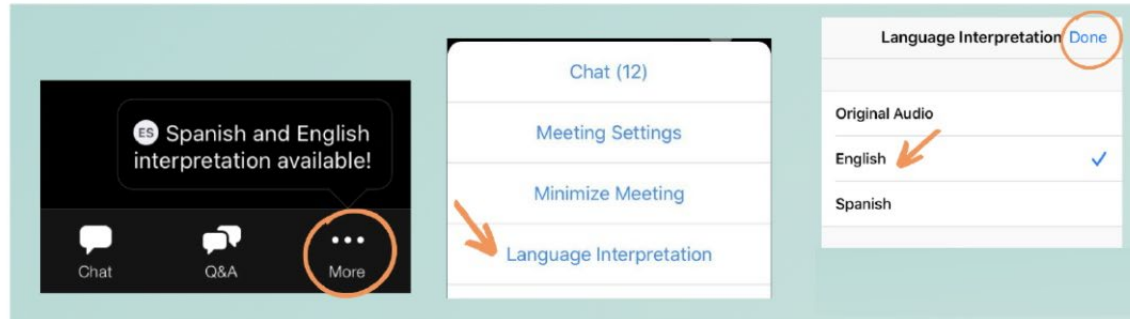
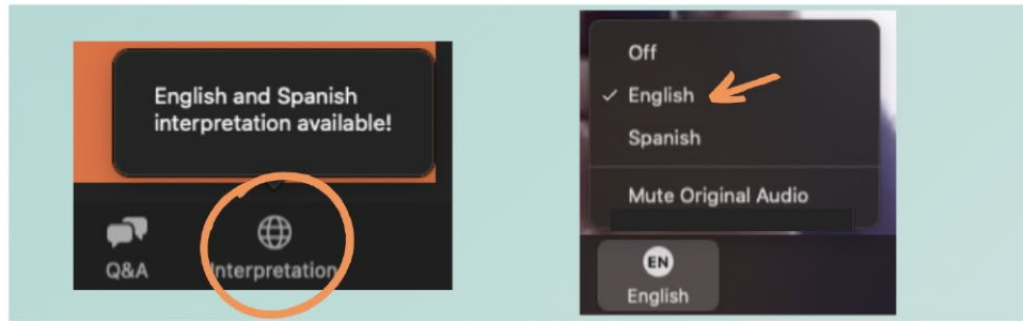




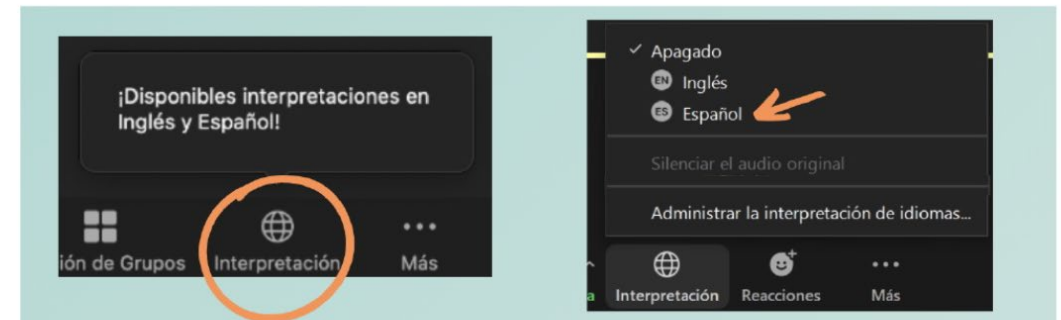
HOUSING

March 10, 2023

LANGUAGE INTERPRETATION



with
Zoom



WELCOME

ASL, captions, and
language interpreters will be provided
today.



EFFECTIVE & INCLUSIVE COMMUNICATION

- Verify that your microphone is muted when others are speaking during the meeting.
- Always speak slowly and clearly.
- Utilize the “raise hand” or chat feature for your questions and comments.
- Always take turns when speaking.



SCHEDULE

Training #1 – Housing

March 10, 2023

Training #2- Technology

April 14, 2023

Training #3 – Domestic Violence/Sexual Assault

May 5, 2023



THE ENABLE PROJECT



This training is brought to you by the Enable Project, a coalition that brings together non-profit and social justice organizations and their staff to create channels for integration of people with disabilities within their organizations and movements.



MINDFULNESS

Chaplain Beyssa Buil

The Grey Tea Kettle Chaplaincy

Community Care & Support



Introduction –

Creating a safe space for triggering discussions

A place to be seen and heard

Website: www.greyteakettle.com

Email: chaplainbeyssa@greyteakettle.com



“SACRED SPACE”



This will be a safe place.

This will be a sacred and holy place.

A place without time.

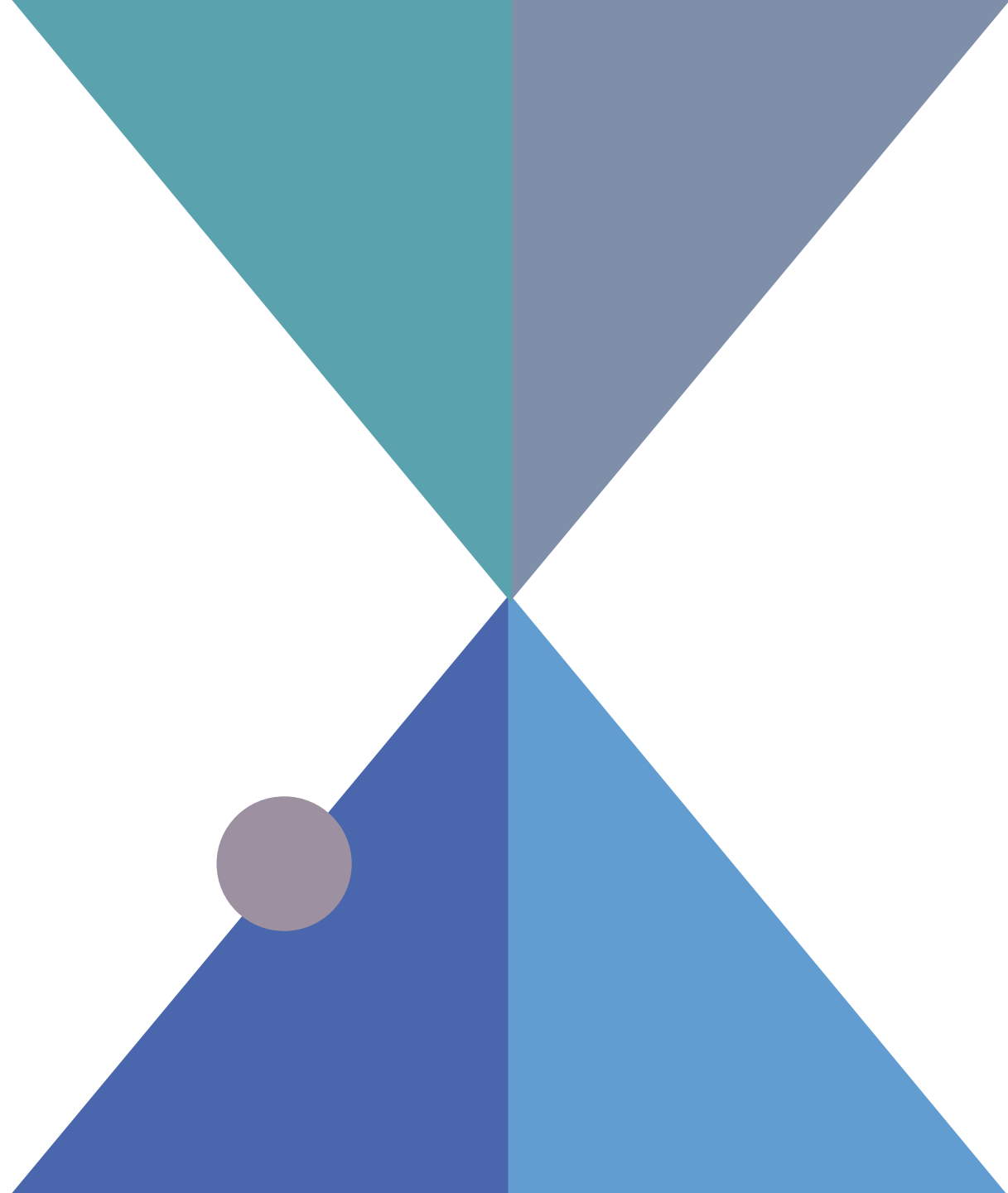
A place where we are all welcome.

Feel, seen, heard, and supported.

FRED CHRISTIAN



#IMPACT



JUSTINE CHICHESTER





OUR HOME

When it was built vs. other homes

Two steps into the house

Bathrooms

Kitchen

Bedrooms

THE RAMP

Temporary Ramp

Permanent Ramp



FL BRAIN AND SPINE PROGRAM

Program provided by the FL department of Health

The Goal is Ultimate Independence



THE PERMANENT RAMP



VISITING FRIENDS HOMES



GUIDED BODY SCAN



Reset your nervous system and mindfulness

Reflect for one minute and observe what has come up for you it can be a physical sensation, a memory, emotion, a thought.



Fair Housing

Rob Collins, Esq.
Education & Outreach Coordinator
Housing Opportunities Project for Excellence, Inc.



About HOPE, Inc.

- Established in 1988 in response to local survey showing high discrimination
- Mission: Fight housing discrimination in Miami-Dade & Broward Counties and ensure equal housing opportunities
- Services: Education & outreach, intake & counseling, enforcement (recovered over \$12 million in damages for victims of discrimination)



Fair housing laws

- ◉ Civil Rights Act of 1866
- ◉ Title VI of the Civil Rights Act of 1964
- ◉ Title VIII of the Civil Rights Act of 1968
- ◉ Section 504 of the Rehabilitation Act of 1973
- ◉ Florida's Civil Rights Statute, Title XLIX, Chapter 760.23
- ◉ Miami-Dade County Code, Civil and Human Rights Ordinance
- ◉ Broward County Ordinance, Human Rights Act



Why practice fair housing?

- It's the right thing to do
- It's the law
- It's good business
- Diversity is the future

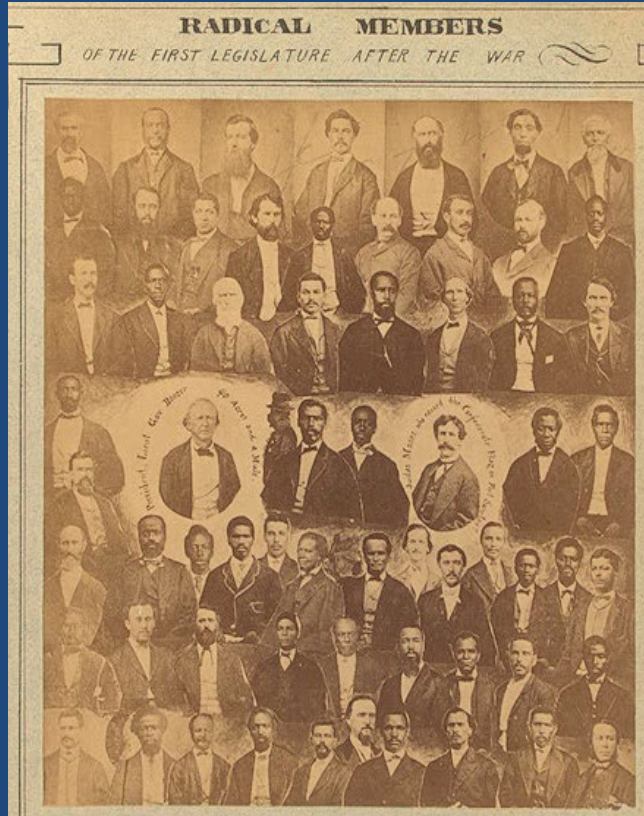


Laws apply to “housing providers” – who are they?

- ◉ Builders
- ◉ Condo associations, landlords, realtors
- ◉ Property appraisers
- ◉ Mortgage lenders/brokers
- ◉ Insurance lenders/brokers
- ◉ Newspaper organizations
- ◉ Anyone involved in the provision of housing/housing-related services (includes maintenance)



Early attempt at equality: Civil Rights Act of 1866



- Citizenship for all
- Fair housing
- Lacked enforcement protections

Plessy v. Ferguson

- In 1896, the U.S. Supreme Court allowed Louisiana to separate Black and White railcar passengers
- “Separate but equal” was born

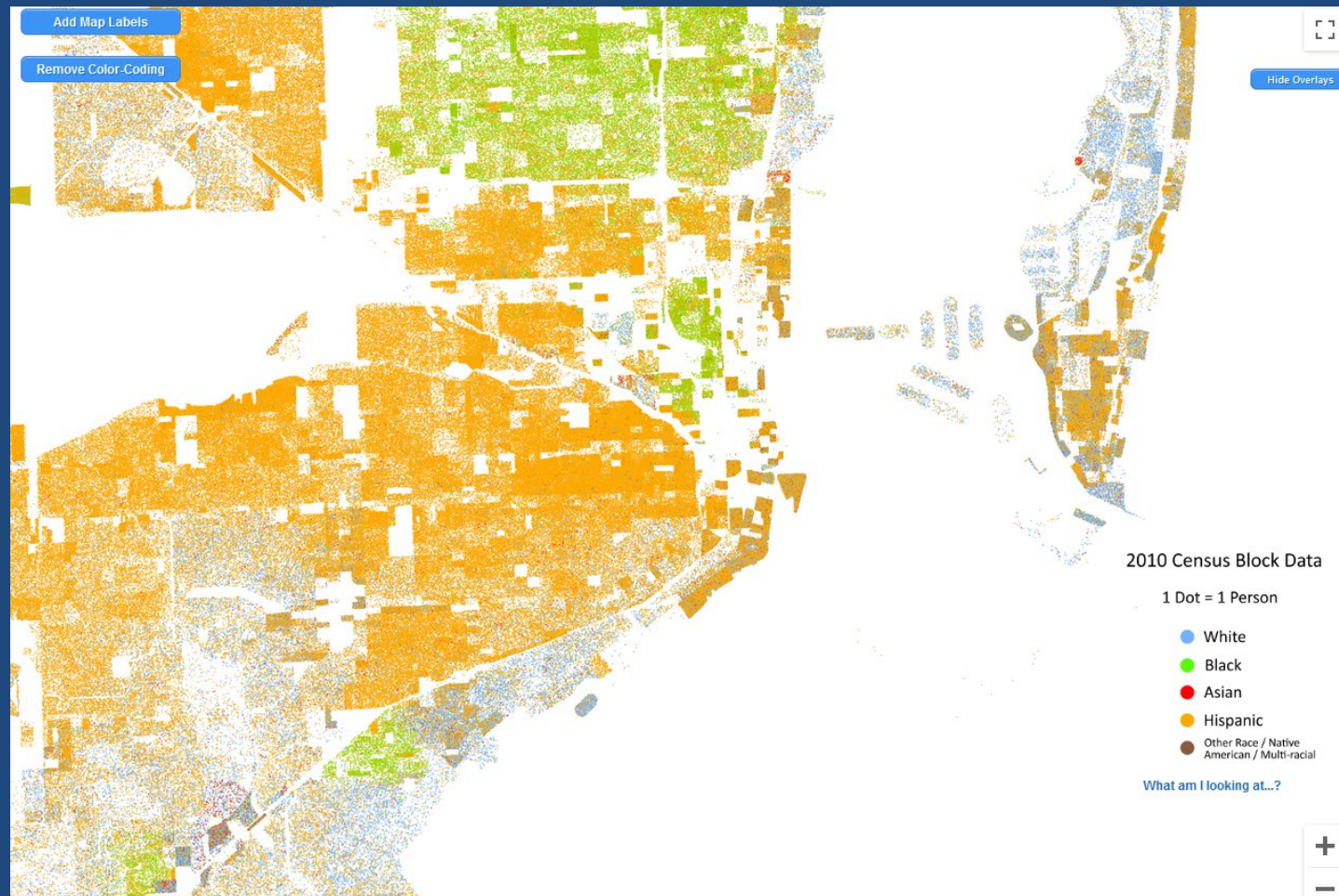








Segregation in Miami



Civil Rights Act of 1964

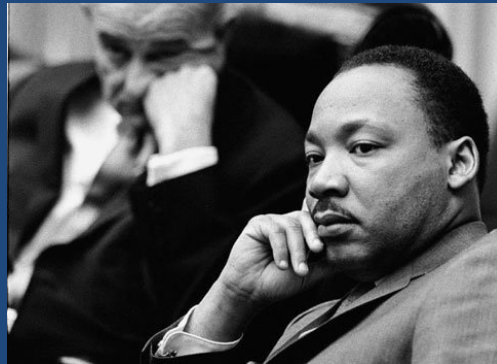
- ⦿ Then furthest-reaching civil rights law in U.S. history
- ⦿ Outlawed segregation in schools, public places, and employment
- ⦿ Outlawed segregation in federally assisted housing





1968 Fair Housing Act

- Title VIII of the Civil Rights Act of 1968
- Signed by President Lyndon Johnson after Martin Luther King's assassination



- Prohibits discrimination in housing-related transactions based on certain protected classes

What are protected classes?

- Groups of people who share common characteristics and are protected from discrimination and harassment due to these characteristics
- These protections come from different places – some are federal, some come from the county, and some come from cities

Protected classes

