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Message From Matt Naish, Regional Director, Multifamily West Region

Dear Multifamily partners: On behalf of the San Francisco Asset Management team, I am pleased to introduce the latest issue of Pacific Currents. Our Asset Management staff have put together an informative and interesting newsletter and we hope you will enjoy learning about some of the things happening at properties in our region.

This month we feature Kathy Reed Project and Santa Fe Apartments.

Kathy Reed Project in Coeur d'Alene, Idaho is a senior community managed by St. Vincent de Paul. The property has a strong sense of community, thanks to the collaboration of its residents and its social services coordinator.

In California, Santa Fe Apartments in Compton recently completed a Section 8(bb) transfer after receiving a Section 223(f) refinance in 2018. After many years of neglect, the property received seismic upgrades and unit rehabs. The additional subsidy will guarantee affordability for at least twenty years.

If you are interested in featuring one of your properties, we would love to hear from you. Contact our Editor daryl.r.kyte@hud.gov to learn more.

On the Operations side, we are excited to announce that Multifamily West Region will be migrating our old listserv e-mail distribution system (where you are receiving this newsletter) to a more advanced platform hosted by GovDelivery. We will be sending out a formal announcement later but if you and your colleagues want to get a head start on subscribing, you can go to https://public.govdelivery.com/accounts/USHUDFHA/subscriber/new?qsp=USHUDFHA_3%22%20\t%20%22_blank to set up a free account.

We look forward to connecting with you during our next Industry Day on Thursday, October 20, 2022. We hope you can join us.

Enjoy the last days of Summer and we wish you a wonderful Fall!

Matt Naish

Regional Director, Multifamily West

Save the Date: Industry Day, Thursday, October 20, 2022



Please mark your calendars and save the date to attend our Bi-Annual Industry Day on October 20, 2022 from 9:00am to 12:00pm PST. This will be a virtual event where we network and extend our appreciation for our industry partners for all they do serving the needs of the housing community. The event theme is the challenges and best practices for housing formerly homeless individuals.

Please use Microsoft Edge browser (Chrome will not work well!) and click on the following link to access the TEAMS

event:

[Industry Day MS Teams link](#)

If you have trouble with your connection, you may also call into the event through this phone number: +1 202-510-9533, Phone Conference ID: 216 800 094#

If you have issues logging in at the time of the event and have tried both options above, please reach out to Davin Lal, davin.r.lal@hud.gov, for assistance.

Getting to Know Ed Cabrera, Field Office Director – Northern California



What are your roles and responsibilities as the Field Office Director (Northern California)?

I am humbled and honored to represent the Department when coordinating with partners and community stakeholders and when supporting your work and that of other colleagues across all our program areas to further HUD's mission.

As a Field Office Director, I serve as the primary liaison between HUD in Northern California and the region's federal, state, and local leaders. Since our role in FPM is to serve as the Department's front door for the communities we serve, that makes me a primary host or guide for those seeking our assistance, be they members of Congress or other elected and appointed officials at every level of government, organizations doing business with HUD, members of the press, and members of the general public.

What is the most exciting part of your job?

As federal civil servants, we know that the wheels of government tend to turn much slower than we and our customers would like. This means that opportunities to witness, from end-to-end, the great and positive impact of our collective efforts in the lives of the people and communities we serve do not come along too often. That notwithstanding, if you remain committed to collaboration, are focused on meeting the customer's needs, embrace a mindset of continuous learning, and stick around long enough, you'll be amazed and – yes - even excited by what we can accomplish. For instance, in just the past 20 years, thanks to HUD investments, I have seen decimated or forgotten neighborhoods and communities transformed into hubs of community and economic activity. I have seen cities with seemingly intractable street homelessness curb those numbers significantly and keep them down by creating more housing opportunity, and I have seen people who have been disenfranchised and discriminated against finally get the justice they deserve. That's what has excited me most throughout my career and is what still excites me most to this day.

Where do you hope to see Field Policy and Management (FPM) in five years?

