SDRAFFH

San Diego Regional Alliance
for Fair Housing

Analysis of Impediments to Fair Housing Choice

Public Outreach Summary Report

March 11, 2020

Prepared by MIG, Inc.

Executive Summary

The Regional Analysis of Impediments to Fair Housing Choice (AI) covers the entirety of San Diego County, including 18 incorporated cities and the unincorporated County:

- City of Carlsbad
- City of Chula Vista
- City of Coronado
- City of Del Mar
- City of El Cajon
- City of Encinitas
- City of Escondido
- City of Imperial Beach
- City of La Mesa
- City of Lemon Grove
- City of National City
- City of Oceanside
- City of Poway
- City of San Diego
- City of San Marcos
- City of Santee
- City of Solana Beach
- City of Vista
- Unincorporated County

The San Diego Regional Alliance for Fair Housing (SDRAFFH), comprised of representatives from the participating jurisdictions listed above, Fair Housing professionals, and housing advocates conducted a comprehensive outreach process throughout San Diego County to identify barriers to Fair Housing choice, as well as strategies to address those challenges. SDRAFFH enlisted the support of MIG, Inc. and Veronica Tam and Associates in conducting the outreach. Over 1,204 community members and service providers provided input through the online questionnaire, stakeholder interviews, and community workshops.

The key findings from the public outreach and engagement process are summarized below.

- **Frequent targets of discrimination** include seniors, people with physical and/or mental disabilities, families with children, Section 8 recipients, undocumented immigrants, and non-native English speakers.

- The **inadequate supply of housing in San Diego County** impacts low-income households, large families, and households of color.

- **Underreporting of discrimination** occurs due to fear of retaliation, harassment, or deportation.

- **Finding and accessing information** about what housing is available, services, programs, and Fair Housing laws and regulations can be difficult and confusing.

- **Language barriers, different dialects, and cultural differences** can present challenges to building community awareness about Fair Housing.

- There are often **misconceptions and misunderstandings** about application requirements, reasonable accommodation requests, and the complex Fair Housing laws and terminology.

- **Community leaders and representatives** should be utilized to disseminate information and resources on Fair Housing issues, rights, and services.

- The SDRAFFH and service providers should **go directly to the community and share information** at community events, libraries, community centers, churches, swap meets, schools, transit centers, and other places where people congregate, particularly those people with the greatest needs.

The input and findings from the public participation activities will be incorporated into the development of the AI. The draft AI will be available for public review in Spring 2020.

I.   Public Outreach Overview

In accordance with U.S. Department of Housing and Urban Development (HUD) regulations, community recipients of Federal community development block grant funds must certify that they are affirmatively furthering fairness and equal opportunity in housing for individuals and groups protected by the federal Fair Housing Act of 1968. To meet this obligation, jurisdictions that administer or directly receive federal funds from HUD are required to perform an Analysis of Impediments to Fair Housing Choice (AI) as part of their consolidated planning process for housing and community development programs. The AI covers the entirely of San Diego county, including the 18 incorporated cities and all unincorporated areas:

- City of Carlsbad
- City of Chula Vista
- City of Coronado
- City of Del Mar
- City of El Cajon
- City of Encinitas
- City of Escondido
- City of Imperial Beach
- City of La Mesa
- City of Lemon Grove

- City of National City
- City of Oceanside
- City of Poway
- City of San Diego
- City of San Marcos
- City of Santee
- City of Solana Beach
- City of Vista
- Unincorporated County

Outreach is an essential component of developing the AI. Engaging local communities and stakeholders is an effective approach to assessing the nature and extent of impediments to Fair Housing. Community members affected by restrictions to Fair Housing choice have the right to share their concerns and participate in the decision-making process to mitigate and/or eliminate barriers to Fair Housing.

The San Diego Regional Alliance for Fair Housing (SDRAFFH), comprised of representatives from the participating jurisdictions listed above, Fair Housing professionals, and housing advocates, in partnership with MIG, Inc. and Veronica Tam and Associates, facilitated a comprehensive outreach process throughout San Diego County to ensure a broad cross-section of residents, housing providers and professionals, interest groups, government agencies and community organizations participated in the AI development.

Between October and November 2019, MIG conducted six community workshops and nine stakeholder interviews. Interpreters were available for events that were likely to draw Spanish and Arabic-speaking stakeholders. Between October 2019 and February 2020, Veronica Tam and Associates conducted an online survey to collect additional public input. The online survey was available in English, Spanish, Arabic, Vietnamese, Tagalog, and Chinese. Print copies of the survey were available at community centers, libraries and civic buildings. The public events and online survey were promoted by the SDRAFFH with bilingual flyers, e-blasts, website updates, and social media posts. Local news outlets also promoted the survey and community workshops.

This report summarizes the key findings from the public engagement process regarding housing barriers, housing discrimination and Fair Housing priorities for San Diego County.

II.   Key Audiences and Outreach Tools

The public engagement program offered a wide range of opportunities for residents and stakeholders to share input to inform the AI development. The community outreach efforts were designed to collect feedback from community members representing a diversity of perspectives, interests and needs.

At the outset of the outreach planning, MIG developed an Outreach Plan which described the activities that the SDRAFFH and consultant team would undertake to engage a diverse cross-section of the County and attract a wider audience to participate in the development of the AI. The Outreach Plan identified specific outreach goals, key stakeholders, outreach activities and preliminary messaging and notifications.

A.   Outreach Goals

Overall, the goal of the Outreach Program is to educate and engage key stakeholders and the public related to the AI process and outcomes. To do so, the outreach goals included:

- Develop an inclusive and expansive database of key stakeholders and interested parties to involve in the process.

- Create and communicate clear, consistent and understandable explanations and messages about the purpose, process, and desired outcomes for the SDRAFFH and AI.

- Engage key stakeholders and interest groups early in the process to:
    - Build interest in, commitment to and trust in the process.
    - Develop initial understandings of effectiveness of existing Fair Housing programs and services.
    - Identify issue areas or gaps in service, opportunities and constraints across the region and within specific communities; and
    - Extend outreach through their networks to hard-to-reach stakeholders.

- Apply a diverse outreach toolkit of targeted communications and public participation activities that meet stakeholders' varying needs and ways of accessing information, and that best inform the technical process.

- Identify stakeholders' needs and priorities for Fair Housing at the local and regional levels to effectively inform the AI.

B.   Key Stakeholders

The SDRAFFH sought to engage a broad range of community members and geographies across the County. In particular, the outreach program emphasized targeted engagement of "hard-to-reach" populations such as seniors, youth, people with disabilities, limited-English proficient communities, and low- and moderate-income residents. These traditionally under-

represented groups are typically more vulnerable to housing discrimination. The key audiences targeted during the outreach process are outlined below.

- San Diego County residents
  - o Low-to Moderate Income Residents
  - o Limited-English Proficient Residents
  - o Seniors
  - o Youth
  - o Individuals with Disabilities
- Elected officials
- Executive staff from local jurisdictions and partner agencies
- Fair Housing service providers
- Developers /affordable housing developers (including mortgage lenders and affordable military housing developers)
- Housing advocates
- Disability advocates
- Minority advocates
- Real estate industry
- Apartment management associations and representatives
- Legal aid
- Non-profit and social service providers
- Neighborhood organizations
- Faith based organizations
- Local universities and colleges

A list of all stakeholder and service providers contacted is included in Appendix A.

C.   Outreach Tools

Key stakeholders were targeted through a variety of outreach and engagement methods and tools. The tools used to raise awareness for the AI process and to promote the public input opportunities included:

- Multilingual flyers
- Multilingual e-blasts
- Websites of SDRAFFH
- Newsletters of SDRAFFH
- Social media of SDRAFFH (Facebook, Twitter, NextDoor, etc.)
- Facebook ads
- News media
- Communications of civic and partner agencies

Outreach efforts were designed to reach participants that are reflective of the demographics of the County including age, ethnicity, income and other characteristics. The online survey and community workshops were publicized broadly using a variety of communication methods.

An overview of the community outreach tools utilized in conducting the public participation process is presented on the following page (Table 1).

Table 1: Public Outreach Tools

Outreach Tool	Target of Outreach	Corresponding Event(s)	Summary of Response/Attendance
Flyers (Print and Digital)	Broad outreach to San Diego County residents and stakeholders. Print flyers were mailed to SDRAFFH stakeholder mailing lists. Print flyers were distributed to high-traffic centers such as libraries, community centers, and senior housing complexes.	Community Workshops & Online Survey	Print flyers were distributed at high-traffic community hubs to attract a broad audience. Print flyers were mailed to 621 recipients including residents, elected officials, providers, advocacy organizations, non-profit and social service providers, and neighborhood organizations.
E-Blasts	Mass emails to SDRAFFH stakeholder email lists.	Community Workshops & Online Survey	Three E-blasts sent to 1,880 email list subscribers including residents, elected officials, providers, advocacy organizations, non-profit and social service providers, and neighborhood organizations. Email blasts sent to additional participating jurisdiction and agency email list subscribers before each community workshop.
Website Updates	Broad outreach to San Diego County residents and stakeholders with computer and internet access.	Community Workshops & Online Survey	SDRAFFH posted information promoting the community workshops and online survey. The 19 participating jurisdictions and partner agencies posted information promoting community workshops and/or online survey on their jurisdiction's website.
News Media	Broad outreach to San Diego County residents.	Community Workshops	Article written in San Diego Union Tribune regarding the community workshops. News broadcast on KUSI News regarding the online survey. Article written in the Coast News Group regarding the North County community workshop. Announcement on KPBS (public radio channel) regarding the community workshops. Article written in Patch (community newspaper) regarding the North County community workshop.

Outreach Tool	Target of Outreach	Corresponding Event(s)	Summary of Response/Attendance
			Article written in the Patch regarding East County community workshop. News broadcast on NBC Spanish language channel of a interview with the Mayor of National City regarding the South County Spanish-language workshop.
Social Media	Broad outreach to San Diego County residents and stakeholders with computer and internet access.	Community Workshops & Online Survey	Community workshop information, flyers, and survey links posted to the 19 participating jurisdiction's social media including Facebook, Twitter and Next Door. City of San Diego Council Member Georgette Gomez posted announcements on the community workshops and survey to her Facebook page.
Facebook Ads	Broad outreach to San Diego County residents and stakeholders with computer and internet access.	Online Survey	Facebook ads promoting online survey links were seen by 31,418 people at least once.
Outreach Toolkit	Broad outreach to San Diego County residents and stakeholders at community events, public meetings, pop-up outreach events, etc.	On-going Fair Housing Educational Outreach & Online Survey	Interactive bilingual (English & Spanish) display boards and handouts providing an overview of Fair Housing laws were developed to be utilized by SDRAFFH at future community meetings, public workshops, and other events to build awareness about Fair Housing laws and services.

III. Public Input Opportunities and Activities

A key priority for the public engagement was to make participation easy and accessible. Outreach activities included an online survey, stakeholder interviews, and community workshops. Each of the activities are described in detail in the sections that follow. Table 4 summarizes the public input opportunities and activities on Page 13.

A. Online Survey

Veronica Tam and Associates launched an online survey to collect input from residents and stakeholders on Fair Housing and discrimination in October 2019. The survey remained open for approximately six months until February 14, 2020, collecting a total of 1,132 responses as follows:

Table 2: Online Survey Results

Language	Responses
English	1,089
Spanish	35
Arabic	3
Vietnamese	3
Tagalog	2
Chinese	0
Total	1,132

The online survey provided stakeholders who might not participate in a traditional workshop event with an opportunity to share their concerns, experiences and needs on their own time.

The survey was promoted by the SDRAFFH through multi-lingual flyers, e-blasts, website updates, news media, Facebook ads and social media posts. The survey was also printed and distributed at community centers, libraries and civic buildings. The online survey questions are available in Appendix B.

B. Stakeholder Interviews

In November and December 2019, MIG conducted interviews with key housing and community stakeholders to gather their insights into housing barriers, housing discrimination and Fair Housing priorities in San Diego County.

A representative from each of the following nine organizations participated in a telephone interview:

Table 3: Stakeholder Interviews

	Organization	Stakeholder Name and Title
1.	Alliance for Regional Solutions	Mary Lynn McCorkle, Collaborations Manager
2.	CSA San Diego	Estela De Los Rios, Executive Director

	Organization	Stakeholder Name and Title
3.	Elder Help San Diego	Robin Strickland, Housing Services Coordinator
4.	La Maestra Community Health Centers	John Kuek, Director of Integrated Community Services
5.	Legal Aid Society of San Diego County	Rosalina Spencer, Lead Lawyer
6.	National Alliance on Mental Illness	Aaron Basila, Community Outreach Worker
7.	Regional Task Force on the Homeless	Jennifer Yost, Director of Grants Management
8.	San Diego Housing Federation	Laura Nunn, Director of Policy and Programs
9.	Southern California Rental Housing Association	Molly Kirkland, Director of Public Affairs

Interview questions focused on:

- The agency's role in Fair Housing;
- Challenges to building community awareness;
- Misconceptions and misunderstandings about Fair Housing;
- Challenges to their agency in meeting Fair Housing needs;
- Protected classes who are well-served vs. under-served;
- Existing community assets for Fair Housing; and
- Improvements to inter-agency collaboration

Interviewees were assured that their responses would be summarized only in aggregate, and therefore were encouraged to speak freely. A full summary of the Stakeholder Interview discussion is available in Appendix C.

C.   Community Workshops

Six community workshops were held in communities throughout the County in October and November 2019 to inform community members about Fair Housing issues, to gather input on housing needs, barriers, and priorities. Community workshops were publicized using multi-lingual flyers, e-blasts, websites updates, direct emails, and news and social media.

The interactive workshop format included brief presentations to describe Fair Housing and protected classes, as well as a description of the AI purpose and development process. Next, workshop attendees participated in a large group discussion regarding Fair Housing barriers and issues facing protected classes in San Diego County. Bilingual interpreters and staff assisted with workshop facilitation in areas that were likely to attract Spanish and Arabic speaking residents.

Approximately 63 individuals attended the community workshops. The locations and dates of the meetings were as follows:

Table 4: Community Workshops

	Area of County	Location	Date
1.	Central Region	LISC San Diego, San Diego, CA	October 30, 2019
2.	Eastern Region	El Cajon Police Department, El Cajon, CA	November 6, 2019
3.	Northern Region	Escondido City Hall, Escondido, CA	November 7, 2019
4.	Central Region	Valencia Park/Malcolm X Library	November 13, 2019
5.	Southern Region	Chula Vista City Hall, Chula Vista, CA	November 20, 2019
6.	Southern Region	MLK Jr. Community Center, National City, CA	November 21, 2019

The full summary of the discussion, questions and the wall graphics summarizing input from the community workshops are available in Appendix D.

Table 5: Overview of Public Engagement Activities

Engagement Activity	Target of Outreach	Summary of Activity	Summary of Attendance/Responses
Online Survey	Broad outreach to San Diego County residential and stakeholders.	Collected community input on their experiences with housing discrimination issues and concerns.	1,132 survey responses were submitted online.
Stakeholder Interviews	Key housing and community stakeholders.	In-depth conversations to gather insights into housing barriers, housing discrimination and Fair Housing priorities across San Diego County.	Nine stakeholder interviews between November and December 2019.
Community Workshops	Broad outreach to San Diego County residents and stakeholders.	Informed and educated residents on Fair Housing laws; collected input on Fair Housing needs and disparities of access; promoted online survey.	Six community workshops between October and November 2019 with a total of approximately 63 attendees.

III. Key Findings by Outreach Activity

A. Stakeholder Interviews

The participant input and ideas shared during the stakeholder interviews are summarized below. The full list of discussion questions and responses is available in Appendix C.

1. **Greatest Challenges to Building Community Awareness**
    - Keeping up with updates to laws and regulations
    - Identifying community partners to share information with and provide training
    - Resistance to change by homeowners
    - Language barriers
2. **Barriers to Housing in Community**
    - Large and diverse geographic area
    - Language barriers and different dialects
    - Housing affordability impacts and low vacancy rate
    - Difficulty finding a place to live with Section 8 voucher
    - Access to technology
    - Limited hours and transportation route options
    - Lack of awareness about services and resources
    - Miscommunications between landlords and tenants, and tenants and service providers
    - Individuals with mental and physical disabilities have difficulty finding housing
    - Large families have difficulty finding housing
    - Poor quality of housing and landlords that want improve units
3. **Misconceptions or Misunderstandings about Fair Housing**
    - Difficult or complex laws and requirements, different requirements for different programs, and difficulty navigating process
    - Not understanding role of different agencies or service providers
    - Terminology and different definitions or understanding of terms like discrimination, affordable housing, intent, or eviction
    - Lack of understanding about different individuals or people who are homeless, suffering from mental illness, live in permanent supportive housing
4. **Greatest Challenges in Meeting Fair Housing Needs**
    - Under reporting of discrimination until after the fact, or due to fear of retaliation, or the length of time to pursue legal action
    - It is difficult to fine the right information and staff at public agencies are overloaded with requests
    - Many homeless individuals don't have the right documentation to apply to programs
    - Section 8 waitlist is over 10 years long
    - Lack of housing affordability is causing people to leave California
    - NIMBYs and opposition to growth and siting of new housing
5. **Protected Classes that Need Improved Services**
    - Disabled individuals
    - Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ)
    - Large families

- Tenants utilizing Section 8 vouchers
- Seniors and aging population
- Religious discrimination
- Homeless individuals and families

6. Community Assets That Can be Leveraged to Further Fair Housing

- Banks can promote first time home buying program
- Community forums in North County
- Community groups and centers
- Pop-up events at transit stations, or libraries where there is high foot traffic
- Postings on Next Door
- Utilizing 211 to help direct people to resources
- Providing additional education and resources including a resource binder at housing service providers and trainings targeted to landlords or property managers.

