

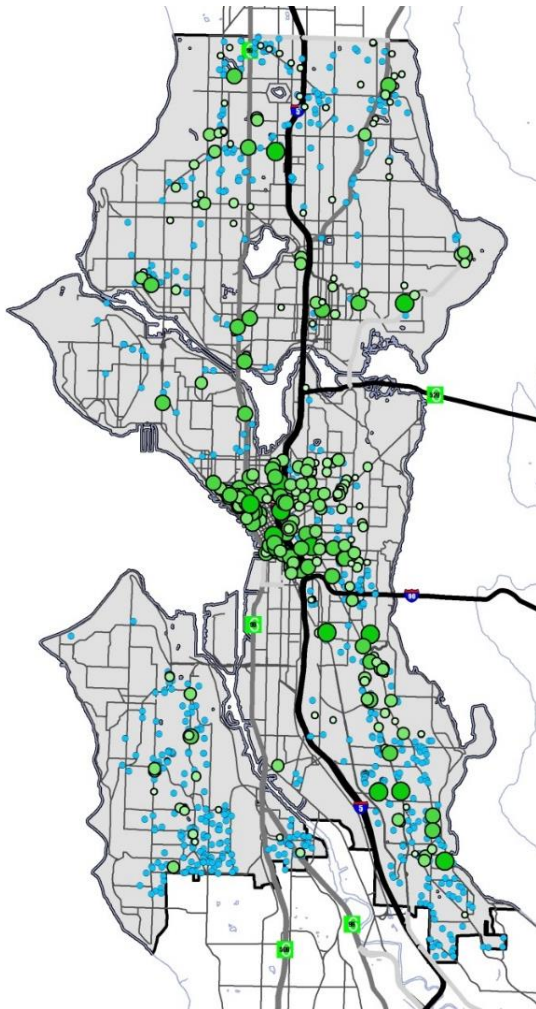
RACE & SOCIAL JUSTICE ¹ PRESENTATION



2015 Highlights, Racial Equity Toolkits, and
2016 Overview

2015 Race & Social Justice Work

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Office of Housing
Portfolio

- Rental Housing Program
- Homebuyer Programs

2015 RSJI Highlights

Racial Equity Toolkits

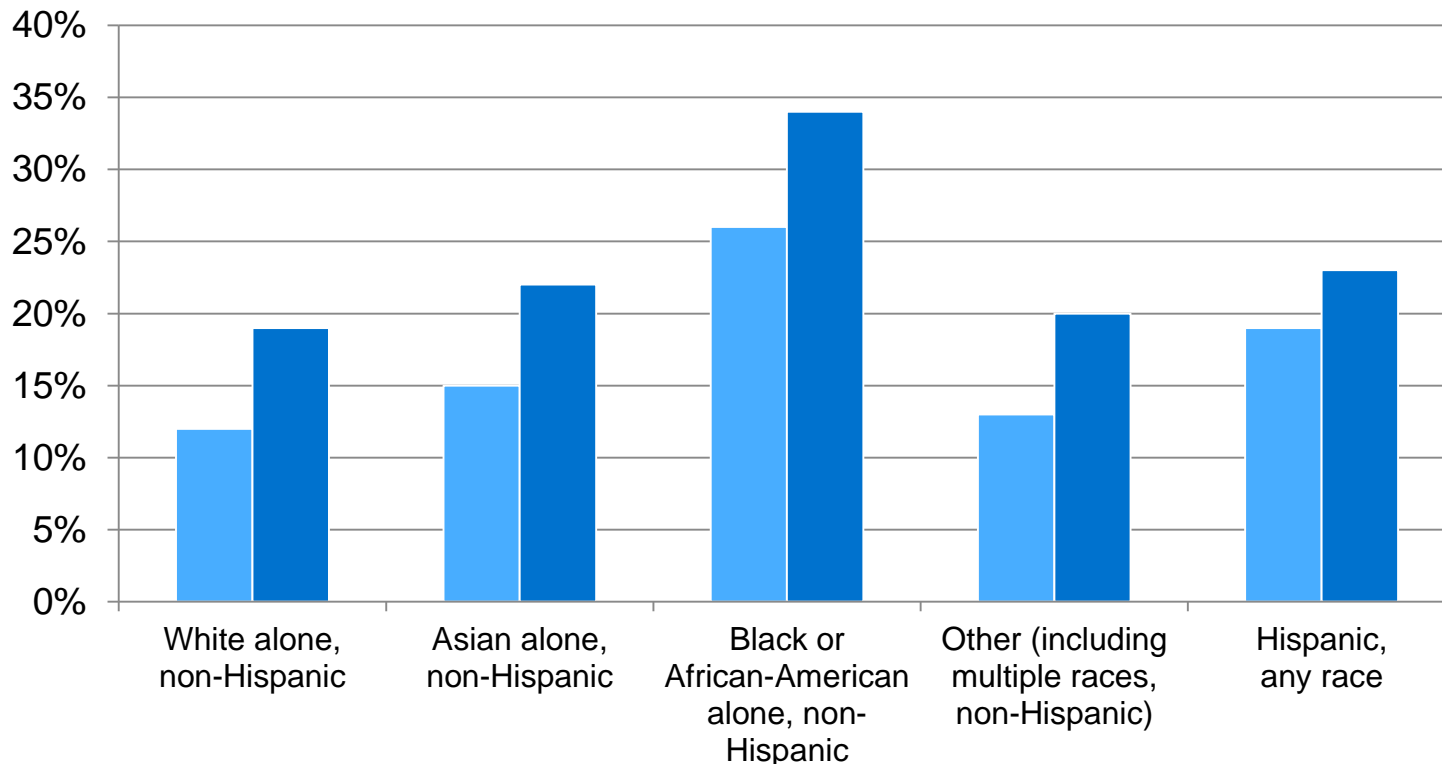
- Inclusive Outreach Plan
- MFTE Program Renewal
- Preliminary HALA Strategies
- Home Loan Repair Program

