

Chapter 3 Housing Goals and Strategies



Villas on the Park, permanent supportive housing, downtown San José

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The Housing Element includes five goals that create the framework for how the City of San José will address housing needs during the planning period. Linked to each goal, strategies provide direction for how the City will achieve that goal. They reflect the City's ambition to provide opportunities for a variety of housing at all levels of affordability and types to meet the current and future needs of all residents, and to create equitable and inclusive neighborhoods that support housing choice. Strategies are used here as a general way to describe actions the City will undertake during the planning period. They consist of policies, programs, and activities that the City would do either alone or in partnership with other organizations and the community.

The sixth cycle goals and strategies were developed with and informed by extensive community input, as noted in Chapter 1 and Appendix H. The strategies address issues raised as barriers and problems in the San José market through data from comments by participants in dozens of focus groups, working group sessions, community meetings, and stakeholder meetings. The City's long outreach and engagement started in 2019 and will continue through early 2023. Per the state's requirements, the City's outreach emphasized engagement of members of protected classes and nonprofits regarding those residents' housing and fair housing needs, selected neighborhood representatives regarding neighborhood strategies, and both market-rate and affordable housing developers regarding barriers to housing production. In addition, the general public was engaged throughout so staff could educate on this work, and seek their opinions on the City's draft goals and draft strategies.

The City's five goals are as follows:

Goal 1: An abundant and affordable housing stock

Goal 2: Sufficient housing for people experiencing homelessness

Goal 3: Housing stability and opportunities to build wealth for all residents

Goal 4: Healthy, thriving neighborhoods with access to good jobs, schools, transportation, and other resources

Goal 5: Racially and socially inclusive neighborhoods that overcome past and present discrimination.

Each goal is described in the sections that follow, followed by tables of strategies that would help to achieve that goal. While many strategies achieve more than one goal, they are grouped by the primary goal they would achieve. The tables note additional goals that each strategy supports. Strategies are also tied to the barriers and needs they would address, the input and other plans that supported inclusion of each strategy, City departments involved, type of action, timelines, and metrics by which to measure progress. In the next version of this draft plan, quantitative goals will be identified for those actions that support the City's obligation to affirmatively further fair housing.

Note that some strategies reflect statutory requirements and must be completed. Of the other strategies, most require City Council approval. However, some strategies are presented as more definite than others. This may be because Council has already given direction to staff to do this work, or because certain work is so important to achieve the fair housing and RHNA goals of this plan that these strategies should move forward. Other actions are more preliminary or exploratory in nature, and have less certain wording. The City Council's adoption of this work plan will signify its willingness to commit to the actions contained herein, to the degree that each is stated.

Strategies demonstrate they will have a beneficial impact within the planning period by naming specific commitment to measurable metrics. Where possible, deliverables occur early in the planning period to ensure actual housing outcomes. Strategies are in short-term, medium term or annual/ongoing

in Implementation Tables 3-7, 3-8 and 3-9. Strategies include “Timing” information to indicate either the calendar or fiscal year in which staff anticipates the work would be completed. The exception to this rule is for initiatives which are ongoing, such as advocacy for additional resources, which span the entire sixth cycle period.

The “Geo” column in the tables below demonstrates the geographic areas of impact for each strategy. The areas are indicated as follows:

| Abbreviation | Meaning |
|---------------------|---|
| CW/No | Citywide or no specific geography |
| Site | Site specific (described in item) |
| LMI | Low-mod census tracts |
| RECAP | R/ECAPs |
| RCAA | RCAAs |
| High | High and Highest Opportunity tracts per TCAC/HCD |
| Low | Low Opportunity tracts per TCAC/HCD |
| NSJ | North San Jose |
| UV | Urban Villages |
| Red | Formerly redlined neighborhoods |
| DT | Downtown |
| DTW | Downtown West |
| UDP | Census tracts (per UDP analysis) identified as at risk of displacement or where displacement is occurring |

City departments that would undertake the strategies work are identified, and outside partner agencies are also mentioned as in the text as appropriate. City departments are abbreviated as follows:

- Budget = City Manager’s Budget Office
- CAO = City Attorney’s Office
- CMO = City Manager’s Office
- DOT = Department of Transportation
- ESD = Environmental Services Department
- Fire = Fire Department
- Housing = Housing Department
- IGR = City Manager’s Office of Intergovernmental Relations
- OEDCA = City Manager’s Office of Economic Development and Cultural Affairs
- OEM = City Manager’s Office of Emergency Management
- ORE = City Manager’s Office of Racial Equity
- PBCE = Department of Planning, Building, and Code Enforcement
- PRNS = Department of Parks, Recreation, and Neighborhood Services
- PW = Public Works Department

3.1 Goal 1: An abundant and affordable housing stock

Housing is essential to a healthy life and must be available to everyone at a reasonable cost. San José needs to support the creation of enough homes over the next eight years to ensure there is an affordable home for every household. While the City does not itself build homes, the City can create policies and programs that increase the rate at which homes are built and ensure a diversity of housing types to meet different needs.

Goal 1 strategies focus on both market-rate and affordable housing production (*Table 3-1*) and preservation (*Table 3-2*).

