

Closing the racial homeownership gap in the U.S.

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[01] **Jonathan Reckford:** Good afternoon. I'm Jonathan Reckford, CEO of Habitat for Humanity International, and I'm delighted to welcome our live and virtual guests to a really important conversation today. Although we marked the 54th anniversary of the Fair Housing Act in April, we have to also recognize that the gap in homeownership between white and Black families in the United States is at the largest gap ever and has grown, as our country continues to grapple with a long and overdue conversation about race and to acknowledge and deal with our history of systemic discrimination.

We want to talk about both the implications of that, how that has caused this huge gap both in homeownership rates and wealth, but also really focus on solutions today: What could we do together and multisector way to meaningfully reduce that gap?

Decent affordable housing is not a luxury, but a basic human need, and a vital gateway to achieve greater health, better education outcomes and economic well-being. Housing is certainly not the only need, but, in many ways, it's a prerequisite for all the other things people want in life.

This afternoon, we want to explore how we got here. But more importantly, how do we end the social and economic disparity for Black people and communities of color in our country?

We are thrilled to have an all-star housing panel here with us today. Nikitra Bailey is senior vice president of public policy for the National Fair Housing Alliance. Shereese Turner is our chief program officer for Twin Cities Habitat for Humanity. Maurice Jones is president and CEO of OneTen — whose mission is to hire, promote and advance 1 million Black individuals who do not have four-year degrees into family-sustaining careers over the next 10 years — and comes from a long background in housing as well. Allana McCargo is president of Ginnie Mae, whose mission is to provide low-cost financing for federal housing programs by linking the U.S. housing market to the global capital markets. And Renee Willis is vice president for field and communications at the National Low Income Housing Coalition.

I'm not going to give you all their bios because that would actually take all their time, but we have a wealth of private sector, public sector and nonprofit experience here on the panel. Thank you all for being with us today.

I want to start with the problem, why we are here. Research from the Federal Reserve shows today that white households hold 86.8% of overall wealth in the country, while they account for only 68% of the households. By comparison, Black households only own 2.9% of wealth, while accounting for 15.6% of the population. Start by saying that number is unacceptable.

Before we start talking about solutions, it's important to understand the context and how we got here. Many people don't know the role of both the federal government as well as local and state areas in creating systems that lead to these disparities. Nikitra, would you start by just, in a short way, sharing about the history of those policies and practices that most impacted Black families and set up the stats I just shared?

[3:27] **Nikitra Bailey:** Absolutely. And thank you so much for having us. We are really delighted to be here and a part of today's important program.

The National Fair Housing Alliance is the nation's leading voice on fair housing. We represent over 170 local fair housing enforcement agencies all across the United States and a key responsibility for us is making sure the Federal Fair Housing Act is fully enforced.

Unfortunately, there are a bevy of laws and reasons why structural inequality is entrenched in our nation's systems. Since the founding of our nation, quite frankly even before the founding of our nation, we cemented race-conscious policies that favored whites that disproportionately hurt and left behind Black Americans and other families of color. When you look at things such as the headright system and the Homestead Act of 1862 that really spurred western expansion in our nation, we saw those policies implemented in a way that they gave whites a heads up, while at the same time denying an opportunity for Black Americans and other families of color.

Twenty percent of families that received 1862 headright act land grants can trace their family's wealth to that singular piece of legislation. Twenty percent of those families. And as you all know, we are a country that's rooted in the history of the forcible enslavement of African people. So during the time of the enactment of that legislation, racial inequality and racial segregation were a part of the fabric of our nation.

And then when we jump ahead for some time, when we look at the way that we implemented New Deal strategies, we cemented racial inequality in those strategies, and that's a very sad and unfortunate reality for us as a nation. When we look at things like the FHA insured mortgage program, only 2% of those products went to Black families and other families of color in the first 35 years of that program's administration. But even more, we created this false association between race and risk, where we see today the ongoing devaluation of properties in Black neighborhoods. And one of the things that we miss about this time is that Black families

were perfectly able to be able to afford a mortgage loan, they were simply denied because of the bias and the discrimination that was persistent in our nation.

And then if we look forward to the Great Recession, and I'm making these huge jumps because of the interest of time, but when we look at things like the Great Recession and leading up to it, Black and Latino communities were disproportionately steered into dangerous and risky loans despite qualifying for credit on safer and more affordable terms. We lost a trillion dollars because of a lack of a federal response in a timely manner. And then we overcorrected for recovery following that recession, and we saw millions of mortgage-ready Black families sidelined because of overly restrictive practices that kept them out of the lending process.

And then this very crisis itself, the COVID-infused recession, we've seen the Federal Reserve invest about \$40 billion in monthly agency-backed mortgage securities. However, one out of seven of those homes have been purchased by investors, while owner occupants have been on the sideline. We continue to perpetuate segregation in our house and in our finance systems, leaving behind the very communities quite frankly that a future system depends.

Jonathan Reckford: Nikitra, thank you for creating a ... that's lot of history to fit, but appreciate you're setting the context for that.

Renee, could you just fill in a little more of how that is playing out today, building on that in the lives of Black families who are trying to find housing that's affordable?

[7:33] Renee Willis: Yes, thank you so much, Jonathan. Thank you for the invitation to be here. And thank you, Nikitra, for that ... the summary of what has happened because — when you think about the insidiousness of systemic racism and the impacts and the housing disparities — it has had just significant impacts on Black and brown people. And so just kind of thinking about it, if we just really focus on rental housing, just looking at the impacts there, we look at the impacts and what racism, both past and present-day racism, has done and continues to do.

But it's really those things where it's focusing on the renter demographics and also focusing on the impacts, the adverse impacts, that renters experience, and we're talking about cost burdens. And we're also talking about evictions and homelessness. Significant impacts. And if you look at nationally we have right now a shortage of 7 million homes affordable and available to those with the lowest incomes. No state in this country ... There's no state in this country where a state can meet that demand, right? And that's tragic.

And then we also take a look at the number of people — it's nearly 8 million households — who are cost burdened, extremely cost burdened, and who are facing difficult choices about paying the rent, paying more than half of their incomes on rent. But it's also making those difficult life choices about food and all these other basic necessities that are needed. And those are just some of the things in terms of the cost burdens.

But we've also seen in the last ... I mean, it's already been very difficult for individuals with low incomes to make the rent, but it's been very difficult with the pandemic and the challenges there. And we've seen in the last year where, nationally, rent has increased about ... nationally 11.3%. And when you're also looking at some cities, certain cities it increased 39%. And who can afford that, right, as a renter? And those are some of the challenges that renters are facing.

But you're also looking at not just the cost burdens, which is significant, but some of the effects. And we're talking about evictions. And this is where, again, these are the challenges of paying more than half of your income on rent. And it becomes very difficult for people.

And so one of the things we've also looked at, too, is when we're talking about disparities in housing disparities, 20 percent of Black households are counted towards the lowest income renters. And it becomes a challenge in the space that I describe for renters to save to purchase a home because they're trying, number one, to find affordable housing and, number two, trying to maintain that affordable housing. And that becomes a problem.

[11:02] Jonathan Reckford: No, it's huge. Thank you. Because it is ... one of the giant challenges ... We certainly don't believe everyone should own a home, but what we know is over time, historically, owning a home has been one of the best ways especially for lower income and lower income families of color to build that intergenerational asset.

And it is, just as you say ... We had a huge issue before COVID. It has exacerbated the divide and really created an extraordinary asset bubble for housing prices that has created such a squeeze on the bottom half of our society. Shereese, could you just put a local flavor on that, as someone who is trying to provide housing in one of those hot markets where prices have exploded? But talk both about the past as well. What were some of the specific covenants that created barriers for Black families to be able to purchase homes in the past?

[11:49] Shereese Turner: Yes, thank you for that, Jonathan. I just want to share with the audience that it is pretty ... When we're talking about the Twin Cities, Minneapolis-St. Paul in Minnesota ... As you guys have probably seen disparity reports, Minnesota is at the top of those lists for a lot of different disparities. I came to the Twin Cities 25, almost 26 years ago. And there's a lot of transplants that relocate to the Twin Cities because they're looking for second chances, a do-over — I am one — that have a lived experience and relocated because of my circumstances. And the first thing that I noticed when I arrived in the Twin Cities is that those blue-collar jobs that I saw in my hometown of Chicago that were held by my community — your mailmen, bus drivers — those jobs were not available to those that look like me in the Twin Cities. That was a pretty good indicator that there was something different about the Twin Cities. I couldn't put my finger on it 26 years ago, but there was something different.

And this is a state, Minnesota the state, that is perceived to be very progressive, liberal, really a city of second chances, a melting pot. I heard that as well. But when you're talking about the haves and the have nots, it's pretty wide. And that's because there is something there that's written, unwritten. And what I mean by that is that you have systemic policies, practices, that are

just passed along from one generation to the other. And there's this perception that you want to be equal, but your policy speaks something very different. That's a problem.

Because in the Twin Cities, we're struggling. When you're talking about how we're able to feed, clothe, house your families when I can't even get a decent-paying job. And that's why the gap gets wider and wider. The few homes that we do own ... We talked about COVID; I know for a fact that we were working with families that were experiencing hardship before COVID. Imagine what that looks like for these families today. The few homes that we do have won't be there in two or three years from now because they're going to be in foreclosure. I struggle with this. I struggle with it because I'm struggling trying to understand how do we get here?

When I hear systems? Understand, systems are people. You have your gatekeepers, who says who can get through and who can't. Until we can change the people who are at the gate, a whole lot won't change. We have to be more progressive and seeing the problem for what it is. And just calling it out. That this is it.

[15:07] **Jonathan Reckford:** Thank you. Thank you, Shereese. It is ... I think ... one of the myths sometimes is that this was a regional challenge. I remember — and there are many great strengths about living in the Twin Cities — but when we moved there, there were still neighborhoods who had restrictive covenants that houses couldn't be sold to Blacks or Jews. They weren't enforced anymore, but they were actually still on the books. And ... we have identified a huge challenge. We want to spend the bulk of our time talking about what can we collectively do about it? And that is ... It is formidable there is no easy answers. I wish there were. Maurice, could you lead off? Particularly as we start with that wealth gap because that is such a big issue, and you're focused on it. I think the average white household today has about \$188,000 in wealth, compared to about \$24,000 for a similar Black household.

If you had assets and owned a home before COVID, this has been actually a financially fantastic couple of years, though terrible in so many other ways for society. If you didn't have assets going into COVID, it has been catastrophic. Talk to us, as you think about what are the array of things we would need to do to start changing that picture?

[16:18] **Maurice Jones:** Sure, and thanks for having me. Let me build on ... Folks have commented on the fact that we didn't get here by accident. We got here in large part through intentionality. Meaning there were intentional policies in the public and the private sector that discriminated against Black folks and other folks of color. The first thing that I will ... I love it when someone says, "So let's get our way out of stuff that we created through intentionality by not being intentional." We have a problem in this country by saying, yeah, we've got to do this for Black people. And first thing I would say is we have to have intentionality. You've got to be able to work on ... in the places and with the people who have been intentionally discriminated against.

And then I would say there are sort of four areas that I would look at as solution areas for this wealth and opportunity and, ultimately, power gap. We're talking about one of them, which is

what produces like nothing else in this country intergenerational wealth? Homeownership. Right? I think the homeownership rate for Blacks now is just over 40% — you'll know this better than me — and the homeownership rate for whites now is over 60 percent ...

[17:56] **Jonathan Reckford:** 73

[17:57] **Maurice Jones:** 73%. The biggest gap on record, right? So you've got to intentionally have public and private sector focusing on increasing Black homeownership. It's just, like, that's not rocket science. The question is, what are the things we do to do that? Down payment assistance. Looking at mortgage requirements and standards in lending standards and making sure that we make them more fair, right? Those are some of the things.

Same thing ... the other big asset for wealth in here, that's intergenerational for our country, it's small business ownership. More capital that is specifically designed to help Blacks and other folks of color launch businesses. The friends and family around that we all need to launch businesses? Well, my friends and family, my family in particular, don't have the wealth to help me launch that business. We need wealth funds that helped us to step in. So that's one corner.

The second corner for me is this issue of who has access to credit and mainstream financial institutions. If you look at the unbanked and the underbanked in the country today, over 50% of Black households are unbanked or underbanked. That number is about 20% for white households.

So what am I doing? I'm going to lenders right now who are leveraging a pretty high interest rate on me. So we've got to get more Blacks and other folks of color banked. We need to aggressively be going out with public and private sector policies and CDFIs and others really targeting folks of color. Insurance products. Those things I put all in that category.

The third category for me of places for solutions are the community assets that we all need to work well, right? Schools, health care centers, recreation facilities where folks can recreate, access to healthy food. Look at where the food deserts are in this country and look where Black and brown people live. Again, not rocket science. You see the overlap. We've got to eliminate food deserts. We've got to provide capital for folks who want to erect places where people can get healthy food in these food deserts,. We've got to continue to provide recreation opportunities for Black and brown people.

