

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Brookfield

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X	X	X	<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	The Director of Community Development serves on the advisory committee of the Waukesha County Workforce Housing Study update, recently underway. The City will continue to participate on a regional level housing plan that will expand housing options for low and moderate income people on a local and regional level.
				<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 	
				<ol style="list-style-type: none"> 2. Encourage proper maintenance of privately owned affordable rental housing. 	
	X			<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 	
	X			<ol style="list-style-type: none"> 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 	
Impediment #2: Lack of regionally dispersed affordable housing	X			<ol style="list-style-type: none"> 5. Amend design regulations to promote flexibility in development and construction costs. 	
	X			<ol style="list-style-type: none"> 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 	
	X			<ol style="list-style-type: none"> 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 	
Impediment #3: Restrictive local land use regulations and other ordinances	X			<ol style="list-style-type: none"> 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
		X		<ol style="list-style-type: none"> 1. Review community living arrangements / Group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
				<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					

	X		centers in communities throughout the Collaborative region.	
	X		2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
Impediment #6: Strong Jobs-Housing-Transit Mismatch	X		3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
	X	X	4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	Disseminated reports and information to the City of Brookfield Plan Commission and Common Council regarding the need to provide affordable and workforce housing in the city, including Enabling Better Places: A User's Guide to Wisconsin Neighborhood Affordability from the League of Wisconsin Municipalities on Wisconsin specific zoning code reform.
Impediment #7: Lack of fair housing enforcement and guidance	X		5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
			1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
Impediment #8: Lack of accessible housing for persons with disabilities			2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households		X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	Development that was approved with universal design (UD) and Visit-ability standards was not pursued by private developer, stating insurmountable issues of inflation, material, and labor cost increases. City will endeavor to adopt incentives within architecture standards which encourage these design concepts.
Other: Please list any other actions taken to alleviate impediments to fair housing		X	1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
			The City of Brookfield Plan Commission recommended, and the Common Council approved, rezoning two properties for a workforce housing development, the Flats at Bishop's Woods, in the last quarter of 2022, and approved the Specific Plan PDD for the project in January of 2023. The Flats is a mixed-use project consisting of 203 apartment units, which include 8 live/work units that provide small business occupancy at the ground floor of the development, and features outdoor playground area, connectivity to city pedestrian and bike trails, access to bus transit options, and is located near retail centers within an employment focused neighborhood, Bishop's Woods.	

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waushara County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Burlie

Impediments to Fair Housing Strategy or Plan	Currently Meeting	2022 Intentions (select 2)		2023 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023	2023	2023		
Impediment #1: Lack of a regional housing strategy or plan	X					<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
						<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
		X				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
		X				<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Colloborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities. 	Due to significant staff turnover in 2022, we were unable to take on this impediment. We will work on this in 2023.
		X					
Impediment #3: Restrictive local land use regulations and other ordinances	X						
		X					
		X					
Impediment #4: Restrictive zoning regulations for group homes and community living facilities							
		X					
		X					
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism							
		X					
		X					

Impediment #6: Strong Jobs-Housing-Transit Mismatch				<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
	X				
Impediment #7: Lack of fair housing enforcement and guidance	X			<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
	X			<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
Impediment #8: Lack of accessible housing for persons with disabilities				<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p> <p>2. Create a page on our website with literature that promotes diverse homeownership, pathways to home ownership, resources and funding available, etc.</p>	
		X			
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households		X			
			X		
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>					

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Cedarburg

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan				1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	
Impediment #2: Lack of regionally dispersed affordable housing			X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
			X	2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Amend design regulations to promote flexibility in development and construction costs.	
	X			6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
	X			7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.	The City of Cedarburg has reviewed its guidelines regarding community living arrangements and find that since they are permitted in every residential district, no ordinance change is necessary at this time
	X			2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	Since the City of Cedarburg has not had a request to locate a new community living arrangement within 2,500' of an existing one, it was determined that an ordinance change is not necessary at this time
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
Impediment #6: Strong Jobs-Housing-Transit Mismatch				1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.	
				2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
				3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
				4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
				5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
Impediment #7: Lack of fair housing enforcement and guidance				1. Develop fair housing ordinances to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
				2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
Impediment #8: Lack of accessible housing for persons with disabilities				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households				1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
Other: Please list any other actions taken to alleviate impediments to fair housing					

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Waukesha County 2020-2024

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Community Name: Delafield

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023		
Impediment #1: Lack of a regional housing strategy or plan				1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	
				1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
Impediment #2: Lack of regionally dispersed affordable housing	X			5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
	X			7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	
	X			1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X				
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					

Impediment #6: Strong Jobs-Housing-Transit Mismatch				2. Facilitate affordable and workforce housing development near existing and planned transportation facilities. 3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development. 4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
	X		X	5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	The City recently amended the zoning district for a property located at 501 Maple Avenue so that it could be developed with a mix of uses including business and residential at high densities. We anticipate reviewing a proposal in the upcoming year for high density multi-family development. The property is
Impediment #7: Lack of fair housing enforcement and guidance				1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints 2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Impediment #8: Lack of accessible housing for persons with disabilities				2. Adopt or promote construction design concepts such as universal design (UD) and Visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
				1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households			X	The City is in the process of implementing the recommendations of a 2021/2022 Economic Development Focus Group project that identified 8 areas for responsible growth. The recommendations include amending an area along HWY 83 as Planned Mixed Use, which will accommodate commercial, senior living, and a variety of residential densities.	
	Other: Please list any other actions taken to alleviate impediments to fair housing				

