

The City of El Paso Fair Housing Task Force

The 2016 Update to the Analysis of Impediments to Fair Housing Choice for the City of El Paso demonstrated that the eight impediments identified in the 2011 study conducted by the Southwest Fair Housing Council (SWFHC) continue to be an issue. The following is the proposed plan of action to address those impediments. City of El Paso staff and members of the Fair Housing Task Force continue to work on an action plan to implement the proposed measures to ensure that such impediments are addressed efficiently.

September 1, 2016 to August 31, 2017

No.	Goal	Source	Plan of Action	Status
1	To prevent illegal housing discrimination in the City of El Paso	Fair housing surveys distributed citywide; Fair Housing complaints processed by City staff, HUD, YWCA, etc.	<ul style="list-style-type: none"> -Revise/update City complaint process and procedures -Maintain an accurate complaint database -Educate the public, agencies and housing providers 	Fair Housing Task Force seeking to expand its scope of work to include the capacity to investigate incidents and unfair housing practices in the City of El Paso. The Fair Housing Office has received a total of 41 complaints from local residents, 11 of those calls involved Fair Housing discrimination and were referred to the Texas RioGrande Legal Aid (TRLA) and/or the regional Housing and Urban Development (HUD) office for further assistance. No data on the status of the complaints referred to the above mentioned agencies is available at this time.
2	To increase public awareness on Fair Housing issues and available resources	Fair housing surveys distributed citywide	<ul style="list-style-type: none"> -Make Analysis of Impediments available to the public. -Distribute Fair Housing literature -Continue to collaborate with the education and outreach contractor -Issue Fair Housing proclamation every year -Promote Fair Housing month activities (April) 	The 2016 update to the Analysis of Impediments to Fair Housing Choice is available on the City Website. The City of El Paso and HACEP have discussed to partner to work on the next Assessment of Fair Housing for the City of El Paso and which will replace the current Analysis of Impediments. The Assessment of Fair Housing is due to be submitted to HUD in 2020. During this reporting period, the Fair Housing Officer has participated and distributed Fair Housing information at various public events organized by the City and other agencies. Seven public events were attended and Fair Housing educational materials in English and Spanish were distributed to 171 persons. In celebration of the National Fair Housing Month in the month of April, 2018, a proclamation and a series of Fair Housing outreach and education activities will be planned. The Fair Housing office is also planning to increase advertising and social media efforts on the next fiscal year.
3	To decrease residential patterns of protected class concentrations based on race, national origin and disability	2014-2015 American Community Survey 2010 U S Census	<ul style="list-style-type: none"> -Increase the planning and implementation of programs that encourage the development of affordable housing in non-minority concentration areas -Continue focus of Fair Housing and Affirmative Marketing activities on identified minority areas 	A Fair Housing and Equal Opportunity review is done in accordance with HUD's HOME program regulation for all affordable housing projects which received federal funding through the City of El Paso. This is done to ensure that such projects provide residents with an opportunity for inclusiveness and access to public services. Staff verifies that sufficient and comparable housing opportunities exist for minorities in the income range to be served by such project outside nearby areas of minority concentration. Funded projects must attend a Fair Housing and Affirmative Marketing training provided by City staff prior to renting new or rehabilitated units. During this reporting period, Housing Programs funded 72 affordable housing units through the HOME program. 42% of those units were built in areas with 90% or less Hispanic concentration. In the El Paso area, 37% of Census Tracts have a minority concentration of 90% or less.
4	To create a plan to effectively integrate the AI with the City's consolidated plan	HUD, City Staff	-Ensure that new housing projects are reviewed, evaluated and monitored in consistency with the AI plan of action	The 2016 update to the Analysis of Impediments to Fair Housing Choice is available on the City Website. City and HACEP staff will work jointly to deliver an Assessment of Fair Housing for the City of El Paso which will replace the current Analysis of Impediments and is due to be submitted to HUD in 2020. The Assessment of Fair Housing will be integrated with the city's Consolidated Plan.
5	To decrease disparities in home mortgage lending and high-cost loans	HMDA Data analysis (2016)	<ul style="list-style-type: none"> -Distribute information to the public on predatory lending practices - Provide information to both consumers and providers 	The City, through its First Time Homebuyer's Program, assists low-income families to obtain assistance to purchase a home. Some of the requirements to participate on this program include: <ul style="list-style-type: none"> - First Time Homebuyer's classes, part of the class curriculum includes Fair Housing Education in English and Spanish. - All program participants: consumers, lenders and realtors are provided with a copy of the program guidelines, which informs all participants of their rights and responsibilities under the program. The guidelines include non-discrimination requirements as outline on the Fair Housing Act of 1968 and Amendments of 1988. During this reporting period, 19 low-to-moderate-income families bought their first home with the assistance provided through this program.
6	To provide Fair Housing and outreach strategies	Fair housing surveys distributed citywide	<ul style="list-style-type: none"> -Educate area residents of the benefits of diverse communities -Address residents concerns 	The City will continue to set aside a fund to contract services for Fair Housing and outreach education efforts citywide. The Fair Housing Officer and the current education and outreach contractor (YWCA) continue to provide citywide Fair Housing education to the public, housing providers and local agencies. In FY2017, 1,492 persons received Fair Housing education and 96 presentations were provided by the YWCA citywide.
7	To improve current reporting process of Fair Housing complaints	Public feedback	<ul style="list-style-type: none"> -Implement processes to track status and action taken Fair Housing complaints -Enhance reporting tools 	Housing Programs staff is currently working on the implementation of software to track and store complaint data. Changes to the City Fair Housing website will be made to make the site user-friendly and allow users to provide suggestions, feedback as well as submit inquiries and/or complaints online. The Fair Housing Officer is dedicated full time to Fair Housing efforts and activities.
8	To amend the Fair Housing ordinance for the City of El Paso	Public feedback	<ul style="list-style-type: none"> -Analyze and evaluate the role of the Fair Housing Officer -Update the current ordinance to address Fair Housing issues and to enable the Fair Housing Officer to effectively address Fair Housing issues 	City staff and committee members are currently reviewing and evaluating the City's Fair Housing and the Fair Housing Task Force ordinances and are expected to introduce proposed changes before the end of the current calendar year.