



# **READYING EMERGING LEADERS IN SUPPORTIVE HOUSING**

21<sup>ST</sup> ANNUAL  
NEW YORK SUPPORTIVE HOUSING  
CONFERENCE

# READYING EMERGING LEADERS IN SUPPORTIVE HOUSING

THURSDAY, JUNE 29, 2023

**Mark Jennings**, Executive Director - Project FIND

**Dr. Patricia Gray**, Doctoral Lecturer - Silberman School of Social Work at Hunter College

**Nicole Clare**, Chief Real Estate Development Officer - BRC

**Chinetta Mitchell**, Assistant VP of Supportive Housing - Lantern Community Services

**Tierra Labrada**, Associate Director of Advocacy - The Network

## AGENDA

- **RESH START**
- **THE "WHY"**
- **RELISH OVERVIEW**
- **CURRICULUM & COLLABORATION**
- **MENTORSHIP AND SPONSORSHIP**
- **RELISH FROM A SCHOLAR**
- **NETWORK'S ROLE**

# RACIAL EQUITY IN SUPPORTIVE HOUSING WORKGROUP



## Our Vision

A volunteer affinity group launched in 2020 to examine and implement tangible solutions to advance leadership and racial equity for New York Supportive Housing Industry stakeholders who identify as Black.

## Our Mission

Advocate for policies and practices that advance racial and wage equity & improve the quality of life for Black people connected to the supportive housing sector.

# THE "WHY"

Black people have been historically and disproportionately impacted by poverty and homelessness and face the most systemic barriers to accessing economic and social opportunities. Yet, data shows that the leadership of service providers does not reflect the populations they serve.



# THE "WHY"



2016

Mark Jennings noticed during hiring committees that internal candidates were being overlooked for promotional opportunities. To address this, he designed a series of programs, with human resources and the training department to help internal candidates be more prepared for upward mobility.



June 2020

The Black Lives Matter movement and George Floyd protests hit close to home on Fordham Road, in the Bronx, where Mark lives. He sat with his wife and children, wondering how he could help the movement without throwing rocks or protesting.



June 2020

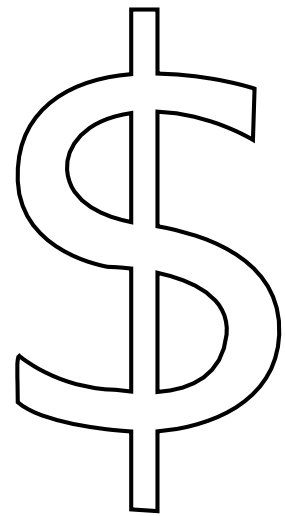
Mark soon afterward started pitching ideas to help frontline workers deal with the dual stress of the pandemic and racial injustice. His ambition was for organizations like CSH and Supportive Housing Network of New York to support his efforts by advertising the events to their members. Each organization approached declined, so Mark produced the events for his agency.



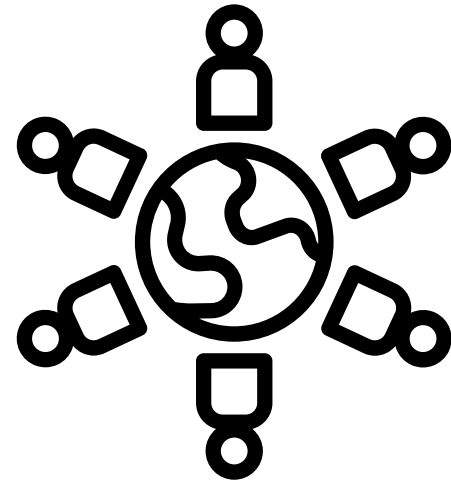
October 2020

RESH meetings started via Zoom. Initial meetings focused on planning and determining "Who we are, whom we want to be, and how we will be different." Calling ourselves a "working group" was intentional. Though we were just forming, it was clear we didn't wish to simply talk about issues but to be real parts of the change we had the audacity to ho in the world.

# PLANNING FOR ACTION



**Pay Equity  
Advocacy**



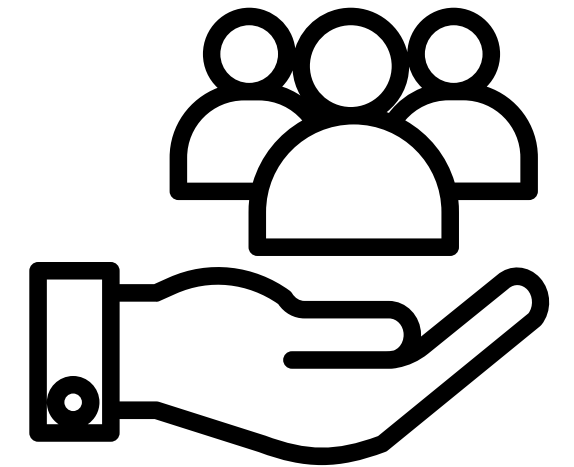
**DEI Cultural  
Changes**



**Housing Development**



**Leadership Training**



**Service Delivery**

SEVENTEENTH CREATIVE EXPRESSION SHOWCASE  
IN HONOR OF NYC SUPPORTIVE HOUSING  
HEROES

Project FIND HOMEWARD

## BLACK LIBERATION & RESILIENCY

**SUBMIT:** Youth and young adults ages 13 to 24 may submit an original song, rap, or spoken word performance up to 4 minutes in length based on our theme of Black Liberation & Resiliency. For eligibility, submission, rules, and C&U/P info information visit: <https://www.projectfind.org/>

**PRIZES:** Age category winners will receive \$200 (13 to 15), \$300 (16 to 18), or \$500 (19 to 24). Submissions are due no later than **Monday, June 21, 2021 at 11:59 PM**

WINNERS SHOWCASE TO BE HELD ON WEDNESDAY, JUNE 23RD AT 7PM VIA ZOOM. USE THE QR CODE OR VISIT <https://www.projectfind.org/> TO RSVP FOR THE PERFORMANCE!

FOR MORE INFORMATION EMAIL: [COMM@PROJECTFIND.ORG](mailto:COMM@PROJECTFIND.ORG)

Racial Equity in Supportive Housing Workgroup

### N.Y. Black and Brown Supportive Housing Leaders Advise Officials on How to Ensure Equitable, Racially Sensitive Vaccination Rollout

Supportive Housing Leaders in the Metropolitan Area recently advised a vaccine rollout to the Metropolitan Area on 2 vaccine rollout and equity issues on an additional Black and Brown committee of advisors for an increased list of help. Participants: Dr. Debra Williams, Chief Representative of RSH, Inc.



RACIAL EQUITY IN SUPPORTIVE HOUSING WORKGROUP - (RESH) PRESENTS

## WHAT'S IN YOUR WALLET?

WEDNESDAY, OCTOBER 13, 2021  
10:30 A.M. TO 12 NOON

AN INVITATION FOR BLACK FRONTLINE WORKERS AND MANAGERS TO DISCUSS WAGE EQUITY AND OTHER OPPORTUNITIES FOR GROWTH WITH BLACK EXECUTIVE LEADERS

[HTTPS://BIT.LY/GETTHEBAG](https://bit.ly/getthebag)

RACIAL EQUITY IN SUPPORTIVE HOUSING WORKGROUP PRESENTS

## "On Gawd, I'm still not ready!"

WEDNESDAY, JUNE 16, 2021  
12PM TO 1PM (EST)

Topic of Discussion: **BEYOND BAG LUNCH RECALIBRATION**

Panelists:

- DR. AYANA ELLOTT, Certified Family Nurse Practitioner - Los Angeles, Calif. (Expert: LGBTQ Communities of Color)
- DR. MARISSA McIVER, Emergency Medicine Physician at Children's Hospital - Washington, DC (Expert: Children and Families)
- LOUIS BRACKELFORD, Project Manager External Relations COVID-19 Prevention Network (COVID) - Seattle, Washington (Expert: Clinical Trials for Vaccines)

### RESH Projects in Motion

**Vaccine Op-ED**

We are working on an Op-ED that gives vaccination roll out demands in support of Black & Brown persons connected to supportive housing. We intend to finalize language in the meeting on 2/18.

**Partnership with NYACK or Hunter College**

NYACK held a focus group on 2/18/21 to discuss the development of a leadership certificate program designed for frontline or mid-level managers in supportive housing. We will also explore with Hunter College.

**What's Cooking? for 2/18**

- We will begin brainstorming Pay Equity Advocacy ideas

# PROJECTS (2021-2022)

- Mentorship
- Pay Equity
- Expanding and Supporting DEI Initiatives
- Providing a safe space for Black and BIPOC supportive housing staff to support and learn from one another

JUSTPAY

join our fight for **#JustPay**

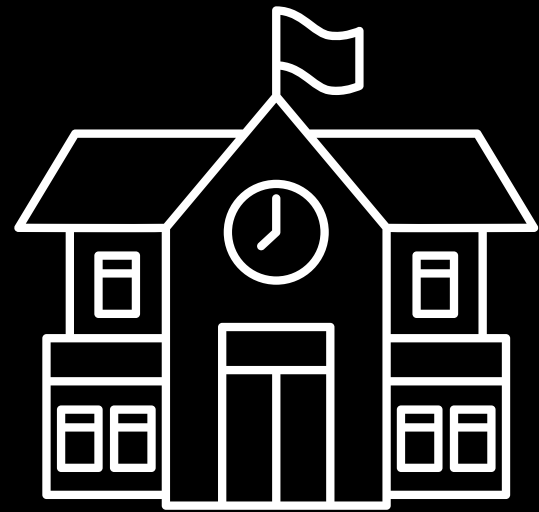


Sign on at JustPay

# THE RAMP UP TO RELISH

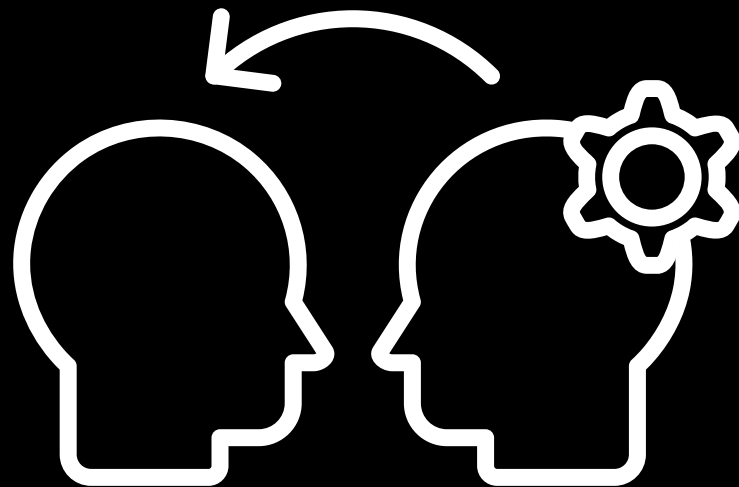
# READYING EMERGING LEADERS IN SUPPORTIVE HOUSING

[RELISH]