Housing Affordability is a RSJ Issue

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Severe Housing Cost Burden by Race/Ethnicity

Over 25% of Black/African American owners, and close to 35% of Black/African American renters, pay more than half of their incomes for housing.



Source: U.S. Department of Housing & Urban Development, CHAS, 2006-2010 5-Year ACS, Seattle city.

2015 RSJI Highlights

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Incorporate RSJ Principles into Housing Element of Comprehensive Plan

OH staff participating in Equitable Development Initiative (EDI) & OH Change Team members provided feedback on draft Seattle 2035 equity goals & policies.



Advance access to housing for people with criminal records

Criminal Histories & Housing work group developed the [Selecting a Tenant Screening Agency](#) guideline and accompanying trainings to raise awareness about common errors and misleading information often included on screening reports, and how this information can negatively impact applicants. Follow-up to 2014 work on Individualized Tenant



2015 RSJI Highlights

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Advance RSJI in partnership with Affordable Housing Developers

Included RSJI principles as value statement in Multi-Family NOFA application & promoted use of Housing Development Consortium's (HDC) Racial Equity Tool



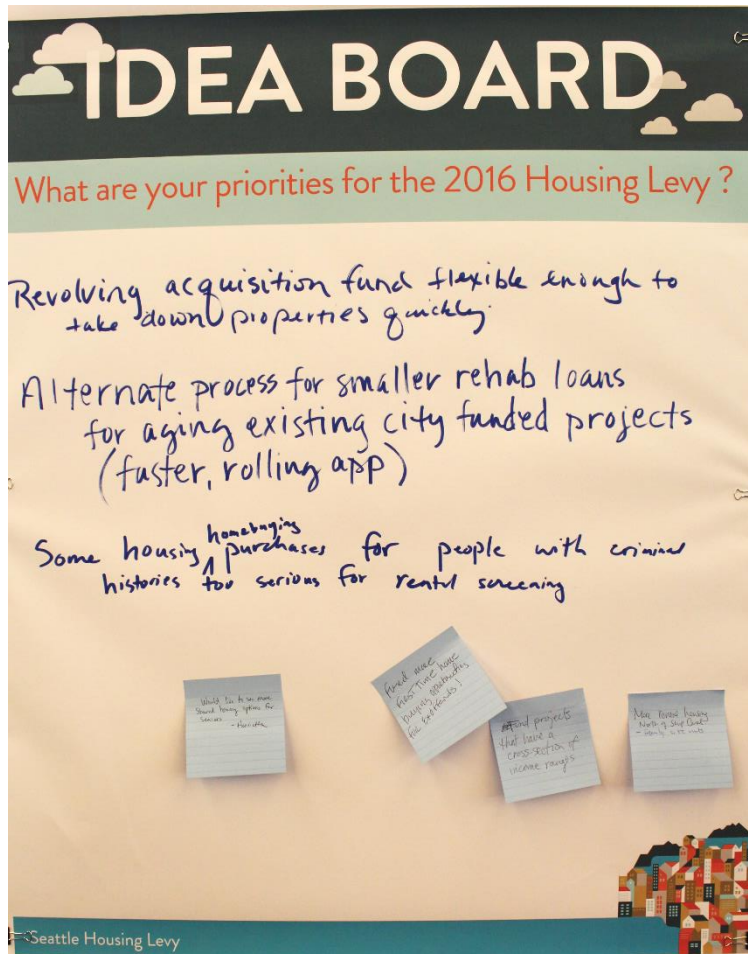
Support Women & Minority Owned Businesses (WMBE)