- ◉ Race
- ◉ Color
- ◉ National origin
- ◉ Religion
- ◉ Sex
- ◉ Familial status – as in whether or not you have children
- ◉ Disability
- ◉ HIV status (State of Florida)
- ◉ Marital status (Broward and Miami-Dade)
- ◉ Age (Broward and Miami-Dade)
- ◉ Sexual orientation (Broward and Miami-Dade)
- ◉ Pregnancy (Broward and Miami-Dade)
- ◉ Gender identity/expression (Broward and Miami-Dade)
- ◉ Source of income (Broward and Miami-Dade)
- ◉ Being a victim of domestic violence (Broward and Miami-Dade)
- ◉ Political affiliation (Broward)
- ◉ Veteran status (Broward)
- ◉ Being a victim of human trafficking (Broward)

Evolution of the seven federal protected classes

- ◎ Listed in 1968:
 - Race
 - Color
 - National origin
 - Religion
- ◎ Added in 1974:
 - Sex
- ◎ Added in 1988:
 - Familial status
 - Disability



What housing is covered?

- Most housing – including but not limited to:
 - Section 8/public housing,
 - Advertised homes, condos, townhomes, mobile homes
 - Apartments
 - Mansions
 - Vacant land sold for future housing



What housing isn't covered?

- ⦿ Certain unadvertised homes rented or sold without an agent
- ⦿ Certain owner-occupied homes
- ⦿ Certain housing operated by religious organizations (applies to non-commercial property)



Housing for older persons

Housing intended for people of a certain age must follow certain guidelines. Unauthorized age discrimination is illegal.



Lawful discrimination

- ⦿ Housing providers can select tenants based on objective business criteria, such as the applicant's:
 - ability to take care of the property
 - credit history
 - low income
- ⦿ Housing providers must be consistent in the screening and should document any reasons for denial



Prohibited practices

- ⦿ Refusing to rent or sell
- ⦿ Falsely stating that housing is unavailable
- ⦿ Showing housing only in certain areas or neighborhoods (steering)
- ⦿ Charging higher application fees, deposits, maintenance fees, etc
- ⦿ Denying homeowners or rental insurance



Prohibited practices, cont.

- Providing different housing services
- Conducting inspections in an unequal manner
- Advertising housing only to preferred groups of people



Tormenting residents

- Harassment in housing based on a protected class is also illegal, as is retaliation



Occupancy standards

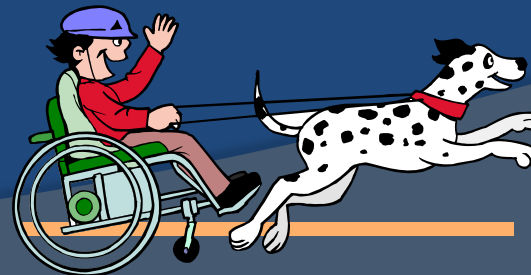
- Occupancy standards must be reasonable limits on numbers (NOT age) of people living in a certain amount of space
- Children under the age of two are typically not counted for occupancy



Federal definition of “disability”

A mental or physical impairment, which substantially limits one or more major life activities, including:

- walking
- hearing
- breathing
- working
- caring for your daily needs
- seeing
- speaking
- learning



Examples of covered disabilities

Physical disability

- Paralysis
- Blind/low vision
- Deaf/hard of hearing
- Cancer
- Heart disease
- Alcohol or drug addiction
- HIV infection



Mental disability

- Depression
- Bipolar disorder
- Schizophrenia
- Developmental disabilities

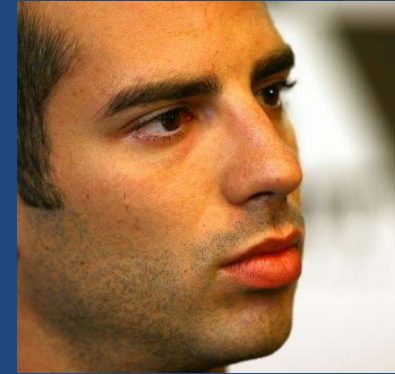
*Affiliation also covered

Provisions under disability protection

- ◉ Reasonable accommodations
- ◉ Reasonable modifications
- ◉ Design and construction specifications



Common mistakes



- Making rules about people instead of behavior
- Inconsistency in applying policies
- Retaliating against, harassing, or neglecting residents
- Failing to train employees
- Unreasonable occupancy standards
- Using restrictive advertising

Fair housing suggestions

- Make rules about behavior instead of people
- Always be consistent
- Don't retaliate, harass, or make insensitive jokes and comments
- Train employees



Penalties for violations of fair housing laws

- Actual damages
- Civil penalties
- Punitive damages
- Injunctive relief
- Licensee discipline



Enforcement options



- ◉ U.S. Department of Housing and Urban Development (HUD)
- ◉ Florida Commission on Human Relations
- ◉ Miami-Dade Office of Human Rights
- ◉ Broward Human Rights Section
- ◉ Department of Justice
- ◉ State court
- ◉ Federal court



Enforcement options-2

●HOPE, Inc.!

HOPE, Inc.



Housing Opportunities Project for Excellence, Inc.

Questions?

Contact HOPE, Inc.

Miami-Dade – 305-651-HOPE

Broward – 954-567-0545

TDD – 800-955-8771



CALL HOPE, INC.

IF YOU SUSPECT DISCRIMINATION IN HOUSING.

