

**PHFA EQUAL OPPORTUNITY POLICY:
MINORITY AND FEMALE PARTICIPATION IN MULTIFAMILY DEVELOPMENTS**

A goal of the Pennsylvania Housing Finance Agency is for every multifamily housing development financially assisted by the Agency to receive the benefits that would result if the varied concerns and ideas of a representative cross section of the Commonwealth's population were brought to bear on the planning and implementation of that project. In order to accomplish this goal, the following equal opportunity policy is hereby adopted by the Board of the Pennsylvania Housing Finance Agency.

It is the policy of the Pennsylvania Housing Finance Agency to actively encourage and ensure minority and female participation in the ownership, development, design, financing, construction, and management of multifamily housing developments that receive funding from this Agency.

In order to further this policy, the Agency will develop a technical assistance and outreach effort to increase minority and women's business enterprise (M/WBE) participation in Agency financed developments. The Agency will provide technical assistance to development owners and their development teams on how to identify and include minority and female vendors and establish ongoing working relationships with these enterprises. Agency staff will also coordinate efforts with state and local M/WBE technical assistance providers and certification offices to apprise M/WBE firms of opportunities available from Agency programs.

Agency staff will review this Equal Opportunity Policy with development owners and their development teams prior to and during the processing of the application. Prior to loan commitment and throughout the construction period, Agency staff will work closely with owners and their development teams to identify and outreach to qualified minority and female contractors and subcontractors to maximize participation in all aspects of the development.

Agency staff will remind development owners and their development teams that the Agency's Board will review participation levels prior to both feasibility and commitment approvals.

If, at commitment, the Board finds that a development owner or its development team has failed to achieve an acceptable level of minority and/or female participation, the Board may reject the development or the Board will advise the development owner that developments will not be accepted for processing unless they include acceptable levels of minority and/or female participation.

This policy will apply to all developments coming before the Board of the Pennsylvania Housing Finance Agency. The Board may, at its sole discretion, approve developments that, due to geographic location or other extenuating circumstances, lack minority and/or female participation if the development owner and its development team can document that they have put forth a good faith effort to create an acceptable level of participation.