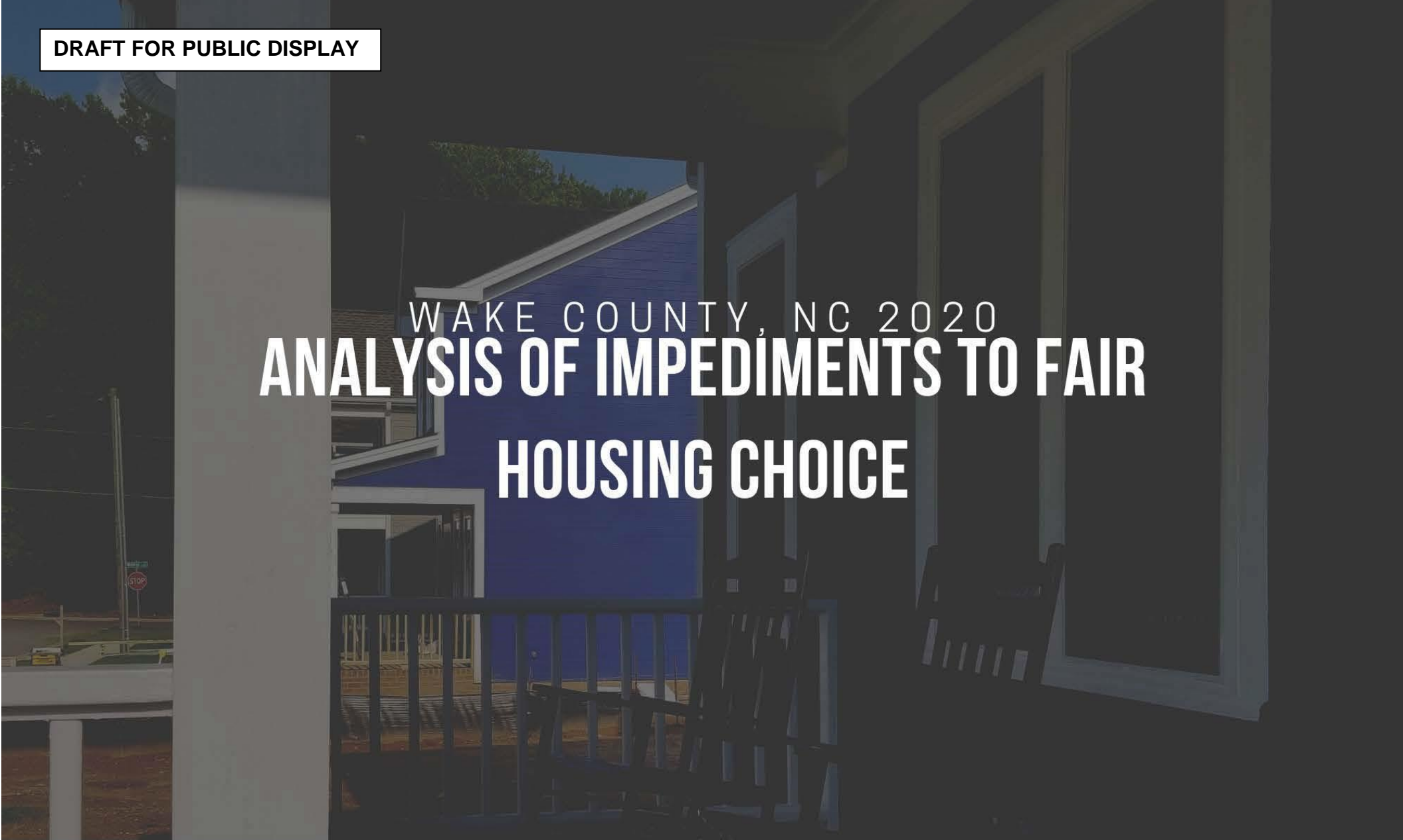


DRAFT FOR PUBLIC DISPLAY



WAKE COUNTY, NC 2020 **ANALYSIS OF IMPEDIMENTS TO FAIR HOUSING CHOICE**

WAKE COUNTY | CITY OF RALEIGH | TOWN OF CARY
RALEIGH HOUSING AUTHORITY | HOUSING AUTHORITY OF THE COUNTY OF WAKE

TABLE OF CONTENTS

Chapter 1: Executive Summary	2	Housing Cost.....	40	Zoning Risk Assessment	84
Introduction.....	2	Housing Unit Size.....	46	Public Transit	88
Determinants of Fair Housing.....	3	Housing Age.....	48	PHA Demographics and Inventory	94
Chapter 2: COMMUNITY PARTICIPATION		<i>D. Disparities in Access to Community Access</i>	<i>49</i>	PHA Policy Document Review	97
PROCESS.....	10	Communities of Opportunity	49	Assisted Housing Inventory	103
Summary of Outreach and Community		Opportunity Mapping.....	50	Language Access Plans	107
Engagement	10	Prosperity Index	51	HMDA Analysis.....	111
Summary of Comments Received on the AI		Job Access Index.....	53	General Mortgage Lending Patterns	112
Document	15	Community Health Index.....	55	Geography of Mortgage Denial	119
Chapter 3: Data Analysis.....	16	Transit Access Index.....	57	High-Cost Lending	119
<i>A. Demographic Analysis</i>	<i>16</i>	Labor Market Engagement Index.....	59	CHAPTER 5: Determinants of Fair Housing	122
Population Trends	16	Comprehensive Opportunity Scores	61	Regional.....	122
Race and Ethnicity	18	62	Wake County	124
Income and Poverty	21	<i>E. Disability and Access.....</i>	<i>63</i>	City of Raleigh	126
Disability and Income	24	Building Codes	63	Town of Cary	128
Ancestry and Income.....	24	<i>F. Fair Housing PROFILE.....</i>	<i>64</i>	Raleigh Housing Authority	129
Familial Status	27	Fair Housing Complaints.....	64	Housing Authority of the County of Wake	130
<i>B. Segregation, Integration & RCAPs</i>	<i>29</i>	Progress Achieved since 2015 AI	70	GLOSSARY	131
Segregation Indices.....	29	Chapter 4: Public Sector Policies.....	76	APPENDIX A: STAKEHOLDERS INVITED TO	
RCAPs.....	31	Review of HUD Community Planning and		PARTICIPATE	133
<i>C. Disproportionate Housing Need.....</i>	<i>36</i>	Design Programs	76	APPENDIX B: ZONING RISK ASSESSMENT TOOL	
Housing Type and Tenure.....	36	Comprehensive Planning.....	79	134

CHAPTER 1: EXECUTIVE SUMMARY

Introduction

In 2015, Wake County led a collaborative effort with the City of Raleigh, the Town of Cary, Raleigh Housing Authority and the Housing Authority of the County of Wake to prepare a regional Analysis of Impediments to Fair Housing Choice (AI). In late 2019, these five entities came together again to collaborate on an update to the 2015 AI. The update includes a review of the demographic and housing data, a comparison of trends and conditions, an assessment of the progress achieved since the previous AI and establishing priority actions for the next five years. The City of Raleigh is the lead entity on this 2020 AI update.

The Housing and Community Development Act of 1974 requires that any community receiving HUD funds affirmatively further fair housing. Communities receiving HUD entitlement funds are required to:

- Examine and attempt to alleviate housing discrimination within their jurisdiction;
- Promote fair housing choice for all persons;

- Provide opportunities for all persons to reside in any given housing development, regardless of race, color, religion, gender, disability, familial status, or national origin;
- Promote housing that is accessible to and usable by persons with disabilities; and
- Comply with the non-discrimination requirements of the Fair Housing Act.

These requirements can be achieved through the preparation of an AI. An AI is a review of a jurisdiction's laws, regulations, and administrative policies, procedures, and practices affecting the location, availability, and accessibility of housing. It is also an assessment of conditions, both public and private, affecting fair housing choice.

An impediment to fair housing choice is defined as any action, omission, or decision that restricts or has the effect of restricting the availability of housing choices to members of the protected classes. The federal Fair Housing Act prohibits discrimination in housing based on race, color, religion, sex, national origin, familial status and disability. These are referred to as protected classes because they are groups of individuals

protected by fair housing law. The North Carolina State Fair Housing Act includes these same seven protected classes.

This AI serves as the basis for fair housing planning; provides essential information to policy makers, administrative staff, housing providers, lenders, and fair housing advocates; and assists in building public support for fair housing efforts. The State is expected to review and approve the AI and use it for direction, leadership, and resources for future fair housing planning. The AI will serve as a point-in-time baseline against which future progress in implementing fair housing initiatives will be evaluated and recorded.

Fair Housing Action Plan

General

The following determinants, or impediments, apply to the entire region of Wake County, and all its municipalities and unincorporated area. The determinants included below focus on issues that cross municipal boundaries and will, therefore, require a regional approach. Given the limited resources available, collaborating and sharing costs, where possible, makes sense.

Determinant: Members of the protected classes are more likely to have lower incomes, higher unemployment rates and higher poverty rates. Limited housing choice restricts access to community assets for members of the protected classes. These trends remain consistent between the 2015 AI and current analysis:

The unemployment rate among Blacks (8.8%) continued to be higher than among Whites (3.8%) and Asians (4.0%).

Poverty rates among Blacks (15.4%) and Hispanics (24.6%) were higher than among Whites (8.3%) and Asians (9.5%).

Median household incomes for Blacks (\$46,663) and Hispanics (\$41,328) was approximately half that of Whites (\$82,241) and Asians (\$97,089).

The poverty rate for persons with disabilities was 7.7% higher than for persons without disabilities.

The poverty rate for foreign-born residents (15.4%) exceeds that of native-born residents (9.3%).

The poverty rate for female-headed households with children (29.0%) is significantly higher than for married couples with children (3.5%).

Goal: Remove barriers to accessing community assets for members of the protected classes.

Priority Action: Continue to pursue transportation route development and planning that prioritizes linking higher opportunity areas and job centers with lower opportunity neighborhoods.

Priority Action: If proposed market-rate housing developments require negotiation with a governing body, ensure new developments will not discriminate based upon source of income (i.e. Housing Choice Vouchers).

Determinant: The public transportation system in Wake County, which serves members of the protected classes, is fragmented and does not adequately connect RCAPs to higher opportunity areas.

Goal: Advocate for public transit systems to connect lower income neighborhoods with major employment centers.

Goal: Increase coordination among transportation staff and persons involved in

housing development to better align housing developments along transportation corridors.

Priority Action: Utilize the Wake County Transit Plan to provide increased transit access for members of the protected classes. In particular, ensure that areas with affordable housing should be connected to the region's major employment centers to enable lower income individuals to access employment opportunities.

Priority Action: Prioritize transit coverage over ridership to improve transit access for persons with mobility limitations and extend access for more lower income individuals seeking employment opportunities outside of their neighborhoods.

Priority Action: Coordinate future transportation route planning with affordable housing developments. Take action to preserve affordability in areas planned for transit-oriented development, as housing costs may increase in response to new transit routes.

Priority Action: Acquire parcels in the vicinity of transit-oriented developments for the specific purpose of creating affordable housing. Public acquisition of such parcels can assist affordable housing developers to create units in higher cost locations.

Priority Action: Establish a formal policy of locating public service facilities for City and County agencies on bus lines whenever

possible. Actively encourage non-profits serving transit-dependent clientele to do the same.

Priority Action: Incorporate Wake County's transportation initiatives with current transit-oriented development efforts in Durham and Chapel Hill to expand access to regional employment centers.

Determinant: Members of the protected classes—particularly those living in RCAPs—are disproportionately denied mortgages in the private sector.

Goal: Increase the competitiveness of mortgage applications among members of the protected classes.

Primary Action: Continue to support homebuyer education and financial literacy efforts, particularly for RCAP residents and persons with LEP through Spanish homebuyer education.

Determinant: Fair housing education and outreach efforts are not adequately meeting need.

Goal: Increase fair housing education, outreach and enforcement across all of Wake County.

Priority Action: Target education and outreach, especially to landlords renting a small number of units, who may be unaware of fair housing laws and their legal responsibilities.

Priority Action: Conduct paired real estate testing in the local rental market. Publish the results in local newspapers as a means of public education and deterrence against future discrimination by landlords.

Priority Action: Target fair housing education and outreach to Wake County's growing Hispanic and Asian populations, of whom significant numbers have limited English proficiency.

Priority Action: Educate elected officials, appointed members to planning commissions and zoning boards of adjustment, and department staff responsible for CDBG funds in Wake County's subrecipient communities on their legal obligation to affirmatively further fair housing.

Wake County

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas a Countywide priority.

Priority Action: Continue to utilize Wake County's Affordable Housing Plan to encourage affordable and mixed-income housing development in non-impacted areas, including expanded capacity for accessory dwelling units.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: HUD sub-recipients are not required to sign certifications to ensure that they will affirmatively further fair housing, nor are there policies in place to address the potential for the suspension or denial of HUD funds to a sub-recipient that has engaged in discriminatory behavior relative to housing.

Goal: Ensure that Wake County CDBG subrecipients affirmatively further fair housing.

Priority Action: Create or revise CDBG program subrecipient agreements to include the

certification to affirmatively further fair housing and enforce compliance by withholding or denying funds to municipalities that engage in discriminatory behavior related to housing.

Determinant: Zoning ordinances have become more restrictive of fair housing choice since 2015, placing jurisdictions at a potentially higher risk for discrimination against members of the protected classes. Zoning ordinances for municipalities within the Urban County continue to restrict housing choice for members of the protected classes. This jeopardizes Wake County's ability to affirmatively further fair housing.

Goal: Increase CDBG program subrecipient awareness of fair housing laws and ensure the subrecipients' actions comply with HUD regulations and consistent with fair housing laws.

Priority Action: Monitor and evaluate the zoning ordinances and housing development priorities of local governments applying for federal funds from the County to ensure they are meeting their legal obligation to affirmatively further fair housing in a manner consistent with Wake County's fair housing objectives and HUD's certification to affirmatively further fair housing.

Priority Action: Reach out to stakeholders in CDBG subrecipient communities and provide education and outreach on zoning issues, NIMBYism, the importance of affordable housing

in all communities and neighborhoods, and other obstacles to fair housing choice.

Priority Action: Adopt a formal policy to withhold CDBG and HOME funding from local units of government with discriminatory language in local zoning or other municipal ordinances, or which have engaged in discriminatory behavior by denying affordable housing development.

Priority Action: Continue to prioritize affordable housing developments in areas of Wake County that have lower rates of assisted housing. Continue increasing per-unit subsidies, as necessary, in order to expand affordable housing in higher opportunity, high-cost areas of Wake County.

Determinant: The ability to process and investigate housing discrimination throughout Wake County, according to stakeholders, is impeded by a lack of resources—financial, human, and technical. A county-wide fair housing commission with enforcement and investigative powers would enable residents to file complaints locally rather than with the North Carolina Human Relations Commission or HUD.

Goal: Collaborative to establish a Wake County Human Relations Commission with appropriate investigative and enforcement authority for housing discrimination complaints.

Priority Action: Adopt a countywide ordinance establishing a commission with appropriate rights

and responsibilities, including the authority to process and investigate housing discrimination complaints, enforce settlements, provide education and outreach, and conduct paired testing.

Priority Action: Add source of income as a protected class to a countywide ordinance, thereby expanding housing choice for households with legal third-party sources of income (e.g., child support, spousal support, Housing Choice Vouchers, disability payments and other public subsidies).

City of Raleigh

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas a Citywide priority.

Priority Action: Continue to implement the City's Affordable Housing Location Policy to address affordable housing issues.

Priority Action: Continue to evaluate the feasibility of seeking future additional Neighborhood Revitalization Strategy Area (NRSA) designations for eligible census tracts. In addition to focusing on neighborhood revitalization, the NRSA designation also fosters residential integration.

Priority Action: Revise the Unified Development Ordinance to permit accessory dwelling units, which can provide affordable housing opportunities, in at least one residential zoning category.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: Racially concentrated areas of poverty are clustered in the City of Raleigh, found primarily where lower income Black and Hispanic residents live. All these areas are located within very low and low opportunity areas. Public housing units are clustered in RCAPs as well.

Goal: Improve overall living conditions in RCAPs while expanding affordable housing options in higher opportunity areas.

Priority Action: Allocate CDBG funding for public facilities and infrastructure improvements in RCAP areas.

Priority Action: To preserve the City's existing affordable housing stock, the City should work with developers to incorporate affordable housing units into market rate projects where the City subsidizes public infrastructure improvements related to the housing development.

Priority Action: Continue to partner with Raleigh Housing Authority in creating affordable housing developments in higher opportunity areas.

Determinant: The City's Fair Housing Hearing Board does not have the legal authority to enforce the City's Fair Housing Ordinance. According to stakeholders, the North Carolina Human Relations Commissions is backlogged, cannot resolve complaints in the time required by law, and has an extremely low-resolution rate. A local fair housing agency with enforcement authority is needed in Raleigh.

Goal: Increase local capacity to process, investigate and enforce settlements for housing discrimination complaints.

Priority Action: Join with Wake County to establish a countywide human relations commission with adequate enforcement and investigative authority to resolve local complaints.

Priority Action: Reinstate subpoena power to the Fair Housing Hearing Board to allow fair housing issues to be resolved locally rather than referring complaints to the North Carolina Human Relations Commission. Employ a full-time paid staff member to supplement the Fair Housing Hearing Board's current part-time and volunteer staff.

Determinant: Recent development activity has yielded results that run contrary to the City's comprehensive plan goals to expand housing choice. Approximately 30% of approved rezoning requests in 2018 were inconsistent with the Future Land Use Map or Comprehensive Plan.

Goal: Ensure that decisions regarding rezoning requests are made consistent with the Future Land Use Map and the Comprehensive Plan.

Priority Action: The City has created an excellent framework for advancing fair housing through its Comprehensive Plan, *Raleigh 2030*. Decision-making, particularly in rezoning matters, that is consistent with this document will further the City's commitment affirmatively further fair housing choice.

Town of Cary

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas a Town-wide priority.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: HUD sub-recipients are not required to sign certifications to ensure that they will affirmatively further fair housing, nor are there policies in place to address the potential for the suspension or denial of HUD funds to a sub-recipient that has engaged in discriminatory behavior relative to housing.

Goal: Ensure that Cary CDBG subrecipients affirmatively further fair housing.

Priority Action: Create or revise CDBG program subrecipient agreements to include the certification to affirmatively further fair housing and enforce compliance by withholding or denying funds to entities that engage in discriminatory behavior related to housing.

Determinant: The Cary Planning Department's Housing and Community Development Section is currently without a formal policy for ensuring that persons with LEP, a rapidly growing demographic in the Town, can access its housing and community development services and programs.

Goal: Ensure that persons with limited English proficiency can access the affordable housing services and programs offered by the Town.

Priority Action: Conduct the four-factor analysis and adopt a Language Access Plan.

Priority Action: Collaborate with stakeholders and advocates in communities with large populations of persons with LEP to ensure that their housing choice is not restricted as a result of their LEP. In response to Cary's growing first-generation Hispanic community, fair housing rights as they relate to ethnicity and country of origin should be emphasized.

Determinant: Some elements of Cary's comprehensive plan and zoning ordinance could potentially reduce integration.

Goal: Revise Cary's 2020 *Affordable Housing Plan* and zoning ordinance to connect the Town's fair housing requirements with its affordable housing needs.

Priority Action: Emphasize creating affordable housing in higher opportunity and high employment areas, regardless of household income, to stop further concentration of lower income minorities in certain neighborhoods.

Priority Action: Incentivize affordable housing development in Cary's 35 mixed-use centers, which provide the option for affordable medium-density housing connected to public transit.

Priority Action: Re-evaluate the exterior design standards required in Cary's zoning ordinance to ensure that the standards do not increase the cost of affordable housing construction to the point where it becomes prohibitively expensive.

Raleigh Housing Authority

Determinant: The lack of affordable housing opportunities overall and the lack of affordable housing options outside of RCAPs continue to be significant impediments to mobility in across Wake County.

Goal: Deconcentrate HCV holder units and foster affordable housing opportunities in higher opportunity areas.

Priority Action: Continue providing mobility counseling for all HCV recipients in order to encourage them to look for units outside of areas of high poverty or minority concentration.

Priority Action: Continue to seek landlord participation in the HCV program from property owners with affordable rental units in higher opportunity areas.

Priority Action: Collaborate with the HACW to establish a Landlord Risk Mitigation Fund to encourage landlord participation in the HCV program.

Determinant: The 2017 Language Access Plan (LAP) has not been updated. With increasing diversity across Wake County, the RHA must ensure that persons with LEP can access its RHA services and programs.

Goal: Ensure that persons with limited English proficiency can access the services and programs offered by the RHA.

Priority Action: Annually, update the four-factor analysis with current Census data to reflect current demographic trends among persons with LEP.

Housing Authority of the County of Wake

Determinant: Unemployment and poverty rates are higher among Blacks and Hispanics, both of whom are over-represented among public housing residents.

Goal: Expand business development and employment opportunities among HACW residents.

Priority Action: Adopt a Section 3 Plan to develop, foster, and involve Section 3 workers and businesses. One example of this would be informing public housing residents about

available training and job opportunities and then guiding them through the Section 3 process.

Determinant: The lack of affordable housing opportunities overall and the lack of affordable housing options outside of RCAPs continue to be significant impediments to mobility in across Wake County.

Goal: Deconcentrate HCV holder units and foster affordable housing opportunities in higher opportunity areas.

Priority Action: Continue providing mobility counseling for all HCV recipients in order to encourage them to look for units outside of areas of high poverty or minority concentration.

Priority Action: Continue to seek landlord participation in the HCV program from property owners with affordable rental units in higher opportunity areas.

Priority Action: Collaborate with the RHA to establish a Landlord Risk Mitigation Fund to encourage landlord participation in the HCV program.

Determinant: The population of Wake County is diversifying with more than 4% of the population speaking Spanish. It's incumbent upon the HACW to ensure that persons with LEP can access its services and programs.

Goal: Ensure that persons with limited English proficiency can access the services and programs offered by the RHA.

Priority Action: Conduct the four-factor analysis and prepare a Language Access Plan (LAP) to accommodate persons with LEP.

CHAPTER 2: COMMUNITY PARTICIPATION PROCESS

Summary of Outreach and Community Engagement

The Community Participation Plan undertaken for the Wake County Regional AI was a collaborative effort between Wake County, the City of Raleigh, the Town of Cary, the Raleigh Housing Authority, and the Housing Authority of the County of Wake. The Plan consisted of the following activities:

- Topic-based workshops with key stakeholders, identified by the partners, whose emphasis involves housing in one facet or another such as housing development, fair housing advocacy, and disability advocacy. A list of invitees is included in Appendix A.
- Conducting a web-based survey for all residents of Wake County.
- Holding public meetings.

The draft AI will be placed on a 30-day public display and comment period by Wake County, the City of Raleigh and the Town of Cary along with their respective Consolidated Plans. Any comments received on the AI will be included in

the final AI document to be approved by each of the three jurisdictions. The housing authorities will incorporate the AI into their respective Five-Year Plans and Annual Agency Plans.

Stakeholders Invited to Participate

Stakeholder outreach is a highly valuable element of the AI planning process. Reaching out to stakeholders whose primary clients include members of the protected classes is one of the most effective methods for identifying impediments to housing choice. Listening to the organizations that provide direct services to members of the protected classes provides the best results when trying to learn about the public policies that restrict housing choice for protected class members.

Summary of Comments Received During Outreach

During the outreach process from November 12-15, 2019, several themes emerged: fair housing, affordable housing, economic and workforce development, transportation, homelessness, and non-homeless special needs. The comments for each category are summarized below:

Challenges to and Trends in Fair Housing

- There has been an uptick in the number of fair housing complaints/cases related to harassment and coercion based on race, national origin and/or color.
- Approximately half of the housing discrimination complaints received are related to requests for reasonable accommodations. There is a need to educate landlords and property managers because many of the requests are for accommodations that would be made at the tenant's expense.
- There is a need to educate landlords and property managers about emotional support animals.
- There has been an increase in the number of familial status complaints. For example, landlords and property managers are not renting certain units to families citing that to do so would result in overcrowding. However, the occupancy rules are based on the municipality's ordinance related to the number of persons per square foot and not persons per bedroom. This is also

happening for single parents in cases in which the landlord is stating that the child(ren) need their own room(s). There has been an increase in paired testing based on familial status.

- Stakeholders reported instances of families being evicted because of the behaviors of children with disabilities. For example, an autistic child may be loud, and this is causing an eviction.
- There is a difference between ADA building standards and Fair Housing Design and Construction standards and not all building inspectors are aware of the differences, which leads to costly problems for developers to retrofit new construction to meet both sets of standards. Fair housing education and outreach is needed for architects, code inspectors, building inspectors, etc.
- There is a need for education and outreach related to fair housing laws for tenants and landlords but when trainings occur, they are sparsely attended. Partnering with a larger organization that can help pull in a crowd could be beneficial.
- Criminal background checks are an issue and disproportionately affect non-White members of the community.

Affordable Housing

- One emerging challenge is the need for prospective tenants to show proof of income that is three or more times the monthly rent to meet income qualifications for housing. Even families with at least one employed person earning \$13 per hour cannot meet this requirement. The income requirement is a significant barrier for households, who can pay month-to-month, in achieving housing stability. Stakeholders reported that even LIHTC developments have this income requirement.
- Rents are rising rapidly. One stakeholder reported that in a particular development, the rents have increased from \$650/700 per month to \$1000 per month over the last three years.
- It takes a long time to receive a Housing Choice Voucher because of a long waiting list. Once a tenant receives a voucher, it can still take a long time to find housing that is affordable even with the voucher.
- Stakeholders reported that landlords are reluctant to accept a voucher in part due to a low vacancy rate and the required inspection process, which costs landlords lost rent while the unit is vacant and awaiting inspection. There is a need for an increased effort to reduce inspection times by the PHA.

- There is a need for a Landlord Risk Mitigation Fund for landlords to encourage participation in the HCV program.
- There is a significant need for elderly housing. Many seniors wish to live in an elderly development, but the waiting list is long.
- There is a need for increased education related to City funds that are available for housing rehab. The City is not always able to spend its funds due to a lack of eligible applicants as opposed to a lack of need for housing rehab.
- The cost of land is an impediment to developing affordable housing in higher opportunity areas.
- There is a newly developed Community Land Trust that, while it has not yet acquired land, is in the process of starting up.
- Stakeholders pointed to the tension between municipalities wanting to build affordable housing versus building units that will be assessed at a higher value. The perception is that building affordable housing limits tax revenue.
- Developers are looking for increased stability and predictability from jurisdictions for new development.
- There are few affordable options outside of low opportunity neighborhoods with

higher crime and safety issues than their high opportunity counterparts.

- There is significant interest in a housing bond in the City of Raleigh. Stakeholders are following this closely.
- Stakeholders discussed the need for additional affordable housing along transportation lines.

Economic Development and Workforce Development

- Under-employment is a significant issue. Employees need stepping-stones to increase wages and to be able to build a career
- There is a labor shortage in the construction industry – plumbers, electricians, HVAC, etc. There is a new program to get new workers trained in these fields but there remains a shortage of applicants.

Transportation

- There is a need for the transportation system entities to re-evaluate bus routes, number of buses along various routes, etc. because the wait times and transit times are long.
- Additional transit service is needed for second- and third-shift workers and for those who work weekends and holidays and are transit-dependent.

- Last year the VA cut bus passes for veterans, who now have decreased transportation options.
- There is a need for discounted/free bus fares for low- and moderate-income persons.
- There is a need for integrated transportation systems (Go Triangle, Go Raleigh, Go Cary). There is movement on this front with Go Triangle taking the lead.
- Transportation is a significant issue for persons with disabilities who want to work. A voucher system in which a person with a disability had the same driver each day would be ideal, particularly for persons who benefit from having a routine.
- There is a need for increased coordination among transportation staff and persons involved in housing development to better align housing developments along transportation corridors.

Homelessness

- There are over 4,000 heads of household who are experiencing homelessness. Because these are heads of households, there are at least twice as many people experiencing homelessness.
- Service providers reported an explosion in the number of families experiencing

homelessness. Many of these families are couch surfing or living in cars. Causes of homelessness include domestic violence, drug and alcohol abuse, rising rents and taxes, and life circumstances that precipitated losing housing.

- Stakeholders mentioned that there is a new facility – Oak City Cares – that is intended to be a one-stop-shop for services for persons/families experiencing homelessness.
- Diversion money is needed to help keep individuals and families stably housed.
- There is a need to educate persons who have been chronically homeless about how to be a good tenant as not all persons have learned the skills and habits that are essential to be a good tenant.
- Some programs that assist persons experiencing homelessness require a person to present an eviction notice before assistance can be provided; however, this causes the eviction to remain on the person's record, which negatively affects their ability to secure housing.
- There is a need for funding to assist with court fees.
- Stakeholders discussed that many area churches would like to get involved but there is no coordinated effort at this time.

- A challenge for persons experiencing homelessness is that there is a waiting list for affordable units but to get on the waiting list one must apply, which requires an application fee. There is a need for a clearinghouse for all subsidized units that would require one application fee.

Non-Homeless Special Needs Populations

- Homeless veterans need housing. Because of trauma, shared living is not always a suitable option.
- There is additional need for supportive services and housing for persons with mental illness.
- There is a need for more permanent supportive housing for persons with disabilities, particularly as there are many adult children with disabilities living with their elderly parents. The ideal environment would be duplexes, townhouses and small developments with residential support staff.

Other Issues

- A lack of affordable childcare is an issue. Stakeholders reported that it is possible to get a childcare voucher if the caregiver has a job but there is no voucher available for caregivers in the process of finding a job.
- There is a need for the government to re-evaluate if education and outreach policies and procedures regarding available programs has an implicit bias. There are programs available that are not being accessed by residents.
- Nearly all the displacement that is occurring is in southeast Raleigh, an historically African American area. A stakeholder pointed out that southeast Raleigh does not have the same levels of protection as other areas because it does not have historic districts, conservation overlays, etc.
- There is a need for education about areas at risk of gentrification related to the real value of their homes so that if they choose to sell their home, then they are getting market value rather than what might be offered by the investor, which tends to be significantly less than market value.

Summary of Web-based Survey

To maximize community engagement, a web-based survey instrument was developed to solicit input from stakeholders and residents throughout Wake County. A skip logic survey was created and launched from Survey Monkey for a four-week period lasting from early October through November 2019.

A total of 378 survey responses were received and tabulated for this summary. Of the respondents, 57% were Raleigh residents, 15% were Cary residents, and 28% were residents of Wake County who lived outside of Raleigh and Cary. The responses are summarized below.

City of Raleigh

There was a total of 216 responses received from residents of Raleigh. Respondents were largely between the ages of 25-64 (60%), Caucasian/White (82.35%), non-Hispanic (98.55%), female (54.35%), and having an annual income of \$60,000 or more. Eight percent reported living in a household that included a person with a disability.

Among the most significant responses by Raleigh respondents were the following:

- 10.87% felt they were discriminated against when looking for housing.
- 76.47% of those described the person who may have discriminated against them as a landlord or property manager at an apartment complex (64.71%).

- Race was the most common answer (35.29%) specified as the basis for discrimination. Another 41% reported “other” with a variety of reasons for which they believed they were discriminated against. Qualitative results showed “other” as: relationship status, sexual preference, age, credit history, type of pet owned, and physical appearance (tattoos); however, several of these are not protected classes under federal, state or local fair housing laws.
- Eighty-two percent (82%) of the respondents who believed they faced discrimination did not report the incident, noting they “did not think it would make a difference” if they reported it.
- Nine percent (9%) of respondents answered reported they were denied reasonable accommodation requests made to landlords. Examples of denied requests included requesting changes to the rental payment due date for an individual who received disability benefits after rent payments were due and home modifications to make a unit accessible.
- When asked what they would do if they felt they had been discriminated against, a third of respondents reported they would “do nothing and look for other housing” while 25% reported they “wouldn’t know what to do”. Most respondents stated they were not sure

who they would report the discriminatory behavior to.

Wake County

A total of 105 responses were received from County residents living outside of Raleigh and Cary. Respondents were largely between the ages of 25-64 (40%), Caucasian/White (77.27%), non-Hispanic (91.11%), male (60%), and earning an annual income of \$60,000 or more. Fourteen percent (14%) reported living in a household that included a person with a disability

Among the most significant responses by this group were the following:

- 7.55% felt they were discriminated against when looking for housing.
- 57.14% of those described the person who may have discriminated against them was a landlord or property manager in a neighborhood with mostly single-family homes (71.43%).
- 57.14% reported race and 57.14% reported color as the bases for discriminated.
- Eighty-seven percent (87%) of the respondents who believed they had been discriminated did not report the incident. Qualitative responses included “not knowing they were being discriminated against” and “used to being treated that way”.

- Twenty-nine percent (29%) of respondents reported they would “do nothing and look for other housing” if they felt they had been discriminated against, while another 22% reported they would “report the discrimination”; however, most respondents stated they were not sure who they would report the discriminatory behavior to. Some noted reporting it to an attorney and others, the housing authority.

Town of Cary

There were 57 responses received from Cary residents. Respondents were largely between the ages of 25-64 (40%), Caucasian/White (95.83%), non-Hispanic (96%), female (68%), and earning an annual income of \$60,000 or more. Twelve percent (12%) reported living in a household that included a person with a disability

Among the most significant respondents by this group were the following:

- 10.71% felt they were discriminated against when looking for housing.
- 75% of those described the person who may have discriminated against them as a real estate agent in a neighborhood with mostly single-family homes (100%).
- 75% reported family status (presence of children) as the basis they believed they were discriminated against.

- 100% of the respondents who believed they faced discrimination did not report the incident, with 75% noting they “didn’t think it would make a difference”.
- No one reported having been denied reasonable accommodation.
- 46.43% of respondents reported they would “do nothing and look for other housing” if they felt they had been discriminated against.
- Most respondents stated they were not sure who they would report discrimination to if they wanted to.

Overall, the results of the online survey indicate a continuing need for fair housing education, outreach and enforcement.

Summary of Comments Received on the AI Document

(to be added following public comment period)

CHAPTER 3: DATA ANALYSIS

A. DEMOGRAPHIC ANALYSIS

The demographic analysis for the 2020 AI has been updated to reflect the most current version of data available, regardless of the data source. Where appropriate, comparisons were made with the findings in the previous 2015 AI.

Population Trends

Wake County continues to urbanize rapidly

Between 2013 and 2017, the population of Wake County grew by an additional 100,000 residents, an increase of more than 11% over five years.¹ The county's residential growth continues to be driven by strong economic growth in related technology, education, and service industries. These are, in turn, driving a continuing high demand for housing in Wake County.

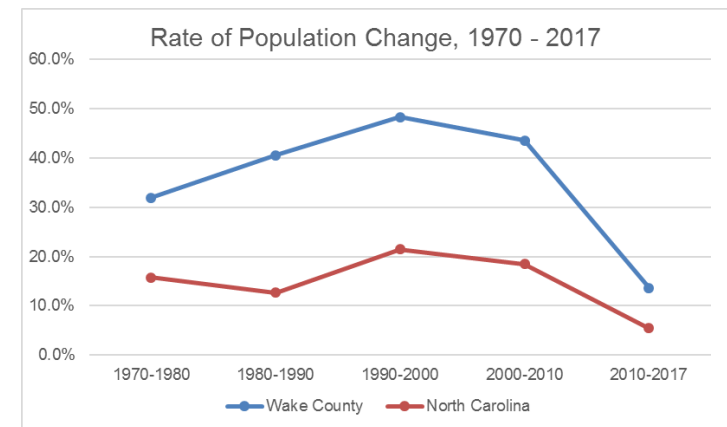
Wake County was home to over 1,000,000 residents in 2017 and is one of the major economic and population centers of North Carolina. Population growth has been rapid since the 1970s, with the population increasing

by at least 30% every decade from 1970. In the current decade, Wake County's population growth has slowed to a rate of 13.6% from 2010-2017. North Carolina, by comparison, had a much slower growth rate 5.4% during this same period.

The 348% overall increase in Wake County population between 1970 and 2017 was much higher than the North Carolina state average of 97.8%. This continues the trend of Wake County as a high-growth region in a rapidly growing state. The chart below shows the rate of population change for Wake County and North Carolina, marked in 10-year (decennial) increments. Changing demographic patterns have been further influenced by continuing expansion into less-settled towns as residents seek out lower cost housing outside of Raleigh and Cary. The fastest-growing townships continue to be those located in previously rural areas of Wake County. These areas have gained residents exponentially, and the majority of

additional housing units constructed to accommodate this growth have been detached, single-family structures. This "leap-frog" pattern of development into previously non-residential areas is characteristic of many regions in the Sun Belt.

While these areas have had the highest growth rates in terms of percentages, the most population growth by number of persons has occurred within the communities of Raleigh and Cary. In the rest of the County, growth rates have varied considerably by municipality.



¹ The 2013-2017 American Community Survey data is the most recent reliable data source available and is used throughout this report.

City of Raleigh

Raleigh is Wake County's largest municipality accounting for 43.9% of its population in 2017. This is slightly less than the City's percentage of the County population in 2010 when it was 44.8% with the decrease a result of growth in Cary and across Wake County.

Between 2010 and 2017, Raleigh added 45,585 residents, increasing in population by 11.3%. This was lower than the overall County population growth rate of 13.6%.

Town of Cary

Cary residents comprised 15% of Wake County's population in 2010 but expanded to 15.6% by 2017. Between 2010 and 2017, Cary added 24,481 residents, increasing in population by 18.1%. Cary's rate of growth exceeded the County rate of 13.6%.

Municipality	2010	2017	% Change 2010 - 2017
North Carolina	9,535,483	10,052,564	5.4%
Wake County	900,993	1,023,811	13.6%
Urban County*	497,101	574,334	15.5%
Apex Town	37,476	45,899	22.5%
Fuquay-Varina Town	17,937	24,373	35.9%
Garner Town	25,745	28,048	8.9%
Holly Springs Town	24,661	31,827	29.1%
Knightdale Town	11,401	14,363	26.0%
Morrisville Town	18,576	23,873	28.5%
Rolesville Town	3,786	6,308	66.6%
Wake Forest Town	30,117	38,473	27.7%
Wendell Town	5,845	6,516	11.5%
Zebulon Town	4,433	4,943	11.5%
Unincorporated Area	317,124	349,711	10.3%
Cary Town	135,234	159,715	18.1%
Raleigh City	403,892	449,477	11.3%

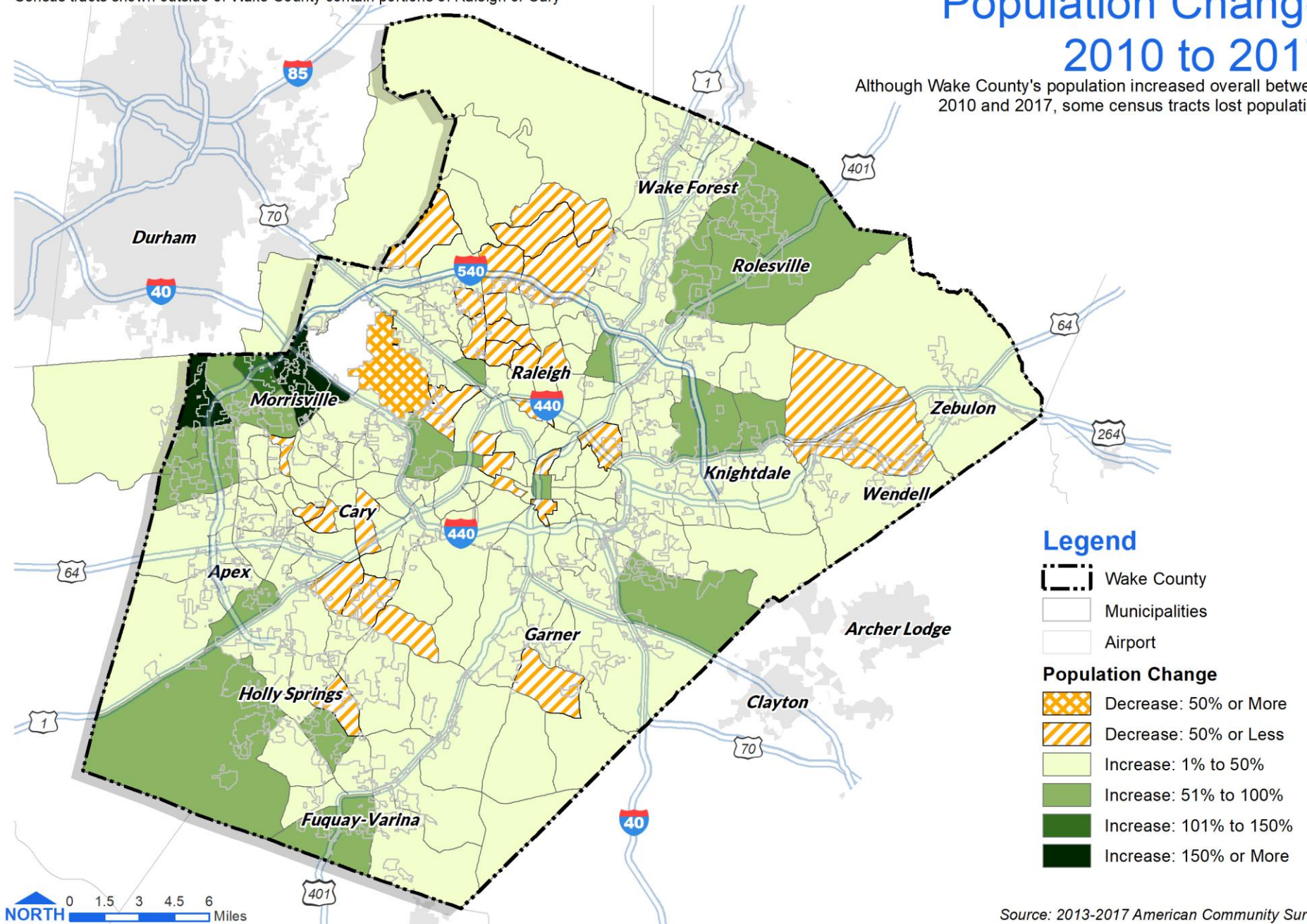
*Includes all of Wake County except the cities of Raleigh and Cary

Source: 2013 – 2017 American Community Survey (B01003)

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Population Change 2010 to 2017

Although Wake County's population increased overall between 2010 and 2017, some census tracts lost population.



Source: 2013-2017 American Community Survey

2020 Analysis of Impediments to Fair Housing Choice

NORTH 0 1.5 3 4.5 6 Miles

Race and Ethnicity

Wake County continues to diversify

Continuing to mirror national trends, Wake County is becoming more diverse. In 2000, White residents accounted for 69.9% of the population; by 2010, this segment had fallen to 66.3%. This downward trend continued through 2017 when White residents represented 60.6% of the population.

Black residents are the largest non-White racial group in Wake County by a large margin. However, the rate of population growth among Black residents (9.7%) was much lower than the growth rate of other minority groups, such as Asian residents (35.7%) and Hispanic residents (16.6%). Additionally, the Black population as a proportion of the total population changed very little between 2010 and 2017.

The Hispanic¹ population has grown from 87,922 residents in 2010 to 102,537 in 2017. Notably, Hispanic population growth rates continue to be higher in Cary (25.1%) than in Raleigh (7.3%). This contrasts with previous models of regional immigration, in which non-White populations traditionally settle in the urban core of a region and eventually suburbanize.

¹ Hispanic ethnicity is determined independently of race.

City of Raleigh

Raleigh is more diverse than most other communities in Wake County, but trends are evident of growing diversity elsewhere, too. In 2017, 46.5% of Raleigh residents identified as non-White and 11.0% identified as Hispanic. Notably, the City's rate of diversification has remained slower than Cary's and the Urban

County's since 2010. Raleigh's proportion of non-White residents decreased by 3.8% between 2010 and 2017 compared to an increase of 7.6% in the Urban County and 22.8% in Cary. The rate of increase in Hispanic residents (7.3%) was much slower in Raleigh than in the Urban County (27.3%) and Cary (25.1%).

	Total Population	White*	Minority				
			Black	Asian/Pacific Islander	All Other**	Hispanic	Total Non-White
2010							
Wake County	900,993	66.3%	20.7%	5.4%	7.5%	9.8%	43.4%
Urban County	361,867	73.6%	15.8%	3.8%	6.8%	8.8%	35.2%
Cary	135,234	73.1%	8.0%	13.1%	5.8%	7.7%	34.5%
Raleigh	276,093	57.5%	29.3%	4.4%	8.8%	11.4%	53.8%
2017							
Wake County	1,023,811	60.6%	20.0%	6.5%	2.9%	10.0%	39.4%
Urban County	414,619	67.0%	15.7%	3.8%	6.8%	8.8%	33.0%
Cary	159,715	73.1%	8.0%	4.5%	3.0%	9.7%	35.9%
Raleigh	449,477	53.5%	28.3%	4.6%	2.7%	11.0%	46.5%
% Change 2010 - 2017							
Wake County	13.6%	3.8%	9.7%	35.7%	-56.2%	16.6%	3.1%
Urban County	14.6%	4.3%	14.0%	38.1%	-49.1%	27.3%	7.6%
Cary	18.1%	3.5%	14.5%	51.8%	-34.2%	25.1%	22.8%
Raleigh	11.3%	3.5%	7.2%	17.7%	-65.9%	7.3%	-3.8%

*All races are of non-Hispanic ethnicity

**All Other includes Native American, Other, and two or more races.

Source: U.S. Census Bureau, Decennial Census (P4, QT-P4); 2013 – 2017 American Community Survey (B03002)

Town of Cary

Cary has continued to diversify at a faster rate than Raleigh and the Urban County when considering non-Hispanic residents. Between 2010-2017, the proportion of White residents increased 3.5%. Among non-White residents, however, Blacks increased 14.5% and Asian/Pacific Islanders 51.8%--the highest rates of growth among these two groups throughout Wake County. Cary's Hispanic residents increased 25.1%, slightly slower than the Urban County rate of 27.3%.

Income and Poverty

Women, Black residents, and Hispanic residents continue to have lower incomes, higher unemployment rates, and higher poverty rates although at lower rates than in 2013

The American Community Survey (ACS) provides detailed employment data by gender and race, indicating differences in employment rates among demographic groups. The average unemployment rate in Wake County was 4.9% in 2017, which was comparable to the State average.

Overall, the first year of the recent robust economy had a positive impact in Wake County. The employment picture for men in the labor force improved in 2017 to 0.5% from 0.7% in 2013.

Among White and Asian residents of Wake County, below-average rates of unemployment decreased even more from 6.4% to 3.8% unemployment among Whites and from 6.0% to 4.0% for Asians. And although Black residents had an above-average rate of unemployment of 13.1% in 2013, this rate fell to 8.8% by 2017.

Income is strongly related to housing choice, as household income is also one of the several factors used to determine eligibility for a home mortgage loan or rental lease. Additionally, a

lack of income inherently reduces the amount of options a household has over where to live.

Median household income in Wake County was \$73,577 in 2017, higher than both the North Carolina average of \$50,320 and the national average of \$57,652.

Median household incomes differed widely by municipality, however, ranging from a low of \$50,267 in Zebulon to a high of \$101,341 in Holly Springs. Generally, municipalities in the eastern area of Wake County had lower median incomes.

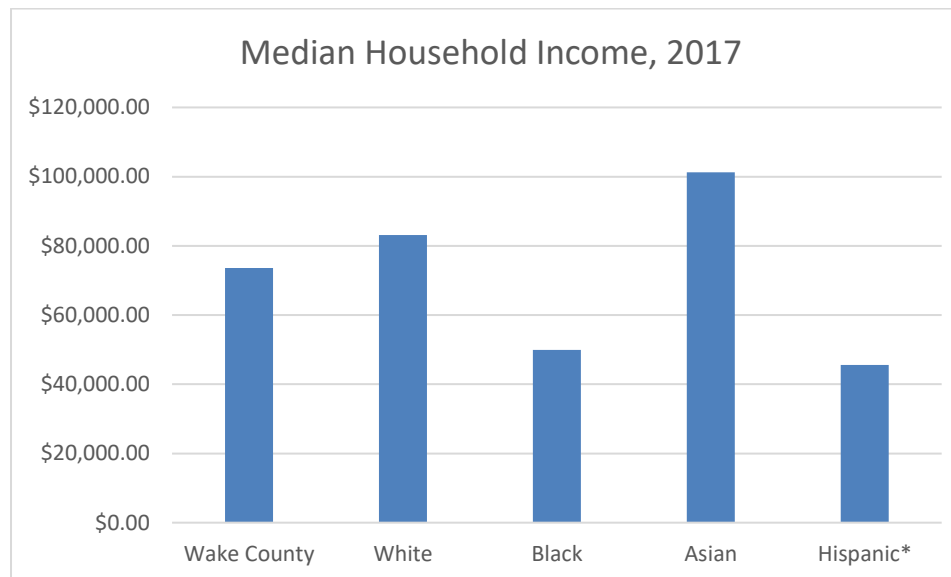
	Median Household Income 2010 (in 2017 dollars)	Poverty Rate 2010	Median Household Income 2017	Poverty Rate 2017
Wake County	\$71,851	9.0%	\$73,577	9.9%
White	\$82,241	6.2%	\$83,164	8.3%
Black	\$46,663	15.4%	\$49,913	15.4%
Asian	\$97,089	6.6%	\$101,250	9.5%
Hispanic*	\$41,328	22.3%	\$45,533	24.6%
Cary Town	\$100,888	4.7%	\$97,755	5.6%
White	\$104,615	3.4%	\$98,900	4.9%
Black	\$56,796	5.2%	\$53,229	9.7%
Asian	\$132,488	3.2%	\$125,744	6.3%
Hispanic*	\$43,909	23.1%	\$54,536	15.9%
Raleigh City	\$58,836	13.1%	\$61,505	13.4%
White	\$71,692	9.8%	\$73,539	11.5%
Black	\$43,101	17.6%	\$46,017	18.0%
Asian	\$63,165	13.2%	\$68,058	16.0%
Hispanic*	\$37,159	26.8%	\$42,525	29.1%

* Hispanic ethnicity is counted independently of race. Source: U.S. Census Bureau, 2006 – 2010 & 2013 – 2017 American Community Survey (B19013, B19013A, B19013B, B19013D, B19013I, B17001, B17001A, B17001B, B17001D, B17001I)

Poverty is also strongly related to limited housing choice and disproportionately affects members of the protected classes. The federal poverty level in 2017 was defined as an annual income of \$24,600 for a family of four, or \$12,060 for an individual. The overall poverty rate in Wake County in 2017 was 10.1%, which was a decrease from the 11.0% from 2013. This rate was lower than the national average of 14.6%. Poverty rates ranged from a high of 18.3% in Wendell to a low of 2.5% in Rolesville. Similar to the distribution of incomes, municipalities in the eastern area of Wake County had above-average poverty rates.

There were significant differences in income and poverty rate by race. Whites and Asians tended to have above-average incomes. By contrast, Black and Hispanic households had below-average incomes. These disparities are also apparent in poverty rates.

The average Black household in Wake County earns \$33,251 less than a White household and is almost twice as likely to live below the poverty line. Similarly, the average Hispanic household in Wake County earns \$37,631 less than a White household and is more than three times as likely to live below the poverty line compared to a White household.



Source: U.S. Census Bureau, 2013 – 2017 ACS (B19013, B19013A, B19013B, B19013D, B19013I, B17001, B17001A, B17001B, B17001D, B17001I)

In 2017, 10.8% of females in Wake County were living below the poverty line compared to 9.4% of men. The most common type of living arrangement among persons living in poverty was a female-headed household with no husband present, and often included children.

Similarly, children were more likely to be living in poverty than the general population: 13.4% of persons under age 18 lived in poverty compared to Wake County's 9.9% overall poverty rate. The specific conditions of female-headed households with children are discussed later in this analysis.

City of Raleigh

The median household income in Raleigh was \$61,505 in 2017, which was about \$12,000 less than the County median. While White residents had a median household income \$12,000 higher than the citywide median, Black and Hispanic residents had median household incomes that were nearly \$15,500 and \$19,000 lower, respectively. While Asian households in much of Wake County had incomes well above the median, the median household income for Asian households in Raleigh is only slightly above the citywide figure. This reflects continued economic segregation within the Asian population in Wake County.

Raleigh also has a disproportionate share of residents living below the poverty line. While less than half of the County's population (43.9%) resides in the City, well over half of County residents (59.5%) who live in poverty reside in Raleigh. Notably, however, this is a significantly lower rate than 64.2% in 2013. Over 50% of Wake County's Hispanic residents living in poverty reside in Raleigh. Similarly, over 72% of Wake County's Black residents living below the poverty line reside in Raleigh.

Town of Cary

At \$97,755, Cary has the third-highest median household income of any municipality in Wake County, following Holly Springs (\$101,341) and Apex (\$100,305). However, there are large racial and ethnic differences in income levels. Asian households have a median income of \$125,744—\$27,989 higher than Cary's median—but the median household income of \$53,229 for Black households is \$44,526 lower than Cary's median. Similarly, Hispanic households have incomes \$43,219 lower than the median.

In contrast to Raleigh, Cary has a disproportionately lower share of residents living below the poverty line. While Cary comprises 15.6% of Wake County's total population, it comprises only 8.8% of the County's population living in poverty. And, among Cary's rapidly growing Hispanic population, 16.1% of residents live below the poverty line. This is significantly higher than the 4.5% of Cary's White residents and 9.6% of Cary's Black residents who are living below the poverty line.

Disability and Income

Wake County's disabled population increased nearly 15%, indicating an even greater demand for accessible housing accommodations...

As defined by the Census Bureau, a disability is a long-lasting physical, mental, or emotional condition that can make it difficult for a person to engage in activities such as walking, climbing stairs, dressing, bathing, learning, or remembering. This condition can also impede a person from being able to go outside the home alone or to work at a job or business.

The Fair Housing Act prohibits discrimination based on physical, mental, or emotional handicap, provided "reasonable accommodation" can be made. Reasonable accommodation may include changes to address the needs of disabled persons, including adaptive structural (e.g., constructing an entrance ramp) or administrative changes (e.g., permitting the use of a service animal).

Across Wake County, 8.4% of the total civilian non-institutionalized population above the age of five reported a disability in 2017, amounting to

78,162 people—representing almost a 15% increase since 2013. This included 31.1% of County residents age 65 and older. The most common type of disability among persons 18 to 64 was an ambulatory disability, meaning having trouble moving from place to place. Persons with ambulatory disabilities, which affect 3.0% of Wake County residents (down from 3.6% in 2013), often require accessible housing with universal design features.

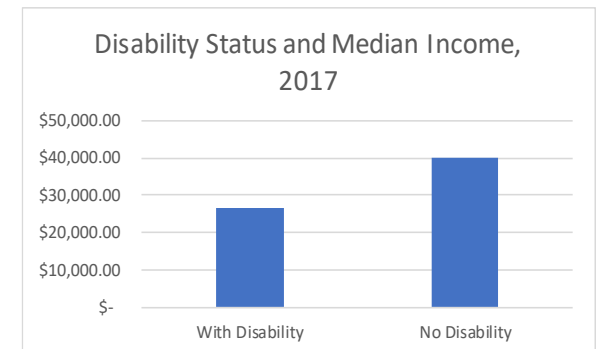
The second most common type of disability is a sensory disability: About 2.6% of County residents reported having either a vision or hearing disability in 2017, down from 3.1% in 2013. Persons with sensory disabilities may also require specific accessible housing accommodations. The third most common type of disability is a cognitive disability, meaning persons who may have difficulty with various mental tasks. While persons with mental illness or intellectual impairments are not specifically identifiable, they often fall into this category of disability. Cognitive disabilities affected 2.9% of Wake County residents, virtually the same rate as in 2013.

Many persons with disabilities, regardless of type, require access to adequate transportation systems and human services, because their

disability often makes it impossible or impractical to walk or drive as a means of transportation.

...but this population has less to spend on housing costs

A significant income gap exists between persons with disabilities and persons without disabilities. In Wake County, persons with disabilities earn an average of \$13,755 less than persons without disabilities. Similarly, the poverty rate for the population age 16 and over with a disability is 7.7% higher than the population without a disability¹. Persons with disabilities also have lower levels of educational attainment: only 72.4% of the disabled adult population graduated high school compared to 85.8% of the non-disabled adult population.



¹The poverty rates and median incomes are different in this section than in the previous section because this population does not include children below age 16.

Ancestry and Income

Wake County's foreign-born population is growing

It is illegal to refuse the right to housing based on ancestry or place of birth. As a rapidly growing region as well as a state capital, Wake County is home to a large foreign-born population. Census data on native and foreign-born populations reported that in 2017, 136,286 persons (13.3% of the total population) in Wake County were foreign-born. This represented a 14% increase since 2013 when 12.8% of the population was foreign-born.

The most common race of foreign-born residents remains Asian, accounting for 38.2% of the foreign-born population, which was higher than the 30.9% rate in 2013. Ethnically Hispanic residents comprised 33.9% of the foreign-born population—a decline from 37.8% in 2013—compared to 6.3% of the population born in the United States. Hispanic residents comprise 46.8% of the foreign-born population that does not have U.S. citizenship. There is also a large African community in Wake County: 10.2% of the foreign-born population identifies as Black or African American, slightly less than in 2013 (11%).

Household sizes are significantly larger in households headed by foreign-born residents. The average household size for a native-born household is 2.51 persons compared to an

average of 3.30 persons among foreign-born households. This means that foreign-born households may often require larger houses in order to avoid overcrowding and other housing problems. Foreign-born residents are more likely to be renters as well.

A significant number of foreign-born residents are highly educated, but many continue to live in poverty and have limited English proficiency

The educational attainment among Wake County's foreign-born residents shows a large divide within this population. Foreign-born persons are more likely to have a level of educational attainment equivalent to less than a high school graduate. However, this same demographic is also more likely to have a

graduate or professional degree. In other words, there is a large group of highly educated foreign-born residents, and there is another large group of foreign-born residents with below-average education. The economic divide within the foreign-born population is an important point to consider from a fair housing advocacy perspective.

Foreign-born residents are more likely to be employed than native-born residents, but their families are more likely to experience poverty. The poverty rate for foreign-born residents in Wake County is 15.4%, compared to 9.3% for native-born families. The average foreign-born household includes 1.60 workers and had a median household income of \$66,020, compared to 1.34 workers and a median household income of \$74,460 for native-born households. Similarly, 73.5% of the foreign-born

Language Group	Wake County	
	# of Speakers	%
Spanish or Spanish Creole	33816	3.71%
Chinese	3688	0.40%
Vietnamese	2404	0.26%
Gujarati	1227	0.13%
French (incl. Patois, Cajun)	955	0.10%
African	1475	0.16%

Source: U.S. Census Bureau, 2011 - 2015 American Community Survey (B16001)

population participates in the labor force compared to 70.3% of the native-born population.

Persons with limited English proficiency (LEP) are defined by the federal government as persons who have a limited ability to read, write, speak, or understand English. American Community Survey data reports on the non-English language spoken at home for the population five years and older. In 2015, the most current year for which data is available, the ACS reported 55,042 persons, or 6% of the population, in the region spoke English less than “very well.” This is a slight decrease in the number from 2013 (54,175) but a higher rate of the population (4.3% in 2013).

The most commonly spoken language among the LEP population in all areas of Wake County remains Spanish. Other languages commonly spoken by persons with LEP include Chinese, Vietnamese, Gujarati, French, and African tribal languages—all unchanged from 2013. All of these languages had over 1,000 speakers in Wake County, which is enough to reach HUD’s “safe harbor” threshold for the Urban County entitlement area. Meeting this threshold means that communities must provide translations of important documents associated with HUD program activities.

City of Raleigh

The foreign-born population in Raleigh is predominantly Hispanic or Asian. The average household size is smaller in Raleigh than in Wake County for both native-born and foreign-born populations. However, foreign-born populations still have a larger average household size (2.30 persons compared to 3.22 persons). Unlike in Wake County, the foreign-born population is significantly less educated in Raleigh with 27.6% of residents lacking a high school diploma compared to 4.7% of the native-born population.

Several languages spoken by persons with LEP in Raleigh have over 1,000 speakers or comprise 1% of the total population, which may trigger HUD’s safe harbor threshold. These languages included Spanish, Chinese, and Vietnamese language groups.

A much higher proportion of Raleigh’s foreign-born population speak English “less than very well” compared to the population in Wake County. In fact, 38.2% of Raleigh’s foreign-born households had no members age 14 or older who speak English “very well.” This indicates that Raleigh may have a more acute need for programs and services to accommodate persons with LEP.

Town of Cary

Unlike many first-tier suburbs in the United States, Cary continues to have a higher proportion of foreign-born residents than the countywide average. The primary races and ethnicities of these residents are Asian and Hispanic. While only 6.4% of Cary’s native-born population is Asian (up from 2% in 2013), 56% of the foreign-born population is Asian, which is near double the rate of 30% in 2013. Similarly, while only 5.6% of Cary’s native-born population is Hispanic, 17.8% of Cary’s foreign-born population is Hispanic, nearly half the rate of 38.6% in 2013.

A larger proportion of Cary’s foreign-born population speak English “less than very well” than the average for Wake County’s foreign-born population, indicating a need for programs and services to accommodate access for persons with LEP residing in Cary. Although foreign-born residents are more likely to rent their homes in most of Wake County, 65.6% of foreign-born Cary residents own their homes. This is a significant increase from the 50% rate in 2013.

Familial Status

Female-headed families with children live in poverty at a higher rate than any other household types

The Census Bureau divides households into family and non-family households. Family households are married couples (with or without children), single-parent families, and other families comprised of related persons. Non-family households are either single persons living alone, or two or more nonrelated persons living together.

Title VIII of the Civil Rights Act of 1968 protects against gender discrimination in housing. Protection for families with children was added in the 1988 amendments to Title VIII. Except in limited circumstances involving elderly housing and owner-occupied buildings of one to four units, it is unlawful to refuse to rent or sell to families with children.

In addition to families with children, larger families may be at risk for housing discrimination based on race and familial status. If there are policies or programs that restrict the number of persons that can live together in a single housing unit, and members of the protected classes need more bedrooms to accommodate their larger household, there is a fair housing concern because the restriction on the size of the unit will have a negative impact on members of the protected classes. This is discussed further in the Zoning Risk Assessment in Chapter 4.

In Wake County, female-headed households with children decreased slightly from 7.2% of all households in 2010 to 6.7% in 2017. The percentage of male-headed households with children increased during this time period, from 1.9% 2010 to 2.2% 2017. By comparison, married-couple households with children as a percentage of all households decreased slightly from 26.1% in 2010 to 25.5% in 2017.

Female-headed households with children can often have trouble obtaining housing, primarily as a result of lower-incomes and the potential unwillingness of some landlords to rent their units to families with children. In 2017, 29.0% of Wake County's female-headed households with children under 5 were living below poverty compared to 3.5% of married couples with children under 5.

Areas of Wake County that have higher proportions of families with four or more members are generally less diverse than the County overall. Apex, Fuquay-Varina, Holly Springs, and Wake Forest have the highest proportion of large families and a higher proportion of White residents than the County average.

City of Raleigh

The proportion of female-headed households with children living in poverty is higher in Raleigh than the Wake County average. In 2017, 31.0% of female-headed households with children under 5 were living in poverty compared to 4.7% of married-couple families with children under 5. In addition, Raleigh's housing stock has slightly fewer rooms on average than other municipalities in Wake County: 68.6% of the housing stock in Raleigh has six or fewer rooms, compared to 58% of the housing units in Wake County. This means that large families with children living in Raleigh have both lower incomes and a smaller selection of housing units appropriate for their family size.

Town of Cary

Cary has a larger share of households that identified as families compared to Raleigh (72.3% of households compared to 55.9%). However, this is lower than the Urban County average of 77.7% families. Larger families are also more common in Cary: 36.2% of families have four or more persons—generally indicating the presence of children—compared to 33% in Raleigh.

B. SEGREGATION, INTEGRATION & RCAPS

Segregation Indices

The highest segregation levels continue to be found in Raleigh

Residential segregation can be measured using statistical tools called the dissimilarity index¹ and the isolation index.² These indices measure the degree of separation between racial or ethnic groups living in a community. An extreme example of segregation would be an exactly equivalent split between predominantly high-income, White, suburban communities and low-income, minority, inner-city neighborhoods. For this analysis, racial statistics for each census tract in the County/municipality were compared to countywide/municipal numbers. Since White residents are the majority in Wake County, all other racial and ethnic groups were compared to the White population as a baseline.

The index of dissimilarity allows for comparisons between subpopulations (i.e. different races), indicating how much one group is spatially separated from another within a community. In other words, it measures the evenness with which two groups are distributed across the neighborhoods that make up a community. The index of dissimilarity is rated on a scale from 0 to 100, in which a score of 0 corresponds to perfect integration and a score of 100 represents total segregation. Typically, a score under 30 is considered low, between 30 and 60 is moderate, and above 60 is high.

The index of isolation compares the proportion of a group in a neighborhood to the proportion of the group in a larger area. Conceptually, the isolation index measures the extent of exposure or the probability that a member of a minority group will interact with only other members of that group. For example, if Hispanics tend to live in almost entirely Hispanic neighborhoods, the isolation index will be high. The isolation index is rated on a scale from 0 to 100, in which a score of 0 corresponds to maximum interaction and a score of 100 represents complete isolation.

Dissimilarity and isolation are related to each other. The main difference is that the dissimilarity index does not consider the relative size of the groups, but the isolation index does.

¹ For a given geographic area, the index is equal to $1/2 \sum \text{ABS} [(b/B)-(a/A)]$, where b is the minority population of a sub-region, B is the total minority population in the larger region, a is the majority population of a sub-region, and A is the total majority population in the larger region. ABS refers to the absolute value of the calculation that follows.

² For a given geographic area, the index is equal to $[100 - \sum (a/A)(a/t)]$, where a is the group population of a sub-region, t is the population of all groups in the sub-region, and A is the total group population in the larger region.

In 2017, the dissimilarity indices by census tract for all non-White groups in Wake County remained principally at the low end of the moderate range. This means that non-White groups in the County are only somewhat segregated from Whites. The isolation indices for non-Whites, on the other hand, have increased from the low to moderate range since 2013. This means that members of minority groups are increasingly likely to interact solely amongst themselves. The isolation index for Black residents is the highest in the moderate range, indicating that Black residents are less likely than other groups to live in racially mixed neighborhoods and more likely to be isolated from other races and ethnicities.

City of Raleigh

For the most part, dissimilarity indices for Raleigh are higher than those for Wake County, signaling that non-Whites experience a higher degree of segregation within the City. The isolation index scores are roughly similar to the County counterparts, though the scores for both Black and Hispanic residents are both slightly higher in the City and the score for Asian residents is slightly lower.

As previously discussed, Raleigh is more diverse than most other communities in Wake County. This segregation analysis implies that, even though non-White residents account for a larger share of the City's population than they do in the County overall, they continue to be more segregated within the City.

Town of Cary

The results of the segregation analysis for Cary are more mixed than for Raleigh. Dissimilarity scores are higher in Cary than the County, while isolation index scores are noticeably lower. This lower isolation index suggests that Cary's Black and Asian families live in neighborhoods that are more racially mixed than in the rest of Wake County.

As in 2013, one notable exception is the higher, although still at the low end of the moderate range, isolation index for Hispanics. Since 2000, the Hispanic population has grown faster in Cary than in Raleigh or Wake County. This higher isolation index suggests that Cary's Hispanic families live in neighborhoods that have a more concentrated Hispanic population, by choice or otherwise.

Segregation Indices, 2017	Wake County		Cary		Raleigh	
	Dissimilarity	Isolation	Dissimilarity	Isolation	Dissimilarity	Isolation
Black	44.5	55.4	49.3	22.9	54.3	59.8
Asian	47.0	43.3	55.9	25.0	38.2	40.0
Hispanic*	43.6	50.7	49.5	33.8	56.6	55.0

* Hispanic ethnicity is counted independently of race

Source: 2013 – 2017 American Community Survey (B03002), Mullin & Lonergan Associates, Inc.

RCAPs

As in 2013, Wake County's RCAPs are all located in Raleigh

Although ethnicity and race as described by the US Census are not the same, this study uses rates of both non-White and Hispanic populations to map a single combined group of racial and ethnic concentrations, henceforth referred to collectively as **racially concentrated areas of poverty**, or **RCAPs**.

The standard HUD definitions of RCAPs and ECAPs (ethnically concentrated areas of poverty) are areas where the total non-White population is greater than 50% and the poverty rate is greater than 40%. These baseline thresholds are meant to serve as a starting point for communities across the nation. HUD encourages communities to modify these thresholds if they do not make sense for local demographics. This was the case in Wake County as HUD's standard definition for poverty rate did not adequately capture the extent of the County population living in poverty. As the thresholds used to define RCAPs vary from place to place, it is often difficult to compare RCAPs in different areas to each other.

The thresholds for RCAPs in this analysis were set at **50% non-Whites** and a **30% or higher rate of people below the poverty level**. These thresholds are identical to those the City of Raleigh used in

its most recently published Five-Year Consolidated Plan.

In general, the central and eastern portions of the County continue to have higher concentrations of non-Whites than the western half. The regions of highest concentration overall are in southeast Raleigh, northeast Raleigh, Knightdale, Zebulon, and Morrisville.

Poverty is heavily centralized in Wake County, with the highest rates occurring in southern Raleigh near the Beltline. Similar to minority concentrations, poverty continues to be slightly more prevalent in the eastern part of the County than the western part.

Notably, racial concentration and poverty are not guaranteed to be directly related. The Morrisville area, for instance, has a large non-White population but a low poverty rate.

Concentrations of racial/ethnic minorities and poverty combine to form RCAPs. The RCAPs in Wake County are located in Raleigh, and form two separate areas in the City. The largest RCAP, in terms of both area and population, is in five census tracts in Southeast Raleigh. This RCAP has changed in shape and is one census tract smaller since the 2015 AI.

Stakeholders interviewed concurred with this finding, noting that this area has traditionally been the epicenter of Raleigh's African American community.

The second RCAP adjacent to Downtown Raleigh includes two census tracts, one of which contains North Carolina State University. Colleges and universities are often racially and ethnically diverse, and many students technically qualify as living below the poverty line due to their low income. However, students do not meet eligibility determinations under HUD regulations. Although there may be non-student poverty in this census tract, its designation as an RCAP is negligible for the purposes of this report.

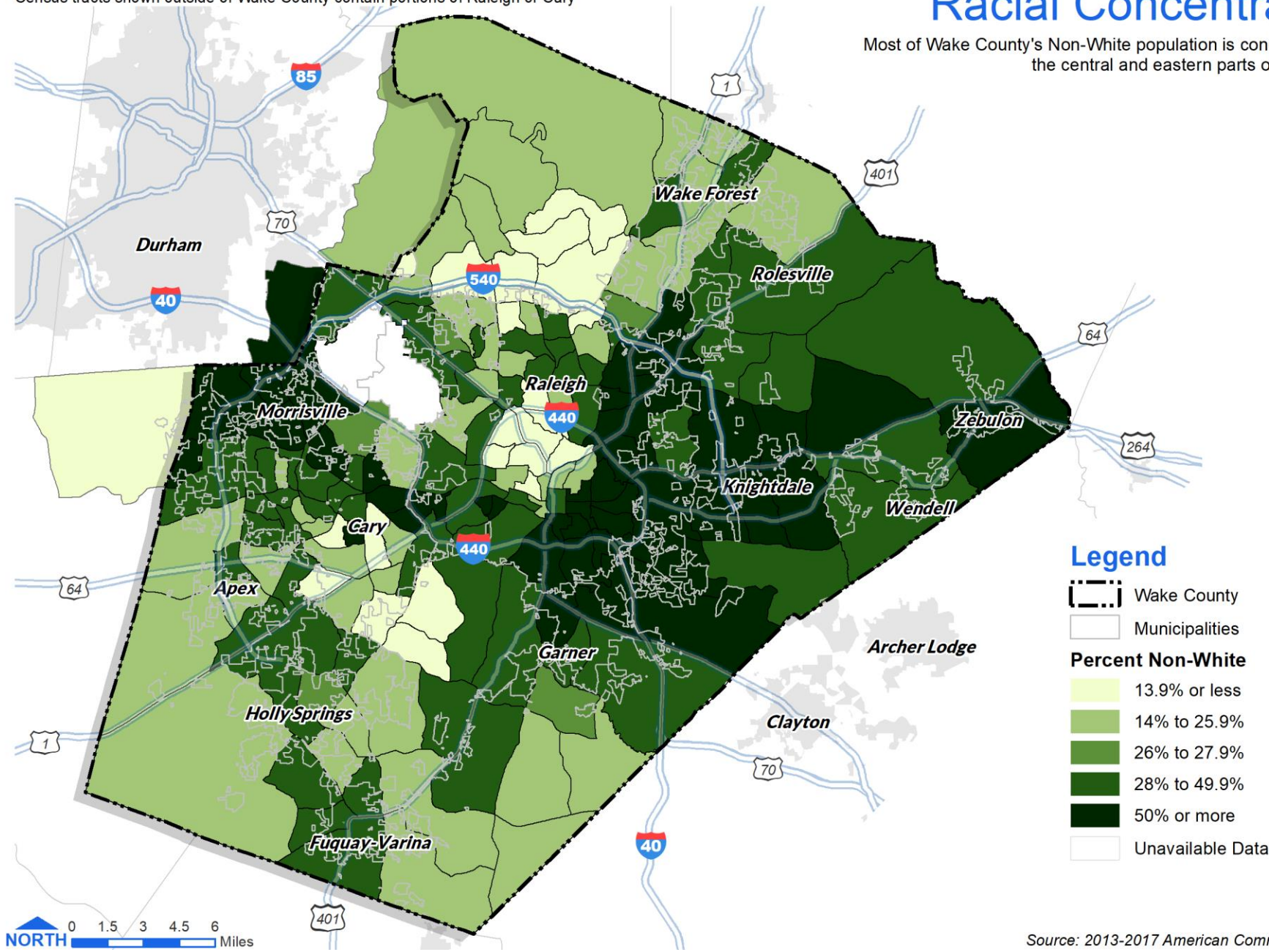
In the 2015 AI, there was an RCAP in Raleigh comprised of two census tracts in the Mini-City neighborhood in northeastern Raleigh, between the Beltline and the Outer Loop. This area is no longer an RCAP in the 2020 AI.

Wake County RCAPs, 2020	
Census Tract	506
Census Tract	508
Census Tract	509
Census Tract	520.01
Census Tract	520.02
Census Tract	524.08
Census Tract	524.09

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Racial Concentration

Most of Wake County's Non-White population is concentrated in the central and eastern parts of the county.



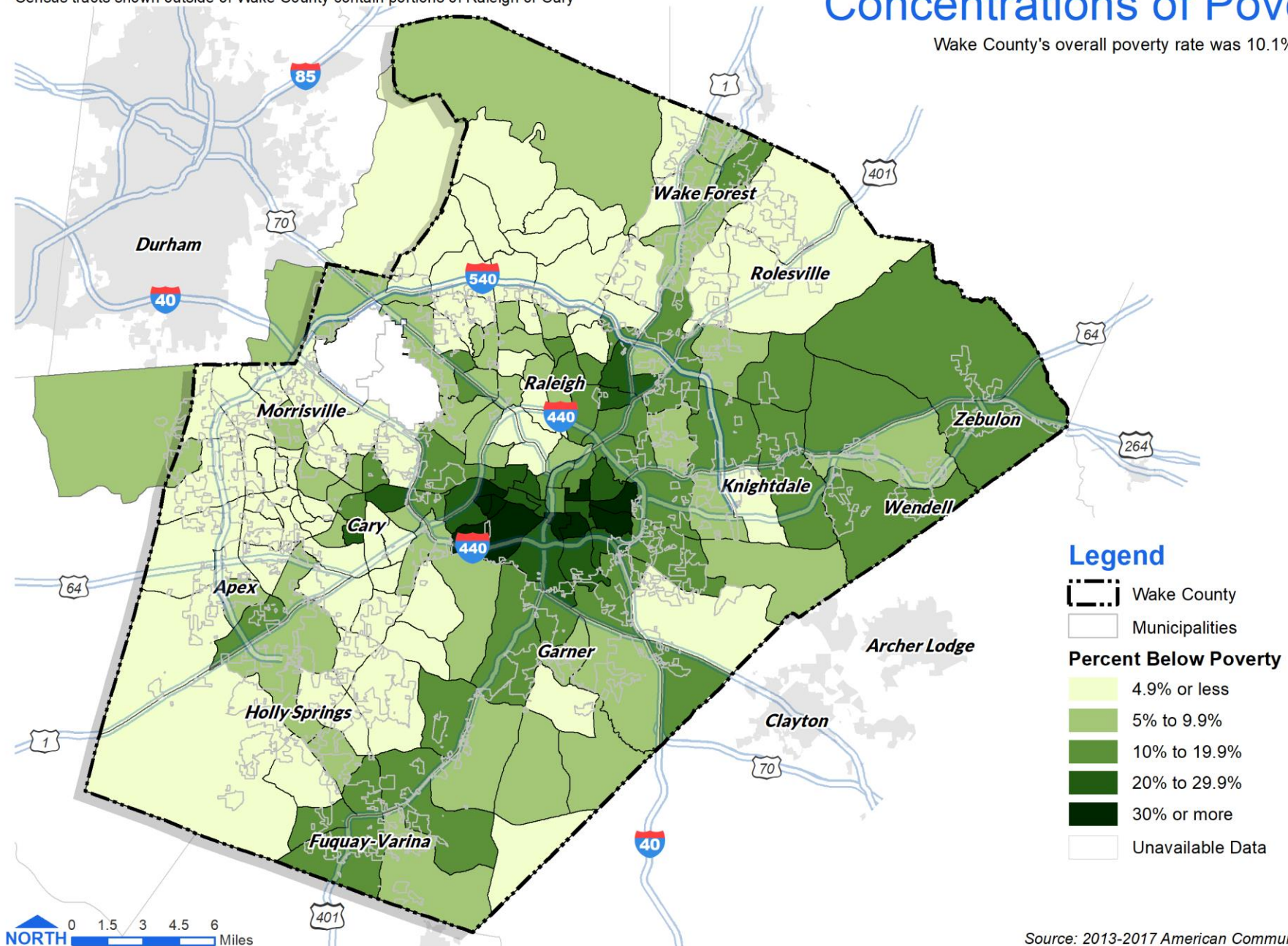
Source: 2013-2017 American Community Survey

2020 Analysis of Impediments to Fair Housing Choice

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Concentrations of Poverty

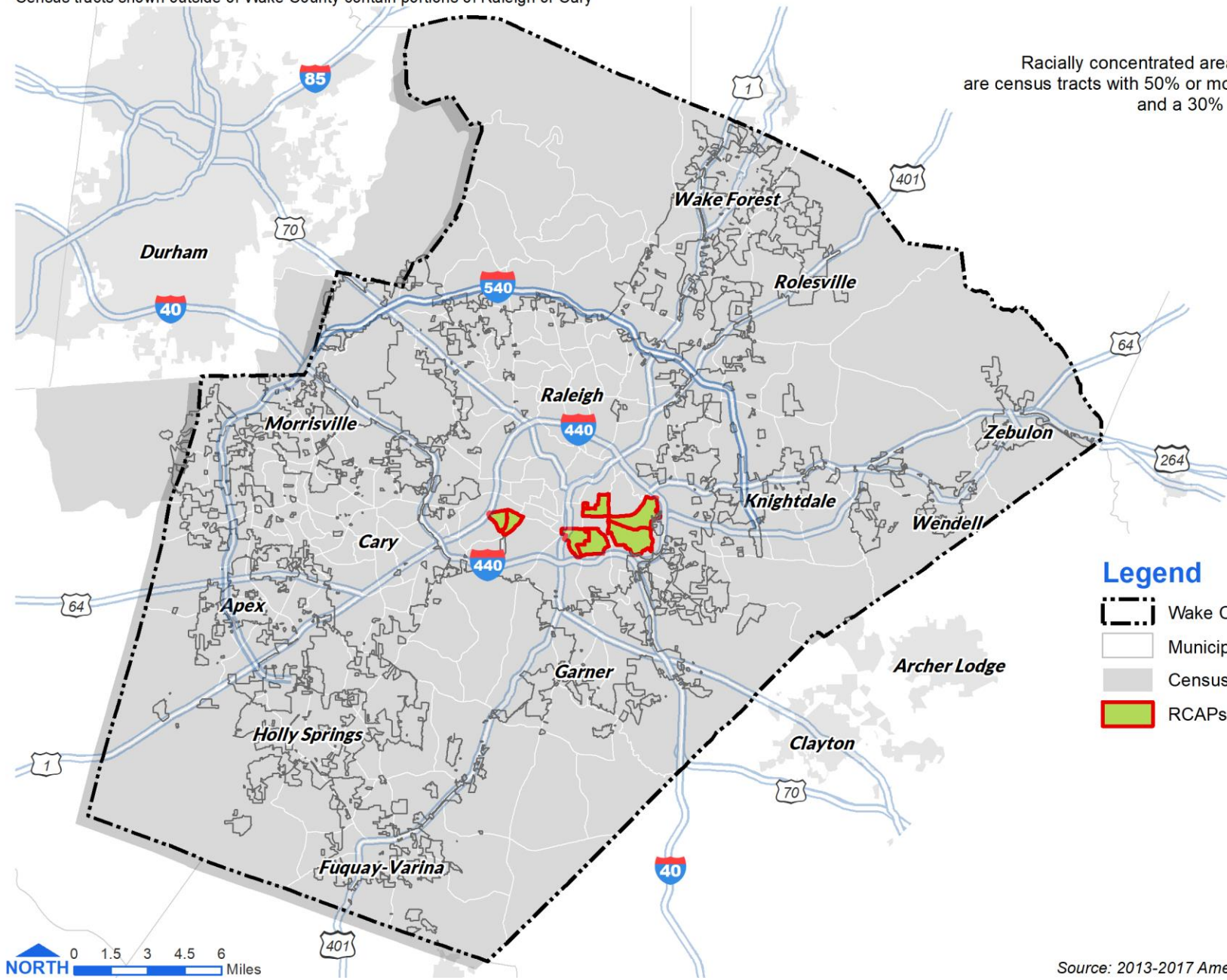
Wake County's overall poverty rate was 10.1% in 2017.



Census tracts shown outside of Wake County contain portions of Raleigh or Cary

RCAPs

Racially concentrated areas of poverty (RCAPs) are census tracts with 50% or more minority individuals and a 30% or higher poverty rate.



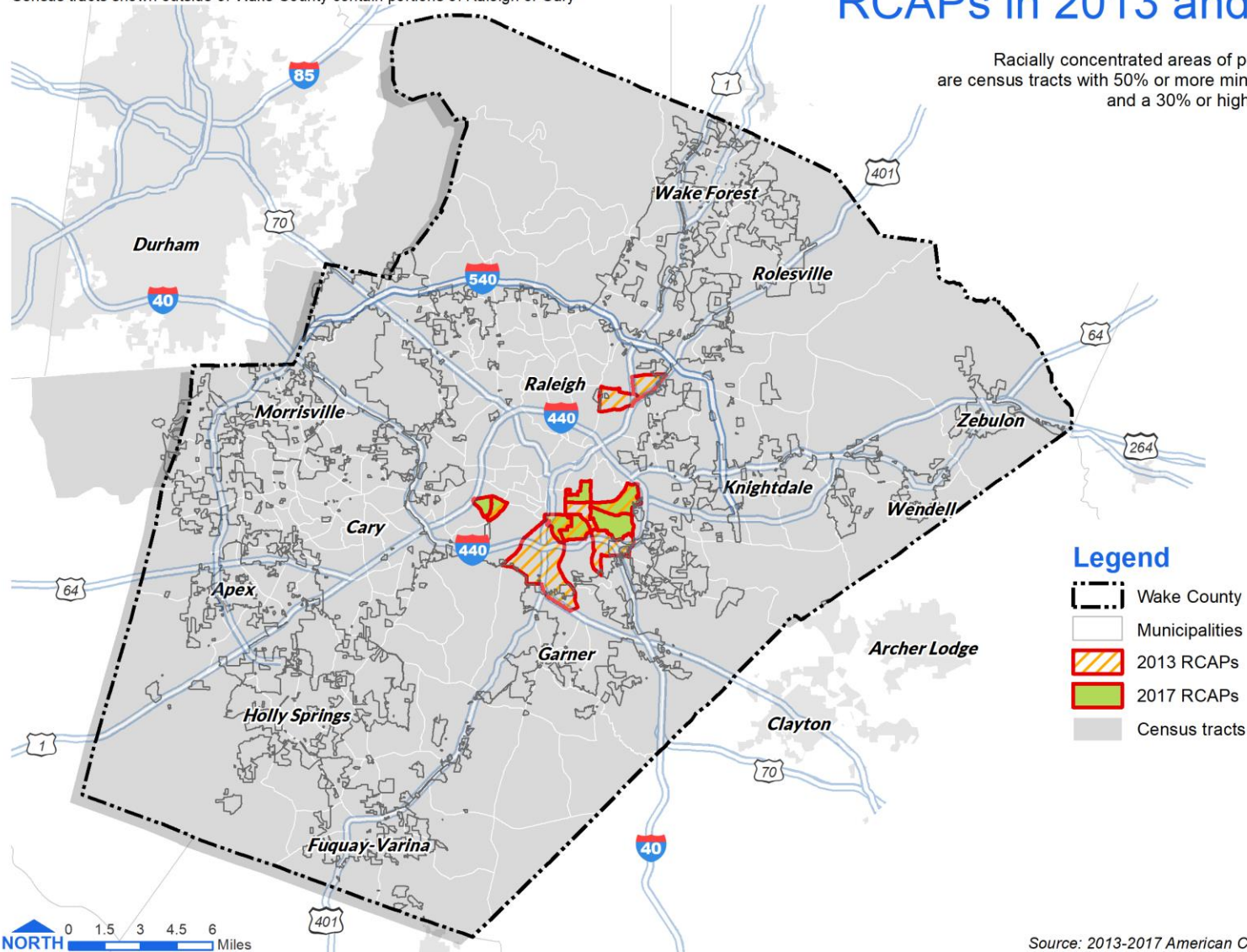
Source: 2013-2017 American Community Survey

2020 Analysis of Impediments to Fair Housing Choice

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

RCAPs in 2013 and 2017

Racially concentrated areas of poverty (RCAPs) are census tracts with 50% or more minority individuals and a 30% or higher poverty rate.



Source: 2013-2017 American Community Survey

C. DISPROPORTIONATE HOUSING NEED

Housing Type and Tenure

Non-Whites remain less likely to become homeowners. Rental units and multi-family units continue to be concentrated in Raleigh.

Between 2010 and 2017, 10,135 housing units were added to Wake County's overall housing inventory, compared to 42,370 units between 2000 and 2013. This 3.9% increase in supply was largely a function of the slowing rate of population growth Wake County experienced during this time period.

Although owner-occupied family homes are more prevalent amongst the overall population of

Wake County, there are large differences in homeownership rates between racial and ethnic groups. Specifically, non-White households are much more likely to be renters than White households. This trend is observed even in areas where the homeownership rate is very high among all racial and ethnic groups, such as Apex, Holly Springs, and Rolesville. Black and Hispanic households in Wake County were about 26% more likely to be renters than Whites—a rate slightly higher than 24% in 2013. This trend was observed in most parts of the County. Outliers included the towns of Morrisville, Wendell, and Zebulon where the rate of homeownership among Hispanics was higher than the rate among Whites.

Although rental units were only slightly over a third (35.9%) of the housing stock countywide, the units are concentrated heavily in urban areas with higher proportions of members of the protected classes.

While much of Wake County's growth in 2000-2013 was characterized by sprawling single-family homes, multi-family housing comprised 24.6% of all units in the County and 10.9% of all units in the Urban County in 2017. The only municipalities in which multi-family housing comprised less than 10% of the total housing inventory were Holly Springs (6.9% of total inventory) and Rolesville (7.7% of total inventory, a growth of 2.2% since 2013).

	Total	Owner-Occupied				Renter-Occupied				% Renter-Occupied Multi-Family Units ³
		Owner-Occupied Total	Single-Family ¹	Multi-Family ²	% Multi-Family	Renter-Occupied Total	Single-Family ¹	Multi-Family ²	% Multi-Family	
Wake County	381,971	244,792	239,579	5,213	2.1%	137,179	48,279	88,900	64.8%	23.3%
Urban County*	144,838	111,367	110,778	589	0.5%	33,471	18,312	15,159	45.3%	10.5%
Apex Town	16,177	11,638	11,509	129	1.1%	4,539	1,935	2,604	57.4%	16.1%
Fuquay-Varina Town	8,275	6,020	5,996	24	0.4%	2,255	1,266	989	43.9%	12.0%
Garner Town	10,760	7,040	6,949	91	1.3%	3,720	1,182	2,538	68.2%	23.6%
Holly Springs Town	10,117	8,567	8,567	0	0.0%	1,550	849	701	45.2%	6.9%
Knightdale Town	5,313	3,592	3,542	50	1.4%	1,721	471	1,250	72.6%	23.5%
Morrisville Town	8,804	4,289	4,107	182	4.2%	4,515	1,209	3,306	73.2%	37.6%
Rolesville Town	2,059	1,722	1,722	0	0.0%	337	179	158	46.9%	7.7%
Wake Forest Town	13,238	9,329	9,291	38	0.4%	3,909	1,570	2,339	59.8%	17.7%
Wendell Town	2,454	1,744	1,720	24	1.4%	710	441	269	37.9%	11.0%
Zebulon Town	1,669	932	932	0	0.0%	737	545	192	26.1%	11.5%
Cary Town	60,263	41,558	40,582	976	2.3%	18,705	5,685	13,020	69.6%	21.6%
Raleigh City	176,870	91,867	88,219	3,648	4.0%	85,003	24,282	60,721	71.4%	34.3%

1. Includes detached and attached units, and mobile homes, boats, RVs, etc.

2. Includes structures with 2 or more units.

3. As a percent of all occupied units.

Source: 2013 - 2017 American Community Survey (B25032)

City of Raleigh

Rental housing and multi-family housing continue to be concentrated within the City of Raleigh. While Raleigh had 46.3% of the total housing inventory in Wake County, it had 62% of all rental units. Within the rental housing stock in Raleigh, about three-quarters of it was in the form of multi-family structures. These rates were nearly unchanged from 2013.

While there are very few multi-family owner-occupied housing units in Wake County, these

units were also concentrated within Raleigh. About 4.0% of the housing stock in Raleigh is both owner-occupied and multi-family. These types of units, such as condos, have the potential to provide affordable owner-occupied housing options in areas with high land costs. However, stakeholders continue to report that most condos currently being developed in Raleigh were higher-cost or luxury units rather than units priced at a level that would be affordable for a low- or moderate-income homebuyer.

The difference in homeownership rates between Whites and Blacks in Raleigh was 22.3%, meaning that, on average, White households were 22.3% more likely to own their homes than Black households. This difference was larger in Raleigh than in the Urban County, where the homeownership rate among White households was 20.2% higher than the rate among Black households.

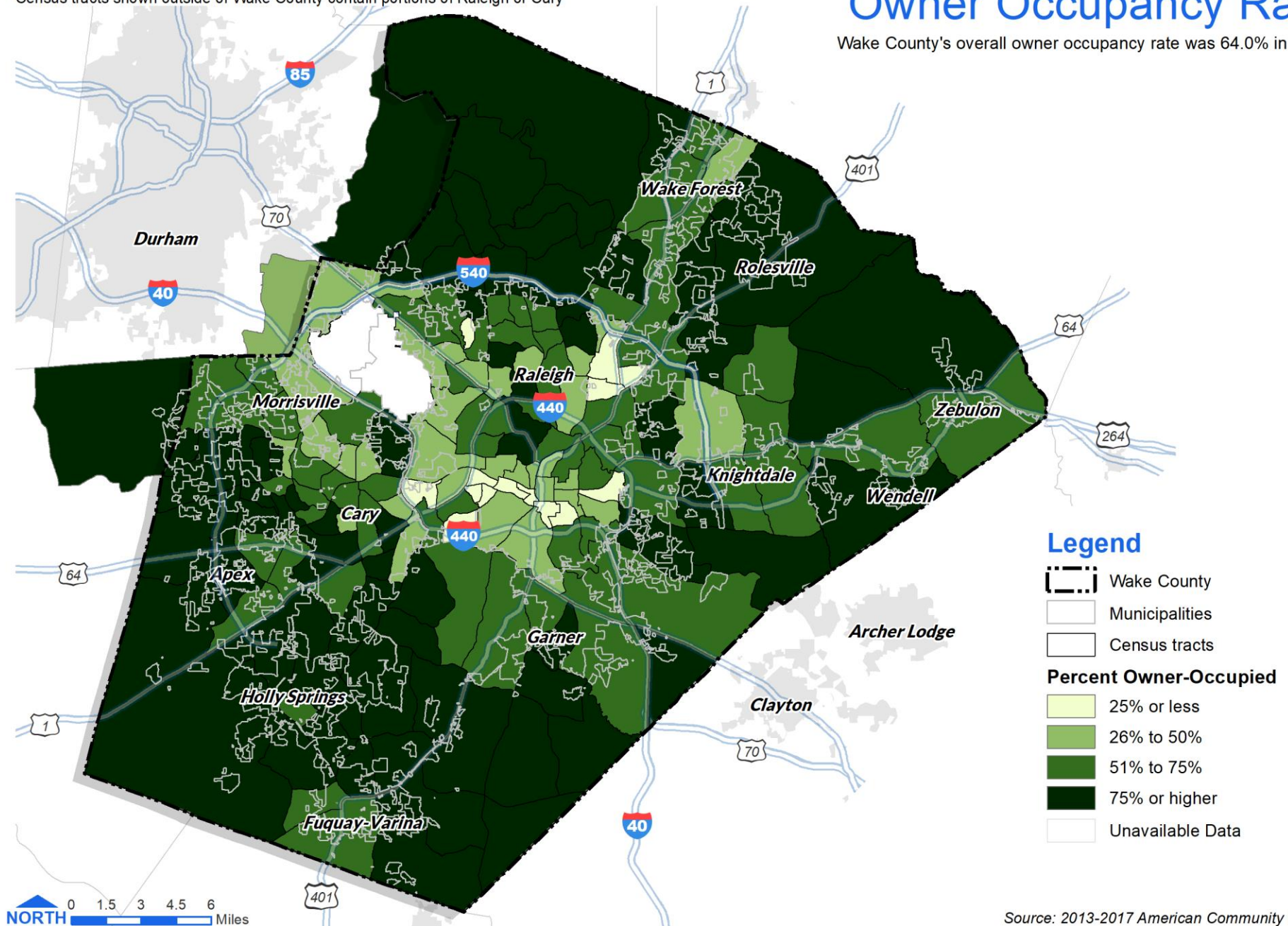
Town of Cary

Despite relatively high median incomes, high land costs, and high housing prices, there remains a large multi-family rental housing market in Cary. This is anomalous for a relatively affluent first-ring suburb. Cary's housing stock was 69% owner-occupied and 31% renter-occupied, which is a relatively low rate of owner occupancy given the high median household income of the town. In total, 25.2% of Cary's housing stock was multi-family, accounting for 13,996 units. Of these units, 13,020 (93%) were renter-occupied. Of the owner-occupied housing stock, 2.3% was multi-family. This was higher than anywhere else in Wake County except Morrisville. Asians have both the highest median incomes in Cary and the highest homeownership rate (73.4%). Black householders had the lowest homeownership rate: nearly two out of three Black households rented their homes.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Owner Occupancy Rate

Wake County's overall owner occupancy rate was 64.0% in 2017.



NORTH 0 1.5 3 4.5 6 Miles

2020 Analysis of Impediments to Fair Housing Choice

Source: 2013-2017 American Community Survey

Page 39

Wake County • City of Raleigh • Town of Cary • Raleigh Housing Authority • Housing Authority of the County of Wake

Housing Cost

Housing costs have continued to increase at a faster rate than household incomes. Many Wake County residents are financially burdened by the cost of housing, especially in Raleigh.

Increasing housing costs are not a direct form of housing discrimination, but a lack of affordable housing does constrain housing choice.

Residents may be limited to a smaller selection of communities or neighborhoods because of a lack of affordable housing in other areas. When the cost of quality housing units is high, low-income and marginalized segments of the population are disproportionately more likely to become cost-burdened.

Cost burden is defined by HUD as paying more than 30% of one's income towards housing. Cost-burdened families may have difficulties

paying for other necessities, such as food, clothing, transportation, and medical care. This occurs throughout the country for renters and homeowners alike but is more problematic in areas where housing costs are high.

Between 2010 and 2017, the inflation-adjusted median housing value in Wake County was virtually unchanged, however, the median gross rent (includes estimated utility costs) increased 9.6%. During the same period, the inflation-adjusted median household income decreased 2.4%--a significant increase from 2013 when there was a 11.3% decrease. This means that household incomes have decreased while owner-occupied housing costs in Wake County have remained the same, and real household income is not keeping pace with real gross rent. In addition, the number of units renting for \$1,000 or more grew 140.5%, while units renting for less than \$1,000 shrank by 21.8%.

In Wake County, rental housing was more affordable than owner-occupied housing on a per-month basis. The median gross rent in Wake County was \$1,043 compared to median monthly owner costs of \$1,568. However, more renter-occupied households (42.8%) are cost-burdened compared to owner-occupied households (20.2%). A total of 38,248 homeowners and 58,776 renters in Wake County were cost-burdened.

The median renter income in Wake County for 2017 was \$44,819 compared to \$95,894 for owners. The maximum monthly gross rent a household would be able to afford at the median renter income was \$1,120, which was higher than Wake County's actual median gross rent of \$1,043. This indicates that the median renter income is enough to afford the median gross rent; however, many of the 68,589 renters in Wake County with incomes below the median would still find themselves priced out of units renting for \$1,043 or more.

Changes in Housing Value, Rent, and Income – Wake County, 2000-2017			
	Median Housing Value (Adjusted to 2017 Dollars)	Median Gross Rent (Adjusted to 2017 Dollars)	Median Household Income (Adjusted to 2017 Dollars)
2000	\$ 232,530	\$ 1,038	\$ 81,156
2010	\$ 250,469	\$ 952	\$ 71,851
2017	\$ 250,700	\$ 1,043	\$ 73,577
% Change from 2010 - 2017	0.1%	9.6%	2.4%

**Adjusted for inflation to 2017 dollars using BLS indices.*

Source: U.S. Census Bureau, 2000 Decennial Census (H076, H063, P053); 2006 – 2010 & 2013 – 2017 American Community Survey (B25077, B25064, B19013)

City of Raleigh

Cost burdened renters, in addition to having higher absolute numbers, continue to be more clustered in Raleigh compared to the Urban County. While median gross rents are lower in the City of Raleigh, incomes are lower as well. There are also higher rates of renter occupancy in Raleigh compared to Cary or the Urban County. There is a large contiguous area of Raleigh spanning from the southern neighborhoods to the eastern edge of the City where 51% to 75% of renters were cost-burdened.

Most of the units in Wake County that rented for \$800 or less are clustered in central and southeast neighborhoods of Raleigh. As detailed later in this report, many of these units are also found in racially concentrated areas of poverty and tend to have lower access to opportunities

such as jobs and health services. Although these areas are some of the most affordable areas in Wake County, they have high rates of renter and owner cost burden—a result of low median household incomes in these tracts.

While median housing value in Raleigh was \$225,000 in 2017, there was a large degree of variation within the City. Generally, homes in the northern and western areas of Raleigh were more expensive than areas in the central, southern, eastern parts of the City. Stakeholders noted once again that recent new construction and major housing developments in and near Downtown Raleigh were having a significant impact on the housing market but may not yet be captured in Census data. These developments are predominantly higher cost market rate units, spreading towards areas where most of the housing stock is located in the older, more

affordable units in southeast Raleigh. These newer developments are replacing older and more affordable housing stock, which is causing a loss of affordable units in areas of Raleigh that have both a significant share of low-income residents and a disproportionate share of members of the protected classes.

The median renter household income in Raleigh was \$42,168 compared to \$87,941 for homeowner households. This means that the median homeowner household in Raleigh had an income more than double the median renter household income—a large discrepancy. The maximum monthly gross rent a household in Raleigh would be able to afford at the median renter income was \$1,054, which was just above Raleigh's actual median gross rent of \$1,010. This indicates that, like Wake County overall, the

median renter income in Raleigh is enough to afford the median gross rent in Raleigh.

Town of Cary

The median gross rent in Cary was \$1,133, which is slightly higher than the Wake County median of \$1,043. However, the median housing value (\$323,000) was substantially higher than the Wake County median of \$250,700. Some of the highest median gross rents in Wake County are found within Cary. As the map on the following page illustrates, however, the western area of Cary tended to have higher median rents than the eastern area. While these tracts of Cary had higher median rents, they also had lower

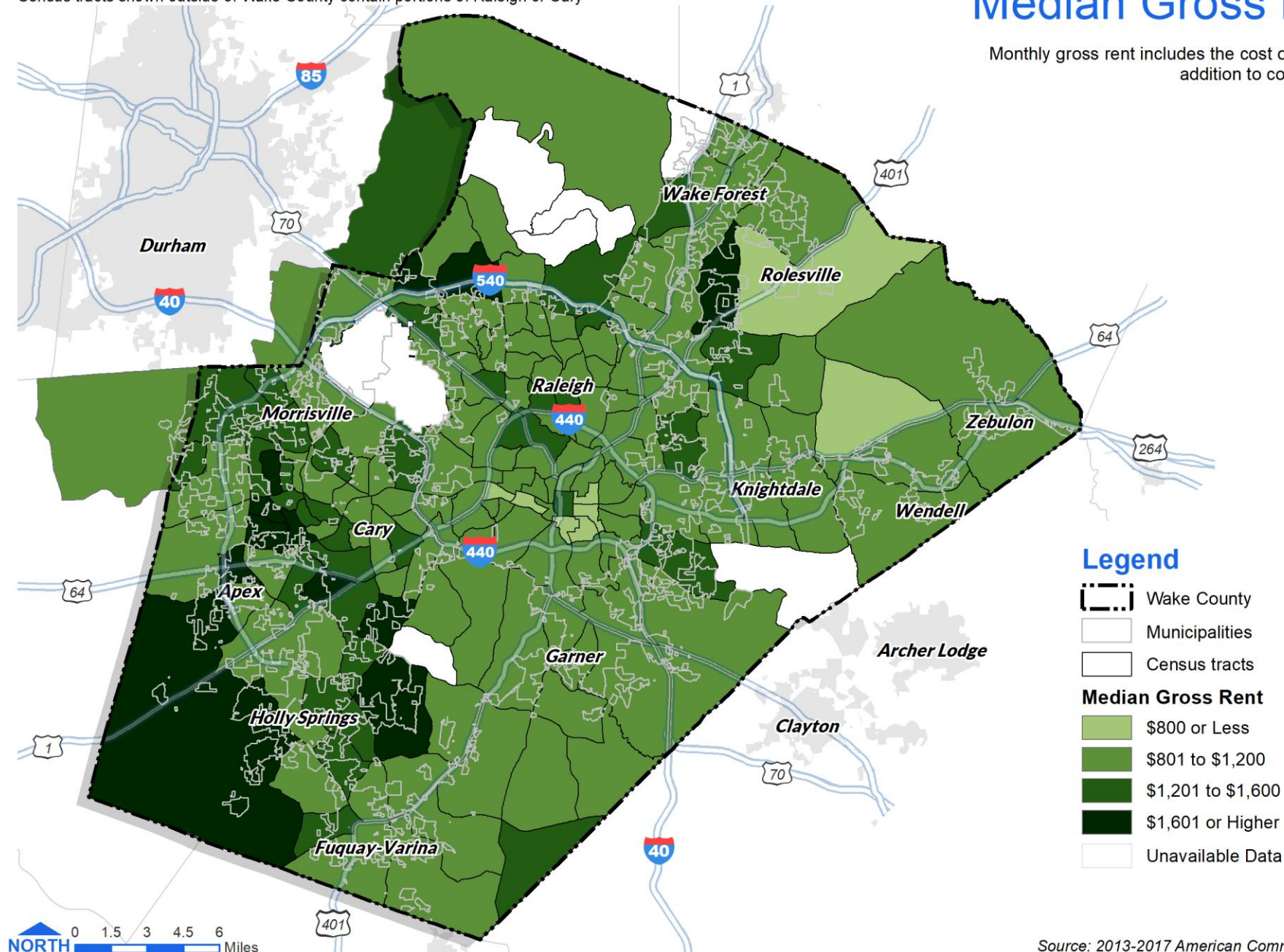
rates of cost burden for both homeowners and renters. This suggests that the area is both high-cost and high-income. The median renter household income in Cary was \$54,370 compared to \$120,679 for homeowner households. This means that the median homeowner household in Cary had an income more than double that of the median renter household income. This discrepancy is more severe than the discrepancy in Raleigh, as well as more severe than Wake County overall. The maximum monthly gross rent a household in Cary would be able to afford at the median renter income was \$1,359, which was more than Cary's median gross rent of \$1,133. This indicates that

the median renter income is adequate to afford the median gross rent. However, stakeholders interviewed once again indicated that many of the lower-priced rental housing options in Cary were substandard. There are several mobile home parks consisting of very old mobile housing stock. These mobile home parks may provide affordable rental options in Cary for low-income residents, who are disproportionately members of the protected classes. However, they may also have housing problems or be in substandard condition due to their age. Within a higher-cost rental market like Cary's there may be few affordable housing options available.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Median Gross Rent

Monthly gross rent includes the cost of utilities in addition to contract rent.

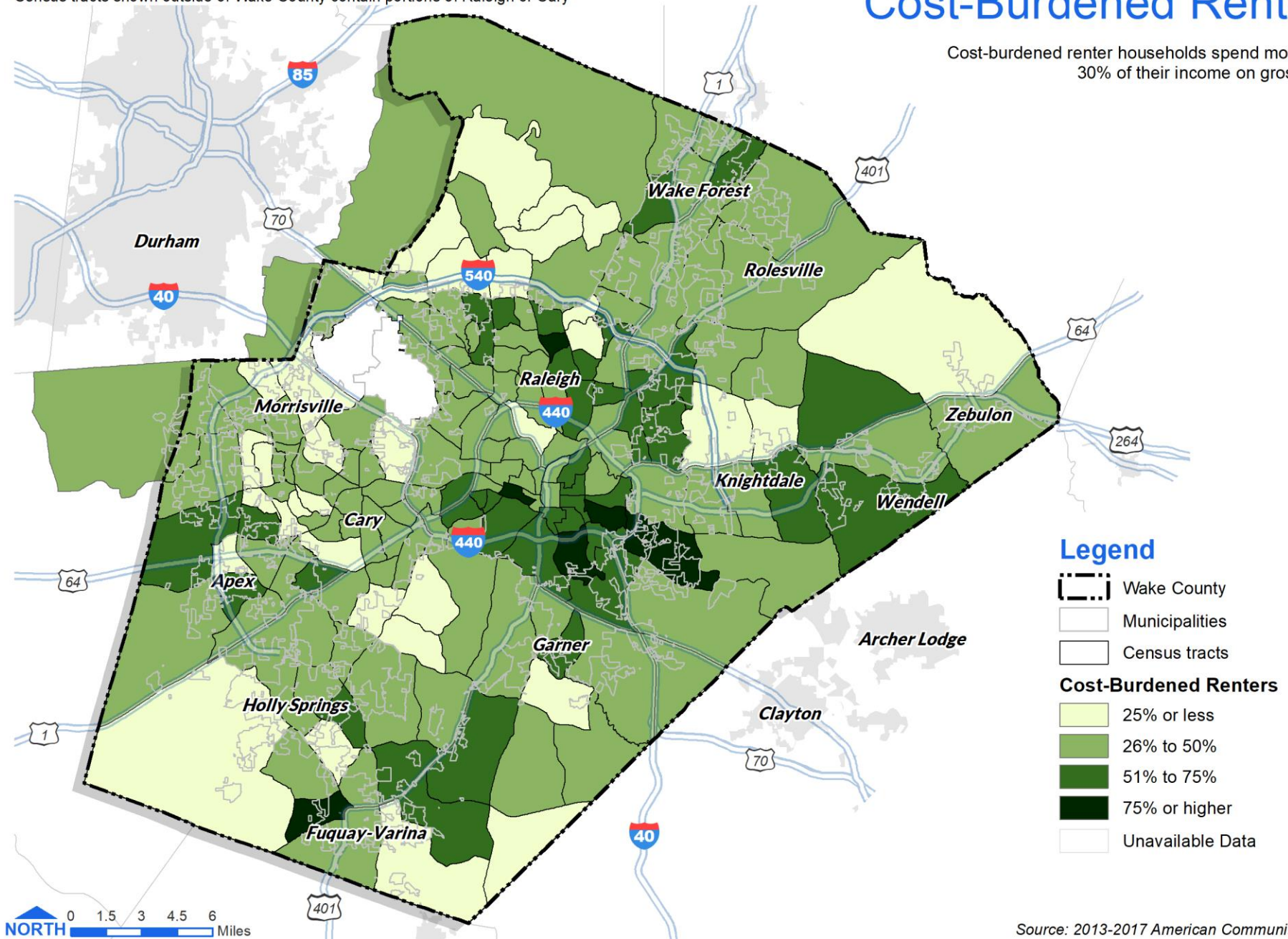


Source: 2013-2017 American Community Survey

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Cost-Burdened Renters

Cost-burdened renter households spend more than 30% of their income on gross rent.

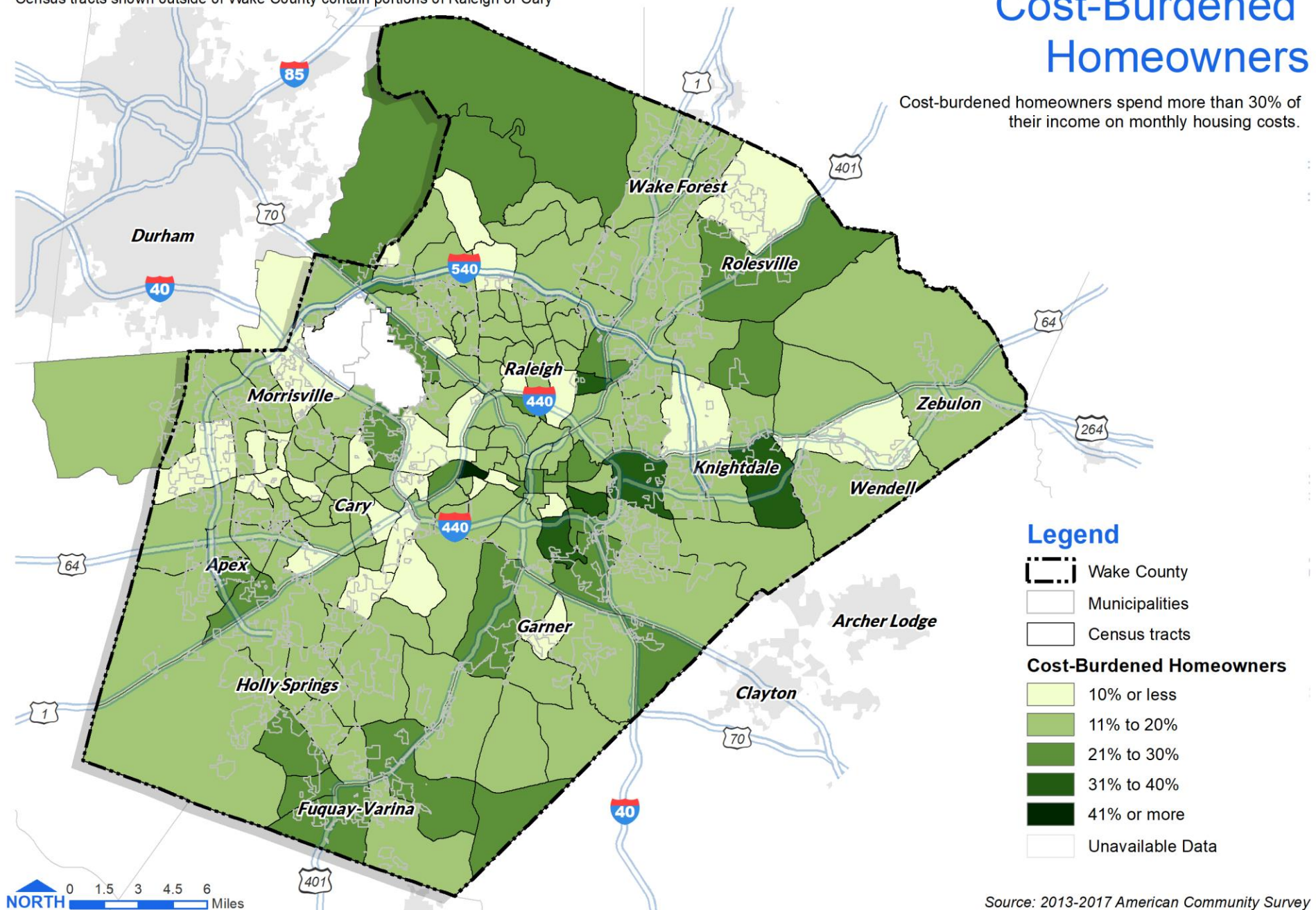


NORTH 0 1.5 3 4.5 6 Miles

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Cost-Burdened Homeowners

Cost-burdened homeowners spend more than 30% of their income on monthly housing costs.



NORTH 0 1.5 3 4.5 6 Miles

2020 Analysis of Impediments to Fair Housing Choice

Source: 2013-2017 American Community Survey

Page 45

Housing Unit Size

Current rental housing supply continues to fall short for meeting the needs of large families

Larger households can face impediments to fair housing choice, whether or not children are present. If a community has policies or programs in place that restrict the number of persons that can live together in a single housing unit, and members of the protected classes need more bedrooms to accommodate their larger household, the restriction on the size of the unit will have an unbalanced negative impact on members of the protected classes.

To adequately house larger families, a sufficient supply of larger dwelling units consisting of three or more bedrooms is necessary. In Wake County, there are few options to rent a unit to accommodate large families. Of the 137,179 rental units available in 2017, only 32.1% had three or more bedrooms (slightly more than the 29.7% in 2013) compared to 90.6% of the owner housing stock. As detailed in the Familial Status section of the report, members of the protected classes are more likely to live in large

households and require larger housing units in order to avoid overcrowding.

Large families that require large units face tougher competition and may not be able to choose units strictly based on size but merely on availability and/or affordability. This can result in cost burden, overcrowding, or other housing issues for large families. Providing affordable housing for all Wake County residents can be accomplished by coordinating appropriate housing sizes to families' needs and resources. This includes supplying small, medium, and large units strategically and according to market demand in order to reduce stresses on the market.

City of Raleigh

Renter-occupied housing stock tends to have fewer bedrooms than owner-occupied housing stock, and this trend is most pronounced in Raleigh. While 86.3% of the owner-occupied housing stock has three or more bedrooms (compared to 84.9% in 2013), only 27.2% of the renter-occupied housing stock has three or more bedrooms (compared to 24.9% in 2013). This proportion of renter-occupied housing stock with

more than three bedrooms is much lower than the Urban County average of 46.4% (44.8% in 2013). As discussed in more detail later, members of the protected classes are more likely to be renters. These income limitations reduce housing choice for large families with children and the lack of large units in Raleigh limits the supply of appropriately sized housing. To adequately house larger families, a sufficient supply of larger dwelling units consisting of three or more bedrooms remains necessary.

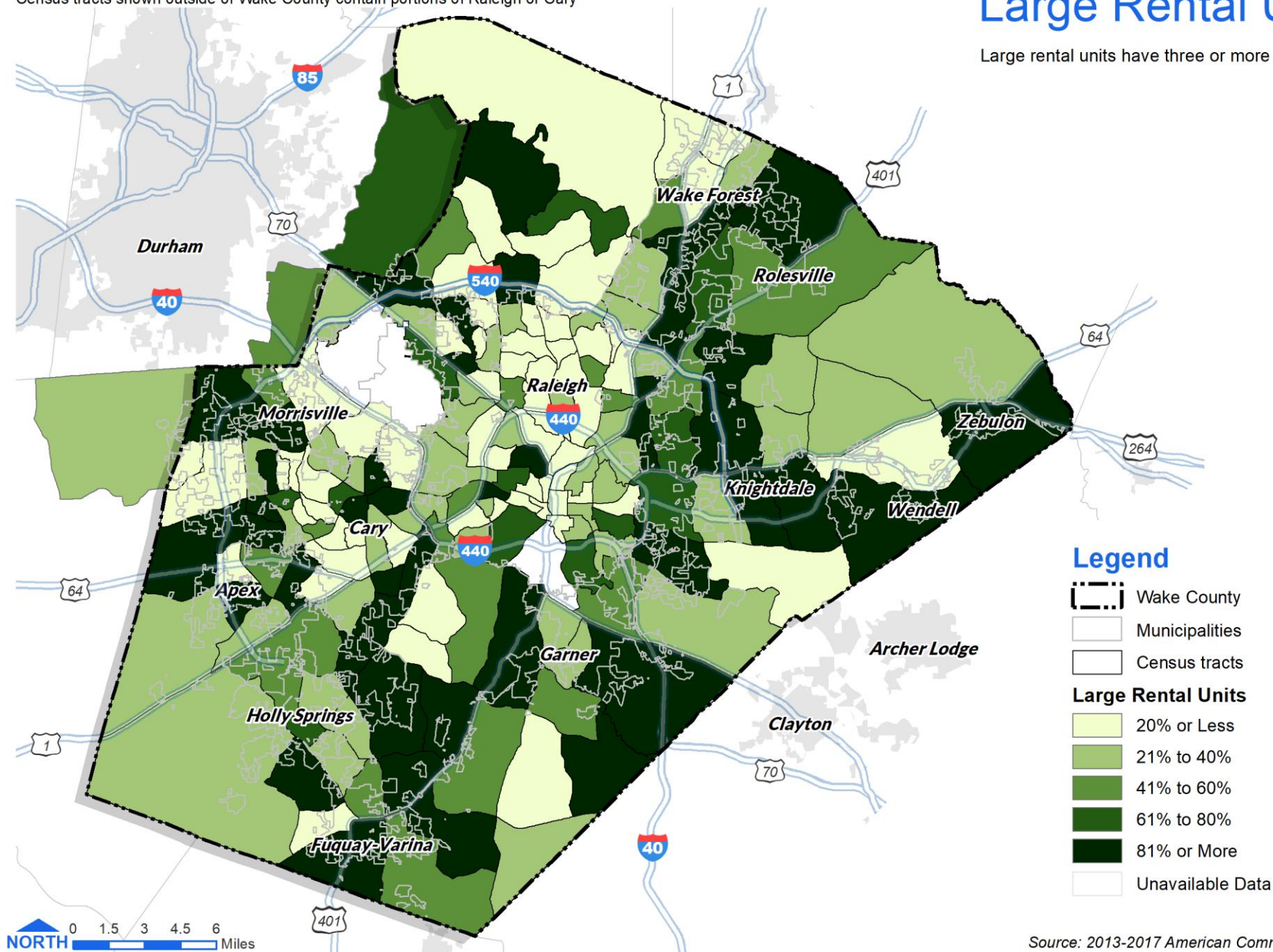
Town of Cary

The majority of Cary's owner-occupied housing stock (90.8%) had three or more bedrooms. This relates to the higher proportion of large families found in Cary. However, only 28.5% of the renter-occupied housing stock had three or more bedrooms (compared to 25% in 2013). While 8.5% of owner-occupied housing stock consisted of two-bedroom units, this size comprised 45.6% of the renter-occupied housing stock (more than the 41.1% in 2013). While this is reflective of Cary's local demographics, it may pose difficulties for large renter households and smaller households who want to become homeowners.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Large Rental Units

Large rental units have three or more bedrooms.



NORTH 0 1.5 3 4.5 6 Miles

2020 Analysis of Impediments to Fair Housing Choice

Source: 2013-2017 American Community Survey

Page 47

Wake County • City of Raleigh • Town of Cary • Raleigh Housing Authority • Housing Authority of the County of Wake

Housing Age

The majority of older housing in Wake County is located in Raleigh

Older housing typically requires more and more complex continual maintenance. In the absence of routine maintenance, older housing can quickly become substandard. A common age threshold used to signal a potential deficiency is around 50 years or more.

Overall, Wake County's housing stock is much newer than the nation's, with the median year of construction 17 years newer than the average American home (1994 in Wake County versus 1977 nationally). This difference was the same in the Urban County, where the median year of construction was 1994. While housing age is generally very new, some areas of the Urban County do have large inventories of pre-1970 housing stock.

