

Desired Outcome: Community Engagement and Empowerment to Address Equity

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
<p>1 Engage underserved and underrepresented communities in civic participation efforts and provide them with access to resources and opportunities that support their economic and social well-being.</p>	<p>Segregation/Integration Disparities in access to opportunity R/ECAPs Disability and Access</p>	<p>Displacement of residents due to economic pressures Location and type of affordable housing Lack of public investment in specific neighborhoods</p>	<p>1) In 2016, City expects to host ~11 community clinics that provide extensive language access services and each engage 50-150+ participants. It is estimated that an average of 50-75% of attendees to date have never previously participated in a City of Seattle outreach effort. In 2017, the City expects to expand the clinic events to include affordable housing, community health care, educational, and faith-based organizations/partnerships.</p> <p>2) Increase the number of active Community Liaisons from 35 in 2015 to 60 in 2016. This program growth includes new community representation (e.g., Native American, Sikh, people experiencing homelessness) as well as new geographic/neighborhood representation. Aiming to add 30 more Community Liaisons to the program in 2017. Increase the number of City projects engaging Community Liaisons from 11 in 2015 to 60 in 2016 (does not include clinic events described above). In 2016, establish and launch systems for assigning project work to Community Liaisons, evaluating Community Liaison performance, and providing free, monthly, skill-based training opportunities through a "Community Liaisons Institute."</p> <p>3) SHA will staff and engage with resident advisory committees, support resident leadership training, and provide staffing to facilitate community-driven initiatives and activities (ongoing)</p>	<p>DON, SHA</p>
<p>Discussion: Engagement of underrepresented communities is critical to addressing past inequities in the City's approach to public policy. Without such efforts, communities with the most resources naturally gain greater access and influence over resources and decision-making. The City of Seattle is currently working to expand equitable forms of outreach and engagement, as reflected in the Mayor's Executive Order (EO) on Outreach and Engagement, which directed DON to lead a citywide effort that results in the timely implementation by all City departments of equitable outreach and engagement practices.</p> <p>DON is expanding the Clinic Outreach Model, which enables City staff to meet and provide community members with information about a variety public programs and resources in settings where individuals that haven't historically interacted with the City are already gathering. DON is currently working to host multiple clinic-style events in various locations across the City, ranging from topics such as HALA, Orca Lift and tenant protections to utility discounts. DON also collects demographic information from participants at each community event (e.g., ethnicity, primary language spoken at home, past level of interaction with City government), and collects data and feedback from host organizations and presenters on topics including the number of attendees at each event, attendees' perceived level of comprehension of presentation material, the level of attendee engagement with presenters, and the presence of new vs. past/frequent participants in City outreach events.</p> <p>DON is expanding the City's use of Community Liaisons (formerly Public Outreach and Engagement Liaisons), including increasing their number, expanding their community and geographic representation, increasing the number of City projects engaging Community Liaisons, building Community Liaisons' capacity and skills through ongoing training opportunities, and establishing a process for assigning Community Liaisons to projects and evaluating their performance.</p> <p>SHA regularly engages with its residents. Two of the primary ways it does so is through the Joint Policy Advisory Committee (JPAC) and the Seattle Senior Housing Program Advisory Group. The former is comprised of Low-Income Public Housing (LIPH) residents, and the latter residents of the Seattle Senior Housing Program (SSHP). Each group meets throughout the year to review major policy drafts, and discuss with SHA staff. Additionally, SHA staff engages with resident councils, and provide resident leadership opportunities.</p>				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
<p>3</p> <p>Lead equitable outreach and engagement efforts to support the Housing Affordability and Livability agenda (HALA), notably the adoption of citywide zoning changes to support Mandatory Housing Affordability.</p>	<p>Segregation Disparities in Access to Opportunity R/ECAPs Disability and Access</p>	<p>Community opposition Displacement of residents due to economic pressures Land use and zoning laws Insufficient investment in affordable housing Lack of public investment in specific neighborhoods</p>	<p>1) Convene focus groups for community representatives to discuss the new, citywide Mandatory Housing Affordability program. Engage at least 5 people from around 30 neighborhoods for a total of 150 people and contract with a social justice group to support participants and establish a separate series of trainings for individuals that need additional background on land use, affordable housing and the types of City interventions possible. Provide translated materials, mobility access assistance and sign language interpretation. (January 2017)</p> <p>2) Create materials that are easily accessible and approachable, provide translated documents in the top 7 languages, create an online dialogue tool that is accessible from both desktop computers and mobile phones, and develop a “Weekly Wonk” video series that highlights technical policy topics in short videos. (Ongoing)</p> <p>3) Attend “lunch and learns” that include organizations serving underrepresented populations. Work with service providers in underserved communities to explore their interests in/concerns with existing and potential future housing policies. (September 2016-January 2017)</p> <p>4) In future community planning efforts following HALA rezones, ensure the inclusion of renters, people of color, youth, and others who are often excluded by traditional neighborhood groups in the community engagement process.</p>	<p>DON, OPCD, OH</p>
<p>4</p> <p>Discussion: Equitable engagement of communities is particularly critical to apply to the City's approach to land use policy, which has historically been subject to influence by community opposition. Such opponents have often been empowered to block changes under the guise of preserving neighborhood character, which can result in continued segregation and limited access to certain neighborhoods. To address this issue, the City of Seattle has initiated a multipronged, multifaceted outreach and engagement effort led by DON in support of the Mayor’s Housing Affordability and Livability Agenda (HALA), which includes citywide town halls, neighborhood-oriented community meetings, focus groups, digital engagement, tabling at community events, and targeted outreach to underserved and underrepresented communities (including communities of color, faith communities, immigrant and refugees.) Successful implementation of zoning changes to support housing affordability will result in elevation of community voices that are facing displacement pressures, and increased access to housing opportunities for protected classes throughout the city.</p>				

5

Desired Outcome: Increase Housing Options and Stabilization

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
6 Provide more housing and support services for seniors.	Segregation Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs Disparities In Access to Opportunity	Insufficient Investment in Affordable Housing Lack of Affordable, Accessible Housing in Range of Unit Sizes Displacement of Residents Due to Economic Pressures Access to Medical Services Lack of Affordable In-Home or Community-Based Supportive Services	1) City will adopt policies prioritizing seniors and people with disabilities in the next Housing Levy. (2017) 2) SHA will support low income seniors through its Aging in Place initiative (ongoing). This includes: - Explore how to leverage ACA and ACH (2017); - Implement data-sharing agreement between Public Health - Seattle & King County, SHA, and King County Housing Authority (2017); - Continue offering and expand community services, socialization, and exercise programs for seniors (ongoing); - Continue providing senior-specific units, and vouchers to service providers serving this population (ongoing); - Explore expansion of additional senior-specific units (2017) 3) As part of the Positive Aging Initiative, work to advance a regional effort to create a housing action plan to assess senior housing needs, and advance affordable housing strategies for older residents, including evaluating the feasibility of senior home-sharing options, such as: partnerships to increase the capacity and opportunity for short-term rentals; intergenerational homesharing programs; and communal housing for self-sufficient seniors.	SHA, HSD, OH
7	<p>Discussion: In the City of Seattle report Quiet Crisis, it was projected that by 2025 the total number of seniors in King County will double and nearly 54,000 seniors will live in poverty. This is projected to result in a shortage of almost 16,000 publicly supported housing units or vouchers. Adding to these concerns were findings that only one-third to one-half of Baby Boomers would have sufficient finances to afford their retirement and medical costs.</p> <p>The Seattle Housing Authority is engaged in a number of strategies to provide health and accessible housing for low-income seniors. These are captured primarily through the Aging in Place initiative. In 2017, SHA will continue offering, and potentially expand, case management; medical care; and health screenings to improve the ability of seniors to receive needed health care. This includes the on-site nursing program offered by Neighborcare, and funding to select a provider to continue socialization and health screenings in selected SSHP and LIPH buildings. SHA will establish a Volunteer Recognition Program to encourage volunteers to provide services to seniors including exercise and computer classes. SHA will also assess options to expand community services for low-income seniors in need of service-enriched housing, and the possibility of additional senior-specific units offered in SHA's housing stock.</p> <p>Additionally, SHA is collaborating with a number of partners in the area to improve services to low-income seniors. SHA will work with these organizations to determine how to best leverage the Affordable Care Act and Accountable Communities of Health to support the Aging in Place initiative. SHA along with Public Health – Seattle & King County and King County Housing Authority are working to develop an integrated data system to establish the regular exchange of health and housing data to better inform and identify interventions to improve the health outcomes of residents. Alongside these initiatives, SHA also provides vouchers to service providers offering affordable and assisted living units specifically meant to service elderly populations. In most cases, such providers have case managers and/or service coordinators onsite to assist seniors with activities of daily living.</p>			
8	Disproportionate Housing Needs Disability and Access	Lack of Affordable, Accessible Housing in Range of Unit Sizes Lack of Assistance for Housing Accessibility Modifications Access to Medical Services Lack of Affordable, Integrated Housing for Individuals Who Need Supportive Services	1) SHA will continue the conversion and construction of UFAS units, and all new units at Yesler Terrace will be wheelchair accessible (ongoing). SHA will also hire a second Americans with Disabilities Act (ADA) coordinator (2017). 2) SHA will continue to invest in its partnerships with local non-profits and the City of Seattle Aging and Disability Services (ADS) to ensure all high-rise buildings (which serve more than 2,000 adults with disabilities) have access to case managers to ensure they receive the necessary supports and services (ongoing) 3) City will adopt policies prioritizing seniors and people with disabilities for the Housing Levy (2017).	SHA, OH, HSD

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant	
9	<p>Discussion: To address the disproportionate housing needs of people with disabilities, Seattle must increase its supply of affordable, accessible housing and support services. The City of Seattle is committed to this goal, and plans to adopt policies prioritizing seniors and people with disabilities in the next Housing Levy. SHA also commits vouchers to service providers offering affordable and supportive housing to these populations through the Housing Levy.</p> <p>In order to provide accessible living spaces for low-income disabled individuals, Seattle Housing Authority will continue the conversion and constriction of units to meet UFAS standards. SHA is engaged in ongoing efforts to meet the requirements under the Voluntary Compliance Agreement (VCA) the agency signed with HUD. Under this agreement, reflecting its long-standing commitment to serving the disabled in barrier-free housing. Accessibility is also seen in the Yesler Terrace redevelopment, where all new units developed by SHA will be visitable by a person in a wheelchair. In addition to its adherence to the VCA, SHA provides physical modifications to ensure that individuals with a disability have reasonable accommodations. In 2017, SHA will hire a second Americans with Disabilities Act (ADA) coordinator to provide support to meet the needs of residents. SHA will also continue its partnership with Full Life Care and the City of Seattle Aging and Disability Services (ADS) to ensure that all SHA Public Housing buildings have access to case managers who assess the medical and mental health status of residents; make referrals for treatments; and assist residents during emergencies.</p>				
10	<p>Create new supportive housing and reduce barriers to accessing housing for homeless Individuals and families.</p>	<p>Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs Disability and Access</p>	<p>Insufficient Investment in Affordable Housing Access to Publicly Supported Housing for Persons with Disabilities</p>	<p>1) Implement coordinated entry systems to increase access and reduce barriers for highly vulnerable homeless people, including those with disabilities (ongoing) 2) Continue to expand the stock of supportive housing through capital investments (ongoing) 3) Adopt policies prioritizing homeless families, individuals and youth for the Housing Levy (2017). 4) SHA will dedicate additional Housing Choice Vouchers, and continue to fund those previously committed, to Seattle's Housing Levy.</p>	<p>OH, HSD, SHA</p>
11	<p>Discussion: Homelessness is one of Seattle's most urgent fair housing challenges, with persons of color and people with disabilities representing a disproportionate share of those living without shelter. Seattle has been a national leader in the creation of permanent supportive housing for homeless individuals and families, particularly through "Housing First" models that eliminate barriers to entry. As the homeless crisis has grown, Seattle has renewed its commitment to expanding the stock of supportive housing through capital investments. Homeless families, individuals and youth have been and will remain priority populations for the Seattle Housing Levy. SHA has committed over 1,000 vouchers to these priorities as a part of the levy as well. In addition, Seattle is implementing coordinated entry systems that prioritize access by highly vulnerable homeless people, including those with disabilities.</p>				
12	<p>Provide more housing choices for families and large households.</p>	<p>Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs</p>	<p>Insufficient Investment in Affordable Housing The Availability of Affordable Units in a Range of Sizes Admissions and Occupancy Policies and Procedures</p>	<p>1) Continue to fund the production of affordable projects with family-oriented housing units and amenities. (ongoing) 2) Encourage the production of larger, family-friendly units in private market projects, including through consideration of zoning and development incentives/requirements. (ongoing) 3) SHA will undertake additional efforts to better enable families with children to access rental units in high opportunity areas through a range of services and financial assistance to reduce barriers to leasing in targeted neighborhoods (2017-2019) 4) SHA will continue to explore the conversion of units its Scattered Sites portfolio to family-sized units (2017) 5) In neighborhood planning efforts, continue to evaluate requirements and incentives to build more family friendly housing into market-rate multifamily residential development.</p>	<p>OH, SHA,OPCD</p>

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
13	<p>Discussion: As noted in the demographic analysis, families with children comprise a smaller share of Seattle's population than in the region at large. One way to promote housing choices for families is to ensure there is an adequate supply of affordable, large units, particularly in family-friendly settings. OH will continue to prioritize funding for the production of family-sized units in projects designed with family-friendly amenities. In addition, OH will implement policies in the MHA and MFTE programs to encourage the production of larger units in private market projects.</p> <p>SHA is a major partner in providing affordable, family-friendly housing. While only 2% of the City's rental housing stock is 3- bedrooms or larger, SHA's housing stock is 19% 3+ bedrooms. As part of SHA's effort to serve families, SHA will explore the conversion of units in the Scattered Site portfolio into large bedroom units in recognition of the fact that low-income families face a scarcity of large bedroom units and extremely low vacancy rates in Seattle's private rental market. SHA will also participate in the "Creating Moves to Opportunity" pilot to increase the ability of families with children to reside in high opportunity neighborhoods.</p>			
14	Segregation Disparities in Access to Opportunity Disproportionate Housing Needs	Insufficient investment in affordable housing Displacement of residents due to economic pressures	1) Continue effective implementation of the Seattle Housing Levy to ensure its continued success (2017-2023) 2) Pilot City bond financing for affordable housing (2017) 3) Implement assessment of City-owned property for affordable housing opportunities (ongoing) 4) Advocate for state authority to enact a REET for affordable housing (starting in 2016) 5) Advocate for greater federal investment in affordable housing (ongoing)	OH, SHA, OIR
15	<p>Discussion: Investment in affordable housing is an essential mechanism for ensuring equitable access to housing for a range of protected classes. As state and federal resources have declined in recent years, the pace of affordable housing production has not kept up with demand. The result has been longer waitlists for affordable housing that leave lower-income residents with extremely limited housing choices, further exacerbating fair housing issues, such as the disproportionality of households of color who are paying more than half of their incomes toward housing. To combat this reality, Seattle is taking steps to increase and diversify local funding streams for affordable housing, and advocate for more resources at the state and federal levels.</p> <p>Seattle is already a national leader in dedicating local resources to affordable housing, with a 30+ year track record of approving local levies to invest in affordable housing. Now, Seattle is advancing even more ambitious plans for investment in affordable housing. Most recently, Seattle residents voted to double the size of the local Housing Levy to \$290 million over 7 years. The Seattle City Council followed this with a measure to utilize \$29 million in the City's bonding capacity to create more affordable housing. The City is also assessing its real estate inventory for affordable housing development opportunities, as well as working with other public agencies to identify suitable opportunities on publicly owned sites. At the State level, Seattle is actively advocating for authority to raise new revenues for affordable housing through a dedicated Real Estate Excise Tax (REET). Finally, both the City and Seattle Housing Authority continue to be actively engaged in advocating for the restoration of federal investment in affordable housing.</p>			
16	Segregation Disparities in Access to Opportunity Publicly Supported Housing Location and Occupancy	Displacement of residents due to economic pressures Scarcity/high cost of land	(1) Make strategic investments in the production and preservation of long-term affordable housing in areas where residents are at high risk of displacement. (ongoing) (2) Provide financing to rehab and preserve affordable rents in existing housing. (starting in 2017) (3) Advocate for state authority for a Preservation Tax Exemption to incentivize landlords to preserve affordable rents in existing housing. (starting in 2016) (4) Scale MHA requirements to geographic areas of the city based on market conditions such that those areas with strong markets in which amount of redevelopment may be greater will yield larger contributions to affordable housing. (2017) (5) Partner with Sound Transit and other public agencies to dedicate land and other resources toward affordable housing development in areas near major transit investments. (ongoing)	OH

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
17				
18	<p>Disproportionate Housing Needs Disparities in Access to Opportunity</p>	<p>Displacement of residents due to economic pressures Impediments to mobility Access to financial services</p>	<p>1) Provide funding for weatherization and repair of homes occupied by low-income residents. (ongoing) 2) Providing funding to low-income homeowners at risk of losing their homes due to foreclosure. (starting in 2017) 3) SHA will provide resources for Eviction Prevention interventions for tenants (ongoing) 4) As part of the Positive Aging Initiative, work with the King County Assessor, identify low-income seniors to increase the number of households enrolled in either the Utility Discount Program, senior homeowner property tax exemption or deferral program 5) As part of the Positive Aging Initiative, create a cross-referral relationship between the tax exemption/deferral and utility discount programs to expedite senior and other low-income homeowner enrollment to these programs 6) Develop an Age-Friendly Seattle 2018-2021 Work Plan, which will continue implementation of 2017 Age-Friendly Seattle</p>	<p>OH, HSD, SHA, King County Assessor, Area Agency on Aging</p>
19				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
------	---------------------	----------------------	--	---------------------------------

20

Desired Outcome: Increase Housing Choice in Higher Opportunity Areas

21

<p>Support low-income tenants in accessing affordable housing throughout the city.</p>	<p>Segregation Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs</p>	<p>The Availability of Affordable Units in a Range of Sizes Insufficient Investment in Affordable Housing Displacement of Residents Due to Economic Pressures Marketing and Screening Practices in Private Housing Private discrimination Impediments to Mobility</p>	<p>1) SHA will improve the quantity and quality of assistance provided to voucher holders through one-on-one and group assistance, dedicated staffing for landlord recruitment and timely inspections, and possible financial supports such as security deposit assistance. (ongoing and 2017 enhancements) 2) SHA will evaluate its payment standards annually utilizing multiple local market factors and will pilot a supplement to payment standards in opportunity neighborhoods for families with children. (2017) 3) SHA will seek to maintain, and possible expand, affordable units in neighborhoods that are otherwise very difficult for SHA's clients to access. (ongoing)</p>	<p>SHA</p>
--	---	---	--	------------

22

Discussion: A key strategic direction for the Seattle Housing Authority is expanding housing opportunities for low-income individuals. This not only means creating more affordable housing, but also diversifying housing choice. To do so, SHA will look to continue and further develop policies and programs that increase housing choice, demonstrate alternative housing models, and preserve and improve access to neighborhoods that are otherwise out of reach for low-income households. Low-income renters in Seattle face a number of challenges namely the high cost of rent and low vacancy rates. Other rental barriers, including eviction history, credit history, criminal history, and lack of resources for a deposit can make it even more difficult for households that must compete in the private market as well. SHA will continue to offer strategies to support voucher holders in locating a home. These include one-on-one assistance with housing counselors, landlord outreach to expand the pool of options, assistance with security deposits, and "Leasing for Success" workshops to educate voucher holders on the housing search process. Additionally, SHA will participate in the "Creating Moves to Opportunity" pilot that will assist families in finding a rental unit in high opportunity neighborhoods.

23

<p>Promote equitable growth that harnesses new development to create diverse, affordable housing choices throughout the city.</p>	<p>Segregation Disparities in Access to Opportunity Disproportionate Housing Needs</p>	<p>Land use and zoning laws Insufficient investment in affordable housing Displacement of residents due to economic pressures</p>	<p>1) Adopt zoning legislation to implement MHA in all areas of the City: a) U District - early 2017 b) Downtown/South Lake Union - mid-2017 c) Central Area/Chinatown International District - mid-2017 d) Uptown - late 2017 e) Citywide - early 2018 2) SHA will continue the redevelopment of Yesler Terrace, a Choice Neighborhoods Initiative (ongoing)</p>	<p>OPCD, OH, SDCI, SHA</p>
---	--	---	---	----------------------------

24

Discussion: As economic growth in Seattle has fueled a major influx of new residents into the city, the city has experienced a development boom that has produced almost exclusively high-priced housing. At the same time, production has failed to keep up with demand, leading to rising prices in the existing housing stock. To address this crisis, Seattle is adopting a Mandatory Housing Affordability (MHA) program that will require new development in all neighborhoods in the city to contribute to affordable housing, and will create additional development capacity to accommodate more growth. The MHA program will apply to both commercial and residential development, and will include policies that promote the inclusion of affordable housing within private development, and the investment of developer payments in affordable housing in strategic locations across the city. Affordable units will be rent and income restricted, and will serve to households earning 60% AMI or lower.

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
25 Promote increased access to housing in areas that afford high access to opportunity to residents.	Segregation Disparities in Access to Opportunity Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs	Land use and zoning laws Insufficient investment in affordable housing Marketing and screening practices in private housing Scarcity/high cost of land Displacement of residents due to economic pressures Impediments to mobility Availability of affordable units in a range of sizes	1) Adopt zoning legislation that promotes development of more diverse housing types within urban villages, including increasing multifamily zoning to provide more affordable housing development opportunities. 2) Promote affirmative marketing of affordable housing units in the Multifamily Tax Exemption and incentive zoning/MHA programs. (2017-18) 3) Pursue development of affordable housing on surplus public property in key locations such as the former Fort Lawton Army base. 4) SHA will undertake additional efforts to better enable families with children to access rental units in high opportunity areas through a range of services and financial assistance to reduce barriers to leasing in targeted neighborhoods (2017-2019) 5) SHA will continue the redevelopment of Yesler Terrace, a Choice Neighborhoods Initiative (ongoing) 6) Consider and study MHA alternatives that increase affordable housing in areas with high access to opportunity and low risk of displacement.	OH, SHA, OPCD
<p>Discussion: Increasing access to historically exclusive neighborhoods is fundamental to reversing patterns of segregation and disparities in access to opportunity. These patterns are reinforced by a number of complex, interrelated factors including: the employment of marketing and screening practices that narrow housing access to select groups; the continuation of land use and zoning restrictions that preclude new and diverse types of housing in historically exclusive neighborhoods; a tight housing market that leaves those with fewer resources less able to compete; and the continuation of outright housing discrimination. Many of the neighborhoods in Seattle that were historically subject to racial covenants have failed to see significant changes in their racial makeup, even as Seattle has diversified, in part because of the limitations on the types of housing that may be built in such neighborhoods, in part because even the new housing that is produced is not affordable, and in part because even affordable units are not necessarily affirmatively marketed.</p> <p>Seattle is employing a range of strategies to increase access to historically exclusive areas that afford high opportunity to its residents, including: adopting zoning changes that will allow more diverse housing types and more multifamily housing; promoting affirmative marketing in affordable housing programs that are used by for-profit property owners; pursuing development opportunities on publicly owned land in strategic locations; and utilizing project-basing to create opportunities in areas less accessible to tenant-based voucher holders.</p> <p>SHA will participate in the national pilot “Creating Moves to Opportunity” that will increase the ability of families with children to reside in high opportunity neighborhoods. The pilot will include support strategies intended to increase a household’s buying power in opportunity areas. Additionally, HUD Fair Market Rents (FMR) have made it difficult for voucher holders to access units in such opportunity areas. In 2016, SHA increased the Voucher Payment Standard for Tenant-Based Vouchers in the Private Rental Market. This was done to increase the ability of voucher holders to compete in the private sector rental market. SHA will continue to evaluate the effectiveness of this adjustment in 2017. Moreover, the Yesler Terrace redevelopment continues to support programs offering educational, economic, and health care supports to those residents. Such efforts support access to opportunity not only for those residents, but the neighborhood as a whole.</p>				
27 Promote financial empowerment for low-income households through expansion of homeownership opportunities and other programs.	Disparities In Access to Opportunity Publicly Supported Housing Location and Occupancy	Impediments to Mobility Access to Financial Services Displacement of Residents Due to Economic Pressures Lack of Educational/Employment Supports for Low-Income Residents	1) Provide resources to low-income homebuyers to purchase homes in Seattle (ongoing) 2) Utilize public property to develop low-income ownership models. (ongoing) 3) SHA will will developing an incentive proposal to support residents seeking economic self-sufficiency (2017)	OH, SHA

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant	
28	<p>Discussion: Homeownership remains a key tool for wealth-building and financial empowerment, yet the opportunity to purchase a home is increasingly remote for those with low incomes in today's real estate market. In implementing the 2017 Housing Levy, the Office of Housing will continue to invest local resources to promote sustainable homeownership for low-income buyers. These funds can support buyers competing with limited resources in the private market. In addition, they can be used as capital funds to leverage opportunities to develop new low-income ownership housing on public property.</p> <p>SHA is also engaged in programs to promote financial strength for its residents. In 2017, SHA will explore and, if there is support, develop a work-able resident incentive proposal, including a redesign of the Family Self-Sufficiency (FSS) financial model and replacement or renewal of the Savings Match program, to encourage economic advancement.</p>				
29	<p>Increase housing options for homeless families and individuals in Seattle who are disproportionately represented by people in protected classes</p>	<p>Disparities in Access to Opportunity - Low Poverty Exposure</p>	<p>Lack of affordable, accessible housing in a range of unit sizes Insufficient investment in affordable housing Displacement of residents due to economic pressures</p>	<p>1) The Pathways Home Initiative is a comprehensive policy and investment framework that ensures the development of a homeless service delivery system focused on ending a people's experience of homeless through increasing access to housing. The primary principals of Pathways Home include creating a person centered response to homelessness, investing in programs that are effective and addressing the racial disparities in homelessness.</p> <p>2) Shift focus of emergency shelter from basic survival to placement of persons experiencing homelessness into permanent housing. Implement allocation of 1.3 million to leverage collaboration, partnerships, donations and other resources to develop 100 new 24/7 enhanced shelter beds for people living unsheltered. (2017)</p> <p>3) Mayor's 2017-2018 budget includes an additional \$7,684,354 to implement Pathways Home, including improve coordination and outreach, increase safe sleeping locations, shelter and housing options, and to facilitate those on waiting lists for homeless housing.</p>	<p>HSD, OPCD, SHA, OH</p>
30	<p>Discussion: HUD Map 14 validates that the census tracts with the lowest poverty exposure contain a lower percentage of racial minorities, and the census tracts with the highest exposure to poverty contain a higher percentage of racial minorities than is present in the population of Seattle as a whole. This pattern holds true for almost every factor called out in the AFH: access to jobs, proficient schools, and housing. The 2016 Point In Time count (a yearly survey of those unsheltered outside or in cars and tents) documented 4,505 people homeless in King County. Though almost any household in Seattle could experience homelessness through personal catastrophe or national level economic decline such as the Great Recession, it is well documented that the current homeless population is over-represented by adults and children of color. In fact, African Americans are five times more likely and Native American/Alaska Natives seven times more likely experience homelessness. Four of five children of color in King County experience homelessness and nearly 90% of families in emergency shelter and transitional housing are person's of color. The Seattle Human Services Department and Mayor have adopted the Pathways Home (Person Centered Plan to Support People Experiencing Homelessness) and Bridging the Gap (guiding interim expansion of services during State of Emergency declared by the City in 2015) to address this issue. See the full documents for details on critical initiatives and funding levels to implement both plans.</p>				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
31 Increase access to appropriate housing for people with disabilities	Access to Opportunity - Disparities in Access for People with Disabilities	Lack of affordable, accessible housing in range of unit size Regulatory barriers to providing housing and supportive services for persons with disabilities	Work with Seattle Department of Construction and Inspection services to determine the most efficient way to identify ADA Class I permitted units in Seattle for both rental and single family home stock in the existing permits database. Determine cost and feasibility of creating an inventory of such stock that could then be made accessible to the public. If existing data cannot create historic inventory based on existing housing stock; plan for data collection going forward. Use this process as pilot for more systematic review of SDCIS policy and procedure to identify barriers to housing for people with disabilities and areas where focused practical policy & procedural changes could mitigate such barriers. Implement work group and craft initial recommendations by September 2017.	HSD, OPCD, SDCI
32 Discussion: At present, the City has not compiled data that reflects housing units in Seattle that are permitted as ADA accessible housing units or estimating potentially modifiable units. But assuming the trend documented in the HUD study (which found serious lack of housing units nationally in current housing stock that is ADA accessible for people with primary mobility disabilities) applies to Seattle, that lack of accessible housing would validate the Seattle’s Commission for People with Disabilities prioritization of accessible housing and transit as the highest needs in the community. Accessible housing is an issue for a significant and likely increasing number of people in Seattle as discussed in the Fair Housing Analysis. But for people with disabilities who are also overrepresented in lower income households, the dearth of affordable and accessible housing is particularly urgent and was validated by community consultation.				

33

Desired Outcome: Increase Access to Opportunity, Address R/ECAPS and Inequities in Community Assets

34 Promote equitable investment and development, especially in low income communities, that creates opportunities for shared prosperity.	Segregation Disparities in Access to Opportunity R/ECAPS	Impediments to mobility Lack of educational/employment supports for low-income residents Lack of private investment in specific neighborhoods Scarcity/high cost of land in Seattle Historic disinvestment in public housing communities Historic siting decisions for publicly supported housing	1) Establishment of EDI fund Q2 2017 and ongoing support of development projects. 2) Implementation of neighborhood transformation at Yesler Terrace, a Choice Neighborhoods Initiative (ongoing	SHA, OED, OH
---	--	--	---	--------------

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
<p>Discussion: Seattle is currently involved in two major initiatives to attract equitable investment and development to low income communities. These initiatives are aimed at creating the capital infrastructure that preserves and provides key amenities and services such as culture and arts, employment opportunities, health services as well as educational and workforce development. These strategies will strengthen communities and their residents by preventing displacement and removing barriers to mobility and promoting shared prosperity.</p> <p>The first initiative is the establishment of an Equitable Development Initiative (EDI) Fund, initially to be seeded with \$16 million from the sale of City property. The fund, leveraged by non-city funds and investment, was established to provide resources to communities that are at risk of displacement and have low access to opportunity as Seattle grows. In particular, the Fund is intended to stabilize and anchor communities through programs and developments that will serve a diversity of needs in a sustained manner including projects that:</p> <ul style="list-style-type: none"> • Advance economic mobility and opportunity, • Prevent residential, commercial and cultural displacement, • Build on local cultural assets, • Promote transportation and connectivity, • Develop healthy and safe neighborhoods for everyone, • Provide equitable access to all neighborhoods <p>35 The EDI Fund criteria are intended to provide an objective basis for evaluating and funding projects. The criteria categories acknowledge that some communities are ready and able to undertake significant fund-raising, development projects or create community-serving programs. Other communities face greater challenges to move from “need” to an operational development project or program. The EDI Fund therefore acknowledges a range of community needs, whether the need is to bring together leaders to clarify goals or to break ground on a major development project.</p> <p>The second major initiative is the transformation of the public housing communities. Some of SHA’s largest communities are found in Seattle’s R/ECAP neighborhoods. Given that SHA predominantly serves communities of color from extremely low-income backgrounds, these developments contribute to that status. These developments include Yesler Terrace in downtown Seattle, High Point in West Seattle, and NewHolly in Beacon Hill. Each of these developments was among the first of SHA’s low-income housing portfolio that came online in the 1940s. Over their life, these developments significantly aged, became expensive to maintain, and were less effective as public housing.</p> <p>At the same time, these developments also serve a significant portion of SHA’s residents. Beginning in the 1990s, SHA began a process of redevelopment that continues to this day to combat decades of a lack of investment in these communities.</p> <p>The redevelopment process began with NewHolly, while construction on High Point began in 2004. SHA is now redeveloping Yesler Terrace, the city’s first publicly subsidized housing development. The process began in 2013, and full neighborhood transformation will take up to 15 years. Three overarching goals guide the redevelopment plan. First, to transform distressed public housing into energy-efficient, mixed-income housing that is physically and financially viable over the long term. Second, to support positive outcomes for families living in the area, particularly outcomes related to residents’ health, safety, employment, and education. Finally, to transform neighborhoods of poverty into viable, mixed-income neighborhoods by improving local services and access to good schools, public transportation, and other public assets.</p>				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant	
36	<p>The new Yesler Terrace will house more people than prior to redevelopment, with residential units, commercial retail and open public spaces. The mix of housing is envisioned as follows:</p> <ul style="list-style-type: none"> • 561 replacement homes serving people with incomes below 30% AMI, consisting of 561 units to replace those currently there and 100 additional units developed with partners; • 290 additional low-income homes serving people with incomes from 30 to 50% AMI; • Up to 850 workforce housing serving people with incomes below 80% AMI; and • 1,200 to 3,200 market rate homes. <p>SHA also offers a host of services to Yesler Terrace residents to support their self-sufficiency and access to opportunity in this community. Residents are supported in three areas that are critical to overcoming poverty:</p> <ul style="list-style-type: none"> • Improving educational achievement – SHA partners with Neighborhood House, Catholic Community Services, Seattle University, and others to provide programs for childcare, tutoring, and college preparation; • Increasing economic opportunities – SHA’s Economic Opportunity staff work with workforce development organizations and employers to connect residents to jobs and enter workforce training programs; and • Enhancing access to quality healthcare and healthy living resources – SHA partners with Neighborcare Health and Harborview Medical Center to ensure residents can access quality care, and the Community Health Worker program offers residents assistance on navigating the healthcare system. <p>SHA is also committed to using environmentally-friendly building techniques to produce healthy and quality housing. The Yesler Breathe Easy Program improves respiratory health through building design and resident engagement. All Seattle Housing-built apartments will contain Breathe Easy features such as energy recovery ventilators to filter incoming air, formaldehyde free and low off gassing paint and cabinetry, and no indoor low-pile carpeting.</p>				
37	<p>Promote initiatives that support marginalized groups including low income individuals, minorities, immigrants and women, creating opportunities for shared prosperity.</p>	<p>Segregation Disparities in Access to Opportunity R/ECAPs</p>	<p>Impediments to mobility Lack of educational/employment supports for low-income residents Lack of private investment in specific neighborhoods Scarcity/high cost of land in Seattle</p>	<p>Various Commercial Affordability and Workforce initiative targets throughout 2017.</p>	<p>OED</p>
38	<p>Discussion: The implementation of these initiatives represent a programmatic approach to supporting low income communities that is done in conjunction with the capital infrastructure created above. These programs directly strengthen the residents of these low income communities through workforce development, complimentary educational programs and providing accessible resources and technical assistance. In doing so, we strengthen these communities and their residents, preventing displacement and removing barriers to mobility and promoting shared prosperity.</p>				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
<p>39 Promote partnerships that improve environmental and health outcomes for low-income residents.</p>	<p>Disproportionate Housing Needs Disparities In Access to Opportunity</p>	<p>Lack of Affordable, Integrated Housing for Individuals Who Need Supportive Services Lack of Affordable In-Home or Community-Based Supportive Services Displacement of Residents Due to Economic Pressures Access to Medical Services Location of Environmental Hazards</p>	<p>1) Provide funding for weatherization and repair of homes occupied by low-income residents (ongoing) 2) SHA will expand partnerships to provide on-site nursing in more LIPH buildings and offer the Community Health Worker program in the Yesler Terrace community. SHA redevelopments have on-site health care partners available to the community (ongoing) 3) SHA is engaged in a study funded by the Robert Wood Johnson Foundation to evaluate the impact of redevelopment strategies on resident health and well-being at Yesler Terrace and will be responsive to learnings from the evaluation (conducted through 2018) 4) Selected units at Yesler Terrace (Hoi Mai Gardens) will feature Breathe Easy units, which have been demonstrated to decrease factors associated with childhood asthma. (2017) 5) SHA is engaged in a data sharing arrangement with Seattle-King County Public Health that will enable a deeper understanding of health services, risk factors, and outcomes for those receiving a housing subsidy in order to inform</p>	<p>OH, SHA</p>
<p>40 Discussion: Seattle and its partners are committed to recognizing the important connections between housing and health outcomes. The City of Seattle will continue to provide funding for weatherization and repair of homes occupied by low-income residents, including in multifamily and single-family housing. These measures have the combined impact of improving environmental quality and increasing financial stability for low-income residents.</p> <p>Seattle Housing Authority has a number of strategies underway to improve the environmental and health outcomes for low-income residents. As mentioned above, SHA will expand its partnership with NeighborCare Health to offer on-site nursing and health promotion services in LIPH buildings. Neighborcare Health also operates the Community Health Workers program for the Yesler Terrace community which employs residents to assist their peers in locating necessary health resources. SHA’s redevelopment communities also have on-site healthcare partners to promote healthy lifestyles among residents including Neighborcare Health and Providence Health & Services.</p> <p>The Seattle Housing Authority is also engaging in a collaborative study between Public Health-Seattle & King County (PHSKC), and Neighborcare Health funded by the Robert Wood Johnson Foundation. This will evaluate the impact of redevelopment strategies on resident health and well-being. The study will examine multiple sources of data, link housing and healthcare data, and collect qualitative data on residents’ experiences. In terms of environmental health, Hoa Mai Gardens will open in 2017 and will feature Breathe Easy units. These units are constructed in ways that help further decrease the risk factors associated with asthma among low-income children. In addition, SHA is engaged in a data sharing arrangement with Seattle-King County Public Health that will allow SHA to better understand the health needs of its resident population.</p>				
<p>41 Advance economic mobility for low-income residents with targeted workforce development resources.</p>	<p>Disparities in Access to Opportunity Disproportionate Housing Needs</p>	<p>Displacement of Residents Due to Economic Pressures Impediments to Mobility Lack of Educational/Employment Supports for Low-Income Residents</p>	<p>1) SHA will re-vamp its workforce services, programs, and incentives. Changes will build on participant feedback, evaluation of current offerings, community context, best practices, and the strengths of our community partners like the Workforce Development Council and Seattle Colleges (2018-20).</p>	<p>SHA</p>

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
42	<p>Discussion: Low-income individuals face numerous barriers to economic self-sufficiency. Low-income households experience high unemployment and underemployment rates. As seen in the AFFH data analysis, while many publicly support housing residents live in job-rich neighborhoods, the populace within them have difficulty connecting to the labor market. Seattle Housing Authority has long recognized these challenges, and the importance of supporting our residents toward self-sufficiency. Doing so not only improves the lives of those residents, but can also help them move on from public housing so more low-income families can be served. Throughout the years, SHA has engaged in numerous initiatives aimed at accomplishing these goals.</p> <p>SHA will launch, in mid-2017, a new Economic Advancement Program (EAP), which will house a number of workforce programs. Chief among them is the Workforce Opportunities System (WOS) pilot that connects residents to the local community college system to receive training leading to living wage employment. SHA will work with the Seattle College District (SCD) and the local Workforce Development Council to provide additional opportunities for its residents through WOS. SHA also offers the Industrial Sewing Class program at Yesler Terrace, which teach residents the skills necessary for employment in professional garment assembly. SHA partners with the Seattle Vocational Institute (SVI) to support SHA residents in finding careers in construction through the Pre-Apprenticeship Construction Training (PACT) program. The Section 3 Program provides job opportunities, as well as job shadowing, for low-income residents on SHA construction projects in partnership with construction contractors.</p>			
43	Provide resources for low-income families in public housing to improve educational outcomes.	Disparities in Access to Opportunity Impediments to Mobility Access to Financial Services Lack of Educational/Employment Supports for Low-Income Residents Location of Proficient Schools and School Assignment Policies	1) SHA will leverage its partnership with Seattle Public Schools (SPS) to improve the educational outcomes of the students both organizations serve (2017) 2) SHA will evaluate and possibly continue or expand its Home from School pilot, supporting homeless families with students in target school(s) to access affordable housing that enables school, student, and family stability. (2017) 3) SHA is will promote access of its residents to higher education scholarship program and federal financial aid (ongoing, augmented services in 2017-18) 4) SHA will expand engagement opportunities for youth in its large family communities (ongoing, augmented services in 2017) 5) SHA will continue its partnership with Seattle University to provide a number of academic supports to families and their students in the Choice Neighborhoods zone. (2017 to 2019) 6) SHA will promote digital access and training for all SHA tenants including the continuation of free internet services for families (ongoing)	SHA

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
44			<p>Discussion: As seen from the AFFH data analysis, publicly supported housing residents are on average located in neighborhoods with marginally lower quality schools. SHA realizes the unique challenges faced by low-income residents in connecting to education and then excelling. Research has shown that low-income students perform worse academically than their wealthier peers. In 2011, the National Center for Education Statistics found that the reading and math scores for 4th and 8th grade students receiving Free or Reduced Lunch were nine to 12% lower on average than those not in the program.</p> <p>SHA is in a unique position to assist these children as it houses 12% (over 6,000) of all Seattle Public School (SPS) students. With support from the Bill & Melinda Gates Foundation, SHA and Seattle Public Schools formed a strategic partnership to improve the educational attainment of the youth both organizations serve. SHA and SPS have committed to employing new approaches guided by the following strategies:</p> <ol style="list-style-type: none"> 1. Create a data-driven service delivery model that informs how SHA and Seattle Public Schools allocate resources to improve education outcomes for our shared students; 2. Develop dual-generation supports to improve education and skills attainment for youth and adults; and 3. Act as allies in bold policy and systems change in order to advance the well-being of shared students and families. <p>In addition, SHA will undertake the Home from School pilot program at Bailey Gatzert elementary school in the Yesler neighborhood of Seattle. This will assist homeless families to secure housing and keep their children enrolled at Bailey Gatzert. SHA will secure housing within the school's catchment area for these families, providing them with a stable environment, supportive services. Households participating will also receive a number of support services.</p> <p>SHA supports the academic achievement of its residents in other ways as well. Residents are encouraged to apply for a number of college scholarships including the Dream Big and Washington State College Bound scholarships. SHA will expand support for families with older youth in 2017 through a Youth Navigator position that will focus in Rainier Vista around the issue of disengagement. This navigator will offer one-on-one support to youth and work to build relationships between parents and their child's school.</p> <p>At Yesler Terrace, SHA partners with Seattle University and other educational partners to provide youth tutoring; parent-child home visits; college preparation and academic services for middle and high school students; summer academic enrichment programs; and help for families and students in development of educational plans for their future goals. SHA will work with the City of Seattle, local partners, and HUD to promote digital access and training for all SHA tenants. In particular, this initiative will target school-age children.</p>	

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
45 Address inequities to access to proficient schools in areas where there is likely a negative impact on people in protected classes.	Disparities in Access to Opportunity	Impediments to Mobility Access to Financial Services Lack of Educational/Employment Supports for Low-Income Residents Location of Proficient Schools and School Assignment Policies	1) Seattle Public Schools In the 2016-17 school year, the Seattle Public Schools continues its commitment to eliminating opportunity gaps across the district. Seattle Public Schools is leading the way to prepare students for college, career and life. Despite making promising progress continues to have unacceptable achievement gaps between white students and students of color. The good news is that since 2011, the number of gap eliminating schools has increased. There are now eight schools that are rapidly increasing achievement for students we have not historically served well using the Eliminating Opportunity Gaps principles. These schools focus on: data driven decisions; matching the right support and interventions to student need; teachers collaborating to innovate and problem solve; supporting leadership from strong instruction-focused principals; and partners working with staff to provide whole child supports, and teachers' unwavering belief in their students is reflected in the school culture, the rigor in the classroom and students' sense of belonging. (see Seattle Public Schools Eliminating Opportunity Gaps). 2) In November 2011, Seattle voters approved the \$231 million levy renewal (the 2011 Families and Education Levy) for the period of 2012-2018. City allocations for 2017-18 are focused on supporting schools and students living in and near the R/ECAPS as identified in the AFH. The Families and Education Levy invests in early learning, elementary, middle school, high school, and health programs to achieve three goals: <ul style="list-style-type: none"> • Improve children's readiness for school; • Enhance students' academic achievement and reduce the academic achievement gap; • Decrease students' dropout rate and increase graduation from high school and prepare students for college and/or careers after high school. 	DEEL, Seattle Public Schools
46 Create strong communities and people with stability and resilience in the face of displacement pressures	Disproportionate Housing Needs; Disparities In Access to Opportunity	Impediments to Mobility Access to Financial Services Displacement of Residents Due to Economic Pressures Lack of Educational/Employment Supports for Low-Income Residents	1) Create an interim advisory board to recognize and build on low income communities and communities of color existing capacity for self determination (2017) 2) Make capacity building investments to elevate leadership in planning and development (2017-2019) 3) Through RSJI make capacity building investment within government for staff to undertake equity work in a meaningful way 4) Through the equity analysis anticipate and prevent displacement of vulnerable residents, businesses and community organizations 5) Establish community stabilizing policies and investments	OPCD, DON, OH
47	Discussion: Strategies in this goal includes restructuring decision making processes so that people of color and low income communities impacted by displacement have real authority in planning and development decisions. This will include creating an Advisory board that has an open, inviting and transparent process to people new to the planning and development process. It will be structured to accommodate the schedule and location needs of those with the least flexibility. The goal is to increase opportunities for people color to sit at the decision making table with public officials coming up with policies that affect them. Another strategy will be to make capacity building investments to elevate community voice and leadership in planning and development process by simultaneously supporting the growth of individual, organizational and coalition leadership capacity for communities of color to work together to understand concerns and effectively advocate for themselves and influence policy decisions.			

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
48 Create great places with equitable access. An inclusive city with an equitable distribution of great neighborhoods full of strong amenities that provide equitable access throughout	Segregation Disparities in Access to Opportunity Publicly Supported Housing Location and Occupancy Disproportionate Housing Needs	Land use and zoning laws Insufficient investment in affordable housing Displacement of residents due to economic pressures	1) Distribute the benefits and burdens of growth equitably (2017 to 2019) 2) Connect workers of color to the broader economy 3) Prioritize rectifying environmental justice issues and foster pathways to employment 4) Invest in cultural institutions	OPCD, DON, OH
49	<p>Discussion: In this goal we will use an equity lens to prioritize investments based on need to achieve equitable outcomes. Decision making criteria for capital investments will be weighted to account for disparate outcomes experienced by communities of color. The EDI fund criteria will account for historic injustices (like redlining and racially restrictive policies) that led to current day disparities in neighborhoods like Central District, International District and South East Seattle. We will work with SDOT to have an equitable distribution of transportation investments that prioritize providing affordable and meaningful transportation options for people of color, low-income households, and renters because they have lower rates of car ownership and higher frequency of transit use. Public and private development in historically under invested areas is an opportunity to employ residents who are not fully participating in the economy. The City of Seattle Priority Hire agreement can ensure certain number of people from targeted zip codes with high unemployment are trained and hired to build new projects. The concentration of environmental hazards found more in low income communities has resulted in communities of color being more likely to be exposed to pollution which contributes to racial disparities in health outcomes. EDI will look at investments in environmentally sustainable development practices that can increase economic opportunity and self determination of these communities.</p> <p>A potential unintended consequence of increasing housing choices in predominately white neighborhoods is the social and cultural isolation and assimilation of people of color as these areas desegregate, EDI will have a strategy ensuring investments in communities of color's social and cultural infrastructure is coupled with land-use and housing investments.</p>			

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
<p>50 Increase access to high opportunity areas across the City; address inequity in community infrastructure and assets for areas with significant risk to public safety or lack of transit hub access.</p>	<p>Access to Opportunity - Transportation Disparity in Access for People with Disabilities - curb ramp and crossing improvements Access to Opportunity - Environmentally Healthy Neighborhoods - Mitigation for local exposure to Environmental Hazards Access to Opportunity - Economic opportunity, increase access to transit to attract and retain employees</p>	<p>The availability, type, frequency, and reliability of public transportation Access to transportation for persons with disabilities Impediments to mobility Location of environmental health hazards</p>	<p>Priorities for the 9-year, \$930 Seattle Move million levy include:</p> <ul style="list-style-type: none"> • Complete 7 Rapid Ride Bus Rapid Transit (BRT) projects (see map below) in partnership with Metro Transit • In partnership with Sound Transit, provide funding for an infill Link light rail station at Graham Street in southeast Seattle • Fund a pedestrian and bicycle bridge over I-5 connecting North Seattle College to the Northgate light rail station • Implement the Accessible Mount Baker Phase project to improve bicycle, pedestrian and bus connections to the Mt Baker light rail station • Make bus service more reliable through a comprehensive transit improvement program to eliminate bottlenecks in key locations • Complete 12-15 corridor safety projects, improving safety for all travelers on high-crash streets • Complete 9-12 Safe Routes to School projects, with additional investment at schools in areas with the most barriers to children walking • Build over 50 miles of new protected bike lanes and 60 miles of neighborhood greenways • Repair up to 225 blocks of damaged sidewalks in urban villages and centers • Make curb ramp and crossing improvements at up to 750 intersections citywide • Seismically reinforce 16 vulnerable bridges • Repave up to 180 lane-miles of arterial streets • Repave 65 targeted locations every year, totaling an average of 7-8 arterial lane-miles per year • Work with employers to improve employee access to transit passes, bike share and car share memberships • Work with residents, landlords, and developers of new buildings to ensure access to transit, car share, bike share and other travel options • Build over 150 new blocks of sidewalks, filling in 75% of the sidewalk gaps on priority transit corridors citywide • Complete 20-35 neighborhood priority projects to improve safety, mobility and access and quality of life in those neighborhoods • Partner with Seattle Public Utilities to pave streets, provide new pedestrian infrastructure and crossings, and address drainage issues in flood-prone South Park 	<p>SDOT</p>
<p>51</p>				
<p>52</p>	<p>Discussion: The Mayor and SDOT's goals with the 2015 Levy to Move Seattle levy are to further base investment priorities on objective data and need, thereby further minimizing privileged voices and economic power as the key determinant of public investment in Seattle while to continuing to make up for past inequities in investment</p>			

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
53 Increase accessibility of government facilities, programs and services and communications for people with varying types of disabilities	Access to Opportunity - Access for People with Disabilities	Inaccessible government facilities or services Inaccessible sidewalks, pedestrian crossings, or other infrastructure	Work with City ADA Coordinators to Integrate findings and recommendations of the 2016 city-wide internal departments ADA assessment questionnaires. Recommendations for changes in access in public facilities, programs and services, communications issues and employee rights and accommodations are among the many areas covered by this survey. Determine those aspects of recommendations with high impact and high intersection with mitigating access to government services for people with disabilities and leverage implementation as appropriate with federal and other resources to advance improvements.	City ADA Coordinators, FAS, HSD
54 Discussion: the City completed and assessment of ADA compliance as a separate project in 2015 - 2016 with FAS as project manager. 2017 work includes forming a work team to prioritize and develop recommendation for addressing issues identified through the survey. AFH issues often intersect with ADA compliance particularly with regard to access to employment, government facilities, and accessibility for the public to government programs and services. Staff will coordinate to leverage the benefit of ADA compliance efforts for AFH protected classes as well.				
55 Gauge progress over time in implementing the City's Comprehensive Plan and achieving equitable development outcomes, and use this information to inform ongoing work to assess and affirmatively further fair housing.	Segregation Disproportionate Housing Needs Disparities in Access to Opportunity R/ECAPs	Displacement of residents due to economic pressures Land use and zoning laws Insufficient investment in affordable housing Impediments to mobility Lack of public investment in specific neighborhoods	Develop and monitor community indicators of equitable development and progress in implementing Seattle's Comprehensive Plan. (Development of initial indicators in 2017, and monitoring reports on periodic, ongoing basis.)	OPCD in conjunction with multiple departments
56 Discussion: The Equitable Development Indicators will be tailored to gauge progress on the goals identified in the Equitable Development Framework laid out in the City's Equitable Development Implementation Plan, a companion to the City's Comprehensive Plan. This Framework is closely allied with with balanced approach to affirmatively furthering fair housing that is described in the AFH Gudebook provided by HUD. For example, the goals included in the Equitable Development Framework include addressing the needs of marginalized populations and other communities vulnerable to displacement; prioritizing public investments, programs, and policies to meet the needs of marginalized populations and reduce racial disparities; and creating great neighborhoods throughout the city that provide equitable access to all. The Equitable Development Indicators will include metrics related to both place-based opportunity and affordable housing, and many of the indicators will focus on reduction of racial and ethnic disparities. The Comprehensive Plan Indicators will focus on development and quality of life in the City's Urban Villages. Monitoring will provide the City with insights into the degree of progress being made as well as ongoing challenges. Associated reports will provide city officials with information to help make policy, program, and investment decisions, and will help inform the City's ongoing efforts on Fair Housing.				

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
57 Provide clean healthy, resilient and safe environments in places where communities of color, immigrants, refugees, people with low-incomes, youth and limited-English proficient individuals live, work, learn, and play.	Disparities in access to opportunities	Displacement of residents due to economic pressures Lack of public investments in specific neighborhoods, including services or amenities Location of environmental health hazards	(1) The Lower Duwamish Waterway Superfund Clean Up Plan can be found here https://www3.epa.gov/region10/pdf/sites/ldw/ROD_final_11-21-2014.pdf From Seattle Public Utilities: The Lower Duwamish Waterway (LDW) remains a treasure for the Seattle area despite a legacy of pollution. Once a meandering river, the LDW was dredged and straightened in the late 1800s to make way for large shipping vessels. Decades of polluting industry along its banks left significant contamination in the mud of the waterway and along its banks. (3) Duwamish Valley Program - The overarching goals for the Duwamish Valley Program are to: advance environmental justice; address racial and neighborhood-level disparities; reduce health inequities; support equitable development and community capacity-building; create stronger economic pathways and opportunity; and build trust in government by working together (across City departments, with external agencies, and with community). We will align and coordinate investments and programmatic efforts from 18 City departments and building external partnerships (with community, other public agencies, and philanthropic community) to create a shared vision and action plan the will serve as a roadmap to follow for years to come. The Duwamish Valley Action Plan is expected to be released in the fall of 2017. (2) Seattle Climate Preparedness Strategy has just gone under public comment and will look to be adopted in Q2 of 2017. Implementation will be on going through 2017. You can read the strategy here - http://www.seattle.gov/Documents/Departments/OSE/ClimateDocs/SEAClimatePreparedness_Draft_Oct2016.pdf	OSE
58				
59 Communities of color, immigrant and refugees, people with low-incomes, youth and limited - English proficiency individuals have equitable access, accountability, and decision-making power in environmental policies, programs, and services.	Disparities in access to opportunities	Displacement of residents due to economic pressures Lack of public investments in specific neighborhoods, including services or amenities Location of environmental health hazards	(1) Environmental Justice Committee- The EJC will launch in Feb. of 2017 and review 3 environmental programs or policies to ensure those that are most affected are centered in our environmental progress.	OSE

60

Desired Outcome: Prevent Discrimination Against People in protected classes

2017 City SHA AFH: Section V. Fair Housing Goals and Objectives

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant	
61	Pursue best practices to eliminate structural and individual bias (related to racism, homophobia, transphobia, ableism, ageism and other forms of bias).	Disproportionate Housing Needs Disparities in Access to Opportunity	Private discrimination Marketing and screening practices in private housing	(1) Conduct a study on the housing needs of LGBTQ seniors (2017); (2) Issue affirmative marketing guidelines for private housing participating in City incentive programs and for City-funded housing (2017); and (3) Provide trainings on how best to address bias when using criminal records in tenant screening (2017). (4) Support housing providers in reaching groups most impacted by displacement and gentrification. (2017) (5) Monitor Impact of City First Come First Served renters protection legislation which took effect in 2017 with the City Auditors Office. (2017)	OH, SOCR, City Auditor's Office
62	Discussion: The City is committed to addressing bias that disproportionately affects these communities. These actions will help inform policies to increase housing access by groups with barriers.				
63	Combat institutional racism and barriers faced by low income people, people with disabilities, families with children, veterans and other groups.	Segregation Disproportionate Housing Needs Disparities in Access to Opportunity	Private Discrimination Source of Income Discrimination Lack of state or local fair housing laws	1) Conduct fair housing testing on an annual basis (ongoing) 2) Pass Fair Chance Housing legislation (2017) 3) Ensure accountable relationships with communities of color, people with disabilities, LGBTQ residents, immigrants and refugee residents, and other communities. 4) Implement and evaluate the City First In Time renters protections (2017)	SOCR, City Auditor's Office

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
64	<p>Discussion: Seattle’s history of discrimination in the sale and rental of housing created the foundation of the city’s ongoing patterns of segregation. Such discrimination was both legal and systematic prior to 1968, and involved tactics such as use of restrictive covenants, steering by realtors, and denial of credit by banks based on racial criteria. The result of decades of housing discrimination was a persistent legacy of segregation and wealth inequality that remained intact long after passage of Seattle’s Open Housing Ordinance. Private discrimination continues to challenge protected classes seeking housing in Seattle, as evidenced by the result of fair housing testing conducted regularly by the Seattle Office for Civil Rights.</p> <p>The City of Seattle and the state of Washington have established a number of legal protections expanding upon those enshrined in the federal fair housing law. Within Washington, it is illegal to discriminate in housing on the basis of race, color, national origin, creed, sex, disability, familial status, marital status, sexual orientation, gender identity, and veteran/military status. The City of Seattle also forbids housing discrimination on the basis of age, political ideology, and Section 8 status. Most recently, Seattle adopted legislation to bar housing discrimination on the basis of source of income.</p> <p>In addition to source of income, Seattle is tackling the housing barriers faced by people with arrest and conviction records. Racial disparities in the criminal justice system have been well documented, with disproportionality in every facet of the system, from arrests to convictions and incarceration rates. These disparities have resulted in devastating impacts on communities of color, particularly African American and Native American communities. Practices such as blanket bans on renting to those with a past felony, or even unstated preferences for those without a criminal record, result in entire segments of the community having few to no options for housing, particularly in a highly competitive housing market such as Seattle. Seattle has recognized this as a priority and has begun addressing it with the adoption of fair chance employment legislation in 2013. This law limits the use of criminal records during the hiring and employment process, for instance, requiring employers to have a legitimate business reason for denying a job based on a conviction record. Seattle is now looking to adopt similar protections through the adoption of Fair Chance Housing legislation.</p> <p>To ensure strong enforcement of these laws, Seattle also actively conducts fair housing testing and pursues cases of fair housing violations. Testing focuses on a range of protected classes including race, national origin, and gender identity. OCR recognizes the barriers to a complaint-based system. Fair housing testing is critical as it takes the onus off the individual to come forward. SOCR is committed to proactive enforcement of civil rights laws. Proactive enforcement includes engaging directly with the community to determine needs and where to best direct our proactive strategic enforcement efforts. OCR commits to increasing mechanisms of accountability with the communities we serve. This includes supporting our four civil rights commissions, Seattle Commission for People with disAbilities, Seattle LGBTQ Commission, Seattle Women's Commission and the Seattle Human Rights Commission; as well as deepening our relationships with community-based organizations working to challenge institutional racism, homophobia, transphobia, ableism, ageism, sexism and other forms of institutional bias.</p>			
	65	<p>Segregation Disproportionate Housing Needs</p>	<p>Private Discrimination Source of Income Discrimination Impediments to Mobility</p>	<ol style="list-style-type: none"> 1) Provide quarterly fair housing workshops to housing providers and community (ongoing) 2) Educate public via campaigns (bus, social media) on new protection passed in 2016/17, or in response to significant testing findings 3) Create a Renting in Seattle web portal (beginning 2017) 4) Develop a proposal for a Tenant Landlord Resource Center (2017) 5) Provide fair housing awareness and resources to SHA residents, including through Ready to Rent courses (ongoing) 6) All Housing Choice Voucher orientations include instruction from SHA staff on Fair Housing Act protections (ongoing)

Goal	Fair Housing Issues	Contributing Factors	Metrics, Milestones, and Timeframe for Achievement	Responsible Program Participant
66			<p>Discussion: In addition to enforcement, fair housing education is essential tool to ensure compliance with fair housing laws, so that renters, real estate professionals, and owners/landlords understand their rights and responsibilities. SOCR conducts education and outreach directly through quarterly fair housing workshops for real estate professionals and housing providers and Civil Rights 101 workshops for renters, social service providers and the public. Workshops are free and language assistance and accommodations for people with disabilities are provided upon request. SOCR also supports community based organizations through grants made to the Tenants Union of WA, Solid Ground, Urban League of Metropolitan Seattle, and other organizations who provide fair housing training to their members and clients.</p> <p>SOCR ensures education when new housing protections are passed, or in response to significant test findings.</p> <p>The City is also looking to expand its educational tools. In 2017, the Seattle Department of Construction and Inspections (SDCI) will begin to develop a Renting in Seattle web portal to help renters and landlords navigate Seattle’s rental regulations, as well as create new educational materials and coordinate outreach efforts. In addition, SDCI will work with OH, DON, HSD, SOCR, OIRA and the Customer Service Bureau to develop a proposal to launch a public facing tenant landlord resource center.</p> <p>Tenant education is also a critical component of fair housing. The Seattle Housing Authority provides education to low-income tenants through Ready to Rent Courses, which teach rental preparedness, housing search tips, tenant rights and responsibilities, and financial literacy. Information on the protections of the Fair Housing Act is also included in each orientation for voucher holders as well as legal remedies they make take if discrimination is encountered.</p>	