



AGENDA

CITY OF SEASIDE
COMMUNITY DEVELOPMENT
ADVISORY COMMITTEE

REGULAR MEETING
OLDEMEYER CENTER
986 Hilby Avenue
Wednesday, October 17, 2018
6:30 PM

PLEASE TURN OFF YOUR CELL PHONES UPON ENTERING THE MEETING

COMMUNITY DEVELOPMENT ADVISORY COMMITTEE

1. **ROLL CALL**
2. **PUBLIC COMMENT**
3. **APPROVAL OF MINUTES**

A. Community Needs Workshop, September 19, 2018

4. **OLD BUSINESS**

A. REVIEW INFORMATION GATHERED FROM SEPTEMBER COMMUNITY NEEDS WORKSHOP

PURPOSE & RECOMMENDATION: The purpose of this item is to discuss the information obtained at the September Community Needs workshop and determine baseline information to include moving forward to create the 2010-2025 Consolidated Plan.

5. **NEW BUSINESS**

A. UPDATE ON THE STATUS OF THE 2018-2019 CDBG GRANT AND ASSOCIATED ACTIVITIES

PURPOSE & RECOMMENDATION: The purpose of this item is to update the CDAC on the status of the current year's grant and activities.

B. UPDATE ON THE JOINT ANALYSIS OF IMPEDIMENTS

PURPOSE & RECOMMENDATION: The purpose of this item is to update the CDAC on the five agency Analysis of Impediments.

6. REVIEW LONG RANGE CALENDAR

A. REVIEW LONG RANGE CALENDAR AND MAKE ADJUSTMENTS IF NEEDED

7. REPORTS FROM COMMITTEE MEMBERS

8. REPORTS BY STAFF

9. ADJOURNMENT

Next Regularly Scheduled Meeting:
November 21, 2018
6:30 p.m.

The City of Seaside is committed to providing accessible facilities and accommodating people with disabilities in all of its services programs and activities. If special considerations are needed by any person to fully participate in this meeting, they are asked to contact the City Clerk at 899-6707 no fewer than two business days prior to the meeting to allow reasonable arrangements. The City Council chamber is equipped with a portable microphone and assisted listening devices are available at all meetings.

City Council Meetings that are held in the City Council Chambers are broadcast live to all Seaside residents on Comcast Channel 25 and U-verse Channel 99. Meetings are also available through live streaming at:
<http://cvp.telvue.com/player?id=T01629&video=52314&noplaylists=1&width=400&height=300>
Videos of past meetings are available on demand through the City's website: <http://www.ci.seaside.ca.us>

Agenda-related writings or documents provided during public meetings are available for public inspection during the meeting or from the office of the City Clerk. This agenda is posted in compliance with California Government Code Section 54954.2(a) or Section 54956.

		MEETING MINUTES DRAFT	
CITY OF SEASIDE			CITY HALL 440 HARCOURT AVE.
Community Development Advisory Committee			September 19, 2018
			5:00 P.M.
1.	CALL TO ORDER AT –		
2.	ROLL CALL – ESTABLISHMENT OF QUORUM		
	MEMBERS	Sue Hawthorne, Clementine Bonner Klein, Zeke Rivera, Angela Doerr	
	PRESENT:	Hawthorne, Rivera, Doerr	
	ABSENT:	Bonner Klein	
3.	PUBLIC COMMENT – None		
	APPROVAL OF MINUTES		
4.	N/A		
	OLD BUSINESS		
5.	None		
6.	NEW BUSINESS A. COMMUNITY NEEDS WORKSHOP The CDAC conducted the Community Needs Workshop and discussed several areas including, youth, senior, affordable housing, street and sidewalk repair, employment training, mental health and substance abuse programs.		
7.	REPORTS FROM COMMITTEE MEMBERS N/A		
8.	REPORTS BY STAFF N/A		

9.

ADJOURNMENT 7:32p.m.

On motion by Member Rivera and Seconded by Member Doerr and carried by the following vote the CDAC adjourned the regular meeting at 7:32 p.m.

AYES	3	COMMITTEE MEMBERS	Hawthorne, Rivera
NOES	0	COMMITTEE MEMBERS	None
ABSENT	0	COMMITTEE MEMBERS	Bonner Klein
RECUSED	0	COMMITTEE MEMBERS	None

Community Needs Workshop-September 19, 2018 hosted by CDAC
Update of
Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

**Housing characteristics linked with instability
and increased risk of Homelessness:**

	Most Likely	Very Likely	Likely	Not as big an issue here
Gap between income and cost of housing	3	1		
Tight rental market		1	1	
Shortage of affordable housing	5	1		
High unemployment rate				1
Personal circumstances (including health, mental illness, substance abuse, trauma)	2	1	1	

More likely to be Low Income:

	Most Likely	Very Likely	Likely	Not as big an issue here
Youth	2		4	
Seniors	5			
Homeless	4			
Ex-offenders	3	2		
Adults/Families		1		

Top Public Services needs:

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Job Training				1	1	1
Shelter					1	7
Nutrition				1	1	
Mental Health		2				2
Substance Abuse		2				1

Community Needs Workshop-September 19, 2018 hosted by CDAC
Update of
Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

Strategic Plan Overview (primary goals):

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Enhance Access to Social Services						
Provide Quality Infrastructure				1	1	
Improve accessibility for person with disabilities		1				2
Address Blight and Nuisance					1	2
Rehabilitate Existing Affordable Housing				1	2	1
Construct or Upgrade Public Facilities			1		1	

Public Improvements

Accessibility improvements:

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Curb ramps						
Sidewalk infill		1				
Storm drainage	2					
Flooding improvements						

Community Needs Workshop-September 19, 2018 hosted by CDAC
Update of
Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

Public Services:

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Seniors						
Youth	3					
Disabled persons						
Homeless households		1				
Foster youth						
Displaced workers		1				
Households with fair housing issues						

Employment development services:

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Employment training		1				
Job creation		1				

Most common housing problems:

	We're Doing Good Now 	We're working on it 	Not an issue	Mild Concern	Let's look into it	Big problem
Paying more than 30% of income for housing		6				
Overcrowding in housing		1				
Low vacancy rates						

NOTE:  means needs the MOST attention now;  where you think we have done the BEST

Community Needs Workshop-September 19, 2018 hosted by CDAC

Update of

Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

Do you feel lead paint in older homes is an issue that needs special outreach efforts in Seaside?

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Yes	7			
No				

Of the following, which do you feel should be the City's Highest Priority use of CDBG funding?

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
ADA (accessibility improvements) at public facilities		4		
Construction of units to address homelessness	7	1		
Down payment assistance programs			3	1
Code enforcement			1	3

Target Populations:

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Extremely low income and very-low income households	8			
Seniors		2	1	
Youth (primarily age 6-17)		2	1	
Persons with disabilities	1	2		
Foster youth	1	1		

Public Facilities:

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Community Centers 		2	1	
Youth Facilities 		2	1	
Community Gardens		1	1	
One-stop service centers   	8			

Key:  means consider this to be absolutely most important item on this report

Community Needs Workshop-September 19, 2018 hosted by CDAC

Update of

Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

Affordable Housing Programs:

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
New Housing Construction 	2	2		
Preservation of existing rental housing		1		
Rehabilitation of existing rental housing	3	1		
Emergency Housing Repairs			1	
Down payment assistance		1		1
Tenant based rental assistance			3	

Crime Prevention Activities:

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Provide resources to support law enforcement			1	2
Crime prevention programming in designated neighborhoods		2		

We will assume that the group continues to support the following public services that are **currently funded** by CDBG: Seniors, legal assistance, youth, food, fair housing.

What OTHER public services are most important to fund?

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Handicapped	1			
Transportation	1		2	
Substance Abuse	1	1		
Domestic Violence		3		
Child Care	1	3		
Health	2			
Child Abuse		1		
Mental Health			2	1
Neighborhood Clean Up		1		
AIDS			1	
Homeless Programs	6			

Community Needs Workshop-September 19, 2018 hosted by CDAC

Update of

Priorities Determined for 2015-2020 on November 19, 2013 and September 17, 2014

Which type of facilities are in most need of funded improvements?

	1st Priority	2nd Priority	3rd Priority	4th Priority
Homeless Facilities	8			
Parks and Recreational Facilities (e.g.: YWCA)	1	1	4	
Senior Centers	1	1	1	
Youth Centers	1		2	1
Street and sidewalks	3			
Flood damaged areas				4
Miscellaneous neighborhood facilities		1		
Handicapped Centers				1
Parking		1		1
Solid waste disposal				1
Water/Sewer		1		1

Community Needs Workshop-September 19, 2018 hosted by CDAC
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Can CDBG be used to provide down payment assistance to income-eligible homebuyers?
 If so, what regulations govern the provision of CDBG down payment assistance?

Date Published: May 2015

CDBG funds can be used for down payment assistance up to 50% of the lender required down payment amount. This can be done as a stand-alone homeownership assistance activity under 24 CFR 570.201(n) as well as other eligible costs such as principal write-downs, closing costs, etc. Down payment assistance provided under 24 CFR 570.201(n) is restricted to low/moderate income households. If down payment assistance is funded as a public service, this activity would count towards the 15 percent public services cap under 24 CFR 570.201(e). Here, the grantee is not limited to providing 50 percent of the required down payment. The low/moderate income housing national objectives may be used for this activity.

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
				3

If CDBG was used for down payment assistance (maxed at 50% of lender required down payment), what amount **per home** would you support?

	1 st Priority	2 nd Priority	3 rd Priority	4 th Priority
Up to \$10,000				2
Up to \$20,000				
Up to \$25,000				
Up to \$30,000				
Up to \$40,000				
Up to 50% of the lender required down payment, no limit				



**CITY OF SEASIDE
STAFF REPORT**

Item No.: 5.A.

TO: Community Development Advisory Committee

BY: Sharon Mikesell, Administrative Analyst

DATE: October 17, 2018

SUBJECT: UPDATE ON THE STATUS OF THE 2018-2019 CDBG GRANT AND ASSOCIATED ACTIVITIES

PURPOSE & RECOMMENDATION

The purpose of this item is to update the CDAC on the status of the current year's grant and activities.

BACKGROUND

The 2018-2019 Annual Action Plan was approved and the Seaside CDBG grant funds are now available from HUD.

The City of Seaside has migrated to using City Data services as an online resource to coordinate the CDBG Data. This data management system has been used successfully by Salinas and Monterey County and interfaces with the IDIS software. All applications, contracts and subrecipient reporting will now be generated through the program. We can use this opportunity to align our application processes with our neighboring communities.

As you know, the CDBG program is a reimbursement grant and all agencies must submit the proper documentation as backup via City Data Services.

Our Public Service subrecipients are submitting their first quarter reimbursements and we will have the first quarter report in December (November meeting canceled due to Thanksgiving holiday).

This year we have eight Public Service subrecipients, eight capital projects and the Cutino park project from 2017-2018 is continuing for a total of 17 CDBG "activities" to be reported to HUD.

All environmental documents have been completed and forwarded to the agencies with the exception of the Veterans Transition Center. Their projects are receiving funding from Monterey County, the City of Monterey and the City of Seaside. We are collaborating on

creating an appropriate way to address the jointly funded activities to address veterans' homelessness in the most efficient manner that will satisfy the CDBG requirements.

ATTACHMENTS

1. Funding Agreement signed by City Manager 9-18
-

Funding Approval/AgreementTitle I of the Housing and Community
Development Act (Public Law 930383)

HI-00515R of 20515R

U.S. Department of Housing and Urban DevelopmentOffice of Community Planning and Development
Community Development Block Grant Program

OMB Approval No. 2506-0193

exp 5/31/2018

1. Name of Grantee (as shown in Item 5 of Standard Form 424) City Of Seaside	3a. Grantee's 9-digit Tax ID Number 946022439	3b. Grantee's 9-digit DUNS Number 092618891
2. Grantee's Complete Address (as shown in Item 5 of Standard Form 424) 440 Harcourt Avenue Seaside, CA 93955	4. Date use of funds may begin 07/01/2018	
	5a. Project/Grant No. 1 B-18-MC-06-0006	6a. Amount Approved \$365,621.00
	5b. Project/Grant No. 2	6b. Amount Approved

Grant Agreement: This Grant Agreement between the Department of Housing and Urban Development (HUD) and the above named Grantee is made pursuant to the authority of Title I of the Housing and Community Development Act of 1974, as amended, (42 USC 5301 et seq.). The Grantee's submissions for Title I assistance, the HUD regulations at 24 CFR Part 570 (as now in effect and as may be amended from time to time), and this Funding Approval, including any special conditions, constitute part of the Agreement. Subject to the provisions of this Grant Agreement, HUD will make the funding assistance specified here available to the Grantee upon execution of the Agreement by the parties. The funding assistance specified in the Funding Approval may be used to pay costs incurred after the date specified in item 4 above provided the activities to which such costs are related are carried out in compliance with all applicable requirements. Pre-agreement costs may not be paid with funding assistance specified here unless they are authorized in HUD regulations or approved by waiver and listed in the special conditions to the Funding Approval. The Grantee agrees to assume all of the responsibilities for environmental review, decision making, and actions, as specified and required in regulations issued by the Secretary pursuant to Section 104(g) of Title I and published in 24 CFR Part 58. The Grantee further acknowledges its responsibility for adherence to the Agreement by sub-recipient entities to which it makes funding assistance hereunder available.

