



## Housing Commission Equity Framework

The Citizens Advisory Commission on Housing, in accordance with the direction adopted in the County Board's 2019 Equity Resolution and the Fair Housing Act of 1968's obligation to affirmatively further fair housing (AFFH), adopts this Equity Framework to guide Commissioners' review of housing practices, programs, plans, and policies brought before them and subsequent actions and recommendations to the County Board.

Federal, state, local, and private actors have used housing policies and practices to exclude, discriminate, and harm marginalized populations. The legacy of these actions, and the ongoing discriminatory practices that remain in place, have created and widened disparities in access to opportunity and affordable, quality, and safe housing for marginalized communities. The Housing Commission will review all practices, programs, plans, and policies brought before it and consider, based on available data, how the following populations may be impacted:

- people of color,
- women,
- those living in poverty,
- immigrants and refugees,
- lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) community members,
- those living with disabilities, and
- residents living in underserved neighborhoods or racially/ethnically-concentrated areas of poverty of the County.

For the review of each practice, program, plan, and policy, to the extent practicable, the Housing Commission will consider the following questions:

1. Who Benefits? (i.e., does one or more population within the county benefit from the action while other populations do not benefit?)
2. Who is Burdened? (i.e., is one or more population within the county burdened by the action because of characteristics unique to that population?)
3. Who is Missing? (i.e., is one or more population being overlooked by the action?)
4. How do we Know? (i.e., what data provides evidence related to the previous questions, what additional information is needed to inform this analysis, have historically marginalized populations been consulted on the proposed action, has an analysis of the impact of the action on historically marginalized populations been conducted?)

5. What do we do? (i.e., what action should be taken to ensure that benefits are more equitable and that burdens are not imposed on disadvantaged populations, what actions should be taken to proactively include missing populations, how does the action impact root causes of inequities, does the action reduce, worsen or ignore existing disparities?)

The Housing Commission will use the review of practices, programs, plans, and policies under this framework to enhance its recommendations to the County Board. The Commissioners will individually use the framework to guide their actions on the Housing Commission and engage in collective discussion of the five questions during meetings, as appropriate. The Housing Commission will also consider the framework as they assess Commission operations and practices to ensure the promotion of equity.

The Housing Commission will reexamine this framework periodically and make updates to strengthen Commissioners' ability to integrate an equity lens into the Commission's work with the goal of advancing equity and housing justice within Arlington County.