



FAIR HOUSING: A CLOSER LOOK

**BUILDING INCLUSIVE COMMUNITIES
THROUGH POLICY AND ADVOCACY**

**Friday, April 21, 2023
9:30 am to 1:30 pm PST**

PRESENTED BY:
**FAIR HOUSING ADVOCATES
OF NORTHERN CALIFORNIA**



Featured Speakers



Lisa Holder
President
Equal Justice Society
SPEAKER



Valerie Feldman
Staff Attorney
Public Interest Law Project
SPEAKER



Jillian White
CEO and Founder
Appraisal Insights
PANELIST



Elizabeth Korver-Glenn
Sociologist & Professor
Washington University, St. Louis
PANELIST



Gabriel Diaz
Counsel
Relman Colfax
PANELIST



Diane Houk
Civil Rights Attorney/Partner
*Emery Celli Brinckerhoff Abady
Ward & Maazel LLP*
PANELIST



Azadeh Hosseinian
Senior Staff Counsel
California Civil Rights Department
PANELIST



Caroline Peattie
Executive Director
Fair Housing Advocates
CONFERENCE MODERATOR



Julia Howard-Gibbon
Supervising Attorney
Fair Housing Advocates
MODERATOR



Conference Agenda

Times are in PST

● 9:30-9:45 - Opening Remarks

- Caroline Peattie, Executive Director
Fair Housing Advocates of Northern California

● 9:45-10:15 - Session 1: The Potential Impact of Reparations on Housing in California

- Lisa Holder, President - Equal Justice Society

Equal Justice Society (EJS) President Lisa Holder, a member of the California task force on reparations, will share her insight on the potential impact that reparations will have in housing in California. The passage of the Fair Housing Act in 1968 outlawed housing discrimination but did not fix the structures put in place by 100 years of discriminatory government policies, and residential segregation continues today. In California, the federal, state, and local government created segregation through redlining, zoning ordinances, decisions on where to build schools and highways and discriminatory federal mortgage policies.

● 10:15-11:30 - Session 2 Panel: Discrimination & Inequality in the Appraisal Process

- Elizabeth Korver-Glenn, Sociologist & Professor
Washington University in St. Louis
- Jillian White, CEO and Founder - Appraisal Insights
- Gabriel Diaz, Counsel - Relman Colfax

Our panelists will cover research that delves into the causes of inequities in the appraisal process and undervaluation of Black-owned homes; barriers for people of color prohibiting entry into the appraisal industry; levels of discretion in the appraisal process contributing to inequitable appraisals; and tackling inequities on individual and systemic levels, including building legal cases.



Conference Agenda

● 11:30 – 11:45 – Break

● 11:45-12:45 - Session 3 Panel: Source of Income Discrimination is Race and Disability Discrimination - Challenges and Remedies for People with Housing Subsidies

- Diane Houk, Civil Rights Attorney/Partner
Emery Celli Brinckerhoff Abady Ward & Maazel LLP
- Azadeh Hosseinian, Senior Staff Counsel
California Civil Rights Department (formerly DFEH)

This panel will cover state and federal laws that protect people with housing subsidies; how to enforce those laws through fair housing testing and building legal cases; the Civil Rights Department's enforcement of California's new SOI law and its challenges; and examples of creative legal arguments and remedies.

● 12:45-1:30 - Session 4: Housing Element and Affirmatively Furthering Fair Housing from Adoption to Implementation

- Valerie Feldman, Staff Attorney
Public Interest Law Project

This presentation will focus on several facets of the duty to affirmatively further fair housing (AFFH), including: 1) the requirements in California's Housing Element Law to further fair housing, 2) California's requirements that all public agencies administer their housing and community development programs in a manner that affirmatively furthers fair housing, and 3) the new proposed federal AFFH Rule. Advocates have dedicated enormous efforts to compel cities and counties to adopt Housing Elements with meaningful actions to address longstanding segregation. How can community members ensure that cities and counties will implement the policies in the adopted housing elements for which they advocated? Join us to discuss what comes next.



Speakers' Bios

● ● ● Lisa Holder

Lisa Holder is President of the Equal Justice Society (EJS), the Oakland, California based nonprofit transforming the nation's consciousness on race through law, social science, and the arts. Lisa succeeded Eva Paterson who retired on August 31, 2022. Lisa has been part of EJS's legal team since 2016 as Of Counsel. She served as Interim Legal Director from 2018 to 2019. In these various roles, she has been an invaluable part of our litigation and advocacy to dismantle the school-to-prison pipeline, increase diversity in California higher education, and advance race equity in the workplace. In May 2021, California Governor Gavin Newsom appointed Lisa to serve on the first-of-its-kind Task Force to Study and Develop Reparation Proposals for African Americans, formed by the Governor's signing of AB 3121. The bill established the nine-member task force to educate the public about slavery and its history and pernicious aftereffects in California and make recommendations on how the state could provide reparations. This summer, the Task Force released a stunning 500-page interim report that surveys the history of anti-black discrimination in America and serves as the scholarly underpinning for the reparations legislation.