U.S. Department of Housing and Urban Development (By Name) Kimberly Y. Nash		Grantee Name City Of Seaside																	
Title CPD Director		Title																	
Signature x 	Date (mm/dd/yyyy) AUG 7 - 2018	Signature x 	Date (mm/dd/yyyy) 09/13/18																
7. Category of Title I Assistance for this Funding Action: Entitlement, Sec 106(b)		8. Special Conditions (check one) ☐ None ☒ Attached 9a. Date HUD Received Submission 08/11/2018 9b. Date Grantee Notified AUG 7 - 2018 9c. Date of Start of Program Year (07/01/2018)																	
10. check one ☒ a. Orig. Funding Approval ☐ b. Amendment Amendment Number																			
11. Amount of Community Development Block Grant <table border="1"> <thead> <tr> <th></th> <th>FY (2018)</th> <th>FY (2017)</th> <th>FY ()</th> </tr> </thead> <tbody> <tr> <td>a. Funds Reserved for this Grantee</td> <td>\$365,593.00</td> <td>\$ 28.00</td> <td></td> </tr> <tr> <td>b. Funds now being Approved</td> <td></td> <td></td> <td></td> </tr> <tr> <td>c. Reservation to be Cancelled (11a minus 11b)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					FY (2018)	FY (2017)	FY ()	a. Funds Reserved for this Grantee	\$365,593.00	\$ 28.00		b. Funds now being Approved				c. Reservation to be Cancelled (11a minus 11b)			
	FY (2018)	FY (2017)	FY ()																
a. Funds Reserved for this Grantee	\$365,593.00	\$ 28.00																	
b. Funds now being Approved																			
c. Reservation to be Cancelled (11a minus 11b)																			
12a. Amount of Loan Guarantee Commitment now being Approved N/A		12b. Name and complete Address of Public Agency N/A																	
Loan Guarantee Acceptance Provisions for Designated Agencies: The public agency hereby accepts the Grant Agreement executed by the Department of Housing and Urban Development on the above date with respect to the above grant number(s) as Grantee designated to receive loan guarantee assistance, and agrees to comply with the terms and conditions of the Agreement, applicable regulations, and other requirements of HUD now or hereafter in effect, pertaining to the assistance provided it.		12c. Name of Authorized Official for Designated Public Agency N/A																	
		Title N/A																	
		Signature N/A																	

HUD Accounting use Only

Batch	TAC	Program	Y	A	Reg	Area	Document No.	Project Number	Category	Amount	Effective Date (mm/dd/yyyy)	F
	153											
	176											
			Y					Project Number		Amount		
			Y					Project Number		Amount		

Date Entered PAS (mm/dd/yyyy)	Date Entered LOCCS (mm/dd/yyyy)	Batch Number	Transaction Code	Entered By	Verified By
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24 CFR 570

form HUD-7082 (5/15)



**CITY OF SEASIDE
STAFF REPORT**

Item No.: 5.B.

TO: Community Development Advisory Committee

BY: Sharon Mikesell, Administrative Analyst

DATE: October 17, 2018

SUBJECT: UPDATE ON THE JOINT ANALYSIS OF IMPEDIMENTS

PURPOSE & RECOMMENDATION

The purpose of this item is to update the CDAC on the five agency Analysis of Impediments.

BACKGROUND

The Analysis of Impediments (formerly referred to as the Affirmatively Furthering Fair Housing) joint effort by the agencies that receive HUD funding is progressing.

The Public Participation Summary has been completed and the document as well as the appendices is attached.

The last two months the consultant (Veronica Tam and Associates) has been updating the agencies' current AI documents. Unfortunately, Seaside does not have a current AI on file with HUD. The consultant team is using Seaside's Citizen Participation Plan (the document that was vital in creating this committee) and the Seaside Housing element of the General Plan as background in accomplishing our part of this task. Luckily, Veronica Tam and Associates is the subconsultant working on our current General Plan Update, so the team is very familiar with Seaside.

The City of Salinas is the lead agency for this joint venture and they have asked for the second payment from Seaside for this project (as per the contract). The funding does not come from Seaside's General Fund. Funding for the AI project comes from the CDBG Admin budget.

The Draft AI document is anticipated to be available for public review in Spring 2019.

ATTACHMENTS

1. Second Payment to Salinas
 2. MontereyCo._AI_PublicParticipationSummary_FINAL_9.28.2018
 3. MontereyCo.AFH_PublicParticipationSummary_Appendices_9-27-18
-

Sharon Mikesell - RE: Regional Analysis of Impediments to Fair Housing Choice (AI)

From: Christopher Valenzuela <christopherv@ci.salinas.ca.us>
To: Maria Medina <maria.medina@hamonterey.org>, Maryn Miller <ljubimow@monte...
Date: 10/1/2018 10:46 AM
Subject: RE: Regional Analysis of Impediments to Fair Housing Choice (AI)
Attachments: MOU - Regional Collaboration Agreement Fully Executed(4-27-17).pdf

Hi all, we have been moving along with the Regional AI update. Our consultant Veronica Tam & Associates is about 50% complete with the overall Regional AI update process. At this time I am going to request the participating jurisdictions 2nd deposits. **See remaining amounts below.** Please forward your 2nd deposits to my attention at your earliest convenience.

Participant	Participant's Share Cost	1 st Deposit	2 nd Deposit
HACM	\$ 11,771.00	\$ 5,885.50	\$ 5,885.50
City of Monterey	\$ 16,055.00	\$ 8,027.50	\$ 8,027.50
City of Salinas	\$ 42,755.00	\$ 42,755.00	\$ 0.00
City of Seaside	\$ 17,190.00	\$ 8,595.00	\$ 8,595.00
Urban County	\$ 37,229.00	\$ 20,000.00	\$ 17,229.00
Total	\$ 125,000.00	\$ 85,263.00	\$ 39,737.00

Thank you.

**City of Salinas****Community Development Department**

Christopher "C.J." Valenzuela | Community Development Analyst
 65 West Alisal Street, 2nd Floor, Salinas, CA 93901
christopherv@ci.salinas.ca.us | (P) 831.775.4244 (F) 831-775-4258

pay to
 per agreement
 AG-17-38

APPROVED FOR PAYMENT

Amount *8,595 PO # _____

Account 200-5410-1030

Project CDBG-consultant (for joint AI)

Sign Sharon Mikesell Date 10/1/18



Monterey County | Cities of Monterey, Salinas & Seaside | Housing Authority of County of Monterey

Analysis of Impediments to Fair Housing Choice: Public Participation Summary

September 2018



MIG, Inc.

800 Hearst Avenue, Berkeley, CA 94710

In association with:

Veronica Tam & Associates

107 S. Fair Oaks Avenue #212, Pasadena, CA 91105

Executive Summary

In Monterey County, four entitlement jurisdictions and a countywide housing agency are collaborating on the preparation of a Regional Analysis of Impediments to Fair Housing Choice (AI). This group of city, county and agency partners, referred to in this document as the “Collaborating Parties,” includes:

- City of Monterey
- City of Salinas
- City of Seaside
- County of Monterey (Urban County)
- Housing Authority for the County of Monterey

In partnership with MIG, Inc. and Veronica Tam and Associates, the Collaborating Parties conducted a comprehensive outreach process throughout Monterey County to identify barriers to fair housing choice, as well as strategies to address those challenges. Over 500 community members and service providers provided input through the online questionnaire, partner forums and community workshops. The key findings from the public outreach and engagement process are summarized below.

Housing Barriers

- The **inadequate supply of affordable housing** in Monterey County particularly impacts low-income households and households of color.
- **Homelessness, overcrowding, and substandard housing** are increasingly prevalent as many households are unable to afford the cost of rent.
- The increased **costs of living** in Monterey County exacerbate the housing affordability crisis.
- Many **full-time jobs** do not pay sufficiently to afford housing in Monterey County. **Job centers** are also located far away from affordable housing units.
- Insufficient and unreliable **public transportation** at the local and regional levels creates an additional barrier to accessing affordable housing.

Challenges to Affordable Housing Development

- The lack of affordable housing is **intensified by the region’s water shortage**, which limits new development of affordable housing.
- Some communities resist **changes to development standards** that would allow the construction of multi-family rental housing and other affordable housing typologies.
- Low-income households may be at **risk of displacement** in areas subject to strong development pressure or activity.
- **Increased regional coordination** can assist in effectively addressing housing supply and affordability issues.

Fair Housing Rights and Protected Classes

- **Frequent targets of discrimination** include people of color, families with children, the elderly, people with disabilities, Section 8 recipients, farmworkers, undocumented immigrants and Spanish-speakers.
- Communities struggling with housing discrimination issues often **lack awareness of fair housing rights**.
- Individuals who experience housing discrimination rarely report incidents due to **fear of retaliation** and/or a lack of faith in the reporting processes.

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 2019.

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List of Appendices

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Appendix B: Participating Agencies, Groups and Organizations
Appendix C: Online Survey Results
Appendix D: Summary of Stakeholder Interviews
Appendix E: Partner Forum Discussion Questions
Appendix F: Community Workshop Discussion Questions
Appendix G: Salinas Workshop Flyer and Questionnaires

I. Introduction

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.

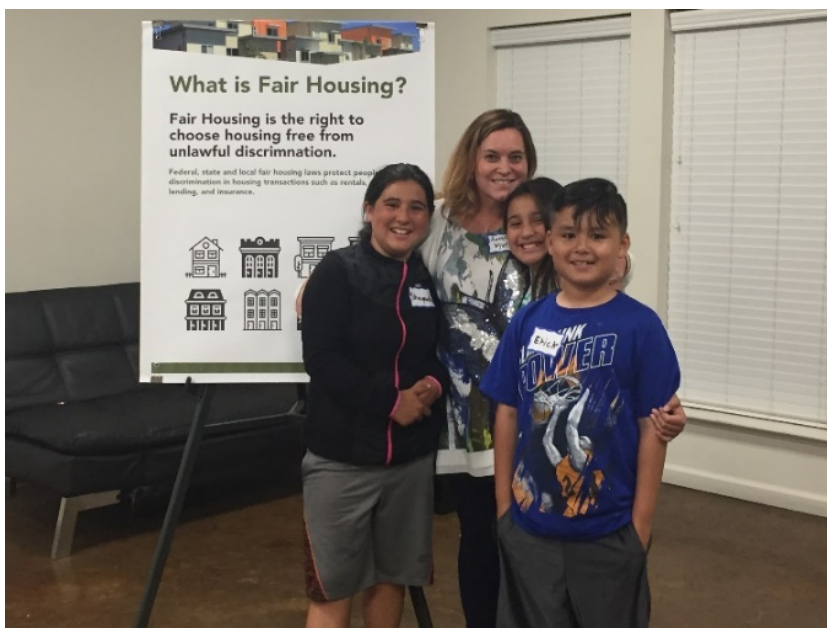
In Monterey County, four entitlement jurisdictions and a countywide housing agency are collaborating on the preparation of a Regional Analysis of Impediments to Fair Housing Choice (AI). This group of city, county and agency partners, referred to in this document as the "Collaborating Parties" includes:

- City of Monterey
- City of Salinas
- City of Seaside
- County of Monterey (Urban County)
- Housing Authority for the County of Monterey (HACM)

As an entitlement jurisdiction for HUD funding purposes, the Monterey Urban County includes the unincorporated areas of Monterey County as well as the cities of Gonzales, Greenfield and Sand City. The City of Del Rey Oaks will join the Urban County on July 1, 2019.

The Collaborating Parties are working together to develop the Regional AI to identify barriers to fair housing choice across the county, and to collectively identify strategies to address those challenges. Figure 1 highlights the steps to developing an AI on the next page

The Collaborating Parties began the AI process by initiating an Assessment of Fair Housing (AFH) until HUD determined that the AI process would take precedence. This AI process therefore includes the core goals and principles associated with the AFH, such as a focus on actionable steps for



Salinas Partner Forum, May 17th, 2018.

removing barriers to fair housing. This AI process empowers local communities to determine actionable steps for eliminating barriers to fair housing throughout Monterey County.

Figure 1: Analysis of Impediments Process Graphic



The scope of the Regional AI is broad. Specific areas of research include:

- Demographic and housing characteristics
- Patterns of segregation and integration
- Racially or ethnically concentrated areas of poverty (R/ECAPs)
- Disparities in access to housing opportunity
- Disproportionate housing needs
- Publicly supported housing
- Disability and access
- Fair housing enforcement, outreach capacity, and resources
- Fair housing goals and priorities

The AI recommendations to address fair housing needs serve as the basis for fair housing planning throughout Monterey County, focusing on the geographic areas governed by the Collaborating Parties, and provide critical information to staff, policy makers, housing providers, lenders, fair housing advocates, and the general public.

A. Public Outreach Overview

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. According to the Fair Housing Planning Guide (Volume 1),

“HUD works to foster effective fair housing strategies, [and] it recognizes that, as in most things, the people most knowledgeable about fair housing problems facing their communities are the people who live in those communities.”¹

The Collaborating Parties, in partnership with MIG, Inc. and Veronica Tam and Associates, facilitated a comprehensive outreach process throughout Monterey 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 February and June 2018, MIG conducted two partner forums, four community workshops and eight stakeholder interviews. A professional interpreter was hired for events that were likely to draw Spanish-speaking stakeholders. Veronica Tam and Associates conducted an online survey to collect additional public input. The online survey was available in both English and Spanish. Print copies of the survey were available at community centers, libraries and civic buildings. The public events and online survey were promoted by the Collaborating Parties with bilingual flyers, e-blasts, website updates, social media posts and direct phone calls. Local news outlets also promoted the survey and public events.

This report summarizes the key findings from the public engagement process regarding housing barriers, housing discrimination and fair housing priorities for Monterey County.

¹ U.S. Department of Housing and Urban Development, Office of Fair Housing and Equal Opportunity, “Fair Housing Planning Guide (Volume 1).” <https://www.hud.gov/sites/documents/FHPG.PDF>



Monterey Community Workshop, June 19th, 2018.

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 a Community Participation Plan (CPP) which described the activities that the Collaborating Parties 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 CPP identified specific outreach approaches, methods, target audiences, key activities and a preliminary schedule for implementation.

A. Target Audiences

The Collaborating Parties 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 “hard to reach” or traditionally under-represented groups are typically more vulnerable to housing discrimination. The key audiences targeted during the outreach process are outlined below.

This list is not intended to be exhaustive; instead it is a high-level review of select target audiences.

1. Monterey County Residents
 - a. Low- to Moderate-Income Residents
 - b. Limited-English Proficient Residents
 - c. Seniors
 - d. Youth
 - e. Individuals with Disabilities
2. Monterey County Department Officials and Staff
 - a. Economic Development Department
3. Municipal Agencies and Staff
4. Staff from the Cities of Monterey, Seaside and Salinas
5. City Council and Planning Commissioners
6. Housing Authority of the County of Monterey Staff and Leadership
7. Housing and Community Development Advisory Committees
8. Housing and Social Service Agencies
9. Service Providers Utilizing Entitlement Funds for Projects
10. Affordable Housing Developers
11. Affordable and Fair Housing Advocates and Organizations
12. Realtors
13. Tenant Organizations
14. Resident Advisory Boards
15. Public Housing Tenants
16. Housing Choice Voucher Recipients and Participating Landlords
17. Neighborhood Associations
18. Community Organizations
19. Farmworker Organizations
20. Faith-based Institutions and Leaders
21. Schools, Colleges and Other Educational Institutions
22. Businesses and Employees
23. Chambers of Commerce
24. Other Stakeholder Interest Groups

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

B. Outreach Tools

Key audiences 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 include:

- Stakeholder database (maintained throughout the outreach process);
- Bilingual flyers (Spanish and English);
- Bilingual e-blasts (Spanish and English);
- Websites of Collaborating Parties;
- Newsletters of Collaborating Parties;
- News media;
- Social media (Facebook, Twitter, NextDoor, etc.); and,
- Communications of civic and partner organizations.

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

The Project Team contacted approximately 142 organizations to promote the outreach activities. Appendix B presents a list of organizations that participated in one or more engagement activity. An overview of the community outreach tools utilized in conducting the public participation process is presented on the following page.



Monterey County Analysis of Impediments to Fair Housing Choice
Public Participation Summary - FINAL

Table 1. Public Outreach Tools

Outreach Tools	Target of Outreach	Corresponding Event(s)	Summary of Response/Attendance	URL (If applicable)
Bilingual Flyers (Print and Digital)	Broad outreach to Monterey County residents and stakeholders. Print flyers were distributed to high-traffic centers such as schools, libraries, community centers, local businesses and public buildings. Digital flyers were shared with agencies and organizations in the stakeholder database.	Partner Forums, Community Workshops, Online Survey	Digital flyers were emailed to the 142 targeted organizations and agencies in the stakeholder database. Print flyers were distributed at over 30 high-traffic community hubs to attract a broad audience.	
Bilingual E-Blasts	Mass emails to stakeholders and community partners.	Partner Forums, Community Workshops, Online Survey	E-blasts sent to 142 stakeholders 2-3 times before each community workshop and partner forum.	
Website Updates	Broad outreach to Monterey County residents and stakeholders with computer and internet access.	Partner Forums, Community Workshops, Online Survey	The Cities of Salinas and Seaside posted information promoting the partner forums, community workshops and online survey to their websites.	https://www.cityofsalinas.org/our-city-services/community-development/housing-and-community-development-division/assessment-fair-housing
Social Media	Broad outreach to Monterey County residents and stakeholders with computer and internet access.	Community Workshops, Online Survey	Event information, flyers and survey links posted to social media including Facebook, Twitter and Next Door. The City of Seaside shared information regarding the online survey and Partner Forums on their Twitter and Facebook accounts.	https://nextdoor.com/agency-post/ca/monterey/city-of-monterey/reminder-fair-housing-community-workshop-in-monterey-on-june-19-84724489/
Phone Calls	Initial phone calls and follow-up calls to stakeholders and community partners.	Stakeholder Interviews, Partner Forums, Community Workshops, Online Survey	Phone calls made to specific contacts at the 142 organizations in the stakeholder database.	
Personalized Emails	Personal emails to stakeholders and community partners.	Stakeholder Interviews, Partner Forums, Community Workshops, Online Survey	Personal emails sent to 181 email addresses at the 142 stakeholder organizations and agencies. These email addresses were taken from the stakeholder database or the organizations' websites. Some jurisdictions also sent emails to their databases to promote the online survey and community workshops.	
News Media	Broad outreach to Monterey County residents.	Community Workshops, Online Survey	Article written in Gonzales Tribune regarding the Gonzales community workshop and promoting the online survey. Article written in the City Manager Newsletter for the City of Salinas, which goes out to all City employees and various partner organizations.	https://gonzalestribune.com/article/workshop-discusses-fair-housing-issues https://www.cityofsalinas.org/our-city-services/community-development/housing-and-community-development/news/regional-analysis-impediments-fair-housing-choice

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, partner forums, and community workshops. Each of the activities are described in detail in the sections that follow. Table 5 summarizes the public input opportunities and activities on page 12.

A. Online Survey

Veronica Tam and Associates launched an online survey to collect input from residents and stakeholders on fair housing and discrimination in November 2017. The survey remained open for approximately seven months until June 2018, collecting a total of 463 responses. The online survey provided stakeholders who might not participate in a traditional workshop or intercept event with an opportunity to share their concerns, experiences and needs on their own time. The survey was promoted by the Collaborating Parties through bilingual flyers, mass emails, website updates, social media posts, and direct phone calls. The survey was also printed and distributed at community centers, libraries and civic buildings. The results of the online survey are available in Appendix C.

B. Stakeholder Interviews

Between February and March 2018, MIG conducted interviews with key housing and community stakeholders to gather their insights into housing barriers, housing discrimination and fair housing priorities across Monterey County. A list of the eight stakeholders interviewed is included below.

Table 2. Stakeholder Interviews

Organization	Stakeholder Name and Title
Central Coast Center for Independent Living	Elza Quezada, President
Coalition of Homeless Services Providers	Katherine Thoeni, Executive Officer
Community Human Services	Robin McCrae, Chief Executive Officer
East Salinas Building Healthy Communities	Cesar Lara, Hub Manager
Eden Council for Hope and Opportunity (ECHO)	Emily Garnica, Housing Counselor
MidPen Housing Corporation	Betsy Wilson, Director of Housing Development
Monterey Bay Economic Partnership	Matt Huerta, Housing Program Manager
Veterans Transition Center	Bobby Merritt, Housing Manager

MIG, Inc. interviewed these eight individuals, asking each of them approximately nine questions. Responses were summarized only in aggregate, thereby encouraging the interviewees to speak freely. A full summary of the Stakeholder Interviews was completed in April 2018. This summary is available in Appendix D.

C. Partner Forums

The Collaborating Parties hosted two partner forums to collect input on fair housing needs and disparities of access. The target audiences for the partner forums included housing providers, advocacy organizations and public agencies. These forums were designed to solicit feedback from informed housing stakeholders and experts who specialize in housing-related issues. The partner forums were held in Seaside and Salinas respectively, and other meeting details are included in Table 2.

The Seaside Community Development Advisory Committee hosted the partner forum in Seaside on May 16, 2018. The City of Salinas hosted the partner forum on May 17, 2018. Approximately twenty individuals attended the partner forums. Partner forum participants included representatives from the Seaside Community Development Advisory Committee, ECHO Housing, Legal Services for Seniors, Seaside Homeless Committee, to name a few.

Table 3. Partner Forums

Location	Date	Time
Oldemeyer Center 989 Hilby Avenue Seaside, CA 93955	Wednesday, May 16, 2018	6:30 - 8:30 pm
Maria J. Torres-Gil Community Center 279 Calle Cabu Salinas, CA 93901	Thursday, May 17, 2018	6:30 - 8:30 pm

During the partner forums, presentations were delivered to provide a brief overview of fair housing to ground the audience in the core concepts, as well as a review of the AI purpose and development process. Representatives of ECHO Housing presented an overview of the fair housing services, resources and oversight that they provide in Monterey County. Following the presentations, participants were invited to share their thoughts and ideas on fair housing barriers and needs in small group discussions. The full list of discussion questions from the partner forums is available in Appendix E.

D. Community Workshops

Four community workshops were conducted by the Collaborating Parties to inform community members about fair housing issues, and to obtain input on housing needs, barriers and priorities. The dates, times and locations of each workshop is included in Table 3. Community workshops were publicized using bilingual flyers, e-blasts, social media, partner communications, websites of Collaborating Parties, direct emails and phone calls. Approximately 50 individuals attended the community workshops.

Table 4. Community Workshops

Location	Date and Time
Maria J. Torres-Gil Community Center 279 Calle Cebu Salinas, CA 93901	Thursday, May 24, 2018 6:30 - 8:30 pm
Monterey Public Library 625 Pacific Street Monterey, CA 93940	Tuesday, June 19, 2018 6:30 - 8:30 pm
Castroville Branch Library 11160 Speegle Street Castroville, CA 95012	Wednesday, June 20, 2018 6:00 - 8:00 pm
Gonzales Branch Library 851 5 th Street Gonzales, CA 93926	Saturday, June 23, 2018 12:00 - 2:00 pm

The workshops were held at ADA accessible venues in locations close to public transit. Bilingual staff assisted with workshop facilitation in areas that were likely to attract Spanish speaking residents. The workshops were scheduled at varying times and days to accommodate the needs of residents and employees with different work schedules.

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. ECHO Housing representatives presented an overview of the fair housing services and resources that they provide throughout the County. Next, workshop attendees participated in a large group discussion regarding fair housing barriers and issues facing protected classes in Monterey County. The full list of discussion questions from the community workshops is available in Appendix F.

The City of Salinas also independently facilitated a “Community Discussion on Housing” on March 29, 2018 at Sherwood Hall in Salinas, which aimed to educate tenants and landlords on fair housing issues. The workshop included presentations by staff from the City of Salinas and ECHO Housing, a panel discussion with four key housing agencies and housing advocates and a printed survey. The flyer and bilingual landlord and tenant surveys for this workshop are available in Appendix G.

Table 5. Overview of Public Engagement Activities

Engagement Activity	Target of Outreach	Summary of Activity	Summary of Attendance/Responses	URL (If applicable)
Stakeholder Interviews	Key housing and community stakeholders.	In-depth conversations to gather insights into housing barriers, housing discrimination and fair housing priorities across Monterey County.	Eight stakeholder interviews between February and March 2018.	
Partner Forums	A wide range of stakeholders including: Neighborhood Associations, Community Organizations, Resident Advisory Boards, Public Housing Tenants, Faith-Based Leaders, Educational Institutions, Housing and Social Service Agencies, Service Providers Utilizing Entitlement Funds for Projects, City Council and Planning Commissioners, etc.	Informed and educated stakeholders on fair housing laws; collected input on fair housing needs and disparities of access; promoted other public engagement activities (e.g., community workshops and survey).	Two partner forums in May 2018 with a total of approximately 18 attendees (see table 3). Seaside Partner Forum, May 16 th , 2018: Ten attendees representing the Community Development Advisory Committee, City of Salinas, the City of Seaside, Legal Services for Seniors, Seaside Homeless Committee, ECHO Housing and other organizations. Salinas Partner Forum, May 17 th , 2018: Eight attendees representing various organizations including Central Coast Center for Independent Living, Housing Authority of Monterey County, City of Salinas, and the Maria Torres Gil Community Center.	
Community Workshops	Broad outreach to Monterey County residents and stakeholders.	Informed and educated residents on fair housing laws; collected input on fair housing needs and disparities of access; promoted other public engagement activities (e.g., community workshops and survey).	Four Community Workshops between May and June 2018 with a total of approximately 50 attendees (see table 4). The City of Salinas facilitated a "Community Discussion on Housing" on March 29, 2018.	
Online Survey	Broad outreach to Monterey County residents and stakeholders	Collected community input on their experiences with housing discrimination issues and concerns.	A total of 463 survey responses were submitted online.	https://www.surveymonkey.com/r/Monterey_AI

IV. Key Findings by Outreach Activity

A. Partner Forum Findings

The participant input and ideas shared during the Partner Forums are summarized below. The full list of discussion questions from the partner forums is available in Appendix E.

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

- **Affordability and Costs:** High costs of housing, lack of affordable housing, application fees, deposits and up-front costs.
- **Supply and Demand:** Short supply of affordable housing, water shortage and limits on new housing developments, lack of farmworker housing, shortage of pet-friendly units, lack of housing for students, long waitlists for housing units.
- **Mobility and Transit:** Affordable housing and jobs are not located in the same communities, long commutes, lack of public transportation options.
- **Income:** Low wages, people on fixed-incomes, Section 8 Vouchers.
- **Price-Setting:** Profit-driven sensibility of landlords and a heavy military presence, which drives the cost up in many communities.
- **Time Commitments:** Visiting required before purchasing or renting housing.

Can you describe your community's experiences with housing discrimination?

- Increased racial/ethnic segregation throughout the County.
- Many people, such as immigrant farmworkers, living in substandard housing; "predatory habitability."
- Illegal housing (e.g., converting garages).
- "Legal" discrimination in the form of price gouging.
- Retaliation by landlords (e.g., eviction, deferred maintenance).

If you received a fair housing complaint from your client or constituent, how would you handle it?

- Referrals to city staff and/or nonprofits that specialize in addressing housing discrimination.
 - o **Cities:** Seaside, Salinas, Monterey.
 - o **Local Agencies:** Housing Authority of the County of Monterey.
 - o **Nonprofits:** NAACP, ECHO Housing, Coalition of Homeless Service Providers, Watsonville Legal Center, California Rural Legal Assistance.
- Advise constituent to keep records of discrimination and discriminatory practices.
- Contact the State Department of Fair Employment and Housing for mediation.
- Write a summary of complaints.
- Determine the facts by talking with both sides (i.e., landlord and tenants).

- Call on behalf of client to inquire about rental units.

What are the greatest challenges to your agency in meeting fair housing needs?

- Shortage of subsidies and strategies to promote affordable, accessible housing for low, very low, and extremely low-income households, including protected classes.
- Ineffective/insufficient level of advertising to promote fair housing resources and services.
- Lack of funding and resources.
- Limited network of service providers.
- Residents with NIMBY mindsets.
- Insufficient staff capacity.
- Limited coordination on fair housing issues among local, regional and State fair housing enforcement agencies.
- Agencies lack sufficient awareness of potential fair housing impediments, and ways to address those impediments
- Constituents fear retaliation from landlords and do not make formal complaints.
- Different housing challenges and needs between the Peninsula and South County.



Seaside Partner Forum, May 17th, 2018.

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

Forum participants generally indicated that all protected classes are in great need of more fair housing support. However, the protected classes listed below were most frequently mentioned by participants as needing fair housing advocacy and resources:

- **Familial status** – Large families with children are frequently targeted by landlords for steering or denied units altogether.
- **Citizenship and immigration status** – Undocumented residents and workers are particularly fearful of retaliation by landlords due to the threat of deportation. Participants shared that landlords are also more likely to rent undocumented residents, farmworkers and Spanish-speakers sub-standard and illegal units.
- **Race** – People of color are frequently profiled based on their race and experience housing discrimination.
- **National origin** – Individuals are profiled based on their accents and country of origin.
- **Disabilities** – Participants reported incidents in which landlords refused to make reasonable modification and accommodations for individuals with varying disabilities or mental health issues.
- **Age** – Seniors were frequently mentioned as needing more fair housing support and advocacy, particularly because they are typically on fixed incomes and have difficulty finding affordable housing.
- **Religion** – Muslims were highlighted as a religious group that experiences discrimination in the County.
- **Source of Income** – Landlords sometimes perceive low-income tenants in the service sector or agricultural industry as risky tenants. Participants reported incidents in which landlords increased security deposits for low-income tenants. Some landlords choose not to accept Section 8 recipients partly because they see Section 8 as a temporary and unreliable source of income.

What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your service area?

- Perception that housing is affordable and available for all who want to live in Monterey County.
- Perception that “illegal” immigrants do not have rights because they do not have citizenship.
- Misperceptions about demographic shifts in Monterey County.
- Perception that housing issues are easy problems to fix.
- Perception that discrimination does not exist in the Peninsula.

What do you find to be the greatest challenges to building community awareness about fair housing in your communities?

- Lack of funding for staff capacity and resources.
- Lack of community social network to disseminate information.
- Insufficient coordination between public agencies and service providers; lack of network between service providers.
- Inability to identify those in greatest need.
- Some communities generally oppose change to zoning and development standards.
- Fear of retaliation; undocumented immigrants and workers are particularly fearful to speak up.

What community assets exist today that could be better used in addressing fair housing?

- Existing communication networks for sharing information including social media and local television.
- A grassroots education campaign to engage and educate residents and stakeholders.
- Community events, such as fairs.
- Traditional marketing tools such as billboards and postcards.
- Partner collaboration and resource leveraging of housing and social service providers.

B. Community Workshop Findings

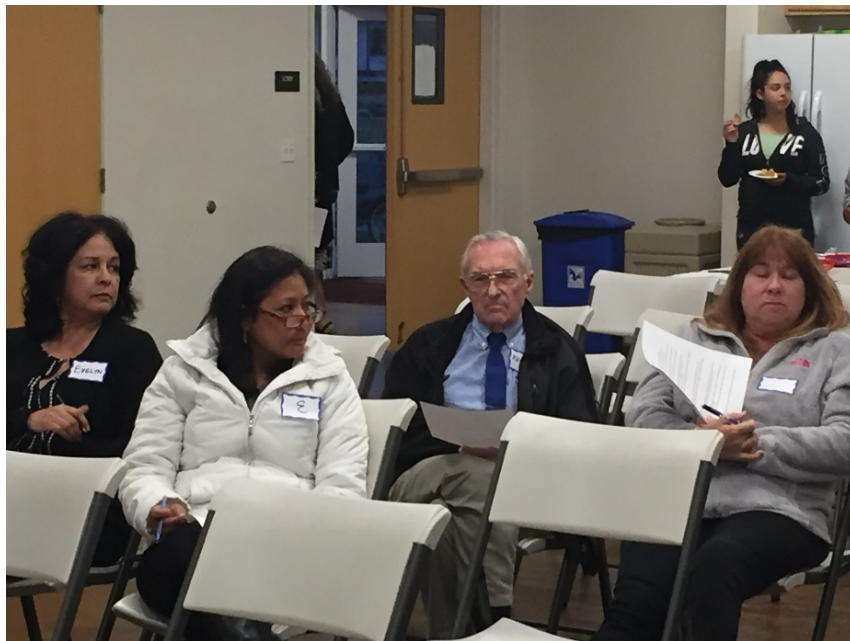
The key findings from the four community workshops are summarized by discussion question below. Workshop-specific findings are designated by geography. The full list of discussion questions from the community workshops is available in Appendix F.



Castroville Community Workshop, June 20th, 2018

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

- Housing is not affordable to many residents.
- The demand for affordable housing far exceeds the supply.
- Inadequate supply of affordable housing available to lower-income households.
- Community resistance to development of multi-family rental housing and housing for lower-income households.
- The housing stock in Monterey County is old which creates habitability issues.
- Age of housing stock limits accessible housing for people with disabilities.
- New construction of housing is limited by water scarcity.
- Long waitlists for housing units.
- Increased costs of living (e.g., utilities) in Monterey County.
- There are new types of homelessness; many of today's homeless people have full-time jobs or even multiple jobs but still cannot afford housing in Monterey County.
- Overcrowding is increasingly an issue as families and households become unable to afford the high cost of rent. Severe overcrowding impacts families' safety and child welfare.
- Seniors need more help and services than they are currently receiving.
 - There are certain issues that are more prevalent among seniors, such as hoarding.
- Fixed incomes limit the ability of seniors to meet rent increases or respond to housing market changes.



Salinas Community Workshop, May 24th, 2018

Castroville

- The distribution of affordable housing does not reflect local needs; affordable housing is not located near job centers.
 - The hospitality industry is primarily located in the City of Monterey. However, the industry does not pay enough for workers to live nearby.
- The lack of efficient, regional public transportation exacerbates the affordable housing crisis. Low-income workers who do not own cars spend hours commuting on public transportation.
- Landlords often reject tenants who receive vouchers or rental subsidies.
- Housing is not being built in the Peninsula.
- Mobile homes, RV's and campers are increasingly common. In Castroville, RV's and campers are clogging public streets and creating public health issues from dumping garbage and raw sewage in public spaces.

Gonzales

- Farmworker housing is scarce.
- Housing resources are concentrated in Salinas. South County needs improved access to housing services and resources. For example, most homeless shelters operate in Salinas; homeless individuals and families from South County cannot afford to travel to Salinas to visit these shelters.
- There is an epidemic of people living in garages, shacks and sheds that are uninhabitable.
- Many landlords refuse to rent rooms to families. As a result, families have a difficult time finding rooms for rent. This is impacted by whether the owner lives on-site or off-site.
- Agricultural workers are segregated from the rest of the population. The City of Greenfield is similarly segregated.

Monterey

- New housing is skewed towards high-end developments for wealthier residents.
- In-migration of high-income residents (i.e., "invasion of Silicon Valley") greatly impacts housing affordability.
- The military increases demand for housing and drives up costs because of the salaries of military employees.

Salinas

- People with a criminal background struggle to find housing.
- Individuals with domestic pets are limited in their available housing options.
- Waitlists for vouchers are extremely long.
- It is difficult to find landlords who will accept housing vouchers.

Can you describe your community's experiences with housing discrimination or challenges finding housing?

- Landlords sometimes charge families more for utilities upon learning the number of children.
- Some landlords take advantage of undocumented and Spanish speaking tenants; landlords are raising rents on these tenants who live in fear of retaliation.
- Landlords rarely translate paperwork, despite being required to by law.
- HUD Fair Market Rents do not reflect current market rates.

Castroville

- Castroville participants had not experienced discrimination personally, however three participants work with clients who regularly report incidents of discrimination. One participant reported that her clients experience discrimination because of their sources of income, particularly when those sources include vouchers and/or subsidies.
- Clients do not report housing discrimination for many reasons, including being unaware that discrimination has occurred and fear of retaliation.
- Landlords sometimes increase security deposits (up to a 100% increase) for low-income tenants, who are viewed as high-risk tenants.

If you believe you have been discriminated against, have you reported the incident?

- Individuals who experience housing discrimination rarely report incidents due to fear of retaliation and/or a lack of faith in the reporting processes.
- Of the fifty workshop participants who experienced housing discrimination, only four reported incidents of discrimination. These individuals were discriminated against for familial status or race. The three participants each reported the incidents to different agencies, including the Department of Fair Employment and Housing, the Utilities Commission, and ECHO Housing.

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

- In general, workshop participants indicated that all protected classes are in great need of more fair housing support. However, the protected classes listed below were most frequently mentioned by participants as needing fair housing advocacy and resources:
 - o Familial status
 - o Mental and physical disability
 - o National origin
 - o Age
 - o Source of income

What do you find to be the greatest challenges to building community awareness about fair housing in your community?

- Tenants lack knowledge of housing rights and fair housing resources.
- Some people who experience housing discrimination do not recognize that they are being discriminated against.
- Landlords are often unaware of the illegality of their actions; landlords sometimes discriminate against tenants without realizing it.

Castroville

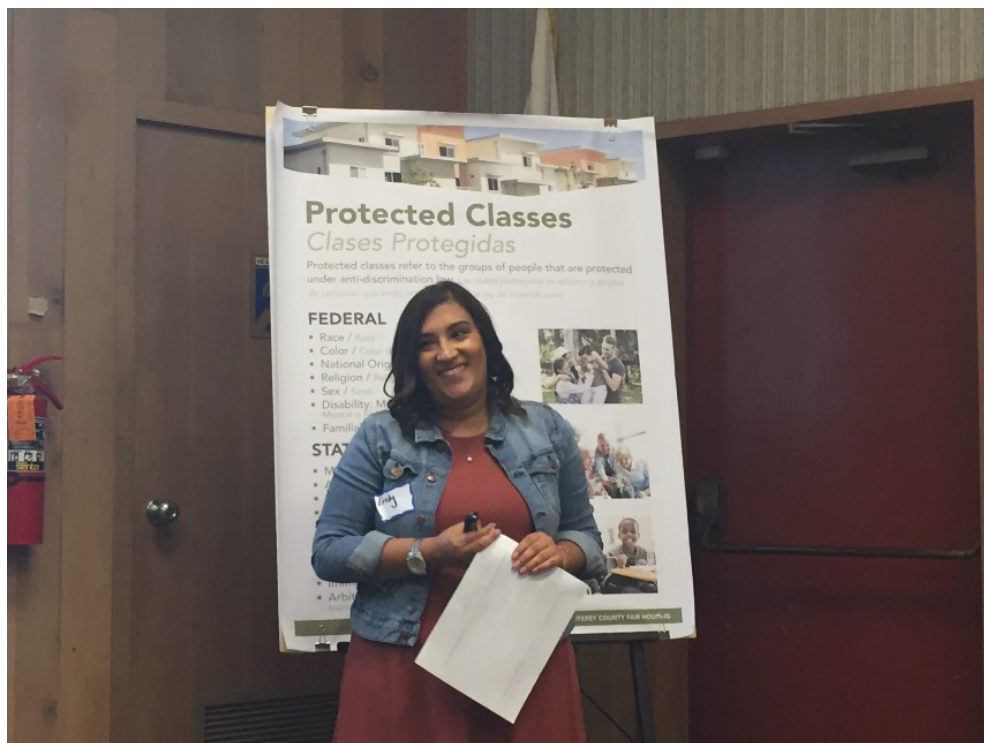
- There is some confusion around the legality of security deposits for both landlords and tenants.
- There is confusion over the rights of individuals to have service animals in units that forbid domestic pets. There is also confusion over the difference between domestic pets and service animals.

Monterey

- There is a misconception in the City of Monterey that poverty is not an issue.

Salinas

- There is a misconception that immigrants do not have fair housing rights.



Monterey Community Workshop, June 19th, 2018.

What community assets exist today that could be better used in addressing fair housing?

Castroville

- Schools are a focal point of the community in Castroville. They function as activity and information centers for families. Parents are highly involved in their children's education and extracurricular activities.
- United Way



Gonzales Community Workshop, June 23rd, 2018.

Gonzales

- The City of Gonzales has kiosks with flyers at the library, City Hall and the Medical Center.
- The City of Soledad includes public information on utility bills. This approach can be replicated to promote fair housing information on utility bills.
- Radio announcements
- Television commercials

Monterey

- ECHO Housing

Salinas

- Movie theater commercials/ trailers
- Flyers by mail
- Committees and associations
- Churches
- Radio announcements
- Television ads

V. Next Steps

The Collaborating Parties will incorporate the input and findings from the public participation activities into the development of the Analysis of Impediments to Fair Housing Choice (AI). The draft AI will be available for public review in Spring 2019.

Analysis of Impediments to Fair Housing Choice: Public Participation

Appendices

SUMMARY | September 2018



Appendix A: Contacted Stakeholders and Service Providers Across Monterey County

SUMMARY | September 2018



Type	Name	Location/Service Area
Housing Advocates	ECHO Housing	Monterey County
	Habitat for Humanity	Monterey and Santa Cruz County
	Habitat for Humanity Monterey	Monterey County
	Housing Choices Coalition for People with Developmental Disabilities	Monterey County
	Interim Inc.	Monterey County
	Mid-Peninsula Housing Corporation	Monterey and Santa Cruz County
	Project Sentinel	Northern California
Housing Developments and Community Development Corporations	Catalyst Apartments (Interim, Inc.)	Salinas
	CHISPA	Central Coast
	Creekbridge Homes	Salinas
	Eden Housing	Northern California
	Harrod Construction	Salinas
	Las Casas de Madera	Salinas
	Lupine Gardens Apartments	Salinas
	Mariposa Apartments	Salinas
	Northridge Park	Salinas
	Pointe at Hardin Ranch	Salinas
	Valley Mobile Home Park	Gonzales
	Villa San Miguel	King City
Community Organizations and Nonprofits	Access Monterey Peninsula	Monterey Peninsula
	Access Support Network	Central Coast
	Action Inspiring Change	Monterey County
	Alliance on Aging	Monterey County
	American Red Cross – Monterey Chapter	Monterey County
	The Blind & Visually Impaired Center of Monterey County Inc.	Monterey County
	Boys and Girls Club	Monterey County
	Building Healthy Communities Initiative	East Salinas
	The Carmel Foundation	Carmel
	CASA of Monterey County	Monterey County
	Center for Community Advocacy	Monterey and Santa Cruz County
	Central Coast Center for Independent Living	Central Coast
	Central Coast YMCA	Central Coast
	Cesar Chavez Foundation	National
	Clinica de Salud Del Valle	Monterey County
	Communities for Sustainable Monterey County	Monterey County
	Community Alliance for Safety and Peace	Monterey County
	Community Foundation for Monterey County	Monterey County
	Community Human Services	Monterey County
	Community Partnership for Youth	Seaside

	COPA	Central Coast
	Family Resource Center	East Salinas
	First Mayor's House	Salinas
	Food Bank for Monterey County	Monterey County
	Gateway Center	Monterey County
	Housing Choices	Central Coast
	Housing Development Consulting Corporation of Monterey County	Monterey County
	Latino Social Workers of Monterey County	Monterey County
	League of United Latin American Citizens	Salinas
	Legal Services for Seniors	Monterey County
	Lyceum of Monterey County	Monterey County
	Meals on Wheels of the Peninsula	Monterey Peninsula
	Meals on Wheels of the Salinas Valley	South County
	Monterey Bay Community Power	Monterey County
	Non-profit Alliance of Monterey County	Monterey County
	Pajaro Street Wellness Center (Interim Inc.)	Salinas
	Partners for Peace	Monterey County
	Rancho Cielo	Monterey County
	Restorative Justice Partners, Inc.	Monterey County
	Salvation Army	Soledad
	Samz School of Music Inc.	Salinas
	South County OutReach Effort	South County
	Taylor Farms Family Health & Wellness Center	Gonzales
	United Way Monterey County	Monterey County
	The Village Project Inc.	Seaside
	YWCA	Monterey County
Educational Institutions	Cal State Monterey Bay	Monterey County
	Central Coast College	Salinas
	Gonzales Unified School District	Gonzales
	Hartnell College	Salinas
	Monterey Peninsula Unified School District	Monterey Peninsula
Faith-Based Organization	Cypress Church of Gonzales Inc.	Gonzales
	Episcopal Church in the Diocese of El Camino Real	Gonzales
	Iglesia Episcopal Jesus del Valle	Gonzales
	Gonzales Apostolic Church	Gonzales
	The Gonzales Community Church	Gonzales
	Iglesia Episcopal Jesus del Valle	Gonzales
	King City Community Church	King City
	Sacred Heart Parish	Salinas
	Seaside Community Church	Seaside

	St. Mary of the Nativity Catholic Church	Salinas
	St. Theodore Catholic Church	Gonzales
Farm Worker Organizations	California Coalition for Rural Housing	Statewide
	California Rural Legal Assistance	Statewide
	Farmworker Institute of Education and Leadership Development	Statewide
	Monterey Bay Central Labor Council	Monterey County
	Monterey County Farm Bureau	Monterey County
	Rural Development Center (Agriculture and Land-Based Training Association)	Salinas
	United Farm Workers	Statewide
Public Agencies and Elected Officials	Castroville Library	Castroville
	City of Monterey	City of Monterey
	City of Salinas	Salinas
	City of Seaside	Seaside
	Community Development Advisory Committee	Seaside
	Community Development Department	Salinas
	Community and Economic Development Department	Soledad
	Community Planning and Building Department	Carmel
	County of Monterey	Monterey County
	Department of Planning and Development	Gonzales
	Department of Planning and Development	Greenfield
	Gonzales City Councilmembers	Gonzales
	Gonzales Library	Gonzales
	Housing Authority of the County of Monterey	Monterey County
	Housing Division of the City of Monterey	City of Monterey
	HUD	National
	King City Community Development Department	King City
	Monterey County Department of Social and Employment Services	Monterey County
	Monterey County Free Libraries	Monterey County
	Monterey County Housing Authority Development Corporation	Monterey County
	Monterey County Migrant Seasonal Head Start Office	Monterey County
	Monterey County Office of Housing and Economic Development	Monterey County
	Monterey Public Library	City of Monterey
	Office of the City Manager	Salinas

	Salinas City Elementary School District	Salinas
	Salinas Senior Center	Salinas
	Seaside Homeless Committee	Seaside
	Seaside Community Development Advisory Committee	Seaside
Realtors and Business Organizations	Carmel Chamber of Commerce	Carmel
	Central Coast Builders Association	Central Coast
	CSUMB Small Business Development	Monterey County
	Gloria Moore Realtors	
	The Gonzales Chamber of Commerce	Gonzales
	Hispanic Chamber of Commerce, Monterey County	Monterey County
	Monterey County Association of Realtors	Monterey County
	Salinas Valley Chamber of Commerce	Salinas
	SPARC	
	SUBA	Salinas
Tenant Organizations	Housing Resource Center	Monterey County
	Monterey Vista Neighborhood Association	Monterey
	Salvation Army – Good Samaritan Center	Sand City
	Tenants Together – Tenant Foreclosure Hotline	Statewide
Homeless Services	Dorothy's Place, Franciscan Workers of Junipero Sera	
	Monterey County Coalition of Homeless Service Providers	Monterey County
	Monterey County Homeless Services	Monterey County
	Monterey County Homeless Union	Monterey County
	Peacock Acres	
	Shelter outreach Plus	
	Second Chance	
Media Outlets	Kion 5/46	Salinas
	KSBW	Salinas
	The Monterey County Herald	Monterey County
	The Monterey County Weekly	Monterey County
	South County Newspapers	South County

Appendix B: Participating Agencies, Groups and Organizations

SUMMARY | September 2018



Below is a list of all agencies, groups and organizations that participated in one or more of the AI engagement activities.

Agency/Organization	Agency/Organization Type	Service Area	Form of Participation
Alliance on Aging	Community Organization	Monterey County	Monterey Community Workshop
California Rural Legal Assistance, Inc.	Farm Worker Organization		Gonzales Community Workshop
Central Coast Center for Independent Living	Community Organization	Central Coast	Stakeholder Interview
City of Monterey	Public Agency	City of Monterey	Monterey Community Workshop
City of Salinas	Public Agency	City of Salinas	Seaside Partner Forum
City of Seaside	Public Agency	City of Seaside	Seaside Partner Forum
Coalition of Homeless Services Providers	Homeless Services	Monterey and San Benito County	Stakeholder Interview
Community Development Advisory Committee	Public Agency	Seaside	Seaside Partner Forum
Community Human Services	Community Organization	Monterey County	Stakeholder Interview
County of Monterey	Public Agency	Monterey County	Gonzales Community Workshop
Del Pro Business Solutions	Business	Statewide	Gonzales Community Workshop
East Salinas Building Healthy Communities	Community Organization	East Salinas	Stakeholder Interview
ECHO Housing	Housing Advocate	Monterey County	Stakeholder Interview, Partner Forum, Four Community Workshops
Housing Authority of Monterey County	Public Agency	Monterey County	Castroville Community Workshop

HUD	Public Agency	National	Monterey Community Workshop
Legal Services for Seniors	Community Organization	Monterey County	Seaside Partner Forum
Maria J. Torres Gil Community Center	Community Organization	Salinas	Salinas Partner Forum
Meals on Wheels Salinas Valley	Community Organization	South County	Castroville Community Workshop
MidPen Housing Corporation	Housing Advocate	Monterey and Santa Cruz County	Stakeholder Interview
Monterey Bay Economic Partnership	Community Organization	Monterey, San Benito and Santa Cruz County	Stakeholder Interview
Monterey County Free Libraries	Public Agency	Monterey County	Gonzales Community Workshop
Monterey Peace and Justice Center	Community Organization	Monterey County	Monterey Community Workshop
Monterey Peninsula Renters United	Community Organization	Monterey Peninsula	Monterey Community Workshop
NAACP	Social Justice Advocate	National	Monterey Community Workshop
Reuters	News Outlet	National	Monterey Community Workshop
Seaside Homeless Committee	Public Agency	Seaside	Seaside Partner Forum
South County Newspapers	News Outlet	South County	Gonzales Community Workshop
United Way	Community Organization	Monterey County	Castroville Community Workshop
Veterans Transition Center	Community Organization	Monterey County	Stakeholder Interview

Appendix C: Online Survey Summary

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Survey Results

Please select the language in which you will take this survey: <i>Por favor escoja el lenguaje en que tomará esta encuesta:</i>		
Answer Options	Response Percent	Response Count
English - <i>Inglés</i>	96.33%	446
Spanish - <i>Español</i>	3.67%	17
<i>answered question</i>		463
<i>skipped question</i>		1
In what ZIP code do you reside? <i>¿En qué código postal reside usted?</i>		
Answer Options	Response Count	
	440	
<i>answered question</i>	440	
<i>skipped question</i>	24	
Have you personally ever experienced discrimination in housing? <i>¿Ha experimentado usted personalmente discriminación en materia de vivienda?</i>		
Answer Options	Response Percent	Response Count
Yes/ <i>Si</i>	36.32%	146
No/ <i>No</i>	63.93%	257
<i>answered question</i>		402
<i>skipped question</i>		62
On what basis do you believe you were discriminated against? (check all that apply) <i>¿Por qué motivo cree usted que le discriminaron? (Indique todas las opciones que correspondan)</i>		
Answer Options	Response Percent	Response Count
Race <i>Raza</i>	28.92%	48
National Origin <i>Origen nacional</i>	6.02%	10
Marital Status <i>Estado civil</i>	19.88%	33
Family Status (e.g. single-parent with children, family with children or expecting a child) <i>Estado familiar (por ejemplo, padre o madre soltero con hijos, familia con hijos o esperando el nacimiento de un hijo)</i>	33.13%	55
Color <i>Color</i>	7.23%	12
Ancestry <i>Herencia ancestral</i>	4.22%	7
Sexual Orientation <i>Orientación sexual</i>	4.82%	8
Source of Income (e.g. welfare, unemployment insurance) <i>Fuente de ingreso (por ejemplo, asistencia social, seguro por desempleo)</i>	24.10%	40

Religion <i>Religión</i>	4.82%	8
Gender Identity <i>Identidad de género</i>	2.41%	4
Gender Information <i>Información de género</i>	1.20%	2
Age <i>Edad</i>	24.70%	41
Disability/Medical Conditions (either you or someone close to you) <i>Discapacidad/condición médica (ya sea usted o alguien cercano a usted)</i>	11.45%	19
Other (please explain) <i>Otro (especifique):</i>	21.08%	35
answered question		166
skipped question		298

Who do you believe discriminated against you? (check all that apply)
¿Quién cree usted que le ha discriminado? (Indique todas las opciones que correspondan)

Answer Options	Response Percent	Response Count
Landlord/Property Manager <i>Dueño/gerente de la propiedad</i>	82.96%	112
Mortgage lender <i>Institución de préstamos hipotecarios</i>	9.63%	13
Neighbor <i>Vecino</i>	14.81%	20
Real Estate Agent <i>Agente de bienes raíces</i>	11.11%	15
Government Staff Person <i>Individuo del personal gubernamental</i>	14.07%	19
Insurance Broker/Company <i>Corredor/compañía de seguros</i>	0.00%	0
Other (please specify) <i>Otro (especifique):</i>	14.07%	19
answered question		135
skipped question		329

Where did the act of discrimination occur? (check all that apply)
¿Dónde ocurrió el acto de discriminación? (Indique todas las opciones que correspondan)

Answer Options	Response Percent	Response Count
Apartment Complex <i>Complejo de apartamentos</i>	60.94%	78
Single-Family Neighborhood <i>Vecindario de viviendas unifamiliares</i>	35.16%	45
Mobilehome Park <i>Parque de casas rodantes</i>	2.34%	3
Condo/Townhome Development <i>Condominio/Desarrollo de viviendas adosadas</i>	11.72%	15
Public or Subsidized Housing Project <i>Proyecto de vivienda pública o subsidiada</i>	14.06%	18
When Applying for City Programs <i>Al solicitar programas de la ciudad</i>	12.50%	16
Other (please specify)/	7.03%	9

	<i>Otro (especifique):</i>		
	<i>answered question</i>		128
	<i>skipped question</i>		336
	How were you discriminated against? ¿Cómo fue la discriminación?		
	Answer Options	Response Percent	Response Count
7.	Not Shown Apartment <i>No le mostraron el apartamento</i>	24.37%	29
	Higher Security Deposit <i>Mayor depósito de garantía</i>	21.01%	25
	Higher Rent <i>Renta más elevada</i>	27.73%	33
	Provided Different Housing Services or Facilities <i>Le proporcionaron diferentes servicios de vivienda o instalaciones</i>	15.13%	18
	Other (please specify) <i>Otro (especifique):</i>	53.78%	64
	<i>answered question</i>		119
	<i>skipped question</i>		345
	Have you ever been denied a: (check all that apply) Se le ha negado alguna vez:(marque todas las condiciones que apliquen)		
8.	Answer Options	Response Percent	Response Count
	"Reasonable Modification" <i>Una "modificación razonable"</i>	11.21%	13
	"Reasonable Accommodation" <i>Una "acomodación razonable"</i>	19.83%	23
	N/A	75.00%	87
9.	<i>answered question</i>		116
	<i>skipped question</i>		348
	If YES, what was your request? Si respondió SI, ¿cuál fue su solicitud?		
	Answer Options	Response Count	
10.		26	
	<i>answered question</i>		26
	<i>skipped question</i>		438
	If you believe you have been discriminated against, have you reported the incident? Si usted cree que ha sido discriminado, ¿reportó usted el incidente?		
	Answer Options	Response Percent	Response Count
11.	Yes <i>Sí</i>	16.10%	19
	No <i>No</i>	83.90%	99
	<i>answered question</i>		118
	<i>skipped question</i>		346
	If NO - Why? Si respondió NO, ¿por qué?		

Answer Options		Response Percent	Response Count
Don't Know Where to Report <i>No sabe dónde reportarlo</i>		51.02%	50
Don't Believe it Makes Any Difference <i>No cree que haga diferencia alguna</i>		65.31%	64
Afraid of Retaliation <i>Temor de represalias</i>		34.69%	34
Too Much Trouble <i>Demasiado problema</i>		22.45%	22
Other (please specify) <i>Otro (especifique)</i>		17.35%	17
answered question			98
skipped question			366
If YES, how did you report the incident? <i>Si respondió SI, ¿cómo reportó el incidente?</i>			
12.	Answer Options		Response Count
			19
	answered question		19
	skipped question		445
13.	If you reported the complaint, what is the status? <i>Si reportó la queja, ¿en qué estado de avance se encuentra?</i>		
	Answer Options	Response Percent	Response Count
	Unresolved <i>Sin resolver</i>	81.25%	13
	Resolved via Mediation <i>Se resolvió a través de mediación</i>	0.00%	0
	Unresolved, Pending Resolution <i>Sin resolver, pendiente de resolución</i>	18.75%	3
	In Litigation <i>En litigio</i>	0.00%	0
	Other (please specify) <i>Otro (especifique)</i>	25.00%	4
14.	answered question		16
	skipped question		448
	Are you aware of a hate crime having been committed in your neighborhood? <i>¿Se ha percatado usted de algún delito por odio que se haya cometido en su vecindario?</i>		
	Answer Options	Response Percent	Response Count
	Yes <i>Si</i>	6.59%	24
15.	No <i>No</i>	68.13%	248
	Don't Know <i>No sabe</i>	26.10%	95
	answered question		364
	skipped question		100
	If YES, in what city did the hate crime occur? <i>Si respondió SI, ¿en qué ciudad ocurrió el delito por odio?</i>		

Answer Options		Response Count	
		23	
<i>answered question</i>		23	
<i>skipped question</i>		441	
What was the basis? (check all that apply) ¿A qué se debió? (Indique todas las opciones que correspondan)			
Answer Options		Response Percent	Response Count
Race/ Raza		65.71%	23
National Origin/ Origen nacional		14.29%	5
Marital Status/ Estado civil		2.86%	1
Family Status/ Estado familiar		20.00%	7
Color/ Color		28.57%	10
Ancestry/ Herencia ancestral		11.43%	4
Sexual Orientation/ Orientación sexual		8.57%	3
Religion/ Religión		8.57%	3
Source of Income/ Fuente de ingresos		5.71%	2
Sex/ Sexo		2.86%	1
Age/ Edad		8.57%	3
Disability/Medical Conditions/ Discapacidad/condición médica		17.14%	6
Gender Identity/ Identidad de género		5.71%	2
Gender Information/ Información de género		5.71%	2
Other (please elaborate)/ Otro (especifique)		11.43%	4
<i>answered question</i>			35
<i>skipped question</i>			429
Have you ever attended a Fair Housing Training? ¿Ha asistido alguna vez a capacitación sobre Vivienda Justa?			
Answer Options		Response Percent	Response Count
Yes/ Sí		10.86%	39
No/ No		89.14%	320
<i>answered question</i>			359
<i>skipped question</i>			105

	If YES, was it free or was there a fee? <i>Si respondió SI, ¿fue gratuita o pagó inscripción?</i>		
	Answer Options	Response Percent	Response Count
	Free/ <i>Gratis</i>	86.49%	32
18.	Required a Fee/ <i>Requirió pago de inscripción</i>	13.51%	5
	<i>answered question</i>		37
	<i>skipped question</i>		427
	If YES, where was the training? <i>Si respondió SI, ¿dónde se realizó la capacitación?</i>		
	Answer Options	Response Percent	Response Count
19.	Home/ <i>En casa</i>	0.00%	0
	Work/ <i>En el trabajo</i>	44.44%	16
	City Workshop/ <i>Taller ofrecido en la Ciudad</i>	27.78%	10
	Other (please specify)/ <i>Otro (especifique)</i>	33.33%	12
	<i>answered question</i>		36
	<i>skipped question</i>		428
20.	Have you ever seen or heard a Fair Housing Public Service Announcement (PSA) on TV/Radio/Online? <i>¿Ha visto u oído un anuncio de servicio al público sobre el tema de Vivienda Justa en TV/radio/en línea?</i>		
	Answer Options	Response Percent	Response Count
	Yes - <i>Sí</i>	23.16%	82
	No - <i>No</i>	77.40%	274
21.	<i>answered question</i>		354
	<i>skipped question</i>		110
	How did you hear about this survey? <i>¿Dónde escuchó acerca de esta encuesta?</i>		
	Answer Options	Response Count	
22.		316	
	<i>answered question</i>		316
	<i>skipped question</i>		148
	Ethnic Categories (select one) <i>Categorías étnicas (seleccione una opción)</i>		
	Answer Options	Response Percent	Response Count
	Hispanic or Latino <i>Hispano o latino</i>	36.05%	115
	Not-Hispanic or Latino <i>No hispano o latino</i>	63.95%	204

	<i>answered question</i>	319
	<i>skipped question</i>	145
	Racial Categories (select one or more) <i>Categorías raciales (seleccione una o más opciones)</i>	
	Answer Options	Response Percent
23.	American Indian or Alaska Native <i>Indio Americano o Nativo de Alaska</i>	5.22% 14
	Native Hawaiian or Other Pacific Islander <i>Nativo de Hawái u otra Isla del Pacífico</i>	2.61% 7
	Asian <i>Asiático</i>	4.85% 13
	White <i>Caucásico</i>	88.06% 236
	Black or African American <i>Negro o Afroamericano</i>	9.70% 26
	Other (please specify)/ <i>Otro (especifique):</i>	17
	<i>answered question</i>	268
	<i>skipped question</i>	196
	Do you rent or own your home? <i>¿Paga renta o es propietario de vivienda?</i>	
24.	Answer Options	Response Percent
	Rent <i>Alquila</i>	67.08% 216
	Own <i>Propietario</i>	33.23% 107
	<i>answered question</i>	322
25.	<i>skipped question</i>	142
	Age: <i>Edad:</i>	
	Answer Options	Response Percent
	18-24	5.41% 18
	25-34	25.83% 86
	35-44	19.52% 65
	45-54	14.41% 48
26.	55-64	19.52% 65
	65+	16.22% 54
	<i>answered question</i>	333
	<i>skipped question</i>	131
	Do you have a disability? <i>¿Tiene alguna discapacidad? (elige una opción)</i>	
	Answer Options	Response Percent
	Yes <i>Sí</i>	16.52% 55
	No <i>No</i>	83.48% 278

27.

<i>answered question</i>		333
<i>skipped question</i>		131
Do you have children under the age of 18 years old in your home? <i>¿Tiene hijos menores de 18 años de edad en su grupo familiar? (elige una opción)</i>		
Answer Options	Response Percent	Response Count
Yes <i>Sí</i>	39.52%	132
No <i>No</i>	60.48%	202
<i>answered question</i>		334
<i>skipped question</i>		130
Please let us know if you have any additional comments or concerns in the space below. <i>Por favor, háganos saber si tiene algún comentario o inquietud adicional en el espacio a continuación.</i>		
Answer Options	Response Count	
	67	
<i>answered question</i>		67
<i>skipped question</i>		397

28.

Appendix D: Summary of Stakeholder Interviews

SUMMARY | September 2018



Monterey County Analysis of Impediments (AI) to Fair Housing Choice

Summary of Stakeholder Interviews

April 2018

Between February and March 2018, MIG, Inc. conducted interviews with key housing and community stakeholders to gather their insights into housing barriers, housing discrimination and fair housing priorities across Monterey County. A list of the eight stakeholders interviewed is included below.

