

City Programs

Regulatory

SDCI

- Housing Conditions
- Landlord-tenant issues
- Move in fees
- RRIO

SOCR

- Discrimination (Fair Housing Laws)
- Fair Chance Housing
- First in Time

Resource

Office of Housing

- Affordable Housing Dev.
- Low cost weatherization

HSD (Grants)

- Tenant Counseling
- Legal Aid
- Outreach

Utilities (City Light & SPU)

- Utility Discounts
- Lightbulbs, Toilets, etc

Support

Customer Service Center

- Public gateway to City
- Referrals

DON

- Citywide outreach
- Community Liaisons

OIRA

- Expertise on working with immigrant and refugee communities
- Ethnic media outreach



Seattle Office for Civil Rights

Tenant Protections & Racial Equity

06/28/2018

Seattle Office for Civil Rights



City of Seattle

Our Teams



- Race & Social Justice
- Administrative
- Policy
- Enforcement

Photo Credit: Seattle
Municipal Archives

Fair Housing Overview



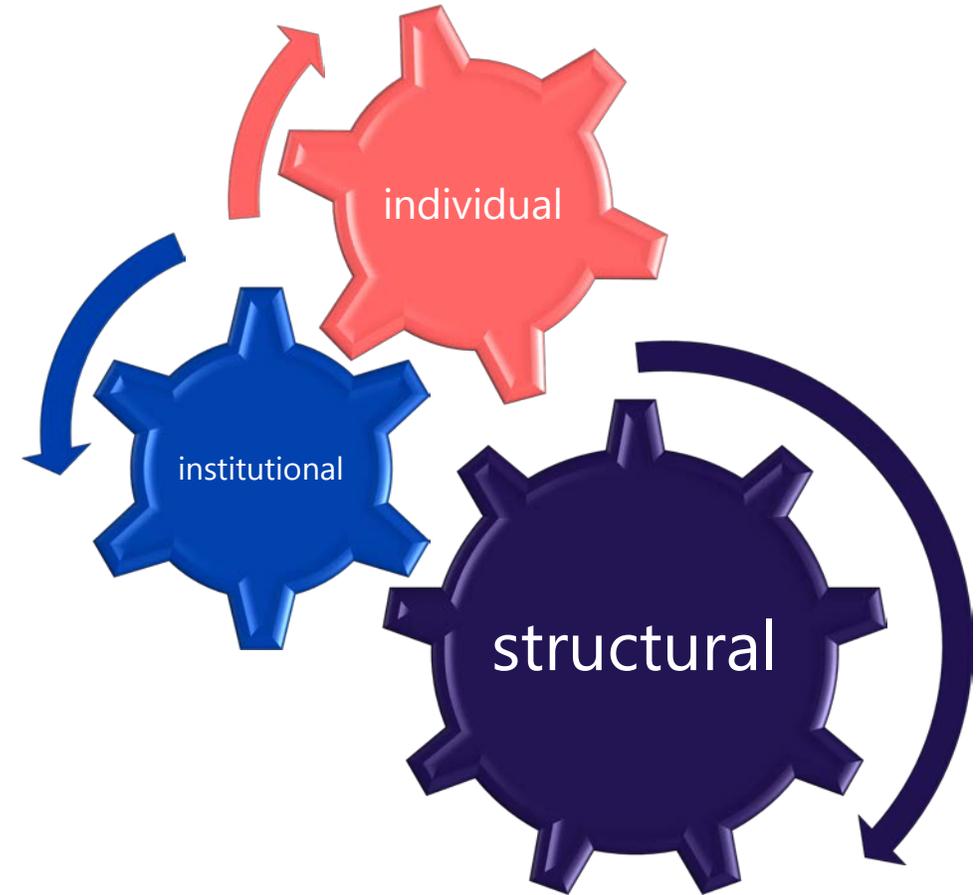
Why Equity?



Photo Credit: Seattle Municipal Archives

Why Fair Housing?

- Prohibit individual acts of discrimination
- Break down neighborhood segregation and the concentration of poverty
- Eliminate institutional acts of discrimination and segregation to “affirmatively further fair housing”



What is Fair Housing?

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

- encompasses all housing transactions;
- covers almost every type of dwelling; and
- applies to anyone connected to a housing transaction.