Lisa has been a nationally recognized, award-winning trial attorney since 2000, and has developed expertise in cases involving employment discrimination, police misconduct, and international human rights violations. She was named by Super Lawyers as a Rising Star for four consecutive years. Lisa is also a recognized racial justice scholar and equity consultant. She is a UCLA Law Lecturer and previously taught their Civil Rights Clinic. As an adjunct professor at Occidental College, she created the curriculum for a class on the prison industrial complex. Lisa also serves as a legislative consultant on institutional bias elimination.

● ● ● Elizabeth Korver-Glenn

Elizabeth Korver-Glenn, Ph.D., is a Professor & Sociologist at Washington University in St. Louis. Her national award-winning research, which has been widely cited in academic, legislative, regulatory, legal, news media, and advocacy spaces, focuses on the sources of racial, gender, and class inequality in and across housing markets and urban built environments. Alongside her academic work, she regularly presents her research to and consults governmental, corporate, non-profit, and other community stakeholders. Her recent book, *Race Brokers: Housing Markets and Segregation in 21st Century Urban America* (2021, Oxford University Press), examines how and why contemporary real estate industries and professionals infuse racism in the housing exchange process.



Speakers' Bios

● ● ● Jillian White

Jillian White has led a successful career as an executive and entrepreneur in the real estate appraisal industry. As an SRA designated appraiser, Jillian currently serves on The Appraisal Institute's Government Relations Committee, as Trustee of The Appraisal Foundation's Board of Trustees, and is a former member of the New York State Appraisal Board. She began her career as founder and CEO of White Picket Fence Appraisals, a residential real estate appraisal company based in New York. Motivated by her experience as one of the industry's few Black female appraisers, and having to 'whitewash' her own family's home in order to facilitate the sale, Jillian has made it her personal mission to educate and empower all homeowners.



● ● ● Gabriel (Gabe) Diaz

Gabriel (Gabe) Diaz is Counsel at Relman Colfax. Gabe joined the firm in 2020. His civil rights litigation practice includes cases involving discrimination in policing, housing, and employment. Gabe's work focuses on issues of racial and economic justice, with a particular interest in the intersection of criminal justice and civil rights litigation.

Prior to joining the firm, Gabe spent 9 years as an attorney in the trial and appellate divisions at the Public Defender Service for the District of Columbia, where he represented hundreds of indigent clients at trial, on appeal, and in post-conviction proceedings; supervised and trained new lawyers and law students; and was a member of the organization's nationally-recognized Forensic Practice Group. Gabe also worked as Senior Legal Counsel for The Justice Collaborative, where he led criminal justice reform efforts across the country that included working with progressive prosecutors to design and implement policies to reduce incarceration rates; drafting model legislation and related background materials for implementation in jurisdictions across the country; and developing strategies for issue-based media advocacy work.

In 2017, Gabe served as an International Fellow at the International Legal Foundation's office in Tunisia, where he supervised and trained the office's public defenders and worked with the attorneys and local government officials to improve protection of defendants' rights within the legal system. Gabe was a Root-Tilden-Kern Scholar at New York University School of Law, where he also received the Black, Latino, Asian Pacific American Law Alumni Association Public Service Graduation Prize.



Speakers' Bios

● ● ● Azadeh Hosseinian

Azadeh Hosseinian is a Senior Staff Counsel at the California Civil Rights Department (CRD) where she conducts investigations and enforces individual and systemic complaints of housing discrimination. Azadeh joined the Department in 2020 as Staff Counsel. Azadeh has a strong background in enforcing civil rights laws and began her career as a legal fellow at Public Counsel where she worked on advocating for laws to ensure the adequate supply of affordable housing and litigated cases, including a class action against a municipality for its practice of seizing and destroying the personal property of residents experiencing homelessness. Prior to CRD, Azadeh was a Staff Attorney at the Southern California Housing Rights Center in Los Angeles, where she represented tenants in challenging discriminatory housing practices on the basis of race, national origin, disability, familial status, sexual orientation, and immigration status, and other protected characteristics in federal and state courts.

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● ● ● Diane L. Houk

Diane L. Houk joined Emery Celli Brinckerhoff Abady Ward & Maazel LLP in 2009. Her practice focuses on housing discrimination matters. Prior to joining the firm, Diane co-founded the New York City-based Fair Housing Justice Center in 2004 and served as its first Executive Director until 2009. Diane previously worked at the Civil Rights Division of the U.S. Department of Justice in the Housing & Civil Enforcement Section from 1991 to 2004. During her tenure as a Senior Trial Attorney, Diane served as lead counsel in more than thirty housing discrimination cases filed by the United States in federal courts throughout the country. Her docket included systemic “pattern and practice” cases, as well as individual complaints referred by HUD, involving allegations of race, national origin, familial status, sex, and disability discrimination. These included rental discrimination cases based on “testing” investigations and local land use cases, such as *United States v. Yonkers, NY*; *United States v. Parma, OH*; *United States v. City of Jacksonville, FL*; and *United States v. Pooler, GA*.

Diane created and implemented the Schools and Housing Opportunity Initiative in 1999, a one-year pilot project between the Division’s Educational Opportunities and Housing Sections to assist jurisdictions in promoting voluntary residential integration opportunities that would decrease racial isolation in schools. In 2000, Diane was named Special Litigation Counsel by the Division. In that role, she oversaw the development and litigation of race, national origin, and religious discrimination cases involving land use and zoning, redevelopment plans, building and occupancy codes, and affordable housing programs. Prior to joining the Department of Justice, Diane was in private practice in Wisconsin for seven years litigating civil rights cases alleging race, national origin, disability, sexual harassment, and sexual orientation discrimination.



Speakers' Bios

● ● ● Valerie Feldman

Valerie Feldman is a staff attorney with The Public Interest Law Project (PILP), a statewide support center providing litigation, training, and technical assistance on land use and housing issues and public benefits. Valerie joined PILP after more than a decade at Legal Services of Northern California's Sacramento office. Valerie has pursued advocacy and litigation in multiple areas, including the preservation of federally subsidized housing, promoting and defending inclusionary zoning, housing element enforcement, fair housing, redevelopment law, the rights of public housing tenants, SRO residents, and tenants in condominium conversion properties. Valerie graduated from UC Davis School of Law in 2000 and has returned to King Hall several times to teach a housing law overview course. She served on the boards of the Legal Aid Association of California and Housing California, and currently serves on the board of the Sacramento Housing Alliance.

● ● ● Moderators

Caroline Peattie is the Executive Director of Fair Housing Advocates of Northern California (FHANC) and has been with the organization since 1996. Prior to her association with FHANC, Caroline was the Executive Director of Sentinel Fair Housing in Oakland. She graduated from Wesleyan University with a B.A. in philosophy and earned a Masters in the Management of Human Services at the Florence Heller School of Social Welfare at Brandeis University. She is a board member of the National Fair Housing Alliance and has been working in the fair housing field since 1987.

Julia Howard-Gibbon is the Supervising Attorney at Fair Housing Advocates of Northern California (FHANC). She represents FHANC in fair housing litigation and administrative complaints and supervises FHANC's staff attorneys and housing counselors in advocating for tenants and homeowners facing housing discrimination. Prior to becoming the supervising attorney, she was a staff attorney at FHANC for more than two years. Since receiving her undergraduate degree in Women's Studies from UCLA in 2005, she has fought for the rights of tenants and those being excluded from housing, including members of protected classes. Prior to law school she was a tenant organizer at a housing counseling organization in Washington D.C. After graduating law school in 2012, she was an Equal Justice Works AmeriCorps Legal Fellow at the New York Legal Assistance Group where she represented New Yorkers impacted by Superstorm Sandy, many of whom faced discrimination in housing. She later became a staff attorney in the Civil Justice Practice at Brooklyn Defender Services, assisting clients facing eviction or denial of housing based on arrest, immigration status, and/or family court involvement. As a public interest attorney, she has represented many people in accessing or retaining housing and/or public benefits and has also worked on many housing policy issues.



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About our Agency

A Message from our Executive Director



Caroline Peattie
Executive Director
Fair Housing Advocates

If we are to make meaningful changes to the housing inequities in our communities, it is essential that we work collaboratively and intersectionally, bringing together advocates, industry leaders, and government. I'm happy that today we have representatives across many sectors in attendance, to learn, ask questions, contribute – as well as a variety of sponsors: banks, foundations, realtor groups, the health care industry, community groups, and individuals. We truly appreciate your support and partnership. Thank you for being part of the effort!
In solidarity and gratitude - Caroline Peattie

Fair Housing Advocates of Northern California

Fair Housing Advocates of Northern California (FHANC) serves several Bay Area counties, providing fair housing counseling, investigation, intervention, and legal referrals to persons experiencing housing discrimination. FHANC conducts outreach activities and offers programs that educate the community about fair housing and the value of diversity, conducts trainings for housing providers, and offers pre-purchase and foreclosure prevention counseling and education. FHANC is a HUD-approved Housing Counseling Agency.

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Se habla español - Wheelchair accessible