

## Contact

[www.linkedin.com/in/zachary-mcrae-0ba5a03a](https://www.linkedin.com/in/zachary-mcrae-0ba5a03a) (LinkedIn)

## Top Skills

Program Development  
Leadership  
Community Outreach

## Languages

English

# Zachary McRae

Special Policy Advisor at U.S. Department of Housing and Urban Development

San Francisco, California, United States

## Summary

An experienced critical-thinker with a demonstrated history of working in the philanthropic industry and public sector. Skilled in Community Development, Neighborhood/Community Stabilization, Anti-Displacement Strategies, Community & Stakeholder Engagement, Partnership Management, Policy Analysis, Impact Investing, Personnel Supervision, Racial & Economic Equity Implementation and Affordable Housing.

I am a visionary leader that can strategically and effectively implement projects. In addition, I exercise adaptive leadership and learning. I have a deep understanding of racial justice issues in the San Francisco Bay Area and Beyond. I am committed to working in partnership with those with direct lived experiences as we look to promote inclusion and belonging.

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## Experience

U.S. Department of Housing and Urban Development

Special Policy Advisor, Office of the Secretary

September 2021 - Present (2 years 1 month)

Terner Center for Housing Innovation

Graduate Student Researcher

January 2020 - May 2021 (1 year 5 months)

Berkeley, California, United States

- Analyze the trends in the reporting of race/ethnicity for home mortgages in comparison to census tracts with larger portions of Black and Hispanic/Latino residents
- Analyze the American Rescue Plan Act to illustrate the specific programmatic expansions of the Child Tax Credit and the Earned Income Tax Credit to inform a renter tax credit at the federal level.

- Reviewed economic mobility programs offered by Public Housing Authorities across the United States to provide an understanding of the long-term effects for the residents of public housing.
- Utilized the Census' Pulse Survey and Zillow to contrast the appreciation of home values in the metro regions of California, Nevada and Arizona with the jobs and income loss due to COVID-19 by housing tenure and race/ethnicity.
- Collected and analyzed data from the nine county Bay Area's Continuum of Care agencies to illustrate trends in homelessness over time in the region and extracted relevant municipal budget line items for homeless services. These findings were presented to the mayors of San Francisco and Oakland, and other stakeholders.
- Collected and analyzed data HUD, LIHTC syndicators and the Tax Credit Allocation Committees from various states and drafted a brief that discussed the challenges to affordable housing development when developers are required to use multiple financing sources.
- Tracked and archived developments regarding to the proposed rule change for the Community Reinvestment Act.
- Conducted quantitative and qualitative analysis of mortgage lending to Black households after the economic recovery in the United States. Performed qualitative analysis and utilized Python to quantify HMDA data by geography and race/ethnicity.
- Draft policy briefs that demonstrate the economic costs, the implications for environmental and sustainability goals and social equity if the Bay Area does not address the affordable housing shortage.

## San Francisco Planning Department

### Public Service Trainee

June 2020 - February 2021 (9 months)

San Francisco, California, United States

- Compiled and analyzed housing and socio-economic data from the Census and other data sources for the Needs Assessment section of the 2022 Draft San Francisco Housing Element Update by using data analysis commands in Python and conducting spatial analysis using ESRI ArcGIS. This also served as an existing conditions analysis that demonstrates the demographics of San Francisco.
- Created and presented materials for community outreach efforts regarding the Housing Element Update, such as 1-page briefs, presentation boards/ PowerPoint slides and graphics. In addition, I facilitated small discussion session and led community presentations regarding the Housing Element

Update, specifically to community stakeholders in the Bayview Hunters Point neighborhood. I also vetted community feedback from the outreach efforts with the Housing Element team.

- Reviewed and proposed policies and programs to increase housing production, preservation, and tenant protection for the Evaluation section of the Draft Housing Element. This required extensive review of San Francisco programs and policies meant facilitate housing production and preservation as well as protecting tenants from eviction and displacement. I also collaborated with other city agencies to obtain service data and information that is pertinent to the Housing Element. I constantly consulted and referenced the California Department of Housing and Community Development guidelines to ensure what was being proposed in the Housing Element was compliant with state land use law.

- As part of the Evaluation, I provided an existing conditions analysis of community services that are available to San Francisco residents and disaggregated the services by Area Median Income.

Walter & Elise Haas Fund  
Program Officer, Education  
January 2019 - August 2019 (8 months)  
San Francisco Bay Area

At the Walter & Elise Haas Fund we believe in collaborating with partners whose work provides access and opportunity, building a more equitable community. We invest in our Bay Area neighbors because doing so fosters a more just and vibrant society for current and future generations.

- Leads strategic planning, evaluation, the development and implementation of the Education program's grantmaking goals and funding priorities;
- Design, convene, facilitate and support programs intended to improve educational outcomes for low-income students and students of color, and increase quality schools in the San Francisco Bay Area;
- Form collaborations and partnerships that advance the Fund's mission and promote and support the Fund's community partners and related initiatives;
- Collaborate with nonprofit, public agencies, elected officials and other grantmaking institutions focused on increased educational attainment for low-income students and students of color and quality schools in the San Francisco Bay Area.

## New Leaders Council

Fellow, San Francisco Chapter

January 2019 - June 2019 (6 months)

San Francisco Bay Area

New Leaders Council (NLC) is the hub for progressive Millennial thought leadership. Soon to be the largest voting bloc in American history (~83 million voters) and possessing significant economic power, Millennials will be the generation to truly change our institutions in American society.

Anchored by its selective six-month training program, the NLC Institute, NLC equips leaders with the skills to run for office, manage campaigns, create start-ups and networks of thought leaders. NLC leaders take their activism back into their communities and workplaces to impact progressive change.

## The San Francisco Foundation

4 years 10 months

Program Associate

July 2016 - December 2018 (2 years 6 months)

San Francisco Bay Area

With more than \$1.5 billion in assets, the San Francisco Foundation is one of the largest community foundations in the country. The foundation is committed to expanding opportunity and ensuring a more equitable future for all in the Bay Area. Together with its donors, the foundation distributed \$154 million to nonprofit organizations last fiscal year. The San Francisco Foundation serves Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

- Consult and advise senior management on funding guidelines for approximately \$20 million in grant making to increase racial, social & economic equity in the San Francisco Bay Area.
- Led & manage a collective of organizations throughout the San Francisco Bay Area that has secured over \$2.1 billion in affordable housing financing and anti-displacement strategies by successfully leveraging strategic partnerships
- Collaborate with multiple departments within the foundation to administer a \$22 million Program Related Investment Fund to stabilize communities and enhance social impact via low-interest loans to mission aligned organizations
- Direct the foundation's partnership with 5 community foundations across the state to advance local, regional and state policies that integrates land use and water management policies

- Represented the foundation by speaking on panels with an attendance of 30 – 50+ to advance the foundation’s thought leadership on racial, social and economic equity.
- Act as a liaison to multiple communities across the San Francisco Bay Area to inform the broader public of the foundation’s grantmaking priorities and acquire information regarding the communities’ priorities on behalf of the foundation.

Program Coordinator, Community Development and Investment  
 March 2014 - June 2016 (2 years 4 months)

San Francisco, CA

- Provided technical assistance and fund management for a community-based Implementation Committee for the Core Community Benefits Agreement for the Hunter’s Point Shipyard focused on affordable housing, anti-displacement, neighborhood stabilization and workforce development totaling in \$37 million
- Partnered with community-based organizations in San Francisco and California Pacific Medical Center to administer a \$5 million community benefits program to assist residents from targeted neighborhoods to obtain clinical & non-clinical employment
- Advised the CEO on strategic investments and partnerships to improve the life outcomes of boys and young men of color in the San Francisco Bay Area
- Launched a platform for collaboration of local service providers to equip Oakland youth with technical skills for careers in technology (i.e. web design, coding, software implementation, media arts, etc.). Manage a programmatic evaluation of the local service provider to identify measurable outcomes for their constituents.

## San Francisco Board of Supervisors

Legislative Intern

January 2013 - February 2014 (1 year 2 months)

San Francisco, California

Provide administrative support to the District 10 Supervisor Malia Cohen and Legislative Aides.

Prepare and record information during various meetings, including Board of Supervisors meetings, briefing with other elected officials and department heads.

Perform office organizational duties such as data organization, filing constituent reports, receiving constituent phone calls and emails and extending invitations to the Supervisor.

Accompany the Supervisor to press releases, on-site and off-site meeting, public events, ceremonies and community outreach. Represent the Supervisor

at press releases, public events, ceremonies and community outreach when the Supervisor is unable to attend.

Draft notices to the public, office memos, letters to constituents and certificates of honor to distinguished individuals, organizations and companies.

Facilitate communications between individuals and other city agencies as well as community-based organizations.

## Bay Area Community Resources

### Program Leader

November 2012 - April 2013 (6 months)

Sunnyside Elementary School

Coordinated with site director and implemented after school activities, provided meals for students along with extra-curricular activities including recreation and enrichment programs.

Developed and implemented an after school curriculum for students at Sunnyside Elementary School.

Created recreational and physical activities for the students and organized intramural sports between ranging from basketball to skateboarding.

Developed academic activities and provided tutoring to students. Coordinated academic activities involved arithmetic, reading comprehension and grammar, social science and physical science. Provided enrichment activities; activities included dance, visual arts, music, cultural events, cooking and field trips.

## San Francisco Public Utilities Commission

### Public Service Aide

June 2012 - August 2012 (3 months)

San Francisco

Assisted Software Engineers with simple computer repairs, provided information technology support to different departments within the SFPUC, moved and installed computer equipment to different offices. Performed Information Technology services by assisting SFPUC employee with software troubleshooting and installed desktops and laptops with SFPUC approved software.

Monitored a central database with sensitive and privileged data and information and provided maintenance to a central server.

Moved and installed equipment during the move to the new location at 525 Golden Gate Avenue, San Francisco, California.

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## Education

University of California, Berkeley

Master's of City Planning, Department of City and Regional  
Planning · (2019 - 2021)

The Ohio State University

Bachelor of Arts - BA, Political Science and Government · (August  
2007 - December 2011)