



Multi-Family Housing Resource Program

Year in Review
2017 - 2018



Mission & Strategic Priorities

The Equal Rights Center is a civil rights organization that identifies and seeks to eliminate unlawful and unfair discrimination in housing, employment, and public accommodations in its home community of Greater Washington, D.C. and nationwide.

The ERC's core strategy for identifying unlawful discrimination is civil rights testing. When the ERC identifies discrimination, it seeks to eliminate it through the use of testing data to educate the public and business community, support policy advocacy, conduct compliance testing and training, and, if necessary, take enforcement action.

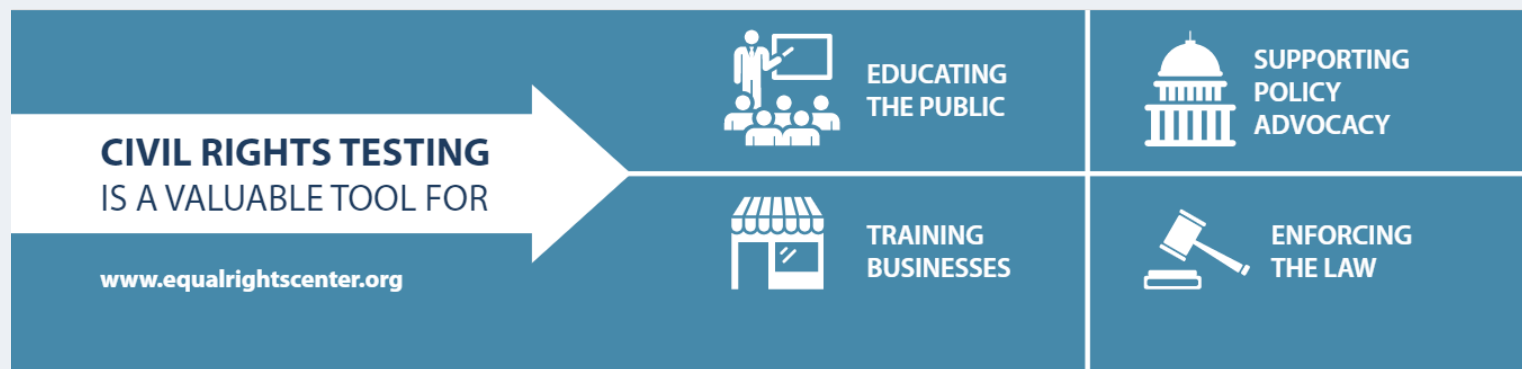


Table of Contents

About the Equal Rights Center 2

Message from the Executive Director 4

Program Overview 5

Program Highlights 6

Member Services 7

Membership Types 8

Financial Snapshot 9

MHRP Staff and Board of Directors 10

MHRP Members 11

Contact Us 12



Message from the Executive Director

Dear MHRP Members,

It has been exciting and rewarding to work alongside all of you this year as your collective commitment to accessibility has blazed new trails of innovation.

We remain inspired by your active participation and invaluable feedback. For example, this year, after receiving feedback about working with interior designers, we created educational materials about the topic of accessibility and interior design.

We are also forging connections with leaders in the field to help MHRP members benefit from expert advice. At last year's annual meeting, we hosted two design and construction experts who answered some of your most nuanced questions about accessibility. We were pleased to invite them to be a part of our program again this year.

The MHRP philosophy continues to guide our Accessibility Rights program and throughout the year, we looked for opportunities to spread the word about it. Our Director of Accessibility Rights, Katherine Pearson, spoke at multiple events throughout the year, providing commentary on topics including accessible design and construction and service and assistance animals.

None of this would be possible without your dedication to accessibility. The ERC is grateful to partner with each of you, and we look forward to our continued growth together.

