

Multifamily Housing Resource Program



2012-2013 Annual Report



The Equal Rights Center

The Equal Rights Center (ERC) employs a multifaceted approach to promote equal opportunity in housing, employment, and access to public accommodations and government services that relies on its more than 30 years of civil rights experience. Through education, research, testing, advocacy, collaboration, and enforcement, coupled with a commitment to innovation and creating lasting impact, the ERC combines both time-tested and groundbreaking approaches to advancing civil rights at both the individual and systemic levels.

Through its Corporate Partnerships and Training (CPT) Program, the ERC collaborates with government entities, allied organizations, business and industry leaders, and others to address both established and emerging civil rights issues. Among these issues is the effort to proactively promote accessible housing through the Multifamily Housing Resource Program (MHRP), a trailblazing membership program for housing industry leaders.

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The Multifamily Housing Resource Program

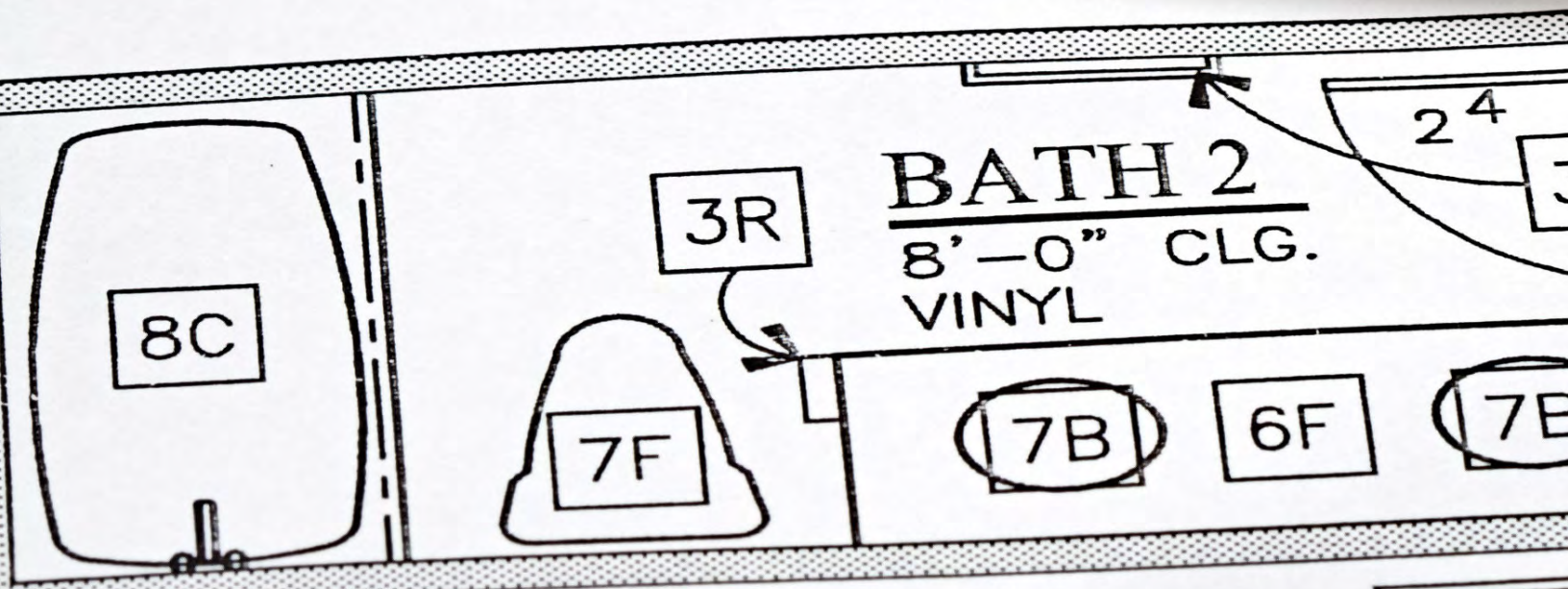
The CPT Program's earliest and largest project is the Multifamily Housing Resource Program. The MHRP is a collaborative membership program dedicated to assisting multifamily housing developers to comply with federal, state and local accessibility requirements, and to increasing the number of accessible apartments and condominiums in the United States.

