

ATTACHMENT 4:

Fair Housing Action Plan & Section 3 Reporting

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 – FY2019/2020

IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATEGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS	
SAN DIEGO REGIONAL – IMPEDIMENTS IDENTIFIED COUNTYWIDE						
1	<p>Educational and outreach literature regarding fair housing issues, rights, and services on website or public counters is limited.</p>	<ul style="list-style-type: none"> • Outreach program shall include distribution of 5,000 fair housing brochures in predominant languages spoken in the City of San Diego. • Provide up to 4 trainings for home-seekers and buyers, tenants, property managers and landlords, and nonprofit agencies. 	<ul style="list-style-type: none"> • Ensure ease of access to information about fair housing on websites with links between jurisdictions and contracted service providers • Prominently display information on public counters and other points of public contact, such as libraries and community centers • Increase knowledge of the process of reporting complaints and access/referral to government entities: California Department of Fair Employment and Housing (DFEH); U.S. Department of Housing and Urban Development (HUD); U.S. Department of Justice (DOJ) • Continue to utilize the SDRAFFH to coordinate and promote outreach and education activities in the region. 	<p>While this impediment applies to all jurisdictions, the cities of Chula Vista, Coronado, Del Mar, Imperial Beach, Lemon Grove, San Diego, Solana Beach, National City, La Mesa, and Escondido should provide additional links and detailed information about Fair Housing on their websites.</p>	<p>Included in the City of San Diego's current Fair Housing Services contracts.</p>	<ul style="list-style-type: none"> • Maintained the City of San Diego's Fair Housing webpage. • Distributed 4,307 multilingual brochures to various audiences and displayed brochures in public libraries and the Economic Development Department. • Distributed three new editions of the "Practice Fair Housing" citywide newsletter. • Provided one training to nonprofit agencies and CDBG program staff; 81 people attended. • Provided twenty-seven (27) educational workshops and trainings to Citizens of San Diego including one (1) specific training for Landlords; 950 people attend. • SDRAFFH in partnership with the San Diego Housing Federation hosted the Annual Fair Housing Conference: Fair Housing: Moving Toward An Inclusive Economy. The day long conference keynote speaker was Manuel Pastor, Professor, Sociology and American Studies and Ethnicity Director, USC Program for Environmental Regional Equity; 162 people attended.
2	<p>Hispanics and Blacks continue to be under-represented in the homebuyer market and experienced large disparities in loan approval rates.</p>	<p>Increase availability of media regarding fair housing issues, rights and services</p>	<p>Coordinate with the Reinvestment Task Force to receive annual reporting from the Task Force on progress in outreach and education.</p>	<p>Service providers and all entitlement and participating jurisdictions.</p>	<p>Included in the City of San Diego's current Fair Housing Services contracts.</p>	<ul style="list-style-type: none"> • Provided twenty-six (26) educational workshops for home seekers, homebuyers, and residents on Fair Housing rights; 865 people attended.

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 – FY2019/2020

	IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATEGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS
3	Due to the geographic disparity in terms of rents, concentrations of Housing Choice Voucher use has occurred.		Expand the affordable housing inventory, as funding allows. Promote the Housing Choice Voucher program to rental property owners, in collaboration with the various housing authorities in the region. Increase education of Housing Choice Voucher recipients as to choice and availability, in collaboration with the various housing authorities in the region. Work collaboratively with local housing authorities and affordable housing providers to ensure affirmative fair marking plans and deconcentration policies are implemented.	Service providers and all entitlement and participating jurisdictions.		<ul style="list-style-type: none"> • The City of San Diego's Housing Commission expanded its Move To Work Choice Communities Initiative, an upward mobility program to provide more flexibility for families to choose to live in neighborhoods that offer more opportunities for transportation, schools and employment. The updated payment standards, that are used to determine the amount of rental assistance each family receives, are increased for communities with higher rental costs and offer higher opportunity access. Security deposit loans were expanded and a Mobility Counseling Program was implemented. • The City of San Diego amended the Municipal Code to include Housing Choice Vouchers rental assistance as a protected source of income. The ordinance prohibits property owners from discriminating based on a tenant's source of income, which includes rental assistance or financial aid from any federal, state, local, or nonprofit administered benefit or subsidy program. • The San Diego Housing Commission received approval from HUD to implement a Landlord Partnership Program (LPP) in FY20. The program focuses on expanding rental opportunities for housing choice vouchers participants by providing financial and supporting incentives to property owners who rent to Housing Choice Voucher Program participants.