- HomeWise staff attended Reverse Trade Show
- Multi-Family lending staff promoted Section 3 and WMBE contractor utilization at pre-application and other meetings
- Asset Management staff incorporated message encouraging WMBE utilization in all 2015 site inspection reports
- WMBE resources link added to OH website

Racial Equity Toolkit #1

Inclusive Outreach Plan

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Goals

- Develop inclusive outreach plan focused on increasing participation from historically underrepresented communities
- Adopt community-driven methods for improved information sharing and solicitation of meaningful input

Racial Equity Toolkit #1

Inclusive Outreach Plan

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Identified Action Items

- Create list of community organizations and individual connectors
- Cultivate relationships and together identify best outreach strategies
- Implement community-driven outreach methods
- Translate materials and/or use DON's POELs



Racial Equity Toolkit #2

MFTE Program Renewal

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Goals of Racial Equity Analysis

- Assess how we could best improve program through policy change to advance racial equity
- Increase equitable usage of program; ensure communities of color are accessing program
- Improve accessibility of program moving forward via inclusive outreach

Resident Survey

- Partnered with DON on language translation (Spanish) and survey question phrasing
- MFTE property managers distributed survey to residents

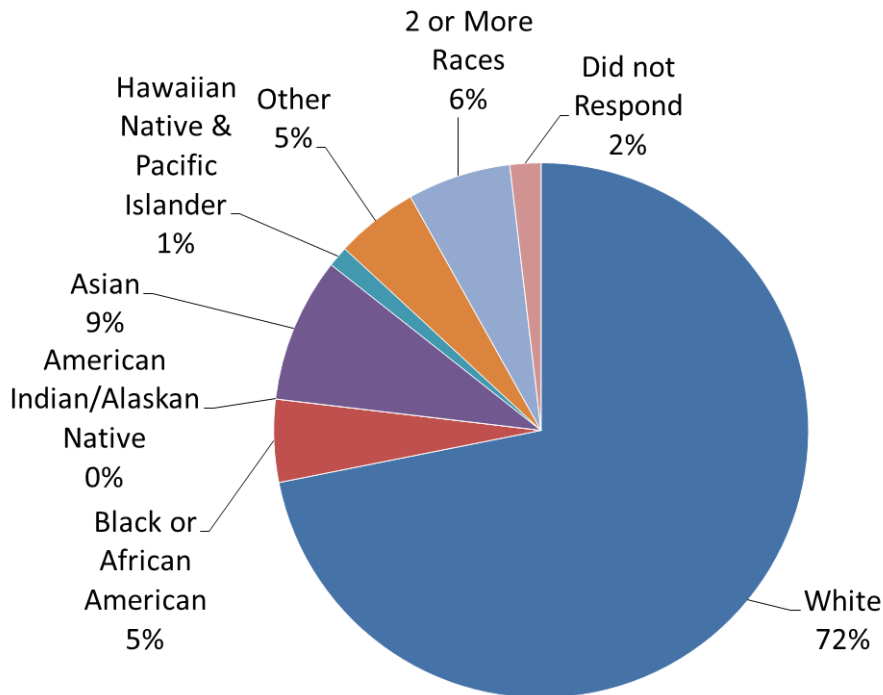
Racial Equity Toolkit #2

MFTE Program Renewal

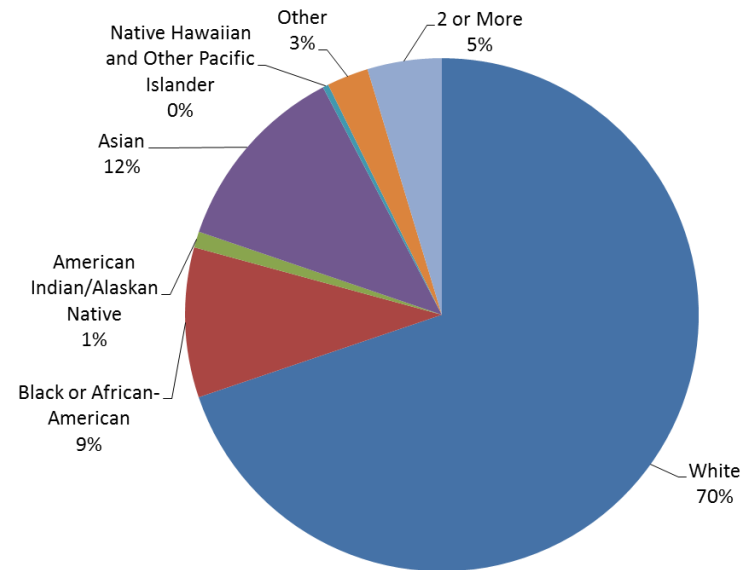
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Households served in MFTE units are reflective of Seattle's racial & ethnic makeup

MFTE Head of Household by Race



Race of Householder in Renter-Occupied Homes, Seattle



Source: US Census Bureau, 2010 Census

n= 160

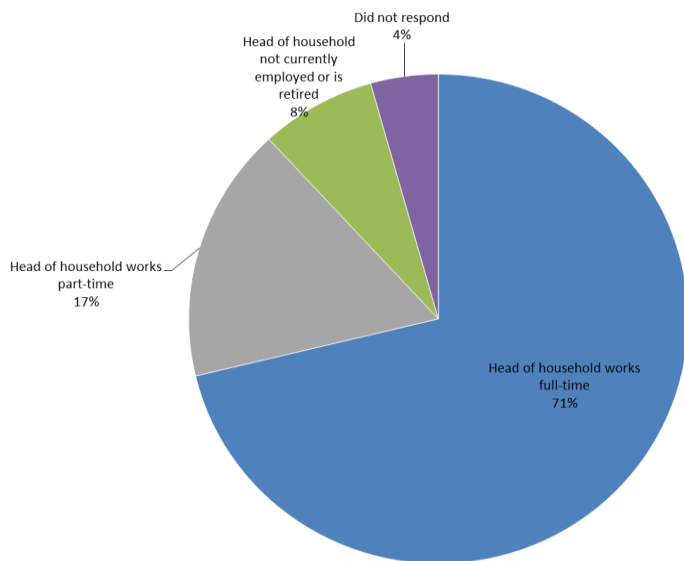
Source: 2015 MFTE Resident Survey

Racial Equity Toolkit #2

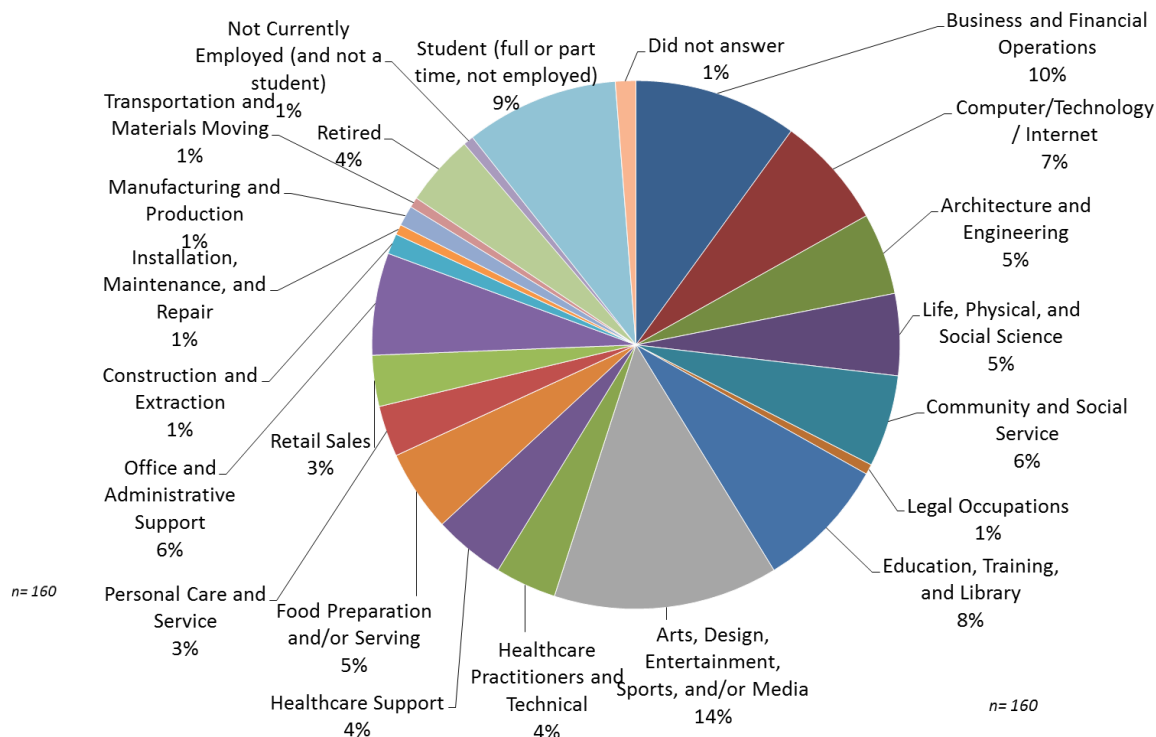
MFTE Program Renewal

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MFTE Head of Household Employment Status



MFTE Head of Household Current Occupation



- Employed in variety of jobs
- Majority working full-time
- Fewer than 10% students
- MFTE affordable homes located near major job centers

Racial Equity Toolkit #2

MFTE Program Renewal

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Completed Action Items