MHRP members are industry leaders in the areas of multifamily housing development, construction, and property management, as well as architectural firms with design expertise, accessibility-related product or service vendors, and subcontractors. The MHRP offers a variety of resources to assist its members in implementing "best practices" to enhance compliance with the accessibility requirements of the Fair Housing Act (FHA), the Americans with Disabilities Act (ADA), and state and local laws as they relate to accessible housing.

Since its founding in 2008, the MHRP has grown to include 14 developers representing more than 600,000 apartments and condominiums across the country, and 2 architectural design and accessibility firms. These industry leaders serve as a model for the housing industry, and give many of the nation's 57 million individuals with disabilities the opportunity to live where they choose.



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From the ERC Executive Director

Dear MHRP Members,

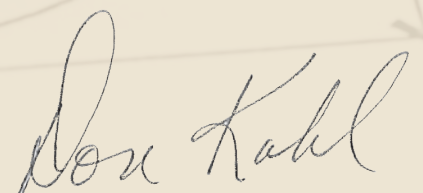
In 2013, the Equal Rights Center celebrated its 30th year of service as a non-profit civil rights organization. This milestone gave us the opportunity to reflect on the broad scope of work, and the amazing impact the ERC has had in promoting equal opportunity in housing, employment, public accommodations, and government services. Many of the ERC's successes are due in large part to our corporate partners, in particular our MHRP members, and their proactive efforts to promote equal opportunity.

While accessible housing has been a shared goal between civil rights advocates and housing developers alike for many years, the creation of the Multifamily Housing Resource Program in 2008 marked a watershed moment for actual change. Starting with only one founding member, today MHRP members represent more than 600,000 units nationwide and are actively committed to not just accessible housing, but to equal housing opportunity for all.

The truly collaborative relationships that the ERC has with our MHRP members was confirmed during the ERC's 30th anniversary celebration. Not only were many MHRP members represented and recognized at the event, but MHRP founding member Trammell Crow Residential led the way as a Platinum level financial sponsor, and many more MHRP members added their support as well. This great event would not have been possible without the support and commitment from our members—and we sincerely thank them.

This last year has also been a testament to the commitment of MHRP members in promoting accessible housing. Implementing practices that ensure accessibility in both the design and construction phases of development, expanding staff trainings with the MHRP's new online learning platform, and utilizing new tools and resources to maximize staff knowledge about accessibility issues, MHRP members are changing the multifamily housing industry for the better.

As you read this 2013 Annual Report, I hope that you too will agree that the MHRP is a unique and amazing collaboration that is making a real difference across America.



Donald L. Kahl
Executive Director
Equal Rights Center



2013 MHRP



AvalonBay Communities :: Executive Member :: 2009

AvalonBay Communities, Inc., based in Arlington, VA, is in the business of developing, redeveloping, acquiring and managing high-quality apartment communities in the high barrier-to-entry markets of the United States. AvalonBay Communities owns, or holds interests in, over 200 apartment communities with over 60,000 housing units in ten states and the District of Columbia located in the Northeast, Mid-Atlantic, Midwest, Pacific Northwest, and Northern and Southern California regions of the country. AvalonBay's mission is to enhance the lives of their residents through building superior communities and offering desirable amenities.



The Bozzuto Group :: Executive Member :: 2010

Headquartered in Greenbelt, MD, The Bozzuto Group consists of six integrated companies – Acquisitions, Construction, Development, Homebuilding, Land Development and Property Management – that together provide a broad range of real estate services. The company is committed to providing quality housing for all, from luxury homes and apartments to affordable housing solutions. Since 1988, the company has developed, acquired and built more than 35,000 homes and apartments. Throughout The Bozzuto Group's 24-year history, the firm and its principals have been honored with numerous industry awards and honors.



Membership



Camden Property Trust :: Executive Member :: 2009

Based in Houston, TX, Camden Property Trust is one of the largest publicly traded multifamily companies in the United States. Structured as a Real Estate Investment Trust (REIT), the company is engaged in the ownership, development, acquisition, management, and disposition of multifamily residential apartment communities. Camden, recently named by FORTUNE® Magazine for the fifth consecutive year as one of the “100 Best Companies to Work For” in America, has a workforce of nearly 2,000 employees. Camden owns interests in and operates 198 properties containing 67,502 apartment homes across the United States.



Devereaux & Associates :: Advisory Member :: 2013

Based in McLean, VA, and recognized as a front runner in the creation of innovative architectural concepts, Devereaux & Associates has produced scores of award-winning landplans and architectural designs for residential, commercial, and recreational projects. Combining wide-scope services with careful adherence to design integrity, Devereaux & Associates has produced aesthetically and financially successful developments of all sizes throughout the United States and abroad.



Donatelli Development :: Executive Member :: 2010

Based in Bethesda, MD, Donatelli Development, Inc. is a privately owned corporation engaged in acquisition, development, and ownership of real estate. While Donatelli Development has had a financial interest in several industries, its primary interest has been in the real estate industry since its formation in 1973. The firm has successfully developed apartment communities and residential subdivisions in the metropolitan Washington, D.C. area. Donatelli Development's corporate philosophy is to maintain an entrepreneurial staff to carefully select opportunities that maintain a healthy rate of growth.



Gables Residential :: Executive Member :: 2011

With a mission of "Taking Care of the Way People Live", Gables Residential has received national recognition for excellence in the management, development, acquisition and construction of luxury multifamily communities in high job growth markets. Gables Residential owns, develops and manages multifamily communities and mixed-use developments in Atlanta, Austin, Dallas, Houston, South Florida, Southern California, and metropolitan Washington, D.C. Gables Residential enjoys a healthy portfolio with approximately 41,400 apartment homes under management, including a corporate-owned portfolio of 53 stabilized communities comprising approximately 13,700 apartment homes.



The JBG Companies :: Executive Member :: 2012

The JBG Companies is a leader in the Washington real estate market, one of the most dynamic in the world. As a recognized investment management firm, owner and developer, JBG invests almost exclusively in urban-infill, transit-oriented developments – assets that by virtue of location, physical quality, available amenities or other specific features, offer compelling opportunity and value. JBG's diverse portfolio encompasses over 21 million square feet of office, residential, hotel and retail space. Having deep experience across all product types enables JBG to diversify investments, take advantage of market opportunities, and mitigate risk through market cycles.



Kettler :: Executive Member :: 2009

Founded in 1977, KETTTLER is ranked among the top multifamily housing developers in the nation and the largest land developer in the metropolitan Washington, D.C. area. KETTTLER, based in McLean, VA, believes in providing exceptional products and amenities, designing buildings and spaces for people, and becoming outstanding corporate citizens. KETTTLER has developed more than five million square feet of commercial space and more than 50,000 homes. KETTTLER also owns and manages over 12,000 apartments in 45 locations. Residential offerings range from affordable to luxury properties and include apartments, condominiums and planned communities.



Lerner Enterprises :: Executive Member :: 2011

Founded in 1952, Lerner Enterprises is the largest private real estate developer in the greater Washington, D.C. metropolitan area. Its services encompass all phases of real estate development including planning, development, construction, leasing, and asset and property management. Lerner Enterprises is well known for its portfolio of real estate developments including an extensive array of projects such as large-scale office buildings, office parks, regional malls and shopping centers, hotels, residential communities, mixed-use facilities and land-use projects. Today, Lerner is responsible for the leasing and management of millions of square feet of residential, office and retail space.