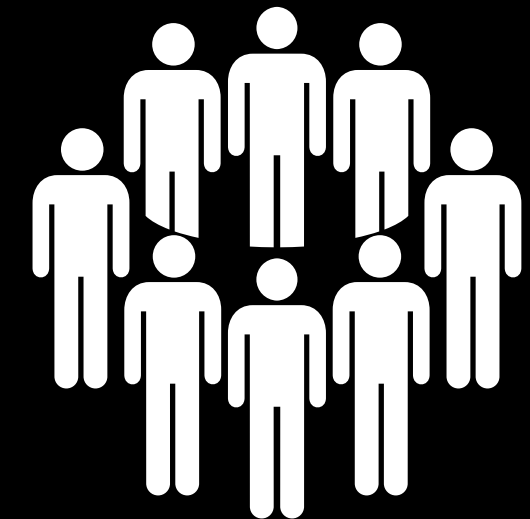
**Curriculum**

6 wks, in  
person



**Mentorship**

12 weeks, 1:1



**Community**

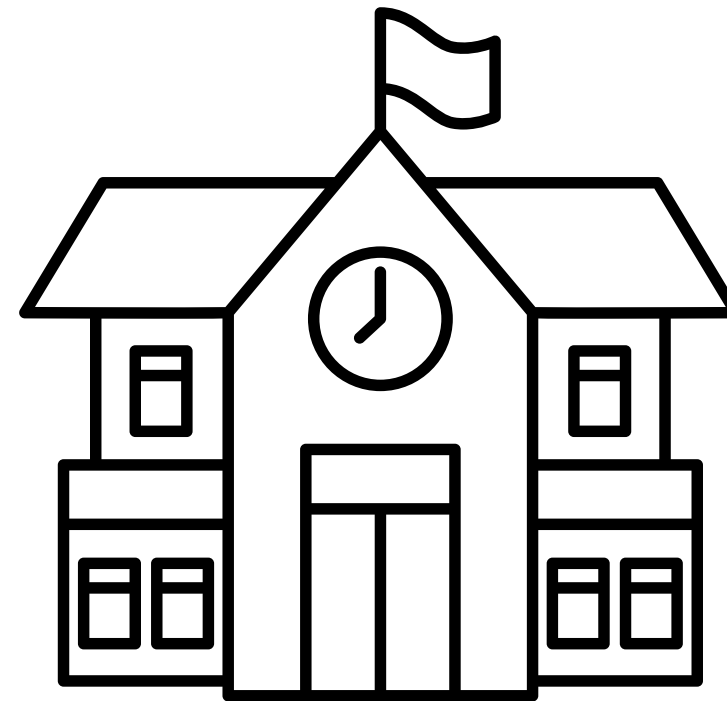
Forever!



# CURRICULUM

& Collaboration

Dr. Patricia Gray



# COLLABORATION W/ SUPPORTIVE HOUSING PROVIDERS



the Network  
SUPPORTIVE HOUSING NETWORK of NY

up  
urban  
pathways  
for homeless new yorkers,  
the way home.

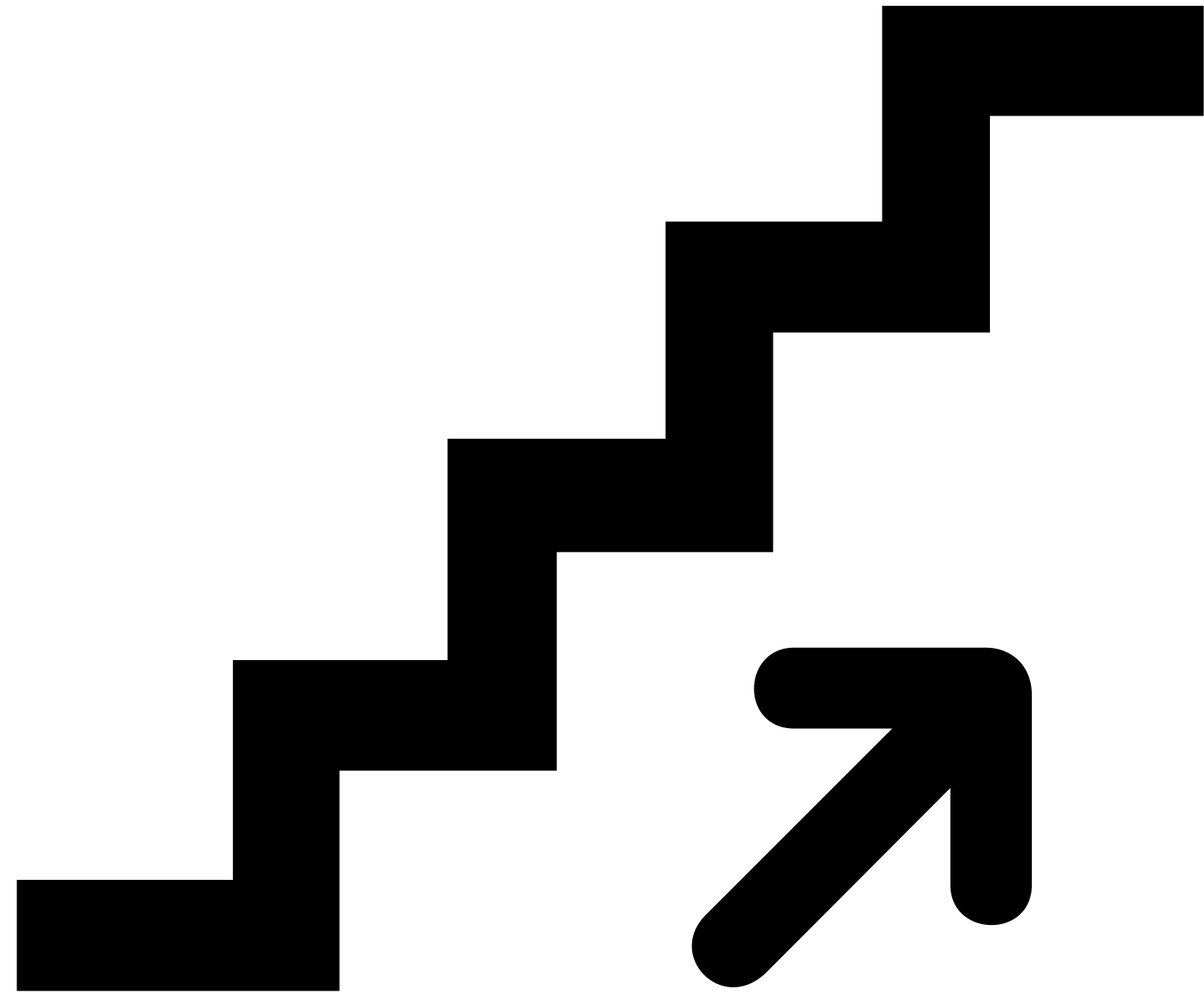
HOMeward  
NYC

BRC  
HOPE. HEALTH. HOME.