- Program renewed in October 2015
- Added incentive for family-sized (2+bedroom) units
- Expanded geography, including to neighborhoods with risk of displacement

Next Steps

- On-going efforts to increase program accessible, including improvements to program affirmative marketing & advertising



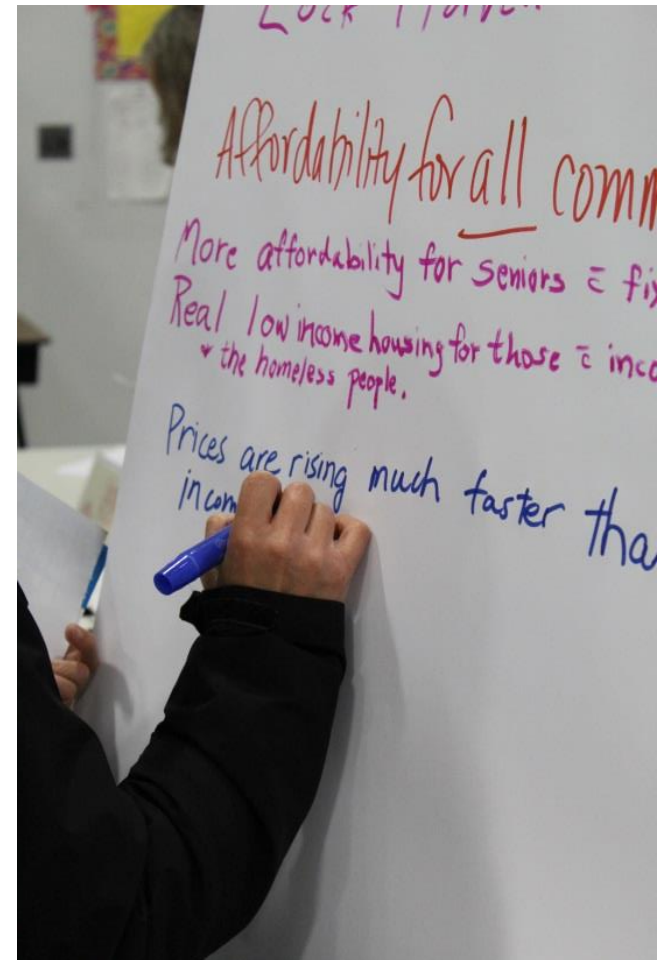
Racial Equity Toolkit #3

Preliminary HALA Strategies

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Goals of Racial Equity Analysis

- Ensure Equal Access to Housing Opportunities
- Prevent & Mitigate Displacement
- Adopt progressive strategies to generate resources
- Prioritize housing resources and affordability levels according to greatest need