Mill Creek Residential Trust LLC :: Executive Member :: 2011

Formed by a group of industry leaders who have spent decades working together as a team, Mill Creek Residential Trust LLC provides the perfect platform to build on the group's expertise and bring their vision for the future to the communities in which they live and work. The team at Mill Creek Residential Trust LLC has developed more than 225,000 multifamily units across the United States. The company's core markets include New York Metro/Northeast, Washington, D.C. Metro area, Atlanta, Florida, Dallas, Houston, Austin, Denver, Southern California, Northern California and the Pacific Northwest.



Paradigm :: Executive Member :: 2010

Paradigm's vision for communities is to create high-quality luxury apartments, while delivering a full range of real estate services to residents, customers and clients in the mid-Atlantic region. The principals of Paradigm have worked together for more than 20 years and are invested in the quality of work and their reputation. Paradigm's focus of producing quality housing in urban communities has evolved into a position of leadership in the industry regarding efficient design, green building technology, and the integration of affordable housing into market-rate residential locations. The Paradigm real estate development team is committed to innovation and leadership for the benefit of the residents and communities in which they work.



Steven Winter Associates, Inc.
Improving the Built Environment Since 1972

Steven Winter Associates, Inc. :: Advisory Member :: 2011

Steven Winter Associates, Inc. (SWA) works to improve the built environment by helping clients develop, design, construct and operate buildings which are accessible to, and usable by, all people. SWA provides accessibility consulting, and regulatory and building code compliance consulting to public and private clients nationwide. SWA is a proven leader in providing litigation consulting, plan reviews, field inspections, due diligence inspections, technical assistance and training. SWA has expertise in assessing residential, commercial, retail, municipal, educational, recreation and hospitality facilities.



Trammell Crow Residential :: Executive Member :: 2008

Trammell Crow Residential (TCR) is America's premier multifamily real estate firm. TCR entities develop, construct and acquire multifamily rental and condominium communities of the highest standards. Widely regarded as the industry leader in the development and construction of high-quality multifamily assets, TCR believes its strength lies in its people. The company's heritage of associate growth, combined with its forward looking vision, has continually helped it attract the best and brightest individuals in the industry. The TCR portfolio includes numerous multifamily and multi-use properties located in major markets across the country under such prestigious brand names as Alexan and Wynhaven.



Washington Property Company :: Executive Member :: 2013

The Bethesda-based company is a full-service commercial and residential real estate firm with diverse expertise in acquisition, land use, design, development, finance, leasing, construction and property management. Washington Property Company owns and operates a variety of office, retail, industrial and multifamily residential properties across the greater Washington, D.C., metropolitan area.



Watermark Residential :: Executive Member :: 2013

Based in Indianapolis, IN, Watermark Residential has emerged as a national leader in the development and construction of upscale, multifamily communities. As a developer of multifamily communities, Watermark Residential utilizes a combination of both experience and expertise in the construction and management of multifamily dwellings. Over the course of their continual development, Watermark Residential has earned recognition as one of the nation's top multifamily builders.



Woodfield Investments :: Executive Member :: 2013

Based in Ashburn, VA, Woodfield Investments has built a business model that reflects the diversity and tenure of its development team. As a developer and operator of multifamily and mixed-use assets in the Mid-Atlantic and Southeastern United States—with a depth of experience in development, operations, asset management, and capital markets—Woodfield creates lasting value in its investments, communities, and relationships.



MHRP Philosophy

The MHRP's philosophy is grounded in the belief that companies that proactively embrace compliance with fair housing and accessibility laws not only create sound business models, but become valued community partners and leaders.

By incorporating processes and practices that focus on accessibility into the development, design and construction phases of multifamily housing projects, MHRP members demonstrate their commitment to equal opportunity in housing. Underlying this commitment is an understanding that:

- Offering accessible housing expands the potential customer base to include the growing market of home renters and buyers with disabilities. By 2050, it is estimated that one in every three households in America will include a person with a disability.
- Accessible design is attractive design. Accessibility requirements tend to create more open kitchens, bathrooms, and unit designs that appeal to all residents, with or without disabilities.
- Providing accessible and adaptable units will allow residents to “age in place,” creating naturally more stable project revenues, even as the general population grows older.
- “Accessibility consciousness” yields real dividends to developers and their investors. The costs of addressing accessibility on a “retrofit” basis far exceed the incremental costs of ensuring compliant design and construction at the earliest stages of every multifamily project.

