persist.” (Dr. Martin Luther King, Jr., 1966)

Our Path Forward

- What challenges are on the road ahead?
- How can we better work together to meet those challenges?
- Any final comments?

Thank you!

“BE HOPEFUL, BE OPTIMISTIC.
OUR STRUGGLE IS NOT
THE STRUGGLE OF A DAY,
A WEEK, A MONTH OR A YEAR,
IT IS THE STRUGGLE OF A LIFETIME.”

- JOHN LEWIS

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