Organization	Stakeholder Name & Title
Central Coast Center for Independent Living	Elza Quezada, President
Coalition of Homeless Services Providers	Katherine Thoeni, Executive Officer
Community Human Services	Robin McCrae, Chief Executive Officer
East Salinas Building Healthy Communities	Cesar Lara, Hub Manager
Eden Council for Hope and Opportunity (ECHO)	Emily Garnica, Housing Counselor
MidPen Housing Corporation	Betsy Wilson, Director of Housing Development
Monterey Bay Economic Partnership	Matt Huerta, Housing Program Manager
Veterans Transition Center	Bobby Merritt, Housing Manager

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

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

1. Briefly, please describe your agency's role in addressing fair housing needs in the region. What geographic area and mix of clients do you serve?

- Monterey Bay Economic Partnership (MBEP) implements and develops advocacy networks for residents and business leaders to move policy forward and to produce housing units. They operate in 17 jurisdictions in Monterey County. MBEP also works with the Monterey Bay Housing Trust Fund, a new \$11 million fund for affordable housing developers.
- ECHO is an approved organization of the U.S. Housing and Urban Development (HUD) Department that provides dispute resolution services, mediation, housing counseling for tenant/landlord services and fair housing services. They investigate fair housing complaints and provide fair housing resources to individuals in need. ECHO has been operating in the Bay Area for 50 years, and they started working in Monterey County in the fall of 2017.
- Community Human Services (CHS) is a large behavioral health service agency that works on mental health, substance abuse and homeless youth issues. They are the only homeless youth service provider in Monterey County. They provide temporary shelter, and conduct street outreach, counseling, drug education, health education and sex education.
- The Veterans Transition Center (VTC) provides services for homeless veterans and their families. They offer transitional housing and case management programs for veterans so that they can once again become employable, productive members of the community. VTC works with veterans across all of Monterey County.
- MidPen Housing is a leading non-profit developer, owner and manager of high-quality affordable housing. MidPen builds rental housing for people earning 60% of Area Median Income (AMI). They operate in 11 counties in and around the Bay Area.
- Central Coast Center for Independent Living (CCCIL) promotes the independence of people with disabilities by supporting their equal and full participation in life. CCCIL provides advocacy, education, and support to people with disabilities, their families, and the community. They operate in three counties, including Santa Cruz, San Benito and Monterey County.
- East Salinas Building Healthy Communities (BHC) is a community driven initiative, grounded in a strong local history of community advocacy and active partnerships between residents, private organizations, and public agencies. BHC provides community members with a variety of resources and supports to address housing needs and other issues.
- The Coalition of Homeless Service Providers (CHSP) is a group of private non-profit and public organizations working together to address the complex issues of homelessness. The CHSP and its agency members serve low-income and homeless individuals and families of all races and ethnicities throughout Monterey and San Benito Counties.

2. Overall, what do you find to be the greatest challenges to building community awareness about fair housing in your communities?

- The biggest challenge is getting people to come forward and seek help for housing issues because many people are fearful of being evicted.
- There is still a problem with the stigma against homeless people and with “NIMBYists” trying to move the homeless out.
- The face of homelessness is changing and no longer confined to the stereotypes of the mentally ill and substance users.
- A big challenge is the lack of affordable housing. Although some populations receive subsidized housing vouchers, those subsidies don’t meet the rent levels.
- A huge challenge is the racial stratification that exists in the region. Salinas is more Hispanic while Monterey’s population is predominantly Caucasian and older.

3. What are the greatest misconceptions or misunderstandings that you hear in your service area? What do you think may be the sources of this misinformation?

- People have reservations about renting to veterans due to the stigma that all veterans suffer from PTSD or become volatile. However, most veterans have not experienced war or conflict so this “volatile” label is inaccurate.
 - There was a Yountville incident recently – the shooting of a Napa therapist by a veteran – which has intensified concerns for veterans’ mental health.
- One interviewed shared that the greatest misconception is that “immigrants and poor folks don’t follow the rules.” In fact, these communities are more likely to abide by the law for fear of being deported.
 - Many illegal immigrants do not complain about housing conditions and affordability because they live in fear and do not want to draw attention to themselves
- According to one interviewee, the biggest misconception is about who is homeless since the face of homelessness is changing. A lot of work is needed to demystify who these individuals are through a well-funded media campaign.
- Some racist and bigoted people camouflage their viewpoints by using “NIMBYism” as a proxy. A very diverse workforce commutes to Monterey or Carmel to work, and then travels to less expensive communities to live.
 - There is a “live/work preference ordinance” that exists in Monterey to ensure housing preference for people who live or work in the city.

4. What are the greatest challenges to your agency in meeting fair housing needs?

- A significant challenge noted by one agency is the fact that a lot of funds are restricted and do not cover housing-related activities such as helping to reunite families or working to prevent homelessness in the first place.
- Our greatest challenge is that we can't build enough housing to meet the demand. It's particularly difficult to build housing in Monterey and Carmel.
 - Water issues are also being used as a tool to prevent building affordable housing due to the tension of addressing the housing demand without negatively impacting the water supply.
- One interviewee suggested looking at policy- and project-level opportunities to increase the supply of housing.
 - For example, MBEP is currently working on employee-sponsored housing with major employers who want to build/fund housing for their employees because they are struggling to maintain and recruit employees due to housing issues. An example project includes the Tanimura & Antle project in Spreckels, which is an 800-bed farmworker housing facility.
 - Major industry leaders are stepping up in the agriculture industry to help provide worker housing.
- Many landlords prefer not to get involved with the Housing Authority or to accept vouchers because of the excessive paperwork.
- Trying to get veterans to housing is a challenge for some community agencies. Public transportation is a part of the problem, especially in the southern cities.
- Many agencies face challenges related to awareness about their scope of services or costs. For example, some community members do not know or understand what ECHO does. They think that it's a legal-related service and they don't know that services are provided free of charge.

5. 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?

The range of responses provided by interviewees is summarized below. Some interviewees suggested that all protected classes are underserved; however, they offered targeted input on certain protected classes.

National Origin Protected Class

- Racial dynamics in the county have an impact on the fair housing situation. One underserved group is the farmworker community that lives in overcrowded and often deplorable housing conditions. Farmworkers are being victimized because of their citizenship status.
- The national origin protected class needs more services and support in Monterey County. There are scare tactics against people who are undocumented, prohibiting them from renting certain units or making housing-related complaints. The Latino “immigrant population in Monterey County experiences a lot of discrimination.”
- Farmworkers have the greatest needs. A large portion of farmworkers are undocumented. One interviewer estimated that about 45% of farmworkers are undocumented. Undocumented workers are experiencing a lot more discrimination because of their immigration status and the current federal administration. They are more vulnerable than others to housing discrimination.

Veterans

- Race has a lot to do with housing in certain areas, but veterans are in greatest need.
- Transgender veterans are also in need of fair housing services.

Other Vulnerable Populations

- Youth are not a protected class, but there is a need for youth rapid re-housing and homeless prevention. There is also a deep need for more family counseling to prevent youth from becoming homeless.
- Additionally, youth don’t have the same skill sets as adults to navigate the housing market.
- Seniors, single moms and agricultural workers are in need of the most support.
- There are many older women living in their cars, who may be homeless due to a health problem or job loss.

6. What community assets exist today that could be better used in addressing fair housing?

Raising Community Awareness

- Community education should be the priority. Partners and peers should be educated on what fair housing is and how to address it.
- It's important to educate the public about how other people live and what the housing conditions are for certain communities in the county.
 - o This would help build empathy so that people can relate at a human level.
- We must raise community awareness about the impact and consequences of fair housing issues in the County, as well as the fair housing services available in the community.
- The Housing Watch Report is an informative tool and resource for clients and community agencies.
- The Coalition of Homeless Service Providers is a key organization to help raise awareness about fair housing and access to habitable living conditions.

7. What types of improvements to inter-agency coordination could improve fair housing service in the region?

- Overall, many interviewees suggested that there is a need for better coordination between housing agencies and nonprofits to address fair housing issues in the county, and particularly the homelessness situation.
- We need to take a regional approach to address housing issues. Monterey and Carmel don't feel like they have to contribute to the housing supply.
- Brining constituents to the table, including city representatives and community organizations, is an important first step.
- The county can improve its leveraging of Community Development Block Grants to address housing needs.
- Many community groups are currently emphasizing the importance of working collaboratively and establishing cross-sector partnerships.
- One interviewee would like to see cities collaborate in a meaningful way to stop "exporting the working poor." Cities need to look at housing through an economic development lens. For instance, the Monterey City Council consists of all Caucasian men that don't want Monterey to grow; and, Carmel Valley is a community of "NIMBYs" that doesn't produce their fair share of housing at various income levels.
- Currently, there is a gap in advocacy efforts with no organization actively advocating for fair housing policies and providing legal aid to aggrieved parties. There is a need for ongoing legal services for individuals who are experiencing discrimination in the county.

8. What are the best ways to promote and outreach for the Analysis of Impediments' (AI) workshops and survey?

- One interviewee suggested the following outreach methods: flyer posting at libraries and community hubs, social media, radio advertisements (e.g., Community Board Group on Spanish radio), and TV advertisements (e.g., local Univision station).
- Social media such as NextDoor.
- Leveraging the outreach efforts of Salinas' current planning projects (e.g., Vision Salinas).
- Newspaper articles, conventional media sources and press releases that draw attention to the issue.
- Partner agency websites, electronic newsletters and e-blasts.
- The local newsletter published by Seaside's City Manager.
- Outreach through community organizations.
 - It is important to help people understand why they should participate in the workshops and why it is important to them.
- Partner with the County's Veteran Affairs (VA) Office and the VA in Palo Alto.

9. Do you have any additional comments or ideas related to the Analysis of Impediments and the future of fair housing in the region?

Public Education and Engagement

- Many people are afraid to complain about code enforcement and housing discrimination issues. The public needs more education and awareness about their housing rights.
- It may be helpful to develop a workshop exercise that gives people insights into the poor living conditions, long commutes and housing instability of low-wage earners. The idea is to create an activity that gives people more insight into the lives of others.
- It's important to report back to the community with the findings gathered through the AI survey, workshops and partner forums.
- We need to make sure that the community workshops are accessible to people of all abilities. There may be a need for sign language or Spanish language interpretation.

Additional Comments

- It's important to incorporate accessible, universal design when planning new housing. We need to plan for disabled people, especially as they get older and their needs change.
- Homelessness creates problems for many Business Improvement Districts, so those entities often prefer to ignore the homeless problem by "sweeping it under the rug" and pushing the homeless to certain parts of a city. For example, there are large homeless encampments in Salinas' Chinatown.
- Airbnb and the tourist industry's impact on the housing supply in coastal Monterey County was mentioned as a topic for further exploration.

Appendix E: Partner Forum Discussion Questions

SUMMARY | September 2018



Housing Barriers

1. What are the most common barriers to housing in your community?
2. Can you describe your community's experiences with housing discrimination or challenges finding housing?

Addressing Fair Housing

3. If you received a fair housing complaint from your client or constituent, how would you handle it? What is the protocol you would follow? How would you assist them?
4. Does your organization provide resources or support for fair housing issues?
5. What are the greatest challenges to your agency in meeting fair housing needs?

Protected Classes

6. Which protected classes have the greatest needs for improved service, and why?
7. Which protected classes' needs for fair housing in our region do you believe are relatively well served?

Raising Awareness

8. What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your service area? What do you think may be the sources of this misinformation?
9. What do you find to be the greatest challenges to building community awareness about fair housing in your communities?
10. What community assets exist today that could be better used in addressing fair housing?

Additional Comments

11. Do you have any additional comments or ideas related to the AI and the future of fair housing in the region?

Appendix F: Community Workshop Discussion Questions

SUMMARY | September 2018



Housing Barriers and Discrimination

1. What are the most common barriers to housing in your community?
2. Have you (or someone you know) ever experienced housing discrimination?
3. For what reason do you believe you have been discriminated against? (e.g., age, family status, race, etc.)
 - a. Follow-up question: How were you discriminated against? (e.g., higher rent, higher security deposit, not shown apartment, etc.)
4. If you believe you have been discriminated against, have you reported the incident?
 - a. If no, why?
 - b. If yes, how did you handle it? Where did you go for help? What was your experience like with the person/ organization that helped you?
 - c. If yes, what is the status of the complaint?
5. Can you describe your community's experiences with housing discrimination or challenges finding housing?

Protected Classes

6. Which protected classes have the greatest needs for improved service, and why?
7. Which protected classes' needs for fair housing in our region do you believe are relatively well served?

Raising Awareness

8. 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?
9. What do you find to be the greatest challenges to building community awareness about fair housing in your community?
10. What community assets exist today that could be better used in addressing fair housing?