7. Possible Improvements to Inter-Agency Coordination

- Ensuing that landlords are involved in the discussion
- Reducing bureaucratic layers
- SDRAFFH Fair Housing Conference can provide a venue to develop a shared understanding of challenges and implementation
- Shift focus to thinking about why rules and regulations exist rather than checking boxes
- Create a shared database of agencies and programs
- Provide additional training opportunities and avenues for sharing information such as email blasts
- Collaborate with non-profits to provide wrap around services and trainings
- Have City Council and Board of Supervisors on boards of different organizations

8. Ways to Promote Outreach for AI Workshops and Surveys

- Provide notices and survey links to landlords and property owners
- Place advertisements on billboards, at transit stops, or at churches, stores, swap meets
- Share information at community centers, religious facilities, and with community leaders
- Partner with elected officials or city staff to disseminate information
- Link promotion of AI to other related topics such as homelessness
- Send notification of workshops to individuals on Section 8 waitlist

9. Additional Comments

- Recommend that landlords post evaluation criteria in advertisements
- Need more housing and Fair Housing should be at the center of the discussion about the housing crisis.
- Getting information out to tenants about Fair Housing rights and regulations is important
- Supportive housing with other support services is important
- Siting of permanent supportive housing should occur throughout the County within proximity to other services and amenities.

B.   Community Workshops Findings

The key findings from the six community workshops are summarized by key topic areas below. The full summary of discussion, questions and the wall graphics summarizing input from the community workshops are available in Appendix D.

1. **Experiences with Housing Discrimination**
   - Individuals and families in the following protected classes shared experiences of housing discrimination:
     - Homeless
     - Sexual orientation
     - Individual with an emotional support animal
     - Family with deported father
     - Women with adopted children
     - Families with children with autism
     - Source of income or type of work
2. **Reporting of housing Discrimination Incidents**
   - Burden of proof is on individual who has been discriminated against
   - Costs and length of time for litigation are a deterrent for reporting incidents
   - Fear of retaliation, harassment, or deportation from reporting incidents
3. **Barriers to Housing in Community**
   - Many people have difficulty finding and accessing information about Fair Housing due to lack of access to computer/internet, knowing where to get the right information, cultural barriers, and lack of education in schools.
   - The information on what subsidies or options are available are confusing and the application process is confusing.
   - Many different languages and dialects.
   - The shortage of affordable units and long Section 8 waiting list.
   - Barriers are often layered
4. **Protected Classes that Need Improved Services**
   - Seniors
   - Individuals with mental and physical disabilities
   - Victims of domestic violence
   - Arbitrary factors
   - Country of origin
5. **Misconceptions or Misunderstandings about Fair Housing**
   - If prospective tenants have to pay for a background report for every application
   - What qualified as a reasonable accommodation request
6. **Ways to Build Community Awareness about Fair Housing**
   - Need to improve how information is provided to community members by relating messaging to people's lives, letting people know they will learn something, simplifying language and documents.
   - Need to make sure that there are representatives at different agencies and providers that can communicate in different languages of local community.

- Go directly to communities to provide information at community gathering places, community centers, churches, schools, colleges, community and cultural events, senior housing complexes, and community meetings.
- Partner with organizations, cultural and faith-based groups, and organizations holding events to share information.
- Provide incentives and expand how information can be seen and heard.

7. **Other Comments**
- There should be a universal rental application.
- Should tap into 211 Community Information Exchange to help share information.

IV. Next Steps

The SDRAFFH will incorporate the input and findings from the public participation activities into the development of the AI. The draft AI will be available for public review in Spring 2020.

Appendix A: Contacted Stakeholders and Service Providers Across San Diego County

Type of Facility or Group	Organization
Affordable Housing & Market-Rate Housing Developers	AmCal Housing
	Chelsea Investment Corporation
	Lennar Homes
	Mercy Housing
	Baldwin & Sons
	North Coast Housing
	Wakeland Housing
	Shea Homes
	KB Homes
	Lennar Homes
	Bridge Housing
	Townspeople
	Lincoln Military Housing
	Affirmed Housing
	CityMark Development
	New Urban West Development
	Sun Country Builders
	Wermers Properties
	Hitzke Development
	Melia Homes
	City Mark Development
	DOMUS Development Corp.
	Hallmark Communities
	AMCAL Multi-Housing Inc.
	Jamboree Housing Corp.
Community Organizations & Non-Profits	Affordable Housing Advocates
	International Rescue Committee
	Boulevard Community Planning Group
	Family Health Centers of San Diego
	Rebuilding Together San Diego
	Habitat for Humanity
	PASACAT - Philippine Performing Arts Company
	MAAC Project
	Burn Institute
	Somali Family Service of San Diego
	Mama's Kitchen
	South Bay Community Services
	International Community Foundation
	Think Dignity
	Support the Enlisted Project
	Chicano Federation
	San Diego Youth Services
	Paving Great Futures

Type of Facility or Group	Organization
	San Diego LGBT Community Center
	Keys for Homes
	Local Initiatives Support Corporation
	Boys and Girls Club of Inland North County
	Alma Community Care
	Pacific Beach Street Guardians
	Meals on Wheels
	Junior League of San Diego
	Bayside Community Center
	Solutions for Change
	Council of Philippine American Organizations of San Diego County, Inc.
	Community Youth Athletic Center
	Space for Art
	City Heights Community Development Corporation
	Casa Familiar, Inc & Casa Quinta
	Launching Legacies
	San Diego Second Chance Program
	Environmental Health Coalition
	Covelop
	San Diego American Indian Health Center
	The Brain Observatory
	Kabataan (Youth) Violence Prevention and Leadership Development
	North County Lifeline
	GRID Alternatives San Diego
	Los Ninos
	Ocean Discovery Institute
	Alliance for African Assistance
	San Diego Pro Arte Voices
	Operation Samahan, Inc.
	Centro de Salud de la Comunidad de San Ysidro, Inc.
	Voices for Children
	Urban Growth
	Paving Great Futures
	Trammel Crow Residential
	Salvation Army
	Camp Fire Boys and Girls
	East County Homeless Children's Association
	Olivewood Gardens and Learning Center
	Community Youth Athletic Club
	Wave Academy
	Launching Legacies
	Accion San Diego
	CSA San Diego
	Creative Flow Arts & Entertainment
	Organizations in Training

Type of Facility or Group	Organization
	International Survivors of Torture
	San Ysidro Health Center
	Neighborhood House Association
	Community Housing Works
	The Rosie Network
	Join the Journey
	Home Start, Inc.
	Harmonium, Inc.
	The Fair Housing Council of San Diego
	Rotary Club
	Kitchens for Good
	Groundswell Community Project
	Community Food Bank of National City
	Center for Employment Opportunities
	Workshop for Warriors
	Access Youth Academy
	Creative Flow Arts & Entertainment
	Lions Club
	Trauma Intervention Programs of San Diego
	Home Start, Inc.
	Somali Bantu Association of America
	San Diego Housing Federation
	Serving Seniors
	Focal Point Foundation
	United Way
	County Mental Health
	Valley Center Community Planning Group
	Challenge Center
	Corporation for Supportive Housing
	Communities Againts Substance Abuse
	Stepping Stone San Diego
	Vietnam Veterans of San Diego
	Children's Center for Child Protection
	Center for Community Solutions
	Chaldean & Middle Eastern Social Services
	Alliance for Regional Solutions
	Bread of Life Rescue Missions
	Century Housing Corporation
	Encinitas Lions Club
	Encinitas Rotary Club
	San Dieguito Alliance
	Self Realization Fellowship
	Brain Injured Veterans Association (Biva)
	Bread Of Life Winter Rescue Mission
	Care For The Homeless Project
	Caring Residents Of Carlsbad

Type of Facility or Group	Organization
	Community Interface Services
	Community Resource Center
	Elder Help
	Family Recovery Center
	Feeding America San Diego
	Vista Community Clinic
	Vista Las Flores (San Diego Interfaith Housing Foundation)
	Wounded Warriors Homes Inc.
	Operation HOPE Vista
	El Cajon Valley Lions Club
	Kiwanis Club of El Cajon Valley
	Access to Independence of North County
	Legally Blind Social Club
	Campesinos Unidos, Inc.
	Chicano Federation
	Deaf Community Services of San Diego, Inc.
	Escondido Family Services Salvation Army
	Fellowship Center
	Fraternity House
	Mental Health Systems, Inc.
	National Foundation of the Blind of Calif.
	Neighborhood House Association
	San Diego County Council on Aging, Inc.
	Palomar Family YMCA
	Vista Community Clinic
	Neighborhood Healthcare
	Neighborhood House Association
	Springboard CDFI
	People Assisting the Homeless (PATH)
	LA – Mas
	Im Am My Brother's Keeper CDC
	National Community Renaissance
	New Americans Museum
	The Arc of San Diego
	Fair Housing – The Center for Social Advocacy
	American Red Cross
	El Cajon Collaborative
	At Your Home Services Human Resources and Development
	Alzhiemer's Family Center
	League of Women Voters
	El Cajon Women's Club
	Home of Guiding Hands
	Crisis House
	Feeding San Diego
	211 San Diego
	Access to Independence

Type of Facility or Group	Organization
	The Rose House
	Harmonium, Inc.
	FRC & National City Collaborative
	San Diego Workforce Partnership
	San Diego Fuller Center for Housing
	La Maestra
	Valley Center Community Planning Group
	The Horn of Africa Community
	Regional Task Force on the Homeless
	Alpha Project
	Father Joe's Villages
	LaunchBio, Inc.
Educational Institutions	Barrio Logan College Institute
	Southwestern Community College
	National School District
	Sweetwater High School
	UCSD
	El Cajon Valley High
	Carlsbad Unified School District
	Oceanside Unified School District
	Escondido Education Compact
	Escondido Elementary School District
	Escondido Unified Schools
	Escondido Union High School
	Escondido Union High School District
	Wesley House Student Residence, Inc.
	Cajon Valley School District
	San Diego Continuing Education Foundation
Faith Based Organization	STS Constantine & Helen Greek Orthodox Church
	Episcopal Community Services
	STS Constantine & Helen Green Orthodox Church
	Skyline Church
	Jewish Family Service of San Diego
	St. Paul's Senior Services
	Lutheran Social Services
	Lutheran Social Services of Southern California
	Urban Live Ministries, Inc.
	San Diego Interfaith Housing Foundation
	Interfaith Community Services
	Family Focus Christian Counselling
	Christian Science Churches
	Church of Christ
	Pacific View Babtist Church
	Ranch View Babtist Church
	San Dieguito United Methodist Church
	Seacoast Community Church

Type of Facility or Group	Organization
	Seaside Presbyterian Church
	St Andrew's Episcopal Church
	St John's Catholic Church
	St Mark Lutheran Church
	Carlsbad Community Church
	Catholic Charities Diocese Of San Diego
	Daybreak Community Church
	St Anne'S Episcopal Church
	St Patrick'S Catholic Church
	Interfaith Shelter Network
Public Agencies	Chula Vista Fire Department
	National City Library
	Santa Clara Valley Water District
	San Diego Housing Commission
	City of El Cajon Police Department
	North County Transit District
	El Cajon Firefighers
Realtor, Property Management & Business Organizations	Trinity Housing
	San Diego Imperial Counties Labor Council
	Logan Heights Community Development Corporation
	Opportune Companies
	Downtown Encinitas Mainstreet Association
	Willow Partners – Plaza City Apartments
	TELACU Residential Management
	Greystar
	San Diego Electrical Training Trust
	Farmers Bureau
	Shopoff Realty Investments
	C & C Mentor Protégé Program
	DCM Properties
	Related California – Paradise Creek Management Staff
	Zephyr Partners
	San Diego Volunteer Lawyer Program
	Apitm Environmental & Infrastructure, Inc.
	Sunshine Apartments
	Solari Enterprises
	Travelers Aid Society of San Diego
	Thomas Strafford Investments
	Harrison Properties
	SGPA Architecture and Planning
	Building Industry Association
	San Diego and Imperial SDDC Regional Network
	Accretive Investment Inc.
	Avanath Capital Management
	AAA Management, LLC.
	San Diego County Building and Construction Trades Council

Type of Facility or Group	Organization
	RMG Properties
	Nolan Communities
	Norwood Development Strategies
	Residential Management Support System
	El Cajon Chamber of Commerce
	Equity Residential
	San Diego Home Loan Counseling Services
	Encinitas Chamber of Commerce
	Camp Pendleton Quantico Housing (Lincoln Military Housing)
	Deluz Family Housing

Appendix B: Online Surveys

Housing Discrimination Survey

The San Diego Regional Alliance for Fair Housing is conducting this survey on behalf of all the participating cities in the San Diego region, including unincorporated portions of San Diego County. We want to hear about your experience with housing discrimination issues and concerns. Please fill out the following survey. The survey is being conducted anonymously, so please be honest and detailed in your answers. Responses are anonymous and will be summarized and individual responses will not be reported in any way. Thank you!

Federal and State Fair Housing laws prohibit discrimination in all aspects of housing, including home sales, rentals, housing policies and financing. Each resident is entitled to equal access to housing opportunities regardless of race, color, religion, sex, national origin, disability/medical conditions, familial status, marital status, age, ancestry, sexual orientation, gender identity, gender expression, source of income, or any other arbitrary reason.

1. Do you reside in a City or an unincorporated area of San Diego County?
City of: _____ or unincorporated County community: _____

2. Have **you** personally ever experienced discrimination in housing?   ____ YES   ____ NO
(If you answered "YES" please answer questions #3 - #5. If you answered "NO" please proceed to question #6)

3. If you believe you have been discriminated against:

    a) Who do you believe discriminated against you? *(check all that apply)*
    ___ Landlord/Property Manager   ___ Real Estate Agent   ___ Insurance Broker/Company
    ___ Mortgage lender   ___ Government Staff Person   ___ Other_____

    b) Where did the act of discrimination occur? *(check all that apply)*
    ___ Apartment Complex   ___ Condo/Townhome Development   ___ Other _____
    ___ Single-Family Neighborhood   ___ Public or Subsidized Housing Project
    ___ Mobilehome Park   ___ When Applying for City/County Programs

    c) On what basis do you believe you were discriminated against? *(check all that apply)*
    ___ Race   ___ Color   ___ Religion
    ___ National Origin   ___ Ancestry   ___ Gender
    ___ Marital Status   ___ Sexual Orientation   ___ Age
    ___ Family Status   ___ Source of Income   ___ Disability/Medical Conditions
    (e.g. single-parent with children, family with children or expecting a child)   (e.g. welfare, unemployment insurance, Housing Choice/Section 8 Voucher)   (either you or someone close to you)
    ___ Other (please explain): _____

    d) How were you discriminated against? *(check all that apply)*
    ___ Not Shown Apartment   ___ Higher Rent   ___ Other_____
    ___ Higher Security Deposit   ___ Provided Different Housing Services or Facilities   _____
    ___ Delayed Repairs or Repairs Not Made   ___ Service/Support Animal Deposit Charged

1

4.   Reasonable modifications and reasonable accommodations allow for certain changes or flexibility in the rules, policies, or procedures set by housing providers. This allows a resident with a disability an equal opportunity to use and enjoy a housing unit. A **reasonable modification** is a structural change made to the premises while a **reasonable accommodation** is a change, exception or adjustment to a rule, policy, practice or service. For example, installing a ramp for an individual who uses a wheelchair or grab bars in the bathroom are reasonable modifications. A reasonable accommodation would include making an exception to an existing 'no pet' rule to permit a service dog.

Have you ever been denied a: _____ "Reasonable Modification"   _____"Reasonable Accommodation"
(check all that apply)   _____ N/A

   a)   If YES, what was your request?

   _____
   _____
   _____

5.   If you believe you have been discriminated against, have you reported the incident?   ____ YES   ____ NO
   a)   If NO – Why?

   ___ Don't Know Where to Report   ___ Afraid of Retaliation   ____Other_____
   ___ Don't Believe it Makes Any Difference   ___ Too Much Trouble   _____

   b)   If YES, how did you report the incident?

   _____
   _____
   _____

   c)   If you reported the complaint, what is the status?

   ___ Unresolved   ___ Unresolved, Pending Resolution   __Other_____
   ___ Resolved via Mediation   ___ In Litigation   _____

6.   A hate crime is a criminal act or attempted criminal act against an individual or group of individuals because of their actual or perceived race, color, religion, national origin, ancestry, gender, marital status, sexual orientation, age, family status, source of income or disability.

Are you aware of a hate crime having been committed in your neighborhood?
        ____ YES   ____ NO

   a)   If YES, in what city did the hate crime occur? _____

   b)   What was the basis? *(check all that apply)*

   ___ Race   ___ Color   ___ Religion
   ___ National Origin   ___ Ancestry   ___ Gender
   ___ Marital Status   ___ Sexual Orientation   ___ Age
   ___ Family Status   ___ Source of Income   ___ Disability/Medical Conditions
   ___ Other (please elaborate):

   _____
   _____
   _____
   _____

2

7.   Have you ever attended a Fair Housing Training?   ____ YES   ____ NO

    a) If YES, was it free or was there a fee?   ____ Free   ____ Required a Fee

    b) If YES, where was the training?   ___ Home ___ Work City of _____ Other _____

8.   Have you ever seen or heard a Fair Housing Public Service Announcement on TV/Radio/Online?
    ____ YES   ____ NO

9.   How did you hear about this survey?
_____

Questions 10-15 are optional; however, your response will allow us to better serve the community. Your individual response will be confidential.

10.   Ethnic Categories *(select only one)*

    _____ Hispanic or Latino   _____ Not-Hispanic or Latino

11.   Racial Categories *(select only one)*

___ White	___ American Indian/Alaskan Native & White
___ Black/African American	___ American Indian/Alaskan Native & Black/African American
___ Asian	___ Asian & White
___ American Indian/Alaskan Native	___ Black/African American & White
___ Native Hawaiian/Other Pacific Islander	___ Other Multi-Racial

12.   Do you rent or own your home?   _____ Rent   _____Own

13.   Age: ____ 18-24   ____ 25-34   ____ 35-44   ____ 45-54   ____ 55-64   ____ 65+

14.   Do you have a disability? (*circle one*)   YES   /   NO

15.   Do you have children under the age of 18 years old in your home? (*circle one*)   YES   /   NO

THANK YOU! **Please return surveys to:** Alexis Bueno Correa 107 S. Fair Oaks Avenue, Suite 212 Pasadena, CA 91105	**THIS SURVEY IS ALSO AVAILABLE ONLINE AT:** *https://www.surveymonkey.com/r/SDFairHousingEnglish* ***Or scan the QR code below with your phone camera to open the survey online:*** *The survey will also be available in Spanish, Vietnamese, Tagalog, Arabic, & Chinese. Contact your local City or jurisdiction to obtain a copy.*

Appendix C: Summary of Stakeholder Interviews

Format:

In November and December 2019, MIG conducted nine interviews with key housing and community stakeholders to gather their insights into housing barriers, housing discrimination and Fair Housing priorities in San Diego County. Project team members engaged key stakeholders who responded to requests for one-on-one interviews about the AI. Participants represented organizations that provide Fair Housing services, and or complementary and related support services.

A list of the nine stakeholders interviewed is included below:

	Organization	Stakeholder Name and Title
1.	Alliance for Regional Solutions	Mary Lynn McCorkle, Collaborations Manager
2.	CSA San Diego	Estela De Los Rios, Executive Director
3.	Elder Help San Diego	Robin Strickland, Housing Services Coordinator
4.	La Maestra Community Health Centers	John Kuek, Director of Integrated Community Services
5.	Legal Aid Society of San Diego County	Rosalina Spencer, Lead Lawyer
6.	National Alliance on Mental Illness	Aaron Basila, Community Outreach Worker
7.	Regional Task Force on the Homeless	Jennifer Yost, Director of Grants Management
8.	San Diego Housing Federation	Laura Nunn, Director of Policy and Programs
9.	Southern California Rental Housing Association	Molly Kirkland, Director of Public Affairs

Each interview subject was asked nine questions. They were assured that their responses would be summarized only in aggregate, and therefore were encouraged to speak freely.

Summary of Discussion:

The following is a summary of major ideas, thoughts, and themes that emerged from these interviews, organized by question.

1. **Briefly describe your agency's role in addressing Fair Housing needs in the region. What geographic area and mix of clients do you serve?**

   The Alliance for Regional Solutions (Alliance) is a collaboration of over 70 non-profit organizations, eight North County cities (Carlsbad, Oceanside, Poway, San Marcos, Vista, Escondido, Encinitas, and Solana Beach), and the County of San Diego. The Alliance includes five collaborative working groups: Bridge to Housing Committee, North County Food Policy Council, North County Case Manager's Network, North

County Works, and Senior Action Alliance. The Alliance partner agencies serve clients living in poverty or homelessness, and low-income individuals and families.

CSA San Diego County is a Fair Housing provider that offers a variety of services including educational Fair Housing seminars for tenants and landlords; Fair Housing counseling and dispute mediation; services to tenants, landlords, and apartment managers; and rental practice discrimination audits or testing. They also ensure protection under Fair Housing laws that address discrimination and harassment and provide assistance in handling Fair Housing disputes including filing complaints with the Department of Housing and Urban Development (HUD).

Elder Help provides residential services to low income tax credit buildings for residents aged 55 and up. Elder Help also provides housing consultations to individuals aged 60 and up who are experiencing homelessness or housing insecurity to help connect them to resources. In addition, Elder Help oversees the HomeShare program, a roommate matching program, that connects people of all ages who want to share a private home, apartment, condo, or manufactured home in San Diego, Carlsbad and Poway.

La Maestra Community Health Centers have provided specialty services including behavioral and mental health, chronic disease management, and essential support services to San Diego's most culturally diverse and lowest income communities since 1997. Sites are provided in City Heights, El Cajon, National City, Lemon Grove, and at three school-based sites in San Ysidro; serving communities that are home to recently settled refugees and immigrants from more than 60 countries. In addition to health services, La Maestra provides housing assistance support and help to educate tenants and landlords about Fair Housing rights.

Legal Aid San Diego receives funding from HUD, and from the Community Development Block Grant Program (CBDG), which is tied to specific cities in the region. As part of their HUD funding, Legal Aid offers free help to eligible persons who have questions or problems with Section 8, tax credit or other public housing; provides Fair Housing services in the City and County of San Diego at their Fair Housing Center; and conducts systematic audit testing of different protective classes every year. As part of their CBDG funding, Legal Aid provides testing, intake and enforcement of Federal and State Fair Housing Laws for the County of San Diego, City of San Diego, Escondido, San Marcos, Vista, Oceanside, Encinitas, and Carlsbad.

The Regional Task Force on the Homeless merged with the Regional Continuum of Care (COC), a consortium of representatives tasked with strategic planning and coordination of resources with the collective goal of ending homelessness in the San Diego region. The Task Force administers the Homeless Management Information System to capture and report on client, project, and system level information regarding homeless services; oversees the Coordinated Entry System (CES), a list of

all people in the region experiencing homelessness to be referred to available housing inventory; and works with service providers to ensure that receive appropriate training and education throughout the year.

The National Alliance on Mental Illness (NAMI) operates the Connection 2 Community Clubhouse, which serves as a referral center to help San Diegans deal with homelessness by connecting them with various services from employment training to housing.

The San Diego Housing Federation advocates for those with very low incomes who are most severely impacted by the absence of an adequate supply of affordable housing in the San Diego region. The Federation also offers professional training for residential support network, supportive housing learning network, and members; and partners with the SDRAFFH to host a Fair Housing Conference annually.

The Southern California Rental Housing Association is a trade association that provide education and advocacy to individuals and companies who own, manage, or provide services to the rental housing industry throughout San Diego County, Southern Riverside County, and Imperial County. They offer educational opportunities on Fair Housing throughout the year including quarterly classes, continuing education opportunities, Fair Housing Light for independent rental owners, and are an affiliate of the National Apartment Association, which provides online trainings.

2. **Overall, what do you find to be the greatest challenges to building community awareness about Fair Housing in your communities?**
   - Keeping up with the changes to laws and regulations related to protected classes, court opinions, etc. and then ensuring that owners and property managers are well informed.
   - Many homeowners don't want to see change in their communities and elected officials side with homeowners in this respect.
   - Language barriers are a challenge because tenants cannot communication with their landlords or property managers to make requests.
   - Seniors and individuals with hearing impairments also have difficulty in communicating with landlords or service providers.
   - Not having a shared common language about housing issues or housing terminology (ex. HUD definition vs. definitions of permanent supportive housing).
   - Housing instability caused by tenants not having a clear understanding of different housing program requirements (ex. Sponsor based vouchers have different requirements than project-based vouchers), or where to look for housing programs or services.
   - Identifying community partners and organizations to share information with and provide trainings to so Fair Housing information gets disseminated to the people that need it most.

- Apathy from community at large to address Fair Housing issues.
- Narrow lack of understanding of Fair Housing and the broader implications at the community level.

3. **What are the most common barriers to housing you hear about in your service area?**
   - Large and diverse geographic area.
   - Language:
     - Language barriers and differences between dialects and translation needs make communication difficult.
     - Landlord would not wait for prospective tenant to get translator to review application documents and moved onto the next in line.
   - Financial:
     - Providing security deposit of three months rent upfront.
     - Credit checks have little regulation and no standard rules for what is evaluated or what a tenant can expect.
   - Housing Affordability:
     - More than 35% of people living in shelters have a job and income but they still don't have the means to move into an affordable home.
     - Many seniors have social security income, but it is not enough to afford the high cost of rent in the region.
     - Lack of financial resources for large families and the shortage of apartments that are large enough to accommodate large families. Families cannot afford to rent a five-bedroom house, but landlords do not want to rent a three-bedroom apartment to a family of ten.
     - Tight rental market - Vacancy rate is very low so there isn't a lot of available housing.
     - Landlords can be selective with who they choose to rent to and often they are not following the Fair Housing rules.
     - One of the lowest ratios of permanent supportive housing in the Country limits options.
     - Lack of regulations rent control regulations.
     - Difficulty of finding a place to live with a Section 8 voucher.
   - Technology:
     - Many seniors or low-income individuals do not have access to a computer, library, or events.
     - Technology or avenues for finding information are always evolving.
   - Transportation:
     - Limited hours and routes make it difficult for people to visit service providers or to use for finding available housing.
   - Awareness:
     - Many low-income individuals and familiar are not aware of services.

- o It can be difficult for people to find information on places that are available for rent as there is no centralized location or place to find housing.
- Miscommunications
  - o Between landlords and prospective tenants.
  - o Between tenants and service providers.
- Individuals with disabilities
  - o Mental health issues such as hording and anxiety can also make finding housing difficult.
  - o Difficult to find housing that is accessible for people with disabilities.
- Housing for Families:
  - o Difficult to find housing for families with young children.
  - o Landlords don't check for proof of income because they feel large families don't have the financial means or they are concerned that the children are going to damage the unit.
- Poor quality of housing
  - o Landlords don't want to pay to fix up properties and tenants don't know their rights about what is required

4. **What are greatest misconceptions or misunderstandings that you hear in your service area? What do you think might be the sources of misinformation?**
   - Difficult or complex laws, requirements, and programs:
     - o The difference between Federal and State Fair Housing laws and regulations, especially if landlords or managers have operated in different parts of the county where the requirements vary.
     - o Different jurisdictions have different requirements and waitlists for Section 8.
     - o Misunderstandings about when they can apply and where they can apply.
     - o Perception that some people are "skipping the line" or being served out of order.
     - o Many individuals are becoming housing insecure after they retire and are on a fixed income. They are trying to figure out how to navigate the process for the first time later in life.
     - o Confusing disability and accommodation requirements including the difference between service animals and therapy or emotional support animals.
     - o Assuming that completing Housing Determination Survey (VSI-SPDAT) will lead to receiving free housing.
   - Role of different agencies or service providers:
     - o Individuals thinking that Fair Housing providers can resolve all housing related issues including finding units to rent, finding affordable housing units, providing subsidies for deposits or rent, etc.

- o Don't understand the difference between HUD, the Housing Commission, or Housing Authority and how to navigate the different agencies.
- Terminology:
  - o The term "discrimination" can be defined differently between different people.
  - o "Discrimination" is used as a catch-all term when discussing disputes between tenants and landlords; however, discrimination has a specific legal definition.
  - o Definition of "affordable housing" varies in different regions.
    - Term "affordable" many still not be affordable to many individuals
    - Different programs define affordability in different ways.
  - o "No bad intent" behind discrimination
    - Not meaning to discriminate is still discrimination if it violates federal or state laws
  - o Not understanding what being evicted means. Many tenants believe they have been evicted because their landlord has asked them to leave, but they have not received eviction paperwork and they have no court record of eviction.
- Othering of People:
  - o Fear or lack of understanding about individuals that are homeless, suffering from mental illness, or multiple families residing in one home.
  - o Misconception that homeless individuals want to live on the street.
  - o Misconceptions that people in permanent supportive housing are different or scary.
- Perception that civil rights act fixed Fair Housing and that housing discrimination is no longer occurring.

5. **What are the greatest challenges for your agency in meeting Fair Housing needs?**
   - Under Reporting of Discrimination.
     - o Many tenants are not sharing experiences of discrimination until after the fact.
     - o People are not reporting discrimination due to fear of retaliation.
     - o People don't take Fair Housing seriously until they have an issue with their landlord. In addition, often tenants want an immediate remedy and want to take their landlord to court immediately. However, once they realize the length for time it takes to pursue legal action, they don't pursue the compliant with HUD.
   - Access to information:
     - o It is difficult to find the right information on websites.

- o Staff at public agencies are overloaded with requests, which makes it difficult to reach staff to answer questions, to get on Section 8 waitlists, or to get extensions on Section 8 vouchers.
- Many homeless individuals do not even have the documentation (i.e. identification documents, birth certificate, Social Security Information) to apply to programs. The first step is getting required documentation before they can even apply and get on the waitlist.
- Section 8 Waitlist is over 10 years
    - o Many families may increase their family size after getting their Section 8 voucher and want to stay in same place; however, many landlords want families to leave
- Housing Affordability:
    - o Many families are leaving California due to the high cost of housing
- Not In My Backyard (NIMBYism) and opposition to growth:
    - o Presents an added challenge to build new housing
    - o Siting of permanent supportive housing or shelters is difficult

6. **Which protected classes' needs for Fair Housing in our region do you believe are relatively well served? Which protected classes have the greatest needs for improved service, and why?**
    - Relatively well served protected classes:
        - o Veterans are relatively well served compared to some of the other protected classes.
        - o Disabled tenants with physical disabilities are the most documented cases.
    - Have greatest needs:
        - o Disabled tenants
            - ▪ Limited accessible housing options.
            - ▪ Systematic separation of people with disabilities (mental illness, development disabilities, etc.)
        - o Lesbian, gay, bisexual, transgender, and queer (LGBTQ) are experiencing increasing discrimination.
        - o Large families especially related to the application of related to occupancy standard because landlords are not applying industry standard of two people per bedroom plus one.
        - o Tenants using Section 8 vouchers because the standards have recently changed.
        - o Seniors and aging population
            - ▪ Housing that accommodates allowing them to age in place.
            - ▪ Limited incomes mean seniors are often one payment away from not being able to afford housing.
        - o Religious discrimination - East African community has faced discrimination based on religion, language, and race.
        - o Homeless individuals and families

- ▪ Male couples are often separated.
- ▪ Single fathers have limited options.
  - o Military veterans with post-traumatic stress disorder (PTSD) have special housing needs.

7. **What community assets exist today that could be better leveraged in addressing Fair Housing?**
   - Banks could be better leveraged to promote first home time buyer program. Fair Housing also applies to for-sale units and loan lending and the practice of redlining.
   - North County elected officials hold community forums on specific topics such as housing and homelessness, could use these forums as a touchpoint with the community to share information on Fair Housing or future workshops.
   - Utilize existing list serves from different non-profits to dissemination information and provide information at monthly or quarterly meetings hosted by different agencies so information is shared on an on-going basis.
   - Established community groups and centers
     - o Utilize community centers, religious facilities and leaders to provide access to communities and disseminate information (Ex. South Sudanese Community Center and Ethiopian Community Center)
     - o Share information on social media pages and in different languages
   - Hold pop-up events at transit stations or libraries where there is already high foot traffic an visibility.
   - Post information on Next Door.
   - Utilizing 211 to help direct people to resources.
   - Additional education and resources:
     - o Provide a resource binder with information on Fair Housing to help train staff and visitors to non-profits, housing service providers, etc.
     - o Provide trainings specifically targeted to landlords or property managers.
     - o Landlords and property managers are often intimidated to go to trainings offered by Fair Housing service providers, so having a training offered by a government entity or non-profit that doesn't serve as a Fair Housing provider would be helpful.

8. **What types of improvements to inter-agency coordination could improve Fair Housing service in the region?**
   - Landlords and property owners sometimes find themselves being taken advantage of when it comes to Fair Housing laws, for example when it comes to emotional support animals. Fair Housing law are intended to help both residents avoid discrimination and landlords avoid complaints.
   - Every jurisdiction has different political dynamics and processes, reducing bureaucratic layers and better organization could help improve coordination.

- SDRAFFH Fair Housing Conference allows advocates and community groups to be in the same space as City staffers, and other HUD implementers. Provides a venue to develop a shared understanding of challenges and implementation.
- Jurisdictions are subject to rules, regulations and requirements and the emphasis is on being compliant and checking boxes not on providing quality Fair Housing implementation. Focus need to shift to thinking about why the rules and regulations exist in the first place.
- Create a shared database of agencies and programs
  - o Share information on what each agency does and the type of cases they take on
  - o Provide information on program eligibility requirements, openings, or waitlist times.
- Training
  - o Provide additional training opportunities and avenues for sharing information such as a tip of the week email blast that provides updates on new laws and regulations.
  - o Collaborating with non-profits to provide wrap-around services and trainings.
- Improve diversity of service providers and bring in broader community to discuss challenges and potential solutions.
- Having Council Members and Board of Supervisors on boards of different organizations and non-profits can help facilitate conversations.

9. **What are the best ways to promote and outreach for the Analysis of Impediments workshops and surveys?**
   - Provide notices and survey links to landlord and property manager groups so they can distribute information in weekly emails.
   - Place advertisements on Billboards or signage at Trolley stations, or other areas where people congregate such as at churches, stores, swap meets.
   - Work with service providers, qualified health centers, bridge shelters, family health centers.
   - Partner with elected officials or city staff to disseminate information on the AI.
   - Link promotion of the AI to other topics that people are interested in such as homelessness or a specific project.
   - Look at reaching people where they congregate or seek out information such as at community fairs or through 211.
   - Send notification of workshops to all individuals on the Section 8 waitlist and or those receiving housing vouchers.
   - Share with community centers, religious facilities, and community leaders
     - o Recognize cultural differences.
     - o Find leader at each established community center or mosque and ask for guidance on how to best provide information to community – they will provide the opening for sharing information with the community.
     - o Ask residents where they go for information.

10. Do you have any additional comments or ideas related to the AI or the future of Fair Housing in the region?

- Recommend that landlords post their evaluation criteria in advertisements, so it is clear how they are evaluating prospective tenants. If tenants understand upfront what the criteria there were being reviewed against it could help them understand the qualifying process better.
- Housing Crisis
    - Need more housing. The lack of supply is leading to more Fair Housing issues. Need to build more housing units to get out of the current housing crisis.
    - Fair Housing needs to be front and center in the housing crisis discussion.
- Many people are not aware of reasonable accommodations, or other rights they have under Fair Housing law. Getting information out to tenants is important because many people only contact housing providers after the fact, or after they have moved out. It is better to try to intervene earlier.
- Supportive housing with other supportive services such as behavioral health and employment training is also important.
- The siting of permanent supportive housing should occur throughout the County along transportation lines, within proximity to other amenities such as mental health services, health care, grocery store, parks, and good school systems. Many individuals do not want to be located downtown in permanent supportive housing because they have experienced trauma in downtown and do not want to be retraumatized.

