Appendix F – Assessment of Fair Housing

Draft Housing Element (2023-2031)

prepared by

City of Hayward
Planning Division, Department of Development Services
777 B Street
Hayward, California 94541

prepared with the assistance of

Rincon Consultants, Inc.
449 15th Street
Oakland, California 94612

July 2022

RINCON CONSULTANTS, INC.
Environmental Scientists | Planners | Engineers
rinconconsultants.com

Table of Contents

1 Affirmatively Furthering Fair Housing 1
1.1 Introduction and Overview 1
1.2 Approach to Analysis 1
2 Fair Housing Methodology 5
3 Analysis of Impediments Findings 11
3.1 Regional Trends 11
3.2 Local Trends 12
4 Fair Housing Resources 15
4.1 Ability to Address Complaints 15
4.2 Enforcement and Outreach Capacity 17
5 Segregation and Integration Patterns and Trends 21
5.1 Race and Ethnicity 21
5.2 Persons with Disabilities 32
5.3 Familial Status 37
5.4 Household Income 43
6 Racially and Ethnically Concentrated Areas of Poverty 49
6.1 Poverty and Segregation 49
6.2 Concentrated Areas of Affluence 53
7 Disparities in Access to Opportunities 57
7.1 Transit Access and Walkability 57
7.2 Access to Education 60
7.3 Economic Outcomes 65
7.4 Healthy Environment 73
8 Disproportionate Housing Needs 79
8.1 Housing Problems 79
8.2 Housing Cost Burden 81
8.3 Overcrowding 86
8.4 Homelessness 91
8.5 Displacement 93
9 Contributing Factors 99
10 Local Data and Knowledge 101
10.1 Historic Patterns of Segregation 101
10.2 Stakeholder Input 106
10.3 Other Relevant Factors 106
10.4 Access to Homeownership 109
11 Sites Inventory 111
11.1 Opportunity Areas 111

11.2 Improved Conditions 117
11.3 Exacerbated Conditions 117
11.4 Racially/Ethnically Concentrated Areas of Poverty and Affluence 118
11.5 Access to Opportunity 118
11.6 Disproportionate Housing Needs 118
11.7 Subsidized Housing 119
11.8 Sites Analysis Summary Data 119
12 Fair Housing Goals and Priorities 123

Tables

Table F-1 Domains and List of Indicators for Opportunity Maps 6
Table F-2 Housing Discrimination Cases per 1,000 Residents 17
Table F-3 Fair Housing Organizations Active in Alameda County 18
Table F-4 Fair Housing Organizations Active in Hayward 19
Table F-5 Population Living in Low, Moderate or High Resource Area by Race (Hayward) 24
Table F-6 Racial Isolation Index Values for Segregation (Hayward) 27
Table F-7 Opportunity Indicators by Race/Ethnicity (Hayward) 29
Table F-8 Opportunity Indicators by Race/Ethnicity (HOME Consortium Cities) 31
Table F-9 Employment Status by Disability Status (Alameda County) 32
Table F-10 Tenure by Household Type and Presence of Children (Alameda County) 37
Table F-11 Mean Salary by Occupation (Alameda County) 67
Table F-12 Major Employers in Hayward 67
Table F-13 Employment Status by Disability Status (Hayward) 71
Table F-14 Assistance Needs of Lower-Income Households (2014-2018) 84
Table F-15 Housing Cost Burden by Race (2013-2017) 85
Table F-16 Household Overcrowding 89
Table F-17 Homelessness in Hayward and Surrounding Cities (2022) 92
Table F-18 Mortgage Applications by Acceptance and Race (Hayward) 109
Table F-19 Planned, Approved, and Pending Projects (2021) 115
Table F-2 Sites Inventory by Census Tract Characteristics 120
Table F-3 Fair Housing Issues, Contributing Factors, and Key Programs 124

Figures

Figure F-1 Hayward Census Tracts 3
Figure F-2 Outcome of Cases, 2015-2019 (Alameda County) 16
Figure F-3 Location of Alleged Discrimination, 2015-2019 (Alameda County) 16
Figure F-4 Percent of Total Non-White Population (Alameda County) 23
Figure F-5 Predominant Populations (Hayward) 25
Figure F-6 Percent of Total Non-White Population (Hayward) 26
Figure F-7 Percent of Population with a Disability (Alameda County) 33

Figure F-8 Disability Type (Hayward) 35
Figure F-9 Percentage of Population with One or More Disabilities (Hayward) 36
Figure F-10 Female Headed Households With Children, No Spouse/Partner (Alameda County) 39
Figure F-11 Children in Married-Couple Households (Alameda County) 40
Figure F-12 Female Headed Households With Children, No Spouse/Partner Present (Hayward) 41
Figure F-13 Children in Married-Couple Households (Hayward) 42
Figure F-14 Median Household Income (Alameda County) 44
Figure F-15 Low and Moderate Income Population (Alameda County) 45
Figure F-16 Median Household Income (Hayward) 46
Figure F-17 Low to Moderate Income Population (Hayward) 47
Figure F-18 Areas of High Segregation and Poverty (Alameda County) 51
Figure F-19 Poverty Status (Hayward) 52
Figure F-20 Neighborhood Segregation 54
Figure F-21 Predominant White Population (Alameda County) 55
Figure F-22 Access to Transit within a Quarter Mile (Hayward) 59
Figure F-23 TCAC Opportunity Areas – Education (Alameda) 61
Figure F-24 TCAC Opportunity Areas – Education (Hayward) 62
Figure F-25 Hayward Promise Neighborhoods and Network partners 64
Figure F-26 TCAC Opportunity Areas – Economic (Alameda County) 66
Figure F-27 Equity Priority Communities (Hayward) 69
Figure F-28 CAC Opportunity Areas – Education (Hayward) 70
Figure F-29 Job Proximity Index (Hayward) 72
Figure F-30 CalEnviroScreen 4.0 Percentile Scores (Alameda County) 74
Figure F-31 CalEnviroScreen 4.0 Percentile Scores (Hayward) 76
Figure F-32 TCAC Opportunity Areas – Environmental (Hayward) 77
Figure F-33 Housing Stock Age (2015 – 2019) 80
Figure F-34 Chronology of Reisdential Development in Hayward 82
Figure F-35 Housing Cost Burden By Renters (Alameda County) 83
Figure F-36 Overpayment By Renters (Hayward) 87
Figure F-37 Overcrowded Households (Alameda County) 88
Figure F-38 Overcrowded Households (Hayward) 90
Figure F-39 Overcrowding by Race 91
Figure F-40 Sensitive Communities (Alameda County) 96
Figure F-41 Sensitive Communities (Hayward) 97
Figure F-42 Households by Displacement Risk and Tenure (Hayward) 98
Figure F-43 1937 Oakland and Berkeley “Residential Security Map” 104
Figure F-44 Home Owners Loan Corporation Redlining Grade (Alameda County) 105
Figure F-45 Housing Choice Vouchers 108
Figure F-46 Planning Sub-areas in Relation to TCAC/HCD Opportunity Areas 113
Figure F-47 Location of Housing Sites in Relation to TCAC/HCD Opportunity Areas 114

This page intentionally left blank.

1 Affirmatively Furthering Fair Housing

1.1 Introduction and Overview

California Government Code Section 8899.50 requires local agencies to affirmatively further fair housing (AFFH). Under California law, AFFH means "taking meaningful actions, in addition to combatting discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics." Government Code Section 8899.50 stipulates that an assessment of fair housing (AFH) includes the following components:

- A summary of fair housing issues in the jurisdiction and an assessment of the jurisdiction's fair housing enforcement and fair housing outreach capacity
- An analysis of available federal, state, and local data and knowledge to identify integration and segregation patterns and trends, racially or ethnically concentrated areas of poverty, disparities in access to opportunity, and disproportionate housing needs within the jurisdiction, including displacement risk
- An assessment of the contributing factors for the fair housing issues identified under Government Code Section 65583 (10)(A)(ii)
- An identification of the jurisdiction's fair housing priorities and goals, giving highest priority to those factors identified in Government Code Section 65583 (10)(A)(iii) that limit or deny fair housing choice or access to opportunity, or negatively impact fair housing or civil rights compliance, and identifying the metrics and milestones for determining what fair housing results will be achieved
- Strategies and actions to implement those priorities and goals, which may include, but are not limited to, enhancing mobility strategies, and encouraging development of new affordable housing in areas of opportunity, as well as place-based strategies to encourage community revitalization, including preservation of existing affordable housing, and protecting existing residents from displacement

1.2 Approach to Analysis

This AFH has been prepared consistent with the California Department of Housing and Community Development (HCD) Affirmatively Furthering Fair Housing Guidance for All Public Entities and for Housing Elements (AFFH Guidance Memo) which provides guidance on the preparation of housing elements and ensure statutory requirements are satisfied, pursuant to Government Code Section 65583(c)(10).

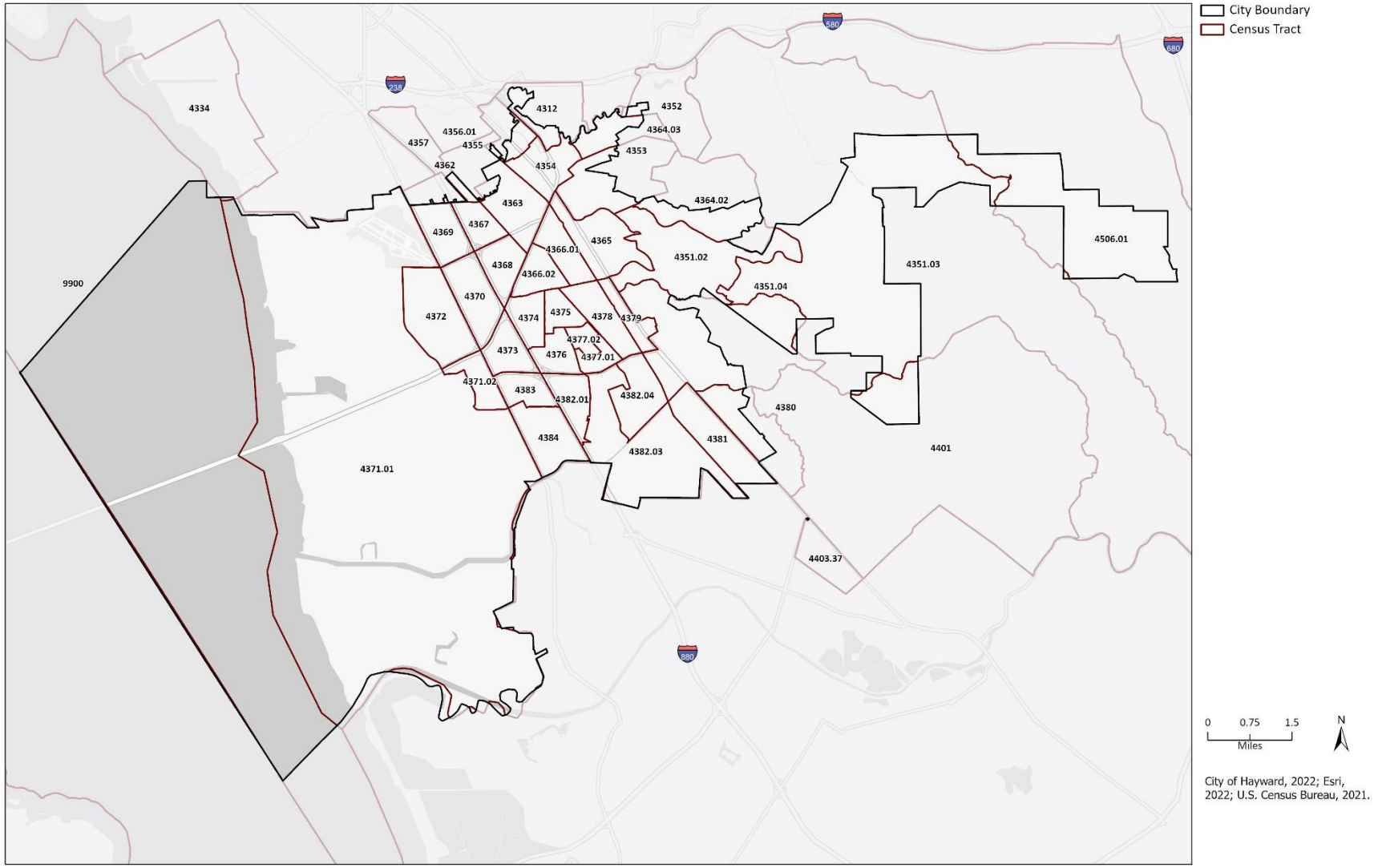
This AFH evaluates fair housing issues on the following topics:

- Fair Housing Enforcement and Outreach Capacity
- Integration and Segregation Patterns and Trends
- Racially and Ethnically Concentrated Areas of Poverty
- Disparities in Access to Opportunity
- Disproportionate Housing Needs

- Other Relevant Factors, including historical disinvestment, lack of infrastructure improvements, and presence of older affordable housing units that may be at risk of conversion to market-rate housing

This AFFH addresses impediments through AFFH-specific goals, and actions based on the contributing factors for each identified fair housing issue. To identify specific areas within Hayward, references to census tracts and neighborhoods will be used throughout the document. An overview of census tracts is provided in Figure F-1.

Figure F-1 Hayward Census Tracts



City of Hayward, 2022; Esri, 2022; U.S. Census Bureau, 2021.

Source: U.S Census 2022.

This page intentionally left blank.

2 Fair Housing Methodology

Government Code Section 65583 (10)(A)(ii) requires cities and counties to analyze areas of segregation, racially or ethnically concentrated areas of poverty, disparities in access to opportunity, and disproportionate housing needs, including displacement risk.

To conduct this analysis, the City utilized data from a variety of sources, including:

- The Housing and Community Development (HCD) AFFH Data Viewer
- Urban Displacement Project (UDP)
- U.S. Housing and Urban Development (HUD)
- CalEnviroScreen
- California Tax Credit Allocation Committee (TCAC)
- The 2020 Alameda County Regional Analysis of Impediments to Fair Housing Choice (AI)
- The Comprehensive House Affordability Strategy (CHAS)
- US Census American Community Survey (ACS)

Additionally, the analysis includes a discussion of historic land use and segregation patterns and input from sources of local knowledge, including advocates for people with special needs, advocacy organizations, housing and social services providers, and Hayward residents. Additional sources include the Hayward Displacement Study completed by HRA Advisors (2021) and City Council staff report and accompanying Resolution No. 21-223 apologizing to Black, Indigenous, Californio, Mexicano, Latino, Latinx and other community members of color on behalf of the City of Hayward for its implicit and explicit role in perpetuating institutional racism.

HCD AFFH Viewer

The AFFH Data Viewer is a tool developed by HCD that features census block group and tract-level data from an expansive collection of sources including ACS, HUD, TCAC, UDP, and CHAS. The Data Viewer tool serves as a resource for local and regional governments and provides the ability to explore spatial data patterns concerning fair housing enforcement, segregation, and integration, racially and ethnically concentrated areas of poverty, and disparities in access to opportunities and housing. The Data Viewer is intended to assist in the creation of policies that alleviate disparities, combat discrimination, and increase access to safe and affordable homes.

Urban Displacement Project

The Urban Displacement Project (UDP) was developed to track neighborhood change and identify areas that are vulnerable to gentrification and displacement in California. Indicators of gentrification and displacement are measured at the census tract level based on data from the 2015 ACS. UDP indicators examine census tracts to identify areas that qualify as disadvantaged neighborhoods. Additionally, census tracts identified as disadvantaged neighborhoods by UDP's criteria are further analyzed to explore changes in the percentage of college educated residents, non-Hispanic white population, median household income, and median gross rents over time to determine levels of gentrification and displacement risk.

CalEnviroScreen

The California Office of Environmental Health Hazard Assessment developed a screening methodology to identify communities disproportionately burdened by multiple sources of pollution. This tool, called the California Communities Environmental Health Screening Tool (CalEnviroScreen), utilizes existing environmental, health, and socioeconomic data to rank census tracts based on 20 distinct indicators. In general, if a community has a high score for that indicator, it is more impacted by pollution burdens and population vulnerabilities compared to other communities. Designated disadvantaged communities are those with CalEnviroScreen percentile scores of 75 or higher, meaning that they scored within the highest 25 percent of census tracts across California. Hayward continues to explore programs and policies to address community pollution, environmental health access to open space and government decision making through creation of an Environmental Justice Element of the General Plan.

California Tax Credit Allocation Committee

To assist fair housing analysis, HCD and TCAC created the California Fair Housing Task Force to provide research, evidence-based policy recommendations, and other strategic recommendations to HCD and other related state agencies and departments to further the state's fair housing goals.[1] The California Fair Housing Task Force created Opportunity Maps to identify resources levels across the state to accompany new policies aimed at increasing access to high-opportunity areas for families with children.[2] Opportunity Maps are made from composite scores of three different domains made up from a set of indicators data shown in Table F-1. The Opportunity Maps include filters to identify areas with poverty and racial segregation. To identify these areas, census tracts were first filtered by poverty and then by a measure of racial segregation. The criteria for these filters were:

- Poverty Status: census tracts with at least 30 percent of population that earned an income that was below the federal poverty level
- Racial Segregation: census tracts with a location quotient that is higher than 1.25 for Black, Hispanic, Asian, or all non-white populations in comparison to the county

Table F-1 Domains and List of Indicators for Opportunity Maps

Domain	Indicator
Economic	Poverty, adult education, employment, job proximity, median home value
Environmental	CalEnviroScreen 3.0 pollution indicators and values
Education	Math proficiency, reading proficiency, high school graduation rates, student poverty rates

Source: California Fair Housing Task Force, Methodology for the 2020 TCAC/HCD Opportunity Maps 2020.

2021-2025 5-Year Housing and Community Development Strategic Plan for Hayward (Consolidated Plan)

Hayward's 2021-2025 Consolidated Plan identifies affordable housing and community development needs through a housing market analysis; articulating priorities, goals, and strategies to address identified needs; and describing the actions that need to be taken to implement strategies for affordable housing. The City of Hayward is required to submit a federally mandated Consolidated Plan every five years and submit an Annual Action Plan in order to receive annual Community

[1]Office of The State Treasurer (STO). 2021. https://www.treasurer.ca.gov/ctcac/opportunity/2020-tcaF-hcd-methodology.pdf

Development Block Grant (CDBG) and Home Investment Partnership (HOME) funding. Hayward's Consolidated Plan is comprised of four priority needs: Expand and improve public infrastructure and facilities, preserve, protect, and produce housing stock, improve public services and economic development. The Consolidated Plan is important in conducting this AFFH analysis, as it identifies existing housing disparities, and describes how funding will be utilized to address barriers to such disparities.

AllTransit

AllTransit is an online database that details transit opportunity for communities. The website explores metrics that reveal the social and economic impact of transit, specifically looking at connectivity, access to jobs, and frequency of service. The AllTransit performance score explores metrics that reveal the social and economic impact of transit, such as connectivity, access to jobs, and frequency of service.

2020 Alameda County Regional Analysis of Impediments to Fair Housing Choice

As part of the CDBG program certification process, participating jurisdictions prepare an analysis of impediments to fair housing choice every five years. The 2020 Alameda County Regional Analysis of Impediments to Fair Housing Choice (AI) provides an assessment of the regional laws, ordinances, statutes, and administrative policies, as well as local conditions that affect the location, availability, and accessibility of housing. It also analyzes the conditions in the private market and public sector that may limit the range of housing choices or impede a person's access to housing and provides solutions and measures to mitigate or remove identified impediments.

Community Engagement and Outreach

The following section details the various methods of community engagement the City used as part of the Housing Element Update. For more information, please see Chapter 1, Introduction, and Appendix A.

Contact Lists

City staff developed email and mailing lists of community & advocacy groups, non-profits, faith-based organizations, school-based organizations, mobile home park associations, homeowners' associations, and neighborhood groups to provide outreach and regular updates on the project. In addition, the City is maintaining an "interested parties" list for those who have requested regular updates about the Housing Element, Climate Action Plan, Environmental Justice and Safety Element Updates.

Advertising

The City developed flyers in English and Spanish advertising the project. A total of 48,500 flyers were mailed out to homeowners, multi-family housing complexes and individuals living in mobile home parks. In addition, City staff handed out flyers different locations throughout Hayward including BART, the Farmers Market, supermarkets, and laundromats. The City also created a project website with links to upcoming and past event materials and links to articles and videos on the topics of Housing, Climate Change, Environmental Justice among other resources. The videos on housing

included such as the legacy of redlining, the History of Russell City in Hayward and explainers on zoning among other topics (https://haywardhousingandclimateupdate.com/learn-more/).

Surveys

The City prepared and distributed an online housing survey from January 10, 2022 to March 10, 2022. The survey questioned housing conditions, access to resources, and experiences with discrimination to all individuals in Hayward. The surveys were translated into Spanish and Mandarin. To encourage participation, the City advertised a drawing for five $50 Hayward business gift cards for individuals who completed the survey. The full results of this survey are located in Appendix A.

Bilingual informational Gallery

The City prepared a mobile gallery with posters in English and Spanish on the topics of history of Hayward, the Housing Element, the Climate Action Plan, Environmental Justice and Hazards in order to provide people with the opportunity to learn about the project on their own time. The galleries were placed at the Downtown Hayward Library, City Hall and were used at events at the Farmers Market, BART, the NAACP Offices and Chabot College.

Chabot Interviews

The City contracted with Chabot College to have students from two English classes interview Hayward residents around the issues of housing including housing conditions and concern about eviction or not being able to pay mortgages; experiences with neighbors; experiences with discrimination; perceptions of concentrations of poverty within Hayward; perceptions of homelessness; experiences of environmental pollution; rankings of importance for schools, transit, jobs, retail, libraries and other community assets; and hopes and dreams for the future. The students interviewed over 390 Hayward residents and documented their responses which are included as quotes throughout this Housing Element and summarized in Appendix A.

On April 25, 2022, City staff attended an event at Chabot College where professors and approximately 30 students discussed topics related to housing, gentrification and displacement, pollution and dumping, and other findings from the interviews. Both interviews and some interviewees attended the meeting to listen to student presenters. City staff present at the event was able to provide translation services as needed.

Balancing Act: Housing Sites Simulation

The City ran a Balancing Act simulation providing the community with the opportunity to weigh in on where they would like to see additional development or higher density development in Hayward to accommodate the Regional Housing Need. Links were provided to all of the groups on the email and mailing lists described above, the City's email lists, interested parties and was advertised on social media. Hayward's Balancing Act received 963 page views and 19 submissions from the public. A detailed summary of the simulation is descripted in Section 1.7.5, *Balancing Act: Housing Sites Simulation,* of the Housing Element.

Housing Element 101 Informational Meetings with Committees, Planning Commission & City Council

In the Fall of 2021, the City held Housing Element 101 informational meetings for the Housing and Homeless Task Force, the Planning Commission and City Council to notify the public and decisionmakers about the Housing Element Update.

Individual Meetings and Focus Groups

Over the past six months, City staff has met with representatives from various advocacy and interest groups including Community Resources for Independent Living, Hayward Promise Neighborhood, Hayward Collective and NAACP to notify and partner with the groups to get the word out about the Housing Element Update. City staff attended NAACP Events on April 30, 2022 and May 21; a Hayward Promise Neighborhood event at Tyrrell Elementary School on May 12; a Community Family Fair in Downtown Hayward on June 17; and a Juneteenth Festival on June 18 to advertise the Housing Element process and take comments about housing concerns and community needs.

Community Meetings

In July, the City will hold a community meeting and work sessions with the Planning Commission and City Council to discuss the Draft Housing Element and prior to submittal to HCD for formal review of the Draft Element.

This page intentionally left blank.

3 Analysis of Impediments Findings

The Analysis of Impediments (AI) provides a demographic profile of Alameda County, assesses the extent of housing needs among specific income groups, and evaluates the availability of a range of housing choices for residents. The AI addresses disparities in housing needs, existing patterns of segregation and racially/ethnically concentrated areas of poverty (R/ECAPs) and contributing factors to fair housing impediments.

3.1 Regional Trends

The AI identifies the following impediments to fair housing within Alameda County:

- Non-Hispanic white residents are most of the County's homeowners despite comprising only one-third of the County's population
- Residential segregation between white residents and non-white residents has increased in the last decade
- The County's Black resident population has decreased by nearly 7 percent since 1990. Black residents primarily reside in the cities of Oakland and Berkeley
- Non-white residents are being displaced from areas that have traditionally large non-white populations
- Areas with higher percentages of non-white residents generally had less access to proficient schools, jobs, and cleaner air and water
- Median rental prices rose an average of $1,000 (unadjusted for inflation) since 2010, an increase of 55 percent in a 9-year period
- The average home sales price increased from approximately $300,000 to nearly $900,000 in less than 20 years (unadjusted for inflation)
- The number of unhoused people increased 42 percent in four years
- Non-white households, especially Black and Hispanic households, have the highest rate of disproportionate housing needs, such as incomplete kitchen and/or plumbing facilities, overcrowding (housing more than one person per room), and experience higher rates housing cost burden (spending at least 30 percent of income on housing costs)
- Overall, the rate of mortgage approvals has gone up in the last 7 years, but racial and ethnic disparities in mortgage approval rates remained unchanged. While white applicants have an average mortgage approval rate of 70 percent, Black applicants have an average approval rate of 59 percent and Hispanic applicants have an average approval rate of 62 percent
- Housing Choice Voucher (HCV) holders and those with disabilities often find it difficult to find an appropriate housing unit based on located a unit of appropriate size and/or cost
- Disability, race, and familial status are the most common bases of housing discrimination complaints forwarded to the California Department of Fair Employment and Housing and the Office of Fair Housing and Equal Opportunity

3.2 Local Trends

The Alameda County AI also identified impediments specific to Hayward. Contributing factors identified as impediments to fair housing in Hayward are discussed in detail below and include descriptions of how each impediment is addressed in this Housing Element.

Concentrations of Lower- and Moderate-Income Populations

HUD defines a Lower and Moderate Income (LMI) area as a census tract or block group where over 51 percent of the population earn an income that is considered lower or moderate relative to the area median income. Residents with low and moderate household incomes were concentrated in the northern (Burbank, Jackson Triangle and Mission-Foothill neighborhoods) and central (Harder-Tennyson and Mission-Garin neighborhoods) areas of the city. According to TCAC, Hayward contains one high resource area (tract 45601), six moderate resource areas (tracts 438000, 435103, 435102, 436402, 436401 and 437000), and the remaining census tracts are considered low resource. Areas of high and moderate resource, primarily located throughout the eastern segments of the city. In contrast, low resource areas (with the exception of tract 437000 which is moderate resource) are concentrated throughout the western and central segments of city.

Language Barriers

A language barrier can be an impediment to accessing housing. Those who do not speak English may face discrimination, communication challenges in obtaining housing and accessing services and information. According to the AI, in 2017 approximately 18 percent of the population 5 years and older in Alameda County are considered having limited English proficiency, compared to 24 percent of residents in Hayward.

Lending by Race/Ethnicity

The Fair Housing Act prohibits discrimination when obtaining a mortgage. However, in some communities the lending pool is not representative of the demographics of a community and lending practices can be seen as an impediment to fair housing. This is the case in Hayward where white populations were overrepresented in lending practices while non-white populations were severely underrepresented.

Overcrowded Conditions

Large households are those defined with five or more individuals and can sometimes include multiple families living together to save on housing costs. According to the AI, in Hayward, 12.6 percent of renter households were overcrowded, and 5.4 percent were extremely overcrowded, reflecting the third-highest percent of overcrowding in Alameda County.

Local Land Use Policies

The Fair Housing Act prohibits jurisdictions from making land use decisions or implementing land use policies that exclude or can otherwise be seen as discriminatory. Historically, redlining, racial steerage and exclusionary zoning laws have been used as tools to marginalize and segregate communities of color (Section 10.1, Historic Patterns of Segregation) and are a contributing factor of disproportionate housing needs in the region and Hayward.

Community Outreach and Fair Housing

As part of the Housing Element Update, the City implemented a community engagement program, soliciting input from the general public, housing stakeholders, and City decision makers. Results and feedback obtained during the community engagement program have been incorporated into the Housing Element, including this section on affirmatively furthering fair housing practices.

This page intentionally left blank.

4 Fair Housing Resources

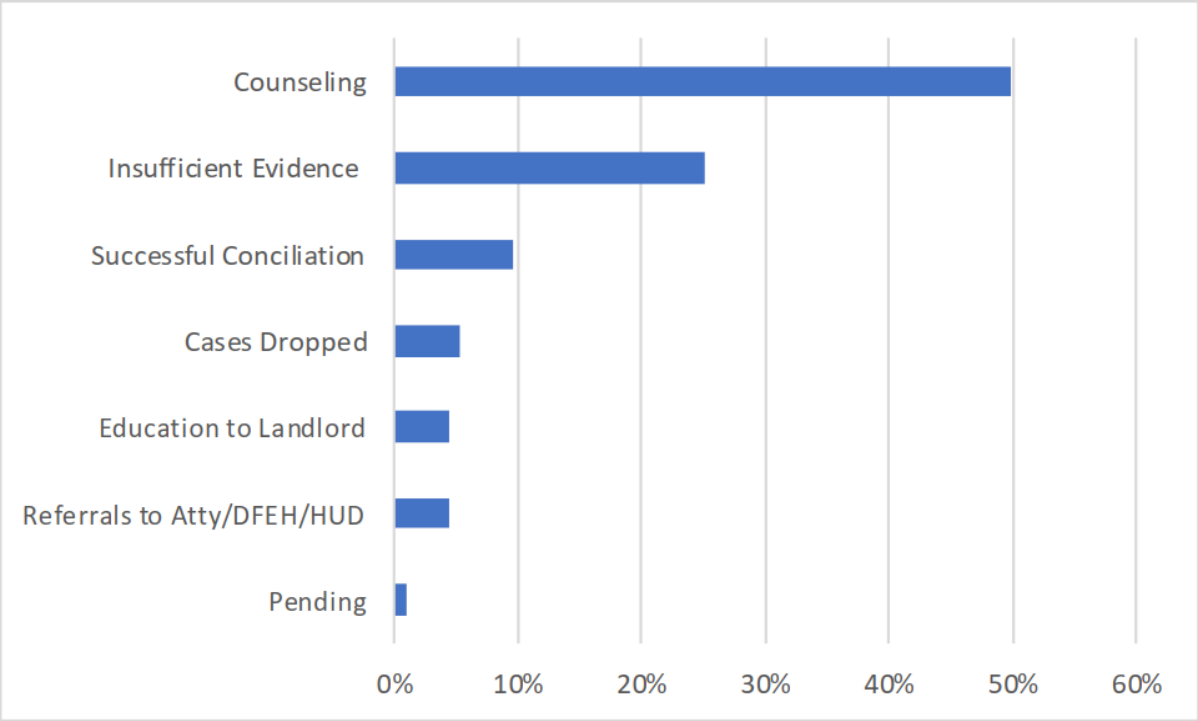
4.1 Ability to Address Complaints

Initiated by the Department of Justice's Civil Rights Division in 1991, fair housing testing is a technique used to uncover evidence of discrimination in rental housing. Fair housing testing involves one or more individuals who pose as prospective renters for the purpose of determining whether a landlord is complying with local, State, and federal fair housing laws. Enforcement actions may be taken when investigations yield evidence of a pattern or practice of illegal housing discrimination. Testing may be initiated following the filing of a specific housing discrimination complaint or, as is the case when testing for disability discrimination, as part of an overall effort to determine whether the design or architectural features of a specific rental facility comply with state and federal accessibility requirements. In Alameda County, fair housing testing is used to identify unlawful housing discrimination practices based on the real or perceived race, ethnicity, color, religion, gender identity or expression, national origin, disability, familial status, marital status, age, ancestry, sexual orientation, and source of income of prospective renters. The Department of Fair Employment and Housing (DFEH) maintains a record of housing discrimination complaints filed in local jurisdictions. From 2015 to 2019, 256 fair housing complaints in Alameda County were filed with DFEH. Overall, disability-related discrimination comprised the largest proportion of cases (56 percent). The next highest basis for discrimination were race and familial status, comprising nearly 8 percent each.

Figure F-2 shows the outcome of fair housing cases that were resolved in Alameda County between 2015 and 2019. Most cases were resolved with counseling services, conciliation, or landlord education, and 25 percent of cases were found to have insufficient evidence. According to the AI, less than 10 percent of alleged fair housing discrimination cases in Alameda County between 2015-2019 occurred in Hayward. Hayward reported the 4th highest count of alleged fair housing violations when compared to other jurisdictions in the County, as shown on Figure F-3. Table F-2 shows housing discrimination cases per 1,000 residents in each jurisdiction in Alameda County. Emeryville (0.83) had the most cases per population, while Union City (0.12), Newark (0.08), Albany (0.16), Livermore (0.15), and Piedmont (0.00) had the fewest number of cases per population. Though Oakland had approximately 60 percent of the county's total discrimination cases, Oakland (0.36) was proportionally comparable to Alameda (0.32) Hayward (0.30), San Leandro (0.34), and Dublin (0.35) (Table F-2).

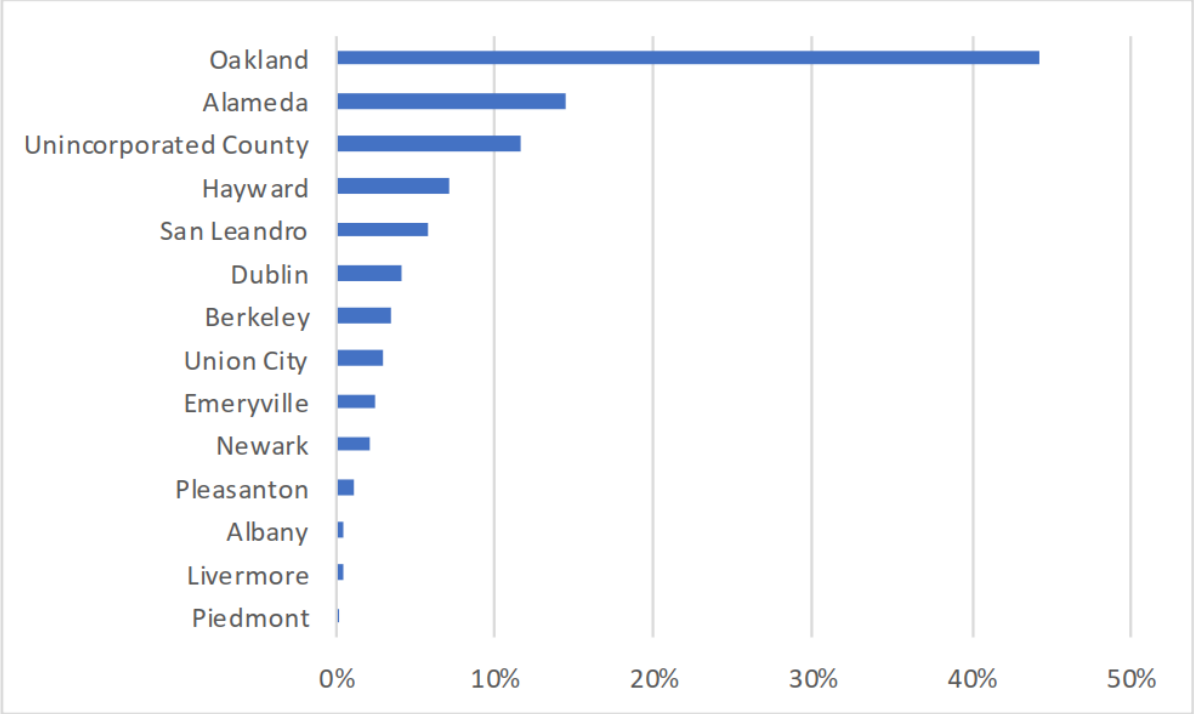
"Yes, I have felt discriminated against. I think that they made it more difficult to find housing than other people. They ask you for a lot more things and they ask for it in very unpleasant ways. It can be very frustrating. It is not blatant discrimination, but it feels that they make it difficult to dissuade you from getting a house." (Janet, Schafer Rd & Manon Ave, 36-45).

Figure F-2 Outcome of Cases, 2015-2019 (Alameda County)



Source: County of Alameda AI 2021.

Figure F-3 Location of Alleged Discrimination, 2015-2019 (Alameda County)



Source: County of Alameda AI 2021.

Table F-2 Housing Discrimination Cases per 1,000 Residents

Jurisdiction	Population	Number of Discrimination cases	Cases per 1,000 residents
Alameda	78,863	25	0.32
Albany	19,053	3	0.16
Berkley	121,874	61	0.48
Dublin	63,241	22	0.35
Emeryville	11,994	10	0.83
Hayward	162,030	49	0.30
Livermore	79,201	14	0.15
Newark	47,467	4	0.08
Oakland	428,827	156	0.36
Piedmont	11,318	0	0.00
Pleasanton	79,201	16	0.20
San Leandro	87,598	30	0.34
Unincorporated County	235,439	30	0.13
Union City	72,991	9	0.12

Source: HCD AFFH Viewer, 2022. County of Alameda AI 2021.

4.2 Enforcement and Outreach Capacity

Fair housing enforcement and outreach capacity relates to the ability of a local jurisdiction and fair housing entities to disseminate information related to fair housing and provide outreach and education to assure community members are informed of fair housing laws and tenants' rights. In addition, enforcement and outreach capacity includes the ability to address compliance with fair housing laws, such as investigating complaints, obtaining remedies, and engaging in fair housing testing.

Regional Resources

According to HUD records, a total of 564 fair housing violations were filed in with the Office of Fair Housing and Equal Opportunity (FHEO) for Alameda County between 2010 and 2020. Over half (60 percent) of the cases reported to the FHEO were on the basis of disability-status discrimination, violations on the basis of race discrimination comprised 19 percent, 15 percent were filed on the basis of retaliation, another 14 percent were filed on the basis of familial status discrimination, 9 percent on the basis of sex and 3 percent of total cases had a religious discrimination basis.
Table F-3 shows organizations in Alameda County conduct fair housing assistance outreach. These organizations collaborate with Hayward and other local governments to address housing and community needs and provide the following services:

- Fair housing testing and complaints
- Fair housing counseling and education
- Tenant/landlord counseling and mediation
- Homeless prevention program
- Rental assistance program
- Rent/deposit grant program

- Home seeking services
- Shared housing counseling placement
- Homebuyers' education learning program

Table F-3 Fair Housing Organizations Active in Alameda County

Organization	URL	Phone Number
East Bay Community Law Center (EBCLC)	https://ebclc.org/need-services/housing-services/	(510) 548-4040
Centro Legal de la Raza	https://www.centrolegal.org/	(510) 437-1554
Eden Council for Hope and Opportunity (ECHO)	https://www.echofairhousing.org/	(855) 275-3246
Alameda County Housing and Community Development	https://www.acgov.org/cda/hcd/	(510)-670-5333
Project Sentinel	https://www.housing.org/	(408) 720-9888
Bay Area Community Services (BACS)	https://www.bayareacs.org/	(510) 247-8235

Source: County of Alameda AI 2021.

ECHO Housing conducts fair housing audits of rental properties to assess how well rental properties conform to fair housing laws. In rental properties where the evidence of deferential treatment is found, the owners and managers of such properties are encouraged to participate in fair housing workshops intended to provide education and training in ending illegal discrimination in housing. Between 2017 – 2021, a total of 647 rental properties in jurisdictions throughout the San Francisco Bay Area were tested through audits. An overview of the criteria and results of these fair housing audits is summarized below:

- Between 2017 and 2018: a total of 134 properties were tested in 14 jurisdictions. Email responses from 21 tests (16 percent) revealed differential treatment toward the tester with a Black-identified name. In 113 tests (84 percent), no differential treatment was identified.
- Between 2018 and 2019: a total of 129 properties were tested in 13 jurisdictions. In 5 tests (4 percent), only the white tester received a response. In the remaining 124 tests (96 percent), no differential treatment was identified.
- Between 2019 and 2020: a total of 183 properties were tested in 17 jurisdictions. In 18 tests (10 percent), only the white tester received a response. In 165 tests (90 percent) no differential treatment was identified.
- Between 2020 and 2021: a total of 207 properties were tested in 17 jurisdictions. In 17 tests (8 percent), housing was denied because the tester had a Section 8 voucher. In 190 (92 percent) tests, the tester was informed that Section 8 was accepted.