Miami-Dade: (305) 651-4673

Broward: (954) 567-0545

There are laws against discrimination in the rental or sale of housing on the basis of:

- ◊ **Race or Color**
- ◊ **National Origin**
- ◊ **Religion**
- ◊ **Marital Status**
- ◊ **Pregnancy**
- ◊ **Familial Status**
(as in whether you have children)
- ◊ **Disability**
- ◊ **Sex (Gender)**
- ◊ **Veteran Status**

- ◊ **Age**
 - ◊ **HIV Status**
 - ◊ **Sexual Orientation**
 - ◊ **Gender Identity**
 - ◊ **Gender Expression**
 - ◊ **Political Affiliation**
 - ◊ **Source of Income**
 - ◊ **Ancestry**
 - ◊ **Being a victim of domestic violence or human trafficking**
- 

DID YOU KNOW-1?

You can have a pit bull as a service animal/emotional support animal in Miami-Dade County.



DID YOU KNOW-2?

That for the past ten years, more than 50% of all fair housing complaints are based on disability discrimination.



<https://nationalfairhousing.org/wp-content/uploads/2022/11/2022-Fair-Housing-Trends-Report.pdf>

DID YOU KNOW-3?

That you have a choice between having a complaint investigated by a governmental agency or filing directly in court.



DID YOU KNOW-4?

That homeless or domestic violence shelters are covered housing under the Fair Housing Act and must allow accommodations for persons with disabilities.



DID YOU KNOW-5?

That you are entitled to a closer and designated parking space if you have a disability.



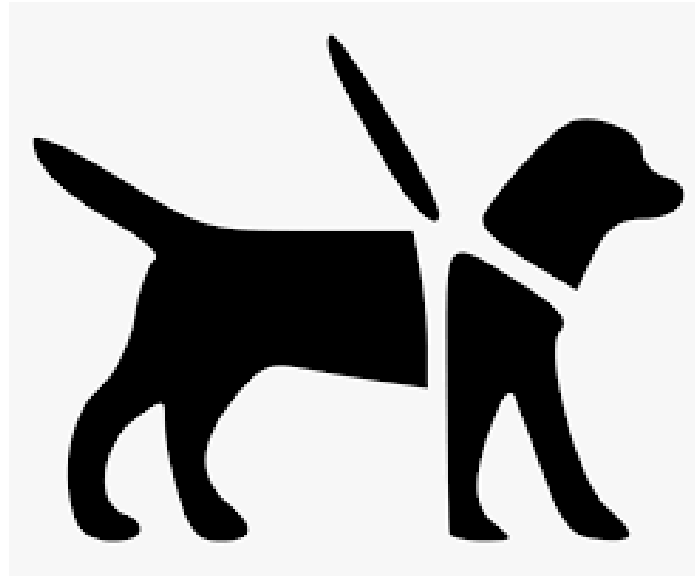
DID YOU KNOW-6?

That you can have a family member
under 18 years old as a live-in aide in a
55+ over facility.



DID YOU KNOW-7?

That you cannot be barred from any common area of a development with a service or emotional support animal.