I'm talking too much, right? The last area is the area that I'm focusing on the most, which is quality jobs. I'm going to give you a data point and then get out of the way. If you look at jobs that pay \$60,000 or more across the country today, 80% of them require that you have a four-year degree just to compete. You look at jobs to pay \$40,000 and above around the country today, 71% of them on paper require that you have a four-year degree just to compete. If you look at Black talent in the workplace today, or in the workforce, ages 25 and above, 76% of us do not yet have a four-year degree. You literally have a systemic barrier that keeps Black folks from earning their way into the middle class in America. How un-American can you be? Right?

That doesn't take an act of Congress. That takes companies removing four-year degree requirements where they're not related to the skills needed to do the job.

[22:30] **Jonathan Reckford:** That's great. At a time where companies are crying for talent.

[22:35] **Maurice Jones:** There are 11 million unfilled jobs.

[22:36] **Jonathan Reckford:** It is ... That's a wonderful view, Maurice. Thank you for framing it. And today's a housing conversation, but it's a good reminder that housing is one piece in a broader system, and we have to really come at all of those pieces. One thing that Habitat for Humanity has been really thinking a lot about is it's not just we need more houses, and we need way more houses, but also where they are. And we really believe that mixed-income, mixed-use communities is the best answer for everyone. And that we need to both continue to invest in historically under-invested communities and lower the barriers that allow access to communities of opportunity all around the country as well.

Alanna, if we can turn to you, you come ... you've got a strong private sector background as well as public service. And the federal government has talked a lot about housing, maybe more than we've heard from the government in a long time. And specifically efforts around homeownership. Can you share a little about that? And maybe talk a little bit, too, which is hard question, what's different this time about ... versus 10 years ago?

[23:34] **Alanna McCargo:** Certainly. Thank you again for the invitation to be here. It's great. And it's just been amazing to hear all of this because I want to try to talk a little bit about all of it.

I think, first of all, I'm proud to represent the Department of Housing and Urban Development. And I'm very proud that this administration has been so forward ... foot forward from the first week in office in 2020 to put housing at the top of the agenda.

First actions were Fair Housing Act related. Equity in all of our agencies. And so we have been working with this framework and the federal government. That is different. And I would say that's one of the key things. It has been foundational to everything we're doing and everything we're looking at.

You know, as I was listening to Nikitra, who always does an amazing job of spotlighting all the incredible things in our history that are relevant to this moment and the work we're trying to do. You know, there are so many ... You went through several decades of different policy and things that were happening and events that were happening. There are so many things in between everything that Nikitra just talked about. It is so incredibly important, I would say, and that's for everybody watching, everybody here, that we understand and know what those events were because we are right now, I mean everybody is pointing back and looking back. What happened? What was lost? What policies went into place afterwards? And then what happened? Did it fix anything? Or did we really make it worse? And so I think that ... it just ... we cannot move forward and really move forward and see the advances if we do not

understand this. I appreciate you always, Nikitra, in doing that, and it made me think about a lot of things, particularly a lot of things that the Biden administration was doing.

One of the things that I wanted to mention was 101 years ago. So there was an event, 101 years ago. Before the Fair Housing Act, so it was in 1921. Before the Fair Housing Act came on the scene,. Before the New Deal. This was a community, a Black community in Oklahoma called Greenwood. And the 100-year anniversary centennial of what is called the Tulsa Race Massacre. If you don't know about that, you should know about that. It set forth such a huge number of things. And also ... it also just really to me is a defining point of so many of the systemic inequities that we continue to see today. Stripping of wealth from the Black community. That was a very vibrant Black community. They call it Black Wall Street. A lot of economic development, lots of jobs, housing, ownership of land destroyed. Destroyed in that community, and all of that wealth lost.

And that community has struggled with this incident that occurred in 1921 for 101 years, still to this day. Last year on the 100-year anniversary of that massacre, President Biden went to Tulsa. Actually, I think he went back again this year. But he went back to Tulsa., and he set forth a number of things that were really the priorities of the agenda for housing in communities at that event. And one of the things he did was he launched an interagency task force on appraisal bias.

One of the things that has been a problem in that community is how homes are valued ever since. That was a very viable community, a great community, a thriving community. This issue of appraisals is a huge issue. It's a systemic issue that really does define the lines on what your wealth is, how much you have access to. There's just a devaluation that's going on systemically and across the board.

So the Property Appraisal and Valuation taskforce, or PAV, was launched last year, released its report this year with Vice President Harris and Secretary Fudge, have laid out essentially an agenda including legislative action that needs to happen, but also a lot of administrative action and a lot of things that could happen at the kind of community level to really abate the issues that we're seeing in appraisal bias across the board. Huge piece of the pie for Black homeownership and Black wealth building going forward. It's just one example.

I also just wanted to ... It's very expensive to buy a house right now. I think I heard someone mention supply and demand. We've got problems on both sides. Both of those are part of the problem when it comes to Black homeownership. And the administration put forth a pretty major agenda to really try to put a million new homes in production over a 10-year period through a number of different mechanisms. Some of it is just outright helping to support funding to build new housing, but there's a lot of preservation. Other things we can be doing with disposition of properties that come through the foreclosure process, ensuring that investors aren't buying all the affordable housing and that there's an opportunity for homeowners to get involved in those purchases. There's all of those things. The supply announcement went out just recently.

And then there's the work ... I represent the housing finance industry. Lending. You can't buy a house in this country for the people that we're talking about without a loan. So we've got the loan and the lending and the mortgage space. There's just a lot in terms of making sure that there's equity in that process and that system. There are some things that have come out just this week from the Federal Housing Finance Agency around equitable housing finance plans that Fannie Mae and Freddie Mac will be participating in. That is to really spur more lending to more diverse communities. FHA and who I represent, the government, the mortgage programs, have been the primary way in which Black and brown people access housing, and so we need those programs to be strong, to be viable. We've got a lot of policy work to be done.

Between FHA and the Veterans Administration, those two entities really are housing and making credit available to the people at the lowest end of the ring and those people that have had no access in the past, to their community. We got to make sure those programs are viable. Ginnie Mae is here to ensure that there's liquidity and that we can continue to build on those programs.