Protected Classes

Can include:

- Multiple issues and bases
- Association with a member of a protected class
- Retaliation

Classes

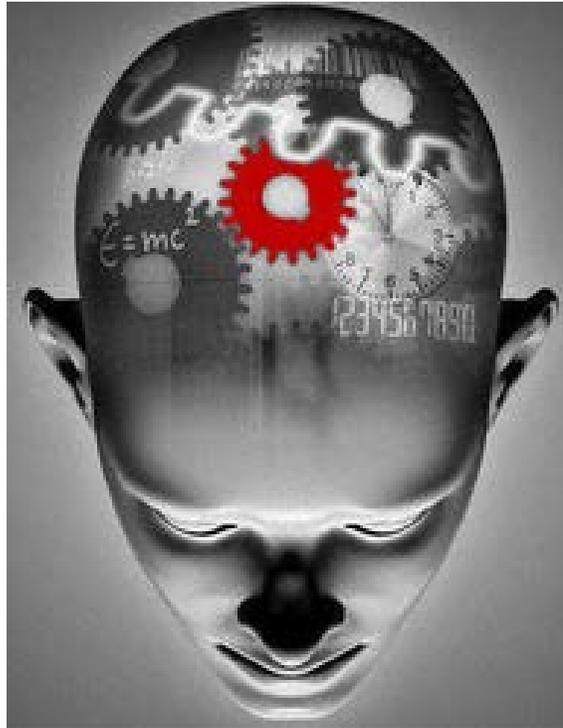
- Race
- Color
- National Origin
- Religion
- Sex
- Disability
- Familial Status
- Marital Status
- Sexual Orientation
- Gender Identity
- Veteran/Military Status
- Age
- Ancestry
- Housing Choice Voucher (Section 8)
- Political Ideology
- Creed
- Alternative Source of Income
- Other Subsidies



Unconscious Bias



Unconscious Bias



- Learned positive and negative stereotypes
- Pervasive
- Most people are unaware
- Levels vary and can change
- Predict behavior

Types of Discrimination



Recent Legislation



How does it all fit together?



Resources

Seattle Open Housing Ordinance, SMC Chapter 14.08

https://library.municode.com/wa/seattle/codes/municipal_code

Fair Housing

<http://www.seattle.gov/civilrights/civil-rights/fair-housing>

Bias Hurts page

<http://www.seattle.gov/civilrights/civil-rights/bias-hurts>

Fair Chance Housing page

<http://www.seattle.gov/civilrights/civil-rights/fair-housing/fair-chance-housing-legislation>



Ask a Question or File a Complaint

Seattle Office for Civil Rights

Phone: (206) 684-4500

Fax: (206) 684-0332

TTY: (206) 684-4503

Web: seattle.gov/civilrights

For tenants: discrimination@seattle.gov

For landlords: discriminationquestions@seattle.gov



Human Services Department

Funding Process for Tenant Services Contracts



Funding Overview

- Currently fund three agencies to provide Tenant Services
- Last competitive bid in 2012
- Launched workgroup to set new strategic direction for funding and oversee RFP development
- Two tracks for Community Engagement
 - Current providers
 - Community members



What is the Racial Equity Toolkit?

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism.

The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.



How We're Using the Racial Equity Toolkit

- Used data to identify communities most impacted by eviction and rent burden
- Assessed who is may be missing from available eviction data
- 7 focus groups with 68 participants
- Feedback from providers and focus groups will be used to develop the RFP
- Will revisit the Toolkit once the RFP is drafted



Why Lead With Race?

- **Racial Displacement of Renters**

- # African-Americans in the Central District has steadily declined over the past decades, dropping from 64% in 1990 to 28% percent in 2010. # white residents increased in nearly inverse proportion.

- **Rent Burden**

- Renters in black and Hispanic communities spend a larger share of their income on rent than renters in predominantly white communities. Gap between the share of income needed to pay rent in minority neighborhoods and white neighborhoods widened over the past 5 years.

- **Eviction**

- Disproportionately impacts African American and Latinx households, and single parent households led by a woman.

- **Homelessness**

- African American, Latinx, AIAN and Native Hawaiian/Pacific Islander community members more likely to experience homelessness in our community.



What We're Hearing from Community

- Difficulty accessing services in moments of crisis
- Difficulty finding affordable units
- Discrimination based on race & having children in the home
- Landlords declining to make essential repairs
- Tenant fear of retaliation
- Perception of communication challenges & lost paperwork in affordable/subsidized housing



What We're Hearing from Providers: Tenant Education Strategies

- Tenant counseling coupled with legal & mediation services
- Expand currently available services to reduce wait times. Offer services during evening and weekend hours when possible.
- Tenants' rights workshops strategically targeted to neighborhoods and buildings that are most impacted by eviction, housing discrimination, repair needs & other issues that threaten the housing stability.
- Outreach to tenants through community events, social media & partnerships with established community agencies that may not yet include tenant services in their programming.



What We're Hearing from Providers: Strategies to Reduce Evictions

- Access to free legal counsel when an eviction notice is first issued & at the courthouse
- Financial assistance targeted towards people with imminent evictions
- Independent mediation for public housing tenants prior to an eviction action
- Community liaison for undocumented tenants who may be reluctant to report repair needs or landlord maleficence for fear of retaliation
- Data on where evictions happen & total number of evictions occurring in Seattle/King County every year



Discussion

- What resonates & what surprises you?
- Other questions regarding the RFP?

