



Fair Housing Council of
METROPOLITAN MEMPHIS

FROM PROMISE TO PROGRESS

Initial Impact report of the Fair Housing Council of
Metropolitan Memphis



This report was completed as the result of intakes received during the completion of our initial grant.



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In a land far away, every person lives in a thriving community where they are treated equally. The neighborhoods are not defined by race, color, or religion, and no one is turned away because they “speak with a funny accent.” In this land, children live in safe, decent housing no matter whether their parents pay with cash, credit card, check, or a housing voucher; and redlining is a term only used in art classes. Those who have served with valor are sheltered in peace, the doors are wide enough for all people to freely enter, and everyone lives in harmony. Here, discrimination is a relic of past tumultuous times which subsided after a long war for equality that created this very community.

Here everyone succeeds, and everyone thrives.

In a land much closer, situated on the banks of a mighty river, the smell of barbeque wafts through the air. Blues, Gospel, Country, Hip-Hop music are playing out of every speaker as far as the eye can see. People and animals are beloved here, especially tigers and grizzly bears. The culture is unique, yet familiar, like being surrounded by a very large family. No doubt about it, this a place of good abode. This region is not only known for its culture, but its legacy in the Civil Rights Movement, a sophisticated and ongoing war for the Soul of America.

However, the most popular music and most enjoyable culture cannot mute the constant cries of the community. Here, the words segregation and discrimination are not only used in history books; they are used in transportation, education, and housing. The fight for justice, equality, and fairness has been a long battle, here. Even the death of a King could not halt the struggle.

Today the community on the river still fights for housing equality, inclusive communities, and diverse neighborhoods.

The region cannot and will not survive without them.

Our community deserves better.

Equal Housing Opportunity no longer exists a world away. It exists HERE. NOW.

The Fair Housing Council of Metropolitan Memphis works to ensure equal housing opportunity and inclusive communities for over 1.4 million people throughout the Memphis Metropolitan Area.

And we’re just getting started.

Chenise Anthony
Executive Director, Fair Housing Council of Metropolitan Memphis

Our Vision

A Memphis REGION where every resident—regardless of income, ability, or background—can access safe, affordable, and equitable housing.

Our Mission

The Fair Housing Council of Metropolitan Memphis (FHCMM) is dedicated to ensuring fair and equitable housing for all through education, research, and advocacy. We firmly believe that housing choice, access to housing, and inclusive communities are fundamental human rights. We work to ensure fair and equitable housing opportunities through the elimination of the illegal barriers that perpetuate housing segregation, discrimination, and inequality in the Memphis Metropolitan Area, our region, and nationally.



THE CREATION OF THE FAIR HOUSING COUNCIL OF METROPOLITAN MEMPHIS

In December 2022, the National Fair Housing Alliance (NFHA) applied for a Fair Housing Organizations Initiative-Establishing New Organizations Component (FHOI-ENOC) grant. The proposal was submitted because:

The data and analysis included in the 2019 Analysis of Impediments to Fair Housing Choice for Shelby County and the City of Memphis (Shelby County, Memphis AI), the Memphis and Shelby County Joint Housing Policy Plan, the 2020 – 2025 Memphis ConPlan, the Shelby County ConPlan, the 2022 Community Health Needs Assessment of Baptist Memorial Hospital for the Memphis Metropolitan Area, the 2019 Community Health Needs assessment for Methodist Le Bonheur Health Care, recent US census data, and the “Report to the city of Memphis Analysis of Human Rights (2022) by NFHA . . . all reveal that racial, ethnic, and economic segregation are severe in the greater Memphis region. According to the 2020 US Census Bureau American Community Survey (ACS), there are 17 neighborhoods in the Memphis city limits that are at least 98% Black and five that are at least 90% white. This segregation pattern is different from other areas of the country in that it occurs mostly within city limits, rather than between suburban municipalities in the greater Memphis region.

Despite the severe segregation evident in the reports cited above and uncovered by NFHA during its work in the City, the greater Memphis region had no dedicated full service fair housing organization that enforced the fair housing laws. While Memphis Area Legal Services (MALS) has a fair housing project, the program does not have a highly visible presence, is plagued by frequent staff turnover, does not have a functioning testing program, does not appear to be a Qualified Fair Housing Organization, and has no history of investigating sales, lending, or appraisal discrimination complaints.

More importantly, in the seven years between 2011 – 2018, an average of 18 fair housing complaints per year were filed from Shelby County and an average of 15 complaints per year were filed from the city of Memphis, far below what would be expected were there a full service enforcement program in operation. Finally, there was a lack of enforcement of the rights of people who are LGBTQ since no complaints based on sexual orientation or gender identity were filed with the Tennessee Human Rights Commission (THRC). Indeed, the Tennessee Equal Access to Intrastate Commerce Act was passed specifically to prohibit cities from passing protections for the LGBTQ community.





In June 2023, NFHA was awarded the FHOI-ENOC grant and began creating the Fair Housing Council of Metropolitan Memphis. This report details the creation of that organization but more importantly gives an overview of the important work accomplished by FHCMM during its relatively short existence.

For decades, fair housing organizations have relied on federal support to help ensure that individuals and families facing housing discrimination have access to education, advocacy, testing, and enforcement services. Today, that critical work is at risk. Organizations like FHCMM face a significant threat to their ability to continue serving their communities due to changes contained in HUD's Notices of Funding Opportunity (NOFOs) issued on July 2, 2026.

The new funding criteria place smaller, community-based fair housing organizations at a severe disadvantage. Each component of HUD's Fair Housing Initiatives Program (FHIP) now includes requirements or scoring incentives that favor organizations whose HUD grant funding represents no more than 50 percent of their overall operating budget. At the same time, minimum grant awards range from \$275,000 to \$500,000—amounts that are often larger than the annual budgets of many local fair housing agencies. As a result, organizations like FHCMM, which have deep roots in the communities they serve but limited access to large private funding sources, may be effectively excluded from future funding opportunities.

Nevertheless, FHCMM will persist. The Board and staff have begun an aggressive fundraising campaign and have joined other fair housing advocates in urging HUD to continue to support the strong but small organizations that are the backbone of the fair housing movement.

A. Incorporation

The Fair Housing Council of Metropolitan Memphis (FHCMM) was incorporated on October 19, 2023. The registered agent at the time of incorporation was Martie Lafferty, in her personal capacity. Ms. Lafferty is currently the Executive Director of the Tennessee Fair Housing Council. In 2024, the registered agent was changed to Chenise Anthony who was and remains the Executive Director of FHCMM.

B. Granting of Nonprofit Status

On October 24, 2023, FHCMM was granted 501c3 nonprofit status by the IRS. Since its grant of nonprofit status, FHCMM has complied with all statutes and regulations regarding such status and is currently a nonprofit in good standing in accordance with Tennessee and federal laws.



C. Board of Directors

The organization's bylaws, as adopted by the Board of Directors on January 11, 2024, requires there be no fewer than five Directors nor more than 15 Directors. The founding Board of Directors is included below.

Charia Jackson

Community Development Associate, Board President

Shirley Bondon

Black Clergy Collaborative of Memphis, Board Vice President

Ron Brooks

River City Capital, Board Treasurer

Robert Fisher

Fisher Strategy Partners, Board Secretary

Zachary Amos

Habitat for Humanity of Greater Memphis

Sherley Brown

Real Estate Agent, Unhoused Persons Advocate

Austin Harrison

Professor of Urban Studies, Rhodes College

April Howard-Pugh

Alliance Health Care Services

Biddie Jackson

Community Member, Mental Health Advocate

Jamie Johnson

Memphis Public Interest Law Center

Ines Negrette

Casa Luz

Tim Wheat

Disability Connection Midsouth



As of July 2026, the Board of Directors consists of 9 members as follows:

Shirley Bondon

Black Clergy Collaborative of Memphis, Board President

Zachary Amos

Habitat for Humanity of Greater Memphis, Board Vice-President

Ron Brooks

River City Capital, Board Treasurer

Tim Wheat

Disability Connection Midsouth, Board Secretary

Sherley Brown

Real Estate Agent, Unhoused Persons Advocate

April Howard-Pugh

Alliance Health Care Services

Biddie Jackson

Community Member, Mental Health Advocate

Charia Jackson

Community Planning and Development Professional

Kathryn Ramsey Mason

Clinical Professor of Law



Financial Infrastructure and Oversight

The Fair Housing Council of Metropolitan Memphis maintains a well-structured system of fiscal planning and oversight. Daily Financial management is handled by Reynolds, Bone, and Griesbeck, a well-respected tax and accounting firm. FHCMM's fiscal audits are conducted by Culver, PLLC.

Ron Brooks serves as the treasurer of the Board of Directors and the chairman of the board's Audit, Budget, and Finance Committee. Ron serves as the President of River City Capital, a local Community Development Financial Institution (CDFI). Previously, Ron served in the banking industry for over 20 years. He holds a Bachelor of Business Administration (BBA) in Business Economics from the University of Memphis; a Master of Business Administration (MBA) in Organizational Leadership from Union University; and a Certification from the Community Bankers of Georgia Compliance School in Lending Compliance and CRA.

Culver, PLLC is a group of certified accountants and auditors which has over 20 years of experience in the preparation of audited financial statements for small and large nonprofits, government agencies, and small businesses. FHCMM retained Culver, PLLC in 2025 as its auditing firm through an extensive Request for Proposals (RFP) process. At the time of this report, FHCMM is currently undergoing its second fiscal audit.

FHCMM's first fiscal audit was performed between July and August 2025 and covered all financial information from the time of the organization's incorporation through December 31, 2025. The organization received a clean audit opinion, also known as an unqualified or unmodified audit opinion. Culver found FHCMM's financial statements transparent, accurate, and compliant with Generally Accepted Accounting Principles. The opinion indicates no material reporting errors or major internal control failures were identified.

FHCMM has prepared and submitted all 990 information to the Internal Revenue Service and made public where necessary. The 2026 IRS 990 form is currently undergoing preparation and will be submitted to the IRS in September.



FHCMM Strategic Plan

The FHCMM Board of Directors approved the organization's first strategic plan in 2025. The strategic plan is a direct response to the needs of residents throughout the Memphis Metropolitan Area. The FHCMM strategic plan is as follows.

Increasing Access to Housing in Metropolitan Memphis

Overarching Goal

Expand equitable access to housing across Metropolitan Memphis by identifying and addressing systemic, institutional, and policy-driven barriers.

A. Focus Area 1: Reforming Practices of Subsidized Housing Providers to Promote Equitable Access

Objective

Address discriminatory and exclusionary practices by subsidized housing providers that prevent equitable access to housing.

Key Issues Identified

- Lack of transparency and responsiveness to tenants and advocates
- Lack of responsiveness and transparency on disability issues
- Placement of subsidized housing leading to increased segregation and concentration of people who are low income
- Lack of accountability of subsidized housing providers to ensure compliance with landlord/tenant, fair housing, and housing code laws and regulations
- Substandard housing conditions contributing to poor health outcomes
- Loss of affordable housing
- Opening waiting lists not in accordance with law and in violation of the fair housing laws
- Violation of Public Meeting Laws regarding meetings that must be open to the public

Strategies

- Advocacy on behalf of individual tenants
- Enforcement of the fair housing laws, as necessary
- Advocacy to change policies and procedures to require accountability by subsidized housing providers
- Increase fair housing compliance by housing providers, subsidized housing administrators, and tenants
- Partnership with tenant-based organizations for community engagement
- Increased oversight and accountability through advocacy and fair housing enforcement



B. Focus Area 2: Expanding Housing Access for People with Disabilities

Objective

Ensure people with disabilities can access housing that meets their needs and preferences.

Key Issues Identified

- Lack of knowledge of the requirement to provide RA/RMs by subsidized and private housing providers
- Lack of knowledge of the disability requirements of the FHA by tenants
- Limited availability of accessible units in new and subsidized multifamily housing

Strategies

- Accessibility Audits
- Advocacy on behalf of individuals
- Advocacy with subsidized housing providers regarding opening of waiting lists and response to requests for RA/RMs
- Enforcement of the fair housing laws
- Education & Outreach





C. Focus Area 3: Responsive Actions to Emerging Housing Access Issues

Objective

Address other barriers to housing access as they are identified by FHCMM staff through community engagement, legal inquiries, and stakeholder feedback.

Key Issues Identified

- Metro Memphis residents experience discrimination in the home sales, mortgage lending, appraisal, and homeowners' insurance market
- New fair housing issues are arising as the result of out of state investors moving into the Memphis market and other market forces
- Without ongoing talking and listening to Metro Memphis residents, FHCMM staff will not know if the market is preventing equitable access to housing

Strategies

- Implement testing programs in lending, appraisal, and homeowners insurance
- Intake and outreach to maintain community engagement on fair housing issues
- Comply with current grant obligations
- Maintain a flexible advocacy framework to support emerging needs such as disaster displacement, eviction spikes, or zoning changes.
- Collaborate with legal, health, and housing partners to develop targeted interventions for newly identified issues.

D. Focus Area 4: Resource Development

Objective

Strengthen and diversify funding streams as well as community engagement to support fair housing advocacy, education, enforcement, and outreach initiatives.

Key Issues Identified

- Federal funding in flux
- Local government funding inadequate
- Private foundations may not understand or appreciate the importance of fair housing advocacy and education
- Need for unrestricted funds

Strategies

- Diversify Funding Sources
- Build Strategic Partnerships



FHCMM Programs

The Fair Housing Council of Metropolitan Memphis has 6 main programs which it operates to meet the needs of residents in our service area. They are:

1. **KNOWLEDGE IS POWER** is the education, outreach, and community access program of the Fair Housing Council of Metropolitan Memphis. Fair Housing Trainings are offered to thousands of community members each year. Trainings are fee-based for for-profit organizations and routinely offered to members of the community for free. The trainings are designed to facilitate an understanding of the state and federal Fair Housing Acts, rights and remedies under fair housing laws, how to identify discrimination, and what to do if discrimination happens to you. This training includes information regarding disability discrimination and other programs of the Fair Housing Council of Metropolitan Memphis. This program contains the majority of information published by the Fair Housing Council including public service announcements, advertisements, and fair housing literature. The Knowledge is Power program offers 4 types of Fair Housing Trainings:

A. Knowledge is Power: Fair housing trainings are offered directly to members of the community free of charge. The trainings are designed to facilitate an understanding of the Fair Housing Act, rights and remedies under fair housing laws, how to spot discrimination, and what to do if discrimination happens to you. This training includes information regarding disability discrimination and other programs of the Fair Housing Council of Metropolitan Memphis.

B. Finding Home: Trainings for the next generation of home seekers (designed for children and youth under 18). Finding Home trainings for the next generation of home seekers is the children's equivalent of the Knowledge is Power program. It fosters an understanding of equality and fair housing among children, 18 years and younger. The trainings are designed to facilitate an understanding of the Fair Housing Act, rights and remedies under fair housing laws, how to spot discrimination, and what to do if discrimination happens to children and their families. This program includes the Desmond & Friends Fair Housing Storybook Series, a series of children's books which teach young children about Fair Housing, housing choice, and housing access. This program includes the AMPLIFY internship program which allows students from the Memphis region to assist FHCMM's work while earning school credit..

C. Advancing Compliance, Community Equity & Systemic Solutions (ACCESS): A.C.C.E.S.S. is a professional fair housing training program designed for organizations, businesses, housing providers, property managers, educational institutions, and community leaders. This training focuses on fair housing compliance, accessibility, equity, disability rights, inclusive practices, and understanding how housing barriers continue to impact communities today. Sessions are customized to meet the needs of each organization and are designed to encourage meaningful conversation, practical understanding, and community-centered solutions.

D. REceiving Continued Oversight Via Enforcement Regulations (ReCOVER): is a professional fair housing training program designed for organizations, businesses, housing providers, property managers who require fair housing training as a result of fair housing enforcement including lawsuits and administrative actions. This training focuses on fair housing compliance, accessibility, equity, disability rights, inclusive practices, and understanding how housing barriers perpetuated by organizations continue to impact communities today. Sessions are customized to meet the needs of each enforcement action and are designed to facilitate an understanding of the Fair Housing Act and the means and mechanisms required to maintain compliance.



