

**MILLENNIA RESISTANCE CAMPAIGN**

# **HOW TO FIGHT BACK!**

***AND DEFEND YOUR RIGHT TO SAFE AND  
SANITARY HOUSING***



**A TOOLKIT FOR MILLENNIA TENANTS**

# INTRODUCTION

**Millennia Housing Management** is notorious for maintaining substandard conditions in its properties around the country.

If you are a Millennia tenant, and you are dealing with mold, persistent pests, structural instability, leaks, incompetent management staff, harassment from management staff, faulty utilities, etc. please know that ***you are not alone.***

You might have already tried to call code enforcement, or contacted your elected officials, with no luck. You might even have a lawyer that you've been working with. All of these options can be helpful, but **tenant organizing** can do much more to help speed up the changes you would like to see.

This guide is meant to help walk you through the process of connecting with your neighbors and calling attention to what is happening in your complex, so that you can achieve the living conditions that you deserve!

# WHAT IS ORGANIZING?

## ORGANIZING IS COMING TOGETHER

Organizing means **coming together with others** to create the power in numbers that you need to achieve your shared housing goals. One tenant raising concerns is easily ignored, but it is harder for management to brush off a large group of tenants working together. As a HUD tenant, you have a **right to organize**, and retaliation from your landlord is illegal.

## ORGANIZING DOES NOT REQUIRE EXPERIENCE

You don't need to have done this before to be successful—you just need to be **patient, persistent, and willing to put in the time required**.

## ORGANIZING IS MAKING NOISE!

Millennia thinks that it can get away with treating its tenants poorly because they won't make noise about what is happening to them. With this guide, we hope to **prove them wrong**.



# STEPS TO ORGANIZING

1

**Reach out to your neighbors** and begin to bring them together. Most likely, you are not the only person in your complex with problems in your unit. Go door to door and start conversations with neighbors about what they are experiencing, or pass out notes urging them to get in touch with you. Here is an example of what a note could say: "Hello, I am your neighbor in [UNIT] and I would like to know your thoughts about some of the problems in our building. Please contact me at [PHONE]."

2

**Establish regular tenant meetings** to hear from your neighbors and learn about their concerns. Find somewhere to meet with your neighbors where management won't be able to interrupt you. It can be helpful to create an agenda to guide your discussion.



**TIP:** Everyone may not be willing or able to participate regularly, and that's okay! You can create a core organizing committee with as few as 3 to 5 people.

3

Come up with a **clear list of demands** that cover what you want to see changed or fixed in your complex.

Send the demands to your management staff and give them a deadline to respond.



**TIP:** Create an email address for your tenant group so that the names of individuals don't have to be attached to the communications that you send to management.



If they miss the deadline or do not respond favorably, **escalate your tactics** by organizing a protest, holding a press conference, or taking other actions to call attention to what is happening in your complex. Learn more about how to escalate in the resources listed under “**Other Resources**” on the last page.

Management may ignore or dismiss you the first time that you contact them. But if you are able to call enough attention to your fight and put outside pressure on them, you can force them to acknowledge your concerns and take steps to fix them.



**TIP:** Know your rights! HUD tenants have a right to organize, and if your management staff retaliates against you for organizing they are breaking the law. Learn more: [tinyurl.com/3xtw2uxy](http://tinyurl.com/3xtw2uxy)

# VICTORY!

**YOU HAVE WON YOURSELF  
THE LIVING CONDITIONS YOU DESERVE.**



## OUTSIDE SUPPORT

When you are new to organizing, it can be helpful to have people that you can reach out to for guidance and assistance. There are many organizations around the country that specialize in providing organizing support to tenants. Remember that even though it can be useful to have the support of professional organizers, ***only you can lead your own fight.***

Visit this directory to find legal aid and tenant rights organizations in your state:

[justshelter.org/community-resources](https://justshelter.org/community-resources)

# MEDIA

Making the public aware of what is going on in your complex is critical. This helps to put **pressure** on your landlord to do the right thing.

Reach out to local media with news tips about your living conditions; many papers and news stations have covered conditions in Millennia properties. You can find the contact information for any media outlet on their website.

If you are active on social media, share your story online. Mention Millennia in your post, or use the hashtag **#MillenniaHousing** so that tenants and others looking into Millennia can find what you share.



**THE MORE ATTENTION YOUR  
CAMPAIGN RECEIVES, THE MORE  
PRESSURE YOUR LANDLORD HAS TO  
MEET YOUR DEMANDS.**

# OTHER RESOURCES

For more in-depth information about tenant organizing and how to fight for the changes you want to see in your complex, please **read through the links below:**

[How to Defend Your Home Manual](https://tinyurl.com/w624c8uy): [tinyurl.com/w624c8uy](https://tinyurl.com/w624c8uy)

[KCTU COVID Organizing Guide](https://tinyurl.com/56shvpkm): [tinyurl.com/56shvpkm](https://tinyurl.com/56shvpkm)

[NLIHC Tenant Organizing Guide](https://tinyurl.com/2dktpy7): [tinyurl.com/2dktpy7](https://tinyurl.com/2dktpy7)

[HUD Tenant Rights & Responsibilities](https://tinyurl.com/2mw2dzjp): [tinyurl.com/2mw2dzjp](https://tinyurl.com/2mw2dzjp)

[National Alliance of HUD Tenants Resources](https://tinyurl.com/2mw2dzjp): [tinyurl.com/2mw2dzjp](https://tinyurl.com/2mw2dzjp)

## CONNECT WITH THE MILLENNIA RESISTANCE CAMPAIGN

The Millenia Resistance Campaign is a nationwide coalition of Millenia tenants, community organizers, lawyers, and other allies. We are committed to exposing Millenia's pattern of bad behavior, amplifying Millenia tenant stories, and calling on HUD to hold Millenia accountable.



@ResistMillennia



[www.facebook.com/groups/millenniatenants](https://www.facebook.com/groups/millenniatenants)



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