

# MassHousing Housing Stability Inclusion and Leadership Mini Grants

Housing Stability Department

# Agenda

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## Introduction

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

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

# Grant Details



**Maximum Grant Amount:** \$5,000



**Purpose:** Promote inclusivity and foster leadership



**Eligibility:** MassHousing financed properties




Priority for sites with urgent needs.




Rolling Deadline so long as funding is available

# Application Process

Applications are available on MassHousing's Rental Business Portal or may be requested by emailing [housingstabilitygrants@masshousing.com](mailto:housingstabilitygrants@masshousing.com)



Confirmation will be sent email sent upon receipt of submission



Decisions communicated within 2–4 weeks



Applications must be submitted to [housingstabilitygrants@masshousing.com](mailto:housingstabilitygrants@masshousing.com)

# Application Criteria



- Defined program objectives and activities



- Budget outline with eligible expenses



- Activities ready within 90 days of grant receipt

# Eligible Expenses

## Presenter Training

- Registration fees, facilitator/consultant fees

## Addressing Barriers

- Stipends, transportation, meals, childcare

## Other

- Materials, Supplies

Administration/Overhead: Capped at 10%

# Eligible Initiatives

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

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



## Reporting Requirements

Submit a one-page activity summary

Summary form will be provided upon **award**

Report includes number of participants and outcomes

Due within 30 days post-activity completion

# Background/Definition of Resident Leadership Initiatives

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



These initiatives may focus on:

Moving from top-down management to participatory governance.

Amplifying tenant voices in their housing communities.

Addressing equity through diversity and inclusion practices.

Building leadership skills for youth and community members.

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

Engagement Level	General Operations and Engagement	Input and Feedback	Leadership Development and Organizing	Informal Structures	Formal Structures	Shared Power and Ownership
Examples	<ul style="list-style-type: none"> <li>Resident Services</li> <li>TAP Resident Engagement Programs</li> <li>Building Community Workshops</li> <li>HUD Data Collection</li> <li>Community Events</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction Surveys</li> <li>Focus Groups</li> <li>Town Halls</li> </ul>	<ul style="list-style-type: none"> <li>Tenant Organizing Trainings</li> <li>Civic Engagement Activities</li> <li>Focused action on a community issues</li> </ul>	<ul style="list-style-type: none"> <li>Advisory Committees (not elected)</li> <li>Regular meetings with Resident Leaders</li> <li>Youth Advisory Groups</li> </ul>	<ul style="list-style-type: none"> <li>Formal Tenant Organizations</li> <li>Resident Seats on Board</li> <li>Tenant Advisory Board – with elected positions</li> </ul>	<ul style="list-style-type: none"> <li>Housing Cooperatives</li> <li>Resident owned sites</li> <li>Resident majority boards</li> </ul>
Potential Mini Grant Requests	<ul style="list-style-type: none"> <li>Staff and board training about Resident Leadership</li> <li>Consultant to help establish formal practices and next steps</li> </ul>	<ul style="list-style-type: none"> <li>Associated costs for facilitators, incentives, or to address barriers to participation by providing childcare</li> <li>Stipends and related expenses for emerging resident leaders to meet and plan for next steps</li> </ul>	<ul style="list-style-type: none"> <li>Transportation costs to attend an advocacy event or meeting to address a community issue</li> <li>A leadership training for youth and/or adults</li> <li>A site-based Voter Registration, Get Out the Vote Initiative, or candidate forum</li> </ul>	<ul style="list-style-type: none"> <li>Registration, transportation and other expenses for resident leaders to attend a conference</li> <li>Resident Leadership Training Collaborative costs</li> <li>Facilitator and related costs for a training or consultant</li> <li>Funds for a youth led community project</li> </ul>	<ul style="list-style-type: none"> <li>Conference and/or Training costs</li> <li>Consultant or facilitator to assist in any leadership transitions</li> <li>Group mediation services to address any conflicts</li> <li>Expenses to support resident participation at an Annual Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Conference and/or Training costs</li> <li>Technical assistance on financing, by-laws, and procedures</li> <li>Group mediation services to address any conflicts</li> </ul>

# Diversity and Inclusion

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

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

# Examples of Resident Inclusion Initiatives

## 1. Workshops for Inclusivity and Cultural Competency:

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

## Resident Leadership and Engagement Activities

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

# Key Takeaways for Applicants

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## Tips for successful applications:

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



MASSHOUSING HOUSING STABILITY INCLUSION AND LEADERSHIP MINI GRANTS  
APPLICATION FORM

**SITE INFORMATION**

DEVELOPMENT NAME:  MASSHOUSING ID:

OWNER:  MANAGEMENT COMPANY:

ADDRESS:

CITY:  STATE:  ZIP CODE:

CONTACT PERSON:  CONTACT TITLE:

CONTACT EMAIL:  CONTACT PHONE:

**TYPE OF REQUEST:**

LEADERSHIP AND GOVERNANCE TRAINING:

INCLUSION AND DIVERSITY TECHNICAL ASSISTANCE TRAINING:

**ATTENDEES:**

EXPECTED NUMBER OF RESIDENT PARTICIPANTS:

EXPECTED NUMBER OF BOARD MEMBER PARTICIPANTS:

EXPECTED NUMBER OF STAFF PARTICIPANTS:

MASSHOUSING

PROJECT START DATE:  PROJECT END DATE:

**SUMMARY OF PROGRAM OBJECTIVES AND ACTIVITIES:** Please provide details about your request. What is your activity? How will this activity support residents in participating in the shaping of their housing community? How will this activity promote any of the following areas: inclusive practices and models of tenant leadership, anti-racism, cultural competency, and other diversity and inclusion focused trainings?)



**NAME OF FACILITATOR AND OR ORGANIZATION FOR THE REQUESTED ACTIVITY:**

**BUDGET SUMMARY (MAX \$5,000)**

Expenses	Amount
Registration/Fees	<input type="text"/>
Facilitator/Consultant	<input type="text"/>
Resident Stipend	<input type="text"/>
Transportation	<input type="text"/>
Meals	<input type="text"/>
Childcare	<input type="text"/>
Other	<input type="text"/>
Admin/Overhead*	<input type="text"/>
Total Request	<input type="text"/>

\*Admin/Overhead may not exceed 10% of the total ask. \*If selected a W-9 will be required along with ACH information for payment

DO YOU HAVE ADDITIONAL FUNDING SOURCES FOR THIS ACTIVITY? Yes  No

If yes, please specify:

# Application Form

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

## Contact Information

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Applications are available via the MassHousing Rental Business Portal or may be requested by emailing

[housingstabilitygrants@masshousing.com](mailto:housingstabilitygrants@masshousing.com)

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For inquires email:

[housingstabilitygrants@masshousing.com](mailto:housingstabilitygrants@masshousing.com) or  
Gloria Brand, Impact Initiatives  
[gbrand@masshousing.com](mailto:gbrand@masshousing.com).

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



# Resources

- Mel King Leadership Academy: <https://www.melkinginstitute.org/programs/resident-leadership-academy>
- National Low Income Housing Coalition's Tenant Talk: <https://nlihc.org/explore-issues/publications-research/tenant-talk>
- Neighborworks Community Leadership Institute: <https://www.neighborworks.org/Community/Engagement>
- Empowering Resident Leaders Lessons from Neighborworks Community Leadership Institute: [harvard\\_jchs\\_empowering\\_resident\\_leaders\\_halfom\\_gramlich\\_2020\(1\)- Adobe cloud storage](https://harvard_jchs_empowering_resident_leaders_halfom_gramlich_2020(1)-Adobe%20cloud%20storage)
- Boston Housing Authority's Center for Community Engagement: <https://bostonhousing.org/en/CommunityEngagement.aspx>
- Stewards of Affordable Housing for the Future: Resident Agency and Voice in an Affordable Housing Setting: A Set of Guiding Questions to Move Forward: <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:9b5c8162-a441-4b4f-b0a0-021e2d9690b5>
- HUD Exchange: Methods and Emerging Strategies to Engage People with Lived Experience: [Public Housing Resident Toolkit: Overview and Common Terms - HUD Exchange](https://www.hudexchange.info/resources/publications/public-housing-resident-toolkit-overview-and-common-terms-hud-exchange)
- Blue Cross MA Foundation: Strategies for Meaningfully Engaging MassHealth Members to Inform Program and Policy Decisions: [Strategies for Meaningfully Engaging MassHealth Members to Inform Program and Policy Decisions | Welcome to Blue Cross Blue Shield of Massachusetts](https://www.bluecrossma.org/strategies-for-meaningfully-engaging-masshealth-members-to-inform-program-and-policy-decisions)
- ASPE: Methods and Emerging Strategies to Engage People with Lived Experience: <https://aspe.hhs.gov/reports/lived-experience-brief>
- Center for the Study of Social Policy: Fostering Resident Voice and Influence: <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:2df64b88-a66c-43a1-90f9-d4312511a8a1>