

Collaborative Solutions, Inc. is seeking two (2) consultants for the HOPWA Equity Initiative. The HOPWA Equity Initiative (HEI) consultant must be a person with lived experience who is currently or has in the past received housing or services through a Housing Opportunities for Persons With AIDS (HOPWA) program.

About the Initiative:

The U.S Department of Housing and Urban Development (HUD) Office of HIV/AIDS Housing (OHH), in alignment with the Biden Administrations' priority of Racial Equity, is instituting the Housing Opportunities for Persons With AIDS (HOPWA) Race, Gender, and LGBTQ+ Equity Initiative (HEI).

It is the policy of the Biden Administration that the Federal Government shall work with communities to end housing discrimination, to provide redress to those who have experienced housing discrimination, to eliminate racial bias and other forms of discrimination in all stages of home-buying and renting, to lift barriers that restrict housing and neighborhood choice, to promote diverse and inclusive communities, to ensure sufficient physically accessible housing, and to secure equal access to housing opportunity for all.¹

OHH will work with communities to assess their HOPWA Programs' ability to address equity and provide tools for communities to improve their systems such that people living with HIV and/or AIDS have equitable access to housing and services.

This initiative's desired outcome is to have HOPWA Programs that provide services using an equity lens, ensuring that black, indigenous, and people of color (BIPOC), women, and LGBTQ+, have unfettered access to housing and services.

The goals of this initiative are to:

1. Set the expectation in the current environment for communities to adopt equity as a core value.
2. Utilize current data to establish a baseline of how HOPWA programs currently address equity.
3. Develop tools and resources for communities to build their systems to increase equity in their communities.
4. Provide guidance on how communities can address equity as part of their program designs.
5. Identify synergies between HOPWA, CPD Programs, and HHS around equity efforts.
6. Allocate resources to ensure successful movement in the direction of improved equity.

Duties and Responsibilities:

The HEI Consultant is an active member of the HOPWA Equity Initiative team and participates in the creation and direction of the project.

Responsibilities will include:

- Participate in HEI team meetings
- Strong communication skills; able to read, speak and comprehend English
- Complete any “homework” assigned to the team, including relevant background materials

¹ [Memorandum on Redressing Our nation's and the Federal Government's History of Discriminatory Housing Practices and Policies](#)

- Assist with research, as assigned
- Assist with the development of “best practices”
- Assist with development of a report on the state of equity in the HOPWA program
- Be prepared for meetings

Consultant Requirements:

- Must have access to a computer, stable internet that can run Zoom calls or other meeting platforms, and must have regular access to a telephone
- Be proficient with Microsoft Outlook / email program and Word.
- Be available to work between 5-10 hours per month, including meetings the business hours of 8:30 AM – 5:30 PM Central Time.

This position is a consulting position and not a staff position. HEI Consultants will be paid on an hourly basis and consultants will bill monthly; CS is willing to work with consultants so that income earned through this Initiative does not negatively impact benefits such as SSDI. HEI Consultants will be supervised by the HIV Housing and Health Program Manager. We expect to hire 2 HEI Consultants.

Application Instructions:

Individuals interested in applying are asked to visit “Join Our Team” at <https://collaborative-solutions.net/join-our-team> and complete the Apply Now Form. Please include a cover letter stating your interest and expertise. Please include a resume, if available. Following submission, a team member will follow-up with you to set up a personal interview.

Selection Criteria and Notification:

We will be giving priority selection on individuals who:

- Identify as a member of the LGBTQ community
- Are Black, Indigenous, Latinx, or Asian
- Currently live in HOPWA assisted housing
- Have previously received HOPWA housing or services (additional priority given if within the past 5 years)
- Currently or a history of involvement in local HIV/AIDS or related planning, programs, or other events