Appendix D: Summary of Community Workshop Discussion & Wall Graphics

Format:

In November and December 2019, MIG conducted six community throughout the County to inform community members about Fair Housing issues, to gather input on housing needs, barriers, and priorities. The following pages summarize the key discussion points and display the wall graphics that were recorded at the six workshops.

Approximately 63 individuals attended the community workshops. The locations and dates of the meetings were as follows:

	Area of County	**Location**	**Date**
1.	Central Region	LISC San Diego, San Diego, CA	October 30, 2019
2.	Eastern Region	El Cajon Police Department, El Cajon, CA	November 6, 2019
3.	Northern Region	Escondido City Hall, Escondido, CA	November 7, 2019
4.	Central Region	Valencia Park/Malcolm X Library	November 13, 2019
5.	Southern Region	Chula Vista City Hall, Chula Vista, CA	November 20, 2019
6.	Southern Region	MLK Jr. Community Center, National City, CA	November 21, 2019

Summary of Discussion and Questions:

1. **Have you (or someone you know) ever experienced housing discrimination? For what reason do you believe you have been discriminated against? (e.g. age, family, status, race, etc.)**
   - Individual that was homeless for a period of time had difficultly accessing programs because they did not fit special categories (veteran, physically disabled) to qualify for assistance.
   - Individual had difficultly getting an apartment due to sexual orientation.
   - Individual had to pay a larger deposit for an emotional support animal.
   - Individual's dad was deported, and the apartment rent was increased shortly after deportation.
   - Woman with adopted children had difficulty securing housing.
   - Families with children with autism experienced discrimination.
   - Individuals have experienced discrimination based on their source of income or the type of work they do.

2. **If you believe you've been discriminated against, have you reported the incident? Who did you report the incident to? Where did you go for help? What was your experience with the person/organization that helped you?**
   - The burden of proof is on the person who has been discriminated against.
   - Costs and length of time for litigation related to pursing legal action are often a deterrent for reporting incidents.

- Parolee that was experiencing discrimination for having a criminal record did not report the incident because he was afraid of being reported to probation officer.
- People are afraid of reporting incidents because fear of retaliation, harassment, or deportation.

3. What are the most common barriers to housing in your community?
- Accessing Information
  - Many people have difficulty finding information about Fair Housing. Need to find a way to transfer information to those who need it most.
  - Everything is electronic, which can be difficult for people who do not have access to co computer or internet.
  - Ensuring information is accurate and from the right sources is important.
  - Advocacy is important. Need to know who can point you towards the right information.
  - Cultural differences in how information and resources can be provided to different communities. For example, can't be completely reliant on Iman to provide information to Muslim community.
  - There is a lack of education in school about laws and rights. There should be classes for high-school students to provide basic fundamentals.
- Lack of transparency in process
  - It is unclear and confusing what the different options are. The type of voucher people may have received may not be accepted widely at different complexes.
  - The applicant process is confusing and application requirements vary from place to place.
- Language
  - Many different languages and dialects can present translation challenges.
  - Some papers have housing ads in foreign languages, but housing is not posted anywhere else. For example, local Chinese papers that have rental listings but not posted elsewhere. So, in practice only Chinese speaking/reading people will see those ads and the landlord will only end up renting to people who can read Chinese.
- Availability and Affordability
  - Long Section 8 waiting list.
  - Low vacancy rate means fewer units available.
  - Shortage of housing units that are available for individuals or families making 25% of the Area Median Income (AMI).
  - Low-income individuals or families have a difficult time providing upfront deposits.
- There is fear and anxiety associated with looking for place to live. Many people are desperate to find a place and it is out of their control.
- Barriers are often layered: Race, gender, language, etc.

4. What protected classes have the greatest needs for improved service, and why?
- Concern expressed that income-level should be a protected class. Stated that the requirement to provide two to three times the amount of rent upfront presents affordability challenges and difficulty in securing housing.
- Seniors
  - There is not enough housing for seniors. They often face unique challenges related to physical ailments, mental capacity, lack of advocates, and are vulnerable to people taking advantage of them.
  - Landlords don't want to rent to seniors due to concerns about hording, mental illness and substance abuse.
- Disability
  - Disabled tenants especially if the disability is not visible or obvious.
  - Mental Illness
    - Not as many programs for individuals with mental illness.
    - Many veterans and homeless are suffering from mental illness.
- Victims of Domestic Violence
  - It can be difficult for victims to access services when they need to leave an unsafe situation. They have to live on the street in order to quality for help. If staying with friends then don't qualify for assistance
- Arbitrary factors such as tattoos or hairstyles.
- County or Origin
  - People discriminated against because they have non-English surnames

5. What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your community? What do you think may be the sources of this misinformation?
- Prospective tenants think they have to pay for a new background check for every application. If a tenant is turned down for an apartment, they can reuse the background check within 30 calendar days.
- Misconceptions about what constitutes a reasonable accommodation request. There are some accommodations that are typical and often easy to have enforced. Other accommodations are addressed case by case because laws are not explicit. Requires 3rd party verification.

6. What do you think are the greatest challenges to building community awareness about Fair Housing in your community?
- Improve messaging.
  - Need to improve how information is provided to community members.
  - Relate notices and information to people's lives
    - Let people know they are going to learn something
    - Make sure messages are written in laypersons terms.
    - Make sure engaging landlords so it is not an "us" vs. "them" conversation
    - Documents are too complex and should be simplified and available in different languages.

- Need to make sure that there are representatives at different agencies and providers that can communicate in different languages of local community.
- Go directly to communities to provide information.
  - Information should be provided at community gathering places, churches, schools, colleges, and at community and cultural events.
  - Connect with community leaders to disseminate information. These leaders can serve as local ambassadors to the community.
  - Place flyers in laundromats and family resource centers.
  - Find captured audiences at established community meetings.
  - Hold pop-up events at local community centers or events.
  - Go to senior housing complexes and provide information on Fair Housing rights.
- Partner with organizations and groups to share information.
  - Target specific cultural groups for outreach in East County such as the Afghani, Iranian, Chaldean, Pakistani, Kurdish, and Indian groups.
  - Reach out to faith-based organizations (ex. Spanish language churches).
  - Partner with organizations that are having an event. Provide quick and simple presentations/announcements at the beginning of events and provide surveys and resource guides.
- Incentivize and expand how information can be seen/heard.
  - Provide incentives such as refreshments, free daycare, and raffle prizes.
  - Use Facebook live posts to broadcast workshops and what's app group posts to get the word out.

7. **Do you have any additional comments or ideas related to the Analysis of Impediments (AI) and the future of Fair Housing in the region?**
   - Should have a universal rental application to make it easier for tenants to apply and less expensive for landlords to develop.
   - Tap into 211 Community Information Exchange to help share information in an accessible database.

Questions & Answers:
1. **What is an example of a reasonable accommodation?**
   - An example would be modifying a tub or shower so a tenant can access.
2. **Can you refuse to rent based on the number of tenants. For example, a one-bedroom apartment for three or more tenants?**
   - It an depend on the square footage of the apartment and is determined on a case-by-case basis
3. **What happens if you have a couple that rents the apartment and then they invite another individual to live there?**
   - If the individual is over 18, they would have to be on the lease agreement.
4. **What are the criteria for translating documents into different languages?**
   - If there is a certain population, then documents should be provided in languages
5. **How do you prove there is discrimination?**
   - Testing is one way to find out if discrimination is taking place

- CSA and Legal aid will still look into it even if not concrete proof and will look into why application denied. They can also evaluate further with testing.

6. **If you are using a Section 8 voucher does the landlord have to pay for improvements?**
    - No, because the individual is receiving the government subsidy.

7. **What is the process if someone makes a complaint to a Fair Housing service provider?**
    - It depends on the complaint. The provider will first determine the best investigative tool to use. They will also make a request to HUD to see if prior complaints have been filed, interview witnesses, and potentially perform testing. The first step is often to reach out to the landlord or provider to have an initial discussion.

8. **Is the landlord able to choose a more qualified applicant even if they are not the first to apply?**
    - As long as the landlord is using one consistent policy for reviewing applications. The first in and qualified policy is the most risk adverse. However, nothing mandates that a landlord use this policy.

9. **Do Fair Housing laws cover poor living conditions?**
    - Will likely fall under Landlord and Tennant Laws unless only people of certain protected class are experiencing these issues.

10. **Do Fair Housing laws apply to the purchase of a home?**
    - Yes, they apply in housing transactions.

11. **Are prospective tenants required to provide a social security number on their application?**
    - A tax identification number can also be provided. Landlords have a right to screen tenants but a SSN is not necessary to do they, there are other ways to prove tenants have verifiable income.

12. **Do landlords have to advertise what their evaluation criteria are?**
    - No, there is no legal requirement, but it is good practice.

13. **What is the difference between service animal and emotional support animal?**
    - Emotional support animals are not trained and not allowed in public spaces. Service animals are trained and are allowed in public spaces.

14. **How can you verify that it is a service animal? Will a tag suffice as documentation?**
    - Can ask for documentation as part of reasonable accommodation request. Yes, a tag can suffice. A service animal is only a dog or a pony.

15. **If I already have four pets, do I have to allow a service animal onsite?**
    - Yes

16. **If an apartment says no pets allowed, do they have to allow emotional support animals?**
    - Yes

17. **If it is an emotional support animal or service animal, can you require pet deposit or pet rent or insurance?**
    - No

18. **Does the AI look at the Regional Housing Needs Allocation in the analysis?**
    - New laws will require COGs to look at Fair Housing in RHNA methodology

19. **Can you raise rent to cover liability issues associated with children?**

- No

20. Does landlord have to clean apartment before tenant moves in?
- The property must be habitable for people to live in.

Wall Graphics

Central Region, October 30, 2019 Workshop

SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING
ANALYSIS OF
IMPEDIMENTS TO
FAIR HOUSING

COMMUNITY WORKSHOP
CITY HEIGHTS
OCTOBER 30 2019

EXPERIENCES

▷ FAMILY
▷ SEXUAL ORIENTATION
▷ ANIMAL SUPPORT
  ↳ FEES

? REPORTING
  REQUIREMENTS?
  ↳ NO, JUST REACH
  OUT!

? PROCESS?
  ↳ DOCUMENTATION!

▷ OLDER ADULT
  PERCEPTIONS:
  – HOARDING
  – HEALTH

▷ FEARS:
  RETALIATION
  HARRASSMENT
  ON
  STREET
  "COUCH
  SURFING"

TESTING
HELPS TO
DISCOVER!

HOUSING BARRIERS

▷ APPLICATION TRANSPARENCY
▷ CRITERIA
▷ LANGUAGE: LIMITED TO
  – ACCESS   ENGLISH,
  – UNDERSTANDING   SOME SPANISH
  – PROTECTIONS
▷ CRIMINAL BACKGROUND
▷ QUALIFICATIONS: HOMELESS

PROTECTED CLASSES

▷ MENTAL HEALTH
▷ PEOPLE EXPERIENCING
  HOMELESS
▷ IMMIGRATION STATUS
▷ RACE & COLOR
▷ RELIGION
▷ DOMESTIC VIOLENCE
  VICTIMS

MISCONCEPTIONS

▷ REASONABLE
  ACCOMMODATION:
  – DISABILITY
  – SUPPORT ANIMAL

→ GO TO
  THE PEOPLE!!!

AWARENESS

▷ AVAILABLE RESOURCES
  KNOWLEDGE
▷ UNKNOWN LOCATIONS   → CONNECT
▷ TRANSPORTATION   WITH
▷ LANGUAGE & DIALECTS   LOCAL
▷ COMPLEX WEBSITES   PARTNERS.
▷ USE SOCIAL MEDIA.!
▷ UNFAMILIAR W/ LAWS

Eastern Region, November 6, 2019 Workshop

Northern Region, November 7, 2019 Workshop

Central Region, November 13, 2019 Workshop

SAN DIEGO ALLIANCE FOR FAIR HOUSING
ANALYSIS OF IMPEDIMENTS

COMMUNITY WORKSHOP
SOUTHEASTERN SAN DIEGO
NOVEMBER 14, 2019

QUESTIONS
- WHAT IF FAMILY OF 6?
  - MUST APPLY CONSISTENT OCCUPANCY STANDARD
- IS DISCRIMINATION IF RENT INCREASED?
  - NOT IF INCREASED CONSISTENTLY

EXPERIENCES
- DEPORTED AND RENT INCREASED
- SEEING RESULTS OF FILING A COMPLAINT

BARRIERS
- CURRENT MARKET TIGHT
- LANGUAGE NEEDS
  - LEASE AGREEMENT
  - TERMINATION DOC.
- LAYERS OF BARRIERS
  - NOT ONE ISSUE TO MAKE A CASE

- COSTS OF PURSUING FAIR HOUSING CASES
  - CURRENT CASES
    - SEXUAL HARASSMENT
    - CHILD CARE SERVICE PROVIDER
    - DISABILITY
- FEAR OF RETALIATION AND LOSING HOUSING

BUILDING AWARENESS
- PUBLISHING RESULTS
- IDENTIFYING SPACES OR MEETINGS TO PROVIDE INFO
  - RESOURCES
    - COMMUNITY PLANNING GROUPS
    - NON PROFIT
    - DISTRICT OFFICE
    - SPEAKERS BUREAU

MISCONCEPTIONS
- HOW OFTEN RENT CAN BE INCREASED

Southern Region, November 20, 2019 Workshop

SAN DIEGO ALLIANCE FOR FAIR HOUSING
ANALYSIS OF IMPEDIMENTS

COMMUNITY WORKSHOP
CHULA VISTA
NOVEMBER 20, 2019

SCENARIOS
? SERVICE ANIMALS IN OTHER COMMUNITY SHARED SPACES?
↳ YES!
↳ IMPORTANT TO EDUCATE RESIDENTS

EXPERIENCES
▷ INCONSISTENT FIXES/ IMPROVEMENTS
↳ RETALIATION FEARS
"LOWER TIER TENANT"

PROTECTED CLASSES
▷ HOMELESS/EXTREME LOW INCOME
▷ MENTAL DISABILITIES
▷ OLDER ADULTS
↳ FACILITY ACCESS/ DISABILITIES
↳ CAREGIVER ACCESS/ SUPPORT
• LEASE ARRANGEMENTS

BARRIERS
▷ YOUNG ADULTS/FAMILIES: INCOME VS. COSTS
▷ NOT ENOUGH SUPPLY
▷ TIME TO CONSTRUCT

AWARENESS
→ CONNECT TO SERVICE PROVIDERS
• VASH
• LEGAL AID
• ALPHA PROJECT
• CSA SAN DIEGO
→ MEDIA/PUBLICATIONS
↳ FLIERS
↳ NON-WEB: OLDER ADULTS
→ SECTION 8 CLASSES:
• RULES
• REQUIREMENTS

Southern Region, November 21, 2019 Workshop

Workshop Photos

Workshop Agenda

The San Diego Regional Alliance for Fair Housing

Community Workshop:
San Diego Regional Analysis of Impediments to Fair Housing

AGENDA

Workshop Objectives:

1. *Explain the background and purpose for the Analysis*
2. *Review the definitions and requirements for Fair Housing*
3. *Learn about typical scenarios of Fair Housing impediments*
4. *Facilitate community input regarding ongoing public information, outreach, issues, and opportunities*

6:00 p.m.   I.   Welcome and Introductions

- Introductions
- Purpose and Objectives

6:10 p.m.   II.   Presentation: San Diego Regional Analysis of Impediments to Fair Housing

- Definitions and Background
- What Is Not Fair Housing?
- Fair Housing Resources
- Federal and State Protected Classes
- Did You Know? Test Your Fair Housing Knowledge
- Ways to Participate

6:30 p.m.   III.   Discussion: Fair Housing in Our Communities

- Issues and Challenges
- Opportunities and Ideas

7:50 p.m.   IV.   Summary and Next Steps

8:00 p.m.   *Close*

The San Diego Regional Alliance for Fair Housing

Taller comunitario
Análisis Regional de San Diego de impedimentos en la igualdad en la vivienda

AGENDA

Objetivos del taller

5. *Explicar los antecedentes y el propósito del análisis*
6. *Revisar las definiciones y requisitos para igualdad en la vivienda*
7. *Informarse sobre situaciones hipotéticas típicas de impedimentos en la igualdad en la vivienda*
8. *Facilitar la participación de la comunidad sobre información pública, alcance en la comunidad, problemas y oportunidades continuos*

6:00 p.m.   I.   Bienvenida y presentaciones

- Presentaciones
- Propósitos y objetivos

6:10 p.m.   II.   Presentación Análisis Regional de San Diego de impedimentos en la igualdad en la vivienda

- Definiciones y antecedentes
- ¿Qué se considera que no es igualdad en la vivienda?
- Recursos para la igualdad en la vivienda
- Clases protegidas federales y estatales
- ¿Sabía usted? Pruebe sus conocimientos sobre igualdad en la vivienda
- Maneras de participar

6:30 p.m.   III.   Discusión: Igualdad en la vivienda en nuestras comunidades

- Problemas y retos
- Oportunidades e ideas

7:50 p.m.   IV.   Resumen y siguientes pasos

8:00 p.m.   *Clausura*

Workshop Comment Card

The San Diego Regional Alliance for Fair Housing

Community Workshop:
San Diego Regional Analysis of Impediments to Fair Housing

COMMENT CARD

Your comments are important to us! Please use this form to provide written comments about the discussion topics. Please return the form to the facilitators at the end of the event. Thank you!

Please share any comments about the SDRAFFH or the purpose of this project.

The San Diego Regional Alliance for Fair Housing

Taller comunitario
Análisis Regional de San Diego de impedimentos en la igualdad en la vivienda

TARJETA DE COMENTARIOS

¡Sus comentarios son importantes para nosotros! Sírvase usar este formulario para darnos comentarios por escrito sobre los temas que se abordaron. Entregue el formulario a los facilitadores al final del evento. ¡Gracias!