Additional Comments

11. Do you have any additional comments or ideas related to the AI and the future of fair housing in the region?

Appendix G: Salinas Workshop Flyer and Questionnaires

SUMMARY | September 2018





Community Meeting

(Open to the Public)

HOSTED BY
COUNCILMEMBER TONY BARRERA

"Community Discussion on Housing"

Presentations provided by:

- Angie Watson-Hajjem, Fair Housing Coordinator
- Emily Garnica, Housing Counselor



Panel discussion (Q & A) provided by:

- California Rural Legal Assistance (CRLA)
- ECHO Housing
- Housing Authority of the County of Monterey (HACM)
- Legal Services for Seniors

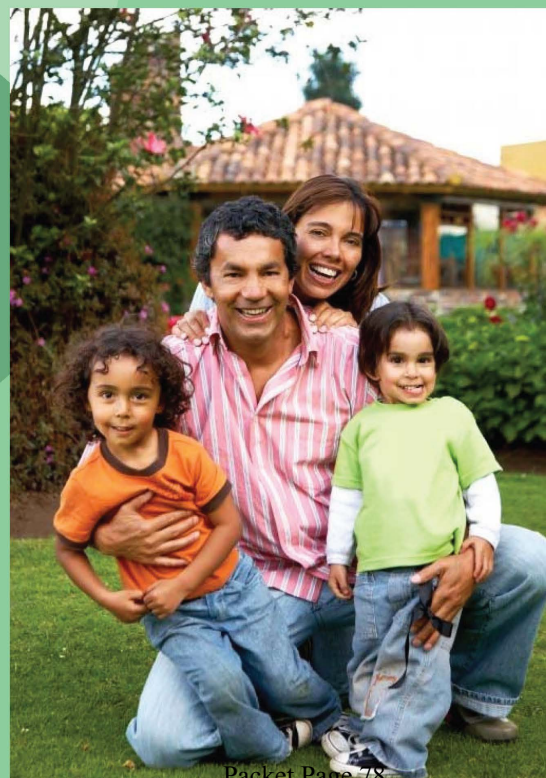
Thursday, March 29, 2018

6:00 p.m. – 7:30 p.m

Sherwood Hall

(Main Auditorium)

940 N. Main Street, Salinas, CA 93906





Reunión de la Comunidad

(Abierto al Publico)

ALOJADO POR
CONCEJAL TONY BARRERA

"Discusión Comunitaria de Vivienda"

Presentaciones previsto por:

- Angie Watson-Hajjem, coordinadora de vivienda justa
- Emily Garnica, consejera de vivienda



Panel de discusión (Preguntas y Respuestas) previsto por:

- California Rural Legal Assistance/ Asistencia Legal Rural de California
- ECHO Housing / ECHO Vivienda
- Housing Authority of the County of Monterey / Autoridad de Vivienda del Condado de Monterey
- Legal Services for Seniors / Servicios Legales Para Personas de la Tercera Edad

Jueves, 29 de marzo del 2018

6:00 p.m. – 7:30 p.m.

Sherwood Hall

(Main Auditorium)

940 N. Main Street, Salinas, CA 93906





Community Meeting Tenant Survey Questionnaire March 29, 2018

The Purpose of this confidential questionnaire is to give us an understanding of your housing needs.

Please be advised this is information is and will remain confidential.

1. Have you ever experienced any form of housing discrimination?

☐	Yes
☐	No

If so, on what basis do you believe you were discriminated? (Check all that apply)

Race		Color		Religion	
National Origin		Ancestry		Sex	
Marital Status		Sexual Orientation		Age	
Familial Status		Source of Income		Disability	
Gender Identity		Arbitrary discrimination		Other	

If other, please explain

2. Did you report the incident?

☐	Yes
☐	No

To whom did you report the incident?

What was the outcome?

3. Where did the act of discrimination occur? (i.e. apartment complex, mobile home park etc.)

How long ago was the incident? _____

What City did this occur in? _____

4. Do you think the condition of the property you currently live in is acceptable?

☐	Yes
☐	No

5. What do you like or not like about the condition of your property?

6. When was the last time your rent was increased? _____

How much rent are you paying? _____

Does your rent include Utilities? _____

How much was the increase? (Percentage/Amount) _____

7. How much notice were you given before your rental increase? _____

Do you feel you were given enough notice of your rental increase?

☐	Yes
☐	No

8. Has your landlord served you a notice of terminating tenancy recently?

☐	Yes
☐	No

9. Are you currently homeless?

☐	Yes
☐	No

10. If so, where are you currently living? (Couch surfing, in your car, etc.)

11. Would you like ECHO Housing to contact you regarding your issues? If so please provide full name and contact information?

Reunión de la comunidad

Cuestionario de encuesta de inquilino

29 de marzo, 2018

El propósito de este cuestionario confidencial es darnos una idea de sus necesidades de vivienda.

Tenga en cuenta que esta información es y seguirá siendo confidencial.

1. ¿Alguna vez ha experimentado alguna forma de discriminación de vivienda?

- ☐ Si
☐ No

Si es así, ¿sobre qué base crees que fuiste discriminado? (Marque todo lo que corresponda)

Raza		Color		Religión	
Origen nacional		Ascendencia		Sexo	
Estado civil		Orientación sexual		Edad	
Estado familiar		Fuente de ingreso		Discapacidad	
Identidad de género		Discriminación arbitraria		Otro	

Si es otro, por favor explique

2. ¿Reportó el incidente?

☐	Si
☐	No

¿A quién le reportó el incidente?

¿Cuál fue el resultado?

3. ¿Dónde ocurrió el acto de discriminación? (i.e. complejo de apartamentos, parque de casas móviles, etc.)

¿Hace cuánto tiempo fue el incidente? _____

¿En qué ciudad ocurrió esto? _____

4. ¿Cree que la condición de la propiedad en la que vive actualmente es aceptable?

☐	Si
☐	No

5. ¿Qué le gusta o no le gusta de la condición de su propiedad?

6. ¿Cuándo fue la última vez que se aumentó el alquiler?

¿Cuánto renta está pagando? _____

¿Su alquiler incluye servicios públicos?

☐	Si
☐	No

¿Cuánto fue el aumento? (Porcentaje / cantidad) _____

7. ¿Cuánto aviso le dieron antes del aumento de su alquiler? _____

¿Siente que recibió suficiente aviso de su aumento de alquiler?

☐	Si
☐	No

8. ¿Le ha notificado su propietario un aviso de terminación del alquiler recientemente?

☐	Si
☐	No

9. ¿Estás actualmente sin hogar?

☐	Si
☐	No

10. Si es así, ¿dónde vives actualmente? (Sofá surfeando, en su automóvil, etc.)

11. ¿Desea que ECHO Housing lo contacte con respecto a sus problemas? De ser así, proporcione el nombre completo y la información de contacto.

Community Meeting

Landlord Survey Questionnaire

March 29, 2018

The Purpose of this confidential questionnaire is to give us an understanding of your housing needs.

Please be advised this is information is and will remain confidential.

1. As a landlord, have you ever had a discrimination complaint filed against you?

☐	Yes
☐	No

If so, on what protected class was the complaint regarding? (Check all that apply)

Race	☐	Color	☐	Religion	☐
National Origin	☐	Ancestry	☐	Sex	☐
Marital Status	☐	Sexual Orientation	☐	Age	☐
Familial Status	☐	Source of Income	☐	Disability	☐
Gender Identity	☐	Arbitrary discrimination	☐	Other	☐

If other, please explain:

2. Were you aware of fair housing law's prior to today's meeting?

☐	Yes
☐	No

3. Are you aware of reasonable accommodations and modifications for disabled tenants?

☐	Yes
☐	No

5. How do you feel about the condition/appearance of your property?

6. How often do you keep up with the maintenance to your property?

7. When was the last time you increased rent?

How much was the increase? (Percentage/amount)

8. Do you plan to increase your tenants rent this year? Why?

9. What are some challenges you are facing or concerns you may have as a landlord?

10. Do you accept Section 8 Housing Choice Vouchers?

Why or why not?

11. Would you be willing to consider accepting Section 8 Housing Choice Vouchers in the future?

☐	Yes
☐	No

12. May the City or Housing Authority of the County of Monterey contact you if you are willing to accept Section 8 Housing Choice Vouchers?

☐	Yes
☐	No

13. Would you like ECHO Housing to contact you regarding any concerns? If so, please provide full name and contact information.

Reunión de la comunidad

Cuestionario de encuesta del propietario

29 de marzo, 2018

El propósito de este cuestionario confidencial es darnos una idea de sus necesidades de vivienda.

Tenga en cuenta que esta información es y seguirá siendo confidencial.

1. Como propietario, ¿alguna vez ha presentado una demanda por discriminación contra usted?

☐	Si
☐	No

De ser así, ¿en qué clase protegida estaba la queja? (Marque todo lo que corresponda)

Raza		Color		Religión	
Origen Nacional		Ascendencia		Sexo	
Estado Civil		Orientación sexual		Edad	
Estado Familiar		Fuente de ingreso		Discapacidad	
Identidad de género		Discriminación arbitraria		Otro	

Si es otro, por favor explique:

2. ¿Conocía usted las leyes de vivienda justa antes de la reunión de hoy?

☐	Si
☐	No

3. ¿Conoce las adaptaciones y modificaciones razonables para los inquilinos discapacitados?

☐	Si
☐	No

4. ¿Cómo se siente acerca de la condición / apariencia de su propiedad?

5. ¿Con qué frecuencia se mantiene al día con el mantenimiento de su propiedad?

6. ¿Cuándo fue la última vez que aumentó el alquiler?

¿Cuánto fue el aumento? (Porcentaje / cantidad)

7. ¿Planea aumentar el alquiler de sus inquilinos este año? ¿Por qué?

8. ¿Cuáles son algunos desafíos que enfrenta o preocupaciones que pueda tener como propietario?

9. ¿Acepta Vales de elección de vivienda de la Sección 8?

¿Por qué o por qué no?

10. ¿Estaría dispuesto a considerar aceptar vales de elección de vivienda de la Sección 8 en el futuro?

☐	Si
☐	No

11. ¿Puede la Ciudad o la Autoridad de Vivienda del Condado de Monterey comunicarse con usted si está dispuesto a aceptar los Vales de Elección de Vivienda de la Sección 8?

☐	Si
☐	No

12. ¿Desea que ECHO Housing lo contacte en relación con cualquier inquietud? De ser así, proporcione el nombre completo y la información de contacto.



CITY OF SEASIDE
Community Development Advisory Committee (CDAC)
Long Range Calendar
July 2018- – June 2019

July CDAC Meeting	July 18, 2018
Orientation Presentation	
Discuss 2018-2019 CDBG Subrecipient Monitoring Schedule (possible site visits)	
Status of AAP and Analysis of Impediments	
Staff draft Consolidated Annual Performance & Evaluation Report (CAPER)	July and August
Last possible day AAP Due to HUD with appropriate attachments/certifications	August 16, 2018
Funding Approval Document received and contract documents to sub recipients	upon HUD approval of AAP-TBD
August CDAC Meeting	August 15, 2018
- CAPER preview	
- Fourth Quarter (Apr-Jun) and Annual Program Reports (CAPER preparation)	
Notice of CAPER Publication	August 31 2017
CAPER publication (15 day comment period begins)	September 5, 2018
Annual Planning Notice-notice of Community Workshop in MCWeekly	September 6, 2018
September CDAC Meeting and Community Workshop	September 19, 2018
- Annual Community Needs Assessment Workshop	
- There will not be an application process this year	
- Community Needs Topics targeted more to Consolidated Plan Update research	
City Council public hearing CAPER	September 20, 2018
CAPER due to HUD	September 30, 2017
October CDAC Meeting	October 17, 2018
- Annual Priority Needs	
- Update of Analysis of Impediments/Countywide Collaboration efforts	
City Council	Deferred- no Council action is necessary (information submitted for AI inclusion)
- Presentation of the needs identified at the September workshop and the annual process/two year cycle	
NOFA announcement in Monterey County Weekly Not applicable this year.	XXX
November CDAC Meeting/no proposal workshop this year	November 21, 2018
Meeting to be cancelled (is evening before Thanksgiving)	CANCELLED
December CDAC Meeting	December 19, 2018
First Quarter Program Report (Jul-Sep)	
Revisit possible monitoring/presentations to CDAC	
2019	
January CDAC Meeting	January 16, 2019
- Discuss mid-year re-allocation (if needed) Monitoring Presentations	

if scheduled	
February CDAC Meeting Second Quarter Program Report (October-December) Review of 2019-2020 projects & subrecipients & revise recommendations if necessary	February 20, 2019
Administrative draft Annual Action Plan to CDAC	March 15, 2019
March CDAC Meeting Review AAP 2019-ANNUAL WORK PLAN to present to City Council (must be approved by CDAC by April 1)-City Council will review/approve in May	March 20, 2019
City Council - present CDAC recommendations for annual Action Plan	March 21, 2019
Advertisement to run for Annual Action Plan/Public Hearing for AAP/ Draft AI	March 28, 2019
Public Comment Period Annual Action Plan	April 1-May 2, 2019
April CDAC Meeting (likely to be cancelled)	April 17, 2019
City Council – public hearing - adopt annual Action Plan Draft AI to Council	May 2, 2019
Action Plan Due to HUD (subject to change by HUD)	May 15, 2019
May CDAC Meeting - 3rd Quarter sub recipient reports - Update on CDBG program	May 15, 2019
June CDAC Meeting (if needed) - Election of officers	June 19, 2019
Conditional notice of awards to Subrecipients	TBD