

Chapter 2

Housing Needs



READER NOTES

In this chapter, bold blue phrases express the Housing Element Goals, which are detailed in Chapter 3.

Footnotes are compiled as endnotes at the end of this chapter.

The City of San José, at slightly over a million people, is the tenth largest city in the U.S. It is the population center of Silicon Valley, a region where the economy grew significantly even during the pandemic, with Silicon Valley tech companies exceeding \$14 trillion in market capitalization in 2022.¹

San José continues to be one of the most expensive places to live in the country, with median housing prices pulling ever further out of reach for essential workers. In the first quarter of 2022, the median single-family home was \$1.7 million, the median condo/townhome was \$900,000, and median monthly rent was \$2,595.² Figure 2-1 shows how these housing costs are unaffordable for a cross-section of workers who are essential for the continued functioning of our economy and society. Please see Appendix A, Demographic Profile and Housing Needs, for more data about housing needs and demographics in the City.

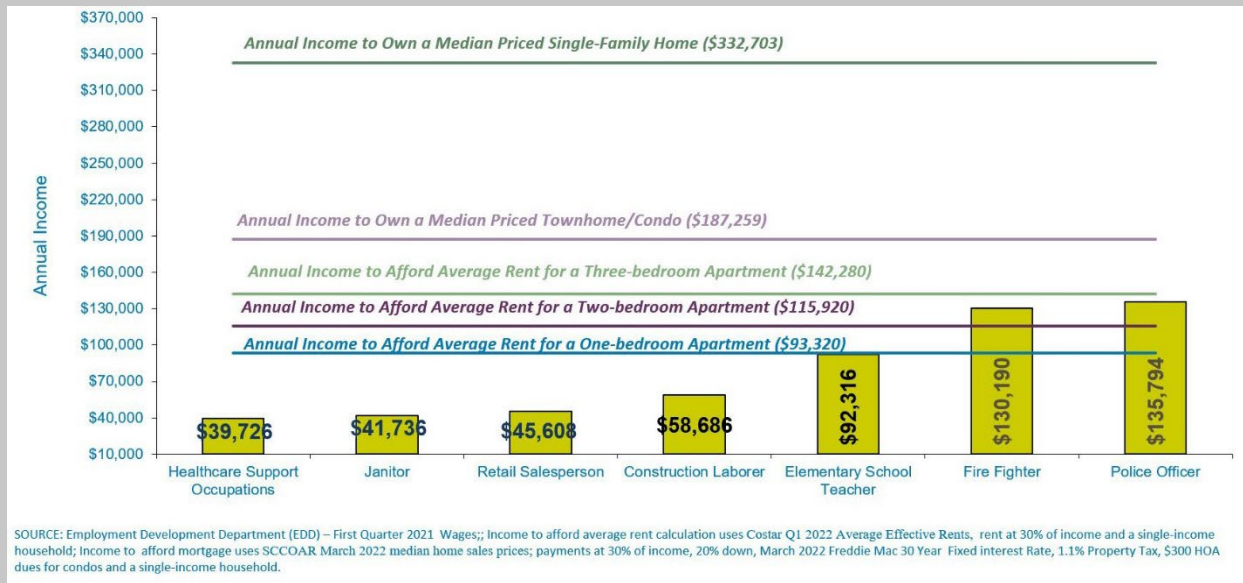
Despite a thriving and growing economy and decades of population growth, the most recent U.S. census data indicates that the City has lost population in the past few years. In community outreach and engagement around the Housing Element (see Appendix H for details about our community engagement process) and in prior community engagement around the Citywide Anti-Displacement Strategies,³ City staff heard from many community members who want to continue to live in San José but worry about being priced out of the market, and who report that family and neighbors have already been displaced. See Appendix B, Assessment of Fair Housing, for more analysis of displacement in San José, including breakdowns of displacement risk by race and geography.

Figure 2-1: Annual Incomes Vs. Incomes Needed to Afford Housing in San José



SOURCE: Employment Development Department (EDD) – First Quarter 2021 Wages; income to afford average rent calculation uses Costar Q1 2022 Average Effective Rents, rent at 30% of income and a single-income household; Income to afford mortgage uses SCCOAR March 2022 median home sales prices; payments at 30% of income, 20% down, March 2022 Freddie Mac 30 Year Fixed Interest Rate, 1.1% Property Tax, \$300 HOA dues for condos and a single-income household.

Figure 2-1: Annual Incomes Vs. Incomes Needed to Afford Housing in San José



Given the extreme prices in our market, how do we ensure that there is ***an abundant and affordable supply of housing*** for all current residents who want to stay in the City and for all future residents who will continue to be drawn here to live and work, as well as providing ***sufficient housing for people experiencing homelessness?***

In addition to addressing issues of housing supply and production, the City needs to ensure that access to such housing is fair and equitable and that housing policies and programs work towards redressing past and current day segregation rather than reinforcing segregation. As discussed in Chapter 1, State law (Government Code section 65583) requires that all jurisdictions perform an Assessment of Fair Housing (AFH) and propose policies and programs that actively and affirmatively further fair housing.

The City's detailed AFH is attached as Appendix B and policies and programs to affirmatively further fair housing are integrated into the larger set of policies and programs described in Chapter 3. Here, to capture some of the analysis in the AFH, we cite one specific statistic to illustrate the history and current context of fair housing in San José: approximately one-third of the City's housing stock is homeowner-occupied units built between 1950 and 1979. Per Table 2-1 (next page), no other large city in America has such a high proportion of this type of housing.

The three decades long period starting in 1950 and ending in 1980 was San José's primary growth spurt, when it transformed from a small city in the heart of an agricultural region to the sprawling, low-density metropolis that it is today. In 1950, San José's population was under 100,000. By 1980, San José's population was approximately 630,000, with non-Hispanic Whites constituting the vast majority of the population growth.

In contrast, during this same period, the other big cities in the Bay Area — San Francisco and Oakland — experienced net population losses, with non-Hispanic Whites at the leading edge of the declines in population; during this period, San Francisco and Oakland's White population dropped by a combined 500,000 persons.

From 1950-1980, San José grew through subdivision, turning thousands of acres of open space and agricultural lands into neighborhoods built around the single-family home and the automobile. The majority of this growth occurred prior to the passage of federal Fair Housing Act of 1968 and was within the national movement to build white, middle-class suburbs. As documented in *The Color of Law* by Richard Rothstein, this national, post-War strategy to build middle-class, suburban housing was the largest publicly subsidized housing and wealth building program in the history of the U.S. And it was explicitly and intentionally racist.

**Table 2-1: Owner-Occupied Units Built from 1950-1979
in Top 20 Largest U.S. Cities and Selected California Cities**

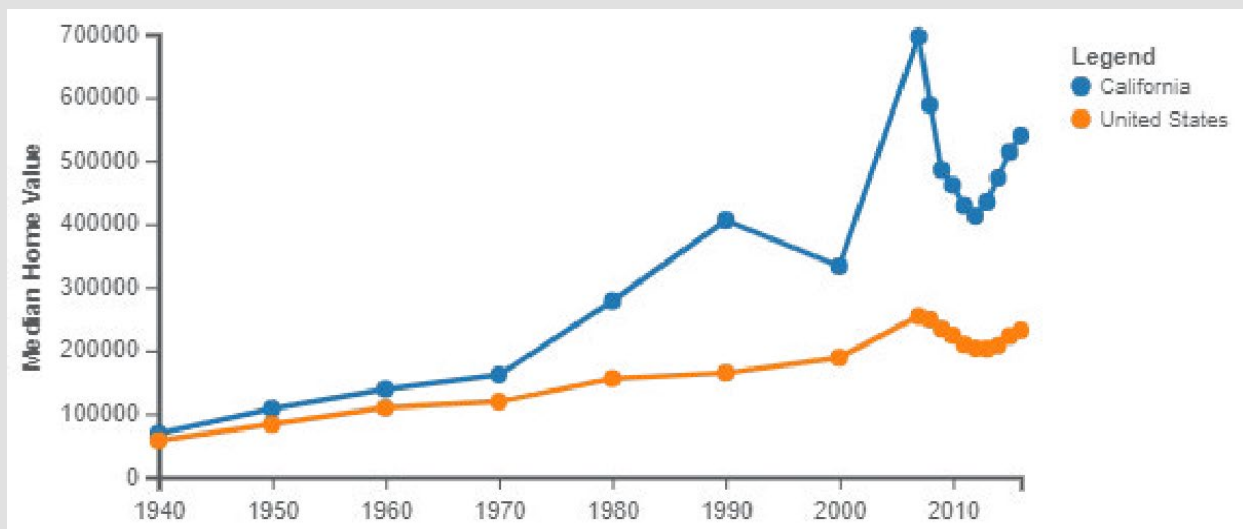
City	Occupied Housing Units	Owner-Occupied Units Built from 1950-1979	Owner-Occupied Units Built from 1950-1979 as a % of All Occupied Housing Units
San José, CA	325,114	111,694	34.4%
Phoenix, AZ	565,832	131,150	23.2%
San Diego, CA	507,580	116,577	23.0%
Dallas, TX	513,443	110,187	21.5%
Houston, TX	858,374	180,701	21.1%
San Antonio, TX	501,400	102,903	20.5%
Indianapolis (balance), IN	338,208	68,647	20.3%
Philadelphia, PA	601,337	114,251	19.0%
Denver, CO	301,501	56,250	18.7%
Long Beach, CA	166,813	31,103	18.6%
Jacksonville, FL	338,991	59,975	17.7%
Los Angeles, CA	1,383,869	241,654	17.5%
Sacramento, CA	185,331	32,314	17.4%
Fresno, CA	168,625	28,591	17.0%
Fort Worth, TX	297,498	48,071	16.2%
Columbus, OH	357,128	57,688	16.2%
Charlotte, NC	330,391	48,713	14.7%
Austin, TX	380,392	54,034	14.2%
Chicago, IL	1,066,829	147,204	13.8%
New York City, NY	3,167,034	363,999	11.5%
Seattle, WA	331,836	36,587	11.0%
Oakland, CA	162,419	16,494	10.2%
Washington, DC	284,386	25,975	9.1%
San Francisco, CA	362,354	25,799	7.1%

The latter part of San José’s population boom — in the 1970s — also coincides with the beginning of California’s long and ongoing real estate boom. As shown in *Figure 2-2*, prior to 1970, housing costs in California were roughly comparable to the U.S. market. However, starting in 1970, California’s housing costs took off on their own higher (and more volatile) trajectory.

This means there was only a small window of time where homeownership in San José was both open to all *and* affordable. Today, significant parts of the City are effectively locked into a pre-Fair Housing, segregated dynamic. While this sequence of events — a period of post-War growth followed by decades of slower growth and rapidly rising housing costs — happened in many cities across the American West, it defines San José in greater proportion than any other big city in the U.S. (as seen in *Table 2-1*). The impacts of this specific version of segregation can be seen in several ways:

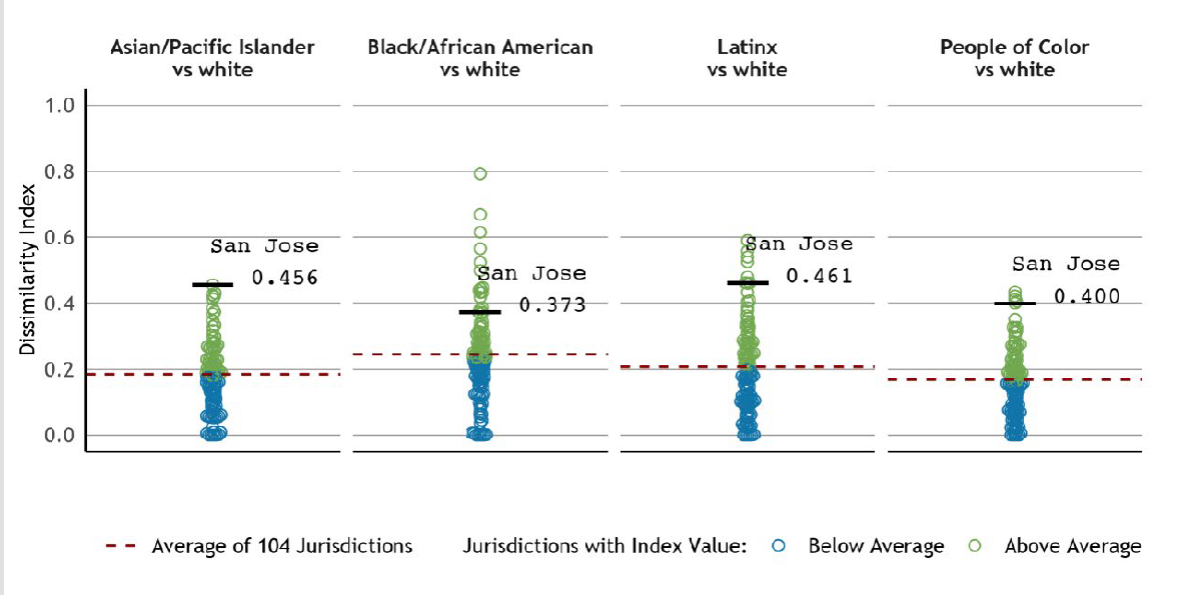
- **San José is one of the most segregated cities in the Greater Bay area.** Per *Figure 2-3* (next page), across the 104 jurisdictions in the nine-county Bay Area, San José is consistently one of the most segregated cities, as rated on the Dissimilarity Index, where a score of 0.4 or higher indicates that a geography is segregated.
- **Non-Hispanic Whites represent a disproportionate share of homeowners.** Non-Hispanic Whites are 26% of the City’s general population but 41% of the total number of homeowners; they have a higher homeownership rate than any other major racial/ethnic group, see *Figure 2-4* (next page). Also, while the broader category of Asian Americans, Native Hawaiians, and Pacific Islanders (AAPIs) have a high rate of homeownership, disaggregated AAPI data reveals differences in rates among AAPI subcategories. Because homeownership has been such a prevalent pathway to wealth building in the U.S., this differential in who owns and who rents presents challenges in how the City can support *housing stability and opportunities to build wealth for all residents*.

Figure 2-2: Median Home Prices - California vs. U.S. since 1940
(2021 dollars)



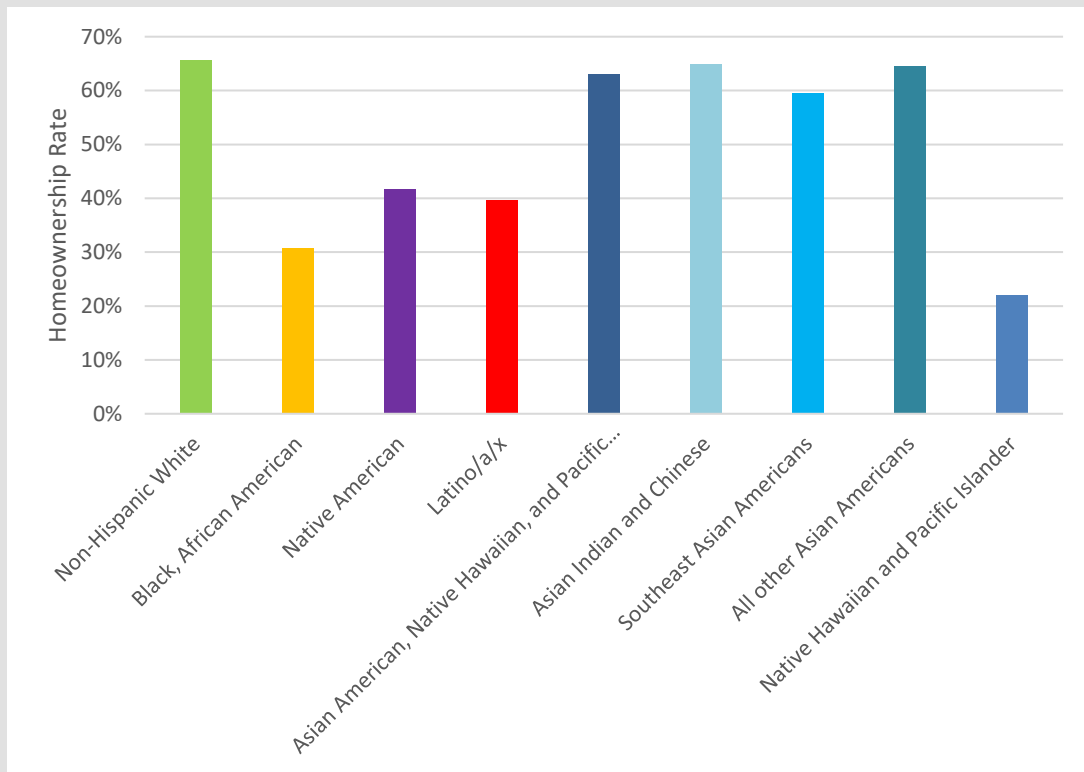
Source: https://en.wikipedia.org/wiki/California_housing_shortage

Figure 2-3: Level of Segregation in San José Compared to 103 Bay Area Jurisdictions



Source: *AFFH Segregation Report: San Jose*, UC Merced Urban Policy Lab for the Association of Bay Area Governments / Metropolitan Transportation Commission (2022)

Figure 2-4: San José Homeownership Rates by Householder Race/Ethnicity



Source: City of San José analysis of US Census data (2019 5-Year ACS for general categories; 2015-5-year ACS for disaggregated AAPI data). Please see Appendix B for more detail on the methodology for disaggregation of AAPI data.

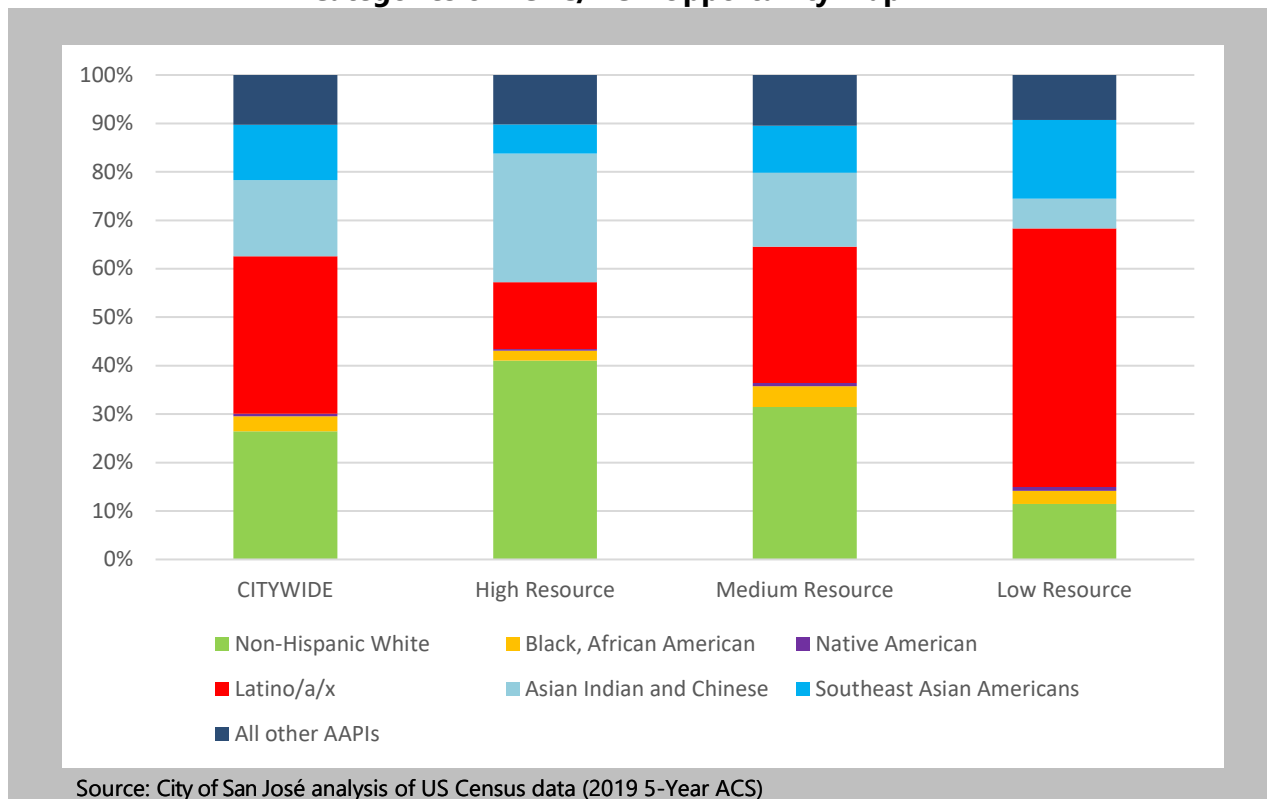
- **Segregation influences who lives in “high-resource” and “low-resource” neighborhoods.**

The State Department of Treasury Tax Credit Allocation Committee/Department of Housing and Community Development Opportunity Map (TCAC/HCD Opportunity Map)⁴ helps to analyze high- and low-resource neighborhoods, and in San José, we can see that where people live correlates with race:

- > The majority of Latino/a/x and Southeast Asian American persons in San José live in low-resource neighborhoods.
- > The majority of Chinese and Asian Indian Americans and just under 50% of non-Hispanic Whites live in high-resource neighborhoods.

Figure 2-5 further shows the breakdown by race/ethnicity per the Opportunity Map category. Medium-resource neighborhoods resemble the City as a whole; high-resource neighborhoods have disproportionate amounts of non-Hispanic Whites, Asian Indians, and Chinese; and low-resource neighborhoods have disproportionate numbers of Latino/a/x and Southeast Asian Americans. This “geography of opportunity effect” matters, as there is a growing body of evidence that where somebody lives affects the outcomes for individuals, even holding constant other factors such as education, race, and income. This unequal distribution of population by neighborhood type is a stark datapoint showing that not all San Joséans live in *healthy, thriving neighborhoods with access to good jobs, schools, transportation*, and other resources and is indicative of our challenge to create *racially and socially inclusive neighborhoods that overcome past and present discrimination*.

Figure 2-5: Racial/Ethnic Composition of San José Neighborhoods by Categories of TCAC/HCD Opportunity Map



From community engagement and data analysis conducted as part of the City’s Assessment of Fair Housing, other barriers to fair housing include:

- **Segregation:** In addition to the findings about opportunity and resources described above, segregation also correlates with increased risk of displacement, a higher proportion of substandard housing, increased exposure to negative environmental factors (e.g., poorer air quality, higher temperatures), and increased health risks for lower-income communities of color.
- **Homelessness:** There is a high level of need for housing (shelters, transitional housing, and permanent supportive housing) and services targeting unhoused people. African American, Latino/a/x, and Native American people are disproportionately represented in the population of unhoused people.
- **Fair Housing Violations:** Community members anecdotally report potential fair housing issues/violations, especially source of income discrimination and disability discrimination.
- **Lack of Accessibility for Disabled Persons:** Accessible housing is scarce and requests for reasonable accommodation are often not fulfilled.
- **Lack of Information and Community Engagement:** Community members and stakeholders request greater governmental transparency, more information about housing rights and opportunities, and greater involvement in decisions around housing and development policy, especially for members of protected classes.

Please see Appendix B, Assessment of Fair Housing, for more history and analysis of current segregation in San José. ~~In addition, both Appendix A (Demographic Profile and Housing Needs) and Appendix B present more data about demographics and housing resources, with emphasis on protected classes and other specific populations.~~

Contributing Factors to Segregation / Programs and Policies to Affirmatively Further Fair Housing

From City staff’s AFH analysis and from community feedback during the overall Housing Element outreach process, the following issues or factors are the primary contributors to inequitable outcomes in the City of San José:

- Segregation and exclusion from “High Resource” areas: Communities of color have been excluded from neighborhoods that have benefited from the highest levels of public and private investment,
- Exclusion from growth areas: Areas of market rate growth and investment – the likely high resource areas of tomorrow – have the potential to become exclusionary,
- Inequitable patterns of investment and disinvestment: Lower-income communities and communities of color have not received the same levels of public and private investments,
- Racially disparate impacts of displacement: Displacement disproportionately harms people of color,
- Lack of access for persons with disabilities: Persons with disabilities continue to report barriers to

housing accessibility,

- Racial disparities in homelessness: The persistence of racial disparities in the population of persons who are unhoused is indicative of numerous interrelated factors,
- Discrimination in the housing market: Community members still cite violations of fair housing practices as a barrier to access in our housing market.

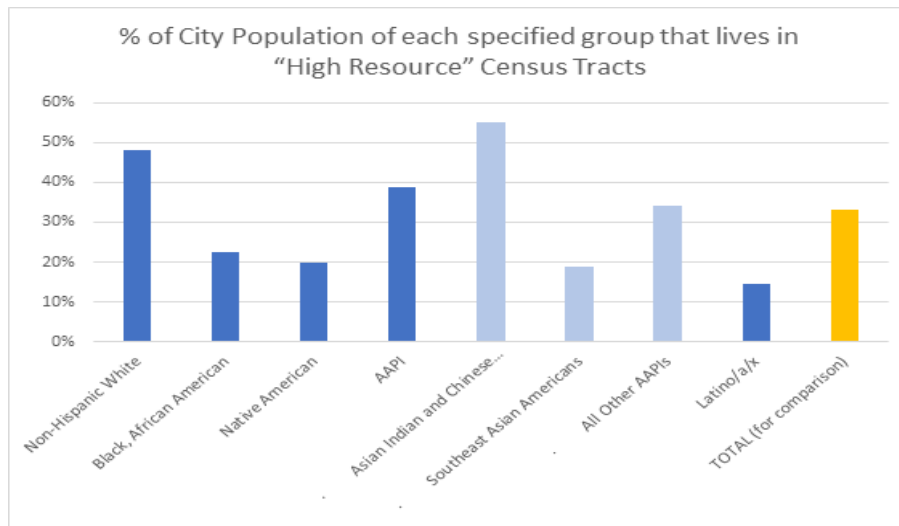
In order to affirmatively further fair housing, the City intends to create and implement policies and programs that directly address these contributing factors. Each contributing factor and the programs and policies intended to address them are described below. Each strategy listed below contain specific milestones and metrics to ensure outcomes. Of these strategies, 55% will begin implementation in the short-term, 2023-2025. Chapter 3 contains a list of all the strategies listed in the short-term, medium-term or annual/ongoing. In order to maximize beneficial impact in the planning period, a majority of the above strategies will be begin implementation in the short-term.

Segregation and Exclusion from “High Resource” Areas

Overview / AFH Data and Analysis

San José is one of the most segregated cities in the Bay Area (please see AFH Section III.A.2.b.). As described in AFH section II.C., San José’s patterns of segregation were established through redlining and suburbanization. As documented in AFH Section III.A.2.e., one present day result of the City’s segregation is that specific communities of color continue to be excluded from parts of the City that have benefited from the highest levels of investment (see also “Inequitable Patterns of Investment and Disinvestment” factor, below). One indicator of this level of segregation and exclusion is the percentage of the City’s population of each major racial/ethnic group who live in TCAC/HCD High Resource Areas. Overall, approximately one-third of the City’s population lives in TCAC/HCD High Resource Areas. If all things were equal, approximately one-third of each population would also live in High Resource Areas. However, as per the table below, non-Hispanic Whites and AAPIs (especially Asian Indian and Chinese groups) are disproportionately concentrated in High Resource census tracts while African Americans, Native Americans, Southeast Asian Americans, and Latino/a/x groups are disproportionately excluded from High Resource Areas.

Figure 2-6: Racial/Ethnic Composition in San José “High Resource” Census Tracts



Community Input

The Housing Department held a series of meetings focused on the topic of increasing access to high opportunity areas. Community input on this topic was also received in several other focus groups and stakeholder meetings. Overall, the input received identified barriers to housing production, regardless of area, including lack of subsidies and delays to production caused by permitting or CEQA. However, input received also identified specific barriers to housing in high opportunity areas, including the power of NIMBYism to delay or deter housing production or preservation in high opportunity areas. Suggestions for increasing access to high opportunity areas included increased subsidies for affordable housing production, increased housing vouchers and increased access to transit for low-income earners in high opportunity areas.

Programs and Policies

In order to increase the number of lower-income people in high opportunity areas, the City of San José has established the Housing Siting Policy, a set of goals and incentives to increase the new construction of affordable housing in higher opportunity areas and will explore creating additional incentives for use of vouchers in higher opportunity areas. These program proposals are listed in Chapter 3 of the Housing Element as:

- *N-5, increase affordable housing production in higher-resource areas*
- *S-25, tenant-based vouchers in higher-resource areas*

Exclusion from Growth Areas

Overview / AFH Data and Analysis

Home to some of the largest and most successful companies in the world, the greater region of Santa Clara County / Silicon Valley is continuing to grow. Policies to affirmatively further fair housing not only need to take into account past patterns of investment/underinvestment (which created the segregation we see now) but also planned patterns of growth and investment which, if not inclusive of intentional policies and programs to affirmatively promote equity, will become future landscapes of segregation.

As an example, the northern part of Santa Clara County along Highway 237, stretching from Mountain View, through Sunnyvale, Santa Clara, and north San José, and terminating in Milpitas is a large cross-city area that generally consists of large-site parcel industrial/commercial office parks (low-rise buildings surrounded by surface parking). As characterized in a recent local newspaper article, the area “has a sizeable amount of vacant and underutilized industrial land ripe for conversion into housing and office space.”¹ Across multiple cities, there are multiple specific plan area upgrades and major development proposals², representing billions of dollars of planned private and public investments, millions of square feet of new commercial development, and tens of thousands of new units of housing. Taken together, this will have a transformative effect on the sub-region that is not fully visible if only looking at the growth plans for each individual city. And, if there is not due care taken to assure that these areas are inclusive and equitable, they will become exclusionary, segregated communities in the future. For example, in 2006, before housing production in north San José was estopped due to legal disputes between the City and the City of Santa Clara and the County of Santa Clara, the City released capacity for development of 8,000 units of housing in north San José. This available capacity was quickly built and none of the 8,000 units developed were affordable. And, as a result, two North San José

census tracts qualify per the City’s locally specific definition of Racially Concentrated Areas of Affluence.³

Currently, because the broader North County is lightly populated, the overall area (defined by small sample sizes) has metrics that classify it as middle resource under the TCAC/HCD opportunity maps. However, given the transformative level of investment planned for this subregion, this area likely will not be middle resource for much longer. It is therefore important to ensure that low-income people (disproportionately people of color in City and in the Greater Bay Area region) are considered in the planned growth in these areas.

Community Input

Lack of affordable housing units was identified as an issue in nearly every working group, focus group and stakeholder meeting convened in the AFH outreach process. Additionally, barriers to affordable housing production were also identified on a near consistent basis. General feedback to address these issues included increasing subsidies and reducing barriers to land acquisition for affordable housing. Specific strategies offered by the AFH Advisory Committee included changing zoning, land use and overlays to increase multi-family production.

Programs and Policies

The City of San José will create goals and incentives for increased affordable housing production in specified growth and investment areas such as North San José and the Diridon Station Area (also known as Downtown West).

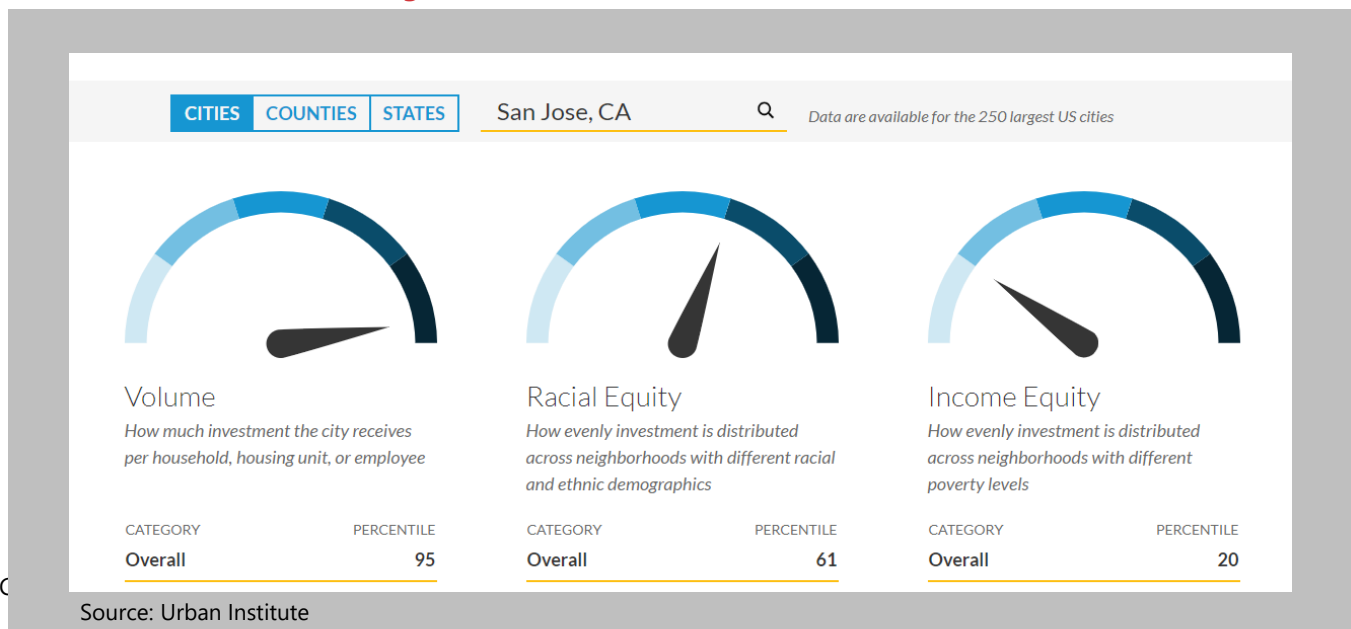
- P-9, Diridon affordable housing production goal
- P-3, North San José Affordable Housing Overlay Zone

Inequitable Patterns of Investment and Disinvestment

Overview / AFH Data and Analysis

Per research conducted by the Urban Institute and cited in San José’s AFH (see AFH Section III.B.2.e.), while San José has had a high volume of public and private investment relative to the 250 largest U.S. cities, the City has done less well in terms of equitable distribution of these investments.

Figure 2-7: San José Investment Distribution



San José's patterns of infrastructure investment (see for e.g., AFH Section II.C.5-6) have historically been to the benefit of suburban expansion and not towards improving quality of life in neighborhoods that were redlined.

Community Input

In both written comment and in community forums and working groups, community advocates identified inequities in neighborhoods across the San José and advocated for solutions that would directly right the wrong of historical disinvestment and marginalization. These solutions included reparations and housing programs, including access to rental housing and home ownership programs, based on race. A self-organized working group of stakeholders representing lower-income communities of color (neighborhood equity working group) offered specific recommendations to address inequities. One of their priority recommendations is to develop processes for tenant associations to target Apartment Rent Ordinance (ARO) and code violations. Noting the lack of tenant organizations, the working group advocated for collective power structures to improve reporting processes for violations.

Programs and Policies

Based upon recommendations from community stakeholders, San José staff propose to better coordinate citywide investments and service programming to target neighborhoods and communities that historically have not been the beneficiary of public and private investments.

- *N-1, interdepartmental team for equity-based framework for investment*
- *N-7, external funding for infrastructure to create complete, high-quality living environments*

In addition, deteriorating conditions of housing stock is another way in which patterns of disinvestment become physically manifest. In order to mitigate this long-term neglect, staff proposes enhanced code enforcement in targeted areas of disinvestment per the following:

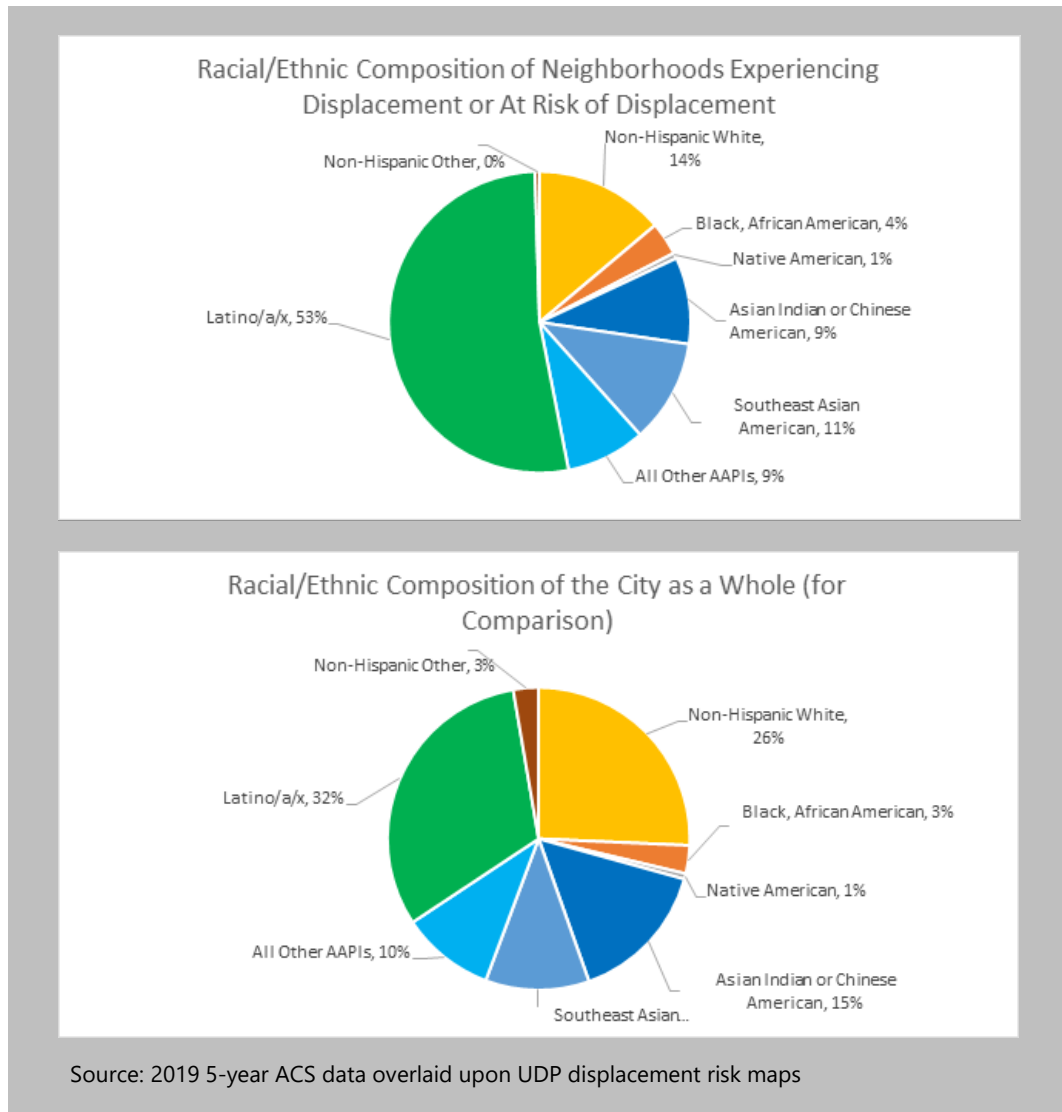
- *S-3, proactive, place-based code enforcement*
- *S-5, improved case management for code enforcement*

Racially Disparate Impacts of Displacement

Overview / AFH Data and Analysis

In San José, displacement disproportionately impacts communities of color, especially Latino/a/x people (please see AFH Section III.B.4.a.ii.). Per the figures below, while Latino/a/x people are 32% of the City as a whole, they are 53% of the population of census tracts identified by the UC Berkeley Urban Displacement Project as places where displacement is occurring or at risk of occurring.

Figure 2-8: Race/Ethnic Composition of Displacement



Because of this disparate impact, displacement is a high priority fair housing issue in the City of San José.

Community Input

Stories of displacement, personal and external were shared throughout the AFH outreach process. These stories highlighted painful realities of displacement and the associated impacts including the breakup of families, children having to frequently switch schools, extreme commutes and poor health. The access to rental housing and neighborhood equity group identified the disproportionate rate of displacements in communities of color. Specific recommendations offered from these working group included tenant preferences, reparations, housing (including affordable) preservation policies and limit rent increases in restricted affordable housing.

Programs and Policies

In alignment with the Citywide Anti-Displacement Strategies approved by Council in 2020, the Housing Element contains a number of anti-displacement programs and policies, including the following:

- R-7, extend affordable housing restrictions
- R-2, establish a Preservation NOFA
- S-10, study on rent increases and rent burden in affordable housing
- S-20, anti-displacement tenant preferences

Lack of Access for Persons with Disabilities

Overview / AFH Data and Analysis

In the approximate past five years, the population of persons with disabilities grew faster than the general public (please see Section AFH III.D.1.a.), with a 9% increase as compared to 4% increase for the general population. Amongst disabilities as categorized by the US Census, the largest increases were for persons with self-care difficulties (a 15.7% cumulative increase) and independent living difficulties (a 15.5% increase). Over the same time period, the housing market has not produced the corresponding number of accessible units.

Community Input

Focus groups for persons with disabilities and veterans provided critical information regarding the gap in accessible housing. Overall, lack of accessible housing units was identified as a key concern. Specifically, feedback included unwillingness of owners to grant reasonable accommodation requests, unwillingness of owners to accept Section 8 vouchers, difficulties in obtaining vouchers, long waitlists for affordable housing units and difficulties accessing and navigating disability and housing programs. One participant noted the toll of navigating housing challenges on their mental health to which the remaining participants agreed.

Programs and Policies

In order to increase the number of accessible, affordable units, the City will implement policies, plans, and incentives for affordable housing units to be built with universal design principles and that existing developments implement industry best practices in accessibility in lease-up and operations, including in terms of affirmative marketing and effectuating reasonable accommodation request. These policies and practices include the following:

- I-6, universal design and ADA upgrades
- I-2, affirmative marketing to disabled community

Racial Disparities in Homelessness

Overview / AFH Data and Analysis

As shown in Table 2-2, below, and as described further in AFH Section III.D.4.a., people of color – especially Black, Native American, and Latino/a/x people – are over-represented in the population of persons experiencing homelessness.

Table 2-2: Racial/Ethnic Composition of Unhoused Population in City of San José

Racial/Ethnic Category	Unhoused Population Racial Breakdown City of San José, 2019	Total Population Racial Breakdown City of San José, 2019
Black/African American	18.8%	3.0%
American Indian/Alaskan Native	8.1%	0.6%
Latino/a/x	42.7%	31.6%

ENDNOTES

- 1 Silicon Valley market capitalization: <https://jointventure.org/a-message-about-the-2022-index>
- 2 San José median housing prices: <https://www.sanJoseca.gov/home/showpublisheddocument/86697/>
- 3 *Citywide Residential Anti-Displacement Strategy*: <https://www.sanJoseca.gov/your-government/departments-offices/housing/resource-library/housing-policy-plans-and-reports/citywide-anti-displacement-strategy>
- 4 TCAC/HCD Opportunity Map: <https://belonging.berkeley.edu/2022-tcac-opportunity-map>

Sources: 2019 PIC, 2019 5-yr ACS

This disproportionate representation is the result of multiple generations of discrimination, including inequitable and racist public policies enacted at all levels of government.

Community Input

Feedback from LGBTQ+, Disability, Veterans, Indigenous and African Ancestry focus groups identified the importance of having persons with lived experience and those from underrepresented populations involved in policy development and decision-making processes. Further feedback identified barriers to participation including lack of compensation, tokenization of protected class characteristics, frustration with slow government processes and difficulties understanding government processes. Barriers to accessing supportive services was also identified in these focus groups as a deterrent to persons from protected classes. Barriers included discrimination and bias at shelters and prohibitive rules around medication and pets, cultural misunderstandings, high turnover of staff and lack of availability of supportive services.

Programs and Policies

To make programs and services addressing issues of homelessness more inclusive, City staff seeks to evaluate racial bias within the shelter and supportive housing systems and to increase involvement of persons with lived experience in system-wide decisions about program design and implementation. These include:

- H-10, evaluate racial bias in shelter and supportive housing systems

- *H-11, involvement of persons with lived-experience of homelessness in decision making*
- *I-10, lived experience with homelessness seat on HCDC*

Discrimination in the Housing Market

Overview / AFH Data and Analysis

While many of the factors described above relate to structural problems within the larger systems of housing and land use policy, individual discrimination within the local housing market still persists. Per AFH Section III.E.3.a., there are approximately 60 fair housing complaints per year in the City. Approximately half of these complaints are related to access for persons with disabilities.

Community Input

The rental access working group identified lack of information regarding housing, including renter rights and affordable housing availability, especially in relevant languages, as a barrier to accessing rental housing. The rental access group also identified continued high rates of discrimination in housing, especially for persons with disabilities and non-citizens.

Programs and Policies

To address housing discrimination with emphasis on specific issues raised by community feedback and public comment, the Housing Element programs and policies include the following:

- *S-21, facilitation of equal access to housing*
- *I-12, resident-identified priorities*
- *S-11, alternative documentation for non-citizens*
- *S-23, know your rights materials*
- *S-13, affordable housing renter portal language access*

Special Needs Housing

To examine the barriers to housing, the Assessment of Fair Housing (Appendix B) analyzed the existing needs and resources of special needs populations in San José, and found challenges persist for members of protected classes. A full analysis can be found in Appendix B. An overview of the analysis for special needs households, including persons with disabilities, female-headed households, large households, seniors and extremely low- income (ELI) households, is summarized below.

Persons with Disabilities

For persons with disabilities, of which there are approximately 88,253 living in the City of San José according to 2019 5-year American Community Survey (ACS Survey), there is a significant gap in coverage for housing. Given the range of disabilities, the range of housing needs ranges widely as well, including accessible housing (housing design features such as wheelchair ramps, holding bars and special bathroom design). Feedback received during the outreach process found that there is a lack of accessible housing,

and a lack of resources to find and obtain accessible housing. Overall, gaps in coverage identified are housing affordability, support services and supportive housing, housing accessibility and housing discrimination.

The City has adopted reasonable accommodation procedures for persons with disabilities. Chapter 20.160 of the Zoning Code identified who is authorized to request reasonable accommodation provisions, what the application requirements are, and what findings are needed to grant the request. These procedures allow modifications to regular development standards as needed to accommodate individuals with disabilities. Organizations serving people with disabilities include San Andreas Regional Center (SARC). Services provided include advocacy, skills training and residential placement.

Female Head of Households

According to the 2019 5-Year American Community Survey (ACS), 11.5% of San Jose households (37,319 households) are female-headed family households, down slightly over 5 years. Female-headed households with children face unique housing challenges. They often deal with pervasive gender inequality that results in lower wages for women. About 15% of the female-headed family households fall below the poverty level compared with 5% of all San Jose families who fall below the poverty level. Women of color face significantly worse housing problems than any other group in San Jose. The Bay Area Equity Atlas highlights the cost burden experienced by females - 2019 IPUMS data for San Jose indicates that, while 58% of all female renters in San Jose are cost burdened (compared with 48% of males), 69% of female Black renters and 62% of female Latina renters in San Jose are cost burdened. The City currently has 1,070 emergency shelter beds and transitional housing beds that serve homeless individuals including women with children and victims of domestic violence. The City also funds the Supportive Housing Employment Initiative to develop and launch an employment engagement system focused on homeless (men and) women in rapid rehousing programs. The City does not provide enough affordable housing specifically for female-headed households.

Large Households

Large households are defined by the HUD as households with five or more members. According to the 2019 5-year ACS, there are 49,165 households with five or more persons in the City of San José, which makes up 15% of the City's total households. HUD's Comprehensive Housing Affordability Strategy (CHAS) ACS tabulation, 2013-2017 release provides some data on the income distribution among large family households. CHAS indicates that 28% of large family households were extremely or very low-income, earning less than 50% of the Area Median Income (AMI). There are no specific City sponsored programs targeting large or multigenerational households. The 2019 5-Year ACS data reveals that there are 89,065 occupied housing units in San Jose that have 4 or more bedrooms, 27% of the total housing units. Most of them (75,839 or 85%) are owner occupied while 15% (13,226) are renter occupied. If we assume that a minimum of 4 bedrooms is required to house a large person household, the city potentially has housing available to accommodate its 27,532 large family owner households. But large family renter households have a housing unit deficit – 13,226 housing units to accommodate 21,638 large family households. Moreover, the cost of owning or renting large family housing may make it prohibitive for the 28% of the large family households who earn 50% or less of the AMI.

Seniors

According to the 2019 5-year ACS, there are 128,611 persons at or over the age of 65 living in the City of

San José or 13% of the city's population. From 2014 to 2019, the number of seniors grew at a much faster pace than the general population – i.e., the city's population grew by 4.2% while the senior population grew by 19.5%. Approximately 36% of San José's seniors are AAPI, 32% are Latino/a/x, and 26% are non-Hispanic White. About 33% of San José's senior population have a disability. With the senior population growing at a much higher rate than the general population, the demand for affordable Senior Housing is expected to accelerate in the future. Currently there are about 87,059 households in San José with at least one person over the age of 65. City-assisted affordable housing apartments meet only a small percentage of the need for senior housing.

Extremely Low Income (ELI) Households

According to 2021 HCD Income Limits, a family of four making an annual income of \$49,700 in Santa Clara County is considered an Extremely Low-Income (ELI) household. CHAS 2013-17 tabulation reveals that 16.2% of San José households (51,924 households) are ELI households. ELI households face significant housing challenges, especially in a high-cost economy like the Silicon Valley. Their wages are low and stagnant. They are forced to compete with higher wage earners for the limited supply of affordable housing. According to The Gap, a 2021 report published by the National Low Income Housing Coalition, there are just 29 homes available for every 100 extremely low-income households in the San José-Sunnyvale-Santa Clara metro area. For this current RHNA cycle, the City has been able to meet only 13% of its ELI housing goal.

Programs and Policies

To increase the supply, quality, and access to housing for persons with special needs, the Housing Element contains the following programs and policies:

- *1-1, create partnerships with organizations that provide outreach to persons with disabilities*
- *1-2, affirmative marketing to persons with disabilities*
- *1-4, create a housing balance report*
- *1-5, accessibility plans and guidance*
- *1-6, universal design and ADA upgrades*
- *1-19, update ordinance to streamline reasonable accommodation review process*
- *P-21, issue special needs housing Notice of Funding Availability*
- *P-42, update zoning code to be consistent with State and Federal laws regarding group homes*

ENDNOTES

- 5 Silicon Valley market capitalization: <https://jointventure.org/a-message-about-the-2022-index>
- 6 San Jose median housing prices: <https://www.sanjoseca.gov/home/showpublisheddocument/86697/>
- 7 Citywide anti-displacement strategies: <https://www.sanjoseca.gov/your-government/departments-offices/housing/resource-library/housing-policy-plans-and-reports/citywide-anti-displacement-strategy>
- 8 TCAC/HCD Opportunity Map: <https://belonging.berkeley.edu/2022-tcac-opportunity-map>