Sírvase compartir cualquier comentario sobre la SDRAFFH o el propósito de este proyecto.

Workshop Presentation

3/11/2020

San Diego Regional Analysis of Impediments to Fair Housing

Community Workshop

SDRAFFH

The San Diego Regional Alliance for Fair Housing

1

SDRAFFH Partners

- City of Carlsbad
- City of Chula Vista
- City of Coronado
- City of Del Mar
- City of El Cajon
- City of Encinitas
- City of Escondido
- City of Imperial Beach
- City of La Mesa
- City of Lemon Grove

- City of National City
- City of Oceanside
- City of Poway
- City of San Diego
- City of San Marcos
- City of Santee
- City of Solana Beach
- City of Vista
- County of San Diego

2

1

3/11/2020

Workshop Objectives

1. Explain the purpose of and background for the Analysis

2. Review the definitions and requirements for fair housing

3. Learn about typical scenarios of fair housing impediments and solutions

4. Collect community input regarding ongoing public information, outreach, issues and opportunities on Fair Housing

3

Background

- Jurisdictions who receive federal funding from HUD are required to:
  - Administer grants according to the Fair Housing Act
  - "Affirmatively Further Fair Housing"
- Regional effort - Study for the period of 2020 to 2025

4

2

3/11/2020

Purpose of the Analysis

- Review of fair housing conditions in the region
- Identify potential fair housing issues and concerns
- Establish a Fair Housing Plan to address any issues identified

5

Fair Housing Definition

- Fair housing describes a condition in which individuals of similar income levels in the same housing market have a like range of choice available to them, regardless of their protected class status.
- Prohibits discrimination in housing choice because of protected class status

6

3

3/11/2020

Federal and State Protected Classes

Federal
- Race
- Color
- Religion
- Sex
- National Origin
- Familial Status
- Physical and/or Mental Disability

State
- Sexual Orientation
- Marital Status
- Ancestry
- Age
- Source of Income
- Gender Identity and Expression
- Genetic Condition
- Primary Language
- Arbitrary Factors

Other California Laws
- Immigration Status
- Freedom from Violence or Intimidation

7

What is *NOT* Fair Housing?

- Affordability
  - Affordability issues are not fair housing issues, unless affordability disproportionately impacts a protected class
- Tenant/Landlord Issues
  - Tenant/landlord disputes are not fair housing issues, unless the disputes are based on protected classes

8

4

3/11/2020

9

10

5

3/11/2020

Federal and State Protected Classes

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Other California Laws

- Immigration Status
- Freedom from Violence or Intimidation

11

Scenario #1

A landlord refuses to rent you an apartment because your primary source of income is unemployment insurance. Is this ok?

☐ This is OK
☐ This is not OK

12

6

3/11/2020

Scenario #1

A landlord refuses to rent you an apartment because your primary source of income is unemployment insurance. Is this ok?

☐ This is OK
☒ **This is not OK**

13

Did You Know?

It is illegal to discriminate against an individual's "**source of income**" – which can include, but is not limited to, Social Security, Supplemental Security Income (SSI), unemployment insurance, or veteran's benefits.

Most recently, California law is expanded to include "federal, state, or local public assistance, and federal, state, or local housing subsidies" as part of the "source of income" protection

14

7

3/11/2020

Scenario #2

A prospective tenant brings her service animal to an apartment community. However, the landlord refuses to allow the animal into the leasing office. Is this ok?

☐ This is OK
☐ This is not OK

15

Scenario #2

A prospective tenant brings her service animal to an apartment community. However, the landlord refuses to allow the animal into the leasing office. Is this ok?

☐ This is OK
☒ This is not OK

16

8

3/11/2020

Did You Know?

The right to be accompanied by a dog in public places under the Americans with Disabilities Act (ADA) applies only to **service animals**.

But,

- What about **therapy animals**?
    Those that provide psychological or physiological therapy to individuals other than their handlers
- *Or* **emotional support animals**?
    Those that provide their owners with emotional comfort

These animals are addressed in fair housing laws, but not ADA.

17

Scenario #3

A tenant with a disability asks to have her kitchen and bathroom counters lowered. The landlord agrees but asks the tenant to pay for the changes herself. Is this ok?

☐ This is OK
☐ This is not OK

18

9

3/11/2020

Scenario #3

A tenant with a disability asks to have her kitchen and bathroom counters lowered. The landlord agrees but asks the tenant to pay for the changes herself. Is this ok?

☑ **This is OK**
☐ This is not OK

19

Did You Know?

Tenants with a disability are **financially responsible** for any necessary improvements to their housing unit.

But, if the housing unit is part of a government subsidized project or received government funding, then the property owner would be financially responsible.

20

10

3/11/2020

Scenario #4

A landlord does not want to rent a second floor unit to a family with small children because he fears the children may fall and hurt themselves. Is this ok?

☐ This is OK
☐ This is not OK

21

Scenario #4

A landlord does not want to rent a second floor unit to a family with small children because he fears the children may fall and hurt themselves. Is this ok?

☐ This is OK
☒ **This is not OK**

22

11

3/11/2020

Did You Know?

This is called **steering** and it is illegal.
A landlord can not restrict certain tenants to specific units
or specific locations of the community

23

Scenario #5

A couple has been paying $1,000 a month in rent for a
one-bedroom apartment. However, the pair recently had
a baby, and when a landlord finds out, she raises the rent
to $1,250. Is this ok?

☐ This is OK
☐ This is not OK

24

12

3/11/2020

Scenario #5

A couple has been paying $1,000 a month in rent for a one bedroom apartment. However, the pair recently had a baby, and when a landlord finds out, she raises the rent to $1,250. Is this ok?

☐ This is OK
☒ **This is not OK**

25

Did You Know?

Varying the rent for a unit based on the number of tenants—sometimes referred to as "head rent"— discriminates against **large families**.

But,
- What if the additional third person is an unrelated friend?
- What if it is a significant other?
- What if it is a same sex significant other?

A number of factors can influence whether a rent increase violates fair housing laws.

If this has happened to you, contact a fair housing professional for advice.

26

13

3/11/2020

Discussion

27

Federal and State Protected Classes

Federal

- Race
- Color
- Religion
- Sex
- National Origin
- Familial Status
- Physical and/or Mental Disability

State

- Sexual Orientation
- Marital Status
- Ancestry
- Age
- Source of Income
- Gender Identity and Expression
- Genetic Condition
- Primary Language
- Arbitrary Factors

Other California Laws

- Immigration Status
- Freedom from Violence or Intimidation

28

14

3/11/2020

Discussion

- Have you (or someone you know) ever experienced housing discrimination?
  - For what reason do you believe you have been discriminated against? (e.g. age, family, status, race, etc.)

- If you believe you've been discriminated against, have you reported the incident? Who did you report the incident to?
  - Where did you go for help? What was your experience with the person/organization that helped you?

29

Discussion

- What are the most common barriers to housing in your community?

- What protected classes have the greatest needs for improved service, and why?

30

15

3/11/2020

Discussion

- What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your community? What do you think may be the sources of this misinformation?

- What do you think are the greatest challenges to building community awareness about fair housing in your community?

31

Discussion

- Do you have any additional comments or ideas related to the Analysis of Impediments (AI) and the future of fair housing in the region?

32

16

3/11/2020

33

17

Análisis de Impedimentos a la Vivienda Justa en la Región de San Diego

Taller Comunitario

SDRAFFH

The San Diego Regional Alliance for Fair Housing

1

Participantes en SDRAFFH

- Ciudad de Carlsbad
- Ciudad de Chula Vista
- Ciudad de Coronado
- Ciudad de Del Mar
- Ciudad de El Cajon
- Ciudad de Encinitas
- Ciudad de Escondido
- Ciudad de Imperial Beach
- Ciudad de La Mesa
- Ciudad de Lemon Grove
- Ciudad de National City

- Ciudad de Oceanside
- Ciudad de Poway
- Ciudad de San Diego
- Ciudad de San Marcos
- Ciudad de Santee
- Ciudad de Solana Beach
- Ciudad de Vista
- Condado de San Diego

2

1

Objetivos del Taller

1. Explicar el propósito y el contexto del análisis
2. Revisar las definiciones y requisitos para la vivienda justa
3. Aprender sobre las situaciones típicas de impedimentos de vivienda justa y las soluciones.
4. Obtener comentarios de la comunidad con respecto a la información pública disponible, la divulgación de información, y los problemas y oportunidades sobre la Vivienda Justa

3

Contexto

- Las jurisdicciones que reciben fondos federales de HUD deben:
  - Administrar subvenciones de acuerdo con la Ley de Equidad de Vivienda
  - "Afirmativamente fomentar la vivienda justa"
- Esfuerzo regional – Este estudio es para el periodo del 2020 a 2025

4

2

Propósito del Análisis

- Revisar las condiciones de vivienda justa en el Condado
- Identificar posibles problemas y preocupaciones sobre la vivienda justa
- Establecer un plan de vivienda justa para atender cualquier problema identificado

5

Definición de Vivienda Justa

- La vivienda justa describe una condición en la cual las personas con niveles de ingresos similares en el mismo mercado de vivienda tienen a su disposición un rango similar de elección, independientemente de su estatus de clase protegida.

- Prohíbe la discriminación en la elección de vivienda por pertenecer a **una clase protegida**

6

3

2/26/2020

Clases Protegidas a Nivel Federal y Estatal

Federal
- Raza
- Color
- Religión
- Sexo
- Origen Nacional
- Condición Familiar
- Discapacidad Mental y/o Física

Estatal
- Orientación Sexual
- Estado Civil
- Ascendencia
- Edad
- Fuente de Ingresos
- Identidad y Expresión de Género
- Condiciones Genética
- Lenguaje Primario
- Factores Arbitrarios

Otras Leyes de California
- Estatus Migratorio
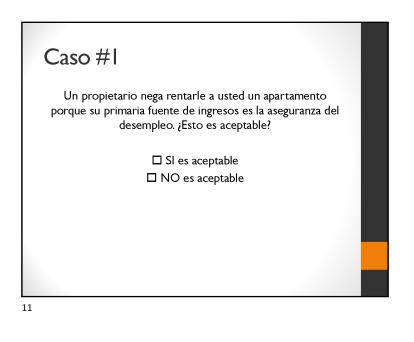- Libertad de Violencia o Intimidación

7

¿Qué *NO* es Vivienda Justa?

- Asequibilidad
  - Los problemas de asequibilidad no son problemas de vivienda justa, a menos que la asequibilidad afecte desproporcionadamente a una clase protegida
- Problemas entre Inquilino / Propietario
  - Las disputas entre inquilinos y propietarios no son problemas de vivienda justa, a menos que las disputas se basen en clases protegidas
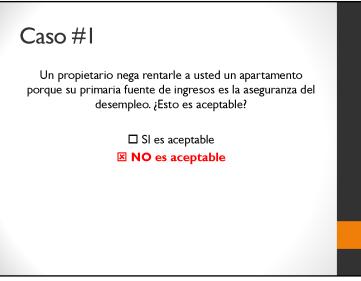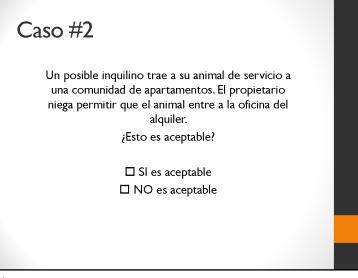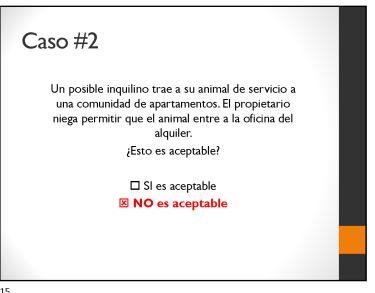
8

4

2/26/2020

9

10

5

2/26/2020

Caso #1

Un propietario nega rentarle a usted un apartamento porque su primaria fuente de ingresos es la aseguranza del desempleo. ¿Esto es aceptable?

☐ SI es aceptable
☐ NO es aceptable

11

Caso #1

Un propietario nega rentarle a usted un apartamento porque su primaria fuente de ingresos es la aseguranza del desempleo. ¿Esto es aceptable?

☐ SI es aceptable
☒ **NO es aceptable**

12

6

2/26/2020

¿Sabía Usted?

Es ilegal discriminar contra la **"fuente de ingresos"** de un individuo – cual puede incluir, pero no se limita a, Seguro Social, Seguridad de Ingreso Suplementario (SSI), aseguranza del desempleo o beneficios de veteranos.

Recientemente, la ley de California se amplió para incluir "asistencia pública federal, estatal o local, y subsidios de vivienda federales, estatales o locales" como parte de la protección de "fuente de ingresos"
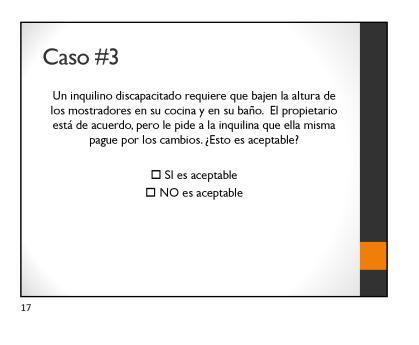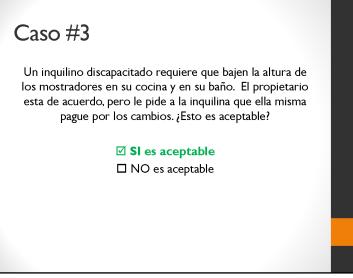
13

Caso #2

Un posible inquilino trae a su animal de servicio a una comunidad de apartamentos. El propietario niega permitir que el animal entre a la oficina del alquiler.
¿Esto es aceptable?

☐ SI es aceptable
☐ NO es aceptable

14

2/26/2020

Caso #2

Un posible inquilino trae a su animal de servicio a una comunidad de apartamentos. El propietario niega permitir que el animal entre a la oficina del alquiler.

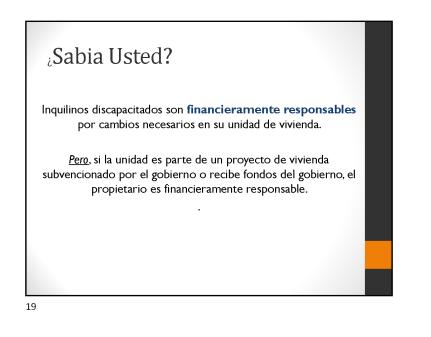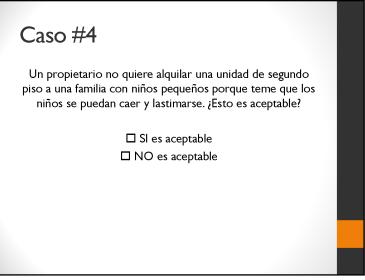¿Esto es aceptable?

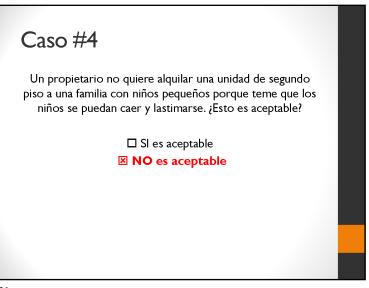☐ SI es aceptable
☒ **NO es aceptable**

15

¿Sabía Usted?

El derecho de ser acompañado por un perro en un lugar publico bajo la Ley sobre Estadounidenses con Discapacidades (ADA) aplica solo a los **animals de servicio**.

Pero,

- ¿Que tal **animales de terapia**?

  Los que proven terapia psicológica o fisiológica para personas distintas de sus cuidadores

- ¿O **animales de apoyo emocional**?

  Los que proveen sus dueños con apoyo emocional

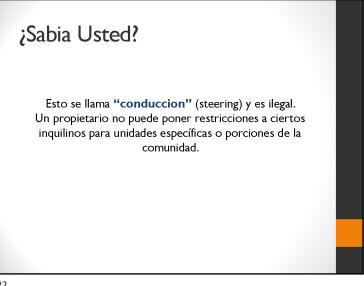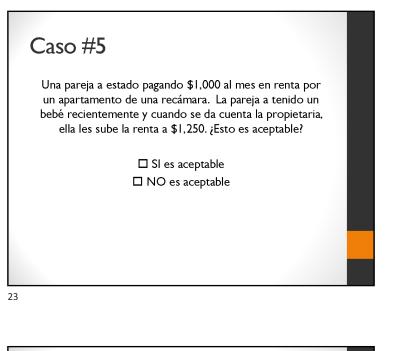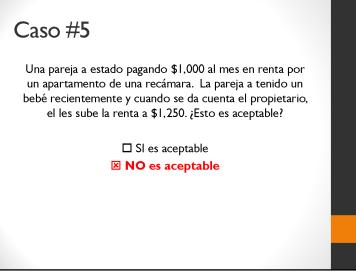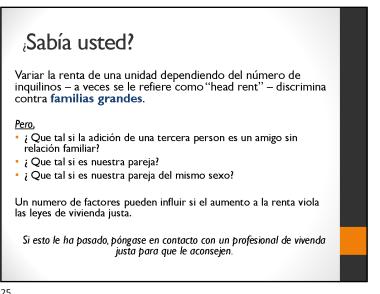Estos animals son abordados en leyes de vivenda justa, pero no en la Ley ADA.

16

8

2/26/2020

Caso #3

Un inquilino discapacitado requiere que bajen la altura de los mostradores en su cocina y en su baño. El propietario está de acuerdo, pero le pide a la inquilina que ella misma pague por los cambios. ¿Esto es aceptable?

☐ SI es aceptable
☐ NO es aceptable

17

Caso #3

Un inquilino discapacitado requiere que bajen la altura de los mostradores en su cocina y en su baño. El propietario esta de acuerdo, pero le pide a la inquilina que ella misma pague por los cambios. ¿Esto es aceptable?

☑ **SI es aceptable**
☐ NO es aceptable

18

9

¿Sabia Usted?

Inquilinos discapacitados son **financieramente responsables** por cambios necesarios en su unidad de vivienda.

