

Event Session

Closing the Racial Homeownership Gap

Date: February 25???26, 2025

00:01:34 --> 00:01:38:

| 00:00:00> 00:00:00: | OK. |
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| 00:00:02> 00:00:03: | Good afternoon, everybody. |
| 00:00:03> 00:00:05: | We're going to go ahead and get started. |
| 00:00:07> 00:00:10: | We're so glad you chose to join us today for |
| 00:00:10> 00:00:14: | this conversation about closing the racial home ownership gap. |
| 00:00:15> 00:00:18: | As you all may know, if you're in the room |
| 00:00:18> 00:00:23: | today, home ownership among households of color remains low, lower |
| 00:00:23> 00:00:26: | than those white households, and has for some time. |
| 00:00:26> 00:00:29: | So we're going to delve into that topic a little |
| 00:00:29> 00:00:33: | bit further today, understand what the causes are for that, |
| 00:00:33> 00:00:36: | and what a more equitable future could look like. |
| 00:00:36> 00:00:39: | I wanted to share a few statistics with you, and |
| 00:00:39> 00:00:42: | then we'll do introductions of the panel and provide a |
| 00:00:42> 00:00:45: | presentation that gives you a little bit of context for |
| 00:00:45> 00:00:46: | the conversation today. |
| 00:00:47> 00:00:52: | So in 2004, I'm sorry, in 2024, the home ownership |
| 00:00:52> 00:00:55: | rate in the United States was 66%. |
| 00:00:56> 00:01:01: | Of that, 74% of White households were homeowners, 46% of |
| 00:01:01> 00:01:07: | Black households were homeowners, 62% of Asian households were homeowners, |
| 00:01:07> 00:01:11: | and 50% of Hispanic households were homeowners. |
| 00:01:12> 00:01:14: | And there was one really kind of poignant fact I |
| 00:01:14> 00:01:17: | wanted to put out to share with you as well. |
| 00:01:17> 00:01:23: | For Black families, the present gap of 28.5% is actually |
| 00:01:23> 00:01:27: | higher than the gap was in 1968 years before the |
| 00:01:27> 00:01:30: | Fair Home Ownership Act was passed. |
| 00:01:31> 00:01:34: | So we actually are not making progress and we want |
| | |

to talk about why that is and what some solutions

| 00:01:38> 00:01:42: | are that we could employ in order to advance this |
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| 00:01:42> 00:01:42: | work. |
| 00:01:44> 00:01:47: | Another piece of information I wanted to share is around |
| 00:01:47> 00:01:49: | the importance of homeownership. |
| 00:01:49> 00:01:51: | Why are we having this conversation? |
| 00:01:51> 00:01:52: | Why does it matter? |
| 00:01:52> 00:01:55: | It matters because as you all I'm sure are aware, |
| 00:01:56> 00:01:58: | homeownership is key to wealth creation. |
| 00:01:59> 00:02:04: | Homeowners have almost 40 times the wealth of renters and |
| 00:02:04> 00:02:08: | today the wealth gap between owners and renters has reached |
| 00:02:08> 00:02:13: | a record high, and this is particularly pronounced for Black |
| 00:02:13> 00:02:14: | households. |
| 00:02:14> 00:02:18: | The racial wealth gap nationally in the United States is |
| 00:02:18> 00:02:22: | 12 to one, meaning white families have 12 times the |
| 00:02:22> 00:02:23: | wealth of Black families. |
| 00:02:24> 00:02:27: | And that really is directly attributed to the fact that |
| 00:02:27> 00:02:30: | Black families and other families of colour have not been |
| 00:02:30> 00:02:33: | able to access home ownership in the same way as |
| 00:02:33> 00:02:34: | white families. |
| 00:02:35> 00:02:38: | So we're going to do introductions and then delve into |
| 00:02:38> 00:02:39: | the conversation. |
| 00:02:39> 00:02:40: | My name's Amanda Ryan. |
| 00:02:40> 00:02:43: | I'm the executive director of the Atlanta Land Trust. |
| 00:02:43> 00:02:46: | We are a nonprofit organization that is working to create |
| 00:02:46> 00:02:50: | permanently affordable housing to support inclusive and equitable communities across |
| 00:02:50> 00:02:53: | the city of Atlanta through a community Land Trust model. |
| 00:02:55> 00:02:56: | Cindy, you want to go? |
| 00:02:56> 00:02:57: | Oh, thank you. |
| 00:02:57> 00:02:58: | I'm Cindy Chance. |
| 00:02:58> 00:03:02: | I'm the founder and principal of Foster Chance, a consulting |
| 00:03:02> 00:03:06: | firm that is partnering with real estate related organizations to |
| 00:03:06> 00:03:06: | do good. |
| 00:03:06> 00:03:10: | I was formerly the CEO of the Appraisal Institute and |
| 00:03:10> 00:03:12: | an executive vice president at ULI. |
| 00:03:14> 00:03:16: | Good afternoon, everyone. |
| 00:03:16> 00:03:16: | I'm Ashanti. |
| 00:03:16> 00:03:19: | Omar and I serve as Senior Vice President of Strategic |
| 00:03:19> 00:03:23: | Housing Investments for the Atlanta Neighborhood |
| | Development Partnership. |
| 00:03:23> 00:03:27: | |
| | We are a regional, not-for-profit. |
| 00:03:27> 00:03:30: | We are a regional, not-for-profit. We've been around for about 35 years almost, and we |

| 00:03:30> 00:03:35: | focus on creating scalable housing solutions that really focus on |
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| 00:03:35> 00:03:40: | promoting racial equity and creating healthy neighborhoods across the 10 |
| 00:03:40> 00:03:42: | county metro Atlanta region. |
| 00:03:42> 00:03:44: | Greetings, I'm Bonnie Stewart. |
| 00:03:44> 00:03:46: | I am a mortgage loan originator. |
| 00:03:46> 00:03:50: | I've been originating loans for 25 years with a 98% |
| 00:03:50> 00:03:52: | success ratio closing ratio. |
| 00:03:52> 00:03:56: | I've for the past 20 years been in the affordable |
| 00:03:56> 00:04:01: | space working with various organizations, with a Chinese organization, with |
| 00:04:01> 00:04:03: | the Land Trust, as well as well as a whole |
| 00:04:03> 00:04:08: | host of different down payment assistance programs to make home |
| 00:04:08> 00:04:09: | ownership more affordable. |
| 00:04:11> 00:04:11: | So yeah. |
| 00:04:13> 00:04:15: | And hello everyone, I'm glad to be here. |
| 00:04:15> 00:04:18: | I'm Jung Choi, I'm a principal research associate at the |
| 00:04:18> 00:04:19: | Urban Institute. |
| 00:04:19> 00:04:22: | And today I will share some of the data that |
| 00:04:22> 00:04:26: | shows that the current trends of the racial home ownership |
| 00:04:26> 00:04:30: | gap building what Amanda already have kind of shared with |
| 00:04:30> 00:04:32: | us in the introduction. |
| 00:04:33> 00:04:35: | So should we move right in? |
| 00:04:35> 00:04:41: | OK, so, so this is the focus of today's presentation. |
| 00:04:41> 00:04:44: | So Amanda did mention that a home ownership rate, home |
| 00:04:44> 00:04:48: | ownership is one of the key wealth building tools in |
| 00:04:48> 00:04:50: | the US We will look at that a little bit |
| 00:04:50> 00:04:53: | with some of the recent research and then I will |
| 00:04:53> 00:04:57: | focus on the racial homeownership disparity, some of the current |
| 00:04:57> 00:04:59: | trends and status. |
| 00:04:59> 00:05:02: | And then we will talk about existing barriers and then |
| 00:05:02> 00:05:04: | we'll open it up to the discussion. |
| 00:05:04> 00:05:07: | And before I move on to the solution slides and |
| 00:05:07> 00:05:10: | I'll do a little introduction of upward mobility dashboard, which |
| 00:05:11> 00:05:14: | shows a lot of different indicator that is correlated with |
| 00:05:14> 00:05:17: | the racial homeownership gap that you can all take a |
| 00:05:17> 00:05:19: | look into better understand your community. |
| 00:05:19> 00:05:22: | So the first part is like going to focus more |
| 00:05:22> 00:05:25: | on the national level data and then I will share, |
| 00:05:25> 00:05:27: | share with you some of the local level data that |

| 00:05:28> 00:05:29: | you can further explore. |
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| 00:05:30> 00:05:32: | So homeownership and wealth. |
| 00:05:32> 00:05:36: | So according to our study that says the most recent |
| 00:05:36> 00:05:40: | data, the 2022 Survey of Consumer Housing Community |
| | Finance data |
| 00:05:40> 00:05:45: | finds that the wealth gap between homeowners and renters have |
| 00:05:45> 00:05:48: | reached historically historic high in 2022. |
| 00:05:48> 00:05:52: | These are all interest rate adjusted dollars. |
| 00:05:52> 00:05:56: | And what we find is that between 1989 and 2022, |
| 00:05:56> 00:06:02: | the median wealth gap between homeowners and renters have increased |
| 00:06:02> 00:06:07: | by 70% and the average wealth gap increased by 258%. |
| 00:06:07> 00:06:10: | And especially in the past decades, we all know that |
| 00:06:10> 00:06:13: | there has been an acute housing supply shortage. |
| 00:06:13> 00:06:17: | So the how homeowners who have been successfully entered into |
| 00:06:17> 00:06:20: | home ownership has really kind of built a lot of |
| 00:06:20> 00:06:24: | housing wealth that really drove the median wealth gap increase. |
| 00:06:25> 00:06:28: | We also looked at the difference between financial wealth, thinking |
| 00:06:28> 00:06:31: | that maybe renters have been investing in the financial market. |
| 00:06:31> 00:06:34: | But what we saw in the past decade is that |
| 00:06:34> 00:06:38: | the financial wealth gap also increased significantly because a lot |
| 00:06:38> 00:06:41: | of the renters don't really have made much savings after |
| 00:06:41> 00:06:45: | paying for the housing to make investment in the financial |
| 00:06:45> 00:06:45: | sector. |
| 00:06:46> 00:06:49: | So home ownership effects future wealth. |
| 00:06:49> 00:06:52: | One of the research finds that if you buy your |
| 00:06:52> 00:06:57: | home earlier in your life, you have significantly greater wealth |
| 00:06:57> 00:06:59: | at age or near retirement. |
| 00:06:59> 00:07:01: | And we saw in the lunch session that a lot |
| 00:07:01> 00:07:04: | of the younger generations are living with their parents, so |
| 00:07:04> 00:07:07: | this could potentially impact their long term wealth. |
| 00:07:08> 00:07:10: | And we also know that home ownership is not only |
| 00:07:10> 00:07:13: | going to affect your own wealth, but it's likely to |
| 00:07:13> 00:07:16: | affect the wealth of your children because a lot of |
| 00:07:16> 00:07:20: | the parents support their home ownership through down payment assistance. |
| 00:07:21> 00:07:23: | And what we find from the data is that the |
| 00:07:23> 00:07:27: | children of homeowning parents are more likely to be |

homeowners 00:07:27 --> 00:07:31: after controlling for all other factors that affect home ownership. 00:07:31 --> 00:07:34: So in the recent market, we know that accessing home 00:07:34 --> 00:07:38: ownership has become more challenging, especially for those with lower 00:07:38 --> 00:07:39: income and lower wealth. 00:07:39 --> 00:07:43: And this can really have a long term consequences in 00:07:43 --> 00:07:45: the wealth inequality in this country. 00:07:47 --> 00:07:51: So let's look at some of the racial homeownership trends. 00:07:51 --> 00:07:55: So House of the Colour will drive the future home 00:07:55 --> 00:07:56: buying market. 00:07:56 --> 00:08:00: This is our projection showing that between 2020 and 2040, 00:08:00 --> 00:08:04: all net house stools and home ownership growth will come 00:08:04 --> 00:08:08: from households of color and this is in particular be 00:08:08 --> 00:08:10: driven by Latino households. 00:08:10 --> 00:08:13: What we see is that more than half of the 00:08:13 --> 00:08:17: growth in new households will come from Latino households and 00:08:17 --> 00:08:20: more than 70% of net new homeowners will come from 00:08:20 --> 00:08:21: Latino households. 00:08:22 --> 00:08:25: I do want to mention that this projection has been 00:08:25 --> 00:08:26: done prior to the pandemic. 00:08:26 --> 00:08:29: I think it we used the 2019 number. 00:08:29 --> 00:08:31: So we are in the process of trying to update 00:08:31 --> 00:08:34: this number with some of the more recent trends. 00:08:35 --> 00:08:38: But this all shows that the main, I don't think 00:08:38 --> 00:08:41: the main finding will change even if we use the 00:08:41 --> 00:08:42: most recent data. 00:08:42 --> 00:08:45: And this is actually suggesting that we really do need to understand our needs and the characteristics of our home 00:08:46 --> 00:08:49: 00:08:49 --> 00:08:53: buyers of color who will drive the mortgage market for 00:08:53 --> 00:08:56: all the people in the housing industry. 00:08:56 --> 00:09:00: So the racial homeownership gap has declined slightly in the 00:09:00 --> 00:09:01: recent years. 00:09:01 --> 00:09:06: So the yellow line is a black homeownership rate, the 00:09:07 --> 00:09:11: red is Latino, and Asian is the blue, and the 00:09:11 --> 00:09:13: white is the Gray. 00:09:13 --> 00:09:15: And the white hasn't really changed that much over the 00:09:15 --> 00:09:16: past years. 00:09:16 --> 00:09:19: But what we saw to our pleasant surprises when the 00:09:19 --> 00:09:22: pandemic hit, I think a lot of people in this

room, including myself, was like super worried that we're

00:09:22 --> 00:09:26:

going 00:09:26 --> 00:09:29: to see a greater widening of the racial homeownership gap, 00:09:29 --> 00:09:33: especially finding that a lot of the high unemployment rate 00:09:33 --> 00:09:36: happened in like among the Latino and the Black community. 00:09:36 --> 00:09:39: But to our present surprise, we did see a slightly 00:09:39 --> 00:09:43: faster increase in homeownership rate of Black and Latino households 00:09:43 --> 00:09:45: during the pandemic. 00:09:45 --> 00:09:48: So there has been a slight reduction over the past 00:09:48 --> 00:09:51: couple of years, although the gap is still very large. 00:09:51 --> 00:09:55: But I don't think this trend would likely to continue 00:09:55 --> 00:09:58: because what we see amidst like the high home prices 00:09:58 --> 00:10:02: and the significant rise in interest rate is that the 00:10:02 --> 00:10:06: mortgage denier rate has been increasing especially more for а 00:10:06 --> 00:10:08: Latino and black households. 00:10:08 --> 00:10:12: So currently a black bore mortgage denier rate is about 19% and you can see that from 2021 there has 00:10:12 --> 00:10:15: 00:10:16 --> 00:10:17: been an increase. 00:10:17 --> 00:10:21: A Latino mortgage denier rate is also high at 14%. 00:10:21 --> 00:10:24: If you look at the white mortgage denial rate that 00:10:25 --> 00:10:27: has been relatively constant at 8%. 00:10:28 --> 00:10:32: So why, What leads to what are the reasons for 00:10:32 --> 00:10:34: mortgage denial rate? 00:10:35 --> 00:10:39: Debt to income ratio has become the most frequently mentioned 00:10:39 --> 00:10:43: reason for mortgage denial rate in the recent high interest 00:10:43 --> 00:10:44: rate environment. 00:10:44 --> 00:10:47: So we see if you look at the black and 00:10:47 --> 00:10:51: Latino numbers about or more than 47% of black and 00:10:51 --> 00:10:56: Latino boards are declined because of high DTI ratio. 00:10:56 --> 00:10:59: And if you if you look, look at the numbers 00:10:59 --> 00:11:03: in 2021 when the interest rate was significantly lower, that 00:11:03 --> 00:11:05: number was about 39%. 00:11:05 --> 00:11:08: So there has been about 8 percentage point increase of 00:11:08 --> 00:11:11: in the share of those who are denied because of 00:11:11 --> 00:11:14: debt to income ratio and then credit history as the 00:11:14 --> 00:11:17: second most frequently mentioned reason. 00:11:17 --> 00:11:21: For black households, it accounts for about 26% and for 00:11:21 --> 00:11:24: Latinos it accounts for about 17.5%. 00:11:26 --> 00:11:29: And also what we're seeing in this recent environment is 00:11:29 --> 00:11:32: that those who are able to buy a home, they 00:11:32 --> 00:11:35: are buying with a higher debt to income ratio.

| 00:11:36> 00:11:39: | And that increase has also been steep for all house |
|---------------------|---|
| 00:11:39> 00:11:40: | stores. |
| 00:11:40> 00:11:44: | But then those with debt to income ratio above 45% |
| 00:11:44> 00:11:49: | is especially high among Latino and black boards. |
| 00:11:49> 00:11:52: | And another thing that happened during the past couple of |
| 00:11:52> 00:11:56: | years is that those who apply for mortgages have significant |
| 00:11:56> 00:11:56: | dropped. |
| 00:11:56> 00:12:00: | So there has been about 26% drop in Latino mortgage |
| 00:12:00> 00:12:04: | applicants and about 30% drop in the black mortgage applicants. |
| 00:12:05> 00:12:07: | So all this is showing is that with the rising |
| 00:12:07> 00:12:10: | interest rate, with high home prices, a lot of people |
| 00:12:10> 00:12:13: | are discouraged from applying for mortgages. |
| 00:12:13> 00:12:16: | Those who are applying are more likely to be denied |
| 00:12:16> 00:12:20: | and those who are successfully have entered into homeownership, they're |
| 00:12:20> 00:12:22: | taking significantly higher debt. |
| 00:12:23> 00:12:27: | So another thing is that Black and Latino households face |
| 00:12:27> 00:12:32: | greater challenges accessing homeownership because they have a higher share |
| 00:12:32> 00:12:36: | of adult individuals with low or no credit score. |
| 00:12:36> 00:12:40: | So this to the right is the vanished score distribution |
| 00:12:40> 00:12:44: | and the blue and the yellow bar added is those |
| 00:12:44> 00:12:46: | with vanished score below 660. |
| 00:12:46> 00:12:50: | And you can see that among black hustles, about 55% |
| 00:12:50> 00:12:55: | of black individuals have vanished course below 660 and about |
| 00:12:55> 00:12:58: | 43% of Latinos are in that bucket and is higher |
| 00:12:58> 00:13:02: | than all the other recent ethnic groups. |
| 00:13:02> 00:13:05: | And what we also see from the Banner score data |
| 00:13:05> 00:13:07: | is that you see that the red up bar there |
| 00:13:07> 00:13:10: | is like those with no scores and that is really |
| 00:13:10> 00:13:14: | low because banner score actually is able to kind of |
| 00:13:14> 00:13:16: | they use all the thin files and they use the |
| 00:13:16> 00:13:20: | machine learning techniques to give scores to all the thin |
| 00:13:20> 00:13:20: | filers. |
| 00:13:21> 00:13:24: | But Banner score is currently being reviewed and in the |
| 00:13:24> 00:13:26: | process of being used in mortgage underwriting. |
| 00:13:27> 00:13:30: | We are still relying on the classic FICO score. |
| 00:13:30> 00:13:34: | We don't have that information for the recent, most recent |
| 00:13:34> 00:13:38: | numbers, but in the 20/20/2018 classic FICO scores that we |
| 00:13:38> 00:13:42: | still use in the current mortgage underwriting space, about 30% |

00:13:42 --> 00:13:46: of Black adults didn't have a classic FICO score and 00:13:46 --> 00:13:50: 27 percent of Latino health individuals didn't have a classic 00:13:50 --> 00:13:51: FICO score. 00:13:51 --> 00:13:55: And those who are scores below 620 is also significantly 00:13:55 --> 00:13:57: higher for Black and Latinos. 00:13:57 --> 00:14:02: 34% of Black individuals didn't have had scores below 620 00:14:02 --> 00:14:06: and 23% of Latinos had scores below 620. 00:14:07 --> 00:14:11: And black and Latino households are also putting lower down 00:14:12 --> 00:14:12: payment. 00:14:12 --> 00:14:15: So this graph shows the share of home buyers who 00:14:15 --> 00:14:17: put 10% or more down. 00:14:17 --> 00:14:21: And the yellow bar is the 2023 numbers. 00:14:21 --> 00:14:25: So black boards about 23% put 10% or more down 00:14:25 --> 00:14:31: and Latino boards about 34% and that is significantly lower 00:14:31 --> 00:14:35: than Asian boards who about 70% of them actually put 00:14:35 --> 00:14:39: 10% or more down and 54% of white put more 00:14:39 --> 00:14:42: 10% or more down as down payment. 00:14:42 --> 00:14:46: So if you put more down payment that reduces your 00:14:46 --> 00:14:50: DTI ratio and that also impacts your that lowers the 00:14:50 --> 00:14:55: cost of mortgages and also insurance costs during the life 00:14:55 --> 00:14:56: of the loan. 00:14:56 --> 00:14:59: And what we also see from this data is that 00:14:59 --> 00:15:03: still for all the groups there has been an increase 00:15:03 --> 00:15:06: of boards who put more down payment to access home 00:15:07 --> 00:15:07: buying. 00:15:07 --> 00:15:11: So this shows that in this current market, you do 00:15:11 --> 00:15:15: have to put more down payment to become more competitive 00:15:15 --> 00:15:18: and also the lower to lower the DTI ratio and 00:15:18 --> 00:15:21: become a successful in purchasing a home. 00:15:21 --> 00:15:26: So why are black and Latino households putting less down 00:15:26 --> 00:15:26: payment? 00:15:26 --> 00:15:29: The lower down payment is related to the fact that 00:15:29 --> 00:15:31: they are more likely to be rent burden. 00:15:31 --> 00:15:35: So they don't have much income left after paying for 00:15:35 --> 00:15:37: housing to save for future down payment. 00:15:38 --> 00:15:41: They also have lower median wealth and they are also 00:15:41 --> 00:15:45: less likely to receive inheritance from their family members. 00:15:45 --> 00:15:49: And with that I will pause and pass it back 00:15:50 --> 00:15:50: to great. 00:15:51 --> 00:15:51: Thanks, John. 00:15:51 --> 00:15:54: OK, Cindy, let's take a step back now and try 00:15:54 --> 00:15:58: and understand the historical context for this conversation.

