

Building Equitable Communities in Housing

King County Regional Homelessness Authority
May 29, 2024



Seattle Office for Civil Rights Vision, Values, & Accountability Statement

- SOCR **envisions** a city of thriving and powerful communities that fosters shared healing and belonging.
- We are **accountable** to provide leadership in upholding civil rights and advancing racial equity in the City of Seattle.
- We are a **direct service provider, convener, thought partner, and capacity builder**, with some small and time-limited funding opportunities.

Compassion

Responsibility

Integrity

Imagination

Belonging



Civil Rights Enforcement

Ensure equitable access in employment, housing, public places, and contracting by enforcing the City's antidiscrimination and civil rights protections.

Outreach and Community Engagement

- Education
- Engagement
- Outreach
- Training

Investigations

- Intake
- Investigations
- Early resolution
- Mediation services

Code Compliance and Testing

- Testing
- Code compliance
- Technical assistance

Citywide Title VI Program

- Compliance
- Training
- Coordination



Laws We Enforce

Employment

Fair Employment

ADA

ADEA

Title VII

GINA

PWFA

Housing

Open Housing

Fair Chance
Housing and
Eviction Records

Public Accommodations

Public
Accommodations

Closed Captioning

All-gender Restroom

Ban on Conversion
Therapy

ADA

Title VI

Contracting

Fair Contracting

Title VI

Note: Federal laws identified in gray



Objectives

- Provide fair housing overview.
- Discuss opportunities to affirmatively further fair housing.
- Apply community preferences in supportive housing.



Disclaimer

- Materials are for educational purposes only. The content, examples, scenarios, or responses to questions do not constitute legal advice or create or infer an agency decision.
- The presenter's views are not necessarily the opinions or positions of the City of Seattle.
- The presenter may not comment on any open or active investigations.



Fair Housing Overview



What is Fair Housing?

Fair housing is the right of everyone to have equitable access to housing and housing services

- 🏠 Rental and sales
- 🏠 Mortgages and appraisals
- 🏠 Insurance
- 🏠 Advertising



Protected Classes

Can have multiple reasons and protected classes

Association with someone of a protected class

Retaliation for exercising fair housing rights

Disparate Impact

Federal

Race
Color
National Origin
Religion
Sex
Disability
Familial Status

Washington State

Sexual Orientation
Gender Identity
Veteran/Military Status
Creed
Citizenship/Immigration Status
Use of a Service Animal
Section 8 or housing subsidy
Alternative source of income

Seattle

Ancestry
Political Ideology
Marital Status
Pregnancy
Outcomes
Caste



What is Discriminatory Effect?

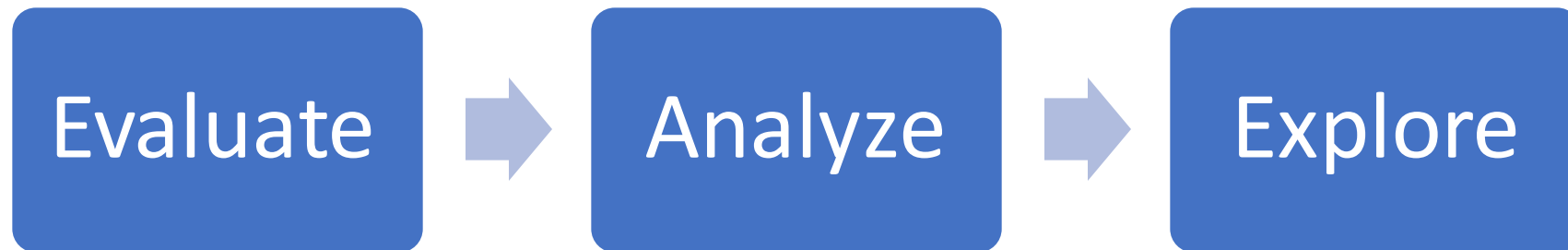
Neutral policy or practice that has a discriminatory effect on a protected class.

- 🏠 Use of Conviction Records in housing
- 🏠 Driver's license requirement for application
- 🏠 Social Security Number for credit verification
- 🏠 Citizenship or immigration for private housing



HUD Discriminatory Effects Rule

Requires housing providers to evaluate their policies and practices and mitigate the effects on protected class members.



Affirmatively Further Fair Housing



HUD Affirmative Marketing (2022)

Promotes diverse and inclusive communities by identifying groups that are least likely to apply and affirmatively market to these populations.

- 🏠 Meaningful Access and Accessibility.
- 🏠 Inclusive Marketing.
- 🏠 Transparency.
- 🏠 Disparate impact analysis.
- 🏠 Evaluation.



Seattle Community Preferences Guidelines (2019)

Guidelines to help address displacement and advance racial equity

- 🏠 Affirmatively further fair housing for screening.
- 🏠 Address high risk of displacement.
- 🏠 foster and sustain inclusive communities.



Community Preference Guidelines

Permissive policy for City-funded rental and homeownership housing located in high risk of displacement areas to advance racial equity.

- 🏠 Identify High Risk of Displacement Areas.
- 🏠 Address historic and/or current displacement.
- 🏠 Provide supportive services.
- 🏠 Percentage for community preferences.
- 🏠 Tenant selection process.



Affirmative Marketing and Community Preferences in Supportive Housing



Affirmatively Furthering Fair Housing in Transitional Housing

Create policies and procedures to address displacement and advance racial equity



Thank You!

Seattle Office for Civil Rights

Office: (206) 684-4500

TTY: 7-1-1

discrimination@seattle.gov

Mike Chin, Civil Rights Enforcement Director

mike.chin@seattle.gov