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 – FY2019/2020

	IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATEGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS
4	Housing choices for special needs groups, especially persons with disabilities, are limited.		<ul style="list-style-type: none"> • Increase housing options for special needs populations, including persons with disabilities, senior households, families with children, farmworkers, the homeless, etc. • Encourage universal design principles in new housing developments. • Educate city/county building, planning, and housing staff on accessibility requirements. • Encourage inter-departmental collaboration 	Service providers and all entitlement and participating jurisdictions.		<ul style="list-style-type: none"> • The City of San Diego amended the Municipal Code Source of Income Ordinance to include Section 8 Housing Vouchers and other third party rental assistance programs as a protected source of income. • In November 2018, the San Diego Housing Commission was awarded 83 new Mainstream Housing Choice Vouchers for nonelderly individuals with a disability experiencing homelessness. • San Diego Housing Commission has instituted a new multi-family housing development Section 504 requirement for its multi-family housing development program. Developers are required to ensure 5% of the units developed comply with mobility impaired regulations and 2% for sensory impaired individuals.
5	Enforcement activities are limited.	<ul style="list-style-type: none"> • Conduct 25 random, paired fair housing test and complaint based tests to identify trends. • Accept, Investigate and follow up on all complaints received. 	<ul style="list-style-type: none"> • Provide press releases to local medias on outcomes of fair housing complaints and litigation. • Support stronger and more persistent enforcement activity by fair housing service providers. • Conduct random testing on a regular basis to identify issues, trends, and problem properties. Expand testing to investigate emerging trends of suspected discriminatory practices. 	Service providers and all entitlement and participating jurisdictions	Included in the City of San Diego's current Fair Housing Services contracts.	<ul style="list-style-type: none"> • Received and screened 2,905 calls through the Fair Housing Hotline, resulting in 225 fair housing investigations implemented, of which 133 were resolved. The other 92 are still being investigated. • Completed 82 (CDBG/FHIP) housing audit tests targeting selected housing providers doing business within the City of San Diego.

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 - FY2019/2020

IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATEGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS	
SAN DIEGO JURISDICTIONAL - IMPEDIMENTS IDENTIFIED WITHIN THE CITY OF SAN DIEGO						
1	Various land use policies, zoning provisions, and development regulations may affect the range of housing choice available.	Amend Zoning Ordinance, as necessary	<ul style="list-style-type: none"> • Amend zoning ordinances to reflect recent changes to Density Bonus Law • Ensure definition of Family in not considered discriminatory • Large Residential Care Facilities (for Seven or More Persons) • Adequate provisions for Emergency Shelters in their zoning ordinances • Zoning ordinances that support transitional and supportive housing consistent with the requirements of SB2 • Zoning ordinances provisions for farm worker or employee housing 	City staff	General Funds	

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 – FY2019/2020

IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATEGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS	
NEW REGIONAL IMPEDIMENTS						
1	<p>Today, people obtain information through many media forms, not limited to traditional newspaper noticing or other print forms.</p>	<ul style="list-style-type: none"> • Continue and improve upon the Citywide public information, education and outreach program relating to fair housing. • Develop and contribute content to be added to the City's webpage. 	<p>Education and outreach activities need to be expanded to have a multi-media coverage, including social media, such as Facebook, Twitter, and Instagram, as well as other meeting/discussion forums, such as chat rooms and webinars</p>	<p>While this impediment applies to all jurisdictions, the cities of Chula Vista, Coronado, Del Mar, Imperial Beach, Lemon Grove, San Diego, Solana Beach, National City, La Mesa, and Escondido should provide additional links and detailed information about Fair Housing on their websites.</p>	<p>Included in the City of San Diego's current Fair Housing Services contracts.</p>	<ul style="list-style-type: none"> • City Council declared the month of April 2019 as "Fair Housing Month." The declaration was featured on Twitter and Facebook. • Maintained a quarterly "Practice Fair Housing" newsletter that is posted on the Fair Housing Webpage and distribute throughout the community.

FAIR HOUSING ACTION PLAN TO ADDRESS IMPEDIMENTS TO FAIR HOUSING CHOICE FY 2015/2016 – FY2019/2020

	IMPEDIMENTS TO BE ADDRESSED	GOALS	ACTIVITIES OR STRATGIES TO MEET THE GOALS	RESPONSIBLE ENTITIES ASSIGNED TO MEET GOALS	PROPOSED INVESTMENT	FY 2019 ACCOMPLISHMENTS
2	Patterns of racial and ethnic concentration are present within particular areas of the San Diego region		<ul style="list-style-type: none"> • Diversify and expand the housing stock to accommodate the aired housing needs of different groups • Promote equal access to information for all residents. Update LEP plan to reflect demographic changes in community per Executive Order 13166 of August 11, 2000 • Work collaboratively with local housing authorities and affordable housing providers to ensure affirmative fair marketing plans and deconcentration policies are implemented. 	City staff	General Funds	



