



The Mayor's Office of Economic Development (MOED) and the Tulsa Industrial Authority (TIA) are excited to share this vital role at one of our closest partner agencies, TEDC Creative Capital. This position will work closely with MOED and TIA to manage Build Tulsa, an affordable housing development academy, and coordinate with key stakeholders on the implementation of the City of Tulsa's Affordable Housing Strategy.

TEDC Creative Capital

Position Description

Title: Director - Build Tulsa

Reports To: CEO/Executive Director

Employment: Permanent/Full-Time

TEDC Creative Capital is a 501(c)(3) nonprofit community development financial institution (CDFI) that endeavors to bring a unique, collaborative, and community-based approach to economic development in the Tulsa area. Through its newest program, Build Tulsa, TEDC Creative Capital is uniquely positioned to make a meaningful and long-lasting impact helping transform disinvested neighborhoods, into thriving and prosperous communities.

The Program Director will have the opportunity to lead TEDC's work in equitable community and housing development and serve as a guide for holistic community development throughout the City of Tulsa. This role at TEDC Creative Capital is responsible for a set of efforts intended to build capacity within, for and alongside North Tulsa and Black Tulsans, along with other socially or economically marginalized communities. This role at TEDC will provide important capacity to research, convene partners, and address significant disparities in home ownership, along with the development of quality affordable housing and strategies to overcome home valuations that negatively affect Black households.

The Program Director's primary role will be to build deep relationships, develop a genuine understanding of community assets and opportunities, support capacity-building efforts, and creatively and collaboratively identify, evaluate, implement, and potentially fund a pipeline of community-driven real estate development projects. Projects may include mixed-use development, housing, commercial space, and community facilities.

A non-exhaustive list of specific duties is provided below:

1. Collaborate with stakeholders to create, analyze, and shape viable development opportunities. Proactively identify and remove barriers to problem-solve and help projects move forward.

2. Manage and lead Build Tulsa, an affordable housing development academy designed to increase development capacity in underserved neighborhoods throughout the City of Tulsa.
3. Provide real estate development, finance, and community development technical assistance services. Grow the capacity and impact of emerging developers of color, female developers, nonprofit and public-sector partners, and other key partners.
4. Assess capacity-building needs of emerging developers. Support the creation, implementation and evaluation of real estate development, finance, and industry-specific training initiatives.
5. Build and maintain strong, trusting, and professional relationships with public, private, nonprofit and community partners.
6. Be a positive and progressive advocate for holistic community development by researching, analyzing, and promoting best practices.
7. Explore the expansion of CDFIs in Tulsa through management of a CDFI/CDE-interest working group seeking to understand if and how doing so would benefit underserved communities.
8. Develop and implement a plan to address the racial wealth gap in North Tulsa and for Black Tulsans by building on the foundation of District 1 Housing & Policy Committee's advocacy work; land use planning in partnership with INCOG, TDA, TIA and the City of Tulsa; serving as a policy liaison with the Oklahoma Real Estate Appraisal Board and the Oklahoma Urban Land Institute.
9. Partner with grant writer to secure multiple, competitive grants needed to implement all facets of BUILD Tulsa.

In year 1, the director is expected to:

1. **Create a 3 Year strategic plan** for Build Tulsa in partnership with City of Tulsa, stakeholders, funders, and community collaborators (first quarter).
2. **Manage the ongoing implementation of and expand Build Tulsa** with programming that: empowers potential Community Housing Development Organizations (CHDOs), recruits developer-mentors to match with Build Tulsa alumni, establishes workshops that introduce people of color to real estate development, and develops strategies to address appraisal inequities.
3. **Expand access to financial products** by supporting expansion of TEDC into affordable housing and residential mortgage assistance in north Tulsa, growing partnerships with local banks and mortgage lenders to support homeownership in north Tulsa, leveraging resources that provide

credit clean-up of mortgage applicants, and managing a working group to explore expansion and addition of CDFIs in Tulsa.

4. **Address the appraisal gap** by developing a plan to address negative effects of appraisal disparities particularly for Black Tulsans & north Tulsa residents, identifying opportunities to train current appraisal professionals, pushing for implementation of training standards at Real Estate Appraisal Board, and recruiting, encouraging and training people of color to enter the appraisal industry.

These focus areas are critical steps in achieving the objectives described above: increasing homeownership of Black Tulsans, improving north Tulsa's housing stock, and addressing the devaluation of assets in Tulsa's Black community.

Time Commitment

This is a full-time role estimated at least 40 hours of work per week.

Compensation

The compensation for this role consists of a salary, which will vary by experience. In addition to the salary, compensation includes health insurance, company-matched Simple IRA, and paid leave.

Position Timeline

ASAP

Application Process

To apply, candidates may submit resume and three professional reference letters to: info@TEDCnet.com and indicate Build Tulsa in "Subject".

Additional Information

Tulsa has major disparities in home ownership by race. According to the 2019 Equality Indicators Report, nearly 60% of White households are homeowners, whereas just 34% of Black households are homeowners. Second, in terms of Tulsa's housing stock, north Tulsa is home to the oldest housing stock in the city, with 68% of homes built before 1960—much lower than East Tulsa (7% built before 1960), South Tulsa (3% built before 1960), and West Tulsa (33% built before 1960). This aging housing stock in north Tulsa, coupled with lack of investment and development, leads to the highest concentration of substandard housing in the city. And third, in terms of home valuation, housing prices are lower in cities across the country where the Black population share is higher. In Tulsa, the devaluation of homes in our Black neighborhoods is 40% lower than homes of similar quality in non-Black neighborhoods, equivalent to a gap of \$23,388 per home.

Additionally, according to the Brookings Institution: (1) Home devaluation in Black neighborhoods is the result of decades of discrimination in lending, appraisals, and real-estate agent behavior. (2) The devaluation of owner-occupied housing in Black neighborhoods leads to reduced wealth accumulation over time. And (3), areas with greater devaluation of Black neighborhoods are more segregated and produce less upward mobility for the Black children who grow up in those communities.

This position will address all opportunities identified above. The successful candidate will require little supervision, be a thought leader in affordable housing with direct experience in the field, collaborate with multiple partners, possess skills needed to both create and implement a strategic plan with measurable outcomes, be a great communicator (written and verbal), partner with an exceptional grant writer to secure affordable housing grants, work well with colleagues in a quick pace environment, and have the spirit of a servant leader.