

**ANALYSIS OF IMPEDIMENTS TO FAIR HOUSING (AI)  
ARLINGTON COUNTY**

**Department of Community  
Planning, Housing and Development,  
Approved by the County Board on  
April 18, 2015**

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## INTRODUCTION

Housing is much more than shelter, it is a platform for many aspects of living. Thus, if someone is denied housing choice, they are also denied access to the benefits that they might obtain as a result of living in a particular dwelling in a particular location.

The federal Fair Housing Act makes it unlawful to discriminate in any aspect related to the sale, rental or financing of dwellings because of race, color, religion, national origin, sex, families with children and persons with handicaps. Virginia Fair Housing Law mirrors the federal law and contains the additional protected class of elderliness. Arlington County's Human Rights Ordinance includes elderliness, marital status and sexual orientation as protected classes.

What is an Analysis of Impediments (AI)?

An Analysis of Impediments (AI) is an assessment of a state or a unit of local government's laws, ordinances, statutes, and administrative policies as well as local conditions that affect the location, availability, and accessibility of housing.

The development of this AI is part of the consolidated planning process required for all entitlement communities such as Arlington that receive housing and community development funds from the U.S. Department of Housing and Urban Development. This AI includes an analysis of barriers and impediments to fair housing choice, defined as the following:

- "Impediments" are any actions, omissions, or decisions taken which have the effect of restricting a person's housing choice or the availability of housing choice because of race, color, religion, gender, disability, familial status, or national origin. Such a limitation to fair housing choice constitutes housing discrimination.
- "Barriers" to housing choice are factors that limit a person's ability to choose from a variety of housing types and may not constitute "housing discrimination." Factors may include housing supply and location, physical accessibility of housing, zoning for group homes, source of income, accessibility of financing, and limited English proficiency.

## Methodology

This document consists of three sections:

1. **Data analysis.** Demographic information and housing trends, and fair housing complaint and testing information provide a context for discussion. Data sources included the following:
  - a. Demographic information was obtained through U.S. Census and local demographic reports.
  - b. Testing and complaint data was obtained from Arlington's Human Rights Office, the lead agency for County fair housing; the HUD Fair Housing and Equal Opportunity Office (FHEO), and the Virginia Fair Housing Office.
  - c. A resident survey was conducted in spring 2014 to assess barriers to fair housing. 638 residents participated; of these, 68% were low or moderate income, and 78% were renters.
  - d. Meetings were held with constituent groups and commissions, including meetings with low-income tenants, the Disability Advisory Commission, and the Human Rights Commission.
  - e. County planning documents, policies, programs, and ordinances were examined to assess indirect or direct impact on housing choice. Some of the programs and policies include Housing Grants, allocation of Affordable Housing Investment Fund (AHIF), the County's Zoning Ordinance, Housing Goals and Targets, and Supportive Housing Programs.
2. **Identification of barriers and impediments.** The second section identifies the barriers that may limit a household's ability to take advantage of the full range of housing available in the County and includes existing strategies that seek to address each barrier.
3. **Fair Housing Plan.** This section identifies implementation strategies to eliminate or mitigate the negative impacts of specific barriers. Actions identified to address the impediments to fair housing will be included in the County's FY 2016-2020 Five Year Consolidated Plan.

## SECTION 1: DATA ANALYSIS

### Demographics, Housing, and Household Overview

As of January 1, 2014, Arlington had an estimated population of 215,000, reflecting an increase of 12.4% since 2000. On average, the population has grown at about 1% per year since 2000. The composition of the population is 36% are Hispanic/Latino of any race, African-American, Asian or multi-racial; and 64% are non-Hispanic/Latino white. During the period from 2000 to 2010, the County's Hispanic/Latino population declined by 11.1 percent. During the same period, the non-Hispanic white population increased by 16.1 percent.

#### RACE AND HISPANIC/LATINO ORIGIN

	2000		2010	
Non-Hispanic/Latino	154,185	81.4%	176,245	84.9%
White	114,489	60.4%	132,961	64.0%
Black/African-American	17,244	9.1%	17,088	8.2%
Asian/Pacific Islander	16,346	8.6%	19,895	9.6%
Other/Multi-Racial	6,106	3.2%	6,301	3.0%
Hispanic/Latino	35,268	18.6%	31,382	15.1%
<b>Total Population</b>	<b>189,453</b>	<b>100.0%</b>	<b>207,627</b>	<b>100.0%</b>

Source: U.S. Census Bureau - Census 2000 SF1: P004; 2010 Decennial Census 2010 SF1: P5; Arlington Planning Division estimates, January 2014 Update;

A significant proportion of the County's population falls within the 25 to 34 year-old age range (27.6%); and a growing segment in the 45-64 age cohort. As these age groups age there will be growing demand for housing to suit their needs. The proportion of school aged (5-19) children is 11.3%.

#### AGE DISTRIBUTION

	2000		2010		January 2014*	
Under 5	10,397	5.5%	11,782	5.7%	12,600	5.9%
5 - 19	24,016	12.7%	23,455	11.3%	25,400	11.8%
20 - 24	16,535	8.7%	17,704	8.5%	14,300	6.7%
25 - 34	47,675	25.2%	57,402	27.6%	61,300	28.5%
35 - 44	32,664	17.2%	32,868	15.8%	34,600	16.1%
45 - 64	40,404	21.3%	46,362	22.3%	47,600	22.1%
65 - 84	15,244	8.0%	15,239	7.3%	16,400	7.6%
85 and Over	2,518	1.3%	2,815	1.4%	2,800	1.3%
<b>Total Population</b>	<b>189,453</b>	<b>100.0%</b>	<b>207,627</b>	<b>100.0%</b>	<b>215,000</b>	<b>100.0%</b>

Source: U.S. Census Bureau - Census 2000 SF1: P004; 2010 Decennial Census 2010 SF1: P5; Arlington Planning Division estimates, January 2014 Update;

\*Due to change in methodology, estimated age is not comparable to previous years.

## Household Characteristics

In 2012 Arlington had an estimated 92,992 households, with an average household size of 2.16 persons. Single parent households account for 3.7% of the total and households of four or more persons accounted for approximately 9.1%.

### HOUSEHOLD COMPOSITION

	2000		2010		2012	
Family Households	39,322	45.5%	41,607	42.4%	41,738	44.9%
With own children under 18 years	16,625	19.3%	17,853	18.2%	19,008	20.4%
Married-couple families	12,800	14.8%	14,228	14.5%	14,716	15.8%
Male householder, no wife families	880	1.0%	867	0.9%	875	0.9%
Female householder, no husband families	2,945	3.4%	2,758	2.8%	3,417	3.7%
Without children under 18 years	22,697	26.3%	23,754	24.2%	22,730	24.4%
Nonfamily Households	47,030	54.5%	56,443	57.6%	51,254	55.1%
<b>Total Households</b>	<b>86,352</b>	<b>100.0%</b>	<b>98,050</b>	<b>100.0%</b>	<b>92,992</b>	<b>100.0%</b>

Source: U.S. Census Bureau - Census 2000 SF1: P18; Census 2010 SF1: P19.; ACS 2012 5-Year Estimates - B11005.

## Income

The median household income for Arlington County was \$107,500 in 2013. For white (non-Hispanic/Latino) households, the estimated median income in 2013 was \$116,780, while the median household income for Black/African American households was \$59,212, \$62,505 for Latino households, and \$86,147 for Asian households. These income disparities have a direct effect on housing affordability among ethnic and minority households.

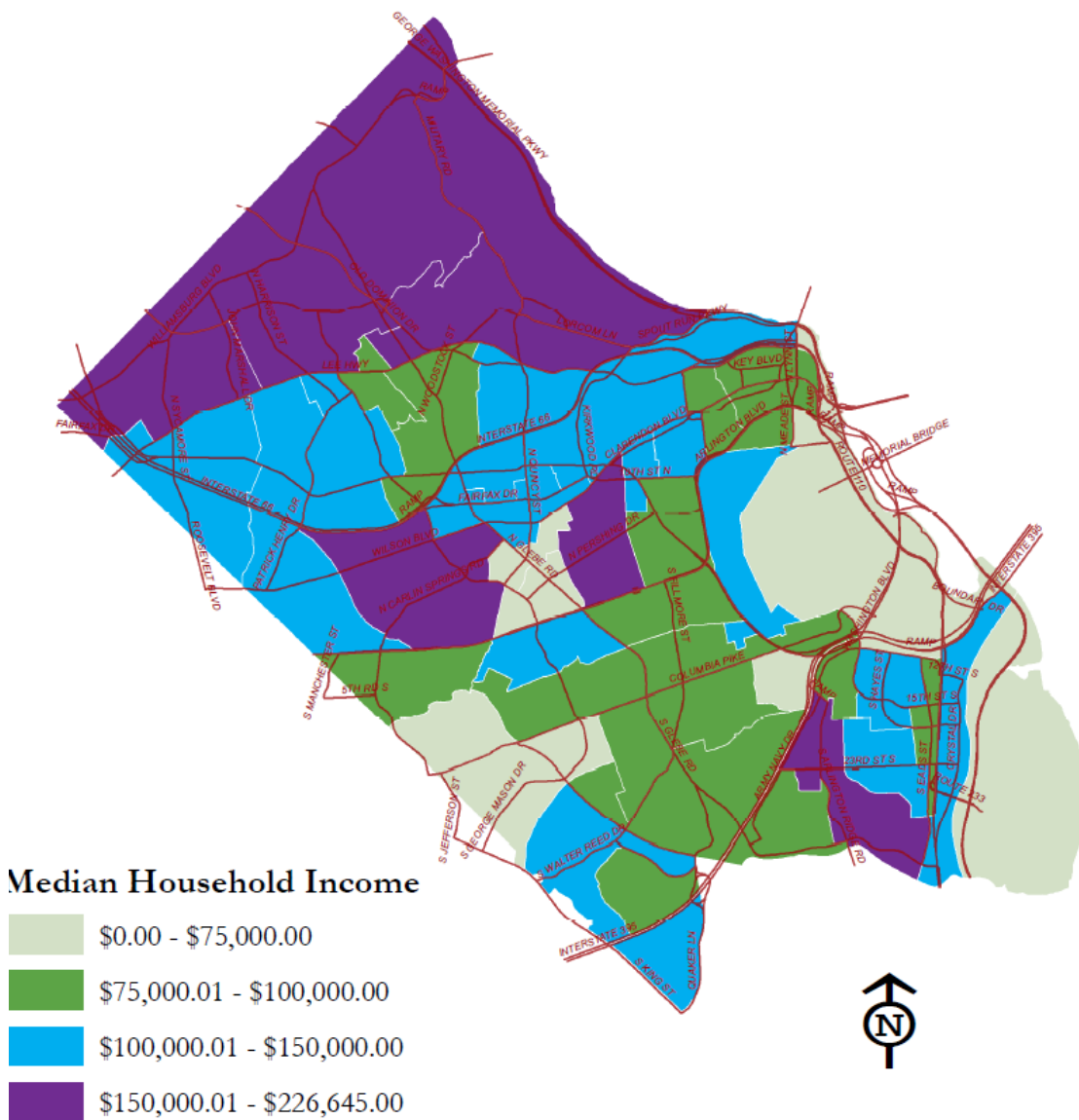
Household Income and Race	
Race of Householder	Median Income
Black	\$59,212
Latino/Hispanic	\$62,505
Asian	\$86,147
White (non- Hispanic/Latino)	\$116,780

Source: ACS 2008-2012 5-Year estimates

Geographic distribution of income is shown in the map below. The census tracts north of US Route 29/211 (Lee Highway) have the population with the highest incomes; tracts between US Route 50 (Arlington Boulevard) and US 29/211 (except for the Buckingham and Westover/Highview Park/Langston-Brown neighborhoods) and tracts east of Interstate 395 (Shirley Highway) have the second highest incomes. The lowest incomes are concentrated south of US 50 and east of I-395. The lower income neighborhoods correlate with the County's Neighborhood Strategy Area neighborhoods, in which more than 65% of households qualify as low/moderate income earners. These neighborhoods are also where the minority populations have a larger presence.

# Median Household Income

2008-2012 American Community Survey 5-Year Estimate



## Housing Trends

Arlington's housing stock increased by 17,574 units to a total of 108,000, between 2000 and January 2013, representing an increase of 19.4 percent. The increase in the housing stock was primarily in multifamily housing, as evidenced in new rental apartment and condominium construction. Arlington's popularity due to its central location in the Greater Washington DC region, job opportunities, public transportation and a high level of services, has led to increased demand for housing and continues to make Arlington's housing market strong. However, this same market results in increasing rent, causing increasing affordability challenges for low and moderate income residents.

Market rate affordable units (known as MARKS) are owned by the private sector and do not have income restrictions. These are generally affordable to low and moderate income households because of age, location, condition and/or amenities. Over the last ten years, the County has lost over half of its MARKs due to rent increases, redevelopment, conversion to condominiums and substantial rehabilitation resulting in rent increases. This decrease has primarily affected affordability to households earning below 60 % of AMI.

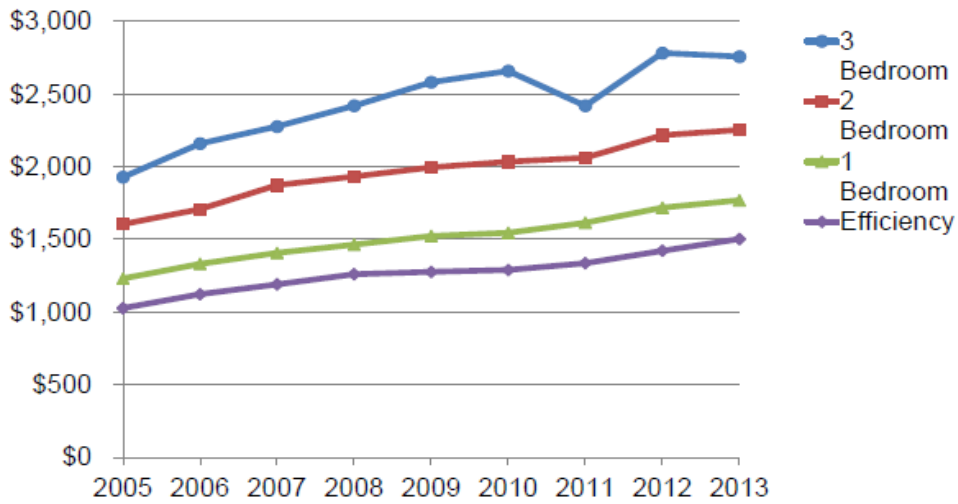
Arlington County does not have public housing. The County's affordable rental housing, defined as units available to families earning less than 60% of the Area Median Income, or AMI, is provided by nonprofit and for-profit providers through local government investment, low-income housing tax credits, and other special financing vehicles. Units secured by these financing structures are required to remain affordable to low and moderate income households for a specified period, and are known as Committed Affordable (CAF) housing. As of June 2013, the County had 6,622 CAFs, representing 14% of the rental housing stock. CAFs play an important role in ensuring that low and moderate income renters can afford to live in the County.

Average Arlington apartment rents have steadily increased over the past ten years, and have kept pace with the annual increase in median income, except for 2011-2012 when average rent increased 13 percent, outpacing growth in median income. For employment sectors such as retail, hospitality, and food service, income has not kept pace with average rent increases, therefore resulting in widening of the affordability gap between rent and income for low/moderate income earners.

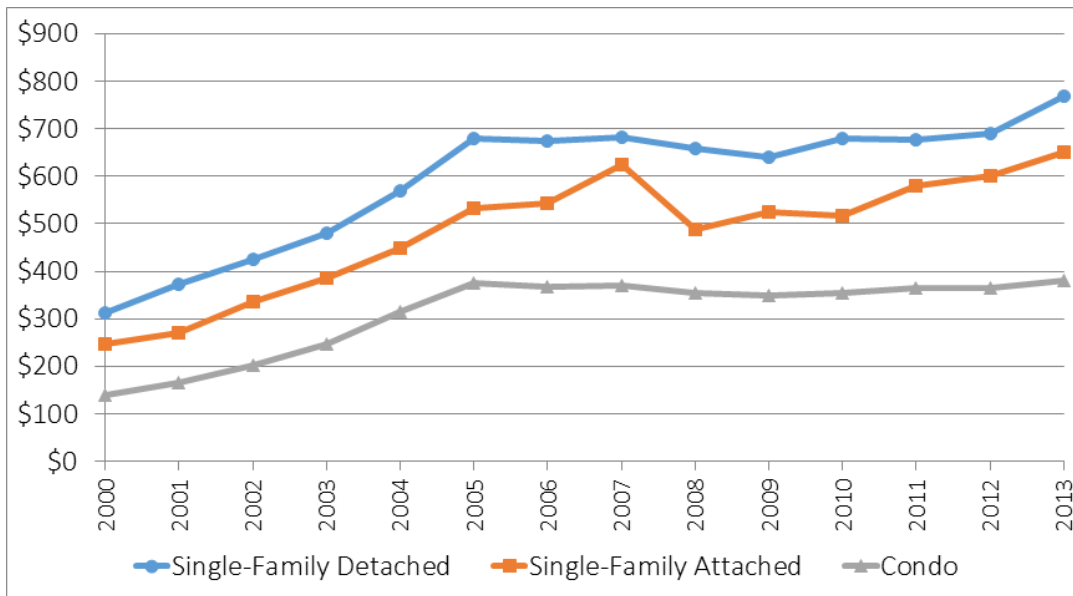
With regard to owner housing, sales prices have increased since 2012. By 2013 the median sales price for a single-family house was \$740,000 and \$388,000 for a condo; compared to \$690,000 and \$375,000 in 2012. Housing costs were up for all housing types and across neighborhoods throughout the County.



# Average Market-Rate Rent



# Median Home Prices, 2000-2013



Source: MRIS

## Affordable Housing Goals and Targets

In 2003, the County adopted annual Affordable Housing Goals and Targets, to establish long term goals and provide a quantitative way to measure progress. Two of the goals are particularly relevant to fair housing: Goal #5 is to permit no net loss of committed affordable housing and make every reasonable effort to maintain the supply of affordable market rate housing, and Goal #11 is to ensure through all available means that housing discrimination is eliminated.

## Fair Housing Policy and Testing

Federal Law and the Human Rights Ordinance of the Arlington County Code makes it unlawful to discriminate in Arlington County based on race, national origin, color, marital status, sex, religion, age, disability, sexual orientation and familial status. A person who believes he or she is a victim of housing discrimination can file a fair housing complaint with HUD, the Virginia Fair Housing Office, or the Arlington Human Rights Office.

Testing is an accepted investigative tool used by agencies across the country to ensure compliance. In Arlington, one hundred rental tests are conducted every two years at randomly selected apartment complexes located throughout the County. During the last test conducted in July 2012, fifty of these tests were conducted based on race (black and white testers) and fifty tests were conducted based on ethnicity (Hispanic/non-Hispanic testers). All testers posed as single individuals with no children. For rental tests, testers do not complete a rental application or take part in the qualifying process. No tests are conducted on sales transactions or on rental of single family homes. Tests are limited to measuring the availability of a unit for the advertised rental price and prospective lease-up date, as well as the corresponding treatment received by the testers by the leasing agent. Since 2008, testing has been conducted every two years and the protected classes of race and national origin, only.

## Fair Housing Law and Enforcement

Federal, state and local laws prohibit housing discrimination. The Federal Fair Housing Act outlaws discrimination in renting, purchasing, or financing a home mortgage based on race, color, religion, national origin, sex, familial status and handicap. In addition, state and local governments enforce their ordinances/laws; conduct activities to affirmatively further fair housing and take in complaints on allegations of fair housing discrimination. The Virginia Fair Housing Law mirrors the Federal law and contains the additional protected class of elderliness. The Arlington County Fair Housing Ordinance adds marital status, age and sexual orientation as protected classes. The County ordinance provides a range of fair housing enforcement options comparable to the Federal law, although it has a few differences. For example, the local ordinance does not provide a complainant with the

option of free legal representation following a reasonable cause determination (i.e. when the investigation shows that the preponderance of evidence supports an allegation). Since that benefit is available at the Federal and state level, the County refers complainants interested in that resource to those offices.

### Complaint Data

For 2008-2013, data from the Fair Housing Office of the Virginia Department of Professional and Occupational Regulation shows eleven Arlington complaints were based on race, two on religion, four on sex/gender, six on disability, five on familial status, eight on national origin, and one on elderliness. (see Table 1). Arlington’s Human Rights Office estimates that housing inquiries comprised 17% of all inquiries. Of all complaints filed, three housing-related complaints, accounted for approximately 5% of the total in 2013. The County’s data does not allow for further analysis based on protected class status.

According to data from HUD and the Commonwealth of Virginia, the most prevalent bases for complaint in Arlington County were around the issues of national origin, race, disability and familial status. In the five year period from 2008 to 2013, the number of housing discrimination complaints filed with the State of Virginia for Arlington County showed a consistent decrease (Table 2).

Table 1

Protected Class	Period 2009-2013	
	State	HUD
<u>race</u>	<u>11</u>	<u>5</u>
<u>National origin</u>	<u>8</u>	<u>2</u>
<u>Disability</u>	<u>6</u>	<u>2</u>
<u>Sex /gender</u>	<u>4</u>	<u>6</u>
<u>Familial status</u>	<u>5</u>	<u>5</u>
<u>Religion</u>	<u>2</u>	<u>7</u>
<u>Elderliness</u>	<u>1</u>	<u>0</u>

Source: Fair Housing Office, VA and HUD

Table 2

Housing Complaints		
	State	County
Year	# Filed	# Filed
2009	14	4
2010	10	6
2011	6	1
2012	6	7
2013	3	3
Total	37	21

Source: Fair Housing Office of VA, and HRO, Arlington

## Section 2 - Identification of Barriers and Impediments

### Barriers to Fair Housing Choice: Housing affordability for low-income renters

One of the biggest challenges to affirmatively furthering fair housing choice in Arlington is the lack of sufficient affordable housing for low-income renters. According to the County's Affordable Housing Study, the gap between demand and supply for housing is severe, particularly among low-income residents. Analysis of housing needs data shows that in 2013 there were 16,990 renter households in Arlington with incomes below 60% of area median income, and an estimated 10,077 rental units with rents below \$1,500 per month which is the rent that a family of four could afford. This suggests that almost 7,000 rental units are needed to meet the housing need of low income families in the County. For families with incomes lower than 30% of the area median income, the gap is wider. There are over 1,600 families of four or more persons with incomes below \$33,000 per year, and only 401 affordable units with three or more bedrooms.

The Affordable Housing Study Preliminary Data Report prepared by Arlington County in September 2013 identified the growing gap between the rate at which rents are increasing compared to the rate of increase in income, with a particular emphasis on low and moderate income families. This creates a significant burden for those with incomes 30-60% of AMI if they were to spend no more than 30% of their adjusted household income toward housing. For example, using the figures below, in order to afford these average rents a minimum hourly wage earner would have to work 106-206 hours per week.

Unit size	Market rate average rent by b/room	Affordable unit rent at 60%AMI	Annual income needed to afford rent
Efficiency	\$1,422	\$1,129	\$56,880
One bedroom	\$1,936	\$1,209	\$77,440

Arlington Community Services Board Housing Needs Report 2014

As part of its Five Year Consolidated Plan, Arlington conducted a resident survey in 2014. Of the 638 respondents, 63% were low and moderate income, and 78% were renters. Of the 63% low and moderate income respondents, Hispanic/Latino households accounted for 44%; White households made up 25%, and African American or Black households were 21%. Respondents were 70% female and 30% male. Families with children made up 41%, 44% of households had no children, and 14% were senior households. Low income households (below 60% AMI adjusted for household size) accounted for 90% of the low and moderate respondents.

The survey asked residents if they have experienced any of the following barriers to housing, the following were the highest ranked issues:

Housing is expensive	300
I can't rent or buy because of poor credit	94
Public transportation from my neighborhood to my job or shopping	65
I don't understand my rights and responsibilities as a renter	49

This overwhelming concern with high housing cost is supported by responses from a separate 2014 poll of 1,744 residents, in which over 51% of renters in the \$30,000-\$59,000 income category indicated that they may be forced out of Arlington due to increasing housing costs. This survey oversampled Hispanic, Asian, African American and lower income senior households in order to gain valid sample sizes for demographic groups. Looking at this survey data by ethnicity, the populations most likely to move as a result of high cost were African Americans (49%) and Hispanics (42%). Nearly one out of five African American and Hispanic households have had to move out of a residence in Arlington because they could no longer afford to live there.

Minority groups (persons that identify as Hispanic/Latino, African American, Asian, or multi-racial) tend to represent the majority low-income families as well. The needs analysis from the County's Affordable housing study confirms that housing affordability is more challenging for racial and ethnic minority households (Housing Needs Report 2014, Center for Housing Policy, George Mason University). The report found that nearly half of African American households both renters and homeowners are cost burdened; 57 percent of Hispanic renters and 48 percent of owners are cost burdened. Many are uncertain that they will be able to stay in Arlington in the future. Based on this it can be inferred that as a protected class this group is more affected by the affordability barrier.

This study also indicated that other households such as families with children, especially single-parent households face higher costs than other types of households. The elderly renter and seniors on fixed incomes also face growing financial stress around rent.

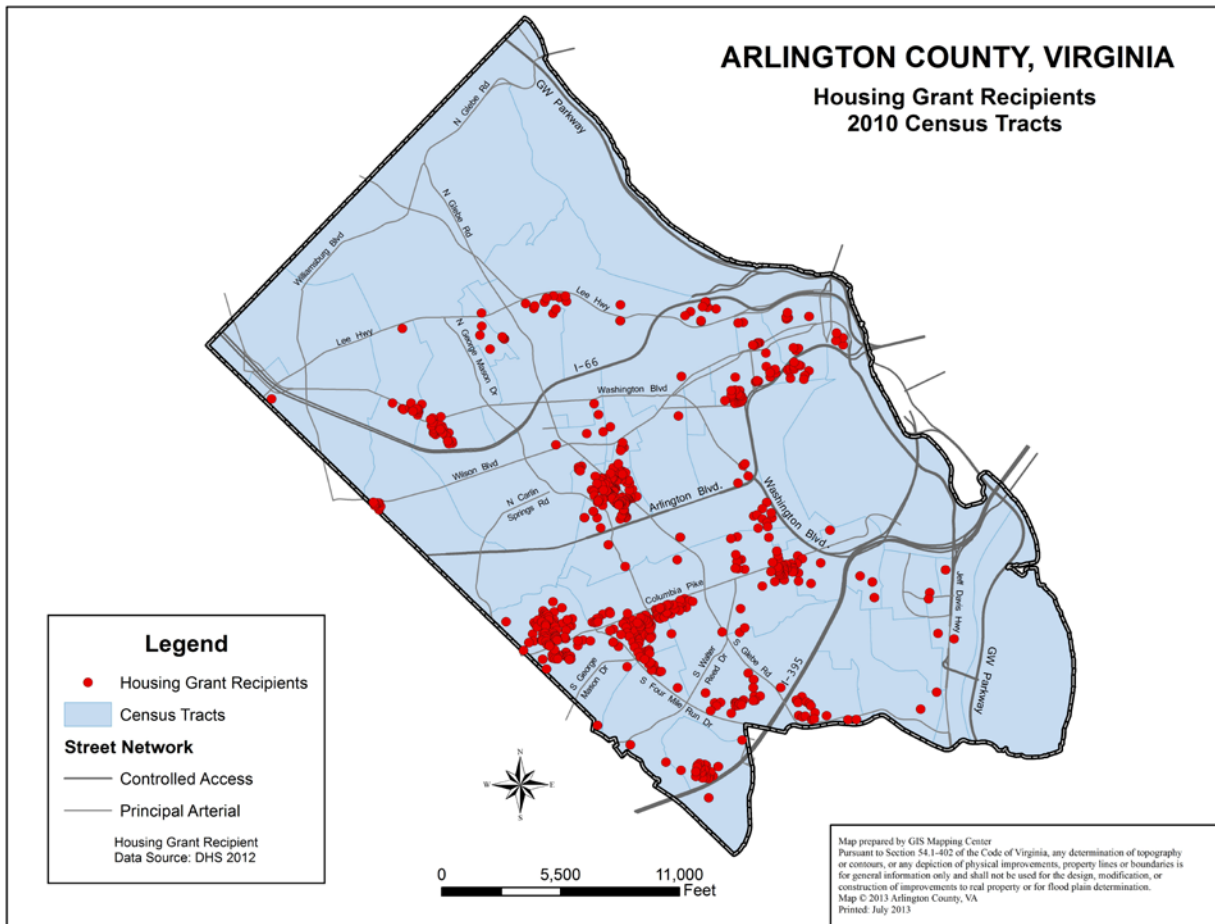
#### Strategy: Rental Assistance Programs

Local Housing Grant: In order to reduce the affordability gap and to encourage income diversity and as part of overall housing strategy, the County supports several housing rental assistance programs. The Arlington Housing Grant program is locally funded and provides rental assistance to working families, people with disabilities, and residents age 65 and older who are income eligible according to the table below:

Household Size	Income
1	\$32,003
2	\$36,550
3	\$41,140
4	\$45,688
5	\$49,343
8 or more	\$60,308

Arlington Department of Human Services

Modelled after the federal Housing Choice Voucher program, beneficiaries pay up to 40% of their adjusted household income toward rent and receive an average subsidy of \$575 per month for the remaining rent. Approximately \$7.9 million is allocated to this program for FY2015, and over 1,200 residents are served by this program annually. The recipients of this grant for FY2013 were 45% Hispanic, 30% Black, 20% non-Hispanic white, and 5% were Asian. Approximately 80% or 960 households who receive the grant also live in Committed Affordable units (CAFs). Similar to constraints faced by Housing Choice Voucher holders, CAFs and MARKs are already affordable and do not exceed the Fair Market Rent (FMR) payment standard, thereby making them the only options for voucher and grant recipients. The map below shows the location of grant recipients.



Housing Choice Voucher Program (Section 8): This federally funded program is administered by Arlington County’s Housing Choice Voucher Program Office, which is part of the Department of Human Services. It serves extremely and very-low income families earning below 30% AMI (\$32,250 for a family of four) and families earning up to 50% AMI (\$53,750 for a family of four). Families pay approximately 30% of their adjusted gross income toward rent. A utility allowance based on a rental unit is also calculated and the average cost for monthly utilities is factored out of the tenant’s total payment. This program has a wait list of about 4,000 persons and a five year waiting period. In FY2012 there were 871 families holding vouchers.

Strategies: Production and Preservation

With regard to funding for production and preservation of Committed Affordable units (CAFs), the County has allocated \$12.96 million in FY2014 for acquisition, new construction and rehabilitation of affordable housing, known as the Affordable Housing Investment Fund (AHIF) program. This is aimed at addressing the barrier of limited supply of affordable housing. Current County goal is to create 400 net new CAFS per year (350 rental units and

50 ownership). Even with preservation of existing affordable housing and partnerships with nonprofit housing providers, it has been difficult to meet this target as the number of new CAFs in any one year relates to opportunities in the market. A major initiative towards addressing the limited supply of affordable housing is the preservation of 6,200 affordable housing units along the Columbia Pike corridor. Since the adoption of the Columbia Pike Neighborhoods Area Plan in 2012, 626 units covering a range of household incomes have been added to the committed affordable housing inventory.

The County Board has adopted a General Land Use Plan (GLUP) that concentrates higher density development along primary transit corridors and preserves low and medium density residential areas elsewhere throughout the County.

The County also has an Affordable Housing Ordinance aimed at increasing the supply of affordable rental and for-sale housing. Under this ordinance developers seeking additional density in the site plan process, have the choice of providing affordable units or contributing to the Affordable Housing Investment Fund. Affordable Dwelling Units must be affordable to residents earning 60% AMI and below and must be maintained at this level of affordability for a 30 year period. The County's land use policies have been largely successful at producing affordable units (CAFs) both in mixed-use developments and as stand-alone projects. The County is undertaking an Affordable Housing Study to assess among other concerns how to prioritize spending on affordable housing among different income levels.

**Barrier: Limited supply of Affordable Housing for extremely low-income<sup>1</sup> households with special needs.**

Clients with disabilities, including mental health, substance abuse and intellectual/developmental, and physical disabilities are presumed by HUD to have very low incomes - defined by HUD as living at or below 50% of the median family income for an area. Over 90% of the County's Community Services Board (CSB) clients have per annum incomes less than \$37,600 for a family of one, and the majority of these clients earn incomes less than \$8,936 per annum and therefore fall into the lowest income bracket in the County. Over 6,000 individuals served by Department of Human Services/Community Services Board have incomes less than \$37,600 annually (Arlington CSB Draft Housing Needs Report, 2014). Housing cost in Arlington is too high for these clients to live in an independent living arrangement. For example, the average rent for a one bedroom apartment in 2013 was \$1,716 per month requiring an annual income of \$68,680 to qualify, and is expected to increase by 2% annually. This would constitute a severe rent burden and an applicant in this income bracket would not qualify.

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<sup>1</sup> Households with incomes below 30 percent of AMI



In addition to housing costs, cost of wrap-around supportive services increases the cost to serve individuals with disabilities. Other barriers experienced by some of these clients include poor or no credit history and involvement with the criminal justice system. In 2012, over 814 persons with mental health diagnoses were served in the Arlington County detention facility; over 85% of these persons had co-occurring substance abuse disorders. Focusing on the additional needs of this population segment is key in identifying strategies to overcome this barrier to fair housing.

#### Strategies:

Several studies have been done and are underway to address these needs. For example, the County's Affordable Housing Study Needs Analysis (September 2013) anticipates that the number of households with a disabled person will increase by 3,900 between 2010 and 2040. These households will include persons with a range of disabilities including, physical, cognitive and self-care disabilities and will require a variety of housing options. A 2013 report on Supportive Housing Studio Apartments for single Homeless Adults, proposes a specific model for housing homeless single individuals - Supportive Studio Apartment Housing. In addition, the County allocates over \$2,064,870 or 4% of the housing budget for Permanent Supportive Housing including actual units and supportive services, and has a goal to allocate 10% of all new CAFs as permanent supportive housing. Arlington residents with a disability, a critical housing need, and an assigned case manager may be eligible for rental assistance and community-based services in the County's Permanent Supportive Housing Program. As of December 2013, 251 permanent supportive units were filled in scattered-site apartments throughout the County. The program is administered by the Housing Assistance Bureau within the Department of Human Services.

The primary goal of Arlington's Disability Services Division is to encourage a maximum level of independence for persons with physical and sensory disabilities. Services are oriented toward providing the support needed for persons to remain safely in the community and therefore prevent unnecessary institutional placements. The County also has partnerships with several private service providers, such as Community Residences Inc. (CRI) and Volunteers of America - Chesapeake (VOAC) and other vendors to provide housing and support services for residents with special needs.

**Other Barriers to Housing Choice:** Poor Credit Histories, Criminal Backgrounds, and sources of Income.

A number of clients served by nonprofit service providers are experiencing difficulty getting leases because of poor credit history, criminal backgrounds, past rental or eviction history. 2012 data from one service provider showed that at least 27 clients were denied leases at several different apartment complexes because of poor credit history and/or criminal background. These properties contain a significant number of affordable units, therefore

offering additional housing choices to low/moderate income clients. In regard to rental subsidies, such as Housing Choice Voucher or Housing Grants programs, there was no data to support how landlords perceive these income subsidies. However, given the low vacancy rate (2.5%, 2013) in Arlington, and competition for vacant apartments, the use of a subsidy can possibly be a reason for denial as well.

#### Strategies:

Leasing Barriers initiative - a task force, including County staff and nonprofit service providers, has been established to address leasing barriers for clients with difficult situations. The task force has been investigating the possibility of implementing a program modeled after Seattle's "Landlord Liaison Project" which is a partnership among landlords, property managers, participating service providers and local human service agencies. Using this model, homeless individuals and families who were previously denied housing would receive help with signing leases and accessing permanent housing. Participating landlords would agree to apply alternative screening criteria to applicants and would receive a guarantee from the County for rent payments as well as a means to resolve potential issues with the tenants who also have ongoing case management services. This program utilizes the service of a "housing locator" a position that several service providers have created to assist their clients with severe barriers, in finding housing.

Other strategies include specific tenant/landlord educational workshops to educate tenants to know their rights and be better tenants. These workshops are delivered quarterly at various apartment complexes and future efforts will include more targeted approaches.

#### Other impediments

Marketing: According to anecdotal data from an Arlington tenant organization, there is some disparity in marketing of units in cases of temporary relocation. Part of the relocation plan for these projects covers marketing of the renovated units and also includes opportunities to rehouse "vested" tenants. However, concern was expressed that marketing was more extensive in English-language newspapers than in Spanish-language newspapers, despite the fact that the vast majority of vested tenants were Hispanic.

Limited English proficiency: This continues to be an area of concern as many apartment complexes do not have staff nor do they provide applications and/or notices in languages other than English, even though a significant percentage of their current tenants (as much as 30% in some instances) speak limited English.

#### Strategies:

Ongoing education for property managers and tenants with regard to what constitutes discrimination and what is expected in order to comply with Fair Housing laws. The Housing

Services unit of the Housing Division holds periodic workshops and staff attends Fair Housing workshops. This could be a collaborative effort with the County’s Human Rights Office.

Tenant Assistance Policy: The County adopted a Tenant Assistance Fund Policy in December 2013 to help tenants who live in affordable housing units that are being renovated or redeveloped to stay in those units if the new affordable rents are higher than what they were previously paying. This policy is applicable to tenants with incomes below 60% of median income, and will ensure that no more than 35% of their income is spent toward the new rent. The rent assistance is paid directly to the property owner; it assists only “vested” households and lasts for up to three years or the duration of the renovation plus twelve months. This policy will be reviewed after three years.

### Section 3: Fair Housing Plan

The previous section identified the barriers to housing and current strategies that are underway to address these barriers. The following chart summarizes the barriers, the existing and new strategies as well as metrics or measures intended to assess progress on achieving the overall goal of eliminating housing discrimination. The actions identified require a collaborative approach between county agencies and departments as well as service providers, leading and supporting roles are identified.

#### FAIR HOUSING PLAN

Impediment/barrier	Strategy	Outcome	Lead Agency	Timeline
1.High housing cost affecting affordability for income earners below 60% AMI	Increase production of Committed Affordable Units  Expand Arlington Housing Grant Program	Sustainably increase funding for affordable housing production  Sustainably increase funding for rental assistance programs	Community Planning and Housing Department (CPHD)- Housing Division (L)  Depart of Human Services (DHS) (S)	Ongoing
2.Limited supply of Affordable Housing for low-income persons with disabilities	Increase production of Permanent Supportive Housing Units (PSH)  Enhance the process to market accessible units	10 percent of all new and preserved units available for PSH  Increase the number of accessible units	CPHD (L), DHS (S)	Ongoing



## Conclusion

Many of the barriers to fair housing choice in Arlington County that are identified in this analysis were present in the last AI of 2009. Since 2009 the analysis has noted the demographic changes and also the current information on housing trends, with foreclosures being less of a problem. Arlington's Analysis of Impediments shows that the cost of housing presents a challenge to low income residents who would like to live and remain in the County. This challenge is more severe for persons with disabilities whose incomes are generally lower and require additional services in order to live comfortably. The Plan recognizes areas in which more work is needed to better assess fair housing issues and the need for new initiatives to create opportunities for greater housing choice.

References:

1. Preliminary Housing Study, Housing Division, Arlington County CPHD 2013.
2. U.S. Census Bureau Reports.
3. Profile 2013, 2014, Urban Design and Research Section, Arlington County CPHD.
4. Arlington County Housing Division, 2013 Targets Report.
5. Arlington Community Services Board, Draft Housing Needs Report, 2014.
6. Housing a Diverse and Inclusive Community in Arlington County: An Analysis of Current and Future Housing Needs - George Mason and National Center for Housing Policy, June 2013.