The housing stock in the townships of Little River, Marks Creek, Meredith, Middle Creek, St. Mary's, and St. Matthew's all consisted of over 10% pre-1970 housing stock. These areas may have unique rehabilitation needs.

City of Raleigh

The vast majority of Wake County's pre-1970 housing stock was concentrated in Raleigh and 29% of all housing units in Raleigh were constructed before 1970 (down from nearly 50% in 2013, which speaks to the rapid development trends). The median year of construction in Raleigh was 1970, which makes the median housing unit 24 years older in Raleigh when compared to the Urban County. This means that housing rehabilitation may be a higher priority in Raleigh than in Cary or the Urban County.

Town of Cary

Cary's housing stock was slightly older than the housing stock of the Urban County. The median year of construction was 1988, compared to 1994 in the Urban County. Like the Urban County, Cary's housing stock is rapidly expanding due to high market demand.

D. DISPARITIES IN ACCESS TO COMMUNITY ACCESS

Communities of Opportunity

“Communities of Opportunity” provide access to important amenities and services

A large body of social research has demonstrated the powerful negative effects of residential segregation on income and opportunity for minority families, which are commonly concentrated in communities “characterized by older housing stock, slow growth, and low tax bases – the resources that support public services and schools.”¹

Households living in lower-income areas of racial and ethnic concentration have fewer opportunities for education, wealth building, and employment.²

Historically, the Department of Housing and Urban Development (HUD) has relied on identifying racially and ethnically concentrated areas of poverty (**RCAPs and ECAPs**), geographic areas where both high poverty rates and a high percentage of minorities are clustered.

The rationale for this analysis was to help communities determine where to invest housing resources by pinpointing the areas of greatest existing need. However, current evidence suggests that adding more subsidized housing to places that already have a high concentration of social and economic issues (i.e. RCAPs and ECAPs) could be counter-productive and not meet the spirit of the goals of HUD programs.

This does not mean RCAP/ECAPs should be ignored by communities, however. Residents in RCAP/ECAPs still need services and high-quality places to live and stabilizing and improving conditions in the lowest-income neighborhoods remains a key priority of HUD programs. Instead, investment should be balanced between existing RCAP/ECAPs and other neighborhoods that offer opportunities and advantages for families.

To describe the variation in neighborhood opportunity across regions, HUD has adopted a **“Communities of Opportunity”** model based on research developed by The Kirwan Institute for the Study of Race and Ethnicity at Ohio State University. Communities of Opportunity is a framework that assigns each neighborhood a score reflecting the degree to which its residents have access to amenities and services such as good schools, jobs, stable housing, transit, low crime, and minimal health hazards.

HUD and the Institute draw upon an extensive research base demonstrating the importance of neighborhood conditions in predicting life outcomes. The ultimate goals of the exercise are to bring opportunities to amenity-deprived areas and to connect people to existing opportunities throughout a region. The Institute argues that “we need to assess the geographic differences in resources and opportunities across a region to make informed, affirmative interventions into failures and gaps in ‘free market’ opportunities.”

1. Orfield, Myron. “Land Use and Housing Policies to Reduce Concentrated Poverty and Racial Segregation.” Fordham Urban Law Journal. Volume 33, Issue 3, 2005.

2. Turner, Margery, et al. “Discrimination in Metropolitan Housing Markets: National Results from Phase I HDS 2000. Urban Institute. Online: huduser.org/Publications/pdf/Phase1_Report.pdf

The Communities of Opportunity model is highly spatial and therefore map-based, generating a geographic footprint of inequality. The process of creating opportunity maps involves building a set of indicators that reflect local issues and are also based on research that validates the connections between the indicators and increased opportunity. Data is collected at the smallest geographic unit possible for each indicator and organized into sectors (prosperity, mobility, etc.), which are then combined to create a composite opportunity map. The resulting maps allow communities to analyze opportunity, “comprehensively and comparatively, to communicate who has access to opportunity-rich areas and who does not, and to understand what needs to be remedied in opportunity-poor communities,” according to the Institute.

The combination of identifying RCAP/ECAPs and Communities of Opportunity creates a holistic approach to community investment.

Opportunity Mapping

The Communities of Opportunity model was used to calculate opportunity index scores for each census tract based on separate dimensions. Each dimension analyzed for this AI includes a collection of variables describing conditions for each census tract in Wake County. These same variables were used in the 2015 AI for ease of comparison.

- **Prosperity** includes rates of family poverty and the receipt of public assistance to capture the magnitude of a given neighborhood’s prosperity.
- **Job Access** measures distance to all job locations, weighting larger employment centers more heavily and inversely weighting the labor supply (competition) of the location.
- **Community Health** is an indexed measurement of the number of residents without health insurance and residents with low food access, as ranked by the USDA.

- **Transit Access** represents the ease with which people can travel to and from neighborhood amenities. As a proxy for amenities, the index counts the number of jobs in service-oriented industries that are commonly viewed as amenities (e.g. food service and entertainment) within a reasonable walking distance to any bus stop. Public transit data from all three service providers in Wake County was utilized in the creation of this index.
- **Labor Market Engagement** measures the level of employment, labor force participation, and educational attainment in each neighborhood to describe its local human capital.

Decisions about the composition of each index were influenced in part by the data available at the tract level and in part by stakeholder input during the modeling process. For example, the Community Health and Transit Access indices were both modified for this analysis to better reflect on-the-ground conditions as well as to incorporate available data specific to Wake County.

The elements that comprise each index are explained in detail throughout the remainder of this chapter. The score each census tract received for each of these five dimensions are represented on a range from 1 to 100.

No weighting was used when adding the composite index, as there is no proven methodological basis for assigning greater or lesser value to any given variable in this type of analysis.

The following pages include a series of index maps explained individually, then combined to illustrate opportunity and compare it to other descriptive characteristics of Wake County's communities and their residents.

Prosperity Index

Prosperity in Wake County remains concentrated in the west

The Prosperity Index captures the magnitude of poverty rates in each census tract. This index uses the family poverty rate and the percentage of households receiving public assistance. For the purposes of this analysis, “public assistance” refers to Supplemental Nutrition Assistance Program (SNAP), Medicaid, housing assistance, Supplemental Security Income (SSI), Temporary Assistance for Needy Families (TANF), and General Assistance (GA).

As with the prior AI, prosperity in Wake County continues to be concentrated in the western portion of the county. The longstanding influence of the Research Triangle Park in this area of the county likely has a large impact on the settlement patterns, income distribution, and overall prosperity of this area. Cary, Morrisville, and the northwest areas of Raleigh have many of the highest prosperity scores. Outside of this cluster, there are also high prosperity scores in Holly Springs, Wake Forest, and Knightdale.

Tracts with low prosperity index scores were also concentrated, but generally towards the eastern portion of Wake County. Low-prosperity areas were clustered within Raleigh, especially in southeast and eastern Raleigh. The RCAPs detailed in the previous section of this report all fall into the lower ranges of the prosperity index.





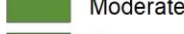
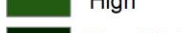
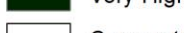


There are also areas of suburban Wake County with low prosperity scores. These are in areas such as Knightdale (which has both very high-scoring and very low-scoring tracts directly next to each other), Garner and Wendell. There are also several low-scoring tracts in Cary in the eastern area of the town. Though these areas may be similar to the low-scoring areas in southeast Raleigh in terms of their relative prosperity, there may be social and economic differences between tracts.

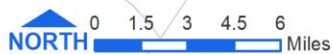
Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Prosperity Index

As with the prior AI, prosperity in Wake County continues to be concentrated in the western portion of the county. Cary, Morrisville, and the northwest areas of Raleigh have many of the highest prosperity scores. Outside of this cluster, there are also high prosperity scores in Holly Springs, Wake Forest, and Knightdale. Tracts with low prosperity index scores were also concentrated, but generally towards the eastern portion of Wake County. Low-prosperity areas were clustered within Raleigh, especially in southeastern Wake County.

Legend

-  Wake County
-  Municipalities
- Prosperity Index**
 -  Very Low
 -  Low
 -  Moderate
 -  High
 -  Very High
-  Census tracts
-  Unavailable Data



Source: 2013-2017 American Community Survey

2020 Analysis of Impediments to Fair Housing Choice

Job Access Index

Residents in the northern and central areas of Raleigh continue to have the best access to jobs

The Job Access index rates a given census tract as a function of its distance to all job locations. As distance from a job increases, the job opportunity is “discounted” because it becomes more difficult to access that job. The Job Access Index rates a given census tract as a function of its distance to all job locations. The index utilizes a gravity model where the distance from any single job location is positively weighted by the size of employment (job opportunities) at that location and inversely weighted by the labor supply (competition) to that location. As distance from a job increases, the job opportunity is “discounted” because it becomes more difficult to access that job.

The scoring of the job access index reflects the influence of Wake County’s two largest employment centers: The Research Triangle Park (RTP) and Downtown Raleigh. Tracts with the highest job access scores are in the northern and central areas of Raleigh. These tracts are located near both employment centers, with relatively easy access to either option.

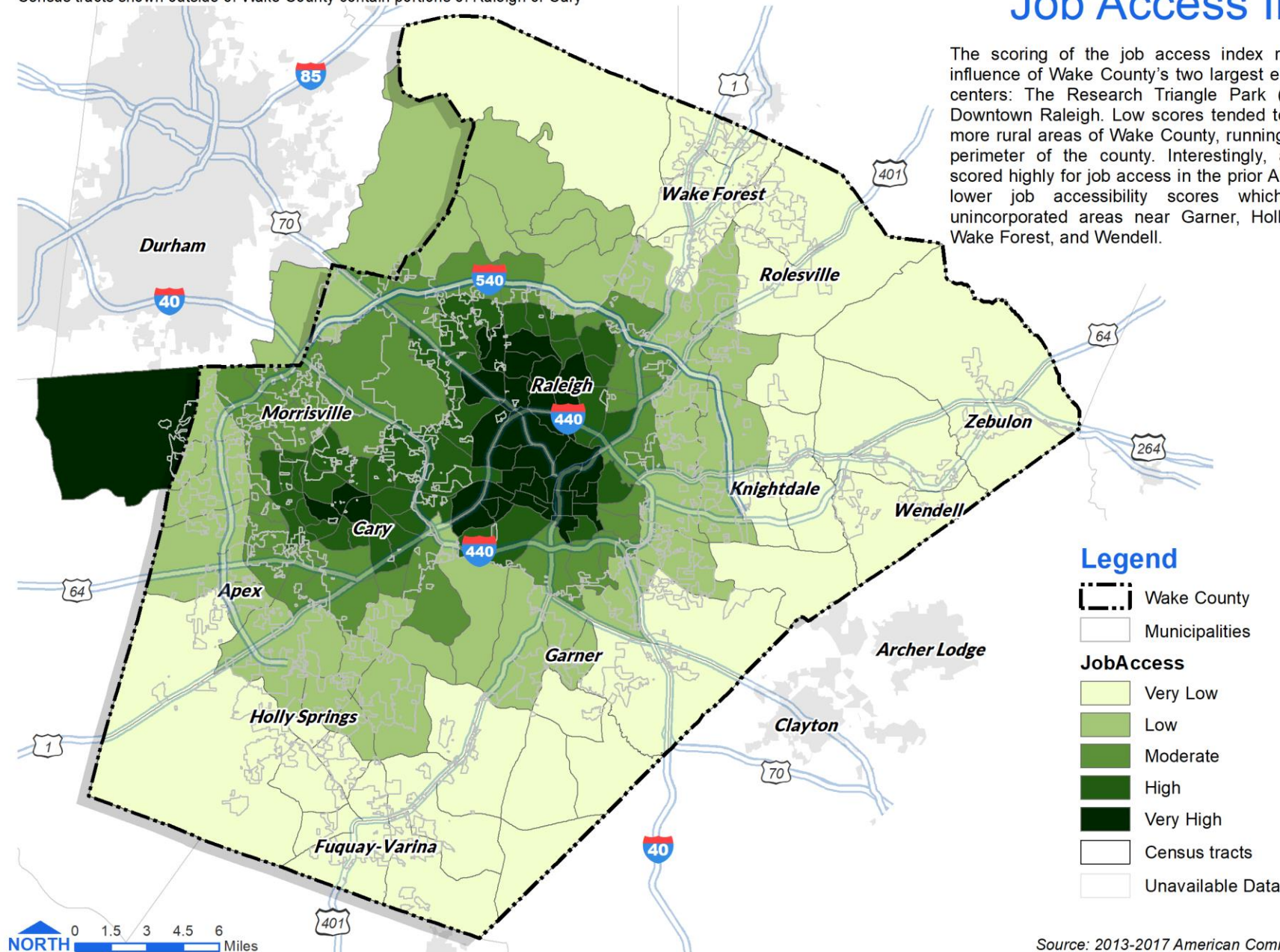
Low scores tended to be in the more rural areas of Wake County, running along the perimeter of the county. These tracts have poor access to primary employment centers of Wake County. Much of central Raleigh and Cary ranks from moderate to very high job access at each city center.

Notably, areas that scored highly for job access in the prior AI now have lower job accessibility scores. This includes tracts comprised predominantly of unincorporated areas near Garner, Holly Springs, Wake Forest, and Wendell.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Job Access Index

The scoring of the job access index reflects the influence of Wake County's two largest employment centers: The Research Triangle Park (RTP) and Downtown Raleigh. Low scores tended to be in the more rural areas of Wake County, running along the perimeter of the county. Interestingly, areas that scored highly for job access in the prior AI now have lower job accessibility scores which includes unincorporated areas near Garner, Holly Springs, Wake Forest, and Wendell.



Source: 2013-2017 American Community Survey

Community Health Index

Community Health Index scores remain lowest in eastern Wake County

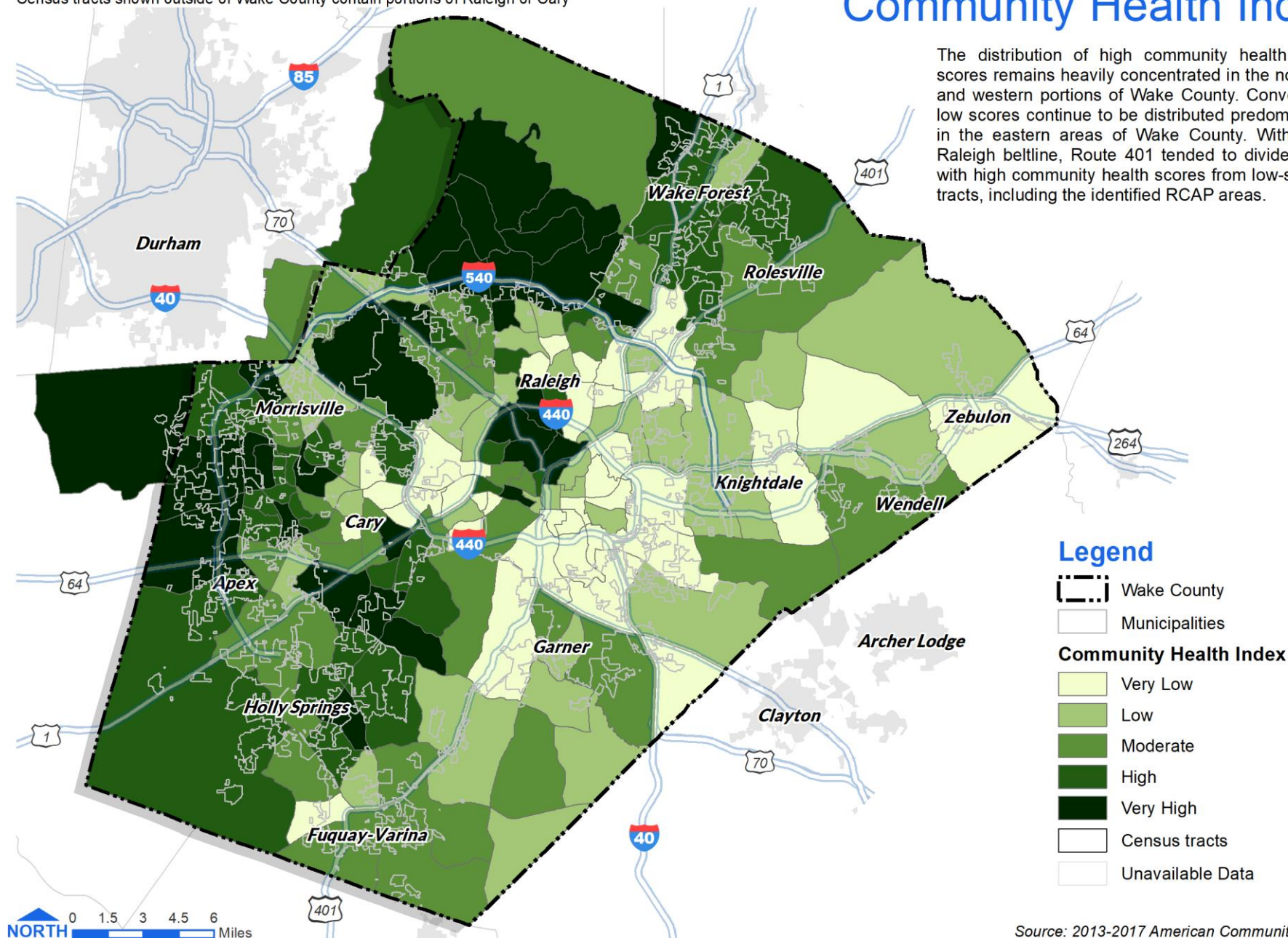
The Community Health Index measures environmental health hazards exposure. It models the volume of toxic industrial releases in the EPA's Toxic Release Inventory, the EPA toxicity assessment of the release chemicals, and the distance to the toxic release facility. Rather than evaluate toxic spills, the Community Health Index used here takes a more neighborhood-based approach. The index combines the rate of people without health insurance with a tract's access to food, as defined by the USDA Food Access Research Atlas.

The distribution of high community health index scores remains heavily concentrated in the northern and western portions of Wake County. Conversely, low scores continue to be distributed predominantly in the eastern areas of Wake County. Within the Beltline, Route 401 tended to divide tracts with high community health scores from low-scoring tracts, including two of the three identified RCAP areas (with the third being an exception due to the presence of NC State University). An area of western Raleigh that extends into eastern Cary also had low index scores.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Community Health Index

The distribution of high community health index scores remains heavily concentrated in the northern and western portions of Wake County. Conversely, low scores continue to be distributed predominantly in the eastern areas of Wake County. Within the Raleigh beltline, Route 401 tended to divide tracts with high community health scores from low-scoring tracts, including the identified RCAP areas.



Source: 2013-2017 American Community Survey

2020 Analysis of Impediments to Fair Housing Choice

Transit Access Index

Residents in suburban and rural areas of Wake County continue to have less access to transit

The Transit Access Index summarizes the ease with which people can travel to and from neighborhood amenities. As a proxy for amenities, the index counts the number of jobs in three service-oriented industries that commonly are viewed as amenities (retail; arts, entertainment & recreation; and food & accommodations) within a reasonable (0.5 mile) walking distance of any bus stop.

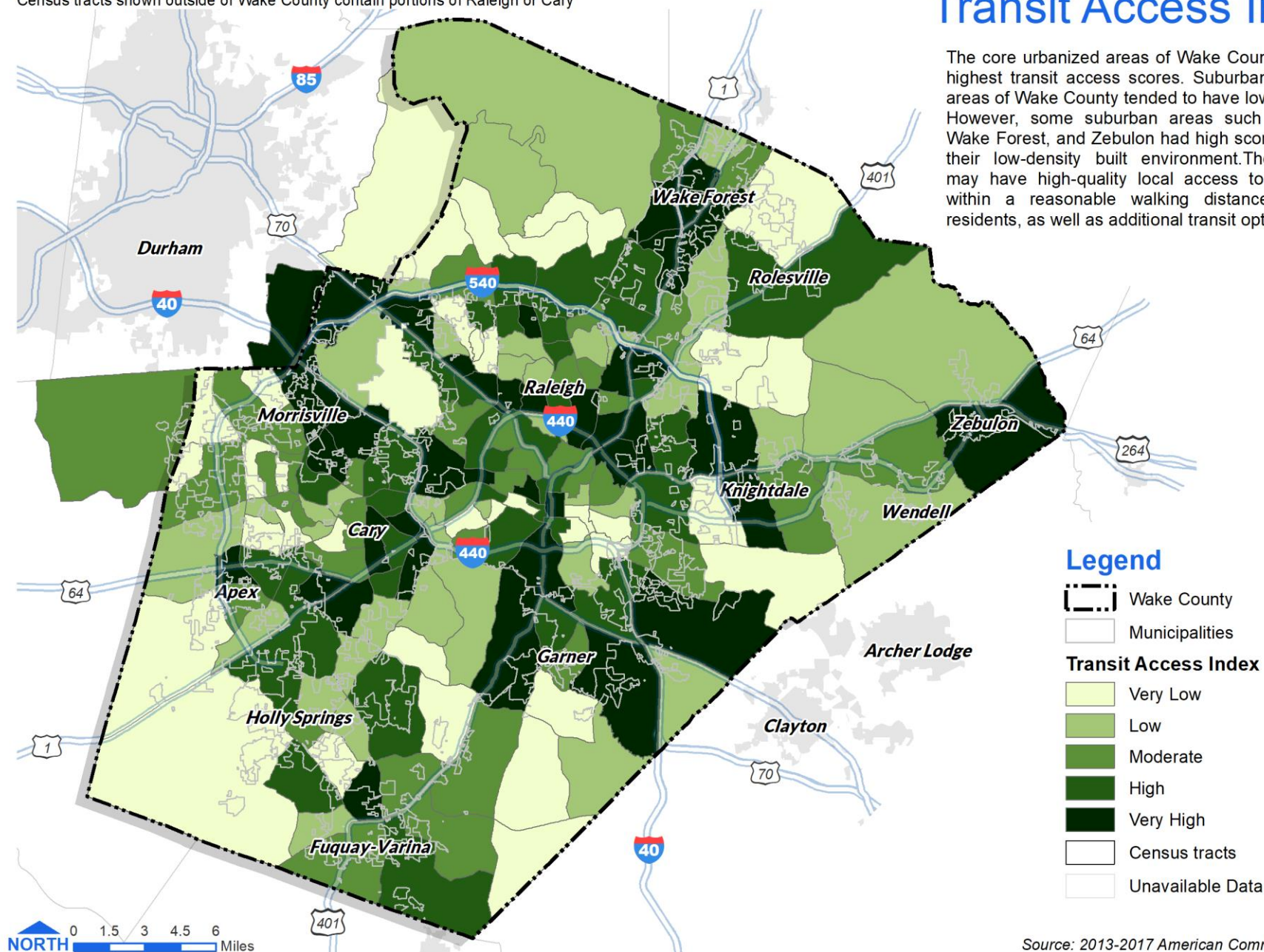
Unsurprisingly, areas within the core urbanized areas of Wake County had the highest transit access scores. Suburban and rural areas of Wake County tended to have lower scores. However, some suburban areas such as Apex, Wake Forest, and Zebulon had high scores despite their low-density built environment. This is likely because the index measures transit access as a function of access to local amenities. These areas may have high-quality local access to amenities within a reasonable walking distance to residents, as well as additional transit options.

Outlier tracts on the northern and southeastern boundaries of Wake County have high scores because of their proximity to large shopping centers, which have large numbers of service-industry amenities. Specifically, Brier Creek Commons in northern Wake County and Holly Springs Towne Center and White Oak Crossing in southern Wake County create the outlier tracts. These tracts do meet the criteria for high levels of amenities. However, their high transit access is likely a result of the proxy used and is not necessarily reflective of high levels of access to transportation systems generally.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Transit Access Index

The core urbanized areas of Wake County had the highest transit access scores. Suburban and rural areas of Wake County tended to have lower scores. However, some suburban areas such as Apex, Wake Forest, and Zebulon had high scores despite their low-density built environment. These areas may have high-quality local access to amenities within a reasonable walking distance to local residents, as well as additional transit options



Source: 2013-2017 American Community Survey

Labor Market Engagement Index

Western Wake County continues to have the highest levels of Labor Market Engagement

The Labor Market Engagement Index provides a summary description of local employment and human capital in a census tract. This is based on unemployment, labor force participation, and educational attainment in that tract. Areas with high Labor Market Engagement Index values have high levels of human capital, low unemployment rates, and are less likely to have problems engaging in the workforce.

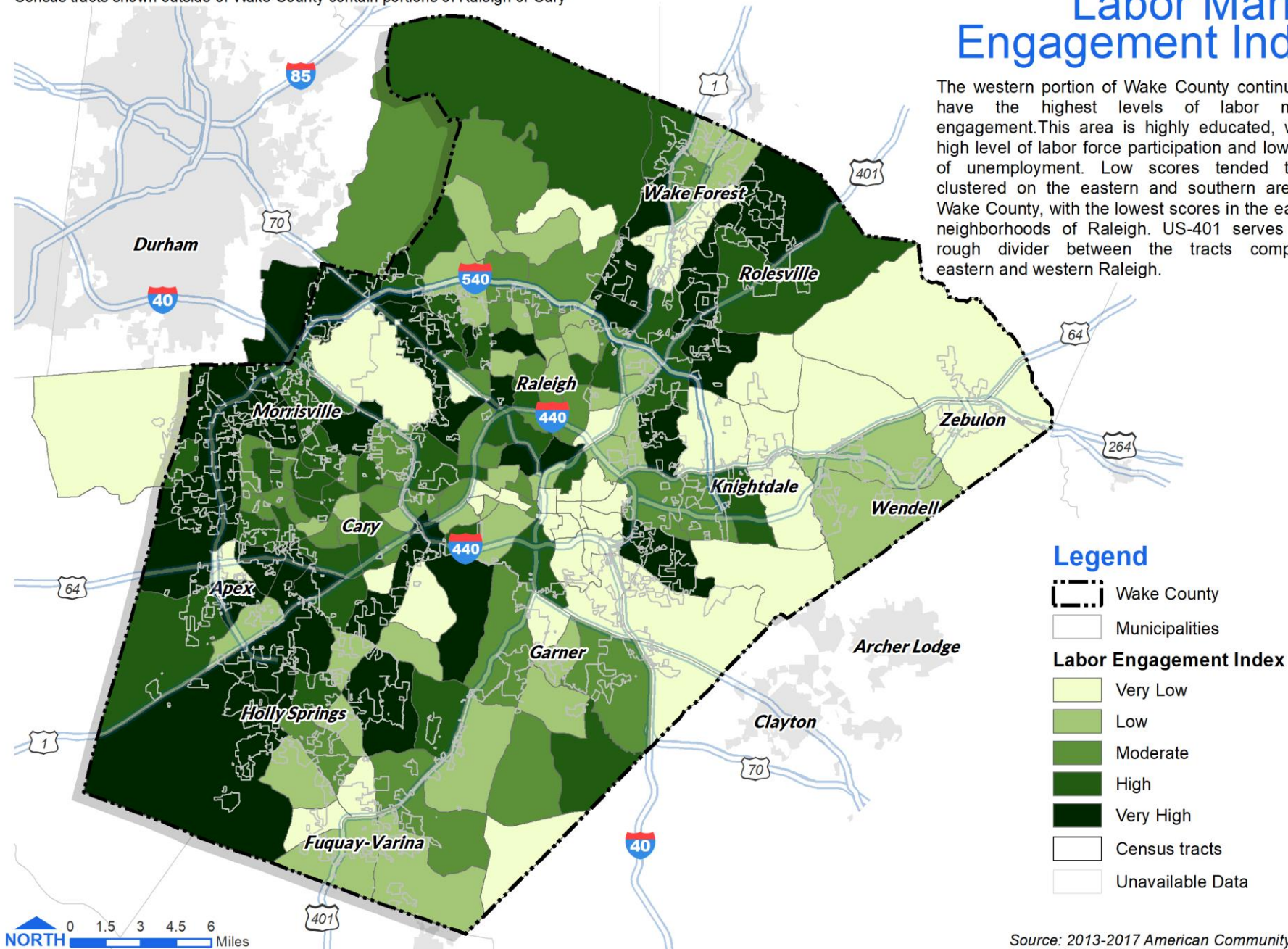
Geographically, areas with high labor market engagement were heavily skewed towards the western portion of Wake County in the prior AI, and this remains the case. This area is highly educated, with a high level of labor force participation and low rates of unemployment. Interestingly, the Town of Apex had tracts with both very high scores and very low scores. This suggests a high level of variance within Apex's local labor market.

Low scores tended to be clustered on the eastern and southern areas of Wake County, with the lowest scores in the eastern neighborhoods of Raleigh. As with other indices, US-401 served as a rough divider between the tracts comprising eastern and western Raleigh. Low scores were also found in Wendell, Zebulon, and Fuquay-Varina.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Labor Market Engagement Index

The western portion of Wake County continues to have the highest levels of labor market engagement. This area is highly educated, with a high level of labor force participation and low rates of unemployment. Low scores tended to be clustered on the eastern and southern areas of Wake County, with the lowest scores in the eastern neighborhoods of Raleigh. US-401 serves as a rough divider between the tracts comprising eastern and western Raleigh.



0 1.5 3 4.5 6
NORTH Miles

Comprehensive Opportunity Scores

Residents of western Wake County have the best access to opportunity overall

The results from the five sub-indices (prosperity, labor market engagement, job access, transit access, and community health) were summed into one composite score, representing a Comprehensive Opportunity Index.

The objective of the communities of opportunity index is to identify places that are good locations for investment that might not have been selected through an RCAP analysis only. To that extent, it is important to look at where opportunity areas and the RCAPs defined for Wake County do and don't overlap.

Geographically, tracts with the highest opportunity scores remain in the western portion of Wake County. This is the area near RTP, Downtown Raleigh, and NC State—all major employment opportunities in Wake County. The area is also near opportunities in the Durham and Chapel Hill areas. Cary had both high opportunity and low opportunity tracts in the prior AI, suggesting a high level of economic variation within the Town. This remains the case in the current AI.

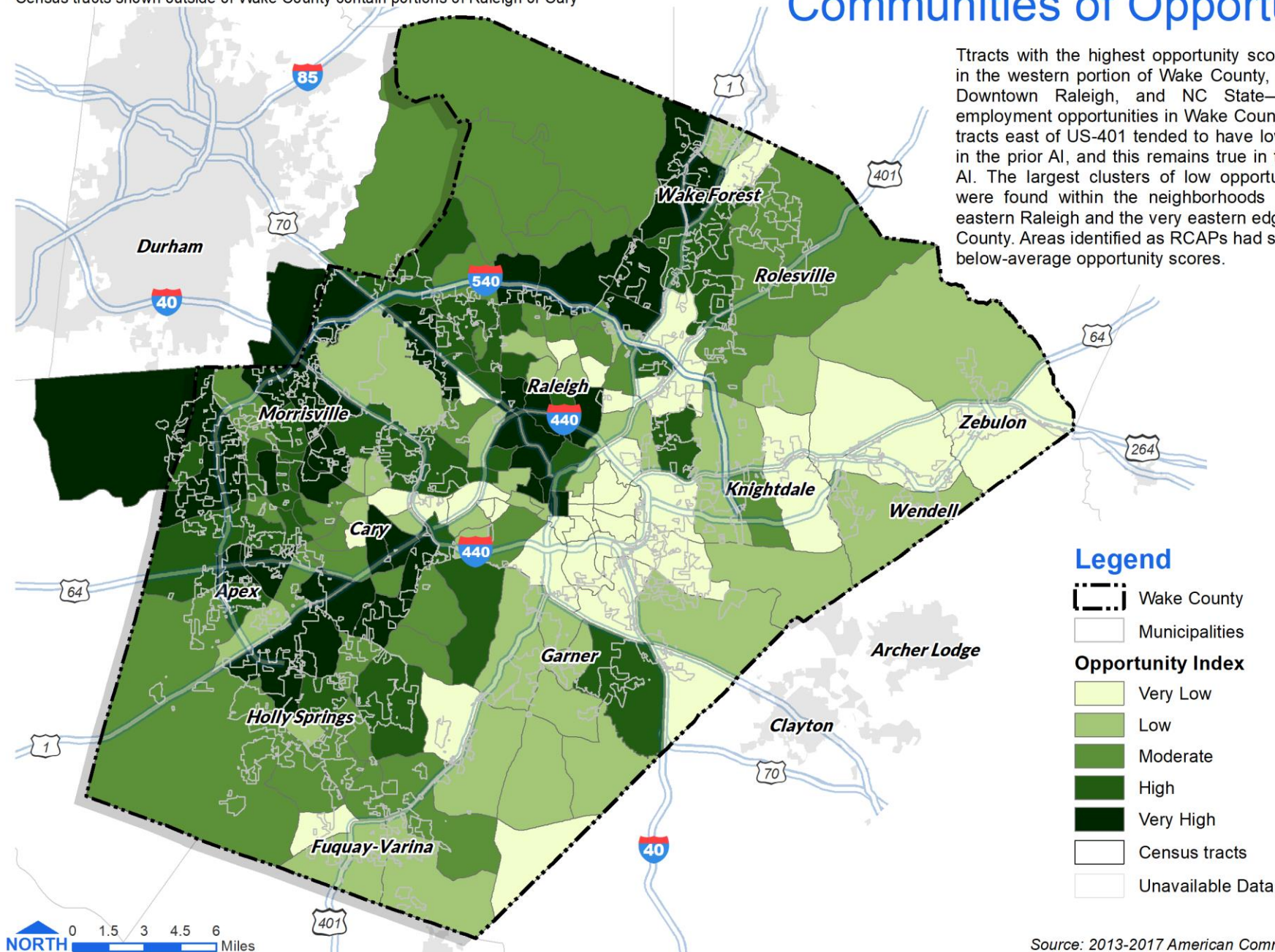
Census tracts east of US-401 tended to have lower scores in the prior AI, and this remains true in the current AI. The largest cluster of low opportunity tracts was found within the neighborhood comprising eastern Raleigh. The very eastern edge of Wake County, which includes the towns of Wendell and Zebulon, also had tracts with very low opportunity scores. Areas identified as RCAPs had significantly below-average opportunity scores.

The number of rental units priced at \$500 or below can be used as a proxy to demonstrate the number of potential housing options a low-income household may have in an area. As the following maps show, affordable housing rental options are predominantly located in census tracts with below-average opportunity scores. There are very few affordable rental housing options located in the highest-scoring tracts in Wake County. One exception to this is the town of Wake Forest, where there are many affordable rental units in a high-opportunity area.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Communities of Opportunity

Tracts with the highest opportunity scores remain in the western portion of Wake County, near RTP, Downtown Raleigh, and NC State—all major employment opportunities in Wake County. Census tracts east of US-401 tended to have lower scores in the prior AI, and this remains true in the current AI. The largest clusters of low opportunity tracts were found within the neighborhoods comprising eastern Raleigh and the very eastern edge of Wake County. Areas identified as RCAPs had significantly below-average opportunity scores.



Source: 2013-2017 American Community Survey

E. DISABILITY AND ACCESS

Building Codes

Building codes are consistent throughout the state

From a regulatory standpoint, local government measures define the range and density of housing resources that can be introduced in a community. Housing quality and accessibility standards are enforced through the local building code and inspections procedures.

Federal housing regulations specify that residential structures having at least four multi-family dwelling units include features of accessible and adaptable design. This requirement applies regardless of whether the structures are privately owned or publicly assisted. Examples of these regulations include Section 504 of the Rehabilitation Act of 1973 and the federal Fair Housing Act,

While local jurisdictions in many other states adopt and enforce their own building codes, the North Carolina Building Code is adopted at the state level and applied uniformly across all jurisdictions. The state does not allow any local building code amendments. Most importantly, the state does not allow any local variance procedure or local board of appeals; counties and municipalities may only interpret the code as provided by the state.

From a fair housing perspective, this is advantageous because developers of affordable housing can depend on consistent standards no matter where they choose to locate. Additionally, accessibility standards apply equally to all areas.

The North Carolina Building Code details standards for the accessibility of private housing structures that are consistent with Uniform Federal Accessibility Standards (UFAS) and Americans with Disabilities Act (ADA) accessibility guidelines, as well as International Code Council/American National Standards Institute (ICC/ANSI) accessibility provisions. The code identifies residential buildings that must comply with accessibility requirements. Detached one- and two-family dwellings and buildings with less than five sleeping units are exempted from the accessibility standards.

Each local jurisdiction ensures compliance with state and federal accessibility statutes through construction plan review and field inspections. Wake County's Planning, Development, and Inspections Division enforces the building code for unincorporated areas and, through contractual agreement, handles inspections for the towns of Knightdale, Rolesville, Wendell, and Zebulon.

In Cary, accessibility features are assessed during plan review, then inspected during construction. Inspectors receive continuing education and required certifications. The Town's review process requires a follow-up after a non-compliance notice. According to Inspections and Permitting staff, developments with accessible design features run into similar types of delays and disapprovals as non-accessible units. The fact that a unit has accessible design features does not create specific problems in obtaining construction approval and compliance.

F. FAIR HOUSING PROFILE

This section provides a review of the existence of fair housing complaints or compliance reviews where a charge of a finding of discrimination has been made. Additionally, this section will review the existence of any fair housing discrimination suits filed by the United States Department of Justice or private plaintiffs in addition to the identification of other fair housing concerns or problems.

Fair Housing Complaints

A lack of filed complaints does not necessarily indicate a lack of housing discrimination. Some persons may not file complaints because they are not aware of how to go about filing a complaint or where to go to file a complaint. In a tight rental market, tenants may want to avoid confrontations with prospective landlords. Discriminatory practices can be subtle and may not be detected by someone who does not have the benefit of comparing his treatment with that of another home seeker.

Other times, persons may be aware that they are being discriminated against, but they may not be aware that the discrimination is against the law and that there are legal remedies to address the discrimination. Finally, households may be more interested in achieving their first priority of finding decent housing and may prefer to avoid going through the process of filing a complaint and following through with it. Therefore, education, information, and referral regarding fair housing issues remain critical to equip persons with the ability to reduce impediments.

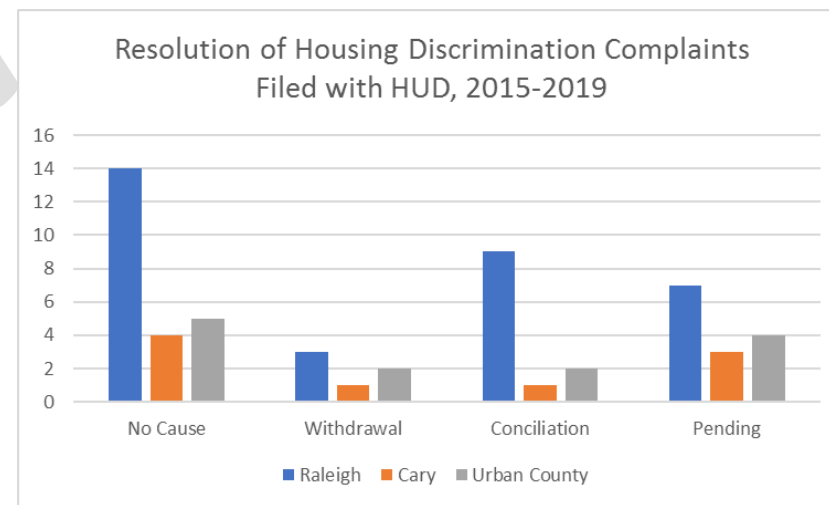
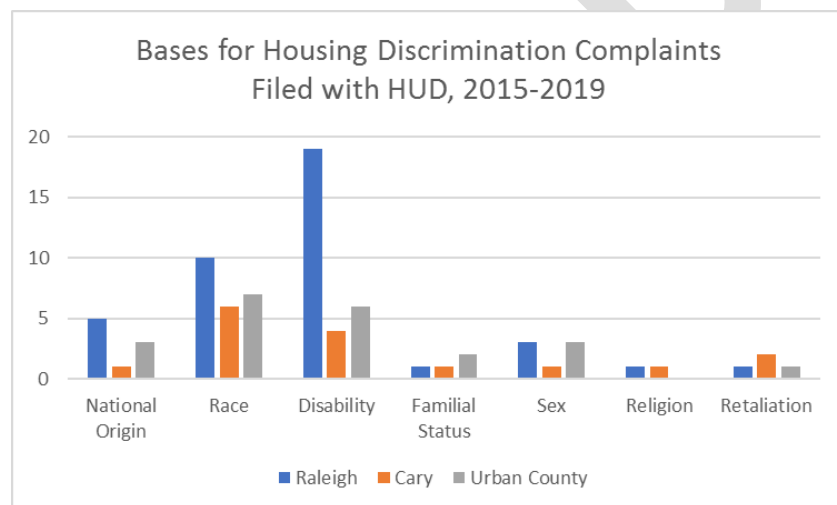
Residents of Wake County can receive fair housing services from a variety of agencies, such as the Office of Fair Housing & Equal Opportunity under HUD, the North Carolina Human Relations Commission, Legal Aid of North Carolina Fair Housing Project, the Raleigh Human Relations Commission, and the Raleigh Fair Housing Hearing Board. These groups provide education and outreach, sponsor community events, process fair housing complaints, and in some cases investigate complaints through testing, and/or work to promote a mutual understanding of diversity among residents.

Office of Fair Housing & Equal Opportunity (HUD)

The Office of Fair Housing & Equal Opportunity (FHEO) at HUD receives complaints from persons regarding alleged violations of the federal Fair Housing Act. Fair housing complaints originating in Wake County were obtained and analyzed for the period 2015-2019. Analysis of the occurrence of complaints over time is more useful than analysis of complaints among various HUD regions due to substantial differences in the size and demographic composition of the municipalities and the presence or absence of other means of reporting complaints (to state or local enforcement agencies). A total of 56 housing discrimination complaints were filed by Wake County residents during this period.

Fair housing complaints originated in localities across the County based on geographic information provided by HUD. Raleigh residents filed the highest number of complaints (34) followed Cary residents (9). Within the Urban County, 10 complaints were filed by residents in Knightdale (3), Wake Forest (3), Apex (2) and Morrisville (2). Of the 56 complaints, 15 were filed alleging two or more bases of discrimination. As a result, the graph below reflects a higher total than the 56 complaints filed.

Disability and race were the most common bases for complaint regardless of location in the County. Nearly 56% of complaints in Raleigh alleged discrimination based on disability followed by 29.4% on race. In both Cary and the Urban County, race was the most common basis for complaint at 66.7% and 53.8%, respectively, followed by disability at 44.4% of complaints in Cary and 46% in the Urban County. These trends mirror the same at the state level as reported in *The State of Fair Housing in North Carolina (2019)* released by Legal Aid of North Carolina's Fair Housing Project.



A total of 14 housing discrimination complaints remained under review at the end of 2019. Of the complaints that were closed, 14 (41%) cases filed in Raleigh were found to be without probable cause, 9 (26.4%) resulted in a negotiated settlement, and 3 (8.8%) were withdrawn. In the Town of Cary, 4 (44.4%) cases were found to be without probable cause, 1 (11%) resulted in settlement, and 1 (11%) complaint was withdrawn. Five (38%) cases were found to be without probable cause in the

Urban County, while 2 (15%) cases were withdrawn and the same number were settled.

Across all complaints filed with HUD, discriminatory terms, conditions, privileges, or services and facilities was the most cited issue, factoring into almost all cases in Raleigh, Cary, and the Urban County. For example, this includes if someone is offered a higher rent or a different apartment than the one advertised.

In Raleigh, refusal to rent or negotiate for rental was another common issue, factoring into nearly half of all cases, followed closely by discrimination to otherwise deny or make housing unavailable. The Town of Cary's second most-frequently cited issue in complaints was to otherwise deny or make housing unavailable, while in the Urban County more than one third of all cases involved failure to make reasonable accommodations for persons with disabilities.

Housing Discrimination Complaints by Issue Filed with HUD, 2015-2019

Issue	Raleigh City		Cary Town		Urban County	
	Citations	% of Complaints	Citations	% of Complaints	Citations	% of Complaints
Terms, conditions, privileges, or services and facilities	30	88%	9	100%	13	100%
Refusal to rent and negotiate for rental	16	47%	1	11%	4	31%
Failure to permit/make reasonable modification/accommodation	15	44%	3	33%	5	38%
Otherwise deny or make housing unavailable	13	38%	4	44%	3	23%
Advertising, statements, and notices	5	15%	0	0%	2	15%
Discriminatory acts under Section 818 (coercion, etc.)	7	21%	2	22%	2	15%
Refusal to sell and negotiate for sale	0	0%	0	0%	0	0%
Financing and/or lending	3	9%	0	0%	1	8%
Using ordinances to discriminate in zoning and land use	0	0%	0	0%	0	0%
Discriminatory acts under Section 901 (criminal)	0	0%	0	0%	0	0%
Other	2	6%	0	0%	0	0%
Refusing to provide municipal services or property	0	0%	0	0%	0	0%
Failure to provide accessible and usable public and common user areas	0	0%	0	0%	0	0%

Source: HUD

North Carolina Human Relations Commission

The North Carolina Human Relations Commission (NCHRC) is responsible for the enforcement of federal fair housing laws, undertaking the mediation/conciliation and litigation of housing discrimination complaints, and enforcing the North Carolina State Fair Housing Act.

NCHRC is a “substantially equivalent agency” under HUD’s Fair Housing Assistance Program

(FHAP). This means that NCHRC has been certified as substantially equivalent after HUD determined that the Commission administers a law (i.e., the North Carolina State Fair Housing Act) which provides rights, procedures, remedies and judicial review provisions that are substantially equivalent to the Fair Housing Act. For this reason, HUD refers complaints of housing discrimination that it receives from North Carolina residents to the NCHRC for investigation. Housing discrimination complaint

data from the NCHRC are accounted for in the complaints filed with HUD FHEO.

Legal Aid of North Carolina Fair Housing Project

The Fair Housing Project, part of Legal Aid of North Carolina, is a statewide organization with an office in Raleigh that provides education and outreach on fair housing issues. In addition to their educational efforts, the Fair Housing Project provides legal representation, advice, referrals, and information to individuals statewide who have experienced housing discrimination. When necessary, staff can assist in filing a complaint with HUD FHEO or other appropriate administrative or judicial bodies. Housing discrimination complaint data received from the Fair Housing Project are accounted for in the complaints filed with HUD FHEO.

Wake County

Wake County does not have a local human relations or fair housing ordinance. The County publishes a booklet on local human services resources which includes general information about fair housing and provides contact information for individuals who need to submit a complaint. Additionally, the County co-sponsors an annual fair housing conference with the City of Raleigh and the Town of Cary, and monitors adherence to its affirmative marketing policies.

City of Raleigh Fair Housing Hearing Board

The City of Raleigh Fair Hearing Board was established through the City's Fair Housing Ordinance, which empowers the Board "to provide for execution within the City of Raleigh of the policies embodied in Title VIII of the Federal Civil Rights Act of 1968 as amended." The City's ordinance prohibits discrimination in housing opportunities on the basis of race, color, religion, family status, disability, national origin or sex. The ordinance describes discrimination in real estate transactions, discrimination based on disability, discrimination in residential real estate related transactions, and discrimination in the provision of brokerage services.

The Hearing Board is comprised of residents appointed by City Council "to hear, make determinations and issue findings in all cases of discriminatory practices in housing resulting from conciliation failure." Although the Fair Housing Ordinance provides for civil penalties and allows the City to sue in civil court to enforce the provisions, the Fair Housing Board is not granted the authority to do the same.

The Hearing Board works to improve public awareness of Raleigh's Fair Housing Ordinance. The Board's education and outreach efforts include an annual Fair Housing Conference on issues related to housing and discrimination. The conference takes place each April during the national observance of Fair Housing Month.

Housing complaints from residents are received by City staff who support the Hearing Board. Each complaint is documented on an internal spreadsheet to capture information (name, contact information, demographics, nature of complaint, property type, veteran status, basis of discrimination, referral information). Many of the calls received are tenant/landlord issues. When there is a possibility that an issue rises to the level of housing discrimination, then the caller is referred to NCHRC, the North Carolina Justice Center, or Legal Aid of North Carolina,

The Hearing Board works closely with the NCHRC for staff training on complaint intake; however, complaints would be turned over to NCHRC for enforcement. For the Hearing Board to assume enforcement authority, Raleigh City Council would have to amend the Raleigh Fair Housing Ordinance and provide a budget allocation to cover appropriately trained staff.

The Hearing Board will work to continue its fair housing education and outreach initiatives across Raleigh and throughout Wake County through established partnerships, including the Urban County and Cary, along with Raleigh Housing Authority and the Housing Authority of the County of Wake.

Findings Against All Participants

Wake County, the Town of Cary, the City of Raleigh, and the Housing Authority of the County of Wake do not have any unresolved charges, findings, or determinations from a substantially equivalent state or local fair housing agency. The Raleigh Housing Authority has one finding of unlawful discriminatory housing practices issued by the NCHRC in 2011 based on a complaint alleging failure to grant a request for reasonable accommodation. This determination is currently in litigation.

According to each of the five participating entities, none of them have received a letter or finding or lawsuit issued or filed by the U.S. Department of Justice alleging a pattern or practice or systemic violation of fair housing or civil rights law.

According to each of the five participating entities, none of them have received a claim under the federal False Claims Act related to fair housing, nondiscrimination or civil rights, generally, including an alleged failure to affirmatively further fair housing.

Progress Achieved since 2015 AI

Wake County

The 2015 Analysis of Impediments to Fair Housing Choice identified five primary impediments to fair housing in Wake County (as the HUD grantee jurisdiction). Actions taken by Wake County to address these impediments are detailed below.

Impediment and Discussion	Progress Achieved since 2015 AI
Expansion of Public Transportation – Increase Accessibility and Availability	
The public transportation system in Wake County, which serves members of the protected classes, is fragmented and does not adequately connect Racially Concentrated Areas of Poverty (RCAPs) to higher opportunity areas. Wake County has completed a Transit Plan and is working on implementing a coverage model with better connectivity and development of housing along the transit corridors	<p>Wake County adopted the Wake Transit Plan and approved a ½ cent sales tax to help fund the \$2 billion transit improvement plan which will include Bus Rapid Transit, Commuter Rail and enhanced/expanded bus service across the County.</p> <p>Wake County is working closely with the City of Raleigh to identify areas for affordable housing development and preservation along or in close proximity to the proposed and existing transit network.</p>
Lack of Public Education / NIMBYism	
Inclusion of fair housing rules and resources in Human Services pamphlet	No progress reported
Distribution of tenant’s rights booklets in county court locations	No progress reported
Infrastructure and available developable land	
Wake County is willing to provide deeper subsidies for affordable housing in areas where land cost is high.	No progress reported
Members of the protected classes – particularly those living in RCAPs – are disproportionately denied mortgages in the private sector	
Continue to support homebuyer education and financial literacy efforts, particularly for RCAP residents.	No progress reported

Expansion of Affordable Housing Choices

Wake County affirmatively furthers fair housing by providing choice to consumers. The County subsidizes a variety of types of housing in locations throughout the County. Wake County partners with lenders to finance apartments for low-income families in most of the municipalities. Developers, using County and federal housing funds, have built apartment complexes in Apex, Cary, Fuquay-Varina, Garner, Knightdale, Raleigh, Wendell, Wake Forest, and Zebulon. Financing apartment complexes throughout the County gives families a choice of where they want to live rather than limiting them to one part of the County. Wake County funded developments in Garner, Holly Springs, and Rolesville. These communities have less affordable housing than the County average.

- County passed an Ordinance supporting municipal adoption of regulations allowing ADUs
- County hired an Affordable Housing Planning to support municipalities in determining land use policies that affect affordability and other areas municipalities can participate in the creation of affordable housing or further fair housing efforts
- County analyzed all County/School owned property for affordable housing development. First identified property to be released for RFP 1/1/2020.
- 2018: The Wake County Board of Commissioners made a historic \$15 million annual taxpayer-funded investment in affordable housing illustrating its commitment to addressing affordable housing.
- March 2019: Oak City Cares, a one-stop multi services center assisting with provision of immediate needs and referrals for people experiencing a housing crisis, opened to the public. Seven additional access sites to assist with Oak City Cares in a Coordinated Entry process.
- 2019: The County began the process to develop an Acquisition and Preservation Fund to acquire land and properties for affordable housing development. Properties will be assessed for funding by level of opportunity.
- 2018-2020: The County enhanced the Affordable Housing Development Program (Rental Loan Program): added affordability targeting by limiting funding for higher AMI units and providing additional funding for deeper affordability (below 50% AMI); prioritized family over elderly developments to ensure balance;

	<p>required 10% of units be reserved for County PSH rental assistance recipients; increased location targeting criteria and points to target areas of opportunity, including areas with transportation, job centers and schools; implemented developer negotiations and best and final offer process, hired a Lending Analyst to provide underwriting support for all funding programs; increased developer outreach, engagement and technical assistance; created the Strategic Advisor for Data position to lead the creation and implementation of the Preservation Warning System database currently tracking legally binding affordable housing with the planned addition of naturally occurring affordable housing; worked with several developers to identify opportunities to extend affordability periods for existing legally binding affordable housing, whether through direct subsidy such as Beechridge Apartments in Apex, or through use of 9% LIHTC, such as Weston Trace Apartments in Garner; Lending Analyst is working to launch the Affordable Mortgage Program in 2020; released RFP for PSH Familiar Faces pilot project and currently working with a selected developer/service provider team to bring project forward for funding in 2020; contracted with Corporation for Supportive Housing (CSH) to provide a service funding roadmap.</p> <p>2018: Wake County pulled Housing and Community Revitalization programs out of the Human Services Department to create the Department of Housing Affordability and Community Revitalization with three distinct divisions to support the County's efforts: Permanent Housing and Supportive Services, Equitable Housing and Community Development, and Homeless and Prevention Services.</p> <p>2019: Launched WakePrevent!, a homelessness prevention program with staffing and financial resources to assist people on the brink of experiencing homelessness and help them remain housed</p>
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	Wake County Housing has reconstructed its CDBG entitlement program by establishing a Neighborhood Revitalization Program. Municipalities that wish to use CDBG funding will be required to have a housing component in their projects. In addition, public facilities and infrastructure projects must clearly support existing or planned affordable housing.
Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing.	No progress reported

City of Raleigh

The 2015 AI noted several impediments to fair housing specific to the City of Raleigh. Actions taken since then to implement the recommendations are described below.

- **Impediment:** Lack of fair housing enforcement by a local agency or department.
 - Actions Taken: The City of Raleigh utilizes the State Human Relations Commission and works with the Fair Housing Project of Legal Aid of North Carolina to investigate fair housing complaints.
- **Impediment:** Disparity in mortgage lending.
 - Actions Taken: Budget concerns have restricted the City's ability to address this disparity directly. However, the City's Fair Housing Board sponsors an annual fair housing conference that includes educational sessions targeted to lenders. The City continues to support homebuyer education and sponsors the building of affordable houses on City-owned sites.
- **Impediment:** Lack of affordable housing within the City.
 - Actions Taken: On September 3, 2015, the Raleigh City Council adopted the Affordable Housing Location Policy, which encourages development of City-supported affordable housing in high-

opportunity areas. In 2016, an affordable housing fund was created in the City General Fund. The City supports fair housing activities through its homeownership-lending program. The Citywide Second Mortgage Program provides low-income citizens an opportunity to buy a home they can afford. The City continues to provide housing to reduce its major impediment, which continues to be the high cost of housing in the area.

- **Impediment:** Lack of citizen awareness about fair housing rights and responsibilities and credit and financial issues.
 - Actions Taken: The City's Fair Housing Board meets monthly and sponsors several educational events, including the annual Fair Housing Conference. The City's Neighborhood College Program, which provides residents with an opportunity to learn more about local government services, continues to offer a fair housing segment as part of the curriculum. Additionally, the City addresses the need for non-English speakers by employing full-time Spanish speakers who assist with translation.

Town of Cary

The 2015 AI noted several impediments to fair housing specific to the Town of Cary. Actions taken since then to implement the recommendations are described below.

- **Impediment:** NIMBY objections to affordable housing, especially multi-family housing, in many neighborhoods.
 - Actions Taken: The Town of Cary employs mixed use districts to ensure a mix of housing types and prices in close proximity to office and shopping opportunities as well as jobs. This technique helps reduce NIMBYism towards multi-family housing and affordable housing. During this program year, the Town approved zoning for a 42-unit affordable rental development and a 7-unit Habitat for Humanity project.
- **Impediment:** Lack of knowledge about fair housing rights and persistent cultural attitudes that encourage separation; lack of funding for testing and enforcement and reluctance of victims to pursue legal remedies.
 - Actions Taken: The Town of Cary has partnered with the Raleigh Fair Housing Hearing Board during their 2018 Fair Housing Conference, during which fair housing education opportunities were provided. In 2019, Cary instituted an annual event in partnership with local

apartment managers to educate apartment staff on fair housing obligations and landlord-tenant rights. Town staff support and attend Fair Housing and affordable housing events that aim to further fair housing efforts such as those provided by the NC Housing Coalition, the NCHFA and HUD.

- **Impediment:** Limited availability of affordable housing.
 - Actions Taken: The Town has sought to increase the supply of affordable housing by seeking partnerships with private and non-profit housing developers and leveraging its housing resources to the fullest extent possible. In 2017, the Tammy Lynn Center purchased a four-unit group home for developmentally disabled individuals which was completed with \$90,000 in CDBG assistance.
- **Impediment:** HMDA data shows African American and Hispanic homebuyers receive mortgages at a lower rate compared to White homebuyers in the Town of Cary.
 - Actions Taken: The Town partnered with the Raleigh Fair Housing Hearing Board to sponsor their annual Fair Housing Conference, which featured presentations and exhibits from the banking industry to disseminate information about mortgage products for minority populations.

Brochures and information related to fair housing are usually made available in both English and Spanish. The Town of Cary also provides funding for two nonprofits to provide homebuyer education, foreclosure prevention, financial literacy, and job training to residents.

- **Impediment:** Limited acceptance of Housing Choice Vouchers.
 - Actions Taken: Approximately 16 apartment complexes within the Town accept Housing Choice Vouchers from renters.
- **Impediment:** The Cary Planning Department's Housing and Community Development Section lacks a formal policy to ensure access to services and programs for persons with limited English proficiency.
 - Actions Taken: The Town has hired two additional staff to act as liaisons for persons with disabilities and those with limited English proficiency, as well as translating important documents into other languages. Housing staff is coordinating with the public transit team over an adaptation of transit's LAP. Lastly, Cary's staff continue to collaborate with stakeholders and community advocates to ensure that persons with limited English proficiency

can access affordable housing services and programs.

- **Impediment:** Some elements of Cary's comprehensive plan and zoning ordinance could potentially reduce integration.
 - Actions Taken: In 2017, Cary adopted the Imagine Cary Community Plan, a new comprehensive plan. This plan emphasizes higher residential densities to encourage the development of multi-family housing and townhomes and maintains the 32 Mixed-Use Overlay Districts (MUOD) that foster integrated uses connected to public transit for greater access to opportunities. Additionally, the Town has increased developer incentives to promote affordable housing development.

CHAPTER 4: PUBLIC SECTOR POLICIES

Review of HUD Community Planning and Design Programs

Federal entitlement funds have continued to decline, limiting progress on resolving some barriers to implementing fair housing goals

Collectively, the CDBG, ESG, HOME, and HOPWA programs are under the authority of the Community Planning and Development (CPD) division of the U.S. Department of Housing & Urban Development (HUD). Annually, each entitlement engages in the development of an Annual Action Plan to identify the eligible activities it will fund and implement with HUD CPD funds. In the past decade, funding from HUD has decreased as regulations have required more administrative capacity to address. This results in entitlements needing to “do more with less,” including the goal of affirmatively furthering fair housing choice. This section analyzes the local policies in place that guide how each entitlement affirmatively furthers fair housing as part of funding decisions through the Annual Action Plan process.

Funds Expended on Fair Housing Activities

Examining the amount of total annual allocations spent specifically on fair housing provides insight into how communities prioritize their commitment to affirmatively further fair housing. Such activities include fair housing planning, preparing an Analysis of Impediments to Fair Housing Choice, providing fair housing education and outreach for staff, sub-recipients, and the general public, and thoroughly monitoring sub-recipients using techniques like paired testing.

The 2015 AI identified the limited availability of affordable housing as an impediment to fair housing choice with County-wide impact. While the exact amount spent on fair housing activities by the City of Raleigh and Wake County remains unclear, in 2016 the City of Raleigh created an affordable housing fund within the City General Fund with an annual allocation of more than \$5.7 million. In 2018, the Wake County Board of Commissioners invested \$15 million to help to address this same impediment in the County. According to Consolidated Annual Performance Evaluation Report (CAPER) documents submitted to HUD in FY2017-2018, one way the Town of Cary addressed this impediment was by elevating affordable housing to its highest priority, allocating 91% of CDBG funds to this

area and further supplementing efforts with a contribution of \$300,000 from the Town’s General Fund.

The City of Raleigh continues to spend a portion of its Administration and Public Service budget on fair housing activities, such as its annual Fair Housing Conference that provides information to service providers, nonprofit and faith-based organizations, owner-investors and citizens. For its own activities, Wake County maintains its co-sponsorship of this conference, encourages annual fair housing training for property managers and social workers, and sponsors “Ready to Rent” workshops in partnership with the Salvation Army and Triangle Family Services. The Town of Cary continues to allocate a small percentage of its CDBG budget to fair housing activities specifically by co-sponsoring Raleigh’s Fair Housing Conference and supporting other citizen participation efforts. Additionally, the Town has maintained its requirement that municipal officials and staff attend fair housing trainings as part of a Voluntary Compliance Agreement with HUD.

Finally, all three entitlements contributed CDBG funds to the preparation of this AI.

Project Selection

Communities can implement their commitment to affirmatively further fair housing through an application process that favors projects that expand housing choice for members of the protected classes. Since the 2015 AI, the City of Raleigh has implemented a new Affordable Housing Distribution Policy and Wake County has implemented a 20-year Affordable Housing Plan, in addition to its Distribution of Affordable Housing Policy. Each of these policies places a higher priority on rental housing developments that are located outside predominantly minority and low-income communities

Wake County

In 2017, Wake County moved beyond its Distribution of Affordable Housing Policy by creating a 20-year Affordable Housing Plan. This effort is guided by a 32-member Steering Committee appointed by the Board of Commissioners. Since its creation, the Affordable Housing Plan has supported an expanded capacity for accessory dwelling units to increase the supply of affordable housing and identified new, local funding sources. The Plan also includes public land disposition requirements that support affordable housing development through direct provision of affordable units or additional resources through sale proceeds. In addition, the County is creating a fund for the acquisition and preservation of affordable housing development, as well as

developing an Affordable Housing Preservation Warning System. The Plan has is also creating an Affordable Mortgage Program to assist eligible low-income homebuyers.

City of Raleigh

The proposed draft of the City of Raleigh's FY2016-2020 Affordable Housing Location Policy was reviewed for the 2015 AI; it has since been officially adopted, and its contents remain the same. The policy requires developers who use federal funds, City bond dollars, or LIHTC to construct their developments in areas outside of concentrations of low-income housing. The policy prohibits the development of subsidized multi-family housing consisting of 24 units or more from being developed in census tracts where (1) minority residents comprise 50% or more of the population, (2) households in poverty comprise 30% or more of all households, and (3) subsidized multi-family housing units and rental units occupied by Housing Choice Voucher households comprise 8% or more of the total rental housing inventory.

The first two of the above criteria are consistent with the thresholds included in this AI for racially concentrated areas of poverty (RCAPs). The third criteria of subsidized rental units as a percentage of the total rental stock in a census tract enlarged the geographic area where the City will not permit the development of new subsidized housing. This may have the effect of preventing the further concentration of

subsidized rental housing in areas and, thereby, decrease the likelihood of new RCAPs being designated over the next few years.

Three exemptions are allowed including: (1) the rehabilitation of existing affordable units regardless of their location, (2) all developments serving elderly or disabled populations, and (3) the replacement of affordable housing lost to demolition or conversion. The exemption for developments serving elderly or people with disabilities may have the impact of inadvertently fostering the concentration of subsidized rental housing for these special needs populations in areas of concentration of minority and low-income persons, as defined within the policy. Although the third exemption would allow for the re-building of units on the same site or footprint, there is also the opportunity for de-concentration of an area if the lost units were built outside of an area of concentration.

In 2016 the Raleigh City Council adopted a one-cent tax increase, the revenues of which are allocated to an affordable housing fund called "Penny for Housing", also known as the Penny Fund. This fund is capitalized each year with approximately \$6 million, and the funds are utilized to both create and preserve affordable rental properties. All projects funded by the Penny Fund are subject to the Affordable Housing Location Policy.

Lastly, the policy is to be updated every five years in conjunction with the Housing Element of the Comprehensive Plan. However, with the release of ACS five-year estimates provided annually by the Census Bureau, the City can update the data every year. In the current analysis, five of the RCAPs from the 2015 AI have been replaced by four new RCAPs for 2020. By updating the data annually, including the Raleigh Housing Authority subsidized rental housing data, the City would become aware of a census tract that may tip to a concentration sooner rather than waiting five years, which may foster a greater concentration of low income households, members of the protected classes, and subsidized rental housing to occur by then.

Program Access

Program accessibility is ensured through Wake County's and Raleigh's Affirmative Marketing Plan requirements. These plans require all Community Housing Development Organizations (CHDOs), developers, agents, and owners participating in CDBG, HOME, or local funding-assisted programs to incorporate the Equal Housing Opportunity logo into all advertising and marketing materials, display HUD fair housing posters where sale or rental activity take place, advertise projects in newspapers that target minority populations, and advertise to those populations least likely to apply for housing. Other accessibility measures taken by entitlements include presenting community

outreach and affordable housing information in Spanish and providing translation services when necessary.

Since the 2015 AI, both the County's and Raleigh's Affirmative Marketing Plans have been updated to contain reporting requirements, which include copies of all advertisements and data reporting on the results of solicitations for goods or services for any program utilizing HOME or CDBG funds.

Monitoring

Entitlements can ensure that sub-recipients affirmatively further fair housing by requiring and enforcing compliance with fair housing statutes through sub-recipient agreements. Consistent with the 2015 AI, Wake County, the City of Raleigh, and the Town of Cary all require compliance with the following fair housing statutes in their sub-recipient agreements for HUD programs: Title VI of the Civil Rights Act of 1964 (housing discrimination), Section 504 of the Rehabilitation of 1973 (handicapped accessibility), the Age Discrimination Act of 1975, and the Federal Fair Housing Act (Title VIII of the Civil Rights Act of 1968). The Wake County HOME Consortium and the City of Raleigh also require Affirmative Marketing Plans for HOME-assisted developments of five or more units.

As in the 2015 AI, none of the jurisdictions require sub-recipients to sign certifications to

ensure that they will affirmatively further fair housing. In addition, none of the entitlement communities have formal or informal policies in place that address the potential for the suspension or denial of HUD funds to a sub-recipient that has engaged in discriminatory behavior relative to housing.

Comprehensive Planning

Comprehensive plans outline a community's vision for future development and preservation of existing assets

North Carolina's statewide zoning enabling statute establishes that "zoning regulations shall be made in accordance with a comprehensive plan," but it defines neither the contents nor nature of such a plan. For example, while some states mandate that local units of government include affordable housing and transportation accessibility elements in their comprehensive plans, communities in North Carolina are not required to address such issues.

Generally, a community's comprehensive plan is a statement of policies relative to new development and preservation of existing assets. In particular, the land use element of the comprehensive plan defines the location, type, and character of future development. The housing element of the comprehensive plan expresses the preferred density, intensity, and character of residential neighborhoods within a jurisdiction. Taken together, the land use and housing elements of the comprehensive plan define a vision of the type of community that it wishes to become.

Both the Town of Cary and the City of Raleigh have comprehensive plans, and Wake County has a land use plan that serves to inform the unincorporated areas of Wake County that do not have their own comprehensive plans. However, this land use plan is not interchangeable with a comprehensive plan and primarily addresses land use classifications, planning jurisdictions, and water/wastewater facilities rather than housing. As a result, it does not provide direction for local governments in drafting the housing elements of their own comprehensive plans. Wake County is currently in the process of developing a new comprehensive plan to accommodate the changing needs of a growing community.

City of Raleigh

Raleigh 2030, the City of Raleigh's most recent comprehensive plan, was adopted in October 2009, although it has been amended as recently as June 2015. Each year, staff review current trends that may impact the 2030 Comprehensive Plan. General maintenance of the plan is important; examination and inclusion of recent trends keeps the plan relevant. Staff identified four emerging issues in 2019 that may impact the Comprehensive Plan:

- Changes to state law relating to rezoning consistency statements
- The submittal window for Comprehensive Plan amendments
- Modifying zoning conditions through text amendments
- Analysis of housing impacts and carbon emissions in the rezoning staff report.

The City of Raleigh has not made any related Comprehensive Plan amendments recommended in association with these emerging issues at this time.

Just as in the 2015 AI, the general strategy outlined in the Comprehensive Plan is that "Raleigh will have an expanded supply of affordable and workforce housing options that provide housing opportunities for all segments of our population." The plan also states that

“Raleigh will embrace and value diversity, innovation, and equity so that there is a high level of opportunity and quality of life for all residents.”

Regarding land use, *Raleigh 2030* acknowledges that the City’s development patterns over the last two decades have predominantly taken the form of auto-dependent sprawl. Key land challenges in both the 2015 AI and the current analysis include reducing automobile dependency, increasing density, reducing congestion, and creating affordable transit-oriented development (TOD). New land challenges identified in 2019 include mixed-use redevelopment of over-developed commercial locations, increasing environmental sustainability, and creating research and development opportunities.

Consistent with the 2015 AI, the future land use map maintains 19 different future types of land use, including residential zones of several densities. Designations are separated between three categories: core/transit, general, and edge. Higher-density areas of Raleigh continue to be tied to transportation systems, in order to foster compact or cluster development and concentrate new development closer to multi-modal transportation and other amenities. This will increase mobility for residents, particularly transit-dependent residents, who are disproportionately members of the protected classes.

In both the 2015 AI and the current analysis, a key component of *Raleigh 2030* is to expand housing choice. This means expanding the type of housing, price range of housing, available lot sizes, and reducing the geographic concentration of certain types of housing. The plan outlines the following policy goals in order to expand housing choice:

- Promote mixed-income neighborhoods, particularly within high-density areas, in employment centers, and along transit corridors.
- Promote dispersal and increased production of affordable housing units throughout all areas of the city.
- Support small, scattered-site infill units.
- Ensure zoning policy provides a variety of housing types and options.
- Promote universal design and lifecycle housing to facilitate aging in place.

In 2019, these additional policy goals were added:

- Promote new techniques in energy efficiency that go beyond federal requirements.
- Coordinate with the Raleigh Housing Authority early in the process of large projects.

The plan has a chapter specific to affordable housing. It identifies the major challenges to affordable housing as: difficulty both creating

new affordable units to meet demand and preserving existing affordable housing. The 2019 revision to the plan proposes the following policies to address these issues:

- Maintain a permanent source of local funding for the production and preservation of affordable housing.
- Acquire and maintain, through the City of Raleigh's Affordable Rental Program, additional affordable rental units for households below 50% of median income throughout all areas of the City.
- Expand the housing assistance programs offered by the City.
- Develop zoning provisions to encourage TOD. Incentivize housing for incomes 50% AMI or below near transit corridors.
- Provide affordable workforce housing options in the form of accessory dwelling units, utilization of public sites, and acquisition of vacant lots.
- Encourage reinvestment, preservation, and maintenance of existing affordable housing stock.
- Address regulatory and policy barriers to affordable housing development.
- Minimize displacement due to redevelopment.
- Improve transit availability.

Overall, the awareness of equity issues and the geographic concentration of assisted housing throughout *Raleigh 2030* provides an excellent framework for advancing fair housing in a rapidly

growing region. While the plan focuses on affordable housing issues, it also incorporates principles and objectives to affirmatively further fair housing choice. Raleigh's commitment to linking affordable housing with TOD will be an important component of ensuring access to opportunity and reducing overall transportation costs in the City.

Recent development activity, however, has yielded results that run contrary to the City's stated comprehensive plan goals. Fifty-two rezoning requests were decided by the City Council under the 2030 Comprehensive Plan during the period from January 1, 2018, to June 30, 2019. Staff performed an analysis of these requests, making determinations of the consistency of each request. Consistency is judged based on applicable policy guidance contained within the plan and the land use classification on the Future Land Use Map. There were 20 approved rezoning requests in 2018. Of the 20 approved requests, six were inconsistent with the Future Land Use Map or the Comprehensive Plan overall. There were 26 approved rezoning requests in fiscal year 2019. Of the 26 approved requests, seven were inconsistent with the Future Land Use Map and one was inconsistent with the Comprehensive Plan overall.

Although *Raleigh 2030* provides an excellent framework for advancing fair housing, policy decisions do not necessarily follow the plan's

goals. The approval of rezoning requests that are inconsistent with the Future Land Use Map or Comprehensive Plan decreased over 2018 and the beginning of 2019. Approximately 42% of approved requests in 2017 were inconsistent with either the Future Land Use Map or the plan. In 2018, that rate was approximately 30%. During the first half of 2019, the rate was 25%.

Town of Cary

The Cary Community Plan, adopted in 2017, is the Town's Comprehensive Plan intended to inform the decision-making process through 2040. It includes separate chapters on vision, land use policies, growth management, affordable housing, transportation, open space, and historic preservation. The document was developed through an extensive public engagement process and is implemented through the work of Town staff and active organizations in the public, private, and non-profit sectors.

The *2020 Affordable Housing Plan* is a major subcomponent of Cary's comprehensive plan. It was adopted by Town Council in 2010 and has not been updated since that time. Goals of the plan include:

- Promoting social, economic, racial, and ethnic diversity within Cary's citizens.
- Providing different economic levels of housing within Cary.

- Enabling employees to live closer to work.

The plan incorporates a housing market analysis to determine the supply and demand factors that affect Cary's housing market, and the extent to which it is affected. The strong demand for housing in Cary is reflected in the high housing prices found throughout the Town, which attract residents with higher incomes. However, the plan also notes that there is a significant percentage of Cary's population that is low- and moderate-income. The plan notes the high rate of cost burden in Cary, which disproportionately affects low- and moderate-income residents. Many people who work full-time in Cary, including many of the Town's employees, do not earn sufficient wages that would enable them to afford to live in Cary. Thus, there is a significant demand for affordable housing in Cary that is not being filled by the local supply.

Cary's *2020 Affordable Housing Plan* provides a toolkit intended to increase the levels of affordable housing—thus promoting socioeconomic, racial, and ethnic diversity—within the Town.

The plan recommends the following objectives:

- Continue to work with developers and not-for-profit organizations in the development of affordable rental and ownership units, expanding these efforts where possible.

- Continue to support and expand, if possible, the current Owner-Occupied Housing Rehabilitation Program.
- Target Affordable Housing Funds to neighborhood revitalization efforts.
- Assist First-Time Homebuyers to the extent possible.
- Seek new funding mechanisms, sources, and programs to enhance these efforts and make them more sustainable.
- Coordinate affordable housing programs with other aspects of planning, such as transportation, sustainability, and green growth.
- Be conscious of opportunities to implement additional proven and acceptable affordable housing programs over time.

In order to accomplish these objectives, the plan establishes the following specific recommendations:

- Provide pre-development funding assistance to non-profit housing organizations to increase the supply of affordable housing opportunities in targeted neighborhoods.
- Establish a policy that targets affordable housing funds to neighborhoods where high concentrations of Cary's workforce reside.
- Emphasize purchase/rehabilitation and rental rehabilitation programs for older housing.

- Continue to utilize the Low-Income Housing Tax Credit program.
- Create a revolving loan fund for affordable housing projects in Cary.
- Establish realistic targets and a monitoring and evaluation protocol for affordable housing program review.

Generally speaking, these objectives, if fully implemented, would increase the Town's affordable housing supply. However, targeting affordable housing funds to neighborhoods where high concentrations of Cary's workforce resides could further concentrate lower income households and perpetuate residential segregation patterns.

To carry out its legal obligation to affirmatively further fair housing, the Town should not implement actions that further concentrate affordable housing opportunities in primarily lower income neighborhoods. New affordable housing opportunities should be created in moderate, high, and higher opportunity areas, particularly where employment centers are present. The comprehensive plan endorses the continuation of Cary's current affordable housing programs, including the housing rehabilitation program, partnering with nonprofit organizations, the use of LIHTC, where appropriate, and the targeting of affordable housing funds to neighborhood revitalization efforts.

The plan recommends the following specific policy changes to Cary's zoning code:

- Implement a density bonus program.
- Apply workforce housing overlay districts, specifically for infill.
- Incorporate inclusionary zoning for affordable housing.

With the adoption of the Cary Community Plan in 2017, the Town reaffirmed its policy to encourage and support the provision of affordable housing, particularly in response to the changing needs of Cary's families in the coming years. The Town has assisted non-profit housing providers in developing family and senior affordable rental housing at several locations in Cary. The latest development was the Willow Creek Senior Apartment complex.

Transportation is another key component of Cary's comprehensive plan. The plan actively works towards the goal of encouraging the following:

- Creating transportation improvements that increase access to jobs, services, and affordable housing.
- Coordinating transportation with land use planning.
- Plan and support transportation improvements that enhance developments and neighborhoods that are providing alternative transportation choices.
- Create denser development through 35 "Mixed-Use Centers," to provide retail

space, employment opportunities, and medium-to-high density housing.

Although inclusionary zoning¹ involving rental housing may be prohibited by state law, the mixed-use centers continue to represent the perfect opportunity to foster the creation of affordable housing in various locations across Cary. The objective of each center is to create a denser development of retail space, employment opportunities, and residential uses at an intersection of two corridors. With most of these locations found in higher opportunity areas as identified in both the 2015 AI and the current analysis, this scenario presents the Town of Cary with an ideal strategy to affirmatively further fair housing by fostering the creation of affordable housing units in close proximity to job and transportation services.

Consistent with the 2015 AI, in the current analysis of Cary's 2017 comprehensive plan there is no discussion of the racial disparities found within Cary's housing market. However, the plan continues to link land use, transportation, and affordable housing, which is indirectly linked to increasing opportunity for members of the protected classes. Through its

recognition of equity issues, Cary's comprehensive plan incorporates fair housing best practices.

¹ Inclusionary zoning is not allowed under North Carolina state law. However, there are local policy mechanisms that can be put in place that are similar in their effect of affirmatively furthering fair housing choice through market-rate development.

Zoning Risk Assessment

Zoning ordinances have the potential to promote – or impede – fair housing choice

In North Carolina, cities and counties can adopt local zoning ordinances, which are an important tool that communities can use to regulate land use and guide development. Given that zoning ordinances govern the location and characteristics of various land uses, they have the potential to limit or expand fair housing choice.

Many common fair housing zoning issues are interrelated with affordable housing issues. Because members of the protected classes are disproportionately affected by a lack of affordable housing, zoning that effectively restricts affordable housing development can be an impediment to fair housing choice as well. For example, many zoning ordinances place restrictions on the location of multi-family housing units, which often results in the concentration of affordable housing in low opportunity areas.

As explained in Chapter 3: Data Analysis, affordable housing and fair housing choice are tightly linked, as low-income residents disproportionately tend to be members of the protected classes. Consequently, zoning ordinances from all municipalities in Wake County and the County's Unified Development

Ordinance were reviewed to identify zoning policies that may potentially impede housing choice and affordability. The analysis was based on topics raised in HUD's Fair Housing Planning Guide, which include:

- The opportunity to develop various housing types (including apartments and housing at various densities).
- The treatment of mobile or manufactured homes.
- Minimum lot size requirements
- Dispersal requirements for housing facilities for persons with disabilities in single family zoning districts.
- Restrictions of the number of unrelated persons in dwelling units based on the size of the unit or the number of bedrooms.

Benchmarking

To evaluate the ordinances consistently, a benchmarking tool was used to assess each ordinance against eleven criteria that are either common indicators of impediments or language that addresses impediments to fair housing choice. The indicators are based on best practices and recommendations from HUD's fair housing resource guides.

The full set of criteria includes:

1. Ordinance defines "family" inclusively, without a cap on the number of unrelated persons, with a focus on functioning as a single housekeeping unit
2. Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units
3. Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing
4. Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions

5. Ordinance has a “Reasonable Accommodation” provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions
6. Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right
7. Ordinance does not distinguish between “affordable housing/multi-family housing” (i.e., financed with public funds) and “multi-family housing” (i.e., financed with private funds)
8. Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts
9. Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less
10. Ordinance does not include exterior design/aesthetic standards for all single-family dwelling units regardless of size, location, or zoning district
11. Ordinance permits manufactured and modular housing on single lots like single family dwelling units

Each criterion was assigned one of two values. A score of “1” means that the criterion applies to the zoning ordinance – i.e., the impediment was not present in the ordinance or that the positive measure was in place. A score of “2” means that the criterion does *not* apply to the zoning ordinance – i.e., the impediment was present or that the positive measure was not.

For example, a zoning ordinance would receive a score of “1” for providing residential zoning districts with a minimum lot size of 10,000 square feet, and a score of “2” for including exterior design/aesthetic standards for single family dwelling units. The final benchmark score is a simple average of the individual criterion.

Score	Implication
1.00 – 1.24	Ordinance is at LOW risk relative to discriminatory provisions for housing and members of the protected classes
1.25 – 1.49	Ordinance is at MODERATE risk relative to discriminatory provisions for housing and members of the protected classes.
1.50 – 2.00	Ordinance is at HIGH risk relative to discriminatory provisions for housing and members of the protected classes.

Results

Zoning ordinances in the majority of analyzed jurisdictions in Wake County are at a higher risk for discrimination compared to the 2015 AI. Exceptions are Wake Forest, Zebulon, and Holly Springs, whose zoning risk assessment scores have stayed the same from the 2015 AI to the current assessment, and the Town of Apex, the only jurisdiction to lower its risk for discriminatory provisions. Unlike the 2015 AI, there are no jurisdictions classified as low risk in the current analysis. Most ordinances are ranked as posing moderate risk for discriminatory provisions. The Towns of Knightdale, Wendell, Garner, and Rolesville are classified as high risk in both the 2015 AI and this assessment, though each of these jurisdictions is at an increased risk compared to 2015.

Every zoning ordinance that was inspected had some level of mixed results. For some criteria, an ordinance scored well by omission rather than by affirmative action. For example, not defining the term “family” at all was regarded as less of an impediment to fair housing choice than defining a family with a strict limit on the number of unrelated persons. Some criteria, like allowing reasonable accommodation for persons with disabilities or explicitly permitting inclusive siting for shelters, were present in very few ordinances. Other criteria, such as allowing higher density multi-family units by right in at least one district and providing for smaller lot sizes, were present

in most. It is important to consider that a high score does not guarantee a zoning ordinance’s fairness, as the analysis does not address the issue of availability, suitability, or development potential of sites. A high benchmark score does not necessarily reflect a high probability of real-world impediments to fair housing choice. Nor does a low score mean that impediments are unlikely to happen. The scores primarily serve as an at-a-glance reference to judge a particular code against some of the most common fair housing zoning issues.

The most common affirmative language in both the 2015 AI and the current analysis were favorable definitions and resident limits for family care facilities and group homes, which are required by State law, as well as reasonable allowances for multi-family densities. Consistent with the 2015 AI, few ordinances had design guidelines for dwelling units. A notable exception to this continues to be the Town of Wendell, which has detailed design guidelines for every building type, regardless of zoning district. The most common pitfall leading to a higher score in this assessment was restricting the siting of emergency housing/homeless shelters. Consistent with the 2015 AI, only the Towns of Cary and Zebulon possess zoning ordinances that include a “reasonable accommodation” provision for persons with disabilities.

The highest score of the group (i.e. the most problematic ordinance) continues to be the Town of Rolesville. Its score has increased from 1.55 in the 2015 AI to 1.73 in 2020. The ordinance now requires design standards for single family dwellings. In addition, it creates a second type of group care home to include facilities for homeless individuals and others protected by the Fair Housing Act, requiring a special use permit in certain residential districts.

The Town of Cary continues to have the lowest score (i.e. potentially the least problematic) at 1.27, though this is an increase from its score of 1.18 in the 2015 AI. Its slightly higher score is because the ordinance permits manufactured and modular housing only in residential districts with the highest lot dimension requirements.

More information on zoning risk assessments for the City of Raleigh, Town of Cary, and county-wide zoning for unincorporated areas follows. Full details on how the scoring criteria were applied in all jurisdictions appear in Appendix B.

City of Raleigh

While Raleigh's zoning ordinance continues to be a moderate risk of potential impediments to fair housing choice, its risk assessment score increased slightly between the 2015 AI and the current analysis because the ordinance restricts the residential use of emergency shelters. Raleigh's additional restrictive elements are comparable to other ordinances in the region, such as capping the number of unrelated persons in its definition of "family", lacking a reasonable accommodation provision, and placing dispersal requirements on family care homes. The City and Wake County were the only ordinances to allow manufactured and modular homes in all residential districts.

Town of Cary

Cary's zoning ordinance continues to score lowest based on the risk assessment, though it has been elevated from low to moderate risk between the 2015 AI and the current analysis. As mentioned earlier, its higher score is because the ordinance restricts modular housing to only those residential districts having the highest lot size requirements. Siting requirements for family care homes and exterior design standards any time site plan or approval are required were further potential impediments identified. However, the Town's reasonable accommodation policy eliminates the impediment created by the family care home dispersal requirement. Consistent with the 2015 AI, in addition to having a reasonable accommodation provision, the ordinance's lack of a definition for "family" contributed to the low risk score.

Wake County

Wake County's Unified Development Ordinance covers all unincorporated areas in the County. Its restrictive elements at the time of the 2015 AI were similar to local ordinances: a cap on the number of unrelated persons in its definition of family, lack of a reasonable accommodation provision, and placing dispersal requirements on family care homes. The UDO has become additionally restrictive by eliminating the reference to "family environment" in its definition of family care home. Further, by permitting lodging only in commercial areas, the ordinance is restricting residential uses where tenancy is shorter-term, such as emergency housing/homeless shelters or transitional housing. Like the City of Raleigh, Wake County's zoning ordinance poses a moderate risk of restricting housing choice for members of the protected classes.

Public Transit

The majority of transit-dependent riders are non-White

Households without a vehicle are at a disadvantage in accessing jobs and services, particularly if public transit is inadequate or absent. In addition, households without access to a vehicle are primarily low-income or moderate-income. Access to public transit is critical to these households. Without convenient transit, their employment is potentially at risk and their ability to remain housed is threatened. The linkages between residential areas and employment opportunities are key to expanding fair housing choice, particularly in racially or ethnically concentrated areas of poverty.

The vast majority of Wake County workers (79.5%) drove to work alone in 2017. There are still approximately 15,600 households in the County, however, without access to a vehicle. Renters are nine times more likely than homeowners to lack access to a vehicle, which correlates with renters' lower median income.

Although public transit ridership is generally low in the County (only 1.09% of workers), transit use varies greatly by race and ethnicity. While 30.5% of the workers who drive alone are non-White, 58% of workers who use public transit are non-White. While Black and White workers use public transit at nearly equal rates, Whites are much more likely to drive alone than Black workers. This suggests that White workers can choose between driving or public transit, while Black workers may rely on public transit as their only transportation option.

Means of Transportation to Work, 2017

	Total population	Drove alone	Carpooled	Transit
White	68.4%	69.5%	54.5%	41.6%
Black	19.5%	19.6%	23.3%	40.0%
American Indian	0.3%	0.3%	0.4%	0.9%
Asian	6.3%	6.0%	9.1%	9.1%
Native Hawaiian	0.0%	0.0%	0.0%	0.7%
Some other race	3.4%	2.6%	10.2%	4.4%
Two or more races	2.0%	2.0%	2.4%	3.3%
TOTAL	100.0%	100.0%	100.0%	100.0%
<i>Hispanic*</i>	9.1%	7.5%	25.1%	13.1%

**Hispanic ethnicity is counted independently of race.*

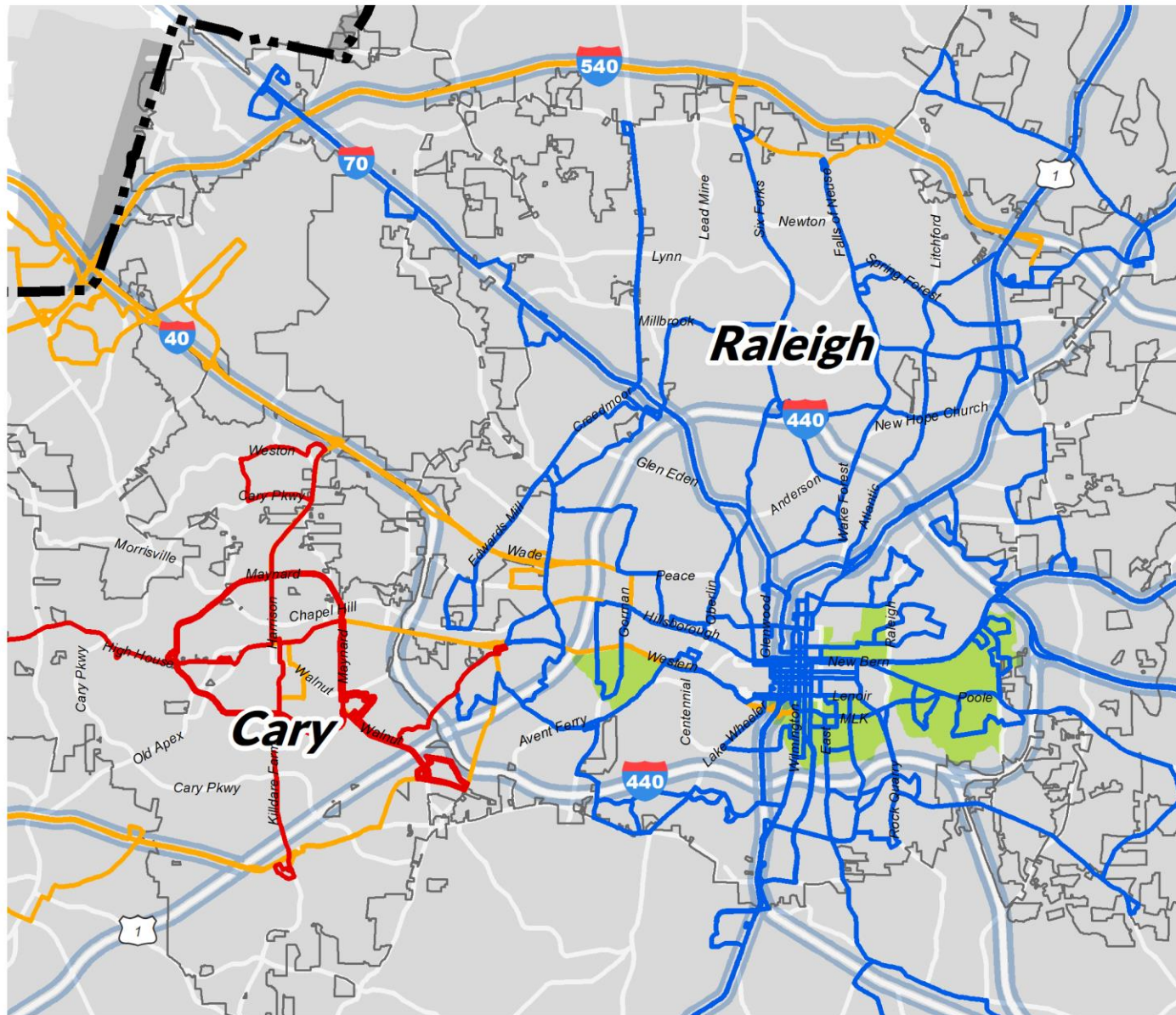
Public transportation in the Wake County area is provided by several agencies: GoRaleigh (formerly Capital Area Transit), GoTriangle (formerly Triangle Transit), GoCary (formerly C-Tran), GoWake Access (formerly Transportation and Rural Access), and NCSU Wolfline. GoWake Access is available by reservation to residents of the unincorporated areas of the County, and the Wolfline operates only on North Carolina State University's campuses.

All of these agencies participate in the GoTriangle initiative, a partnership of public transportation agencies and organizations funded to promote commuter benefits in the Triangle area. The urban areas of the County, particularly Raleigh and Cary, have the most complete coverage. According to stakeholders, a re-evaluation of the bus routes is needed due to long wait and transit times. Additional transit service is needed for second- and third-shift workers, as well as for those who work weekends and holidays and rely on public transit.

The remainder of the County receives limited fixed-route commuter buses serving the smaller municipalities. As the County continues to grow and affordable housing development continues to be pushed outside of the urban cores where land and housing are less expensive, reliable public transit will become an even more pressing priority outside of Cary and Raleigh. Stakeholders spoke of the need for increased coordination among transportation planners and housing planners to better align new housing developments along transportation corridors.

Public Transit Routes

Route information is available for the following three transit providers that serve Wake County: GoCary, GoRaleigh, and GoTriangle.



Legend

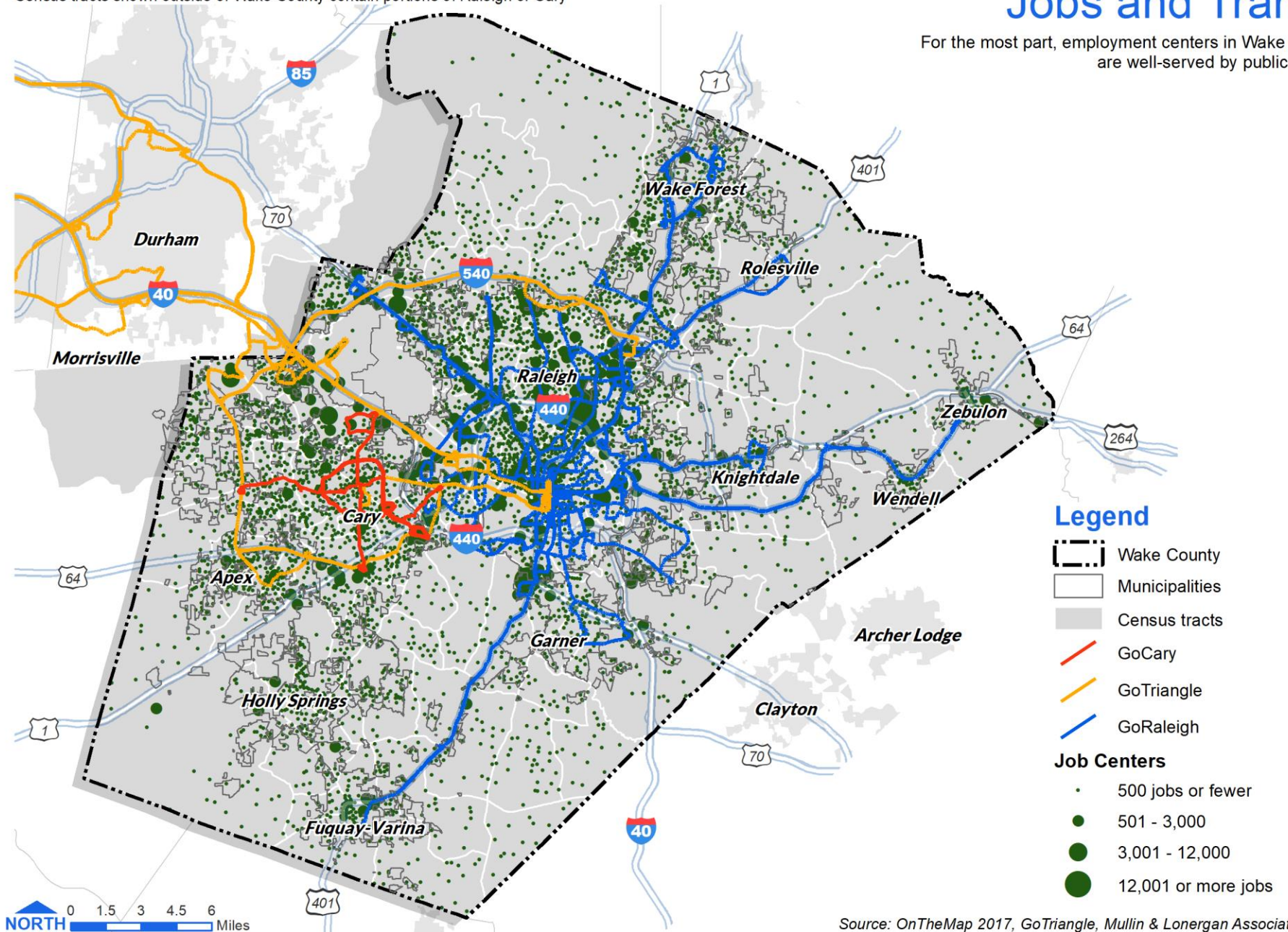
- Wake County
- Municipalities
- GoCary
- GoRaleigh
- GoTriangle



Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Jobs and Transit

For the most part, employment centers in Wake County are well-served by public transit.

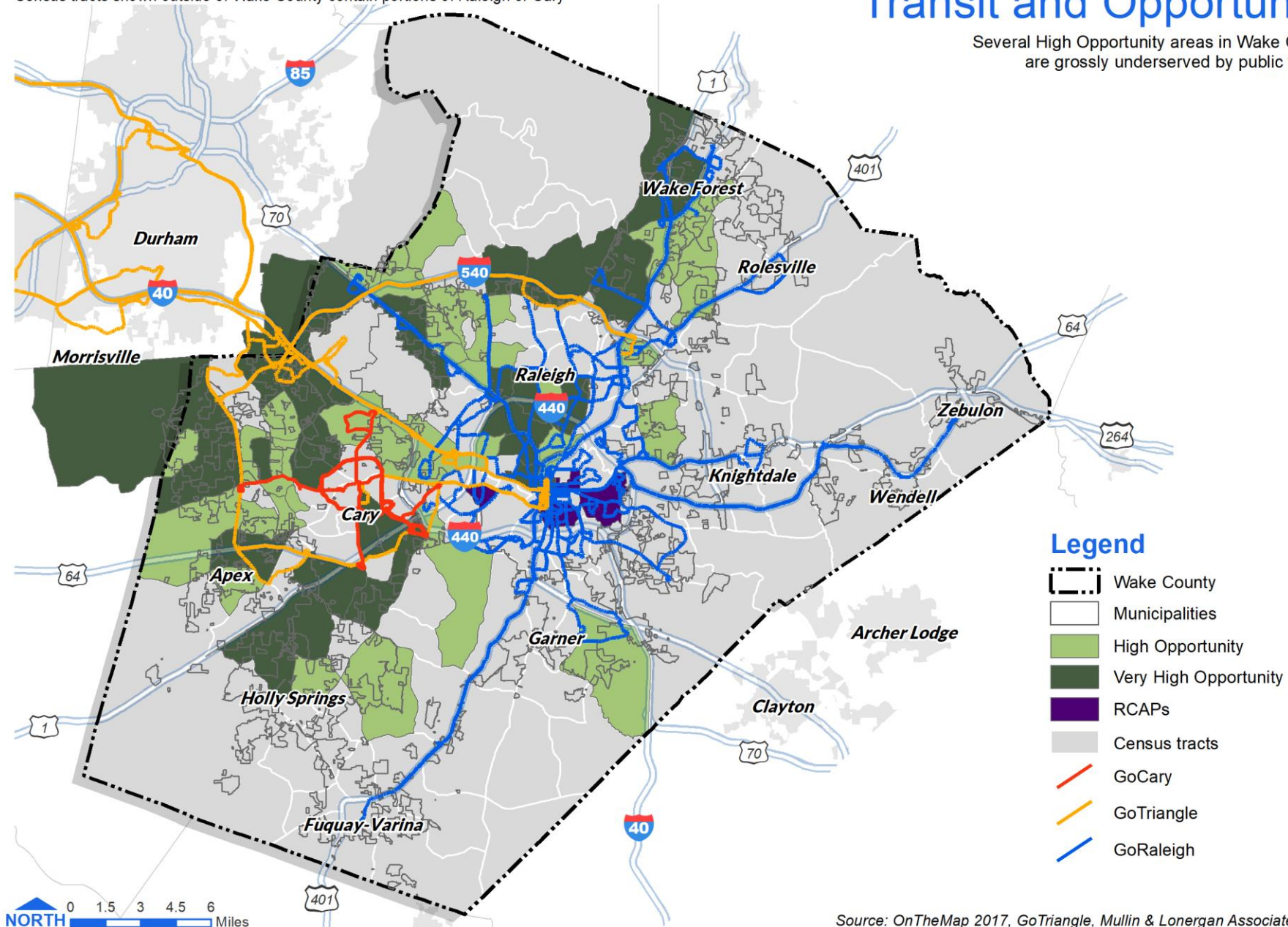


Source: OnTheMap 2017, GoTriangle, Mullin & Lonergan Associates 2020

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Transit and Opportunity

Several High Opportunity areas in Wake County are grossly underserved by public transit.



Source: OnTheMap 2017, GoTriangle, Mullin & Lonergan Associates 2020

Wake County

Consistent with the 2015 AI, RCAPs in the County continue to be reasonably served by public transit, mostly through GoRaleigh fixed-route service. The same remains true for the major job centers, which occur primarily within the denser urban cores and along interstates. Many high and very high opportunity areas, on the other hand, still do not have strong access to public transit, especially if they are located outside the heavily traveled Raleigh-Durham corridor. To address this issue, in 2016 Wake County approved a half-cent sales tax increase to fund a Transit Plan to improve and expand transit service across the County, increasing the percentage of jobs located within $\frac{3}{4}$ of a mile of all-day transit service. The Transit Plan focuses on three areas of investment:

1. Increased bus service
2. Construction of Bus Rapid Transit (BRT) infrastructure
3. Implementation of Commuter Rail Transit (CRT).

City of Raleigh

In coordination with the Wake County Transit Plan, the City of Raleigh identified the following transportation policies as part of its 2030 Comprehensive Plan:

- Short-term improvements to transit service along key corridors.
- Increased transit availability to employment areas.
- Improved access to conventional transit and alternatives as required for residents with special needs, including senior citizens and the disabled.

Both the City of Raleigh and the Town of Cary have created policy with the goal of building sustainable public transportation systems that provide access to opportunities for residents and integrate with the County's broader Transit Plan.

Town of Cary

The primary criteria that influence service effectiveness and demand are population density and employment density, followed by income. Consistent with the 2015 AI, the two areas of Cary with the highest transit needs as determined by this process are already being served. The areas of next greatest need are located in isolated pockets of development, making them difficult to address efficiently. In its 2017 Comprehensive Plan, Cary acknowledged its aging transportation infrastructure, as well as the need to address connectivity issues with employment areas. The Town hopes to continue to grow its transit infrastructure by targeting investments in GoCary, expanding service areas and frequency, improving reliability, and reducing travel time. When combined with Wake County's planned transit expansion, the residents of Cary will likely have improved access to jobs and services in the near future.

PHA Demographics and Inventory

Raleigh Housing Authority

Raleigh Housing Authority (RHA) serves as the public housing authority for the City of Raleigh. During 2019, RHA owned and operated 1,444 public housing units throughout the City. In addition, it provided 3,921 Housing Choice Vouchers and 484 affordable workforce units. Both the public housing and HCV programs have lengthy waiting lists ranging from six months to six years, depending upon the program and applicant needs. Many applicants are on the waiting list for both programs, since often families are willing to accept public housing as they wait for an HCV.

Members of the protected classes are a disproportionately higher percentage of RHA's current tenants as well as their waiting list applicants. Black applicants comprised 40% of current households and 64% of waiting list applicants, both of which exceed Raleigh's overall average of 28.3%. In the 2015 AI, Black applicants comprised 85.1% of public housing residents. This considerable decrease is most likely due to the high number of households with race unspecified; over half of the current public housing residents in 2019 were of unspecified race.

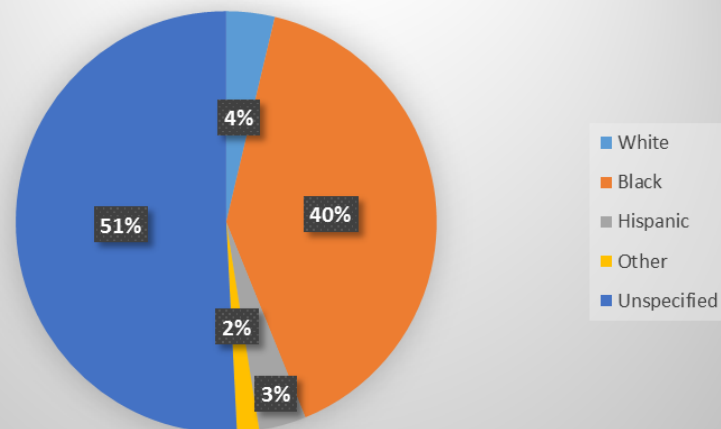
The elderly comprised 20% of RHA's current tenant households and 6.7% of its waiting list applicants. Elderly households are not a protected class but have higher rates of disability than the general population. This disability qualifies many elderly households as members of a protected class due to the disability rather than age. RHA maintains high-rise senior buildings in its public housing inventory that have been designated for persons 62 and above. These units are accessible and have universal design features. In order to ensure these units are fully utilized, RHA applies an elderly preference for those 62 and older, as well as a preference for those with disabilities, regardless of age. As a result, elderly applicants are housed more quickly and are therefore under-represented on the waiting list. These are typically families receiving SSI, SSDI, and social security as their sole source of income. These families generally remain in occupancy as long as they can live independently.

Persons with disabilities comprised 17.3% of RHA's tenants, a 3.4% decrease from the 2015 AI, and 6.2% of waiting list applicants, a slight increase from 2015. The percentage of public housing residents with disabilities is more than double the citywide average, indicating a potentially higher need for accessible units in RHA inventory. While not all disabled persons require accessible housing units, many do.

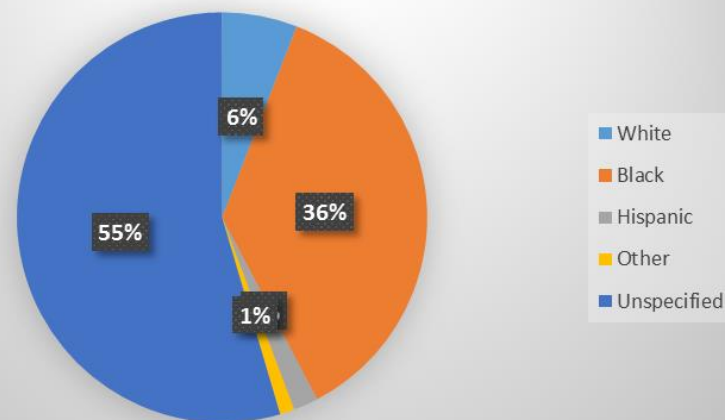
The demographic characteristics of Housing Choice Voucher holders were very similar to those of RHA tenants with Blacks, the elderly, and persons with disabilities over-represented. Black residents comprised 36% of voucher holders and 55% of those on the waiting list. In the 2015 AI, Black applicants comprised 79.3% of current voucher holders. As with RHA households, this considerable decrease is most likely due to the high number of applicants with race unspecified; over half of Section 8 voucher holders in 2019 were of unspecified race. Elderly households comprised 15.1% of current voucher holders and 7.9% of applicants. Households with a disability accounted for 22.7% of HCV holders and 2.7% of applicants on the waiting list for HCV.

The disproportionate representation of protected classes (Black residents, persons with disabilities, and female-headed households with children) among RHA's public housing and housing choice voucher households indicate a lack of affordable housing choices for these households in the private sector market and, therefore, limited housing choice when compared to the population overall.

RHA Households by Race



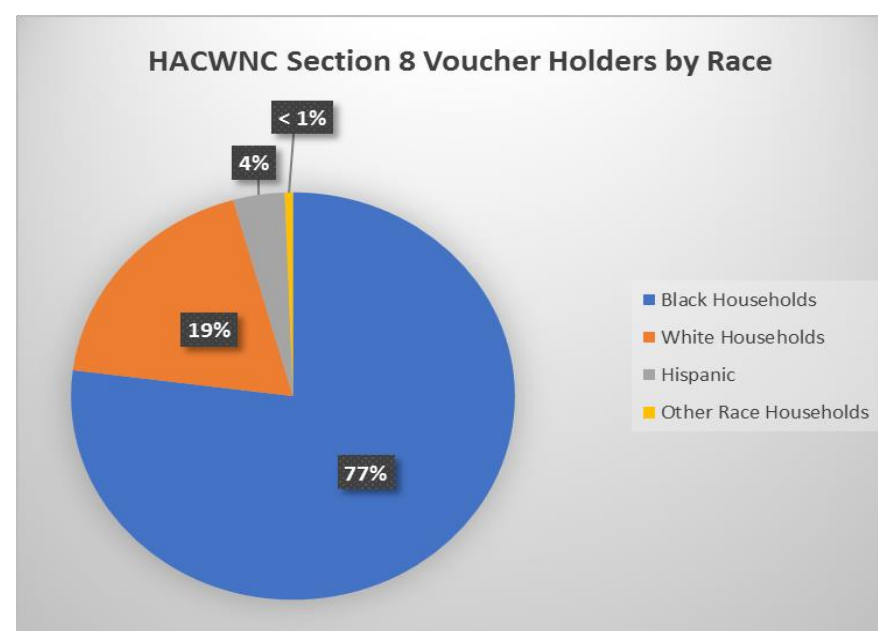
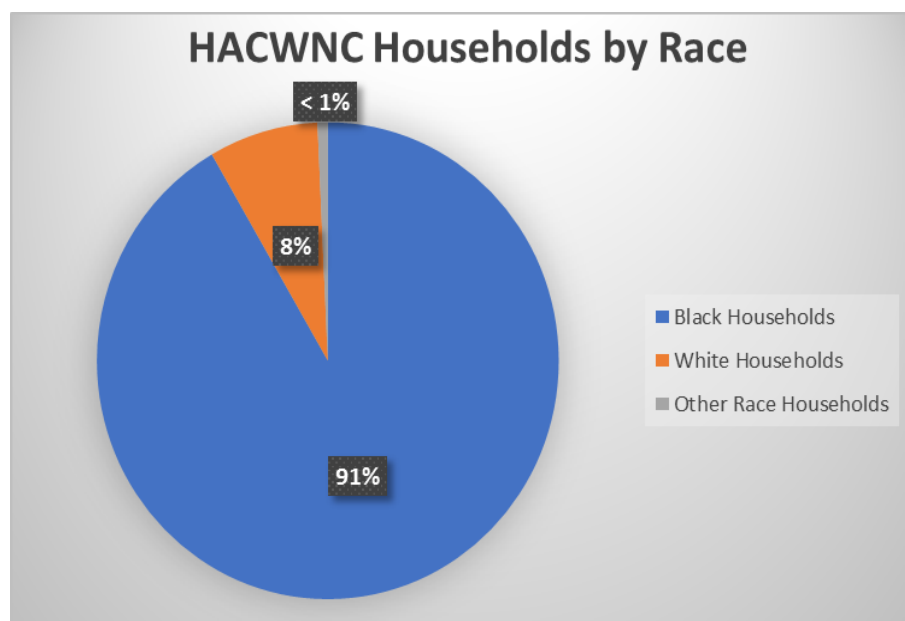
RHA Section 8 Voucher Holders by Race



Housing Authority of the County of Wake

HACW's population continues to be disproportionately comprised of members of the protected classes. Black households comprised 91.6% of public housing tenants, an increase of 3.5% from 2015, and 80.0% of HCV holders, an increase of 4.7% from 2015. The proportion of Black public housing tenants and voucher holders has increased over the last five years, while the total Black population in the County has remained at approximately 20%.

The proportion of Hispanic public housing tenants and voucher holders has remained roughly consistent since the 2015 AI. Hispanic residents account for only 1.4% of public housing tenants and 3.9% of HCV holders, in contrast to representing 10.0% of the population. Families with children accounted for 20.8% of public housing tenants and 17.4% of HCV holders.



PHA Policy Document Review

Both the Raleigh Housing Authority and the Housing Authority of the County of Wake prioritize the deconcentration of affordable housing

An important element of the AI includes an examination of public policies in terms of its impact on housing choice. This section evaluates the public policies of Raleigh Housing Authority and the Housing Authority of the County of Wake (HACW) to determine opportunities for furthering the expansion of housing choice for members of the protected classes.

The primary policy documents used to review the practices of the two housing authorities in Wake County are the Admission and Continued Occupancy Policy (ACOP) and the Housing Choice Voucher Administration Plan. The ACOP defines each housing authority's policies for operating public housing programs, incorporating federal, state, and local laws. This includes key internal policies that are important for compliance with HUD regulations, as well as from an overall fair housing perspective.

Relocation Policies

The Uniform Relocation Act of 1970 is a federal law that establishes minimum standards for federally funded programs and projects that

require the displacement of persons from their homes, businesses or farms. The Act's protections and assistance apply to the acquisition, rehabilitation or demolition of real property for federally funded projects. Among the goals of the Act is ensuring that relocation assistance is provided to displaced persons to lessen the emotional and financial impact of displacement. Relative to residential displacement, the Act requires that agencies:

- Provide relocation advisory services to displaced tenants.
- Provide a minimum 90 days written notice to vacate prior to requiring possession.
- Reimburse for moving expenses.
- Provide payments for the added cost of renting or purchasing comparable replacement housing.

Specific to Section 504, the Act requires that displacing agencies determine the accessible features of housing from which persons with disabilities will be displaced, as well as any other accessible housing needs, provide reasonable accommodations to displaced persons who are disabled, provide comparable replacement housing and inspect replacement housing to ensure that it is decent, safe and sanitary, free of barriers to the person's ingress and egress, that it is adequate in size to accommodate the occupants, and that it includes other features as

necessary to meet the accessibility needs of the displaced person with disabilities.

Raleigh Housing Authority

RHA's last relocation plan was developed in November 2010 and remains in effect. Unique relocation plans are developed by RHA for each redevelopment situation. The goal of the relocation plan is to provide assistance for persons displaced due to the development or renovation of housing units. RHA employs relocation specialists who are tasked specifically with assisting clients. Other forms of relocation, such as transferring a family due to medical need, a unit that has become unsafe due to damage, household fires, etc. are covered in the ACOP. This also covers families that have become over-housed or under-housed due to changes in family composition over time. RHA offers each moving family the option of the flat moving expense, as provided in the Uniform Relocation Act, or actual moving expenses.

Housing Authority of the County of Wake

As in 2015, HACW does not have a relocation plan. However, it continues to provide relocation assistance for persons required to be displaced due to renovation of housing units. Housing Management is tasked specifically with assisting clients with the physical move. The Resident Coordinator of HACW works to connect clients with needed services since some clients are moving to a different municipality within the County.

Local Preference and Reasonable Accommodation

Raleigh Housing Authority

Consistent with the 2015 AI, RHA continues to give housing admission preference to three groups: Elderly applicants, disabled applicants, and Wake County residents. To attain residency preference, the applicant must either be a Wake County resident or provide proof of employment in Wake County. RHA has expanded the number of local preference vouchers from 25 to 70 since the 2015 AI.

RHA's Administrative Plan was last updated in 2019 and went into effect on January 1, 2020. Its reasonable accommodation policy has remained the same since the 2015 AI, allowing for specific changes to a policy or practice upon request as an accommodation to a tenant's or applicant's disability. The requester must first certify or verify that they are disabled under the definition of the Americans with Disabilities Act (ADA). RHA will then collect information and provide a written decision to the person requesting the accommodation.

The cost necessary to carry out approved requests is borne by RHA. If another party pays for the modifications, the Housing Authority may seek to have the same entity pay for any restoration costs. If the resident's insurance or medical provider provides equipment, the RHA will install it. The RHA also covers the cost of unit transfers if it is needed as an accommodation. If

a person is denied the accommodation or feels that the alternative suggestions are inadequate, they may request an informal hearing to review RHA's decision.

Each year RHA receives approximately 70 reasonable accommodation requests related to physical disabilities of residents living in public housing units. At the beginning of 2020, RHA had a total of four pending reasonable accommodation requests: A staircase gate closure, a front door entrance ramp, and two service animal requests.

RHA provides fair housing training to their employees, including one presentation specifically detailing reasonable accommodation. In addition, RHA participates in Raleigh's Landlord Training Program to provide fair housing and voucher program information to attendees.

Housing Authority of the County of Wake
HACW's ACOP was updated in 2016, though its preference and reasonable accommodation provisions remain consistent with the 2015 AI. Preference for housing continues to be based on three criteria: elderly applicants, disabled applicants, and working households.

HACW's reasonable accommodation policy states that the Authority shall make reasonable accommodation to permit a disabled person the opportunity to use and enjoy a dwelling unit.

However, the Authority has no duty to provide such persons with support services such as medical, social or counseling services, other than those offered to all residents. If the accommodations for the person would result in an undue financial or administrative burden to the Authority, the Authority may refuse to make the accommodation. The Authority no longer tracks specifics concerning reasonable accommodation requests. At the beginning of 2020, HACW had a total of 11 reasonable accommodation requests for public housing pending decisions.

Section 3 Plans

Section 3 of the HUD Act of 1968 requires that wherever HUD financial assistance is expended for housing or community development, to the greatest extent feasible, economic opportunities must be given to local public housing residents and low- and very-low income persons who live in the metropolitan area or non-metropolitan county where the assisted project is located. The policy is intended to direct the employment and other economic opportunities created by federal financial assistance for housing and community development programs toward low- and very-low income persons, particularly those who are recipients of government assistance for housing.

Section 3 is also the legal basis for providing jobs for residents and awarding contracts to Section 3 businesses, which include businesses that are at least 51% owned by Section 3

residents, whose permanent, full-time employees include at least 30% current Section 3 residents, or businesses that commit to subcontract at least 25% of the dollar award to a Section 3 business concern. The opportunities provided can include job, training, employment or contracts.

Recipients of federal assistance are required, to the greatest extent feasible, to provide all types of employment opportunities to low and very low-income persons, including seasonal and temporary employment, as well as long-term jobs. HUD receives annual reports from recipients, monitors the performance of contractors and investigates complaints of Section 3 violations, examining employment and contract records for evidence of actions taken to train and employ Section 3 residents and to award contracts to Section 3 businesses. According to the HUD registry, there are currently 29 Section 3 businesses in Wake County, a significant increase from zero at the time of the 2015 AI.

Accessibility

From a regulatory standpoint, local government measures define the range and density of housing resources that can be introduced in a community. Housing quality standards are enforced through the local building code and inspections procedures as well as federal regulations that govern public housing.

Section 504 of the Rehabilitation Act of 1973 and 24 CFR Part 8 require that a minimum of 5% of all public housing units be accessible to persons with mobility impairments. Another 2% minimum of public housing units must be accessible to persons with sensory impairments. In addition, an authority's administrative offices, application offices, and other non-residential facilities must be accessible to persons with disabilities. The Uniform Federal Accessibility Standards (UFAS) is the standard against which residential and non-residential spaces are judged to be accessible.

The regulations at 24 CFR 8.26 and HUD PIH Notice 2002-1 describe the obligation of PHAs to provide UFAS-accessible units at each project site and in a sufficient range of bedroom sizes. The intent of requiring the distribution of UFAS-accessible units in a variety of bedroom sizes and in a variety of locations is to ensure that people with disabilities residing in public housing have choices of living arrangements comparable to those of other families eligible for assistance under the same program.

The North Carolina Building Code details standards for the accessibility of private housing structures that are consistent with UFAS and ADA accessibility guidelines, as well as International Code Council/American National Standards Institute (ICC/ANSI) accessibility provisions. The code identifies residential buildings that must comply with accessibility requirements. Each local jurisdiction ensures compliance with state and federal accessibility statutes through construction plan review and field inspections.

Raleigh Housing Authority

References to its obligation to comply with both Section 504 requirements and HUD PIH Notice 2002-1 are explicitly stated in RHA's ACOP.

RHA has a Section 3 Plan and includes the Section 3 clause in all contracts as stated in 24 CFR 135.38. The Section 3 Plan was last revised in October 2018. The RHA pledges to give Section 3 residents priority when hiring new personnel for positions created as a result of program expenditures and Section 3 businesses priority in awarding contracts. In addition, the Plan itemizes a number of outreach mechanisms to assist in connecting low-income residents with employment and training opportunities. It includes a comprehensive list of outreach mechanisms, including:

- Placement of job postings online and in local management offices and publications.
- Promoting job training and employment opportunities via flyer delivery to public housing locations and job fair participation.
- Compartmentalize large contract work to provide opportunities to Section 3 businesses.

Housing Authority of the County of Wake

The HACW does not participate in Section 3 programming. The Section 3 Program is reviewed with every vendor doing business with the HACW and appropriate forms related to Section 3 are filled out by each. In order to ensure that HACW is fostering economic opportunity among their tenants, the Authority should adopt a Section 3 Plan. Such a plan would help to develop, foster, and involve Section 3 workers and businesses to the maximum extent feasible. One example of this would be informing public housing residents about available training and job opportunities and then guiding them through the Section 3 process.

References to its obligation to comply with both Section 504 requirements and HUD PIH Notice 2002-1 are explicitly stated in HACW's ACOP. The HACW follows the HUD Requirements for Recipients of HUD Housing & Community Development Funding. HUD Form 6002 is submitted to HUD and is a part of the Agency Annual Audit to confirm compliance with the Section 3 Program.

Deconcentration and Mobility Policies

Public housing authorities are required to comply with federal regulations for the deconcentration of poverty and income-mixing at general occupancy family public housing developments with 100 or more units, aside from developments that meet the exceptions at 24 CFR 903.2. Developments that house only elderly or disabled households and developments approved for demolition are among the exceptions.

For sites to which the regulations apply, PHAs must compare the average income of residents to an established income range. A PHA with covered developments outside of the range must justify the income range for those developments as furthering two sets of goals: a) deconcentration and income-mixing, and b) the local goals and strategies of the PHA's Annual Plan.

When no justification is provided in the Annual Plan, the PHA must include in its ACOP a specific policy to provide for deconcentration of poverty and income mixing in applicable covered developments.

Such policies can include:

- Incentives to encourage families with incomes below the established range to accept units in developments with incomes above the range, and vice versa.
- Targeting investment and capital improvements toward developments below the established income range to encourage families above the range to accept units there.
- Establishing an admission preference for working families below the range.
- Skipping a family on the waiting list to reach another family to further the goals of the PHA's deconcentration policy.

Raleigh Housing Authority

In its 2019 Administrative Plan, RHA defined one of its three local objectives as "Promoting freedom of housing choice and spatial deconcentration of very low-income families of all races and ethnic backgrounds". In accordance with 24 CFR 903.2, RHA has only one public housing property, Heritage Park, that is covered under this policy. As a result, there are no communities with which to compare averages. RHA included this in the most recent FY 2019 agency plan under the Plan Elements Section.

While RHA does not have an income-based deconcentration policy detailed in its most recent Administrative Plan, the Authority actively works to deconcentrate extremely low-income persons and affirmatively further fair housing. RHA encourages mixed-income neighborhoods by bringing higher-income families into lower-income communities and lower-income families into higher-income communities. In addition, it utilizes programs such as Incentive Housing PH and the Hope VI grant program to foster income diversity in neighborhoods.

RHA provides mobility counseling for all HCV recipients in order to encourage HCV holders to look for units outside of areas of high poverty or minority concentration. RHA considers an area to be concentrated if it is located within a census tract with a rate 10% greater than the Wake County average. Since the 2015 AI, the resources RHA provides have been expanded to include access to the following local preferences:

- Coordinated Entry referrals
- Ready to Rent graduates
- Olmstead referrals

RHA does not maintain a list of properties that will accept vouchers. However, RHA provides a computer with internet access and bookmarked websites that specialize in the advertisement of voucher-accepted housing.

One of the most significant barriers for voucher holders trying to find housing outside of racially concentrated areas of poverty is the need to show proof of income that is more than three times the monthly rent in order to meet income qualifications. Even a family with at least one employed person earning \$13 per hour cannot meet this requirement. The income requirement is becoming an increasingly impossible barrier for low-income persons due to the rapid rise in rents throughout the County.

In the RHA's Agency Plan, one of their stated goals is "to market RHA's programs widely in the community to promote the programs to all races and ethnicities". This is done primarily through participation on panels and boards and by making presentations when asked to do so. RHA also participates in Raleigh's Landlord Training Program to market the voucher program to prospective landlords attending the training. Although RHA manages two LIHTC developments, the developments are owned by equity providers. There are affirmative marketing plans for both developments.

Housing Authority of the County of Wake
HACW's Admission and Continued Occupancy Plan was last revised in July 2016. It includes an explicit deconcentration policy that aims to prevent a concentration of poverty families and/or a concentration of higher income families in any one development. Consistent with the 2015 AI, the specific objective continues to be filling no less than 40% of its public housing inventory—in terms of both overall inventory and specific developments—with families that have incomes at or below 30% of the area median income. To accomplish this, the Authority may utilize affirmative marketing efforts to encourage new applicants with appropriate income levels, consult and inform applicants on the waiting list of their deconcentration goals, and skip over certain families on the waiting list due to their lower income levels in order to achieve a balance between 0-30% and 30-50% income levels among tenant households in any single public housing community.

HACW provides free counseling services for Section 8 households. Attendance for an introductory briefing is required. During this briefing, participants are encouraged and counseled on how to find housing in areas outside of low-income or minority concentrations. Households are also briefed on fair housing and how to report housing discrimination, should they experience it.

As in Raleigh, the greatest impediments to mobility in Wake County are the lack of affordable housing opportunities overall and the lack of affordable housing options outside of RCAPs. Many voucher holders in the Urban County are constrained to areas far from public transportation, jobs, and amenities. Units coming onto the market are predominantly out of reach for low-income residents even with a voucher, and affordable rental units are shrinking as a proportion of the housing stock available. Stakeholders interviewed indicated that landlords are reluctant to accept vouchers in a tight rental market. In addition, the inspection process can be lengthy, costing money in lost rent. Stakeholders noted the need for an increased effort to reduce inspection times, as well as a Landlord Risk Mitigation Fund to encourage landlord participation in the HCV program.

Assisted Housing Inventory

Assisted housing remains concentrated in areas with lower opportunity

In addition to public housing, there are housing units across the County that have received public financing but are owned by private entities. Sources of public financing include HOME program funds, CDBG owner-occupied rehab awards, Low-Income Housing Tax Credits (LIHTC), down payment assistance, Section 8 voucher subsidies, and more. LIHTC developments, which are assisted through the State's Housing Credit Program, form the bulk of privately-owned affordable housing stock. Wake County, the City of Raleigh, and the Town of Cary each contribute HOME funds to LIHTC developments in their respective jurisdictions. Regardless of the ownership arrangement, the assisted housing inventory in the County is a significant source of affordable housing.

In terms of fair housing, the location of assisted housing can expand access to community assets, or it can perpetuate residential segregation patterns. For example, affordable housing units planned and developed in high opportunity areas can facilitate access to better schools and jobs. On the other hand, affordable housing that is located exclusively in low opportunity areas restricts housing choice and

residents' access to higher quality community assets.

A total of 5,252 publicly and privately assisted housing locations were inventoried for this report – 134 public housing sites, 4,348 Section 8 voucher holders, 621 LIHTC developments, and 149 developments assisted in other ways (new construction, second mortgages, rehab, etc.). Although not a complete inventory, it does reflect the current inventory for which there is address data that can be mapped.

The assisted housing inventory in the current analysis is based upon the total number of assisted housing units provided by each property rather than the specific properties themselves. This is to account for the fact that locations vary considerably in size. The address data mapped on the following page represents 23,819 publicly and privately assisted housing units – 1,751 public housing units, 4,348 voucher units, 8,716 LIHTC units, and 9,004 units within properties that were assisted in other ways (new construction, second mortgages, rehab, etc.).

The distribution of assisted housing has changed considerably in the past five years. Almost 10% of the assisted housing inventory (for which geographic data is available) is located in one of the seven identified RCAP tracts compared to nearly 23% in the 2015 AI. More striking, 26% of assisted housing units are located within census tracts that scored "high" or "very high" in the Communities of Opportunity Analysis, a 20% increase from 2015. These results indicate that initiatives such as Wake County's Affordable Housing Plan and the City of Raleigh's Affordable Housing Location Policy are making progress in the expansion of affordable housing choice to higher opportunity areas.

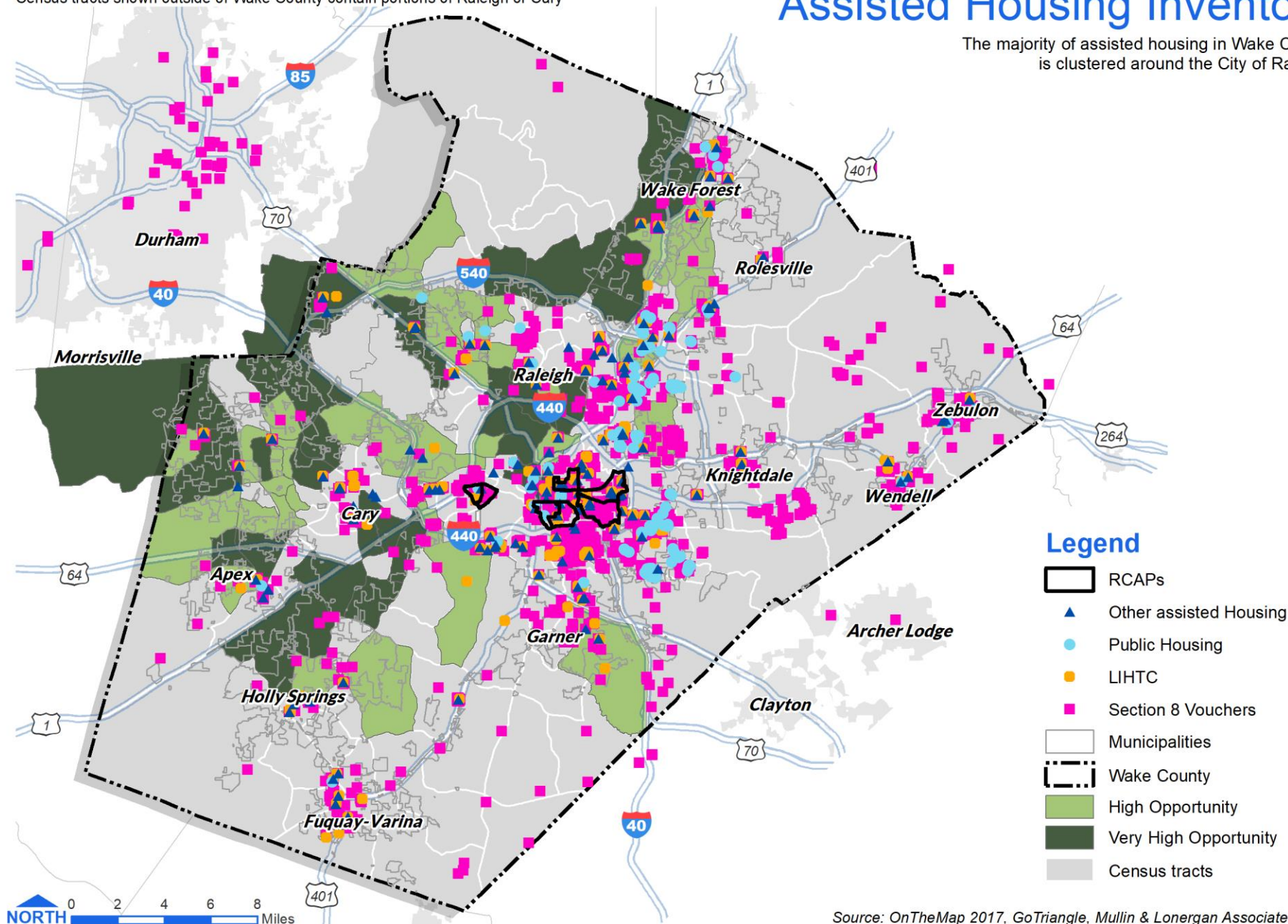
Town of Cary

The Town of Cary does not have its own PHA, and there are no public housing units located in Cary. However, both RHA and HACW offer the HCV program within Cary and approximately 16 apartment complexes accept HCV. In the past five years the Town has prioritized the need to increase the supply of affordable housing, creating 108 affordable units. This included a 42-unit rental development, an 8-unit Habitat for Humanity project, and a four-unit group home for developmentally disabled individuals purchased by the Tammy Lynn Center.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

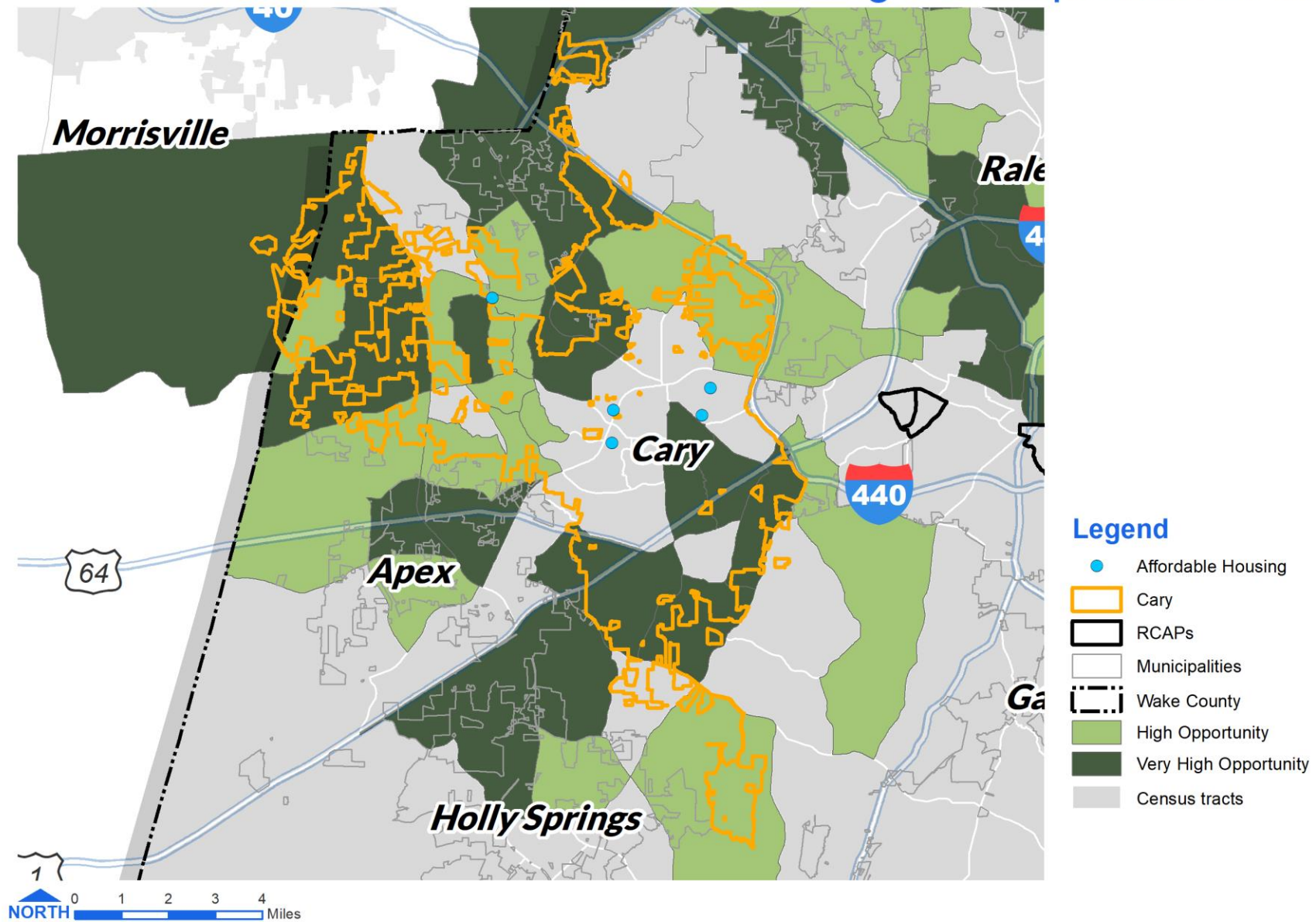
Assisted Housing Inventory

The majority of assisted housing in Wake County is clustered around the City of Raleigh.



Source: OnTheMap 2017, GoTriangle, Mullin & Lonergan Associates 2020

Affordable Housing Developments in Cary



Language Access Plans

Over 4% of the County's population has limited English proficiency

Persons with limited English proficiency (LEP), including immigrants, may encounter obstacles to fair housing by virtue of language and cultural barriers within their new environment. To assist these individuals, it is important that a community recognizes their presence and the potential for discrimination, whether intentional or inadvertent, and establish policies to eliminate barriers.

Title VI of the Civil Rights Act of 1964 is the federal law that protects individuals from discrimination based on their race, color, or national origin in programs that receive federal financial assistance. In certain situations, failure to ensure that persons with LEP can effectively participate in, or benefit from, federally assisted programs may violate Title VI's prohibition against national origin discrimination. Furthermore, recipients of federal financial assistance must develop a plan for persons with LEP to ensure that they have meaningful access to all portions of their programs or activities, not just those portions that receive HUD funds (e.g. non-federally funded programs). This is called a Language Access Plan (LAP).

According to HUD, vital documents should be translated into other languages spoken in the area when both:

- More than 1,000 persons in the eligible population or among current beneficiaries have LEP.
- More than 5% (or at least 50 persons) of the eligible population or beneficiaries have LEP.

Vital documents include any document that is critical for ensuring meaningful access to the recipient's major activities and programs by beneficiaries generally and persons with LEP specifically. Determining whether these criteria are fulfilled is known as a safe harbor calculation.

One measurement of persons with LEP is the degree to which persons over the age of 5 years speak English. The Census reports on the number of persons who speak English "very well," "well," "not well," and "not at all" by language category. Despite the prevalence of persons with LEP and the increased diversity among Wake County's population, some communities within the County have established very few provisions to accommodate persons with limited English proficiency. Many of the area's local government publications and other materials are not available in Spanish. The responsibility of identifying which documents are considered "vital documents" is left to each local unit of government.

The following table presents the results of a safe harbor calculation to determine the eligible population for persons with LEP in the

municipalities in Wake County. As in the 2015 AI, Spanish remains the most widely spoken language after English in all parts of Wake County by a large margin. The estimated eligible population for the Spanish language group assumes that 100% of persons with LEP are potential recipients of public services. Further analysis may reveal a smaller number. No safe harbor is assumed for oral interpretation.

In contrast to the 2015 AI, the current analysis shows that Raleigh has fallen just below the 5% safe harbor threshold. Despite a high number of LEP Spanish-speakers, there is no longer a requirement to translate vital documents from English to Spanish. It should be noted, however, that the most recent data available for the safe harbor calculation was 2011-2015; it is possible that newer Census data (when available) might reveal a different result.

There are also a high number of LEP Spanish-speakers located in Cary and the unincorporated areas of Wake County. As in the 2015 AI, the concentration of LEP persons exceeds 5% in the towns of Wendell and Zebulon, although none of these towns trigger the safe harbor threshold due to their low populations.

While there are many other languages spoken throughout Wake County, no other languages triggered HUD's safe harbor threshold. The *Ancestry and Income* section of this report details the language profile of LEP persons in more detail.

Safe Harbor Calculation, LEP Spanish Speakers		
Municipality	Number of Speakers	Percentage of Total Population
Wake County	33,816	3.71%
Urban County*	11,266	3.08%
Apex Town	778	1.99%
Fuquay-Varina Town	1,052	5.38%
Garner Town	737	2.88%
Holly Springs Town	124	0.47%
Knightdale Town	566	4.58%
Morrisville Town	179	0.91%
Rolesville Town	54	1.18%
Wake Forest Town	425	1.33%
Wendell Town	343	6.04%
Zebulon Town	286	6.54%
Unincorporated Area	6,722	3.80%
Cary Town	4,201	2.98%
Raleigh City	18,349	4.54%

Includes all of Wake County except the cities of Raleigh and Cary

Source: U.S. Census Bureau, 2011 - 2015 American Community Survey (B16001)

Wake County

Consistent with the 2015 AI, neither Wake County Human Services nor Wake County Division of Housing has a formalized LAP, and neither has conducted a four-factor analysis in more than ten years. While there is not a Spanish version of the entire Wake County website, vital documents posted to the website are generally available in Spanish. In addition, Wake County arranges for free translation services for LEP persons using a third-party translation service. This includes accommodations for LEP persons as well as deaf-blind interpreting.

However, other information that would be nonetheless useful to LEP persons is often available in English only. This includes listings of County Human Services programs and locations, and information about the County's affordable housing and homeownership programs.

Town of Cary

As noted in the 2015 AI, the Town of Cary does not have a Language Access Plan related to its community development programs. Cary has a large Hispanic population, though it does not exceed the safe harbor threshold. There is also a sizeable Asian population in Cary, who may speak a variety of languages and require varied interpretation services. Although developing a LAP is not explicitly required, it is the only method by which a municipality can document compliance with Title VI.

City of Raleigh

The City of Raleigh Community Development Department created a LAP in 2010 to achieve Title VI compliance and it is still in effect. It was analyzed in the 2015 AI and has not been updated. If LEP persons contact the Department, the LAP dictates their right to free language assistance in Spanish and other significant languages in all outreach material. The Department is required to make funding available for interpretation, translation, and marketing services.

The largest LEP population in Raleigh speaks Spanish as their primary language. In its four-factor analysis, the Department indicated that, within the City's Hispanic LEP population, resident concerns regarding documentation and legal status may be a significant deterrent to seeking assistance, including utilization of housing programs and fair housing resources. For translation services, current procedures involve utilizing existing City staff. The Community Development Department receives translation assistance from Spanish-speaking staff members in the Community Services Department. Both departments are in the same building and requests for verbal assistance are answered immediately. The City also encourages staff members to study Spanish and provides an incentive pay bonus if staff successfully complete the Spanish test.

All the Department's vital documents for locally designed programs are translated into Spanish. The City of Raleigh's website is translated into at least 20 languages through an automatic translation service. This allows LEP users to easily navigate to vital documents and other information.

Raleigh Housing Authority

Raleigh Housing Authority developed a LAP in 2007, utilizing guidance from HUD, in order to accommodate Spanish-speaking groups whose presence triggers the safe harbor threshold. This document was last revised in 2017. RHA records the languages used by LEP persons in a spreadsheet, which is used for tracking purposes by the Authority's designated Section 504 Coordinator.

RHA has a staff member dedicated to Spanish-language assistance. To assist with identifying the language a contact may use, each reception staff member has been trained on the use of "I Speak" cards. These cards are given to clients and let RHA know what language staff needs to use to communicate with the individual. If it is not a language with which RHA has proficiency, RHA uses a vendor that can translate and/or interpret in over 3,000 languages and dialects. RHA attempts to arrange a meeting with the customer and interpreter within 72 hours of initial contact.

In both the 2015 AI and the current analysis, the only language that has reached the threshold necessary to require translation of documents is Spanish. Pertinent housing choice voucher and public housing documents were translated in 2014. This includes the Administrative Plan, the main policy document for the voucher program, and the lease agreement and Admissions and Occupancy Policy for public housing. RHA added Spanish to several of its phone messages including the main agency greeting and the work order line. A notation is added to the bottom of written correspondence in both English and Spanish to inform participants of the availability of language assistance. Bilingual staff, particularly those who speak Spanish, aid RHA customers. In addition, RHA continually tracks other languages spoken by LEP persons in order to determine whether vital documents need to be translated into other languages.

Housing Authority of the County of Wake

Consistent with the 2015 AI, HACW does not have a formalized LAP. HACW has incorporated a section devoted to improving access to services for persons with LEP into its public housing and HCV administrative plans, and it continues to provide free translation services for LEP persons in need of assistance.

HMDA Analysis

Analyzing mortgage data can identify potential discriminatory lending practices

Homeownership can provide critical economic benefits for households and social benefits for the greater community. High rates of owner occupancy create stable communities by reducing the level of transience in the housing market. Unfettered access to affordable housing choice requires fair and equal access to the mortgage lending market regardless of income. It is also important from a fair housing perspective, because the Fair Housing Act prohibits lenders from discriminating against members of the protected classes in granting mortgage loans, providing information on loans, imposing the terms and conditions of loans (such as interest rates and fees), conducting appraisals, and considering whether to purchase loans.

An analysis of mortgage applications and their outcomes can identify possible discriminatory lending practices and patterns in a community. It can also identify geographic clusters of high-cost lending. Home Mortgage Disclosure Act (HMDA) data is comprised of records for all residential loan activity reported by banks pursuant to the requirements of the Financial Institutions Reform, Recovery, and Enforcement Act of 1989. Any commercial lending institution that makes five or more home mortgage loans annually must report all residential loan activity to the Federal Reserve Bank, including information on applications denied, withdrawn, or incomplete by race, sex, and income of the applicant. This information is used to determine whether financial institutions are serving the housing needs of their communities.

The data included for this analysis is from the most current three years available, 2015 through 2017, and constitutes all types of applications received by lenders: home purchase, refinancing, or home improvement mortgage applications for one-to-four-family dwellings and manufactured housing units across the entire County. The demographic and income information provided pertains to the primary applicant only. Co-applicants were not included in the analysis. The following figures summarize three years of HMDA data by race, ethnicity, and action taken on the applications, followed by detailed analysis.

General Mortgage Lending Patterns

Minorities applying for a mortgage are denied more often than Whites. Black applicants are disproportionately given no reason for their mortgage denial.

Mortgage lending patterns have remained roughly consistent between the 2015 AI and the current analysis. Lenders in Wake County received 187,555 home purchase mortgage applications between 2015 and 2017. Just as in the 2015 AI, most applications (79,215) were for mortgage refinancing and a much smaller amount (7,768) were for home improvement equity loans. Refinancing loans were slightly less likely to be approved than home purchase loans with 49.4% of refinancing loans approved compared to 61.3% of purchase loans. The approval rate of refinancing loans decreased by more than 3% from the 2015 AI, making it slightly more difficult to obtain approval for this type of loan. Meanwhile, the approval rate of purchase loans increased by over 8%.

A slightly lower proportion (48.4%) of home improvement loans were approved. This is a 7.5% increase from the 2015 AI. A significant number of home refinancing loans (19.7%) were withdrawn or incomplete as well. An additional 2.32% of home purchase loans were approved but not accepted by the applicant and 5.49% were denied. Refinancing loans were more likely than home purchase loans to be withdrawn by the applicant or incomplete at 19.7% versus 12.1% for home purchase loans. The number of refinancing applications that are likely to be withdrawn or incomplete has increased in both cases compared to the 2015 AI. Home improvement loans remain the most likely to be denied out of any other type of loan with a denial rate of 33.9%, though the rate is more than 7% lower than in the 2015 AI.

The most common type of financing continues to be a conventional loan, a category that comprised 77.9% of all loan applications, down slightly from 79.3% in the 2015 AI. However, a proportion of applications (12.1%) were for loans insured by the Federal Housing Administration (FHA), a type of federal assistance that has historically benefited lower-income residents due to less stringent down payment and credit history requirements. A small number of loan applications were backed by the Farm Services Administration or Rural Housing Service (FSA/RHS). There are also a high number of VA loans taken out in Wake County. The popularity of VA loans may be an indicator of the ongoing impact of the recession, in which VA loans became preferable and/or attainable compared to conventional mortgages. There may also be active and effective veterans' marketing and support networks in the area that are able to connect candidates with these types of loans. Consistent with the 2015 AI, almost all (98.8%) of the 187,555 applications in Wake County involved one-to-four family housing structures, with only 2,162 applications requesting financing for manufactured units.

Cumulative Mortgage Data Summary Report										
	Total Applications		Originated		Approved Not Accepted		Denied		Withdrawn/Incomplete	
	#	%	#	%	#	%	#	%	#	%
Loan Purpose										
Home purchase	100,572	53.6%	61,607	61.3%	2,330	2.3%	5,521	5.5%	12,204	12.1%
Home Improvement	7,768	4.1%	3,763	48.4%	222	2.9%	2,631	33.9%	894	11.5%
Refinancing	79,215	42.2%	39,136	49.4%	2,941	3.7%	12,880	16.3%	15,604	19.7%
Loan Type										
Conventional	146,119	77.9%	85,920	58.8%	4,108	2.8%	15,967	10.9%	21,777	14.9%
FHA	22,712	12.1%	9,621	42.4%	846	3.7%	3,098	13.6%	3,649	16.1%
VA	15,757	8.4%	7,608	48.3%	486	3.1%	1,779	11.3%	3,012	19.1%
FSA/RHS	2,967	1.6%	1,357	45.7%	53	1.8%	188	6.3%	264	8.9%
Property Type										
One to four-family unit	185,393	98.8%	103,843	56.0%	5,430	2.9%	20,187	10.9%	25,369	13.7%
Manufactured housing unit	2,162	1.2%	663	30.7%	63	2.9%	845	39.1%	82	3.8%
Applicant Race										
Native American	865	0.5%	428	49.5%	36	4.2%	190	22.0%	181	20.9%
Asian	15,462	8.2%	9,501	61.4%	551	3.6%	1,459	9.4%	2,939	19.0%
Black	20,635	11.0%	10,119	49.0%	729	3.5%	4,839	23.5%	4,111	19.9%
Hawaiian	442	0.2%	235	53.2%	15	3.4%	77	17.4%	93	21.0%
White	111,648	59.5%	72,420	64.9%	3,357	3.0%	11,037	9.9%	17,064	15.3%
No information	19,910	10.6%	10,889	54.7%	749	3.8%	3,339	16.8%	4,222	21.2%
Not applicable	18,593	9.9%	914	4.9%	56	0.3%	91	0.5%	92	0.5%
Hispanic*	7,380	3.9%	4,214	57.1%	228	3.1%	1,293	17.5%	1,274	17.3%
Total	187,555	100.0%	104,506	55.7%	5,493	2.9%	21,032	11.2%	28,702	15.3%

Source: Consumer Financial Protection Bureau

Note: Percentages in the Originated, Approved Not Accepted, Denied, and Withdrawn/Incomplete categories are calculated for each line item with the corresponding Total Applications figures. Percentages in the Total Applications categories are calculated from their respective total figures.

* Hispanic ethnicity is counted independently of race.

Loan Application Type by Race/Ethnicity							
	Total	White	Black	Asian**	Other**	No data	Hispanic*
Home purchase	100,572	60,343	8,707	10,165	582	20,775	4,434
	53.6%	54.0%	42.2%	65.7%	44.5%	54.0%	60.1%
Home improvement	7,768	4,702	1,351	269	124	1,322	358
	4.1%	4.2%	6.5%	1.7%	9.5%	3.4%	4.9%
Refinance	79,215	46,603	10,577	5,028	601	16,406	2,588
	42.2%	41.7%	51.3%	32.5%	46.0%	42.6%	35.1%
Total	187,555	111,648	20,635	15,462	1,307	38,503	7,380
	100.0%	59.5%	11.0%	8.2%	0.7%	20.5%	3.9%

Source: Consumer Financial Protection Bureau

Note: Percentages within racial/ethnic groups are calculated within each group's total.

* Hispanic ethnicity is counted independently of race.

**Small sample size may make analysis unreliable.

The racial and ethnic composition of loan applicants differs somewhat from the region's general demographic distribution. While 20.0% of Wake County households in 2017 were Black, only 11.0% of the loan applications for which racial/ethnic data was reported were submitted by Black applicants. The percentage of loan applications submitted by Black applicants has increased over 2% from the 2015 AI, while the demographic distribution remained roughly equivalent (20.7% of County households were Black in 2013).

Trends in application denials by race and ethnicity have remained equivalent between the 2015 AI and the current analysis with rates remaining within a percentage point. The denial rate for Black applicants was 23.5%, which is

significantly higher than the average of 9.9% for White applicants and the County's average denial rate of 11.2%. While 10.0% of the population in Wake County was of Hispanic or Latino ethnicity, only 3.9% of applications were submitted by Hispanic or Latino applicants and the denial rate of 17.5% was also higher than the countywide average. Black applicants had the highest denial rate in the County while Asians had the lowest. Asians submitted 8.2% of the applications while comprising 6.5% of the population.

As with the 2015 AI, loan application types continue to differ across racial and ethnic groups. Asians were the most likely to purchase a home, and Blacks were the least likely. However, Blacks were the most likely to refinance, and

Hispanics were the least likely. Home purchase surpassed refinancing as the predominant application purpose across all racial and ethnic groups.

Between 2015 and 2017, a total of 21,032 mortgage loan applications were denied in Wake County. The overall cumulative denial rate of 11.2% remained the same between the 2015 AI and the current analysis with denials by race and ethnicity ranging from 9.9% for Whites to 23.5% for Blacks.

In reporting denials, lenders are required to list at least one primary reason for the denial and may list up to two secondary reasons. “No Reason Given” is now by far the most common denial category, having more than doubled since the 2015 AI. The “No Reason Given” category represents applications that were denied, but information as to why the application was denied was not reported. This could either be an issue with the HMDA dataset or lenders not providing a reason for denial as required. Black and Asian applicants were most likely to be in the “No Reason Given” category.

The second-most cited basis for rejection was poor credit history, accounting for 17.3% of all denials. This was followed by debt/income ratio and insufficient collateral. Credit history disproportionately affected Blacks and members of other races, many of whom may be ethnically Hispanic.

Application Denials by Household Race/Ethnicity

		Total	White	Black	Asian**	Other**	No data	Hispanic*
Lower-Income	Total Applications	45,436	27,746	8,857	2,185	439	6,209	3,447
	Denials	8,971	4,328	2,722	433	134	1,354	769
	% Denied	19.7%	15.6%	30.7%	19.8%	30.5%	21.8%	22.3%
Upper-Income	Total Applications	117,263	78,617	9,177	12,980	748	15,741	3,441
	Denials	10,622	6,099	1,707	969	115	1,732	448
	% Denied	9.1%	7.8%	18.6%	7.5%	15.4%	11.0%	13.0%
Total	Total Applications	187,555	111,648	20,635	15,462	1,307	38,503	7,380
	Denials	21,032	11,037	4,839	1,459	267	3,430	1,293
	% Denied	11.2%	9.9%	23.5%	9.4%	20.4%	8.9%	17.5%

Source: Consumer Financial Protection Bureau

Note: Total also includes 24,856 applications for which no income data was reported.

* Hispanic ethnicity is counted independently of race.

**Small sample size may make analysis unreliable.

Primary Reason for Application Denial by Race/Ethnicity

	Total	White	Black	Asian	Other	No Info	Hispanic*
Collateral	9.4%	10.7%	7.0%	5.7%	9.0%	9.8%	6.9%
Incomplete Application	9.1%	9.1%	4.8%	9.7%	7.5%	15.1%	8.7%
Debt/Income Ratio	16.7%	17.8%	13.7%	21.1%	18.4%	0.6%	18.4%
Other	5.2%	5.3%	5.1%	5.1%	3.0%	5.6%	5.4%
No Reason Given	36.5%	35.7%	40.0%	38.9%	37.5%	33.1%	36.6%
Credit History	17.3%	15.3%	25.1%	9.5%	21.3%	15.9%	17.2%
Unverifiable Information	3.0%	3.2%	2.2%	5.1%	1.1%	2.7%	2.9%
Insufficient Cash	1.7%	1.7%	1.3%	2.8%	1.9%	1.4%	2.2%
Employment History	1.1%	1.1%	0.8%	2.1%	0.4%	1.1%	1.6%
Insurance Denied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: Consumer Financial Protection Bureau

* Hispanic ethnicity is counted independently of race

Annual Trends in Mortgage Lending						
	2015		2016		2017	
	#	%	#	%	#	%
Total loans						
Applications	61,260	100.0%	70,103	100.0%	56,192	100.0%
White	36,804	60.1%	42,375	60.4%	32,469	57.8%
Black	6,570	10.7%	7,555	10.8%	6,510	11.6%
Asian	4,561	7.4%	5,954	8.5%	4,947	8.8%
Other race	409	0.7%	488	0.7%	410	0.7%
No information/NA	12,916	21.1%	13,731	19.6%	11,856	21.1%
Hispanic*	2,252	3.7%	2,812	4.0%	2,316	4.1%
Originated	33,889	55.3%	38,739	55.3%	31,878	56.7%
White	24,006	65.2%	27,075	63.9%	21,339	65.7%
Black	3,202	48.7%	3,577	47.3%	3,340	51.3%
Asian	2,945	64.6%	3,573	60.0%	2,983	60.3%
Other race	198	48.4%	253	51.8%	212	51.7%
No information/NA	3,538	27.4%	4,261	31.0%	4,004	33.8%
Hispanic*	1,275	56.6%	1,579	56.2%	1,360	58.7%
Originated - High Cost**	133	0.4%	110	0.3%	161	0.5%
Denied	6,840	11.2%	8,775	12.5%	5,417	9.6%
White	3,687	10.0%	4,742	11.2%	2,609	8.0%
Black	1,579	24.0%	1,904	25.2%	1,356	20.8%
Asian	424	9.3%	655	11.0%	380	7.7%
Other race	80	19.6%	102	20.9%	85	20.7%
No information/NA	1,070	8.3%	1,372	10.0%	987	8.3%
Hispanic*	382	17.0%	542	19.3%	369	15.9%

Source: Consumer Financial Protection Bureau

Note: Percentages in the Originated - High Cost category are calculated based on the number of Originated loans only. Percentages in the Originated and Denied categories are calculated from the Total Application figures.

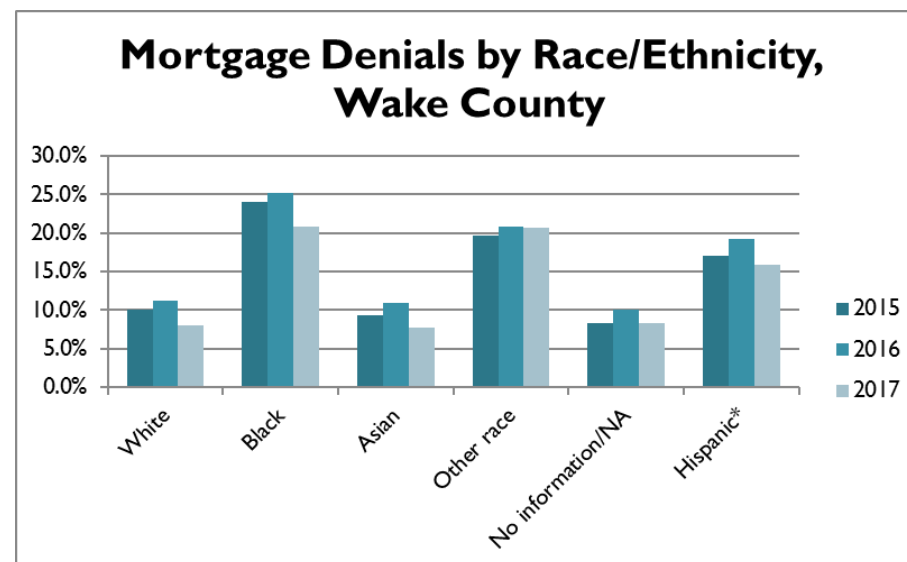
* Hispanic ethnicity is counted independently of race.

**Small sample size makes analysis statistically insignificant.

Consistent with the 2015 AI, during the current study period origination and denial rates remained relatively constant. Denial rates ranged from a high of 11.2% in 2015, 12.5% in 2016 to their lowest in 2017 at 9.6%. Denial rates remained generally lower for upper-income households, although differences in the denial rate persisted across racial and ethnic groups. The overall upper-income denial rate for upper-income White applicants was 9.1% compared to a denial rate of 18.6% for upper-income Blacks and 13.0% for upper-income Hispanics.

In fact, lower-income White households were less likely to experience denial than upper-income Black households: The denial rate for upper-income Black households (18.6%) was higher than the denial rate of lower-income White households (15.6%). Denial rates have remained comparable with the 2015 AI, in which the denial rate for upper-income Black households was 19.9% and the denial rate of lower income White households was 17.9%.

For this analysis, lower-income households include those with incomes between 0% and 80% of median family income (MFI), while upper-income households include those with incomes above 80% MFI. Applications made by lower-income households accounted for 42.7% of all denials between 2015 and 2017, although they accounted for only 24.2% of total applications for those three years. Denial rates were higher for lower-income households and for minorities, and highest overall for lower-income minorities. While the overall lower-income denial rate was 19.7%, the denial rates for lower-income Black and Hispanic households were 30.7% and 22.3%, respectively.



Geography of Mortgage Denial

Areas with higher concentrations of minorities continue to have higher rates of mortgage denial

There was significant geographic variation in the origination and denial rates by census tract. The lowest denial rate was 4.07% (tract 524.1 in Raleigh) and the highest was 40.12% (tract 541.13 located in northeast Raleigh, adjacent to Knightdale). Consistent with the 2015 AI, the tracts with the highest denial rates encompass several of the neighborhoods to the immediate south and east of Downtown Raleigh. These tracts also have high percentages of low-income households and high percentages of racial and ethnic minorities.

Similarly, the three tracts found to be RCAPs in both the 2015 and current analysis had denial rates more than double that of Wake County as a whole.

High-Cost Lending

There is a severe lack of reporting of criteria to calculate high-cost originated mortgage loans

Subprime lending, designed for borrowers who are considered a credit risk, has increased the availability of credit to low-income persons. At the same time, subprime lending has often exploited borrowers, piling on excessive fees, penalties, and interest rates that make financial stability difficult to achieve.

HMDA does not require lenders to report credit scores for applicants, so the data does not indicate which loans are subprime. It does, however, provide price information for loans considered “high-cost.” A loan is considered high-cost if it meets one of the following criteria:

- A first-lien loan with an interest rate at least three percentage points higher than the prevailing U.S. Treasury standard at the time the loan application was filed. The standard is equal to the current price of comparable-maturity Treasury securities.
- A second-lien loan with an interest rate at least five percentage points higher than the standard.

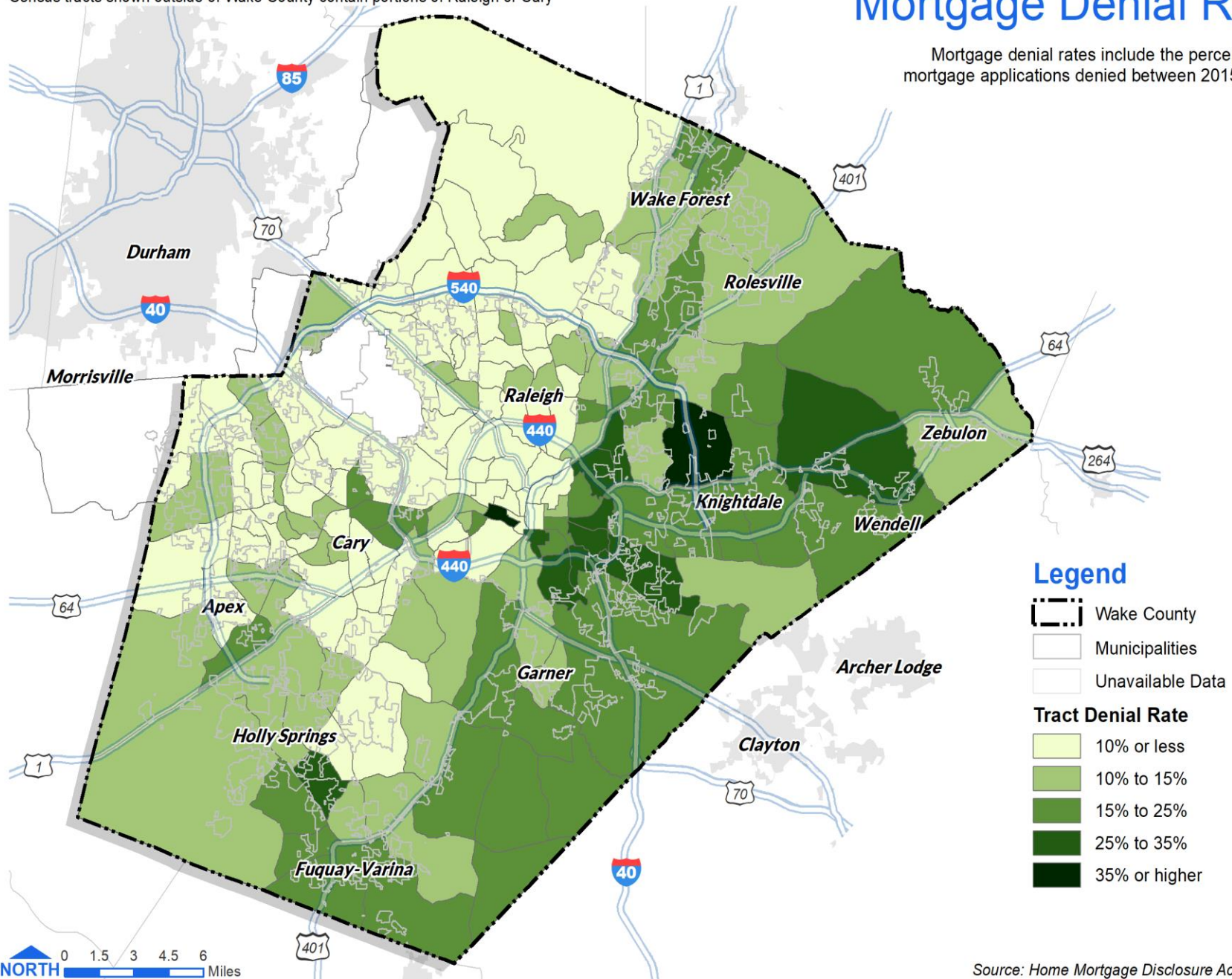
Not all loans carrying high APRs are subprime, and not all subprime loans carry high APRs. However, high-cost lending is a strong predictor of subprime lending, and it can also indicate a loan that applies a heavy cost burden on the borrower, increasing the risk of mortgage delinquency.

As shown in the table ‘Annual Trends in Mortgage Lending’, information was provided in HMDA for only 404 high-cost originated loans. The very small sample size made an analysis of high-cost lending for this period statistically insignificant. This could be an issue with the HMDA dataset; however, it is more likely that lenders are not reporting the information needed to calculate the rate-spread for mortgage loans.

Census tracts shown outside of Wake County contain portions of Raleigh or Cary

Mortgage Denial Rates

Mortgage denial rates include the percentage of all mortgage applications denied between 2015 and 2017.



Source: Home Mortgage Disclosure Act, 2015-2017

2020 Analysis of Impediments to Fair Housing Choice

Top Lending Institutions

The following table shows the top ten lending institutions in Wake County. State Employee Credit Union, LoanDepot.com, SunTrust Mortgage, Movement Mortgage, Southside Bank and North State Bank have replaced Regions Bank, Bank of America, Compass Bank, Hometown Mortgage Services, Embrace Home Loans, and Vanderbilt Mortgage, respectively, since the 2015 AI. These ten institutions reviewed 39.8% of all loan applications and were responsible for 39.3% of all originations within the County, a decrease of more than 10% in both cases compared to the 2015 AI. Wells Fargo Bank continues to be the largest lending institution, accounting for 8.7% of all originations.

Lending Institution	# of Applications	% of Total Applications	# of Loans Originated	% of Total Originations
Wells Fargo	21,133	11.3%	9,074	8.7%
State Employee Credit Union	10,991	5.9%	7,582	7.3%
Quicken Loans	7,132	3.8%	5,459	5.2%
Branch Banking and Trust	6,659	3.6%	3,893	3.7%
LoanDepot.com	5,960	3.2%	1,147	1.1%
SunTrust Mortgage	4,699	2.5%	2,120	2.0%
Movement Mortgage	4,677	2.5%	3,542	3.4%
Southside Bank	4,564	2.4%	3,233	3.1%
JP Morgan Chase	4,413	2.4%	1,260	1.2%
North State Bank	4,346	2.3%	3,758	3.6%
Subtotal	74,574	39.8%	41,068	39.3%

Source: Consumer Financial Protection Bureau

CHAPTER 5: DETERMINANTS OF FAIR HOUSING

The conditions that create or foster impediments to fair housing choice may occur over many years, in some cases, many decades. Actions required to resolve or eliminate those conditions could also require years or decades. The first step to eliminating barriers to housing choice for members of the protected classes is to identify effective actions that can be implemented by each entity participating in this AI.

In most cases, the determinants (or impediments) identified in the 2015 AI remain today and are, therefore, included in the 2020 AI update. However, significant progress has been achieved over the past five years toward removing some of the policy barriers that have restricted housing choice across Wake County. Although much work remains, the participating entities in this AI are committed to continuing their efforts to eliminate discriminatory actions and expand housing choice.

The following determinants, or impediments, were identified as factors that contribute to housing discrimination in Wake County, the City of Raleigh, the Town of Cary and within the Raleigh Housing Authority and the Housing Authority of the County of Wake. Determinants that affect the entire study area are listed in the General section. Determinants specific to each respective entity are discussed separately.

Regional

The following determinants, or impediments, apply to the region of Wake County, and all its municipalities and unincorporated area. The determinants included below focus on issues that cross municipal boundaries and will, therefore, require a regional approach. Given the limited resources available, collaborating and sharing costs, where possible, makes sense.

Determinant: Members of the protected classes are more likely to have lower incomes, higher unemployment rates and higher poverty rates. Limited housing choice restricts access to community assets for members of the protected classes. These trends remain consistent between the 2015 AI and current analysis:

The unemployment rate among Blacks (8.8%) continued to be higher than among Whites (3.8%) and Asians (4.0%).

Poverty rates among Blacks (15.4%) and Hispanics (24.6%) were higher than among Whites (8.3%) and Asians (9.5%).

Median household incomes for Blacks (\$46,663) and Hispanics (\$41,328) was approximately half that of Whites (\$82,241) and Asians (\$97,089).

The poverty rate for persons with disabilities was 7.7% higher than for persons without disabilities.

The poverty rate for foreign-born residents (15.4%) exceeds that of native-born residents (9.3%).

The poverty rate for female-headed households with children (29.0%) is significantly higher than for married couples with children (3.5%).

Goal: Remove barriers to accessing community assets for members of the protected classes.

Priority Action: Continue to pursue transportation route development and planning that prioritizes linking higher opportunity areas and job centers with lower opportunity neighborhoods.

Priority Action: If proposed market-rate housing developments require negotiation with a governing body, ensure new developments will not discriminate based upon source of income (i.e. Housing Choice Vouchers).

Determinant: The public transportation system in Wake County, which serves members of the protected classes, is fragmented and does not adequately connect RCAPs to higher opportunity areas.

Goal: Advocate for public transit systems to connect lower income neighborhoods with major employment centers.

Goal: Increase coordination among transportation staff and persons involved in housing development to better align housing developments along transportation corridors.

Priority Action: Utilize the Wake County Transit Plan to provide increased transit access for members of the protected classes. Ensure that areas with affordable housing should be connected to the region's major employment centers to enable lower income individuals to access employment opportunities.

Priority Action: Prioritize transit coverage over ridership to improve transit access for persons with mobility limitations and extend access for more lower income individuals seeking employment opportunities outside of their neighborhoods.

Priority Action: Coordinate future transportation route planning with affordable housing developments. Take action to preserve affordability in areas planned for transit-oriented

development, as housing costs may increase in response to new transit routes.

Priority Action: Acquire parcels in the vicinity of transit-oriented developments for the specific purpose of creating affordable housing. Public acquisition of such parcels can assist affordable housing developers to create units in higher cost locations.

Priority Action: Establish a formal policy of locating public service facilities for City and County agencies on bus lines whenever possible. Actively encourage non-profits serving transit-dependent clientele to do the same.

Priority Action: Incorporate Wake County's transportation initiatives with current transit-oriented development efforts in Durham and Chapel Hill to expand access to regional employment centers.

Determinant: Members of the protected classes—particularly those living in RCAPs—are disproportionately denied mortgages in the private sector.

Goal: Increase the competitiveness of mortgage applications among members of the protected classes.

Primary Action: Continue to support homebuyer education and financial literacy efforts, particularly for RCAP residents and persons with LEP through Spanish homebuyer education.

Determinant: Fair housing education and outreach efforts are not adequately meeting need.

Goal: Increase fair housing education, outreach and enforcement across all of Wake County.

Priority Action: Target education and outreach, especially to landlords renting a small number of units, who may be unaware of fair housing laws and their legal responsibilities.

Priority Action: Conduct paired real estate testing in the local rental market. Publish the results in local newspapers as a means of public education and deterrence against future discrimination by landlords.

Priority Action: Target fair housing education and outreach to Wake County's growing Hispanic and Asian populations, of whom significant numbers have limited English proficiency.

Priority Action: Educate elected officials, appointed members to planning commissions and zoning boards of adjustment, and department staff responsible for CDBG funds in Wake County's subrecipient communities on their legal obligation to affirmatively further fair housing.

Wake County

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas as a Countywide priority.

Priority Action: Continue to utilize Wake County's Affordable Housing Plan to encourage affordable and mixed-income housing development in non-impacted areas, including expanded capacity for accessory dwelling units.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: HUD sub-recipients are not required to sign certifications to ensure that they will affirmatively further fair housing, nor are there policies in place to address the potential for the suspension or denial of HUD funds to a sub-recipient that has engaged in discriminatory behavior relative to housing.

Goal: Ensure that Wake County CDBG subrecipients affirmatively further fair housing.

Priority Action: Create or revise CDBG program subrecipient agreements to include the certification to affirmatively further fair housing and enforce compliance by withholding or denying funds to municipalities that engage in discriminatory behavior related to housing.

Determinant: Zoning ordinances have become more restrictive of fair housing choice since 2015, placing jurisdictions at a potentially higher risk for discrimination against members of the protected classes. Zoning ordinances for municipalities within the Urban County continue to restrict housing choice for members of the protected classes. This jeopardizes Wake County's ability to affirmatively further fair housing.

Goal: Increase CDBG program subrecipient awareness of fair housing laws and ensure the subrecipients' actions comply with HUD regulations and consistent with fair housing laws.

Priority Action: Monitor and evaluate the zoning ordinances and housing development priorities of local governments applying for federal funds from the County to ensure they are meeting their legal obligation to affirmatively further fair housing in a manner consistent with Wake County's fair housing objectives and HUD's certification to affirmatively further fair housing.

Priority Action: Reach out to stakeholders in CDBG subrecipient communities and provide education and outreach on zoning issues, NIMBYism, the importance of affordable housing in all communities and neighborhoods, and other obstacles to fair housing choice.

Priority Action: Adopt a formal policy to withhold CDBG and HOME funding from local units of government with discriminatory language in local zoning or other municipal ordinances, or which have engaged in discriminatory behavior by denying affordable housing development.

Priority Action: Continue to prioritize affordable housing developments in areas of Wake County that have lower rates of assisted housing. Continue increasing per-unit subsidies, as necessary, in order to expand affordable housing in higher opportunity, high-cost areas of Wake County.

Determinant: The ability to process and investigate housing discrimination throughout Wake County, according to stakeholders, is impeded by a lack of resources—financial, human, and technical. A county-wide fair housing commission with enforcement and investigative powers would enable residents to file complaints locally rather than with the North Carolina Human Relations Commission or HUD.

Goal: Collaborative to establish a Wake County Human Relations Commission with appropriate investigative and enforcement authority for housing discrimination complaints.

Priority Action: Adopt a countywide ordinance establishing a commission with appropriate rights and responsibilities, including the authority to process and investigate housing discrimination complaints, enforce settlements, provide education and outreach, and conduct paired testing.

Priority Action: Add source of income as a protected class to a countywide ordinance, thereby expanding housing choice for households with legal third-party sources of income (e.g., child support, spousal support, Housing Choice Vouchers, disability payments and other public subsidies).

City of Raleigh

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas as a Citywide priority.

Priority Action: Continue to implement the City's Affordable Housing Location Policy to address affordable housing issues.

Priority Action: Continue to evaluate the feasibility of seeking future additional Neighborhood Revitalization Strategy Area (NRSA) designations for eligible census tracts. In addition to focusing on neighborhood revitalization, the NRSA designation also fosters residential integration.

Priority Action: Revise the Unified Development Ordinance to permit accessory dwelling units, which can provide affordable housing opportunities, in at least one residential zoning category.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: Racially concentrated areas of poverty are clustered in the City of Raleigh, found primarily where lower income Black and Hispanic residents live. All these areas are located within very low and low opportunity areas. Public housing units are clustered in RCAPs as well.

Goal: Improve overall living conditions in RCAPs while expanding affordable housing options in higher opportunity areas.

Priority Action: Allocate CDBG funding for public facilities and infrastructure improvements in RCAP areas.

Priority Action: To preserve the City's existing affordable housing stock, the City should work with developers to incorporate affordable housing units into market rate projects where the City subsidizes public infrastructure improvements related to the housing development.

Priority Action: Continue to partner with Raleigh Housing Authority in creating affordable housing developments in higher opportunity areas.

Determinant: The City's Fair Housing Hearing Board does not have the legal authority to enforce the City's Fair Housing Ordinance. According to stakeholders, the North Carolina Human Relations Commissions is backlogged, cannot resolve complaints in the time required by law, and has an extremely low resolution rate. A local fair housing agency with enforcement authority is needed in Raleigh.

Goal: Increase local capacity to process, investigate and enforce settlements for housing discrimination complaints.

Priority Action: Join with Wake County to establish a countywide human relations commission with adequate enforcement and investigative authority to resolve local complaints.

Priority Action: Reinstate subpoena power to the Fair Housing Hearing Board to allow fair housing issues to be resolved locally rather than referring complaints to the North Carolina Human Relations Commission. Employ a full-time paid staff member to supplement the Fair Housing Hearing Board's current part-time and volunteer staff.

Determinant: Recent development activity has yielded results that run contrary to the City's comprehensive plan goals to expand housing choice. Approximately 30% of approved rezoning requests in 2018 were inconsistent with the Future Land Use Map or Comprehensive Plan.

Goal: Ensure that decisions regarding rezoning requests are made consistent with the Future Land Use Map and the Comprehensive Plan.

Priority Action: The City has created an excellent framework for advancing fair housing through its Comprehensive Plan, *Raleigh 2030*. Decision-making, particularly in rezoning matters, that is consistent with this document will further the City's commitment affirmatively further fair housing choice.

Town of Cary

Determinant: Assisted housing within areas of high opportunity has increased significantly since 2015; however, a lack of affordable housing within high opportunity areas remains a barrier that disproportionately affects members of the protected classes.

Goal: Maintain the creation and preservation of affordable housing development in higher opportunity areas a Town-wide priority.

Priority Action: Provide technical assistance for developers interested in utilizing federal or state funds for affordable housing development.

Determinant: HUD sub-recipients are not required to sign certifications to ensure that they will affirmatively further fair housing, nor are there policies in place to address the potential for the suspension or denial of HUD funds to a sub-recipient that has engaged in discriminatory behavior relative to housing.

Goal: Ensure that Cary CDBG subrecipients affirmatively further fair housing.

Priority Action: Create or revise CDBG program subrecipient agreements to include the certification to affirmatively further fair housing and enforce compliance by withholding or denying funds to entities that engage in discriminatory behavior related to housing.

Determinant: The Cary Planning Department's Housing and Community Development Section is currently without a formal policy for ensuring that persons with LEP, a rapidly growing demographic in the Town, can access its housing and community development services and programs.

Goal: Ensure that persons with limited English proficiency can access the affordable housing services and programs offered by the Town.

Priority Action: Conduct the four-factor analysis and adopt a Language Access Plan.

Priority Action: Collaborate with stakeholders and advocates in communities with large populations of persons with LEP to ensure that their housing choice is not restricted as a result of their LEP. In response to Cary's growing first-generation Hispanic community, fair housing rights as they relate to ethnicity and country of origin should be emphasized.

Determinant: Some elements of Cary's comprehensive plan and zoning ordinance could potentially reduce integration.

Goal: Revise Cary's 2020 *Affordable Housing Plan* and zoning ordinance to connect the Town's fair housing requirements with its affordable housing needs.

Priority Action: Emphasize creating affordable housing in higher opportunity and high employment areas, regardless of household income, to stop further concentration of lower income minorities in certain neighborhoods.

Priority Action: Incentivize affordable housing development in Cary's 35 mixed-use centers, which provide the option for affordable medium-density housing connected to public transit.

Priority Action: Re-evaluate the exterior design standards required in Cary's zoning ordinance to ensure that the standards do not increase the cost of affordable housing construction to the point where it becomes prohibitively expensive.

Raleigh Housing Authority

Determinant: The lack of affordable housing opportunities overall and the lack of affordable housing options outside of RCAPs continue to be significant impediments to mobility in across Wake County.

Goal: Deconcentrate HCV holder units and foster affordable housing opportunities in higher opportunity areas.

Priority Action: Continue providing mobility counseling for all HCV recipients in order to encourage them to look for units outside of areas of high poverty or minority concentration.

Priority Action: Continue to seek landlord participation in the HCV program from property owners with affordable rental units in higher opportunity areas.

Priority Action: Collaborate with the HACW to establish a Landlord Risk Mitigation Fund to encourage landlord participation in the HCV program.

Determinant: The 2017 Language Access Plan (LAP) has not been updated. With increasing diversity across Wake County, the RHA must ensure that persons with LEP can access its RHA services and programs.

Goal: Ensure that persons with limited English proficiency can access the services and programs offered by the RHA.

Priority Action: Annually, update the four-factor analysis with current Census data to reflect current demographic trends among persons with LEP.

Housing Authority of the County of Wake

Determinant: Unemployment and poverty rates are higher among Blacks and Hispanics, both of whom are over-represented among public housing residents.

Goal: Expand business development and employment opportunities among HACW residents.

Priority Action: Adopt a Section 3 Plan to develop, foster, and involve Section 3 workers and businesses. One example of this would be informing public housing residents about available training and job opportunities and then guiding them through the Section 3 process.

Determinant: The lack of affordable housing opportunities overall and the lack of affordable housing options outside of RCAPs continue to be significant impediments to mobility in across Wake County.

Goal: Deconcentrate HCV holder units and foster affordable housing opportunities in higher opportunity areas.

Priority Action: Continue providing mobility counseling for all HCV recipients in order to encourage them to look for units outside of areas of high poverty or minority concentration.

Priority Action: Continue to seek landlord participation in the HCV program from property owners with affordable rental units in higher opportunity areas.

Priority Action: Collaborate with the RHA to establish a Landlord Risk Mitigation Fund to encourage landlord participation in the HCV program.

Determinant: The population of Wake County is diversifying with more than 4% of the population speaking Spanish. It's incumbent upon the HACW to ensure that persons with LEP can access its services and programs.

Goal: Ensure that persons with limited English proficiency can access the services and programs offered by the RHA.

Priority Action: Conduct the four-factor analysis and prepare a Language Access Plan (LAP) to accommodate persons with LEP.

GLOSSARY

Affordable Housing: Generally defined as housing in which the occupant is paying no more than 30% of gross income for gross housing costs, including utility costs.

Assisted Household or Person: An assisted household or person receives benefits through Federal funds, either alone or in conjunction with the investment of other public or private funds.

CDBG: Community Development Block Grant, a program administered by the United States Department of Housing and Urban Development to fund housing and community development activities nationwide.

Clustered: Being close together in a group, especially geographically. The opposite of dispersed or scattered.

Disabled Household: A household composed of one or more persons, at least one of whom is an adult (a person of at least 18 years of age) who has a disability. A person shall be considered to have a disability if that person is determined to have a physical, mental, or emotional impairment that:

- Is expected to be of long-continued and indefinite duration
- Substantially impeded his or her ability to live independently

- Is of such a nature that the ability could be improved by more suitable housing conditions.

A person shall also be considered to have a disability if he or she has a developmental disability as defined in the Developmental Disabilities Assistance and Bill of Rights Act (42 U.S.C. 6001-6006). The term also includes the surviving member or members of any household described in the first sentence of this paragraph who were living in an assisted unit with the deceased member of the household at the time of his or her death.

Elderly Household: For HUD rental programs, a one- or two-person household in which the head of the household or spouse is at least 62 years of age.

Entitlement Community: A city, town, or urban county that receives CDBG funding for housing and community development activities. Communities are determined to be entitlement communities based on a formula calculated by the United States Department of Housing and Urban Development.

Family: The Census Bureau defines a family as a householder (head of household) and one or more other persons living in the same household who are related by birth, marriage, or adoption. The National Affordable Housing Act of 1992 adds: "Family" includes but is not limited to (a) an elderly family or single person, (b) the remaining member of a tenant family, and (c) a displaced person.

For Rent: Year-round housing units that are vacant and offered/available for rent. (U.S. Census definition)

For Sale: Year-round housing units that are vacant and offered/available for sale only. (U.S. Census definition)

HOME: The HOME Investment Partnership Program, which is authorized by Title II of the National Affordable Housing Act.

Household: One or more persons occupying a housing unit. (U.S. Census definition) **Housing Unit:** An occupied or vacant house, apartment, or a single room (SRO housing) that is intended as separate living quarters. (U.S. Census definition)

HUD: The United States Department of Housing and Urban Development, a Cabinet department in the Executive branch of the United States federal government.

Language Access Plan (LAP): An internal municipal document that provides a systematic protocol for enabling persons with limited English proficiency

Limited English Proficiency (LEP): Speaking English "less than very well," as determined by the individual being surveyed.

Low-Income: Households whose incomes do not exceed 80% of the median family income for the area, as determined by HUD with adjustments for smaller and larger families. HUD income limits are updated annually.

Manufactured Home: A structure, transportable in one or more sections, which is built on a permanent chassis, designed to be used as a dwelling without a permanent foundation, and constructed no earlier than 1976.

Mobile Home: A Manufactured Home (see above) constructed before 1976.

Moderate-Income: Households whose incomes are between 51% and 80% of the median family income for the area, as determined by HUD, with adjustments for smaller and larger families.

Multi-Family Housing: A single housing structure containing multiple single-family housing units. Common multi-family housing types are apartment buildings, duplexes, and triplexes.

Overcrowded: A housing unit containing more than one person per habitable room. (HUD definition)

Poverty Level: Households with incomes below the poverty line as defined by the Office of Management and Budget and revised annually. For the Consolidated Plan, HUD defines poverty level as at or below 30% of median income.

Racially/Ethnically Concentrated Area of Poverty (RCAP/ECAP): A geographic area where both high poverty rates and a high percentage of minorities are clustered. A racially concentrated area of poverty (RCAP) or ethnically concentrated area of poverty (ECAP) is generally defined by HUD as a geographic area where the total non-White population in an

area is greater than 50% and the poverty rate is greater than 40%. While there are several other viable calculation methods that may be utilized, this Analysis of Impediments uses this common HUD-given definition as well, at the block group geography. References to RCAPs in this research refer to block groups where the total non-White population plus the total Hispanic population are greater than 50%, and poverty rates are greater than 30%.

Rental Assistance: Payments provided as either project-based rental assistance or tenant-based rental assistance.

Renter: A household that rents the housing unit it occupies, including both units rented for cash and units occupied without cash payment of rent. (U.S. Census definition)

Rural: A partially settled area containing low-density housing, some road networks, and large amounts of undeveloped or agricultural land.

Section 8 Housing Choice Voucher Program: A form of tenant-based rental assistance, this is the federal government's major program for assisting very low-income families, the elderly and the disabled to afford decent, safe, and sanitary housing in the private market. Participants receive a voucher to find their own housing, including single-family homes, townhouses and apartments. Housing choice vouchers are administered locally by public housing agencies (PHAs). The PHAs receive federal funds from the U.S. Department of

Housing and Urban Development (HUD) to administer the voucher program.

Suburban: A settled area with medium densities of housing, road networks, and other developments, located on the outer edges of an urban area. Definitions in text are based on those utilized by stakeholders interviewed.

Supportive Housing: Housing, including Housing Units and Group Quarters that have a supportive environment and includes a planned service component.

Tenant-based Rental Assistance (TBRA): A form of rental assistance in which the assisted tenant may move from a dwelling unit with a right to continued assistance. The assistance is provided for the tenant, not for the project. The Section 8 Housing Choice Voucher program is one form of TBRA.

Urban: A settled area with higher-density housing, road networks, and other developments. Definitions in text are based on definitions utilized by stakeholders interviewed.

APPENDIX A: STAKEHOLDERS INVITED TO PARTICIPATE

Tim Maloney	Wake County Planning, Development, and Inspections	Laura Holt	Raleigh Housing Authority
Alysia Bailey-Taylor	City of Raleigh, Planning and Development Department	Rosalind McClelland	Housing Authority of the County of Wake
Mark Holland	City of Raleigh, Planning and Development Department	Bill Ahern	Habitat for Humanity Wake
Sharon Peterson	Wake County Planning, Development, and Inspections	Sylvia Wiggins	Helping Hand Mission
Steven Finn	Wake County Planning, Development, and Inspections	John Luckett	Raleigh Rescue Mission
Dianne Khin	Town of Apex	Virginia Knowlton Marcus	Disability Rights NC
Samantha Smith	Town of Fuquay-Varina	Jennifer Pfaltzgraff	The Arc of the Triangle
Gina Clapp	Town of Holly Springs	Garry Crites	NAMI
Jeff Triezenberg	Town of Garner	Kristen Brannock	Resources for Seniors
Chris Hills	Town of Knightdale	Angeline Echeverria	El Pueblo
Michele Stegall	Town of Morrisville	Monica Colin-Gutierrez	Consulado de Mexico
Danny Johnson	Town of Rolesville	Jenny Doyle	Jenny Doyle, Esq. Immigration Council
Courtney Tanner	Town of Wake Forest	Bill Rowe	North Carolina Justice Center
David Bergmark	Town of Wendell	Jack Holtzman	The Fair Housing Project of Legal Aid, North Carolina
Michael Clark	Town of Zebulon	Jeff Dillman	The Fair Housing Project of Legal Aid, North Carolina
Ken Bowers	City of Raleigh	Gene Troy	Human Relations Commission
Shelley Blake Curran	GoTriangle	Joe Rappl	Congregations for Social Justice
David Eatman	GoRaleigh	Barbara Quinby	Holy Name of Jesus Cathedral: Cathedral Social Justice Ministry
Anita Davis	TRACS (Wake County Coordinated Transportation)	Tanya Wolfram	Latino Community Credit Union
Alicia Arnold	Wake County Dept. of Housing Affordability and Community Revitalization	Tosheria Brown	Oak City Cares
Kelly Baraldi	Wake County Housing Affordability and Community Revitalization Department	David Juarez Torres	Centro para Familias Hispanas
Emily Fischbein	Wake County Housing Affordability and Community Revitalization Department	Kia Baker	Southeast Raleigh Promise
Chris Whitenhill	Wake County Housing Affordability and Community Revitalization Department	Keena Johnson	BWEL Foundation
Lorena McDowell	Wake County Dept. of Housing Affordability and Community Revitalization	Scott Phillips	U.S. Committee for Refugees and Immigrants
Morgan Mansa	Town of Cary	Andrew Sims	Raleigh Regional Assn. of Realtors
Meredith Gruber	Town of Cary	Scott Hoyt	ChangingStreets dot com
John Niffenegger	City of Raleigh Community Development Division	Casey Angel	Raleigh Regional Assn. of Realtors
Emily DeHoog	City of Raleigh Community Development Division	Veronica Creech	City of Raleigh Economic Development Dept.
Nicholas Dula	City of Raleigh Community Development Division	Bill King	Downtown Raleigh Alliance
Niki Jones	City of Raleigh Housing & Neighborhoods Dept.	Michael Haley	Greater Raleigh Chamber of Commerce
Gregg Warren	DHIC, Inc.	Joanna LeClair	Wells Fargo
Tim Morgan	Evergreen Construction	Brian Coyle	BB&T
MaryJean Seyda	CASA	Denise Fazio	PNC Bank
Seth Friedman	Passage Home	Lori Jones Gibbs	PNC Bank
Patty Brown	St. Augustine CDC	Sarah Williams	Bank of America
Audrea Caesar	City of Raleigh, Human Relations	David Bennett	Community Investment Corporation of the Carolinas (CICCAR)
Dejha Deaver	City of Raleigh, Human Relations	Mark Gipner	CAHEC
Marquita Mbonu	City of Raleigh, Human Relations	Josie Eatmon	Triangle Apartment Association
Sondra Collins	City of Raleigh, Fair Housing Hearing Board	Dustin S. Engelken	Triangle Apartment Association
Chalisa Williams	City of Raleigh, Fair Housing Hearing Board		

APPENDIX B: ZONING RISK ASSESSMENT TOOL

The following tool was used to evaluate zoning ordinances from a fair housing standpoint for each jurisdiction. Results are explained in Chapter 4. Details for each jurisdiction appear on the following appendix pages. Scores highlighted in yellow indicate a change from the 2015 AI.

Zoning Ordinance Regulatory Provision				Score
1	Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	Yes (1)	No (2)	
2	Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	Yes (1)	No (2)	
3	Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	Yes (1)	No (2)	
4	Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	Yes (1)	No (2)	
5	Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	Yes (1)	No (2)	
6	Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	Yes (1)	No (2)	
7	Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	Yes (1)	No (2)	
8	Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	Yes (1)	No (2)	
9	Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	Yes (1)	No (2)	
10	Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	Yes (1)	No (2)	
11	Ordinance permits manufactured and modular housing on single lots like single family dwelling units	Yes (1)	No (2)	

Scoring: 1 – low risk for discrimination; 2 – high risk for discrimination. To calculate Zoning Risk Score, divide total score by 11. 1.00 – 1.24 – ordinance is at low risk relative to discriminatory provisions for housing and members of the protected classes; 1.25 – 1.49 – ordinance is at moderate risk; 1.50 – 2.00 – ordinance is at high risk.

City of Raleigh

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Definitions for "Family" and "Household" cap the number of unrelated persons living together at four.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family in which a group lives together in a dwelling unit.
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	The total number of individuals occupying a multi-unit supportive housing residence cannot exceed 6.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in R-10; "Limited Use" (special requirements, but no permit/hearing) in R-4 and R-6.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Ordinance defines "affordable housing" separately, but there are no practical restrictions.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	Emergency shelters are not permitted in residential districts. Other uses are permitted as either a limited or special use in certain mixed-use districts, and supportive housing facilities are permitted as a limited use in all residential-only districts as well.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size for R-4, R-6, and R-10 is 10,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	Exterior standards do not apply to residential uses.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	1	Mobile/modular homes permitted in all residential districts.
TOTAL SCORE	1.36	

Town of Cary

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	1	Not defined.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of group home uses the term "single housekeeping unit."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal and screening requirements; zoning compliance permit is necessary.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	1	Ordinance contains reasonable accommodation provisions.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in Residential Multi-Family.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	No distinction.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	Not defined.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size in R-8, TR, and MFR is 8,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Aesthetic requirements applicable any time site plan or approval required.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Permitted by right in R80 and R40, and special use in R20, residential districts with the highest lot dimension requirements (80,000, 40,000, and 20,000 sq ft minimum respectively), while not permitted in the other 2 residential districts.
TOTAL SCORE	1.27	

Wake County (covers all unincorporated areas)

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Number of unrelated persons living together capped at 7.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	2	Definition of family specifically excludes group care facilities and family care homes.
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Definition of group home allows 7 or more nonrelated persons.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted in R-5 (condominiums and apartments).
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	"Uses where tenancy may be arranged for a shorter period are not considered residential uses"; they are considered a form of lodging. Lodging is only permitted by right in commercial areas.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	R-5, R-10, R-15, and R-20 have minimum lot sizes of 6,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	No exterior design standards for single family dwelling units.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	1	Permitted in all residential use categories.
TOTAL SCORE	1.45	

Town of Apex

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Number of unrelated persons living together capped at 5.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	1	No conditions.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted in HDMF and MORR districts.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Affordable housing is not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	Homeless persons are included in definition of family care home. Family care home is permitted by right in all residential districts.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Average lot size requirement in residential districts other than RA and RR is 10,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	Design standards apply to residential development in the MORR district and in planned development districts, excluding one- and two-family dwellings.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Only allowed in special district for manufactured housing.
TOTAL SCORE	1.27	

Town of Fuquay-Varina

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Caps number of unrelated persons living together at 4.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of group home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in group home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in RMD, RHD, TCR, and PUD residential districts.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Affordable housing is not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	The definition of boarding/rooming house includes homeless shelters and transient lodging. Boarding/rooming house is a special use permitted only in non-residential districts.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size requirement in RMD, RHD districts is 10,000 square feet.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	Architectural and design requirements do not apply to one and two-family dwellings.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Manufactured homes are not permitted except within a mobile home park or manufactured home subdivision.
TOTAL SCORE	1.45	

Town of Garner

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Defines family as two or more related persons living together.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home. (Definition uses "limited number of residents" but references state requirements.)
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Subject to additional requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	2	Permitted subject to standards in MF-1 and MF-2.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Affordable housing is not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	"Other community service" only permitted as a special use.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	The R-9, RMH, MF-1, and MF-2 districts have minimum lot sizes of 9,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Design standards for manufactured and modular homes
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Permitted subject to standards.
TOTAL SCORE	1.64	

Town of Holly Springs

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Number of unrelated persons living together capped at 4.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in R-MF-8, and R-MF-15.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	Not defined.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size in R-10 and R-8 is 10,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Design standards exist for manufactured homes.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Not permitted on single lots in all districts.
TOTAL SCORE	1.45	

Town of Knightdale

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Number of unrelated persons living together capped at 4.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	2	Permitted in UR, RMX, NMX, and TC districts subject to additional standards and obtaining special use permit.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	Permitted subject to additional standards and obtaining special use permit.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size 1/4 acre or less in all residential districts except RR.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	Single-family dwelling units are exempt from design standards.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Permitted subject to additional standards in RR and GR.
TOTAL SCORE	1.55	

Town of Morrisville

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Defines family as one or more related persons, and number of unrelated persons living together capped at 3.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted in HDR by right.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	Not defined.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size 1/4 acre or less in all residential districts except VLDR.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Design standards for single family dwelling units.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Only permitted in RNP district.
TOTAL SCORE	1.45	

Town of Rolesville

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Number of unrelated persons living together capped at 5.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	2	Multi-family housing is not permitted by right in any district.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	2	Homeless individuals/others protected by FHA are included in the definition of group care home. This a second type of group care home requiring special use permit in certain residential districts.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	2	Only lot sizes less than 1/4 acre are in "urban manufactured home district."
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Design standards for single family dwelling units.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Only permitted in manufactured home districts.
TOTAL SCORE	1.73	

Town of Wake Forest

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	1	Family is not defined.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in GR10 and all "Urban" residential districts.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	"Community Support Facility" permitted with supplemental standards in several residential districts.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size less than 1/4 acre in GR5 and GR10 districts.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	1	No design standards for single family dwellings.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Some types of manufactured homes are only allowed in mobile home parks.
TOTAL SCORE	1.27	

Town of Wendell

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Defines "family" as two or more related persons.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	2	No reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	2	Multi-family housing of more than 4 units is not permitted by-right in any district.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	These types of uses are included in the definition of group care facilities and allowed in certain residential districts subject to additional standards or special use permits.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size in R3, R4, and R7 is 10,000 square feet or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Ordinance contains design/aesthetic standards for single family dwelling units.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Permitted with supplementary regulations.
TOTAL SCORE	1.55	

Town of Zebulon

Zoning Ordinance Regulatory Provision	Score	Notes
Ordinance defines "family" inclusively, without cap on number of unrelated persons, with focus on functioning as a single housekeeping unit	2	Defines "family" as one or more related persons, and the number of unrelated persons living together is capped at two.
Ordinance defines "group home" or similarly named land use comparatively to single family dwelling units	1	Definition of family care home uses the term "family environment."
Ordinance allows up to 6 unrelated people with disabilities to reside in a group home without requiring a special use/conditional use permit or public hearing	1	Up to 6 are allowed in family care home.
Ordinance regulates the siting of group homes as single family dwelling units without any additional regulatory provisions	2	Dispersal requirements for family care home and group home.
Ordinance has a "Reasonable Accommodation" provision or allows for persons with disabilities to request reasonable accommodation/modification to regulatory provisions	1	Contains a reasonable accommodation provision.
Ordinance permits multi-family housing of more than 4 units/structure in one or more residential zoning districts by-right	1	Permitted by right in RMF district.
Ordinance does not distinguish between "affordable housing/multi-family housing" (i.e., financed with public funds) and "multi-family housing" (i.e., financed with private funds)	1	Not defined.
Ordinance does not restrict residential uses such as emergency housing/homeless shelters, transitional housing, or permanent supportive housing facilities exclusively to non-residential zoning districts	1	Group homes and halfway houses require special use permit in R6 and RMF.
Ordinance provides residential zoning districts with minimum lot sizes of ¼ acre or less	1	Minimum lot size in R4, R6, and RMF is 1/4 acre or less.
Ordinance does not include exterior design/aesthetic standards for all single family dwelling units regardless of size, location, or zoning district	2	Property owner's voluntary consent to residential design guidelines binds all future owners of the property to compliance.
Ordinance permits manufactured and modular housing on single lots like single family dwelling units	2	Manufactured homes are not permitted in any residential district.
TOTAL SCORE	1.36	