

Council on Race and Equity

Final Recommendations Report
Workgroup #6: Housing & Planning
Team Leader: Mindy Park

Housing & Planning Workgroup of CRE Executive Summary

- ▶ Engage current CRE members and general public to disseminate information on FBC: Generally provide support for FBC proposal
- ▶ Increase minimum affordable housing units required in the FBC from 10% to 15%
- ▶ Install multilingual signs on town and school recreation areas to support diversity of our community
- ▶ Provide training opportunities for local realtors regarding implicit bias and promote cultural sensitivity
- ▶ Assist with targeted advertising, print or online- to specific ethnic and racial groups
- ▶ Engage mystery shoppers to ascertain experiences of different ethnic groups
- ▶ Convert/create town pool/community pool: Ex-North Castle Town Pool
- ▶ Alternatively, offer reduced membership fee for those in need (private entities involved)
- ▶ Create Housing & Planning committee to review/recommend/support future projects in town
- ▶ Create Housing Trust/Fund to provide avenue to accept donations and raise funds
- ▶ Create a town position or agency dedicated to CRE issues including housing & Planning
- ▶ Offer free transportation/busing to and from town recreation activities including youth sports for those in need
- ▶ Update language of general legislation Ch 78: Housing Discrimination

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Group Mission Statement

The mission of Housing & Planning Team, as a part of New Castle Council on Race & Equity, is to support, plan and work toward increasing housing diversity and community inclusivity in the Town of New Castle.

KPIs

- ▶ Develop programs using incentives to support pro-integrative real estate activity
- ▶ Mystery shop realtors to assess how different families experience house hunting in New Castle
- ▶ Promote stable racial integration in neighborhoods
- ▶ Determine ways to develop inclusive environment for varying socio-economic classes of residents
- ▶ Partner with local real estate professionals
- ▶ Marketing plan to attract diverse residents
- ▶ Recommendations for changes to Form Based Code
- ▶ Support of Form Based code

Group Organization

1. Zoning Considerations:

Andrea Maurizio (Co-Lead), Wayne Elliott (Co-Lead), Claudio Phillips, Lara Fuhrer

2. Form Based Code Proposal (Recommendations and Support):

Amy Barone (Co-Lead), Amanda Clancy (Co-Lead), Josh Greenzeig, Lara Fuhrer

3. Community integration/ADA compliance:

Andrea Maurizio(Lead), Nyssa Bhattacharyya, Robert Carrillo, Gavrie Elliott, Chandana Nallan, Heather Baker-Sullivan

4. Fieldwork teams/marketing/greeting:

Josh Greenzeig (Lead), Robert Carillo, Gavrie Elliott, Nyssa Bhattacharyya

FBC Recommendation

- ▶ Recommendation: Engage current CRE members to read/watch and disperse info on FBC to explain benefits of FBC as it relates to additional affordable housing and serve diverse residents
- ▶ Timeline: Now-3 months
- ▶ Budget: N/A
- ▶ Special resources required: Work with Town Planner
- ▶ Audience for engagement: First CRE members then general public
Engagement plan: E-mail blast (use existing literature by consultant, if any)
- ▶ Success Metrics: FBC approved

Form Based Code (FBC) Recommendation

- ▶ Recommendation: Increase the minimum affordable housing units required in the FBC to 15% from 10%. Offer incentivized tier structure (15%, 20% and 25%). Increasing the minimum rate will increase the overall number of units available for a diverse group of residents.
- ▶ Timeline: ST- 5% increase; LT -20%, 25% tier system
- ▶ Budget: N/A
- ▶ Special resources required/Implementation Challenges: Proposal needs to be presented/approved asap (public hearing October 20, 2020)
- ▶ Audience for engagement & Plan: Present to town planner and town board
- ▶ Success Metrics: Implemented change in FBC; more affordable units in NC

Community Integration Recommendation

- ▶ Recommendation: Installation of multilingual signs on town and school recreation areas to actively address the diversity of people utilizing our recreational spaces
- ▶ Timeline: Now -6 months
- ▶ Budget: \$3,000 - \$6,000
- ▶ Special resources required: Need to comply with building codes
- ▶ Implementation considerations: Permit process
- ▶ Audience for engagement: General public
- ▶ Engagement plan: Present plan to building department
- ▶ Success Metrics: Multilingual signs installed

Fieldwork/Marketing Recommendation

- ▶ Recommendation: Provide training opportunities for local realtors regarding implicit bias and promote cultural sensitivity
- ▶ Timeline: MT 6 months - 12 months
- ▶ Budget: \$3,000 to \$5,000 annually
- ▶ Special resources required: Anti-bias training consultant
- ▶ Implementation considerations: enhancement of existing efforts by private employers
- ▶ Audience for engagement: Local realtors
- ▶ Engagement plan: Contact real estate companies in town
- ▶ Success Metrics: general increase in awareness

Fieldwork/Marketing Recommendation

- ▶ Recommendation: Assist with targeted advertisement to specific ethnic and racial groups that are currently underrepresented in NC
- ▶ Timeline: ST 3 months-6 months
- ▶ Budget: N/A
- ▶ Special resources required: Local Realtors' interest and consent
- ▶ Implementation considerations:
- ▶ Audience for engagement: Local Real estate companies
- ▶ Engagement plan: contact each company to explain the need to diversify
- ▶ Success Metrics: printed advertisement

Fieldwork/Marketing Recommendation

- ▶ Recommendation: Mystery Shopper to assess how different families experience house hunting in NC to research whether bias exist
- ▶ Timeline: LT post Covid
- ▶ Budget: \$2,000 - \$4,000
- ▶ Special resources required: Hire # of couples (1/2 Caucasian and 1/2 BIPOC)
- ▶ Implementation considerations: NC's realtors- small group to be engaged
- ▶ Audience for engagement: Local realtors
- ▶ Engagement plan: All couples have similar backstory and shop for property during prime season; compare and share experience
- ▶ Success Metrics: Ascertain results

H & P General Recommendation

- ▶ Recommendation: Town Pool. A Community pool will promote gathering of NC residents with diverse backgrounds. Private clubs may be cost prohibitive, and having a town pool will allow NC to serve a diverse community (Ex: North Castle Town Pool)
- ▶ Timeline: ST to LT; from planning to open
- ▶ Budget: \$ 600,000 to \$1,000,000 initial investment
- ▶ Special resources required: Need to identify if any of the existing pool club is interested in selling and/or dissolving.
- ▶ Implementation considerations: Funding and general town interest
- ▶ Audience for engagement: Town Planning Board
- ▶ Engagement plan: Presentation
- ▶ Success Metrics: Approved Plan and breaking of ground

H & P General Recommendation

- ▶ Recommendation: Current private pool clubs to allow non-bond holding family membership at a reduced rate to allow residents with limited resources to take advantage of local pools
- ▶ Timeline: MT 6 months- 9 months
- ▶ Budget: N/A
- ▶ Special resources required: Need private pools' board consent
- ▶ Implementation considerations: standardized criteria to qualify across different pools
- ▶ Audience for engagement: Pool Board members
- ▶ Engagement plan: Contact pools
- ▶ Success Metrics: At least two families qualifies to utilizes pool per location
- ▶ Other notes: Need to specify pools

H & P General Recommendation

- ▶ Recommendation: Creation of Housing & Planning committee to review existing zoning code, recommend updates and support affordable housing planning in NC
- ▶ Timeline: MT
- ▶ Budget: N/A
- ▶ Special resources required: Volunteers
- ▶ Implementation considerations: Town procedure to create committee
- ▶ Audience for engagement: General public
- ▶ Engagement plan: Announce and attract volunteers
- ▶ Success Metrics: Committee established

H & P General Recommendations

- ▶ Recommendation: Creation of Affordable Housing Trust/Fund to provide different avenues to donate and/or dispose property and raise funds; utilization of the funds to be specified for affordable housing.
- ▶ Timeline: MT
- ▶ Budget: N/A
- ▶ Special resources required: Legislative change
- ▶ Implementation considerations: Town Approval/Legislative change
- ▶ Audience for engagement: Town board and legislative change process
- ▶ Engagement plan: Present plan
- ▶ Success Metrics: Trust/Fund created
- ▶ Other notes: The A-home as an example of an organization working to provide affordable housing

H & P General Recommendation

- ▶ Recommendation: Create a new town position or agency dedicated to CRE issues including housing and planning in order to further its work on diversity and inclusion; solidify town's long-term commitment to the cause
- ▶ Timeline: within 3-6 months
- ▶ Budget: 25%-50% of town administrative employee salary (for part time)
- ▶ Special resources required: Town budget consideration; physical office space
- ▶ Implementation considerations: Town Board Approval
- ▶ Audience for engagement: CRE leadership and Town Board
- ▶ Engagement plan: Clear job description with qualifications
- ▶ Success Metrics: Newly hired employee and open channel of communication

Community Integration /Inclusive Environment Recommendation

- ▶ Recommendation: Free busing for Town Recreation activities for qualified students to ensure town sports and activities are enjoyed by diverse group of residents (many programs already offer busing for nominal fees through town) We need to expand it to most or all town offerings. (e.g. free or subsidized “Mother Hen”)
- ▶ Timeline: MT post Covid pandemic
- ▶ Budget: \$5,000-\$8,000
- ▶ Special resources required: Chappaqua Transportation
- ▶ Implementation considerations: Bus company and Town Rec Dept.
- ▶ Audience for engagement: General Public
- ▶ Engagement plan: Contact bus company and town rec dept for feasibility
- ▶ Success Metrics: Busing to most or all of the after-school activities offered by town rec.

H & P General Recommendation

- ▶ Recommendation: Review and Update Part II General Legislation Ch78 Housing Discrimination to include protection for Age, Gender Identity, Handicapped, Service in the US Armed Forces, Sex, Sexual Orientation or Victims of Domestic Abuse.
- ▶ Timeline: 3-6 Months
- ▶ Budget: \$3,000-\$8,000 to retain housing discrimination attorney to review language
- ▶ Special resources required: Specifically qualified legal professional to undertake the revision
- ▶ Implementation considerations: Legislative change procedure
- ▶ Audience for engagement: Town Administrator/Town Supervisor
- ▶ Engagement plan: Once approved and funding secured, retain legal professional
- ▶ Success Metrics: Legislative change

References/Appendix

Local Housing and Planning Information Sites

- ▶ [Conifer 'Leasing Agent' Job Posting](#)
- ▶ <https://coniferllc.com/properties/54-hunts-place/>
- ▶ <https://www.plannewcastle.us/rezoning>
- ▶ <https://formbasedcodes.org/content/uploads/2013/11/CMAP-GuideforCommunities.pdf>
- ▶ [Town of Southhampton](#)
- ▶ <https://www.ithacanhs.org/communityhousingtrust>
- ▶ www.chappaquaforward.org
- ▶ <https://www.northcastleny.com/parks-and-recreation/pages/pool>