



# HOUSING AND COMMUNITY DEVELOPMENT CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Leadership Sponsor:** Amy Ginger

**Equity Lead(s):** Shanise Allen and Marwan Mahmoud

## **Departmental Equity Guiding Statement:**

As a provider, developer, and financier of affordable housing, HCD will set policies and establish practices to eliminate social and racial disparities in access to safe, stable, and affordable housing options throughout Fairfax County. HCD will implement/adopt equitable organizational practices in partnership with those most impacted by social, racial and economic disparities in housing and community development. As an employer, HCD will provide an inclusive, respectful workplace that provides equitable opportunity in all aspects of hiring, career development, retention, and succession planning.

## **Context:**

The Fairfax Countywide Strategic Plan envisions Fairfax County as a place where all people live in communities that foster safe, enjoyable, and affordable living experiences. Increasing the supply of affordable housing opportunities is the critical foundation to support stability and success of all residents, businesses, and places within Fairfax County. The existing need for affordable housing units for renters earning 80% of Area Median

income and below is estimated to be 31,630 units. Through 2032, the need for affordable housing options will grow as the county is projected to add 62,184 households of which 18,622 are expected to earn 80% of AMI or below.

Community engagement efforts by County staff, along with the work of the Affordable Housing Resources Panel, the Affordable Housing Preservation Task Force, the Chairman's Task Force on Equity and Opportunity, and the Virginia Chamber of Commerce among others, have identified an acute affordable housing need for the following populations:

- Individuals and families experiencing homelessness
- Households with low to extremely low incomes
- Special needs populations to include seniors and people with disabilities
- Workforce essential to economic health and growth
- Residents of manufactured housing communities
- Public safety personnel

In 2020, the Joint Legislative Audit and Review Commission on behalf of the Virginia

General Assembly found that, "Virginians most impacted by the lack of affordable housing are renters, have low incomes, are more likely to live in the state's populated areas, and often work in common, essential occupations." People of color are disproportionately impacted by the lack of available affordable housing within Fairfax County. Improving our affordable housing policies, support programs and administrative practices with innovation that support the needs of our customers through the preservation of existing affordable housing and the aggressive production of new affordable housing is critical to ensure equitable access to a range of affordable rental and ownership opportunities for all residents, including people experiencing homelessness.

### **System-Level Infrastructure:**

The Department of Human Resources

- Improved standardized recruitment procedures
- Selection process best practices

The Department of Purchasing and Materials Management

- Procurement best practices
- Coordinated contract partner education & training
- Collaboration on legislative change proposals

Land Development Services, Department of Planning and Development

- Collaboration to advance proposals for land development policy, practices & regulatory changes that promote more affordable housing development
- Collaboration to advance proposals for administrative process incentives for affordable housing developments

One Fairfax Team – Office of the County Executive

- Continued training support resources for large departments
- Coordinated/best practice approach to align county contract partners with the One Fairfax Policy
- Support with root cause analysis

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## DEPARTMENT GOALS

**Goal 1:** Strengthen HCD’s organizational commitments to racial and social equity. *Group: Central Services Division*

**One Fairfax Area(s) of Focus:**

- 1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
- 16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.
- 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government (EEG), Housing and Neighborhood Livability

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

- EEG 8. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized groups.
- EEG 11. Expand employee learning opportunities to increase staff competencies and experience in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of a changing environment.
- EEG 12. Initiate a regular, countywide process for conducting organizational assessments and employee surveys and then implementing identified changes that will lead to improved employee engagement.
- EEG 13. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability and trustworthiness.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>1a.</b> Develop and implement equitable policies, competencies, and best practices into all HR work (hiring, promoting, training, succession planning, and changes to organizational structure).	HCD employees	Central HR Department HCD Senior Leadership GARE Portal	Lead: Central Services Division Support: Senior Management and Equity Integration Team (EIT)	Ongoing	At least one agency policy change is made and implemented in CY24
<b>1b.</b> Utilize the findings from the GARE survey and follow-up sessions to identify how HCD can improve the agency’s commitment to equity.	HCD employees	GARE Portal One Fairfax Equity Integration Team	Lead: Central Services Division Support: Senior Management and Equity Integration Team (EIT)	CY2024	Number of people who are included in the tasks outlined in the Equity Impact Plan
<b>1c.</b> Implement the HCD Internal and External Communication Toolkit designed to advance	HCD employees	Equity Integration Team Senior Leadership	Lead: Central Services Division Support: Senior	Ongoing	The toolkit will be provided to all staff via internal staff blog,

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equity in alignment with HCD’s stated visions and priorities.			Management and Equity Integration Team (EIT)	HCD Daily and HCD SharePoint in the spring of 2024.
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**Goal 2:** Use the voucher program to increase housing choice for people of color in communities of opportunity. *Group: Rental Assistance and Rental Housing*

**One Fairfax Area(s) of Focus:**

1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability, Empowerment and Support for Residents facing Vulnerability (ESRFV)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** ESRFV 1. Develop targeted marketing and outreach strategies, in coordination with community-based partners, to proactively engage residents facing vulnerability.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>2a.</b> Evaluate the concentration of housing choice voucher participants in Fairfax County and determine possible policy changes to address inequities.	Program participants. Existing and potential landlords	HCD Staff Program Participants Senior Leadership	Lead: Rental Assistance and Rental Housing Divisions. Support: OPEH, EIT, Senior Management	Ongoing	Identify at least one policy change that will address inequities
<b>2b.</b> Collect disaggregated data on voucher holders to identify disparities and system gaps.	Program participants	HCD staff Existing dashboards and measurement tools	Lead: Rental Assistance and Rental Housing Support: Information System and Services	Ongoing	Established process for collecting data and documenting changes in disparities

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			Policy and Compliance		
<b>2c.</b> Develop communication and decision-making protocol with current voucher holders and those on the waiting list. Use focused outreach methods for voucher holders of color and ensure they are represented in advisory or decision-making structure.	Program participants. Move-to-Work Advisory Council FCRHA	Equity Integration Team HCD Public Affairs	Lead: Rental Assistance and Rental Housing Divisions Support: EIT, Public Affairs, Policy and Compliance	CY24	Number of people of color in the MTW Advisory Council
<b>2d.</b> Develop educational information and consider incentives to encourage more potential landlords to participate in the voucher program.	Program participants Landlords Referring providers and housing locators		Lead: Rental Assistance Support: EIT, Public Affairs, Policy and Compliance	CY24	Number of landlords participating in the voucher program
<b>2e.</b> Review administrative policies associated with the magnet housing program to develop strategies to modify and potentially increase the supply of units available for uniformed public safety personnel.	Program participants		Lead: Rental Housing, Senior Leadership	CY24	Policies reviewed

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**Goal 3:** Coordinate affordable housing investment with other investments to increase opportunity in newly created neighborhoods and prevent resident displacements from neighborhoods of affordability.  
*Group: Real Estate Finance and Development*

### One Fairfax Area(s) of Focus:

1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.
17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):** HNL 1 through 19

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>3a.</b> Ensure contracting, loan and grantmaking policies and criteria are written to promote social and racial equity as permitted by funding and legal requirements.	FCRHA, Development Partners and Residents	DPMM	Lead: Real Estate Finance and Development Support: Grants Management	CY24	Update application criteria. Evaluate impact/continue to reassess.
<b>3b.</b> Map areas of displacement risk to identify and incorporate preventative strategies into County housing preservation policy.	FCRHA, AHAC, Development partners	One Fairfax DPD	Lead: Real Estate Finance and Development	CY24	Creation of Fairfax County interactive map
<b>3c.</b> For-Sale Workforce Dwelling Unit Policy; prepare policy mark-up for public review and comment; and Planning Commission and BOS public hearing and action.	HCD: program participants; development partners; industry advocates	One Fairfax DPD	Lead: Real Estate Finance and Development	CY24	Policy revisions to be approved by the BOS in Summer 2024

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<b>3d.</b> Actively pursue co-location opportunities in partnership with DPWES.	FCRHA, DPWES, User Agencies	HCD	Lead: Real Estate Finance and Development	Ongoing	Co-location projects under construction
<b>3e.</b> Work with Faith communities to provide information about affordable housing development and the process of pursuing projects on their land.	FCRHA, AHAC, Development partners	HCD DPD Faith Communities	Lead: Real Estate Finance and Development	Ongoing	Co-location projects under construction
<b>3f.</b> Evaluate opportunities to financially support partnerships to develop affordable units on faith-based community land.	FCRHA, AHAC, Development partners	HCD Development Partners	Lead: Real Estate Finance and Development	Ongoing	Faith-based partnership projects under construction or funding approved to support partnerships
<b>3g.</b> Engage stakeholders and prepare a comprehensive plan amendment for the BOS to adopt in support of preservation of existing "market affordable" multifamily units.	Tenants, property owners, affordable housing advocates, HCD, DPD, industry professionals	HCD DPD	Lead: Real Estate Finance and Development	Adopted	BOS adopted a comprehensive plan amendment and subsequent administrative guidelines in 2023.
<b>3h.</b> Develop strategies with developer / builder to market affordable housing units to communities of color and other vulnerable communities; monitor implementation.	Development partners, individuals / communities of color, vulnerable communities, HCD	HCD	Lead: Real Estate Finance and Development	Ongoing	Identify communities using vulnerability index. Develop methods in partnership with developer/builders. Monitor numbers of applicants for FTBH and HO passport applications from identified communities.

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**Goal 4:** Ensure HCD/FCRHA policy, planning and/or program documents consider racial and social equity.  
*Group: Policy and Compliance*

**One Fairfax Area(s) of Focus:**

- 1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
- 2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
- 3. Workforce development pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.
- 8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
- 11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.
- 17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability, Effective and Efficient Government (EEG)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

- EEG7. Review and improve the structure, operations and impact of county boards, authorities and commissions to better reflect current needs and demographics of the community.
- EEG3. Enhance communication and outreach to the community by using all available communication methods and tailoring messaging to individual needs.
- EEG4. Improve public participation and engagement opportunities to ensure all facets of the community are represented and have the physical, technological, and language access necessary to engage and participate in community discussions and decisions.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>4a.</b> Develop a communications protocol for informing staff and external stakeholders of HCD’s approach to implementing this Equity Impact Plan. Engage all staff in the development of this protocol.	FCRHA HCD Consumers	HCD staff	Lead: Policy and Compliance.	CY24	Creation of protocol
<b>4b.</b> Incorporate an equity impact analysis into the RHA item review and approval process.	FCRHA Consumers HCD	Equity Impact Analysis	Lead: Policy and Compliance.	CY24	The new process is implemented by the



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**Goal 5:** Eliminate the disproportionality of people at risk of or experiencing homelessness from communities of color and other marginalized populations by providing equitable paths to safe stable affordable housing. *Group: Office to Prevent and End Homelessness*

**One Fairfax Area(s) of Focus:** 2, 3, 6, 8, 10

2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.

3. Workforce development pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.

6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.

8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.

10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government, Empowerment and Support for Residents Facing Vulnerability, Healthy Communities, Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

HNL 20. Expand the availability of permanent supportive housing units and services for people experiencing homelessness, including both individuals and families.

HNL 21. Provide incentives so that nonprofit and for-profit housing developers and landlords will set aside units for people experiencing homelessness.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>5a.</b> Provide equity trainings to staff providing homeless services in the continuum of care.	Program Participants Service providers	OPEH staff Existing training resources	Lead: OPEH Support: Administration Division	Ongoing	Number of attendees participating in equity training
<b>5b.</b> In collaboration with people with lived experience, create standard racial equity performance measures and data analysis to allow for consistent evaluation of the homeless service system.	Program Participants Service Providers OPEH	People with lived experience OPEH HMIS team Service providers Existing measures	Lead: OPEH Support: Policy and Compliance. Rental Assistance	CY24	Creation of the standard racial equity performance measure tool

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		from other jurisdictions/experts			
<b>5c.</b> Collaborate with One Fairfax Central Team to conduct a Root Cause Analysis for homeless services.	Continuum of Care Program Participants	One Fairfax Root Cause Analysis facilitator	Lead: OPEH	CY24	Conducted Root Cause Analysis
<b>5d.</b> Cultivate collaborative efforts with HCD partners to decrease barriers to accessing and maintaining subsidies for people at-risk of or experiencing homelessness.	Service Providers Program Participants HCD	HUD resources NAEH resources	Lead: OPEH Support: Rental Assistance and Rental Housing	CY24	Number of households at-risk of losing housing or a subsidy

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## COUNTYWIDE GOALS

**Goal 1:** Increase the supply of housing that is affordable to low- and moderate-income families in the region, particularly in areas that have historically lacked such housing. (Regional Goal 1)

- Explore policies and programs that increase the supply of housing affordable to lower- and moderate-income households, such as housing bonds, real estate transfer taxes, mandatory inclusionary housing where permitted, as-of-right accessory dwelling units (ADUs), public land set aside for affordable housing, community land trusts, expedited permitting and review, and relaxation of parking requirements for affordable housing developments. (Regional Strategy 1A)
- Facilitate delivery of affordable housing by encouraging co-location with other County facilities on County-owned sites, through partnerships with faith-based organizations and by encouraging private development on undeveloped/underutilized commercial land. This is anticipated to be achieved both in County administered development and via public-private partnership. (Local Strategy 1A)

**Key Equity Driver(s):** Equitable Community Development, Inclusive Prosperity

**Countywide Initiative:** Metropolitan Washington Regional Fair Housing Plan

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy HNL 1. Produce, preserve and improve affordable housing units through partnerships with traditional and innovative housing developers consistent with the recommendations in county policies and plans, but also exploring new approaches. Track new units, lost units and total units as well as risk of displacement as a means of measuring the preservation of and access to affordable units in the county.

Department Actions	Stakeholders	Timeline	Performance Measures
<b>1a.</b> Increase the supply of affordable housing using a variety of financing tools, including housing bonds and subordinate debt. (Regional Goal 1, Regional Strategy 1A)	HCD	Ongoing	Track rate of new affordable units developed or acquired through use of housing bonds  Geographic distribution equity – assess financed projects throughout the county that are addressing housing needs in underserved communities
<b>1b.</b> Identify opportunities to develop affordable housing on underutilized County land, through co-locations, on excess land provided by faith communities and through acquisition partnerships with private developers. (Regional Goal 1, Regional Strategy 1A and Local Strategy 1A; EIP 3d, 3e, 3f)	HCD, LDS, DPWES, for profit and non-profit development partners	Ongoing	Development rate – track units developed on public land annually

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			Co-location projects in pipeline (entitlement through construction)
			Partnership projects under construction or in the pipeline
<b>1c.</b> Actively pursue co-location opportunities in partnership with DPWES. (Regional Goal 1, Local Strategy 1A)	HCD, DPWES, User Agencies	Ongoing	Co-location projects under construction
<b>1d.</b> Work with faith communities to provide information about affordable housing development and the process of pursuing projects on their land. (Regional Goal 1, Local Strategy 1A)	HCD, Faith communities, DPD	Ongoing	Co-location projects under construction
<b>1e.</b> Evaluate opportunities to financially support partnerships to develop affordable units on faith-based community land. (Regional Goal 1, Local Strategy 1A)	HCD, Development partners	Ongoing	Faith-based partnership projects under construction or funding approved to support these

## HOUSING AND COMMUNITY DEVELOPMENT

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**Goal 2:** Implement policies designed to preserve affordable housing and prevent displacement with a goal of no net loss of existing affordable rental units. (Regional Goal 3)

- Preserve affordable subsidized and market-rate housing, including manufactured housing, by tracking and supporting existing affordable housing and establishing an acquisition loan fund for tenants, nonprofit organizations, and local governments to purchase for-sale apartments and manufactured home parks. (Regional Goal 3, Regional Strategy 3A)
- Adopt amendments to the Fairfax County Comprehensive Plan that provide for tools and incentives for the preservation of both existing “market affordable” multifamily units and manufactured housing communities. (Regional Goal 3, Local Strategy 3A)

**Key Equity Driver(s):** Equitable Community Development, Inclusive Prosperity

**Countywide Initiative:** Metropolitan Washington Regional Fair Housing Plan

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy HNL 1. Produce, preserve and improve affordable housing units through partnerships with traditional and innovative housing developers consistent with the recommendations in county policies and plans, but also exploring new approaches. Track new units, lost units and total units as well as risk of displacement as a means of measuring the preservation of and access to affordable units in the county.

HNL 12. Protect current residents from displacement where neighborhoods are changing rapidly by addressing impacts such as higher housing costs and higher costs of living.

<b>Department Actions:</b>	<b>Stakeholders</b>	<b>Timeline</b>	<b>Performance Measures</b>
<b>2a.</b> Require a Right of First Refusal or First Offer on properties that receive financing from the County or the FCRHA. (Regional Goal 3, Regional Strategy 3A)	HCD, OCA	Ongoing	Number of properties closed that include a ROFR and existing properties with ROFRs that were offered to the FCRHA.
<b>2b.</b> Track and support existing affordable housing to identify opportunities to preserve market affordable units. (Regional Goal 3, Regional Strategy 3A)	HCD, Development partners	Ongoing	Use biannual market affordable study and preservation pipeline to track the preservation of market affordable units.
<b>2c.</b> Continue to evaluate and implement, as feasible, the recommendations of the Affordable Housing Preservation and Manufactured Housing Task Force. (Regional Goal 3, Regional Strategy 3A)		Ongoing	Continue to evaluate and implement, as feasible Status of recommendation implementation
<b>2d.</b> Identify and adopt tools and incentives to preserve market affordable and manufactured housing communities. (Regional Goal 3, Local Strategy 3A)		Ongoing	Tools used to support and preserve market affordable and manufactured housing communities
<b>2e.</b> Engage stakeholders and prepare a comprehensive plan amendment for the BOS to adopt in support of preservation of existing “market affordable” multifamily units. (Regional Goal 3, Local Strategy 3A)	Tenants; property owners; affordable housing advocates; HCD; DPD; industry professionals.	Adopted	BOS adopted a comprehensive plan amendment and subsequent administrative guidelines in 2023

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**Goal 3:** Increase the number of homeowners in the region and reduce inequities and discriminatory practices that limit homeownership opportunities for members of protected classes. (Regional Goal 4)

- Increase homeownership opportunities for low- and moderate-income members of protected classes through the following strategies (Regional Goal 4, Regional Strategy 4A)
- Revise the County's For-Sale Workforce Dwelling Unit (WDU) Policy by lowering the current AMI categories and/or percentages applicable to the program to facilitate more homeownership opportunities and consider creating a separate policy for WDUs in high-rise condominiums outside of Tysons. (Regional Goal 4, Local Strategy 4A)

**Key Equity Driver(s):** Equitable Community Development, Inclusive Prosperity

**Countywide Initiative:** Metropolitan Washington Regional Fair Housing Plan

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government, Empowerment and Support for Residents Facing Vulnerability, Healthy Communities, Housing and Neighborhood Livability

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy HNL 2. Identify and create opportunities for additional affordable rental and homeownership units, including modifying housing policies, guidance and communication strategies for people facing barriers (low to moderate incomes, credit problems, past criminal history or prior evictions) in order to make a variety of housing program options accessible to all residents.

<b>Department Actions:</b>	<b>Stakeholders</b>	<b>Timeline</b>	<b>Performance Measures</b>
<b>3a.</b> Support first-time homebuyers by expanding financial literacy programs, homeownership counseling, and homebuyer education. (Regional Goal 4, Regional Strategy 4A)	HCD	Ongoing	Number of households that complete passport to homeownership for homebuyer education.
<b>3b.</b> Adoption of a revised WDU policy that lowers the AMI categories and or percentages. Prepare policy mark-up for public review and comment, and Planning Commission and BOS public hearing and action. (Regional Goal 4, Local Strategy 4A)	HCD: program participants; development partners; industry advocates	CY2024	Comprehensive Plan and WDU guidelines that lower the AMI approved by the Board of Supervisors Policy revisions to be approved by the BOS in Summer 2024

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**Goal 4:** Protect the housing rights of individuals with protected characteristics. (Regional Goal 5)

- Reduce barriers to accessing rental housing by encouraging landlords to reduce, eliminate, or offset application fees for voucher users and follow HUD’s guidance on the use of criminal backgrounds in screening tenants (Regional Goal, Regional Strategy 5B)
- Adopt tiered payment standards to align with market rents in order to increase access to higher opportunity areas for voucher holders. (Regional Goal 5; Local Strategy 5A)
- Increase awareness of existing and upcoming affordable homeownership and rental opportunities in communities of color and other vulnerable communities. (Regional Goal 5, Local Strategy 5B)

**Key Equity Driver(s):** Equitable Community Development, Inclusive Prosperity

**Countywide Initiative:** Metropolitan Washington Regional Fair Housing Plan

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

Strategy HNL 2. Identify and create opportunities for additional affordable rental and homeownership units, including modifying housing policies, guidance and communication strategies for people facing barriers (low to moderate incomes, credit problems, past criminal history or prior evictions) in order to make a variety of housing program options accessible to all residents.

Department Actions:	Stakeholders	Timeline	Performance Measures
4a. Reduce barriers to accessing rental housing by encouraging landlords to reduce, eliminate, or offset application fees for voucher users and follow HUD’s guidance on the use of criminal backgrounds in screening tenants. (Regional Goal 5, Regional Strategy 5B)	Private sector landlords including non-profit landlords	December 31, 2024	In landlord briefings, encourage landlords not to charge additional fees in addition to security deposit and rent.
4b. Adopt tiered payment standards to align with market rents in order to increase access to higher opportunity areas for voucher holders. (Regional Goal 5; Local Strategy 5A)		December 31, 2024	Establish metrics to measure impact of Real Market payment standards
4c. Develop strategies with developer/builder to market affordable housing units to communities of color and other vulnerable communities; monitor implementation. (Regional Goal 5; Local Strategy 5B; EIP 2c)	Tenants; property owners; affordable housing advocates; HCD  Development partners; individuals/communities of color; vulnerable communities:	Ongoing	Advertisement placed in publications for upcoming waiting lists in media that serves communities of color Identify communities using Vulnerability Index Develop methods in partnership with developer/builders Monitor numbers of applicants for First Time Home Buyer (FTHB) and Home Ownership (HO) passport applications from identified communities

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<p><b>Goal 5:</b> Increase community integration and reduce housing barriers for persons with disabilities. (Regional Goal 6)</p> <ul style="list-style-type: none"> <li>- Increase the supply of permanent supportive housing units by utilizing innovative funding streams, like affordable housing bonds, affordable housing trust funds, commercial linkage fees, and real estate transfer taxes. (Regional Goal 6, Regional Strategy 6A)</li> </ul>			
<p><b>Key Equity Driver(s):</b> Equitable Community Development, Inclusive Prosperity</p>			
<p><b>Countywide Initiative:</b> Metropolitan Washington Regional Fair Housing Plan</p>			
<p><b>Countywide Strategic Plan Community Outcome Area(s):</b> Housing and Neighborhood Livability (HNL)</p>			
<p><b>Relationship to Countywide Strategic Plan Strategies/Metric(s):</b>                  Strategy HNL 2. Identify and create opportunities for additional affordable rental and homeownership units, including modifying housing policies, guidance and communication strategies for people facing barriers (low to moderate incomes, credit problems, past criminal history or prior evictions) in order to make a variety of housing program options accessible to all residents.                  HNL 20. Expand the availability of permanent supportive housing units and services for people experiencing homelessness, including both individuals and families.</p>			
Department Actions	Stakeholders	Timeline	Performance Measures
<p><b>5a.</b> Identify various financing tools to increase permanent supportive housing.</p>	HCD	Ongoing	Permanent supportive housing units in the pipeline and under construction.

## Future Actions (beyond CY 2024)

### Regional Goal 1

- Examine potential of leveraging real estate fees (recordation tax) for additional affordable housing funding. (Regional Goal 1, Regional Strategy 1A)
- Understand regional community land trust models and examine potential of implementing a CLT in Fairfax County. (Regional Goal 1, Regional Strategy 1A)
- Lower income requirements for new rental affordable housing to 60% or below. (Regional Goal 1, Regional Strategy 1B)
- Increase inclusionary zoning incentives and lower the number of set-aside units to make deeper affordability financially feasible. (Regional Goal 1, Regional Strategy 1B)



## **HOUSING AND COMMUNITY DEVELOPMENT CALENDAR YEAR 2024 EQUITY IMPACT PLAN**

### **Regional Goal 4**

- Support policies and practices that will increase the supply of affordable homeownership housing units, such as allowing and encouraging higher density. (Regional Goal 4, Regional Strategy 4A)
- Increase housing affordability through mortgage write-downs, down payment and closing cost assistance, special purpose credit programs, and other affordable homeownership subsidies. (Regional Goal 4, Regional Strategy 4A)
- Increase funding for repair, rehabilitation, and renovation programs and products. (Regional Goal 4, Regional Strategy 4B)
- Expand programs that provide energy efficient improvements to lower utility costs. (Regional Goal 4, Regional Strategy 4B)
- Adoption of a separate WDU policy in high-rise condominiums outside of Tysons. (Regional Goal 4, Local Strategy 4A)

### **Regional Goal 5**

- Expand locally funded housing voucher programs, increase the scale and scope of housing mobility programs and improve the portability of vouchers across jurisdictions in the region will be addressed in future year. (Regional Goal 5, Regional Strategy 5A)

### **Regional Goal 6**

- Prioritize using that funding to support developments that would be eligible for the Section 811 Project Rental Assistance Program. (Regional Goal 6, Regional Strategy 6A)
- Increase support for rental assistance programs for persons with disabilities and advocate for additional resources. (Regional Goal 6, Regional Strategy 6C)
- Improve tracking and mapping of the locations of accessible, affordable restricted units and the accessibility of surrounding streets and sidewalks (Regional Goal 6, Regional Strategy 6F)

Department Director's Signature: \_\_\_\_\_

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