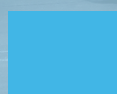
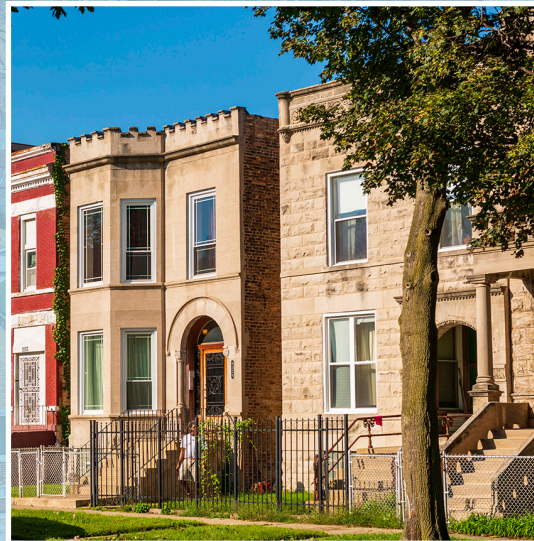
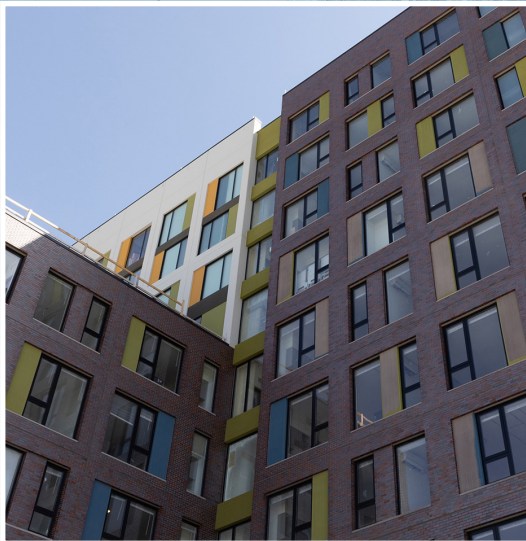


CHICAGO BLUEPRINT FOR FAIR HOUSING

A comprehensive plan to address Chicago's housing segregation, disparities in access to opportunity, and history of inequitable investment.

Progress Report

May 2023



CHICAGO

MAYOR LORI E. LIGHTFOOT

Blueprint for Fair Housing – 2023 Progress Update

Executive Summary

Starting in 2018, the City of Chicago and the Chicago Housing Authority (CHA) joined a regional effort to craft goals and strategies to affirmatively further fair housing and make Chicago a more equitable, prosperous city, with residents at the center of the conversation. This Assessment of Fair Housing (AFH) process was initiated as previously mandated by HUD’s Affirmatively Furthering Fair Housing (AFFH) rule. The AFH process, which has origins in the Fair Housing Act of 1968, sets out to surface instances of segregation and inequity, identify contributing factors to fair housing issues, and commit to specific plans to mitigate and eliminate them.

Chicago’s residential segregation and fair housing challenges are driven by the root causes of systemic racism and poverty. Community conversations and extensive data analysis throughout the AFH process confirmed that barriers to housing continue to perpetuate Chicago’s residential segregation, creating a cycle of instability with long-lasting consequences that not only impact individuals, but the entire city. Jointly, the City of Chicago led by the Mayor’s Office, Department of Housing, and Commission on Human Relations—with additional City departments involved in implementation—and the Chicago Housing Authority (CHA) have focused their affirmative fair housing work on eight goals with complementary strategies and actions, as published in the Chicago Blueprint for Fair Housing:

1. Increase and preserve affordable, accessible housing options
2. Prevent involuntary displacement and stabilize neighborhoods
3. Increase opportunities and community integration for people with disabilities
4. Address the segregation of opportunity and related inequitable distribution of resources
5. Enhance housing policies and programs to increase fair housing choice
6. Expand fair housing outreach, education, and enforcement
7. Preserve existing and expand affordable homeownership
8. Ensure that internal policies and practices advance equity and address the history of structural racism

The Blueprint for Fair Housing was originally released in April 2021 for public comment after a three-year process in collaboration with Enterprise Community Partners, Chicago Area Fair Housing Alliance, and the Metropolitan Planning Council. The project awarded grants to local organizations to seek feedback from directly impacted communities, with an emphasis on the South and West sides. The project also established an Advisory Committee, convened by the Chicago Area Fair Housing Alliance, which was comprised of over 20 local organizations.

The Blueprint identified actions for the City and the CHA to take over the next 5 years to advance fair housing. This Progress Report represents an interim update on the efforts of the City of Chicago to meet the milestones for each of the eight goals set out in the Blueprint for Fair Housing.

Progress Highlights

Two years after the first release of Chicago’s Blueprint for Fair Housing for public comment, the City has made substantial progress toward the Blueprint’s goals. The following pages highlight select accomplishments across all eight goals. These are just a few of the steps the City of Chicago has taken to address Chicago’s housing segregation, disparities in access to opportunity, and history of inequitable

investment. The need for further action to build a more equitable city and affirmatively further fair housing remains.

See page 8 for status updates on the full list of goals and strategies.

Goal 1: Increase and preserve affordable, accessible housing options

- **2021 Affordable Requirements Ordinance (ARO) Update:** The 2021 ARO expands off-site options that serve Chicagoans in the greatest need for affordable rental housing, while also focusing on anti-displacement measures that allow long-time residents to remain in their communities and benefit from redevelopment. The revised ARO encourages the production of more affordable, accessible, and family-sized units, while also maintaining much-needed funding for current programs that support thousands of low-income renters.
 - a. *Related Strategy: 1A. Increase the stock of affordable, accessible rental housing throughout the region, especially in areas of opportunity.*
- **Connected Communities Ordinance:** Passed one of Chicago’s largest zoning reform packages in decades, focused on promoting equitable development near transit. Relevant provisions include reducing the cost of housing development by eliminating one-size-fits all parking mandates for affordable developments near transit; zoning changes to discourage deconversion of three-flats in communities with affordability pressures; establishing a new incentive for accessible ground-level units in small multi-family buildings, like 2-flats; and creating a new zoning process to streamline approval of affordable housing developments in high-cost communities.
 - a. *Related Strategy: 1A. Increase the stock of affordable, accessible rental housing throughout the region, especially in areas of opportunity.*
- **Affordable Housing Investments:** Announced the largest investment in affordable housing in Chicago’s history in 2021, with 24 new developments set to preserve or create 2,400 rental units across the city and mobilize over \$1 billion in affordable development resources. Closed funding on 1,527 affordable housing units in 2022 (nearly double the 2021 total of 863 units). Additionally, in a significant move to increase affordable housing in a high-cost area, the LaSalle Street Reimagined initiative selected three projects in 2023 that will generate over 300 affordable units in the Loop.
 - a. *Related Strategy: 1A. Increase the stock of affordable, accessible rental housing throughout the region, especially in areas of opportunity.*
- **Expanded Flexible Housing Pool:** Expanded the Flexible Housing Pool, a multi-stakeholder partnership of the City’s Department of Family and Support Services, Cook County Health, foundations, and social service organizations that aims to rapidly house individuals experiencing homelessness and connect them to supportive housing. As of January 2023, there are 578 Flexible Housing Pool units funded (313 youth and 265 Adult); new funding commitments announced in 2021 total \$1.3 million and those announced in 2022 totaled \$9.5 million.
 - a. *Related Strategy: 1F. Increase deeply affordable housing options.*
- **CHA-supported development:** There are currently 621 units under construction at CHA sites which includes Sheffield Residences. Recently completed projects include those in South Loop and Bronzeville.
 - a. *Related Strategy: 1A. Increase the stock of affordable, accessible rental housing throughout the region, especially in areas of opportunity.*

Goal 2: Prevent involuntary displacement and stabilize neighborhoods

- **Housing Stability Community Response Team (HSCRT):** This coordinating group was established in 2021 to track housing instability in high eviction filing areas of the City in response to the housing crisis exacerbated by the pandemic. HSCRT was made up of community groups, housing officials, court officials, and legal aid organizations. The HSCRT created eviction resources and held community events. HSCRT work has been folded into the Department of Housing Advisory Committee for Renting Right.
 - a. *Related Strategy: 2a. Strengthen guidelines around evictions and renewal regulations.*
- **Right to Counsel Program:** The Right to Counsel (RTC) Pilot Program will provide legal representation at no cost to eligible low-income tenants at risk of or subject to eviction or lockout in Chicago. The Department of Housing announced in April 2022 that the Lawyer's Committee for Better Housing and Beyond Legal Aid were both selected to provide legal services for the RTC program. The three-year pilot, supported by \$8 million of federal housing stabilization services funding, was launched in the Summer of 2022 and will play a pivotal role in preventing and minimizing the damage caused by the eviction process. DOH and the Mayor's Office also participated in a national peer learning network on RTC with other partners to develop a strategy for long-term sustainability of RTC in Chicago.
 - a. *Related Strategy: 2c. Establish a pilot "right to counsel" in eviction court program.*
- **Right to Cure an Eviction:** Right to cure an eviction was included as a provision of the Fair Notice Ordinance that passed in the Summer of 2020. Conditional on certain criteria being met, tenants have a one-time right to end an eviction case against them for non-payment of rent and remain in their unit, if the tenant pays back all back rent owed and eviction filing fees associated with eviction filing prior to a judge issuing a formal eviction order against the tenant. This provision provides tenants with additional time to identify financial support or rental assistance to avoid an eviction.
 - a. *Related Strategy: 2d. Extend the right to cure a rent default, even after tenants have been brought into eviction proceedings*

Goal 3: Increase opportunities and community integration for people with disabilities

- **Shelter accessibility & investments:** The Chicago Recovery Plan (CRP) included \$20 million in funding for a shelter infrastructure initiative to improve existing facilities, including expanding accessibility. A Request for Qualifications for this program closed in March 2023 for selecting awardee finalists. The Department of Family and Support Services anticipates awarding finalists in May 2023. The CRP also included \$30 million for acquisition of non-congregate facilities, such as hotels/motels, for use as shelter. The Department of Housing has selected five awardee finalists through a Request for Proposals and is in the process of identifying and acquiring buildings.
 - *Related Strategy: 3b. Advocate for funding to make all publicly funded shelters accessible.*
- **Home modifications.** Completed over 168 home modifications (HomeMod) in neighborhoods across the City in 2022 to make homes accessible for people with disabilities. The HomeMod Program provides accessibility modifications for both Chicago residents with disabilities and seniors that meet federal household income limits. Home modifications include installing lifts, adapting bathrooms, and altering kitchens for accessibility.

- *Related Strategy: 3j. Create robust region-wide modification fund for home modifications for people with disabilities.*
- **Career center for people with disabilities:** In July 2022, the Mayor’s Office for People with Disabilities (MOPD) opened a career center at the Central West Community Center supporting people with disabilities seeking employment and employers seeking to hire people with disabilities. Services offered include working one-on-one with job seekers with disabilities on career readiness and identifying job training programs or job placement with employers. The Career Center will also serve employers who want to be more inclusive in their hiring and recruitment practices and are looking to hire job seekers with disabilities.
 - *Related Strategy: 3j. Support the ongoing work to increase access to integrated employment for persons with disabilities.*

Goal 4: Address the segregation of opportunity and related inequitable distribution of resources

- **Reversing historic disinvestment:** As of fall 2022, the City’s signature INVEST South/West initiative channeled and coordinated more than \$2.2 billion in public and private investment commitments within 10 South and West Side community areas. The initiative is providing support for small businesses, creating public realm improvements, restoring historic buildings, and fostering equity and resilience where it is needed most. Relatedly, in 2022, the Neighborhood Opportunity Fund committed \$8.5M to finance the construction or rehabilitation of new and existing, publicly accessible, commercial spaces (e.g., grocery stores, retail establishments, or restaurants) or cultural establishments in neighborhoods that lack private investment, using revenue generated from downtown development.
 - *Related Strategy: 4a. Prioritize public investments in communities that have experienced underinvestment.*
- **Transit service quality and affordability:** Reliable and affordable public transit is critical to providing low-income residents access to jobs, services, educational opportunities and more. As part of ongoing efforts to improve bus reliability, the Chicago Transit Authority (CTA) and the Chicago Department of Transportation (CDOT) are developing the City’s first framework plan to improve street infrastructure for public bus service: the Better Streets for Buses Plan. The plan was released in April 2022 for public comment, with a final plan to be released in spring 2023. Relatedly, the City has also begun exploring efforts to promote transit affordability. The Department of Housing has adopted a preference in the 2023 Qualified Allocation Plan to prioritize for funding proposals from affordable developers that provide tenants with a choice of low- or no-cost CTA passes or Divvy bikeshare passes.
 - *Related Strategy: 4b. Provide reliable, frequent, and affordable access to multiple transportation options to populations disproportionately reliant on public transportation.*
- **Transit Service Expansion:** After nearly five decades of promises, the Red Line Extension (RLE) has finally become a reality, following completion of the multi-year environmental review process and the securing of the local funding commitment with passage of the Transit TIF. This project will bring an investment of \$3.6 billion and thousands of construction jobs. Additionally, 25,000 jobs will become accessible within a 45- minute commute from RLE Project Area.

- *Related Strategy: 4a. Prioritize public investments in communities that have experienced underinvestment.*
- *Related Strategy: 4b. Provide reliable, frequent, and affordable access to multiple transportation options to populations disproportionately reliant on public transportation.*
- **Equitable Investment:** As part of efforts to equitably steer public investments, CDOT developed a Mobility and Economic Hardship Index (MOBEC), which analyzes where Chicago residents experience the highest levels of economic and mobility hardship. MOBEC scoring is now a primary criterion in data-driven decision-making at CDOT, guiding where and when infrastructure investments are made throughout the City. For example, CDOT used MOBEC to inform eligibility for Bike Chicago, a bike distribution program.
 - *Related Strategy: 4e. Develop a process to equitably distribute public resources based on need.*

Goal 5: Enhance housing policies and programs to increase fair housing choice

- **Mobility Counseling:** In 2021-2022, the CHA mobility program assisted a total of 748 moves (359 in 2021 and 389 in 2022). Mobility Areas are community areas in Chicago with poverty levels below 20% and low violent crime rates. A total of \$129,000 in 2021 and \$138,600 in 2022 was spent through the program to cover moving expenses, security deposits, or other supports voucher holders needed help with to be able to move to a Mobility Area. Housing Choice Partners (HCP) continuously assists Housing Choice Voucher participants that are eligible to enroll in Mobility Counseling and are seeking reasonable accommodations units in a Mobility Area.
 - *Related Strategy: 5a. Continue to support mobility programs and housing locator assistance.*
- **Education & Outreach:** The CHA Fair Housing Department has provided trainings and webinars to CHA staff, contractors, owners and participants on CHA program processes and applicable civil rights laws.
 - *Related Strategy: 5b. Increase education and outreach for voucher holders to ensure participants are better equipped for housing searches*

Goal 6: Expand fair housing outreach, education, and enforcement

- **Supporting Non-profit Efforts:** The Chicago Commission for Human Relations (CCHR) continues to support efforts of non-for-profit agencies, specifically fair housing organizations. For example, CCHR has supported grant applications for fair housing initiatives when requested. Additionally, CCHR partners with non-profits on various fair housing initiatives such as the Housing Choice Voucher and Public Housing Authority (PHA) Homeownership working groups with the Chicago Area on Fair Housing Alliance (CAFHA).
 - a. *Related Strategy: 6.A. Greater funding for non-profits conducting fair housing enforcement and education.*
- **CTA Fair Housing Ad Campaign:** From November 2022 - January 2023, the CCHR produced a citywide CTA ad campaign to educate the public about different forms of discrimination. The

campaign included signs on buses, trains, and at CTA transit stations. The goal of the campaign was to encourage victims of discrimination to exercise their rights to fight discrimination in housing, employment, and public accommodations by filing discrimination complaints with the CCCHR. The ads garnered more than 10 million views.

- a. *Related Strategy: 6.B. Increase investigative and enforcement staff of Chicago Human Relations Commission.*

Goal 7: Preserve existing and expand affordable homeownership

- **Home Repair Program Assessment.** DOH has convened a Equity Change Team, a dedicated group of DOH staff focused on advancing racial equity, to deeply examine the Department’s different home modification programs to identify improvements to ensure high-quality delivery to vulnerable Chicagoans.
 - a. *Related Strategy: 7a. Home repairs and rehabilitation for qualifying owners*
- **Individual Taxpayer Identification Number (ITIN) Lending Training.** DOH has conducted trainings with housing counseling agencies on ITIN lenders. ITIN mortgage loans are critical for undocumented households, who face barriers utilizing conventional mortgage and loan products, to access homeownership opportunities. The trainings will help to ensure the City’s housing counseling agencies are aware of and up-to-date on ITIN loan options.
 - a. *Related Strategy: 7c. Subsidize affordable homeownership opportunities*
- **Community Wealth Building.** In the 2022 Budget, the City created a new \$15M Community Wealth Building program through the Chicago Recovery Plan. Included in the larger initiatives are planning and pre-development grants to early-stage community wealth building projects. This program will grant up to \$150,000 to approximately 20 organizations leading models of local, democratic, and shared ownership and control of community assets. To complement the development grants, the City has also allocated \$4.7M in funding to 17 local and national technical assistance organizations to design and implement specialized services in six categories.
- **South Shore Condo/Co-Op Preservation Fund Pilot.** Passed the South Shore Condo/Co-Op Preservation Fund Pilot Ordinance in 2022, providing \$5M to support struggling condo owners with loans and grants for deferred maintenance on common area repairs.
 - a. *Related Strategy: 7d. Support cooperative homeownership models for marginalized communities*

Goal 8: Ensure that internal policies and practices advance equity and address history of structural racism

- **Equity Trainings:** Advanced the Equity and Racial Justice Learning Cohorts through the Office of Equity and Racial Justice (OERJ), an initiative where each city department builds a team that receives intensive equity training and builds a Racial Equity Action Plan. All City departments will have completed equity training by the end of April 2023.
 - *Related Strategy: 8a. Commit to ongoing training of agency leadership and staff on concepts of racial and social equity, such as structural racism, diversity and inclusion, etc.*

- **Equity assessments:** The City has piloted incorporation of racial equity impact assessments (REIAs) into various processes. First, in 2021, DOH completed the country’s first REIA of a Qualified Allocation Plan (QAP), a policy document which guides how DOH’s largest source of affordable housing development funding—Low Income Housing Tax Credit (LIHTC)—is allocated. The REIA then informed subsequent updates to the QAP itself as well as additional efforts to ensure the LIHTC program maximizes benefits equitably. Second, the Mayor’s Office and CDPH piloted a Health and Racial Equity Impact Assessment in the policymaking process for equitable-transit oriented development (the Connected Communities Ordinance). CDPH continues to work with OERJ to release a guide to support departments in conducting REIAs. The guide should be available by the end of Q3 2023. Relatedly, DOH has also launched the Data Equity Project to ensure that the department is capturing standardized data and using data to evaluate its programs with equity and efficacy in mind.
 - *Related Strategy: 8b. Pilot or expand the usage of equity assessments in city policy and program development.*
- **Action Planning and Budgeting for Equity:** The Mayor’s Office added the Office of Equity and Racial Justice and its responsibilities to the municipal code in 2022 and required all departments to create and maintain racial equity action plans and complete an annual deliverable on budget equity. A Racial Equity Action Plan is a multi-year strategic plan for how the department will further racial equity. In 2022, the City also concluded its third year of Budget Equity analysis for all City departments, and, for the first time in Chicago history, required departments to publish three Budget Equity goals at [Chicago.gov/BudgetEquity](https://chicago.gov/BudgetEquity). All departments will also have completed and publicly posted Racial Equity Action Plans by May 2023.
 - *Related Strategy: 8c. Develop intentional equity action plans across departments.*

Chicago Blueprint for Fair Housing – 2023 Goals & Strategies Milestone Status Updates

The following tables document Chicago’s eight fair housing goals with related strategies. For each strategy, we identify activities / milestones, timeframes for their achievement, and responsible program participant(s). The milestone status updates represent an interim progress report on each strategy since the Blueprint was released for public comment in April 2021.

Goal 1: Increase and preserve affordable, accessible housing options

Goal 2: Prevent involuntary displacement and stabilize neighborhoods

Goal 3: Increase opportunities and community integration for people with disabilities

Goal 4: Address the segregation of opportunity and related inequitable distribution of resources

Goal 5: Enhance housing policies and programs to increase fair housing choice

Goal 6: Expand fair housing outreach, education, and enforcement

Goal 7: Preserve existing and expand affordable homeownership

Goal 8: Ensure that internal policies and practices advance equity and address history of structural racism

GOAL 1: Increase and preserve affordable, accessible housing options

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
<p>1.A</p>	<p>Increase the stock of affordable, accessible rental housing throughout the region, especially in areas of opportunity. <i>Every “inclusionary” Community Area, as defined by the Affordable Requirements Ordinance, sees an increase in its affordable housing stock with evaluation every 3-5 years, with a long-term goal of at least 10% of rental stock legally restricted affordable in each community area.</i></p>	<p>1. Introduce and pass amendments to the Affordable Requirements Ordinance (ARO).</p>	<p>Fall 2021</p>	<p>DOH, MO</p>	<p>Completed. Updated ARO Ordinance passed Fall 2021. Rules released in October 2022.</p>
		<p>2. Mayor’s Office will develop comprehensive city-wide vacant lot strategy that includes identifying priorities and goals for dedicating city-owned land to be used as affordable housing.</p>	<p>Within 1 year. By Q4 2022</p>	<p>MO, DPD, AIS, DOH</p>	<p>Substantial progress. AIS completed citywide review of historic environmental conditions on city-owned lots to streamline redevelopment efforts in 2022. DPD launched ChiBlockBuilder, a revised City land sale process, at the end of 2022. This platform streamlines and makes more transparent the land purchasing process. More: ChiBlockBuilder.com</p>
		<p>3. Identify interventions needed to encourage multifamily and affordable housing development near transit as part of City’s Equitable Transit-Oriented Development (ETOD) policy plan implementation.</p>	<p>Within 1 year. By Q4 2022</p>	<p>MO, DOH, DPD</p>	<p>Completed. ETOD pilot grant program launched Fall 2021. Related \$10M ETOD development grant and technical assistance funding allocation in Chicago Recovery Plan approved. Connected Communities Ordinance passed in July 2022, which included new zoning updates to encourage affordable and multifamily housing near transit. DOH’s 2023 draft Qualified Allocation Plan calls out TOD locations on 63rd and in Pilsen. Three projects selected on LaSalle in the Loop for over 300 affordable units. RFP awarded at Kedzie Green Line station.</p>
		<p>4. Prioritize the redevelopment of CHA-owned properties as an approach to reduce or eliminate acquisition costs, to incentivize, and to encourage affordable housing development throughout the city, especially in areas of opportunity</p>	<p>Ongoing</p>	<p>CHA</p>	<p>Substantial progress. There are currently 621 units under construction at CHA sites which includes Sheffield Residences. Recently completed projects include South Loop and Bronzeville.</p>

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
1.B	Generate dedicated revenues for affordable housing programs.	An increase of 25% in sustainable local funding within 5 years.	Within 5 years. By Q4 2027	Law, OBM, DPD, DOH	Some progress. DOH is working to support state legislation to match 4% Low Income Housing Tax Credits, which would allow the Department to support several additional 100% affordable buildings per year.
1.C	Preserve the existing stock of affordable, accessible housing (zero net loss).	Maintain a database of affordable and accessible housing to monitor accessible, legally restricted, and naturally occurring affordable housing in gentrifying neighborhoods, done in partnership with the Assessor's Office.	Within 2 years. Q4 2024	DOH	Some progress. Seeking funding for database. Significant funding is needed to launch this program.
		Ordinances passed in Q1 2021 that limit demolitions and deconversions in areas with rapidly increasing home prices and impose a teardown surcharge. (Original goal was to be completed within 12 months.)	[Not specified]	DOH	Completed. An ordinance limiting demolitions and deconversions around the 606/Bloomington Trail was extended until April 2024. In addition, the 2022 Connected Communities Ordinance extended anti-deconversion protections to certain residential districts in ARO Community Preservation Areas near transit.
1.D	Increase access to affordable housing.	Recommend alternative tenant screening models that minimize barriers to affordable housing.	[Not specified]	DOH, MO	Some progress. DOH issued new tenant screening rules under the ARO in December 2022 and has worked to improve its tenant selection plan under the ARO and Qualified Allocation Plan (QAP). Areas DOH has addressed include credit and justice system involvement records, among others.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
		Match production of Area Median Income (AMI) levels and family-sized affordable units as a proportion of all new affordable units to need as determined by Census data and community and property management feedback.	[Not specified]	DOH, MO	Some progress. Identified as a need in most recent QAP and incorporated income averaging to better reach lower AMI levels. New ARO also supports reaching lower AMI levels.
1.E	Increase health and safety of affordable housing.	Reform the health and safety requirements for home repairs grants to better serve low-to-moderate homeowners (mold & lead remediation).	DOH will be setting benchmarks for this programming after it migrates to the City's new IT system no earlier than Q2 2021.	CDPH, DOB, DOH	Some progress. DOH has created the Home Repair Program to address home repairs and environmental health hazards. CDPH has also committed significant funding towards the removal of lead and other hazards to increase safety and health outcomes in homes with young children through the Chicago Recovery Plan.
1.F	Increase deeply affordable housing options. <i>Expand City-supported stock of affordable housing for households at 30% AMI or below by 33%.</i>	Identify revenue sources in partnership with Cook County and State of Illinois.	Within 5 years. By Q4 2027	DOH, DFSS	<p>Some progress. See notes above re: ARO and QAP. Funding stream identified for Single Room Occupancy (SRO) building preservation. Additional funds identified for expanding supportive housing.</p> <p>Expanded the Flexible Housing Pool, a multi-stakeholder partnership of the City's Department of Family and Support Services, Cook County Health, foundations, and social service organizations that aims to rapidly house individuals experiencing homelessness and connect them to supportive housing. As of January 2023, there are 578 Flexible Housing Pool units funded (313 youth and 265 Adult); new funding commitments announced in 2021 total \$1.3 million and those announced in 2022 totaled \$9.5 million.</p> <p>HOME ARP allocation plan and DOH ARP Bond investments include development of 225 PSH units.</p>

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
1.G	Implement regional partnerships to expand affordable housing opportunity. <i>Establish a forum to report on metrics and milestones for continuous accountability until the next version on fair housing goals is published.</i>	Have quarterly meetings with the 60+ community organizations.	Q2 2021. Begin meetings Q1 2022	MO, DOH	Some progress. Shifted to meeting every 6 months.
		Participate in coordination meetings with other Public Housing Authorities (PHAs) through the Regional Housing Initiative (RHI) and utilize to also discuss best practices, challenges and provide portability information.	[Not specified]	CHA	No progress. The CHA has not met with other PHAs through the RHI. The CHA will coordinate with other PHAs when HUD issues the final rule for Affirmatively Furthering Fair Housing.
1.H	Improve access to water, recognizing water is a human right. <i>Remove barriers to clean and safe water access for households impacted by water shutoffs pre-moratorium. Address water-related debt for families who are low-moderate income.</i>	Create a public education campaign that informs tenants of their rights and the prohibition of water shutoffs as a form to evict.	Within the first year. By Q4 2022.	MO, DWM, Finance	Substantial progress. DOH has conducted public educational activities to inform residents of their rights and landlords of their obligations concerning evictions. Public education reaffirmed that lockouts are illegal and that lockouts include actions such as cutting off utilities, like water. City has also codified the moratorium on water shutoffs due to non-payment; passed an ordinance preventing future privatization of the water system; and implemented transparent, public reporting requirements on water debt trends and relief program uptake.
		Assess options to expand the Chicago Utility Billing Relief program to include renters by overcoming operational challenges given structure of current water billing system.	Within 1 year Q4 2022	MO, DWM, Finance	Some progress. Finalizing an evaluation of the Utility Billing Relief program by the University of Chicago to shape future program changes, and Banner (the water billing system) is in the line for one of many multi-year IT infrastructure upgrades to facilitate future program expansions.

GOAL 2: Prevent Involuntary Displacement and Stabilize Neighborhoods

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
2.A	Strengthen guidelines around evictions and renewal regulations.	Establish an eviction working group led by DOH and MO to monitor eviction trends and responses.	Second quarter of 2021	DOH, MO	Completed. Housing Stability Community Response Team (HSCRT) was a coordinating group established in 2021 to track housing instability in high eviction filing areas of the City in response to the housing crisis exacerbated by the pandemic. The team was made up of community groups, housing officials, court officials, and legal aid organizations. HSCRT created eviction resources, held community events, and the HSCRT work has been folded into the Department of Housing Advisory Committee for Renting Right.
		Institute a policy that addresses the loopholes or trends of the working group.	Fall 2021	DOH, MO	Some Progress. DOH launched the Advisory Committee for Renting Right to garner input on matters related to the Residential Landlord Tenant Ordinance (RLTO) from a policy, communications, and community engagement standpoint.
2.B	Support state legislation on eviction sealing and screening protections.	Meet with sponsors and relevant stakeholders, including advocates and industry groups during the 2021 legislative session for the Illinois General Assembly.	2021	DOH	Completed. Supported this legislation
2.C	Establish a pilot “right to counsel” in eviction court program.	Extend and expand upon the CARES Act-funded eviction and lockout defense counsel program.	By end of 2021	DOH	Completed. Right to Counsel (RTC) RFP was announced in December of 2021. LCBH and Beyond Legal Aid were both selected to provide legal services for the Right to Counsel program. This program launched in the Summer of 2022. DOH and MO also participated in a RTC Sprint Group with partners to develop strategy for long-term sustainability of RTC.
		Build in new anti-eviction opportunities through American Rescue Plan dollars.	[Not specified]	DOH	Completed. Court-based Emergency Rental Assistance Program has resolved over 1,800 evictions with rental assistance with over \$17 million.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
2.D	Extend the right to cure a rent default, even after tenants have been brought into eviction proceedings. <i>Build long-term resources/funding for emergency rent or partner with DFSS.</i>	DOH will identify a delegate agency administrator that will be available to make grants available to them.	[Not specified]	DOH	Completed. Right to Cure was added to the Municipal Code as part of the Fair Notice Ordinance that passed in the Summer of 2020.
2.E	If the State of Illinois removes the prohibition on municipal rent regulation policies, study the potential impact of local legislation as an option to address housing instability.	If the Illinois State Legislature lifts restrictions on municipal rent regulation, DOH will coordinate, with the Mayor's Office, a study that will examine the impact of a rent stabilization ordinance on the Chicago housing market.	Within 12 months	DOH, MO	No progress. Not completed as there was no State legislative action.
2.F	Consider implications of requiring subsidized affordable housing providers to provide tenants a 14-day notice of nonpayment and offer the opportunity to participate in mediation, including exploring repayment plans or accepting homeless prevention funds.	Issue evaluation	Q3 2022	DOH	No progress.
2.G	Study the feasibility of a preference policy program to prioritize households displaced by past government action or investment, such as, but not limited to, urban renewal efforts or the 606, to have priority in accessing subsidized housing (excluding CHA units).	Issue an evaluation of neighborhood preference policy in city-funded affordable housing.	Within 6 months following the resolution of the New York City lawsuit over local preferences	DOH	Some progress. Currently exploring legal viability with the Department of Law. The Chicago Housing Trust is piloting a program to prioritize households matching them to the unit size for new developments in 2023.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
2.H	<p>With leadership guidance from the Mayor’s Office, establish a proactive rental inspection program at a scale that is enforceable so that renters are not evicted for demanding code compliance. <i>Institute a process of home inspections with the Mayor’s Office that protects tenants from environmental health hazards, paves the way for a robust proactive framework and transfers power to community members to sustain the program over time (i.e., apprenticeships).</i></p>		<p>Within 2 years</p> <p>DOB will be setting benchmarks or programming no earlier than Q2 2021.</p>	<p>MO, DOH, CDPH, DOB</p>	<p>Some Progress. City staff have identified the various legal, operational, fiscal, and labor-related barriers to implementation of a proactive rental inspection program – including the need for significant technological updates to the DOB database and a very substantial increase in current staffing levels for an implementing department. In response to the challenges to implementation that have been identified, for which the needed funding has not been allocated, staff have explored alternative options for investments or regulatory changes to advance similar goals.</p>

GOAL 3: Increase Opportunities and Community Integration for People with Disabilities

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
3.A	Create an equitable infrastructure improvement program that invests in areas of greatest need (e.g. like inaccessible public facilities, sidewalks and public transit) with the most impacted populations. <i>Convene interdepartmental work group to develop equitable process and metrics to guide capital bill infrastructure investments. Accessibility infrastructure improvements.</i>	Use preliminary process to prioritize near-term investments.	Within 1 year	MO, CDOT, DPD, CTA, MOPD	Completed. As part of efforts to equitably steer public investments, CDOT developed a Mobility and Economic Hardship Index (MOBEC), which analyzes where Chicago residents experience the highest levels of economic and mobility hardship. MOBEC scoring is now a primary criterion in data-driven decision-making at CDOT, guiding where and when infrastructure investments are made throughout the City. For example, CDOT used MOBEC to inform eligibility for Bike Chicago, a bike distribution program.
		Build on preliminary process to guide longer-term investments.	Within 2 years		
		Approximately 8,000 ramps will be improved per year for a total of 152,000 by the end of 2024; 160,000 by the end of 2025.	By end of 2025	MO, CDOT, DPD, CTA, MOPD	Substantial progress. CDOT installed 7,696 ADA ramps in 2021 and 9,386 ADA ramps in 2022.
3.B	Advocate for funding to make all publicly funded shelters accessible.	(1) Milestones: Convene interagency work group to: Identify options (or external partners) for assessment of accessibility needs (2) Develop estimate of budget needed for full accessibility (3) Provide more education and guidance materials on reasonable accommodations for existing shelters in the interim while pursuing longer term strategy	Within 1-2 years	DFSS, MO	Some progress. Chicago Recovery Plan (CRP) includes \$20M funding (shelter infrastructure initiative) to improve existing shelter facilities, including expanding accessibility. RFQ closed in March 2023 for selecting awardee finalists. CRP includes \$30M for acquisition of non-congregate facilities (e.g. hotels/motels) for use as shelter. DOH has selected 5 awardee finalists through RFP and in process of identifying and acquiring buildings. DFSS also provides reasonable accommodation training for shelters.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
3.C	Continue to grow the inclusionary zoning policy that links affordability for people with disabilities.	Successfully pass improved Affordable Requirements Ordinance (ARO) policy.	2021	DOH, MOPD, MO	Completed. Improved ARO policy was passed in 2021. DOH is currently developing a list of accessible units and preferencing people with disabilities accessing those units.
3.D	Ensure developers who receive federal funding include 10% units accessible using Uniform Federal Accessibility Standards (UFAS) standards (or stricter) to people with physical disabilities and 4% accessible to people with sensory disabilities. <i>Create a model where MOPD is leading this work to ensure compliance per federal funding.</i>	Codify standards for ongoing implementation and compliance.	Within 1 year	DOH, MOPD, DOB	Some progress. Strategy is not currently enforceable, would require Municipal Code changes to increase accessible unit requirements. MOPD and DOB have started coordinating reporting of accessibility code violations through the existing DOB inspections compliance application.
		For the 2021 QAP Application and any future applications, Department of Housing will request for a breakdown of units that comply with UFAS standards or stricter.			Substantial Progress. Initiatives are in place to gather the number of accessible housing units compliant with UFAS from affordable housing developers as part of the QAP application.
		Limit the waivers that developers receive for reducing square footage that comprise ADA accessible units.			Completed. This waiver has been eliminated.
3.E	Build more accessible housing near fixed transit.	Promote multi-family program incentives for Equitable Transit-Oriented Development starting with the 2021 QAP to be issued in Spring 2021.	[Not specified]	DPD, DOH, MO	Completed. The City is promoting ETOD in its affordable housing proposals. The Connected Communities Ordinance was passed in summer of 2022 and creates a new incentive for ground floor accessible housing units citywide, including near transit. The ordinance also provides additional zoning flexibility for developers to building affordable housing near transit stations.
3.F	Identify options to improve incorporation of pedestrian friendly design into new developments.	Review existing processes and standards for including pedestrian friendly design in new development.	Within 1 year	DPD	Completed. Connected Communities Ordinance passed in 2022 includes new guidelines and requirements to promote safe public space for pedestrians and people in wheelchairs, bikes, scooters, or other mobility devices.
		Identify and implement improvements.	Within 2 years		

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
3.G	Continue to install Accessible Pedestrian Signals (APS) at signalized intersections to help people with disabilities safely cross the street.	Target goal of 50 new APS installations.	Over the next 5 years	CDOT	<p>Some progress. CDOT currently has programmed 141 intersections to receive APS in the 2023 capital budget.</p> <p>Relatedly, a federal judge recently held that the City’s APS efforts are insufficient and that it is not in compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act because of its failure to provide APS at signalized intersections throughout the city. As of April 2023. The case is now stayed while the parties attempt to negotiate a settlement about the scope and timing of implementing APS throughout the City.</p>
3.H	Provide an accessible website that can assist persons with disabilities in locating units with accessibility features.	Launch centralized ARO Homefinder website.	In 2021	MOPD, AIS	Some progress. Initial pilot will show mapping system for available accessible units. Initiative will require partnership with property managers. DOH staff have also scoped options for this initiative.
		MOPD hopes to start working with DOH to develop a database of accessible housing.	Second quarter 2021. Target completion by Q3 2021.	MOPD, AIS	Some progress. Continuing to make City IT infrastructure improvements. Milestone deadline is 2024.
		Perform an assessment of the City’s compliance to Title II of the ADA. Create implementation plan following assessment to ensure compliance.	Ongoing	CHA	Completed. CHA has completed a Title II ADA assessment and has implemented the recommendations.
3. I	Support the ongoing work to increase access to integrated employment for persons with disabilities.	Partnering with the regional centers to connect individuals to job opportunities with public entities.	[Not specified]	MOPD, BACP, CDPH	Substantial Progress. MOPD has opened a career center at MOPD’s Central West location for people with disabilities seeking employment and for employers seeking to connect with people with disabilities.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
3.J	Create robust region-wide modification fund for home modifications for people with disabilities.	Evaluate the existing efforts by MOPD and revise policy accordingly within DOH.	[Not specified]	DOH, MOPD	<p>Some progress. This strategy would require additional budget resources.</p> <p>Relatedly, MOPD completed over 168 home modifications (HomeMod) in neighborhoods across the City in 2022 to make homes accessible for people with disabilities. The HomeMod Program provides accessibility modifications for both Chicago residents with disabilities and seniors that meet federal household income limits. Home modifications include installing lifts, adapting bathrooms, and altering kitchens for accessibility. MOPD’s program has been expanded to include seniors per agreement with DOH.</p>
		Meet with advocates and residents from the disability community regularly to get their feedback and make changes accordingly.	[Not specified]	DOH, MOPD	<p>Some progress. MOPD and DOH meet with housing and disability community advocates.</p>

GOAL 4: Address the Segregation of Opportunity/Inequitable Resource Distribution.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
4.A	Prioritize public investments in communities that have experienced underinvestment.	\$750 million investment in 10 target neighborhoods.	[Not specified]	MO, DPD	Substantial progress. First three years of INVEST South/West initiative included more than \$2.2 billion in public and private investment commitments within 10 South and West Side community areas.
4.B	Provide reliable, frequent, and affordable access to multiple transportation options to populations disproportionately reliant on public transportation. <i>In partnership with CTA, produce better bus policy plan with related guidance and tools.</i>	City advocacy with CTA and State to establish reduced fare for eligible residents. (affordable housing residents, etc.)	Within 1-3 years, depending on budget	CDOT	No progress.
		Identify opportunities for matching transit fares and lower priced Divvy memberships for affordable units.	Within 1 year	CDOT, DOH	Substantial progress. DOH adopted a preference in the 2023 QAP to prioritize for funding the proposals of affordable developers that provide tenants with a choice of low- or no-cost CTA passes or Divvy bikeshare passes.
4.C	Enhance community input in community development decision-making.	Finalize new community review guidelines for Planned Developments (PDs).	Within 1 year	MO, DPD	<p>Completed. In April 2021, the Chicago Plan Commission adopted new standards for Master Planned Developments, including a community input form and new requirements for community meetings throughout the review process.</p> <p>Additionally, as part of We Will Chicago implementation, DPD is initiating an effort to update development review standards for Planned Developments, including through establishing community engagement standards. The first research and engagement phase of this work will be complete in 2023.</p>

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
		Leverage We Will Chicago, the City's citywide planning effort, to identify further opportunities to enhance community input in community development decision making.	Within 2 years	MO, DPD	Substantial progress. We Will Chicago identified a dedicated set of goals and objectives related to the enhanced community input in decision-making in the Civic and Community Engagement pillar. The next anticipated implementation phase will include development of action plans to realize these goals.
4.D	Address the jobs/housing mismatch by investing in meaningful job opportunities and small business development in areas with high unemployment rates and in racially or ethnically concentrated areas of poverty (R/ECAPs).	Identify areas where residents have disproportionately longer, more challenging commutes.	Within 1 year	MO, DPD	<p>Some progress. After nearly five decades of promises, the Red Line Extension (RLE) has finally become a reality, following completion of the multi-year environmental review process and the securing of the local funding commitment with passage of the Transit TIF. This project will bring an investment of \$3.6 billion and thousands of construction jobs. Additionally, 25,000 jobs will become accessible within a 45- minute commute from RLE Project Area.</p> <p>The CTA and DPD released the Red Line Extension (RLE) Transit-Supportive Development (TSD) Plan, to guide development along new planned Red Line stations on the Far South Side. Residents that live in areas covered by the plan have lengthier commutes and higher poverty rates than City averages.</p> <p>Substantial progress. INVEST South/West initiative channeled and coordinated more than \$2.2 billion in public and private investment commitments within 10 South and West Side community areas. Relatedly, in 2022, the Neighborhood Opportunity Fund committed \$8.5M to finance the construction or rehabilitation of new and existing, publicly accessible, commercial spaces (e.g., grocery stores, retail establishments, or restaurants) or cultural establishments in neighborhoods that lack private</p>
	Align existing small business/economic development funding with target areas of need.	Within 2 years			
	Promote economic development along 12 commercial corridors in Invest South/West neighborhoods.	[Not specified]			

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
					investment, using revenue generated from downtown development.
4.E	Develop a process to equitably distribute public resources based on need. <i>Convene interdepartmental work group to develop equitable process and metrics to guide infrastructure investments.</i>	Use preliminary process to prioritize near-term investments.	Within 1 year	CDOT, MO	Completed. As part of efforts to equitably steer public investments, CDOT developed a Mobility and Economic Hardship Index (MOBEC), which analyzes where Chicago residents experience the highest levels of economic and mobility hardship. MOBEC scoring is now a primary criterion in data-driven decision-making at CDOT, guiding where and when infrastructure investments are made throughout the City. For example, CDOT used MOBEC to inform eligibility for Bike Chicago, a bike distribution program.
		Build on preliminary process to guide longer-term investments.	Within 2 years		

