



COUNTY OF ALAMEDA

REGIONAL ANALYSIS OF IMPEDIMENTS TO FAIR HOUSING CHOICE

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Prepared By:

Michael Baker

INTERNATIONAL

Michael Baker International
2729 Prospect Park Drive, Suite 220
Rancho Cordova, CA 95670

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SECTION I

COVER SHEET

FINAL SUBMISSION - 2020–2025

Program Participants

County of Alameda

City of Alameda

City of Albany

City of Berkeley

City of Dublin

City of Emeryville

City of Fremont

City of Hayward

City of Livermore

City of Newark

City of Oakland

City of Piedmont

City of Pleasanton

City of San Leandro

City of Union City

Housing Authority of the City of Alameda

Housing Authority of the County of Alameda

Berkeley Housing Authority

Livermore Housing Authority

Oakland Housing Authority

SIGNATURES

Section II

Executive Summary

This report reflects a countywide effort to increase fair housing choices for residents across the county. The County of Alameda, as lead agency, and multiple participating jurisdictions—the cities of Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Newark, Oakland, Piedmont, Pleasanton, San Leandro, and Union City; the housing authorities for the cities of Alameda, Berkeley, Livermore, and Oakland; and the Housing Authority of the County of Alameda—have formed a regional collaborative for the purpose of completing an Analysis of Impediments to Fair Housing Choice (Regional Analysis of Impediments) while meeting their goals and obligations under the fair housing rules to affirmatively further fair housing.

The US Department of Housing and Urban Development (HUD) requires that an analysis of impediments be conducted every five years as part of a five-year Consolidated Plan process, which regional members plan to complete by June 30, 2020.

This section summarizes the findings of the analysis and includes an overview of the public engagement process and fair housing findings, including the primary issues and contributing factors, and identification of future goals and priorities that address these findings. To support this summary, an explanation of the Assessment of Fair Housing requirements and prevalent definitions used in this Regional Analysis of Impediments are provided.

Definitions

Below are terms frequently used throughout this report:

The **Affirmatively Furthering Fair Housing (AFFH) Tool** is a web mapping tool prepared by HUD to assist participating jurisdictions in affirmatively furthering fair housing. It includes data tables that break down the demographics of each participating jurisdiction, such as race and ethnicity, national origin, poverty, and language proficiency. The tool also includes maps displaying the population densities of people of different races, the locations of publicly supported housing, and the level of access of each racial group to resources within a participating jurisdiction.

Alameda County includes all participating jurisdictions, as defined below.

Consortium includes the geographic areas covered by HOME Consortium members, which are Urban County and Entitlement Cities, excluding Berkeley and Oakland. The Housing Authorities' service areas are covered by these geographies.

Entitlement Cities are the cities of Alameda, Berkeley, Fremont, Hayward, Livermore, Oakland, Pleasanton, San Leandro, and Union City.

Participating jurisdictions include all the entities in this regional collaboration: County of Alameda; the cities of Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Newark, Oakland, Piedmont, Pleasanton, San Leandro, and Union City; and the Housing Authority of the County of Alameda, Housing

Authority of the City of Alameda, Berkeley Housing Authority, Livermore Housing Authority, and Oakland Housing Authority. Data presented within this document may say Alameda County when referring to the geographic area of the Alameda County which includes all these participating jurisdiction geographies.

Racially/Ethnicly Concentrated Area of Poverty (R/ECAP) is a neighborhood (census tract) that has a poverty rate of 40 percent or more and a racial or ethnic concentration where 50 percent or more of the tract is composed of minority residents.

Region refers to the Alameda County Core Base Statistical Area (CBSA) that is used in comparative analysis. Jurisdictions included in the Alameda County CBSA are Alameda, Contra Costa, San Francisco, and San Mateo.

Urban County: Albany, Dublin, Emeryville, Newark, Piedmont, and unincorporated county.

What is Affirmatively Furthering Fair Housing?

This Regional Analysis of Impediments is prepared for the purpose of implementing fair housing rules to affirmatively further fair housing. Affirmatively furthering fair housing means to take meaningful actions that address significant disparities in housing needs and access to opportunities, replace segregated living patterns with integrated and balanced living patterns, transform R/ECAPs into areas of opportunity, and foster and maintain compliance with civil rights and fair housing laws.

In 2015, HUD required HUD program participants (participating jurisdictions) to comply with the new AFFH rule and to develop an Assessment of Fair Housing (AFH) pursuant to 24 CFR Section 5.154. An AFH includes robust community input, an analysis of housing data, and identification of fair housing issues and contributing factors to set fair housing priorities and goals. In 2018, HUD reversed the AFH requirement and in response, the California legislature passed Assembly Bill 686, which upholds the 2015 requirements for HUD program participants in California. As required by California Assembly Bill 686, this Regional Analysis of Impediments report follows the 2015 AFFH rule for completing an AFH.

Methodology

The previous Regional Analysis of Impediments was prepared in 2015 for the Alameda County HOME Consortium. The local housing authorities participated as stakeholders in the previous analysis. The cities of Oakland and Berkeley individually prepared separate Analysis of Impediments reports.

This report is a combined update of the 2015 Alameda HOME Consortium, City of Berkeley, and City of Oakland Analyses of Impediments. The following steps were taken to update the report:

- Analyze current publicly available data regarding the Alameda County demographics and housing;
- Engage with community members and stakeholders via public meetings and correspondence;
- Identify impediments to fair housing choice for Alameda County residents; and
- Develop strategies and actions for removing impediments and affirmatively furthering fair housing choice.

Analysis of demographic and housing trends was completed using data from numerous sources, including the US Census Bureau's 1990, 2000, and 2010 Decennial Census data, American Community Survey (ACS) 2012–2017 data, the Urban Displacement Project 2015 report, and the HUD AFFH Tool.

The community engagement process involved three community meetings and three stakeholder meetings as well as a survey. The process is further discussed in the Community Participation Process section below and in Section III.

Impediments to fair housing choice were identified through an analysis of the collected data and community engagement findings. Regional goals were then developed to address these impediments, and sub-goals were adopted by each participating jurisdiction to further these regional goals.

Community Participation Process

Alameda County's community engagement process consisted of a seven-page survey, three community engagement meetings, and three stakeholders meetings. Engagement materials were distributed to service organizations who then distributed it to their served populations. The survey was available in Dari, English, Spanish, Tagalog, Traditional Chinese, and Vietnamese. Residents of the participating jurisdictions as well as specific populations were targeted for engagement, including: racial and ethnic minorities, people experiencing homelessness, people with disabilities, people residing in R/ECAPs, and people with limited English proficiency. Stakeholders from a variety of organizations were contacted as well, including organizations that provide housing, housing services, homeless services, youth services, nonprofit social services, services for seniors, services for disabled persons, and HIV/AIDS services, as well as government agencies, advocates, emergency service providers, educational organizations, and economic development organizations.

Summary of Findings

What are the primary fair housing issues in Alameda County?

Housing affordability and availability are the largest issues found to affect the residents participating in the community engagement process. This finding is further supported by data provided by HUD through the AFFH Tool, the ACS, and from local resources, including Association of Bay Area Governments and local transit authorities, among others. See Section V, Fair Housing Analysis, of this Regional Analysis of Impediments for the in-depth analysis supporting these primary fair housing issues.

The fair housing issues found to affect many residents in the participating jurisdictions include:

- Across the County, white residents make up the majority of homeowners but only approximately a third of the County's population. See Table V-4 - Homeownership and Rental Rates by Race/Ethnicity, Jurisdictions and Region.
- Segregation between white residents and minority residents has increased in the last decade. See Table V-5 - Racial/Ethnic Dissimilarity Trends, Jurisdictions and Region.
- The County's black resident population has decreased by nearly 7 percent since 1990. Black residents are primarily located in Oakland and Berkeley, but the percentage of black residents in these areas

has decreased by 19 percent and 10 percent, respectively, since 1990. See Table V-2 - Demographic Trends, Alameda County and Region, 1990, 2000, 2010, 2017.

- Overall, minority residents are being displaced from areas with a traditionally large minority population. Some specific minority majority cities, however, are seeing increases in minority populations. See Figure V-20 - Displacement and Gentrification, 2015.
- Areas with higher levels of minority residents have less access to proficient schools, jobs, and environmental health. See Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region.
- Median rents have risen an average of \$1,000 (unadjusted for inflation) since 2010, representing an increase of 55 percent in a 9-year period. See Figure V-64 - Alameda County Median Monthly Rental Price.
- The average home sales prices have increased from approximately \$300,000 to nearly \$900,000 in less than 20 years (unadjusted for inflation). See Figure V-63 - Alameda County Median Home Sales Price.
- The wage needed to rent an average housing unit in the County is \$44.79 an hour or \$93,000 a year.
- Homelessness has increased by 42 percent since 2017. See Table V-12 - 2019 Point-In-Time Counts by City.
- Minority households, especially black and Hispanic households, have the highest rate of disproportionate housing needs, which includes having incomplete kitchen facilities, incomplete plumbing facilities, more than 1 person per room, and households with a cost burden greater than 30 percent. See Table V-13 - Demographics of Households with Disproportionate Housing Needs.
- Overall, the rate of mortgage approvals has gone up in the last seven years, but the disparities in the rate of approval across race and ethnicity has stayed relatively the same. Black applicants continue to have the lowest approval rate at 59.1 percent and Hispanic applicants the second lowest at 61.5 percent compared to white applicants at 70 percent. See Table V-15 - Mortgage Approvals by Race/Ethnicity, 2011–2017.
- Based on community feedback, Housing Choice Voucher holders and those with disabilities often find it difficult to find an appropriate housing unit. Some find it difficult to find an appropriately sized unit that will take their voucher and others experienced that the vouchers will not cover the rent of an appropriately sized unit.
- Disability, race, and familial status are the most common bases of housing discrimination complaints forwarded to the California Department of Fair Employment and Housing and the Office of Fair Housing and Equal Opportunity. See Table V-26 - Fair Housing Complaints Forwarded to Fair Housing and Equal Opportunity, 2015–2016 and Table V-27- Fair Housing Complaints Forwarded to Department of Fair Employment and Housing, 2015–2019.

Contributing Factors to Primary Fair Housing Issues

In accordance with the AFFH rule, this Regional Analysis of Impediments has identified contributing factors from the HUD-provided list in the AFFH Rule Guidebook that create, perpetuate, or increase the severity of one or more fair housing issues. Participating jurisdictions identified additional contributing factors, which are *italicized* below.

- Contributing factors affecting segregation
 - Displacement of residents due to economic pressures
 - Location and type of affordable housing
 - *Historical discrimination against people of color*
 - *Limited supply of affordable housing within neighborhoods*
- Contributing factors affecting R/ECAPs
 - Displacement of residents due to economic pressures
 - Lack of private investments in specific neighborhoods
 - Lack of public investment in specific neighborhoods, including services or amenities
 - Location and type of affordable housing
 - *Lack of local taxation to support social services and affordable housing*
 - *Limited supply of affordable housing within neighborhoods*
- Contributing factors affecting access to opportunity
 - Access to financial services
 - Lack of private investments in specific neighborhoods
 - Location of employers
 - Location of proficient schools and school assignment policies
 - Location and type of affordable housing
 - *Limited supply of affordable housing in areas with access to opportunity*
- Contributing factors affecting disproportionate housing needs
 - The availability of affordable units in a range of sizes
 - Displacement of residents due to economic pressures
 - Lack of private investments in specific neighborhoods
 - Land use and zoning laws
 - Lending discrimination
 - *High cost of developing affordable housing*
 - *Limited supply of affordable housing within neighborhoods*
- Contributing factors affecting publicly supported housing
 - Land use and zoning laws
 - Community opposition
 - Source of income discrimination

- *Lack of federal, state, and local funding for publicly supported housing*
- Contributing factors affecting disability and access
 - Access to publicly supported housing for persons with disabilities
 - Lack of affordable housing for individuals who need supportive services
 - Lack of assistance for housing accessibility modifications
 - Location of accessible housing
 - *Limited supply of affordable housing within neighborhoods*
- Contributing factors affecting fair housing
 - Lack of local private (nonprofit) fair housing outreach and enforcement
 - Lack of local public (local, state, federal) fair housing enforcement
 - Lack of resources for fair housing agencies and organizations
 - *Lack of federal, state, and local funding to support affordable housing*

Goals and Strategies

In response to the fair housing needs identified in Section V of this Regional Analysis of Impediments, along with community and stakeholder feedback, the participating jurisdictions committed to nine regional policies and developed supporting activities for each policy that specifically address fair housing needs. These policies and activities maintain and expand on existing programs and activities and introduce new actions to address fair housing needs in the region. A review of the previous 2015 Regional Analysis of Impediments goals resulted in continuing to work on those goals and incorporating them into these new policies and activities. These new policies and activities will be incorporated into the jurisdictions' five-year consolidated plans, annual plans, and additional plans, such as housing elements, that relate to these activities. Detailed descriptions of each policy and activity, including the contributing factors, responsible party(s), metrics and milestones, and time frame for achievement, are provided in Section VI.

Creating new affordable housing units has typically been a difficult goal for participating jurisdictions because of increasing need for and limited amount of public dollars to support these activities. However, recent California legislation, such as the Building Homes and Jobs Act (SB 2), Housing for a Healthy California program (AB 74), and other housing funding laws, plus HUD's recent increase of HEAP funds and the No Place Like Home for permanent supportive housing funds, is creating new potential opportunities for funding that could be allocated toward fair housing challenges in each community. As set forth in Goal 9.b, participating jurisdictions are committed to vetting those opportunities.

To address issues with fair housing, participating jurisdictions will strive to do the following:

Regional Policy 1: Promote fair housing enforcement and outreach.

Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable

accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.

Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.

Activity 1.c: Participating jurisdictions will advocate for local federal/state laws that would improve fair housing protections for those experiencing barriers to accessing housing.

Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e. CRIL, DCARA, County's online application/website).

Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.

Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.

Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.

Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.

Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.

Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.

Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.

Activity 2.f: Participating jurisdictions will continue to incorporate these Regional Analysis of Impediments' goals into their 5 -Year Consolidated and Annual Action Plans.

Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional Analysis of Impediments' goals.

Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.

Activity 2.i: Other Activities (see Section VI for details)

Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.

Activity 3.a: Educate tenants and landlords on new fair housing laws.

Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.

Activity 3.c: Other Activities (see Section VI for details)

Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.

Activity 4.a: Participating jurisdictions will explore a low-cost loan program for landlords unable to make needed repairs or accessibility modifications in order to avoid displacement of lower-income tenants in substandard units.

Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.

Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.

Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.

Activity 4.e: Other Activities (see Section VI for details)

Regional Policy 5: Increase the number of affordable housing units.

Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.

Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or Analysis of Impediments, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.

Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.

Regional Policy 6: Increase homeownership among low- and moderate-income households.

Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.

Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.

Regional Policy 7: Maintain and expand supportive services for lower-income households.

Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.

Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.

Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers).

Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.

Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.

Activity 8.b: The participating jurisdictions will explore the creation of a countywide affordable housing database.

Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.

Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.

Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.

Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.

Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnicly Concentrated Areas of Poverty (R/ECAPs).

Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e. Program 811).

Section III

Community Engagement Process

Outreach Strategy

Participating jurisdictions used a community engagement strategy designed for both a broad and diverse response, yet also focused on reaching target populations most impacted by fair housing issues. This strategy included a seven-page survey, the Alameda County Regional Housing (2019) Survey, that was distributed across the County to the general public and through direct solicitation to organizations that served priority populations. In total, 3,296 responses were collected. Outreach also included three community engagement meetings held in Berkeley, Oakland, and Hayward. These locations were chosen due to their proximity to the highest number of priority groups, including racial and ethnic minorities, people experiencing homelessness, people with disabilities, people residing in R/ECAPs, and people with limited English proficiency. Hayward was chosen specifically due to its proximity to an R/ECAP and Berkeley and Oakland were chosen due to their proximity to R/ECAPs and large homeless populations.

Racial and ethnic minorities, people experiencing homelessness, people with disabilities, people residing in R/ECAPs, and people with limited English proficiency were chosen as a priority for engagement due to their historical lack of engagement in housing issues and because they are most likely to have disproportionate housing needs.

The survey was translated into Dari, Spanish, Tagalog, Traditional Chinese, and Vietnamese and were made available online and on paper. These languages were selected based on their common use across Alameda County and as required by jurisdictions' citizen participation plans, which encourage engagement with non-English speaking populations.

A promotional flyer was provided in English. It included phrases in Spanish and Traditional Chinese stating that the survey was also available in those languages. People who spoke Dari, Tagalog, and Vietnamese were targeted via non-profits who serve those populations. Respondents could follow the link to the surveys in additional languages and, upon completion of the survey, receive a list of all community engagement meetings in their language. The survey also contained contact information for people with a disability to request any additional accommodation for the survey or the community engagement meetings, in order to better participate in those meetings.

Participating jurisdictions created a list of expert and industry professionals or stakeholders that would be contacted for their feedback on fair housing issues, data, and solutions. Stakeholders that served priority populations were targeted as well. Stakeholders represented a depth and breadth of professions, including housing organizations, homeless services, youth services, nonprofit social services, services for seniors, services for disabled persons, HIV/AIDS services, government, advocates, emergency services provider, educational organizations, and economic development organizations. These categories were reviewed to make sure a sufficient number of stakeholders were represented in each category, and across the whole County in each participating jurisdiction. In-person stakeholder meetings were created to utilize the benefits

of comments/ideas/expertise being shared and discussed as a group, instead of in silos. For this reason, stakeholder feedback was obtained via three workshop-style meetings, instead of one-on-one consultations, where preliminary data and fair housing issues were discussed. Stakeholders were contacted through email and phone if they could not attend in person. Similar to community engagement meetings, the stakeholder meetings were held in locations conveniently accessible to many of these stakeholders. Two of the meetings were held in tandem with a community engagement meeting at the same location to improve attendance.

All communications to stakeholders and community members were designed to be broad reaching. Engagement materials were sent out to organizations that were known to the participating jurisdictions, and these organizations were requested to distribute the materials to the organization's service populations. Participating jurisdictions also widely distributed the materials during events and meetings that are outlined in **Table III-1** below.

Outreach Activities

Methods of Engagement

This Regional Analysis of Impediments included the following opportunities for resident input:

Resident Survey. The survey was available in English, Spanish, Tagalog, Dari, Vietnamese, and Traditional Chinese. Residents could take the survey online with a computer or mobile device or on paper. In order to promote the resident survey and community engagement meetings, participating jurisdictions posted a half-page marketing flyer online and in public buildings. The flyer included a link to the survey (including a QR code) and dates, times, and locations of the community engagement meetings.

Community Engagement Meetings. In partnership with consultant Michael Baker International, the participating jurisdictions facilitated three community engagement meetings, held on August 13, 21, and 24, 2019. A presentation was given that included preliminary data identified for the Fair Housing Analysis (Section V of this report). Residents were asked about the accuracy and completeness of the preliminary data. Residents were also asked several questions about their housing experiences and barriers they face, and for suggestions for solutions to those barriers. In total, 64 community members attended the meetings.

Public Comment Period on Draft Document. A draft Regional Analysis of Impediments was released to the public for comment for at least 30 days from *approximately* October 25 to November 25, 2019, in the County and each city. The public housing authorities made the document available for at least 45 days from *approximately* October 25 to December 10, 2019. **49** comments were accepted, 0 were rejected, and a summary of comments can be found in Public Hearings and Public Comment Period which is the last segment in this Section.

Resident Advisory Boards. The public housing authorities reached out to their resident advisory boards to engage residents and gather feedback. Details of this outreach are provided below.

The following table describes the outreach activities for each participating jurisdiction.

Table III-1 - Participating Jurisdiction Outreach Efforts

Jurisdiction	Activities
Alameda County	<ul style="list-style-type: none"> • Published a legal notice advertising community engagement meetings and resident survey in <i>Daily Review</i>, <i>Oakland Tribune</i>, and <i>Fremont Argus</i> on June 28, 2019, and the <i>Alameda Times</i> and <i>Tri-Valley Star</i> on June 29, 2019. Alameda County published this notice on behalf of HOME Consortium members. • First 5 Alameda County distributed a newsletter with a link to the survey. • July 4: Piedmont – 4th of July Parade – Piedmont City staff set up a flyer display. • July 5: Pleasanton – Alameda County Fair, agricultural display area; 10 a.m.–3 p.m.; County employee engaged with public. • July 27: Hayward – DSAL Boxing, Hayward Adult School; 1–6 p.m.; DSAL distributed survey flyers. • August 6: San Lorenzo – National Night Out, St. John’s Church; 5–8 p.m.; County employee engaged with public at the table. • August 16: Ashland – School backpack giveaway. • August 24: Emeryville Block Party; 11:30 a.m.–4:30 p.m. • Sent notice to: <ul style="list-style-type: none"> ○ Housing and Community Development Advisory Committee ○ Alameda County Housing and Community Development staff – this was then sent to homeless providers and housing developers ○ Board of Supervisors ○ Urban County cities – Albany, Dublin, Emeryville, Newark, and Piedmont ○ Grantees: HARD, Eden I&R, Alameda County Child Care Council; Deputy Sheriff’s Activities League; ECHO and 7th Step Foundation ○ Other Dublin and Tri-Valley services providers/grantees: CityServe, CRIL, Tri-Valley Haven, Legal Assistance for Seniors, Las Positas Community College, Axis Community Health, Open Heart Kitchen ○ Dublin Human Services Commission ○ First 5 Alameda County • Published notice of availability of Draft Regional Analysis of Impediments for review by the public – October 19, 2019
Alameda	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding survey to clients, colleagues, and other organizations. • Published legal notice in the <i>Alameda Journal</i>. • Published legal notice translated to Spanish in <i>Visión Hispana</i> on July 6, 2019. • Published legal notice translated to Vietnamese in <i>BaoMo Vietnamese</i> on July 6, 2019. • Published legal notice translated to Tagalog in <i>Asian Journal</i> on July 6, 2019. • Published legal notice translated to Traditional Chinese in <i>Singtao Daily</i> on July 6, 2019. • Emailed survey flyer to contacts.
Berkeley	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues,

Jurisdiction	Activities
	<p>and other organizations.</p> <ul style="list-style-type: none"> • Distributed press release about the survey and the Berkeley-based community engagement meeting.
Fremont	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Published legal notice on the <i>Argus</i> on July 2, 2019. • Sent notification to people signed up on the City's Affordable Housing Interest Lists about the survey and community engagement meetings. • Sent emails to Fremont City staff and local non-profits on community engagement meetings.
Hayward	<ul style="list-style-type: none"> • Late June: posted a notice of public meetings provided by Alameda County announcing the three community engagement meetings at Hayward City Hall. • Late June: added community engagement meeting hosted at Hayward City Hall on Saturday, August 24, to the City of Hayward events calendar on the City's website. • July 9: City of Hayward posted an article in the "News" section of the City of Hayward website announcing the Regional Analysis of Impediments and that the City is seeking feedback on housing issues. • July 10: City of Hayward sent out City's <i>The Stacker</i>-newsletter to 66,000 recipients which included an article announcing the Regional Analysis of Impediments and that the City is seeking feedback on housing issues. • July 12: sent email to mailing list of 260 recipients, which included community partners, letting them know about the survey. • July: sent email to community partners asking for assistance to spread the word about the survey and the engagement meetings. Sent two follow-up emails to community partners in August to announce available surveys in Punjabi and Dari and a reminder to help spread the word. • August: sent email to 22 community partners inviting them to participate in any three stakeholder workshops to get stakeholder feedback on the Regional Analysis of Impediments. • August 15: Staffed a table at the Hayward Street Party to pass out flyers about the Regional Analysis of Impediments and answer any community questions. • August 24: Hosted Saturday, August 24, community engagement meeting at Hayward City Hall.
Livermore	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations.
Oakland	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Contacted stakeholders regarding stakeholders meetings. • Posted Regional Analysis of Impediments events, announcements, and surveys online at https://www.oaklandca.gov/; provided AI materials at major and neighborhood events. • Published survey and meeting information in the City Administrator's weekly newsletter to public and City employees. • Encouraged participation in and forwarding the survey to friends, clients, colleagues, and other organizations.

Jurisdiction	Activities
Pleasanton	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations.
San Leandro	<ul style="list-style-type: none"> • Distributed press release regarding survey and community engagement meetings. • Emailed contacts about stakeholders workshops.
Union City	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Sent promotional information to the City's affordable housing and social services listserv (reaching approximately 2,600 subscribers). • Emailed contacts about stakeholders workshops. • Four email notifications sent to the City's Affordable Housing Interest Listserv – 1,814 subscribers. • Four email notifications sent to the City's Social Services listserv – 818 subscribers. • Two email notifications sent to all City staff. • Flyers were distributed to Centro de Servicios and Union City Family Center. • Flyers were distributed and posted at City Hall, Ruggieri Senior Center, Kennedy Youth Center, Holly Community Center, Mark Green Sports Center. • Four email notifications were sent to the City's Community Stakeholder list – 53 recipients. • One email notification was sent to the City Council and all commissioners.
Berkeley Housing Authority	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Sent notice to Section 8 program participants inviting them to complete the survey and to come to the community engagement meetings.
Housing Authority of the City of Alameda	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Published legal notice in the <i>Alameda Journal</i>. • Published legal notice translated to Spanish in <i>Visión Hispana</i> on July 6, 2019. • Published legal notice translated to Vietnamese in <i>BaoMo Vietnamese</i> on July 6, 2019. • Published legal notice translated to Tagalog in <i>Asian Journal</i> on July 6, 2019. • Published legal notice translated to Traditional Chinese in <i>Singtao Daily</i> on July 6, 2019. • Emailed survey flyer to contacts. • Distributed survey and flyers to public at Housing Authority of the City of Alameda lobby. • Presented to and collected surveys from attendees at the Housing Authority's Town Hall meetings for its residents on July 15, 2019, and July 16, 2019.
Housing Authority of the County of Alameda	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations. • Distributed survey at the Housing Authority's annual Health and Resource

Jurisdiction	Activities
	<p>Fair on July 20, 2019.</p> <ul style="list-style-type: none"> • Distributed survey at Congreso Familiar on August 3, 2019. • Published legal notice translated to Spanish in <i>Visión Hispana</i> on July 6, 2019. • Published legal notice translated to Vietnamese in <i>BaoMo Vietnamese</i> on July 6, 2019. • Published legal notice translated to Tagalog in <i>Asian Journal</i> on July 6, 2019. • Published legal notice translated to Traditional Chinese in <i>Singtao Daily</i> on July 6, 2019. • Emailed survey flyer to contacts. • Distributed survey and flyers to public at Housing Authority lobby.
Livermore Housing Authority	<ul style="list-style-type: none"> • Emailed contacts about the survey and community engagement meetings; encouraged participation in and forwarding the survey to clients, colleagues, and other organizations.
Oakland Housing Authority	<ul style="list-style-type: none"> • Sent survey and marketing materials to 256 Oakland Housing Authority partners. • Sent stakeholders workshop times to contacts.

Stakeholder Consultation

Three stakeholder meetings were held on August 13, 21, and 22 in the cities of Berkeley, Oakland, and Hayward, respectively. These meetings were meant to solicit feedback on data as well as barriers and solutions for fair housing.

The table below lists the stakeholders who attended the meetings. In total, 37 people representing 26 organizations attended. The table does not reflect stakeholders who attended the meetings who were not affiliated with an organization. For three key stakeholders that were unable to attend the meetings, preliminary data and questions were emailed and some were contacted by phone to gather additional feedback.

Table III-2 – Organizations that Attended Stakeholder Meetings

Organization/Agency Name	Organization Location (City)
Abode Services	Fremont
Alameda County Housing and Community Development	Hayward
Alzheimer's Services of the East Bay	Berkeley/Hayward/Fremont
City of Alameda	Alameda
City of Berkeley	Berkeley
City of Dublin	Dublin
City of Emeryville	Emeryville
City of Fremont	Fremont
City of Hayward	Hayward
City of Oakland	Oakland
City of Pleasanton	Pleasanton
City of San Leandro	San Leandro
City of Union City	Union City
Community Child Care Council of Alameda County	Hayward

Organization/Agency Name	Organization Location (City)
Covia (Home Match)	Fremont
ECHO Housing	Hayward
Eden I&R	Hayward
Family Paths	Fremont
First 5 Alameda County	Alameda
First Place for Youth	Oakland
Housing Authority of the City of Alameda	Alameda
Housing Authority of the County of Alameda	Hayward
New Haven Unified School District	Union City
Oakland Housing Authority	Oakland
Participatory Budgeting Project	Oakland
Project Sentinel	Fremont
Tri-City Health Center	Fremont

Several attempts were made to reach out to more private for-profit and nonprofit housing developers to engage them in this process, develop relationships, and gather their feedback. Attempts included email reminders, marketing flyers, noticing, and on occasion, direct phone calls; however, attempts were unsuccessful. It is recognized that these relationships could be beneficial to address a jurisdiction's housing challenges, and participating jurisdictions will continue to look for opportunities to partner. Additionally, with the release of new state and federal housing funds for new construction, participating jurisdictions may have more resources in the future for forming public-private partnerships with housing developers on housing projects.

Community Engagement Summary

Overall, resident participation in the survey and community engagement meetings was representative of the overall population, and target populations of racial and ethnic minorities, people experiencing homelessness, people with disabilities, people residing in R/ECAPs, and people with limited English proficiency. The people who attended the community engagement meetings were fairly representative of the overall population categories across the County, including persons with disabilities; however, attendance from those currently experiencing homelessness was low compared to the number estimated within the community. For the survey, respondents represented all age and race/ethnic categories; however, those under age of 18 and some races had a smaller representation based on County demographics. The races and ethnicities that were underrepresented include Asian or Pacific Islander and Hispanic. Per the survey results, 17 percent of respondents were Asian, and 16 percent were Hispanic. The percentage of Asian residents of the overall population in Alameda County is estimated to be higher at 28.9 percent and Pacific Islanders at .08 percent. The percentage of Hispanic residents of the overall population in the County is also estimated to be higher at 24 percent.

Demographics of Community Engagement.

The demographic breakdown of participants at all three community engagement meetings included:

- During the August 13 meeting, 33 people attended. The racial breakdown of these attendees, observed visually or by self-disclosure, was 26 white people, 5 black people, 1 Asian person, and 1

Native American/white person. Five people with disabilities attended the meeting, including one visually impaired person and one deaf person.

- During the August 21 meeting, 9 people attended. The racial breakdown of these attendees, observed visually or by self-disclosure, was 6 black people and 3 white people.
- During the August 24 meeting, 22 people attended. The racial breakdown of these attendees, observed visually or by self-disclosure, was 14 white people, 5 Asian people, 2 Latino people, and 1 black person. One child was in attendance.

Demographics of the survey respondents are as follows:

Figure III-1 - Comparison of Survey Responses to Alameda County Demographics: Age

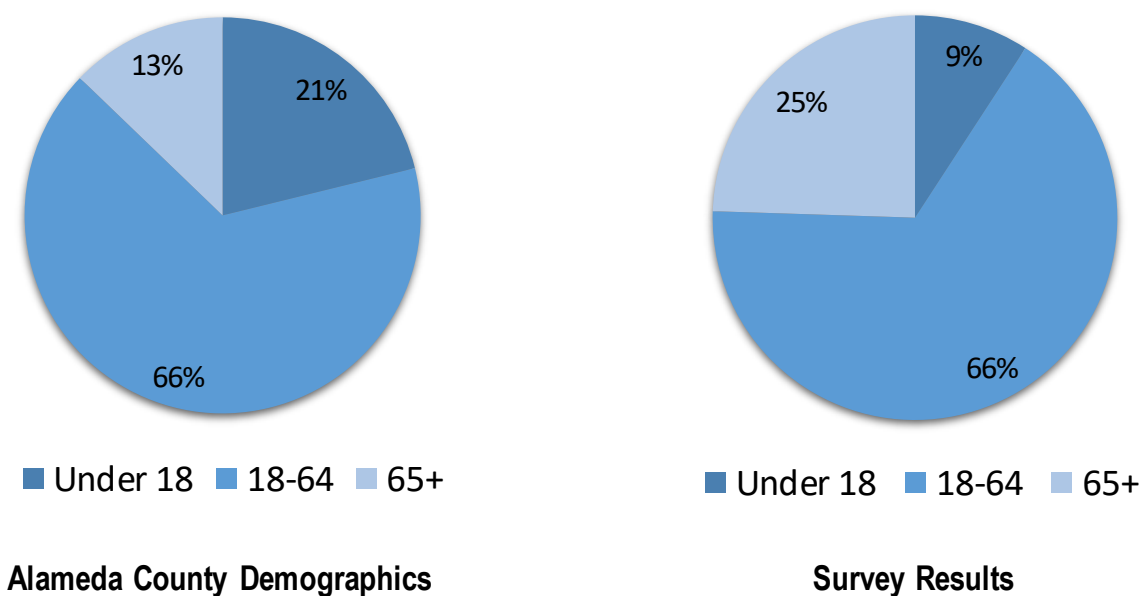


Figure III-2 - Comparison of Survey Responses to Alameda County Demographics: Gender

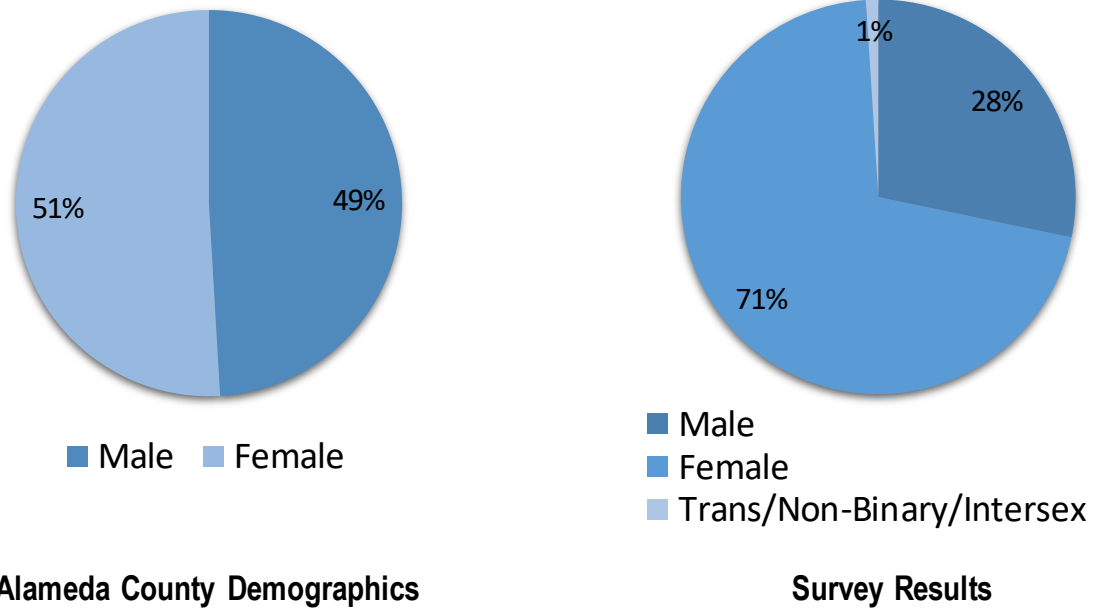


Figure III-3 - Comparison of Survey Responses to Alameda County Demographics: Household Size

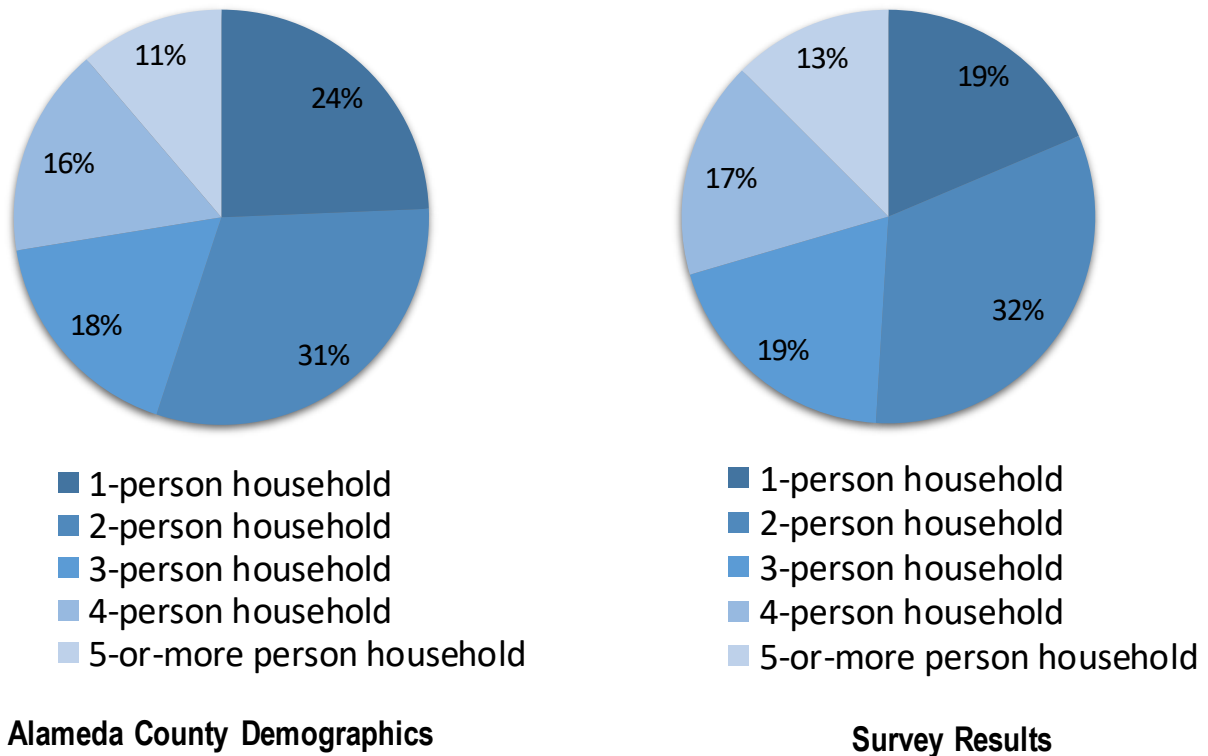


Figure III-4 - Comparison of Survey Responses to Alameda County Demographics: Race

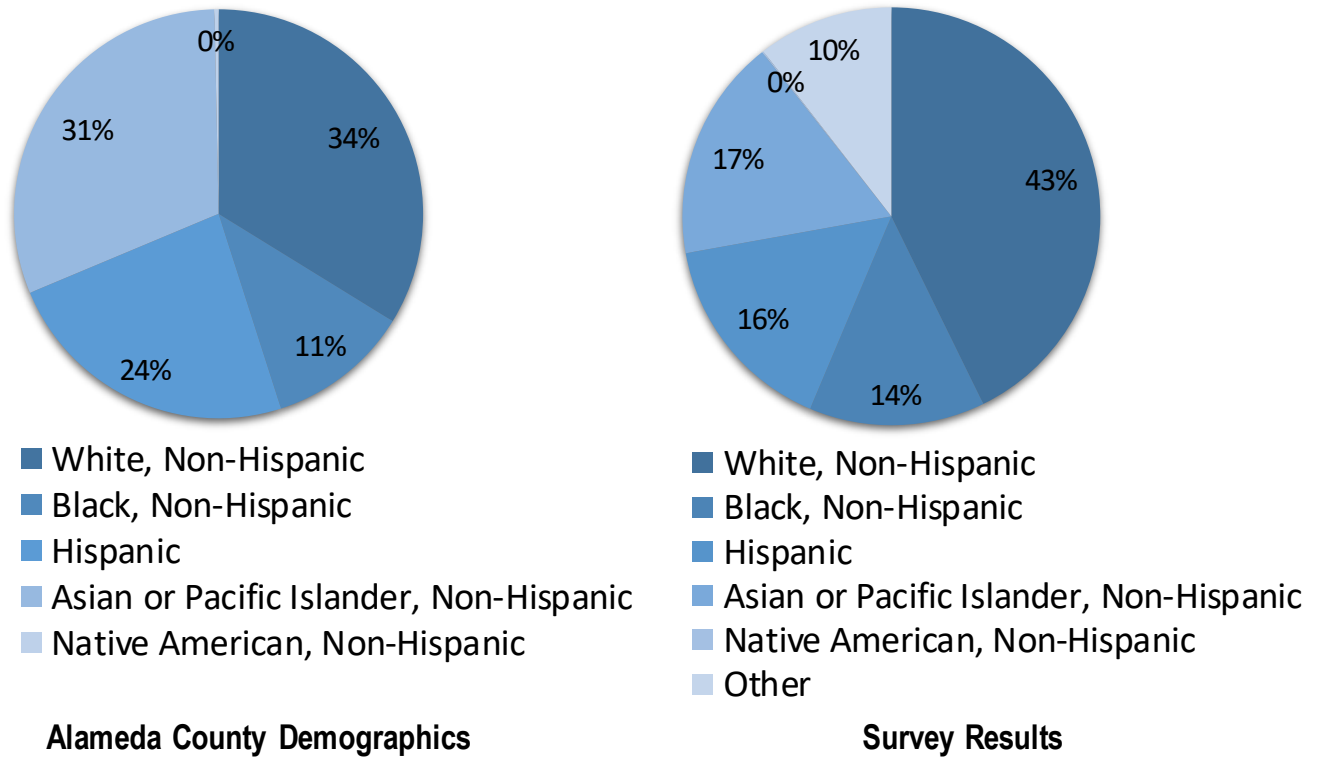
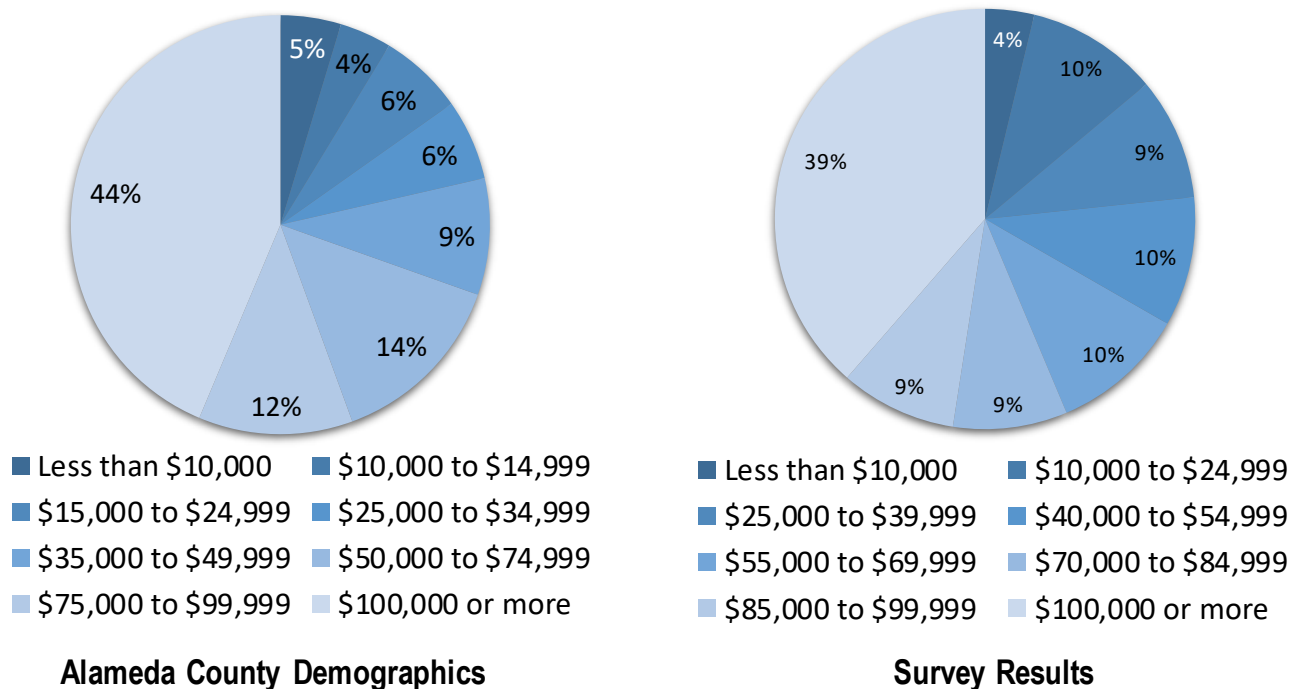


Figure III-5 - Comparison of Survey Responses to Alameda County Demographics: Income Less Than \$10,000



Data

During the community engagement meetings, attendees were asked to comment on the data presented to them. The most frequent comment was that the age of the data in the presentation was too old. The data is from 2010 to 2013, due to HUD reversing the AFFH rule in 2015 and no longer updating the AFFH data mapping tool that was used to collect much of this data.

The second most frequent comment is that the perceived access to opportunity for minority residents is actually lower than what the data represents; the same was said for data on segregation.

Additional comments made, some of which were made by only one or two attendees, regarding data included the following:

- It was brought up that intersectionality was not a part of the data analysis but that it should be. For example, HUD does not prepare data on minority individuals with a disability.
- The number of homeless individuals reported by the 2019 Point-In-Time Count was considered to be inaccurate up to 40 percent undercounted.
- Some individuals wanted data broken up on the neighborhood level as compared to the city or county level.
- Some individuals wanted mortgage denial data by race to also include data on income in order to compare racial groups of similar incomes.
- Community members were worried about the HUD definition of a housing problem, which includes occupancy of a unit that has more than 1 person per room.
- The rental unit vacancy rate was considered skewed due to expensive luxury units being vacant due to the price.
- Community members wanted data on where displaced individuals and families move.

Section 8

One of the largest concerns among residents attending the community engagement meetings is the treatment of Section 8 voucher holders during their search for a unit. Many remarked that finding rental housing with a voucher is difficult because landlords refuse to accept them. Community members expressed the need for landlord education on Section 8 processes as well as incentives for them to rent to voucher holders. Others suggested that Section 8 voucher holders be protected from discrimination under the law; this comment was given prior to adoption of SB 329, which effectively protects Section 8 voucher holders from discrimination in housing.

Some community members expressed concern that if they reported a building code violation, they would be displaced from their unit, and, as discussed above, it would be hard to find a comparable or affordable unit elsewhere.

Further complicating a voucher holder's search for housing is the lack of appropriately sized units for families with children with a mix of genders and ages. For example, a two-bedroom unit for a family of three may be inappropriate if there is one head of household and two children of different genders.

A noted concern among community members is that Section 8 does not cover an amount needed to rent a unit in the city in which they reside. HUD's standard Section 8 formula may not be able to keep up with the rapidly rising rents in Alameda County. It was noted that the fair market rents are not always accurate and at certain times in the past have been lower than the actual rents in parts of Alameda County. This makes it difficult for Section 8 holders to live in parts of Alameda County.

Code Violations

Many community members were concerned with the treatment of code violations by cities. Code violations may include incomplete or broken plumbing, kitchen facilities, or heating, or other hazardous conditions. Those receiving Section 8, it was claimed, are discouraged from reporting code violations for fear they will be displaced from their unit. Other community members were concerned with their current unit being condemned if they reported a code violation.

During a barriers and solutions activity, it was suggested that a low-cost loan program could be implemented to help landlords make the necessary repairs. A community member suggested that elderly homeowners should also receive assistance in order to remediate code violations without being displaced. Other community members suggested that the city provide more code inspections for rental units, but many were concerned that this may displace current residents, so they also wished for city code inspections to be coupled with increased remediation assistance.

Rent Control

A common topic at the community engagement meetings was rent control. Many residents advocated that it should be enacted in their city. Others believed that it should be enacted countywide, so that developers would not be able to move to another city if regulations became too tight. Some residents believed that the state's Costa-Hawkins Act, which limits municipal rent control ordinances on units built after 1994 or were otherwise exempted, should be repealed so that rent control can also apply to new units, and not just units built before 1995. These meetings took place before the passing of AB 1482, which institutes state-wide rent control.

Other community members believed that a moratorium on rising rents should be enacted until more affordable housing can be built.

Requiring rental leases to be longer than one month was also discussed as a way to control the increase of rent.

From the survey, 18 percent of respondents had to move from their homes in the last five years when they did not want to. Of those, 56 percent did so because rent became unaffordable and 25 percent did so for family or personal reasons.

Disabilities

Several people who attended the meetings self-identified as having a disability. Some claimed it was difficult to find rental housing that is accessible to them. Others believed that some landlords have an anti-disability bias when looking for tenants. A Section 8 voucher holder expressed that it was difficult finding an accessible unit that would accept a voucher. Solutions suggested by residents to remedy this included providing

resources to people with disabilities in their housing search; providing more accessible units; and educating landlords on the importance of accessible housing units/fair housing.

About 24 percent of survey respondents said they or a family member have a disability. Of those, 58 percent said they have a housing challenge due to a disability. Approximately 22 percent remarked that the home they live in does not currently meet their needs.

Access to Resources

An attendee of the Hayward community engagement meeting expressed that she did not know of the resources available to her, including housing programs, until she was elderly. A few attendees suggested the following to remedy the problem: provision of ESL classes to new immigrants; provision of program information in multiple languages; provision of more information with a wider distribution; and provision of accessible forms for those with vision impairments. Other community members suggested the following programs to increase access to resources: youth program outreach to families; job training; and on-site child care in affordable housing. Some community members expressed that current programs do not do enough to help middle-income residents and suggested that gap programs be created.

Results of the Alameda County Regional Housing (2019) Survey indicated that people living in different cities do not have the same perception of access to resources, such as good schools, environmental health, groceries, community, healthcare facilities, and job opportunities. From 0 (no access) to 5 (perfect access) the following is the average rank of respondents from participating jurisdictions.

- Alameda, 3.6
- Berkeley, 3.4
- Fremont, 3.3
- Hayward, 2.7
- Livermore, 3.5
- Oakland, 2.9
- Pleasanton, 3.9
- San Leandro, 3.2
- Unincorporated County, 3.2
- Union City, 3.2

Only two participating jurisdictions ranked below 3.0, Hayward and Oakland. Pleasanton residents have the most perceived access to resources while Hayward has the least.

Results of the survey indicated that most people who want to move from their current living situation do so because they want more affordable rent (47 percent of responses). About 53 percent of those who answered have not moved yet because they cannot find a place with affordable rent and better conditions.

Stakeholder Consultation Summary

Stakeholders echoed much of what was discussed at the community engagement meetings, including rent control and Section 8.

Fair Housing

Fair housing was a large issue during the stakeholder meetings. The stakeholders believe that increasing fair housing training for landlords, property managers, and real estate agents may reduce instances of discrimination. This need for more fair housing training appears to match concerns at a community engagement meeting; during a meeting a resident expressed the need for fair housing advocates to aid those with fair housing cases. Educating landlords on fair housing laws and issues was also suggested, as many landlords may not know to what extent these laws and issues exist.

Reducing discrimination and bias in the homeownership and rental processes was also a topic of discussion. Solutions suggested to reduce discrimination included using a screening service for tenants in order to remove unintentional bias; removing language barriers in accessing mortgages; and improving access to mortgages for black and Hispanic residents.

Homelessness

Another point made by stakeholders was that the biennial homeless point-in-time count is inaccurate and that the actual number of people experiencing homelessness is larger. Stakeholders claimed that it could be up to 40 percent inaccurate because it is difficult to count those that might be located in vehicles or within non-residential buildings/structures; also, the point-in-time count did not include those that are temporarily staying in a person's home. Attendees suggested that cities support more homeless services and create a homeless navigation program to aid homeless people in finding services. Since a navigation program is already in place, increased awareness of how to access this program would be important.

Lack of Affordable Housing

The most agreed-upon item at the stakeholder meetings was that there is a lack of affordable housing in the County. Stakeholders offered a variety of solutions that may be applied to fix this issue: supporting flexible zoning for accessory dwelling units, tiny homes, and smaller houses; increasing building density; redevelopment of decommissioned military bases; incentives to developers to build affordable housing; down payment assistance for homeownership; and land trusts.

Stakeholders expressed concern that developers were able to pay an in-lieu fee instead of building the actual affordable housing units required by a city's inclusionary zoning ordinance. Many believe that developers should have to build affordable housing within their housing projects.

Stakeholders also wanted cities with no inclusionary housing ordinance to adopt one.

Public Hearings and Public Comment Period

The public comment period for the draft Regional Analysis of Impediments began October 25, 2019 and ended December 9, 2019 for a minimum of 45-day public review period based on housing authority requirements; however, public comments will continue to be accepted until adoption of this document in January. Public hearings to receive comments on the draft Regional Analysis of Impediments included:

- City of Berkeley/Berkeley Housing Authority – Housing Advisory Commission meeting, November 7, 2019

- Alameda County – Housing and Community Development Advisory Committee meeting, November 12, 2019
- Berkeley Housing Authority – Resident Advisory Board meeting, November 19, 2019
- City of Alameda/Housing Authority of the City of Alameda – Social Service Human Relations Board special meeting, November 21, 2019
- City of Union City – City Council meeting, November 26, 2019
- Housing Authority of the City of Alameda – Resident Advisory Board meeting, December 11, 2019
- Housing Authority of the County of Alameda – Resident Advisory Board meeting, December 19, 2019
- City of Alameda – City Council meeting, January 7, 2020
- Housing Authority of the County of Alameda – Housing Commission meeting, January 8, 2020
- City of Berkeley/Berkeley Housing Authority – Berkeley Housing Authority Board meeting, January 9, 2020
- City of Oakland – City Council meeting, January 21, 2020
- Alameda County – Board of Supervisors meeting, January 28, 2020
- City of Union City – City Council meeting, January 28, 2020

The following table summarizes all public comments received:

Table III-3 – Public Comments

Source	Comment	Response to Comments
City of Berkeley Housing Advisory Commission Meeting	<ol style="list-style-type: none"> 1. Regarding regional policy #3 – source of income discrimination. The City should have a dedicated staff person to address complaints including conducting fact finding and enforcement 2. The City should consider being a Fair Housing administrator through the City Attorney’s office. The role could be to identify discrimination, provide technical assistance, support and enforcement. 3. Just Cause is relevant in Berkeley, but the region does not so this could be considered. Consider state laws like Just Cause, vacancy control to make state restrictions. 4. Concerned about Berkeley vacancy rates, especially in new developments. 5. Berkeley RECAPS – the plans mentioned other community 	Limited resources will limit implementation of suggestions 1 and 2.

Source	Comment	Response to Comments
	development plans in goal 9.9.a. Will having the development plans listed in this document continue to disenfranchise the community that does not agree with the development plans.	
Berkeley Housing Authority Resident Advisory Board Meeting	The data used in the AI appears uneven and outdated	Data has been reviewed and vetted since receiving this comment. As noted in the executive summary, the data provided by HUD is out of date.
Berkeley Housing Authority Resident Advisory Board Meeting	Concern that development plans listed in the AI will continue to disenfranchise the community	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	Some parts of the analysis leave out LGBTQ people, people of color, and disabled people	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	Concern over judgmental language, such as "claim"	Language changed.
Berkeley Housing Authority Resident Advisory Board Meeting	Goal language could be more direct	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	There was no data regarding people of color with disabilities	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	It is difficult to find units that will accept a Section 8 voucher	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	The estimate of homeless people is inaccurate and in reality, is much larger	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	Land trusts should be considered as a way to ensure affordability	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	A mandatory code inspection program may reduce the availability of units	Comment noted.
Berkeley Housing Authority Resident Advisory Board Meeting	Use "Housing Choice Voucher" instead of "Section 8"	"Housing Choice Voucher" and "Section 8" are the same program. It is recognized that the term "Section 8" is more commonly used and identified as a housing voucher program.
Berkeley Housing Authority Resident Advisory Board Meeting	Rather than use wording to "explore" creating incentives for landlords, use stronger phrasing, such as "will create" incentives.	The language used in Section VI is able to give jurisdictions the flexibility to address housing problems in ways best for their communities.
Berkeley Housing Authority Resident Advisory Board Meeting	Action 8.d – add additional categories here such as those with limited English, LGBTQ, minority religion.	The population groups named in Activity 8.d are not an exhaustive list of populations that would be marketed to for affordable housing units
Berkeley Housing Authority Resident Advisory Board Meeting	Mortgage denial by race should be captured.	Mortgage denials by race are included under Disproportionate Housing Needs in Section V.
Berkeley Housing Authority Resident Advisory Board Meeting	Pg. V-121: Move the following sentence to the top of this section: "The participating jurisdictions require developers to comply with all fair	Comment noted.

Source	Comment	Response to Comments
	housing laws and develop affirmative fair housing marketing plans.” Be clear about how these relate to the AI agenda.	
Berkeley Housing Authority Board Meeting	Under Fair Housing Goal 3, Activity 3.a, add BHA, with Metrics & Milestone of: “Collaborate with the City of Berkeley on implementation of its Source of Income Ordinance, and the Ronald Dellums Fair Chance Housing Public Health and Safety Ordinance; educate landlords about the City’s fair housing laws and State Law SB329.”	The Berkeley Housing Authority was added under Activity 3.a.
Berkeley Housing Authority Board Meeting	Under Fair Housing Goal 3, Activity 3.b, change existing wording to: “Work with the City of Berkeley to identify available funding to implement a pilot landlord incentive program, including a damage claim program.”	Berkeley Housing Authority Metrics and Milestones under this activity were updated.
Housing Commission of the Housing Authority of the County of Alameda	Explore home ownership opportunities through limited-equity co-ops.	Comment noted.

Section IV

Assessment of Past Goals, Actions, and Strategies

This section describes how the Alameda County HOME Consortium, the City of Berkeley, and the City of Oakland addressed fair housing impediments in their prior fair housing analyses five years ago.

2015 Actions and Accomplishments

The tables below summarize the actions and accomplishments toward those goals from the 2015 Analysis of Impediments to Fair Housing Choice.

How Past Goals Affect the Selection of Current Goals

The tables below include responses from jurisdiction representatives regarding how past goals are incorporated into future goals. Their responses identify the level of effectiveness that the goal or action had in addressing previous fair housing issues, while also providing an idea of how important the goal might be going forward to address more current fair housing issues. Levels of effectiveness in past goals range from not effective, partially effective, effective, and very effective, while levels of importance for future goals range from not important, somewhat important, important, and very important. Their responses highlight actions that will be brought forward in the current Regional Analysis of Impediments. Not all policies or actions were rated by every jurisdiction and not all ratings contain explanations.

Most of the past goals that were in the previous analysis of impediments have either been accomplished or are still ongoing. Of the goals and actions that were not completed, most are carried over and included in this report's new set of goals. Very few goals were not carried over. The decision to carry forward past goals and actions was largely due to past effectiveness, anticipated importance in future goals, available resources, and changes in the region and fair housing legislation.

Table IV-1 - Analysis of 2015 Consortium Goals

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>Policy 1: Secure Federal Funding for Community Development Activities. Federal entitlement grants, particularly CDBG funds, represent a primary source of funding for local affordable and fair housing activities, including contracting with fair housing service providers. These dollars have rarely been more critical for Consortium jurisdictions, with jurisdictions across California still adjusting to the recent loss of Redevelopment Agency funding and a new legal and still uncertain legal framework regarding inclusionary housing policy following recent court decisions. As such, the HOME Consortium jurisdictions must continue to undertake the actions below to secure federal community development resources.</p>		<p>Participating jurisdictions identified Policy 1 as an important and effective policy. Federal entitlement funds are useful for funding fair housing and affordable housing development. However, there could be some limitations, such as having sufficient CDBG funds to allocate effectively to fair housing. Also, if municipality general funds decrease, then only CDBG funds would be available for fair housing and affordable housing, which may put a strain on CDBG funding for the jurisdiction.</p>
<p>Action 1.1: Complete a HUD-approved Consolidated Plan and Action Plan. Consortium jurisdictions shall continue to prepare and submit to the Department of Housing and Urban Development (HUD) one-year Action Plans and a five-year Consolidated Plan that comply with HUD requirements.</p>	<p>Consortium: Consolidated Plan completed in May 2015. FY 2015 through FY 2017 Action Plans completed.</p>	<p>This action is viewed as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It formally states guidelines to follow for the 5-year and annual plan cycles in order to address areas of funding and local issues.
<p>Action 1.2: Access, receive, and disburse federal entitlement grant funding. The HOME Consortium jurisdictions shall continue to apply for their annual allocation of Community Development Block Grant (CDBG) funding, as well as other entitlement grant dollars, including HOME and Emergency Solutions Grant (ESG) funds, as appropriate. In addition, the jurisdictions shall look for opportunities to secure other federal community development funds as they become available</p>	<p>County: Ongoing. Fremont: Continue to look for opportunities to secure federal funds. Fremont uses HOME funds to provide tenant-based rental assistance to assist those who are homeless or precariously housed. Hayward: Considering applying for SB 1. Livermore: Secured CDBG and HOME funds within the FY2015-FY2019 period. Secured Section 108 Loan Assistance and other Federal funding to support housing and homeless services San Leandro: Secured CDBG, HOME, and ESG funds for FY 2017. Home funds used to pay</p>	<p>This action is viewed as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It allows for jurisdictions to fund fair housing services, pay for fair housing projects, and complete reports, such as the AFFH.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	down construction pool funding for affordable housing.	
<p>Action 1.3: Monitor implementation of the Consolidated Plan and Action Plan. The HOME Consortium jurisdictions shall continue to prepare an annual Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards the Action Plan goals and documents the use of entitlement grant funds.</p>	<p>County: CAPER reporting on FY 2017 activities completed. Fremont: CAPER reporting on FY 2017 activities completed. Livermore: CAPER reporting completed all FY's.</p>	<p>This action is viewed as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It allows for jurisdictions to keep track of the accomplishments that their programs have achieved and allows for cities to relay this information to HUD.
<p>Policy 2: Maintain and Implement an Updated Housing Element. In California, each jurisdiction's Housing Element is a crucial tool to plan for and detail programs to address affordable and fair housing need. An updated Housing Element provides local policymakers and staff a clear guide and timeline to enacting these programs and indicates agencies responsible for implementation.</p>		<p>Participating jurisdictions identified Policy 2 as an important and effective policy. Focus was given to the fact that CDBG-related documents can enforce federal fair housing requirements, while Housing Elements can enforce federal and state fair housing laws. While Housing Elements were identified as crucial, it was said that it is important to remember that HUD does not review Housing Elements and that more focus should be placed on the importance of the Consolidated Plans, AAPs, and CAPERs.</p>
<p>Action 2.1: Strive for a State-certified Housing Element. The HOME Consortium jurisdictions shall aim to have their respective Housing Elements be certified on time by the State Department of Housing and Community Development for the 2015-2023 planning period.</p>	<p>County: Accomplished. Housing Element was adopted on May 5, 2017 and certified by the State of California on May 21, 2017. Dublin: Accomplished. Hayward: Housing Element adopted in 2014 as part of a comprehensive update to the General Plan 2040. Fremont: Housing Element 2015-2023 was adopted on December 2, 2014, and subsequently certified by State. The City is implementing programs. Livermore: Housing Element for the 2015-2022 planning period was certified by State HCD on April 20, 2015.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • State-certified Housing Elements work as planning tools that help guide future efforts for fair housing within a jurisdiction by reinforcing specific standards of housing planning.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>San Leandro: Submitted 2015-2023 Housing Element, certified by HDC November 21, 2014.</p> <p>Union City: Housing Element was adopted on January 27, 2015 and certified by the State of California on February 19, 2015. City is implementing programs.</p> <p>Fremont: Annual Update, FY 2017</p>	
<p>Action 2.2: Implement Housing Element programs. The HOME Consortium jurisdictions shall aim to implement the programs described in their Housing Elements within the current Housing Element planning period. These programs adopt a comprehensive approach to local affordable housing needs, addressing barriers to local production, fair housing, and housing concerns of lower income households and special needs populations. Each Housing Element shall list the timeline and responsible agency for implementation.</p>	<p>County: Implementation ongoing. The County is implementing its Housing Element programs and will report on its progress in its General Plan Annual Report.</p> <p>Dublin: Implementation on track to meet goals.</p> <p>Fremont: Implementing its Housing Element programs and has been submitting annual reports to City Council and HCD.</p> <p>Hayward: Completed General Plan Annual Report.</p> <p>Livermore: Implementing Housing Element program and is current on Annual Progress Report submittals.</p> <p>Union City: Implementing its Housing Element programs and reported its progress as part of the 2017 Annual Element Progress Report.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> The implementation of Housing Elements and their programs were viewed to be effective in structuring future standardized fair housing planning.
<p>Policy 3: Ensure Consistency between Local Zoning Ordinances and Fair Housing Choice. Local jurisdictions' zoning requirements must comply with State law, the federal Fair Housing Act of 1968, and the Fair Housing Amendments Act of 1988. As discussed in Chapter 3, the AI finds some cases where local zoning requirements do conflict with State and federal requirements, and documents how the subject jurisdictions are rectifying these issues. The respective jurisdictions' Housing Elements also serve as the reference for these corrective programs. The following actions identify the primary fair housing issues related to local zoning.</p>		<p>Participating jurisdictions identified Policy 3 as an overall important and effective policy. Focus was placed on the importance of consistency between local zoning ordinances and fair housing choice in assisting City Planning Department staff with fair housing issues and local zoning compliance. Additionally, this policy is critical to ensuring that the City's zoning policies comply with federal and state fair housing laws, especially for future goals. It was noted that when referencing this policy in the future, it is important to remember that a jurisdiction's Planning and Housing Departments should collaborate to ensure the City is complying with federal and state fair housing regulations.</p>
<p>Action 3.1: Maintain zoning for emergency shelters, supportive and transitional housing that complies with</p>	<p>County: Accomplished. Zoning Revision complete.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p>

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>State law. Per State law, the HOME Consortium jurisdictions shall ensure that all provisions of their local zoning code continue to consider transitional and permanent supportive housing as a residential use, subject only to the same restrictions that apply to other residential uses of the same type in the same zone. In addition, local jurisdictions shall continue to ensure that a zoning district remains in place that allows emergency shelters as a permitted use.</p>	<p>The Alameda County Planning Department adopted the new zoning ordinance in April 2012. Dublin: Zoning consistent. Fremont: City continues to ensure that all provisions of local zoning code are consistent with State law. Hayward: Supported. Livermore: Zoning code supports compliance with State law. San Leandro: As of adoption of the Housing Element, the City has removed most constraints to special needs housing per being identified in previous Housing Elements. Union City: Zoning updated in FY 2014-15. City continued to ensure zoning ordinances do not impede fair housing choice and are consistent with State law.</p>	<ul style="list-style-type: none"> • In the past it has been useful in helping City Planning and Housing Departments to coordinate effectively. • In the future, it will assist City Planning Department staff in keeping up to date with fair housing issues and local zoning compliance and maintaining a high level of coordination. • It was noted that this may not need to continue to be an action, seeing as many jurisdictions in the region have successfully formalized these changes.
<p>Action 3.2: Maintain a definition of family consistent with fair housing law. The HOME Consortium jurisdictions' zoning ordinances shall have a definition of family that is consistent with the Lanterman Developmental Disabilities Services Act and the federal Fair Housing Act and the Fair Housing Amendment Act.</p>	<p>County: Accomplished. Definition is consistent. Fremont: Definition is consistent Livermore: Definition is consistent Union City: Definition is consistent. San Leandro: Staff limitation did not allow to be addressed.</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has helped families to advocate for their housing rights should they need to and has helped the jurisdictions to cite ordinances as reference in some cases. • It was noted that for future goals, this action should be considered to be more tailored to "overcrowding" or "doubling up" instances as a method to balance fair housing occupancy standards in the midst of the housing crisis.
<p>Action 3.3: Establish zoning that treats community care facilities consistently with fair housing and State law. The HOME Consortium jurisdictions shall allow licensed residential care facilities with six or fewer residents in any area zoned for residential use and may not require conditional use permits or other additional discretionary permits, consistent with the Lanterman Developmental Disabilities Services Act.</p>	<p>County: Accomplished. Zoning revision is now complete. County Planning Department adopted the new zoning ordinance in April 2012. Fremont: City's zoning regulation is consistent with State regulation. Livermore: Zoning regulation is consistent with State law. San Leandro: City complies with State of California ADU regulations. Union City: The City's zoning treats community care facilities consistently.</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has worked to stress the importance of ensuring that building code regulations are not superseded by zoning changes. • It was noted that it is important to ensure that care facilities adhere to all health and safety regulations (federal and state, not the City's), not just with the City's permitting process.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>Action 3.4: Maintain zoning for secondary units that complies with State law. The HOME Consortium jurisdictions shall ensure that all zoning regulations remain in conformity with the requirements for secondary units proscribed by State law. Jurisdictions should also consider modifications to current zoning ordinances and impact fees with an aim to eliminate any constraints and establish incentives for the production and occupancy of new and existing secondary units at an affordable level.</p>	<p>County: Accomplished. Zoning revision is now complete. The Alameda County Planning Department adopted the new zoning ordinance in April 2012.</p> <p>Fremont: City's zoning regulations remain in conformity with the requirements for secondary unit prescribed by State law.</p> <p>Livermore: Ongoing process to incorporate recent State legislative changes. Exploring implementation of incentives for affordable ADU's</p> <p>Union City: Zoning complies with State law.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • Impact fee analysis has been an important aspect of this action; lessened impact fees have helped to spark more secondary units being built that have functioned as affordable units. • It was noted that for future goals, it is important to stress the fact that State secondary unit regulations eliminate any impact fees on the construction of these units. These fees can contribute to the provision of more affordable housing units; lessened impact fees could work as incentive to build.
<p>Policy 4: Support Local Fair Housing Activities and Services. The AI finds that fair housing is an ongoing concern in the HOME Consortium jurisdictions. In particular, interviews with local service providers indicate that many home seekers and landlords are unaware of federal and state fair housing laws. They also remain unfamiliar with protections offered to seniors, disabled, and other special needs populations, as well as families and protected classes. Each of the HOME Consortium jurisdictions currently undertakes a series of fair housing activities, with the primary focus being ongoing outreach and education on fair housing rights for home seekers, landlords, lenders, and agents. The following actions highlight the need to continue these efforts.</p>		<p>Participating jurisdictions identified Policy 4 as an overall important and effective policy. Focus was placed on the importance of this policy in helping jurisdictions provide residents with clear guidance on fair housing rights and regulations, while also strengthening a city's commitment to continuously furthering their support for fair housing activities. It was noted that moving forward, the financial aspect of implementing these activities should be analyzed further.</p>
<p>Action 4.1: Conduct ongoing fair housing outreach and education. The HOME Consortium jurisdictions shall continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices. Outreach will occur via training sessions, public events, jurisdictions' websites and other media outlets, staffing at service providers' offices, and multi-lingual flyers available in a variety of public locations.</p>	<p>County: ECHO contracted to provide services: 156 clients received fair housing counseling services (202 contacts) and 1,535 clients received tenant/landlord counseling services (2,394 contacts).</p> <p>Fremont: The City contracts with Fremont Fair Housing to conduct educational workshops, testing, and investigations on fair housing. In FY 2017, made 26 presentations to local public service organizations, distributed 198 information brochures to Fremont property owners, and distributed 1,307 information brochures to tenants seeking housing.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It allows for jurisdictions to follow a clear directive when addressing efforts for outreach in fair housing activities and provides the community with needed education in fair housing rights.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>Hayward: Contracted with ECHO to conduct fair housing testing.</p> <p>San Leandro: In FY 2017, Conducted 1 radio interview for outreach, and conducted 4 trainings for tenants and first-time homebuyers and 8 trainings to property managers.</p> <p>Union City: In FY 2017, City provided ECHO Housing \$10,000 in CDBG funds to provide fair housing counseling, tenant/landlord counseling, and mediation services. In this year ECHO opened 12 fair housing cases, conducted 5 fair housing audits, trained 13 fair housing testers, and distributed 1,900 flyers.</p>	
<p>Action 4.2: Respond to fair housing concerns and complaints in a timely fashion. The HOME Consortium jurisdictions shall continue to contract with local fair housing service providers to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders. Service providers will also assist in filing of fair housing complaints to the State Fair Employment and Housing Commission (FEHC) and the federal Office of Fair Housing and Equal Opportunity (FHEO), as necessary.</p>	<p>County: Agency met goals.</p> <p>Hayward: Contracted with ECHO to conduct fair housing testing and to investigate tenant complaints.</p> <p>Livermore: Contracted annually with ECHO Housing to provide fair housing counseling, landlord education trainings and assistance with filing fair housing complaints or make other referrals. In FY2017, 407 individual client services were provided, including 126 counseling sessions</p> <p>San Leandro: In FY 2017, responded to 29 fair housing cases with intake, assessment, and counseling conducted by ECHO; of those, 21 investigations were conducted, and 2 were reported to Fair Employment and Housing Commission, Office of Fair Housing and Equal Opportunity, or other legal referrals.</p> <p>Union City: ECHO opened 12 fair housing cases in FY 2017 (5 - disability, 6 - race, and 1 - national origin).</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has allowed for multiple entities and organizations to respond to fair housing issues, which allows for more outreach and better guidance for individuals seeking fair housing within their jurisdiction. • This action has helped to apply specific guidance in addressing community fair housing issues, which has helped many residents in the region. • It was noted that not every jurisdiction uses the same fair housing service providers and that it may be ideal to find a way to gauge how some services are doing compared to others.
<p>Action 4.3: Continue fair housing testing and audits. The HOME Consortium jurisdictions shall continue contracting with fair housing service providers to continue fair housing testing and audits. Fair Housing testing and audits seek to identify any evidence of differential treatment by landlords, property managers,</p>	<p>County: Testing is ongoing. ECHO has an ongoing testing program.</p> <p>Fremont: Fremont Fair Housing has an ongoing testing program. Fremont also passed a source of income discrimination ordinance.</p>	<p>This action is viewed overall as very effective in past goals and very important for future goals:</p> <ul style="list-style-type: none"> • It has provided clear guidance on what needs to be included in landlords' contracts with fair housing providers and has largely worked to educate tenants and landlords of fair housing laws

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>lenders, or agents toward members of protected classes. Testing is currently conducted periodically by local fair housing service providers on a complaint-driven basis. Annual fair housing audits are conducted by ECHO Housing – the contracted service provider for most Consortium jurisdictions – regarding a specific fair housing topic each year. Consortium jurisdictions shall consider the continuation or expansion of contracting for testing and audit services.</p>	<p>Hayward: Contracted with ECHO to conduct fair housing testing. Livermore: Contracted with ECHO annually to conduct fair housing testing on approximately 10 properties and provide 8 trainings. San Leandro: Staff limitation did not allow to be addressed. Union City: ECHO trained 13 testers and conducted 5 fair housing audits.</p>	<p>and regulations.</p> <ul style="list-style-type: none"> It was noted that jurisdictions should consider fair housing testing to be a requirement.
<p>Action 4.4: Consider options to increase participation in fair housing trainings by landlords and property managers. HOME Consortium jurisdictions should identify opportunities to compel or incentivize the participation of landlords and property owners, particularly those in the small- or family-run business sector, to complete at least one fair housing training session. For example, jurisdictions that require owners and managers of residential rental property to obtain a business license may consider including requirements regarding fair housing training as a condition of license issuance. Service providers cited policies that aim to increase participation by landlords and property managers in fair housing training programs as a key activity to further fair housing choice in the Consortium.</p>	<p>County: ECHO conducted 8 fair housing trainings for owners; 12 fair housing training for tenants; and 4 for the No. CA Fair Housing Coalition. Fremont: In FY 2017, Project Sentinel conducted 5 presentation to owners and one to tenants. San Leandro: In FY 2017, ECHO held 8 presentations to property management companies in FY 2017-18. Union City: ECHO conducted 4 fair housing trainings for landlords and property managers.</p>	<p>This action is viewed overall as effective in past goals and somewhat important for future goals:</p> <ul style="list-style-type: none"> It has helped individuals who are already in affordable housing units to know of the services and rights that they have; however, it is not very effective for individuals that are seeking affordable housing units. For future goals, it was indicated that participation of landlords and property managers needs to be increased and possibly even made to be mandatory.
<p>Action 4.5: Consider mandatory notification policies for fair housing services. HOME Consortium jurisdictions should identify appropriate opportunities to require notification to tenants and homeowners of available fair housing services, such as mediation and fair housing complaint services. Requirements to include notification of available services in documents such as lease addenda, rent increase notifications, statements of neighbor complaints, or notices to vacate or of eviction, should be considered.</p>	<p>County: Alameda County unincorporated county has an ordinance that requires notification of mediation services for rent increases. San Leandro: Staff limitation did not allow to be addressed.</p>	<p>This action is viewed as effective as well as not effective in past goals and very important for future goals:</p> <ul style="list-style-type: none"> It has provided clear guidance for landlords and property managers and has worked to increase participation from all entities that are involved in the promotion of fair housing activities and education. For future goals, it was indicated that notifications should not solely be reliant on the landlord to provide, and that laws and regulations should assist.
<p>Policy 5: Support Special Needs Housing</p>		<p>Participating jurisdictions identified Policy 5 as an overall important and effective policy. Focus was placed on the fact that special needs populations are increasing, and that the</p>

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
		<p>construction of special needs housing is often expensive, which means that viable policies need to be put in place to address these needs.</p>
<p>Action 5.1: Establish and communicate clear procedures to address reasonable accommodation requests. The HOME Consortium jurisdictions shall establish, implement, and effectively communicate formal procedures to address reasonable accommodation requests in zoning regulations to accommodate the needs of persons with disabilities.</p>	<p>Alameda: In November 2010, the City implemented a Language Assistance Plan which describes the City’s efforts to ensure access to federally funded programs and activities to residents with limited English proficiency. During the assessment of the Five-Year Strategic Plan a language assistance assessment was conducted, and all public notices will be published in the five identified languages. County: Accomplished and being implemented. Also, Reasonable Accommodation Language is standard in all HCD loan documents for affordable housing projects. All other programs run by HCD have clear policies regarding requests for accommodations. San Leandro: Staff limitation did not allow to be addressed. Union City: City used HOME and CDBG funds to support the Housing Rehabilitation Program which provides accessibility modification grants to disabled and senior residents.</p>	<p>This action is viewed as effective as well as not effective in past goals and very important for future goals:</p> <ul style="list-style-type: none"> • It was viewed as not effective due to a limitation in funding and the need for staffing which makes it difficult to implement. • In effective cases, it has provided an avenue for people with special needs to make requests and has outlined clear procedures to City staff. • For future goals, it was indicated that identifying funding for this action needs to be made a priority.
<p>Action 5.2: Consider adoption of universal design requirements or incentives. Consortium jurisdictions should consider the feasibility of mandatory or incentive-based policies to promote the production of housing units under universal design standards that promote accessibility for persons with disabilities.</p>	<p>County: Accomplished and being implemented. Also, universal design features gain additional points in the Housing Development Request for Proposal process. Dublin: Previously adopted universal design ordinance which requires features in all new single-family developments of 20+ homes. Fremont: Adopted universal design ordinance which requires builders to offer certain accessibility features to consumers as an upgrade option. Livermore: City staff is currently researching and exploring implementation of a Universal Design Ordinance.</p>	<p>This action is viewed as partially effective in past goals and very important for future goals:</p> <ul style="list-style-type: none"> • It has proven to be difficult to implement due to costs and staff limitations; however, when implemented, it provides a well-rounded approach to housing policy.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	San Leandro: Staff limitation did not allow to be addressed.	
<p>Action 5.3: Consider providing financial support to facilitate the ability of persons with disabilities to make reasonable modifications to their dwelling unit. Consortium jurisdictions should review existing rehabilitation funding sources to ensure that, as available and appropriate, funding is made available to persons with disabilities in need of reasonable modifications to their dwelling unit.</p>	<p>County: Alameda County passed a housing bond measure. The bond measure includes \$45 million for housing accessibility improvements and housing rehabilitation for low-income homeowners. Fremont: Per the City's 2017 accomplishments, City has a housing rehabilitation loan and grant for low-income homeowners to make necessary health and safety improvements to their homes. This program is being administered by Habitat for Humanity. Hayward: City has a housing rehab program available for accessibility improvements and housing rehabilitation for low-income, seniors, and disabled persons. Contracted with Rebuilding Together (Oakland) and Habitat for Humanity (East Bay). Livermore: Continued to fund the owner-occupied Housing Rehabilitation program which provides funding for low income households to make accessibility related improvements. Pleasanton: Annual sponsorship of EBHO, an extensive housing rehab program; rehabilitation grants; use of local, state and HOME funds to construct and/or acquire and rehabilitate housing units for rental by persons with disabilities; sponsorship of rapid rehousing program. San Leandro: In FY 2017, City funded the Housing Consortium of the East Bay's rehabilitation of the Luella Fuller House in the amount of \$10,000 to install ADA upgrades to the property. Luella Fuller House serves very low-income adults with developmental</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has been critical to ensuring persons with disabilities are able to use their dwelling unit with comfort and ease. • For future goals, it was noted that funding for this action should be outlined and consistent.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>disabilities for affordable shared housing in the city.</p> <p>Union City: The City used HOME and CDBG funds to support the Housing Rehabilitation Program which provides accessibility modification grants to disabled and senior residents.</p>	
<p>Policy 6: Support Fair Lending Practices and Access to Credit. Following the recession and financial crisis of 2007-08, lenders generally tightened credit requirements, making it more difficult for potential buyers to access loans. Though lending conditions have improved in subsequent years, lending requirements remain more stringent than in the years prior to the recession. Limited-English speakers, in particular, have difficulty securing loans and HMDA data show that African-American and Hispanic applicants for home purchase loans experience significantly lower rates of approval than White and Asian applicants. Moreover, this AI finds that many lenders and brokers are resistant to more affordable and accessible loan products offered in conjunction with first-time homebuyer or other government programs, due to their added complexity. As such, the HOME Consortium jurisdictions should continue the following actions to address these needs.</p>		<p>Participating jurisdictions identified Policy 6 as being not effective in past goals, yet important for future goals. Focus for why it was not effective was placed on the fact that local jurisdictions may not have much power to implement this policy effectively and that it is difficult to track the results. Additionally, problems with costs and staff limitations were also noted. For future goals, this policy is important in helping to make sure that everyone will be able to afford to purchase a home.</p>
<p>Action 6.1: Continue to support financial training and homebuyer assistance programs. The HOME Consortium jurisdictions shall continue to support and/or publicize organizations that provide financial literacy and homebuyer education classes. As resources allow, the jurisdictions will also continue to support municipal down payment and mortgage assistance programs that serve low- and moderate-income households.</p>	<p>County: Annual trainings provided. Alameda County A1 Bond will provide additional funds for first-time homebuyer assistance once the program is rolled out. Also, the Mortgage Credit Certificate Program has annual lender trainings.</p> <p>Dublin: City provides down payment assistance and publicizes homebuyer education courses for all BMR homebuyers to take.</p> <p>Fremont: City continues to support the Alameda County Mortgage Credit Certificate Program.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has been a great way of propagating supportive programs that allow low-income households to access affordable housing. • For future goals, it was noted that funding for this action should be outlined and consistent.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>Hayward: City hosted two first-time homebuyer workshops in 2018.</p> <p>Livermore funded \$55,000 in local housing funds for ECHO Housing for Homebuyer Counseling services in FY17/18, 18/19 & 19/20. Livermore also annually supported a Mortgage Assistance Program for low and moderate-income first-time homebuyers.</p> <p>San Leandro: Funds the Bay Area Affordable Housing Alliance to administer and monitor the City's First-Time Homebuyer Program.</p> <p>Union City: City supported the Alameda County Mortgage Credit Certificate (MCC) Program. MCC holds quarterly lender trainings and maintains a list of lenders with expertise in supporting low-income home seekers.</p>	
<p>Action 6.2: Maintain a list of lenders with specific expertise in supporting low-income home seekers. The HOME Consortium jurisdictions shall continue to maintain a list of lenders that can help buyers access below-market-rate loans and locally-sponsored down payment and mortgage assistance programs.</p>	<p>County: List maintained. MCC Program maintains a list of partner lenders.</p> <p>Dublin: List maintained.</p> <p>Fremont: List maintained.</p> <p>Livermore: Ongoing. Coordinated with Hello Housing to maintain lender and realtor contacts who facilitate access to loan products and services tailored for low and moderate income, first time homebuyers.</p> <p>San Leandro: Staff limitation did not allow to be addressed.</p>	<p>This action is viewed overall as partially effective in past goals and only somewhat important for future goals:</p> <ul style="list-style-type: none"> It has been shown to help low-income households access affordable housing in a more streamlined manner; however, it was shown to not be effective in that low-income homebuyers cannot afford many listings.
<p>Policy 7: Continue and Expand Support for Affordable Housing Production</p>	<p>Dublin: Affordable housing fund continues to collect fees from In-lieu and Commercial Linkage fee program, producing 65 affordable rental units at Valor Crossing in 2017.</p> <p>Union City: City continued to implement its affordable housing ordinance and the City Council reevaluated the ordinance in FY 2017-18 and gave direction to update the ordinance in order to maximize the City's ability to create</p>	<p>Participating jurisdictions identified Policy 7 as being an effective policy in the past and very important policy for future goals. Focus for effective aspects of this policy was placed on the need for affordable housing units for low-income households and how the production of new units has helped to serve this demographic in prior years. It was noted that this policy addresses one of the most prominent needs that exists in the region. Challenges to meeting this policy are mostly centered on access to funding.</p>

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>Action 7.1: Support local affordable housing development. The HOME Consortium jurisdictions shall continue all existing programs to support local affordable housing developers through a variety of strategies such as applications for State and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support shall continue to include specific targets for the development of senior, transitional and supportive housing, and units serving disabled individuals and persons living with HIV/AIDS or severe mental illness.</p>	<p>County: Ongoing. FY 2017 – Annual RFP was issued, and new projects selected. Fremont: City uses affordable housing fees and commercial linkage fees to support development of affordable housing in the City. The City issues Notices of Funding Availability on a periodic basis. Hayward: City anticipates production of 466+ affordable units that will serve an economically diverse population of families, seniors, and individuals. Additionally, will be serving most vulnerable populations including persons, veterans, and senior veterans experiencing homelessness. Livermore: Ongoing. Several affordable housing projects are in the development pipeline target senior, homeless and disabled persons. MidPen Housing completed the 72-unit Chestnut Senior housing project and began construction on the 42-unit Chestnut Family project which was supported through land, \$10M of local Housing Trust Funds from the City and \$4.6M in Measure A1 City Base San Leandro: FY 2017, City staff assisted Eden Housing's Parrott Street Apartment's application for the HCD Affordable Housing and Sustainable Communities Program. The development was not awarded the funds. Union City: The City selected a master developer in May 2018 to develop a City-owned site into 81 affordable units. The City will be contributing the land, \$6.8 million in City funds, and \$8.7 million in Measure A1 funds to the project. It is estimated this project will be complete by 2022.</p>	<p>This action is viewed overall as very effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It was shown to benefit low-income households by prioritizing the construction of new housing developments. This is a need that is in great demand in the region. • Funding sources as well as land for this action need to be identified for future goals.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>Action 7.2: Mitigate constraints on the production of affordable housing. The HOME Consortium jurisdictions shall continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing. Such policies include density limits, zoning regulations, parking requirements, and growth management programs.</p>	<p>County: Ongoing. Hayward: City is currently conducting barriers to housing development study. San Leandro: In FY 2016-17, City Council approved an update to the General Plan. Key features included increasing mixed-use and residential density particularly in the City's projected growth center.</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has worked to assist City planning in understanding fair housing needs while also removing barriers to new developments that promote affordable housing. • It is noted that lack of land, funding, and community support makes this action more difficult to implement in future goals.
<p>Action 7.3: Explore innovative sources of local funds to support affordable housing development. HOME Consortium jurisdictions should continue to explore alternative sources of local affordable housing funds to partially or fully substitute for the loss of Redevelopment funds for affordable housing following the dissolution of Redevelopment Agencies in California in 2011. Examples of such alternative sources include the rededication of so-called "boomerang funds" relinquished by the State following the Redevelopment Agency dissolution process to affordable housing production; the combination of one or more existing funding streams into an Affordable Housing Trust Fund; or the issuance of tax-exempt bonds to support affordable housing production. In particular, Consortium jurisdictions should review the provisions of SB 628 that was signed into law in October 2014; SB 628 provides for a new tax-increment financing option for California jurisdictions in the form of an enhanced Infrastructure Finance District (IFD). Enhanced IFDs may be used by local jurisdictions for the financing of specific infrastructure improvements or other specific projects of communitywide significance.</p>	<p>County: Ongoing. Also, Alameda County passed a housing bond, Measure A1. Fremont: Affordable housing impact fee and A-1 bond funds. Hayward: Affordable housing impact fee and repayment of RDA money. San Leandro: In fall of FY 2016, Alameda County Measure A1 was approved by voters and authorized \$580 million in general obligation bonds to invest in regional efforts to address the lack of affordable housing. The City has a base allocation of \$13 million. In FY 2017-18 City staff approved the allocation by Alameda County of \$4 million of these funds to support Parrott Street development. Union City: In November 2016, Alameda County voters passed Measure A1 (\$580 million for affordable housing). The City has received an allocation of \$8.7 million in Measure A1 funding and will be allocating this funding to develop 81 affordable rental units on a City-owned site. It is estimated this project will be complete by 2022.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has worked to assist the local jurisdictions in securing additional funding to implement new affordable housing strategies. • Lack of funding has been identified as a main reason for the lack in development of new affordable housing units throughout the region.
<p>Action 7.4: Consider options to enhance existing density bonus and incentive programs for affordable housing production. HOME Consortium jurisdictions should review existing Density Bonus and other incentive programs for affordable housing production to identify opportunities for enhancing the effectiveness of existing incentives in stimulating affordable housing production.</p>	<p>County: No action taken in FY 2017/18. Livermore: In 2018, revised density bonus ordinance to comply with State law around significantly reduced requirements for special user and senior housing. The City continued to provide reduced parking requirements and</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • In some instances, it has been noted that there is no demand to develop high-density housing in jurisdictions. • Local density laws are also reported to be superseded by State density laws.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>targeted fee reductions for affordable residential projects.</p> <p>San Leandro: In FY 2017, staff began assessing updates to State Density Bonus law effective January 2017 in the context of the City's existing density bonus ordinance.</p> <p>In FY 2018-19 staff anticipates an update to the inclusionary zoning ordinance and a full review of the in-lieu fee structure of this program.</p>	<ul style="list-style-type: none"> For future goals, the importance of incorporating new housing laws was stressed.
<p>Action 7.5: Review existing inclusionary housing ordinances. Many jurisdictions are currently reviewing their existing inclusionary housing programs to ensure compliance with new standards resulting from case law following the Palmer decision, particularly with respect to in-lieu fees. All Consortium jurisdictions should seek to review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs to maximize collectable amounts in a manner consistent with current housing market conditions and applicable case law.</p>	<p>County: Ongoing.</p> <p>Also, County contracted for a nexus study and feasibility study needed for any future consideration of an inclusionary housing policy. The draft report was made available in July 2015.</p> <p>Fremont: The City Council reviewed the existing affordable housing ordinance in June 2019 and directed staff to undertake a nexus study. The nexus study is underway. Staff anticipates an update to the ordinance in spring 2020.</p> <p>Hayward: The affordable housing ordinance was amended/adopted in 2017 - increased fees and expanded scope.</p> <p>City will be updating the master fee schedule with increased in-lieu fees to reflect current housing market conditions.</p> <p>Livermore: City first established an Affordable Housing Trust Fund and an Inclusionary housing ordinance in 2000, and has updated the requirements over the years, including 2015 to increase the Housing In Lieu Fee commensurate with rapidly increasing home prices.</p> <p>San Leandro: In FY 2017, the City was a recipient of a grant from Silicon Valley Foundation that funded a nexus study for housing and commercial (jobs/housing) impact fees. Due to</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> Effectiveness was found in offering alternative options for developers and increasing studies surrounding the benefits of inclusionary ordinances. It was noted for future goals that not every city in the region has an inclusionary ordinance, which can make it difficult to implement the action.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>staff limitation this goal was not further addressed.</p> <p>Union City: The City Council reviewed its current inclusionary housing ordinance in FY 2017-18 and gave final direction in July 2018 to update the ordinance in order to maximize the City's ability to create more affordable housing. The ordinance amendment was completed in FY 2018-19.</p>	
<p>Policy 8: Support Access to Affordable and Market-Rate Housing Units</p>		<p>Participating jurisdictions identified Policy 8 as being an effective policy in the past and very important policy for future goals. Focus for effective aspects of this policy was placed on the efforts that have been made in the region to increase outreach, activities, and efforts centered on the implementation of standards for supporting access to fair housing.</p>
<p>Action 8.1: Facilitate access to affordable and below-market-rate units. The HOME Consortium jurisdictions shall continue to assist affordable housing developers in advertising the availability of below-market-rate units via the jurisdictions' websites, the 2-1-1 information and referral phone service, and other media outlets. The jurisdictions will also facilitate communication between special needs service providers and affordable housing developers, to ensure that home seekers with special needs have fair access to available units.</p>	<p>County: Ongoing. BMR units continue to be included on the 2-1-1 websites.</p> <p>Fremont: City continues to broadcast affordability housing opportunities on the City website and City's affordable housing interest lists, and with community agencies.</p> <p>Hayward: City provides informational handouts related to BMR units available in the County both in Spanish and English.</p> <p>Livermore: Worked with affordable and market rate developers to market and outreach new affordable units, including 72-unit Chestnut Senior and 35-BMR units in Ageno Apartments with the assistance of disability (CRIL) and fair housing services agency (ECHO). Worked to target outreach to underserved low income communities.</p> <p>San Leandro: City staff keeps an updated listing of the City's regulated affordable housing units and regularly offers it to interested citizens; this</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has proven to be partially effective due to issues with establishing priority populations, continued resident-issued complaints while occupying affordable housing units, and the fact that affordable housing units have a very low turnover rate for availability. • For future goals, it was identified that it is important to realize just how few of these units are available within the region.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>information is available online. City staff is in regular contact with 2-1-1.</p> <p>Union City: City continues to make information on affordable housing opportunities available at City Hall and other community facilities, online, and over the phone. The City also adopted an eviction and harassment protection ordinance that went into effect on May 10, 2017, and a rent review ordinance that went into effect in October 2017.</p>	
<p>Action 8.2: Evaluate funding availability to support rental assistance programs. Consortium jurisdictions should continue to seek to identify funding to support targeted limited-time rental or security deposit support for existing or prospective tenants. Targeted rental assistance programs should aim to help avoid homelessness due to acute housing crisis. Rental assistance programs may be administered directly by Consortium jurisdictions or by contract with local service providers.</p>	<p>County: Ongoing. County has developed programs for this with boomerang funds. In FY 2017, work was conducted to evaluate barriers to use rental assistance in the highly competitive and expensive housing market and methods of addressing those barriers. Actions are under consideration.</p> <p>Fremont: The City has been using HOME funds to provide rent subsidies to both help people avoid homelessness and assist those who are already homeless.</p> <p>Livermore: Annually funded ECHO, Abode Services and City Serve of the Tri-Valley for Rapid Rehousing and Rental Assistance/Homelessness Prevention programs.</p> <p>San Leandro: In FY 2017-18, the City adopted a Tenant Relocation Assistance Program. Staff began implementation of this ordinance in October 2017.</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has proven to help draw attention to funding rental assistance programs throughout the region. • It was noted that this action influences programs that support one-time needs and lack of funding limits this action’s range of impact. • For future goals, it was identified that actions like these need consistent funding, so that they are not made into a “band-aid” solution.
<p>Action 8.3: Continue to seek adjustment to the HUD Fair Market Rent (FMR) for the Oakland-Fremont Metropolitan Division. Consortium jurisdictions, or a designated surrogate, should continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) when necessary in an effort to seek adjustment to HUD FMR standards for the area. Fair</p>	<p>County: Accomplished.</p> <p>County participated in a rent study and petitioned HUD to increase the FY 2015 FMRs. Staff continue to work on a legislative solution to the problems with the HUD formula used to calculate FMRs.</p>	<p>This action is viewed overall as partially effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • Jurisdiction representatives claimed that it was only partially effective due to the high cost of conducting FMR surveys along with finding staffing capacity to fulfill the action. • It was noted that landlords continue to refuse house voucher holders in some areas and staying competitive with private

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
<p>housing providers and housing rights advocates reported that many landlords have ceased accepting Section 8 Housing Choice Vouchers due to the rapid escalation in current market-rate rates above the HUD-designated FMR level, resulting in a decrease in the supply of available housing for Section 8 Voucher recipients. In 2013, the County Housing and Community Development Department, with funding and support from a variety of cities, HACA, and the County’s Behavioral Health Care Services department, commissioned such a survey and successfully sought an upward adjustment of the HUD-defined FMR for FY 2014.</p>		<p>market renters is very important for future goals.</p>
<p>Action 8.4: Consider the adoption of rent mediation or stabilization programs. Consortium jurisdictions should evaluate the feasibility of voluntary or mandatory rent mediation or stabilization programs, based on existing programs in Consortium and other California jurisdictions. Possible rent mediation or stabilization programs should be considered for their potential effectiveness in mitigating the significant displacement impacts of the current rapid escalation in market-rate rents affecting the Consortium jurisdictions.</p>	<p>County: Alameda County unincorporated county has an ordinance that requires notification of mediation services for rent increases. Many jurisdictions are in discussion and some have ballot measures to propose various rent stabilization measures.</p> <p>Fremont: City adopted the rent review ordinance which went into effect on January 1, 2018. The program provides non-binding recommendations through consultations, mediations, and Rent Review Board hearings (if proposed rent increase is over 5 percent).</p> <p>Hayward: City is currently working toward amending its residential rent stabilization ordinance to include provisions of mandatory mediation with binding arbitration program.</p> <p>San Leandro: In 2016, the City adopted amendments to the City’s rent review ordinance to more effectively and efficiently administer the Rent Review Program.</p> <p>Union City: The City adopted an ordinance that provides eviction and harassment protections, which went into effect on May 10, 2017; a rent review ordinance, which provides a mediation</p>	<p>This action is viewed overall as effective in past goals and important for future goals:</p> <ul style="list-style-type: none"> • It has addressed economic challenges to accessing housing, which has been shown to have significant impact. • It has been shown that if individuals are concerned with being evicted for no cause or have a high rent burden, they may be less likely to address other fair housing issues that arise. • For future goals, it was noted that this action does not fit in with the characteristics of every jurisdiction and that the action should realize this.

Policy/Action	FY 2015-19 Cumulative Accomplishments	Summary of Goals Effectiveness
	<p>process for qualifying rent increases, went into effect on October 2, 2017.</p> <ul style="list-style-type: none"> - The City hired ECHO Housing to serve as the program administrator for both ordinances and hired two professional mediators to facilitate the rent review mediation process. - The City hosted four informational workshops on the rent ordinances and distributed multiple citywide mailers. - The City implemented a rental unit registration and rent ordinance fees to cover the cost of administering both ordinances. 	
<p>Action 8.5: Support shared housing opportunities for seniors and other special needs populations. Consortium jurisdictions should consider programs to match seniors with underutilized living space with appropriate home seekers on a voluntary basis. Such programs can serve a double purpose of providing seniors with minor non-medical assistance and supplemental income and providing home seekers with an affordable shared housing unit. In addition, shared rental housing can be an appropriate way to increase housing affordability for seniors and non-senior low-income single individuals or small households. Shared housing programs may be administered directly by Consortium jurisdictions or by contract with local fair housing service providers.</p>	<p>County: Alameda County has an ongoing program with funding from MHSA, NSP, and CCT that have shared housing options. Fremont: Fremont provides funding support to Covia to provide home match services to home seekers and homeowners. Livermore: Explored implementation of shared housing program in FY16, however lack of interested and qualified providers in the East Alameda County region prevented further implementation. San Leandro: City will explore options in FY 2018-19. Union City: In order to support shared housing opportunities, the City provided business license fee waivers to homeowners participating in HIP Housing’s home-sharing program.</p>	<p>This action is viewed overall as only partially effective in past goals and showing only some importance for future goals:</p> <ul style="list-style-type: none"> • It has been hard to measure the outcomes of this action in the past, and the action has been criticized for not having clear enough guidance in its implementation. • For future goals, it was noted that this action should be approached with clear guidance and mitigation of abuse, and to consult with housing providers on its implementation and effectiveness.

Table IV-2 - Analysis of 2015 Berkeley Goals

Action	Accomplishments	Summary of Goals Effectiveness
Policy 1: Support Local Fair Housing Activities and Services		
<p>Action 1.1: Continue to fund fair housing outreach, education, investigation, and enforcement. The City of Berkeley will continue to contract with fair housing service providers such as the East Bay Community Law Center to provide fair housing services to Berkeley residents. Fair housing services will continue to include educating home seekers and property managers regarding fair housing law and recommended practices, offering multilingual outreach on fair housing issues, providing fair housing counseling and landlord/tenant mediation services, investigating fair housing complaints, and conducting fair housing audit testing. Consider opportunities to expand outreach to locations such as community centers, schools meetings, or church events, where residents are likely to be even if not seeking services.</p>	<p>Funding for a community agency fair housing provided for outreach and education. In FY 2017, the funded agency provided fair housing services to 71 Berkeley tenants. A majority of tenants served had housing-related issues related to their disabled status; however, gender, family status, national origin, race, and age discrimination were also reported. Of these 71 tenants, 34 received further investigation into their complaints, and of those 34, 13 received reasonable accommodation letters and 9 cases resulted in successful mediation.</p>	<p>This action was effective in past goals and is very important in future goals.</p>
<p>Action 1.2: Consider expanding fair housing testing and audits. The City of Berkeley will consider expanding ongoing fair housing testing activities to include more tests on an annual basis. The East Bay Community Law Center currently conducts one to three fair housing tests per year, but the number of tests that are conducted is insufficient to gauge the extent and pattern of discrimination toward members of protected classes. The City will consider working with the East Bay Community Law Center to conduct additional testing on an annual basis to better identify problems that are in need of further attention. Alternatively, the City could consider working with ECHO Housing, which conducts testing related to a specific fair housing topic in Alameda County each year, to expand testing in Berkeley. Most other jurisdictions in Alameda County currently contract with ECHO Housing, which provides a potential opportunity for Berkeley to partner with other nearby jurisdictions to support additional testing.</p>	<p>In PY17, East Bay Community Law Center (EBCLC), the funded agency, performed 3 fair housing tests which resulted in two violation letters to property managers; held 2 educational and training workshops to landlord/property managers and community-based organizations, which reached 28 participants; and conducted 8 community outreach events, which reached a total of 142 individuals. The City would need additional money dedicated to the service in order to expand the program.</p>	<p>This action was very effective in past goals and is very important in future goals:</p> <ul style="list-style-type: none"> • It was noted that countywide testing might be more effective in future goals.
<p>Action 1.3: Consider mandatory notification policies for fair housing services. The City of Berkeley will consider identifying appropriate opportunities to require notification to tenants and homeowners of available fair housing services, such as</p>	<p>The City makes fair housing information available on the City's website.</p>	<p>This action was ineffective in past goals and is only considered to be somewhat important for future goals.</p>

Action	Accomplishments	Summary of Goals Effectiveness
<p>mediation and fair housing complaint services. The Berkeley Rent Stabilization Board currently provides this information to tenants in units that are covered by rent control, so this program would address units that are not covered by rent control. Potential requirements to consider include notification of available services in documents such as lease addenda, rent increase notifications, statements of neighbor complaints, or notices to vacate or of eviction.</p>		
<p>Action 1.4: Consider options to increase participation in fair housing trainings by landlords and property managers. The City of Berkeley will consider opportunities to incentivize the participation of landlords and property owners, particularly those in the small- or family-run business sector, to complete at least one fair housing training session. For example, the City could consider including requirements regarding fair housing training as a condition of discretionary actions that the City takes related to rental properties.</p>	<p>Contracted fair housing agencies have reported that building relationships with landlords and property owners is difficult.</p>	<p>This action was not effective in past goals and is only considered to be somewhat important for future goals:</p> <ul style="list-style-type: none"> • It was noted that this action helps to create a first point of contact for potential tenants. • For future goals, this action will need additional resources to be more effective.
<p>Action 1.5: Continue to include fair housing requirements in City contracts. The City of Berkeley will continue to require that affordable housing units in properties with five or more units that are developed with assistance from the Housing Trust Fund are affirmatively marketed to lower- and moderate-income households. The City will also continue to require affirmative marketing plans from all Housing Trust Fund loan recipients, incorporate affirmative marketing in all Development Loan Agreements, monitor borrowers annually to request copies of affirmative marketing efforts and activities, and inform Housing Trust Fund borrowers of the need to translate marketing materials into non-English languages.</p>	<p>The City is continuing the following:</p> <ul style="list-style-type: none"> – requiring that all City-funded affordable housing developments create and implement affirmative marketing plans; – providing housing and community services planning notifications in English; and Spanish, and Chinese based on past evaluation of language needs. 	<p>This action was effective in past goals and is considered to be very important for future goals:</p> <ul style="list-style-type: none"> • It has helped make contracting guidelines, which have proven to be effective in education and implementation.
<p>Policy 2: Support Special Needs Housing</p>		
<p>Action 2.1: Continue to provide financial support for reasonable modifications to residential units and explore opportunities to expand support. The City will continue to operate the Senior and Disabled Home Rehabilitation Program, the Center for Independent Living’s Residential Access Project, and Rebuilding Together to provide accessibility modifications for people with disabilities. The City will consider increasing</p>	<p>The City continues to fund and support programs which increase opportunities for people with disabilities to live in a way that is integrated into the community.</p>	<p>This action was very effective in past goals and is considered to be very important for future goals:</p> <ul style="list-style-type: none"> • It has helped to support housing for disabled populations and will continue to support this in the future.

Action	Accomplishments	Summary of Goals Effectiveness
financial support for these activities as feasible based on available funding.		
<p>Action 2.2: Encourage universal design in new housing. The City will encourage universal design in new housing that exceeds minimum accessibility requirements. The City currently encourages universal design in projects that are funded through the City’s Housing Trust Fund and will expand these activities to encourage universal design in all new housing developments in the City.</p>	<p>The City continues to encourage the use of universal design in its Housing Trust Fund by retaining discussion of universal design in the fund’s guidelines.</p>	<p>This action was partially effective in past goals and is considered to be important for future goals:</p> <ul style="list-style-type: none"> • It has provided guidance and best practices when implementing new developments.
<p>Policy 3: Support Fair Lending Practices and Access to Credit</p>		
<p>Action 3.1: Support financial training and homebuyer assistance programs. As resources allow, support and/or publicize organizations that provide financial literacy and homebuyer education classes.</p>	<p>The City participates in the Mortgage Credit Certificate program through Alameda County.</p>	<p>This action was partially effective in past goals and is considered to be somewhat important for future goals:</p> <ul style="list-style-type: none"> • It has been difficult to track the outcomes for this action, yet it still provides education for individuals.
<p>Policy 4: Continue and Expand Support for Affordable Housing Production</p>		
<p>Action 4.1: Support local affordable housing development. The City of Berkeley will continue existing programs to support local affordable housing developers through a variety of strategies such as applications for State and federal funding, entitlement assistance, outreach to the community and other stakeholders, and direct financial support, as detailed in the City’s Housing Element. This support shall continue to include specific targets for the development of senior, transitional and supportive housing, and units serving disabled individuals and persons living with HIV/AIDS or severe mental illness.</p>	<p>The City continues to support affordable housing development through the Housing Trust Fund. City voters passed a \$135M local housing bond in November 2018 and funds were made available during calendar 2019.</p>	<p>This action was very effective in past goals and is considered to be very important for future goals:</p> <ul style="list-style-type: none"> • It has been noted that the continuation of affordable housing developments is a main priority in the region.
<p>Action 4.2: Monitor new funding sources to support affordable housing development. The City of Berkeley will monitor federal, state, and other public and private funding sources to identify funds that can be used to support affordable housing development, including considering effective ways to use the City’s Housing Trust Fund to leverage funds from other sources. These sources could include Affordable Housing and Sustainable Communities funding, the National Housing Trust Fund, and/or Enhanced Infrastructure Financing Districts. These efforts will complement current efforts by Berkeley’s Housing</p>	<p>The City continues to monitor new funding sources to support affordable housing development. The City has taken a variety of steps, including as a co-applicant, to help local affordable housing development projects access State funding.</p>	<p>This action was very effective in past goals and is considered to be very important for future goals:</p> <ul style="list-style-type: none"> • This action has helped prioritize the acquisition of more funding sources, which is and will continue to be a main priority.

Action	Accomplishments	Summary of Goals Effectiveness
Advisory Commission to identify possible new funding sources for affordable housing.		
Action 4.3: Consider an increase to the City's Affordable Housing Mitigation Fee. Based on the update to the City's Affordable Housing Mitigation Fee Nexus Study, which is currently in progress, consider an increase to the City's Affordable Impact Fee for market-rate rental housing and consider implementation of an impact fee for market-rate ownership housing.	The City adopted a biannual fee increase formula for the rental housing mitigation fee, which was implemented July 1, 2018. The City continues to enforce its inclusionary housing requirements for ownership housing.	This action was partially effective in past goals and is considered to be very important for future goals: <ul style="list-style-type: none"> For future goals, a fee will continue to be collected which will help to support affordable housing in Berkeley.
Policy 5: Support Access to Affordable and Market-Rate Housing Units		
Action 5.1: Facilitate access to affordable and below-market-rate units. The City of Berkeley will continue to assist in providing information on the availability of below-market-rate units and Section 8 vouchers via the city website, the 2-1-1 information and referral phone service, and other media outlets. The City will also facilitate communication between special needs service providers and affordable housing developers, to ensure that home seekers with special needs have fair access to available units.	Council adopted an ordinance stipulating that 80% of the 50% AMI units go toward Section 8. The City made improvements to BMR information available on the City's website. The BMR program has distributed Section 8 program marketing information to participating property managers.	This action was effective in past goals and is considered to be very important for future goals: <ul style="list-style-type: none"> There is a continued need for affordable housing and this action has been shown to secure affordable housing.
Action 5.2: Continue to support the Housing Authority in working toward approval for an increase to the payment standard for the Tenant-Based Section 8 Voucher Program. The City of Berkeley should continue to support the Housing Authority in efforts to gain HUD approval for an increase in the payment standard for the Tenant-Based Section 8 Voucher Program to 120 percent of fair market rent. Given the City's high and rapidly-escalating market-rate rental costs, the market rent for units in Berkeley is becoming increasingly higher than the fair market rent, presenting challenges for residents using tenant-based vouchers in Berkeley. If the payment standard is increased, the City of Berkeley should also apply these increases to the Shelter Plus Care program implemented by the City's Health, Housing and Community Services Department.	The City continues to support the Berkeley Housing Authority in its efforts. The City has helped fund several studies sponsored by local housing authorities when HUD's FMRs decreased in contrast to market-rate rents in the Bay Area. These studies helped increase the payment standard.	This action was partially effective in past goals and is considered to be very important for future goals: <ul style="list-style-type: none"> It has helped to increase coordination between the housing authority and the City.
Action 5.3: Support shared housing opportunities for seniors and other special needs populations. The City of Berkeley will consider programs to match seniors with underutilized living space with appropriate homeseekers on a voluntary basis. Such	No resources available. [not accomplished]	

Action	Accomplishments	Summary of Goals Effectiveness
<p>programs can serve a dual purpose of providing seniors with minor non-medical assistance and supplemental income and providing homeseekers with an affordable shared housing unit. In addition, shared rental housing can be an appropriate way to increase housing affordability for seniors and non-senior low-income single individuals or small households. Shared housing programs could be administered directly by the City of Berkeley or by contract with local fair housing service providers.</p>		

Table IV-3 - Analysis of 2015 Oakland Goals

Action	Accomplishments	Summary of Goals Effectiveness
<p>General actions the City will take to address impediments to fair housing include:</p>		
<p>Identify a primary lead from the Housing and Community Development to serve as point person to drive this Action Plan for the next five years.</p>	<p>Currently, the CDBG manager serves as the point person to drive the action plan until otherwise assigned.</p>	<p>This action was effective in past goals and is very important in future goals.</p>
<p>Produce progress reports on all action items on an annual basis in the Annual HUD Reporting document (CAPER).</p>	<p>Yes. Annual reports include a section titled "Removal of Impediments to Fair Housing." Accomplishments are tracked via Fair Housing master contract, Housing Resource Center, and other activities connected to fair housing. Progress of all Action Plan items are reported in the CAPER.</p>	<p>This action was effective in past goals and is very important in future goals:</p> <ul style="list-style-type: none"> It was identified that progress must be tracked to measure impact of services and analyze the direction of the program.
<p>Host a planning session with regional organizations and local governments to discuss strategies on how to address fair housing issues from a regional perspective.</p>	<p>Yes, within the ABAG C16 regional housing needs allocation process and through the Oakland Housing Element planning process.</p>	<p>This action was effective in past goals and is important in future goals.</p>
<p>Host a series of summits with housing providers, fair housing organizations and other stakeholders regularly (at least twice a year) to confirm progress towards addressing fair housing issues over next 5 years.</p>		<p>This action was effective in past goals and is important in future goals.</p>
<p>Convene meeting with East Bay governments and agencies to collaborate on service delivery to explore strategies to unify data collection and service delivery into a more streamlined process.</p>		<p>This action was effective in past goals and is important in future goals.</p>
<p>Lack of Regulated Affordable Housing (Public)</p>		

Action	Accomplishments	Summary of Goals Effectiveness
Continue to work with developers, Federal, State and other stakeholders to identify and pursue all available funding for affordable housing.	Ongoing – Affordable housing in Oakland is funded with a mix of local and non-local sources, low income housing tax credit, Mortgage Revenue Bonds, HOME (HUD), Boomerang funds, and Cap & Trade proceeds.	This action was effective in past goals and is very important in future goals.
Identify potential city-owned parcels or other sites that can be used for affordable housing developments as articulated in the Housing Element and in accordance with the City’s real estate disposition laws. HCD will work with other departments to identify potential parcels for mixed-income (including possibly affordable housing) and report to City Council and ways in which the City could comply with the Surplus Land Act, if applicable.	Ongoing. Sites have been identified to increase affordable housing, housing for the homeless, temporary housing. Opportunity site maps and listings are provided on the City’s website.	This action was very effective in past goals and is very important in future goals.
Through its HOME and other Housing NOFAs, HCD will encourage siting of affordable housing in areas without concentrations of poverty.	The NOFA was circulated annually as planned and achieved what it set out to do as stated in the Housing Element’s policy guidance. Housing Development Services funded new construction of 271 units of housing in areas with low concentration of poverty.	This action was effective in past goals and is very important in future goals.
Through its HOME and other Housing NOFAs, HCD will encourage siting of affordable housing in asset-rich areas.	Ongoing. The City promotes equitable distribution of affordable housing throughout the community.	This action was effective in past goals and is very important in future goals.
Continue to streamline development and permitting process to reduce costs for affordable housing. HCD will gather input from affordable housing developers on additional strategies to streamline development process and assess if recommendations can be incorporated into development process.	Ongoing review and actions taken to reduce the impact of local government regulations and fees on the cost and availability of housing. Streamlined the environmental review process. Created fast-track permit process. Facilitated affordable housing through density bonuses, broad provisions for secondary units.	This action was effective in past goals and is very important in future goals: <ul style="list-style-type: none"> • Affordable housing is a means of achieving greater social equity. • Providing funds and streamlining the development process for affordable housing will result in more very low- and low-income housing units in Oakland where it is desperately needed. • The promotion of affordable housing will increase fair housing choices.
Explore and identify potential land use policies and zoning concessions such as inclusionary zoning, parking requirements that can be made to reduce cost of development and promote affordable housing or allowance of secondary units. HCD should prepare an analysis of the possible increase in affordable housing in Oakland based on these policies and share with City Council.	Ongoing. The City is continually evaluating its standards, procedures, and permit processes to allow development of multi-family, market rate and affordable housing, within the restrictions of CEQA. New zones implemented encourage mixed-use housing on commercial corridors; flexibility of parking requirements for secondary unit is in review; and manufactured homes are now permitted as long as	This action was effective in past goals and is very important in future goals: <ul style="list-style-type: none"> • The decisions that are made today regarding housing, land use, and transportation will shape the future of the community for generations to come. • Planning decisions can build on and reinforce these qualities, increasing accessibility for all members of

Action	Accomplishments	Summary of Goals Effectiveness
	they meet California building codes. Live/work conversions continue to be permitted in Oakland.	the Oakland community, supporting regional development goals, and making Oakland an even better place to live.
Continue pending analysis of potential development impact fees, including a housing impact fee to fund affordable housing development with an in-lieu on-site inclusionary option.	Ongoing.	
Meet with OHA to understand what data, if any, is collected regarding landlords who oppose Section 8 and facilitate a discussion on what outreach the City and OHA could initiate to these landlords on the benefits of Section 8 program.	Oakland HA: Through administration of the Housing Choice Voucher (HCV) program, OHA monitors HCV utilization and owner participation. This includes but is not limited to the number of landlords participating in the program, average time spent by voucher holders searching for units, number of units being advertised through Go Section 8, voucher utilization, and voucher expiration rates. In 2017, OHA implemented landlord incentive activities to recruit new and maintain existing landlord participation in response to declining voucher utilization and landlord exits from the program. These activities include sign-on bonuses for new owners, pre-inspections, loans to owners for unit improvements, vacancy loss payments, and owner education and appreciation events. These activities were designed to eliminate some of the perceived burdens from program participation and to reward owners for both agreeing to and continuing to participate. OHA monitors and reports on the results of these activities through the Annual Moving to Work Report, available on www.oakha.org .	This action was effective in past goals and is very important in future goals: <ul style="list-style-type: none"> To better implement this action in the future, the City will work with OHA to understand current incentives and how to market them through City events and materials used to communicate with Oakland landlords.
Establish goal of preserving all affordable housing units expiring in next ten years.	The goal was established via City ordinances that protect existing affordable housing, such as rent adjustment, residential property conversion, and condominium conversion. Affordable housing is also a 2017-19 budget priority for the City of Oakland mayor along with addressing homelessness and anti-displacement.	This action was effective in past goals and is very important in future goals.
Lack of Coordination among Fair Housing/Advocacy Entities (Public)		

Action	Accomplishments	Summary of Goals Effectiveness
Identify point of contact to be responsible for coordinating all activities with fair housing providers at City.	Chyriell Quamina manages the fair housing contract. Anti-displacement program is managed by Maryann Leshin, Oakland Deputy Director for Housing & Community Development.	This action was effective in past goals and is very important in future goals.
Conduct kick-off meeting with city-funded fair housing/advocacy entities with City to establish roles and responsibilities.	Ongoing each funding round (usually every 2 years).	This action was effective in past goals and is important in future goals.
Facilitate quarterly meetings with city-funded fair housing/advocacy entities with City to ensure ongoing coordination and alignment.	In Progress.	This action is very important in future goals.
Explore coordinated database development or reporting to enable City or appointed agent to collect and analyze data at city-wide level.	In Progress.	This action is very important in future goals.
Explore coordinated development and delivery of trainings, outreach and other efforts to ensure all areas/populations of Oakland are adequately served.	Funding provided to fair housing organizations that provided outreach, counseling, education, and investigation of fair housing ensuring all populations are served adequately. Specific focus targeted to included race, ethnicity, family status and disability.	This action was effective in past goals and is important in future goals.
Promote semi-annual or annual trainings from different advocacy entities for all city funded service agencies on various elements of fair housing and tenant rights.		This action is very important in future goals.
Opposition to Siting of Affordable Housing (Public)		
HCD, City Council and Mayor to establish clear message on importance of affordable housing and that City is in support of affordable housing.	Priorities, as stated in budget documents, mayor's web page, and the Department of Housing & Community Development web page, promote the City's dedication to improving Oakland neighborhoods and to making sure all Oaklanders have safe and affordable housing.	This action was very effective in past goals and is very important in future goals.
Continue to work with developers to conduct community outreach programs as part of predevelopment process.	The City encourages local non-profit organizations, affordable housing proponents, the business community, the real estate industry and other policy makers to join in efforts to advocate for the provisions of affordable housing in communities throughout Oakland and the bay area.	This action is very important in future goals.
Consult with legal service provider in region to provide legal education to stakeholders on California Government Code that prevents discrimination on the development of housing based on the source of financing used for that development.		This action is very important in future goals.

Action	Accomplishments	Summary of Goals Effectiveness
Use language such as “enhancing neighborhoods” to avoid negative connotation of affordable housing.		This action is very important in future goals.
Conduct proactive outreach to council members and community leaders.	Ongoing.	This action is very important in future goals.
As noted above, assess feasibility of inclusionary zoning to leave no choice for siting of affordable housing.		This action is very important in future goals.
Continue to participate and promote Affordable Housing week.	Ongoing work led by the City's Deputy Director of Housing & Community Development, along with Housing Resource Center staff.	This action was effective in past goals and is very important in future goals.
Coordinate with Oakland Housing Authority in outreach and marketing campaigns.	Ongoing.	This action was very effective in past goals and is very important in future goals.
Continue to provide technical and/or financial support to organizations that are involved in education and information campaigns.	Ongoing.	This action was very effective in past goals and is very important in future goals.
Continue to monitor existing affordable housing to ensure that property is well maintained.	Ongoing.	This action was very effective in past goals and is very important in future goals.
Continue to encourage formation of resident councils in affordable housing developments to foster sense of commitment to and participation in neighborhood activities.	Ongoing.	This action was very effective in past goals and is very important in future goals.
Planning, Land Use and Zoning Practices (Public)		
Continue to streamline processes for the issuance of zoning/building permits for affordable housing.	Ongoing.	This action was effective in past goals and is very important in future goals.
Use existing service provider and stakeholder networks to engage low- and moderate- income households in discussions regarding zoning and changes to the planning code and access to land use and zoning policies.	No progress to report.	
Explore additional planning/zoning concessions that can be made to affordable housing developments.	In 2018, this process continued to be implemented. Permit applications for affordable housing developments, as with other multi-family projects, are "deemed complete" within 30 days of submittal. The City processed its first SB 35 affordable housing case in 2018, which waives discretionary review for proposals that meet certain criteria. Continuing through 2018, multi-family housing continued to be permitted in Oakland; with the adoption of the citywide zoning update in April 2011, the areas of the city where	This action was very effective in past goals and is very important in future goals.

Action	Accomplishments	Summary of Goals Effectiveness
Explore use and viability of affordable housing development impact fee.	<p>multifamily housing can be built expanded significantly.</p> <p>On May 3, 2016, the City Council adopted the Affordable Housing Impact Fees Ordinance. Development projects submitting building permit applications on or after September 1, 2016, are subject to the fees. In February 2019, staff brought the Annual Report to City Council. See this link for the report: https://www.oaklandca.gov/documents/impact-fee-annual-report-fiscal-year-ended-june-30-2018. For Fiscal Year 2017 - 2018 (ending on 6/30/18), \$3,206,036 has been paid for the Affordable Housing Impact Fee; and \$11,510,815 was revenue assessed, but not due yet (due to the program's schedule for payments). This totals \$14,716,851. Since the Affordable Housing Impact Fees went into effect on September 1, 2016, \$3,683,860 has been paid so far and \$17,234,806 in revenue has been assessed but not due yet, for a total of \$20,918,666 that has been assessed."</p>	<p>This action was very effective in past goals and is very important in future goals.</p>
Continue to gather input and feedback on ways to improve planning, land use and zoning practices from practitioners and stakeholders.	Ongoing.	<p>This action was very effective in past goals and is very important in future goals.</p>
Recommend to Strategic Planning office to revise zoning code to treat transitional/supportive housing in same manner as residential units.	<p>For special needs housing, in 2016, the Planning and Zoning Division adopted amendments to the Oakland Planning Code ensuring that transitional and supportive housing is treated in the same manner as other housing facilities in the same zone. The City's reasonable accommodations procedure was also adopted in 2014, providing flexibility.</p>	<p>This action was very effective in past goals and is very important in future goals.</p>
Recommend to Strategic Planning office to revise zoning code to eliminate 300-foot restriction for development of multiple supportive housing projects.	<p>In 2018, the Planning and Zoning Division continued to issue discretionary design review permits for all new housing, except for secondary units less than 500 square feet in size, which are issued ministerially. For special needs housing, in 2016, the Planning and Zoning Division adopted amendments to the Oakland Planning Code ensuring that transitional and supportive housing is treated in the same manner as</p>	<p>This action was very effective in past goals and is very important in future goals.</p>

Action	Accomplishments	Summary of Goals Effectiveness
	other housing facilities in the same zone. The City's reasonable accommodations procedure was also adopted in 2014, providing flexibility.	
Evaluate secondary unit regulations as option of increasing number of housing units and/or affordable housing units in the City.	Council adopted revised secondary unit regulations in March 2016 and May 2017 to further reduce the regulatory barriers to the development of secondary units, which are considered one way to help address the city's housing shortage and escalating costs, as they generate new residential units without the costs of land acquisition. As shown in Table A2, 109 building permits for secondary units were issued in 2018. In May 2017, following an initial revision in 2016, the City of Oakland adopted revised secondary unit regulations to further reduce the regulatory barriers to the development of secondary units, including reducing setback requirements for secondary units and eliminating parking requirements in areas where public transit is accessible.	This action was very effective in past goals and is very important in future goals.
As noted above, evaluate the impact and feasibility of inclusionary zoning to increase affordable housing in the City and provide a report to City Council on the outcomes of the evaluation.	See above.	This action was very effective in past goals and is very important in future goals.
Loss of Naturally Occurring Affordable Housing (Public/Private)		
HCD to study and possibly propose an expanded rent control model to better protect tenants and maintain affordable housing within the City.	In process.	This action was very effective in past goals and is very important in future goals.
HCD to continue support of Community Buying Program with the goal of assisting developers to purchase tax defaulted, foreclosed, abandoned, or unmaintained properties for the development of affordable homeownership opportunities.	The Oakland Community Buying Program did not acquire additional properties in 2018. The City continued its partnership with Hello Housing to oversee the construction and sale of the 26 sites it acquired previously. See Policy 2.2.4 for additional information about this program.	This action was very effective in past goals and is very important in future goals.
Action items from the above "Lack of Regulated Affordable Housing" that address the development and supply of more affordable housing also apply to this impediment given that it will reduce the number of people that will have to move due to market demand.		This action was very effective in past goals and is very important in future goals.

Action	Accomplishments	Summary of Goals Effectiveness
Need for Landlord Education (Public/Private)		
Conduct landlord education summit with housing service providers, East Bay Rental Housing Association and other stakeholders to identify education gaps in landlord education.		
Conduct outreach and education to broaden reach of stakeholders including business groups such as Chamber of Commerce.	Continue to periodically meet with housing advocacy groups and neighborhood organizations to educate the public on affordable housing and reduce community opposition to affordable housing.	This action was very effective in past goals and is very important in future goals.
Coordinate with housing service providers and East Bay Rental Housing Association to market fair housing trainings and resources. Potential marketing strategies include: <ul style="list-style-type: none"> • Leveraging lending institutions and banks to provide training, resource and contact information to landlords or potential landlords • Conduct media campaigns through utility bills • Market trainings in newspapers, social media and other outlets • Advertise at meetings and social events for landlord associations 	Works to promote fair lending practices throughout the City to ensure that low-income and minority residents have fair access to capital resources needed to acquire and maintain housing.	
Use quizzes or assessment tools to test knowledge and impact of training to ensure that participant achieves training learning objectives.		
Lack of Accessible Units (Public/Private)		
Continue to provide Access Improvement Program grants to homeowners and landlords.	In 2018, the City continued to provide access improvement grants to low- and extremely low-income homeowners and tenants, contingent on funding availability. Grant funds are designated for accessibility modifications to accommodate persons with disabilities.	
Coordinate efforts and activities with disability rights advocacy and outreach organizations in Oakland.		
Continue to require 504 accessible units to be built in City assisted rental developments.		
Establish additional landlord incentives such as microloans to make units more accessible.		

Action	Accomplishments	Summary of Goals Effectiveness
Discrimination Regarding Accessible Features (Public/Private)		
Continue to provide funding to nonprofit agencies to provide fair housing counseling, complaint investigation and referral services.	Ongoing.	
Provide trainings on fair housing regulations regarding persons with disabilities and reasonable accommodations.	Ongoing.	
Continue to provide fair housing workshops and public outreach efforts, ensuring that activities include guidance on discrimination regarding accessible features.	Ongoing.	
Provide counseling and outreach to persons with disabilities on how to identify discrimination regarding accessible features.		
Establish better landlord incentives such as microloans to make units more accessible.	There are microloan programs administered by Oakland Residential Lending/Rehabilitation Division to preserve affordable housing in Oakland and make them accessible.	
Lack of Access to Community Assets (Public/Private)		
Continue to target affordable housing in areas that are asset-rich and not in areas of concentrated poverty.	Ongoing target of affordable housing in areas with low concentration of poverty. More than 271 units of affordable housing developments in these areas.	Effective and will continue to circulate annual NOFA as funding is available.
Leverage other HUD resources to improve community assets and conditions in areas of minority concentration and RCAP/ECAP areas.		
Coordinate efforts with other City/County agencies to improve community assets and conditions in areas of minority concentration and RCAP/ECAP areas.		
Foreclosure Recovery: Homeowners, Renters, and their Communities (Public/Private)		
Encourage more research to gain a deeper understanding of the role of race in mortgage lending and foreclosure prevention in order to inform public policy and encourage the accountability of financial institutions.		
Continue to work with non-profit housing services providers to target programs to extremely low, low- and moderate-income homeowners at risk of losing their homes to foreclosure.		

Action	Accomplishments	Summary of Goals Effectiveness
Support housing counseling efforts by either providing City funding or supporting applications for outside funding.		
Continue to enforce the City’s Just Cause Ordinance to protect tenants from being evicted from foreclosed housing units.		
Lending/Sales Discrimination (Private)		
Continue to provide funding to nonprofit agencies to provide fair housing counseling, complaint investigation and referral services.	Yes. Funding to EBCLC, ECHO, Central Legal, and CJC provided annually for these services.	<ul style="list-style-type: none"> • This action was effective in past goals and is very important in future goals: • It has been shown to assist experts in the field to educate tenants and landlords which promotes fair housing in Oakland and Bay Area. • It was noted to be a vital action for “on the ground” services.
Provide financial support for fair housing audits for rental and homeownership properties.	ECHO provides these services.	This action was effective in past goals and is important in future goals.
Support law firms that work with affordable housing owners and agents to provide assistance regarding fair housing practices.		
Continue to provide fair housing workshops and public education outreach efforts	Provided through contracted fair housing agencies.	This action was very effective in past goals and is very important in future goals: <ul style="list-style-type: none"> • It has proven to provide tenants and landlords with fair housing education.
Conduct targeted outreach, support and counseling to minority households.		
Explore including HMDA Institution Data Reports as part of Linked Banking Services Ordinance analysis for Oakland financial institutions.	Banks that originate mortgages submit HMDA data and that dataset is made available to the public for analysis.	This action was effective in past goals and is very important in future goals.
Consult with City Attorney annually to review HMDA data and post summary of findings publicly.		
Promote creative marketing and outreach to residents regarding lending practices.	Provided through the First Time Homebuyers Program.	This action was effective in past goals and is important in future goals: <ul style="list-style-type: none"> • It has been shown to provide resources to low- and moderate-income residents who would otherwise not have access to these housing services. • For future goals, it will increase access to affordable housing ownership for low-income residents of Oakland.

Action	Accomplishments	Summary of Goals Effectiveness
Promote more stringent audit practices – if landlords, sellers, or banks are in violation of fair housing policy, proceed with lawsuit.		

SECTION V

FAIR HOUSING ANALYSIS

This section analyzes data and community engagement responses related to segregation, R/ECAPs, disparities in access to opportunity, disproportionate housing needs, publicly supported housing, disability and access, and fair housing enforcement outreach, capacity, and resources. Contributing factors are determined at the end of each topic.

Tables in this section contain terms which are defined in Section II. This analysis covers the participating jurisdictions (interchangeably referred to as Alameda County), which includes unincorporated areas of the County, five non-entitlement cities (Albany, Emeryville, Dublin, Newark, Piedmont, also referred to as Urban County), nine entitlement cities (Alameda, Berkeley, Fremont, Hayward, Livermore, Oakland, Pleasanton, San Leandro, Union City), and five housing authorities, which collectively service the entire County. The Consortium covers the above, excluding the entitlement cities of Berkeley and Oakland.

Maps provided in this section divide the County into three parts, north, south, and east. The north portion of the County generally includes the cities of Alameda, Albany, Berkeley, Emeryville, Oakland, Piedmont, and San Leandro. The south portion includes the cities of Fremont, Hayward, Newark, and Union City. The east portion includes the cities of Dublin, Livermore, and Pleasanton.

Demographic Summary

This section describes population and housing trends throughout the participating jurisdictions. Over 1.6 million people live in Alameda County, a growth of approximately 350,000 people since 1990. Overall, most growth has been in foreign-born and minority residents. As of 2017, 32 percent of the population in Alameda County are foreign born; 68 percent are minorities; 21 percent are under the age of 18; 66 percent are between the ages of 18 and 64; and 12 percent are over the age of 65.

Demographic Patterns

Participating jurisdictions have experienced significant growth in the last two decades.

The following table presents population trends from 1990 to 2017 for all participating jurisdictions as well as the region (the CBSA, defined in Section II as Alameda, Contra Costa, San Francisco, and San Mateo Counties). Note that the row titled Alameda County demonstrates the total population for all participating jurisdictions. Alameda County has grown approximately 27 percent since 1990. Along a similar trend, the region has grown approximately 26 percent since 1990. The cities with the most growth during this time period were Emeryville and Dublin, growing approximately 100.7 and 145.5 percent, respectively.

Table V-1 - Population Growth and Percent Change

	1990	2000	2010	2017 Estimate	% change 1990- 2000	% change 2000- 2010	% change 2010- 2017
Consortium	801,736	941,461	1,006,967	1,092,193	17.43%	6.96%	8.46%
Urban County	213,779	242,439	269,161	294,229	13.41%	11.02%	9.31%
Albany	16,327	16,444	18,539	19,682	0.72%	12.74%	6.17%
Emeryville	5,740	6,882	10,080	11,524	19.90%	46.47%	14.33%
Dublin	23,229	29,973	46,036	57,022	29.03%	53.59%	23.86%
Newark	37,861	42,471	42,573	45,554	12.18%	0.24%	7.00%
Piedmont	10,602	10,952	10,667	11,296	3.30%	-2.60%	5.90%
Unincorporated Alameda County	120,020	135,717	141,266	149,151	13.08%	4.09%	5.58%
Entitlement Cities	587,957	699,022	737,806	797,964	18.89%	5.55%	8.15%
Alameda	73,979	72,259	73,812	78,246	-2.32%	2.15%	6.01%
Fremont	173,339	203,413	214,089	230,964	17.35%	5.25%	7.88%
Hayward	111,343	140,030	144,186	156,917	25.76%	2.97%	8.83%
Livermore	56,741	73,345	80,968	88,232	29.26%	10.39%	8.97%
Pleasanton	50,570	63,654	70,285	79,341	25.87%	10.42%	12.88%
San Leandro	68,223	79,452	84,950	89,910	16.46%	6.92%	5.84%
Union City	53,762	66,869	69,516	74,354	24.38%	3.96%	6.96%
Berkeley	102,724	102,743	112,580	120,179	0.02%	9.57%	6.75%
Oakland	372,242	399,484	390,724	417,442	7.32%	-2.19%	6.84%
Alameda County	1,276,702	1,443,741	1,510,271	1,629,615	13.08%	4.61%	7.90%
Region	3,677,712	4,123,737	4,335,391	4,641,820	12.13%	5.13%	7.07%

Source: Decennial Census 1990, 2000, 2010; 2013-2017 ACS 5-Year Estimates

Demographic Trends

There has been an increase in foreign-born residents, residents with limited English proficiency, and Asian or Pacific Islander and Hispanic residents. Additionally, according to the data presented below, the number of black and white residents has decreased.

The tables below present data for demographic trends of the participating jurisdictions and the region between 1990 and 2017.

Since 1990, white residents have decreased in all jurisdictions except Berkeley, Livermore, and Oakland. In the same time period, black residents have decreased in Berkeley, Oakland, and Union City by approximately 10, 19, and 4 percent, respectively. Across the participating jurisdictions, the population of Hispanic (184,000) and Asian and Pacific Islander (296,000) residents has increased over the same period. The participating jurisdictions also gained 292,000 foreign-born residents and 146,000 residents with limited English proficiency. The participating jurisdictions' youth population has increased by approximately 13 percent and the elderly population has increased by approximately 53 percent.

Across the Consortium, the number of people with families has increased by 26,000 but the overall proportion of families with children has decreased by 6 percent.

The region has experienced similar trends in the decrease of white residents and the increase of Hispanic and Asian residents. The foreign-born population of the participating jurisdictions has increased by 126 percent since 1990 while the region has increased by only 81 percent. Increases in people with limited English proficiency is similar between the region and participating jurisdictions.

Table V-2 - Demographic Trends, Alameda County and Region, 1990, 2000, 2010, 2017

	Alameda County (Entire County Geographically)							
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	674,969	52.87%	591,201	40.95%	514,705	34.08%	524,881	32.30%
Black, Non-Hispanic	224,449	17.58%	228,011	15.79%	204,385	13.53%	175,063	10.77%
Hispanic	182,291	14.28%	276,507	19.15%	343,027	22.71%	367,041	22.59%
Asian or Pacific Islander, Non-Hispanic	184,627	14.46%	327,246	22.67%	438,322	29.02%	481,356	29.62%
Native American, Non-Hispanic	6,531	0.51%	11,505	0.80%	10,006	0.66%	5,008	0.31%
National Origin								
Foreign-born	230,921	18.09%	394,322	27.31%	457,248	30.28%	523,816	32.23%
LEP								
Limited English Proficiency *of population 5 years and older	134,964	11.40%	239,487	17.80%	265,495	18.79%	281,942	18.46%
Sex								
Male	622,759	48.78%	711,561	49.29%	743,177	49.21%	799,848	49.22%
Female	653,820	51.21%	737,639	51.09%	772,314	51.14%	829,966	51.07%
Age								
Under 18	304,556	23.85%	365,306	25.30%	342,164	22.66%	344,912	21.22%
18-64	836,384	65.51%	935,787	64.82%	1,005,123	66.55%	1,076,207	66.22%
65+	135,638	10.62%	148,107	10.26%	168,203	11.14%	208,693	12.84%
Family Type								
Families with children *out of total number of families; not out of total people	152,760	48.98%	170,762	50.36%	169,304	48.04%	176,451	42.57%

	Consortium							
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	510,612	63.56%	440,567	46.52%	351,858	34.76%	345,240	31.61%
Black, Non-Hispanic	46,993	5.85%	66,493	7.02%	77,652	7.67%	66,363	6.08%
Hispanic	122,173	15.21%	179,072	18.91%	231,746	22.90%	241,171	22.08%
Asian or Pacific Islander, Non-Hispanic	117,069	14.57%	242,360	25.59%	340,987	33.69%	389,061	35.62%
Native American, Non-Hispanic	4,312	0.54%	8,108	0.86%	6,902	0.68%	3,086	0.28%
National Origin								
Foreign-born	140,287	17.47%	267,283	28.22%	323,723	31.98%	384,406	35.20%
LEP								
Limited English Proficiency *of population 5 years and older	73,901	9.20%	149,208	15.76%	175,851	17.37%	190,251	18.65%
Sex								
Male	395,277	49.21%	469,048	49.53%	498,626	49.26%	537,757	49.24%
Female	407,969	50.79%	478,003	50.47%	513,561	50.74%	554,436	50.76%
Age								
Under 18	197,668	24.61%	247,648	26.15%	245,172	24.22%	246,360	22.56%
18-64	526,298	65.52%	603,587	63.73%	655,546	64.77%	705,789	64.62%
65+	79,280	9.87%	95,816	10.12%	111,469	11.01%	140,042	12.82%
Family Type								
Families with children *out of total number of families; not out of total people	102,058	48.82%	98,484	50.91%	123,513	49.21%	128,464	42.05%
Urban County (Alameda County, CA CDBG, ESG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	141,012	67.49%	125,454	51.98%	105,474	39.20%	104,691	35.58%
Black, Non-Hispanic	13,440	6.43%	20,544	8.51%	25,356	9.42%	22,332	7.59%
Hispanic	30,052	14.38%	47,048	19.49%	66,642	24.77%	72,566	24.66%
Asian or Pacific Islander, Non-Hispanic	22,738	10.88%	43,459	18.01%	68,655	25.52%	80,093	27.22%
Native American, Non-Hispanic	1,129	0.54%	2,279	0.94%	1,985	0.74%	737	0.25%
National Origin								
Foreign-born	30,580	14.65%	53,562	22.19%	72,355	26.89%	88,863	30.20%
LEP								
Limited English Proficiency *of population 5 years and older	15,807	7.57%	30,106	12.47%	39,787	14.79%	46,894	17.36%
Sex								
Male	102,120	48.92%	119,349	49.44%	133,205	49.51%	145,349	49.40%
Female	106,648	51.08%	122,031	50.56%	135,860	50.49%	148,880	50.60%
Age								
Under 18	49,513	23.72%	61,208	25.36%	64,119	23.83%	67,765	23.03%
18-64	136,358	65.32%	154,210	63.89%	176,055	65.43%	189,663	64.46%
65+	22,897	10.97%	25,962	10.76%	28,891	10.74%	36,801	12.51%
Family Type								
Families with children *out of total number of families; not out of total people	25,932	47.84%	24,454	50.68%	32,142	48.85%	34,683	32.43%

City of Alameda (Alameda, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	45,203	64.37%	37,921	52.48%	33,468	45.34%	33,429	42.72%
Black, Non-Hispanic	3,922	5.58%	5,181	7.17%	5,645	7.65%	5,734	7.33%
Hispanic	6,531	9.30%	6,725	9.31%	8,092	10.96%	9,031	11.54%
Asian or Pacific Islander, Non-Hispanic	14,017	19.96%	20,827	28.82%	25,619	34.71%	24,797	31.69%
Native American, Non-Hispanic	369	0.53%	746	1.03%	659	0.89%	150	0.19%
National Origin								
Foreign-born	13,061	18.61%	18,830	26.06%	20,047	27.16%	21,157	17.60%
LEP								
Limited English Proficiency *of population 5 years and older	6,539	9.32%	10,121	14.01%	11,879	16.09%	12,045	10.43%
Sex								
Male	34,296	48.86%	34,678	47.99%	35,315	47.84%	37,994	48.56%
Female	35,895	51.14%	37,581	52.01%	38,497	52.16%	40,252	51.44%
Age								
Under 18	15,195	21.65%	15,658	21.67%	15,304	20.73%	15,772	20.16%
18-64	46,021	65.57%	47,101	65.18%	48,533	65.75%	50,876	65.02%
65+	8,975	12.79%	9,500	13.15%	9,975	13.51%	11,596	14.82%
Family Type								
Families with children *out of total number of families; not out of total people	8,326	46.64%	8,378	46.91%	8,484	46.38%	8778	42.22%

City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	59,823	58.28%	56,689	55.17%	61,539	54.66%	65,656	54.63%
Black, Non-Hispanic	18,630	18.15%	15,123	14.72%	12,524	11.12%	10,019	8.34%
Hispanic	8,567	8.35%	9,999	9.73%	12,209	10.84%	13,180	10.97%
Asian or Pacific Islander, Non-Hispanic	14,735	14.35%	18,822	18.32%	25,018	22.22%	24,095	20.05%
Native American, Non-Hispanic	474	0.46%	770	0.75%	676	0.60%	295	0.25%
National Origin								
Foreign-born	17,275	16.83%	20,923	20.36%	23,538	20.91%	24,299	20.22%
LEP								
Limited English Proficiency *of population 5 years and older	7,076	6.89%	7,552	7.35%	8,947	7.95%	7,563	6.29%
Sex								
Male	50,959	49.65%	50,322	48.98%	55,031	48.88%	58,242	48.46%
Female	51,682	50.35%	52,421	51.02%	57,549	51.12%	61,937	51.54%
Age								
Under 18	14,564	14.19%	15,328	14.92%	13,872	12.32%	15,205	12.65%
18-64	76,877	74.90%	76,881	74.83%	85,532	75.97%	88,705	73.81%
65+	11,199	10.91%	10,534	10.25%	13,176	11.70%	16,269	13.54%
Family Type								
Families with children *out of total number of families; not out of total people	8,347	43.69%	7,382	43.13%	7,785	41.43%	8,478	40.78%

City of Fremont (Fremont, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	109,887	63.57%	84,136	41.36%	56,766	26.52%	49,186	21.30%
Black, Non-Hispanic	6,230	3.60%	7,198	3.54%	8,086	3.78%	6,729	2.91%
Hispanic	23,023	13.32%	27,398	13.47%	31,698	14.81%	31,101	13.47%
Asian or Pacific Islander, Non-Hispanic	32,328	18.70%	80,555	39.60%	115,884	54.13%	134,233	58.12%
Native American, Non-Hispanic	940	0.54%	1,573	0.77%	1,176	0.55%	735	0.32%
National Origin								
Foreign-born	34,565	20.00%	75,493	37.11%	90,196	42.13%	109,638	47.47%
LEP								
Limited English Proficiency *of population 5 years and older	16,262	9.41%	37,260	18.32%	40,562	18.95%	39,477	17.09%
Sex								
Male	86,222	49.89%	101,606	49.95%	106,441	49.72%	113,862	49.30%
Female	86,617	50.11%	101,805	50.05%	107,648	50.28%	117,102	50.70%
Age								
Under 18	44,750	25.89%	53,439	26.27%	53,216	24.86%	54,210	23.47%
18-64	116,808	67.58%	132,885	65.33%	139,064	64.96%	149,545	64.75%
65+	11,280	6.53%	17,086	8.40%	21,809	10.19%	27,209	11.78%
Family Type								
Families with children *out of total number of families; not out of total people	23,178	50.94%	21,720	52.06%	28,873	51.96%	31,109	52.13%

City of Hayward (Hayward, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	57,741	50.69%	41,928	29.83%	27,513	19.06%	26,894	17.14%
Black, Non-Hispanic	10,473	9.19%	15,743	11.20%	17,569	12.17%	15,278	9.74%
Hispanic	28,073	24.65%	47,627	33.89%	58,821	40.76%	63,435	40.43%
Asian or Pacific Islander, Non-Hispanic	16,470	14.46%	32,363	23.03%	38,992	27.02%	43,984	28.03%
Native American, Non-Hispanic	726	0.64%	1,167	0.83%	1,024	0.71%	476	0.30%
National Origin								
Foreign-born	24,533	21.53%	48,601	34.57%	52,166	36.15%	60,598	38.62%
LEP								
Limited English Proficiency *of population 5 years and older	15,565	13.66%	31,650	22.51%	34,927	24.20%	38,399	24.47%
Sex								
Male	56,144	49.28%	70,097	49.86%	71,253	49.37%	77,247	49.23%
Female	57,789	50.72%	70,485	50.14%	73,069	50.63%	79,670	50.77%
Age								
Under 18	28,700	25.19%	38,822	27.62%	35,684	24.73%	34,296	21.86%
18-64	73,474	64.49%	87,503	62.24%	93,967	65.11%	104,944	66.88%
65+	11,759	10.32%	14,257	10.14%	14,671	10.17%	17,677	11.27%
Family Type								
Families with children *out of total number of families; not out of total people)	14,040	49.17%	14,475	51.63%	15,719	48.14%	15,480	44.06%

City of Livermore (Livermore, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	48,230	83.77%	55,001	74.70%	52,479	64.84%	56,218	63.72%
Black, Non-Hispanic	820	1.42%	1,391	1.89%	2,012	2.49%	1,039	1.18%
Hispanic	5,673	9.85%	10,512	14.28%	16,890	20.87%	17,783	20.15%
Asian or Pacific Islander, Non-Hispanic	2,405	4.18%	5,313	7.22%	8,584	10.61%	9,533	10.80%
Native American, Non-Hispanic	350	0.61%	812	1.10%	710	0.88%	108	0.12%
National Origin								
Foreign-born	3,765	6.54%	8,882	12.06%	12,351	15.26%	14,528	16.47%
LEP								
Limited English Proficiency *of population 5 years and older	1,928	3.35%	4,670	6.34%	6,313	7.80%	7,071	8.01%
Sex								
Male	28,689	49.82%	36,821	50.01%	40,224	49.70%	43,084	48.83%
Female	28,897	50.18%	36,802	49.99%	40,712	50.30%	45,148	51.17%
Age								
Under 18	15,472	26.87%	21,103	28.66%	20,540	25.38%	21,167	23.99%
18-64	37,964	65.93%	46,880	63.68%	51,832	64.04%	55,965	63.43%
65+	4,150	7.21%	5,640	7.66%	8,563	10.58%	11,100	12.58%
Family Type								
Families with children *out of total number of families; not out of total people	8,100	51.96%	7,576	51.92%	10,377	48.78%	10,572	44.93%

City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	104,534	28.19%	93,945	23.52%	101,308	25.93%	113,985	27.31%
Black, Non-Hispanic	158,826	42.83%	146,395	36.65%	114,209	29.23%	98,681	23.64%
Hispanic	51,551	13.90%	87,436	21.89%	99,072	25.36%	112,690	27.00%
Asian or Pacific Islander, Non-Hispanic	52,823	14.24%	66,064	16.54%	72,317	18.51%	68,200	16.34%
Native American, Non-Hispanic	1,745	0.47%	2,627	0.66%	2,428	0.62%	1,627	0.39%
National Origin								
Foreign-born	73,359	19.79%	106,116	26.57%	109,987	28.15%	115,111	27.58%
LEP								
Limited English Proficiency *of population 5 years and older	53,987	14.56%	82,727	20.71%	80,697	20.65%	84,128	20.15%
Sex								
Male	176,523	47.62%	192,191	48.12%	189,520	48.50%	203,849	48.83%
Female	194,169	52.38%	207,215	51.88%	201,204	51.50%	213,593	51.17%
Age								
Under 18	92,324	24.91%	102,330	25.62%	83,120	21.27%	83,347	19.97%
18-64	233,209	62.91%	255,319	63.92%	264,045	67.58%	281,713	67.49%
65+	45,159	12.18%	41,757	10.45%	43,558	11.15%	52,382	12.55%
Family Type								
Families with children *out of total number of families; not out of total people	42,355	49.93%	36,535	49.87%	38,619	46.13%	39,509	44.78%

City of Pleasanton (Pleasanton, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	44,721	86.14%	48,792	76.04%	43,019	61.18%	42,267	53.27%
Black, Non-Hispanic	660	1.27%	994	1.55%	1,436	2.04%	1,580	1.99%
Hispanic	3,497	6.74%	5,054	7.88%	7,291	10.37%	6,864	8.65%
Asian or Pacific Islander, Non-Hispanic	2,766	5.33%	8,439	13.15%	17,910	25.47%	25,436	32.06%
Native American, Non-Hispanic	179	0.34%	408	0.64%	463	0.66%	187	0.24%
National Origin								
Foreign-born	3,848	7.41%	8,967	13.98%	15,353	21.83%	22,595	28.48%
LEP								
Limited English Proficiency *of population 5 years and older	1,070	2.06%	3,264	5.09%	6,456	9.18%	8,649	10.90%
Sex								
Male	25,616	49.34%	31,534	49.18%	34,488	49.05%	38,836	48.95%
Female	26,302	50.66%	32,591	50.82%	35,829	50.95%	40,505	51.05%
Age								
Under 18	13,153	25.33%	18,255	28.47%	18,927	26.92%	20,388	25.70%
18-64	35,668	68.70%	41,031	63.99%	43,584	61.98%	47,985	60.48%
65+	3,097	5.97%	4,840	7.55%	7,806	11.10%	10,968	13.82%
Family Type								
Families with children *out of total number of families; not out of total people	7,558	52.02%	7,893	53.73%	10,295	53.62%	11,138	50.65%

City of San Leandro (San Leandro, CA CDBG) Jurisdiction								
Race/Ethnicity	1990 Trend		2000 Trend		2010 Trend		2017	
	#	%	#	%	#	%	#	%
White, Non-Hispanic	45,165	64.82%	33,501	42.17%	22,899	26.97%	21,057	23.42%
Black, Non-Hispanic	4,134	5.93%	8,323	10.48%	11,058	13.02%	9,998	11.12%
Hispanic	10,731	15.40%	16,048	20.20%	23,357	27.51%	24,849	27.64%
Asian or Pacific Islander, Non-Hispanic	9,069	13.02%	19,963	25.13%	26,793	31.55%	30,445	33.86%
Native American, Non-Hispanic	405	0.58%	739	0.93%	561	0.66%	454	0.50%
National Origin								
Foreign-born	11,888	17.05%	21,902	27.57%	27,905	32.86%	33,288	37.02%
LEP								
Limited English Proficiency *of population 5 years and older	6,471	9.28%	14,581	18.35%	19,372	22.81%	22,870	25.44%
Sex								
Male	33,503	48.06%	38,767	48.80%	40,784	48.03%	43,833	48.75%
Female	36,202	51.94%	40,676	51.20%	44,126	51.97%	46,077	51.25%
Age								
Under 18	13,461	19.31%	18,227	22.94%	19,018	22.40%	18,259	20.31%
18-64	43,209	61.99%	48,760	61.38%	54,349	64.01%	58,198	64.73%
65+	13,035	18.70%	12,456	15.68%	11,543	13.59%	13,453	14.96%
Family Type								
Families with children *out of total number of families; not out of total people	6,855	37.05%	6,151	44.32%	9,195	44.95%	9,659	44.58%

		City of Union City (Union City, CA CDBG) Jurisdiction							
		1990 Trend		2000 Trend		2010 Trend		2017	
Race/Ethnicity		#	%	#	%	#	%	#	%
White, Non-Hispanic		18,409	34.28%	13,660	20.45%	10,094	14.52%	11,498	15.46%
Black, Non-Hispanic		4,327	8.06%	4,779	7.15%	4,786	6.88%	3,673	4.94%
Hispanic		13,431	25.01%	15,997	23.94%	15,816	22.75%	15,542	20.90%
Asian or Pacific Islander, Non-Hispanic		17,124	31.89%	31,218	46.73%	38,349	55.17%	40,540	54.52%
Native American, Non-Hispanic		204	0.38%	363	0.54%	305	0.44%	239	0.32%
National Origin									
Foreign-born		17,306	32.21%	29,380	44.00%	31,533	45.36%	33,739	45.38%
LEP									
Limited English Proficiency *of population 5 years and older		9,639	17.94%	15,934	23.86%	15,192	21.85%	14,846	19.97%
Sex									
Male		26,585	49.48%	33,568	50.28%	34,313	49.36%	37,552	50.50%
Female		27,144	50.52%	33,199	49.72%	35,203	50.64%	36,802	49.50%
Age									
Under 18		15,951	29.69%	19,003	28.46%	16,820	24.20%	14,503	19.51%
18-64		34,043	63.36%	42,132	63.10%	44,942	64.65%	48,613	65.38%
65+		3,734	6.95%	5,632	8.44%	7,754	11.15%	11,238	15.11%
Family Type									
Families with children *out of total number of families; not out of total people		7,482	56.59%	7,590	53.95%	7,816	46.89%	7,045	40.63%

		Region							
		1990 Trend		2000 Trend		2010 Trend		2017	
Race/Ethnicity		#	%	#	%	#	%	#	%
White, Non-Hispanic		2,157,395	58.65%	2,025,815	49.12%	1,840,372	42.45%	1,873,832	40.4%
Black, Non-Hispanic		411,437	11.19%	418,830	10.16%	392,843	9.06%	335,084	7.2%
Hispanic		505,217	13.74%	733,049	17.78%	938,794	21.65%	1,014,429	21.9%
Asian or Pacific Islander, Non-Hispanic		578,189	15.72%	876,048	21.24%	1,119,174	25.81%	1,192,895	25.7%
Native American, Non-Hispanic		16,266	0.44%	30,058	0.73%	27,459	0.63%	10,487	0.2%
National Origin									
Foreign-born		778,388	21.17%	1,127,959	27.35%	1,264,467	29.17%	1,413,878	30.46%
LEP									
Limited English Proficiency *of population 5 years and older		449,197	12.21%	667,712	16.19%	719,857	16.60%	752,959	17.19%
Sex									
Male		1,808,731	49.18%	2,037,408	49.41%	2,137,801	49.31%	2,292,525	49.39%
Female		1,868,981	50.82%	2,086,329	50.59%	2,197,590	50.69%	2,349,295	50.61%
Age									
Under 18		806,480	21.93%	953,037	23.11%	920,636	21.24%	937,714	20.20%
18-64		2,434,697	66.20%	2,687,478	65.17%	2,868,275	66.16%	3,035,229	65.39%
65+		436,536	11.87%	483,222	11.72%	546,480	12.61%	668,877	14.41%
Family Type									
Families with children *out of total number of families; not out of total people		410,719	45.97%	357,466	47.23%	459,242	45.61%	471,680	43.89%

Sources: AFFH Tool, 2013-2017 ACS 5-Year Estimates

Patterns in Tenure

Homeownership has decreased while renting has increased in the past two decades, and homeowners are more likely to be white.

The table below presents data for change in tenure between 2000 and 2017. As a whole, the percentage of homeowners and renters has remained relatively the same; only a decrease of 2 percent in homeownership and an increase of 2 percent in renting has occurred. An increase of 0.05 people per household has also occurred. The cities of San Leandro and Union City have seen the biggest homeownership decreases with both at 6 percent and the largest renting increases also at 6 percent.

Table V-3 - Tenure and Average Household Size, 2000 and 2017

	2000			2017			Change 2000-2017		
	Renters	Owners	Average Household Size	Renters	Owners	Average Household Size	Renters	Owners	Average Household Size
Consortium	38%	62%	3.37	40%	60%	3.00	2%	-2%	-0.37
Urban County	36%	64%	2.83	39%	61%	2.94	3%	-3%	0.11
Albany	49%	51%	2.35	52%	48%	2.66	3%	-3%	0.31
Emeryville	63%	37%	1.73	64%	36%	1.76	1%	-1%	0.03
Dublin	35%	65%	3.21	34%	66%	2.87	-1%	1%	-0.34
Newark	29%	71%	3.27	31%	69%	3.39	1%	-1%	0.12
Piedmont	9%	91%	2.88	12%	88%	2.88	3%	-3%	0.00
Unincorporated Alameda County	37%	63%	2.80	40%	60%	2.99	4%	-4%	0.19
Entitlement Cities	38%	62%	2.89	40%	60%	3.02	2%	-2%	0.13
Alameda	52%	48%	2.39	53%	47%	2.52	1%	-1%	0.13
Fremont	35%	65%	2.98	38%	62%	3.12	2%	-2%	0.14
Hayward	47%	53%	3.13	48%	52%	3.27	2%	-2%	0.14
Livermore	28%	72%	2.81	29%	71%	2.8	1%	-1%	-0.01
Pleasanton	27%	73%	2.73	30%	70%	2.83	4%	-4%	0.10
San Leandro	39%	61%	2.59	45%	55%	2.77	6%	-6%	0.18
Union City	29%	71%	3.59	34%	66%	3.49	6%	-6%	-0.10
Berkeley	57%	43%	2.29	57%	43%	2.36	0%	0%	0.07
Oakland	59%	41%	2.65	60%	40%	2.58	2%	-2%	-0.07
Alameda County	45%	55%	2.76	47%	53%	2.81	2%	-2%	0.05

Sources: Decennial Census 2000, 2013-2017 ACS 5-Year Estimates

The tables below display homeownership and rental rates by race and ethnicity. In most jurisdictions, white, non-Hispanic residents have the highest ownership rates, and Asian or Pacific Islander residents have the second highest rate. Hispanic, black, and Native American residents have the lowest rates of homeownership. These same patterns are also visible across the region.

It is important to note that the Urban County and City of Alameda have more than 50 percent of all ownership units owned by white residents while their white populations are 35 and 42 percent of the population, respectively. Berkeley residents are 54 percent white and 46 percent minority, but 73 percent of all homeowners are white, a disproportionate share of homeownership.

Table V-4 - Homeownership and Rental Rates by Race/Ethnicity, Jurisdictions and Region

	Urban County (Alameda County, CA CDBG, ESG) Jurisdiction				City of Alameda (Alameda, CA CDBG) Jurisdiction				City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction				Consortium			
	Homeowners		Renters		Homeowners		Renters		Homeowners		Renters		Homeowners		Renters	
Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White, Non-Hispanic	31,505	55.58%	14,940	40.61%	8,605	60.07%	7,085	45.80%	14,125	73.84%	14,470	55.03%	102,329	49.13%	48,620	35.60%
Black, Non-Hispanic	2,279	4.02%	5,120	13.92%	165	1.15%	1,830	11.83%	1,470	7.68%	3,095	11.77%	7,629	3.66%	17,795	13.03%
Hispanic	7,890	13.92%	8,810	23.95%	930	6.49%	2,070	13.38%	1,105	5.78%	2,160	8.21%	27,230	13.07%	30,715	22.49%
Asian or Pacific Islander, Non-Hispanic	13,874	24.48%	6,405	17.41%	4,250	29.67%	3,835	24.79%	2,080	10.87%	5,455	20.75%	66,244	31.80%	33,445	24.49%
Native American, Non-Hispanic	148	0.26%	134	0.36%	45	0.31%	55	0.36%	10	0.05%	105	0.40%	602	0.29%	699	0.51%
Other, Non-Hispanic	963	1.70%	1,365	3.71%	335	2.34%	595	3.85%	340	1.78%	1,010	3.84%	4,253	2.04%	5,279	3.87%
Total Household Units	56,680	-	36,785	-	14,325	-	15,470	-	19,130	-	26,295	-	208,294	-	136,575	-

	City of Fremont (Fremont, CA CDBG) Jurisdiction				City of Hayward (Hayward, CA CDBG) Jurisdiction				City of Livermore (Livermore, CA CDBG) Jurisdiction				City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction			
	Homeowners		Renters		Homeowners		Renters		Homeowners		Renters		Homeowners		Renters	
Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White, Non-Hispanic	16,340	36.40%	7,275	27.80%	7,729	32.36%	4,540	21.32%	16,160	78.09%	5,315	61.91%	27,000	43.17%	24,390	26.44%
Black, Non-Hispanic	955	2.13%	1,690	6.46%	1,960	8.21%	4,480	21.04%	175	0.85%	410	4.78%	15,425	24.66%	31,570	34.22%
Hispanic	4,075	9.08%	3,625	13.85%	6,330	26.50%	7,760	36.44%	2,080	10.05%	2,045	23.82%	8,225	13.15%	17,480	18.95%
Asian or Pacific Islander, Non-Hispanic	22,415	49.93%	12,015	45.92%	7,110	29.77%	3,505	16.46%	1,925	9.30%	635	7.40%	9,965	15.93%	14,700	15.93%
Native American, Non-Hispanic	160	0.36%	250	0.96%	85	0.36%	140	0.66%	20	0.10%	0	0.00%	160	0.26%	500	0.54%
Other, Non-Hispanic	950	2.12%	1,305	4.99%	670	2.81%	870	4.09%	340	1.64%	180	2.10%	1,765	2.82%	3,610	3.91%
Total Household Units	44,890	-	26,165	-	23,884	-	21,295	-	20,695	-	8,585	-	62,540	-	92,250	-

Race/Ethnicity	City of Pleasanton (Pleasanton, CA CDBG) Jurisdiction				City of San Leandro (San Leandro, CA CDBG) Jurisdiction				City of Union City (Union City, CA CDBG) Jurisdiction				Region			
	Homeowners		Renters		Homeowners		Renters		Homeowners		Renters		Homeowners		Renters	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White, Non-Hispanic	11,760	68.71%	4,270	54.88%	7,415	43.29%	3,770	27.66%	2,815	20.74%	1,425	20.76%	513,295	58.19%	328,315	44.07%
Black, Non-Hispanic	170	0.99%	395	5.08%	1,265	7.38%	3,180	23.33%	660	4.86%	690	10.05%	47,205	5.35%	93,885	12.60%
Hispanic	1,035	6.05%	1,315	16.90%	2,670	15.59%	3,490	25.61%	2,220	16.35%	1,600	23.31%	101,040	11.45%	147,765	19.83%
Asian or Pacific Islander, Non-Hispanic	3,810	22.26%	1,665	21.40%	5,505	32.14%	2,615	19.19%	7,355	54.18%	2,770	40.35%	200,525	22.73%	146,485	19.66%
Native American, Non-Hispanic	4	0.02%	10	0.13%	50	0.29%	60	0.44%	90	0.66%	50	0.73%	1,904	0.22%	2,945	0.40%
Other, Non-Hispanic	335	1.96%	120	1.54%	225	1.31%	515	3.78%	435	3.20%	329	4.79%	18,140	2.06%	25,620	3.44%
Total Household Units	17,115	-	7,780	-	17,130	-	13,630	-	13,575	-	6,865	-	882,115	-	745,010	-

Source: AFFH Tool

General Issues

Segregation/Integration

This section will analyze patterns of segregation by racial/ethnic groups, national origin, and limited English proficiency groups, and how they have changed overtime. It will also identify areas with high levels of segregation and displacement.

Segregation Levels and Patterns

Jurisdictions across the County have considerably less segregation compared to national and regional levels of segregation; however, in minor amounts, segregation is increasing across the participating jurisdictions.

The Dissimilarity Index, or DI, is a HUD AFFH Tool that measures segregation across a defined geographic boundary. An increase in DI means an increase in segregation. The DI ranges from 0 to 100, where 0 is perfect integration and 100 is complete segregation. To find this data index online, go to: <https://egis.hud.gov/affht/>.

DI values are grouped in the following categories:

- 0 and 39 = low segregation
- 40 and 54 = moderate segregation
- 55 and 100 = high level of segregation

Table V-5 below shows the DI for participating jurisdictions from 1990 to 2013. Highlighted cells represent high levels of segregation. The bulleted list below includes a summary of Table V-5 findings.

- Jurisdictions in Alameda County have considerably less segregation compared to the region as a whole with scores between 45 and 63.
- In general, participating jurisdictions, except Oakland, have low to moderate levels of segregation.
- The jurisdiction with the highest level of segregation is Oakland with indices between 51 and 67.
- In most jurisdictions, the highest amount of segregation is between black and white residents.
- Segregation between white and non-white residents has increased for every jurisdiction since 1990 except for Oakland, Berkeley, and Union City.
- Segregation between black and white residents has increased for every jurisdiction except for Alameda, Oakland, and Berkeley.
- Segregation between white and Hispanic residents has increased for every jurisdiction except Berkeley.
- Segregation between white and Asian or Pacific Islander residents has increased for every jurisdiction except Fremont and Union City.

Table V-5 - Racial/Ethnic Dissimilarity Trends, Jurisdictions and Region

	Urban County (Alameda County, CA CDBG, ESG) Jurisdiction				City of Alameda (Alameda, CA CDBG) Jurisdiction				City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction				Consortium			
Racial/Ethnic Dissimilarity Index	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017
Non-White/White	25.7	29.6	29.5	31.6	19.7	18.0	15.6	20.3	37.1	34.2	29.2	32.0	28.7	33.1	35.1	36.9
Black/White	45.5	48.0	43.5	49.3	36.4	34.6	26.9	33.8	59.5	56.5	49.8	53.6	42.9	45.7	45.3	49.2
Hispanic/White	28.4	37.1	41.3	43.0	16.8	17.6	14.0	19.3	34.8	38.2	31.0	32.0	29.6	38.2	41.5	42.8
Asian or Pacific Islander/White	24.9	26.2	25.8	29.6	22.4	20.8	18.3	24.1	22.1	26.1	30.1	34.1	33.6	36.5	37.6	40.8

	City of Fremont (Fremont, CA CDBG) Jurisdiction				City of Hayward (Hayward, CA CDBG) Jurisdiction				City of Livermore (Livermore, CA CDBG) Jurisdiction				City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction			
Racial/Ethnic Dissimilarity Index	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017
Non-White/White	15.9	18.0	18.0	21.0	18.8	21.4	21.6	26.6	9.9	11.8	15.5	23.3	55.9	56.7	51.5	54.9
Black/White	25.2	23.0	22.0	27.5	21.5	17.2	20.7	26.5	11.8	12.6	17.0	31.8	58.8	57.2	51.9	55.3
Hispanic/White	14.5	17.5	20.4	23.7	23.9	30.6	29.3	33.8	11.1	16.2	20.7	27.1	64.7	69.9	66.9	67.9
Asian or Pacific Islander/White	29.2	27.3	25.7	28.8	23.2	23.3	21.3	26.9	8.2	11.6	13.2	18.9	48.9	51.0	45.6	51.4

	City of Pleasanton (Pleasanton, CA CDBG) Jurisdiction				City of San Leandro (San Leandro, CA CDBG) Jurisdiction				City of Union City (Union City, CA CDBG) Jurisdiction				Region			
Racial/Ethnic Dissimilarity Index	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017	1990 Trend	2000 Trend	2010 Trend	2017
Non-White/White	8.2	13.7	17.0	24.1	13.0	15.2	16.1	20.3	22.3	19.8	18.9	22.1	44.7	44.7	43.1	45.9
Black/White	17.5	14.7	18.5	28.6	24.3	22.2	23.0	29.7	19.1	16.2	14.3	19.5	66.7	63.7	59.3	63.5
Hispanic/White	7.9	17.2	18.7	23.3	13.9	18.4	19.9	22.5	32.3	32.5	31.0	36.2	43.6	49.7	49.6	51.2
Asian or Pacific Islander/White	13.7	19.7	20.1	29.4	15.9	22.1	23.0	27.1	30.6	24.2	25.2	27.5	45.6	44.9	44.3	48.2

Source: AFFH Tool

Race/Ethnicity Trends

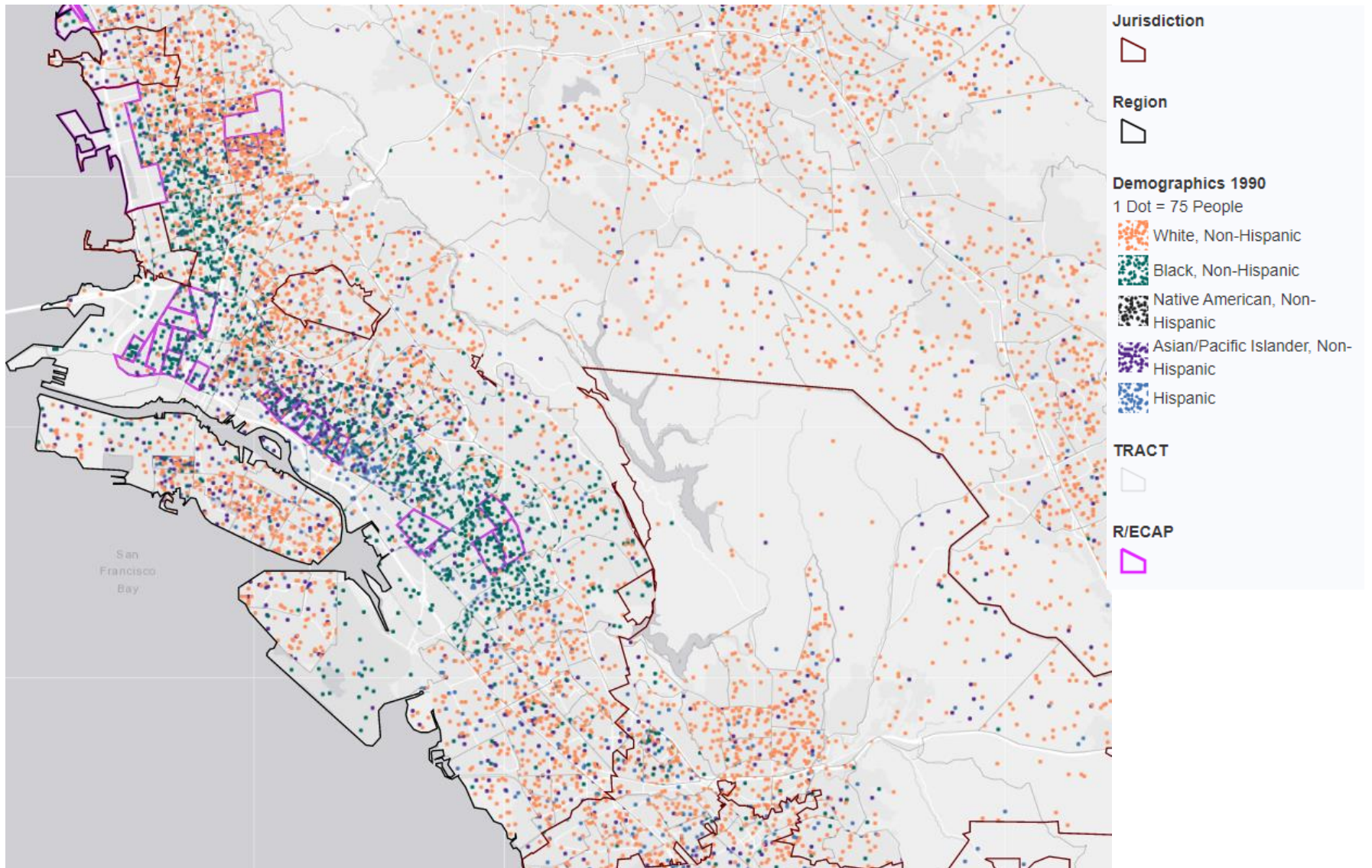
The number of Asian or Pacific Islander and Hispanic residents is growing while the number of white and black residents is declining.

The following maps compare racial and ethnic settlement patterns between 1990 and 2010 for, in order of appearance, Asian or Pacific Islander, black, Hispanic, and white residents. The dot size on all maps is the same at 1 dot equaling 75 people.

The maps show a growth of Hispanic and Asian residents throughout the western portion of the County. A majority of the growth for Asian residents is in the southwestern portion of the County while the majority of growth for Hispanic residents is in the northwestern portion of the County.

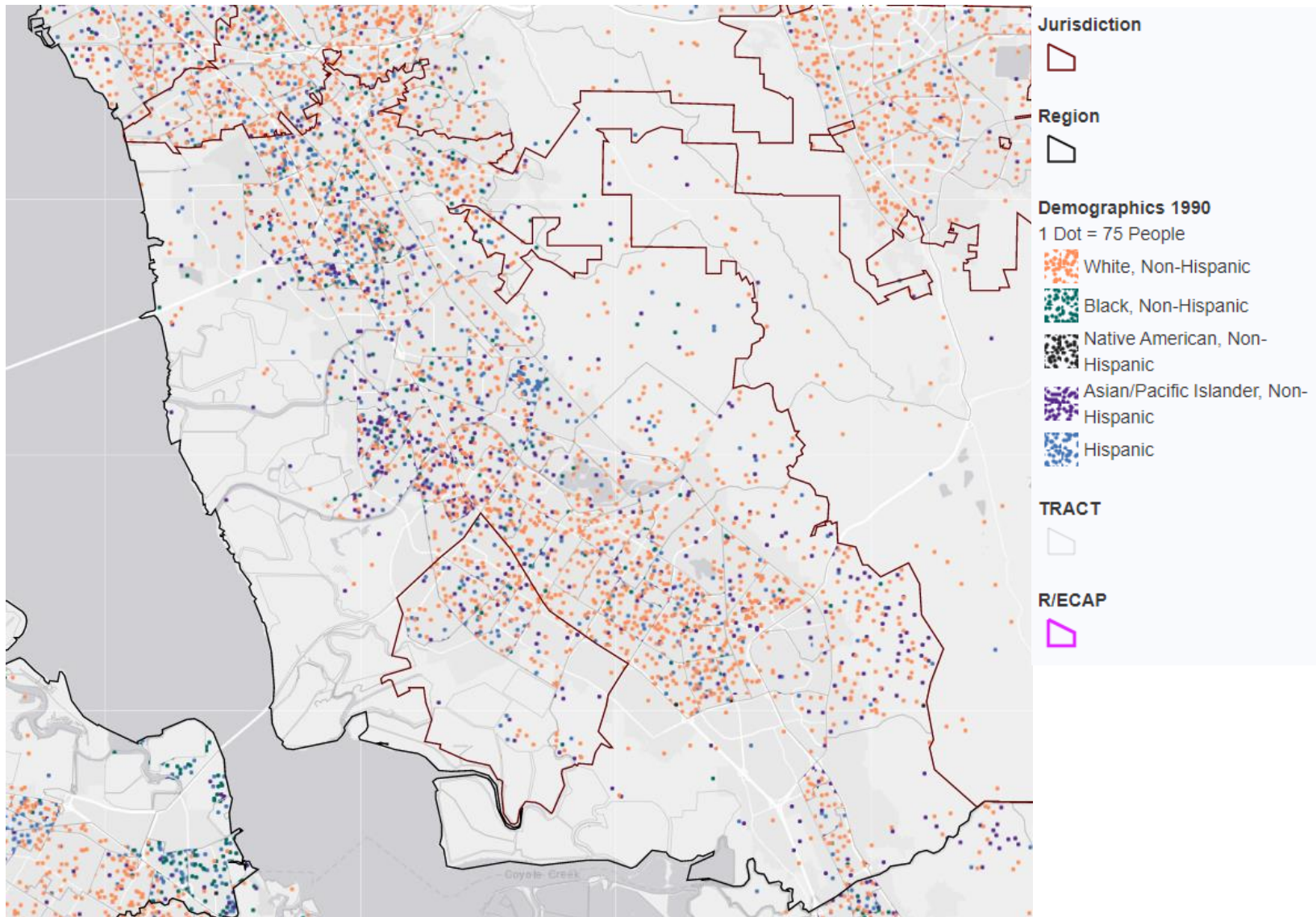
Black residents are primarily located in Oakland and Berkeley, but the density of black residents has decreased since 1990. White residents are primarily located throughout Berkeley, Livermore, and Pleasanton, but the density of white residents has also decreased since 1990.

Figure V-1 - Race/Ethnicity Trends, 1990, North



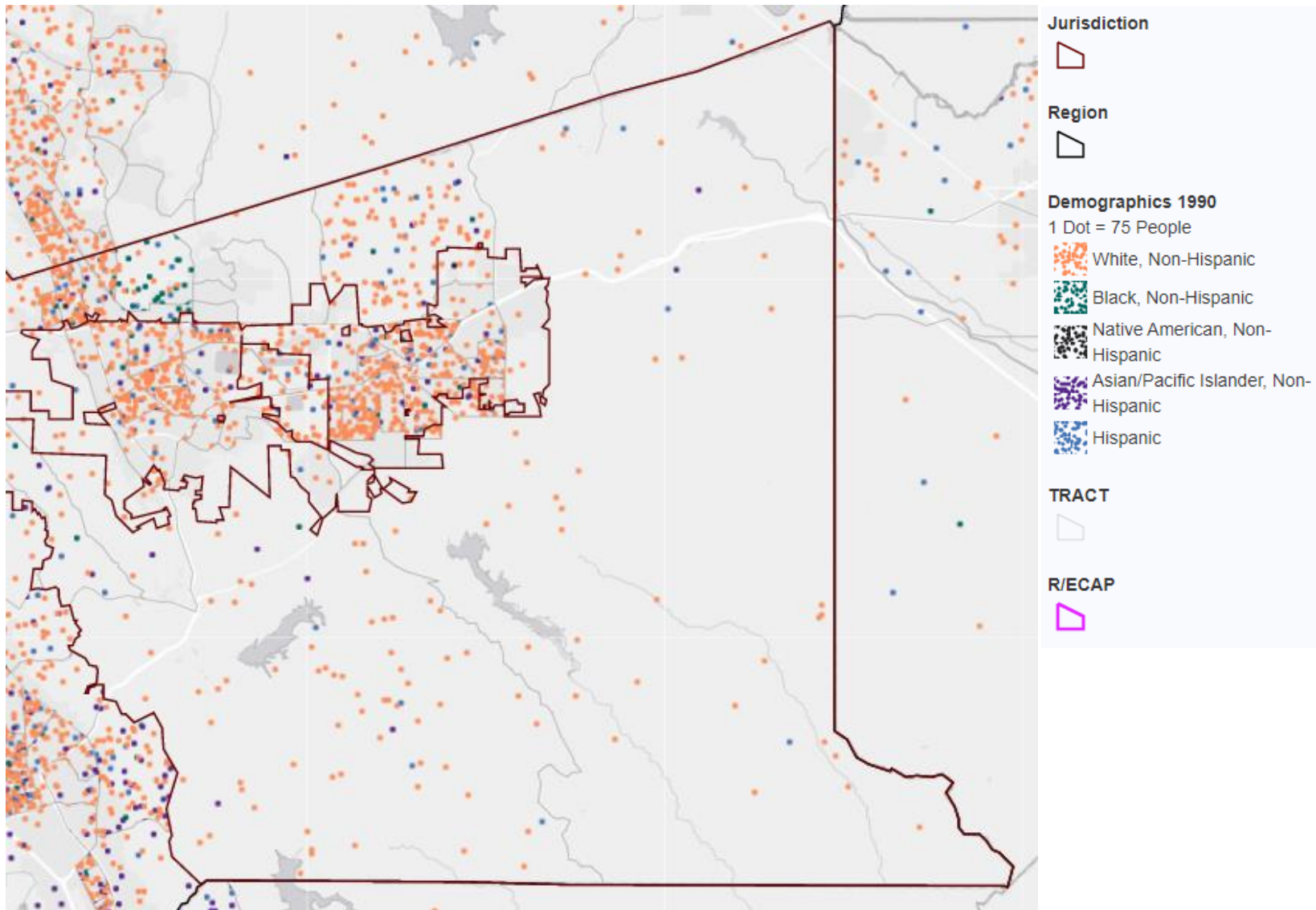
Sources: AFFH Tool

Figure V-2 - Race/Ethnicity Trends, 1990, South



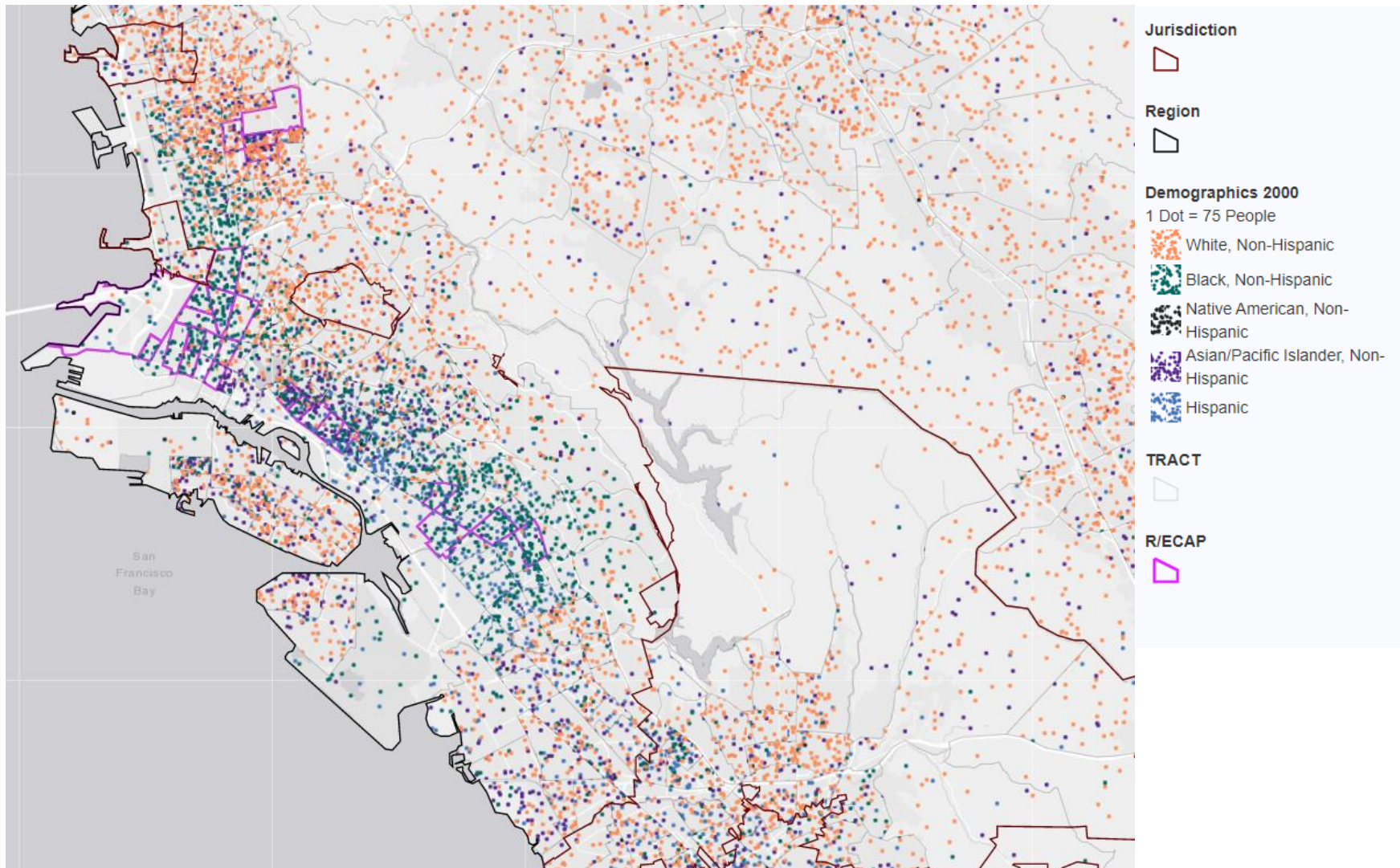
Sources: AFFH Tool

Figure V-3 - Race/Ethnicity Trends, 1990, East



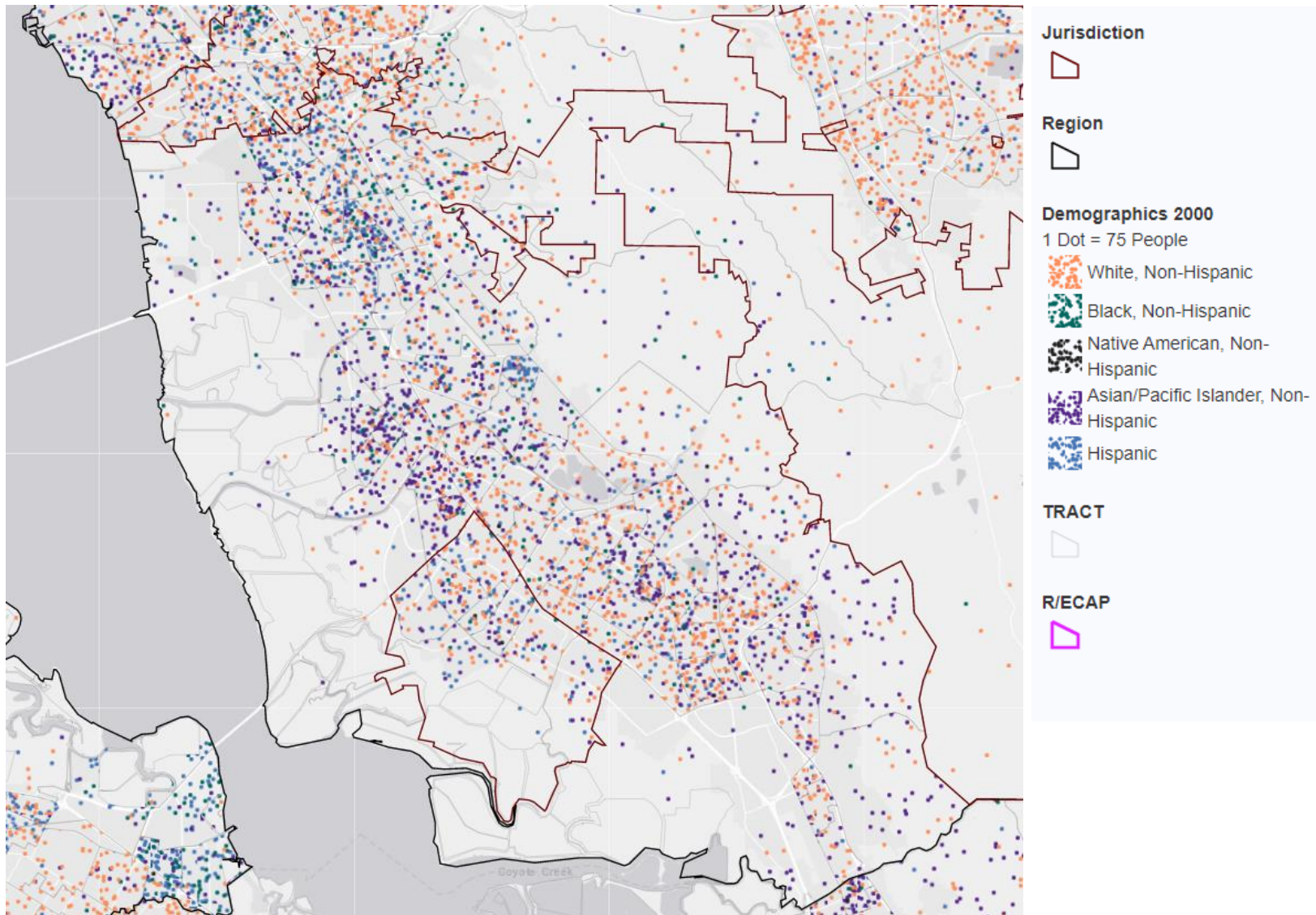
Sources: AFFH Tool

Figure V-4 - Race/Ethnicity Trends, 2000, North



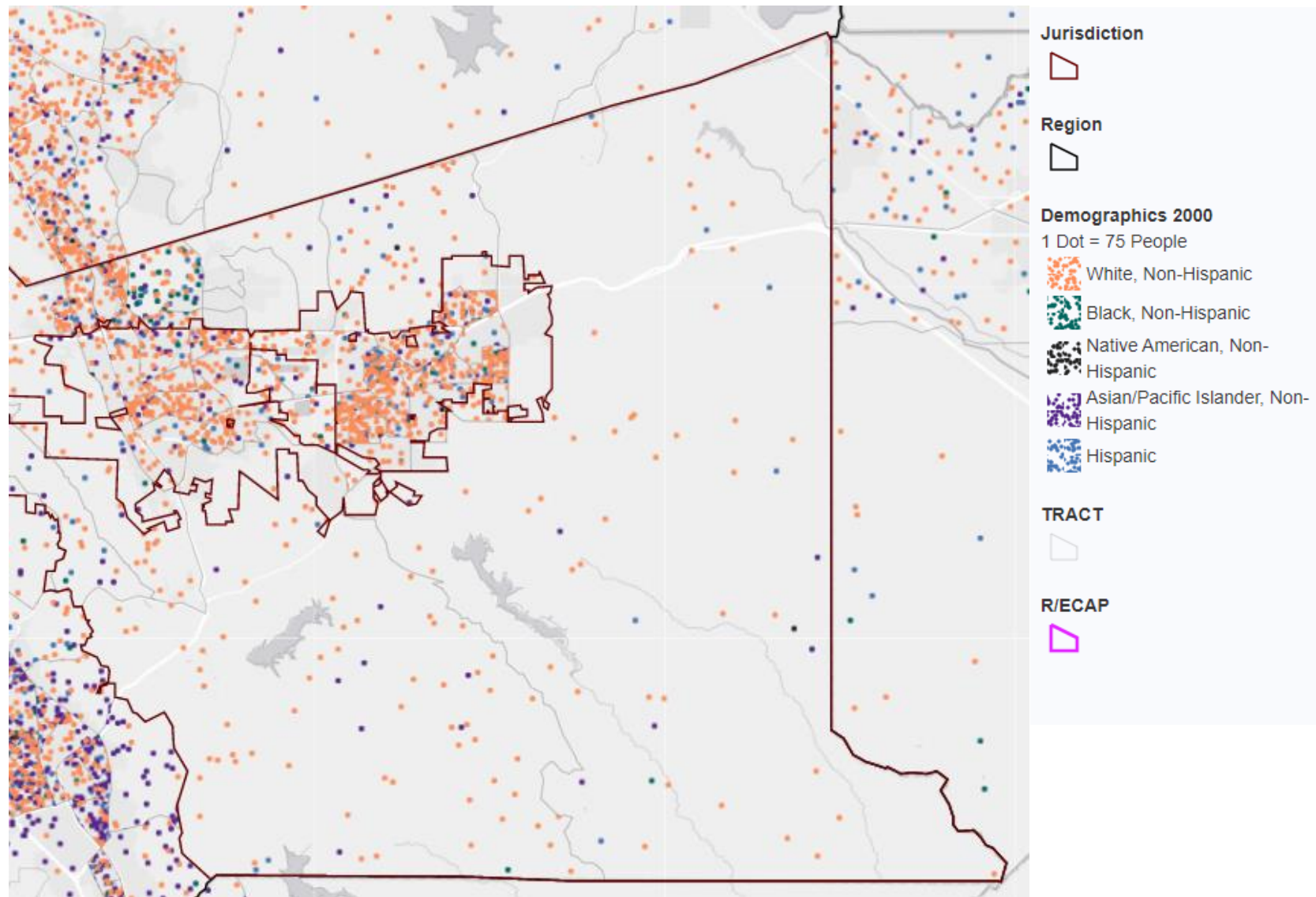
Sources: AFFH Tool

Figure V-5 - Race/Ethnicity Trends, 2000, South



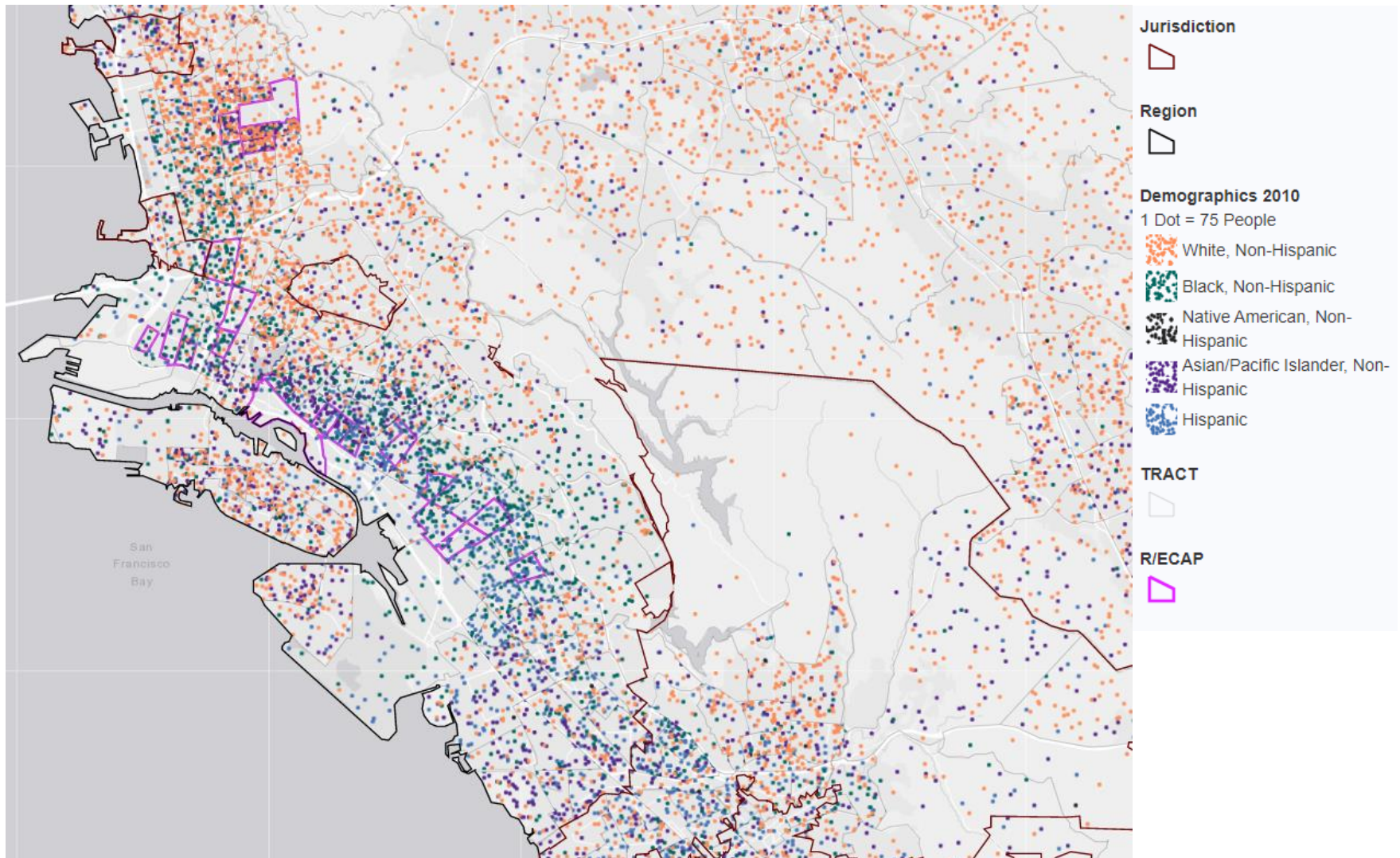
Sources: AFFH Tool

Figure V-6 - Race/Ethnicity Trends, 2000, East



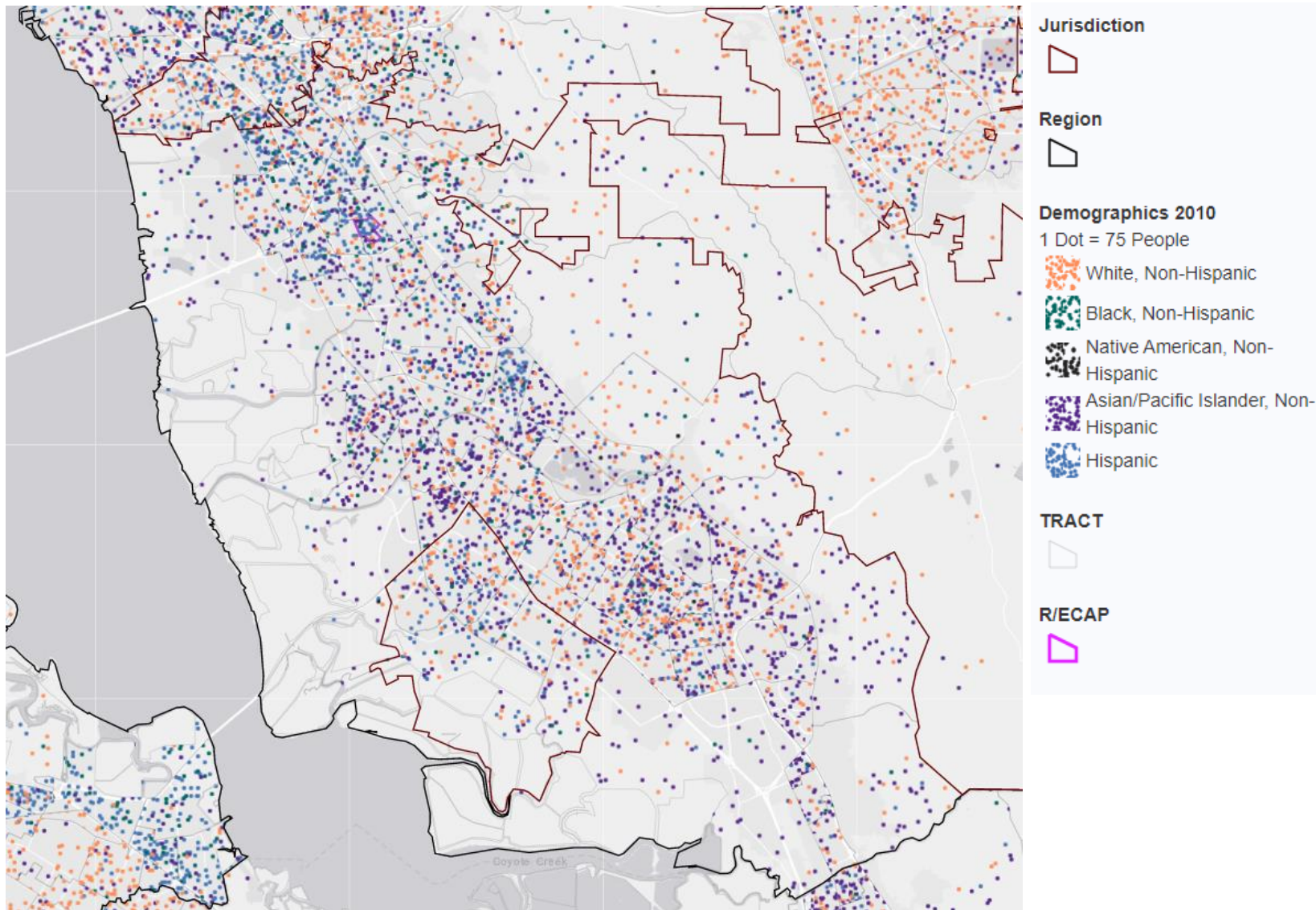
Sources: AFFH Tool

Figure V-7 - Race/Ethnicity Trends, 2010, North



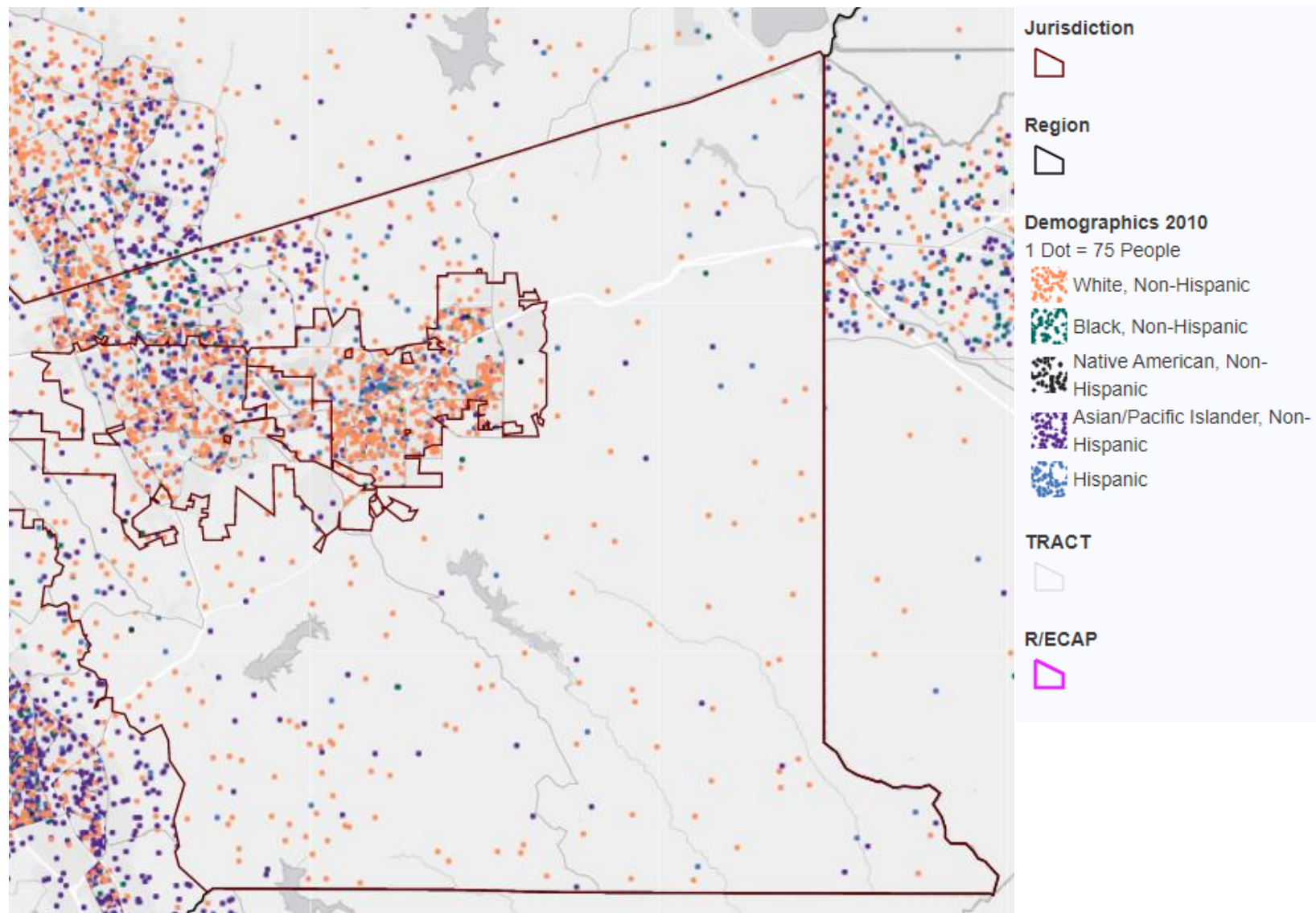
Sources: AFFH Tool

Figure V-8 - Race/Ethnicity Trends, 2010, South



Sources: AFFH Tool

Figure V-9 - Race/Ethnicity Trends, 2010, East



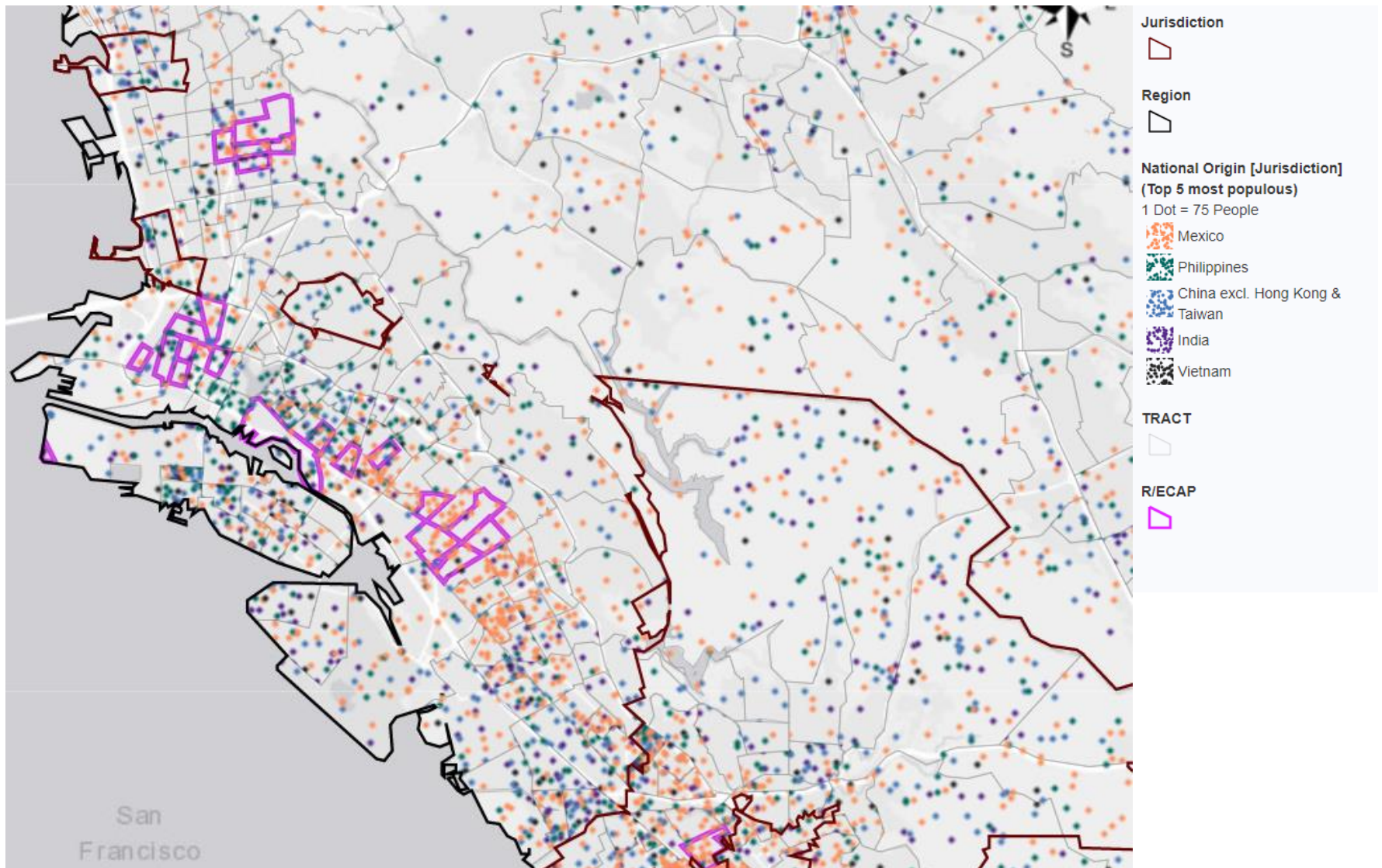
Sources: AFFH Tool

National Origin and Limited English Proficiency

The maps below show concentrations of residents by national origin and limited English proficiency across the region. The maps reveal clusters of foreign-born residents from Mexico in Oakland, San Leandro, and the unincorporated County. The maps also reveal a cluster of limited English proficiency Spanish speakers in the same areas. Foreign-born residents from the Philippines are also clustered in Fremont, Oakland, and San Leandro. As seen in Table V-1 above, the entire County has experienced an approximately 126 percent growth of foreign-born residents in the last 27 years. Similarly, limited English proficiency speakers have grown by approximately 108 percent in the same time period. The region's foreign-born and limited English proficiency grew at a smaller rate, 81 and 67 percent, respectively.

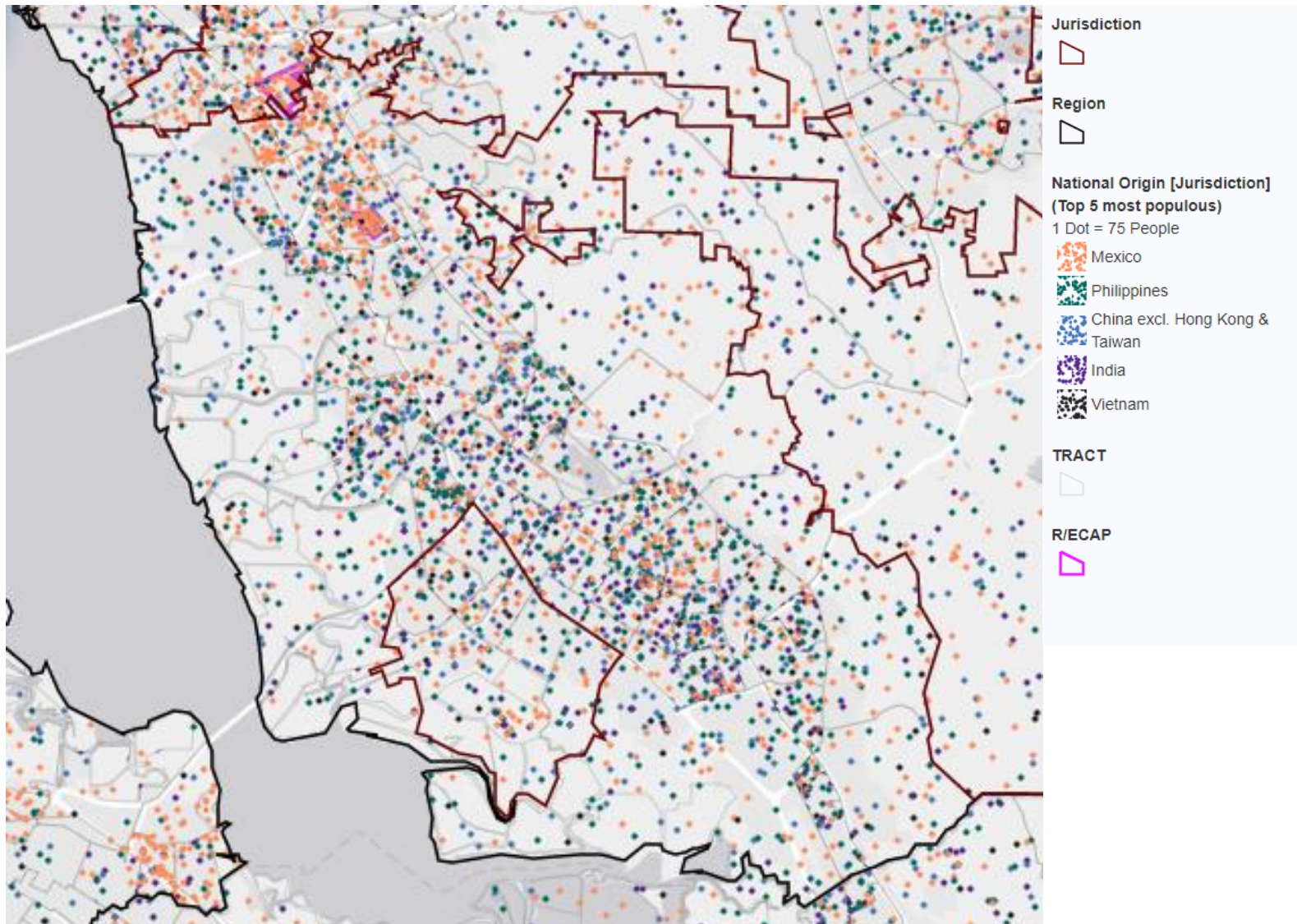
The areas of high concentrations of foreign-born and limited English proficiency residents are in areas of relatively low segregation. However, Oakland is the exception, as it has the highest level of segregation between white and Hispanic residents.

Figure V-10 - National Origin, 2010, North



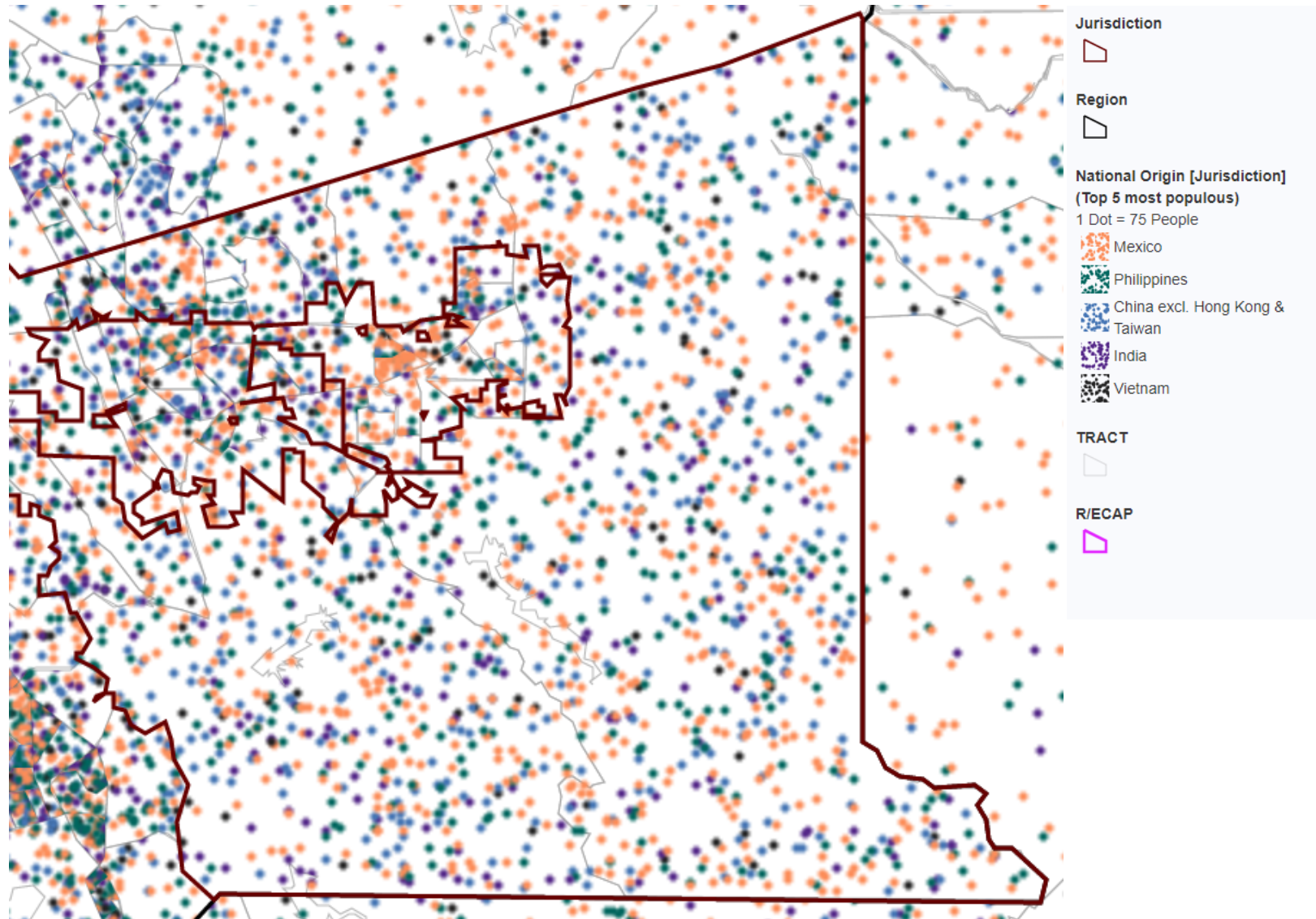
Source: AFFH Tool

Figure V-11 - National Origin, 2010, South



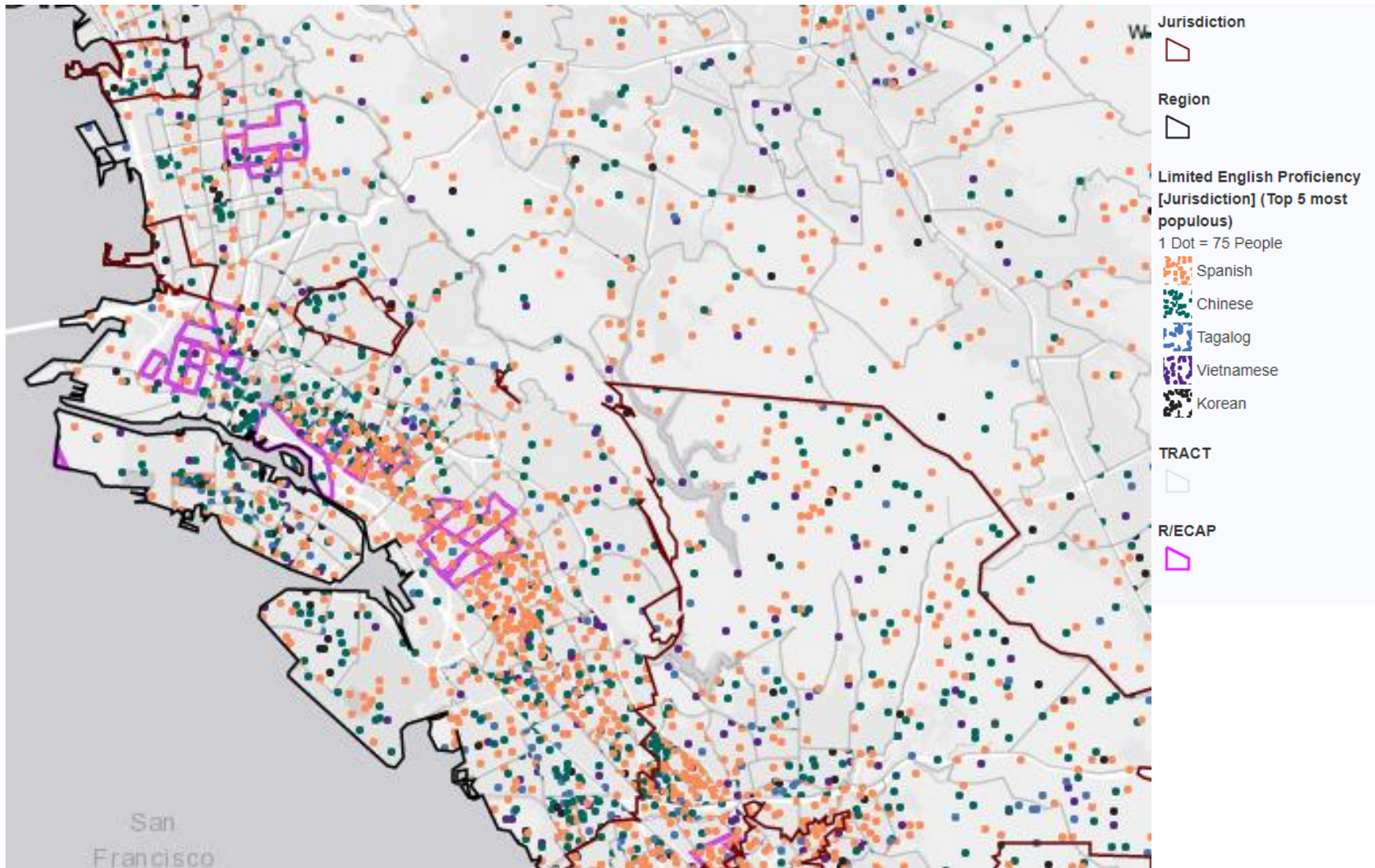
Source: AFFH Tool

Figure V-12 - National Origin, 2010, East



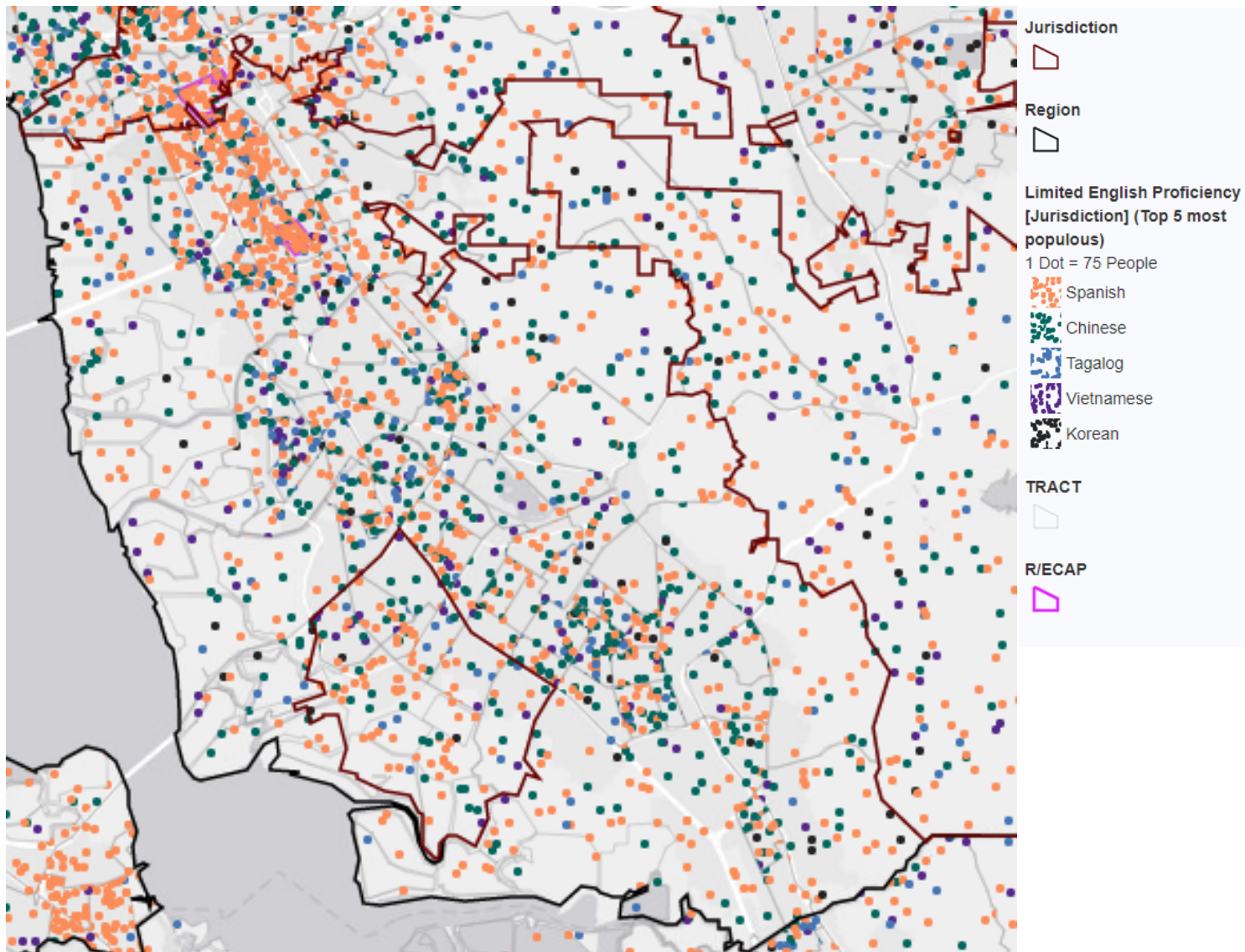
Source: AFFH Tool

Figure V-13 - Limited English Proficiency, 2010, North



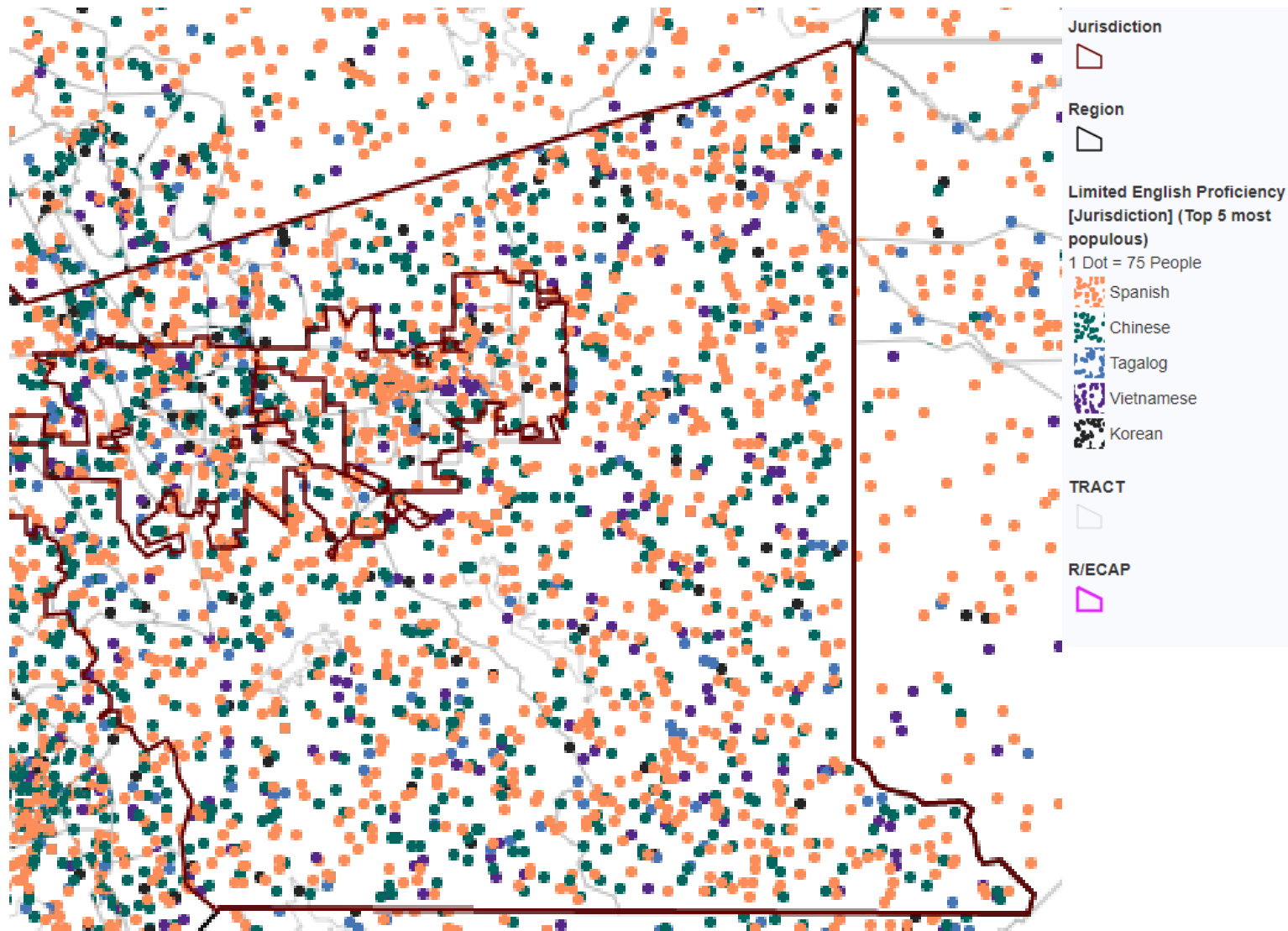
Source: AFFH Tool

Figure V-14 - Limited English Proficiency, 2010, South



Source: AFFH Tool

Figure V-15 - Limited English Proficiency, 2010, East



Source: AFFH Tool

History of Segregation in the Region

This section presents a brief summary of the history of racial and ethnic segregation in the Bay Area. The history presented here is important to understand as it demonstrates that fair housing issues are not novel but have existed since the Civil Rights Act of 1866 and persisted despite the passage of the Fair Housing Act of 1968. It also acknowledges that federal, state, and local laws, policies, and practices have discouraged protected classes' housing choices and perpetuated segregation.

In 1942, during World War II and after the attack on Pearl Harbor, President Franklin D. Roosevelt signed Executive Order 9066, which allowed military commanders to exclude people of "enemy ancestry" in designated "exclusion zones." All Japanese immigrants and Japanese Americans living on the West Coast, approximately 110,000 people, were forced into internment camps. Approximately 10,000 internees were held in the Manzanar, California, camp from 1942 to 1945. During this time, Japanese property was stolen or sold, leaving many with nowhere to live upon release (Truman Library, 2017).

The state of California enacted several Jim Crow laws between 1850 and 1947. People of color were not allowed to testify in favor of or against white men; marriage between a white person and person of color was illegal; any person who could not read English was not allowed to vote; Chinese immigrants were not allowed to vote; and Asian immigrants could not own property.

Redlining was a practice in the 1930s in which the Home Owner's Loan Corporation (HOLC) graded 239 cities in the United States based on race and income to determine loan risk (Anti Eviction Mapping Project, 2019). This resulted in mortgage lenders denying majority black, Asian, and Hispanic neighborhoods mortgages while granting mortgages to white neighborhoods. This created a wealth disparity between white neighborhoods and neighborhoods of color. The cities of Oakland, Berkeley, Alameda, San Leandro, Piedmont, Albany, and Emeryville were all graded by HOLC. Neighborhoods fronting the San Francisco Bay received the worst scores (Richmond, 2019).

If families of color were approved for a mortgage, they would often have to buy homes in less desirable areas. In addition, restrictive covenants placed on the trust deeds in white neighborhoods contained language barring sales of homes to non-white buyers. Additionally, homes that families of color could buy would not appreciate in value in the same way that homes in white neighborhoods would, continuing the disparity of wealth.

During the 1950, 1960s, and 1970s, many large cities in the country lost a significant portion of their white population and saw growth in their black and Hispanic populations. The Civil Rights Act, desegregation of schools, and white people's access to credit and mortgages contributed to this phenomenon, which is now called "white flight." White families were able to access mortgages that allowed them to leave diverse cities for racially homogenous suburbs. This left cities with a high population of people of color, a smaller tax base, and decreased investment leading to poor conditions. The City of Oakland is a notable example of a city deeply affected by white flight.

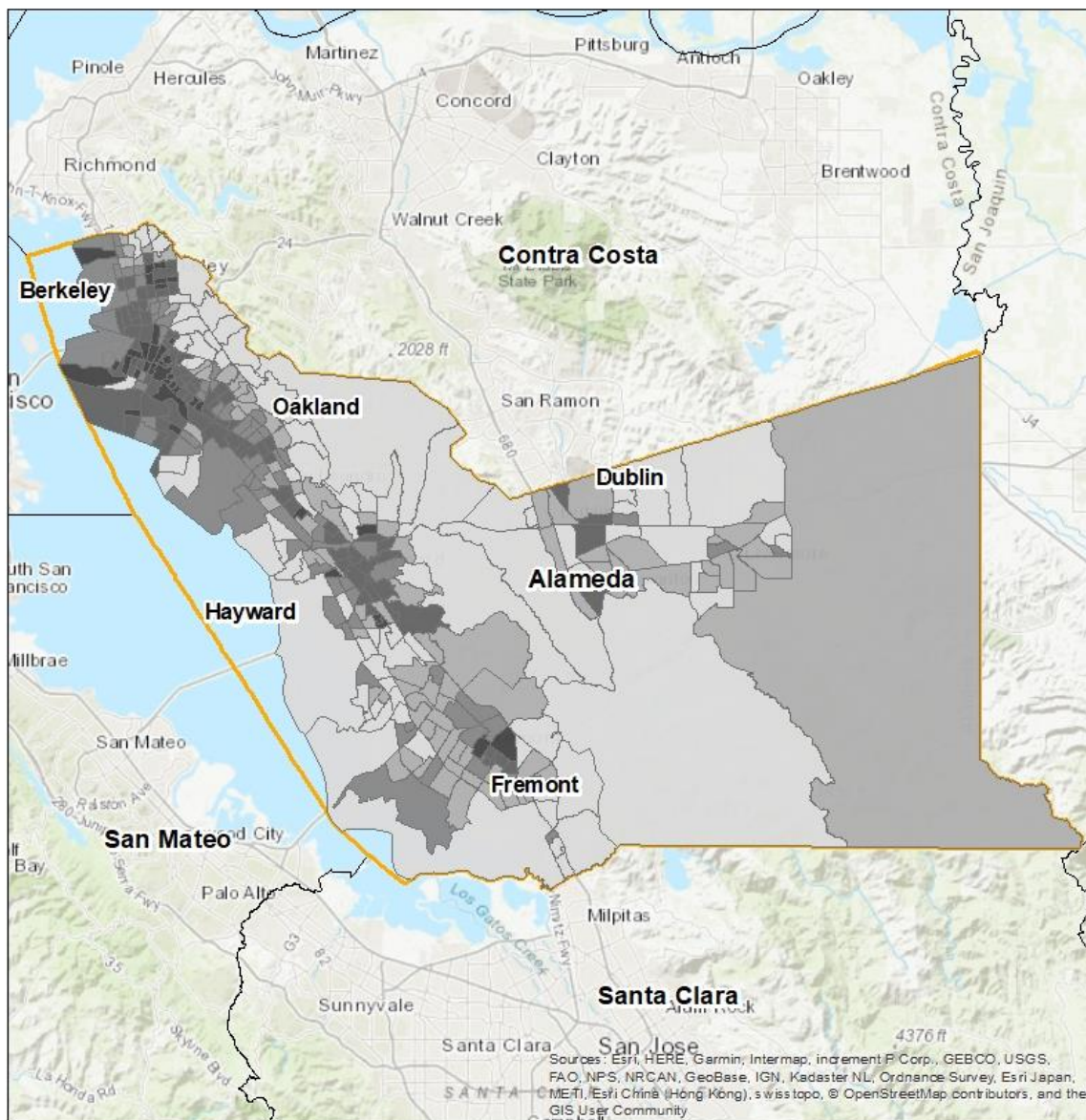
Gentrification is a reversal of white flight trends, where more affluent, often white families move back into the city from suburban communities. Gentrification is demarcated by renewed investment in communities and significant increases in rent. Low-income families of color find it hard to pay rent and opt to move to lower rent areas in often worse conditions and with less opportunity. The cities of Oakland and Berkeley are

currently experiencing high levels of gentrification, where many black and Hispanic families are moving into outlying suburban communities while white families are moving in, per the UC Berkeley’s Urban Displacement Project.

Tenure and Segregation

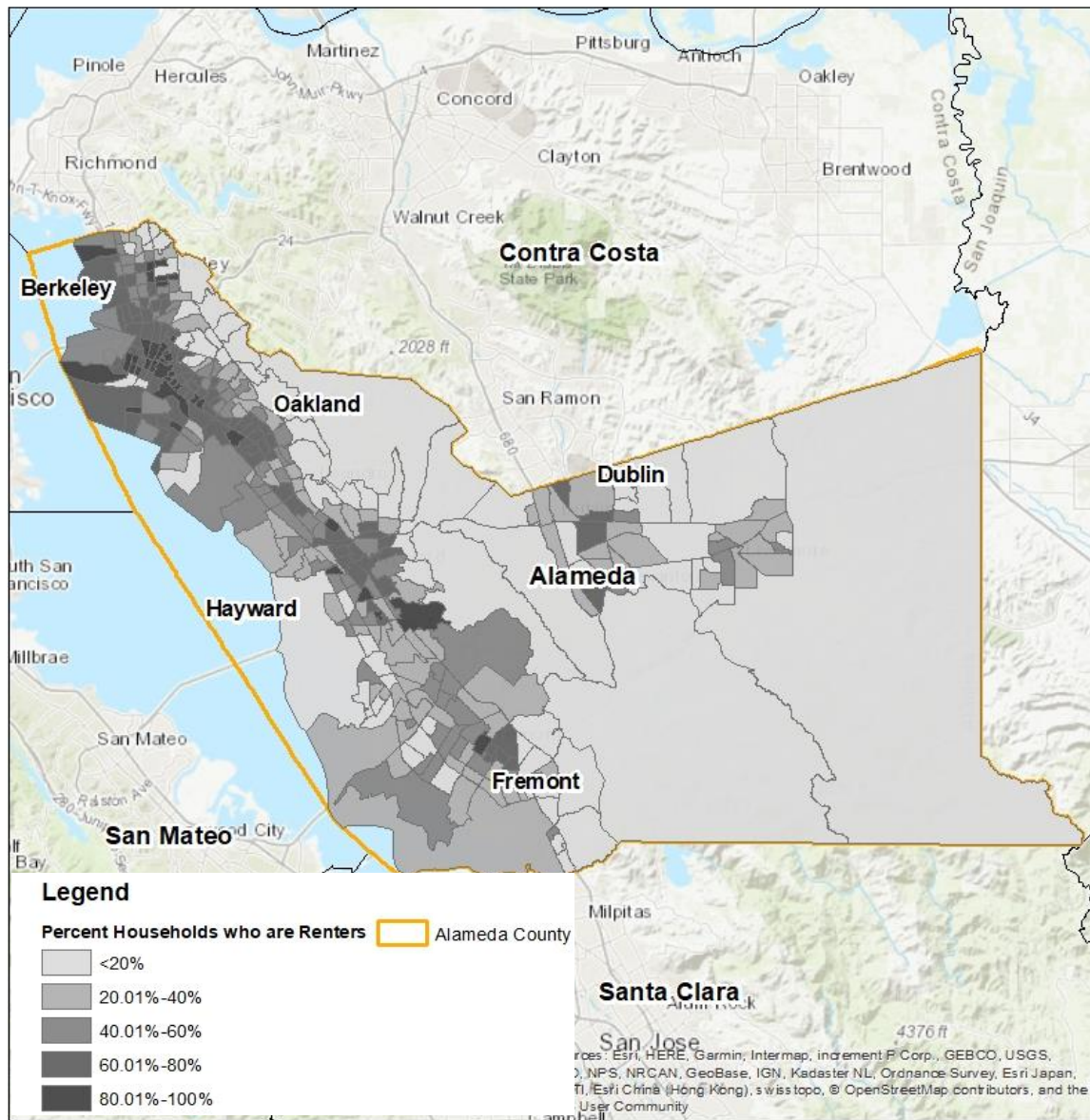
The maps below show the location of owner- and renter-occupied housing across the participating jurisdictions between 2010 and 2017. The areas with a high percentage of renting are generally areas with higher concentrations of Asian or Pacific Islander, Hispanic, and black residents, as seen in Figures V-1 to V-9 above. The areas with a high percentage of homeownership are generally areas with higher concentrations of white residents.

Figure V-16 - Housing Tenure, Renters, 2010



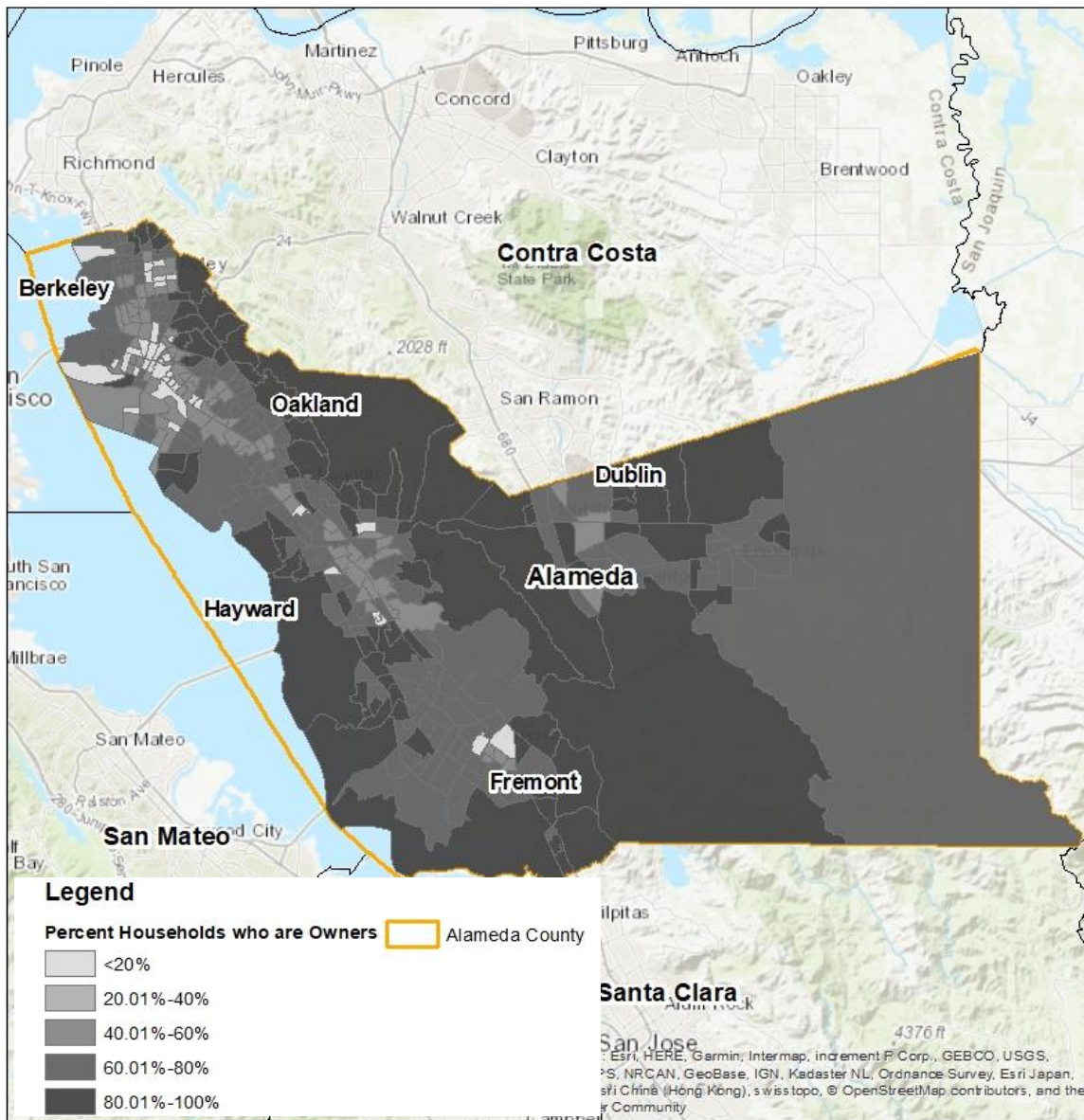
Sources: 2006-2010 ACS 5-Year Estimates ESRI, TIGER/Line.

Figure V-17 - Housing Tenure, Renters, 2017



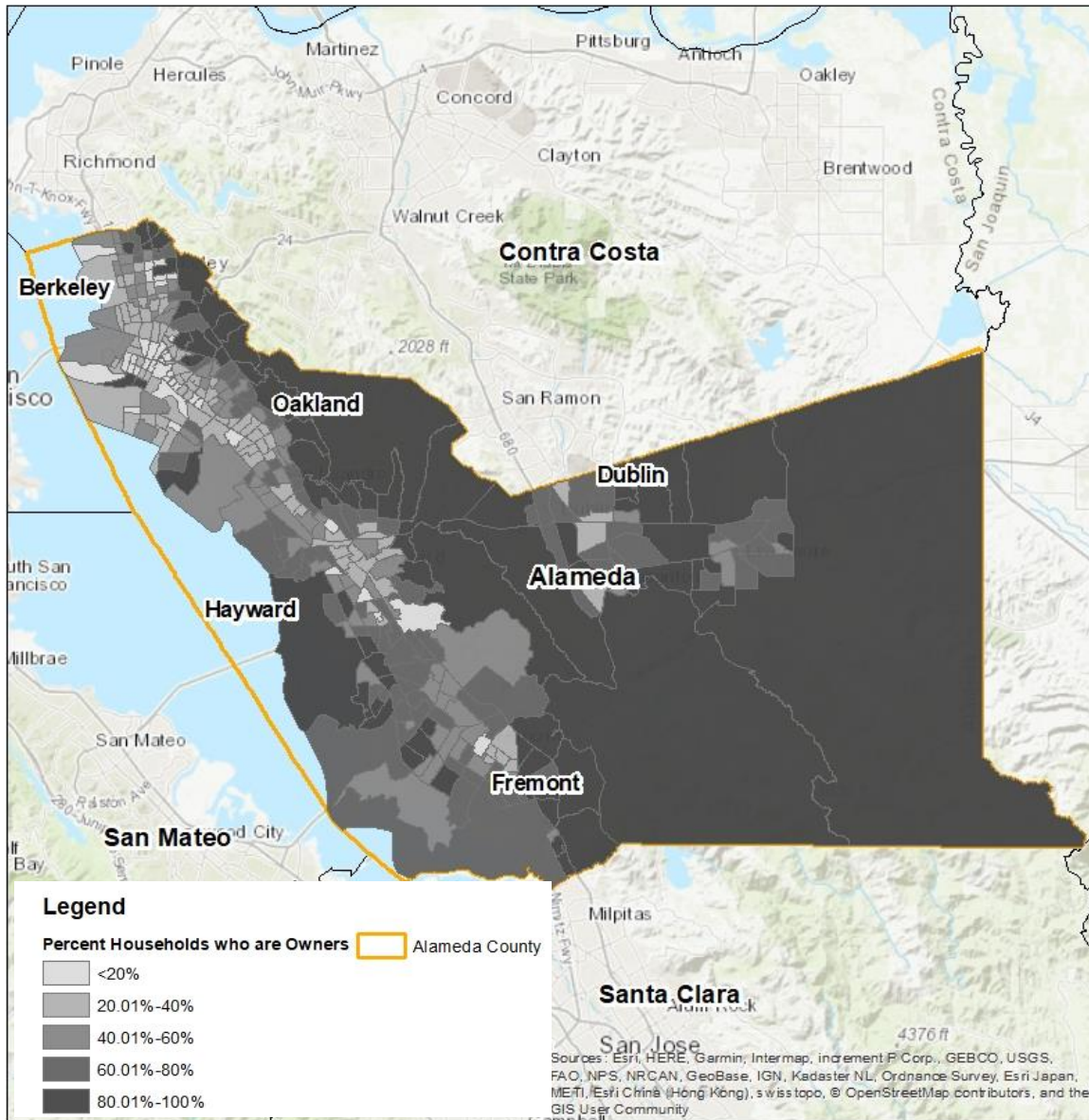
Sources: 2013-2017 ACS 5-Year Estimates ESRI, TIGER/Line.

Figure V-18 - Housing Tenure, Owners, 2010



Sources: 2006-2010 ACS 5-Year Estimates, ESRI, TIGER/Line

Figure V-19 - Housing Tenure, Owners, 2017



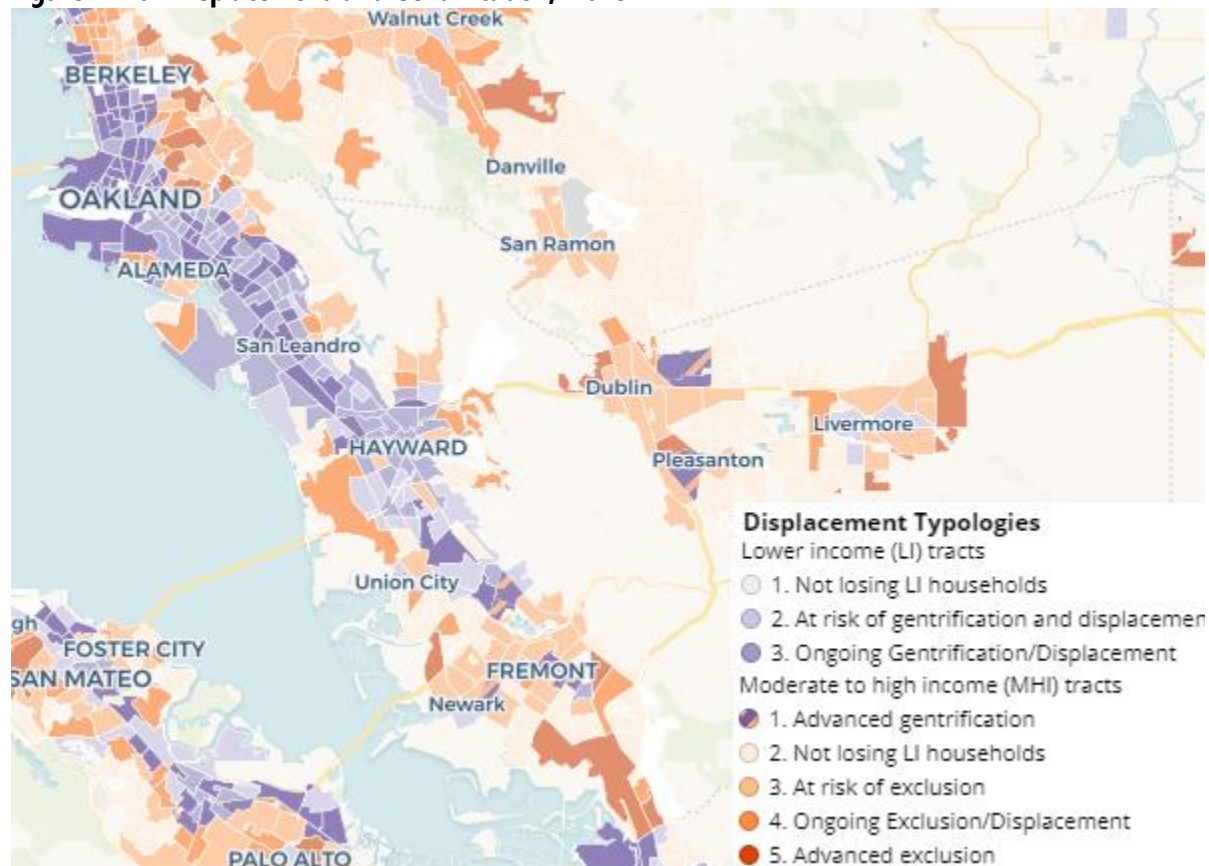
Sources: 2013-2017 ACS 5-Year Estimates, ESRI, TIGER/Line

Displacement

Some areas identified as having higher concentrations of minority residents are being gentrified.

Gentrification is the process in which low-income people are displaced by higher-income people. UC Berkeley's Urban Displacement Project has examined patterns of gentrification on the census tract level. The figure below displays census tracts throughout the region that are at risk of gentrification, currently gentrifying, or experiencing advanced gentrification or exclusion.

Figure V-20 - Displacement and Gentrification, 2015



Source: Urban Displacement Project, 2019

It can be seen that most census tracts in the cities of Berkeley and Oakland are currently gentrifying. This is represented by the loss of low-income households in census tracts in these cities.

The cities of Piedmont, Dublin, Fremont, Livermore, and Pleasanton are experiencing ongoing advanced displacement and exclusion. This is represented by the lack of low-income households in census tracts in these cities.

Who is Most Vulnerable to, and Affected by, Displacement?

Several census tracts with high concentrations of minority residents are decreasing in minority population and increasing in white population.

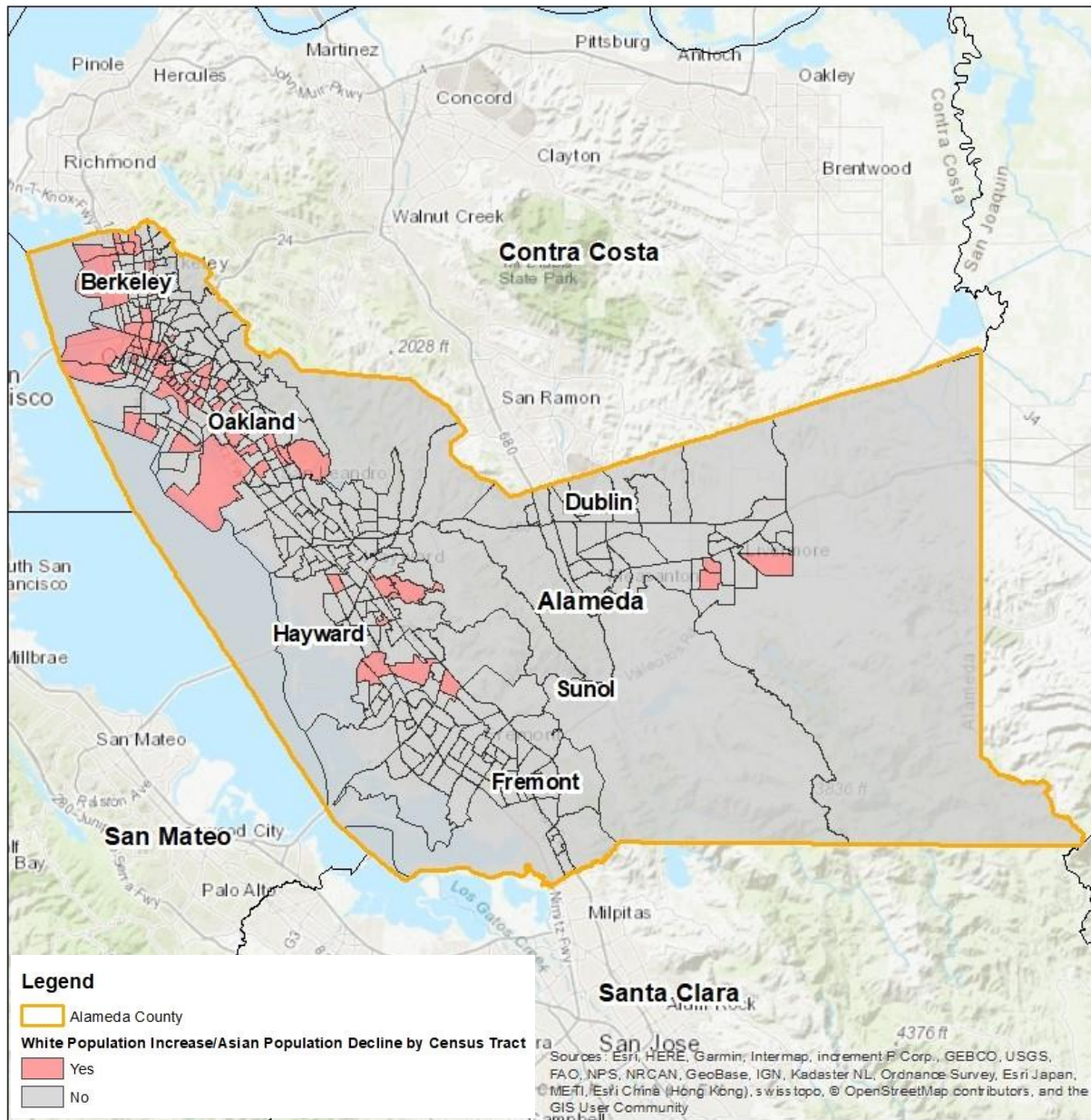
The region has been experiencing changes in diversity. Between 1990 and 2010, the white and black populations decreased while the Hispanic and Asian or Pacific Islander populations increased. Since 2010, the white population has been increasing.

From the survey, 28 percent of Hispanic respondents say they have been displaced in the last five years and 25 percent of black respondents say that they have been displaced in the same period. The primary reason for displacement, according to the survey results, is that rent became unaffordable (56 percent of those displaced). This experience is validated by a 2019 study by the Urban Displacement Project which found that census tracts in the region that experienced a 30 percent increase in the median rent also experienced a decrease of 28 percent of low-income households of color.

The following three maps depict census tracts experiencing growth in white residents and a decrease in Asian or Pacific Islander, Hispanic, or black residents. Census tracts that experience a one or more person decrease in a minority population and a one or more person increase in the white population are highlighted by the maps.

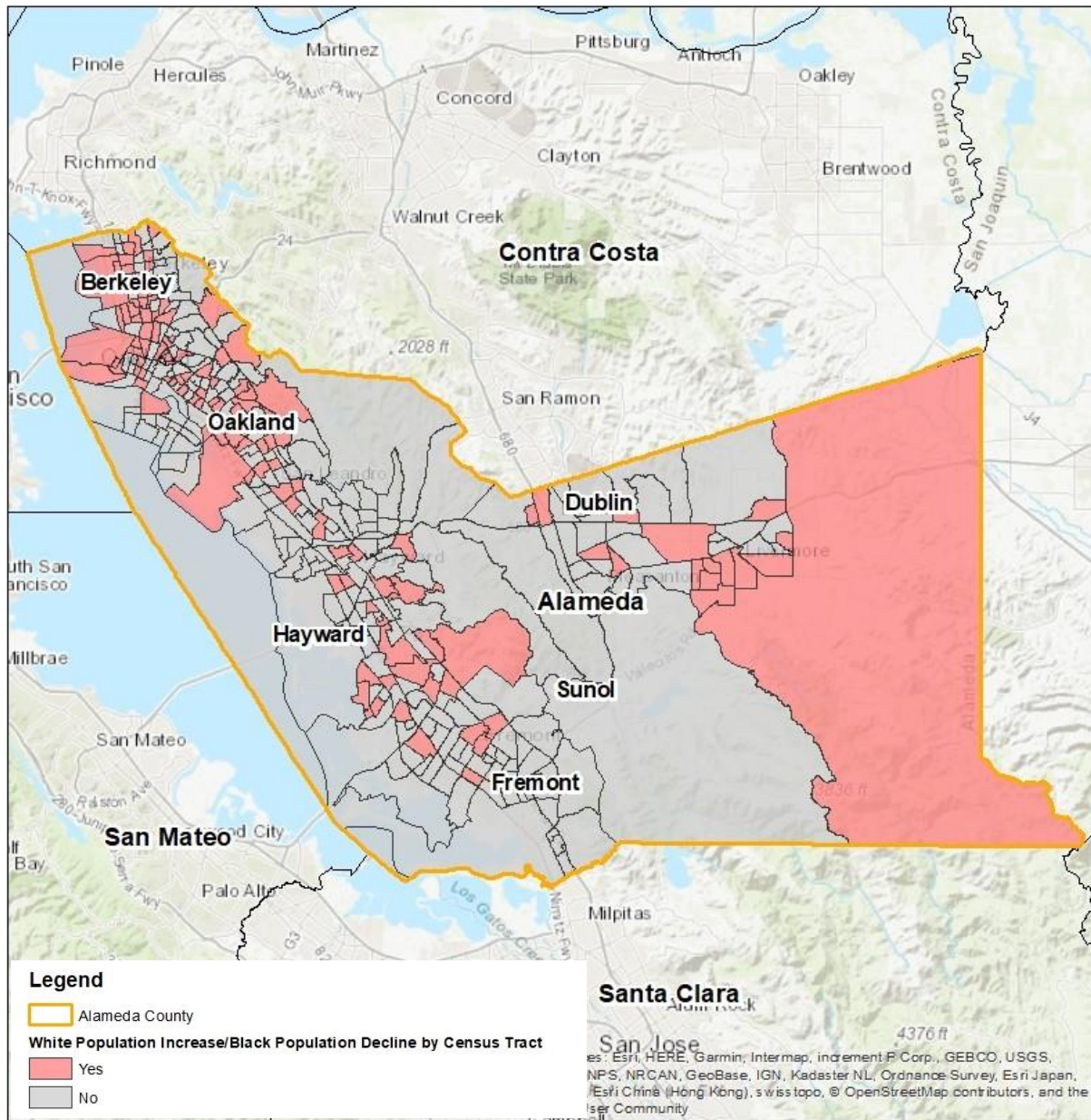
Displacement of Asian or Pacific Islander residents by white residents appears to be mainly occurring in Berkeley and Oakland. Displacement of black residents appears to be occurring in Berkeley, Oakland, and the Fremont/Hayward area of the County. Displacement of Hispanic residents appears to be occurring in Berkeley, Oakland, and the southern portion of Fremont and Hayward.

Figure V-21 - Areas of White Population Increase and Asian Population Decline between 2010 and 2017



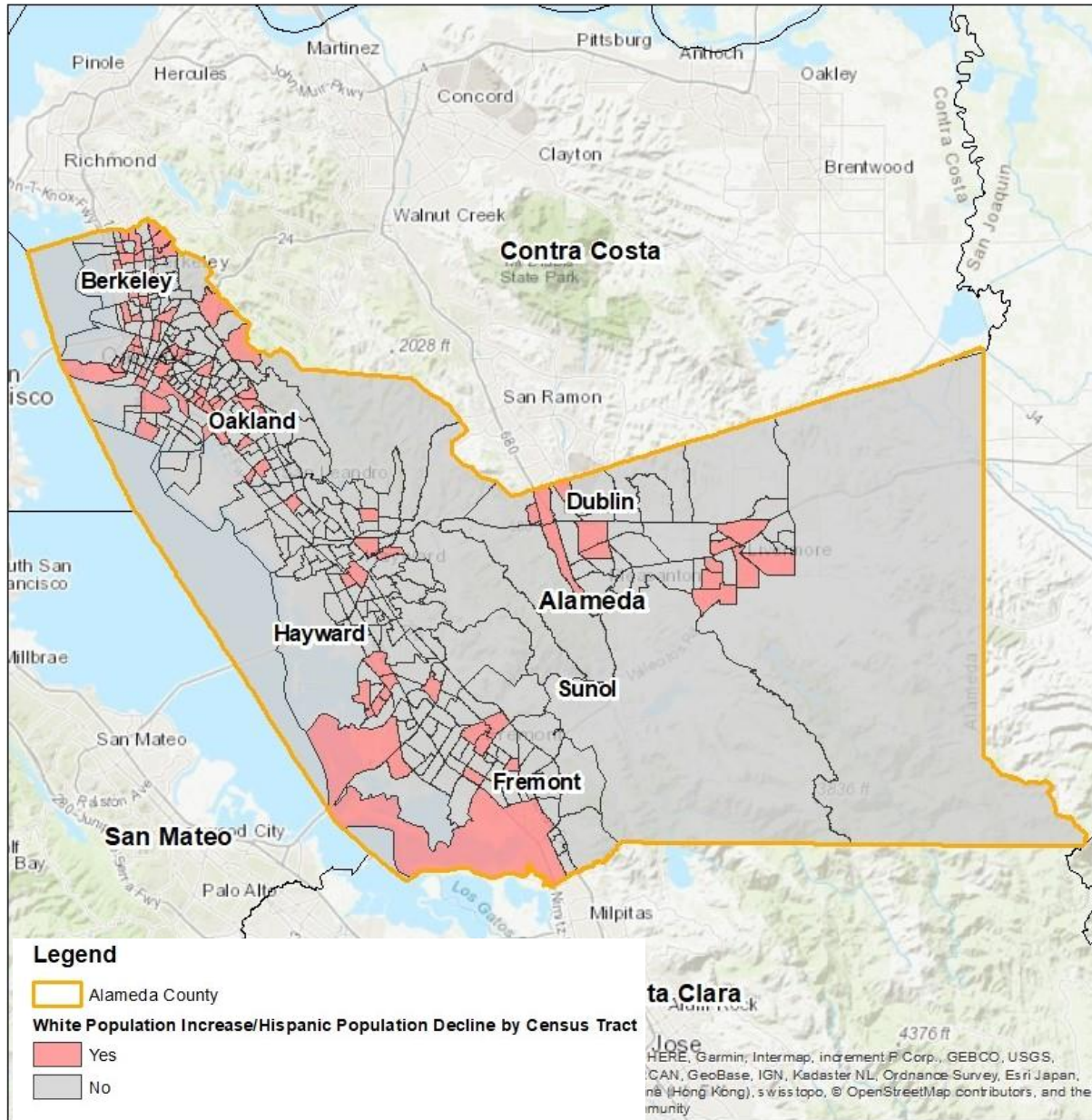
Source: 2006-2010 and 2013-2017 ACS 5-Year Estimates, TIGER/Line, ESRI

Figure V-22 - Areas of White Population Increase and Black Population Decline between 2010 and 2017



Source: 2006-2010 and 2013-2017 ACS 5-Year Estimates, TIGER/Line, ESRI

Figure V-23 - Areas of White Population Increase and Hispanic Population Decline between 2010 and 2017



Source: 2006-2010 and 2013-2017 ACS 5-Year Estimates, TIGER/Line, ESRI

Future Trends that Could Affect Segregation

The Bay Area region is experiencing increased economic growth and a high demand for housing. This growth is causing housing prices to rise, which then displaces low-income residents. As seen throughout the report, low-income residents tend to also be minority residents. Therefore, continued growth of the region could lead to more displacement of minority residents and increased segregation unless certain actions are taken to encourage economic and racial/ethnic integration and diversity.

Contributing Factors of Segregation

The table below identifies factors that significantly create, contribute to, perpetuate, or increase segregation in Alameda County. The AFFH rule provides a list of known contributing factors for the participating jurisdictions to consider, although jurisdictions have the option of creating new ones. Contributing factors selected are based upon available data, feedback from community members, , and expertise of stakeholder and participating jurisdiction staff.

Table V-6 - Contributing Factors of Segregation

Contributing Factors	Alameda County ¹	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Community opposition										
Displacement of residents due to economic pressures (See: Figure V-20 - Displacement and Gentrification, 2015)	X	X	X	X	X	X	X	X	X	X
Lack of community revitalization strategies										
Lack of private investments in specific neighborhoods										
Lack of public investment in specific neighborhoods, including services or amenities										
Lack of regional cooperation										
Land use and zoning laws										
Lending discrimination										
Location and type of affordable housing (See: Displacement)	X	X	X	X	X	X	X	X	X	X
Occupancy codes and restrictions										
Private discrimination										
Other: Historic discrimination against people of color (See: History of Segregation in the Region and Table V-5 - Racial/Ethnic Dissimilarity Trends, Jurisdictions and Region)	X	X	X	X	X	X	X	X	X	X
Other: Limited supply of affordable housing within neighborhoods (See: Who is Most Vulnerable to, and Affected by, Displacement?)	X	X	X	X	X	X	X	X	X	X

Notes: ¹Alameda County includes unincorporated County and non-entitlement jurisdictions

Racially or Ethnically Concentrated Areas of Poverty (R/ECAPS)

This section will discuss Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs). A R/ECAP is a neighborhood (census tract) with a poverty rate of 40 percent or more and a racial or ethnic concentration (50 percent or more of the tract is composed of minority residents).

The maps below display all R/ECAPs within Alameda County. They include census tracts 401400, 401600, 401800, 402500, 402800, 405901, 406000, 406202, 407101, 408500, 408600, 408800, 408900, 410500, 422600, 422700, 422800, 422900, 423602, 435601, and 437702. The majority of R/ECAPs are concentrated in the City of Oakland with a few in Berkeley, one in Hayward, and one in the unincorporated County. However, it is important to note that Berkeley's R/ECAPs may be skewed by no or low-income students attending the University of California, Berkeley. As shown, over the last two decades, R/ECAPs have stayed relatively the same, save for the growth of R/ECAPs in the central portion of the County where there has been growth in the density of minority residents.

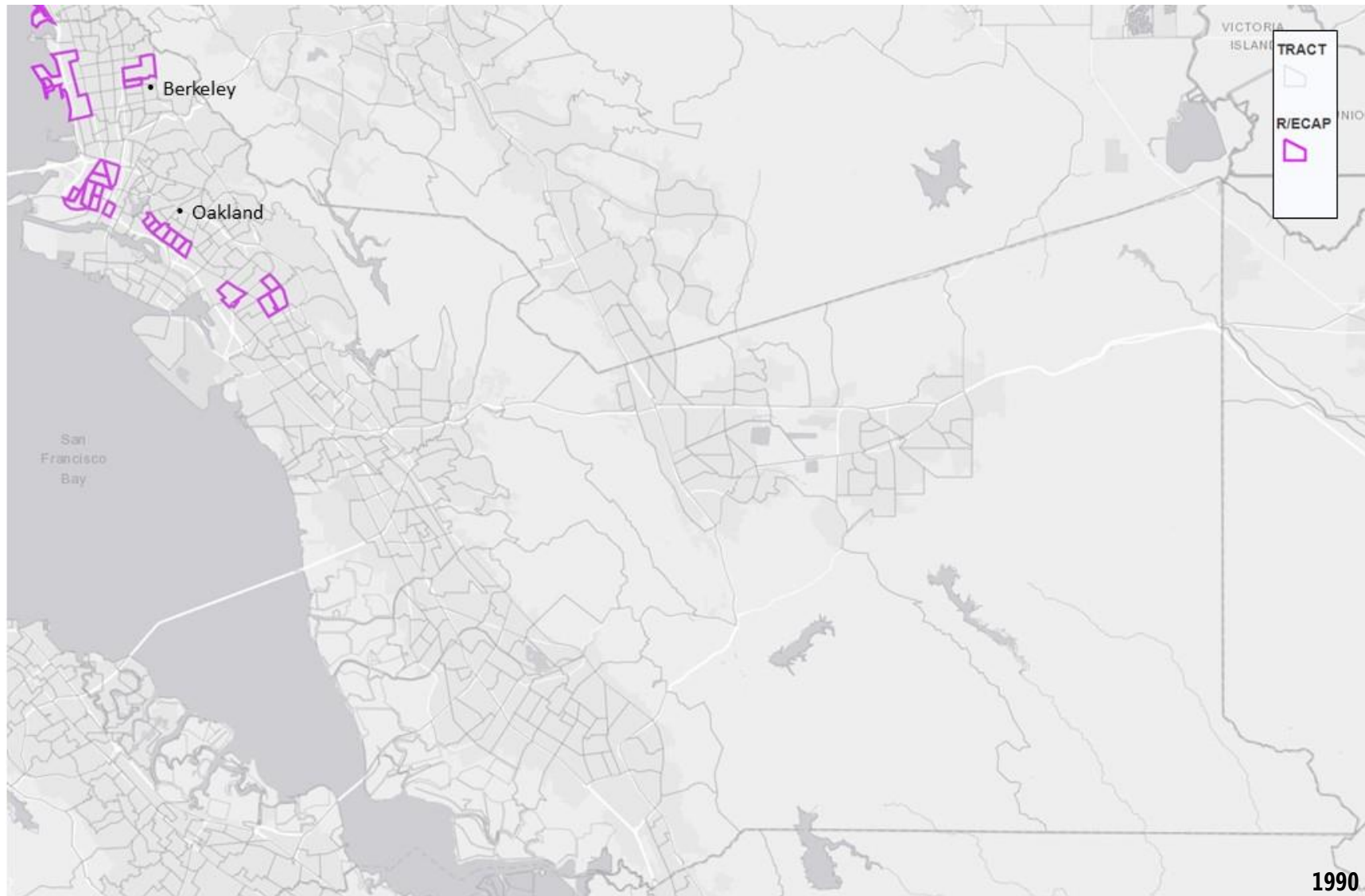
Table V-7 displays demographic data for the R/ECAPs located across the participating jurisdictions. In the Consortium, 63 percent of R/ECAP residents are Hispanic, 10 percent are black, 11 percent are Asian or Pacific Islander, and 12 percent are white. Additionally, 62 percent of families within the R/ECAPs have children under 18 years old and 30 percent of foreign-born residents are from Mexico.

In Berkeley, 40 percent of R/ECAP residents are white, 39 percent are Asian, and 11 percent are Hispanic.

In Oakland, 37 percent of R/ECAP residents are Hispanic, 37 percent are black, 15 percent are Asian or Pacific Islander, and 11 percent fall within other racial categories.

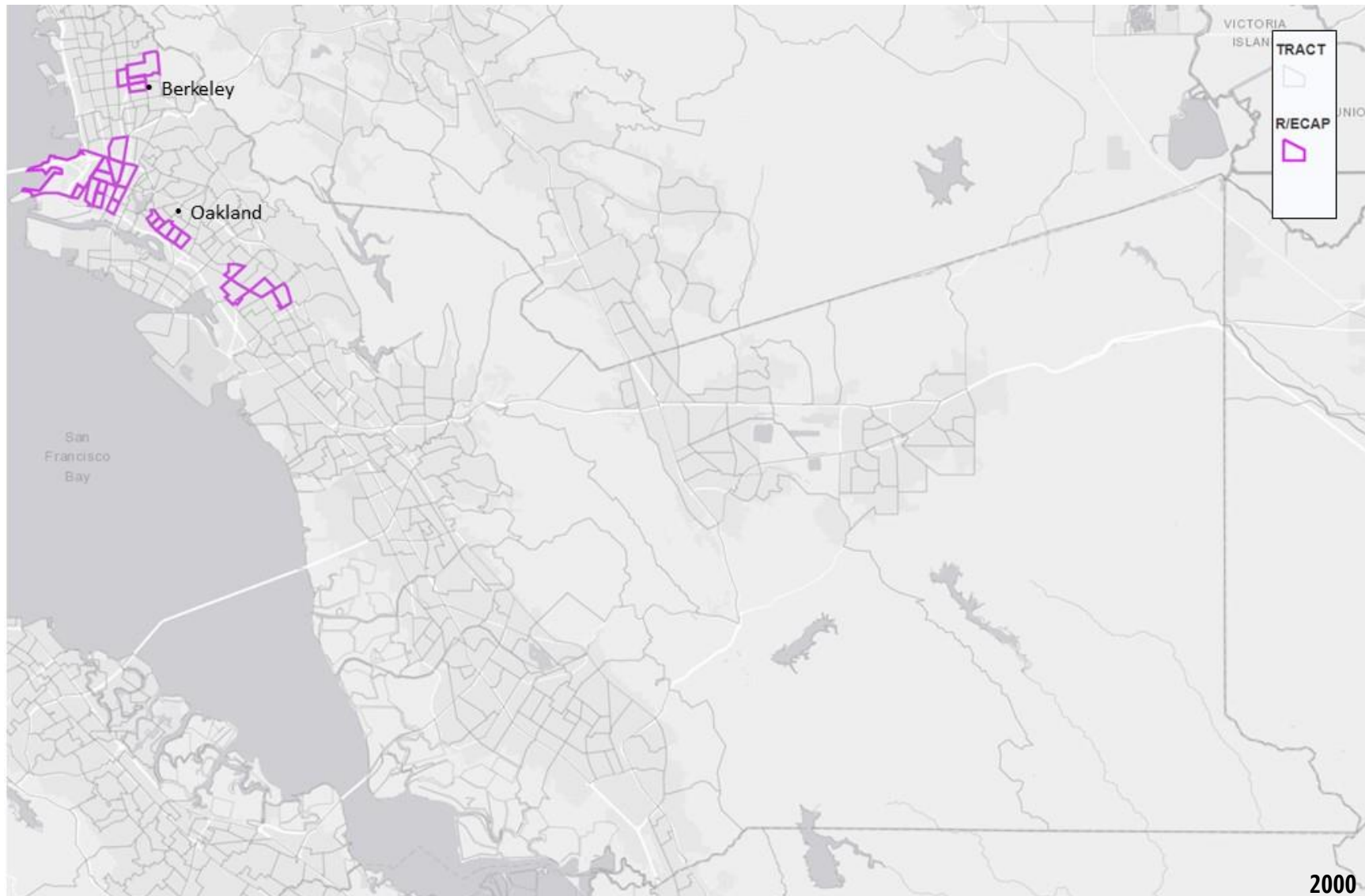
The region, in comparison, has a more even distribution of all races within R/ECAPs: 19 percent are white, 23 percent are black, 29 percent are Hispanic, and 26 percent are Asian or Pacific Islander.

Figure V-24 - R/ECAPs in Alameda County, 1990



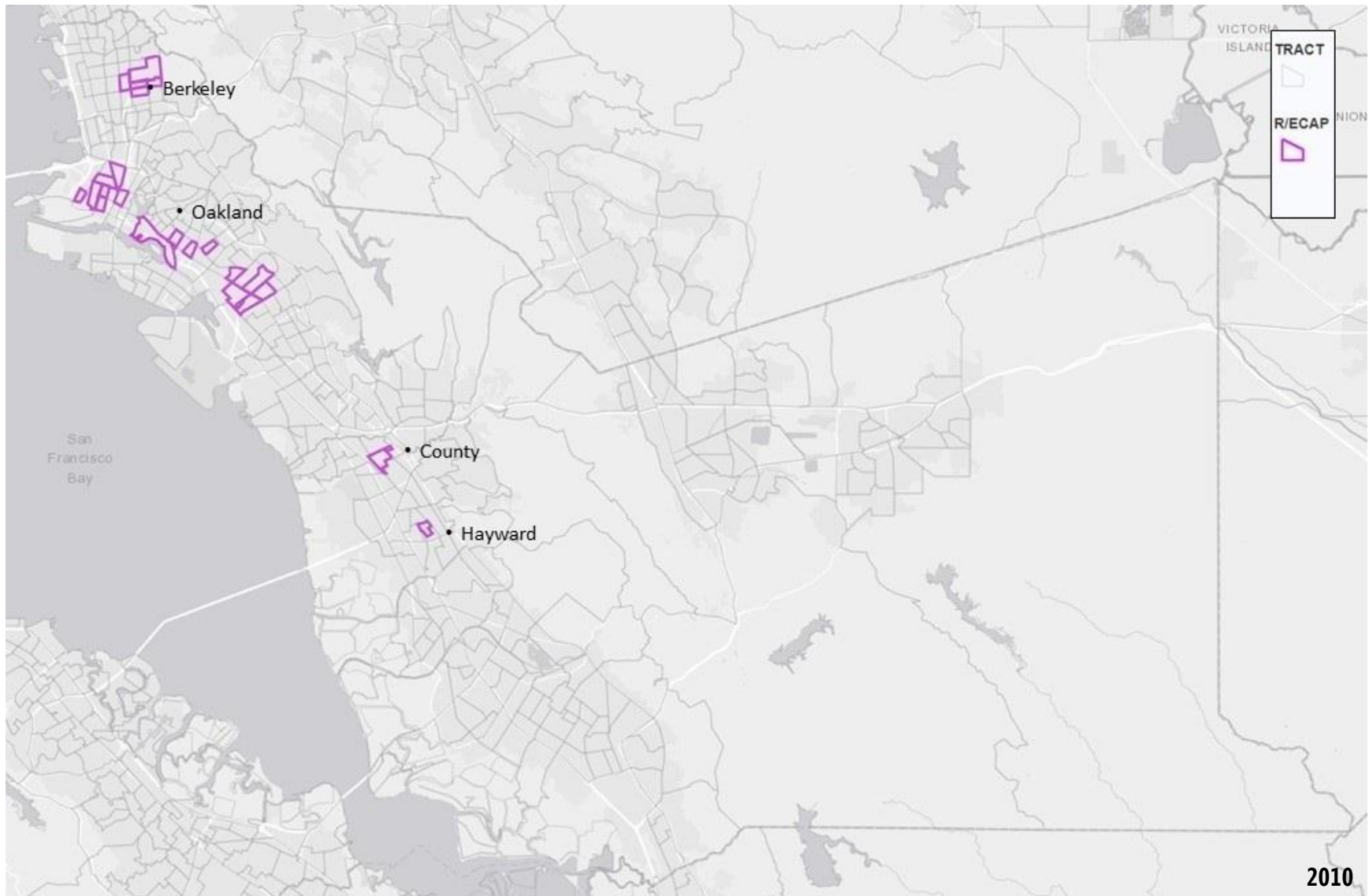
Source: AFFH Tool

Figure V-25 - R/ECAPs in Alameda County, 2000



Source: AFFH Tool

Figure V-26- R/ECAPs in Alameda County, 2010



Source: AFFH Tool

Table V-7 - Demographics of R/ECAPs

	Urban County (Alameda County, CA CDBG, ESG) Jurisdiction (Includes Urban County)		City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction		Consortium				
R/ECAP Race/Ethnicity	#	%	#	%	#	%			
Total Population in R/ECAPs	4,902	-	24,463	-	9,158	-			
White, Non-Hispanic	852	17.38%	9,828	40.17%	1,093	11.93%			
Black, Non-Hispanic	593	12.10%	967	3.95%	940	10.26%			
Hispanic	2,819	57.51%	2,706	11.06%	5,790	63.22%			
Asian or Pacific Islander, Non-Hispanic	441	9.00%	9,522	38.92%	996	10.88%			
Native American, Non-Hispanic	28	0.57%	51	0.21%	37	0.40%			
Other, Non-Hispanic	10	0.20%	87	0.36%	36	0.39%			
R/ECAP Family Type									
Total Families in R/ECAPs	1,036	-	1,023	-	1,901	-			
Families with children	592	57.14%	355	34.70%	1,177	61.91%			
R/ECAP National Origin									
Total Population in R/ECAPs	4,902	-	24,463	-	9,158	-			
#1 country of origin	Mexico	1,371	27.97%	China excl. Hong Kong & Taiwan	1,357	5.55%	Mexico	2,734	29.85%
#2 country of origin	Fiji	170	3.47%	Korea	754	3.08%	El Salvador	350	3.82%
#3 country of origin	Guatemala	131	2.67%	Philippines	355	1.45%	Fiji	199	2.17%
#4 country of origin	Philippines	118	2.41%	India	335	1.37%	Philippines	174	1.90%
#5 country of origin	El Salvador	76	1.55%	Mexico	238	0.97%	Guatemala	149	1.63%
#6 country of origin	Brazil	41	0.84%	Vietnam	216	0.88%	Vietnam	98	1.07%
#7 country of origin	Albania	36	0.73%	Thailand	183	0.75%	China excl. Hong Kong & Taiwan	55	0.60%
#8 country of origin	Hong Kong	32	0.65%	Hong Kong	181	0.74%	Nicaragua	46	0.50%
#9 country of origin	China excl. Hong Kong & Taiwan	30	0.61%	Germany	177	0.72%	Brazil	41	0.45%
#10 country of origin	Portugal	18	0.37%	Japan	166	0.68%	Albania	36	0.39%

	City of Hayward (Hayward, CA CDBG) Jurisdiction		City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction		Region				
R/ECAP Race/Ethnicity	#	%	#	%	#	%			
Total Population in R/ECAPs	4,256	-	56,701	-	142,522	-			
White, Non-Hispanic	241	5.66%	4,375	7.72%	26,457	18.56%			
Black, Non-Hispanic	347	8.15%	20,978	37.00%	32,626	22.89%			
Hispanic	2,971	69.81%	21,033	37.09%	41,076	28.82%			
Asian or Pacific Islander, Non-Hispanic	555	13.04%	8,376	14.77%	36,557	25.65%			
Native American, Non-Hispanic	9	0.21%	232	0.41%	507	0.36%			
Other, Non-Hispanic	26	0.61%	151	0.27%	415	0.29%			
R/ECAP Family Type									
Total Families in R/ECAPs	865	-	11,566	-	23,826	-			
Families with children	585	67.63%	6,220	53.78%	11,702	49.11%			
R/ECAP National Origin									
Total Population in R/ECAPs	4,256	-	56,701	-	142,522	-			
#1 country of origin	Mexico	1,363	32.03%	Mexico	7,705	13.59%	Mexico	14,138	9.92%
#2 country of origin	El Salvador	274	6.44%	China excl. Hong Kong & Taiwan	2,292	4.04%	China excl. Hong Kong & Taiwan	11,052	7.75%
#3 country of origin	Vietnam	98	2.30%	Vietnam	1,712	3.02%	Vietnam	3,403	2.39%
#4 country of origin	Philippines	56	1.32%	El Salvador	1,312	2.31%	Philippines	3,245	2.28%
#5 country of origin	Nicaragua	46	1.08%	Guatemala	1,039	1.83%	El Salvador	2,326	1.63%
#6 country of origin	Fiji	29	0.68%	Philippines	617	1.09%	Korea	1,615	1.13%
#7 country of origin	China excl. Hong Kong & Taiwan	25	0.59%	Laos	322	0.57%	Guatemala	1,294	0.91%
#8 country of origin	Guatemala	18	0.42%	Cambodia	290	0.51%	India	757	0.53%
#9 country of origin	Italy	15	0.35%	Ethiopia	199	0.35%	Hong Kong	735	0.52%
#10 country of origin	Russia	15	0.35%	Korea	180	0.32%	Ukraine	693	0.49%

Source: AFFH Tool

Contributing Factors of R/ECAPs

The table below identifies factors that significantly create, contribute to, perpetuate, or increase R/ECAPs in Alameda County.

Table V-8 - Contributing Factors of R/ECAPs

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Community opposition										
Deteriorated or abandoned properties										
Displacement of residents due to economic pressures (See: Rapidly Rising Housing Costs)	X	X	X	X	X	X	X	X	X	X
Lack of community revitalization strategies										
Lack of private investments in specific neighborhoods			X		X		X			
Lack of public investment in specific neighborhoods, including services or amenities (See: Disproportionate Housing Needs)	X		X		X		X			
Lack of regional cooperation										
Land use and zoning laws										
Lending discrimination										
Location and type of affordable housing (See: Rapidly Rising Housing Costs)	X	X	X	X	X	X	X	X	X	X
Occupancy codes and restrictions										
Private discrimination										
Other: Limited supply of affordable housing within neighborhoods (See: Disproportionate Housing Needs)	X	X	X	X	X	X	X	X	X	X

Disparities in Access to Opportunity

This section discusses the level of access protected classes have to resources, which generally indicates economic opportunity. These include education, employment, transportation, environmental health, and living in an area with a lower rate of poverty. The level of access for each group is referred to as “access to opportunity.”

The tables below display indices for access to low-poverty neighborhoods, proficient schools, the labor market, transit, low-cost transportation, jobs proximity, and environmental health by race and ethnicity. Indices are measured as follows:

- Low Poverty: The rate of poverty by census tract.
- School Proficiency: The percentage of fourth-grade students testing proficient in reading and math within three miles of a census block group.
- Jobs Proximity: The distance to all job locations from a given block group.
- Labor Market: The level of intensity of labor market engagement based upon the level of employment, labor force participation, and educational attainment by census tract.
- Low Transportation Cost: Estimates of transportation costs of a family of three with an income at 50 percent of the median income for renters by census tract.
- Transit: Estimates of transit trips taken by a family of three with an income at 50 percent of the median income for renters by census tract.
- Environmental Health: The potential exposure to harmful toxins by census tract based upon US Environmental Protection Agency estimates.

Indices are scored from 0 to 100. Higher scores represent more access. These scores demonstrate disparities between groups and do not represent subjective values, such as high, medium, low.

Across the Consortium, white and Asian or Pacific Islander residents tend to live in neighborhoods with a lower rate of poverty and have higher access to proficient schools and the labor market. Indices are relatively the same for access to transit, low-transportation costs, and jobs proximity. White residents had the highest score for access to environmental health. The same trend is noticeable for those who live below the federal poverty line, but with moderately decreased index scores in all categories except in access to transit and low transportation costs, which were slightly higher. Index scores for the region are similar to the County.

Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region

Consortium	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	74.10	63.31	69.18	84.18	78.19	44.75	43.41
Black, Non-Hispanic	58.99	40.26	50.63	86.80	83.10	48.23	32.95
Hispanic	60.13	39.58	50.39	86.92	81.95	42.57	33.93
Asian or Pacific Islander, Non-Hispanic	73.39	60.03	68.09	85.67	79.17	43.95	38.37
Native American, Non-Hispanic	64.76	50.18	56.54	85.94	81.39	45.45	37.11
Population Below Federal Poverty Line							
White, Non-Hispanic	65.76	55.16	62.13	86.65	80.71	43.00	38.06
Black, Non-Hispanic	48.63	35.79	46.06	89.08	85.77	45.80	29.24
Hispanic	47.30	32.12	43.07	88.78	84.39	40.84	32.46
Asian or Pacific Islander, Non-Hispanic	63.27	51.04	61.69	87.98	83.51	46.55	31.52
Native American, Non-Hispanic	41.65	34.75	39.50	88.59	84.96	40.19	29.07

Urban County (Alameda County, CA CDBG, ESG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	74.25	63.38	67.59	82.21	76.80	48.42	44.36
Black, Non-Hispanic	59.35	45.61	45.47	84.36	81.71	49.73	38.35
Hispanic	57.78	41.10	46.98	85.36	81.03	45.47	36.48
Asian or Pacific Islander, Non-Hispanic	71.95	60.05	65.01	81.92	77.46	51.56	43.88
Native American, Non-Hispanic	62.33	50.19	47.94	83.33	79.95	46.99	41.65
Population Below Federal Poverty Line							
White, Non-Hispanic	62.63	50.40	57.17	86.00	80.60	47.40	36.17
Black, Non-Hispanic	45.14	31.64	43.46	88.65	85.71	44.43	28.31
Hispanic	43.95	33.37	42.75	88.06	84.96	47.95	33.24
Asian or Pacific Islander, Non-Hispanic	61.54	52.18	62.32	86.70	83.43	56.35	35.06
Native American, Non-Hispanic	38.93	13.16	39.42	87.65	85.21	39.72	34.09

City of Alameda (Alameda, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	67.77	75.87	79.26	91.67	87.86	43.38	27.40
Black, Non-Hispanic	54.81	72.64	70.04	91.37	89.14	50.14	29.53
Hispanic	61.41	74.01	75.49	91.84	89.00	46.53	27.08
Asian or Pacific Islander, Non-Hispanic	64.92	73.90	77.13	91.58	86.95	44.56	28.81
Native American, Non-Hispanic	56.30	73.47	72.81	90.62	88.92	51.30	29.26
Population Below Federal Poverty Line							
White, Non-Hispanic	55.95	72.87	71.61	93.00	90.72	43.05	26.98
Black, Non-Hispanic	45.84	68.82	70.31	88.76	88.83	56.30	34.49
Hispanic	55.84	71.05	77.80	92.93	90.44	44.99	22.44
Asian or Pacific Islander, Non-Hispanic	55.50	71.41	73.12	92.20	89.47	45.47	27.25
Native American, Non-Hispanic	51.61	75.76	81.02	94.00	91.39	37.22	22.67

City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	68.60	62.54	80.74	91.20	89.18	62.99	27.43
Black, Non-Hispanic	51.08	63.11	71.74	92.16	92.18	61.04	21.28
Hispanic	57.94	59.74	70.19	91.72	91.98	63.92	22.68
Asian or Pacific Islander, Non-Hispanic	62.81	53.16	62.70	91.79	92.96	69.38	22.52
Native American, Non-Hispanic	59.16	58.17	69.98	92.15	92.25	64.05	21.71
Population Below Federal Poverty Line							
White, Non-Hispanic	61.92	56.57	73.69	93.35	92.62	65.17	23.39
Black, Non-Hispanic	49.04	62.56	72.97	92.61	93.00	63.65	21.20
Hispanic	56.86	57.45	68.78	93.66	93.05	64.24	21.44
Asian or Pacific Islander, Non-Hispanic	64.84	47.63	61.21	94.74	95.08	73.12	19.32
Native American, Non-Hispanic	60.56	54.47	61.47	76.50	88.95	72.04	31.45

City of Fremont (Fremont, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	77.71	69.60	71.24	87.27	79.16	36.29	36.75
Black, Non-Hispanic	75.76	67.22	69.82	89.01	82.37	39.38	33.55
Hispanic	75.66	63.79	66.34	88.42	81.54	35.61	33.44
Asian or Pacific Islander, Non-Hispanic	80.29	75.70	77.82	87.13	78.30	37.47	39.08
Native American, Non-Hispanic	75.36	68.35	69.60	88.46	82.26	38.48	33.55
Population Below Federal Poverty Line							
White, Non-Hispanic	76.84	72.47	72.75	87.91	77.90	33.60	39.88
Black, Non-Hispanic	76.48	72.14	77.56	89.82	83.72	33.57	33.74
Hispanic	77.03	64.13	68.18	87.95	80.08	34.86	34.63
Asian or Pacific Islander, Non-Hispanic	76.07	71.29	72.80	88.63	82.20	42.21	33.15
Native American, Non-Hispanic	74.85	67.12	75.32	87.35	80.06	23.25	35.98

City of Hayward (Hayward, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	55.96	15.39	43.63	85.96	80.62	42.30	35.10
Black, Non-Hispanic	49.98	14.54	39.98	87.73	83.33	45.45	33.47
Hispanic	48.78	14.04	34.03	88.74	83.45	37.68	31.10
Asian or Pacific Islander, Non-Hispanic	60.01	15.84	44.91	87.11	80.27	43.49	34.65
Native American, Non-Hispanic	53.42	14.52	36.88	87.86	82.96	45.18	30.77
Population Below Federal Poverty Line							
White, Non-Hispanic	45.98	12.60	36.58	86.92	83.08	43.95	34.87
Black, Non-Hispanic	36.70	11.24	27.43	89.92	85.72	35.29	30.34
Hispanic	38.32	13.25	29.25	90.24	85.80	33.08	31.03
Asian or Pacific Islander, Non-Hispanic	53.85	12.16	41.70	88.46	82.12	37.17	37.06
Native American, Non-Hispanic	25.87	7.73	27.58	89.81	86.95	24.51	33.30

City of Livermore (Livermore, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	80.77	71.08	74.57	83.00	72.89	44.89	62.82
Black, Non-Hispanic	77.25	69.10	73.17	83.49	74.76	44.37	61.48
Hispanic	75.10	65.92	70.43	83.90	75.89	41.63	57.82
Asian or Pacific Islander, Non-Hispanic	79.34	71.28	73.73	81.96	71.94	46.88	63.55
Native American, Non-Hispanic	77.86	68.58	72.05	83.33	73.59	39.42	60.58
Population below Federal Poverty Line							
White, Non-Hispanic	76.29	71.18	74.40	84.56	73.77	34.43	60.45
Black, Non-Hispanic	75.71	67.24	68.40	84.25	76.20	40.12	59.72
Hispanic	69.47	68.33	70.07	85.65	77.50	32.35	58.21
Asian or Pacific Islander, Non-Hispanic	85.85	69.39	80.03	86.42	82.19	61.39	57.78
Native American, Non-Hispanic	69.00	73.62	68.00	70.00	59.00	53.67	77.00

City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	64.48	58.07	77.46	89.99	86.07	51.18	25.63
Black, Non-Hispanic	33.00	30.02	38.54	91.18	88.47	48.38	22.70
Hispanic	25.13	26.65	28.17	91.48	88.59	48.53	20.05
Asian or Pacific Islander, Non-Hispanic	36.89	42.78	48.56	92.41	90.49	51.40	20.78
Native American, Non-Hispanic	34.69	36.96	42.82	92.06	89.64	49.33	21.33
Population Below Federal Poverty Line							
White, Non-Hispanic	46.29	45.91	60.01	92.15	90.22	53.43	20.93
Black, Non-Hispanic	23.47	24.66	27.32	91.89	89.38	50.90	21.06
Hispanic	19.12	25.27	23.01	91.90	89.57	49.27	19.13
Asian or Pacific Islander, Non-Hispanic	24.92	38.97	39.78	93.49	92.87	53.33	17.49
Native American, Non-Hispanic	22.82	27.28	21.18	92.22	89.49	55.68	16.41

City of Pleasanton (Pleasanton, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	83.36	89.43	82.20	77.98	74.74	48.46	59.46
Black, Non-Hispanic	81.10	89.80	83.14	79.11	77.30	58.43	57.38
Hispanic	80.50	89.70	81.28	79.80	77.48	57.37	57.54
Asian or Pacific Islander, Non-Hispanic	82.80	90.40	84.85	78.61	76.12	51.47	57.76
Native American, Non-Hispanic	80.37	89.52	81.21	79.22	76.87	54.59	56.31
Population Below Federal Poverty Line							
White, Non-Hispanic	81.93	88.91	82.03	78.91	75.26	49.19	60.88
Black, Non-Hispanic	71.88	92.98	86.91	86.63	87.31	81.73	47.46
Hispanic	75.80	88.88	80.21	83.06	78.46	55.72	55.71
Asian or Pacific Islander, Non-Hispanic	83.37	91.60	85.67	78.12	74.72	48.24	61.55
Native American, Non-Hispanic	66.00	86.15	67.00	86.00	82.00	56.00	57.00

City of San Leandro (San Leandro, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	64.95	27.34	54.31	86.10	83.11	47.75	16.69
Black, Non-Hispanic	58.35	23.62	53.65	88.10	86.09	54.83	14.97
Hispanic	60.66	24.96	51.21	86.74	84.30	50.87	14.44
Asian or Pacific Islander, Non-Hispanic	63.73	28.69	50.17	86.55	82.67	45.94	13.65
Native American, Non-Hispanic	62.03	23.50	54.26	87.02	84.43	52.99	15.28
Population Below Federal Poverty Line							
White, Non-Hispanic	63.61	24.99	53.91	85.17	83.71	51.62	16.68
Black, Non-Hispanic	47.55	23.17	49.37	89.57	89.28	66.90	11.96
Hispanic	49.40	24.17	47.03	88.07	85.62	51.91	11.86
Asian or Pacific Islander, Non-Hispanic	59.48	26.66	42.47	85.22	82.65	50.03	11.76
Native American, Non-Hispanic	48.71	28.44	46.93	86.50	85.17	50.86	13.71

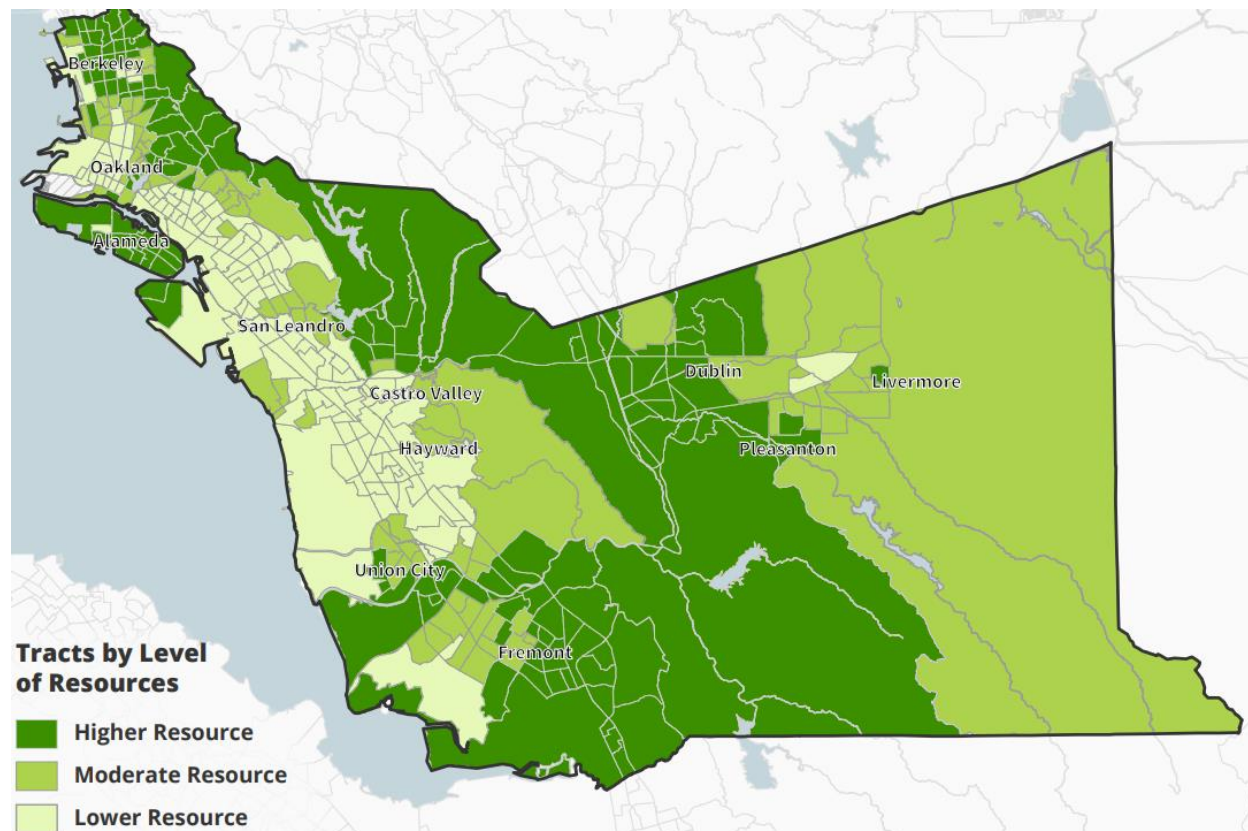
City of Union City (Union City, CA CDBG) Jurisdiction	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	70.06	46.91	61.49	85.72	79.65	41.63	38.42
Black, Non-Hispanic	69.78	47.78	60.53	86.37	79.83	44.25	39.27
Hispanic	60.48	32.51	52.78	87.11	81.34	41.41	34.93
Asian or Pacific Islander, Non-Hispanic	75.34	53.35	65.43	85.76	78.91	45.09	40.73
Native American, Non-Hispanic	67.22	45.99	57.86	87.13	80.37	35.80	38.10
Population Below Federal Poverty Line							
White, Non-Hispanic	74.86	54.62	60.55	88.12	80.54	41.18	40.78
Black, Non-Hispanic	68.60	35.31	47.96	87.87	82.16	45.25	30.92
Hispanic	50.14	23.94	47.40	87.84	81.71	38.11	34.17
Asian or Pacific Islander, Non-Hispanic	66.16	45.06	65.51	87.20	80.95	40.42	37.06
Native American, Non-Hispanic	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Region	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
Total Population							
White, Non-Hispanic	72.99	66.17	76.51	84.82	83.37	49.68	46.26
Black, Non-Hispanic	46.10	37.58	46.70	88.00	85.41	48.61	31.18
Hispanic	52.70	41.45	51.62	87.15	85.36	46.05	37.00
Asian or Pacific Islander, Non-Hispanic	67.02	58.76	67.89	88.22	86.05	45.86	38.67
Native American, Non-Hispanic	58.27	50.31	57.84	86.50	84.28	48.74	37.59
Population Below Federal Poverty Line							
White, Non-Hispanic	62.44	57.72	68.29	87.54	86.55	53.27	37.90
Black, Non-Hispanic	34.86	31.81	39.12	90.09	88.13	51.38	26.42
Hispanic	38.75	34.43	42.33	88.95	87.14	47.30	31.81
Asian or Pacific Islander, Non-Hispanic	52.36	51.71	59.01	91.54	90.97	54.52	26.69
Native American, Non-Hispanic	44.15	38.59	49.37	89.93	89.73	50.46	28.16

Source: AFFH Tool

The figure below displays census tracts across participating jurisdictions that have higher, moderate, or lower access to resources. Higher resource tracts are concentrated in Berkeley, Alameda, and the eastern portion of the County, and lower resource tracts are concentrated in Oakland, San Leandro, and Hayward. Lower resource tracts correspond with a higher number of Hispanic, Asian or Pacific Islander, and black residents as depicted in Figures V-1 to V-9, above.

Figure V-27 - Resources Map, by Census Tracts

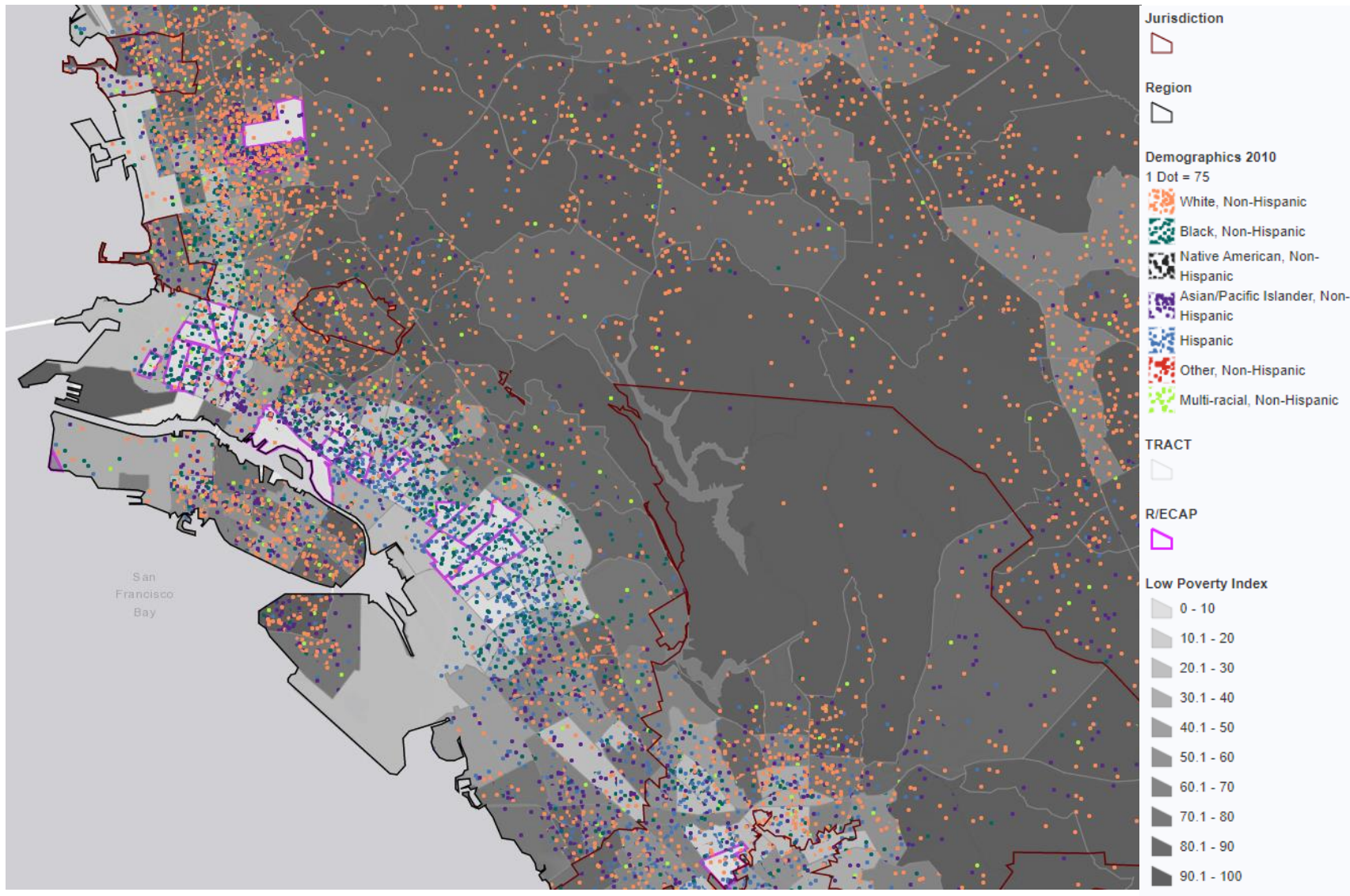


Source: Urban Displacement Project, 2019

Access to Low Poverty Neighborhoods

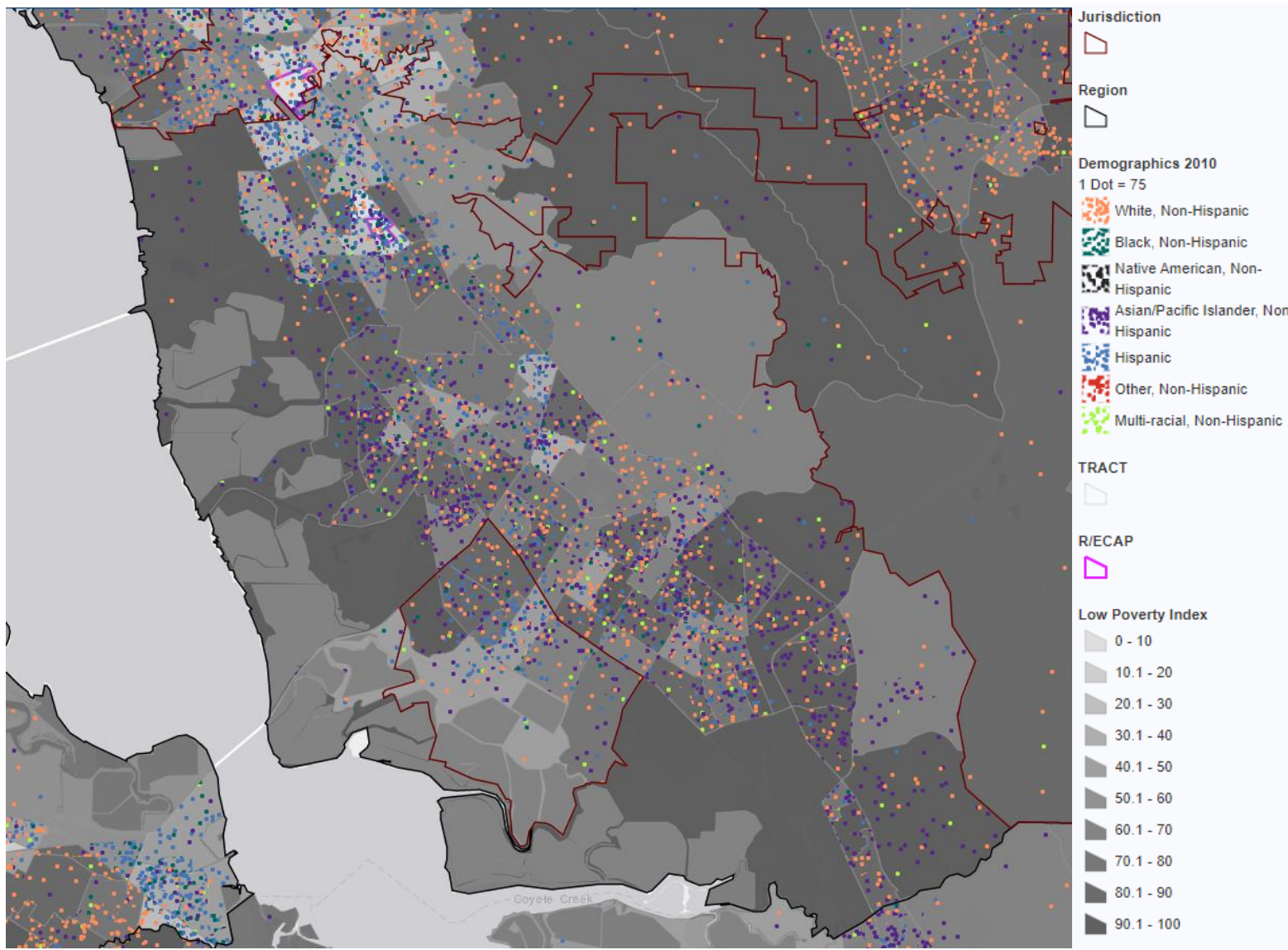
The figures below display race and ethnicity by low poverty index and national origin by the same measure. Minorities are more likely to live in census tracts with a higher rate of poverty. The same goes for foreign-born residents. These census tracts also correspond with the tracts with lower resources as depicted in the map above.

Figure V-28 - Race/Ethnicity and Poverty, 2010, North



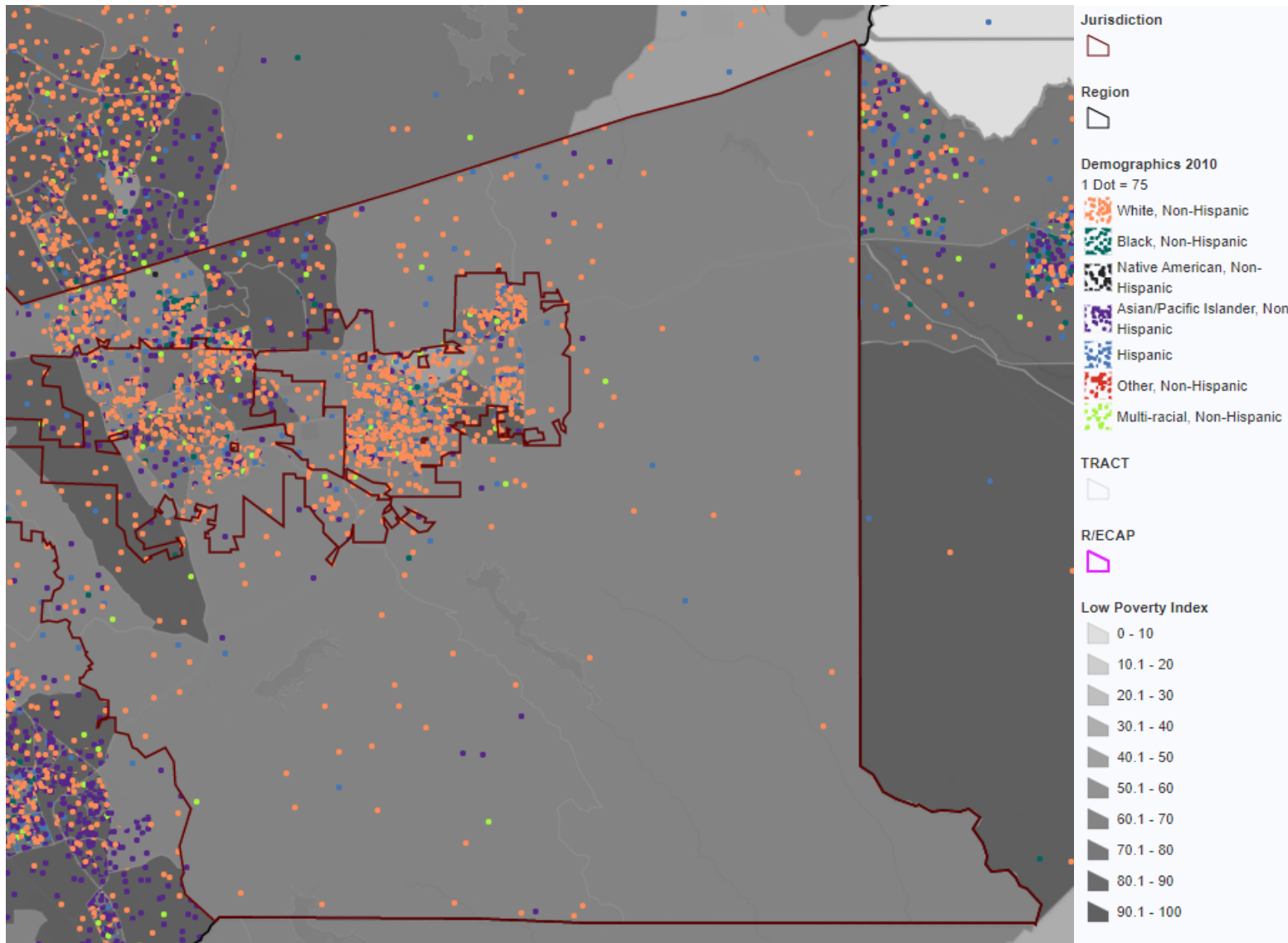
Source: AFFH Tool

Figure V-29 - Race/Ethnicity and Poverty, 2010, South



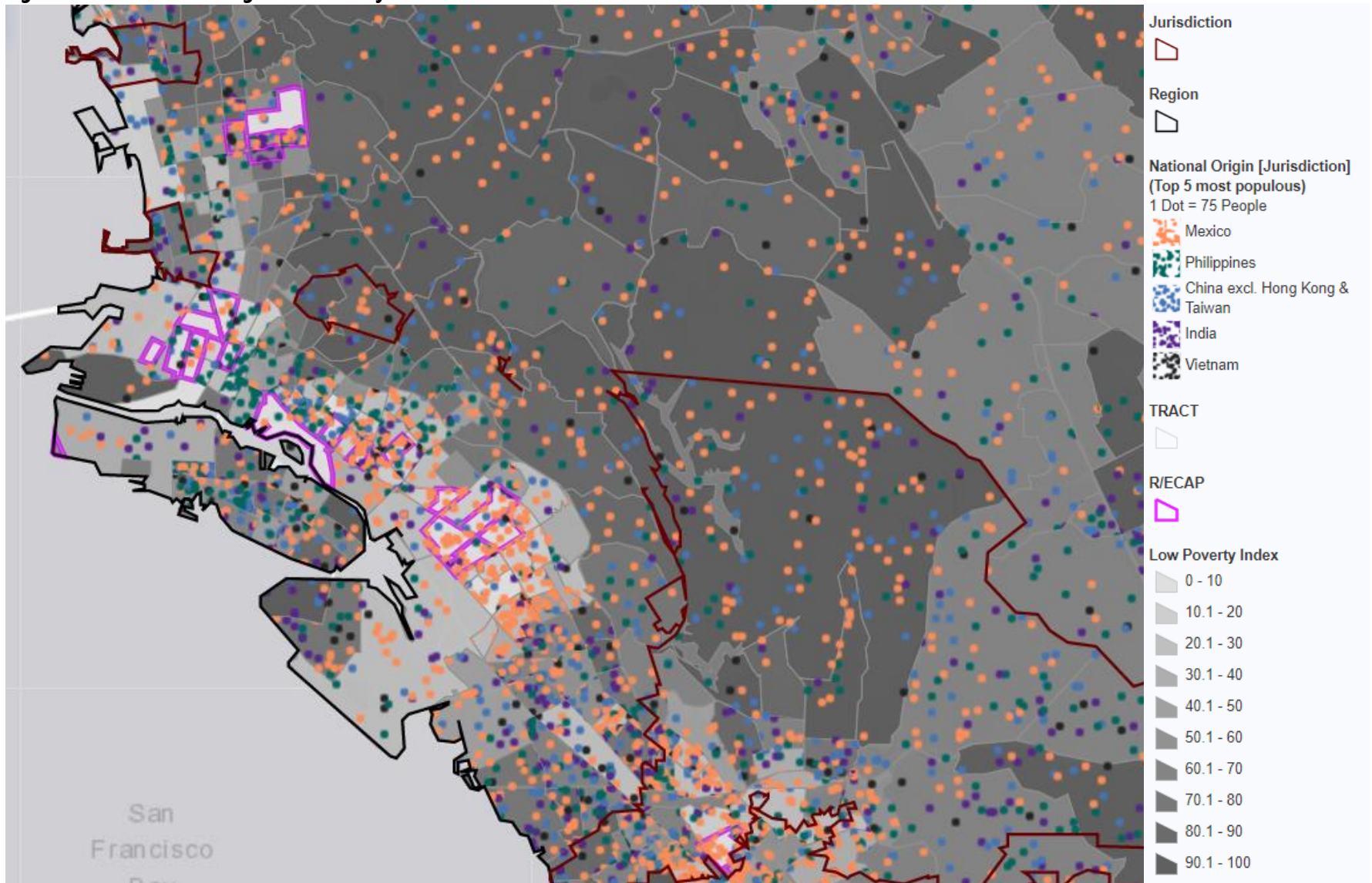
Source: AFFH Tool

Figure V-30 - Race/Ethnicity and Poverty, 2010, East



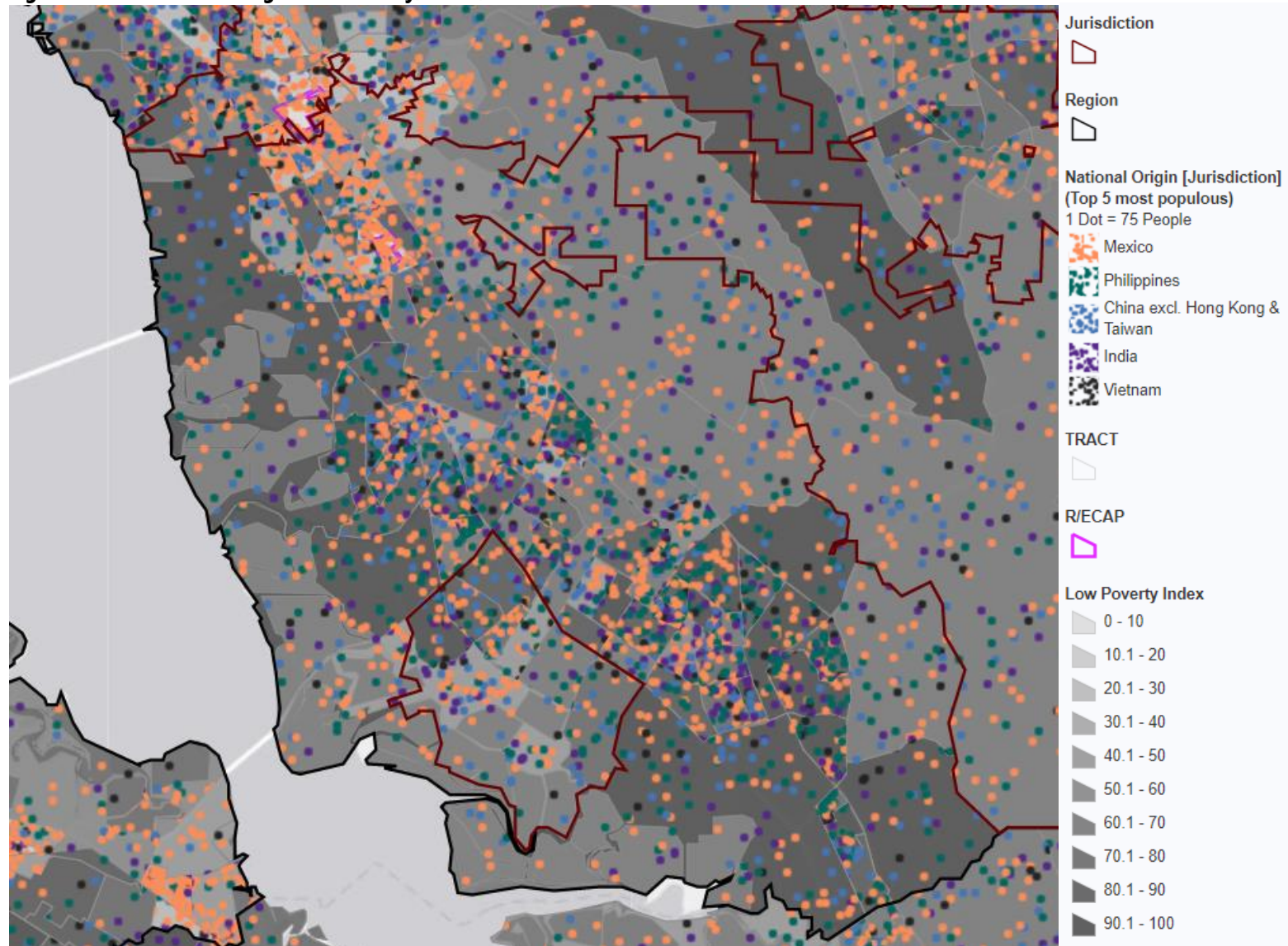
Source: AFFH Tool

Figure V-31 - National Origin and Poverty, 2010, North



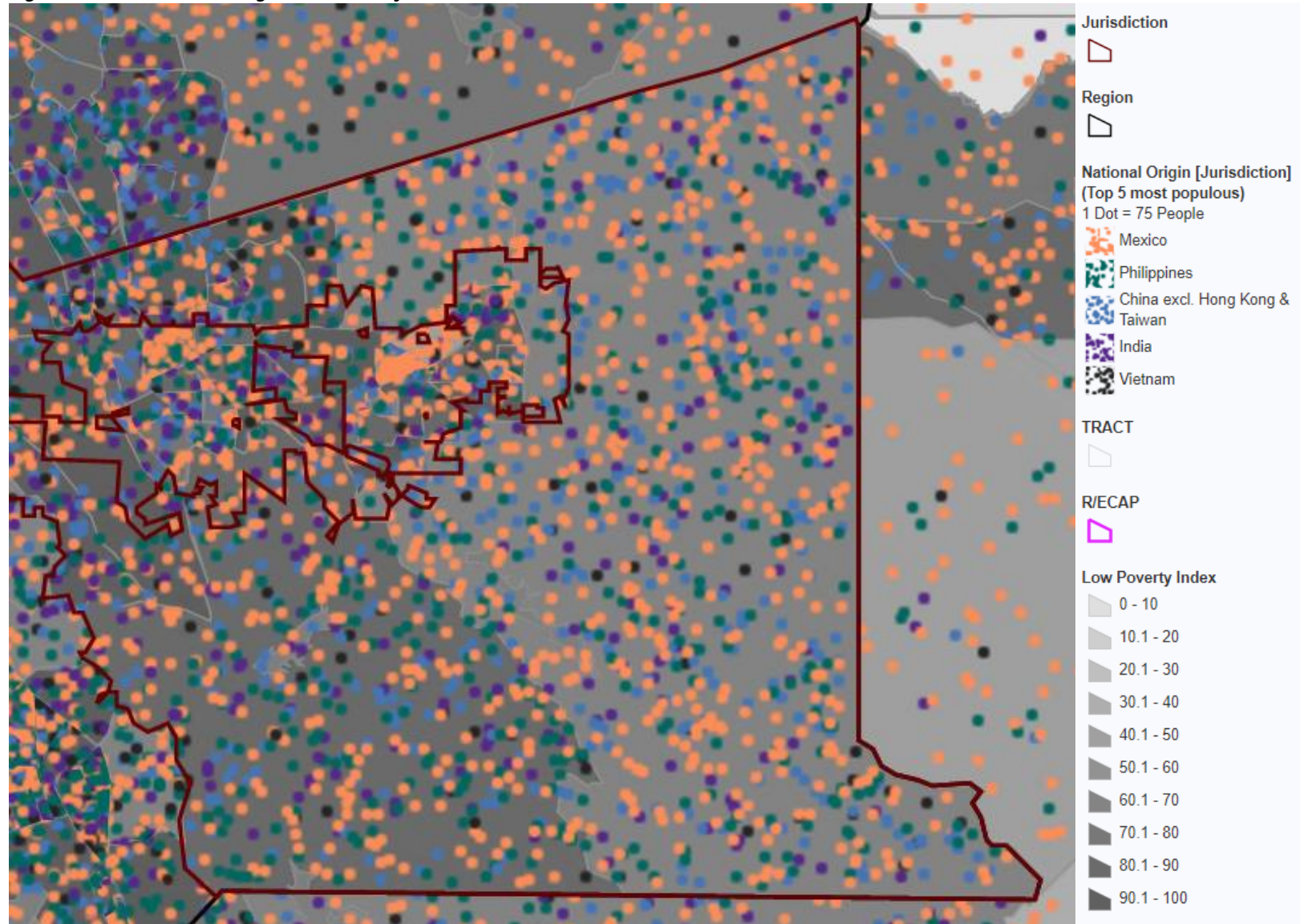
Source: AFFHT Tool

Figure V-32 - National Origin and Poverty, 2010, South



Source: AFFHT Tool

Figure V-33 - National Origin and Poverty, 2010, East



Source: AFFHT Tool

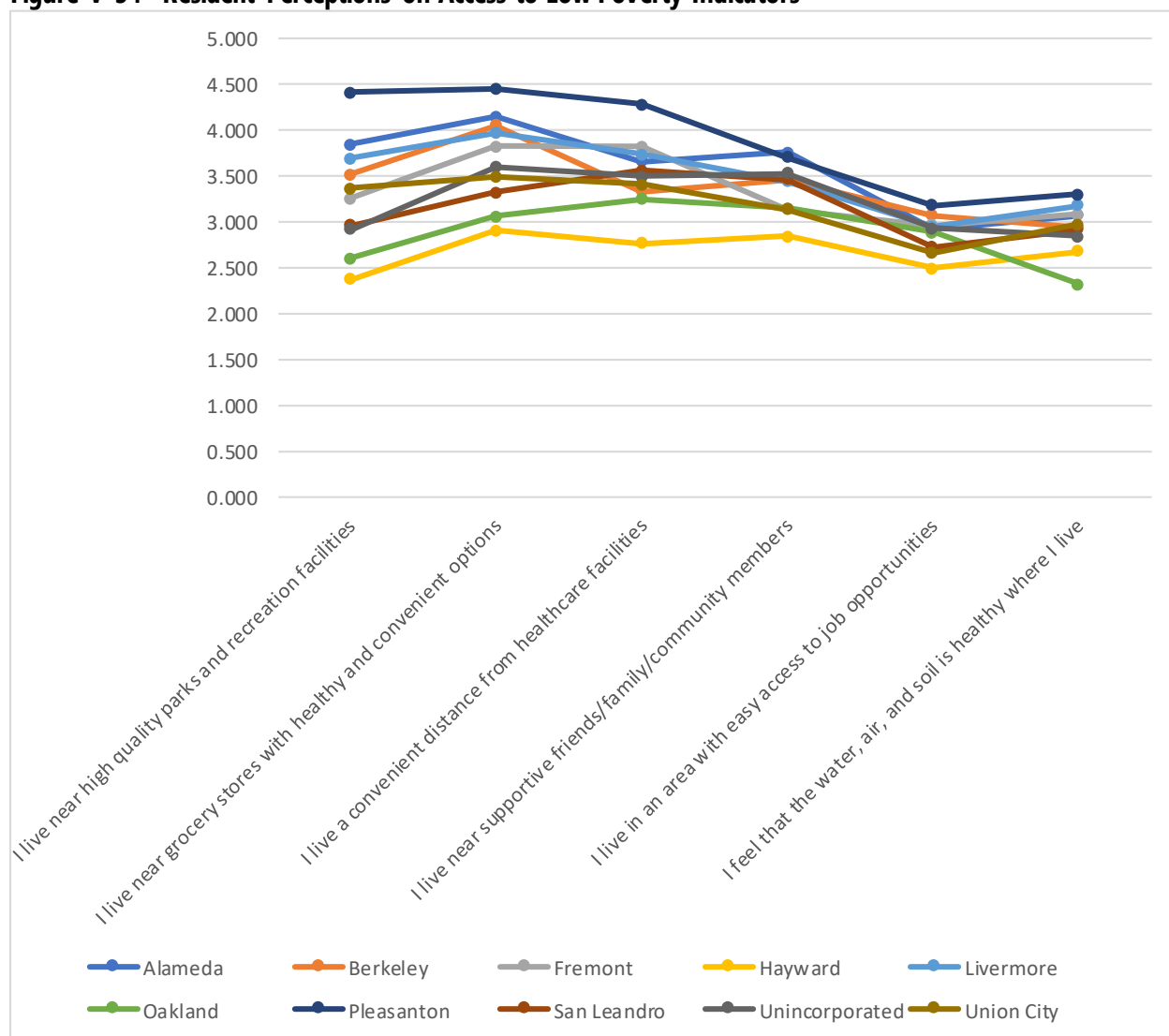
Resident Perspectives on Access to Low Poverty Neighborhoods

The community engagement process included a survey that asked residents about their perception of access to certain low poverty indicators, such as parks, grocery stores, healthcare facilities, a supportive community, jobs, and environmentally healthy soil, air, and water. Residents were asked to rate their agreement with the statements in the chart below.

Results are broken down by respondents' cities of residence; 5 indicates they strongly agree and 0 indicates they strongly disagree.

Overall, the statement "I live in an area with easy access to job opportunities" received the lowest scores while "I live near grocery stores with healthy and convenient options" received the highest scores. Additionally, there is a minimal disparity between the perception of access to environmental health and job opportunities, no matter which jurisdictions the respondent lived in.

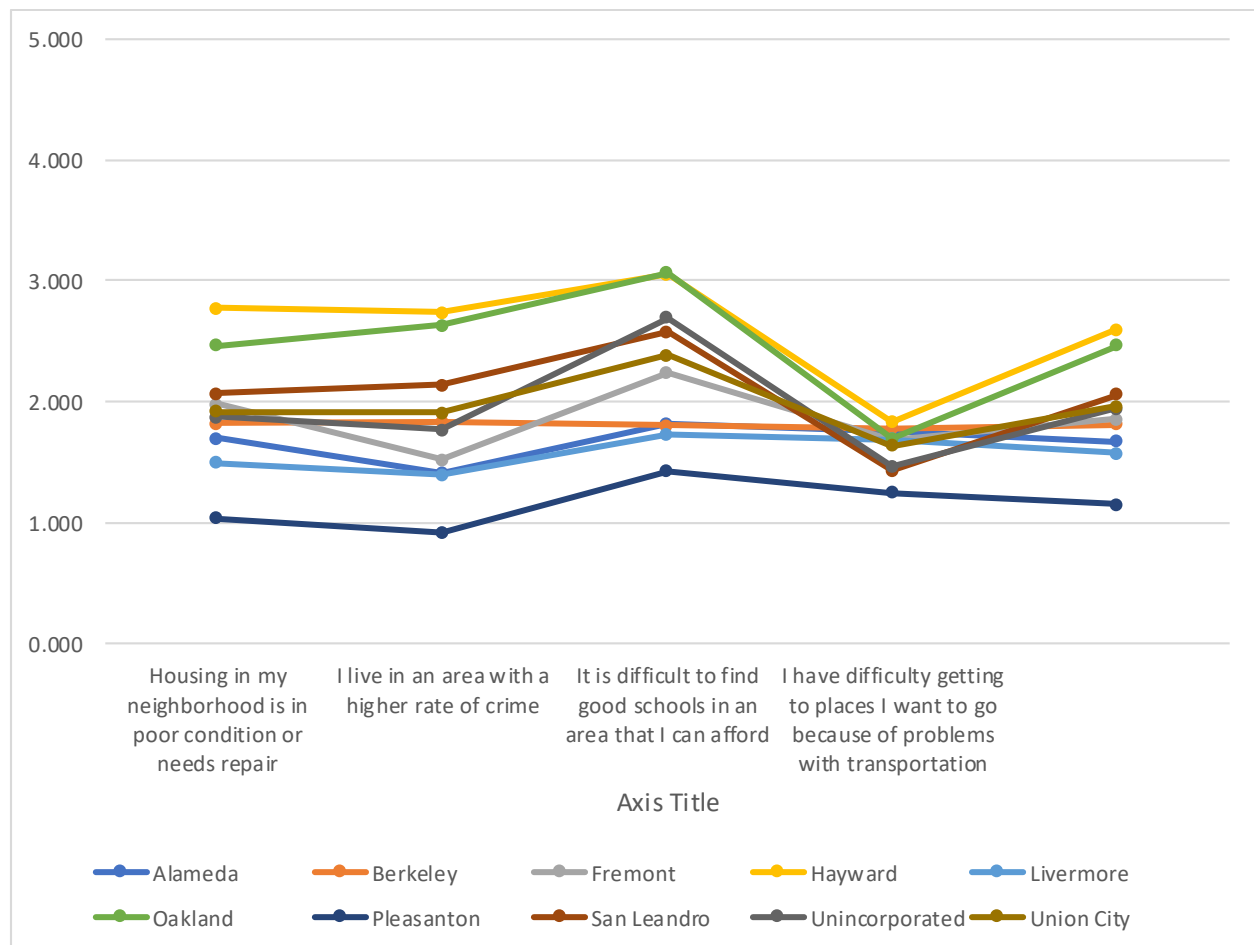
Figure V-34 - Resident Perceptions on Access to Low Poverty Indicators



Those residing in Pleasanton, on average, strongly agreed with the statements. The cities of Hayward and Oakland had the lowest average agreement with the statements.

The chart below also includes the average agreements of residents with the statements; however, stronger agreement, in this case, is negative; 5 indicates they strongly agree and 0 indicates they strongly disagree. Overall, there was not a large disparity between respondents who live in different jurisdictions regarding their access to transportation. The statement with the most agreement is "It is difficult to find good schools in an area that I can afford."

Figure V-35 - Resident Perceptions on Access to Low Poverty Indicators



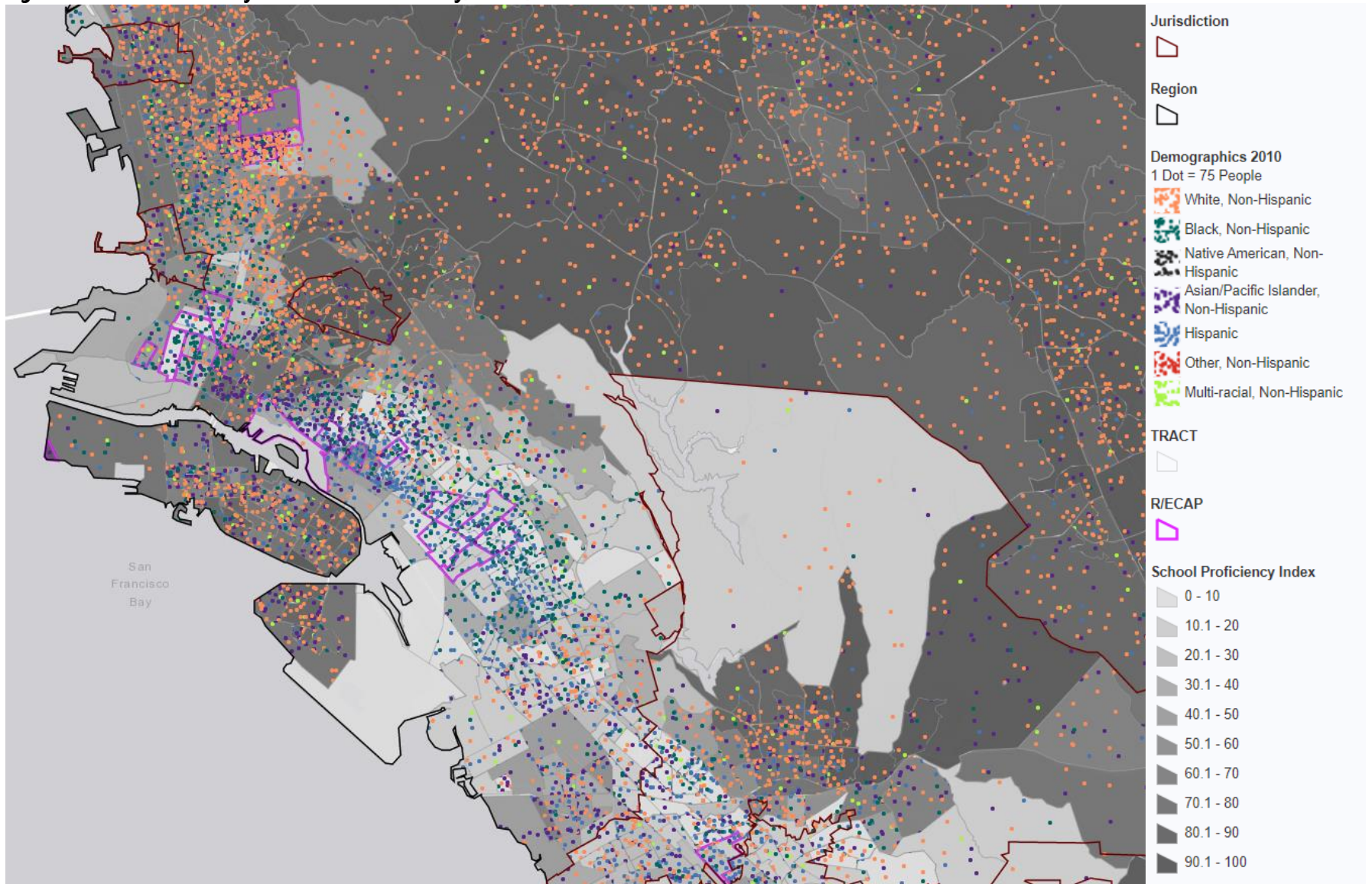
Residents of the cities of Hayward and Oakland had the highest average agreement with the statements, while Pleasanton had the lowest.

Education

Areas with a higher concentration of minority residents have less access to proficient schools.

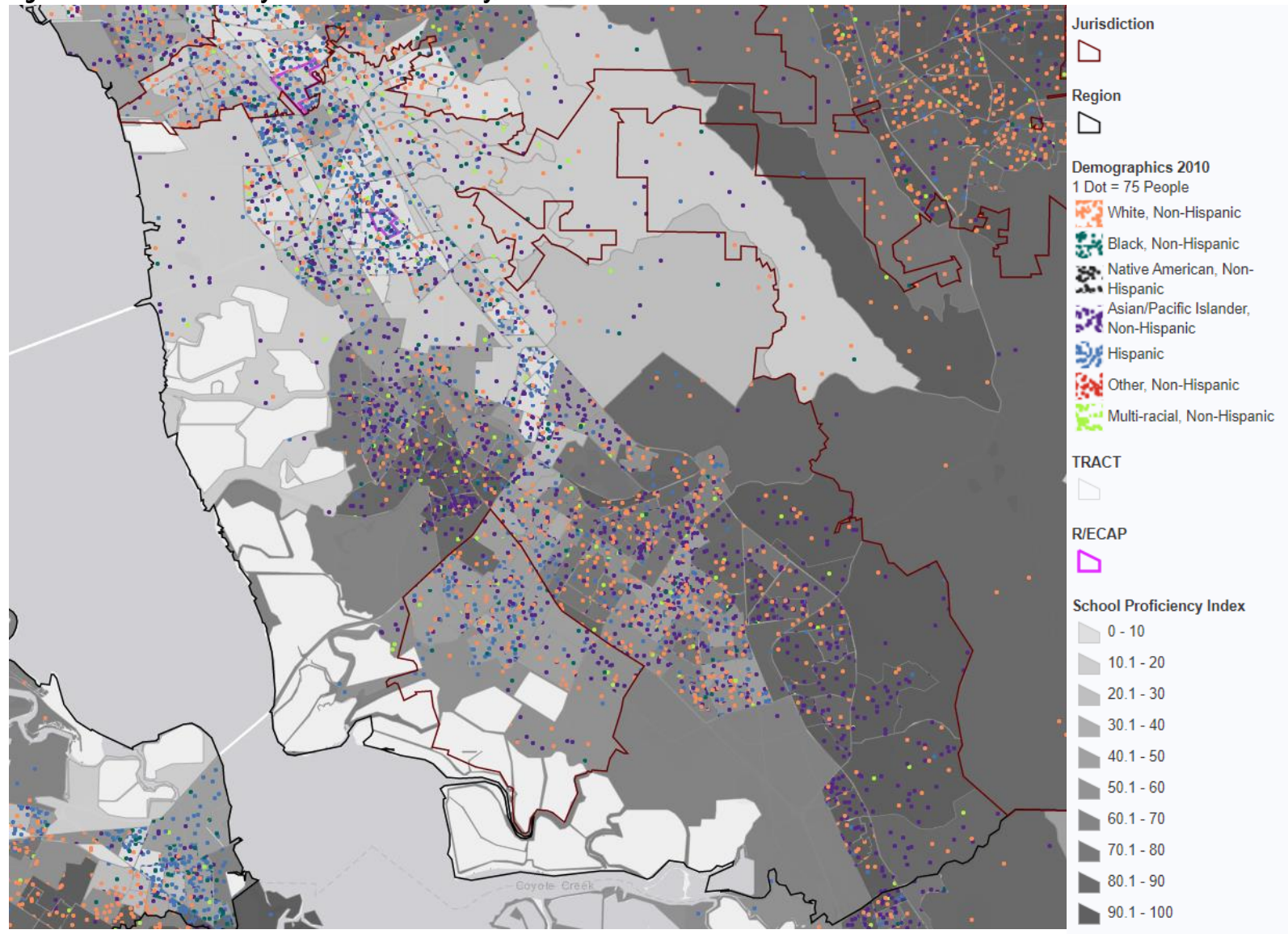
The figures below display race and ethnicity by school proficiency by census tract and national origin by the same measure. There is a concentration of black, Hispanic, and Asian or Pacific Islander residents in an area of low school proficiency. Areas with a greater concentration of white residents tend to have higher levels of school proficiency. Areas with a higher concentration of foreign-born residents tend to have lower school proficiency.

Figure V-36 - Race/Ethnicity and School Proficiency, 2010, North



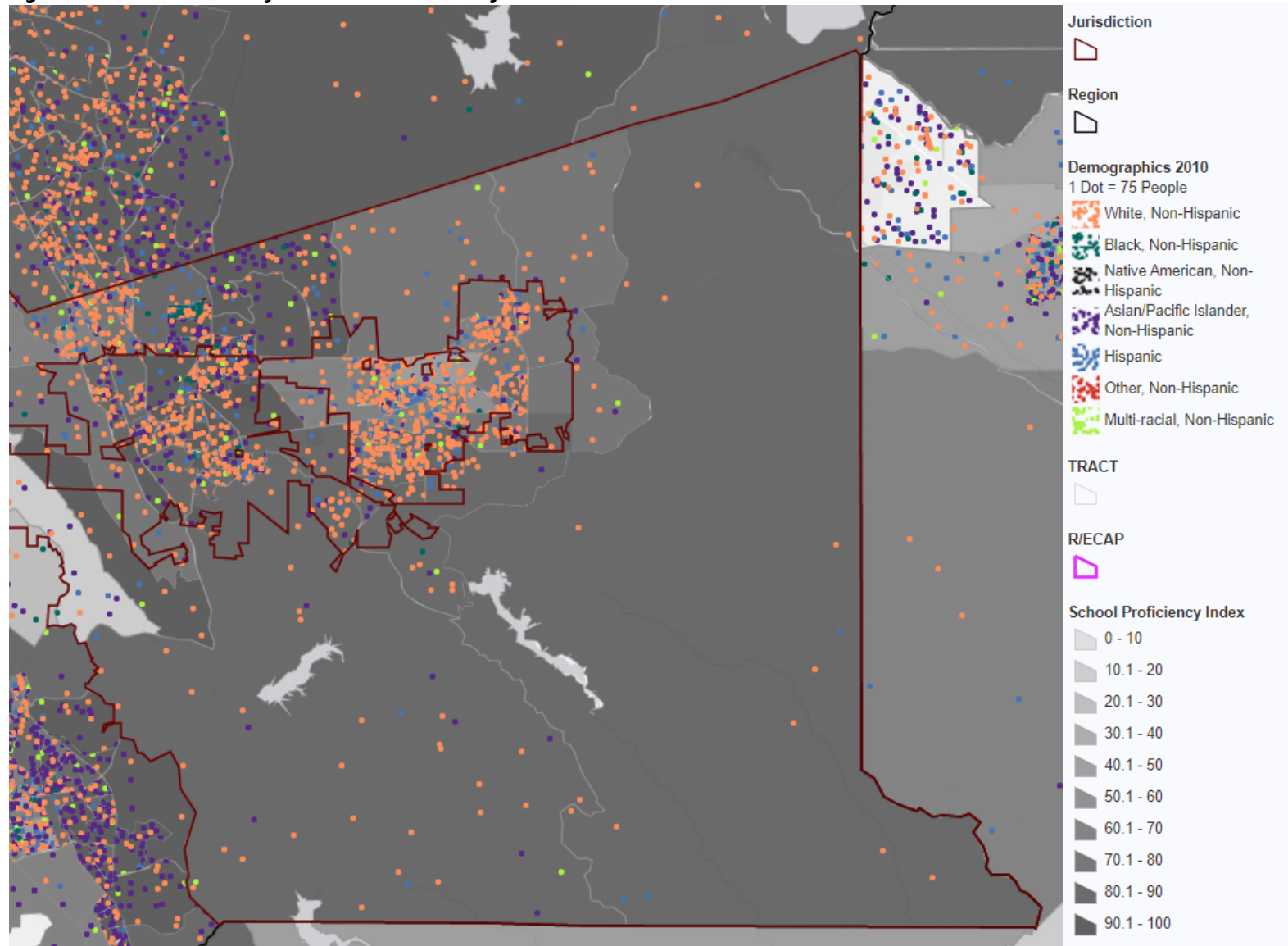
Source: AFFH Tool

Figure V-37 - Race/Ethnicity and School Proficiency, 2010, South



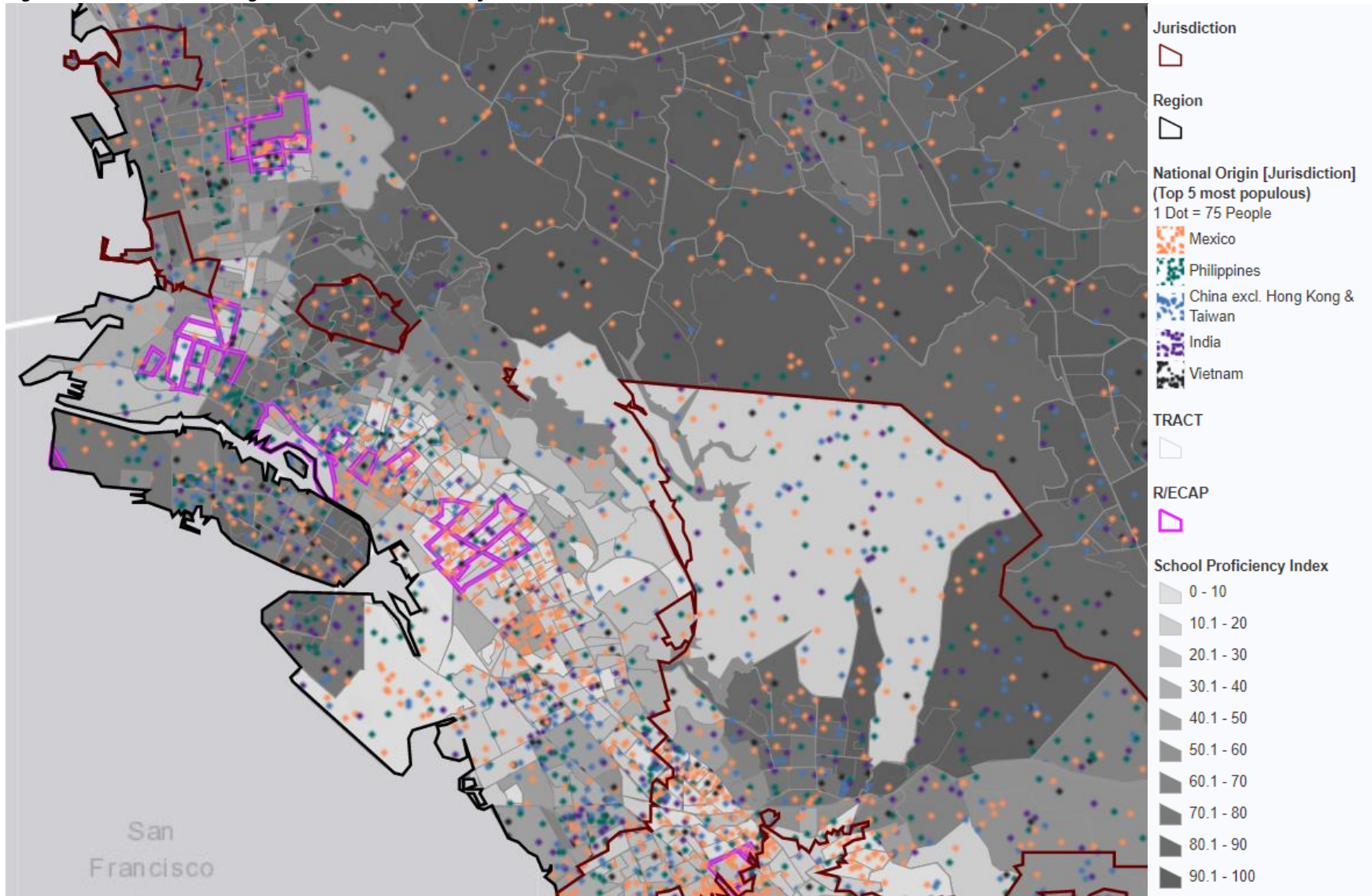
Source: AFFH Tool

Figure V-38 - Race/Ethnicity and School Proficiency, 2010, East



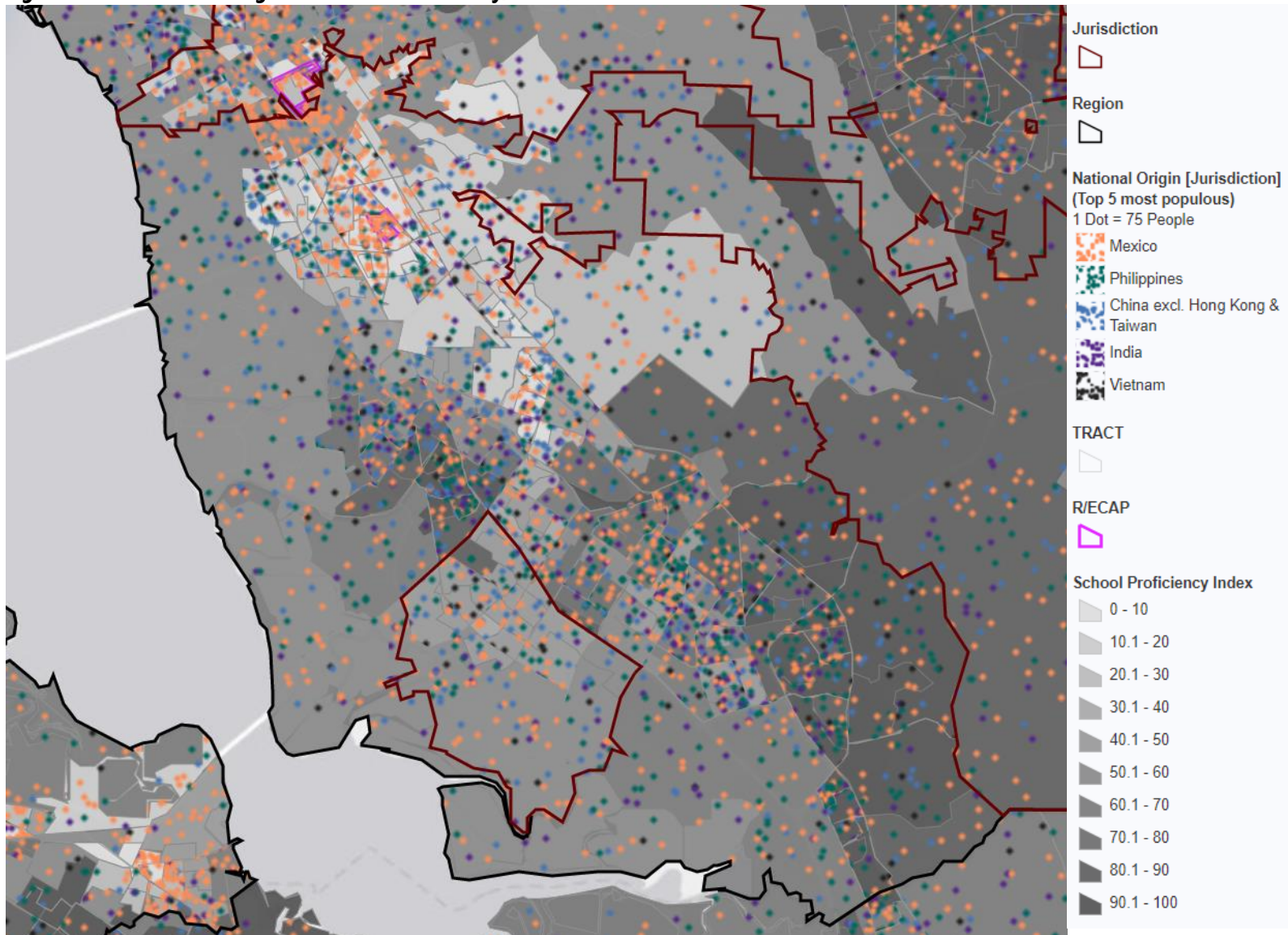
Source: AFFH Tool

Figure V-39 - National Origin and School Proficiency, 2010, North



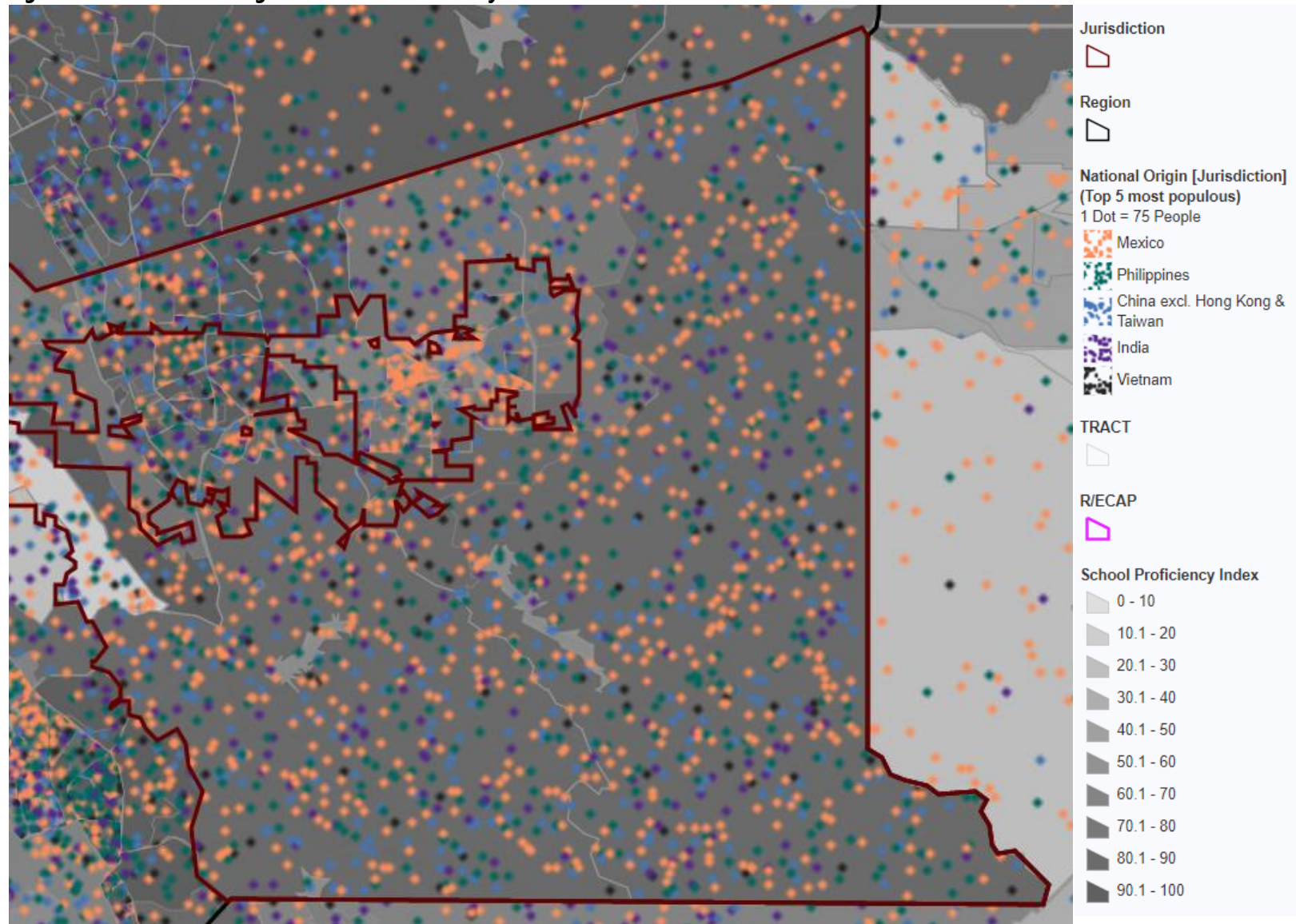
Source: AFFH Tool

Figure V-40 - National Origin and School Proficiency, 2010, South



Source: AFFH Tool

Figure V-41 - National Origin and School Proficiency, 2010, East



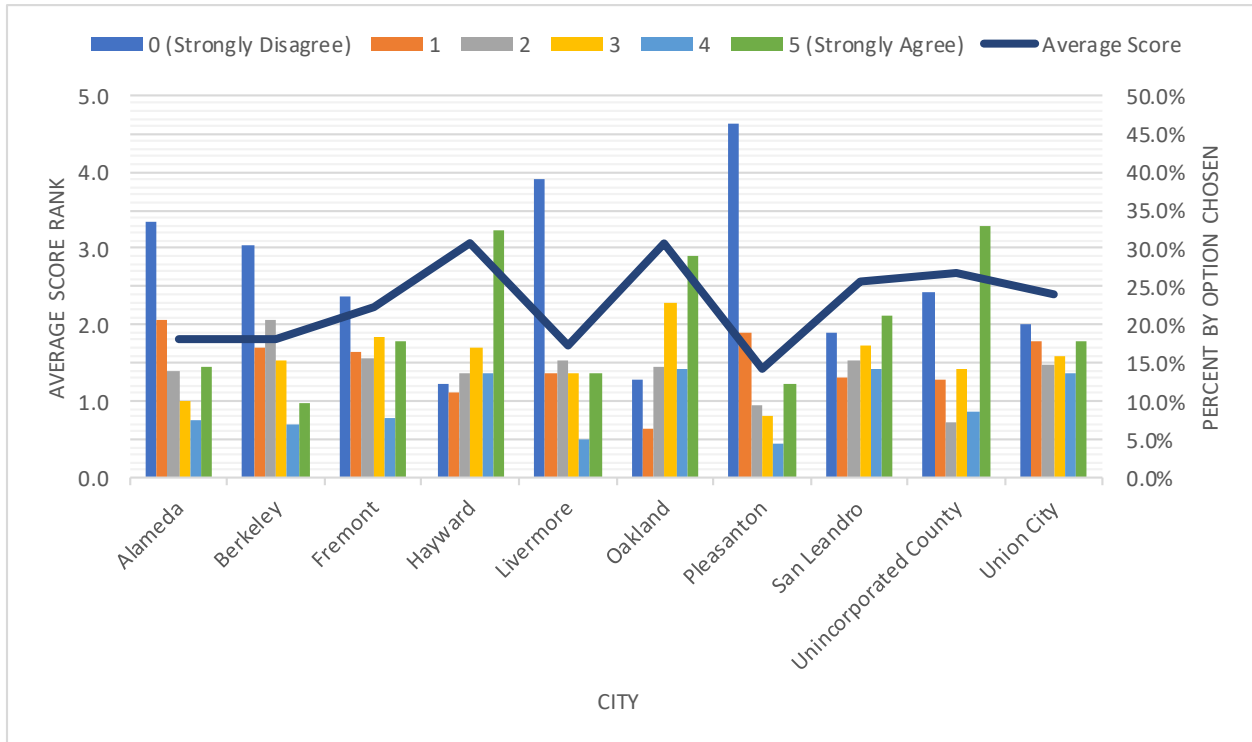
Source: AFFH Tool

Resident Perspectives on Access to Proficient Schools

The figure below presents the survey respondents’ average ratings on access to good quality schools. Approximately 30 percent of respondents who live in Oakland and Hayward strongly agree it is difficult to find good schools in an area they can afford. Nearly 50 percent of respondents who live in Pleasanton strongly disagree with the same statement.

Figure V-42 - Resident Perceptions on Access to Good Schools

“It is difficult to find good schools in an area that I can afford.”



Employment

The jobs proximity index is a measure of the distance of census tracts from all job locations. Proximity to jobs is similar for all races across the County who are above and below the federal poverty line.

Proximity to jobs is similar across all racial groups, but white and Asian or Pacific Islander residents have more access to labor market resources.

- Asian or Pacific Islander residents in the Consortium areas have the greatest proximity to jobs of all races below the poverty line.
- Asian or Pacific Islander residents in Berkeley have the greatest proximity to jobs of all races above and below the poverty line.
- Asian or Pacific Islander residents in Oakland have the greatest proximity to jobs of all races.

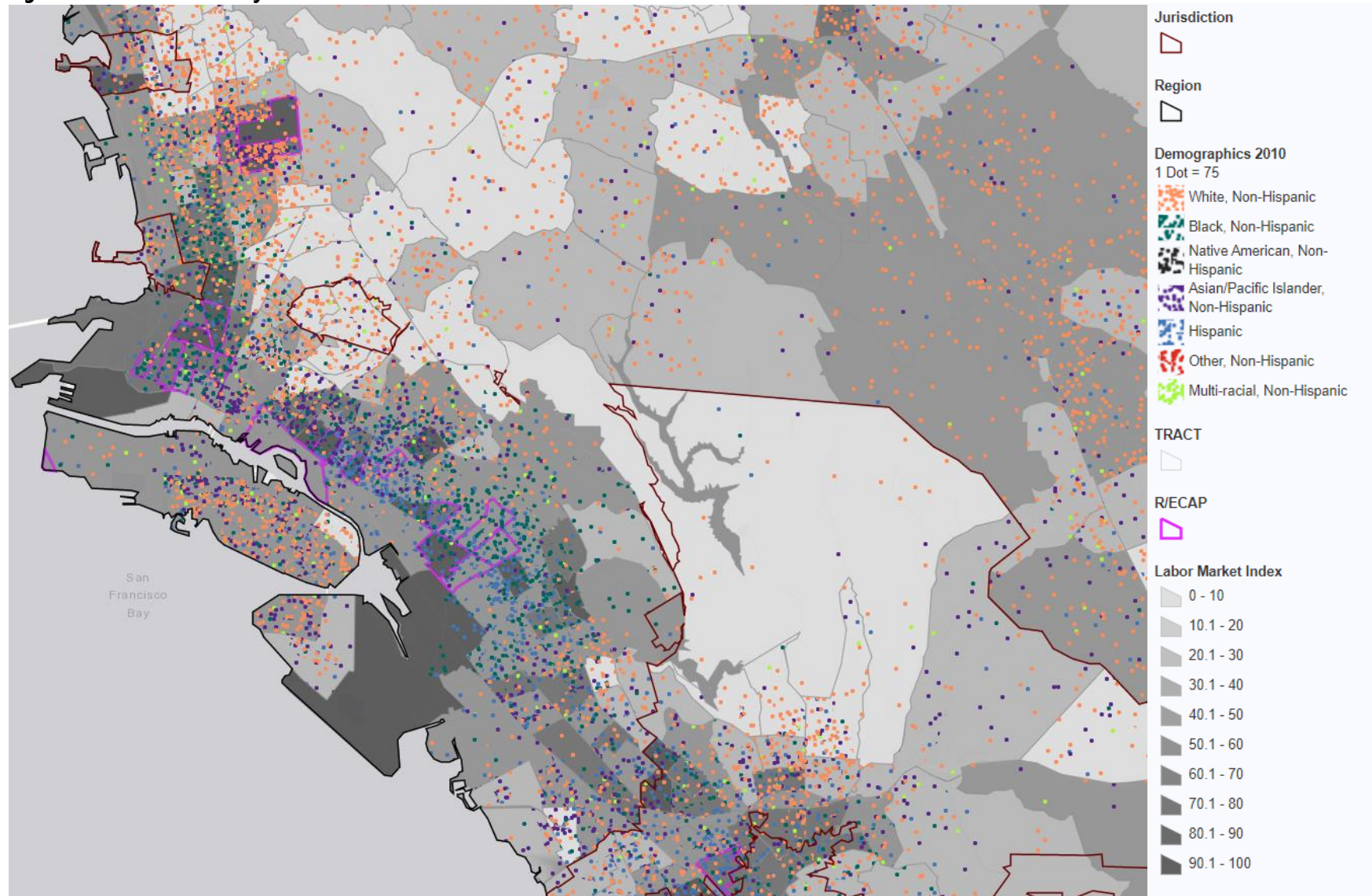
The labor market index measures levels of market engagement and human capital, based on employment, labor force participation, and educational attainment, in a census tract. White and Asian or Pacific Islander residents have greater access to the labor market than all other races in the Consortium.

In Berkeley, white residents have a considerably higher index compared to other races. Asian or Pacific Islander residents have the lowest index.

In Oakland, white residents have a much higher index than all other races (more than 28 points higher than Asian or Pacific Islander residents, the group with the second highest index).

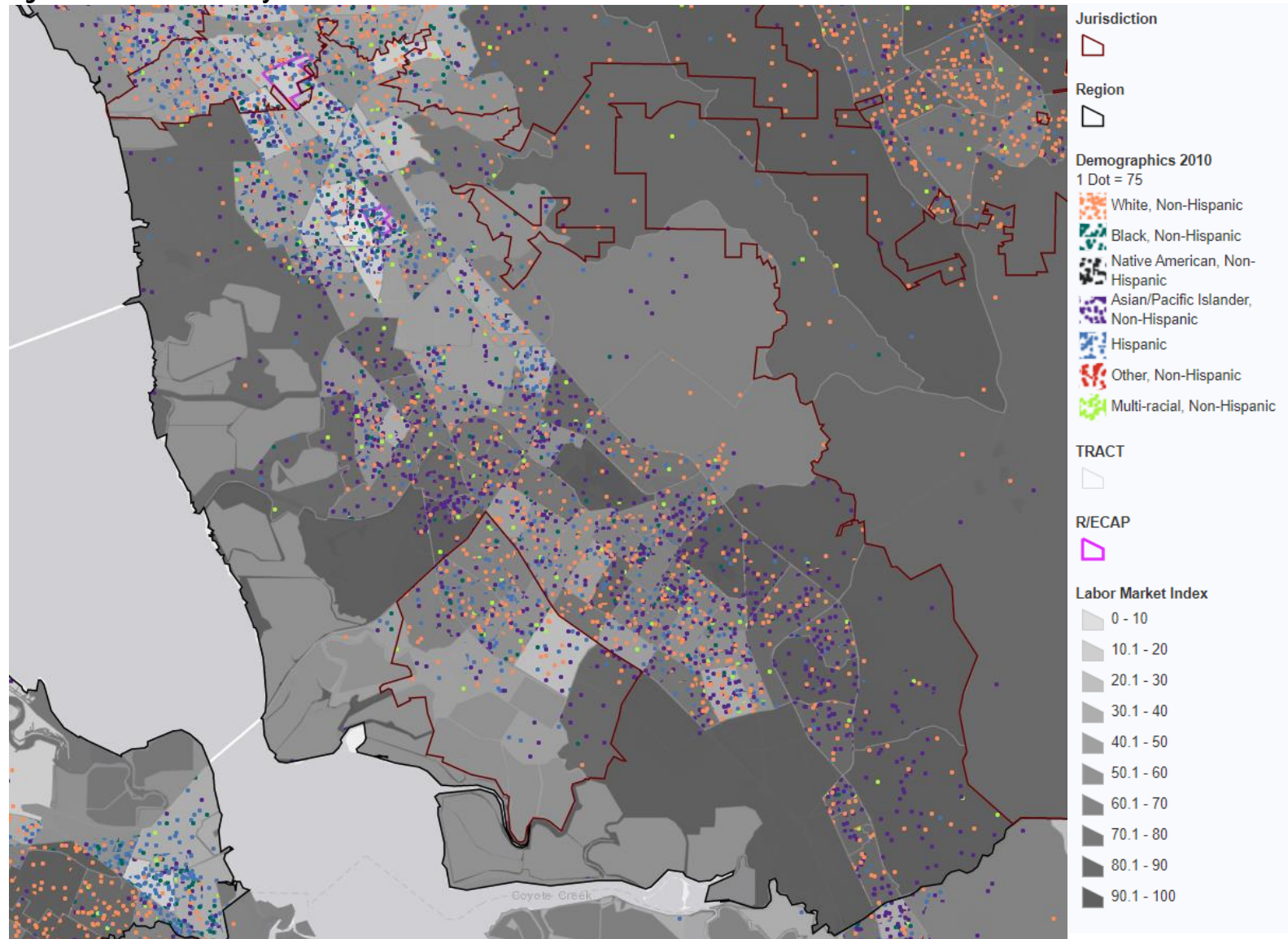
As the map below displays, there is a high concentration of minority and foreign-born residents in census tracts with lower access to human capital. Particularly, there is a high concentration of black and foreign-born Mexican residents in the areas with a low labor market index.

Figure V-43 - Race/Ethnicity and Labor Market, 2010, North



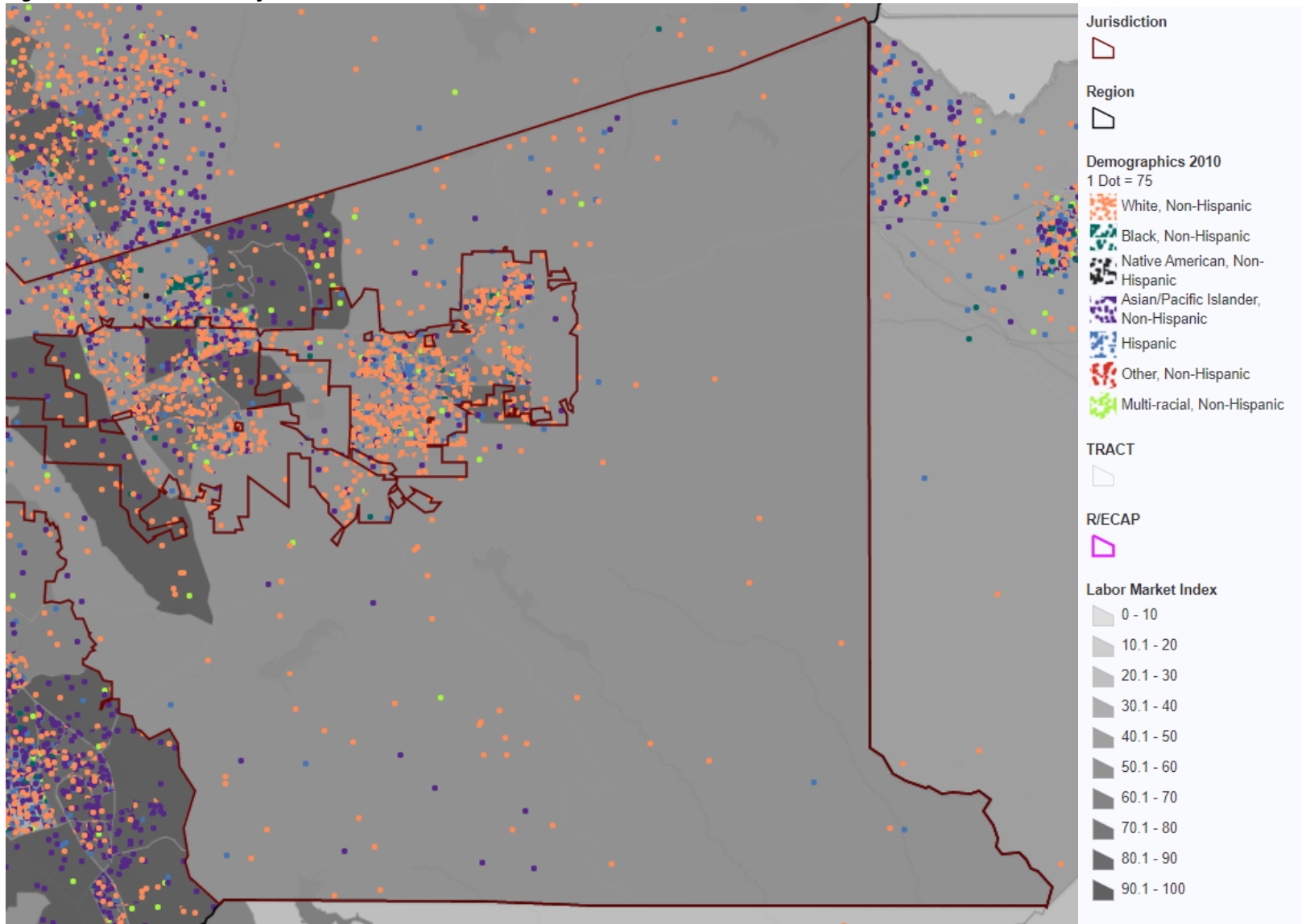
Source: AFFH Tool

Figure V-44 - Race/Ethnicity and Labor Market, 2010, South



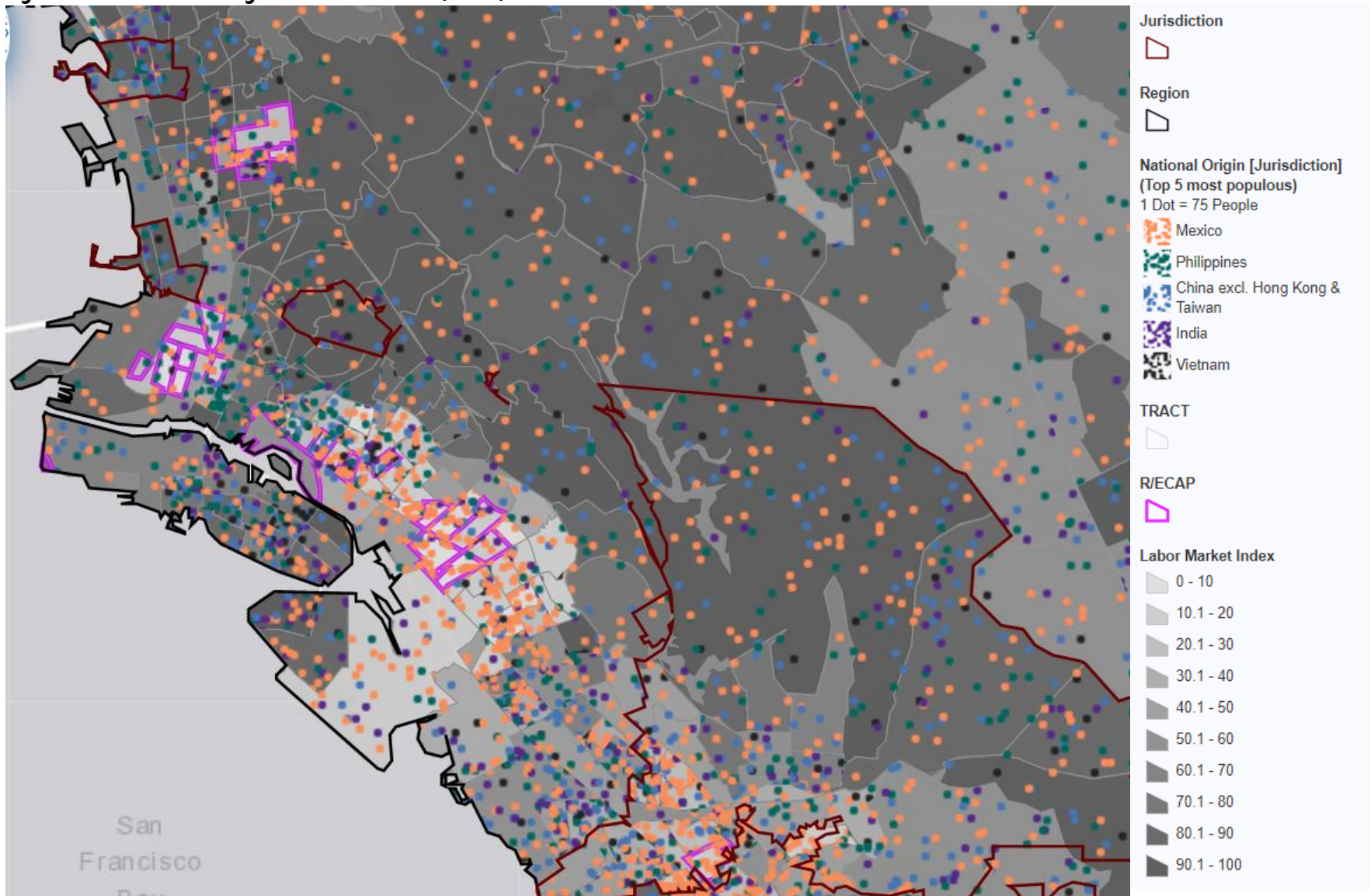
Source: AFFH Tool

Figure V-45 - Race/Ethnicity and Labor Market, 2010, East



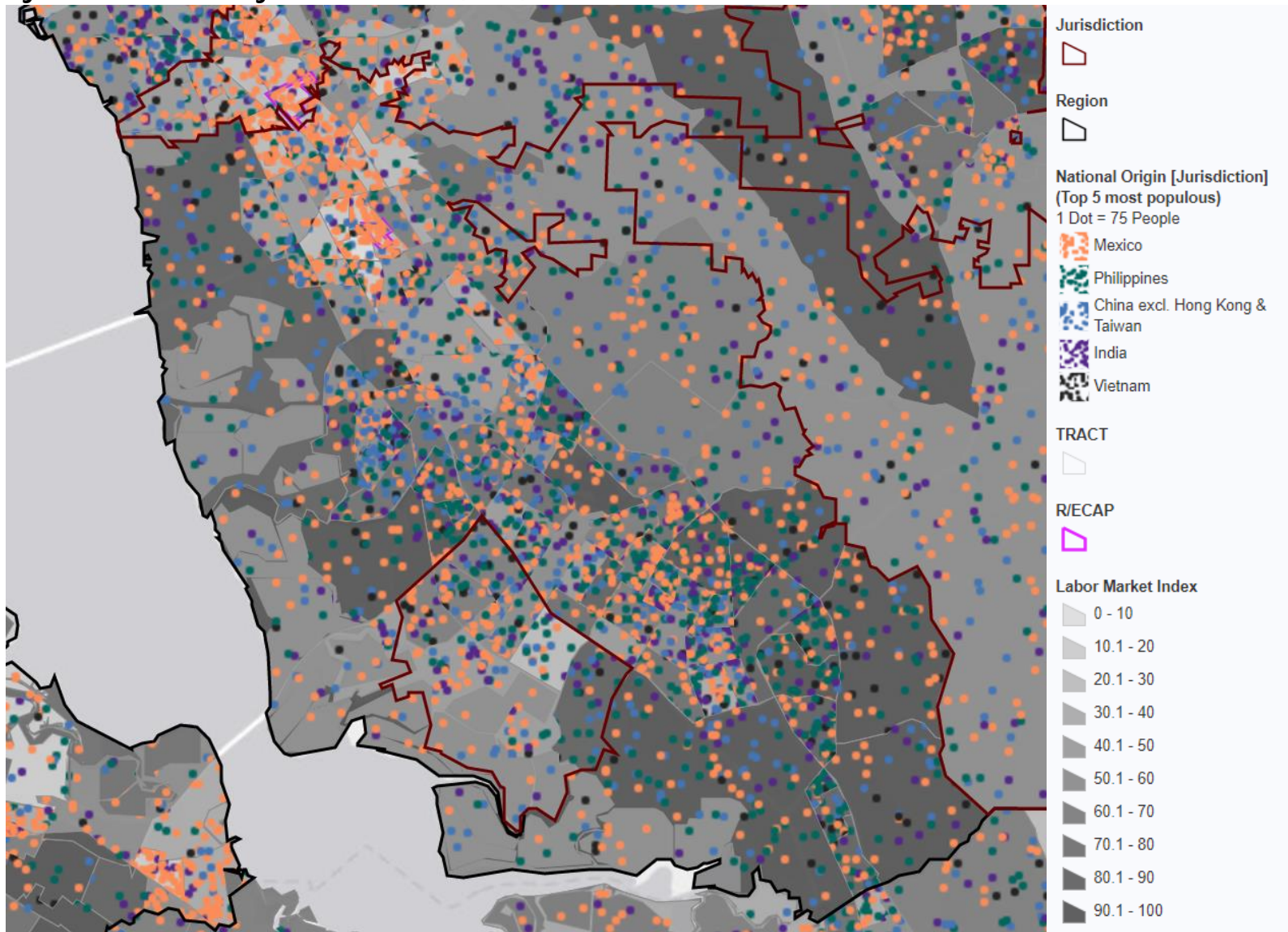
Source: AFFH Tool

Figure V-46 - National Origin and Labor Market, 2010, North



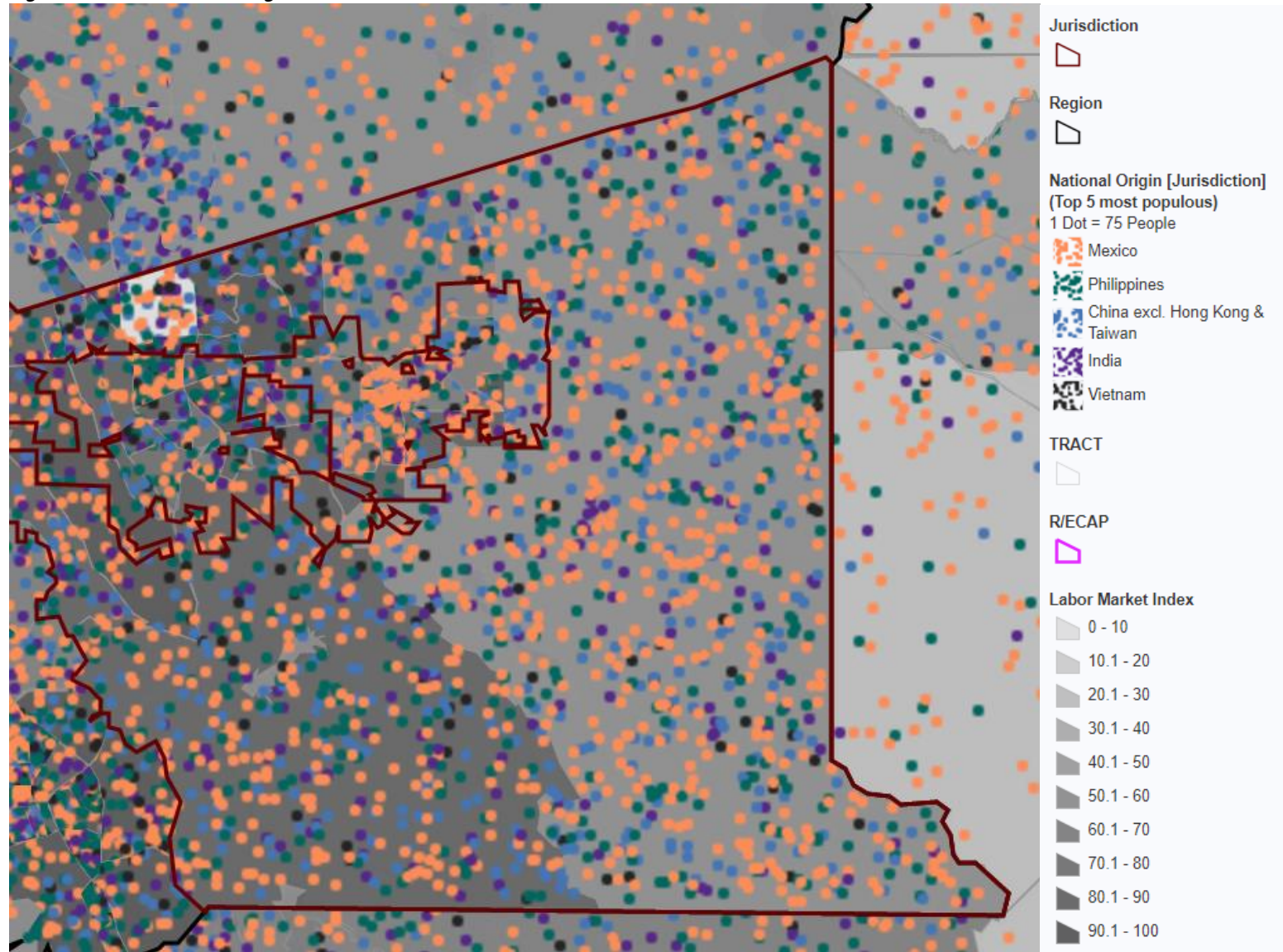
Source: AFFH Tool

Figure V-47 - National Origin and Labor Market, 2010, South



Source: AFFH Tool

Figure V-48 - National Origin and Labor Market, 2010, East



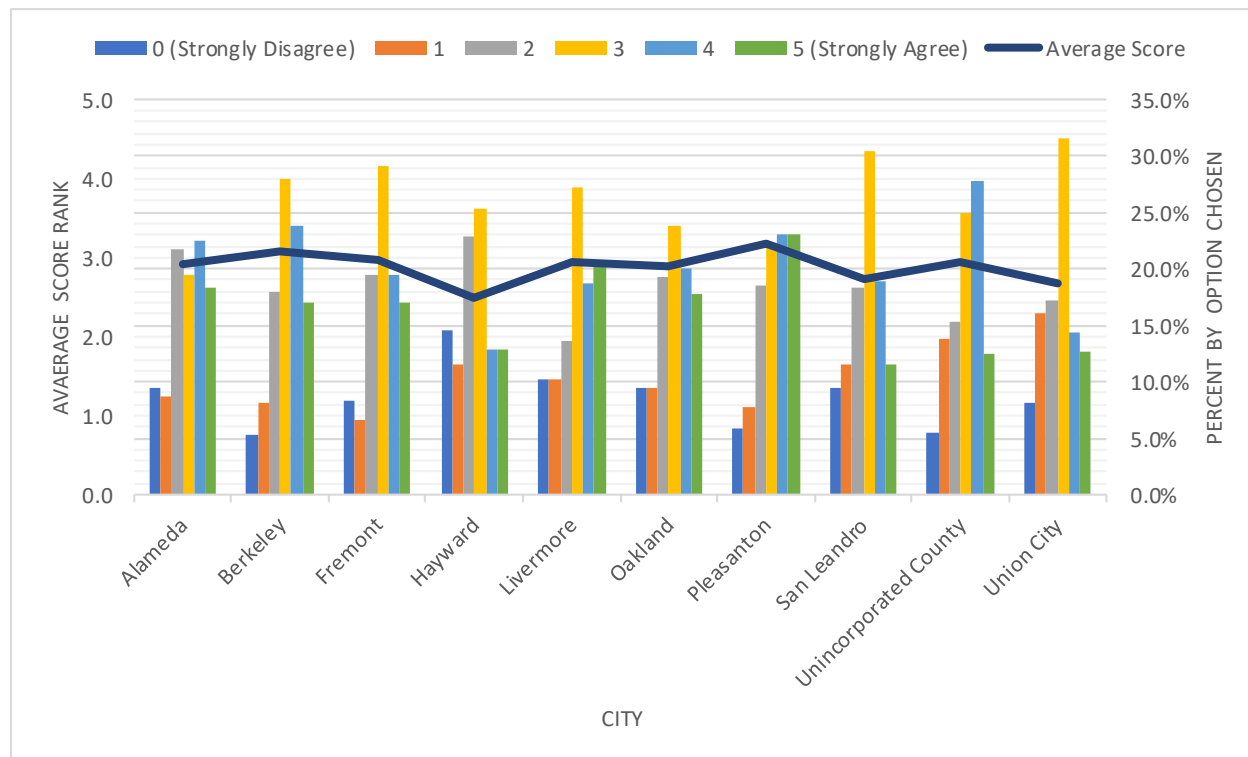
Source: AFFH Tool

Resident perspectives on access to employment opportunities

The figure below presents the survey respondents’ average ratings on access to job opportunities. The breakdown of ratings is approximately even across the participating jurisdictions. However, Hayward and Union City have the lowest average scores at 2.48 and 2.66, respectively, indicating they disagree most with the statements below.

Figure V-49 - Resident Perceptions on Access to Jobs

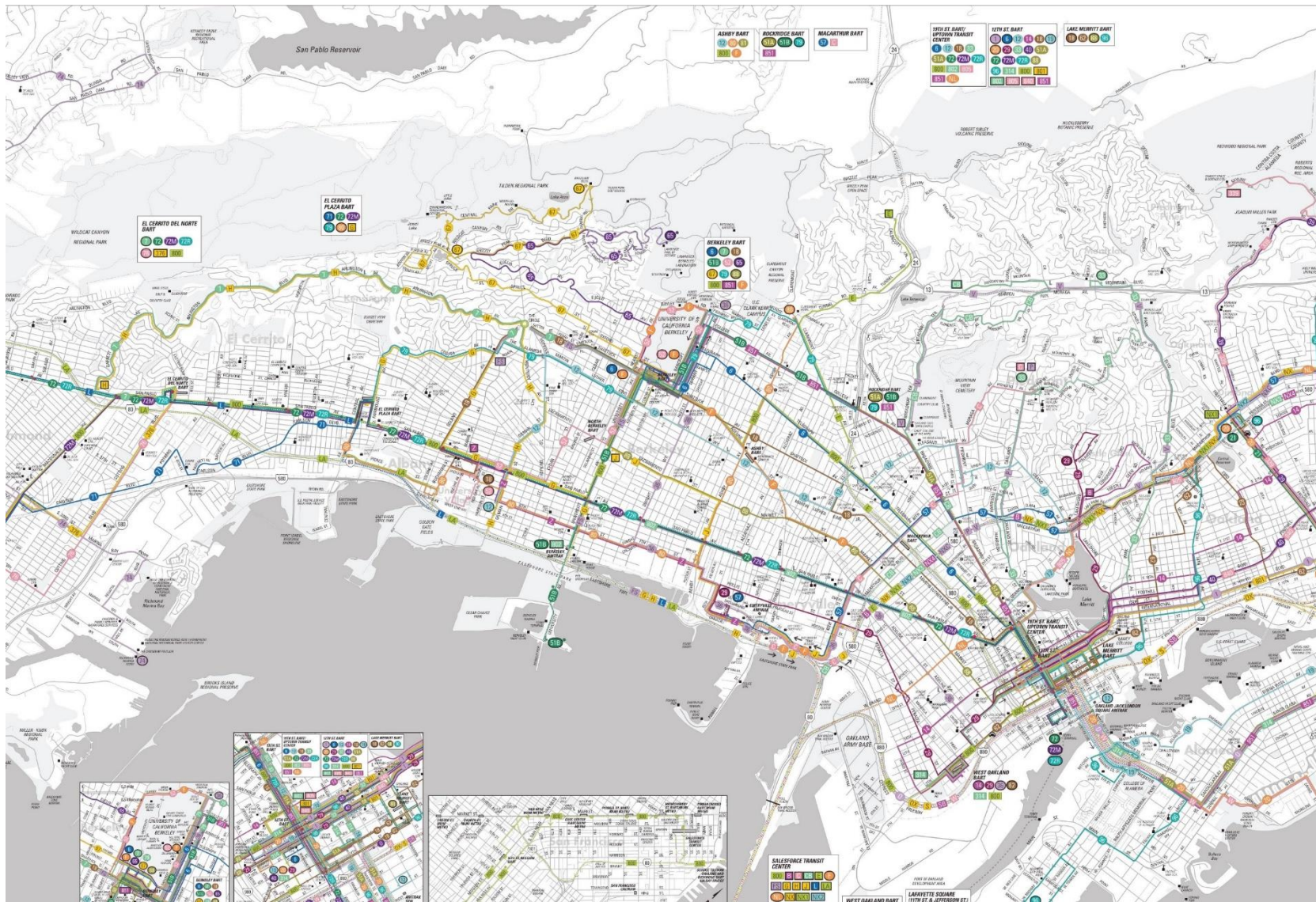
“I live in an area with easy access to job opportunities.”



Transportation

As displayed in Table V-9 above, there is not a significant disparity in access to transportation. The figures below display the Alameda-Contra Costa (AC) Transit District, Bay Area Rapid Transit (BART), and Livermore-Amador Valley Transit Authority system maps. These three transit services provide transit nearly everywhere within Alameda County as well as connections to the region.

Figure V-50 - System Map – North Alameda County



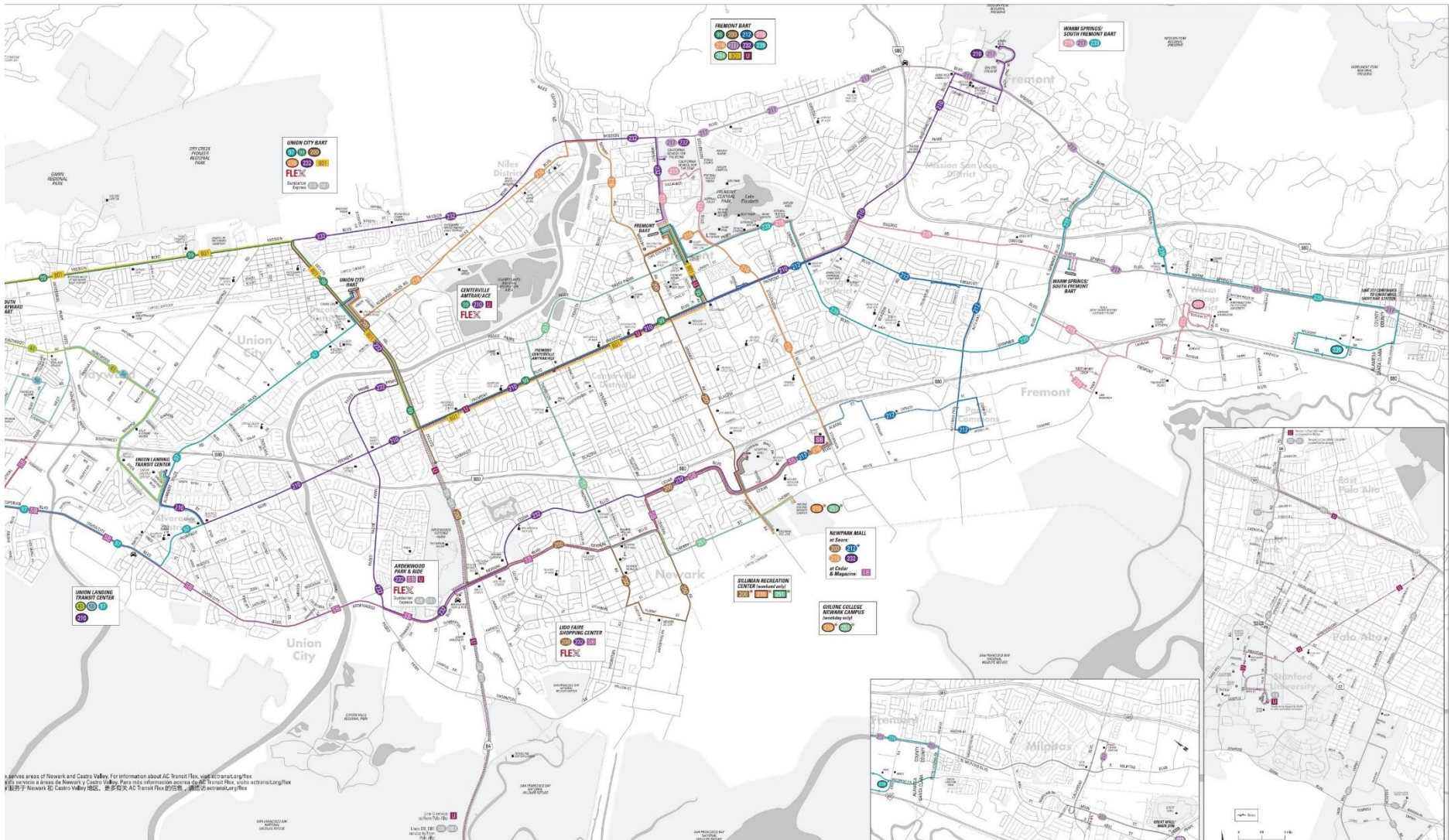
Source: AC Transit, 2019

Figure V-51 - AC Transit System Map – Central Alameda County



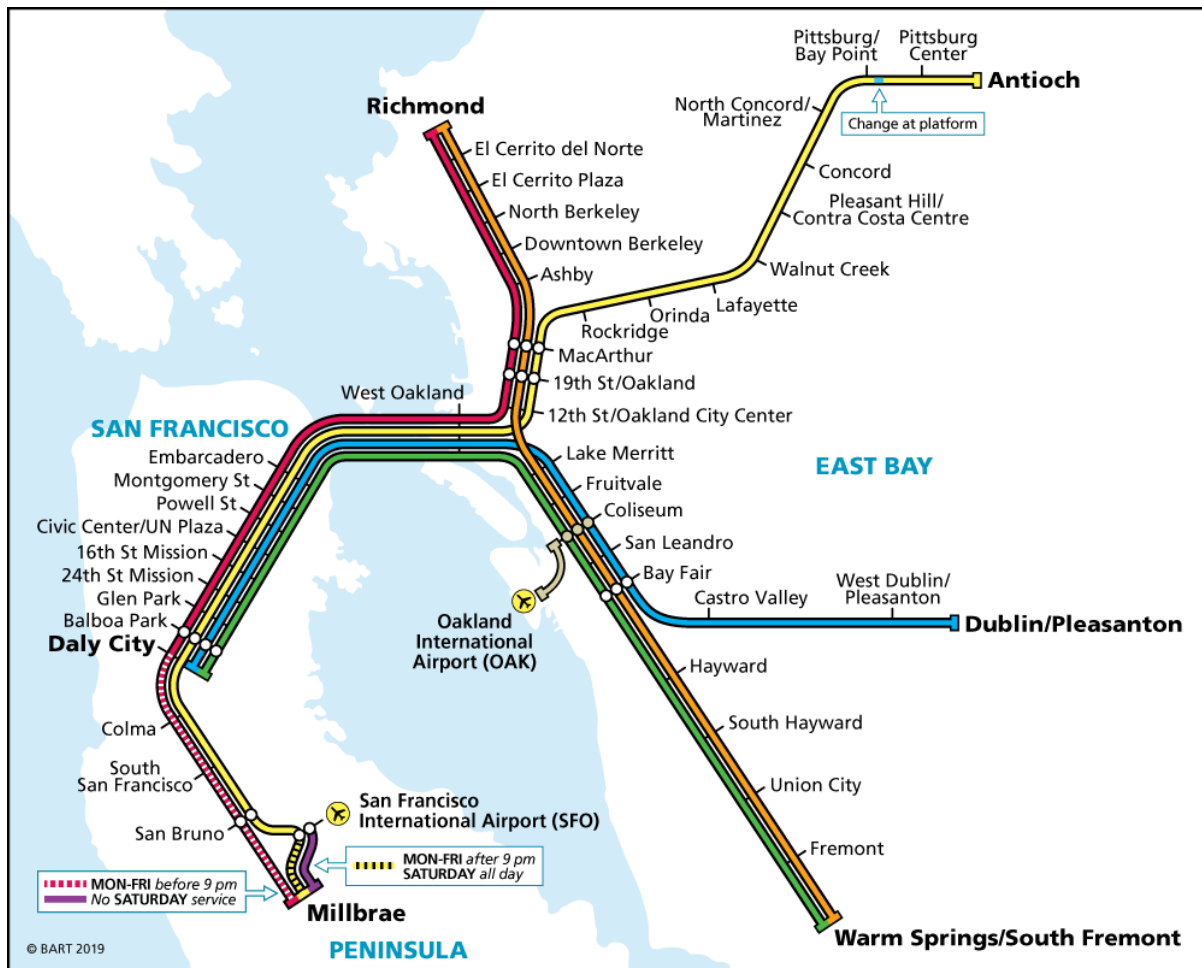
Source: AC Transit, 2019

Figure V-52 - AC Transit System Map –South Alameda County



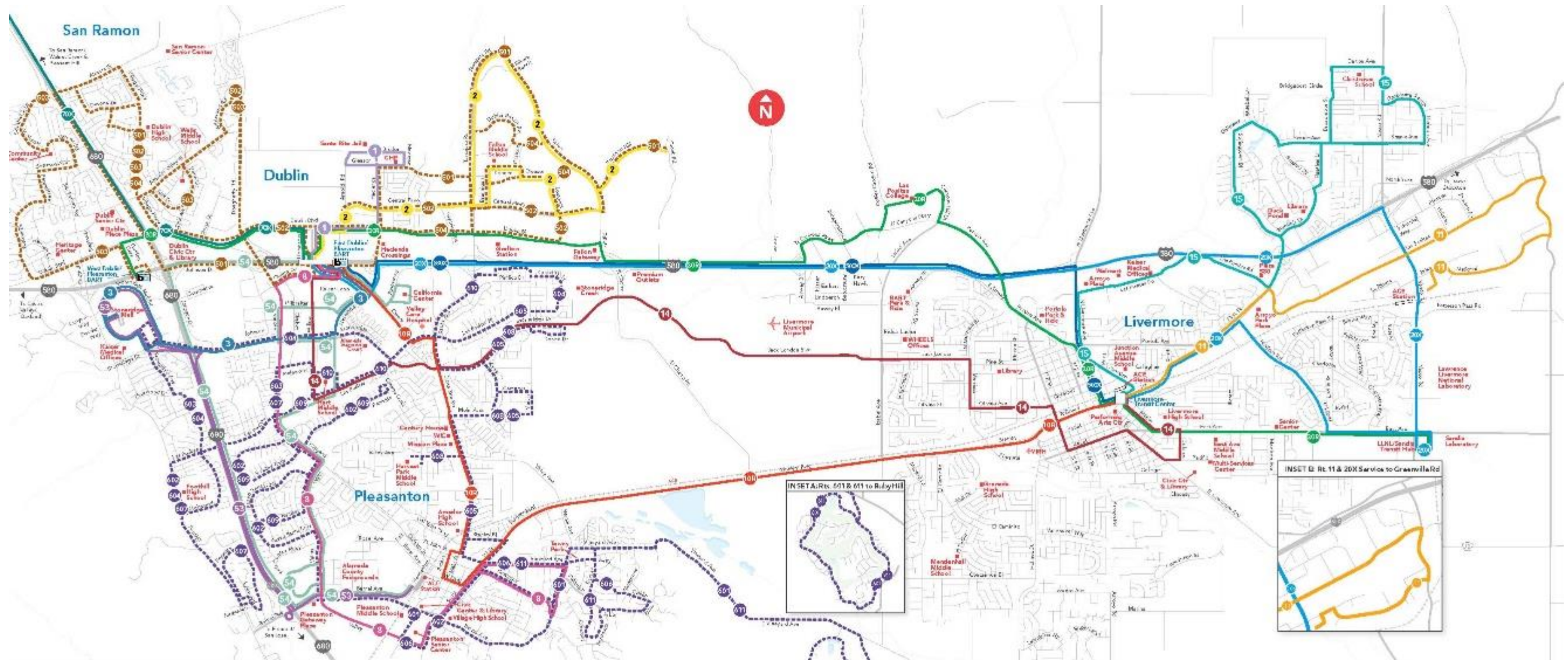
Source: AC Transit, 2019

Figure V-53 - Bay Area Rapid Transit Weekday System Map



Source: BART, 2019

Figure V-54 - Livermore-Amador Valley Transit Authority System Map



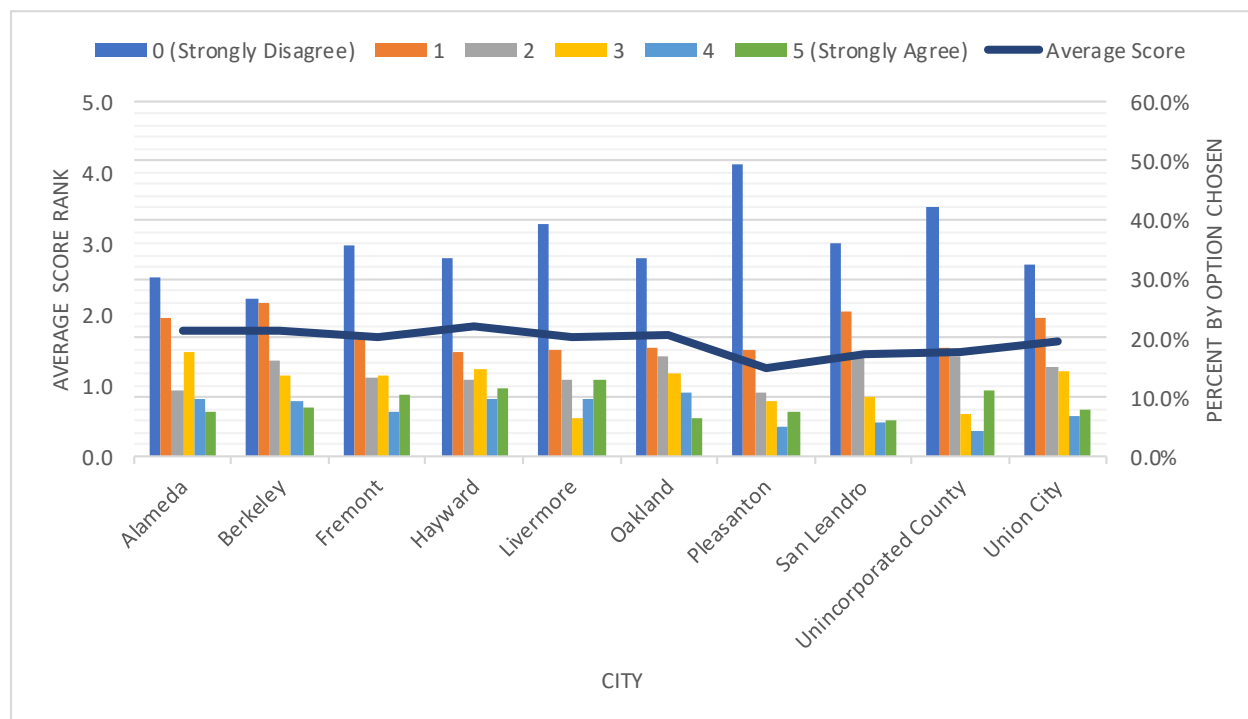
Source: Livermore-Amador Valley Transit Authority, 2019

Resident Perspectives on Access to Transportation

The figure below presents the survey respondents’ average ratings on access to transportation. The breakdown of ratings is approximately even across the participating jurisdictions. However, respondents who live in Pleasanton had the most disagreement with the statement. Overall, the average ranking of residents located in different cities ranged from 1.24 to 1.76. This indicates that overall, residents living in participating jurisdictions do not find it difficult to get to places they need to go.

Figure V-55 - Resident Perceptions on Access to Transportation

“I have difficulty getting to places I want to go because of problems with transportation.”



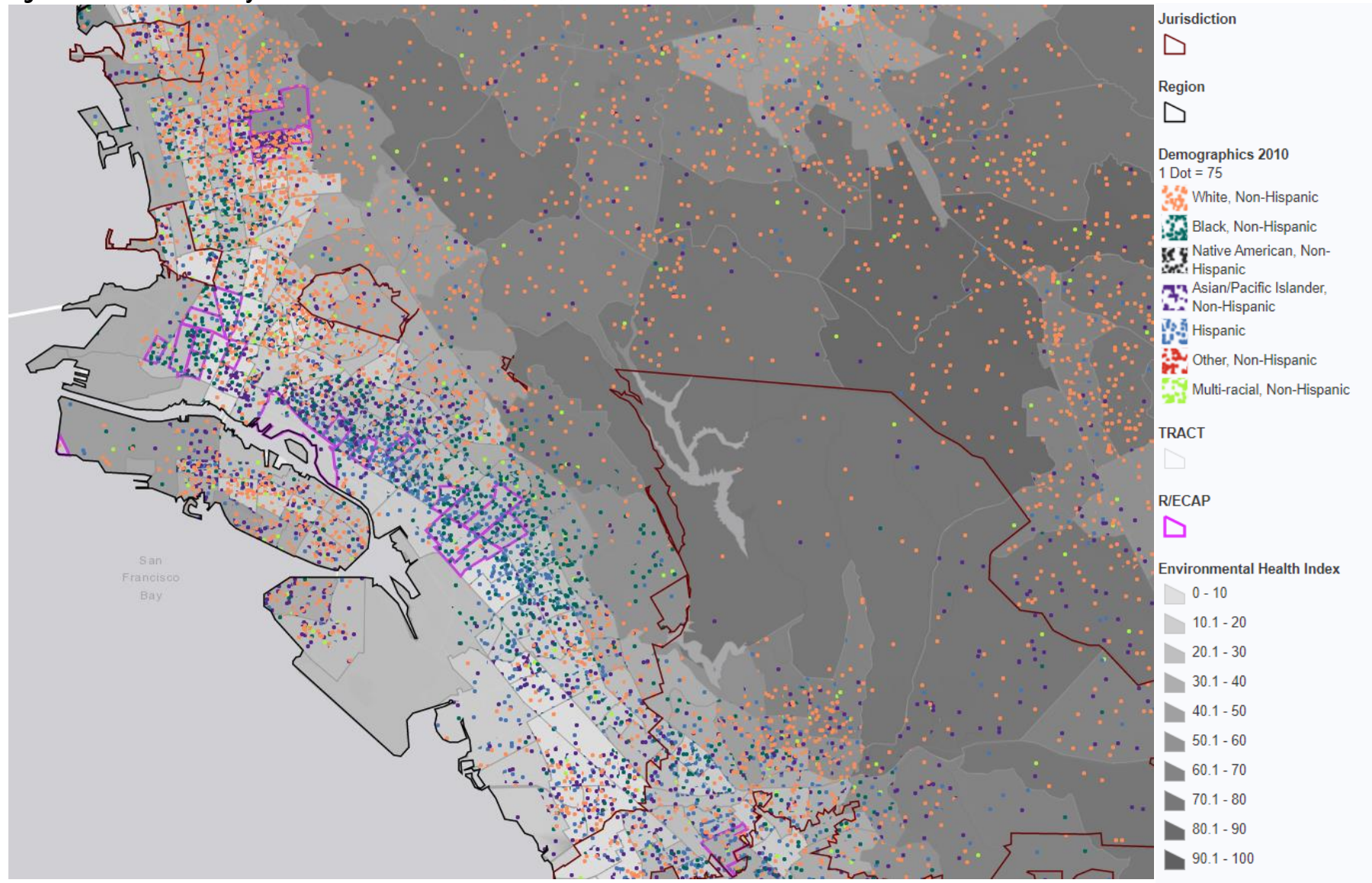
Environmental Health

Black and foreign-born Mexican residents have the least access to environmental health.

The environmental health index measures exposure to harmful toxins on the census tract level. As seen in Figures V-56 to V-58 below, the Consortium has moderately low access to environmental health. Overall, white residents have a higher score than all other racial groups. The same is true for Berkeley and Oakland. The region has a similar pattern for access to environmental health.

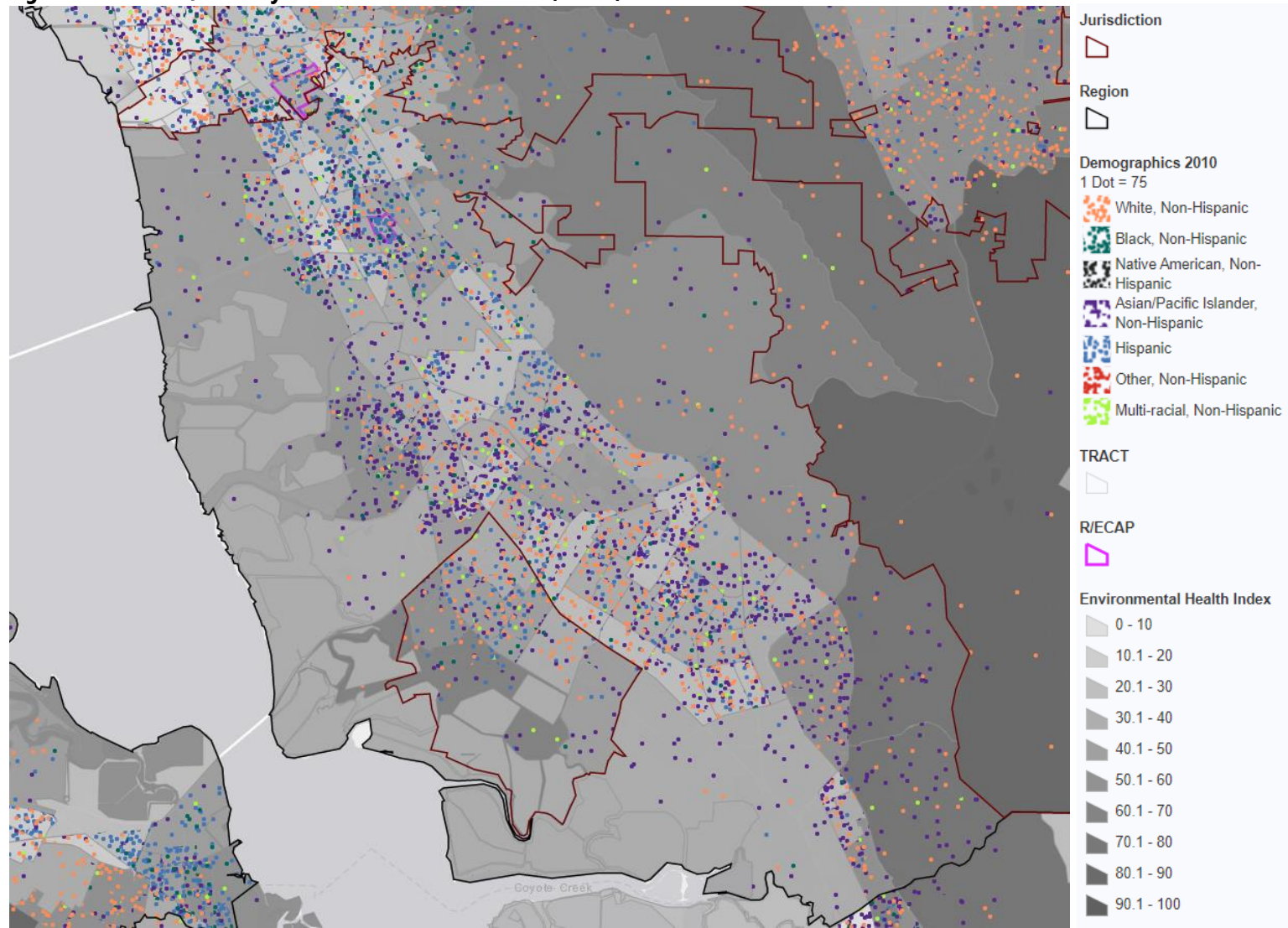
The maps below display race and national origin by environmental health index. Throughout Alameda County, there is a concentration of black residents in areas with low environmental health scores; the same is true for concentrations of foreign-born Mexican residents.

Figure V-56 - Race/Ethnicity and Environmental Health, 2010, North



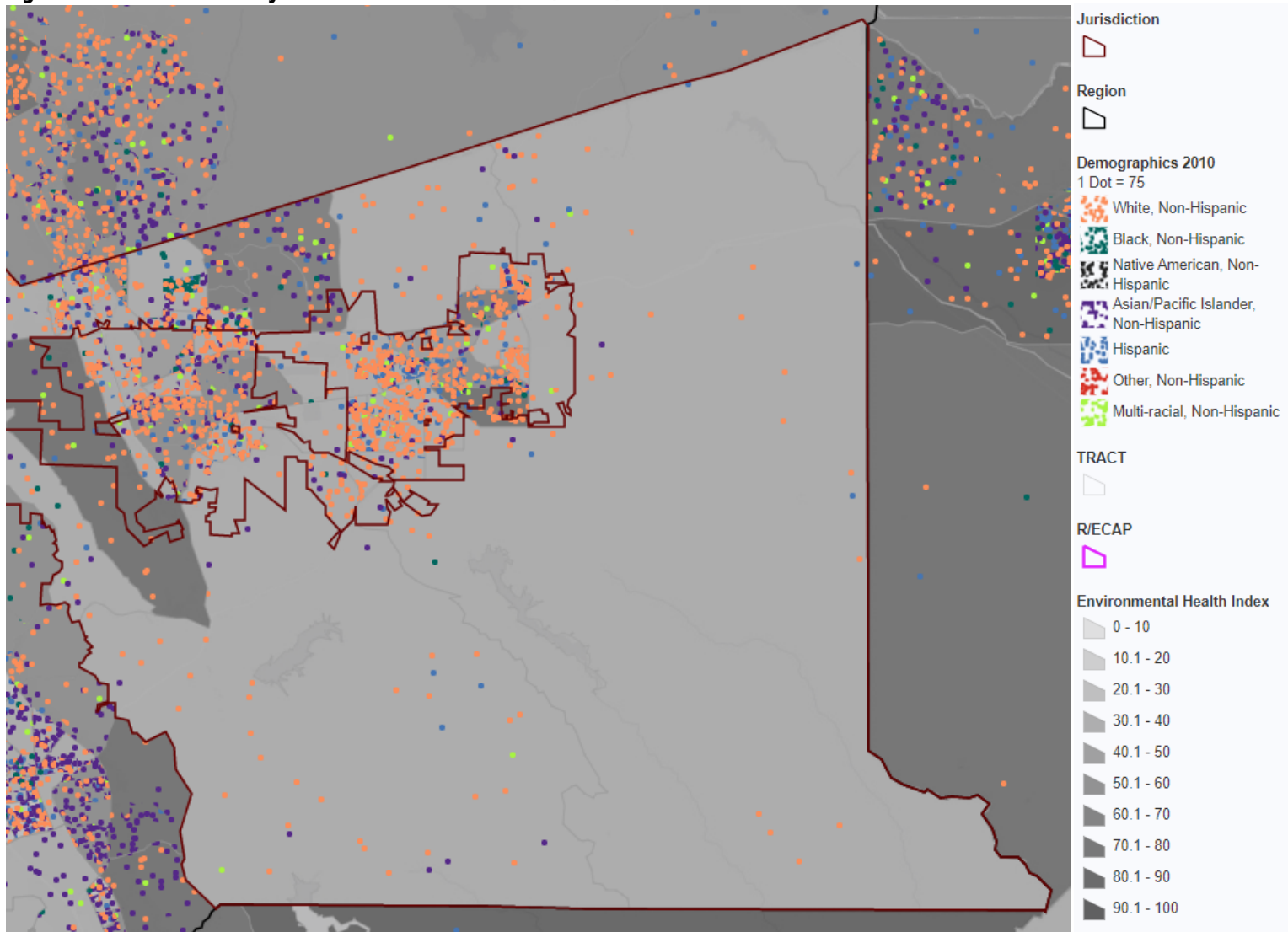
Source: AFFH Tool

Figure V-57 - Race/Ethnicity and Environmental Health, 2010, South



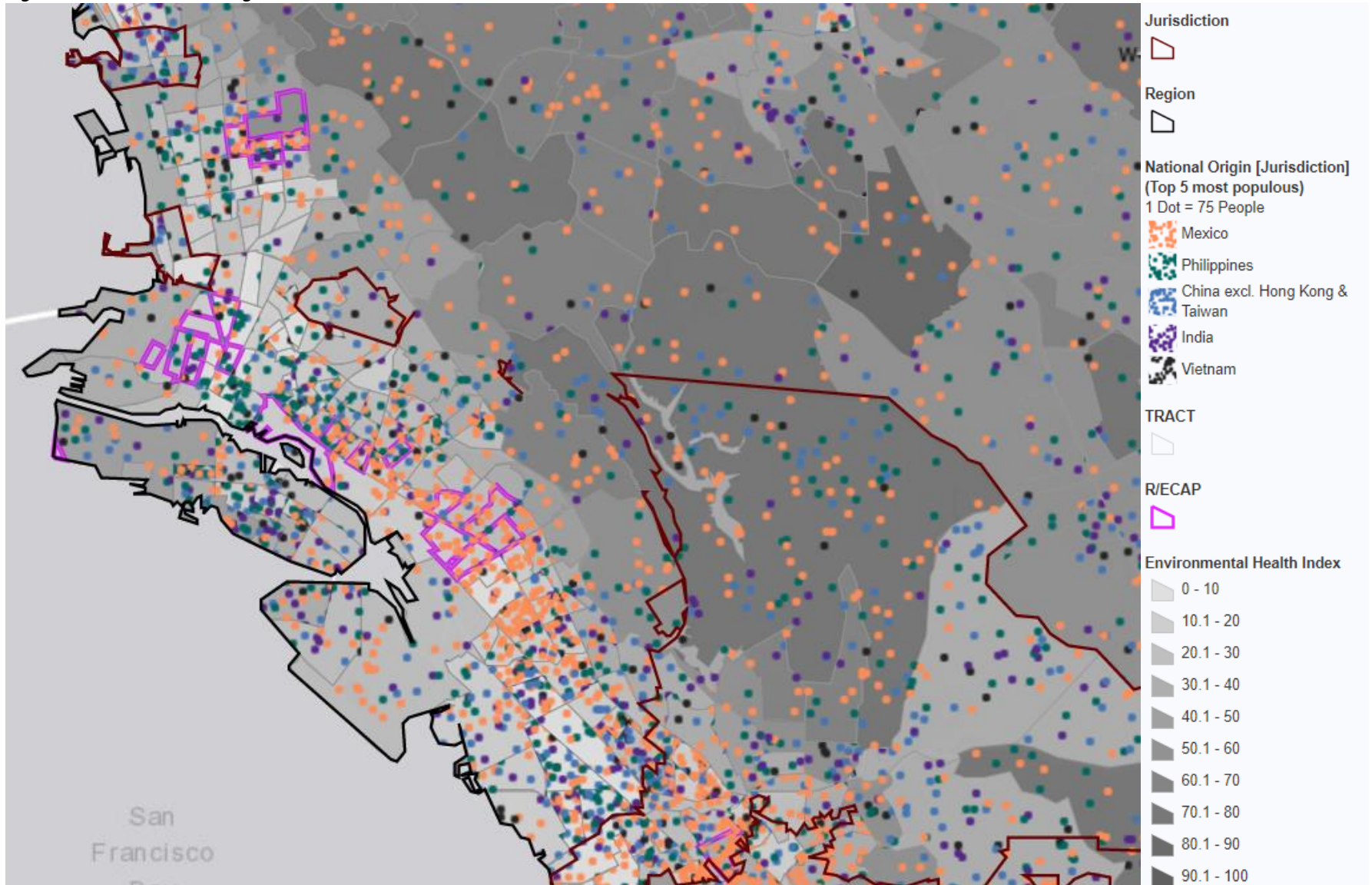
Source: AFFH Tool

Figure V-58 - Race/Ethnicity and Environmental Health, 2010, East



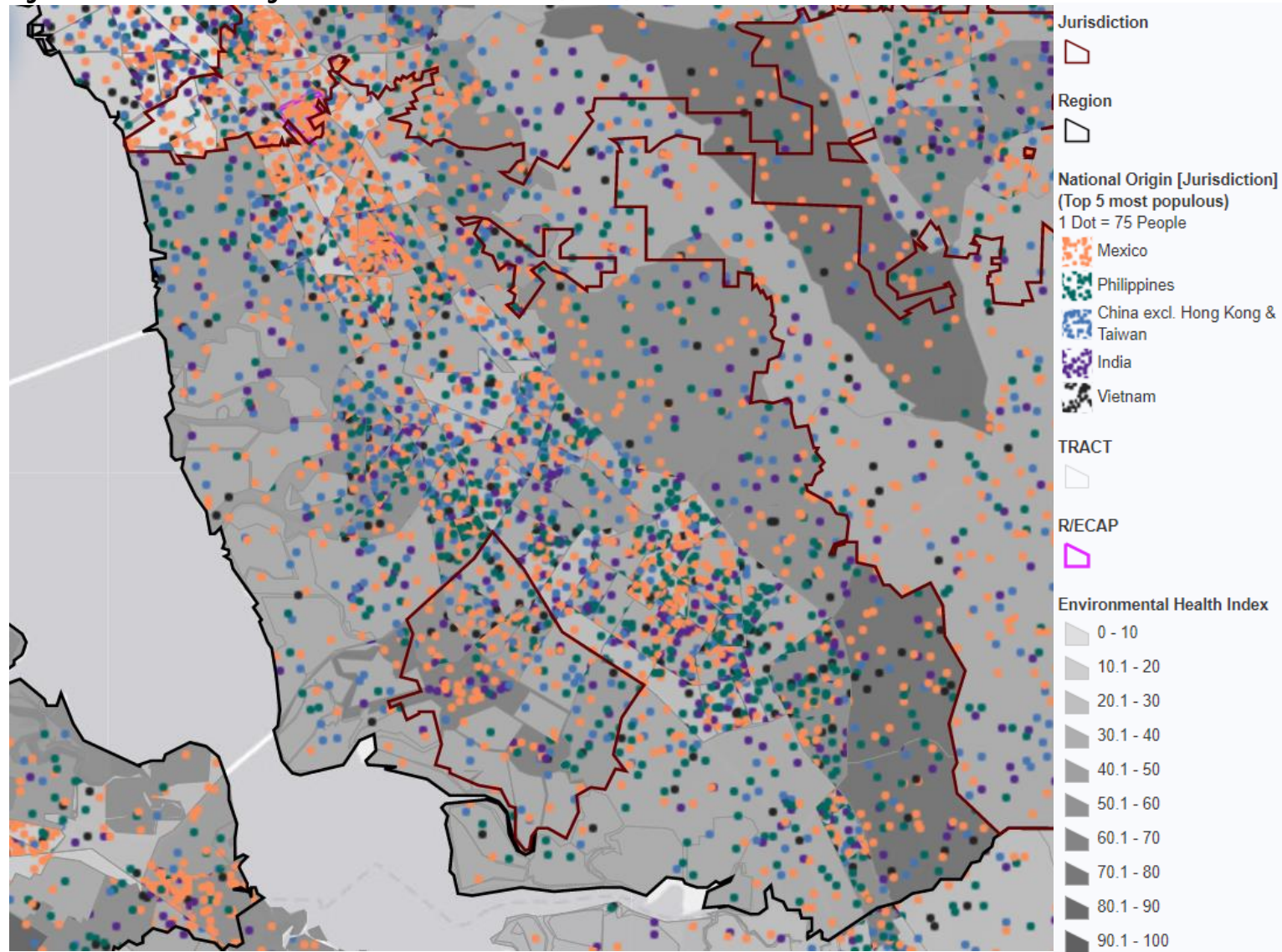
Source: AFFH Tool

Figure V-59 - National Origin and Environmental Health, 2010, North



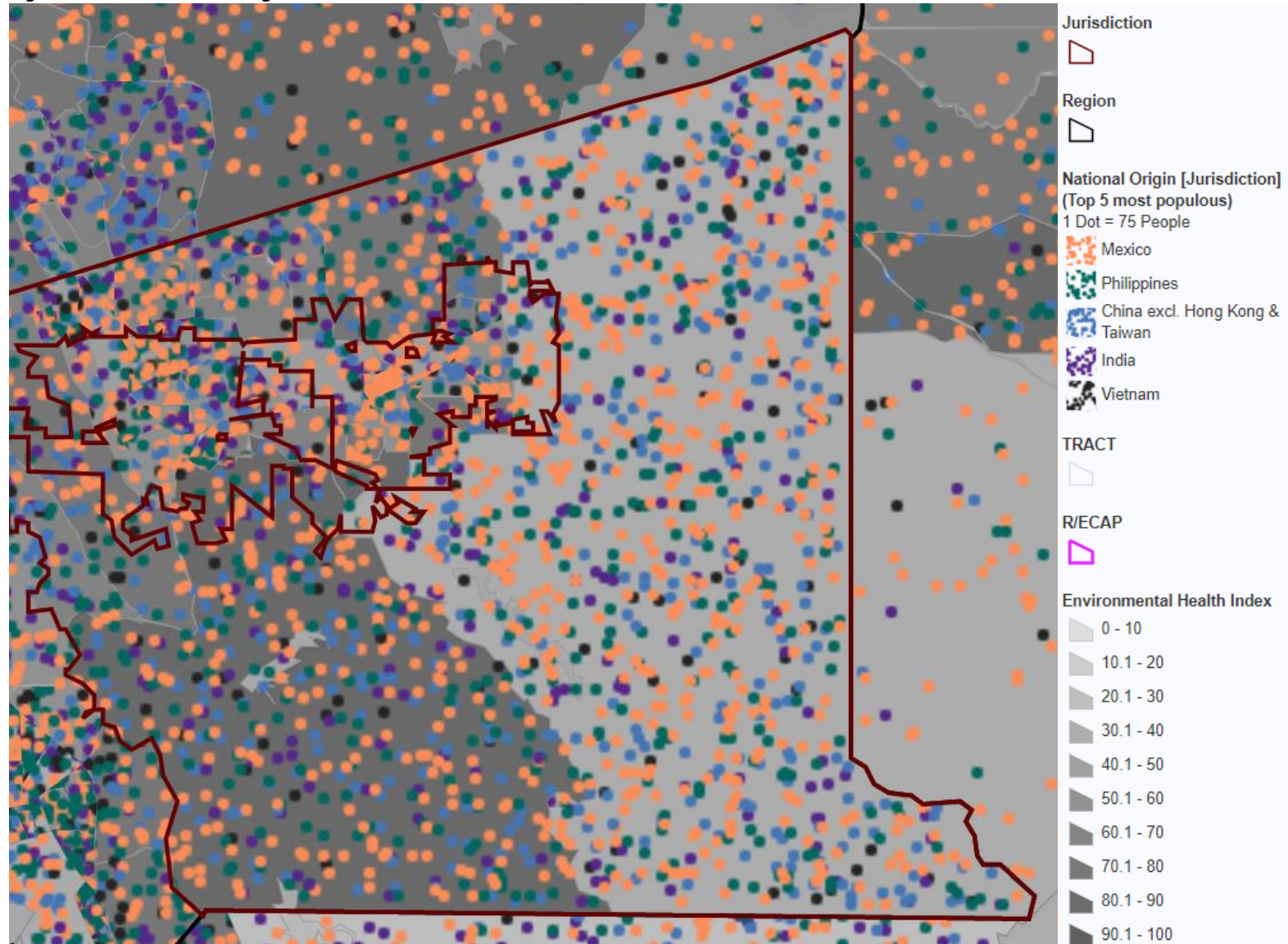
Source: AFFH Tool

Figure V-60 - National Origin and Environmental Health, 2010, South



Source: AFFH Tool

Figure V-61 - National Origin and Environmental Health, 2010, East



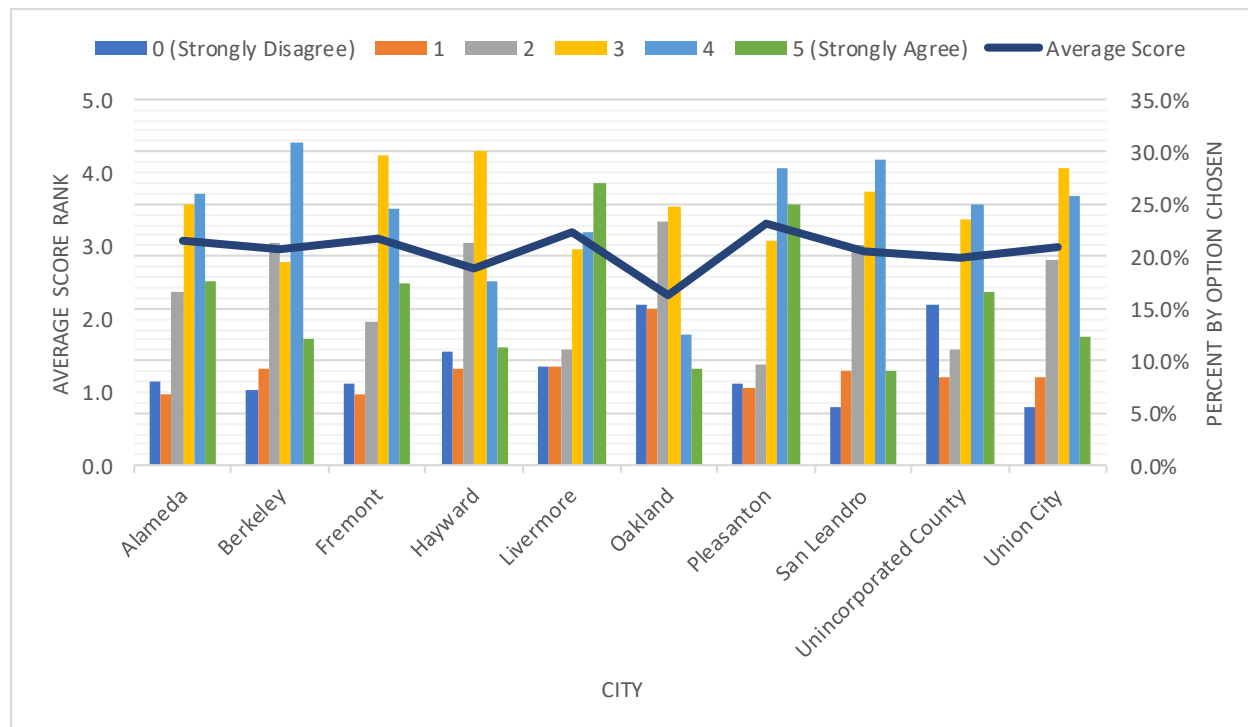
Source: AFFH Tool

Resident Perspectives on Access to Environmental Health

The figure below presents the survey respondents’ average ratings on access to environmental health, such as clean water, air, and soil. Respondents who live in Pleasanton had the most agreement with the statement, while Oakland and Hayward had the least.

Figure V-62 - Resident Perceptions on Access to Environmental Health

“I feel that the water, air, and soil are healthy where I live.”



Patterns in Disparities in Access to Opportunity

Disparities across the participating jurisdictions, as seen from the above maps and tables, are largely along racial and ethnic lines. Areas of higher concentrations of minority and foreign-born residents score lower on all opportunity indexes, except for transit and low transportation costs. This trend is the same for the region. However, Fremont, Livermore, and Pleasanton tend to have high indicators across all racial groups.

Overall, respondents living in the cities of Hayward and Oakland, on average, did not feel that they had access to certain opportunity indicators. These cities also have a majority minority population.

Contributing Factors of Disparities in Access to Opportunity

The table below identifies factors that significantly create, contribute to, perpetuate, or increase disparities in access to opportunity in Alameda County.

Table V-10 - Contributing Factors of Disparities in Access to Opportunity

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Access to financial services (See: Lending Discrimination)	X	X	X	X	X	X	X	X	X	X
The availability, type, frequency, and reliability of public transportation										
Lack of private investments in specific neighborhoods (See: Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region)	X			X	X		X		X	X
Lack of public investments in specific neighborhoods, including services or amenities										
Lack of regional cooperation										
Land use and zoning laws										
Lending discrimination										
Location of employers (See: Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region)	X	X	X	X	X	X	X	X	X	X
Local environmental health hazards										
Location of proficient schools (See: Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region)	X	X	X	X		X	X		X	X
Location and type of affordable housing (See: Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region)	X	X	X	X	X	X	X	X	X	X
Occupancy codes and restrictions										
Private discrimination										
Source of income discrimination										

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Other: Limited supply of affordable housing in areas with access to opportunity (See: Table V-9 - Opportunity Indicators, by Race/Ethnicity, Alameda County and Region)	X	X	X	X	X	X	X	X	X	X

Notes: 1 While some jurisdictions have recently adopted a few local bonds, including Alameda's Measure AI and Berkeley's Measures O and P, that have helped address affordable housing, the need is still much larger.

Disproportionate Housing Needs

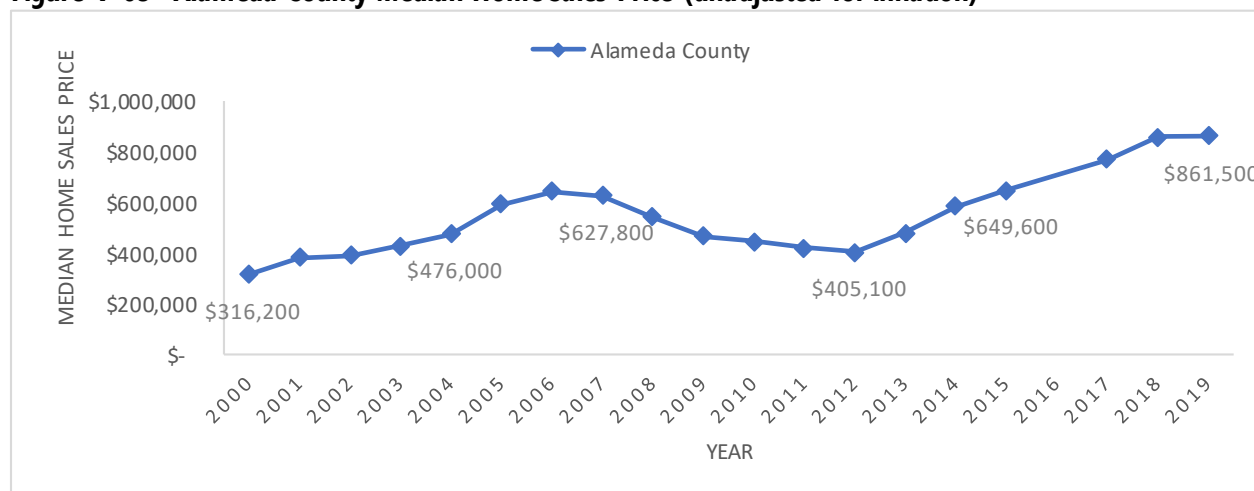
The AFFH rule defines “disproportionate housing needs” as a condition in which there are significant differences in the proportion of members of a protected class experiencing a category of housing needs when compared to the total population experiencing that category of housing need (HUD, 2015).

Rapidly Increasing Housing Costs

Housing costs for ownership and rental units have increased dramatically in the last decade for the participating jurisdictions. Vacancy rates remain severely low, especially for ownership units.

Using data from Zillow, the figure below displays the median average home sales price for the entire County since 2000. In less than 20 years, the median home sales price has risen from approximately \$300,000 to nearly \$900,000. Prices decreased during the economic recession of 2008 but have since rebounded and exceeded pre-recession levels.

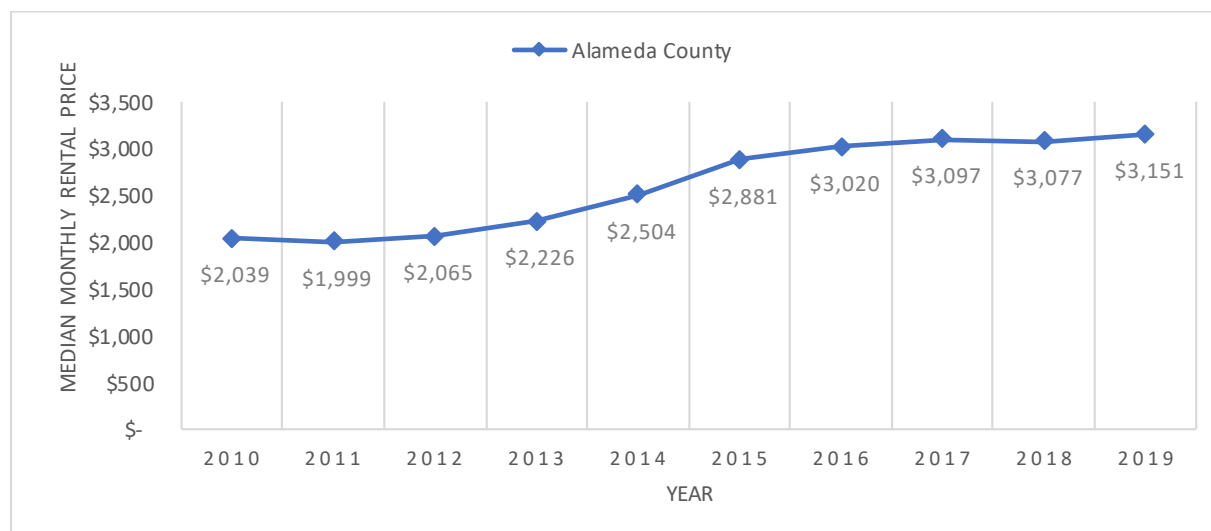
Figure V-63 - Alameda County Median Home Sales Price (unadjusted for inflation)



Source: Zillow data, 2019

Figure V-64 shows the median monthly rental price of the entire County since 2010. The median rent has risen an average of \$1,000 since 2010, representing an increase of 55 percent in a 9-year period. The graph does not account for inflation.

Figure V-64 - Alameda County Median Monthly Rental Price (unadjusted for inflation)



Source: Zillow data, 2019

The following table demonstrates the vacancy rates across participating jurisdictions. The United States vacancy rate is 7 percent for rental units and 1.4 percent for ownership units (Census, 2018a). The California vacancy rate is 3.6 percent for rental units and 1.2 for ownership units (Census, 2018b). Low vacancy rates typically indicate a tight housing market. Rental vacancies for all participating jurisdictions have remained below 4 percent since 2000. Homeowner vacancy has remained extremely low throughout the last two decades. This suggests the Alameda County housing market is extremely tight.

Overcrowding is defined by HUD as more than one person per room in a housing unit, and severe (or extreme) overcrowding is considered more than 1.5 persons per room in a housing unit. Overcrowding remains low throughout the participating jurisdictions with the exception of Newark, Fremont, and Hayward, which have overcrowding rates of 14.1 percent, 13.8 percent, and 12.6 percent, respectively.

Table V-11 - Housing Market Trends, Alameda County and Cities

	Alameda	Alameda County	Albany	Berkeley	Dublin	Emeryville	Fremont	Hayward	Livermore	Newark	Oakland	Piedmont	Pleasanton	San Leandro	Union City
Vacancy Rate															
2000															
Rental Vacancy	2.4%	2.5%	2.6%	2.8%	8.1%	3.6%	1.7%	2.6%	2.0%	1.2%	2.7%	2.5%	3.2%	2.2%	1.3%
Owner Vacancy	0.5%	0.7%	0.7%	0.7%	0.7%	1.2%	0.6%	0.6%	0.4%	0.4%	1.0%	0.2%	0.5%	0.6%	0.5%
2017															
Rental Vacancy	2.5%	2.6%	1.3%	2.8%	1.6%	1.6%	3.4%	3.2%	2.9%	1.3%	2.5%	0.0%	3.4%	1.1%	3.4%
Owner Vacancy	0.2%	0.6%	0.5%	0.3%	0.3%	0.3%	0.5%	0.6%	6.0%	0.5%	1.2%	0.8%	0.3%	0.7%	0.6%
New Development															
Units built 2000 or more recently (Out of all units)	6.3%	9.7%	14.1%	6.0%	49.2%	32.7%	6.8%	10.2%	15.2%	4.1%	7.7%	2.6%	12.9%	5.4%	12.9%
Overcrowding, 2017															
Renters overcrowded	3.9%	7.5%	6.9%	2.7%	4.2%	2.0%	13.8%	12.6%	6.0%	14.1%	6.2%	1.6%	5.0%	7.6%	7.0%
Renters extremely overcrowded	2.7%	4.2%	3.7%	2.7%	2.0%	3.2%	4.6%	5.4%	2.4%	6.3%	5.1%	0.0%	1.8%	3.5%	2.0%
Owners overcrowded	0.7%	2.6%	2.3%	0.6%	1.0%	1.1%	2.8%	5.0%	1.4%	5.1%	2.9%	0.5%	0.5%	3.3%	4.1%
Owners extremely overcrowded	0.7%	0.8%	0.0%	0.6%	0.0%	1.3%	0.7%	1.5%	0.2%	1.0%	1.1%	0.3%	0.3%	1.1%	0.8%

Sources: Decennial Census 2000, 2013-2017 ACS 5-Year Estimates

Hourly Wage Needed to Afford Rental Housing in the Region

Alameda County's housing wage is below the regional average but much higher than the state's.

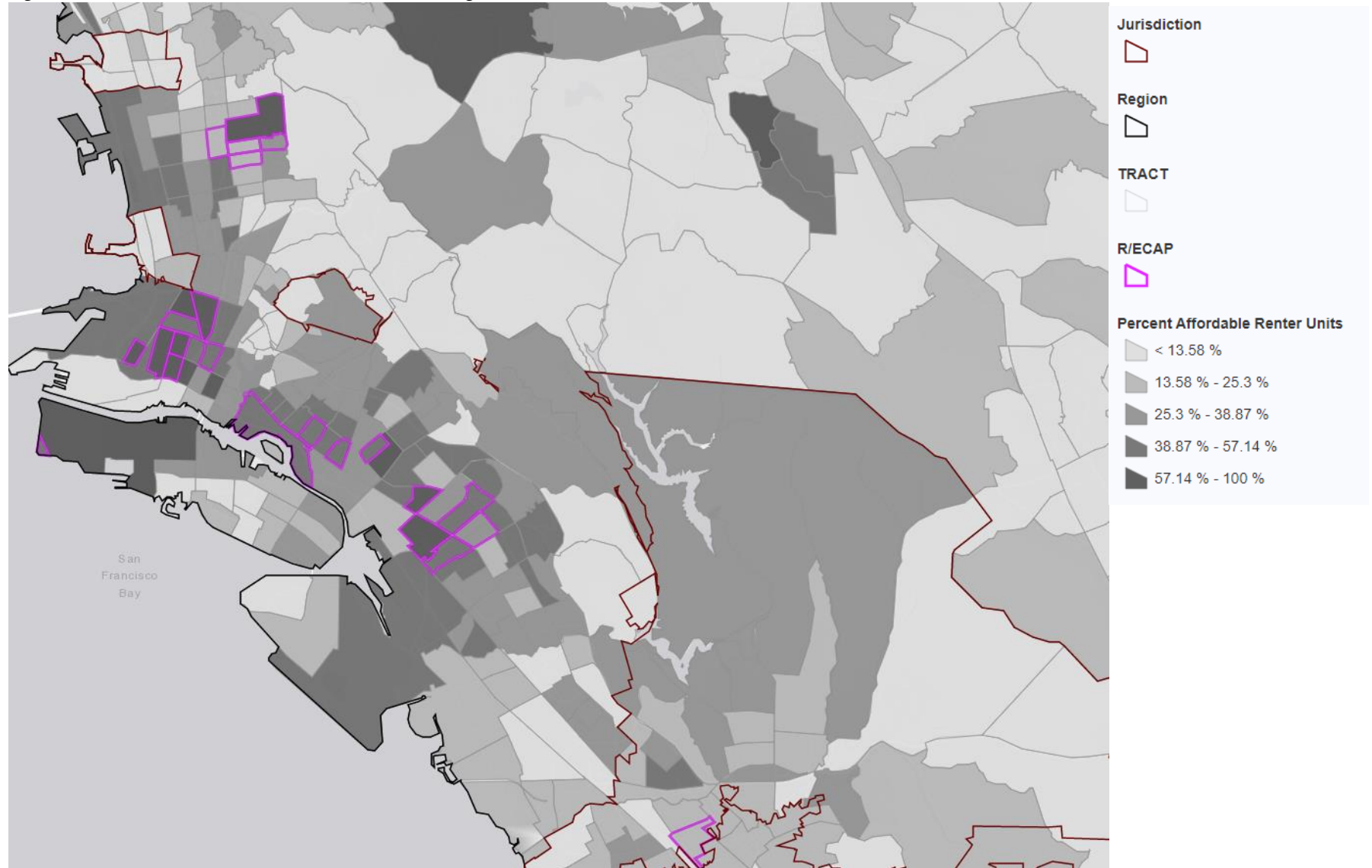
The National Low-Income Housing Coalition (NLIHC) 2018 Out of Reach Study listed the region as one of the least affordable areas in the United States. To be able to afford a two-bedroom fair market rate unit in Alameda County, a household would need to earn \$44.79 per hour or \$93,163 annually ("housing wage"). Comparatively, the average housing wage for the region is \$53.93 per hour or \$112,174 annually and the average housing wage for California is \$32.68 per hour or \$67,974 annually.

Location of Affordable Housing

Many affordable rental units are provided in areas with higher concentrations of minority residents.

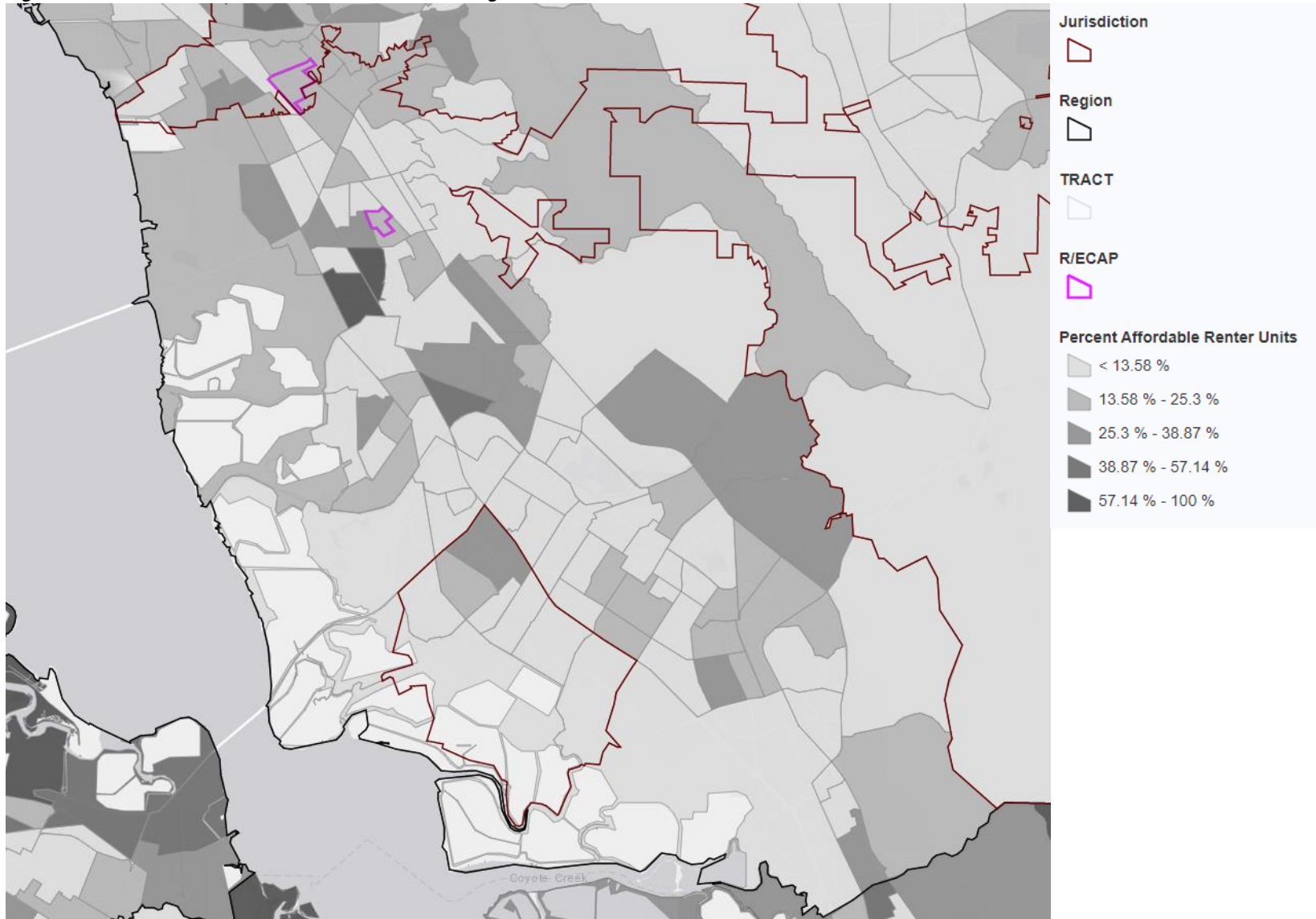
The figure below displays the location of affordable housing by census tract. This map only applies to those at 50 percent of the area median income (AMI), which is considered very low income (low income is 50 to 80 percent AMI). Affordable housing is available in census tracts which have been identified to house a concentration of minority residents. R/ECAP tracts tend to have a higher rate of housing burden, defined as paying more than 50 percent of one's income to rent.

Figure V-65 - Location of Affordable Rental Housing (% Rental Units Affordable to 50% AMI), 2010, North



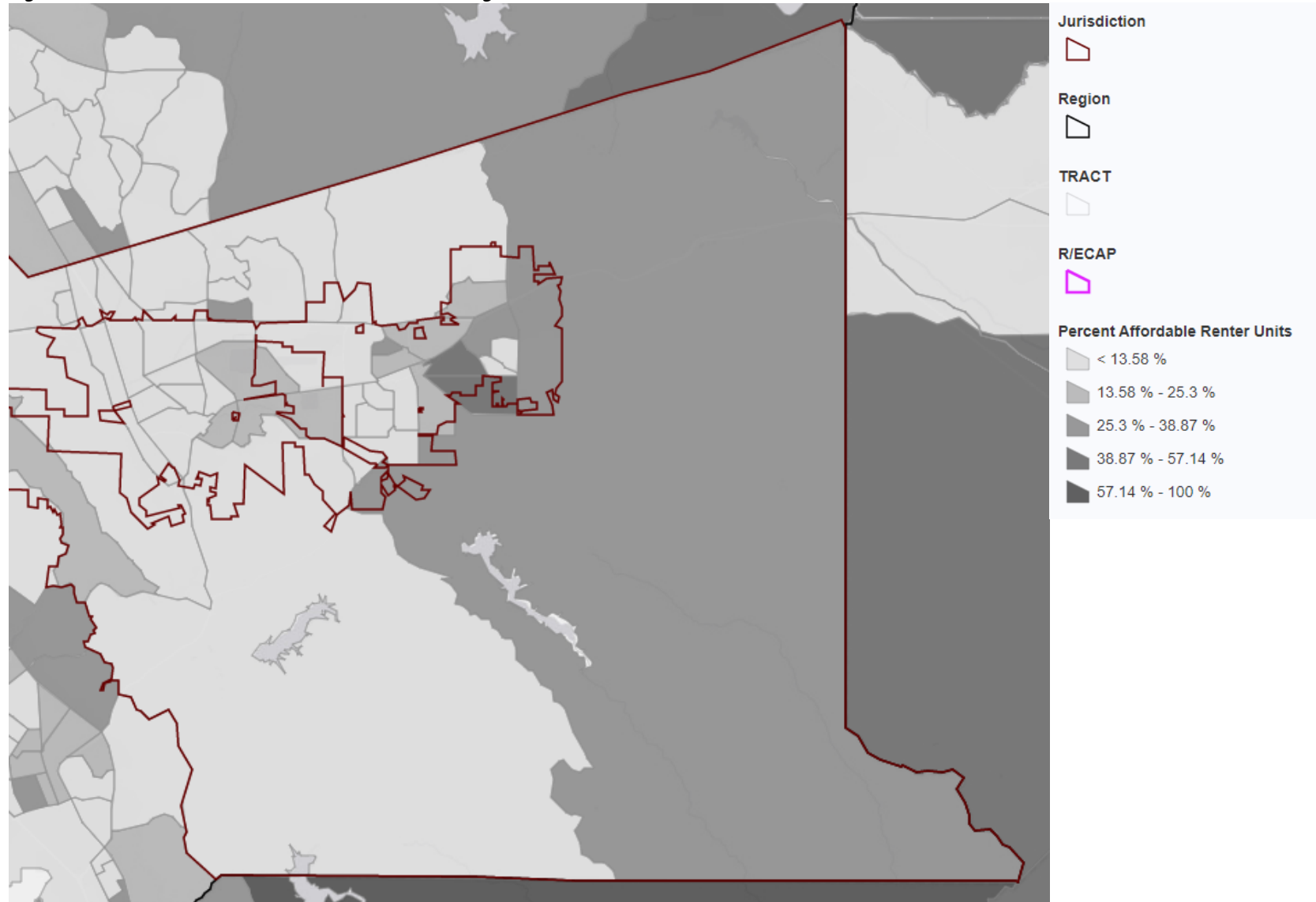
Source: AFFH Tool

Figure V-66 - Location of Affordable Rental Housing (% Rental Units Affordable to 50% AMI), 2010, South



Source: AFFH Tool

Figure V-67 - Location of Affordable Rental Housing (% Rental Units Affordable to 50% AMI), 2010, East



Source: AFFH Tool

Homelessness

Homelessness has grown by 42 percent across the participating jurisdictions since 2017.

According to the 2019 Point-In-Time (PIT) count, there were 8,022 homeless people living in the participating jurisdictions, 6,312 of whom are unsheltered. Total counts for all cities in the County are included in the table below.

Table V-12 - 2019 Point-In-Time Counts by City

Jurisdiction	Sheltered	Unsheltered	Total
Alameda	99	132	231
Albany	0	35	35
Berkeley	295	813	1,108
Dublin	0	8	8
Emeryville	0	178	178
Fremont	123	485	608
Hayward	115	372	487
Livermore	85	179	264
Newark	30	59	89
Oakland	861	3,210	4,071
Piedmont	0	0	0
Pleasanton	0	70	70
San Leandro	74	344	418
Unincorporated County	28	321	349
Union City	0	106	106
County Total	1,710	6,312	8,022

Source: *Everyone Home, 2019*

A survey was administered to 1,681 unsheltered and sheltered homeless individuals by Everyone Home., the organization in Alameda County responsible for conducting the PIT count. Key findings are below:

- 63 percent of homeless people have been homeless for more than one year.
- The top most cited reason for becoming homeless is loss of a job, followed by mental health issues, then substance abuse issues.
- 78 percent of homeless residents resided in a home in the County before becoming homeless; 57 percent of homeless residents have been in Alameda County for more than 10 years.
- 95 percent of families are sheltered, and 84 percent of single adults are unsheltered.
- 14 percent of homeless individuals identify as LGBTQ+.
- 47 percent of homeless individuals are black, and 31 percent are white.
- 61 percent of homeless individuals are male, 35 percent are female, 2 percent are transgender, and 2 percent are gender/nonbinary.

- 31 percent of those surveyed were experiencing homelessness for the first time.
- 42 percent reported having at least one disabling condition.

Differences in Housing Problems

A majority of people facing housing problems are minority residents or residents who are in large households. Areas of high housing burden rates overwhelmingly comprise minority residents.

The tables below display the percentage of households with housing needs in participating jurisdictions and the region. Highlighted cells represent a significant difference of housing problems compared to the region's average. "Housing problems" are defined as units having incomplete kitchen facilities, incomplete plumbing facilities, more than 1 person per room, and households with a cost burden greater than 30 percent. "Severe" housing problems include all of the above except that cost burden is greater than 50 percent.

Across the Consortium, 42 percent of households experience housing problems; 54 percent of black households and 58 percent of Hispanic households experience housing problems while only 35 percent of white households experience housing problems. Of households with five or more people, 60 percent experience housing problems. About 16 percent of white households experience severe housing problems while 35 percent and 30 percent of Hispanic and black households, respectively, experience severe housing problems.

In Berkeley, 44 percent of households experience housing problems; 68 percent of Native American households and 59 percent of black households experience housing problems while only 38 percent of white households experience housing problems; and 38 percent of Native American households and 37 percent of black households experience severe housing problems.

In Oakland, 50 percent of households experience housing problems; 62 percent of Hispanic households and 57 percent of black households experience housing problems while only 37 percent of white households experience housing problems. Of households with five or more people, 74 percent experience housing problems. Nearly 44 percent of Hispanic households and 40 percent of Native American households experience severe housing problems. Only 18 percent of white households experience severe housing problems.

Figures V-68 to V-73 below displays concentrations of housing problems by race and ethnicity as well as by national origin. Census tracts with higher levels of housing problems also contain concentrations of minority and foreign-born residents.

Table V-13 - Demographics of Households with Disproportionate Housing Needs

Disproportionate Housing Needs	Urban County (Alameda County, CACDBG, ESG) Jurisdiction			City of Alameda (Alameda, CA CDBG) Jurisdiction			City of Berkeley (Berkeley, CA CDBG, HOME, ESG) Jurisdiction		
Households experiencing any of 4 housing problems	# with problems	# households	% with problems	# with problems	# households	% with problems	# with problems	# households	% with problems
Race/Ethnicity									
White, Non-Hispanic	15,837	46,454	34.09%	5,745	15,690	36.62%	10,870	28,590	38.02%
Black, Non-Hispanic	4,066	7,393	55.00%	1,065	2,000	53.25%	2,699	4,563	59.15%
Hispanic	9,798	16,695	58.69%	1,230	2,990	41.14%	1,830	3,260	56.13%
Asian or Pacific Islander, Non-Hispanic	8,526	20,263	42.08%	3,655	8,089	45.18%	3,945	7,545	52.29%
Native American, Non-Hispanic	83	273	30.40%	49	104	47.12%	79	117	67.52%
Other, Non-Hispanic	1,271	2,329	54.57%	400	930	43.01%	695	1,348	51.56%
Total	39,640	93,465	42.41%	12,155	29,795	40.80%	20,105	45,425	44.26%
Household Type and Size									
Family households, <5 people	20,752	55,839	37.16%	5,915	16,075	36.80%	5,645	17,969	31.42%
Family households, 5+ people	6,406	10,764	59.51%	1,275	2,080	61.30%	590	1,454	40.58%
Non-family households	12,470	26,858	46.43%	4,970	11,635	42.72%	13,870	26,000	53.35%
Households experiencing any of 4 Severe Housing Problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems
Race/Ethnicity									
White, Non-Hispanic	7,065	46,454	15.21%	2,640	15,690	16.83%	6,335	28,590	22.16%
Black, Non-Hispanic	2,278	7,393	30.81%	570	2,000	28.50%	1,675	4,563	36.71%
Hispanic	6,018	16,695	36.05%	700	2,990	23.41%	980	3,260	30.06%
Asian or Pacific Islander, Non-Hispanic	4,334	20,263	21.39%	2,160	8,089	26.70%	2,540	7,545	33.66%
Native American, Non-Hispanic	83	273	30.40%	15	104	14.42%	44	117	37.61%
Other, Non-Hispanic	698	2,329	29.97%	165	930	17.74%	419	1,348	31.08%
Total	20,514	93,465	21.95%	6,255	29,795	20.99%	11,990	45,425	26.40%

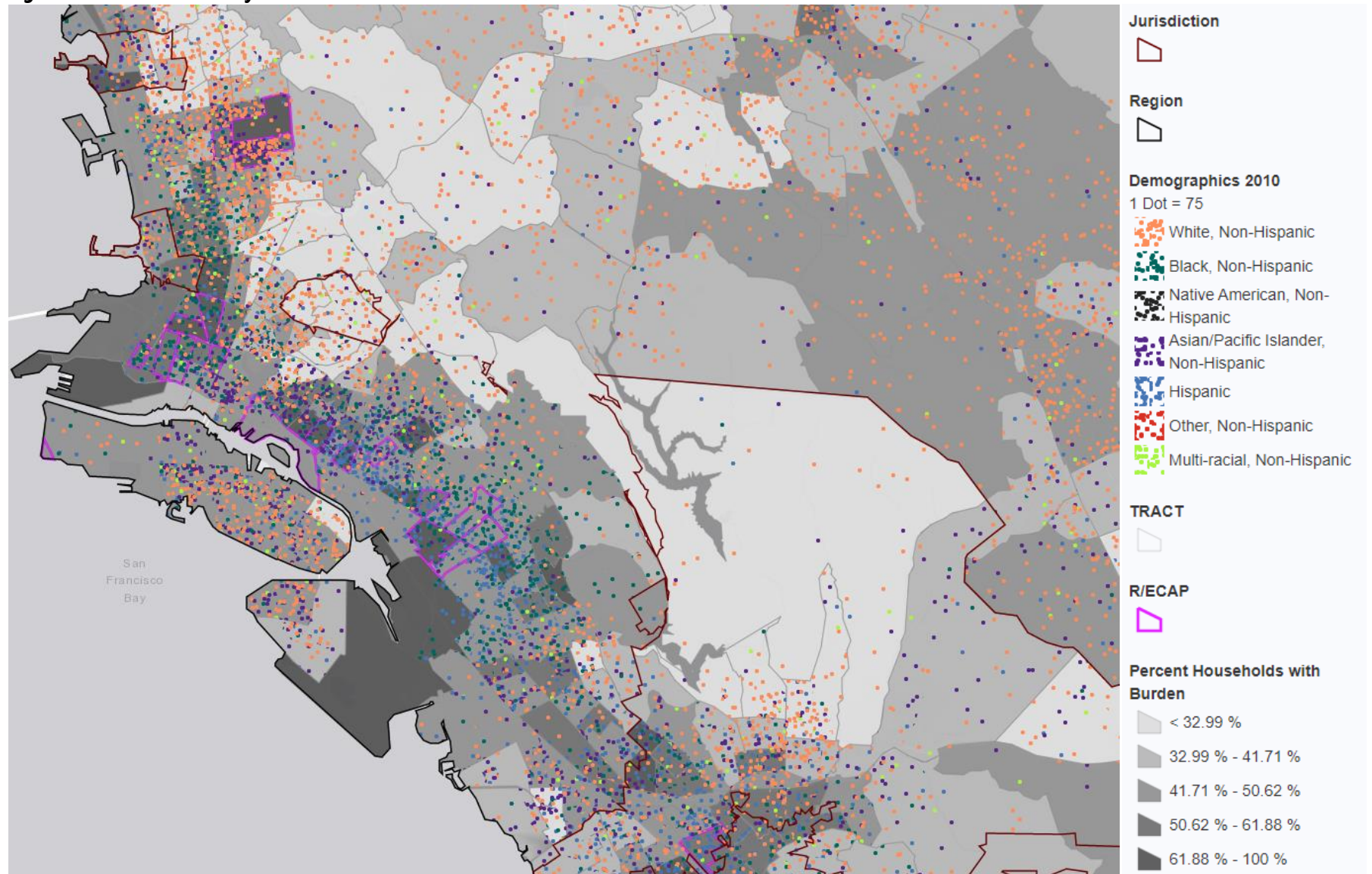
Disproportionate Housing Needs	Consortium			City of Fremont (Fremont, CA CDBG) Jurisdiction			City of Hayward (Hayward, CA CDBG) Jurisdiction		
Households experiencing any of 4 housing problems	# with problems	# households	% with problems	# with problems	# households	% with problems	# with problems	# households	% with problems
Race/Ethnicity									
White, Non-Hispanic	53,267	150,963	35.28%	7,590	23,605	32.15%	4,705	12,279	38.32%
Black, Non-Hispanic	13,751	25,419	54.10%	1,265	2,639	47.93%	3,825	6,428	59.51%
Hispanic	33,323	57,903	57.55%	4,425	7,705	57.43%	9,000	14,090	63.88%
Asian or Pacific Islander, Non-Hispanic	39,819	99,657	39.96%	11,434	34,424	33.22%	4,988	10,602	47.05%
Native American, Non-Hispanic	497	1,284	38.71%	149	403	36.97%	140	223	62.78%
Other, Non-Hispanic	4,519	9,530	47.42%	1,080	2,260	47.79%	745	1,530	48.69%
Total	145,295	344,869	42.13%	25,965	71,055	36.54%	23,410	45,179	51.82%
Household Type and Size									
Family households, <5 people	75,827	208,394	36.39%	14,735	46,935	31.39%	11,165	24,965	44.72%
Family households, 5+ people	25,891	42,952	60.28%	4,750	8,729	54.42%	5,680	7,890	71.99%
Non-family households	43,555	93,497	46.58%	6,475	15,390	42.07%	6,560	12,309	53.29%
Households experiencing any of 4 Severe Housing Problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems
Race/Ethnicity									
White, Non-Hispanic	24,644	150,963	16.32%	3,845	23,605	16.29%	2,525	12,279	20.56%
Black, Non-Hispanic	7,701	25,419	30.30%	755	2,639	28.61%	2,020	6,428	31.43%
Hispanic	20,112	57,903	34.73%	2,340	7,705	30.37%	5,660	14,090	40.17%
Asian or Pacific Islander, Non-Hispanic	19,937	99,657	20.01%	4,899	34,424	14.23%	2,795	10,602	26.36%
Native American, Non-Hispanic	344	1,284	26.79%	79	403	19.60%	125	223	56.05%
Other, Non-Hispanic	2,481	9,530	26.03%	675	2,260	29.87%	354	1,530	23.14%
Total	75,324	344,869	21.84%	12,585	71,055	17.71%	13,495	45,179	29.87%

Disproportionate Housing Needs	City of Livermore (Livermore, CA CDBG) Jurisdiction			City of Oakland (Oakland, CA CDBG, HOME, ESG) Jurisdiction			City of Pleasanton (Pleasanton, CA CDBG) Jurisdiction		
Households experiencing any of 4 housing problems	# with problems	# households	% with problems	# with problems	# households	% with problems	# with problems	# households	% with problems
Race/Ethnicity									
White, Non-Hispanic	7,865	21,470	36.63%	18,945	51,395	36.86%	5,820	16,025	36.32%
Black, Non-Hispanic	330	595	55.46%	26,760	46,995	56.94%	370	554	66.79%
Hispanic	2,210	4,130	53.51%	16,010	25,705	62.28%	1,135	2,340	48.50%
Asian or Pacific Islander, Non-Hispanic	1,174	2,564	45.79%	12,213	24,658	49.53%	1,820	5,469	33.28%
Native American, Non-Hispanic	15	19	78.95%	355	654	54.28%	4	12	33.33%
Other, Non-Hispanic	223	513	43.47%	2,780	5,375	51.72%	230	460	50.00%
Total	11,815	29,280	40.35%	77,070	154,790	49.79%	9,395	24,895	37.74%
Household Type and Size									
Family households, <5 people	6,565	18,515	35.46%	32,355	69,615	46.48%	5,585	16,940	32.97%
Family households, 5+ people	1,685	3,070	54.89%	10,265	13,895	73.88%	1,015	2,375	42.74%
Non-family households	3,570	7,695	46.39%	34,450	71,280	48.33%	2,790	5,575	50.04%
Households experiencing any of 4 Severe Housing Problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems
Race/Ethnicity									
White, Non-Hispanic	3,119	21,470	14.53%	9,245	51,395	17.99%	2,545	16,025	15.88%
Black, Non-Hispanic	105	595	17.65%	16,350	46,995	34.79%	175	554	31.59%
Hispanic	1,395	4,130	33.78%	11,275	25,705	43.86%	650	2,340	27.78%
Asian or Pacific Islander, Non-Hispanic	534	2,564	20.83%	7,389	24,658	29.97%	820	5,469	14.99%
Native American, Non-Hispanic	0	19	0.00%	265	654	40.52%	4	12	33.33%
Other, Non-Hispanic	104	513	20.27%	1,485	5,375	27.63%	165	460	35.87%
Total	5,275	29,280	18.02%	46,000	154,790	29.72%	4,350	24,895	17.47%

Disproportionate Housing Needs	City of San Leandro (San Leandro, CA CDBG) Jurisdiction			City of Union City (Union City, CA CDBG) Jurisdiction			Region		
Households experiencing any of 4 housing problems	# with problems	# households	% with problems	# with problems	# households	% with problems	# with problems	# households	% with problems
Race/Ethnicity									
White, Non-Hispanic	4,075	11,185	36.43%	1,630	4,255	38.31%	316,225	841,640	37.57%
Black, Non-Hispanic	2,180	4,445	49.04%	650	1,365	47.62%	79,090	141,095	56.05%
Hispanic	3,600	6,155	58.49%	1,925	3,798	50.68%	148,135	248,785	59.54%
Asian or Pacific Islander, Non-Hispanic	3,644	8,124	44.85%	4,578	10,122	45.23%	155,414	347,022	44.79%
Native American, Non-Hispanic	28	107	26.17%	29	143	20.28%	2,302	4,841	47.55%
Other, Non-Hispanic	295	744	39.65%	275	764	35.99%	20,950	43,760	47.87%
Total	13,820	30,760	44.93%	9,095	20,440	44.50%	722,110	1,627,125	44.38%
Household Type and Size									
Family households, <5 people	6,625	16,740	39.58%	4,485	12,385	36.21%	331,070	856,140	38.67%
Family households, 5+ people	2,520	3,795	66.40%	2,560	4,249	60.25%	99,495	159,025	62.57%
Non-family households	4,670	10,215	45.72%	2,050	3,820	53.66%	291,550	611,960	47.64%
Households experiencing any of 4 Severe Housing Problems									
Households experiencing any of 4 Severe Housing Problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems	# with severe problems	# households	% with severe problems
Race/Ethnicity									
White, Non-Hispanic	2,085	11,185	18.64%	820	4,255	19.27%	156,775	841,640	18.63%
Black, Non-Hispanic	1,390	4,445	31.27%	408	1,365	29.89%	46,125	141,095	32.69%
Hispanic	2,295	6,155	37.29%	1,054	3,798	27.75%	94,990	248,785	38.18%
Asian or Pacific Islander, Non-Hispanic	1,990	8,124	24.50%	2,405	10,122	23.76%	87,749	347,022	25.29%
Native American, Non-Hispanic	24	107	22.43%	14	143	9.79%	1,448	4,841	29.91%
Other, Non-Hispanic	175	744	23.52%	145	764	18.98%	12,134	43,760	27.73%
Total	7,970	30,760	25.91%	4,880	20,440	23.87%	399,195	1,627,125	24.53%

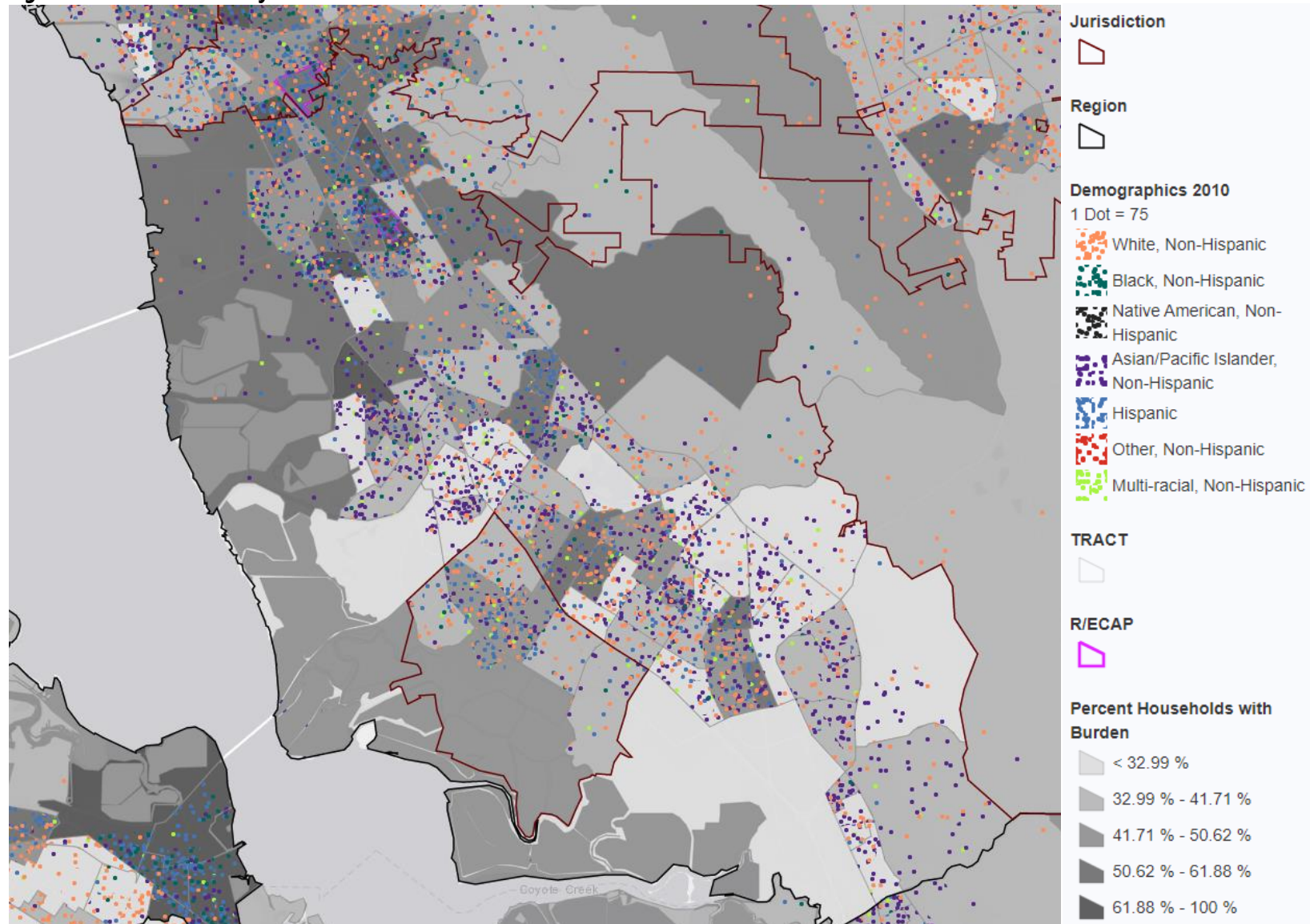
Source: AFFH Tool

Figure V-68 - Race/Ethnicity and Households with Burden, 2010, North



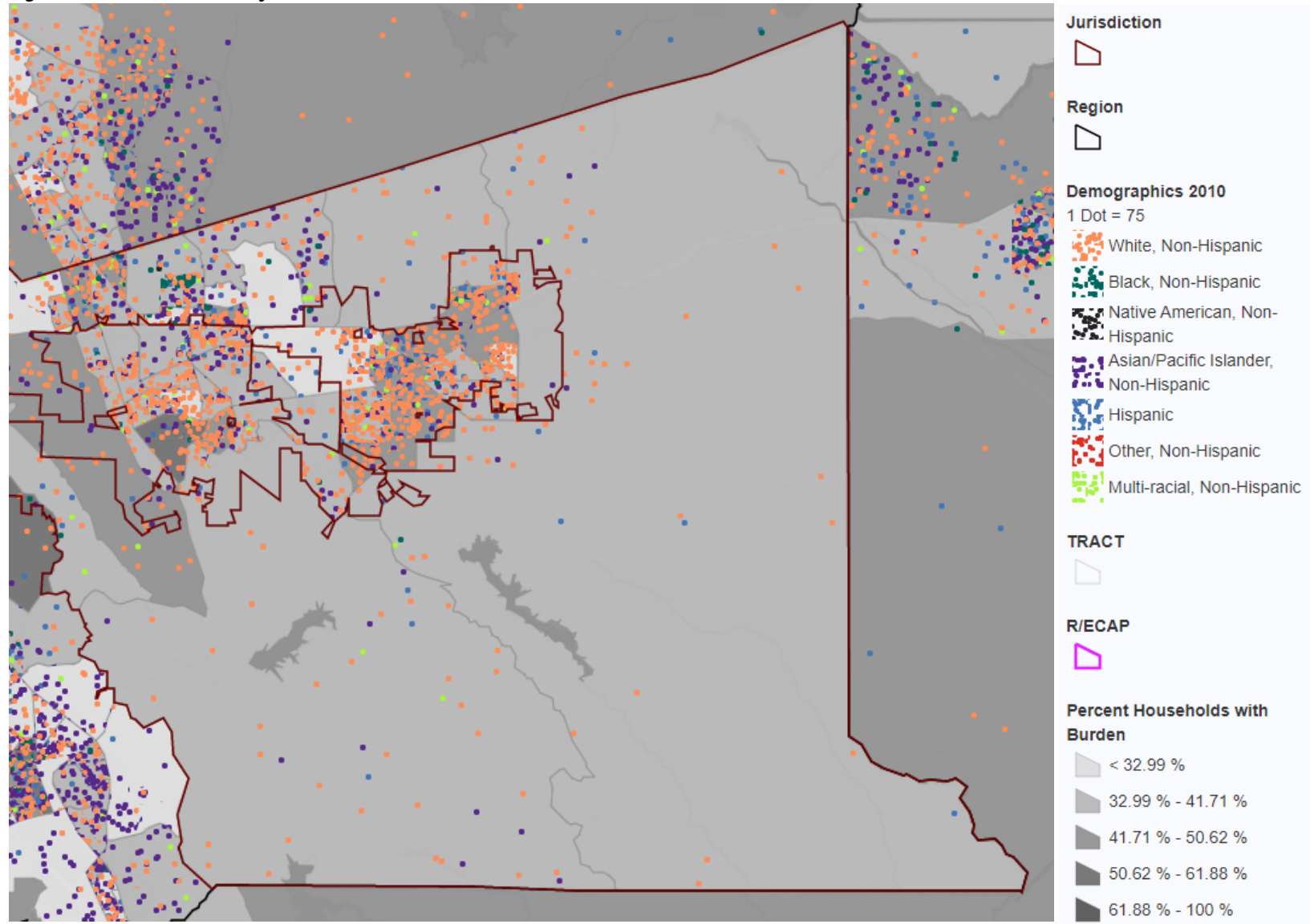
Source: AFFH Tool

Figure V-69 - Race/Ethnicity and Households with Burden, 2010, South



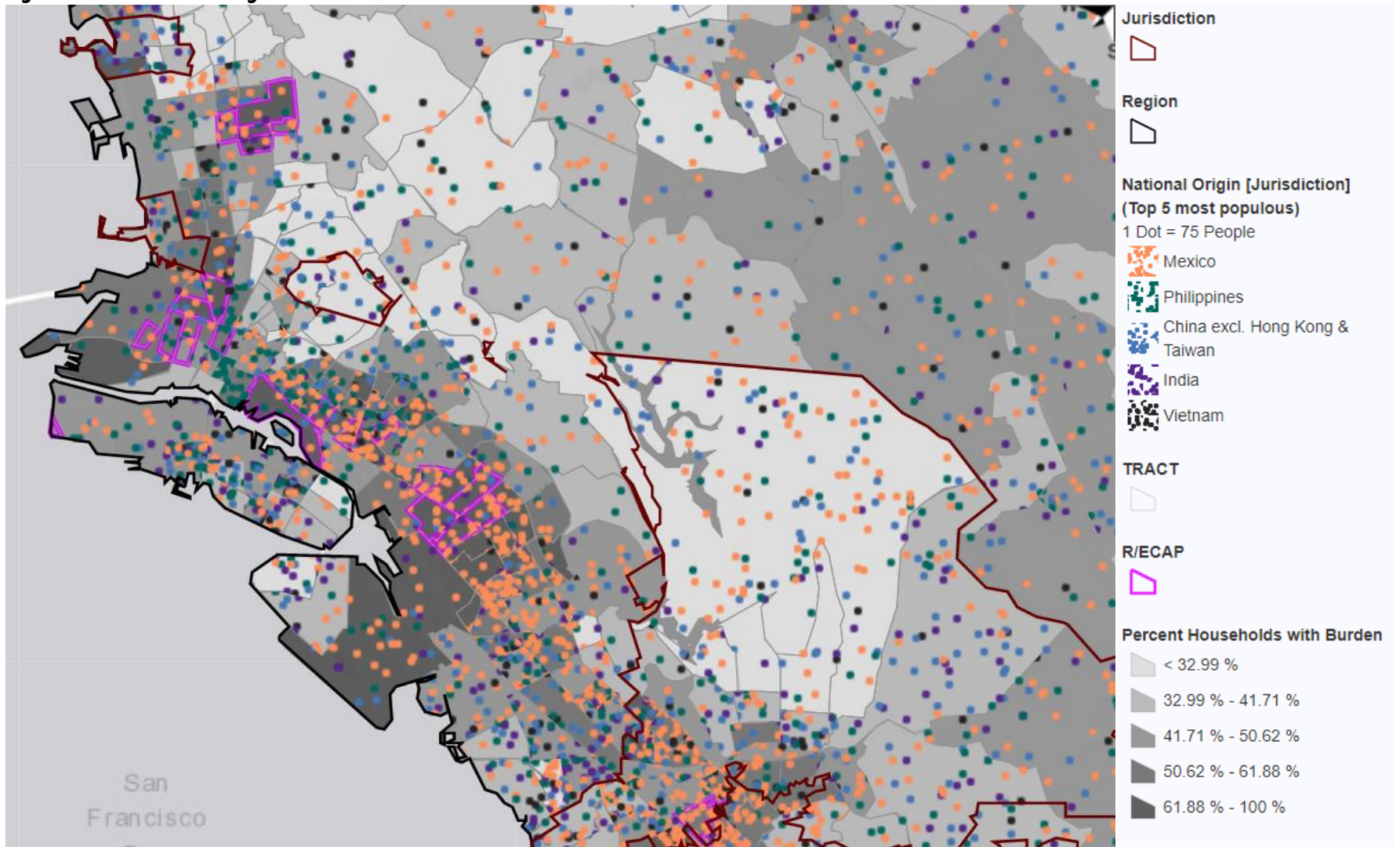
Source: AFFH Tool

Figure V-70 - Race/Ethnicity and Households with Burden, 2010, East



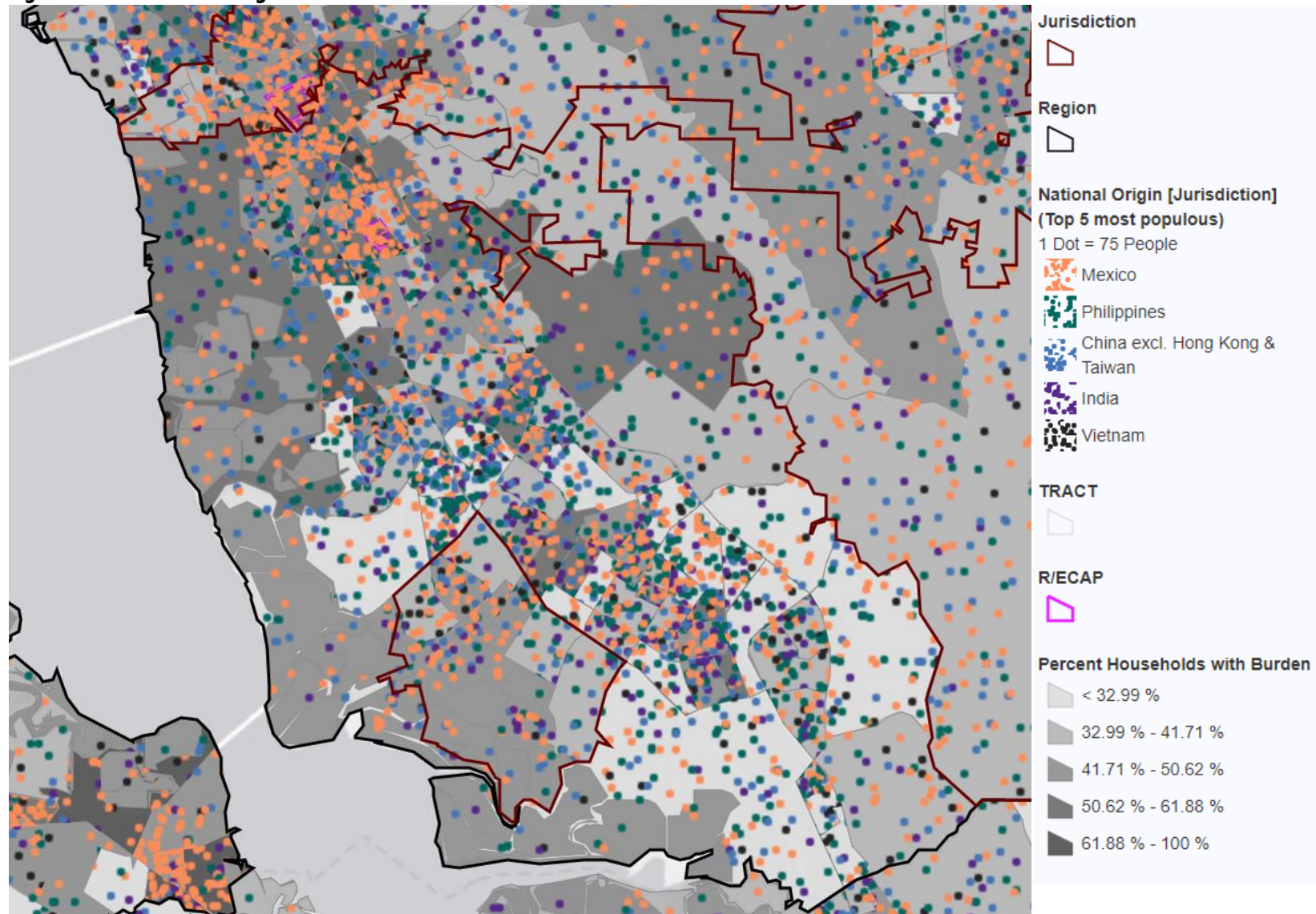
Source: AFFH Tool

Figure V-71 - National Origin and Households with Burden, 2010, North



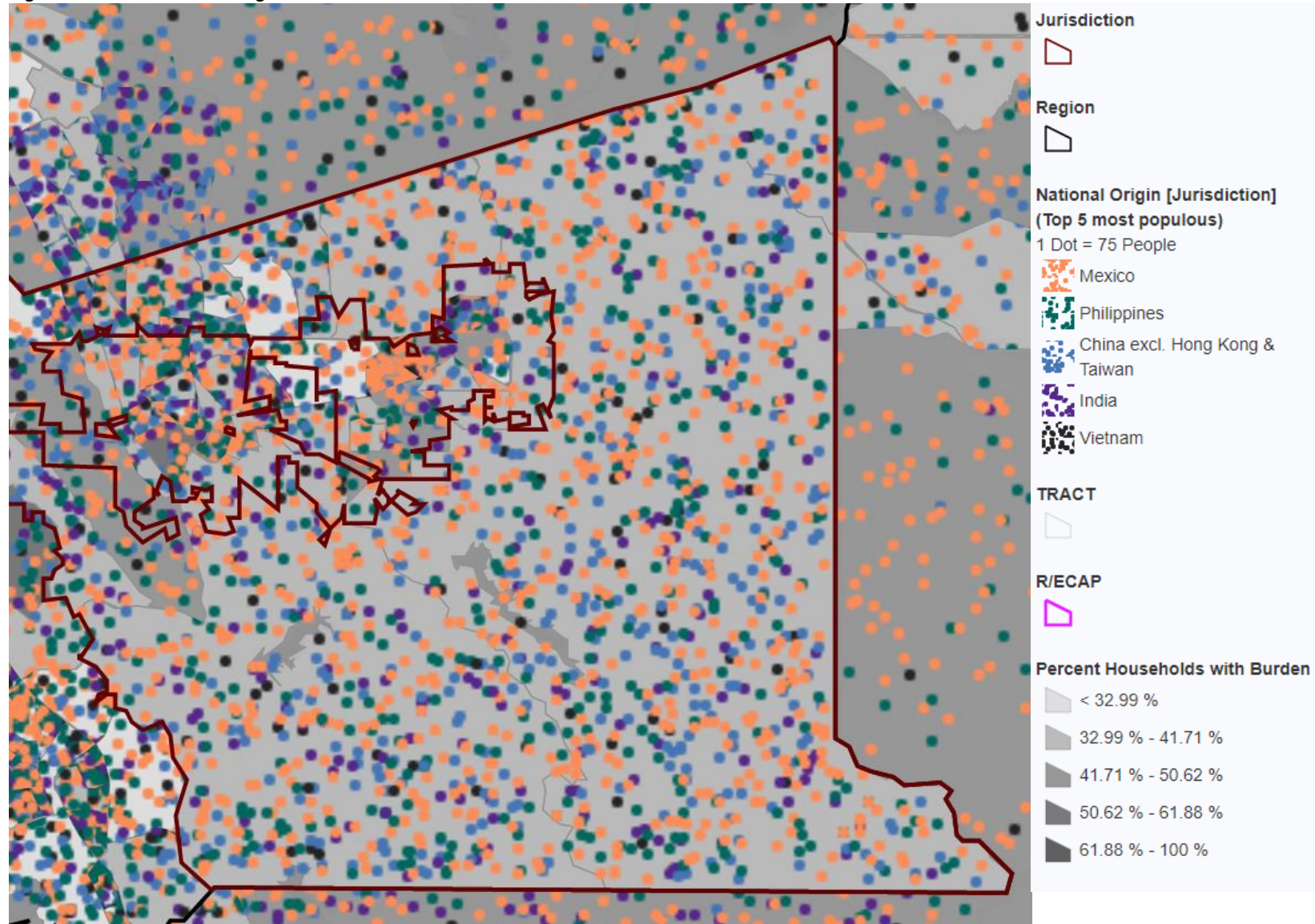
Source: AFFH Tool

Figure V-72 - National Origin and Households with Burden, 2010, South



Source: AFFH Tool

Figure V-73 - National Origin and Households with Burden, 2010, East



Source: AFFH Tool

Desire to Move and Interest in Homeownership

Survey respondents were asked, “If given the opportunity, would you move?” The results are below:

- Black, Asian or Pacific Islander, Native American, and Hispanic respondents were more likely to want to move (72 percent, 67 percent, 71 percent, and 70 percent, respectively). Only 47 percent of white respondents said they would move given the opportunity.
- The desire to move decreased as a respondent’s annual household income increased. Up to 78 percent of those making between \$0 and \$55,000 answered that they would move. Up to 61 percent of those making \$70,000 and above answered that they would move and up to 44 percent of those making \$100,000 and above said that they would move.
- As a respondents’ household size increased, so did their desire to move. Those in households with one to four people answered that they would like to move up to 62 percent of the time. Those in households with five or six people answered that they would move up to 71 percent of the time. Those with seven or more household members answered that they would move 84 percent of the time.
- Respondents who indicated that they have a disability or live with someone with a disability answered that they would move 63 percent of the time.
- The top reasons for wanting to move were:
 - I want more affordable rent (47%)
 - I want to buy a home (38%)
 - I need a bigger house/apartment (33%)
 - I want a home with better amenities (28%)
 - I want a home in better interior condition (22%)

Land Use and Zoning

Development codes implement a jurisdiction’s general plan and other policy documents by classifying and regulating the uses of land (zoning) and providing development standards. Development codes, through zoning, development standards, and other regulations, can affect housing availability and access to opportunity by identifying land available for housing, setting standards and allowable densities, and exacting development fees. New housing development is complicated by citizen opposition, political will, historical development regulations, and the time it takes to implement housing policy to address immediate housing challenges.

As a state-mandated element of the general plan, the housing element is updated every five to eight years and establishes a comprehensive, long-term strategy to address housing needs. The California Department of Housing and Community Development determines the regional housing needs for Bay Area counties, including Alameda County. The Association of Bay Area Governments (ABAG) allocates housing needs for each income level (above moderate, moderate, low, and very low) for each city and county in the region, called the regional housing needs allocation (RHNA). The housing element must demonstrate that the

jurisdiction has sufficient capacity (i.e., vacant or underutilized or under-zoned land) to accommodate the RHNA for all income groups. The housing element serves as the jurisdiction's guiding document regarding the development, rehabilitation, and preservation of housing for all economic levels, as well as identifying policies and implementation programs to achieve local housing goals.

ABAG collected residential building permits issued from Alameda County jurisdictions for a period between 2014 through 2017. In 2017, there were a total of new 9,574 residential building permits issued in Alameda County. This reflects a tremendous upward trend of new housing development in the County: there was a 94 percent increase in residential building permits issued in 2017 from 2016 (4,932 total residential permits) and a 272% increase in residential building permits issued in 2017 from 2014 (2,753 total residential permits). Of the 9,574 residential building permits issued, 12 percent were affordable housing (housing production for moderate-, low-, and very low-income levels). This slightly exceeds the ABAG regional average (which includes jurisdictions in Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties) of 10 percent of residential building permits being affordable. Furthermore, the data collected by ABAG shows the total residential building permits issued in Alameda County in 2017 represent a small percentage of the RHNA allocation for each income level:

- 0.80 percent (65 permits of 7,924 RHNA allocated units) moderate-income level,
- 7 percent (459 permits of 6,604 RHNA allocated units) for low-income level, and
- 7 percent (647 permits of 9,912 RHNA allocated units) for very low-income level.

Starting in 2014, ABAG compiled a database of local housing policies and programs for Bay Area jurisdictions, including Alameda County. In February 2017, ABAG conducted a region-wide survey to perform a comprehensive update to the existing directory and facilitate information sharing of new policies and programs. The following table shows the results of the 26 housing policy and programs that represent the most prevalent and important strategies to address the critical housing shortage through the development of affordable housing and preservation of existing housing stock.

Table V-14 - Alameda County Housing Policies and Programs Analysis

Housing Policies and Programs	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City	Unincorporated Alameda County	Albany	Dublin	Emeryville	Newark	Piedmont
Acquisition/Rehabilitation/Conversion	YES	YES	NO	YES	YES	YES	YES*	NO	NO	YES	NO	NO	NO	NO	YES
By-Right Strategies	NO	YES	YES	YES	NO	YES	N/A	YES	NO	YES	NO	YES	YES	YES	YES
Commercial Development Impact Fee	YES	YES	YES	NO	YES	YES	YES	NO	NO	NO	NO	YES	YES	YES	NO
Condominium Conversion Ordinance	YES	YES	YES	YES	YES	YES	YES*	YES	YES	NO	YES	YES	YES	NO	YES
Flexible Parking Requirements	YES	YES	YES	YES	YES	YES	UC*	YES	YES	YES	YES	YES	YES	NO	YES
Form-Based Codes	YES	NO	YES	YES	YES	NO	NO*	NO	NO	YES	NO	YES	NO	YES	NO
General Fund Allocation	NO	YES	YES	NO	NO	YES	YES*	YES	NO	YES	NO	YES	YES	NO	NO
Graduated Density Bonus	NO	NO	YES	YES	NO	NO	NO*	YES	NO	YES	NO	YES	NO	NO	NO
Homeowner Repair or Rehabilitation	YES	YES	YES	YES	YES	YES	YES*	YES	YES	YES	NO	YES	YES	YES	NO
Home Sharing Programs	NO	NO	YES	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO	NO	YES
Housing Development Impact Fee	NO	YES	YES	YES	NO	YES	YES	NO	NO	NO	NO	YES	YES	YES	NO
Housing Overlay Zones	YES	NO	YES	NO	NO	NO	NO*	NO	NO	YES	NO	NO	NO	YES	NO
Implementation of SB 743	YES	NO	NO	NO	NO	YES	N/A	NO	NO	YES	NO	YES	YES	NO	YES
Inclusionary Housing Ordinance	YES	YES	YES	NO	YES	NO	YES*	YES	YES	NO	YES	YES	YES	NO	NO
In-Lieu Fees (Inclusionary Zoning)	YES	YES	YES	NO	YES	NO	YES*	YES	YES	NO	NO	YES	NO	NO	NO
Just Cause Eviction	YES	YES	NO	YES	NO	YES	NO*	NO	YES	NO	NO	NO	YES	NO	NO
Locally Funded Homebuyer Assistance	YES	NO	YES	NO	YES	YES	YES*	NO	NO	YES	NO	YES	YES	YES	NO
Mobile Home Conversion Ordinance	NO	NO	YES	YES	NO	NO	N/A	NO	NO	NO	NO	NO	NO	NO	NO
One-to-One Replacement	NO	YES	NO	NO	NO	NO	N/A	NO	NO	NO	NO	NO	NO	NO	NO
Preservation of Mobile Homes (Rent Stabilization Ordinance)	NO	NO	YES	YES	NO	NO	YES	NO	YES	YES	NO	NO	NO	NO	NO
Reduced Fees or Permit Waivers	NO	YES	YES	YES	YES	NO	YES*	NO	NO	YES	NO	YES	NO	NO	NO
Rent Stabilization	YES	YES	NO	YES	NO	YES	NO*	NO	YES	NO	NO	NO	NO	NO	NO
SRO Preservation Ordinance	NO	NO	NO	NO	NO	YES	NO*	NO	NO	NO	NO	NO	NO	NO	NO

Housing Policies and Programs	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City	Unincorporated Alameda County	Albany	Dublin	Emeryville	Newark	Piedmont
Streamlined Permitting Process	NO	NO	YES	YES	YES	YES	YES*	YES	NO	YES	NO	YES	YES	YES	YES
Surplus Public Lands Act	NO	NO	YES	YES	NO	YES	N/A	NO	NO	YES	NO	YES	NO	NO	NO
Locally funded Tenant-Based Assistance	NO	YES	YES	YES	YES	NO	NO*	NO	YES	YES	NO	NO	NO	NO	YES

Source: ABAG, 2017

Legend:

Yes: The policy or program is currently in effect in the jurisdiction

No: The policy or program is not in effect in the jurisdiction

UC: The policy or program is currently under consideration by the jurisdiction

N/A: Indicates information was unavailable for the jurisdiction

Asterisk*: Denotes data is from 2014-2016

Resistance to Development

Local Growth Management Programs

Alameda County contains fundamental diversity, expanding from an urban core to a rural periphery and encompassing 14 cities and several unincorporated communities. Some jurisdictions in Alameda County have implemented growth management programs intended to concentrate urban development and preserve agriculture and open space. This is accomplished through the establishment of a development boundary or an overall cap on new residential development. Growth management programs can achieve important goals of curbing urban sprawl and protecting open spaces but can limit a jurisdiction's ability to address its housing needs. In an effort to support critical housing needs, some jurisdictions have recently amended growth management programs or adopted new measures to support the productions of housing, particularly affordable housing.

Alameda County Measure D

Alameda County voters approved Measure D (the Save Agriculture and Open Space Lands Initiative) in 2000, which established a County Urban Growth Boundary (UGB) that focuses urban development in the unincorporated County in currently developed areas near existing cities. Measure D draws boundaries around Dublin, Pleasanton, and Livermore that can only be changed by public vote. In establishing the County UGB, growth was halted on 3,200 acres north of Livermore, effectively removing 12,500 dwellings planned for that area.

Measure D does accommodate the County's RHNA, which is a state-imposed housing obligation. Sites inside the County UGB are prioritized to the maximum extent feasible; however, if necessary, the County voters may approve an extension of the UGB. While the amount of land available for new residential housing is limited by the County UGB, the provisions to meet RHNA requirements do not substantially constrain housing production in unincorporated Alameda County.

Berkeley Measure O

In an effort to support affordable housing development in the City, Berkeley voters adopted Measure O in November 2018. In response to the City's housing crisis, Measure O authorizes \$135 million in bond funding to finance the acquisition and improvement of real property for the purpose of constructing, rehabilitating, or preserving affordable housing for low-, very low-, and middle-income households, including teachers, seniors, veterans, persons experiencing homelessness, persons with disabilities, and other vulnerable populations. Measure O will allow the City to support housing production on a larger scale than has been feasible in the past.

Dublin Urban Growth Boundaries

In 2000, voters in Dublin approved Measure M, which created an UGB on the western city limits so the foothills to the west of Dublin could not be rezoned and approved for residential development without voter approval. The foothills were preserved as agricultural and open space areas. This measure was approved by approximately 60 percent of Dublin voters.

In 2014, a citizen-initiated measure called the "Dublin Open Space Initiative of 2014" was adopted by the City Council to preserve the Doolan Canyon area east of the city as well as the foothill area to the west. The initiative removed the Council's authority to control the property, effectively preventing any urban

development, residential or commercial. Only Dublin voters can authorize development in these areas. Dublin currently does not provide public services to the Doolan Canyon area and future development in this area would have to pay for its own infrastructure and public services. While the UGB reduces land available for housing production, the installation of infrastructure to serve the development would likely be cost prohibitive for affordable housing developments.

Livermore Housing Implementation Program

The City of Livermore uses its Housing Implementation Program (HIP) and a UGB to manage the rate of development. The HIP is adopted every three years and establishes the City's growth management policies and provides a method to allocate housing units. The HIP is based on the City's General Plan residential growth management policies and allocates 450 units per year for the current program. When the request for housing units exceeds the City's approved growth cap, the HIP provides a method to assess projects and award units to those projects meeting the City's identified housing needs.

Livermore's UGB is intended to promote infill development and protect existing agricultural uses and natural resources from urban development. First, Livermore voters passed the South Livermore UGB Initiative in 2000 to establish boundaries along the City's southern border. This was closely followed by the Northern Livermore UGB initiative, which created the boundary on the northern border. The Northern Livermore UGB limits development to within city limits, but, similar to the Alameda County UGB, it includes provisions that allow development outside the UGB so long as there is no land available within the UGB.

Pleasanton Growth Management Program

Pleasanton most recently updated its growth management program in 2015 (by Ordinance No. 2112) to allow ABAG's RHNA plan to generally direct the number of new residential building permits the City would issue. In 2015 Chapter 17.36.080(c) of the Pleasanton Municipal Code was modified to allow the City Council to borrow from previous and/or future years of growth management allocations to accommodate developments with affordable housing units should the allocations during a particular year be unavailable. As required by its Housing Element Program 30.2, Pleasanton will continue to present its growth management reports to the City Council and to its residents.

Regional Policies Encouraging Development

Measure A1: Affordable Housing Bond Issuance

In November 2016, the countywide Affordable Housing Bond (Measure A1) for \$580 million was passed by over 73 percent of the voters. It funds three programs related to homeownership and two rental housing development programs. The goal of Measure A1 funds is to increase affordable housing opportunities as soon as possible while ensuring that the income levels, target populations, and geographic distribution meet the requirements related to the general obligation bond financing.

The goal of the Measure A1 Rental Housing Development Fund is to assist in the creation and preservation of affordable rental housing for vulnerable populations. The total allocation to this fund is \$425 million over the course of the bond program. Under the program summary, the Rental Housing Development Fund will serve a variety of target populations, including a range of income levels and people who are homeless, disabled, seniors, veterans, or transition-age youth, or those dealing with reentry and/or are part of the low-income workforce. It is expected that the majority of the housing units financed will serve very low-income

households with incomes between 30 percent to 60 percent of AMI. A portion of the funds are allowed to subsidize units for households at or below 80 percent of AMI, to create affordable housing for a mix of lower-income levels within developments. The program also includes a requirement that at least 20 percent of the rental units will be reserved for extremely low-income households at or below 20 percent of AMI. This income level includes homeless households, seniors, and people with disabilities on social security income, and others.

Under law and the policies of the Affordable Housing Bond, all Measure A1 developments are required to comply with fair housing law. Some units will be specifically designated for particular target populations but, as a whole, the Rental Housing Development Fund supports the creation of housing units which will serve all of the target populations, although not every development will contain units specifically designated for all of the named target populations.

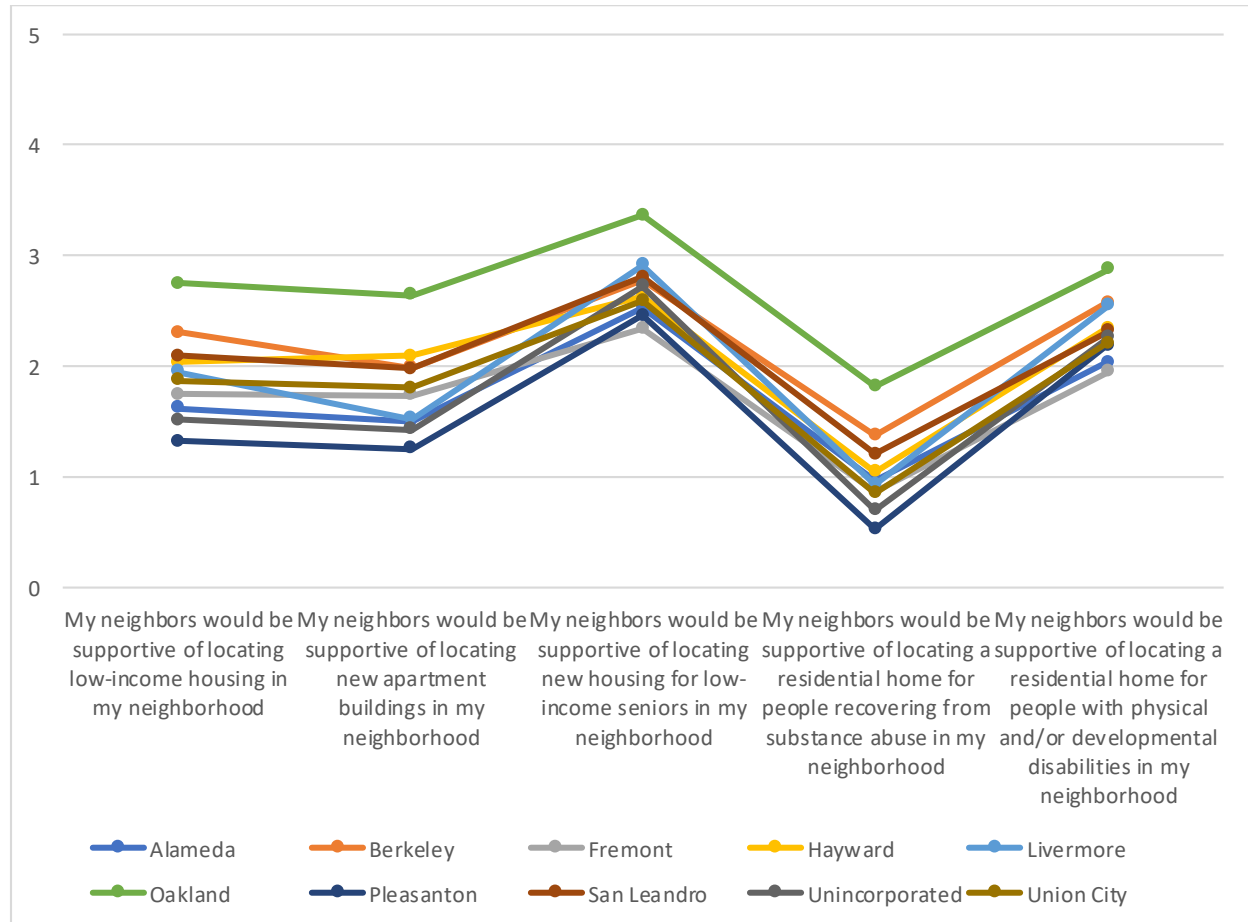
Since the approval of the implementation plan in January 2017, \$79 million has been allocated to affordable rental housing developments from the Rental Housing Development Fund. The 18 projects approved are located in all regions of the County (cities of Alameda, Berkeley, Livermore, Oakland, Pleasanton, and San Leandro) and contain almost 1,000 new affordable units for a variety of income levels and target populations, including:

- 172 units for households at 20 percent AMI
- 160 units for veterans
- 120 units for homeless households
- 97 units for people with disabilities
- 288 units for seniors

Implementation of the bond programs is expected to be substantially completed over an eight-year period.

Survey Responses

The chart below displays how respondents believe their neighbors would support different types of affordable housing. Oakland has the highest perceived neighbor support for all affordable housing and Pleasanton the lowest. Overall, support for low-income senior housing is the highest and support for supportive housing for those recovering from substance abuse is the lowest.



Lending

The rate of mortgage approval has gone up between 2011 and 2017, but disparities in approval between races have stayed the same with black applicants being denied the most.

The 2015 Analysis of Impediments reported that 25,000 mortgage applications were submitted within the Consortium between 2004 and 2010, and 60 percent of all applications were approved. When categorized by race and ethnicity, Asian applicants had the highest rate of approval at 67.9 percent, and white applicants had the second highest at 66 percent. Black applicants had the lowest rate of approval at 51.7 percent and Native Hawaiian or Pacific Islander had the second lowest at 52.7 percent.

The table below presents data provided via the Home Mortgage Disclosure Act by race and ethnicity from 2011 to 2017. In a seven-year period, there were 173,149 mortgage applications in the County, of which 61.8 percent were approved. Similar to the Consortium between 2004 to 2010, Asian applicants had the highest rate of approval at 70.7 percent and white applicants had the second highest at 70 percent. Black applicants continued to have the lowest at 59.1 percent, and Hispanic applicants had the second lowest at 61.5 percent. Overall, the rate of mortgage approvals has gone up in the last seven years, but the disparities in the rate of approval across race and ethnicity has stayed relatively the same.

Table V-15 - Mortgage Approvals by Race/Ethnicity, 2011–2017

	Total Number of Applications	Action Type		
		Approved (a)	Denied (b)	Other (c)
Non-Hispanic				
American Indian or Alaska Native	434	62.7%	13.8%	23.5%
Asian	60,721	70.7%	11.1%	18.3%
Black or African-American	5,657	59.1%	15.3%	25.7%
Native Hawaiian or Other Pacific Islander	1,419	62.5%	14.2%	23.3%
White	48,062	70.0%	7.6%	22.4%
Information Not Provided by Applicant	2,749	69.5%	9.8%	20.7%
Hispanic, Any Race	13,368	61.5%	13.5%	25.0%
Information Not Provided by Applicant, Any Race	22,072	64.1%	9.3%	26.6%
Not Applicable, Any Race	18,682	8.8%	0.4%	90.8%
Total	173,149	61.8%	9.1%	29.1%

Source: Home Mortgage Disclosure Act (HMDA), 2019

Notes: (a) includes loans originated, applications approved but not accepted, and preapproval requests approved but not accepted; (b) includes application denied by financial institution and preapproval request denied by financial institution; and (c) includes applications withdrawn by applicant, incomplete applications, and loans purchased by institution

Contributing Factors of Disproportionate Housing Needs

The table below identifies factors that significantly create, contribute to, perpetuate, or increase disproportionate housing needs in Alameda County.

Table V-16 - Contributing Factors of Disproportionate Housing Needs

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
The availability of affordable units in a range of sizes (See: Table V-13 - Demographics of Households with Disproportionate Housing Needs)	X	X	X	X	X	X	X	X	X	X
Displacement of residents due to economic pressures (See: Homelessness)	X	X	X	X	X	X	X	X	X	X
Lack of private investments in specific neighborhoods (See: Table V-13 - Demographics of Households with Disproportionate Housing Needs)	X	X	X	X	X	X	X	X	X	X
Lack of public investment in specific neighborhoods, including services or amenities										
Land use and zoning laws (See Land Use and Zoning)	X	X	X	X	X	X	X	X	X	X
Lending discrimination (See: Table V-15 - Mortgage Approvals by Race/Ethnicity, 2011-2017)	X	X	X	X	X	X	X	X	X	X
Other: High cost of developing affordable housing (See: Land Use and Zoning)	X	X	X	X	X	X	X	X	X	X
Other: Limited supply of affordable housing within neighborhoods (See: Rapidly Increasing Housing Costs)	X	X	X	X	X	X	X	X	X	X

Publicly Supported Housing Analysis

The table below displays affordable rental units by program. Public housing is limited with the exception of Oakland and Livermore, which provide 1,520 units and 125 units, respectively. The majority of affordable rental units are provided by the Housing Choice Voucher (HCV) program.

Table V-17 - Publicly Assisted Housing Units by Program by Jurisdiction

Housing Units	Authority of the City of Alameda		Berkeley Housing Authority		Livermore Housing Authority		Oakland Housing Authority		Housing Authority of the County of Alameda	
	#	%	#	%	#	%	#	%	#	%
Total housing units	1,580	100%	1,625	100%	717	100%	13,569	100%	6,690	100%
Public Housing	0	0%	0	0%	125	17.7%	1,520	11.20%	0	0%
Project-based Section 8	0	0%	306	18.83%	50	7.08%	2,441	17.99%	0	0%
Other Multifamily	18	1%	99	6.06%	42	5.94%	457	3.37%	163	2.44%
HCV Program	1,562	98.86%	1,220	75.08%	489	69.26%	9,151	67.44%	6,527	97.56%

Source: Data provided by Housing Authorities

Representation of Racial and Ethnic Groups by Housing Program

Minorities, excluding Hispanic people, and people with disabilities are overrepresented in publicly assisted housing programs. Some housing developments overwhelmingly comprise either black or Asian residents.

Across participating jurisdictions, the majority of public housing residents are black, the majority of project-based Section 8 and other multifamily supported residents are black, and the majority of HCV recipients are also black.

Table V-18 - Public Supported Households by Race/Ethnicity

	Housing Authority of the City of Alameda								Berkeley Housing Authority							
	White		Black		Hispanic		Asian or Pacific Islander		White		Black		Hispanic		Asian or Pacific Islander	
Housing Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Housing	0	-	0	-	0	-	0	-	0	-	0	-	0	-	0	-
Project-Based Section 8	0	-	0	-	0	-	0	-	0	30.39%	156	50.98%	24	7.84%	33	10.78%
Other Multifamily	2	11.11%	12	66.66%	4	22.22%	0	-	32.41%	63	58.33%	7	6.48%	3	2.78%	
HCV Program	255	16.33%	421	26.95%	128	8.19%	511	32.71%	10	24.69%	870	63.36%	80	5.83%	72	5.24%

	Livermore Housing Authority								Oakland Housing Authority							
	White		Black		Hispanic		Asian or Pacific Islander		White		Black		Hispanic		Asian or Pacific Islander	
Housing Type	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Housing	75	60%	8	6.4%	51	40.8%	42	33.6%	60	3.93%	966	63.26%	75	4.91%	412	26.98%
Project-Based Section 8	24	48%	8	16%	11	22%	2	4%	177	7.25%	1,314	53.85%	227	9.30%	703	28.81%
Other Multifamily	28	73.68%	3	4.74%	17	44.74%	7	18.42%	14	3.63%	318	82.38%	34	8.81%	17	4.40%
HCV Program	229	46.83%	107	21.88%	76	15.54%	75	23.96%	367	3.99%	6,568	71.36%	381	4.14%	1,862	20.23%

	Housing Authority of the County of Alameda							
	White		Black		Hispanic		Asian or Pacific Islander	
Housing Type	#	%	#	%	#	%	#	%
Public Housing	0	-	0	-	0	-	0	-
Project-Based Section 8	0	-	0	-	0	-	0	-
Other Multifamily	48	34.04%	59	41.84%	26	18.44%	8	5.67%
HCV Program	1,578	24.18%	3,099	47.49%	776	11.89%	1,045	16.01%

Source: Data provided by Housing Authorities

Persons with disabilities make up 9 percent of residents across participating jurisdictions. The table below displays the number of people in housing programs with a disability. People with a disability are overrepresented in the housing programs. In the region, people with disabilities are overrepresented in all programs.

Table V-19 - People with a Disability in Publicly Supported Housing Units

	People with a Disability									
	Housing Authority of the City of Alameda		Berkeley Housing Authority		Livermore Housing Authority		Oakland Housing Authority		Housing Authority of the County of Alameda	
	#	%	#	%	#	%	#	%		
Public Housing	0	-	0	0	35	28%	314	20.66%	0	-
Project-Based Section 8	0	-	954 ¹	59%	6	12%	354	14.50%	0	-
Other Multifamily	6	33.33%	-	-	-	-	261	57.11%	111	68.09%
HCV Program	777	49.7%	-	-	195	39.87%	1,890	20.65%	2,921	44.75%

Source: Data provided by Housing Authorities

Notes: 1) Number of households with disability not separated by housing type, so figures combine Project-based Section 8, and Other Multifamily (98 moderate rehab SRO units); BHA does not own any public housing units.

The tables below display units of affordable rental housing by unit size and by families with children. Families with children make up approximately 36 percent of HCV recipients across the participating jurisdictions.

Table V-20 - Publicly Supported Housing by Program Category: Units by Number of Bedrooms and Number of Children

Housing Type	Housing Authority of the City of Alameda								Berkeley Housing Authority								
	Households in 0-1 Bedroom Units		Households in 2 Bedroom Units		Households in 3+ Bedroom Units		Households with Children		Households in 0-1 Bedroom Units		Households in 2 Bedrooms Units		Households in 3+ Bedroom Units		Households with Children		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Housing	0	-	0	-	0	-	0	-	0	0	0	0	0	0	0	0	
Project-Based Section 8	0	-	0	-	0	-	0	-	923 ¹	57% ¹	543 ¹	33% ¹	159 ¹	10% ¹	417 ¹		
Other Multifamily	0	-	6	33.33%	12	66.66%	13	72.22%									
HCV Program	385	24.65%	524	33.55%	398	25.48%	1074	68.76%									

Housing Type	Livermore Housing Authority								Oakland Housing Authority							
	Households in 0-1 Bedroom Units		Households in 2 Bedroom Units		Households in 3+ Bedroom Units		Households with Children		Households in 0-1 Bedroom Units		Households in 2 Bedroom Units		Households in 3+ Bedroom Units		Households with Children	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Public Housing	12	9.6%	48	38.4%	65	52%	57	45.6%	218	30.70%	407	57.32%	85	11.97%	451	63.52%
Project-Based Section 8	35	70%	10	20%	5	10%	-	-	1,093	70.47%	393	25.34%	65	4.19%	959	61.83%
Other Multifamily	0		33	78.57%	9	21.42%	26	61.9%	324	76.42%	95	22.41%	5	1.18%	62	14.62%
HCV Program	209	42.74%	176	35.99%	104	21.26%	-	-	2,317	35.78%	3,687	56.93%	472	7.29%	2,338	36.10%

Housing Type	Housing Authority of the County of Alameda							
	Households in 0-1 Bedroom Units		Households in 2 Bedroom Units		Households in 3+ Bedroom Units		Households with Children	
	#	%	#	%	#	%	#	%
Public Housing	0	-	0	-	0	-	0	-
Project-Based Section 8	0	-	0	-	0	-	0	-
Other Multifamily	81	49.69%	36	22.09%	46	28.22%	43	26.38%
HCV Program	1744	26.72%	2533	38.81%	2250	34.47%	2363	36.20%

Source: Data provided by Housing Authorities; Notes: 1) Not separated by housing type; figures combine Project-based Section 8, and Other Multifamily (98 moderate rehab SRO units); BHA does not own any public housing units.

HUD data was also analyzed to determine differences in occupancy across racial groups for individual housing developments. Many public housing and project-based Section 8 developments are majority black or majority Asian or Pacific Islander, with some being more than 80 percent one or the other.

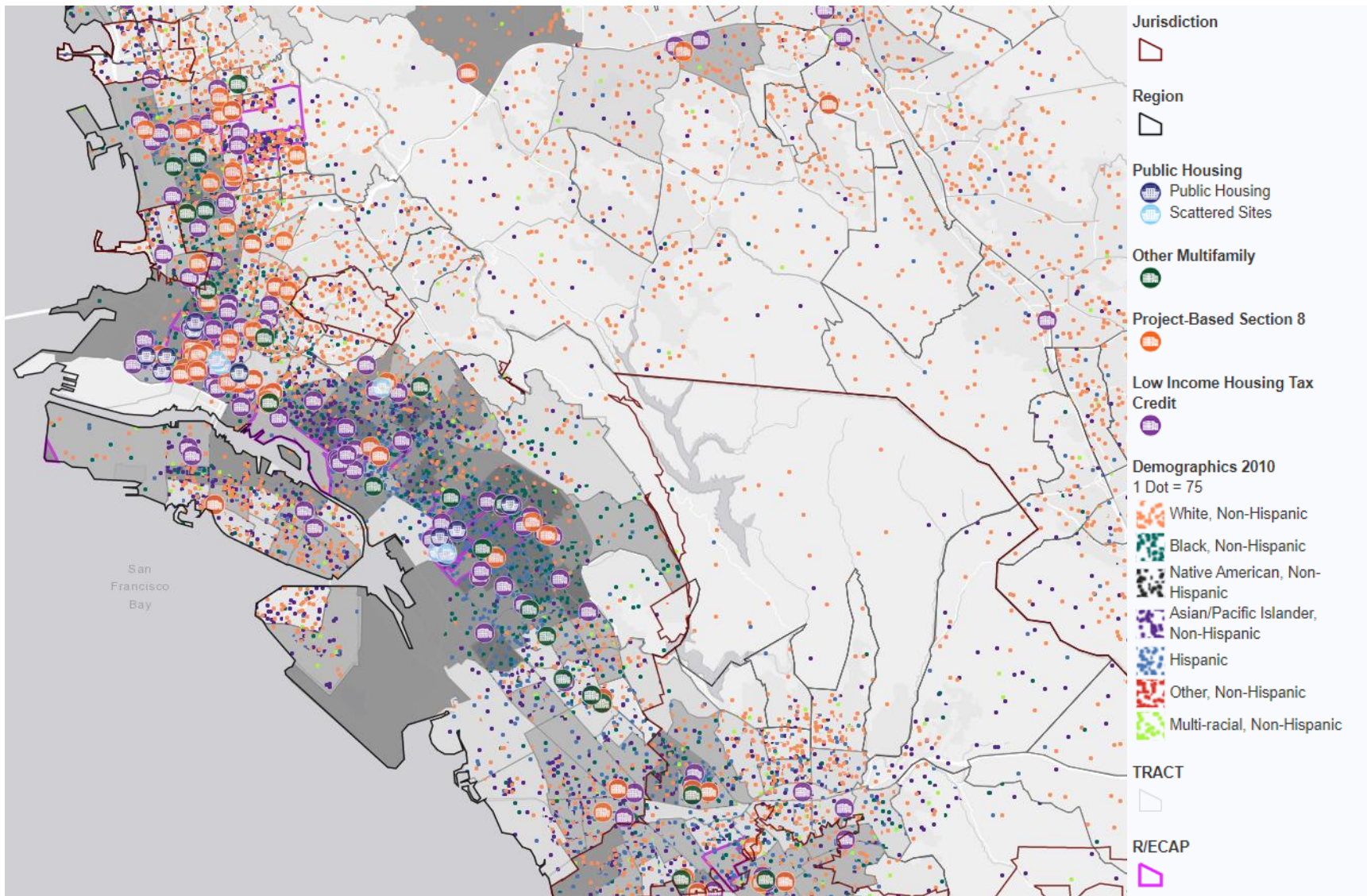
Patterns in Location by Program

Areas with a higher concentration of minority residents are more likely to contain publicly assisted housing.

The maps below display the distribution of publicly assisted housing relative to where residents of different races and ethnicities live. Areas with higher concentrations of minority residents have higher rates of rental units occupied by HCV recipients. Furthermore, areas with concentrations of minority residents also contain more Low-Income Housing Tax Credit (LIHTC), project-based Section 8, public housing, and other multifamily program rental units.

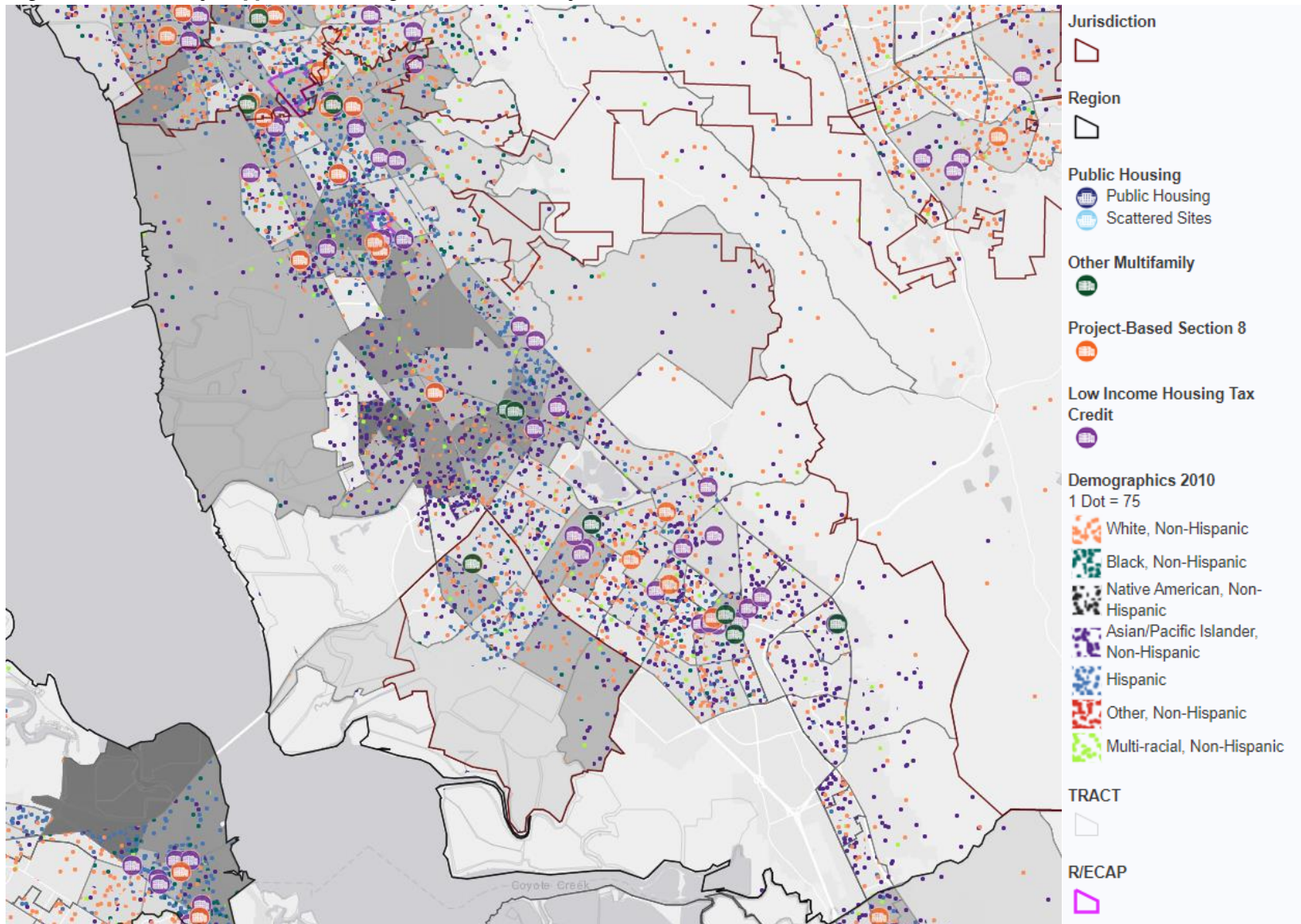
There are also more LIHTC and project-based Section 8 buildings in R/ECAP tracts.

Figure V-74 - Publicly Supported Housing and Race/Ethnicity, 2010, North



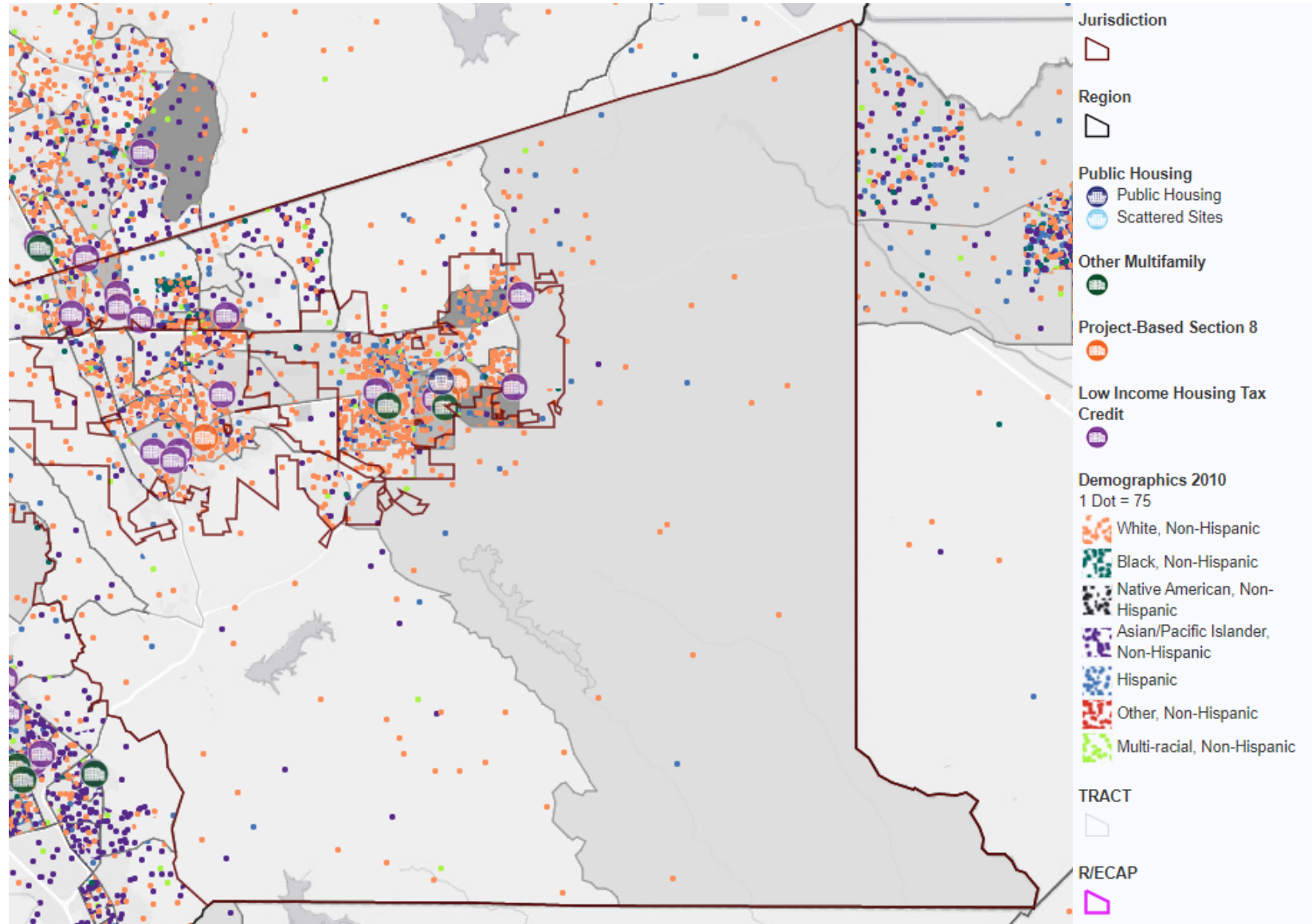
Source: AFFH Tool

Figure V-75 - Publicly Supported Housing and Race/Ethnicity, 2010, South



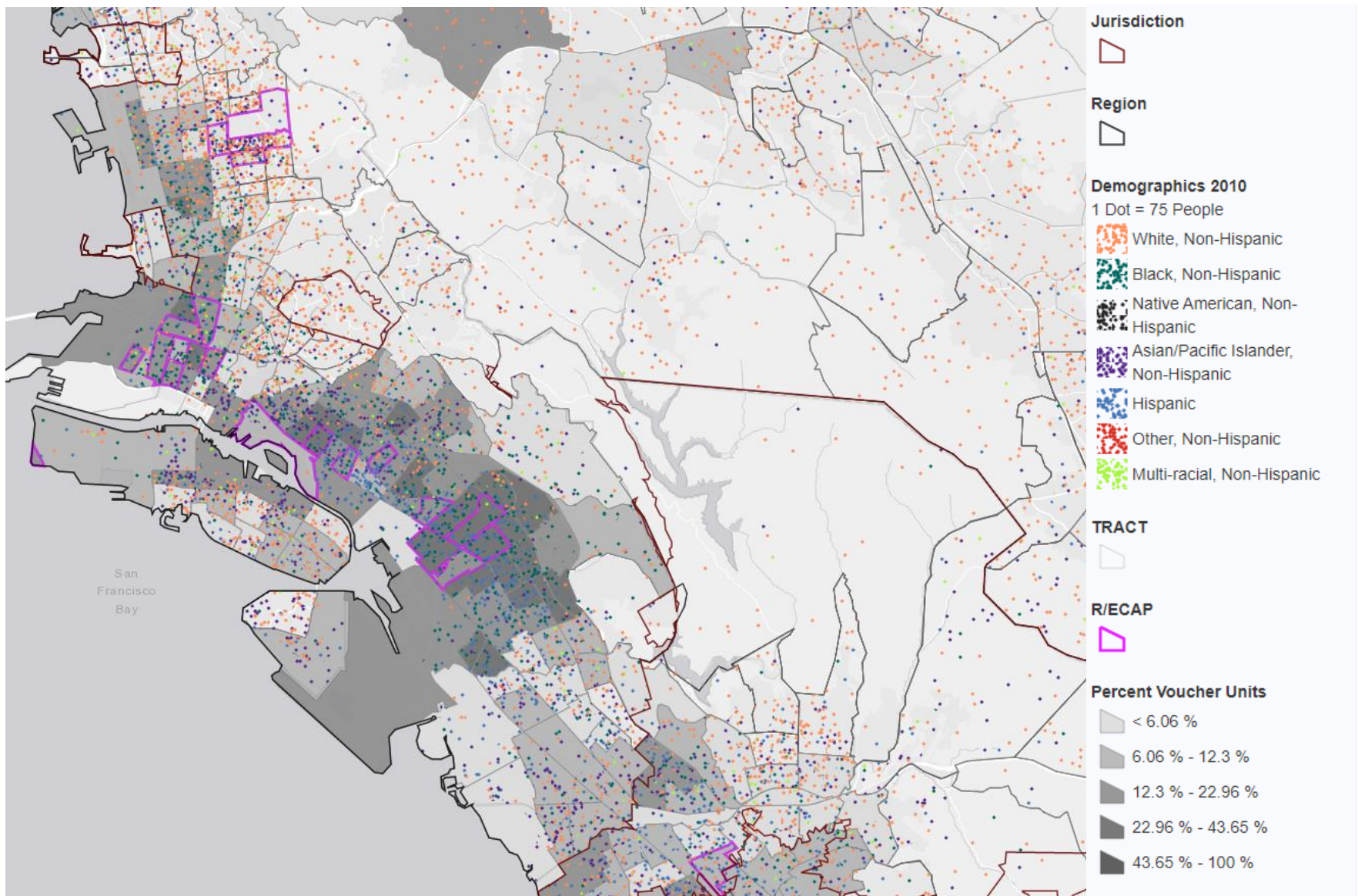
Source: AFFH Tool

Figure V-76 - Publicly Supported Housing and Race/Ethnicity, 2010, East



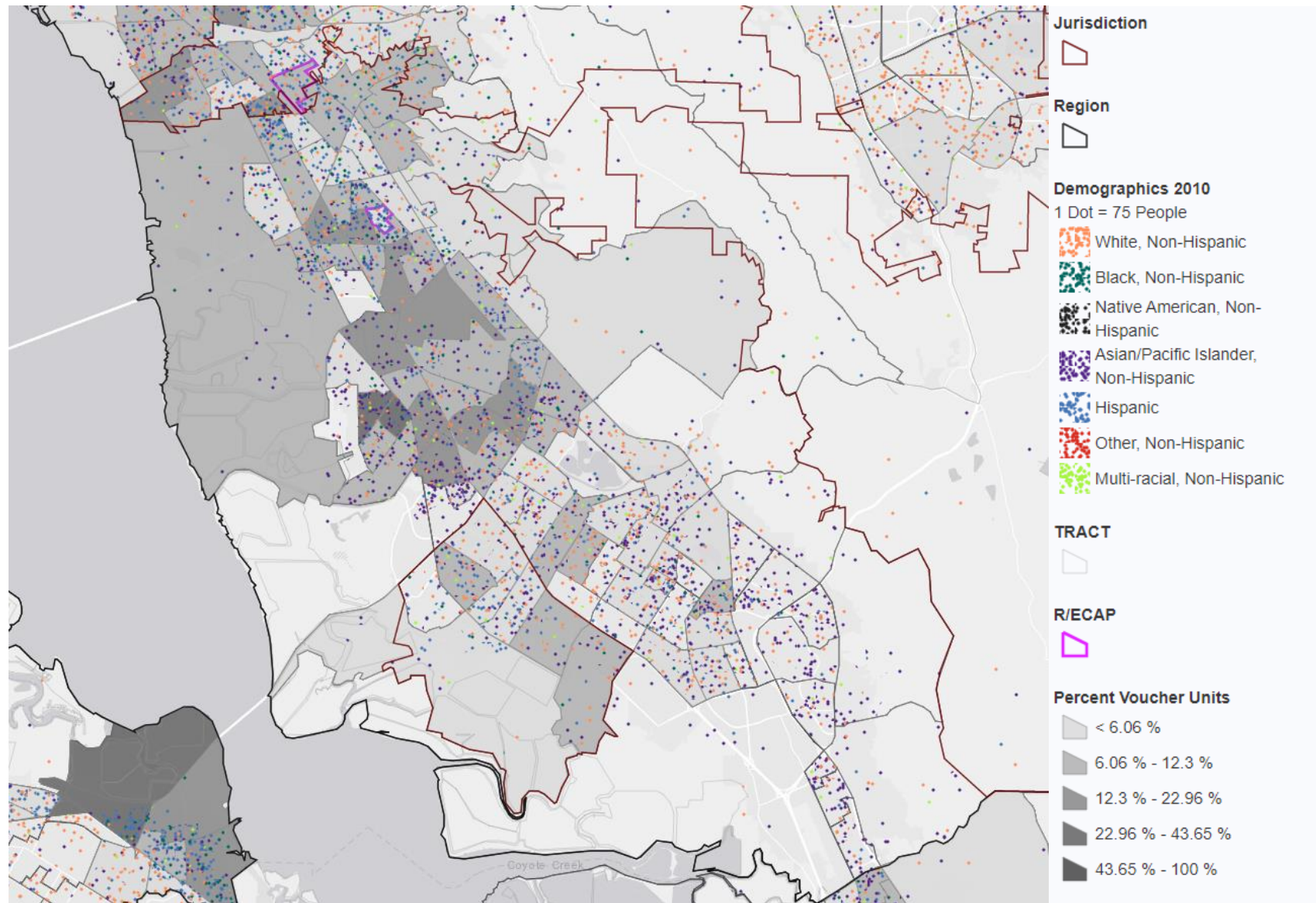
Source: AFFH Tool

Figure V-77 - Publicly Supported Housing and Race/Ethnicity: Percent Voucher Units, 2010, North



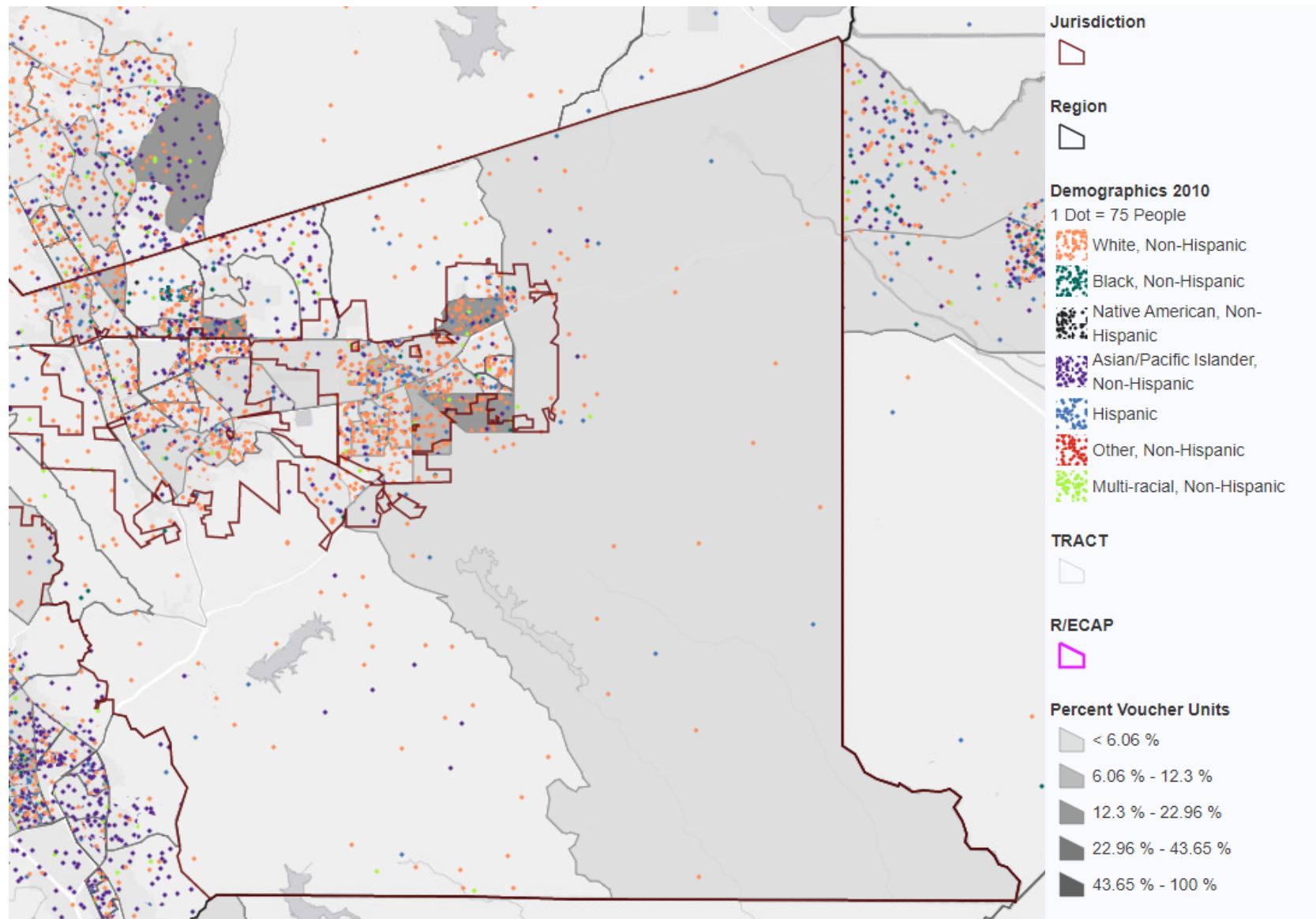
Source: AFFH Tool

Figure V-78 - Publicly Supported Housing and Race/Ethnicity: Percent Voucher Units, 2010, South



Source: AFFH Tool

Figure V-79 - Publicly Supported Housing and Race/Ethnicity: Percent Voucher Units, 2010, East



Source: AFFH Tool

Challenges in Utilizing Publicly Supported Housing

Section 8 Housing Choice Vouchers make up a significant portion of publicly supported housing within participating jurisdictions. Of all survey participants, approximately 10 percent receive HCVs. Of those respondents, 53 percent answered that it was very difficult to find a landlord that would accept the voucher, 20 percent found it somewhat difficult, and 20 percent found it easy or not difficult.

Contributing Factors of Publicly Supported Housing Location and Occupancy

The table below identifies factors that significantly create, contribute to, perpetuate, or increase challenges for publicly supported housing in Alameda County.

Table V-21 - Contributing Factors of Publicly Supported Housing

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Admissions and occupancy policies and procedures, including preferences in publicly supported housing										
Land use and zoning laws (See: Section III - Community Participation)	X	X	X	X	X	X	X	X	X	X
Community opposition (See: Challenges in Utilizing Publicly Supported Housing)	X	X	X	X	X	X	X	X	X	X
Impediments to mobility										
Lack of public investment in specific neighborhoods, including services or amenities										
Lack of regional cooperation										
Occupancy codes and restrictions										
Quality of affordable housing information programs										
Siting selection policies, practices and decisions for publicly supported housing, including discretionary aspects of qualified allocation plans and other programs										
Source of income discrimination: (See: Challenges in Utilizing Publicly Supported Housing)	X	X	X	X	X	X	X	X	X	X
Other: Lack of federal, state, and local funding for publicly supported housing	X	X	X	X	X	X	X	X	X	X

Disability and Access Analysis

This section discusses the experiences of persons with disabilities with access to housing and opportunity indicators.

Population Profile

There is not a distinct pattern for the location of people with disabilities across participating jurisdictions.

According to the latest American Community Survey 5-Year Estimate (2017), as displayed in the table below, 9.6 percent of people in Alameda County have a disability.

The two most common types of disability are ambulatory and independent living. Pleasanton has the lowest rate of people with a disability at 6.9 percent and Oakland has the highest at 12.6 percent.

Table V-22 - Percent of People with Disabilities by Type of Disability

Jurisdiction	Population	% with Disability	% with Hearing Disability	%with Vision Disability	% with Cognitive Disability	% with Ambulatory Disability	% with Self-Care Disability	% with Independent Living Disability
Alameda County	1,619,367	9.6	2.6	1.7	3.9	5.3	2.4	5.1
Alameda	76,761	9.3	2.9	1.7	3.2	5.1	2.1	4.5
Berkeley	119,793	8.6	2.2	1.5	4.3	3.9	2.1	3.9
Fremont	230,285	7.1	2.2	1.2	2.5	4.3	2.3	4.5
Hayward	155,985	9.6	2.3	1.7	3.7	5.8	2.6	5.6
Livermore	88,046	8.4	2.8	1.4	3.1	4.6	1.5	4.1
Oakland	415,445	12.6	2.9	2.3	5.5	7.1	3.2	6.4
Pleasanton	79,172	6.9	2.8	1.2	2.3	3.3	1.3	3.2
San Leandro	89,648	10.6	2.7	1.8	3.8	5.8	2.2	5.8
Union City	74,183	8.4	2.4	1.2	3.2	5.2	2.6	5

Source: 2013-2017 ACS 5-Year Estimates

The table below displays the number of seniors (people 65 years of age or older) with a disability. The rate of disability among seniors is relatively the same across all jurisdictions, with the exception of Oakland and Hayward, with 39.3 and 38.1 percent, respectively.

Table V-23 - Percent of Seniors with a Disability

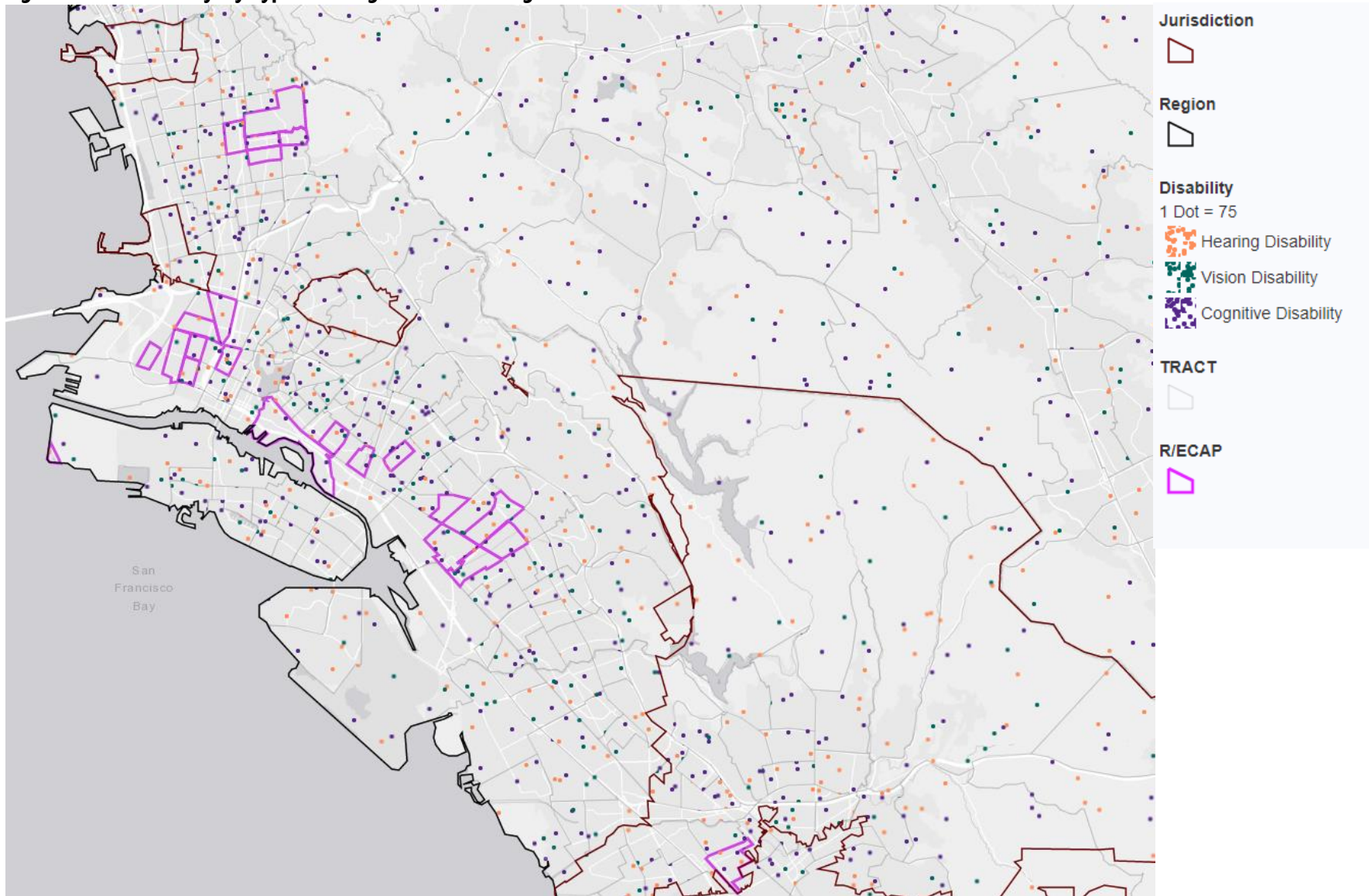
Jurisdiction	Seniors	% with Disability
Alameda County	204,503	33.2
Alameda	11,070	29.8
Berkeley	16,060	26.3
Fremont	26,715	32.5
Hayward	17,091	38.1
Livermore	10,962	30.9
Oakland	51,448	39.3
Pleasanton	10,843	28.2
San Leandro	13,271	30.3
Union City	11,152	29.3

Source: 2013-2017 ACS 5-Year Estimates

Approximately 24 percent of survey respondents said that they live with a disability or have a household member with a disability.

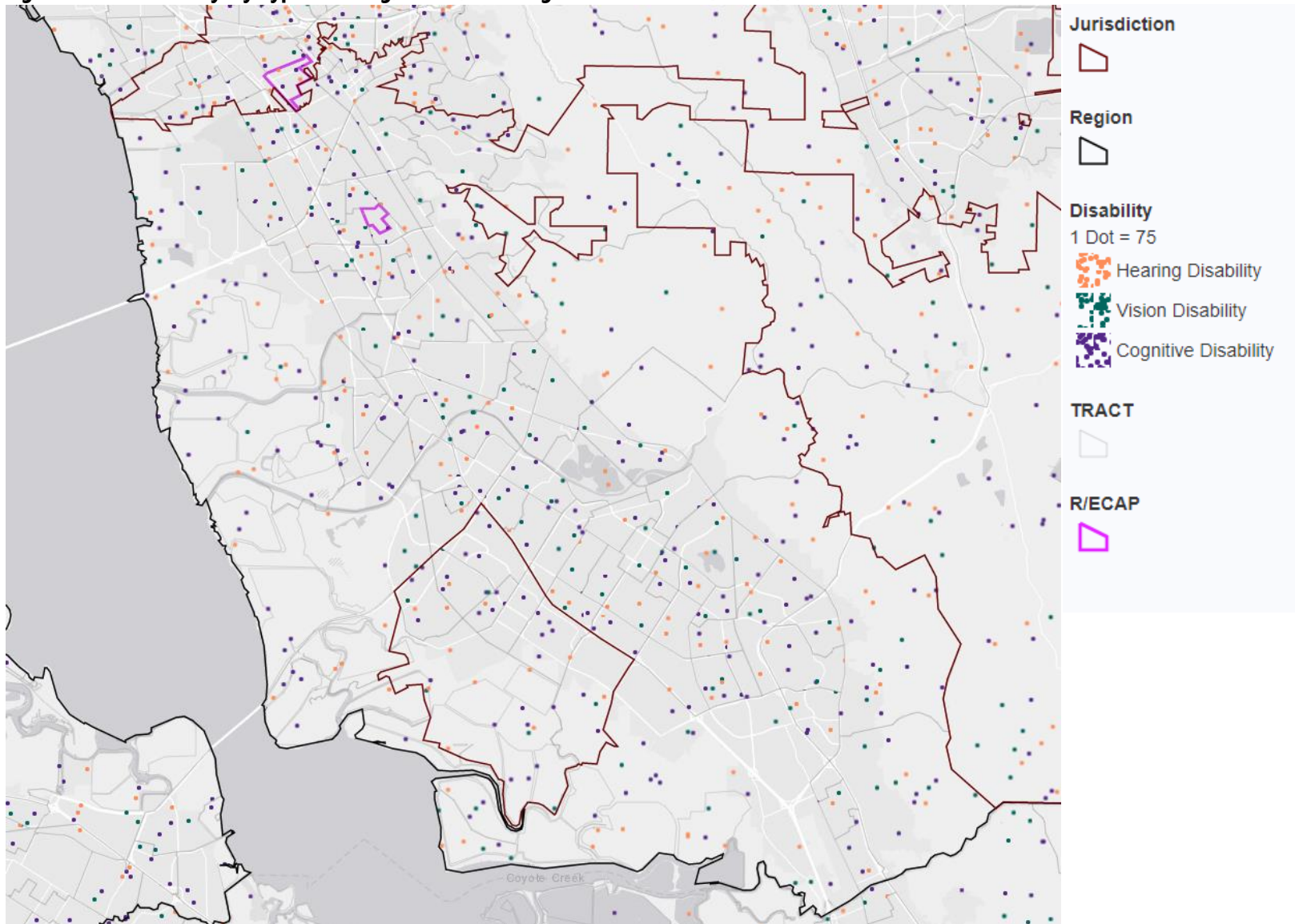
The maps below show where people with disabilities live across the participating jurisdictions. There is no defined pattern in the maps. There are more people with disabilities in the Oakland area, but this part of the County is population dense. Furthermore, as seen in Figures V-86 to V-88 below, there is no pattern of disability by age either.

Figure V-80 - Disability by Type: Hearing, Vision, and Cognitive Disabilities, 2013 North



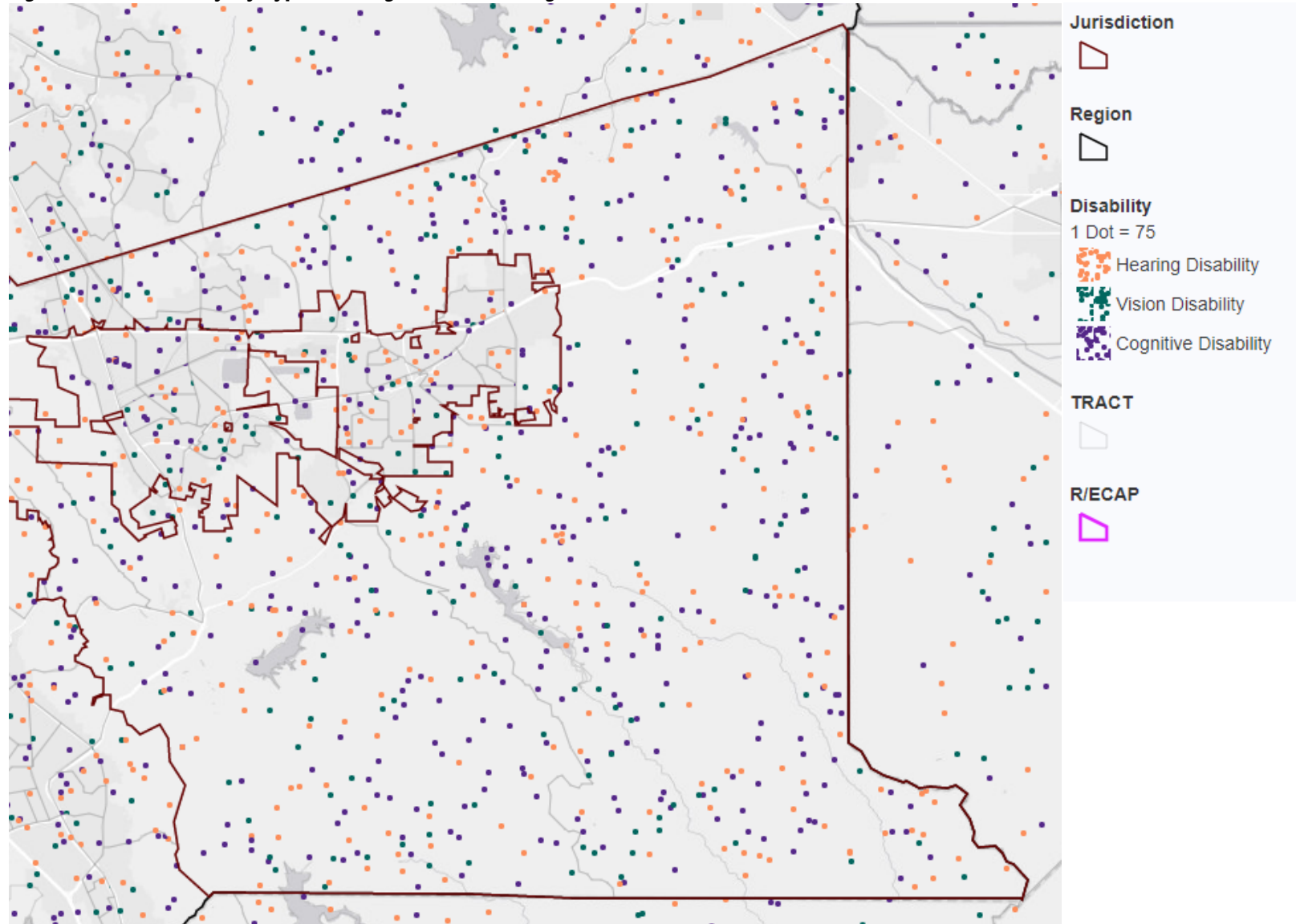
Source: AFFH Tool

Figure V-81 - Disability by Type: Hearing, Vision, and Cognitive Disabilities, 2013, South



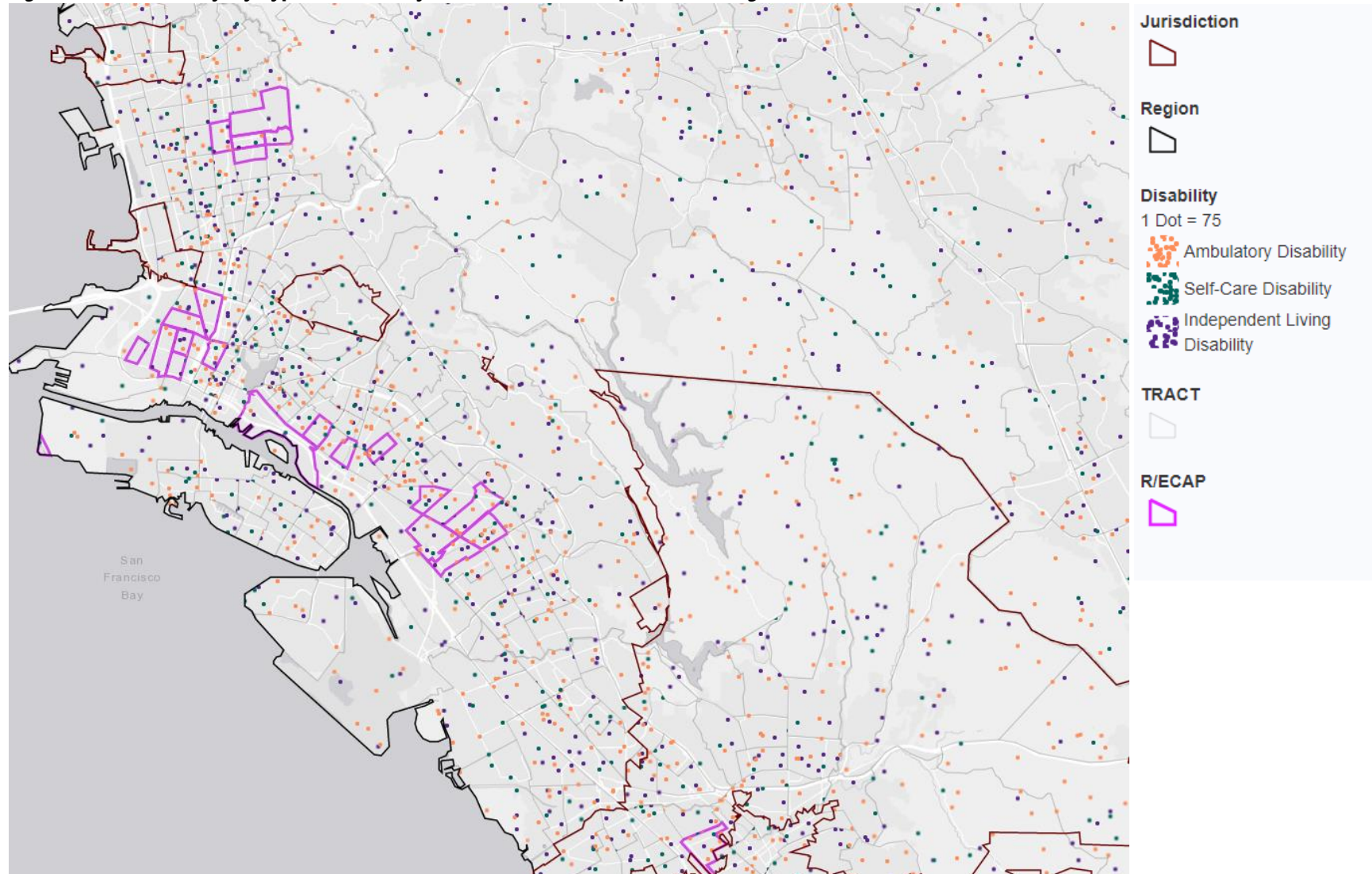
Source: AFFH Tool

Figure V-82 - Disability by Type: Hearing, Vision, and Cognitive Disabilities, 2013, East



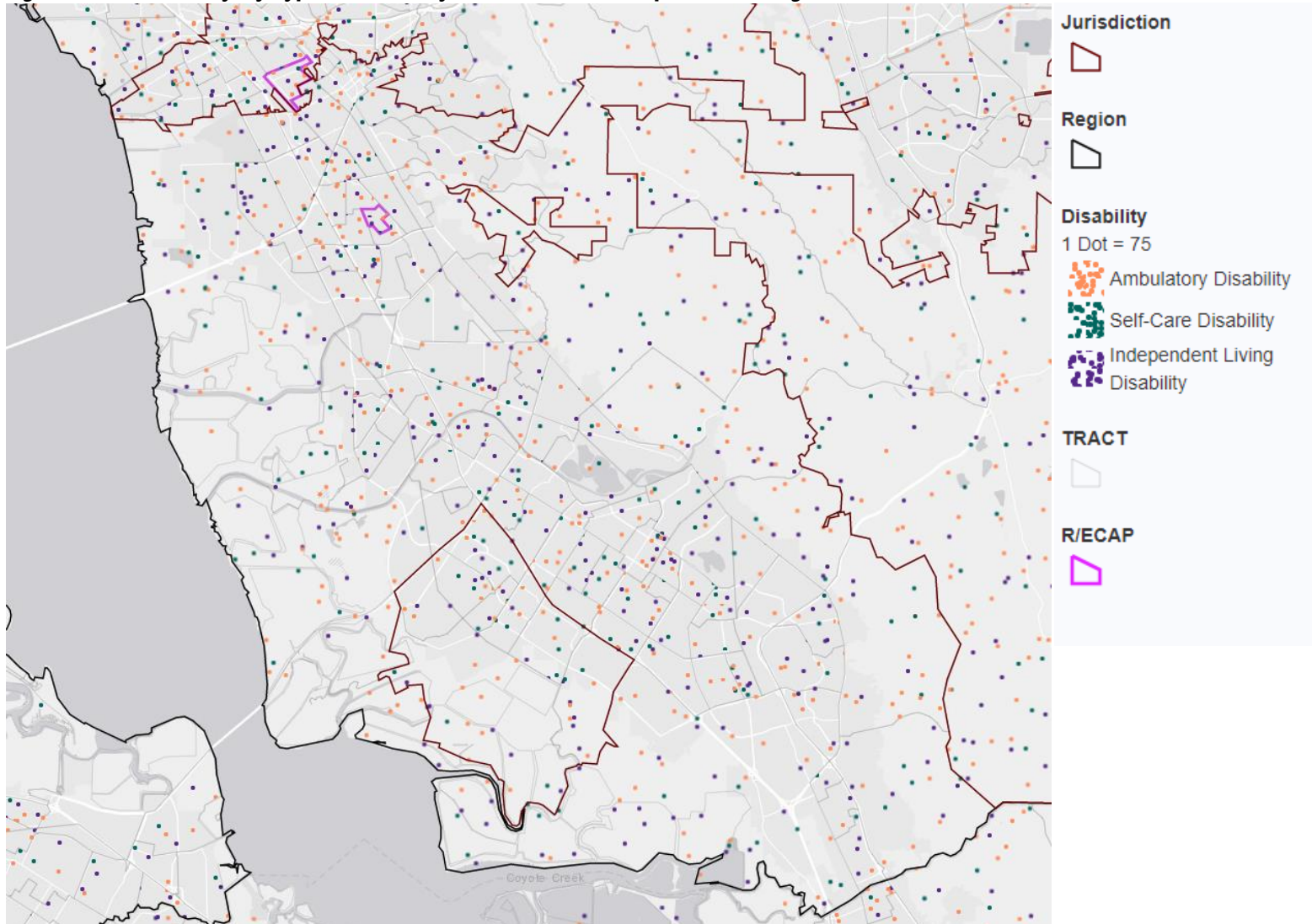
Source: AFFH Tool

Figure V-83 - Disability by Type: Ambulatory, Self-Care, and Independent Living Disabilities, 2013, North



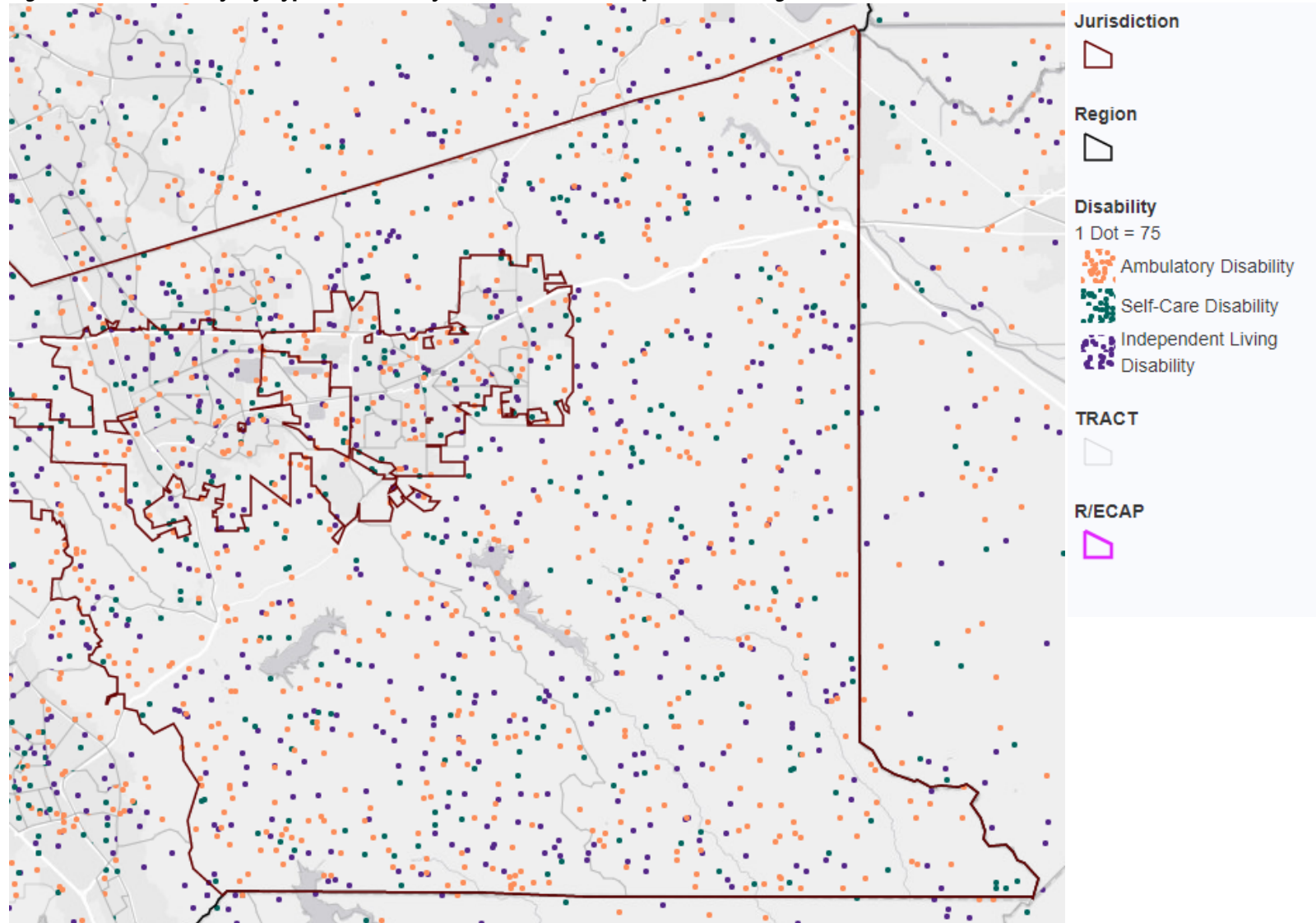
Source: AFFH Tool

Figure V-84 - Disability by Type: Ambulatory, Self-Care, and Independent Living Disabilities, 2013, South



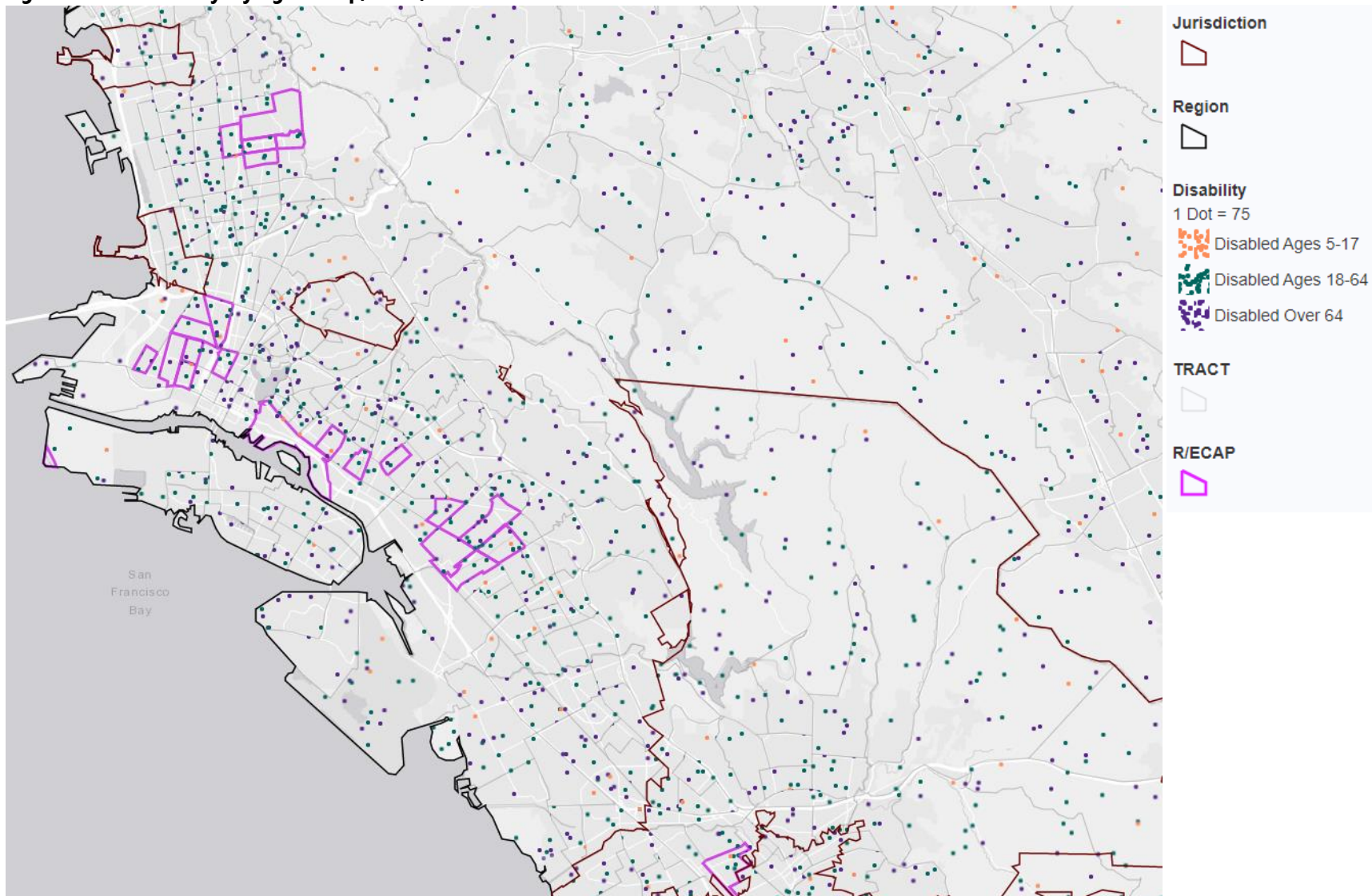
Source: AFFH Tool

Figure V-85 - Disability by Type: Ambulatory, Self-Care, and Independent Living Disabilities, 2013, East



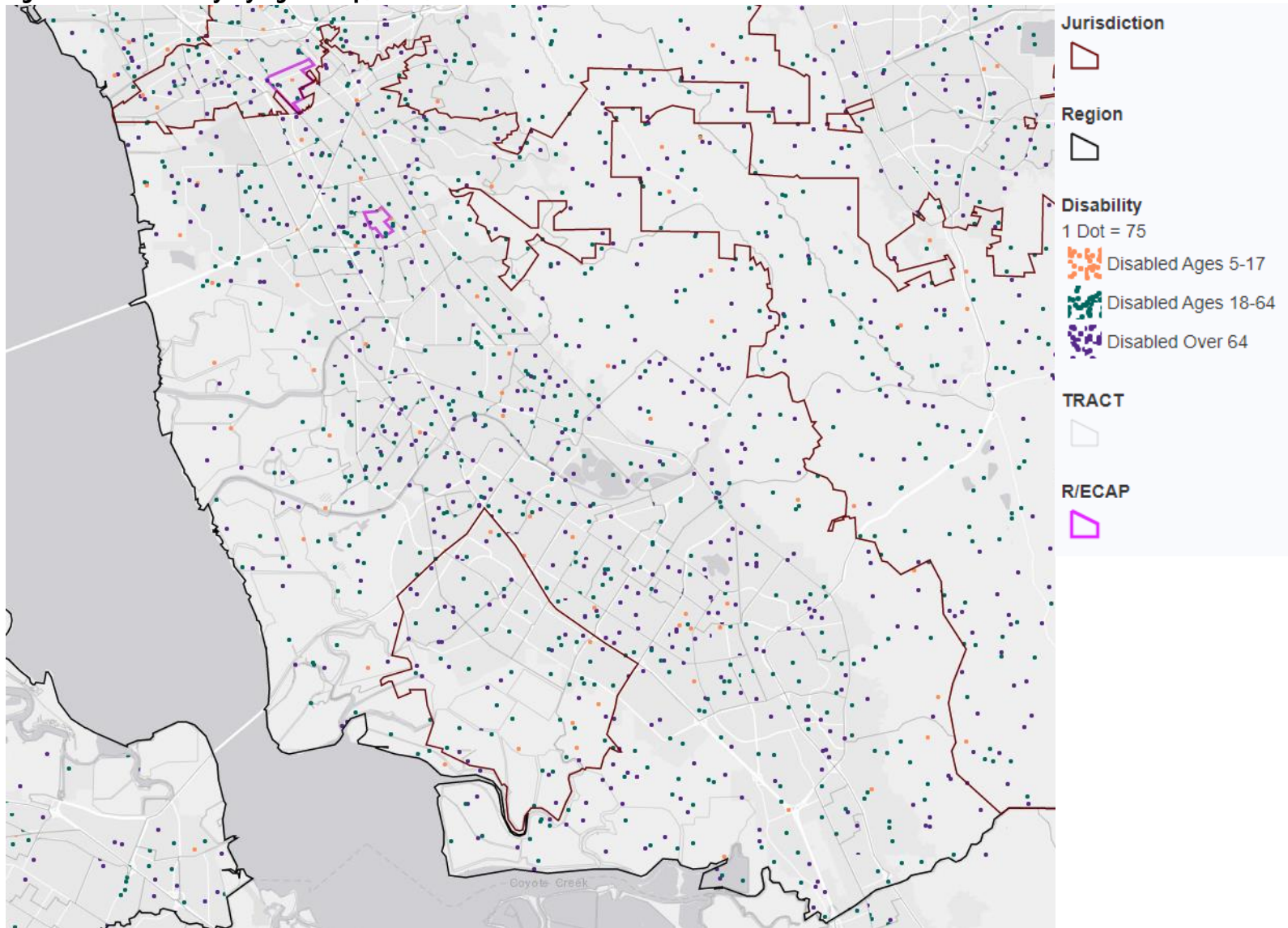
Source: AFFH Tool

Figure V-86 - Disability by Age Group, 2013, North



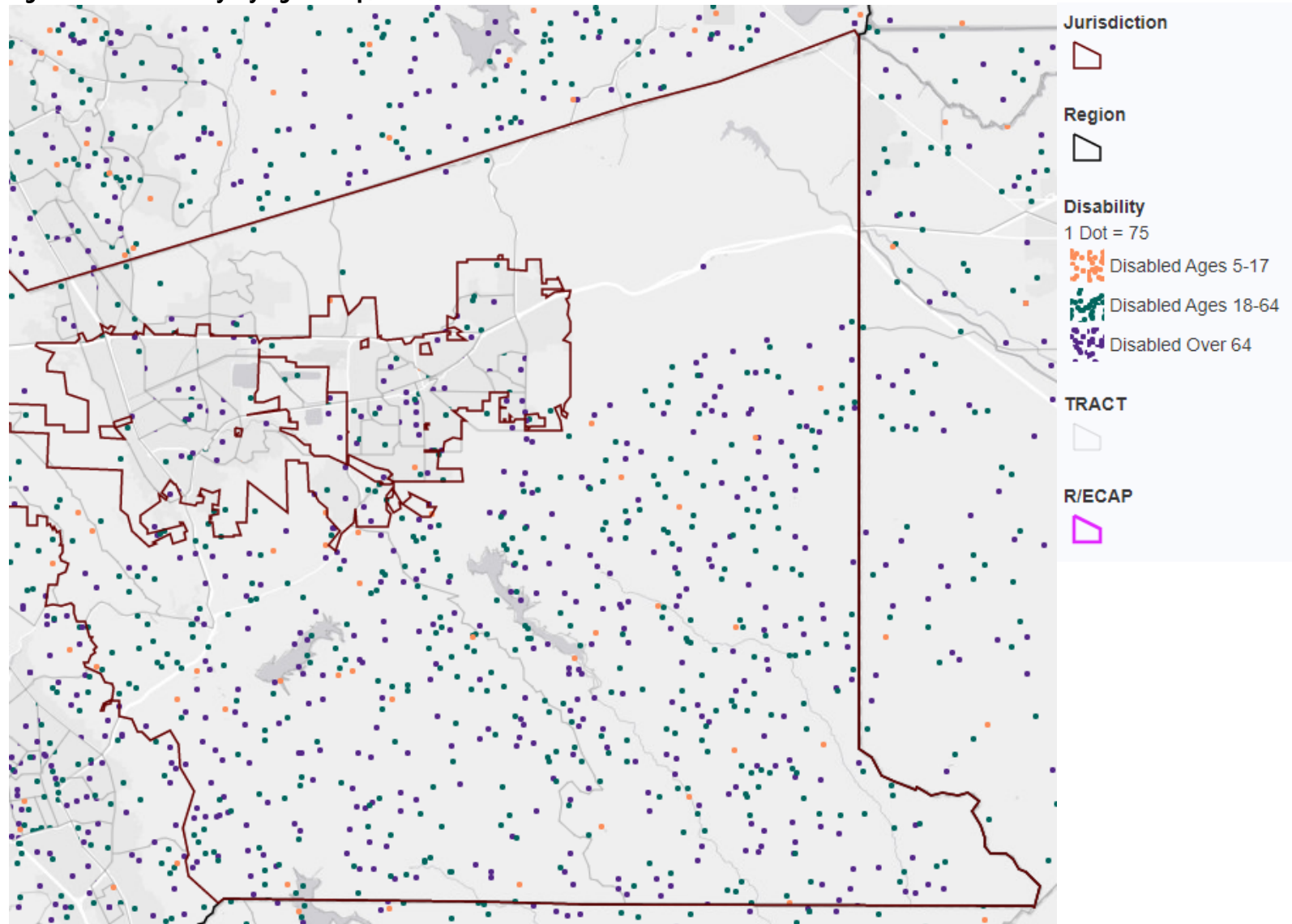
Source: AFFH Tool

Figure V-87 - Disability by Age Group, 2013, South



Source: AFFH Tool

Figure V-88 - Disability by Age Group, 2013, East



Source: AFFH Tool

Availability of Accessible Housing

Attendees of the community engagement and stakeholder meetings claimed that there is not enough accessible housing in the participating jurisdictions and that it is extremely difficult to find affordable housing, especially with an HCV. Of those answering that they have a disability or live with someone with a disability, 63 percent said that they would move given the opportunity, and 12 percent of those respondents said that they want to move to a home with better accessible features for their disability. The following subsections describe the survey results from those with disabilities.

Residents with Disabilities Living in Housing that Does Not Meet Their Needs

Of survey respondents who indicated that they have a disability or live with someone with a disability, 22 percent said that the home they live in does not meet their needs, and 18 percent said that housing with appropriate accommodations is not affordable.

Reasonable Modification or Accommodation Requests

Of these same respondents, 13 percent believed that if they request an accommodation, their rent will go up; 5.5 percent said that their landlord refuses to modify their unit to accommodate a disability; and 5.8 percent said their landlord refuses to accept their service/emotional support animal.

Integration

Of these same respondents, 42 percent do not experience housing challenges.

Access to Publicly Supported Housing

As detailed in the publicly supported housing analysis, residents with a disability are more likely to receive affordable rental housing and are overrepresented in the HCV program.

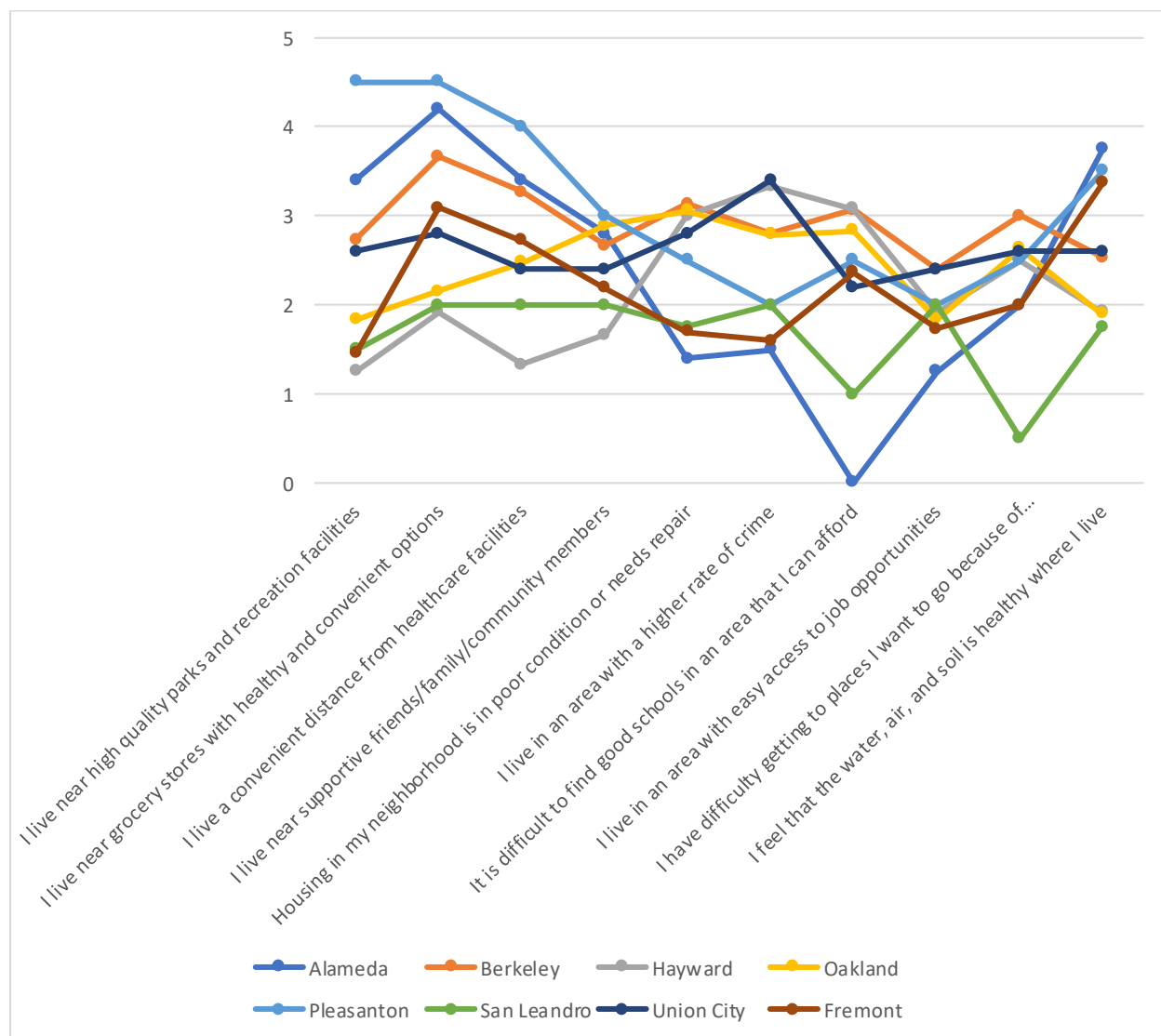
Disparities in Access to Opportunity

The following sections explore access to opportunity for those with disabilities.

Opportunity Indicators

The community engagement process included a survey that asked residents their perception of access to certain low poverty indicators, such as parks, grocery stores, healthcare facilities, a supportive community, jobs, and environmentally healthy soil, air, and water. Residents were asked to rate their agreement with the statements in the chart below; 5 indicates they strongly agree and 0 indicates they strongly disagree. Results are broken down by respondents' cities of residence. All responses are from those who indicated that they or a household member have a disability. Livermore and the unincorporated County are not included in the chart below due to a lack of data.

Figure V-89 - Resident Perceptions on Access to Opportunity Indicators for Those with Disabilities



Pleasanton and Alameda have the highest average rank from those with disabilities while San Leandro and Hayward have the lowest.

Transportation

Respondents who answered that they or a household member has a disability were asked to rank the level of difficulty in using different transportation options on a 0 (very difficult) to 5 (very easy) scale. Driving is ranked as the easiest method of transportation, while walking is second, and UBER is third. BART and AC Transit were ranked an average of 3.74 and 3.53, respectively.

Difficulty Achieving Homeownership

About 26 percent of respondents with a disability or a household member with a disability own their home compared with 28 percent of households without a member with a disability. Of those answering that they or

a household member have a disability, 20 percent would like to buy a home; 82 percent of those respondents said that they could not afford to purchase a home.

Contributing Factors of Disability and Access Issues

The table below identifies factors that significantly create, contribute to, perpetuate, or increase disability and access issues in Alameda County.

Table V-24 - Contributing Factors of Disability and Access Issues

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Access to proficient schools for persons with disabilities										
Access to publicly supported housing for persons with disabilities (See: Section III – Community Engagement)	X	X	X	X	X	X	X	X	X	X
Access to transportation for persons with disabilities										
Inaccessible government facilities or services (buildings, parks, etc.)										
Inaccessible sidewalks, pedestrian crossing, or other infrastructure										
Lack of affordable in-home or community-based supportive services										
Lack of affordable, accessible housing in range of unit sizes			X							
Lack of affordable, integrated housing for individuals who need supportive services (See: Section III – Community Engagement)	X	X	X	X	X	X	X	X	X	X
Lack of assistance for housing accessibility modifications (See: Section III – Community Engagement)	X	X	X	X	X	X	X	X	X	X
Lack of assistance for transitioning from institutional settings to integrated housing										

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Land use and zoning laws										
Lending discrimination										
Location of accessible housing (See: Section III – Community Engagement)	X	X	X	X	X	X	X	X	X	X
Occupancy codes and restrictions										
Regulatory barriers to providing housing and supportive services for persons with disabilities										
State or local laws, policies, or practices that discourage individuals with disabilities from being placed in or living in apartments, family homes, and other integrated settings										
Other: Limited supply of affordable housing within neighborhoods (See: Section III – Community Engagement)	X	X	X	X	X	X	X	X	X	X

Fair Housing Enforcement, Outreach Capacity, and Resource Analysis

This section of the AFFH rule discusses fair housing enforcement. It reviews legal cases and complaints, describes fair housing protections, and evaluates enforcement and outreach capacity.

Fair Housing Protections

Fair housing laws are in place at the federal and state levels. Federal, state, and local governments all share a role in enforcing these laws, as well as conducting activities to affirmatively further fair housing.

Title VIII of the federal Civil Rights Act of 1968 prohibits housing discrimination based on race, color, national origin or ancestry, sex, or religion. The 1988 Fair Housing Amendments Act added familial status and mental and physical handicap as protected classes. The laws prohibit a wide range of discriminatory actions, including refusal to rent, sell, or negotiate for housing, make housing unavailable, set different terms, conditions, or privileges, provide different housing services or facilities, refusal to make a mortgage loan, or impose different terms or conditions on a loan.

At the state level, the Rumford Housing Act prohibits housing discrimination toward all classes protected under Title III and adds marital status as a protected class. The Unruh Civil Rights Act prohibits discrimination in all business establishments in California, including housing and public accommodations, based on age, ancestry, color, disability, national origin, race, religion, sex, or sexual orientation.

The California Fair Employment and Housing Act prohibits discrimination and harassment in all aspects of housing including sales and rentals, evictions, terms and conditions, mortgage loans and insurance, and land use and zoning. The Act also requires housing providers to make reasonable accommodations in rules and practices to permit persons with disabilities to use and enjoy a dwelling and to allow persons with disabilities to make reasonable modifications of the premises.

The participating jurisdictions require developers to comply with all fair housing laws and develop affirmative fair housing marketing plans.

In summary, California law protects individuals from illegal discrimination by housing providers based on:

- Race, color;
- Ancestry, national origin;
- Religion;
- Disability, mental or physical;
- Sex, gender;
- Sexual orientation;
- Gender identity, gender expression;
- Genetic information;
- Marital status;

- Familial status;
- Source of income;
- Citizenship;
- Primary language; and
- Immigration status.

The County and all jurisdictions except Fremont and Berkeley contract with Eden Council for Hope and Opportunity (ECHO) to provide local fair housing services. Fremont contracts with Project Sentinel; Berkeley is in the process of changing providers, but previously contracted with East Bay Community Law Center (EBCLC). The contact information for these organizations is provided below, followed by more details about each organization.

Table V-25 - Fair Housing Organization Contacts

Name	URL	Phone Number
East Bay Community Law Center (EBCLC)	https://ebclc.org/need-services/housing-services/	(510) 548-4040
Eden Council for Hope and Opportunity (ECHO)	https://www.echofairhousing.org/	(855) 275-3246
Project Sentinel	https://www.housing.org/	(408) 720-9888

With offices in Hayward, Livermore, Oakland, and Contra Costa County, ECHO provides fair housing counseling and education, tenant/landlord counseling and mediation, and other housing-related programs. To address the needs of limited English proficiency speakers, ECHO provides services and classes in Spanish, has online information available in Farsi, and has access to a live “language line” service. ECHO has also conducted outreach in Spanish via local cable access channels and maintains an advertisement in the local Spanish-language newspaper. ECHO programs include:

- Fair housing testing and complaints
- Fair housing counseling and education
- Tenant/landlord counseling and mediation
- Homeless prevention program
- Rental assistance program
- Rent/deposit grant program
- Homeseeking services
- Shared housing counseling placement
- Homebuyers’ education learning program

The City of Fremont contracts with Project Sentinel to investigate housing discrimination complaints and tenant/landlord services. Project Sentinel is a nonprofit agency that provides services to help resolve housing problems for residents in Fremont and portions of San Francisco, San Mateo, Santa Clara, and Stanislaus

Counties. Project Sentinel administers Fremont's Fair Housing and Landlord Tenant Service program at the City of Fremont Family Resource Center. Services include free, confidential counseling for tenants and landlords to help them understand their rights and responsibilities under state and local laws that affect rental housing. Project Sentinel offers fair housing materials and services in multiple languages, including Spanish, Chinese, Tagalog, Vietnamese, Cambodian, Arabic, Korean, Laotian, Hindi, and Japanese. Project Sentinel/Fremont Fair Housing programs include:

- Fair housing testing and complaints
- Fair housing presentations and tenants' fair housing rights training
- Property owner/manager training sessions
- Homebuyer education classes
- Mortgage counseling
- Tenant/landlord counseling and mediation services

The City of Berkeley previously contracted with EBCLC for fair housing services. EBCLC is a law center dedicated to providing law services to low-income households as well as training future attorneys. The law center has two locations in the City of Berkeley. Berkeley-funded fair housing programs included:

- Fair housing complaints
- Outreach and education
- Fair housing tests
- Educational and training workshops

These service providers assist in filing of fair housing complaints to the state Department of Fair Employment and Housing and the federal Office of Fair Housing and Equal Opportunity, as necessary.

Trends in Fair Housing Complaints and Violations

Office of Fair Housing and Equal Opportunity/Department of Fair Employment and Housing

The US Office of Fair Housing and Equal Opportunity and the California State Department of Fair Employment and Housing are charged with implementing and enforcing fair housing protections. Local fair housing cases may be forwarded to either agency, depending on the basis of discrimination. However, many cases are resolved on the local level.

From 2015 to 2016, 123 fair housing discrimination cases were forwarded to the Office of Fair Housing and Equal Opportunity. The table below presents the bases for the cases forwarded. Percents do not add up to 100 due to cases containing multiple bases.

The majority of bases for fair housing complaints were regarding a disability and nearly a quarter of cases were regarding being black.

Table V-26 - Fair Housing Complaints Forwarded to Fair Housing and Equal Opportunity, 2015–2016

Basis for Complaint	#	Percent
Disability	79	64.2%
Race	35	28.5%
Asian	3	2.4%
Black	30	24.4%
White	1	0.8%
Color	2	1.6%
National Origin	8	6.5%
Hispanic Origin	2	1.6%
Religion	4	3.3%
Sex	6	4.9%
Retaliation	14	11.4%
Familial Status	15	12.2%

Source: HUD, 2019

From 2015 to 2019, 256 fair housing discrimination cases were forwarded to the Department of Fair Employment and Housing. The table below presents the bases for the cases forwarded. Percents do not add up to 100 due to cases containing multiple bases of discrimination.

The majority of bases for fair housing complaints were regarding disability.

Table V-27 - Fair Housing Complaints Forwarded to Department of Fair Employment and Housing, 2015–2019

Basis for Complaint	#	Percent
Disability	145	56.6%
Age	4	1.6%
Sexual Orientation	4	1.6%
Ancestry	1	0.4%
Familial Status	20	7.8%
Race	20	7.8%
National Origin	19	7.4%
Color	16	6.3%
Sex/Gender	17	6.6%
Source of Income	9	3.5%

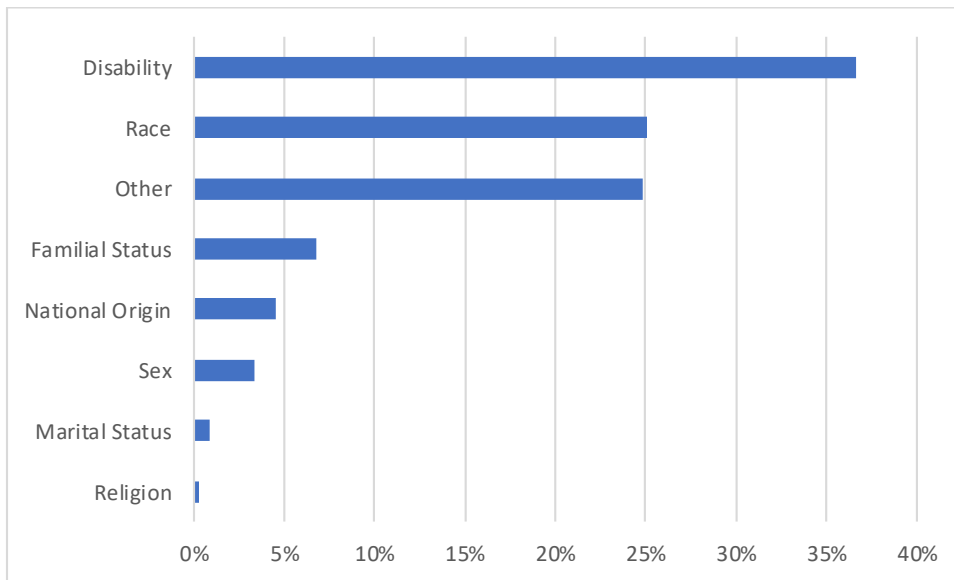
Source: DFEH, 2019

ECHO / Project Sentinel / EBCLC

ECHO, Project Sentinel, and EBCLC, as described above, provide fair housing complaint resolution services.

The chart displayed below shows the basis of discrimination on complaints received by these organizations. Data are from complaints brought forward between 2015 and 2019. Percentages may not add to 100 due to cases having multiple bases. As seen with the charts above, a large portion of cases are related to disability.

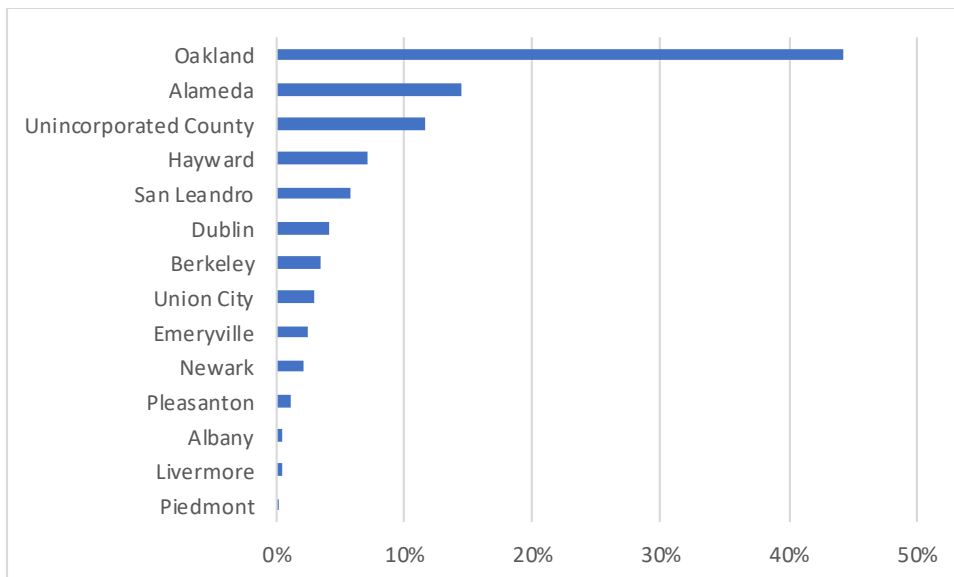
Figure V-90 - Bases of Complaints Received, 2015-2019



Source: ECHO Housing, 2019; EBCLC, 2019

The next chart shows where alleged discrimination occurred within Alameda County. A majority of cases have occurred within the City of Alameda.

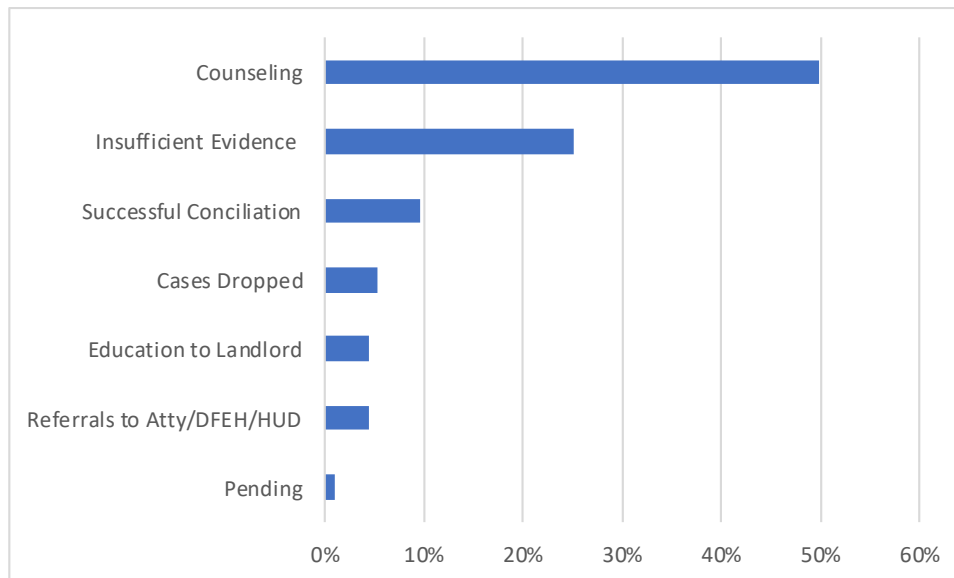
Figure V-91 - Location of Alleged Discrimination, 2015-2019



Source: ECHO Housing, 2019; EBCLC, 2019

The last chart displays how complaints were resolved. Approximately 50 percent of cases are resolved with counseling services.

Figure V-92 - Resolution of Fair Housing Cases, 2015-2019



Source: ECHO Housing, 2019; EBCLC, 2019

Fair Housing Training, Education, and Outreach Program

Over the last five years, ECHO Housing has provided Alameda County fair housing counseling services, tenant and landlord counseling, first-time homebuyer training, and training to property managers. In the same period, Project Sentinel/Fremont Fair Housing Services has given 26 presentations to local public service organizations, distributed 198 brochures to property owners and 1,307 brochures to tenants seeking housing. EBCLC also provided outreach and educational services.

Fair Housing Outreach for LEP Residents

As described in the Demographic Summary section above, some participating jurisdictions have a significant number of residents with Limited English Proficiency (LEP); across the entire county, 18 percent of residents are LEP. In order to ensure meaningful access to federally funded programs and activities, including outreach and education activities regarding fair housing programs, every participating jurisdiction maintains a Language Assistance Plan (LAP). The LAP sets forth clear procedures for the provision of language assistance via oral and written translation and verbal interpretation at public meetings and hearings related to the CDBG/HOME program.

Contributing Factors of Fair Housing Issues

Stakeholders and participating jurisdictions have commented that inadequate funding and organizational capacity are the primary limitations on expanding or improving fair housing enforcement. HUD directs recipients of CDBG funds to use the grant's administrative or social services allocations for fair housing activities, including creation of an analysis of impediments. However, HUD also caps those allocation

amounts, which limits participating jurisdictions from using more of these funds on fair housing activities. Participating jurisdictions generally do not use any other public or private source of funding for their fair housing activities. While participating jurisdictions have limited funding to offer fair housing organizations, fair housing organizations have other funding sources, such as HUD's Fair Housing Initiatives Program (FHIP); however, these organizations generally do not have many other private funding sources. Other fair housing activities are funded from federal and state resources, such as services provided by the Office of Fair Housing and Equal Opportunity and Department of Fair Employment and Housing.

The number of fair housing organizations and their respective capacities has also constrained the amount of fair housing activities. Participating jurisdictions commented that a reduction in the number of fair housing organizations has lessened fair housing activities overall.

According to HUD guidance, a common factor for fair housing complaints can be a lack of affordable housing supply. According to the California Housing Partnership's Housing Emergency Update for Alameda County, federal and state funding to Alameda County for affordable housing has declined by 80 percent since 2008, leaving a deficit of approximately \$124 million annually (California Housing Partnership, 2018). Additionally, while LIHTC production and preservation in Alameda County has increased by 67 percent overall from 2016, the state production and preservation has decreased by 23 percent. Lastly, the report finds that Alameda County needs 52,291 more affordable rental homes to meet the need. To combat this lack of state and federal funding, local tax initiatives have been approved, including the County's Measure AI, Berkeley's Measure O, and Emeryville's Measure C; however, due to the demand for affordable housing, the need still far exceeds these local measures.

The table below identifies factors that significantly create, contribute to, perpetuate, or increase fair housing issues in Alameda County.

Table V-28 - Contributing Factors of Fair Housing Issues

Contributing Factors	Alameda County	Alameda	Berkeley	Fremont	Hayward	Livermore	Oakland	Pleasanton	San Leandro	Union City
Lack of local private fair housing outreach and enforcement (See: Tends in Fair Housing Complaints and Violations)	X	X	X	X	X	X	X	X	X	X
Lack of local public fair housing enforcement (See: Tends in Fair Housing Complaints and Violations)	X	X	X	X	X	X	X	X	X	X
Lack of resources for fair housing agencies and organizations (See: Tends in Fair Housing Complaints and Violations)	X	X	X	X	X	X	X	X	X	X
Lack of state or local fair housing laws										
Unresolved violations of fair housing or civil rights law										
Other: Lack of federal, state, and local funding for affordable housing (See: Section III – Community Participation)	X	X	X	X	X	X	X	X	X	X

Section VI

Fair Housing Goals and Priorities

This section describes how the participating jurisdictions will address fair housing issues described in Section V. Goals are organized in the table below by the goal itself, the contributing factors addressed by the goal, the fair housing impediment addressed, responsible party, metrics, and time frame.

Goal Making Strategies

Participating jurisdictions considered multiple strategies for creating local fair housing goals. Jurisdictions reached out to local fair housing organizations to partner on improving fair housing services; sought input from stakeholders, planning and other department staff, and agency leadership to obtain commitment and expertise in areas of planning and community development; reviewed non-traditional sources of affordable housing funding (such as philanthropic funds from private individuals and companies); and evaluated the potential of public lands being a more affordable option for new affordable housing development.

To illustrate the results of these efforts, jurisdictions are collaborating with local fair housing advocacy and service organizations, such as Project Sentinel and ECHO; are leveraging federal, state, and local funding to advance fair housing goals. Many participating jurisdictions have also obtained the commitment of other agency staff and departments, in helping to implement these goals.

While no public-private partnerships have been formed yet, the participating jurisdictions, through their commitment to affirmatively further fair housing and in pursuit of achieving these goals, will continue to look for opportunities to continue the conversation with housing developers. This will be done through continued marketed, open, and engaged sharing of this document, and continued reporting on progress during the Consolidated/Annual Action/PHA processes where there will be opportunities for public input and feedback.

Implementation Through Consolidated Plans and Annual Plans

Once goals and priorities are identified, it is important that they become incorporated into appropriate planning documents. One such document is the five-year Consolidated Plan, as well as the successive Annual Action Plans; and for housing authorities – public housing agency (PHA) plans or the equivalent. By directing participants to incorporate goals into these plans, the AFFH Rule has provided a process for real change in communities. Goal **2.f** demonstrates that participating jurisdictions plan to implement their goals and strategies through their Consolidated Plans, Annual Action Plans and PHAs. These plans cover the fiscal/program years of July 1, 2020 through June 30, 2025, referred to as FY/PY 2020-2024. Participating jurisdictions may also utilize other planning documents, as appropriate, to help implement their goals, such as housing elements, community plans, area plans, zoning and land use ordinances, transportation plans, education plans, and other community planning type documents.

For a complete list of participating jurisdictions and the goals and activities that they support in this AI, please refer to the Appendix - Attachment 1.

Table VI-1 - Fair Housing Goals

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
1) Regional Goal: Fair Housing Promote fair housing enforcement and outreach.					
Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement			
Alameda Urban County	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	1) Urban County/Alameda County Housing and Community Development (HCD) 2) City of Emeryville	1) Allocate up to \$75,000 of CDBG funds annually over next five-year AI period to fund Eden Council for Hope and Opportunity (ECHO) to provide these services. 2) Implement annual training program for property managers and residents.	1) Annually from FY 2020 through FY 2024. 2) Develop training program by December 2020.
Berkeley Housing Authority	Lack of resources for fair housing agencies and organizations	Fair housing outreach and enforcement	Berkeley Housing Authority	Provide fair housing marketing materials to applicants and participants through the distribution of flyers, pamphlets, website postings, and other marketing activities as determined by BHA.	Ongoing from PY 2020 through PY 2024
City of Alameda	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Alameda	Allocate CDBG funds annually over the next five-year AI period to fund a fair housing service provider with the expectation that the provider will market its services through some combination of the distribution of flyers, pamphlets, website postings, and other marketing activities as approved by the City of Alameda.	Annually from PY 2020 through PY 2024
City of Berkeley	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Berkeley	Allocate approximately \$35,000 in public service CDBG funds over next five-year AI period to fund community agencies with fair housing expertise to provide these services.	Ongoing from PY 2020 through PY 2024
City of Fremont	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Fremont	Allocate approximately \$35,000 of CDBG funds annually over the next five-year AI period to fund one or multiple agencies to provide these services.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Hayward	Allocate \$25,000 of CDBG funds annually over the next five-year AI period to fund agencies such as ECHO/Project Sentinel to provide these services.	Annually from PY 2020 through PY 2024
City of Livermore	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Livermore	Allocate approximately \$25,000 of CDBG or local funds annually over the next five-year AI period to fund agencies and Fair Housing Services contractors such as ECHO Housing.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of Oakland	Continue to allocate approximately \$260,000 in CDBG funds to fair housing providers for the provision of fair housing education, legal	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				assistance, tenant/landlord assistance, and other services promoting fair housing.	
City of Pleasanton	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	Pleasanton Housing Division	Allocate general funds annually over next five-year AI period to fund fair housing.	Annually from FY 2020 through FY 2024
City of San Leandro	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	City of San Leandro	Allocate approximately \$10,000 in public service CDBG funds over next five-year AI period to fund a fair housing service provider with expertise in providing these services.	Ongoing from PY 2020 through PY 2024
City of Union City	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	Union City HCD	Allocate approximately \$XX CDBG funds annually to fund agencies, such as ECHO, to provide these services.	Annually from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	Housing Authority of the City of Alameda	Continue to provide education and notices through briefings and program participation materials on fair housing law and reasonable accommodation under Americans with Disabilities Act (ADA) to both owners and program participants.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	Housing Authority of the County of Alameda	Provide fair housing marketing materials to program participants through the distribution of flyers, pamphlets, website postings, and other marketing activities.	Ongoing from PY 2020 through PY2024
Oakland Housing Authority	Lack of local private fair housing outreach and enforcement	Fair housing outreach and enforcement	Oakland Housing Authority	OHA will continue to provide education and notices through briefings and program participation materials on fair housing law and reasonable accommodation to both owners and program participants.	Ongoing from FY 2020 through FY 2024
Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement			
Alameda Urban County / All Participating Jurisdictions	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	1) ECHO 2) Urban County/Housing	1) ECHO to create educational videos on ECHO website that would contain fair housing guidance for tenants and landlords. 2) Urban County jurisdictions will provide a link to ECHO's website.	1) By June of FY 2021 2) By August of FY 2021
City of Berkeley	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of Berkeley	Provide link to ECHO resources on City website.	By PY 2021
City of Fremont	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of Fremont	Meet with fair housing organization(s) annually to evaluate program effectiveness and determine any changes/improvements.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of Hayward	1) Increase awareness of fair housing services by marketing tenant/landlord workshops to tenants and landlords in Hayward through the City's Rent Stabilization Program materials. 2) Provide two workshops annually, one for tenants and one for landlords, regarding fair housing.	1) By December 2020 and updated annually from PY 2020 through PY2024 2) Annually from PY 2020 through PY2024 3) Annually from PY 2020 through PY2024 4) Annually

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				2) Request that fair housing organizations, on an annual basis as part of CAPER, provide information on what and how fair housing services can be improved to increase access to services. 3) Improve and maintain information on City's website. 4) Solicit information on planned marketing efforts from fair housing organization(s) on an annual basis. 5) Provide link to ECHO resources on City website.	5) Annually from PY 2020 through PY2024 6) By PY 2021
City of Livermore	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of Livermore	1) Update the City's website with fair housing information and links to expanded training videos on ECHO's website. 2) Meet with fair housing organization(s) annually to review marketing efforts and determine the need for any changes or improvements.	1) By August 2021 2) Annually from PY 2020 through PY 2024
City of Oakland	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of Oakland	Improve and maintain information of City's website with updated links to fair housing resources.	FY 2020 through PY 2024
City of Pleasanton	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	Pleasanton Housing Division	1) Update the City's website with fair housing information and links to expanded training videos on ECHO's website. 2) Meet with fair housing organization(s) annually to review marketing efforts and determine the need for any changes or improvements.	1) By June of FY 2021 2) By August of FY 2021
City of San Leandro	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	City of San Leandro	Improve and maintain information and links to resources on City's website on fair housing and relevant state legislation.	Annually from PY 2020 through PY 2024
City of Union City	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	Union City HCD	1) Improve and maintain information and links to resources on City's website on fair housing. 2) The City will meet with fair housing organizations on annual basis to determine and review annual marketing efforts and determine any changes/improvements.	Annually from PY 2020 through PY 2024
Livermore Housing Authority	Lack of resources for fair housing agencies and organizations; lack of local public (local, state, federal) fair housing enforcement	Fair housing outreach and enforcement	Livermore Housing Authority	Provide fair housing marketing and information materials to participants and tenants through the distribution of flyers, pamphlets, website postings, and newsletters. LHA will also post referrals to area legal aid clinics on its website. LHA will also include information on legal aid resources in lease enforcement notices and communications.	PY 2020 through PY 2024
Activity 1.c: Participating jurisdictions will advocate for local federal/state laws that would improve fair housing protections for those experiencing barriers to accessing housing.	Lack of resources for fair housing agencies and organizations; lending discrimination	Fair housing outreach and enforcement; disproportionate housing needs			
Alameda Urban County	Lack of resources for fair housing agencies and organizations; lending discrimination	Fair housing outreach and enforcement; disproportionate housing needs	1) Alameda County HCD 2) City of Newark CDD	1) Work with County lobbyist to provide information on what, if any, new fair housing	1) Annually from FY 2020 through FY 2024 2) Approve ordinance by FY 2023

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				<p>regulations could help improve protections, and to report this to the County Board of Supervisors for their consideration of providing endorsement or other support.</p> <p>2) Develop and adopt a fair housing ordinance that will clarify and publicize the prohibition against discrimination in housing.</p>	
Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	1) Alameda County HCD 2) City of Dublin Community Development Department and Human Services Commission	1) Create a subsidized rental housing portal on HCD website to store online housing application forms for rental units. 2) Continue to fund housing placement services for people with disabilities to assist them in finding accessible housing through annual CDBG allocation of funds.	1) By June of FY 2024 2) Annually from FY 2020 through FY 2024
City of Fremont	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	City of Fremont Human Services Dept.	Allocate resources (as available) to support agencies such as CRIL and DCARA that help people with disabilities locate housing. Funding resources are allocated through the City's Social Service grant funding process. CRIL and DCARA are currently being funded through the City's Social Service Grant funding process, which has a three-year funding cycle. The current funding cycle is FY 2019-22. Annual award of grant funding is subject to funding availability, agency's performance, and City Council approval. CRIL, DCARA, and other similar agencies will be invited to apply.	PY 2019 through PY 2022, with opportunity to award funds again for another three-year cycle for PY 2023 through PY 2026
City of Livermore	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	Livermore Housing and Human Services Division	Allocate CDBG or other local funding to support agencies, such as CRIL, that help people with disabilities to locate housing, so long as funding levels stay the same.	Annually from PY 2020 through PY 2024
City of Pleasanton	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	Pleasanton Housing Division	Continue to fund agencies, such as CRIL, that help people with disabilities to locate housing. Funding resources are allocated through the City's annual Housing & Human Services Grant program and are subject to available funds approved by City Council.	Annually from FY 2020 through FY 2024
City of San Leandro	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	City of San Leandro	Provide funding to support services to those eligible for affordable housing and who are in need of assistance to access affordable housing, including people with disabilities.	Annually from PY 2020 through PY 2024
City of Union City	Access to publicly supported housing for persons with disabilities; lack of affordable, integrated housing for individuals who need supportive services	Disability and access	Union City HCD	1) Allocate resources to support agencies, such as CRIL, that help people with disabilities locate housing. Funding resources are allocated through the City's biannual public service grant	1) CRIL is currently receiving funds from the City from PY 2020 through PY 2021. For the PY 2021-2022/2022-2023 and PY 2023-2024/2024-25 funding cycle, CRIL and other similar agencies will be invited to apply.

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				funding process and are subject to funding availability and City Council approval. 2) Promote the availability of housing referral services through its website and community centers.	2) Promotion of programs will occur in Years 1-5.
Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.	Displacement of residents due to economic pressures; source of income discrimination; lack of local private fair housing outreach and enforcement; lack of local fair housing enforcement; lack of local public (local, state, federal) fair housing enforcement	Segregation; publicly supported housing; fair housing outreach and enforcement			
Alameda Urban County	Displacement of residents due to economic pressures; source of income discrimination; lack of local private fair housing outreach and enforcement; lack of local fair housing enforcement; lack of local public (local, state, federal) fair housing enforcement	Segregation; publicly supported housing; fair housing outreach and enforcement	1) Alameda County HCD 2) City of Dublin CDD and Human Services Commission	1) Continue to fund a three-year program that provides legal services to help people currently housed to avoid displacement. 2) Continue to fund legal assistance with an annual CDBG allocation amount.	1) Through June of FY 2022 2) Annually from FY 2020 through FY 2024
City of Hayward	Displacement of residents due to economic pressures; source of income discrimination; lack of local private fair housing outreach and enforcement; lack of local fair housing enforcement; lack of local public (local, state, federal) fair housing enforcement	Segregation; publicly supported housing; fair housing outreach and enforcement	City of Hayward	1) Conduct annual competitive funding process. 2) Distribute funds to organizations that provide legal services for low-income rental households if the following criteria are met: a) organizations that provide legal services for low-income rental households apply during the competitive funding process; b) funding to these organizations is recommended by Community Services Commission (CSC) 3) Provide funding recommendation by the CSC as approved by City Council.	Annually from PY 2020 through PY 2024
City of Oakland	Displacement of residents due to economic pressures; source of income discrimination; lack of local private fair housing outreach and enforcement; lack of local fair housing enforcement; lack of local public (local, state, federal) fair housing enforcement	Segregation; publicly supported housing; fair housing outreach and enforcement	City of Oakland	Continue funding support of legal services in support to low/moderate income households through the fair housing contract(s).	Annually
City of San Leandro	Displacement of residents due to economic pressures; source of income discrimination; lack of local private fair housing outreach and enforcement; lack of local fair housing enforcement; lack of local public (local, state, federal) fair housing enforcement	Segregation; publicly supported housing; fair housing outreach and enforcement	City of San Leandro	Provide funding to support legal services to low- and moderate-income households in need of support to maintain housing or to enforce tenants' rights.	Annually from PY 2020 through PY 2024
2) Regional Goal: Jurisdiction Policies Maintain, improve, and implement local policy that supports affordable housing and fair housing.					
Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs			
City of Alameda	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Alameda	Develop a registry of rental units and raise awareness of the City's Rent Program among new and existing rental property owners and tenants.	Annually from PY 2020 through 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Berkeley	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Berkeley	The City's Rent Board will make continuous improvements on an as-needed basis at the determination of the Rent Board.	Ongoing from PY 2020 through PY 2024
City of Fremont	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Fremont	Continue to implement and enforce mobile home rent stabilization ordinance.	Ongoing from PY 2020 through PY 2024
City of Hayward	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Hayward	On an annual basis, evaluate existing rent stabilization program, maintain, and make improvements as market conditions change.	Annually from PY 2020 through PY 2024
City of Oakland	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Oakland	Per Policy 5.3 of the Oakland Housing Element, the City will continue to administer programs to protect existing tenants from unreasonable rent increases.	Ongoing through the 2015/2023 Housing Element Planning period.
City of San Leandro	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of San Leandro	Continue to implement and enforce mobile home space rent stabilization ordinance (adopted July 2019).	Ongoing from PY 2020 through PY 2024
Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs			
Alameda Urban County	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	Alameda County HCD	County will develop an implementation plan for SB 1482, which will apply to unincorporated parts of the County. Alameda County Planning Department has received SB 2 funding to support implementation/enforcement of new laws.	By June 30, 2021
City of Berkeley	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Berkeley	Implement the new fair housing laws to the extent required by the new laws and to the extent determined possible by the City with no additional resources provided for implementation.	Ongoing from PY 2020 through PY 2024
City of Fremont	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Fremont	Provide information on AB 1482 and other applicable housing legislations to the extent practicable, on City's website.	By end of PY 2020
City of Hayward	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of Hayward	Provide information on AB 1482, the new legislation, on City's website.	By end of PY 2020
City of Livermore	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	Livermore HHS	Provide information on AB 1482 on the City's website and/or facilitate resident access to information on the law through other means as resources permit.	To be determined as statewide implementation responsibilities are defined.
City of Pleasanton	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	Pleasanton Housing Division	Provide information on AB 1482 and other applicable housing legislations to the extent practicable, on City's website.	By end of FY 2020
City of San Leandro	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	City of San Leandro	Regularly update City's website with user-friendly information and links to resources on new state legislation and about how new state laws intersect with City's existing tenant protection ordinances.	Ongoing from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Union City	Displacement of residents due to economic pressures;	Segregation; R/ECAPs; disproportionate housing needs	Union City HCD	Provide information on the new legislation on the City's website and the City will implement the new fair housing laws, to the extent required by the new laws and to the extent determined possible by the City with no additional resources provided for implementation.	By end of PY 2020
Livermore Housing Authority	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Livermore Housing Authority	Post information on LHA's website about the new legislation, AB 1482.	By June 2020
Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.	Lack of affordable housing	Disproportionate housing needs			
Alameda Urban County	Lack of affordable housing	Disproportionate housing needs	1) City of Dublin CDD 2) City of Emeryville CDD	1) Use existing Dublin Commercial Linkage Fee to construct 50 affordable housing units and assist five first-time homebuyers; review current fee levels and rules. 2) Review annually.	1) By FY 2023 2) Annually from FY 2020 through FY 2024
City of Berkeley	Lack of affordable housing	Disproportionate housing needs	City of Berkeley	1) Continue to work on modifications to existing housing mitigation and in-lieu fees. 2) Make revisions to BMR program in a manner consistent with current market conditions and applicable laws. The City's mitigation fee ordinance is indexed and increases every 2 years. City staff expect to start working on revisions to BMR programs in PY 2020.	1) Every two years for the duration of the Con Plan period PY 2020 through 2024 2) Approve revisions by PY 2021
City of Fremont	Lack of affordable housing	Disproportionate housing needs	City of Fremont	The City will periodically review existing inclusionary housing in-lieu fees to produce affordable units in a manner consistent with current housing market conditions and applicable law.	Ongoing from PY 2020 through PY 2024
City of Livermore	Lack of affordable housing	Disproportionate housing needs	Livermore HHS	Review the inclusionary housing in-lieu fee annually for adjustments and review the inclusionary housing ordinance periodically to maximize implementation of the on-site requirements consistent with market conditions and applicable law.	Review in-lieu fee annually from PY 2020 through PY 2024; and review Inclusionary Zoning Ordinance on-site requirements by end of PY 2021
City of San Leandro	Lack of affordable housing	Disproportionate housing needs	City of San Leandro	Review and propose updates to the City's existing inclusionary zoning ordinance.	Ongoing from PY 2020 through PY 2024C
City of Union City	Lack of affordable housing	Disproportionate housing needs	Union City HCD, Planning	Review City's existing inclusionary housing in-lieu fee and housing impact fee on large additions, to maximize number of units in a manner consistent with current housing market conditions and applicable law.	By year end of PY 2024
Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development	Land use and zoning laws; high cost of developing affordable housing	Disproportionate housing needs			

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
that pose a direct or indirect constraint on the production of affordable housing.					
Alameda Urban County	Land use and zoning laws	Disproportionate housing needs	Alameda County HCD and Urban County Cities	Aim to implement the programs described in their Housing Elements within the current Housing Element planning period.	Annually through FY 2024
City of Berkeley	Land use and zoning laws	Disproportionate housing needs	City of Berkeley	Evaluate any modifications that pose direct or indirect constraints on affordable housing production, as part of its updated Housing Element subsequent annual performance report(s).	Annually from PY 2020 through PY 2024
City of Hayward	Land use and zoning laws	Disproportionate housing needs	City of Hayward	1) Develop a work plan approved by City Council to address constraints on the production of affordable housing. 2) Implement short and midterm goals of this work plan.	1) Year 1 of five-year Con Plan period. 2) Years 2-3 of Con Plan period
City of Livermore	Land use and zoning laws	Disproportionate housing needs	City of Livermore	Review and report on direct or indirect constraints as may be required by State HCD as part of the Housing Element Annual Performance Report submittal.	Annually from PY 2020 through PY 2024
City of Oakland	Land use and zoning laws	Disproportionate housing needs	City of Oakland	Continue to review local policies that affect affordable housing development in Oakland and suggest modifications to alleviate impediments affecting time and cost to develop. Continue to explore opportunity sites, land use options, and other potential modifications through the City's General Plan, Sustainable Oakland Development Initiative, and Land Use & Transportation Element which encourage the development of affordable housing.	Term of Oakland Housing Element – 2015-2023
City of San Leandro	Land use and zoning laws	Disproportionate housing needs	City of San Leandro	Continue to evaluate and update existing zoning to ensure compliance with state-mandated streamlining requirements (e.g.: ADU, area planning, objective design standards)	Annually from PY 2020 through PY 2024
Oakland Housing Authority	Land use and zoning laws	Disproportionate housing needs	Oakland Housing Authority	OHA will continue to review local policies that affect affordable housing development in Oakland and suggest modifications to alleviate impediments affecting time and cost to develop. Metric and Milestone: Production of general plan amendment for Oakland.	Ongoing from FY 2020 through FY 2024. 12-18 months to completion after initial proposal is drafted.
Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.	Lack of affordable housing	Disproportionate housing needs			
Alameda Urban County	Lack of affordable housing	Disproportionate housing needs	Alameda County HCD and Urban County Cities	Aim to implement the programs described in the County and Urban County Cities' Housing Elements within the current Housing Element planning period.	Annually from FY 2020 through FY 2024
City of Berkeley	Lack of affordable housing	Disproportionate housing needs	City of Berkeley	Continue to further the objectives in the Housing Element.	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Fremont	Lack of affordable housing	Disproportionate housing needs	City of Fremont	Aim to implement the programs described in the City's Housing Element within the current Housing Element cycle.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of affordable housing	Disproportionate housing needs	City of Hayward	1) Incorporate prioritization of in-need population identified in the Housing Element in Notices of Funding Availability. 2) Continue to fund programs that are described in the Housing Element.	1) Annually from PY 2020 through PY 2024 2) Annually from PY 2020 through PY 2024
City of Livermore	Lack of affordable housing	Disproportionate housing needs	City of Livermore	Continue to implement the programs described in the current Housing Element.	Annually, through the current Housing Element planning period through 2025
City of Oakland	Lack of affordable housing	Disproportionate housing needs	City of Oakland	Aim to implement the programs described in the City's Housing Element within the current Housing Element planning period.	Annually, through 2022-23
City of Pleasanton	Lack of affordable housing	Disproportionate housing needs	Pleasanton Housing Division to coordinate with Planning Division	Staff to coordinate in implementing the programs in its the current 2015-2023 Housing Element update. Continue to submit required Annual Progress Reports.	Annually from FY 2020 through FY 2024
City of San Leandro	Lack of affordable housing	Disproportionate housing needs	City of San Leandro	Continue to implement the programs described in the City's Housing Element; continue to submit Annual Progress Report by the required reporting deadline.	Annually from PY 2020 through PY 2024
City of Union City	Lack of affordable housing	Disproportionate housing needs	Union City HCD, Planning	Continue to implement the programs described City's Housing Element and will report annual Housing Element progress to the State as part of the Annual Progress Report.	Annually from PY 2020 through PY 2024
Oakland Housing Authority	Lack of affordable housing	Disproportionate housing needs	Oakland Housing Authority	OHA will continue to implement programs described that it administers such as public housing, housing choice voucher and affordable housing development and rehabilitation. Number of families served will be reported annually in the MTW annual report for various program types. Projected milestones for FY 2020 are: a) public housing: 1,048 households; b) Housing Choice Voucher: 11,484 households; c) Local non-traditional programs: 1,261 households.	Ongoing from FY 2020 through FY 2024
Activity 2.f: Participating jurisdictions will continue to incorporate these Regional Analysis of Impediments (AI) goals into their 5-Year Consolidated and Annual Action Plans.	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement			
Alameda Urban County	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Alameda County HCD and Urban County Cities	Incorporate these Regional AI goals into the County and Urban County Cities' 5-Year Consolidated and Annual Action Plans.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from FY 2020 through FY 2024
Berkeley Housing Authority	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Berkeley Housing Authority	Incorporate these regional goals into Housing Authority's Annual Plan and 5-Year Plan.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
	publicly supported housing for persons with disabilities				
City of Alameda	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Alameda	Incorporate these goals into the PY 20-25 Con Plan.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
City of Berkeley	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Berkeley	Incorporate these goals into the PY 2020-25 Con Plan.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
City of Fremont	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Fremont	Incorporate the AI goals into the City's 5-year Con Plan.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
City of Hayward	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Hayward	Incorporate these Regional AI goals into City's 5-year consolidated and Annual Action Plans.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
City of Livermore	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Livermore	Incorporate these Regional AI goals into City's 5-year consolidated and Annual Action Plans.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
City of Oakland	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Oakland	Incorporate these Regional AI goals into City's 5-year Con and Annual Action Plans.	Incorporation into the Con Plan will be completed by Con Plan adoption, and annually updated through PY 2025
City of Pleasanton	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Pleasanton Housing Division	Staff to continue to incorporate these Regional AI goals into the upcoming FY 2020-24 Con Plan and subsequent Annual Action Plans.	FY 2020 through 2024 Con Plan and subsequent Annual Action Plans will incorporate these Regional AI goals
City of Pleasanton	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Pleasanton Housing Division	Staff to continue to incorporate the Regional AI goals into the upcoming FY 2020-24 Con Plan and subsequent Annual Action Plans.	FY 2020 through FY 2024 Con Plan and subsequent Annual Action Plans will incorporate these Regional AI goals
City of San Leandro	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of San Leandro	Incorporate these Regional AI goals into City's 5-year Con Plan.	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Union City	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Union City HCD	Include the AI goals into its 5-Year Con Plan (every 5 years) and Annual Action Plans (annually).	Incorporation into the Con Plan will be completed by Con Plan adoption, and updated annually from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Housing Authority of the City of Alameda	Incorporate some regional goals into Housing Authority's Annual Plan and 5-Year Plan.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Housing Authority of the County of Alameda	Incorporate these regional goals into Housing Authority's Annual Plan and 5-Year Plan.	Incorporation into the 5-year PHA Plan will be completed by May 2020, and annually updated through PY 2024
Oakland Housing Authority	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Oakland Housing Authority	OHA will continue to incorporate regional goals where possible through its ongoing activities. These will be described in OHA's Annual MTW plan. Achievements will be reported in the Annual MTW report.	Ongoing from FY 2020 through FY 2024
Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement			
Alameda Urban County	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Alameda County HCD and Urban County Cities	Continue to prepare a CAPER that evaluates the progress towards these Regional AI goals.	Annually from FY 2020 through FY 2024
City of Alameda	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Alameda	Continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.	Annually from PY 2020 through PY 2024
City of Berkeley	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Berkeley	Report on annual progress in the CAPER.	Annually from PY 2020 through PY 2024
City of Fremont	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Fremont	Continue to prepare a CAPER and evaluate progress toward these Regional AI goals.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Hayward	Continue to prepare a CAPER that evaluates the progress toward these Regional AI goals.	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
	publicly supported housing for persons with disabilities				
City of Livermore	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Livermore	Report on annual progress in the CAPER.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of Oakland	Continue to report annual progress of Regional AI goals as part of the required CAPER.	Annually
City of Pleasanton	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Pleasanton Housing Division	Annually assess the progress made in achieving the Regional AI goals through the preparation and submittal of the annual CAPER.	Annually from FY 2020 through FY 2024
City of San Leandro	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	City of San Leandro	Continue to prepare a CAPER that evaluates the progress toward these Regional AI goals.	Annually from PY 2020 through PY 2024
City of Union City	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Union City HCD	Evaluate the progress made in achieving the AI goals as part of the CAPER preparation	Annually from PY 2020 through PY 2024
Oakland Housing Authority	Lack of affordable housing; displacement of residents due to economic pressures; lack of resources for fair housing agencies and organizations; access to publicly supported housing for persons with disabilities	Segregation; R/ECAPs; disproportionate housing needs; disability and access; access to opportunities; fair housing outreach and enforcement	Oakland Housing Authority	OHA will continue to update progress toward goals through the CAPER in partnership with the City of Oakland.	Ongoing from FY 2020 through FY 2024
Activity 2.h As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs			
Alameda Urban County	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Alameda County HCD and Urban County Cities	1) If determined by HCD that a survey should be commissioned, then work together with participating jurisdictions to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; 2) Will advocate to HUD for the revision of FMR calculations/methodology.	1) Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year. 2) Ongoing from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Berkeley Housing Authority	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Berkeley Housing Authority	BHA will participate in commissioned rent surveys should HUD's FMRs cause payment standards to be noncompetitive in the market.	Annually from PY 2020 through PY 2024
City of Berkeley	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	City of Berkeley	Continue to work together with other jurisdictions to fund a study to seek adjustments to the FMRs as long as needed.	Check in with participating jurisdictions on an annual basis to determine whether a survey will be commissioned for that year.
City of Fremont	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	City of Fremont	Continue to work together with other jurisdictions to fund a study to seek adjustments to the FMRs as needed.	Check in with participating jurisdictions on an annual basis to determine whether a survey will be commissioned for that year.
City of Hayward	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	City of Hayward	Work together with participating jurisdictions to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area.	Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year;
City of Oakland	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	City of Oakland	Work together with participating jurisdictions to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) to seek adjustment to HUD FMR standards for the area.	Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year
City of Pleasanton	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Pleasanton Housing Division	Work with the other participating jurisdictions to continue to commission market-based surveys of current market-rate rents to seek adjustment to HUD FMR standards, as needed.	Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year
City of San Leandro	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	City of San Leandro	Work with Alameda County and member jurisdictions to fund a market study to justify a regional adjust to HUD FMRs as needed.	Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year;
City of Union City	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Union City HCD	Work with the other participating jurisdictions to continue to commission market-based surveys of current market-rate rents in an effort to seek adjustment to HUD FMR standards, as needed.	Check in with participating jurisdictions on annual basis to determine whether a survey will be commissioned for that year.
Housing Authority of the County of Alameda	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Housing Authority of the County of Alameda	<ol style="list-style-type: none"> 1) Work with the other housing authorities in the Oakland-Fremont HUD FMR area to evaluate the need to conduct a fair market rent study when new annual FMRs are issued. 2) HACA will work with the other housing authorities in the Oakland-Fremont HUD FMR area to commission a study if such a study is needed based on its evaluation. 3) HACA will continue to work with HUD and the other local housing authorities to evaluate and refine the FMR methodology. 	Annually through PY 2024
Oakland Housing Authority	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Oakland Housing Authority	OHA will continue to participate in commissioned rent surveys as needed to provide data for updated FMRs when appropriate. OHA will continue to advocate for better methodology and data for calculating FMRs	Ongoing from FY 2020 through FY 2024 (as needed)

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				through comment letters to HUD. Participation is contingent on funding availability.	
Activity 2.i Other Activities.					
Oakland Housing Authority	Displacement of residents due to economic pressures	Segregation; R/ECAPs; disproportionate housing needs	Oakland Housing Authority	OHA plans to implement a relocation assistance program for housing choice voucher participants that are forced to vacate their homes, due to failed housing quality standard inspections. Eligible residents may be approved for a moving allowance to assist with costs using Uniform Relocation Allowances. Residents will be informed through the briefing process and during abatement communications of this benefit. Metrics will be compiled at fiscal year-end for number of families assisted and reported through the Annual Moving to Work (MTW) report, a HUD requirement.	Ongoing from FY 2020 through FY 2024
3) Regional Goal: Rental Subsidies Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.					
Activity 3.a: Educate tenants and landlords on new fair housing laws.	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing			
Alameda Urban County	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Emeryville and City of Newark	Market SB 329 on the City's website and provide information to housing developers and property managers operating in City encouraging them to include in their tenant communication materials.	Update website with SB 329 requirements by July of FY 2020. Other activities are ongoing from FY 2020 through FY 2024.
Berkeley Housing Authority	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	Berkeley Housing Authority	Collaborate with the City of Berkeley on implementation of its Source of Income Ordinance, and the Ronald Dellums Fair Chance Housing Public Health and Safety Ordinance; educate landlords about the City's fair housing laws and State Law SB 329.	Incorporation into landlord newsletters & BHA website after implementation plans are determined, likely by end of calendar year 2020.
City of Fremont	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Fremont	Continue to educate landlords and tenants on the requirements through workshops, website and other marketing materials, consistent with applicable state/local source of income discrimination requirement.	Update website with SB 329 requirements by July of PY 2020, and other activities ongoing
City of Hayward	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Hayward	1) Review effectiveness of source of income protections for recipients of rental subsidy by reviewing tenant inquiries and access to resources to address concerns. 2) Work with local housing authorities to inform Section 8 tenants of their rights under the City's ordinance and new state law.	1) Annually from PY 2020 through PY 2024 2) Year 1
City of Livermore	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Livermore	Market other agencies work in educating public about SB 329	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Oakland	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Oakland	Improve and maintain information and links to resources on City's website. Continue to contract with fair housing providers to educate tenants and landlords on new fair housing laws.	Annually from PY 2020 through PY 2024
City of Pleasanton	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	Pleasanton Housing Division	Coordinate with ECHO Housing to implement SB 329 by promoting distribution of educational and promotional materials.	Ongoing from FY 2020 through FY 2024
City of San Leandro	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of San Leandro	Improve and maintain information and links to resources on City's website on relevant state legislation.	Annually from PY 2020 through PY 2024
City of Union City	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	City of Union City	<ol style="list-style-type: none"> 1) Improve and maintain information and links to resources on City's website on fair housing. 2) The City will meet with fair housing organizations to determine annual marketing efforts and review any changes/improvements. 	<ol style="list-style-type: none"> 1) Update website by July 2020 2) Annually
Housing Authority of the County of Alameda	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services	Disability and access; publicly supported housing	Housing Authority of the County of Alameda	Implement SB 329 by raising awareness to landlords and program participants through landlord workshops, website, and self-service portals.	Incorporation into landlord workshops, website, and self-service portals will be completed by 2020 year-end.
Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity			
Alameda Urban County	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity	City of Dublin CDD, Housing	Communicate with property managers of multifamily rental property to raise awareness of fair housing laws.	Annually/ongoing from FY 2020 through FY 2024
Berkeley Housing Authority	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity	Berkeley Housing Authority	Work with the City of Berkeley to identify available funding to implement a pilot landlord incentive program, including a damage claim program.	Funding opportunities will be researched at least twice, perhaps more if necessary, over the course of the five-year Con Plan period.
Housing Authority of the City of Alameda	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity	Housing Authority of the City of Alameda	Continue to offer landlord incentives, such as leasing bonuses, as approved by the Board of Commissioners.	
Livermore Housing Authority	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity	Livermore Housing Authority	Post on LHA's website and provide information to all persons to whom vouchers are issued regarding state laws and regulations and City ordinances regarding protections from source of income discrimination.	Within 6 months of any changes
Oakland Housing Authority	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of	Disability and access; publicly supported housing; access to opportunity	Oakland Housing Authority	1) OHA will continue implementing approved landlord incentives through MTW activities 17-01 and 17-02 and described in its Annual MTW plan and report outcomes achieved through its Annual MTW report. Examples of incentives are:	FY 2020

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
	affordable housing in areas with access to opportunity			re-rent bonus, sign on bonus for new landlords, pre-inspections, vacancy loss payments, and owner education and recognition events. OHA is planning to implement an automatic rent increase based on geospatial analysis of change within census tracts and other factors. 2) OHA plans to conduct a research effort in collaboration with an academic institution to better understand the landlord population and create more evidence-based policy initiatives. Milestones will be produced from study and subsequent policy initiatives based on study data.	
Activity 3.c: Other Activities.					
City of Alameda	Source of income discrimination; community opposition; lack of affordable housing for individuals who need supportive services; limited supply of affordable housing in areas with access to opportunity	Disability and access; publicly supported housing; access to opportunity	City of Alameda	Create a prosecution division within the City Attorney's Office to enforce the city ordinance regarding source of income protections and other fair housing violations. Maintain data on education activities.	Within 5 years
4) Regional Goal: Rehabilitation Preserve and rehabilitate existing affordable housing stock					
Activity 4.a: Participating jurisdictions will explore a low-cost loan program for landlords unable to make needed repairs or accessibility modifications in order to avoid displacement of lower-income tenants in substandard units.	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity			
Alameda Urban County	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	1) Alameda County HCD 2) Alameda County Healthy Homes Department	1) Continue to offer CDBG funds through an annual RFP process for rental rehabilitation projects. 2) Continue to support pilot rental unit code inspection program; CDBG funds above could be used for repairs.	Annually from FY 2020 through FY 2024
City of Berkeley	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Berkeley	Continue to implement the proactive Rental Housing Safety Program and continue funding through CDBG so long as current funding levels remain and with City Council approval.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Hayward	Continue to maintain existing program pursuant to City's Residential Rental Inspection Program.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Oakland	Maintain City program for low-cost rehabilitation of single- and multi-family units that currently benefits landlords indirectly as homeowners of multi-family units.	Annually

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Oakland Housing Authority	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	Oakland Housing Authority	OHA plans to implement a no cost loan program allowing landlords to borrow up to \$2,500 dollars to make repairs that are required for a unit to pass Housing Quality Standard inspections. Metrics and milestones are reported annually in the MTW Plan and Report through activity 17-01.	Ongoing from FY 2020 through FY 2024
Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity			
Alameda Urban County	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	Alameda County Healthy Homes Department	Continue to support pilot rental unit code inspection program; CDBG funds above could be used for repairs.	Annually from FY 2020 through FY 2024
City of Berkeley	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Berkeley	Continue to implement the proactive Rental Housing Safety Program and continue to fund through CDBG so long as current funding levels remain and with City Council approval.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Hayward	Continue to maintain existing program pursuant to City's Residential Rental Inspection Program.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of private investments in specific neighborhoods; lack of assistance for housing accessibility modifications; location of accessible housing; limited supply of affordable housing in areas with access to opportunity	Disproportionate housing needs; disability and access; access to opportunity	City of Oakland	Continue to make improvements to the existing code enforcement relocation program/tenant relocation assistance program, as necessary, and with guidance of assessments	Annually
Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.	Lack of private investments in specific neighborhoods	Disproportionate housing needs			
Alameda Urban County	Lack of private investments in specific neighborhoods	Disproportionate housing needs	All Urban County jurisdictions	1) Continue to fund minor home repair program with at least \$250,000 in CDBG funds annually. 2) Support County's Renew AC program through advertising and referrals.	Annually from FY 2020 through FY 2024
City of Alameda	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Alameda	Continue to offer the Residential Rehabilitation program and allocate CDBG funds as they are available.	Annually from PY 2020 through 2024
City of Berkeley	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Berkeley	Continue to operate the Senior and Disabled Rehab Loan Program, funding permitting, by providing an average of three new loans a year for the next five-year AI period.	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Fremont	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Fremont	Continue to fund minor home repair program and rehabilitation loan program. Support Renew AC program through advertising and referrals.	Annually from PY 2020 through PY 2024
City of Livermore	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Livermore	Continue to explore acquisition/rehabilitation opportunities of distressed properties to preserve lower-income units.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Oakland	Continue existing rehabilitation and residential lending programs benefitting seniors, disabled and low/moderate income homeowners.	Annually from PY 2020 through PY 2024
City of San Leandro	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of San Leandro	Continue to provide minor home repair grants, funding permitting, to low-income San Leandro residents.	Annually from PY 2020 through PY 2024
City of Union City	Lack of private investments in specific neighborhoods	Disproportionate housing needs	City of Union City / Alameda County Healthy Homes	1) Allocate CDBG funds, subject to funding availability, through the City's biannual budget to the Alameda County Healthy Homes Department to administer the City's Minor Home Repair Program. 2) Support Renew AC program through advertising and referrals.	Annually from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Lack of private investments in specific neighborhoods	Disproportionate housing needs	Housing Authority of the City of Alameda	Continue to coordinate with the City of Alameda and refer landlords to the City's Residential Rehabilitation Program, including advertising in the Housing Programs Department landlord newsletter.	Annually from PY 2020 through PY 2024
Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity			
City of Alameda	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Alameda	Continue to offer the Housing Safety program and allocate CDBG funds as they are available.	Annually from PY 2020 through 2024
City of Berkeley	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Berkeley	Continue to allocate an annual amount of approximately \$400,000 of CDBG funds, funding permitting, over the next five-year AI period to fund community agencies with rehabilitation experience specializing in accessibility.	Annually from PY 2020 through PY 2024
City of Fremont	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Fremont	Continue to provide CDBG funding, subject to funding availability to agency(ies) that provide this service.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Hayward	Continue to provide CDBG funding each year to fund nonprofits that can rehabilitate existing units for accessibility.	Annually from PY 2020 through PY 2024
City of Livermore	Lack of affordable housing for individuals who need supportive services; location and type of affordable	Disability and access; access to opportunity	City of Livermore	Continue to provide CDBG or other local funding for loans and grants to low-income homeowners that can include rehabilitation of units for accessibility.	Annually from PY 2020 through PY 2024, as funding is available

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
	housing; lack of assistance for housing accessibility modifications; location of accessible housing				
City of Oakland	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Oakland	Continue to fund the Access Improvement Program with CDBG funds to rehabilitate existing units for accessibility.	Annually from PY 2020 through PY 2024
City of Pleasanton	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	Pleasanton Housing Division	Continue the administration of the City's Housing Rehabilitation Program.	Annually from FY 2020 through FY 2024
City of Union City	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	City of Union City	Allocate CDBG funds, subject to funding availability, through the City's biannual budget to the Alameda County Healthy Homes Department to administer the City's Minor Home Repair Program.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	Housing Authority of the County of Alameda	Commit approximately \$2 million for the complete rehabilitation of 50 of its senior housing units.	PY 2020 through PY 2022
Oakland Housing Authority	Lack of affordable housing for individuals who need supportive services; location and type of affordable housing; lack of assistance for housing accessibility modifications; location of accessible housing	Disability and access; access to opportunity	Oakland Housing Authority	1) OHA evaluates accessibility and adaptability needs of existing and new residents and seeks to manage its portfolio of compliant units based on need. If accessible or adaptable units are unavailable, OHA evaluates making needed changes on a case by case basis. 2) OHA complies with federal UFAS regulations regarding the percentage of accessible and adaptable units in all new development projects and typically exceeds the federal regulations in low income areas.	Ongoing from FY 2020 through FY 2024, based on funding availability.
Activity 4.e: Other Activities.					
Alameda Urban County	Limited supply of affordable housing in areas with access to opportunity; displacement of residents due to economic pressures	Disproportionate housing needs; access to opportunity	City of Emeryville	Reach out to XX property owners and provide technical assistance and funding application assistance to retain affordable housing units at risk of converting to market rate.	Annually from FY 2020 through FY 2024
5) Regional Goal: Unit Production Increase the number of affordable housing units					
Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.	The availability of affordable units in a range of sizes	Disproportionate housing needs			
Alameda Urban County	The availability of affordable units in a range of sizes	Disproportionate housing needs	1) Alameda County HCD 2) City of Dublin 3) City of Dublin	1) Continue to award higher points in its housing developer applications to projects that offer units of 3+ bedrooms. 2) Facilitate construction of at least 100 additional affordable unit through the existing inclusionary	1) Annually from FY 2020 through FY 2024 2) By FY 2023 3) By FY 2021

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				zoning regulations and work with developers to ensure a diversity of housing types and sizes. 3) Provide assistance to developers to secure entitlements and County A1 funding for at least 100 units, including 20 extremely low-income/special needs units	
City of Hayward	The availability of affordable units in a range of sizes	Disproportionate housing needs	City of Hayward	Incentivize housing developers to prioritize the production of affordable housing units in sizes appropriate for the population and based on family size by awarding higher points on applications for units of 3+ bedrooms when applying to NOFA.	Annually from PY 2020 through PY 2024
City of Oakland	The availability of affordable units in a range of sizes	Disproportionate housing needs	City of Oakland	Continue to identify sufficient sites that can accommodate Oakland housing needs allocations and specifically meet the needs of affordable housing development.	Term of Oakland Housing Element – 2015-2023
City of Pleasanton	The availability of affordable units in a range of sizes	Disproportionate housing needs	Pleasanton Housing and Planning Divisions	Continue to work toward ensuring that developers are constructing affordable housing units of varying sizes to accommodate larger families.	As needed
City of Union City	The availability of affordable units in a range of sizes	Disproportionate housing needs	Union City HCD, Planning	Evaluate the affordable housing size needs of the community and prioritize unit sizes based on the identified need as affordable housing funds/land/projects become available.	As new housing projects are proposed, an evaluation will be conducted by staff
Housing Authority of the City of Alameda	The availability of affordable units in a range of sizes	Disproportionate housing needs	Housing Authority of the City of Alameda	Secure funding for AHA’s pipeline of affordable housing developments per the Board of Commissioners approved 10-year Capital Improvements Schedule and complete these projects in a cost-effective and timely manner.	Within 5 years
Livermore Housing Authority	The availability of affordable units in a range of sizes	Disproportionate housing needs	Livermore Housing Authority	To the extent that vouchers are available, LHA will partner with the City of Livermore on affordable housing developments within the City’s jurisdiction.	PY 2020 through PY 2024
Oakland Housing Authority	The availability of affordable units in a range of sizes	Disproportionate housing needs	Oakland Housing Authority	OHA follows Low Income Housing Tax Credit unit and funding source guidelines and then uses waitlist demographic data to determine unit size.	Ongoing from FY 2020 through FY 2024
Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation			

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Alameda Urban County	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	1) City of Newark 2) City of Emeryville 3) Alameda County HCD	1) Fund XX units through affordable housing fees and update housing element. 2) Deploy the Measure C Housing Bond program allocation to Emeryville to finance the development of XX additional affordable housing through acquisition/construction of new rental multifamily projects, homebuyer assistance, rehabilitation of existing multifamily projects, or acquisition of additional affordable commitments in private developments. 3) Fund XX affordable housing units through multiple sources, and state, federal and local agencies.	1) By June of FY 2025 2) By July of FY 2020 3) Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Berkeley Housing Authority	Continue to support Project-Based Voucher (PBV) developments, and when funding available, and as approved by HUD, issue new PBVs.	Annually from PY 2020 through PY 2024
City of Alameda	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Alameda	Facilitate the development of vacant land and the redevelopment of existing structures to provide more affordable housing serving specialized populations.	Annually from PY 2020 through 2024
City of Berkeley	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Berkeley	Continue to use its Housing Trust Fund program guidelines to make funds available for affordable housing development. City has adopted a resolution establishing priority review for permits for affordable projects. City has identified several City-owned housing opportunity sites. City will continue to work with City-funded Berkeley Way project on City-owned land through completion in 2022. City has supported local projects' access to State programs including NPLH and AHSC, and will continue to consider requests to do the same.	Annually from PY 2020 through PY2024
City of Fremont	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Fremont	Continue to administer the City's Affordable Housing Ordinance (aka Inclusionary Housing Ordinance) and provide local funding support to affordable housing developments subject to funding availability.	Annually from PY 2020 through PY2024
City of Hayward	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Hayward	Award funding to affordable housing developments from the Inclusionary Housing Trust Fund after sufficient impact fees have been accrued. Hayward anticipates awarding \$10 million during the next NOFA.	Within 3 years
City of Livermore	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Livermore	1) Fund and facilitate the development of approximately 400 affordable rental units including supportive units for senior, homeless and special needs/disabled households in the development pipeline through the use of City affordable housing fees and the inclusionary housing ordinance.	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				2) Continue to explore acquisition/rehabilitation opportunities for affordable housing. 3) Seek other sources from state and federal agencies to leverage funds for affordable housing units locally.	
City of Oakland	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	City of Oakland	Continue existing programs to support the development of affordable housing units including units for persons with special needs through HOPWA funding and other funding made available for this purpose. Continue to promote and implement existing strategies to support development of affordable housing.	Annually from PY 2020 through PY 2024
City of Union City	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Union City HCD	Develop 81 affordable units on a city-owned site in conjunction with MidPen Housing. The project is estimated to be complete by 2023. Continue to implement the inclusionary housing ordinance and support other affordable housing programs as resources become available, such as SB 2 funding.	MidPen project – 2023 Inclusionary Housing Ordinance Administration (Ongoing from PY 2020 through PY 2024)
Housing Authority of the City of Alameda	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Housing Authority of the City of Alameda	Continue to support Project-Based Voucher (PBV) developments; when funding is available, and as approved by HUD, issue new PBVs.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Housing Authority of the County of Alameda	Continue to support PBV developments and, when available, issue up to 75 new PBVs targeted to seniors, persons with disabilities, the homeless, veterans, and families, including large families.	FY 2021 through FY 2023
Livermore Housing Authority	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Livermore Housing Authority	Continue to support PBV developments and, when available, issue new vouchers targeted to seniors, persons with disabilities, including persons living with HIV/AIDS, the homeless, veterans, and families, including large families.	PY 2020 through PY 2024
Oakland Housing Authority	Displacement of residents due to economic pressures; access to publicly supported housing for individuals who need supportive services; lack of federal, state, and local funding for publicly supported housing	Disproportionate housing needs; disability and access; R/ECAPs; segregation	Oakland Housing Authority	OHA will continue all existing programs to support development of local affordable housing units through short- and long-term long programs, general and limited partnerships, low income housing tax credits and other strategies. Metrics and milestones will be reported annually in the MTW Annual Plan and Report. See MTW activity 08-01.	Ongoing from FY 2020 through FY 2024
Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.	Land use and zoning laws	Disproportionate housing needs			
Alameda Urban County	Land use and zoning laws	Disproportionate housing needs	1) Alameda County Planning Department 2) City of Dublin CDD, Planning	1) Continue to adopt overlay ordinances in County's unincorporated areas that will allow for units per the new state law.	1) By June of FY 2025 2) By FY 2020 and FY 2023, respectively.

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				2) Update zoning and programs to further incentivize ADUs and facilitate construction of at least 30 additional ADUs.	
City of Hayward	Land use and zoning laws	Disproportionate housing needs	City of Hayward	Explore an ADU ordinance to expand to non-owner-occupied properties.	Within 1 year
City of Oakland	Land use and zoning laws	Disproportionate housing needs	City of Oakland	Continue to explore revisions to Oakland building codes and processes to make permit review more effective and streamlined for secondary units.	Housing Element period 2015-2023
City of San Leandro	Land use and zoning laws	Disproportionate housing needs	City of San Leandro	Evaluate and update existing zoning to ensure compliance with state-mandated requirements to reduce the cost of constructing ADUs.	Annually from PY 2020 through PY 2024
6) Regional Goal: Homeownership Increase homeownership among low- and moderate-income households					
Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity			
Alameda Urban County	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity	1) Alameda County HCD 2) City of Dublin 3) City of Emeryville	1) Continue to offer Mortgage Credit Certificate Program and AC Boost. The list of available lenders is located on HCD's website. Continue to offer homeownership assistance through the County's Down Payment Loan Program (DALP). 2 & 3) Review and update list of lenders located on website.	Annually from FY 2020 through FY 2024
City of Hayward	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity	City of Hayward	Market list created by County on City website.	By PY 2021
City of Oakland	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity	City of Oakland	Continue to provide on the City's website a list of lenders who can assist buyers with community financing products.	Ongoing from PY 2020 through PY 2024
City of Union City	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity	City of Union City	Will add link to the County's list on the City's website.	By PY 2021
Livermore Housing Authority	Lending discrimination; access to financial services	Disproportionate housing needs; access to opportunity	Livermore Housing Authority	Post the County's link on the LHA's website and maintain a list of organizations that provide financial literacy training and homebuyer education classes.	By June 2020
Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.	Access to financial services	Access to opportunity			

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Alameda Urban County	Access to financial services	Access to opportunity	1) Alameda County HCD 2) City of Dublin CDD	1) Develop homeownership programs, as funds are available. 2) Continue to provide funding for FirstTime Homebuyer down payment assistance to assist 10-20 low/mod first time homebuyers.	1) Annually from FY 2020 through FY 2024 2) By FY 2023
City of Alameda	Access to financial services	Access to opportunity	City of Alameda	Continue to implement the City's Inclusionary Housing Requirements and to participate in the County's Down Payment Assistance Programs and Mortgage Credit Certificate as funds are available.	Annually from PY 2020 through 2024
City of Berkeley	Access to financial services	Access to opportunity	City of Berkeley	Renew participation in the County-sponsored Mortgage Credit Certificate program and refer Berkeley residents on an as-needed basis.	Annually from PY 2020 through PY 2024
City of Fremont	Access to financial services	Access to opportunity	City of Fremont	Continue to administer the BMR program and promote AC Boost. The City may consider funding homeownership projects if need and if funding is available.	Annually from PY 2020 through PY 2024 Habitat's 19-unit affordable homeownership project will come online around May 2020
City of Hayward	Access to financial services	Access to opportunity	City of Hayward	1) Dedicate staff to provide technical assistance to developers to encourage the inclusion of BMR homeownership development in compliance with the affordable housing ordinance. 2) Add an additional 50 units to the City's BMR inventory/portfolio.	1) Ongoing from PY 2020 through PY 2024 2) Within 5 years
City of Livermore	Access to financial services	Access to opportunity	City of Livermore	Continue to support homeownership education and administer Down Payment Assistance Loan Programs and BMR purchase programs for low- and moderate-income homebuyers.	Annually from PY 2020 through PY 2024
City of Oakland	Access to financial services	Access to opportunity	City of Oakland	Continue to support and utilize these types of programs, fund resources and services to increase homeownership opportunities, down payment assistance, Mortgage Credit Certificate, and below market rate (BMR) homeownership programs.	Annually from PY 2020 through PY 2024
City of Pleasanton	Access to financial services	Access to opportunity	Pleasanton Housing Division	Continue to support the following: a) City's First Time Homebuyer Down Payment Assistance Program b) City's Home Ownership Assistance Program, and 3) ECHO Housing's Homebuyer Education program.	Annually from FY 2020 through FY 2024
City of San Leandro	Access to financial services	Access to opportunity	City of San Leandro	Continue to administer BMR ownership program, promote AC Boost, provide funding to MCC, and as funding and as land opportunities become available, explore other affordable ownership programs.	Annually from PY 2020 through PY 2024
City of Union City	Access to financial services	Access to opportunity	Union City HCD	Continue to administer the BMR ownership program, promote AC Boost, provide funding (\$1,000) to MCC, and as funding and/or as land opportunities become available, explore other affordable ownership programs.	Annually from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Access to financial services	Access to opportunity	Housing Authority of the City of Alameda	Continue to provide Family Self-Sufficiency program as funding allows and provide participants with	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				financial literacy and recommend homebuyer education classes as applicable.	
Housing Authority of the County of Alameda	Access to financial services	Access to opportunity	Housing Authority of the County of Alameda	Continue to provide Family Self-Sufficiency (FSS) program participants with two financial literacy and homebuyer education classes.	Annually through FY 2024
Oakland Housing Authority	Access to financial services	Access to opportunity	Oakland Housing Authority	OHA will continue to offer a homeownership program to eligible residents which allows participants to have their housing subsidy applied toward a monthly mortgage payment. This program will be marketed to interested residents via OHA's website and through OHA's regular business contact with its residents. Result of total homes purchased through this program will be reported in the Annual MTW Report.	Ongoing from FY 2020 through FY 2024
7) Regional Goal: Supportive Services Maintain and expand supportive services for lower-income households					
Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.	Lack of private investments in specific neighborhoods	Access to opportunity			
Alameda Urban County	Lack of private investments in specific neighborhoods	Access to opportunity	Alameda County HCD and City of Dublin	Annually fund at least one community-based job training program.	Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Lack of private investments in specific neighborhoods	Access to opportunity	Berkeley Housing Authority	Continue to operate the Family Self-Sufficiency (FSS) program, including provision of resources, referrals, and job announcements to FSS participants, and posting of job announcements in the lobby for wider access.	Ongoing from PY 2020 through PY 2024
City of Alameda	Lack of private investments in specific neighborhoods	Access to opportunity	City of Alameda	Continue to fund economic development, including on-the-job training programs, with CDBG funds as funds are available.	Annually from PY 2020 through 2024
City of Berkeley	Lack of private investments in specific neighborhoods	Access to opportunity	City of Berkeley	Continue to fund job training programs in the community funding program, with over \$100,000 of City General Funds.	Annually from PY 2020 through PY 2024
City of Fremont	Lack of private investments in specific neighborhoods	Access to opportunity	City of Fremont	Continue to fund home-based child care projects and microenterprise projects with CDBG funds, as long as same levels of funding continue.	Annually from PY 2020 through PY 2024
City of Hayward	Lack of private investments in specific neighborhoods	Access to opportunity	City of Hayward	Will make CDBG and General Fund money available annually for job training programs to lower-income individuals.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of private investments in specific neighborhoods	Access to opportunity	City of Oakland	Continue to fund City of Oakland Economic Development to provide ED services, including job training opportunities. Per the Strategic Plan, 12,000 Oakland residents will have access to job training (including low/moderate income residents)	Term of Economic Development Strategic Plan 2018-2020
City of Union City	Lack of private investments in specific neighborhoods	Access to opportunity	Union City HCD	Continue to support job training programs that support low-income individuals, such as through the City's current CDBG funded Community Child-Care Council of Alameda County (4Cs) program which	4Cs will continue to receive funds for PY 2020-2021.

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				provides job training and technical assistance to low-income, at-home child care providers. 4Cs and other similar agencies/programs are invited to apply for CDBG funding every two years through the grant funding process, which is subject to funding availability and City Council approval.	For the PY 2021-2022/2022-23 and PY 2023-2023/2024-2025 funding cycle, 4Cs and other similar agencies will be invited to apply.
Housing Authority of the County of Alameda	Lack of private investments in specific neighborhoods	Access to opportunity	Housing Authority of the County of Alameda	Continue to provide 50 Family-Self Sufficiency (FSS) program participants with job training referrals and career networking.	Annually through FY 2024
Livermore Housing Authority	Lack of private investments in specific neighborhoods	Access to opportunity	Livermore Housing Authority	Expand LHA's Section 3 program by ensuring that all procurements require responders to analyze whether Section 3 residents or businesses can be used in the performance of all contracts led by LHA. LHA will also provide all Family Self Sufficiency program participants with job training referrals and networking	By June 2021
Oakland Housing Authority	Lack of private investments in specific neighborhoods	Access to opportunity	Oakland Housing Authority	<ol style="list-style-type: none"> 1) Will continue to provide job training and assistance through its Family and Community Partnerships Department. This includes wardrobe assistance, mock interviewing, and resume creation assistance. 2) Will continue to partner with apprenticeship organizations to offer their services to residents so long as funding is available. 3) Will continue to facilitate the JobsPlus grant through completion for residents of West Oakland Public Housing sites. Metrics and Milestones will be report annually in the MTW report under "Single Fund Flexibility". 	Ongoing from FY 2020 through FY 2024
Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access			
Alameda Urban County	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	<ol style="list-style-type: none"> 1) All Urban County jurisdictions 2) City of Emeryville 3) City of Dublin CDD, Human Services Commission 	<ol style="list-style-type: none"> 1) Continue to collaborate with regional efforts to end homelessness such as Alameda County Every One Home; Countywide Homeless action Plan goals and Unincorporated County Homeless Action Plan Goals. 2) Expand homeless services to include mental health and drug addiction field services to improve housing placement for homeless individuals. 3) Continue to financially support domestic violence shelters and family shelters in Livermore. 	<ol style="list-style-type: none"> 1) Annually from FY 2020 through FY 2024 2) By June of FY 2025 3) Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Berkeley Housing Authority	Provide financial support in the form of Section 8 rental subsidy to persons experiencing homelessness through the following programs: Moderate Rehab SRO units, Section 8 Mainstream Vouchers, Veterans Affairs Supportive Housing (VASH), and Project-based Section 8 assistance, where units are designated for homeless persons.	

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
City of Alameda	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Alameda	Implement the HEAP-funded programs (including safe parking, winter warming shelter, day center, etc.) over the next 24 months to provide emergency assistance to homeless individuals and families. Continue to fund mobile outreach, case management services and the Midway Shelter.	By December 2021
City of Berkeley	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Berkeley	<ol style="list-style-type: none"> 1) Continue to support homeless programs in the community funding program, including the Request for Proposal, with over \$3,000,000 of City General and CDBG funds. Services may include coordinated entry, shelter, navigation center(s), drop-in services, and more. 2) Allocate more of the General Funds raised pursuant to Measure P (passed in November 2018) toward homeless services, which may include an increase in shelters or shelter services, increased funding for housing support services, and increased funding for supportive housing subsidies. 	<ol style="list-style-type: none"> 1) Con Plan period PY 2020-2025 2) Annually from PY 2020 through PY 2024
City of Fremont	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Fremont	Subject to funding availability, the City will continue to support the operation of the local year-around homeless shelter and homeless wellness center. Continue to operate a seasonal shelter during the winter months. Continue to operate a mobile hygiene unit. Continue to have a mobile evaluation team to provide mental health support. Operate a homeless navigation center for at least one year.	Annually from PY 2020 through PY 2024
City of Hayward	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Hayward	<ol style="list-style-type: none"> 1) Operate a homeless navigation center for a minimum of one year. 2) Make CDBG and General Fund money available on an annual basis to support services for the homeless. 	<ol style="list-style-type: none"> 1) By PY 2020 2) Annually from PY 2020 through PY 2024
City of Livermore	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Livermore	<ol style="list-style-type: none"> 1) Continue to provide financial support for homeless services agencies based on resources available. The City currently supports City Serve of the Tri-Valley, Abode Services, Tri-Valley Haven and ECHO Housing for various homeless outreach, case management, housing navigation, Rapid Rehousing and emergency homelessness prevention services. 2) With the addition of HEAP Funding, in 2019 the City is funding a Safe Parking Program, Shower and Laundry Services and Biohazard Cleanup. 3) Support the local homeless family shelter and domestic violence shelter. 	<ol style="list-style-type: none"> 1) Ongoing from PY 2020 through PY 2024 2) Through PY 2021 and based on funding thereafter 3) Annually from PY 2020 through PY 2024
City of Oakland	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Oakland	Continue to utilize CDBG, ESG, General Purpose, and other funds to support housing and services to the homeless population.	Annually from PY 2020 through PY 2024
City of Pleasanton	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Pleasanton Housing Division	Continue to allocate resources to support agencies, such as City Serve, which provides crisis intervention services to homeless persons. Funding resources are	Annually from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				allocated through the City's annual Housing & Human Services Grant program and are subject to available funds approved by City Council.	
City of San Leandro	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of San Leandro	Continue to support homeless programs via the Community Assistance Program using general funds to support homeless services in the City of San Leandro and regionally. Continue to support regional efforts to end homelessness such as Alameda County Every One Home.	Annually from PY 2020 through PY 2024
City of Union City	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Union City HCD, Community & Recreation Services (CRS)	Continue to provide financial support for homeless services (as resources are available). The City currently supports Abode Services and the CAREavan Program (a safe parking program).	Abode is currently receiving \$20,000 annually in CDBG funds from the City through PY 2020 through PY 2021. For the PY 2021-2022/2022-2023 and PY 2023-2023/2024-2025 funding cycle, Abode and other similar agencies will be invited to apply to the City's biannual grant funding process which is subject to funding availability and City Council approval. The CAREavan program is a city-run program that is funded through the General Fund and HEAP.
Housing Authority of the City of Alameda	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Housing Authority of the City of Alameda	Provide housing to persons experiencing homelessness through the Moderate Rehabilitation, Project Based Voucher (PBV), Shelter plus Care, and Veterans Affairs Supportive Housing (VASH) programs as appropriate and in compliance with contracts.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Housing Authority of the County of Alameda	Provide financial support to persons experiencing homelessness through the following programs: Section 8 Project Based Vouchers (PBV) where units are designated for homeless persons, Mainstream Vouchers either made available directly to persons experiencing homeless or to serve "move-up" participants in Permanent Supportive Housing, Veterans Affairs Supportive Housing (VASH) vouchers, and Foster Youth Initiative (FYI) vouchers, as funding is available.	Annually through FY 2024
Livermore Housing Authority	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Livermore Housing Authority	Continue to apply for and support vouchers directed to persons experiencing homelessness, veterans, and youth. To the extent possible and consistent with current capabilities, LHA will continue to look for opportunities to participate in other HUD programs directed to assist marginalized communities.	PY 2020 through PY 2024
Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers)	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access			
Alameda Urban County	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	1.) Alameda County HCD 2.) City of Dublin	1) Alameda County HCD: a) The County's subsidized rental housing portal website will assist seekers of subsidized housing units to find them,	Ongoing from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
				including persons with disabilities to find accessible units; b) Continue to provide ESL classes to new immigrants; c) Program materials can be requested in multiple language, including the website content; 4) upon request and to the extent required under law, program materials will be provided to be accessible to those disabilities. 2) City of Dublin: a) Continue to support disability access services, for example, through CRIL.	
City of Alameda	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Alameda	1) Continue to partner with City's Commission on Disability and accept guidance on how to make City programs more accessible to persons with disabilities. 2) Provide ESL classes at Alameda Adult School as funds are available. 3) Continue to provide program materials in multiple languages upon request. 4) Continue to implement internal plans to improve access to website material.	Ongoing from PY 2020 through PY 2024
City of Fremont	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Fremont	1) Will continue to contract with CRIL and DCARA on annual basis for people with disabilities to have assistance in finding resources; 2) Will continue to contract with Afghan Coalition to provide ESL classes in Dari and Farsi. FRC also provides referrals to this service; 3) Continue to provide program materials in multiple language, upon request.	Ongoing from PY 2020 through PY 2024
City of Pleasanton	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Pleasanton Housing Division	Continue to allocate resources to support agencies, such as Tri-Valley Haven, that provide crisis intervention services to homeless persons. Funding resources are allocated through the City's annual Housing & Human Services Grant program are subject to available funds approved by City Council.	Annually from FY 2020 through FY 2024
City of Union City	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	City of Union City	Will continue to fund CRIL that provides assistance to people with disabilities, through the next two years, and potentially for future years pending their application and so long as funding continues at current level.	Ongoing from PY 2020 through PY 2024
Oakland Housing Authority	Displacement of residents due to economic pressures; lack of affordable housing for individuals who need supportive services	Disproportionate housing needs; disability and access	Oakland Housing Authority, Family and Community Partnerships Department	Will continue to offer assistance to eligible families for emergency assistance so long as current funding remains. Families assisted will be reported annually in the MTW Annual Report.	Ongoing from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
8) Regional Goal: Marketing Maintain and expand awareness of affordable housing opportunities and services through marketing efforts					
Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	1) Alameda County HCD 2) City of Dublin CDD, Housing	1a) Create a subsidized rental housing portal on the County website to create online applications for people to search for rental units. 1b) Continue to support the 211 line with CDBG funds. 2) Continue to advertise the availability of Dublin affordable housing on City website and make available the Tri-Valley Affordable Rental Housing Guide.	1a) By June of FY 2024 1b) Annually from FY 2020 through FY 2024 2) Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Berkeley Housing Authority	Continue to advertise available rental units through BHA's website for Section 8 program participants.	Ongoing from PY 2020 through PY 2024
City of Berkeley	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Berkeley	Continue to assist owners of BMR units to advertise availability of units on the City's website and via press releases.	Annually from PY 2020 through PY 2024
City of Fremont	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Fremont	Continue to assist affordable housing developers in advertising the availability of BMR units via the City website, email interest lists, other media outlets, and community centers.	Ongoing from PY 2020 through PY 2024
City of Hayward	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Hayward	Continue to assist owners of BMR units to advertise availability of units on the City's website and via press releases.	Ongoing from PY 2020 through PY 2024
City of Oakland	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Oakland	Continue to provide on City website a directory of publicly assisted rental units, with management contacts and property addresses.	Ongoing from PY 2020 through PY 2024
City of Pleasanton	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Pleasanton Housing Division	Continue to assist in marketing the availability of BMR units on the City's website, email listservs, and other media outlets, and flyers at City Hall, Main Library, and Senior Center.	Ongoing from FY 2020 through FY 2024
City of Union City	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Union City HCD	Continue to assist affordable housing developers in advertising the availability of BMR units via the City website, email listservs, other media outlets, and community centers	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Housing Authority of the County of Alameda	Continue to advertise available rental units through website and GoSection 8 for Section 8 program participants.	Annually through FY 2024 GoSection 8 updates provided weekly.
Livermore Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Livermore Housing Authority	Continue to advertise available rental units on LHA website and GoSection 8 for Section 8 program participants.	PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Oakland Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Oakland Housing Authority	OHA will publish available waitlist openings on its website and market the website openings through stakeholders, publications, flyers, websites and other media outlets. Metrics and Milestones for OHA waitlist openings are reported in the Annual MTW Report.	Ongoing from FY 2020 through FY 2024
Activity 8.b: The participating jurisdictions will explore the creation of a countywide affordable housing database.	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; Disproportionate housing needs			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; Disproportionate housing needs	1) Alameda County HCD 2) PlaceWorks	1) Create a subsidized rental housing portal on the County website to create online applications for people can search for rental units. 2) Create and implement a communications strategy, utilizing a technical assistance grant from MTC to ensure that low income tenants partaking in the City's BMR program are aware of other affordable programs they are eligible for, and have better access to information.	1) By June of FY 2024 2) By July of FY 2021
City of Union City	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; Disproportionate housing needs	Union City HCD	Promote the county-wide affordable housing database, once developed, through the City's website and other City channels, such as community centers.	Ongoing once database is developed
Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	1) Alameda County HCD 2) City of Dublin	1) Continue to provide up to \$40,000 in CDBG funds to Eden I&R's 211 Line. 2) Continue to Fund 211 through grants to Eden I&R.	Annually from FY 2020 through FY 2024
City of Berkeley	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Berkeley	Continue to provide funding for 211 and advertise its existence on the City's website.	Annually from PY 2020 through PY 2024
City of Fremont	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Fremont	Continue to provide General Fund support to 2-1-1 as funding is available. The City will also advertise 2-1-1 on its website. Continue to require Social Service and CDBG to promote 211 on their website.	Annually from PY 2020 through PY 2024
City of Hayward	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Hayward	Provide \$25,000 from the City's General fund to 211 on an annual basis	Annually from PY 2020 through PY 2024
City of Pleasanton	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Pleasanton Housing Division	Continue to coordinate with Eden I&R in fulfilling its City contract.	As long as Eden I&R has a contract.
City of San Leandro	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of San Leandro	Continue to provide funding for 211 and advertise its existence on the City's website.	Annually from PY 2020 through PY 2024
City of Union City	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Union City HCD	Continue to provide General Fund support (approximately \$10,000 annually) to 2-1-1 as funding is available. The City will also advertise 2-1-1 on its website.	Annually from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	City of Dublin CDD, Housing	Monitor BMR rental property owners through review of marketing practices to ensure compliance with applicable laws	Annually from FY 2020 through FY 2024 during BMR monitoring
City of Berkeley	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	City of Berkeley	Continue to share housing opportunities with local non-profits serving homeless populations and other populations that have disabilities.	Annually from PY 2020 through PY 2024
City of Fremont	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	City of Fremont	Continue to market affordable housing units to local non-profit agencies, especially those serving these populations.	As units become available
City of Hayward	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	City of Hayward	1) Establish City-wide marketing plan; 2) Target all people when marketing, and make additional efforts to reach those that have barriers; 3) Market to at least 15 organizations that serve underserved populations.	1) Year 1 2 & 3) Ongoing from PY 2020 through PY 2024
City of Livermore	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	City of Livermore	1) Coordinate with developers of affordable units to include a City-wide marketing plan that supports the Affirmative Marketing efforts of the developers; 2) Target all people when marketing and make additional efforts to reach those that have barriers; 3) Market to community organizations that serve underserved populations.	Ongoing from PY 2020 through PY 2024
City of Union City	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	Union City HCD	Target all people when marketing as affordable housing units become available and make additional efforts to reach those that have barriers and history of being treated differently, such as distributing flyers to non-profits serving these target populations.	As units become available Ongoing from PY 2020 through PY 2024
Oakland Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing; lending discrimination; lack of affordable housing for individuals who need supportive services; historical discrimination against people of color	Segregation; disability and access; disproportionate housing needs;	Oakland Housing Authority	Once various program waitlists open (anticipated FY 2020), will use partners and media outlets to reach special populations based on the housing type available (i.e., families, elderly, disabled, homeless, etc.). Metrics on waitlist openings will be reported annually in the Moving To Work (MTW) annual report.	Ongoing from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs			
Alameda Urban County	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	All Urban County jurisdictions	Continue to provide information in multiple languages on websites and/or through phone translation.	Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Berkeley Housing Authority	Continue to provide materials in multiple languages upon request. BHA has Spanish, Tagalog, and Laotian speakers on staff and contracts with Language Line for other languages and for backup services.	Ongoing from PY 2020 through PY 2024
City of Alameda	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Alameda	Continue to provide materials in multiple languages..	Annually from PY 2020 through PY 2024
City of Berkeley	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Berkeley	Continue to provide key information on programs in multiple languages.	Ongoing from PY 2020 through PY 2024
City of Fremont	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Fremont	Continue to provide key information on programs in multiple languages.	Ongoing from PY 2020 through PY 2024
City of Hayward	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Hayward	Continue to provide information in English, Spanish and Chinese.	Ongoing from PY 2020 through PY 2024
City of Livermore	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Livermore	Continue to provide marketing in multiple languages on key program information and/or facilitate access through other language translation services.	Ongoing from PY 2020 through PY 2024
City of Oakland	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	City of Oakland	Continue to provide key information in multiple languages through the City's Equal Access Language Assistance Services.	Ongoing from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Housing Authority of the City of Alameda	Reevaluate Language Access Plan (LAP) in 2020 and continue to provide materials in multiple languages as outlined in the LAP.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Housing Authority of the County of Alameda	Continue to provide program materials in multiple languages upon request. HACA has Spanish, Chinese, Vietnamese, Farsi and Tagalog speakers on staff and contracts with a language line for other languages and for backup services.	Annually through FY 2024
Oakland Housing Authority	Access to publicly supported housing for persons with disabilities; lack of affordable housing	Disability and access; disproportionate housing needs	Oakland Housing Authority	<ol style="list-style-type: none"> 1) Will continue to implement assistance in languages needed through language lines, in person interpretation, translation of critical documents and HUD sourced multi-language forms as outlined in OHA's Language Assistance Plan (LAP). 2) Will continue to refine and monitor the data for languages needed and requested and update the LAP with changing demographic information through the HUD recommended four factor analysis process. 	Ongoing from FY 2020 through FY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
9) Regional Goal: Community Development Continue to find ways to finance affordable housing, community development, and economic development activities.					
Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnically Concentrated Areas of Poverty (R/ECAPs)	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity			
Alameda Urban County	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity	Alameda County HCD	As provided in the FY 2020-2024 Neighborhood Plan, fund priority areas (Ashland and Cherryland) and programs in the unincorporated county with approximately \$300,000 in CDBG funds annually.	Annually from FY 2020 through FY 2024
City of Alameda	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity	City of Alameda	Continue to fund economic development activities, including on-the-job training, at Alameda Point and any other areas identified to contain R/ECAPs.	Annually from PY 2020 through PY 2024
City of Berkeley	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity	City of Berkeley	Continue to advance the Southside Plan adopted in 2011. This plan includes economic development on Telegraph Avenue in one of the City's R/ECAPs. Continue to advance the 2012 Downtown Area Plan. The plan includes economic development on in the Downtown area overlapping with the R/ECAPs. Additionally, the City will continue to support the South Berkeley neighborhoods adjacent to the Berkeley R/ECAPs through the Adeline Corridor Plan and will provide relevant economic development updates on the Plan's process and implementation in the CAPER.	Annually from PY 2020 through PY 2024
City of Oakland	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity	City of Oakland	<ol style="list-style-type: none"> 1) Continue to fund City Economic Development Department activities. 2) Economic Development will conduct a racial equity analysis to evaluate existing conditions, analyze impacts, and maximize positive outcomes for communities of color, English learners, and low-income communities. 	<ol style="list-style-type: none"> 1) Annually 2) 2020
Oakland Housing Authority	Lack of private investments in specific neighborhoods; lack of public investment in specific neighborhoods, including services and amenities; historic discrimination against people of color; location of employers	Segregation; R/ECAPs; access to opportunity	Oakland Housing Authority	<ol style="list-style-type: none"> 1) OHA will continue to pursue opportunities to partner with others in their efforts to develop affordable housing through short- and long-term financing, land purchased and other creative financing. 2) OHA will continue to use its Development Policy as a guide in evaluating projects for assistance. Metrics and milestones are reported in the MTW Annual Plan and report. 	Ongoing from FY 2020 through FY 2024, based on funding availability

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate Housing Needs; fair housing issues			
Alameda Urban County	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	All Urban County jurisdictions	Evaluate potential funding sources in the development of affordable housing and community development. Federal sources include HOME, HOPWA, and CDBG; local sources include Measure A1 Bond funds.	Annually from FY 2020 through FY 2024
Berkeley Housing Authority	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Berkeley Housing Authority	Evaluate any new funding HUD makes available to housing authorities and continue to pursue funding for the Mainstream Voucher, Veterans Affairs Supportive Housing (VASH), and other initiatives and programs as HUD makes funding opportunities available.	Ongoing from PY 2020 through PY 2024
City of Fremont	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	City of Fremont	The City will explore and pursue if feasible, local, state, and federal funding sources as they become available.	Ongoing from PY 2020 through PY 2024
City of Hayward	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	City of Hayward	1) Evaluate at least three potential funding sources; 2) Annually, City of Hayward will report on number and type of grants pursued in CAPER.	Ongoing from PY 2020 through PY 2024
City of Oakland	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	City of Oakland	The City will explore and pursue, if feasible, local, state, and federal funding sources as they become available.	Ongoing from PY 2020 through PY 2024
City of Pleasanton	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Pleasanton Housing Division	Staff will continue to work towards continuing to receive federal CDBG and HOME funds for community development. Staff will also assist developers in obtaining state and federal funding for affordable housing.	Annually from FY 2020 through FY 2024
City of Union City	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Union City HCD	The City will pursue local, state, and federal funding sources as they become available.	Annually from PY 2020 through PY 2024
Housing Authority of the City of Alameda	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Housing Authority of the City of Alameda	Evaluate new funding HUD makes available to housing authorities where capacity and need exist, including Veterans Affairs Supportive Housing (VASH) and Moving to Work (MTW) as eligible.	Annually from PY 2020 through PY 2024
Housing Authority of the County of Alameda	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Housing Authority of the County of Alameda	Evaluate any new funding HUD makes available to housing authorities and continue to pursue funding for the Mainstream Voucher, Non-Elderly Disabled (NED), Project Based Voucher (PBV), Veterans Affairs Supportive Housing (VASH), and Foster Youth Initiative (FYI) programs as HUD makes them available.	Ongoing from PY 2020 through PY 2024

Fair Housing Goal	Contributing Factors Addressed	Fair Housing Issues/Impediments	Responsible Party	Metrics and Milestones	Time Frame for Achievement (FY = fiscal year; PY = program year)
Livermore Housing Authority	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Livermore Housing Authority	Evaluate and apply for any appropriate new funding that HUD may make available to housing authorities. Will continue to pursue funding for the expansion of all existing program sources such as VASH, mainstream vouchers, project-based vouchers, HOPWA vouchers, and youth-based program vouchers.	PY 2020 through PY 2024
Oakland Housing Authority	Limited supply of affordable housing within neighborhoods; lack of federal, state, and local funding to support affordable housing; lack of local public (local, state, federal) fair housing enforcement	Disproportionate housing needs; fair housing issues	Oakland Housing Authority	<ol style="list-style-type: none"> 1) OHA will continue to actively pursue partnership opportunities and self-development projects. These require financing from various local, state and federal sources. Metrics and milestones will be projects where financing has been assembled and deals have been closed. These will be reported in the Annual MTW plan and Report. 2) OHA plans to convert 253 public housing units through disposition to project-based subsidy to allow funding for improvements and rehabilitation at Oak Groves North and South and Harrison Towers. 3) OHA plans to apply to convert 307 units of public housing across 7 mixed financed sites to project-based voucher subsidy through HUD's Rental Assistance Demonstration. 	Based on funding availability: <ol style="list-style-type: none"> 1) FY 2020 and ongoing 2) Early FY 2020 for Oak Groves North and South late FY 2020 for Harrison Towers 3a) FY 2020 RAD application submitted. 3b) Late FY 2020 RAD conversion started and completed in FY 2021.

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APPENDIX

ATTACHMENT 1

SUMMARY OF GOALS AND ACTIVITIES BY JURISDICTION

Alameda Urban County Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
 - Activity 1.c: Participating jurisdictions will advocate for local federal/state laws that would improve fair housing protections for those experiencing barriers to accessing housing.
 - Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
 - Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.
 - Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.

- Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
 - Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.a: Participating jurisdictions will explore a low-cost loan program for landlords unable to make needed repairs or accessibility modifications in order to avoid displacement of lower-income tenants in substandard units.
 - Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.e: Other Activities - The City of Emeryville work proactively to retain existing subsidized affordable housing units that are at risk of converting to market rate.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
 - Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.

- Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.
- Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
 - Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers).
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.b: The participating jurisdictions will explore the creation of a countywide affordable housing database.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnically Concentrated Areas of Poverty (R/ECAPs).
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

City of Alameda Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.c: Other Activities - Create a prosecution division within the City Attorney's Office to enforce the city ordinance regarding source of income protections and other fair housing violations. Maintain data on education activities.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit

Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.

- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
 - Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers).
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnically Concentrated Areas of Poverty (R/ECAPs).

City of Berkeley Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.

- Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
- Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
- Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.

- Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
- Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnicly Concentrated Areas of Poverty (R/ECAPs).

City of Fremont Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
 - Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.

- Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
- Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.
- Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
- Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and

homebuyer education classes; and will promote any existing programs through marketing efforts.

- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
 - Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers).
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

City of Hayward Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
 - Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.

- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
 - Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.

- Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

City of Livermore Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.

- Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
- Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.
 - Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
- Regional Policy 5: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.

- Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.

City of Oakland Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
 - Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.
 - Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.

- Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.a: Participating jurisdictions will explore a low-cost loan program for landlords unable to make needed repairs or accessibility modifications in order to avoid displacement of lower-income tenants in substandard units.
 - Activity 4.b: Participating jurisdictions will research establishing citywide code inspection program of all rental units or continue to maintain existing program.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
 - Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.

- Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnically Concentrated Areas of Poverty (R/ECAPs).
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

City of Pleasanton Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias
 - Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.

- Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
- Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
- Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a.: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
- Regional Policy 6: Increase homeownership among low- and moderate-income households
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
 - Activity 7.d: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers).
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.

- Regional Policy 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

City of San Leandro Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
 - Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
 - Activity 1.e: Participating jurisdictions will provide financial assistance to clinics that provide free or reduced-costs legal services for low-income rental households facing barriers to affordable housing.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.a: Participating jurisdictions with an existing rental stabilization program will take actions to continue to maintain the program and make improvements, as needed.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.
 - Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.g: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.

- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.c: Participating jurisdictions will explore revisions to building codes or processes that reduce the costs and/or allow greater number of accessory dwelling units, tiny homes, or smaller houses.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.

City of Union City

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.

- Activity 1.d: Participating jurisdictions will continue to fund housing placement services for people with disabilities to assist them in finding accessible housing (i.e., CRIL, DCARA, County's online application/website).
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
 - Activity 2.c: Participating jurisdictions will periodically review their existing inclusionary housing in-lieu fees and/or housing impact fees and jobs-housing linkage fee programs if applicable, to maximize number of units in a manner consistent with current housing market conditions and applicable law.
 - Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.g: The participating jurisdictions will continue to prepare a Consolidated Annual Performance and Evaluation Report (CAPER) that evaluates the progress towards these Regional AI goals.
 - Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities,

persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.

- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
 - Activity 7.c: Participating jurisdictions will continue to support access to resources (such as for those with disabilities, language barriers, cultural barriers)
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.b: The participating jurisdictions will explore the creation of a countywide affordable housing database.
 - Activity 8.c: The participating jurisdictions will continue promoting 211's affordable housing database with current information.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
- Regional Policy 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

Livermore Housing Authority Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.b: Participating jurisdictions will seek ways to increase resident access to fair housing services, such as improved marketing of services, improved landlord education, and improved tenant screening services to avoid owner bias.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.b: Participating jurisdictions will promote new fair housing laws, including AB 1482, upon adoption, and to the extent required by the new laws.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.a: Participating jurisdictions will create a shared list of lenders countywide that can help buyers access below-market-rate loans (homes) and locally sponsored down payment and mortgage assistance programs; promote this list of lenders to interested residents.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.

- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

Housing Authority of the City of Alameda

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.d: Participating jurisdictions will continue to provide program materials in multiple languages.

- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

Housing Authority of the County of Alameda (HACA) Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.d: The participating jurisdictions will continue to financially support programs that rehabilitate existing units for accessibility.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit

Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.

- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

Berkeley Housing Authority Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.
 - Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
 - Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.a: Educate tenants and landlords on new fair housing laws.

- Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.b: Participating jurisdictions will continue to provide financial support for homeless services.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Goal 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

Oakland Housing Authority Goals

- Regional Policy 1: Promote fair housing enforcement and outreach.
 - Activity 1.a: The participating jurisdictions will continue to contract with fair housing service providers to educate home seekers, landlords, property managers, real estate agents, and lenders regarding fair housing law and recommended practices, including the importance of reasonable accommodation under ADA; to mediate conflicts between home seekers, landlords, property managers, real estate agents, and lenders; and to continue fair housing testing and audits.
- Regional Policy 2: Maintain, improve, and implement local policy that supports affordable housing and fair housing.

- Activity 2.d: The participating jurisdictions will continue to pursue modifications of current zoning and other local policies regulating housing development that pose a direct or indirect constraint on the production of affordable housing.
- Activity 2.e: Participating jurisdictions will continue to aim to implement the programs described in their Housing Elements within the current Housing Element planning period.
- Activity 2.f: Participating jurisdictions will continue to incorporate these Regional AI goals into their 5-Year Consolidated and Annual Action Plans.
- Activity 2.h: As needed, participating jurisdictions will work together to continue to commission market-based surveys of current market-rate rents in the Oakland-Fremont HUD FMR Area (Alameda and Contra Costa Counties) in an effort to seek adjustment to HUD FMR standards for the area; and will advocate to HUD for the revision of FMR calculations/methodology.
- Activity 2.i: Other Activities - OHA plans to implement a relocation assistance program for housing choice voucher participants that are forced to vacate their homes, due to failed housing quality standard inspections. Eligible residents may be approved for a moving allowance to assist with costs using Uniform Relocation Allowances. Residents will be informed through the briefing process and during abatement communications of this benefit. Metrics will be compiled at fiscal year-end for number of families assisted and reported through the Annual Moving to Work (MTW) report, a HUD requirement.
- Regional Policy 3: Promote and implement new fair housing laws that protect recipients of rental subsidies from discrimination by landlords.
 - Activity 3.b: Participating jurisdictions will explore creating incentives for landlords to rent to Section 8 voucher holders, such as a leasing bonus, damage claim reimbursement, security deposit and utility assistance.
- Regional Policy 4: Preserve and rehabilitate existing affordable housing stock.
 - Activity 4.a: Participating jurisdictions will explore a low-cost loan program for landlords unable to make needed repairs or accessibility modifications in order to avoid displacement of lower-income tenants in substandard units.
 - Activity 4.c: Participating jurisdictions will provide rehabilitation assistance loans for lower-income units.
- Regional Policy 5: Increase the number of affordable housing units.
 - Activity 5.a: Participating jurisdictions will prioritize the production of affordable housing units in sizes appropriate for the population and based on family size.
 - Activity 5.b: The participating jurisdictions will continue all existing programs to support development of local affordable housing units through a variety of strategies such as applications for state and federal funding, entitlement assistance, outreach to the community and other stakeholders, direct financial support, and site identification and acquisition assistance. This support will include development of units that serves specialized populations as defined by the funding source, Housing Element, Consolidated Plan, or AI, such as transitional and supportive housing, and housing for seniors, persons with disabilities, persons experiencing homelessness, and persons living with HIV/AIDS or severe mental illness.

- Regional Policy 6: Increase homeownership among low- and moderate-income households.
 - Activity 6.b: As resources are available, the participating jurisdictions will allocate funds for homeownership programs that support low- and moderate-income households, including but not limited to down payment assistance, first time home buyer, Mortgage Credit Certificate, below market rate (BMR) homeownership programs, and financial literacy and homebuyer education classes; and will promote any existing programs through marketing efforts.
- Regional Policy 7: Maintain and expand supportive services for lower-income households.
 - Activity 7.a: Participating jurisdictions will continue to support or will explore new programs that provide financial support for job training programs to lower-income individuals.
 - Activity 7.c: Emergency assistance for clothing, food and transportation.
- Regional Policy 8: Maintain and expand awareness of affordable housing opportunities and services through marketing efforts.
 - Activity 8.a: Participating jurisdictions will continue to assist in advertising the availability of subsidized rental units via the jurisdictions' websites and or apps, the 2-1-1 information and referral phone service, and other media outlets.
 - Activity 8.d: Increase marketing efforts of affordable housing units to people that typically face barriers and discrimination in fair housing choice, such as persons with disabilities, people of color, low-income families, seniors, new immigrants, people experiencing homelessness.
 - Activity 8.e: Participating jurisdictions will continue to provide program materials in multiple languages.
- Regional Policy 9: Continue to find ways to finance affordable housing, community development, and economic development activities.
 - Activity 9.a: Participating jurisdictions will explore financially supporting economic development activities and initiatives in Racially/Ethnicly Concentrated Areas of Poverty (R/ECAPs).
 - Activity 9.b: Participating jurisdictions will pursue local, state, and federal funding sources as they become available (i.e., Program 811).

ATTACHMENT 2

ALAMEDA COUNTY REGIONAL HOUSING (2019) SURVEY



Alameda County Regional Housing Survey 2019

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Please provide your input into housing needs and access to resources within Alameda County. **Your input is very important.** Your feedback will be incorporated into the Alameda County Regional Analysis of Impediments to Fair Housing Choice report.

Esta encuesta también está disponible en español. 此調查已被翻譯為繁體中文。

Your responses will not be associated with any personal information you provide.

If you have trouble viewing this survey and would like assistance due to a disability, please contact (510) 238-5219. If you would like to request this survey in another language, please contact (510) 238-6468.

Please answer the following questions as best as you can.

1. What City do you live in within Alameda County?

City: _____ I do not live in Alameda County _____

2. What City do you work in within Alameda County?

City: _____ I do not work in Alameda County _____

3. Which of the following best describes where you currently live?

- | | |
|--|--|
| <input type="checkbox"/> I own my home | <input type="checkbox"/> I live in a shelter (provided by an organization/church) for those experiencing homelessness |
| <input type="checkbox"/> I pay rent to live in my home | <input type="checkbox"/> I do not live in a shelter, but I am experiencing homelessness (e.g. live in car, live outside) |
| <input type="checkbox"/> I live in temporary housing or transitional housing | <input type="checkbox"/> Other (please specify): _____ |

4. Do you live in either public housing managed by a Housing Authority, receive any type of housing voucher from a Housing Authority, or live in housing subsidized by government funds (such as Low-Income Housing Tax Credit or a below market rate unit)? If any of the above apply to you, please check yes. (e.g. you have regularly occurring income certifications)

Yes ____ No ____

5. If you receive a housing voucher of any kind, how difficult was it to find a landlord that accepted your voucher?

- Very Difficult Somewhat Difficult Not Difficult Easy I do not receive a housing voucher

6. If given the opportunity, would you move?

Yes ____ No ____ (If no, continue to question 9)



**Alameda County
Regional Housing Survey 2019**

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7. Why do you want to move? (Select all that apply)

- | | |
|---|---|
| <input type="checkbox"/> I want to live in a healthier neighborhood | <input type="checkbox"/> I need a bigger house/apartment |
| <input type="checkbox"/> I feel unsafe in my neighborhood | <input type="checkbox"/> I need a smaller house/apartment |
| <input type="checkbox"/> I don't want roommates anymore | <input type="checkbox"/> I want better access to health facilities |
| <input type="checkbox"/> I do not feel welcome | <input type="checkbox"/> I want to buy a home |
| <input type="checkbox"/> I want better access to good schools | <input type="checkbox"/> I am living with friends/family who want me to leave |
| <input type="checkbox"/> I want a home in better interior condition | <input type="checkbox"/> I want more affordable rent |
| <input type="checkbox"/> I want a home with better accessible features for my disability | <input type="checkbox"/> I want better access to transportation |
| <input type="checkbox"/> I want a home with better amenities (kitchen/laundry/internet facilities, outdoor space, common areas, community office, pool) | <input type="checkbox"/> I want better access to services/stores |
| <input type="checkbox"/> I want to be closer to friends and/or family | <input type="checkbox"/> I want to be closer to my job |
| <input type="checkbox"/> I want better access to parks/open space | <input type="checkbox"/> I want better access to job opportunities |
| | <input type="checkbox"/> Other (please specify):
_____ |

8. Is there a reason why you haven't moved yet? (Select all that apply)

- | | |
|--|--|
| <input type="checkbox"/> I need to find a new job | <input type="checkbox"/> I can't afford to live anywhere else |
| <input type="checkbox"/> I can't afford to buy a home | <input type="checkbox"/> My eviction history and/or bad credit makes it hard to find a new landlord who will accept me |
| <input type="checkbox"/> I can't find an affordable place with better conditions or better access to things I need | <input type="checkbox"/> My job is here |
| <input type="checkbox"/> I can't pay moving expenses/deposits | <input type="checkbox"/> My friends and/or family are here |
| | <input type="checkbox"/> Other (please specify):
_____ |

9. Do you currently live with a disability, or does a member of your household live with a disability?

Yes _____ No _____ (If no, continue to question 12)



Alameda County

Regional Housing Survey 2019

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10. Do you and/or a household member experience any of the following housing challenges? (Select all that apply)

- | | |
|---|--|
| <input type="checkbox"/> The home I live in does not meet the needs of my household member with a disability | <input type="checkbox"/> It is difficult for my household member with a disability to get around my neighborhood because there is a lack of accessible paths of travel |
| <input type="checkbox"/> I'm afraid my rent will go up if I make a request for an accommodation for my household member with a disability | <input type="checkbox"/> Housing with appropriate accommodations for my household member with a disability is not affordable |
| <input type="checkbox"/> My landlord refuses to modify our unit to accommodate my household member with a disability | <input type="checkbox"/> My landlord did not accept my service/emotional support animal |
| <input type="checkbox"/> I worry about losing my in-home health care | <input type="checkbox"/> I do not experience any housing challenges |
| | <input type="checkbox"/> Other (please specify): _____ |

11. If used, please rank the level of difficulty in using specific transportation methods from very difficult (0) to very easy (5). Circle your choices. Check N/A if not applicable.

Mode of Transportation	Very Difficult					Very Easy		N/A
	0	1	2	3	4	5		
Walking	0	1	2	3	4	5		
Wheelchair	0	1	2	3	4	5		
Driving (I drive)	0	1	2	3	4	5		
Driving (Someone else drives)	0	1	2	3	4	5		
AC Transit	0	1	2	3	4	5		
Tri Valley Wheels Bus	0	1	2	3	4	5		
BART	0	1	2	3	4	5		
East Bay Paratransit	0	1	2	3	4	5		
Wheels Bus Dial-A-Ride	0	1	2	3	4	5		
Uber Assist or Uber WAV	0	1	2	3	4	5		
Accessible taxi service	0	1	2	3	4	5		
Other (please specify): _____	0	1	2	3	4	5		

Alameda County Regional Housing Survey 2019

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12. Rank your agreement with the following statements from strongly disagree (0) to strongly agree (5). Circle your choices.

Questions	Strongly Disagree					Strongly Agree
I live near high quality parks and recreation facilities	0	1	2	3	4	5
I live near grocery stores with healthy and convenient options	0	1	2	3	4	5
I live a convenient distance from healthcare facilities	0	1	2	3	4	5
I live near supportive friends/family/community members	0	1	2	3	4	5
Housing in my neighborhood is in poor condition or needs repair	0	1	2	3	4	5
I live in an area with a higher rate of crime	0	1	2	3	4	5
It is difficult to find good schools in an area that I can afford	0	1	2	3	4	5
I live in an area with easy access to job opportunities	0	1	2	3	4	5
I have difficulty getting to places I want to go because of problems with transportation	0	1	2	3	4	5
I feel that the water, air, and soil is healthy where I live	0	1	2	3	4	5

13. In the past five years, have you had to move out of your residence in Alameda County when you did not want to move?

Yes ____ No ____ (If no, continue to question 16)

14. Why did you have to move? (Select all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Rent became unaffordable
<input type="checkbox"/> Homeownership became unaffordable
<input type="checkbox"/> Evicted due to not paying rent
<input type="checkbox"/> Landlord wanted to move back in
<input type="checkbox"/> Landlord wanted to remodel/renovate
<input type="checkbox"/> Landlord wanted to rent to a relative
<input type="checkbox"/> Landlord wanted to rent to someone else (non-relative) | <input type="checkbox"/> Landlord selling home/unit
<input type="checkbox"/> Evicted due to residence rules violation
<input type="checkbox"/> Personal/family reasons
<input type="checkbox"/> There was no reason for my eviction
<input type="checkbox"/> Unsafe conditions in my home
<input type="checkbox"/> Unsafe conditions in my neighborhood
<input type="checkbox"/> Other (please specify): _____ |
|---|--|

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15. If you selected “Rent became unaffordable” or “Homeownership became unaffordable,” please select the reasons why it became unaffordable. (Select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> No longer able to make rent payments

<input type="checkbox"/> Rent increased to unaffordable level

<input type="checkbox"/> Lost job or hours reduced

<input type="checkbox"/> Utility expenses increased

<input type="checkbox"/> No longer able to make mortgage payments | <input type="checkbox"/> Mortgage payment increased to unaffordable level

<input type="checkbox"/> Maintenance costs became unaffordable

<input type="checkbox"/> Taxes/insurance increased to unaffordable level

<input type="checkbox"/> I did not select “Rent/Homeownership became unaffordable”

<input type="checkbox"/> Other (please specify): _____ |
|--|---|

16. Rank your agreement with the following statements from strongly disagree (0) to strongly agree (5). Circle your choices. If you don’t know, check “I don’t know.”

Questions	Strongly Disagree					Strongly Agree					I don’t know		
	0	1	2	3	4	5	0	1	2	3	4	5	
My neighbors would be supportive of locating low-income housing in my neighborhood	0	1	2	3	4	5							
My neighbors would be supportive of locating new apartment buildings in my neighborhood	0	1	2	3	4	5							
My neighbors would be supportive of locating new housing for low-income seniors in my neighborhood	0	1	2	3	4	5							
My neighbors would be supportive of locating a residential home for people recovering from substance abuse in my neighborhood	0	1	2	3	4	5							
My neighbors would be supportive of locating a residential home for people with physical and/or developmental disabilities in my neighborhood	0	1	2	3	4	5							

17. What is your zip code? _____

18. How old are you?

- | | |
|--|--|
| <input type="checkbox"/> Senior (age 62+) | <input type="checkbox"/> Young Adult (age 18-30) |
| <input type="checkbox"/> Adult (age 31-61) | <input type="checkbox"/> Youth (age 13-17) |

19. What is your gender?

- | | |
|---------------------------------|--|
| <input type="checkbox"/> Male | <input type="checkbox"/> Transgender/Non-binary/Intersex |
| <input type="checkbox"/> Female | |



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20. How many people live in your household?

- | | |
|------------------------------------|-------------------------------------|
| <input type="checkbox"/> One (1) | <input type="checkbox"/> Four (4) |
| <input type="checkbox"/> Two (2) | <input type="checkbox"/> Five (5) |
| <input type="checkbox"/> Three (3) | <input type="checkbox"/> Six (6) |
| | <input type="checkbox"/> Seven (7)+ |

21. How many minutes is your daily commute to school or work?

- | | |
|--------------------------------|---|
| <input type="checkbox"/> 0-14 | <input type="checkbox"/> 60-89 |
| <input type="checkbox"/> 15-29 | <input type="checkbox"/> 90-119 |
| <input type="checkbox"/> 30-44 | <input type="checkbox"/> 120-149 |
| <input type="checkbox"/> 45-59 | <input type="checkbox"/> 150+ |
| | <input type="checkbox"/> I don't go to work or school |

22. Do you have any children under the age of 18 currently living with you?

Yes _____ No _____

23. Which racial group(s) do you consider yourself a part of? (Select all that apply)

- | | |
|---|---|
| <input type="checkbox"/> White/Caucasian* | <input type="checkbox"/> Native Hawaiian/Pacific Islander |
| <input type="checkbox"/> Black/African American | <input type="checkbox"/> Asian |
| <input type="checkbox"/> American Indian/Alaskan Native | <input type="checkbox"/> Other (please specify) |

**White/Caucasian includes a person having origins in any of the original peoples of Europe (including Spanish descendants), the Middle East, or North Africa.*

24. Are you Hispanic or Latino?

- | | |
|--|---|
| <input type="checkbox"/> Hispanic or Latino* | <input type="checkbox"/> Not Hispanic or Latino |
|--|---|

**Hispanic or Latino refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin of any race.*

25. What is the annual household income for all adults in your household?

- | | |
|---|---|
| <input type="checkbox"/> Less than \$10,000 | <input type="checkbox"/> \$55,000 to \$69,999 |
| <input type="checkbox"/> \$10,000 to \$24,999 | <input type="checkbox"/> \$70,000 to \$84,999 |
| <input type="checkbox"/> \$25,000 to \$39,999 | <input type="checkbox"/> \$85,000 to \$99,999 |
| <input type="checkbox"/> \$40,000 to \$54,999 | <input type="checkbox"/> \$100,000+ |

26. How much of your gross household income goes toward paying housing costs, including utilities?

- | | | |
|---|---|---|
| <input type="checkbox"/> One-third or less (0% - 30%) | <input type="checkbox"/> Between one-third and one-half (31% - 50%) | <input type="checkbox"/> One-half (51%) or more |
|---|---|---|



Alameda County
Regional Housing Survey 2019

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27. Please use this space for additional comments regarding the survey or fair housing in your community: _____

28. If you would like to receive updates regarding the Alameda County Analysis of Impediments, please provide your email and phone number below.

Email: _____ Phone: _____

Thank you for completing the survey. Your answers help Alameda County provide better fair housing opportunities. **Please consider attending one or more of three community engagement meetings where you will be able to provide us with more of your feedback.** Their dates, times, and locations are provided below.

Meeting #1

August 13, 2019, 1pm to 3pm
3rd Floor Community Meeting Room
Berkeley Central Library
2090 Kittredge St, Berkeley, CA 94704

Meeting # 2

August 21, 2019, 5pm to 7pm
Community Room (2nd Floor)
Oakland Library 81st Avenue Branch
1021 81st Ave, Oakland, CA 94621

Meeting #3

August 24, 2019, 11am to 1pm
Conference Room 2A (2nd Floor)
Hayward City Hall
777 B St, Hayward, CA 94541

If you have further questions about this survey or the report, please contact Patrice Clemons at HousingSurvey@mbakerintl.com.

APPENDIX

ATTACHMENT 3

JURISDICTION-SPECIFIC AFFH MAPS