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**November 18, 2024**

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## NLIHC Leadership Transition

### NLIHC Announces Appointment of Interim President and CEO Renee M. Willis

**Tag: NLIHC News** *Keywords: Renee Willis, president, CEO, interim, Board of Directors*

NLIHC's Board of Directors announced on November 14 the appointment of Renee M. Willis, NLIHC's senior vice president for racial equity, diversity, and inclusion, as the organization's new interim president and CEO, effective January 3, 2025. Renee brings more than 30 years of experience in organizational management, stakeholder engagement, and coalition building to her new role as interim president and CEO.

Renee joined NLIHC in June 2015 as vice president for field and communications, in which role she oversaw the development and execution of all campaign, membership, and communications strategies in support of the coalition's mission, goals, and objectives. In November 2021, she assumed her current role as senior vice president, working to ensure that NLIHC's commitment to racial equity, diversity, and inclusion is woven throughout its internal policies, programs, and practices, as well as in the public policies it advances.

"The Board of Directors welcomes Renee to her new role leading NLIHC during this time of transition," said Dora Leong Gallo, chair of NLIHC's Board of Directors. "Renee has worked with NLIHC in increasingly senior positions, and her proven management and leadership at NLIHC makes her well-suited to take on this important role."

"She deeply understands NLIHC's priorities, culture, and the needs of our partners and stakeholders," said Dora. "The board has full confidence in Renee's ability to maintain our growing momentum during this transition period."

As previously announced, NLIHC's current president and CEO, Diane Yentel, will depart NLIHC at the beginning of next year. Renee will begin the transition into her new role as president and CEO over the next seven weeks and will remain in the role until a permanent president and CEO is appointed. Renee will work directly with NLIHC's talented and dedicated staff, Board, and other stakeholders to ensure the continuity and stability of the organization.

"I am deeply honored and grateful for the opportunity to help steward such an incredible organization," said Renee. "I have long admired NLIHC's steadfast commitment to achieving housing and racial justice since its inception in 1974. As our fiftieth anniversary as an organization comes to a close, I look forward to leading NLIHC in ushering in a new chapter of growth, stability, and success."

The NLIHC Board of Directors will soon launch a nationwide search for the organization's next permanent president and CEO. The Board has selected BoardWalk Consulting as its partner in the search. Email inquiries can be sent to [NLIHC@BoardWalkConsulting.com](mailto:NLIHC@BoardWalkConsulting.com).

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## Our Homes, Our Votes

### Register for Today's (11/18) *Our Homes, Our Votes* Webinar Featuring Representative Chuy García!

**Tag:** OHOV *Keywords:* *Our Homes, Our Votes, OHOV, webinar, Chuy Garcia*

The [Our Homes, Our Votes: 2024 webinar series](#) provides resources, guidance, and inspiration for organizations and individuals seeking to launch or strengthen their own nonpartisan voter and candidate engagement initiatives. The final webinar in the series, “A Look Ahead: Next Steps for Nonpartisan Civic Engagement and Housing Justice,” will take place today (November 18) at 2:30 pm ET. Representative Jesús “Chuy” García (D-IL-4) will join the webinar to speak about the “[Our Homes, Our Votes Act](#),” a bill that would increase access to voter registration among HUD residents. Register for the webinar [here](#).

A successful nonpartisan voter engagement campaign does not end on Election Day. After the election is over, housing and homelessness organizations should evaluate the impact of their activities, leverage the power of low-income renters as a voting constituency, and establish relationships with newly elected officials. This webinar will cover strategies to hold elected officials accountable to their campaign promises and advocate for long-term, systemic change to increase voter access—including passage of the “[Our Homes, Our Votes Act](#).” The webinar will feature Rep. Jesús “Chuy” García (D-IL), lead sponsor of the “Our Homes, Our Votes Act;” Allison Neswood, staff attorney at the Native American Rights Fund; and Brooke Schipporeit, director of field organizing at NLIHC.

For archives of all *Our Homes, Our Votes: 2024* webinars, visit: [www.ourhomes-ourvotes.org/webinars-2024](http://www.ourhomes-ourvotes.org/webinars-2024)

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## Budget and Appropriations

### Appropriations Leaders Aim to Reach Topline Spending Agreement for FY25 by End of Week to Finalize Funding Bill by 12/20 Deadline – Take Action!

**TAG:** Budget and Appropriations *Keywords:* *Congress, FY25, spending, continuing resolution, CR*

Members of the U.S. Congress returned to their offices on Capitol Hill on November 12 with only a few weeks left to reach a final agreement on fiscal year (FY) 2025 spending before current government funding expires on December 20. Earlier speculation suggested that Congress might pass another short-term funding bill – known as a “continuing resolution” (CR) – that would last until February or March 2025. However, with Republicans now poised to control both chambers of Congress as well as the White House in 2025, some are pushing to finalize an FY25 spending bill before the end of the year to give the new Congress and administration a clean slate for the new term.

Appropriations leaders – including Senate Committee on Appropriations Chair Patty Murray (D-WA) and Vice Chair Susan Collins (R-ME) and House of Representatives Committee on Appropriations Chair Tom Cole (R-OK) and Ranking Member Rosa DeLauro (D-CT) – have voiced support for finalizing the FY25 spending bills before December 20 but will need to reach a topline spending agreement before Congress adjourns for the Thanksgiving break at the end of next week. However, due to the lack of time before the current Congress concludes, appropriators are restricted from moving an “omnibus” spending bill, which would include all 12 annual federal spending bills combined into one package. House Speaker Mike Johnson (R-LA) has in the past opposed omnibus spending measures and is instead working with the newly elected incoming Senate Majority Leader John Thune (R-SD) and President-elect Donald Trump to strategize on Republicans’ path forward. Speaker Johnson and soon-to-be Majority Leader Thune have floated the idea of passing a year-long CR instead of enacting a new FY25 spending bill.

Such long-term CRs have a [devastating impact](#) on affordable housing and homelessness assistance programs. CRs maintain spending levels from the previous fiscal year, but because the cost of affordable housing and homelessness assistance programs rises every year, increased annual funding for HUD programs is required simply to maintain the number of people served by these vital programs.

### **Take Action!**

#### ***Urge Congress to pass a final FY25 spending bill with increased funding for HUD’s affordable housing and homelessness programs by December 20***

Advocates can use NLIHC’s resources to take action today and push Congress to pass increased funding for affordable housing and homelessness in FY25, including for NLIHC’s top priorities:

- Full funding to renew all existing contracts for the Housing Choice Voucher (HCV) program and expand assistance to 20,000 more households.
- \$6.2 billion for public housing operations and \$5.2 billion for public housing capital needs.
- \$4.7 billion for HUD’s Homeless Assistance Grants (HAG) program.
- \$100 million for the Eviction Protection Grant Program.
- At least \$1.3 billion for Tribal housing programs, plus \$150 million for competitive funds targeted to tribes with the greatest needs.

Use NLIHC’s toolkits and resources to take action on FY25 funding, including by:

- **Emailing or calling members’ offices** to tell them about the importance of affordable housing, homelessness, and community development resources to you, your family, your community, or your work. You can [use NLIHC’s Take Action page](#) to look up your member offices or call/send an email directly!
- **Sharing stories** of those directly impacted by homelessness and housing instability. Storytelling adds emotional weight to your message and can help lawmakers see how their policy decisions impact actual people. Learn about [how to tell compelling stories with this resource](#).

- [Using our “Oppose Dramatic Cuts to Federal Investments in Affordable Housing” toolkit](#): This toolkit includes resources, talking points, advocacy ideas, and other helpful information on defending funding for affordable housing and homelessness resources in the FY25 federal budget. Meet with your members and urge them to provide the most possible funding for these vital programs in any final FY25 budget agreement!

National, state, local, tribal, and territorial organizations can [also join over 2,300 organizations on CHCDF’s national letter](#) calling on Congress to support the highest level of funding possible for affordable housing, homelessness, and community development resources in FY25.

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## Homelessness and Housing First

### Veteran Homelessness Drops to Record Low under the Biden-Harris Administration

**TAG: Homelessness** *Keywords: HUD, VA, veterans, homelessness, Housing First, Biden, veteran homelessness, HUD-VASH, permanent supportive housing, USICH*

The U.S. Interagency Council on Homelessness (USICH), HUD, and the U.S. Department of Veterans Affairs (VA) [announced](#) on November 11 that veteran homelessness has dropped to its lowest level on record since the annual Point-in-Time (PIT) count started tracking data about veteran homelessness in 2009. The PIT data represent a snapshot of homelessness on a single night.

Between January 2023 and January 2024, the number of veterans experiencing any form of homelessness dropped from 35,574 to 32,882, which represents a 7.5% drop since last year, an 11.7% drop since 2020, and a 55.6% drop since 2010. Among unsheltered veterans, the number dropped 10.7%, from 15,507 in 2023 to 13,851 in 2024. This news comes weeks after VA announced that it had permanently [housed nearly 48,000 veterans this year alone](#), surpassing its goal by 16% (see *Memo*, [11/04](#)).

This progress reflects the impact of policies adopted by the Biden-Harris administration to address veteran homelessness. These initiatives include grants amounting to more than \$800 million from the VA to help homeless veterans, the release of strategies by the administration to end veteran homelessness, and the creation by the VA of the Legal Services for Veterans Grant Program to help veterans experiencing or at risk of homelessness receive benefits, address legal issues, and prevent eviction, among other solutions. HUD has also worked to improve voucher eligibility, provide guidance, and help veterans transition into permanent housing with supportive services.

Read the HUD announcement at: <https://tinyurl.com/mm694pcc>

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## Disaster Housing Recovery

## NLIHC's Disaster Housing Recovery Coalition Joins Letter Supporting Bill Creating Universal Application for Disaster Assistance

**TAG: Disaster** Keywords: *Disaster Recovery, FEMA, Disaster Housing Recovery Coalition, DHRC, Disaster Assistance Simplification Act, Community Development Block Grant-Disaster Recovery, CDBG-DR*

The NLIHC-led Disaster Housing Recovery Coalition (DHRC) joined 18 other national organizations in co-signing a [letter](#) supporting passage of the “Disaster Assistance Simplification Act” (S. 1528), sponsored by U.S. Senate Committee on Homeland Security and Government Affairs Chairman Gary Peters (D-MI), Ranking Member Rand Paul (R-KY), Senator James Lankford (R-OK), and Senator Thom Tillis (R-NC). Submitted to leaders in the U.S. House of Representatives on November 12, the letter requests speedy enactment of the bill, which was passed by the Senate earlier this year.

The bill, which was endorsed earlier this year by NLIHC and the DHRC, would create a uniform application system for disaster assistance. FEMA would manage the uniform application system, but other federal agencies would work together to update application questions and would share application data necessary to administer disaster assistance programs. Importantly, data from each program would continue to be governed by agency data sharing rules, creating the possibility that HUD could share bulk data from the Community Development Block Grant-Disaster Recovery (CDBG-DR) program with researchers via its data licensing system.

“The lowest-income and most marginalized disaster survivors are often hardest hit by disasters, and they continue to face the steepest, longest path to a complete and equitable recovery,” said NLIHC President and CEO Diane Yentel in a [press release](#) touting advocates’ support for the measure in 2023. “For too long, a daunting application and appeals process has prevented low-income disaster survivors from accessing the critical assistance they need to get back on their feet. The creation of a universal application for disaster assistance, such as the one proposed in the Disaster Assistance Simplification Act, is an important first step in dismantling barriers created by the federal government and fixing our nation’s broken disaster housing recovery system.”

Read the letter supporting the Disaster Assistance Simplification Act [here](#).

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## Hurricane Helene Recovery Continues across Appalachia

**TAG: Disaster** Keywords: *disaster recovery, FEMA, Hurricane Helene*

Recovery efforts following Hurricane Helene continue after the record-breaking storm brought high winds, catastrophic flooding, and mudslides to regions across Georgia, South Carolina, North Carolina, Tennessee, and Virginia. The initial trickle of assistance to impacted areas has broadened in the weeks after the disaster, rendering some areas hazardous and inaccessible to aid. Significant recovery work still lies ahead and will likely focus on infrastructure restoration and the removal of debris from flood waters and destroyed homes.



With more than a month having passed since Hurricane Helene struck, survivors are aware of the extensive recovery road ahead. Officials of Pinellas County, North Carolina, reported that debris pickup is a “major operation that will take months to complete.” Asheville has restored its water system but does not expect the water to be drinkable without further treatment until mid-December. While some areas, such as the University of North Carolina Asheville campus, have regained access to clean water through the construction of temporary water treatment facilities, most of Asheville is still under a “boil water” advisory.

Thoughts have also turned to the longer-term impact of the storm. Much of the region is facing an ongoing affordable housing crisis, which has only been exacerbated by the disaster. Housing prices have soared, and the availability of affordable rental units has dwindled, leaving many households vulnerable to displacement. In response, advocates, including members of NLIHC’s Disaster Housing Recovery Coalition (DHRC), have been vocal in urging state and local leaders to implement an eviction moratorium to prevent further displacement and curb rising rental prices. During an Asheville City Council meeting on November 12, [city leaders](#) drew attention to their continuing requests to the North Carolina government to institute a statewide moratorium and allocate \$500,000 in emergency rental assistance to the city’s low-income renters. However, renters outside of Asheville could face delays receiving the help they need.

At the federal level, Congress will debate making available emergency supplemental funding for different aspects of disaster response, including HUD’s [long-term disaster recovery program](#). If included in the bill, these funds could be utilized for rental assistance across the impacted region and prevent further displacement in areas at risk of population loss due to disaster damage. The DHRC is working with partners on the ground and will continue to push for the maximum funding for housing-related recovery programs.

