

Fair Housing Issue: Segregation/Integration

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
A. Community Opposition	Priority 1	This is an area that the City of Boston and community partners can influence.
B. Displacement of residents due to economic pressures	Priority 1	This is an area that the City of Boston and community partners can influence and a priority for the City.
C. Lack of community revitalization strategies	Priority 2	There are some factors within the control of the City.
D. Lack of private investments in specific neighborhoods	Priority 3	Significant factors beyond the direct control of the City or the Housing Authority
E. Lack of public investments in specific neighborhoods, including services or amenities	Priority 2	There are some factors within the control of the City.
F. Lack of regional cooperation	Priority 3	Significant factors beyond the direct control of the City or the Housing Authority
G. Land use and zoning laws	Priority 3	Significant factors beyond the direct control of the City or the Housing Authority

H. Lending Discrimination	Priority 2	There are some factors within the control of the City.
I. Location and type of affordable housing	Priority 2	There are some factors within the control of the City.
J. Occupancy codes and restrictions	Priority 3	Significant factors beyond the direct control of the City or the Housing Authority
K. Private discrimination	Priority 1	This is an area that the City of Boston and community partners can influence

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	1. Reduce housing segregation and discrimination by aggressively conducting fair housing education, investigations, and enforcement activities, in coordination and with Boston fair housing organizations.
Contributing Factor(s) Addressed	H. Lending Discrimination I. Location and type of affordable housing K. Private discrimination
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The BFHC will increase it's capacity by adding an additional investigator to it's staff using existing HUD investigation reimbursements made available through BFHC's increase in closed cases. Given the local Fair Housing agencies are small with limited capacity, collaboration between agencies and supporting the initiatives of each agency is vital to maintaining education, outreach,

	and investigative efforts. Joint targeted education and outreach would target protected classes being targeted nationally and raise awareness of fair housing rights.
Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. In 2017, the BFHC expects to increase its capacity by hiring an additional full time investigator. (Oct 2017-Dec 2017) 2. The BFHC will continue to grow its outreach and engagement capacity by adding a new annual community event that partners with City and non profit housing agencies focusing on housing discrimination education and highlighting City affordable housing opportunities. (Oct 2017-April 2018) 3. Continue to spotlight landlords who provide fair and affordable housing through the fair housing landlord award annual fair housing month event. (April 2018) 4. Post all charges to the BFHC website and provide findings for all cases in a BFHC annual report (April 2018) 5. Continue to reach out to first time home buyers and educate them on lending and housing discrimination. (on going)
Responsible participant	City of Boston, BFHC, DND or Boston Housing Authority (choose one)
Goal #2	Ensure that internal policies and practices advance access and mobility for groups with significant challenges in accessing safe and affordable housing including people with disabilities, people with limited English proficiency, and people with criminal records
Contributing Factor(s) Addressed	<p>B. Displacement of residents due to economic pressures</p> <p>H. Lending Discrimination</p> <p>K. Private discrimination</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	In collaboration with City programs who fund or provide land for the development of affordable/income restricted housing, the city can develop policies and practices that increases access to housing opportunities for vulnerable groups who may be more likely to experience housing discrimination.

Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. Renew BFHC's membership in the Government Alliance on Race and Equity and continue to consult civil rights agencies nationally on best practices (2018) 2. Continue to enforce the Boston Fair Chance Tenant Selection policy through the BFHC Affirmative Marketing Program and develop new technical assistance tools for management companies and landlords. (on going) 3. Continue to collaborate with other City Departments on the development of a universal housing application for affordable/income restricted and market rate units in the City of Boston. (on going)
Responsible participant	City of Boston, BFHC, DND, BPDA
Goal #3	Increase the percentage of City funded Affordable units available to persons with disabilities¹
Contributing Factor(s) Addressed	<p>B. Displacement of residents due to economic pressures</p> <p>I. Location and type of affordable housing</p> <p>K. Private discrimination</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	There is a shortage of fully accessible units affordable units in the City of Boston. Units that are developed with sensory accessibility are not always accessible to those with physical accessibility needs.
Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. The new set aside policy will increase the number of affordable units designed and marketed to disabled households from 5-10% in newly constructed elevator buildings. (2018) ² 2. The BFHC Affirmative Marketing program will has oversight of the lottery process as needed for these units. (on going)
Responsible participant	City of Boston, BFHC, DND, BPDA, CPD

¹ City of Boston, Disability Housing Task Force 2016 Goals and Actions. *City of Boston*. July 2017

² Idem.

Goal #4	Stabilize neighborhoods vulnerable to gentrification by preserving existing ownership and affordable rental housing and developing new affordable housing
Contributing Factor(s) Addressed	B. Displacement of residents due to economic pressures D. Lack of private investments in specific neighborhoods H. Lending Discrimination K. Private discrimination
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Maintaining affordability in rental and homeownership while addressing community gentrification concerns needs collaborative solutions that come from the affected communities and uses the City's data and analytical resources.
Metrics and milestones for determining what fair housing results will be achieved	1. Continue to work with City departments on implementing the Diversity Preservation Pilot policy and developing other appropriate policy solutions. (on going) 2. Continue to provide gentrification risk index information to City and community agencies and work on neighborhood specific solutions. (on going).
Responsible participant	BFHC, DND, BPDA
Goal #5	Encourage age-friendly development, alternative housing options and communities.³
Contributing Factor(s) Addressed	B. Displacement of residents due to economic pressures D. Lack of private investments in specific neighborhoods E. Lack of public investments in specific neighborhoods, including services or amenities K. Private discrimination

³ City of Boston, Age Friendly Boston Plan 2017 *City of Boston*. June 2017

Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	City Department can consolidate departmental plans, resources, and outreach and education efforts to enhance housing stabilization, advocacy, and enforcement to ensure seniors are housed in ways that allow them to be safe, age in place, be healthy, and are fair.
Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. Encourage universal design principles and features to allow for aging in place, paying particular attention to the layout of kitchens and bathrooms.⁴ (on going) 2. Encourage the development of common areas and shared spaces to reduce social isolation.⁵(on going) 3. Require developers who are seeking funding from the City for senior housing to either have services embedded in the housing or to have a plan for connecting people to services.⁶ (on going) 4. Explore creation of a “Homeshare” network, matching older homeowners with rooms to rent with others who need to rent a room, such as graduate students or other older adults.⁷ (on going)
Responsible participant	City of Boston, CAE, DND,
Goal #6	Expand efforts in creating equitable healthy housing that recognizes the direct connections between healthy housing and quality of life.
Contributing Factor(s) Addressed	<ol style="list-style-type: none"> B. Displacement of residents due to economic pressures C. Lack of community revitalization strategies D. Lack of private investments in specific neighborhoods E. Lack of public investments in specific neighborhoods, including services or amenities F. Lack of regional cooperation

⁴ Idem.⁵ Idem.⁶ Idem⁷ Idem

Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	There is a correlation between a lack of healthy housing. Affordability, and fair housing issues. Discrimination impacts the health of an individual and their family. Those who experience housing discrimination are more likely to live in unstable and unsafe housing. There are collaboration opportunities to address fair and healthy housing within the Boston market through public and private partnerships.
Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. Reduce the number of children exposed to lead paint and the number of families victimized by housing discrimination related to lead paint. (on going) 2. Increase the number of lead safe units and renovations through public education about lead and lead-related resources. (on going) 3. Increase education of homeowners, renters, contractors, and landlords to reduce child lead poisoning as well as prevent housing discrimination based on the presence of lead paint. (on going) 4. Continue to advocate for H.162 - An Act Relative to Promoting Fair Housing Practices https://malegislature.gov/Bills/190/H139 Currently, formalized training in fair housing laws is optional for real estate agent/broker pre-licensing in Massachusetts. H.162 would mandate this training so that real estate professionals who rent, sell or buy property fully understand and are in compliance with these laws. (on going) 5. Continue to advocate for H.162 - An Act Relative to Promoting Fair Housing Practices https://malegislature.gov/Bills/190/H139 Currently, formalized training in fair housing laws is optional for real estate agent/broker pre-licensing in Massachusetts. H.162 would mandate this training so that real estate professionals who rent, sell or buy property fully understand and are in compliance with these laws. (on going) 6. Continue the Healthy Start in Housing collaboration between The BPHC and the BHA. The <u>Healthy Start in Housing (HSiH) Program</u> is providing stable housing and case management for pregnant women and their families who are at high risk of homelessness. (on going)
Responsible participant	City of Boston, DND, BFHC, BPHC, Boston Housing Authority

Goal #7	Acknowledge the damage that systemic racism continues to inflict on our communities and develop deliberate institutional approaches to achieve and sustain racial equity in Boston policies, practices, and culture.⁸
Contributing Factor(s) Addressed	<p>B. Displacement of residents due to economic pressures</p> <p>C. Lack of community revitalization strategies</p> <p>D. Lack of private investments in specific neighborhoods</p> <p>E. Lack of public investments in specific neighborhoods, including services or amenities</p> <p>H. Lending Discrimination</p> <p>K. Private discrimination</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Racial, ethnic, LEP, and other protected class segregation occurs in when you look at access to transportation, school choice, access to public parks, and high quality food.
Metrics and milestones for determining what fair housing results will be achieved	<p>1. Facilitate an open, ongoing dialogue for healing, learning, and action to address racism and strengthen social cohesion in communities.⁹ (2018)</p> <p>2. Achieve internal City progress towards racial equity priorities as measured in annual surveys and reporting.¹⁰ (2019)</p> <p>3. Establish a baseline of experienced instances of racism described by Bostonians in citywide survey conducted by Boston University and measure progress.¹¹ (2019)</p>

⁸ City of Boston, Resilient Boston: An Equitable and Connected City. *City of Boston*. July 2017. https://www.boston.gov/sites/default/files/document-file-07-2017/resilient_boston_digital.pdf

⁹ Idem.

¹⁰ Idem.

¹¹ Idem.

Responsible participant	City of Boston, MORRE
Goal #8	Enhance decision-making capacity in City government by bringing together our residents' and our government representatives' knowledge and skills to better develop policies, practices, and processes.
Contributing Factor(s) Addressed	<ul style="list-style-type: none"> A. Community Opposition B. Displacement of residents due to economic pressures C. Lack of community revitalization strategies D. Lack of private investments in specific neighborhoods E. Lack of public investments in specific neighborhoods, including services or amenities F. Lack of regional cooperation G. Land use and zoning laws H. Lending Discrimination I. Location and type of affordable housing J. Occupancy codes and restrictions K. Private discrimination
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Resilience and Racial equity goals are a priority for the City of Boston. Achieving these goals contributes to increasing access housing related opportunities.
Metrics and milestones for determining what fair housing results will be achieved	<ul style="list-style-type: none"> 1. Increase racial diversity of City employees across departments to better align with the racial diversity of city residents¹² (on going) 2. Increase the racial diversity of City employees across job types and salary ranges¹³ (on going)

¹² Idem.¹³ Idem.

Responsible participant	City of Boston, MORRE
Goal #9	Ensure safe, affordable, stable, and accessible housing for all Bostonians.
Contributing Factor(s) Addressed	<p>A. Community Opposition</p> <p>B. Displacement of residents due to economic pressures</p> <p>C. Lack of community revitalization strategies</p> <p>H. Lending Discrimination</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Workforce and Economic Development opportunities are key to ensuring affordable and accessible housing opportunities for Boston residents.
Metrics and milestones for determining what fair housing results will be achieved	<p>1. Increase the homeownership rate among Boston residents of color, disabled and low income. (on going).</p> <p>2. Increase the number of high-growth or emerging sector jobs available to/occupied by people of color Increase wages in low-wage occupations; increase the number of city residents who work in high-wage occupations Expand the number of residents accessing services provided by the Office of Financial Empowerment.</p>
Responsible participant	The City of Boston, DND, OWD

Fair Housing Issue: Racially or Ethnically Concentrated Areas of Poverty

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
Community Opposition	3	City and BHA have some limited ability to influence community opposition by conducting community engagement and education
Location and type of affordable housing	2	City has some ability to influence the location and type of affordable housing by providing city-owned land and/or funding.
Private discrimination	3	City has some ability to influence private discrimination through enforcement against fair housing violations and education.

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	Conduct an education campaign to counter NIMBYism and mobilize supporters (YesInMyBackYard, CPA supporters, Church groups, etc.)
Contributing Factor(s) Addressed	Community opposition
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Directly address the issues and concerns of affordable housing opponents, build trust through engagement
Metrics and milestones for determining what fair housing results will be achieved	More supporters show up at zoning hearings, etc.
Responsible Participant	City of Boston (DND, BFHC)

Goal #2	Adopt policies to encourage more mixed-income development city-wide, increase affordable rental housing development in areas of opportunity in Boston, increase affordable homeownership development.
Contributing Factor(s) Addressed	Location and Type of Affordable Housing
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Directly address the issues and concerns of affordable housing opponents, build trust through engagement

Metrics and milestones for determining what fair housing results will be achieved	Increase in the number of new affordable homeownership opportunities, increase in the number of affordable rental and homeownership opportunities in West Roxbury, Roslindale and other neighborhoods of opportunity.
Responsible Participant	City of Boston (DND, BPDA)

Goal #3	Improve willingness of landlords to take voucher holders by providing a guarantee for damages
Contributing Factor(s) Addressed	Private Discrimination
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Landlords often refuse to take voucher holders due to concerns about possible property damage or getting stuck with unpaid rent, legal costs, etc.
Metrics and milestones for determining what fair housing results will be achieved	City will launch a pilot program to provide landlords with a guarantee to cover costs of up to \$10,000 due to problems caused by tenants placed by the Office of Housing Stability. More program details: https://www.boston.gov/landlord-guarantee-pilot-program
Responsible Participant	City of Boston, Office of Housing Stability

Fair Housing Issue: Disparities in Access to Opportunities

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
The availability, type, frequency, and reliability of public transportation	3	This is primarily the responsibility and control of the MBTA
Location of environmental health hazards	2	The City of Boston has programs and resources from HUD for the specific purpose of helping property owners with lead paint abatement and housing rehabilitation needs to address the housing conditions that trigger asthma.
Location of proficient schools and school assignment policies	1	The City has an appointed School Committee and has significant control over the Boston Public Schools

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	The Boston Public Schools will reduce barriers to educational opportunity by improving the performance of low-performing schools and providing improved access to high performing schools for all students through implementation of its revised assignment policies.
Contributing Factor(s) Addressed	Location of proficient schools and school assignment policies
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The goal will provide students with limited K-8 options with better more quality schools in their own neighborhood or access to higher-performing schools in adjacent neighborhoods.
Metrics and milestones for determining what fair housing results will be achieved	<p>These are outlined in detail in the Boston Public School's Strategic Plan https://www.bostonpublicschools.org/cms/lib/MA01906464/Centricity/Domain/2119/167715_Walk%20In_BPS%20Report.pdf</p> <p>and the BPS's BuildBPS 10 year facilities plan. http://buildbps.org/data/misc/BuildBPS_10-Year-Educational-Facilities-Master-Plan.pdf</p>
Responsible Participant	City of Boston (acting through the Boston Public Schools)

Goal #2	Target Lead Abatement resources to neighborhoods with the highest rates of Elevated Blood Lead per thousand.
Contributing Factor(s) Addressed	Location of environmental health hazards
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Abating or otherwise controlling lead paint in neighborhoods with high rates of EBL should reduce the concentration of such cases in these predominantly Black and Hispanic neighborhoods. Also increases access to housing for families with children.
Metrics and milestones for determining what fair housing results will be achieved	We plan to abate lead hazards in 132 additional units by November of 2018. Abatement of additional units beyond 2018 is contingent on our receiving additional Lead Hazard Control grant funding from HUD.
Responsible Participant	City of Boston/Boston Home Center

Goal #3	Expand outreach to and increase the number of homeowner rehab loans in neighborhoods with higher rates of asthma ER visits and hospitalizations.
Contributing Factor(s) Addressed	Location of environmental health hazards
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Our homeowner rehab programs include addressing code-related issues such as moisture intrusion that contributes to mold and providing education on healthy housing approaches. Targeting program outreach to impacted neighborhoods should reduce the number of housing units with asthma triggers in these neighborhood locations. These neighborhoods tend to be predominantly Black and/or Hispanic.
Metrics and milestones for determining what fair housing results will be achieved	We plan to approximately 350 units per year assuming current funding levels. Also, the Boston Home Center is collaborating with the Boston Public Health Commission's Office of Environmental Health on a current HUD grant and they will perform 70 healthy home assessments during the grant period.
Responsible Participant	City of Boston/Boston Home Center

Goal #3	Expand outreach to and increase the number of homeowner rehab loans in neighborhoods with higher rates of asthma ER visits and hospitalizations.
Contributing Factor(s) Addressed	Location of environmental health hazards
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Our homeowner rehab programs include addressing code-related issues such as moisture intrusion that contributes to mold and providing education on healthy housing approaches. Targeting program outreach to impacted neighborhoods should reduce the number of housing units with asthma triggers in these neighborhood locations. These neighborhoods tend to be predominantly Black and/or Hispanic.
Metrics and milestones for determining what fair housing results will be achieved	We plan to approximately 350 units per year assuming current funding levels. Also, the Boston Home Center is collaborating with the Boston Public Health Commission's Office of Environmental Health on a current HUD grant and they will perform 70 healthy home assessments during the grant period.
Responsible Participant	City of Boston/Boston Home Center

Fair Housing Issue: Disproportionate Housing Needs

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
The availability of affordable units in a range of sizes	2	The City has some ability to influence levels of affordability and unit sizes in City-funded new housing construction, little influence on unit sizes and affordability levels on expiring use and other housing preservation projects
Displacement of Residents due to economic pressures	2.5	The City has some ability to mitigate displacement due to economic pressures but our leverage over the market is limited.
Lending Discrimination	3	Through its downpayment and closing cost assistance programs and homebuyer counseling programs the city can bridge the gap to enable some buyers to obtain mortgage financing who would otherwise not qualify.

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	As part of the development of the next Consolidated Plan we will survey public housing and Section 8 rental assistance waiting lists and housing lotteries to compare the household sizes/composition of the lottery applicants with the number of bedrooms available to get a more accurate estimate of the number of units needed by bedroom size.
Contributing Factor(s) Addressed	The availability of affordable units in a range of sizes
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	We do not currently have sufficient data to accurately determine to what extent there is a shortage in the number of affordable 3+ bedroom units needed and to what extent this limits housing opportunities for families (households) with children in Boston..
Metrics and milestones for determining what fair housing results will be achieved	Research will be completed by March 15, Con Plan will be submitted to HUD May 15th, strategy to address any unmet need will be included implemented July 1, 2018.
Responsible Participant	City of Boston

Goal #2	Develop and obtain HUD CPD and FHEO approval to implement a preference policy in affordable housing units for rent burdened households, especially those determined to be at risk of displacement in gentrifying areas
Contributing Factor(s) Addressed	Displacement of Residents due to economic pressures
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The policy will preserve racial/ethnic and economic diversity and maintain unique cultural and linguistic communities by enabling rent burdened lower-income residents to obtain affordable housing to remain in their communities..

Metrics and milestones for determining what fair housing results will be achieved	We will submit the draft policy to HUD by October 4th, seeking approval in 60 days. If approved, it will be implemented beginning July 1, 2018. Metric will be the number of people who obtain affordable housing in their neighborhood.
Responsible Participant	City of Boston

Goal #3	Reduce the disparity in homeownership rates between Whites and Non-Whites
Contributing Factor(s) Addressed	Lending Discrimination
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	City will work through its participating lenders and provide downpayment and closing assistance to help homebuyers qualify who would otherwise not be able to get a mortgage.
Metrics and milestones for determining what fair housing results will be achieved	Help 5000 middle-class homebuyers purchase their first home by 2030.
Responsible Participant	City of Boston or Boston Housing Authority (choose one)

Fair Housing Issue: Publicly Supported Housing

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
Impediments to Mobility	1	Given the historical patterns of residential segregation and the siting of public housing arising from these patterns the mere fact that a family resides in publicly supported housing is an impediment to mobility. The principal determinant of a resident's occupancy in a public housing development is low income. Access to higher levels of income are hampered by the lack of access to well-paying jobs, lack of access to educational opportunity and lack of access to alternative housing where such opportunities may be available.
Lack of public investment	2	The persistent patterns of residential segregation which is reflected in the composition and location of publicly supported housing limits the opportunities of residents of publicly supported housing. There has been inadequate support for the formation of businesses to serve as sources of employment and community, educational and training facilities to improve job skills, which if present would have contributed to increased educational and employment opportunity for residents of publicly support housing.
Lack of Private Investment	2	The historical patterns of residential segregation and discrimination which lead to minority neighborhoods with comparatively low incomes and limited resources is the result of deliberate intent or purposeful neglect and excludes neighborhoods near or surrounding publicly supported housing from the benefits of new or improved business establishments

		or facilities.
Admissions and Occupancy Policies and Procedures	3	The demographics of BHA publicly supported housing are substantially determined by the income of its applicants and composition of its wait lists. The mix of protected classes is influenced by the various priorities and preferences based on the urgency of need for housing but is tempered by individual choice. The final determinant of site selection is an applicant's indicated choice of location. While this may contribute to the varied demographic in BHA developments and buildings it is essential to ensure equal access to available housing resources. Choice is a critical element to providing equal access to housing.

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	Development and implement robust mobility programs to educate and assist families in identifying and relocating to housing in areas with increased opportunity.
Contributing Factor(s) Addressed	Impediments to Mobility
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Tenants often are unable on their own to locate Section 8 eligible housing units in opportunity areas
Metrics and milestones for determining what fair housing results will be achieved	Increase the number of voucher holders able to obtain housing in non-R/ECAP areas by 5% each year.
Responsible Participant	Boston Housing Authority (choose one)

Goal #2	Continue the redevelopment and preservation of existing public housing through the use of mixed finance development schemes to attract private investment in public housing sites
Contributing Factor(s) Addressed	Lack of private investment; Lack of public investment
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The use of mixed finance development schemes has the benefit of bringing resources to public housing sites and the surrounding community

Metrics and milestones for determining what fair housing results will be achieved	Redevelop 3 public housing developments as mixed-income properties so that the census tracts in which they are located are no longer R/ECAPS. No existing public housing tenants are to be involuntarily permanently displaced.
Responsible Participant	Boston Housing Authority

Goal #3	Establish a working group to explore revisions to admissions and continued occupancy policies
Contributing Factor(s) Addressed	Admissions and occupancy policies and procedures
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The racial and ethnic composition of public housing sites and programs (such as HCV) is determined by the composition of public housing wait and admission priorities and preferences
Metrics and milestones for determining what fair housing results will be achieved	Working group is to be set up within 3 months and develop first recommendations within 6 months, in time for inclusion in the next PHA Plan.
Responsible Participant	Boston Housing Authority

Fair Housing Issue: Disability and Access

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
Access to publicly supported housing for persons with disabilities	1	There is a significant shortage of accessible housing units affordable to very low-income households with disabilities.
Access to Transportation for persons with disabilities	3	Significant issues were identified but this is not in the direct control of the BHA or the City of Boston.
Lack of assistance for housing accessibility modifications	2	Some owner-owner-occupants of 1-4 family properties may not qualify for or be able to afford funding needed to make accessibility repairs for themselves or disabled tenants under Massachusetts' Home Modification Loan Program.

