

Assessment Of Fair Housing Work Plan – 2018 - 2022

	Task	Activity	Goal
Winter 2018	Approval of Fair Housing Work Plan Phase II	CDA staff presents second phase of the fair housing community engagement work plan to the Board of Supervisors.	Board approves fair housing work plan for 2018-2022.
	Initiate Community Advisory Group Application	Staff invites residents of Marin to participate on the Community Advisory Group to engage in discussions related to fair housing topics including disparities in access to transportation, education, employment, healthy communities and other community assets including banking and financial services, grocery stores and other retail businesses and broadband services. Members of the protected classes, residents who have not previously participated in County housing discussions and residents from low opportunity communities are encouraged to apply.	Select 10-12 representatives, with priority given to members from the protected classes, from all areas of the County to serve on the Community Advisory Group to work collaboratively, engage in inclusive and diverse discussions and provide advice and feedback to CDA staff on fair housing topics; assist in developing recommendations and solutions to overcome barriers to community assets and fair housing choice. CDA Director appoints members of the Community Advisory Group.
	Initiate Steering Committee	Staff invites County partners and stakeholders to serve on the Fair Housing Steering Committee and to participate in fair housing discussions related to disparities in access to transportation, education, employment, healthy communities, and other community assets including banking and financial services, grocery stores and other retail businesses and broadband services.	Select 15-18 representatives and stakeholders from housing, legal, faith-based, senior, philanthropy and business organizations; those that represent individuals and families from the protected classes, and representatives from cities and towns to serve on the Fair Housing Steering Committee. CDA Director to appoint members of the Steering Committee.
	Identify Youth Groups	Staff to identify and engage with individual and youth groups to participate in fair housing discussions related to disparities in access in transportation, education, employment healthy communities and other community assets including banking and financial services, grocery stores and other retail businesses and broadband services.	Engage youth, youth groups and local colleges in fair housing discussions to elicit comments, feedback and recommendations that address barriers in access to transportation, employment, education, healthy neighborhoods and other community assets including banking and financial services, grocery stores and other retail businesses, and broadband service particularly for members of the protected classes, youth and young adults in Marin.

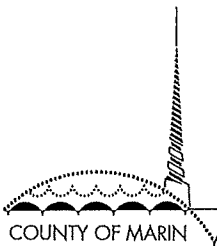
Task	Activity	Goal
Community Listening / Community Outreach	Staff to meet with members and residents of the community and community groups, County employees, businesses and others to listen and engage in discussions about disparities in access in transportation, education, employment, healthy communities and other community assets including banking and financial services, grocery stores and other retail businesses and broadband services.	Improve citizen engagement with communities; elicit comments, feedback and recommendations that address barriers to access in transportation, employment, education, healthy neighborhoods and other community assets including banking and financial services, grocery stores and other retail businesses and broadband services, particularly for members of the protected classes.
Enlist Technical Support and Assistance	Staff identifies resources to provide local knowledge and expertise to the Community Advisory Group and Steering Committee on specific topics related to fair housing.	Provide Community Advisory Group and Steering Committees with pertinent background information and current developments on issues related to fair housing topics.
Data Acquisition and Analysis	Staff will acquire and analyze local data on fair housing issues related to community assets, transportation, healthy neighborhoods, employment and education, utilizing data sources that include Race Counts, County Equity Dashboard, Health & Human Services, Healthy Marin, Marin County Office of Education, Transportation Authority of Marin, and Marin Economic Forum.	Present aggregated and disaggregated data in a format that is accessible to members of the community, the Community Advisory Group and Steering Committee to ensure data reflects local conditions and is relevant to the decision-making/recommendation process.
Convene Community Advisory Group and Steering Committee	Provide overview of the fair housing assessment process and goals, including fair housing laws, history of the fair housing assessment and the County's Voluntary Compliance Agreement (VCA); provide County demographics, including information from Phase I of the community engagement process.	Obtain individual and group commitment to the fair housing assessment process and timeline.
Winter / Spring 2019 Community Outreach Fair Housing Topic: Disproportionate Access to Community Assets	Staff to conduct targeted meetings with individuals, local community representatives, groups and nonprofits to identify disproportionate community assets including access to banking/financial services; grocery stores and other retail business; public parks and open spaces, and public services.	Identify any existing barriers, elicit comments, feedback and recommendations for presentation and discussion with the Community Advisory Group and Steering Committee.

	Task	Activity	Goal
	Community Advisory Group and Steering Committee Fair Housing Topic: Disproportionate Access to Community Assets	Utilizing local and regional data, analyze and identify whether specific neighborhoods lack access to banking/financial services, grocery stores and other retail business, internet access, public parks and open spaces, and public services.	Incorporate community input and recommendations in the review, analysis and discussion on barriers to community assets, particularly for members of the protected classes and from low-opportunity communities. Develop strategies and recommendations for consideration by the Board of Supervisors.
	Community Outreach Fair Housing Topic: Transportation	Staff to conduct targeted meetings with individuals, local community representatives, youth, nonprofits, and County employees to engage in discussions that identify policies, attitudes and behaviors that may create and maintain disparities in access to transportation.	Identify any existing barriers, elicit comments, feedback and recommendations for presentation and discussion with the Community Advisory Group and Steering Committee.
	Community Advisory Group and Steering Committee Meetings Fair Housing Topic: Transportation	Utilizing local and regional data and expertise from transportation representatives and organizations, discuss, analyze and determine whether specific neighborhoods or populations lack access to reliable, affordable transportation between where they live and work, shop, and access other services and opportunities; analyze transportation routes, costs and services to determine the effects on low-opportunity communities and populations.	Incorporate community input and recommendations that address factors and contributing factors that contribute to disparities in access to reliable transportation, particularly for members of the protected classes and from low-opportunity communities. Develop strategies and recommendations for consideration by the Board of Supervisors.
Summer 2019	Analysis of Impediments to Fair Housing Choice (AI)	Staff to prepare, develop and write draft of the AI for County review.	Produce an AI for submission to HUD in January 2020 and in preparation of the County's Consolidated Plan, the Housing Element and for requirements under California Assembly Bill 686.
Fall / Winter 2019	Board of Supervisors Hearing and Workshop	<ol style="list-style-type: none"> 1. Hold hearing for public comment on the Analysis of Impediments to Fair Housing Choice (AI) 2. Hold Board workshop on staff recommendations related to disproportionate access to community assets and transportation. 	<ol style="list-style-type: none"> 1. Approve the Analysis of Impediments to Fair Housing Choice for submission to HUD in January 2020. 2. Provide an update on the community engagement process and the proposed recommendations from the Community Advisory Group and Steering Committee; hear public comments.