And there's a whole host of other things I could mention from the federal government standpoint, but I wanted to at least put those down as markers. The only other thing I didn't mention, which is ... HUD is responsible for the Fair Housing Act and the enforcement of that. This year, Secretary Fudge led a coalition across regulators to ensure that things like special purpose credit programs, which are an opportunity for lenders to create new programming that would really reach targeted communities, very targeted programs that they can add to their suite of things, are OK to do. These are under the Equal Credit Opportunity Act. They've always been there, but they have not been utilized. There was a perceived barrier that the federal government was in the way of that. So we tried to break that barrier down by bringing together all the federal regulatory agencies to say no, you can do these loans, you can do these products, and the federal government is ... your regulators are behind that. And we will buy those loans, and they can be a very fruitful part of the solution as well.

Those are just a couple things I wanted to mention. And I know Nikitra wants to add to that.

[31:13] **Jonathan Reckford:** Yes, please.

[31:15] **Alanna McCargo:** Or get a word in, Nikitra.

[31:16] **Nikitra Bailey:** Thank you. No, no, I want to say thank you, Alanna. We are excited about your leadership, and we are definitely excited about Secretary Fudge's leadership. And we are always super excited to hear the commitment to ensuring fairness. Because we cannot talk about supply in our country without talking about fair housing because for the entirety of our nation's history, we've created affordable products that have left behind Black communities.

So we have to center any solution in supply around ensuring equity. And the thing that I get most excited about during these conversations is the reality that inclusive policies aren't just good for Black communities. They're good for the entire country. We know that if we address

disparities targeted at Black Americans alone — so if we solve for discrimination of Black Americans, for Black Americans alone, including discrimination in housing — we can generate a trillion dollars a year every year over the next five years. So we have an economic imperative as a nation to be equitable. But we have to be intentional. Race-conscious policies favoring whites created the disparities that we continue to deal with today. And only race-conscious solutions can fix them.

And I'm so excited you mentioned special purpose credit programs, because we at the National Fair Housing Alliance have been leading the charge on the need for utilizing special purpose credit programs. The Equal Credit Opportunity Act and Regulation B permits them, and we were really pleased to hear HUD affirm that participating and utilizing special purpose credit programs by lenders would not violate the Fair Housing Act, if done in compliance with ECOA. And what we were most excited to hear from the Secretary was the point that these plans could be constructed in a way that they are protected class status. So that we could look at race consciousness and come up with special purpose credit programs that are race-conscious. And we've seen those kinds of programs implemented. When we look at LISC San Diego, they have a program. Vermont just released a program. So we see these programs coming into the marketplace and having an impact. And we helped to shape the equity housing plans that the GSEs actually put together. And we appreciate Director Thompson and working to announce those plans just ...

[33:43] **Alanna McCargo:** A couple of days ago.

[33:44] **Nikitra Bailey:** Yeah, I was going to say just this week. Every week is running in to the next. Just last week. We were delighted to see special purpose credit programs incorporated. And we were also excited to see pilot programs, and what we're hoping to see are pilot programs for small-dollar mortgage loans. Because when we look at whole cities like Detroit, we know we're leaving entire communities behind when we don't have mortgage products for the residents in those communities. And we know the dangers of predatory lending. When we think about communities, going back to the points that Shereese made, when we think about leaving our communities subject to predatory lenders, it makes me think of Chicago and contracts for deeds.

You know, Black communities were extorted \$500 million, just in that city alone between 1940 and 1970. So we cannot continue to leave our communities behind, when it's in our overall economic imperative to properly provide equitable opportunities that give us a chance to succeed as well.

[34:44] **Jonathan Reckford:** Thank you, Nikitra. Thank you, Allana.

I've often described that we now have market failure. The market is actually not working in the United States, the housing market. A lot of Habitat's work overseas has been about making markets work better for very low-income families. And now, what we really are seeing is that the

market is incapable of providing enough housing for our population at prices they can afford. And you heard the data earlier in terms of the affordability piece.

As we think about what that's going to take, I'm struck often that NIMBYism is a bipartisan sport. It's one of the few things that there's full agreement on across parties city by city. What would it take? Let's be optimistic and believe there'll be stronger federal support and some of these pieces will come through. What would it take at the federal and state level ... I'm sorry, at the state and local level to start turning that into reality?

Shereese, on your side. Or certainly any of you join in now. I'd love to ... We'll just open it up in terms of ... What would it take to meaningfully increase the supply of housing at the low and middle end of the market? Because that's what is missing right now.

[35:50] **Shereese Turner:** Yes, thank you for that question. I think it's important that we start to think about what does the model of housing look like. You know, it could be a vertical. Because we understand that we're running short of land right now for new development so perhaps we're starting to think about vertical.

I wanted to also make a comment, too, because we were talking about solutions as well. And Habitat is already working with our lending division. Our affiliate and program and lending is working as a collaborative to develop our special purpose credit program, you see. This is how you move the needle is being very creative. But also listening to the voices of those who've been left behind. We took some time to really listen to our clients, homebuyers, homeowners and community about their perception of Habitat, but also their perception of just how community is engaging with them or not. Their voices are always not heard, so we wanted to make sure that we are listening and learning. And the reason why we're developing our special purpose program based on the criteria that we want to implement is what they said. Not what we think, what they said. What their unique barriers are. So then we're not leaving them further behind.

Again, to your original question, Jonathan, I think we need to just think creatively, that perhaps is not our traditional. But maybe it's a vertical. But also, you know, we talk a lot about ADUs. Think about that, too. I just think, creatively, we just have to think about how else can we maximize our land so we are able to build even more homeownership opportunities in our communities.

[37:53] **Alanna McCargo:** Can I?

[37:55] **Jonathan Reckford:** Please. I'd love to hear all your views. What's working out there? Where are we seeing bright spots?

[38:00] **Alanna McCargo:** Just what you just mentioned, accessory dwelling units. And we've been talking a lot about ... The White House hosted a whole event on this. We just had this past weekend the innovation showcase on the Mall that was a collaboration with the National

Association of Homebuilders and the Manufactured Housing Institute. We had all these houses built on the Mall overnight. I mean, these are quick solutions, factory-built, high quality, energy efficient, real opportunities in certain communities. And I think that just opening our eyes to that as a real solution in terms of the housing supply problem. We could be building so much more and putting out so much more into production if we could really grab hold and kind of debunk some of the myths. People think manufactured housing is trailers, and it is not. And that's why that showcase on the Mall was so important. If you could walk through those tiny homes, those ADUs and those manufactured homes, and then you find out what they cost, you're just kind of like ... as the Secretary said, I think, when she was there this weekend, "I'm packing my bags. This house is beautiful. Like, this is beautiful." I mean, there's a real opportunity there that communities have to get their arms around and heads around that need to be part of the planning process, that need to be part of the conversation.