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal #1	Increase the supply of affordable units available to persons with disabilities
Contributing Factor(s) Addressed	Access to publicly supported housing for persons with disabilities
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The City will increase the minimum percentage of units in City funded projects required to be designed for disabled households from 7% (5% for mobility impaired plus 2% for vision or hearing impaired) to 10% (8% for mobility impaired plus 2% for vision or hearing impaired).
Metrics and milestones for determining what fair housing results will be achieved	We are still working on an estimate of the number of additional accessible units this policy change will produce.
Responsible Participant	City of Boston (DND)

Goal #2	Increase the ability of landlords to obtain funding for housing accessibility modifications
Contributing Factor(s) Addressed	Lack of assistance for housing accessibility modifications
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The City will provide gap financing if needed to enable owner-occupant owners of 1-4 family properties to obtain funding needed to make modifications to their own unit and/or to or to one or more rental units in their property to expand the inventory of accessible rental units for persons with disabilities.
Metrics and milestones for determining what fair housing results will be achieved	We expect to launch this enhancement to our homeowner rehab program within the next 6 months.
Responsible Participant	City of Boston (DND)

Fair Housing Issue: Fair Housing Enforcement, Outreach Capacity and Resources

Significant Contributing Factors (Only those selected previously in the Fair Housing Analysis)		
Contributing Factor	Priority Assigned	Justification of Priority Level Assigned
Lack of local private fair housing outreach and enforcement	Priority 1	This is an area that the City of Boston and community partners can influence and a priority for the City.
Lack of resources for fair housing agencies and organizations	Priority 2	This is an area that the City of Boston and community partners can influence and a priority for the City.
Lack of state or local fair housing laws	Priority 3	There are significant factors beyond the direct control of the City or the Housing Authority including, but not limited to jurisdiction.
Unresolved violations of fair housing or civil rights law	Priority 3	There are significant factors beyond the direct control of the City or the Housing Authority including, but not limited to jurisdiction.
Other: Lack of trust of government programs	Priority 2	The BFHC, MORRE, MOIA, BPHC, and many other City of Boston departments have increased their engagement efforts to increase engagement and trust of government programs.
Other: Increased national racism, anti-immigrant sentiment, xenophobia, and other protected classes being targeted by hate.	Priority 2	The City has goal focused on racial equity and initiatives targeted towards immigrant advancement in Boston. The City has created welcoming and bystander messaging and there's more the City can do to ensure other protected classes experiencing hate feel safe.

Priority 1: High Priority - Significant factors that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance and that are within the control or direct influence of either the City or the Housing Authority.

Priority 2: Moderate Priority - Other significant factors that are within the control or direct influence of either the City or the Housing Authority

Priority 3: Lower Priority - Significant factors beyond the direct control of the City or the Housing Authority

Goal	1. Reduce housing segregation and discrimination by aggressively conducting fair housing education, investigations, and enforcement activities, in coordination and with Boston fair housing organizations.
Contributing Factor(s) Addressed	A. Lack of local public fair housing enforcement B. Lack of resources for fair housing agencies and organizations C. Lack of state or local fair housing laws D. Unresolved violations of fair housing or civil rights law E. Lack of trust of government programs F. Increased national racism, anti immigrant sentiment, xenophobia, and other protected classes being targeted by hate.
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	The BFHC will increase its capacity by adding an additional investigator to its staff using existing HUD investigation reimbursements made available through BFHC's increase in closed cases. Given the local Fair Housing agencies are small with limited capacity, collaboration between agencies and supporting the initiatives of each agency is vital to maintaining education, outreach, and investigative efforts. Joint targeted education and outreach would target protected classes being targeted nationally and raise awareness of fair housing rights.
Metrics and milestones for determining what fair housing results will be achieved	1. In 2017, the BFHC expects to increase its capacity by hiring an additional full time investigator. (Oct 2017-Dec 2017) 2. The BFHC will continue to grow its outreach and engagement capacity by adding a new annual community event that partners with City and non profit housing agencies focusing on housing discrimination education and highlighting City affordable housing opportunities. (Oct 2017-April

	<p>2018)</p> <p>3. Continue to spotlight landlords who provide fair and affordable housing through the fair housing landlord award annual fair housing month event. (April 2018)</p> <p>4. Post all charges to the BFHC website and provide findings for all cases in a BFHC annual report (April 2018)</p> <p>5. Continue to reach out to first time home buyers and educate them on lending and housing discrimination. (on going)</p>
Responsible participant	City of Boston, BFHC, DND or Boston Housing Authority (choose one)
Goal	2. Ensure that internal policies and practices advance access and mobility for groups with significant challenges in accessing safe and affordable housing including people with disabilities, people with limited English proficiency, and people with criminal records
Contributing Factor(s) Addressed	<p>A. Lack of local public fair housing enforcement</p> <p>B. Lack of resources for fair housing agencies and organizations</p> <p>C. Lack of state or local fair housing laws</p> <p>D. Unresolved violations of fair housing or civil rights law</p> <p>E. Lack of trust of government programs</p> <p>F. Increased national racism, anti-immigrant sentiment, xenophobia, and other protected classes being targeted by hate.</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	In collaboration with City programs who fund or provide land for the development of affordable/income restricted housing, the city can develop policies and practices that increases access to housing opportunities for vulnerable groups who may be more likely to experience housing discrimination.
Metrics and milestones for determining what fair housing results will be achieved	<p>1. Renew BFHC's membership in the Government Alliance on Race and Equity and continue to consult civil rights agencies nationally on best practices (2018)</p> <p>2. Continue to enforce the Boston Fair Chance Tenant Selection policy through the BFHC Affirmative Marketing Program and develop new technical assistance tools for management companies and landlords. (on going)</p> <p>3. Continue to collaborate with other City Departments on the development of a universal housing</p>

	application for affordable/income restricted and market rate units in the City of Boston. (on going)
Responsible participant	City of Boston, BFHC, DND, BPDA
Goal	Stabilize neighborhoods vulnerable to gentrification by preserving existing ownership and affordable rental housing and developing
Contributing Factor(s) Addressed	B. Lack of resources for fair housing agencies and organizations C. Lack of state or local fair housing laws E. Lack of trust of government programs
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Maintaining affordability in rental and homeownership while addressing community gentrification concerns needs collaborative solutions that come from the affected communities and uses the City's data and analytical resources.
Metrics and milestones for determining what fair housing results will be achieved	1. Continue to work with City departments on implementing the Diversity Preservation Pilot policy and developing other appropriate policy solutions. (on going) 2. Continue to provide gentrification risk index information to City and community agencies and work on neighborhood specific solutions. (on going).
Responsible participant	BFHC, DND, BPDA
Goal	Encourage age-friendly development, alternative housing options and communities. ¹⁴
Contributing Factor(s) Addressed	A. Lack of local private fair housing outreach and enforcement B. Lack of resources for fair housing agencies and organizations
Describe how the goal relates to overcoming the identified	City Department can consolidate departmental plans, resources, and outreach and education efforts to enhance housing stabilization, advocacy, and enforcement to ensure seniors are housed in ways that allow them to be safe, age in place, be healthy, and are fair.

¹⁴ City of Boston, Age Friendly Boston Plan 2017 *City of Boston*. June 2017

contributing factor(s) and related fair housing issue	
Metrics and milestones for determining what fair housing results will be achieved	<ol style="list-style-type: none"> 1. Encourage universal design principles and features to allow for aging in place, paying particular attention to the layout of kitchens and bathrooms.¹⁵ (on going) 2. Encourage the development of common areas and shared spaces to reduce social isolation.¹⁶(on going) 3. Require developers who are seeking funding from the City for senior housing to either have services embedded in the housing or to have a plan for connecting people to services.¹⁷ (on going) 4. Explore creation of a “Homeshare” network, matching older homeowners with rooms to rent with others who need to rent a room, such as graduate students or other older adults.¹⁸ (on going)
Responsible participant	City of Boston, CAE, DND,
Goal	Expand efforts in creating equitable healthy housing that recognizes the direct connections between healthy housing and quality of life.
Contributing Factor(s) Addressed	<ol style="list-style-type: none"> A. Lack of local public fair housing enforcement B. Lack of resources for fair housing agencies and organizations
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	There is a correlation between a lack of healthy housing. Affordability, and fair housing issues. Discrimination impacts the health of an individual and their family. Those who experience housing discrimination are more likely to live in unstable and unsafe housing. There are collaboration opportunities to address fair and healthy housing within the Boston market through public and private partnerships.
Metrics and milestones for determining what fair housing	<ol style="list-style-type: none"> 1. Reduce the number of children exposed to lead paint and the number of families victimized by housing discrimination related to lead paint. (on going)

¹⁵ Idem.¹⁶ Idem.¹⁷ Idem¹⁸ Idem

results will be achieved	<p>2. Increase the number of lead safe units and renovations through public education about lead and lead-related resources. (on going)</p> <p>3. Increase education of homeowners, renters, contractors, and landlords to reduce child lead poisoning as well as prevent housing discrimination based on the presence of lead paint. (on going)</p> <p>4. Continue to advocate for H.162 - An Act Relative to Promoting Fair Housing Practices https://malegislature.gov/Bills/190/H139 Currently, formalized training in fair housing laws is optional for real estate agent/broker pre-licensing in Massachusetts. H.162 would mandate this training so that real estate professionals who rent, sell or buy property fully understand and are in compliance with these laws. (on going)</p> <p>5. Continue to advocate for H.162 - An Act Relative to Promoting Fair Housing Practices https://malegislature.gov/Bills/190/H139 Currently, formalized training in fair housing laws is optional for real estate agent/broker pre-licensing in Massachusetts. H.162 would mandate this training so that real estate professionals who rent, sell or buy property fully understand and are in compliance with these laws. (on going)</p> <p>6. Continue the Healthy Start in Housing collaboration between The BPHC and the BHA. The <u>Healthy Start in Housing (HSiH) Program</u> is providing stable housing and case management for pregnant women and their families who are at high risk of homelessness. (on going)</p>
Responsible participant	City of Boston, DND, BFHC, BPHC, Boston Housing Authority
Goal	Acknowledge the damage that systemic racism continues to inflict on our communities and develop deliberate institutional approaches to achieve and sustain racial equity in Boston policies, practices, and culture. ¹⁹
Contributing Factor(s) Addressed	<p>A. Lack of local public fair housing enforcement</p> <p>B. Lack of resources for fair housing agencies and organizations</p> <p>C. Lack of state or local fair housing laws</p>

¹⁹ City of Boston, Resilient Boston: An Equitable and Connected City. *City of Boston*. July 2017. https://www.boston.gov/sites/default/files/document-file-07-2017/resilient_boston_digital.pdf

	<p>D. Unresolved violations of fair housing or civil rights law</p> <p>E. Lack of trust of government programs</p> <p>F. Increased national racism, anti-immigrant sentiment, xenophobia, and other protected classes being targeted by hate.</p>
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Racial, ethnic, LEP, and other protected class segregation occurs in when you look at access to transportation, school choice, access to public parks, and high quality food.
Metrics and milestones for determining what fair housing results will be achieved	<p>1. Facilitate an open, ongoing dialogue for healing, learning, and action to address racism and strengthen social cohesion in communities.²⁰ (2018)</p> <p>2. Achieve internal City progress towards racial equity priorities as measured in annual surveys and reporting.²¹ (2019)</p> <p>3. Establish a baseline of experienced instances of racism described by Bostonians in citywide survey conducted by Boston University and measure progress. ²² (2019)</p>
Responsible participant	City of Boston, MORRE
Goal	Enhance decision-making capacity in City government by bringing together our residents' and our government representatives' knowledge and skills to better develop policies, practices, and processes.
Contributing Factor(s) Addressed	<p>B. Lack of resources for fair housing agencies and organizations</p> <p>E. Lack of trust of government programs</p>
Describe how the goal relates to overcoming the identified	Resilience and Racial equity goals are a priority for the City of Boston. Achieving these goals contributes to increasing access housing related opportunities.

²⁰ Idem.

²¹ Idem.

²² Idem.

contributing factor(s) and related fair housing issue	
Metrics and milestones for determining what fair housing results will be achieved	1. Increase racial diversity of City employees across departments to better align with the racial diversity of city residents ²³ (on going) 2. Increase the racial diversity of City employees across job types and salary ranges ²⁴ (on going)
Responsible participant	City of Boston, MORRE
Goal	Ensure safe, affordable, stable, and accessible housing for all Bostonians.
Contributing Factor(s) Addressed	B. Lack of resources for fair housing agencies and organizations D. Unresolved violations of fair housing or civil rights law E. Lack of trust of government programs F. Increased national racism, anti-immigrant sentiment, xenophobia, and other protected classes being targeted by hate.
Describe how the goal relates to overcoming the identified contributing factor(s) and related fair housing issue	Workforce and Economic Development opportunities are key to ensuring affordable and accessible housing opportunities for Boston residents.
Metrics and milestones for determining what fair housing results will be achieved	1. Increase the homeownership rate among Boston residents of color, disabled and low income. (on going). 2. Increase the number of high-growth or emerging sector jobs available to/occupied by people of color Increase wages in low-wage occupations; increase the number of city residents who work in high-wage occupations Expand the number of residents accessing services provided by the Office of Financial Empowerment.
Responsible participant	The City of Boston, DND, OWD

²³ Idem.²⁴ Idem.