Task	Activity	Goal
<p>Winter – Summer 2020</p> <p>Community Outreach Fair Housing Topic: Healthy Neighborhoods</p>	<p>Staff to meet with residents, community groups, youth groups, local health agencies and others to listen and engage in discussions about disparities in health outcomes, proximity to health hazards, access to health centers, health insurance, healthy foods, parks and recreation facilities.</p>	<p>Identify any existing barriers, elicit comments, feedback and recommendations for presentation and discussion with the Community Advisory Group and Steering Committee.</p>
<p>Community Advisory Group and Steering Committee Fair Housing Topic: Healthy Neighborhoods</p>	<p>Utilizing local data and expertise from local health clinics, Health & Human Services, County Parks, disability organizations and others, discuss, analyze and identify disparities in life expectancy, health outcomes, effects of poverty, access to health insurance, healthy foods, parks and recreation.</p>	<p>Incorporate community input and recommendations to address disparities in health outcomes for communities, particularly for members of the protected classes and from low-opportunity communities. Develop strategies and recommendations for consideration by the Board of Supervisors.</p>
<p>Community Outreach Fair Housing Topic: Employment</p>	<p>Staff to meet with residents, community groups, youth groups, groups representing the disabled, seniors, County employees, businesses and others to listen and engage in discussions about disparities in access to and opportunities for employment, particularly for members of the protected classes and from low-opportunity communities.</p>	<p>Identify any existing barriers, elicit comments, feedback and recommendations for presentation and discussion with the Community Advisory Group and Steering Committee.</p>
<p>Community Advisory Group and Steering Committee Meetings Fair Housing Topic: Employment</p>	<p>Utilizing local and regional data and expertise from local economic organizations, businesses and County Human Resources Department, discuss, analyze and identify any disparities in a person's ability to seek or gain employment based on where they live, their race/ethnicity, national origin, disability or family status.</p>	<p>Incorporate community input and recommendations on how to address employment and job-related barriers that contribute to disparities in access to employment, particularly for members of the protected classes and from low-opportunity communities. Develop strategies and recommendations for consideration by the Board of Supervisors.</p>
<p>Fall 2020 - Spring 2021</p> <p>Board of Supervisors Workshop</p>	<p>Hold Board workshop on staff recommendations related to healthy neighborhoods and employment.</p>	<p>Provide an update on the community engagement process and the proposed recommendations from the Community Advisory Group and Steering Committee; hear public comments.</p>

	Task	Activity	Goal
	Community Outreach Fair Housing Topic: Education	Staff to meet with residents, community groups, youth groups, local colleges and others to engage in discussions about disparities in education from preschool to high school, and college enrollment.	Identify any barriers, elicit comments, feedback and recommendations that address barriers to academic achievement particularly for members of the protected classes and for low-opportunity communities.
	Community Advisory Group and Steering Committee Meetings Fair Housing Topic: Education	Utilizing local data and expertise from local nonprofit organizations, discuss, analyze and identify any disparities in access to proficient schools, including school-related policies and drop-out, suspension and expulsion rates, based on race/ethnicity, national origin, and family status. Housing-education partnerships, access to technology	Incorporate community input and recommendations to address education related factors that contribute to disparities in access to academic success, particularly for members of the protected classes and for low-opportunity communities. Develop strategies and recommendations for consideration by the Board of Supervisors.
Summer 2021	Fair Housing Topic: Fair Housing Enforcement, Outreach Capacity and Resource Analysis	Working with local fair housing agency, analyze the capacity to accept complaints of violations of fair housing laws, investigate such complaints, obtain remedies, engage in fair housing testing, and educate community members about fair housing laws and rights.	Identify ways to increase collaborative partnership with Fair Housing Advocates of Northern California.
Fall / Winter 2021	Board of Supervisors Workshop	Hold Board workshop on staff recommendations related to education and fair housing enforcement.	Provide an update of the community engagement process and the proposed recommendations from the Community Advisory Group and Steering Committee; hear public comments.
	Recommendations	Staff develops process for identifying and reporting recommendations from the AI and Phase I (2016 – 2018) and Phase II (2018 – 2021) of the community engagement process; reviews accumulated recommendations and develops process for prioritization.	Create timeline and process for consolidating recommendations from the AI and from the 2016 – 2021 community engagement process related to disparities in segregation/Integration and disproportionate housing needs, publicly-supported housing, disability and access analysis, community assets, transportation, employment, healthy neighborhoods and education; prepare meetings with Community Advisory Group and Steering Committee to prioritize and identify specific recommendations to present to the Board of Supervisors.

Task	Activity	Goal
Community Advisory Group and Steering Committee	Convene Advisory Group from Phase I (2016-2018) and Phase II (2018-2021); review accumulated recommendations and process for prioritization.	Identify recommendations to present to the Board of Supervisors for addressing disparities related to for disparities in segregation/Integration and disproportionate housing needs, publicly-supported housing, disability and access analysis, community assets, transportation, employment, healthy neighborhoods and education, particularly for members of the protected classes and for low-opportunity communities.
Spring / Summer 2022 Board of Supervisors Workshop	Staff to submit final report for the community outreach process from 2016 - 2021, including all Community Advisory Group and Steering Committee recommendations for Phase I and Phase II, and for preparation of the County's Housing Element and California Bill 686	Board accepts consolidated report and proposed recommendations from the Community Advisory Groups and Steering Committees from Phase I and Phase II; hears public comments; provides direction to staff on proposed recommendations and implementation plan to address identified impediments to fair housing choice.

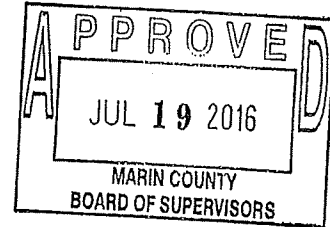


COMMUNITY DEVELOPMENT AGENCY

July 19, 2016

Brian C. Crawford
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SUBJECT: Assessment of Fair Housing

Dear Board Members,

RECOMMENDATION:

Review and approve Assessment of Fair Housing Work Plan

SUMMARY

In 2007, the Marin Board of Supervisors adopted the Countywide Plan that identified three E's – Environment, Economy, and Equity – as core principles and priorities for creating a sustainable future for our communities. As part of the County's continuing efforts to advance equity for all residents, the Community Development Agency is proposing a community engagement strategy to address barriers to fair housing choice in Marin.

- Building and Safety
- Environmental Health Services
- Planning
- Environmental Review
- Housing
- Sustainability
- Code Enforcement
- GIS
- Federal Grants

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Title VIII of the Civil Rights Act of 1968 (Fair Housing Act) prohibits discrimination in the sale, rental, and financing in housing-related transactions based on race, color, national origin, religion, sex, disability, marital status, and familial status (including households with children under the age of 18, pregnant women, and people securing custody of children under the age of 18).

Federal grants, including Community Block Grants (CDBG) and HOME Investment Partnerships (HOME) funds, provide funding to support affordable housing programs and services for our nonprofits and most vulnerable residents. Over the last five years, the County has received over \$7.5 million dollars in CDBG and HOME grants. As the lead grant recipient, the County is required to take meaningful actions that combat discrimination, overcome patterns of segregation, and foster inclusive communities free from barriers that restrict access to opportunities for protected classes. Cities and towns that benefit from federal grants are expected to contribute to these efforts.

As part of the County's responsibility to comply with fair housing laws, it is also required to prepare an Assessment of Fair Housing (AFH), which will identify and evaluate barriers to fair housing choice and contributing factors that exist within our communities. A final report must be submitted to the federal Department of Housing and Urban Development (HUD) by October 5, 2019, and staff is recommending an extensive, 18-month community engagement process to elicit community-based solutions and recommendations that reflect the support and trust from a broad range of entities and individuals. Staff is submitting, for the Board's consideration, a work plan to prepare the Assessment of Fair Housing that will provide the basis for an

implementation plan to address the identified barriers. The implementation plan is expected to be submitted to your Board for approval in 2018.

BACKGROUND

Historic racial segregation exemplified in Marin

Fair Housing laws are civil rights laws. While there are laws against housing discrimination and significant progress has been made in societal attitudes around diversity and inclusiveness, nearly 6 in 10 African Americans still live in segregated neighborhoods. The history of Marin City is a local example of how government policies and practices created segregated communities.

Until the start of American involvement in World War II in 1941, there were few blacks living in Marin County. In 1942, Kenneth Bechtel, an industrial builder, signed a contract with the U.S. government to construct transport vessels for the U.S. Navy. It created Marinship, which during World War II built nearly 100 liberty ships and tankers. The Bechtel Company was also given permission to develop a community to house some of its workers, and the unincorporated community of Marin City was constructed as a temporary housing facility.

Since Marinship faced a shortfall in local, available workers, Bechtel overlooked the standard workplace exclusions and recruited African Americans from southern states such as Louisiana, Arkansas, Texas and Oklahoma. At its peak in 1944, Marinship employed 22,000 workers from every state in the Union, and Marin City had a population of 6,500 people, including over 1,000 school-aged children, and was home to Midwestern whites (85%), southern blacks (10%), and Chinese immigrants (5%). Marin City was the country's first integrated federal housing project, and eventually would be hailed as a model city for the company's workers and a bold social experiment in race relations. During an era when segregation was widely practiced in California as well as across the country, Marin City was a diverse, racially integrated community.

At the end of the war, military veterans returned in droves. Housing was in short supply and families were doubling up. With a large civilian housing shortage, the National Housing Act of 1949 was created.

Under the National Housing Act, the Federal Housing Administration (FHA) guaranteed bank loans to housing developments that were designed to move whites out of integrated, urban areas into all-white subdivisions in the suburbs. FHA loan guarantees were made to developers on the condition that homes could be sold only to whites. Racially restrictive covenants were used to *prevent* people of color from purchasing homes in white communities in Marin, and the Federal Housing Administration's Underwriting Manual recommended the use of restrictive covenants to "provide the surest protection against undesirable encroachment and inharmonious use." While the Civil Rights Act of 1969 prohibited such transactions, many of these covenants still remain in property deeds in Marin.

Whites returning from World War II were able to purchase homes with mortgages that were guaranteed by the Federal Government. Many homes in Marin in the late 1940s were selling for \$7,000 to \$8,000 and families often got mortgages with 0% to 5% down payments. In some cases, the monthly cost to purchase a home was less than what a family would pay for rent in public housing.

Today's wealth inequality was created, in part, after World War II when explicit policies and programs of the federal government provided whites the opportunities for home ownership with very affordable prices and financing, while blacks were prohibited from participating in the same programs. Today, the home equity appreciation for families who were able to purchase homes after the war has allowed those families to use their accumulated wealth to finance college educations, fund retirement, bequeath money, and to support their children's home ownership. For generations, blacks have not had those same opportunities.

While Marin City is an example of one community that has endured the effects of deliberate policies and practices that created and perpetuated segregation and the lack of access to opportunities, Fair Housing laws are for all protected classes. The County has an obligation to develop concrete and effective fair housing goals, strategies, and actions that will broaden housing choices and increase opportunities for integrated communities.

The 2011 Analysis of Impediments to Fair Housing Choice

In October 2011, the BOS approved the Implementation Plan for the Analysis of Impediments to Fair Housing Choice that identified 29 specific recommendations to address barriers to fair housing choice in Marin. Staff, along with the Priority Setting Committee and community members, has documented and achieved many of the identified goals and outcomes, including:

- The Board of Supervisors has allocated \$1 million dollars to support the creation of affordable family housing;
- The Board of Supervisors has allocated \$450,000 to support landlord incentives aimed at expanding landlord participation in the Marin Housing Authority's Section 8 Voucher Program;
- A Fair Housing Program Specialist (or Social Equity Program Coordinator) was hired to focus on furthering fair housing and supporting equity programs through the implementation of the Analysis of Impediments to Fair Housing Choice, the County's Social Equity Team, and the new Assessment of Fair Housing.
- As part of the County's Social Equity Team, the Community Development Agency, Health & Human Services, The Marin County Free Library, the Probation Department, the Parks Department, Human Resources and the County Administrator's Office, have all undertaken equity initiatives to ensure that all citizens of Marin County have full and equal access to information and opportunities, and to address inequities and barriers that prevent individuals and communities from reaching their full potential.
- Fair housing and equal opportunity criteria are a more visible and comprehensive part of the Community Development Block Grant (CDBG) and HOME Program project selection process and all applicants are required to detail how their projects affirmatively further fair housing.
- The CDBG Priority Setting Committee has been expanded to include non-elected community representatives of protected classes, and the number of community representatives have increased from 7 to 9 members.

In December 2015, the Department of Housing and Urban Development (HUD) replaced the Analysis of Fair Housing Choice with the Assessment of Fair Housing (AFH). This new approach to identifying and analyzing barriers to fair housing choice will allow jurisdictions to set locally-determined fair housing priorities and

goals. While the Assessment of Fair Housing will replace the Analysis of Impediments to Fair Housing Choice (AI), staff will continue to work on outstanding items from the AI.

Going forward with the new Assessment of Fair Housing

The Department of Housing and Urban Development’s requirement to conduct an Assessment of Fair Housing (AFH), and to affirmatively further fair housing, will result in setting county-wide goals that can be achieved within the upcoming three-year planning cycle. Staff is proposing a work plan for the AFH. The AFH, including the County’s findings that identify barriers to fair housing choice for all protected classes, and its recommendations to address such barriers, will be developed into a new implementation plan, and will be incorporated into subsequent Consolidated Plans.