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Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Dousman

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X			1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	Reference SEWRPC Planning Report No. 54 A Regional Housing Plan for Southeastern Wisconsin: 2035
				1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
Impediment #2: Lack of regionally dispersed affordable housing			X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	In 2022, the Village of Dousman created/adopted it's Multiple-Family Residential Zoning District which provides for housing at up to 15 dwelling units/acre. The Village of Dousman is currently processing through SEWRPC the necessary amendment to our SSA as will ensure the opportunity to extend sanitary sewer service to the mixed use plat Talbot's Woods (see description below) which has a multi-family component to it.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
		X		4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
Impediment #3: Restrictive local land use regulations and other ordinances			X	5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	In 2022, the Village of Dousman designated a mixed use area within the Village through approval of the Talbot's Woods mixed use preliminary plat which congregates the uses single-family residential, multi-family residential, commercial, along with public parks, preservation areas, trails and services into a single project plan. In 2023 the Village will work toward finalizing and adopting, by an amendment to the Village's Comprehensive Plan, it's associated mixed use (i.e. Planned Mixed Use Development) land use classification.
	X			7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities			X	1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	Continuing to evaluate at this time and into/through 2023
	X			1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X	X	X	2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	These topics are/have commonly been raised through the course of review and discussion on such requests as concept plans, plats, rezonings, and Comprehensive Plan amendment requests when they're being processed through the Village's Planning Commission and Village Board.

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	X			<p>1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.</p>
	X			<p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	X			<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p>
	X			<p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p>
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>				<p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>
				<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p>
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>				<p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>
				<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p>
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				<p>2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>
				<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>

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Community Name: Fort Atkinson

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023		
Impediment #1: Lack of a regional housing strategy or plan	X			<ol style="list-style-type: none"> Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. Participate in regional housing mobility programs. 	<p>Jefferson County Economic Development Consortium (JEDC) has a homeowner and home rehab program that provides financial support to eligible Jefferson County residents interested in purchasing or repairing a home. The City of Fort Atkinson supports this effort financially and by connecting participants.</p> <p>In 2022 the City finalized a re-write of the City's Housing Code, which encourages proper maintenance of all rental units in the City. The Police Department also employs a Code Enforcement officer, who participates in enforcement of the Housing Code.</p>
		X	X	<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	
		X		<ol style="list-style-type: none"> In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. Allow for home sizes less than 1,200 square feet. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 	
		X	X	<ol style="list-style-type: none"> To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. Amend design regulations to promote flexibility in development and construction costs. 	
Impediment #2: Lack of regionally dispersed affordable housing	X			<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	<p>The City intends to extend sanitary sewer north along Barker Road in an area annexed into the City to accommodate a new residential development with various housing types and densities. This will occur in conjunction with private development over the next several years.</p>
		X	X	<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	
		X		<ol style="list-style-type: none"> In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. Allow for home sizes less than 1,200 square feet. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 	
Impediment #3: Restrictive local land use regulations and other ordinances	X			<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	<p>The City intends to extend sanitary sewer north along Barker Road in an area annexed into the City to accommodate a new residential development with various housing types and densities. This will occur in conjunction with private development over the next several years.</p>
		X	X	<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	
		X		<ol style="list-style-type: none"> In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. Allow for home sizes less than 1,200 square feet. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X			<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	<p>The City intends to extend sanitary sewer north along Barker Road in an area annexed into the City to accommodate a new residential development with various housing types and densities. This will occur in conjunction with private development over the next several years.</p>
		X	X	<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	<p>The City intends to extend sanitary sewer north along Barker Road in an area annexed into the City to accommodate a new residential development with various housing types and densities. This will occur in conjunction with private development over the next several years.</p>
		X	X	<ol style="list-style-type: none"> Encourage proper maintenance of privately owned affordable rental housing. 	

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	X	X	X	<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p>	<p>housing. The City owns land within a qualified census tract and hopes to provide the infrastructure necessary to construct new, affordable homes that fit in with the style of the neighborhood.</p>
	X			<p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
	X			<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p> <p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p>	<p>In 2020 the City adopted Section 46-51 of the Municipal Code, which adopts Wis. Stats. 106.50 On Sept. 21, 2021, City Council President Chris Scherer sent a letter to all area realtors and financial institutions advising them that the City has such a Fair Housing Ordinance, where to find it, what it says, and how to report a complaint if someone is aggrieved by an unlawful housing practice and is supported by TIF.</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	X			<p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>				<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>					
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>					

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Grafton

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #2: Lack of regionally dispersed affordable housing					1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	Continue to encourage proper maintenance
	X	X	X		1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
	X				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	
	X				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X				5. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #3: Restrictive local land use regulations and other ordinances					6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
	X				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X				8. Adopt flexible zoning regulations such as PUD and TNID to permit higher densities and a mix of housing types.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities					1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.	
	X				2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>				<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p>	
	X	X	X	<p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	<p>Continue to educate officials</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>				<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
				<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>				<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>					
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>					

