

Equity Roundtable Meeting #2

Date: April 20, 2023

Time: 12 – 1:30 p.m.

Location: Salem Public Library (585 Liberty St SE) and Zoom

ATTENDEES (In-Person or Online)

Equity Roundtable Participants

Amador Aguilar, Enlace Cross-Cultural Community Development Project

Irvin Brown, Salem-Keizer NAACP

Alex Buron, Latinos Unidos Siempre

Jennifer Colachico, Salem-Keizer Community Transition Program

Lucy Escobar, Latino Business Alliance

Jesse Gasper, Oregon Marshallese Community Association

Luke Glaze, Salem for Refugees

Ramon Hernandez, Mid-Willamette Valley Community Action Agency

Kristin Kuenz-Barber, Northwest Human Services

Jackie Leung, Micronesian Islander Community

Tania Moran, Salem for Refugees

Renn Raska, Salem Capital Pride

City of Salem Staff

Lisa Anderson-Ogilvie, Community Development Department

Eunice Kim, Community Development Department

Julie Warncke, Public Works Department

Anthony Gamallo, Public Works Development

Judy Postier, Public Works Department

Consultants

Josh Mahar, Kearns and West

Bianca Valdez, Kearns and West

MEETING OVERVIEW

This was the second meeting of the Equity Roundtable, which is comprised of representatives of organizations that serve traditionally underserved communities. The purpose was to identify, discuss, and prioritize different ideas of how the City could minimize or avoid displacement of residents. Staff also recapped the input provided during the first meeting and sought feedback to make any further changes to the map depicting areas that are at risk of displacement.

Josh Mahar, Julie Warncke, and Eunice Kim gave a presentation that focused on the following (presentation slides attached):

- **What we heard** from the Equity Roundtable in March
 - Julie and Eunice provided a summary of the input from the first Equity Roundtable meeting, including reasons for displacement, areas at risk of displacement, and other comments and concerns

- Roundtable participants then provided input as to other changes that should be made to the displacement risk map.
 - The following areas should be shown as vulnerable to displacement:
 - All of east Salem
 - Wallace Road NW
 - Commercial Street SE (near Wiltsey Rd SE and south)
 - West Salem (except inner West Salem and along Wallace Road NW) should be shown as exclusive
- **Strategies to address displacement**
 - Eunice discussed different approaches to minimizing or avoiding displacement, including regulatory, financial, and land strategies. She then provided examples of each type of approach. These examples were written on large flip boards.

GROUP DISCUSSION

Roundtable participants provided additional ideas for how the City could minimize, mitigate, or avoid displacement. Their ideas are provided below. The participants were each given three dots and asked to indicate their top strategies. Their votes are shown in red below.

Regulatory

- Allow multifamily housing and affordable housing in more areas ●
- Reduce design requirements for multifamily housing ●
- Provide more incentives for mixed-income developments
 - Try for inclusionary zoning
- Address/monitor the definition of affordable housing
- Fast track affordable housing projects

Financial

- Provide more rental assistance – first and last month, and other assistance ●●●●●
- Provide resources/financial assistance and help navigating the process to help develop housing ●
- Provide foreclosure/mortgage assistance
- Preserve existing low-income homes
- Leverage foreclosure for vulnerable populations

Land

- Purchase land for housing development ●●●●
- Partner with churches and nonprofits on housing
- Promote land trusts – create ownership opportunity for tenants ●●●●●
- Create community hubs/centers in multifamily developments
 - Community spaces or rooms

Other ●

- Improve transit access and frequency ●●●
- Create mixed-income neighborhoods
- Provide a free trolley to help access services (similar to Monmouth) ●●
- Address stigma related to multifamily and affordable housing
 - Acknowledge the impact – reference to Brown & Black populations
- Provide tenant-based strategies (i.e. manufactured home purchase by tenant)

