

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.

Note that strategies "Timing" information that follows indicates 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:

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

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	TYPE/GEO	TIMING	METRICS
P-1	Align zoning with the General Plan - Align zoning with General Plan designations for all sites planned for housing by December 2023, including all sites in the Housing Element Sites Inventory by January 31, 2024, April 2024.	1	Need for housing production	Housing Crisis Workplan	PBCE	Activity C W/No	2023- 24/2024	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. <u>To that end, the City will actively pursue local, state, and federal funding sources to support these efforts.</u>	1, 2	Need for affordable housing for extremely low-income households Need for housing and services for people experiencing homelessness	Focus groups: • Veterans • Formerly homeless • LGBTQ+ • Indigenous Peoples • Persons with Disabilities Working groups: • Rental access • High-opportunity areas Housing Element community meetings on goals / strategies	Housing	Activity C W/No	Ongoing 2023-31	<u>Dec 2031: 45% of City capital subsidies spent on ELI and PSH</u> <u># of Dec 2031: 1,200 ELI affordable homes created</u> <u>- Dec 2031: Pursue and apply for a minimum of 3 funding opportunities during the planning period</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/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 in 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, create<u>identify</u> 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. Identify locations and rezone<u>Rezone identified</u> sites in the North San José Affordable Housing Overlay Zones through the Sites Inventory rezoning process. <u>Sites that are rezoned are subject to the requirements of Government Code Section 65583.2, subdivisions (h) and (i), including:</u> <ul style="list-style-type: none"> <u>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</u> <u>A minimum site capacity of 16 units</u> <u>A minimum density of 20 units per acre</u> <u>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.</u> 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>	Support from AFH Advisory Committee to change zoning, land use laws, and land use overlays for multifamily housing development	PBCE	Program <u>NSJ</u>	2023 <u>2024</u>	<p><u>Jan 2024: Council approval of Amendment to General Plan and Zoning Code Amendments</u></p> <p><u>Council approval of Amendment to Rincon South Urban Village Plan</u></p> <p><u>Rollout of Zones</u></p>
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 	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	Program <u>NSJ</u>	2024-26	<p><u>2024: Study created</u></p> <p><u>Creation of draft tools</u></p> <p><u>Council approval of tools</u></p> <p><u>2025: Creation of Plan</u></p> <p><u>Council approval</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
	identifies strategies and projects affordable units created through these tools and City subsidy.							of Plan
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 groundleases <u>ground leases</u> 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	Program NS J	2023-31	<p># of 800 <u>restricted affordable homes restricted</u></p> <p><u>#2</u> of sites acquired</p> <p><u>#4</u> 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	Program C W/No	2023-31	<p>Housing Navigator budgeted annually</p> <p><u>#</u> 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 <u>City objective</u> development standards <u>without public hearing</u>, <u>include deed-restricted affordable units on-site</u> and qualify for a CEQA infill exemption. Make minor revisions to the municipal code to facilitate use of the CEQA exemption for infill development, <u>in order to reduce project timeframes</u>. 	1, 4	<p><u>Delays due to need to coordinate, not understanding deadlines, and unclear processes of departments and external agencies</u></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	Activity C W/No	<u>2024-25</u> <u>2025</u>	<p><u>Dec 2024:</u> Council approval of Ordinance ____</p> <p><u>Jan 2025:</u> <u>Outreach to developers</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
P-8	General Plan Amendment to remove commercial requirements for affordable housing – Amend the General Plan to remove ground floor commercial requirements for all 100% affordable housing developments throughout the City to improve project feasibility and enable more developments to proceed– Strategy removed as this work was completed in December 2022.	1	Cost of affordable housing development	From Housing Crisis Workplan	PBCE	Policy	2023	Council approval of General Plan amendment
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	Program DT W	2023-31	# By the later of restricted affordable Diridon Station Area Plan buildout or 2040: 25% of homes in Station Area <u>as restricted affordable</u> 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	Activity C W/No	2024	Policy resolution to Council on Fee Framework Fees webpage created Development applications tools improved

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	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 <u>and conduct outreach</u> 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	<u>ActivitySite</u>	<u>April 2024</u>	<u>Apr 2024:</u> Council approval of zoning code amendment Council approval of <u>and</u> 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	<u>ActivityC W/No</u>	2023-31 Periodically	Council presentations Program or fee changes identified and made per updated analysis
P-13	<p>Replacement policy for redevelopment of existing affordable housing units -</p> <ul style="list-style-type: none"> <u>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:</u> <ol style="list-style-type: none"> <u>1) site currently has residential uses or within the past five years has had residential uses that have been vacated or demolished, and</u> <u>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</u> <u>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</u> <u>4) site’s residences occupied by low- or very low-income households.</u> • Create a <u>proposal to present to City policyCouncil</u> that makes 	1, 5	Loss of affordable housing stock	Neighborhood equity working group	PBCE, Housing	<u>PolicyC W/No</u>	2023-24	<u>2024:</u> Council approval of Policy <u>Dec 2024:</u> <u>Proposal created</u> Developer guidance created/improved Website amended

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	<p>permanent the replacement housing obligations in Government Code sections 65583.2 subdivisions subdivisions (g)(2) and (g)(3) per SB 330- and 65915, subdivision (c)(3)</p> <ul style="list-style-type: none"> • StrengthenStreamline the City's implementation of SB 330's replacement housing requirements to preserve affordable housing opportunities. Clarify, 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	Activity Site	2023-24/2024	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	Program CW/No	2023-24/2025	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. • <u>To the extent funding is available</u>, 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	Program CW/No	Ongoing	<p># and % affordable developments <u>that closed construction with public groundleases each year</u></p> <p>% of all funded <u>restricted affordable properties with city or other public</u> groundleases</p> <p># existing deal land purchases</p> <p># affordable units permanently preserved</p>
<u>P-17</u>	<u>Affordable Housing Siting Policy – Combined with N-5.</u>							

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/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	<p># of housing developments with market-rate or moderate-income units and ELI and/or VLI units</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
P-21	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.	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	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.	1, 5	Lack of affordable housing	From Diridon Station Area Plan	Housing, PBCE	DTW	2024-31	NOFAs prioritizing area
P-1723	Affordable Housing Siting Policy – Fully implement and evaluate effectiveness of the City's new Affordable Housing Siting Policy in generating new and newly affordable housing in neighborhoods that foster greater housing choices, amenities, and opportunities for lower-income residents. Report on the outcomes, focusing on the fair housing implications of development patterns. Pursue AHSC funding near Diridon Station – <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	Need to foster housing choices for residents of affordable housing Reduce harmful environmental effects of greenhouse gases and need for affordable homes near transit to maximize access by disabled residents	Housing Element goals/strategies community meetings From Housing Crisis Workplan From: Diridon Station Area Plan Diridon Affordable Housing Implementation Plan	Housing, DOT	Policy DTW	2023-2631	Report on Siting Policy outcomes \$ and % allocated to By Dec 2031: At least 2 AHSC applications submitted for affordable housing development awards in higher-opportunity areas near Diridon #5 total funding applications awarded for various initiatives, including affordable housing \$20 million leveraged for planning initiatives and affordable homes by income level created in

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
								<u>higher opportunity areas near Diridon</u>
P-24	<u>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-designated Public/Quasi Public (PQP)</u>	<u>1,4</u>	<u>Need for affordable housing</u>	<u>Rental access working group</u> <u>Housing production focus group</u>	<u>PBCE</u>	<u>CW/No</u>	<u>2024</u>	<u>Dec 2024: Council approval of General Plan amendments</u>
P-25	<u>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.</u>	<u>1</u>	<u>High cost of housing development</u>	<u>Housing Element goals/strategies community meeting</u> <u>From Housing Crisis Workplan</u>	<u>Housing</u>	<u>CW/No</u>	<u>2027-28</u>	<u>By Jan 2028: Fees study produced</u>
P-26	<u>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.</u>	<u>1, 3</u>	<u>Needs include:</u> <ul style="list-style-type: none"><u>Housing production</u><u>Safe housing</u> <u>Low-income homeowners to gain wealth by renting</u>	<u>Retained from 5th Cycle and updated</u> <u>Council direction</u>	<u>PBCE</u>	<u>CW/No</u>	<u>2024-31</u>	<u>Jul 2024: Program release</u> <u>Dec 2031: Approximately 150 ADUs in compliance by 2031</u>
P-27	<u>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.</u>	<u>1, 3, 5</u>	<u>Build wealth for low-income homeowners</u> <u>House low- and very low-income residents</u>	<u>Consistent with feedback from anti-displacement outreach on need for income for existing low-income homeowners</u>	<u>Housing</u>	<u>CW/No</u>	<u>2026</u>	<u>Feasibility analysis completed</u>
P-28	<u>Predevelopment loans - Provide predevelopment loans to assist nonprofit developers of City-owned properties with funds necessary to</u>	<u>1</u>	<u>High cost of housing</u>	<u>Retained from 5th Cycle and updated</u>	<u>Housing</u>	<u>CW/No</u>	<u>Ongoing 2023-31</u>	<u>5 predevelopment loans made</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
	<u>explore feasibility of proposed affordable multifamily housing.</u>		<u>development</u>					<u>1,500 affordable units assisted</u>
<u>P-29</u>	<u>Fair Housing Equity Analysis for Specific Plans – Combined with S-9</u>							
<u>P-30</u>	<u>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, 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.</u>	<u>1</u>	<u>Need for resources for affordable housing production and preservation</u>	<u>From Housing Crisis Workplan</u>	<u>OEDCA, Housing</u>	<u>CW/No</u>	<u>2024 or when trigger is reached</u>	<u>Dec 2024: Feasibility study update</u> <u>Jun 2026: Council approval of updated fees</u> <u>\$20M CLF revenues collected</u> <u>60 affordable units subsidized</u>
<u>P-31</u>	<u>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.</u>	<u>1, 4</u>	<u>Increase resident mobility and access to higher-opportunity neighborhoods</u> <u>Lessen environmental impacts of housing</u>	<u>Retained from 5th Cycle and updated</u>	<u>Housing</u>	<u>CW/No</u>	<u>Ongoing 2023-31</u>	<u># parcels purchased</u> <u># projected affordable units assisted</u>
<u>P-32</u>	<u>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.</u>	<u>1, 4</u>	<u>Build affordable housing in areas of higher opportunity and close to transit</u>	<u>Rental access working groups, housing production focus groups, and Housing Element goals/strategies community meetings</u> <u>Consistent with Diridon Affordable Housing Implementation Plan</u>	<u>Housing</u>	<u>High</u>	<u>Annual NOFAs 2023-31</u>	<u>Ongoing adjustments to NOFA/program guidelines as needed</u>
<u>P-33</u>	<u>Complete and implement new "Yes in God's Backyard" (YIGBY) ordinance - Combined with P-24</u>							

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
P-34	<p>Affordable housing funding advocacy -</p> <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. <p>For homelessness response, advocate for both operating and capital subsidies.</p>	1, 2	<p>Lack of funding for affordable housing</p> <p>Lack of funding for preservation</p> <p>Lack of ongoing funding for homelessness response</p>	<p>Focus groups:</p> <ul style="list-style-type: none"> Veterans LGBTQ+ Disability Indigenous Peoples Formerly homeless <p>Homeownership working group</p>	Housing, IGR	CW/No	Ongoing	<p>Support letters issued</p> <p>Participation on working groups</p>
P-35	<p>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.</p>	1, 5	Lack of housing for middle-income residents	<p>African ancestry focus group</p> <p>State Prohousing Designation Program</p>	PBCE, Housing	CW/No	2026	<p>Dec 2025: Feasibility analysis done</p> <p>Jul 2026: Possible incentives identified</p> <p>Oct 2026: Design standards created</p> <p>Council approval of land use changes, design standards</p> <p>Jun 2027: Publish financing information</p>
P-36	<p>Alum Rock East Urban Village Plan – Complete Alum Rock East Urban Village Plan to facilitate construction of market-rate housing and healthy neighborhoods.</p>	1, 4	Need for more housing at all income levels	City's Housing Crisis Workplan	PBCE	Site	2025	<p>Outreach conducted</p> <p>Plan drafted</p> <p>Aug 2025: Council approval of Plan</p>
P-37	<p>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.</p>	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

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
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
P-39	Replacement unit program for selected sites – Combined with P-13							
P-40	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: <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. As part of a multi-pronged strategy to seek additional funding sources to support the full buildout of unplanned Urban Villages, the City will: <ul style="list-style-type: none"> Achieve Prohousing Designation in 2024 and apply for associated financial benefits to support work in the Urban Villages 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.	1	Need to ease infill housing development processes to increase development -	Developer focus groups	PBCE	Site	2024-2026	Present findings to CED Committee and City Council by 2025 A minimum of two grants secured for unplanned Urban Villages by 2031
P-41	Review and Revise Planning Permit Conditions- 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.	1	Objective language such as "mutually compatible and aesthetically harmonious," "character of the neighborhood," is potentially not consistent with state law and/or	HCD	PBCE	CW/No	2025	Dec 2025: Council approval of ordinance

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
			<u>constraining development, particularly higher density or multifamily projects.</u>					
<u>P-42</u>	<u>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 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.</u>	<u>1</u>	<u>Addressing barriers to the development of special needs housing</u>		<u>PBCE</u>	<u>CW/No</u>	<u>2024</u>	<u>Dec 2024: Update ordinance</u>
<u>P-43</u>	<u>Update City Density Bonus – Review and if necessary, update City Density Bonus Ordinance to be consistent with current State Density Bonus Law.</u>	<u>1</u>		<u>HCD</u>	<u>PBCE</u>	<u>Site</u>	<u>2024</u>	<u>Dec 2024: Council approval of ordinance amendments</u>
<u>P-44</u>	<u>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.</u>	<u>1</u>		<u>HCD</u>	<u>PBCE</u>	<u>Site</u>	<u>2027</u>	<u>Completion of evaluation</u>
<u>P-45</u>	<u>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.</u>	<u>1</u>		<u>HCD</u>	<u>PBCE</u>	<u>CW/No</u>	<u>Ongoing</u>	<u>Present findings during housing element annual reporting period</u>
<u>P-46</u>	<u>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.</u>	<u>1</u>		<u>HCD</u>	<u>PBCE</u>	<u>CW/No</u>	<u>2024</u>	<u>Council approval of rezoning ordinance changes</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
P-47	<p>Accessory Dwelling Unit (ADU) Monitoring and Ordinance Compliance</p> <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 associated publications for one year, or until publication exceeds the projected annual average, whichever is longer. 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. 	1		HCD	PBCE	CW/No	Ongoing	<p>Jan 2024: SLA activities completed</p> <p>Dec 2025: Notices of Availability issued</p>
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	WHODE PT	TYPEGEO	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	<p>Updated reports by 2024 and 2028; coordination and noticing as required</p>	<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>
P-18R-2	<p>Loans for affordable housing</p> <p>Continue to provide land 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, construction, and permanent financing for the development of new affordable homes. Provide financing for the acquisition/rehabilitation of existing market-rate housing, community land trusts' rental housing to create newly-affordable homes, acquisition, and other nonprofit-led alternative homeownership models. Issue Notices of Funding Availability at least annually for both New-Construction and Preservation. Create a staffing plan for a Preservation team to underwrite, fund and facilitate Preservation 	1	<p>Need for Lack of affordable housing</p> <p>Lack of funding for preservation</p> <p>Displacement prevention</p>	<p>Focus-groups:</p> <ul style="list-style-type: none"> Veterans LGBTQ+ Disability Indigenous Peoples Rental-access Neighborhood equity working group <p>Housing Element goals/strategies/goals</p> <p>community meetings</p> <p>From Citywide Anti-Displacement Strategy</p>	Housing	ActivityC W/No	<p>Annually-2023-34</p> <p>First NOFA 2024</p>	<p>NOFAs issued</p> <p>Funds committed-</p> <p>Affordable homes-created</p> <p>Affordable homes-preserved</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</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	WHODE PT	TYPEGEO	TIMING	METRICS
	<u>deals, and request staffing through the city budget process when ongoing sources of funding are available for this work.</u>							<u>available per year per NOFA</u> <u>By 2031: At least 110 units of newly-restricted affordable housing acquired by nonprofits and rehabilitated through City and external funding</u>
P-19R-3	<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. Diridon Preservation Pilot -</p> <ul style="list-style-type: none"> • <u>Create and fund the Diridon Preservation Pilot Program for the area around the Diridon Station Area.</u> • <u>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.</u> • <u>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.</u> 	1.4	<p><u>NeedLack of funding for preservation</u></p> <p><u>Lack of affordable housing</u></p> <p><u>Displacement prevention</u></p>	<p><u>Rental access working-group</u></p> <p><u>Housing production focus-groups</u> <u>From Diridon Station Area Plan</u></p>	<p><u>PBCE, Housing, PBCE, OEDCA</u></p>	<p><u>Program DTW</u></p>	<p><u>20272025</u></p>	<p><u>Study completed</u></p> <p><u>Jan 2025: Pilot creation</u></p> <p><u>City Council approval of Ordinance-changespilot</u></p> <p><u># Affordable units created through Density Bonus</u> <u>By Dec 2025: NOFAs issued</u></p> <p><u>By Aug 2026: Council approval of funding commitments</u></p> <p><u>55 homes preserved through acq/rehab in defined area around Diridon Station Area</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	WHODE PT	TYPEGEO	TIMING	METRICS
R-4	<u>Implement the Community Opportunity to Purchase Program – The City Council voted 7-4 to reject the proposal and directed staff to stop work on this program. Program has been removed.</u>							
P-20R-5	<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. <p>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.</p> <p>Acquisition Loan Fund –</p> <p>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>	1,5	<p>Financial infeasibility</p> <p>Lack of affordable developments</p> <p>Economic segregation</p> <p>Loss of neighborhoods</p> <p>Stigma concerns of stand-alone existing affordable housing</p> <p>Displacement prevention</p>	<p>Retained from 5th Cycle and updated</p> <p>Supported by Rental access working group, Neighborhood equity working group, Housing Element goals/strategies community meetings.</p> <p>In Housing Crisis Workplan</p>	Housing	Policy/CW/No	2023-31-2026	<p># of housing developments with a mix of income levels</p> <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 –</p> <p>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>	<p>From Housing Crisis Workplan</p>	PBCE	CW/No	June 2024	<p>2024: Council approval of General Plan Amendments and rezonings; 13 mobilehome parks with new land use designation by Jan 2024; remainder by June 2024</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	WHODE PT	TYPEGEO	TIMING	METRICS
P-24R-7	<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. Extension of affordable housing restrictions –</p> <p>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>	1,5	<p>Lack of expiration of affordability restrictions in affordable housing for special needs populations.</p> <p>Legal barriers to providing housing-based on race.</p> <p>Displacement prevention</p>	<p>LGBTQ+ focus group, Disability focus group, Veterans focus group and Indigenous Peoples focus group</p>	Housing	CW/No	2023-34 Ongoing	<p>NOFAs issued Council commitments # resulting affordable units</p> <p>By 2031: preserve affordability for at least 900 units in the middle of their affordability terms (average of 112 units per year)</p>
R-8	<p>Work with the Bay Area Housing Finance Authority (BAHFA) on Moderate-income Financing Strategy –</p> <p>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	<p>Need for moderate-income housing and rent stability</p>	<p>From Housing Crisis Workplan</p>	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>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	WHODE PT	TYPEGEO	TIMING	METRICS
R-9	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.	1, 3	Lack of those most affected voice in decision making processes. Lack of meaningful community input on City programs and policies.	From Citywide Anti-Displacement Strategy. Supported by neighborhood equity working group	Housing	CW/No	By 2024	Council approval of Policy
R-10	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.							
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.	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

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	WHODE PT	TYPEGEO	TIMING	METRICS
	<u>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.</u>							<u>Council approval of Ordinance and program</u> <u>Rebate program launched</u> <u># buildings receiving retrofits</u> <u>\$ funded for rebates</u>

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
P-22	Transit-oriented affordable housing near Diridon Station – <ul style="list-style-type: none"> 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. Implement prioritization by land use tool in the area surrounding Diridon and/or set Notice of Funding Availability priorities for City affordable housing subsidies. 	1,5	Lack of affordable housing	From Diridon Station Area Plan	Housing, PBCE	Policy	2023-31	Land use tool established NOFAs prioritizing area
P-23	Pursue AHSC funding near Diridon Station – 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.	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	Activity	2023-31	AHSC applications submitted AHSC applications awarded \$ awarded
P-24	School district housing (YOSL) – Complete and implement YOSL (Yes on School Lands) ordinance, allowing both affordable and market rate housing to proceed on sites with Public/Quasi Public designation on lands that are owned by public school districts, to create more opportunities for school district employees to live close to where they work and give greater financial stability to public school districts.	1,4	Need for affordable housing.	Rental access working group Housing production focus groups	PBCE	Program	2023-24	Council approval of ordinance
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	4	High cost of housing development	Housing Element goals/strategies community meeting From Housing Crisis Workplan	Housing	Activity	2027-28	Fees study produced

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
P-26	Accessory Dwelling Unit (ADU) Amnesty program – Restart the ADU Amnesty program to waive permit fees and penalties to incent homeowners to legalize their unpermitted ADUs that meet or will meet code requirements.	1, 3	Needs include: <ul style="list-style-type: none"> • Housing production • Safe housing • Low income homeowners to gain wealth by renting 	Retained from 5th Cycle and updated Council direction	PBCE	Program	2024-31	Program release # ADUs brought into compliance
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, 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, seek external partners to jointly create a subsidy program for City Council consideration.	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	Activity	2025	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.	4	High cost of housing development	Retained from 5th Cycle and updated	Housing	Activity	Ongoing 2023-31	# predevelopment loans made # affordable units assisted
P-29	Fair Housing Equity Analysis for Specific Plans – Integrate fair housing analysis and anti-displacement analysis into specific plans and area plans, including Urban Village plans.	1, 3, 5	Unintended consequences of displacement and discrimination from development	Consistent with state guidance on sites inventory	PBCE, Housing	Policy	2026-27	Plans with fair housing analysis integrated
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, 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.	4	Need for resources for affordable housing production and preservation	From Housing Crisis Workplan	OEDCA, Housing	Program	Start summer 2023 or when trigger is reached	Feasibility study update Council approval of updated fees \$ CLF revenues collected # affordable units subsidized

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE	TIMING	METRICS
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	Activity	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 disincent 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	Program	Annual NOFAs- 2023-31	Adjustments to NOFA/program guidelines
P-33	Allow Affordable Housing on Assembly Use Sites (YIGBY) — Complete and implement new “Yes in God’s Backyard” (YIGBY) ordinance allowing 100% affordable housing in conjunction with Assembly Use on sites with Public/Quasi-Public General Plan designations. • Hold workshops with partners to educate churches and help make partnerships between interested churches, nonprofit developers, and development consultants. • Prioritize outreach in the City’s Siting Policy priority neighborhoods to be consistent and maximize funding opportunities.	1, 4	Sites for affordable housing	From Housing Crisis Workplan	PBCE, Housing	Program	2023	Council approval of code changes Workshops held # affordable homes created
P-34	Affordable housing funding advocacy — • 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 subsidies.	1, 2	Lack of funding for affordable housing Lack of funding for preservation Lack of ongoing funding for homelessness response	Focus groups: • Veterans • LGBTQ+ • Disability • Indigenous Peoples • Formerly homeless Homeownership working group	Housing, IGR	Activity	2023-28	Support letters issued Participation on working groups

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
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 establish 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	Activity	2026	Feasibility analysis done Plans created Design standards created Council approval of land use changes, design standards 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	Program	-2025	Outreach conducted Plan drafted Council approval of Plan
P-37	CEQA analysis for Urban Villages —Identify funding for and conduct program-level CEQA analysis for Urban Villages to help speed developments' timelines and remove barriers to housing production.	4	Environmental review lengthens development timeframes and increases cost	Developer focus group, City Auditor report March 2022, State Prohousing Designation Program	PBCE	Program	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 —Rezone sites to allow development by right pursuant to Government Code section 65583.2(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.	4	Statutory Requirement, Government Code section 65583.2(i)	N/A	PBCE	Activity	2023-2024	Council approval of zoning changes
P-39	Replacement unit program for selected sites —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, upon adoption of the Housing Element, 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: 1) site currently has residential uses or within the past five years has	4	Statutory Requirement, Government Code Section 65583.2, subdivision (g)(3)	N/A	PBCE, Housing	Activity, Policy	2023	Council adoption of 6th Cycle Housing Element

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
	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.							
P-40	<p>Evaluate Urban Village planning process – To streamline the development of urban village plans and unlock more sites for housing, evaluate General Plan 2040's urban village strategy and consider possible amendments, 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>In addition, recommend the City Council amend General Plan Policy IP-5.15 to encourage the City to identify a stable, internal funding source to cover the majority of costs for urban villages' planning processes.</p>	4	Need to ease infill housing development processes to increase development	Developer focus groups	PBCE	Activity, Policy	2024-2026	Council approval of General Plan policy changes

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

#	STRATEGY	GOALS	BARRIER / NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
R-1	<p>Monitor at-risk affordable units-</p> <ul style="list-style-type: none"> Proactively assess and monitor at-risk affordable units 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. 	1	<p>Loss of existing affordable housing units</p> <p>Displacement prevention</p>	Equity working group	Housing	Program	Updated reports by 2024 and 2028	<p>Creation of risk-based reports</p> <p># meetings held</p> <p># 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 \$X 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. 	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	Program	First NOFA 2024	<p>Program guidelines completed</p> <p>NOFA issuances</p> <p>Annual \$ budgeted for Preservation awards</p> <p>\$ commitments made by Council for Preservation deals</p> <p># units of newly-restricted affordable housing</p>
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	Program	2024-25	<p>Pilot creation</p> <p>City Council approval of pilot</p> <p>NOFAs issued</p> <p>Council approval of funding commitments</p> <p># homes preserved in defined area around Diridon Station Area</p>

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
R-4	Implement the Community Opportunity to Purchase program — Seek City Council approval of a Community Opportunity to Purchase program (COPA) and, if approved, fully implement the program. Draft implementing regulations and finalize them based on comprehensive community input. Educate property owners, realtors, CBOs and residents on COPA parameters, compliance, and opportunities. Issue a Request for Qualifications and identify a pool of Qualified Nonprofits (QNP) to participate in the COPA program. Assist QNPs to team with Community Partners to participate in the program. Put in place technology enhancements to the City's website to help users participate in the program.	1, 3	Need for protected tenants from displacement when their building goes up for sale. Lack of opportunities for lower income and renters of color to buy homes or build wealth.	Supported by working groups: neighborhood equity, homeownership, high opportunity areas Supported by community meeting on Housing Element goals/ strategies. Consistent with Citywide Anti-Displacement Strategy.	Housing, GAO	Program	2023-25	# stakeholders educated issuance of draft regulations adoption of regulations issuance of QNP RFQ qualification of QNPs # units purchased through COPA and made affordable # residents stabilized
R-5	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.	4	Lack of affordable housing. Loss of existing affordable housing. Displacement prevention.	Supported by Rental access working group, Neighborhood equity working group, Housing Element goals/ strategies community meetings. In Housing Crisis Workplan	Housing	Activity	2025	Request for Proposals Issued if needed; loan product defined and rolled out; # units acquired with Loan Fund(s)
R-6	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.	4	State law regarding zoning consistency and transparent public process for any conversion proposal of this finite housing stock. Displacement prevention.	From Housing Crisis Workplan	PBCE	Activity	2026	Council approval of General Plan Amendments and rezonings # mobilehome parks with new land use designation

#	STRATEGY	GOALS	BARRIER / NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
R-7	Extend affordable housing restrictions —Preserve existing deed-restricted affordable housing 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.	4	Expiration of affordability restrictions in affordable housing stock. Displacement prevention.	LGBTQ+ focus group, Disability focus group, Veterans focus group and Indigenous Peoples focus group	Housing	Activity	Ongoing	# affordable units preserved # years of additional affordability
R-8	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. Goal of completing three transactions by 2027.	4	Need for moderate-income housing and rent stability.	From Housing Crisis Workplan	Housing, OEDCA, Finance	Program, Activity	2027	# transactions # newly affordable homes at each income level
R-9	Create 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.	1,3	Lack of those most-affected voice in decision-making processes. Lack of meaningful community input on City programs and policies.	From Citywide Anti-Displacement Strategy. Supported by neighborhood equity working group	Housing	Policy	By 2025	Council approval of Policy
R-10	Mobilehome park local inspections —To ensure physical preservation of mobilehome parks, sponsor State legislation or propose a pilot with the State Department of Housing and Community Development for the City to provide local inspections of mobilehome parks, information sharing, and the State to potentially provide revenues for staffing.	4	Condition concerns for some mobilehome parks. Insufficient state inspection staffing.	Other state pilot programs	Housing, PBCE, IGR	Activity	2028	State approval of pilot Legislation introduced and passed Funding received Inspections done
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.	4	Need to assist lower-income homeowners with urgent repairs.	Retained from 5th Cycle and updated	Housing	Program	Ongoing	# low-income households assisted

#	STRATEGY	GOALS	BARRIER/NEED	CITED-BY	DEPT	TYPE	TIMING	METRICS
R-12	New Anti-Displacement Strategy – After completing implementation of priorities under the current Anti-Displacement Strategy approved by the City Council in 2020, evaluate effectiveness of existing tools, obtain ongoing best practices information from like-minded cities, and seek City Council approval for additional anti-displacement 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	Program	2027-29	Best practices researched Outreach conducted Strategy drafted Council approval

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	TYPE/GEO	TIMING	METRICS
H-1	Interim homeless housing construction — Complete construction of emergency interim housing development in the Civic Center area 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	activity Site	2024-2025	<u>2025</u> : 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 <u>and other existing residential properties</u> 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	Program #CW/ No	2023-31	# hotels <u>At least one property newly acquired</u> <u>\$At least five properties operated</u> <u>At least \$19M of new Homekey awards #accepted for acquisition/rehabilitation</u> <u>At least 280 residents housed</u>
H-3	Conversion of hotels/motels for homeless housing - Identify barriers. This work is part of H-4, and make changes to the City's codes, as needed, to facilitate easier conversion of hotel/motels and other non-conforming buildings to housing for people experiencing homelessness so has been deleted.	2	Lack of housing and services for people experiencing homelessness.	General support for shelters and transitional housing from LGBTQ+ focus group and formerly homeless focus group	PBCE	Activity	2024-25	Amendments to code approved by Council

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEQ	TIMING	METRICS
H-4	Shelters streamlining throughout the City Identify needed improvements in land use, zoning, and building regulations to streamline City processes and speed the pace of building emergency interim housing units and emergency homeless shelters in all areas of the City. <u>Combined with H-14.</u>	2	Development and permit barriers to increasing shelters.	LGBTQ+ focus group for more shelters, specifically shelters for LGBTQ+ persons General support at Housing Element goals/strategies community meetings Consistent with Citywide Roadmap priorities per Council direction	Housing, PBCE, Public Works	Activity	2025	Amendments to code approved by Council Time spent on approvals of shelters
H-5	Low-cost permanent housing solutions Revise the City's zoning code <u>Removed due to remove any impediments to the creation of permanent housing solutions such as shared housing or other creative arrangements that provide constraints for low-cost permanent housing alternatives that help prevent and address homelessness per constraints analysis.</u>	2	Need to avoid homelessness Lack of housing for people experiencing homelessness	General support at Housing Element goals/strategies community meetings	PBCE, Housing	Activity	2025	Review of code for impediments Amendments to code approved by Council
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	2023-2025-31	# of By 2031: At least one new developments/development with on-site health services
H-7	Safe/supportive parking programs --- Operate overnight and 24-hour safe parking programs <u>for both RVs and car vehicles</u> 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	Program C W/No	2023-31	# safe parking spaces Amount of budget 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

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
								<u>and services</u>
H-8	<p>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.</p>	2	Need for housing and services for people experiencing homelessness	<p>Veterans focus group and formerly homeless focus group</p> <p>Housing Element goals/strategies community meeting</p> <p>Retained from 5th cycle</p>	Housing	<u>Activity</u> <u>CW/No</u>	2023-- _31	<p>Funding to nonprofit service providers</p> <p># people assisted</p>
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	<u>Activity</u> <u>CW/No</u>	<u>Annually</u> 2023-31	<p>Funds budgeted</p> <p>Services provided-#</p> <p><u># of clients served</u></p>
H-10	<p>Racial and other bias of protected classes in homeless shelter and supportive housing systems - Increase access to homeless shelters and permanent supportive housing for people experiencing homelessness who are in protected classes by examining data <u>on city-funded shelters and permanent supportive housing developments, and collaborating with the County, to identify systemic racism and patterns of other biases, and working with shelter staff to remedy issues of protected classes.</u></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	<u>Activity</u> <u>CW/No</u>	2027	<p><u>Data collected-</u></p> <p><u>Data analyzed</u></p> <p><u>Dec 2023: Meet with County, service providers and property management staff on accessing data</u></p> <p><u>2024, 2027, 2030: Collect data, analyze data</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
								<u>Within 12 months following each analysis completion: Work with partners annually to provide technical assistance sessions with staffs needed to ensure the City is meeting its AFFH obligations</u>
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	<u>Activity</u> <u>CW/No</u>	2024-31	<p><u>#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</u></p> <p><u>Jul 2024: Identify universe of applicable contracts and timeline for renewals</u></p> <p><u>Jun 2025: Contracts renewed amended Feedback obtained to include consultative language, and include in newly awarded contracts Changes made due to feedback</u></p> <p><u>By Dec 2025: Goal of 90% of homelessness contracts with amended language requiring lived experience consultations</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEQ	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: 1) the root causes of homelessness and different housing approaches for people experiencing homelessness; 2) controversial housing topics related to equity and protected classes. <u>2) controversial housing topics related to equity and protected classes.</u> • Focus community outreach <u>and education</u> in areas experiencing growth. • Pursue ongoing funding to compensate community-based organizations and advocates to conduct outreach. • Create content and outreach materials, <u>post on City's website</u> 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	Program <u>CW/No</u>	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	<p>Address impacts of homelessness</p> <p>Need for organizations—addressing homelessness—to work towards common goals</p>	<p>Veterans focus group, LGBTQ+ focus group, High opportunity working group and Schools focus group</p> <p>Revised from 5th cycle</p>	CMO Housing	Activity <u>CW/No</u>	2023	Council adoption of <u>City's</u> implementation plan
H-14	<p>Emergency Shelters –</p> <ul style="list-style-type: none"> • <u>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</u> • <u>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</u> 	<u>2</u>	<p><u>Inadequate shelter capacity to address the need for emergency housing</u></p>	<u>HCD</u>	<u>PBCE</u>	<u>CW/No</u>	<u>2024</u>	<p><u>2024; necessary code amendments to comply with AB 2339 within one year of HEU adoption</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPEGEO	TIMING	METRICS
	<u>adoption.</u> <ul style="list-style-type: none"> • <u>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.</u> 							

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	TYPE/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	Activity 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	TYPE/GO	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	Progra #CW/N <u>o</u>	2025-28	% of City's rental units registered
S-3	Proactive Code enforcement in <u>identified Project Hope Place-based neighborhoods</u> — <u>Proactive code enforcement helps to prevent the decline and deterioration of aging rental stock, reduced blight conditions, and reduce likelihood of complaint-based evictions.</u> Continue to implement the Enhanced -Multiple Housing Inspection Program <u>citywide, with inspection frequency determined by severity of violations (Tier 1, 2 and 3).</u> In addition, <u>fund enhanced proactive inspections in Project Hope and other low-income neighborhoods to provide enhanced proactive inspection services to rental properties to arrest the decline and deterioration of aging housing stock and reduce blighted conditions communities of color with federal CDBG funds or other funds as available.</u>	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	Progra #CW/N <u>o</u>	Ongoing 2023-31	<u>#Annually through 2031: At least 3 neighborhoods covered with enhanced multifamily inspections</u> <u>#Annually through 2031: Average 200 250 units per neighborhood inspected per year (total 600 750 units per year)</u> <u># of violations resolved within 150 days each year. Target of 2000 (includes mostly housing violations and some blight)</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
S-4	Updated relocation assistance – <u>In Phase 1</u> , 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. <u>In Phase II</u> , 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	Policy C W/No	Phase 1 by 2025 <u>2024</u> 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	Progra m CW/N o	2025 Phase <u>1 by 2026</u> Phase 2 by <u>2028</u>	<u>Jan 2026: Phase 1 - New Case Management System Implemented. Violation tracking system in place</u> Housing-NOFA-prioritizing-high-violation-properties <u>Jan 2028: Phase 2 - Analysis of building performance complete</u> <u>Jan 2029: Phase 3 - Stakeholder outreach on cost escalators and proposed changes</u> <u>Council approval of code updates (if any)</u> <u>Jan 2030: Phase 4 - Implementation complete</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
S-6	<p>Proactive Code enforcement for more rented residences ---</p> <p>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: <u>which help avoid complaint-based evictions</u>. 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	<p>Activity <u>CW/No</u></p>	<p>2024- <u>2025-27</u></p>	<p>Study created</p> <p><u>June 2025: Complete study</u></p> <p><u>Dec 2025: Recommendation to City Council hearing of recommendation if feasible</u></p>
S-7	<p>Financial literacy programs for potential homebuyers as funds remain available ---</p> <p><u>Identify funding for</u> nonprofit organizations to educate homebuyers on the homebuying process, homeownership responsibilities, and financial literacy. Fund<u>Identify funding for</u> 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	<p>Progra <u>mCW/N</u> <u>o</u></p>	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. • <u>Target market programs through outreach in formerly redlined neighborhoods.</u> • 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	<p>Progra <u>mCW/N</u> <u>o</u></p>	<p>2025 <u>2027</u></p>	<p><u>2026: Feasibility analysis and plan created</u></p> <p><u>2027: Council approval of program</u></p> <p><u>By 2031: Assist 100 households</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
	who programs are assisting.							
S-9	<p><u>Fair Housing Equity Analysis and Anti-Displacement into Urban Village for Specific Plans</u> —</p> <p>Integrate appropriate <u>fair housing equity analysis and residential and small business anti-displacement features into specific plans and area plans, including Urban Village plans.</u></p> <p><u>Consider anti-displacement features identified for from Five Wounds Urban Village updates into forthcoming Urban Village Plans and consider appropriateness for inclusion in the General Plan.</u></p>	<p><u>1, 3, 4, 5</u></p>	<p>Need to stabilize lower-income residents and businesses in growing areas to avoid displacement</p>	<p>From Citywide Anti-Displacement Strategies <u>and consistent with state guidance on sites inventory</u></p>	<p>PBCE, Housing</p>	<p><u>Activity Site, UDP</u></p>	<p><u>2023-24 for Five Wounds 2024-2031</u></p>	<p><u>2024: Consultant identifies anti-displacement features for Five Wounds UV Plan</u></p> <p><u># of other UV Plans incorporating features</u></p> <p><u>By 2026: Fair Housing Equity Analysis method defined</u></p> <p><u>Ongoing: Plans with fair housing analysis and anti-displacement features integrated</u></p>
S-10	<p><u>Study on rent increases and burden in affordable housing</u> —</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, <u>and</u> Use research results to inform proposed state legislation and/or City policy. • <u>Present findings and policy recommendations to the City Council.</u> • <u>Work actively on potential legislative solutions to high rent increases.</u> 	<p>3</p>	<p>Prohibitive rent increases in restricted affordable apartments</p>	<p>Support from rental access working group</p>	<p>Housing, IGR</p>	<p><u>Activity CW/No</u></p>	<p><u>2023-24/2025</u></p>	<p><u>Jan 2024: Research conducted</u></p> <p><u>Jan 2025: Findings presented to the City Council</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
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	Policy CW/No	2026	<u>Jul 2024</u> : Council approval <u>Jul 2025</u> : Workplan complete # properties implemented
S-12	Eviction Prevention - Housing Collaborative <u>Weekly Eviction Prevention Court Clinic, Eviction Diversion Program</u> and other support for legal services — <ul style="list-style-type: none"> • Work in ongoing partnership with the County's Superior Court <u>and other community partners</u> to staff an Eviction Diversion Program, holding weekly workshops at the <u>Court to Courthouse</u> that offer a spectrum of resources to all parties, <u>including</u>. <u>Resources include</u> rental assistance, social services referral, mediation, and legal assistance. • <u>Continue to conduct the eviction diversion program during the unlawful detainer court calendars.</u> Identify funding to continue Eviction Diversion programming. • Explore conversion of Superior Court Eviction Diversion into a <u>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</u>, as appropriate. • Increase funding to nonprofit legal organizations to provide eviction counseling and defense. 	3	<u>Lack of knowledge of non-citizens that they could apply and be eligible for</u> 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	Program CW/N o	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	Activity CW/No	2023 and ongoing	# languages # applicants using non-English versions

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
S-14	<p>Advocacy for tenant-based vouchers ---</p> <ul style="list-style-type: none"> Prioritize use of rental vouchers to expand housing choices for protected class, lower-income residents. Advocate with the state and/or sponsor legislation to allow the City to enforce its local Housing Payment Equality Ordinance that prevents property owners from rejecting applicants on the basis of their use of vouchers. 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	<p>Need for housing for those at lowest income levels</p> <p>Increase housing choice</p>	<p>Suggested by equity working group</p> <p>Supported by veterans focus group, disability focus group and high opportunity areas working group</p>	Housing, IGR	<p>Progra ##CW/N o</p>	2024-26	<p>State determination of enforcement path</p> <p>State approval of local enforcement or legislation if needed</p> <p>Legislation passage</p> <p>Support letters and meetings on vouchers</p>
S-15	<p>Tenant preferences in VTA station areas ---</p> <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	<p>Need to prevent displacement and prioritize most vulnerable in non-homeless units.</p>	Tenant preferences supported at Housing Element goals / strategies community meetings	Housing	<p>Activity Site</p>	2023 -31	<p>By 2031: At least 2 sets of affordability restrictions recorded requiring tenant preferences</p> <p>#70 restricted affordable units subject to preferences in station areas</p>
S-16	<p>Affirmative marketing languages and best practices for affordable housing ---</p> <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	<p>Lack of awareness of affordable housing opportunities</p> <p>Increase accessibility of affordable housing</p>	Supported by Indigenous Peoples focus group	Housing, CAO	<p>Progra ##CW/N o</p>	2026-27	<p>2027: Requirement rolled out</p> <p>Data collected for compliance</p> <p>2027: Library created & made available</p>
S-17	<p>Local Fair Chance / "Ban the Box" ordinance ---</p> <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 	3	<p>Discrimination in housing application to people with criminal background</p>	<p>Idea from equity working group</p> <p>Supported by former homeless focus group, veterans focus group and rental access working group</p>	Housing, CAO	<p>Progra ##CW/N o</p>	2026-28	<p>Report completed</p> <p>Council presentation made</p> <p>Outreach done</p> <p>Ordinance drafted</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GE	TIMING	METRICS
	<p>prospective tenants.</p> <ul style="list-style-type: none"> • Draft an Ordinance and create a program proposal for the City Council's consideration. 							<p>Program proposal created</p> <p>Council consideration</p>
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, and. • 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	Program CW/N O	Starting in 2023-242025 and ongoing	<p><u>Dec 2025: First data collection on residents and applicants, then 2027, 2029, 2031</u></p> <p><u>Aug 2026: Outliers analysis</u></p> <p><u># Meetings held Mar 2027: Meet with 100% of outlier properties</u></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	Program CW/N O	2027	<p><u>Jan 2025: Research and legal analysis conducted</u></p> <p><u>Jun 2027: Findings presented to Council</u></p> <p>If Council directed, program developed <u>in 2027</u></p>
S-20	<p>Anti-displacement tenant preferences --- To help mitigate displacement and serve the most vulnerable local residents, develop fair-housing compliant tenant preferences for this population.</p> <ul style="list-style-type: none"> • 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 -- <u>within 6 months of Council approval.</u> 	3	Displacement of residents	<p>Supported at Housing Element goals/strategies community meetings</p> <p>Consistent with Citywide Anti-Displacement Strategy</p>	Housing, CAO	Policy U DP	2023-25	<p><u>Legislation passed</u></p> <p><u>Ordinance drafted</u></p> <p><u>Jun 2023: Complete disparate impact analysis for 2 proposed preferences and submit to HCD for review</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
	<ul style="list-style-type: none"> Seek the State's approval to use both tenant preferences <u>within 12 months</u> in HCD-funded affordable housing developments. Sponsor State legislation, SB 649, to reliably use anti-displacement preferences on bond- and tax credit-financed developments. 							<p><u>Dec 2023:</u> <u>Complete draft ordinance and present to applicable City commissions and committees for review</u></p> <p><u>May 2024:</u> Council approval</p> <p>State approval sought</p> <p>Preference(s) implemented</p> <p># affordable apartments covered <u>approves ordinance</u></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, and. Develop metrics to better understand the City's impact from funding fair housing grantees. <u>Consult grantees on appropriate metrics.</u> 	3	Discrimination in housing	Supported at Housing Element goals/ strategies community meetings	Housing	<u>Activity</u> <u>CW/No</u>	<p>Metrics by 2024</p> <p>Funding ongoing 2023-31</p>	<p><u>Jul 2024 Metrics developed by collaboration with and feedback from at least 3 fair housing grantees.</u></p> <p>funding to nonprofit fair housing providers</p> <p># people assisted <u>metrics developed</u></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	<u>Activity</u> <u>CW/No</u>	<p>Ongoing <u>2023-2024-</u> 31</p>	<p>Annual meetings held</p> <p>Priorities established jointly</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
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	Idea from rental access working group Supported by Indigenous Peoples focus group	Housing, CAO	Progra #CW/N o	2023-25	<p><u>Jul 2024: Outreach Strategy developed</u></p> <p><u>Jan 2025: funding source identified</u></p> <p># of communications pieces released</p> <p># of recipients of communications</p> <p><u>#at least 2 partner organizations assisting identified to assist in outreach</u></p>
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 and analyze City data to determine target neighborhoods. 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. • <u>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).</u> • <u>Create a plan for outreach together with nonprofit and community-based partners.</u> • <u>Identify more ongoing funding for this activity.</u> • <u>Enter into contracts with qualified legal services organizations, to the extent capacity exists to do</u> 	3	Source of income and other discrimination in housing.	Supported by rental access working group, Housing Element goals/strategies community meetings	Housing	Activity High	Ongoing 2023 2024-31	<p>Target<u>Dec 2024: Data obtained from nonprofit legal organizations on locations of complaints</u></p> <p><u>15% increase in outreach in targeted neighborhoods identified</u></p> <p><u>May 2025: Capacity assessed of legal assistance partners to do new outreach with community partners</u></p> <p><u>Jun 2025: Funding identified</u></p> <p><u>Jan 2026: Contracts executed</u></p> <p># people assisted</p> <p># services delivered</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
	<u>additional outreach work.</u>							
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. Direct <u>Work with</u> 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	<u>Activity High</u>	2023-26	<p><u>Usage by Dec 2023: Meet with SCCHA to develop alignment of San José policies and measures</u></p> <p><u>by Dec 2024: Seek Council approval to direct SCCHA to capture relevant performance measures, if necessary</u></p> <p><u>by Jul 2026: Identify possible program improvements</u></p> <p><u>7% increase of vouchers used in higher-resource areas</u></p> <p><u>Collection of performance measures on residents' health and education</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/ GEO	TIMING	METRICS
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, such as Measure E Real Property Transfer Tax, 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 <u>and landlords</u>, 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	Progra #CW/N o	2024-31	<p><u>Jul 2025: funds identified for hotline</u></p> <p><u>Dec 2025: Launch hotline</u></p> <p>Funds budgeted <u>annually for tenant and landlord outreach and education</u></p> <p><u>Difference in average funding per year for tenant and landlord outreach and education from 2023 to 2031</u></p> <p>Services provided</p> <p><u># Clients served</u></p> <p><u>Hotline established</u></p> <p><u># Calls supported</u></p> <p><u># Clients served</u></p>
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	Progra #DTW, UDP	2025-31	<p><u># Locations served</u></p> <p><u>2024: Updated materials available</u></p> <p><u>#At least 3 locations regularly served each year</u></p> <p><u>At least 400 tenants and landlords assisted per year</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
S-28	<p>Right to Counsel –or Alternative –</p> <ul style="list-style-type: none"> Develop a San José Right to Counsel <u>and/or an alternative housing collaborative court</u> program proposal for the City Council's consideration. Issue a Request for Proposals and work with selected consultant to create study costs and benefits of a right to counsel program proposal and other court <u>intervention alternatives</u>, identify necessary legal, <u>financial and other</u> 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	Support from AFH Advisory Committee Consistent with Citywide Anti-Displacement Strategy	Housing	Program <u>CW/N</u> <u>O</u>	2025-26	<p><u>2023: Collaborate with Bay Area Housing Finance Authority on protections policy event including right to counsel and alternatives</u></p> <p><u>2023: RFP Issued</u></p> <p><u>2024: Consultant hired</u></p> <p><u>2025: Program proposal proposed to Council</u></p> <p><u>Council for approval</u></p> <p>If approved, start program creation <u>within 12 months of approval</u></p>
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 <u>consider</u> 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	<u>Activity</u> <u>CW/No</u>	2024- <u>25</u> <u>2026</u>	<p><u>Consultant hired</u></p> <p><u>Strategic Plan and 2023: Outreach, program assessment and Strategic Plan completed with consultant</u></p> <p><u>2025-26: Outreach conducted with stakeholders on any amendment proposals report recommendations</u></p> <p><u>By 2026: Amendments presented to Council, if</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/ GEO	TIMING	METRICS
								warranted any
S-30	Just cause eviction protection amendment --- 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.	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	Progra ##CW/N o	2025	Analysis of issue Presentation to Council Council consideration
S-31	Expand/amend the Tenant Protection Ordinance – amendment for affordable apartments – 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.	3	Prohibitive rent increases in restricted affordable housing	Support for increasing tenant protections from Equity Working Group and Rental Access Working Group	Housing, CAO	Progra ##CW/N o	2026- 27 <u>2027</u>	Analysis of issue Ordinance amendment Presentation to Council Council consideration
S-32	Local enforcement of state tenant protections --- <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 <u>such as SB 567 (2022)</u> or the<u>with</u> State agency<u>HCD</u> to establish authority of enforcement. 	3	Discrimination in obtaining housing based on source of income Lack of ability to enforce City's Housing Payment Equality Ordinance	Supported by neighborhood equity working group, veterans focus group, disability focus group, and high opportunity areas working group From the Citywide Anti-Displacement Strategy	Housing, CAO, IGR	Policy <u>C</u> <u>W/No</u>	2023-26 <u>Advocate for existing bills that could incorporate local right to enforce</u> Sponsored State bill if needed	

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
								Work with coalition of rent stabilization cities Legislation passage
S-33	Job training with housing subsidies --- <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	Program CW/N O	2023-31 ongoing, pending funding availability	# housing-subsidized participants in job training programs Support letters and meetings for legislation / budget requests
S-34	Economic opportunity strategies --- <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, as allowed by 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	Supported by homeownership working group Retained from 5th cycle	Housing	Policy C W/No	Ongoing 2023-31	Strategies created Strategies implemented Programs funded

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	TYPE/GEO	TIMING	METRICS
N-1	<p>Equitable neighborhoods-based investment strategies</p> <p>- Focus the City's investments on increasing equity in racially/ethnically concentrated neighborhoods with extremely low incomes by changing the City's organization <u>engaging community members</u> and the way that departments collaborate.</p> <p>Create an interdepartmental team facilitated by the CMO to create <u>seeking a common equity-based framework that prioritizes investing in capital projects and delivering services to racially and ethnically concentrated areas with a high proportion of lower-income residents.</u></p> <p>Align data indicators <u>informed approach</u> across departments on income, race/ethnicity, and protected classes where possible.</p> <p>Organize departments' staffing and community services delivery by neighborhood.</p> <p>Create a coordinated neighborhood engagement strategy to work with <u>initiatives.</u></p> <ul style="list-style-type: none"> • <u>Engage</u> residents in formerly redlined neighborhoods with high racial/ethnic <u>race/ethnicity</u> concentrations and lower incomes <u>to identify their investment priorities</u>. Also include, as appropriate, programming that incorporates <u>incorporate</u> historically impacted individuals who are at risk of displacement who do not currently live in highly concentrated neighborhoods. <u>Use this information to inform the City's Consolidated Plan for the use of federal funds from HUD for the 2025-2030 cycle.</u> • <u>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.</u> 	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	<u>Policy Program Activity LM I, RECAP, Low, Red, UDP</u>	2023-31	<p>Interdepartmental team formed</p> <p>Framework created</p> <p>Common set of data indicators agreed upon</p> <p>Organizational changes made</p> <p><u>Dec 2023: Neighborhood engagement strategy created</u></p> <p><u>By Mar 2024: Neighborhood engagement launched</u></p> <p><u>Aug 2025: Council approves Neighborhood investment priorities created for target in draft Consolidated Plan</u></p> <p><u>At least 5 place-based improvements to low-to-moderate resource neighborhoods during the planning period</u></p> <p>Neighborhood plans co-created</p> <p><u>New sources of \$5M in additional funding</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
	<p><u>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.</u></p> <ul style="list-style-type: none"> <u>Align data indicators on income, race/ethnicity, and protected classes where possible by coordination with other departments through the data equity team.</u> <u>Identify resources and amenities that residents want in their communities, including but not limited to affordable housing, and co-create neighborhood investment and anti-priorities that help mitigate displacement plans consistent with the Citywide Residential Anti-Displacement Strategy “3Ps” approach (production, preservation and protection).</u> <p>Apply the updated equity-based framework to budget requests, investment plans, and program delivery, and align the resulting priorities with Citywide Roadmap priorities.</p> <p>) and the City’s roadmap priorities.</p> <ul style="list-style-type: none"> <u>Research data that may assess San José’s community assets and identify areas that have experienced under-investment.</u> <u>Identify new, additional funding sources to implement the co-created neighborhood investment and anti-displacement plans.priorities.</u> 							<p><u>sought to implementsupport neighborhood plans-identified investments and anti-displacement strategies by 2031</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/ 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	Program 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 and Storefront Program — Continue the Vacant and Neglected Building and Storefronts Program to monitor all identified vacant or neglected buildings and storefronts 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.	4	Unsafe conditions at vacant or neglected buildings.	Retained from 5th Cycle and updated	PBCE	Program 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	Program L MI, RECAP, Low, Red, UDP	2023-27	# and \$ of By Dec 2024: \$1M total in capacity-building grants awarded to 3 or 4 organizations Nonprofits receiving education
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 a greater share of affordable housing subsidy awards to higher-resource neighborhoods to provide 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	Program High	2023-31 2026-27	NOFAs' share for higher Jul 2026: 35% of funds awarded in high-opportunity areas since July 2021 Dec 2027: Complete evaluation of Siting Policy and present to City Council # residents in # affordable units in

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE GEO	TIMING	METRICS
								higher-opportunity areas
N-6	<p>Reduced transit fares for lower-income residents ---</p> <p>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.</p>	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	Activity C W/No	2023-31	<p>Advocacy meetings and letters</p> <p>Federal funds obtained for fare reductions</p>
N-7	<p>External infrastructure funding to create complete, high-quality living environments ---</p> <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. Prioritize <u>Coordinate across departments to apply for funds for the purpose of prioritizing</u> investments in lower-income neighborhoods with fewer amenities <u>and need according to City investment plans or other amenity analysis</u> 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	Program L MI RECAP Low, Red UDP	2023-31	<p>State, federal, or private sources researched</p> <p>Sources awarded investments made in targeted neighborhoods</p> <p>Accessibility improvements funded Jun 2024: Implement pilot project funded by at least \$2M in CDBG for prioritizing R/ECAPs and other historically disinvested neighborhoods</p> <p>Dec 2024: Plan with goals/metrics and timeline developed in 2024</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEQ	TIMING	METRICS
N-8	<p>Outside bond issuers Examine</p> <ul style="list-style-type: none"> Analyze the merits of requiring <u>that</u> the City issue private activity bonds for affordable housing including. <u>Positives include</u> increased City control, positive neighborhood outcomes, <u>and</u> generation of revenue, and workload implications for the City's affordable housing city staffing. <u>Challenges include City workload and costs to developers for City fees.</u> If a change is warranted, seek City Council approval for an amendment to the City's bond issuance policy. 	4, 1	<p>Prevent / solve neighborhood issues from any problem properties</p> <p>Need for revenues to staff housing programs</p>	In Housing Crisis Workplan	Housing, Finance, OEDCA	Policy CW/ <u>No</u>	2023 202 <u>5</u>	<p>Analysis done</p> <p>Council request for change to policy (if warranted)</p>
N-9	<p>Affordable transit-oriented development --</p> <p>Facilitate development of transit-oriented affordable homes within ½-mile of future BART, LightrailLight rail, and Bus Rapid Transit (BRT) stations, including identification of opportunities to develop publicly-owned parcels with affordable housing.</p>	. 4, 1	<p>Increase mobility options and decrease transportation costs for lower-income residents</p> <p>Lessen environmental impacts of new housing development</p>	Retained from 5th Cycle and updated	Housing, OEDCA, PBCE	Activity Sit <u>e</u>	2023-31 ongoing	<p>#8 parcels purchased</p> <p>#1,200 projected affordable units assisted</p>

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	TYPE/GO	TIMING	METRICS
I-1	<p>Disabled communityPersons with disabilities partnership and priorities - Create partnerships with organizations that provide outreach to disabled persons, and with disabilities.</p> <p>Meet at least twice per year to collaborate on ways the City could improve how well its affordable housing portfolio serves disabled residents, with disabilities.</p> <p>Conduct two tours of affordable sites to get partners' feedback and identify challenges for disabled 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 disabled people with disabilities in policy or decision-making processes</p>	<p>Supported by AFH Advisory group to center experiences of disabled persons 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, <u>CMO</u>	<u>Activity</u> <u>CW/No</u>	2023-26	<p># Meetings held</p> <p><u>#2025:</u> Tours conducted</p> <p>Changes to NOFAs</p> <p>Changes to affordable housing development requirements</p> <p><u>2026: Release lessons learned publication and incorporate some or all of the strategies recommended from the report during the planning period.</u></p>
I-2	<p>Affirmative marketing to disabled communitypersons with disabilities - Implement practices to increase access to existing affordable housing, especially those located near transit, for residents with disabilities.</p> <p>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).</p> <p>Ensure that reasonable accommodation request forms are in formats that are fully accessible.</p> <p>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>	<p>Suggested by disability focus group, comments from the Housing Choices Coalition, and public comments from Diridon Affordable Housing Implementation Plan.</p>	Housing, CAO	<u>Progra</u> <u>m</u> <u>CW/N</u> <u>o</u>	2024-27	<p><u>#Annually 2023-2031: measure review of affirmative marketing plans</u></p> <p><u>Sep 2024: Gather best practices</u></p> <p><u>Jul 2025: Implement changes on affirmative marketing plan</u></p> <p><u>reviews-</u> <u>done</u> <u>requirements & reasonable accommodation request forms</u></p> <p><u>Goal: 95% compliance by 3 years after rollout</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEO	TIMING	METRICS
								<p><u>Sep 2025: Hold stakeholder meetings</u></p> <p><u>Sep 2026: Issue best practices issued/ create a library of materials</u></p>
I-3	<p>Farmworker housing locations - Update the City's agricultural zoning code to be more accommodating on location of clarify that farmworker housing and align 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><u>Within six months of Housing Element Law 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.</u></p>	5	Need for low-cost farmworker housing.	From Housing Crisis Workplan and state law.	PBCE	<u>Activity</u> <u>CW/No</u>	<u>2023Dec</u> <u>2024</u>	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 <u>segregation</u>, 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	<u>Activity</u> <u>CW/No</u>	2025-26	<u>Report published By</u> <u>Dec 2025: First report presented to City Council</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GEQ	TIMING	METRICS
I-5	<p>Universal design ordinance, Accessibility plans, and guidance -Adopt an ordinance consistent with universal design principles that ensures Actively enforce most recent building code to ensure new developments are fully accessible for residents with physical mobility issues. -Create 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. - Include guidelines about creating Issue guidance on how to create accessible pathways between thean 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	Activity CW/No	2027	<p>Ordinance approved by City Council</p> <p>Plan set created and releasedposted</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	Supported by veterans focus group, disability focus group, LGBTQ+ focus group, Indigenous Peoples focus group, Housing Choices Coalition	Housing, CAO	Progra CW/N o	Periodically 2023-31	<p>By 2031: At least 50% of annual NOFAs issued</p> <p># apartments incent units for residents with universal design disabilities</p> <p># apartments with ADA upgradesBy 2031: City funds committed to 150 units with enhanced accessibility per TCAC guidelines</p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	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	Program Policy Activity 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 --</p> <p>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	Program 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	TYPE/GEQ	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				<u># residents reached in priority areas</u> —
I-9	Equitable Representation of Historically Underrepresented Communities on City Commissions/Bodies - Conduct an analysis of appointments to the Housing commissions and Community-Development Commission and the Neighborhoods-Commission advisory bodies to track the representation of protected classes, historically underrepresented neighborhoods, and those with other relevant characteristics. Implement a pilot program <u>Based on the outcomes of that analysis, develop and implement guidelines, update the municipal codes where needed</u> to require an equitable distribution of seats for historically underrepresented populations, including low-income renters and homeless/formerly homeless residents on these two Commissions.	5	Lack of representation of people most affected in decision-making processes	From Citywide Anti-Displacement Strategy (priority #4)	CMO, Housing, ORE, PRNS	Program <u>LMI, RECAP, Low, Red, UDP</u>	2024-28	Analysis completed Community-outreach conducted Draft Pilot created <u>2026: Guidelines developed</u> <u>2027: Council approval of municipal code updates</u> <u>Pilot implemented# of protected class members and those with lived experience of housing insecurity added to commissions and/or advisory boards</u>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
I-10	<p>Lived Experience with Homelessness seat on Commission ---</p> <p>Fully implement the primary and alternate seats for a commissioner with Lived Experience Seat with homelessness on the Housing and Community Development Commission.</p> <p>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.</p> <p>Provide orientation, training, compensation, and other supports as needed --- <u>together with Destination: Home.</u></p> <p>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.</p>	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	Activity <u>CW/No</u>	2023- 25 <u>26</u>	<p><u>Feb 2023:</u> Seats filled</p> <p><u>Feb 2023:</u> Orientation and training provided-within 6 months of seat being filled, and ongoing</p> <p><u>,</u> compensation provided</p> <p><u>Feb 2024:</u> Evaluation conducted</p> <p><u>Jul 2025 to Jul 2026:</u> Additional improvements made, <u>as appropriate</u></p>
I-11	<p>Representation of and priority for protected class members on City bodies Develop and implement guidelines, and update the municipal codes where needed, to ensure elevated representation of communities of color and other protected class members in decision-making or advisory bodies such as City Commissions or refreshed Neighborhood Advisory Councils- Combined with I-9.</p>	5	Lack of representation of people most affected in decision-making processes	<p>Supported by neighborhood equity working group</p> <p>LGBTQ+ focus group suggestion that LGBTQ+ persons be included in policy and decision-making</p> <p>Support from AFH Advisory Committee</p> <p>Consistent with Citywide Anti-Displacement Strategy</p>	GMO, Clerk	Activity	2023-31	<p>Guidelines developed</p> <p>Council approval of municipal code updates</p> <p># protected class members with lived experience of housing insecurity added to commissions and/or advisory boards</p>
I-12	<p>Resident-identified priorities ---</p> <p>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.</p> <p><u>Provide incentives as possible to promote robust resident participation.</u></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	Activity <u>CW/No</u>	2025-27	<p><u>Jul 2025:</u> Survey designed</p> <p><u>Survey &</u> released</p> <p><u>#Jul 2025: Work with Open House</u></p>

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
	Use the results to determine needs the City should track and endeavor to meet <u>in the housing element planning period.</u>							<u>and other stakeholders to increase survey response rate</u> <u>Jul 2025 to Jul 2026: Survey responses (goal of xx surveys)</u> <u>Survey responses analyzed</u> <u>Jul 2026: Resulting changes proposed to City programs and efforts; release Information Memo</u>
I-13	Equity-focused metrics – Develop – This strategy was removed due to lack of staff capacity and align department wide complexity of changing citywide metrics that measure progress towards beneficial outcomes for protected class residents resulting from housing policies and programs.	5	Discrimination in housing	Supported by rental access working group	Housing, PBCE, CMO	Activity	2025-26	Metrics established Reporting
I-14	Assessment of Fair Housing Plan – Complete the Assessment of Fair Housing Plan, and . Include implementation actions that are different than <u>may build on</u> the Housing Element <u>strategies</u> in the Housing Catalyst Team Work Plan.	5	Identify impediments to fair housing and housing and neighborhood investment strategies	Federal funding requirements, and the Housing Crisis Workplan.	Housing	Activity CW/No	2024	<u>Sep 2023: Completion of draft Plan</u> <u>Oct 2023: Adoption by Council</u> <u>Approval by Oct 2023: Submission to HUD</u>
I-15	Housing Catalyst Team Work Plan – <u>Beginning in fall 2023, create and</u> implement Housing Catalyst Team Work Plan <u>to drive and complement that includes near-term priority staff work from</u> the Housing Element and Assessment of Fair Housing Work Plan, and <u>Plan to create a holistic, uniform approach to addressing the City's fair housing issues in the planning period.</u> Report progress to the City Council annually.	5	Focus on housing work as a priority Public transparency	From Housing Crisis Workplan	OEDCA, Housing, PBCE, DOT	Program CW/No o	Annually 2023-31	<u>Fall 2023: First workplan brought to council for approval.</u> Annual report to Council

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE/GO	TIMING	METRICS
	Create a webpage on the City's website for transparency to the public.							Jun 2024: Webpage created
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	Activity 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	Policy 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	Activity 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). • Identify ways to streamline the review of applications, which can reduce permit fees	1	Addressing barriers to the development of special needs housing	HCD	PBCE	CW/No	2025	Council approval of ordinance. 2 outreach meetings conducted

#	STRATEGY	GOALS	BARRIER / NEED	CITED BY	DEPT	TYPE GEO	TIMING	METRICS
	<ul style="list-style-type: none">• <u>Publicize process and proposed changes on website, social media, and newsletters</u>• <u>Publicize process availability on the City's website in City's top three languages, in addition to English.</u>							

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)

<u>#</u>	<u>Strategy</u>	<u>Milestones</u>	<u>AFFH</u>
<u>H-1</u>	<u>Interim homeless housing construction</u>	<u>2025: Units completed</u> <u>Funds obtained for operations & services</u>	<u>No</u>
<u>H-11</u>	<u>Feedback from those with lived experience in homelessness in decision making</u>	<u>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</u> <u>July 2024: Identify universe of applicable contracts and timeline for renewals</u> <u>June 2025: Contracts renewed amended to include consultative language, and include in newly awarded contracts</u> <u>By December 2025: Goal of 90% of homelessness contracts with amended language requiring lived experience consultations</u>	<u>Yes</u>
<u>H-12</u>	<u>Neighborhood outreach and education on homeless housing and other housing topics</u>	<u>Materials prepared CBOs under contract Funding allocated</u> <u>Households outreached to</u> <u>Feedback sessions held</u>	<u>Yes</u>
<u>H-13</u>	<u>Regional homeless response coordination and planning</u>	<u>Council adoption of City’s implementation plan</u>	<u>No</u>
<u>H-14</u>	<u>Emergency Shelters</u>	<u>2024; necessary code amendments to comply with AB 2339 within one year of HEU adoption</u>	<u>No</u>
<u>I-1</u>	<u>Persons with disabilities partnership and priorities</u>	<u># Meetings held</u> <u>2025: Tours conducted</u> <u>Changes to NOFAs</u> <u>Changes to affordable housing development requirements</u> <u>2026: Release lessons learned publication and incorporate some or all of the strategies recommended from the report during the planning period.</u>	<u>Yes</u>
<u>I-2</u>	<u>Affirmative marketing to</u>	<u>Annually 2023-2031: measure review of affirmative marketing plans</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
	<u>disabled community</u>	<u>September 2024: Gather best practices</u> <u>July 2025: Implement changes on affirmative marketing plan requirements & reasonable accommodation request forms</u> <u>Goal: 95% compliance by 3 years after rollout</u> <u>September 2025: Hold stakeholder meetings</u> <u>September 2026: Issue best practices / create a library of materials</u>	
<u>I-3</u>	<u>Farmworker Housing</u>	<u>Council approval of zoning code update</u>	<u>No</u>
<u>I-4</u>	<u>Create a Housing Balance Report</u>	<u>by Dec 2025: First report presented to City Council</u>	<u>Yes</u>
<u>I-8</u>	<u>Promotores-based outreach</u>	<u># promotores contracts per year</u> <u># community engagements</u> <u>Budget spent per year</u> <u># residents reached in priority areas</u>	<u>No</u>
<u>I-9</u>	<u>Equitable Representation of Historically Underrepresented Communities on City Bodies</u>	<u>2025: Analysis completed</u> <u>2026: Community outreach conducted</u> <u>2026: Guidelines developed</u> <u>2027: Council approval of municipal code updates</u> <u># of protected class members and those with lived experience of housing insecurity added to commissions and/or advisory boards</u>	<u>Yes</u>
<u>I-10</u>	<u>Lived Experience with Homelessness seat on Commission</u>	<u>February 2023: Seats filled</u> <u>February 2023: Orientation and training provided, compensation provided</u> <u>February 2024: Evaluation conducted</u> <u>BY July 2025: Additional improvements made, as appropriate</u>	<u>Yes</u>
<u>I-14</u>	<u>Assessment of Fair Housing Plan</u>	<u>September 2023: Completion of draft Plan</u> <u>October 2023: Adoption by Council</u> <u>October 2023: Submission to HUD</u>	<u>Yes</u>
<u>I-15</u>	<u>Housing Catalyst Team Work Plan</u>	<u>Fall 2023: First workplan brought to council for approval.</u> <u>Annual report to Council</u> <u>June 2024: Webpage created</u>	<u>No</u>
<u>I-19</u>	<u>Reasonable Accommodation</u>	<u>Council approval of ordinance amendments</u> <u>2 outreach meetings conducted</u>	<u>Yes</u>
<u>N-1</u>	<u>Equitable neighborhoods-based investment strategies</u>	<u>December 2025: Neighborhood engagement strategy created</u> <u>By March 2025: Neighborhood engagement launched</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
		<u>August 2025: Council approves neighborhood investment priorities created in draft consolidated plan</u> <u>At least 5 place-based improvements to low-to-moderate resource neighborhoods during the planning period</u> <u>\$5M in additional funding sought to support neighborhood investments and anti-displacement strategies by 2031</u>	
<u>N-2</u>	<u>Urban Village Plans with anti-displacement features</u>	<u>2024: Consultant-identified anti-displacement features for Five Wounds UV Plan</u> <u>Other UV Plans ongoing beginning in 2025</u>	<u>Yes</u>
<u>N-4</u>	<u>Preservation and Community Development Capacity Building</u>	<u>By Dec 2024: \$1M total in capacity-building grants awarded to 3 or 4 organizations</u>	<u>No</u>
<u>N-7</u>	<u>External infrastructure funding to create complete, high-quality living environments</u>	<u>June 2024: Implement pilot project funded by CDBG for prioritizing R/ECAPs and other historically disinvested neighborhoods</u> <u>December 2024: Plan with goals/metrics and timeline developed in 2024</u>	<u>Yes</u>
<u>N-8</u>	<u>Outside bond issuers</u>	<u>Analysis done</u> <u>Council request for change to policy (if warranted)</u>	<u>No</u>
<u>P-1</u>	<u>Align zoning with the General Plan</u>	<u>Council approval of zoning changes</u>	<u>No</u>
<u>P-3</u>	<u>North San José Affordable Housing Overlay Zones</u>	<u>January 2024: Council approval of General Plan and Zoning Code Amendments</u>	<u>Yes</u>
<u>P-4</u>	<u>Affordable housing tools for North San José</u>	<u>2024: Study created</u> <u>Creation of draft tools</u> <u>Council approval of tools</u> <u>2025: Creation of Plan</u> <u>Council approval of Plan</u>	<u>Yes</u>
<u>P-6</u>	<u>Regular coordination meetings for affordable housing</u>	<u>Housing Navigator budgeted annually</u> <u># affordable housing developments assisted</u>	<u>No</u>
<u>P-7</u>	<u>City ministerial infill approval ordinance</u>	<u>Dec 2024: Council approval of Ordinance</u> <u>Jan 2025: Outreach to developers, including posting notifications of changes to City's website.</u>	<u>No</u>

#	Strategy	Milestones	AFFH
P-10	<u>Standardize and streamline permitting, fees, applications</u>	<u>Policy resolution to Council on Fee Framework</u> <u>Fees webpage created</u> <u>Development applications tools improved</u>	<u>No</u>
P-11	<u>Explore Allowing “SB 9” Type Housing on Additional Properties</u>	<u>April 2024: Council approval of zoning code amendment and design standards</u>	<u>Yes</u>
P-12	<u>Cost of Residential Development Study update</u>	<u>Council presentations</u> <u>Program or fee changes identified and made per updated analysis</u>	<u>No</u>
P-13	<u>Replacement of existing affordable housing units</u>	<u>2024: Council approval of Policy</u> <u>Dec 2024: Proposal created</u> <u>Developer guidance created/ improved</u> <u>Website amended</u>	<u>Yes</u>
P-14	<u>Housing in Business Corridors</u>	<u>Nov 2024: Council approval of zoning code amendment</u>	<u>No</u>
P-15	<u>Moderate-income Housing Strategy</u>	<u>Council approval of strategy</u>	<u>No</u>
P-20	<u>Mixed-income housing</u>	<u># of housing developments with market-rate or moderate-income units and ELI and/or VLI unit</u>	<u>No</u>
P-21	<u>Special needs housing NOFA</u>	<u>NOFAs issued</u> <u>Council commitments</u> <u># resulting affordable units</u>	<u>Yes</u>
P-26	<u>Accessory Dwelling Unit (ADU) Amnesty program</u>	<u>July 2024: Program release</u> <u>Dec 2031: Approximately 150 ADUs into in compliance by 2031</u>	<u>No</u>
P-30	<u>Updated feasibility study for Commercial Linkage Fee</u>	<u>Dec 2024: Feasibility study update</u> <u>Jun 2026: Council approval of updated fees</u> <u>\$20M CLF revenues collected</u> <u>60 affordable units subsidized</u>	<u>No</u>
P-38	<u>Adequate sites for lower-income households on nonvacant and vacant sites identified in previous housing element cycles</u>	<u>By Jan 31, 2024: Council approval of zoning changes</u>	<u>No</u>
P-40	<u>Evaluate Urban Village</u>	<u>Present findings to CED Committe and City Council by 2025.</u>	<u>No</u>

#	Strategy	Milestones	AFFH
	<u>planning process</u>	<u>A minimum of two grants secured for unplanned Urban Villages by 2031</u>	
<u>P-41</u>	<u>Review and Revise Planning Permit Findings</u>	<u>Dec 2025: Council approval of ordinance amendments</u>	<u>No</u>
<u>P-42</u>	<u>Group homes for seven or more persons</u>	<u>Dec 2024: Update ordinance</u>	<u>No</u>
<u>P-43</u>	<u>Update City Density Bonus Ordinance</u>	<u>Dec 2024: Council approval of ordinance amendments</u>	<u>No</u>
<u>P-46</u>	<u>Rezoning Program for Shortfall, low income sites</u>	<u>Council approval of rezoning ordinance changes</u>	<u>No</u>
<u>R-1</u>	<u>Monitor at-risk affordable units</u>	<u>2024, 2026, 2028, 2030: Creation of risk-based reports</u> <u>10 meetings held</u> <u>By 2031: 600 existing at-risk affordable units preserved</u>	<u>Yes</u>
<u>R-2</u>	<u>Establish a Preservation NOFA</u>	<u>June 2024: Program guidelines completed</u> <u>by December 2024: First NOFA issued at least every other year (i.e., at least 4 NOFAs during the Sixth Cycle compliance period)</u> <u>\$5M average available per year per NOFA</u> <u>by 2031: At least 110 units of newly-restricted affordable housing acquired by nonprofits and rehabilitated through city and external funding</u>	<u>Yes</u>
<u>R-6</u>	<u>Mobilehome Park General Plan designation for remaining 56 mobilehome parks</u>	<u>2024: Council approval of General Plan Amendments and rezonings; 13 mobilehome parks with new land use designation by January 2024; remainder by June 2024</u>	<u>Yes</u>
<u>R-9</u>	<u>Create a Preservation Policy</u>	<u>Council approval of Policy</u>	<u>Yes</u>
<u>R-12</u>	<u>Revised Anti-Displacement Strategy</u>	<u>Best practices researched</u> <u>Outreach conducted</u> <u>Strategy drafted</u> <u>2028: Council approval</u>	<u>Yes</u>
<u>R-13</u>	<u>Soft Story Program</u>	<u>Outreach conducted</u> <u>Ordinance and program drafted</u> <u>Council approval of Ordinance and program</u> <u>Rebate program launched</u> <u># buildings receiving retrofits</u>	<u>No</u>

#	Strategy	Milestones	AFFH
		<u>\$ funded for rebates</u>	
<u>S-1</u>	<u>Tenant Resource Centers and violations reporting</u>	<u>Tenant resource centers with Code assistance</u> <u># residents assisted</u> <u># Housing/Code meetings held</u>	<u>No</u>
<u>S-4</u>	<u>Updated relocation assistance</u>	<u>Analysis complete</u> <u>Stakeholder outreach on cost escalators and proposed changes</u> <u>Council approval of code updates</u>	<u>Yes</u>
<u>S-9</u>	<u>Fair Housing Equity and Anti-Displacement into Urban Village Plans</u>	<u>2024: Consultant identifies anti-displacement features for Five Wounds UV Plan</u> <u># of other UV Plans incorporating features</u> <u>By 2026: Fair Housing Equity Analysis method defined</u> <u>Ongoing: Plans with fair housing analysis integrated</u>	<u>Yes</u>
<u>S-10</u>	<u>Study on rent increases and burden in affordable housing</u>	<u>January 2024: Research conducted</u> <u>January 2025: Findings presented to the City Council</u>	<u>Yes</u>
<u>S-12</u>	<u>Eviction prevention</u>	<u>Workshops held</u> <u>Parties assisted</u> <u>People connected to new services</u> <u>Funding secured</u>	<u>No</u>
<u>S-13</u>	<u>Affordable housing renter portal language access</u>	<u># languages</u> <u># applicants using non-English versions</u>	<u>Yes</u>
<u>S-14</u>	<u>Advocacy for tenant-based vouchers</u>	<u>Legislation passage</u> <u>Support letters and meetings on vouchers</u>	<u>No</u>
<u>S-15</u>	<u>Tenant preferences in VTA station areas</u>	<u>by 2031: At least 2 sets of affordability restrictions recorded requiring tenant preferences</u> <u>70 restricted affordable units subject to preferences in station areas</u>	<u>Yes</u>
<u>S-20</u>	<u>Anti-displacement tenant preferences</u>	<u>June 2023: Complete disparate impact analysis for 2 proposed preferences and submit to HCD for review</u> <u>Dec 2023: Complete draft ordinance and present to applicable City commissions and committees for review</u> <u>May 2024: Council approves ordinance</u>	<u>Yes</u>
<u>S-23</u>	<u>Know Your Rights materials</u>	<u>Jul 2024: Outreach Strategy developed</u> <u>Jan 2025: funding source identified</u> <u># of communications pieces released</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
		<u># of recipients of communications</u> <u>at least 2 partner organizations identified to assist in outreach</u>	
S-25	<u>Tenant-based vouchers in higher-resource areas</u>	<u>by Dec 2023: Meet with SCCHA to develop alignment of policies and measures</u> <u>by Dec 2024: Seek Council approval to direct SCCHA to capture relevant performance measures, IF NECESSARY</u> <u>by Jul 2026: Identify possible program improvements</u> <u>7% increase of vouchers used in higher-resource areas</u>	Yes
S-26	<u>Increased support for nonprofits to do tenant and landlord outreach and education</u>	<u>July 2025: funds identified for hotline</u> <u>Dec 2025: Launch hotline</u> <u>Funds budgeted annually for tenant and landlord outreach and education</u> <u>Difference in average funding per year for tenant and landlord outreach and education from 2023 to 2031</u> <u>Services provided</u> <u># Calls supported</u> <u># Clients served</u>	Yes
S-29	<u>Rent Stabilization Program Strategic Plan and program assessment</u>	<u>2023: Outreach, program assessment and Strategic Plan completed with consultant</u> <u>2025-26: Outreach conducted with stakeholders on any report recommendations</u> <u>By 2026: Amendments presented to Council, if warranted.</u>	No
S-32	<u>Local enforcement of state tenant protections</u>	<u>State determined pathway</u> <u>Advocate for existing bills that could incorporate local right to enforce</u> <u>Sponsored State bill if needed</u> <u>Work with coalition of rent stabilization cities</u> <u>Legislation passage</u>	No

Medium – Term (2025-2027)

#	Strategy	Milestones	AFFH
H-6	<u>Housing with integrated health care</u>	<u>By 2031: At least one new development with on-site health services</u>	No

#	Strategy	Milestones	AFFH
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 annually to provide technical assistance sessions as needed to ensure the City is meeting its AFFH obligations	Yes
I-5	Accessibility plans and guidance	Ordinance approved by City Council Plan set created and posted 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 Revised outreach procedures for PBCE Budget for CBO-based outreach increased	Yes
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	Jul 2026: 35% of funds awarded in high- or highest -opportunity areas since July 2021 Dec 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	By Jan 2028: Fees study produced	No

#	Strategy	Milestones	AFFH
<u>P-27</u>	<u>Accessory Dwelling Unit (ADU) affordability</u>	<u>Feasibility analysis completed</u>	<u>No</u>
<u>P-35</u>	<u>Small multifamily housing</u>	<u>Dec 2025: Feasibility analysis done</u> <u>Jul 2026: Possible incentives identified</u> <u>Oct 2026: Design standards created</u> <u>Dec 2026: Council approval of land use changes, design standards</u> <u>Jun 2027: Publish financing information</u>	<u>No</u>
<u>P-36</u>	<u>Alum Rock East Urban Village Plan</u>	<u>Outreach conducted</u> <u>Plan drafted</u> <u>Aug 2025: Council approval of Plan</u>	<u>No</u>
<u>P-37</u>	<u>CEQA analysis for Urban Villages</u>	<u>Dec 2027: Council approval of CEQA study</u>	<u>No</u>
<u>P-44</u>	<u>Urban Villages</u>	<u>Completion of evaluation</u>	<u>No</u>
<u>R-3</u>	<u>Diridon Preservation Pilot</u>	<u>Jan 2025: Pilot creation</u> <u>City Council approval of pilot</u> <u>By Dec 2025: NOFAs issued</u> <u>By Aug 2026: Council approval of funding commitments</u> <u>55 homes preserved through acq/rehab in defined area around Diridon Station Area</u>	<u>Yes</u>
<u>R-5</u>	<u>Acquisition Loan Fund</u>	<u>Request for Proposals Issued if needed;</u> <u>loan product defined and rolled out; # units acquired with Loan Fund(s)</u>	<u>Yes</u>
<u>R-8</u>	<u>Work with the Bay Area Housing Finance Authority (BAHFA) on Moderate-income Financing Strategy</u>	<u>2027: If product is defined and feasible, request Council approval for structure</u> <u>By 2031: Complete at least 2 transactions if feasible</u> <u># newly-affordable homes at each income level</u>	<u>No</u>
<u>S-2</u>	<u>Rental property registry improvement</u>	<u>% of City's rental units registered</u>	<u>No</u>
<u>S-5</u>	<u>Code enforcement improved case management</u>	<u>January 2026: Phase 1 - New Case Management System Implemented. Violation tracking system in place</u> <u>January 2028: Phase 2 - Analysis of building performance complete.</u> <u>January 2029: Phase 3 - Stakeholder outreach on cost escalators and proposed</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
		<u>changes.</u> <u>Council approval of code updates (if any).</u> <u>January 2030: Phase 4 - Implementation complete.</u>	
<u>S-6</u>	<u>Proactive Code enforcement for more rented residences</u>	<u>June 2025: Complete Study</u> <u>December 2025: Recommendation</u>	<u>Yes</u>
<u>S-7</u>	<u>Financial literacy programs for potential homebuyers as funds remain available</u>	<u>Services provided</u> <u>Budget allocated</u> <u># buyers assisted</u>	<u>No</u>
<u>S-8</u>	<u>Homebuyer program redesign</u>	<u>2026: Feasibility analysis and plan created</u> <u>2027: Council approval of program</u> <u>By 2031: Assist 100 households</u>	<u>Yes</u>
<u>S-11</u>	<u>Alternative documentation for non-citizens</u>	<u>July 2024: Council approval</u> <u>July 2025: Workplan complete</u> <u># properties implemented</u>	<u>Yes</u>
<u>S-16</u>	<u>Affirmative marketing languages and best practices for affordable housing</u>	<u>2027: Requirement rolled out</u> <u>Data collected for compliance</u> <u>2027: Library created & made available</u>	<u>Yes</u>
<u>S-17</u>	<u>Local Fair Chance / "Ban the Box" ordinance</u>	<u>Report completed</u> <u>Council presentation made</u> <u>Outreach done</u> <u>Ordinance drafted</u> <u>Program proposal created</u> <u>Council consideration</u>	<u>Yes</u>
<u>S-18</u>	<u>Review data on City-monitored properties to identify Fair Housing issues</u>	<u>Dec 2025: First data collection on residents and applicants, then 2027, 2029, 2031</u> <u>Aug 2026: Outliers analysis</u> <u>Mar 2027: Meet with 100% of outlier properties</u>	<u>Yes</u>
<u>S-19</u>	<u>Certificate of Preference program</u>	<u>Jan 2025 Research and legal analysis conducted</u> <u>Jun 2027: Findings presented to Council</u> <u>If Council directed, program developed in 2027</u>	<u>Yes</u>
<u>S-24</u>	<u>Targeted fair housing outreach and enforcement</u>	<u>Dec 2024: Data obtained from nonprofit legal organizations on locations of complaints</u> <u>15% increase in outreach in targeted neighborhoods identified</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
		<u>May 2025: Capacity assessed of legal assistance partners to do new outreach with community partners</u> <u>Jun 2025: Funding identified</u> <u>Jan 2026: Contracts executed</u> <u># people assisted</u> <u># services delivered</u>	
<u>S-27</u>	<u>Tenant/landlord education centers</u>	<u>2024: Updated materials available</u> <u>At least 3 locations regularly served each year</u> <u>At least 400 tenants and landlords assisted per year</u>	<u>No</u>
<u>S-28</u>	<u>Right to Counsel or Alternative</u>	<u>2023: Collaborate with bay area housing finance authority on protections policy event including right to counsel and alternatives</u> <u>2023: RFP Issued</u> <u>2024: Consultant hired</u> <u>2025: Program proposed to Council for approval</u> <u>If approved, start program creation</u>	<u>No</u>
<u>S-30</u>	<u>Just cause eviction protection amendment</u>	<u>Analysis of issue</u> <u>Presentation to Council</u> <u>Council consideration</u>	<u>No</u>
<u>S-31</u>	<u>Tenant Protection Ordinance amendment for affordable apartments</u>	<u>Analysis of issue</u> <u>Ordinance amendment</u> <u>Presentation to Council</u> <u>Council consideration</u>	<u>No</u>

Long-Term (2027-2031)No strategies are designated long-term.Annual & Ongoing (2023-231)

#	Strategy	Milestones	AFFH
<u>H-2</u>	<u>Interim housing for people experiencing homelessness</u>	<u>At least one property newly acquired</u> <u>At least five properties operated</u>	<u>No</u>

#	Strategy	Milestones	AFFH
	<u>in hotels/ motels and other existing buildings</u>	<u>At least \$19M of new Homekey awards accepted for acquisition/rehabilitation</u> <u>At least 280 residents housed</u>	
H-7	<u>Safe parking programs</u>	<u>At least 45 safe parking spaces created for RVs and car vehicles</u> <u>At least \$1.7M spent on safe parking site preparation</u> <u>At least \$1.2M spent per year on safe parking operations and services</u>	<u>No</u>
H-8	<u>Nonprofit-provided homeless support services</u>	<u>Funding to nonprofit service providers</u> <u># people assisted</u>	<u>No</u>
H-9	<u>Street-based services for unhoused residents</u>	<u>Funds budgeted</u> <u>Services provided # clients served</u>	<u>No</u>
I-6	<u>Universal design and ADA upgrades</u>	<u>By 2031: At least 50% of annual NOFAs issued incent units for residents with disabilities</u> <u>By 2031: City funds committed to 150 units with enhanced accessibility per TCAC guidelines</u>	<u>Yes</u>
I-16	<u>Advocacy to close the racial homeownership gap</u>	<u>Support letters issued</u> <u>Advocacy meetings held</u>	<u>Yes</u>
I-17	<u>Collaborative solutions to address housing needs</u>	<u>Collaborative initiatives</u>	<u>No</u>
I-18	<u>Advocacy on public policies and programs to facilitate production, preservation, protection, and neighborhood investments</u>	<u>Support letters</u> <u>Working group participation</u>	<u>No</u>
N-3	<u>Vacant and Neglected Buildings and Storefront Program</u>	<u># Buildings monitored</u> <u># Buildings cited</u> <u># Problems resolved</u>	<u>No</u>
N-6	<u>Reduced transit fares for lower-income residents</u>	<u>Advocacy meetings and letters</u> <u>Federal funds obtained for fare reductions</u>	<u>Yes</u>
N-9	<u>Affordable transit-oriented development</u>	<u>8 parcels purchased</u> <u>1,200 projected affordable units assisted</u>	<u>No</u>
P-2	<u>Subsidize extremely low-income housing including</u>	<u>Dec 2031: 45% of City capital subsidies spent on ELI and PSH</u> <u>Dec 2031: 1,200 ELI affordable homes created</u>	<u>Yes</u>

#	Strategy	Milestones	AFFH
	<u>permanent supportive housing for homeless</u>	<u>Dec 2031: Pursue and apply for a minimum of 3 funding opportunities during the planning period</u>	
<u>P-5</u>	<u>Affordable Housing Investments in North San José</u>	<u>800 restricted affordable homes</u> <u>2 sites acquired</u> <u>4 RFP awards & groundleases to affordable developers</u>	<u>Yes</u>
<u>P-9</u>	<u>Diridon affordable housing production goal</u>	<u>By the later of Diridon Station Area Plan buildout or 2040: 25% of homes in Station Area as restricted affordable</u> <u>Annual goal: Fund an average of 61 new affordable homes</u> <u>By 2031: 350 affordable homes funded by City</u>	<u>Yes</u>
<u>P-16</u>	<u>Groundleases for affordable housing</u>	<u># and % affordable developments that closed construction with public groundleases each year</u> <u>% of all funded restricted affordable properties with city or other public groundleases</u> <u># existing deal land purchases</u> <u># affordable units permanently preserved</u>	<u>No</u>
<u>P-18</u>	<u>Loans for affordable housing</u>	<u>NOFAs issued</u> <u>Funds committed</u> <u>Affordable homes created</u> <u>Affordable homes preserved</u>	<u>No</u>
<u>P-23</u>	<u>Pursue AHSC funding near Diridon Station</u>	<u>By Dec 2031: At least 2 AHSC applications submitted for affordable housing near Diridon</u> <u>5 total funding applications awarded for various initiatives, including affordable housing</u> <u>\$20 million leveraged for planning initiatives and affordable homes near Diridon</u>	<u>Yes</u>
<u>P-28</u>	<u>Predevelopment loans</u>	<u>5 predevelopment loans made</u> <u>1,500 affordable units assisted</u>	<u>No</u>
<u>P-31</u>	<u>Land acquisition for affordable housing in target locations</u>	<u># parcels purchased</u> <u># projected affordable units assisted</u>	<u>Yes</u>
<u>P-32</u>	<u>Higher subsidies per unit</u>	<u>Ongoing adjustments to NOFA/program guidelines as needed</u>	<u>Yes</u>
<u>P-34</u>	<u>Affordable housing funding advocacy</u>	<u>Support letters issued</u> <u>Participation on working groups</u>	<u>No</u>

#	Strategy	Milestones	AFFH
<u>P-45</u>	<u>Pipeline Projects Evaluation</u>	<u>Present findings during housing element annual reporting period</u>	<u>No</u>
<u>P-47</u>	<u>Accessory Dwelling Unit (ADU) Monitoring and Ordinance Compliance</u>	<u>Jan 2024: SLA activities completed</u> <u>Dec 2025: Notices of Availability issued</u>	<u>No</u>
<u>P-48</u>	<u>Implement Surplus Land Act</u>	<u>Jan 2024: SLA activities completed</u> <u># Notices of Availability issued</u>	<u>No</u>
<u>R-7</u>	<u>Extend affordable housing restrictions</u>	<u>By 2031: preserve affordability for at least 900 units in the middle of their affordability terms (average of 112 units per year)</u>	<u>Yes</u>
<u>R-11</u>	<u>Owner-occupied home preservation</u>	<u>1,600 low-income households assisted</u>	<u>Yes</u>
<u>S-3</u>	<u>Proactive Code enforcement in identified Project Hope Place-based neighborhoods</u>	<u>Annually through 2031: At least 3 neighborhoods covered with enhanced multifamily inspections</u> <u>Annually through 2031: Average 200-250 units per neighborhood inspected per year (total 600 750 units per year)</u> <u># of violations resolved within 150 days each year: Target of 2000 (includes mostly housing violations and some blight)</u>	<u>Yes</u>
<u>S-21</u>	<u>Facilitation of equal access to housing</u>	<u>July 2024 Metrics developed by collaboration with and feedback from at least 3 fair housing grantees</u> <u>\$ funding to nonprofit fair housing providers</u> <u># people assisted</u>	<u>Yes</u>
<u>S-22</u>	<u>Fair housing services and support</u>	<u>Annual meetings held</u> <u>Priorities established jointly</u>	<u>Yes</u>
<u>S-33</u>	<u>Job training with housing subsidies</u>	<u># housing-subsidized participants in job training programs</u> <u>Support letters and meetings for legislation / budget requests</u>	<u>Yes</u>
<u>S-34</u>	<u>Economic opportunity strategies</u>	<u>Strategies created</u> <u>Strategies implemented</u> <u>Programs funded</u>	<u>No</u>

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

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

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

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

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

	<u>Extremely Low and Very Low Income</u>	<u>Low Income</u>	<u>Moderate Income</u>	<u>Above Moderate Income</u>	<u>Total</u>
<u>Emergency Shelter or Transitional Housing Beds</u>	<u>1,070</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,070</u>
<u>Permanent Supportive Housing Beds</u>	<u>3,433</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3,433</u>