| 00:15:58> 00:16:01: | Can you talk to us about the policies, the systems, |
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| 00:16:01> 00:16:05: | the institutions that created the environment in which it is |
| 00:16:05> 00:16:09: | more difficult for homeowners of color to access home |
| 00.10.03> 00.10.03. | ownership? |
| 00:16:10> 00:16:10: | Yes. |
| 00:16:10> 00:16:14: | So I probably don't need to talk to this audience |
| 00:16:14> 00:16:18: | in too great detail about the history, but just to |
| 00:16:18> 00:16:23: | say starting with covenants and moving to redlining, it was |
| 00:16:23> 00:16:28: | a result of not only private policies, but also government |
| 00:16:28> 00:16:35: | policies and banking policies that excluded particularly black folks from |
| 00:16:35> 00:16:38: | home ownership that they wished to have. |
| 00:16:38> 00:16:42: | So it wasn't an overwhelming you can't own a home, |
| 00:16:42> 00:16:46: | but it was something that in some ways is more |
| 00:16:46> 00:16:47: | subversive. |
| 00:16:47> 00:16:50: | You can't own a home where you would wish to |
| 00:16:50> 00:16:50: | live. |
| 00:16:50> 00:16:54: | You can't expect fair treatment at a bank. |
| 00:16:54> 00:16:59: | And the reason I say that so starkly is because |
| 00:16:59> 00:17:04: | I think that's had a devastating impact over time, above |
| 00:17:04> 00:17:08: | and beyond the impact of the family wealth. |
| 00:17:08> 00:17:12: | That just wasn't created as a result of the practice. |
| 00:17:13> 00:17:17: | And the impact really has to do with not trusting |
| 00:17:17> 00:17:19: | in the system. |
| 00:17:19> 00:17:23: | And I also want to say there's been research done |
| 00:17:23> 00:17:25: | on this issue of credit scores. |
| 00:17:26> 00:17:30: | Credit scoring in the beginning of its inception was really |
| 00:17:30> 00:17:33: | a question about your moral character. |
| 00:17:33> 00:17:37: | Were you an upstanding member of society that people could |
| 00:17:37> 00:17:37: | count on? |
| 00:17:38> 00:17:42: | And academics like Doctor Vanessa Perry have done work that |
| 00:17:42> 00:17:46: | suggests that some vestiges of that kind of moral assessment |
| 00:17:46> 00:17:51: | of character remain in our current methods of credit scoring. |
| 00:17:51> 00:17:53: | So why do I mention this? |
| 00:17:53> 00:17:59: | Because there's still a kind of a stigma associated with |
| 00:17:59> 00:18:05: | feeling like that aspect of one of assessment of oneself |
| 00:18:06> 00:18:07: | hasn't gone well. |
| 00:18:08> 00:18:13: | And it does have an impact and requires really thoughtful |
| 00:18:13> 00:18:17: | approaches from lenders to be able to overcome that. |
| 00:18:18> 00:18:25: | Now Fast forward in our lifetimes, In my lifetime specifically, |
| 00:18:25> 00:18:31: | all of the work to create equality of opportunity has |
| | |

| 00:18:31> 00:18:32: | happened. |
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| 00:18:34> 00:18:38: | How could we think that it has been wholly successful |
| 00:18:38> 00:18:41: | when there was such a very long history of inequality? |
| 00:18:42> 00:18:46: | Women couldn't get loans on their own until the late |
| 00:18:46> 00:18:46: | 70s. |
| 00:18:46> 00:18:47: | So. |
| 00:18:48> 00:18:52: | So let's consider the history and think about what type |
| 00:18:52> 00:18:56: | of not only inequality we saw that creating over time, |
| 00:18:56> 00:19:00: | but also the sense of being left out that that |
| 00:19:00> 00:19:03: | discourages people from making the attempt. |
| 00:19:05> 00:19:10: | There's been a lot of talk lately about appraisal bias |
| 00:19:10> 00:19:12: | and valuation bias. |
| 00:19:13> 00:19:17: | And based on my research, what I've seen is that |
| 00:19:17> 00:19:23: | that's mainly associated with long term structural issues like redlining |
| 00:19:23> 00:19:29: | that had long term impacts on investment within neighborhoods and |
| 00:19:29> 00:19:30: | communities. |
| 00:19:31> 00:19:34: | And so it tells us we have a lot to |
| 00:19:34> 00:19:35: | address. |
| 00:19:35> 00:19:38: | It doesn't tell us how best to address it. |
| 00:19:38> 00:19:40: | And I think that's part of what we're talking about |
| 00:19:40> 00:19:40: | here. |
| 00:19:40> 00:19:41: | Yeah, absolutely. |
| 00:19:41> 00:19:43: | And I do want to share one other data point |
| 00:19:43> 00:19:45: | to to that point you just made. |
| 00:19:45> 00:19:51: | According to Brookings, homes in majority Black neighborhoods are undervalued |
| 00:19:51> 00:19:56: | by 23% on average, which then results in a deprivation |
| 00:19:56> 00:19:59: | of those homeowners of 156 billion in equity. |
| 00:20:00> 00:20:03: | So certainly it it continues today. |
| 00:20:03> 00:20:05: | So I'm curious from you all, how do you, we |
| 00:20:05> 00:20:08: | understand kind of the root of the issue, but how |
| 00:20:08> 00:20:12: | do you view the problem today from your unique position |
| 00:20:12> 00:20:13: | in the real estate industry? |
| 00:20:14> 00:20:15: | Shawna, you want to go first? |
| 00:20:15> 00:20:16: | Yeah, yeah. |
| 00:20:16> 00:20:18: | So thank you, Amanda for for having us and thank |
| 00:20:18> 00:20:20: | you all for being here today. |
| 00:20:20> 00:20:22: | A great framing. |
| 00:20:22> 00:20:26: | I feel like John, you really sort of hit on |
| 00:20:26> 00:20:29: | some of the key issues and Cindy just sort of |
| 00:20:29> 00:20:34: | laying the foundational groundwork on how where we have |

come 00:20:34 --> 00:20:34: from. 00:20:34 --> 00:20:37: And the first thing that came to mind when you 00:20:37 --> 00:20:41: were presenting, John was everybody has learned about the time 00:20:41 --> 00:20:43: value of money, right? 00:20:43 --> 00:20:46: Like I know when I first worked for Marilyn Davis 00:20:46 --> 00:20:49: over 20 something years ago, you know, I had to 00:20:49 --> 00:20:52: open up my my first 401K And you know, they 00:20:52 --> 00:20:56: were, I remember learning like, you know, the benefit of 00:20:56 --> 00:21:00: having this opportunity to invest a dollar now 20 something 00:21:00 --> 00:21:04: years ago because of the benefit that it will have 00:21:04 --> 00:21:04: today. 00:21:05 --> 00:21:10: When we think about the exclusionary policies that were enforced on a federal estate and a local level that excluded 00:21:10 --> 00:21:15: 00:21:15 --> 00:21:19: whole groups from being having a chance to either take 00:21:19 --> 00:21:24: advantage of low interest rates or buy homes in certain 00:21:24 --> 00:21:29: neighborhoods that have now significantly appreciated and that have also 00:21:30 --> 00:21:35: otherwise would have, you know, financed their children's education or 00:21:35 --> 00:21:37: their businesses. 00:21:37 --> 00:21:40: There is that is a part of this gap that 00:21:40 --> 00:21:44: we see when people don't have enough money for down 00:21:44 --> 00:21:49: payment assistance, when people don't have cannot afford to compete 00:21:49 --> 00:21:51: in the current market. 00:21:51 --> 00:21:53: And so I think I just think it's important that 00:21:53 --> 00:21:56: we're able to really lift up the fact that we 00:21:56 --> 00:21:57: are still playing catch up. 00:21:58 --> 00:22:01: When you talk about the gap still being similar to 00:22:01 --> 00:22:04: what it was back when we first implemented this act in 1968, that's a very big deal. 00:22:04 --> 00:22:06: 00:22:07 --> 00:22:11: Having said that, you know 58 years later or 57 00:22:11 --> 00:22:14: years later, I think from a supply side we've talked 00:22:14 --> 00:22:15: a lot.

00:22:15 --> 00:22:18: You know earlier today in our keynote we heard about 00:22:18 --> 00:22:20: the shortage of of supply. 00:22:20 --> 00:22:22: That is a very real issue here. 00:22:23 --> 00:22:25: I can speak for Atlanta since that's the market that 00:22:25 --> 00:22:26: I deal with. 00:22:26 --> 00:22:27: In a five year. 11

| 00:22:27> 00:22:31: | We lost 135 units that would otherwise be a part |
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| 00:22:31> 00:22:33: | of our market. |
| 00:22:33> 00:22:34: | I think that's one big piece. |
| 00:22:34> 00:22:38: | Another thing that we have focused on at A and |
| 00:22:38> 00:22:42: | EP is this the presence of institutional activity. |
| 00:22:43> 00:22:45: | We had, we talked about it a little, but we |
| 00:22:45> 00:22:46: | didn't talk about it earlier. |
| 00:22:46> 00:22:49: | We talked about this outperformance that we see on the |
| 00:22:50> 00:22:54: | single family rental side, which is driven by institutional investor |
| 00:22:54> 00:22:57: | activity and we talked about the shortage, we talked about |
| 00:22:57> 00:23:00: | all the people who are still living in their parents |
| 00:23:00> 00:23:02: | basements, but we didn't say why. |
| 00:23:03> 00:23:05: | And a part of that again here in Atlanta, there |
| 00:23:05> 00:23:08: | was a time I think back in 2021 where a |
| 00:23:08> 00:23:11: | third of our housing stock was owned by institutional investors. |
| 00:23:12> 00:23:14: | We have not recovered from the pack back that we |
| 00:23:14> 00:23:14: | are. |
| 00:23:15> 00:23:16: | We've been underbuilt. |
| 00:23:17> 00:23:20: | We had a whole Great Recession where a lot of |
| 00:23:20> 00:23:24: | our builders who would have otherwise been creating a starter |
| 00:23:24> 00:23:28: | homes or affordable housing, they never came back. |
| 00:23:28> 00:23:32: | So here we are 15 years later and we are |
| 00:23:32> 00:23:35: | still playing catch up in many ways. |
| 00:23:35> 00:23:38: | And then lastly, I'll say on the demand side, you |
| 00:23:38> 00:23:41: | know, again, as we think about the fact that people |
| 00:23:41> 00:23:44: | can't afford to buy as much house, you know, we're, |
| 00:23:44> 00:23:47: | we're dealing with the rising cost in construction. |
| 00:23:47> 00:23:49: | We're dealing with the fact that people need access to |
| 00:23:50> 00:23:52: | down payment assistance to catch up that gap. |
| 00:23:53> 00:23:57: | We're dealing with just income inequality in general. |
| 00:23:57> 00:24:00: | So our, our wages have not kept up with the |
| 00:24:00> 00:24:03: | cost of what it means to purchase a house or |
| 00:24:04> 00:24:07: | even find a place to live if you're renting. |
| 00:24:07> 00:24:09: | So I'll, I'll sort of stop there. |
| 00:24:09> 00:24:11: | Yeah, Bonnie, how many thing you want to add? |
| 00:24:12> 00:24:15: | I'm from the mortgage lending side, a couple of things, |
| 00:24:15> 00:24:19: | but I also wanted to mention from the appraisal standpoint, |
| 00:24:19> 00:24:22: | there is a push now and the Greater Atlanta Urban |
| 00:24:22> 00:24:25: | League has a great push to get more minority appraisers |
| 00:24:25> 00:24:28: | and hopefully that will address some of the redlining and |
| | |

| 00:24:28> 00:24:30: | low appraisal values as well. |
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| 00:24:31> 00:24:34: | In addition, in terms of like what you said, I |
| 00:24:34> 00:24:37: | know in this market here in Atlanta and I know |
| 00:24:37> 00:24:41: | it's across the nation, there are so many new subdivisions |
| 00:24:41> 00:24:44: | that are being built to rent, only to rent. |
| 00:24:44> 00:24:47: | And that's a huge problem because again, we still have |
| 00:24:47> 00:24:48: | the housing supply shortage. |
| 00:24:49> 00:24:52: | So that just, you know, makes the problem even greater. |
| 00:24:52> 00:24:57: | And then currently today, we also are dealing with insurance |
| 00:24:57> 00:25:01: | issues, you know, the rising cost of insurance as well |
| 00:25:01> 00:25:06: | as property taxes with the neighborhoods that once were undervalued, |
| 00:25:06> 00:25:10: | that now there are spot bills where they're turning down |
| 00:25:10> 00:25:11: | one home. |
| 00:25:11> 00:25:14: | And next door there there's a, you know, more affordable |
| 00:25:14> 00:25:17: | home going against a home that's 600,000. |
| 00:25:17> 00:25:21: | That's raising the taxes, the property taxes for the legacy |
| 00:25:21> 00:25:22: | homeowners. |
| 00:25:22> 00:25:25: | And so all those are still problems. |
| 00:25:25> 00:25:27: | And I'm not sure you know how the government's going |
| 00:25:28> 00:25:31: | to be addressing those, but it really, really needs to |
| 00:25:31> 00:25:34: | be addressed because it's going to further create this big |
| 00:25:34> 00:25:35: | divide. |
| 00:25:35> 00:25:37: | Absolutely, Cindy, you want to add anything? |
| 00:25:39> 00:25:43: | I think that the when it comes to appraisals in |
| 00:25:43> 00:25:49: | particular, the appraisal profession is notoriously white and older by |
| 00:25:49> 00:25:53: | the way, which can't possibly be a good thing that |
| 00:25:53> 00:25:58: | that that having been said, the practice of appraising, you |
| 00:25:58> 00:26:01: | know, relies on standards, etcetera. |
| 00:26:01> 00:26:03: | And, and this is sort of the guarantee to the, |
| 00:26:03> 00:26:06: | to the system that the value of what you're paying |
| 00:26:06> 00:26:09: | is actually what you can get out of it. |
| 00:26:09> 00:26:13: | So, so I think although it matters, it's, it's probably |
| 00:26:13> 00:26:16: | not the area of focus that we wish it were. |
| 00:26:16> 00:26:18: | We wish there were a magic bullet that would solve |
| 00:26:18> 00:26:19: | the problem. |
| 00:26:19> 00:26:22: | And this is very far down the transaction path, you |
| 00:26:22> 00:26:24: | know, where you get to that point. |
| 00:26:25> 00:26:28: | So just just as a matter of fact, I think |
| 00:26:28> 00:26:32: | that we need to look to to other areas for |
| 00:26:32> 00:26:35: | better solutions to the issue, right? |
| | |

| 00:26:37> 00:26:40: | Well, let's, let's focus on some solutions now and try |
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| 00:26:40> 00:26:42: | and, and take a more positive perspective. |
| 00:26:42> 00:26:47: | So Bonnie, according to the Mortgage Research Center, Atlanta actually |
| 00:26:47> 00:26:50: | has produced more black home buyers than any other city. |
| 00:26:50> 00:26:52: | So we're doing something right here. |
| 00:26:53> 00:26:55: | I'll do in large part, I'm sure to the work |
| 00:26:55> 00:26:56: | that you're doing because I know you get all of |
| 00:26:56> 00:26:57: | our homeowners closed. |
| 00:26:58> 00:27:01: | So we'd love to hear from your perspective about what |
| 00:27:01> 00:27:05: | what's working specifically within your organization and maybe more broadly |
| 00:27:05> 00:27:06: | within the industry in Atlanta. |
| 00:27:07> 00:27:10: | All right, the company I work for, Calcom Mutual Mortgage, |
| 00:27:11> 00:27:15: | embraces all the different programs and incentives to create home |
| 00:27:15> 00:27:16: | ownership. |
| 00:27:17> 00:27:19: | I know particularly here in Atlanta, we do a ton |
| 00:27:19> 00:27:21: | of down payment assistance programs. |
| 00:27:22> 00:27:25: | A lot of my buyers, I get 50 to \$60,000 |
| 00:27:25> 00:27:26: | to to help. |
| 00:27:26> 00:27:30: | And then the Land Trust makes home ownership more affordable. |
| 00:27:30> 00:27:32: | To give you an example, there was a new construction |
| 00:27:33> 00:27:34: | community with some workforce housing. |
| 00:27:35> 00:27:39: | The appraisal value came in like a 45468 and there |
| 00:27:39> 00:27:43: | were homeowners who were able to purchase at the price |
| 00:27:43> 00:27:46: | of 250 and receive 50 to 60,000 in down payment |
| 00:27:46> 00:27:51: | assistance so that where they could have never afforded that |
| 00:27:51> 00:27:52: | particular home. |
| 00:27:52> 00:27:55: | So doing things like that really helps. |
| 00:27:55> 00:27:59: | The other thing that my organization is doing, I don't |
| 00:27:59> 00:28:02: | know if you've guys heard about the SPCPS special purpose |
| 00:28:02> 00:28:03: | credit programs. |
| 00:28:04> 00:28:06: | So just to give you an overview of what the |
| 00:28:06> 00:28:09: | CFPB has written about it and why the programs are |
| 00:28:09> 00:28:11: | being pushed forward. |
| 00:28:11> 00:28:14: | If they said that there's far too many minority households |
| 00:28:14> 00:28:17: | and businesses continue to lack fair and equitable access to |
| 00:28:17> 00:28:17: | credit. |
| 00:28:18> 00:28:23: | This critical unmet need, coupled with historic and ongoing discrimination |
| 00:28:23> 00:28:28: | such as redlining, has exacerbated the racial wealth divide |

and 00:28:28 --> 00:28:32: continues to leave many communities shut out from and underserved 00:28:32 --> 00:28:33: by lenders. 00:28:34 --> 00:28:37: The CFPB joins seven other federal agencies in issuing a 00:28:37 --> 00:28:42: statement encouraging lenders to explore opportunities available to them to 00:28:42 --> 00:28:47: increase access to credit through special purpose credit programs to 00:28:47 --> 00:28:51: better serve historically disadvantaged individuals and communities. 00:28:52 --> 00:28:56: So, responding to the credit needs of individuals and communities, 00:28:56 --> 00:29:00: under federal law, lenders are permitted to design and implement 00:29:01 --> 00:29:04: SPCPS to extend credit to a class of person who would otherwise be denied credit or would receive it in 00:29:04 --> 00:29:08: 00:29:08 --> 00:29:11: a less favorable terms or under certain conditions. 00:29:11 --> 00:29:17: In particular, the Equitable, the Well Equal Credit Opportunity Act, 00:29:17 --> 00:29:21: ECOA, and Regulation B permit creditors to offer or participate 00:29:21 --> 00:29:24: in SPCPS to meet special social needs. 00:29:25 --> 00:29:28: And they can do this through any credit assistance program 00:29:28 --> 00:29:31: that's authorized by the federal or state laws for the 00:29:31 --> 00:29:35: benefit of an economically disadvantaged class of persons. 00:29:35 --> 00:29:38: Any credit assistance program offered by a non for profit 00:29:38 --> 00:29:42: organization for the benefit of its members or an economically 00:29:42 --> 00:29:44: disadvantaged class of persons. 00:29:44 --> 00:29:48: Any SBC offered by a for profit organization to the 00:29:48 --> 00:29:52: US lenders in which such an organization participates to meet 00:29:52 --> 00:29:56: special social needs if it meets certain standards prescribed in 00:29:56 --> 00:29:58: the regulations by the Bureau. 00:29:59 --> 00:30:02: Now As for it pertains to a not for for 00:30:02 --> 00:30:07: profit, my company has has a written plan with some 00:30:07 --> 00:30:11: programs under this SPCPS program and any lender or for 00:30:11 --> 00:30:16: profit organization that wants to participate has to have a 00:30:16 --> 00:30:18: written and approved plan. 00:30:20 --> 00:30:24: Some of the things that we offer, again we partner 00:30:24 --> 00:30:28: with Freddie Mac or let me say selected to participate 00:30:28 --> 00:30:30: in, in some special programs. 00:30:30 --> 00:30:35: They picked 1212 lenders and we were successful in being

| 00:30:35> 00:30:36: | one of those. |
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| 00:30:37> 00:30:40: | And so we are rolling out a whole host of |
| 00:30:40> 00:30:44: | new programs to help and people of color to obtain |
| 00:30:44> 00:30:46: | home ownership. |
| 00:30:46> 00:30:50: | But more importantly, even if the institutions have the programs, |
| 00:30:50> 00:30:54: | you have to have loan officers to embrace those programs. |
| 00:30:54> 00:30:56: | And that's part of the problem. |
| 00:30:56> 00:30:59: | And to what Cindy was saying about the appraiser and |
| 00:30:59> 00:31:01: | the appraisers have been older male and white. |
| 00:31:01> 00:31:04: | It's the same thing in the lending space, you know, |
| 00:31:05> 00:31:07: | and a lot of the, the lenders are aging out |
| 00:31:07> 00:31:09: | and it needs to be a push to get more |
| 00:31:10> 00:31:13: | people of color in the industry and younger people. |
| 00:31:13> 00:31:17: | Because right now, I think I, there was a, a |
| 00:31:17> 00:31:22: | study from Freddie Mac saying that right now the largest |
| 00:31:22> 00:31:26: | home buyers are millennials, so millennials. |
| 00:31:26> 00:31:30: | And then after that, it's women, you know, So there |
| 00:31:30> 00:31:34: | needs to be a push from lending institutions to get |
| 00:31:34> 00:31:39: | the mortgage loan officers more involved and wanting to participate. |
| 00:31:40> 00:31:42: | And you're like, well, wouldn't it be another loan for |
| 00:31:42> 00:31:44: | a loan officer by participating in these programs? |
| 00:31:44> 00:31:47: | Well, the loan amounts tend to be a little bit |
| 00:31:47> 00:31:51: | lower down payment assistance programs for us as a loan |
| 00:31:51> 00:31:54: | officer, the more money we find for the home buyers, |
| 00:31:54> 00:31:58: | the less money we make where Realtors are paid off |
| 00:31:58> 00:32:00: | a sales price and we are paid off a loan |
| 00:32:00> 00:32:01: | amount. |
| 00:32:01> 00:32:03: | So we're going to, we do three times the work |
| 00:32:03> 00:32:04: | for less pay. |
| 00:32:04> 00:32:06: | And so a lot of loan officers are not open |
| 00:32:06> 00:32:07: | to do that. |
| 00:32:07> 00:32:10: | So again, you have to have a heart to be |
| 00:32:10> 00:32:12: | in this space, you know, so. |
| 00:32:13> 00:32:13: | Yeah. |
| 00:32:14> 00:32:15: | And we appreciate that you do. |
| 00:32:17> 00:32:19: | Shawnee, can you talk to us about the work that |
| 00:32:19> 00:32:22: | ADP is doing to help provide more affordable home ownership |
| 00:32:22> 00:32:24: | opportunities for families of color? |
| 00:32:24> 00:32:24: | Yes. |
| 00:32:24> 00:32:27: | So we are involved in a couple of things. |
| | |

| 00:32:27> 00:32:31: | For those who are not familiar with us, we focus |
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| 00:32:31> 00:32:36: | on something we call a partnership model where everything |
| | that |
| 00:32:36> 00:32:40: | we do, whether it is developing, lending or convening or |
| 00:32:40> 00:32:44: | advocating, we do it in partnership with our expert partners. |
| 00:32:45> 00:32:48: | So for example, on our development side, we have |
| 00.22.40 > 00.22.54. | something |
| 00:32:48> 00:32:51: | that we call a risk sharing model that we focus |
| 00:32:51> 00:32:55: | on in partnering with home builders that are local home |
| 00:32:55> 00:32:59: | builders as well as mission driven developers, most whom are |
| 00:32:59> 00:32:59: | local. |
| 00:33:00> 00:33:05: | And with this model, we will leverage our our capital, |
| 00:33:05> 00:33:10: | our land and provide working capital to a developer. |
| 00:33:11> 00:33:15: | And we say, hey, developer, miss developer, we want you |
| 00:33:15> 00:33:18: | to build on budget, on time, you do the vertical, |
| 00:33:18> 00:33:20: | get everything done, sell the home. |
| 00:33:20> 00:33:24: | And with those proceeds, we will incentivize the developer |
| | within |
| 00:33:24> 00:33:27: | a with a developer fee that we will split with |
| 00:33:27> 00:33:28: | the developer. |
| 00:33:28> 00:33:31: | And we have done that over and over and over |
| 00:33:31> 00:33:32: | again for the past 15 years. |
| 00:33:32> 00:33:35: | We started in the middle of the foreclosure, in the |
| 00:33:35> 00:33:39: | middle of the foreclosure crisis when we were actually convening |
| 00:33:39> 00:33:43: | local partners to really organize around a a regional foreclosure |
| 00:33:43> 00:33:44: | recovery response. |
| 00:33:45> 00:33:48: | But out of that we initially started leveraging NSP dollars, |
| 00:33:48> 00:33:52: | our neighborhood stabilization program dollars at the time. |
| 00:33:52> 00:33:53: | Those have sunset now. |
| 00:33:53> 00:33:56: | But that then sort of evolved into our ability to |
| 00:33:57> 00:34:01: | leverage program related investments, enterprise level debt and we now |
| 00:34:01> 00:34:05: | leverage new markets tax credits which many of you are |
| 00:34:05> 00:34:06: | probably familiar with. |
| 00:34:06> 00:34:10: | You probably think of it as something that is used |
| 00:34:10> 00:34:12: | for commercial development. |
| 00:34:13> 00:34:18: | Habitat for Humanity several years ago really innovated it in |
| 00:34:18> 00:34:22: | the space of building a home ownership opportunities and we |
| 00:34:22> 00:34:26: | have really brought that into the the broader nonprofit space. |
| 00:34:26> 00:34:29: | We sit on a National Council that is advocating for |
| 00:34:29> 00:34:33: | the the increased allocation of new markets tax credits to |