- Support partnerships between market/developers and organizations so they can lead cultural-specific supports and services
 - City should conduct trainings
 - Community centers/services should be provided on site
- Understand the order of strategies/investments
 - Bike lanes and Whole Foods can signal or lead to displacement
- Consider climate/heat impacts – Air conditioning is not just a luxury, it's a need
- Address barriers with neighborhood associations
 - They need to be more inclusive
 - They need to buy into this work
- Consider impacts of allowing businesses where homes are
 - Could lead to displacement
 - Education is needed, as home businesses can be an opportunity
- Unhoused population concerns

NEXT STEPS

The next meeting will be May 25 from 11 a.m. to 12:30 p.m. at the Salem Library, 585 Liberty Road SE and Zoom. During the meeting, staff will report back on the feasibility of strategies based on input from other City staff. The roundtable participants will also be asked for their feedback on the roundtable



Equity Roundtable

City of Salem
April 20, 2023



Agenda

- **Welcome Back**
- **What We Heard**
- **Strategy Approaches**
- **Discussion:** What strategies do you think would work in Salem?
- **Final Exercise:** Prioritize strategies
- **Next Steps**

Equity Roundtable: Roles and Expectations

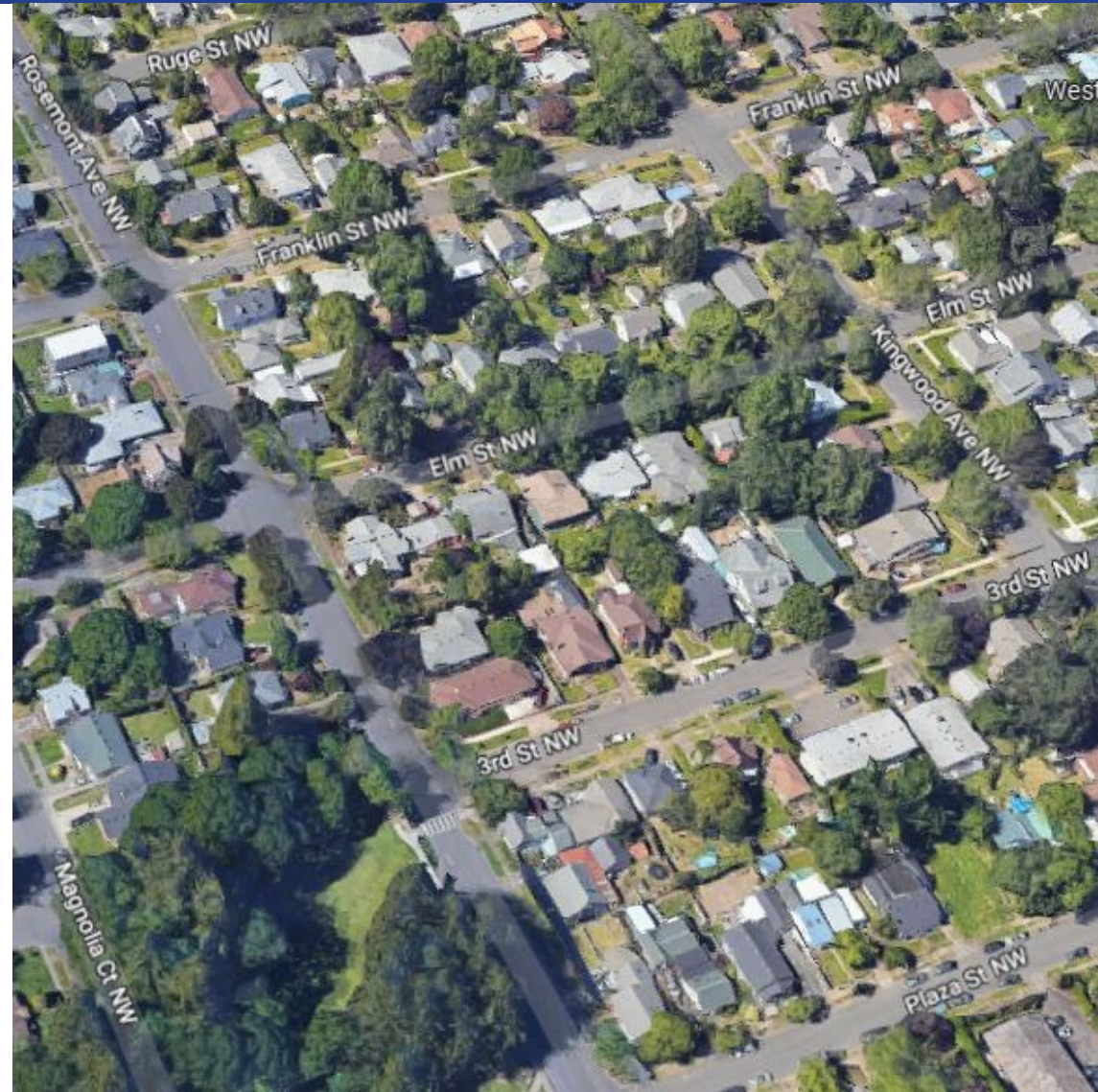
- **Share your truth** – Be open and honest
- **Ask questions** – Push us to make planning topics more people-friendly
- **Honor differences** – We don't need to seek consensus or alignment
- **Experiment together** – Help us figure out how to best use this roundtable moving forward

Introductions

What We Heard




Displacement Risk

- North and northeast Salem
 - Increasing rents pushing people out – further northeast and out of Salem
 - Area with greatest need for rental assistance
- Inner West Salem
- Inner Southeast near 13th and Mission Street
- Area in Southeast Salem near Sunnyside






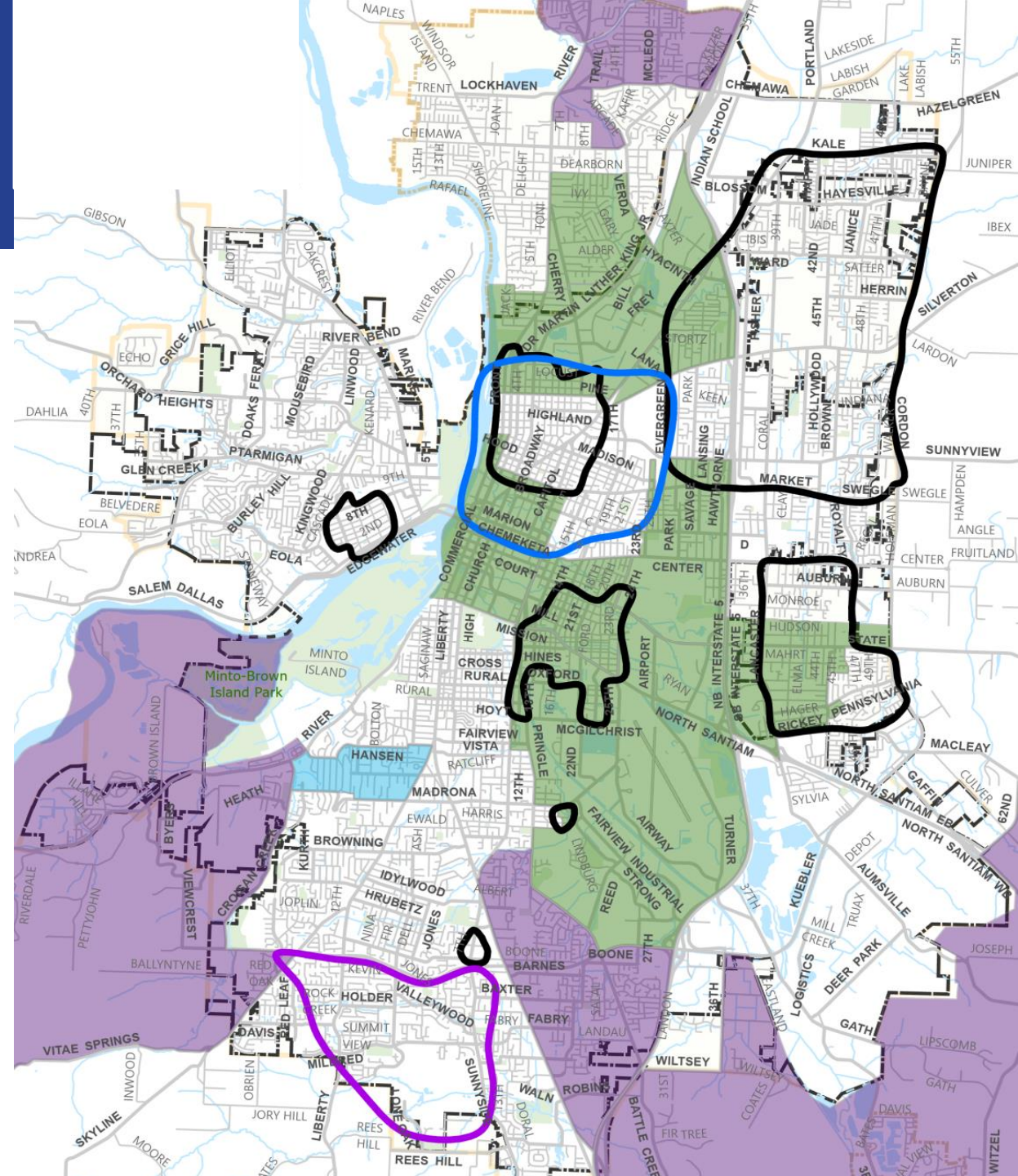
Displacement Risk

Anti-Displacement Typologies

-  Advanced exclusive
-  Affordable and vulnerable
-  Becoming exclusive

Displacement Risk

-  Active Displacement
-  Exclusive
-  Displacement Risk



Reasons for Risk

- Rent increases – with or without new developments or public improvements
- Safety and security concerns
- Lack of transportation safety



Other Concerns and Comments

- Everyone deserves good things
- Affordable housing should not be concentrated in North and northeast
- Schools must be included in the discussion



Other Concerns and Comments

- Carpool parking is not meeting the needs of farmworkers and others
- Communication/translation is vital to the use of transit
- Lack of lighting is an issue



Discussion

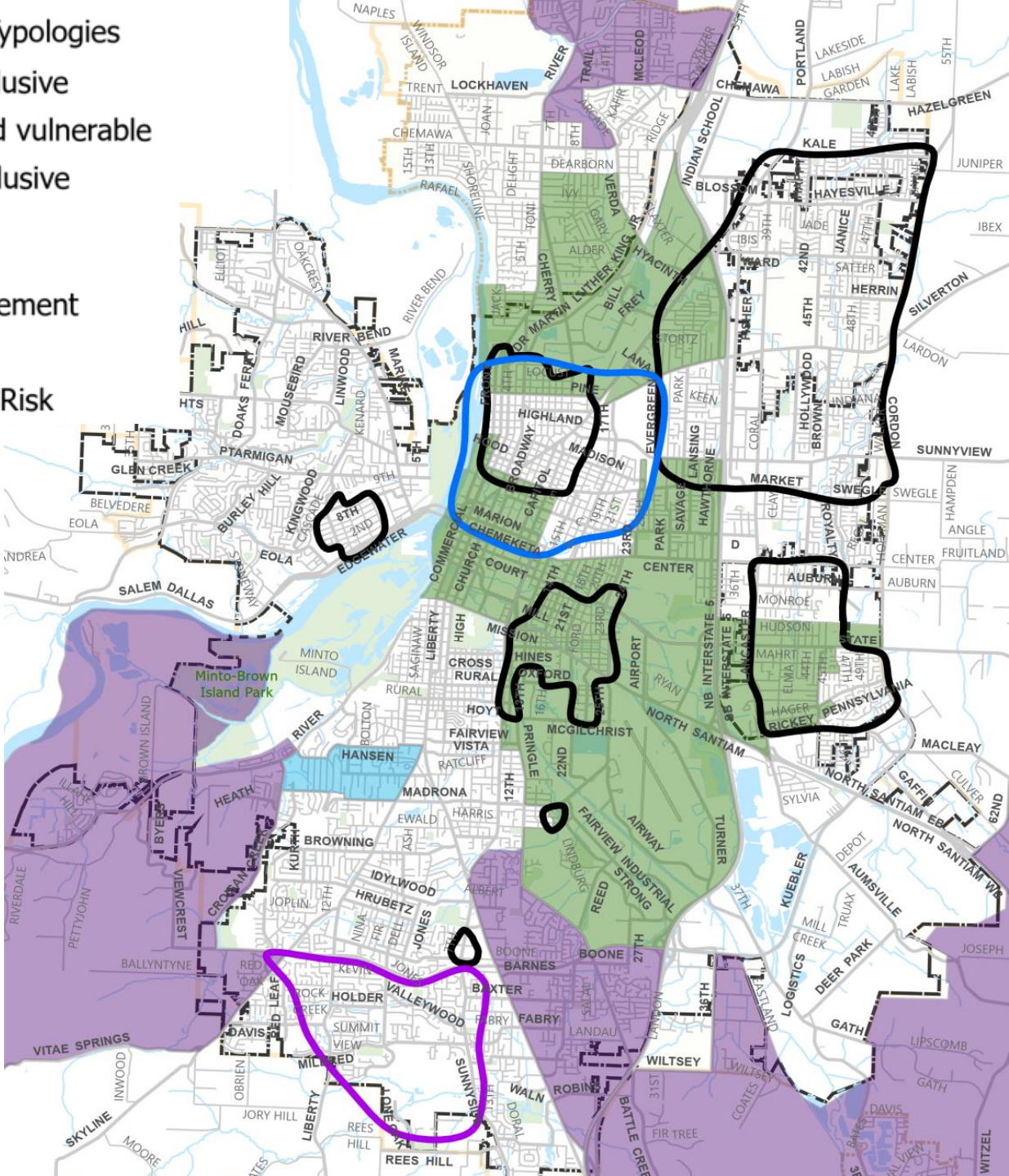
Did we miss or mischaracterize anything?

Anti-Displacement Typologies

- Advanced exclusive
- Affordable and vulnerable
- Becoming exclusive

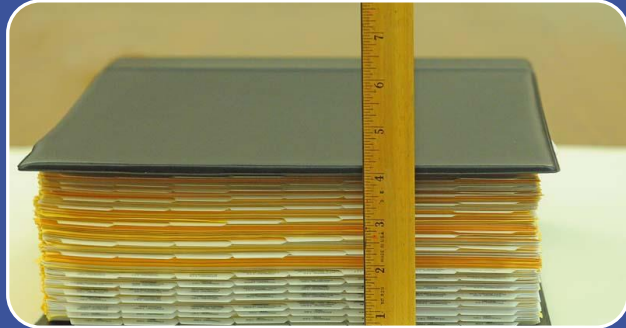
Displacement Risk

- Active Displacement
- Exclusive
- Displacement Risk



Strategies

Strategies: Different Approaches



Regulatory

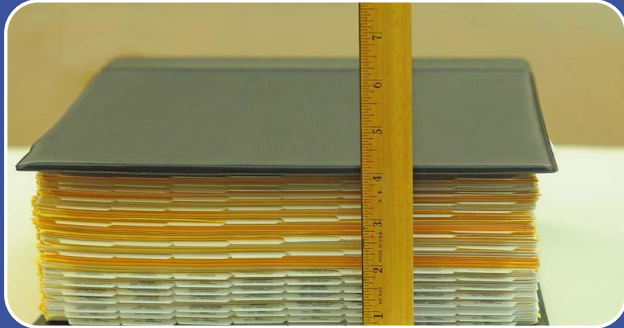


Financial



Land

Regulatory



Regulatory

- Create new zoning incentives or reduce zoning barriers to developing housing
- **Examples**
 - Allow multifamily as a permitted use in more areas
 - Reduce design requirements for multifamily housing

Financial



Financial

- Create financial incentives or program to support development
- **Examples**
 - Provide tax abatement for transit-supportive housing (Multi-Unit Housing Tax Incentive Program includes affordability requirement)
 - Exempt affordable housing from system development charges

Land



Land

- Secure land for the development of housing
- **Examples**
 - Purchase vacant or underutilized land and provide/sell it for housing development

Other Strategies

- Examples: Improve transit access and frequency



Roundtable Ideas to Reduce Risk

- Help people where they are in north and northeast while adding affordable housing in west and south Salem
 - Create more mixed-income neighborhoods
- Tie strategies to prevent rent increases with public investments
- Locate community centers in areas of risk
- Work with churches to provide temporary housing
- Improve transit access and frequency
- Consider low-cost ride share options

Preservation and Production

- Strategies can aim to:
 - **Preserve** existing housing
 - **Produce** more housing



Questions and Discussion

Strategy Ideas

What strategies do you think would work in Salem?

- What **type** of strategy?
Regulatory, financial, land or other
- **Preserve or produce** housing?
- Considerations?
 - Locations
 - Target populations
 - Community partners

Prioritize Strategies

Dot exercise:

What are your top
strategies?

Discussion

Next Steps

Last scheduled meeting

- Thursday, May 25, 2023
11 am – 12:30 p.m. at the Library
- In person or online?


Meeting Topics

- Report back on strategies and feasibility
- Discuss the future of this roundtable



Thank you!

The screenshot shows the City of Salem website with the following elements:

- Header:** CITY OF Salem AT YOUR SERVICE, navigation links for Community, Business, Government, and I Want To..., and a search icon.
- Left Sidebar:**
 - SHAPING SALEM'S FUTURE
 - Capital Improvements
 - + Housing & Shelter
 - + Our Salem: Planning for Growth
 - + Plans & Projects
 - + Reports & Studies
 - Salem in Motion** (highlighted)
 - Salem Strategic Plan
 - 2022 Community Infrastructure Bond
 - CONTACT
 - Julie Warncke**
Transportation Planning Manager
555 Liberty St. SE
Room 325
Salem, OR 97301
503-588-6211
jwarncke@cityofsalem.net
 - Eunice Kim**
Long-Range Planning Manager
555 Liberty St. SE
Room 325
Salem, OR 97301
503-540-2308
ekim@cityofsalem.net
- Main Content:**
 - Government » Shaping Salem's Future »
 - Salem in Motion: Connecting People and Places**
 - 
 - Updating Salem's Transportation System Plan**
 - The City is updating our Transportation System Plan (TSP) to address a variety of existing and emerging challenges and priorities, including reducing greenhouse gas emissions from transportation and addressing equity in transportation investments and impacts.
 - This project will build on the goals and policies adopted through the [Our Salem project](#) and the transportation actions included in the [Climate Action Plan](#). This project also addresses new State requirements for transportation and land use planning that resulted from the [Climate-Friendly and Equitable Communities \(CFEC\) rulemaking project](#).
 - To follow this project, [sign up to receive email updates](#).

www.cityofsalem.net/salem-in-motion

Eunice Kim

Long Range Planning
Manager

ekim@cityofsalem.net

Julie Warncke

Transportation Planning
Manager

jwarncke@cityofsalem.net



Equity Roundtable

City of Salem
April 20, 2023

