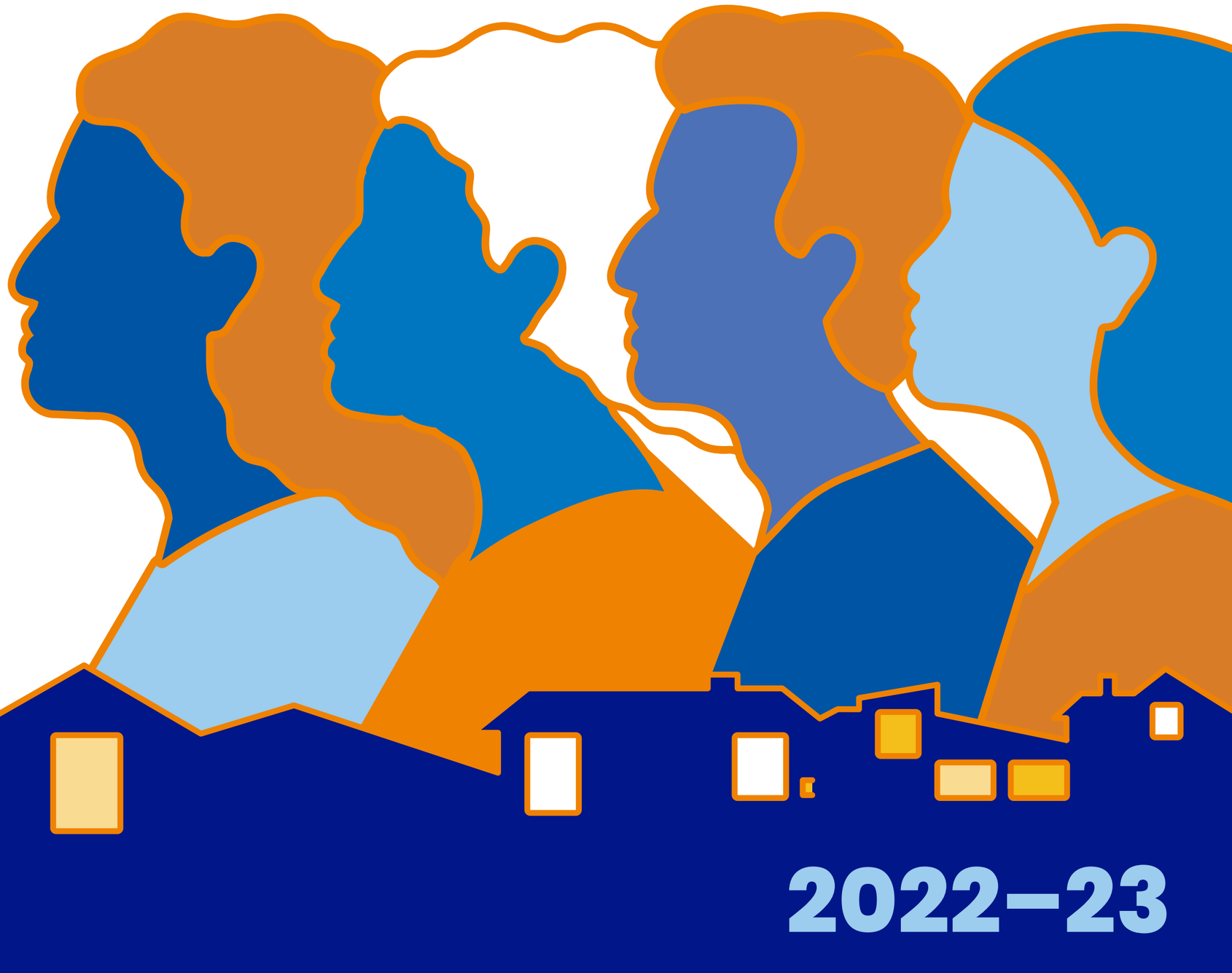
Racial Equity Action Plan

Hiring, Recruitment, and Retention

Community Engagement

Business Processes

Partnerships



2022–23

A word from our Executive Director

December 2022

I am very pleased to present the California Housing Finance Agency's first Racial Equity Action Plan. As we complete objectives and move on to new frontiers, there will be many more to follow.

More than a dozen CalHFA employees spent hundreds of cumulative hours working with the Capital Collaborative on Racial Equity to build the foundation for this document. Their contribution to our commitment to racial equity can be seen in every single word.

I welcome comments, as the labor of racial equity is never finished, but always a work in progress.

Sincerely,

Tiena Johnson Hall
Executive Director,
California Housing Finance Agency

Hiring, Recruitment, and Retention

Cultivate a Culture of Diversity & Inclusion

Initiative	Success Criteria
Establish and provide Diversity, Equity & Inclusion Best Practices (Vision, Mission, and Goals) to all new and current staff.	100% staff attend training by the end of 2023.
Make Diversity, Equity & Inclusion/Implicit Bias training mandatory for all staff so that the entire agency is informed and accountable.	100% staff attend training by the end of 2023.
Include Diversity Statement in all job listings to attract and increase number of diverse candidates applications received.	Completed in January 2022.
Release REAP to the public on calhfa.ca.gov to improve accountability on race and ethnicity practices in the agency.	Completed in December 2022.

Hiring, Recruitment & Retention

Increase Knowledge & Participation in Recruitment

Initiative	Success Criteria
Make inclusive hiring practices-training mandatory for all supervisors/managers to ensure equitable recruitment/hiring practices.	100% Managers and Supervisors attend training in 2023.

Invest in Staff to Improve Morale

Initiative	Success Criteria
Review survey results from *Great Place to Work* to find out where improvement is needed.	Scores on questions regarding race improved to >80% by the end of 2023.

Business Processes

Further Housing Fairness

Initiative	Success Criteria
Evaluate programs and develop a plan to partner with emerging multifamily developers.	Increased outreach to emerging developers by mid-2023.
Increase consumer access to loan officers focused on social and racial equity in underserved communities.	Increased outreach; creation of a curated list of loan officers by the end of 2023.
Conduct outreach to community based organizations of mortgage professionals in order to partner with more diverse loan officers.	Increased consumer access to diverse loan officers/ Realtors representative of under-served communities.
Increase engagement with Ethnic Media to reach underserved communities and communities of color.	Increased percentage of BIPOC homeowners among all CalHFA borrowers.
Continually develop marketing and educational campaigns that reach underserved communities and communities of color.	
Increase the precision of reporting Single Family Lending demographics.	Break out the Single Family Lending race and demographic categories further in 2023.

Partnerships

Partner to Meet California's Housing Needs

Initiative	Success Criteria
Identify and collaborate with organizations that share similar goals on racial equity who may offer training/learning sessions.	Increased in-house training on racial and disparate impact issues.
Develop ongoing relationships with other agencies who share information and common goals on fair housing /access to opportunities (e.g., SGC, DFEH, HCD, TCAC).	Increased, ongoing collaborations which reduce the impacts of structural racism.
Ensure Tribes are represented in listening sessions, and notified for projects.	Improved outcomes for Tribal attendance at sessions/events.
Increase outreach and partnerships with Black/Latino/Asian trade associations (e.g., CAREB, NAHREP, etc.) to improve understanding and relationships with external stakeholders.	Increased number of presentations at trade associations in 2023.