By implementing the best practices promoted through the MHRP, and cultivating management and staff who are well-trained in fair housing issues, housing providers will increase profitability, reduce risk, and provide a model for the industry to follow.



2013 Highlights

In the past year, the MHRP has continued to offer a variety of innovative resources and services to its members. The MHRP has also continued to promote its members to the public, and particularly to the disability community, as industry leaders in designing, building, and offering accessible multifamily housing. Some highlights of the last year include:

- Welcoming Watermark Residential, Washington Property Company and Woodfield Investments as new Executive Members, and Devereaux & Associates as a new Advisory Member to the MHRP;
- Conducting 12 trainings focused on Accessible Design and Construction and Fair Housing for over 200 of MHRP members' staff;
- Increasing the reach of the MHRP's accessible housing trainings, with presentations to the Mid-Atlantic ADA Center, and the Fairfax County (Virginia) Building For All Committee;
- Implementing the new Equal Rights *Learning Center*® and translating the *Guide to Multifamily Housing Accessibility* e-learning course to Spanish;
- Publishing a Fair Housing Checklist that can serve as a practical, in-the-field guide to accessibility requirements and measurements; and
- Commemorating the 30th anniversary of the Equal Rights Center through sponsorship of the anniversary event.



Membership Outreach

The MHRP has established three types of membership in recognition of the different roles played by differing companies in the housing industry. Executive, Advisory and Associate Memberships allow diverse multifamily industry players to commit to proactively promoting accessibility, while receiving different MHRP services depending on their relative size, activities, and needs.

Several outreach events were initiated in 2013 to expand recruiting efforts to reach new members:

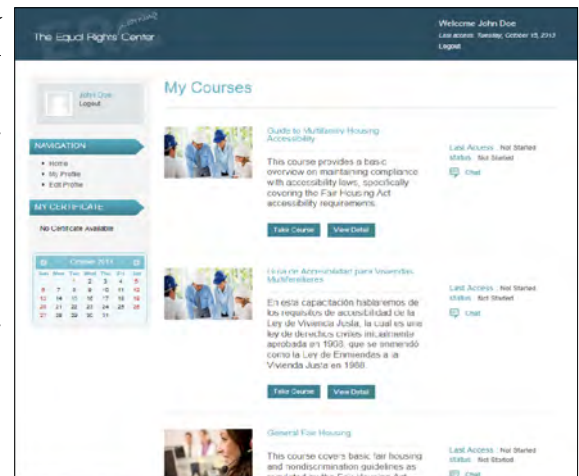
- In February, the MHRP provided a presentation to the Fairfax County Building For All Committee (BFAC) entitled, “Design & Construction Requirements of the Fair Housing Act.” The BFAC was formed as a Public/Private Partnership with representation that will tap the talents of Contractors, Remodelers, Interior Designers, Occupational and Physical Therapists and other Health Care Professionals, Architects, Persons with Disabilities, Real Estate Professionals, Interested Consumers, and Representatives from Fairfax County Government Agencies.
- In September, the MHRP presented at the annual Mid-Atlantic ADA Update Conference held in Baltimore, MD. The presentation entitled, “The ADA and FHA: Accessibility Regulations in Housing,” provided an overview of critical instances where the ADA extends to areas of residential communities and other areas of housing. The Mid-Atlantic ADA Center is one of ten regional centers located throughout the United States that provides information, guidance and training on the Americans with Disabilities Act.

Introducing the Equal Rights *Learning Center*®

In 2013, the ERC launched its new Equal Rights *Learning Center*® (Learning Center). The Learning Center is a new online training platform designed to expand the MHRP's e-learning initiative. The Learning Center is a platform for e-learning courses, webinars and chats, and is designed to secure more user data information than ever before.