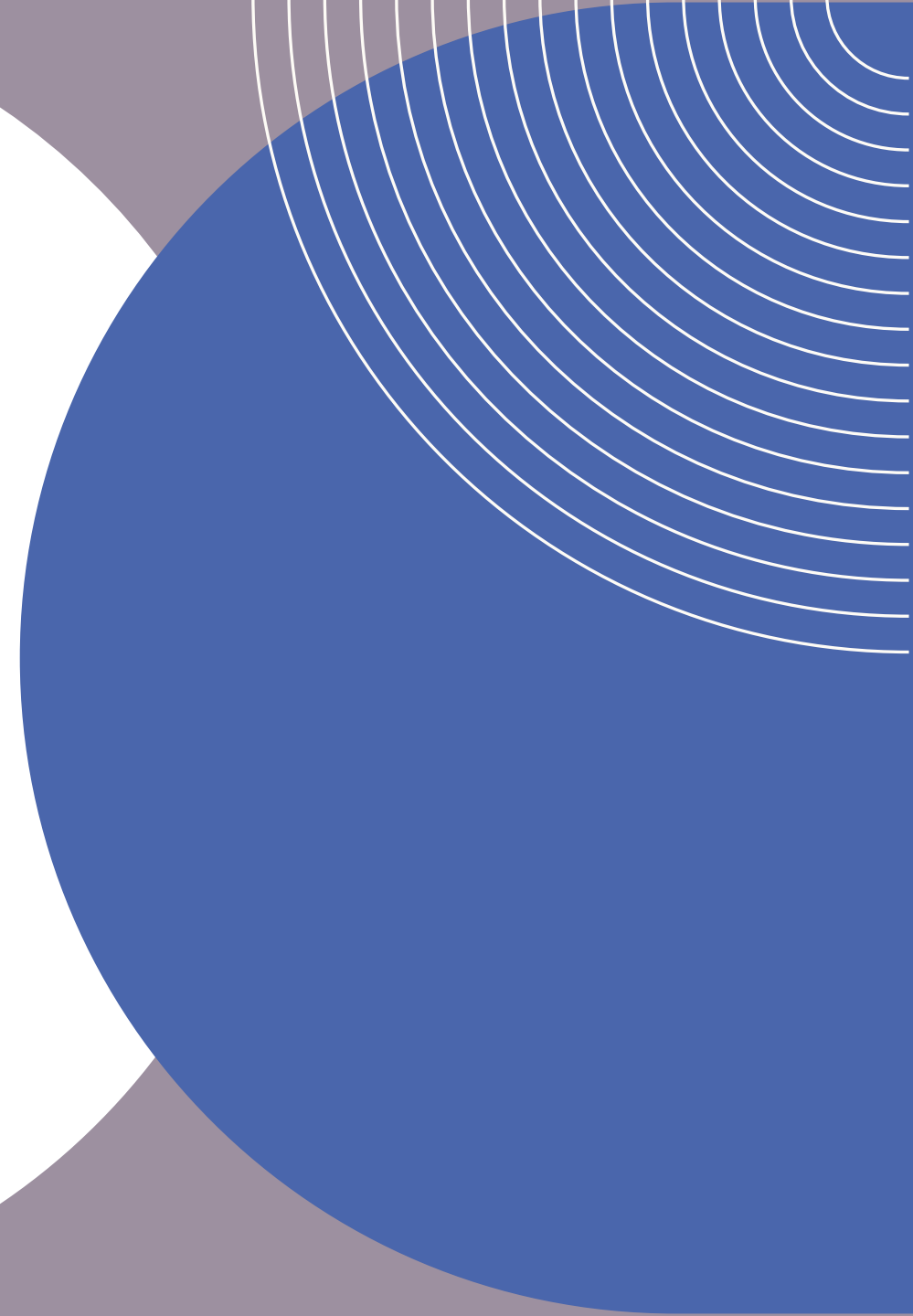


DID YOU KNOW-8?

In housing that receives federal financial assistance, from public housing to college dormitories, the housing provider is responsible to pay for and install all required accommodations, such as bathroom grab bars.



DISCUSSION





ENABLE PROJECT PARTNERS

- ❖ Catalyst Miami
 - ❖ The Center for Independent Living of South Florida
 - ❖ Disability Independence Group
 - ❖ Advocacy Network on Disabilities
-
- ❖ Enable Project Advisors





CALENDAR OF EVENTS

CILSF Activities: <https://www.cilsf.org/calendarofevents>



PRESENTATION MATERIALS

<https://www.justdigit.org/resources-2/>

YouTube Channel – Enable Project Playlist



WE ARE BACK!

SUPPER SOCIAL CLUB

March 22 - 6:30pm

T.G.I. Fridays
1200 S. Dixie Hwy
Coral Gables, FL



Accommodations are available upon request

THANK YOU