Section 3 Summary Report

Economic Opportunities for Low- and Very Low-Income Persons

U.S. Department of Housing and Urban Development

Office of Fair Housing and Equal Opportunity

OMB Approval No. 2529-0043
(exp. 11/30/2018)

Disbursement Agency
City of San Diego / ESD
9601 Ridgehaven Court, Suite 310, San Diego, CA 92123
95-6000776

Reporting Entity
City of San Diego/EDD
1200 Third Avenue, Suite 1400, San Diego, CA 92101

Dollar Amount	\$11,768,667.67
Contact Person	Michelle Munoz
Date Report Submitted	09/25/2019

Reporting Period		Program Area Code	Program Area Name
From	To		
7/1/18	6/30/19	CDB1	Community Devel Block Grants

Part I: Employment and Training

Job Category	Number of New Hires	Number of New Hires that Are Sec. 3 Residents	Aggregate Number of Staff Hours Worked	Total Staff Hours for Section 3 Employees	Number of Section 3 Trainees
HVAC	1	0	0	0	0
Solar installer	1	0	0	0	0
Professional	1	1	0	0	0
Roofer	3	1	0	0	0
Technicians	5	0	0	0	0
Craft Workers (Skilled)	1	1	0	0	0
Laborers (unskilled)	8	6	0	0	0

Total New Hires	20
Section 3 New Hires	9
Percent Section 3 New Hires	45.0%
Total Section 3 Trainees	0
The minimum numerical goal for Section 3 new hires is 30%.	

Part II: Contracts Awarded

Construction Contracts	
Total dollar amount of construction contracts awarded	\$10,089,131.12
Total dollar amount of contracts awarded to Section 3 businesses	\$1,713,564.75
Percentage of the total dollar amount that was awarded to Section 3 businesses	16.98%
Total number of Section 3 businesses receiving construction contracts	10
The minimum numerical goal for Section 3 construction opportunities is 10%.	

Non-Construction Contracts	
Total dollar amount of all non-construction contracts awarded	\$3,130,087.95
Total dollar amount of non-construction contracts awarded to Section 3 businesses	\$0.00
Percentage of the total dollar amount that was awarded to Section 3 businesses	0.0%
Total number of Section 3 businesses receiving non-construction contracts	0
The minimum numerical goal for Section 3 non-construction opportunities is 3%.	

Part III: Summary

<p>Indicate the efforts made to direct the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs, to the greatest extent feasible, toward low- and very low-income persons, particularly those who are recipients of government assistance for housing.</p>	
Yes	<p>Attempted to recruit low-income residents through: local advertising media, signs prominently displayed at the project site, contacts with community organizations and public or private agencies operating within the metropolitan area (or nonmetropolitan county) in which the Section 3 covered program or project is located, or similar methods.</p>
Yes	<p>Participated in a HUD program or other program which promotes the training or employment of Section 3 residents.</p>
Yes	<p>Participated in a HUD program or other program which promotes the award of contracts to business concerns which meet the definition of Section 3 business concerns.</p>
No	<p>Coordinated with Youthbuild Programs administered in the metropolitan area in which the Section 3 covered project is located.</p>
No	<p>Other; describe below.</p>
<p>Section 3 clauses were included in all CDBG Agreements executed with Subrecipients, including non-construction projects (ie., Public Services). Subrecipients were required to identify their project as covered by Section 3 in the bid advertisements for CDBG-funded construction projects. Subrecipients were also required to include the Section 3 clauses in its entirety within their bid documents and all executed agreements resulting from construction contracts awarded by Subrecipients to General Contractors, including all executed agreements between the General Contractors and Subcontractors. Section 3 requirements were discussed during all Pre-Construction Meetings conducted. General Contractors reported efforts to request for apprentices through unions and training agencies.</p> <p>The San Diego Housing Commission, during the reporting period utilized its registry of certified Section 3 Residents and certified Section 3 Businesses to disseminate employment and contracting opportunities; monitored applicable contracts and projects to ensure compliance; and attended local business and workforce development outreach events.</p>	



Section 3 Summary Report

Economic Opportunities for Low- and Very Low-Income Persons

U.S. Department of Housing and Urban Development

Office of Fair Housing and Equal Opportunity

OMB Approval No. 2529-0043
(exp. 11/30/2018)

Disbursement Agency
City of San Diego / ESD
9601 Ridgehaven Court, Suite 310, San Diego, CA 92123
95-6000776

Reporting Entity
City of San Diego/EDD
1200 Third Avenue, Suite 1400, San Diego, CA 92101

Dollar Amount	\$7,579,292.27
Contact Person	Michelle Munoz
Date Report Submitted	09/19/2019

Reporting Period		Program Area Code	Program Area Name
From	To		
7/1/18	6/30/19	HOME	HOME Program

Part I: Employment and Training

Job Category	Number of New Hires	Number of New Hires that Are Sec. 3 Residents	Aggregate Number of Staff Hours Worked	Total Staff Hours for Section 3 Employees	Number of Section 3 Trainees
Craft Workers (Skilled)	161	98	0	0	0
Laborers (unskilled)	68	59	0	0	0
Plumbing	3	1	0	0	0
Drywaller	17	17	0	0	0

Total New Hires	249
Section 3 New Hires	175
Percent Section 3 New Hires	70.28%
Total Section 3 Trainees	0
The minimum numerical goal for Section 3 new hires is 30%.	

Part II: Contracts Awarded

Construction Contracts	
Total dollar amount of construction contracts awarded	\$57,091,297.00
Total dollar amount of contracts awarded to Section 3 businesses	\$13,473,840.00
Percentage of the total dollar amount that was awarded to Section 3 businesses	23.6%
Total number of Section 3 businesses receiving construction contracts	20
The minimum numerical goal for Section 3 construction opportunities is 10%.	

Non-Construction Contracts	
Total dollar amount of all non-construction contracts awarded	\$0.00
Total dollar amount of non-construction contracts awarded to Section 3 businesses	\$0.00
Percentage of the total dollar amount that was awarded to Section 3 businesses	N/A
Total number of Section 3 businesses receiving non-construction contracts	0
The minimum numerical goal for Section 3 non-construction opportunities is 3%.	

Part III: Summary

Indicate the efforts made to direct the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs, to the greatest extent feasible, toward low- and very low-income persons, particularly those who are recipients of government assistance for housing.

Yes	Attempted to recruit low-income residents through: local advertising media, signs prominently displayed at the project site, contacts with community organizations and public or private agencies operating within the metropolitan area (or nonmetropolitan county) in which the Section 3 covered program or project is located, or similar methods.
Yes	Participated in a HUD program or other program which promotes the training or employment of Section 3 residents.
Yes	Participated in a HUD program or other program which promotes the award of contracts to business concerns which meet the definition of Section 3 business concerns.
No	Coordinated with Youthbuild Programs administered in the metropolitan area in which the Section 3 covered project is located.
No	Other; describe below.

During the reporting period, the San Diego Housing Commission utilized its registry of certified Section 3 Residents and certified Section 3 Business Concerns to disseminate employment and contracting opportunities; monitored applicable contracts and projects to ensure compliance; and attended local business and workforce development outreach events.



Section 3 Summary Report

Economic Opportunities for Low- and Very Low-Income Persons

U.S. Department of Housing and Urban Development

Office of Fair Housing and Equal Opportunity

OMB Approval No. 2529-0043
(exp. 11/30/2018)

Disbursement Agency
City of San Diego / ESD
9601 Ridgehaven Court, Suite 310, San Diego, CA 92123
95-6000776

Reporting Entity
City of San Diego/EDD
1200 Third Avenue, Suite 1400, San Diego, CA 92101

Dollar Amount:	\$3,230,058.33
Contact Person:	Michelle Munoz
Date Report Submitted:	09/19/2019

Reporting Period		Program Area Code	Program Area Name
From	To		
7/1/18	6/30/19	HPWA	Hsg Opport for Persons with AIDS

The expenditure of these funds did not result in any covered contracts or new hires during the 12-month period selected.



Section 3 Summary Report

Economic Opportunities for Low- and Very Low-Income Persons

U.S. Department of Housing and Urban Development

Office of Fair Housing and Equal Opportunity

OMB Approval No. 2529-0043
(exp. 11/30/2018)

Disbursement Agency
City of San Diego / ESD
9601 Ridgehaven Court, Suite 310, San Diego, CA 92123
95-6000776

Reporting Entity
City of San Diego/EDD
1200 Third Avenue, Suite 1400, San Diego, CA 92101

Dollar Amount:	\$834,703.27
Contact Person:	Michelle Munoz
Date Report Submitted:	09/19/2019

Reporting Period		Program Area Code	Program Area Name
From	To		
7/1/18	6/30/19	EMRG	Emergency Shelter Grants

The expenditure of these funds did not result in any covered contracts or new hires during the 12-month period selected.