The work plan contains an extensive and comprehensive community engagement component with the intent of reaching a broad range of interested parties, especially those least likely to participate in planning activities. An advisory group, consisting of representatives from protected classes, local nonprofits, elected officials, and members of the community, will provide strategic oversight, advice and feedback on citizen engagement strategies; will collaborate on conducting inclusive and broad discussions; and will consider action plans and solutions to overcome barriers to fair housing choice. The advisory group will work with County staff to engage the public, with particular outreach to members of the protected classes and communities of color. The public will be asked to address topics that include:

- Segregation/Integration and disproportionate housing needs;
- Publicly supported housing;
- Disability and access; and
- Disparities in access and opportunities.

These discussions will be followed by two Board workshops to provide updates on the process and one or more Board hearings to approve a new Implementation Plan.

Among the principal outcomes of the AFH community outreach process are:

- Identifying specific barriers and contributing factors to fair housing choice and disparities in access to opportunities, and developing strategies to address and overcome barriers;
- Engaging community voices who have previously not participated in County-wide initiatives, including youth and young adults;
- Engaging County employees, affinity groups and social equity teams in fair housing discussions;
- Developing a communications strategy that is transparent and inclusive;
- Align CDBG and HOME funding with AFH goals.

FISCAL/STAFFING IMPACT:

This work plan will require an additional budget allocation, primarily for existing staff to coordinate and prepare the AFH. The estimated budget is \$114,608 annually for a total of \$229,216 for two years.

REVIEWED BY: (These boxes must be checked)

Department of Finance N/A

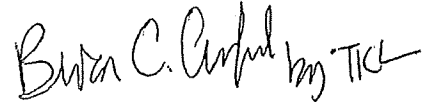
County Counsel
 Human Resources

N/A
 N/A

SIGNATURE:



Liz Darby
Social Equity Policy Coordinator



Brian C. Crawford
Director

FMBB DOCUMENTS:

(This section is not required but should be included for actions that require FMBB(s).
Only list the document numbers.)

REQUISITION NUMBERS:

(This section is not required but should be included for actions that require FMBB(s).
Only list the document numbers.)



COUNTY OF MARIN

COMMUNITY DEVELOPMENT AGENCY

Brian C. Crawford
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June 12, 2018

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BOARD RECEIVED REPORT
AND PROVIDED DIRECTION TO
STAFF

JUNE 12, 2018

SUBJECT: Progress Report on Assessment of Fair Housing Work Plan to Identify Barriers to Fair Housing Choice.

Dear Board Members:

Building and Safety
Environmental Health Services
Planning
Environmental Review
Housing
Sustainability
Code Enforcement
GIS
Federal Grants

RECOMMENDATION: Receive staff updates and allow opportunity for public input on Assessment of Fair Housing Work Plan, including Community Advisory Group and Steering Committee recommendations.

SUMMARY:

Since initiating Marin County's Assessment of Fair Housing in the fall of 2016, staff has conducted an extensive community engagement process reaching over 1,400 people from all areas of Marin, with a focus on communities most impacted by barriers to fair housing choice. The 131 initial comments and suggestions that came from this process were evaluated by a Community Advisory Group and a Steering Committee and were further distilled down to 37 recommendations. Given the breadth of the recommendations, these two groups independently identified priorities for your Board's consideration in the near term.

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The recommendations addressed in this update reflect work completed to date on the first phase of the community engagement and outreach process for the Assessment of Fair Housing which included an analysis of data and other information about historic segregation and integration policies, racially and ethnically concentrated areas of poverty, and significant contributing factors that are related to publicly supported housing, disability and access issues. Following this update to your Board, staff will continue the community engagement and outreach process to discuss barriers to fair housing choice as it relates to disparities in access to services and opportunities, including in education, employment, transportation and environmentally healthy communities.

DISCUSSION:

Assessment of Fair Housing Work Plan

In August 2015, the federal Department of Housing and Urban Development (HUD) announced a new approach to affirmatively furthering fair housing to help connect housing and community development policy and investment planning with meaningful actions and required all recipients of federal grants to prepare an Assessment of Fair Housing (AFH). The goal of the AFH is to identify and evaluate barriers to fair housing choice and contributing factors that exist within communities. Key to implementing an effective AFH process is community participation, consultation and coordination. In

addition, County staff established a partnership with the Marin Housing Authority to develop coordinated solutions to address fair housing choice in Marin.

In June 2016, the Board of Supervisors approved the Assessment of Fair Housing Work Plan, which identified specific community engagement efforts to address barriers to fair housing choice in Marin. A detailed update on the AFH Work Plan is discussed below.

As part of the first part of the work plan in July 2016, staff, in partnership with the Marin Housing Authority, initiated a robust community engagement process over the course of 20 months, connecting with more than 1,400 individuals, groups, nonprofits, youth, and County employees, among others.

Staff invited residents of Marin to work with the County and created a Community Advisory Group. This group worked with staff to identify barriers to housing in Marin and to develop recommendations that addressed those barriers. The invitation to join the Community Advisory Group was prepared both in English and Spanish, and 16 applications were received. A key component for selection was individuals who had not previously had a seat at the table for public policy development. Of the 10 residents selected by staff, four are from San Rafael, two from Marin City/Sausalito, two from Novato, one from West Marin, one from Larkspur, and one from San Anselmo. Five members of the group are female, six are male; five are white, three are African-American, and three are Latino. The Community Advisory Group began meeting in December 2016 and continued to work through May 2018. Meetings were held in the evening, and members were provided with meals and a small stipend for their participation. Most members had not previously engaged in group discussions with the County.

Staff also created a Steering Committee to provide oversight for the AFH Work Plan. As with the composition of the Community Advisory Group, the selection of committee members was based in part on intentional outreach to individuals who had not previously participated in County conversations. The Steering Committee consisted of 20 people representing public housing, faith-based organizations, the Housing Authority, Asian communities, cities and towns, African American communities, business, the disabled community, children, legal aid, people experiencing homelessness, Latino communities and philanthropy. The Steering Committee was formed in January 2017 and met regularly through May 2018. RDJ Enterprises, a professional facilitator, was engaged to assist the group from January to December 2017.

In addition to regular meetings with the Community Advisory Group and Steering Committee, staff attended community meetings, participated in working groups, and listened to what residents, community representatives, advocates, housing organizations and others, had to say about housing in Marin. Conversations included discussions about a wide range of issues, including:

- Community resistance and institutional racism;
- Challenges and complexities with planning/zoning/land use;
- Myths and perceptions about affordable housing and the people who live in affordable and subsidized housing;
- Financial resources and the cost of building in Marin;
- Communication, information and community engagement processes; and

- Other topics including transportation, employment, education, people with disabilities and disparities in health outcomes.

Both the Community Advisory Group and the Steering Committee analyzed local, demographic data and engaged in comprehensive discussions about race, segregation and integration patterns in the County, and why where you live matters. The groups reviewed and discussed data and subjects including homeowners and renters in Marin, legal and illegal housing advertisement, the cost of housing in Marin, household incomes, the results of the 2015 Rental Housing Survey, and anticipated housing needs as the number of adults age 60 and over in Marin continues to grow.