In February 2021, [Michele Perez](#) was appointed to serve as FPM's Assistant Deputy Secretary, and she has since transformed the team to be more strategic, outcome-oriented, and data-driven in our approach to furthering HUD's mission. As a result, in just seven months, FPM has become more collaborative and hierarchically flattened.

By 2027, I expect that the FPM team serving Northern California will be larger and better trained and equipped to support communities in-person in the region and in partnership with you and other program area colleagues.

What influenced your career choices?

One of my biggest influences professionally was my father, who taught me the value of hard work and spent much of his professional career as a social worker, serving low-income families. He also instilled in me the importance of giving back and that is primarily why I chose a career in public service. I would also be remiss if I didn't also credit the many wonderful teachers I have had in my life, and particularly those who ran the Urban Studies department at San Francisco State University.

Do you have any mentors in your professional life?

When I joined HUD as a Community Builder in 1999, I had the opportunity to meet and work for then-[Senior Counsel to the Secretary Mercedes Marquez](#) as part of a small team working in and with underserved migrant communities. It was then, under her guidance, that I learned how HUD reviewed and rated local applications for funding, which informed and guided how I helped local partners build organizational capacity.

Which historical figure would you most like to meet?

Ooh! That's a tough one. Professionally, going on assignment with [Jacob Riis](#) would have no doubt been eye-popping and educational. His work documenting the deplorable conditions in the slums of New York City in the late 1800s led to major reforms that improved the lives of many a city dweller.

A more contemporary figure whose ideas on urban design have intrigued and inspired me is [Jane Jacobs](#).

Do you have any hidden talents or hobbies?

I grew up a San Francisco Giants fan, loving the game of baseball, and even trained and traveled with the Division 2 San Francisco State University Gators baseball team when I was in college. These days, I enjoy playing recreational softball a couple of times a week, and rock climbing with my daughter, Elyse, when she's in town.

Affordable Housing Management Association – Northern California and Hawaii (AHMA-NCH) Conference at Sacramento, California

By: Ailynne R. PeBenito



(Top Left corner) Janea Jackson, Director of Multifamily Asset Management (Top Right corner, from Left to Right) Venus P. James, Senior Executive Accountant, Glenn H. Lew, Account Executive, Davin R. Lal, Resolution Specialist, and Ailynne R. PeBenito, Account Executive (Bottom Left corner, from Left to Right) Ailynne R. PeBenito, Account Executive, Venus P. James, Senior Account Executive, Christina Wong, Branch Chiefs, Gwen Kelleher, Branch Chief, Angela Lewis Morrison, Branch Chief, Robin Thompson, Branch Chief, Janea Jackson, Director of Multifamily Asset Management, & Glenn Lew, Account Executive and (Bottom Right corner) Davin Lal, Resolution Specialist

Affordable Housing Management Association (AHMA) of Northern California & Hawaii hosted its 41st conference on August 30, 2022 and August 31, 2022 at SAFE Convention Center in Sacramento, California. Its associations mission is to “strengthen and enhance affordable housing management by providing professional development, education, resources, advocacy, and industry representation.”

San Francisco's Multifamily Asset Management Division Director, Janea J. Jackson, presented for the National Updates wherein she introduced the HUD staff that were in attendance. She gave Multifamily Asset Management updates on the following:

- Service Coordinator grants
- Green MIP Compliance
- HAPSS Pre-solicitation
- Lender Replacement for Reserve processing
- PBCA's MOR Plan, 202 NOFA
- Management Fee Memo update
- Bookkeeping Fee Memo
- COVID Supplemental Payment (CSP) Round 5

During the conference, Davin Lal, Resolution Specialist, gave Disaster Management Training to staff, which satisfied our annual mandatory compliance professional development training. He provided the attendees valuable resources in handling disasters varying from local, state, and a Presidential Declared Disaster.

This conference afforded us the opportunity to create lasting relationships with our industry partners and work on a common goal in providing communities affordable homes for all.

**Oregon Affordable Housing Management Association (AHMA) Conference at
Bend, Oregon**

By: Ailynne R. PeBenito



(Front Left to Right): Chasy Huang, Account Executive, Betty Chong, Senior Account Executive, Janea J. Jackson, Asset Management Director and Janice Morris, Account Executive (Back Left to Right): James A. Raymond, Branch Chief, John Tedesco, Senior Account Executive, Glenn Lew, Account Executive and Ailynne R. PeBenito, Account Executive

Oregon AHMA celebrated its 20th anniversary and first conference since the onset of the pandemic. San Francisco Multifamily HUD staff serving Oregon were well represented with over 300+ enrolled attendees. Owners, agents, and community managers came from all over the Pacific Northwest to participate.

San Francisco's Multifamily Asset Management Division Director, Janea J. Jackson, opened the conference with the HUD updates. Followed by a Coffee & Chat session in collaboration with Oregon Housing Community Services. This informal event addressed questions and concerns across the Industry.

HUD also conducted a presentation for PRAC Budget-Based Rent Increase (BBRI) and its submission requirements. It was led by James A. Raymond, Branch Chief, John Tedesco, Senior Account Executive and Ailynne R. PeBenito, Account Executive.

During this conference Owners and Management attendees were able to meet our staff and build lasting partnerships that reflect our mission to create strong, sustainable, inclusive communities and provide quality affordable homes for all.

Gearing up for the Wild one!

By: Ailynne R. PeBenito



Based on the National Centers for Environmental Information climate anomalies last year, from June 27 through June 30, 2021, all time high temperature records were shattered across parts of the Pacific Northwest. Washington and Oregon tied in exceeding the warmest known temperature values on record for both states.

California experienced the second largest fire in its history. The Dixie, California fire consumed nearly 964,000 acres in 2021.

The Federal Emergency Management Agency (FEMA) has some valuable resources for wildfire preventative and keeping everyone abreast of any update on active wildfire states.

Prepare for Wildfire

(<https://www.ready.gov/wildfires>)

- Recognize Warnings and Alert
- Make an Emergency Plan
- Review Important Documents
- Strengthen you Home
- Know your Evacuation Plan
- Gather Supplies
- Stay Safe During
- Returning Home After a Wildfire



Resources for states in case of active wildfire:

California <https://wildfirerecovery.caloes.ca.gov/>

Oregon <https://wildfire.oregon.gov/>

Nevada <https://dem.nv.gov/>

The FEMA app is available for download to receive a real-time alert.
<https://www.fema.gov/about/news-multimedia/mobile-app-text-messages>

The Heat is on! Beat it! Heat Illness Prevention

By: Ailynne R. PeBenito

We are experiencing drastic weather fluctuations. With summer upon us we are seeing three-digit temperatures. It is inevitable for extreme heat or heatwaves to occur. This affects everyone young and old, and we need to be more cautious in our day to day lives.

Based on the Centers for Disease Control (CDC) and Prevention on tips for preventing Heat-related illness.