Find more out about the DHRC and HUD’s long-term recovery programs [here](#).

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## Disaster Housing Recovery Update – November 18, 2024

**Tag:** Disaster *Keywords: disaster, FEMA, hurricanes, tornadoes, floods, flooding, fires, wildfires, climate, Helene, Milton*

### Hurricane Helene

Mecklenburg County Commissioners in North Carolina have created a “[Quick Buy](#)” program that allows the county to purchase homes that have been “substantially damaged” beyond repair by Hurricane Helene. Participation in the buyout program, which is funded with \$8.5 million, is voluntary, and residents may instead use grants to demolish or elevate their homes on their own.

North Carolina residents are [advocating](#) for Governor Roy Cooper to implement a utilities shutoff moratorium in the wake of Hurricane Helene. This mandate would prevent energy companies from disconnecting survivors’ access to electricity as they recover from the effects of the storm. During the COVID-19 pandemic, Governor Cooper prohibited utility shutoffs statewide, which has left residents wondering why the same approach has not been adopted in the wake of Helene. Some companies, like Duke Energy, are voluntarily suspending



disconnections and late fees; however, the company has not made any public statement announcing this assistance.

More than 211,000 households in South Carolina will [receive](#) \$154 million in federal disaster assistance from FEMA. About \$11 million of this amount will go to home repair housing grants, with most of the funds going to Other Needs Assistance grants to assist other serious storm-related needs. FEMA has opened nine disaster recovery centers across the state; residents across 28 counties and the Catawba Indian Nation are also eligible to apply for FEMA assistance. Aid can be found at [disasterassistance.gov](https://disasterassistance.gov), by calling 1-800-621-3362, or by using the [FEMA App](#).

## **Hurricane Milton**

Many Floridians are facing severe damage recovery costs following Hurricanes Helene and Milton. Residents of mobile homes in Pasco County have received [eviction notices](#) after their units were damaged by the storms. Within affected areas, less than 25% of residents had [flood insurance](#) prior to the storms, and most home insurance policies do not cover flood damage. Hurricane Milton was classified as a “wind and rain event” (rather than a “flood,” which is typically covered by house insurance), and many insurance companies may not protect clients from water damage due to policy details.

In Volusia County, damage caused by the hurricanes is exacerbating a [preexisting housing crisis](#). While the county created several temporary emergency shelter programs, these programs are not designed or equipped to match the amount of aid needed by residents. Permanently authorized shelter sites and food pantries have hit already full capacity and will remain at capacity “indefinitely because there is simply not enough available housing,” says Savannah-Jane Griffin, CEO of the Neighborhood Center of West Volusia.

Hurricanes are also changing the [real estate market](#) in Florida. The state “recovers much faster than you think,” says Florida Realtors chief economist Brad O’Connor, but recovery often brings demographic change. After each storm, interest rates and home prices rise, meaning areas often affected by hurricanes are experiencing increases in wealthy residents, as only such buyers can afford the new housing prices. Studies show that many survivors wish to return to their communities, but often only those with greater financial resources can afford to do so.

## **Congressional and National Updates**

Disaster assistance remains [one of the top](#) “to-dos” on Congress’ list as members return for the lame duck session in mid-November. There is broad support for a disaster aid package, but top-line numbers are not available, though they likely run into the tens of billions of dollars. In addition to HUD assistance for long-term recovery efforts in areas impacted by disasters in 2023 and 2024, Congress must pass funding for FEMA – which is rapidly being depleted of its funds – and the Small Business Administration’s Disaster Loan Program, which is currently [out of funds](#) following Hurricanes Helene and Milton.

A [story](#) in *Marketplace* reflects on the length of time necessary to rebuild housing and points to the “Reforming Disaster Recovery Act” as a vehicle for speeding the arrival of congressionally approved funds to disaster survivors. The bill, drafted with the assistance of NLIHC and the

Disaster Housing Recovery Coalition (DHRC), would permanently authorize the program, removing several administrative hurdles currently in place.

FEMA has confirmed reports circulating in far-right media sources that one FEMA supervisor instructed FEMA Disaster Survivor Assistance teams – which directly canvass homes in disaster-impacted areas to assist in registering impacted individuals for FEMA – to avoid homes with political signs supporting President-elect Donald Trump. The agency confirmed that the supervisor was terminated because of their actions. The story prompted two hearings on November 19 – one in the [House Transportation and Infrastructure Committee](#) and the other in the [House Oversight Committee](#). The article follows a series of maneuvers taken against FEMA by far-right media that [spread misinformation](#) during and directly after the arrival of Hurricane Helene and that resulted in FEMA employees in [multiple states](#) being threatened with violence by right-wing extremists.

## **Alaska**

Flooding in Kotzebue, Alaska on October 22 [damaged](#) dozens of buildings, forced 80 residents to evacuate to shelters, and completely destroyed at least two homes. Tide lines of up to four feet above average contributed to the [highest water](#) levels some Kotzebue residents have ever experienced. Relief efforts were further complicated by bad conditions that forced the Ralph Wien Memorial Airport to close for [two days](#).

## **California**

The Mountain Fire in Ventura County has [burned](#) over 20,000 acres, destroyed or damaged nearly 300 structures, and still threatens more than 4,600 structures. The fire, which began on September 6, prompted the evacuation of thousands of residents. Many residents were displaced for more than a week. Firefighters [completed](#) 136 rescues in the first five days of the fire, and six injuries have been [reported](#).

Across California, more than 30,000 customers lost power (mostly as preventative measures) due to both the Mountain Fire and the Broad Fire in Malibu. The [Broad Fire](#) also began on November 6 and had been 98% contained by the following day after burning approximately 40 acres and damaging two structures. Wind gusts of up to 80 mph in Santa Ana have led to “[critical fire weather conditions](#)” across the state.

## **Hawai'i**

FEMA has extended housing support for survivors of the Maui wildfire by one year. The Individuals and Households Programs, initially set to end in February 2025, has been [extended to February 2026](#). Survivors who will continue to utilize the extended programs will be expected to start paying rent based on their financial ability, as determined by HUD's Fair Market Rent rates. Senator Brian Schatz explained that “FEMA's extension means survivors will continue to have homes for their families for the foreseeable future. But let's be clear about what's needed – building temporary housing so that survivors have stable roofs over their heads as they recover.”

## **Nebraska**

The Nebraska Department of Economic Development has [awarded](#) up to \$850,000 through the Community Development Block Grant-Disaster Recovery (CDBG-DR) program to two Housing Resilience Planning projects. The projects will develop resilient affordable housing units in areas impacted by flooding in 2019. The Sarpy Multijurisdictional Resilience Planning Project will help incorporate sustainable and climate-resilient elements into future affordable housing development projects in Sarpy County, which sustained large amounts of damage from the floods. The Western Knox Communities Housing Resilience Study will increase the amount of available information about flood zones, building costs, and affordable housing options for low- and moderate-income families in rural communities.