| 00:34:33> 00:34:35: | be leveraged for affordable home ownership. |
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| 00:34:35> 00:34:38: | So that is sort of fundamentally like what our model |
| 00:34:39> 00:34:39: | looks like now. |
| 00:34:39> 00:34:42: | There are a couple of ways that we've been tapped |
| 00:34:42> 00:34:44: | within the space to leverage that model. |
| 00:34:44> 00:34:48: | 1, About five years ago in 2020, we launched a |
| 00:34:48> 00:34:54: | Closing the Gap initiative where we committed to either building |
| 00:34:54> 00:34:59: | and or preserving 2000 homes within our metro Atlanta area |
| 00:34:59> 00:35:04: | and that includes about 500 for sale housing units. |
| 00:35:04> 00:35:06: | It also includes single family rental units. |
| 00:35:06> 00:35:08: | I'll talk about that shortly. |
| 00:35:08> 00:35:09: | So just put a pin in it. |
| 00:35:10> 00:35:14: | And there are about 250 single family rental units that |
| 00:35:14> 00:35:18: | we are focused on and then 12150 multifamily units, all |
| 00:35:18> 00:35:21: | which will be completed by the end of the year. |
| 00:35:21> 00:35:24: | We are well on our way to meeting our goal |
| 00:35:24> 00:35:27: | and and that has really driven the work that we've |
| 00:35:27> 00:35:30: | we've done in terms of how we interface with our |
| 00:35:30> 00:35:31: | partners. |
| 00:35:31> 00:35:35: | Another thing that we have focused on is an initiative |
| 00:35:35> 00:35:40: | that is a national a nationally competitive initiative that was |
| 00:35:40> 00:35:43: | launched by Wells Fargo a few years ago called the |
| 00:35:43> 00:35:49: | Worth initiative, which stands for a wealth opportunities restored through |
| 00:35:49> 00:35:52: | home ownership and Wells Fargo set out to have a |
| 00:35:52> 00:35:56: | goal of creating 5000 new home owners of color across |
| 00:35:56> 00:35:59: | the country by 2026 I believe I think are you |
| 00:35:59> 00:35:59: | OK? |
| 00:35:59> 00:36:00: | Yes. |
| 00:36:00> 00:36:02: | And so we have a number of partners that are |
| 00:36:02> 00:36:05: | part of that here locally, including the Urban League. |
| 00:36:06> 00:36:10: | The Community Foundation for Greater Atlanta was really like the |
| 00:36:11> 00:36:13: | leading co-author on this, on this effort. |
| 00:36:14> 00:36:17: | And we also have Habitat is at the table, lots |
| 00:36:18> 00:36:19: | of partners. |
| 00:36:19> 00:36:22: | But through that work, we were able to receive a |
| 00:36:23> 00:36:27: | \$7.5 million grant collectively to establish a hub portal that |
| 00:36:27> 00:36:31: | is run by the Urban League to help not only |
| 00:36:31> 00:36:35: | accelerate the supply of housing, but really think about how |
| 00:36:35> 00:36:38: | we address developer subsidy, right. |
| | |

| 00:36:38> 00:36:41: | So we talked a little bit about supply, but one |
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| 00:36:41> 00:36:44: | of the issues it is just it's more expensive to |
| 00:36:45> 00:36:45: | build. |
| 00:36:45> 00:36:48: | And when you talk about, you know, the the price |
| 00:36:48> 00:36:51: | that it's going to take one developer who's focused on |
| 00:36:51> 00:36:54: | market rate to build the same house that someone who's |
| 00:36:54> 00:36:57: | building affordable housing, it's all the same price. |
| 00:36:57> 00:36:59: | You just talked about the \$450,000 appraisal. |
| 00:37:00> 00:37:03: | Like we have to find ways to make it more |
| 00:37:03> 00:37:07: | attainable for the developer to actually want to build the |
| 00:37:07> 00:37:08: | the unit. |
| 00:37:08> 00:37:11: | So through that program ANDP, we're able to take advantage |
| 00:37:11> 00:37:14: | of developer subsidies, our new markets tax credits that we |
| 00:37:14> 00:37:18: | leverage, we allow our developer partners to take advantage of |
| 00:37:18> 00:37:19: | a developer subsidy. |
| 00:37:19> 00:37:22: | So we can actually build not only the house at |
| 00:37:22> 00:37:25: | a price that we can then sell it for, but |
| 00:37:25> 00:37:27: | we can build more. |
| 00:37:27> 00:37:32: | And then lastly going back to the institutional investor conversation |
| 00:37:32> 00:37:37: | we talked about earlier ANDP is actually has entered into |
| 00:37:37> 00:37:40: | a first of its kind in the nation partnership with |
| 00:37:40> 00:37:45: | a national institutional investor where we have an opportunity to |
| 00:37:45> 00:37:49: | have a first look at their properties that they are |
| 00:37:49> 00:37:54: | disposing of and then purchase those homes at a discounted |
| 00:37:54> 00:37:54: | price. |
| 00:37:54> 00:37:58: | So it allows us to really set a model where |
| 00:37:58> 00:38:03: | we can recapture homes that have been not been participating |
| 00:38:03> 00:38:07: | in our market, the homes that we've all been squeezed |
| 00:38:07> 00:38:11: | out of, but we're able to recapture those homes. |
| 00:38:11> 00:38:14: | We have a strategy where most of those homes will |
| 00:38:14> 00:38:18: | actually be a part of our single family rental portfolio |
| 00:38:18> 00:38:22: | with a long term affordability focus, but also an opportunity |
| 00:38:23> 00:38:25: | for us to allow the values of in those homes |
| 00:38:26> 00:38:29: | to appreciate when we are ready or when those values |
| 00:38:29> 00:38:33: | have appreciated, we'll then retain some of the appreciation in |
| 00.20.24 > 00.20.27. | |
| 00:38:34> 00:38:37: | the in those homes and then convert them into home |
| 00:38:37> 00:38:39: 00:38:39> 00:38:42: | the in those homes and then convert them into home ownership opportunities. So those are some of the strategies that we are |

| 00:38:42> 00:38:46: | sort of really centering now as things that we can |
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| 00:38:46> 00:38:49: | then hopefully scale going forward. |
| 00:38:49> 00:38:50: | Yeah. |
| 00:38:50> 00:38:53: | And hopefully others in other cities can replicate those efforts. |
| 00:38:53> 00:38:53: | That's right. |
| 00:38:53> 00:38:56: | So it's at that point, John, can you talk about |
| 00:38:56> 00:38:59: | what solutions you may have seen in other markets across |
| 00:38:59> 00:39:01: | this country that are having an impact? |
| 00:39:02> 00:39:02: | Yeah. |
| 00:39:02> 00:39:05: | And I just want to 2nd the importance of like |
| 00:39:05> 00:39:08: | the historical aspects because I think one of the reasons |
| 00:39:08> 00:39:11: | that we are seeing a persistent racial home ownership gap |
| 00:39:11> 00:39:15: | is because home ownership transfers from generation to generation. |
| 00:39:15> 00:39:18: | So what happened in the history long time ago is |
| 00:39:19> 00:39:21: | still affecting the current market. |
| 00:39:21> 00:39:26: | So some of the solutions are kind of thinking about |
| 00:39:26> 00:39:30: | how to think about those and how to reduce those |
| 00:39:30> 00:39:34: | gap to make the playing field more equitable. |
| 00:39:35> 00:39:37: | But I will focus on those three things that I |
| 00:39:37> 00:39:39: | mentioned during my presentation. |
| 00:39:39> 00:39:42: | So first, we do all agree that we need more |
| 00:39:42> 00:39:46: | housing supply, especially more affordable supply. |
| 00:39:46> 00:39:49: | And there's a lot of interesting sessions here throughout the |
| 00:39:49> 00:39:51: | conference that has been discussing about that. |
| 00:39:51> 00:39:54: | So I will focus a little bit on the demand |
| 00:39:54> 00:39:57: | side solution since we it will take time to build |
| 00:39:57> 00:39:57: | more housing. |
| 00:39:57> 00:40:01: | So how can we kind of still address the racial |
| 00:40:01> 00:40:05: | inequalities in the home ownership gap during that time? |
| 00:40:05> 00:40:08: | So first is about DTI ratio. |
| 00:40:08> 00:40:11: | We can't do anything about the interest rate, but then |
| 00:40:11> 00:40:13: | we can in the mortgage industry. |
| 00:40:13> 00:40:16: | Find ways to better capture the incomes because a lot |
| 00:40:16> 00:40:19: | of people are now working in the economy and it's |
| 00:40:19> 00:40:22: | not really captured well in the mortgage underwriting. |
| 00:40:22> 00:40:26: | So facilitate capturing non traditional forms of income with better |
| 00:40:26> 00:40:27: | technology. |
| 00:40:27> 00:40:30: | And also we see that Latino and black bores are |
| 00:40:30> 00:40:34: | less likely to apply with Co applicants even though they |
| 00:40:34> 00:40:36: | have other earners in the house. |
| | |

| 00:40:37> 00:40:40: | And one of the barriers is because the mortgage industry |
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| 00:40:40> 00:40:42: | puts a greater wealth on the low credit score bore, |
| 00:40:42> 00:40:45: | we think it makes sense to think about putting a |
| 00:40:45> 00:40:48: | greater wealth on the high credit score among the applicants. |
| 00:40:48> 00:40:52: | That would make some that would increase the number of |
| 00:40:52> 00:40:55: | households who can kind of apply with the Co applicants |
| 00:40:55> 00:40:59: | and hopefully increase the household income in mortgage underwriting. |
| 00:40:59> 00:41:02: | And for Latino community, I think we can think about |
| 00:41:02> 00:41:06: | including I-10 borers as a Co bore to also boost |
| 00:41:06> 00:41:09: | up the income, almost like really small amount of lending |
| 00:41:10> 00:41:12: | is happening in the I team space. |
| 00:41:12> 00:41:15: | There's about I think we estimate about 5 to 6000 |
| 00:41:15> 00:41:16: | loans a year. |
| 00:41:16> 00:41:19: | So, but then if we just add them as the |
| 00:41:19> 00:41:22: | Co applicant for a start, that could help with the |
| 00:41:22> 00:41:24: | DTI ratio for credit history. |
| 00:41:24> 00:41:27: | We are seeing some innovations happening in the space. |
| 00:41:27> 00:41:30: | I had lunch and like talked about why we are |
| 00:41:30> 00:41:34: | still not moving on to modular, modular or factory built |
| 00:41:34> 00:41:37: | homes, although we have all these like long term discussions |
| 00:41:37> 00:41:40: | on this is more like cost saving methods. |
| 00:41:40> 00:41:43: | That's the same with like the rental payment history, including |
| 00:41:43> 00:41:44: | in the mortgage market. |
| 00:41:44> 00:41:47: | We have talked about decades like rent payment is like |
| 00:41:47> 00:41:50: | a strong predictor of mortgage performance. |
| 00:41:50> 00:41:53: | But and but then really recently there has been some |
| 00:41:53> 00:41:54: | innovations in this space. |
| 00:41:55> 00:41:59: | So we are starting to incorporate rental payment history into |
| 00:41:59> 00:42:03: | the credit scoring models and we are making some efforts |
| 00:42:03> 00:42:06: | to look at the bank account data to capture rent |
| 00:42:07> 00:42:10: | payment history and other kind of cash flow data in |
| 00:42:10> 00:42:12: | the mortgage underwriting space. |
| 00:42:13> 00:42:16: | And we do have some initial evidence that this actually |
| 00:42:16> 00:42:20: | helps households of color more because they are more likely |
| 00:42:20> 00:42:23: | to have like no credit scores or low credit scores. |
| 00:42:23> 00:42:27: | And of course, increasing consumer awareness in this space is |
| 00:42:27> 00:42:28: | also critical moving forward. |
| 00:42:29> 00:42:31: | And I think Bonnie done a really good job of |
| 00:42:32> 00:42:33: | explaining about SPCP. |
| 00:42:33> 00:42:37: | We do think that more targeted down payment program is |