Racial Equity Toolkit #3

Preliminary HALA Strategies

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Internal Stakeholder Engagement

- Convened interdepartmental team for RSJ review
- IDT wrote letter to HALA co-chairs summarizing review
- Highlighted promising HALA strategies to advance racial equity, cautions and best practices
- HALA committee reviewed letter during final deliberations



HOUSING AFFORDABILITY
AND LIVABILITY AGENDA

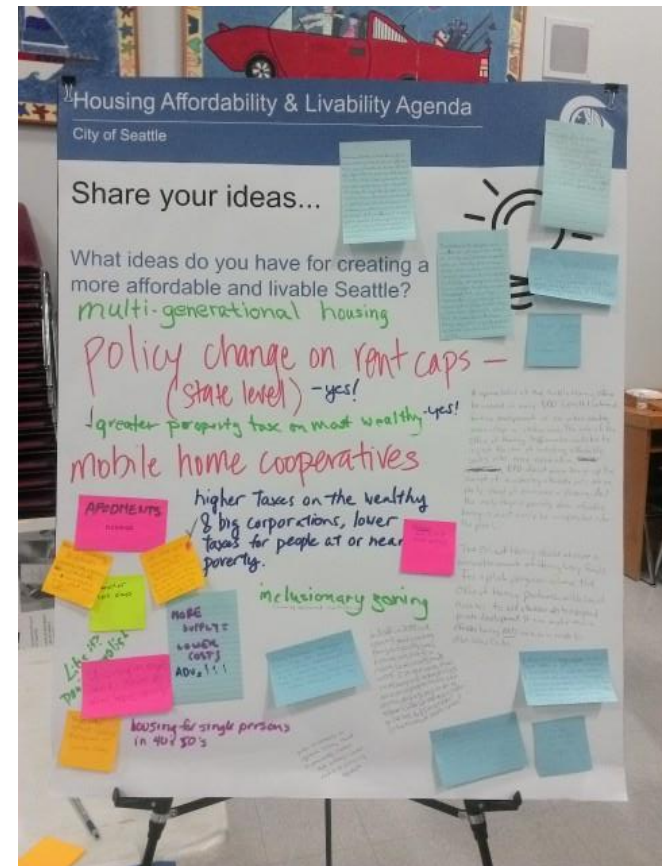
Racial Equity Toolkit #3

Preliminary HALA Strategies

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Recommend - Promising Strategies to Advance Racial Equity

- Tenant Access –
Use of criminal records in housing screening
- Tenant Protections –
Advanced TRA0, notice of rent increases
- Anti-displacement –
Preservation Tax Exemption



Racial Equity Toolkit #3

Preliminary HALA Strategies

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Consider: RSJI Best Practices

Racial Equity Outcomes

- Establishing Racial Equity Goals is Step #1

Data Analysis

- Conduct rigorous data analysis of all existing and proposed programs and policies

Community Outreach & Engagement

- Increase representation of people of color & other historically underrepresented populations in public decision-making



Racial Equity Toolkit #4

Home Loan Repair Program

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Program Overview

- Provides affordable no- and low-interest loans to income-qualified homeowners to address critical health, safety, & structural issues



Challenges

- Program usage dropped in last couple of years
- As loan closings decreased, white homeowners become over-represented

Racial Equity Toolkit #4

Home Loan Repair Program

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Goals of Racial Equity Analysis

- Identify ways to increase program usage overall
- Seek strategies to ensure homeowners of color are served at a rate proportional to the demographic percentage of homeowners City-wide

Program Analysis

- Homeowners served by the program generally reflect or exceed demographics of homeowners City-wide.
- Hispanic/Latino households served at a slightly lower rate.

Racial Equity Toolkit #4

Home Loan Repair Program

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Identified Action Items

- Consult with language access specialist on marketing and application materials
- Revise and simplify application
- Pro-active outreach strategy
- Pursue pilot with community partner(s) who have built rapport/established relationships with low-income homeowners
- Explore alternative ways to assist low-income homeowners who are not



2016 RSJI Priorities

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- Integrate RSJ into HALA initiatives as they move forward
- Apply Racial Equity Toolkit to existing housing funding policies
- Involve stakeholders in development of Affirmative Marketing Toolkit





QUESTIONS?
THANK YOU!