

AGENDA

**Housing Affordability and Livability Advisory Committee
January 29, 2015; 9:00 – 11:00 AM
Plymouth Housing, Langdon and Anne Simons Senior Apartments
2119 3rd Ave, Seattle**

- 9:00 Welcome and Introductions (*Co-Chair Faith Pettis*)
- 9:10 Review Agenda (*John Howell*)
- 9:15 Presentation on City Race and Social Justice Initiative (RSJI) (*Patty Lally and Diana Falchuk, Seattle Office of Civil Rights*)
- Review and discuss RSJI principles and approach
 - How does the RSJI relate to the Advisory Committee's work?
- 10:20 Follow Up on Problem Definition Statement (*Leslie Price*)
- Is there agreement on the definition of the problem the committee is attempting to address?
- 10:40 Report on Initial Work Group Meetings (*Committee Members*)
- What was accomplished at the initial meetings?
 - Is there a process/plan to establish focus for the committee's work?
- 10:58 Next Steps
- 11:00 Adjourn



RACE & SOCIAL JUSTICE
INITIATIVE

**HALA ADVISORY
COMMITTEE
JANUARY 29, 2015**

VISION

RACIAL DISPARITIES HAVE BEEN ELIMINATED AND RACIAL EQUITY ACHIEVED



MISSION

- END INSTITUTIONAL RACISM IN CITY GOVERNMENT
- PROMOTE INCLUSION AND FULL PARTICIPATION OF ALL RESIDENTS
- PARTNER WITH THE COMMUNITY AND OTHER INSTITUTIONS TO ACHIEVE RACIAL EQUITY

LAYING IT ON THE LINE

1. The election of Barack Obama as the first African American president is proof that we're moving toward a post-racial society.
2. All housing and land use policies impact racial equity.

A COMMON LANGUAGE

INDIVIDUAL RACISM

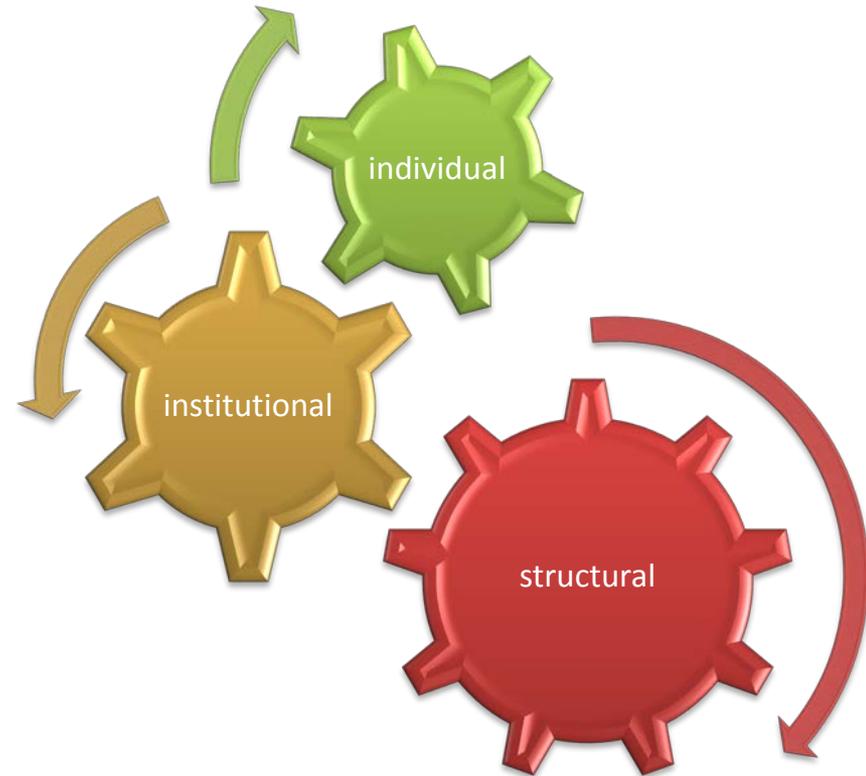
Prejudgment, bias or discrimination by an Individual, based on race

INSTITUTIONAL RACISM

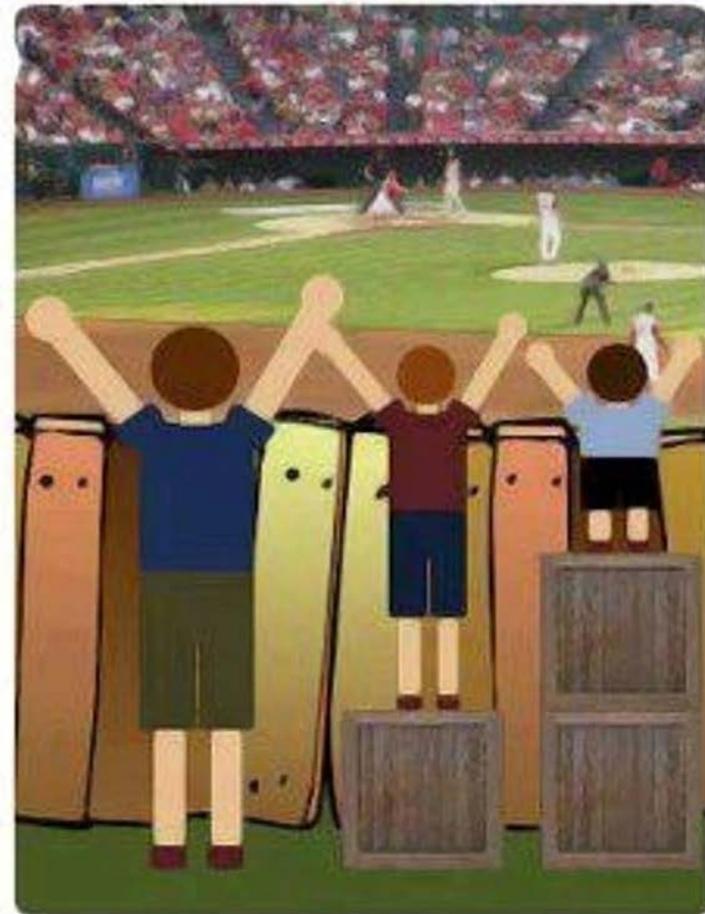
Policies, practices and procedures that work better for white people and to the detriment of people of color, often unintentionally or inadvertently

STRUCTURAL RACISM

The history, culture and current reality of institutional racism across institutions



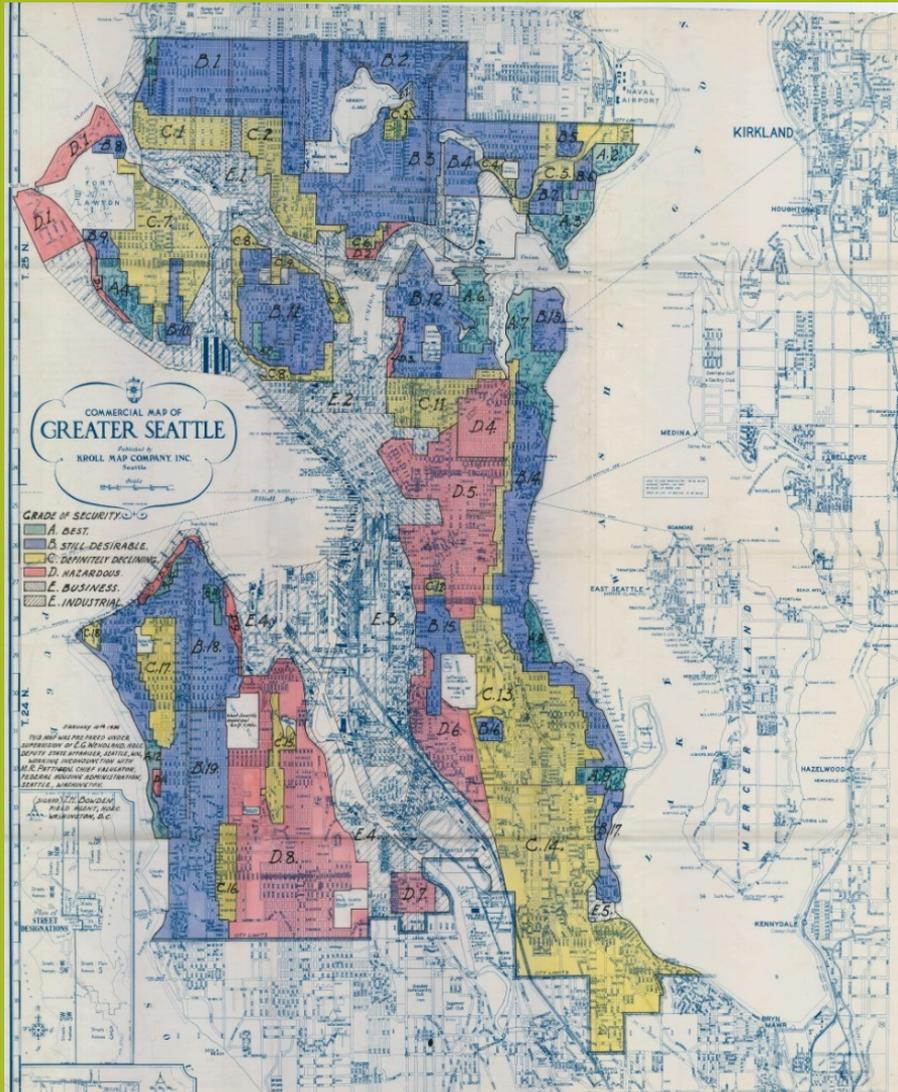
EQUALITY vs. EQUITY



REDLINING MAP

(Legally used from 1936 – mid-60s)

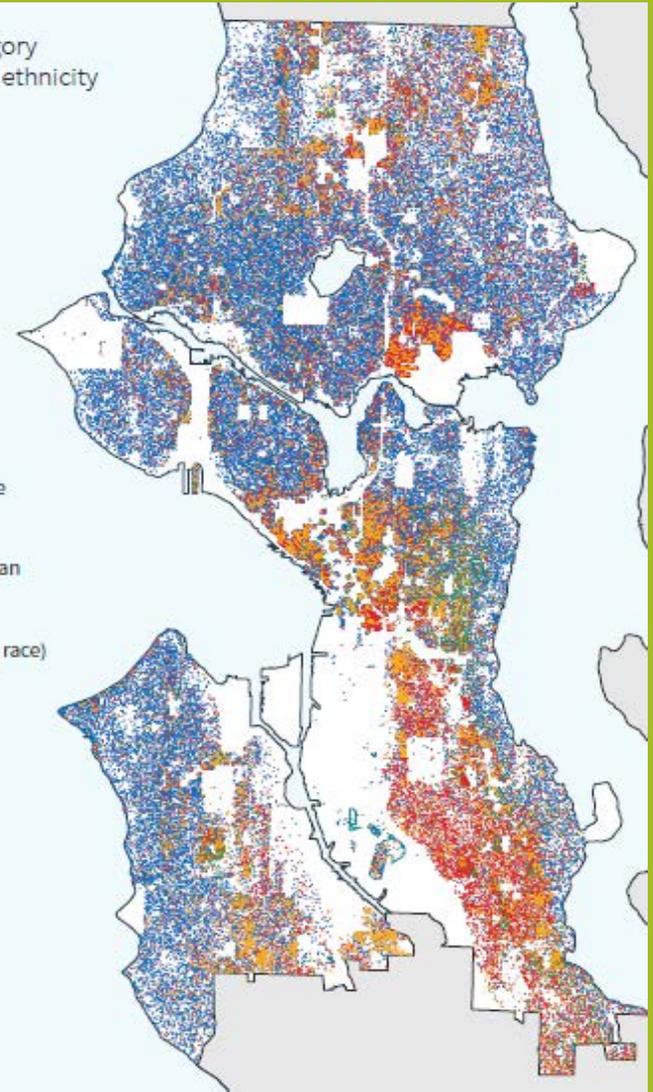
2010 CENSUS – RACIAL DISTRIBUTION



2010 population
by major racial category
and Hispanic/Latino ethnicity

one dot equals five people

- Asian
- Black/African American
- White
- Hispanic/Latino (any race)



Why do we use strategies that name and frame with race, instead of strategies that use universal or race-neutral approaches?

UNIVERSAL STRATEGIES

NO EQUITY LENS – Do not account for historical and present context, desired outcomes for those most impacted

RACE-NEUTRAL or COLOR-BLIND – Assume positive outcomes “for all” are implicit

Class Mobility by Race

Race	% likelihood will move from bottom 1/5 to top 1/5 by age 40
White	16%
Black	3%

Lack of Class Mobility by Race

Race	% likelihood will <u>still</u> be counted among poorest by age 40
White	23%
Black	51%

The Fair Housing Act of 1968

Anti-displacement preservation strategies

***TARGETED* UNIVERSAL STRATEGIES**

EQUITY LENS – Account for historical and present context, desired outcomes for those most impacted

RACE-EXPLICIT – Name, frame and operate using a racial equity lens in order to achieve positive outcomes for all

HALA

RACIAL EQUITY LENS

Serve as a **check point for accountability to racial equity** throughout the policy evaluation process

Create awareness of what's at stake – the **unintended consequences – and opportunities** to increase racial equity

Provide a **targeted universal approach to evaluate policies** to achieve the **best possible outcomes for all** current and future residents of Seattle

USING THE LENS

QUESTIONS?



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

Applying a Racial Equity Lens to HALA Advisory Committee Policy Review

The Office for Civil Rights/Race and Social Justice Initiative (RSJI) developed these questions for the HALA Advisory Committee to use when evaluating housing policies under consideration. These questions are designed to support the Committee’s ability to fulfill Mayor Murray’s Executive Order (2014-02) affirming and expanding RSJI, including as it relates to housing.

Patterns of structural racism interact with housing and land use policy. Redlining, restrictive racial covenants, and other discriminatory practices have led to racial segregation and current racial disparities in quality of life measures. Additionally, market forces have disproportionately impacted communities of color, causing involuntary displacement. People of color are more likely to relocate to cheaper housing outside the city in less-desirable areas that have fewer services and amenities. People of color have been marginalized in public decision making processes that have exacerbated these impacts.

1. Consider these racial inequities in housing. How might this policy work to eliminate or ameliorate them?

- People of color in Seattle are more likely than white people to be rental housing cost-burdened.
- People of color in Seattle have lower rates of homeownership than whites and are disproportionately impacted by foreclosures.
- People of color do not have equitable access to affordable housing in some high-cost parts of the city that also have good access to employment, transportation, high-quality schools, and other amenities.
- People of color have been historically under-represented in public decision making bodies that influence land use, planning and housing policy.
- Communities of color are experiencing increased displacement due to escalating rents.
- New housing developments are primarily producing smaller units that do not meet the needs of the larger average family sizes of households of color.
- People of color are unable to stay with their cultural community and support networks.
- Other(s) specific to the issues related to this policy: _____

2. In what ways might this policy benefit people of color and increase racial equity? In what ways might this policy cause unintended consequences to people of color?

3. How could this policy be strengthened to increase racial equity in housing?
4. What are the specific racial equity goals that this policy is aiming to address? (Please check all that apply and add others as relevant.)
- People of color can afford housing within Seattle city limits.
 - People of color have access to rental and homeownership opportunities throughout Seattle.
 - Communities of color equitably benefit from housing opportunities that prioritize access to transportation, open space, cultural resources and other amenities.
 - People of color can afford to stay in their communities as the city grows and prospers; growth benefits, rather than displaces, people of color.
 - People of color will be more represented in public decision-making processes that affect overall access to housing and changes to their neighborhoods.
 - Other(s) specific to this policy: _____

**Housing Affordability and Livability Agenda
Advisory Committee Meeting**

January 29, 2015, 9:00 – 11:00 AM

Plymouth Housing, Langdon & Anne Simons Senior Apartments, Seattle

Advisory Committee members present: Cindi Barker, Catherine Benotto, Betsy Braun, Mitch Brown, Alan Durning, Madeline Neighly for Merf Ehman, Sean Flynn, Ubax Gardheere, Jonathan Grant, Marty Kooistra, M. A. Leonard, Don Mar, David Neiman, Estela Ortega (by phone), Co-Chair Faith Li Pettis, Kristin Ryan, Bill Rumpf, Jon Scholes; *Committee Staff:* Leslie Brinson Price; *Presenters:* Patty Lally and Diana Falchuk (Seattle Office of Civil Rights); *Facilitator:* John Howell

Not Present: Maria Barrrientos, Sylvester Cann IV, Hal Ferris, Gabe Grant, Paul Lambros, David Moseley, Lisa Picard, Jermaine Smiley, Co-Chair David Wertheimer, Maiko Winkler-Chin

Action Items

TASK	RESPONSIBILITY	DATE
1. Examples of racial equity policies, preferably in housing, and of policies that have and have not successfully addressed racial equity	Staff	2/11/15 or 3/2/15 meeting
2. Send the “Applying the Racial Equity Lens” tool and other supporting documents to the non-HALA member work group members	Staff	By next work group meetings
3. Approval of problem definition statement	Task Force	Completed

Welcome and Agenda Review

Co-Chair Faith Pettis welcomed participants and introduced the presenters from the Seattle Office of Civil Rights. John Howell reviewed the meeting agenda.

City of Seattle Race and Social Justice Initiative

Patty Lally and Diana Falchuk from the Seattle Office of Civil Rights introduced the city’s 10-year-old Race and Social Justice Initiative (RSJI), which aims to eliminate racial disparities and achieve racial equity. They asked Advisory Committee members to participate in an exercise by arranging themselves on an imaginary line to show their level of agreement with: first, a statement about the election of the first U.S. African American president, and second, a statement about city housing and land use policies. Next, the presenters asked committee members why they chose their position on the line.

Ms. Lally and Ms. Falchuk summarized the RSJI’s background and strategies (see RSJI HALA Committee slide presentation). They next presented a tool for the HALA Work Groups and Committee to use in considering policies and strategies. (See meeting handout, Applying a Racial Equity Lens to HALA Advisory Committee Policy Review.)

Ms. Pettis reminded the committee that the charge is to recommend strategies to increase affordable housing throughout the city. The purpose of the racial equity tool is to help make sure that the committee's recommendations can advance racial equity and do not have unintended consequences. She encouraged Advisory Committee members to share with their work groups what they learned from this presentation.

The following is a summary of committee members' comments:

- The Fair Housing Act of 1968 is complaint-driven, which requires significant effort to use. For this reason it has not been successful in solving all unfair housing practices.
- Examples of unintended consequences are the federal policy to put housing in the highest poverty census tracts, which has the effect of concentrating poverty, and policies geared to the number of units of low-income housing without regard to the unit size, with the result that many units are unsuitable for racial groups who place high value on large families. Another example is placing housing in a predominantly white, middle class neighborhood to integrate and mix income levels, which might have the effect of separating residents from their cultural communities.
- Using options that promote choice in housing, such as vouchers, can help avoid the challenges of concentrating affordable housing in one area. However, price and other factors can result in limiting choice.
- Zoning plays a big role, with 65 percent of the city zoned for single family. Allowing multifamily buildings would make a big difference to help all racial and income groups have access to the amenities of good transportation, schools, etc. Another approach could be to require every apartment building to set aside a certain percentage of units for low income tenants.
- In addition to the questions in the racial equity tool, work groups considering a strategy could consider both who would benefit and who would be impacted.

Committee members requested:

- Examples of racially explicit city policies.
- Examples where use of a racial equity lens has created policies that have served the cause of achieving equity, and where a policy has failed to do so.
- Larger/better resolution maps from the RSJI presentation.

Follow-up on Problem Definition Statement

At the last Advisory Committee meeting, the committee reviewed a draft problem statement in the form of a set of statements and a graphic of the housing problem. The staff has revised the set of statements based on comments at the last meeting but has not yet completed a revision of the graphic. In advance of this meeting, Committee member Alan Durning drafted a narrative version of a problem statement. Others have suggested using just a brief paragraph describing at a high level what the housing challenge is that the Advisory Committee is addressing. Mr. Howell asked the committee which of the three approaches they wanted to take: (1) the revised problem statement; (2) Mr. Durning's draft statement; or (3) a brief statement.

In response to a question about the reason for having a problem statement, Mr. Howell said that the idea was raised in a previous Advisory Committee meeting as a way of clarifying the problem the committee is trying to solve. The agreed-on statement will be part of the record of the Advisory Committee's work in the final report.

Committee members offered the following thoughts:

- Several members said they preferred using a short, overarching statement. Some noted that such a statement would make the committee's purpose clearer to the public.
- Some questioned whether a problem statement should point to causes. Others noted that the Advisory Committee's report will need to discuss causes.
- Several committee members suggested that the statement needs to describe the problem in a way that seems solvable, such as through policy changes. One suggested that to prompt political action, there needs to be a compelling statement of need.
- Several members said that committee's disagreement on the purpose statement reflects the fact that committee members do not agree on the magnitude and urgency of the need, who should pay, what income level to target for assistance, etc. It was suggested that instead of debating the issues in the context of the problem statement, the committee adopt a short statement and devote its time to the substance of the work.
- There was a suggestion to use the paragraph from the press release that was issued when the Mayor created the committee.
- Several members suggested adopting the initial sentences of Alan Durning's draft problem statement. It was suggested to add "individuals" to the statement.

The Advisory Committee members unanimously approved the following statement based on Mr. Durning's draft:

Housing Affordability and Livability Agenda Problem Statement:

Seattle seeks to be a diverse, prosperous, and equitable community where individuals and families can build good lives in vibrant neighborhoods. Rising housing costs threaten to make that aspiration unattainable.

Report on Initial Work Group Meetings

Ms. Pettis noted that six of the seven work groups have met and made good starts. Advisory Committee members involved in each work group reported briefly on their work so far, as follows:

- **Financing:** The work group has started with discussion of using city credit enhancement as a tool, and its pluses and minuses.
- **New Affordable Housing Resources:** The work group is discussing priorities and ideas. Topics raised so far include employer-assisted workforce housing, the role REITs might play, transit oriented development (TOD), AirBNB, social impact bonds, and transfer of development rights.
- **Zoning and Housing Types:** The work group is talking about increasing supply, parts of the city ready for density, amenities such as parks and schools, expanding the geography for incentive zoning, better reflecting market conditions, and modifications to low-rise zoning to add an

affordability element. The work group will be discussing Council-proposed changes to low-rise zoning.

- **Construction Costs and Timeline:** The work group is discussing design review and its impact on costs, and ways the city might help mitigate and reduce costs, such as by using Renton's example of having a project meeting with all relevant city departments to ensure coordination.
- **Tenant Access/Protections:** The work group had a lively discussion of issues such as housing access and displacement. Despite differences, they are working to identify strategies that the group can agree on.
- **Sustainable Homeownership:** The work group discussed the challenges of development and possible tools to make homeownership possible for more residents.

The Preservation Work Group has not been able to meet yet.

Next Steps

Mr. Howell noted that there were 2,400 responses on the online public input form. The staff expects to bring a summary to the next Advisory Committee. There also will be time in the next two meetings to provide briefings to the committee on specific strategies or issues of interest to members before recommendations come forward from the work groups. One committee member suggested getting examples of good and bad strategies from a racial equity perspective.

The next HALA Advisory Committee meeting will be on Wednesday, February 11, from 3:00 to 5:00 PM. The next meeting will be back at City Hall.