Table 3-1: Production of Market-Rate and Affordable Housing

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|-------|---|---|---------|-------|-----------------|--|
| P-1 | Align zoning with the General Plan - Align zoning with General Plan designations for all sites planned for housing by April 2024. | 1 | Need for housing production | Housing Crisis Workplan | PBCE | CW/No | 2024 | Council approval of zoning changes |
| P-2 | Subsidize extremely low-income housing including permanent supportive housing for homeless - Continue to prioritize funding to create affordable homes for extremely low-income individuals and families, including permanent supportive housing for people experiencing homelessness, to meet the needs of the community and create more balance in the affordable housing portfolio. To that end, the City will actively pursue local, state, and federal funding sources to support these efforts. | 1, 2 | Need for affordable housing for extremely low-income households Need for housing and services for people experiencing homelessness | Focus groups: <ul style="list-style-type: none"> • Veterans • Formerly homeless • LGBTQ+ • Indigenous Peoples • Persons with Disabilities Working groups: <ul style="list-style-type: none"> • Rental access • High-opportunity areas Housing Element community meetings on goals / strategies | Housing | CW/No | Ongoing 2023-31 | Dec 2031: 45% of City capital subsidies spent on ELI and PSH Dec 2031: 1,200 ELI affordable homes created Dec 2031: Pursue and apply for a minimum of 3 funding opportunities during the planning period |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|---|---------------|-----|---------|--|
| P-3 | <p>North San José Affordable Housing Overlay Zones -</p> <ul style="list-style-type: none"> Identify areas for housing to be integrated into North San José and propose changes to the General Plan, zoning code, and Rincon South Urban Village Plan to facilitate the production of all 24,000 planned housing units in North San José. To integrate affordability, identify North San José-specific Affordable Housing Overlay Zones that support only Industrial uses, 100% affordable housing, or market-rate housing that integrates affordable units into their developments. Rezone identified sites in the North San José Affordable Housing Overlay Zones through the Sites Inventory rezoning process. Sites that are rezoned are subject to the requirements of Government Code Section 65583.2, subdivisions (h) and (i), including: <ul style="list-style-type: none"> By-right permitting of owner-occupied and rental multifamily uses for developments in which 20 percent or more of the units are affordable to lower-income households A minimum site capacity of 16 units A minimum density of 20 units per acre At least 50 percent of the shortfall of low-and very-low RHNA can be accommodated on sites designed for exclusively residential uses or if accommodating more than 50 percent of the low-and very-low RHNA on sites designated for mixed-uses, all sites designated for mixed-uses must allow 100 percent residential use and require residential use to occupy at least 50 percent of the floor area in a mixed-use project. Communicate to the development community about the new program. | 1, 4 | <p>Lack of affordable housing units</p> <p>Need for economic diversity in North San José</p> | <p>Support from AFH Advisory Committee to change zoning, land use laws, and land use overlays for multifamily housing development</p> | PBCE | NSJ | 2024 | Jan 2024: Council approval of General Plan and Zoning Code Amendments |
| P-4 | <p>Affordable housing tools for North San José -</p> <ul style="list-style-type: none"> Produce an analysis of new programs and tools to help ensure 20% of all North San José homes are restricted affordable for lower-income residents. Conduct a feasibility study to examine the affordability levels that would be feasible for developers to construct affordable homes on-site, both standalone and combined with a proposed North San José Density Bonus program. Create a North San José Affordable Housing Implementation Plan that identifies strategies and projects affordable units created through these | 5 | <p>Lack of affordable housing for lower-income households</p> <p>Need for economic diversity in North San José</p> | <p>Rental production focus group</p> <p>Housing Crisis Workplan</p> | Housing, PBCE | NSJ | 2024-26 | <p>2024: Study created</p> <p>Creation of draft tools</p> <p>Council approval of tools</p> <p>2025: Creation of Plan</p> <p>Council approval of Plan</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|-------|---|---|---|-------|---------|---|
| | tools and City subsidy. | | | | | | | |
| P-5 | <p>Affordable Housing Investments in North San José -</p> <ul style="list-style-type: none"> • Direct City resources to help ensure 20% of all North San José homes are restricted affordable for lower-income residents. • Prioritize City land acquisition in North San José for future 100% affordable housing new construction opportunities, then conduct Requests for Proposals to award land control through ground leases to developers. • Ensure that affordable development proposals in North San José are prioritized with the City's funds. | 1, 5 | <p>Lack of affordable housing for lower-income households</p> <p>Need for economic diversity in North San José</p> | <p>AFH Advisory Committee</p> <p>From Housing Crisis Workplan</p> | Housing | NSJ | 2023-31 | <p>800 restricted affordable homes</p> <p>2 of sites acquired</p> <p>4 RFP awards & groundleases to affordable developers</p> |
| P-6 | <p>Regular coordination meetings for affordable housing -</p> <p>To facilitate and speed the construction process for affordable housing, continue Housing Navigator services to coordinate construction-related permits, inspections, and other post-entitlement processes across departments for affordable housing developments, and with external parties such as utilities and other public agencies required to sign off on construction completion.</p> | 1 | <p>Delays due to need to coordinate, not understanding deadlines, and unclear processes of departments and external agencies</p> | <p>Supported at Housing Element goals/ strategies community meetings</p> <p>Consistent with Housing Crisis Workplan</p> | OEDCA, PBCE, Housing, PW, DOT, Fire, PRNS | CW/No | 2023-31 | <p>Housing Navigator budgeted annually</p> <p># affordable housing developments assisted</p> |
| P-7 | <p>City ministerial infill approval ordinance -</p> <ul style="list-style-type: none"> • Adopt and implement a City Ministerial Infill Housing Approval Ordinance to streamline approval of infill housing developments that meet objective development standards without public hearing, include deed-restricted affordable units on-site and qualify for a CEQA infill exemption. • Make minor revisions to the municipal code to facilitate use of the CEQA exemption for infill development, in order to reduce project timeframes. | 1, 4 | <p>Delays due to need to coordinate, not understanding deadlines, and unclear processes of departments and external agencies</p> <p>Ease infill housing development processes to increase development</p> | <p>Working groups:</p> <ul style="list-style-type: none"> • Housing production • Rental access | PBCE | CW/No | 2025 | <p>Dec 2024: Council approval of Ordinance</p> <p>Jan 2025: Outreach to developers</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|---|---|-------------|-------|---------|--|
| P-8 | General Plan Amendment to remove commercial requirements for affordable housing – Strategy removed as this work was completed in December 2022. | | | | | | | |
| P-9 | Diridon affordable housing production goal - Actively subsidize and effectuate production of affordable housing in the Diridon Station Area to achieve the City's goal of at least 25% of housing in this area being restricted affordable by the time of full Station Area build-out. | 1, 5 | Lack of affordable housing. Need for affordable housing near transit center | From Diridon Affordable Housing Implementation Plan Supported by disability community comments | Housing | DTW | 2023-31 | By the later of Diridon Station Area Plan buildout or 2040: 25% of homes in Station Area as restricted affordable Annual goal: Fund an average of 61 new affordable homes By 2031: 350 affordable homes funded by City |
| P-10 | Standardize and streamline permitting, fees, applications <ul style="list-style-type: none"> Standardize fees through the Development Fee Framework to provide transparency and speed for developers and provide clarity to City decision makers on cost implications of housing development fees. Create webpage with development-related fees and taxes with a staff contact. Continue to improve the City's land use and permitting approval processes to reduce developers' time and cost spent in predevelopment. | 1 | Cost and delay of City permit processes and entitlements | Housing production working group Developer focus groups | PBCE, OEDCA | CW/No | 2024 | Policy resolution to Council on Fee Framework Fees webpage created Development applications tools improved |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|---|----------------|-------|-----------------------------|--|
| P-11 | <p>Explore Allowing “SB 9” Type Housing on Additional Properties Examine allowing SB 9-type projects on properties zoned R-2 Two Family and properties listed on the Historic Resources Inventory. Create design standards and conduct outreach to maximize acceptance of SB 9 developments in single family neighborhoods.</p> | 1 | Increase availability of areas for housing development, especially multifamily housing | General support for creating “missing middle” alternatives from African Ancestry working group Consistent with Housing Crisis Workplan | PBCE | Site | April 2024 | Apr 2024: Council approval of zoning code amendment and design standards |
| P-12 | <p>Cost of Residential Development Study update - Conduct analysis every 2 to 3 years, or as market conditions warrant, and present to the City Council on the Cost of Residential Development that uses prototypical models of common types of multifamily residential construction in different submarkets within San José. The report will help inform on an ongoing basis governmental and nongovernmental constraints on the production of market-rate and affordable housing in San José.</p> | 1 | High cost of housing development | From Housing Crisis Workplan | OEDCA, Housing | CW/No | 2023-31 Periodically | Council presentations Program or fee changes identified and made per updated analysis |
| P-13 | <p>Replacement of existing affordable housing units -</p> <ul style="list-style-type: none"> To mitigate the loss of affordable housing units, require new housing developments on selected sites to replace all affordable housing units lost due to new development. The City will adopt a policy and will require replacement housing units subject to requirements of Government Code section 65583.2 subdivision (g)(3) on all sites identified in the Sites Inventory when any new development (residential, mixed-use, or nonresidential) occurs on a site identified in the Sites Inventory meeting the following conditions: <ol style="list-style-type: none"> 1) site currently has residential uses or within the past five years has had residential uses that have been vacated or demolished, and 2) was subject to a recorded covenant, ordinance, or law that restricts rents to levels affordable to persons and families of low or very low-income, or 3) site’s residences were subject to any other form of rent or price control through a public entity’s valid exercise of its police power, or 4) site’s residences occupied by low- or very low-income households. Create a proposal to present to City Council that makes permanent | 1, 5 | Loss of affordable housing stock | Neighborhood equity working group | PBCE, Housing | CW/No | 2023-24 | 2024: Council approval of Policy Dec 2024: Proposal created Developer guidance created/improved Website amended |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|--|--|---------------|-------|---------|--|
| | <p>the replacement housing obligations in Government Code sections 65583.2 subdivisions (g)(2) and (g)(3) per SB 330 and 65915, subdivision (c)(3)</p> <ul style="list-style-type: none"> Streamline the City's implementation of SB 330's replacement housing requirements to preserve affordable housing opportunities, such as clarifying requirements for developers to speed the predevelopment process. | | | | | | | |
| P-14 | Housing in Business Corridors - Update Zoning Code to allow housing in three Neighborhood Business Districts appropriate for housing (13th Street, Japantown, Willow Glen). | 1 | Need for housing production | From Housing Crisis Workplan | PBCE | Site | 2024 | Nov 2024: Council approval of zoning code amendment |
| P-15 | Moderate-income Housing Strategy - Complete study and implement Council-approved strategy to further rental and homeownership opportunities for moderate-income residents. Obtain Council direction to work on priority programmatic recommendations. | 1, 3 | Lack of moderate-income housing | African ancestry focus group From Housing Crisis Workplan | Housing, PBCE | CW/No | 2025 | Council approval of strategy |
| P-16 | Groundleases for affordable housing - <ul style="list-style-type: none"> Require every newly-funded affordable housing development to include a City groundlease structure, or a groundlease from the County or other public entity, to ensure permanent affordability and public site control at key locations throughout the City and to minimize future affordable housing preservation challenges. To the extent funding is available, negotiate the purchase of land beneath existing affordable apartments at key locations at the time of refinancing and/or resyndication of tax credits to increase the number of groundleases in the City's existing affordable housing portfolio. | 1 | Expiration of affordability restrictions | Preservation best practices | Housing | CW/No | Ongoing | # and % affordable developments that closed construction with public groundleases each year % of all funded restricted affordable properties with city or other public groundleases # existing deal land purchases # affordable units permanently preserved |
| P-17 | Affordable Housing Siting Policy – Combined with N-5. | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|--|--|---------------|-------|------------------|--|
| P-18 | <p>Loans for affordable housing</p> <ul style="list-style-type: none"> Continue to provide land acquisition, construction, and permanent financing for the development of new affordable homes. Provide financing for the acquisition/rehabilitation of existing market-rate rental housing to create newly-affordable homes. Issue Notices of Funding Availability at least annually for both New Construction and Preservation. | 1 | Need for affordable housing | <p>Focus groups:</p> <ul style="list-style-type: none"> Veterans LGBTQ+ Disability Indigenous Peoples Rental access working group <p>Housing Element goals / strategies community meetings</p> | Housing | CW/No | Annually 2023-31 | <p>NOFAs issued</p> <p>Funds committed</p> <p>Affordable homes created</p> <p>Affordable homes preserved</p> |
| P-19 | <p>Expanded City Density Bonus program - Increase the City's Density Bonus by at least 10% above State statutory requirements, and identify other ways the City's Density Bonus Ordinance could be expanded to result in more affordable homes, include more pre-approved concessions and incentives, and/or add CEQA clearance.</p> | 1 | Need for affordable housing | <p>Rental access working group</p> <p>Housing production focus groups</p> | PBCE, Housing | CW/No | 2027 | <p>Study completed</p> <p>Council approval of Ordinance changes</p> <p># Affordable units created through Density Bonus</p> <p>Number of units by AMI category</p> |
| P-20 | <p>Mixed-income housing -</p> <ul style="list-style-type: none"> Facilitate housing with a range of income levels (from extremely low- to moderate-income and market-rate) at the building level. Foster mixed-income housing that is 100% restricted affordable at a range of income levels, and facilitate market-rate housing that incorporates affordable homes at the building level. | 1, 5 | <p>Financial infeasibility of affordable developments</p> <p>Economic segregation of neighborhoods</p> <p>Stigma concerns of standalone affordable housing</p> | Retained from 5th Cycle and updated | Housing | CW/No | 2023-31 | # of housing developments with market-rate or moderate-income units and ELI and/or VLI units |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|--|--|---------------|-------|---------|--|
| P-21 | <p>Special needs housing NOFA – Issue Notices of Funding Availability (NOFAs) for City funds that incent deeply affordable housing developments that serve Special Needs populations, to the extent the City is allowed under law. Focus on populations and protected classes identified as having highest housing needs versus supply in the Housing Balance Report.</p> | 1, 5 | Lack of housing for special needs populations Legal barriers to providing housing based on race | Disability focus group | Housing | CW/No | 2023-31 | NOFAs issued Council commitments # resulting affordable units |
| P-22 | <p>Transit-oriented affordable housing near Diridon Station - To integrate restricted affordable housing around the City's main transit station and maximize competitiveness for State affordable housing funding sources, prioritize sites within a one-half mile walkshed of Diridon Station for affordable housing through NOFA issuances and/or land purchases.</p> | 1, 5 | Lack of affordable housing | From Diridon Station Area Plan | Housing, PBCE | DTW | 2024-31 | NOFAs prioritizing area |
| P-23 | <p>Pursue AHSC funding near Diridon Station –</p> <ul style="list-style-type: none"> Partner with transit agencies and affordable housing developers to apply for State Affordable Housing and Sustainable Communities grants for both affordable housing developments and greenhouse gas-reducing improvements near Diridon Station Area. In 2023, actively pursue Prohousing Designation from California Department of Housing and Community Development (HCD) in order to be competitively eligible for additional state funding sources including the Infill Infrastructure Grant, Transformative Climate Communities grant, Solutions for Congested Corridors grant, Local Partnership Program, Transit and Intercity Rail Capital Program, and Prohousing Incentive Pilot Program. Use funding to support planning initiatives in the Diridon Station Area. | 1, 4 | Reduce harmful environmental effects of greenhouse gases and need for affordable homes near transit to maximize access by disabled residents | From: Diridon Station Area Plan Diridon Affordable Housing Implementation Plan | Housing, DOT | DTW | 2023-31 | By Dec 2031: At least 2 AHSC applications submitted for affordable housing near Diridon 5 total funding applications awarded for various initiatives, including affordable housing \$20 million leveraged for planning initiatives and affordable homes near Diridon |
| P-24 | <p>Housing on Public/Quasi Public Lands - Focus on school district housing (YOSL) and on sites with houses of worship (YIGBY) is superseded per City Council direction. Instead, City will amend General Plan to allow housing development proposals that are 100% affordable, including at least 25% permanent supportive housing, to proceed on land-</p> | 1,4 | Need for affordable housing | Rental access working group Housing production focus group | PBCE | CW/No | 2024 | Dec 2024: Council approval of General Plan amendments |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|---------|---|--|----------------|-------|-------------------------|---|
| | designated Public/Quasi Public (PQP) | | | | | | | |
| P-25 | Updated Inclusionary Housing program fees - Conduct a fees study to ensure the Inclusionary Housing program remains feasible and does not present a barrier to housing construction. If fees are identified as a barrier, implement recommended policies and programs to remove constraints. | 1 | High cost of housing development | Housing Element goals/strategies community meeting From Housing Crisis Workplan | Housing | CW/No | 2027-28 | By Jan 2028: Fees study produced |
| P-26 | Accessory Dwelling Unit (ADU) Amnesty program - Resume the ADU Amnesty program to waive permit fees and penalties to incentivize homeowners to legalize their unpermitted ADUs that meet or will meet code requirements. | 1, 3 | Needs include: • Housing production • Safe housing Low-income homeowners to gain wealth by renting | Retained from 5th Cycle and updated Council direction | PBCE | CW/No | 2024-31 | Jul 2024: Program release Dec 2031: Approximately 150 ADUs in compliance by 2031 |
| P-27 | Accessory Dwelling Unit (ADU) affordability - Study the feasibility of an ADU financing program to house low- and very low-income renters. Within this potential program, seek to incentivize ADU development by low- and moderate-income homeowners as a wealth building strategy that also helps meet housing needs in our market. If feasible and City funding is available, seek external partners to jointly create a financing program for City Council consideration. Review and implement options to encourage ADUs, such as financial incentives, expedited procedures, and affordability monitoring programs. | 1, 3, 5 | Build wealth for low-income homeowners House low- and very low-income residents | Consistent with feedback from anti-displacement outreach on need for income for existing low-income homeowners | Housing | CW/No | 2026 | Feasibility analysis completed |
| P-28 | Predevelopment loans - Provide predevelopment loans to assist nonprofit developers of City-owned properties with funds necessary to explore feasibility of proposed affordable multifamily housing. | 1 | High cost of housing development | Retained from 5th Cycle and updated | Housing | CW/No | Ongoing 2023-31 | 5 predevelopment loans made 1,500 affordable units assisted |
| P-29 | Fair Housing Equity Analysis for Specific Plans – Combined with S-9 | | | | | | | |
| P-30 | Updated feasibility study for Commercial Linkage Fee - Ensure funding for affordable housing is being paid per the City's new Commercial Linkage Fee. Periodically update the feasibility study, | 1 | Need for resources for affordable | From Housing Crisis Workplan | OEDCA, Housing | CW/No | 2024 or when trigger is | Dec 2024: Feasibility study |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | including geographic analysis, to update fee levels for then-current market conditions. First trigger is fall 2023 or after 1M square feet in executed leases of new construction over 100,000 sq. ft. in the Downtown over more than one building, whichever happens first. Integrate the fee into Development Agreements, as appropriate. | | housing production and preservation | | | | reached | update Jun 2026: Council approval of updated fees \$20M CLF revenues collected 60 affordable units subsidized |
| P-31 | Land acquisition for affordable housing in target locations - Target the City's land acquisition for affordable housing development in areas close to transit and higher-opportunity neighborhoods. | 1, 4 | Increase resident mobility and access to higher-opportunity neighborhoods Lessen environmental impacts of housing | Retained from 5th Cycle and updated | Housing | CW/No | Ongoing 2023-31 | # parcels purchased # projected affordable units assisted |
| P-32 | Higher subsidies per unit - In areas in which affordable housing development will cost more due to higher land costs, smaller buildings, or mid- or high-rise construction, ensure that City subsidies per unit are sufficiently higher so as to not disincentivize building in those areas. | 1, 4 | Build affordable housing in areas of higher opportunity and close to transit | Rental access working groups, housing production focus groups, and Housing Element goals/strategies community meetings Consistent with Diridon Affordable Housing Implementation Plan | Housing | High | Annual NOFAs 2023-31 | Ongoing adjustments to NOFA/program guidelines as needed |
| P-33 | Complete and implement new "Yes in God's Backyard" (YIGBY) ordinance - Combined with P-24 | | | | | | | |
| P-34 | Affordable housing funding advocacy - <ul style="list-style-type: none"> Support bond funding initiatives at the County and regional levels to increase the supply of affordable housing production and preservation. Sustain advocacy for State and Federal funding programs and advocate for more resources so that they meet the affordable housing production and preservation needs of San José. For homelessness response, advocate for both operating and capital | 1, 2 | Lack of funding for affordable housing Lack of funding for preservation Lack of ongoing funding for homelessness | Focus groups: <ul style="list-style-type: none"> Veterans LGBTQ+ Disability Indigenous Peoples Formerly homeless Homeownership working group | Housing, IGR | CW/No | Ongoing | Support letters issued Participation on working groups |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|---|------------------|-------|-----------|--|
| | subsidies. | | response | | | | | |
| P-35 | Small multifamily housing - Allow missing middle housing uses citywide (for buildings with 2-4 units) and in higher-opportunity areas (for buildings with 6-10 units) and potentially provide incentives such as establishing pre-approved plans for these housing types. As directed by the City Council, define design standards and educate the public about financing programs that could result in restricted affordability. | 1, 5 | Lack of housing for middle-income residents | African ancestry focus group State Prohousing Designation Program | PBCE, Housing | CW/No | 2026 | Dec 2025: Feasibility analysis done Jul 2026: Possible incentives identified Oct 2026: Design standards created Council approval of land use changes, design standards Jun 2027: Publish financing information |
| P-36 | Alum Rock East Urban Village Plan – Complete Alum Rock East Urban Village Plan to facilitate construction of market-rate housing and healthy neighborhoods. | 1, 4 | Need for more housing at all income levels | City’s Housing Crisis Workplan | PBCE | Site | 2025 | Outreach conducted Plan drafted Aug 2025: Council approval of Plan |
| P-37 | CEQA analysis for Urban Villages – To the extent funding and capacity exist, conduct program-level CEQA analysis as part of the process of developing or updating Urban Village Plans to help speed developments’ timelines on all sites, including those not needed to accommodate the RHNA, and remove barriers to housing production. | 1 | Environmental review lengthens development timeframes and increases cost | Developer focus group, City Auditor report March 2022, State Prohousing Designation Program | PBCE | Site | 2027 | Dec 2027: Council approval of CEQA study |
| P-38 | Adequate sites for lower-income households on nonvacant and vacant sites identified in previous housing element cycles – By January 31, 2024, rezone sites to allow development by-right pursuant to Government Code section 65583.2 subdivisions (c)(3)(A)(B) and (i) when 20 percent or more of the units are affordable to lower-income households on sites identified in Appendix F, Table B to accommodate lower-income RHNA sites previously identified in the 4th and 5th cycle housing elements’ inventories. | 1 | Statutory Requirement, Government Code section 65583.2(i) | N/A | PBCE | CW/No | 2023-2024 | By Jan 31, 2024: Council approval of zoning changes |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|------------------------|------|-------|-----------|---|
| P-39 | Replacement unit program for selected sites – Combined with P-13 | | | | | | | |
| P-40 | <p>Evaluate Urban Village planning process - To streamline the development of urban village plans and unlock more sites for housing beyond those sites need to accommodate the RHNA, evaluate General Plan 2040's urban village strategy beginning in November 2024 and adopt amendments from the report recommendations in 2025, including but not limited to:</p> <ul style="list-style-type: none"> • reducing and consolidating urban village areas • reevaluating required components of urban village plans, and • accelerating timelines while still supporting community engagement throughout the process. <p>As part of a multi-pronged strategy to seek additional funding sources to support the full buildout of unplanned Urban Villages, the City will:</p> <ul style="list-style-type: none"> • Achieve Prohousing Designation in 2024 and apply for associated financial benefits to support work in the Urban Villages <p>Recommend the City Council amend the General Plan Policy IP-5.15 in 2024 to encourage the City to identify a stable, internal funding source to cover the majority of the costs for the urban villages' planning processes,</p> | 1 | Need to ease infill housing development processes to increase development | Developer focus groups | PBCE | Site | 2024-2026 | <p>Present findings to CED Committee and City Council by 2025</p> <p>A minimum of two grants secured for unplanned Urban Villages by 2031</p> |
| P-41 | <p>Review and Revise Planning Permit Conditions-</p> <p>Review and revise subjective language used in standard permit conditions for site development permits or conditional/special use permits which are required or housing development with objective development and design standards.</p> | 1 | Objective language such as "mutually compatible and aesthetically harmonious," "character of the neighborhood," is potentially not consistent with state law and/or constraining development, particularly higher density or multifamily projects. | HCD | PBCE | CW/No | 2025 | Dec 2025: Council approval of ordinance |
| P-42 | Group homes for seven or more persons – The City will update the zoning code to be consistent with State and Federal laws and Affirmatively Furthering Fair Housing (AFFH) by ensuring that group homes serving | 1 | Addressing barriers to the development of | | PBCE | CW/No | 2024 | Dec 2024: Update ordinance |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | seven or more persons are subject only to the generally applicable, non-discriminatory health, safety, and zoning laws that apply to all single-family residences. | | special needs housing | | | | | |
| P-43 | Update City Density Bonus – Review and if necessary, update City Density Bonus Ordinance to be consistent with current State Density Bonus Law. | 1 | | HCD | PBCE | Site | 2024 | Dec 2024: Council approval of ordinance amendments |
| P-44 | Urban Villages - Conduct an in-depth mid-term evaluation of actions that incentivize or remove constraints on Urban Villages, including effectiveness, and commit to making adjustments within a specified time period. | 1 | | HCD | PBCE | Site | 2027 | Completion of evaluation |
| P-45 | Pipeline Projects Evaluation - conduct a bi-yearly evaluation of Pipeline projects to determine if inventory buffer can accommodate projects that do not commence to building permit stage. | 1 | | HCD | PBCE | CW/No | Ongoing | Present findings during housing element annual reporting period |
| P-46 | Rezoning Program for Shortfall, low income sites - The city will rezone sites identified in the Sites Inventory, Table B, pursuant to Housing Element Law (Gov. Code 65583.2 (h) and (i)). The rezoning program will be consistent with the following: 1. By right approval: The zoning must allow for by-right approvals if at least 20% of the units in a project are affordable to lower income households and the project does not need a subdivision. See below for definition of “by right.” 2. Limits on small sites: The site must be large enough for at least 16 units under the rezoning. 3. Minimum 20/30 units per acre: The zoning must allow at 30 units per acre. 4. Limits on mixed-use development: Specifically, the jurisdiction must meet one of the two following conditions: 1. At least half of the lower income units must be placed in zoning districts that are exclusively residential, or 2. The rules must allow for 100% residential development and must require that the proposed development be at least 50% residential by floor area. | 1 | | HCD | PBCE | CW/No | 2024 | Council approval of rezoning ordinance changes |
| P-47 | Accessory Dwelling Unit (ADU) Monitoring and Ordinance Compliance <ul style="list-style-type: none"> Record progress in ADU goals on the housing element APR by April 1 of each year and frequently monitor (e.g. every two years) ADU production and affordability levels and adjust assumptions to meet desired goals If ADU production or affordability is below the projected annual average, market the ADU program in the City’s newsletter and | 1 | | HCD | Housing | CW/No | Ongoing | Jan 2024: SLA activities completed Dec 2025: Notices of Availability issued |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | <p>associated publications for one year, or until publication exceeds the projected annual average, whichever is longer.</p> <ul style="list-style-type: none"> • If after the first 2 years, ADU production is 25% below the projected annual average, staff will identify additional sites to meet the City's RHNA obligation, in proportion to the expected deficit and process required General Plan or other zoning code amendments within one year of the determination of the shortfall. • Within six months of HE adoption, the City will update the City's ADU ordinance to be in compliance with state law. | | | | | | | |
| P-48 | <p>Implement Surplus Land Act (SLA) – For City-owned parcels, including those in the Sites Inventory, the City will:</p> <ul style="list-style-type: none"> • Facilitate development in the planning period of these sites, including by removing barriers to development of these sites in order to prepare them for lease, issue requests for proposals, and provide incentives to further promote these sites including but not limited to: fee waivers, priority processing, and financial assistance. • Adhere to all of the requirements of the Surplus Land Act (Government Code, Title 5, Division 2, Part 1, Chapter 5, Article 8, commencing with Section 54220) when preparing sites for disposition. These requirements include holding a public hearing and conduct associated outreach to notify the public that the properties have been designated “surplus” under State law. The City will then send a Notice of Availability to all required parties regarding the availability of these sites for leasing. | 1 | | HCD | PBCE | CW/No | Ongoing | <p>Jan 2024: SLA activities completed</p> <p># Notices of Availability issued</p> |

Table 3-2: Preservation of Market-Rate and Affordable Housing

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|---------|-------|---|---|
| R-1 | <p>Monitor at-risk affordable units -</p> <ul style="list-style-type: none"> Proactively assess and monitor affordable units at risk of losing affordability by 2031, and reach out to property owners, tenants, and qualified entities to negotiate and assist in preserving existing affordable homes. Enlist consulting assistance to create and update risk assessment reports regularly. For properties at-risk, contact property owners within one year of the affordability expiration date to discuss the City's desire to preserve the units. Jointly explore funding sources and other options with property owners to preserve the affordability of the units with long-term covenants. Coordinate with property owners to ensure notices to tenants are sent out at 3 years, 12 months, and 6 months, as required by state law. Provide other technical assistance, as feasible, to assist in developing, financing, or supporting preservation efforts. | 1 | <p>Loss of existing affordable housing units</p> <p>Displacement prevention</p> | Equity working group | Housing | CW/No | Updated reports by 2024 and 2028; coordination and noticing as required | <p>2024, 2026, 2028, 2030: Creation of risk-based reports</p> <p>10 meetings held</p> <p>By 2031: 600 existing at-risk units preserved</p> |
| R-2 | <p>Establish a Preservation NOFA -</p> <ul style="list-style-type: none"> Establish a regular housing Preservation program, including an annual funding allocation averaging at least \$5 million (dependent on funding availability), funding priorities, underwriting guidelines, Notice of Funding Availability (NOFA) scoring framework, NOFA issuances, and ongoing workplan. Eligible Preservation activities should include acquisition and rehabilitation of existing market-rate housing, community land trusts' rental housing acquisition, and other nonprofit-led alternative homeownership models. Create a staffing plan for a Preservation team to underwrite, fund and facilitate Preservation deals, and request staffing through the city budget process when ongoing sources of funding are available for this work. | 1 | <p>Lack of affordable housing</p> <p>Lack of funding for preservation</p> <p>Displacement prevention</p> | <p>Neighborhood equity working group</p> <p>Housing Element strategies/goals community meeting</p> <p>From Citywide Anti-Displacement Strategy</p> | Housing | CW/No | <p>First NOFA 2024</p> | <p>Jun 2024: Program guidelines completed</p> <p>by Dec 2024: First NOFA issued at least every other year (i.e., at least 4 NOFAs during the Sixth Cycle compliance period)</p> <p>\$5M average available per year per NOFA</p> <p>By 2031: At least 110 units of newly-restricted affordable housing</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | | | | | | | | acquired by nonprofits and rehabilitated through City and external funding |
| R-3 | <p>Diridon Preservation Pilot -</p> <ul style="list-style-type: none"> • Create and fund the Diridon Preservation Pilot Program for the area around the Diridon Station Area. • Issue Notices of Funding Availability to enable developers to acquire, rehabilitate and make affordable market-rate properties appropriate to preserve as the Station Area develops. • Identify buildings’ desired physical profiles depending on location and development potential to help maintain buffer areas between dense Station Area developments and surrounding low-rise neighborhoods. | 1, 4 | <p>Lack of funding for preservation</p> <p>Lack of affordable housing</p> <p>Displacement prevention</p> | From Diridon Station Area Plan | Housing, PBCE, OEDCA | DTW | 2025 | <p>Jan 2025: Pilot creation</p> <p>City Council approval of pilot</p> <p>By Dec 2025: NOFAs issued</p> <p>By Aug 2026: Council approval of funding commitments</p> <p>55 homes preserved through acq/rehab in defined area around Diridon Station Area</p> |
| R-4 | <p>Implement the Community Opportunity to Purchase Program –</p> <p>The City Council voted 7-4 to reject the proposal and directed staff to stop work on this program. Program has been removed.</p> | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|---|--|---------|-------|-----------|--|
| R-5 | <p>Acquisition Loan Fund – Work with external funders to identify and/or establish sources of reliable acquisition financing that work together with City preservation Notices of Funding Availability, with the goal of preserving low-cost housing, creating more restricted affordable multifamily properties, and stabilizing low-income renters who are disproportionately people of color.</p> | 1 | <p>Lack of affordable housing</p> <p>Loss of existing affordable housing</p> <p>Displacement prevention</p> | Supported by Rental access working group, Neighborhood equity working group, Housing Element goals/ strategies community meetings. In Housing Crisis Workplan | Housing | CW/No | 2026 | <p>Request for Proposals issued for partner lender(s) if needed</p> <p>Loan product defined and rolled out</p> <p># units acquired with Loan Fund(s)</p> |
| R-6 | <p>Mobilehome Park General Plan designation for remaining 56 mobilehome parks – Apply the Mobilehome Park Land Use Designation through City-initiated General Plan Amendments to the remaining 56 mobilehome parks, and rezone the sites, to promote preservation, public input, and transparency on any future mobilehome park conversion proposals.</p> | 1 | <p>State law regarding zoning consistency and transparent public process for any conversion proposal of this finite housing stock.</p> <p>Displacement prevention</p> | From Housing Crisis Workplan | PBCE | CW/No | June 2024 | 2024: Council approval of General Plan Amendments and rezonings; 13 mobilehome parks with new land use designation by Jan 2024; remainder by June 2024 |
| R-7 | <p>Extension of affordable housing restrictions – Preserve existing deed-restricted affordable housing for properties in the middle of their affordability terms by routinely negotiating to extend the City's affordability restrictions in return for the City's amended loan terms or other actions on properties in its existing portfolio.</p> | 1 | <p>Expiration of affordability restrictions in affordable housing stock.</p> <p>Displacement prevention</p> | LGBTQ+ focus group, Disability focus group, Veterans focus group and Indigenous Peoples focus group | Housing | CW/No | Ongoing | By 2031: preserve affordability for at least 900 units in the middle of their affordability terms (average of 112 units per year) |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|---|--|-------------------------|-------|---------|---|
| R-8 | <p>Work with the Bay Area Housing Finance Authority (BAHFA) on Moderate-income Financing Strategy – Advocate for legislation and work regionally with partners to create and/or use a JPA-issued bonds product that supports moderate-income housing and deeper affordability, controls escalation of rents, and delivers sufficient public benefit.</p> | 1 | Need for moderate-income housing and rent stability | From Housing Crisis Workplan | Housing, OEDCA, Finance | CW/No | 2027 | <p>2027: If product is defined and feasible, request Council approval for structure</p> <p>By 2031: Complete at least 2 transactions if feasible</p> <p># newly-affordable homes at each income level</p> |
| R-9 | <p>Creation of a Preservation Policy – Create a community-informed Preservation Policy statement for Council consideration that establishes a goal of preserving existing affordable and low-cost housing and helping to prevent displacement, to inform programs, resources, and development of policy decisions.</p> | 1, 3 | <p>Lack of those most affected voice in decision making processes.</p> <p>Lack of meaningful community input on City programs and policies.</p> | From Citywide Anti-Displacement Strategy. Supported by neighborhood equity working group | Housing | CW/No | By 2024 | Council approval of Policy |
| R-10 | <p>Mobilehome park local inspections- Strategy has been removed based upon feedback from local mobilehome owners, the Golden State Manufactured and Mobilehome Owners League (GSMOL), and commissioners on the Housing and Community Development Commission.</p> | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|---------|--|--|--|-------|---------|---|
| R-11 | Owner-occupied home preservation – To physically preserve existing homes, continue to fund urgent home repairs for low-income homeowners, many of whom are seniors, through nonprofit partners as funds are available. | 1 | Need to assist lower-income homeowners with urgent repairs. | Retained from 5th Cycle and updated | Housing | LMI | 2023-31 | 1,600 low-income households assisted |
| R-12 | Revised Citywide Residential Anti-Displacement Strategy – Update the current Anti-Displacement Strategy approved by the City Council in 2020 to integrate preservation activities and remove completed priorities. Evaluate effectiveness of existing tools, obtain ongoing best practices information from like-minded cities, obtain feedback on priorities from San Jose stakeholders, and seek City Council approval for revised anti-displacement and preservation policies or programs to pursue. | 3, 1, 4 | Prevent displacement of residents and coordinate efforts to do so. | Supported by neighborhood equity working group. | Housing | UDP | 2024-29 | Best practices researched Outreach conducted Strategy drafted 2028: Council approval |
| R-13 | Soft Story program – Develop a 'soft story' seismic mitigation ordinance for older multifamily buildings with weak and/or open frontlines, which have a higher likelihood of collapse during an earthquake and a high likelihood of being rent stabilized. Create an implementation process and incentive retrofit program that increases renters' safety and considers equity issues for lower-income renters, minimizing their risk of displacement as a result of construction and rent increases. | 1,3 | Need for safe, lower cost housing stock Displacement prevention | State guidelines on remedying condition problems in existing housing | PBCE, Housing, Office of Emergency Mgt | CW/No | 2024 | Outreach conducted Ordinance and program drafted Council approval of Ordinance and program Rebate program launched # buildings receiving retrofits \$ funded for rebates |

3.2 Goal 2: Sufficient housing for people experiencing homelessness

The homelessness crisis in San José and across the Bay Area is growing. In Santa Clara County, people experiencing homelessness were shown in 2020 to be disproportionately Black/African American, American Indian/Alaskan Native, and Hispanic/Latino/a/x. The City is focused on implementing strategies from the Countywide [Community Plan to End Homelessness](#).

The strategies under Goal 2 (*Table 3-3*) include providing permanent and temporary housing for people experiencing homelessness, funding the delivery of services to people without homes and in service-enhanced housing, and helping to prevent people from becoming homeless. With its partners across the County, the City seeks to do this work with an equity lens, centering the experiences of those with lived experience in homelessness.

Table 3-3: Housing and Systems for People Experiencing Homelessness

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|---|--|---------|-------|---------|--|
| H-1 | Interim homeless housing construction – Complete construction of emergency interim housing development in the Civic Center and Rue Ferrari areas. Seek ongoing funding from the State and Federal governments to pay for operations and services for the City's emergency interim housing units and shelter beds. | 2 | Lack of emergency housing Lack of shelter beds | LGBTQ+ focus group for increase in shelters Formerly incarcerated focus group for increase in transitional housing Revised from 5th cycle | Housing | Site | 2025 | 2025: Units completed Funds obtained for operations & services |
| H-2 | Interim housing for people experiencing homelessness in hotels/ motels and other existing buildings – Continue to use hotels and motels and other existing residential properties to provide supportive housing for people experiencing homelessness and seek additional Homekey funding from the State for both capital improvements and ongoing operations costs. | 2 | Lack of supportive and transitional housing | LGBTQ+ focus group for increase in shelters Support from formerly incarcerated focus group for increase in transitional housing Revised from 5th cycle | Housing | CW/No | 2023-31 | At least one property newly acquired At least five properties operated At least \$19M of new Homekey awards accepted for acquisition/rehabilitation At least 280 residents housed |
| H-3 | Conversion of hotels/motels for homeless housing - This work is part of H-4, and so has been deleted. | | | | | | | |
| H-4 | Shelters streamlining throughout the City – Combined with H-14. | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|-------|---|---|--------------|-------|---------|---|
| H-5 | Low-cost permanent housing solutions – Removed due to lack of constraints for low-cost permanent housing per constraints analysis. | | | | | | | |
| H-6 | Housing with integrated health care – In coordination with County Behavioral Health, Santa Clara Valley Health and Hospital System, and health plans in the region, seek to generate new housing opportunities that integrate health care for the complex needs of people currently or formerly experiencing homelessness. | 2, 1 | Need for services-enhanced housing for people experiencing/ed homelessness | Consistent with Community Plan to End Homelessness | CMO, Housing | CW/No | 2025-31 | By 2031: At least one new development with on-site health services |
| H-7 | Safe/supportive parking programs – Operate overnight and 24-hour safe parking programs for both RVs and car vehicles and other emergency shelter options and seek permanent funding sources for these uses. | 2 | Lack of shelters and emergency housing for people experiencing homelessness | LGBTQ+ focus group Public meetings on strategy ideas Retained and revised from 5th cycle | Housing | CW/No | 2023-31 | At least 45 safe parking created for RVs and car vehicles At least \$1.7M spent on safe parking site preparation At least \$1.2M spent per year on safe parking operations and services |
| H-8 | Nonprofit-provided homeless support services - Continue to fund nonprofit agencies that provide services to people who are homeless or at risk of becoming homeless, with highest priority to those most in need at or below 30% of the Area Median Income. Funding would support programs including, but not limited to, those that prevent and end homelessness, and those that provide case management and services for formerly unhoused residents in permanent supportive housing, interim housing, and shelters. | 2 | Need for housing and services for people experiencing homelessness | Veterans focus group and formerly homeless focus group Housing Element goals/strategies community meeting Retained from 5th cycle | Housing | CW/No | 2023-31 | Funding to nonprofit service providers # people assisted |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|--|--------------|-------|---------|--|
| H-9 | <p>Street-based services for unhoused residents -</p> <ul style="list-style-type: none"> • Fund street-based services such as outreach, hygiene services, behavioral health, and transportation options to meet the needs of unsheltered residents. • Use input from persons with lived experience to help define what services should be available. • Advocate for ongoing funding from the state and Federal governments for this purpose. | 2 | Lack of services for unsheltered residents | <p>Focus groups: Veterans, Disability, LGBTQ+, Indigenous Peoples, African ancestry</p> <p>Housing Element goals/strategies community meetings</p> <p>Consistent with Community Plan to End Homelessness</p> | Housing, IGR | CW/No | 2023-31 | <p>Funds budgeted</p> <p>Services provided</p> <p># of clients served</p> |
| H-10 | <p>Racial and other bias of protected classes in homeless shelter and supportive housing systems -</p> <p>Increase access to homeless shelters and permanent supportive housing for people experiencing homelessness who are in protected classes by examining data on city-funded shelters and permanent supportive housing developments, and collaborating with the County, to identify systemic racism and patterns of other biases of protected classes.</p> | 2 | Racism and bias within administration and operation creates harm and not serving population disproportionately people of color | <p>Support by formerly homeless focus group and LGBTQ+ focus group</p> <p>Consistent with Community Plan to End Homelessness</p> | Housing | CW/No | 2027 | <p>Dec 2023: Meet with County, service providers and property management staff on accessing data</p> <p>2024, 2027, 2030: Collect data, analyze data</p> <p>Within 12 months following each analysis completion: Work with partners annually to provide technical assistance sessions as needed to ensure the City is meeting its AFFH obligations</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|--|---|---------|-------|---------|--|
| H-11 | <p>Feedback from those with lived experience in homelessness in decision making -</p> <ul style="list-style-type: none"> • Create additional feedback mechanisms for clients with lived experience of homelessness on how programs are serving the needs of this population. • Integrate requirements into City-funded contracts for grantees to create feedback mechanisms. • Work with the Lived Experience Advisory Board, composed of residents who have experienced homelessness, to evaluate key City-funded services and initiatives, including encampment support, street outreach, referrals to new housing opportunities, shelters, emergency interim housing provision, and/or existing permanent supportive affordable housing. | 2 | Lack of participation from those with lived experience in City-led decision-making processes | <p>Supported by LGBTQ+ focus group with a focus on LGBTQ+ persons, compensating people for their time and refrain from tokenization</p> <p>Consistent with Community Plan to End Homelessness</p> | Housing | CW/No | 2024-31 | <p>2023-2031: Staff to attend meetings of LEAB or other lived experience groups at least once a year to ask for feedback on program priorities</p> <p>Jul 2024: Identify universe of applicable contracts and timeline for renewals</p> <p>Jun 2025: Contracts renewed amended to include consultative language, and include in newly awarded contracts</p> <p>By Dec 2025: Goal of 90% of homelessness contracts with amended language requiring lived experience consultations</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|---|---|--------------------|-------|---------|---|
| H-12 | <p>Neighborhood outreach and education on homeless housing and other housing topics -</p> <ul style="list-style-type: none"> • Work with partners countywide on a community-based outreach campaign to promote dialogue and greater understanding of these issues. Outreach would focus on: <ol style="list-style-type: none"> 1) the root causes of homelessness and different housing approaches for people experiencing homelessness 2) controversial housing topics related to equity and protected classes. • Focus community outreach in areas experiencing growth. • Pursue ongoing funding to compensate community-based organizations and advocates to conduct outreach. • Create content and outreach materials, post on City's website and establish regular cycles of issuing low-barrier Requests for Qualifications, identifying outreach partners, conducting regular trainings, and holding feedback and support sessions with outreach partners. | 2, 5 | <p>Public opposition to housing strategies</p> <p>Public interest in effective homelessness response strategies</p> | Strong support at Housing Element goals & strategies community meetings | Housing, CMO, PBCE | CW/No | 2024-31 | <p>Materials prepared</p> <p>CBOs under contract</p> <p>Funding allocated</p> <p>Households outreached to</p> <p>Feedback sessions held</p> |
| H-13 | <p>Regional homeless response coordination and planning –</p> <p>In cooperation with the County of Santa Clara, Destination: Home, and other community partners, seek City Council approval of the City's implementation plan for the 2020-25 Community Plan to End Homelessness in Santa Clara County.</p> | 2 | Address impacts of homelessness | <p>Veterans focus group, LGBTQ+ focus group, High opportunity working group and Schools focus group</p> <p>Revised from 5th cycle</p> | CMO Housing | CW/No | 2023 | Council adoption of City's implementation plan |
| H-14 | <p>Emergency Shelters –</p> <ul style="list-style-type: none"> • Due to inadequate capacity to accommodate homeless population, update the Zoning Code to identify additional zones, in addition to Combined Industrial Commercial (CIC), where emergency shelters are permitted by right • Review and ensure compliance with the requirements of Government Code Section 65583 (AB 2339). If amendments are necessary, the City will revise the zoning code within one year of Housing Element adoption. | 2 | Inadequate shelter capacity to address the need for emergency housing | HCD | PBCE | CW/No | 2024 | 2024; necessary code amendments to comply with AB 2339 within one year of HEU adoption |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | <ul style="list-style-type: none">• Conduct outreach to homeless shelter providers to determine additional process changes that the City can incorporate to further facilitate emergency interim housing and homeless shelters. | | | | | | | |

3.3 Goal 3: Housing stability and opportunities to build wealth for all residents

With the Bay Area’s housing crisis and the COVID-19 pandemic, renters have experienced far more recent instability and displacement than homeowners. Tenant protections can help ensure that renters are not displaced by unfair practices, speculation, demolition, or other factors. Residents able to purchase a home can achieve housing stability, build equity, and pass down intergenerational wealth to future generations. Unfortunately, homeownership is out of reach for a large proportion of San José households with [June 2022 median sales prices](#) of \$1.56 million for detached single family homes, and \$826,000 for condominiums and townhomes.

Goal 3’s strategies (*Table 3-4*) focus on ensuring that all forms of tenure, including ones not common today, can provide households with stability and the foundation for a better life. These strategies address renter stability and access, fair housing, tenant protections, and wealth building. [Also note that while Preservation activities that keep existing residents in place are also housing stability measures, Preservation activities are shown under Goal 1 above.]

Table 3-4: Housing Stability, Tenant Protections, and Wealth Building

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|---------------|-------|---------|---|
| S-1 | <p>Tenant Resource Centers and violations reporting –</p> <ul style="list-style-type: none"> • Incorporate Code Enforcement and Apartment Rent Ordinance violation reporting procedures as part of expanded tenant resource centers, including allowing for tenant associations to report such violations on behalf of tenants. • Assist residents to learn how to file Code complaints and look up their status online in fixed or mobile Centers to help make the process more transparent. Improve coordination between Rent Stabilization Program and Code Enforcement staff and meet regularly. • Identify additional funding and potentially additional staff to support Tenant Resource Centers. | 3 | <p>Fear of retaliation by tenants to report code violations</p> <p>Need to make code enforcement processes widely available to ensure safe living conditions</p> | Suggested by neighborhood equity working group | Housing, PBCE | CW/No | 2023-25 | <p>Tenant resource centers with Code assistance</p> <p># residents assisted</p> <p># Housing/Code meetings held</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|------------------------|-------|-----------------|---|
| S-2 | Rental property registry improvement – Ensure that all permitted, rented residences in San José are registered with the City to aid in communications about renter resources and to ensure safety in emergency situations. | 3 | Need to contact renters in emergency conditions Difficulty communicating with renters | Supported by neighborhood equity working group and rental access equity group | Housing, Finance, PBCE | CW/No | 2025-28 | % of City's rental units registered |
| S-3 | Proactive Code enforcement in identified Project Hope Place-based neighborhoods – Proactive code enforcement helps to prevent the decline and deterioration of aging rental stock, reduced blight conditions, and reduce likelihood of complaint-based evictions. Continue to implement the Multiple Housing Inspection Program citywide, with inspection frequency determined by severity of violations (Tier 1, 2 and 3). In addition, fund enhanced proactive inspections in Project Hope and other low-income communities of color with federal CDBG funds or other funds as available. | 3 | Decline and deterioration of aging housing stock Fear of retaliation by tenants for reporting housing code violations Targeted investments in under-invested neighborhoods | General support for ensuring safe housing conditions from equity working group and in Citywide Anti-Displacement Strategy outreach | PBCE | CW/No | Ongoing 2023-31 | Annually through 2031: At least 3 neighborhoods covered with enhanced multifamily inspections Annually through 2031: Average 200 250 units per neighborhood inspected per year (total 600 750 units per year) # of violations resolved within 150 days each year. Target of 2000 (includes mostly housing violations and some blight) |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|-------|--|--|--------------------|-------|------------------------------------|---|
| S-4 | Updated relocation assistance – In Phase 1, update the City's municipal code to ensure that compensation given to residents for potential displacing events -- noticing, relocation payments, housing search assistance, the replacement of affordable units, and a right of return -- matches or exceeds any state requirements, is sufficient given current housing costs, and is consistent across City programs. In Phase II, create a program of regular updates, and consider amendments that cite housing cost data sources to enable the code to move with the market. | 3 | Cost burden to tenants when forced to relocate exacerbated by high local housing costs | From Citywide Anti-Displacement Strategies Supported by neighborhood equity working group | Housing, PBCE, CAO | CW/No | Phase 1 by 2024 Phase 2 by 2027 | Analysis complete Stakeholder outreach on cost escalators and proposed changes Council approval of code updates |
| S-5 | Code enforcement improved case management - Implement a new Code Enforcement case management system for improved violation tracking to identify properties more easily with the most serious safety violations. Use the information to better educate the City's building preservation efforts. | 3 | Need to strategically allocate limited code enforcement capacity Unsafe housing conditions in housing stock | From Citywide Anti-Displacement Strategies Supported by neighborhood equity working group | PBCE, Housing | CW/No | Phase 1 by 2026 Phase 2 by 2028 | Jan 2026: Phase 1 - New Case Management System Implemented. Violation tracking system in place Jan 2028: Phase 2 - Analysis of building performance complete Jan 2029: Phase 3 - Stakeholder outreach on cost escalators and proposed changes Council approval of code updates (if any) Jan 2030: Phase 4 - Implementation complete |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|---------|-------|---------|---|
| S-6 | <p>Proactive Code enforcement for more rented residences – Create a study on the cost, needed staffing, potential timeline for expansion, and other resources needed to expand the types of housing units covered by proactive code inspections which help avoid complaint-based evictions. Units include rented single family homes, duplexes, condominiums, and/or townhomes. Bring a recommendation to City Council if needed resources can be identified.</p> | 3 | <p>Retaliatory evictions from Code complaints of renters</p> <p>Physical condition problems in existing rented units of all kinds</p> | <p>Anti-displacement best practices from PolicyLink focus on proactive code enforcement. Included in Citywide Anti-Displacement Strategies (#6C)</p> <p>Supported by neighborhood equity working group</p> | PBCE | CW/No | 2025-27 | <p>June 2025: Complete study</p> <p>Dec 2025: Recommendation to City Council if feasible</p> |
| S-7 | <p>Financial literacy programs for potential homebuyers – Identify funding for nonprofit organizations to educate homebuyers on the homebuying process, homeownership responsibilities, and financial literacy. Identify funding for nonprofit organizations to deliver pre- and post-purchase homeownership counseling, and target services to lower-income protected class buyers to help them attain and stay in homeownership.</p> | 3, 5 | <p>Needed preparation and support for first-time homebuyers</p> | <p>Supported by attendees of HE goals/strategies community meeting, African ancestry focus group</p> | Housing | CW/No | 2026-31 | <p>Services provided</p> <p>Budget allocated</p> <p># buyers assisted</p> |
| S-8 | <p>Homebuyer program redesign –</p> <ul style="list-style-type: none"> • Create feasibility analysis and plan to redesign the City's homeownership programs to have better reach to underserved populations. • Programs would include City downpayment assistance to homebuyers, pre- and post-purchase housing counseling, affirmative marketing to underserved populations, alternatives to fee simple homeownership (such as community land trusts, limited equity cooperatives and long-term tenant leases with wealth accumulation program), funding sources for program offerings, and evaluation metrics for assessing the impact on closing racial homeownership gaps. • Target market programs through outreach in formerly redlined neighborhoods. • Include protected class demographic information as part of all City-funded homeownership programs. • Analyze and report on data regularly to determine | 3, 5 | <p>Lack of protected class data of who has benefitted from City's homeownership programs</p> <p>Need to increase homeownership rates for protected classes</p> | <p>Supported by African ancestry focus group, homeownership working group, schools focus group, equity organizations, and Indigenous focus group</p> | Housing | CW/No | 2027 | <p>2026: Feasibility analysis and plan created</p> <p>2027: Council approval of program</p> <p>By 2031: Assist 100 households</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | who programs are assisting. | | | | | | | |
| S-9 | <p>Fair Housing Equity Analysis and Anti-Displacement for Specific Plans – Integrate fair housing equity analysis and residential and small business anti-displacement features into specific plans and area plans, including Urban Village plans. Consider anti-displacement features identified from Five Wounds Urban Village updates into forthcoming Urban Village Plans and consider appropriateness for inclusion in the General Plan.</p> | 1, 3, 4, 5 | Need to stabilize lower-income residents and businesses in growing areas to avoid displacement | From Citywide Anti-Displacement Strategies and consistent with state guidance on sites inventory | PBCE, Housing | Site, UDP | 2024-2031 | <p>2024: Consultant identifies anti-displacement features for Five Wounds UV Plan</p> <p># of other UV Plans incorporating features</p> <p>By 2026: Fair Housing Equity Analysis method defined</p> <p>Ongoing: Plans with fair housing analysis and anti-displacement features integrated</p> |
| S-10 | <p>Study on rent increases and burden in affordable housing –</p> <ul style="list-style-type: none"> • Research how rent increases in the City's restricted affordable apartments have been implemented over the last five years, given that area median income continues to increase rapidly in Santa Clara County. • Study rent burden and demographics for residents of affordable homes. Use research results to inform proposed state legislation and/or City policy. • Present findings and policy recommendations to the City Council. • Work actively on potential legislative solutions to high rent increases. | 3 | Prohibitive rent increases in restricted affordable apartments | Support from rental access working group | Housing, IGR | CW/No | 2025 | <p>Jan 2024: Research conducted</p> <p>Jan 2025: Findings presented to the City Council</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| S-11 | Alternative documentation for non-citizens - Seek City Council approval of a policy requiring all property management companies managing restricted affordable apartments to advertise acceptance of alternative documentation for non-citizens. Prepare a workplan for implementation procedures for different types of affordable homes, with input from the City Attorney's Office. | 3 | Avoid discrimination in rental housing applications process for non-citizens Lack of knowledge of non-citizens that they could apply and be eligible for affordable housing | Supported by neighborhood equity working group and Housing Element goals/strategies community meeting | Housing CAO | CW/No | 2026 | Jul 2024: Council approval Jul 2025: Workplan complete # properties implemented |
| S-12 | Eviction Prevention - Housing Collaborative Weekly Eviction Prevention Court Clinic, Eviction Diversion Program and other support for legal services – <ul style="list-style-type: none"> • Work in ongoing partnership with the County's Superior Court and other community partners to staff an Eviction Diversion Program, holding weekly workshops at the Courthouse that offer a spectrum of resources to all parties. Resources include rental assistance, social services referral, mediation, and legal assistance. • Continue to conduct the eviction diversion program during the unlawful detainer court calendars. Identify funding to continue Eviction Diversion programming. • Explore conversion of Superior Court Eviction Diversion into a possible Collaborative Housing Court model within the County's Superior Court Process that builds on the foundation of the weekly clinic and Eviction Diversion Program, as appropriate. • Increase funding to nonprofit legal organizations to provide eviction counseling and defense. | 3 | Lack of knowledge of non-citizens that they could apply and be eligible for lack of funding and resources to provide eviction help and pre-eviction services Gap in services for pre-eviction services to address conflicts that easily escalate to eviction | Supported by rental access working group and veterans focus group Consistent with Citywide Anti-Displacement Strategy | Housing, CAO | CW/No | 2023-31 assumes funding available | Workshops held Parties assisted People connected to new services Funding secured |
| S-13 | Affordable housing renter portal language access - Ensure that online tenant rental portal, Doorway, is implemented with access in San José's top languages and accessibility to audio and visually impaired users. | 3, 5 | Lack of accessibility in notification of affordable housing opportunities | Suggested by LGBTQ+ focus group | Housing | CW/No | 2023 and ongoing | # languages # applicants using non-English versions |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| S-14 | Advocacy for tenant-based vouchers – <ul style="list-style-type: none"> • Prioritize use of rental vouchers to expand housing choices for protected class, lower-income residents. • Continue to use local funds for tenant voucher programs. Advocate at the state and federal levels for additional vouchers to meet local needs and expand housing choices. | 3 | Need for housing for those at lowest income levels Increase housing choice | Suggested by equity working group Supported by veterans focus group, disability focus group and high opportunity areas working group | Housing, IGR | CW/No | 2024-26 | Legislation passage Support letters and meetings on vouchers |
| S-15 | Tenant preferences in VTA station areas – <ul style="list-style-type: none"> • Work with the Valley Transportation Authority to implement the City's forthcoming affordable housing tenant preferences and other policies on affordable apartments in station area developments. • Include in Anti-Displacement Tenant Preference all publicly-owned sites, development agreement, and negotiated developments to support this initiative. | 3 | Need to prevent displacement and prioritize most vulnerable in non-homeless units. | Tenant preferences supported at Housing Element goals / strategies community meetings | Housing | Site | 2023 -31 | By 2031: At least 2 sets of affordability restrictions recorded requiring tenant preferences 70 restricted affordable units subject to preferences in station areas |
| S-16 | Affirmative marketing languages and best practices for affordable housing – <ul style="list-style-type: none"> • For all City-funded affordable housing, require affirmative fair housing marketing to be done in English plus top 3 languages by 2027. • Expand data collection and monitoring of affirmative marketing of affordable apartments for initial lease-up and waitlist openings. • Create library of best practices including sample notices translated into multiple languages. | 3 | Lack of awareness of affordable housing opportunities Increase accessibility of affordable housing | Supported by Indigenous Peoples focus group | Housing, CAO | CW/No | 2026-27 | 2027: Requirement rolled out Data collected for compliance 2027: Library created & made available |
| S-17 | Local Fair Chance / "Ban the Box" ordinance – <ul style="list-style-type: none"> • Complete a report to review best practices in housing formerly incarcerated people and assess the feasibility, impact, and enforcement options of a Fair Chance / Ban the Box ordinance for rental housing applicants that would limit the use of criminal records by property managers when they are screening prospective tenants. | 3 | Discrimination in housing application to people with criminal background | Idea from equity working group Supported by former homeless focus group, veterans focus group and rental access working group | Housing, CAO | CW/No | 2026-28 | Report completed Council presentation made Outreach done Ordinance drafted |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|---|---|--------------|-------|------------------------------|--|
| | <ul style="list-style-type: none"> Draft an Ordinance and create a program proposal for the City Council's consideration. | | | | | | | Program proposal created Council consideration |
| S-18 | <p>Review data on City-monitored properties to identify Fair Housing issues –</p> <ul style="list-style-type: none"> Analyze protected class information in the City's affordable housing portfolio, identify outlier properties with unusual concentrations of certain types of residents. Proactively meet with property managers and/or owners to review affirmative marketing and lease-up practices to solve potential fair housing problems. | 3, 5 | <p>Lack of knowledge of affordable housing opportunities</p> <p>Tracking and preventing large scale fair housing issues</p> | General support from disability focus group and African Ancestry focus group as to improving affirmative marketing and lease-up practices | Housing | CW/No | Starting in 2025 and ongoing | <p>Dec 2025: First data collection on residents and applicants, then 2027, 2029, 2031</p> <p>Aug 2026: Outliers analysis</p> <p>Mar 2027: Meet with 100% of outlier properties</p> <p>Technical assistance given</p> |
| S-19 | <p>Certificate of Preference program –</p> <p>Explore applicability of a Certificate of Preference program for the Diridon area to enable residents in danger of indirect displacement or who have been displaced to apply through separate queues for affordable apartments and/or homebuyer programs.</p> | 3 | Need to prioritize access to affordable housing for most vulnerable | From Diridon Affordable Housing Implementation Plan | Housing | CW/No | 2027 | <p>Jan 2025: Research and legal analysis conducted</p> <p>Jun 2027: Findings presented to Council</p> <p>If Council directed, program developed in 2027</p> |
| S-20 | <p>Anti-displacement tenant preferences –</p> <ul style="list-style-type: none"> To help mitigate displacement and serve the most vulnerable local residents, develop fair-housing compliant tenant preferences for this population. Seek Council approval for two tenant preferences: an Anti-Displacement Tenant preference, and a Neighborhood Tenant preference. If approved, implement the preferences on affordable housing units subject to the preferences within 6 months of Council approval. | 3 | Displacement of residents | <p>Supported at Housing Element goals/strategies community meetings</p> <p>Consistent with Citywide Anti-Displacement Strategy</p> | Housing, CAO | UDP | 2023-25 | <p>Jun 2023: Complete disparate impact analysis for 2 proposed preferences and submit to HCD for review</p> <p>Dec 2023: Complete draft ordinance and present to</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|---|---|--------------|-------|---|--|
| | <ul style="list-style-type: none"> Seek the State's approval to use both tenant preferences within 12 months in HCD-funded affordable housing developments. | | | | | | | <p>applicable City commissions and committees for review</p> <p>May 2023: Council approves ordinance</p> |
| S-21 | <p>Facilitation of equal access to housing –</p> <ul style="list-style-type: none"> Continue to fund nonprofit organizations to affirmatively further Fair Housing throughout the City. Develop metrics to better understand the City's impact from funding fair housing grantees. Consult grantees on appropriate metrics. | 3 | Discrimination in housing | Supported at Housing Element goals/ strategies community meetings | Housing | CW/No | <p>Metrics by 2024</p> <p>Funding ongoing 2023-31</p> | <p>Jul 2024 Metrics developed by collaboration with and feedback from at least 3 fair housing grantees</p> <p>funding to nonprofit fair housing providers</p> <p># people assisted</p> |
| S-22 | <p>Fair housing services and support –</p> <p>Confer annually with legal services, tenant advocates, and tenants to determine priorities for programs and funding on fair housing testing, outreach/education, and legal representation.</p> | 3 | <p>Lack of legal representation and legal services for tenants</p> <p>Discrimination in housing</p> | Supported by rental access working group | Housing | CW/No | Ongoing 2024-31 | <p>Annual meetings held</p> <p>Priorities established jointly</p> |
| S-23 | <p>Know Your Rights materials –</p> <ul style="list-style-type: none"> Create basic 'Know Your Rights and Responsibilities' materials for landlords and tenants, including fair housing information. Produce materials in multiple languages with accessible vocabulary, pictures, and infographics. Create an outreach strategy to share this information widely including partners such as schools, community-based nonprofits, and housing providers. Provide links to additional resources including more information on fair housing. Identify eligible ongoing funding for this purpose. | 3 | Lack of awareness of rental rights, and lack of information in language of users | <p>Idea from rental access working group</p> <p>Supported by Indigenous Peoples focus group</p> | Housing, CAO | CW/No | 2023-25 | <p>Jul 2024: Outreach Strategy developed</p> <p>Jan 2025: funding source identified</p> <p># of communications pieces released</p> <p># of recipients of communications</p> <p>at least 2 partner organizations identified to assist in outreach</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| S-24 | <p>Targeted fair housing outreach and enforcement –</p> <ul style="list-style-type: none"> • Increase fair housing education, monitoring, and enforcement in target neighborhoods, especially on source of income discrimination. • Consult legal assistance partners to identify locations of complaints and analyze City data on higher opportunity areas with racial/ethnic concentrations different than the lower-income renter population to determine target neighborhoods (for e.g., in westside of the City there are several “high/higher resource” neighborhoods with high concentrations of ARO properties, see P-91 of Appendix B). • Create a plan for outreach together with nonprofit and community-based partners. • Identify more ongoing funding for this activity. • Enter into contracts with qualified legal services organizations, to the extent capacity exists to do additional outreach work. | 3 | Source of income and other discrimination in housing. | Supported by rental access working group, Housing Element goals/strategies community meetings | Housing | High | Ongoing 2024-31 | <p>Dec 2024: Data obtained from nonprofit legal organizations on locations of complaints</p> <p>15% increase in outreach in targeted neighborhoods identified</p> <p>May 2025: Capacity assessed of legal assistance partners to do new outreach with community partners</p> <p>Jun 2025: Funding identified</p> <p>Jan 2026: Contracts executed</p> <p># people assisted</p> <p># services delivered</p> |
| S-25 | <p>Tenant-based vouchers in higher-resource areas –</p> <ul style="list-style-type: none"> • Partner with the Santa Clara County Housing Authority to implement a strategy for their administration of San José Section 8 rental vouchers that reduces barriers to vouchers' use in higher-opportunity areas and maximizes voucher holders' housing choices. • Work with the Housing Authority to capture performance measures to determine residents' state of health and educational attainment. • Use the measures to identify possible program improvements. | 3 | <p>Lack of affordable housing</p> <p>Not enough owners willing to accept vouchers</p> <p>Need for housing for lower-income populations</p> | General support for increase in vouchers from veterans focus group, disability focus group, and high opportunity areas working group | Housing | High | 2023-26 | <p>by Dec 2023: Meet with SCCHA to develop alignment of policies and measures</p> <p>by Dec 2024: Seek Council approval to direct SCCHA to capture relevant performance measures, if necessary</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|--|---------|-------|---------|--|
| | | | | | | | | by Jul 2026: Identify possible program improvements 7% increase of vouchers used in higher-resource areas |
| S-26 | <p>Increased support for nonprofits to do tenant and landlord outreach and education –</p> <ul style="list-style-type: none"> Identify ongoing funding to increase nonprofit organizations' support of San José tenants' rights. Increase funding of nonprofits to do broad tenant outreach, education, and legal representation on housing issues, including fair housing issues, to all tenants in the City. Support a nonprofit-run hotline for information and referrals on general tenant/landlord issues (not legal advice) for all tenants and landlords, regardless of income or type of home. | 3 | <p>Lack of knowledge of renter rights and fair housing services</p> <p>Lack of capacity in legal organizations and nonprofits to provide legal services, including fair housing services</p> | Support by rental access working group, Housing Element goals/strategies community meeting | Housing | CW/No | 2024-31 | <p>Jul 2025: funds identified for hotline</p> <p>Dec 2025: Launch hotline</p> <p>Funds budgeted annually for tenant and landlord outreach and education</p> <p>Difference in average funding per year for tenant and landlord outreach and education from 2023 to 2031</p> <p>Services provided</p> <p># Calls supported</p> <p># Clients served</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|---|--|---------|----------|---------|--|
| S-27 | <p>Tenant/landlord education centers –</p> <ul style="list-style-type: none"> • Increase education and resources provided to tenants and landlords on City programs and their rights at tenant / landlord education centers located throughout the City. Locations should include Diridon Station Area, the City's forthcoming transit center, to maximize transit access as well as neighborhoods with high displacement risk according to UC Berkeley Urban Displacement Project analysis. • Use digital tools, pop-ups, and/or mobile sites, and partner with community-based organizations to deliver services in ways that are convenient and accessible for all users, especially those with disabilities. | 3 | Lack of access and awareness of renter rights | <p>Supported by rental access working group and Indigenous Peoples focus group</p> <p>Consistent with Diridon Affordable Housing Implementation Plan</p> | Housing | DTW, UDP | 2025-31 | <p>2024: Updated materials available</p> <p>At least 3 locations regularly served each year</p> <p>At least 400 tenants and landlords assisted per year</p> |
| S-28 | <p>Right to Counsel or Alternative –</p> <ul style="list-style-type: none"> • Develop a San José Right to Counsel or alternative housing collaborative court program proposal for the City Council's consideration. • Issue a Request for Proposals and work with selected consultant to study costs and benefits of a right to counsel program versus other court intervention alternatives, identify necessary legal and other resources, cost estimate, and potential funding sources. • Seek City Council approval of the program. • Additionally, explore potential regional partnerships for a regional Right to Counsel study and implementation as an alternative. | 3 | Lack of legal services/representation for tenants | <p>Support from AFH Advisory Committee</p> <p>Consistent with Citywide Anti-Displacement Strategy</p> | Housing | CW/No | 2025-26 | <p>2023: Collaborate with Bay Area Housing Finance Authority on protections policy event including right to counsel and alternatives</p> <p>2023: RFP Issued</p> <p>2024: Consultant hired</p> <p>2025: Program proposed to Council for approval</p> <p>If approved, start program creation within 12 months of approval</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| S-29 | <p>Rent Stabilization Program Strategic Plan and program assessment –</p> <ul style="list-style-type: none"> Complete a Strategic Plan for the Rent Stabilization Program and assess the efficacy of the program in meeting its goals to protect and stabilize tenants' housing. Include examination of the Program's effectiveness at helping to prevent Unlawful Detainers and preventing evictions. Evaluate the current Apartment Rent Ordinance and consider a set of possible amendments including types of properties covered and alternate methods of calculating maximum allowable rent increases. | 3 | <p>Allowable rent increases are a barrier to maintaining housing because increases are still too high</p> <p>Need for more renters to be protected by tenant protections.</p> | Support from equity working group, rental access working group, veterans focus group, Indigenous Peoples focus group, LGBTQ+, African ancestry focus group, Housing Element goals / strategies community meetings to prevent displacement and protect tenants | Housing | CW/No | 2026 | <p>2023: Outreach, program assessment and Strategic Plan completed with consultant</p> <p>2025-26: Outreach conducted with stakeholders on any report recommendations</p> <p>By 2026: Amendments presented to Council, if any</p> |
| S-30 | <p>Just cause eviction protection amendment –</p> <p>Request that the City Council expand the Tenant Protection Ordinance to not count immediate household members against occupancy limits, to the extent allowed by State Health and Safety Code.</p> | 3 | Need to protect renters with families from harassment and lease violations when living in smaller housing units | Idea from rental access working group | Housing, CAO | CW/No | 2025 | <p>Analysis of issue</p> <p>Presentation to Council</p> <p>Council consideration</p> |
| S-31 | <p>Tenant Protection Ordinance amendment for affordable apartments –</p> <p>Review the Tenant Protection Ordinance for ways it could apply to restricted affordable apartments and still be consistent with rules for common funding sources such as low-income housing tax credits and State funding programs and propose amendments to the City Council.</p> | 3 | Prohibitive rent increases in restricted affordable housing | Support for increasing tenant protections from Equity Working Group and Rental Access Working Group | Housing, CAO | CW/No | 2027 | <p>Analysis of issue</p> <p>Ordinance amendment</p> <p>Presentation to Council</p> <p>Council consideration</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|--|---|-------------------|-------|---|---|
| S-32 | <p>Local enforcement of state tenant protections –</p> <ul style="list-style-type: none"> • Work with the state to establish that San José can enforce AB 1482, the state's anti-rent spiking and just cause eviction protection law, source of income discrimination laws, and other state tenant protections that interact with City programs. • Assess whether desired enforcement authority can be granted administratively or if legislation is needed. • If needed, advocate for legislation such as SB 567 (2022) or with State HCD to establish authority of enforcement. | 3 | <p>Discrimination in obtaining housing based on source of income</p> <p>Lack of ability to enforce City's Housing Payment Equality Ordinance</p> | <p>Supported by neighborhood equity working group, veterans focus group, disability focus group, and high opportunity areas working group</p> <p>From the Citywide Anti-Displacement Strategy</p> | Housing, CAO, IGR | CW/No | 2023-26 | <p>State determined pathway</p> <p>Advocate for existing bills that could incorporate local right to enforce</p> <p>Sponsored State bill if needed</p> <p>Work with coalition of rent stabilization cities</p> <p>Legislation passage</p> |
| S-33 | <p>Job training with housing subsidies –</p> <ul style="list-style-type: none"> • Provide participants of local job training programs with shelter and rapid rehousing subsidies to increase their stability and access to living wage jobs. • Advocate for ongoing funding from the State and Federal government for this purpose. | 3 | Need for housing stability during education to help gain wealth | Support at Housing Element goals/ strategies community meetings, and by the Community Plan to End Homelessness | Housing | CW/No | 2023-31 ongoing, pending funding availability | <p># housing-subsidized participants in job training programs</p> <p>Support letters and meetings for legislation / budget requests</p> |
| S-34 | <p>Economic opportunity strategies –</p> <ul style="list-style-type: none"> • Explore and establish strategies to increase economic opportunities, self-sufficiency, and asset-building for households and communities. • Fund programs with federal funds from the U.S. Department of Housing and Urban Development to the extent uses are eligible, funds are available, and work is in alignment with the City's Consolidated Plan 2020-25, and other funds. | 3, 4 | High housing costs, need for stability, building wealth | <p>Supported by homeownership working group</p> <p>Retained from 5th cycle</p> | Housing | CW/No | Ongoing 2023-31 | <p>Strategies created</p> <p>Strategies implemented</p> <p>Programs funded</p> |

3.4 Goal 4: Healthy, thriving neighborhoods with access to good jobs, schools, transportation, and other resources

The San José General Plan and state laws express goals to create thriving neighborhoods that are open to all groups of people and that are close to jobs, schools, and everyday services. San José can direct contextual housing development into mixed-use growth areas that includes more affordable homes. This helps everyone have equal access to these higher-resource areas. The City needs to prioritize investment of resources into lower-resource areas, especially those that have high racial/ethnic concentrations and very low incomes, to uplift the areas and ensure they do not fall further behind.

Goal 4's strategies (*Table 3-5*) therefore focus on targeted neighborhood investments and access to higher-resource areas. Many Goal 4 strategies also cross-reference affordable housing production strategies under Goal 1 that strive to place more affordable housing in neighborhoods where it is now scarce, so as to maximize residents' housing choices.

Table 3-5: Neighborhood Investments and Higher-Resource Neighborhoods

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|--|---------------------------|---------|--|
| N-1 | <p>Equitable neighborhoods-based investment strategies</p> <ul style="list-style-type: none"> Focus the City's investments on increasing equity in racially/ethnically concentrated neighborhoods with extremely low incomes by engaging community members and seeking a common data-informed approach across initiatives. Engage residents in formerly redlined neighborhoods with high race/ethnicity concentrations and lower incomes to identify their investment priorities. Also incorporate historically impacted individuals who are at risk of displacement who do not currently live in highly concentrated neighborhoods. Data-informed approaches may consist of methods such as surveys or an online participatory budgeting process, where residents of under-resourced neighborhoods decide on the types and nature of capital improvement projects and other place-based improvements. Use this information to inform the City's Consolidated Plan for the use of federal funds from HUD for the 2025-2030 cycle. Prioritize investing federal Community Development Block Grant funds and other funds, to the extent legally permissible, in capital projects and to deliver services to racially and ethnically concentrated areas with a high proportion of lower-income residents. Align data indicators on income, race/ethnicity, and protected classes where possible by coordination with other departments through the data equity team. Identify resources and amenities that residents want in their communities, including but not limited to affordable housing, and co-create neighborhood investment priorities that help mitigate displacement consistent with the Citywide Residential Anti-Displacement Strategy "3Ps" approach (production, preservation and protection) and the City's roadmap priorities. | 4, 5 | Historic disinvestment in racially/ethnically concentrated, lower-income neighborhoods. Fragmentation of community outreach. | Support for reparations from neighborhood equity working group. Support from both African ancestry focus group and Indigenous Peoples focus group for housing solutions based on race. | CMO, Budget, ORE, Housing, PRNS, PW, DOT, ESD, Library | LMI, RECAP, Low, Red, UDP | 2023-31 | <p>Dec 2023: Neighborhood engagement strategy created</p> <p>By Mar 2024: Neighborhood engagement launched</p> <p>Aug 2025: Council approves Neighborhood investment priorities created in draft Consolidated Plan</p> <p>At least 5 place-based improvements to low-to-moderate resource neighborhoods during the planning period</p> <p>\$5M in additional funding sought to support neighborhood investments and anti-displacement strategies by 2031</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
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| | <ul style="list-style-type: none"> • Research data that may assess San José’s community assets and identify areas that have experienced under-investment. • Identify new, additional funding sources to implement the co-created neighborhood investment and anti-displacement priorities. | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|---------|--|--|----------------------|---------------------------|-------------------------|--|
| N-2 | Urban Village Plans with anti-displacement features - Complete update of Five Wounds Urban Village Plan (Five Wounds, Little Portugal, Roosevelt Park, 24th & Williams St.) to prepare for BART station area creation. Work with the Valley Transportation Authority and co-selected consultant to identify & integrate residential and small business anti-displacement features. Use these features in other Urban Village plans as best practices. | 4, 3, 1 | Need to prevent displacement of lower-income residents and small businesses. | Neighborhood organizations on East side. | PBCE, Housing, OEDCA | Site | 2023-24 for Five Wounds | 2024: Consultant-identified anti-displacement features for Five Wounds UV Plan Other UV Plans ongoing beginning in 2025 |
| N-3 | Vacant and Neglected Buildings Program – <ul style="list-style-type: none"> Continue the Vacant and Neglected Building and Storefronts Program to monitor all identified vacant or neglected buildings so that they remain safe and secure until they are rehabilitated and reoccupied. This proactive program reduces the risk of loitering, illegal occupancy, and fire hazards. Analyze whether rates of high vacancies overlap with areas needing additional City investment; if so, prioritize these areas. | 4 | Unsafe conditions at vacant or neglected buildings. | Retained from 5th Cycle and updated | PBCE | CW/No | Ongoing 2023-31 | # buildings monitored # buildings cited # problems resolved |
| N-4 | Preservation and Community Development Capacity Building – Establish programs to provide capacity building and technical assistance to community-based nonprofit organizations to engage in grassroots community preservation and development activities partnered with nonprofit developers in order to stabilize neighborhoods. Preservation activities include acquisition and rehabilitation of existing low-cost housing, alternative community ownership models, community stakeholder engagement, and prevention of displacement of community small businesses. | 4, 5, 1 | Lack of capacity of community-based nonprofits to acquire or preserve existing affordable housing Lack of tenant engagement in home sales or transfer | Supported by homeownership working group, Housing Element strategies/goals community meeting | Housing, OEDCA | LMI, RECAP, Low, Red, UDP | 2023-27 | By Dec 2024: \$1M total in capacity-building grants awarded to 3 or 4 organizations |
| N-5 | Increase affordable housing production in higher-resource areas - <ul style="list-style-type: none"> Fully implement and evaluate effectiveness of the City's new Affordable Housing Siting Policy. Allocate affordable housing subsidy awards to higher-resource neighborhoods to increase affordable housing production there, providing more lower-income and protected class residents greater choices of where they can live. | 4, 5 | Lack of affordable housing in high opportunity neighborhoods | Support from housing production focus group | Housing | High | 2026-27 | Jul 2026: 35% of funds awarded in high-opportunity areas since July 2021 Dec 2027: Complete evaluation of Siting |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|--|-------------------------------|---------------------------|---------|---|
| | | | | | | | | Policy and present to City Council # residents in # affordable units in higher-opportunity areas |
| N-6 | Reduced transit fares for lower-income residents – To reduce the cost of transportation + housing for lower-income residents, continue to coordinate with the Valley Transportation Authority to apply for and access federal funds to subsidize low-income resident transit fares. and promote Bay Area-wide means-based fare reduction programs. | 4, 5 | High transportation costs. Lack of transit options in lower-income neighborhoods | Supported by Indigenous Peoples focus group and high opportunity areas focus group | DOT, IGR | CW/No | 2023-31 | Advocacy meetings and letters Federal funds obtained for fare reductions |
| N-7 | External infrastructure funding to create complete, high-quality living environments – <ul style="list-style-type: none"> Continue to seek external funding for parks, transportation, and other types of neighborhood infrastructure that favor cities with a demonstrated commitment to building affordable housing. Coordinate across departments to apply for funds for the purpose of prioritizing investments in lower-income neighborhoods with fewer amenities and need according to City investment plans or other amenity analysis to the extent that program rules allow. Improve accessibility for residents with physical disabilities through infrastructure work. | 4, 5 | Lack of resources and infrastructure in lower-income neighborhoods | Retained from 5th Cycle and updated | Housing, DOT, PW, OEDCA, PRNS | LMI, RECAP, Low, Red, UDP | 2023-31 | Jun 2024: Implement pilot project funded by at least \$2M in CDBG for prioritizing R/ECAPs and other historically disinvested neighborhoods Dec 2024: Plan with goals/metrics and timeline developed in 2024 |
| N-8 | Outside bond issuers – <ul style="list-style-type: none"> Analyze the merits of requiring that the City issue private activity bonds for affordable housing. Positives include increased City control, positive neighborhood outcomes, and generation of revenue for city staffing. Challenges include City workload and costs to developers for City fees. If a change is warranted, seek City Council approval for an amendment to the City's bond issuance policy. | 4, 1 | Prevent / solve neighborhood issues from any problem properties Need for revenues to staff housing programs | In Housing Crisis Workplan | Housing, Finance, OEDCA | CW/No | 2025 | Analysis done Council request for change to policy (if warranted) |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|--------|---|-------------------------------------|----------------------|------|-----------------|--|
| N-9 | Affordable transit-oriented development – Facilitate development of transit-oriented affordable homes within ½-mile of future BART, Light rail, and Bus Rapid Transit (BRT) stations, including identification of opportunities to develop publicly-owned parcels with affordable housing. | . 4, 1 | Increase mobility options and decrease transportation costs for lower-income residents Lessen environmental impacts of new housing development | Retained from 5th Cycle and updated | Housing, OEDCA, PBCE | Site | 2023-31 ongoing | 8 parcels purchased 1,200 projected affordable units assisted |

3.5 Goal 5: Racially and socially inclusive neighborhoods that overcome past and present discrimination

Housing has been, and continues to be, a major area of discrimination in American society, and San José is no exception. There are disparities in homeownership, overcrowding, and access to opportunity. Because of past and present discrimination, there are large differences by race and income as to who owns a home. This widens the differences in wealth between races. Residents in other protected classes also may not be evenly dispersed throughout the City’s neighborhoods. Reducing disparities among neighborhoods requires the City to work intentionally to dismantle existing patterns of segregation and promote fair housing. This goal aims to repair past practices that discriminated by race and other factor, create a housing landscape with choices that allow for equal opportunity for all.

San José has a diverse population to house. More than 40% of the City’s working households are lower-income, and San José’s lower-income residents are disproportionately non-White. More than 20% of residents in the San José metropolitan area are undocumented, and San José residents speak more than 100 languages. For these reasons, it is important for the City to ensure that housing opportunities address the diversity of San José’s population and foster housing choices that lessen existing racial and ethnic segregation in the City.

Goal 5’s strategies (*Table 3-6*) focus on housing for special populations. They also include systems-oriented strategies such as equity-focused outreach, decision making bodies, and planning and advocacy structures. The systems-oriented strategies put more protected class residents, and their lived experiences, into the City’s decision making process and program offerings. In the long-term, these changes should support improvements in neighborhoods’ inclusiveness and equity.

Table 3-6: Inclusive Neighborhoods

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|---------|---|--|--------------------|-------|---------|--|
| I-1 | <p>Persons with disabilities partnership and priorities - Create partnerships with organizations that provide outreach to persons with disabilities. Meet at least twice per year to collaborate on ways the City could improve how well its affordable housing portfolio serves residents with disabilities. Conduct two tours of affordable sites to get partners' feedback and identify challenges for residents with disabilities, prioritize changes to developments the City could effectuate, identify potential changes to the City's affordable housing funding priorities and other requirements, and promote lessons learned to the development community.</p> | 5 | <p>Need to incorporate affected persons into decision-making processes</p> <p>Lack of accessible housing units</p> <p>Lack of input from people with disabilities in policy or decision-making processes</p> | <p>Supported by AFH Advisory group to center experiences of people with disabilities and immigrants.</p> <p>Supported by disability focus group, veterans focus group, LGBTQ+ focus group, Indigenous Peoples focus group and homeownership working group.</p> <p>Support by LGBTQ+ focus group to include affected persons in policy and decision-making processes.</p> | Housing, PBCE, CMO | CW/No | 2023-26 | <p># Meetings held</p> <p>2025: Tours conducted</p> <p>Changes to NOFAs</p> <p>Changes to affordable housing development requirements</p> <p>2026: Release lessons learned publication and incorporate some or all of the strategies recommended from the report during the planning period.</p> |
| I-2 | <p>Affirmative marketing to persons with disabilities - Implement practices to increase access to existing affordable housing, especially those located near transit, for residents with disabilities. Verify that affirmative marketing plans for affordable apartments include outreach to persons with disabilities and organizations that represent them (i.e., San Andreas Regional Center, Housing Choices Coalition for Person with Developmental Disabilities, Silicon Valley Independent Living Center, and others). Ensure that reasonable accommodation request forms are in formats that are fully accessible. Research and promote property management companies' best practices that maximize the likelihood of applicants with disabilities being able to access affordable, accessible apartments.</p> | 5, 3, 4 | <p>Lack of accessible and affordable housing units.</p> <p>Lack of access to adapted accessible homes for people with disabilities.</p> <p>Need for physically disabled residents to access transit-oriented housing.</p> | Suggested by disability focus group, comments from the Housing Choices Coalition, and public comments from Diridon Affordable Housing Implementation Plan. | Housing, CAO | CW/No | 2024-27 | <p>Annually 2023-2031: measure review of affirmative marketing plans</p> <p>Sep 2024: Gather best practices</p> <p>Jul 2025: Implement changes on affirmative marketing plan requirements & reasonable accommodation request forms</p> <p>Goal: 95% compliance by 3 years after rollout</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|--|-------|--|--|---------|-------|----------|---|
| | | | | | | | | Sep 2025: Hold stakeholder meetings Sep 2026: Issue best practices / create a library of materials |
| I-3 | <p>Farmworker housing - Update the zoning code to clarify that farmworker housing for 6 or less people shall be treated the same as a single-family home, amend the agricultural zoning district to ensure consistency with California Health & Safety Code 17201.6, revise Chapter 20.195 of the zoning code to ensure compliance with California Health & Safety Code Section 17201.8.</p> <p>Within six months of Housing Element adoption, revise Chapter 20.195 of the zoning code to be consistent with the requirements of the Employee Housing Act. Pursuant to Health and Safety Code section 17021.5, employee housing for six or fewer employees shall be treated as a single-family structure and permitted in the same manner as other dwellings of the same type in the same zone. In addition, the City will amend the zoning code to comply with Health and Safety Code section 17021.6, which states employee housing of less than 36 beds or 12 units shall be deemed as an agricultural use.</p> | 5 | Need for low-cost farmworker housing | From Housing Crisis Workplan and state law | PBCE | CW/No | Dec 2024 | Council approval of zoning code update |
| I-4 | <p>Create a Housing Balance Report – Create a biannual Housing Balance Report that tracks the net gain and loss of all types of affordable and low-cost housing, analyzes it spatially, and compares to demographics to determine the City's progress in maintaining and increasing the availability of appropriate housing opportunities for all residents (including those in protected classes) across the City. Geographic analysis should also identify displacement risk and segregation, and analyze Urban Villages and neighborhoods or Council districts.</p> | 5, 1 | Lack of demographic data on resident displacement and housing attainment | From Citywide Anti-Displacement Strategy Supported by neighborhood equity working group | Housing | CW/No | 2025 | By Dec 2025: First report presented to City Council |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|---|---|--------------|-------|----------------------|--|
| I-5 | <p>Accessibility plans, and guidance – Actively enforce most recent building code to ensure new developments are fully accessible for residents with physical mobility issues. Work with an ADU partner to post a plan set for ADUs consistent with universal design principles and fully accessible for residents with physical mobility issues. Issue guidance on how to create accessible pathways between an ADU, the main residence, and the street to promote independence and mobility of residents with physical disabilities.</p> | 5, 1 | <p>Lack of accessible units</p> <p>Disruption and cost when people must move to accommodate their aging needs</p> | <p>Support for universal design from disability focus group</p> <p>Support from disability focus groups for homes that promote aging in place</p> | PBCE | CW/No | 2027 | <p>Plan set created and posted</p> <p>Pathways guidelines created and released</p> |
| I-6 | <p>Universal design and ADA upgrades – Through the City's Notices of Funding Availability, incent construction of universal design apartments and ADA upgrades for existing buildings consistent with TCAC guidelines to enhance accessibility and inclusion for seniors and people with physical disabilities including those with developmental disabilities served by the San Andreas Regional Center.</p> | 5, 1 | Lack of accessible units in San José | <p>Supported by veterans focus group, disability focus group, LGBTQ+ focus group, Indigenous Peoples focus group, Housing Choices Coalition</p> | Housing, CAO | CW/No | Periodically 2023-31 | <p>By 2031: At least 50% of annual NOFAs issued incent units for residents with disabilities</p> <p>By 2031: City funds committed to 150 units with enhanced accessibility per TCAC guidelines</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|-----|---|-------|--|---|-------------------------|-------|---------|--|
| I-7 | <p>Inclusive and equitable community engagement – Develop and implement inclusive and equitable community engagement strategies that center racial and social equity to inform and hear from San José residents in protected classes. Strategies are for use by City staff as well as developers and community groups.</p> <p>Amend the City's outreach and engagement policies, including Public Outreach Policy 6-30, to ensure that outreach is robust and opportunities for meaningful public participation are fully supported with multi-lingual materials, translation, and interpretation. Provide clear processes and methods to collect multi-lingual input and for input by persons with disabilities.</p> <p>Adopt language access standards for Housing Department outreach/public events and for Housing Department-funded affordable housing and grantees.</p> <p>Increase the availability of financial resources for all City staff to regularly partner with community-based organizations who have community engagement, relationship building, and education as core competencies to gather meaningful community input.</p> <p>Continue to develop consistent equitable outreach practices and coordination across departments. Provide staffing from the City Manager's Office to help manage, train staff to present effectively, and increase departments' staffing to do outreach and engagement.</p> <p>Develop appropriate, culturally competent, place-based outreach strategies and processes to engage community members and members of protected classes both to those who live in concentrated neighborhoods (related to N-1, above) and those who may be geographically dispersed.</p> | 5, 4 | <p>Lack of meaningful public participation in government</p> <p>Lack of participation in outreach from non-English speakers and from range of demographics of residents</p> <p>Lack of knowledge of available programs/resources</p> | <p>Suggested by neighborhood equity working group.</p> <p>Supported by rental access working group, schools focus group, LGBTQ+ focus group, HE goals/strategies community meetings</p> | CMO, ORE, PBCE, Housing | CW/No | 2026 | <p>Community engagement strategies drafted</p> <p>City Auditor's recommendations on outreach closed</p> <p>Amended outreach policy drafted and adopted by Council</p> <p>Revised Language Access plan for Housing</p> <p>Revised outreach procedures for PBCE</p> <p>Budget for CBO-based outreach increased</p> |
| I-8 | <p>Promotores-based outreach – Fund a community based Promotoras/ Promotores program to compensate residents who listen actively to community members' needs, share their lived experiences, build trust, and help the City to do meaningful community outreach and engagement.</p> | 5 | Need for more meaningful engagement between City and vulnerable residents | Support from LGBTQ+ focus group and Citywide Anti-Displacement Strategy outreach to include vulnerable residents into decision making processes and to | CMO | Short | 2023-31 | <p># promotores contracts per year</p> <p># community engagements</p> <p>Budget spent per year</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|--|--|-------------------------|---------------------------|---------|--|
| | Focus resources on hiring Promotoras/es from protected classes to serve the City's subpopulations experiencing the greatest housing needs. Make them available to all departments conducting outreach and engagement. | | | compensate them for their time | | | | |
| I-9 | Equitable Representation of Historically Underrepresented Communities on City Bodies - Conduct an analysis of appointments to commissions and advisory bodies to track the representation of protected classes, historically underrepresented neighborhoods, and those with other relevant characteristics. Based on the outcomes of that analysis, develop and implement guidelines, update the municipal codes where needed to require an equitable distribution of seats for historically underrepresented populations, including low-income renters and homeless/formerly homeless residents. | 5 | Lack of representation of people most affected in decision-making processes | From Citywide Anti-Displacement Strategy (priority #4) | CMO, Housing, ORE, PRNS | LMI, RECAP, Low, Red, UDP | 2024-28 | 2026: Guidelines developed 2027: Council approval of municipal code updates # of protected class members and those with lived experience of housing insecurity added to commissions and/or advisory boards |
| I-10 | Lived Experience with Homelessness seat on Commission – Fully implement the primary and alternate seats for a commissioner with Lived Experience Seat with homelessness on the Housing and Community Development Commission. Work with the Mayor's Office and the Clerk's Office to ensure the primary and alternate seats are filled promptly and the primary seat remains filled ongoing. Provide orientation, training, compensation, and other supports as needed together with Destination: Home. Perform a confidential evaluation with those two commissioners, and other interested commissioners, starting 12 months after the Lived Experience commissioner seat is filled, and implement additional recommended improvements to support the commissioners. | 5 | Lack of participation in policy development and solutions from people most affected. | Supported by LGBTQ+ focus group for including LGBTQ+ persons in policy and decision making. LGBTQ+ focus group support for compensating people for their time in City outreach. Support for centering tenants from AFH Advisory Committee. | Housing | CW/No | 2023-26 | Feb 2023: Seats filled Feb 2023: Orientation and training provided, compensation provided Feb 2024: Evaluation conducted Jul 2025 to Jul 2026: Additional improvements made, as appropriate |
| I-11 | Representation of and priority for protected class members on City bodies – Combined with I-9. | | | | | | | |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|--|-------|---|---|---------------------------|-------|------------------|---|
| I-12 | <p>Resident-identified priorities – Interview, survey and analyze the living experience of the City's lower-income residents, especially those in protected classes, in all housing across the City. Provide incentives as possible to promote robust resident participation. Use the results to determine needs the City should track and endeavor to meet in the housing element planning period.</p> | 5 | Need for meaningful engagement between Housing Department and vulnerable residents | Supported by neighborhood equity working group, AFH Advisory Committee and LGBTQ+ focus group | Housing | CW/No | 2025-27 | <p>Jul 2025: Survey designed & released</p> <p>Jul 2025: Work with Open House and other stakeholders to increase survey response rate</p> <p>Jul 2025 to Jul 2026: Survey responses analyzed</p> <p>Jul 2026: Resulting changes proposed to City programs and efforts; release Information Memo</p> |
| I-13 | <p>Equity-focused metrics – This strategy was removed due to lack of staff capacity and complexity of changing citywide metrics.</p> | | | | | | | |
| I-14 | <p>Assessment of Fair Housing Plan – Complete the Assessment of Fair Housing Plan. Include implementation actions that may build on the Housing Element strategies in the Housing Catalyst Team Work Plan.</p> | 5 | Identify impediments to fair housing and housing and neighborhood investment strategies | Federal funding requirements, and the Housing Crisis Workplan. | Housing | CW/No | 2024 | <p>Sep 2023: Completion of draft Plan</p> <p>Oct 2023: Adoption by Council</p> <p>Oct 2023: Submission to HUD</p> |
| I-15 | <p>Housing Catalyst Team Work Plan – Beginning in fall 2023, create and implement Housing Catalyst Team Work Plan that includes near-term priority staff work from the Housing Element and Assessment of Fair Housing Plan to create a holistic, uniform approach to addressing the City's fair housing issues in the planning period. Report progress to the City Council annually. Create a webpage on the City's website for transparency to the public.</p> | 5 | Focus on housing work as a priority Public transparency | From Housing Crisis Workplan | OEDCA, Housing, PBCE, DOT | CW/No | Annually 2023-31 | <p>Fall 2023: First workplan brought to council for approval.</p> <p>Annual report to Council</p> <p>Jun 2024: Webpage created</p> |

| # | STRATEGY | GOALS | BARRIER / NEED | CITED BY | DEPT | GEO | TIMING | METRICS |
|------|---|-------|---|--|---------------|-------|-----------------|---|
| I-16 | Advocacy to close the racial homeownership gap – As part of the Housing Department's ongoing leadership around Fair Housing issues, engage in and support efforts at the state and federal levels to amend fair housing laws to allow for race-targeted housing assistance in jurisdictions where the jurisdiction has made documented findings of fact that race-based housing discrimination has occurred. | 5 | Lack of housing for members of protected classes Legal barriers to provide housing based on race | Support for set aside housing based on race supported by African ancestry focus group and Indigenous Peoples focus group | Housing, IGR | CW/No | 2023-31 | Support letters issued Advocacy meetings held |
| I-17 | Collaborative solutions to address housing needs - Work collaboratively on housing-related solutions with other City departments, California jurisdictions, and working groups such as the Santa Clara Grants Management Group, Big 3 Cities Housing groups, ABAG/MTC working groups, Santa Clara County Planning Collaborative, Santa Clara County Association of Planning Officials, the Santa Clara County Cities Association, the Bay Area Housing Finance Authority, Destination: Home, the County of Santa Clara, and others. | 5 | Work together to solve interconnected housing needs of region and state | Retained and updated from 5th Cycle | Housing, PBCE | CW/No | Ongoing 2023-31 | Collaborative initiatives |
| I-18 | Advocacy on public policies and programs to facilitate production, preservation, protection, and neighborhood investments – Inform, support and advocate for public policies and programs at all levels that create funding and other assistance for affordable housing production and preservation, tenant protections, and investments in prioritized extremely low-income, racially segregated neighborhoods. | 5, 1 | Lack of federal protections for tenants, funding for affordable housing and historic disinvestment in racially segregated neighborhoods | Support for reparations from African ancestry focus group and neighborhood equity working group. | Housing, IGR | CW/No | Ongoing 2023-31 | Support letters Working group participation |
| I-19 | Reasonable Accommodation - update ordinance to streamline Reasonable Accommodation review process, provide additional clarity, and ensure consistency with State and Federal laws and Affirmatively Furthering Fair Housing (AFFH). <ul style="list-style-type: none">Identify ways to streamline the review of applications, which can reduce permit feesPublicize process and proposed changes on website, social media, and newslettersPublicize process availability on the City's website in City's top three languages, in addition to English. | 1 | Addressing barriers to the development of special needs housing | HCD | PBCE | CW/No | 2025 | Council approval of ordinance. 2 outreach meetings conducted |

Implementation

The City and its partner agencies are committed to implementing the programs outlined in this chapter over the eight-year planning period. These implementation programs have been developed with extensive community input and with thoughtful consideration for what the City could feasibly accomplish during the planning period with current staff resources.

Short – Term (2023-2025)

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| H-1 | Interim homeless housing construction | 2025: Units completed Funds obtained for operations & services | No |
| H-11 | Feedback from those with lived experience in homelessness in decision making | 2023-2031: Staff to attend meetings of LEAB or other lived experience groups at least once a year to ask for feedback on program priorities July 2024: Identify universe of applicable contracts and timeline for renewals June 2025: Contracts renewed amended to include consultative language, and include in newly awarded contracts By December 2025: Goal of 90% of homelessness contracts with amended language requiring lived experience consultations | Yes |
| H-12 | Neighborhood outreach and education on homeless housing and other housing topics | Materials prepared CBOs under contract Funding allocated Households outreached to Feedback sessions held | Yes |
| H-13 | Regional homeless response coordination and planning | Council adoption of implementation plan | No |
| H-14 | Emergency Shelters | 2024; necessary code amendments to comply with AB 2339 within one year of HEU adoption | No |
| I-1 | Disabled community partnership and priorities | # Meetings held # Tours conducted Changes to NOFAs Changes to affordable housing development requirements Lessons learned publication | Yes |
| I-2 | Affirmative marketing to disabled community | Annually 2023-2031: measure review of affirmative marketing plans September 2024: Gather best practices July 2025: Implement changes on | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| | | affirmative marketing plan requirements & reasonable accommodation request forms Goal: 95% compliance by 3 years after rollout September 2025: Hold stakeholder meetings September 2026: Issue best practices / create a library of materials | |
| I-3 | Farmworker Housing | Council approval of zoning code update | No |
| I-4 | Create a Housing Balance Report | Report published Report presented to City Council | Yes |
| I-8 | Promotores-based outreach | # promotores contracts per year # community engagements Budget spent per year | No |
| I-9 | Equitable Representation of Historically Underrepresented Communities on City bodies | 2025: Analysis completed 2026: Community outreach conducted 2026: Guidelines developed 2027: Council approval of municipal code updates # of protected class members and those with lived experience of housing insecurity added to commissions and/or advisory boards | Yes |
| I-10 | Lived Experience with Homelessness seat on Commission | February 2023: Seats filled February 2023: Orientation and training provided, compensation provided February 2024: Evaluation conducted BY July 2025: Additional improvements made, as appropriate | Yes |
| I-14 | Assessment of Fair Housing Plan | September 2023: Completion of draft Plan October 2023: Adoption by Council October 2023: Submission to HUD | Yes |
| I-15 | Housing Catalyst Team Work Plan | Fall 2023: First workplan brought to council for approval. Annual report to Council | No |
| N-1 | Equitable neighborhoods-based investment strategies | December 2025: Neighborhood engagement strategy created By March 2024: Neighborhood engagement launched August 2025: Neighborhood investment priorities created in draft consolidated plan and Council approves | Yes |
| N-2 | Urban Village Plans with anti-displacement features | Consultant-identified anti-displacement features for Five Wounds UV Plan Other UV Plans ongoing | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| N-4 | Preservation and Community Development Capacity Building | # and \$ of capacity-building grants awarded Nonprofits receiving education | No |
| N-7 | External infrastructure funding to create complete, high-quality living environments | June 2023: Implement pilot project funded by CDBG for prioritizing R/ECAPs and other historically disinvested neighborhoods December 2024: Plan with goals/metrics and timeline developed in 2024 | Yes |
| N-8 | Outside bond issuers | Analysis done Council request for change to policy (if warranted) | No |
| P-1 | Align zoning with the General Plan | Council approval of zoning changes | No |
| P-3 | North San José Affordable Housing Overlay Zones | December 2023: Council approval of General Plan and Zoning Code Amendments January 2024: Overlay sites rezoned | Yes |
| P-4 | Affordable housing tools for North San José | Study created Creation of draft tools Council approval of tools Creation of Plan Council approval of Plan | Yes |
| P-6 | Regular coordination meetings for affordable housing | Housing Navigator budgeted annually # affordable housing developments assisted | No |
| P-7 | City ministerial infill approval ordinance | Outreach to developers Council approval of Ordinance | No |
| P-8 | General Plan Amendment to remove commercial requirements for affordable housing | Council approval of General Plan amendment | No |
| P-10 | Standardize and streamline permitting, fees, applications | Policy resolution to Council on Fee Framework Fees webpage created Development applications tools improved | No |
| P-11 | Explore Allowing “SB 9” Type Housing on Additional Properties | Council approval of zoning code amendment Council approval of design standards | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| P-12 | Cost of Residential Development Study update | Council presentations Program or fee changes identified and made per updated analysis | No |
| P-13 | Replacement of existing affordable housing units | 2024: Council approval of Policy Dec 2024: Proposal created Developer guidance created/ improved Website amended | Yes |
| P-14 | Housing in Business Corridors | Council approval of zoning code amendment | No |
| P-15 | Moderate-income Housing Strategy - | Council approval of strategy | No |
| P-20 | Mixed-income housing | # of housing developments with market-rate or moderate-income units and ELI and/or VLI unit | No |
| P-21 | Special needs housing NOFA | NOFAs issued Council commitments # resulting affordable units | Yes |
| P-26 | Accessory Dwelling Unit (ADU) Amnesty program | July 2024: Program release Dec 2031: Approximately 150 ADUs into in compliance by 2031 | No |
| P-30 | Updated feasibility study for Commercial Linkage Fee | Feasibility study update Council approval of updated fees \$ CLF revenues collected # affordable units subsidized | No |
| P-38 | Adequate sites for lower-income households on nonvacant and vacant sites identified in previous housing element cycles | Council approval of zoning changes | No |
| P-40 | Evaluate Urban Village planning process | Conduct and Publication of 4-year review. | No |
| P-41 | Review Planning Permit Findings | Council approval of ordinance amendments | No |
| P-42 | Group homes for seven or more persons | Update ordinance | No |
| P-43 | Update City Density Bonus | Council approval of ordinance amendments | No |

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| | Ordinance | | |
| P-46 | Rezoning Program for Shortfall, low income sites | Council approval of rezoning ordinance changes | No |
| R-1 | Monitor at-risk affordable units | Creation of risk-based reports # meetings held # units preserved | Yes |
| R-2 | Establish a Preservation NOFA | June 2024: Program guidelines completed by December 2024: First NOFA issued at least every other year (i.e., at least 4 NOFAs during the Sixth Cycle compliance period) \$5M average available per year per NOFA by 2031: At least 110 units of newly-restricted affordable housing acquired by nonprofits and rehabilitated through city and external funding | Yes |
| R-9 | Create a Preservation Policy | Council approval of Policy | Yes |
| R-12 | Revised Anti-Displacement Strategy | Best practices researched Outreach conducted Strategy drafted Council approval | Yes |
| R-13 | Soft Story Program | Outreach conducted Ordinance and program drafted Council approval of Ordinance and program Rebate program launched # buildings receiving retrofits \$ funded for rebates | No |
| S-4 | Updated relocation assistance | Analysis complete Stakeholder outreach on cost escalators and proposed changes Council approval of code updates | Yes |
| S-9 | Anti-Displacement into Urban Village Plans | Consultant identifies anti-displacement features for Five Wounds UV Plan # of other UV Plans incorporating features | Yes |
| S-10 | Study on rent increases and burden in affordable housing | January 2024: Research conducted January 2025: Findings presented to the City Council | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|--|------|
| S-12 | Eviction prevention | Workshops held Parties assisted People connected to new services Funding secured | No |
| S-13 | Affordable housing renter portal language access | # languages # applicants using non-English versions | Yes |
| S-14 | Advocacy for tenant-based vouchers | State determination of enforcement path State approval of local enforcement or legislation if needed Legislation passage Support letters and meetings on vouchers | No |
| S-15 | Tenant preferences in VTA station areas | Affordability restrictions recorded requiring tenant preferences # affordable units in station areas | Yes |
| S-20 | Anti-displacement tenant preferences | June 2023: Complete disparate impact analysis for 2 proposed preferences and submit to HCD for review Dec 2023: Complete draft ordinance and present to applicable City commissions and committees for review May 2023: Council approves ordinance | Yes |
| S-23 | Know Your Rights materials | July 2024: Outreach Strategy developed January 2025: funding source identified # of communications pieces released # of recipients of communications at least 2 partner organizations identified to assist in outreach | Yes |
| S-25 | Tenant-based vouchers in higher-resource areas | Data obtained from nonprofit legal organizations on locations of complaints Target neighborhoods identified Capacity assessed of legal assistance partners to do new outreach with community partners Funding identified Contracts executed # people assisted # services delivered | Yes |
| S-26 | Increased support for | July 2025: funds identified for hotline | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|---|------|
| | nonprofits to do tenant and landlord outreach and education | Dec 2025: Launch hotline Funds budgeted annually for tenant and landlord outreach and education Difference in average funding per year for tenant and landlord outreach and education from 2023 to 2031 Services provided # Calls supported # Clients served | |
| S-29 | Rent Stabilization Program Strategic Plan and program assessment | Strategic Plan and program assessment completed with consultant Outreach conducted with stakeholders on any report recommendations Amendments presented to Council, if warranted | No |
| S-32 | Local enforcement of state tenant protections | State determined pathway Sponsored State bill if needed Work with coalition of rent stabilization cities Legislation passage | No |

Medium – Term (2025-2027)

| # | Strategy | Milestones | AFFH |
|------|---|---|------|
| H-6 | Housing with integrated health care | By 2031: At least one new development with on-site health services | No |
| H-10 | Racial and other bias of protected classes in homeless shelter and supportive housing systems | Dec 2023: Meet with County, service providers and property management staff on accessing data 2024, 2027, 2030: Collect data, analyze data Within 12 months following each analysis completion: Work with partners to provide technical assistance sessions as needed | Yes |
| I-5 | Universal design ordinance, plans, and guidance | Ordinance approved by City Council Plan set created and released Pathways guidelines created and released | Yes |
| I-7 | Inclusive and equitable community engagement | Community engagement strategies drafted City Auditor's recommendations on outreach closed Amended outreach policy drafted and adopted by Council Revised Language Access plan for Housing | Yes |

| # | Strategy | Milestones | AFFH |
|------|---|--|------|
| | | Revised outreach procedures for PBCE Budget for CBO-based outreach increased | |
| I-12 | Resident-identified priorities | July 2025: Survey designed & released July 2025: Work with Open House and other stakeholders to increase response rate July 2025 to July 2026: Survey responses analyzed July 2026: Resulting changes proposed to City programs and efforts; release Information Memo | Yes |
| N-5 | Increase affordable housing production in higher-resource areas | July 2026: 35% of funds awarded in high-opportunity areas between July 2021 and June 2025 December 2027: Complete evaluation of Siting Policy and present to City Council # residents in # affordable units in higher-opportunity areas | Yes |
| P-19 | Expanded City Density Bonus program | Study completed Council approval of Ordinance changes # Affordable units created through Density Bonus. Number of units by AMI category | No |
| P-22 | Transit-oriented affordable housing near Diridon Station | NOFAs prioritizing area | Yes |
| P-25 | Updated Inclusionary Housing program fees | Fees study produced | No |
| P-27 | Accessory Dwelling Unit (ADU) affordability | Feasibility analysis completed | No |
| P-29 | Fair Housing Equity Analysis for Specific Plans | Plans with fair housing analysis integrated | Yes |
| P-35 | Small multifamily housing | Feasibility analysis done Plans created Design standards created Council approval of land use changes, design standards Publish financing information | No |
| P-36 | Alum Rock East Urban Village Plan | Outreach conducted Plan drafted Council approval of Plan | No |

| # | Strategy | Milestones | AFFH |
|------|--|---|------|
| P-37 | CEQA analysis for Urban Villages | Council approval of CEQA study | No |
| P-44 | Urban Villages | Completion of evaluation | No |
| R-3 | Diridon Preservation Pilot | Jan 2025: Pilot creation City Council approval of pilot By Dec 2025: NOFAs issued By Aug 2026: Council approval of funding commitments 55 homes preserved through acq/rehab in defined area around Diridon Station Area | Yes |
| R-5 | Acquisition Loan Fund | Request for Proposals Issued if needed; loan product defined and rolled out; # units acquired with Loan Fund(s) | Yes |
| R-6 | Mobilehome Park General Plan designation for remaining 56 mobilehome parks | <u>2024</u> : Council approval of General Plan Amendments and rezonings # mobilehome parks with new land use designation | Yes |
| R-8 | Work with the Bay Area Housing Finance Authority (BAHFA) on Moderate-income Financing Strategy | # transactions # newly-affordable homes at each income level | No |
| S-1 | Tenant Resource Centers and violations reporting | Tenant resource centers with Code assistance # residents assisted # Housing/Code meetings held | No |
| S-2 | Rental property registry improvement | % of City's rental units registered | No |
| S-5 | Code enforcement improved case management | January 2026: Phase 1 - New Case Management System Implemented. Violation tracking system in place January 2028: Phase 2 - Analysis of building performance complete. January 2029: Phase 3 - Stakeholder outreach on cost escalators and proposed changes. Council approval of code updates (if any). January 2030: Phase 4 - Implementation complete. | Yes |

| # | Strategy | Milestones | AFFH |
|------|--|---|------|
| S-6 | Proactive Code enforcement for more rented residences | June 2025: Complete Study December 2025: Recommendation | Yes |
| S-7 | Financial literacy programs for potential homebuyers as funds remain available | Services provided Budget allocated # buyers assisted | No |
| S-8 | Homebuyer program redesign | Feasibility analysis and plan created Council approval of program | Yes |
| S-11 | Alternative documentation for non-citizens | July 2024: Council approval July 2025: Workplan complete # properties implemented | Yes |
| S-16 | Affirmative marketing languages and best practices for affordable housing | Requirement rolled out Data collected for compliance Library created & made available | Yes |
| S-17 | Local Fair Chance / "Ban the Box" ordinance | Report completed Council presentation made Outreach done Ordinance drafted Program proposal created Council consideration | Yes |
| S-18 | Review data on City-monitored properties to identify Fair Housing issues | Data collection on residents and applicants Outliers analysis # Meetings held with outlier properties Technical assistance given | Yes |
| S-19 | Certificate of Preference program | Research and legal analysis conducted Findings presented to Council If Council directed, program developed | Yes |
| S-24 | Targeted fair housing outreach and enforcement | Data obtained from nonprofit legal organizations on locations of complaints Target neighborhoods identified Capacity assessed of legal assistance partners to do new outreach with community partners Funding identified | Yes |

| # | Strategy | Milestones | AFFH |
|------|---|--|------|
| | | Contracts executed # people assisted # services delivered | |
| S-27 | Tenant/landlord education centers | # Locations served Materials available # Tenants and landlords assisted | No |
| S-28 | Right to Counsel or Alternative | 2023: Collaborate with bay area housing finance authority on protections policy event including right to counsel and alternatives 2023: RFP Issued 2024: Consultant hired 2024: Program proposed to Council for approval If approved, start program creation | No |
| S-30 | Just cause eviction protection amendment | Analysis of issue Presentation to Council Council consideration | No |
| S-31 | Tenant Protection Ordinance amendment for affordable apartments | Analysis of issue Ordinance amendment Presentation to Council Council consideration | No |

Long-Term (2027-2031)

No strategies are designated long-term.

Annual & Ongoing (2023-231)

| # | Strategy | Milestones | AFFH |
|-----|--|--|------|
| H-2 | Interim housing for people experiencing homelessness in hotels/ motels | # hotels acquired \$ of Homekey awards # residents housed | No |

| # | Strategy | Milestones | AFFH |
|------|---|---|------|
| H-7 | Safe parking programs | # safe parking spaces for RV's and car vehicles Amount of budget | No |
| H-8 | Nonprofit-provided homeless support services | Funding to nonprofit service providers # people assisted | No |
| H-9 | Street-based services for unhoused residents | Funds budgeted Services provided # clients served | No |
| I-6 | Universal design and ADA upgrades | By 2031: At least 50% of annual NOFAs issued incent units for residents with disabilities By 2031: City funds committed to 150 units with enhanced accessibility per TCAC guidelines | Yes |
| I-16 | Advocacy to close the racial homeownership gap | Support letters issued Advocacy meetings held | Yes |
| I-17 | Collaborative solutions to address housing needs | Collaborative initiatives | No |
| I-18 | Advocacy on public policies and programs to facilitate production, preservation, protection, and neighborhood investments | Support letters Working group participation | No |
| I-19 | Reasonable Accommodation | Council approval of ordinance amendments | Yes |
| N-3 | Vacant and Neglected Buildings Program | # Buildings monitored # Buildings cited # Problems resolved | No |
| N-6 | Reduced transit fares for lower-income residents | Advocacy meetings and letters Federal funds obtained for fare reductions | Yes |
| N-9 | Affordable transit-oriented development | # parcels purchased # projected affordable units assisted | No |
| P-2 | Subsidize extremely low-income housing including permanent supportive housing for homeless | % of City subsidies spent on ELI and PSH # of affordable homes created | Yes |
| P-5 | Affordable Housing Investments in North San | # of affordable homes restricted # of sites acquired | Yes |

| # | Strategy | Milestones | AFFH |
|------|---|--|------|
| | José | # RFP awards & groundleases to affordable developers | |
| P-9 | Diridon affordable housing production goal | By the later of Diridon Station Area Plan buildout or 2040: 25% of homes in Station Area as restricted affordable Annual goal: Fund an average of 61 new affordable homes By 2031: 488 affordable homes funded by City | Yes |
| P-16 | Groundleases for affordable housing | # and % affordable developments that closed construction with public groundleases each year % of all funded restricted affordable properties with city or other public groundleases # existing deal land purchases # affordable units permanently preserved | No |
| P-18 | Loans for affordable housing | NOFAs issued Funds committed Affordable homes created Affordable homes preserved | No |
| P-23 | Pursue AHSC funding near Diridon Station | AHSC applications submitted AHSC applications awarded \$ awarded | Yes |
| P-28 | Predevelopment loans | # predevelopment loans made # affordable units assisted | No |
| P-31 | Land acquisition for affordable housing in target locations | # parcels purchased # projected affordable units assisted | Yes |
| P-32 | Higher subsidies per unit | Adjustments to NOFA/program guidelines | Yes |
| P-34 | Affordable housing funding advocacy | Support letters issued Participation on working groups | No |
| R-7 | Extend affordable housing restrictions | By 2031: preserve at least 900 units of at-risk affordable housing, or an average of 112 units per year. | Yes |
| R-11 | Owner-occupied home preservation | # low-income households assisted | Yes |
| S-3 | Proactive Code enforcement in identified Project Hope Place-based neighborhoods | Annually through 2031: At least 3 neighborhoods covered with enhanced multifamily inspections Annually through 2031: Average 200-250 units per neighborhood inspected per year (total 600 750 units per year) | Yes |

| # | Strategy | Milestones | AFFH |
|------|---|---|------|
| | | # of violations resolved within 150 days each year: Target of 2000 (includes mostly housing violations and some blight) | |
| S-21 | Facilitation of equal access to housing | July 2024 Metrics developed by collaboration with and feedback from at least 3 fair housing grantees \$ funding to nonprofit fair housing providers # people assisted | Yes |
| S-22 | Fair housing services and support | Annual meetings held Priorities established jointly | Yes |
| S-33 | Job training with housing subsidies | # housing-subsidized participants in job training programs Support letters and meetings for legislation / budget requests | Yes |
| S-34 | Economic opportunity strategies | Strategies created Strategies implemented Programs funded | No |
| P-45 | Pipeline Projects Evaluation | Present findings during housing element annual reporting period | No |
| P-47 | Accessory Dwelling Unit (ADU) Monitoring and Ordinance Compliance | Jan 2024: SLA activities completed Dec 2025: Notices of Availability issued | No |
| P-48 | Implement Surplus Land Act | Jan 2024: SLA activities completed # Notices of Availability issued | No |

Quantified Objectives

The Tables 3-10, 3-11 and 3-12 lay out the number of housing units that the City expects to be constructed, maintained and preserved within the planning period.

Table 3-10: Quantified Objectives

| | Extremely Low and Very Low Income | Low Income | Moderate Income | Above Moderate Income | Total |
|--|-----------------------------------|------------|-----------------|-----------------------|--------|
| RHNA Target | 15,088 | 8,687 | 10,711 | 27,714 | 62,200 |
| Residential Development Pipeline | 974 | 4,370 | 178 | 14,877 | 20,399 |
| ADUs | | 1,733 | 866 | 289 | 2,888 |
| 100% Affordable Pipeline | 1,200 | 1,300 | 600 | 0 | 3,100 |
| Supportive Housing Acquisitions – Pipeline and Planned | 0 | 204 | 0 | 0 | 204 |
| Total Housing Units | 2,174 | 7,607 | 1,644 | 15,166 | 26,591 |

Table 3-11: Households Served by HOPWA, HOME TBRA and Eviction Help Center (8 year estimated total)

| | Extremely Low and Very Low Income | Low Income | Moderate Income | Above Moderate Income | Total |
|----------------------|-----------------------------------|------------|-----------------|-----------------------|-------|
| HOPWA | 463 | 48 | 0 | 0 | 511 |
| HOME TBRA | 677 | 70 | 0 | 0 | 747 |
| Eviction Help Center | 1,192 | 160 | 0 | 0 | 1,352 |

Table 3-12: Shelter, Transitional Housing, and Supportive Housing (Ongoing; numbers as of 2022)

| | Extremely Low and Very Low Income | Low Income | Moderate Income | Above Moderate Income | Total |
|---|--|-----------------------|----------------------------|--------------------------------------|--------------|
| Emergency Shelter or Transitional Housing Beds | 1,070 | 0 | 0 | 0 | 1,070 |
| Permanent Supportive Housing Beds | 3,433 | 0 | 0 | 0 | 3,433 |