2. **PROBE INTO RESIDENTIAL MARKET DISCRIMINATION (PRMD) {Pronounced: Pyramid}**. This program is the housing discrimination tester program operated by the FHCMM. The organization trains potential testers on the Fair Housing Act and housing discrimination testing. Since its advent in 2024, PRMD has utilized and paid almost 200 testers. Testers are considered special employees of FHCMM and are employed during the commission of a test. Fair Housing testing has proven extremely useful across the country in identifying housing discrimination and supporting claims of housing discrimination before administrative bodies, state courts, and federal courts. PRMD investigates and is actively testing in several real estate markets including: the home rental market, the sales market, the lending market, and the new construction market. All Full-time staff are required to receive tester training and conduct housing discrimination tests. Since 2024, the PRMD program has released two reports: “When Choice Isn’t an Option: Racial Disparities in Housing Mobility Across Memphis” and “Behind Closed Doors, how the Memphis Housing Authority Blocks Access to Affordable Housing.” The conclusions and recommendations of these reports have been seen and/or heard by over 800,000 people. The Probe into Residential Market Discrimination (PRMD) is the only program of its kind throughout the 11 counties comprising the Memphis Metropolitan Area.
3. **FAIR HOUSING FORWARD** is the public policy and advocacy program of the Fair Housing Council of Metropolitan Memphis. Fair Housing Forward provides strategic involvement and housing advocacy for citizens throughout the Memphis Metropolitan Area before public officials, both elected and appointed, at the local, state, and federal levels. This program includes both public and private advocacy before regulatory and administrative bodies. Fair Housing Forward also allows FHCMM to participate in Day on the Hill trainings to advocate on behalf of the community, the organization, and to communicate the needs of the community to the officials it has elected to represent them. The Fair Housing Council provides regular updates to the community through its Fair Housing Monthly emails. The email is provided to all members of the community who register and to every elected and appointed official who governs any part of the FHCMM service area. The Fair Housing Forward program also facilitates connections and partnerships with other fair housing and civil rights organizations throughout the United States.
4. **HOUSING COUNSELING AND REFERRAL PROGRAM (HCRP)** is the intake, counseling, and referral program of FHCMM. This program is often the initial encounter between FHCMM and our community. Community members may report discrimination via phone, website, and email. FHCMM staff completes a client intake and reviews the issues presented. Often, community members have several housing issues and do not know where to turn. Upon contacting FHCMM, FHCMM team members counsel the person in finding the correct organization to aid in their issue. Issues stem from lack of routine maintenance, how to find free legal advice, aid for eviction cases, rental assistance, aid for persons with disabilities, and a host of issues arising under the Uniform Residential Landlord and Tenant Act. FHCMM conducts housing counseling for all reports, emails, calls, and trainees of the organization on at least 1 of 3 levels:



A. Individual Counseling: all calls from community members receive fair housing counseling. This counseling includes researching landlords, housing providers, and community organizations. Where appropriate, FHCMM makes referrals to other organizations, including but not limited to legal service providers, organizations supporting those who are unhoused/homeless, organizations for persons with disabilities, organizations for people who require rental and housing assistance. FHCMM often receives calls and emails from people who are facing eviction. FHCMM receives the contact information and contacts the person to listen and aid the person by connecting them to an attorney at our partner organizations: West Tennessee Legal Services and Memphis Public Interest Law Center.

Example: In a recent report of housing discrimination, the caller asked for help after she was threatened with eviction for failing to pay more than \$13,000 in rent. In order to determine if there was any merit to her claim, the fair housing specialist researched the type of housing she lived in, the regulations that applied to her subsidy, and reviewed her rent record. While it turns out that there was no fair housing violation, it was clear that the caller needed advice and assistance to avoid eviction.

B. Community and Organization Based Counseling: Fair housing counseling is conducted on a broader scale during community trainings. During each community based fair housing training, FHCMM holds a question-and-answer session. In each training session, groups of attendees ask similar questions about aspects of the fair housing act and how they can respond, modify, or mitigate potential claims of housing discrimination. FHCMM also provides its literature on fair housing topics during these trainings. The literature includes guidance on reasonable accommodations, reasonable modifications, poverty levels throughout the services area, and each protected class under the Fair Housing Act. The knowledge is Power and Finding Home Programs are an example of this type of counseling.

C. Systemic Counseling: Fair housing counseling is conducted at its broadest scale throughout the TN-MS-AR service area and country reporting, media, connections, and clearinghouse coverage. FHCMM has produced two reports entitled ***When Choice Isn't an Option: Racial Disparities in Housing Mobility Across Memphis*** and ***Behind Closed Doors: How the Memphis Housing Authority Blocks Access to Affordable Housing***. Each report contains an explanation of fair housing laws and recommendations for the community members and organizations that are mentioned in the reports. FHCMM regularly utilizes press, print, and electronic media to provide understanding to tens of thousands of people at one time. In April 2025, FHCMM collaborated with WREG News Channel 3 for a special fair housing month segment reaching over 50,000 viewers and also collaborated with WMCTV Action news 5 to provide 30 second fair housing information reaching over 65,000 viewers. FHCMM most recently explained fair housing laws on a Fox 13 news segment reaching at least 10,000 people. FHCMM regularly speaks with organizations, people, and elected officials in the community who act as clearinghouses for community members who experience issues with housing.

5. **SPECIAL WORK ON BEHALF OF RESIDENTS WITH DISABILITIES (SWORD):** This program houses all work with fair housing advocacy and enforcement involving persons with disabilities. This program includes: 1) the drafting and submission of letters requesting reasonable accommodations and modifications; and 2) Written and legal advocacy with housing providers and their funders. This program may operate in congruence with the SHIELD and Knowledge is Power Programming and will regularly partner with agencies that serve persons with disabilities.



6. SYSTEM HELPING INDIVIDUALS AND EVERYONE LIVING WITH DISCRIMINATION

(SHIELD): is the enforcement program of the Fair Housing Council of Metropolitan Memphis. This program houses the majority of enforcement actions, whether individually, organizationally, and systemically, taken to ensure compliance with the Fair Housing Act and other fair housing laws and ordinances. This program includes: 1) Written and legal advocacy with housing providers and their funders; 2) filing of administrative complaints with state and federal regulatory bodies on behalf of individuals and organizations when necessary; 3) Initiation of lawsuits on behalf of individuals and organizations against discriminatory housing providers; 4) the oversight of enforcement programs and ReCover Trainings.



Summary of Accomplishments

A. Education and Outreach (June 2024 – July 2026)

Total Number of People Reached by FHCMM

From June 1, 2024, through July 2026, the Fair Housing Council of Metropolitan Memphis (FHCMM) reached **2,288,474** individuals through comprehensive education, outreach, media engagement, community partnerships, public awareness campaigns, trainings, conferences, and literature distribution efforts throughout the Memphis metropolitan area.

This impact was achieved through education and outreach activities, including:

22 advertising campaigns and public awareness initiatives
81 community events
329 literature distribution events
90+ meetings partners and stakeholder
26 media and press engagements
91 educational trainings and workshops
1,154 outreach, education, media, and engagement activities
10 conferences attended



Through these efforts, FHCMM significantly expanded public awareness of fair housing protections while strengthening relationships with residents, housing providers, nonprofit organizations, government agencies, community leaders, and advocacy groups throughout the region.

THOUGHT LEADERSHIP

FHCMM at the Table



FHCMM leadership and staff have been invited to contribute their expertise to conversations addressing fair housing, civil rights, disability access, housing preservation, homeownership, outreach initiatives, and equitable housing policy at the local and national levels.



Championing fair housing solutions through collaboration, education, and community partnerships.



01 NAREB Housing Panel 2024- "Let the Church Say Amen" National Homeownership Month Event

2024 - Memphis, TN

Panelist
Chenise Anthony



02 Fair Housing ED/CEO Roundtable panel at National Conference for National Fair Housing Alliance

2024 - Washington, DC

Panelist
Chenise Anthony



03 Memphis Housing Preservation Summit 2025

2025 - Memphis, TN

Panelist
Chenise Anthony



04 City of Memphis Housing Summit 2025

2025 - Memphis, TN

Panelist
Chenise Anthony



05 TN Fair Housing Summit: "Where You Live Matters: The Impact of Housing on Children's Well-Being"

2025 - Memphis, TN

Keynote Panel Moderator
Brittany Hart



06 TN Fair Housing Summit: "Where You Live Matters: The Impact of Housing on Children's Well-Being" Panelist

2025 - Memphis, TN

Keynote Panelist
Chenise Anthony



07 Can Data Centers Add Value to Communities at AI Symposium for National Fair Housing Alliance Panelist

2026 - Washington, DC

Panelist
Chenise Anthony



08 NFHA Conference: Pushing Fair Housing Forward Panelist

2026 - Washington, DC

Panelist
Chenise Anthony



09 NFHA Conference: Education & Outreach Roundtable

2026 - Washington, DC

Facilitator & Panelist
Brittany Hart



9

PANELS & ROUNDTABLES



LOCAL



REGIONAL



NATIONAL

PLACES WHERE FAIR HOUSING EDUCATION AND OUTREACH OCCURRED

FHCMM intentionally delivered fair housing education in spaces where residents naturally live, learn, work, worship, and gather. By meeting people where they are, the organization expanded access to fair housing information and strengthened relationships with community partners across the region.