Pero, si la unidad es parte de un proyecto de vivienda subvencionado por el gobierno o recibe fondos del gobierno, el propietario es financieramente responsable.

.

19

Caso #4

Un propietario no quiere alquilar una unidad de segundo piso a una familia con niños pequeños porque teme que los niños se puedan caer y lastimarse. ¿Esto es aceptable?

☐ SI es aceptable
☐ NO es aceptable

20

10

2/26/2020

Caso #4

Un propietario no quiere alquilar una unidad de segundo piso a una familia con niños pequeños porque teme que los niños se puedan caer y lastimarse. ¿Esto es aceptable?

☐ SI es aceptable
☒ **NO es aceptable**

21

¿Sabia Usted?

Esto se llama **"conduccion"** (steering) y es ilegal. Un propietario no puede poner restricciones a ciertos inquilinos para unidades específicas o porciones de la comunidad.

22

11

2/26/2020

Caso #5

Una pareja a estado pagando $1,000 al mes en renta por un apartamento de una recámara. La pareja a tenido un bebé recientemente y cuando se da cuenta la propietaria, ella les sube la renta a $1,250. ¿Esto es aceptable?

☐ SI es aceptable
☐ NO es aceptable

23

Caso #5

Una pareja a estado pagando $1,000 al mes en renta por un apartamento de una recámara. La pareja a tenido un bebé recientemente y cuando se da cuenta el propietario, el les sube la renta a $1,250. ¿Esto es aceptable?

☐ SI es aceptable
☒ **NO es aceptable**

24

12

2/26/2020

¿Sabía usted?

Variar la renta de una unidad dependiendo del número de inquilinos – a veces se le refiere como "head rent" – discrimina contra **familias grandes**.

Pero,
- ¿ Que tal si la adición de una tercera person es un amigo sin relación familiar?
- ¿ Que tal si es nuestra pareja?
- ¿ Que tal si es nuestra pareja del mismo sexo?

Un numero de factores pueden influir si el aumento a la renta viola las leyes de vivienda justa.

Si esto le ha pasado, póngase en contacto con un profesional de vivenda justa para que le aconsejen.

25

Discusión

26

13

Discusión

- ¿Ha usted o alguien que conoce sufrido discriminación en la vivienda?
  - ¿Por qué razón cree que ha sido discriminado? (por ejemplo, edad, familia, estado, raza, etc.)

- Si cree que ha sido discriminado, ¿ha denunciado el incidente? ¿A quién denunció el incidente?
  - ¿A dónde fue por ayuda? ¿Cuál fue su experiencia con la persona / organización que lo ayudó?

27

Discusión

- ¿Cuáles son las barreras más comunes para la vivienda en su comunidad?
- ¿Qué clases protegidas tienen las mayores necesidades de mejoramiento en servicios y por qué?

28

14

Discusión

- ¿Cuáles son los mayores conceptos erróneos o malentendidos sobre las barreras de vivienda que escucha en su comunidad? ¿Cuáles cree que pueden ser las fuentes de esta información errónea?

- ¿Cuáles son los mayores desafíos para crear conciencia comunitaria sobre la vivienda justa en su comunidad?

29

Discusión

- ¿Tiene algún comentario adicional o ideas relacionadas con el Análisis de Impedimentos (AI) y el futuro de la vivienda justa en la región?

30

15

31

Workshop Handout – Resource Guide

FAIR HOUSING ASSISTANCE

For more information and assistance with fair housing, please contact the following organizations serving San Diego County.

CSA San Diego County

Serving the cites of: Chula Vista, El Cajon, National City, Santee, and the Unincorporated East County*

Phone: (619) 444 – 5700
Toll Free: 1 (800) 954 – 0441
info@c4sa.org

MAIN OFFICE
327 Van Houten Avenue
El Cajon, CA 92020

RAYO ESPERANZA FAMILY RESOUCE CENTER
1653 Albany Ave.
Chula Vista, CA 91911

*Unincorporated East County: East of highway 15 and north of interstate 94

WWW.CS4A.ORG

Legal Aid Society of San Diego

Serving the cities of: Carlsbad, Coronado, Del Mar, Encinitas, Escondido, Imperial Beach, La Mesa, Lemon Grove, Oceanside, Poway, San Diego, San Marcos, Solana Beach, Vista, and the County of San Diego.

Fair Housing Center
Phone: (844) 449 –3500
General Inquiries
Phone: (877) 534 – 2524

NORTH COUNTY OFFICE
216 S. Tremont Street
Oceanside, CA 92054

MIDTOWN SAN DIEGO OFFICE
1764 San Diego Avenue, Suite 200
San Diego, CA 92110

SOUTHEAST SAN DIEGO OFFICE
110 S. Euclid Avenue
San Diego, CA 92114

WWW.LASSD.ORG

WWW.SDFAIRHOUSING.ORG

RECURSOS DE IGUALDAD EN LA VIVIENDA

Para obtener más información y asistencia sobre la igualdad en la vivienda, póngase en contacto con las siguientes organizaciones que sirven el Condado de San Diego.

CSA San Diego County

Sirviendo a las Ciudades de: Chula Vista, El Cajon, National City, Santee, y el Condado del Este no incorporado*

Tel: (619) 444 – 5700
Gratuita: 1 (800) 954 – 0441
info@c4sa.org

OFICINA PRINCIPAL
327 Van Houten Avenue
El Cajon, CA 92020

RAYO ESPERANZA FAMILY RESOUCE CENTER
1653 Albany Ave.
Chula Vista, CA 91911

*Condado del Este no incorporado: al este de la autopista 15 y al norte de la interestatal 94

WWW.CS4A.ORG

Legal Aid Society of San Diego

Sirviendo las ciudades de: Carlsbad, Coronado, Del Mar, Encinitas, Escondido, Imperial Beach, La Mesa, Lemon Grove, Oceanside, Poway, San Diego, San Marcos, Solana Beach, Vista, y el Condado de San Diego.

Centro de Vivienda Justa
Tel: (844) 449 –3500
Consultas Generales
Tel: (877) 534 – 2524

OFICINA DEL NORTE DEL CONDADO
216 S. Tremont Street
Oceanside, CA 92054

OFICINA DEL CENTRO DE SAN DIEGO
1764 San Diego Avenue, Suite 200
San Diego, CA 92110

OFICINA DEL SURESTE DE SAN DIEGO
110 S. Euclid Avenue
San Diego, CA 92114

WWW.LASSD.ORG

SDRAFFH
WWW.SDFAIRHOUSING.ORG

Appendix E: Outreach Materials

Public Notices

WE WANT TO HEAR FROM YOU

Visit tinyurl.com/yy7vwflq to fill out an anonymous survey, and to participate in community workshops available through November 2019.

Visite el sitio tinyurl.com/yxmezpbb para completar una encuesta anónima y participar en talleres comunitarios que se ofrecen hasta finales de noviembre del 2019.

Bumisita sa tinyurl.com/y5qk3f2u upang punan ang isang anonimong survey, at upang lumahok sa mga pangkomunidad na workshop na available hanggang Nobyembre 2019.

前往 tinyurl.com/y4vpeb2e 填寫匿名調查，並參加 2019 年11月期間舉辦的社區研討會。

Truy cập tinyurl.com/y5ghspy9 để điền khảo sát ẩn danh và tham dự các hội thảo cộng đồng có sẵn đến tháng 11 năm 2019.

تفضل بزيارة tinyurl.com/y4t3tmwe لملء استبيان غير مُحدّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتبارًا من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

FAIR HOUSING WORKSHOPS

THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

FAIR HOUSING WORKSHOPS

How does housing discrimination happen in our communities? Who are the people frequently affected by housing discrimination? What can we do to identify housing discrimination?

The San Diego Regional Alliance for Fair Housing is hosting a series of Community Workshops. Attend a workshop to learn about fair housing laws and to share your experiences with housing discrimination.

Your input is important to understanding the community's needs and potential solutions for reducing housing discrimination. Attend a workshop near your community:

NORTHERN REGION
1 Workshop

Thursday, November 7, 2019
6:00 p.m. to 8:00 p.m.
Escondido City Hall, Mitchell Room
201 North Broadway
Escondido, CA 92025

CENTRAL REGION
2 Workshops

Wednesday, October 30, 2019
6:00 p.m. to 8:00 p.m.
City Heights Center hosted by
LISC San Diego
4305 University Avenue, Suite 640
San Diego, CA 92105

Wednesday, November 13, 2019
5:45 p.m. to 7:45 p.m.
Valencia Park/Malcolm X Library
Multi-Purpose Room
5148 Market St.
San Diego, CA 92114

EASTERN REGION
1 Workshop

Wednesday, November 6, 2019
6:00 p.m. to 8:00 p.m.
El Cajon Police Department
Community Room, Room 161
100 Civic Center Way
El Cajon CA 92020

SOUTHERN REGION
2 Workshops

Wednesday, November 20, 2019
6:00 p.m. to 8:00 p.m.
Chula Vista City Hall
276 Fourth Avenue, Building C,
Rooms B-111 and B-112
Chula Vista, CA 919105

Thursday, November 21, 2019*
6:00 p.m. to 8:00 p.m.
City of National City
MLK Jr. Community Center
140 East 12th Street
National City, CA 91950

*Workshop Conducted in Spanish

For more information, reasonable accommodation or translation service requests, please contact Quinn Henry 72 hours before the workshop by phone (619-682-3841 x 337) or email (Qhenry@migcom.com).

WE WANT TO HEAR FROM YOU

Visit tinyurl.com/yy7vwflq to fill out an anonymous survey, and to participate in community workshops available through November 2019

Visite el sitio tinyurl.com/yxmezpbb para completar una encuesta anónima y participar en talleres comunitarios que se ofrecen hasta finales de noviembre del 2019.

Bumisita sa tinyurl.com/y5qk3f2u upang punan ang isang anonimong survey, at upang lumahok sa mga pangkomunidad na workshop na available hanggang Nobyembre 2019.

前往 tinyurl.com/y4vpeb2e 填寫匿名調查，並參加 2019 年11月期間舉辦的社區研討會。

Truy cập tinyurl.com/y5ghspy9 để điền khảo sát ẩn danh và tham dự các hội thảo cộng đồng có sẵn đến tháng 11 năm 2019.

tinyurl.com/y4t3tmwe لملء استبيان غير مُحدّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتباراً من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

SDRAFFH
THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

TALLERES SOBRE LA
IGUALDAD
EN LA VIVIENDA

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THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

TALLERES SOBRE LA
IGUALDAD
EN LA VIVIENDA

¿Cómo ocurre la discriminación en la vivienda en nuestras comunidades? ¿Quién son las personas que resultan afectadas frecuentemente por la discriminación en la vivienda? ¿Qué podemos hacer para identificar la discriminación en la vivienda?

La San Diego Regional Alliance for Fair Housing está ofreciendo una serie de talleres comunitarios. Asista a un taller para aprender sobre las leyes de igualdad en la vivienda y compartir sus experiencias con la discriminación en la vivienda.

Sus comentarios son importantes para entender las necesidades de la comunidad y las posibles soluciones para reducir la discriminación en la vivienda. Asista a un taller cerca de su comunidad:

REGIÓN NORTE
(1 taller)

Jueves 7 de noviembre de 2019
De 6:00 p.m. a 8:00 p.m.
Ayuntamiento de Escondido,
Salón Mitchell
201 North Broadway
Escondido, 92025

REGIÓN CENTRAL
(2 talleres)

Miércoles 30 de octubre de 2019
De 6:00 p.m. a 8:00 p.m.
City Heights Center organizado por LISC San Diego
4305 University Avenue, Suite 640
San Diego, CA 92105

Miércoles 13 de noviembre de 2019
De 5:45 p.m. a 7:45 p.m.
Parque Valencia/Biblioteca Malcolm X
Salón multiusos
5148 Market St.
San Diego, CA 92114

REGIÓN ESTE
(1 taller)

Miércoles 6 de noviembre de 2019
De 6:00 p.m. a 8:00 p.m.
Departamento de Policía de El Cajon
Sala Comunitaria, Salón 161
100 Civic Center Way
El Cajon CA 92020

REGIÓN SUR
(2 talleres)

Miércoles 20 de noviembre de 2019
De 6:00 p.m. a 8:00 p.m.
Ayuntamiento de Chula Vista
276 Fourth Avenue, edificio C,
Salones B-111 y B-112
Chula Vista, CA 91910

Jueves 21 de noviembre de 2019*
De 6:00 p.m. a 8:00 p.m.
Ciudad de National City
Centro Comunitario MLK Jr.
140 East 12th Street
National City, CA 91950
*Los talleres se realizan en español

Si desea información adicional, arreglos razonables o servicios de traducción, comuníquese con Quinn Henry 72 horas antes del taller por teléfono (619-682-3841 x 337) o por correo electrónico (Qhenry@migcom.com).

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tinyurl.com/y4t3tmwe لملء استبيان غير مُحدّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتبارًا من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

SDRAFFH
THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

ورش عمل
حول الإسكان
العادل

SDRAFFH
THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

العادل
حول الإسكان
ورش عمل

كيف يحدث التمييز في الإسكان داخل مجتمعاتنا؟ مَن الأشخاص الذين طالما يتأثرون بالتمييز في الإسكان؟ ماذا يمكننا أن نفعل لنحدد أوجه التمييز في الإسكان؟

يستضيف تحالف سان ديغو الإقليمي المعني بالإسكان العادل سلسلة من ورش العمل المجتمعية. تفضَّل بحضور ورشة عمل للتعرف على قوانين الإسكان العادل، ولمشاركة تجاربك مع التمييز في الإسكان.

مشاركتك مهمة لفهم احتياجات المجتمع والحلول المحتملة للحد من التمييز في الإسكان. يمكنك حضور ورشة عمل قريبة من مجتمعك

المنطقة الشرقية
(ورشة عمل واحدة)
الأربعاء 6 نوفمبر 2019
6:00 مساءً حتى 8:00 مساءً
قسم شرطة إلّ كاجون
Community Room, Room 161
100 Civic Center Way, El Cajon CA 92020

المنطقة المركزية
(ورشتا عمل)
الأربعاء 13 نوفمبر 2019
5:45 مساءً حتى 7:45 مساءً
Valencia Park/Malcolm X Library
مكتبة
Multi-Purpose Room
غرفة متعددة الأغراض
5148 Market St., San Diego, CA 92114

الأربعاء 30 أكتوبر 2019
6:00 مساءً حتى 8:00 مساءً
City Heights Center
تستضيف مركز
LISC San Diego
مؤسسة
جناح 640
University Avenue 4305, San Diego, CA 92105

المنطقة الشمالية
(ورشة عمل واحدة)
الخميس 7 نوفمبر 2019
6:00 مساءً حتى 8:00 مساءً
مجلس مدينة إسكونديدو، ميتشل روم
North Broadway 201
Escondido, 92025

المنطقة الجنوبية
(ورشتا عمل)
الأربعاء 20 نوفمبر 2019
6:00 مساءً حتى 8:00 مساءً
قاعة مدينة شولا فيستا
276 Fourth Avenue, Building
غرفتا B-111 وB-112
Chula Vista, CA 91910

الخميس 21 نوفمبر 2019*
6:00 مساءً حتى 8:00 مساءً
مدينة ناشيونال سيتي
مركز مارتن لوثر كينج جونيور المجتمعي
140 East 12th Street
National City, CA 91950
ورشة العمل التي تُجرى باللغة الإسبانية

لمزيد من المعلومات أو الترتيبات التيسيرية المعقولة أو خدمات الترجمة، يرجى الاتصال بكوين هنري قبل 72 ساعة انعقاد ورشة العمل عبر الهاتف (337 × 619-682-3841) أو عبر البريد الإلكتروني (Qhenry@migcom.com).

WE WANT TO HEAR FROM YOU

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前往 tinyurl.com/y4vpeb2e 填寫匿名調查，並參加 2019 年 11 月期間舉辦的社區研討會。

Truy cập tinyurl.com/y5ghspy9 để điền khảo sát ẩn danh và tham dự các hội thảo cộng đồng có sẵn đến tháng 11 năm 2019.

tinyurl.com/y4t3tmwe
لملء استبيان غير مُحدّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتباراً من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

SDRAFFH
THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

公平住房研討會

SDRAFFH
THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

公平住房研討會

我們社區中的住房歧視如何發生？ 誰經常受到住房歧視的影響？ 我們該如何識別住房歧視？

聖地亞哥公平住房區域聯盟 (The San Diego Regional Alliance for Fair Housing) 將舉辦一系列社區研討會。出席研討會，以了解公平住房法，並分享您在住房歧視方面的經驗。

您的意見對於了解社區的需求，以及減少住房歧視的潛在解決方案至關重要。請參加您社區附近的研討會：

北區
(1 個研討會)
2019 年 11 月 7 日星期四
晚上 6 點至 8 點
Escondido City Hall, Mitchell Room
201 North Broadway
Escondido, 92025

中區
(2 個研討會)
2019 年 10 月 30 日星期三
晚上 6 點至 8 點
LISC 聖地亞哥主辦的
City Heights Center
4305 University Avenue, Suite 640
San Diego, CA 92105

2019 年 11 月 13 日星期三
晚上 5:45 點至 7:45
Valencia Park/Malcolm X Library
Multi-Purpose Room
5148 Market St.
San Diego, CA 92114

東區
(1 個研討會)
2019 年 11 月 6 日星期三
晚上 6 點至 8 點
El Cajon Police Department
Community Room, Room 161
100 Civic Center Way
El Cajon CA 92020

南區
(2 個研討會)
2019 年 11 月 20 日星期三
晚上 6 點至 8 點
Chula Vista City Hall
276 Fourth Avenue, Building C,
Rooms B-111 and B-112
Chula Vista, CA 91910

2019 年 11 月 21 日星期四*
晚上 6 點至 8 點
City of National City
MLK Jr. Community Center
140 East 12th Street
National City, CA 91950
*研討會以西班牙語進行

有關更多資訊、合理的調節或翻譯服務要求，請在研討會開始前 72 小時致電 (619-682-3841 x 337) 或發送電子郵件 (Qhenry@migcom.com) 與 Quinn Henry 聯絡。

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前往 tinyurl.com/y4vpeb2e 填寫匿名調查，並參加 2019 年 11 月期間舉辦的社區研討會。

Truy cập tinyurl.com/y5ghspy9 để điền khảo sát ẩn danh và tham dự các hội thảo cộng đồng có sẵn đến tháng 11 năm 2019.

tinyurl.com/y4t3tmwe تفضل بزيارة لملء استبيان غير مُحدّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتباراً من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

SDRAFFH
THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

MGA WORKSHOP SA
MAKATARUNGANG
PABAHAY

SDRAFFH
THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

MGA WORKSHOP SA
MAKATARUNGANG
PABAHAY

Paano nangyayari ang diskriminasyon sa pabahay sa ating mga komunidad? Sino ang mga taong madalas na apektado ng diskriminasyon sa pabahay? Ano ang magagawa natin para matukoy ang diskriminasyon sa pabahay?

Naghahanda ang San Diego Regional Alliance for Fair Housing (Rehiyonal na Alyansa ng San Diego para sa Makatarungang Pabahay) ng isang serye ng mga Pangkomunidad na Workshop. Dumalo sa isang workshop upang matuto tungkol sa mga batas sa makatarungang pabahay at upang ibahagi ang iyong mga karanasan sa diskriminasyon sa pabahay.

Mahalaga ang iyong saloobin sa pag-unawa ng mga pangangailangan ng komunidad at mga potensiyal na solusyon para mabawasan ang diskriminasyon sa pabahay. Dumalo sa workshop na malapit sa iyong komunidad:

HILAGANG REHIYON
(1 Workshop)

Huwebes, Nobyembre 7, 2019
6:00 p.m. hanggang 8:00 p.m.
Escondido City Hall, Mitchell Room
201 North Broadway, Escondido, 92025

GITNANG REHIYON
(2 Workshop)

Miyerkoles, Oktubre 30, 2019
6:00 p.m. hanggang 8:00 p.m.
City Heights Center inihanda ng LISC San Diego
4305 University Avenue, Suite 640
San Diego, CA 92105

Miyerkoles, Nobyembre 13, 2019
5:45 p.m. hanggang 7:45 p.m.
Valencia Park/Malcolm X Library
Multi-Purpose Room
5148 Market St., San Diego, CA 92114

SILANGANG REHIYON
(1 Workshop)

Miyerkoles, Nobyembre 6, 2019
6:00 p.m. hanggang 8:00 p.m.
El Cajon Police Department
Community Room, Room 161
100 Civic Center Way, El Cajon CA 92020

KATIMUGANG REHIYON
(2 Workshop)

Miyerkoles, Nobyembre 20, 2019
6:00 p.m. hanggang 8:00 p.m.
Chula Vista City Hall
276 Fourth Avenue, Building C,
Rooms B-111 and B-112
Chula Vista, CA 91910

Huwebes, Nobyembre 21, 2019*
6:00 p.m. hanggang 8:00 p.m.
City of National City
MLK Jr. Community Center
140 East 12th Street
National City, CA 91950
*Isinasagawa ang Workshop sa wikang Espanyol

Para sa higit na impormasyon, makatwirang akomodasyon o mga hiling na serbisyo sa pagsasalin, mangyaring makipag-ugnayan kay Quinn Henry 72 oras bago ang workshop sa pamamagitan ng telepono (619-682-3841 x 337) o email (Qhenry@migcom.com).

WE WANT TO HEAR FROM YOU

Visit tinyurl.com/yy7vwflq to fill out an anonymous survey, and to participate in community workshops available through November 2019

Visite el sitio tinyurl.com/yxmezpbb para completar una encuesta anónima y participar en talleres comunitarios que se ofrecen hasta finales de noviembre del 2019.

Bumisita sa tinyurl.com/y5qk3f2u upang punan ang isang anonimong survey, at upang lumahok sa mga pangkomunidad na workshop na available hanggang Nobyembre 2019.

前往 tinyurl.com/y4vpeb2e 填寫匿名調查，並參加 2019 年11月期間舉辦的社區研討會。

Truy cập tinyurl.com/y5ghspy9 để điền khảo sát ẩn danh và tham dự các hội thảo cộng đồng có sẵn đến tháng 11 năm 2019.

tinyurl.com/y4t3tmwe تفضل بزيارة لملء استبيان غير مُحدَّد للهوية، وللمشاركة في ورش العمل المجتمعية المتاحة اعتبارًا من نوفمبر 2019. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا

HỘI THẢO VỀ
NHÀ Ở
CÔNG BẰNG

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ALLIANCE FOR FAIR HOUSING

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THE SAN DIEGO REGIONAL
ALLIANCE FOR FAIR HOUSING

sdfairhousing.org

HỘI THẢO VỀ
NHÀ Ở
CÔNG BẰNG

Phân biệt đối xử về nhà ở xảy ra trong cộng đồng của chúng ta như thế nào? Ai là người thường xuyên bị ảnh hưởng bởi phân biệt đối xử về nhà ở? Chúng ta có thể làm gì để xác định phân biệt đối xử về nhà ở?

San Diego Regional Alliance for Fair Housing đang tổ chức một loạt các Hội Thảo Cộng Đồng. Hãy tham dự một hội thảo để học về luật nhà ở công bằng và để chia sẻ những kinh nghiệm của quý vị về phân biệt đối xử về nhà ở.

Ý kiến đóng góp của quý vị là rất quan trọng để hiểu được nhu cầu của cộng đồng và những giải pháp tiềm năng giúp giảm phân biệt đối xử về nhà ở. Hãy tham dự một hội thảo gần cộng đồng của quý vị:

KHU VỰC PHÍA BẮC
(1 Hội thảo)

Thứ Năm, ngày 7 tháng 11 năm 2019
6 giờ tối đến 8 giờ tối
Escondido City Hall, Mitchell Room
201 North Broadway
Escondido, 92025

KHU VỰC TRUNG TÂM
(2 Hội thảo)

Thứ Tư, ngày 30 tháng 10 năm 2019
6 giờ tối đến 8 giờ tối
City Heights Center do LISC San Diego tổ chức
4305 University Avenue, Suite 640
San Diego, CA 92105

Thứ Tư, ngày 13 tháng 11 năm 2019
5 giờ 45 tối đến 7 giờ 45 phút tối
Valencia Park/Malcolm X Library
Multi-Purpose Room
5148 Market St.
San Diego, CA 92114

KHU VỰC PHÍA ĐÔNG
(1 Hội thảo)

Thứ Tư, ngày 6 tháng 11 năm 2019
6 giờ tối đến 8 giờ tối
El Cajon Police Department
Community Room, Room 161
100 Civic Center Way
El Cajon CA 92020

KHU VỰC PHÍA NAM
(2 Hội thảo)

Thứ Tư, ngày 20 tháng 11 năm 2019
6 giờ tối đến 8 giờ tối
Chula Vista City Hall
276 Fourth Avenue, Building C,
Rooms B-111 and B-112
Chula Vista, CA 91910

Thứ Năm, ngày 21 tháng 11 năm 2019*
6 giờ tối đến 8 giờ tối
City of National City
MLK Jr. Community Center
140 East 12th Street
National City, CA 91950

*Hội thảo Tiến hành bằng Tiếng Tây Ban Nha

Để có thêm thông tin, yêu cầu điều chỉnh hợp lý hoặc dịch vụ biên phiên dịch, vui lòng liên hệ Quinn Henry 72 giờ trước khi hội thảo diễn ra theo điện thoại số (619-682-3841 Số máy lẻ 337) hoặc email (Qhenry@migcom.com).

E-blasts

FAIR HOUSING RIGHTS

SDRAFFH

What is Fair Housing?
¿Qué es la Vivienda Justa?

- Fair Housing is the right to choose housing free from unlawful discrimination.

  La vivienda justa es el derecho a elegir una vivienda libre de discriminación ya que es ilegal.

- It ensures access for everyone.

  Asegura el acceso para todos.

- It encourages neighborhoods to put out their welcome mat.

  Anima a que en los vecindarios pongan un tapete de bienvenida en la entrada.

- It enhances our community's curb appeal.

  Aumenta el atractivo de nuestra comunidad.

FAIR
HOUSING
RIGHTS

SDRAFFH

Who is Protected by Fair Housing Laws?

¿Quién Está Protegido por las Leyes de Vivienda Justa?

PROTECTED CLASSES:
LAS LEYES SE APLICAN A:

- Ancestry, national origin
  Ascendencia, país de origen

- Citizenship*
  *Ciudadanía**

- Disability, mental or physical
  Discapacidad, mental o física

- Age
  Edad

- Familial status
  Situación familiar

- Gender identity, gender expression
  Identidad de género, expresión de género

- Genetic information
  Información genética

- Immigration status*
  Estado de inmigración

- Marital status
  Estado civil

- Military and Veteran Status
  Estado militar y de veterano

- Primary language*
  *Idioma principal**

- Race, color
  Raza, color

- Religion
  Religión

- Sex, gender
  Sexo, género…

- Sexual orientation
  Orientación sexual

- Source of income
  Fuente de ingresos

- Arbitrary factors
  Factores arbitrarios

* Covered under the Unruh Civil Rights Act, which applies to most housing accommodations in California
Protegido por la Ley de Derechos Civiles Unruh, que se aplica a la mayoría de las viviendas en California

Newsletter & Website Notices

BE A PART OF REDUCING HOUSING DISCRIMINATION IN OUR COMMUNITY

The San Diego Regional Alliance for Fair Housing wants to hear about your experiences with housing discrimination issues and concerns.

CLICK HERE to fill out an anonymous survey, and to participate in community workshops available through November 2019.

Your participation and input are important to fair housing in our community.

FAIR HOUSING WORKSHOPS

HOUSING DISCRIMINATION
IN OUR COMMUNITY

"Fair Housing" laws prohibit discrimination in all aspects of housing, including home sales, rentals, housing policies and financing. Each resident is entitled to equal access to housing opportunities regardless of race, color, religion, sex, national origin, disability/medical conditions, familial status, marital status, age, ancestry, sexual orientation, gender identity, gender expression, source of income, or any other arbitrary reason.

Be a part of reducing housing discrimination in our community! The San Diego Regional Alliance for Fair Housing is conducting outreach on behalf of all the participating Cities including unincorporated San Diego County. We want to hear about your experiences with housing discrimination issues and concerns.

CLICK HERE to fill out an anonymous survey, and to participate in community workshops available through November 2019. *Your participation and input are important to fair housing in our community.*

SDRAFFH
THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

Social Media Posts

ENGLISH

Twitter:

- o Housing discrimination happens in your community. Have you experienced housing discrimination? You can help identify solutions: *https://www.surveymonkey.com/r/SDFairHousingEnglish*[INCLUDE

- o Help find solutions to housing discrimination in your community. Complete a brief survey: *https://www.surveymonkey.com/r/SDFairHousingEnglish*[INCLUDE

- o Have you, your family or friends been affected by housing discrimination? Attend a community workshop to help identify solutions: *https://www.surveymonkey.com/r/SDFairHousingEnglish*[INCLUDE

Instagram, Facebook, Nextdoor:

- o The [City/County] of [NAME] is part of the San Diego Regional

Alliance for Fair Housing, which is conducting outreach to address housing discrimination issues, concerns and solutions. Your participation and input are important to Fair Housing in our community. Complete a brief survey, and/or attend a community workshop. Learn more: *https://www.surveymonkey.com/r/SDFairHousingEnglish*[INCLUDE

SPANISH

Twitter:

○ Hay discriminación en la vivienda en su comunidad. ¿Ha experimentado discriminación en la vivienda? Usted puede ayudar a identificar soluciones: *https://www.surveymonkey.com/r/SDFairHousingSpanish*

○ Ayude a encontrar soluciones a la discriminación en la vivienda en su comunidad. Complete una breve encuesta:

○ ¿Usted, su familia o sus amigos han sido afectados por discriminación en la vivienda? Asista a un taller comunitario para ayudar a identificar soluciones: *https://www.surveymonkey.com/r/SDFairHousingSpanish*

Instagram, Facebook, Nextdoor:

○ La/El [Ciudad/Condado] de [NAME] forma parte de la San Diego Regional Alliance for Fair Housing, que realiza programas de alcance comunitario para abordar problemas, cuestiones y soluciones de la discriminación en la vivienda. Su participación y comentarios son importantes para la igualdad en la vivienda en nuestra comunidad. Complete una breve encuesta y/o asista a un taller comunitario. Obtenga más información: *https://www.surveymonkey.com/r/SDFairHousingSpanish*

Arabic

Twitter:

○ يعاني مجتمعنا من التمييز في الإسكان. هل تعرضت للتمييز في الإسكان؟ يمكنك المساعدة في تحديد الحلول: *https://www.surveymonkey.com/r/SDFairHousingArabic*

- ساعد في إيجاد حلول للتمييز في الإسكان في مجتمعك. املأ استبيانًا موجزًا:
https://www.surveymonkey.com/r/SDFairHousingArabic

- هل تأثرت أنت أو عائلتك أو أصدقاؤك بالتمييز في الإسكان؟ تفضل بحضور ورشة عمل داخل مجتمعك للمساعدة في تحديد الحلول:
https://www.surveymonkey.com/r/SDFairHousingArabic

Instagram, Facebook, Nextdoor:

- تُعد [City/County] التابعة لـ [NAME] تابعة لتحالف سان دييغو الإقليمي المعني بالإسكان العادل، والذي يقوم بالتواصل من أجل معالجة مشكلات التمييز في مجال الإسكان وبواعث القلق ذات الصلة. مساهمتك ومشاركتك ضروريتان لتحقيق الإسكان العادل في مجتمعنا. املأ استبيانًا موجزًا و/أو احضر ورشة العمل داخل المجتمع. تعرف على المزيد:
https://www.surveymonkey.com/r/SDFairHousingArabic

TAGALOG

Twitter:

- Nangyayari ang diskriminasyon sa pabahay sa ating komunidad. Nakaranas ka na ba ng diskriminasyon sa pabahay? Makakatulong ka sa pagtukoy ng mga solusyon: *https://www.surveymonkey.com/r/SDFairHousingTagalog*

- Tumulong sa paghahanap ng mga solusyon sa diskriminasyon sa pabahay sa ating komunidad. Kumpletuhin ang maikling survey: *https://www.surveymonkey.com/r/SDFairHousingTagalog*

- Naapektuhan ka na ba, ang iyong pamilya o mga kaibigan ng diskriminasyon sa pabahay? Dumalo sa pangkomunidad na workshop upang tumulong sa pagtukoy ng mga solusyon: *https://www.surveymonkey.com/r/SDFairHousingTagalog*

Instagram, Facebook, Nextdoor:

- Ang [City/County] ng [NAME] ay bahagi ng San Diego Regional Alliance for Fair Housing, na nagsasagawa ng pag-outreach upang matugunan ang mga isyu, alalahanin at solusyon sa diskriminasyon sa pabahay. Mahalaga ang iyong paglahok at saloobin sa makatarungang pabahay sa ating komunidad. Kumpletuhin ang maikling survey, at/o dumalo sa

pangkomunidad na workshop. Matuto nang higit pa:
https://www.surveymonkey.com/r/SDFairHousingTagalog

CHINESE

Twitter:

- o 您的社區中存在住房歧視。您是否經歷過住房歧視？您可以幫助找出解決方案：
https://www.surveymonkey.com/r/SDFairHousingChinese

- o 協助找出您社區中的住房歧視解決方案。完成簡短的調查：
https://www.surveymonkey.com/r/SDFairHousingChinese

- o 您、您的家人或朋友是否受到住房歧視的影響？參加社區研討會，幫助找出解決方案：
https://www.surveymonkey.com/r/SDFairHousingChinese

Instagram, Facebook, Nextdoor:

- o [名稱]的[市/縣]為聖地亞哥公平住房區域聯盟一部分，聯盟正在進行外展活動，以解決住房歧視問題、關注和解決方案。您的參與和投入對我們社區的公平住房至關重要。完成簡短的調查和/或參加社區研討會。了解更多內容：
https://www.surveymonkey.com/r/SDFairHousingChinese

VIETNAMESE

Twitter:

- o   Phân biệt đối xử về nhà ở xảy ra trong cộng đồng của quý vị. Quý vị đã gặp phải sự phân biệt đối xử về nhà ở chưa? Quý vị có thể giúp xác định các giải pháp:
https://www.surveymonkey.com/r/SDFairHousingVietnamese

- o Giúp tìm giải pháp cho phân biệt đối xử trong cộng đồng của quý vị. Hoàn thành một cuộc khảo sát ngắn gọn:
https://www.surveymonkey.com/r/SDFairHousingVietnamese

- o Quý vị, gia đình hoặc bạn bè của quý vị có bị ảnh hưởng bởi phân biệt đối xử về nhà ở không? Hãy tham dự hội thảo cộng

đồng để giúp xác định các giải pháp:
https://www.surveymonkey.com/r/SDFairHousingVietnamese

Instagram, Facebook, Nextdoor:

o [Thành phố/Quận] [NAME] là một phần của San Diego Regional Alliance for Fair Housing, liên minh này đang tiến hành tiếp cận cộng đồng để giải quyết các vấn đề, quan ngại và giải pháp đối với phân biệt đối xử về nhà ở. Sự tham gia và đóng góp ý kiến của quý vị rất quan trọng đối với nhà ở công bằng trong cộng đồng của chúng ta. Hãy hoàn thành khảo sát ngắn gọn và/hoặc tham dự một hội thảo cộng đồng. Tìm hiểu thêm:
https://www.surveymonkey.com/r/SDFairHousingVietnamese

Facebook Ads

Desktop Newsfeed Placement

SAN DIEGO REGIONAL
ANALYSIS OF IMPEDIMENTS TO FAIR HOUSING CHOICE

Outreach Tool Kit - Fair Housing Rights Brochure

APPENDIX A: PUBLIC OUTREACH
A-115

Fair housing laws protect all individuals seeking housing, including renters, homebuyers and persons obtaining a mortgage or homeowner insurance from illegal discrimination by housing providers based on the following:

- Ancestry, national origin
- Citizenship*
- Disability, mental or physical
- Age
- Familial status
- Gender identity, gender expression
- Genetic information
- Immigration status*
- Marital status
- Military and Veteran Status
- Primary language*
- Race, color
- Religion
- Sex, gender
- Sexual orientation
- Source of income
- Arbitrary factors

* Covered under the Unruh Civil Rights Act, which applies to most housing accommodations in California

For more information and assistance with fair housing, please contact the following organizations serving San Diego County.

