

ANDOVER HOUSING AUTHORITY AFFIRMATIVE ACTION GOAL PLAN

The Andover Housing Authority (AHA) will determine whether the percentage of Minority households in the AHA's housing by program (family or elderly) is significantly below the percentage of Minority individuals in the general population of the city or town or in the general population of the applicable metropolitan statistical area (MSA), whichever is greater.

The AHA will determine its Affirmative Action Goal by using the Data Tool provided by EOHLC, to assist with these comparisons. For family housing, the Affirmative Action Goal should be the percentage of Minorities who are under age 55 in either the city/town or MSA (whichever is higher). For elderly/handicapped housing, the Affirmative Action Goal should be the percentage of Minorities who are age 55 and older in either the city/town or MSA (whichever is higher). This is our plan for meeting our affirmative action goal.

If the AHA determines that the percentage of Minority tenant households in the AHA's state-aided housing by the program is more than 5 percentage points lower than the percentage Minority in the general population (city/town or MSA, whichever is higher), then the AHA has not met its Affirmative Action Goal for that program and will need to establish a placement rate. If the percentage of Minority tenant households in the AHA state-aided housing program is not significantly below (greater than 5 percentage points) the percentage for Minorities in the general population, the AHA currently meets its Affirmative Action Goal for that program. A Minority tenant household is one in which any member of the household, of any age, identifies as a Minority.

If the AHA has not met its Affirmative Action Goal for a program, the AHA will provide an affirmative action preference in placement for the program until the Affirmative Action Goal is met. If the AHA provides such a preference, the AHA shall establish a placement rate by which it will place Minority and non-Minority applicants during the next 12 months. The AHA is going to establish the percentage of its placements, by program, to which the preference shall apply for each type of housing involved (Family or Elderly/Handicapped); such percentage shall be between 20% to 33 1/3%.

The affirmative action preference in placement, when applicable, will result in the selection of applicants with at least one Minority household member for a unit of appropriate size following the highest preference category within the highest priority category of general applicability.

AHA will house applicants through CHAMP based on their priority, preference, and application date and use the Minority Preference filter in CHAMP as a tool to ensure that progress toward its Affirmative Action Goal is being made. The placement rate pertains to the extent of the

affirmative action preference only and is not intended, and will not be applied, as a limit on the number of Minority households that should be offered housing. AHA will use the Fair Housing Form in CHAMP to help guide them through the above calculations.

At the end of 12 months, AHAs will evaluate their progress toward their Affirmative Action Goal. The AHA's actual placement rate is based on the demographics of the households that were housed throughout the preceding year. AHA will compare their actual placement rate to the placement rate set at the beginning of the 12 months.

On an annual basis, AHA will determine whether the number of households in its family housing with at least one Minority member and the number of households in its elderly/handicapped housing with at least one Minority member meets the applicable Affirmative Action Goal. If the AHA does not meet its Affirmative Action Goal in either program, the AHA will continue implementing the previously determined placement rate for that program. If either program meets the Affirmative Action Goal, the AHA will no longer need to implement a placement rate for that program throughout the Year.

Presented to the BOC:

Adopted by the BOC: