

# Proposed Consolidated Plan

Annual Performance Report 2014  
Volume 2



**NYC**<sup>TM</sup> PLANNING  
DEPARTMENT OF CITY PLANNING CITY OF NEW YORK

*Effective as of May 8, 2015*

# Proposed Consolidated Plan

2014

Annual Performance Report  
Volume 2



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DCP# 15-03

# Proposed 2014 Consolidated Plan Annual Performance Report (APR)

May 8, 2015

## VOLUME 2

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## **PART II -- Status of Actions Undertaken in Previous Year**

Part II, Status of Actions Undertaken in Previous Year, is divided into five sections, A-F. The respective sections provide an assessment of the various housing, homeless, supportive housing, community development, and other federally-required activities undertaken by the City in 2014. Section A. is an assessment of the City's continuum of care for homeless individuals and families, and homeless special needs populations. The relevant public policies as required by HUD are described in Section B. This subsection addresses the federally-required activities undertaken by the City with regards to: barriers to affordable housing; resident initiatives within public housing developments; the elimination of lead-based paint hazards; an anti-poverty strategy to assist households of low- and moderate-income; changes to the City's institutional structure and the coordination of efforts between City agencies, not-for-profits and other entities to enhance Consolidated-Plan related activities.

In Section C. is a summary of the City's anti-displacement policy for federally funded housing rehabilitation and new construction programs. Section D. outlines an assessment of the City's HOME minority business enterprise and women business enterprise outreach-related activities in 2014. Section E. summarizes the status of City projects funded by HUD's Brownfield/Economic Development Initiative (B/EDI) Programs and Section 108 Loan Guarantee Program. Lastly, Section F. summarizes the procedures and subsequent results used by respective formula entitlement grant administering agencies' to monitor subcontractors, subrecipients, and project sponsors to ensure compliance with the statutory provisions of the National Affordable Housing Act.

## A. Continuum of Care

The City of New York has a Continuum of Care in place that addresses the needs of the homeless, the elderly, persons with either physical or mental disabilities, persons with alcohol and drug addiction, persons with HIV/AIDS, public housing residents, youth, and victims of domestic violence. A detailed description of the Continuum of Care can be found in the 2014 Consolidated Plan.

The City undertakes a complex set of activities to cover the needs of each group of individuals and households within the classifications listed above. For the homeless an elaborate system including emergency shelter and transitional housing with services exists to assist persons and families to eventually find permanent housing.

### Department of Homeless Services

The federal Department of Housing and Urban Development (HUD), under the terms of the McKinney-Vento Homeless Assistance Act, provides funding to localities to operate Continuum of Care Homeless Assistance Programs to assist homeless persons move to permanent housing and self-sufficiency. HUD distributes much of this funding through an annual grant competition that is announced in a Notice of Funding Availability (NOFA). Funds awarded through this competition support Permanent Housing (rapid re-housing and permanent supportive housing), Safe Havens, Transitional Housing, Supportive Services Only projects, and Homeless Management Information System (HMIS). All components promote the development of supportive housing and services that assist homeless individuals to transition from homelessness to living as independently as possible.

The Department of Homeless Services (DHS) has coordinated the City's response to the HUD NOFA since 1995. It works in partnership with the New York City Coalition on the Continuum of Care (NYC CCoC), a large group of homeless service providers, consumers, advocates, representatives of the public, and government agencies. The NYC CCoC, as the lead entity for the City's homeless continuum of care planning process, analyzes service gaps and needs, sets annual priorities for the use of HUD funds, and establishes an application process for organizations seeking either new or renewal funding through the grant competition. As the NYC CCoC lead agency, DHS coordinates all application processes, reviews and ranks project applications, provides technical assistance to organizations wishing to apply for funds, and prepares and electronically submits the Continuum of Care Application and Priority Ranking for the NOFA application. DHS is the HMIS Lead and System Administrator for the CCoC's HMIS. New York City has been successful in obtaining funding through the HUD NOFA.

The following table summarizes HUD grant awards made in New York City since 1995.

NOFA Year	Funds Awarded (Millions)	Number of Grants
1995 - 1999	\$331.4	303
2000-2004	\$360.60	696
2005-2008	\$316.7 (\$74.0+\$75.5+\$83.3+\$83.9)	811 (161+189+228+233)
2009	\$102.1	249
2010	\$101.6	260
2011	\$103.9	262
2012	\$113,178,205	247
2013	\$114,136,681	234
2014	\$112,257,014*	218*

\* The 2014 CoC NOFA awards will be made in program year 2015. The numbers in this chart indicate the number of grants and the total award that the NYC CCoC applied for in the FY14 CoC NOFA.

The ESG funds that DHS receives are used for street outreach, emergency shelter, prevention, and rapid re-housing.

### Street Outreach

Throughout 2014, ESG funds continued to support DHS' outreach activities to street homeless persons. DHS and DOHMH jointly fund 4 outreach programs that serve all 5 boroughs of New York City (Brooklyn and Queens are combined). In addition, as of July 2014, DHS assumed responsibility for administering subway outreach on all 34 lines and in all 468 stations. This means that in addition to overseeing the provision of services for all the unsheltered individuals sleeping on the streets, DHS is now responsible for engaging and helping to place all unsheltered individuals sleeping within NYC transit. The outreach contracts are organized in such a way that provides a single point of accountability for street homeless clients in each borough. Outreach programs are to focus primarily on transitional and permanent housing placement of chronically homeless clients in an effort to reduce the street census. Teams coordinate services and make placements in drop-in centers, safe havens, stabilization beds, reception centers, shelters and many different permanent housing settings. Many of these placements also provide homeless individuals with meals, counseling, medical/psychiatric services, showers, laundry facilities, recreation space, referrals for employment, assistance in applying for benefits, and other social services. In 2014, ESG funding was used for three outreach teams, which placed 317 chronically homeless street clients were placed into housing options.

### Emergency Shelter

Governed by a unique right to shelter mandate, New York City provides emergency shelter to adult and child who is eligible for services, every night. At the end of CY2014, 164 shelters for families with children, 75 shelters for single adults, and 23 shelters for adult families were in operation under the administration of DHS. These shelters provide supportive services based on the individual or family's need, but focus on employment, educational attainment, mental health and substance use treatment, case management, health services, and housing placement. DHS placed 10,082 single adults from ESG funded shelters into housing during CY2014. Nineteen (19) of the Single Adult emergency shelters, seven (7) Family emergency shelters, and one (1) Youth emergency shelter received some ESG funding in CY2014.

Employment is a cornerstone of DHS' effort to help its clients move back to independence. Federal ESG funding supports several employment initiatives. The Harlem I program in Manhattan is a substance-free environment for 198 men that stresses the importance of saving money and self sufficiency. The program assists clients with employment including career counseling, job search assistance and placement services. ESG is also used by DHS to fund staff members to provide employment counseling/intake and assessment at various adult shelters throughout the shelter system. Access to mainstream resources and workshops including employment readiness, resume writing and interviewing techniques are conducted. DHS staff in the Adult Services Division are also funded by ESG to provide case management and placement services to clients to move them quickly to permanent housing. The combined ESG funded employment, intake, assessment, and diversion initiatives placed 2,427 homeless clients in CY2014.

DHS recognizes that its shelter residents face other obstacles in achieving independent living. For this reason, DHS operates several shelters specifically for clients who are chemically dependent. ESG funding supported three substance abuse initiatives: substance abuse counselors at Barbara Kleinman and substance abuse services at Kingsboro, Kenton, and Forbell shelters. These substance abuse initiatives placed 488 persons into permanent housing in CY2014.

ESG funding supported mental health services at five DHS shelters: Help Women's Center - TLC, Valley Lodge, Project Renewal's Fort Washington Shelter, the Park Avenue Shelter and the Park Slope Shelter. The ESG-funded mental health programs described above placed 320 clients into permanent housing in CY2014.

In addition to the traditional shelter model, New York City created a low threshold model of emergency shelter for individuals living on the streets who repeatedly refused to enter shelter called Safe Havens (not to be confused with HUD-funded Safe Havens). They offer fewer rules and private/semi-private rooms. NYC safe



havens are funded in with ESG. The ESG funded safe havens placed 87 clients into permanent housing in CY2014.

ESG funding also supported two Drop-In Centers in CY2014. Drop-in Centers provide clients with food, shower/bathroom facilities and chairs to rest. Case managers and housing specialists work with drop-in center clients to obtain any needed services, medical care, mental health treatment, benefits and permanent housing. In CY2014, the Grand Central and CAMBA Drop-In Centers placed 320 clients into permanent and transitional housing.

DHS's Office of Client Advocacy provides a voice for clients within DHS's portfolio of programs by mediating conflicts between shelter staff and clients, assisting clients to overcome barriers to permanent housing, interacting with other agencies and organizations on behalf of clients, and addressing phone and walk-in inquiries. The OCA division is responsible for assisting clients in navigating the service system and bringing systemic issues to the attention of DHS and providers. The staff assists clients with a wide array of challenges. The staff encourages clients to first work with caseworkers or shelter staff to resolve individual issues. The division also facilitates monthly Client Meetings with both single adults & families. Individuals and families can contact a staff member between the hours of 9:00 A.M. to 5:00 P.M., Monday through Friday, and has a hotline that records messages 24 hours a day. Messages left after hours are responded to the next business day. Staff is located at Beaver Street. The staff also travel to meet clients at our intake facilities, shelters, drop-in centers and street locations in order to work with clients and make presentations and participate in case conferences. In 2014, the OCA Unit served a total of 3,492 constituents. ESG funds continue to be utilized for this unit.

#### Homelessness Prevention

DHS' Homebase program remains at the center of prevention efforts, as it assists families and individuals to overcome immediate housing issues that could result in becoming homeless, while also helping them develop plans for long-term stability. With locations in community districts throughout the five boroughs, Homebase remains the cornerstone of the City's homelessness prevention efforts, crafting individualized assistance to meet the needs of each household. Among the services that may be offered are: family or tenant/landlord mediation; household budgeting; emergency rental assistance; job training and placement; and benefits advocacy (child care, food stamps, tax credits, public health insurance). Eleven HomeBase programs were partially funded by ESG in CY2014 and 2,617 single adults and adult families were provided with homelessness prevention services.

#### Rapid Re-Housing

Rapid re-housing assistance is available for families who are homeless according to HUD's definition and for whom the ESG assistance can be used within the first 10 days of a shelter stay to re-house the family. This assistance is provided through the Resource Room at DHS's PATH office. ESG funds two other small programs administered through Homebase projects. 587 families were assisted with rapid re-housing services in CY2014.

#### **Department of Health and Mental Hygiene - Division of Disease Control**

*For a review of the Department of Health and Mental Hygiene-Division of Disease Control's activities to assist persons living with HIV/AIDS, please refer to Volume 1., Part I.A.4., HOPWA CAPER Assessment.*

#### **New York City Housing Authority**

NYCHA has several ongoing initiatives aimed at reducing the incidence of homelessness. These initiatives include:

#### Relocation of Homeless Families and Preventive Program through Section 8 and Public Housing Assistance

As part of the City's homeless strategy, NYCHA allocates Section 8 vouchers to be used as a preventive tool to assist working poor and other households at imminent risk of entering a shelter and with limited ability to afford an apartment in the long term. A total of 291 Section 8 rentals and 865 public housing placements were made during 2014 into these programs.

## Families at-risk

### Family Unification and Independent Living Programs

The Family Unification Program provides public housing apartments and Section 8 rental assistance to families, who are not NYCHA tenants, who due to the lack of adequate housing, are at-risk for having their children retained in foster care. Once adequate housing is provided, children are returned to their families. The Independent Living Program provides public housing apartments and Section 8 rental assistance to young adults leaving foster care who have a goal of Independent Living. NYC Children's Services (formerly the Administration for Children's Services) certifies families and young adults that meet these requirements. In 2014, there were 0 apartments rented as a result of the issuance of Section 8 vouchers to persons serviced through the Children's Services' Housing Support and Services ("HSS") unit. During 2014, there were there were 381 public housing units rented as a result of HSS services, for the same year. Of that sum, 197 public housing units were rented to Independent Living youths and 184 public housing units were rented to families being reunified.

## Individuals at-Risk

### Homeless Veterans

The HUD Veteran's Affairs Supportive Housing (VASH) program provides Section 8 rental assistance to homeless veterans. This program combines Section 8 rental assistance with case management and clinical services provided by the Veteran's Administration (VA) at its medical centers and in the community. The New York City Department of Homeless Services is working jointly with the local VA office to pre-screen and refer applications to NYCHA. NYCHA began receiving VASH applications in October 2008 and has rented 2,271 Section 8 apartments through December 2014. NYCHA was allocated an additional 171 VASH vouchers in November 2014.

## Disabled

### Persons with Disabilities - Section 504

In accordance with the Voluntary Compliance Agreement (VCA) signed jointly with the Department of Housing and Urban Development in 1996, NYCHA agreed to make five percent of its total units, equivalent to 9,100 apartments, accessible and made available to residents / applicants with mobility impairments. In addition, NYCHA will provide reasonable accommodations and 504 modifications to existing conventional apartments.

As of December 31, 2014, NYCHA has 7,648 units converted under Section 504 in its inventory and completed approximately 13,124 partial modifications as reasonable accommodations in NYCHA units including, but not limited to, widened doorways, roll-in showers, modified kitchen cabinets, lowered kitchen sink counters, bathroom grab bars, raised or lowered electrical outlets, raised or lowered toilet seats as well as audio/visual alarms.

NYCHA also offers reasonable accommodations in policies, procedures and practices that will make non-dwelling facilities, services and programs accessible to persons with disabilities.

## Victims of Domestic Violence

*For a description of the activities and accomplishments of the Housing Authority's Supportive Outreach Services (SOS), Emergency Transfer Program (ETP), Domestic Violence Aftercare, and Witness Relocation Programs please refer to the Mayor's Office to Combat Domestic Violence (MOCDV) description of activities for the prevention of displacement and housing-related assistance to victims of domestic violence located at the end of this section.*

## **Department of Health and Mental Hygiene**

The Department of Health and Mental Hygiene (DOHMH) is committed to working with both government partners and private not-for-profit agencies to provide services to persons with serious mental illness, mental retardation, developmental disabilities, and alcohol and substance use disorders. In City Fiscal Year 2014, the Department funded over 1,000 mental hygiene programs.

### **People with Mental Illness**

As of December 2014, the City and State were providing a continuum of housing options for individuals with mental illness amounting to nearly 18,420 residential units in New York City:

Licensed Housing Units 6,539

Supported Apartments and SRO Units 11,881

There are approximately 937 City units and 898 New York State units in development.

NY SOMH is developing 1950 scatter site units in three phases for residents who want to transition from adult homes. All units have been awarded and currently during the first phase 650 units are being secured.

### **New York/New York Agreements**

Under the 1990 New York/New York I Agreement the City and State developed, 3,617 units of new housing are available for individuals who are homeless and living with mental illness.

The 1999 New York/New York II Agreement provided for another joint City/State effort to develop approximately 1,500 additional housing units for individuals living with mental illness who are homeless. Of these NY/NYII units, 1,827 are currently available. The City and State jointly fund these units at \$12,735.

Under the 2005 New York/New York III Agreement, the City and State are developing approximately 9,000 new units over ten years to serve individuals who are homeless and living with mental illness and various other special needs populations. The units began opening in 2007 and the funding ranges from \$14,888/unit for adults who have been chronically homeless and have a serious mental illness to \$25,000/unit for families who have been chronically homeless where the head of household has a serious mental illness. The procurement process is ongoing and various State and City agencies responsible for NY/NY III have issued RFPs the units and offered awards for 99. % of the proposed units. As of December 2014, approximately 6225 units funded by the State and City combined were opened, for various populations.

### **High Service Needs I and II Housing**

The first High Service Needs City/State match for a congregate housing development program was initiated in State Fiscal Year 2001 to provide approximately 800 new congregate housing units for mentally ill persons with high service needs. The State made awards for the development of 320 service-enriched SRO units for single adults and 80 community residence units for children and youth. A total of 275 adult units are open, 45 are in development and all 80 children's units are operational, all of which are now operating. The City's match of 400 units, funded at a rate of \$14,106 per unit annually, is all for single adults. 400 units are operational as of December 31, 2014.

The second High Service Needs City/State match for congregate housing development was authorized in State Fiscal Years 2004 and 2006 to provide 1,600 units of supported housing for single adults with mental illness in New York City. The State issued an RFP in the fall of 2003 for its commitment of 800 units, and the City issued an RFP for its 800 matching units in February 2005. The State will be providing \$13,233/unit annually to subsidize the social service and building operation costs, and the City will contribute an additional amount to bring the total annual funding to \$14,888/unit. As of December 2014, the State had awarded contracts for all but 91 of the 800.. The city has currently contracted for 800 units which are available for housing. There are approximately 1,050 operational High Service Needs Units funded by both the City.

### **Human Resources Administration**

HRA's HIV/AIDS Services Administration (HASA) administers supportive social and housing services for persons and families living with HIV/AIDS. These services are supported with grants from both HOPWA and other federal funds. The grants are also complemented with other funds from both New York State and New York City. Please refer to the Department of Health and Mental Hygiene/Office for AIDS Policy Coordination Continuum for a description of HASA activities.

The Human Resources Administration (HRA) directly operates one emergency domestic violence shelter, oversees the reimbursement of 51 domestic violence shelters and oversees and provides client referrals for our transitional housing program for victims of domestic violence. Please refer to the Mayor's Office to Combat Domestic Violence (OCDV) Continuum for a description of HRA domestic violence-related activities.

In addition, HRA cooperates with several city agencies, including DOHMH, the Department of Homeless Services, and the Department of Housing Preservation and Development, to address the needs of the homeless mentally ill. HRA also administers the Home Energy Assistance Program, to provide income eligible senior citizens and low-income individuals and families with heating assistance.

### **Department for the Aging**

The City provides for a Continuum of Care for the elderly through a variety of direct and community-based supportive services, protection against rising rents, and property tax abatements. These efforts play a significant role in helping seniors to live independently for as long as possible.

- In 2014, there were no HUD Section 202 funds awarded in New York City. However, with funds awarded in previous FFYs, 185 new units of 202 housing for very low-income elderly were brought on line.
- In CFY 2014, the Department's contracted Legal Services Programs provided 31,619 hours of free legal services for the elderly, including assistance with landlord/tenant issues, housing conditions, tenants' rights, and discrimination.
- The Department provided information and assistance to elderly and their families in need of housing options or housing-related assistance. During CFY 2014, DFTA responded to over 11,000 inquiries or service requests for low-income senior housing, housing options for frail or disabled seniors, home repair, of housing-related assistance referred through the City's 311 Customer Service Center.
- Through its contracted service providers, in CFY 2014 the Department provided for more than 996,000 hours of home care, and over 11.5 million congregate and home delivered meals were provided to older New Yorkers at senior centers and in the homes of the homebound elderly.
- The City's Senior Citizen Rent Increase Exemption Program (SCRIE), administered by the NYC Depart of Finance, exempts low income elderly living in rent-regulated housing from future rent increases, thereby preventing displacement or eviction in many cases. In CFY 2014, SCRIE provided tax abatements of \$(x) million to landlords on behalf of eligible senior households.
- The City's Senior Citizen Homeowner Exemption Program, administered by the Department of Finance provided approximately 53,000 income-eligible senior households with partial property tax exemptions, totaling \$110.9 million.

The above services contribute to the continuum of care and needed support services within the community, and play a significant role in helping seniors remain living independently in the most appropriate and least restrictive environment.

- The City has continued its pro-active role in lending technical support to and facilitating the development of service providers in housing-based settings. In CFY 2014, the Department for the Aging, through its contracts to provide on-site Supportive Service Programs in Naturally Occurring Retirement Communities (NORC'S), funded 127,763 hours of supportive social service and healthcare management/assistance. These and other supportive services were provided to approximately 15,600 elderly residents in these communities. In NORC's and traditional senior housing settings the Department for the Aging has continued to provide training, information and educational opportunities to those working in housing locations to help elderly maintain their independence and level of functioning in their home.

### **The Mayor's Office for Persons with Disabilities**

The Mayor's Office for People with Disabilities (MOPD) provided assistance, information and referrals to people with disabilities who sought to find accessible, affordable housing, or assistance renovating their current residences. In addition, MOPD provided assistance to individuals subjected to disability-related housing discrimination, including illegal evictions, and information about their housing rights. MOPD also provided legal and technical assistance to landlords and building managers seeking to understand their obligations regarding accessible facilities and non-discriminatory practices. During the 12-month period from January 1, 2014 through December 31, 2014, MOPD assisted approximately 270,377 people in total. MOPD also provided technical and legal assistance in the design and construction of accessible housing to private and City architects. Building types included multiple dwellings, homeless shelters, domestic violence shelters, and associated community facilities such as day care centers, offices, and other social service facilities.

In addition, MOPD is responsible for project administration of Project Open House, a program operated with CD funds to provide barrier removal, including accessible entrances, lifts and other renovations, for homes of low-income people with disabilities.

MOPD has worked with other City agencies to transmit constituent concerns and provide informal investigative assistance in housing related complaints. These complaints ranged from failure to remove barriers to public accommodations, failure to reasonable accommodate residents with disabilities and the general accessibility provisions under a number of laws. A major and continuing complaint has been the lack of affordable housing for people with disabilities.

Further, MOPD is a partner in the city's Affordable Housing Resource Center (AHRC), located at <http://www.nyc.gov/html/housinginfo/html/home/home.shtml>. The AHRC provides information on all aspects of City housing, including renting an apartment, buying a home, and apartment maintenance issues. This site is also the location of the City's affordable housing lottery listings. In addition to MOPD's activities addressing the needs of people with disabilities, HPD's Office of Community Support services and Equal Opportunity reviews, evaluates and monitors housing projects with federal funding (Home, Section 17, CDBG, etc.) to insure compliance with the Federal Fair Housing Amendments Act of 1988, Section 504 of the Federal Rehabilitation Act, the ADA, and the required fair housing marketing plans. MOPD plays an ombudsman's role in relocating HPD tenants with disabilities into City owned housing. MOPD also provides an informal mechanism for discrimination complaints to resolve disputes against City owned and supervised properties. All of the apartments developed by HPD in its new construction projects with elevators are made adaptable for people with disabilities in accessible buildings. Efforts are made to attract tenants for these apartments through marketing efforts in newspapers, local fair housing offices, and MOPD.

MOPD, in partnership with the Department of Finance, handles many inquiries regarding the Disabled Rent Increase Exemption (DRIE), which exempts low income qualified people with disabilities living in rent-regulated housing from future rent increases, thereby preventing displacement or eviction in many cases. At the close of 2014, there was an active caseload of approximately 9,148 households receiving DRIE benefits.

## **Department of Youth and Community Development**

The Runaway and Homeless Youth (RHY) services funded by DYCD are designed to protect runaway and homeless youth and, whenever possible, reunite them with their families. In cases where reunification is not possible, these programs help youth progress from crisis and transitional care to independent living arrangements. The New York State Office of Children and Family Services (OCFS) regulates residential services provided by youth bureaus across NYS. The New York City Charter designates DYCD as the NYC Youth Bureau.

Since 2006, DYCD has funded a range of services that include drop-in centers for each borough, revised street outreach services, specialized services for lesbian, gay, bisexual, transgender, and queer and questioning (LGBTQ) youth, pregnant and parenting youth, and sexually exploited youth, and expanded shelter options. In 2014 Mayor de Blasio's addition of \$3.4 million to the budget allowed DYCD to expand the total number of crisis shelter beds by 100, an increase of 86%. In April 2015 DYCD released an RFP to fund an additional 100 crisis and transitional independent living (TIL) beds with priority given to organizations that propose to serve LGBTQ youth. DYCD anticipates a new RFP for all services will be released in the fall of 2015.

RHY services funded by DYCD include:

- Borough-based Drop-in Centers
- Crisis Shelters (regulated to serve youth under age 21)
- TIL Programs (regulated to serve youth ages 16 to under 21)
- Street Outreach Services

FY2015 Program Facts:

Total Program Budget: \$15.9 million (\$14.8 million City tax levy, \$0.774 State RHY funding, \$0.258 State Safe Harbor Initiative)

Providers:

- 12 providers; 36 contracts
- 25 sites (7 Crisis Shelters, 11 TILs, 7 Drop-in Centers, including one 24-hour Drop-in Center)
- Citywide street outreach team (funded through Safe Harbor Initiative funds)

Service Levels (FY14):

- Crisis shelters: 216 beds
- TILs: 137 beds
- Drop-in Centers: 12,328 youth served
- Street Outreach: one citywide street outreach team
- Street Outreach: 9,600 projected contacts

Outcomes (FY14):

Crisis beds:

- 1,745 youth served
- 98% utilization rate
- 83% of youth reunited with family or placed in a suitable environment

TILs:

- 355 youth served
- 94% utilization rate
- 93% of youth reunited with family or placed in a suitable environment

### Highlights:

- DYCD continues to seek additional funding to support continuation of the Family Therapy Intervention Pilot (FTIP). The FTIP initiative is designed to help youth remain in or return to their homes by promoting their families' acceptance of their sexual orientation.
- DYCD continues to partner with ACS on the Safe Harbor Initiative (SHI), providing individual and group counseling to youth at ACS's two juvenile justice facilities as well as counseling to youth and technical assistance to staff at ACS's Child Center. The SHI has also provided funding to support SYEP slots for high risk youth in placement due to sexual exploitation, and staff members throughout the DYCD-funded portfolio of services for RHY have received specialized training to work with youth who have been commercially sexually exploited.
- DYCD, the City's Center for Innovation through Data Intelligence (CIDI), DHS, youth advocates, and RHY service providers worked together to develop a methodology that aligns with the HUD requirement to count homeless youth across NYC. Youth who are categorized as unsheltered will be incorporated into the annual "point in time" (PIT) tabulations submitted to HUD, making the PIT methodology more youth specific. The Youth Count took place February 10-13, 2015, using designated staff and volunteers at participating programs to conduct a brief survey of youth who come to the programs or are encountered during outreach.
- With regard to program services, DYCD expects providers to apply a range of strategies to attempt to achieve family reunification or improved family relationships. Case management services with youth that include such strategies are available from initial placement into crisis shelters, as well as in TILs and drop-in centers. In each setting, follow-up services (communication and referrals) are provided after discharge for up to 90 days.

### **Administration for Children's Services**

The Administration for Children's Services (ACS) provides a range of supports and services to families and young people who are aging out of foster care. Statistics indicate that children who transition (age) out of the foster care system are at an elevated risk for homelessness. The City of New York is working to assist such youth in obtaining suitable and permanent housing. The following is a description of the housing supports and resources offered by ACS:

#### 1. Resources for Families with Children

##### Family Unification Program (FUP)

In August 2002, the Administration for Children's Services, in cooperation with the New York City Housing Authority (NYCHA), developed the Family Unification Priority (FUP) Code Program. Through the Family Unification Priority Code Program, ACS was able to obtain priority to a Public Housing apartment for any qualified family served by the Administration for Children's Services. This allows us to help keep families together when it's appropriate and safe, and reduce the amount of time some children may have to spend in foster care. This program offers our families a reliable option to obtain stable and affordable housing within the five boroughs of New York City.

To qualify for this priority access, families must meet the following criteria:

- The family has at least once child currently in foster care.
- Lack of adequate housing is the sole barrier to family reunification, i.e., "but for the lack of adequate housing, the family could be reunified with the child(ren) in foster care."
- The family has a stable source of income and the total household income is within the NYCHA Admission Income Limits (Based on Gross Income).
- All household members over the age of 16 are able to pass the NYCHA Criminal Background Check.

## 2. Resources for Youth Aging out of Foster Care

### NYCHA Public Housing

The Administration for Children's Services, in cooperation with the New York City Housing Authority, has established priority access to Public Housing units for young adults (ages 18-25) leaving foster care who have a goal of APPLA- Alternative Planned Permanent Living Arrangements (formerly known as Independent Living). They have special priority access to NYCHA public housing apartments upon discharge from care. To qualify for this program, youth must meet the following criteria:

- Must be actively in foster care, under the legal authority of the Commissioner of the Administration for Children's Services.
- At least 18 years of age and in care with an anticipated discharge date within the next 6 months and, with income that is within the NYCHA Admission Income Limits (\$48,100/year for one person; \$55,000/year for 2 persons.)
- Has no permanent discharge resource.
- Either employed, in school, or in a training program.
- If not employed, has another stable source of income.
- Able to pass the NYCHA Criminal Background Check; not all crimes are disqualifiers.
- No drug use in the past 3 years unless able to submit proof of satisfactory completion of drug treatment.

ACS certifies families and young adults that meet these requirements. In 2014, 100 young adults who transitioned from foster care to live independently, moved into Public Housing apartments, as did 168 families who reunified with children who were returning home from a foster care placement. The total amount of APPLA referrals made from ACS for 2014 was 505 for Public Housing while 338 family referrals were made. Since the NYCHA freeze on Section 8 occurred at the close of 2009, no ACS APPLA youth or FUP Family were afforded the opportunity to apply for, or acquire, a Section 8 voucher through ACS.

### Development of Supportive Housing for Youth Aging out of Foster Care and Families with Foster Care and Preventive Histories

ACS strives to ensure that youth leaving the foster care system have a stable place to live and a meaningful connection to an adult in the community. Youth are also actively in education and/or employment plans at the time of their discharge. To better serve our youth, the Administration for Children's Services collaborated with the NYC Department of Housing Preservation and Development, Common Ground Community, and Good Shepherd Services to develop the country's first Foyer Program- a residential career development program for young people aging out of the foster care system, who are homeless or at risk of being homeless.

The Foyer Program is designed to prevent homelessness by offering a comprehensive transitional experience to independent adulthood. Participants work over an 18-month period towards goals of permanent housing and stable employment with career skills by the time of graduation. Residents participate in employment, educational mentoring and life-skills training programs. The 40-unit program is based on a European model and is the first of its type in the United States. With this innovative program, Children's Services is helping young people develop the tools and skills necessary to avoid homelessness as adults.

On February 16, 2007, New York City and New York State entered into the New York/ New York III Supportive Housing Agreement. This landmark agreement calls for the development of 3,850 units of supportive housing, including 300 units for youth of which 200 are specifically for young people aging out of foster care.

NY NY III is supportive housing for nine distinct populations. Supportive housing is affordable housing with a social services component. This housing will be either (1) congregate or (2) scattered site, in which individual apartments are rented from existing market housing throughout the city.

Who is Eligible?

Youth:



Young adults (18-25) leaving or having recently left foster care or who had been in foster care for more than a year after their 16<sup>th</sup> birthday and who are risk of street or sheltered homelessness. Young Adults (18-24), leaving or having left foster care, who are diagnosed as SPMI (serious and persistent mental illness) and are being treated in NYS licensed residential facilities, state psychiatric facilities and who could live independently in the community if provided with supportive housing and who would be at risk of street sheltered homelessness if discharged without supportive housing.

### 3. Resources Targeted for Families and Youth

#### Housing Subsidy Program for Youth and Families

ACS also operates a Housing Subsidy Program that targets certain families, as well as youth ages 18-21 who are being discharged from foster care to the permanency goal of APPLA (who intend to live in nonsubsidized, market-rate apartments until age 21). Families are eligible when a primary barrier to reunification is lack of adequate housing or when they are receiving the Administration for Children's Services preventive services and the lack of adequate housing is a primary factor putting their children at risk of placement into care. Once deemed eligible, up to \$300 is available per month per client for up to three years to assist with paying rent or mortgage. The subsidy is subject to a lifetime cap of \$10,800 for each youth or family that participates in the program. The subsidy payments are made directly to the landlord to prevent any interference with public assistance grants.

There are two other components of the program that provide extra support to our clients. One-time grants of up to \$1,800 are available to assist with expenses associated with obtaining a new apartment, such as a security deposit, broker's fees, furniture (for foster care cases only), mover's fee, extermination, and essential repairs. Separate one-time grants can also cover up to \$1,800 in rental arrears. However, these one-time grants are counted against the lifetime cap of \$10,800.

The Housing Academy Collaborative (HAC) was created in March 2013 as part of efforts by the Administration for Children's Services to enhance the services provided to young adults as they transition from foster care to adulthood. HAC provides a series of core trainings to young adults ages sixteen to twenty-one to better prepare them to meet the challenges of renting an apartment and maintaining it long term. The trainings target key components necessary to becoming a successful resident, including:

- Employment Services Support
- Education Resources
- Financial Literacy
- General Knowledge Of Landlord and Tenant Rights
- Negotiating With Creditors

HAC will enhance the Intake Housing Application process by providing technical assistance. A review team of three senior HAC staff members will expedite court orders regarding housing issues for youth. The review team will also work with foster care providers to assess housing preparedness and make referrals to HAC specialists for one-on-one technical assistance, in the areas of education, employment and mental health.

#### What Does HAC Offer?

- Trainings for young adults to become better prepared to take on the responsibility of maintaining an apartment.
- Referrals and technical assistance to young adults in the areas of education, employment, financial empowerment, household-living skills, and mental health services.
- Processes NYCHA & New York/New York III housing applications and subsidy requests for young adults.

- Training and technical assistance to key stakeholders, including provider agencies and other divisions within ACS.

HAC will conduct quarterly meetings with housing liaisons and other representatives from the foster care agencies. The primary objective of this training will be to assess and evaluate outcomes: application process, preparedness of the youths applying for housing, the quality and integrity of supporting housing documents, such as psychiatric and psychosocial reports and the distributions of funds to housing providers. The other part of the training will focus on providing technical assistance on problem cases or guidance regarding existing protocols. To that end, an interactive, question and answer format will be adopted. Representatives with expertise in related fields, such as SSI or legal subleasing will also be invited to address the training body. Training sessions will last two hours.

HAC is developing a collaborative with major stakeholders in the housing field. This will include the NY NY III housing providers, representatives from NYCHA, clinicians, developers and representatives from HRA, Department of Health and Mental Hygiene, Center for Urban Community Services, and the like. The collaborative will share information on new housing projects, explore ways to improve the delivery of service to youths and families, in addition to introducing proposals to initiate more affordable housing for youths/foster care population.

### Trainings

HAC offers trainings to all youth in care. HAC recommends that young adults complete the following trainings to improve readiness to live independently after foster care.

- Five core trainings for youth sixteen to eighteen years old.
- Four core trainings for young adults nineteen to twenty-one.
- Two additional trainings for pregnant and parenting youth.

Training cycles ARE offered throughout the year.

The Administration for Children’s Services provides a Know Your Rights brochure for LGBTQ youth in care. One housing resource provided is for the Ali Forney Center; the largest and most comprehensive organization dedicated to providing support and services for homeless LGBTQ youth, aged 16-24, to escape the streets and begin to live healthy and independent lives.

### Preparing Youth for Adulthood, ACS Strategy to Support Youth in and transitioning from Foster Care

Preparing Youth for Adulthood or PYA is the Administration for Children’s Services’ comprehensive strategy to support youth in foster care and as they transition to adulthood promotes the following principles:

- Youth will have permanent connection with caring adults.
- Youth will reside in stable living situations.
- Youth will have opportunities to advance their education and personal development.
- Youth will be encouraged to take increasing responsibility for their work and life decisions, and their positive decisions are reinforced.
- Young people’s individual needs will be met.
- Youth will have ongoing support after they age out of foster care.

Preparing Youth for Adulthood emanates from a strength-based, youth development philosophy that encourages youth participation in decision-making and planning for their future and goals.

APPLA: Alternative Planned Permanent Living Arrangement (formerly known as Independent Living) is for youth between 16-21 years old whose goal is not adoption or return to parent. Youth who have this plan is supervised by the APPLA Monitoring Unit (AMU):

The Administration for Children’s Services’ APPLA Monitoring Unit (AMU) works to promote quality practice standards to support achievement of the Preparing Youth for Adulthood (PYA) goals through the analysis and assessment of PYA checklists for youth with the goal of APPLA. The unit reviews data collection and assesses individual PYA plans for youth in foster care. AMU reviews and assesses individual Preparing Youth for Adulthood (PYA) plans completed by provider agencies for young people between the ages of 17-21. The documenting services provided include: Discharge Planning; Housing; Health/Health Insurance; Educational/Vocational Opportunities; Employment Opportunities; Opportunities for Adult Permanency Resources; Continuing Support System; and Vital Documents. The Unit collaborates with the provider agency community ensuring positive outcomes for youth in foster care in an effort to improve quality case practice and management, and enable successful transition into adulthood. AMU also consults with internal Administration for Children’s Services divisions to address integration and implementation of PYA into the provider agency’s prescribed practice and assessment tools by identifying and addressing practice and systemic issues that impact successful achievement of PYA outcomes.

**Office to Combat Domestic Violence**

1. Citywide Coordination of Services

In November 2001, New York City residents voted to amend the City Charter to establish the Mayor's Office to Combat Domestic Violence (“OCDV”) to oversee the citywide delivery of domestic violence services, develop policies and innovative programs, and work with diverse communities, City agencies, community-based organizations and local leaders to raise awareness about domestic violence and strengthen the safety net for domestic violence victims and their children.

A description of domestic violence initiatives by OCDV and the City agencies it oversees is listed below.

**Domestic Violence Fatality Review Committee**

The Domestic Violence Fatality Review Committee (“FRC”) examines information related to domestic violence fatalities in the City and develops recommendations regarding services for the victims. The Committee includes staff from ten City agencies, two representatives from social service organizations, and two survivors of domestic violence. To raise awareness of the prevalence of domestic violence and of services available, the FRC members also participate in community outreach in neighborhoods with a high number of domestic violence homicides.

**New York City Family Justice Center Initiative**

The New York City Family Justice Center Initiative is an initiative of OCDV in partnership with the District Attorneys’ Offices. The Centers are located in the Bronx, Brooklyn, Manhattan and Queens. With public and private funding, these innovative Centers help domestic violence victims break the cycle of violence by streamlining the provision of supportive services. Clients receive their choice of services that are made available in their language, while their children play in the next room. The following provides an overview of the number of clients visiting the Centers:

*Client Information: Since Center’s Opened*

	<b>Combined</b>	<b>Brooklyn</b>	<b>Bronx</b>	<b>Manhattan</b>	<b>Queens</b>
<b>Total Client Visits</b>	297,355	156,310	67,379	4,593	69,073
<b>New Clients</b>	116,549	66,123	23,573	1,554	25,299

### *Client Visits: 2014*

	<b>Combined</b>	<b>Brooklyn</b>	<b>Bronx</b>	<b>Manhattan</b>	<b>Queens</b>
<b>Total Client Visits</b>	54,687	19,957	18,209	4,593	11,928
<b>New Clients</b>	18,288	6,854	5,786	1,554	4,094

In 2014, there was a 22% increase in the number of client visits and a 20% increase in new clients, at the NYC Family Justice Centers (FJs) when compared to 2013.

The Staten Island Family Justice Center is currently under construction and is scheduled to open during the last quarter of 2015.

### Domestic Violence Response Teams

#### *Staten Island*

In 2012, OCDV launched the Staten Island Domestic Violence Response Team (DVRT), which provides rapid response to high-risk cases by facilitating interagency coordination and collaboration to effectively meet the services and safety needs of clients. DVRT seeks to preventively reduce the incidence of homicide and develops recommendations to enhance and streamline the delivery of City services to domestic violence victims. The DVRT Team also frequently participates in public education activities across Staten Island to raise awareness of the services available to domestic violence victims. The public education activities include handing out pamphlets, palm cards and brochures at local retail locations, public transportation hubs and festivals.

#### *New York City Housing Authority*

The NYCHA Domestic Violence Response Team (NYCHA DVRT) is an initiative of the Mayor's Office to Combat Domestic Violence to raise awareness about domestic violence and directly link victims to appropriate services as part of the Mayor's Action Plan (MAP) for Neighborhood Safety. NYCHA DVRT staff includes: (1) community liaisons that conduct extensive outreach throughout the 15 developments in the initiative and the surrounding communities, launch a public education campaign, (2) case specialists that provide crisis intervention, advocacy, and supportive services to domestic violence victims and (3) a high risk coordinator that works closely with clients that are identified as being at a high risk of escalating abuse, physical violence or homicide. The high risk coordinator collaborates with city agencies and other community partners to create individualized plans to quickly meet the service and safety needs of the client.

### Coordinated Approach to Preventing Stalking (CAPS)

In 2014, OCDV collaborated with the Richmond County District Attorney's Office (RCDA) and the New York City Police Department to implement a homicide prevention program that seeks to increase the identification and reporting of intimate partner stalking cases, enhance stalking arrests and prosecutions, and link victims directly to appropriate services. OCDV conducted a joint law enforcement training with NYPD and RCDA to educate police officers, prosecutors and judges on the New York State Stalking Statute. Through the CAPS program, NYPD Domestic Violence Police Officers (DVPOs) from the 120<sup>th</sup>, 121<sup>st</sup>, 122<sup>nd</sup> and 123<sup>rd</sup> precincts will continuously review new and existing Domestic Incident Reports (DIRs) and identify cases where there may be stalking behavior. RCDA has assigned an Assistant District Attorney to review all intimate partner stalking arrests that result from this program and to also review pending criminal cases for stalking behavior and add stalking charges, where appropriate. Cases where stalking behavior has been identified by the NYPD or RCDA, where a stalking arrest has been made, or where stalking charges have been added to a criminal complaint will be referred to the Domestic Violence Response Team (DVRT) program in Staten Island for coordinated civil legal, counseling and supportive services.

### New York City Family Justice Center, Brooklyn, Early Victim Engagement (BKFJC EVE) Project

In April 2008, the New York City Family Justice Center in Brooklyn launched the Early Victim Engagement Project in collaboration with the Kings County District Attorney's Office, two nonprofit organizations and three government agencies. The BKFJC EVE Project is funded by the U.S. Department of Justice, Office on Violence Against Women. The goal of the BKFJC EVE Project is effective, early engagement with domestic violence victims whose abusive partners have interacted with the criminal legal system. This early contact provides victims with timely, reliable information about the criminal justice system in their language and allows them to make informed decisions about their safety. In 2014, 2,872 domestic violence victims were assisted by EVE.

### Queens Human Trafficking Intervention Pro Bono Project

In 2014, OCDV in collaboration with Sanctuary for Families and the Queens Human Trafficking Intervention Court (HTIC), launched a program that will provide sex trafficking victims with access to free quality immigration assistance, ranging from advice to legal representation services. Through this comprehensive pilot program, individuals appearing before HTIC will be connected to culturally and linguistically competent pro bono attorneys from New York's most prestigious law firms, under the supervision of experienced Sanctuary for Families immigration attorneys, for legal consultations. Further, clients of this program will have access to additional civil legal and social services available at the Queens Family Justice Center. Since launching 54 clients have been assisted with legal representation through the Human Trafficking Intervention Pro Bono Project.

### Domestic Violence Prevention: New York City Healthy Relationship Academy

In 2005, OCDV established the NYC Healthy Relationship Training Academy in partnership with the Department of Youth and Community Development and the Academy continues with support of the Avon Foundation for Women through the Mayor's Fund to Advance New York City. This program seeks to prevent abuse by primarily educating teens and young adults to recognize abuse within a relationship as well as understand what aspects of a relationship contribute to making it healthy. The Academy offers educational workshops and training sessions on topics concerning domestic violence for young people ages 11 to 24 of especially vulnerable populations, their parents and organizational staff. Since its inception in 2005 through December 2014, the Academy reached 41,123 young people through 2,105 peer education workshops. In 2014, the Academy provided 297 workshops with 5,539 participants. These have proven to be highly successful based on data from pre- and post-workshop questionnaires.

## 2. Homelessness Prevention

Fleeing violence in the home can lead to homelessness for victims and their children. OCDV coordinates a wide range of programs and initiatives that aim to prevent domestic violence and provide safety and services to victims.

### Public Education

Public education is a critical component of OCDV's strategy to reduce domestic violence and prevent homelessness in New York City. Effective public education helps to reduce the number of people who become victims and refers those who are victims to appropriate services. This year we reached more New Yorkers than ever before. Regular outreach efforts have occurred at transit hubs, business districts, beauty salons and grocery stores. In, 2014, OCDV staff has participated in over 900 outreach events, a 350% increase from the same period last year, and has distributed over 250,000 pieces of educational material, over an 800% increase since last year.

### Public Awareness

The OCDV website, [www.nyc.gov/domesticviolence](http://www.nyc.gov/domesticviolence), serves as the only citywide clearinghouse for comprehensive domestic violence information. In July 2008, Mayor Bloomberg signed Executive Order (EO) 120, creating a centralized language access policy for New York City. In 2009, as part of OCDV's Language Access Plan, content on OCDV's website was reviewed and translated into Arabic, Bengali,

Chinese, Haitian-Creole, Korean, Russian and Spanish. In 2013, the website was converted into a consumer-focused website with accessible language and streamlined content. OCDV continues to monitor language services and the language needs of our clients through language service questions incorporated into the customer satisfaction surveys collected at the Family Justice Centers.

#### OCDV and the Verizon Wireless HopeLine® Program

OCDV continues to collaborate with Verizon Wireless's HopeLine in urging all New York City residents to help survivors of domestic violence by donating their no-longer-used wireless devices.

#### October Domestic Violence Month

OCDV developed a comprehensive schedule of events and programs to raise awareness during Domestic Violence Awareness Month. The following provides an overview of these activities:

##### *Calendar of Events*

Since 2002, OCDV has collated information regarding domestic violence-related activities being hosted in the City each October in honor of Domestic Violence Awareness Month. These activities are organized into a useful resource calendar which is widely distributed and posted on the OCDV website.

##### *Domestic Violence in the Workplace Forum*

OCDV hosted a two-hour forum for employees and human resources professionals that explored the scope of the issue, provide an overview of the relevant laws governing domestic violence and employment and explored best practices and resources for businesses and their employees to address domestic violence in the workplace.

##### *New York City Go Purple Day*

OCDV coordinated a day in New York City in which individuals were encouraged to wear purple and by shining purple lights on New York City buildings and landmarks to raise awareness about domestic violence. Also on that day, OCDV conducted numerous outreach events across the City at major transit hubs and high traffic locations to distribute public education material.

##### *General Consuls Meeting*

OCDV, the Mayor's Office of International Affairs, and the Mayor's Office of Immigrant Affairs along with co-sponsors UN Women and the New York Women's Foundation held a breakfast meeting with almost 100 Consuls General and their staff to provide information about domestic violence services and resources available throughout New York City. Follow-up meetings are being conducted with each Consuls General to determine specific outreach initiatives that can be implemented to reach each immigrant population in New York City.

##### *New York City Inaugural UpStander Award Campaign*

Domestic Violence Awareness Month culminated with the City's Inaugural UpStander Awards, hosted by First Lady McCray, which honored and thanked individuals who made a difference by shining a light on how we can live free of violence, championing the rights of survivors of violence and inspiring others to do the same. This Award event included the launch of the City's UpStander campaign to encourage all New Yorkers to play a role in ending domestic violence and included a PSA featuring city leaders speaking about being an UpStander and public education material that is being distributed throughout the City. The campaign identifies five ways an individual can be an UpStander: (1) recognize and speak out against domestic violence; (2) speak up when you hear jokes or other statements that promote violence; (3) offer unconditional support for someone experiencing domestic violence; (4) get help from an expert, advocate or other professional; and (5) know about existing resources and provide this information to a victim of domestic violence.

#### New York City Housing Authority Conference on Domestic Violence

NYCHA generally holds yearly conferences on Domestic Violence - primarily for NYCHA residents -

to increase sensitivity about, and to provide education on, the many facets of this issue. NYCHA's Annual Domestic Violence Awareness and Resource Fair was held this year on October 18, 2014 at Hostos Community College. Over 600 residents citywide attended the conference, including Resident Leaders, seniors, young children, teenagers, families and Community Based Organizations. The program included, an impactful Panel Presentation to include experts on the overall issue of DV and the impact it has in our communities, including families, teens, LGBTC, human trafficking and undocumented victims. In addition, there were compelling presentations by two leading experts on the issue of domestic violence:

- Brian Martin- leads an international non-profit organization dedicated to connecting and supporting anyone who grew up living with domestic violence
- Ted Bunch- Recognized both nationally and internationally for his expertise in organizing and educating men in the effort to create a healthier and more respectful manhood.
- Special guest appearance by Former Knicks Guard John Starks, who shared his personal experience with the issue of domestic violence

There were over 40 Community Based Organizations and Advocates who participated and shared information during the resource fair. The DV conference was co-sponsored by HRA, MOC DV, and Knicks Basket Ball Association.

#### Human Resources Administration's Teen Relationship Abuse Prevention Program (RAPP)

This school-based program is one of the most comprehensive domestic violence prevention programs in New York City, and is critical to ending relationship abuse among young people. Through a comprehensive curriculum, students learn to recognize and change destructive patterns of behavior before they are transferred to adult relationships. The program is now serving 55 schools citywide. During the 2012-2013 school year the RAPP social workers offered individual counseling to 7,136 students. Over 3,389 students completed the three course prevention workshops, with 90 percent of the students showing an increase in knowledge of teen relationship abuse.

Peer education is an important component of the RAPP program. One of the goals of the RAPP program is to promote active student involvement as peer partners, peer educators and mentors. During the summer of 2013, approximately 200 students participated.

## Training

Agency personnel and other service providers must be well-trained in order to effectively deliver programs and initiatives that have an impact on reducing domestic violence. This is especially true of frontline workers who directly assist victims and are regularly called upon to provide clear, accurate and often culturally appropriate information and assistance.

#### The Administration for Children's Services Domestic Violence Screening and Assessment Tools and Training

The Administration for Children's Services universally screens for domestic violence in all Child Protective Services investigations, regardless of allegations. Together with on-going domestic violence trainings on assessment and intervention, ACS continues to improve the ability of child protective staff to assess and respond to child safety issues while providing survivors of domestic violence with: necessary safety planning assistance, intervention and referrals to community resources, as well as, providing accountability and appropriate service planning for abusive partners. ACS' James Satterwhite Training Academy together with the Domestic Violence Policy and Planning unit and the Division of Child Protection updated the three-day domestic violence training curriculum provided to all child protective specialists. Domestic violence trainings now include the Domestic Violence ToolKit, a compilation of Children's Services policies and procedures that specifically apply to cases involving domestic violence. A corresponding Domestic Violence ToolKit training was created and has been provided to supervisors and managers. In addition, the Domestic Violence Screening Tool and Protocol was adapted for Preventive Services. These updates ensure that domestic violence trainings reflect the

agency's current domestic violence-related policies and practices and provide staff with guidance on how to address domestic violence in the context of new child welfare initiatives such as child safety conferences and new city, state and federal laws regarding domestic violence.

In addition the DV Screening and DV Protocol were modified for preventive services in 2012 to support a comprehensive screening, assessment and intervention of domestic violence, informed by Children's Services' guiding principles, to improve and strengthen the screening, identification, assessment and intervention of domestic violence, and ensure the safety of children and promote the stability of the children, youth and families. The new *Domestic Violence Screening and Assessment Tool for Preventive Services* includes interviews for all members of the family of origin, gender neutral screening questions for the survivor and the abusive partner, as well as guidance to workers on effectively engaging child and adolescent respondents during the administration of the assessment tools.

In contracts with foster care and preventive agencies, ACS has required the agencies to enhance their capacity to address domestic violence in the families they work with. The Domestic Violence Policy and Planning unit currently oversees the Domestic Violence and Child Welfare Initiative currently administered through Children's Aid Society's Family Wellness Program. The Domestic Violence and Child Welfare Initiative provides ongoing training and education, case consultation and technical assistance and the initiative's goal is to increase foster care and preventive agencies' capacity for working effectively with families struggling with domestic violence. These efforts are crucial because a substantial overlap exists between domestic violence and child abuse and neglect, and many victims of domestic violence come into contact with child welfare service providers before they are ready to seek assistance from domestic violence service providers or from the criminal justice system.

The Office of the Commissioner oversees the City Council funded Community Empowerment Program (CEP) initiative through CONNECT. The Community Empowerment Program (CEP) which is funded by the City Council and is focused on domestic violence prevention and early intervention through work with community based agencies in New York City. CEP is a multi-faceted program that incorporates: transformative education, strengthening of existing infrastructure, network building and technical assistance with resource development.

#### New York City Elder Abuse Network

The New York City Department for the Aging (DFTA) established the New York City Elder Abuse Network in 2006. The Network was formed by a nucleus of agencies who indicated a strong desire to expand and strengthen their activities in the area of elder abuse. The Network has a broad membership of agencies, including law enforcement personnel, district attorneys, city agencies, academic institutions, nonprofit providers of victim services as well as support services to the elderly, financial service providers, and other interested community professionals. The Network's focus for this coming year will be in the following areas: 1) coordinating providers serving elder abuse victims; 2) exploring funding opportunities for community providers and 3) advocacy. DFTA provides ongoing support to the Network.

#### Department of Homeless Services

Since 2008, the OCDV has partnered with the Department of Homeless Services (DHS) to train DHS and contracted shelter staff on domestic violence awareness and service referrals. In 2013, 125 DHS Police were trained by OCDV staff. In addition, in partnership with the New York State Office for the Prevention of Domestic Violence, a total of 155 DHS staff was trained on how to identify signs of Domestic Violence and important resources available to DV victims.

### Intervention and Outreach

A number of domestic violence programs and initiatives operated by City agencies are designed to intervene in the lives of victims before they become homeless and involve outreach to victims and their families. Outreach



and services are provided to victims through the City's Domestic Violence Hotline; criminal justice services; social services, including health and human services; and alternatives to shelter

#### New York City Domestic Violence Hotline

Domestic violence services offered in the City can be accessed through the City's toll-free Domestic Violence Hotline which operates 24-hours, seven days a week and provides interpretation services in more than 150 languages and dialects. During the 2014 calendar year, the Hotline answered 87,374 calls, of which 11,108 were requests for domestic violence shelter placement.

#### Criminal Justice Services

Fear for personal safety is a major reason that victims leave their homes and OCDV has made the effective delivery of criminal justice services a critical element of its strategy to reduce domestic violence. Criminal justice personnel respond to calls for help, make arrests, provide referrals and follow-up visits to victims and are responsible for incarcerating and monitoring batterers.

#### New York City Police Department (NYPD) Domestic Violence Unit

The NYPD Domestic Violence Unit coordinates the department's overall domestic violence strategy, including the training of officers. There are over 380 Domestic Violence Prevention Officers, Domestic Violence Investigators and Domestic Violence Sergeants in the City's seventy-seven (77) police precincts and nine (9) Housing Police Service Areas.

#### New York City Police Department Intervention Programs

The Department has many initiatives aimed at prevention, intervention and outreach including a Domestic Violence High Propensity List, which targets households that have a demonstrated tendency toward domestic violence and the Home Visit Program, where Domestic Violence Prevention Officers visit residences that have had domestic violence incidents in the past in an effort to prevent future incidents.

#### New York City Police Department Domestic Violence Police Program (DVPP)

The DVPP combines experienced Safe Horizon counselors with uniformed police officers who jointly contact and counsel NYCHA families where there has been a police report of domestic violence. In January of 2009, Safe Horizon's contract with NYCHA was transitioned to HRA and is now funded by the NYC City Council and they continue to provide services to NYCHA residents. Currently, the DVPP is operational in nine Police Service Areas and three precincts (PSA 1, 2 and 3 in Brooklyn; PSA 4, 5 and 6 in Manhattan; PSA 7 and 8 in the Bronx; PSA 9 in Queens and the 44<sup>th</sup> precinct in the Bronx).

During the year 2014, police officers prepared 282,648 Domestic Incident Reports (DIRs).

#### Human Resources Administration Domestic Violence Intervention and Education Program (DVIEP)

DVIEP combines non-profit Safe Horizon case managers with domestic violence police officers who jointly contact and provide client centered services for New York City Housing Authority (NYCHA) families who have filed a police report for domestic violence. Between Jan 2013 and December 2013, 15,733 police reports were reviewed, 3,376 residents were successfully contacted and received services, 7,430 clients accepted services, there were 192 police sensitivity training sessions, and 85 community education seminars were conducted. Additionally, DVIEP case managers and domestic violence police officers attended 24 family days during the months of July and August.

#### New York City Housing Authority's Witness Relocation Program

Through the Witness Relocation Program, District Attorneys, US Attorneys, or other appropriate law enforcement agencies refer intimidated witnesses who are applying for public housing or Section 8 assistance. During 2014, a total of 159 cases were received and reviewed by the unit, of which 146 were deemed to have met the Intimidated

#### NYCHA's Domestic Violence Aftercare Program

The program provides intensive home based social services to victims of domestic violence who have been approved for an Emergency Transfer. Services include counseling, advocacy, assistance with moving expenses and referrals for job training and GED classes. The Human Resources Administration began implementing this program in February 2010. In 2014 NYCHA referred 431 new cases to HRA for services.

#### Supportive Outreach Services (SOS)

Supportive Outreach Services assists residents in improving their social functioning. Staff conduct needs assessments, design treatment plans, make referrals for direct social services and coordinate service utilization. 7,263 new referrals were assigned during 2013.

The Furniture Distribution Program is a component of SOS that secures donations of furniture, bedding and an assortment of household items from hotels and motels throughout the Metropolitan Area in order to assist relocated families who have lost their possessions due to a fire or other calamity and Victims of Domestic Violence who transferred through the Emergency Transfer Program. During 2013, 157 families were assisted through the program.

### Social Services

The City provides a number of health and human services to meet the immediate needs of victims and help them avoid homelessness. OCDV is committed to having these services delivered in a coordinated manner.

#### The Administration for Children's Services Domestic Violence Policy and Planning Unit

The Administration for Children's Services Domestic Violence Policy and Planning Unit in the Office of Clinical Practice, Policy and Support works to inform Administration for Children's Services (ACS) delivery of services and practice so that families and children who are involved in the child welfare system and are affected by domestic violence are identified and receive the services they need. DVPP supports capacity building and adherence to best practice, and achieves its goals through consultation, training, interagency collaboration and community outreach.

The unit conducts strategic planning related to domestic violence and the child welfare system; directs policy development; formulates practice guidelines and protocols; and collaborates internally and externally on developing domestic violence policies, practices and recommendations. The unit is also responsible for the development and implementation of the agency's domestic violence training strategy, the delivery of these trainings, and supporting 15 domestic violence clinical consultation specialists, and their adequate support in the field on certain high-risk cases.

In 2009 the James Satterwhite Academy in collaboration with DVPP revised and updated the three-day, DV Core Phase II training curriculum for Child Protective Specialists and created the DV ToolKit. The DV ToolKit contains all of Children's Services' domestic violence policies and procedures for best practices when assessing and intervening with families experiencing domestic violence. DVPP also developed and delivered the DV ToolKit training for supervisors and managers in the Division of Child Protection.

Domestic Violence Policy and Planning (DVPP) also oversees the Domestic Violence and Child Welfare Initiative (DVCWI) administered through the Children's Aid Society's Family Wellness Program. The Domestic Violence and Child Welfare Initiative provides ongoing training and education, case consultation and technical assistance and the initiative's goal is to increase foster care and preventive agencies' capacity for working effectively with families struggling with domestic violence. These efforts are crucial because a substantial overlap exists between domestic violence and child abuse and neglect, and many victims of domestic violence come into contact with child welfare service

providers before they are ready to seek assistance from domestic violence service providers or from the criminal justice system.

Another initiative of the Domestic Violence Policy and Planning Unit is the Domestic Violence Subcommittee. The mission of the Domestic Violence Subcommittee is to enhance and sustain best practice where there is an intersection of child welfare and domestic violence. The DV Subcommittee provides a forum for exchange of information between the Administration for Children's Services and key community stakeholders. Most recently, the Subcommittee has addressed the challenging area of housing by reviewing how families transition between systems, by identifying the barriers to smooth transitions and making recommendations for improved service delivery.

The Office of the Commissioner oversees the City Council funded Community Empowerment Program (CEP) initiative through CONNECT. The Community Empowerment Program (CEP) which is funded by the City Council and is focused on domestic violence prevention and early intervention through work with community based agencies in New York City. CEP is a multi-faceted program that incorporates: transformative education, strengthening of existing infrastructure, network building and technical assistance with resource development.

All of these efforts are crucial because a substantial overlap exists between domestic violence and child abuse and neglect, and many survivors of domestic violence come into contact with child welfare service providers before they are ready to seek assistance from domestic violence service providers or the criminal justice system. The implementation of domestic violence screening and assessment tools and related on-going training has improved the ability of child protective specialists and preventive program staff to assess and respond to child safety issues, while providing survivors of domestic violence with necessary safety planning assistance and referrals to appropriate community resources.

#### The Administration for Children's Services Clinical Consultation Program

In 2002, ACS launched the Clinical Consultation Program, which placed 12 domestic violence consultants in the Children's Services child protective field offices throughout the city. The program has since grown to include 15 domestic violence consultants. These consultants work as part of a multidisciplinary team that also includes mental health and substance abuse specialists and a team coordinator and a Medical Services Consultant. The domestic violence consultants, with other team members when needed, provide case specific consultation, office based training, and assistance with referrals for community based resources. Consultations are available to caseworkers, supervisors, and managers to help assess the client for the presence of domestic violence and plan appropriately. In addition, consultants may attend case conferences or have direct contact with clients to provide a more informed consultation and model intervention strategies. Specific office based trainings related to domestic violence and informed by best practices are developed depending on the training needs of a location. Lastly, the domestic violence consultants identify and develop connections to domestic violence related neighborhood based resources to facilitate referrals. This is an aspect of how domestic violence consultation has evolved to increase awareness of the interconnection with other issues that impact children and family functioning. A further enhancement of efforts to address domestic violence has been the collaboration of the Domestic Violence Consultants with the agency's Investigative Consultants and Family Court Legal Services. A continuing aspect of the Clinical Consultation Program's development has been its close relationship with the Domestic Violence Policy and Planning Unit within the Office of Child and Family Health under Family Support Services. These partnerships and linkages have resulted in even more capacity building that helps to strengthen the agency's response. Borough Commissioners have expressed the need for more domestic violence consultants to handle an increasing demand based on evidence of escalating rates of domestic violence and related abuse. Another area of concern is the heightened risk to safety and well-being of children who are witnesses of domestic violence. Additional resources are indicated to address the needs of children and families impacted by domestic violence. The Clinical Consultants have been actively involved in numerous conferences related to family safety, in addition to performing training and case specific

consultation. Despite a myriad of challenges and budgetary constraints, we continue to work collaboratively using existing resources as efficiently and effectively as possible.

#### New York City Health and Hospitals Corporation Domestic Violence Program (HHC)

New York City HHC provides a wide range of services for victims of domestic violence at each of its eleven acute care hospitals. These services range from medical treatment for physical injuries suffered during a domestic abuse incident to therapeutic services and interventions, counselling within a multi-disciplinary context using both short and long term treatment approach, advocacy and outreach. The number of domestic violence cases seen in HHC's eleven acute care hospitals during calendar year 2014 and referred to the Domestic Violence Coordinator was one thousand, nine hundred and eighty eight (1,988).

#### Human Resources Administration (HRA) Domestic Violence Liaison Unit

HRA created a Domestic Violence Liaison (DVL) Unit in 1998 as a result of the Federal Family Violence Option, part of welfare reform legislation. During 2013, the domestic violence liaisons granted a monthly average of 593 families affected by domestic violence received an employment and or child support waiver.

#### Human Resources Administration Project NOVA (No Violence Again)

HRA addresses the needs of domestic violence victims seeking emergency housing from the Department of Homeless Services. During 2013, approximately 6,720 cases were assessed by NOVA to determine eligibility for domestic violence services. Of these referrals, approximately 1,001 were placed in domestic violence shelter.

#### Human Resources Administration Non-residential Domestic Violence Programs

HRA contracts with community based organizations to provide non-residential domestic violence programs. These programs maintain hotlines, provide crisis intervention, counseling, referrals for supportive services, advocacy and community outreach in all five boroughs. During 2013, a monthly average of 3,315 clients were served through non-residential programs and 854 clients received legal services in addition to the core services listed above.

#### Human Resources Administration Domestic Violence Aftercare Program

The program provides intensive home-based social services to NYCHA residents who are victims of domestic violence and have been approved for an Emergency Transfer within NYCHA. Services include counseling, advocacy, assistance with moving expenses and referrals for job training and GED classes. In 2013, 461 new cases were referred to the DVAP program. The average monthly caseload for DVAP was 230 families.

#### Supportive Outreach Services (SOS)

Supportive Outreach Services assists residents in improving their social functioning. Staff conduct needs assessments, design treatment plans, make referrals for direct social services and coordinate service utilization. 7,607 new referrals were assigned during 2012.

The Furniture Distribution Program is a component of SOS that secures donations of furniture, bedding and an assortment of household items from hotels and motels throughout the Metropolitan Area in order to assist relocated families who have lost their possessions due to a fire or other calamity and Victims of Domestic Violence who transferred through the Emergency Transfer Program. During 2012, approximately 121 families were assisted through the program.

### Alternatives to Shelter

#### Human Resources Administration Alternative to Shelter Program (ATS)

The program gives domestic violence victims and their children the option of remaining safely in their

own homes through the provision of state-of-the-art security technology and a coordinated response. This approach emphasizes keeping the abusers out of victims' homes. In 2013, ATS served an average of 170 clients per month.

## Housing and Supportive Housing

Domestic violence victims who are seeking emergency shelter are referred through the citywide domestic violence hotline to emergency shelter services.

### Temporary Housing and Emergency Shelter

Domestic violence victims who are seeking emergency shelter are referred through the citywide domestic violence hotline to emergency shelter services.

The Office of Domestic Violence Services of the Human Resources Administration (HRA) administers 51 state licensed emergency domestic violence shelters, including one directly operated by HRA. Domestic violence victims are provided with a safe environment and a range of support services, including counseling, advocacy, and referral services. During 2011, the emergency shelter capacity increased to 2,228 beds. During 2013, 3,643 families entered the domestic violence shelter system. HRA administers seven transitional housing shelters (Tier II) shelters with a capacity of 243 units.

In City Fiscal Year 2014 (which began July 1, 2013), HRA allocated approximately \$85.0 million for the Office of Domestic Violence Services, which is a unit of the Office of Domestic Violence and Emergency Intervention Services.

## New Permanent Housing

### New York City Housing Authority's Emergency Transfer Program

This program is available to NYCHA residents who are victims of domestic violence, intimidated victims, intimidated witnesses, or child sexual victims, which provides a confidential transfer to another development. During Calendar Year 2014, 1,770 emergency transfer requests were received; 811 cases were approved for transfer.

## **B. Relevant Public Policies**

The following subsections discuss the required actions undertaken by the City of New York in 2014 with regards to: barriers to affordable housing; resident initiatives within public housing developments; the elimination of lead-based paint; an anti-poverty strategy to assist households of low- and moderate-income; changes to the City's institutional structure and the coordination of efforts between City agencies, not-for-profits and other entities.

### **1. Barriers to Affordable Housing**

The 2014 Consolidated Plan, Volume 2, Chapter II, sub-section B, describes the City's relevant public policies that promote the construction of new low income housing as well as the preservation of existing low income resources which remove or ameliorate negative effects that serve as barriers to affordable housing. In addition, the City's Affirmatively Furthering Fair Housing Statement, located in Part IV of this document, provides a review of the City's activities in 2014 which promoted fair housing choice. No negative effects with regard to the availability of affordable housing were identified as a result of these policies.

#### New York City Housing Authority

##### Use of Alternative Development Methods

##### Current Residential New Construction or Substantial Rehabilitation Projects

The Public Housing Reform Act of 1998 mandates development of public housing units, either replacement or incremental, through mixed-finance transactions.

##### a. Projects Completed on in Construction, since 2013

##### East 173rd Street and Vyse Avenue

The Rev. Crawford housing project will be developed in three phases and result in 224 units. After subdividing the property into three parcels, NYCHA will convey each site separately as the developer obtains financing. Phase I of the project with 84 units affordable to households earning up to 60% Area Median Income ("AMI") was completed and tenanted in 2012. Phase II is under construction for completion in 2015. The second phase will contain 84 units and the third 56 units. Twenty-five (25) percent of the units will be set-aside for income eligible NYCHA residents or Section 8 Voucher holders from NYCHA's waiting list.

##### Highbridge Gardens

The development at Highbridge Gardens will consist of two buildings, yielding 220 units affordable to households making 60% Area Median Income (AMI). In addition, the development will provide approximately 65 surface parking spaces, a community room and other tenant facilities. The development site is a sloping wooded bluff overlooking the Harlem River. Also, a site adjacent to the new housing site has been conveyed to the School Construction Authority for a 390-seat school. The first phase, Highbridge Terrace, was completed in 2012; and the second phase, Highbridge Overlook, in 2014. The new middle-school opened for the 2013 -14 school year. Highbridge is 100% complete and occupied; and the new middle-school is in full operation.

##### Washington Houses

The development at Washington Houses in East Harlem will consist of one building containing 89 units of affordable housing above a 450-seat K-8 charter school. Current NYCHA residents will receive a preference for the newly created units. The school opened for the 2014-15 school year; and the housing available for occupancy in 2015.

##### Linden & Boulevard Houses

An 80-unit building for seniors is under construction on the southeast corner of the central parking lot with Section 202 funding in 2013 for occupancy in early 2015.

### Soundview Houses

The development at Soundview Houses will consist of two 8-story rental buildings: one for families (120 units); one for seniors (86 units) and 16 two-family townhouses for homeownership. The senior units will be affordable to households making up to 50% Area Median Income (“AMI”), while the other rental units will be affordable for households making up to 60% AMI. The affordability of the townhouses is under review. The developer will also construct the extension of the mapped Bronx River Avenue as part of the development agreement. A developer for the project was selected in October of 2008. Closing and ground breaking took place in 2013.

### Section 8 Recapitalization Transaction

In December 2014 the Authority closed on \$300m in rehabilitation financing that will supporter the rehabilitation of 875 Project-Based Section 8 dwelling units locate in six multifamily housing developments that NYCHA has owned in Kings, New York and Bronx Counties since the late 1970s. Utilizing NYC Housing Development Corp. tax-exempt bonds and the federal Low Income Housing Tax Credit Program, NYCHA, together with Triborough Preservation LLC will undertake the 100% rehabilitation of the six sites, including energy and security upgrades, common and landscaped and retail spaces. No current residents will be displaced as a result and this financing will assure the properties remain affordable and in a state of “good repair” for at least the next thirty years.

#### b. Pre-Development Projects

### Linden & Boulevard Houses

The Linden and Boulevard Houses parking lot located in Kings County was first proposed for the construction of fifty-three for-sale townhouses (fifteen two-family and thirty-eight three-family townhomes) containing a total of 144 units. Due to financing difficulty occasioned by the 2008-09 economic slowdown, the designated developer has recast the homeownership housing proposal with rental housing for up to 200 low-income families. This change in housing typed has been approved by HUD; and pre-development planning is underway. Efforts to incorporate a community facility into the housing plan are also being pursued.

### Fulton Houses

The proposed new rental development at Fulton Houses located in Manhattan, will consist of one mixed income rental building for low income households as well as middle and moderate income households earning up to 165% Area Median Income (“AMI”). NYCHA trash compactors and parking spaces currently on site must also be relocated and HUD approval secured. A developer for the project was selected in September 2007; and the project has been on hold due to financing issues. In 2013 the developer completed the ULURP process to extend R8 to the entire development site.

### Randolph Houses

Randolph Houses in Central Harlem will be extensively rehabilitated, and will result in 302 units of housing; 147 public housing units and 155 affordable housing units. The existing individual tenement buildings will be modified internally so that they are grouped into several larger buildings with a common circulation core with elevators. Construction closing took place in December 2013, with the first phase of available units to be ready for occupancy by June 2015.

### Prospect Plaza

NYCHA and HPD have selected Blue Sea and Partners to redevelop Prospect Plaza as a new mixed finance, mid-rise development to be constructed in three consecutive phases. The project will have 364 new housing units, including 80 public housing units and 284 affordable units. The project also includes a 22,000 square-foot supermarket, a 12,000 square-foot community center, and a 30,000 square-foot recreation area on a city-owned property adjacent to Prospect Plaza. All of the affordable rental units will be available to low-income households earning not more than 60 percent of the Area Median Income (“AMI”) or \$49,800 for a family of four. Former Prospect Plaza residents will have preference for the public housing units. The first phase of new

housing development closed in June 2014 with construction completion scheduled for December 2015. The second housing phase closed in December 2014 and construction will be completed by June 2016. The third phase of development, which includes housing along with mixed-use ground floor retail space and community facility, will close in 2015 with construction to be completed by December 2017. Completion of the final phase will also represent 100% completion of NYCHA's 1999 Prospect Plaza HOPE VI Revitalization Plan.

## **2. New York City Housing Authority Resident Initiatives**

The Authority is committed to developing and operating housing in wholesome living environments for low and moderate income households with innovation, sensitivity, and excellence through a partnership with its employees, residents, and communities. Meeting this mandate represents a significant challenge in light of substantially decreased federal operating subsidies and limited modernization dollars.

Within NYCHA, a group of departments coordinate tenant programs, community relations, and initiatives to improve the quality of life of NYCHA's residents. The following is a description of initiatives by department.

### **1) Resident Economic Empowerment & Sustainability (REES)**

The Office of Resident Economic Empowerment & Sustainability (REES) implements programs, policies and collaborations to measurably support residents' increased income and assets with a focus on employment and advancement, financial literacy and asset building, adult education and training, and business development.

By using housing as a platform REES:

1. Connects residents to high quality and relevant economic opportunity services;
2. Supports economic opportunity providers to better serve NYCHA residents;
3. Attracts new resources and proven models to public housing communities; and Generates economic opportunities for NYCHA residents.

REES uses a partnership and place-based service coordination model, or "Zone Model", to identify and partner with high-quality economic opportunity service providers in each key service area. This approach broadens NYCHA's scope from resident job training and employment to a more comprehensive suite of high-quality economic opportunity service providers.

#### **A. Strategic Partnerships: REES Zone Partner Networks**

Through the Zone Model, REES manages public/private partnerships with high-quality economic opportunity service providers. Through a formal application process, REES has established partnerships with best-in-class workforce, financial literacy, business development, adult education and training providers. REES launched inaugural Zone Partner networks in 2012-2013 in the following neighborhoods: Lower East Side, Downtown Brooklyn, South Bronx and Upper Manhattan. Zone Partners work collaborative with REES to develop strategic, outcome-focused projects that connect NYCHA residents to their services. These projects include receiving direct referrals through a web-based referral system; targeted recruitment campaigns for cohort-based services; reverse referrals of NYCHA residents to NYCHA job orders and employment-linked training programs; support and training from NYCHA in leveraging and integrating NYCHA policies into service delivery; and increase resident access to credit union services to remote capture rent payment and client conversion. At the close of the inaugural program year, REES saw a 22% increase in the volume of residents served through this new model, over 13,000 residents total. Building on this initial success, in late 2013 through 2014, REES expanded the Zone Model to additional neighborhoods including: Western Queens, Brownsville/East New York, East Harlem, Highbridge, Northwest Bronx, Rockaways, and Staten Island. Over forty providers have since entered into formal partnership with REES, expanding past traditional workforce, training and financial counseling services, to include new adult education partnerships through the SUNY's



Educational Opportunity Center’s and CUNY community college programs, as well as new business development and homebuyer education service providers.

i. Connecting to Services: Resident Outreach, Recruitment and Referrals

Through the Zone Model, REES has created multiple platforms for performing outreach and connecting residents to services. In 2013, REES launched OpportunityNYCHA.org, a web-based platform designed to connect residents to services and provide timely information on REES and partner programs. Since launching, OpportunityNYCHA.org has seen over **70,000** unique visitors and in 2014, REES launched a bi-weekly e-newsletter that reaches **35,000** subscriber. Residents utilize the microsite to register for information sessions and connect to programs.

In 2014, REES served over **5,300** residents through event-based recruitment and resident information sessions. Events include twice-weekly information sessions hosted at REES’ central office in downtown Brooklyn, in addition to similar sessions hosted offsite at NYCHA developments for a variety of vocational and other training programs, including Section 3 opportunities. REES also hosted employment pre-screening events with partners including the Brooklyn Navy Yard, Columbia University, and the New York City Police Department.

In 2014, there were **470** resident class/training enrollments for services in each service area through REES recruitment efforts. Below is an overview of the enrollment outcomes for cohort-based services.

	<b>Enrollments</b>	<b>Completions</b>	<b>% Completed</b>
Adult Education & Vocational Training	400	354	89%
Financial Literacy	26	25	96%
Business Development	56	41	73%
<b>Grand Total</b>	<b>482</b>	<b>420</b>	<b>87%</b>

In addition to event-based recruitment, REES connected residents to services through its web-based referral system which is designed to connect residents to services 10 minutes or less. Referrals are initiated by NYCHA frontline staff and REES through routine interactions, such as rent collections, with residents. In 2014, REES brought the system to scale, which was previously only connected to a select number of developments to scale, by training and empowering **556** frontline NYCHA staff to make referrals. **2,600** resident referrals were made through the system in 2014. Please see the breakout below:

<b>Referral Type</b>	<b>Grand Total</b>
ADULT EDUCATION	224
EMPLOYMENT ASSISTANCE	958
FINANCIAL COUNSELING	810
FOOD STAMPS Access	93
TRAINING	456
OTHER	<b>59</b>
<b>Grand Total</b>	<b>2600</b>

## B. Program Highlights: Financial Literacy and Asset Building

### i. Financial Capability and Tax Services

REES collaborated with Neighborhood Trust Financial Partners (NTFP), a non-profit organization that helps to improve the financial standing of low-income people, to offer their “Getting Ahead” signature series of financial workshops to residents on site at various NYCHA Community Centers. In 2014, NYCHA hosted three Getting Ahead workshops in East Harlem, Gowanus and Bedford-Stuyvesant. REES also collaborated with Food Bank for New York City to provide free tax preparation services at two NYCHA community centers in the Bronx through their “Virtual Volunteer Income Tax Assistance (VITA)” program. Nearly **100** clients received free tax prep services capturing nearly \$100,000 in aggregate EITC and other tax returns.

### ii. Family Self-Sufficiency Program (FSS)

The Housing Choice Voucher or Section 8 Family Self-sufficiency (FSS) Program is a HUD initiative that promotes economic self-sufficiency among participating families by referring them to educational, career counseling, money management, job training as well as job placement services. Participants receive a savings account which grows as the family’s earned income increases. Upon completion of the five-year FSS Contract of Participation, the family receives the money accumulated in the account, provided that no member has received cash public assistance in the preceding twelve months. The money may be used as a down payment on a home, as payment for higher education, as start-up capital for a business or to pursue other personal goals. Participating families run no risk to their Section 8 voucher and may continue to receive Section 8 assistance upon graduation from the program as long as they continue to meet Section 8 eligibility criteria. As of December 2014, there were **271** participants in the program. Twenty-nine (29%) of these had active escrow accounts with an average balance of **\$1,950**. The cumulative amount in escrow was **\$ 152,101**.

### iii. Prospect Plaza- Financial Planning and Management Services

Under a HOPE VI grant, NYCHA contracted with a financial management and education provider, Neighborhood Trust Financial Partners (formerly known as Credit Where Credit is Due), to provide financial planning, credit repair and counseling support services to former residents of Prospect Plaza and NYCHA residents in Brooklyn’s community board 16, who are interested in becoming qualified for new affordable housing units. In order to return to the new development, all applicants must pass a credit check. Neighborhood Trust Financial Partners launched its official program services on August 1, 2011, and concluded offering services on July 31, 2014. Services include both one-on-one financial counseling and workshops/seminars. At the end of the contract period in July 2014, **332** former Prospect Plaza Residents or NYCHA residents of community board 16 have created financial action plans and are pursued one on-on-one counseling with Neighborhood Trust Financial Partners.

### iv. Increasing EID uptake

Leading an interdepartmental working group, REES was able to overhaul the tools available to NYCHA property management staff in identifying residents who qualify for and applying the Earned Income Disallowance (EID). REES worked with NYCHA’s IT department to automate the EID process in NYCHA systems so that an increase in income triggers questions to see if a resident qualifies for EID and then the system tracks EID for the life of the disregard. Finally, REES has worked to educate our self-sufficiency program partners in the EID policy, its benefits for their clients and enlisted them to educate and orient residents about the EID. Since REES began tracking EID uptake in 2012, **5,619** residents have received the EID. **811** Residents received the EID in 2014.

v. Public Housing Module

Launched in 2012, with the help of NYCHA’s Professional Development and Training department REES developed and administers two-day training on NYCHA policy and procedure designed for financial counselors serving NYCHA residents. The training seeks to better prepare financial counselors to understand the economic universe of NYCHA residents as opposed to a client in private housing and how this might affect their money management skills and financial decision making. The class was first piloted in April of 2012 and offered again in August of 2012. It is now being offered on a quarterly basis going forward for REES partner organizations who conduct financial counseling with NYCHA residents. To date **108** financial counselors from have been trained. In 2014, **41** financial counselors were trained. In a 3 month follow up survey conducted with participants, REES found that **67%** of participants had used information from the training in counseling NYCHA residents.

C. Program Highlights: Employment and Advancement

i. Section 3/Resident Employment Program

In 2014, REES facilitated **556** direct job placements. These job placements included **342** resident job placements leveraged through outside contractors for various projects at NYCHA developments, in accordance with the employment –related provisions of the Housing and Urban Development (“HUD”) Section 3 mandate. Of the 342 residents hired, a total of **281** were made through NYCHA’s Resident Employment Program (“REP”). The Resident Employment Program (REP) is a NYCHA-sponsored program that requires that 15% of the labor costs on a contract be expended on resident hiring. With few exceptions, REP applies to construction contracts valued in excess of \$500,000.

ii. Jobs-Plus

Jobs-Plus is a proven place-based employment program that offers services to all working-age residents in one or a cluster of public housing developments. NYCHA, the Human Resources Administration, the Mayor’s Center for Economic Opportunity, and the Department of Consumer Affairs’ Office of Financial Empowerment, partner to implement the Jobs-Plus program across twenty-three NYCHA developments. Jobs-Plus is a signature component of the City’s Young Men’s Initiative. The Jobs-Plus expansion marks a key milestone in NYCHA’s new approach to better support its residents to increase their income and assets by working with public and private partners to identify gaps in service offerings and to develop strategies that attract high quality resources and proven economic opportunity models, like Jobs-Plus, into public housing neighborhoods. Below are resident job placement outcomes through the Jobs-Plus program:

<b>Jobs-Plus Site Location</b>	<b>Program YTD</b>
East Harlem ( <i>Hostos Community College</i> )	169
South Bronx Site 1 ( <i>Bronxworks</i> )	258
South Bronx Site 2 ( <i>FEGS/East Side Settlement House</i> )	192
Western Queens ( <i>Urban Upbound</i> )	227
Lower East Side ( <i>Henry Street Settlement House</i> )	178
Central Brooklyn ( <i>Bedford Stuyvesant Restoration Corporation</i> )	196
Northwest Bronx ( <i>Goodwill Industries</i> )	216
Staten Island ( <i>Arbor ResCare</i> )	211
<b>Total Placements</b>	<b>1647</b>

#### D. Program Highlights: Adult Education and Training

##### i. NYCHA Resident Training Academy (NRTA)

The NYCHA Resident Training Academy is a public/private initiative funded by the Robin Hood Foundation. The NRTA began in August 2010 as a citywide, employment-linked training program for NYCHA residents. Residents receive training from some of New York City's premier vocational training providers in preparation for jobs with NYCHA, its contractors, and the private sector. Since launching the program, over **1000** NYCHA residents have completed training through the NRTA with 88% completing and **88%** of graduates going on to careers. During 2014, **207** residents completed training through the academy with **80%** thus far moving on to job placement. Placement activity for the current program year (Year 5) is ongoing through September 2015.

##### ii. Green City Force

Green City Force, Clean Energy Corps is a 6 month full time service training program that provides college preparation and hands on work experience in the field of Green Energy. Green City Force has partnered with NYCHA's Office of Resident Economic Empowerment & Sustainability since 2009 to recruit qualified NYCHA Residents for a stipend-paid job training and college preparation service program. To date, **251** Residents have graduated from the program. Green City Force provides NYCHA residents 18-24 with training and leadership opportunities related to greening the economy. As of its last cohort, 82% of graduates are employed or enrolled in college. Between October 2012 and December 2014, 170 residents have enrolled in Green City Force and 106 completed the training. An Additional 37 from the last cohort, which began in August 2014 graduated after this reporting period in January 2015 with an additional enrollment occurring after this reporting period on February 4, 2014.

#### E. Program Highlights: Resident Business Development

##### i. Program Design and Expanding Partnerships

After piloting resident business development services between 2012-2103, REES expanded business development partnerships and collaborated to design programs and services for NYCHA entrepreneurs (NYCHAprenuers) that would fill key service gaps. NYCHA partnered with the NYC Department of Small Business Service's Business (SBS) Solutions Centers and other citywide non-profit providers to increase resident access to business planning services citywide. NYCHA also partnered with NYC Economic Development Corporation (EDC) on the Bronx Business Bridge program to viable spaces in which NYCHA entrepreneurs (NYCHAprenuers) can operate businesses. As a result, 2 NYCHAprenuers were invited to be part of Lehman's Bronx business Bridge Incubator; EDC's first incubator tailored to the LMI population. REES also expanded existing partnerships through facilitating cross-referrals and establishing partner learning community of providers serving NYCHAprenuers.

Through support from JP Morgan Chase Foundation, REES received resources to research and develop strategies to develop innovative solutions to meet key service gaps for NYCHAprenuers. During 2014 REES designed models for a Social Impact Equity Fund which would provide an accessible alternative form of capital for very low and extremely low persons. For this concept, NYCHA was acknowledged among CFED 10 Call for Solutions Winners for 2014 with work on this project ongoing through 2015.

##### ii. Food Business Pathways Program

NYCHA, the NYC Economic Development Corporation (EDC), SBS, and Hot Bread Kitchen designed and launched the NYCHA Food Business Pathways Program in 2014 through support from Citi Community Development. Through this initiative, 90 NYCHAprenuers will have access to 10 weeks of customized business development classes and ongoing coaching. Graduates will have access to certain subsidies for permits and 15

individuals will be awarded free kitchen incubator space in 2015. 21 NYCHA residents enrolled in the initial cohort in 2014 with completion to occur in 2015, along with the role out of additional cohorts.

iii. Section 3 Business Concerns

REES initiated a learning group of PHAs and supporting PHA organizations to share Section 3 best practices to support NYCHA's overall Section 3 Business Concern Strategy. Over 15 organizations have participated in the group including the Chicago, Charlotte, LA and Minneapolis PHAs. The information gathered through this initiative and 3<sup>rd</sup> party research was used to create NYCHA's S3BC validation and registration policies in an effort to generate a S3BC list to enable contracting. NYCHA registration process is now available to the public online through the OpportunityNYCHA.org portal with the first list of S3BCs has been posted.

2) Family Services Department

Elderly Safe at Home

The program provides comprehensive crime prevention education, crisis intervention, and general crime victim's assistance to elderly residents in the South Bronx. The program also offers workshops on entitlements, health and nutrition, conducts monthly meetings to disseminate information on crime prevention and arranges monthly shopping trips to area supermarkets. During 2014, the program provided 16,526 units of support services to approximately 515 residents monthly, and conducted 4,723 home visits.

Service Coordinator Program

The Service Coordinator Program is operated in clusters of developments in upper Manhattan, Brooklyn, Queens and Staten Island. Service Coordinators assists elderly/disabled residents to access government benefits, assistance in daily living, monitoring health care needs, "Meals on Wheels", and other types of assistance as needed.

During 2014, the program provided 35,654 units of supportive services to an average of 913 residents monthly in 25 developments, and conducted 8,226 home visits.

Senior Resident Advisor Program

The Senior Resident Advisor Program consists of trained paraprofessionals (some who live on-site) who provide crisis intervention services and case management coordination. Services provided include assistance in obtaining entitlements, health services, mental health services, assistance in maintaining independent daily living, home care services, senior legal services, outreach, meals for the homebound, and recreational activities (through NYCHA Senior Centers). Each program includes a substantial resident volunteer component (Floor Captains) to ensure daily contact with each elderly resident. NYCHA operates this program at twenty-two senior-only developments.

During 2014, the program provided 33,280 units of support services to an average of 1,434 residents monthly, and conducted 12,857 home visits.

Senior Companion Programs

This program is funded by the Corporation of National Service with twenty-six Senior Companies assigned through the Henry Street Settlement to specific developments in Manhattan, Queens, Staten Island and Brooklyn. The Senior Companions provide friendly home visits to a specific number of residents, most of whom are frail and socially isolated. They also provide escort and light shopping services. During 2014, this program conducted 1,851 home visits, and provided 133 escort services to approximately 20 elderly residents monthly.

Naturally Occurring Retirement Community (NORC) Program

The NORC Program was developed to address the needs of concentrations of seniors who have aged in place, in non-elderly housing. The program was designed to provide comprehensive support and health care services for

well and frail elderly residents, 60 years of age and older, who continue to live independently in their apartments and communities. Approximately 20.5% of the NYCHA population is over 60, and not all live in senior-designated buildings.

The NORC program concept is to provide services to the elderly who do not live in units built for the elderly through building community infrastructure support services, which include the following: on-site assessment, information and referral services, case management, counseling, education/prevention/wellness programs, recreational/socialization programs, and volunteerism. One of the key components is the assistance to access needed health care services, which includes nursing, health screenings, in-home assessments, medication management, and home visits by doctors, when needed. Additionally, the program provides ancillary services such as transportation, shopping, financial management, housekeeping, personal care, support groups, and intergenerational activities, among many others.

Based on DFTA’s reports, from January 1, 2014 to December 31, 2014, the NYCHA NORC program provided the following services:

Case Management & Assistance	-	22,651
Health Care Management & Assistance	-	4,150
Number of residents receiving at least 1 core service	-	7,950
New this Calendar Year (CY)	-	1,154

In Fiscal Year 2014, DFTA awarded \$2,573,988 to twelve NYCHA NORCS, as follows:

Forest Hills	-	196,000
Elliot – Chelsea	-	275,000
Smith Houses	-	179,258
Sheepshead/Nostrand	-	251,000
Lincoln/Amsterdam	-	261,989
Stanley Isaacs	-	263,000
Ravenswood	-	282,641
Vladeck	-	275,000
Pelham	-	200,000
Grand Street Settlement	-	78,000
Coney Island Active Aging NORC	-	102,950
Bushwick/Hylan NORC	-	209,150

NORC-type Initiatives

Grand Street Settlement Baruch Elder Services Team (B.E.S.T. Program)

The sponsor is committed to providing age appropriate, culturally sensitive services to senior adults residing in the NYCHA Baruch Houses with the goal of building a strong community of caring in order to foster, support and maximize each members overall personal well-being.

The sponsor is also committed to providing comprehensive services that will improve the quality of life for the seniors, enabling them to remain in their homes and helping them to lead independent, healthy and active lifestyles within their home community. These services include advocacy, health promotions services, social work services and opportunities for socialization.

- Bilingual Social Services – case assistance, case management, entitlement/benefits assistance, service linkage and coordination, crisis intervention, support services, advocacy.
- Recreational Services – group activities, trips, bingo, arts & crafts, physical fitness activities, dance and music activities, light snacks.

- Bilingual Health Services – health education services, health screening, health promotion and prevention, linkage to appropriate follow-up services.
- Services For Home-Bound Seniors – friendly visits, telephone reassurance calls, escorts.

Based on DFTA’s and B.E.S.T program reports from January 1, 2014 to December 31, 2014, the Grand Street Settlement NORC Program provided the following core services:

Units of Service

Case management & Assistance	-	2,032
Health Care Management & Assistance	-	458
Residents receiving Core Services	-	870
New This Calendar Year (CY)	-	24

NYCHA Re-Entry Pilot Program

Launched in November 2013, the Family Re-entry Pilot Program is a collaborative effort between the New York City Housing Authority (NYCHA) and the NYC Department of Homeless Services (DHS). The Vera Institute of Justice and the Corporation of Supportive Housing also are working with NYCHA in planning and developing the project. The program is designed for individuals who are leaving prison and/or jail to reunite with their families who live in NYCHA public housing; it also will provide them with re-entry services through participating service providers. Its goals are:

- Reunite families and strengthens NYCHA and surrounding communities
- Promote public safety by providing a path for people to come out of the shadows and become stable, productive members of their community
- Prevent recently released individuals from entering the city’s homeless shelters
- Ease the burden on service resources, and is expected to reduce returns to incarceration.

The Program provides individuals who want to transform their lives and become productive members of their community a second chance by allowing them to have access to affordable housing and family support, and to create a path of legitimacy for that individual to re-enter society successfully.

As of December 31 2014, NYCHA received 38 referrals of which 17 were accepted.

3) Community Operations

NYCHA Community Centers

NYCHA’s Community Centers serve as a hub for a variety of programs and services for residents of public housing and the community. There are 133 Community Centers in NYCHA developments, of which 57 Community Centers and Senior Centers are directly operated by NYCHA. All of our centers host a wide range of educational, recreational, arts, and cultural activities. Since 2002, federal funding shortfalls have been reduced for NYCHA by more than \$551 million and have continuously challenged the Authority's two-fold mission to preserve public housing and provide comprehensive programs for New York City residents. In an effort to continue to provide much needed services to residents, NYCHA began to have discussions with the Department for Youth and Community Development (“DYCD”) to successfully transition 69 community centers to community based organizations. The plan was implemented leaving NYCHA with a portfolio of 24 directly operated facilities. Programs offered at our centers include but are not limited to educational and cultural programs for children ages 6–8 and the Child and Adult Care Food Program which provides children ages 6-12 and teens ages 13–19 with a hot, nutritious meal. A few of NYCHA’s more notable programs are listed below.

### Designated Senior Public Housing

In conjunction with the services listed above, NYCHA has nearly 10,000 public housing apartments designated for seniors only. These apartments are located in 41 NYCHA developments that are for seniors only and 15 seniors-only buildings within mixed-population developments.

### NYCHA Operates Senior Centers (Formerly Elderly Tenants Programs and Senior Centers)

NYCHA directly operates 38 senior center facilities and provides educational and preventive service programs. Programs at these centers vary according to the level of staffing, availability of funding, physical space, and funding for meals and/or satellite lunches from nearby DFTA-funded Senior Centers. In some cases, discretionary funds from the City Council Members subsidize expenditures for volunteer lunch programs or center activities. In addition to the food programs, many centers provide music, arts and crafts activities, and exercise classes. These centers also celebrate many holidays as well as cultural and historical events, such as Thanksgiving, Christmas, Chanukah, Kwanzaa, Hispanic Heritage, Black History Month and Women's Month. They also organize day trips to promote socialization and mobility and prevent isolation

### Senior Benefit & Entitlement Fair (SBEF)

The NYCHA Annual Senior Benefit & Entitlement Fair (SBEF) has been discontinued. The final event was held at at Riverbank State Park on September 18, 2013.

### Family Days

Community Programs and Development, through contacts and collaborations with health plans, provides significant sponsorship assistance to many Resident Associations that host Family Days during the summer months. We also work with Resident Associations to insure that there is a strong health promotion component for the benefit of participants.

### Child and Adult Care Food Program (CACFP)

The CACFP's purpose is to improve the nutritional quality of meals served to children in various age groups at child care facilities, by setting requirements as to the kind and amount of food served to them. The New York City Housing Authority (NYCHA) has sponsored the CACFP since 1985. The CACFP is currently being operated at 104 licensed community facilities throughout the five boroughs providing wholesome nutritional snacks and meals daily to approximately 4,800 children ages 6 to 12, in accordance with the New York Department of Health (DOH) requirements. The afterschool program operates from September - June, Monday - Friday from 3:00pm - 6:30pm and the Summer Day Camp operates July - August, Monday - Friday from 8:00am - 6:00pm.

### At Risk for Teens (ART)

The At Risk component of the Child and Adult Care Food Program provides nutritious suppers to teens 13-19 years old who participate in the community centers' evening program which operates from September - June, Monday - Friday from 7:00pm - 8:00pm. The CACFP provides daily suppers to approximately 1,400 teens at 80 developments throughout the city.

### Summer Food Service Program (SFSP)

This Program operates during the months of July and August. The Authority has operated and sponsored the SFSP since 1982. Approximately 79 sites citywide participated in the program this summer providing meals to about 3,000 youth, ages 18 and under, in accordance with the New York State Department of Education (DOE) requirements.

### City Harvest (CH)

NYCHA collaborates with City Harvest to provide approximately 300,000 pounds of produce per month at two mobile markets. The goal of City Harvest Mobile Markets is to increase the consumption of fresh fruits and vegetables in low-income neighborhoods by bringing free food directly to the people of the community. The program was initiated at Melrose Houses in October 2004 where it still operates. Presently, it also services residents of Jackson and Morrisania Air Rights Houses and St. Mary's Houses in the Bronx; Stapleton Houses



and Mariners Harbor, on Staten Island; Tompkins Houses, in Brooklyn; Dyckman Houses, in Manhattan, Queensbridge and Astoria Houses, in Queens.

#### New York City Early Literacy Learning Program (NYCELL)

In January 2005, the Mayor's Office, in collaboration with the Department of Education and NYCHA launched a pilot program, New York City Early Literacy Learning Program (NYCELL). The goal of NYCELL is to strengthen the language and pre-reading skills of children between the ages of one and 3.9 years, in order to enter school ready to learn and succeed. Currently, this program is being offered at five NYCHA community centers: Bronx Classic at Melrose and Justice Sonja Sotomayor community centers in the Bronx; Van Dyke in Brooklyn; and at King Towers and Rutgers community centers, in Manhattan.

#### NYC Connected Communities

NYCHA is the recipient of funding from the NYC Office of Management and Budget (OMB), in partnership with the New York City Department of Information Technology and Telecommunications (DoITT) to bring broadband internet technology to community centers at 12 public housing developments citywide. As a partner in NYC Connected Communities, NYCHA centers serve vulnerable populations residing in these developments and other members of the general public living within proximity to the centers. There is a growing need for low-income New Yorkers predominantly, African-American and Latino-American, to have better access to broadband internet technology, computer literacy training and job skill preparation which greatly improves their opportunities for success in school and in life.

#### ATTAIN Computer Labs

The State University of New York (SUNY) ATTAIN labs comprise a series of computer programs developed and provided by Instructional Systems Incorporated. The labs are located at Drew Hamilton and Polo Grounds community centers in Manhattan; 303 Vernon Avenue and Farragut community centers in Brooklyn; Beach 41st community center in Far Rockaway, Queens and Berry community center in Staten Island. At these ATTAIN computer labs residents of every age group (six through seniors) have access to internet, interactive multimedia, occupational and academic life skills, General Education Development (GED) program, English as a Second Language (ESL), and other interactive computer courses such as basic computer operations, electronics, carpentry, clerical skills, health care, customer service and office technology.

#### Chess

The Chess Program started in 2001. The overall goal of the Chess Program is to promote intensive training in chess that will lead the children to compete with other centers in their borough and thereafter in a citywide tournament. At the same time, the program teaches the youth how to analyze situations and resolve them while using chess skills to help build self-confidence. The Chess Program currently serves approximately 150 participants at 15 developments.

#### I Have A Dream Program (IHAD)

The I Have A Dream Program (IHAD) is a collaborative effort between the IHAD Foundation and NYCHA. The program "adopts" third graders called "Dreamers" from four participating developments and monitors these children from elementary school through high school graduation. The IHAD program also offers the "Dreamers" educational, social and cultural activities designed to increase their chances for success. The program offers tuition assistance to those "Dreamers" who graduate from high school and wish to further attend college or vocational training. IHAD program is currently operating at Chelsea-Elliott and DeHostos Houses in Manhattan, and at Ravenswood Houses in Queens.

#### Global Partners Junior

The Global Partners Junior Program is a joint effort between the Office of the Mayor and NYCHA that connects students in New York City with students around the world as a way to foster global understanding through internet-based exchanges. The Global Partners Junior Program operates for three to five hours every week at four NYCHA community centers: Drew Hamilton and Lehman Village in Manhattan; Parkside in the Bronx;

Saratoga in Brooklyn. Approximately 10-15 students participate at each site, supervised by a coordinator or consultant who has been trained to implement the program's curriculum. Students work together on a curriculum developed by New York City Global Partners staff, focusing on topics such as sustainability, the environment, city parks, history and culture, amongst others; they undertake research, hold discussions, create projects, and post messages to their international peers on the internet forum.

#### Performing Arts Program

The Performing Arts Program offers workshops and performances to NYCHA residents in the five boroughs. These workshops, which average 10 to 20 participants each, are taught by professional instructors on a weekly basis. They include, but are not limited to dance, music, theater and video production. Performances for special events, such as Black History Month, Women's History Month and Hispanic Heritage Month, take place at community and senior centers throughout the year. Additionally, there are annual citywide events such as the Talent Show.

#### Senior Chorus Program

The Senior Chorus Program was established in December 2002 to provide seniors with the opportunity to share their love of music by performing in a choral ensemble, and to interact with their peers. The Senior Chorus, also known as "Voices Across the City," is led by a professional choir director along a musical consultant who conduct workshops at senior centers and offer musical accompaniment as well as vocal training and music theory. The chorus performs a repertoire of gospel, pop, and rhythm and blues music. Open registrations and auditions are ongoing, and new members from any development and/or senior center wishing to participate are always welcome.

#### Talent Search Competition/Talent Show

NYCHA Talent Shows have been entertaining audiences and launching the careers of up and coming new stars who reside in public housing for more than 40 years. Auditions to select performers start during January and 20 acts are selected for the final show which is held in the spring. The selected groups are subjected to a demanding rehearsal schedule over an eleven-week period where participants are also given professional instructions in voice, stage presence and dramatic delivery.

#### Visual Arts Program

The Harborview Visual Arts Program has striven to improve the quality of life for NYCHA residents since its inception. The program offers a variety of services which include a fully-equipped Visual Training Center at Harborview Terrace. Twenty artists-consultants conduct weekly art workshops at community and senior centers citywide. They use various artistic techniques and a wide range of materials which include, but are not limited to ceramics, painting (acrylic and water color), mural painting, printmaking, air brush painting, quilt-making, cartooning, knitting and other media. The Harborview Visual Arts Program also offers a Summer Art Camp with museum tours and banner-painting.

#### Resident Art Show

The Annual Resident Art Show is the highlight of the Harborview Visual Arts Program. It features resident-created artworks produced at the weekly workshops by Harborview artists-consultants and other artwork produced by NYCHA residents working independently. Over 600 art pieces are annually submitted for the show and approximately 300 pieces are selected by three professional judges to be mounted and displayed at the Annual Resident Art Show.

#### Pequeño Teatro

Pequeño Teatro was started in 2008 to develop theatrical arts skills in NYCHA residents 13 years old and up through classes, workshops and other mediums, to prepare them for careers in the theater, television and film industries. Its curriculum includes acting, physical theater, movement, dance, musical theater, vocal coaching, improvisation, play and screenwriting, stagecraft (set design, lighting design, costume design and making; props and make up) masks, TV production and filmmaking and creative theatre workshops. In addition, workshops on how to recycle and go green are also taught.

### NYCHA Youth Chorus

The Youth Chorus provides its members an opportunity to share their vocal talents and musical creativity in their own communities and throughout the City. Since the program's inception in 1997, more than 3,000 youth and young adults have performed with the Chorus and there are currently 15 participants. The Youth Chorus works to the highest standards and has performed at City Hall, Radio City Music Hall, Disney World, the Apollo Theater, Avery Fisher Hall, Disney's Epcot Center, Gracie Mansion, Harlem Summer Stage and throughout the metropolitan area in concerts of Classical, Gospel, Jazz, Pop, and Latin music. The Youth Chorus has also been featured on Good Morning America and NY1.

### Basketball League

The NYCHA Boys and Girls Basketball League consist of up to 250 teams citywide and it is one of largest basketball leagues in New York City. Through open registration, this League serves NYCHA residents and the surrounding communities in all 5 boroughs, ages 18 and under. The primary goal is to promote health education through basketball while developing teamwork, sportsmanship, and overall fun. Basketball uniforms are provided by Enyce Sports, a Sean John Company.

### Bowling

The co-ed Bowling League provides an opportunity for up to 300 NYCHA teens to receive instruction on the fundamentals of bowling, leading to a citywide bowling tournament. Residents from each borough are invited to recruit 60 participants to represent them in a citywide league. The objective is to promote education through a fun-filled activity while building self-esteem and teamwork enjoyment.

### Flag Football

The Citywide Flag Football Program is a collaborative effort between the Police Athletic League (PAL) and NYCHA. The goal of this program is to introduce biomechanics and movement through football. This non-contact sport is the safest way to play football without the use of any equipment. Each borough houses a football league from September through December, leading to a citywide tournament.

### Lacrosse

The Lacrosse Program is held in the boroughs of Brooklyn and Queens for NYCHA residents' ages 10-16. Each player is taught the fundamental movements of the sport while gaining teamwork skills and building a positive self-image. Lacrosse participants take part in health, nutrition, safety and drug awareness classes.

### Football Officiating Academy

The New York City Housing Authority and the National Football League (NFL) have partnered to establish the NFL Football Officiating Academy (FOA). FOA is designed to educate future officiating candidates, ages 17-30, on basic football rules and officiating philosophies. Instructors include NFL Officials and Supervisors who cover the steps on how to become an official. Video presentations on mechanics and on-field shadowing drills are part of the free academy. In addition, post training sessions and paid opportunities are provided to each of the graduates. The program aims to teach valuable life skills and provide participants with potential opportunities for careers in sports officiating.

### Soccer

The Citywide Soccer Program is open to all NYCHA residents ages 18 and under. Each soccer team competes within their respective boroughs leading towards a citywide finals competition. The goal of this program is to promote health education through a team sport.

### Softball

The co-ed Softball Program is offered in each borough and is designed to provide NYCHA residents ages 16 and under with the opportunity to enjoy a variation of America's pastime that builds self-discipline, teamwork and provides overall enjoyment. The goal of this program is to enhance the current fitness levels of NYCHA residents while building positive social skills.

#### Track and Field Program

The Track and Field Program is offered to NYCHA residents ages 12 and under. Participants compete in Olympic-style track and field events. The goal of this program is to promote education through athletics. Borough competitions culminate into a citywide track and field event.

#### Education Through Sports Day

The Education Through Sports Day is a series of instructional clinics set up at various community centers. Staffs teach children the fundamental aspects and movements of a demonstrated sport.

#### Gateway Camping

The Gateway Outdoor Overnight Camping experience provides NYCHA residents ages eight through 14, with a two-day camping experience during the summer at Floyd Bennett Field in Brooklyn, NY. Residents participate in various Park Ranger-led explorations as well as team building activities. The goal of this program is to increase environmental awareness and group cooperation while enjoying a natural environment.

#### Yoga/Exercise

The Yoga/ Exercise Program provides our seniors with an excellent way to stay active and avoid being susceptible to ailments traditional linked to being sedentary like arthritis, rheumatism, and high blood pressure. The Yoga/ Exercise program adapts to the needs of seniors and their abilities to assist them with getting in touch with their inner selves and and create a positive peaceful approach in life.

#### Karate/Tai Chi

The Karate/Tai Chi Program offers children and mature adults the opportunity to acquire self-defense skills while gaining flexibility, strength, and endurance through martial arts movements. The goal of this program is to introduce the health-promoting benefits of the martial arts within a structured environment.

### **3. Elimination and Treatment of Lead-Based Paint Hazards**

Lead-Based Paint (LBP) abatement activities were conducted by the Department of Housing Preservation and Development, the City's local housing agency, the New York City Housing Authority (NYCHA), responsible for public housing and homeownership developments under its direction, and the Department of Homeless Services, responsible for shelters and transitional housing for homeless individuals and families. Please refer to the 2013 Consolidated Plan Volume 2, Other Actions for a full description of LBP abatement activities undertaken by NYCHA and DHS.

#### Housing Preservation and Development (HPD)

The City of New York places a high priority on preventing childhood lead poisoning and reducing lead paint hazards. The City is particularly sensitive to the potentially detrimental effects of lead exposure upon children as well as the need to remove lead paint hazards from properties where children with "elevated blood lead levels" (EBLs) reside.

As a result of the tremendous concern regarding this issue, the use of lead paint on interior residential surfaces was banned in New York City in 1960. In 1982 New York City passed one of the first primary prevention laws in the United States by defining all peeling paint in pre-1960 buildings as presumed lead hazards and requiring that owners restore intact surfaces promptly. In 1999, the City Council and the Mayor of the City of New York enacted Local Law #38 of 1999, strengthening Local Law #1 of 1982 by requiring that peeling paint or paint located on a deteriorated subsurface be repaired using safe work practices. Local Law #38 also mandated the use of the City's Emergency Repair Program to perform repairs that owners failed to do. In February 2004, the New York City Council enacted a lead poisoning prevention law, Local Law #1 of 2004, which requires training of workers and the use of safe work practices in units with children under six where work to repair lead violations

or work that otherwise disturbs lead painted surfaces is performed. The law originally applied in units with children under age seven; in October 2006, the law was modified to apply in units with children under age six, consistent with federal standards. In order that HPD may secure the appropriate correction of LBP hazards, the law continues to make the existence of peeling paint or paint on deteriorated surfaces in units with children under the age of six a class-C (immediately hazardous) violation under the Administrative Code. The law continues the past mandate that HPD perform lead hazard work when owners fail to correct lead violations. The law is intended to encourage owners to take care of their buildings by encouraging safe work practices to correct LBP hazards in dwelling units of multiple dwellings.

The New York City Department of Health and Mental Hygiene (DOHMH) is the agency responsible for tracking children with EIBLLs. Under LL #1 of 2004, when DOHMH receives a report of a child with a blood lead level of at least 15 micrograms of lead per deciliter of blood, or greater, DOHMH inspects the child's residence to identify possible sources of lead exposure. If lead paint hazards are identified, DOHMH orders the owner of the property to abate any lead paint hazards found. If the landlord fails to correct the condition, a referral is made to HPD's Emergency Repair Program (ERP). Upon verification that the property owner has failed to comply, ERP assigns a contractor to abate the condition. Both ERP and DOHMH inspect completed work to verify that the condition has been corrected.

The U.S. Department of Housing and Urban Development (HUD) has issued extensive regulations and guidelines under the Residential Lead-Paint Hazard Reduction Act of 1992. In October 1999, HUD issued final rules concerning notification, evaluation and reduction of lead-based paint hazards in housing receiving federal assistance. The City relies upon a variety of federal programs to achieve its housing and community development objectives, including the Community Development Block Grant (CDBG) Program, HOME, HOPWA and the McKinney Homeless Housing programs. The rules became effective on September 15, 2000. However, HUD granted several extensions of time to comply with the rules, and due to the events of September 11, 2001, at the City's request, HUD granted an extension of time to comply with the rules until April 10, 2002.

In addition to requesting and obtaining extensions of time to implement the Title X rules, the City requested that HUD waive applicability of the rule to City-owned *in rem* housing, in consideration of the fact that the City complies with local lead laws in its housing. On July 23, 2001, HUD granted the request of a waiver for in rem housing. The initial waiver was to expire at the time that a building underwent substantial rehabilitation, or in three years, whichever was less. In August 2004, HUD extended the waiver for in rem housing until July 21, 2007. In July 2007, HUD again extended the waiver through July 21, 2009. In April, 2002, HPD also requested guidance from HUD on its interpretation of the applicability of Subpart J of the Title X rules to HPD's emergency repair program. Subpart J is applicable to rehabilitation of units using federal funds. HPD uses federal funds for its Emergency Repair Program. In its response, HUD agreed that the program met the criteria for the emergency repair exemption from the Title X rules.

#### One-Year Plan

The City operates several programs to investigate, treat and reduce lead-based paint hazards. The City investigates, abates and removes LBP hazards in City-owned properties and also privately owned dwellings where owners are unwilling or unable to do so after receiving violations from a City agency related to lead-based paint.

The City's Department of Health and Mental Hygiene (DOHMH) provides services for lead poisoned children. Results for Calendar Year 2014 identified 305<sup>[1]</sup> children below the age of 18 or above who were identified at the environmental intervention blood lead level (EIBLL). The EIBLL is defined as a single venous test of at least 15 mcg/dL.

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<sup>[1]</sup>Preliminary data for Calendar Year 2014 and is subject to change.

Where a lead-poisoned child is identified, the DOHMH orders the owner to abate lead paint hazards. If the owner fails to do so, HPD's Emergency Repair Program (ERP) will do the work and place a lien against the property for the cost. For calendar 2014, HPD maintained five (4) requirements-type contracts for lead hazard reduction at a total contract maximum of \$400,000. In addition, HPD had three (4) contracts for dust wipe analysis as a total contract maximum of \$100,000.

In addition, in 2014, ERP completed 155 jobs to abate DOHMH violations in privately owned buildings.

In order to implement the lead law, which became effective on August 2, 2004, HPD added personnel and modified its operations. The agency also promulgated new lead-based paint rules. Under the law, owners of pre-1960 multiple dwellings continue to be required to provide a notice, at the time any residential lease is signed, or upon an agreement to lease, or upon the commencement of occupancy, inquiring as to whether any child under the age of six resides or will reside therein. In addition, such owners are required to deliver an annual notice to ascertain the same information. If an owner does not receive a response for the occupant, he or she must inspect the unit to ascertain whether a child lives there. When an owner has received written communication or has inspected and found a child in residence, or otherwise has actual knowledge that a child under six resides in a dwelling unit of the owner's multiple dwelling, the law imposes an affirmative obligation on the owner to inspect for LBP hazards by conducting an annual visual inspection in such dwelling unit. The law requires owners to make records of annual inspections available to unit occupants and to HPD upon request.

An owner must correct all LBP paint hazards using safe work practices articulated in the law and the rules promulgated by HPD and the NYC Health Code. Workers who perform such work, in addition to any renovation and repair work that disturbs lead paint in units with children, must be trained. Any such work that is performed is subject to a clearance dust test. The law establishes time frames for correction of the hazard. Owners must certify correction of the violation by providing a sworn statement of compliance and including the results of laboratory test results of dust sampling. When an owner fails to correct a lead-based paint hazard violation or when the certification of correction has been invalidated by HPD, HPD will take action to correct such violation. In calendar year 2014, 593 LBP jobs were completed by HPD based on Code Enforcement violations.

The law contains an expansion of the actions that owners must take upon vacancy of a unit. Under the law, an owner of a vacant dwelling unit in a pre-1960 multiple dwelling and owners of pre-1960 private dwellings that are not owner-occupied, must wet scrape any peeling paint; make floors and window sills and wells smooth and cleanable; and abate friction surfaces on doors and windows, and perform clearance dust testing prior to a new occupancy. Owners must keep records of the work performed, and certify compliance in the notice provided to the new occupant upon lease or commencement of occupancy.

Under the lead law, the DOHMH has developed a pamphlet describing the dangers of LBP. The pamphlet includes telephone numbers to obtain lead poisoning screening, diagnosis and treatment information, and information on how to correct LBPs. This pamphlet is left by HPD at the premises whenever an inspection is made for lead-based paint hazards, and is available to the public upon request. HPD has also developed a pamphlet describing the additional measures that owners must use in order to correct lead-based paint hazards or perform renovation and repair work in units occupied by children under age six. This pamphlet is sent to owners in conjunction with the notice of violation, and is available both on HPD's website and is made available to the public upon request.

HPD's Office of Asset Management performs additional abatements in City-owned buildings and informs tenants of the dangers of lead-based paint.

In addition to the above efforts in which the City is responding to complaints regarding lead-based hazards, HPD also acts affirmatively to alleviate potential hazards by improving conditions in targeted residential properties. First, the City's moderate rehabilitation loan programs serve to reduce lead paint hazards by funding the removal or repair of existing hazards in buildings undergoing rehabilitation; these rehab efforts benefitted

11,184 dwelling units in calendar 2014. In Calendar 2014 HPD also started new construction on 6,205 housing units.

In addition to the above-mentioned rehabilitation activities performed through the Agency's capital budget, in recent years HPD has also sought specially targeted funding for lead hazard reduction. As a result, the City received a \$6.75 million HUD grant in 1994 to reduce lead paint hazards and incorporated it into some of its rehabilitation programs to determine the feasibility of combining lead-paint hazard reduction with moderate rehabilitation. This grant was completed in May, 1999, resulting in the lead treatment of 697 units. In September, 1996, HPD and DOHMH were awarded an additional \$1.6 million HUD lead grant and completed 220 units by May, 2000. In March, 2001, HPD and DOHMH received a third HUD lead grant in the amount of \$3 million. Combining this grant with City Capital funds, HPD completed 421 of its planned 397 units in November 2004. Since 2003, city capital funds unrelated to the federal grants supported the completion of over 850 units in various City neighborhoods. In 2003, the City received two new federal lead grants: the Lead Education Outreach grant in the amount of \$500,000 focused on lead awareness and lead poisoning prevention in two most at-risk neighborhoods for a period of two years which ended in September, 2005; the City also received a \$2.6 million federal lead grant under the Lead Hazard Reduction Demonstration grant program, a three and one-half year funding initiative which treated 306 units or 6 units above the goal of 300 units in five most at-risk neighborhoods. This initiative was completed in March, 2007.

In October, 2004, the City received two additional federal lead grants: the Lead Education Outreach grant in the amount of \$500,000, which focused on lead awareness and lead poisoning prevention in the two most at-risk neighborhoods for a period of two years, which ended in September, 2006; the City also received a \$4.0 million federal lead grant under the Lead Hazard Reduction Demonstration grant program, a three year funding initiative to treat 398 units in eight of the most at-risk neighborhoods, ending in March, 2008. HPD completed and cleared over 439 units by the end of this grant which was extended to December, 2008. In November 2005, the City received three additional federal lead grants: the Lead Education Outreach grant in the amount of \$500,000, which focused on lead awareness and lead poisoning prevention in two most at-risk neighborhoods for a period of two years, which ended October, 2007; the City received a \$4.0 million federal lead grant under the Lead Hazard Reduction Demonstration grant program, a three and one-half year funding initiative, which treated and cleared 333 units in three most at-risk neighborhoods, and ended in April, 2009, and \$3 million under the Lead Hazard Control grant, which treated and cleared 278 units in three most at-risk areas of Brooklyn, New York, and ended in June, 2009.

In September 2007, the City was awarded two new additional grants: a \$4.0 million federal lead grant under the Lead Hazard Reduction Demonstration Grant Program, a three-year funding initiative to treat 360 units in targeted areas within three boroughs, and \$3 million under the Lead Hazard Control Grant Program, also a three-year funding initiative to treat 252 units in the same targeted boroughs of the City. Both grants were slated to end in October 2010. After receiving a non-cost extension on both grants from HUD, HPD treated and cleared 900 units or 288 units above the combined original goal of 612 units by July 2011. In January 2011, HUD granted HPD the 2010 Lead Hazard Reduction Demonstration Grant in the amount of \$4.5 million. The goal is to complete 300 units within targeted areas in the Bronx, Queens and Brooklyn. As of December 31, 2014, HPD has completed 202 units. This grant started March 1, 2011 and, after receiving a non-cost extension from HUD, will end on August 30, 2015. Finally, in March 2012, HUD granted HPD the 2012 Lead Hazard Reduction Demonstration Grant in the amount of \$3.0 million. The goal is to complete 240 units within targeted areas in the Bronx, Queens and Brooklyn. As of December 31, 2014, HPD has completed 86 units. This grant started June 1, 2012 and, is scheduled to end on May 31, 2015. HPD requested a non-cost extension of the grant from HUD in 2015.

Recently the federal Environmental Protection Agency finalized rules relating to training and work practices that must be followed when performing renovations in pre-1978 buildings. HPD has incorporated these rules into its emergency repair work as applicable.

### Five-Year Plan

The City has also been working with the New York State legislature to obtain the passage of a bill to license lead-paint inspectors and contractors. To date no such bill has passed.

Other elements of the City's plan include:

- Continuing efforts to train staff and encourage private contractors to increase capacity.
- Discussions locally and at the state level concerning licensing of lead-paint contractors, in part to provide liability protection in New York State for lead abatement companies. Other states have this protection; without it, companies in New York State are reluctant to conduct this work.
- Petitioning the State and Federal governments to increase funding for lead-paint testing and abatement. .
- Maintaining appropriate training and certification of staff involved in or affected by HPD's lead abatement program, to ensure an informed and professional response to lead abatement issues at all levels of complexity and scope.
- Maintaining a requirement contract for medical exams and blood tests to monitor the lead levels of staff who conduct repairs l related to lead paint or dust

### Marketing and Inventory Conditions

#### **ESTIMATE OF UNITS WITH LEAD-BASED PAINT.**

	<b>Total units*</b>	<b>Estimate of percent of units with LBP</b>	<b>Estimated number of units with LBP</b>	<b>LBP units occupied by families less than 50% of median</b>	<b>LBP units occupied by families between 50% and 80% of median</b>	<b>Total LBP units occupied by families less than 80% of median</b>
<b>Year Units Built</b>						
Built after 1959	855,051	0%	0	0	0	0
Built 1947-1959	427,523	80%	342,018	133,387	59,511	192,898
Built before 1947	1,806,307	90%	1,625,676	645,393	269,862	915,255
<b>Total</b>	<b>3,088,881</b>		<b>1,967,694</b>	<b>778,780</b>	<b>329,373</b>	<b>1,108,153</b>

(\*source: 2011 NYC Housing and Vacancy Survey)

New York City prohibited the use of lead-based paint in residential dwellings in 1960. Therefore, our estimate assumes that housing units built after 1960 do not contain lead-based paint.

New York City has approximately 3,089,000 units of housing, the vast (72 percent) majority of which were built before 1960. Since our survey breaks down age of building by pre- and post-1947, we have used that date for estimating purposes rather than 1946.

New York City's Housing and Vacancy Survey for 2011 shows that approximately 39.7% of units built prior to 1947 and 39% of units built between 1947 and 1959 are occupied by families earning less than or equal to 50% of the HUD area median income. A further 16.6% of units built prior to 1947, and 17.4% of units built between 1947 and 1959, are occupied by families earning between 50% and 80% of the area median income. HPD used



these percentages against the estimated units with lead-based paint to estimate the number of very low-income and low-income families residing in units with lead-based paint.

#### Statistics for Lead-Based Paint Abatement Activities

Based on information reported for the New York City Mayor's Management Report for calendar year 2014, HPD issued 12,214 code violations for lead-based paint conditions in privately owned buildings in New York City. Of those issued 2,045 lead paint violations were removed based on owner corrections and a subsequent HPD re-inspection. HPD lead hazard remediation work corrected 1,033 violations. An additional 3,832 presumed lead paint violations were downgraded (tested and found negative for lead-based paint). HPD attempts to gain access to confirm correction for all certified violations to investigate whether the owner has corrected in cases where the violation is not certified by the owner as required. If HPD cannot confirm correction or correct the condition because of access issues, the violations remain open.

#### New York City Housing Authority (NYCHA)

NYCHA complies with Federal, State, and City regulations concerning lead and executes HUD directives regarding lead-based paint (LBP). NYCHA identifies hazards posed by paint, dust and soil, and implements programs designed to control or mitigate such hazards safely and efficiently.

In an effort to prevent lead exposures to the housing population and workforce, NYCHA educates residents and staff on how to live safely with LBP and LBP hazards (e.g., Lead Disclosure Program, lead specific GMs, etc.), and implements a strategic framework for lead hazard control. The framework is a combination of evaluating and controlling LBP hazards, (i.e., any condition that causes exposure to lead from dust-lead hazards, soil-lead hazards, or LBP that is deteriorated or present in chewable surfaces, friction surfaces, or impact surfaces).

NYCHA evaluates LBP hazards through a combination of inspections and Lead-based Paint Reevaluations (Reevaluation). An inspection is a surface-by-surface investigation to determine the presence of LBP; a Reevaluation is an on-site investigation combining visual assessment with collection of environmental samples to determine if a previously implemented lead-based paint hazard control measure is still effective and if the dwelling remains lead-safe. Reevaluations are required at Developments where LBP hazards were identified during an initial Risk Assessment. A Risk Assessment is an on-site investigation that determines the existence, nature, severity, and location of LBP hazards. At this time NYCHA has performed Risk Assessments at all required Developments.

After LBP hazards have been identified by a Reevaluation or by inspection, NYCHA reduces the hazards through either abatements or interim controls. Abatement is the elimination of LBP hazards using strategies such as paint removal, enclosure or component replacement. Interim controls temporally reduce exposures to lead by correcting LBP hazards and stabilizing LBP through activities such as repainting, specialized cleaning and implementing procedures to reduce lead hazards that may be caused by operation and maintenance activities.

#### Program Highlights

NYCHA manages various lead hazard reduction programs and projects. The following are brief descriptions of major programs and projects:

##### Department of Health Violations DOHMH & Litigation Support Program

Children with blood lead levels equal to or greater than 15 micrograms per deciliter ( $\mu\text{g}/\text{dl}$ ) are considered lead-poisoned. If a lead-poisoned child or EBL is identified, the New York City DOHMH will inspect the child's residence for the presence of LBP. The intent of the inspection is to identify if there are any sources of lead within the apartment that may contribute to the child's EBL. If the DOHMH identifies LBP on friction, impact, mouthable or defective surfaces, a Health Code violation for LBP is issued to the landlord. The violation mandates the landlord to make specific corrective actions. The landlord can either implement the corrective actions or contest the violation by testing the cited surfaces. After either correcting the cited conditions or

successfully contesting the violation, the DOHMH will dismiss the violation. NYCHA contests each DOHMH LBP violation, and if LBP is present, performs the corrective action specified by the Health Code.

Lead-based Paint Reevaluation Program

Developments constructed before 1980 are assessed for LBP hazards. Consultant firms under contract with NYCHA provide the Reevaluation services and subsequent report, which explains the results of the investigation and options for reducing LBP hazards.

Local Law 1 of 2004

On August 2, 2004, Local Law 1 went into effect, calling for the comprehensive prevention of childhood lead poisoning through the remediation of lead-based paint hazards in housing and day care facilities. Local Law 1 applies to apartments and common areas of all buildings built before 1960, or between 1960 and 1978 if LBP is present, and where a child under 6 years of age lives. NYCHA has identified 89 Developments totaling 84,439 apartments constructed prior to 1960 or between 1960 and 1978 where LBP is present or presumed to be present. NYCHA has submitted a request for exemption of 113 properties built prior to 1960 that were identified as not containing LBP in apartments. 67 developments have been exempted to date.

The Law requires NYCHA to:

- Inquire at initial leasing and at renewal if a child under 6 years old resides in the apartment.
- Notify residents of their rights under the law (Provide DOH Pamphlet at lease signing).
- Send an annual notice to tenants inquiring as to whether there is a child under 6 years old in the apartment.
- Conduct investigations annually, to determine whether there are lead hazards.
- Remediate all lead hazards in common areas and apartments with children under 6 using trained workers; a third party must collect clearance wipes for projects that disturb more than two square feet.
- Make apartments lead safe when they become vacant (abate doors and door frames).

In response to the new regulation, NYCHA has tested over 26,000 apartments and abated over 12,300 that tested positive for Lead-Based Paint since 2004. In 2014, 1,211 apartments were tested and 596 were abated. The balance was submitted immediately to HPD for exemption.

LBP Inspection & Abatement Program

NYCHA conducts LBP testing in dwelling units and public spaces in all pre-1978 Developments, where children under the age of 6 live or are expected to live. NYCHA will test entire Developments, (i.e., for multifamily housing, only a random sample of dwelling units needs to be inspected to determine if LBP is present.), individual dwelling units, public spaces, and common areas for LBP. The testing is performed in response to HUD mandates, DOHMH Violation, Court Order or requests from any of the following parties:

- Capital Projects
- Development Manager or Resident with a child under the age of 6
- Community Operations
- Facility Planning

LBP Disclosure Program

The Residential Lead-Based Paint Hazard Reduction Act of 1992 requires NYCHA to disclose to its tenants any information relevant to LBP and LBP hazards that may exist in housing built before 1978. The program is complex and requires coordination with all NYCHA Departments and Management.

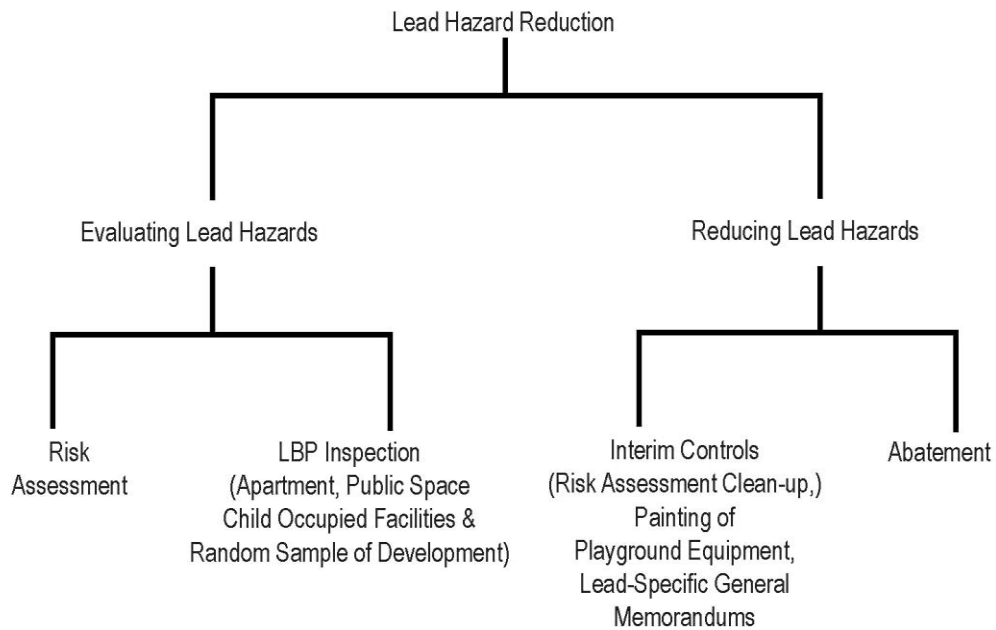
Summary of Activities

Description	2014
New DOH Violations Received*	12

Number Of Violations Dismissed	3
Number Of Violations Rescinded	9
Total Number Of Apartments Abated (LBP)	625
Number Of Child Occupied/ Multi-Use Facilities Inspected For LBP (XRF)	0
Total Number Of Apartments Tested For LBP (XRF)	1,267
Total Number Of Public Spaces Tested For LBP (XRF)	0
Number Of Child Occupied/ Multi-Use Facilities Inspected For LBP (Dust Wipes)	7
Number Of Apartments Tested For Elevated Lead Dust Levels (Dust Wipes)	729
Number Of Public Spaces Tested For Elevated Lead Dust Levels (Dust Wipes)	304
Distribute LBP Disclosure Information To Developments Constructed Prior To 1978 (Development Wide Disclosure) – all are FHA Properties	85
Distribution of Single Family LBP Disclosure Packages In Developments Constructed Prior To 1978	1,249
Development Wide Testing Of Developments Constructed Prior To 1978 For LBP (i.e., Reevaluation) – all are FHA properties	85
Local Law 1 – Move Out Apartments Tested	1,211
Local Law 1 – Move Out Apartment Lead Abatements Completed	596
* (4) of NYCHA’s 2014 violations were received as part of newborn health visits by DOHMH’s District Public Health Offices (DPHO’s). In these instances, an EBL child was not identified; however defective painted surfaces with an initial reading above regulatory thresholds was identified in one of the apartments and was abated and dismissed.	

NEW YORK CITY HOUSING AUTHORITY  
LEAD DETECTION & ABATEMENT UNIT

## Strategic Framework for Lead Hazard Reduction



#### Department of Homeless Services

The Department of Homeless Services oversees and manages several initiatives to investigate, treat and eliminate lead-based paint (LBP) hazards in homeless shelters that are operated by the agency, or are operated under contract with the agency. All construction, renovation, and repair work at DHS' facilities must be preceded by certain lead-based paint related activity. Such activity may consist of inspecting, sampling, air monitoring, laboratory analysis, encapsulation or abatement. These tasks are contracted out by the agency. The contractors, available on-call, responding on an as-needed basis to emergency situations are used also for planning long-term projects. In-house staff at DHS ensures that all contracted services are conducted in conformance with HUD/EPA established guidelines.

A major component of DHS' policies concerning lead-based paint is risk assessment. Adhering to the goal of the Agency's Office of Technical and Construction Services (OTCS) in providing a safe environment for its staff and clients, lead inspectors conduct lead paint hazard investigations on a routine basis. If lead paint presence is known or detected, remedial steps are taken to eliminate the risk of exposure. DHS will continue its efforts to create comprehensive lead-based paint profiles of each city-owned DHS operated or contracted site, with family shelters being the first priority. This effort is not necessarily limited to facilities operated by DHS, but encompasses all city-owned shelters under the jurisdiction of the agency.

Lead inspectors respond to calls for inspections from DHS shelter staff concerned about possible exposure during renovation, construction, or maintenance activities. An outside contractor is called for bulk sampling, if there are indications of chipping and peeling paint when renovation work or construction work is planned, or if maintenance activities are planned that may disturb existing paint. During activities where lead paint is disturbed, an outside contracted third party air monitor and inspector are also brought on site and an accredited laboratory analyzes dust wipes and/or air samples.

With Local Law 1 of 2004 in effect since August 2004, the Agency has dedicated special attention and concentrated efforts to identify, inspect and remedy lead paint hazards at seventeen (17) DHS family facilities built prior to 1960, where children under seven years of age reside. The Office of Construction and Technical Services (OCTS) continues to compile a comprehensive 'Lead Paint Hazard Checklist' for all of their owned/operated/contracted facilities where such hazards once identified, are slated for remedial action by licensed and certified contractors. During calendar year 2014, DHS has responded to lead paint related activities at eight (8) adult and family facilities on twenty-six (26) occasions.

#### **4. Anti-Poverty Strategy**

This section describes the City's goals, policies, and procedures accomplishments in reducing the number of poverty level households during the last Consolidated Plan Program Year.

The City of New York has engaged a multi-pronged approach: 1) reduce the number of men, women, and children living in poverty in New York City; and 2) diversify and strengthen sectors of the City's economic base in order to decrease its reliance on the financial sector (Wall Street) as the main driver of the local economy.

##### Living Wage

On September 30, 2014 Mayor Bill de Blasio signed an Executive Order (EO #7 of 2014) which broadened the scope and applicability of the City's Living Wage Law, by increasing the living wage rate and specifying additional covered employers that are required to pay the living wage to their project-site employees. Living Wage is the minimum wage and benefit rate for employees of contractors that enter into certain service contracts with the City of New York, or receive certain types of financial assistance from the City. Commercial tenants at projects that receive more than \$1 million in City subsidy will be covered by Living Wage provisions. The Living Wage for September 30, 2014 to March 31, 2015 was set at \$13.13 without benefits, or \$11.50 per hour with benefits. The Living Wage rate will be adjusted each year to match changes in the Consumer Price Index.

The Center for Economic Opportunity (CEO) fights the cycle of poverty in New York City through innovative programs that build human capital and improve financial security. Launched in 2006 and with an annual budget of approximately \$100 million, CEO has initiated more than 60 innovative programs in partnership with 20 City agencies and nearly 200 nonprofit organizations. More than 525,000 individuals have been served by CEO programs, securing more than 35,000 job placements, more than 10,000 paid internships, more than 10,000 enrolled in college or occupational training, and over \$115 million in increased tax credits claimed. CEO's poverty measure was adopted by the Census Bureau as a more accurate measure of poverty, and several CEO initiatives are being replicated nationally under the federal Social Innovation Fund and locally as part of the Young Men's Initiative (YMI). Some highlights are described below.

#### Asset Development Programs

More than 825,000 New Yorkers do not have any bank accounts and rely on check-cashing enterprises concentrated in low-income and immigrant neighborhoods for most of their financial needs. CEO in partnership with the Office of Financial Empowerment has spearheaded efforts to increase access to mainstream banking for the City's unbanked adults and to help low-income families save and build their assets.

- The Office of Financial Empowerment (OFE) within the Department of Consumer Affairs (DCA) was designed to educate, empower, and protect city residents with low incomes and help them make the best use of their financial resources. OFE helps New Yorkers manage their finances, link them to financial education classes and counselors, as well as provides them with information on how to get out of debt, open a bank account, and spot a scam through the Financial Education Network and Financial Empowerment Centers. In addition, OFE assists New Yorkers get and save financial resources through programs like the Earned Income Tax Credit through the City's Tax Credit Campaign. At the end of City Fiscal Year 2014 (CFY14) a total of 96,611 tax returns were filed through citywide Tax Credit Campaign.
- Earned Income Tax Credit Mailing ensures that all eligible New Yorkers receive the Earned Income Tax Credit (EITC). The City Department of Finance mails pre-populated amended tax returns to potentially-qualified households who did not claim the benefit on their submitted returns. Recipients are asked to verify their income and dependent child information, provide their Social Security number, and sign and mail the amended return to the Internal Revenue Service (IRS) in order to apply for the Credit. DOF provides ongoing support for this initiative. At the end of City Fiscal Year 2014 (CFY14) a total of 910,379 filers received the earned income tax credit, worth approximately \$97.5 million. The average credit per filer was \$107.

Child Care Tax Credit provides eligible low-income families with a refundable tax credit to help pay for child care expenses. When combined with the Federal and State child care tax credits, a New York City family can receive over \$6,100 to help offset the cost of childcare in a given year. New York City is one of the only two cities nationwide to offer this local credit. At the end of City Fiscal Year 2014 (CFY14) a total of 18,012 filers claimed the child and dependent care services credit. The total value of the credit was \$6.7 million and the average credit per filer was \$374.

#### Young Adults and Court-Involved Youth

With nearly a quarter-million young adults between the ages of 16 and 24 living below the poverty line in New York City, CEO offers educational, employment, and health programs tailored to young adults. To meet the needs of this varied population, CEO programs range from basic literacy to higher education; innovative approaches to pregnancy prevention such as community service opportunities for students; and employment programs for disconnected and court-involved youth. There are approximately 8 programs funded by CEO for the City's at-risk young adults.

- Teen ACTION (Achieving Change Together in Our Neighborhood) Program is an after-school service learning initiative offered to youth in 7 through 10<sup>th</sup> grade. Through the program, the youth design and implement meaningful service projects in their communities. This program is designed to reduce risky behavior and enhance school performance among middle- to high school students by promoting positive life skills, a sense of efficacy and self-worth, and responsible citizenship. The current program model focuses on sexual reproductive health (SRH) learning through a partnership with the Planned Parenthood of New York. Service providers are trained on how to deliver the sexual reproductive health curriculum to minors, as well as to develop SRH- service related projects. Evaluation results suggest that the program is having a positive effect on education. Teen ACTION participants are more likely to attempt more credits and earn more credits relative to a comparison group of students who are not enrolled in the program.
- The Young Adult Internship Program (YAIP) is a workforce development program targeting young adults aged 16-24 who are not working and not in school. Established in 2007, YAIP features a combination of educational workshops, counseling, and short-term paid internships. The program operates three 14-week cycles each year and serves approximately 1,800 disconnected youth annually in high poverty communities – including four additional sites funded by the Young Men’s Initiative.
- CUNY Accelerated Study in Associate Programs (ASAP) provides academic and economic support to help low-income student complete Associate degrees in an accelerated manner, thereby potentially positioning themselves for higher income employment opportunities than those available to young adults with only a high school diploma (traditional and/or GED). Supports include advisement and tutoring, tuition waivers, free text-books and Metrocards for travel to and from campus. In addition, the program offers block-scheduling to accommodate student work schedules, and job developers to help students with job placement and career development; the program has impressive three year graduation rates (54.8%) relative to a comparison group (24%).

Young Men’s Initiative:

CEO’s strategy of building on evidence-based approaches and piloting new programs is helping to advance a key policy priority: improving outcomes for young men of color. Announced by Mayor Bloomberg in August 2011, the Young Men’s Initiative (YMI) is a multi-agency initiative comprised of over 45 program and policy initiatives in four key areas: education, employment, health, and justice. YMI is a \$43 million annual public-private partnership. CEO is overseeing the implementation and evaluation of the YMI programs, which include expansions of existing CEO programs as well as new programs.

The five programs listed below are CEO pilots that performed well and have been expanded to additional sites through YMI.

<b><u>CEO Programs Expanded Under YMI</u></b>		
<b>Program</b>	<b>Agency</b>	<b>Description</b>
Jobs-Plus	HRA & NYCHA	Expand this evidence-based employment services program for residents of public housing.
NYC Justice Corps	CUNY	Expand a community service and work-readiness program for youth involved with the criminal justice system.
Young Adult Internship Program	DYCD	Expand an internship program for unemployed, out-of-school youth.
Young Adult Literacy Program	DYCD & Libraries	Expand this literacy program that combines educational instruction with internships and support for pre-GED young adults.

Additionally, CEO has supported the launch of several new Young Men’s Initiative programs. These programs promote mentoring, seek to reduce violence and recidivism in targeted communities, increase access to sex education and reproductive health services, and put young people to work through job training and subsidized jobs programs. In addition, privately-funded alternative-to-placement programs for juveniles on probation, education and mentoring interventions for probationers, and a fatherhood initiative for young adults will be implemented.

<b><u>YMI Programs</u></b>		
<b>Program</b>	<b>Agency</b>	<b>Description</b>
AIM (Advocate, Intervene, Mentor)	DOP	An intensive mentoring programs for youth on juvenile probation in the South Bronx and East New York/ Brownsville.
Arches	DOP	An intensive mentoring and group cognitive behavior therapy program for young adults on probation.
Cure Violence (Ceasefire)	DOHMH & HHC	An evidence-based anti-violence programs in three neighborhoods with high rates of gun violence in collaboration with nearby public hospitals.
Community Education Pathways to Success (CEPS)	DOP	Improving young adult’s literacy and math skills, to re-engage young adults with their communities, prepare them for employment, improve their productivity, and reduce the risk of re-offending and long-term poverty. CEPS is an expansion of existing CEO literacy programs.
Cornerstone Mentoring	DYCD & Service	A group-based mentoring program for middle school students.
CUNY Fatherhood	CUNY	Strengthening fathers and families and promoting responsible fatherhood, economic stability, and educational advancement by connecting current and expectant fathers throughout the five boroughs to educational, employment and parenting resources.
Every Child Has an Opportunity to Excel and Succeed (ECHOES)	DOP	An Alternative to Placement program for juveniles on probation with the goals to create transformational relationships between clients and adults in a life-coaching model, to increase both social and emotional competencies and the employability of clients.
IMPACT: Peer Mentoring in Young Adult Literacy	CUNY	Pilots two projects at existing GED programs that add peer mentoring and an alumni network to this existing GED program.
Justice Community	DOP	A Neighborhood Opportunity Network (NeON) based program that includes community service, subsidized employment, and career development for court-involved youth.
Justice Scholars	DOP	A new education and career exploration programs serving court-involved youth.
Teen and Young Adult Health Program	HHC	Trains staff and establish peer counseling to provide adolescent-friendly health services and social support within HHC hospitals and clinics.
Work Progress Program	CEO	Supports wages paid to young adults that participate in short-term subsidized job opportunities, including some that contribute to rebuilding New York City after hurricane Sandy.



In June 2014, Metis Associates submitted a report to the CEO: The New York City Young Men's Initiative: Working to Improve Outcomes for Black and Latino Young Men. The report presented a cross-program evaluation of six (6) YMI programs (AIM; Arches; Justice Scholars; IMPACT Peer Mentoring; Cure Violence; and, the Teen and Young Adults Health Improvement Program, respectively). According to the report overall, the YMI programs have resulted in positive outcomes for participants. The most commonly reported outcome for participants was an increase in self-efficacy, or an increased belief or "confidence" that they can achieve their goals, such as getting a job or enrolling in or graduating from school. In addition, increased literacy and math skills, earning an HSE diploma, improved school attendance, graduating from high school, and enrolling in college were among the improved education outcomes reported by staff and participants across many of the programs. Also, many participants across the programs have already found employment as a result of the job readiness and job placement support that they receive through their programs.

CEO's participation in YMI is consistent with the mission it has executed since the Center's inception: replicate proven and effective strategies, incubate innovative anti-poverty programs, and measure results. The YMI programs incorporate recommendations by researchers and practitioners on effective ways to reach young adults. Participation in these programs does not exclude other participants, but rather they are programs that had positive outcomes for young men of color.

#### Social Innovation Fund:

In 2010, the Federal government launched a new initiative that reflected a mission that CEO actively advocated for at the national level- supporting and scaling up performance driven effective local programming that has proven the ability to improve the lives of low-income families. Created through the Edward M. Kennedy Serve America Act of 2009, and launched by the Corporation for National and Community Service, the SIF represents a new way of doing business for the federal government that stands to yield a great impact on urgent national challenges. The SIF has targeted millions in public and private funds to expand effective solutions across three issue areas: economic opportunity, healthy futures, and youth development. CEO, in partnership with the Mayor's Fund to Advance New York City, became one of the inaugural recipients of a Social Innovation Fund (SIF) grant in 2010.

The Social Innovation Fund grant provides a unique opportunity for cities to work together to expand and test innovative anti-poverty programs piloted by the NYC Center for Economic Opportunity. With this prestigious and significant Federal grant, CEO is replicating five of its programs in New York City and seven other cities. Through this project, the cities are implementing and evaluating program models, building a multi-site body of evidence in support of promising, high-impact, interventions that are already influencing national policy discussions.

CEO is partnering with the Mayor's Fund to Advance New York City (a not-for-profit organization, which facilitates innovative public-private partnerships throughout NYC) and MDRC (a social policy research organization), and more than 30 private funders, to implement five program models in New York, Cleveland, Kansas City, Memphis, Newark, San Antonio, Tulsa, and Youngstown. Since beginning to provide services in 2011, the five CEO program models being replicated through the SIF have served over 12,000 participants across the eight cities.

- Family Rewards is a conditional cash transfer (CCT) program that aims to break the cycle of poverty by providing cash payments to families to reward their engagement in a pre-specified set of activities designed to build human capital and self-sufficiency. The Family Rewards model is based on the experience and findings from Opportunity NYC, the nation's first conditional cash transfer program, and programs in 20 other countries. Approximately 2,400 families in Memphis and New York City have enrolled in the Family Rewards program. In Year 2, 95% of the families have earned rewards. The average award amount earned was \$2,280.

- The place-based Jobs-Plus program addresses entrenched poverty among public housing residents by saturating a development with job and career support, community building, and rent incentives. In CFY14, the program served approximately 4,400 individuals and has placed over 1,200 participants in jobs.
- Project Rise helps unemployed 18 to 24 year-olds who are currently out of school and lack a high school degree or GED to re-engage in productive activities through a combination of educational opportunities, paid internships, and case management as a pathway to long-term economic self-sufficiency. Project Rise is based on promising programs in New York City, including the Young Adult Internship Program, as well as lessons from evaluations of other youth programming. Nearly 30% of participants have already earned GEDs, despite markers of significant disadvantage, including a majority who left school with no more than a tenth grade education.

CEO and the Mayor's Fund also supports a learning network of program providers and other partners, which allows CEO's SIF partners to address common challenges, and to share best practices and evaluation findings with policymakers and other stakeholders. Federal agencies and others are eager to learn from these replications and the accompanying evaluations. The SIF presents an opportunity to expand CEO's proven and promising programs strategies, and to tackle poverty across diverse demographics and geographic settings. CEO and partners have begun to share the lessons learned from the SIF models with federal agencies and other stakeholders, who are interested in learning from these replications and the accompanying evaluations.

#### Services for Low-income Families

In addition to these recent CEO-related initiatives, the City has long provided a wide variety of services designed assist NYC residents living poverty and help them move toward economic self-sufficiency. Central to this effort are the myriad of services provided by the City's Human Resources Administration/Department of Social Services (HRA).

#### Poverty Research

In August 2008, CEO issued its inaugural report on poverty in New York City. Its publication marked the first time any local government had implemented recommendations from the National Academy of Sciences for an improved measure of poverty. Since 2008, CEO has issued four subsequent annual updates, in March 2010, March 2011, April 2012 and April 2013.

CEO's most recent report shows that, after a two-year rise in the aftermath of the 2008 financial crisis, the poverty rate in New York City stabilized in 2011. This pattern mirrors national trends. In New York City employment rates increased, the share of the employed with steady work stabilized, and annual earnings stopped declining from 2010 to 2011. In addition to a steadier labor market, low-income New Yorkers were bolstered by increased enrollment in the Food Stamp program and a temporary, two percentage point cut in the payroll tax rate. These three developments contributed to a decline in the poverty rate for people living in single-parent households and arrested the growth in the share of the City's population who live in extreme poverty, below 50 percent of the CEO threshold.

The CEO poverty measure has caught the attention of policy makers nationwide. In the 110th and 111th Congresses, legislation was introduced by Congressman Jim McDermott and Senator Christopher Dodd proposing that the methodology used to calculate the federal poverty measure be revised based on the same National Academy of Sciences' recommendations that inform the CEO poverty measure. In March of 2010 the Obama Administration announced plans to create a similar measure, called the Supplemental Poverty Measure. The first report based on the new Federal measure was released in the Fall of 2011.

The Center has consulted with a number of other localities that want to develop similar poverty measures including: Chicago, Illinois; Los Angeles, California; San Francisco, California; Washington, DC; Philadelphia, Pennsylvania; Oakland, California; San Jose California, along with the states of New York and California. In

addition CEO has collaborated with the Institute for Research on Poverty at the University of Wisconsin and the Urban Institute, which have developed similar measures for Wisconsin and other states.

### Workforce Development

In early 2014 Mayor de Blasio established the Mayor's Office of Workforce Development to serve as the entity responsible for the coordinating the City's workforce initiatives with economic development.

One month later, the creation of the Jobs for New Yorkers Task Force was announced. The Task Force is comprised of members from government agencies, businesses, educational institutions, organized labor, nonprofits, and philanthropy, to articulate goals for the new workforce system. Its three goals are: better integrating City programs and education resources/institutions to serve the long-term unemployed, addressing the skill gaps for low-wage workers and companies in need of skilled workers, and creating new opportunity for New Yorkers within the City's growing businesses.

In November 2014, the Task Force released a report, Career Pathways, which outlined recommendations to achieve these goals in three key policy areas: building skills employers seek, improving job quality, and increasing system and policy coordination. The City is committed to implementing these recommendations and establishing a workforce system that supports upward income mobility and better job quality within a coordinated, data-driven infrastructure.

Policy Area 1., Building Skills Employers Seek - The workforce system will significantly expand its capacity to provide job-relevant skills and education.

- Launch or expand Industry Partnerships with real-time feedback loops in six sectors: healthcare, technology, industrial/ manufacturing, and construction, which will focus on training more New Yorkers for jobs with career potential, and retail and food service, which will focus on improving the quality of low-wage occupations.
- Establish Career Pathways as the framework for the City's workforce system.
- Invest annually in bridge programs that prepare low-skill jobseekers for entry-level work and middle-skill job training.
- Triple the City's training investment to \$100 million annually by 2020 in career-track, middle-skill occupations, including greater support for incumbent workers who are not getting ahead.
- Improve and expand career and technical education (CTE) and college preparedness programs, adjust CUNY's alternative credit policy, and invest in career counseling to increase educational persistence and better support students' long-term employment prospects.
- Increase work-based learning opportunities for youth and high-need jobseekers.

Policy Area 2., Improving Job Quality - In addition to enabling income mobility by investing in skill development, the City will take measures to support the economic stability of New Yorkers in lower-wage jobs.

- Create a standard that recognizes high-road employers who have good business practices, with the goal of assessing at least 500 local businesses by the end of 2015.
- Improve the conditions of low-wage work by expanding access to financial empowerment resources in partnership with at least 100 employers and pursuing legislative changes such as increasing the minimum wage.

Policy Area 3., Increasing System and Policy Coordination - New York City's economic development investments and contracts must work in tandem with training and employment services to deliver value not only for the entities that benefit from public subsidies, but for jobseekers and incumbent workers as well. Accordingly, the multiple agencies that administer workforce programs must also function cohesively, with shared metrics, definitions, requirements, processes, and data systems.

- Maximize local job opportunities through the City's contracts and economic development investments by establishing a "First Look" hiring process and enforcing targeted hiring provisions in social service contracts.

- Reimburse workforce agencies on the basis of job quality instead of the quantity of job placements by aligning service providers under a system-wide data infrastructure that measures job outcomes such as full-time work, wage growth, and job continuity.

## **5. Institutional Structure**

Please refer to the 2014 Consolidated Plan, Volume 2, Part II, sub-section F. The 2014 Consolidated Plan is the most recent description of the City's institutional structure including private industry, nonprofit organizations, and public institutions through which the City will carry out its affordable and supportive housing strategy. The City needs a stronger commitment from the Federal government to provide aid to the cities; this remains a major impediment to the City's ability to address its affordable and supportive housing needs.

## **6. Governmental Coordination**

There has been extensive cooperation and coordination among the various State, City agencies and private entities to implement the housing strategy. The 2014 Consolidated Plan, Volume 2, Chapter II, sub-section G., provides the most recent description of the City's coordination efforts. Funds from many federal programs are leveraged with State and City funds in developing specific projects for housing and housing supportive services. In addition, private funds are often included in these joint projects. In particular, the City offers many incentives to encourage the participation of for-profit entities, including real estate developers, banks, insurance companies, utility companies, foundations and nonprofit organizations, all of which help meet the housing needs of New York's residents.

### **1. Coordination within the New York City Empowerment Zone:**

The New York Empowerment Zone (NYEZ) is an economic development initiative that uses public funds and tax incentives to encourage private investment and job creation in Upper Manhattan and the Bronx. The NYEZ's goal is to provide its residents with the necessary tools to revitalize their communities and build new roads to economic self-sufficiency.

Congress enacted the Empowerment Zone Program as part of the Omnibus Budget Reconciliation Act of 1993 to stimulate economic growth in distressed areas. The New York Empowerment Zone began operations in January 1996. New York City has committed \$100 million to the New York Empowerment Zone, as have the State and Federal governments, for an aggregate of \$300 million.

The Zone is governed by The New York Empowerment Zone Corporation, which is maintained by the City and State. The NYEZ Corporation Board of Directors consists of designees of the City, State, 16<sup>th</sup> Congressional District, 15<sup>th</sup> Congressional District, the Upper Manhattan Empowerment Zone Development Corporation, and the Bronx Overall Economic Development Corporation.

The fundamental mission of the Corporation is to assist the two local development corporations: The Upper Manhattan Empowerment Zone Development Corporation (UMEZ), representing the Upper Manhattan portion of the Zone, consisting of West, Central and East Harlem, Washington Heights and Inwood, and the Bronx Overall Economic Development Corporation (BOEDC), representing the Bronx portion of the Zone consisting of High Bridge, Mott Haven, Port Morris and Hunts Point. The Corporation facilitates the cooperation and engagement of State and City government entities in order to achieve strategic plan goals with regard to budgeting and payment of committed funds. Since the Zone was designated, the NYEZ Corporation has approved and committed over \$220 million in loans and grants for implementation of initiatives and projects.

### Local Development Corporation Responsibilities

The Upper Manhattan Empowerment Zone Development Corporation (UMEZ) and the Bronx Overall Economic Development Corporation (BOEDC) are the two designated Local Development Corporations that develop and administer initiatives in the Zone. Their mission is to expand the range and scope of economic activity, enhance capital opportunity for local businesses and institutions and improve the quality of life for residents, workers and visitors. Their duties include: 1) developing initiatives; 2) evaluating and modifying their Strategic Plans; 3) providing opportunities for involvement of the community; 4) selecting service providers and vendors for Zone programs and projects consistent with procurement rules; and 5) monitoring performance.

Businesses of all sizes in the Zone benefit from its available resources. In addition to attracting large, national retail companies to Harlem and the South Bronx, EZ investments in small businesses increase their access to capital and provide technical assistance, in order to create jobs for local residents and address neighborhood retail needs. The EZ has also targeted the stabilization and growth of cultural institutions in Harlem and the Bronx as part of an overall strategy to re-energize these areas as unique cultural and shopping destinations.

### UMEZ Activities in the Empowerment Zone

UMEZ is guided by a four-pronged strategy: 1) strengthening arts and cultural organizations to drive tourism, 2) making large-scale business investments in major real estate projects, 3) providing access to capital and technical assistance to small business, and 4) funding workforce development programs.

- Apollo Theater Foundation, Inc. – Authorization of a \$1,000,000 grant to provide funds for a capacity-building project and to support the organization’s staffing and overall development.
- Classical Theatre of Harlem, Inc. – Authorization of a \$312,061 grant to provide funds to rebuild infrastructure and support sustainability.
- Washington Heights Hotel – Authorization of a \$2,200,000 loan to provide funds for the build-out and construction of a new hotel property in Washington Heights.
- Aaron Davis Hall – Authorization of a \$750,000 grant to provide staff expansion and to support and develop various strategies that include fundraising, revenue generation, marketing and branding, programmatic developments, and capital and infrastructure improvements.
- Hispanic Federation, Inc. – Authorization of a \$100,000 grant to provide infrastructure support for a cultural institution in East Harlem.
- Harlem Business Alliance – Authorization of a \$240,000 grant to provide funds for identification and packaging of loans in Central Harlem.
- Washington Heights and Inwood Development Corporation – Authorization of a \$400,000 loan to provide microloans to small businesses and a \$75,640 grant to administer the program in Washington Heights.
- Union Settlement Association – Authorization of a \$240,000 grant to provide funds for identification and packaging of loans in East Harlem.
- Futuro Media Group – Authorization of a \$150,000 to provide infrastructure and capacity build-out for the cultural media group.
- Museum of the City of New York – Authorization of a \$1,000,000 grant to provide support for employment expansion and to contribute to the museum’s physical modernization plan.

- East Harlem Small Business Emergency Loan Program – Authorization of a \$100,000 grant to fund a forgivable loan program for East Harlem businesses impacted adversely by the gas explosion near East 116<sup>th</sup> Street and Park Avenue on March 12, 2014.

#### BOEDC Activities in the Empowerment Zone

BOEDC has taken a multifaceted approach to the revitalization of the Bronx through the empowerment zone by fostering institutional partnerships, creating mentorship programs for startup businesses, and providing low-cost financial capital for expansion.

- New Fulton Fish Market – Authorization of \$7,108 grant to perform a feasibility study for a commercial freezer and facilities improvements.

#### HPD Activities within the Empowerment Zone

HPD has assisted in the new construction and preservation of thousands of units of housing in the New York City Empowerment Zone. They encompass a broad range of HPD's new construction and preservation efforts, including the Multi-Family New Construction Program, the Inclusionary Housing Program, the Supportive Housing Program, the Participation Loan Program, the 8A Loan Program, and the Multi-Family Preservation Program, among many others. In the last ten years, HPD has created or preserved approximately 28,537 units of housing in the New York City Empowerment Zone, with approximately 1,570 units created or preserved in 2014.

#### Coordination with Empowerment Zone

##### City of New York

There is a partnership between the City of New York and the two local development corporations responsible for the development and investment in the Empowerment Zone. A representative of the Mayor's Office has served as part of the New York Empowerment Zone coordination team since its original designation. This representative, currently the Deputy Mayor for Economic Development, oversees full-time staff assigned to the Empowerment Zone from the Office of the Mayor.

UMEZ and BOEDC work closely with City agencies, including the Economic Development Corporation, Department of Small Business Services, Department of Housing Preservation and Development, and the State's Empire State Development Corporation, in the areas of site location/acquisition, business and real estate development, and workforce development.

Please call the Mayor's Office New York City Empowerment Zone at (212) 341-5081 for more information.

##### Private Sector

The NYEZ uses its public investment pool of \$300 million to encourage private investment in Upper Manhattan and the South Bronx. The NYEZ has leveraged more than \$850 million in private investment.

##### EZ Tracts

The Upper Manhattan portion of the New York Empowerment Zone includes Central, East and West Harlem, Inwood and Washington Heights. The South Bronx portion includes Hunts Point, Port Morris, Mott Haven and the Yankee Stadium/Highbridge area.

Please refer to the map incorporated into the 2014 Consolidated Plan depicting the census tracts which comprise the New York Empowerment Zone.

##### Coordination with the Consolidated Plan

The NYEZ is fully consistent with the Consolidated Plan. In fact, many of the goals identified in the Empowerment Zone program for Upper Manhattan and the South Bronx are identical to the Plan's basic goals.

## **C. Anti-Displacement Plan**

In accordance with 24 CFR 42.325(a), the City will continue to take all reasonable steps to minimize the displacement of families and individuals from their homes and neighborhoods as a result of a federally assisted project activity assisted with funds provided under (1) the Community Development Block Grant (CDBG) Entitlement Program (24 CFR 570), or (2) the HOME Investment Partnerships Program (24 CFR 92).

### **Part 1: Displacement Mitigation**

Consistent with 24 CFR Part 42, the City will take the following steps to minimize the displacement of persons from their homes and neighborhoods:

#### **I. New Construction and Substantial Rehabilitation**

The production of new units to increase the supply of housing, a major goal of New York City's housing policy, is accomplished primarily through a policy of encouraging: a) new construction on vacant and underutilized sites; and b) rehabilitation or restoration of vacant, abandoned multiple dwellings and small homes. Priority for development of assisted new construction and substantial rehabilitation housing is given to sites that are City-owned and contain vacant land and/or structures.

#### **II. Moderate Rehabilitation and Repair**

A key component of the City's preservation housing strategy is to provide assistance to multiple dwelling buildings requiring levels of rehabilitation that can be accomplished with tenants in occupancy. These programs help preserve low income housing and do not result in displacement.

The successful renovation of existing occupied buildings may require that rents be restructured for existing tenants. Such restructured rents generally do not exceed the applicable FMR for existing housing and moderate rehabilitation. Low income tenants who are unable to afford restructured rents resulting from this rehabilitation will be assisted by the City in applying for and obtaining Section 8 Existing Housing Certificates and Vouchers, if available.

#### **III. Tenant-Landlord Relations**

As an additional anti-displacement incentive, the City established a program to facilitate the resolution of tenant/landlord disputes through the use of trained mediators. This project is jointly operated by HPD and the Unified Court System and is located in the Brooklyn and Manhattan Housing Courts. By helping landlords and tenants settle their differences, the program helps protect tenants from being displaced from their homes. In addition, to supplement the need to assist pro se litigants who are unfamiliar with court procedures, HPD expanded its technical assistance role by providing a community liaison worker in the Bronx Housing Court Resource Center.

The community liaison worker provides the public with information on court procedures and makes referrals to HRA and other appropriate bodies. For example, tenants, who face eviction because of failure to pay rent are referred to the Income Maintenance Housing Unit, which is located on the housing court premises. This unit is staffed by Human Resources Specialists who are available to refer tenants to HRA so that emergency assistance payments can be expeditiously processed.

The City has also undertaken an initiative to ensure that relocation activities are conducted in accordance with local, state and federal fair housing laws. All HPD relocation managers have been trained by HPD's Fair Housing Unit on basic fair housing laws and will be made aware of the City's fair housing program which provides counseling services for tenants who allege discrimination. A tenant who has been displaced by government action will also be informed of his/her Fair Housing rights in the Tenants Assistance Policy

literature that is part of the informational package given to potential relocatees. This policy delineates the basic fair housing laws and the remedies available for any tenant who believes he or she has encountered discrimination.

### Replacement of Lower Income Housing

As described in 24 CFR 42 Subpart C, the City will replace occupied and vacant occupiable lower income housing that is converted to a use other than lower income housing or is demolished as a result of activities paid for in whole or in part with funds provided by HUD under the CDBG Entitlement Program or the HOME program.

To the extent that the specific location of the replacement housing and other data required by paragraphs (c)(4) through (c)(7) of 24 CFR Part 42.375, are not known, the City shall identify the general location of the housing on a map and complete disclosure and submission requirements when the specific data are available.

### **Part 2: Relocation Assistance**

In accordance with 24 CFR 42.325(a), the City will continue to take all reasonable steps to minimize the displacement of families and individuals from their homes and neighborhoods as a result of a federally assisted project activity assisted with funds provided under (1) the Community Development Block Grant (CDBG) Entitlement Program (24 CFR 570), or (2) the HOME Investment Partnerships Program (24 CFR 92).

### Displacement Activities

*The City of New York did not displace individuals or families in any federally assisted entitlement program in 2014.*



## **D. Assessment of Minority Business Enterprises and Women Business Enterprise Outreach-Related Activities**

The New York City Department of Housing Preservation and Development (HPD) is committed to a policy of providing equal access to all economic opportunities generated by our role as the primary catalyst for the construction and rehabilitation of affordable housing throughout this City.

Launched by HPD in late 2013, Building Opportunity is a four-pronged initiative to expand opportunities for M/WBEs to compete more effectively for HPD-supported affordable housing development work. Many M/WBE developers have limited access to affordable credit or land, constraining their ability to compete with larger firms for HPD subsidy in building affordable housing. The four prongs of Building Opportunity are:

Build the Capacity of M/WBE Developers: HPD in partnership with the New York City Department of Small Business Services, the New York State Association For Affordable Housing, the Goldman Sachs Urban Investment Group, Holland & Knight, and the Minority Business Development Institute (MBDI) have developed a series of capacity building workshops designed specifically for M/WBEs. The workshops provide valuable insight and instruction into industry best practices to aid M/WBE's seeking to compete more effectively for HPD-supported affordable housing development work. Course topics include: New Markets Tax Credits; Capital Access and Investment; Accessing Programs for Financing and Support through HPD; Legal Implications of Joint Ventures and Partnerships; Financial Analysis, Valuation, and Budgeting; Site Selection and Environmental Concerns; Construction Management; Property Management; and Optimizing the Efficiency and Profitability of the Development Project. M/WBE developers will also learn strategies for competing more effectively for HPD-supported affordable housing development work. The Building Opportunity courses meet twice a month from October 2014 to March 2015. All 27 available slots have been filled.

Increase Access to Capital: The New York City Acquisition Fund, LLC currently provides low-cost loans to developers of affordable housing and offers favorable terms to small, nonprofit developers. The Fund plans to extend these lending terms to qualifying M/WBE developers that may not otherwise have access to much needed capital.

Encourage Developers to Use M/WBE Contractors: HPD will also begin requiring all developers receiving HPD financing to submit utilization plans where the developers may voluntarily establish goals for including M/WBE contractors in their development projects. During construction, developers will submit semiannual updates listing the M/WBE general contractors, subcontractors, and professional services providers they have hired and the amounts that have been paid out under contracts with those entities. This program is intended to encourage all developers to include qualified M/WBEs in their development team wherever feasible and is in line with similar initiatives such as New York State Homes and Community Renewal's M/WBE program.

Increase Development Opportunities: Legislation signed into law by the Governor on November of 2014 enabled HPD to promote the participation of M/WBEs in its loan and disposition programs. HPD is now able to designate a pipeline of development projects to be competitively solicited to a pre-qualified list of M/WBEs. As a result of this legislation, HPD, in December 2014, announced that it has issued a Minority and Women Owned Business Enterprises (M/WBE) Request for Qualifications (RFQ). The M/WBE RFQ another strategic undertaking under Building Opportunity. Though this RFQ, HPD will evaluate and compile a roster of prequalified M/WBE developers with the necessary experience and capacity to develop, maintain, and manage high-quality affordable housing. It is envisioned that many of the M/WBEs currently enrolled in the series of capacity building workshops will choose to respond to the RFQ and, if qualified, later compete for the designated pipeline of affordable housing projects.

The City's investment in affordable housing must be tied to greater M/WBE participation in housing development, and the effort to expand opportunities for M/WBEs reflects the values and priorities in Mayor Bill

de Blasio's *Housing New York: A Five-Borough Ten-Year Plan* to build and preserve 200,000 affordable units for New Yorkers at the very lowest incomes to those in the middle class.

Strengthening MWBE participation supports community growth and economic opportunity as many of these small firms work and hire locally. It also expands the pool of developers that have the experience and capacity to build and manage affordable housing in New York City, which increases competition and strengthens the housing industry. This new pipeline of developers will be critical as the City ramps up affordable housing production under the Housing New York plan over the coming years.

For more information visit the Building Opportunity page HPD's website:

[http://www.nyc.gov/html/hpd/html/developers/MWBE\\_initiative.shtml](http://www.nyc.gov/html/hpd/html/developers/MWBE_initiative.shtml)

HPD has implemented a multifaceted Business Opportunity Program in response to public policy mandates that promote local business and employment opportunities generated by Agency activities and programs. The initiatives and strategies detailed below are the direct result of a long term and systemic approach to community development.

Our assessment of the affirmative efforts undertaken finds the Agency in compliance with the business development mandates found in HOME funding regulations. The following summarizes activities undertaken during this last year to promote the participation of local, minority and women owned businesses:

- Conducting weekly Pre-Award Conferences to review equal opportunity, labor standards, business enterprise and fair housing requirements for HPD contract recipients. These conferences also provide information on becoming certified as a MWBE by the NYC Department of Small Business Services (DSBS). Representatives of 543 firms attended 52 sessions in calendar year 2014.
- HPD staff represents the Agency at numerous outreach events, including those sponsored by the NYC Department of Small Business Services, and other partners. On June 16, 2014, HPD organized a successful event to promote upcoming construction business opportunities at 3 major projects in Harlem. Representatives of the ownership entities and general contracting firms associated with these projects, HPD and the New York City Department of Small Business Services (DSBS) participated in this "Contractor Opportunity Forum" held at the Adam Clayton Powell State Office Building in Harlem. The Forum was marketed to local, women and minority owned firms, including those certified as MWBEs by DSBS. Attendees had the opportunity to introduce their firm to project representatives for pre-qualification and inclusion on upcoming bid lists.
- HPD has created and published a webpage: <http://www.nyc.gov/html/hpd/html/vendors/local-business-participation.shtml> that provides information on the Agency's business counseling and educational services, contract opportunities, the online City Directory of certified MWBEs, the Section 3 program, and links to the services offered by the NYC Dept. of Small Business Services.
- In late 2014 HPD launched a web based service for the electronic collection, tracking, review, storage and reporting functions associated with the management of certified payrolls for compliance with Federal, State and City Labor requirements. The service also has the capability to collect data and produce reports for MWBE and Section 3 compliance. The service provides the Agency with more timely and complete data for analysis as projects proceed.
- HPD has compiled and submitted reports on the participation of minority and women owned firms as are required by Federal, State and City agencies.

The Agency endeavors to achieve the maximum participation of locally based, minority and women owned firms as part of an ongoing effort to ensure that the economic benefits of Agency funded contracts are openly and fairly distributed.

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## **E. Section 108 Loan Guarantee-Brownfields/Economic Development Initiative (B/EDI) Programs**

### Alliance for Neighborhood Commerce, Homeownership & Revitalization (ANCHOR)

Currently, there are no HPD ANCHOR Programs under development that are funded through HUD's Economic Development Initiatives (EDI) Grant Program, HUD's Brownfields Economic Development (BEDI) Program, and HUD's Section 108 Loan Program.

### Program Income

The aggregate historical program income for this program as of December 2014 is \$1,166,459.34. An EDI loan repayment of \$811,506 was made by 1400 5th LLC in August 2012. That was a full and final repayment. The only other project expected to produce EDI loan repayments is Strivers Gardens. An EDI loan repayment for Strivers Gardens was received in 2012 in the amount of \$260,868.42. HPD received further EDI loan repayments in the amount of \$47,042.46 annually for both 2013 and also 2014.

### Rehabilitation of Historic Pier A

During 2014 the interior fit-out of the building was completed by the operating tenant, Pier A Battery Park Associates and in November the facility opened. The first floor "Harbor House" contains an extensive bar and casual dining with detailed finishes in a nautical theme. There is indoor seating for 400 and decks which provide expansive views of New York Harbor and the Financial District skyline. The second floor, scheduled to open in 2015, will contain more formal dining rooms and bars as well as private rooms. The third floor will have party space.

## **F. Monitoring Standards and Procedures**

Pursuant to 24 CFR Part 91.230, the City of New York monitors on an ongoing basis its entitlement program subcontractors, subrecipients, and project sponsors to ensure compliance with the statutory provisions of the National Affordable Housing Act. The fiscal and programmatic procedures of federally-funded programs already are audited or monitored by several entities: the City agencies which administer the federally-funded programs; an independent auditor, pursuant to the federally-mandated "Single Audit"; and, the City Comptroller's Office through its Charter mandate to investigate all matters relating to the City's finances. Therefore, it is not the intent of this plan to duplicate but to augment the City's monitoring procedures currently in place for its Consolidated Plan-related programs.

Each of the respective formula entitlement grants have separate and distinct regulations and statutory requirements. Therefore, the monitoring processes used by New York City's respective grant administering departments vary based on the type of entitlement grant. However, in general, the respective departments monitor their subcontractors, subrecipients, and/or project sponsors for timeliness of expenditure; the meeting of predetermined accomplishments/milestones; and, the compliance with the applicable federal requirements.

A brief description of the results of the grant-specific monitoring follows:

### **COMMUNITY DEVELOPMENT BLOCK GRANT**

In 2014, the NYC Office of Management and Budget's (OMB) CD Unit continued its 2013 monitoring of the Land Restoration Program (LRP). While the original monitoring focused solely on the program's Interim Assistance component, the 2014 monitoring expanded to the Public Service and Public Facilities components as well as to the related GreenThumb program. Both LRP and GreenThumb are administered by the NYC Department of Parks and Recreation (DPR). In 2014, CD Unit staff engaged in a detailed review of LRP's timesheets to ensure that staff-members were appropriately allocating their time among the program's three eligibility categories. OMB provided a significant amount of technical assistance to LRP's staff to ensure that similar work activities were recorded correctly and consistently. The CD Unit saw considerable improvement in the timesheets as the year progressed.

The CD Unit's monitoring of the GreenThumb program focused on its national objective compliance. In recent years, GreenThumb has increasingly collaborated with the NYC Department of Education to establish gardens in NYC public schools. In order to determine each school garden's eligibility for CD-funded materials and supplies, GreenThumb was treating the school gardens the same as community gardens and using census tract data. However, because school gardens are not open to the general public, the CD Unit determined that the Low- and Moderate-Income Area national objective was not appropriate. Instead, the CD Unit worked with GreenThumb and DOE to document national objective compliance using income data collected for the National School Lunch Program.

The CD Unit began a monitoring of the Rehabilitation Services program in 2012. Partially due to the CD Unit's involvement in the creation of the City's Action Plan for Community Development Block Grant-Disaster Recovery funding of Hurricane Sandy in 2013, the Rehabilitation Services monitoring carried into 2014. During the course of the monitoring, the City requested HUD guidance on how this program could document compliance with the Low- and Moderate-Income Housing (Low/Mod Housing) national objective. HUD informed the City that, in order to meet the objective, the program would have to certify tenants' incomes *every time* assistance was provided to a housing unit. Because the program operates on a proactive basis and often inspects buildings more than once per year, the City deemed that asking tenants to certify their incomes more than once annually was too intrusive. Additionally, the City found that inspections did not always lead to rehabilitation and that this program would more appropriately be categorized as Code Enforcement. However, Code Enforcement activities cannot be funded using the Low/Mod Housing national objective. Accordingly, the City decided to use City tax levy to fund this program. As of July 1, 2014, this program was no longer CD-funded.

Also in 2014, the CD Unit performed an equipment monitoring at the Greenpoint Beacon Center, which is located at 424 Leonard Street in Brooklyn and administered by the St. Nicks Alliance. The purpose of this visit was to ensure that the Beacon site was in compliance with the CD program's equipment use and tracking requirements. The CD Unit found that the program correctly labeled all of its CD-funded equipment as having been purchased with CD funds. Additionally, all of the items appeared to be reasonable purchases given the nature of the services provided. Unfortunately, staff could not locate two pieces of equipment, a Wii console and a scanner, during the visit. The CD Unit determined that this oversight occurred because the program did not require staff to sign equipment out when it is in use. The Department of Youth and Community Development, which administers the Beacon School Program, immediately took necessary actions to prevent this situation from reoccurring. The CD-funded Beacon Program Manager created a standardized sign-out sheet and now requires its use at all Beacon sites.

## HOME INVESTMENT PARTNERSHIPS

### Affirmative Marketing

#### Periodic inspections and spot-checks:

The NYC Department of Housing Preservation and Development (HPD), in conjunction with their sister agency, the NYC Housing Development Corporation (HDC) conducts regular oversight of the Developer's tenanting process. Developers receiving HOME funds must establish and maintain satisfactory records in accordance to the agency's Marketing Guidelines. The Marketing Guidelines describe policies, procedures, and certain requirements for the marketing and selection of residents for developments subsidized by the agency. Developers must follow these guidelines in preparing marketing plans for their projects and comply with its specific requirements, including certain forms required during the tenant selection process to ensure eligibility, fairness, consistency and prevent fraud in the agency's programs. The Marketing Guidelines require the developer maintain individual tenant files for all families in HOME assisted units. The tenant files must contain all income certifications and verifications along with leases, lease riders, unit inspections, and all correspondence, which are subject for review by the agency. Developers forward the agency a tenant file which is reviewed by the staff to ensure income eligibility prior to the lease-up of a unit.

#### Site visits to assure records properly collected and reserved:

The agency reviews all files of tenants selected for HOME units to assure records are properly collected and tenants meet HOME funding requirements, or when new information is discovered that demands our investigation. Staff completed a tax credit certification course in January of 2014 to ensure that they are qualified to review these files. Finally, the agency conducts site visits the year after a projects is Placed-in-Service. The agency will continue to conduct these site visits to assure records are properly collected and reserved by developers.

#### Suspicion of Fraud:

The agency works closely with New York City Department of Investigation (DOI) to address fraud involving HOME Program funds. If the agency is suspicious of fraud, then a further review is conducted by an agency staff member, and possible referral is made to DOI. The Marketing Guidelines require that the Developers use certain forms during all tenant selection processes. These forms include IRS Form 4506 Request for Copy of Tax Return; IRS Form 4506-T Request for Copy of Tax Return Transcript; NYS DTF-505 Form Request for Copy of State Tax Return; as well as an Authorization to Release Information form. If an applicant file contains inconsistent information, these forms are used by agency staff and DOI in order to clarify the information or to determine if any fraud exists. On occasions, DOI has referred matters to appropriate prosecutors' offices. Furthermore, Developers are made aware that they may forward any suspicious information directly to the agency and/or DOI. Lastly, if any inconsistent or suspicious information is brought to the agency's attention regarding a Developer and or its agent, the matter is referred to DOI for further investigation. During the year 2014, no developer referrals were made for projects involving HOME funds to DOI; no applicant referrals, other than municipal employees, were made. It is standard procedure to refer municipal employees to DOI before they are approved for lease up.

### Monitoring of Affordable Housing Units – HPD

#### HOME Project Report Summaries - On-site Inspections of Assisted Affordable Rental Housing

During 2014 there were 502 HOME projects under compliance monitoring. The projects included 1,723 buildings containing 15,243 HOME units.

Of the 502 projects, 353 required physical (HQS) inspection in calendar year 2014. A sample of 2,152 apartments was inspected: 2,041 passed or were corrected; 111 failed. Notices of non-compliance have been sent to owners of units that failed, and HPD will continue to seek a satisfactory response.

#### Section 3 of the Housing and Urban Act of 1968

Please refer to Volume 1, Part IA.2., Assessment of Entitlement Programs, HOME Investment Partnership, page I-34 for the results of HPD's efforts to provide job-training and employment opportunities to low- and very low-income New Yorkers in 2014.

#### Evaluation of HPD Monitoring of Community Housing Development Organizations (CHDOs)

Through HPD's Intergovernmental Unit, HPD meets the HUD standard of ensuring that organizations continue to meet all of the CHDO requirements. HPD makes initial designations of CHDO applicants. HPD also requalifies a CHDO when HPD awards a CHDO additional set-aside or operating funds in subsequent years.

HPD's Budget Unit determines the minimum CHDO set-aside amount required under the HOME Program regulations (that is, 15% of each annual HOME grant to the City). HPD's Intergovernmental Unit works with HPD's Development Division to award the set-aside funds to a qualified CHDO. The funds assist in the rehabilitation of existing housing or the new construction of new housing projects, sponsored by a qualified CHDO.

HPD's Development Division assures the City's oversight of each CHDO project. This includes setting the HOME Program's maximum purchase price/after-rehab value limits; determining eligible project costs; determining the amount of matching contribution; and monitoring the timely expenditure of the HOME award;

### EMERGENCY SOLUTIONS GRANT (ESG)

The NYC Department of Homeless Services (DHS) receives Emergency Solutions Grant Program (ESG) grant money to engage homeless individuals living on the street, increase the number and quality of emergency shelters for homeless individuals and families, to operate these facilities and provide essential services to residents, to help prevent homelessness, and to rapidly re-house homeless individuals and families.

The Budget and Finance Units of DHS is responsible for the fiscal administration of the ESG grant. These units allocate the ESG funding and ensure that payments and claims are made in accordance with the approved uses of the grant for eligible activities, in consultation with DHS Program staff.

As part of ESG monitoring plan, DHS revised its standards according to the requirements set forth in 24 CFR 576.400(e) (1) and (e) (3). The purpose of the ESG monitoring plan is to determine if the ESG-funded programs have administered and implemented ESG-funded activities in accordance with applicable Federal requirements.

If any findings or concerns are identified after a program monitoring review, DHS works with the program staff in implementing corrective actions and making improvements.

DHS will utilize its experience from its successful implementation of HPRP to evaluate the new ESG activities. DHS shared this framework with the Continuum of Care Steering Committee and will review periodically with the NYC CCoC Data Management Committee. DHS will utilize its HMIS to monitor performance through the following indicators:

- Number of individuals/households served by prevention and rapid re-housing activities
- Exit destinations (temporary and permanent) of individuals/households served
- % of clients served who avoid shelter entry
- Length of time served by ESG program

In 2014, DHS began to produce ESG Quarterly Performance Report, utilizing its HMIS, to review and closely monitor performance of its ESG-funded programs and continues to work with program staff in implementing and improving ESG-funded activities in accordance with applicable Federal requirements.

#### HOUSING OPPORTUNITIES FOR PERSONS WITH AIDS (HOPWA)

To ensure compliance with federal, state, and local regulations and guidelines, the New York City Department of Health and Mental Hygiene (DOHMH) conducts routine monitoring activities of its HOPWA-funded sub-grantees and projects sponsors. Monitoring activities are conducted on-site and remotely on an annual basis. Monitoring activities include, but are not limited to, the following areas:

- Eligibility
  - HIV status
  - Income
- Assessments/Reassessments
  - Client and household
- Housing Plans
- Organizational Policies and Procedures
  - Confidentiality
  - Termination of Participant Assistance
  - Conflict of Interest
  - Faith-based Organizations and Religious Activities
  - Fair Housing and Equal Opportunity
  - Documentation/Record Retention
  - Annual Reporting and Measurement of Outcomes
  - Performance and Outcomes
- Eligible Services
  - Tenant-Based Rental Assistance
  - Short-Term Rent, Mortgage, and Utility Assistance
  - Short-Term Housing Assistance
  - Facility/Project-Based Housing
  - Support Services
  - Housing Information Services
  - Permanent Housing Placement
  - Resource Identification
- Leases/Tenancy Agreements
- Fair Market Rents
- Resident Rent Calculation
- Prohibition Against Fees
- Housing Quality Standards
- Environmental Review
- Audits Management
- Financial Management
  - Internal Controls
  - Financial System and Fund Tracking
  - Salaries and Wages
  - Cost and Allocation Principles



- Record-keeping and Documentation
- Procurement Management and Methods
- Property/Equipment Management

Based on findings identified during monitoring activities, DOHMH may require sub-grantees and project sponsors to develop corrective action plans that outline activities that will be taken to resolve issue(s) identified and timeline for resolution. DOHMH monitors these plans closely to ensure timely resolution.

In 2014, a total of 56 subgrantees were monitored by DOHMH. There were no material findings resulting from this monitoring. All 56 subgrantees were in compliance both programmatically and fiscally.

## **PART III -- Evaluation of Annual Performance**

This section contains the City's assessment of the effectiveness of its performance in meeting the housing, homeless, supportive housing and community development activities outlined in the 2014 Consolidated Plan.

HUD APR reporting regulations require the Performance Report to include a self-evaluation of a locality's respective formula entitlement grant's activities based on a comparison of its proposed Performance Outcome Measurement System Performance Indicator accomplishments against its actual Performance Indicator accomplishments. The evaluation would be derived from information generated from several IDIS reports updated to include performance measurement data.

As noted in Section IA., HUD completed an upgrade to the IDIS reporting platform at the end of 2009. However, after system modifications, there were certain inconsistencies between the data entered by the formula entitlement grant administering agencies and the data presented on the various reports. Therefore, the City of New York has continued to formulate its self-evaluation of its past year's performance based on the federal reporting guidelines that were in effect prior to the implementation of the Performance Outcome Measurement System.

In addition, the City has already developed and reports Performance Statistics, which are highly similar to HUD's suggested measurements, for both the City's federally-funded and non-federally funded activities within its 2014 City Fiscal Year (CFY) Mayor's Management Report (MMR). Therefore, the reader is requested to please refer to the City's latest Mayor's Management Report.

The latest version of the MMR is available for review on the City's website in Adobe PDF format at: [www.nyc.gov/operations](http://www.nyc.gov/operations).

### **Office of Management and Budget**

For 2014, the Community Development Block Grant Program (CD) had a total of \$218,484,078 available from the FFY '14 Entitlement, program income, and accruals. Total expenditures were \$203,119,033, a 93% expenditure rate. The City believes this is an acceptable expenditure rate for the CD Program.

The high expenditure rate is due to the fact that the CD Program primarily funds ongoing programs. Unlike new programs in which expenditures are delayed because of start-up concerns (staffing, site selection, contract registration, etc.) ongoing programs do not generally experience this lag each year.

### **Department of Housing Preservation and Development**

Since 2003, when the City launched the New Housing Marketplace Plan (NHMP or the Plan), the City has financed nearly 160,000 units of affordable housing throughout the five boroughs and is on track to exceed its ambitious goal of 165,000 units by June 2014. At completion, the NHMP will have provided affordable homes for over half a million New Yorkers, representing the largest municipal housing effort in the nation's history. All together, the NHMP units house a demographically and economically mixed community the size of present-day Atlanta. NHMP starts as of December 31, 2013 were 160,477 dwelling units.

In Calendar Year 2014 HPD added to these numbers with 6,205 units of new construction; and a further 11,184 newly preserved units, for an aggregate year-end total of 17,389 units.

### **Department of Homeless Services**

Throughout 2014 ESG funds continued to be an integral component of the City's continuum of care for the homeless. These funds have enabled DHS to improve its outreach activities to homeless persons living in public spaces by contracting with experienced non-profit organizations. In the fall of 2007, DHS implemented new contracts with outreach and housing placement providers. These contracts are performance-based and include evidence-based practices which focus on placing chronically homeless individuals directly into transitional and

permanent housing from the streets. DHS also provided low-threshold housing options that exist outside the shelter system including safe haven (the local model is not to be confused with HUD's CoC-funded Safe Haven model) and stabilization beds. Contracted DHS Safe Havens, three of which were funded by ESG, and Stabilization Beds are low-demand transitional housing programs that allow clients more flexible access to services.

The City's emergency shelter programs continue to be enhanced by programs funded with ESG money. They provide the resources to successfully address client's barriers to independent living, which decreases clients' length of stay and increases the rate of successful placements from the shelter system into independent or supportive permanent housing.

Part of DHS' ongoing transformation of the shelter system services includes the development of more specialized programs to address certain specific obstacles to independent living such as substance abuse and mental illness that lead to chronic homelessness. ESG continues to fund substance abuse services such as DHS substance abuse counselors in adult shelters and a substance abuse program for family members living in the Regent Family Center. ESG funds are also used to help provide mental health services at four shelters.

ESG funds support the Office of Client Advocacy (OCA) which provides a voice for clients within DHS by mediating conflicts between shelter staff and clients, assisting clients to overcome barriers to permanent housing, interacting with other agencies and organizations on behalf of clients, and addressing phone and walk-in inquiries. The OCA is responsible for assisting clients in navigating the service system and bringing systemic issues to the attention of DHS and providers. The staff assists clients with a wide array of challenges. The staff encourages clients to first work with caseworkers or shelter staff to resolve individual issues. The OCA also facilitates monthly Client Meetings with both single adults & families. Individuals and families can contact a staff member between the hours of 9:00 A.M. to 5:00 P.M., Monday through Friday, and the OCA has a hotline that records messages 24 hours a day. Messages left after hours are responded to the next business day. Staff is located at Beaver Street. The staff also travel to meet clients at our intake facilities, shelters, drop-in centers and street locations in order to work with clients and make presentations and participate in case conferences. In 2014, the OCA Unit served a total of 3,492 constituents.

DHS's housing placement program is a centralized placement program operating within the adult shelter services system. This program has been highly successful in placing shelter residents in a variety of long-term housing and/or supervised program placements, ranging from substance abuse programs to supervised mental health housing to permanent supportive housing, to independent housing. A continuum of assessment and therapeutic programs helps homeless individuals move into and maintain housing, either in an independent living arrangement or a supportive housing environment. DHS placed 10,082 single adults from ESG funded shelters into housing during CY2014.

In 2007, the DHS neighborhood-based homeless prevention initiative, Homebase, expanded into a citywide program, now serving all neighborhoods in New York City. DHS continued to collaborate with qualified community-based organizations charged with assisting those at-risk of homelessness, through targeted services and financial assistance. Through the end of CY2014, the non-profit providers have made significant improvements in identifying and serving target populations. They are using their community knowledge and resources to meet the needs of these at-risk individuals and families. By 'networking' at local businesses, income support centers, schools, police precincts, and local churches, the providers have served 2,617 adult families and single adults using ESG funds. Services include family and landlord mediation, entitlements advocacy, employment training, and household budgeting skills. Providers have served a diverse group of clients. Approximately 67% of the client population has had prior shelter histories. Of all the families and single adults served, over 90% had not entered the shelter system. Over 21% of all clients have received financial assistance for payment of rent arrears, deposits and broker fees, furniture and household expenses, rent contributions, and educational and work expenses.

On January 27, 2014, DHS conducted its annual citywide Homeless Outreach Population Estimate (HOPE) which resulted in an estimate of 3,357 individuals residing in the streets and public spaces in the five boroughs; a 24 percent decrease since the first citywide survey was conducted in 2005. DHS conducted HOPE again on February 9, 2015 (took place outside of the January schedule due to a blizzard). The results of HOPE 2015 are expected to be published in late 2015.

**NYC Department of Health and Mental Hygiene – Division of Disease Control**

*For the evaluation of New York City's Housing Opportunities for Persons with AIDS (HOPWA) grant-funded activities and accomplishments in 2014, please refer to Volume 1., Part I.A.4., HOPWA Consolidated Annual Performance and Evaluation Report (CAPER).*

## **IV. Affirmatively Furthering Fair Housing**

### **1. Introduction**

The Affirmatively Furthering Fair Housing Statement (AFFH) is the responsibility of a number of City Agencies. The New York City Commission on Human Rights (CHR or the Commission) is the primary agency which promotes fair housing in New York City. The Department of Housing Preservation and Development (HPD), and the New York City Housing Authority (NYCHA) promote fair housing for tenants in properties they administer and eligible applicants who might become tenants. Other agencies, including the Mayor's Office for People with Disabilities (MOPD), the Department for the Aging (DFTA), the Mayor's Office of Immigrant Affairs (MOIA), and the Department of Health and Mental Hygiene (DOHMH), assist special constituencies to obtain equitable housing. The Department of City Planning (DCP) coordinates the City's Consolidated Plan and the City's Affirmatively Furthering Fair Housing Statement.

New York City has long been a leader in promoting principles of fair play and equal opportunity. The City passed, in 1958, the nation's first fair housing legislation that banned discrimination in private housing. It was one of the first cities in the country to provide protection for families with children (1986), and the City's fair housing law for persons with a disability is stronger than federal law.

New York City has one of the most comprehensive local human rights laws in the country, governing housing as well as employment and public accommodations. The City's Human Rights Law, like the Federal Fair Housing Act, prohibits housing discrimination on the basis of a person's race, color, religion, gender (including gender identity and sexual harassment), disability, national origin, and familial status. In addition, the City's Law prohibits housing discrimination on the basis of a person's sexual orientation, age, alienage and citizenship status, marital status, partnership status, and lawful occupation. In 2008 the New York City Human Rights Law was amended to add a protection against discrimination in housing based on lawful source of income, including rental subsidies. The term "lawful source of income" includes income derived from Social Security, or any form of federal, state, or local public assistance or housing assistance, including HUD Section 8 rental vouchers. The City Council amended the law to address the problem that many rental housing providers in New York were refusing to rent to tenants with rental subsidies or with incomes from sources other than employment.

The New York City Human Rights Law deals with the sale, rental or financing of housing, as well as any advertisements or statements with respect to housing. The law applies to private, public housing, property management firms, property owners, realtors, lenders, and insurers of housing. Housing discrimination based on race, color, national origin, disability, marital status, partnership status, familial status, lawful occupation, any lawful source of income, gender (including gender identity and sexual harassment), alienage and citizenship status, age, sexual orientation, and creed is prohibited. Distinct among fair housing laws elsewhere in the country, the New York City law covers owner-occupied, two-family housing when the landlord makes public through advertising, postings, or statements the availability of the rental unit. Another distinctive feature of the Human Rights Law is the requirement that landlords may be required pay for reasonable accommodations involving physical modifications (when such modifications are architecturally feasible and do not create undue financial hardship), as opposed to other laws that require merely the owner's permission to implement physical changes. Discriminatory activities include: refusing to sell or rent dwellings; imposing different terms and conditions of sale or rental; falsely denying the availability of housing for sale or rental; refusing to make mortgage loans; and harassing or intimidating persons exercising fair housing rights.

In May 2014, the City published *Housing New York: A Five-Borough, Ten-Year Plan*. *Housing New York* analyzed both impediments to affordable housing and impediments to fair housing and adopted strategies to overcome both types of impediments, which are discussed in this One-Year Statement.

## 2. Evaluation of the City's Current Fair Housing Legal Status

All New York City residents in public and private housing may file housing discrimination complaints with either the HUD's Office of Fair Housing and Equal Opportunity (FHEO); or the U.S. Department of Justice (DOJ); or with the City of New York's Commission on Human Rights. Residents of the Department of Housing Preservation and Development, or the Housing Authority may file internal complaints at their agencies. At the end of this chapter, a Fair Housing Complaint Chart is provided which outlines the complaint process. All of the agencies listed above can and will investigate complaints, or if necessary refer them to the appropriate governmental entities.

Complaints made by NYCHA residents or applicants are investigated internally to determine if the individual's human rights have been violated and to take corrective or conciliatory action, if necessary. Preliminary investigations of complaints filed by residents and applicants with the State Division of Human Rights, the City Commission on Human Rights, and/or HUD are investigated in consultation with the NYC Law Department.

Once a housing discrimination complaint has been filed, an investigation is commenced to ascertain if the complaint has merit. This section describes current status of fair housing discrimination complaints filed between January 1, 2014 to December 31, 2014 where a "probable cause"<sup>1</sup> for the discrimination has been found.

### A. Probable Cause Determinations Issued by the Secretary of HUD

In 1999, the New York State Division of Human Rights (NYSDHR) was accepted into the federal Fair Housing Assistance Program (FHAP) because its new fair housing law was deemed to be substantially equivalent to the Federal Fair Housing Act. As a result, all cases received by HUD that are in the State of New York are referred to NYSDHR for investigation.

During the period of January 1, 2014 through December 31, 2014, in the New York City area there were 52 Probable Cause determinations issued by the NYSDHR under the following bases: eighteen (18) probable cause determinations involved claims of disability discrimination; nine (9) probable cause determinations involved claims of discrimination based on the complainant's race/color; seven (7) involved claims of national origin discrimination; four (4) involved claims of discrimination based on the sex of the complainant; three (3) probable cause determinations involved claims of discrimination based on familial status; two cases involved claims of discrimination based on the complainant's creed; one (1) involved claims of discrimination based on the age of the complainant; one (2) probable cause determinations involved claims of discrimination based on marital status; and seven (7) probable cause determinations involved a claim of retaliation for exercising the complainant's legal rights.

Thirteen cases involved denial of equal terms, conditions, and privileges of tenancy; nine cases involved denial of reasonable accommodation for a disability; seven cases involved eviction/threatened eviction; six cases involved refusal to rent; two cases involved denial of reasonable modification; one case involved refusal to sell housing; and, ten cases involved other housing discrimination practices.

During this time there were six (6) final orders on fair housing complaints arising in New York City. Five (5) complaints were voluntarily discontinued by the Complainants because of private settlements with Respondents; the remaining complaint was formally settled before the Division.

### B. Fair Housing Discrimination Lawsuits Filed by the U.S. Department of Justice or private plaintiffs

New York City is divided between two federal judicial districts: the Eastern District of New York, which

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<sup>1</sup> *Probable cause: An apparent state of facts found to exist upon reasonable inquiry (that is, such inquiry as the given case renders convenient and proper) which would induce a reasonably intelligent and prudent person to believe that, in a civil case, a cause of action existed.* Source: Black's Law Dictionary.

includes Brooklyn, Queens and Staten Island; and the Southern District of New York, which includes the Bronx and Manhattan. In addition, private plaintiffs may file their own housing discrimination lawsuit directly with the Department of Justice's main office in Washington, D.C.

#### Eastern District

During the time period of January 1, 2014 to December 31, 2014, the U.S. Department of Housing and Urban Development did not refer any cases to the Eastern District Office for prosecution concerning alleged instances of housing discrimination within the City of New York.

#### Southern District

During the time period of January 1, 2013 to December 31, 2013, the U.S. Department of Housing and Urban Development referred three cases to the Southern District Office for prosecution concerning alleged instances of housing discrimination within the City of New York.

The United States filed three (3) Complaints and entered into two (2) Consent Decrees with the designers and developers of two high-rise Manhattan apartment buildings that were not designed and constructed so to be accessible to people with disabilities. (United States v. Related Companies et.al., United States v. Tower 31 et. al., United States v. Durst Org. et. al., and respectively.) The Consent Decree for U.S. v. Related Companies was entered in December 2014. The Consent Decree for U.S. v. Tower 31 was entered in August 2014. Claims against the Durst Organization are still pending. Under the Consent Decrees, the defendants must make certain retrofits so that the buildings are accessible to people with disabilities. The settlements also provide for a fund for victims, a civil penalty, and a fund for accessibility improvements.

The Southern District Office also filed an amended complaint in United States v. East River Housing Corp. in January 2014. (The original suit filed in December 2013 against the co-operative was for failing to offer reasonable accommodations to tenant shareholders with disabilities who need service animals.) Lastly, the United States filed a consent decree resolving its outstanding claims in United States v. 2 Gold L.L.C., et al. An earlier consent decree resolving the remaining claims was entered in April 2013.

#### Washington, D.C. Department of Justice Office

The U.S. Department of Justice, Civil Rights Division's Housing and Civil Enforcement section provided the information described above. The cases were filed in the respective District Courts.

#### C. Fair Housing Complaints made to Local Agencies

The Human Rights Commission affirmatively furthers fair housing by enforcing the city's Human Rights Law, which prohibits housing discrimination based upon a person's protected class, and by promoting positive intergroup relations through outreach and education to members of protected groups, real estate brokers and landlords, and by community-based activities that bring people together. These complementary approaches discourage housing discrimination and promote equal opportunity.

Prosecution of complaints is a key part of the agency's commitment to affirmatively furthering fair housing. All complaints are investigated pursuant to uniform legal standards for determining probable cause. Notwithstanding the technical legal impact of settlement of complaints, complaints settled before trial and after probable cause are found and complaints settled before an investigation is completed may indicate that discriminatory conduct occurred. All probable cause and no probable cause determinations are eligible for review on appeal to a justice of the Supreme Court of the State of New York providing an additional protection to litigants and reflects the integration of the agency's administrative law process into the higher state court system.

The following data summarizes the agency's docket of verified fair housing complaints filed between January 1, 2014 and December 31, 2014.

Total number of housing discrimination complaints filed: 109

Total number of allegations of prohibited discrimination: 134 \*

Disability:	37
Lawful source of income:	21
Race:	14
Presence of Children:	4
National Origin:	12
Creed:	3
Sexual Orientation:	9
Marital Status:	1
Gender:	7
Retaliation:	6
Relationship/association:	6
Alienage/Citizenship Status:	6
Color:	4
Age:	3
Interference w/ Protected Rights	1
Domestic Partners	3
Lawful occupation	1

(\* There are more allegations of prohibited discrimination than there are complaints. This is due to the fact that many complaints contain more than one allegation.)

Total number of allegations of unlawful discriminatory practices contained in housing complaints filed: 140\*

Refusal to rent or sublet:	51
Unlawful inquiry:	6
Unequal terms and conditions:	42
Other unequal terms and conditions:	7
Eviction, threatened eviction, or constructive eviction:	22
Other:	6
Refusal to sell:	6

(\*There are more allegations unlawful discriminatory practices than there are complaints. This is due to the fact that many complaints contain more than one allegation.)

Total number of probable cause determinations: 3

Total number of allegations of prohibited discrimination: 3

Disability:	1
Age:	1
Lawful source of income:	1

Total number of settlements reached: 9

Total number of allegations of prohibited discrimination: 9 \*

Disability:	3
Lawful source of income:	3
Race:	1
Age:	1



Lawful occupation: 1

(\*There are more allegations of prohibited discrimination than there are settled complaints. This is due to the fact that many complaints contain more than one allegation.)

Total number of allegations of unlawful discriminatory practices: 11\*

Refusal to rent or sublet:	5
Unequal terms and conditions:	5
Eviction or threatened eviction or constructive eviction:	1

(\*There are more allegations of unlawful discriminatory practices than there are settled complaints. This is due to the fact that many complaints contain more than on allegation.)

Nine of the complaints filed, probable cause determinations, and conciliations, resulted from a Commission-initiated investigation. CCHR staff peruses publications for rental ads containing language that is illegal under the City Human Rights Law and testers contact those potential landlords. Five of the above cases were based on refusal to rent because of lawful source of income.

In 2014, of the two Decisions and Orders in housing discrimination cases, the Commission issued a discrimination claim against Michael Jenkins due to violating the New York City Human Rights Law by posting a discriminatory advertisement in Craigslist. He also refused to rent an apartment on the basis of marital status, and because children may reside with the tenant, in violation of the Human Rights Law. The respondent was ordered to pay the City a \$20,000 penalty and undergo anti-discrimination training.

For information on the New York City Housing Authority's (NYCHA's) legal actions please refer to Proposed 2014 Consolidated Plan Annual Performance Report, Part II. B. Relevant Public Policies, 1. Barriers to Affordable Housing.

Housing discrimination complaints filed with NYCHA by residents or applicants are investigated internally to determine if the individual has been the subject of unlawful discrimination, and determine if corrective or conciliatory action is necessary. In addition, applicants who have been found ineligible for public housing and assert the denial was based on their disability can have their cases reviewed by NYCHA's Department of Equal Opportunity.

Preliminary investigations of complaints filed by residents and applicants with the State Division of Human Rights, the CCHR, and/or HUD are investigated by NYCHA's Law Department.

The telephone numbers for NYCHA's internal complaint process is 212-306-4468 or TTY 212-306-4845.

The following data summarizes fair housing complaints filed internally with NYCHA between January 1, 2014 and December 31, 2014.

Total number of housing discrimination complaints filed: 18

Sexual Harassment:	6
Race:	3
Sexual Orientation:	3
Disability:	3
Complaints with Multiple Bases	2
Retaliation	1

Total number of probable cause determinations: 0

Three (3) applications of applicants who were determined ineligible for public housing and who asserted the denial was because of their disability were reviewed by NYCHA between January 1, 2014 and December 31, 2014.

The number of applications where ineligibility determination was revoked: 0.

D. Reasons for any trends or patterns

In 2014 allegations that landlords failed to make reasonable accommodations for people with disabilities were the most common of the complaints filed, and settlements. This large number of disability-related cases results from the Commission's active cooperation with a number of disability advocacy groups on an ongoing basis. It also reflects the reality that these cases don't generally present complicated factual disputes, i.e., it is clear when one cannot enter a building, use a laundry room, or participate in a meeting. Discrimination based on disability lends itself to advocacy because it is usually not rooted in animus, but rather in a lack of awareness of the needs of people with disabilities. A large number of disability-related cases are brought based on the focus disability discrimination receives at the Commission and the large number of cases that are resolved successfully. The Commission prosecutes disability-based discrimination pursuant to its law enforcement authority, and advocates on behalf of people with disabilities through Project Equal Access, a highly visible community relations program.

Complaints of discrimination on the basis of lawful source of income comprised the second largest number of fair housing complaints filed at the Commission on Human Rights in 2014. Since that protected class was added to the Human Rights Law in 2008, there have been a large number complaints filed on that basis. Because the economic recession still lingers in the country and the City, dependence on various income supports continues for a large number of New York Residents. However, as landlords have become more familiar with this aspect of the Human Rights Law through the Commission's education campaign, the proportion of complaints of income-based discrimination has decreased.

E. Discussion of other fair housing concerns or problems

The changing face of the city brought on by record immigration and increasing national unease over immigrants presents a challenge to the Commission and other fair housing entities to protect the newest New Yorkers from unfair housing practices. The problem of potential discrimination against immigrants is exacerbated because latest immigrants are primarily people of color (from such areas such as Mexico, Central America, Bangladesh, West Africa, the Dominican Republic, Jamaica, and China.) The unprecedented range of diversity also challenges the Commission to promote good relations among old and new residents, native-born and immigrant.

During the last year the rate of mortgage foreclosures due to complicated or unscrupulous practices by lenders and the ongoing recession continued to be a local and national crisis. While discrimination in making individual loans may be difficult to prove, lenders for a number of years appeared to have targeted non-white, immigrant and aging populations and pressured them to take subprime and sometimes predatory loans. The Commission on Human Rights continues outreach to these communities emphasizing how to avoid these tactics as well as the tactics of unscrupulous businesses that take their money in the guise of assisting them with foreclosure problems. The Community Service Centers have responded to the current crisis by increasing their efforts to alert people to programs that will provide effective assistance and working with their lenders and carefully monitoring each case.

Discrimination based on race and on national origin continues to be a factor perpetuating segregation in rental housing. The Department of Housing, Preservation and the Commission on Human Rights sponsored a research project conducted by Columbia University's Center for the Study of Development Strategies. The research initiative studied the effectiveness of anti-discrimination messaging (i.e., moral, peer pressure, or enforcement messaging); and its effect on the likelihood that a housing provider will or will not discriminate. The 2<sup>nd</sup> Annual Fair Housing Symposium highlighted Columbia University research findings. The study researched the baseline

levels of discrimination in the rental housing market, in concert with testing the impact antidiscrimination telephone messages from city government had on brokers and landlords. The test found Hispanic testers were the least likely group, compared to Whites and African-Americans, to receive a callback on an offer for an apartment.

### **3. Identification of Impediments to Fair Housing Choice**

#### Examination of patterns of segregation

Although fair housing is broader than racial and ethnic discrimination, any analysis of housing needs and the impediments to equal housing opportunity must begin by examining the racial and ethnic composition of the city's neighborhoods. While New York City is widely known for its racial and ethnic diversity, diversity is not reflected in many of the city's neighborhoods. Two recent reports detail the present state of New York City's neighborhood demographics - The Changing Racial and Ethnic Makeup of New York City Neighborhoods (New York University Furman Center for Real Estate and Urban Policy, May 2012) hereinafter "Furman Report") and Implementation Plan for Sustainable Development in the New York Connecticut Metropolitan Region (New York-Connecticut Sustainable Communities Consortium, May 2014), hereinafter "Sustainable Communities Report." Together, these reports reveal the ongoing challenge of achieving diversity at the neighborhood level.

According to the Furman Report, New York City is the only one of the nation's five largest cities in which each of the four major racial and ethnic groups make up at least 10 percent of the population. As of the 2010 Census, 33 percent of New York City residents are white, 26 percent are Hispanic, 26 percent are black and 13 percent are Asian. However, many neighborhoods remain composed almost exclusively of one or two racial or ethnic groups. The Sustainable Communities Consortium report illustrates a similar pattern. According to the report, African-Americans primarily live in central Brooklyn, southwestern Queens, Harlem and sections of the Bronx. Hispanic residents primarily live in the south and central Bronx, upper Manhattan, central Queens and southern Brooklyn. Asians primarily live in the Lower East Side of Manhattan, central and eastern Queens, and southern Brooklyn. Comparatively, the region's white population is more highly dispersed, with large concentrations in Manhattan, and both northwestern and southern Brooklyn.

The Furman Report categorized each of the City's census tracts by racial and ethnic composition. Majority white, majority black, majority Hispanic, or majority Asian tracts were defined as tracts where more than half of the residents identify as belonging to the respective category and no other single group makes up more than 20 percent of residents. Mixed-minority neighborhoods were defined as tracts where less than 20 percent of the population is White and at least two other groups make up more than 20 percent each of the tract population (or no group constitutes a majority of residents). Finally, the Furman Report categorized census tracts as White-mixed where at least 20 percent of residents are White and at least 20 percent identify as the second respective category (White-black, White-Hispanic, and White-Asian, respectively). For purposes of the Furman Report, White-mixed tracts were characterized as "integrated."

The Furman Report examined socio-economic indicators within the respective categories for 2010. The report found that Majority White neighborhoods have, on average, the highest average income, share of college educated residents, and homeownership rates. Among the integrated neighborhood types, White-Hispanic and White-Asian neighborhoods average higher household income, higher home ownership and college degree rates, and lower poverty rates than their majority Hispanic or majority Asian counterparts. The average poverty rate in White-Black neighborhoods is similar to that in majority Black neighborhoods, while college degree rates and household income are higher in White-Black neighborhoods, and homeownership rates are higher in majority black neighborhoods.

The Furman Report found that mixed-minority neighborhoods have, on average, the highest poverty rates and the lowest incomes, homeownership rates, and shares of college educated residents. Regarding homeownership

specifically, White-Asian neighborhoods had the highest average ownership rate (42.2 percent), followed by majority White (38.5 percent), majority Black (33.8 percent), and White-Hispanic (28.9 percent), respectively.

The Furman Center also analyzed the demographic changes between the 2000 and 2010 census. Their analysis indicated that single-race majority neighborhoods became more diverse for majority White and majority Black neighborhoods but not in majority Hispanic or majority Asian neighborhoods. For majority White and majority Black neighborhoods, the share of residents of the majority race declined, on average, by 2.5 and 3.7 percentage points respectively. In majority Asian neighborhoods, the opposite occurred as the percentage of Asians increased on average by 13.3 percentage points. This most recent data indicates that while the City's White and Black residents remain concentrated, they are becoming less so over time. The City's Asian population has, however, become more concentrated. The share of neighborhoods classified as majority White declined, showing some progress toward desegregation, and the share of mixed-minority neighborhoods increased, reflecting larger trends.

The Sustainable Communities Report provides data that further illustrate the disparity in access to resources across neighborhoods. [Using the HUD definition of racially and ethnically concentrated areas of poverty (R/ECAPs)<sup>2</sup>, the report identifies New York City R/ECAPs located in 31 distinct neighborhoods. Except for a part of Long Island City in Queens and West New Brighton in Staten Island, all of these neighborhoods are in the Bronx, Brooklyn or Manhattan. The largest contiguous area stretches from East Harlem into the South and Central Bronx, including neighborhoods such as Mott Haven, Hunts Point, Melrose, Soundview, Morrisania, Highbridge and Fordham. Other upper Manhattan and Bronx neighborhoods include West Harlem, Norwood and Woodlawn. Two neighborhoods on the Lower East Side are across the East River from several neighborhoods leading into central Brooklyn—Fort Greene, Crown Heights, Bedford-Stuyvesant, Bushwick, East New York, Brownsville and Flatbush. Neighborhoods in southeast Brooklyn include Canarsie, Flatlands, Spring Creek, Arverne and Sheepshead Bay. R/ECAPs along New York Harbor waterfront include parts of Red Hook and Sunset Park.

According to the Sustainable Communities Report, the number and diversity of R/ECAPs in New York City result in a range of conditions and needs. Some are dominated by public housing while others have low-scale, unregulated buildings. Racial and ethnic composition varies greatly from neighborhood to neighborhood. Some communities have experienced little recent change in average incomes or poverty levels, but an increasing number have seen an increase in higher income and white households as many of the city's neighborhoods become more marketable and as many middle income households are priced out of nearby neighborhoods and look for less expensive housing. Some are within close commuting distance of Midtown or Downtown Manhattan, while many entail longer commutes into the central business district than would be required for residents of many suburban communities.

The Sustainable Communities Report further states while each individual neighborhood requires distinct interventions for deconcentration, some strategies will have a greater impact in neighborhoods with certain characteristics. Housing preservation strategies may be most important in gentrifying neighborhoods. Mixed-income transit-oriented development is applicable to neighborhoods with good transit capacity, a strong market and development capacity. Initial actions in other places may need to focus on public amenity, safety and service improvements.

The Sustainable Communities Report indicates that bridging the divide between the opportunities available in low poverty, white and multi-racial areas and the needs of residents in high poverty and non-white areas requires a combination of strategies, including but not limited to improving access to affordable housing in areas where it doesn't currently exist, improving transit access in areas with high opportunities, building on the transportation access available in many low income communities, and improving job opportunities, education levels and workforce skills and preserving affordable housing in high poverty and non-white communities. The distribution

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<sup>2</sup> Census tracts with populations over 50% non-white and a poverty rate of more than three times the region's average.

of people, housing, schools and transit access among different types of neighborhoods demonstrates where the gaps are greatest and provides a framework for designing strategies.

Regarding the location and neighborhood characteristics of subsidized rental housing in New York City, the Furman Institute release a policy brief, Housing, Neighborhoods, and Opportunity: The Location of New York City's Subsidized Affordable Housing (New York University Furman Center for Real Estate and Urban Policy, January 2015) which examined the geographic distribution of subsidized rental housing created by private developers and subsidized by the city, state, or federal government to be affordable to low-, moderate-, or middle-income households in New York City and how it has changed over time. The study found that the distribution of subsidized rental units across New York City's neighborhoods changed significantly between 2002 and 2011, not just from new development, but also because of different opt-out rates across neighborhoods.

The study also examined the location of the subsidized housing in context to characteristics of the respective neighborhood based on several indicators: Physical distance and isolation; Education (Student Performance in Local Public Schools); Proximity to amenities; Public Safety; Concentrated poverty and unemployment; and, Cost of Housing (Neighborhood Median Asking Rent), respectively. The study found that: subsidized rental housing tends to be in lower opportunity neighborhoods in New York City, but these developments do have some compensating features in terms of access to services; properties that opted out of all affordability restrictions between 2002 and 2011 were located in higher-amenity—and higher cost—neighborhoods than properties that were preserved during the same time; the new units that were added to the stock of subsidized units in the decade between 2002 and 2011, were not located in neighborhoods with as high quality amenities as units that exited subsidy restrictions and converted to market rate; and, when comparing across portfolios there were distinct differences in neighborhood characteristics.

In conclusion, the Furman report indicated that when given the chance, owners in higher-cost, higher-amenity neighborhoods are converting their subsidized properties to market-rate more than owners of properties located in lower-cost, lower-amenity neighborhoods. Yet these are precisely the environments that may offer the greatest opportunities for households— especially to children for advancement—and thus would seem to be the developments that policymakers should most want to preserve. Unfortunately, however, while rising market rents in a neighborhood make exits more likely, they also make preservation more expensive. To preserve more affordable units in high-opportunity neighborhoods, the city will either need to commit to invest additional dollars into these properties or to come up with creative new strategies and tools to entice owners to maintain affordable rents, or both. Conversely, the report stated there are good reasons to preserve affordable housing in lower cost areas as well. The need for affordable units greatly exceeds the supply, and preserving units in lower-cost neighborhoods would allow the city to spread its subsidy dollars further because the cost of preserving these units is likely to be lower than preserving units located in high-cost neighborhoods. Furthermore, preserving and reinvesting in subsidized buildings may help to support revitalization of those areas, at least when it is part of a concentrated strategy for community revitalization.

#### A. Public Sector

To the extent that racial and ethnic minorities, single parent families, the elderly, the disabled, and immigrants tend to have lower incomes than average, impediments to affordable housing are also impediments to fair housing choice. The City of New York, however, has for over 60 years not only allowed but also encouraged the provision of low income housing within its borders.

##### 1. Zoning and Site Selection

New York City's zoning does not intentionally inhibit fair housing choice. However, as indicated in the Mayor's Ten-Year Housing Plan, certain existing regulations unduly burden or restrict the development of affordable housing. Amending regulations to remove these impediments would encourage the construction of new housing.

- Over time, many older buildings have become obsolete for their original intended purpose. To address the need to repurpose these buildings, zoning regulations allow non-residential buildings constructed before 1961 to be converted to housing, irrespective of current residential bulk regulations in some parts of the city. However, in other areas, the regulations for the conversion of obsolete non-residential buildings to residences have not been consistently updated. Conversion of obsolete commercial and community facility buildings would unlock potential housing without the need to build anew. More thoughtful zoning policies then allow for true mixed use opportunities.
- From the 1940s to the 1970s, many large sites were developed under Mitchell Lama and other programs with high-rise housing in a “tower-in-the-park” configuration. These sites are governed by special zoning rules that require large expanses of open space, often occupied by open parking lots. These open areas potentially provide opportunities to site new housing, including affordable units. However, zoning restrictions would need to be eased.
- While the City’s highest-density zoning districts allow development at substantially higher densities for commercial uses, a cap in the State Multiple Dwelling Law currently restricts the amount of housing that can be provided in any building to a floor area ratio (FAR) of 12.0. Removing the statutory limit would allow more housing, including affordable housing, to be developed in high density areas, provided that the zoning is also amended, a process that will entail a full public review.
- The City has many regulations that restrict the development of smaller housing units. Zoning regulations establish a minimum unit size of 400 square feet for multifamily housing in many areas, limit the density of units based on lot area, and prevent the construction of a building consisting solely of units built at the minimum square footage. However, projects in other cities and pilots in New York City are demonstrating that developers can build compact units that are livable, safe, and healthy and contribute a new set of housing options for small households. A compact unit includes a kitchen and bathroom and is often smaller than allowed under current regulations. This housing type is likely most appropriate in highly transit-accessible neighborhoods that contain a large proportion of small households.
- In “Inner Ring” neighborhoods that are located outside the Manhattan core but are accessible to transit, employment centers, and services, per-unit parking requirements for affordable housing exceed car ownership rates among low-income households. Where parking is built for affordable housing, spaces often go unused. The construction of unnecessary parking spaces increases construction costs and may deter development or reduce the number of affordable units that can be produced.
- While not directly tied to the zoning, the city’s elderly have a different housing needs than when they were middle-aged. Unfortunately, the City’s Zoning Resolution does not fully take these differences into account when delineating requirements for the construction or rehabilitation of senior housing. Some of these requirements, therefore, act as an impediment to the development of additional affordable housing units.

Throughout 2014 the Department of City Planning, as part of the Mayor’s ten-year housing plan, undertook an examination of the current zoning regulations to identify barriers which constrain housing production and raise costs.

In February 2015, the Department announced a set of zoning amendments with four primary goals:

- **Remove barriers** that constrain housing production and raise costs;
- **Encourage better quality buildings** that contribute to the fabric of neighborhoods;
- **Promote senior housing** to address the affordable housing needs of an aging population;
- **Reduce unnecessary parking requirements for affordable housing** to avoid excessive costs that hamper the creation of affordable and senior housing.

Each of the four goals has their own set of proposals:

Remove barriers that constrain housing production and raise costs

Encourage better quality buildings that contribute to the fabric of neighborhoods

- Modify zoning regarding building envelope: In medium- and higher-density districts, allow sufficient flexibility to accommodate best practices for affordable construction and good design, while maintaining current floor area maximums.
  - Height: Increase maximums (5' to 15') to ensure all permitted floor area can fit and allow better design.
  - Setbacks: Measure upper floor setback from street line, removing penalty for buildings that set back at the street level, allowing better interior layouts and reducing construction cost.
  - Corner Lots: Loosen lot coverage and other requirements that make housing construction unnecessarily difficult, especially on irregularly shaped lots.
- Additional Flexibility for Senior and Inclusionary Housing: Where zoning allows additional floor area for affordable housing for seniors or Inclusionary Housing, provide enough flexibility to fit all permitted floor area with good design.
  - Height: Increase maximum height (by 1 to 2 stories in R6-R8 districts, and 3 to 4 stories in R9-R10 districts) to fit all floor area without sacrificing quality of housing.
  - Amenity Spaces: Allow ground-floor accessory residential amenity spaces to be located in the rear yard, where parking garages or community facilities are allowed today.
  - Non-contextual Districts: In non-contextual zoning districts (which do not have overall height limits), establish more flexible height limits for senior housing and future Inclusionary Housing developments
- Flexibility for Constrained Lots: Most existing controls are designed to work with flat, rectangular lots, and do work well on irregularly-shaped or sloped sites.
  - Yards and Lot Coverage: Allow proportionate reductions in requirements where lots are shallow, acutely-angled, or sloped.
  - Distance Between Buildings: Reduce “tower-in-the-park”-era requirements to be consistent with the State’s Multiple Dwelling Law requirements.
  - Relief for Unusual Conditions: Allow modification on a case-by-case basis, through discretionary review
- Encourage variety and better design: Allow flexibility for the variation and texture that typify older buildings in many neighborhoods.
  - Street Wall: Update and clarify regulations to support traditional types of building variation.
  - Court Yards: Allow greater flexibility to enable visual interest and a range of building configurations.
  - Ground Floors: Make transparency and design requirements consistent.
  - Mix of Unit Sizes: Make consistent the unit density standards for all medium- and high density districts, allowing smaller units to be mixed in with larger ones.

Promote affordable senior housing

- Modernize zoning definitions: Accommodate today’s housing models and recognize regulated housing types.
- Rationalize Floor Area Ratios: Establish consistent floor area ratios and corresponding building heights to facilitate more and better housing for seniors.
- Allow flexibility for different types of senior housing: Relax density restrictions that may prevent the creation of appropriately sized units.
- Reduce administrative obstacles: Eliminate redundant special permits that burden nursing home development.

### Reduce unnecessary parking requirements

The zoning proposals are divided into two (2) categories, inside or outside the Transit Zone<sup>3</sup>:

#### Inside the Transit Zone

- Affordable Housing: Eliminate parking requirements for new low-income or Inclusionary Housing units.
- Senior Housing: Eliminate parking requirement for new affordable senior housing units, and allow existing affordable senior housing developments to reduce or eliminate their parking.
- Allow Reductions in Parking on a Case-by-Case Basis: Through discretionary review, allow new buildings to reduce required parking to enable mixed-income development, or existing affordable buildings with underutilized parking to reduce or eliminate requirements.

#### Outside the Transit Zone

- Affordable Housing: Simplify existing reduced parking requirements, applying most common category to all new developments, except in single-family districts.
- Senior Housing: Reduce parking requirement for new low-income senior housing in medium-density districts and eliminate requirement in high-density districts. Allow existing low-income senior housing to reduce parking by BSA special permit.

The proposed changes to the Zoning Resolution will go through the City's environmental and land use review processes. During this process, there will be public hearings and opportunities for recommendations from all Community Boards, Borough Presidents, and Borough Boards, after which the proposed changes will go to the City Planning Commission and City Council for public hearings and votes.

The first public Environmental Impact Statement Scoping Meeting was conducted in late March 2015.

#### Inclusionary Housing Program

The Inclusionary Housing Program provides a floor area zoning bonus for multiple dwelling developments in return for new construction, substantial rehabilitation, or preservation of permanent affordable housing. The Program is designed to preserve and promote a mixture of low-income, moderate-income, middle-income, and market-rate housing, particularly within neighborhoods experiencing increases in market values.

Because of higher standards for housing, the rise of green technologies, and new methods including modular construction, today's residential buildings typically have higher floor-to-floor heights than the buildings of 30 years ago, when many of the height and setback regulations of zoning were established. Standards for retail space have also increased to provide an improved shopping environment and to allow space for modern ventilation and other mechanical systems. Especially when combined with the floor area bonus allowed through the Inclusionary Housing Program, these factors can make it difficult to accommodate the full amount of housing allowed within the permitted height and setback limits.

Over the course of the next ten years, the City will identify areas across the five boroughs where coordinated planning with communities – including changes to land use and zoning, and improvements to infrastructure and services – can promote substantial opportunities for new housing that complement and enhance neighborhood character. In addition, the City will establish a new mandatory Inclusionary Housing Program to ensure that the housing marketplace serves New Yorkers at a broader range of income levels. This program will require a portion of the new housing developed in the City to be affordable. Additionally, the City will improve the effectiveness of its existing voluntary inclusionary housing program.

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<sup>3</sup> Transit Zone would encompass zoning districts that allow multi-family housing within ½ mile walking distance from a subway station, and other areas with lower rates of car ownership and utilization.



Throughout 2014 the City of New York continued to work on developing this proposal. In early 2015, the Department of City Planning released the proposed East New York Community Plan, a comprehensive plan to promote affordable housing development, encourage economic development, and introduce new community resources to foster a more equitable and livable East New York, Cypress Hills and Ocean Hill. Part of this proposal includes mandatory inclusionary housing as a component of the area's rezoning. When the Proposed Annual Performance Report went to print, the proposed Plan was undergoing an Environmental Impact Statement (EIS) review.

## 2. Neighborhood Revitalization

HPD is the nation's largest municipal housing preservation and development agency. Its mission is to promote high quality housing and viable neighborhoods for New Yorkers through education, outreach, development loan programs and enforcement of housing quality standards.

In May of 2014 Mayor Bill de Blasio unveiled a 10-year plan to build or preserve 200,000 affordable apartments across all five boroughs—enough housing to serve more than a half-million New Yorkers. The \$41 billion Housing New York: A Five-Borough, Ten-Year Plan is the most expansive and ambitious affordable housing agenda of its kind in the nation's history.

Housing New York outlines the broad principles and the specific policies City agencies will implement to reach Mayor de Blasio's ambitious goal. The plan emphasizes:

- **Unprecedented Scale:** The plan calls for 200,000 affordable units over 10 years—120,000 preserved and 80,000 newly built.
- **Affordability for a Wide Range of Incomes:** Affordability programs will serve households ranging from middle- to extremely low-income (under \$25,150 for a family of four).
- **Proactive and Strategic Preservation of Existing Affordability:** Agencies will use every tool at their disposal to protect tenants in both subsidized affordable housing and rent-regulated housing from the tide of deregulation, and to combat neglect and disrepair that threatens many affordable buildings.
- **New Opportunities for Growth and Density:** The City will undertake ground-up neighborhood planning to identify corridors and communities with opportunities for more housing (both affordable and market), and coordinate greater density with necessary infrastructure.
- **Quality Jobs:** Approximately 194,000 construction jobs and nearly 7,100 permanent jobs will be generated by the housing plan, and the City will work with stakeholders to make sure they are quality jobs and integrated into the City's workforce development ecosystem.
- **Fewer Unnecessary Barriers and Delays:** The City will streamline the development process and help to contain construction costs by overhauling outdated regulations and removing duplicative agency processes.

The 115-page plan, which was created through coordination with 13 agencies and with input from more than 200 individual stakeholders, outlines more than 50 initiatives that will accelerate affordable construction, protect tenants, and deliver more value from affordable housing investments, including:

**Implementing Mandatory Inclusionary Zoning:** In all rezonings that substantially increase potential housing capacity, the City will require a portion of the new housing developed to be permanently affordable to low- or moderate-income households in order to ensure diverse and inclusive communities. The Department of City Planning, working with the Department of Housing Preservation and Development, will initiate and expedite the

completion of a study to provide the foundation for incorporating a mandatory Inclusionary Housing Program into the Zoning Resolution.

**Increasing the Number of Homes for the Lowest Income New Yorkers:** The City will allocate additional resources to its housing programs to ensure that a higher percentage of units in affordable housing reach the neediest people. As a result of this commitment, the City will provide housing opportunity to 16,000 of very low-income households over the 10 years of this plan—more than four times the number served over the previous 12 years.

**Launching a New Affordable Housing Program for Middle-Income New Yorkers:** As part of creating and preserving more than 20,000 homes for middle-income New Yorkers, the City will launch a new mixed-income program. Half of all units in these projects will be set aside for middle-income households. The remaining 20 and 30 percent, respectively, will be reserved for low- and moderate-income households. Middle-income housing is essential to support our economy and workforce, which increasingly cannot afford to live in our city.

**Spurring Development of Small, Vacant Sites:** The City will launch two new programs to redevelop hundreds of vacant sites and build thousands of new units: the Neighborhood Construction Program and the New Infill Homeownership Opportunities Program. These programs will aggregate sites to develop affordable housing, including one- to four-family homeownership opportunities and up to 20-unit rental buildings. The programs will build capacity among smaller developers, local non-profits, and community development corporations to drive the projects.

**Stemming the Tide of Rent Deregulation and Protecting Tenants:** The City will work with the state as rent regulation comes up for renewal in 2015 to prevent abuses of the vacancy and luxury decontrol provisions and capital improvement rules. The City will coordinate across all agencies and use every tool at its disposal—from legal action to closer scrutiny of City contracting with bad actors—to protect tenants in rent-regulated housing from landlord harassment and neglect.

**Expanding Affordable and Supportive Housing for Seniors:** The City will leverage Project-Based Section 8 vouchers to make housing affordable to those seniors whose income remains stagnant or declines over time, and will continue to push for expanding income eligibility in the SCRIE program. The City will also actively seek out ways to integrate new senior housing in its development programs in collaboration with NYCHA, leveraging their resources and prioritizing their residents.

**Offering Energy-Efficiency Retrofits in Exchange for Long-Term Affordability:** To help mitigate rising utility costs and preserve affordability, the City will launch a new program to targeting mid-size and small buildings—in concert with local utilities and existing subsidy programs—to encourage energy and water-use retrofits in exchange for affordability commitments from building owners. The program can help property owners reduce these operating costs by up to 30 percent.

**Creating New Strategies to Prevent and Reduce Homelessness, and Develop Additional Supportive Housing:** The City will reallocate a portion of its homeless shelter funding to finance lower-cost permanent housing for homeless individuals and families. Investment in housing that is accompanied by supportive services yields significant taxpayer savings by reducing demand for high-cost shelters, hospitals, and other emergency resources. The City will seek to renew its partnership with the state to expand the development of supportive housing and to broaden the populations it serves. NYCHA will also reinstate its policy of setting aside units for families exiting the shelter system.

In Early January 2015 the City announced that it had financed the creation and preservation of more than 17,300 affordable units during calendar year 2014. With 11,185 preserved units and 6,191 new construction units financed, the City exceeded its first year projections by more than 1,300 affordable units. Based on average household size, these new and preserved units are enough to affordably house nearly 42,000 New Yorkers.

More information on the Plan is available here:

<http://www.nyc.gov/html/housing/pages/home/index.shtml>

### Affirmative Marketing

#### Periodic inspections and spot-checks:

The NYC Department of Housing Preservation and Development (HPD) conducts periodic inspections and spot-checks of the Developer's tenanting process. Developers receiving HOME funds must establish and maintain satisfactory records in accordance to the agency's Marketing Guidelines. The Marketing Guidelines describe policies, procedures, and certain requirements for the marketing and selection of residents for developments subsidized by the agency. Developers must follow these guidelines in preparing marketing plans for their projects and comply with its specific requirements, including certain forms required during the tenant selection process to ensure eligibility, fairness, consistency and prevent fraud in the agency's programs. The Marketing Guidelines require the developer maintain individual tenant files for all families in HOME assisted units. The tenant files must contain all income certifications and verifications along with leases, lease riders, unit inspections, and all correspondence, which are subject for review by the agency. Developers forward the agency a tenant file which is reviewed by the staff to ensure income eligibility.

#### Suspicion of Fraud:

The agency works closely with New York City Department of Investigation (DOI) to address fraud involving HOME Program funds. If the agency is suspicious of fraud, then a further review is conducted by an agency staff member, and possible referral is made to DOI. The Marketing Guidelines require that the Developers use certain forms during all tenant selection processes. These forms include IRS Form 4506 Request for Copy of Tax Return; IRS Form 4506-T Request for Copy of Tax Return Transcript; NYS DTF-505 Form Request for Copy of State Tax Return; as well as an Authorization to Release Information form. If an applicant file contains inconsistent information, these forms are used by agency staff and DOI in order to clarify the information or to determine if any fraud exists. On occasions, DOI has referred matters to appropriate prosecutors' offices. Furthermore, Developers are made aware that they may forward any suspicious information directly to the agency and/or DOI. Lastly, if any inconsistent or suspicious information is brought to the agency's attention regarding a Developer and or its agent, the matter is referred to DOI for further investigation. During the calendar year 2014, no applicant or developer referrals were made for projects involving HOME funds to DOI.

### 3. PHA and Other Assisted/Insured Housing Provider Tenant Selection Procedures:

#### Housing Choices for Certificate and Voucher Holders

#### New York City Housing Authority

The New York City Housing Authority (NYCHA) is the largest public housing authority in North America. NYCHA's conventional Public Housing Program has 177,666 (as of January 1, 2015) apartments in 328 developments throughout the City in 2,553 residential buildings containing 3,314 elevators. NYCHA also provides housing assistance through the Section 8 (Housing Choice Voucher) program to an additional 210,000 New Yorkers, in cooperation with more than 29,000 private property owners. A total of nearly 615,000 residents in New York City are served by NYCHA's public housing and Section 8 programs. To ensure nondiscrimination in the selection of families, NYCHA has implemented a Tenant Selection and Assignment Plan (TSAP) to prevent unlawful discrimination on the basis of race, color, or national origin, in compliance with its obligation under Title VI of the Civil Rights Act of 1964 (Title VI), the Fair Housing Act, and the implementing regulations and requirements of HUD. NYCHA's TSAP requires computer based selections for all applicants for public housing based on working family and needs based priority, borough of choice, apartment size, and date of application. NYCHA's Tenant Plan selection criteria is designed to prevent any unlawful discrimination on the basis of race, color, religion, national origin sex, sexual orientation, age, marital status, partnership status, military status, disability, lawful occupation, lawful source of income, alienage or citizenship status, or on the grounds that a person is a victim of domestic violence, dating violence, or stalking, or because children may be, are, or will be residing with the individual, and to resolve any disputes with respect to its compliance with these obligations.

#### Department of Housing Preservation and Development

HPD has been designated as a local public housing authority (PHA). The agency administers a large Section 8 rental assistance program that complements the NYCHA program by serving specific categories of low-income households in New York City who are affected by, or participate in HPD or other government agency programs. Households in NYC can apply for vouchers from both programs but may receive assistance from only one agency.

HPD administers the Housing Choice Voucher program (regular and enhanced vouchers, FSS, and Section 8 Homeownership, project-based vouchers), the Section 8 Moderate Rehabilitation program (Mod Rehab), the Section 8 Moderate Rehabilitation Single Room Occupancy (SRO) program and the Shelter Plus Care program. In the administration of each of these programs, it is HPD's policy to fully comply with federal, state and local nondiscrimination laws and with the rules and regulations which govern Fair Housing and Equal Opportunity in housing and employment. HPD shall not deny any family or individual the equal opportunity to apply for or receive assistance under the Housing Choice Voucher program on the basis of race, color, sex, religion, creed, national or ethnic origin, age, familial or marital status, handicap or disability, sexual orientation, gender identity, source of income, prior record of arrest or conviction, or status as a victim of domestic violence. To further its commitment to full compliance with applicable Civil Rights laws, HPD provides federal, state and local information to voucher holders regarding unlawful discrimination and any recourse available to families who believe they are victims of a discriminatory act. Such information is made available during the family briefing sessions and applicable Fair Housing Information and Discrimination Complaint forms are made a part of the voucher holder's briefing packet. Fair Housing posters are displayed throughout HPD's offices, and staff will attend Fair Housing training courses as deemed necessary.

In addition, HPD reviews and monitors housing projects assisted with federal funding by the agency for compliance with the federal Fair Housing Act of 1988, Section 504 of the federal Rehabilitation Act and the ADA. Each developer in receipt of agency funding must make affirmative efforts to attract prospective buyers or tenants of all minority and non-minority groups in the locality regardless of race, color, religion, sex, national origin, disability or family status. HPD monitors developers for compliance with the Affirmative Fair Housing Marketing Requirements. Compliance includes the review of fair housing marketing plans, fair housing training of developer staff prior to rent-up, distribution of fair housing logos and slogan size requirements.

#### 4. Sale of Subsidized Housing and Possible Displacement

For all demolition/disposition activities affecting NYCHA Public Housing property, NYCHA submits an application seeking HUD approval in accordance with Section 18 of the U.S. Housing Act of 1937, as amended (42 USC 1437p or "Section 18"), and the applicable Federal Regulations (24 CFR 970), including a certification that: all planned demolition or disposition is described in the agency's Annual Plan; a description of the property (i.e., dwelling units or land) and action proposed (demolition or disposition); timetable for action; justification for proposed action; and if applicable, a plan for the relocation of tenants who would be displaced by the action, including descriptions of reasonable accommodations and timetable for relocation; a description of resident consultation with supporting documentation (e.g., meeting minutes, letters from the resident association and elected officials and a resolution of the NYCHA Board). In the case of disposition, an estimate of fair market value based on an independent appraisal (unless otherwise determined by HUD) is also required. In addition an HUD approved environmental review (conforming to the National Environmental Protection Act) of the proposed action, and certification the proposed action does not violate any remedial civil rights order or agreement, voluntary compliance agreement or other court order or agreement are also required for review by HUD.

#### Anti-Displacement Plan

A copy of the City's Anti-Displacement Plan can be found in the 2014 Consolidated Plan Annual Performance Report, Part II., Section C.

#### 5. Property Tax Policies

The following discussion describes the ways the City of New York's strategy promotes the construction of new

low income housing as well as the preservation of existing low income resources which would remove or ameliorate negative effects that serve as barriers to affordable housing. In addition to providing direct funding for the construction and rehabilitation of low income housing, the City has also encouraged the development of these resources through various means, including the real property tax system.

Tax incentive programs are integral part of the City's effort to produce affordable housing. The incentives provide a method of inducing developers to either construct new housing or rehabilitate existing housing for low- and moderate-income households without the increased costs associated with increased property assessments. By limiting the tax assessment, developers are able to maintain a margin of profit without the need to increase existing rents to cover the costs associated with the increased assessment. However, within the programs there are regulatory barriers that do not support sensible unit size distribution or assist in the preservation of existing housing. For example, the 421-a program requires that the unit size distribution of market rate units mirror that of the affordable units or 50 percent two-bedroom units. A developer who wants to build studio and one-bedroom market rate units is forced to build larger units than the market may dictate in order to mirror the requirements that subsidy programs impose for two- and three-bedroom affordable units. The City will work to eliminate these inefficient regulations.

#### 6. Building Codes (and Code Enforcement)

The Department of Buildings (DOB) ensures the safe and lawful use of more than 1,000,000 buildings and properties by enforcing the City's Building Code, the City's Zoning Resolution, New York State Labor Law and New York State Multiple Dwelling Law. The Department enforces compliance with these regulations and promotes worker and public safety through its review and approval of building plans, permitting and licensing functions, and inspections.

In FY2014, the Department reviewed more than 76,000 construction plans, issued more than 142,000 new and renewed permits, performed more than 310,000 inspections, and issued 29 types of licenses and registrations. The Department facilitates compliant construction by continually streamlining the permit application process, and delivers services with integrity and professionalism.

#### Codes

All construction projects in New York City must comply with the NYC Construction Codes and the City's Zoning Resolution. In an effort to improve New York City's construction codes governing building standards and address current practices, the 2014 NYC Construction Codes went into effect on December 31, 2014.

#### NYC Energy Conservation Code

The Greener, Greater Buildings Plan helps New York City building owners embrace green retrofits and dramatically reduce energy use. As of 2013, owners of large buildings must conduct an energy audit once every ten years to identify potential energy upgrades to base building systems and establish energy-efficient maintenance practices. Additionally, new buildings and all alterations must comply with the NYC Energy Conservation Code, which regulates the energy efficiency standards of buildings.

#### Plumbing Code

Since July 2012, the maximum flow rates and water consumption of bathroom fixtures was reduced. Showerheads, private lavatory faucets and toilets are required to meet the lower specifications required by the federal WaterSense program, a program of the U.S. Environmental Protection Agency. New federal standards require a third-party certification by an independent laboratory of the performance and efficiency level of installed plumbing fixtures.

#### Inspection Ready

Inspection ready will provide online scheduling for almost all inspection types, as well as expedited processing of inspection request and more timely inspections results. It will also offer more precise inspection scheduling and improve inspection tracking and notifications. In addition, it will improve our service by standardizing our inspectors' electronic checklists – and allow industry members to certify certain objections electronically,

eliminating the cost of re-inspections. Users will be able to schedule virtually all inspections through this service. Users will be able to receive tailored communications at milestones in their inspection cycle and upload documentation related to certificate of any objection. These inspections include: Boilers; Builders Pavement Plans; Construction; Cranes & Derricks; Electrical; Elevators; House Connections; Plumbing; and Sustainability. Notably, there are no additional fees to use Inspection Ready.

#### Fees

Application filing fees for construction jobs are normally included in construction project budget. The scope and payment of fees must be factored into a project's total cost of construction and can impact a project's availability of funds.

#### Fee Deferral

The Buildings Department may defer filing fees for residential, multiple dwelling and commercial construction until the issuance of a certificate of occupancy at a project's completion. Fee deferrals may be applied to NYC Agencies, and housing owned or managed by NYC Department of Housing Preservation and Development, and designated to be transferred to private ownership once the property receives the final certificate of occupancy. The deferral of fees until a project's completion helps to lighten fiscal constraints until the project can become financially self-supporting.

#### Fee Exemption

The Buildings Department exempts not for profit owned properties, government-owned properties and certain government-supported construction projects from standard agency fees assessed for filings, permits and inspections. The properties must be used exclusively for government, religious, charitable or educational purposes. The fee exemption applied to NYC owned buildings and other government construction projects, which helps to facilitate construction by reducing financial encumbrances resulting from agency fees.

#### Licensing and Permits & Licensee Certification

The Department of Buildings issues licenses and registrations to contractors and people working with our Department and/or within the construction trades in New York City. The Department grants the privilege to holders of certain licenses issued by the Department to certify that the completed work meets all applicable laws, rules and regulations. Establishment in 2012, the Department of Buildings administers all construction trade licensing exams. In addition, updated fees will be in effect for written and practical licensing examinations and background investigations. Failure to comply will result in disciplinary actions against licensee; thus, strengthen the Department's emphasis on safer construction projects.

#### Illegally Converted Apartments

The Buildings Department has distributed more than 160,000 flyers in eleven languages that warn New Yorkers of the consequences of illegal living conditions. The Department has also issued a guide for New Yorkers, available at [www.nyc.gov](http://www.nyc.gov), with tips on how to recognize an illegally converted apartment and avoid renting one.

The Department offers a wide range of educational seminars and programs on safe construction practices, including the Department's efforts over the past years to increase construction safety. The Department has also partnered with a variety of organizations to host Construction Safety Week each April.

The Buildings Department continues to improve its enforcement efforts through educating the public about conditions that are hazardous and can result in violations.

#### Affordable Housing Collaboration

Since 1987, all applicants performing work on affordable housing projects and seeing expedited applications will be in contact with the Mayor's office of Housing Coordination on those projects officially designated. The office will prepare a cover letter to accompany the applicant's submission to the borough office. The letter will briefly describe the project and the applicant and confirm that the project is part of the Mayor's Affordable

Housing Program. At the pre-filing stages on some large projects, the Office of Housing Coordination may arrange a meeting with the Department of Buildings, through the executive office in order to discuss major technical or operational issues. Each borough will have a liaison assigned to all projects associated with the Mayor's Affordable Housing Program. This person will be responsible for seeing that top priority for first review is given to affordable Housing projects' plans, and that all necessary follow-up appointments are handled in a timely fashion.

The Department has participated in building affordable homes by volunteering a day to assist in the constructing of affordable homes alongside Habitat-NYC. Habitat-NYC is the local branch of the nationally renowned non-profit organization that builds affordable housing program for individuals and families in need. These efforts are crucial to our City's housing plans.

#### Accelerated Plan Examination and Inspection

On a case-by-case basis, the Department will accelerate the plan review and inspection of an affordable housing project if the need is substantiated by a supporting City or State agency. The quicker process is designed to shorten the start of construction and thus the construction job. Similarly, the Department may accelerate the application process, plan review and inspection of inclusionary housing when a percentage of a project's market-rate dwelling units are designated as affordable dwelling units.

#### Customer Service

The agency offers support services for construction projects designated as affordable housing by the New York City Department of Housing Preservation and Development or a New York State agency. Support service may include project advocacy, and expedited plan examination and inspection, and/or fee exemptions and deferrals.

#### Homeowners' Night

The Department hosts weekly informational sessions for residents to meet with Department representatives. Homeowners' Night is every Tuesday night from 4:00pm to 5:30pm at each borough office.

During the weekly Homeowners and Residents Night, New Yorkers can obtain:

- Advice on home construction plans, including the permitting process;
- Information on how to check a contractor's license status;
- Guidance on reducing energy costs by weatherizing residences; Instructions on how to resolve Department-issued violations;
- Recommendations on steps to take before purchasing a home or signing a lease;
- Direction on how to secure or amend a property's Certificate of Occupancy;
- Permit guidelines for common home improvements, such as kitchen renovations and backyard shed installation; and
- Guidance on using the Buildings Information System (BIS) to search property history and permit information.

#### Construction Fence Signage Information

In 2011, the department launched the Construction Information Panel Pilot Program to encourage contractors and building owners to consolidate required construction signage and permits into a single new standard. On July 1, 2013 the Department continues this effort by further regulating signage at construction sites to provide more useful information to the public and minimize the visual clutter of signage at construction sites throughout the City. The new project information panel standardizes the appearance of temporary protective structures and provides important information to the community in a consolidated, uniform sign. Any new building, demolition, excavation and alteration project sites with a construction fence, as required by Building Code § 3301.9.1, must post a project information panel. The panel design includes a project rendering, elevation drawing of building or zoning diagram of building exterior, a description of the project and anticipated completion date, owner and contractor information, 311 information and the primary Department of Buildings permit. This will provide knowledge to New Yorkers on what is being built in their neighborhoods.

### Construction in your Community

The Buildings Department has several resources that allow you to track construction in your neighborhood in order to build a safer New York. Through the Buildings Information System (BIS) all Department records are available online, where you can find a variety of information on any property within New York City.

### Building on My Block

Building on My Block is an extension of the Department's Building Information System (BISWeb). It allows members of the public to access online list of construction activities specific to their neighborhood. Search can be performed for new building permits, major alterations, and demolitions. You can view construction activity in your neighborhood through the Department's Building on My Block web search. Search by property address or community board to find major projects near you. Architects and Engineers are required to submit simple, 3-D representations of new buildings and enlargements. These diagrams are available through Building on My Block and allow you to view visual depictions of major construction projects in your neighborhood.

### 3D Site Safety Plan

The Department's new 3D Site Safety Plans program uses Building Information Modeling (BIM) software to allow the construction industry to create and electronically file site safety plans. The program enables the Department to virtually tour sites and see step-by-step how a building will be built and visualize its complexities and challenges. Under the program, site safety plans are digitally submitted, amended and reviewed, improving the compliance review process and accelerating the approval process. This ground-breaking and highly innovative program will be a substantial improvement in areas of site safety as risks can be identified early in the process before issues arise in the field. Also, site safety plans submitted through this program will be reviewed, modified and approved – all through the online document management website. This initiative will increase safety as well as rapidly increase the time from filing to reviewing like never before.

### Sustainable Contractor's Program

The Sustainable Contractor Designation Program initiative recognizes those individuals who are working to meet today's increased demand for new, green technologies and reduces the City's carbon footprint. The program identifies contractors who demonstrate knowledge in sustainable practices through third-party certifications/credentials. Contractors who choose to participate in the program agree to promote the use of green technologies to their customers and report these activities to the Department. Additionally, the program allows consumers to search for and identify contractors with expertise in green practices. Currently, only general Contractors for 1-, 2- and 3-family homes; Master and Special Electricians; and Master Plumbers can participate in the program. The program will soon expand to allow master plumbers and electricians to participate.

### Rebuilding After Hurricane Sandy

In February 2013 the Department initiated a new program to offer free design consultations to property owners and design professionals who are planning to reconstruct buildings damaged by Hurricane Sandy. During these consultations, the Department's senior officials, technical experts and plan examiners work closely with homeowners who plan on submitting applications and construction plans for properties in a special flood hazard area. The program is designed to accelerate the approval process for these projects, assist homeowners with their decisions on reconstruction and better ensure that new flood recommendations and standards are incorporated into the design and construction of these affected buildings. Before plans are submitted, Department officials will outline the Building Code and Zoning requirements that apply to the location and offer guidance on submitting drawings that comply with the latest regulations. The Department also adopted a new rule to increase the required minimum flood-proofing elevation so substantially damaged buildings and other new construction are built to withstand greater flood risk.

### Project Advocacy

When requested by a supporting governmental agency, the Department assigns a project advocate within the agency to monitor a City or State supported job from its inception to completion. A project advocate interfaces



with various units of the Buildings Department and other agencies as required to facilitate the review and approval process.

### 7. Transportation

As stated in the 2012 *Affirmatively Further Fair Housing Statement's* community profile a majority of New York City residents that work within the City use public transportation for their commute. According to data from the American Community Survey (ACS) 2007-2011 Five-year Estimate, more than 55% of the City's commuters used public transportation, a majority of which is either public subway, bus, or train (36%, 12.8% and 7.2%, respectively). This is in contrast to the region and the rest of the nation, where public transportation comprised approximately 31% and 5% of the mode of transportation to work, respectively. Of these New York City commuters who use public transportation approximately 77% are low- and moderate-income persons (based on the City's FFY2011 HUD Section 8 Median Family Income (MFI) of \$64,200). Data from the ACS 2007-2011 Five-year Estimate indicates approximately 10% of New York City workers responded walking was their primary means of commuting to work. When examined by travel time, approximately 85% of those who walked lived within a twenty minute commute from their work site indicating a strong linkage between New York City employment and housing.

Housing within communities with transportation access to commercial and employment centers have traditionally been in greater demand, therefore commanding higher prices than housing in areas either underserved by transportation or where transportation costs (time, expense) are greater. These market pressures create the potential for many HUD-assisted units covered by rental contracts expiring in the near future to be lost if owners choose to opt out of the program in order to capitalize on higher market rate rents.

In recent years it has been the City's policy when rezoning areas to increase housing density along major transportation corridors, including incentive to provide affordable housing development.

In terms of the overall housing affordability of a metropolitan area, transportation costs should also be taken into consideration. According to the report by the Center for Housing Policy, an affiliate of the National Housing Conference<sup>4</sup> the New York Region has one of the highest housing costs as a percentage of its monthly average area income when compared to 24 other major metropolitan regions' housing cost as a percentage of their respective area's monthly average income. (Approximately 34% of the New York region's income goes for housing costs, or a ranking of 21 out of 25 in terms of housing affordability.) However, when transportation costs are factored in, the New York metropolitan region's overall affordability ranking increases to 10th place due its relative affordable transporting costs in comparison to other region's transportation costs.

In 2007, the City began construction to extend the #7 subway line, which serves a large immigrant and minority population in Queens, from its present Manhattan terminus at Times Square to the Far West Side. The extension would strengthen the linkage between those communities and proposed development planned along the Hudson River.

According to the MTA, passenger train service is expected to begin in early fall 2015. It is estimated that the extended subway line will serve 35,000 passengers daily by 2030. Further, it is projected that up to 2,800 units of affordable housing will be developed in the Far West Side-Hudson Yards area through the City's Inclusionary Housing Program.

The investment of time and capital necessary to either extend existing subway routes or create new ones between job/employment centers and underserved residential areas beyond what has already been planned may be prohibitively expensive. Therefore, the City's Department of Transportation and MTA New York City Transit began to study and implement Bus Rapid Transit (BRT or) as a cost effective approach to increasing both service and ridership.

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<sup>4</sup> *Losing Ground: The Struggling of Moderate-Income Households to Afford the Rising Costs of Housing and Transportation*, October 2012

The City identified four types of unmet transit needs that may present opportunities for BRT: (1) high-density neighborhoods that are beyond easy walking distance of the subway; (2) common transit trips that take more than 30 minutes at speeds of less than 8 miles per hour; (3) subway lines that experience severe crowding during rush hour; and (4) neighborhoods experiencing growth that currently have limited rail access. Using these criteria, 31 areas with unmet transit needs were identified.

The City's BRT service, called Select Bus Service (SBS), is designed to be a frequent service, limited stop route along a dedicated bus lane. In addition, the SBS uses an off-board fare payment system where riders pay their fares at stations before boarding thereby reducing stop time.

Currently, there are six SBS routes, at least one route within each of the five respective boroughs. Additional routes currently under study.

## B. Private Sector

### Lending Policies and Practices

The recent economic recession has its origins in the collapse of the housing market. The rise and collapse of the housing market may be attributed to four factors: the loss of value in the stock market several years ago made real estate an appealing investment alternative; the development by private sector and commercial and investment banks of asset-backed securities, Collateralized Debt Obligations (CDOs) for subprime mortgages; the creation new products and marketing strategies by lenders directed toward the subprime sector which were designed to generate a higher rate of return for buyers of the asset-backed securities; and, the relaxation of due diligence oversight and the increased reliance on automated underwriting by loan originators which did not properly assess the risk of the loans they originated and the risk of the subsequent risk of the mortgage-backed securities they sold<sup>5</sup>.

In communities with high percentages of default or foreclosure, homeowners became susceptible to another type of predatory lending in the form of home equity theft or fraudulent "foreclosure rescue" scams. Unscrupulous lenders would attempt to contact homeowners currently in default of their mortgage with offers to either provide services to negotiate on their behalf with their lenders for reduced interest rates and debt forgiveness; purchase or transfer the title of the house to another person while providing the homeowner the opportunity to remain in the house as a tenant until they can repurchase their home back from the title-holder; or, provide a loan (backed by the title to the house as collateral) for use by the homeowner to bring the mortgage payments up to date. However, in each scenario the homeowner is defrauded of either what little equity or cash they have left, or of their home entirely as the lender either charged excessive fees for non-existent services or had taken possession of the home without paying a fair and reasonable price (for the house) while leaving the homeowner still responsible for their original outstanding mortgage.

The Center for New York City Neighborhoods, Inc. (the Center) was created in 2008 to address the local repercussions of the national foreclosure crisis. Today, its mission has broadened to promoting and preserving affordable homeownership in New York City. Through comprehensive citywide programming that includes legal services, housing counseling, and consumer education, the Center pursues multiple strategies to assist those at risk of losing their homes to foreclosure - both homeowners and renters alike. The Center seeks to support distressed homeowners retain their equity, and preserve New York City neighborhoods by limiting the negative impacts of foreclosure, property flipping, and abandonment. The Center is funded through grants from government agencies, foundations, and financial institutions (for more information about the Center's supporters, go to: [http://www.cnycn.org/index.php?option=com\\_content&task=view&id=36&Itemid=73](http://www.cnycn.org/index.php?option=com_content&task=view&id=36&Itemid=73)), and was incorporated in 2007 as a not-for-profit corporation under the laws of New York State. The Center is a [501\(c\)3](#) charitable organization.

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<sup>5</sup> *Acting Superintendent Neiman Keynote Address at New York State Banking Department's Inaugural Summit to Halt Abusive Lending Transactions and Mortgage Fraud (HALT). April 11, 2007.*

The Center grew out of efforts by local leaders to create a systemic response to rapidly rising mortgage defaults and foreclosure filings, particularly in communities hardest hit by subprime and other unconventional loan products. The City of New York has a strong track record of successful government and nonprofit interventions to address pressing community needs, and worked in partnership with non-profit organizations, financial institutions, and private foundations to create a vision for what the Center could be. The Center has created a citywide network of 36 partners to provide legal assistance, mortgage counseling and education services for the residents of New York City. This structure has created one of the strongest nonprofit networks in the country, gathering and coordinating free, accessible support to homeowners at risk of foreclosure. To date, the Center has provided \$25.4 million in grants to Network Partners.

The Center made over \$5 million in loans to more than 232 New York City homeowners in mortgage distress through the City's Mortgage Assistance Program (MAP). MAP provides loans of up to \$25,000 to homeowners at risk of foreclosure to help them keep their homes by achieving sustainable, affordable mortgage payments. The program is funded by HPD as well as through private donations, including a grant from the Ford Foundation. On average, MAP loans have helped to reduce homeowners' monthly mortgage payments from 42% of their monthly gross income to 31%. MAP provides a valuable tool for housing counselors and legal services providers to resolve their clients' mortgage-related issues and prevent their homes from going into foreclosure. With scarce resources available to homeowners whose mortgages have become unaffordable, MAP has served as a lifeline to manageable mortgage payments and long-term housing affordability when no other options were available. The New York City MAP became the model for the New York State MAP launched in June 2014.

Between 2008 and 2012 the State of New York passed a series of banking laws that protected homeowners at risk of losing their homes from predatory lending practices; and provided further assistance/recourse to homeowners at risk of losing their homes and assisting tenants in foreclosed properties. These legal protections have enabled homeowners in default or at risk of default to stay in their homes longer. In other cities in states that do not have comparable protections homeowners have lost their homes through eviction.

While the protections have enabled homeowners (and renters) to remain in their homes, these protections have also kept the local housing market depressed as homeowners who were unable bring their mortgage up to date must now face foreclosure proceedings. According to New York University Furman Center for Real Estate and Urban Policy's Quarterly Housing Update for 2nd Quarter 2014, new foreclosure filings in New York City decreased by more than one-third (34.5%) in the second quarter of 2014 compared to the second quarter of 2013 (1,589 homes). However, the number of repeat filings increased by 7.2% for the same time period. The Center's Update indicates that while fewer borrowers may be becoming delinquent, those who are already distressed may be struggling to resolve their delinquency.

The City's Human Rights Commission staff remain abreast of patterns of discrimination in lending practices through attendance at city- and borough-wide task forces on housing court and conferences on the changing foreclosure crisis and its causes. The Commission's Mortgage Foreclosure Counseling Project has responded to the national and local increase in foreclosures by keeping abreast of the plethora of new programs to assist homeowners. It has added information about potential problems with mortgage lending to all of its educational workshops and it has created new procedures and resource materials to assist with counseling. Because the number of potential foreclosures has created long delays, counselors have redoubled efforts to get lenders to work quickly and efficiently with their clients. There were 415 counseling sessions held in 2014.

### C. Public and Private Sector

#### Visitability in Housing

Visitability, a voluntary standard, allows mobility impaired persons to visit families and friends where this would not otherwise be possible. Visitability means that: 1) at least one entrance is a grade (no step), approached by an accessible route, such as a sidewalk; and (2) the entrance door and all interior doors on the first floor are at

least 34 inches wide, offering 32 inches of clear passage space. A visitable home also serves persons without disabilities (for example, a mother pushing a stroller, a person delivering large appliances, a person using a walker, etc.). One difference between “visitability” and “accessibility” is that accessibility requires that all features of a dwelling unit be made accessible for mobility impaired persons. A visitable home provides less accessibility than an accessible home, and is meant to be those units not required to be accessible.

The New York City Housing Authority (NYCHA) is the largest public housing authority in North America. NYCHA has 328 developments throughout the City in 2,553 residential buildings, containing 3,314 elevators. Ninety-eight percent of NYCHA’s developments meet visitability standards serving 175,851 families and 404,217 authorized residents (as of January 1, 2015 Preliminary) and their visitors. As of January 2015, NYCHA has a total of 7,628 fully converted accessible apartments for people with mobility impairments of which 7,490 are occupied (as of January 1, 2015 Preliminary).

#### Barriers to Accessibility for Persons with a Physical Disability

Historically, land in New York City was subdivided into tax lots typically 20-25 feet wide by 100 feet deep. The main entrances of most multiple dwellings were raised above the level of the adjacent public sidewalks to increase privacy for the first floor residents. The buildings, accessed by steps, created barriers to housing for people with mobility impairments. This was also typical of older structures covering larger lots. No laws required them to be accessible to people with disabilities and generally no thought was given to this concept. Many of these buildings are still occupied today, some never renovated. Often it is impossible to make entrances to these buildings accessible because there is not enough property on which to construct a usable ramp.

It was not until 1968 that New York City's Building Code was amended to include provisions for accessibility in housing and other structures. When the code was amended, provisions covering accessible entrances and an accessible route to elevators were added. No provisions covering the design of the dwelling units were included.

An August 1987 Building Code amendment introduced significant features so that buildings, including housing, when newly constructed or renovated, included access features for people with disabilities. These provisions, known as Local Law 58 of 1987, cover areas such as the interiors of the dwelling units and common spaces. The interiors of existing buildings, when renovated, must include accessible features even when it is impossible to make the building entrance accessible.

The Department of Housing and Urban Development reviewed Local Law 58 of 1987 when it sought to draft the Federal Fair Housing Amendments Act of 1988. Unlike previous Federal laws covering access for people with disabilities in housing, the City's law requires that all units in multiple dwellings with elevators and ground floor units in buildings without elevators be accessible to people with disabilities, a strategy meant to increase housing options for people with disabilities at all income levels, since it covers both public and private housing.

The majority of construction in the City involves renovation since much of the land already contains structures. Over time, new housing, and renovated housing to the extent possible, will be accessible. To enhance the possibility of making housing built before 1968 accessible, the 1987 amendments to the Building Code included a provision permitting building owners to build ramps on a portion of the public right-of-way. Further enhancement efforts by the City's Department of Transportation (DOT) allow, with special permission, even greater encroachment into the sidewalk. DOT is also making all curb ramps accessible.

Beginning in July 2008, a new building code for the City of New York was put into effect that contains many of the provisions laid out in Local Law 58 of 1987. The new building code is largely based on the national International Building Code, which meets federal standards for accessibility. The 2008 code was updated per the IBC code review cycle and references the 2009 ICC/ANSI A117.1 accessibility provisions. The 2014 NYC Building Code became effective on December 31, 2014.

For the first time, in 1996, the New York Housing and Vacancy Survey (HVS) included a number of questions meant to produce information regarding housing accessibility. The raw survey data indicates that approximately 62% of all housing units surveyed are in buildings with inaccessible entrances<sup>6</sup>. However, this same raw data for rental units where rents are below market rate (public housing, Mitchell-Lama, and rent stabilized, built 1947 or later) consistently show that the number of units in buildings with accessible entrances outweighs the number of units in buildings without them. To advance policy decisions, the City retained these questions in subsequent Surveys to track the expected increases in access.

After previous surveys in 1999, 2002, 2005, and 2008, the Census Bureau again collected data in 2011 on five structural characteristics of residential buildings and units to estimate the number of housing units accessible to individuals with physical disabilities who may use wheelchairs or other mobility devices to move in and out of residential buildings and units in New York City. The five structural characteristics are (1) street/inner lobby entry at least 32 inches wide; (2) residential unit entrance of the same width; (3) elevator door at least 36 inches wide and cab at least 51 inches deep (in buildings with elevators); (4) no stairs between the sidewalk and a passenger elevator (in buildings with an elevator); and (5) no stairs between the sidewalk and the residential unit.

According to the 2011 HVS, 635,000 units, or 51%, of the units in multiple dwellings with elevators in the City, for which complete data from the 2011 HVS were available, met all five accessibility criteria for people with physical disabilities requiring the use of a wheelchair. Of units in multiple dwellings without elevators, the number of accessible units was 26,000, or 3%. The total number of accessible units in the City equal 662,000 units in 2011.

Of the 635,000 housing units accessible to people with physical disabilities in multiple dwellings with elevators, 334,000 (53%) were in Manhattan comprising 65% of the multiple dwellings with elevators in Manhattan. In Brooklyn, 117,000 units (43%) were accessible. In the Bronx, 83,000 units (37%) met all five accessibility criteria. In Queens, 95,000 units (44%) were accessible. In Staten Island, 7,000 units (44%) were accessible.

In 2011, 78% of the 635,000 accessible units in multiple dwellings with elevators in the City were in buildings built after 1929. Of all units in multiple dwellings built after 1929 with elevators for which all data were reported, 495,000 units, or 58%, were accessible.

As stated previously, the year in which a building was constructed is generally a strong predictor of its degree of accessibility. It is expected that future Housing and Vacancy Surveys will disclose increases in the number of accessible housing units. This expectation arises from a growing response to the needs of tenants with disabilities by both public entities and private builders. In addition, compliance with Section 504 of the Rehabilitation Act, the federal Fair Housing Act, and the accessibility provisions of the new York City Building Code improve access to residential buildings and

#### Actions to Remove Impediments to Fair Housing Choice

In addition to legislative, programmatic and policy initiatives, the City addresses market and community forces through community relations and law enforcement, and by insuring that the housing stock that it owns or supervises is available without regard to a person's protected class.

New York City's role as a gateway to new immigrant groups challenges it to facilitate their acculturation and insure that their fair housing rights are respected by housing providers and community residents. A strategy to address the fair housing needs of immigrants' calls for expanded education of landlords and community groups on the City's Human Rights Law. Immigrant groups may be impeded from realizing freedom of choice in the

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<sup>6</sup> For the Survey's purpose, the following items were considered: the presence of steps only, at the building entrance and vestibule (if provided); door widths at same locations.

housing market by discrimination and by their perception that they are unwelcome outside their own “safe” community. In addition, immigrants often do not seek redress for perceived discrimination because they may not trust government. The City’s remedy is an aggressive law enforcement program coupled with a highly visible educational campaign appropriately segmented to address the diversity of the various immigrant populations. This outreach may include efforts to encourage new residents to take advantage of City services, and to participate in civic activities, e.g., Community Boards, Police/Community Councils, and block associations that are designed to improve the quality of life and community cohesion.

Immigrant communities disproportionately experience problems accessing fair and affordable housing. Since most immigrants in New York City are people of color, immigrant communities often encounter racial discrimination as an impediment to fair housing choice, similar to the experience of native-born racial minorities. However, immigrants face additional, interrelated impediments that are unique or sometimes heightened as a result of their immigrant background. These impediments to fair housing include national origin discrimination, language barriers, lack of acculturation, exploitation based on immigration status, and limited financial and legal resources.

Immigrants are particularly disadvantaged in combating discrimination in housing. In addition to experiencing racial discrimination, many immigrants face exclusion based on national origin and ethnicity. This discrimination originates from other immigrant groups as well as from native-born persons. Due to lack of acculturation or lack of education, and/or language barriers, many immigrants are unaware of their legal rights and laws regarding fair housing, leaving them especially vulnerable to discrimination and abuse from landlords and others. Important among the protections that they need to know about is the New York City law forbidding discrimination on the bases of national origin and alienage/citizenship status. Lacking knowledge of these protections immigrants, become popular targets of practices like illegal predatory lending resulting in great financial loss to the victims. Immigrants are also frequently reluctant to seek assistance or report violations because of concern about immigration status or distrust of government. The City engages in an aggressive law enforcement program coupled with a highly visible educational campaign to help immigrant populations overcome these impediments to fair housing.

The CCHR Immigrants Rights Project conducts workshops addressing protections for immigrants under federal laws and under New York City’s Human Rights Law. CCHR has conducted workshops in English, Spanish, Russian, Haitian Creole French, Coptic and Chinese for immigrant audiences and advocates in schools, churches, community centers, colleges and libraries. In addition, CCHR makes formal presentations 4 times weekly at the Naturalization and Citizenship Ceremony where new citizens are sworn in. The workshops cover housing discrimination, bias harassment, and employment discrimination. A newsletter describing the Human Rights Law and Commission services is distributed at these sessions. The Commission continued its project funded to teach a 6-hour curriculum in ESOL classes covering protections based on national origin and citizenship status. Workshops on using the curriculum are offered to ESOL teachers as well.

The Commission's educational literature is published in Spanish, as well as English, and selected information is published in Creole, Chinese, Korean, Russian, Arabic, Urdu, Polish, Italian, and French. Educational literature includes a number of publications that address housing issues such as “Fair Housing: It’s the Law,” “Equal Access: It’s the Law,” a booklet covering all of the services of the Commission on Human Rights, and information cards addressing sexual harassment and discrimination against transgender people, and discrimination based on legal source of income. To reach immigrant communities languages and topics are added to the Commission’s educational literature as needed.

The lack of affordable housing combined with discrimination lead many immigrants to live in illegal conditions that further undermine immigrants’ fair housing opportunities. Immigrant renters generally experience less access to affordable housing than do non-immigrants. Data from the 2005 Housing and Vacancy Survey indicates that about half of all immigrant renters paid more than 30 percent of their income for housing, compared with 43.8% of native-born renters. A large number of immigrants, often not aware that they are living in illegal conditions, live in illegally converted houses or apartments for lack of other affordable or accessible

options. Moreover, many landlords who lease out illegal conversions are themselves immigrants with their own affordable housing concerns. Residents who live in illegal conversions often suffer from numerous housing disadvantages such as a lack of legal rights, unsafe living conditions, and increased risk of abuse by landlords. The City addresses this problem by targeting educational outreach to landlords and immigrant tenants on the laws of illegal conversions, reputable financing programs, and other benefits available to help immigrants obtain affordable housing.

For people with disabilities, fair housing impediments are often physical obstacles that prevent access into a building or limit the use of building services or amenities. The City addresses impediments faced by people with disabilities through advocacy, education and law enforcement, as well as through MOPD's Project Open House barrier-removal program administered in conjunction with HPD. The MOPD and CCHR cooperate, relative to their respective functions, in achieving housing opportunities, equal access, and services for people with disabilities.

The Human Rights Law, enforced by the Human Rights Commission, is unique among civil rights laws because it requires landlords to assume financial responsibility for physical changes in both public and private spaces in buildings to accommodate people with disabilities providing that the accommodation does not cause an undue hardship and is architecturally feasible. This provision of the law enables staff to resolve most complaints through conciliation. The CCHR cooperates with the Mayor's Office for People with Disabilities to create housing opportunities, equal access, and services for people with disabilities.

The Commission works with many organizations including the Mayor's Office for People with Disabilities, the Borough Presidents' Advisory Committee in all 5 boroughs, Housing Court Answers, the New York City Bar Association's Committee on Disability, Disabled in Action, United Spinal Association, Independent Living Centers, the Alexander Graham Bell Foundation, the NYC Parks Department Disability Committee, Sun-B Senior Coalition, Pratt Institute, the West Side SRO Project, the MS Society, New York Lawyers for the Public Interest, Heights and Hills, the American Institute of Architects, the ALS Society, Visions, the New York City Business Improvement District (BID) Association, Columbus Avenue BID, New York City Small Business Services, New York City Hispanic Coalition Chamber of Commerce, Community Board 12 Housing Committee, Outreach Vocational and Rehabilitation Specialist, and Self Help.

In conjunction with an organization whose production crew includes trainees with disabilities, the Commission completed a series of 4 captioned 3-4-minute videos for outreach to people with disabilities. Funded by the Christopher and Dana Reeve Foundation, the videos include an introduction, examples of accommodations in housing, employment, and public spaces and interviews with people who have benefited from those accommodations. They highlight what to do if an individual needs an accommodation. The videos are posted on the Commission's website and other social media sites.

Fair housing also means the right of people to housing opportunity without regard to their gender (including gender identity and sexual harassment,) religion, age, familial status, according to federal law, or to marital status, alienage or citizenship status, sexual orientation, lawful occupation, or any lawful source of income according to the New York City Human Rights Law. Commission staff prosecutes unlawful discrimination, conduct fair housing workshops and advocate on behalf of people who experience housing discrimination. Fair housing presentations are held with landlords and real estate brokers, housing seekers, service providers and protected groups.

The problems of transgender individuals including seeking housing were brought to the attention of the New York City Commission on Human Rights in the early part of the 2000's. The result was that 2002 the New York City Human Rights law was amended to include gender identity as a part of gender and to protect people whose gender identity is or is perceived to be different from the sex assigned to them at birth.

Discrimination on the basis of a person's marital status has been a strong impediment to equal housing opportunity for unmarried couples and gay and lesbian couples. Historic New York State court decisions in the late 1980s expanded the definition of "family" and led to changes in State rent regulations extending the rights

of nontraditional families in rentals and coops, including public and non-regulated housing. The changes guaranteed them the same rights to share and inherit an apartment that are granted to married couples. A 2005 amendment to the City Human Rights Law also protects individuals who reside in New York City from housing discrimination based on their partnership status.

Discrimination by rental housing providers may prevent people whose incomes include federal, state, and local subsidies from obtaining decent housing. Housing providers sometimes turn those potential renters away, even though they could afford the rent using their subsidies. In 2008 the City Council sought to address that form of discrimination by amending New York City Human Rights Law to add a protection against discrimination in housing based on lawful source of income, including rental subsidies. The term “lawful source of income” includes income derived from Social Security, or any form of federal, state, or local public assistance or housing assistance, including HUD Section 8 rental vouchers.

#### **4. Assessment of Current Public and Private Fair Housing Programs and Activities in the Jurisdiction**

New York City has long been a leader in promoting principles of fairness and equal opportunity. In 1958 the City passed the nation’s first housing legislation banning discrimination in private housing. It was one of the first cities in the country to provide protection for families with children (1986). Also, the City’s fair housing law for persons with disabilities is broader than federal Fair Housing Act, encompassing a wider range of physical or mental impairments and placing the financial burden for reasonable accommodation on the housing provider when it is architecturally feasible and does not impose an undue financial hardship.

New York City has one of the most comprehensive local human rights laws in the country, governing housing as well as employment and public accommodations. The City’s Human Rights Law, like the Federal Fair Housing Act, prohibits housing discrimination on the basis of a person’s race, color, religion, sex, disability, national origin, and familial status. It also prohibits housing discrimination on the basis of a person’s sexual orientation, age, alienage and citizenship status, marital status, partnership status, lawful occupation, gender (including gender identity and sexual harassment,) and lawful source of income. In addition, the City’s law prohibits bias-related harassment. The law applies to private and public housing. Distinct among fair housing laws elsewhere in the country, the New York City law covers owner-occupied, two-family housing when the landlord makes public through advertising, postings, or statements the availability of the rental unit.

New York’s fair housing strategy depends not only on strict enforcement of the local laws, but also on coordination of efforts among a number of government and community agencies to insure that education and advocacy reach those most likely to experience discrimination, and that housing opportunities, locational choices, and housing services are made available to all persons on a non-discriminatory basis.

The City Commission on Human Rights (CCHR) is the agency that enforces the New York City Human Rights Law. The Commission is mandated to “foster mutual understanding and respect among all racial, religious and ethnic groups” and to “encourage equality of treatment for, and prevent discrimination against any group or its members.” To fulfill these mandates the Commission administers programs that seek to bridge differences between people of diverse backgrounds.

The agency offers fair housing counseling to individuals and community groups with a view to promoting stable neighborhoods. Opposing prejudice, and identifying and acting on the commonality and shared concerns of diverse groups, are the complementary functions that form the basis of the Commission’s work.

In addition to investigating complaints alleging housing discrimination and prosecuting unlawful practices, the Commission is authorized to conduct systemic investigations of housing practices. Where the facts support an allegation of discriminatory practices, it initiates complaints to address systemic violations. Through education about human rights protections, the Commission promotes housing choice for all New Yorkers. The agency



also fosters cooperation among diverse groups through workshops and community projects. It advances mediation of community disputes as another way of fostering cooperation among diverse groups. Because the categories covered by the federal fair housing law, --i.e. race, color, religion, sex, disability, national origin, and familial status-- are also categories covered by the City's Human Rights Law, the emphasis on education and enforcement actually furthers fair housing as defined by federal law.

The Commission on Human Rights is structured around two programmatic Bureaus.

Law Enforcement: This bureau investigates complaints from the public to determine whether probable cause exists to believe discrimination took place. The Bureau advances prosecution of cases when probable cause is found. If cases are not settled after the probable cause determination, they proceed to trial by the Law Enforcement Bureau. If cases are not settled during trial preparation or by conference judges at the Office of Administrative Trials and Hearings (OATH), they are heard by administrative law judges from OATH.

After trial, the administrative law judge issues a Report and Recommendation and then a panel of three Commissioners reviews the report and recommendation and issues the Commission's Final Decision and Order. The Final Decision and Order either affirms, rejects, or modifies the recommendation from OATH. The Final Decision and Order is appealable to the New York State Supreme Court. The Law Enforcement Bureau also initiates complaints on its own and engages in testing to detect systemic discrimination. The Law Enforcement Bureau offers mediation in certain cases. If mediation is unsuccessful, the cases where probable cause has been found proceed to trial.

Community Relations: This bureau consists of the Neighborhood Human Rights Program (NHRP). Located in all five boroughs, the NHRP's Community Service Centers conduct community and school-based education on conflict resolution, sexual harassment, cultural diversity, the Human Rights Law, peer mediation, cyberbullying and intergroup relations. In addition, the Centers address situations of community unrest by assisting groups with leadership development, mediation, and conflict resolution. Working with immigration advocacy groups, the Neighborhood Human Rights Program alerts immigrants to the protections provided them under the Human Rights Law and relevant federal laws. The Commission has also developed a curriculum for English-for-Speakers-of-Other-Languages, at beginning, intermediate, and advanced levels, explaining immigrants' employment rights. Another program, Project Equal Access, educates senior citizens, health professionals, and people with disabilities, and others about city, state, and federal laws regarding accessibility in housing, employment and public accommodations. The program staff also offers advocacy, investigation and resolution of cases where individuals request assistance in getting an owner to make a housing or public accommodation facility accessible. Community Service Centers offer education on fair housing laws and prevention of discriminatory and predatory lending practices. A HUD-Certified Housing Counseling Agency, the Commission provides mortgage counseling for individuals facing foreclosure to help deter discrimination in lending and to detect predatory lending practices.

In 2012 the Commission launched a Fair Business Practice project consisting of workshops and other outreach explaining to business improvement districts (BIDs), chambers of commerce, member businesses, and other local merchants their responsibility to provide discrimination-free services to their customers, including access to customers with disabilities and their responsibilities as employers. In recent years the NHRP has also provided employment discrimination workshops at workforce development agencies for people looking for employment and at reentry programs serving people who were formerly incarcerated. With the Law Enforcement Bureau, the Community Service Centers conduct systemic investigations of discrimination in housing and public accommodations. The Research Division provides information to direct and inform these program activities.

Fair housing is a community issue. It affects school choice, housing and community conditions, and intergroup relations. The fair housing activities undertaken by the agency's field office personnel accomplish several ends: to inform protected groups of their rights and recourse as provided by the statute; to inform housing providers of their responsibilities and what is permissible, i.e., "non-discriminatory inquiries" to ask of prospective

applicants; to resolve individual housing complaints before referral to the Law Enforcement Bureau; to investigate, through research and surveys, allegations of community-based housing discrimination, i.e. blockbusting and harassment; to counsel homeowners at risk of foreclosure; and to aid local efforts to stabilize and invigorate communities undergoing racial and ethnic population changes.

The Commission also undertakes periodic assessments of its fair housing enforcement efforts, taking into account market conditions, population shifts and demographics, and allegation themes as reflected in caseload. For example, the volume of disability-related complaints and inquiries led to the expansion and formalization of advocacy on behalf of people with disabilities. These efforts are coordinated with law enforcement where voluntary compliance fails. Similarly, the Commission expanded its activities to prevent predatory lending and counsel homeowners steered to the sub-prime market because of their race, age or immigration status. Each of these programs is conducted out of the borough Community Service Centers.

The Department of Housing Preservation and Development (HPD) promotes housing choice by implementing internal initiatives and external programs. As the City's principle producer of low and moderate income housing, HPD has several strategies to ensure that its programs are in compliance with federal fair housing laws (including the Americans with Disabilities Act) as well as the requirements of HOME, HOPWA and Title I of the Community Development Block Grant Act. HPD works with each agency development entity to create and implement Affirmative Fair Housing Plans.

HPD's Fair Housing Services Program is the result of an intergovernmental Memorandum of Understanding (MOU) between the New York City Department of Housing Preservation & Development (HPD) and the New York City Commission on Human Rights (CCHR). This Program allows HPD to utilize CCHR's dedicated and knowledgeable staff in providing educational and counseling services to entities engaged by HPD to preserve and expand the supply of affordable housing throughout the City of New York.

CCHR is mandated to enforce the most comprehensive local human rights law in the country. The City's Human Rights Law, like the Federal Fair Housing Act, prohibits housing discrimination based on a person's race, color, religion, sex, disability, national origin, and familial status. It also prohibits housing discrimination on the basis of a person's sexual orientation, age, alienage and citizenship status, marital status, partnership status, lawful occupation, gender (including gender identity and sexual harassment,) and lawful source of income. In addition, the City's law prohibits bias-related harassment. Because the City's Human Rights Law is inclusive of the federal Fair Housing Act, the MOU is compliant with the Agency's federally mandated obligation to promote fair housing. . The initiative continues HPD's historical objective to prevent the unwarranted displacement of individuals and families by raising public awareness of the educational, counseling and enforcement services offered by the CCHR.

HPD conducts a weekly Pre-Award Conference for those entities entering into agreements with the Agency and their subcontractors. The Conference is held to inform attendees of equal opportunity, labor, business utilization and workforce participation provisions found in Agency contracts. The Conference includes a presentation by a representative of the CCHR that provides an overview of the fair housing obligations embedded in Agency contracts, including fair housing anti-discrimination laws, fair housing marketing requirements, and the use of the Fair Housing logo and slogan in all advertisements. The Conference helps to ensure that recipients of HPD assistance are knowledgeable in the fair housing laws, compliant with fair housing marketing guidelines and aware of fair housing resources. In calendar year 2014 HPD conducted 52 conferences for representatives of 543 private and nonprofit business entities.

HPD continues to assist persons with disabilities to provide reasonable accommodation where needed and access to agency services. Training is available to agency staff members who interact with tenants to ensure familiarity with ADA and Section 504 requirements. Finally, HPD has an informal complaint resolution process to assist in resolving fair housing and ADA complaints against the Agency.

HPD and CCHR so-sponsored a Fair Housing Symposium at New York University's Lipton Hall on June 12, 2014. The Symposium empowered 136 representatives of social service agencies and real estate management firms to make sound and prompt referrals of instances involving possible discrimination while also expanding their awareness of housing trends, rights and opportunities. The Symposium began with opening remarks by the Commissioner of the CCHR, followed by a presentation on a history of housing in New York City provided by the Lower East Side Tenement Museum; then a panel with representatives from the Civil Rights Unit of the U.S Attorney's Office and the Fair housing Justice Center that featured the showing of an award winning short film on housing discrimination called "A Matter of Place". The film presents three stories of people who faced housing discrimination in present-day New York City. It describes the anguish inflicted on them as well as their resolve to fight for justice. Through experts, civil rights advocates, and fair housing testers, the film also recounts our nation's often overlooked history of residential segregation.

The Symposium concluded with a review of a study of housing discrimination and remedies conducted by the Columbia University Center for the Study of Development Strategies in partnership with the Russell Sage Foundation. This study was financed by CDBG funding provided to CCHR by HPD via the MOU. The study investigated the following question: What is the impact of administering different treatment messages targeted at landlords and realtors on levels of net discrimination against black and Hispanic testers who interact with these landlords and realtors? The study describes the results of an analysis of data on housing market discrimination by measuring baseline levels of discrimination utilizing testers and then testing the effectiveness of telephone messages from CCHR to landlords and realtors promoting compliance with fair housing laws. The study found statistical evidence of housing discrimination and evidence that phone messaging campaign is an effective method for reducing discriminatory behaviors by landlords and realtors. The entire report is available here: <http://cu-csds.org/projects/housing/>

HPD and CCHR staff participated in community forums, co-sponsored by the HPD in partnership with local political and community leaders, to inform the public and to answer questions. "Tenant Night" forum topics include advertising local housing opportunities, information about housing code enforcement, rent protections for seniors and the disabled ad housing court procedures. "Owners Night" presentation topics include presentations on foreclosure prevention, HPD loan programs, property tax exemption and water/sewer billing. In CY 2014 CCHR staff participated in 13 Tenant Night forums attended by 970 persons and 5 Owner forums attended by 555 persons. Participation in these meetings is an important outreach and educational strategy to promote fair housing.

In CY2014 HPD and CCHR co-hosted 4 "Fair Housing in Practice" workshops for 57 representatives of building ownership and development entities. The workshop promoted understanding of how to avoid discriminatory practices and policies; provided an overview of tenant/buyer rights; and included a presentations several topics, including: HPD affirmative marketing guidelines; criteria for establishing a consistent and legal approach to conducting tenant/buyer interviews; housing code standards and the violations process; and reasonable accommodation guidelines.

For Fair Housing Month in April 2012 HPD and CCHR created a new NYC.gov website that promotes public awareness of fair housing policies, practices and enforcement. Fair Housing NYC is a visually appealing website providing the public with a broad range of fair housing related content and referral services. The site includes summaries of relevant laws, examples of discriminatory practices and policies, how to file a complaint, affordable housing links, information on Housing Court procedures and real estate advertising guidelines. Fair Housing protected class summaries can be downloaded and printed in 34 languages, including those most widely used in New York City: English, Spanish, Korean, Haitian Creole, Russian and Mandarin. The site also allows viewers to email their questions and concerns directly to either or both agencies. In CY 2014 HPD received and responded to 79 emails seeking counseling on matters, including denial of housing, income guidelines for affordable housing and code enforcement issues. The average visitor spends 15 minutes at the site, which is located here: <http://www.nyc.gov/html/fhny/html/opportunities/opportunities.shtml>

The Fair Housing Service Program reaffirms HPD's and CCHR's commitment to implement the goals and objectives of Federal and City mandates to promote housing choice free of discriminatory barriers.

In August 2013 HPD launched NYC Housing Connect, a website that simplifies and eases the housing lottery process by allowing New Yorkers to fill out a single online application that can be saved, edited and used to apply for multiple new housing lotteries. . It also gives applicants information on what steps they need to take to apply for affordable housing and what they can expect once they have submitted their application. On the site, applicants will be able to learn how to apply for affordable housing in New York City; view current and upcoming housing opportunities from HPD and HDC; start, save, and complete an application for the household; and apply to any current open lottery for which a household may qualify.

The City requires that subsidized apartments be rented through an open lottery system to ensure fair and equitable distribution of housing to eligible applicants. Since the 1980s, the City has relied on a manual, paper-based process for randomly selecting eligible tenants and homeowners for affordable units. Although the process includes strict controls to ensure the housing lottery process is fair and equitable, it can be time-consuming for the applicant. A person had to contact the respective property managers, community sponsors and/or real estate professionals directly to request an application, fill out those separate applications, and return them via mail for each affordable housing lottery to which they were interested in applying. NYC Housing Connect provides a centralized, user-friendly online portal where applicants can apply to multiple projects with a single application and track the status of lotteries offered.

Applicants to any particular housing lottery are not guaranteed to receive housing. The household must be selected at random, and must be income-qualified based on a host of detailed criteria. Whether via paper application (which will still be available), or through NYC Housing Connect, the City's lottery process ensures that all applicant households are carefully screened for eligibility and that housing is allocated based on criteria contractually defined prior to the start of the lottery. Paper applications submitted via mail will be entered into the NYC Housing Connect system with the applications submitted online. All drawings are done at random. At least 60 days prior to the lottery, a public solicitation for applications is made by placing advertisements in local newspapers, posting information about the opportunity on citywide websites, and listing information as part of an automated toll-free affordable housing hotline. All registrants to NYC Housing Connect receive an email to notify them of new affordable rental projects. Interested households complete a standardized application on NYC Housing Connect or via paper application, with deadlines set approximately one week prior to the lottery. NYC Housing Connect is built to combine fair housing marketing guidelines with modern technology.

NYCHA promotes fair housing through its Tenant Selection and Assignment Plan (TSAP), designed to prevent unlawful discrimination on the basis of race, color, or national origin, in compliance with its obligation under Title VI of the Civil Rights Act of 1964 (Title VI), the Fair Housing Act, and the implementing regulations and requirements of HUD. NYCHA's TSAP requires computer based selections for all applicants for public housing based on working family and needs based priority, borough of choice, apartment size, and date of application. NYCHA's Tenant Plan selection criteria is designed to prevent any unlawful discrimination on the basis of race, color, religion, national origin sex, sexual orientation, age, marital status, partnership status, military status, disability, lawful occupation, lawful source of income, alienage or citizenship status, or on the grounds that a person is a victim of domestic violence, dating violence, or stalking, or because children may be, are, or will be residing with the individual, and to resolve any disputes with respect to its compliance with these obligations.

NYCHA's Services for People with Disabilities, a component of its Department of Equal Opportunity (DEO), assists applicants and residents with disabilities in obtaining decent, affordable and accessible housing in NYCHA developments. The Unit serves as a liaison between the disabled community and NYCHA. In 2014, the Unit responded to 1,372 calls from applicants, residents, voucher holders, and advocates on the status of applications, transfer requests, assistance with reasonable accommodation requests, and other related issues. There were 460 visits to the Unit and information was provided to a variety of organizations including: Harlem Independent Living Center, Community Resources and Services for Children, United Cerebral Palsy, University Settlement, Convent Avenue Family Center, Barrier Free Living, Rose Kennedy Children's Evaluation Rehabilitation Center, Puerto Rican Family Institute, and many, many others. Applicants, residents, and others in need of assistance with disability issues may call the "Hotline" at (212) 306-4652 or TTY at (212) 306-4845.

The New York City Housing Authority (NYCHA) provides language assistance services to Limited English Proficient (LEP) persons. These services are designed to promote the meaningful access of LEP persons to NYCHA programs and activities. NYCHA's Language Services Unit (LSU) provides interpretative and translation services to NYCHA departments to enable them to communicate effectively with both residents and applicants who have been identified as persons with limited English proficiency (LEP). On May 13, 2009 NYCHA adopted a Language Assistance Policy confirming NYCHA's commitment to take reasonable steps to ensure that LEP have meaningful access to NYCHA programs, services, and activities. In support of this policy, LSU annually assesses NYCHA's language assistance needs; and monitors NYCHA's language delivery assistance services in conjunction with NYCHA's delivery of programs, services, and activities for residents, applicants, and Section 8 voucher holders. Additionally, the unit recommends modifications to the Executive Department, as mandated, regarding NYCHA's delivery of language assistance services to persons with limited English proficiency. The unit, staffed by two interpreters for each of the following languages, Spanish, Chinese, and Russian interpreters, manages a Language Bank. The Language Bank established in 1990 with 44 NYCHA employee volunteers providing language services in eight languages presently consist of 233 volunteers who collectively command and speak 39 languages

During 2014, NYCHA's Language Services Unit completed and handled 6,802 interpretation requests and 1,283 translations requests containing over 2,705 pages.

Please refer to the *2014 Consolidated Plan Annual Performance Report (APR) Part II., Section A., Continuum of Care* for activities undertaken and respective accomplishments by the Department for the Aging which analyzed and addressed the housing needs of the elderly, promoted housing choice, and promoted living environments that are accessible and usable to all persons.

#### Outreach and Education

The chief components of the Commission on Human Rights fair housing activities are Project Equal Access (PEA), the Mortgage Counseling and Predatory Lending Prevention Project, and fair housing workshops for consumers and housing providers and counseling tenants and owners in Housing Court. In 2014 staff assisted 3, 553 individuals and conducted a total of 151 fair housing presentations.

Project Equal Access (PEA) advocates on behalf of people with disabilities to increase residential and community access by negotiating reasonable accommodations, such as ramps and support animals, with landlords and co-op/condo boards. Staff give presentations and conducts workshops on reasonable accommodation at disability organizations, senior citizen centers, independent living centers, real estate groups and landlords, hospitals, rehabilitation centers and social service organizations.

Project Equal Access actively advocates for individuals in need of accommodations. These efforts are further described below in the Advocacy and Counseling section.

Through community education CCHR staff addresses other types of housing discrimination, including the destabilizing and possibly discriminatory lending practices of predatory loans. The Commission is a HUD-certified Housing Counseling Agency that counsels individuals in danger of foreclosure on their mortgages. In all of their fair housing workshops Commission staff includes a section on predatory lending and other suspect practices aimed at vulnerable populations.

Staff conducted 108 fair housing workshops (on issues other than disability rights or predatory lending) in 2014. Many of those presentations took place in regular venues such as Community Board meetings. But others included venues such as Goodwill Industries in Queens, Neighborhood Housing Services in Manhattan and Queens, Abyssinian Development Corporation Homeownership Series in Manhattan, Pleasant Plains Richmond Valley Civic Association in Staten Island, New York City Housing Preservation and Development's (HPD)

Weekly Award Conference, and Affordable Taskforce Meeting, and pre-award training for new HPD contractor throughout the City.

The Commission's fair housing outreach projects are allied with non-profit community-based organizations such as the Citywide Taskforce on Housing Court to accomplish their goals.

The Commission includes information about fair housing in its other major education/outreach activities: the Immigration Rights Project and its School Program. In 2014, staff conducted 86 workshops for immigrant groups. Included in the workshops are information sessions swearing-in ceremonies for naturalized citizens 4 times each week. At those workshops the Commission distributes a newsletter summarizing the protections provided by the City's Human Rights Law and describing Commission services. Other workshops reach organizations throughout the city that serve immigrant communities such as the Immigration Employment Rights in 2014 were the Mayor's office of Immigrant Affairs' sponsored series "Know Your Rights", The Salvadorian Consulate, The Turkish Cultural Center, The Yetu Center for African Women, and Commission staff participated in the Staten Island Cultural Celebration disseminating information and literature. Additionally, the Commission continues to table information at four swearing-in ceremonies for naturalized citizens where we provided technical assistance to 31,790 people this year. When necessary, these workshops are conducted in Spanish, Russian, or Haitian Creole. The Commission teaches a Human Rights curriculum it developed for ESOL classes at adult literacy centers in area libraries and on many of the 14 campuses of the City University.

In the School Program 288 antidiscrimination seminars were conducted in 48 schools and youth-based organizations covering the Human Rights Law, conflict resolution and sexual harassment. In addition, the Peer Mediation Program expands the Commission's school involvement by training interested students to be peer mediators. CY 2014 CCHR graduated 192 students in 16 schools from the program.

The Commission's educational workshops covering all aspects of the Human Rights Law including housing are also aimed at a diverse adult population. Field offices began weekly workshops aimed at people with arrest records who are presently in jail at the 17 facilities on Rikers Island and elsewhere in the City. In addition, workshops were also conducted at re-entry service organizations such as the Women's Prison Association in Brooklyn, the Brooklyn District Attorney's Office ComAlert Reentry Program, and the Fortune Society in Queens.

Workforce development workshops for general populations were also held at organizations such as Federation Employment and Guidance Services in the Bronx, Goodwill Industries in Brooklyn and Queens, New York City Department of Administration's FedCap We Care employment program, Maximus Back to Work Program in Manhattan, Federation Employment and Guidance Services (FEGS) in the Bronx and Brooklyn, and Rescare Job Plus in Staten Island.

Workshops on the Human Rights Law and on Intergroup Relations were conducted for general audiences as well, including the Women and Work Program at Queens College, the Rainbow Heights Club in Brooklyn, the West Brighton Senior Center in Staten Island, and parents of students in many schools and youth in many organizations throughout the city including MASA/MexEd, Inc. in the Bronx. Many of the workshops for parents addressed cyberbullying as one of the main topics.

Aware that small businesses can contribute community cohesiveness or add to community tension, the Commission initiated a Fair Business Practice project to educate small businesses. This project maintained focus in 2014 launching a borough wide decal distribution campaign for businesses and stores called "We Do NOT Discriminate – If You're Buying, We're Selling". The decal distribution (translated into several languages) played a significant role in educating store owners of the City's comprehensive Human Rights Law; while informing shoppers, of all protected classes under the law: They are welcome to shop in New York City free of discrimination. Commission staff continued efforts to connect with 100 representatives of different organizations to promote the Commission's Fair Business Practice Initiative. Staff conducted presentations for

New York City's Business Improvement Districts (BIDs), the Chamber of Commerce, and Business Solution Centers, along with providing technical assistance to 300 small business owners. Organizations that have participated in workshops include NYC Business Solutions Brooklyn and Manhattan Centers, Queens Chamber of Commerce, and Sovereign Bank.

In 2014 the Commission produced new outreach materials and updated others. Recognizing the growing influence of the internet and digital media education, the Commission created two new sites to reach out to the public. The Commission Facebook page, Twitter page, and Instagram page updates the public on weekly activities with text and photos. There are four educational videos for individuals seeking accessibility solutions, and three Public Announcements (PSAs) that bring awareness to discrimination based upon gender identity and sexual orientation. The videos and PSAs are posted on the Commission's website.

The Commission produced new outreach materials to address Unemployment Status (in English, Spanish, Russian, Korean, Chinese, Creole, and Italian) as a protected class and updated others. Several major Commission publications were updated. They include its workbook for the ESOL program as mentioned in the Community Education section, *The Right to Work: Understanding Immigrant Employment Rights* workbook for beginning/intermediate students published in 2011. It includes workbooks for both students and teachers and a companion DVD.

Multilingual 11x17 posters were created for both Fair Housing and Pregnancy & Employment Rights (in English, Chinese, Spanish, and Russian). Both continue to be distributed to libraries, health centers, and other community venues within the five boroughs over the summer and fall. In addition, an information post card summarizing fair housing protections in English and either Spanish, French, Haitian Creole, Korean, Chinese, or Russian was published and distributed. New Equal Access palm cards with information about discrimination against individuals with disabilities were produced in English, Spanish, Korean, Chinese, Haitian Creole, and Russian.

Commission produced new information cards, posters, and decals associated with various initiatives and campaigns: Fair Business Initiative decals "We Do NOT Discriminate – If You're Buying, We're Selling", the Ebola educational campaign "Fear? Not Here!" posters, "Love They Neighbor" posters, and Interns information cards (all produced in multiple languages). The intern outreach campaign was an educational and outreach response to inform potential employers, universities, and potential intern of the Human Rights Law protecting Interns from discrimination in employment. Staff distributed palm cards and flyers to schools and businesses informing both potential interns their rights and employers of their obligation under the Human Rights Law. The information is included in the Commission's library of educational materials; and it is also accessible on the Commission's website and posted on periodically on social media.

In 2014, Multilingual 11x17 posters were produced for Pregnancy & Employment Rights to meet the requirements stated in the amendment to the Human Rights Law on January 30, 2014. (The Commission has been resolving pregnancy discrimination claims since early 2002 obtaining approximately \$500,000 in damages, job reinstatements, and reasonable accommodations for complainants.) The amendment requires all employers in New York City with four or more employees to give written notice to all their employees regarding the right to be free from discrimination due to pregnancy, childbirth, or a related medical condition. The posters were distributed manually by Commission staff during workshops, outreach, and presentations.

The Commission also updated *Turning the Game Around: NYC Can Help*. An additional chapter and section was added to highlight educational services and benefits New York City agencies provide for formerly incarcerated persons who are in arrears with child support. *Turning the Game Around: NYC Can Help* is a bilingual guide for individuals recently released from jail or prison to inform them about employment protections in the NYC Human Rights Law and other areas of the law that may affect them. In a supportive tone throughout, the booklet also provides practical advice for entering the workplace and describes voting rights and various services in government agencies and community organizations to assist them with their reentry. This guide also acts to inform and educate employers. The information is included in the Commission's library of

educational materials; and it is also accessible on the Commission's website and posted on periodically on social media.

Fair Business Practice flyers were created (in English, Haitian Creole, Korean, Chinese, Russian, and Spanish). In 2014, 10,000 flyers were distributed in Staten Island's monthly publication *The Business Trend*. The flyers inform businesses of their rights and responsibilities under the Human Rights Law.

All Commission publications are included in the Commission's library of educational materials; and they are also accessible on the Commission's website and posted on periodically on social media.

Pieces on the Commission appeared 704 times on television, radio, and in the print media. Many of those appearances were repeated in multiple online vehicles of various media outlets. Staff distributed 136,143 pieces of educational literature by the Commission field offices. The Commission has links to 11 other local fair housing organization websites on its own website. Approximately 80-100,000 people visited the Commission's website last year.

The Mayor's Office of Immigrant Affairs' (MOIA's) website has a link to the New York City Affordable Housing Resource Center, where users can find information on all aspects of City housing, including renting an apartment, buying a home, and apartment maintenance issues. Through this site persons will also find the City's affordable housing lottery listings.

MOIA has advanced policies that strengthen access to services for all New Yorkers, including immigrant communities and individuals who are limited English proficient (LEP).

In 2008, Executive Order 120 was issued requiring every City agency that offers direct service to take reasonable measures to provide language assistance services in at least the top six (6) foreign languages spoken by limited English proficient (LEP) New Yorkers. To ensure that LEP residents have meaningful access to City programs, services and activities, the Customer Service Group at the Mayor's Office of Operations, has worked closely with MOIA to facilitate the implementation and oversee compliance of the Executive Order. Information about the citywide language access policy can be found on MOIA's website at: <http://www.nyc.gov/html/imm/html/eoll/eo120.shtml>

Moreover, the Mayor's Office developed "NYCertified," a comprehensive citywide volunteer program for the certification, management, and recruitment of multilingual employees who wish to serve the needs of fellow New Yorkers who are not proficient in English. Additionally, the administration created a web portal called the "Language Gateway" that includes the most frequently requested documents, applications, forms and notices of various City agencies and services that include housing forms and information. The link to the Language Gateway is <http://www.nyc.gov/html/lg/html/home/home.shtml>

MOIA in partnership with the Mayor's Office of Operations meet with agencies regularly to direct and coordinate efforts to enhance language access and cultural competency through the exchange of information and ideas regarding best practices among New York City agencies. The meetings are held quarterly where ideas, best practices and information related to the provision of language assistance services are exchanged.

Lastly, Executive Orders 34 and 41, issued in 2003, is a citywide confidentiality policy to promote access to city services for all residents. The Orders protect as confidential a range of information, including immigration status and applies to all City workers, including those employees at housing agencies. This policy helps address immigrants' fear of being asked about his/her immigration status when accessing government services. MOIA disseminates information about the City's Confidentiality Policy around the City in an effort to promote confidence and trust among immigrant communities in seeking information or access to City benefits and services.



The Mayor's Office for People with Disabilities (MOPD) regularly conducts outreach and education for people with disabilities, advocates, service providers, landlords, business owners, and other government agencies in regards to fair housing. In 2014, MOPD took part in a number of housing initiatives, including offering to the public its Community Resource Directory, which includes a chapter on Housing and Housing Rights that provides information regarding housing locator resources and non-profit organizations that provide housing services. The directory also provides information on law, benefits, education, employment, and transportation, services for the deaf, blind, mentally retarded and developmentally disabled. MOPD is also a partner in the NYC Affordable Housing Resource Center, located at <http://www.nyc.gov/html/housinginfo/html/home/home.shtml>, which provides information on all aspects of City housing, including renting an apartment, buying a home, and apartment maintenance issues, as well as a specific section dedicated to housing for people with disabilities. In addition, MOPD continues to operate Project Open House, a program that provides barrier removal and the creation of access for disabled residents of the city, and provides assistance and information regarding the Disability Rent Increase Exemption (DRIE), which provides a rent freeze to qualified disabled tenants. In 2014, MOPD served and addressed the complaints of approximately 3,511 people who called the office for help in the area of housing and housing discrimination and had 266,866 hits to its website.

MOPD continues to a partner with the NYC Affordable Housing Resource Center which provides information on renting an apartment, buying a home, and apartment maintenance issues, as well as a specific section dedicated to housing for people with disabilities. MOPD provides this information to individuals who contact the office via telephone and e-mail.

NYCHA's Services for People with Disabilities (SPD) staff responds to inquiries from residents, applicants, voucher holders and advocates on the status of housing applications, transfers or reasonable accommodation requests. SPD conducts technical assistance workshops for advocates and organizations that provide services for people with disabilities. The workshops review NYCHA's Fair Housing Non Discrimination Policy, application policy, obtaining accessible apartments, grievance procedures and how to request reasonable accommodations.

Fair Housing Non Discrimination Policy is conspicuously and permanently displayed at all NYCHA departments, developments and offices where residents and applicants are provided service. The poster is available in Spanish, Chinese, Russian, French, Korean and Haitian Creole, and the relevant translation is posted alongside the English version, as needed. In addition, the Department of Equal Opportunity conducts biannual mandatory training for all NYCHA employees on its non-discrimination policy statements: the NYCHA Equal Employment Opportunity Policy Statement, the NYCHA Sexual Harassment Policy Statement and the NYCHA Fair Housing Non-Discrimination Policy Statement.

Furthermore NYCHA provides training to newly hired employees in 19 titles who interact with residents and applicants on NYCHA's duties and responsibilities under, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, the Fair Housing Act and the Architectural Barriers Act.

In addition, in recognition of National Fair Housing Month, in April 2014, the policy will be printed in NYCHA's Journal, a monthly publication for residents that is distributed to 178,879 households. The Fair Housing Non Discrimination Policy is also included in the rental-briefing package provided to NYCHA's Section 8 tenants.

### Advocacy and Counseling

The CCHR's fair housing activities include enforcement of the Human Rights Law's prohibitions against housing discrimination, community outreach and public education to residents, home seekers and housing providers, advocacy on behalf of people with disabilities, and foreclosure prevention counseling for people victimized by predatory lenders. Advocacy and counseling are conducted by NHRP staff operating out of borough Community Service Centers and enforcement is carried out by legal staff.

Field personnel routinely staff Housing Court information tables in Manhattan, Brooklyn, Bronx, Queens, and Staten Island courts to counsel people about fair housing, distinguish purely landlord/tenant matters from discrimination and to distribute Commission fair housing literature. Similarly, staff works in partnership with service and advocacy groups to inform the public about rights and remedies under the NYC Human Rights Law. Mortgage foreclosure counseling activities are conducted in the Bronx, Brooklyn, Queens, and Staten Island.

Counseling people with disabilities is an integral service provided by the Commission. Its Project Equal Access (PEA) advocates on behalf of the disabled in housing and public accommodations. Its approach is based on voluntary compliance before a formal complaint is filed. Typically, staff negotiates a physical or policy modification by educating landlords about their responsibility to provide reasonable accommodations.

Staff members in partnership with several private and public entities, including the Mayor’s Office for People with Disabilities, the Borough Presidents’ Advisory Committee in all 5 boroughs, Housing Court Answers (formerly Citywide Task Force on Housing Court), the New York City Bar Association’s Committee on Disability, Disabled in Action, United Spinal Association, Independent Living Centers, the Alexander Graham Bell Foundation, the NYC Parks Department Disability Committee, Sun-B Senior Coalition, Pratt Institute, the West Side SRO Project, the MS Society, New York Lawyers for the Public Interest, Heights and Hills, the American Institute of Architects, the ALS Society, Visions, the New York City Business Improvement District (BID) Association, Columbus Avenue BID, New York City Small Business Services, New York City Hispanic Coalition Chamber of Commerce, Community Board 12 Housing Committee, and Self Help.

In 2014, 159 modifications were made for people with disabilities as a result of staff advocacy. Where efforts at negotiating a voluntary accommodation fail, the Commission’s Law Enforcement staff pursues compliance through litigation. The City was made more livable through improvements in services widely used by the public. The Commission’s work with New York Sports Club resulted in multiple modifications such as providing a pool lift and accessible bathrooms throughout the club. Dean and Deluca provided new electronic doors. In addition, the Commission’s work with the New York Health and Racquet Club produced 11 significant accommodations to make the facility more accessible. Project Equal Access is cost-effective, and a timelier alternative to litigation in resolving disability claims.

The Commission completed a series of 4 captioned 3-4-minute videos for outreach to people with disabilities. Funded by the Christopher and Dana Reeve Foundation, the videos include an introduction, examples of accommodations in housing, employment, and public spaces and interviews with people who have benefited from those accommodations. They highlight what to do if an individual needs an accommodation. The videos are posted on the Commission’s website.

The Mortgage Counseling and Predatory Lending Prevention Project reaches out to people in danger of foreclosure, particularly as a result of suspected predatory lending practices. In 2013, 415 counseling sessions were held for homeowners facing foreclosure.

Individuals and groups seeking information on Fair Housing issues may call or visit of the Commission’s five Community Service Centers listed below. They can also reach the Commission by dialing 311. The Commission’s website at [www.nyc.gov/cchr](http://www.nyc.gov/cchr), it has extensive information on the Human Rights Law and Commission services and publications and its Facebook page provides information on Commission activities. Finally, the Commission’s joint website with HPD [www.nyc.gov/fairhousingnyc](http://www.nyc.gov/fairhousingnyc) serves as a central location of information about fair housing for tenants, homeowners, landlords, and building owners, it gives an overview of the services provided by each agency.

<u>Office</u>	<u>Location</u>	<u>Telephone</u>
Bronx	1932 Arthur Ave. 10457	(718) 579-6900
Brooklyn	275 Livingston St. 11217	(718) 722-3130

Queens	153-01 Jamaica Avenue	(718) 657-2465
Manhattan	40 Rector St. 10006	(212) 306-5072
Staten Island	60 Bay Street	(718) 390-8506

MOPD continues to assist people with disabilities exercise their rights to fair and accessible affordable housing. MOPD continues to work with NYCHA, HPD, CCHR and several private non-profit organizations to develop new programs to increase construction of new or significantly renovated accessible, affordable housing.

MOPD continues to advocate in the area of housing and housing rights for the majority of its constituents. Advocating for the prevention of discrimination in housing and all aspects of life is the Office’s mission. MOPD’s efforts have resulted in countless architectural changes to multifamily residential buildings and reasonable accommodations for specific individuals with disabilities.

Investigation and Bias Reduction

Reducing the incidence of and ameliorating the consequences of bias harassment is a major goal of the Commission on Human Rights Community Service Centers. This is accomplished by addressing the underlying tensions that give rise to intergroup friction.

Central to bias reduction is the identification of shared interests among people from various cultures and backgrounds; staff encourages intergroup participation in community-based activities that improve the quality of life for all residents and merchants. Much of the NHRP activity is devoted to identifying the potential for intergroup antagonism and addressing underlying tensions. Community Service Centers keep track of all complaints classified as hate crimes by the NYPD as well as complaints of bias reported directly to them by people in their local communities. Community Service Centers shared information about those crimes with Community Boards and other relevant organizations. Where appropriate, they find ways to mitigate the tensions illustrated by these complaints through mediation, education and community projects.

Educational programs aimed at preventing bias and bullying behavior continue to be the Commissions focus in 2013. Commission staff educational resources include 3 public service announcements (PSAs) produced as a view from and experienced by youth. They are intended to educate and raise awareness among peers and adults about discrimination based upon gender identity and sexual orientation. All three “Our Voices”, “Love is Love”, and “Thanks, Man” can be found on the Commission’s website. One of the PSAs continues to air daily on a city-owned cable channel.

Promoting Stability and Intergroup Relations

In communities undergoing demographic change, Commission on Human Rights staff assist residents to stabilize their communities and prevent tensions related to those changes. They regularly attend borough presidents committees and community board meetings to keep abreast of intergroup issues and offer assistance.

Community Service Center staff has been trained as mediators and use these skills to build bridges between groups and facilitate the resolution of group and individual controversies fueled by ethnic, religious and racial differences. Typical vehicles for cooperation include community events that celebrate differences, block associations, fair housing committees, block parties, informational workshops and other activities that promote unity. Throughout 2014, the Community Service Center staff attended community information fairs in all five boroughs. In August Community Service Center staff participated in National Night Out Against Crime events to help reduce crime and promote neighborhood harmony. Staff also participated in Immigrants Connect, a statewide effort in September to reach out to immigrant communities to provide them with information about services available to them.

The Peer Mediation Program trains young people in the principles of conflict resolution and assists schools in setting up peer mediation programs to address non-criminal disputes among students. Students participate in a curriculum that lasts for 8-10 sessions. It introduces them to essential mediation concepts such as active listening and recognizing common ground, and teaches them, through role plays and discussion, the elements of successful mediation. In 2014 staff conducted 118 Peer Mediation sessions in schools. In addition 104 sessions of the regular school curriculum were devoted to Conflict Resolution and Diversity Awareness. The common theme in this and all of the Commission's community-based programs is respecting difference, groups working together, and opposing bias and discrimination in housing, employment, public places, the school and in the community.

Based on public concern about cyberbullying, the school and youth sessions include discussions and video illustrations how it may include racial, ethnic, and gender bias forbidden under the Human Rights Law. Commission staff participates in the Department of Education's "Respect for All" campaign that includes outreach and a yearly series of workshops educating students about their need to avoid discriminatory and harassing behaviors and alerting them to avenues of recourse should they become targets of such behaviors.

## **5. Summation**

New York City is the largest city in the country with over 8 million people, equaling approximately 3 million households, with the most diverse populations containing approximately 200 ethnicities of all races. In order to maintain harmony in the city, several city agencies enforce laws and regulations which promote equal treatment of all individuals. In addition, the city works with community-based organizations in its efforts to promote positive intergroup and community relations.

As can be seen in this AFFH, the City of New York sponsors many activities which help to prevent violations to the fair housing laws, and to encourage integration and harmony throughout the city's neighborhoods.

Foremost, the City assists applicants pursuing complaints, and, if necessary, issues probable cause determinations, as has been described in several cases cited above.

In addition, the City of New York's strategy promotes the construction of new low income housing, as well as, the preservation of existing low income resources and encourages the development of these resources through various means, including the real property tax system.

The NYC Human Rights Commission (CCHR) affirmatively furthers fair housing by prosecuting unlawful discrimination, advocating on behalf of people with disabilities, providing information and support for immigrant communities, counseling homeowners who face foreclosure because of subprime and predatory loans, and conducting extensive outreach and education to other groups and individuals that may experience discrimination. The Commission's working relationships with a wide range of organizations that serve immigrants, people with disabilities, communities of color, gays and lesbians, and others enables staff to collaborate on efforts to achieve fair housing and prevent discrimination. In addition, the CCHR works with community organizations to reduce and mediate community tensions. The CCHR is active in schools, offering a curriculum covering the Human Rights Law, Sexual Harassment, Conflict Resolution, Cyberbullying and Peer Mediation Training. During 2013, staff conducted 288 workshops in the schools and other organizations serving youth. It also gave workshops on immigration, the Human Rights Law and diversity issues to 1,301 audiences in community and other organizations. Field staff addressed fair housing issues such as general discrimination, predatory lending, and equal access in 151 workshops speaking to 3,553 people in 2014.

The Commission on Human Rights stays abreast of possible impediments to fair housing and assures that its activities and programs address these specific impediments. Because of the Commission's ongoing activities in conjunction with organizations advocating for people with disabilities, complaints on the basis of disability were the ones most frequently filed in 2014. Cases based on lawful source of income were the second most frequent

and one of the Commission Decisions and Orders on housing was a case involving lawful source of income discriminating against tenants with Section 8 vouchers and government subsidies. However, they have decreased as landlords have been educated to the law, passed in 2008, that forbids them to refuse to rent based on the renters' lawful source of income, which Section 8 voucher holders.

The Commission distributes its literature widely and provides it in many languages. In 2014, 136,143 pieces of literature, including booklets on fair housing and equal access and a 90-page booklet explaining the housing and employment rights of people who were formerly incarcerated were distributed by Commission field offices. These publications are also available on the agency's website at [www.nyc.gov/cchr](http://www.nyc.gov/cchr) which was viewed by 80-100,000 people in 2014. The website also features the Commission's online Civil Rights Museum with videos, photos, biographical information, a series of 4 captioned videos for outreach to people with disabilities, and research resources on individuals from New York who contributed to the early Civil Rights movement. Distribution of information about housing rights has been increased by the addition of a website in coordination with the Department of Housing Preservation and Development <http://www.nyc.gov/html/fhny/html/opportunities/opportunities.shtml>. The Commission also has a Facebook page, Twitter page and Instagram providing news of its ongoing activities.

The Commission on Human Rights will continue the types of programs described in detail in earlier sections of this document. First, CCHR is committed to maintaining the quality of its intake and investigation procedures, and its prosecutorial authority. Second, it will continue to provide assistance for individuals and groups with housing concerns. Finally, it will continue its vigorous education campaign on fair housing rights and responsibilities and intergroup cooperation.

The Mayor's Office of Immigrant Affairs actively identifies and addresses new and ongoing barriers to accessing City services experienced by immigrant communities. MOIA supports other City agencies on linguistically and culturally appropriate community outreach and education on housing programs, services, and benefits available to immigrants. MOIA also offers technical assistance to City agencies on policy and programmatic strategies affecting immigrants. In addition, MOIA serves as a resource to City agencies in efforts to inform immigrants about relevant information and assistance needed by renters and homeowners, housing rights, and housing complaint processes with government agencies.

Recognizing that language barriers are one of the greatest impediments for immigrants in obtaining fair housing, Executive Order 120 was issued in July 2008, the City's first Language Access citywide policy, establishing a uniform policy and standards for language assistance services for City agencies that have direct interaction with limited English proficient New Yorkers. The Executive Order requires City agencies, which include agencies that promote equitable housing in New York City, to take reasonable measures to provide language assistance in at least the top six (6) languages spoken by limited English proficient (LEP) New Yorkers. The Mayor's Office has worked to ensure the successful implementation of Executive Order 120, and continues to provide technical assistance and support to agencies when appropriate. Furthermore, MOIA works with agencies to develop suitable public awareness strategies that inform and educate LEP individuals of City services, and the availability of free language assistance services. Some of the successful strategies adopted by agencies include working with ethnic media, reaching out to immigrant communities, and building effective partnerships with community-based organizations. These efforts help facilitate the successful integration of immigrant New Yorkers into the civic, economic and cultural life of the City.

Moreover, to help mitigate the fear and distrust immigrants may have of government, which may pose a barrier to accessing housing programs, the City has issued a citywide confidentiality policy that builds the confidence and trust of immigrant communities by protecting certain categories of information as confidential. Such information includes a person's immigration status, which is considered private, to the extent permitted by law. This policy provides certain assurances to anyone seeking City services. Implementing the City's confidentiality policy and ensuring language access helps prevent pervasive and fundamental barriers to equal housing opportunity for immigrants. MOIA's ongoing work reinforces the City's commitment and ability to provide assistance and information about housing opportunities and benefits to all of its residents.

HPD is the nation's largest municipal housing preservation and development agency. Its mission is to promote high quality housing and viable neighborhoods for New Yorkers through education, outreach, development loan programs and enforcement of housing quality standards.

In May of 2014 Mayor Bill de Blasio unveiled a 10-year plan to build or preserve 200,000 affordable apartments across all five boroughs—enough housing to serve more than a half-million New Yorkers. The \$41 billion Housing New York: A Five-Borough, Ten-Year Plan is the most expansive and ambitious affordable housing agenda of its kind in the nation's history. Housing New York outlines the broad principles and the specific policies City agencies will implement to reach Mayor de Blasio's ambitious goal.

The Plan calls for 200,000 affordable units over 10 years—120,000 preserved and 80,000 newly built. The plan will serve households ranging from middle- to extremely low-income (under \$25,150 for a family of four). The City will provide housing opportunity to 16,000 of very low-income households over the 10 years of this Plan—more than four times the number served over the previous 12 years. And it will include the creation and preservation of more than 20,000 homes for middle-income New Yorkers. Approximately 194,000 construction jobs and nearly 7,100 permanent jobs will be generated by the Plan, and the City will work with stakeholders to make sure they are quality jobs and integrated into the City's workforce development ecosystem.

In all rezonings that substantially increase potential housing capacity, the City will require a portion of the new housing developed to be permanently affordable to low- or moderate-income households in order to ensure diverse and inclusive communities. The Department of City Planning, working with the Department of Housing Preservation and Development, will initiate and expedite the completion of a study to provide the foundation for incorporating a mandatory Inclusionary Housing Program into the Zoning Resolution.

HPD contributes to the enforcement of fair housing throughout the City. HPD's internal monitoring and training strategies reinforce fair housing practices for developers/owners who receive federal funding assistance through HUD Programs: HOME, Housing Opportunities for People with Aids (HOPWA), Title I of the Community Development Block Grant Act and HOPE. HPD's external fair housing strategy utilizes federal funds to contract with locally based organizations that provide fair housing counseling services in all five boroughs of the City.

A critical ingredient of HPD's contribution to the City's fair housing efforts has been its partnership with City Commission on Human Rights for the provision of fair housing services. This partnership enhances HPD's fair housing outreach capabilities, providing fair housing information and resources to residential property owners, management and development entities. The partnership avails HPD of CCHR's dedicated and knowledgeable staff and their relationships to community groups across the City. The partnership between HPD and CCHR ensures that fair housing rights and responsibilities are known and accessible of all participants in the housing market.

The New York City Housing Authority (NYCHA) provides decent and affordable housing in a safe and secure living environment for low and moderate income residents throughout the five boroughs. NYCHA's commitment to fair housing ensures that qualified residents and applicants have access to services, activities and programs provided by the Authority in compliance with applicable laws. To ensure NYCHA's employees understand and play a role in furthering fair housing, NYCHA will continue to train newly hired employees in 19 titles who interact with residents and applicants of NYCHA's duties and responsibilities under, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Fair Housing Act.

In addition, the Department of Equal Opportunity conducts mandatory training for all NYCHA employees on its non-discrimination policy statements: the NYCHA Equal Employment Opportunity Policy Statement, the NYCHA Sexual Harassment Policy Statement, the NYCHA Fair Housing Non-Discrimination Policy Statement and the NYCHA Reasonable Accommodation Policy For Tenants Housing Applicants And Section 8 Voucher

Holders. NYCHA's Fair Housing Non- Discrimination Policy is conspicuously posted at each of NYCHA's management offices, community centers, hearing room and in public places where residents and applicants are provided service. In addition, in celebration of National Fair Housing Month the policy was printed in the April 2014 edition of the Journal, a monthly publication for residents delivered to approximately 178,000 families.

The Department of Communications manages the "face" of the New York City Housing Authority (NYCHA) to core audiences and the public at large. To that end the department is responsible for the development and dissemination of information about NYCHA to residents and Section 8 program participants; employees; Authority partners as well as City, State and National stakeholders. Department staff create and conduct strategic information campaigns that promote Authority initiatives, reinforce NYCHA's mission, and brand message, and actively engage the media and the general public. DOC produces and maintains a variety of multi-media and multi-lingual communication vehicles to reach multiple audiences including the *NYCHA Resident Journal*, *NYCHA Employee Bulletin* and the Authority's internal and external websites.

Through the Services for People with Disabilities (SPD) NYCHA will continue to affirmatively further fair housing through the strengthening of its relationships with advocates and organizations that assist people with disabilities, by providing information on its policies, practices and procedures and how to obtain accessible housing and through ongoing workshops. SPD provides assistance and information to applicants and residents with disabilities in obtaining decent, affordable and accessible housing, as well as assisting with the processing of reasonable accommodations for residents with disabilities in NYCHA developments.

The New York City Housing Authority (NYCHA) provides language assistance services to Limited English Proficient (LEP) persons. These services are designed to promote the meaningful access of LEP persons to NYCHA programs and activities. NYCHA's Language Services Unit (LSU) provides interpretative and translation services to NYCHA departments to enable them to communicate effectively with both residents and applicants who have been identified as persons with limited English proficiency (LEP). On May 13, 2009 NYCHA adopted a Language Assistance Policy confirming NYCHA's commitment to take reasonable steps to ensure that LEP have meaningful access to NYCHA programs, services, and activities. In support of this policy, LSU annually assesses NYCHA's language assistance needs; and monitors NYCHA's language delivery assistance services in conjunction with NYCHA's delivery of programs, services, and activities for residents, applicants, and Section 8 voucher holders. Additionally, the unit recommends modifications to the Executive Department, as mandated, regarding NYCHA's delivery of language assistance services to persons with limited English proficiency. The unit, staffed by two interpreters for each of the following languages, Spanish, Chinese, and Russian interpreters, manages a Language Bank. The Language Bank established in 1990 with 44 NYCHA employee volunteers providing language services in eight languages presently consist of 233 volunteers who collectively command and speak 39 languages

During 2014, NYCHA's Language Services Unit completed and handled 6,802 interpretation requests and 1,283 translations requests containing over 2,705 pages.

NYCHA is committed to providing equal housing opportunities for all qualified residents and applicants and prohibit unlawful discrimination. Housing discrimination complaints filed with NYCHA by residents or applicants are investigated internally to determine if the individual has been discriminated against and to determine if corrective or conciliatory action is necessary. In addition, the applications of applicants who have been found ineligible for public housing and claim the denial was based on their disability are reviewed. Preliminary investigations of complaints filed by residents and applicants with the State Division of Human Rights, the City Commissioner of Human Rights, and/or HUD are investigated by NYCHA's Law Department.

## FAIR HOUSING COMPLAINT PROCESS FOR NEW YORK CITY RESIDENTS

All New York City residents in public and private housing may file jurisdictional housing discrimination complaints directly with the **New York City Commission on Human Rights**, the **New York State Division of Human Rights** or **U.S. Department of Housing and Urban Development**. These agencies will attempt conciliation between the two parties throughout the investigative process. Or if New York City residents choose, they may file directly with State or Federal court. For a list of addresses, please refer to next page.

### NYC COMMISSION ON HUMAN RIGHTS

100 Gold Street, 4<sup>th</sup> Floor

New York, NY 10006

(212) 306-7450

or call 311 and ask for the Commission on Human Rights

#### INTERNAL COMPLAINT PROCESS

Residents of government-owned or subsidized housing have the option of resolving the complaint internally with the fair housing office of the agency which subsidizes the housing where they reside.

**New York City Housing Authority:**

(212) 306-4468

TTY (212) 306-4845

**Department of Housing Preservation  
& Development:**

(212) 863-8033

TTY (212) 863-7934

**Department of Homeless Services:**

**Voice and**

TTY (212) 788-9941

If residents are dissatisfied with the resolution, they may file a complaint as described above.\*

#### ASSISTANCE WITH DISCRIMINATION COMPLAINTS

Residents of public or private housing may receive assistance with discrimination complaints from:

**1. CITY AGENCIES WITH SPECIAL CONSTITUENCIES:**

**Mayor's Office for People with Disabilities**

(212) 788-2830 (Information and Referrals ONLY)

TTY (212) 788-2838

**Department for the Aging**

Call 311 and ask for the Department for the Aging

**2. NOT-FOR-PROFIT ORGANIZATIONS AND CLINICS**

**Anti-discrimination Center of Metro New York**

(212) 346-7600

**New York Law School Clinic** (212) 431-2176

**Columbia Law School Clinic** (212) 854-4291

The above agencies and organizations assist by advocating and mediating with public or private landlords or by helping residents to file a jurisdictional complaint as described above.\*

\* As a matter of policy and practice these agencies tend to refer people who want to file a formal complaint to the New York City Commission on Human Rights where possible.



## LOCATIONS FOR FILING FAIR HOUSING COMPLAINTS

### NYC COMMISSION ON HUMAN RIGHTS

100 Gold Street, 4<sup>th</sup> Floor NY, NY 10006

(212) 306-7450

or call 311 and ask for the Commission on Human Rights

### NYS DIVISION OF HUMAN RIGHTS

**TTY (718) 741-8304**

#### **Bronx and Manhattan**

above West 42<sup>nd</sup> Street

163 West 125<sup>th</sup> Street, 4<sup>th</sup> Floor

New York, NY 10007

(212) 961-8650

#### **Manhattan**

below West 42<sup>nd</sup> Street

20 Exchange Place, 2<sup>nd</sup> Floor

New York, NY 10007

(212) 480-2522

**TTY (212) 961-8999**

#### **Brooklyn, Queens and Staten Island**

55 Hanson Place, 3<sup>rd</sup> Floor

Brooklyn, NY 11217

(718) 722-2856

#### **Bronx County**

851 Grand Concourse,

Room 217

Bronx, NY 10451

(718) 590-3722

### STATE COURT

#### **Kings County (Brooklyn)**

Supreme Court Building

360 Adams Street

Brooklyn, NY 11201

(718) 643-8076

#### **New York County**

(Manhattan)

60 Centre Street

New York, NY 10007

(212) 374-4585

#### **Queens County**

88-11 Sutphin Blvd.

Jamaica, NY 11435

(718) 520-3713

#### **Richmond County (Staten Island)**

County Courthouse

Staten Island, NY 10301

(718) 390-5352

## U.S. DEPT. OF HOUSING AND URBAN DEVELOPMENT

### Office of Fair Housing and Equal Opportunity

26 Federal Plaza, Room 3532, New York, NY 10278-0068

(212) 264-1290, then press option 2

**TTY (212) 264-0927**

1 (800) 496-4244

### FEDERAL COURT

#### **Eastern District**

(Brooklyn, Queens, and Staten Island)

U.S. Court House

225 Cadman Plaza East

Brooklyn, NY 11201

(718) 260-2600

#### **Southern District**

(Bronx, Manhattan)

U.S. Court House

500 Pearl Street

New York, NY 10007

(212) 805-0136

## **SUPPLEMENT:**

### **Affirmatively Furthering Fair Housing Statement**

### **Super Storm Sandy Community Development Block Grant – Disaster Recovery (CDBG-DR) Program**

On January 29, 2013 Congress passed the *Disaster Relief Appropriations Act, 2013* which provided the States of New York, New Jersey, Connecticut, and the City of New York an initial allocation of approximately \$5,400,000,000 in U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant – Disaster Recovery (CDBG-DR) funds to assist in the recovery in the most impacted and distressed areas declared a major disaster due to Hurricane Sandy.

The Act's regulations require the grant recipients to certify that they will each respectively affirmatively further fair housing including conducting of an analysis of impediments to fair housing choice and take actions to overcome the identified impediments.

The following is the City of New York's Affirmatively Furthering Fair Housing Statement for CDBG-DR funded activities. The CDBG-DR AFFH Statement follows the outline in the HUD Office of Fair Housing and Equal Opportunity's, Fair Housing Planning Guide, Volume 1.

#### **1. Identification of Impediments to Fair Housing Choice**

##### A. Public Sector

###### Removal of Regulatory Barriers

###### 1. Zoning and Site Selection

As stated in the City of New York's Affirmative Further Fair Housing (AFFH) Statement for conventional federal formula entitlement grant programs, the City's zoning regulations do not represent a regulatory barrier to fair housing choice. However, each of the City's residential zoning districts have their own respective bulk, density, height and setback, or open space requirements that in certain instances may limit or entirely prohibit the reconstruction or new construction of affordable housing when applied to areas within FEMA's new Base Flood Elevation (BFEs) zones due to the fact the BFEs would require the buildings to be elevated to heights above their current zoning limits.

In order to overcome this regulatory impediment, the City has undertaken the several actions.

On January 31, 2013 Mayor Bloomberg issued Executive Order No. 230 (E.O. #230), which temporarily suspended height and other restrictions so that buildings can meet new flood elevation standards without violating current zoning codes. The City also adopted a new rule to increase the required minimum flood proofing elevation so that substantially damaged buildings and other new construction are built to withstand greater flood risk. The Executive Order also allowed the reconstruction of many destroyed or severely damaged buildings that could not otherwise be rebuilt as they existed before the storm because of inconsistencies with current zoning requirements, provided that these buildings are flood proofed to the new FEMA base flood elevations.

The emergency suspension was necessary for property owners who need to make immediate rebuilding decisions, because the process of changing zoning limits takes several months. However, the Executive Order was only a short-term emergency measure which had to be renewed every five (5) days.

In 2013 the Department of City Planning (“DCP”) proposed the Flood Resilience Zoning Text Amendment to encourage flood-resilient building construction throughout designated flood zones. The proposed zoning text amendment was subsequently adopted by the City Council on October 9, 2013.

Like the Executive Order, the Flood Resilience Text Amendment modifies zoning to enable flood-resistant construction. It also introduces regulations to mitigate potential negative effects of flood-resistant construction on the streetscape and public realm, items which are regulated by the City’s Zoning Resolution. Issues addressed by the text amendment include:

- Measuring building height with respect to the latest FEMA flood elevations
- Accommodating building access from grade
- Locating mechanical systems above flood levels
- Accommodating off-street parking above grade
- Accommodating flood zone restrictions on ground floor use
- Improving streetscape

The text amendment applies in the 100-year (1% annual chance) flood zone identified on the most recent FEMA flood maps, to all buildings that meet flood-resistant construction standards using the most recent FEMA flood elevations. In addition, all new or elevated buildings in the 100-year flood zone would be subject to rules to mitigate the potential negative effect of higher first floors on the public experience of the street.

These changes to the zoning will help the City’s Build it Back program build and preserve affordable housing stock in Sandy affected neighborhoods.

This amendment addressed urgent issues for which solutions can be applied throughout the flood zone. Additional local planning will be necessary to address other complex and neighborhood-specific issues in areas severely affected by Hurricane Sandy.

To accomplish this, the Department is initiating a series of federally funded neighborhood planning studies in support of disaster recovery, the Resilient Neighborhoods Initiative. Working closely with communities, the Department will develop locally specific strategies to increase resiliency, and support the vitality of neighborhoods in the near and long term. This process will take into account and build on public input already generated through other initiatives, such as New York State’s Community Reconstruction Program and the U.S. Department of Housing and Urban Development’s Rebuild by Design.

In 2014, City Planning began working with the several communities to identify changes to zoning and land use and other actions that support the continued vitality of this neighborhood, reduce its risk associated with coastal flooding, and ensure the long-term resiliency of its built environment. The Community Advisory Committees for Gerritsen Beach; and, Old Howard Beach, Hamilton Beach, and Broad Channel will continue to meet periodically with the Department through the Spring of 2015 to provide input on their respective resilient neighborhood study.

#### Expected Future Flood Resilience Zoning Text Changes

FEMA is in the process of updating its Flood Insurance Rate Maps (FIRMs) for New York City, and the City expects to adopt new FIRMs in 2015. These maps will become the basis for building code requirements for flood-resistant construction. The adopted text amendment will enable buildings to be designed and constructed today based on the best current understanding of future flood standards.

Within a year after the adoption of new FIRMs, the New York City Department of City Planning would advance a second zoning text amendment to address any further flood zone issues resulting from the new maps and further refine the regulations as warranted.

In the interim, the Mayor's Office of Housing Recovery (HRO), the Department of Housing Preservation and Development (HPD) and the Department of City Planning (DCP) are proposing a zoning text amendment to accelerate post-Hurricane Sandy recovery and enable flood-resilient building construction in certain waterfront neighborhoods throughout the flood zone. The proposed Special Regulations for Neighborhood Recovery will be applicable in certain areas of Staten Island, Queens and Brooklyn that have experienced a high concentration of damage and where thousands of properties are expected to be elevated or rebuilt to comply with flood-resistant construction standards and to protect property owners against higher flood insurance premiums. While extensive zoning changes were adopted in 2013, as part of the Citywide Flood Resilience text amendment, this proposal is needed in order to remove underlying zoning barriers that have slowed the recovery process in these neighborhoods.

Many homeowners within the "Build-It-Back" program have been hindered during the process of rebuilding and elevating their homes, due to a lengthy and burdensome documentation process which determines whether their residence is considered non-conforming or non-complying. The proposed text amendment would provide zoning relief to facilitate the elevation of existing homes and replacement of substantially damaged homes with more resilient ones by simplifying the process for documenting non-compliances, removing disincentives for property owners to make resilient investments, and establishing a new zoning envelope for narrow and shallow lots, where homes are to be reconstructed, that more accurately reflects the existing neighborhood character. The text amendment will be time-limited with the primary goal of accelerating recovery in Sandy-impacted neighborhoods.

Together, these proposed zoning changes will speed up the process for owners of Sandy-damaged buildings to obtain building permits for elevation and reconstruction faster and will reduce vulnerability to future flood events, as well as protect property owners against higher flood insurance premiums.

On March 30, 2015 the proposed zoning application was forwarded to the respective Community Boards in Brooklyn (13, 15 and 18), Queens (10, 13 and 14) and Staten Island (2 and 3), and the Brooklyn, Queens, and Staten Island Borough Presidents for their review.

#### Building Codes (and Code Enforcement)

The Department of Buildings (DOB) ensures the safe and lawful use of more than 1,000,000 buildings and properties by enforcing the City's Building Code, the City's Zoning Resolution, New York State Labor Law and New York State Multiple Dwelling Law. The Department enforces compliance with these regulations and promotes worker and public safety through its review and approval of building plans, permitting and licensing functions, and inspections.

In FY2014, the Department reviewed more than 76,000 construction plans, issued more than 142,000 new and renewed permits, performed more than 310,000 inspections, and issued 29 types of licenses and registrations. The Department facilitates compliant construction by continually streamlining the permit application process, and delivers services with integrity and professionalism.

#### Codes

All construction projects in New York City must comply with the NYC Construction Codes and the City's Zoning Resolution. In an effort to improve New York City's construction codes governing building standards and address current practices, the DOB recently amended the Electrical and Plumbing Codes.

#### Electrical Code

In June 2011 the Electrical Code was updated with several technical and administrative amendments. The code is designed to keep the Electrical Code current. The amended law adopts the 2008 version of the National Electrical Code and tailors national standards to the specific needs of New York City's high density urban environment. There are new provisions reflecting the latest industry standards for transmission of electricity for light, heat, power, signaling, communication, alarm and data transmission. Under the new NYC2011 Electrical

Code, beginning July 1, 2012, the DOB may issue Environmental Control Board (ECB) violations for Electrical Code violations. These code improvements will impact construction standards for the next few years.

#### NYC Energy Conservation Code

The Greener, Greater Buildings Plan helps New York City building owners embrace green retrofits and dramatically reduce energy use. As of 2013, owners of large buildings must conduct an energy audit once every ten years to identify potential energy upgrades to base building systems and establish energy-efficient maintenance practices. Additionally, new buildings and all alterations must comply with the NYC Energy Conservation Code, which regulates the energy efficiency standards of buildings.

#### Plumbing Code

Since July 2012, the maximum flow rates and water consumption of bathroom fixtures was reduced. Showerheads, private lavatory faucets and toilets are required to meet the lower specifications required by the federal WaterSense program, a program of the U.S. Environmental Protection Agency. New federal standards require a third-party certification by an independent laboratory of the performance and efficiency level of installed plumbing fixtures.

According to EPA, the average family of four uses about 400 gallons of water each day, and bathrooms represent over 50 percent of all home indoor water use. By choosing plumbing products that carry the WaterSense label, homeowners can save a substantial amount of water, which in turn means lower water bills. The EPA states that “if one in every 10 American homes upgrades a full bathroom with WaterSense labeled products, the United States could save about 74 billion gallons of water and about \$1.5 billion on utility bills nationwide per year.” The amount of potential water savings in this scenario is enough to provide an additional 500,000 families with potable water each year.<sup>1</sup>

Build It Back, in conjunction with the Department of Environmental Protection is replacing non-compliant toilets with WaterSense labeled fixtures whenever feasible in all homes being rehabilitated or rebuilt under the Build It Back program.

#### NYC Development Hub

At the Development Hub in Lower Manhattan, licensed professionals can electronically submit digital plans for review in a virtual environment. Licensed professionals can electronically submit digital plans for new buildings and major construction projects and resolve any issues with City officials in a virtual environment.

The plan review center is made up of the Department’s senior plan examiners, who collaborate with representatives from six other City agencies involved in the construction project approval process. Through the Department’s website, applicants can create online accounts complete the necessary electronic forms and upload the proper documents in order to receive approvals and obtain construction permits. Other electronic filings at the Department (formerly known as eFiling) also are being coordinated through the Development Hub, including Electrical Applications and Limited Alteration Applications.

These enhancements result in shorter lines and fewer appointments; making the approval process easier for most construction projects in New York City.

#### Fees

Application filing fees for construction jobs are normally included in construction project budget. The scope and payment of fees must be factored into a project’s total cost of construction and can impact a project’s availability of funds.

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<sup>1</sup> <http://www.us.kohler.com/us/Kohler-Co.-Offers-Widest-Selection-of-WaterSense-Labeled-Plumbing-Products/content/CNT3000038.htm>

### Fee Deferral

The Buildings Department may defer filing fees for residential, multiple dwelling and commercial construction until the issuance of a certificate of occupancy at a project's completion. Fee deferrals may be applied to housing owned or managed by NYC Department of Housing Preservation and Development and designated to be transferred to private ownership once the property receives the final certificate of occupancy. The deferral of fees until a project's completion helps to lighten fiscal constraints until the project can become financially self-supporting.

### Fee Exemption

The Buildings Department exempts not for profit owned properties, government-owned properties and certain government-supported construction projects from standard agency fees assessed for filings, permits and inspections. The properties must be used exclusively for government, religious, charitable or educational purposes. The fee exemption applied to NYC owned buildings and other government construction projects, which helps to facilitate construction by reducing financial encumbrances resulting from agency fees.

### Enforcement

#### Licensing and Permits

To raise our safety standards, we've begun to administer licensing exams for all construction trades after we strengthened licensing and testing requirements.

#### Licensee Certification

The Department grants the privilege to holders of certain licenses issued by the Department to certify that the completed work meets all applicable laws, rules and regulations. Beginning December 17, 2012, the Department of Buildings will administer all construction trade licensing exams. In addition, updated fees will be in effect for written and practical licensing examinations and background investigations. Failure to comply will result in disciplinary actions against licensee; thus, strengthen the Department's emphasis on safer construction projects.

#### Illegally Converted Apartments

The Buildings Department has distributed more than 160,000 flyers in multiple languages to warn New Yorkers about the dangers of illegally converted apartments. The Department has also issued a guide for New Yorkers, available at [www.nyc.gov](http://www.nyc.gov), with tips on how to recognize an illegally converted apartment and avoid renting one.

The Buildings Department continues to improve its enforcement efforts through educating the public about conditions that are hazardous and can result in violations.

Knowing how crucial every dwelling unit is, the Build It Back program has a goal not to lose any legal housing units in the repair and rehabilitation program. Existing units will be rebuilt as part of the elevation or reconstruction process.

### Community Partnerships

#### Affordable Housing Collaboration

The Department has participated in building affordable homes by volunteering a day to assist in the constructing of affordable homes alongside Habitat-NYC. Habitat-NYC is the local branch of the nationally renowned non-profit organization that builds affordable housing program for individuals and families in need. These efforts are crucial to our City's housing plans.

#### Homeowners' Night

The Department hosts weekly informational sessions for residents to meet with Department representatives. Homeowners' Night is every Tuesday night from 4:00pm to 5:30pm at each borough office.

During the weekly Homeowners and Residents Night, New Yorkers can obtain:

- Advice on home construction plans, including the permitting process;

- Information on how to check a contractor's license status;
- Guidance on reducing energy costs by weatherizing residences; Instructions on how to resolve Department-issued violations;
- Recommendations on steps to take before purchasing a home or signing a lease;
- Direction on how to secure or amend a property's Certificate of Occupancy;
- Permit guidelines for common home improvements, such as kitchen renovations and backyard shed installation; and
- Guidance on using the Buildings Information System (BIS) to search property history and permit information.

#### Increasing Information on Construction Site Signs

In 2011, the department launched the Construction Information Panel Pilot Program to encourage contractors and building owners to consolidate required construction signage and permits into a single new standard. On July 1, 2013 the Department continues this effort by further regulating signage at construction sites to provide more useful information to the public and minimize the visual clutter of signage at construction sites throughout the City. The new project information panel standardizes the appearance of temporary protective structures and provides important information to the community in a consolidated, uniform sign. Any new building, demolition, excavation and alteration project sites with a construction fence, as required by Building Code § 3301.9.1, must post a project information panel. The panel design includes a project rendering, elevation drawing of building or zoning diagram of building exterior, a description of the project and anticipated completion date, owner and contractor information, 311 information and the primary Department of Buildings permit. This will provide knowledge to New Yorkers on what is being built in their neighborhoods.

#### Construction in your Community

The Buildings Department has several resources that allow you to track construction in your neighborhood in order to build a safer New York. Through the Buildings Information System (BIS) all Department records are available online, where you can find a variety of information on any property within New York City.

#### Building on My Block

Building on My Block is an extension of the Department's Building Information System (BISWeb). It allows members of the public to access online list of construction activities specific to their neighborhood. Search can be performed for new building permits, major alterations, and demolitions. You can view construction activity in your neighborhood through the Department's [Building on My Block](#) web search. Search by property address or community board to find major projects near you. Architects and Engineers are required to submit simple, 3-D representations of new buildings and enlargements. These diagrams are available through [Building on My Block](#) and allow you to view visual depictions of major construction projects in your neighborhood.

#### 3D Site Safety Plan

The Department's new 3D Site Safety Plans program uses Building Information Modeling (BIM) software to allow the construction industry to create and electronically file site safety plans. The program enables the Department to virtually tour sites and see step-by-step how a building will be built and visualize its complexities and challenges. Under the program, site safety plans are digitally submitted, amended and reviewed, improving the compliance review process and accelerating the approval process. This ground-breaking and highly innovative program will be a substantial improvement in areas of site safety as risks can be identified early in the process before issues arise in the field. Also, site safety plans submitted through this program will be reviewed, modified and approved – all through the online document management website. This initiative will increase safety as well as rapidly increase the time from filing to reviewing like never before.

#### NYC Cool Roofs

NYC Cool Roofs is an initiative to mobilize volunteers to coat the rooftops of buildings with reflective, white coating. Coating all eligible dark rooftops in New York City could result in up to a one degree reduction of New York City's ambient air temperature. This is a step in the right direction in ensuring New Yorkers have safe and affordable housing as well as conserving needed resources.

### Rebuilding After Hurricane Sandy

The Department's work, knowledge, and experience have never been more valuable than during Hurricane Sandy. With an all-hands response in the days after the storm, the Department performed more than 80,000 rapid assessments of homes and buildings.

Many buildings that were damaged after Hurricane Sandy were constructed prior to today's zoning regulations and were deemed "lawfully noncomplying." Post Hurricane Sandy, for reconstruction, these buildings must receive a permit from the Department of Buildings prior to work being done.

For all new building applications where the existing structure is to be demolished, a Demolition Application shall be required for a permit as per Article 14 of Subchapter 1 of the Building Code.

Prior to the issuance of a permit for any Alteration Application where more than 50% of the area of exterior walls is being removed, or where, as determined by the applicant, the stability of the adjoining building may be affected by the proposed demolition or removal work, only a pre-demolition inspection by the Department shall be required, along with compliance with §27-169, notice to adjoining owners and §27-171. These efforts will promote safer building and raise our safety standards which are crucial to our City's safety and success.

The Department of Buildings has instituted a series of ongoing inspections, certifications and notifications to insure that all work being done to homes being elevated or reconstructed to comply with Appendix G of the New York City Building Code is being done safely and in compliance with all NYC and FEMA regulations. The Build It Back program is working with consultants experienced in post-storm reconstruction to be sure that all work meets the requirements for resiliency and life safety.

### Customer Service

The agency offers support services for construction projects designated as affordable housing by the New York City Department of Housing Preservation and Development ("HDP") or a New York State agency. Support services may include project advocacy, expedited plan examination and inspection, and/or fee exemptions and deferrals.

### Project Advocacy

When requested by a supporting governmental agency, the DOB assigns a project advocate within the agency to monitor a City or State supported job from its inception to completion. A project advocate interfaces with various units of the Buildings Department and other agencies as required to facilitate the review and approval process.

### Hurricane Sandy Consultation

In February 2013, the DOB kicked off a new program offering free design consultations to property owners and design professionals who are planning to reconstruct buildings damaged by Hurricane Sandy. During these consultations, the Department's senior officials, technical experts and plan examiners work closely with homeowners on submitting applications and construction plans for properties in special flood hazard area. The program is designed to accelerate the approval process, assist homeowners with their decisions on reconstruction, and better ensure that new flood recommendations and standards are incorporated into the design and construction of these affected buildings.

### Expedited Plan Examination and Inspection

On a case-by-case basis, the DOB will expedite the plan review and inspection of an affordable housing project if the need is substantiated by a supporting City or State agency. The expedited process is designed to shorten the start of construction and thus the construction job. Similarly, the Department may expedite the application process, plan reviews, and inspection of inclusionary housing if a certain percentage of a project's market-rate dwelling units are designated as affordable dwelling units.



## B. Private Sector

### Summary of challenge and potential impacts from increased flood insurance premiums in New York City

In July 2012, Congress passed the Biggert-Waters Flood Insurance Reform Act of 2012 (BW-12). BW-12 required changes to the National Flood Insurance Program (“NFIP”) that were intended to strengthen the financial solvency of the program by eliminating subsidies for certain classes of structures. Shortly thereafter, Hurricane Sandy struck New York City. In addition to causing damage and loss of life, Hurricane Sandy revealed New York City’s vulnerability to flooding and exposed the low-penetration rate of flood insurance throughout the city.

New York City is deeply concerned about the increase in flood insurance premiums and the resulting implications for home ownership affordability and neighborhood stability. Premiums are increasing due to two factors: The first is rate changes that result from the implementation of Biggert-Waters and the second is the expansion of the floodplain, as seen in the Federal Emergency Management Agency’s (FEMA’s) updated Preliminary Flood Insurance Rate Maps (FIRMs) released in December 2013. The new maps do not have an immediate impact on flood insurance requirements. However, the final FIRMs, likely to go into effect in 2015, are expected to be consistent with the Preliminary FIRMs and will expand the floodplain to nearly double the number of structures, triggering insurance purchase requirements for many New Yorkers.

In February 2013, New York City launched a study to determine flood insurance coverage, take-up rates, and average premiums in New York City prior to Sandy and to understand how rate increases due to BW-12 and the floodplain expansion will impact homeowners. The study, “Flood Insurance in New York City Following Hurricane Sandy,” was completed by the RAND Corporation.

Findings from the analysis indicate that the NFIP is the primary source of flood insurance for one- to four-family homes in New York City, many of which were built prior to the adoption of flood protection standards in the City’s Building Code (*i.e.*, “pre-FIRM” structures). Specifically, 55 percent of one- to four-family structures in the high-risk zone of the 2007 FIRM had flood insurance. Among those homes with a federally-backed mortgage, and therefore subject to the mandatory purchase requirement, the take-up rate was 65 percent. According to RAND, the rising costs of premiums are likely to be unaffordable for many homeowners and small businesses in coastal neighborhoods (annual premium increases are expected to be as high as \$10,000). Further, increased premiums may lead to a decline in the value of homes, potentially resulting in foreclosures and relocation.

#### Potential Relief from Flood Insurance Premium Increases

In October 2013, Representative Grimm (NY-11) introduced the Homeowner Flood Insurance Affordability Act of 2013 (H.R. 3370) which proposed delaying implementation of the NFIP flood insurance rate increases; and, the reduction of such subsidies for any property not insured by the Program as of July 6, 2012, or any policy that has lapsed in coverage as a result of the policyholder's deliberate choice. The delayed implementation of the flood insurance rate increases would remain in effect until FEMA drafted an affordability framework which addresses the issues of affordability of flood insurance sold under the NFIP, including issues identified in the affordability study required under section 100236 of BW-12.

A similar bill was introduced in the Senate by Senators Schumer and Gillibrand in December 2013.

On March 4, 2014 the House of Representatives passed H.R. 3370. The Act was forwarded to the Senate for their review and approval. On March 13, 2014 the Senate passed the measure without amendment. The Act was subsequently signed into law on March 21, 2014.

The new legislation also reduces flood insurance premium rates of any community that has made adequate progress in the construction or reconstruction with a flood protection system that affords flood protection for the one-hundred year frequency.

## **2. Activities within the Jurisdiction**

### A. Outreach

On Wednesday, October 31, 2012 the City's Department of Buildings ("DOB") began conducting damage assessments of residential and commercial buildings in inundated areas. The first set of assessments called windshield assessments provided a rough overview of flooding damage and provided the baseline from which DOB made building-specific assessments, categorizing each as green (safe), yellow (use caution), or red (structurally unsound). DOB followed the windshield, or "rapid" assessments, with detailed assessments of all red- and yellow-tagged properties and conducted extensive outreach to homeowners, architects, and contractors. Many homes were reclassified from red or yellow to yellow or green as property owners made repairs. The Mayor's Fund to Advance New York City sponsored local cleanup teams from the Doe Fund and the Center for Employment Opportunities, two local non-profits that provide training and employment to underemployed New Yorkers. Hurricane Sandy completely destroyed approximately 300 homes across Brooklyn, Queens, and Staten Island, and damaged thousands more, creating a need for many New Yorkers to seek temporary housing or immediate home repairs. For those evacuees who were unable to return to their homes and remained in emergency shelters, the City entered into agreements with hotels to provide alternative stable, short-term evacuation sheltering. The newly created Office of Housing Recovery Operations (HRO) created the Hotel Operations Desk, staffed with personnel from the City's Department of Housing Preservation and Development (HPD), Department of Homeless Services (DHS), and the Mayor's Office to reserve hotel rooms and place families into them. DHS transitioned remaining evacuees from shelters to hotels beginning November 12, with additional incoming referrals from the National Guard's door-to-door outreach program and from non-profit providers at public evacuation shelters through November 19. DHS providers delivered on-site case management services at the hotels to connect evacuees to City or Federal benefits and worked with households to develop a longer term plan for permanent housing.

Distribution sites and Restoration Centers met the needs of many New Yorkers, including those with disabilities, but for people who were unable to leave their homes, the City launched a door-to-door outreach program on November 9th; from November 9th through November 15th the U.S. Department of Health and Human Services (HHS), FEMA, and the National Guard knocked on doors in high-rise buildings in the Rockaways and on Coney Island. Along with a NYCHA program to provide medical care in Red Hook, the teams canvassed more than 42,000 people and provided food and water to 1,700 residents, prescriptions for 335 people, and evacuated 44 for medical reasons. A second major wave of door-to-door outreach began on November 26 to visit residents of severely damaged single-family homes and multiple-unit dwellings with six or fewer stories in affected areas of Brooklyn, Queens, and Staten Island. On December 8, the outreach operation expanded to include all single-family homes and buildings with fewer than six stories in affected neighborhoods, or approximately 140,000 households, in order to check on overall resident wellness, distribute supplies, provide information about available resources and Restoration Centers, make client referrals to medical teams, and identify homes for Rapid Repairs.

The outreach efforts included:

- Touring affected neighborhoods with local residents;
- Engaging in small group conversations with elected officials, community stakeholders, and constituents;
- Hosting housing forums in each impacted area of the City to provide information to residents about the rebuilding process, zoning ordinances, FEMA assistance, financial resources, and to capture resident feedback, needs, and concerns;
- Presenting to community board and civic association meetings;

- Collaborating with housing non-profit partners to distribute information and administer tenant needs assessment surveys; and
- Convening a working group with banks and other housing and financial industry partners.

### Outreach to the Homeless Populations

With respect to the street homeless population, the City’s outreach teams ramped up their operations to offer services to at-risk street homeless individuals during and after the storm. Many of them, some displaced by the storm, ended up in evacuation centers where they were engaged by shelter and outreach staff and, where possible, connected with appropriate shelter and outreach services.

The relocated shelters and their capacities are as follows:

1. McGuinness: 200
2. Huntington: 18
3. Borden: 240
4. Turning Point: 37
5. 30th Street: 850

### Build It Back Outreach

#### Homeowner Intake and Case Management

Upon approval of this program, the City intends to undertake a broad three-pronged outreach strategy, building on efforts to date, which may include the following:

- An internet and media campaign to describe program parameters, announce program intake and provide guidance on how to apply;
- Community outreach in neighborhoods that sustained damage, including communication with public officials, non-profits, and local community groups; and
- Direct community-based meetings, discussions, and forums to provide further guidance and capture feedback from impacted neighborhoods.

Owners of properties damaged by Sandy are expected to register either online, via phone, or by coming to any of the program-designated locations. Once registered, applicants would be assigned a Housing Recovery Specialist who will accompany the homeowner throughout the process.

#### B. Community planning

In neighborhoods affected by the storm and by shifts in coastal flood hazards, which necessitate changes to the form of buildings, local planning studies and community outreach will be required to identify and implement land use and zoning changes to facilitate rebuilding and increased resilience. With more than 6,000 City blocks in the Operational Inundation Area, and more than 4,300 blocks within the five areas characterized as experiencing the most severe damage, planning studies will need to be conducted in multiple distinct neighborhoods within these geographies as well as in other vulnerable neighborhoods. Neighborhood studies will take into account current and projected future flood hazards, land use, housing, access to shopping, services, jobs, and transportation, built form and quality of the public realm, economic challenges of rebuilding and flood insurance costs, and other factors.

## **PART V -- Citizen Participation**

### **A. Geographic Distribution**

The City's basic policies regarding the targeting of housing assistance to specific geographic areas have not changed significantly since the publication of its initial five year Consolidated Plan. As noted in the 2002 Consolidated Plan, the City itself has not excluded any particular area or neighborhood from receiving housing assistance. However, while most programs are offered on a City-wide basis, some areas are, by regulation, prohibited from receiving certain forms of Federal funding. Other programs, such as the Section 8 certificate and voucher programs, must, by law, be made available on a City-wide basis. Services to the homeless are offered throughout all five boroughs and clients come to shelters from all areas of the City.

Notwithstanding the City's goal of making its assistance available to a broad spectrum of households in a wide variety of neighborhoods, the majority of housing funds continue to be concentrated in those neighborhoods which have the greatest need and the lowest incomes.

The attached Community Development Block Grant Eligibility maps show those 2010 census tracts in which Community Development (CD) funds may be used for an activity, the benefits of which are available to all the residents in a particular area, where at least 51% of the residents are low- and moderate-income persons ("CD area benefit" or "CD eligible area") according to 2006-2010 American Community Survey (ACS) Low and Moderate Income Summary Data. Low- and moderate-income persons are defined as persons living in families with incomes below 80 percent of the median household income (\$63,350 for a 4-person family in 2010) of the Primary Metropolitan Statistical Area (PMSA), which includes the five boroughs, and Putnam County.

The U.S. Department of Housing and Urban Development (HUD) released the updated New York City CD Eligible Census Tracts data based on 2010 Census geography at the end of June 2014. The revised data supersedes the CD Eligible 2000 Census Tract data for New York City released in June 2007. As a result of the data release, the City of New York has generated updated CD Eligible Census Tract maps to replace the maps previously created.

HUD required local municipalities which receive Community Development Block Grant funds to begin using the new data to determine area eligibility effective July 1, 2014. The City of New York's Community Development Program Year began January 1, 2014. New York City began to use the revised 2006-2010 ASC data to determine 2010 CD area eligibility commencing with City Fiscal Year 2015 (CFY15) CD-funded activities, which began July 1, 2014. Programs supported by CD funds determined by the 2000 data remained eligible based on satisfying four (4) criteria: the obligation of funds before the July 1, 2014 effective date; a specified amount; the articulation of the specific activity; and, a clearly defined service area. *(For more information regarding the use of prior CD area eligibility, please see HUD Office of Community Planning and Development (CPD) Notice CPD-14-11: Transition Policy for Low/Moderate Income Summary Data Updates during Fiscal Year 2014 for the Entitlement Grantees and Non-entitlement Hawaiian County Grantees of the Community Development Block Grant Program.* <http://portal.hud.gov/hudportal/documents/huddoc?id=14-11cpdn.pdf>).

Many of the areas selected are also areas of minority concentration as identified in the September 2012 Consolidated Plan Minority Population maps. These are also areas where the City encourages revitalization through the City's capital program.

The boroughs with the largest number of areas receiving directed assistance are the Bronx, Brooklyn and Manhattan.

In the Bronx, more than two-thirds of the residential areas are low and moderate income. This includes the south and west Bronx.

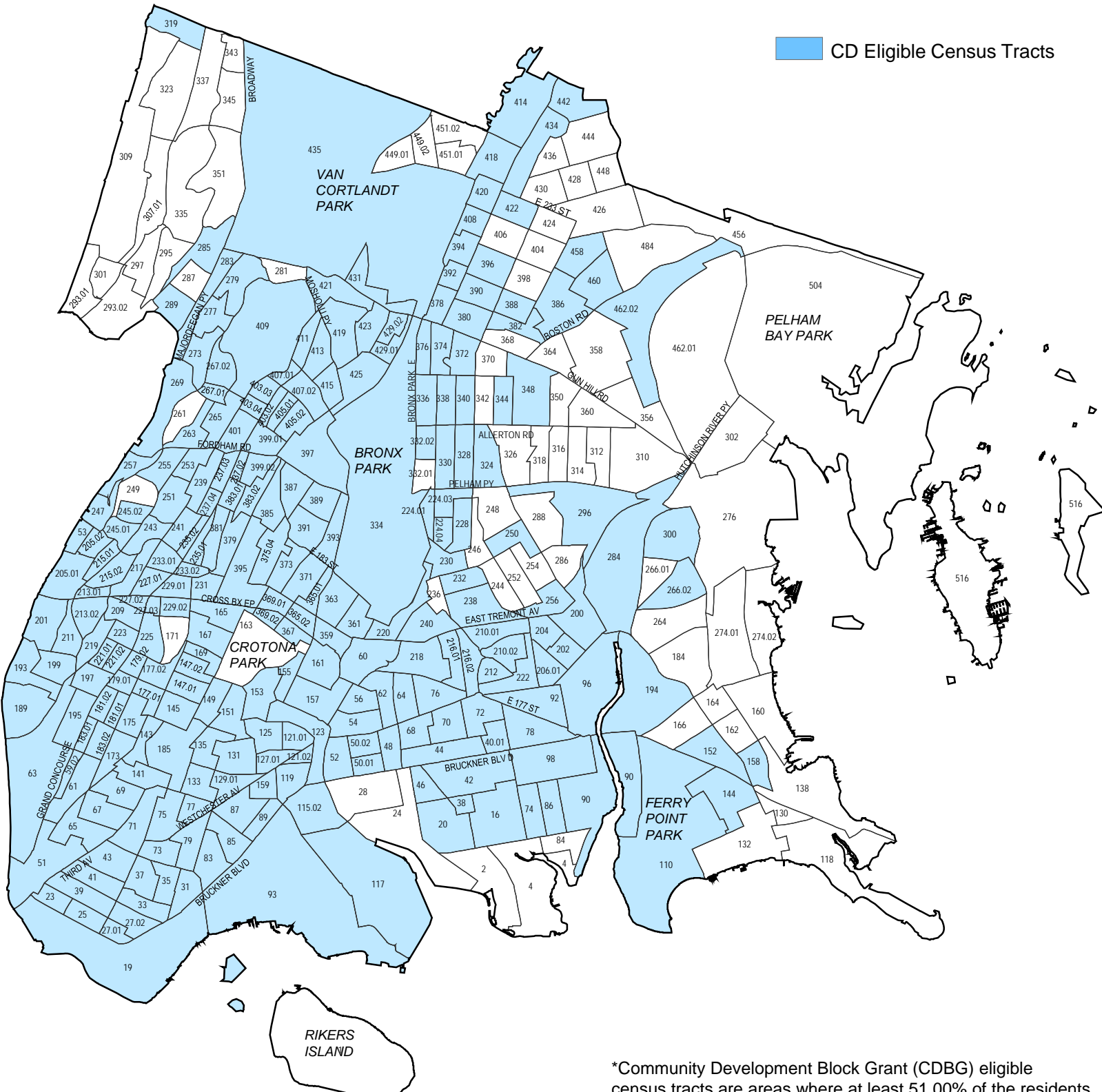
The principal areas for directed assistance in Brooklyn are northern Brooklyn, including Bedford Stuyvesant, Williamsburg, Bushwick, Crown Heights and other neighborhoods. In the south, Coney Island is included.

In Manhattan, the areas for directed assistance include most of Manhattan north of 96th Street and parts of the Lower East Side.

The primary areas of directed assistance in Queens are mainly in Jamaica, Rockaway and Astoria. The primary area of directed assistance in Staten Island is on the northern perimeter of the island.

# Community Development Eligible Census Tracts\*

## Bronx, 2014

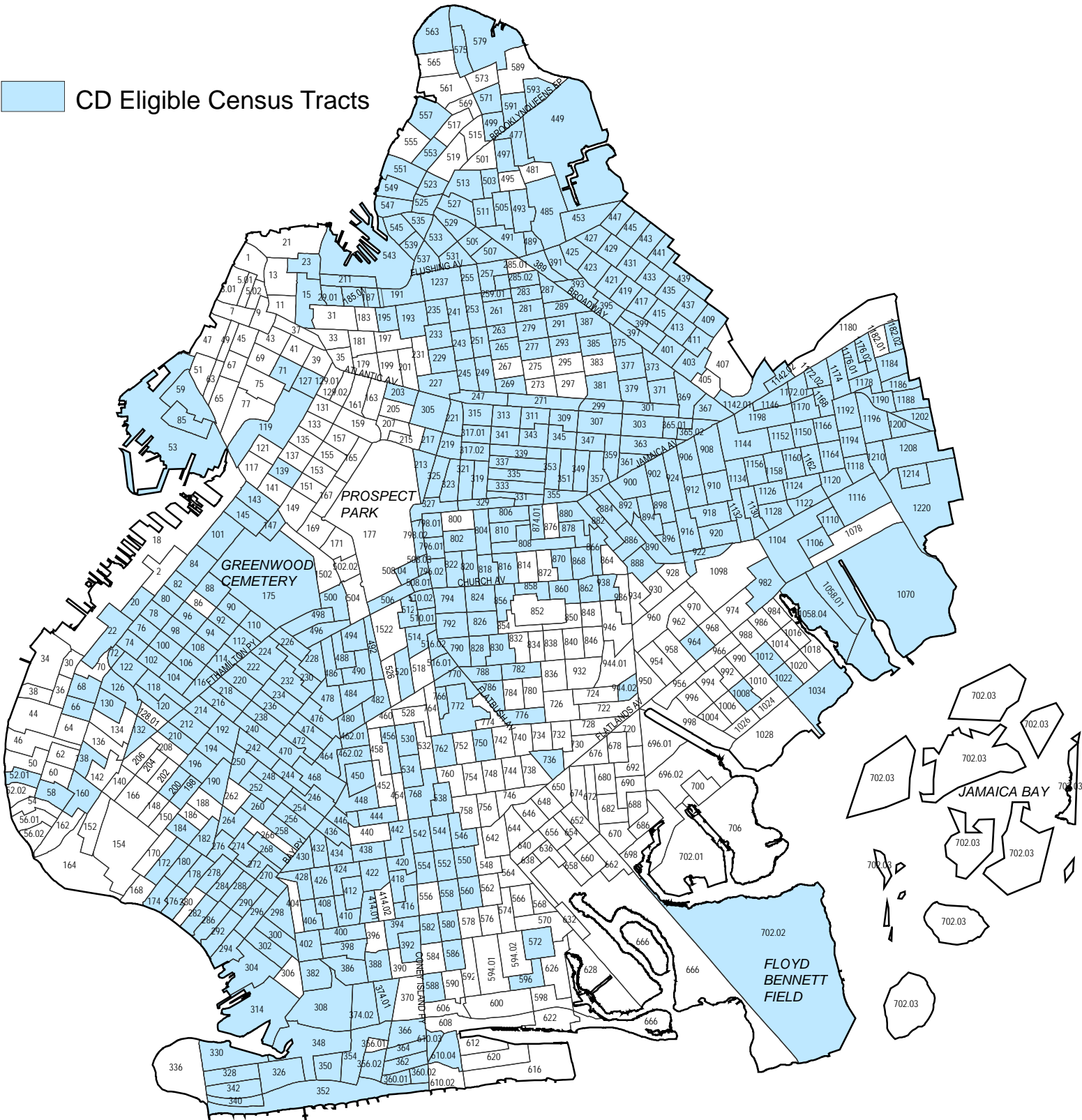


\*Community Development Block Grant (CDBG) eligible census tracts are areas where at least 51.00% of the residents are low and moderate income persons (less than 80% of the 2010 HUD Section 8 Program Median Family Income, or \$63,350 for a family of four).

Sources: U.S. HUD Estimates based on American Community Survey 5-Year 2006 - 2010 Low and Moderate Income Summary Data  
Population Division - New York City Department of City Planning

# Community Development Eligible Census Tracts\* Brooklyn, 2014


 CD Eligible Census Tracts

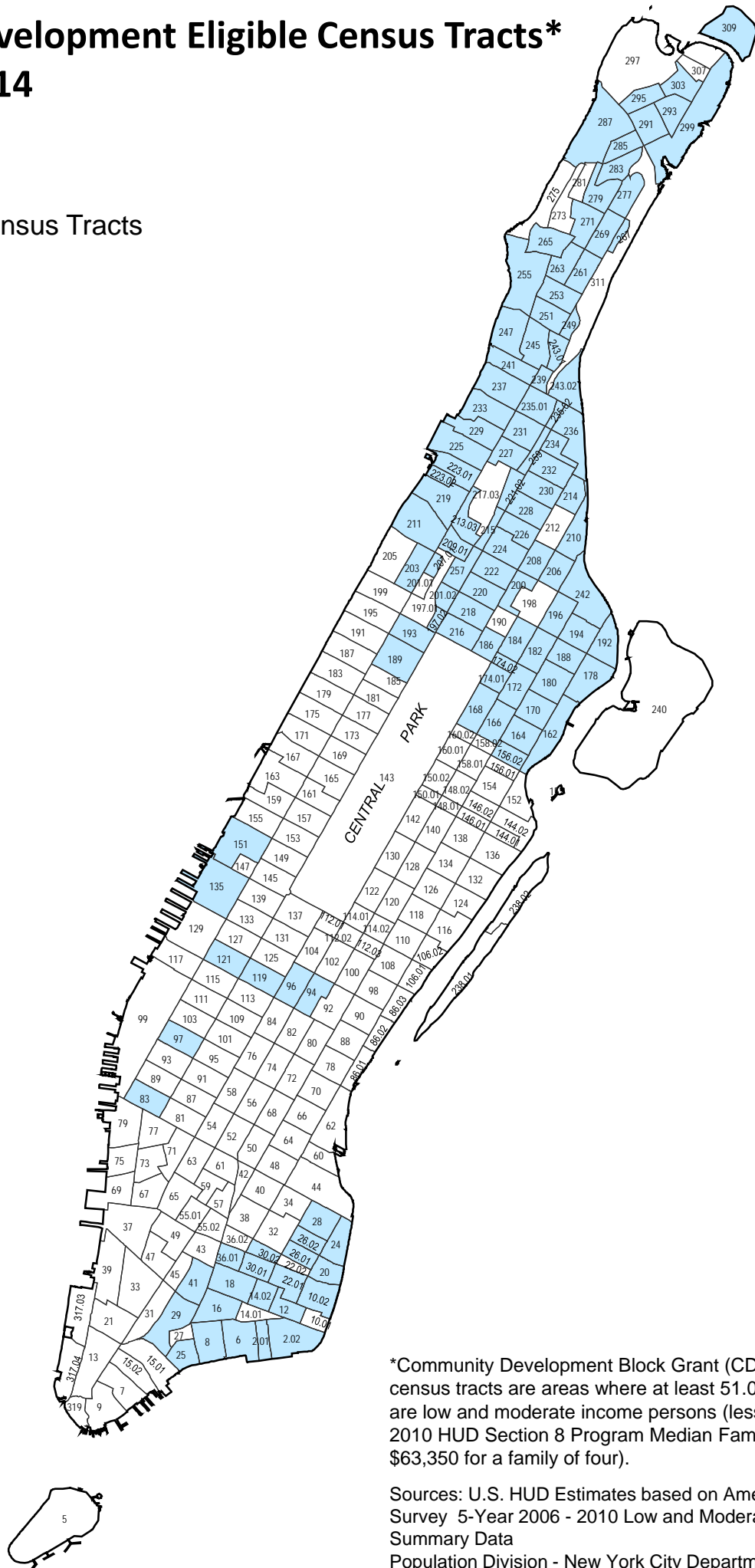


\*Community Development Block Grant (CDBG) eligible census tracts are areas where at least 51.00% of the residents are low and moderate income persons (less than 80% of the 2010 HUD Section 8 Program Median Family Income, or \$63,350 for a family of four).

Sources: U.S. HUD Estimates based on American Community Survey 5-Year 2006 - 2010 Low and Moderate Income Summary Data  
Population Division - New York City Department of City Planning

# Community Development Eligible Census Tracts\* Manhattan, 2014

 CD Eligible Census Tracts



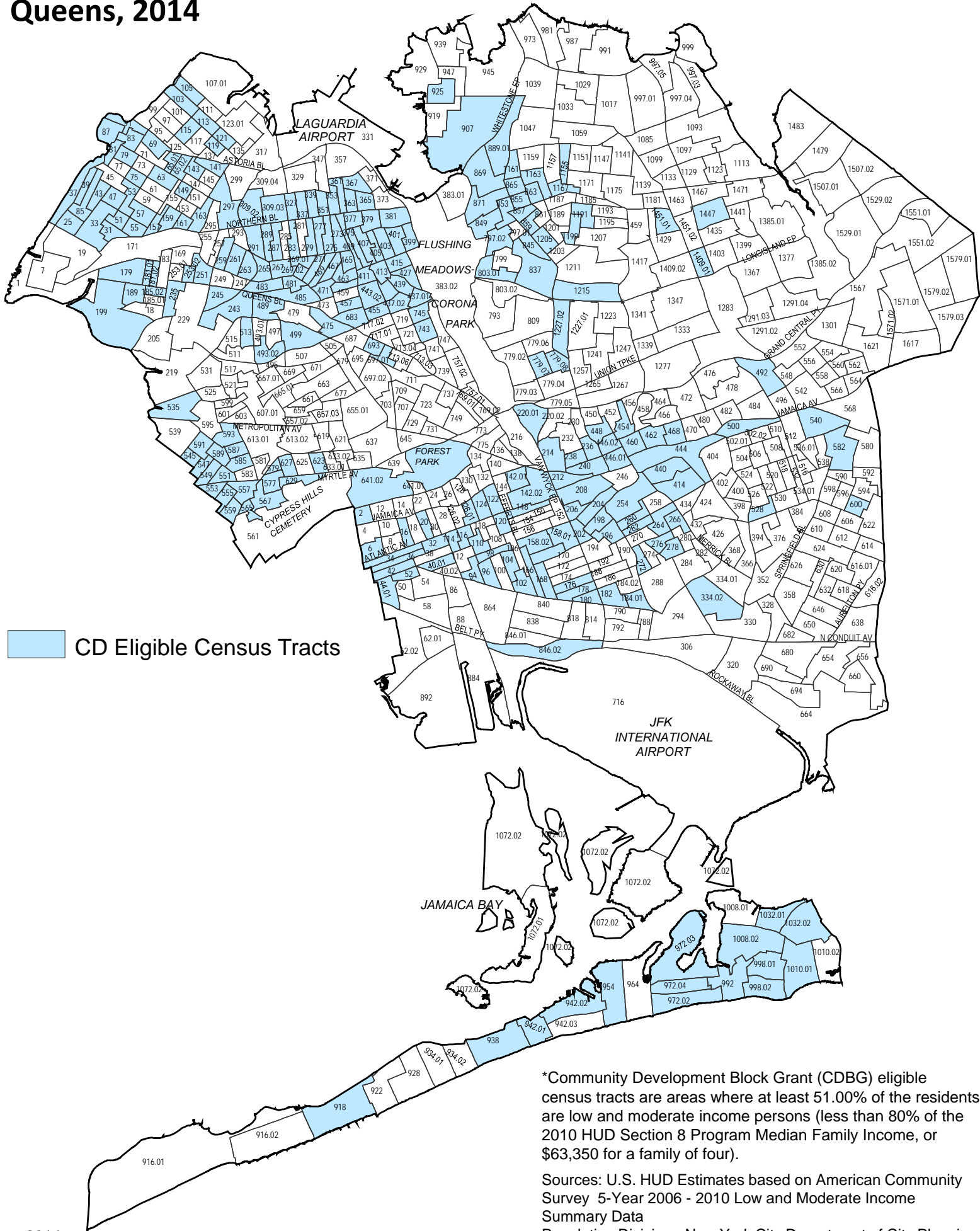
\*Community Development Block Grant (CDBG) eligible census tracts are areas where at least 51.00% of the residents are low and moderate income persons (less than 80% of the 2010 HUD Section 8 Program Median Family Income, or \$63,350 for a family of four).


Sources: U.S. HUD Estimates based on American Community Survey 5-Year 2006 - 2010 Low and Moderate Income Summary Data  
Population Division - New York City Department of City Planning



# Community Development Eligible Census Tracts\*

## Queens, 2014




 CD Eligible Census Tracts

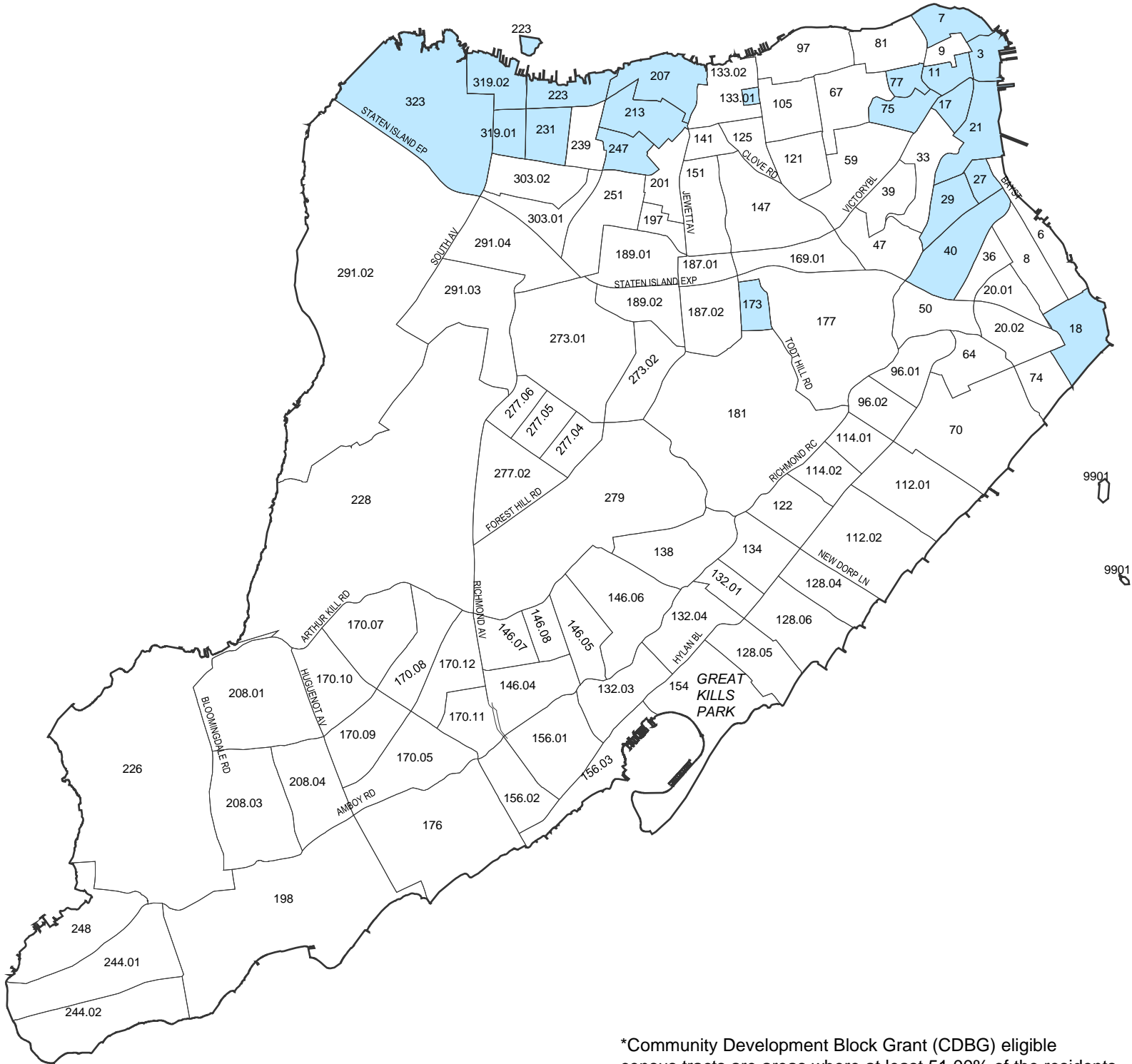
\*Community Development Block Grant (CDBG) eligible census tracts are areas where at least 51.00% of the residents are low and moderate income persons (less than 80% of the 2010 HUD Section 8 Program Median Family Income, or \$63,350 for a family of four).

Sources: U.S. HUD Estimates based on American Community Survey 5-Year 2006 - 2010 Low and Moderate Income Summary Data  
Population Division - New York City Department of City Planning

# Community Development Eligible Census Tracts\*

## Staten Island, 2014

 CD Eligible Census Tracts



\*Community Development Block Grant (CDBG) eligible census tracts are areas where at least 51.00% of the residents are low and moderate income persons (less than 80% of the 2010 HUD Section 8 Program Median Family Income, or \$63,350 for a family of four).

Sources: U.S. HUD Estimates based on American Community Survey 5-Year 2006 - 2010 Low and Moderate Income Summary Data  
Population Division - New York City Department of City Planning

## **B. Grantee Certifications**

### **1. Citizen Participation**

#### Outreach

Please refer to the 2014 Consolidated Plan Volume 2, Part II, Section A., Citizen Participation Plan. This section of the Plan is the most recent description of the citizen participation outreach activities conducted by the Consolidated Plan Committee member agencies relating to their own agency's area of expertise.

#### APR

The public comment period will be held from May 8, 2015 to May 22, 2015. Citizens were notified of the comment period in several ways. A letter announcing the public comment period was sent to approximately 2,000 New York City residents, organizations and public officials. Second, a notice of the public comment period was published in three newspapers with city-wide circulation, an English-language, a Spanish-language and a Chinese-language. The notices included news about the availability of information and data contained in the Consolidated Plan APR to better facilitate informed comments.

Copies of the *Proposed 2014 Consolidated Plan APR* can be obtained in person at the City Planning Bookstore, 22 Reade Street, New York, New York 10007, Monday: 12pm to 4:00pm, Wednesday: 10:00am to 1:00pm, or the following City Planning offices:

#### **Bronx Office**

1 Fordham Plaza, 5th Fl.  
Bronx, New York 10458  
Contact: Kim Canty (718) 220-8500

#### **Queens Office**

120-55 Queens Blvd.  
Queens, New York 11424  
Contact: Brunilda Rivera (718) 286-3169

#### **Brooklyn Office**

16 Court Street, 7th Fl.  
Brooklyn, New York 11241  
Contact: Gleno Holder (718) 780-8280

#### **Staten Island Office**

130 Stuyvesant Place, 6th Fl.  
Staten Island, New York 10301-2511  
Contact: Patti Thode-Nolan (718) 556-7240

In addition, copies of the Proposed APR are available for review at the following public libraries:

#### **Bronx**

Bronx Reference Center  
2556 Bainbridge Avenue  
Bronx, N.Y. 10458  
(718) 579-4257

#### **Brooklyn**

Central Library  
Grand Army Plaza  
Brooklyn, N.Y. 11238  
(718) 230-2100

#### **Manhattan**

Science, Industry and Business Library  
188 Madison Avenue at 34<sup>th</sup> Street  
New York, N.Y. 10016  
(212) 592-7000

Mid-Manhattan Library  
455 Fifth Avenue (at 40<sup>th</sup> Street)  
New York, N.Y. 10016  
(212) 340-0863

NYC Municipal Reference & Research Center ("*the City Hall Library*")  
31 Chambers Street, Suite 110  
New York, N.Y. 10007  
(212) 788-8590

## **Queens**

Central Library  
89-11 Merrick Boulevard  
Jamaica, N.Y. 11432  
(718) 990-0778/0779/0781

## **Staten Island**

St. George Library Center  
5 Central Avenue  
Staten Island, N.Y. 10301  
(718) 442-8560

Lastly, an Adobe PDF version of the Proposed Annual Performance Report was made available for free downloading from the internet via the Department of City Planning's website at: [www.nyc.gov/planning](http://www.nyc.gov/planning).

This document will be submitted to HUD on June 1, 2015. Any questions may be directed to Charles V. Sorrentino, New York City Consolidated Plan Coordinator, at (212) 720-3337. Written comments on the *Proposed 2014 Consolidated Plan APR* should be sent to Mr. Sorrentino by close of business May 22, 2015 at the Department of City Planning, 22 Reade Street 4N, New York, New York 10007, email: [2014ConPlanAPR@planning.nyc.gov](mailto:2014ConPlanAPR@planning.nyc.gov).

## **2. Certificates of Consistency**

In 2014, the City provided certificates of consistency to public, private and not-for-profit entities requesting certificates in a fair and impartial manner.

To facilitate public awareness and understanding of the request process, the City incorporated an informational chart into the 2014 Consolidated Plan, Volume 2, Part II. Other Actions, Section J. Certificate of Consistency.

The chart contained: 1) the types of certificates of consistency that are required for each program; 2) the applicants that may apply for the programs; and 3) the lead agency. The lead agency is responsible for providing the certificate of consistency letter to an applicant. Agency contact persons with their respective telephone numbers were identified on the chart.

In 2014 the City of New York worked with HUD to improve its certification process by: 1) including the City's informational chart, and an informational sheet indicating the internet website addresses for the Consolidated Plan's Housing and Community Profile, Five-Year Strategic Plan, and Five-Year Affirmatively Furthering Fair Housing Statement in Notice of Funding Availability (NOFA) packages for competitive funds; and 2) informing the appropriate City agency of the NOFA conferences for all HUD competitive programs. This allowed the agencies to provide technical guidance to prospective applicants at the outset of the respective funding application periods.

Lastly, the federal government has required public, private and not-for-profit entities applying for competitive grant funds under the HUD SuperNOFA to apply for the funds electronically using the federal government's "E-grant" system. In 2014, the City of New York assisted public, private and not-for-profit entities in the electronic submission of their application for competitive grant funds by providing those with grant applications that were consistent with the City's Consolidated Plan the signed Certifications in Adobe .PDF format. The PDF version is the electronic version of the hard copy material and is an acceptable format for application attachments in the E-grant system.

## **3. Non-hindrance of the Consolidated Plan Implementation**

The Consolidated Plan Committee is comprised of over 12 member agencies. Each Committee member agency complied with the federal regulations pertaining to implementation of the Consolidated Plan. Each agency contact person is responsible for attending the coordinating committee meetings. At these meetings, the HUD regulations and the guidelines are discussed along with other business. The agency representative is required to collect the appropriate information from her or his agency. This information is submitted to the Department of City Planning (DCP). DCP prepares the information for final publication and public review.

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