CSA San Diego County
www.cs4a.org

Serving the Cities of: Chula Vista, El Cajon, National City, La Mesa, Santee, and the County of San Diego

Legal Aid Society of San Diego
www.lassd.org

Serving the Cities of: Carlsbad, Coronado, Del Mar, Encinitas, Escondido, Imperial Beach, Lemon Grove, Oceanside, Poway, San Diego, San Marcos, Solana Beach, Vista, and the County of San Diego

SDRAFFH
THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

FAIR HOUSING RIGHTS

Which Housing Providers are Subject to Fair Housing Laws?

The Laws apply to:

- Real estate operators, brokers, and agents
- Multiple listing services/real estate related organizations
- Builders, contractors and developers
- Owners of building lots
- Condominium associations
- Homeowners advertising and selling their homes
- Savings & Loan associations, banks, mortgage brokers, other financial institutions and appraisers
- Owner of investment properties
- Rental managers/leasing agents
- Advertising media, advertising agencies and marketing companies
- Insurance companies who sell homeowners or renters insurance

The law prohibits discrimination in all aspects of the housing including:

- Renting or leasing
- Sales
- Mortgage lending and insurance
- Advertising
- Practices such as restrictive covenants
- New construction

What is Fair Housing?

Fair Housing is the right to choose housing free from unlawful discrimination. Fair housing laws protect people from discrimination in housing based on race, color, religion, sex, national origin, familial status, disability, marital status, and age. Discrimination is illegal in housing transactions such as rentals, sales, lending, and insurance.

It ensures access for everyone. Fair housing is the key to all people having the roof they want over their heads. It guarantees that regardless of your age, race, religion, family situation or level of ability, you have the right to choose the housing that's best for your needs—with no outside preferences or stereotypes being imposed.

It encourages neighborhoods to put out their welcome mat. Fair housing practices help people understand what it means to be a welcoming and vibrant neighborhood. The ideas, connections and sense of pride that are found in diverse and open neighborhoods make a real difference, especially in the midst of tough economic times.

It enhances our community's curb appeal. Equal access to housing goes hand in hand with quality of life. Fair housing plants seeds for economic development, talent retention and more in our community. When people feel welcomed, they make themselves at home, invest their resources back into the community and, in turn, make it an appealing place for diverse and talented people to come.

Las leyes de vivienda igualitaria protegen a todas las personas que buscan una vivienda, incluidos los arrendatarios, los compradores de viviendas y las personas que obtienen una hipoteca o un seguro de propiedad, de la discriminación ilegal por parte de los proveedores de viviendas basada en lo siguiente:

- Ascendencia, país de origen
- Ciudadanía*
- Discapacidad, mental o física
- Edad
- Situación familiar
- Identidad de género, expresión de género
- Información genética
- Estado de inmigración*
- Estado civil
- Estado militar y de veterano
- Idioma principal*
- Raza, color
- Religión
- Sexo, género...
- Orientación sexual
- Fuente de ingresos
- Factores arbitrarios

* Protegido por la Ley de Derechos Civiles Unruh, que se aplica a la mayoría de las viviendas en California

Para más información y ayuda con la vivienda justa, por favor contacte con las siguientes organizaciones que sirven al condado de San Diego.

CSA Condado de San Diego
www.cs4a.org

Sirviendo a las ciudades de: Chula Vista, El Cajón, National City, La Mesa, Santee, y el condado de San Diego

Legal Aid Society of San Diego
www.lassd.org

Sirviendo a las ciudades de: Carlsbad, Coronado, Del Mar, Encinitas, Escondido, Imperial Beach, Lemon Grove, Oceanside, Poway, San Diego, San Marcos, Solana Beach, Vista y el condado de San Diego

SDRAFFH
THE SAN DIEGO REGIONAL ALLIANCE FOR FAIR HOUSING

DERECHO A UNA
VIVIENDA
JUSTA

Qué Proveedores de Vivienda Estan Sujeto a las Leyes de Vivienda Justa?

Las leyes se aplican a:
- Operadores, corredores y agentes de bienes raíces
- Múltiples servicios de listado/organizaciones relacionadas con los bienes raíces
- Constructores, contratistas y promotores
- Los propietarios de los terrenos de construcción
- Asociaciones de condominios
- Los propietarios de casas anuncian y venden sus casas
- Asociaciones de ahorro y préstamo, bancos, agentes hipotecarios, otras instituciones financieras y tasadores
- Dueños de propiedades de inversión
- Gerentes de alquiler/agentes de arrendamiento
- Los medios de publicidad, las agencias de publicidad y las empresas de marketing
- Las compañías de seguros que venden seguros para propietarios o inquilinos...

La ley prohíbe la discriminación en todos los aspectos de la vivienda, incluyendo:

- El alquiler o el arrendamiento
- Ventas
- Préstamos hipotecarios y seguros
- Publicidad
- Prácticas como los pactos restrictivos
- Construcciones nuevas

¿Qué es la Vivienda Justa?

La vivienda justa es el derecho a elegir una vivienda libre de discriminación ya que es ilegal. Las leyes de vivienda justa protegen a las personas de la discriminación en la vivienda por motivos de raza, color, religión, sexo, nacionalidad, situación familiar, discapacidad, estado civil y edad. La discriminación es ilegal en las transacciones de vivienda, tales como alquileres, ventas, préstamos y seguros.

Asegura el acceso para todos. La vivienda justa es la clave para que todas las personas pongan el techo que quieren sobre sus cabezas. Garantiza que, independientemente de su edad, raza, religión, situación familiar o capacidad, tiene derecho a elegir la vivienda que mejor se adapte a sus necesidades, sin que se le impongan preferencias o estereotipos externos.

Anima a que en los vecindarios pongan un tapete de bienvenida en la entrada. Las prácticas de vivienda justa ayudan a la gente a entender lo que significa tener un vecindario acogedor y vibrante. Las ideas, las conexiones y el sentido del orgullo que se encuentran en los diversos vecindarios marcan una verdadera diferencia, especialmente en tiempos económicos difíciles.

Aumenta el atractivo de nuestra comunidad. La igualdad al acceso a la vivienda va de la mano con la calidad de vida. La vivienda justa planta semillas para el desarrollo económico, la retención de talento y más en nuestra comunidad. Cuando las personas se sienten bienvenidas, se sienten como en casa, invierten sus recursos en la comunidad y a su vez, la convierten en un lugar atractivo para personas diversas y con talento.

Outreach Tool Kit - Fair Housing Display Boards

FAIR
HOUSING
RIGHTS

SDRAFFH

What is Fair Housing?
¿Qué es la Vivienda Justa?

- Fair Housing is the right to choose housing free from unlawful discrimination.

  La vivienda justa es el derecho a elegir una vivienda libre de discriminación ya que es ilegal.

- It ensures access for everyone.

  Asegura el acceso para todos.

- It encourages neighborhoods to put out their welcome mat.

  Anima a que en los vecindarios pongan un tapete de bienvenida en la entrada.

- It enhances our community's curb appeal.

  Aumenta el atractivo de nuestra comunidad.

FAIR HOUSING RIGHTS

SDRAFFH

Who is Protected by Fair Housing Laws?

¿Quién Está Protegido por las Leyes de Vivienda Justa?

PROTECTED CLASSES:
LAS LEYES SE APLICAN A:

- Ancestry, national origin
  Ascendencia, país de origen

- Citizenship*
  *Ciudadanía**

- Disability, mental or physical
  Discapacidad, mental o física

- Age
  Edad

- Familial status
  Situación familiar

- Gender identity, gender expression
  Identidad de género, expresión de género

- Genetic information
  Información genética

- Immigration status*
  Estado de inmigración

- Marital status
  Estado civil

- Military and Veteran Status
  Estado militar y de veterano

- Primary language*
  *Idioma principal**

- Race, color
  Raza, color

- Religion
  Religión

- Sex, gender
  Sexo, género...

- Sexual orientation
  Orientación sexual

- Source of income
  Fuente de ingresos

- Arbitrary factors
  Factores arbitrarios

* Covered under the Unruh Civil Rights Act, which applies to most housing accommodations in California
  Protegido por la Ley de Derechos Civiles Unruh, que se aplica a la mayoría de las viviendas en California

FAIR HOUSING RIGHTS

SDRAFFH

What Does Discrimination Look Like?

¿Cómo es la Discriminación?

Source of Income
Fuente de Ingresos

National Origin
Pais de Origen

Race
Raza

Age
Edad

Disability
Discapacidad

Religion
Religión

Familial Status
Situaion Familiar

Sex/ Gender
Sexo/ Genero

INTER-ACTIVE ACTIVITY - WHAT DOES DISCRIMINATION LOOK LIKE?

INSTRUCTIONS:

Participants are encouraged to come up and spin the arrow on the "What Does Discrimination Look Like?" Board. Participation can be encouraged through swag giveaways.

Step 1: Each participant will spin the arrow on the board (*see board game spinner example below*).

Step 2: Once the arrow lands on one of the identified protected classes within the circle, the facilitator reads the associated "Example" text below and asks the participant "Is this discrimination?"

Step 3: After the participant responds, the facilitator then reads the "Support" details to provide Fair Housing legal information.

Fair Housing – Protected Classes Examples:

Protected Class	Example	Support
SEX/GENDER	A young woman asks about renting an apartment, but the landlord tells her there are no available apartments. However, an hour later, when a young man asks about renting an apartment, the same landlord informs the white woman about two available apartments. **Is this discrimination?**	Under Fair Housing laws, it is illegal for housing providers to misrepresent the availability of housing based on protected characteristics like sex/gender.
SOURCE OF INCOME	A family with a rental subsidy locates an available apartment but the building's rental manager tells the family that the landlord does not accept any "programs" and suggests they look elsewhere for housing. **Is this discrimination?**	*Many Fair Housing laws make it unlawful to discriminate based on lawful source of income, including the use of a housing subsidy.*
RACE	A Latino family meets with a real estate broker about purchasing a home in a suburban community that happens to be predominantly white. Instead the broker recommends homes in two communities which are predominantly Hispanic. The agent tells the family that they will likely be "more comfortable" in these communities. **Is this discrimination?**	*Under Fair Housing laws, it is illegal for housing providers to steer individuals into or away from certain buildings, parts of buildings, or neighborhoods to segregate populations.*
NATIONAL ORIGIN	The president of a condominium board discloses to a white resident that he refuses to rent or sell apartments to Asian Americans because "their food is too smelly" and it might offend others in the building. **Is this discrimination?**	*Under Fair Housing laws, it is illegal for housing providers to refuse to rent, sell, insure or finance housing, or refuse to negotiate for housing, or otherwise make housing unavailable based on race or national origin.*
AGE	A new rental building advertises available apartments as being perfect for young professionals. While taking a tour of the available units, an elderly prospective tenant	*Under Fair Housing laws, it is illegal for housing providers to advertise or make any statements that*

Protected Class	Example	Support
	is told by the leasing agent, "This apartment building was really designed to meet the lifestyle needs of younger single people with lots of amenities geared to help today's millennials socialize. **Is this discrimination?**	*indicate a preference, limitation, or discrimination based on age.*
FAMILIAL STATUS	A single woman with three children applies to rent a two-bedroom apartment and she is told that no more than three people can reside in their two-bedroom apartments. **Is this discrimination?**	*Under Fair Housing laws, it is illegal to establish overly restrictive occupancy standards that discriminate against families with children.*
RELIGION	A Muslim man arrives home to discover that a racial and religious slur has been spray-painted across his apartment door. The tenant asks his building superintendent to repair his door. The apartment manager refuses to do so. **Is this discrimination?**	*Under Fair Housing laws, it is illegal for housing providers to harass or fail to take corrective action regarding complaints about racial or religious harassment.*
DISABILITY	An elderly Deaf man he his nursing home if they would provide an ASL interpreter so that he can communicate with his in-house medical team on days when they meet with him. The nursing home refuses citing the added expense as the reason for refusing his request. **Is this discrimination?**	*Under Fair Housing laws, it is illegal for housing providers to refuse to provide a reasonable accommodation by altering rules, policies, practices, or services for persons with disabilities when such an accommodation is needed for effective communication so that the housing can be fully used and enjoyed.*

ACTIVIDAD INTERACTIVA - ¿CÓMO ES LA DISCRIMINACIÓN?

INSTRUCTIONS:
Se invita a los participantes a acercarse y girar la flecha del tablero "¿Cómo se ve la discriminación?". La participación puede fomentarse a través de regalos.

Paso 1: Cada participante hará girar la flecha en el tablero (ver ejemplo del tablero más abajo).

Paso 2: Una vez que la flecha aterrice en una de las clases protegidas identificadas dentro del círculo, el facilitador lee el aviso asociado a continuación y pregunta al participante "¿Es esto discriminación?"

Paso 3: Después de que el participante responda, el facilitador lee la información en cursiva para proporcionar información legal adicional sobre la vivienda justa.

Fair Housing – Protected Classes Examples:

CLASES PROTEGIDAS	EJEMPLO	APOYO
SEXO/GÉNERO	Una joven pregunta sobre el alquiler de un apartamento, pero el propietario le dice que no hay apartamentos disponibles. Sin embargo, una hora más tarde, cuando un joven pregunta sobre el alquiler de un apartamento, el mismo propietario informa a la mujer blanca sobre dos apartamentos disponibles. **¿Es esto discriminación?**	*Según las leyes de vivienda justa, es ilegal que los proveedores de vivienda mientan sobre la disponibilidad de viviendas basándose en características protegidas como el sexo/género.*
FUENTE DE INGRESOS	Una familia con un subsidio de alquiler localiza un apartamento disponible pero el administrador de alquileres del edificio le dice a la familia que el propietario no acepta ningún "programa" y le sugiere que busque una vivienda en otro lugar. **¿Es esto discriminación?**	*Muchas leyes de vivienda justa establecen que es ilegal discriminar en función de la fuente legal de ingresos, incluido el uso de un subsidio de vivienda.*
RAZA	Una familia latina se reúne con un agente de bienes raíces para comprar una casa en una comunidad suburbana que resulta ser predominantemente de gente de raza blanca. El agente recomienda casas en dos comunidades que son predominantemente hispanas. El agente le dice a la familia que es probable que se sientan "más cómodos" en estas comunidades. **¿Es esto discriminación?**	*Según las leyes de vivienda justa, es ilegal que los proveedores de vivienda dirijan a las personas hacia ciertos edificios, partes de edificios o vecindarios para segregar a las poblaciones.*
PAIS DE ORIGEN	El presidente de una junta de condominos revela a un residente blanco que se niega a alquilar o vender apartamentos a personas de origen asiático-americanos porque "su comida huele mucho " y podría ofender a otros en el edificio. **¿Es esto discriminación?**	*Según las leyes de vivienda justa, es ilegal que los proveedores de vivienda se nieguen a alquilar, vender, asegurar o financiar una vivienda, o que se nieguen a negociar para obtener una vivienda, o que de otra manera no se pueda acceder a una vivienda por motivos de raza o país de origen.*
EDAD	Un edificio nuevo anuncia apartamentos de alquiler como perfectos para jóvenes profesionales. Mientras se lleva a cabo un recorrido por las unidades disponibles, el	*Según las leyes de vivienda justa, es ilegal que los proveedores de vivienda anuncien o hagan*

CLASES PROTEGIDAS	EJEMPLO	APOYO
	representante del edificio le dice a un posible inquilino de edad avanzada, "Este edificio de apartamentos fue realmente diseñado para satisfacer las necesidades del estilo de vida de los jóvenes solteros con muchas comodidades orientadas a ayudar a la generación milenial de hoy en día a socializar. **¿Es esto discriminación?**	*declaraciones que indiquen una preferencia, limitación o discriminación basada en la edad.*
SITUACION FAMILIAR	Una mujer soltera con tres hijos solicita el alquiler de un apartamento de dos habitaciones y se le dice que no pueden residir más de tres personas en sus apartamentos de dos habitaciones. **¿Es esto discriminación?**	*Bajo las leyes de vivienda igualitaria, es ilegal establecer normas de ocupación demasiado restrictivas que discriminen a las familias con hijos*
RELIGIÓN	Un hombre musulmán llega a casa y descubre que un insulto racial y religioso ha sido pintado con spray en la puerta de su apartamento. El inquilino le pide al gerente del edificio que arregle el daño a su puerta. El administrador del apartamento se niega a hacerlo. **¿Es esto discriminación?**	*Según las leyes de vivienda justa, es ilegal que los proveedores de vivienda acosen o dejen de tomar medidas correctivas en relación con las quejas por acoso racial o religioso.*
DISCAPACIDAD	En el asilo para personas de la tercera edad, un anciano sordo pide que le proporcionen un intérprete de señas de ASL para poder comunicarse con su equipo médico del lugar los días en que se reúnan con él. El asilo de ancianos se niega a dar este servicio mencionando el gasto adicional como la razón para rechazar su solicitud. **¿Es esto discriminación?**	*De acuerdo a las leyes de vivienda igualitaria, es ilegal que los proveedores de vivienda se nieguen a proporcionar una adaptación razonable alterando las normas, políticas, prácticas o servicios para las personas con discapacidad cuando dicha adaptación sea necesaria para una comunicación eficaz de modo que la vivienda pueda ser utilizada y disfrutada plenamente.*

Appendix F: Proof of Posting

Website

Social Media

News Media