

## **POSITION 7: AFFORDABLE HOUSING FOR POST-INCARCERATED INDIVIDUALS**

### **RESEARCHER**

#### **Position Overview**

The Affordable Housing for Post-Incarcerated Individuals Researcher addresses one of the most critical barriers to successful reentry by investigating housing discrimination against formerly incarcerated people, identifying policy solutions, and developing TXFPF's housing strategy including the Bridge Forward residential component and broader housing justice advocacy.

#### **Primary Responsibilities**

##### *Housing Barrier Research & Documentation (30%)*

- Document housing discrimination practices against people with criminal records in Harris County
- Survey formerly incarcerated individuals about housing search experiences and rejections
- Research landlord screening practices and background check policies
- Analyze public housing authority policies excluding justice-impacted applicants
- Examine fair housing law applications to criminal record discrimination
- Study connection between housing instability and recidivism
- Document homelessness rates among recently released individuals

##### *Policy Analysis & Advocacy Research (25%)*

- Research "ban the box" housing policies in other jurisdictions
- Analyze Houston Housing Authority policies and reform opportunities
- Study landlord incentive programs encouraging rentals to justice-impacted tenants
- Examine housing voucher programs and criminal record exclusions
- Research expungement and record sealing impact on housing access
- Compare Texas fair housing protections to other states
- Investigate zoning restrictions on halfway houses and transitional housing

##### *Housing Model Research (25%)*

- Study transitional housing programs for formerly incarcerated individuals nationwide
- Research permanent supportive housing models combining housing with services
- Examine housing-first approaches and rapid rehousing programs
- Investigate landlord partnership models and master leasing programs
- Study Bridge Forward residential component design (160-resident capacity planning)
- Research abandoned shopping center conversions to housing
- Analyze financing mechanisms (New Markets Tax Credits, LIHTC, social impact bonds)

### *Solution Development (20%)*

- Design TXFFP housing navigation program helping clients secure housing
- Create landlord education materials about hiring justice-impacted tenants
- Develop tenant rights curriculum specific to formerly incarcerated renters
- Plan housing stability support services (rental assistance, mediation, legal aid)
- Create policy recommendations for Houston City Council and Harris County Commissioners
- Design "second chance housing" landlord certification program

### **Learning Objectives**

- Understand housing policy and fair housing law frameworks
- Apply urban planning principles to reentry housing challenges
- Develop skills in policy analysis and advocacy strategy
- Learn real estate development and affordable housing finance
- Analyze intersections of criminal justice, housing, and poverty
- Practice community-based participatory research methods

### **Required Skills & Qualifications**

- Strong research and policy analysis skills
- Understanding of housing issues and urban development
- Ability to navigate complex regulatory frameworks
- Written communication skills for policy briefs and reports
- Empathy for housing-insecure populations
- Data analysis capabilities

### **Ideal Academic Background**

Urban Planning, Public Policy, Real Estate Development, Social Work, Sociology, Economics, Criminal Justice, Law (pre-law)

### **Projects & Deliverables**

- Comprehensive report: "Housing Discrimination Against Formerly Incarcerated Individuals in Harris County"
- Policy brief with recommendations for Houston City Council on criminal record screening reforms
- Feasibility study for Bridge Forward residential component (160-unit transitional housing)
- Landlord partnership program design with incentive structure
- Housing navigation toolkit for formerly incarcerated individuals seeking rental housing

**Time Commitment:** 12-15 hours per week