Stay Cool

Wear Appropriate Clothing

Stay Cool Indoors

Schedule Outdoor Activities Carefully

Pace Yourself

Wear sunscreen

Do not Leave Children in Cars

Stay Hydrated

Drink Plenty of Fluids

Stay away from very sugary or alcoholic drinks

Replace Salt and Minerals

Keep your pets hydrated

Stay Informed

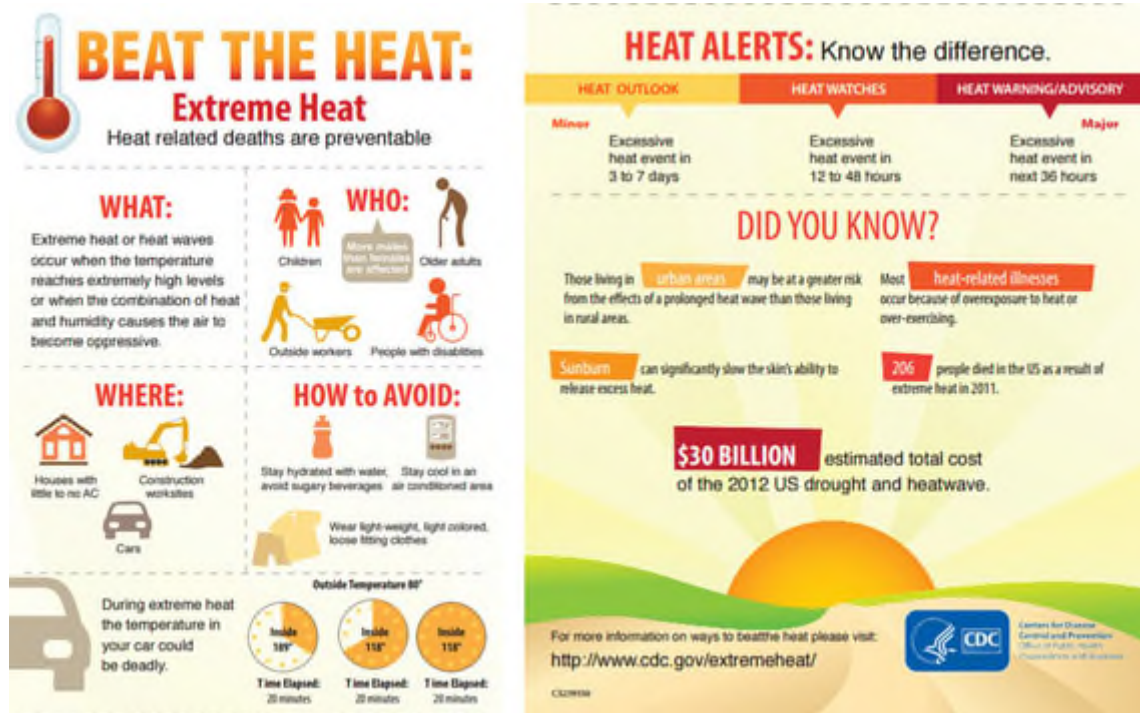
Check for Updates

Know the signs

Monitor those at high risk

To keep abreast with real-time weather and emergency alerts and other prevention strategies use the Federal Emergency Management Agency (FEMA) Mobile App.

Be informed, enjoy your summer, and beat the heat!



Resources:

<https://www.cdc.gov/disasters/extremeheat/heattips.html>

<https://www.ready.gov/fema-app>

Property Spotlight: Santa Fe Apartment Testimonial

By: Rick Lombardi



Section 8(bb) of the U.S. Housing Act (“Section 8(bb)”) is a statutory provision that allows HUD to transfer any budget authority remaining on a housing assistance payments (“HAP”) contract that is terminated, or that expires and is not renewed, to another contract. This represents a meaningful step to maximize the use of such budget authority by

way of Section 8(bb) transfers. In the past, budget authority associated with terminated HAP contracts has often been recaptured by the U. S. Treasury, and, as a result, this much needed rental assistance most likely was otherwise lost forever.

One Section 8(bb) success story has been seen at the San Francisco Regional Office is Santa Fe Apartments, located in Compton, a city in Southern California. Throughout the twentieth century, Compton was a middle-class suburb with relatively inexpensive housing. However, by the 1980s, the community had become something else entirely, perhaps a definitive symbol of the decline of inner cities known for its street gang reputation, drugs, and prostitution.

Santa Fe Apartments was originally constructed between 1938 and 1953, prior to seismic safety standards, and about the time the first African American families moved to the area. The property provided clean, affordable housing within minutes of downtown Los Angeles and the Long Beach Harbor, a popular place for families to enjoy the benefits of the Southern California lifestyle. While there is sufficient market demand in the area, only 22 of the 57 total number of housing units were subsidized through Section 8 assistance.

After years of neglect, Santa Fe Apartments was considered one of the worst properties in the HUD Los Angeles portfolio. Due to the poor conditions of Santa Fe Apartments, HUD considered demolishing it. Overt drug activity and vandalism had been constant over the years. In fact, the Los Angeles County Sheriff's Department recovered an amateur “gangster video” that had been filmed onsite with gang members rapping and brandishing guns. Overcrowded conditions were common, particularly bad units with cockroaches, kitchens stacked with dirty dishes, open jars, and left-over food. There was no security; gates were always propped open with a rock, even though criminal activity made itself known around the property.

By 2010, the story began to change under a new board of directors and new management that were dedicated to the preservation of affordable housing in tough environments. To completely turn the property around, it could not have been done without FHA insurance on a new mortgage. In March 2018, a \$3.8 million refinance guaranteed by the HUD 223(f) multifamily loan insurance program facilitated the rehabilitation of the property. On the face of it, the results were remarkable. Each unit was rehabbed, a new laundry and community room were provided, and the

buildings were seismically tied down. Destructive renters living on the property either moved out or were evicted. Many residents have taken an active role - unasked - to help keep-up the project. It's no small feat considering the community is in one of the most distressed in Los Angeles County.

Now, with a Section 8(bb) transfer, Santa Fe Apartments will be the beneficiary of additional HUD subsidy dollars. Instead of putting those dollars back into the Federal pool, they will be shifted to the most struggling families, where at least five housing units will make use of subsidy dollars. Because the rental assistance is "project-based" under Section 8, people who may not qualify for transferable vouchers may benefit from renting a unit by the project-based vouchers being transferred to Santa Fe Apartments. They are going to have subsidized units for the next 20 years.

Property Spotlight: Kathy Reed Project

By: Kelli Lunceford



St. Vincent de Paul's Kathy Reed Project (PRAC 202) 62+, is located at 570 W. Neider Ave, Coeur d'Alene, Idaho.

St. Vincent de Paul is extremely proud to manage such a beautiful complex in our community. The complex is centrally located near several grocery stores and the Dollar Store; making it very convenient for seniors who do not drive as well as being on the bus line.

The Kathy Reed House is 3 stories with an elevator and there are 36 units. There is a laundry room with 36 cubbies to store their detergent. Other amenities include a

workout room, computer lab, book nook, sewing nook, a large community room with a fireplace, baby grand piano, and big screen TV. Additionally, Kathy Reed House is a secure facility with 2 nurse calls in each apartment. If the nurse call is pulled, 1st responders are dispatched within minutes as they are located nearby. The tenants feel safe at Kathy Reed and are appreciative of HUD housing.

One of the more popular features of this property are the raised garden beds. Here in North Idaho, the winters are long and the weather keeps most of the residents in doors. When spring and summer finally arrive, the garden beds bring many hours of joy. Something about planting in the soil is just good for the soul.



We are also fortunate to have a vivacious, energetic and compassionate social service coordinator who facilitates activities. In addition to coordinating activities, she also identifies the needs of the residents and works with them to provide solutions. For the tenants who cannot drive, she brings them food boxes from the food pantry. Recently the tenants have participated in planting, bingo, making bird houses, canvas painting, potlucks, rock painting, etc. We feel very blessed to manage this property.

15 Ways to Proactively Prepare for Your next REAC (Real Estate Assessment Center) Inspection

By: Daryl Kyte



Inspections play an integral role to ensure housing for our customers are in decent, safe, and sanitary condition. Understanding the REAC inspection process can be very overwhelming, and it is no surprise preparing for a the REAC inspections can be a stressful time for Owners and Management Agents. In this article we will briefly cover the timeframe of when properties are inspected, outline the REAC process from the time you are notified of a scheduled inspection to the day of the inspection; and provide fifteen ways you can proactively prepare for your next REAC Inspection.

When am I due for a REAC inspection?

There are various factors that are considered when a property is selected to be scheduled for a REAC inspection. Some of the most important factors to consider are the time elapsed from the previous inspection, the score of the previous inspection and risk indicators that the property had from the previous inspection. REAC inspections are scheduled within the time frame spanning approximately 90 days of the ideal future date (IFD) of the next inspection. The IDF is determined by the date of the last inspection and the interval between the last inspection to the next inspection is determined by the score of the last REAC inspection. For example, if a property scored 95 on a REAC inspection that took place on August 1, 2022, the IFD of the next inspection will be August 1, 2025. The chart below provides a breakdown of the ideal future inspections dates based on previous REAC inspection scores.

Property Ideal Future Dates (IDF) based on prior inspection score

Score	Time From Previous Inspection Date
90-100	3 Years
80-89	2 Years
79 and Below	1 Year

How will I be notified of an inspection?

REAC Physical Assessment Subsystem (PASS) is the coordinating office that will order and schedule the physical inspection on your property. They will contact you via phone at least 28 days prior to the inspection to schedule the inspection. In the

event you are unavailable by phone, REAC PASS will leave a message, and send a follow up email to confirm the inspection date. The REAC contractor will also contact you 14 days prior to the physical inspection date and follow up with you and/or your Management Agent 2 days prior to the inspection, to confirm the inspection and ensure nothing has changed. For frequently asked questions regarding the REAC process, please refer to [REACUpdatedFAQs Inspections](#).

15 Ways to Prepare for your next REAC Inspection

In the meantime, whether you are within the 28-day window of your upcoming inspection, or you would like to prepare because you are within your ideal inspection date; you will want to conduct a complete (100%) Inspection of the property. When conducting your inspection, it is important to keep in mind that all inspectable items on your property must function as designed by the manufacturer. For example, if a light fixture is designed to turn on/off by a pulling mechanism then it should turn on/off when pulling the lever. In any event where an inspectable item does not function as designed, REAC will record it as a defect on the REAC inspection. Here are 15 ways to prepare for your next REAC inspection.

1. Inspect all appliances i.e.: Microwaves, stoves, ovens, refrigerators, etcetera.
2. Inspect for any trip hazards
3. Inspect all fire extinguishers in public, common areas and units
4. Inspect all smoke detectors in public, common areas and units
5. Inspect cable television and telephone wiring
6. Removed any unused items that are abandoned and have wiring
7. Check all breaker boxes for missing covers or plates
8. Test every Ground Fault Circuit Interrupter (GFI) with a GFI tester to for preventing potential electric shocks and that they are properly wired for safe operation.
9. Inspect all fixed lighting to make sure it is working properly
10. Check battery-powered emergency lights
11. Inspect seals on all exterior doors
12. Inspect all windows for cracked or fogged windowpanes

13. Check roof and walls for any holes or openings
14. Inspect parking lot for any potholes or uneven pavement
15. Unblock any emergency exits and make sure that all living areas/rooms in a unit and all common area rooms have two independent means of escape if so designed.

For more information on how to prepare for your next REAC inspection, click [Preparing for REAC Inspections \(Guidance for Multifamily and Public Housing Properties\)](#).

For more information on what the REAC inspector will go over in your next REAC inspection click [REAC Inspection Checklist](#).

Replacing Emergency Call Systems in Housing for the Elderly

By: John Tedesco



One constant in property management is that building systems age and need to be updated and replaced. This is typical of outdated failing pull-cord technology in elderly housing. That being the case, if a HUD assisted property was originally built with an emergency call system, the owner is required to provide and maintain this service.

In a HUD memorandum dated October 31, 2014, Multifamily staff were advised these functional requirements may be replaced with a variety of manual, electronic, and wireless emergency alert systems. There is no requirement that a property use a particular type of call system, as long as the system in place meets the functional requirements described in HUD Handbook 4910.1, *Minimum Property Standards for Housing, 1994 Edition*, Section 100-2.20.

Owners may not charge a separate add-on rental fee, this includes charges for replacement batteries, where used. The maintenance of an emergency call system is a property expense and must be budgeted accordingly.

HUD will approve an emergency response system, including mobile response devices, in elderly housing, provided it does the following:

- The system registers an alarm call at a central supervised location, OR
- The system provides an intercommunication system that connects to a continuously monitored switchboard (24 hours a day), OR
- The system sounds an alarm in the immediate corridor and activates a visual signal at the living unit entrance.

AND

- The system is operational in each bathroom and one bed location in each apartment.

Please contact your HUD Account Executive for more information.

Violence Against Women Act (VAWA)

By: John Tedesco

“Per the Centers for Disease Control and Prevention, about 1 in 4 women and 1 in 10 men will experience some form of intimate partner violence in their lifetimes. For associated homicides, Black and Native women are at greater risk. The government data does not disaggregate sex from gender, or account for nonbinary people. What research exists, though, suggests that transgender people also face high rates of intimate partner violence.”



USA Today, September 26, 2020

VAWA is now reauthorized through 2027, it preserves advancements in previous reauthorizations, and strengthens and modernizes the almost 30-year-old law. Protections under VAWA cover victims of domestic violence, dating violence, sexual assault, or stalking without regard to sex, gender identity, or sexual orientation.

VAWA in HUD Subsidized Housing

- Owners and agents must implement an Emergency Transfer Plan for tenants who are victims of violence (form HUD-5381)
- **This plan must ensure “strict” confidentiality so that the housing does not disclose the location of new unit to the abuser**
- O/As must allow victim tenants to transfer to another unit that is available and safe (as defined by the victim) assisted under subsidized housing
- Where a tenant expressly requests the transfer or
- The tenant reasonably believes that s/he is threatened with imminent harm from further violence if s/he remains or
- The tenant is a victim of sexual assault that happened on the premises within 90 days before a request
- O/As must also provide all tenants and applicants a copy of the Notice of Occupancy Rights under VAWA (form HUD-5380)
- Form (form HUD-5382) is available to tenants who are seeking VAWA protections. The form is optional and O/As can use it to ask for the submission of documentation about incident(s) of domestic violence, dating violence, sexual assault, and stalking, regardless of sex, gender identity, or sexual orientation.
- The VAWA Lease Addendum (form HUD-91067) is still a required lease addendum for Section 8 properties. It must be signed and dated by the household and attached to the original move-in lease and anytime a new lease is executed. This lease addendum cannot be used on 202 and 811 PAC/PRAC properties as it is not compliant with their lease. An update is pending.

For more information on VAWA please visit [Violence Against Women Act \(VAWA\) Resources for Multifamily Assisted Housing | HUD.gov / U.S. Department of Housing and Urban Development \(HUD\)](#)

Drought: The Slow-Moving Culprit Behind Our Housing Crisis

By: Evelyn Fong

Growing up in a third-world region, I remember waiting in line with my mom every other day for the City Water Department to fill our two big water buckets. The

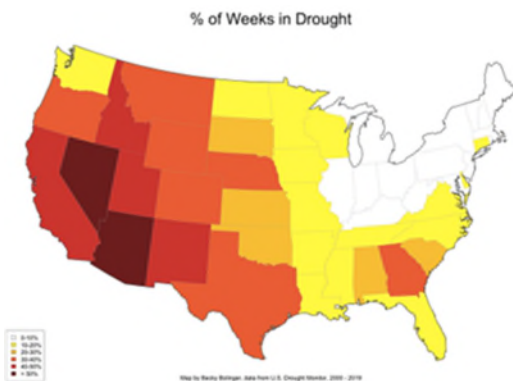
drought was on and off, so some community kitchens had big water tanks. To compensate for the water rationing, we would place all available containers outside our living quarters during rainy seasons. After catching the rain, we would pour the precious rainwater into the tank and use it as an emergency water reserve.

How Drought Affects Housing

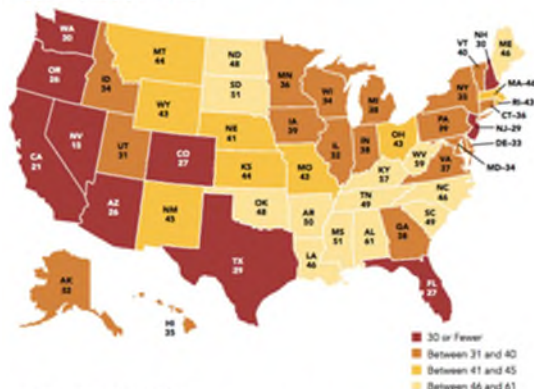
Water has, and always will be, a basic necessity of life. Having enough water is vital in providing for other societal needs, especially housing. However, adequate quantities of water and affordable housing have been increasingly difficult to supply in many areas. The western United States, specifically, has been in a drought for the past decade, and as a result, is facing severe housing shortages.

Since resources, such as wood and concrete, used in building homes require a lot of water, restrictions on housing construction have been placed to conserve water amidst the drought. With limited housing and growing populations in the country, these construction restrictions brought on by the drought have only exacerbated the nation's growing housing shortage.

The left image below from Drought.gov shows the percentage of weeks each region in the United States experienced drought from 2000 to 2019. Darker-colored regions experienced higher percentages of weeks of drought. The image to the right from Bloomberg.com displays the number of affordable housing units available in each state in 2015. Darker-colored areas indicate fewer available affordable housing units.



UNITS AFFORDABLE AND AVAILABLE PER 100 ELI RENTER HOUSEHOLDS BY STATE



Source: HUD's tabulations of 2015 ACS PUMS data.
The 2017 figures should not be compared to previous years, because of a change in the definition of extremely low income.

As shown above, most western states have not only experienced longer periods of drought compared to the rest of the country, but they also have the least number of affordable housing units readily available. These events are not a mere coincidence. They show that our limited water directly impacts our supply of affordable and accessible housing.

Our Response

In response to the severe drought, in November 2021, HUD released its Climate Protection Plan. It aims to provide low-income communities with more equitable, efficient, and sustainable housing by reducing the nation's energy and carbon footprint. Actions listed in the plan include supporting and educating vulnerable communities, implementing sustainable building strategies, training in long-term green jobs, and prioritizing the health of the residents while evaluating environmental hazards and risks.

Alongside supporting governmental environmental plans, like HUD's Climate Action Plan, individuals can also reduce the effects of drought by being more conscious of their water usage. According to Mass.gov, some methods include reusing relatively clean wastewater, known as greywater, for irrigation and toilet flushing, growing drought-resistant crops and plants, and investing in water and energy-efficient appliances.

Drought may not seem like an immediate danger to many. However, because of climate change, the effects and instances of drought have exponentially increased in numerous countries throughout the past few decades, according to the World Health Organization. While the dangers of drought are not instant, if people are not informed and do not take action to conserve water, the country's housing shortage crisis will only worsen.

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New Hire Spotlight

Daryl Joined Asset Management at HUD in April 2021. Originally a Southern California native, Daryl relocated to the Bay Area in March 2011. Daryl serves as a Program Analyst under the San Francisco Multifamily Asset Management's Division Director, Janea Jackson.

Prior to joining the HUD, Daryl briefly worked as a Budget Analyst with the USDA and spent most of his Civil Service career with the Department of Defense as Program Analyst, Staff Administrator Coordinator and a Unit Administrative Technician. In addition to his Civil Service career, Daryl also served in the United States Army as Human Resource Specialist and Paralegal for the Army JAG Corp. Daryl holds bachelor's degree in philosophy/Pre-law from Morehouse College and Paralegal Certificate from UCLA Extension Attorney Assistant Training Program.



During his free time he enjoys exercising, preparing different cuisines, gardening, blogging, reading and learning about different topics.

SF Regional Office Promotions, Hails, & Farewells

Hails

Mingtao Liu, *Account Executive*

Janice Heredia, *Account Executive*

Farewells

Henry Betts, *Account Executive*

James Raymond, *Account Executive Branch Chief*

Umang Fadia, *Account Executive*

Please find your corresponding AE below:

<https://www.hud.gov/states/shared/working/west/mf/ownmgmt/ae>