And part of that ... because, let's be frank, zoning in many communities doesn't allow for you to put a manufactured house or an ADU in that location. So part of the proposal in the housing supply program plan that came out from the Biden administration talks about the need to tackle the issues of zoning and remove anything ... remove incentives honestly for anything that's exclusionary that says you can't build density, that says you can't put a manufactured house that's really affordable in this community. Or whatever the case may be. This has to be. And I loved Maurice talking about intentionality because to me all of this is.

Special purpose credit programs are about being intentional. And these ideas about zoning, you are being intentional. What is going on in your community? What is blocking the ability to build and construct new housing? And how can the federal government play a role? We put out many many, millions of dollars every single year into communities at the state and local level from the Department of Housing and Urban Development, but also through COVID and all the work that has been done by Congress. There has been floods of dollars that have gone in. Need to really be thoughtful about how ... those people are, like, how do I spend all this money? We've created something here that is an opportunity in my mind for local communities ... state and local communities to really transform how they think about developing equitably and how they think about homeownership in that mix, and including affordable rental. All of those things need to be part of the plan.

And so this is really a setup. This is an opportunity. And even if you look at the President's FY23 budget proposal, there's a housing supply fund. There's a lot of opportunity, increased LIHTC, a lot of opportunity to get capital into the system flowing. It's going to require a lot of coordination; this is hard work. But I think it has to have a federal and state and local government alignment. And then also real, real strength with nonprofits and local industry as well. That's the only way it's going to get done.

[41:26] **Nikitra Bailey:** And we have to make sure we tackle the access to credit challenge. Because in order for us to utilize those programs, we need to make sure Black families can have access to credit. We know that we're dealing with a system where we continue to see the over-reliance on discriminatory credit scoring systems that perpetuate and bake in

discrimination. So if we're going to be effective at meeting the plan's goals, we have to make sure people who are creditworthy get access to the mortgage credit that they deserve. So real strong enforcement of our nation's fair lending laws and intentional practices like special purpose credit programs that can help to bring in the communities that we've long left behind.

But we also have to be creative to think about things like targeting assistance by down payments and first generation. So what we've done is we've put together a proposal that would allow us to target solutions for first-generation homebuyers. It simply means that the families that we've left behind would get access to funding. Because for our families, down payments are the major barrier to entry. They present a significant obstacle for us. So if we target solutions by first generation, we have a chance to actually create 5 million new homeowners. 1.7 million of them would be Black, 1.32 million Latino, and 1.4 million would be white. Because inclusive policies are the solution to making sure we bring behind ... and forward every community that we've left out.

[43:01] **Renee Willis:** OK, just to add just something really quickly, and it's really something that of all the panel has said. And it's really just underscoring and amplifying and just making sure that we're amplifying the voices of those impacted by these policies. Because, by doing that, I think it really is important, by centering their voices and those who are impacted by these policies are the ones who really should be the architects of the solution. Because there are solutions. And we really need to bring in those voices, so that we can have these policies that are effective for Black and brown people.

[43:35] **Jonathan Reckford:** I think that's such an important principle.

[43:35] **Maurice Jones:** Let me add ... because I know we got to go. But you were asking what can we do at the state and local level? The most ... there are solutions going on all across the country right now. And it usually involves state and local government serving as, frankly, a risk mitigator for the private sector to do more in this space. So you've got funds all over the country now that are designed to provide either rental space or homeownership for Blacks and others. And what you see is, you see state money in there, you see local money in there, and then you see private sector money, and you see philanthropic money. We need to do this at scale. You can't do it at scale unless all of those players are involved, and the public sector in particular has a unique opportunity to really be the seed capital if you will, so we can do this at scale.

And you see it going on in Detroit and the Bay Area and others, but to the point you made, we've got 7 million-plus that we actually have to build. And so it's got to be a team sport. And the other piece I want to add is, we also have to provide capital for Black folks who are developing this housing. And so we need ... Going back to intentionality, if you don't help folks like that to scale their operations, we're not going to find ourselves building the housing that we need for the folks that we're talking about.

[45:24] **Jonathan Reckford:** I think that's such a big point.

And I just want to get you all thinking, both in the room and online, if you have questions, start formulating your questions,. We're going to ... in about 10 or 15 minutes, we're going to be bringing your questions into the mix. And so ... Start. You can put them ... Those who're online, please put them in the chat. And in the room, we will collect those as well.

I want to pull back to the market piece. Because we're a builder. Collectively our 1,100 affiliates in the U.S make us a large homebuilder in this country. But the math doesn't work if you're a builder right now. You cannot — with the current supply challenges, the cost of materials, the cost of land — you cannot build something that's affordable for the families we would like to build for. So effectively, there's going to have to be subsidy in land or in financing. And we have historically financed subsidies, we've had mortgage subsidy for years and years and years. It's just disproportionately gone to those of us with higher incomes. So it's not the subsidies, but how do we do that better.

And I want to go back to one of the myths, and we've got experts here in the room. I think one of the negative myths that came out of the '08 crisis and Great Recession was that homeownership was a bad idea. The way it was done was a bad idea.

Habitat is technically a sub- subprime lender. And in markets where foreclosure rates across all income bands were up at 15%, 20%, even 25% in some markets, Habitat foreclosure rates went up to 2%. And it's because if you think about the basics: The families were really well prepared. They came in with clean credit. They bought a simple, small, energy-efficient home that they could afford on their income. And that still works. It's sort of ... we lost track in the whole sort of corruption of the value chain in that process.

So right now, I think the dynamics are different than they were in '08, but the math is actually tougher. Materials costs are sky high. As the Fed raises rates to try to sort of pop the housing bubble, in a sense, the bad news is that actually makes affordability tougher for the families we are trying to partner with.

So as we think about ... Where have you seen, in specific cities or markets, people getting this right, the coalitions coming together to make progress? Do you have some success stories you'd share with our audience?

[47:38] **Maurice Jones:** I'll share one with you. The Bay Area has a \$500+ million fund right now that is building housing for folks who are at 30% of below median income, all the way up to I think 80%, no higher than that. And they got it right because ... Well, first of all let me just say this, it's the Bay Area.

[48:08] **Jonathan Reckford:** You got it wrong for 50 years first.

[48:11] **Maurice Jones:** You're talking about housing that it's ... Crazy is an understatement. But it's the largest fund of its kind that I've seen, and it is being funded by philanthropy. And

right now ... and the corporations including big tech and health care, all of whom, by the way, have a real self interest in having more affordable housing because they're losing talent.