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Hartford

Impediments to Fair Housing	Currently Meeting	2022 Intentions		2023 (select 2)		Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X			X		1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	Part of Washington County's Next Generation Housing (NGH) Initiative. Defined location within City serving as a pilot project that uses significant county and city funds, as well as increased density to achieve lower cost housing. Hartford CDA runs a CDBG loan program for home improvements in low income households. Increased advertising over the last few years has most of the money loaned out.
				X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.		
Impediment #2: Lack of regionally dispersed affordable housing	X					2. Encourage proper maintenance of privately owned affordable rental housing.	Part of Washington County's Next Generation Housing (NGH) Initiative. Defined location within City serving as a pilot project that uses significant county and city funds, as well as increased density to achieve lower cost housing. Hartford CDA runs a CDBG loan program for home improvements in low income households. Increased advertising over the last few years has most of the money loaned out.
		X				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	
		X				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
		X				5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
		X				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
Impediment #3: Restrictive local land use regulations and other ordinances				X		9. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	In the process of rewriting zoning code in part to address this issue. Will be completed in 2023.
						1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X					1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	In the process of rewriting zoning code in part to address this issue. Will be completed in 2023.
						1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X					1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	This is the pilot project for NGH. Taking longer than anticipated.
				X			

Impediment #6: Strong Jobs-Housing-Transit Mismatch				<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
	X				
Impediment #7: Lack of fair housing enforcement and guidance				<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
	X				
Impediment #8: Lack of accessible housing for persons with disabilities				<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households				<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>					

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Hartland

Impediments to Fair Housing Meeting	Currently Meeting		2022 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
	2022	2023	2022	2023		
Impediment #1: Lack of a regional housing strategy or plan		X			<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing	X				<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	<p>Provided Tax Increment Financing assistance to facilitate a development in the Village's downtown that includes accessible residential units including indoor parking connected to all floors via elevator.</p> <p>Maintenance of properties is "policed and enforced" by our building inspector</p>
	X				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 	<p>This is provided in the Village of Hartland Zoning Code</p> <p>This is provided in the Village of Hartland Zoning Code</p>
	X				<ol style="list-style-type: none"> 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 	<p>This is provided in the Village of Hartland Zoning Code</p>
	X				<ol style="list-style-type: none"> 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 	<p>This is provided in the Village of Hartland Zoning Code</p>
	X				<ol style="list-style-type: none"> 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	<p>This is provided in the Village of Hartland Zoning Code</p> <p>This is provided in the Village of Hartland Zoning Code</p>
Impediment #3: Restrictive local land use regulations and other ordinances	X				<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500 feet from another such facility. 	<p>This is provided in the Village of Hartland Zoning Code</p>
	X				<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	<p>This is provided in the Village of Hartland Zoning Code</p>
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X				<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned 	<p>We have in our comprehensive plan update and zoning code</p>
	X					
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism		X				

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X			transportation facilities.	We have no transportation unities
	X			3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development. 4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth. 5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	If approached we have ability in PUD's or TIF's to help Waukesha county does good job of assessing to village the necessity for this.
Impediment #7: Lack of fair housing enforcement and guidance		X		1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints 2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	We have in our comprehensive plan update and zoning code
	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly. 2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
Impediment #8: Lack of accessible housing for persons with disabilities	X			1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	We've had several attempts at a 500 unit complex in Hartland fail due to costs of removal of spils...we are trying
	X		X		
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households					
Other: Please list any other actions taken to alleviate impediments to fair housing					

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Jackson

Impediments to Fair Housing	Currently Meeting	2022 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023		
Impediment #1: Lack of a regional housing strategy or plan		X		<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	The Village is a participant in a countywide "Next Generation Housing Initiative".
Impediment #2: Lack of regionally dispersed affordable housing				<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
			X	<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
Impediment #3: Restrictive local land use regulations and other ordinances				<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X			<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism		X		<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job 	Staff participated in fair housing training.

		<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>		<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>		<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>		<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>	<p>X</p>	<p>The Village is actively developing a 20-acre parcel to allow for a mix of affordable housing units including one and two-family dwellings at higher densities with reduced lot sizes and targeted market price caps.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>			

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Jefferson

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X			<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing	X			<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
	X			<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 	
	X			<ol style="list-style-type: none"> 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 	
	X			<ol style="list-style-type: none"> 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 	
Impediment #3: Restrictive local land use regulations and other ordinances	X			<ol style="list-style-type: none"> 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
	X			<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism			X	<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job 	<p>City participating in housing studies which examine these issues.</p>

		<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p>	
<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	<p>x</p>	<p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	<p>Jefferson County Economic Development Consortium provides elected leaders with affordable housing workshops and educational programs.</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	<p>X</p>	<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>		<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>		<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>			

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Johnson Creek

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan				<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing				<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
Impediment #3: Restrictive local land use regulations and other ordinances				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
				<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job 	

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Waukesha County 2020-2024

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Community Name: Lake Mills

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan		X		1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	
Impediment #2: Lack of regionally dispersed affordable housing		X		1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
		X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	
		X		3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
				5. Amend design regulations to promote flexibility in development and construction costs.	Engage w//CEDC for comprehensive review of zoning code.
Impediment #3: Restrictive local land use regulations and other ordinances		X	X	6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
		X		1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities			X	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
				1. Encourage development of new affordable and/or mixed income housing near job	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					

	X			centers in communities throughout the Collaborative region.	
		X		2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
		X	X	3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	Currently have a Afford Housing Fund actively pursue contractors with incentive for affordable house development.
				4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
				5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
Impediment #7: Lack of fair housing enforcement and guidance				1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
				2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Impediment #8: Lack of accessible housing for persons with disabilities				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households				1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
Other: Please list any other actions taken to alleviate impediments to fair housing					

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020–2024

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Community Name: Menomonee Falls

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
	Meeting				
Impediment #1: Lack of a regional housing strategy or plan	X			<ol style="list-style-type: none"> Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing			X	<ol style="list-style-type: none"> Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. Encourage proper maintenance of privately owned affordable rental housing. 	Village Staff will encourage proper maintenance of affordable rental housing within the Main Street redevelopment district.
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #4: Restrictive zoning regulations for group homes and	X	X		6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
	X		X	7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Will work to adopt flexible zoning regulations permitting higher densities and a mix of housing types in the PDD No. 2, PID and PRD Zoning Districts.
	X	X		8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	Drafted new zoning code assuring ordinances pertaining to community living arrangements follow the state statutes.
				1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.	

community living facilities			<p>2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.</p> <p>1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.</p> <p>2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.</p> <p>1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	Approved a mixed use development with mixed income housing near the Woodland Prime jobs corridor.
<p>Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism</p>	X	X		
<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	X			
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	X		<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p> <p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>	X		<p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

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Community Name: Mequon

Impediments to Fair Housing Meeting	Currently Meeting	2022 Intentions	2023 Intentions (select 2)	Action Items to Address Impediments		Community Narrative
				2022	2023	
Impediment #1: Lack of a regional housing strategy or plan	X		X	1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.	2. Participate in regional housing mobility programs.	
Impediment #2: Lack of regionally dispersed affordable housing	X	X		1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas.	2. Encourage proper maintenance of privately owned affordable rental housing.	Community Development - Inspections Division enforced, through site compliance reviews in 2022, building, fire safety and electrical were exposed to life safety issues. These conditions existed in the separation of parking areas to living areas and roofing structures to living areas
Impediment #3: Restrictive local land use regulations and other ordinances	X	X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	2. Allow for home sizes less than 1,200 square feet.	Common Council approved 42 townhome rental units in 2022 for the Town Center neighborhood on a parcel of 3.5 acres resulting in a density of 12 units per acre.
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X	X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			5. Amend design regulations to promote flexibility in development and construction costs.	6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	

				benefits of population and housing diversity.	
	X			<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities. 3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development. 4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth. 5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area. 	
Impediment #6: Strong Jobs-Housing-Transit Mismatch					
	X			<ol style="list-style-type: none"> 1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints 2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors. 1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly. 2. Adopt or promote construction design concepts such as universal design (UD) and Visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing. 	
Impediment #7: Lack of fair housing enforcement and guidance	X			<ol style="list-style-type: none"> 1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners. 	
Impediment #8: Lack of accessible housing for persons with disabilities	X				
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households					
Other: Please list any other actions taken to alleviate impediments to fair housing					

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Waukesha County 2020-2024

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Community Name: Merton

Impediments to Fair Housing Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
			2022	2023	
Impediment #1: Lack of a regional housing strategy or plan				<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing	X	X		<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	Property maintenance is being given a higher priority in the Village in both the Historic downtown area and throughout the Village for the removal of junk in yards and other property maintenance violations so that all residents can enjoy safe and proper use of their properties.
Impediment #3: Restrictive local land use regulations and other ordinances				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X	X	X	<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	Said ordinance is currently under review and is being considered by the Village Board at a special meeting on March 28, 2023
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 1. Encourage development of new affordable and/or mixed income housing near job 	

				centers in communities throughout the Collaborative region.	
				2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
				3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
Impediment #6: Strong Jobs-Housing-Transit Mismatch	X	X		4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	The Village Planner provides ongoing updates and information to elected officials and plan commissioners on the issue of fair housing and workforce housing. The next such session is scheduled for March 28, 2023.
				5. Designate areas suitable for mixed use development on local land use plan maps. Assess near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
Impediment #7: Lack of fair housing enforcement and guidance				1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
				2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts, host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Impediment #8: Lack of accessible housing for persons with disabilities				2. Adopt or promote construction design concepts such as universal design (UD) and Visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households	X	X	X	1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners. Upon the adoption of the revised Zoning Code in 2023, affordable housing will continue to be a permitted use in the Historic Zoning District of the Village.	Support for inclusionary housing is on-going. The number of minorities in the Village has had a small increase based on the last census.
Other: Please list any other actions taken to alleviate impediments to fair housing					

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Waukesha County 2020-2024

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Community Name: Mukwonago

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
				2022	2023	
Impediment #1: Lack of a regional housing strategy or plan	X			1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.		
				2. Participate in regional housing mobility programs.		
Impediment #2: Lack of regionally dispersed affordable housing	X			1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas.		
				2. Encourage proper maintenance of privately owned affordable rental housing.		
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		Construction of Chapman Farms Villa completed. This is a Planned Unit Development of 48 residential condominium units within 24 buildings on 11.0256 acres.
				2. Allow for home sizes less than 1,200 square feet.		The Village of Mukwonago R-2 allows for homes 1,200 SF or larger.
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		Construction of Meadowland Townhomes completed. This is zoned R-5 Low Density Multi-Family Residential with 12 residential units within 2.54 acres.
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
				5. Amend design regulations to promote flexibility in development and construction costs.		The Villages subdivision regulations allow for a number of expectations to the code to allow for flexibility. The Village is currently updating the entire zoning code with an anticipated adoption during the 4th Quarter of 2023.
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X			6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		In 2015, The Village of Mukwonago adopted the <i>Update to the Comprehensive Plan 2035</i> which encourages areas of Mixed-Use and Multi-Family Housing.
				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		
				8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		The Village of Mukwonago has a PUD process. We also have the BMX overlay district which function like a PUD and TND principals.
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.		
				2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.		
				1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.		
				2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>			<p>1. Encourages development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	<p>The Village of Mukwonago is surrounded by low density development within the surrounding towns and regional transit does not serve our community. We do have a park and ride which has medium level of usage. The Village does have a connected network of sidewalks and multi use trails and an alternative transportation option.</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	<p>X</p>		<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p> <p>3. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>				
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

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Community Name: Muskego

Impediments to Fair Housing Meeting	2022 Intentions	2023 Intentions (select 2)	Action Items to Address Impediments		Community Narrative
			2022	2023	
Impediment #1: Lack of a regional housing strategy or plan				<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	We make sure to address any property condition complaints that arise and help provide direction to the owners of said rental properties as to proper maintenance standards when issues arise.
Impediment #2: Lack of regionally dispersed affordable housing	X	X	X	<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	As developments are proposed that include sewer expansions, we look at our future land use plans to see how we can then look in increase the allowed densities.
	X			<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 	
	X	X		<ol style="list-style-type: none"> 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 	
		X		<ol style="list-style-type: none"> 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 	
Impediment #3: Restrictive local land use regulations and other ordinances	X			<ol style="list-style-type: none"> 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	We have areas of the City that allow mixed uses and/or multi-family developments.
		X		<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities					
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	<p>X</p>		<p>1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>			<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>			<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: New Berlin

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #1: Lack of a regional housing strategy or plan				1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.		
Impediment #2: Lack of regionally dispersed affordable housing				1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.		
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	District, prior to 2004 allowed for homes to be built on lots 10,000 sq. ft. or greater. Many homes were built using that Zoning District. Zoning Code Section 275-339(5). Medium Density Single-Family Residential District does allow for zoning code section 275-339(5) residential density single-family homes. District, does allow 2 bedroom homes to be 1,100 sq. ft. Other zoning districts not to exceed seven dwelling units per Rm-1 zoned acres. However, under Zoning Code Section 275-41 B(1)(a) the density of elderly housing development	The City follows the Regional Plan. Zoning Code section 275-59 provided the various architecture standards for the City as a whole.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Amend design regulations to promote flexibility in development and construction costs.		
	X			6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	currently, under zoning code section 275-339 Overlay Districts (Special Plan Overlay and Planned Unit Development) the city allows these types of development requests. Individual requests would be reviewed by the Plan	The City does allow community living arrangements.
	X	X	X	1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.		
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism				1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		
				1. Encourage development of new affordable and/or mixed income housing near job		

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>			<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	<p>X</p> <p>X</p> <p>X</p>		<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p> <p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	<p>The City has a fair housing ordinance # . Please see our website https://www.newberlin.org/820/Fair-Housing train continues to rent out the information below at various places including: City Hall, library, and different events. The information is on the City's website and is provided during monthly Mayoral Work Place Visits. The City participated again in the Discover New Berlin event mentioned below in March of 2017, 2018</p>
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p> <p>The City has a Housing Trust Fund Ordinance #2491. Please see our website https://www.newberlin.org/820/Fair-Housing. A new Housing Trust Fund board member, Sara Clark, was appointed that will serve as the representative from t Habitat for Humanity.</p> <p>Ongoing:</p> <p>1. Develop and integrate appropriate diversity awareness information into staff and organizational development training. The city established a Housing Trust Fund Board. This board has coordinated with Wisconsin Housing and Economic Development Authority (WHEEDA), Waukesha County and First Bank Financial Centre to learn more about their programs and ways to partner over the past two years.</p> <p>that work in areas that might deal with housing issues are required to review the Fair Housing Materials provided at the Housing Training. The City hired one new Principal Planner in 2017. This employee has been provided all of the Fair Housing Materials provided at past training sessions. If we hire a new planner, we will have that person review the Housing Materials provided at previous training sessions.</p> <p>2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community via printed materials, training sessions, website education or other methods. Staff continues to hand out the information below at various places including: City Hall,</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>				
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Oconomowoc

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
				2022	2023	
Impediment #1: Lack of a regional housing strategy or plan		X	X	1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.		Staff participated in interviews with the Waukesha County Consultant on housing. Oconomowoc is one of the participating communities involved in the Waukesha County 2023 Workforce Housing Study.
				2. Participate in regional housing mobility programs.		
Impediment #2: Lack of regionally dispersed affordable housing			X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas.		The City has a property maintenance ordinance enforced by both the Planning and Building Inspection Departments. Complaints received by renters are investigated and letters will continue to be sent to the property owner and occupants requiring correction of violations.
		X		2. Encourage proper maintenance of privately owned affordable rental housing.		
Impediment #3: Restrictive local land use regulations and other ordinances		X	X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		The City continues to allow new development for single-family dwellings on lots less than 10,000 SF. Home permits will be issued in 2023 for Arrowood Subdivision that has many lots less than 10,000 SF.
		X		2. Allow for home sizes less than 1,200 square feet.		
			X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
			X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
			X	5. Amend design regulations to promote flexibility in development and construction costs.		
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		In 2023, the City will be installing a new sewer lift station to serve the northeast area of the City for the Prairie Creek Ridge subdivision. The City approved a subdivision in 2022 with sidewalk on one side of the street & did not require on cul-de-sacs. As new subdivisions / multi-family projects come for review, we will continue to be creative.
				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		
		X		8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism		X		1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.		In 2021, the City approved two PD Overlay Districts for residential projects that allowed for higher densities and mix of housing types.
		X		2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.		
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism				1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.		The City does not limit the number of Group Homes in the City.
				2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		
				1. Encourage development of new affordable and/or mixed income housing near job		

		<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	<p>X</p>	<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p> <p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	<p>The City has a Fair Housing Ordinance (Section 9.23).</p>
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>		<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>			
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>			

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Palmvra

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions	2023 Intentions (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #1: Lack of a regional housing strategy or plan				1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.		#2 Impediment: the village enforces code compliance for property maintenance which lets the owner know how the village expects their property to be maintained.
				2. Participate in regional housing mobility programs.		
			X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.		
Impediment #2: Lack of regionally dispersed affordable housing		X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.		The village is reviewing our code of zoning ordinances to hopefully allow more flexibility
		X		3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
				5. Amend design regulations to promote flexibility in development and construction costs.		
			X	6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		
Impediment #3: Restrictive local land use regulations and other ordinances				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		The village is reviewing our code of zoning ordinances to hopefully allow more flexibility
				8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		
		X		1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		
Impediment #4: Restrictive zoning regulations for group homes and community living facilities				1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.		The village is reviewing our code of zoning ordinances to hopefully allow more flexibility
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism						

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>			<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p>	
			<p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p>	
			<p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>			<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>			<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and Visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

Fair Housing Impact Statement for the Analysis of Impediments

Washtenaw County 2015 - 2019

Please review the 2015 - 2019 Analysis of Impediments to Fair Housing, located at <http://www.washtenawcounty.gov/communitydevelopment> for more information.

Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.

Describe in the "Community Narrative" section the actions taken from the "2023 Intentions" column and select two items to address in 2023; return the document to Washtenaw County by January 30, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Port Washington

Impediments to Fair Housing	Action Items to Address Impediments		Community Narrative
	Currently Meeting	Intentions (Select 2)	
Impediment #1: Zoning Regulations and Housing Mix factors that Reduce Opportunities for Affordable Housing Development	X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 30,000 square feet or smaller.
	X		2. Allow for home sites less than 1,200 square feet.
	X		3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.
	X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.
	X		5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.
			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain setbacks are made for affordable housing for moderate and low-income families.
	X		7. Amend design regulations to promote livability in development and construction costs.
Impediment #2: Lack of Fair Housing Knowledge	X		1. Attend a fair housing seminar or educational opportunity. 2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.
Impediments to Fair Housing			
Action Items to Address Impediments			
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training. 2. Create and disseminate information regarding what affordable, workforce and moderate housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods. 3. Participate in regional housing initiatives and collaborative efforts.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X	X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly. 2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.
Other: Please list any other actions taken to alleviate impediments to fair housing.			In 2022, the City worked with Family Promise of Washtenaw to approve the redevelopment of a vacant child day care center into an emergency homeless shelter for Washtenaw County residents. The facility was completed in early 2023.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024
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Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Richfield

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan		X		<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	The Village of Richfield is an active participant in the NextGen Housing program with Washington County.
Impediment #2: Lack of regionally dispersed affordable housing			X	<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
Impediment #3: Restrictive local land use regulations and other ordinances				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities		X		<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism				<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 3. Encourage development of new affordable and/or mixed income housing near job 	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024
Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Saukville

Impediment #1: Lack of a regional housing strategy or plan	Currently Meeting	2022 Intentions (Select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023		
Impediment #2: Lack of regionally dispersed affordable housing	X	X	X	1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	R-3 Residential Zoning Code 205-33 Creation of Emerald Ridge Planned Unit Development (PUD #3) - 2022
	X	X	X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
	X	X	X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet.	
	X	X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X	X	X	5. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #3: Restrictive local land use regulations and other ordinances	X	X	X	6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	Creation of Emerald Ridge Planned Unit Development (PUD #3) - 2022 Creation of Northern Gateway Community Collective Planned Unit Development (PUD #4) - 2022
	X	X	X	7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X	X	X	8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X	X	X	1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	Creation of Emerald Ridge Planned Unit Development (PUD #3) - 2022 Creation of Northern Gateway Community Collective Planned Unit Development (PUD #4) - 2022
	X	X	X	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on	
Impediment #5: Prevalent "fear of others" exists among residents, including minorities	X				

	A				
Impediment #6: Strong Jobs-Housing-Transit Mismatch	X	X	X	<p>the benefits of population and housing diversity.</p> <ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities. 3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development. 4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth. 5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area. 	<p>Creation of Northern Gateway Community Collective Planned Unit Development (PUD #4) - 2022</p>
	X				
	X	X	X		
Impediment #7: Lack of fair housing enforcement and guidance				<ol style="list-style-type: none"> 1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints 2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors. 3. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors. 	
	X	X	X		
Impediment #8: Lack of accessible housing for persons with disabilities				<ol style="list-style-type: none"> 1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly. 2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing. 3. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners. 	<p>Creation of Northern Gateway Community Collective Planned Unit Development (PUD #4) - 2022</p>
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households					
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>					

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Sussex

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X	X	X	1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.	2. Participate in regional housing mobility programs.	The Village will be participating in a affordable housing research project to analyze the affordable housing landscape and barriers in partnership with the WCCG. The Village did not, to the best of my knowledge, participate in regional housing mobility programs in 2022.
Impediment #2: Lack of regionally dispersed affordable housing	X	X	X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas.	2. Encourage proper maintenance of privately owned affordable rental housing.	The Village enforces property maintenance related issues through code compliance. To the best of my knowledge, we have not targeted individual properties for maintenance if a complaint has not been filed. However, it would not be inappropriate to do site visits and if there are glaring issues to reach out to the property owner to have the issues corrected.
				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
				2. Allow for home sizes less than 1,200 square feet.		
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
				5. Amend design regulations to promote flexibility in development and construction costs.		
				6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		
				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		
Impediment #3: Restrictive local land use regulations and other ordinances	X	X	X	8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		
Impediment #4: Restrictive zoning regulations for group homes and	X	X	X	1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.		

community living facilities		2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism		1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	
		2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
Impediment #6: Strong Jobs-Housing-Transit Mismatch		1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.	
		2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
		3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
		4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
Impediment #7: Lack of fair housing enforcement and guidance		5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
		1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
Impediment #8: Lack of accessible housing for persons with disabilities		2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households		2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
		1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
Other: Please list any other actions taken to alleviate impediments to fair housing			

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukegan County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Thiensville

Impediments to Fair Housing strategy or plan	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #1: Lack of regionally dispersed affordable housing				1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people.		
				2. Participate in regional housing mobility programs.		
	X			1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas.		
			X	2. Encourage proper maintenance of privately owned affordable rental housing.		
				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
Impediment #2: Restrictive local land use regulations and other ordinances	X			2. Allow for home sizes less than 1,200 square feet.		
			X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Amend design regulations to promote flexibility in development and construction costs.		
				6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		
Impediment #3: Restrictive zoning regulations for group homes and community living facilities				7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		
				8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		
	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.		
		X		2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.		
				1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		
Impediment #5: Prevalent "Fear of others" exists among residents, including NIMBYism						The Village of Thiensville has reviewed its zoning code and found that Community Living arrangement uses are listed as permitted uses in all single-family residential districts and therefore it was determined that a code change was unnecessary. Since the village is not in receipt of requests for new Community Living Arrangements that violate the 2,500 foot separation distance from an existing Community Living Arrangement, it was determined that a code change was not warranted at this time.

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	<p>X</p>	<p>X</p>	<p>1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	<p>With the creation of a new TIF district, the Village of Thensville is currently working on a major redevelopment area immediately adjacent to commercial/job center which will include additional commercial and residential uses. Public watermain infrastructure will be under construction in 2023.</p>
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	<p>X</p>	<p></p>	<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	<p></p>
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>	<p></p>	<p></p>	<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	<p></p>
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>	<p></p>	<p></p>	<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	<p></p>
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>	<p></p>	<p></p>	<p></p>	<p></p>

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <https://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: North Prairie

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments		Community Narrative
Impediment #1: Lack of a regional housing strategy or plan	X			1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.		
Impediment #2: Lack of regionally dispersed affordable housing	X		X	1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.		The Village of North Prairie has parcels of property which may provide the opportunity to develop new single/two-family homes on lots of 10,000 sq. feet or smaller.
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs.		
	X			6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.		
	X			7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.		
	X			8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.		
	X			9. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes.		
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X			1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.		
Impediment #5: Prevalent "Fear of others" exists among residents, including NIMBYism				1. Encourage development of new affordable and/or mixed income housing near job		

<p>Impediment #6: Strong Jobs-Housing-Transit Mismatch</p>	<p>X</p>	<p>X</p>	<p>centers in communities throughout the Collaborative region.</p> <p>2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.</p> <p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
<p>Impediment #7: Lack of fair housing enforcement and guidance</p>	<p>X</p>	<p>X</p>	<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	<p>The Village of North Prairie is currently assessing any areas of the Village which may promote housing development to address the needs of people with disabilities or the elderly.</p>
<p>Impediment #8: Lack of accessible housing for persons with disabilities</p>	<p>X</p>	<p>X</p>	<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p> <p>2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
<p>Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households</p>			<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
<p>Other: Please list any other actions taken to alleviate impediments to fair housing</p>				

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020-2024
Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Wales

Impediments to Fair Housing Meeting	2022 Intentions (select 2)	2023 Intentions (select 2)	Action Items to Address Impediments		Community Narrative
			2022	2023	
Impediment #1: Lack of a regional housing strategy or plan				<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing		X		<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	The Village has worked with current property owners to make sure rental properties in the Village are maintained in good condition inside and out of the dwellings
Impediment #3: Restrictive local land use regulations and other ordinances				<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
		X		<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	The Village has entered into a PUD with a developer which allowed him to add additional units and create a higher density
				<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity. 	
				<ol style="list-style-type: none"> 1. Encourage development of new affordable and/or mixed income housing near job 	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism					

Fair Housing Impact Statement for the Analysis of Impediments

Waushara County 2020-2024

Please review the 2020-2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.wausharacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waushara County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Watertown

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan			X	<ol style="list-style-type: none"> 1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs. 	
Impediment #2: Lack of regionally dispersed affordable housing	X			<ol style="list-style-type: none"> 1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing. 	
Impediment #3: Restrictive local land use regulations and other ordinances	X			<ol style="list-style-type: none"> 1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs. 	
	X			<ol style="list-style-type: none"> 6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types. 	
	X			<ol style="list-style-type: none"> 1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 	
	X			<ol style="list-style-type: none"> 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the 	
	X				
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X				

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X	X		1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.	Collaborated with entities such as the Greater Watertown Community Health Foundation to repurpose a disused corporate site in order to create a catalytic project which will lead to future mixed income housing development. Also, worked with Thruway and other area stakeholders to create new affordable housing programs. Identify key parcels for affordable development. Signed developer agreement with developer to create a new residential/mixed-use development near the Hwy 26 bypass. Mayor signed letter of support for creation of Amtrak regional line going through community center.
	X	X		2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
				3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
			X	4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
Impediment #7: Lack of fair housing enforcement and guidance	X			5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
	X			1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints 2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
Impediment #8: Lack of accessible housing for persons with disabilities				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and visibility standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households				1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	
Other: Please list any other actions taken to alleviate impediments to fair housing					

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020–2024
Please review the 2020–2024 Regional Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/community-development> for more information.

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Waukesha

Impediments to Fair Housing	Currently Meeting	2022 Intentions	2023 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Lack of a regional housing strategy or plan		X		1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	
				1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
Impediment #2: Lack of regionally dispersed affordable housing	X		X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs.	
	X			6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing.	
	X	X		7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
				1. Encourage development of new affordable and/or mixed income housing near job	
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X				
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X				

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X			centers in communities throughout the Collaborative region.	
	X			2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
Impediment #7: Lack of fair housing enforcement and guidance	X			3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	
	X		X	4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.	
Impediment #8: Lack of accessible housing for persons with disabilities	X			5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.	
	X		X	1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households	X			2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.	
	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
Other: Please list any other actions taken to alleviate impediments to fair housing	X			2. Adopt or promote construction design concepts such as universal design (UD) and visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	
	X			1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.	

Describe in the "Community Narrative" section the actions taken from the "2022 Intentions" column and select two items to address in 2023; return this document to Waukesha County by January 31, 2023. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Whitewater

Impediments to Fair Housing Strategy or Plan	Currently Meeting	2022 Intentions (select 2)		Action Items to Address Impediments	Community Narrative
		2022	2023		
Impediment #1: Lack of a regional housing strategy or plan	X	X		1. Participate at a local or regional level in a housing plan process that expand housing options for low and moderate income people. 2. Participate in regional housing mobility programs.	
	X				
Impediment #2: Lack of regionally dispersed affordable housing	X	X		1. Offer financial incentives, or help to connect to incentives like HOME and CDBG, to encourage the development of affordable housing in low poverty/high opportunity areas. 2. Encourage proper maintenance of privately owned affordable rental housing.	
	X				
	X				
	X				
	X				
Impediment #3: Restrictive local land use regulations and other ordinances	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller. 2. Allow for home sizes less than 1,200 square feet. 3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre. 4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans. 5. Amend design regulations to promote flexibility in development and construction costs.	
	X				
	X				
	X				
	X				
Impediment #4: Restrictive zoning regulations for group homes and community living facilities	X	X		6. Communities with sewer service should designate recommended Mixed Use areas on local land use plan mapping and provide for multi-family housing within Mixed Use zoning categories to increase supply of multi-family housing. 7. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families. 8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
	X				
	X				
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X			1. Review community living arrangements / group home sections of zoning ordinances to determine if the regulations limit development of these facilities and make appropriate changes. 2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility. 1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff. 2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
	X				
	X			1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region. 2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X			<p>3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.</p> <p>4. Educate elected officials and local leaders of communities in the Collaborative region about the need for affordable and workforce housing to ensure continued economic growth.</p> <p>5. Designate areas suitable for mixed use development on local land use plan maps. Areas near job centers should be prioritized to provide for a variety of housing types and opportunities to live and work within the same area.</p>	
	X				
Impediment #7: Lack of fair housing enforcement and guidance			X	<p>1. Develop fair housing ordinance to affirmatively state desire to provide equal access to housing. A fair housing ordinance typically includes: a. A definition of the protected classes b. Types of real estate transactions that are subject to the ordinance c. Identification of the entity responsible for receiving fair housing complaints</p> <p>2. Support fair housing enforcement. Consider financially supporting agencies that further fair housing efforts. