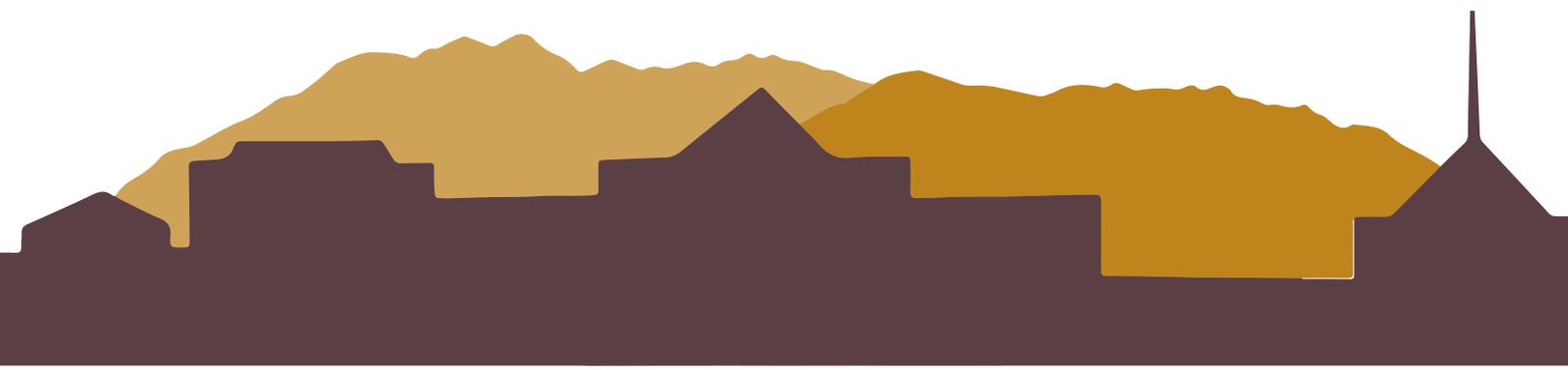


Analysis of Impediments to Fair Housing Choice: Public Participation Summary

Appendices

July 2018



Appendix A: Contacted Stakeholders and Service Providers across Monterey County

Type	Name	Location/Service Area
Housing Advocates	ECHO Housing	Monterey County
	Habitat for Humanity	Monterey and Santa Cruz County
	Habitat for Humanity Monterey	Monterey County
	Housing Choices Coalition for People with Developmental Disabilities	Monterey County
	Interim Inc.	Monterey County
	Mid-Peninsula Housing Corporation	Monterey and Santa Cruz County
	Project Sentinel	Northern California
Housing Developments and Community Development Corporations	Catalyst Apartments (Interim, Inc.)	Salinas
	CHISPA	Central Coast
	Creekbridge Homes	Salinas
	Eden Housing	Northern California
	Harrod Construction	Salinas
	Las Casas de Madera	Salinas
	Lupine Gardens Apartments	Salinas
	Mariposa Apartments	Salinas
	Northridge Park	Salinas
	Pointe at Hardin Ranch	Salinas
	Valley Mobile Home Park	Gonzales
	Villa San Miguel	King City
Community Organizations and Nonprofits	Access Monterey Peninsula	Monterey Peninsula
	Access Support Network	Central Coast
	Action Inspiring Change	Monterey County
	Alliance on Aging	Monterey County
	American Red Cross – Monterey Chapter	Monterey County
	The Blind & Visually Impaired Center of Monterey County Inc.	Monterey County
	Boys and Girls Club	Monterey County
	Building Healthy Communities Initiative	East Salinas
	The Carmel Foundation	Carmel
	CASA of Monterey County	Monterey County
	Center for Community Advocacy	Monterey and Santa Cruz County
	Central Coast Center for Independent Living	Central Coast
	Central Coast YMCA	Central Coast
	Cesar Chavez Foundation	National
	Clinica de Salud Del Valle	Monterey County
Communities for Sustainable Monterey County	Monterey County	

	Community Alliance for Safety and Peace	Monterey County
	Community Foundation for Monterey County	Monterey County
	Community Human Services	Monterey County
	Community Partnership for Youth	Seaside
	COPA	Central Coast
	Family Resource Center	East Salinas
	First Mayor's House	Salinas
	Food Bank for Monterey County	Monterey County
	Gateway Center	Monterey County
	Housing Choices	Central Coast
	Housing Development Consulting Corporation of Monterey County	Monterey County
	Latino Social Workers of Monterey County	Monterey County
	League of United Latin American Citizens	Salinas
	Legal Services for Seniors	Monterey County
	Lyceum of Monterey County	Monterey County
	Meals on Wheels of the Peninsula	Monterey Peninsula
	Meals on Wheels of the Salinas Valley	South County
	Monterey Bay Community Power	Monterey County
	Non-profit Alliance of Monterey County	Monterey County
	Pajaro Street Wellness Center (Interim Inc.)	Salinas
	Partners for Peace	Monterey County
	Rancho Cielo	Monterey County
	Restorative Justice Partners, Inc.	Monterey County
	Salvation Army	Soledad
	Samz School of Music Inc.	Salinas
	South County OutReach Effort	South County
	Taylor Farms Family Health & Wellness Center	Gonzales
	United Way Monterey County	Monterey County
	The Village Project Inc.	Seaside
	YWCA	Monterey County
Educational Institutions	Cal State Monterey Bay	Monterey County
	Central Coast College	Salinas
	Gonzales Unified School District	Gonzales
	Hartnell College	Salinas
	Monterey Peninsula Unified School District	Monterey Peninsula
Faith-Based Organization	Cypress Church of Gonzales Inc.	Gonzales
	Episcopal Church in the Diocese of El Camino Real	Gonzales
	Iglesia Episcoal Jesus del Valle	Gonzales

	Gonzales Apostolic Church	Gonzales
	The Gonzales Community Church	Gonzales
	Iglesia Episcopal Jesus del Valle	Gonzales
	King City Community Church	King City
	Sacred Heart Parish	Salinas
	Seaside Community Church	Seaside
	St. Mary of the Nativity Catholic Church	Salinas
	St. Theodore Catholic Church	Gonzales
Farm Worker Organizations	California Coalition for Rural Housing	Statewide
	California Rural Legal Assistance	Statewide
	Farmworker Institute of Education and Leadership Development	Statewide
	Monterey Bay Central Labor Council	Monterey County
	Monterey County Farm Bureau	Monterey County
	Rural Development Center (Agriculture and Land-Based Training Association)	Salinas
	United Farm Workers	Statewide
Public Agencies and Elected Officials	Castroville Library	Castroville
	City of Monterey	City of Monterey
	City of Salinas	Salinas
	City of Seaside	Seaside
	Community Development Advisory Committee	Seaside
	Community Development Department	Salinas
	Community and Economic Development Department	Soledad
	Community Planning and Building Department	Carmel
	County of Monterey	Monterey County
	Department of Planning and Development	Gonzales
	Department of Planning and Development	Greenfield
	Gonzales City Councilmembers	Gonzales
	Gonzales Library	Gonzales
	Housing Authority of the County of Monterey	Monterey County
	Housing Division of the City of Monterey	City of Monterey
	HUD	National
	King City Community Development Department	King City
	Monterey County Department of Social and Employment Services	Monterey County
	Monterey County Free Libraries	Monterey County
	Monterey County Housing Authority Development Corporation	Monterey County

	Monterey County Migrant Seasonal Head Start Office	Monterey County
	Monterey County Office of Housing and Economic Development	Monterey County
	Monterey Public Library	City of Monterey
	Office of the City Manager	Salinas
	Salinas City Elementary School District	Salinas
	Salinas Senior Center	Salinas
	Seaside Homeless Committee	Seaside
	Seaside Community Development Advisory Committee	Seaside
Realtors and Business Organizations	Carmel Chamber of Commerce	Carmel
	Central Coast Builders Association	Central Coast
	CSUMB Small Business Development	Monterey County
	Gloria Moore Realtors	
	The Gonzales Chamber of Commerce	Gonzales
	Hispanic Chamber of Commerce, Monterey County	Monterey County
	Monterey County Association of Realtors	Monterey County
	Salinas Valley Chamber of Commerce	Salinas
	SPARC	
	SUBA	Salinas
Tenant Organizations	Housing Resource Center	Monterey County
	Monterey Vista Neighborhood Association	Monterey
	Salvation Army – Good Samaritan Center	Sand City
	Tenants Together – Tenant Foreclosure Hotline	Statewide
Homeless Services	Dorothy’s Place, Franciscan Workers of Junipero Sera	
	Monterey County Coalition of Homeless Service Providers	Monterey County
	Monterey County Homeless Services	Monterey County
	Monterey County Homeless Union	Monterey County
	Peacock Acres	
	Shelter outreach Plus	
	Second Chance	
Media Outlets	Kion 5/46	Salinas
	KSBW	Salinas
	The Monterey County Herald	Monterey County
	The Monterey County Weekly	Monterey County
	South County Newspapers	South County

Appendix B: Participating Agencies, Groups and Organizations

Below is a list of all agencies, groups and organizations that participated in one or more of the AI engagement activities.

Agency/Organization	Agency/Organization Type	Service Area	Form of Participation
Alliance on Aging	Community Organization	Monterey County	Monterey Community Workshop
California Rural Legal Assistance, Inc.	Farm Worker Organization		Gonzales Community Workshop
Central Coast Center for Independent Living	Community Organization	Central Coast	Stakeholder Interview
City of Monterey	Public Agency	City of Monterey	Monterey Community Workshop
City of Salinas	Public Agency	City of Salinas	Seaside Partner Forum
City of Seaside	Public Agency	City of Seaside	Seaside Partner Forum
Coalition of Homeless Services Providers	Homeless Services	Monterey and San Benito County	Stakeholder Interview
Community Development Advisory Committee	Public Agency	Seaside	Seaside Partner Forum
Community Human Services	Community Organization	Monterey County	Stakeholder Interview
County of Monterey	Public Agency	Monterey County	Gonzales Community Workshop
Del Pro Business Solutions	Business	Statewide	Gonzales Community Workshop
East Salinas Building Healthy Communities	Community Organization	East Salinas	Stakeholder Interview
ECHO Housing	Housing Advocate	Monterey County	Stakeholder Interview, Partner Forum, Four Community Workshops

Housing Authority of Monterey County	Public Agency	Monterey County	Castroville Community Workshop
HUD	Public Agency	National	Monterey Community Workshop
Legal Services for Seniors	Community Organization	Monterey County	Seaside Partner Forum
Maria J. Torres Gil Community Center	Community Organization	Salinas	Salinas Partner Forum
Meals on Wheels Salinas Valley	Community Organization	South County	Castroville Community Workshop
MidPen Housing Corporation	Housing Advocate	Monterey and Santa Cruz County	Stakeholder Interview
Monterey Bay Economic Partnership	Community Organization	Monterey, San Benito and Santa Cruz County	Stakeholder Interview
Monterey County Free Libraries	Public Agency	Monterey County	Gonzales Community Workshop
Monterey Peace and Justice Center	Community Organization	Monterey County	Monterey Community Workshop
Monterey Peninsula Renters United	Community Organization	Monterey Peninsula	Monterey Community Workshop
NAACP	Social Justice Advocate	National	Monterey Community Workshop
Reuters	News Outlet	National	Monterey Community Workshop
Seaside Homeless Committee	Public Agency	Seaside	Seaside Partner Forum
South County Newspapers	News Outlet	South County	Gonzales Community Workshop
United Way	Community Organization	Monterey County	Castroville Community Workshop
Veterans Transition Center	Community Organization	Monterey County	Stakeholder Interview

Appendix C: Summary of Stakeholder Interviews

Monterey County Analysis of Impediments (AI) to Fair Housing Choice

Summary of Stakeholder Interviews

April 2018

Between February and March 2018, MIG, Inc. conducted interviews with key housing and community stakeholders to gather their insights into housing barriers, housing discrimination and fair housing priorities across Monterey County. A list of the eight stakeholders interviewed is included below.

Organization	Stakeholder Name & Title
Central Coast Center for Independent Living	Elza Quezada, President
Coalition of Homeless Services Providers	Katherine Thoeni, Executive Officer
Community Human Services	Robin McCrae, Chief Executive Officer
East Salinas Building Healthy Communities	Cesar Lara, Hub Manager
Eden Council for Hope and Opportunity (ECHO)	Emily Garnica, Housing Counselor
MidPen Housing Corporation	Betsy Wilson, Director of Housing Development
Monterey Bay Economic Partnership	Matt Huerta, Housing Program Manager
Veterans Transition Center	Bobby Merritt, Housing Manager

Each interview subject was asked nine questions. They were assured that their responses would be summarized only in aggregate, and therefore they were encouraged to speak freely.

The following is a summary of major ideas, thoughts and themes that emerged from these interviews, organized by question.

1. Briefly, please describe your agency's role in addressing fair housing needs in the region. What geographic area and mix of clients do you serve?

- Monterey Bay Economic Partnership (MBEP) implements and develops advocacy networks for residents and business leaders to move policy forward and to produce housing units. They operate in 17 jurisdictions in Monterey County. MBEP also works with the Monterey Bay Housing Trust Fund, a new \$11 million fund for affordable housing developers.
- ECHO is an approved organization of the U.S. Housing and Urban Development (HUD) Department that provides dispute resolution services, mediation, housing counseling for tenant/landlord services and fair housing services. They investigate fair housing complaints and provide fair housing resources to individuals in need. ECHO has been operating in the Bay Area for 50 years, and they started working in Monterey County in the fall of 2017.
- Community Human Services (CHS) is a large behavioral health service agency that works on mental health, substance abuse and homeless youth issues. They are the only homeless youth service provider in Monterey County. They provide temporary shelter, and conduct street outreach, counseling, drug education, health education and sex education.
- The Veterans Transition Center (VTC) provides services for homeless veterans and their families. They offer transitional housing and case management programs for veterans so that they can once again become employable, productive members of the community. VTC works with veterans across all of Monterey County.
- MidPen Housing is a leading non-profit developer, owner and manager of high-quality affordable housing. MidPen builds rental housing for people earning 60% of Area Median Income (AMI). They operate in 11 counties in and around the Bay Area.
- Central Coast Center for Independent Living (CCCIL) promotes the independence of people with disabilities by supporting their equal and full participation in life. CCCIL provides advocacy, education, and support to people with disabilities, their families, and the community. They operate in three counties, including Santa Cruz, San Benito and Monterey County.
- East Salinas Building Healthy Communities (BHC) is a community driven initiative, grounded in a strong local history of community advocacy and active partnerships between residents, private organizations, and public agencies. BHC provides community members with a variety of resources and supports to address housing needs and other issues.
- The Coalition of Homeless Service Providers (CHSP) is a group of private non-profit and public organizations working together to address the complex issues of homelessness. The CHSP and its agency members serve low-income and homeless individuals and families of all races and ethnicities throughout Monterey and San Benito Counties.

2. Overall, what do you find to be the greatest challenges to building community awareness about fair housing in your communities?

- The biggest challenge is getting people to come forward and seek help for housing issues because many people are fearful of being evicted.
- There is still a problem with the stigma against homeless people and with “NIMBYists” trying to move the homeless out.
- The face of homelessness is changing and no longer confined to the stereotypes of the mentally ill and substance users.
- A big challenge is the lack of affordable housing. Although some populations receive subsidized housing vouchers, those subsidies don’t meet the rent levels.
- A huge challenge is the racial stratification that exists in the region. Salinas is more Hispanic while Monterey’s population is predominantly Caucasian and older. Seaside has a large African-American population.

3. What are the greatest misconceptions or misunderstandings that you hear in your service area? What do you think may be the sources of this misinformation?

- People have reservations about renting to veterans due to the stigma that all veterans suffer from PTSD or become volatile. However, most veterans have not experienced war or conflict so this “volatile” label is inaccurate.
 - There was a Yountville incident recently – the shooting of a Napa therapist by a veteran – which has intensified concerns for veterans’ mental health.
- One interviewed shared that the greatest misconception is that “immigrants and poor folks don’t follow the rules.” In fact, these communities are more likely to abide by the law for fear of being deported.
 - Many illegal immigrants do not complain about housing conditions and affordability because they live in fear and do not want to draw attention to themselves
- According to one interviewee, the biggest misconception is about who is homeless since the face of homelessness is changing. A lot of work is needed to demystify who these individuals are through a well-funded media campaign.
- Some racist and bigoted people camouflage their viewpoints by using “NIMBYism” as a proxy. A very diverse workforce commutes to Monterey or Carmel to work, and then travels to less expensive communities to live.
 - There is a “live/work preference ordinance” that exists in Monterey to ensure housing preference for people who live or work in the city.

4. What are the greatest challenges to your agency in meeting fair housing needs?

- A significant challenge noted by one agency is the fact that a lot of funds are restricted and do not cover housing-related activities such as helping to reunite families or working to prevent homelessness in the first place.
- Our greatest challenge is that we can't build enough housing to meet the demand. It's particularly difficult to build housing in Monterey and Carmel.
 - Water issues are also being used as a tool to prevent building affordable housing due to the tension of addressing the housing demand without negatively impacting the water supply.
- One interviewee suggested looking at policy- and project-level opportunities to increase the supply of housing.
 - For example, MBEP is currently working on employee-sponsored housing with major employers who want to build/fund housing for their employees because they are struggling to maintain and recruit employees due to housing issues. An example project includes the Tanimura & Antle project in Spreckels, which is an 800-bed farmworker housing facility.
 - Major industry leaders are stepping up in the agriculture industry to help provide worker housing.
- Many landlords prefer not to get involved with the Housing Authority or to accept vouchers because of the excessive paperwork.
- Trying to get veterans to housing is a challenge for some community agencies. Public transportation is a part of the problem, especially in the southern cities.
- Many agencies face challenges related to awareness about their scope of services or costs. For example, some community members do not know or understand what ECHO does. They think that it's a legal-related service and they don't know that services are provided free of charge.

5. Which protected classes' needs for fair housing in our region do you believe are relatively well served? Which protected classes have the greatest needs for improved service, and why?

The range of responses provided by interviewees is summarized below. Some interviewees suggested that all protected classes are underserved; however, they offered targeted input on certain protected classes.

National Origin Protected Class

- Racial dynamics in the county have an impact on the fair housing situation. One underserved group is the farmworker community that lives in overcrowded and often deplorable housing conditions. Farmworkers are being victimized because of their citizenship status.
- The national origin protected class needs more services and support in Monterey County. There are scare tactics against people who are undocumented, prohibiting them from renting certain units or making housing-related complaints. The Latino “immigrant population in Monterey County experiences a lot of discrimination.”
- Farmworkers have the greatest needs. A large portion of farmworkers are undocumented. One interviewer estimated that about 45% of farmworkers are undocumented. Undocumented workers are experiencing a lot more discrimination because of their immigration status and the current federal administration. They are more vulnerable than others to housing discrimination.

Veterans

- Race has a lot to do with housing in certain areas, but veterans are in greatest need.
- Transgender veterans are also in need of fair housing services.

Other Vulnerable Populations

- Youth are not a protected class, but there is a need for youth rapid re-housing and homeless prevention. There is also a deep need for more family counseling to prevent youth from becoming homeless.
- Additionally, youth don't have the same skill sets as adults to navigate the housing market.
- Seniors, single moms and agricultural workers are in need of the most support.
- There are many older women living in their cars, who may be homeless due to a health problem or job loss.

6. What community assets exist today that could be better used in addressing fair housing?

Raising Community Awareness

- Community education should be the priority. Partners and peers should be educated on what fair housing is and how to address it.
- It's important to educate the public about how other people live and what the housing conditions are for certain communities in the county.
 - This would help build empathy so that people can relate at a human level.
- We must raise community awareness about the impact and consequences of fair housing issues in the County, as well as the fair housing services available in the community.
- The Housing Watch Report is an informative tool and resource for clients and community agencies.
- The Coalition of Homeless Service Providers is a key organization to help raise awareness about fair housing and access to habitable living conditions.

7. What types of improvements to inter-agency coordination could improve fair housing service in the region?

- Overall, many interviewees suggested that there is a need for better coordination between housing agencies and nonprofits to address fair housing issues in the county, and particularly the homelessness situation.
- We need to take a regional approach to address housing issues. Monterey and Carmel don't feel like they have to contribute to the housing supply.
- Brining constituents to the table, including city representatives and community organizations, is an important first step.
- The county can improve its leveraging of Community Development Block Grants to address housing needs.
- Many community groups are currently emphasizing the importance of working collaboratively and establishing cross-sector partnerships.
- One interviewee would like to see cities collaborate in a meaningful way to stop "exporting the working poor." Cities need to look at housing through an economic development lens. For instance, the Monterey City Council consists of all Caucasian men that don't want Monterey to grow; and, Carmel Valley is a community of "NIMBYs" that doesn't produce their fair share of housing at various income levels.
- Currently, there is a gap in advocacy efforts with no organization actively advocating for fair housing policies and providing legal aid to aggrieved parties. There is a need for ongoing legal services for individuals who are experiencing discrimination in the county.

8. What are the best ways to promote and outreach for the Analysis of Impediments' (AI) workshops and survey?

- One interviewee suggested the following outreach methods: flyer posting at libraries and community hubs, social media, radio advertisements (e.g., Community Board Group on Spanish radio), and TV advertisements (e.g., local Univision station).
- Social media such as NextDoor.
- Leveraging the outreach efforts of Salinas' current planning projects (e.g., Vision Salinas).
- Newspaper articles, conventional media sources and press releases that draw attention to the issue.
- Partner agency websites, electronic newsletters and e-blasts.
- The local newsletter published by Seaside's City Manager.
- Outreach through community organizations.
 - It is important to help people understand why they should participate in the workshops and why it is important to them.
- Partner with the County's Veteran Affairs (VA) Office and the VA in Palo Alto.

9. Do you have any additional comments or ideas related to the Analysis of Impediments and the future of fair housing in the region?

Public Education and Engagement

- Many people are afraid to complain about code enforcement and housing discrimination issues. The public needs more education and awareness about their housing rights.
- It may be helpful to develop a workshop exercise that gives people insights into the poor living conditions, long commutes and housing instability of low-wage earners. The idea is to create an activity that gives people more insight into the lives of others.
- It's important to report back to the community with the findings gathered through the AI survey, workshops and partner forums.
- We need to make sure that the community workshops are accessible to people of all abilities. There may be a need for sign language or Spanish language interpretation.

Additional Comments

- It's important to incorporate accessible, universal design when planning new housing. We need to plan for disabled people, especially as they get older and their needs change.
- Homelessness creates problems for many Business Improvement Districts, so those entities often prefer to ignore the homeless problem by "sweeping it under the rug" and pushing the homeless to certain parts of a city. For example, there are large homeless encampments in Salinas' Chinatown.
- Airbnb and the tourist industry's impact on the housing supply in coastal Monterey County was mentioned as a topic for further exploration.

Appendix D: Partner Forum Discussion Questions

Housing Barriers

1. What are the most common barriers to housing in your community?
2. Can you describe your community's experiences with housing discrimination or challenges finding housing?

Addressing Fair Housing

3. If you received a fair housing complaint from your client or constituent, how would you handle it? What is the protocol you would follow? How would you assist them?
4. Does your organization provide resources or support for fair housing issues?
5. What are the greatest challenges to your agency in meeting fair housing needs?

Protected Classes

6. Which protected classes have the greatest needs for improved service, and why?
7. Which protected classes' needs for fair housing in our region do you believe are relatively well served?

Raising Awareness

8. What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your service area? What do you think may be the sources of this misinformation?
9. What do you find to be the greatest challenges to building community awareness about fair housing in your communities?
10. What community assets exist today that could be better used in addressing fair housing?

Additional Comments

11. Do you have any additional comments or ideas related to the AI and the future of fair housing in the region?

Appendix E: Community Workshop Discussion Questions

Housing Barriers and Discrimination

1. What are the most common barriers to housing in your community?
2. Have you (or someone you know) ever experienced housing discrimination?
3. For what reason do you believe you have been discriminated against? (e.g., age, family status, race, etc.)
 - a. Follow-up question: How were you discriminated against? (e.g., higher rent, higher security deposit, not shown apartment, etc.)
4. If you believe you have been discriminated against, have you reported the incident?
 - a. If no, why?
 - b. If yes, how did you handle it? Where did you go for help? What was your experience like with the person/ organization that helped you?
 - c. If yes, what is the status of the complaint?
5. Can you describe your community's experiences with housing discrimination or challenges finding housing?

Protected Classes

6. Which protected classes have the greatest needs for improved service, and why?
7. Which protected classes' needs for fair housing in our region do you believe are relatively well served?

Raising Awareness

8. What are the greatest misconceptions or misunderstandings about housing barriers that you hear in your community? What do you think may be the sources of this misinformation?
9. What do you find to be the greatest challenges to building community awareness about fair housing in your community?
10. What community assets exist today that could be better used in addressing fair housing?

Additional Comments

11. Do you have any additional comments or ideas related to the AI and the future of fair housing in the region?