| 00:42:37> 00:42:42: | necessary including SPCP and also the first generation DPA program |
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| 00:42:42> 00:42:45: | could be an option and also streamlining DPA program so |
| 00:42:45> 00:42:49: | it's more easier for you to work with and expanding |
| 00:42:49> 00:42:51: | awareness of DPA programs. |
| 00:42:51> 00:42:54: | And we are starting some discussion on looking at zero |
| 00:42:54> 00:42:57: | payment, down payment, FHA down payment mortgages. |
| 00:42:57> 00:42:59: | But then more research is needed in this space. |
| 00:43:00> 00:43:03: | And I just want to really mention quickly about the |
| 00:43:03> 00:43:07: | upward mobility dashboard because a lot of like racial homeownership |
| 00:43:07> 00:43:10: | gap is not only showing racial inequality is not only |
| 00:43:10> 00:43:14: | showing in homeownership, but then all the other indicators in |
| 00:43:14> 00:43:15: | the community. |
| 00:43:15> 00:43:19: | And then if you want interested in like looking at |
| 00:43:19> 00:43:23: | your community and understanding all the gaps, especially related to |
| 00:43:23> 00:43:28: | upward mobility framework we developed looked at 24 key indicators |
| 00:43:28> 00:43:30: | in all counties in the US. |
| 00:43:30> 00:43:33: | So you can just select your county and like multiple |
| 00:43:33> 00:43:37: | other counties to see all the gaps and disparities in |
| 00:43:37> 00:43:40: | the racial disparities across the county. |
| 00:43:40> 00:43:42: | So this is one quick example. |
| 00:43:42> 00:43:46: | So, and I selected 3 counties to compare with and, |
| 00:43:46> 00:43:51: | and this is the share of wealth owned by particular |
| 00:43:51> 00:43:56: | wealth and ethnic group compared to the share of households |
| 00:43:56> 00:43:57: | that they account for. |
| 00:43:58> 00:44:00: | So I'll just give a quick example. |
| 00:44:00> 00:44:03: | Like we're in Fulton County right now and let's just |
| 00:44:03> 00:44:05: | look at black households. |
| 00:44:05> 00:44:10: | So black households account for about 40% of all households |
| 00:44:10> 00:44:13: | in Fulton County, but they only own 40% of all |
| 00:44:13> 00:44:15: | housing wealth in Fulton County. |
| 00:44:16> 00:44:18: | And we do see a slightly smaller gap in the |
| 00:44:18> 00:44:22: | Cobb County because we do have a high homeownership rate. |
| 00:44:22> 00:44:25: | Thanks for bonus work and a lot of people's work |
| 00:44:25> 00:44:27: | in this area to increase black homeownership rate. |
| 00:44:27> 00:44:31: | So black homeownership rate in DeKalb County is about 57%, |
| | |

| 00:44:31> 00:44:34: | which is much higher than the national rate. |
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| 00:44:34> 00:44:36: | So we do see that the black dot and the |
| 00:44:36> 00:44:39: | yellow dot gap is slightly smaller, but it's still very |
| 00:44:39> 00:44:42: | large because you can see that the average home value |
| 00:44:42> 00:44:46: | gap between black and white household is very, very large, |
| 00:44:46> 00:44:49: | which is related to your comment earlier on the appraisal |
| 00:44:49> 00:44:50: | gaps and all the other factors. |
| 00:44:51> 00:44:54: | But I just also just pulled out Prince George County |
| 00:44:55> 00:44:58: | because this is like one very exceptional counties. |
| 00:44:58> 00:45:01: | So in of course, like in almost all areas in |
| 00:45:01> 00:45:04: | the US and all counties, the blue dot is always |
| 00:45:05> 00:45:08: | at the left side compared to the yellow dot. |
| 00:45:08> 00:45:11: | This is one of the few outliers where in Prince |
| 00:45:11> 00:45:15: | George counties, black households account for about 60% and they |
| 00:45:15> 00:45:19: | own slightly more housing wealth compared to the household composition. |
| 00:45:19> 00:45:22: | And this is because they do have relatively higher homeownership |
| 00:45:22> 00:45:22: | rate. |
| 00:45:22> 00:45:26: | Their homeownership rate is at 62%, still lower than white, |
| 00:45:26> 00:45:28: | but you can see that that their average home value |
| 00:45:28> 00:45:31: | is actually higher than the white homeowners. |
| 00:45:31> 00:45:33: | So this leads to some of the outliers. |
| 00:45:33> 00:45:35: | So if you're more interested the sake of time, I |
| 00:45:35> 00:45:38: | can't go over all the data that, but that you |
| 00:45:38> 00:45:40: | can look at all the key indicators and do a |
| 00:45:40> 00:45:41: | comparison. |
| 00:45:41> 00:45:43: | And I think like Urban Institute would happy to some |
| 00:45:43> 00:45:46: | of the researchers would be happy to sit with you |
| 00:45:46> 00:45:48: | and like go over some of the key indicators in |
| 00:45:48> 00:45:48: | your county. |
| 00:45:50> 00:45:52: | John, we go back to the slide before so folks |
| 00:45:53> 00:45:55: | can copy down the website if they want to learn |
| 00:45:55> 00:45:58: | more about this or upward mobility framework. |
| 00:45:59> 00:46:01: | And I do have a couple more questions, but would |
| 00:46:01> 00:46:03: | love to open it up to the audience to see |
| 00:46:03> 00:46:05: | if any of you all have questions you'd love to |
| 00:46:05> 00:46:05: | ask. |
| 00:46:05> 00:46:05: | Yeah, sure. |
| 00:46:07> 00:46:09: | Oh, Fabiola is in control. |
| 00:46:09> 00:46:12: | So we're cosy, cosy audience. |
| 00:46:12> 00:46:14: | I was going to say what I'm going to do |

| 00:46:14> 00:46:16: | is I'm going to take a picture of the audience |
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| 00:46:16> 00:46:19: | and then use AI because that's what's happening on the |
| 00:46:19> 00:46:22: | other side, which feels a little more, you know, flashy. |
| 00:46:23> 00:46:25: | But I just want to say amazing panel and I'm |
| 00:46:25> 00:46:28: | so honored that, you know, I mean, the information is |
| 00:46:28> 00:46:29: | fantastic. |
| 00:46:29> 00:46:30: | So anyway, who has a question? |
| 00:46:31> 00:46:33: | I'm, I think you were first, so I'm going to |
| 00:46:33> 00:46:34: | come back to you. |
| 00:46:39> 00:46:42: | Hi Michael, Will Texas State Affordable Housing Corporation. |
| 00:46:42> 00:46:46: | We're a statewide 5O1C3 HFA based out of Austin. |
| 00:46:46> 00:46:50: | We are involved in the Worth initiative for Harris County |
| 00:46:51> 00:46:55: | and we were looking at alternative mortgage products as part |
| 00:46:55> 00:46:56: | of our role in it. |
| 00:46:57> 00:47:00: | And that's when we identified special purpose credit programs. |
| 00:47:00> 00:47:05: | We looked at portfolio loans that could serve bipod communities |
| 00:47:05> 00:47:09: | or bipod borrowers and we looked in the I-10 space |
| 00:47:09> 00:47:10: | as well. |
| 00:47:10> 00:47:13: | But there's a lot of resistance from lending institutions and |
| 00:47:13> 00:47:16: | maybe it's because the decision makers look like an older |
| 00:47:17> 00:47:19: | version of me, like you all were saying, but a |
| 00:47:19> 00:47:23: | lot of lending institutions are still seem unwilling to participate |
| 00:47:23> 00:47:24: | in some of these programs. |
| 00:47:24> 00:47:26: | And we have yet to get to the bottom of |
| 00:47:26> 00:47:28: | why that might be the case. |
| 00:47:28> 00:47:31: | And so while it's great that the wells of the |
| 00:47:31> 00:47:35: | world are giving \$7,000,000 per community and grant funds, they |
| 00:47:35> 00:47:39: | have historically been the problem and \$7,000,000 is not enough |
| 00:47:39> 00:47:40: | whenever. |
| 00:47:40> 00:47:40: | There. |
| 00:47:41> 00:47:44: | Are, are things that more aggressive things that they could |
| 00:47:44> 00:47:46: | be doing to be part of the solution and we |
| 00:47:46> 00:47:49: | and we kind of take that feedback to them very |
| 00:47:49> 00:47:52: | gently and you know, aren't getting the kind of reception |
| 00:47:52> 00:47:53: | that we had hoped for. |
| 00:47:53> 00:47:56: | So kind of a two-part question is like how, what |
| 00:47:56> 00:48:00: | is the value proposition that you've sold to lending institutions |
| 00:48:00> 00:48:04: | or that you think of lending institutions respond to, to |
| 00:48:04> 00:48:07: | incorporate some of these programs or, or, or or or |
| 20.10.0. | |

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| 00:48:07> 00:48:09: 00:48:10> 00:48:11: | products, but also kind of bear a picture? |
| 00:48:11> 00:48:14: | Are they at risk of going away? You know, while C is we don't know the future, |
| 00:48:14> 00:48:17: | CPFBI don't even know if it exists anymore or the |
| 00:48:17> 00:48:20: | · |
| | future of the Community and Reinvestment Act or any of |
| 00:48:20> 00:48:23: | these programs that have been offered up at the federal |
| 00:48:23> 00:48:25: | level down to local communities. |
| 00:48:25> 00:48:27: | You know, is the app to participate in them going |
| 00:48:27> 00:48:30: | to to be reduced with this new administration? |
| 00:48:31> 00:48:32: | I assume that's for me. |
| 00:48:33> 00:48:35: | I think it really depends on the company and the |
| 00:48:35> 00:48:36: | leadership of the company. |
| 00:48:37> 00:48:40: | I've been, I've been in the industry for 25 years |
| 00:48:40> 00:48:43: | and I've been to about 10 or 12 different companies. |
| 00:48:43> 00:48:46: | This company is the company I've been with the longest, |
| 00:48:46> 00:48:46: | eight years. |
| 00:48:47> 00:48:50: | And the reason why I'm here is because they do |
| 00:48:50> 00:48:53: | what they say they're going to do and they're open |
| 00:48:53> 00:48:56: | to anything that you as a loan officer, since we're |
| 00:48:56> 00:48:59: | on the front lines, brings to the company, like I |
| 00:48:59> 00:49:01: | put in a request for a change in a, in |
| 00:49:01> 00:49:05: | a portfolio loan and two days later it was implemented. |
| 00:49:05> 00:49:08: | So whenever I bring to them, like I brought to |
| 00:49:08> 00:49:11: | them the community Land Trust, they, they looked at the |
| 00:49:11> 00:49:15: | information that was provided on the website, checked with Fannie |
| 00:49:15> 00:49:17: | and Freddie and said, OK, we'll do it. |
| 00:49:18> 00:49:21: | So you have to to look outside of the traditional |
| 00:49:21> 00:49:26: | lending institutions and find the more mid sized ones who |
| 00:49:26> 00:49:30: | fund their own loans like we're correspondent, but we we |
| 00:49:30> 00:49:32: | fund our own loans. |
| 00:49:32> 00:49:35: | So we can also create our own guidelines as well |
| 00:49:35> 00:49:37: | because we're using our own money. |
| 00:49:37> 00:49:38: | So that makes a difference. |
| 00:49:38> 00:49:41: | The other thing you have to look at for for |
| 00:49:41> 00:49:46: | lending is we go by Fannie, Freddie agency guidelines as |
| 00:49:46> 00:49:50: | well with the automated underwriting system, we don't have the |
| 00:49:50> 00:49:51: | overlays. |
| 00:49:51> 00:49:54: | That's why a person can go to 1 institution and |
| 00:49:54> 00:49:57: | get denied for a long and go to a different |
| 00:49:57> 00:49:59: | one and you say well it's all FHA or it's |
| 00:49:59> 00:50:01: | all Fannie or Freddie. |
| | |