The e-learning format gives MHRP members and their staffs across the country the ability to access trainings on their own schedules, and to download and print useful materials. Additionally, in response to MHRP member's requests, the Learning Center captures the number of users who have taken each training course, tracks users' performance scores, and maintains a record of users' training completion certificates.

Today, the Learning Center includes three (3) e-learning courses, and five (5) recorded webinars. The most recent course, added in October 2013, is a Spanish language edition of the *Guide to Multifamily Housing Accessibility*, which provides a basic overview on compliance with accessibility laws, with special emphasis on the Fair Housing Act's accessibility requirements.



"The new Equal Rights *Learning Center*® is a groundbreaking training tool. Mill Creek Residential Trust has made these online courses part of our routine hiring and orientation process for all new employees. The ERC has made enrolling staff easy, and we are now able to track and monitor how our employees have performed when taking accessible design and construction courses."

Charles N. Bay, Executive Managing Director, National Practice Leader, Construction & Development
Mill Creek Residential

Today, nearly 600 of our MHRP members' staffs have been enrolled as "online users," so that they can access and benefit from this new training platform.

Fair Housing Act Checklist

In October, the MHRP introduced a new accessibility-focused resource, the "Fair Housing Act Checklist: A Guide to Accessible Design and Construction Compliance." This new resource is a practical, in-the-field guide to accessibility requirements and measurements as they apply to "covered" multifamily dwellings. The Checklist allows members' staffs to conduct step-by-step accessibility surveys of new projects on a continuous basis in both the design and construction processes. The Checklist was produced with support under a grant with the U.S. Department of Housing and Urban Development.



The Equal Rights Center's 30th Anniversary Celebration

On April 25, 2013, the ERC celebrated 30 years of advancing civil rights. The Board of Directors, current and former staff, individual ERC members, corporate partners, federal and local government representatives, advocates, and other friends gathered at the Pew Charitable Trusts in downtown Washington, D.C., to honor those who have been a part of, partnered with, and supported the ERC. In recognition of 30 years of service and advocacy, the Mayor of the District of Columbia, the Honorable Vincent Gray, identified the ERC as “a leader in civil rights and advancing the rights of individuals and their families,” and proclaimed April 25 as “Equal Rights Center Day” in the nation’s capital.

“As the founding Executive Member of the MHRP, Trammell Crow Residential has been a consistent supporter of the Equal Rights Center’s work. We were thrilled to celebrate the ERC’s 30th Anniversary, and look forward to our continued partnership to collaboratively promote accessible housing.”

Sean Rae, Managing Director
Trammell Crow Residential

The ERC’s 30th anniversary celebration was a demonstration of exceptional corporate citizens, who as partners from many business sectors – including MHRP members – came together to celebrate, and support the ERC’s mission of promoting equal opportunity for all.

The ERC’s 30 Anniversary celebration would not have been possible without the generous sponsorship of MHRP members:



Platinum Sponsor:



Gold Sponsor:



Silver Sponsors:



Bronze Sponsors:





Multifamily Housing Resource Program

2012 and 2013 Financial Recap (Unaudited)

	2012	2013 (Q1-Q3)
<u>Revenues</u>		
MHRP Dues	\$238,000	\$224,500
<u>Expenses</u>		
Staff Time (Total):	\$298,000.00	\$249,187.50
Communications	\$120,543.75	\$51,493.75
Member Work	\$36,181.25	\$39,875.00
Recruiting	\$18,293.75	\$16,875.00
Training	\$106,706.25	\$113,718.75
Adminstrative	\$16,275.00	\$27,225.00
Costs (Total):	\$5,496.57	\$1,290.67
Communications	\$4,753.07	\$24.70
Travel/Lodging	\$112.00	\$1,252.00
Member Requested Testing	\$16.00	
Member Meetings	\$272.50	
Supplies	\$90.00	
Misc.	\$253.00	\$13.97
Total Expenses:	\$303,496.57	\$250,478.17
<u>Net Cash Flows</u>	<\$65,496.57>	<\$25,978.17>



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