

**ATTACHMENT C****Appendix: Housing Action Plan Equity Impacts**

<i>Goal</i>	<i>Action</i>	<i>Equity Impact</i>
<b>GOAL I: Protect Oakland Residents from Displacement and Prevent Homelessness.</b>  <i>Create and maintain the conditions that enable BIPOC Oaklanders to remain in their homes and communities.</i>	<b>Action 1.1.1: Continue to Implement the Rent Adjustment Ordinance.</b>	<b>Moderate</b>
	<b>Action 1.1.2: Enforce Just Cause for Eviction measures.</b>	<b>High</b>
	<b>Action 1.1.3: Enforce and Strengthen Ellis Act protections.</b>	<b>Moderate</b>
	<b>Action 1.1.4: Implement tenant relocation measures.</b>	<b>Moderate</b>
	<b>Action 1.1.5: Implement a right to counsel in Rent Adjustment Program proceedings.</b>	<b>Moderate</b>
	<b>Action 1.1.6: Enhance housing related legal services</b>	<b>Moderate</b>
	<b>Action 1.1.7: Expand our ability to enforce rent control to maintain affordability.</b>	<b>High</b>
	<b>Action 1.1.8: Monitor neighborhood displacement</b>	<b>High</b>
	<b>Action 1.1.9: Implement a rental housing registry.</b>	<b>High</b>
	<b>Action 1.1.10: City Enforcement of the Tenant Protection Ordinance (TPO).</b>	<b>High</b>
	<b>Action 1.1.11: Enforce the tenant right to return and protections from coercive buyouts.</b>	<b>Moderate</b>
	<b>Action 1.1.12: Provide a local preference in affordable housing projects</b>	<b>Low</b>
	<b>Action 1.1.13: Negotiate for appropriate community benefits during development agreement approvals for major entitlements and use of City land.</b>	<b>Low/Moderate</b>
	<b>Action 1.1.14: Protect Oakland residents from displacement and becoming homeless.</b>	<b>High</b>

<p><b>GOAL II: Preserve and Improve Existing Housing Stock</b></p> <p><i>The Housing Element conserves and improves the affordability of existing housing stock in Oakland and addresses substandard conditions..</i></p>	<p><b>Action 2.1.1: Support home rehabilitation programs.</b></p>	<p><b>Moderate/High</b></p>
	<p><b>Action 2.1.2: Promote healthy homes and lead- safe housing.</b></p>	<p><b>Moderate/High</b></p>
	<p><b>Action 2.1.3: Conduct proactive rental inspections.</b></p>	<p><b>Moderate/High</b></p>
	<p><b>Action 2.1.4: Support historic preservation and rehabilitation.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 2.1.5: Implement universal design strategies</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 2.1.6: Increase funding for improved indoor air quality.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 2.2.1: Continue to implement resale-controls on assisted housing.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 2.2.2: Enforce, monitor, and preserve affordable housing covenants with an emphasis on "at-risk" units.</b></p>	<p><b>High</b></p>
	<p><b>Action 2.2.3: Enforce residential demolition and conversion restrictions for residential hotels.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 2.2.4: Limit condominium conversions.</b></p>	<p><b>Moderate</b></p>
<p><b>Action 2.2.5: Extend local replacement unit provisions.</b></p>	<p><b>Moderate</b></p>	
<p><b>Action 2.2.6: Reduce short-term home purchases/sales (i.e., "house flipping") to ensure affordability and prevent displacement.</b></p>	<p><b>Moderate/High</b></p>	
<p><b>Action 2.2.7: Provide additional subsidy for residential hotels.</b></p>	<p><b>High</b></p>	
<p><b>Action 2.2.8: Investigate a Tenant/ Community Opportunity to Purchase Act.</b></p>	<p><b>High</b></p>	

<p><b>GOAL III: Close the Gap Between Affordable and Market-Rate Housing Production by Expanding Affordable Housing Opportunities</b></p> <p><i>Facilitates the production of housing for extremely low, very low, low, and moderate-income households.</i></p> <p><i>Provides a diversity of housing types, ownership opportunities, living arrangements, and features supportive of special needs.</i></p> <p><i>Locates new housing to further access to opportunity (while simultaneously investing in and protecting tenants in disinvested communities) and removes constraints to affordable housing development.</i></p>	<p><b>Action 3.1.1: Develop a project-based rental or operating subsidy program for extremely-low-income residents.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 3.1.2: Align and target Oakland Housing Authority Section 8 Vouchers for permanent supportive housing and extremely-low-income units.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 3.2.1: Develop zoning standards to encourage missing middle and multi-unit housing types in currently single-family-dominated neighborhoods, including flats, duplexes, triplexes, fourplexes, townhomes/rowhouses, and ADUS</b></p>	<p><b>High</b></p>
	<p><b>Action 3.2.2: Promote and protect live/work housing and housing for artists</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 3.2.3: Promote flexibility in adaptive reuse to increase the housing stock.</b></p>	<p><b>Unknown</b></p>
	<p><b>Action 3.2.4: Provide financial incentives for lower-income homeowners to legalize ADUS</b></p>	<p><b>Moderate/High</b></p>
	<p><b>Action 3.2.5: Reduce constraints to the development of ADUS</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 3.2.6: Monitor affordability of permitted ADUs</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 3.2.7: Proactive Short-Term Rental Enforcement</b></p>	<p><b>High</b></p>
	<p><b>Action 3.3.1: Sale or ground-lease of City-owned property for affordable housing.</b></p>	<p><b>High/Moderate</b></p>
	<p><b>Action 3.3.2: Expansion of Section 8 vouchers.</b></p>	<p><b>High</b></p>
	<p><b>Action 3.3.3: City of Oakland Emergency Rental Assistance Program.</b></p>	<p><b>High</b></p>
	<p><b>Action 3.3.4: Development of permanent housing affordable to extremely-low-income (ELI) households on public land.</b></p>	<p><b>High</b></p>

<b><i>Action 3.3.5: Implement an affordable housing overlay.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.6: Access to low-cost financing for development.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.7: Study the targeted implementation of an inclusionary housing requirement</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.8: Right-sized development fees on market-rate developments</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.9: Adjusting or waiving City fees and payment timing for affordable housing developments.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.10: Consider a citywide Enhanced Infrastructure Financing District (EIFD)</i></b>	<b><i>Unknown</i></b>
<b><i>Action 3.3.11: Support innovations by design</i></b>	<b><i>Moderate</i></b>
<b><i>Action 3.3.12: Continue the Acquisition and Conversion to Affordable Housing (ACAH) Program.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.13: Expand availability of predevelopment funding and low-cost debt products for affordable housing development.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.14: Evaluate the creation of a leveraged acquisition fund or debt/ equity funds for small sites to support site acquisitions for affordable housing</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.15: Continue and expand density bonus incentives.</i></b>	<b><i>High</i></b>
<b><i>Action 3.3.16: Analyze the Real Estate Transfer Tax structure and its current effect on the Affordable Housing subsidy and the effect on the General Purpose Fund</i></b>	<b><i>Unknown/High</i></b>
<b><i>Action 3.3.17: Support low-income, grass-roots, and BIPOC affordable housing developers.</i></b>	<b><i>High</i></b>

<b>Action 3.3.18: Implement affordable housing investments contained in Measure U</b>	<b>High</b>
<b>Action 3.3.19: Sites Inventory and Fair Housing Accomplishments Tracking Program</b>	<b>High</b>
<b>Action 3.4.1: Revise development standards, including allowable building heights, densities, open space and setback requirements</b>	<b>High/Moderate</b>
<b>Action 3.4.2: Study the Relationship Between Zoning and Racial Segregation as Part of the Phase 2 General Plan Update</b>	<b>Moderate</b>
<b>Action 3.4.3: Revise Conditional Use Permit (CUP) requirements</b>	<b>Moderate</b>
<b>Action 3.4.4: Revise citywide parking standards</b>	<b>Moderate</b>
<b>Action 3.4.5: Revise open space requirements</b>	<b>Low/Moderate</b>
<b>Action 3.4.6: Correct zoning district boundaries that cut through parcels</b>	<b>Unknown</b>
<b>Action 3.4.7: Capture the diversity of existing built fabric in zoning</b>	<b>High</b>
<b>Action 3.4.8: Implement objective design standards</b>	<b>Moderate</b>
<b>Action 3.4.9: Implement new ADU standards that streamline approvals and address unpermitted units.</b>	<b>Moderate</b>
<b>Action 3.4.10: Implement a Housing Sites Overlay Zone to permit sites included in the Housing Sites Inventory to develop with affordable housing by right</b>	<b>Moderate/High</b>
<b>Action 3.4.11: Promote educator and/or student housing on public land by reviewing the zoning and General Plan designations of Oakland Unified School District (OUSD) and Peralta Community College District-owned sites for consistency with housing</b>	<b>Moderate</b>

<b><i>Action 3.5.1: Support community land trusts and other shared equity model</i></b>	<b><i>High</i></b>
<b><i>Action 3.5.2: Support housing cooperatives, co-living, and cohousing models</i></b>	<b><i>High</i></b>
<b><i>Action 3.5.3: Advocate for statewide legislation on social housing</i></b>	<b><i>High</i></b>
<b><i>Action 3.5.4: Monitor and consider adopting shallow subsidy programs for lower-income households</i></b>	<b><i>High</i></b>
<b><i>Action 3.5.5: Study Feasibility of Single-Stair Residential Buildings</i></b>	<b><i>Unknown</i></b>
<b><i>Action 3.6.1: Streamline the City permitting process, especially for low-income and non-profit builders</i></b>	<b><i>High</i></b>
<b><i>Action 3.6.2: Provide increased flexibility in development standards</i></b>	<b><i>Moderate</i></b>
<b><i>Action 3.6.3: Expand by-right approvals and implement entitlement reform for affordable housing</i></b>	<b><i>High</i></b>
<b><i>Action 3.6.4: Continue SB 35 streamlining and encourage projects to use it.</i></b>	<b><i>High</i></b>
<b><i>Action 3.6.5: Continue one-stop and online permitting services.</i></b>	<b><i>High</i></b>
<b><i>Action 3.7.1: Incentivize the development of senior housing and provide financial assistance to developers of housing for seniors and persons with special needs.</i></b>	<b><i>Low/Moderate</i></b>
<b><i>Action 3.7.2: Provide housing for persons with HIV/AIDS.</i></b>	<b><i>High</i></b>
<b><i>Action 3.7.3: Accessible units in new housing developments.</i></b>	<b><i>High</i></b>
<b><i>Action 3.7.4: Implement the sponsor-based Housing Assistance Program.</i></b>	<b><i>High</i></b>

	<b>Action 3.7.5: Encourage a range of unit sizes for affordable housing that matches local household needs and family sizes</b>	<b>High</b>
	<b>Action 3.7.6: Expand areas where rooming units and efficiency units are permitted by right</b>	<b>High</b>
	<b>Action 3.7.7: Amend Planning Code to comply with the Employee Housing Act</b>	<b>High</b>
	<b>Action 3.7.8: Expand areas where Residential Care Facilities are permitted by right</b>	<b>Unknown</b>
	<b>Action 3.8.1: Continue to implement the Vacant Property Tax (VPT)</b>	<b>High</b>
	<b>Action 3.8.2: Encourage the conversion of vacant ground floor commercial space to residential uses in appropriate locations</b>	<b>Unknown</b>
	<b>Action 3.8.3: Tax vacant residential rental units</b>	<b>High</b>
	<b>Action 3.8.4: Continue the Oakland Community Buying Program and support scattered site acquisition efforts.</b>	<b>High</b>
	<b>Action 3.8.5: Partner with Alameda County Tax Collector to redevelop tax defaulted properties.</b>	<b>High</b>

<p><b>GOAL IV: Address Homelessness and Expand Resources for the Unhoused</b></p> <p><i>The Housing Element recognizes housing as a human right and reduces homelessness through Housing First approaches and support coordination across the spectrum, from homelessness prevention to transitional housing/shelter and services to permanent housing with resources for long-term support</i></p>	<p><b>Action 4.1.1: Expand, improve, and maintain crisis response beds</b></p>	<p><b>High</b></p>
	<p><b>Action 4.1.2: Expand, improve, and maintain crisis response beds, especially for unsheltered communities of color</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 4.1.3: Expand health and hygiene facilities and services and improve access to bathrooms and showers.</b></p>	<p><b>High</b></p>
	<p><b>Action 4.1.4: Provide needed support and income to people who have been homeless so they can avoid returning to homelessness.</b></p>	<p><b>High</b></p>
	<p><b>Action 4.2.1: Enhance operations of the City's 2020 Encampment Management Policy</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 4.2.2: Lead strategic homelessness response operations and homeless services from the Homelessness Division, Office of the City Administrator</b></p>	<p><b>Low/Moderate</b></p>
	<p><b>Action 4.2.3: Strengthen interdepartmental Encampment Management Team</b></p>	<p><b>Low/Moderate</b></p>
	<p><b>Action 4.2.4: Increase the oversight of homelessness strategies, investments, outcomes, and encampment operations with Commission on Homelessness.</b></p>	<p><b>High</b></p>
	<p><b>Action 4.2.5: Expand co-governance and partnerships with unsheltered residents in the design and delivery of homelessness services.</b></p>	<p><b>High</b></p>
	<p><b>Action 4.3.1: Finance the construction and maintenance of permanent supportive and deeply affordable housing for homeless households to expand the supply of deeply affordable and supportive housing for Oakland's most vulnerable residents.</b></p>	<p><b>High</b></p>
<p><b>Action 4.3.2: Streamline approval for modular developments to provide quality shelter quickly to address the scale of the crisis</b></p>	<p><b>High</b></p>	



	<p><b><i>Action 4.3.3: Remove regulatory constraints to the development of transitional housing and supportive housing</i></b></p>	<p><b><i>High</i></b></p>
	<p><b><i>Action 4.3.4: Ensure that the authority provided by the City's Shelter Crisis Ordinance and Declaration of a Local Emergency regarding Homelessness remains in place until public health and safety concerns no longer persist</i></b></p>	<p><b><i>Unknown</i></b></p>
	<p><b><i>Action 4.3.5: Provide development standards for low barrier navigation centers</i></b></p>	<p><b><i>High</i></b></p>
	<p><b><i>Action 4.3.6: Expand opportunities for the permitting of emergency shelters</i></b></p>	<p><b><i>High</i></b></p>

<p><b>GOAL V: Promote Neighborhood Stability and Health</b></p> <p><i>The Housing Element promotes resilient development in safe, healthy, and just communities. It also increases resources in disinvested communities and create long-time stability through homeownership opportunities.</i></p>	<p><b>Action 5.1.1: Provide first-time homebuyer programs.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.1.2: Expand access to low-cost financing for home purchase.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.1.3: Provide paths to homeownership for Section 8 voucher holders.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.2.1: Protect against smoke and wildfire.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 5.2.2: Promote infill, transit-oriented development (TOD), and mixed-use development.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.2.3: Study options to provide financing for the remediation of environmentally contaminated sites, with priority for affordable projects.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.2.4: Secure funding from the State's Affordable Housing and Sustainable Communities (AHSC) Program.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 5.2.5: Encourage earthquake-resilient housing.</b></p>	<p><b>Moderate</b></p>
	<p><b>Action 5.2.6: Encourage climate-resilient housing.</b></p>	<p><b>High</b></p>
	<p><b>Action 5.2.7: Consider the adoption of a disaster reconstruction overlay zone</b></p>	<p><b>Moderate</b></p>
<p><b>Action 5.2.8: Encourage new affordable housing in higher resource neighborhoods</b></p>	<p><b>High</b></p>	
<p><b>Action 5.2.9: Prioritize improvements to meet the needs of low-resourced and disproportionately burdened communities.</b></p>	<p><b>High</b></p>	
<p><b>Action 5.2.10: Promote the development of mixed-income housing to reduce income-based concentration</b></p>	<p><b>Moderate/High</b></p>	

	<p><b><i>Action 5.2.11: Provide accountability measures for housing programs, including annual monitoring.</i></b></p>	<p><b><i>Moderate/High</i></b></p>
	<p><b><i>Action 5.3.1: Provide fair housing services and outreach.</i></b></p>	<p><b><i>High</i></b></p>
	<p><b><i>Action 5.3.2: Promote awareness of predatory lending practices.</i></b></p>	<p><b><i>High</i></b></p>
	<p><b><i>Action 5.3.3: Provide targeted outreach and support to disproportionately burdened groups and areas.</i></b></p>	<p><b><i>High</i></b></p>

<b>Key</b> Average Equity Impact by Goal
<b>Moderate</b>
<b>Moderate to High</b>
<b>High</b>