Project FIND

Lantern

# EARLY PLANNING



COMMUNICATION

COMMITTMENT

EXECUTION



**PURPOSE**

**INTENTION**

**+**

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**CURRICULUM**

# ACADEMIC LEADERSHIP



**DR. PATRICIA GRAY**



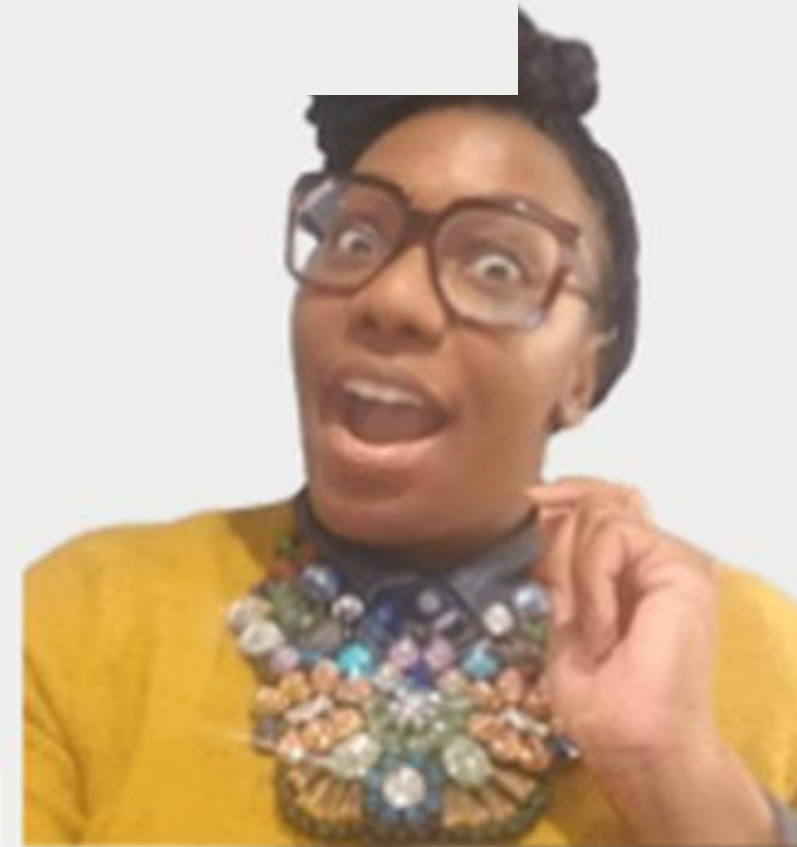
**DR. SAMUEL AYMER**

# VOICES FROM THE FIELD: THEORY MEETS PRAXIS



## **MORENIKE WILLIAMS**

Morenike, better known as Nike (Nikki), joined Community Access's management team in October 2005 as the Director of Human Resources. In 2010, during a restructuring she was promoted to Director of Administrative Services (overseeing HR, purchasing and office services and joined the Senior Management team. In 2019, Nike was named Chief People Officer by the new CEO Cal Hedigan



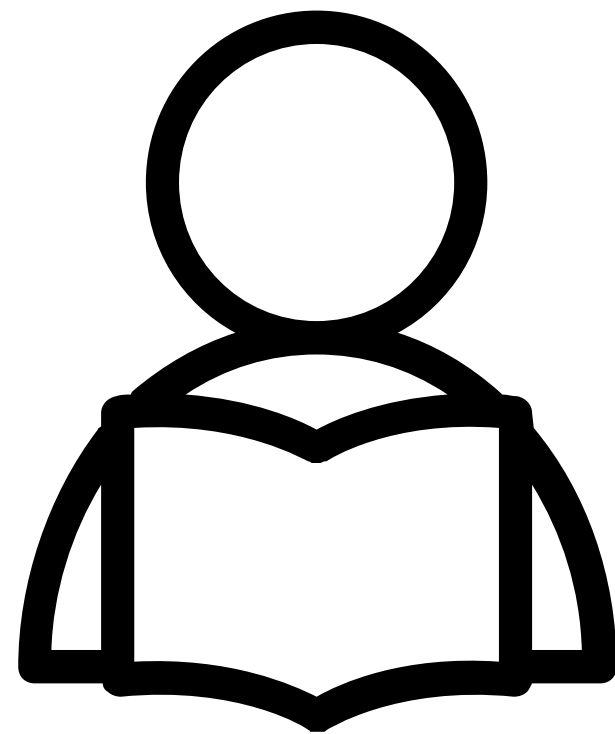
## **SHELLY MICHAELS**

Shelly Michaels, SHRM-SCP, MSHRM; A Senior Certified HR Executive professional with a successful track record of 15 years of experience guiding organizations in solving complex strategic and operational challenges while developing and driving innovative solutions that promote organizational efficiency, cost-effectiveness and increase employee engagement and productivity.

# EVALUATION

**28 SCHOLARS**

- **DIRECTORS**
- **SUPERVISORS**
- **SOCIAL WORKERS**
- **OPERATIONS**



**ELIGIBLE SCHOLARS RECEIVED  
CONTINUING EDUCATION**

# MENTOR & SPONSOR

Nicole Clare

## RELISH MENTOR & MENTEE MATCHING SHEET



### CHANDRA REDFERN

Chandra Redfern, the CEO of the Buffalo Federation of Neighborhood Centers (BFNC), is best described as a compassionate, creative, and visionary servant leader. As a nonprofit executive with over 20 years of experience, Chandra is known as a leader who strives to create diverse and strategic partnerships that make a community impact.



### CHINETTA MITCHELL

Chinetta Mitchell is a Senior Program Director at Lantern Community Services, where she oversees the management of multiple permanent housing units serving low-income individuals as well as homeless single adults living with special needs and HIV/AIDS. In this role she also directs the management of a family supportive housing



## RELISH MENTOR & MENTEE MATCHING SHEET



### SHARON DORR

Sharon Dorr has a diverse career with 30 years of experience in the field of Human Services. Her various job positions have afforded Ms. Dorr the opportunity to build her skill set in throughout her career, Ms. Dorr has been known as someone who is responsible for fostering a team-oriented professional climate that promotes excellent service delivery, maintains high standards and supports workforce development.



### TAMIKA COATES

Tamika Coates is a Program Director at Jasper Hall, Lantern Community Services. Her professional goal is to open a women's clothing boutique. She also wishes to operate her own private practice offering therapy to celebrities or black boys & men. She graduated from The Silberman School of Social Work in May 2018. Two fun facts about me, I am good at IT, such as troubleshooting network problems, setting up equipment. etc. I also can read. write





# MENTOR & MENTEE MATCHING

Scholar Title	Areas of Expertise	Mentor Title
Senior Program Director	Housing Operations; Leadership Development; Program Administration; Supervision	
Program Director in Supported Housing		
Program Director	Board Development; Finance; Fundraising; Leadership; Org. Development	President and
Program Director	Org. Development; Program Administration; Supervision	Associate Area Dire
Program Director	Leadership Development; Program Administration; Supervision	VP of Homeless Ser
Program Director	Clinical Program Management; Leadership Development; Program Admin; Program	Deputy Chief Program Officer & DEIB Committee Co-C
Program Director	Housing Operations; Org. Development; Program Admin; Program Evaluation/Outc	Area Dire
Program Director	Board Development; Finance; Fundraising; Leadership; Program Admin	Executive Dire
Program Director		
Program Director		
Program Director	Human Resources, Organizational Dev.; Leadership	HR Strategic Par
Program Director		former Director of Hou
Leasing Coordinator	measures; Supervision	VP of New Initia
Leasing Coordinator	Evaluation/Outcome measures; Supervision	Director of Affordable Housing Marketing & Compli
Director, Diversity, Equity, and Inclusion	Housing Operations; Human Resources; Leadership Development; Organizational D	VP for Human Resou
Director Of Housing	Data-Driven ProgrammingFinanceHousing OperationsLeadership DevelopmentProg	Director, Hou
Director of Facilities and Operations	Board DevelopmentHousing OperationsLeadership DevelopmentProgram Evaluatio	Associate VP of Supportive Ser
Clinician/Clinical Social Worker	Leadership Dev, Organizational Dev, Program Adminstration, Program Evaluation a	Senior Director of Progi
Clinical Supervisor 3	Clinical Program Management; Communications and Marketing; Fundraising; Prog	Vice President, Supportive Hou
Clinical Supervisor		
Clinical Coordinator	Board DevelopmentHousing OperationsLeadership DevelopmentProgram Evaluatio	Associate VP of Supportive Ser
Building Manager	Leadership DevelopmentOrganizational DevelopmentProgram Administration	Chief Administrative Of
Associate Director of Supportive Housing		Senior Vice Presi
Assistant Program Director	Leadership Development; Supervision	Senior Director of Progi
Assistant Director of Occupancy	Board Development; Fundraising; Housing Development; Org. Development; DEI	Chief Real Estate Development Of



Chat Messages

- Nicole Clare**

Thanks for joining us! Find more about RESH here: <https://shnny.org/about/re-equity-in-supportive-hou-resh/>
- Nicole Clare**

RESH is pleased to launch week certificate and men program, Readyng Emer Leaders in Supportive Ho (RELISH): <https://hipaa.jotform.com/32461138>
- Jessica Feldman (she/he S:US)**

S:US is so excited about t opportunity! Thank you!

m e n t o r / s c h o l a r r e c r u i t m e n t  
s e s s i o n s

# SPONSORSHIP



READYING EMERGING LEADERS IN SUPPORTIVE HOUSING (RELISH)  
LEADERSHIP DEVELOPMENT PROGRAM  
AGENCY AUTHORIZATION

RELISH aims to provide Black emerging leaders in the nonprofit homeless and housing sector with the management, leadership and networking skills required for upward mobility in the industry. RELISH will provide a cohort with a 24- week intensive learning and mentoring program designed to engage Scholars in a robust, tangible experience that helps to prepare them for the next step in their career. In addition to bi-weekly seminars, scholars will have access to Black nonprofit executive leaders who will serve as mentors, assisting in practical application of the coursework, and providing additional support and networking opportunities.

This opportunity is currently only available to employees within the nonprofit shelter and/or supportive housing sector. In order to participate, all applicants must return this signed Agency Authorization Form. **This form certifies the agency fully supports the employees professional development by agreeing to the following:**

- Providing six (6) full days of paid time to participate in live class sessions, and allow an additional twelve one hour mentoring sessions over a 24-week period.
- In advance of the program start date, paying the \$2,500 program fee.
- When necessary, assisting the employee with access to documents such as agency financial statements, program budgets, funder standards and/or organizational charts.

**This form must be signed by an executive director or designee.**

\_\_\_\_\_  
Agency

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Executive Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Executive Signature

\_\_\_\_\_  
Date

# RELISH FROM THE VIEW OF A SCHOLAR

CHINETTA MITCHELL



## APPLICATION PROCESS?

Please complete all of the questions and the requested uploads. *The deadline is 11:59 PM on July 31, 2022.*

The application consists of the following sections:

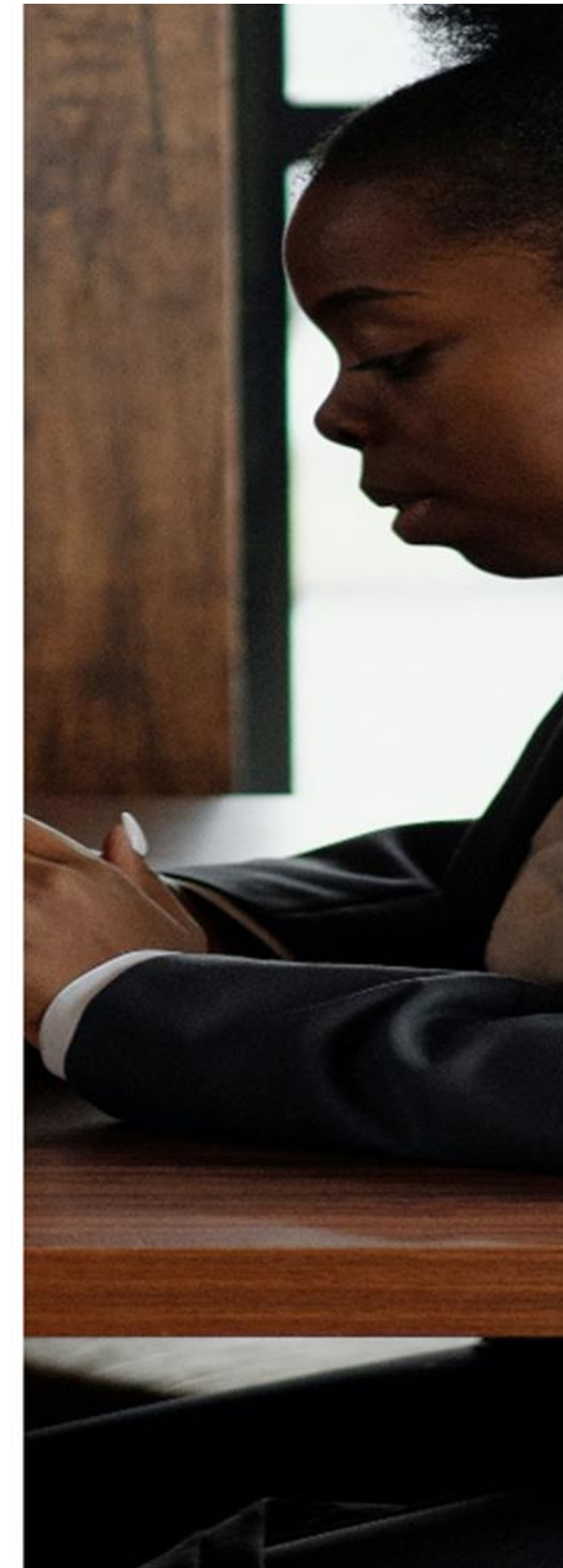
1. Applicant Information
2. Resume - Upload- PDF Only
3. Work Recommendation- Upload - PDF Only / Must be on Company Letterhead
4. Agency Authorization- Upload - PDF Only (You may upload the completed form in the application or send it to [mjennings@projectfind.org](mailto:mjennings@projectfind.org) by the application deadline).
5. Application Questions- (max 500 words each):
  1. Tell us how the RELISH program will help you.
  2. Tell us a few examples of innovations you have implemented to help a person, community, program, or agency.
  3. Please provide anything additional you wish for us to know.

\*The application can be saved and resumed later. The save button is at the end of the page.

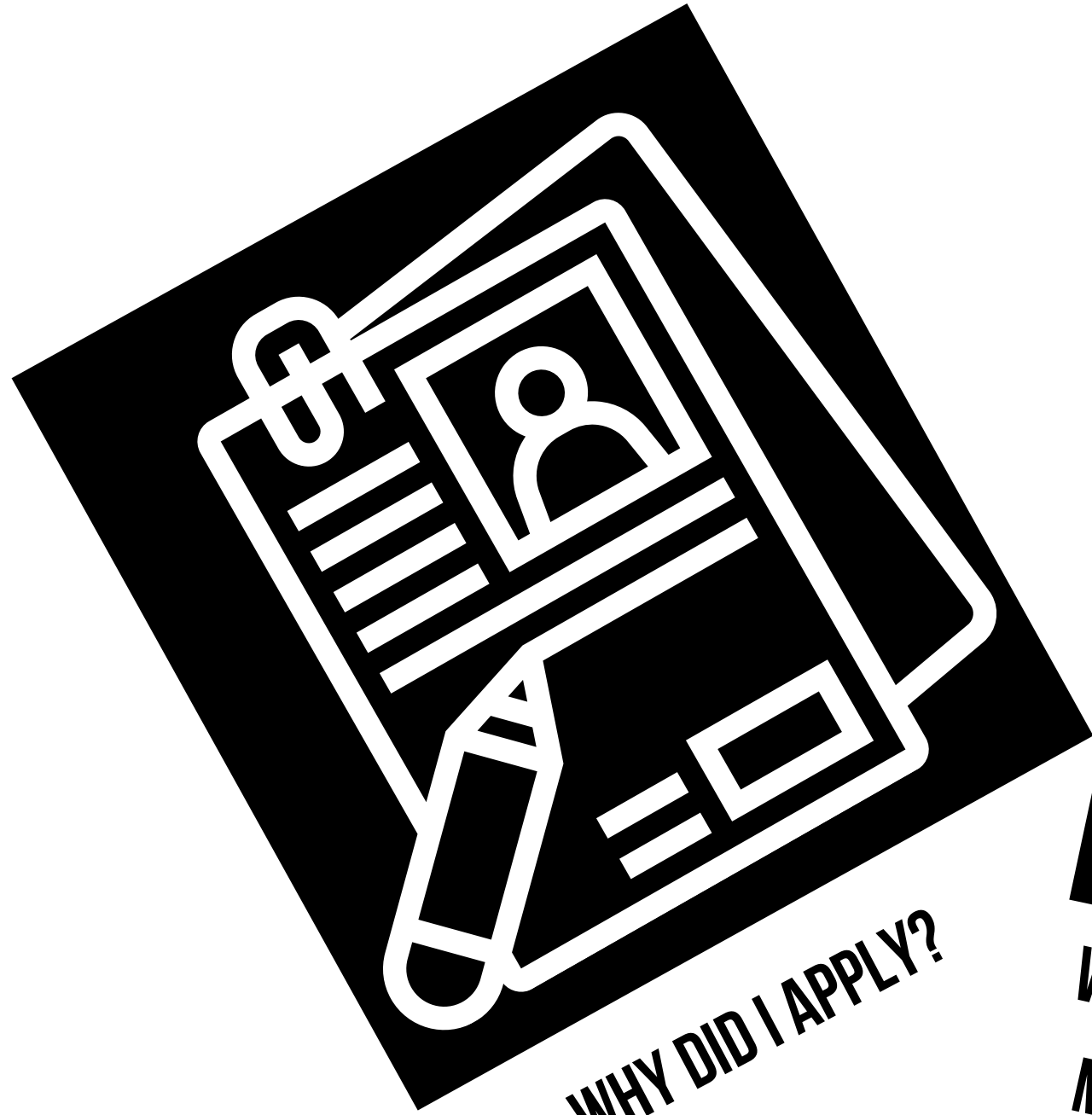
AGENCY AUTHORIZATION FORM: This form needs to be signed by an executive within your agency. You can download the form [here](#) or email [mjennings@projectfind.org](mailto:mjennings@projectfind.org) for a copy.

READYING EMERGING LEADERS IN SUPPORTIVE HOUSING (RELISH)  
LEADERSHIP DEVELOPMENT PROGRAM  
AGENCY AUTHORIZATION

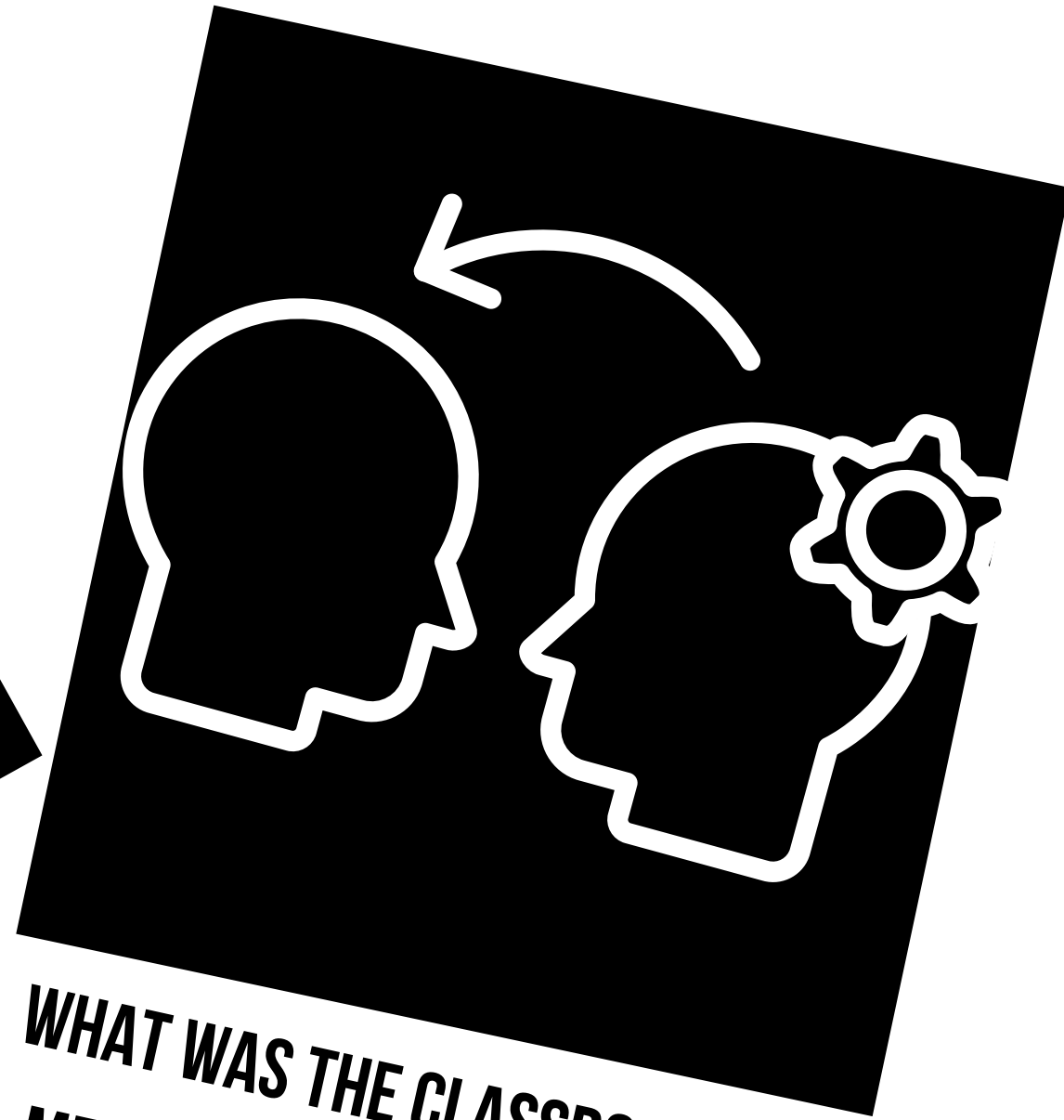
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# THE PROCESS



**WHY DID I APPLY?**



**WHAT WAS THE CLASSROOM AND MENTORING EXPERIENCE LIKE?**



**HOW IS THE EXPERIENCE PAYING OFF?**

# FORMING A COMMUNITY

Great Job Chinetta! Look at you making history in Women's HistoryMonth.Congratulations!!

5:43 PM



5:43 PM ✓

I was talking my shit today:...

5:47 PM ✓

< 4 '22 RESH Crew +1 (201) 978-1742, +1 (336) 3...



I'm here in Albany fighting for more pay for us.

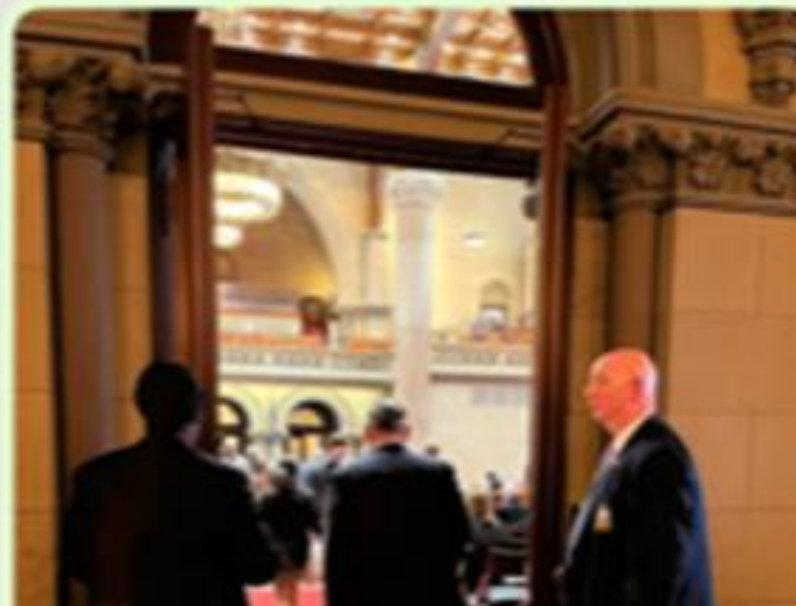
1:24 PM ✓



~Paul +1 (917) 684-6778 @Chinetta Mitchell thk u 🙏

I'm going on March 13. Hopefully the weather will be much better and I can get us all paid a bigger bag 💰 at the end of the day 🙏

1:32 PM



working with you more..Your energy & expertise will continue to carry you far.

10:41 AM



~Shelly +1 (917) 539-9279

You

Good morning beautiful black people!!! I am so happy to share with you I have been promoted to Assistant Vice President!!!...

Congratulations and well deserved and we are



# RELISH SCHOLAR PROMOTIONS



## 3K INCREASE

Unsure of New Position



## 10K INCREASE

Move to Senior AVP



## 14K INCREASE

Associate Vice President

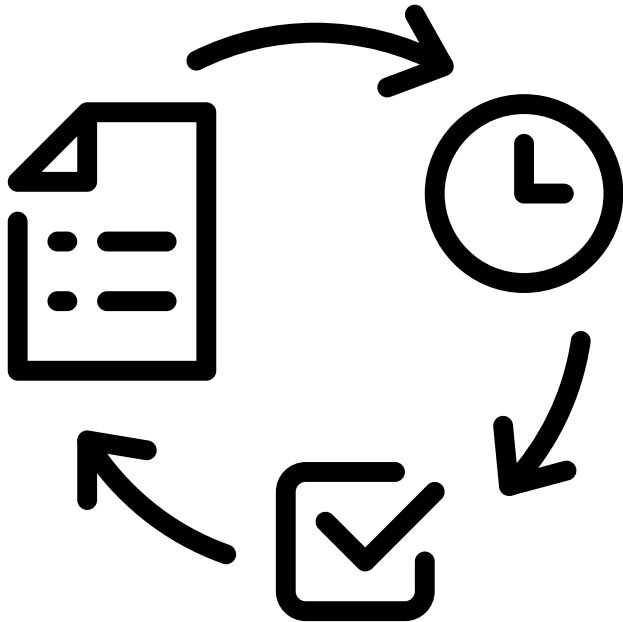


## 18K INCREASE

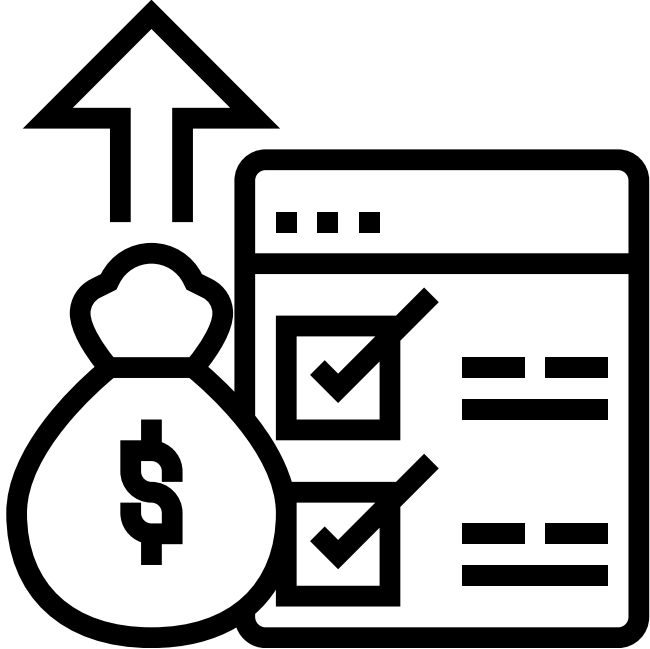
Lateral Move

# THE NETWORK'S ROLE

TIERRA LABRADA



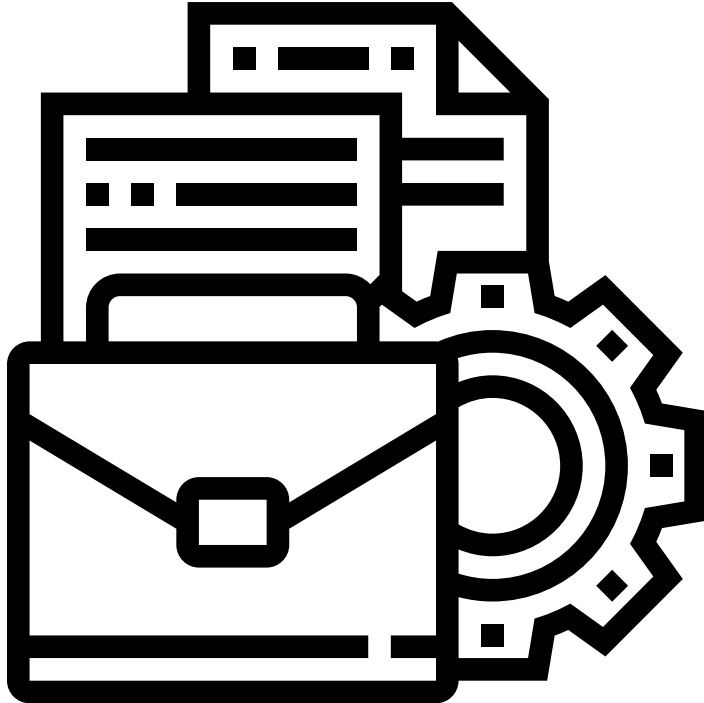
PROJECT MANAGEMENT



FISCAL SPONSORSHIP



COMMUNICATIONS



ADMIN SUPPORT



# READYING EMERGING LEADERS IN SUPPORTIVE HOUSING

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- **[CMITCHELL@LANTERNCOMMUNITY.ORG](mailto:CMITCHELL@LANTERNCOMMUNITY.ORG)**
- **[TLABRADA@SHNNY.ORG](mailto:TLABRADA@SHNNY.ORG)**



**THANK YOU!**