Sincerely,
Melvina Ford

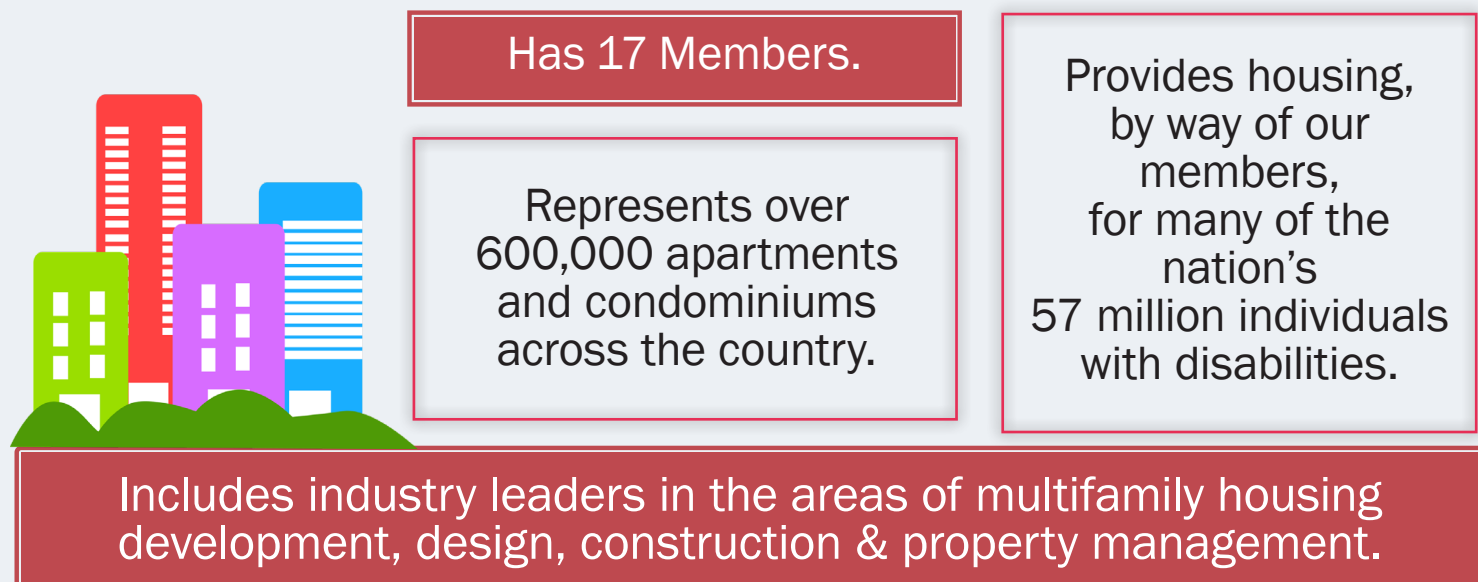
Program Overview

The Multifamily Housing Resource Program (MHRP) is a trailblazing membership program for housing industry leaders dedicated to assisting multifamily housing developers comply with federal and other accessibility requirements and to increasing the number of accessible apartments and condominiums in the United States.

MHRP Philosophy:

- Offering accessible housing expands the potential customer base to include the growing market of home renters and buyers with disabilities.
- Accessible design is attractive design, tending to create more open kitchen, bathroom, and unit designs that appeal to all residents.
- Providing accessible and adaptable units will allow residents to age in place, as the general population grows older.
- The cost of addressing accessibility on a retrofit basis far exceeds the cost of ensuring compliant design and construction at the earliest stages of every multifamily housing project.

Founded in 2008, MHRP...



Program Highlights

New Materials



In 2016, MHRP members highlighted the need for education and outreach about how the Fair Housing Act applies to interior design. In response, the ERC published a brochure and video about the importance of designing housing that is accessible to everyone. The brochure educated housing providers about their responsibility to hire design professionals who can create common use areas that are not only attractive, but accessible. The brochure is available in English, Spanish, and Amharic, and features best practices as well as common mistakes and how to avoid them.

At the national 2018 AIA Conference on Architecture, Katherine Pearson presented to over 400 architects about their responsibilities under the Fair Housing Act and Americans with Disabilities Act. Attendees learned about common design issues and how to avoid barriers to accessibility. This year, Pearson also co-hosted a webinar about reasonable accommodations and modifications, service and assistance animals, and the rights and responsibilities of housing providers to prevent and eliminate discrimination. In addition, she spoke at the Virginia Animal Control Association's annual conference about the importance of service and assistance animals in the lives of people with disabilities.

Speaking Engagements



Online and In-Person Trainings



Members have quick access to a variety of training materials online through the Equal Rights Learning Center. This year, member staff registered for over 100 courses. In addition, Training and Compliance Manager Brian McKenzie trained more than 70 people at in-person trainings for members. The ERC has also begun development of a new online course about fair housing requirements in the District of Columbia.

Member Services

Instruction and Training

- Access to courses through the ERC's online learning system (ERLC) significantly expands the reach of accessibility by enabling members to share this learning opportunity with employees and stakeholders remotely.
- The ERC provides in-person trainings on important issues, strategies, and trends relevant to accessibility, inclusion, and equity in the housing arena. These courses are customized to effectively reach tiered staffing structures and address individual members' organizational needs.

Surveying and Testing

- The ERC surveys properties to ensure that FHA & ADA requirements are being followed. Additionally, surveys provide ideas and best practices for complying with the law.
- Civil rights testing is an investigative tool used to gather data to compare conduct to legal requirements or a policy. It involves one or more people covertly engaging in an interaction.

Sharing and Empowering

- The ERC shares best practices information with members to ensure that policies and practices reflect the spirit of fair housing & accessibility laws.
- The ERC also develops and provides materials and tools related to various topics on accessibility and fair housing.

Membership Types

The MHRP offers a variety of resources to assist members with implementing best practices designed to enhance, promote, and exceed compliance with the requirements of the Fair Housing Act (FHA) and Americans with Disabilities Act (ADA), as they relate to fair housing & accessibility. Membership types and service levels are:

Executive Members

Industry leaders in the areas of multifamily housing development & management.

Associate Members

Housing industry businesses and organizations such as product or service vendors and contractors.

Advisory Members

Housing industry members and professional service firms with distinct accessibility-related expertise.

For more information about membership, please visit the MHRP website at equalrightscenter.org/mhrp.

Financials

October 1, 2017 - September 30, 2018

MHRP Member Dues Collected	\$195,000
<i>Program Expenses</i>	
Personnel (Sub-Total)	\$91,052.50
Membership Services	\$65,725.00
Communications	\$22,082.50
Administration	\$3,245.00
<i>Non-Personnel</i>	
Direct Expenses (Sub-Total)	\$1,776.82
Technology	-
Quarterly meetings	-
Communications	-
Miscellaneous	\$1,776.82
Total	\$92,829.32

* The above amounts are not audited and do not include indirect expenses.

MHRP Staff and ERC Board of Directors



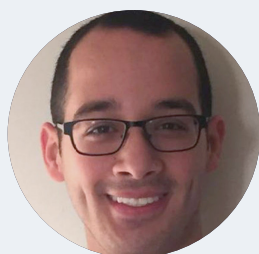
Melvina C. Ford
Executive Director



Katherine Pearson
Director of
Accessibility Rights
kpearson@equalrightscenter.org



Brian McKenzie
Training & Compliance
Manager
bmckenzie@equalrightscenter.org



Diego Rivera
Operations Manager
drivera@equalrightscenter.org



Kate Scott
Deputy Director
kscott@equalrightscenter.org

Robert Dinerstein
President

Peter Edelman
First Vice-President

Sue A. Marshall
Second Vice-President

Daniel Silver
Treasurer

Katy Neas
Board Member

Rebecca Crootof
Board Member

Sunil Mansukhani
Board Member

Cameron W. Byrd
Board Member

George Ruttinger
Board Member

Nancy Santiago Negron
Board Member

Charles Crawford
Board Member

Jackie Simon
Board Member

Olivier Kamanda
Board Member

Levi Christian Pearson
Board Member

Jerome A. Murphy
General Counsel

MHRP Members



Member since 2009



Member since 2015



Member since 2015



Member since 2010



Member since 2012



Member since 2008



Member since 2009



Member since 2009



Member since 2013



Member since 2013



Member since 2011



Member since 2013



Member since 2013



Member since 2010



Member since 2013




Member since 2011



Member since 2011

Contact Us

 @EqualRightsCntr

 EqualRightsCntr



Equal Rights Center
820 First St NE, Suite LL 160
Washington, DC 20002
Main Phone: 202-234-3062
communications@equalrightscenter.org
www.equalrightscenter.org
© Equal Rights Center 2018