Education and outreach activities occurred in a variety of settings, including:

- Public libraries throughout Shelby County and neighboring communities
- Elementary schools, high schools, colleges, and universities
- Community centers and neighborhood organizations
- Faith-based institutions and churches
- Housing fairs, resource fairs, and community expos
- Chambers of commerce and business organizations
- Nonprofit agencies and advocacy groups
- Government agencies and public meetings
- Housing and homelessness service organizations
- Professional associations and industry conferences
- Civic organizations and leadership groups
- Cultural events, festivals, and community celebrations
- Health fairs and wellness events

FHCMM also participated in numerous partnership meetings and collaborative initiatives designed to strengthen housing opportunities and improve awareness of fair housing protections throughout the Memphis metropolitan area. Through these efforts, the organization established meaningful relationships with housing professionals, educators, elected officials, service providers, disability advocates, faith leaders, and community members.

DEVELOPMENT OF FAIR HOUSING LITERATURE

To support public education efforts, FHCMM developed a wide range of educational resources designed to inform, engage, and empower diverse audiences. Materials were created in both traditional and innovative formats to ensure accessibility and increase community understanding of fair housing rights to all ages.

Fair Housing literature developed and released since FHCMM opening:

- Fair housing brochures and informational handouts
- Housing education fact sheets
- Posters and outreach flyers
- Public Service Announcements (PSAs)
- Social media campaigns and digital graphics
- Presentation materials and training curricula
- Fair housing awareness advertisements
- Interactive educational activities, including crossword puzzles and word searches
- Community outreach and promotional materials
- Fair housing coloring and activity materials
- Educational content focused on disability rights, accessibility, housing choice, and equal opportunity.
- Fair Housing Monthly Online Newsletters
- Public Transport Advertisements

Copies of the materials developed by FHCMM, can be found [here](#). In addition, FHCMM created several original youth-focused publications designed to introduce fair housing concepts to children and families in an engaging and age-appropriate manner. These resources were distributed through community events, trainings, workshops, schools, libraries, conferences, media campaigns, and partner organizations, significantly expanding the reach of fair housing education throughout the region.



Highlights of Education & Outreach

One of FHCMM's most innovative accomplishments during the reporting period was the creation of the **Desmond & Friends Fair Housing Book Series**, a initiative designed to introduce fair housing concepts to children and families in an engaging, age-appropriate, and culturally relevant way.

It began with *My Happy Home: A Fair Housing Coloring Storybook*, which uses interactive activities to teach children about inclusion, belonging, diversity, and housing opportunity. Building upon that foundation, FHCMM developed *Finding Home: A Story of Fair Housing*; a children's book that follows a young boy named Desmond as he learns about fairness, equal opportunity, and the importance of housing choice. The story introduces fair housing principles in a way that is relatable and accessible to young readers while encouraging meaningful conversations among families, educators, and community members.

The series later expanded with *A Home for Eli: Making Space for Everyone*, which focuses on disability inclusion, accessibility, and the importance of ensuring that individuals with disabilities have equal access to housing opportunities and supportive communities.

These publications have been utilized during public readings, community events, library programs, school visits, and outreach activities throughout the Memphis area. By introducing fair housing concepts at an early age, the book series helps cultivate future generations who understand the value of inclusion, accessibility, and equal housing opportunity.



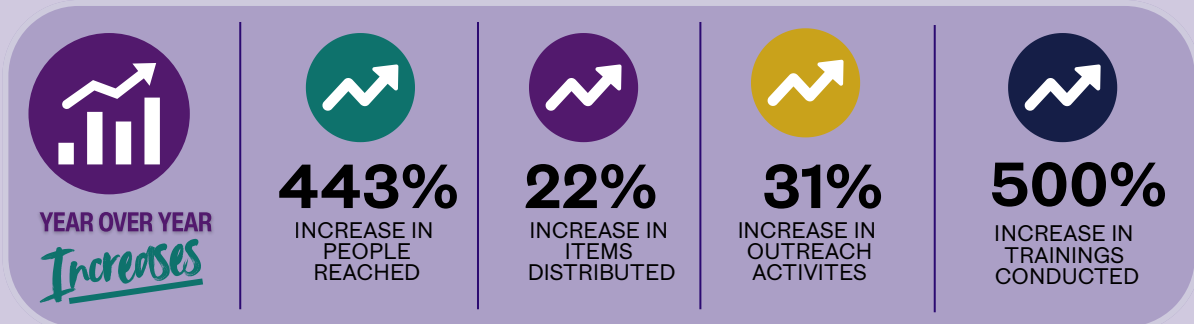
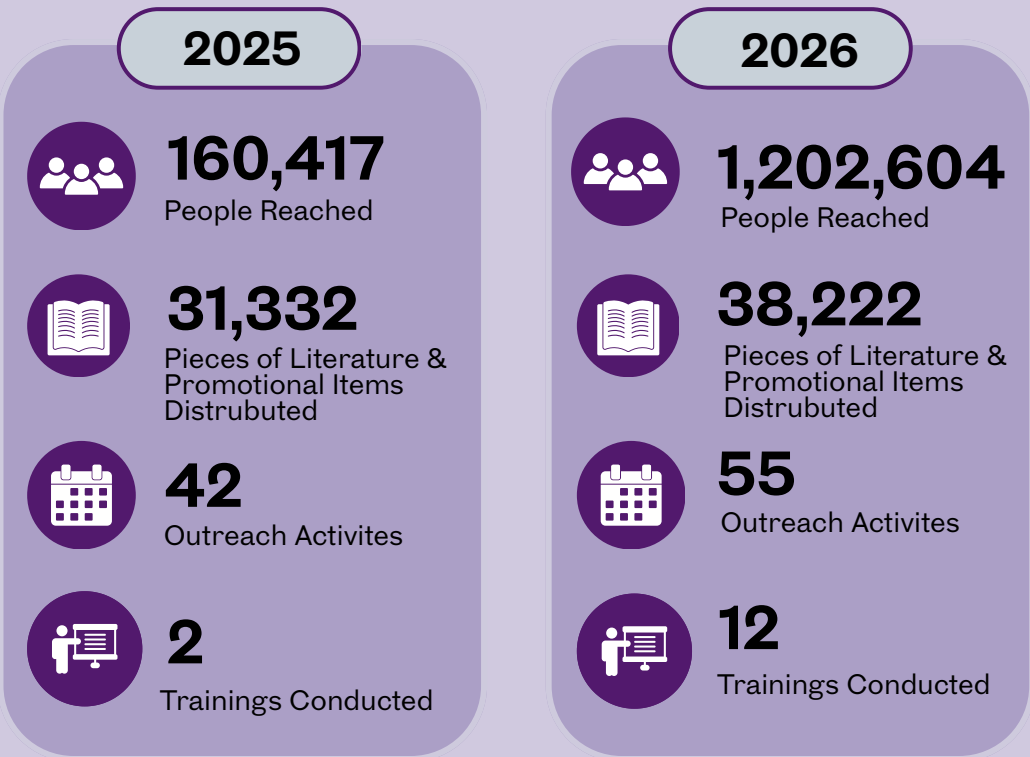
In addition to the book series, FHCMM conducted dozens of fair housing trainings and educational presentations for housing providers, nonprofit organizations, government agencies, community groups, and residents. Topics included fair housing rights and responsibilities, reasonable accommodations and modifications, disability protections, housing accessibility, tenant rights, and housing discrimination.

Through strategic outreach, innovative educational tools, and strong community partnerships, FHCMM has successfully expanded fair housing awareness across the Memphis metropolitan area while establishing itself as a trusted resource for education, advocacy, and housing equity.

FAIR HOUSING MONTH

By the Numbers

2025 vs. 2026 IMPACT COMPARISON



*2026 people reached includes 777,600 estimated impressions from the MATA King Poster campaign and 228,014 estimated impressions from Screen Vision Media at Malco Theaters.
All media impression data are estimates derived by extrapolation based on national figures and MATA market size & conditions.

EDUCATION & OUTREACH IMPACT *Snapshot*



Fair Housing Council of
METROPOLITAN MEMPHIS

JUNE 2024 - JULY 2026

Empowering Metropolitan Memphis with knowledge,
resources, and partnerships to
advance fair housing for all.



1,133

OUTREACH,
EDUCATION,
MEDIA, &
ENGAGEMENT

*activities
conducted*



91

FAIR HOUSING
TRAININGS

delivered



72

COMMUNITY
OUTREACH
EVENTS

attended



62

EDUCATIONAL
RESOURCES &
AWARENESS
MATERIALS

developed



5

YOUTH-FOCUSED
FAIR HOUSING
PUBLICATIONS

*created under the
Finding Home Fair
Housing trainings*



STRONGER TOGETHER

Partnerships established with schools, libraries, government agencies,
housing providers, nonprofit organizations, faith communities,
and advocacy groups throughout the Memphis metropolitan area.



574

ORGANIZATIONS
CONTACTED

CHILDREN EDUCATED
ON FAIR HOUSING

6,500+



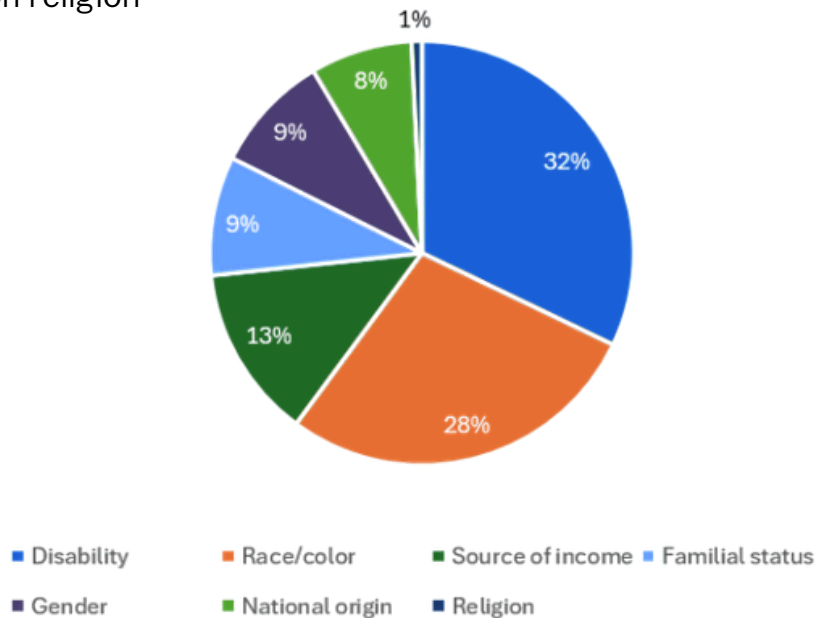
OF INDIVIDUALS MADE AWARE AND REACHED

2,800,474

Enforcement by the Numbers

Since FHCMM opened its doors to the public in June of 2024, it completed 372 intakes. Callers alleged discrimination based on the following protected classes:

- 124 based on disability.
- 108 based on race
- 51 based on source of income
- 35 based on familial status
- 30 based on national origin
- 35 based on gender
- 3 based on religion



Discrimination based on disability constitutes slightly more than a third of calls received by FHCMM. This is consistent with other fair housing organizations across the country where disability related discrimination accounted for the largest share of complaints followed by race, national origin, sex, familial status, and religion.² Although the federal Fair Housing Act does not include source of income as a protected class, NFHA's work in Memphis prior to the start of this grant and FHCMM's work since June of 2024 reveals that it is a consistent source of discrimination by housing providers. Indeed, if a homeseeker has a housing choice voucher and a disability, they have close to a 50% chance of encountering housing discrimination during their search.

1. Ensuring community members retained or obtained the housing of their choice

Through its advocacy, FHCMM has helped clients maintain safe and stable housing in several significant ways:

- Helped more than 75 clients retain their housing through direct advocacy.
- Submitted more than 35 reasonable accommodation requests on behalf of clients with disabilities to ensure that they could obtain or retain housing that met their needs.
- Assisted 20 clients in leaving unsuitable housing situations, including habitability problems, landlords refusing to release them from leases, or other unsafe or inadequate conditions, and helped them obtain new housing better suited to their needs.

2. Cases filed in court/administrative forum

Pei and Fair Housing Council of Metropolitan Memphis v. Halle Plantation Homeowners Association of Collierville, Inc.

The Fair Housing Council of Metropolitan Memphis (FHCMM) and Collierville, Tennessee resident, Ching Pei, filed a lawsuit in the U.S. District Court for the Western District of Tennessee against the Halle Plantation Homeowners Association of Collierville in Collierville, Tennessee. The complaint alleges that the Halle Plantation Homeowners Association discriminated against Mr. Pei because of his disability.

Mr. Pei is a 100% disabled American veteran with mobility impairments. He and his family have lived in the Halle Plantation Subdivision since January 2021. Because he uses a scooter, walker and/or cane to help him with his mobility impairment, he has a wheelchair accessible van, which is parked in his driveway when not in use, to bring his mobility devices with him when he leaves the house. Unfortunately, the garage at the Pei home is not big enough to fit the van. As a result, many of Mr. Pei's neighbors began complaining about the van being parked in the driveway in the spring of 2024. Mr. Pei contacted the HOA's President and its attorney to explain his disability and his need for the van. Instead of responding to that request, the Halle Plantation HOA filed suit against Mr. Pei asking the Court to order Mr. Pei to remove the van from his property.

After contacting FHCMM, staff assisted Mr. Pei in writing two additional requests for a reasonable accommodation that would allow him to maintain a wheelchair accessible vehicle in his own driveway. Halle Plantation's HOA rules prohibit the parking of boats, trailers, campers, and vans on any road street or driveway. There is no exception for mobility vehicles in violation of the Fair Housing Act 42 U.S.C. § 3601.01, et seq. Halle Plantation HOA stood firm in refusing the requested accommodation.

The lawsuit alleges that the Halle Planation violated the federal Fair Housing Act and the Americans with Disabilities Act by failing to make a reasonable accommodation to its parking rules that would allow Mr. Pei to park his accessible van in his driveway. The parties are attempting to negotiate a settlement.

B. The Impact of Fair Housing Enforcement

Latoya's story:

Latoya contacted the Fair Housing Council of Metropolitan Memphis after her property managers refused to allow her dogs to live with her, despite her submission of a reasonable accommodation request. Latoya recently lost her sight. Her doctors recommended that she keep her dogs to help her manage anxiety related to her disability. Despite this, the property managers did not approve her initial reasonable accommodation request. At the time, Latoya was renting an in-place Section 8 unit at a federally subsidized property. This meant that she could not move out without the threat of losing her subsidy which made her unit affordable on her limited income. Facing the choice of losing her dogs or facing homelessness, Latoya called FHCMM.

FHCMM's Actions:

FHCMM listened to Latoya's story, advised her on the fair housing laws, investigated her need for assistance animals, obtained medical documentation from her treating medical providers, and then wrote a second reasonable accommodation request that clearly explained the disability-related need for her assistance animals.

Outcome:

After receiving the second request, the apartment complex approved the accommodation. Latoya was allowed to live with her dogs without penalty, helping her remain safely housed with the support she needed.

Colleen's Story:

Colleen contacted the Fair Housing Council of Metropolitan Memphis on behalf of her mother, Deborah, who has a disability and requires around-the-clock monitoring and assistance with medication. Colleen serves as her mother's caregiver, but the property manager treated her as an unauthorized guest despite documentation from Deborah's health care providers that she needed 24-hour care. The property manager threatened Deborah with eviction and attempted to limit Colleen's time in the unit.

FHCMM's Actions:

After conducting an intake with both Colleen and Deborah, FHCMM staff explained the fair housing laws and the possibility of requesting a reasonable accommodation that would permit Colleen to stay with her mother. After reaching out to Deborah's doctors and collecting documentation of her limitations and the need for constant care, FHCMM submitted a reasonable accommodation request to the property manager.

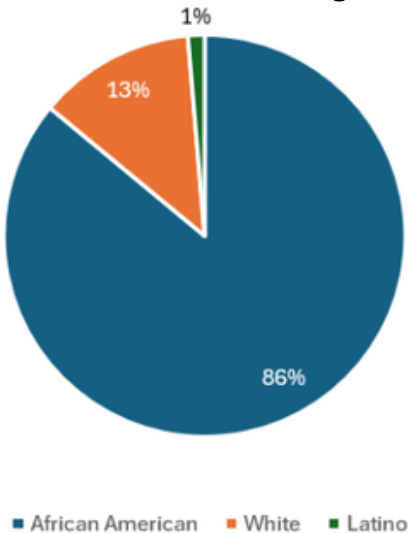
Outcome:

After receiving the request, the property manager contacted FHCMM to apologize and granted the reasonable accommodation. FHCMM also reported the matter to HUD as a fair housing disability discrimination complaint, which was resolved in the client's favor. Colleen now lives full-time with her mother as her caregiver, helping ensure that Deborah remains healthy, supported, and able to live independently.

C. Determining if housing discrimination limits choice: Testing Summary

1. Number of testers trained

FHCMM's test coordinators held over forty tester trainings, averaging one per month, in which 193 testers were trained in total. To ensure that FHCMM was able to investigate discrimination against all federally protected classes, the organization recruited and trained testers with the following characteristics:



2. Summary of tests and outcomes, in sales, lending, design and construction

Between June 1, 2024 and July 31, 2026, FHCMM's testing coordinators performed a total of 255 testparts: 239 rental, 9 sales, 4 design and construction,³ and 3 lending tests.⁴

By protected basis, the tests investigated discrimination based on the following protected classes:

Test Basis	Total test parts completed
Race/color	168
Source of income ⁵	38
Disability	28
Sex/gender	21
Familial status	15
Gender identity ⁶	10
Sexual orientation ⁷	5
National origin	4

Of the tests with analyzed results as of July of 2026, approximately 21% supported the allegations, 39.5% did not support the allegations, and 39.5% were inconclusive. Tests with no result, canceled tests, and practice tests were excluded from these totals.

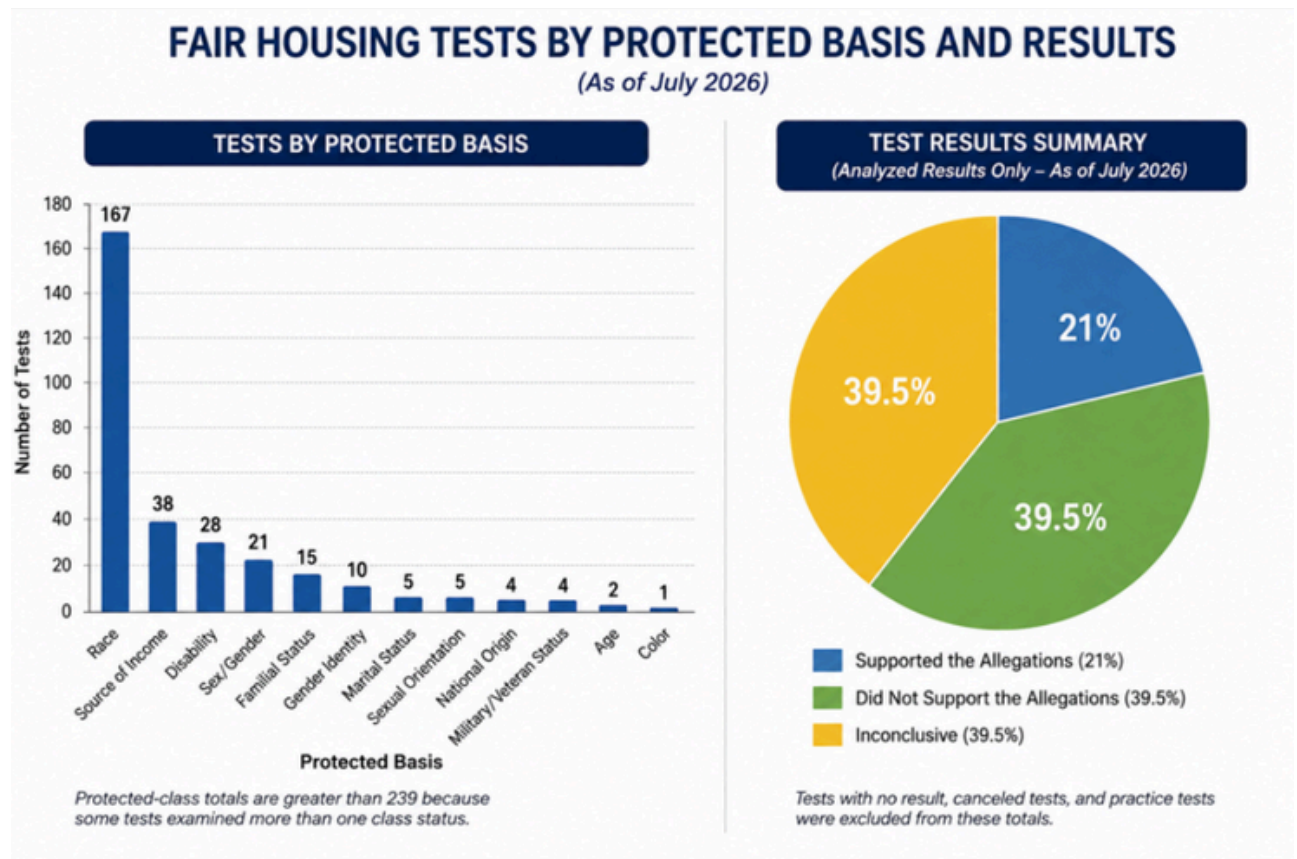
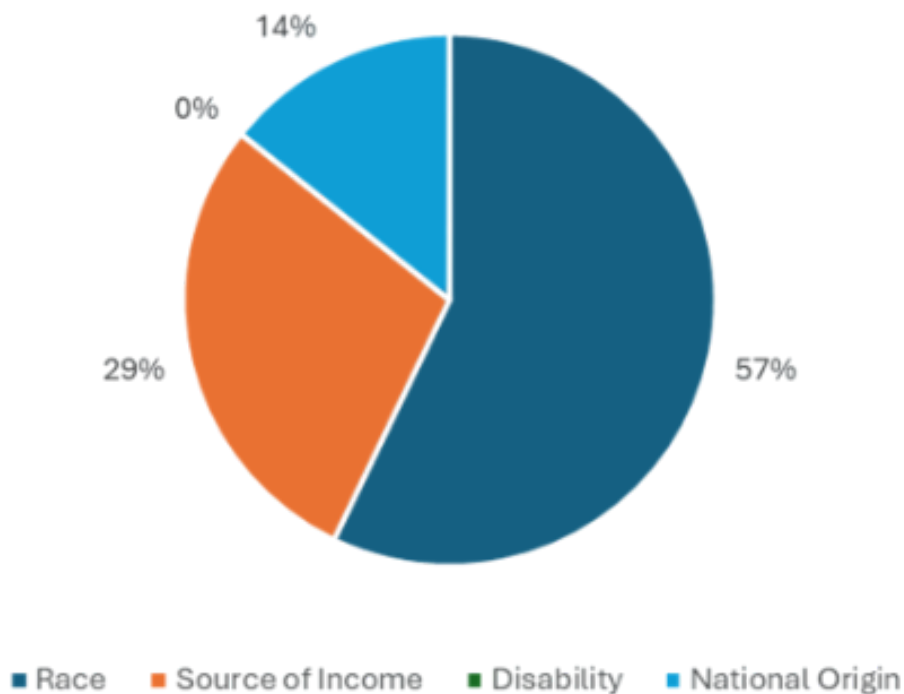


Figure 1: All time breakdown of tests by type and analyzed testing results.

D. Enforcement Summary

After finishing another year of intakes, testing, investigations, and outreach, FHCMM's conclusions remain the same as those set out in the "When Choice Isn't an Option" report published August 2025:

- Memphis Metro region remains one of the most racially segregated in the country.
- The urban neighborhoods occupied by most Black Memphians have high crime rates, underperforming schools, little access to fresh foods, and lack of access to public transportation.
- FHCMM's intakes reveal that Black Memphians living in segregated neighborhoods also live in deteriorating housing where mold, rodents, and insect infestations are common.
- Unfortunately, FHCMM's fair housing testing reveals that most people who are Black are unable to access housing that is in good condition in neighborhoods with many amenities, because of discrimination, even if they have the money to pay for it.
- As illustrated in the figure below, fair housing tests in which the testers had similar income and who requested the same types of housing were treated differently 57% of the time when one tester was White and the other was Black. Similarly, testers who had housing choice vouchers were not given the same opportunities to rent as those who did not have housing choice vouchers in 29% of the tests. Finally, testers who were Latino were not offered the same opportunities to rent as White testers in 14% of the tests.



% of fair housing tests showing differential treatment by protected class

E. Previous Reports Published by the Fair Housing Council of Metropolitan Memphis

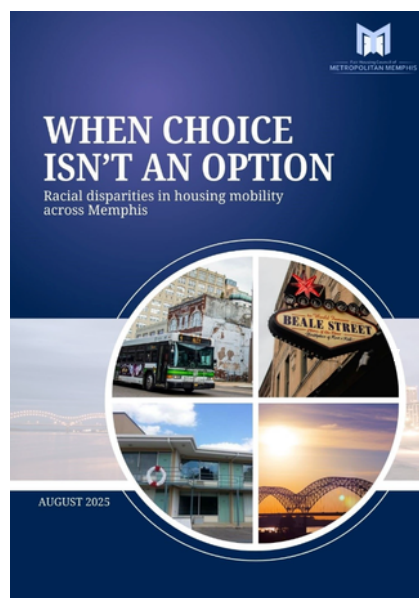
1. When Choice Isn't an Option

In August 2025, FHCMM released its first testing report entitled *When Choice Isn't an Option: Racial Disparities in Housing Mobility Across Memphis*. This report marked a pivotal step in FHCMM's commitment to advancing housing equity and ensuring that the Memphis Metropolitan Area becomes a place where all neighborhoods welcome all people.

Utilizing data from testing on the basis of race, source of income, disability, national origin, and familial status, *When Choice Isn't an Option* examines barriers to securing safe, affordable, and viable housing for Memphis residents. *When Choice Isn't an Option* also found over five dozen instances of housing discrimination in Memphis and surrounding Shelby County. Source of income discrimination disproportionately affects renters of color, women, and people with disabilities. Black voucher holders faced additional discrimination based on race. This was evident through customer service, pricing or availability, differences in access to housing, and terms and conditions.

FHCMM's report, *When Choice Isn't an Option*, makes it clear that many housing providers do not understand or comply with fair housing laws. The report documents how inadequate education, notice, and enforcement create barriers to housing choice, particularly for people with disabilities. To ensure that its property management companies and housing providers comply with the fair housing laws MHA should sponsor and require fair housing trainings for staff, tenants, and housing providers participating in its programs. The report also includes conclusions about the effect of crime, transportation, school performance, and food access in relation to neighborhoods throughout Memphis and Shelby County.

The contents and recommendations of *When Choice Isn't An Option* have reached over 405,000 people and have received media attention via WREG News Channel 3 and Fox 13 News.

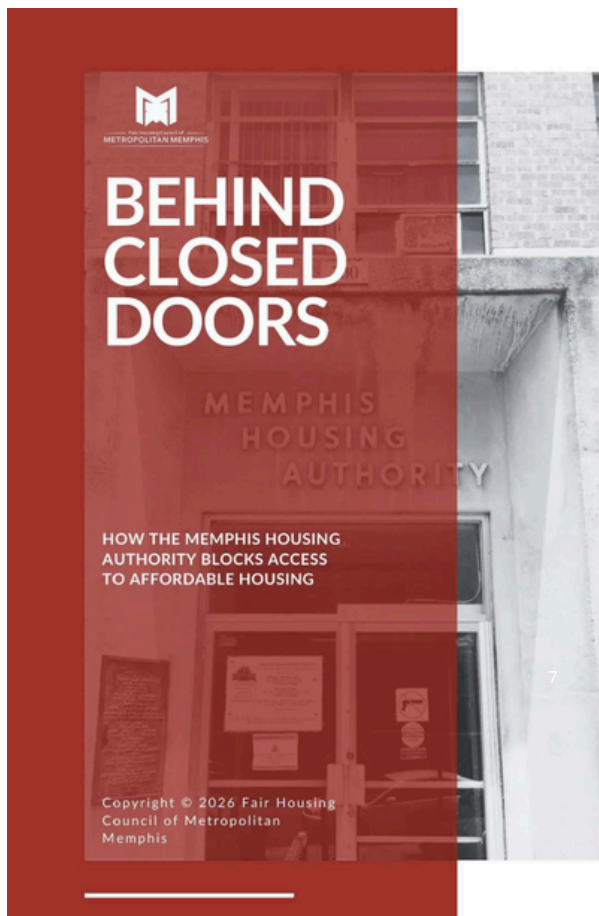


2. Behind Closed Doors

In February 2026, FHCMM issued a Special Report entitled: *Behind Closed Doors: how the Memphis Housing Authority Blocks Access to Affordable Housing*. The 99-page report reveals the result of fair housing investigations and interactions with the Memphis Housing Authority conducted since the FHCMM opened its doors. *Behind Closed Doors* delivered new and concrete data which shows the extent and effect of the lack of access, lack of communication, lack of transparency, and housing discrimination in Shelby County. Utilizing data from over 150 discrimination reports and interactions with the Memphis Housing Authority on the basis of race, source of income, disability, national origin, and familial status, as well as information gathered from FHCMM staff, and public data sources, the report examines barriers to securing safe, affordable, and viable housing for Memphis' low-income residents. *Behind Closed Doors* also found instances of payment and notification discrepancies across Shelby County housing providers. Differential treatment based on source of income disproportionately affects renters of color, women, and people with disabilities.

Behind Closed Doors: How the Memphis Housing Authority Blocks Access to Affordable Housing was supported through interviews with WREG News Channel 3 and Fox 13 News in Memphis.

The contents and recommendations of *When Choice Isn't An Option* have reached over 650,000 people.



E. FHCMM Footprint

FHCMM's training programs have reached communities across Memphis, bringing learning opportunities directly into the neighborhoods where they are needed most. Trainings have been held in locations throughout the city, including North Memphis, South Memphis, Orange Mound, Frayser, Binghampton, Hickory Hill, Whitehaven, Raleigh, Cordova, Midtown, East Memphis and Downtown Memphis. We have also conducted outreach in West Memphis, Arkansas; Olive Branch, Mississippi; and Southaven, Mississippi. By partnering with trusted community organizations and hosting sessions in neighborhood-based spaces, we have increased accessibility, reduced barriers to participation, and strengthened connections with residents. This citywide approach reflects our commitment to equitable access, ensuring that individuals and organizations across Memphis have opportunities to build knowledge, develop skills, and create lasting impact within their own communities.

Conclusion & Next Chapter

A. Affirmatively Furthering the Fair Housing Council of Metropolitan Memphis

There is much more work to be done throughout the Memphis Metropolitan Area. The need for fair housing advocacy has never been greater. As housing costs rise, communities grow, and barriers to housing opportunity continue to evolve, our organization must be prepared to meet increasing demand for education, enforcement, advocacy, and community engagement. Building a stronger future for FHCMM requires intentional investments in organizational capacity, sustainable funding, and collaborative leadership that will enable us to expand our impact while remaining responsive to the needs of the communities we serve.

A key priority for the future is strengthening the organization's financial sustainability through a diversified funding strategy. While federal funding remains an important resource, long-term stability requires a broader portfolio that includes state and local government support, private foundation grants, corporate partnerships, and individual donor engagement. Expanding unrestricted funding will allow the organization to invest in staff development, technology, community outreach, fair housing testing, policy advocacy, and other critical infrastructure that strengthens our ability to respond to emerging challenges and pursue innovative solutions.

Sustaining our mission also requires continued investment in the people, partnerships, and systems that make our work possible. We will continue to strengthen relationships with community organizations, housing providers, legal advocates, educational institutions, and civic leaders to expand access to fair housing resources and increase the reach of our programs. By enhancing organizational capacity and embracing data-informed strategies, we will ensure that our services remain effective, accessible, and responsive to changing community needs while preserving the trust we have built throughout the region.

The future of fair housing depends on strong partnerships with elected officials and public agencies at every level of government. We will continue to engage local, state, and federal leaders to increase awareness of housing inequities, promote policies that expand housing opportunity, and advocate for sustained public investment in fair housing education, enforcement, and compliance. Government leaders play a vital role in protecting civil rights, supporting equitable housing initiatives, and ensuring that communities have the resources necessary to prevent and address discrimination. Their continued partnership is essential to advancing meaningful, long-term change.

As we look ahead, our commitment remains steadfast. We will continue to educate communities, enforce fair housing protections, empower individuals through advocacy and partnerships, and work collaboratively to eliminate housing discrimination. With sustained investment, strategic partnerships, and the continued support of government leaders, funders, and community stakeholders, we can build stronger, more inclusive communities where every person has an equal opportunity to live, thrive, and belong.

B. Moving Fair Housing Forward

1. Funding

To strengthen long-term financial sustainability and reduce reliance on any single revenue stream, the FHCMM will implement a comprehensive funding diversification strategy. While continuing to pursue federal funding opportunities that align with its mission, the organization will expand its engagement with local government agencies by seeking municipal and county grants, contracts, and collaborative partnerships that support fair housing education, outreach, and enforcement activities.

FHCMM will also increase its focus on private foundation funding by cultivating relationships with regional and national philanthropic partners whose priorities include housing equity, civil rights, community education and development, and economic opportunity. In addition, a structured donor development program will be established to grow individual giving through annual campaigns, recurring monthly donations, major donor cultivation, corporate sponsorships, and community fundraising events. By broadening its funding portfolio across public, philanthropic, and individual sources, FHCMM will enhance its financial resilience, increase its capacity to respond to emerging community needs, and ensure the continued delivery of high-quality fair housing services.

As part of its capacity-building strategy, the organization will strengthen its financial sustainability by diversifying revenue sources and reducing dependence on federal funding. Capacity-building investments will support the development of a comprehensive fundraising infrastructure, including enhanced grant research and writing, donor relationship management, and strategic partnership development.

FHCMM will expand efforts to secure funding from local government agencies through grants, contracts, and collaborative initiatives that advance fair housing education, outreach, advocacy, and enforcement. It will also cultivate relationships with private foundations that prioritize housing justice, civil rights, economic mobility, and community development, positioning the organization to compete for larger and multi-year philanthropic investments. These investments will establish a more diverse and resilient funding portfolio, increase unrestricted revenue, and build the organizational capacity needed to sustain and expand fair housing services, respond to emerging community needs, and advance equitable housing opportunities throughout the Memphis Metropolitan Area over the long term.

2. Public Official and Government support of fair housing

Elected officials play a vital role in advancing fair housing by supporting the enforcement of the Fair Housing Act and promoting policies that expand equitable access to housing opportunities. Strong fair housing enforcement helps protect individuals and families from unlawful discrimination based on race, color, national origin, religion, sex, disability, or familial status, while fostering communities where everyone has the opportunity to live in safe, affordable, and inclusive neighborhoods.

By prioritizing fair housing, policymakers can help reduce socio-economic disparities, strengthen local economies, encourage community stability, and ensure that housing decisions are guided by equal opportunity rather than discrimination. Continued leadership and investment in fair housing enforcement demonstrate a commitment to civil rights and to creating communities where all residents have the opportunity to thrive.

In Memphis and Shelby County, the support of elected officials is essential to advancing fair housing and ensuring that the protections of the Fair Housing Act are fully realized. Local, state, and federal policymakers can strengthen enforcement efforts, invest in equitable housing initiatives, and champion policies that expand access to safe, affordable, accessible, and equitable housing while addressing barriers created by discrimination and historic inequities. Their leadership helps ensure that residents understand their rights, housing providers meet their legal responsibilities, and communities remain accountable to the principles of equal opportunity. By prioritizing fair housing, elected officials contribute to stronger neighborhoods, greater economic mobility, improved public health outcomes, and a more inclusive region where every resident has the opportunity to choose housing free from discrimination. Continued commitment to fair housing is an investment in the long-term stability, prosperity, and well-being of Memphis and Shelby County.

3. Sustaining Our Mission

Our vision for the future is rooted in sustainability, strategic growth, and an unwavering commitment to advancing fair housing. As housing challenges continue to evolve, our organization is committed to remaining a trusted resource for individuals, families, housing providers, community partners, and policymakers. We are strengthening our organizational capacity to ensure that our services remain accessible, responsive, and impactful for years to come. By investing in our people, partnerships, and financial sustainability, we are building an organization that is equipped to meet both today's needs and tomorrow's challenges.

Our long-term strategy focuses on maintaining consistent growth while expanding our reach and deepening our impact throughout the communities we serve. We will continue to diversify funding sources, strengthen collaborative partnerships, leverage data to inform our work, and enhance organizational infrastructure to ensure the stability and resilience of our programs. These investments will allow us to respond to emerging housing issues while preserving the high-quality education, advocacy, and enforcement services our communities depend upon.

At the heart of our work are four interconnected pillars that guide every program and initiative: **Educate, Enforce, Empower, and Eradicate**. Through these pillars, FHCMM will continue to provide fair housing services throughout the Memphis Metropolitan Area. We will advocate for equitable policies, strengthen community partnerships, and connect residents with the resources needed to exercise their fair housing rights. We remain committed to the ultimate goal of eradicating housing discrimination and creating communities where every person has equal access to safe, inclusive, and equitable housing opportunities.

Pillar 1: Educate

Increase public awareness and understanding of fair housing rights and responsibilities by delivering community outreach, educational workshops, trainings, conferences, and strategic engagement initiatives. Equip individuals, housing providers, and community stakeholders with the knowledge needed to recognize, prevent, and address housing discrimination while promoting compliance with fair housing laws.

Pillar 2: Enforce

Protect fair housing rights through systemic testing, complaint investigations, data analysis, and enforcement actions that identify and address discriminatory housing practices. Hold housing providers, financial institutions, government entities, and other stakeholders accountable for complying with the Fair Housing Act and related civil rights laws.

Pillar 3: Empower

Advance equitable housing opportunities by advocating for policies and legislation that strengthen fair housing protections and expand access to safe, affordable, and inclusive communities. Build partnerships and engage residents to connect individuals with the resources, education, and support needed to exercise their fair housing rights and create lasting community change.

Pillar 4: Eradicate

Work collaboratively with fair housing organizations, community partners, policymakers, and advocates to eliminate housing discrimination at the local, regional, and national levels. Through education, enforcement, advocacy, and collective action, pursue a future where every person has equal access to housing free from discrimination.

FOUR PILLARS.

Stronger Together. Greater Impact.

These four pillars are more than just guiding principles. They are the foundation of our organizational strategy and framework through which we will continue to **educate**, **serve**, and **advocate** for our communities by remaining focus on the **mission** and investing in **sustainable growth**.



We are ensuring that our organization remains a **strong, effective voice** for Fair Housing and an **enduring champion** of **housing equality** for generations to come.



ACKNOWLEDGMENTS

The Fair Housing Council of Metropolitan Memphis expresses its gratitude to the people and organizations who have helped us in the launch and success of this organization. We look forward to expanding our partnerships with those noted here and with many others soon.

The Fair Housing Council of Metropolitan Memphis first extends its most sincere gratitude to every member of our community who has contacted or interacted with our organization. We do this work for you and for a better Memphis Metropolitan Area. Thank you for entrusting us with your stories, your concerns, and your well-being.

The enforcement work of the Fair Housing Council of Metropolitan Memphis is supported by a corps of fair housing testers who interact first-hand with housing providers. The work of FHCMM's fair housing testers discreetly and thoroughly provide the investigative data for this report and for our enforcement efforts. The work of fair housing testers is integral to investigations of fair housing violations across the country. The Fair Housing Council of Metropolitan Memphis thanks our testers for their invaluable contribution to the work of FHCMM.

We extend our gratitude to the National Fair Housing Alliance and all other Fair Housing Organizations across the United States that work tirelessly to fulfill the promise of the Fair Housing Act and promote inclusive communities for all. Fair Housing Organizations do not work in silos but partner and collaborate, forming a powerful syndicate of advocates and equity champions. Thank you for your work, advocacy, and for your support.

We extend our gratitude to the City of Memphis' Division of Housing and Community Development for their support of our organization and its work. We also appreciate the branches of the Memphis Library which have continuously housed and supported our education and outreach trainings.

The Fair Housing Council of Metropolitan Memphis thanks and appreciates our supporters from Patton & Taylor Construction, the Assisi Foundation of Memphis, The Kiwanis Clubs of Bluff City and Germantown, and all of our donors, both individuals and organizations, who support our work. Thank you for investing in inclusion and equal housing opportunity for all!

The Fair Housing Council of Metropolitan Memphis thanks our many partner organizations for their invaluable support of our mission and our work. We thank the teams at Fox 13 News, WREG News Channel 3, and Gray Media for their partnership in expanding fair housing education to all.

We would also like to thank Rep. Justin Pearson, Sen. London Lamar, Commissioner Henri Brooks, Commissioner Erika Sugarmon, Commissioner Charlie Caswell, and Councilwoman Yolanda Cooper-Sutton for their support of FHCMM in its local and state fair housing advocacy.

FHCMM also thanks the Tennessee Nonprofit Network for its invaluable support of FHCMM and nonprofit organizations throughout the State of Tennessee through the development of capacity building programs, policy advocacy and initiatives, and support of nonprofit programming and infrastructure.



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METROPOLITAN MEMPHIS

THE WORK CONTINUES.

Educating. Enforcing. Empowering. Eradicating.

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