GOAL 5: Enhance Housing Policies and Programs to Increase Fair Housing Choice.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
5.A	Continue to support mobility programs and housing locator assistance.	<p>Mobility Counseling:</p> <ol style="list-style-type: none"> 1. Continue to assist families in identifying housing and community needs and desires, as well as locating a unit in a Mobility Area. 2. Participating families work with the Mobility Counselor throughout the move process to assist with transition into new communities (e.g. locating community resources, enrolling children in schools). 3. Participants can also take advantage of the following benefits: <ul style="list-style-type: none"> • Workshops on home maintenance, financial management and tenant rights • Community tours and unit search assistance • A grant of up to \$500 to be used toward a security deposit or move-in fee. 	Ongoing	CHA	<p>Substantial progress. Total Mobility Moves into a defined Mobility Area: 748 (359 in 2021; 389 in 2022). A total of \$129,083 in 2021 and \$138,584 in 2022 were spent through the program to cover moving expenses, security deposits, or whatever voucher holders needed help with to be able to move to a Mobility Area.</p> <p>Housing Choice Partners (HCP), CHA’s Mobility Counseling Program partner, has an internal database with unit listings. The unit listings when applicable provide accessible/ADA features but are not categorized. HCP receives roughly 1-2 requests per month for accessible unit listings in either a Mobility or Traditional Area. The majority of households are requesting an extra bedroom or elevator building. HCP will assist households that are eligible for Mobility Counseling and refer to HCV Housing Navigator team for additional assistance.</p>

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
		<p>Unit Search Assistance</p> <ol style="list-style-type: none"> 1. Develop a database of accessible units throughout the Chicago and categorize the units based on the accessible features. 2. Attend HCV participant briefings/meetings and explain housing locator services for people with disabilities. 3. Outreach to landlords, property managers and realtors to develop relationships and build units within the housing locator database. 4. Provide webinars (both live and recorded) to potential and existing HCV landlords on accessibility opportunities. 5. Advocate on behalf of HCV participants who need reasonable accommodations and accessible units. 	Ongoing	CHA	<p>Some progress. If any owners with specific ADA units or buildings in non-Mobility Areas were referred to HCV Housing Navigator Team. HCP continuously provides assistance to HCV participants that are eligible to enroll in Mobility Counseling and are seeking reasonable accommodations units in a Mobility Area. If any HCV participants are seeking units in a non-Mobility Area not eligible for Mobility Counseling, they are referred to HCV Housing Navigator Team. HCP does not track requests.</p>
5.B	Increase education and outreach for voucher holders to ensure participants are better equipped for housing searches.	CHA will continue to provide Voucher Participants and Applicants information on program processes. The CHA will also continue to provide referrals to NHS for credit counseling for families seeking to learn about home ownership.	Ongoing	CHA	<p>Some progress. The CHA Fair Housing Department has provided trainings and webinars to CHA staff, contractors, owners and participants on CHA program processes and applicable civil rights laws.</p>
5.C	Continue to assess Limited English Proficiency (LEP) policies to ensure compliance.	CHA adheres to HUD's LEP Guidance.	Ongoing	CHA	<p>Some progress. CHA's Office of Diversity & Inclusion (ODI) Department has provided trainings to CHA staff on use of language translation services through Language Line and other tools to communicate with residents for whom English is their second language</p>

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
5.D	Measure current transportation services for persons with disabilities provided by delegate agencies during their housing search and increase services as capacity allows.	With guidance from MOPD, CTA and Pace, develop a tracker for people with disabilities to be able to submit automatic reports of their housing search and transportation options.	Ongoing	MOPD, DOH, CTA/Pace	Some progress. DOH hosted roundtable with organizations who manage affordable housing or advocate for people with disabilities. Working group is established to progress this work.
5.E	Utilize HUD-designated Qualified Fair Housing Organizations to provide training and education.	The CHA currently partners with outside Fair Housing Initiatives Program (FHIP) agencies to provide training and education. In addition, the CHA provides referrals to HUD and Fair Housing Assistance Program (FHAP) agencies for investigations of alleged fair housing violations.	Ongoing	CHA	Some progress. The CHA coordinated with the Chicago Commission on Human Relations to complete fair housing testing programs that focused on source of income discrimination and voucher holders. CCHR provided a webinar for CHA staff on fair housing and enforcement.

GOAL 6: Expand Fair Housing Outreach, Education, and Enforcement.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
6.A	Greater funding for non-profits conducting fair housing enforcement and education.	CCHR will advocate for increased funding for non-profits.	On-going	CCHR	Some progress. The CCHR continues to support efforts of non-for-profit agencies, specifically fair housing organizations. For example, CCHR supported grant applications for fair housing initiatives when requested. Additionally, CCHR partnered with non-profits on various fair housing initiatives such as the Housing Choice Voucher and Public Housing Authority Homeownership working groups with the Chicago Area on Fair Housing Alliance.
6.B	Increase investigative and enforcement staff of Chicago Human Relations Commission.	CCHR will institute innovative ways to conduct outreach and education.	Implemented in 2022; ongoing.	City, CCHR	Substantial progress. From November 2022 - January 2023, the CCHR produced a citywide CTA ad campaign to educate the public about discrimination. The campaign included signs on buses, trains, and at CTA transit stations. The goal of the campaign was to encourage victims of discrimination to exercise their rights to fight discrimination in housing, employment, and public accommodations by filing discrimination complaints with the CCCHR. The ads garnered more than 10 million views.
		Develop a City-wide online education and training program.	Within one year	CCHR	Some Progress. CCHR began preliminary discussions about developing online fair housing training. Evaluating the possibility of developing two online educational trainings - one customized for housing seekers and a second customized for housing providers. CCHR is also looking to obtain feedback from the Fair Housing advisory committee regarding this preliminary idea.

		CCHR's materials are currently available in several languages. CCHR will work with organizations to develop materials for the visually impaired.	Within one year	CCHR	Completed. CCHR completed an audit of its materials to identify what forms need to be made accessible. All forms that will remain in use will be made accessible.
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GOAL 7: Preserve existing and expand affordable homeownership.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
7.A	Conduct home repairs and rehabilitation for qualifying owners.	Review existing city-wide home improvement programs to ensure 100% delivery of funds.	In 1 year	DOH	Some progress. DOH has convened an Equity Change Team to deeply examine the home modification programs to ensure high-quality delivery to vulnerable Chicagoans.
7.B	Study property tax freeze programs for low-income owners facing rapid property tax increases to prevent displacement.	Work with the Cook County Assessor's Office on property tax freeze as they will be assessing the Chicago Triad. Provide relief through a special district or other enforceable measure in conjunction with the City Council.	In 2021	DOH, Cook County Assessor's Office	No progress. This would require a state law change.
7.C	Subsidize affordable homeownership opportunities.	Increase public education of public and private down payment assistance programs and home counseling centers.	In the next 1-2 years	DOH, Law	Some progress. DOH shares Housing Counseling Center (HCC) information at every outreach event. HCCs are the City's homeownership focused delegate agencies that provide counseling and share information on downpayment assistance and other homeownership programs that the City, State, and private funders offer residents.
		Require mandatory informational meetings for Counselors by a lead agency. This will ensure the standardization of information to homebuyers.			Some progress. Monthly Technical Assistance meetings are held with all delegate agencies to improve practices.
		Produce guide on Individual Taxpayer Identification Number (ITIN) lending with immigrant rights groups.			Substantial progress. Training was conducted to housing counseling agencies on ITIN lenders.
		Identify new funding sources to sustain community partners.			No progress.

7.D	Support cooperative homeownership models for marginalized communities.	Partner with the Mayor's Office to further our commitment to community wealth building in housing plans and form partnerships with financial institutions and philanthropy to expand cooperative models.	In 2021	DOH, MO	<p>Substantial progress. Community wealth building (CWB) funding was included in the City's 2022 Budget as a \$15M program in the Chicago Recovery Plan, which includes supports for cooperative housing models. DOH also includes CWB in all affordable housing request for proposals.</p> <p>Relatedly, the City passed the South Shore Condo/Co-Op Preservation Fund Pilot Ordinance in 2022, providing \$5M to support struggling condo owners with loans and grants for deferred maintenance on common area repairs.</p>
7.E	Support Community Land Trusts (CLTs).	Draw down at least 1/3 of the \$1.5M allocation for acquisition and rehab in partnership with neighborhood-based CLTs.	By 2023	DOH	Completed. As of January 2023, the Chicago Housing Trust had drawn down 39% of the initial \$5M.
		Codify the existing agreement with the Cook County Assessor's Office so that the process is clear and efficient.	Within 3 years	DOH	Some progress. Chicago Housing Trust has worked with the Assessor's Office to ensure resale restricted properties are correctly assessed across Cook County so that homeowners would not pay taxes on appreciation which they would not realize. Housing Trust continues to work with Assessor's Office towards a written policy.
7.F	Continue foreclosure prevention counseling and outreach activities.	Develop a strong Federal policy agenda with the Mayor's DC Office to increase CDBG funding (State funding had been diminishing over the years). Include advocacy for federal appropriations funding when possible.	In 1-2 years	DOH, MO	Some progress. DOH has provided policy priorities to the Federal Affairs team. DOH has established monthly touchpoints with the Federal Affairs team to cover federal funding priorities.

GOAL 8: Ensure that internal policies and practices advance equity and address history of structural racism.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
8.A	Commit to ongoing training of agency leadership and staff on concepts of racial and social equity, such as structural racism, diversity and inclusion, etc.	DOH: Establish change teams across bureaus to institutionalize knowledge on racial equity change and operationalize the work.	In 2022	All	Completed. DOH launched change teams to advance data equity and increase pathways for BIPOC contractors.
		City-wide: Initiate cohort of department leaders to receive ongoing training on equity with the Government Alliance on Race and Equity (GARE) and the Mayor’s Office of Equity and Racial Justice.	[Not specified]		Substantial progress. All departments will have completed equity training by the end of April 2023. All will have Racial Equity Action Plans (REAPs) public by May 2023.
		City-wide: Launch and conduct Community Wealth Building trainings across departments and agencies.	Within 6 months		Some progress. With each release of a new RFP, the DPD and MO teams are also ensuring support and knowledge of CWB exists.
		CHA: Administer annual agency-wide trainings.	[Not specified]		Substantial progress. 2022 and 2023 Mandatory Compliance Trainings: <ul style="list-style-type: none"> • Sexual Harassment – Non-Manager • Sexual Harassment - Manager • Bystander Intervention • Cyber Security Awareness • Ethics • Gender Expression • Abusive Conduct • Digital Security and Protection • Ethics • Effective Communication

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
8.B	Pilot or expand the usage of equity assessments in city policy and program development.	Release the country's first Racial Equity Impact Assessment (REIA) of a QAP.	By Q1 2021	DOH, Mayor's Office	Completed. DOH released REIA of the QAP in 2021.
		Continue to promote and conduct racial equity impact assessments and use the QAP process, as a standard to operationalizing racial equity.	[Not specified]		Some progress. CDPH is working with OERJ to release a guide to support departments in conducting REIAs. The guide should be available by end of Q3.
		Create a clear tool to track demographics of people served, developers engaged, etc.	[Not specified]		No progress.
		Mayor's Office of Equity and Racial Justice will identify at least 1 additional department to launch a racial equity impact assessment.	Within 1 year		Some progress. The REIA guide mentioned above has been the priority over partnering with a department to conduct another REIA. Relatedly, the Mayor's Office Policy Team, OERJ, and CDPH partnered to conduct a health and racial equity impact assessment on the Connected Communities Ordinance as part of the policy refinement process.
		Mayor's Office of Equity and Racial Justice will launch a pilot of department cohorts to practice and learn about using equity assessments.	Within 3 years		No progress. The REIA guide mentioned above has been the priority over partnering with a department to conduct another REIA. In the future, OERJ can leverage the existing network of department and agency Racial Equity Liaisons to organize a pilot cohort for REIAs.
		DOH will have well-established racial equity goals, metrics and public accountability mechanisms across programs and policies.	Within 5 years		Some progress. DOH launched a Data Equity Project in 2021 to strengthen how the Department utilizes data to meet racial & social equity goals, improve program effectiveness, and enhance transparency.
8.C	Develop intentional equity action plans across departments.	City-wide: All city departments will have yearly equity goals and plans published.	By 2021	Mayor's Office	Substantial progress. All departments published racial equity goals aligned to their FY23 budgets in Fall 2022, located at chicago.gov/BudgetEquity . All departments will have Racial Equity Action Plans published by the end of May 2023.

Sub-Goal	Strategy	Activities / Milestones	Timeframe for Achievement	Responsible Program Participant(s)	Milestone Status Updates
8.D	Develop standardized tools to assess racial and social equity impacts in capital planning and budget processes. <i>DOH will have tools to analyze financial processes and plans using racial equity lens.</i>	With the help of the DePaul, DOH will commit to developing transparent and clear assessments and data on racial equity and equation to taxpayer dollars saved or spent.	Year 5	DOH, Mayor's Office	Some progress. Budget Equity Initiative (noted above) began in FY22 and was published publicly in FY23. DOH Data Equity Project (noted above) led to creation of an evaluation framework in 2022 to guide the Department in equitably assessing its programs.
8.E	Address NIMBYism and lack of political will to create affordable, accessible housing at the scale needed	Conduct a broad-based educational campaign to counter misperceptions around affordable, accessible housing.	Within 1-2 years	DOH, CCHR, Mayor's Office	Substantial progress. The North Side Landlord Outreach Strategy started in 2021 and meetings were completed with North Side Alderpersons to encourage community meetings with landlords in their ward. A public education campaign was launched in Summer 2022 for the North Side Landlord Strategy through ads on CTA trains and buses. Listening sessions with residents in several communities were hosted in the first half of 2022 to understand their thoughts on affordable housing. DOH will continue to provide public education campaigns to address the stigma and misconceptions of affordable housing through the work of the Advisory Committee on Renting Right.
8.F	Establish a human-centered approach to affordable housing.	Incorporate the new mission, vision and values that centers the people the Department of Housing is serving in programs, policies and services. The outreach efforts will always have the best interest of the public and center their voices and needs.		DOH	Substantial progress. DOH has incorporated its new mission, vision, and values into RFPs, departmental guidebooks, and presentations. Senior leadership at DOH has participated in equity learning cohorts and management training to center equity in their approach. Outreach is conducted in a human centered way, and trauma-informed strategies are being developed for DOH public facing work.



CHICAGO

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