| 00:50:01> 00:50:04: | Yeah, but you can, since you lend your own money, |
|---------------------|--|
| 00:50:04> 00:50:07: | you can put overlays, additional guidelines on it. |
| 00:50:07> 00:50:12: | So I would suggest just looking at the smaller lending |
| 00:50:12> 00:50:17: | institutions, the mid sized ones who lend their own money |
| 00:50:17> 00:50:19: | as a as a resource. |
| 00:50:23> 00:50:24: | I'm Sarah Patnaud. |
| 00:50:24> 00:50:27: | I'm the Director of Policy Solutions for the Southeast at |
| 00:50:27> 00:50:28: | Reinvestment Fund. |
| 00:50:28> 00:50:30: | First, this has been a fantastic conversation. |
| 00:50:30> 00:50:32: | Thank you so much for all of this knowledge that |
| 00:50:32> 00:50:33: | you shared with us. |
| 00:50:33> 00:50:37: | We recently released a report of the 10 Southeastern, We |
| 00:50:37> 00:50:41: | did a report of 10 Southeastern cities looking at HUMDA |
| 00:50:41> 00:50:44: | data, we controlled for debt to income ratio, for loan |
| 00:50:44> 00:50:45: | to value ratio. |
| 00:50:46> 00:50:49: | And what we found was that comparing well qualified black |
| 00:50:49> 00:50:53: | borrowers and well qualified white borrowers, the mortgage |
| | denial rate |
| 00:50:53> 00:50:56: | for black borrowers was still two to four times as |
| 00:50:56> 00:50:57: | high. |
| 00:50:57> 00:50:59: | And that was across all of these 10 cities. |
| 00:50:59> 00:51:01: | Some are, you know, worse, some are better. |
| 00:51:02> 00:51:05: | But given the political moment that we're in with the |
| 00:51:05> 00:51:09: | closure of the CFPB, with the attack on any racially |
| 00:51:09> 00:51:12: | aware programs, what can we be doing at the individual |
| 00:51:13> 00:51:18: | or organizational levels knowing that these systemic |
| | inequalities exist, yes, |
| 00:51:18> 00:51:22: | but also that there is still continued clear racially based |
| 00:51:22> 00:51:25: | decision making happening, What can we be doing? |
| 00:51:26> 00:51:29: | Well, again, I think it goes to an institution can |
| 00:51:29> 00:51:32: | have all the programs, but if they don't have the |
| 00:51:32> 00:51:36: | people on the front line, the mortgage loan originators who |
| 00:51:36> 00:51:39: | are familiar with the programs and who embrace them, you |
| 00:51:40> 00:51:41: | will still have that. |
| 00:51:41> 00:51:44: | I have plenty of people come to me who are |
| 00:51:44> 00:51:48: | denied at other places because again, it's the mortgage loan |
| 00:51:48> 00:51:52: | officers, the one who really has to package it, the |
| 00:51:52> 00:51:55: | loan to make it make sense to the underwriter. |
| 00:51:55> 00:51:58: | And you also have to, as a loan originator, go |
| 00:51:58> 00:52:01: | past what's on the paper and ask more questions. |
| 00:52:01> 00:52:03: | And so a lot of people don't want to do |
| 00:52:03> 00:52:05: | that again because it requires more work. |
| | |

| 00:52:06> 00:52:11: | So like, I had a person who, when the underwriter |
|---------------------|--|
| 00:52:11> 00:52:15: | looked at the file, she lowered my income. |
| 00:52:15> 00:52:17: | But there was more questions that needed to be asked. |
| 00:52:17> 00:52:20: | Like, he took three months off to go handle the |
| 00:52:20> 00:52:22: | affairs of his father, who passed away. |
| 00:52:23> 00:52:26: | And while he was there, he got caught up in |
| 00:52:26> 00:52:30: | the pandemic, you know, so it took me doing getting |
| 00:52:30> 00:52:34: | more information, supply more documentation. |
| 00:52:34> 00:52:36: | And to be honest with you, a lot of loan |
| 00:52:36> 00:52:37: | officers are just lazy. |
| 00:52:37> 00:52:40: | They don't want to do the work, you know, when |
| 00:52:40> 00:52:42: | they could just pass that on and go somewhere. |
| 00:52:42> 00:52:44: | So I think what you really have to find is |
| 00:52:44> 00:52:48: | once you find the lending institution that has the programs, |
| 00:52:48> 00:52:50: | then you have to find the loan officers that have |
| 00:52:50> 00:52:51: | the Hartford. |
| 00:52:51> 00:52:54: | And if you look across the board, like even here |
| 00:52:54> 00:52:57: | in Atlanta, wouldn't we look at the loan officers are |
| 00:52:57> 00:52:57: | in the space. |
| 00:52:57> 00:53:00: | It's pretty consistent when you look at the ones who |
| 00:53:00> 00:53:03: | are approved to do the programs, who have the the |
| 00:53:03> 00:53:04: | the knowledge. |
| 00:53:04> 00:53:06: | And so that's what it's going to require. |
| 00:53:07> 00:53:10: | And I would just add to that and not certainly |
| 00:53:10> 00:53:14: | not from, I'm not a lender expert, but when, when |
| 00:53:14> 00:53:17: | I think of it from a policy perspective and just, |
| 00:53:17> 00:53:20: | you know, the doom and gloom of this moment with |
| 00:53:20> 00:53:24: | respect to so many programs and, and opportunities and |
| 00.00.20> 00.00.24. | who's |
| 00:53:24> 00:53:27: | accessing what, we've got to keep doing the work. |
| 00:53:28> 00:53:30: | We have to keep doing the work. |
| 00:53:31> 00:53:34: | I had a, a professor in grad school who has |
| 00:53:34> 00:53:38: | famously said that housing is where jobs go to sleep |
| 00:53:38> 00:53:39: | at night. |
| 00:53:39> 00:53:44: | And when you think about the housing market and how |
| 00:53:44> 00:53:49: | closely it impacts our GDPGDP growth, we have to, if |
| 00:53:49> 00:53:53: | we want to continue to be a strong economy, you |
| 00:53:53> 00:53:58: | know, we have to think about the role that housing |
| 00:53:58> 00:53:59: | plays in that. |
| 00:54:00> 00:54:03: | And the more housing opportunities we create for all to |
| 00:54:04> 00:54:07: | take advantage of, the more starter homes we can put |
| 00:54:07> 00:54:10: | into our our economy, the better off we all are. |
| | |

| 00:54:11> 00:54:14: | So there is such a, there's a strong and I'm |
|--|---|
| 00:54:14> 00:54:17: | not saying we should only focus on the economic argument, |
| 00:54:17> 00:54:21: | but it is a very important argument that needs to |
| 00:54:21> 00:54:21: | be made. |
| 00:54:21> 00:54:25: | And often times when we talk about housing, we forget |
| 00:54:25> 00:54:28: | to talk about how it impacts our economy. |
| 00:54:28> 00:54:31: | And so really ensuring that we are, we are creating |
| 00:54:31> 00:54:33: | those are we are talking about those arguments. |
| 00:54:34> 00:54:35: | And even when we talk about the tax credit side, |
| 00:54:35> 00:54:37: | we haven't talked about that here today because that's what |
| 00:54:37> 00:54:38: | we're going to talk about. |
| 00:54:38> 00:54:43: | The people who are deeply most impacted, their pockets are |
| 00:54:43> 00:54:45: | most impacted by tax credits. |
| 00:54:46> 00:54:48: | They're not necessarily the people that are living in those |
| 00:54:48> 00:54:49: | units, right? |
| 00:54:49> 00:54:50: | And nobody has said that. |
| 00:54:51> 00:54:52: | But that is at the end of the day, I |
| 00:54:52> 00:54:55: | feel like we will be fine when we, when we |
| 00:54:55> 00:54:58: | really talk about this conversation around, you know, who's |
| | being |
| 00:54:58> 00:55:01: | impacted, because the folks who are really going to get |
| 00:55:01> 00:55:04: | impacted, they were, they will make sure that they are |
| 00:55:04> 00:55:05: | not impacted. |
| 00:55:06> 00:55:07: | So I say we keep doing the work that we're |
| 00:55:07> 00:55:08: | doing. |
| 00:55:08> 00:55:10: | We keep advancing our mission because we need to. |
| 00:55:11> 00:55:15: | Also too, I'm sorry to add to that, underwriting, which |
| 00:55:15> 00:55:18: | is the key decision makers, me as a loan officer, |
| 00:55:18> 00:55:22: | I don't make the final decision, but also the diversity |
| 00:55:22> 00:55:25: | and having diversity and who's looking at the files and |
| 00:55:25> 00:55:29: | the cultural differences of how we move money and do |
| 00:55:29> 00:55:32: | different things from a cultural perspective. |
| 00:55:32> 00:55:34: | Like I ran into that SUSU, it's a, it's a |
| 00:55:35> 00:55:38: | savings program where a lot of people of color do |
| 00:55:38> 00:55:39: | not trust the bank. |
| 00:55:39> 00:55:44: | So they have a, a group called SUSU or something |
| 00:55:44> 00:55:45: 00:55:45> 00:55:46: | like that, right? |
| | It's a pool. |
| 00:55:46> 00:55:50: | And so understanding that and being able to explain that |
| 00:55:50> 00:55:51: | also matters. |
| 00:55:51> 00:55:54: | And then as a loan originator, I mean, I'm just |
| 00:55:54> 00:55:55: | an education junkie. |

| 00:55:55> 00:55:57: | So I go to all the underwriting classes and things |
|---------------------|---|
| 00:55:57> 00:55:58: | like that. |
| 00:55:58> 00:56:00: | So I, I know how to push back and I |
| 00:56:00> 00:56:04: | know how to support my arguments and even go beyond |
| 00:56:04> 00:56:07: | like I just, we have the advantage here in the |
| 00:56:07> 00:56:11: | Atlanta market, having the, the Hawk, the home ownership Center |
| 00:56:11> 00:56:11: | for FHA loans. |
| 00:56:12> 00:56:15: | And luckily for me, because I've been through all the, |
| 00:56:15> 00:56:17: | a lot of the trainees that they've had, I have |
| 00:56:17> 00:56:20: | people I can reach out to when I disagree with |
| 00:56:20> 00:56:22: | an interpretation of a guideline. |
| 00:56:22> 00:56:24: | And that has saved a lot of my deals as |
| 00:56:24> 00:56:25: | well. |
| 00:56:25> 00:56:27: | So again it it goes back to who are you |
| 00:56:28> 00:56:29: | working with basically. |
| 00:56:31> 00:56:33: | And I will just quickly add on, I agree with |
| 00:56:33> 00:56:36: | all the points that have been made and the slide |
| 00:56:36> 00:56:39: | that I've put on that shows one of the reasons |
| 00:56:39> 00:56:42: | that I put on that slide that shows the future |
| 00:56:42> 00:56:45: | home buyers will come majority from households of color is |
| 00:56:45> 00:56:48: | just not we just I think we're in the room |
| 00:56:48> 00:56:50: | of, but most people in this room would agree if |
| 00:56:50> 00:56:52: | we just make the justice case. |
| 00:56:52> 00:56:54: | We all have passion and mission oriented. |
| 00:56:54> 00:56:56: | So we want to do and help others. |
| 00:56:56> 00:56:58: | But then there will be people who are not on |
| 00:56:58> 00:56:59: | the same page. |
| 00:56:59> 00:57:02: | And that's why we also want to make a business |
| 00:57:02> 00:57:05: | case of this because we are going to have this |
| 00:57:05> 00:57:08: | country is going to be more and more racially diverse. |
| 00:57:08> 00:57:11: | So we do need to understand all commute consumers and |
| 00:57:11> 00:57:14: | then all the future home buyers to have a more |
| 00:57:14> 00:57:16: | stronger housing market in the future. |
| 00:57:16> 00:57:19: | So housing industry do need to invest more time and |
| 00:57:19> 00:57:23: | understanding outstanding this population, how they are kind of interacting |
| 00:57:23> 00:57:26: | with the mortgage system and how to better kind of |
| 00:57:26> 00:57:29: | serve the needs and accurately measure their financial status |
| | to |
| 00:57:29> 00:57:31: | help them access home ownership. |
| 00:57:32> 00:57:33: | Last question. |
| 00:57:34> 00:57:36: | Hi, my name is Kevin Schwab. |
| | |

| 00:57:36> 00:57:40: | I'm I work in economic development in Syracuse, NY First, |
|---|---|
| 00:57:40> 00:57:43: | I want to say thank you all for doing this |
| 00:57:43> 00:57:44: | particular panel. |
| 00:57:44> 00:57:47: | So much of what we talk about in terms of |
| 00:57:47> 00:57:51: | housing, I think is really geared towards rental housing and |
| 00:57:51> 00:57:56: | you know, many legitimate issues that are associated right now |
| 00:57:56> 00:57:59: | with the market for rental housing around the country. |
| 00:58:00> 00:58:03: | But this is really about wealth building. |
| 00:58:03> 00:58:06: | And as this slide, I think rightly points out, about |
| 00:58:06> 00:58:11: | people's upward mobility, about improving their quality of life, we, |
| 00:58:11> 00:58:12: | we tend to look backwards. |
| 00:58:12> 00:58:16: | A lot of people, you know, you know, how we |
| 00:58:16> 00:58:17: | got to where we were. |
| 00:58:17> 00:58:21: | And, and I think we gloss over the fact that |
| 00:58:21> 00:58:25: | forget income, we had a housing boom in this country, |
| 00:58:25> 00:58:29: | an exclusionary one, but we had a housing boom in |
| 00:58:30> 00:58:36: | this country that propelled our economy based on subsidizing homeownership, |
| 00:58:36> 00:58:36: | right? |
| 00:58:36> 00:58:40: | Whether it was 0 interest down payments, right, or no |
| 00:58:40> 00:58:45: | money down payments, low interest loans, you know, certainly significant |
| 00:58:45> 00:58:50: | incentives for developers, including in Greenfield |
| | development, right. |
| 00:58:50> 00:58:53: | , , |
| | development, right. |
| 00:58:50> 00:58:53: | development, right. Everybody who bought a Levittown home got one heck of |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:09> 00:59:14: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:04> 00:59:14: 00:59:14> 00:59:18: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:14> 00:59:14: 00:59:14> 00:59:22: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:04> 00:59:14: 00:59:14> 00:59:18: 00:59:18> 00:59:22: 00:59:23> 00:59:26: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? I would love your thoughts on how do we do |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:09> 00:59:14: 00:59:14> 00:59:18: 00:59:18> 00:59:22: 00:59:23> 00:59:30: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? I would love your thoughts on how do we do this at a broad scale, not just for we were |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:09> 00:59:14: 00:59:14> 00:59:18: 00:59:18> 00:59:22: 00:59:23> 00:59:26: 00:59:26> 00:59:30: 00:59:30> 00:59:34: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? I would love your thoughts on how do we do this at a broad scale, not just for we were able to move a cohort of 100 people into homes. |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:04> 00:59:14: 00:59:14> 00:59:18: 00:59:18> 00:59:22: 00:59:23> 00:59:26: 00:59:30> 00:59:34: 00:59:35> 00:59:38: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? I would love your thoughts on how do we do this at a broad scale, not just for we were able to move a cohort of 100 people into homes. And while now might not seem the time to think |
| 00:58:50> 00:58:53: 00:58:53> 00:58:54: 00:58:54> 00:58:55: 00:58:57> 00:58:58: 00:58:58> 00:59:00: 00:59:00> 00:59:05: 00:59:05> 00:59:09: 00:59:14> 00:59:14: 00:59:14> 00:59:18: 00:59:18> 00:59:22: 00:59:23> 00:59:26: 00:59:30> 00:59:34: 00:59:35> 00:59:38: 00:59:38> 00:59:41: | development, right. Everybody who bought a Levittown home got one heck of a subsidy. That's right, right. I'd love to have you put on. We've, we've talked mostly in the micro sense here. How do you help a prospective homeowner with a program to get, you know, that person and and a finite number of others right a a relatively small number of others into that home ownership track and how do you assist that process at a macro policy level? I would love your thoughts on how do we do this at a broad scale, not just for we were able to move a cohort of 100 people into homes. And while now might not seem the time to think about federal policy, the reality is you look at things |

administration.

00:59:47 --> 00:59:49: It didn't kick in until the Biden administration.

00:59:49 --> 00:59:51: So I feel like now is the time to talk

00:59:51 --> 00:59:53: about what are the macro things we should be looking

00:59:54 --> 00:59:54: at.

00:59:54 --> 00:59:54: And I'd love your thoughts.

00:59:55 --> 00:59:58: I'm happy to jump in on that, and I think

00:59:58 --> 01:00:01: I just hopped over from across the hall at another

01:00:01 --> 01:00:02: panel that did lift up.

01:00:04 --> 01:00:08: Some of the regulatory, regulatory barriers that builders face.

01:00:08 --> 01:00:12: So when you think about just some of the challenges

01:00:12 --> 01:00:15: that our builders have when it comes to actually creating

01:00:15 --> 01:00:19: the supply and really chipping in on that supply shortage.

01:00:19 --> 01:00:25: We talked about here in Atlanta, we struggle with land

01:00:25 --> 01:00:28: use and zoning policies.

01:00:28 --> 01:00:32: And at A and EP, we have tried to focus

01:00:32 --> 01:00:36: on what we call a gentle density approach to, you

01:00:36 --> 01:00:39: know, finding ways to creatively.

01:00:41 --> 01:00:44: And I think we've worked on with you guys on

01:00:44 --> 01:00:48: this work, right, Amanda, where we might, you know, if

01:00:48 --> 01:00:50: we have a, a, a piece of land, we

01:00:50 --> 01:00:54: may, you know, decide to put a couple of smaller

01:00:54 --> 01:00:57: homes or do something creative so that it is within

01:00:57 --> 01:00:58: cold.

01:00:58 --> 01:01:01: But there has been a lot of resistance when you

01:01:01 --> 01:01:03: talk about what does that look like on a scale,

01:01:03 --> **01:01:05**: on a, on a broader scale.

01:01:05 --> 01:01:08: And I think probably nationally that is also the case.

01:01:09 --> 01:01:13: But I'm definitely focusing on how we we sort of

01:01:13 --> 01:01:19: from Al mean when we think about what could immediately

01:01:19 --> 01:01:21: open the floodgates.

01:01:21 --> 01:01:25: The first thing that comes to mind is zoning and

01:01:25 --> 01:01:27: land use like that.

01:01:27 --> 01:01:29: To me, that's sort of at the top of the

01:01:29 --> 01:01:29: chain.

01:01:29 --> 01:01:33: And then you have other things that I think impact,

01:01:33 --> 01:01:37: you know, just this access to capital from a developer

01:01:37 --> **01:01:38:** side, right?

01:01:38 --> 01:01:41: Just having flexible capital that's available A and EP as

01:01:41 --> 01:01:44: a part of that closing the gap initiative I mentioned

01:01:44 --> 01:01:47: earlier that we've been working on for five years.

01:01:47 --> 01:01:52: We had a \$50 million commitment to actually support BIPOC

01:01:52 --> 01:01:58: developers and partners and vendors within our industry so that. 01:01:58 --> 01:02:02: you know, as they are building houses for us, they're 01:02:02 --> 01:02:06: also benefiting as small businesses, right? 01:02:07 --> 01:02:12: And we have actually to date invested \$71,000,000 in those 01:02:12 --> 01:02:15: partners, which has far exceeded our goal. 01:02:15 --> 01:02:19: But I think, you know, from a systemic perspective, when 01:02:19 --> 01:02:21: you talk about the things that need to shift, it 01:02:21 --> 01:02:24: is, you know, it's not only on that micro level, 01:02:24 --> 01:02:27: but how do we be intentional with, you know, the 01:02:27 --> 01:02:30: policies that we have internally and how we should. 01:02:32 --> 01:02:32: Thank you all. 01:02:32 --> 01:02:35: I think it's the time we have I, I just 01:02:35 --> 01:02:38: think that to your point, my partner works in the 01:02:38 --> 01:02:39: healthcare space. 01:02:39 --> 01:02:42: And so when we think about this, you know, federally 01:02:42 --> 01:02:46: where where our dollars go, it's not really in personnel, 01:02:46 --> 01:02:48: it really is in defense and in healthcare. 01:02:48 --> 01:02:52: And so the in his organization, the talk is there's 01:02:52 --> 01:02:53: going to be a void. 01:02:54 --> 01:02:55: What are we going to put in it? 01:02:55 --> 01:02:58: So let's prepare ourselves where, what are those things that 01:02:58 --> 01:03:01: we want to advance at the ready, right? 01:03:01 --> 01:03:04: There'll be systemic opportunities that we that can be placed 01:03:04 --> 01:03:07: in that void after whatever is happening that we have 01:03:08 --> 01:03:08: no control. 01:03:09 --> 01:03:12: But thinking more proactively, I think it's really important. 01:03:12 --> 01:03:15: And as a Latina woman, I think that the business 01:03:15 --> 01:03:16: case is so important. 01:03:16 --> 01:03:19: Not that I agree with what's happening right now, but 01:03:19 --> 01:03:21: I think that we have to think about cities as 01:03:21 --> 01:03:22: vibrant. 01:03:22 --> 01:03:25: I mean, Prince George's County is an incredible example of 01:03:25 --> 01:03:25: that, right? 01:03:26 --> 01:03:28: It's about economic mobility. 01:03:28 --> 01:03:31: And so I think that that will move not necessarily 01:03:31 --> 01:03:34: not the DI is not important, but it's a different 01:03:34 --> 01:03:36: entry point to the conversation. 01:03:36 --> 01:03:40: It's about vibrancy for everyone, not just for some, right? 01:03:40 --> 01:03:43: It's about great places to live, work and that you 01:03:43 --> 01:03:46: have all the services that you need for it to 01:03:46 --> 01:03:48: be a great community no matter what age you are,

01:03:48 --> 01:03:49: right? 01:03:49 --> 01:03:51: So I just think of the amount of nurses that are people of color and Latinos, right? 01:03:51 --> 01:03:53: 01:03:53 --> 01:03:55: And we all going to need them, right? 01:03:55 --> 01:03:57: And so why don't we build housing that it is 01:03:57 --> 01:03:59: easier for them to be able to give us the 01:03:59 --> 01:04:02: quality of life, you know, it's even, you know, thinking 01:04:02 --> 01:04:04: about our own well-being, right? 01:04:04 --> 01:04:05: So how do you make that? 01:04:05 --> 01:04:08: So it has been a pleasure working with you. 01:04:08 --> 01:04:10: I think this is their second all women panel. 01:04:10 --> 01:04:12: And yes, diversity matters. 01:04:12 --> 01:04:14: But I think right now this is all we need 01:04:14 --> 01:04:14: to thank you.

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