They don't have public sector dollars yet, but it will happen. But you've got that base of philanthropic dollars that are not going for ... in fact, much of the philanthropic capital here is not looking for any return whatsoever. You've got a bunch of PRIs, and then you've got Facebook, and you've got what used to be Dignity Health, it's now Common Spirit, and Kaiser Permanente. They've put together a multi-sector, very interested group in housing being more affordable and available.

They've got targets that they're shooting for, and they've got particular populations that they're trying to serve. And they brought in three now CDFIs — and that's the other thing, we need to scale CDFIs across the country — but they brought in three CDFIs to actually do the lending. And it's working. It's working. There are models like that in different cities.

Charlotte, North Carolina, has something similar. And there you do have ... It actually was a fund that was initially seeded by housing funds from the city. And then the mayor challenged the private sector to match the dollars that she put in to the housing trust fund. And they created a fund that started out at \$100 million because the private sector matched 50 from the public sector. So you've got examples of this. Our challenge, though, going back to what folks are talking about, is we got to scale this stuff. We are still too small.

[50:38] **Jonathan Reckford:** We need way more. Charlotte's a great example. And, actually, my hometown of Atlanta — similarly historically very affordable, not so much right now. Costs are up 40% in two years, which is a disaster. And interestingly, in Raj Chetty's data, two cities with some of the worst social mobility in the country because we created economic segregation. It circles back to Renee's point earlier. Is that if we don't lower the barriers ... In some ways, economic segregation, which correlates with race, has created the new sort of set of barriers that has made this more difficult. And I think the success will be really opening up both sides that we've got to build.

One of the ... I'll do a commercial. One of our priorities at the federal level is the Neighborhood Homes Investment Act. Won't go into the detail, but this would be a homeownership tax credit that would correlate ... Low-income housing tax credit has really been the most successful volume generator in terms of making the math work for rental. This would essentially help that appraisal gap problem, which is ... in so many communities or parts of cities, you could buy a property for a reasonable amount, but by the time you invested in upgrading it to code, it wouldn't appraise for the cost of upgrading it. This would be a tax credit to help solve that math problem. We think that could actually significantly move supply.

[52:00] **Alanna McCargo:** Yes, I think that's a huge ... important point. It goes back to ... Somebody mentioned small dollars. Nikitra, I think it was you. These lower cost markets ... I mean, to your point of just market failure, that these markets that are incredibly affordable, there's still a lot of affordable housing, I think of the Clevelands, Detroits, there's just so many

around the country that have a lot of housing supply, so supply is not their issue. They need the financing for rehabilitation and renovation. They need the financing for this gap financing that you're talking about.

I'm not endorsing any legislation, but I just cannot emphasize enough how important that is. I also just want ... I have to make a point about CDFIs, community development financial institutions. To your point, we've got to figure out how to scale those models. We've looked at several of them. This is something that ... Ginnie Mae is far removed from CDFIs, has been historically. We are looking and taking a real hard look at how we can maybe connect the Ginnie Mae infrastructure that really helps provide capital and liquidity access more and deploy that to CDFIs. We've got a lot of work to do to figure this out. But this is an opportunity that — as I'm in the seat, I can see it, if we can work on this — would provide this type of scale, particularly for CDFIs that are trying to do home lending.

And the ones that do, my goodness. Talk about intentional. They are doing amazing work really making and creating new Black homeowners. And from Mississippi Delta to everywhere you can imagine. It is ... but they need more capacity. There just needs to be more ability to scale. So I think there's an opportunity there that has been un tapped, and that is something that we have charged the team at Ginnie Mae to really take a look at. Because they're doing FHA lending. They're doing rural lending. They're doing VA lending. They're doing all of these things ... Tribal lending. Those are the programs that Ginnie Mae backs. And so we think that we can play a part in fueling, if we could create more scale down into the CDFI level. I just wanted to emphasize that because it's a critical point.

[54:07] **Nikitra Bailey:** I want to speak a little bit to CDFIs because I don't think they're a panacea. I think that there are some CDFIs that are meeting the mark and that are well serving communities. As you mentioned, some of the ones down in Mississippi are doing a great job. We need to make sure that when we think about CDFIs, we think about what their charge is. It's low to moderate income. And that doesn't necessarily mean communities of color.

And that's a very distinct point that we have to be very careful for. We need to make sure that those minority-based and -led CDFIs are also a critical part of the equation because, oftentimes, they're not getting the same level of equity investments as the majority-level CDFIs. And they have really remarkable track records as you mentioned in ensuring homeownership opportunities for Black families. So we definitely want to make sure that infrastructure is strong and strengthened. And we want to encourage more CDFIs to learn from those CDFIs that have those strong track records and to really follow through on those track records.

And I do have to mention what's going on in the Congress because there is a role for the Congress to play here. There is a great proposal that has passed the House of Representatives that will provide \$150 billion of investment and housing. It includes some of the things that we're talking about. Neighborhood Homes and Investment Act. The Downpayment Toward Equity Act, which would provide \$10 billion and targeted first-generation down payment assistance. There would also be \$800 million for local fair housing enforcement. So we have one part of the

Congress that has met the moment, and we need the Senate to act right, frankly. We need a reconciliation bill that includes housing.

And we have to ask for that unapologetically. Because the reality is housing is the igniter of our economy. It has always been the engine that we rely on to provide growth and opportunity for all families. So it's something that we are calling on the Senate to really incorporate in any reconciliation package: significant support for fair and affordable housing. It can't just be one of them. It needs to be both of them together.

[56:19] **Renee Willis:** And I will just say, too ... The bill that she's just mentioning, it is also the rental portion as well when she's talking about affordable housing. And with that bill, we're also looking at, hopefully, vouchers. That we're funding vouchers so that families and individuals can move and have subsidies to help with the cost burden of rent. And it's also preserving the housing stock that we already have. And making sure that for the 2.5 million people who are in public housing that we're preserving that stock of affordable housing as well. And then monies obviously for the Housing Trust Fund as well.

As you said, we've met the moment, at least on the House side, and we're calling on the Senate, and we hope that you call on the Senate to meet the moment as well, so that we can have affordable housing, both homeownership opportunities and rental.

[57:10] **Jonathan Reckford:** I wish I was more optimistic. I think that it's a tough environment right now to believe there's going to be ... but we certainly agree that housing ... And I would say housing is on the agenda in a way I've never heard it before. That's the good news, I think. And in some ways, I'm more optimistic that cities can act faster right now than at the federal level, that there may be more there.

We have ... Many of our affiliates are CDFIs. Actually, Habitat International became a CDFI for this exact reason. And one pillar of our advancing homeownership initiative is raising capital for property acquisition. And what we're finding is nonprofits, both Habitat and other housing nonprofits, have a hard time finding that capital and are getting squeezed out by the private sector, which is more nimble and better capitalized. And that could be for preservation or for land for new properties. But we see a gap there and an opportunity as well.

We are ... time goes really fast. We want to start bringing in questions from our audience and letting them into the conversation. We have lots of questions but ... Erika.

[58:19] **Erika Boyce:** OK, we do have a couple of questions from our audience.

There are vibrant communities of color within many rural communities. But most of the examples focus on large urban environments with large resources available. What about support and protection of affordability in rural America?

[58:40] **Jonathan Reckford:** That's such an important question. I think it's a great myth that we don't have a giant affordability challenge in rural areas. And anyone want to jump in on that?

[58:48] **Alanna McCargo:** I mean, I've mentioned it. The small dollar issue is a very rural issue. And some of the communities I mentioned have ... There's always a city, yeah, probably nearby, but a lot of the outskirts is more rural in a lot of these areas. I would just say that it is critical that when we're talking about this, we are not just talking about cities, we are definitely talking about rural. There is an affordability crunch there as well.

Access to capital in rural, another huge issue. Again, it touches on so many of the things we've already talked about apply there as well. The USDA program is doing ... That mortgage program ... Rural housing is doing a lot of work to try to fill the gaps on the credit side. And, again, Ginnie Mae supports and creates liquidity for that program. And I think there's just so many opportunities to scale there.

A lot of the CDFIs are doing this work in rural communities using the USDA program as a lever to support the small dollar lending challenge. And we need FHA to do more here. Even VA could be doing more here because a lot of veterans live in rural communities as well. There is just ... And, again, I'm more finance-centric, but I'm just thinking in terms of access to credit. That is really a huge issue in rural communities, just as it is in cities and larger communities.

And it's not housing affordability as much as it is ... because that housing is incredibly affordable. It's just being able to access and tap into it, whether it's down payment assistance, whether it's getting a mortgage loan lender, an appraiser, filling the gap, or manufactured housing. All the things that we've sort of touched on. That would be my thought about rural.

[1:00:31] **Jonathan Reckford:** And costs have exploded, unfortunately. But I do think there are opportunities. I've been very ... We've seen small examples, love to see more, of Habitat affiliates, but other nonprofits as well, combining USDA with modular, and you could start to significantly increase production. Because skilled labor is one of the bottlenecks along with materials right now.

Maurice?

[1:00:50] **Maurice Jones:** Well, to the point of the question, look ... The places where poverty has been the most persistent are rural Black counties in America. It's the Black Belt. Thank God we've got people like Bill Bynum and Hope Corporation serving those places, but we need more Bill Bynums. There's no question about that. And it goes back to what we were saying earlier. We need to partner with the Bill Bynums of the world and scale, help them scale.

[1:01:25] **Jonathan Reckford:** And I think ... To build on your earlier point, we also need more builders. And what happened after '08-'09, one extra piece is the small builders all got wiped out. They didn't come back. The credit box shrunk. They couldn't get capitalized. And I think there's a huge opportunity for skilled construction trades and opportunity to train. Those are

high-paying jobs right now, and we need way more of them. But also we need to figure out how to capitalize small builders again.

[1:01:56] **Nikitra Bailey:** We also need to make sure we preserve homeownership in those rural communities and communities all across the nation. One of the things that we were able to secure as part of the American Rescue Plan was a Homeowner Assistance Fund, and states are implementing those plans now. And we need to make sure that they are provided in an equitable manner to families of color in those rural communities, who were among some of the nation's hardest hit by the COVID pandemic.

We need to do everything that we can this time to make sure people remain housed because one of the things that people are betting on is this idea that because housing has appreciated so much, families who get in trouble will actually sell their homes. And that's not preserving that home as a wealth-building asset. We want to make sure the Homeowner Assistance Fund is equitably distributed, including to families of color and other families living in rural communities.

[1:02:50] **Jonathan Reckford:** That's a really good point. I do think we need some creativity but better models, some new shared equity models that are truly equitable, but new ways to allow financing when these costs have accelerated so fast.

[1:03:01] **Erika Boyce:** This has been such a great conversation. We're going a little bit over to answer a couple more questions.

Are you aware of any policies or strategies being considered or implemented that would address the challenges created by the expanding presence of institutional investors in the housing market?

[1:03:21] **Jonathan Reckford:** Yeah, we have seen ... I welcome ... This has been a huge issue in places like Atlanta and Charlotte where the private market has bought up significant amounts of housing that historically would have been move-up or starter housing. Thoughts of ... have you seen good models of what is helping?

[1:03:40] **Alanna McCargo:** The Housing Supply Action Plan does have references to some things the federal government can do to try to stymie that. There is ... Whether it's making sure that if there are properties that Fannie, Freddie, FHA, are having disposition on, REO, that those properties coming through the system, that there are opportunities for first look by homebuyers so that institutional investors can't purchase those.

They're putting caps on how much can be investor versus homeowner, and some of these note sales and other things that are going on. So there are small things that can be done there. But I can tell you that it has been a central conversation because there are markets where it's built for rent. Builders that are just building homes that could be otherwise affordable just for rental occupancy and not having a homeownership opportunity. This is, again, local, but there should be some look at that. Is that ... How equitable is that if the whole community can only be rental?

Are you creating a different problem there? I think that ... people need to think about that, and we're seeing a lot more of that.

And then, again, while institutional investors do make up a small share of all investor properties nationally, there are markets like Tampa, Atlanta, Charlotte, where it is incredibly impossible to purchase a home that is affordable because you have investors coming in and buying those for cash. So this is a real ... We have to grapple with this.

[1:05:14] **Jonathan Reckford:** One of my colleagues ... Asheville, North Carolina, high growth market, not historically one. The Habitat affiliate did a survey of all the houses in the market that were available under \$275,000. Answer: zero. Did a second study. All the houses in the market available under \$375,000. 12. So essentially, this is forcing out a generation who are getting displaced or moving out because the market has not been able to keep up with its existing population. And in these high-growth markets, people are in migrating in ways that we can't sustain.

[1:05:52] **Alanna McCargo:** This is also driving up prices. So this is also creating the other end of the problem as well.

[1:06:00] **Renee Willis:** That's ownership and the rental. And both are two sides of the coin.

[1:06:00] **Jonathan Reckford:** Both sides. Exactly, Renee.

[1:06:03] **Nikitra Bailey:** That's why the Enterprises' Equitable Housing Finance Plans are so critical. We have to do more to put owner occupants in a position to be ready to have these opportunities. We know that many of our families that are showing up with FHA-backed loans, unfortunately, are not being seen as a legitimate option in this market. We need to see more families with those affordable products coming from Fannie Mae and Freddie Mac, so that they can be seen as viable potential buyers for these homes, and it would help them move faster.

[1:06:34] **Jonathan Reckford:** No, it's critical because ... It'll be interesting. I think now as rates go up, we're clearly seeing a slowdown, and maybe things will stabilize a little bit versus all-cash offers on first day and really squeezing out. And... the bad news, though, is 2% increase in mortgage rates is really tough for that first-time homebuyer.

[1:06:56] **Nikitra Bailey:** This is a missed opportunity. We have to talk about this recovery. This is a missed opportunity for us to do very effective and creative things. We're excited about recent developments and the direction that we're headed in. But we wanted many of these policies in place much sooner so that our families could have this opportunity to really build forward in a way that we've not been able to respond from prior crises.

We have to do everything that we can to get all of these programs up and running. Because we know with rising rates, that becomes an additional challenge related to affordability. We have to go full speed ahead. And it's why, again, I'll make the plug. The Senate has to provide this

historic investment because otherwise we're going to continue to leave whole communities behind.

[1:07:47] **Jonathan Reckford:** Yes, thanks, Nikitra.

[1:07:47] **Shereese Turner:** I just wanted to make a quick comment, too, that ... I think we're talking about ... we're reacting to what is happening right now. But I also think we have to talk about being proactive. And that's educating our future homeowners. Like, we need to start with our education systems and start partnering with them, so we can start having conversations around savings, credit and debt much sooner than we have in the past, you see.

I'm reminded every single day that I had to catch up. Because my father was unbanked his entire life. So we didn't have relationships with banks, you see. So, again, just imagine if I went into the game already knowing how to have relationships with institutions. We have to start with our youth, too.

[01:08:44] **Jonathan Reckford:** I think that's so important. We're seeing longer cycles in terms of preparation, the ability to clean up credit, to be ready, prepared. That's a big piece.

[1:08:52] **Nikitra Bailey:** I want us to be very careful, though. I think you make a very valuable point. But I think we also have to know that Black people actually have a higher savings rate. That's not something that we talk about a lot. We actually have a higher savings rate. Many of these issues that we're discussing are structural. Banks close at higher rates in Black neighborhoods, upper income Black neighborhoods, than they do in low-income white neighborhoods.

This is about equity. And I think consumer education is important, but it's not the only thing. And we overly relied on consumer education leading into the Great Recession. And we cannot do that this time. It's part of our solution absolutely. We want to see more healthy banking relationships. But it has to be part of structural reform to provide equity and opportunity in neighborhoods all over our country.

[1:09:44] **Shereese Turner:** And I don't even think it's the banks going in and having these conversations. It has to be us. Yes.

[1:09:50] **Jonathan Reckford:** And I do think ... there are an awful lot of young people who don't think that homeownership is ever possible. And I think, actually, that there's a part of changing that story and making sure the narrative is out there, that there are pathways

We are quickly running out of time, maybe last question and lightning round.

[1:10:09] **Erika Boyce:** Final question. What makes you most hopeful about the possibility of closing racial disparities in housing?

[1:10:17] **Jonathan Reckford:** All right, one awesome answer from each of you.

[1:10:22] **Nikitra Bailey:** It's in our nation's economic interest to do it. Seven out of 10 future homebuyers are going to be people of color. If we're going to have a healthy housing market, we've got to make sure that the very people that the future system depends are actively engaged in the system.

[1:10:41] **Renee Willis:** Yes, agreed, absolutely. And I think it's one of the things, too, because you're looking at the demographics of, like you said, our nation. And we must make sure that Black and brown folks are ready to purchase and that they have the credit and access to credit. And that needs to happen now. And when those things happen, and I think by having a federal response and also local responses to that, I think that's when, hopefully, we'll be able to turn the tide, but it needs to happen now.

[1:11:16] **Alanna McCargo:** I'm very optimistic because housing and Black homeownership is on the agenda. Explicit. It's there, and we have people ... in our housing finance system, you have Black women leading the largest capital providers and liquidity providers of housing finance who are thinking about this. Never has Fannie Mae or Freddie Mac had an equitable housing finance plan. They've had duty to serve. They've had things that have touched at the edges. This is about equity, and it's about racial equity. That gives me optimism. And we got limited time to get our work done, to do what we have to do. But that in and of itself, it gives me hope. And just even in the role that I sit in, there is so much opportunity.

I mean, I've studied these issues in my prior work. I wrote the paper about mapping the Black homeownership gap that exposes Minneapolis and other cities that have these huge, massive gaps that are just unacceptable. To use your terminology, unacceptable. And now we have the will, and we have the people in the places, and you have the White House, a president and a vice president who are committed to these issues. We've got to move. That's for me, for all of us, for all of you, right now is the time to move. We know the problems. They've been well documented. We know the history. We need to understand that, so we make the right moves. And now we need to move.

[1:12:59] **Shereese Turner:** I would echo all of that. And I'm ready to just hit the streets. The more we talk about the value of homeownership, the better. I'm just ready, just grassroots all the way. Get to the people.

[1:13:14] **Maurice Jones:** The OneTen coalition is a coalition of all private sector, no public sector, companies who have come together to pursue the ambition of hiring and promoting a million Black talent, who don't have four-year degrees yet into family sustaining jobs, i.e., jobs that pay a living wage. Last year, that coalition hired over 31,000 Black folks without four-year degrees into the family-sustaining jobs. Yeah, yeah, definitely clap to that.

Now we got a lot more work to do. But the bottom line is, this skills-first hiring culture is taking hold in the private sector. And it is the private sector right now that has the most flexibility and the resources to really make a difference here. And I think we've got a real opportunity.

[1:14:09] **Jonathan Reckford:** Thank you. Please join me in thanking our extraordinary panel for their insights and candor.

This is one of a long series of conversations we've been having for the past two years around ... we've called it +You because this is only going to happen if you get involved in making this a reality in your community, in your state and in our country. And so we invite you all to participate.

Please go to [habitat.org](https://www.habitat.org). You can learn more about the broad series of things we're doing and much more about our Advancing Black Homeownership initiative. We hope this will be a first and not last step of your engagement in these issues. And we hope as we think about a world where every family in the United States and our world has a safe, decent and affordable place to live and that platform for all that we dream for every child in our world. So thank you for being with us today. Thank you all for your significant contributions, and that is the end of our program. Thank you.