Throughout the community engagement process, both groups became more familiar with and educated about disability and ableism, fair housing laws, publicly supported housing programs including the various Marin Housing Authority programs, shared and received additional resources including updates to County policies, articles about housing in Marin, reading recommendations and other information about housing-related topics. The Steering Committee reviewed and discussed the Grand Jury Report - Overcoming Barriers to Housing Affordability, dated April 6, 2017, and gained knowledge and insight through discussions about the effects of racism and gentrification in African American communities.

Youth groups were also engaged. Students from the Marin School of Environmental Leadership (MarinSEL) made a presentation to the Community Advisory Group, which included a video they created that presented transportation challenges for residents in the Canal neighborhood of San Rafael. The Marin County Youth Commission's Housing Subcommittee prepared a presentation on Just Cause for Eviction and facilitated focus groups to collect information on how renting and evictions affect youth.

In July 2017, staff presented both the Community Advisory Group and Steering Committee with a list of 131 recommendations, comments and perceptions provided by individual residents, community representatives, County employees, nonprofit organizations, and from attendees at numerous community meetings in Marin City, the Canal, Mill Valley, San Rafael, and West Marin. Staff organized those recommendations, comments and perceptions into actionable items which resulted in 37 specific recommendations for review. From September 2017 through March 2018, the Community Advisory Group and Steering Committee reviewed, deliberated and identified five recommendations as priorities. Of the five recommendations, two were identified to present to the Board of Supervisors:

1. Request the Board of Supervisors vote on a Just Cause for Eviction ordinance in 2018 to reinforce and complement renter protection measures already adopted by the Board for residents in unincorporated areas of Marin. If the Board decides to approve a Just Cause for Eviction ordinance, County staff should provide public education for the ordinance and administrative support to cities and towns to help them implement a Just for Cause Eviction ordinance.

By way of background, a Just Cause for Eviction ordinance is included in a comprehensive list of affordable housing policy options the Board of Supervisors has been working on in a phased manner since late 2015. As reported to the Board at their May 8, 2018 meeting (staff updates on Mandatory Mediation program and other housing related initiatives), staff anticipates the

Board will revisit a Just Cause for Eviction ordinance in a workshop format during the fall of 2018.

2. Develop a Housing Oversight Committee that includes members of the public, representatives from all cities and towns, mayors, Aides to the Board of Supervisors, professional realtors and investors, Marin Housing Authority, Marin Community Foundation, Office of Education, Marin Economic Forum, homeowners and renters, and members of the protected classes to affirmatively further fair housing, increase affordable housing in Marin and develop model ordinances for cities and towns. Utilize and include existing housing-related organizations including Marin Chronic Homelessness Action Taskforce (MCHAT), the Landlord Incentive Program, the Marin Community Foundation Acquisition team, among others, to develop policies, programs and practices with an equity and racial equity lens that address housing challenges in Marin. This recommendation is consistent with the Grand Jury Report's recommendation for the creation of a County Regional Housing Coordinator.

In addition to the above recommendations, members of the Community Advisory Group were also asked to identify a priority for their specific communities. The recommendations from the Community Advisory Group are:

- Develop a Community Land Trust in Marin City;
- Regulate, tax, license and/or limit the number of short-term rentals allowed in West Marin;
- Review how the County's parking and traffic policies disproportionately affect low-income residents and people of color, and develop alternate ways for payment of fees; and
- Develop ways to increase the County's ability to attract affordable housing in Marin.

History of the Assessment of Fair Housing

The Fair Housing Act requires recipients of HUD funding to affirmatively further fair housing, which means, according to HUD, "taking meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics." Specifically, affirmatively furthering fair housing means taking meaningful actions that, when taken together,

- Addresses significant disparities in housing needs and in access to opportunities;
- Replaces segregated living patterns with truly integrated and balanced living patterns;
- Transforms racially and ethnically concentrated areas of poverty into areas of opportunity; and
- Fosters and maintains compliance with civil rights and fair housing laws.

In 2009, HUD conducted a comprehensive review of the County's compliance with its fair housing and equal opportunity regulations, which concluded with an agreement between the County and HUD, known as a Voluntary Compliance Agreement (VCA).

The VCA included a process for compliance activities, monitoring reports, analysis of the demographics of beneficiaries of our Federal grant projects, a review of our affirmative marketing for fair housing choice, a completion of an Analysis of Impediments to Fair Housing Choice (AI), and ongoing activities that address issues raised by the AI.

In 2011, the Board of Supervisors (BOS) approved the Implementation Plan for the AI that identified 29 specific recommendations to address barriers to fair housing choice in Marin. In response to those recommendations, the following actions were taken:

- The DREAM (Diversity, Respect, Encouragement, Acceptance, Marin) collaborative, which was started by a group of County employees interested in promoting diversity and inclusion in the workforce, was expanded to include representatives from five affinity groups -- for African Americans, Asian-Americans, Latinos, LGBT employees, and people with disabilities — and several employee resource groups.
- The County's Planning Commission, Parks and Open Space Commission, and Human Rights Commission increased its representation by women and people of color.
- The Community Development Block Grants (CDBG) program expanded the Priority Setting Committee (PSC) to include non-elected, community representatives of protected classes. The PSC reviews applications from local non-profit and public agencies for federal CDBG and HOME Investment Partnerships Program funds. These community representatives assist in the funding decisions for CDBG grant recipients.
- The Board of Supervisors adopted the 5-Year Business Plan, with a Focus Area for Diversity and Inclusion, and a goal of increasing diversity in the County's Human Resources Department's candidate pool and interview panels.
- The County sponsored 23 people, representing County employees and residents from across different sectors and economies, to attend PolicyLink's Equity Summit in Los Angeles in October 2015. The group participated in issue-based sessions on topics such as housing, health, regional planning, infrastructure investments, financial security, and education, to advance conversations about equity in the County.
- A Fair Housing Program Specialist, with the title of Social Equity Program and Policy Coordinator, was hired in 2015 with the focus on furthering fair housing and was also empowered to advance equity programs within and throughout the County.
- The Board of Supervisors used County Housing Trust funds for the acquisition of two family complexes in Forest Knolls and Fairfax. CDBG and HOME funding was used for affordable housing for individuals with disabilities, including: Marin Center for Independent Living, Buckelew, Novato House, and Lifehouse DelGando. CDBG and HOME funds were also used for new family housing in Oma Village and Mt. Budell Place.

The VCA expired in December 2015, and County and HUD staff are currently discussing a new VCA that acknowledges the County's progress in addressing issues identified in the expired VCA and AI and demonstrates the County's commitment to comply with federal fair housing laws and to create affordable housing in Marin.

Since 2015, the County has not only continued to address specific requirements identified in the VCA and AI, but has further advanced the overall objective of identifying and addressing barriers to housing and other disparities in Marin, including:

- The Board of Supervisors allocated \$1 million dollars to support the creation of affordable family housing.
- The Board of Supervisors allocated \$450,000 to support landlord incentives aimed at expanding landlord participation in the Marin Housing Authority's Section 8 Voucher Program.
- The County sponsored its first group of County staff in 2016 to participate in the Government Alliance on Race and Equity (GARE) to develop a Racial Equity Plan for Marin and to work with other jurisdictions to advance racial equity throughout the Bay Area. A second cohort was added in 2017.
- The Federal Grants Programs, including the CDBG and HOME Program, now require applicants to demonstrate how their proposed projects affirmatively further fair housing.
- The County Administrator's Office identified equity as a priority for the next budgeting cycle, which will allocate resources and funding to advance equity within the County organization and in communities countywide.
- The Board of Supervisors approved a source of income ordinance that precludes landlords from advertising or discriminating against certain sources of income – including Section 8 voucher holders, or from charging higher deposits based on a person's source of income, and from treating a person differently based on their source of income.
- The County sponsored a community engagement and education event with famed author and educator, Richard Rothstein, who wrote *THE COLOR OF LAW, The Forgotten History of How Our Government Segregated America*. Marin property owners were encouraged to review their property deeds to identify any racially restricted covenants.
- The County participated in Race Matters: A Dialogue and Educational Series on Race and How Racism Has Served to Divide People and Maintain Systems of Inequalities. Discussions included housing, with recommendations, strategies and solutions to address racial inequities in the County.
- The County, sponsored the 2017 and 2018 Fair Housing Conference in Marin.
- Amendments to the County's Development Code were adopted to allow property owners to have Junior Accessory Dwelling Units and Accessory Dwelling Units, on their property. More recently, the Board of Supervisors voted

to waive building and planning fees up to \$1,500 for the creation of the Junior Accessory Dwelling Units.

- The Board of Supervisors approved the County's first Racial Equity Action Plan and a Diversity Hiring Took Kit.
- A Rental Housing Dispute Resolution ordinance (known as "Mandatory Mediation") was established to help resolve disputes when an annual rent increase of more than 5 percent is being sought by a landlord.

In January 2018, the Board of Supervisors identified the goal of developing solutions that promote equity as one of its highest priorities and included their commitment to address disparities and rectify a historic record of institutional exclusion. Board President Damon Connolly has said "With its partners in the community, the County is dedicated to delivering services to the people who need the help the most and removing real or perceived barriers to receiving those services."

BACKGROUND:

A Disturbing History of Our Nation's Past

Our country has a long history of federal, state and local policies that have created residential segregation. Beginning with Franklin Roosevelt's New Deal, a series of government laws, programs and regulations, combined with real estate and banking policies and practices were designed and implemented to separate communities based on race. Today, while there are laws against housing discrimination and progress has been made, nearly 6 in 10 African Americans still live in segregated neighborhoods.

Marin County is no exception to the effects of historic racial segregation in housing. The history of Marin City is a local example of how government policies and practices created segregated communities that continue to exist today.

Until the start of American involvement in World War II in 1941, there were few African Americans living in Marin County. In 1942, Kenneth Bechtel, an industrial builder, signed a contract with the U.S. government to construct transport vessels for the U.S. Navy, and Marinship Corporation was created. During World War II, Marinship built nearly 100 liberty ships and tankers. The Bechtel Company was also given permission to develop a community to house some of its workers, and the unincorporated community of Marin City was constructed as its temporary housing facility.

Since Marinship faced a shortfall in available local workers, Bechtel overlooked the standard workplace exclusions which prevented employment of African Americans for skilled positions and instead recruited African Americans from southern states such as Louisiana, Arkansas, Texas and Oklahoma. Many of these workers were eager to migrate from states where Jim Crow laws and lynching of African Americans still occurred. Marinship offered employment and economic opportunities, free from the sharecropping system of the South, and these opportunities gave hope to African Americans for a better life.

At its peak in 1944, Marinship employed 22,000 workers from every state in the Union, and Marin City had grown to a population of 6,500 people, which included over 1,000 school-aged children. It was home to Midwestern whites (85%), southern blacks

(10%), and Chinese immigrants (5%). Marin City became the country's first integrated federal housing project, and eventually would be hailed as a model community for the company's workers and a bold social experiment in race relations. During an era when segregation was widely practiced in California as well as across the country, Marin City was a diverse, harmonious and racially integrated community. At the end of the war, military veterans returned in droves all over the country. Housing was in short supply and families doubled up so that two or more families often shared a single home. In order to address a large civilian housing shortage, Congress passed the National Housing Act of 1949.

Under the National Housing Act, the Federal Housing Administration (FHA) guaranteed bank loans to housing developments that were designed to move whites out of integrated, urban areas into all-white subdivisions in the suburbs. FHA loan guarantees were made to developers on the condition that homes could be sold only to white people. Racially restrictive covenants were used to *prevent* people of color from purchasing homes in white communities in Marin, and the Federal Housing Administration's Underwriting Manual recommended the use of restrictive covenants to "provide the surest protection against undesirable encroachment and inharmonious use." While the Civil Rights Act of 1969 ultimately prohibited such transactions, many of these covenants remain in property deeds in Marin.

Through utilizing the programs established under the National Housing Act, white people returning from World War II were able to purchase homes with mortgages that were guaranteed by the federal government. Because of the National Housing Act, many homes in Marin in the late 1940s sold for \$7,000 to \$8,000 and white families were able to secure mortgages with 0% to 5% down payments. In some cases, the monthly cost to purchase a home was less than what a family would pay for rent in public housing.

Today's wealth inequality was created, in part, after World War II when explicit policies and programs of the federal government provided white people with the opportunities for home ownership with very affordable prices and financing, while African Americans were prohibited from participating in the same programs. Today, the home equity appreciation for families who were able to purchase homes after the war has allowed those families to use their accumulated wealth to finance college educations, fund retirement, bequeath money, and to support their children's home ownership. As a direct result of government policies and practices, generations of African Americans have not had those same opportunities.

Work Still To Be Done

While the County has done a great deal to acknowledge its history and develop policies and programs to address equity, there is plenty of room to improve as reflected by recent reports highlighting the challenges that Marin faces. In February 2017, KQED News published an article entitled, "Why is Marin County So White?", which asked the question, "The Bay Area is one of the most diverse places in the country. Within the Bay Area, why is Marin County the least diverse?"

That same year, the Marin County Civil Grand Jury produced a report entitled, *Overcoming Barriers to Housing Affordability*, which identified, "Perhaps the most challenging barrier to tackle is that of altering long held misperceptions of a community." Also, in 2017, HUD released its income limits for determining eligibility for its assisted housing programs, and determined that, in Marin County, a family of four

with an income of \$105,350 per year is considered "low income," because it is 80 percent of the \$115,300 median income for the area. At the end of 2017, the Advancement Project identified Marin County as the Number One Most Racially Disparate County in California in areas that include economic opportunity, culture and education, "showing us that a rising tide does not lift all boats." And most recently in January 2018, the L.A. Times article entitled, "Marin County has long resisted growth in the name of environmentalism. But high housing costs and segregation persists," highlights a history of community opposition to affordable housing development.

CONCLUSION:

Many African Americans came to Marin County to seek employment and economic opportunities and to start a better life. As a result of federal programs and policies, those opportunities were denied once again despite the contributions African Americans made to this country. The legacy of discriminatory housing policies has help to create the current wealth disparity and racial segregation in our communities.

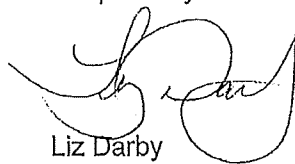
Staff requests that your Board consider the community recommendations to address barriers to fair housing choice and to provide direction to staff on implementation. Next, utilizing the same community engagement process as discussed above, staff will propose a work plan to address additional AFH topics including disparities in access to education, healthy communities, transportation and employment. Staff will prepare and present a work plan to the Board of Supervisors in Fall 2018.

FISCAL/STAFFING IMPACT: Funding for the Analysis of Fair Housing was set aside by the Board for the 2018-2019 fiscal year. The fiscal and staffing impacts of the Housing Oversight Committee will be evaluated in conjunction with the Board Subcommittee and County Administrator's Office.

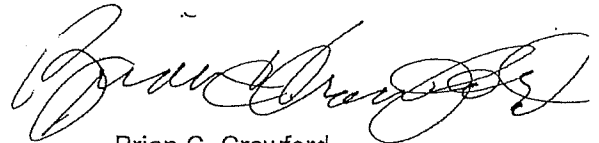
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| <input type="checkbox"/> Auditor Controller | <input checked="" type="checkbox"/> N/A |
| <input checked="" type="checkbox"/> County Counsel | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Human Resources | <input checked="" type="checkbox"/> N/A |

Respectfully submitted,



Liz Darby
Social Equity Program Policy Coordinator



Brian C. Crawford
Director

ATTACHMENTS:

1. 2016 Assessment of Fair Housing Work Plan
2. Proposed Recommendations
3. Just Cause for Eviction Recommendation
4. Housing Oversight Committee Recommendation
5. Administrative record (comments received)

**Assessment For Fair Housing (AFH)
Proposed Work Plan – 2016 - 2019**

	Task	Activity	Goal
Summer / Fall 2016	Initiate Board of Supervisors Subcommittee For AFH	Identify two Board members to provide oversight of the AFH process.	Inform and provide guidance to Staff and make recommendations to the full Board of Supervisors.
	Board of Supervisors Hearing	CDA Staff presents AFH work plan to the Board of Supervisors.	Board provides direction to Staff on timeline and process, and adopts AFH work plan and budget.
	Initiate Advisory Group	Staff identifies representatives of protected classes, communities and other stakeholders; delineates roles, guidelines and expectations; identifies and reserves meeting locations.	Select 12-14 representatives from the protected classes, nonprofit organizations, cities and towns, and elected officials to serve on the AFH Advisory Group. The Advisory Group will provide strategic advice and feedback to CDA Staff on citizen engagement and communication strategies, and on topics related to the AFH process; will work collaboratively to conduct inclusive and diverse discussions on AFH topics, and will assist in developing action plans and solutions to overcome barriers to fair housing choice. CDA Director appoints members of the Advisory Group.
	Hire AFH Intern	Staff initiates hiring an intern to work with Staff throughout the AFH process.	Provide administrative support to Staff and the Advisory Group; calendar, post notifications and take minutes at community and public meetings; develop and maintain database and record keeping for community engagement and outreach.

Task	Activity	Goal
Identify AFH Facilitator	Staff to release request for qualifications and quotes, and will initiate hiring a grant-funded facilitator to participate in and conduct Advisory Group and community outreach meetings. Advisory Group will select AFH Facilitator.	Ensure meetings are conducted and managed effectively and efficiently to maximize participation and productivity of Advisory Group and community outreach meetings; facilitate public engagement training for CDA Staff and Emerging Leaders. Engage youth in the AFH process and train Emerging Leaders to become facilitators at community meetings.
Recruit Emerging Leaders	Staff identifies local youth from low-income communities, nonprofit organizations, high schools, community colleges and universities and develops roles, expectations, timelines, and guidelines for civic engagement in the AFH process. Develop curriculum and goals to educate youth and young adults on AFH topics; provide data and information for analysis and discussion.	Improve, educate, and encourage new voices to the AFH process; create new approaches to citizen engagement; Emerging Leaders will present ideas, feedback and recommendations to the Advisory Group.
Community Outreach Efforts	Advisory Group and Staff identifies community groups, organizations, nonprofit agencies, and County departments and employees to participate in the AFH process; develop timelines, and reserve time on community/organization calendars.	Improve citizen engagement with communities; create inclusive and diverse opportunities for collective discussions on AFH related issues; develop action plans and solutions to overcome barriers to fair housing choice.
Enlist Technical Support and Assistance	Staff identifies resources to augment current Staff to provide local knowledge and expertise to the Advisory Group on specific topics related to the AFH.	Provide Advisory Group with pertinent background information and current developments on community issues related to AFH topics.
Develop Communications Strategy	Staff to initiate a communications strategy for community outreach, public engagement and ongoing communications throughout the AFH process.	Improve communication, community notifications, and outreach by utilizing existing databases, County website, newspapers and social media; communicate community outreach and engagement in several languages.

Task	Activity	Goal
Data Acquisition and Analysis	Staff will analyze HUD-provided data and, if available, acquire recent, local data to supplement HUD data for each AFH topic. Data will provide analysis and information about neighborhoods and areas for the purpose of analyzing features and characteristics that are relevant to a fair housing analysis.	Present aggregated and disaggregated data in a format that is accessible by all, to the community and Advisory Group to ensure data reflects local conditions, and ensure information is relevant to the decision-making/recommendation process.
Convene Advisory Group	Instruct Advisory Group on the AFH and the Assessment Tool for managing the AFH process; develop discussion topics for community outreach and public engagement; select local experts and technical assistance for topic discussions; develop agendas for public workshops; identify specific talking points for community engagement on AFH Topic #1.	Define roles and responsibilities of the Advisory Group and obtain commitment to the AFH process and timeline.
CDA Staff Training	In conjunction with the Davenport Institute, provide training for County Staff on how to effectively involve the public in areas of community engagement.	Develop positive engagement campaigns, including understanding attitudes and behaviors; lean tools for engaging constructively with the public, especially from underrepresented communities.
Public Meetings	Prepare a draft public outreach plan and receive input from the Advisory Group. Schedule public meetings and community workshops; post notifications in various formats, media and in several languages.	Elicit comments and feedback on specific AFH issues.

Task	Activity	Goal
Fall / Winter 2016		
Community Outreach AFH Topic #1	<p>AFH Topic #1: Segregation/Integration and Disproportionate Housing Needs Staff to conduct targeted meetings with local community representatives and groups, nonprofits, and County employees to engage in discussions that identify perceptions about policies, attitudes and behaviors that may create and maintain segregated communities. Identify other determinants that impact current housing patterns, including housing cost burdens and the current supply of available housing – particularly for families; discuss additional factors that contribute to disproportionate housing needs.</p>	Elicit feedback, insight and recommendations for review by the Advisory Group.
Advisory Group Meeting AFH Topic #1	<p>AFH Topic #1: Segregation/Integration and Disproportionate Housing Needs Utilizing HUD and local data, with supporting local knowledge and expertise from community representatives and organizations, discuss, analyze and identify relevant characteristics that set specific neighborhoods or Racially/Ethnically-Concentrated Areas of Poverty (R/ECAP) communities apart from other areas; discuss current changes and trends in how racial/ethnic groups are disproportionately represented in R/ECAP areas; discuss how neighborhoods have changed, persisted or emerged over time and identify contributing factors; discuss the impact of current housing patterns, including housing cost burdens and the current supply of available housing, particularly for families.</p>	Provide recommendations on how to address any identified contributing factors that perpetuate segregation and contributing factors that significantly create, contribute to, perpetuate or increase the severity of barriers to fair housing choice; provide recommendations to Staff on how to address barriers; identify specific topics and outreach for community engagement for AFH Topic #2.
Community Outreach AFH Topic #2	<p>AFH Topic #2: Publicly-Supported Housing Staff to meet with local community representatives and groups, Resident Councils, nonprofits and County employees to engage in discussions around the history and future of Publicly Supported Housing.</p>	Elicit feedback, insight and recommendations for review by the Advisory Group.

Task	Activity	Goal
Advisory Group Meeting AFH Topic #2	<p>AFH Topic #2: Publicly-Supported Housing Discuss and analyze patterns in housing locations and occupancy; ethnic and racial composition of residents in publicly-supported housing; current publicly-supported housing policies, including admission policies; community support for new public housing development and voucher programs. Discuss the determinants and contributing factors for any impediments to fair housing.</p>	<p>Identify contributing factors that significantly create, contribute to, perpetuate or increase the severity of barriers which act to limit fair housing choice for people in publicly-supported housing; assess and analyze areas where public housing is located to determine whether the housing is located in segregated or integrated areas, in R/ECAPs, or in areas with disparities in access to opportunities; provide specific recommendations on how to address barriers; identify specific topics and outreach for community engagement for AFH Topic #3.</p>
Spring /Summer 2017		
Community Outreach AFH Topic #3	<p>AFH Topic #3: Disability and Access Analysis Staff to meet with local community representatives and groups, nonprofits and County employees to analyze issues related to persons with disabilities including access, housing and transportation.</p>	<p>Elicit feedback, insight and recommendations for the Advisory Group.</p>
Advisory Group Meeting AFH Topic #3	<p>AFH Topic #3: Disability and Access Analysis Discuss the current range of options of affordable units with accessibility features; determine whether units are geographically dispersed or in concentrated areas; analyze access to buildings, services, programs and transportation by persons with different disabilities; identify disparities in access to community assets and exposure to adverse community factors; review current policies and practices that affect fair housing choice.</p>	<p>Identify contributing factors that significantly create, contribute to, perpetuate or increase the severity of barriers which act to limit fair housing choice for persons with disabilities that are distinct from the barriers experienced by individuals without disabilities; provide recommendations to Staff on how to address barriers; identify specific topics and outreach for community engagement for AFH Topic #4.</p>

Task	Activity	Goal
<p>Board Workshop #1</p>	<p>Hold Board workshop on Staff recommendations related to the first three topics: Segregation/Integration and Disproportionate Housing Needs, Publicly-Supported Housing, and Disability and Access Analysis.</p>	<p>Provide feedback and direction on community engagement process and Advisory Group recommendations on first three AFH topics.</p>
<p>Community Outreach AFH Topic #4</p>	<p>AFH Topic #4: Disparities In Access to Community Assets and Exposure to Adverse Community Factors Staff to meet with local community representatives and groups, nonprofits and County employees to engage in discussions around disparities in access to opportunities in schools; employment; public transportation; environmental healthy neighborhoods, including access to grocery stores, health care and parks, by race, ethnic, national origin or other groups, communities or neighborhoods.</p>	<p>Elicit feedback, insight and recommendations for the Advisory Group.</p>
<p>Advisory Group Meeting AFH Topic #4</p>	<p>AFH Topic #4: Disparities In Access to Community Assets and Exposure to Adverse Community Factors Analyze and discuss disparities to opportunities in schools; employment; public transportation; environmentally healthy neighborhoods, including access to grocery stores, health care, and parks, by race, ethnic, national origin or other groups; compare and analyze access to opportunities by specific neighborhoods and compare to the County as a whole; identify laws, policies and practices that may contribute to any differences; determine other impacts that factor into disparities to access.</p>	<p>Identify contributing factors that create, contribute to or perpetuate any disparities in access to proficient schools and educational opportunities; jobs and labor markets; transportation or environmentally health neighborhoods, based on race/ethnicity, national origin, and/or family status. Develop specific recommendations to address such barriers.</p>

Task	Activity	Goal
Fall / Winter 2017		
	Fair Housing Enforcement, Outreach Capacity, and Resources Analysis	Working with Fair Housing of Marin, Staff to analyze fair housing enforcement, outreach capacity, and resources.
	Identify issues and contributing factors that are in non-compliance with Fair Housing laws.	
	Board Workshop #2	Hold Board workshop on Staff recommendations related to the last two topics: Disparities In Access to Community Assets and Exposure to Adverse Community Factors and Fair Housing Enforcement.
	Board Report	Staff to submit preliminary AFH Report to include community outreach process, Advisory Group and community recommendations, and proposed implementation plan to address identified impediments to fair housing choice.
	Board approval of Staff 's work and implementation plans to address barriers to fair housing choice.	
Spring 2018 – Spring 2019		
	AFH Implementation	Staff to prepare implementation plan for Board-approved recommendations for addressing impediments to fair housing choice.
	Draft Final Report	Determine priorities and timelines for the implementation plan/process.
	Staff to present AFH report to Board of Supervisors; report to include community engagement process, recommendations from the Advisory Board; Board-approved implementation plan, and actions/status of the analysis of impediments to fair housing choice.	Board approval of the AFH Report; Board authorizes Staff to submit report to HUD.