## **Nevada**

The Callahan Fire near Reno has prompted the [evacuation](#) of 3,000 people. The fire, which began on November 11, is 70% contained after three days, during which it burned more than 65 acres. Truckee Meadows Fire Protection Chief Charles Moore stated that wind-driven fires such as this one often make containment difficult due to the possibility of fires “jumping” the containment lines. Around 200 personnel from 20 agencies have been [deployed](#) and have been assisted by incoming rains. While it is too early to know the full extent of the damage, at least one home and a few structures have been destroyed.

## **New Mexico**

Extreme [flash flooding](#) in Roswell, New Mexico on October 19 killed two people and required more than 300 fire rescues from first responders. The nearly six inches of rain broke both the city’s sewer system and its record for the most amount of rain in a single weather event. FEMA estimates approximately 275 confirmed and 450 likely [damaged](#) homes. About 10% of affected households reported that they have adequate insurance to cover the damage. President Biden and Governor Michelle Lujan Grisham declared the incident a federal disaster, meaning assistance can be requested at [DisasterAssistance.gov](#), by calling 1-800-621-3362, or by using the [FEMA App](#).

## **Oklahoma**

Tornados in the Oklahoma City region [damaged](#) at least 100 houses, according to Governor Kevin Stitt. Multiple tornados struck on the morning of November 3, injuring at least [11 people](#) and prompting tornado warnings across the state. More than [20,000 customers](#) lost power across Oklahoma and northern Texas due to the storms.

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## **Congress**

### **Senator Markey Introduces “Artificial Intelligence (AI) Civil Rights Act”**

**TAG: Tenant protections** *Keywords: Tenant protections, Artificial Intelligence, AI, Artificial Intelligence Civil Rights Act, tenant screening, algorithms, Senator Markey, Edward Markey*

Senator Edward J. Markey (D-MA) introduced the “[Artificial Intelligence \(AI\) Civil Rights Act](#)” ([S.5152](#)) in the U.S. Senate on September 24. The legislation would put strict guardrails on companies’ use of algorithms, ensure algorithms are tested before and after deployment, help eliminate and prevent bias, and ensure accuracy and fairness in the use of complex algorithms.

The NLIHC-endorsed bill would prohibit certain uses of artificial intelligence – including algorithms – if they negatively impacted the conditions, access, eligibility, cost or terms of housing, utilities, healthcare, employment, education, financial services, insurance, criminal justice, legal services, elections, government benefits, or public accommodations. The provisions of the bill could be relevant to housing in cases when algorithms are used for tenant screening, setting rent prices, or other related activities.

“Complex algorithms have a darker side as well – one that has real consequences for everyday people, especially marginalized communities,” said Senator Markey. “I am introducing the “Artificial Intelligence Civil Rights Act” to ensure that the AI Age does not replicate and supercharge the bias and discrimination already prevalent in society today.”

Read Senator Markey’s press release and see a full list of endorsers at: <https://tinyurl.com/2arpuacv>

Read the full bill text at: <https://tinyurl.com/hy5xtjib>

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## Opportunity Starts at Home

### Study Finds Temporary Financial Assistance Effective in Reducing Veteran Homelessness

**Tag: Opportunity Starts at Home** *Keywords: Opportunity Starts at Home, OSAH, multi-sector, homelessness, veterans, American Journal of Managed Care*

A new [article](#) in the *American Journal of Managed Care (AJMC)*, “Cost Effectiveness of Temporary Financial Assistance for Veterans Experiencing Housing Instability,” finds that U.S. Department of Veterans Affairs (VA) housing programs – such as the HUD-VA Supportive Housing (HUD-VASH) and Supportive Services for Veteran Families (SSVF) programs – are essential in efforts to reduce veteran homelessness and support housing stability.

The article reviews the current trends in veterans experiencing homelessness in the U.S., including the 7.4% increase in veterans experiencing homelessness that occurred between the 2022 and 2023 HUD Point-in-Time (PIT) counts. Despite this increase, there has still been a downward trend in veteran homelessness overall, with a 4% reduction in veterans experiencing homelessness over the last three years. According to the article, the reduction can be attributed in part to VA housing programs for veterans and their families, including HUD-VASH. This program, run collaboratively by VA and HUD, combines housing vouchers with supportive services to help veterans experiencing homelessness find and sustain stable housing. Another VA program, SSVF, provides supportive services and case management to very low-income veterans to prevent homelessness.

Temporary Financial Assistance (TFA) is part of the SSVF program, and the study published in *JAMA Network Open* found that it is a cost-effective strategy for providing housing support to those experiencing homelessness or at risk of becoming homeless. TFA is a short-term monetary benefit that can be used toward payment of rent, security deposits, utilities, and other housing-related expenses. Previous studies have found that TFA, along with higher rates of stable housing, is associated with lower health care expenses. For this study, the researchers used a cost-effectiveness analysis and found the TFA program to be cost effective, enhancing stable housing days and lowering overall program costs. The researchers recommend a cost-effectiveness analysis of larger, nationwide housing interventions, as the study results may not be generalizable to the non-VA population.

Read the article [here](#). Read the *JAMA Network Open* study [here](#).

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## State and Local Innovation

### Register for Wednesday's (11/20) State and Local Innovation Webinar on Rental Junk Fees!

**TAG:State and Local Innovation** Keywords: *webinar, junk fees, tenant protections, state and local innovation*

NLIHC's [State and Local Innovation \(SLI\) project](#) will kick off a new webinar series focused on state and local tenant protections on November 20. Part of the project's *State and Local Tenant Protection Series: A Primer on Renters' Rights*, the webinar will give attendees the opportunity to learn more about efforts undertaken at the federal, state, and local levels to address excessive rental fees, known commonly as rental "junk fees." Registrants will hear from a broad range of speakers, including tenant advocates, members of national housing organizations, and legal service providers, about specific campaigns, resources, and efforts to advocate for laws limiting junk fees. The webinar will take place from 2 to 3:30 pm ET and will be co-hosted with the [National Consumer Law Center](#) (NCLC), the [University of Texas Law School](#), and [Building and Strengthening Tenant Action](#) (BASTA). Register for the webinar [here](#).

In September 2024, NCLC released a report on excessive rental fees. ["What the Heck, Dude!": How States Can Fight Rental Housing Junk Fees](#), showing how excessive rental fees have proliferated in the private rental market and detailing the methods by which lawmakers at the federal, state, and local levels have worked to address the negative impacts of such "junk fees" on renters. The upcoming webinar will highlight the ways in which state, local, and federal governing agencies can address excessive rental fees.

#### Agenda:

- **Welcome**
- **Setting the Foundation:** Sarah Gallagher and Nada Hussein, NLIHC
- **Texas Snapshot: Tackling Junk Fees in Austin:** Shoshana Krieger, BASTA; and Heather K. Way, University of Texas Law School

- **Local Spotlight: Efforts to Enact Limits on Junk Fees in Connecticut:** Sarah White, Connecticut Fair Housing Center
- **State Enforcement Actions and Overview of Federal Efforts to Protect Renters Against Junk Fees:** Ariel Nelson and Steve Sharpe, NCLC
- **Q & A**

The new webinar series is meant to complement resources released by NLIHC’s SLI initiative regarding a range of tenant protections. In August 2024, NLIHC’s SLI initiative released a toolkit on protections against excessive rental fees, which includes an overview of such protections, the common components of laws that limit junk fees, information about state and local jurisdictions that have adopted such protections for renters, and suggestions about provisions that can be considered when enacting or advocating for such protections. The toolkit was the first in the State and Local Innovation Tenant Protection Series, which also includes toolkits on [“just cause” eviction standards](#), [rent stabilization laws](#), and laws that strengthen [code enforcement procedures and habitability standards](#).

The toolkits are meant to provide foundational information about the core components of select policy interventions that can keep tenants stably housed – and free from the threat of eviction – and to help spark dialogue around the critical importance of state and local tenant protections. Alongside the toolkits, the SLI team has also released a series of tenant case studies focused on state and local campaigns to enact the same four tenant protections, with NLIHC [highlighting](#) state-level efforts to enact junk fees laws in the State of Connecticut and Rhode Island.

Learn more about laws limiting excessive rental fees [here](#) and read NCLC's report on junk fees [here](#).

Register for the webinar [here](#).

Learn more about NLIHC’s SLI project at: <https://nlihc.org/state-and-local-innovation>

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## Research

### Study Finds Crime-Free Housing Policies Increase Evictions by Nearly 25% in California Municipalities

**TAG: Other Housing Policy Issues** *Keywords: crime free housing policy, fair housing, Fair Housing Act, evictions, racial disparities in housing, displacement,*

An article in *Cityscape*, “[Analyzing the Effect of Crime-Free Housing Policies on Completed Evictions Using Spatial First Differences](#),” finds that crime-free housing policies (CFHPs) increase formal eviction lockouts, known as “writs of execution.” CFHPs are municipal programs that certify multifamily housing units as crime-free if property owners meet certain training and building requirements and add a crime-free addendum to their lease agreement. The lease addendum empowers landlords to evict tenants suspected of engaging in or facilitating criminal activity. The authors also find that census blocks with CFHP-certified rentals are more



likely to have a greater proportion of Black and Latino residents and lower-income residents, suggesting that low-income renters of color may be disproportionately impacted by CFHP-related increases in eviction lockouts.

The researchers evaluated the association between CFHPs and eviction lockouts in four California jurisdictions: Fremont, Hayward, Riverside, and San Diego County. Public records were used to identify addresses of CFHP-certified rental units in each location. Address data on writs of execution completed in 2019 were obtained from local sheriffs' offices. Census-block level demographic data were obtained from the American Community Survey 5-Year Estimates (2015-2019).

The researchers found that CFHPs were associated with significant increases in eviction lockouts. In Fremont, Hayward, and San Diego County, the data demonstrated significantly more eviction lockouts in census blocks with CFHP-certified rentals compared with blocks without CFHP-certified rentals. Using a spatial first differences (SFD) model, the authors found that CFHP increased evictions across all municipalities by 24.9%. By location, the authors found CFHP increased evictions by 41% in Fremont, 37.1% in Hayward, 27.2% in San Diego County, and 17.1% in Riverside.

Blocks with CFHP-certified rentals also had lower annual per capita income and larger proportions of people of color than blocks without CFHP-certified rentals. Average income differences were statistically significant in Fremont, Riverside, and San Diego County, where annual per capita income was \$6,547, \$7,244, and \$9,098 lower in CFHP blocks, respectively. Compared to blocks without CFHP-certified rentals, blocks with CFHP-certified rentals had higher proportions of Latino residents in Fremont, Riverside and San Diego County, and higher proportions of Black residents in Hayward and Riverside.

The researchers conclude that increased evictions from CFHPs are particularly troubling given CFHP's disproportionate impact on lower-income residents and residents of color, who are already at higher risk for eviction and face more severe consequences due to socioeconomic precarity. They warn policymakers that the potential disparate impacts of CFHPs on protected groups could give rise to *Fair Housing Act* or the 14th Amendment violations. Given their findings, they suggest that policymakers should weigh any benefit of crime deterrence against the cost of increased evictions, including increased homelessness and social service needs. Notably, the researchers share that prior research has demonstrated that CFHPs likely do not lead to a reduction in crime. They suggest that their findings may translate to other policies, such as criminal activity nuisance ordinances, chronic nuisance ordinances, and one-strike policies, that similarly use evictions as a means to prevent crime.

Read the report at: <https://bit.ly/3Co3yIr>

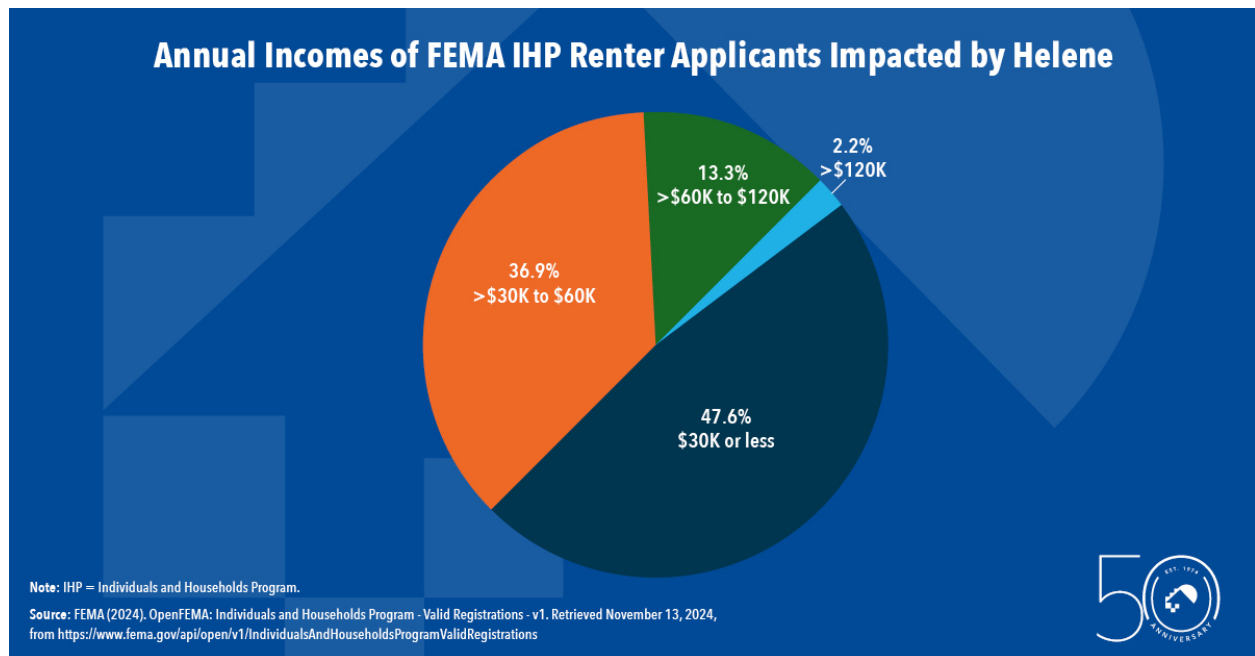
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## Fact of the Week

**Nearly Half of Renters Applying for FEMA's Individuals and Households Program after Helene Are Lower-Income**



**TAG: Fact of the Week** *Keywords: disaster, FEMA, Helene, applicants*



**Note:** IHP = Individuals and Households Program.

**Source:** FEMA (2024). OpenFEMA: Individuals and Households Program - Valid Registrations - v1. Retrieved November 13, 2024, from: <https://www.fema.gov/api/open/v1/IndividualsAndHouseholdsProgramValidRegistrations>

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## From the Field

### NLIHC State and Tribal Partners Convene in Washington, D.C.

**TAG: Events** *Keywords: state partners, tribal partners, convening, events*

NLIHC held the annual convening of its [state and tribal partners](#) at the National Union Building in Washington, D.C. on November 13 and 14. More than 60 people representing 26 of NLIHC's partner organizations, along with many NLIHC staff and board members, gathered for a multi-day event involving networking, strategy development, presentations on recent wins at the state and local levels, and discussions about charting a course forward for housing justice following the 2024 elections. The convening also featured a conversation about NLIHC's 2025-2026 federal policy agenda, a fireside chat regarding the upcoming session of Congress, and a teach-in on navigating power dynamics within coalitions.

"The NLIHC State and Tribal Fall Convening was truly inspiring," said Emily Hileman, West Virginia Balance of State CoC Project Specialist. "It was invaluable to connect with others and share solutions from across the country as we work toward our common goal."

NLIHC state and tribal partners are those member organizations with which NLIHC works most closely in each state or region of the country. They include housing and homelessness advocacy organizations that serve tribal communities or states, as well as regions within states, and that are engaged in state or federal housing advocacy while also having their own networks to mobilize in pursuit of NLIHC's policy priorities.

At the beginning of the convening, the NLIHC Board of Directors approved the addition of two new state partners: Idaho Asset Building Network and the Wisconsin Community Action Program (WISCAP). Idaho Asset Building Network is a project of Idaho Voices for Children and NLIHC's first state partner in Idaho. WISCAP is Wisconsin's statewide network of anti-poverty agencies. Both have been NLIHC Opportunity Starts at Home (OSAH) partners in their respective states. NLIHC now has 68 state partners operating in 46 states and the District of Columbia, as well as one tribal partner operating in the Northern Plains region.

NLIHC is always seeking to welcome new state and tribal partners, particularly in geographic regions where the Coalition has no existing partners. Partners must be existing NLIHC members and must complete a board approval process. For more information about becoming an NLIHC state or tribal partner, please contact [outreach@nlihc.org](mailto:outreach@nlihc.org).

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## **NLIHC Careers**

### **NLIHC Seeks Research Analyst**

NLIHC seeks a research analyst to further the coalition's research on the housing needs of renters with extremely low incomes and policy responses to the shortage of affordable housing. The analyst will work with other members of the NLIHC research team to initiate and carry-out research, including data collection, analysis, and dissemination. This is a two-year full-time position.

The position has a salary range of \$87,000 to \$93,000, contingent upon experience, and requires a hybrid (or in-office) work schedule in NLIHC's offices in Washington, D.C.

#### **Responsibilities:**

- Implement quantitative and/or qualitative research, including data collection and analysis.
- Maintain and expand NLIHC holdings of and access to major datasets that inform NLIHC campaigns and partners.
- Assist other NLIHC staff and interns with data usage.
- Write reports that communicate NLIHC research to the general public.
- Disseminate NLIHC research to the general public, members, and partners through written reports and blogs, visualizations, and other means.
- Participate in other research, as assigned.
- Contribute to NLIHC's weekly e-newsletter *Memo to Members & Partners* by identifying and summarizing new research relevant to NLIHC members.

- Prepare information and position papers as required to meet NLIHC's goals and objectives.
- Represent NLIHC with other partners through participation in working groups and advisory committees.
- Public speaking at meetings and conferences in DC and around the country, with a priority for NLIHC member organizations.
- Respond to requests for information from NLIHC members, members of the media, and the public.
- Participate in NLIHC staff meetings, staff training, working groups, and other events.
- Other duties as assigned.

### **Qualifications:**

A bachelor's degree is required (master's degree preferred). Applicants should have at least one year of experience in research and/or public policy. Applicants should have a commitment to social justice and knowledge of affordable housing, homelessness, or disaster recovery policy. Candidates should have strong analytical, writing, and oral and interpersonal communication skills. Applicants should be proficient in the Microsoft Office suite and in either a programming language like Python or statistical package like SPSS. GIS experience a plus.

**This is a two-year full-time position.** An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and benefits package. Interested candidates should submit a resume, cover letter with salary requirement, and two writing samples to Andrew Aurand, senior vice president for research, at: [aurand@nlihc.org](mailto:aurand@nlihc.org)

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### **NLIHC Seeks Fund Development Director**

NLIHC seeks a fund development director to work closely with the NLIHC vice president of external affairs to support NLIHC's development and fundraising endeavors. The fund development director will develop and execute multi-year fundraising plans to include major gifts, annual appeal, planned giving, event sponsorship, and campaigns. The fund development director will supervise two staff (fund development coordinators) and will report to the vice president of external affairs.

### **Responsibilities/Duties:**

- Lead organizational fundraising strategy and implementation plan to grow current annual fundraising.
- Expand NLIHC planned giving initiatives.
- Manage NLIHC's donors and prospects base, developing and implementing tailored cultivation, solicitation and stewardship plans.
- Manage major donor engagement – to include effective solicitations and other fundraising activities.
- Manage research and apply to foundations for grant awards for various programs as needed; manage all aspects of post-award grants including reporting requirements.

- Evaluate progress toward organizational goals/budgets and provide regular reporting to NLIHC CEO and vice president of external affairs.
- Manage systems, processes, and tools to maximize fundraising capacity including overseeing donor management database.
- Work closely across NLIHC's external affairs and other teams to ensure brand representation in all communication outreach and efforts.
- Lead and collaborate with staff on the management and planning of fundraising events and donor receptions.
- Work with communications team to develop print, digital, and social media marketing collateral related to fundraising.
- Plan and manage e-communications, to deliver NLIHC updates across donor base.
- Plan and lead fundraising special events and drives.
- Manage and maintain gift recognition policies.
- Work closely with NLIHC's finance team to manage financial reporting and tracking of donor contributions.
- Manage development and execution of reports and proposals – oversee writing and archiving of all proposals with a long-term relationship-management approach.
- Oversee monitoring of all donor information and use of Salesforce for donor contact management.
- Monitor and report regularly on the progress of the development program, including NLIHC board reports
- Work closely with the fund development committee of NLIHC's board of directors on planning for annual fundraiser.
- Lead planning and implementation of securing event sponsorships.
- Other duties as assigned.

## **Qualifications**

This is a full-time position, and candidates must be physically located in the metropolitan Washington, DC area. Applicants must have a bachelor's degree. Applicants must have a strong commitment to social justice and NLIHC's mission. This position would be ideal for someone with eight or more years of directly relevant fund development experience, and five or more years of management experience. Proficiency with Salesforce is required. Proficiency in grant writing is required.

The salary range for this position is contingent upon experience and is from \$92,000 - \$138,000. This position requires physical time in the office and the candidate must be located in the metropolitan Washington, DC area or be able to commute to our office located in DC for a hybrid work schedule.

A person will be most successful in this role if you have knowledge and experience in all aspects of philanthropy, giving trends, benchmarks, and best practices; research; fundraising techniques and strategies; data analytics; and development operations such as gift processing, prospect and donor research, and fundraising reporting.

An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and a generous benefits package.

Interested candidates should submit a resume, cover letter with salary requirement, and one writing sample to Jen Butler, NLIHC VP of External Affairs, via email at [jbutler@nlihc.org](mailto:jbutler@nlihc.org).

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## **NLIHC Seeks Development Coordinator**

NLIHC seeks a development coordinator who will have prime responsibility for a portfolio of development/fundraising activities for the Coalition. The activities, along with those of another development coordinator with a separate portfolio, will ensure the Coalition secures the necessary resources to support its mission of advancing racially and socially just public policy to ensure that the lowest-income people in America have decent, accessible, and affordable homes. The individual will also support NLIHC with other key operational and event-management needs. The coordinator will report to the NLIHC vice president of external affairs. The salary range for this position is contingent upon experience and is from \$75,000 to \$78,000. This position requires physical time in the office, and the candidate must be located in the metropolitan Washington D.C. area or be able to commute to our office in Washington D.C. for a hybrid work schedule. The Development Coordinator role is a two-year position.

### **Responsibilities:**

- Coordinate/manage reports, proposals, relationship management, and research/prospect development for corporate and non-corporate foundations.
- Track progress on current grants and reports due, as well as other requirements for each funder, and draft reports and proposals. Coordinate calls and meetings with current and new funders.
- Coordinate/manage NLIHC's end-of-year fundraising campaign, drafting language (postcards, emails, etc.), creating outreach list, mailing them out, etc.
- Handle inquiries about individual giving, particularly end-of-year requests to contribute stocks or other donations, and cultivate individual donors as needed.
- Coordinate/manage NLIHC special members renewals, invoicing, provision of benefits, procurement of ads and complimentary event registrations, and efforts to recruit additional special members. Track progress on special member benefits (ads needed for the annual Leadership Awards Celebration, publications to be mailed, etc.)
- Along with the other Development Coordinator produce a list of previous year donors and their giving levels for *Annual Report*.
- Coordinate with contracted agency (currently Cogency Global) on state charitable registrations, ensuring annual registrations for all states in which registrations are required.
- Produce list of previous year donors and their giving levels for *Annual Report*.
- Monitor NLIHC's various webpages that recognize donors for any missing logos, ensure updates are made.
- Maintain files of copies of all acknowledgment/grant letters.
- Assist in the coordination of other events and activities for which fundraising is involved, such as NLIHC's anniversary events.
- Attend all meetings of the NLIHC Board of Directors and Board committees, as needed.

## **CRM**

- Be an expert administrator of, and make ongoing improvements to, Salesforce infrastructure for all aspects of the development team.
- Coordinate uploading of new lists secured from partners into Salesforce/Mailchimp.
- Monitor incoming data to Salesforce for any irregularities.
- Ensure all grant agreement and follow-up information for foundation and corporate funders is up-to-date and accurate in Salesforce database.

## **Organizational/Operations Support**

- Support VP of External Affairs with various operations activities.
- Ensure successful NLIHC business licenses and Good Standing reports with DC government.
- Attend all meetings of the NLIHC Board of Directors and Board committees, as needed. Participate in staff meetings, retreats, trainings, and all Coalition events.
- Other duties as assigned.

## **Qualifications:**

To receive serious consideration for this position, an applicant should have the following attributes and background:

- A bachelor's degree.
- A strong commitment to the alleviation of poverty and social justice (affordable housing knowledge/experience a plus).
- Demonstrated strong organizational skills and attention to detail.
- Excellent communications skills, both orally and in writing.
- Experience successfully building and maintaining professional partnerships and relationships.
- Experience in funder/donor research and cultivation, proposal- and report-writing, and fundraising appeals.
- Experience in event coordination.
- Experience using Salesforce CRM a plus.
- An ability to work in a diverse, fast-paced environment.

This is a full-time position, and candidates must be physically located in the metropolitan Washington, DC area. Applicants must have a bachelor's degree. Applicants must have a strong commitment to social justice and NLIHC's mission. The Development Coordinator role is a two-year position.

An equal opportunity, affirmative action employer, NLIHC offers a competitive salary and a generous benefits package.

Interested candidates should submit a resume, cover letter with salary requirement, and one writing sample to Jen Butler, NLIHC VP of External Affairs, via email at [jbutler@nlihc.org](mailto:jbutler@nlihc.org).

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## NLIHC in the News

### NLIHC in the News for the Week of November 10

The following are some of the news stories to which NLIHC contributed during the week of November 10:

- “City Council Takes Step to Keep Affordable Housing” *The Minnesota Daily*, November 10, at: <https://tinyurl.com/2tzmefmm>
- “Homelessness continues to surge in New Jersey” *WPST-FM (Princeton)*, November 11, at: <https://tinyurl.com/3m4dvxtb>
- “Neil Gorsuch breaks with Supreme Court over New York housing case” *Newsweek*, November 12, at: <https://tinyurl.com/4t7kt2py>

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## NLIHC News

### Nominate an NLIHC Board Member Today!

**Tag: NLIHC News** Keywords: *news, Board of Directors, nominations*

NLIHC members and partners are encouraged to submit nominations (or self-nominate!) to fill upcoming vacancies on the NLIHC Board of Directors. Nominees for board membership must be current dues-paying NLIHC members or be employed by a current dues-paying NLIHC member organization. Please send nominations – and in the case of self-nomination, a brief biographical description or resume and a statement of interest – to NLIHC President and CEO Diane Yentel at [dyentel@nlihc.org](mailto:dyentel@nlihc.org) by close of business on December 31.

NLIHC’s board consists of six impacted persons (defined as individuals with lived experience of homelessness and/or housing instability), six representatives of allied national organizations, six representatives of [NLIHC state partners](#), and up to seven unrestricted or at-large NLIHC members. NLIHC is seeking nominations for the following positions: one tenant or resident leader representative and two at-large NLIHC member representatives. The new board members will assume their duties in March 2025.

At least 90% of NLIHC board members must be people with low incomes or individuals who are or have been engaged directly in working on meeting the housing needs of low-income people. In selecting board members, NLIHC strives to achieve a broad diversity in terms of race, ethnicity, gender, and geography, including representation from both urban and rural communities. We seek to have as many different states represented as possible.

Board members are elected for three-year terms and can serve up to three terms. The board meets in person twice a year in Washington, D.C. – once in conjunction with our annual forum in the spring and once in the fall. The board also meets by conference call in the summer. Attendance



at board meetings is required, with exceptions for illness or emergencies. Generally, new board members are elected by existing board members at the annual board meeting held in the spring. All board members serve on at least one standing committee of the board and all board members are members of the NLIHC Policy Advisory Committee. Committees meet by conference call. All new board members must attend an in-person orientation in Washington D.C. soon after their election.

NLIHC subsidizes travel and lodging expenses of low-income board members to attend board meetings. All others are expected to cover their own travel and lodging expenses, unless doing so would prevent an otherwise qualified person from serving on the board. In addition to paying NLIHC membership dues, all board members are asked to make financial contributions to NLIHC at the level they are able. We strive for 100% board giving.

The best way to be considered for board membership is to get involved in the activities of NLIHC, particularly by serving on the Policy Advisory Committee and attending NLIHC's annual Housing Policy Forum in the spring. The NLIHC Nominating Committee will review the level of a potential board member's involvement in his or her own community or state/national housing advocacy activities and accountability to a constituent base.

To make a nomination or self-nominate, send the required materials (statement of interest and bio or resume) to Diane Yentel at [dyentel@nlihc.org](mailto:dyentel@nlihc.org) by December 31.

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## **NLIHC Accepting Nominations for 2025 Organizing Awards**

**TAG: NLIHC News** *Keywords: organizing awards, housing policy forum, organizer*

NLIHC is now accepting nominations for the 2025 Organizing Awards! The Organizing Awards recognize outstanding achievements in statewide, regional, citywide, neighborhood, or resident organizing that further NLIHC's mission of ensuring that people with the lowest incomes have quality homes that are accessible and affordable in communities of their choice. The 2025 awards will be presented at NLIHC's Housing Policy Forum, taking place on March 24-27, 2025, in Washington, D.C. Special consideration will be given to nominations involving tenant- or resident-centered organizing. Nominations are due by December 20, 2024, at 5 pm ET and can be submitted [here](#).

Nominations will be reviewed by an Organizing Awards Committee composed of NLIHC board members and previous award winners. NLIHC will provide two representatives of each honored organization with complimentary Forum registrations and cover the costs for one hotel room for the next in-person convening.

To be eligible, nominated organizations must be current NLIHC members. Organizations may self-nominate. NLIHC board members and Award Committee members may not nominate an organization with which they are employed or affiliated.

For more information, please contact NLIHC Housing Advocacy Organizer Billy Cerullo at [wcerullo@nlihc.org](mailto:wcerullo@nlihc.org)

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## **Where to Find Us – November 18**

- [South Carolina Association of Community Action Partnerships Conference](#) – Myrtle Beach, SC, November 19 (Julie Walker)
- National Alliance to End Homelessness Research Summit – Washington, D.C., December 3-4 (Sarah Saadian)
- National Housing Conference [Solutions for Affordable Housing](#) Convening – Washington, D.C., December 4 (Sarah Saadian)
- City of Wilmington Autonomous Tenants Union and Housing Alliance Delaware Event on National Tenants Bill of Rights – Wilmington, DE, December 4 (Lindsay Duvall)
- Food for All – Virtual, December 6 (Billy Cerullo)
- Housing and Community Development Network of New Jersey Monthly Member Discussion – Virtual, December 6 (Sarah Saadian).
- Educare DC – Washington, D.C., December 11 (Billy Cerullo)

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## **NLIHC Staff**

Sarah Abdelhadi, Senior Research Analyst  
Millen Asfaha, Operations Coordinator  
Andrew Aurand, Senior Vice President for Research, x245  
Sidney Betancourt, Project Manager, Inclusive Community Engagement, x200  
Victoria Bourret, Project Manager, State and Local Innovation, x244  
Jen Butler, Vice President, External Affairs, x239  
Alayna Calabro, Senior Policy Analyst, x252  
Billy Cerullo, Housing Advocacy Organizer  
Adelle Chenier, Director of Events  
Matthew Clarke, Director, Communications, x207  
Courtney Cooperman, Project Manager, Our Homes Our Votes, x263  
Lakesha Dawson, Director of Operations  
Lindsay Duvall, Senior Organizer for Housing Advocacy, x206  
Thaddaeus Elliot, Housing Advocacy Coordinator  
Dan Emmanuel, Manager, Research, x316  
Sarah Gallagher, Vice President, State and Local Policy Innovation, x220  
Jamaal Gilani, Director of People and Culture  
Ed Gramlich, Senior Advisor, x314  
Raquel Harati, Research Analyst  
Danita Humphries, Senior Executive Assistant, x226  
Nada Hussein, ERASE Project Coordinator, x264  
Kenza Idrissi Janati, Tenant Leader Intern  
Kim Johnson, Public Policy Manager, x243  
Nara Kim, Policy Intern

Kayla Laywell, Housing Policy Analyst, x231  
Sasha Legagneur, Field Intern  
Mayerline Louis-Juste, Senior Communications Specialist, x201  
Meghan Mertyrus, Disaster Housing Recovery Analyst  
Khara Norris, Vice President of Operations and Finance, x242  
Libby O'Neill, Senior Policy Analyst  
Noah Patton, Manager, Disaster Recovery, x227  
Mackenzie Pish, Research Analyst  
Benja Reilly, Development Coordinator, x234  
Denisse Rodriguez, Research Intern  
Dee Ross, Tenant Leader Fellow  
Gabrielle Ross, Project Manager, Diversity, Equity, and Inclusion, x208  
Sarah Saadian, Senior Vice President for Public Policy and Field Organizing, x228  
Craig Schaar, Data Systems Coordinator  
Brooke Schipporeit, Director, Field Organizing, x233  
Hillary Poudeu Tchokothe, Our Homes, Our Votes Intern  
Carlton Taylor, Jr., Senior Graphic Communications Coordinator  
Tejas Telkar, Homelessness and Housing First Policy Intern  
Tia Turner, Housing Advocacy Organizer  
Julie Walker, OSAH Campaign Coordinator  
Brandon Weil, Graphic Communications Manager  
Chantelle Wilkinson, OSAH Campaign Director, x230  
Renee Willis, Senior Vice President for Racial Equity, Diversity, and Inclusion, x247  
Tiara Wood, External Affairs Coordinator  
Diane Yentel, President and CEO, x225  
Carly Zhou, Research Intern