Local Resources

In an effort to reduce housing discrimination, Hayward contracts with the non-profit organization Eden Council for Hope and Opportunity (ECHO) to assist residents with fair housing counseling services, connections to rental assistance and homelessness prevention programs, and to conduct fair housing testing. The City allocates CDBG general administration funds to ECHO Housing's fair housing services. Through ECHO, the City assists residents and landlords by providing mediation, investigation, and referral services. According to ECHO, a total of 124 fair housing complaints related to possible housing discrimination were filed in Hayward between 2016 and 2021. Disability-related discrimination comprised 45 percent of all cases filed, followed by 19 percent that were filed

based on racial discrimination. Additionally, complaints concerning possible discrimination were filed based on familial status (12 percent) and sexual orientation (two percent). An overview of fair housing organizations active in Hayward is provided in Table F-4.

In addition to the fair housing services provided by active organizations in Hayward, Alameda County administers the Housing Choice Voucher (HCV) program for Hayward and other jurisdictions in the county. Funded by HUD, the HCV program provides rental assistance aimed at helping low-income families, persons with disabilities, and the elderly secure afford housing.

Table F-4 Fair Housing Organizations Active in Hayward

Organization	URL	Phone Number
Eden Council for Hope and Opportunity (ECHO)	https://www.echofairhousing.org/	(855) 275-3246
Habitat for Humanity	https://www.hab.org/	(510) 251-6304
Housing Authority of the County of Alameda (HACA)	https://www.haca.net/	(510) 538-8876

Source: City of Hayward; County of Alameda AI 2021.

This page intentionally left blank.

5 Segregation and Integration Patterns and Trends

To inform priorities, policies, and actions, the housing element must include an analysis of integration and segregation, including patterns and trends. Integration generally means a condition in which there is not a high concentration of persons of a particular race, color, religion, sex, familial status, national origin, or having a disability or a particular type of disability in a specific geographic area. Segregation generally means the opposite condition, where concentrations of the characteristics described above are high in a specific geographic area. To adequately assess the patterns of integration and segregation, this section identifies trends at the regional scale (Alameda County) and at the local scale (Hayward). To identify socio-economic and demographic spatial trends across these jurisdictions, this analysis utilizes HCD's AFFH Data Viewer, which provides an expansive collection of data from sources including the 2015 – 2019 ACS, HCD, HUD, UDP, the Center for Disease Control and Prevention (CDC), and other regional and federal agencies. In its AFFH guidance document published in April 2021, HCD describes the importance of segregation and integration analysis in relation to fair housing:

Residential segregation and exclusion, whether by race, ethnicity, disability, or income, is a result of numerous housing policies, practices, and procedures—both public and private—that have had enduring and pervasive negative impacts. Overt and covert housing discrimination through land use policy, shifting housing markets, and patterns of investment and disinvestment, have restricted meaningful fair housing choice and equitable access to opportunity, particularly for communities of color. Historic patterns of segregation persist in California despite the long-standing federal mandate, established by the Fair Housing Act of 1968 (FHA), that federal agencies and federal grantees affirmatively further the purposes of the FHA. Past and present discriminatory policies and practices, including long-term disinvestment, have resulted in neighborhoods with concentrated poverty and poor housing stock, limited access to opportunity, unsafe environmental conditions, underfunded schools, dilapidated infrastructure, and other disproportionately experienced problems. In addition, governmental policies have subsidized the development of segregated, high-resourced suburbs in metropolitan areas by constructing new highway systems—often through lower income communities of color— to ensure access to job opportunities in urban centers. This physical and policy infrastructure supports patterns of discrimination and high levels of segregation that continue to persist in California and across the country. All of these conditions persist despite the over 50-year-old obligation to prohibit discrimination and affirmatively further fair housing.[2]

5.1 Race and Ethnicity

Examining the demographic, ethnic, and racial composition of a region is vital to understanding fair housing concerns including access to economic opportunity and safe and affordable housing. Historic exclusionary governmental policies, biased mortgage lending practices, and other tactics have caused racial and ethnic segregation and spatial inequities. This section provides an overview of racial/ethnic composition and segregation patterns within Alameda County and Hayward.

[2] California Department of Housing and Community Development. 2021. AFFH Guidance Memo. https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf

Regional Trends

Regionally, the western urbanized area of Alameda County contains populations with at least 40 percent non-white residents, as shown on Figure F-4. Comparatively, the relatively less urbanized and less densely populated eastern portion of Alameda County in close proximity to regional wilderness parks and recreation areas contain a higher percentage of white residents. HUD utilizes the racial/ethnic dissimilarity index to measure segregation levels across a defined geographic boundary. The racial/ethnic dissimilarity index ranges from zero to 100, where zero represents perfect integration between racial groups and 100 represents perfect segregation. Racial/ethnic segregation in Alameda County slightly increased between 2010 and 2017. According to the AI, the cities of Berkeley and Oakland had a racial/ethnic dissimilarity score of 53 and 55 in 2017, respectively, signaling moderate to high levels of African American/non-Hispanic white segregation.

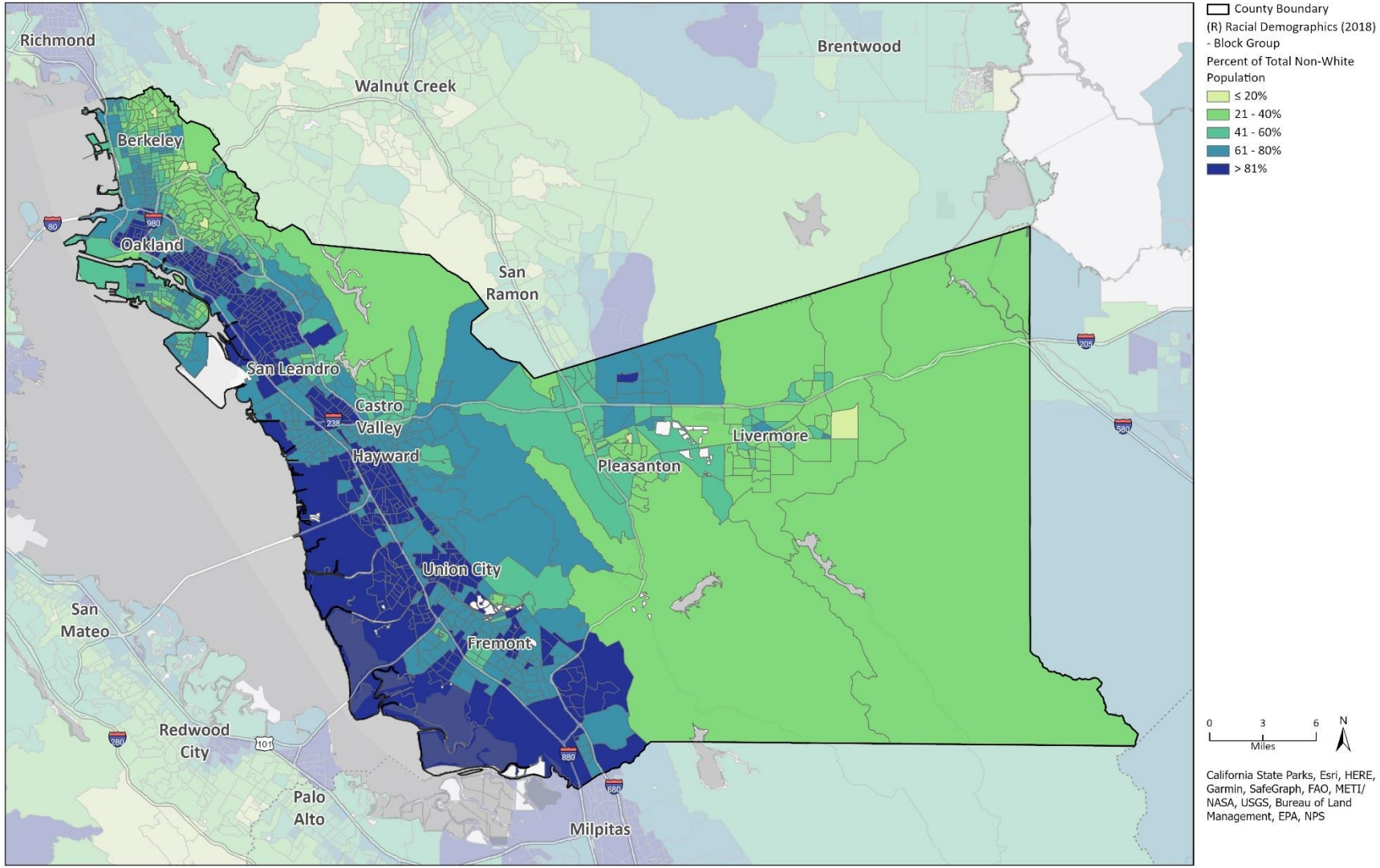
In March 2022, ABAG and the University of California (UC), Merced, published a segregation report to compare integration and segregation patterns between jurisdictions within the San Francisco Bay Area. The report found the cities of Alameda and Berkeley had fewer residents of color compared to the San Francisco Bay Area as a whole, whereas the percent of residents of colors was higher in the Hayward, San Leandro, Oakland, and Union City.

"I have noticed that they are building higher priced condos and apartments near low-income apartments where the residents of both are ethnically different." (Alexander, C St & 3rd St, 26-35)

Local Trends

According to 2015-2019 ACS estimates, areas west of Hesperian Boulevard (Mt. Eden and Glen Eden neighborhoods) and south of Industrial Parkway Southwest had a predominant Asian majority, compared to the central region of the city where Hispanic residents are the predominant population. Table F-5 shows the racial composition of the city by TCAC resource area. Most neighborhoods in the central area of Hayward are categorized as low resource, while neighborhoods in the eastern areas of the city are categorized as moderate resource. Approximately 86 percent of Hayward residents lived in areas of low resource or high segregation and poverty and 14 percent residents lived in moderate-resource areas. Figure F-5 shows the predominance of white, Hispanic/Latino, and Asian-American residents in each census tract in the city. Predominately white majority tracks are located in northeastern area of Hayward. Figure F-6 highlights the percent of total non-white population residing in Hayward. Geographically, non-Hispanic white and Asian populations were concentrated in Hayward's eastern neighborhoods, while the city's central and western neighborhoods had predominantly Hispanic/Latino and Asian populations, respectively. As referenced in the AI, racial/ethnic dissimilarity scores in Hayward were higher than most jurisdictions in the county, yet lower than the county as a whole. In Hayward, Hispanic/Latino and non-Hispanic white residents had the highest racial/ethnic dissimilarity index score (33)

Figure F-4 Percent of Total Non-White Population (Alameda County)



Source: AFFH Viewer 2022.

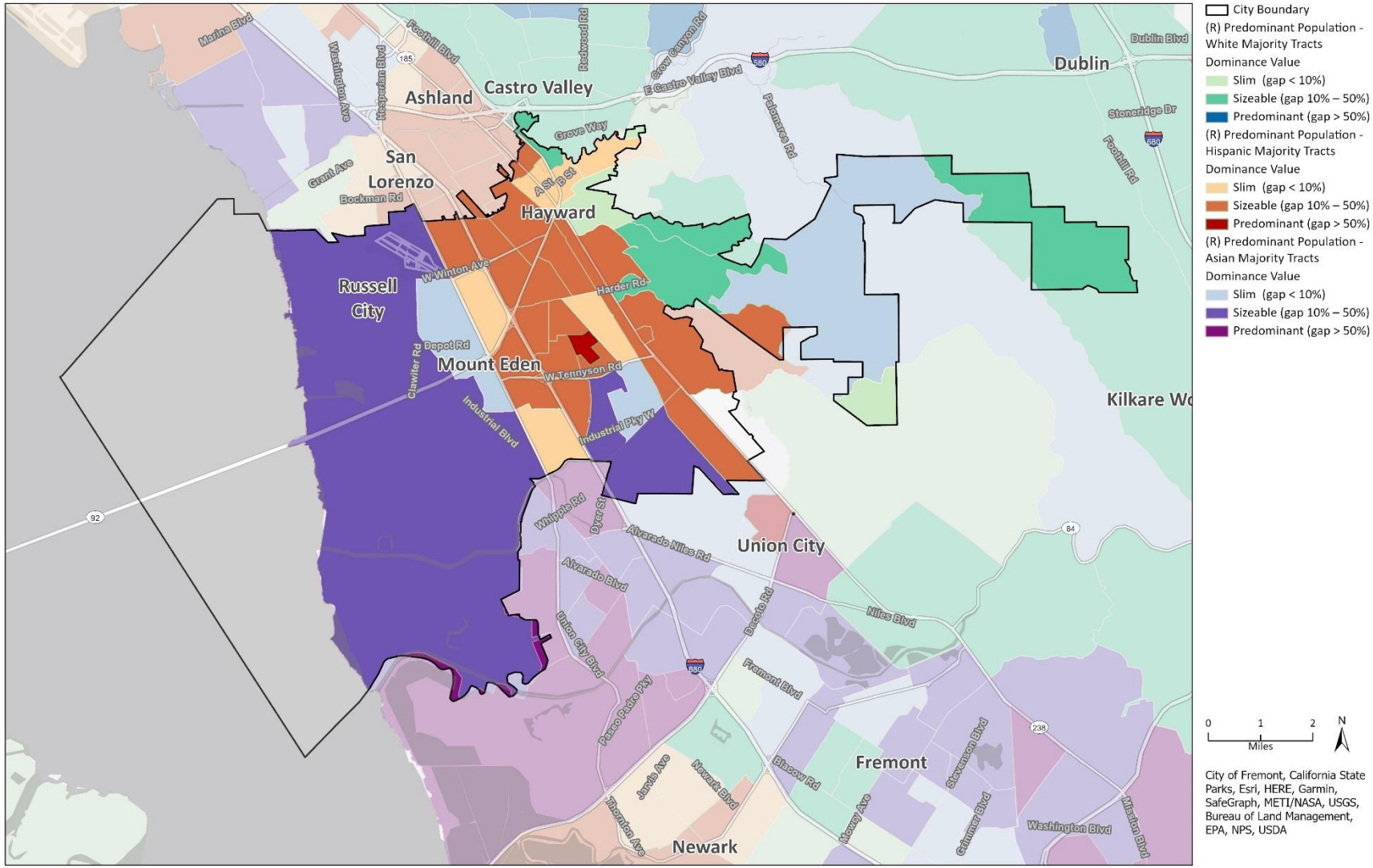
Table F-5 Population Living in Low, Moderate or High Resource Area by Race (Hayward)

Resource Category	American Indian or Alaskan Native	Asian American/API	Black/ African American	Non-Hispanic White	Hispanic/Latino	Other Race or Multiple Race	Total
Low Resource or High Segregation and Poverty Area	500 (90%)	38,825 (85%)	11,720 (82%)	20,373 (79%)	57,628 (90%)	6,036 (82%)	135,082 (86%)
Moderate Resource Area	55 (10%)	6,458 (14%)	2,544 (17%)	5,305 (20%)	6,284 (10%)	1,309 (18%)	21,955 (13%)
High/Highest Resource Area	N/A	2 (<1%)	N/A	2 (<1%)	N/A	N/A	4 (<1%)
Total	**555 (<1%)**	**45,285 (27%)**	**14,264 (9%)**	**25,680 (16%)**	**63,912 (40%)**	**7,345 (<1%)**	**157,041 (100%)**

Source: California Tax Credit Allocation Committee (TCAC)/California Housing and Community Development (HCD), Opportunity Maps (2020); U.S. Census Bureau, American Community Survey 5-Year Data (2015-2019), Table B03002

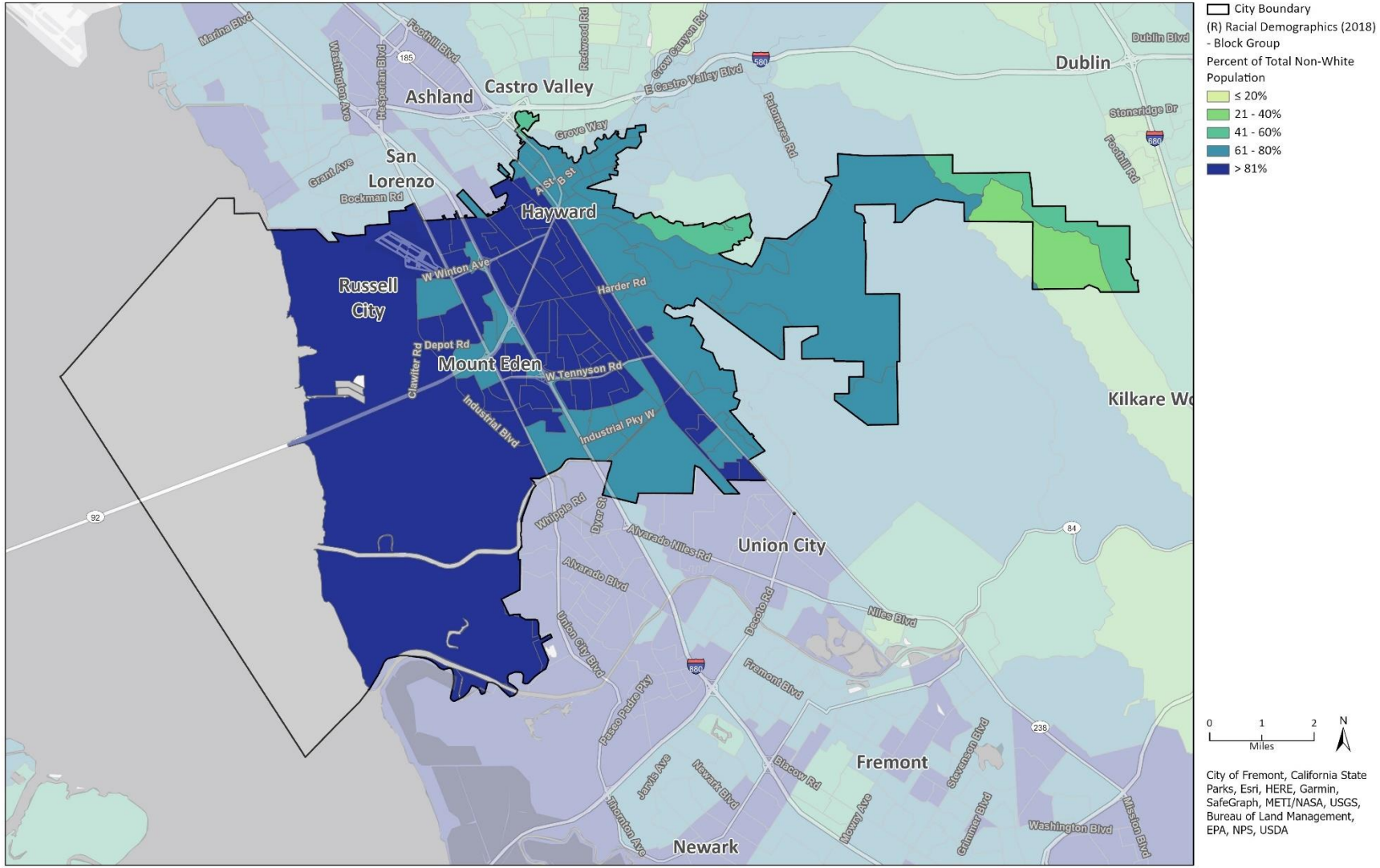
"I don't know if segregation is the word. Hayward is becoming gentrified. So like all the areas that are possibly poor or more low income people are coming in and building around in those neighborhoods. So it's happening like in the middle of a neighborhood where you look what I one side and it's like this beautiful building, and then you look across the street and it's like a decrepit home or like a home that's falling apart. You know, so I don't I don't know. I don't know how to describe it. You won't see poverty in the hills." (Josue, D St & Valley St, 46-55).

Figure F-5 Predominant Populations (Hayward)



Source: AFFH Viewer 2022.

Figure F-6 Percent of Total Non-White Population (Hayward)



Source: AFFH Viewer 2022.

Segregation can also be measured by the isolation index. The Isolation index Indicates the potential for contact between different racial/ethnic groups and compares the composition neighborhood composition to the jurisdiction's demographics as a whole. This index ranges between 0 and 1 with higher values indicating that a particular racial/ethnic group is more isolated than other racial/ethnic groups. According to ABAG and UC Merced, Hispanic/Latino residents were the most isolated group in Hayward, meaning that the average Hispanic/Latino resident lives in a neighborhood that is 45 percent Hispanic/Latino. In contrast, other racial groups in Hayward were less isolated and more likely to encounter other racial/ethnic groups in their neighborhoods. Since 2010, non-Hispanic white residents have become less segregated overtime, compared to other racial groups in Hayward. An overview of racial isolation index values by race/ethnicity is provided in Table F-6.

Table F-6 Racial Isolation Index Values for Segregation (Hayward)

Race/Ethnicity	2000	2010	2020
Asian/Pacific Islander	0.243	0.289	0.365
Black/ African American	0.119	0.130	0.103
Hispanic/Latino	0.399	0.461	0.459
Non-Hispanic white	0.338	0.231	0.159

Source: UC Merced and Association of Bay Area Governments 2022.

HUD's Opportunity Indices were created to inform communities about racial/ethnic segregation and disparities in access to opportunity.[3] Table F-7 provides opportunity indicator index scores (ranging from zero to 100) for Hayward for each race/ethnicity. Generally, higher index scores are indicative of greater access to opportunity. A brief overview of each index and its interpretation is provided below:

- **Low Poverty.** The rate of poverty by census tract. The higher the score, the less exposure to poverty in a neighborhood.
- **School Proficiency.** The percentage of fourth-grade students testing proficient in reading and math within three miles of a census block group. The higher the score, the higher the quality of the school system in a neighborhood.
- **Jobs Proximity.** The distance to all job locations from a given block group. The higher the index value, the better the access to employment opportunities for residents in a neighborhood.
- **Labor Market.** The level of intensity of labor market engagement based upon the level of employment, labor force participation, and educational attainment by census tract. The higher the score, the higher the labor force participation and human capital in a neighborhood.
- **Low Transportation Cost.** Estimates of transportation costs of a family of three with an income at 50 percent of the median income for renters by census tract. The higher the value, the lower the cost of transportation in that neighborhood.
- **Transit.** Estimates of transit trips taken by a family of three with an income at 50 percent of the median income for renters by census tract. The higher the value, the more likely residents in that neighborhood use public transit.

[3] HUD 2021. https://www.hud.gov/sites/dfiles/FHEO/documents/AFFH-T-Data-Documentation-AFFHT0006-July-2020.pdf

- **Environmental Health.** The potential exposure to harmful toxins by census tract based upon US Environmental Protection Agency estimates. The higher the index value, the less exposure to toxins harmful to human health.

Table F-7 Opportunity Indicators by Race/Ethnicity (Hayward)

Total Population	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
White, Non-Hispanic	55.96	15.39	43.63	85.96	80.62	42.30	35.10
Black, Non-Hispanic	49.98	14.54	39.98	87.73	83.33	45.45	33.47
Hispanic	48.78	14.04	34.03	88.74	83.45	37.68	31.10
Asian or Pacific Islander, Non-Hispanic	60.01	15.84	44.91	87.11	80.27	43.49	34.65
Native American, Non-Hispanic	53.42	14.52	36.88	87.86	82.96	45.18	30.77
Population Below Federal Poverty Line							
White, Non-Hispanic	45.98	12.60	36.58	86.92	83.08	43.95	34.87
Black, Non-Hispanic	36.70	11.24	27.43	89.92	85.72	35.29	30.34
Hispanic	38.32	13.25	29.25	90.24	85.80	33.08	31.03
Asian or Pacific Islander, Non-Hispanic	53.85	12.16	41.70	88.46	82.12	37.17	37.06
Native American, Non-Hispanic	25.87	7.73	27.58	89.81	86.95	24.51	33.30

Source: County of Alameda AI 2021.

In Hayward, the non-Hispanic white and Asian or Pacific Islander populations had the highest environmental health, low poverty, and labor market index scores, compared to Hispanic, non-Hispanic Black and Native American populations residing in the city. Conversely, Black/ African American, and Hispanic/Latino populations had higher transit, low-transportation cost, and jobs proximity index scores.

Further, most opportunity index scores were lower for residents living below the federal poverty line compared to the total population. Residents living under the federal poverty line had higher transit, low transportation costs and jobs proximity index scores and higher environmental health, labor market, school proficiency, and low poverty index scores compared to the overall population. An overview of opportunity indicators for Consortium Cities is provided in Table F-8.

According to the AI, Consortium Cities refers to Entitlement Cities (Alameda, Fremont, Hayward, Livermore, Pleasanton, San Leandro, and Union City) and Urban County communities (Albany, Dublin, Emeryville, Newark, Piedmont, and Unincorporated Alameda County) in Alameda County. The AI defines Consortium Cities and Urban County Communities to compare demographic and socioeconomic patterns across incorporated and unincorporated communities of Alameda County. Compared to other HOME Consortium jurisdictions, Hayward scored slightly higher for low transportation cost, and transit, and scored lower for Jobs proximity, low poverty, school proficiency, labor market and environmental health index indicators. Across racial groups, opportunity indicator trends in Hayward were generally lower when compared to HOME consortium cities. Across Home Consortium Cities, residents earning an income below the poverty level scored slightly lower for environmental health, labor market, school proficiency, low poverty opportunity scores, compared to the total population. Further discussion of race/ethnic composition in Hayward is provided in Appendix B, *Housing Needs Assessment*.

Table F-8 Opportunity Indicators by Race/Ethnicity (HOME Consortium Cities)

Total Population	Low Poverty Index	School Proficiency Index	Labor Market Index	Transit Index	Low Transportation Cost Index	Jobs Proximity Index	Environmental Health Index
White, Non-Hispanic	74.10	63.31	69.18	84.18	78.19	44.75	43.41
Black, Non-Hispanic	58.99	40.26	50.63	86.80	83.10	48.23	32.95
Hispanic	60.13	39.58	50.39	86.92	81.95	42.57	33.93
Asian or Pacific Islander, Non-Hispanic	73.39	60.03	68.09	85.67	79.17	43.95	38.37
Native American, Non-Hispanic	64.76	50.18	56.54	85.94	81.39	45.45	37.11
Population Below Federal Poverty Line							
White, Non-Hispanic	65.76	55.16	62.13	86.65	80.71	43.00	38.06
Black, Non-Hispanic	48.63	35.79	46.06	89.08	85.77	45.80	29.24
Hispanic	47.30	32.12	43.07	88.78	84.39	40.84	32.46
Asian or Pacific Islander, Non-Hispanic	63.27	51.04	61.69	87.98	83.51	46.55	31.52
Native American, Non-Hispanic	41.65	34.75	39.50	88.59	84.96	40.19	29.07

Note: HOME Consortium cities include: the City of Alameda, Fremont, Hayward, Livermore, Pleasanton, San Leandro, Union City and the Urban County communities of Albany, Dublin, Emeryville, Newark, Piedmont, and Unincorporated Alameda County

Source: County of Alameda AI, 2021.

5.2 Persons with Disabilities

For persons with disabilities, fair housing choice and access to opportunity includes access to housing in the most integrated setting appropriate to an individual's special needs and disability-related services as required under federal civil rights law. For example, persons with disabilities who are unable to use stairs or need a zero-step shower may not have actual housing choice without the presence of housing units with these accessibility features.[4]

High spatial segregation of persons with disabilities may indicate fair housing issues related to not only physical needs, but also economic disparities. According to the 2020 Annual Report on People with Disabilities in America, more than 25 percent of persons with disabilities (including physical, intellectual, and developmental; sensory; and other disability categories) live below the Census Bureau-designated poverty line, which is 14.5 percentage points higher than people without a disability.[5] Persons with disabilities may be more reliant than persons without disabilities on fixed incomes or access to public transit.

Regional Trends

According to 2015-2019 ACS estimates, approximately 151,362 Alameda County residents had one or more disabilities. Table F-9 shows employment status by disability status estimates for Alameda County. Approximately 3 percent of the total employed population in the county has one or more disability, reflecting no change from 2014, while the percent of total unemployed increased slightly during this time. Additional discussion regarding persons with disabilities in Alameda County is included in Appendix B, *Housing Needs Assessment.*

Table F-9 Employment Status by Disability Status (Alameda County)

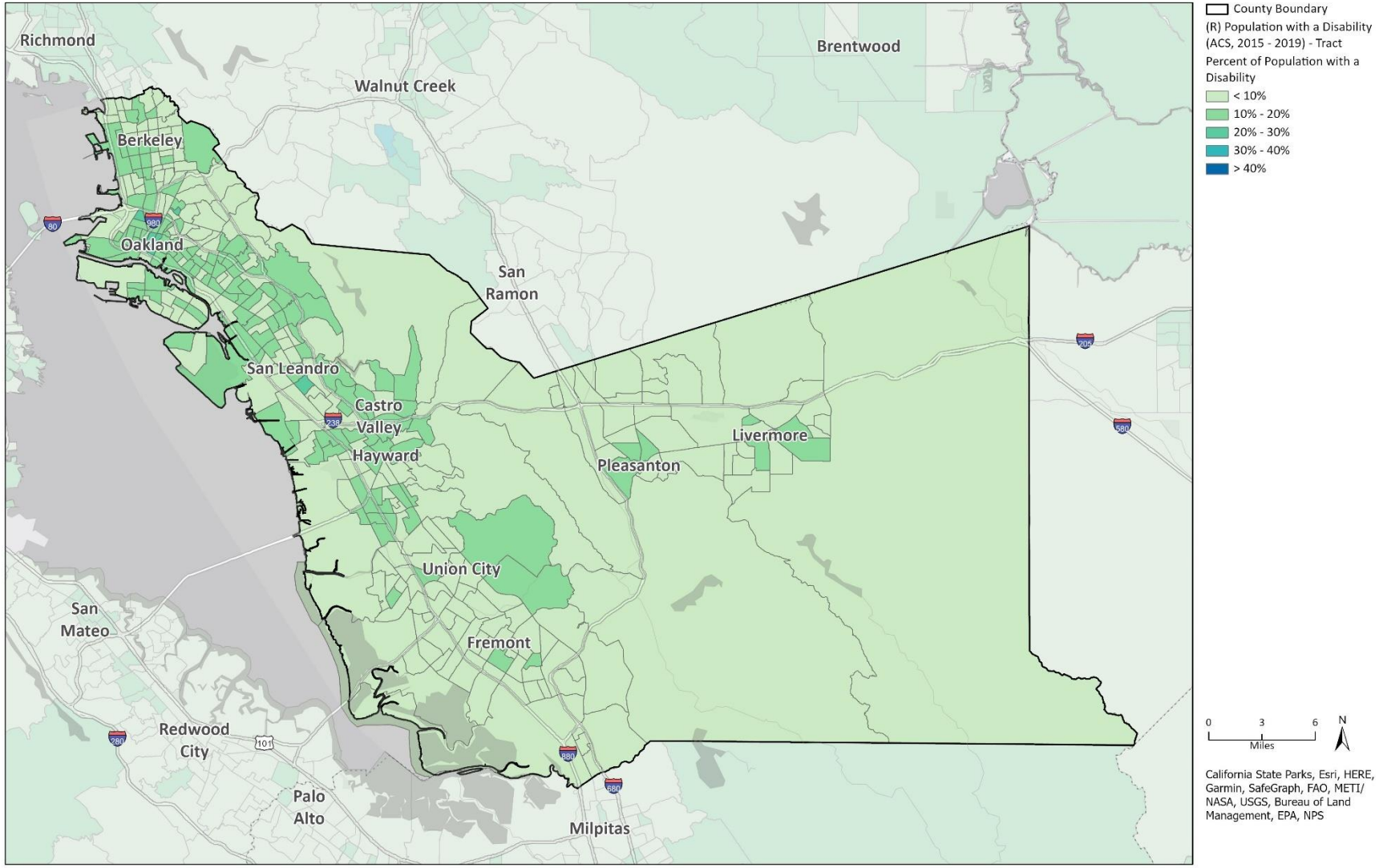
Disability Status	Employed 2010-2014 (Percent of Total Employed)	Unemployed 2010 -2014 (Percent of Total Unemployed)	Employed 2015-2019 (Percent of Total Employed)	Unemployed 2015-2019 (Percent of Total Unemployed)
No Disability	692,695 (97%)	69,499 (93%)	787,286 (97%)	35,569 (91%)
With a Disability	23,385 (3%)	5,570 (7%)	27,804 (3%)	3,665 (9%)
Total	**716,080 (100%)**	**75,069 (100%)**	**815,090 (100%)**	**39,234 (100%)**

Source: U.S. Bureau of the Census, American Community Survey (ACS), Table C18120 Employment Status by Disability Status, 2010-2014, 2015-2019 Estimates.

Figure F-7 shows the spatial distribution of residents living with one or more disabilities across the County. Communities located throughout the northwestern region of the county were estimated to have a larger share of residents with disabilities compared to communities located in the south and eastern regions of the county. Further discussion regarding the population with one or more disabilities is included in *Appendix B, Housing Needs Assessment.*

[4] HCD 2021. https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf
[5] The Rehabilitation Research and Training Center on Disability Statistics and Demographics 2020. https://disabilitycompendium.org/annualreport

Figure F-7 Percent of Population with a Disability (Alameda County)



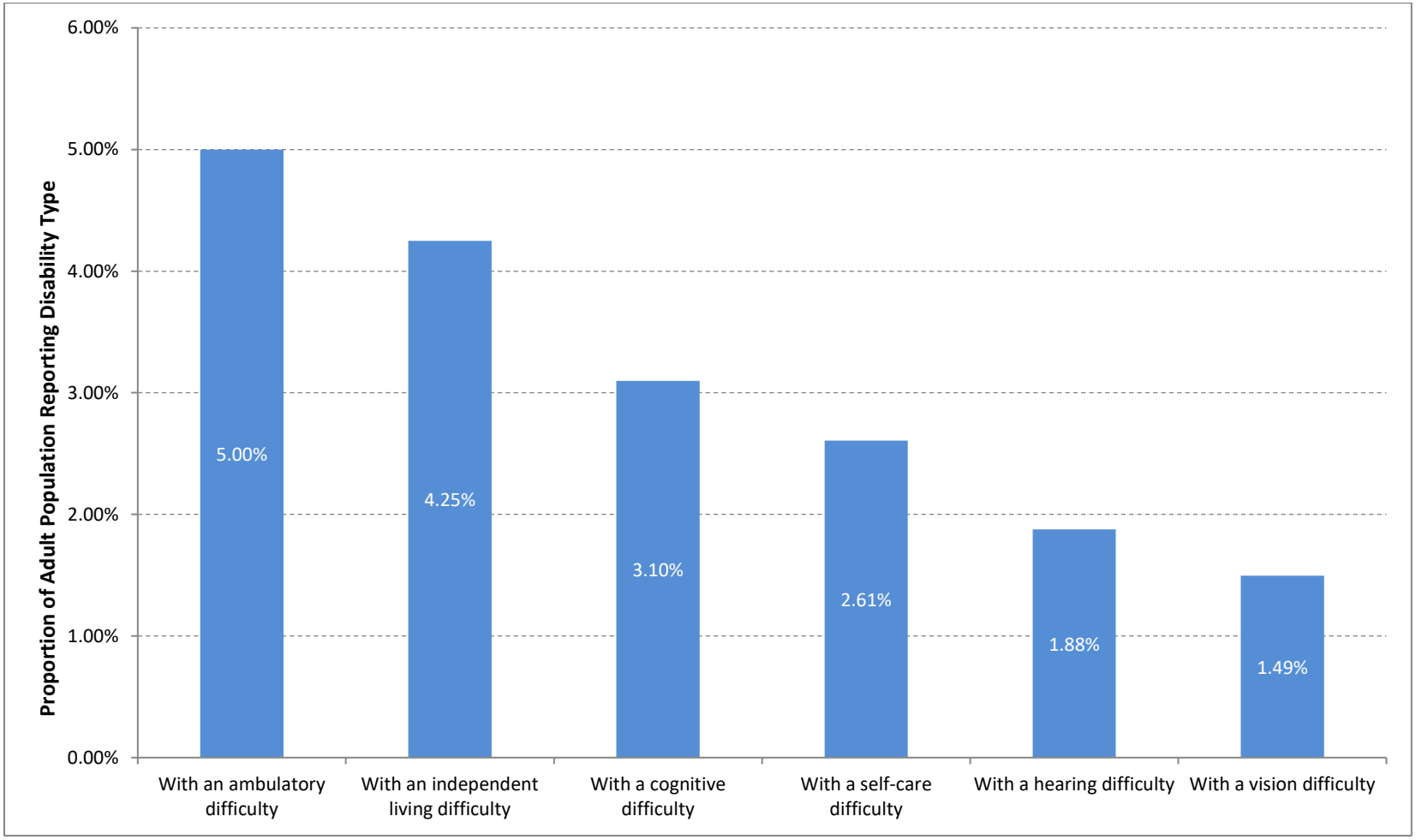
Source: AFFH Viewer 2021.

Local Trends

As referenced in Appendix B, *Housing Needs Assessment,* 14,022 residents (approximately nine percent) of Hayward's population live with one or more disability. Figure F-8, ambulatory difficulty (defined as having serious difficulty walking or climbing stairs) was the most common disability reported by Hayward residents.

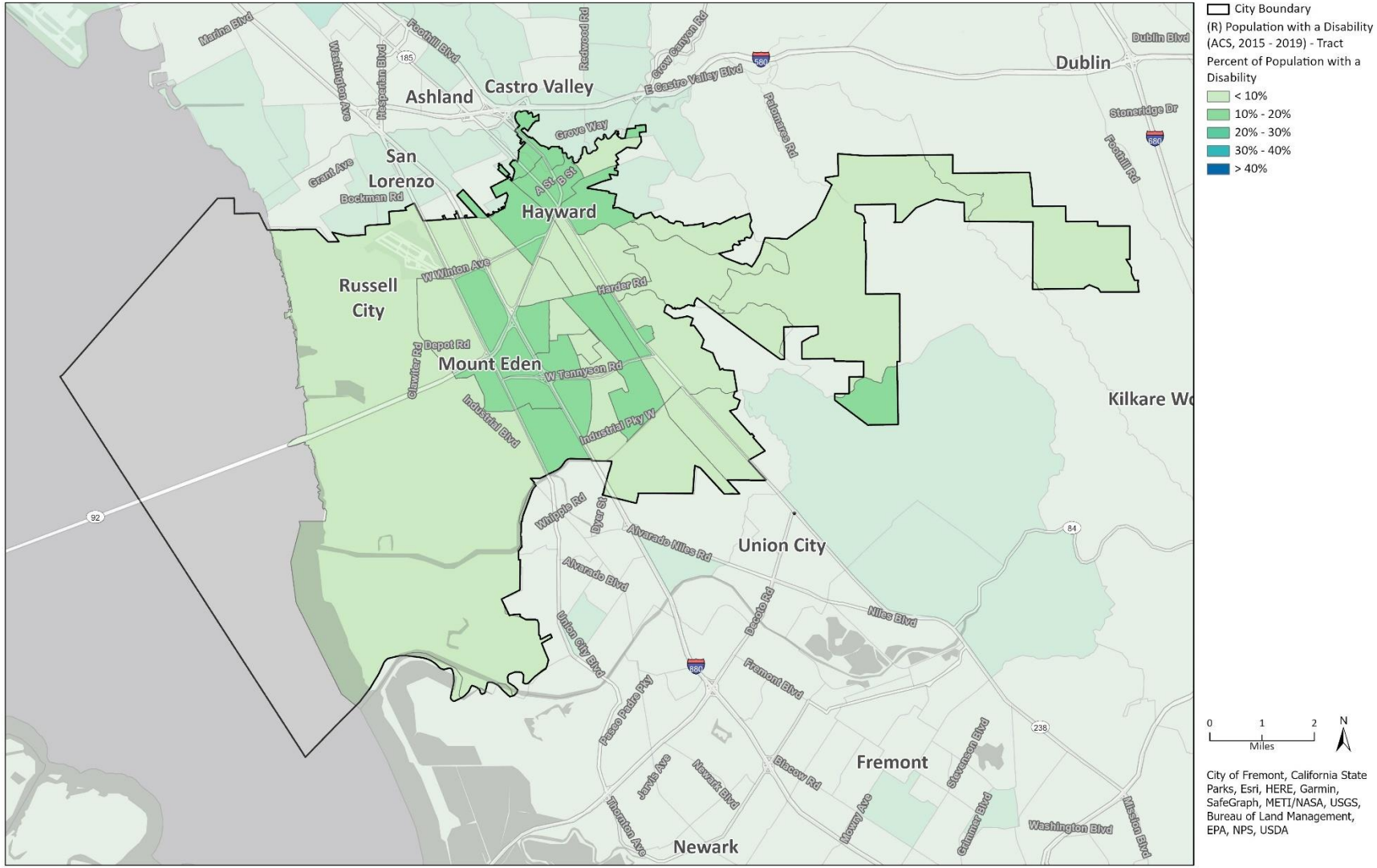
Figure F-9 shows the percentage of the population living with one or more disabilities in the city by census tract, using 2015-2019 ACS data. Generally, areas in the northern part of the city (Downtown, Burbank and North Hayward neighborhoods) and in the southern part of the city (Harder-Tennyson, Tennyson-Alquire and Glen Eden neighborhoods) had between 10 to 20 percent of residents reported living with one or more disability. Census tracts 4354.00 and 4382.04 were predominately Hispanic/Latino and Asian neighborhoods and had the largest percentage of residents with one or more disabilities (13 percent). Additionally, 15 percent of the population in census tract 4354.00 had an income that was below the poverty level, according to the ACS 2015-2019 estimates.

Figure F-8 Disability Type (Hayward)



Source: U.S. Census Bureau, American Community Survey 5-Year Data (2015-2019), Table B18102, Table B18103, Table B18104, Table B18105, Table B18106, Table B18107.

Figure F-9 Percentage of Population with One or More Disabilities (Hayward)



Source: AFFH Viewer 2021.

5.3 Familial Status

According to the Fair Housing Act, familial status refers to the presence of children under the age of 18 in a household with a legal guardian or designee of such guardian.[6] HUD provides examples of familial discrimination as (a) refusing to rent to families with children; (b) evicting families once a child joins the family through, e.g., birth, adoption, custody; (c) requiring families with children to live on specific floors or in specific buildings or areas; (d) imposing overly restrictive rules about children's use of the common areas (e.g., pools, hallways, open spaces); and I advertising that prohibits children.[7] Single-parent households are protected by Government Code Section 65583(a)(7). Because of their relatively lower incomes and higher living expenses, single-parent households can have limited options for affordable, decent, and safe housing. As a result, single parents among the groups most at risk of experiencing poverty.

In addition to barriers to fair housing for single-parent households, large families (defined as families with 5 or more persons) can also experience housing discrimination as property owners impose occupancy limitations that can preclude large families with children. HUD data shows that familial status discrimination ranks third in discrimination of protected classes, behind discrimination due to disability and race.[8]

Regional Trends

As referenced in Appendix B, *Housing Needs Assessment*, Alameda County had a total household count of approximately 577,177 in 2019. According to 2015-2019 ACS estimates, households with children present comprised 30 percent (174,344) of the total households in Alameda County. Tenure by household type and presence of children is shown in Table F-10. Married couple families with children comprise the largest share of owner- and renter-occupied households with children. According to 2015-2019 ACS estimates, single-parent, female-headed households comprised eight percent of renter-occupied households, but only two percent of owner-occupied households.

Table F-10 Tenure by Household Type and Presence of Children (Alameda County)

Household Type	Owner-Occupied	Percent of Total Owner-Occupied	Renter-Occupied	Percent of Total Renter-Occupied
Married couple family, with Children Present	82,499	25.7%	52,436	19.5%
Single-Parent, Male householder, no spouse present	4,143	1.3%	6,503	2.4%
Single Parent, Female householder, no spouse present	6,871	2.2%	21,892	8.1%
Total Households with Children Present	93,513	30.2%	80,831	30.1%
Total Households	308,891	100%	268,286	100%

Source: U.S. Bureau of the Census, American Community Survey (ACS), Table B25115 Tenure By Household Type (Including Living Alone) and Age of Householder, 2015-2019 Estimates.

According to 2015-2019 ACS estimates, jurisdictions located in the western regions of the county, such as the cities of Berkeley, Oakland, San Leandro, and Hayward, had relatively higher proportions of children who reside in female-headed, single-parent households. In contrast, the southern and

[6] 42 U.S. Code sections 3601, *et seq.*, the Fair Housing Act.
[7] U.S. Department of Housing and Urban Development. https://www.hud.gov/program_offices/fair_housing_equal_opp/discrimination_against_families_children#_Who_Is_Protected?
[8] U.S. Department of Housing and Urban Development. "Annual Report on Fair Housing FY 2017."

eastern regions of the county, including the cities of Union City, Fremont, Pleasanton, and Dublin, had less than 20 percent of children residing in this type of household.

As shown in Figure F-10, the percentage of single female headed households with children is generally consistent through the urban areas of Alameda County (20 – 40 percent) with higher percentages occurring in Oakland (60- 80 percent). Figure F-11 shows the percentage of children under the age of 18 who reside in married-couple households. Spatially, the eastern portion of the county contains a greater proportion of children that reside in households with married couples. Additionally, jurisdictions located in the western region of the county including Oakland, San Leandro, and Hayward, had a relatively lower proportion of children that are residing in married-couple household. Areas with a larger percentage of non-white population generally overlap with areas exhibiting lower rates of children residing with married-couple households.

Local Trends

As shown in Figure F-12, census tracts located in the central region of Hayward contain a larger percentage of children residing in single-parent, female-headed households. Comparatively, most areas located in the western and eastern regions of Hayward exhibit less than 20 percent of children residing in single-parent, female-headed households. The highest share of children in single-parent, female-headed households was recorded in the Southgate neighborhood (census tract 4373.00), located in the central region of the city. According to 2015-2019 ACS estimates, 40 percent of children in this area were living in single-parent, female-headed households. As referenced in Section 5.1, *Race and Ethnicity,* census tract 4373.00 has a sizable Hispanic/Latino population.

Figure F-13 highlights the percent of children residing within married-couple households within Hayward. A larger share of children residing in married-couple households are present within neighborhoods located toward the western segment of Hayward, compared to neighborhoods located within and surrounding downtown Hayward. Additional analysis regarding household characteristics for Hayward is included in *Appendix B, Housing Needs Assessment.*

Figure F-10 Female Headed Households With Children, No Spouse/Partner (Alameda County)

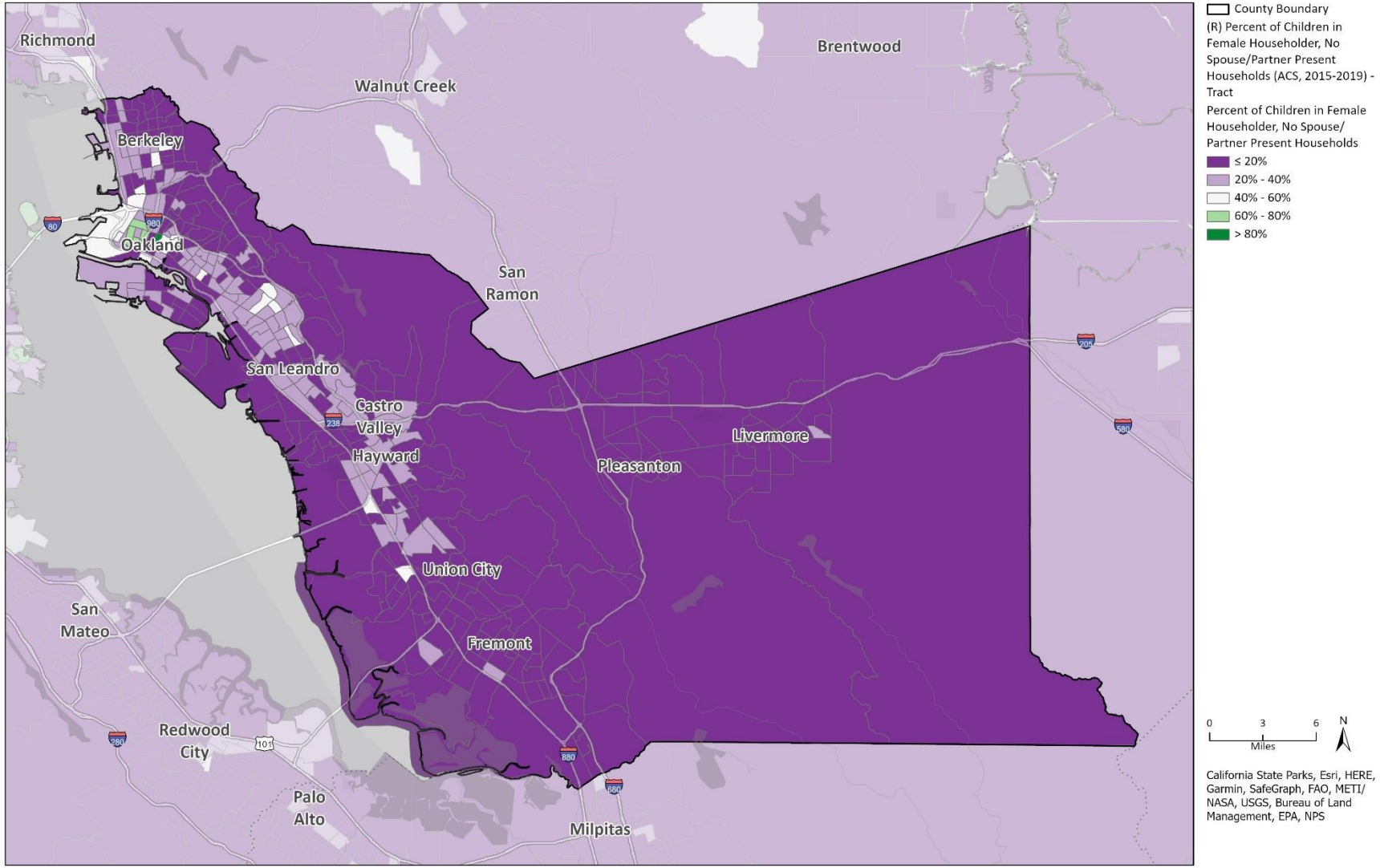
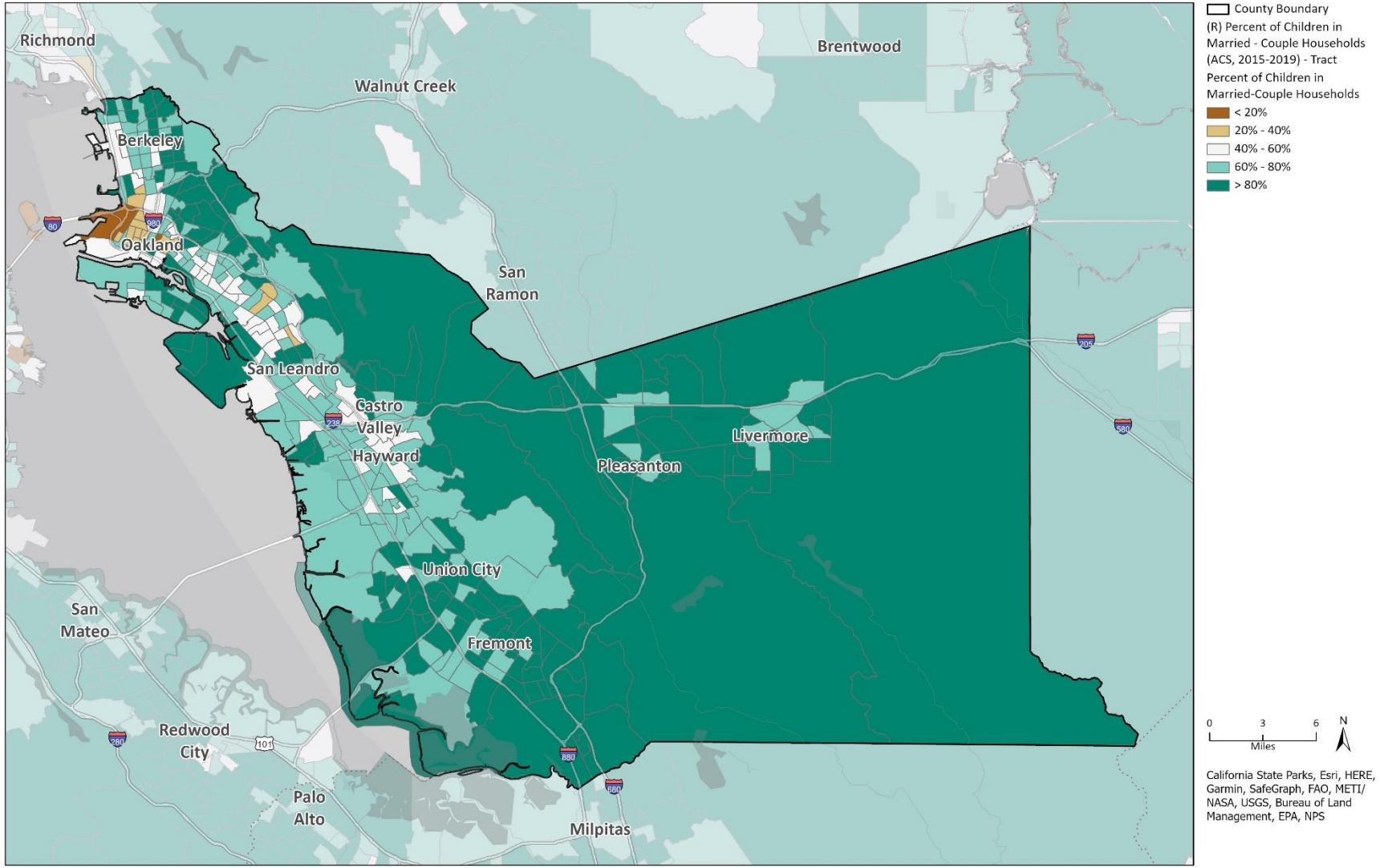
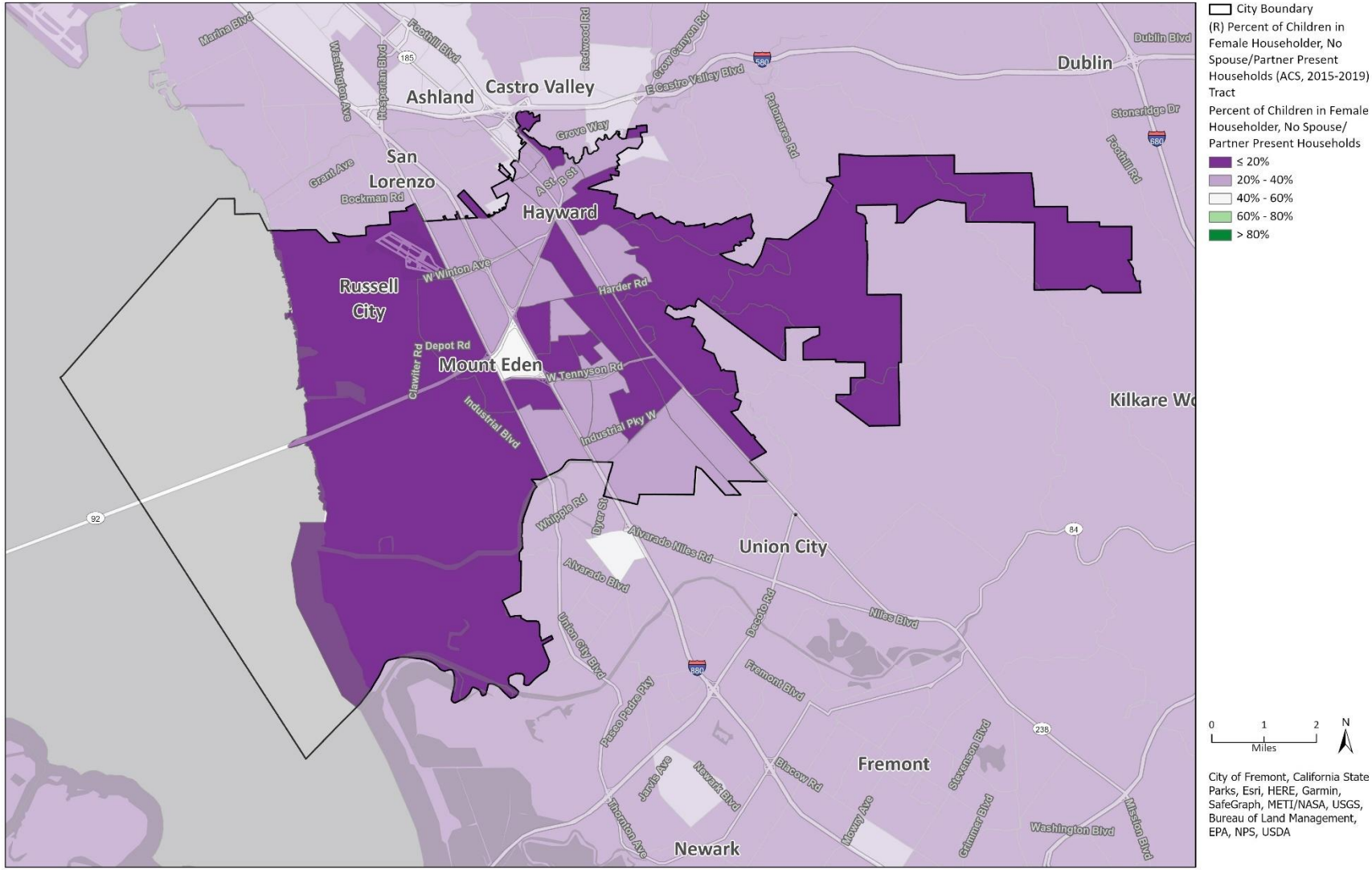


Figure F-11 Children in Married-Couple Households (Alameda County)



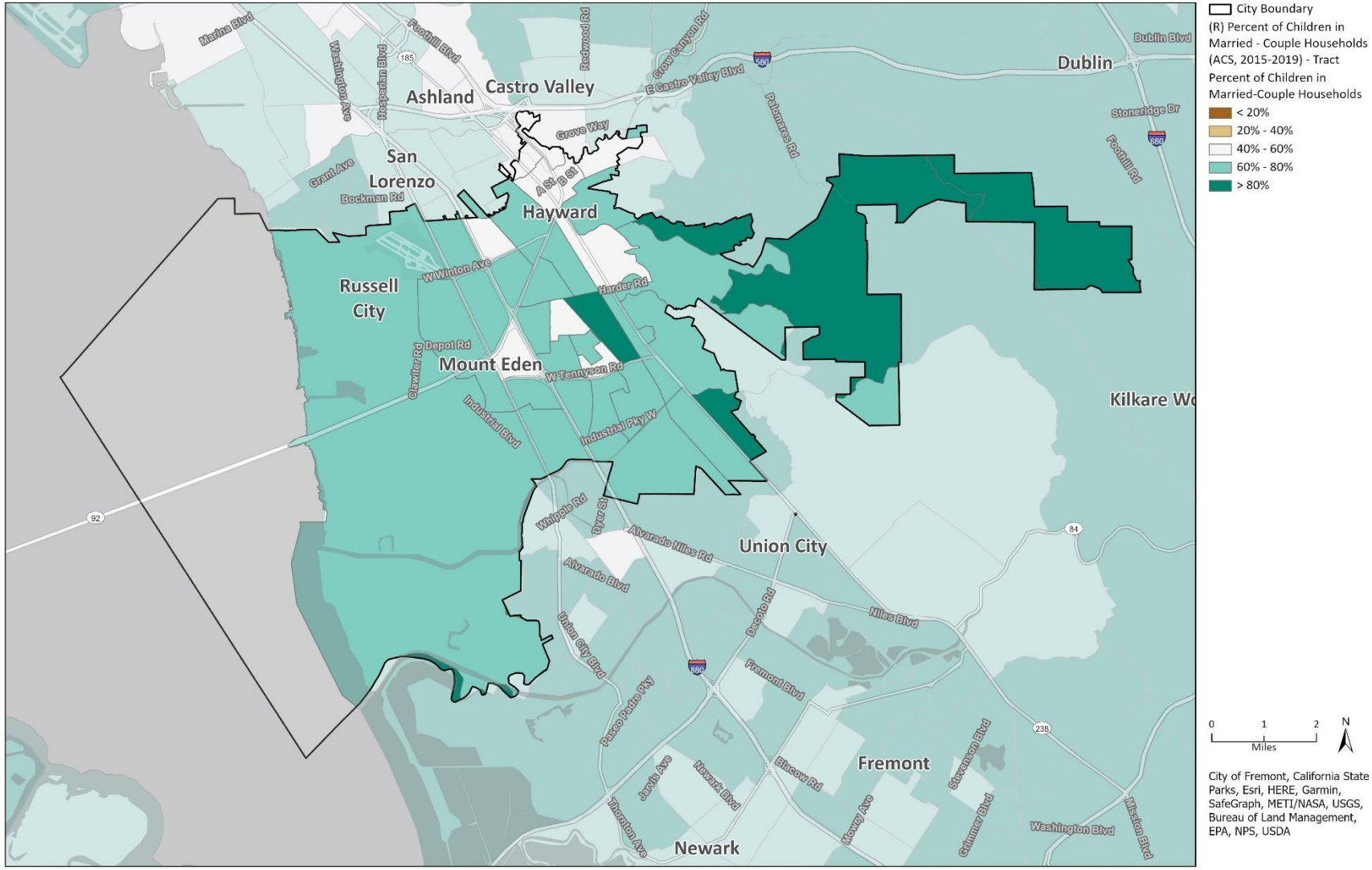
Source: AFFH Viewer 2021.

Figure F-12 Female Headed Households With Children, No Spouse/Partner Present (Hayward)



Source: AFFH Viewer 2021.

Figure F-13 Children in Married-Couple Households (Hayward)



Source: AFFH Viewer 2022.

5.4 Household Income

Identifying low or moderate income (LMI) geographies and individuals is important to overcome patterns of segregation. HUD defines a LMI area as a census tract or block group where over 51 percent of the population is LMI (based on HUD income definition of up to 80 percent of the area median income or AMI). Household income is directly connected to the ability to afford housing. Higher-incomes households are more likely to own rather than rent housing. As household income decreases, households tend to pay a disproportionate amount of their income for housing, and they are more likely to occupy unsound and overcrowded housing.

Regional Trends

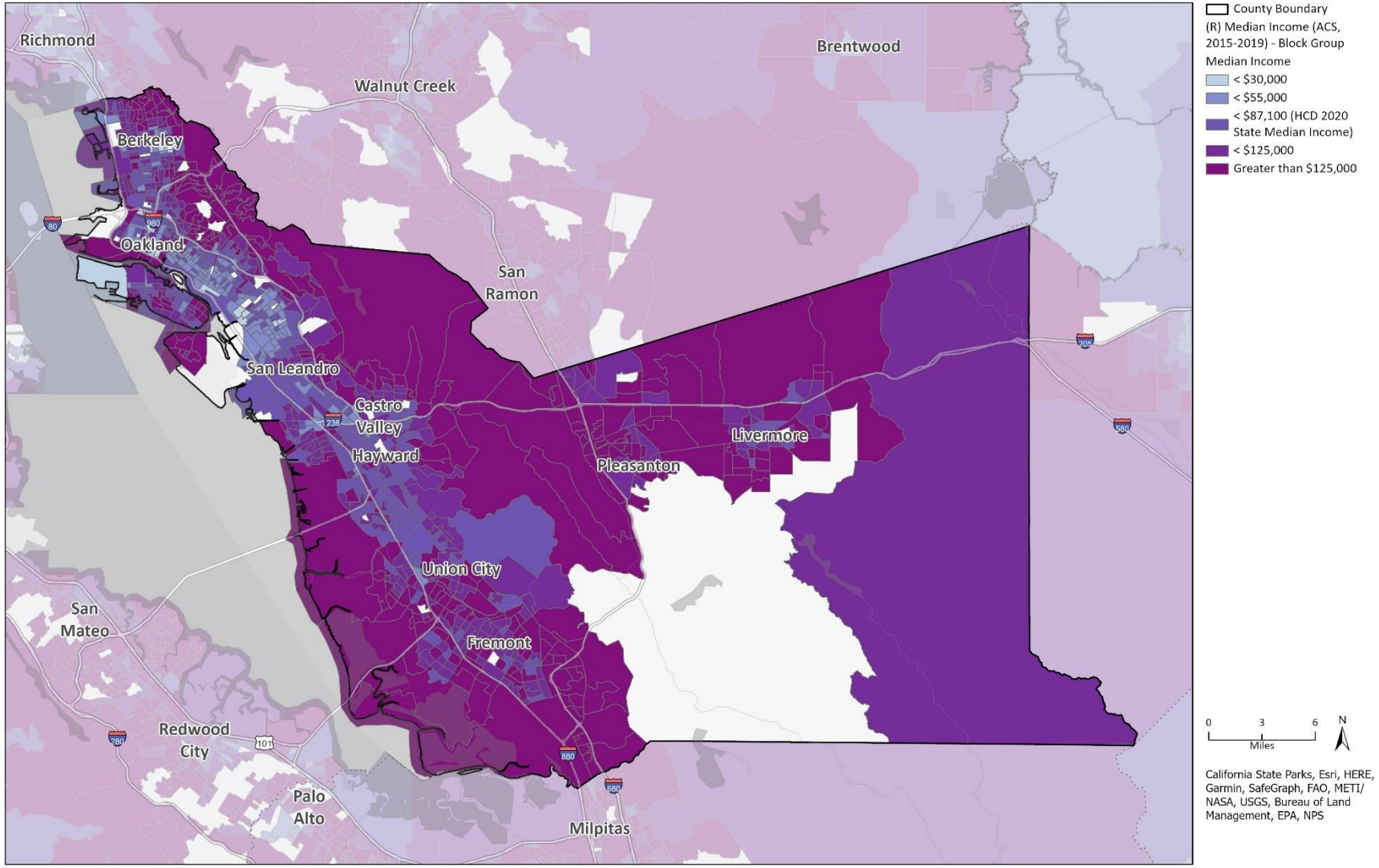
Household median income is lower in communities located in the northwest region of Alameda County. According to 2015-2019 ACS estimates, Alameda County had a median household income of $99,406. Figure F-14 provides median household income data by block group for Alameda County. Areas highlighted in blue reflect regions of Alameda County where the median income is below the state median income of $87,100. Furthermore, block groups exhibiting the lowest median incomes are highly concentrated within the City of Oakland and scattered throughout segments of Berkeley, San Leandro, Hayward, and the unincorporated community of San Lorenzo. Figure F-15 highlights census tracts within the cities of Hayward, San Leandro, Oakland, and Berkeley that contain highest LMI populations in Alameda County. Spatially, LMI populations are located in communities that have a relatively greater percentage of children living in single-parent, female-headed households.

Local Trends

As discussed in Appendix B, *Housing Needs Assessment,* Hayward had an estimated median household income of $86,744 in 2019. As shown on Figure F-16, median household income varies across Hayward. Geographically, census block groups with the lowest median income levels were concentrated in the city center, compared to block groups in the eastern and western areas of the city which had the highest median income levels in Hayward. Neighborhoods with the lowest median income located throughout the city center had a sizeable Hispanic/Latino population. In comparison, areas with higher median income levels had sizable Asian-American and non-Hispanic white populations.

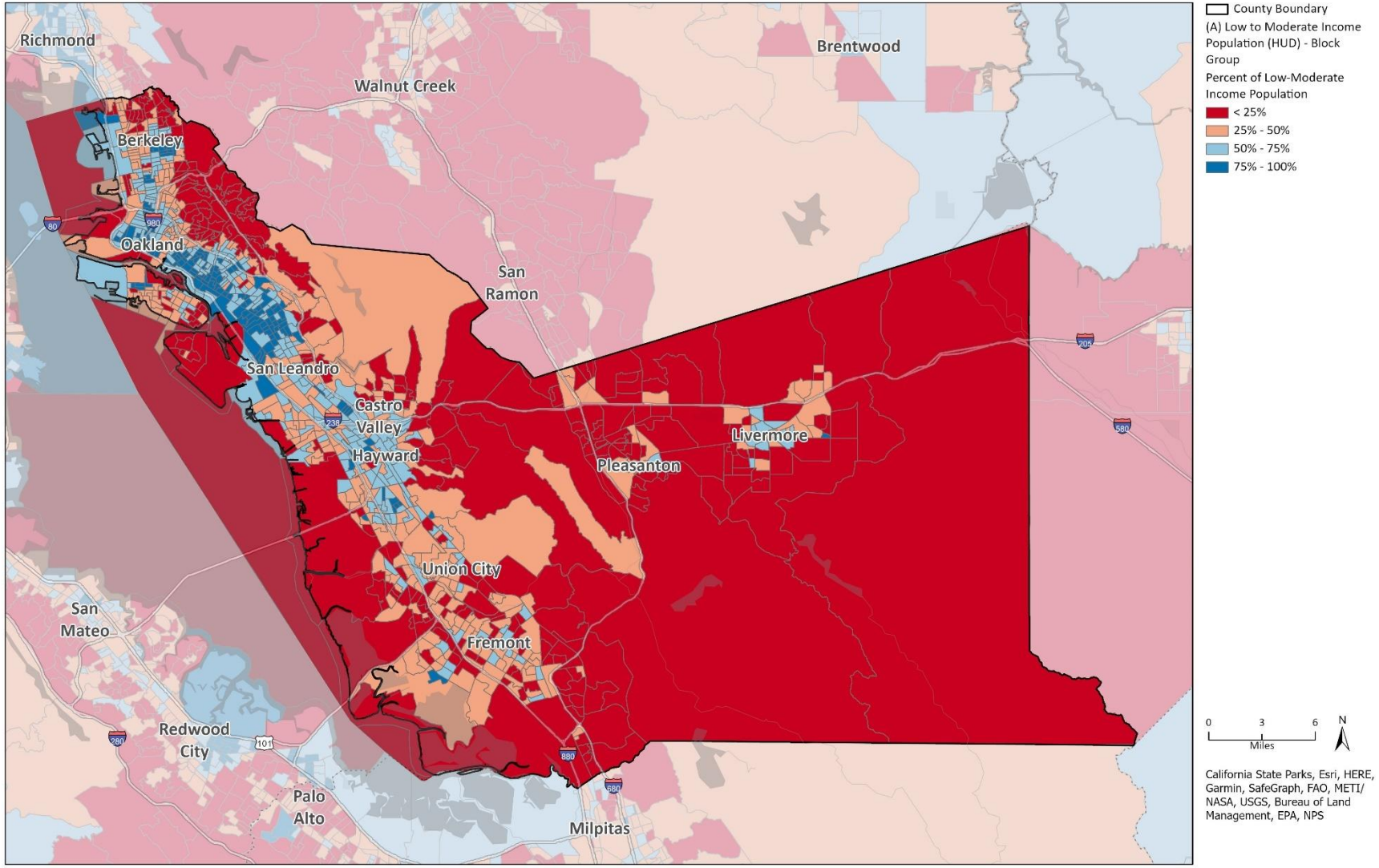
Figure F-17 shows large concentrations of LMI populations located in census tracts throughout the north central region of Hayward along Mission Boulevard. Generally, between 50-75 percent of the population residing in these areas are considered LMI. Approximately 80 percent of residents living in census tract 4377.02, located in the Hader-Tennyson neighborhood, are LMI. Furthermore, as referenced in Section 5.1, *Race and Ethnicity*, this census tract has a predominant Hispanic/Latino population. Neighborhoods that had the lowest share of LMI residents overlapped with areas the with sizable Asian-American and non-Hispanic white populations.

Figure F-14 Median Household Income (Alameda County)



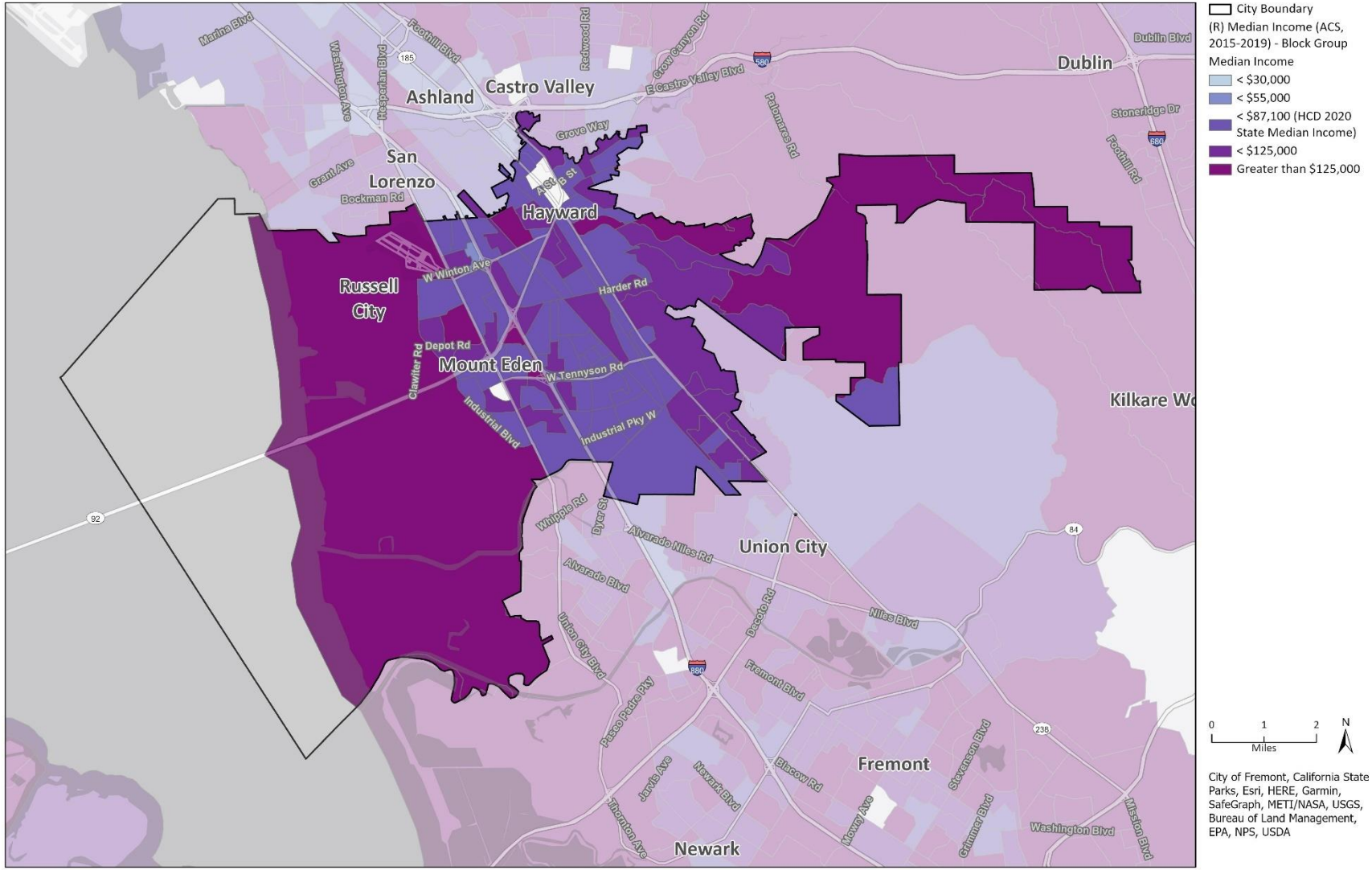
Source: AFFH Viewer 2022.

Figure F-15 Low and Moderate Income Population (Alameda County)



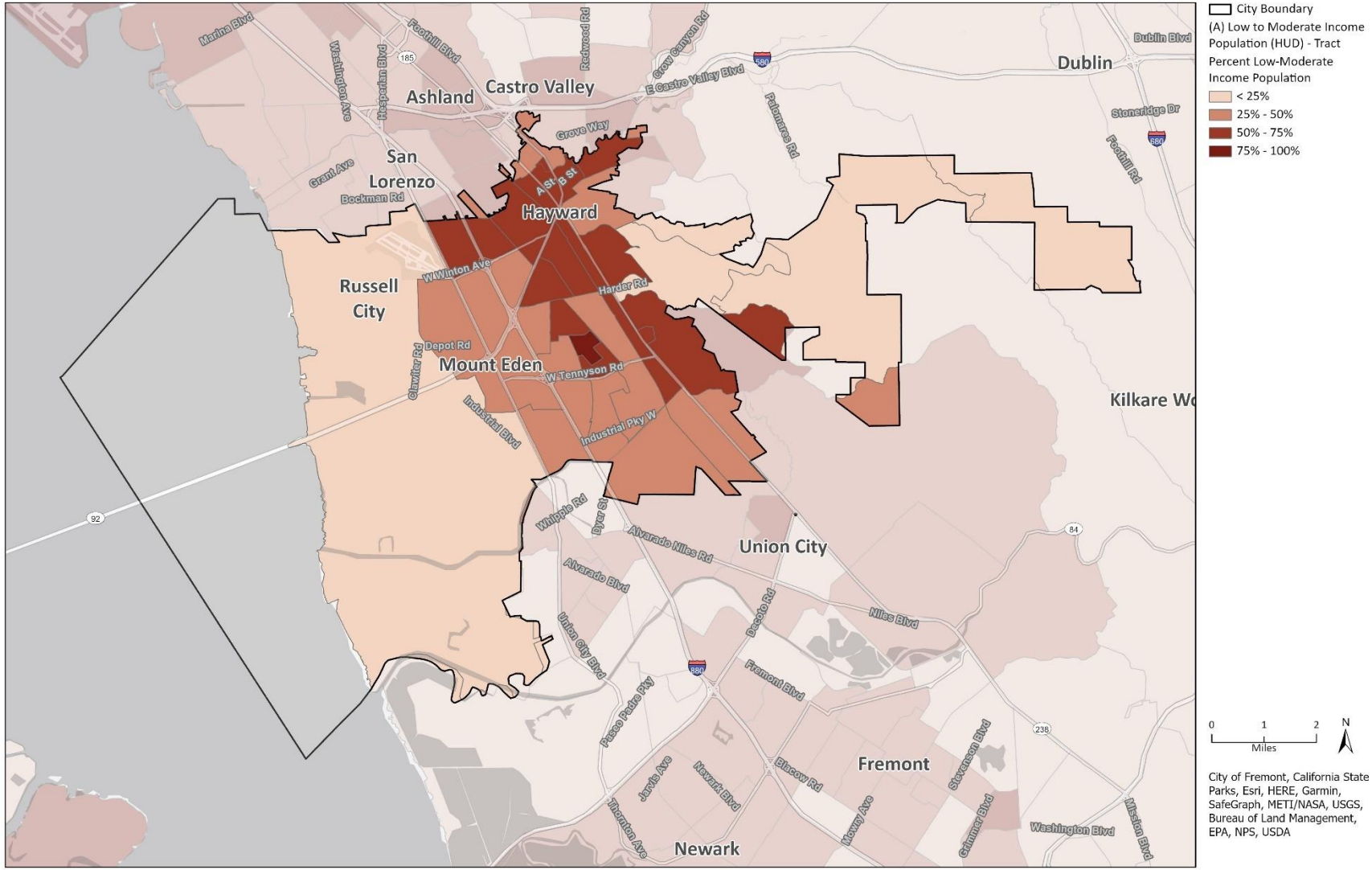
Source: AFFH Viewer 2022.

Figure F-16 Median Household Income (Hayward)



Source: AFFH Viewer 2022.

Figure F-17 Low to Moderate Income Population (Hayward)



Source: AFFH Viewer 2022.

This page intentionally left blank.

6 Racially and Ethnically Concentrated Areas of Poverty

To assist communities in identifying racially and ethnically concentrated areas of poverty (R/ECAP), HUD developed a definition that relies on a racial and ethnic concentration threshold and a poverty test. For an area to be identified as having a racial and ethnic concentration, it must have a non-white population of 50 percent or more, within metropolitan or micropolitan areas. In locations outside these areas, where the non-white populations are likely to be much smaller than 50 percent, the threshold is set at 20 percent. The poverty test defines areas of "extreme poverty" as those where 40 percent or more of the population lives at or below the federal poverty line, or areas where the poverty rate is three times the average poverty rate in the metropolitan area, whichever is less. An area that meets either the racial or ethnic concentration and also meets the poverty test would be considered a R/ECAP.

6.1 Poverty and Segregation

Regional Trends

As shown in Figure F-18 R/ECAP area in Alameda County primarily occur in Oakland. R/ECAPs throughout the southern and central areas of Oakland had a higher degree of neighborhood segregation compared to R/ECAPs in northern Oakland. According to 2019 UDP estimates, R/ECAP areas in southern Oakland had a Black-Latino neighborhood concentration, compared to R/ECAPs in the central area which had a Black-Asian-Latino neighborhood concentration, and the northern area of the city, which had a four-group neighborhood concentration of Black-Asian-Latino-white populations. No other R/ECAP areas are identified throughout Alameda County.

Local Trends

While there are no R/ECAPs as defined by HUD in Hayward, there are segments of the city with higher levels of poverty. Figure F-19 shows the percentage of the population with an earned income below the poverty level. According to 2015-2019 ACS estimates, several neighborhoods located in the central region of Hayward had a greater share of residents earning an income below the poverty level compared to the rest of the city. Approximately 20 percent of the population residing in the Mission-Foothill neighborhood (census tract

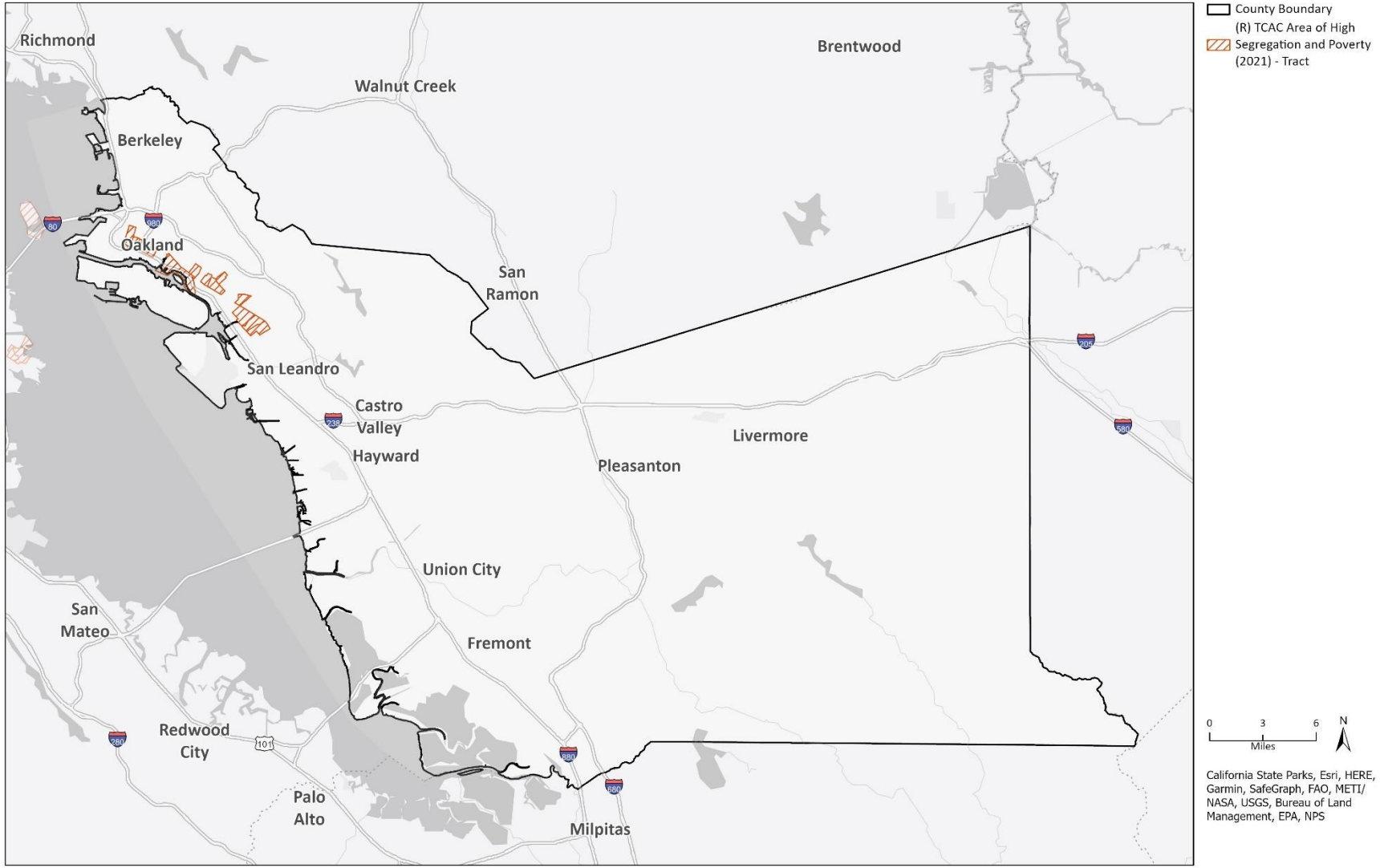
"I would...I don't want to say that this section that I know of is living in higher poverty but I think that this section around Mount Eden, the houses there could use some work on mainly because it looks really old and worn down, like the houses there. It doesn't have to do with the people living in poverty there, it's just my view on the outside of the house and how it looks. There are other places in Hayward where it's like...the Hayward Hills, it's all nice, it's all beautiful, it's all clean. But then the areas around Mount Eden, it seems old to me. So, I would say that they're living in more poverty than the people in the Hayward Hills." (Lilibeth, Harder Rd & Whitman St, 25 and under).

4365.00), earned an income that was below the poverty level. Since 2014, poverty rates have generally decreased within the central region of the city. According to 2010-2014 ACS estimates, approximately 31 percent of the population residing in census tracts 4375.00 and 4377.02, located in the Harder-Tennyson neighborhood, had the highest rates of poverty in Hayward. However, 2015-2019 estimates show that poverty levels in those census tracts had decreased by nearly half. This decrease in poverty levels is primarily due to displacement trends that indicate a 30 percent loss of low-income households and a 72 percent increase in high-income households in Hayward over the last decade.[9] Generally, neighborhoods with higher rates of poverty also had a sizeable Hispanic/Latino population, as referenced in Section 5.1, *Race and Ethnicity.*

"If you look at like for like, how's the East Bay is or like towards the Hayward hills you kind of notice like a lot of the houses at that higher elevation. They're a lot more nicer, you know? Yeah, they they overlook they overlook a word in general. And it's kind of like if you look at like, who lives there, man, like, you'll see it's mostly like, like, like white people, you know? That are able to afford that type of housing. And if you look at like, South Hayward has a lot of minorities living there. And if you look at like the cleanliness of South Hayward compared to the hills, South Hayward from my experience is pretty, pretty dirty." (Kristi, Harder Rd & Westview Way, 25 and under).

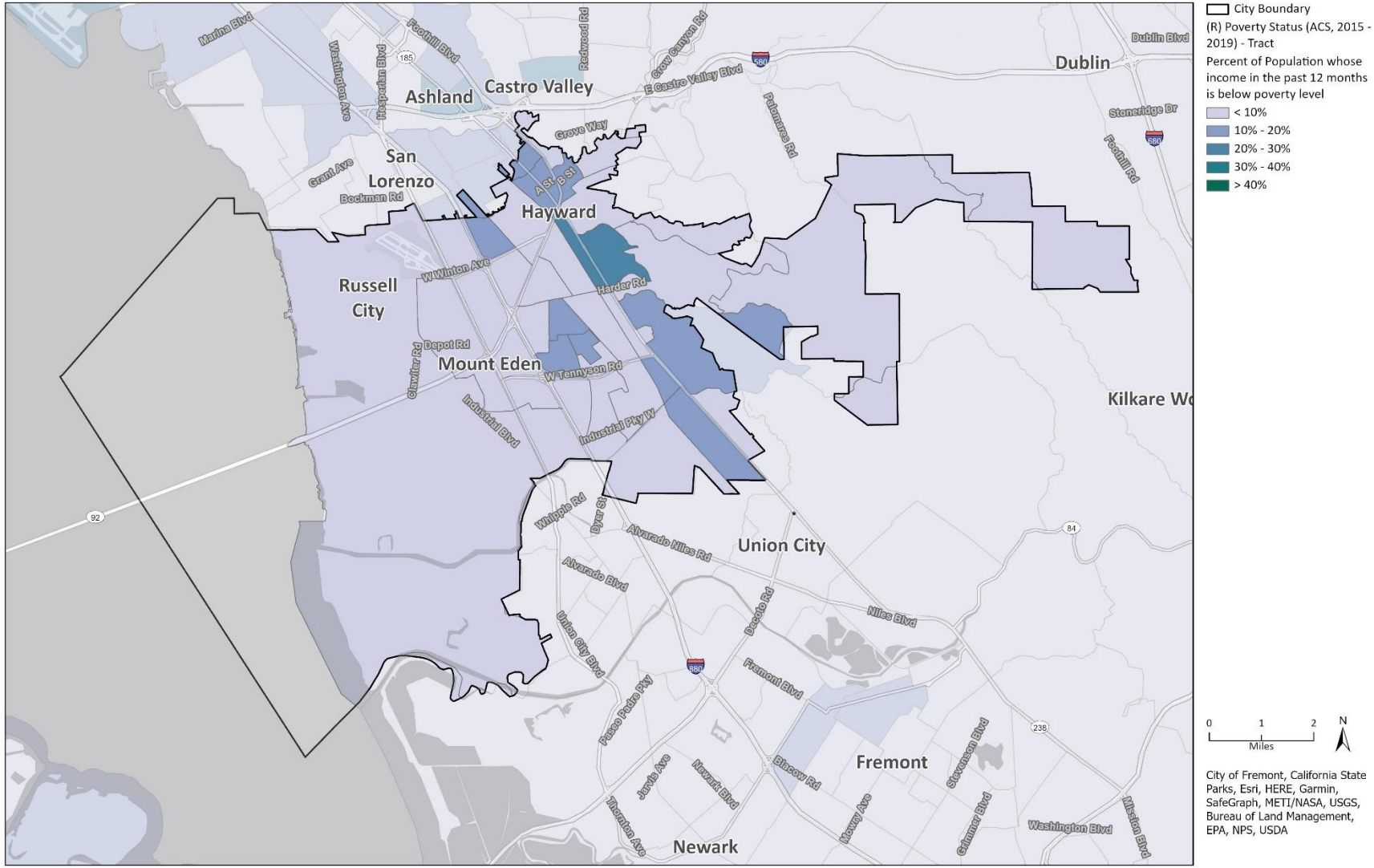
[9] City of Hayward, 2021 City of Hayward Displacement Study.

Figure F-18 Areas of High Segregation and Poverty (Alameda County)



Source: AFFH Viewer 2022.

Figure F-19 Poverty Status (Hayward)



Source: AFFH Viewer 2022.

Analysis identifying neighborhood segregation is provided in Figure F-20. According to UDP data, two areas (census tract 4377.02 and 4382.01) located in the Harder-Tennyson and Tennyson-Alquire neighborhoods had the highest levels of segregation in the city. UDP estimates show that census tract 4377.02 had a neighborhood concentration of mostly Hispanic/Latino, whereas census tract 4382.01 had an Asian-Latino neighborhood concentration. In comparison, most of the city had a group mix of three or four ethnic/racial groups reflecting higher levels of integration. Neighborhoods with higher rates of segregation also had higher rates of LMI populations, as 79 percent of the residents in census tract 4377.02 and 49 percent of residents in census tract 4382.01 were considered LMI populations.

6.2 Concentrated Areas of Affluence

While racially and ethnically concentrated areas of poverty (R/ECAPs) have long been the focus of fair housing policies, racially concentrated areas of affluence (RCAAs) must also be analyzed to ensure housing is integrated and promote equitable access to opportunity, a key to fair housing choice. HCD defines an RCAA as a census tract in which 80 percent or more of the population is white and has a median income of at least $125,000.[10]

Regional Trends

Figure F-21 highlights the predominantly white census tracts in Alameda County, which are concentrated in the northern and eastern areas of Berkeley, the eastern portion of Oakland, and non-urbanized areas. Areas within Alameda County with median income levels above $125,000 were concentrated in the northeast, eastern, and southwestern areas of Alameda County. While there are no RCAAs as defined by HCD in Alameda County, a large concentration of high-income areas within the non-urbanized northeast and eastern regions of Alameda County, also had a predominately non-Hispanic white population. Jurisdictions in this region, including the cities of Alameda ($127,877), Berkeley ($142,910), Pleasanton ($177,247) and Livermore ($145,565) had the highest median incomes in the County, according to 2015-2019 ACS estimate

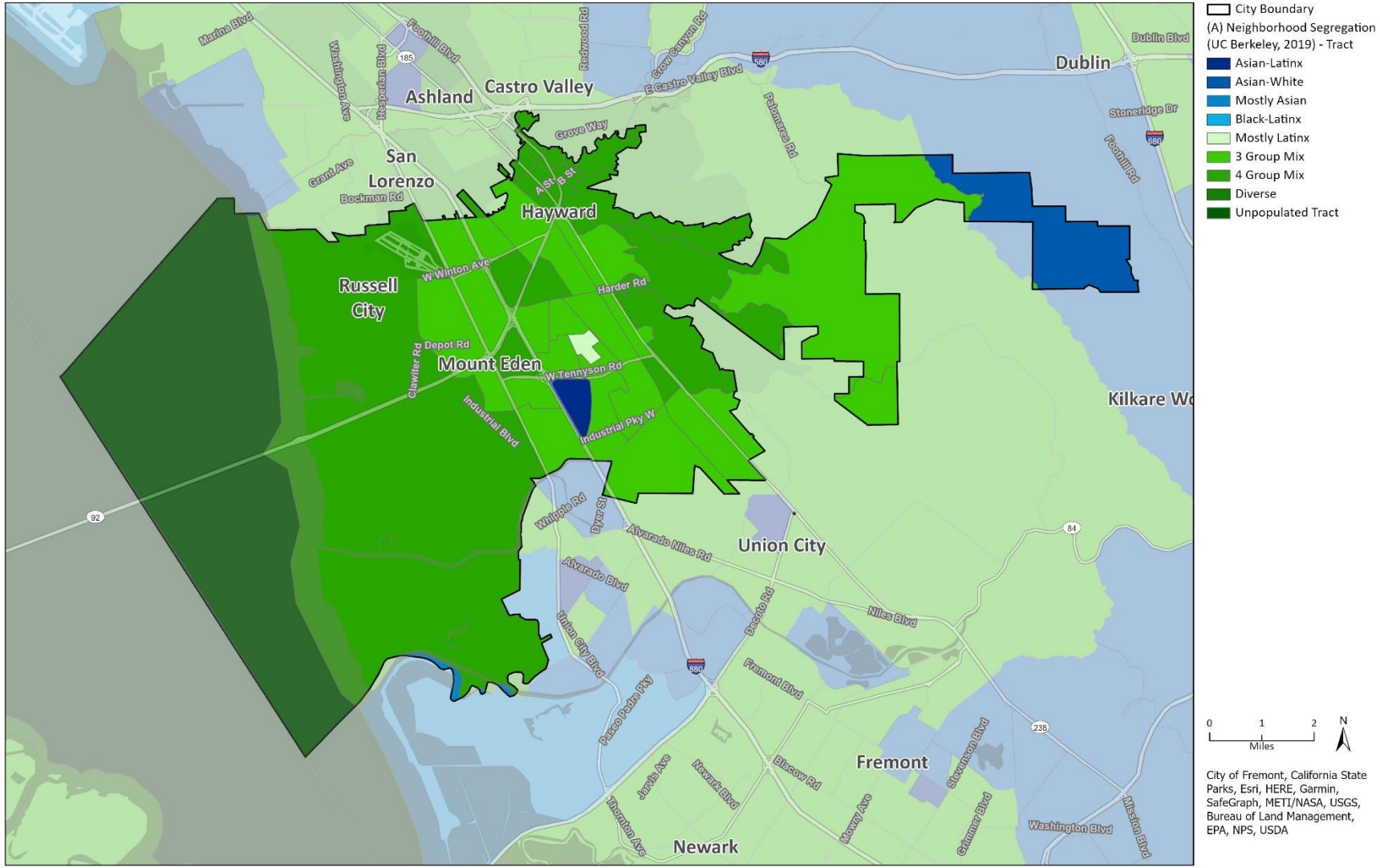
Local Trends

Similar to Alameda County, there are no RCAAs within Hayward, but areas with higher median incomes within the city also have higher proportions of white residents compared to areas with lower median incomes. In Hayward, census tracts that were identified as having a sizeable or predominant white population were located in the eastern area of the city (census tracts 4351.02, 4364.01, and 4364.02). According to ACS 2015-2019 data, most areas in the city with a sizeable or predominant non-Hispanic white population also had higher median incomes.

> "I would say the only the only 'segregation' I see in Hayward would have to be in the Hayward Hills. It is a huge difference going up there compared to going down, a lot of things like there parks, schools, and houses seem 10 times nicer then the ones coming down the hill." (Jacqueline, Harder Rd & Jane Ave, 26-35).

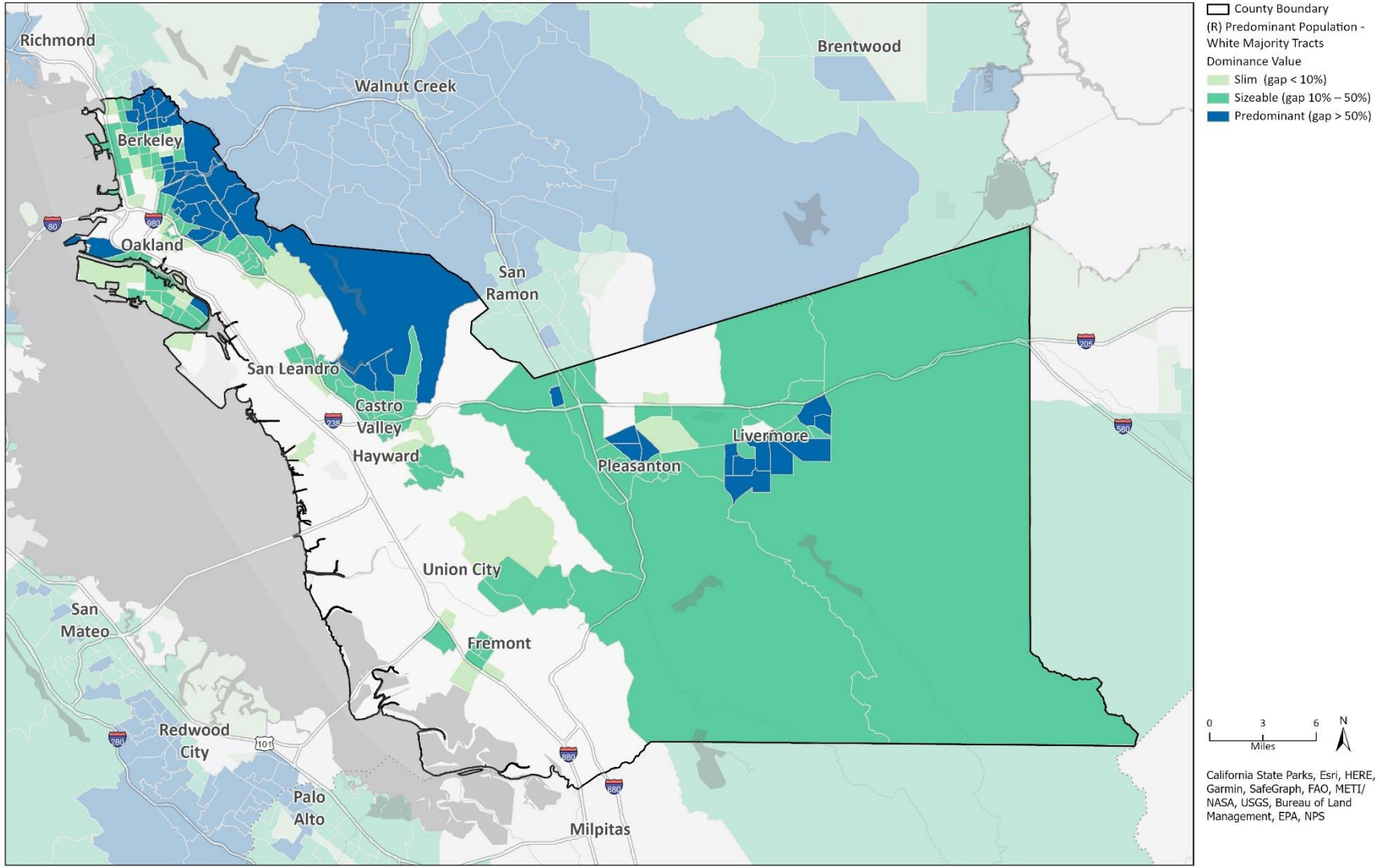
[10] HCD. April 2021. AFFH Guidance for all Public Entities and for Housing Elements. https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf

Figure F-20 Neighborhood Segregation



Source: AFFH Viewer, 2022

Figure F-21 Predominant White Population (Alameda County)



Source: AFFH Viewer 2022.

This page intentionally left blank.

7 Disparities in Access to Opportunities

This section examines place-based characteristics linked to critical life outcomes to evaluate disparities in access to opportunity. Access to opportunity includes access to education, employment, economic development, safe and decent housing, low rates of violent crime, transportation, recreation, food, and a healthy environment (air, water, safe neighborhood, safety from environmental hazards, social services, and cultural institutions). Additional analysis regarding access to economic opportunity, transportation, and environmental healthy neighborhoods is provided in Hayward's Environmental Justice Element. The primary objectives of this analysis and resulting policies and programs are twofold: to support mobility and access to high-resource neighborhoods and to improve the quality of life for the residents of low-resource communities.[11]

7.1 Transit Access and Walkability

Reliable public transit access and active transportation options (walking and biking) are imperative for low-income residents and/or persons with disabilities to connect to employment opportunities. Access to employment via public transit and active transportation can reduce income burden and increase housing mobility, which enables residents to locate housing in more areas.[12] Lack of transportation options can impede fair housing choice and continue to reinforce barriers for low-income residents in accessing opportunities.

Regional Trends

Alameda County generally has widespread access to public transit. Alameda County (AC) Transit, Amtrak, and Bay Area Rapid Transit (BART) all serve Alameda County. AC Transit provides a variety of local bus services as well as the East Bay Bus Rapid Transit (EBBRT) along an approximately 18-mile arterial corridor through the cities of Berkeley, Oakland, and San Leandro. Amtrack rail service has stations in Fremont, Hayward, Oakland, and Berkeley on the Capital Corridor line that extends north and south along I-880. Paratransit services are provided by East Bay Paratransit, a public transit service for residents who are unable to use bus or train due to disability or disabling health conditions. East Bay Paratransit is the primary paratransit service for Alameda County residents.

Transit use is higher in parts of the region where the greatest investment in transit service has been made. Almost all major employment centers in Alameda County are served by some form of public transit. However, having regional access to jobs by means of public transit does not necessarily translate into stable employment. Some residents with unique needs, such as households with children, have unique travel patterns that may prevent them from working far from home due to childcare needs, access to schools, and other considerations.

Alameda County received an average AllTransit performance score of 7.1 which equates to a very high combination of trips per week and number of jobs accessible by transit.[13]

[11] California Fair Housing Task Force. 2020. Methodology for the 2020 TCAC/HCD Opportunity Map. June 2020. https://www.treasurer.ca.gov/ctcac/opportunity/2020-tcaF-hcd-methodology.pdf
[12] Ong, Paul and Evelyn Blumenberg, 1998. https://escholarship.org/uc/item/6d897664#author
[13] AllTransit.org. 2021. County: Alameda, AllTransit Metrics. https://alltransit.cnt.org/metrics/?addr=alameda+county

Local Trends

Hayward is widely accessible by local transit. According to AllTransit, 96.7 percent of workers in Hayward live within one-half mile of transit. The city has an AllTransit Performance Score of 7.4, which is slightly higher than Alameda County.[14]

Figure F-22 illustrates transit access within a quarter mile of transit stops for both bus routes and BART. Most of the city is within a quarter-mile access of a transit stop except for a few areas within the Santa Clara, Harder-Tennyson and Tennyson-Alquire neighborhoods. Bus service in Hayward is provided by the AC Transit Local, Transbay, and the All Nighter lines.[15] There are two BART stations within Hayward which provide public transit lines connecting residents to other jurisdictions. The Cal State University East Bay shuttle also provides transportation services to residents of Hayward.

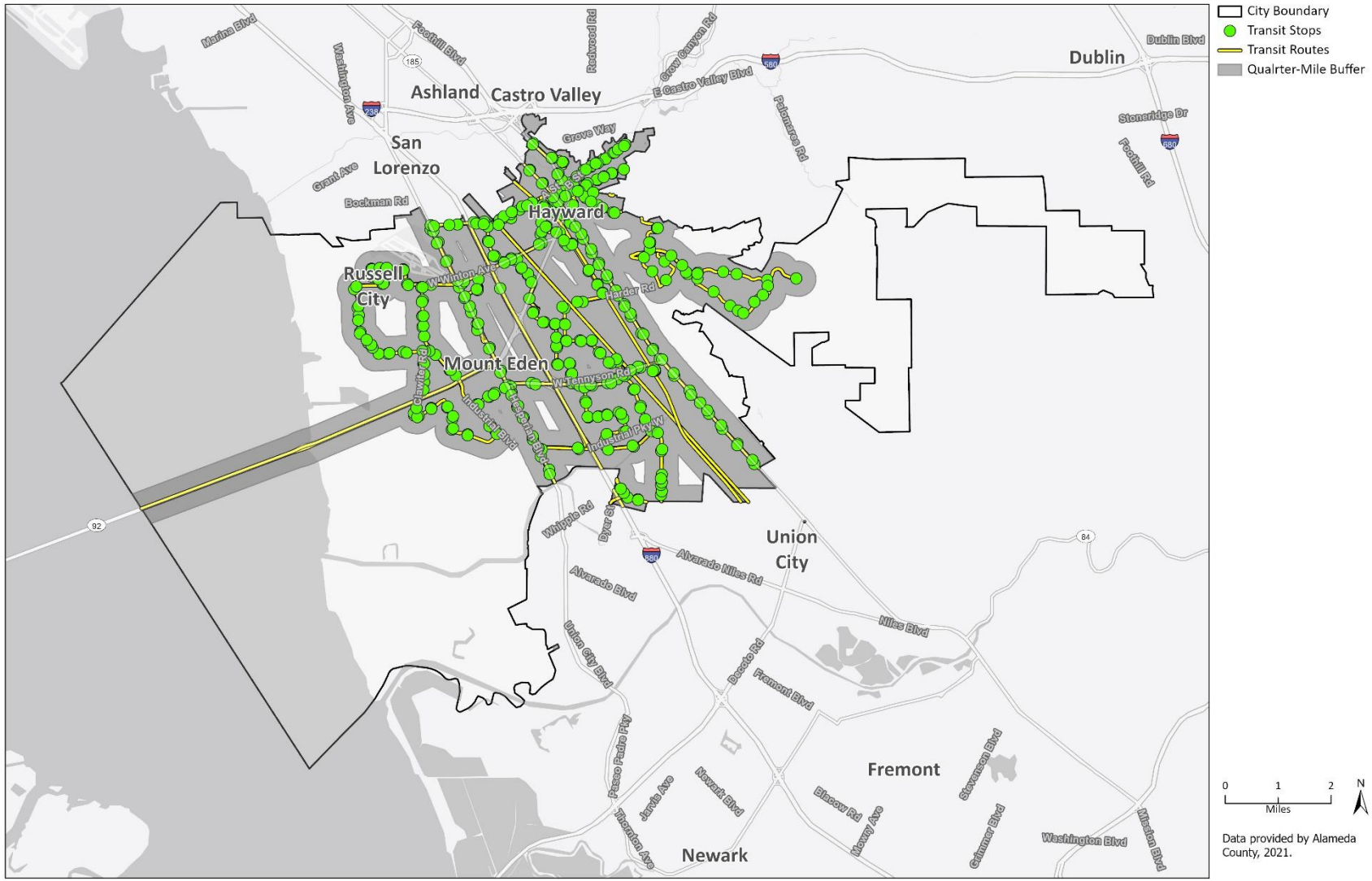
In an effort to increase access to public transit, the Hayward Operated Paratransit (HOP) program and East Bay Paratransit offer transportation services to seniors and persons with disabilities. HOP is Hayward's paratransit program that offers paratransit service to seniors (70+) and persons with disabilities who live in Hayward, the unincorporated areas of San Leandro, Castro Valley, San Lorenzo, Ashland, and Cherryland. HOP is designed to complement and supplement the East Bay Paratransit service when it is unable to provide service or meet the needs of HOP participants. As a City program, HOP extends flexible and unique solutions to meet the specific needs of its riders including offering free AC Transit Easy Passes and subsidized fare programs for riders who demonstrate financial need.

The City has partnered with local senior housing facilities, senior centers, and community-based organizations to implement the Safe Routes for Seniors program (SR4S). Funded by the Alameda County Measure BB ½ Cent Sales Tax, the SR4S initiative will target accessibility and walkability improvements in Downtown Hayward. The targeted intersection identified for improvement include:

- B Street and Montgomery Avenue
- Hazel Avenue/City Center Drive and Foothill Boulevard
- D Street and Watkins Avenue
- A Street and Montgomery Avenue

[14] All Transit.org. 2021. City: Hayward AllTransit Metrics. https://alltransit.cnt.org/metrics/?addr=hayward
[15] City of Hayward Transit & Transportation, 2021. https://www.hayward-ca.gov/residents/streets-transportation

Figure F-22 Access to Transit within a Quarter Mile (Hayward)



Source: Alameda County 2022.

7.2 Access to Education

Educational attainment is directly linked to housing opportunities. TCAC education domain scores measure educational outcomes using math and reading proficiency (the percentage of 4th graders who met or exceed math proficiency standards), high school graduation rates (the percentage of high school cohorts that graduate on time) and student poverty indicators (the percent of students not receiving free or reduced-priced lunch). The TCAC education domain scores are derived from 2018-2019 Department of Education data. This analysis incorporates demographic and socio-economic measures to spatially evaluate access to educational opportunities at the census tract level.

Regional Trends

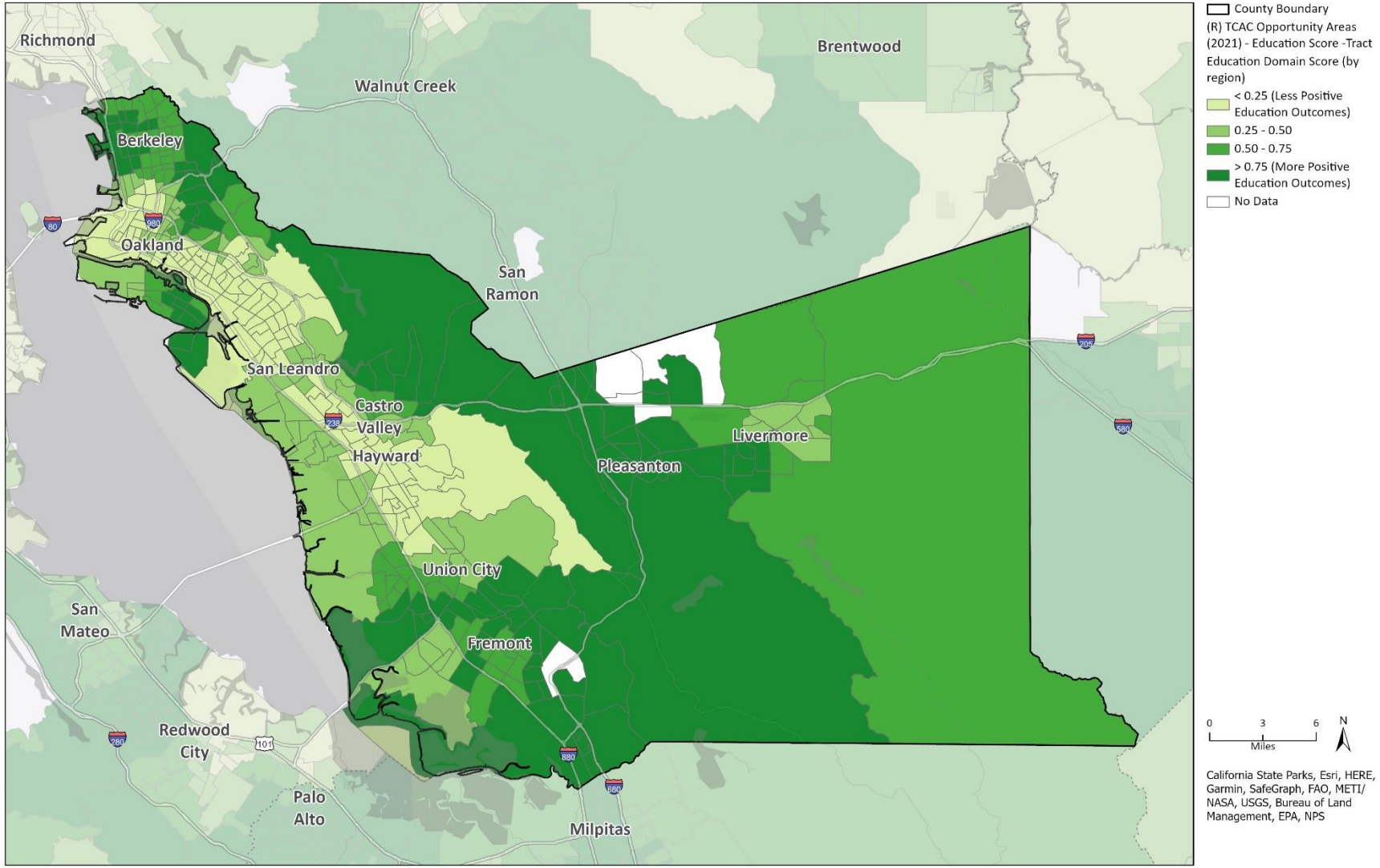
An overview of education outcomes across Alameda County is illustrated in Figure F-23. Educational outcomes vary across the County, as jurisdictions in the western portion, including Oakland, San Leandro, and Hayward, generally had less positive education outcomes compared with the cities in the eastern portion such as Dublin, Pleasanton, and parts of western Livermore. According to kidsdata.org, a data compilation program of the Lucile Packard Foundation for Children's Health, Alameda County had a total public-school enrollment estimate of 227,331 students in 2020.[16] Hispanic/Latino (34 percent) and Asian American (26 percent) comprised the two largest racial/ethnic groups of the total public school enrollment in Alameda County in 2020, whereas non-Hispanic white students (17 percent) and African American (9 percent) comprised a significantly smaller share. Furthermore, high school graduation rates are highest among non-Hispanic whites (91 percent) and Asian American students (95 percent), while African American (80 percent) and Hispanic/Latino (81 percent) had slightly lower graduation rates.

Local Trends

Hayward is served by the Hayward Unified School District (Hayward USD), the New Haven Unified School District (New Haven USD), and San Lorenzo Unified School District (San Lorenzo USD). Hayward USD is the largest school district in Hayward and operates 20 elementary schools, five middle schools, and four high schools within Hayward. New Haven USD schools mainly operate in Union City, but one middle school and one high school serves students living in Hayward.[17] San Lorenzo USD operates one elementary and one high school in Hayward. Figure F-24 provides Hayward's TCAC scores for education outcomes at the census tract level. Communities located in the northern and central areas of the city including the Cherryland, Mission-foothill, Jackson Triangle, Harder Tennyson, and Tennyson Alquire neighborhoods had less positive education outcomes compared to Mt. Eden, Glen Eden, Southgate, and surrounding neighborhoods located west of the I-880.

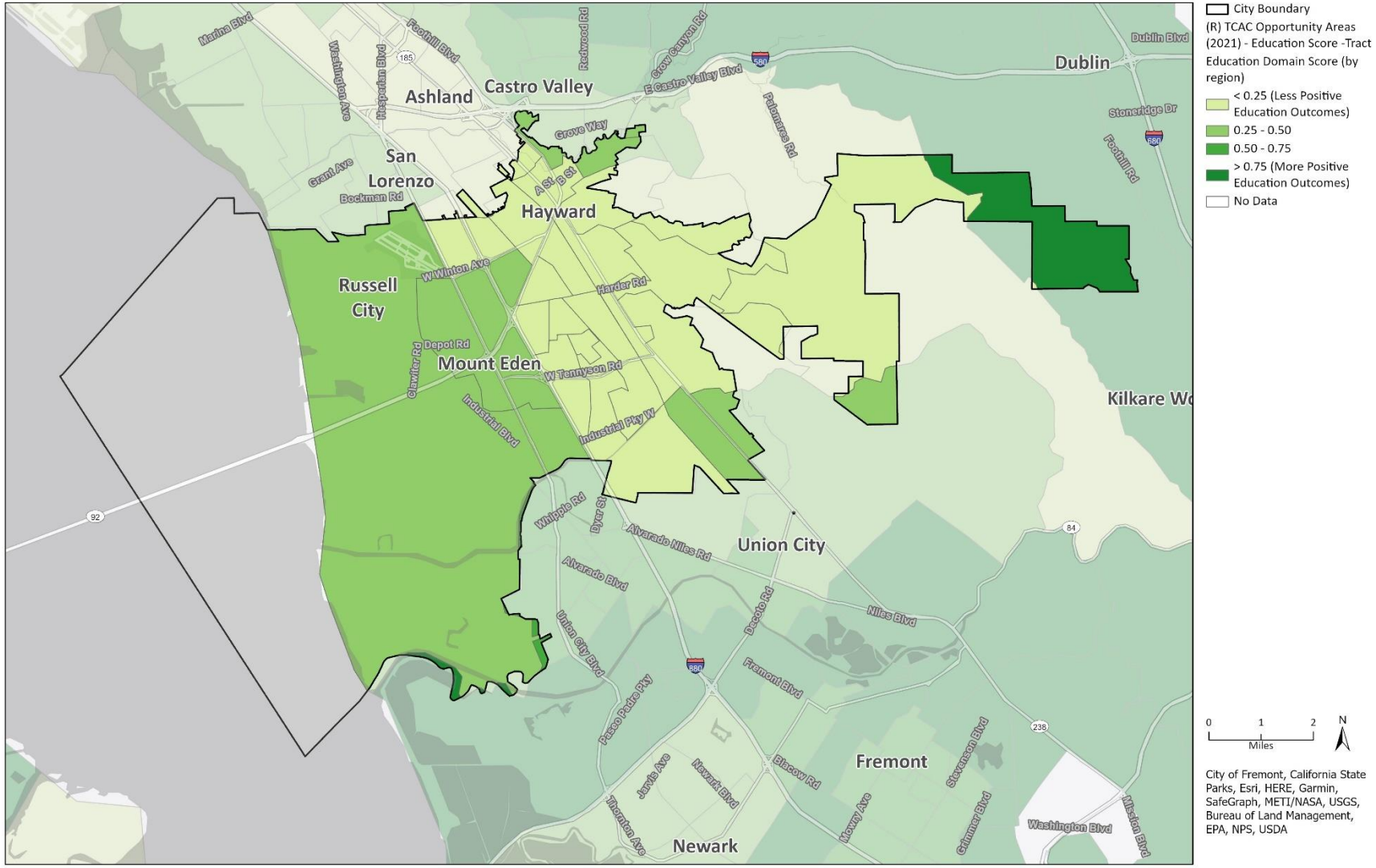
[16] Kidsdata.org 2021. https://www.kidsdata.org/region/127/alameda-county/results#cat=18
[17] New Haven Unified School District, 2021 https://www.mynhusd.org

Figure F-23 TCAC Opportunity Areas – Education (Alameda)



Source: AFFH Viewer 2022.

Figure F-24 TCAC Opportunity Areas – Education (Hayward)



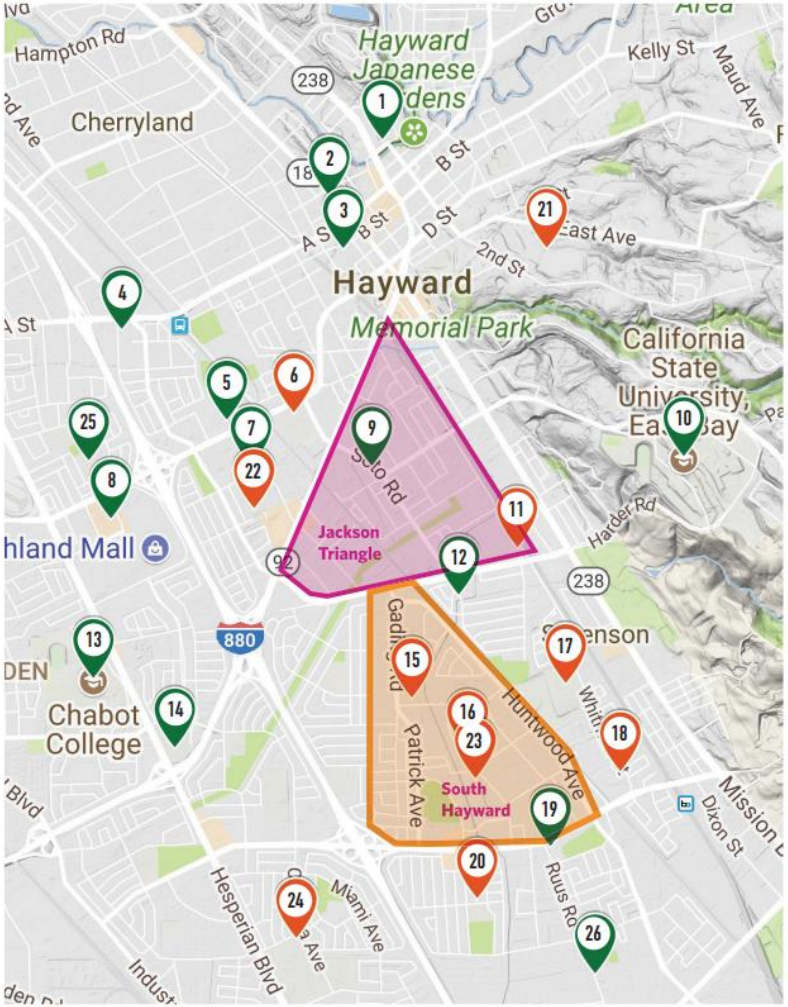
Source: AFFH Viewer 2022.

In 2010, Hayward became one of the first five cities in the nation to receive the five-year, $25 million Promise Neighborhood grant from the US Department of Education. The Hayward Promise Neighborhood (HPN) is a partnership of local educators, government agencies, businesses, and nonprofits collaborating to support residents within certain neighborhoods within Hayward.

The first HPN covered the Jackson Triangle communities of Hayward and students that attend partner schools within the Hayward Unified School District, to provide comprehensive, high-quality educational and social support to ensure the long-term health, safety and economic well-being of the entire community by strengthening early learning systems, community leadership initiatives, and increasing access to postsecondary education through programs like the Early Learning Network, the Cradle to Career Education Reform Network and Neighborhood Health and Empowerment Network. In 2017, Hayward received a second HPN grant to establish the South Hayward Promise Neighborhood which covers three census tracts in the Harder-Tennyson neighborhood and/or attend HPN partner schools in the area. HPN network partners include 4Cs of Alameda County, Cal State East Bay, Chabot College, Eden Area Regional Occupational Program, City of Hayward and Hayward Unified School District among other community-based organizations and non-profits. Figure F-25 shows the Jackson Triangle and South Hayward HPNs along with local network partners. Hayward USD had a total student enrollment estimate of 22,329 students in 2020. According to kidsdata.org, Hispanic/Latino students (65 percent) comprised the largest racial/ethnic group at Hayward USD in 2020. In comparison, Asian-American (8 percent), African American (8 percent) and non-Hispanic white (5 percent) comprised a smaller share of the total student enrollment at Hayward USD. Approximately 4 percent of the student body was multi-racial.[18] Approximately 84 percent of high school students in Hayward USD graduated in 2020, which is lower than Alameda County (87 percent).

[18] Kidsdata.org 2021. https://www.kidsdata.org/region/136/hayward/results#ind=&say=&cat=18

Figure F-25 Hayward Promise Neighborhoods and Network partners



1. **Community Child Care Council (4Cs) of Alameda County**
   22351 City Center Dr #200, Hayward, CA 94541
   4c-alameda.org
   (510) 582-2182
2. **Tiburcio Vasquez Health Center, Inc.**
   22331 Mission Blvd, Hayward, CA 94541
   tvhc.org
   (510) 471-5907
3. **Hayward City Hall**
   22331 Mission Blvd, Hayward, CA 94541
   hayward-ca.gov
   (510) 583-4000
4. **La Familia Counseling Service**
   22366 Fuller Ave, Hayward, CA 94541
   lafamiliacounseling.org
   (510) 300-3135
5. **Alameda County Public Health Nurses Division**
   24085 Amador St, Hayward, CA 94544
   acphd.org
   (510) 208-5930
6. **Winton Middle School**
   119 W Winton Ave, Hayward, CA 94544
   win-haywardusd-ca.schoolloop.com
   (510) 723-3140
7. **Hayward Unified School District**
   24411 Amador St., Hayward, CA 94544
   husd.k12.ca.us
   (510) 784-2600
8. **La Familia Counseling Service Administrative Office**
   24301 Southland Dr #300, Hayward, CA 94545
   lafamiliacounseling.org
   (510) 300-3500
9. **HUB HUSD Parent Resource Center**
   24823 Soto Rd, Hayward, CA 94544
   hayward-ca.gov
   (510) 583-4000
10. **California State University, East Bay**
    25800 Carlos Bee Blvd, Hayward, CA 94542
    csueastbay.edu
    (510) 885-3000
11. **Harder Elementary School**
    495 Wyeth Rd, Hayward, CA 94544
    har-haywardusd-ca.schoolloop.com
    (510) 723-3840
12. **La Familia Counseling Service**
    26081 Mocine Ave, Hayward, CA 94544
    lafamiliacounseling.org
    (510) 881-5921
13. **Chabot College**
    25555 Hesperian Blvd, Hayward, CA 94545
    chabotcollege.edu
    (510) 723-6600
14. **Eden Area Regional Occupational Program Center**
    26316 Hesperian Blvd, Hayward, CA 94545
    edenrop.org
    (510) 293-2900
15. **Glassbrook Elementary School**
    975 Schafer Rd, Hayward, CA 94544
    gbk-haywardusd-ca.schoolloop.com
    (510) 723-3835
16. **Tyrrell Elementary School**
    27000 Tyrrell Ave, Hayward, CA 94544
    tyr-haywardusd-ca.schoolloop.com
    (510) 723-3935
17. **Tennyson High School**
    27035 Whitman St, Hayward, CA 94544
    ths-haywardusd-ca.schoolloop.com
    (510) 723-3190
18. **Cesar Chavez Middle School**
    27845 Whitman St, Hayward, CA 94544
    cvz-haywardusd-ca.schoolloop.com
    (510) 723-3110
19. **Eden Youth and Family Center**
    680 Tennyson Rd, Hayward, CA 94544
    eyfconline.org
    (510) 887-1146
20. **Ruus Elementary School**
    28027 Dickens Ave, Hayward, CA 94544
    rus-haywardusd-ca.schoolloop.com
    (510) 723-3885
21. **Hayward High School**
    1633 East Ave, Hayward, CA 94541
    haywardhigh.net
    (510) 723-3170
22. **Park Elementary School**
    411 Larchmont St, Hayward, CA 94544
    prk-haywardusd-ca.schoolloop.com
    (510) 293-8515
23. **HUSD S.I.A.C.**
    27211 Tyrrell Ave, Hayward, CA 94544
    husd.us
24. **Mt Eden High School**
    2300 Panama St. Hayward. CA 94545
    mehs-haywardusd-ca.schoolloop.com
    (510) 723-3180
25. **Helen Turner Childrens's Center**
    23640 Reed Way, Hayward, CA 94541
    (510) 723-3880
26. **Child Family & Community Services, Inc.**
    29150 Ruus Rd., Hayward, CA 94544
    (510) 796-9512

Source: Hayward Promise Neighborhoods Programs Guide.

7.3 Economic Outcomes

Housing opportunities are directly related to economic outcomes. Access to high-quality employment close to desired and affordable housing results in more housing opportunities and shorter commute times. The analysis for economic opportunities uses TCAC economic indicators, employment participation data from the ACS, Metropolitan Transportation Commission's (MTC) Equity Priority Communities (EPC), and the HUD Jobs Proximity Index.

TCAC economic opportunities are measured by census tract and consider poverty (the percent of the population with an income above 200 percent of the federal poverty line), adult education (the percent of adults with a bachelor's degree or above), employment (the percent of adults between age 20-64 who are employed in the civilian labor force or armed forces), job proximity (the number of jobs filled with less than a bachelor's degree that fall within a determined radius), and median home values (the value of owner-occupied units). A higher economic index score reflects more positive economic outcomes. The MTC EPC identifies concentrations of underserved populations in order to direct funding for housing and transportation equity. [19] The HUD Jobs Proximity Index measures the accessibility to job opportunities at the census block group level.

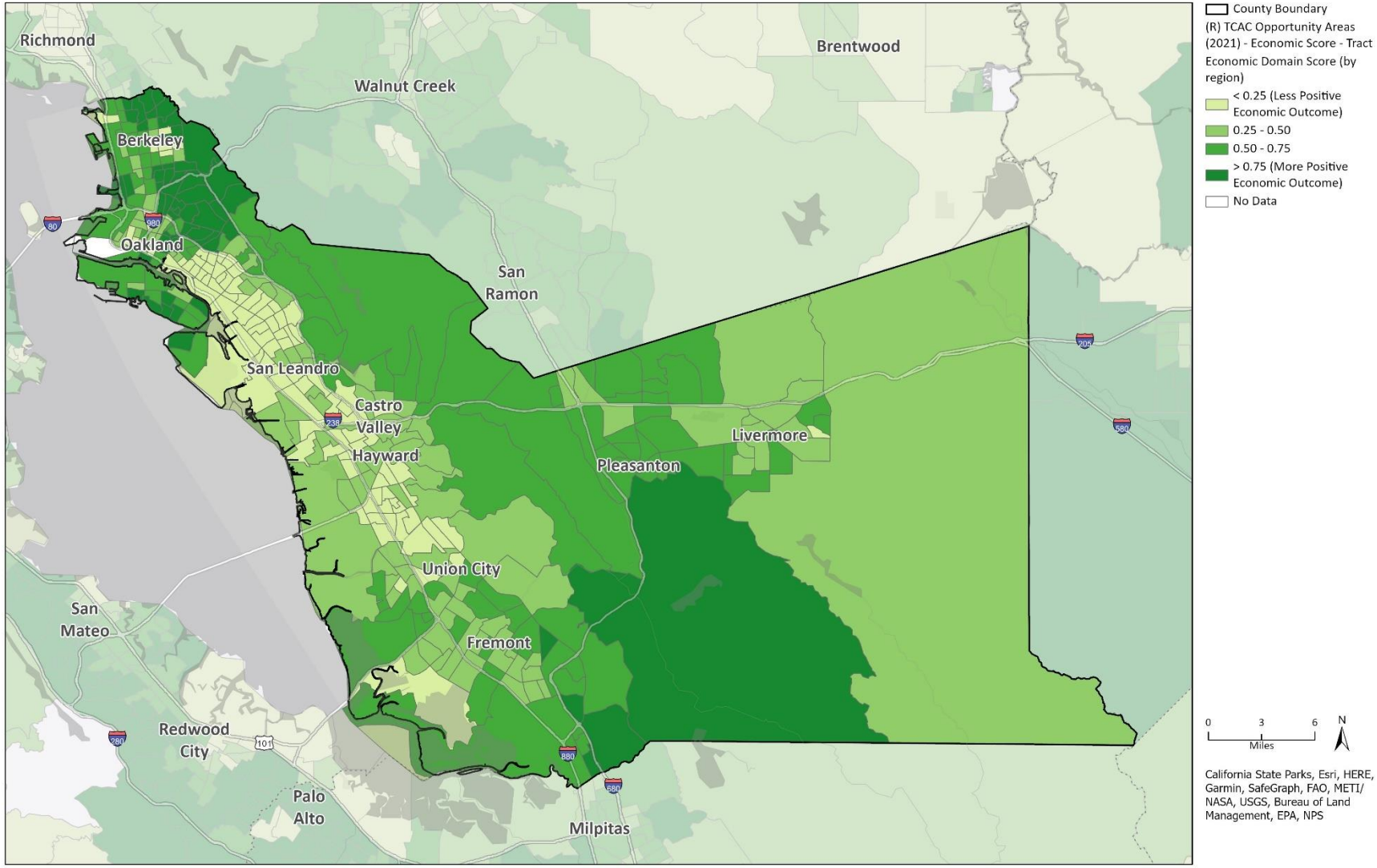
Regional Trends

Figure F-26 shows a variety of economic outcomes across Alameda County. Areas with more positive economic outcome scores were identified in the northern, central, and southern portions of the county near Berkeley, Dublin, Pleasanton, Fremont, and smaller areas around the cities of Alameda and Livermore. Conversely, the cities of Oakland, San Leandro, and Hayward had large concentrations of census tracts reflecting less positive economic outcomes.

According to 2015-2019 ACS estimates, Alameda County had a labor force participation rate of 64 percent of person 16 years and over, which is approximately 2 percent lower than the county's 2014 labor force participation rate. Estimates from the California Employment Development Department show that the average salary in Alameda County in 2021 was $76,328. An overview of mean salary by occupation is provided in Table F-11.

[19] MTC 2021. https://mtc.ca.gov/planning/transportation/access-equity-mobility/equity-priority-communities

Figure F-26 TCAC Opportunity Areas – Economic (Alameda County)



Source: AFFH Viewer 2022.

Table F-11 Mean Salary by Occupation (Alameda County)

Occupation	Average Salary
Management Occupations	$158,446
Legal Occupations	$146,544
Computer and Mathematical Occupations	$124,151
Healthcare Practitioners and Technical Occupations	$121,183
Architecture and Engineering Occupations	$109,102
Life, Physical, and Social Science Occupations	$103,059
Business and Financial Operations Occupations	$97,088
Construction and Extraction Occupations	$79,163
Arts, Design, Entertainment, Sports, and Media Occupations	$77,908
Protective Service Occupations	$71,366
Educational Instruction and Library Occupations	$70,691
Community and Social Service Occupations	$68,136
Installation, Maintenance, and Repair Occupations	$67,785
Sales and Related Occupations	$59,555
Office and Administrative Support Occupations	$55,056
Production Occupations	$51,926
Transportation and Material Moving Occupations	$48,835
Building and Grounds Cleaning and Maintenance Occupations	$48,311
Personal Care and Service Occupations	$42,532
Farming, Fishing, and Forestry Occupations	$42,154
Healthcare Support Occupations	$40,799
Food Preparation and Serving Related Occupations	$38,872
All Occupations	$76,328

Source: California Employment Development Department, Occupational Wage data, 2021

Local Trends

According to the 2015-2019 ACS, there were approximately 86,679 residents in the labor force in Hayward, representing a labor force participation rate of 67 percent of persons 16 years and over. As referenced in Appendix B, *Housing Needs Assessment*, approximately one-third of working residents of Hayward are employed in either education, health and social services, or professional services industries. An overview of major employers in Hayward is provided in Table F-12.

Table F-12 Major Employers in Hayward

Name of Employer	Type of Service
Alameda County Sheriff's Department	Law Enforcement/Security
Baxter Bio Pharma	Bio-Medical
California State University East Bay	Education
Chabot Community College	Education
Costco Warehouse	Retail/Grocery
Fremont Bank Operations Center	Finance

Name of Employer	Type of Service
Hayward Unified School District	Education
Illumina	Bio-Medical
Inland Marine Industries, Inc.	Manufacturing
New Century Beverage (Pepsi)	Beverage Production
Maleko Personnel, Inc.	Staffing Services
Plastikon Industries, Inc.	Bio-Medical
Gillig Corporation	Manufacturing
St. Rose Hospital	Hospital & Medical Services
City of Hayward	Government
Kobe Precision	Semiconductors

Note: The City's CAFR did not report the number of employees at each firm in 2020.
Source: City of Hayward, 2020

As shown in Figure F-27, many areas of Hayward were recognized as EPCs. According to MTC, EPCs are areas that have historically faced economic disadvantage and underinvestment.[20] To identify EPCs, census tracts were evaluated to determine if they contain concentrations of the following demographic factors[21]:

- People of color
- Low-income households (less than 200 percent of the federal poverty level)
- Limited English proficiency
- Zero-vehicle households
- Seniors aged 75 and over
- Single-parent families
- Severely rent-burdened households

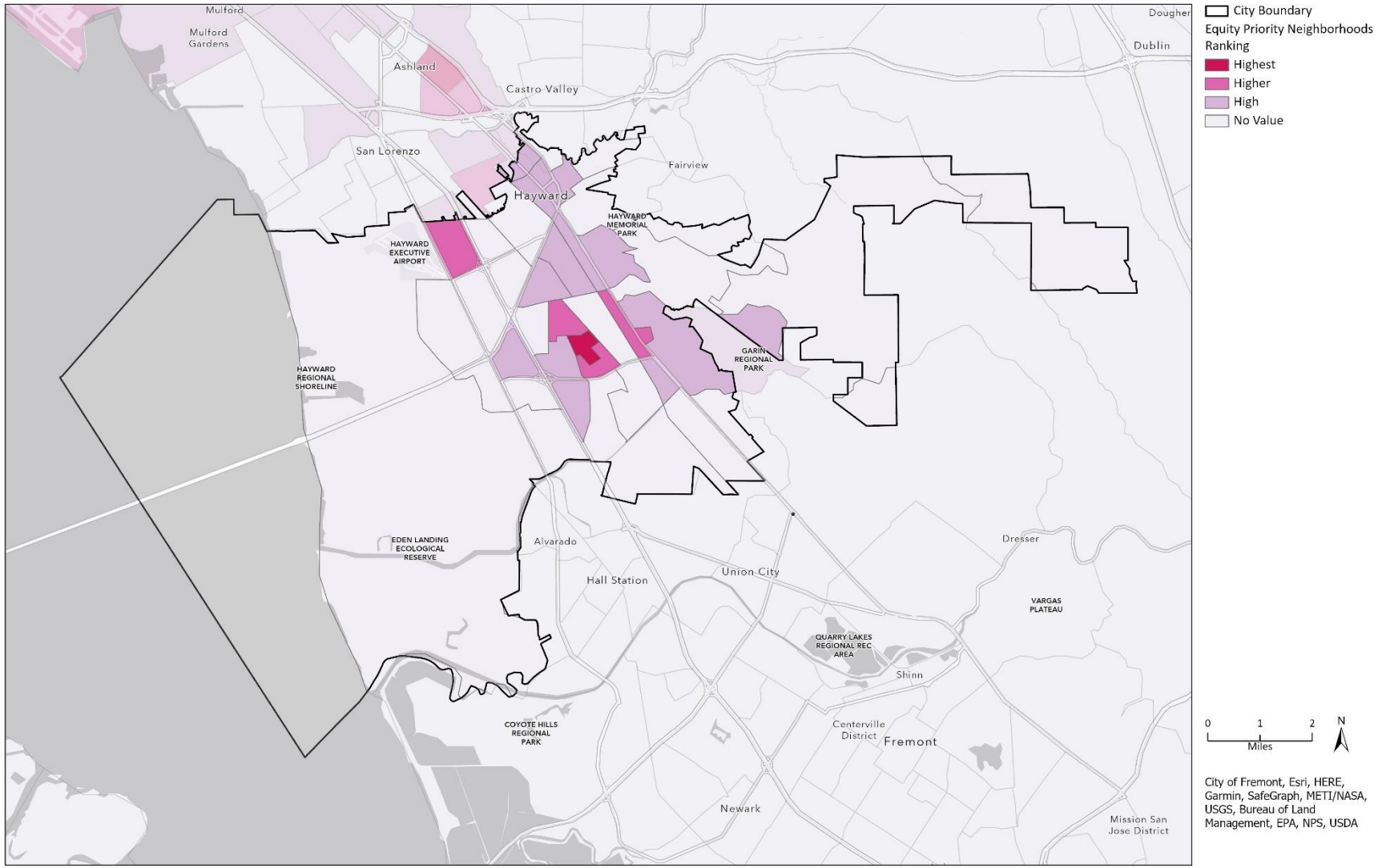
In Hayward, households in EPC designated areas overlapped with communities that were predominately Hispanic/Latino.

HUD'S Job Proximity index utilizes Longitudinal Employer-Household Dynamic estimates to examine the distance from a given neighborhood to all job locations within the San Francisco Bay Area and measures the accessibility to job opportunities at the census block group level. Because the size of employment centers and the supply of labor differ across the region, 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.[22]

According to TCAC estimates shown in Figure F-28, neighborhoods located in the central and southern region of Hayward, including Jackson Triangle, Harder-Tennyson, and Fairway Park had the lowest economic outcome scores in the city. Comparatively, areas in the west and northern region of Hayward had slightly higher economic outcome scores and neighborhoods in the eastern region of Hayward (Hayward Highland) had the highest economic outcome scores.

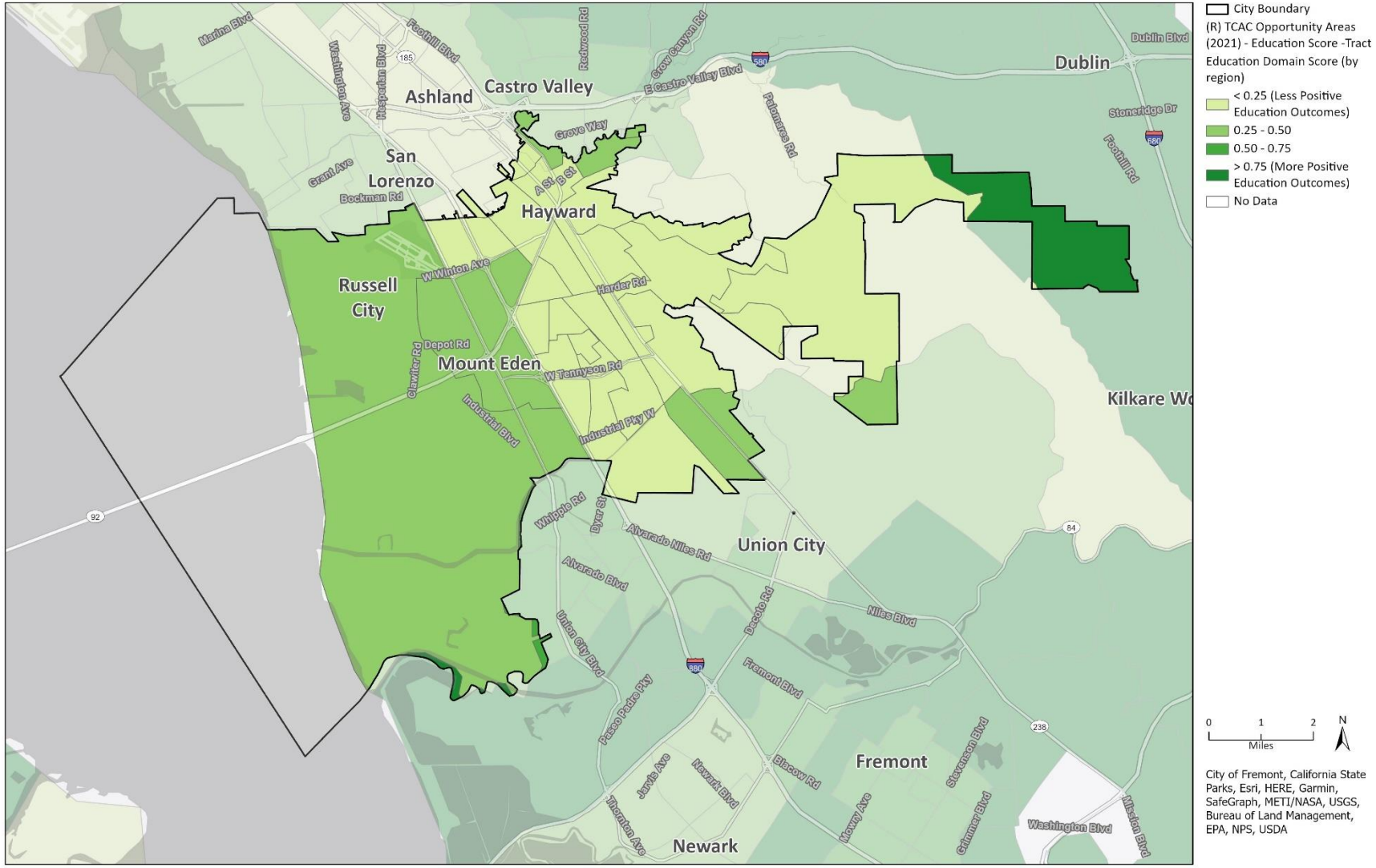
[20] MTC 2021. https://mtc.ca.gov/planning/transportation/access-equity-mobility/equity-priority-communities
[21] Bay Area Metro 2021. https://bayareametro.github.io/Spatial-Analysis-Mapping-Projects/Project-Documentation/Equity-Priority-Communities/#methodology
[22] HUD. AFFH-T Data Documentation Data Version AFFHT0006 (2020).

Figure F-27 Equity Priority Communities (Hayward)



Source: AFFH Viewer 2022.

Figure F-28 CAC Opportunity Areas – Education (Hayward)



Source: AFFH Viewer 2021

Employment status by disability status estimates is provided in Table F-13. About 3 percent of the total employed, and 7 percent of total unemployed population had a disability, according to 2010-2014 ACS estimates. ACS estimates for 2015-2019 show a 17 percent of total employed since 2010-2014 ACS estimates. Despite this increase, the percent of employed residents with a disability remained at 3 percent, while unemployed residents with a disability increased by 1 percent overall. Comparatively, the percent of employed and unemployed residents with a disability is about the same when compared to the county.

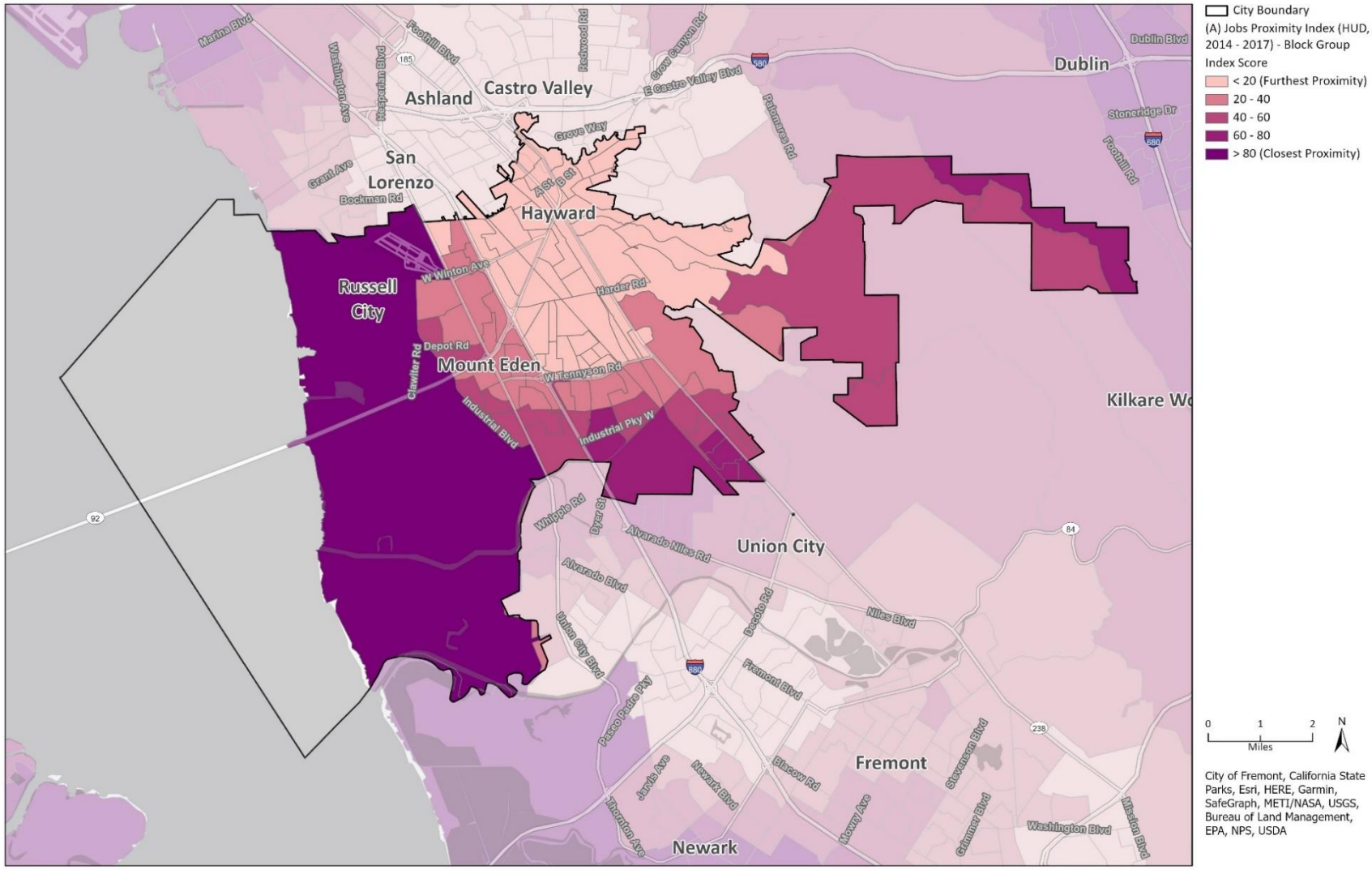
Table F-13 Employment Status by Disability Status (Hayward)

Disability Status	Employed 2010-2014 (Percent of Total Employed)	Unemployed 2010 -2014 (Percent of Total Unemployed)	Employed 2015-2019 (Percent of Total Employed)	Unemployed 2015-2019 (Percent of Total Unemployed)
No Disability	65,320 (97%)	9,157 (93%)	77,153 (97%)	3,286 (92%)
With a Disability	2,333 (3%)	673 (7%)	2,262 (3%)	287 (8%)
Total	**67,653 (100%)**	**9,830 (100%)**	**79,415 (100%)**	**3,573 (100%)**

Source: U.S. Bureau of the Census, American Community Survey (ACS), Table C18120 Employment Status by Disability Status, 2010-2014, 2015-2019 Estimates.

As shown on Figure F-29, access to employment opportunities differs across Hayward. Neighborhoods with the highest job proximity are generally located in the western region of Hayward. In contrast, neighborhoods located in the north and northeast area of the city, such as the Burbank, North Hayward, Upper B Street, Jackson Triangle, Harder-Tennyson, Whitman-Mocine, Mission-Foothill and Hayward Highland neighborhoods, had the lowest job proximity index score according to HUD estimates. Most neighborhoods in the central region of Hayward with the lowest job proximity were identified as having a sizable Hispanic/Latino population.

Figure F-29 Job Proximity Index (Hayward)



Source: AFFH Viewer 2022.

7.4 Healthy Environment

This analysis addresses disparities in environment health indicators by neighborhood and by population. These indicators are air quality, water quality, safe neighborhood, environmental hazards, social services, and cultural institutions. California Senate Bill 535 (2012), Assembly Bill 1550 (2016) and Senate Bill 1000 (2016) recognizes the importance of environmental justice as a fair housing issue.[23] Likewise, federal HUD regulations define environmental justice as ensuring that the environment and human health are protected fairly for all people regardless of race, color, national origin, or income. Federal regulations require consideration of how federally assisted projects may have disproportionately high and adverse human health or environmental effects on minority and low-income populations.[24]

The California Office of Environmental Health Hazard Assessment developed CalEnviroScreen, a methodology to identify communities disproportionately burdened by multiple sources of pollution. Residents in Census tracts with high CalEnviroScreen scores (shown as percentages) are more burdened by pollution and are more vulnerable to related effects.

Regional Trends

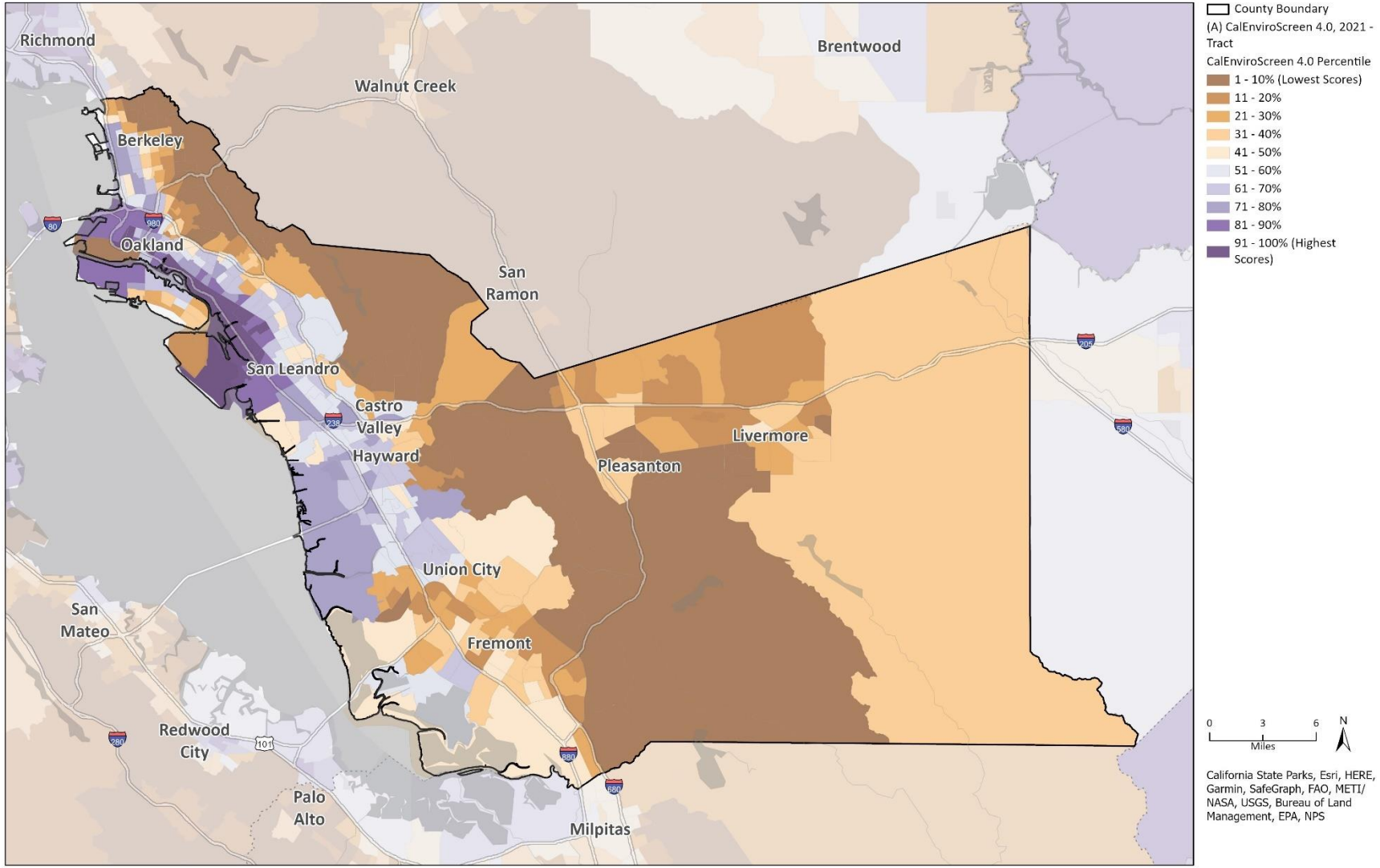
The CalEnviroScreen map for Alameda County identifies the degree to which communities are considered burdened by pollution. Figure F-30 below shows that, generally, the more urbanized, western portion of the county has less positive environmental outcomes, most notably near the Oakland International Airport northwest of San Leandro and south of Oakland.

TCAC's environmental scores for Alameda County correspond to the CalEnviroScreen analysis and highlight less positive environmental outcomes among communities located in the western area of the County, while communities throughout the northern and central areas of the county generally had positive environmental outcome scores.

"We live close to the freeway. And the freeway now that people are back to work, it's a lot of pollution are up and down. Yeah, we're near the freeway and I guess. We have double pane windows. But the windows need to be changed now after all these years. So it's just to be, I think when it's backed up traffic and cars are doing we're getting pollution from the cars. So I don't know how to change it other than changing the windows. " (John, Industrial Pkwy & Ruus Rd, 56 and older)

[23] State of California Department of Justice, 2022. https://oag.ca.gov/environment/sb1000
[24] HUD, 2021. https://www.hudexchange.info/programs/environmental-review/environmental-justice/

Figure F-30 CalEnviroScreen 4.0 Percentile Scores (Alameda County)



Source: AFFH Viewer 2021.

Local Trends

Figure F-31 shows a variety of pollution levels across the city. Neighborhoods in the eastern and central areas of the city had more positive environmental outcomes (lower CalEnviroScreen scores) compared to neighborhoods in the western area of Hayward. Census tracts with lower environmental outcomes (high CalEnviroScreen scores) were also areas with either a predominant Hispanic/Latino or Asian population. Further analysis regarding environmental outcomes will be provided and discussed in Hayward's Environmental Justice Element.

TCAC environmental outcome scores also vary across Hayward. As shown in Figure F-32, areas that had lower environmental outcomes (low TCAC scores) were concentrated in the northern and western areas of the city. Conversely, census tracts concentrated in the central and eastern areas of the city had more positive environmental outcome scores, which is consistent with the CalEnviroScreen 4.0 findings. Furthermore, areas with less positive environmental scores in the northern, southern, and western parts of the city were neighborhoods with predominately Hispanic/Latino or Asian residents.

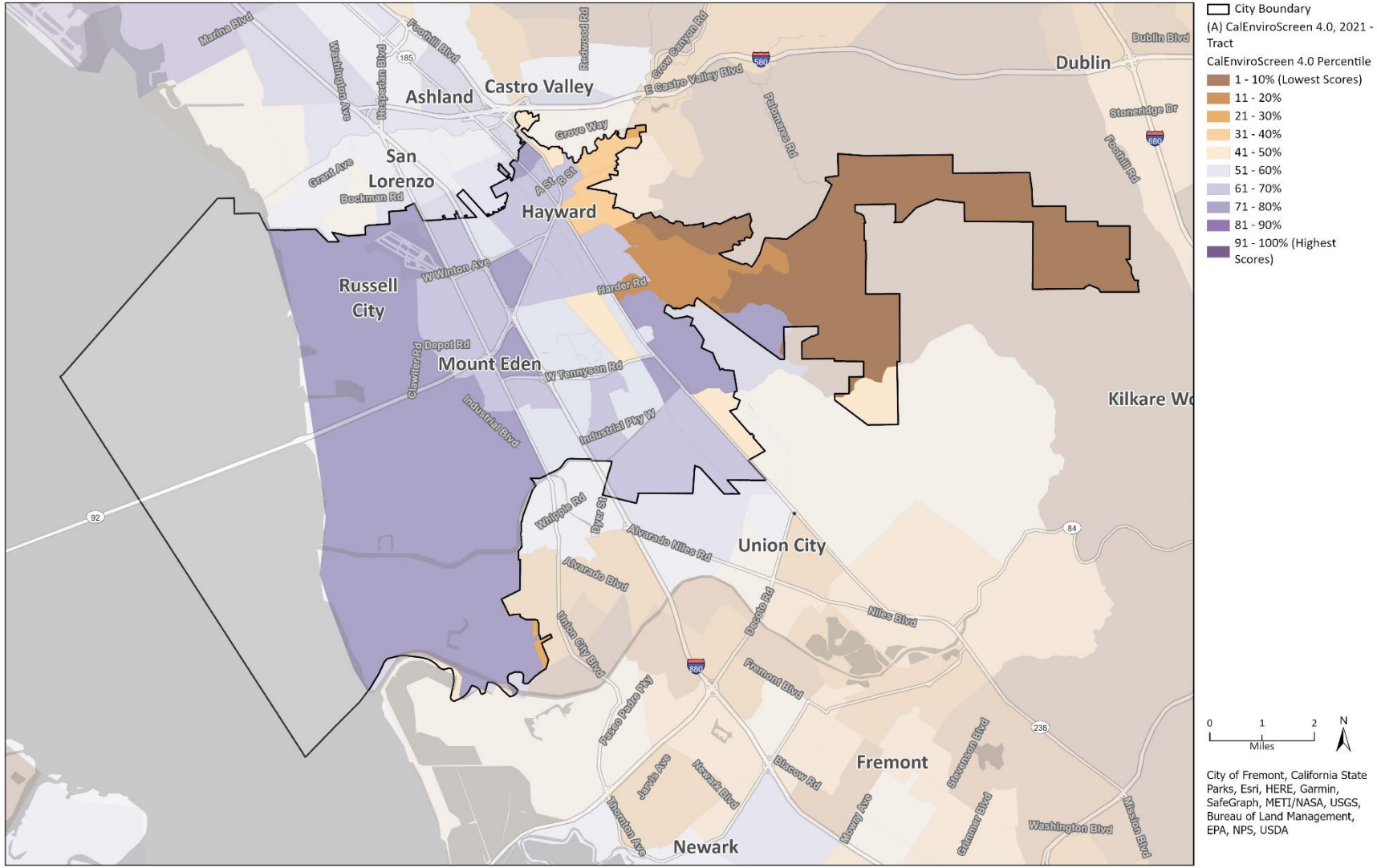
Access to parks, schools and open space can also impact health and the quality of life for residents of a community. As referenced in Hayward's draft Environmental Justice Element, there is a disparity in the distribution of parks throughout the city, as parks and/or preserved areas tend to be clustered in the far eastern and western segments of Hayward. In contrast, census tracts located throughout the city-center, which were identified as predominately Hispanic/Latino and/or Asian neighborhoods, have significantly less access to parks and open space.

Another key determinant of positive health outcomes and adequate quality of life is access to healthy food. Historically, low-income communities and communities of color face greater barriers in accessing local affordable and nutritious food. According to the USDA, "food deserts" are areas where residents have limited access to a variety of healthy and affordable food. The USDA defines the food desert classification as any low-income census tract with a substantial number or share of residents with low levels of access to retail outlets selling health and affordable foods. For the purposes of the Food Access Research Atlas, low-income and low-access census tracts are defined below:

- **Low-income:** A census tract with a poverty rate of 20 percent or greater, or median family income at or below 80 percent of the statewide or metropolitan area median family income.
- **Low Access:** A census tract with at least 500 people or 33 percent of the tract's population living more than 1 mile (urban areas) or more than 10 miles (rural areas) from the nearest supermarket or grocery store.

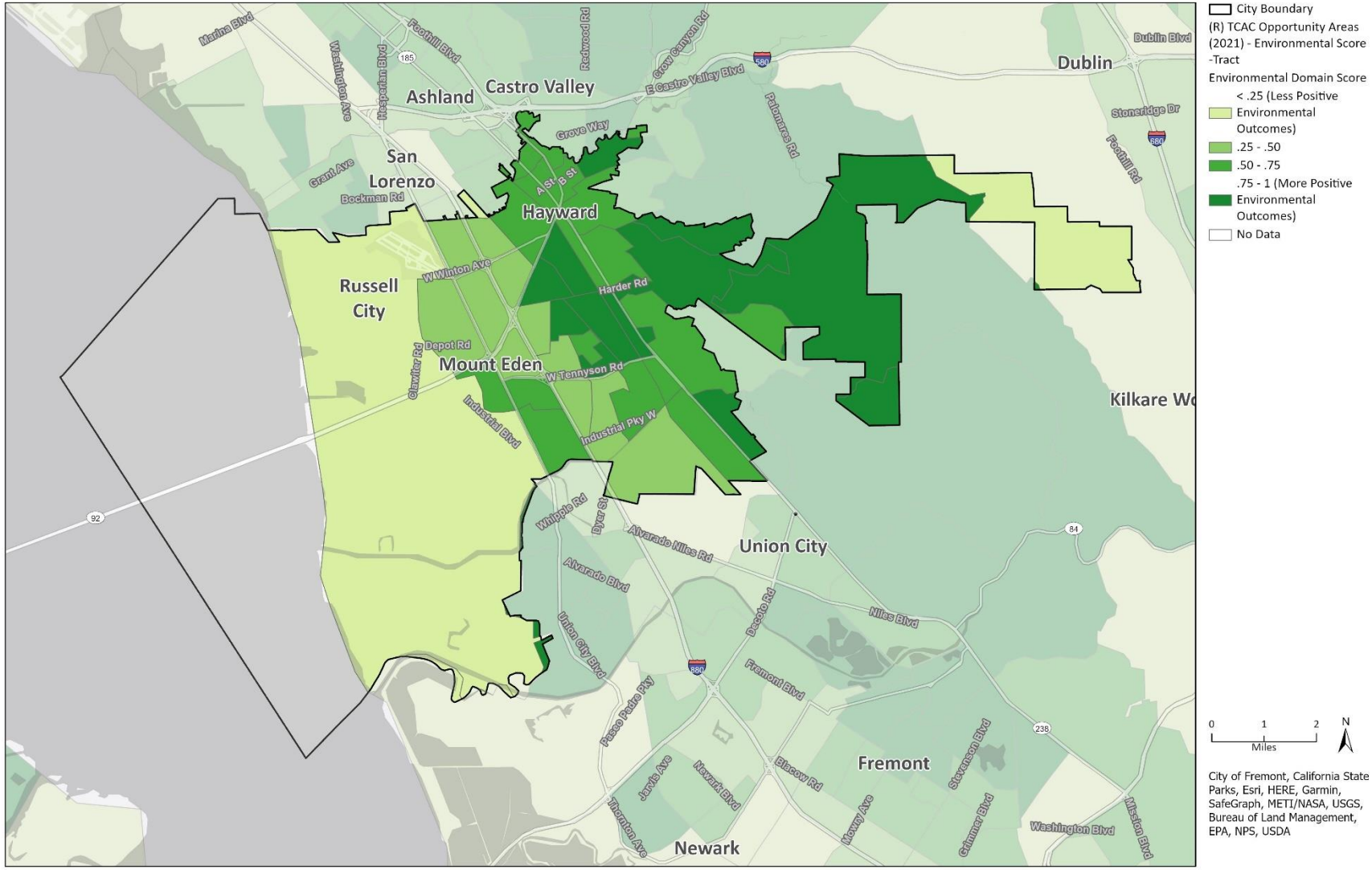
While there are no identified food deserts within the City of Hayward, there are neighborhoods located in the city-center and along the southern boundary of the city that were classified as Low-income and Low-access at an impaired access distance of more than 0.5 mile from the nearest supermarket or grocery store.

Figure F-31 CalEnviroScreen 4.0 Percentile Scores (Hayward)



Source: AFFH Viewer 2021.

Figure F-32 TCAC Opportunity Areas – Environmental (Hayward)



Source: AFFH Viewer 2021.

This page intentionally left blank.

8 Disproportionate Housing Needs

Disproportionate housing needs refers to a condition in which there are significant disparities in the proportion of members of a protected class experiencing some type of housing need. To analyze the extent of disproportionate housing needs in Hayward, this section reviews data on types of housing needs: housing cost burden and severe housing cost burden overcrowding, homelessness, and substandard housing conditions.

8.1 Housing Problems

Many federal and state programs use the age of housing as a factor to determine a community's housing rehabilitation needs. Housing age can be an important indicator of housing condition in a community. Like any other tangible asset, housing is subject to gradual physical or technological deterioration over time. If not properly and regularly maintained, housing can deteriorate and discourage reinvestment, depress neighboring property values, and eventually impact the quality of life in a neighborhood. Typically, housing over 30 years old is more likely to have rehabilitation needs that may include new plumbing, roof repairs, foundation work, and other repairs. Some older housing units may have health risks such as lead paint and asbestos. According to HUD, has a housing problem if they have one or more of the following problems: lack of complete kitchen facilities, lack of complete plumbing facilities, overcrowding, and cost burden.[25] Housing issues such as mold may elevate health conditions such as asthma. Residents who rent are at greater risk of exposure to deteriorating housing conditions due to the desire to keep their rents from rising or fear of losing their housing.[26]

Regional Trends

According to 2015-2019 ACS estimates, Alameda County has approximately 7,450 substandard housing units which comprise approximately 3 percent of the total occupied units in the county. A housing unit is considered substandard if it lacks complete plumbing or kitchen facilities. Of the 7,450 substandard units, approximately 34 percent lack complete plumbing facilities and 66 percent lack complete kitchen facilities.

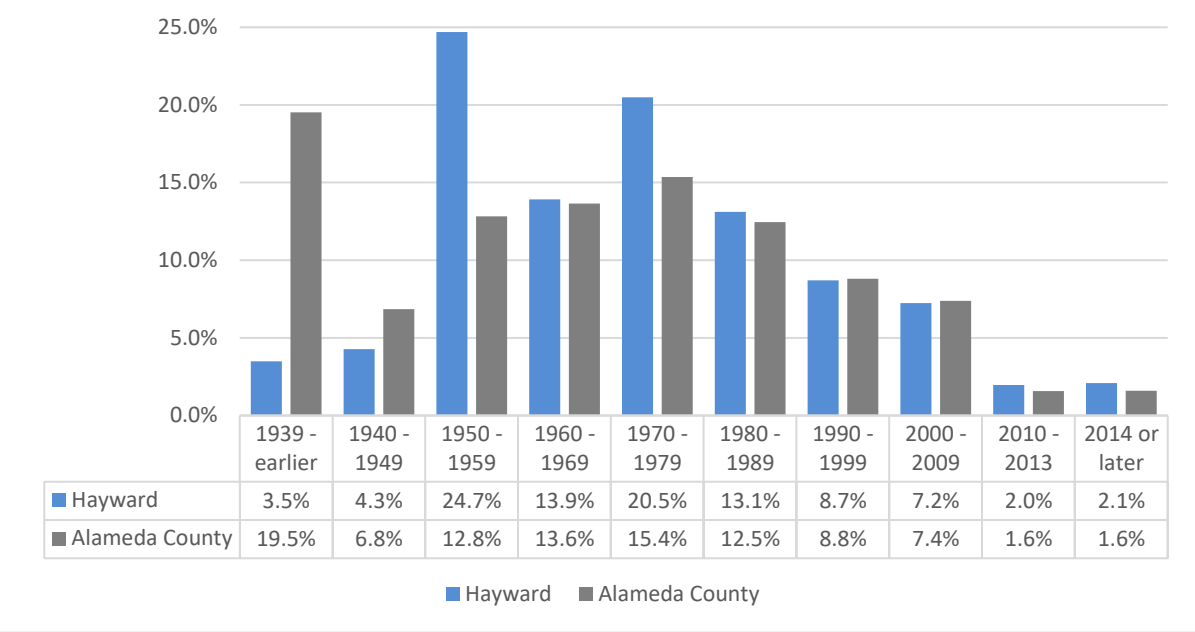
As referenced in Appendix B, *Housing Needs Assessment,* 68 percent of Alameda County's housing stock is over 40 years old. These units are potentially in need of repair and modernization improvements. The northwestern area of Alameda County, specifically San Lorenzo and Albany, has the highest share of housing constructed prior to 1950, according to the Alameda County Health Department. Cases of lead poisoning are an indicator of older housing in poor conditions. A study conducted from 2007-2011 found that the area of the county with the most cases of lead poisoning among children was the western part of Oakland.[27]

According to the AI, approximately 42 percent of total households in the county experienced housing problems, while another 22 percent of total households experienced severe housing problems. Black/African American and Hispanic/Latino households generally experience housing problems at higher rates compared to non-Hispanic white residents. As identified in the AI,

[25] HUD 2021. https://www.huduser.gov/portal/datasets/cp/CHAS/bg_chas.html
[26] Alameda County Health Department. 2018. https://www.acgov.org/cda/lead/documents/news/health,housinginoakland.pdf
[27] Alameda County Health Department. 2018. https://www.acgov.org/cda/lead/documents/news/health,housinginoakland.pdf

Black/African American and Hispanic/Latino households experienced housing problems at a rate of 55 and 58 percent, respectively. In comparison, 42 percent of Asian-American and 34 percent of non-Hispanic white households experienced housing problems. Housing problems were also reported to be higher among larger households, as approximately 60 percent large households (five or more persons per household) experienced housing problems compared to 37 percent of households comprising of fewer than five persons. An overview of housing stock age is provided in Figure F-33.

Figure F-33 Housing Stock Age (2015 – 2019)



	1939 - earlier	1940 - 1949	1950 - 1959	1960 - 1969	1970 - 1979	1980 - 1989	1990 - 1999	2000 - 2009	2010 - 2013	2014 or later
Hayward	3.5%	4.3%	24.7%	13.9%	20.5%	13.1%	8.7%	7.2%	2.0%	2.1%
Alameda County	19.5%	6.8%	12.8%	13.6%	15.4%	12.5%	8.8%	7.4%	1.6%	1.6%

Source: American Community Survey 2015-2019.

According 2015-2019 ACS estimates, about 68 percent of the total housing stock in Alameda County was constructed before 1980, with most of these houses being built between 1950 and 1990. In comparison, approximately 10 percent of the housing stock was constructed after 2000. The older age of housing stock in Alameda County suggests that a significant share of housing units may require repairs or rehabilitation.

Local Trends

According to CHAS 2014-2018 estimates, approximately 48 percent of total households in Hayward experienced at least one housing problem (units having incomplete kitchen facilities, incomplete plumbing facilities, more than one person per room, and households with a cost burden greater than 30 percent), which is lower when compared to the rate of housing problems in Alameda County. Additionally, renter-occupied households comprised 60 percent of the total number of households with problems, compared to 35 percent of owner-occupied households. Housing problems in Hayward disproportionately affect households of color, as Hispanic/Latino (63 percent), Native American (62 percent), African American (59 percent), and Asian/Pacific Islander (52 percent) experienced the highest rates of housing problems in the city, compared to 38 percent of non-Hispanic white households. As referenced in Appendix B*, Housing Needs Assessment,* 80 percent of all housing units in Hayward were constructed prior to 1990, with the highest share of homes being built between 1950 and 1980. About 4 percent of the city's current housing stock was constructed

after 2010, which suggests that most housing may require repairs and modernization improvements. Figure F-34 shows the age of the City's housing stock throughout the city. Most of the city's housing stock was built between 1951 and 1980. Older residential structures built before 1950 are predominately located within the Downtown Specific Plan area and along the Mission Boulevard corridor.

"Tennyson and parts of A Street are the ones that are a bit more ugly and lacking resources with potholes and a lot of different issues. It feels like those areas are not taken care of and it is usually a lot more Latinos living in those areas." (Norma, Schafer Rd & Manon Ave, 46-55)

8.2 Housing Cost Burden

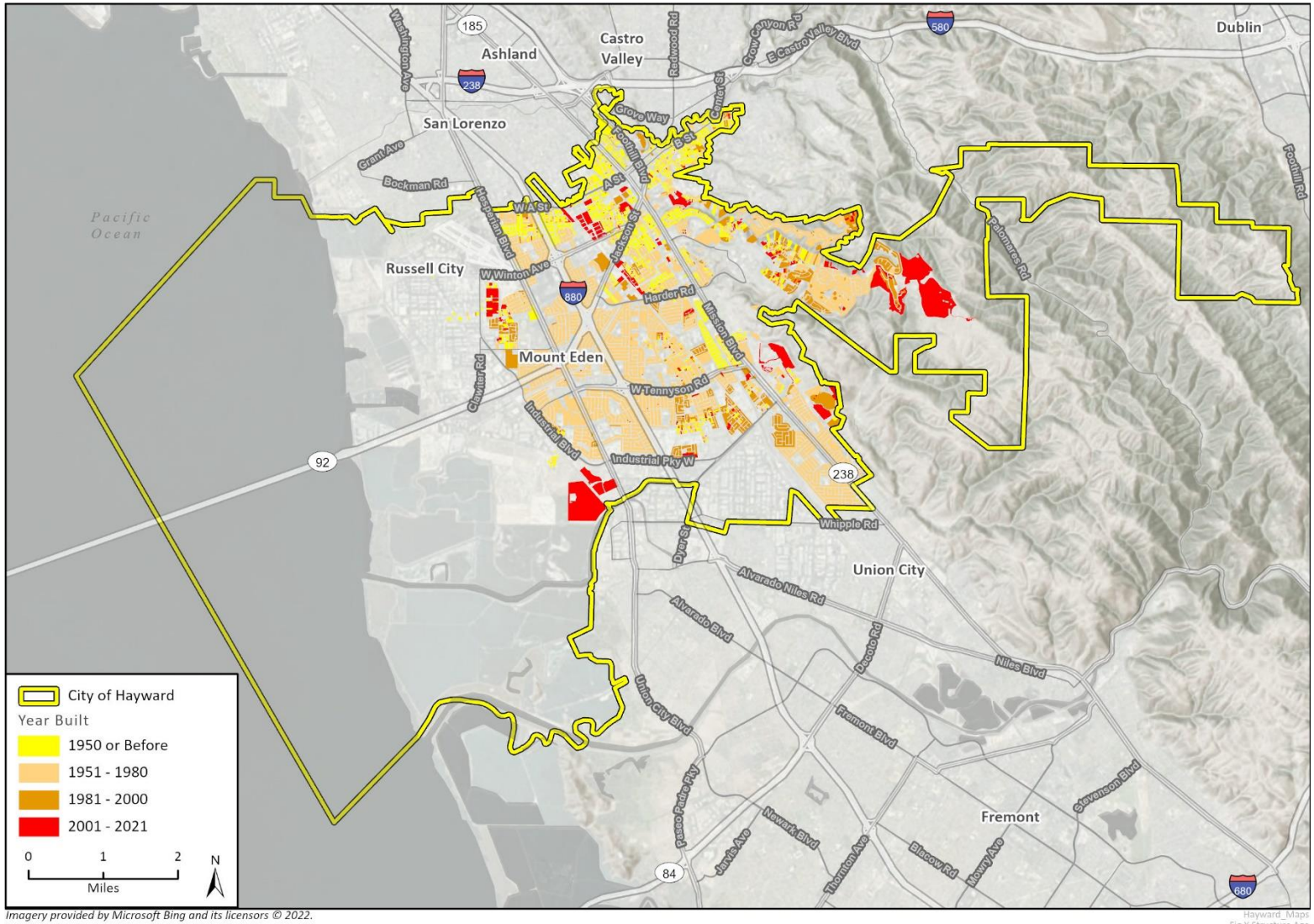
Housing cost burden is defined as the proportion of a household's total gross income spent on housing costs. Households that spend at least 30 percent of their total gross income on housing costs (rent, mortgage, utilities, and other housing-related costs) are considered cost burdened, and households spending over 50 percent on housing costs are considered severely cost burdened. The higher the housing cost burden, the more likely residents are to live in overcrowded and substandard conditions and are less likely to afford to relocate.

Regional Trends

Figure F-35 shows areas of Alameda County where renter households are cost burdened. As shown, overpayment by renters is a widespread issue across most of Alameda County, especially in the western portion of the county closest the I-880 corridor and in the southeastern portion of the county near Pleasanton. According to 2013-2017 CHAS estimates, Alameda County had a total of 569,070 households in Alameda County. Of this total, approximately 22 percent of renter-occupied households experienced housing cost burden compared to 14 percent of owner-occupied households. Jurisdictions located in the western region of Alameda County including San Leandro, Oakland, Berkeley, had higher concentration of renters burdened by housing costs, compared to less populated areas in the eastern region of Alameda County. In the last decade, cost burden has affected vulnerable populations across Alameda County. According to Hayward's Displacement Study, renter cost burden for seniors and families with children has increased by 51 percent and 47 percent, respectively, since 2010.[28]

[28] City of Hayward, 2021. The City of Hayward Displacement Study

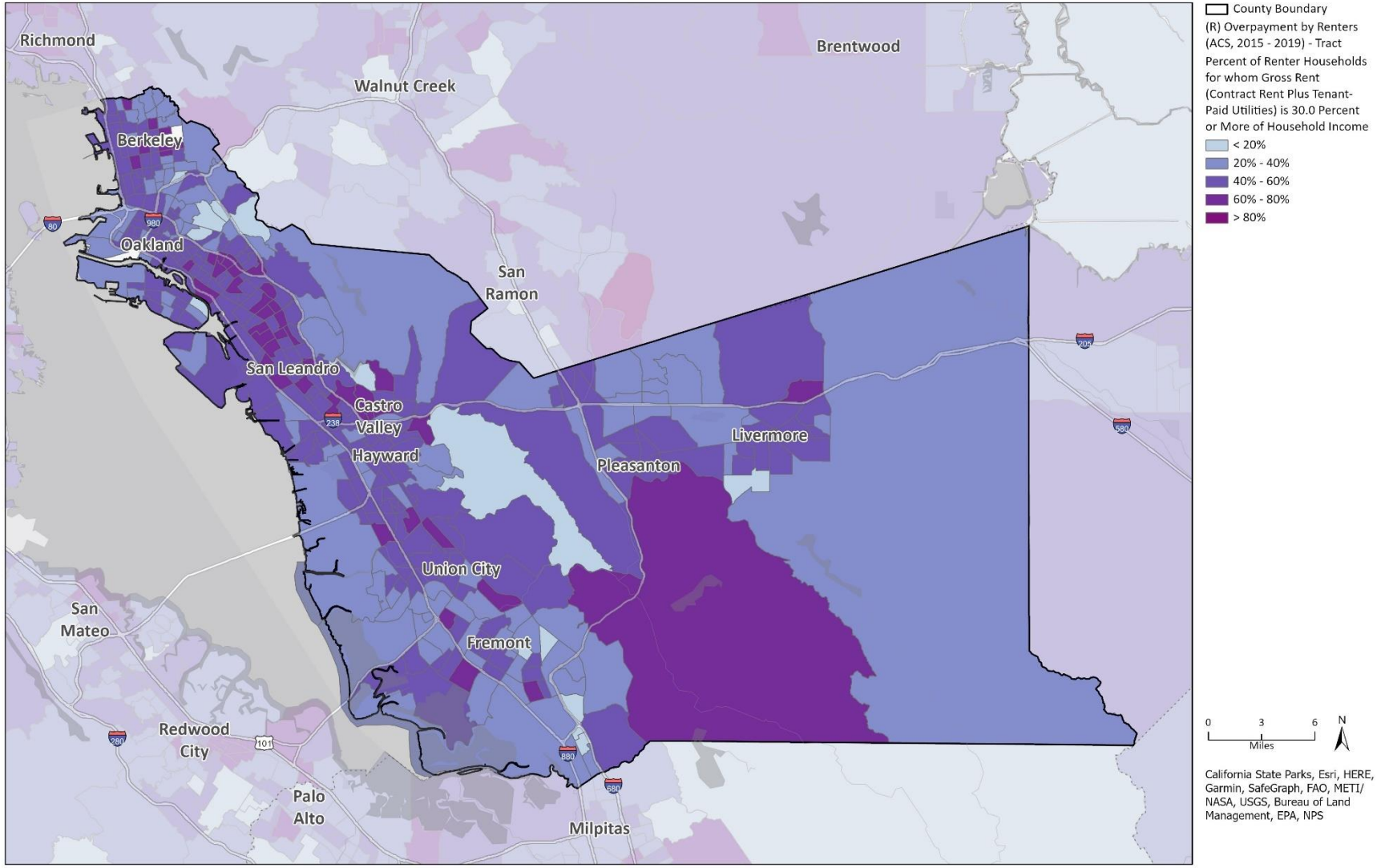
Figure F-34 Chronology of Reisdential Development in Hayward



Imagery provided by Microsoft Bing and its licensors © 2022.
Additional data provided by City of Hayward, 2022.

Hayward_Maps
Fig X Structure Age

Figure F-35 Housing Cost Burden By Renters (Alameda County)



Source: AFFH Viewer 2022.

Local Trends

According to 2018 CHAS estimates, approximately 40 percent of total households in Hayward were cost burdened while another 17 percent were severely cost burdened, as shown in Table F-14. Additionally, renter-occupied households were disproportionately cost burdened, especially among extremely low-, very low-, and low-income households. Approximately 80 percent of extremely low-income households (earning less than 30 percent of AMI) and 79 percent of very low-income households (earning between 31 and 50 percent of AMI) experienced at least one housing problem.

Table F-14 Assistance Needs of Lower-Income Households (2014-2018)

Household by Tenure, Income, and Housing Problem	Renters		Owners		Total Household s	
	Total	Percent	Total	Percent	Total	Percent
Extremely low-income (0-30% AMI)	**4,270**		**2,025**		**6,295**	
With any housing problem		83.5%		71.9%		79.7%
With cost burden >30%		82.6%		70.4%		78.6%
With cost burden >50%		71.2%		58.0%		67.0%
Very low-income (31-50% AMI)	**3,680**		**2,380**		**6,060**	
With any housing problem		91.3%		60.1%		79.0%
With cost burden >30%		88.7%		57.4%		76.4%
With cost burden >50%		41.3%		38.7%		40.3%
Low-income (51-80% AMI)	**4,260**		**3,170**		**7,430**	
With any housing problem		81.1%		58.0%		71.3%
With cost burden >30%		68.9%		54.7%		62.9%
With cost burden >50%		14.9%		12.3%		13.8%
Moderate & Above Income (>80% AMI)	**10,800**		**17,805**		**27,980**	
With any housing problem		33.7%		22.7%		27.5%
With cost burden >30%		16.6%		16.6%		17.0%
With cost burden >50%		1.1%		1.7%		1.5%

Household by Tenure, Income, and Housing Problem	Renters		Owners		Total Household s	
	Total	Percent	Total	Percent	Total	Percent
Total Households	**23,015**		**24,755**		**47,770**	
With any housing problem	14,015		8,775		22,790	
% With housing problem		60.9%		35.4%		47.7%
With cost burden >30%		50.0%		30.2%		39.8%
With cost burden >50%		23.1%		11.3%		16.9%

Note: Housing Problems: There are four housing problems in the CHAS data: 1) housing unit lacks complete kitchen facilities; 2) housing unit lacks complete plumbing facilities; 3) household is overcrowded; and 4) household is cost burdened. A household is said to have a housing problem if they have any 1 or more of these 4 problems.

Cost burden: Monthly housing costs (including utilities) exceeding 30% of monthly income.

Severe cost burden: Monthly housing costs (including utilities) exceeding 50% of monthly income.

Source: U.S. Department of Housing and Urban Development (HUD), Comprehensive Housing Affordability Strategy (CHAS) ACS tabulation, 2014-2018 release

An overview on housing cost burden by race is provided in Table F-15. According to 2013-2017 CHAS estimates, Black/ African American (28 percent), Hispanic/Latino (28 percent) and American Indian or Alaskan Native (25 percent) households were disproportionately burdened by housing costs (spent between 30 and 50 percent of income on housing costs), compared to Asian American/API (21 percent) and non-Hispanic white (17 percent). Additionally, Black/ African American (25 percent) and Hispanic/Latino (20 percent) households also had the highest rates of severe housing cost burden (spent 50 percent or more of income on housing costs) compared to American Indian and Alaskan Native (10 percent), Asian American/API (12 percent) and non-Hispanic white (15 percent).

Table F-15 Housing Cost Burden by Race (2013-2017)

Housing Cost Burden	American Indian or Alaskan Native	Asian American/ API	Black/ African American	Hispanic/ Latino	Other Race or Multiple Race	Non-Hispanic White
0%-30% of Income Used for Housing	145 (75%)	8055 (66%)	2725 (46%)	8080 (52%)	960 (60%)	7860 (67%)
30%-50% of Income Used for Housing	30 (25%)	2570 (21%)	1630 (28%)	4275 (28%)	315 (20%)	2015 (17%)
50%+ of Income Used for Housing	19 (10%)	1410 (12%)	1480 (25%)	3095 (20%)	315 (20%)	1730 (15%)
Cost Burden Not computed	N/A	119 (<1%)	60 (<1%)	64 (<1%)	20 (<1%)	75 (<1%)
Total	194	12154	5895	15514	1610	11680

Source: U.S. Department of Housing and Urban Development (HUD), Comprehensive Housing Affordability Strategy (CHAS) ACS tabulation, 2013-2017 release

Figure F-36 shows the percentage of renters that paid over 30 percent of their income on housing costs across census tracts in Hayward. Generally, neighborhoods located near Downtown Hayward and the city center had the highest rates of cost burden by renters. Between 60 and 80 percent of renters in three areas in Glen Eden, Tennyson-Alquire, and Fairway Park (census tracts 4384.00, 4382.04 and 4381.00) were cost burdened, reflecting the highest rate of cost burdened households

in the city. Approximately 40 percent of senior households in Hayward experienced housing cost burden and 41 percent of large families (defined as families with 5 or more persons) throughout the city experienced housing cost burden, according to 2013-2017 CHAS estimates. Areas that had the highest rates of overpayment by renters (see Figure F-36) were identified as having a predominant Hispanic/Latino population (see Section 5.1, *Race and Ethnicity*).

"I have considered moving out-of-state. It is hard to start a family here when rent is so expensive." (Om, Calaroga Ave & Tennyson Rd, 26-35)

8.3 Overcrowding

Overcrowding is defined as a condition in which a housing unit is occupied by more than one person per room (including dining and living rooms but excluding bathrooms and kitchen). Severe overcrowding refers to more than 1.5 persons per room. Overcrowding is reflective of various living situations: a housing unit is inadequately sized to meet a household's needs; the necessity or desire to have extended family members reside in an existing household; or unrelated individuals or families share a single housing unit.

Large families generally have special housing needs due to lower per-capita household income, and the need for larger units with three or more bedrooms, which can be limited in supply and/or inaccessible due to high housing costs, resulting in families renting smaller units and living in overcrowded conditions. Large lower-income households may not be able to pay more for larger housing and instead accept smaller housing or reside with other individuals or families in the same home. Potential fair housing issues emerge if non-traditional households are discouraged or denied housing due to a perception of overcrowding.

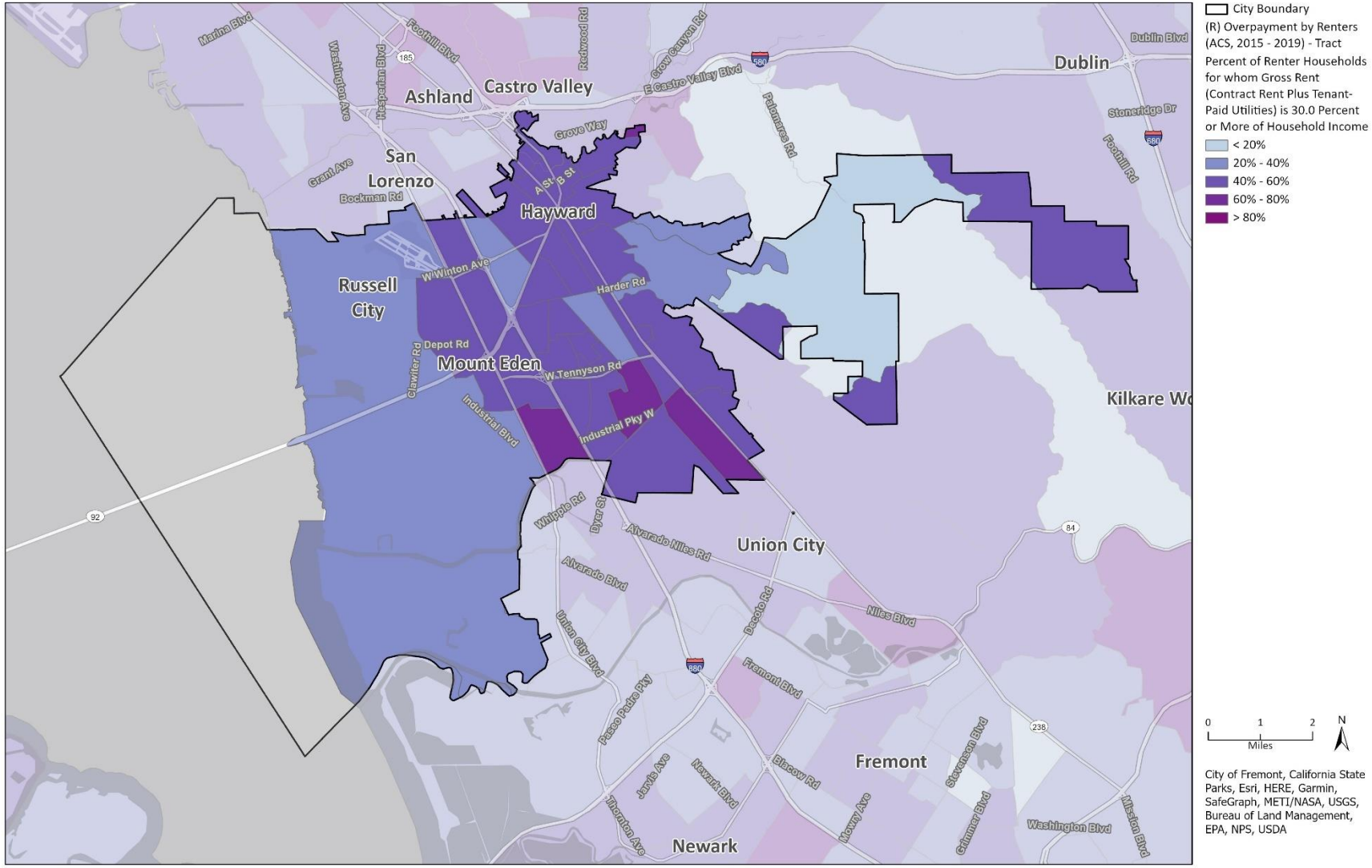
According to local fair housing service providers and property managers, addressing the issue of overcrowding is complex as there are no set of guidelines for determining the maximum capacity for a unit. Fair housing issues may arise from policies aimed to limit overcrowding that have a disparate impact on specific racial or ethnic groups and families with higher proportion of overcrowding.

Regional Trends

According to the AI, most people facing housing problems are minority residents or residents who live in large households (defined as five or more persons per household). As discussed in Appendix B, *Housing Needs Assessment*, Alameda County had approximately 62,587 large households, about 11 percent of total households. Owner-occupied households comprised of a larger share of the total number of large households in the county. Overcrowding remains low overall in the county, but there is a disproportionate impact of overcrowding on minority households.

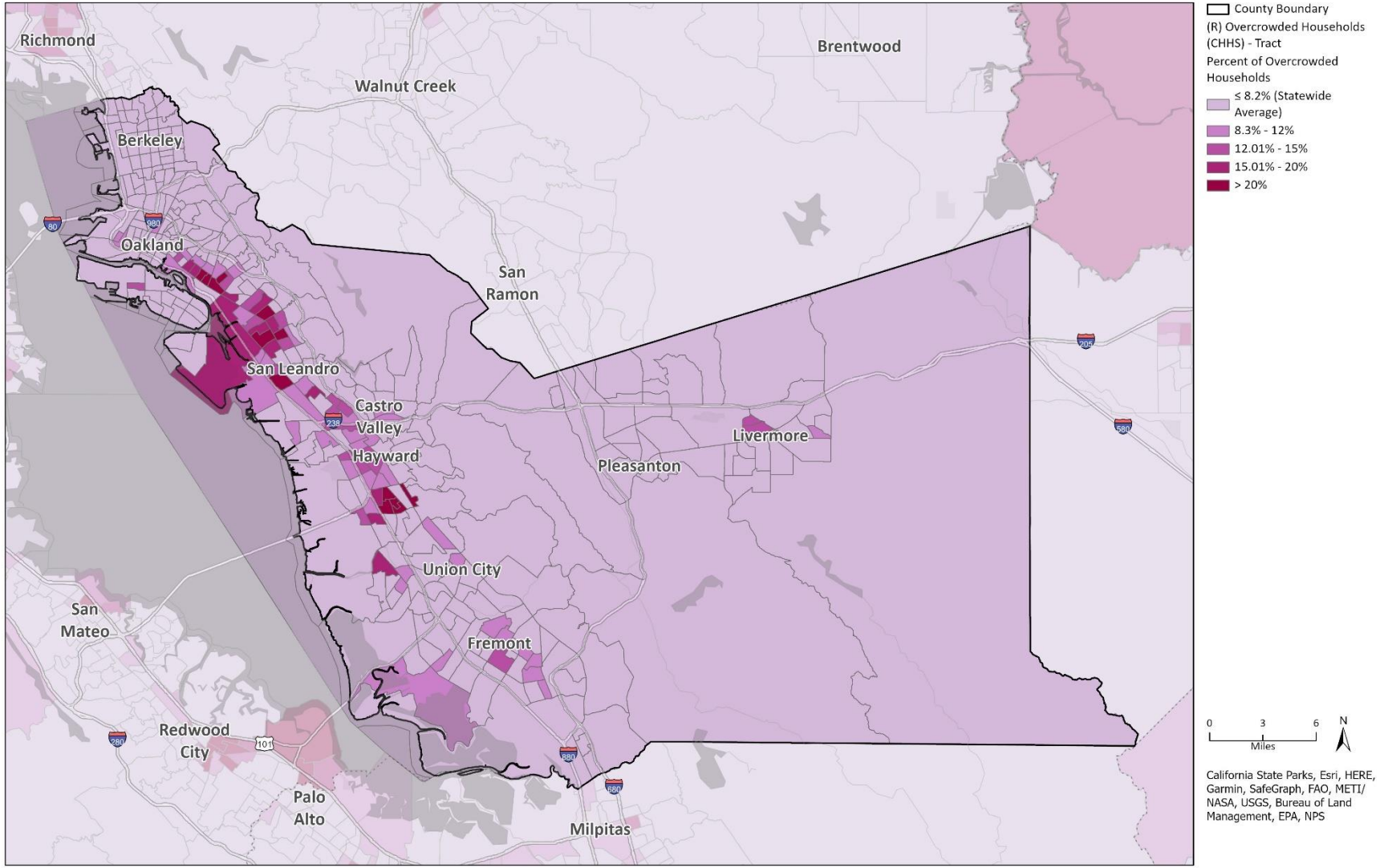
As shown in Figure F-37, overcrowded housing is most prominent in the western region of Alameda County, mainly in urban centers such as the cities of Oakland, San Leandro, Hayward, and portions of Fremont and Livermore.

Figure F-36 Overpayment By Renters (Hayward)



Source: AFFH Viewer 2022.

Figure F-37 Overcrowded Households (Alameda County)



Source: AFFH Viewer 2022.

Local Trends

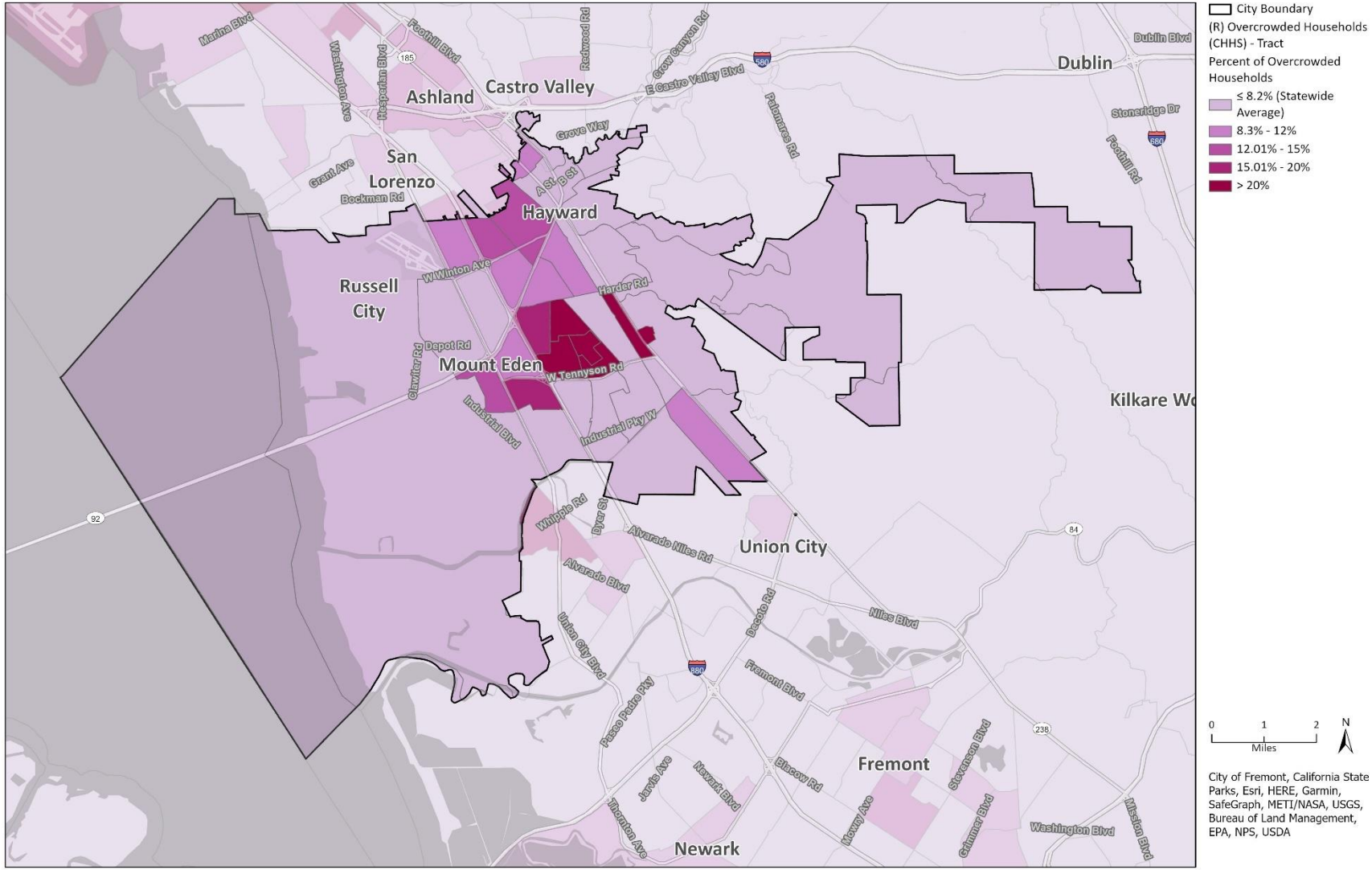
According to ACS 2015-2019 estimates, approximately 14 percent of households in Hayward were overcrowded, compared to 8 percent in Alameda County. As referenced in Appendix B, *Housing Needs Assessment,* Hayward had an average household size 3.27 in 2019, a slight increase from 2010, when the city had an average household size of 3.12. As shown in Figure F-38, a higher degree of household overcrowding was present throughout the city center and near Downtown Hayward. Areas such the Harder-Tennyson, Glen Eden, and Mission Garlin neighborhoods (census tracts 4377.01, 43377.02, 4375.00, 4376.00 and 4379.00) had the highest rates of overcrowded households in the city. Areas with the highest rates of overcrowded households are predominately single-family residential in the west, compared to the eastern segment of this area which includes a range of multi-family residential types. A significant share of census tracts that had the highest percentage of overcrowded households also had slightly predominant Hispanic/Latino population. Table F-16 summarizes rates of overcrowding in Hayward. Household overcrowding decreased by nearly 10 percent when comparing 2000 to 2010 overcrowding estimates. However, by 2019 household overcrowding had increased by 4 percent, to about 14 percent.

Table F-16 Household Overcrowding

	Owner-Occupied Households		Renter-Occupied Households		Total Households	
Overcrowding	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
Year (2000)						
Total Overcrowded (>1.0 person/room)	2,930	12.2%	5,874	28.0%	8,804	19.7%
Severely Overcrowded (>1.5 persons/room)	1,639	6.8%	3,369	16.1%	5,008	11.2%
Year (2010)						
Total Overcrowded (>1.0 person/room)	1,375	6.0%	3,827	16.7%	4,767	11.0%
Severely Overcrowded (>1.5 persons/room)	298	1.3%	1,627	7.1%	1,733	4.0%
Year (2019)						
Total Overcrowded (>1.0 person/room)	1,948	7.7%	4,618	20.6%	6,566	13.8%
Severely Overcrowded (>1.5 persons/room)	488	1.9%	1,683	7.5%	2,171	4.6%

Source: Bureau of the Census, 2000 Census; American Community Survey, 2006-2010 and 2015-2019, Table B25014.

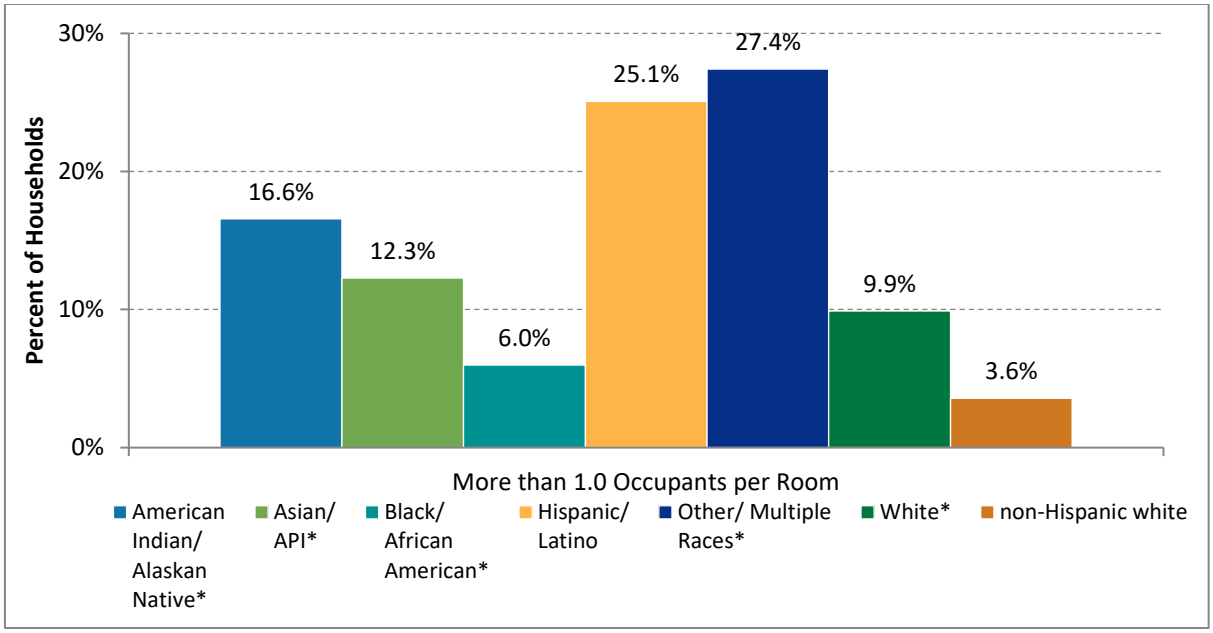
Figure F-38 Overcrowded Households (Hayward)



Source: AFFH Viewer 2021.

According to the 2015-2019 ACS estimates shown in Figure F-39, overcrowding was a more common housing issue for residents of Hayward who identified as Hispanic/Latino, and other/multiple races than for people who identified as white, Black/African American, or American Indian/Alaska Native. Overcrowding is also linked with household income. According to the 2013-2017 CHAS data for Hayward, very low-income households (those earning 31-50 percent AMI) reported the highest percentage of overcrowded conditions of all income groups (15 percent), followed by low-income households (51-80 percent AMI) at approximately 11 percent.

Figure F-39 Overcrowding by Race



Notes: The Census Bureau does not disaggregate racial groups by Hispanic/Latino ethnicity. However, data for the white racial group is also reported for white householders who are not Hispanic/Latino. Since residents who identify as white and Hispanic/Latino may have very different experiences within the housing market and the economy from those who identify as white and non-Hispanic/Latino, data for multiple white sub-groups are reported here.

The racial/ethnic groups reported in this table are not all mutually exclusive. Therefore, the data should not be summed as the sum exceeds the total number of occupied housing units for this jurisdiction. However, all groups labelled "Hispanic and Non-Hispanic" are mutually exclusive, and the sum of the data for these groups is equivalent to the total number of occupied housing units.

*Hispanic and non-Hispanic

Source: U.S. Census Bureau, American Community Survey 5-Year Data (2015-2019), Table B25014

8.4 Homelessness

California Government Code Section 65583(1)(6) requires municipalities to address the special needs of persons experiencing homelessness within their boundaries. "Homelessness," as defined by HUD, describes an individual, who is not imprisoned or otherwise detained, who:

- Lacks a fixed, regular, and adequate nighttime residence; or
- Has a primary nighttime residence that is:
  - A supervised publicly or privately operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill);

- An institution that provides a temporary residence for individuals intended to be institutionalized; or
- A public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.

> "I definitely have noticed. I think an increase in homelessness in Hayward I mean, I feel like it's always been visible in kind of the downtown areas and like areas by transit hubs. I don't have any direct experience but it's something I notice." (Carlos, Mission Blvd & Fairway St, 26-35).

Regional Trends

According to the Alameda County's February 2022 point-in-time count, approximately 9,747 persons experiencing homelessness reside in the county, an increase from the previous count. Point-in-time estimates are generally accepted as an undercount of the total unhoused population in Alameda County.[29] Figure F-13 provides an overview of homeless populations in Alameda County. Factors contributing to the rise in homelessness include a lack of housing affordable to low- and moderate-income households, increases in the number of persons whose incomes fall below the poverty level, reductions in public subsidies, and lack of support for persons with extreme developmental, physical, and mental disabilities.

The County's point-in-time count found that 63 percent of the homeless population had been experiencing homelessness for over one year, and that nearly one in five people included in the count became homeless after an eviction, foreclosure, or rent increase. Additionally, 42 percent of the homeless population had at least one disabling condition. Black, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, those of multiple races or another race, and those who identify as LGBTQ+ were disproportionately homeless compared to their relative general populations.[30] An overview of homelessness in Hayward and surrounding cities is provided in Table F-17.

Table F-17 Homelessness in Hayward and Surrounding Cities (2022)

Jurisdiction	Sheltered	Unsheltered	Total	% Sheltered	% of Total Homeless Population in Alameda County
Oakland	1,718	3,337	5,055	34.0%	51.9%
Fremont	160	886	1,026	15.6%	10.5%
Berkeley	254	803	1,057	24.0%	10.8%
San Leandro	97	312	409	23.7%	4.2%
Hayward	**114**	**267**	**381**	**29.9%**	**3.9%**
Alameda County	2,612	7,135	9,747	26.8%	100%

Source: EveryOne Counts! 2022 Homeless Count and Survey, Alameda County, 2022.

[29] https://everyonehome.org/wp-content/uploads/2019/12/2019-Hayward-Final-Report.pdf
[30] Applied Survey Research. 2019. https://everyonehome.org/wp-content/uploads/2019/07/ExecutiveSummary_Alameda2019-1.pdf

Local Trends

According to EveryOneHome, there are an estimated 381 persons considered to be homeless in Hayward, which was the sixth highest homeless count in the county. This estimate is considered to be an undercount of the total unhoused population in the city.[31] Of the 381 individuals experiencing homelessness, 267 (approximately 70 percent) are unsheltered (persons who are unhoused and not residing at a shelter). EveryOneHome found that 24 percent of sheltered population experiencing homelessness had a mental health issue, seven percent were identified as veterans, and eleven percent were fleeing domestic and dating violence. Additionally, homelessness among the senior population increased by five percent between 2017 and 2019, according to the Hayward Displacement Study. As referenced in Appendix B, *Housing Needs Assessment,* homeless shelters are an allowable use in all General Commercial (CG), Mission Boulevard (MB-CN/NN), and Industrial (I) zones provided the development meets the standards defined in the Zoning Ordinance.

"It's difficult. They [homeless] have lives, goals, hobbies and dreams. They're all human beings." (Corina, Mayfair Rd & Chelsea Way, 26-35).

8.5 Displacement

Displacement, as defined by HCD, is used to describe any involuntary household move caused by landlord action or market changes. Shifts in neighborhood composition are often framed and perpetuated by established patterns of racial inequity and segregation. Movement of people, public policies, and investments, such as capital improvements and planned transit stops, and flows of private capital can lead to displacement. Displacement is fueled by a combination of rising housing costs, rising income inequality, stagnant wages, and insufficient market-rate housing production. Decades of disinvestment in low-income communities, coupled with investor speculation, can result in a rent gap or a disparity between current rental income of the land, and potentially achievable rental income if the property is converted to its most profitable use. These processes can disproportionally impact people of color, as well as lower-income households, persons with disabilities, large households, and persons at-risk of or experiencing homelessness.[32]

To analyze displacement risk, the UDP has established categories that reflect varying levels of displacement vulnerability. Areas categorized as susceptible to displacement are predominately low-income or mixed-income neighborhoods that may have experienced displacement but exhibit characteristics of neighborhood stability and affordability and have the potential to develop an increasing risk of displacement in the future. Areas categorized as at-risk of or experiencing gentrification refer to neighborhoods that demonstrate characteristics of increasing housing costs, changes in housing supply, and are located near communities that have also experienced increasing housing costs and an increasing risk of displacement in the future. The stable moderate/mixed income category refers to neighborhoods that have moderate- to high-income residents that are not at-risk of becoming neighborhoods that exclude all but wealthy households. The

[31] EveryOneHome, 2019. https://everyonehome.org/wp-content/uploads/2019/12/2019-Hayward-Final-Report.pdf
[32] HCD 2021. https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf

stable/advanced exclusive category refers to neighborhoods that have exhibited characteristics of exclusion for long periods of time.

In April 2021, a Displacement Study was prepared to provide a framework for policymakers, policy stakeholders and residents to understand displacement that has occurred in Hayward as a result of unprecedented housing pressures occurring throughout the San Francisco Bay Area. The report highlights existing displacement trends and their disparate impacts on vulnerable communities and explores the benefit of affordable live/work units and their effect on existing hosing challenges. To identify displacement pressures in Hayward, the report examines five indicators including the change in property values and rents, investment trends occurring within Hayward and throughout the Bay Area, changes in housing tenure and demographics, critical population changes such as changes in the homeless population, and coping strategies which includes overcrowding of existing housing units and/or workers commuting longer distances to their jobs.[33]

Regional Trends

As shown in Figure F-40 below, residents in the cities in the western portion of Alameda County (Oakland, San Leandro, Hayward, Berkeley, and some parts of Fremont, Dublin, and Livermore) live in what are called "sensitive communities," which means they are vulnerable to displacement.[34] Communities are designated sensitive if the share of very low income residents is greater than 20 percent and have any of the two following characteristics: the share of renters is above 40 percent, the share of people of color is above 50 percent, the share of very low-income households that are severely rent burdened is above the county median, the percent change in rent is above the county median for rent increases. In contrast to sensitive communities, residents living within the jurisdictions and unincorporated communities located in the northeast, eastern, and southwest areas of Alameda County were less vulnerable to displacement due to rising housing costs and market-based pressures within the community, according to the UDP (see Section 2, *Fair Housing Methodology*).

Local Trends

As shown on Figure F-41, most neighborhoods located in the northern and central area of Hayward are considered vulnerable to displacement. A large concentration of neighborhoods vulnerable to displacement were concentrated in the northern and central areas of Hayward (North Hayward, Burbank, Upper B Street, Jackson Triangle, and Mission Foothill neighborhoods). Sensitive communities in the southern area of the city were predominately single-family residential, compared to sensitive communities in the northern area of Hayward, which had a range of single- and multi-family residential, commercial, and office uses. Additionally, areas vulnerable to displacement had higher poverty rates, overcrowded households, and were more likely to have a predominant Hispanic/Latino or Asian American resident.

According to 2015-2019 ACS and UDP estimates shown on Figure F-42, renter-occupied households in Hayward were more likely to be experience displacement and gentrification compared to owner-occupied households. Additionally, owner-occupied households were more likely to be stable moderate/mixed income households and located in exclusionary neighborhoods (defined as neighborhoods that are experiencing increasing housing costs and therefore affordable only to high or mixed-high income households), compared to renter-occupied households. In the last decade, increasing property values, lack of affordable and market-rate housing, and changes in tenure,

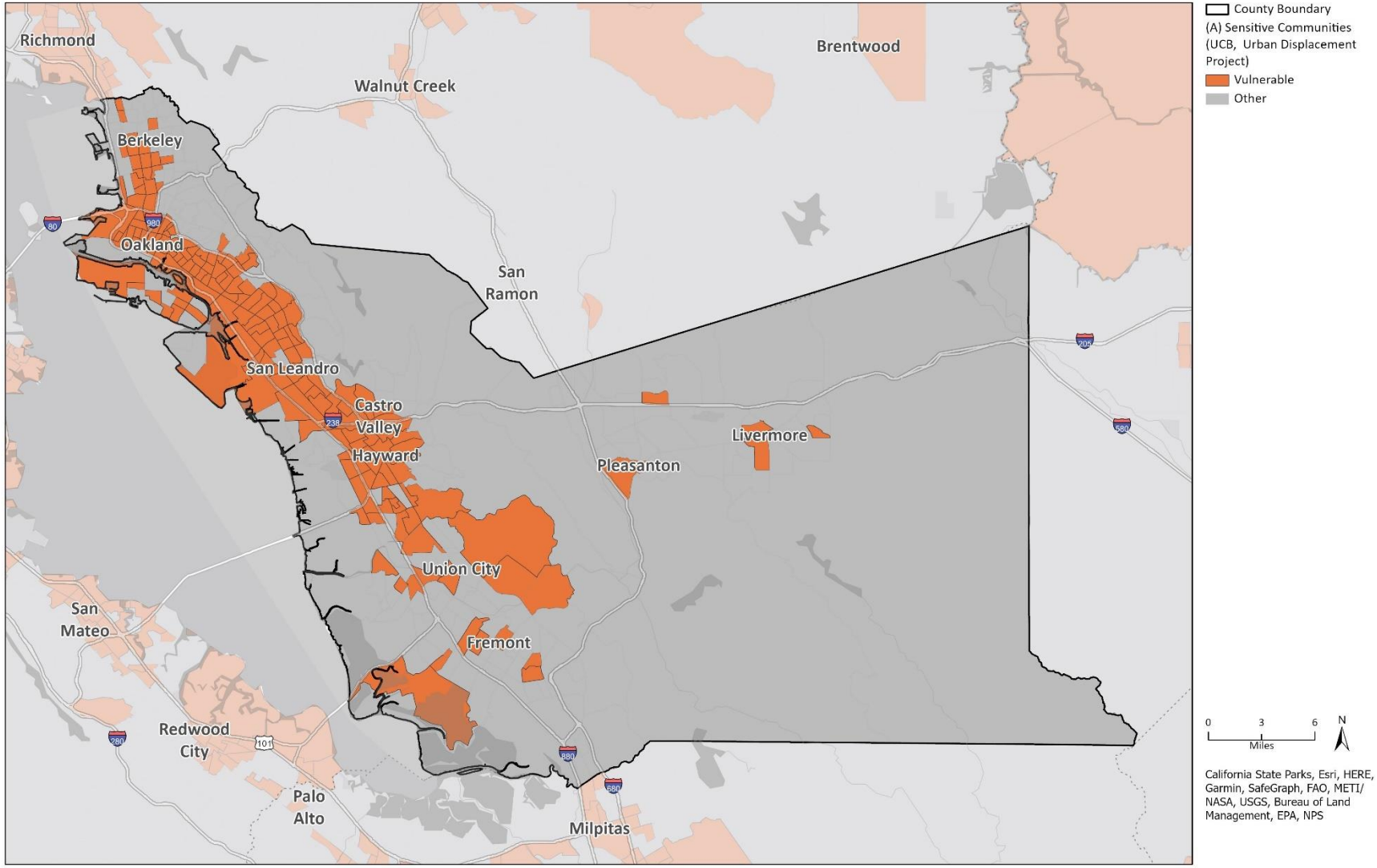
[33] City of Hayward, 2021 City of Hayward Displacement Study
[34] Urban Displacement Project, 2021. https://www.urbandisplacement.org/maps/sf-bay-area-gentrification-and-displacement/

income and demographics across Hayward and the Bay Area have exacerbated displacement pressures for Hayward residents.[35] According to Hayward's displacement study, on-going displacement pressures have disproportionately affected vulnerable populations including immigrant households, families with children, seniors, and students. Since 2010, cost burden has significantly increased by 172 percent for immigrant households, 153 percent for families with children, 71 percent for seniors and 74 percent for students. Increasing displacement pressures have also resulted in changes in housing tenure and demographics in Hayward, as the percent of total households earning less than $50,000 decreased by 29 percent, while the percent of households earning above $100,000 increased by 72 percent between 2010 and 2019.

"So it's an issue, and I've seen more and more people on the streets with no place to go. And it's. You know, it's it's, it's sad to watch people be displaced and then on the other time it is, it does jeopardize a little bit of your feeling of safety. Yeah. I no longer am comfortable walking around in the in the dark. If it's nighttime, I won't. I won't really walk around. That's the first time in twenty eight years that I have not felt safe walking around downtown. Wow." (Brandon, City Center Dr & Foothill Blvd, 36-45).

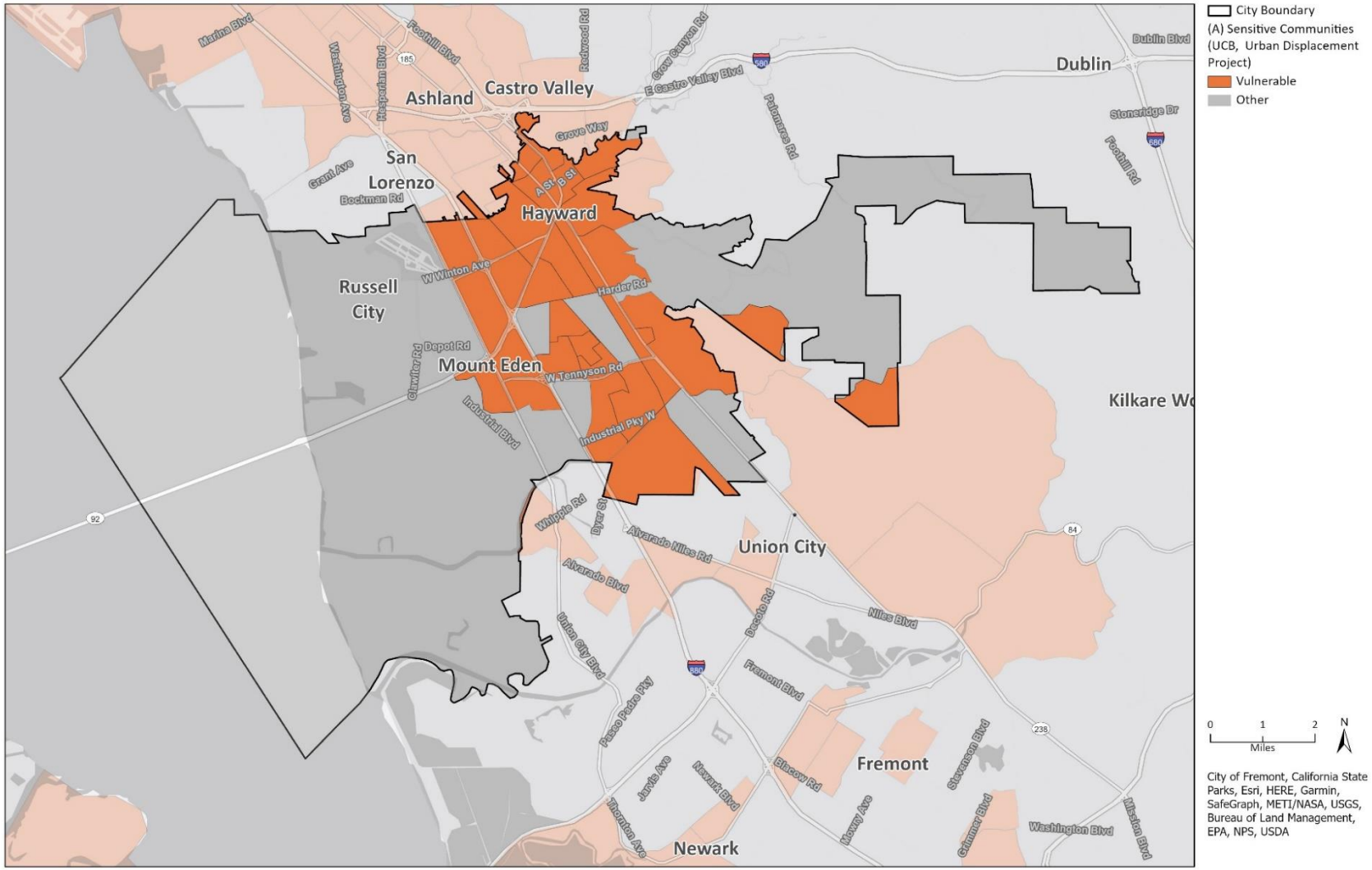
[35] City of Hayward, 2021 City of Hayward Displacement Study

Figure F-40 Sensitive Communities (Alameda County)



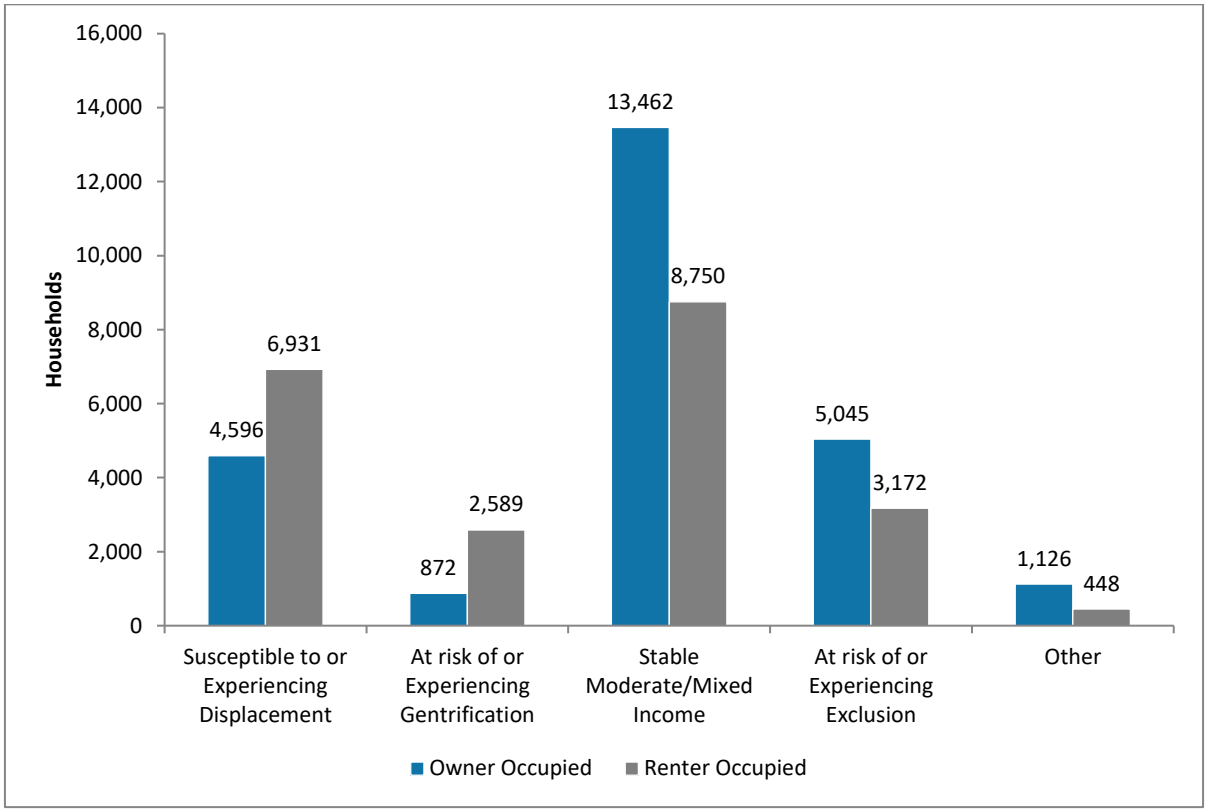
Source: AFFH Viewer 2021.

Figure F-41 Sensitive Communities (Hayward)



Source: AFFH Viewer 2021.

Figure F-42 Households by Displacement Risk and Tenure (Hayward)



Notes: Displacement data is available at the census tract level. Staff aggregated tracts up to jurisdiction level using census 2010 population weights, assigning a tract to jurisdiction in proportion to block level population weights. Total household count may differ slightly from counts in other tables sourced from jurisdiction level sources.

Source: Urban Displacement Project for classification, American Community Survey 5-Year Data (2015-2019), Table B25003 for tenure.

9 Contributing Factors

According to the AI, contributing factors are those that create, perpetuate, or increase the severity of one or more fair housing issues in Hayward. To inform the goals, policies, and actions in this Housing Element, the contributing factors are prioritized based on their impact on access to fair housing choice and access to opportunity in Hayward.

Segregation and Integration Patterns and Trends

Contributing factors to segregation and integration patterns in Hayward include:

- Displacement of residents due to economic pressures resulting from displacement and gentrification
- The location and type of affordable housing
- Historic discrimination against people of color
- Limited supply of affordable housing in areas most vulnerable to displacement

Racially and Ethnically Concentrated Areas of Poverty

While no R/ECAPs meeting HCD criteria were identified in Hayward, the AI recognizes multiple contributing factors to segregation patterns in Hayward including:

- Displacement of residents due to economic pressures related to rising housing costs
- Limited supply of affordable housing
- Location and type of affordable housing available

Disproportionate Housing Needs

Contributing factors to disproportionate housing needs are:

- The availability of affordable units in a range of sizes, particularly rental units to accommodate large families
- Displacement of residents due to economic pressures
- Lack of private investments in specific neighborhoods
- Historic practices of redlining, racial steerage, and exclusionary zoning
- Lending discrimination
- High cost of developing affordable housing
- Limited supply of affordable housing within neighborhoods

Disparities in Access to Opportunities

The following contributing factors to disparities in access to opportunities were identified:

- Access to financial services
- Lack of private investment in specific neighborhoods
- Location of employers
- Location of proficient schools
- Location and type of affordable housing
- Limited supply of affordable housing in areas with access to opportunity

This page intentionally left blank.

10 Local Data and Knowledge

10.1 Historic Patterns of Segregation

Regional

Patterns of racial segregation are the byproduct of local and federal policies, private housing discrimination, and community prejudice. To understand present challenges to fair housing, it is necessary to review the history of actions that have led regional patterns of segregation.

The earliest forms of racial exclusion in the Bay Area were from Spanish, Mexican, and early U.S. settlers' colonization of Native Americans' land.[36] The Ohlone were and are the predominant Indigenous group of the Bay Area, including the Chochenyo and the Karkin in East Bay, the Ramaytush in San Francisco, the Yokuts in South Bay and Central Valley, and the Muwekma tribe throughout the region. Other Indigenous groups include the Graton Rancheria community (Coast Miwok and Southern Pomo), Kashaya, Patwin, and Mishewal Wappo in the North Bay, and the Bay Miwok in the East Bay.[37] With the support of local, state and federal governments, indigenous communities were often forced from their land which was then sold or given away to colonial settlers.[38] In the 1850s, 119 California tribes signed treaties with the U.S. Special Commissioners which required them to formally surrender their land in exchange for 19 designated reservations, which lacked game, suitable agricultural lands, and water.[39] From the start of colonization through the 1880s, the Ohlone population in the Bay Area dropped by almost 90 percent due to violence, displacement, and widespread disease brought by colonizers.[40]

In more recent history starting in the 1880s, a series of laws targeted Asian populations through federal restrictions on immigration (Chinese Exclusion Act of 1882) and by barring Asian immigrants from owning land (California Alien Land Law of 1913 and 1920).[41] In 1942, Japanese Americans in the Bay Area were forced to sell or abandon their homes and were sent to internment camps.[42] Local ordinances at the time also led to exclusion of Asian Americans, through unfair and racist enforcement of building regulations.[43]

In the early 1920s, cities in the Bay Area began adopting zoning ordinances which led to the establishment of exclusive single-family home zones. By establishing specific areas of cities which did not allow more affordable housing types, cities began to be more segregated based on class and race/ethnicity. Exclusionary zoning created areas of concentrated poverty and concentrated wealth. High-poverty areas typically have limited employment and educational opportunities, creating an environment difficult to achieve income and housing mobility. By preventing households from

[36] Roots and Race, UC Berkeley Belonging Institute, Haas Institute, 2019 https://belonging.berkeley.edu/sites/default/files/haasinstitute_rootsraceplace_oct2019_publish.pdf
[37] Bay Area Equity Atlas, Indigenous Populations in the Bay Area, https://bayareaequityatlas.org/about/indigenous-populations-in-the-bay-area
[38] Roots and Race, UC Berkeley Belonging Institute, Haas Institute, 2019 https://belonging.berkeley.edu/sites/default/files/haasinstitute_rootsraceplace_oct2019_publish.pdf
[39] State of California Native American Heritage Commission, http://nahc.ca.gov/resources/california-indian-history/
[40] Roots and Race, UC Berkeley Belonging Institute, Haas Institute, 2019 https://belonging.berkeley.edu/sites/default/files/haasinstitute_rootsraceplace_oct2019_publish.pdf
[41] History of Racial Injustice, California Law Prohibits Asian Immigrants from Owning Land. https://calendar.eji.org/racial-injustice/may/3
[42] Japanese-American Internment During World War II. U.S. National Archives. https://www.archives.gov/education/lessons/japanese-relocation
[43] The Anti-Chinese Cubic Air Ordinance, Am J Public Health, Joshua S. Yang, PhD. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2661442/

moving into areas of higher-resource, exclusionary zoning perpetuated the cycle of poverty.[44] Historic evidence shows that these zoning regulations intentionally segregated communities and were racially motivated.[45]

"I believe there are certain areas in Hayward that choose to keep their neighborhoods specifically white." (Shawam, Orchard Ave & Joyce St, 46-55).

Starting in the 1930s, Bay Area communities were impacted by redlining, which is the practice of discriminating against loan borrowers based on the racial or socioeconomic status of the neighborhood in which a property is located. Redlining, a government-sponsored system of denying mortgage loans and services to finance the purchase of homes in specific areas, served as a tool to limit homeownership opportunities, as federally insured and long-term mortgages were routinely denied to persons seen as "undesirable," often non-white persons. Redlining directed both public and private capital to white households and away from Black/African American, non-white, immigrant, and Jewish households. As homeownership is one of the most significant means of intergenerational wealth building in the United States, these redlining practices had long-term effects in creating wealth inequalities.[46]

Between 1935 and 1940, the Homeowners Loan Corporation (HOLC), a government-sponsored corporation, developed "Residential Security" maps of many major cities in the United States. The maps identified "Hazardous" neighborhoods that were considered a higher mortgage lending risk. Neighborhoods with high percentages of people of color or immigrants were generally identified as "hazardous," with the maps using racist language such as citing the "infiltration of Negroes and Orientals" as a detrimental influence to lending in that neighborhood. Other neighborhoods were assigned "Definitely Declining," "Still Desirable," and "Best". A map was developed for the Oakland, Berkeley, and Alameda region. Generally, the neighborhoods rated "Hazardous" were located adjacent to the San Francisco Bay, where industrial uses were concentrated. The maps cite factors such as "odors from industries which are nearby" and "smoke and grime from railroad shop." Over eighty years later, 74 percent of neighborhoods rated "Hazardous" are low to moderate income today and nearly 64 percent are minority neighborhoods now.[47] Figure F-43 Shows the "Residential Security" map developed by the HOLC and Figure F-44 shows a more legible version of the same map.

Between 2000 and 2015, mainly due to quickly rising housing prices caused in part by the massive boom in the technological industry, Alameda County experienced significant and uneven shifts in racial, ethnic, and class-based neighborhood divisions. Low-income Black/African American, Asian American, and Hispanic/Latino populations grew significantly in southern Alameda County cities such as San Leandro, Hayward, and the unincorporated communities of Ashland and Cherryland. Some of these shifts were involuntary moves that result from eviction, foreclosure, large rent increases, uninhabitable housing conditions or other reasons that are beyond a household's control,

[44] The Century Foundation. https://tcf.org/content/facts/understanding-exclusionary-zoning-impact-concentrated-poverty/?agreed=1&agreed=1
[45] Roots and Race, UC Berkeley Belonging Institute, Haas Institute, 2019 https://belonging.berkeley.edu/sites/default/files/haasinstitute_rootsraceplace_oct2019_publish.pdf
[46] Mapping Inequality: Redlining in New Deal America. https://dsl.richmond.edu/panorama/redlining/#loc=16/37.725/-122.162&city=oakland-ca&area=D19
[47] HOLC "Redlining Maps," The persistent Structure of Segregation and Economic Inequality, NCRC, Bruce Mitchell, PhD. Accessed: January 5, 2022, https://ncrc.org/wp-content/uploads/dlm_uploads/2018/02/NCRF-Research-HOLF-10.pdf

otherwise known as "displacement."[48] Increases in housing prices in Alameda County contributed to new concentrations of poverty and racial segregation in the county and perpetuated disparities in access to high-resource neighborhoods.[49]

Local

According to the Hayward Area Historical Society, Hayward had a total population count of 504 residents in 1870, and while most individuals were considered "white," many residents spoke Portuguese, German, Danish and some Spanish, in addition to the Cantonese and other Chinese dialects.[50] Hayward was primarily an agricultural town until the early 1920s, when the subdivision of the Meek Estate property and Valley farms and Orchard occurred, and the city began its transition to a suburban community.[51] By 1950, Hayward's population reached 14,272, over double the population size recorded in 1940. According to Bay Area Census estimates, about 90 percent of Hayward's population in 1950 was "White" whereas Black/ African American, Indians, Japanese, and Chinese residents each comprised less than 1 percent of the population.[52] Since 1950, Hayward's population had become increasingly diverse with each decade, however, a significant change in demographics occurred between 1990 and 2010, as Hayward's white population decreased from 51 percent to 19 percent of the total population, while the Hispanic/Latino population increased from 23 percent to 40, percent during this time.[53] Similarly, Hayward's Asian population, significantly grew and comprised 22 percent of the total population by 2010.

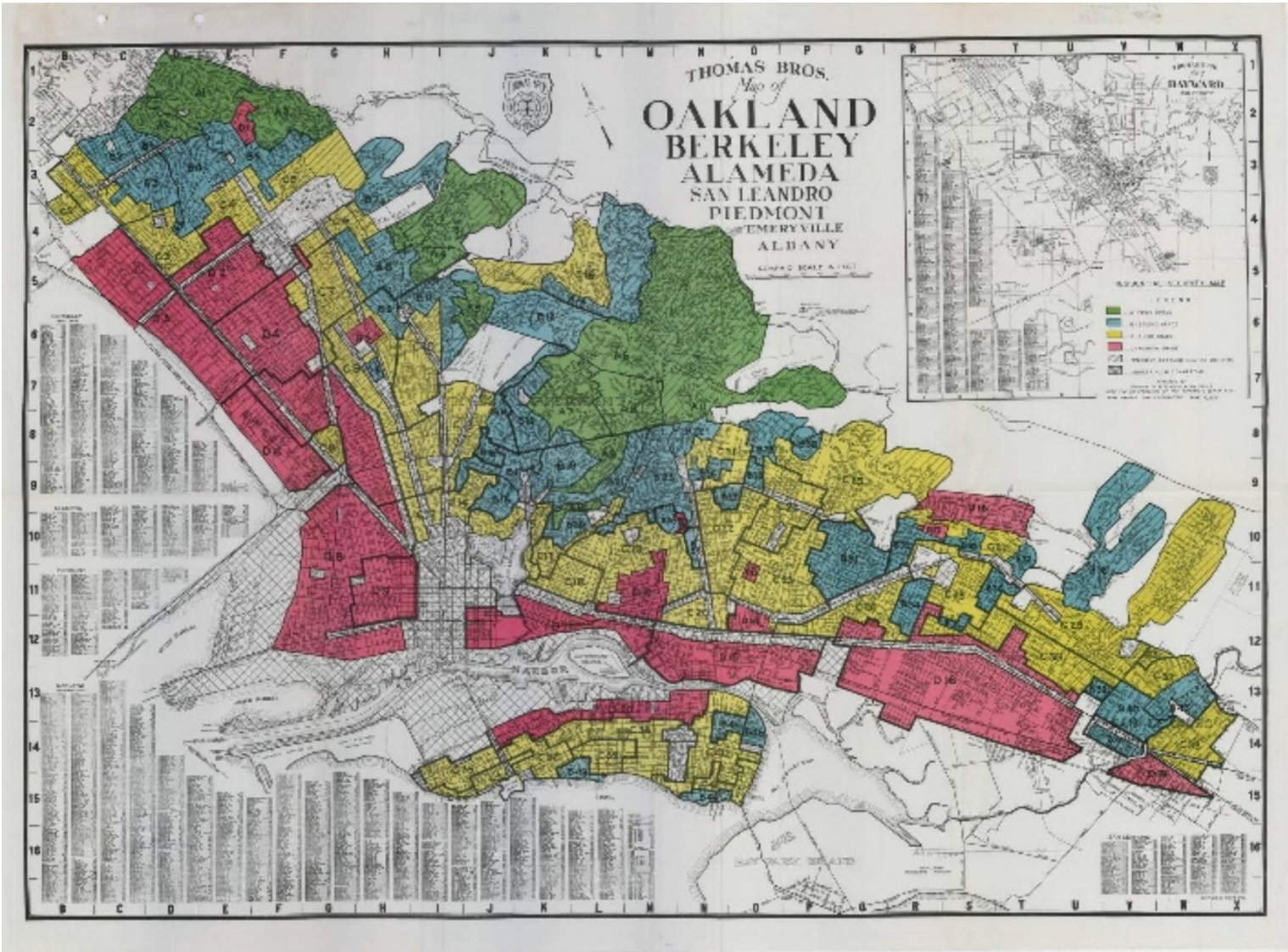
Like many cities during the early to mid-20th century, racial/ethnic minorities were actively excluded from owning property and/or living in predominately white neighborhoods, due to exclusionary housing policies and practices including redlining and racial steering. Furthermore, while redlining effectively reduced homeownership opportunities for persons of color, racial steering tactics, such as restrictive covenants prohibited the sale of property to people from non-white racial groups. In Hayward, these practices effectively "steered" racial/ethnic minorities into nearby neighborhoods such as Russell City and unincorporated community of Fairview.

Prior to 1950, Russel City became a predominately Mexican and African American neighborhood due to racial covenants and other exclusionary tactics used in surrounding cities that had prevented the same of homes to people who were not white.[54] As exclusionary policies worked to segregate racial/ethnic minorities across the region and create neighborhoods like Russell City, federally funded urban renewal programs of the mid-20th century lead to the destruction of major centers of black culture and community and the displacement of thousands.[55] Reinforced by the federally sponsored program of urban renewal, Hayward and regional leaders had considered Russell City a blight to the surrounding area and sought to rebuild the area as an industrial park, which led to the forced displacement of its predominately African American and Hispanic/Latino residents and the bulldozing of their homes in the mid-1960s.[56]

---

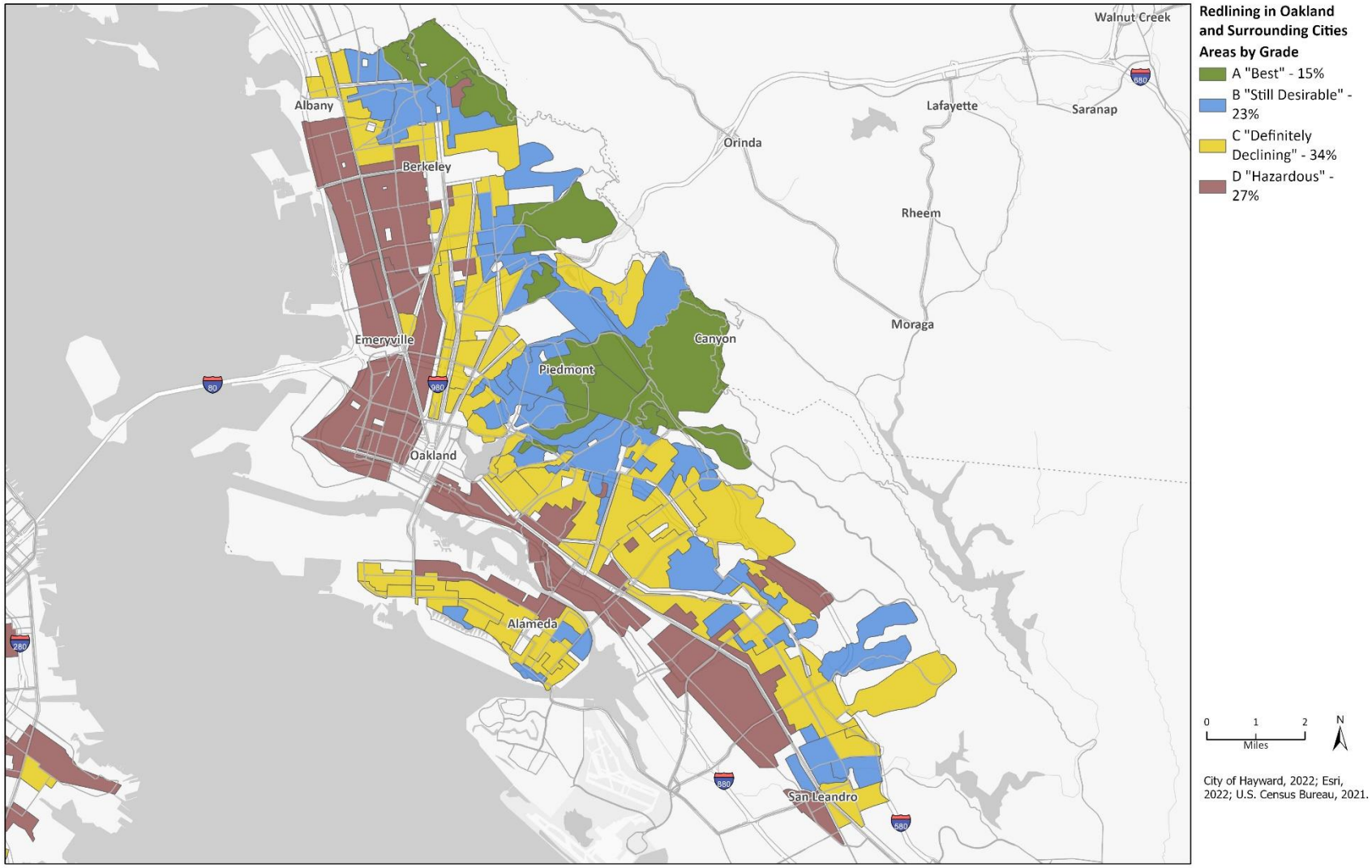
[48] Rising Housing Costs and Re-Segregation in Alameda County, Urban Displacement Project, UC Berkeley https://www.urbandisplacement.org/wp-content/uploads/2021/08/alameda_final.pdf
[49] Rising Housing Costs and Re-Segregation in Alameda County, Urban Displacement Project, UC Berkeley https://www.urbandisplacement.org/wp-content/uploads/2021/08/alameda_final.pdf
[50] Hayward Area Historical Society 2021. https://www.haywardareahistory.org/immigration
[51] Hayward Area Historical Society 2021. https://www.haywardareahistory.org/agricultural-history
[52] Bay Area Census 2021. http://www.bayareacensus.ca.gov/cities/Hayward50.htm
[53] Hayward Area Historical Society 2021. https://www.haywardareahistory.org/immigration
[54] City of Hayward 2021. https://www.hayward-ca.gov/discover/news/feb17/russell-city-and-blues
[55] Roots and Race, UC Berkeley Belonging Institute, Haas Institute, 2019 https://belonging.berkeley.edu/sites/default/files/haasinstitute_rootsraceplace_oct2019_publish.pdf
[56] City of Hayward 2021. https://hayward.legistar.com/View.ashx?M=F&ID=9957852&GUID=B5709B92-34CB-4807-BC70-49503D4BFD36

Figure F-43 1937 Oakland and Berkeley "Residential Security Map"



Source: University of Maryland's T-RACES project

Figure F-44 Home Owners Loan Corporation Redlining Grade (Alameda County)



Source: AFFH Viewer 2022.

In 2021, Hayward recognized that the discriminatory housing practices on the 20th century have intentionally segregated neighborhoods and resulted in the inequal distribution of resources and opportunities across racial/ethnic groups, as people of color were historically denied the ability to secure and purchase housing, thus, limiting the opportunity to build generational wealth through property ownership.[57]

10.2 Stakeholder Input

Housing Survey

As previously mentioned, the City prepared and distributed a housing survey inquiring about housing, access to resources and experiences with discrimination. The survey took place between January 10, 2022 and March 10, 2022 and was translated into Spanish and Mandarin. There was a total of 64 survey participants (60 surveys completed in English, 3 surveys completed in Spanish and 1 survey completed in Chinese). The survey responses included the following major themes:

- Difficulty finding affordable housing, paying the deposit for rental housing, and monthly rental housing costs were identified as housing challenges personally experienced by survey participants.
- Affordability, homeownership, and availability of housing were identified the most urgent housing issues in Hayward.
- Entry level or starter homes, co-living housing, apartments, and condominiums were identified as housing types needed in Hayward.
- Mixed support of diversifying housing types and increasing housing overall in Hayward.

10.3 Other Relevant Factors

Other relevant factors that have not been previously discussed relating to fair housing include the availability and access to housing choice vouchers in Hayward and the presence of older affordable housing units that may be at risk of conversion to market-rate housing. As referenced in Appendix B, *Housing Needs Assessment*, five publicly assisted rental housing developments, which provide a total of 295 affordable units to lower- and moderate-income households, are at risk of converting to market-rate housing during the 2023 to 2031 planning period.

The City of Hayward cooperates with the Housing Authority of the County of Alameda, to provide HCVs to city residents and will continue to seek opportunities to increase rental assistance and reduce overpayment.

In addition to providing rental assistance and reducing housing costs, the City has allocated CDBG funds to meet the following goals:

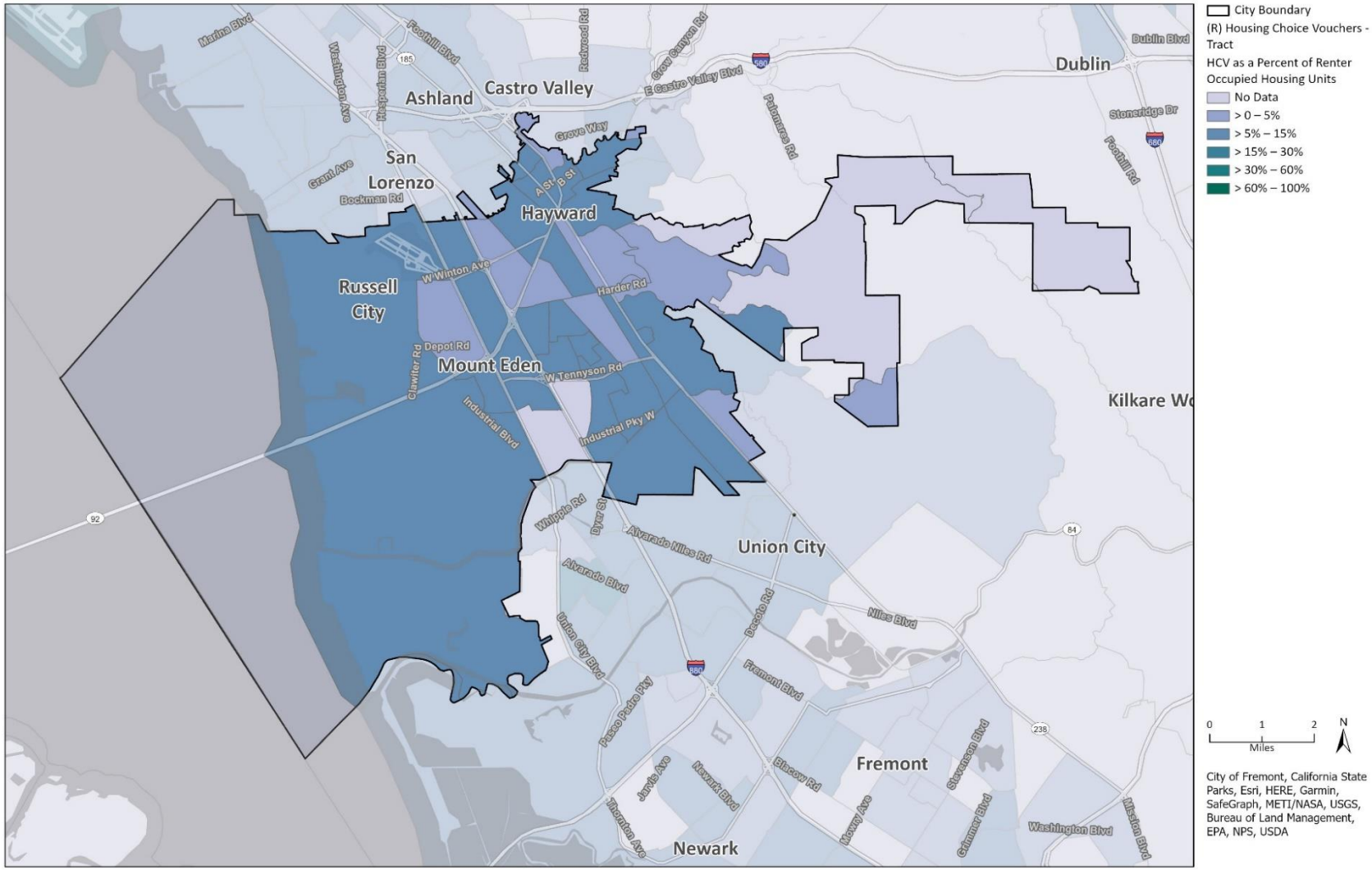
- Improve public facility and infrastructure access and capacity
- Preserve existing homeownership housing
- Develop new affordable housing
- Provide supportive services for individuals with special needs, as defined by HUD
- Provide vital services for LMI households

[57] City of Hayward, 2021. https://hayward.legistar.com/View.ashx?M=F&ID=9957852&GUID=B5709B92-34CB-4807-BC70-49503D4BFD36

- Provide for economic development and small business assistance

HUD estimates show that approximately 1,844 households received HCVs in Hayward. Figure F-45 shows HCV as a percent of renter-occupied units by census tract. Most (97 percent) of HCV recipients are in low-resource areas, compared to 3 percent in moderate-resource areas. Census tracts 4363.00, a low-resource area within the Burbank neighborhood, contained the largest share of HCV recipients (8 percent) in the city.

Figure F-45 Housing Choice Vouchers



Source: AFFH Viewer 2021.

10.4 Access to Homeownership

The following analysis reviews mortgage application filing and acceptance by race using the latest available data. Between 2018 and 2019, there were 3,452 mortgage applications filed in Hayward (see Table F-18). Of the known racial/ethnic categorization of mortgage applications, most were filed by Asian-American/Asian Pacific Islander residents and non-Hispanic white residents. In comparison, Hispanic/Latino comprised 13 percent, Black/African American applicants comprised six percent, and American Indian or Alaskan Native comprised less than one percent of total mortgage loan applications. Asian-American residents were slightly overrepresented for mortgage applications relative to proportion of population (39 percent of applications, 27 percent of population). Applications from non-Hispanic white residents were proportional to population (both 16 percent of population). However, Black/ African American residents were underrepresented for mortgage applications (five percent of applications, nine percent of population), as were American Indian/Alaska Native (less than one percent of applications, one percent of population). Hispanic/Latino residents were significantly underrepresented (18 percent of applications, 40 percent of population). Furthermore, mortgage application denial rates were higher among American Indian or Alaskan Native (34 percent), Hispanic/Latino (26 percent) Black/ African American (24 percent), compared to Asian American/API (19 percent) and non-Hispanic White (19 percent).

Table F-18 Mortgage Applications by Acceptance and Race (Hayward)

Racial/ Ethnic Group	Application Approved but Not Accepted	Application Denied	Application Withdrawn by Applicant	File Closed for Incompleteness	Loan Originated	Total Application (percent)
American Indian or Alaska Native, Non-Hispanic	1	12	6	4	12	35 **(0.5%)**
Asian American/API, Non-Hispanic	78	506	348	132	1,644	2,708 **(39%)**
Black/ African American, Non-Hispanic	8	80	54	14	178	334 **(5%)**
Non-Hispanic White	47	207	166	62	630	1,112 **(16%)**
Hispanic/Latino	39	318	160	91	617	1,225 **(18%)**
Unknown	47	262	227	95	808	1,439 **(21%)**
Total	**220**	**1,385**	**961**	**398**	**3,889**	**3,452 (100%)**

Source: Federal Financial Institutions Examination Council's (FFIEC) Home Mortgage Disclosure Act loan/application register (LAR) files 2021

This page intentionally left blank.

11 Sites Inventory

The housing element must demonstrate that there are adequate sites zoned for the development of housing for households at each income level sufficient to accommodate the number of new housing units needed at each income level as identified in the Regional Housing Needs Allocation (RHNA). In the context of AFFH, the process of sites identification involves an analysis of site capacity to accommodate the RHNA, but also whether the identified sites serve the purpose of replacing segregated living patterns with truly integrated and balanced living patterns, transforming racially and ethnically concentrated areas of poverty into areas of opportunity.

11.1 Opportunity Areas

HCD/TCAC opportunity maps identify areas throughout the state that support positive economic (low poverty, high employment, high median household income), educational (reading and math proficiency, high school graduation rates, low student poverty rates), and environmental outcomes (low exposure to pollution) for low-income families. The HCD/TCAC opportunity areas map rank census tracts from Highest Resource to Low Resource based on these characteristics. A census tract with a designation of High Resource indicates that the census tract has strong educational and economic opportunities for current and future residents. In depth analysis and discussion of pollution burden and environmental justice can be found in the draft Environmental Justice Element.

Most census tracts in Hayward are considered Low Resource while five census tracts in the eastern areas of the city (tracts 438000, 435103, 435102, 436402, and 436401) and one census tract in central areas of the city (tract 437000) are considered Moderate Resource. A small portion of Hayward's city limits extends into a high resource census tract (450601) to the east of the city. The areas within this tract which are also within city limits are undeveloped open space and ranch land and are therefore excluded from this analysis. Figure F-46 shows resource level in relation to planning sub areas and Figure F-47 shows resource level in relation to identified opportunity sites and current pipeline projects. The five moderate-resource tracts tend to be in the hills to the east of Downtown Hayward. These areas are characterized by suburban development with more limited access to transit, retail, and healthcare services. Across most of the city, residents have limited access to positive economic, educational, and environmental outcomes, and where those outcomes are slightly improved, there is reduced access to the urban amenities that would support higher-density affordable housing.

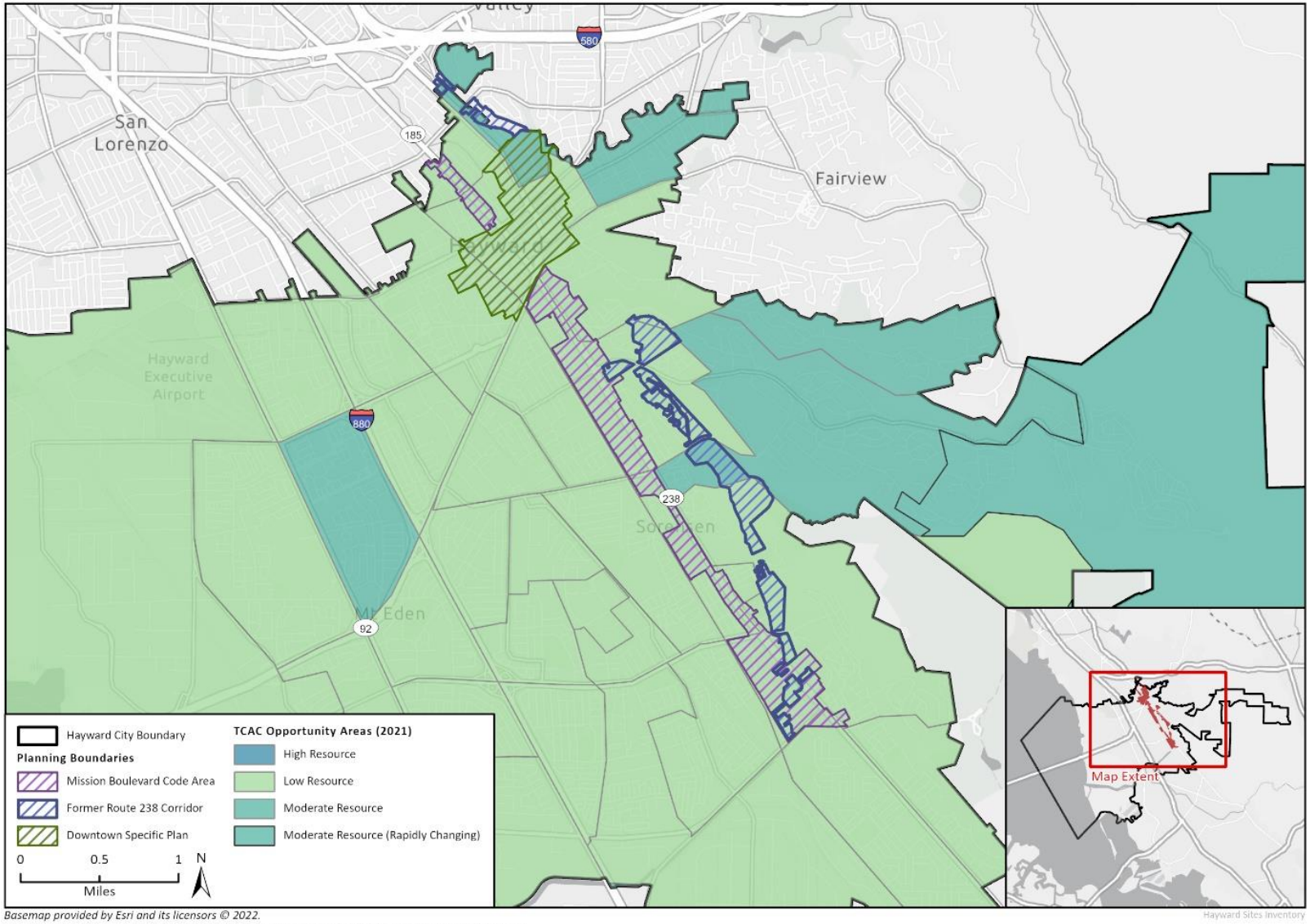
Residential and mixed-use projects in the development pipeline which are planned or approved accommodate approximately half of Hayward's 6th cycle RHNA. These 28 projects will develop a total of 1,263 above-moderate income units, 82 moderate income units, 275 low-income units, 245 very-low income units, and 30 extremely-low income units. Of these, 140 above-moderate income, 27 moderate, 53 low income, and 24 very-low income units are located in moderate resource census tracts. The remaining projects are located in low resource census tracts.

Given this distribution of low- and moderate-opportunity areas, the location of RHNA sites for each income category were chosen to facilitate the development of mixed-income neighborhoods and to increase the availability of affordable housing in proximity to transit, retail, and other services. Reliable public transit access and the option to walk or bike are imperative for low-income residents

and/or persons with disabilities to connect to employment opportunities. It is important to note that Senate Bill (SB) 9, signed into law on September 16, 2021, allows property owners within single-family residential zones to build two units and/ or to subdivide a lot into two parcels, adding a total of four units. The passage of this new law along with the relaxed regulations for Accessory Dwelling Units (ADUs) on all single and multi-family properties will allow infill development throughout the city including moderate and the high resource census tracts that primarily include existing single-family neighborhoods.

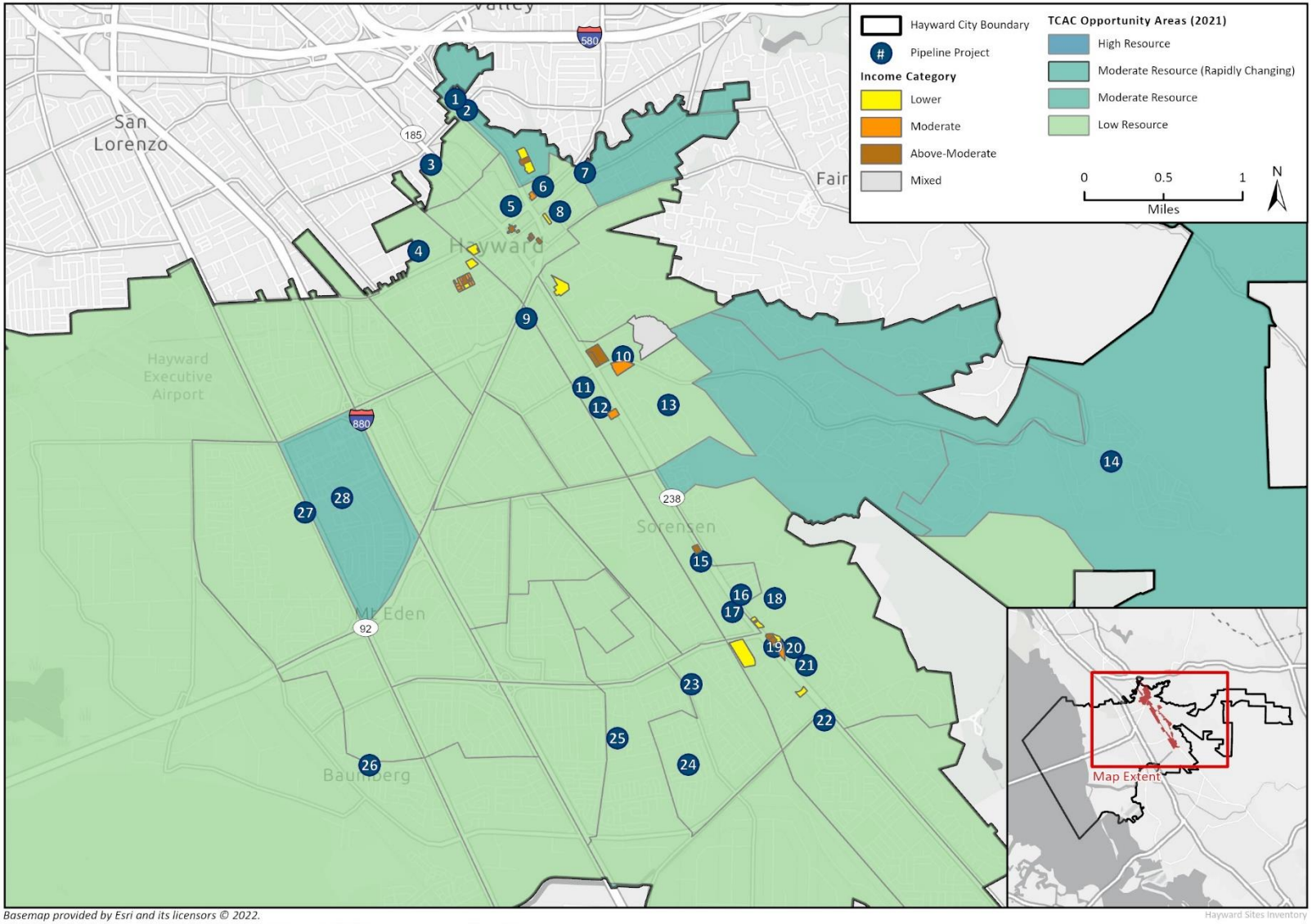
Excluding the three parcels which comprise the former Civic Center site at 22300 Foothill Boulevard, all sites listed in Appendix C are located in low-resource census tracts. These sites accommodate 984 above moderate-, 798 moderate-, and 1,243 lower-income housing units. An additional 364 lower-income and 115 above-moderate housing units are projected at the former Civic Center site which is within a moderate resource census tract.

Figure F-46 Planning Sub-areas in Relation to TCAC/HCD Opportunity Areas



Basemap provided by Esri and its licensors © 2022.
Additional information provided by City of Hayward, 2022 and TCAC/HCD Opportunity Area Maps, 2021.

Figure F-47 Location of Housing Sites in Relation to TCAC/HCD Opportunity Areas



Basemap provided by Esri and its licensors © 2022.
Additional information provided by City of Hayward, 2022 and TCAC/HCD Opportunity Area Maps, 2021.

Hayward Sites Inventory

Table F-19 Planned, Approved, and Pending Projects (2021)

Map ID	Project Name	ELI* Units	VLI* Units	LI* Units	MI* Units	AMI* Units	Total Units	Max Units Allowed	% of Max Units Allowed	Entitlement Status
1	Oak Street	-	-	-	4	36	40	56	71%	Approved
2	Parcel Group 8	-	24	51	20	1	96	54	178%	Approved
3	21659 Mission Boulevard	-	1	-	3	41	45	63	72%	Approved
4	420 Smalley Avenue	-	-	-	1	7	8	8	100%	Approved
5	Maple and Main	-	48	-	-	192	235	343	68%	Under Review
6	1200 A Street	-	-	-	-	155	155	149	104%	Approved
7	4th and B	-	-	-	-	41	41	78	53%	Approved
8	Pimentel Place	15	20	11	10	1	57	57	100%	Approved
9	Pine Vista Condos	-	-	-	7	33	40	32	125%	Approved
10	Carlos Bee	-	-	-	6	9	15	14	107%	Approved
11	O'Neil Ave Apartments	-	1	-	-	8	9	13	71%	Approved
12	Berry Avenue Multifamily	-	1	-	1	16	18	29	63%	Approved
13	Parcel Group 5	-	18	-	-	74	92	122	75%	Approved
14	Cavallo Highlands	-	-	-	-	20	20	38	52%	Approved
15	27177-27283 Mission Blvd	-	-	-	6	49	55	86	64%	Approved
16	Mission Paradise	15	20	40	-	-	76	104	73%	Approved
17	28049 Mission Boulevard	-	-	-	-	25	25	37	68%	Approved
18	Parcel Group 3 - La Vista Residential	-	36	138	-	2	176	194	91%	Approved
19	Mission Terraces	-	76	33	-	1	110	91	121%	Approved
20	SoMi (True Life)	-	-	-	20	169	189	174	109%	Approved
21	Mission Seniors	-	-	-	-	203	203	228	89%	Approved
22	Mission Villages	-	-	-	-	72	72	188	38%	Approved
23	Huntwood	-	-	-	1	13	14	21	65%	Approved
24	Vagabond	-	-	-	-	8	8	8	100%	Approved

Map ID	Project Name	ELI* Units	VLI* Units	LI* Units	MI* Units	AMI* Units	Total Units	Max Units Allowed	% of Max Units Allowed	Entitlement Status
25	Harvey Avenue	-	-	-	-	17	17	14	121%	Approved
26	Arf Avenue Subdivision	-	-	-	-	9	9	12	81%	Approved
27	Hesperian Subdivision	-	-	-	-	19	19	16	122%	Approved
28	La Playa Commons	-	-	2	3	42	47	47	100%	Approved
	Total Units	**30**	**245**	**275**	**82**	**1,263**	**1,895**	**Average % of Max Density**	**88%**	

Notes: ELI = Extremely Low Income; VLI = Very-Low Income: LI = Low Income; MI = Moderate Income; AMI = Above-Moderate Income

11.2 Improved Conditions

As shown in Figure F-5 and Figure F-17, census tracts with low- and moderate-income households, predominantly Hispanic/Latino populations, and higher rates of housing problems are located throughout the central area and southern areas of the city. All sites identified in Appendix B are located in Downtown Hayward, the Mission Boulevard Corridor, and the former Route 238 Corridor. While all sites are zoned at densities adequate to accommodate lower-income units, the sites that are currently allocated to the development of lower-income units are distributed throughout the three neighborhoods and not concentrated in any one location. In an effort to facilitate mixed-income neighborhoods,

- 791 lower-income, 434 moderate-income, and 381 above moderate-income units are located in Downtown Hayward;
- 816 lower-income, 164 moderate-income, and 408 above moderate-income units are located within the Mission Boulevard Corridor; and
- 200 moderate-income units and 310 above moderate-income units are located along the former Route 289 Corridor.

These areas are generally considered Low Resource by TCAC, but they have seen extensive market-rate multi-family development in recent years including but not limited to the Lincoln Landing Development (476 residential units and 80,000 square feet of commercial development), Sohay (472 apartment units and condominiums and townhomes and development of a new park) and, Mission Crossings (140 townhomes, retail space, and a hotel), all of which are under construction or occupied. These projects are discussed in greater detail in Appendix C. Further development of moderate- and above moderate-income units in these areas would potentially improve conditions by encouraging a mixture of household income levels. The City will continue to implement residential rehabilitation programs, affordable housing development incentives, the Affordable Housing Ordinance, anti-displacement actions, and utilize annual CDBG and HOME funds to improve conditions within low-resource and displacement-vulnerable census tracts shown on Figure F-41.

11.3 Exacerbated Conditions

As mentioned previously, most neighborhoods in Hayward are considered low resource. Analysis has shown that areas of low resource in Hayward are more likely to have a predominant Asian-American or Hispanic/Latino population, a greater share of overcrowded households, and higher rates of poverty compared to neighborhoods in moderate-resource areas. The census tract that has the highest rate of households with incomes below the poverty level (20.9 percent of households) is tract 436500 in central Hayward along Mission Boulevard between Harder Road and Jackson Street. Vacant and underutilized sites that could accommodate 75 lower-income, 248 moderate-income and 521 above moderate-income units are located in this census tract. An additional four pipeline projects (Parcel Group 5, Carlos Bee, Berry Avenue Multifamily, and O'Neil Avenue Apartments) are located in this tract accounting for a total of 20 lower-income, 7 moderate-income, and 107 above-moderate income units. According to California Housing Partnership data, all federal and state subsidized housing within Hayward is in low-resource areas. By encouraging a mix of lower-, moderate-, and above moderate-income housing units, the Sites Inventory does not exacerbate conditions in vulnerable areas of the city.

11.4 Racially/Ethnically Concentrated Areas of Poverty and Affluence

While there are no racially/ethnically concentrated areas of poverty or affluence (R/ECAP) per HUD's definition in Hayward, some tracts with predominantly Hispanic/Latino residents and elevated rates of poverty were found in the central and southern part of the city. In contrast, neighborhoods located in the northeastern area of Hayward had a predominately non-Hispanic white population and generally higher median incomes. Sites feasible to accommodate 1,003 lower-income, 468 moderate-income, and 903 above-moderate income housing units identified in the sites inventory are located in census tracts where the population is predominantly Hispanic/Latino by a slim to sizeable gap (tracts 435400, 436500, 437900, and 435104), but these tracts do not represent concentrated areas of poverty. Furthermore, sites allocated to the development 44 units of lower-income housing are located in a census tract with both a median income higher than California's median income and a predominantly non-Hispanic white population (tract 436401).

11.5 Access to Opportunity

The majority of census tracts in Hayward were categorized as low resource while three tracts in the northeast and central areas of the city were moderate resource. Housing units in the sites inventory are not disproportionately concentrated in different resource areas, and the sites identified in low resource areas are distributed on vacant and underutilized parcels and facilitate the development of lower-, moderate-, and above moderate-income units in close proximity to commercial services and transit. The City's goals, policies, and programs implemented as part of this housing element will mitigate impediments to opportunity and promote investment in specific neighborhoods and expand affordable housing supply (see Chapter 6, *Housing Plan*).

11.6 Disproportionate Housing Needs

As depicted in Figure F-36, the highest concentrations of cost-burdened households are located in the western and central portions of the city along Mission Boulevard. Similarly, as shown in Figure F-38, an elevated percentage of overcrowded household exists within Downtown Hayward and along Mission Boulevard. As previously discussed, 816 lower-income and 364 moderate-income units are projected to be built in the Mission Boulevard corridor and the former Route 238 corridor which is directly adjacent to Mission Boulevard. An additional 791 lower-income and 434 moderate-income units are proposed in Downtown Hayward. Providing more affordable housing opportunities in this area may lower levels of cost burden in this neighborhood.

The fair housing assessment found a need for affordable housing for people with disabilities and adequate housing for large families. The City uses inclusionary housing trust funds to incentivize the development of extremely low-, very low-, low-, and moderate-income housing. and the Notice of Funding Availability for those funds give priority points for developments that include three or more bedrooms to incentivize development of larger units. These funds assist private developers with the cost of development of units affordable to low- and moderate-income households (Program H-7: Affordable Housing Development Assistance).

11.7 Subsidized Housing

As discussed in Appendix B, Hayward has a range of publicly assisted rental housing affordable to lower and moderate-income households. Overall, 23 projects, 11 of which rely on HUD assistance (Section 8 project-based vouchers or Section 202 Supportive Housing for the Elderly), provide a total of 1,456 assisted rental housing units in the city. Of the 23 subsidized housing projects in Hayward, nine are located in either Downtown Hayward or the Mission Boulevard corridor in the vicinity of vacant or underutilized sites identified for lower-income units.

Overall, there is generally little concentration of HCV recipients or subsidized housing projects in Hayward. The proportion of HCV recipients in a given census tract in the city ranges from 0 to 14.8 percent. Sites identified as adequate for lower-income housing are located in census tracts where HCV recipients represent between 1.9 and 8.2 percent of renter-occupied housing units. The development of lower-income housing units on the sites identified in Appendix C do not create an unusually high concentration of lower-income units near existing projects or in neighborhoods with high concentrations of housing choice voucher recipients.

11.8 Sites Analysis Summary Data

Table F-2 summarizes fair housing considerations of the sites inventory by census tract.

Table F-2 Sites Inventory by Census Tract Characteristics

			Sites Inventory Capacity + RHNA Credit Projects (Units)				AFFH Indicators				
Development Area	Census Tract Number	Number of Existing Households	Lower-Income	Moderate-Income	Above Moderate-Income	Percent Non-white	TCAC Opportunity Area	Percent Overpayment by Renters	Percent Over-crowded Households	Displacement Sensitivity	CalEnviro-Screen Pollution Burden Percentile
Downtown											
	431200	1,325	439	24	152	61-80%	Moderate Resource	40-60%	<8.2%	Vulnerable	80
	435400	505	325	114	533	61-80%	Low Resource	40-60%	<8.2%	Vulnerable	55
	436300	2,049	196	331	88	81-100%	Low Resource	40-60%	12-15%	Vulnerable	45
Mission Boulevard Code Area											
	435104	2,038	980	136	522	61-80%	Low Resource	40-60%	<8.2%	Vulnerable	53
	437900	660	75	6	124	81-100%	Low Resource	40-60%	>20%	Vulnerable	20
	436401	3,013	44	0	0	61-80%	Low Resource	40-60%	<8.2%	Vulnerable	25
	436500	1,715	95	55	318	81-100%	Low Resource	40-60%	<8.2%	Vulnerable	44
Former Route 238 Corridor											
	436500	1,715	0	200	310	81-100%	Low Resource	40-60%	<8.2%	Vulnerable	44
Other Census Tracts with Planned and Approved Units											
	438100	2,041	0	0	72	61-80%	Low Resource	40-60%	8.3 – 12%	Other	54
	438204	1,852	0	1	21	61-80%	Low Resource	60-80%	<8.2%	Vulnerable	20
	437200	2,067	0	0	19	61-80%	Low Resource	40-60%	<8.2%	Other	61
	435300	1,591	0	0	41	61-80%	Moderate Resource	40-60%	<8.2%	Vulnerable	11
	437101	1,696	0	0	9	81-100%	Low Resource	20-40%	<8.2%	Other	80
	436601	1,854	0	7	33	81-100%	Low Resource	40-60%	8.3 – 12%	Vulnerable	33
	435103	2,034	0	0	20	61-80%	Moderate Resource	<20%	<8.2%	Other	12
	438203	1,235	0	0	17	81-100%	Low Resource	40-60%	<8.2%	Vulnerable	24

			Sites Inventory Capacity + RHNA Credit Projects (Units)				AFFH Indicators				
Development Area	**Census Tract Number**	**Number of Existing Households**	**Lower-Income**	**Moderate-Income**	**Above Moderate- Income**	**Percent Non-white**	**TCAC Opportunity Area**	**Percent Overpayment by Renters**	**Percent Over-crowded Households**	**Displacement Sensitivity**	**CalEnviro-Screen Pollution Burden Percentile**
	435500	1,310	1	3	41	61-80%	Low Resource	40-60%	8.3 – 12%	Vulnerable	45
	437000	1,103	2	3	42	61-80%	Moderate Resource	40-60%	<8.2%	Vulnerable	41
Total			**2,157**	**880**	**2,362**						

Source: California Tax Credit Allocation Committee (TCAC)/California Housing and Community Development (HCD), Opportunity Maps (2020); U.S. Census Bureau, American Community Survey 5-Year Data (2015-2019).

This page intentionally left blank.

12 Fair Housing Goals and Priorities

Based on the analysis conducted in this AFFH document, Table F-3 highlights the prominent fair housing issues and contributing factors that hinder access to safe, affordable, and vibrant housing for Hayward residents. Furthermore, the findings of this analysis were used to develop meaningful actions, metrics and milestones that promote inclusive communities, increase housing opportunities, and address racial/ethnic and economic disparities in the city. The contributing factors were prioritized to better formulate policies and programs and carry out meaningful actions to further fair housing. Meaningful actions to address fair housing issues are included in the housing programs located in Chapter 6, *Housing Plan.*

Table F-3 Fair Housing Issues, Contributing Factors, and Key Programs

AFH Identified Fair Housing Issue	Contributing Factors in Order of Priority	Key Programs
Protecting existing residents from displacement	1. High rates of housing cost burden among renter-occupied households 2. Shortage of subsidized housing units 3. Increasing housing costs and early/on-going gentrification 4. High rates of overcrowded households 5. Lack of private investments in specific neighborhoods	▪ Program H-7: Housing Choice Vouchers ▪ Program H-20: Community Outreach and Education ▪ Program H-21: Foreclosure Prevention and Counseling ▪ Program H-22: Fair Housing Services ▪ Program H-23: Rent Stabilization and Tenant Protections ▪ Program H-24: Tenant Relocation Assistance
Improving place-based strategies to encourage community conservation and revitalization, including preservation of existing affordable housing	1. Cost of repairs or rehabilitation 2. Dominance of single-family housing, which is typically more expensive than multi-family housing 3. Lack of public (local, state, or federal) funds invested in the development of affordable housing and social services 4. Limiting local land use policies	▪ Program H-1: Minor Home Repair Program ▪ Program H-2: Residential Rental Inspection Program ▪ Program H-3: Preservation of At-Risk Affordable Housing ▪ Program H-10: Replacement Housing ▪ Program H-19: Housing for Special Needs Populations ▪ Program H-22: Fair Housing Services
Encouraging development of new affordable housing in Areas of High Opportunity	1. Dominance of single-family housing, which is typically more expensive than multi-family housing 2. Location and type of existing affordable housing 3. Lack of affordable housing in moderate-resource areas 4. Limited supply of affordable housing in areas with access to opportunity	▪ Program H-4: Affordable Housing Development Assistance ▪ Program H-5: Density Bonus ▪ Program H-6: Inclusionary Housing ▪ Program H-8: Ensure Adequate Sites to Accommodate Regional Fair Share of Housing Growth ▪ Program H-11: By-Right Approval for Projects with 10 percent Affordable Units ▪ Program H-12: Adaptive Reuse ▪ Program H-13: Variety of Housing Types ▪ Program H-14: Development Incentives ▪ Program H-16: Expedited Project Review ▪ Program H-17: Accessory Dwelling Unit Program ▪ Program H-18: Duplexes and Lot-Splits

AFH Identified Fair Housing Issue	Contributing Factors in Order of Priority	Key Programs
Enhancing fair housing outreach and housing mobility strategies	1. Insufficient and inaccessible outreach and enforcement 2. Lack of public input and feedback on issues and strategies 3. Lack of marketing community meetings 4. Insufficient local public fair housing enforcement and testing	▪ Program H-19: Housing for Special Needs Populations ▪ Program H-20: Community Outreach and Education

This page intentionally left blank.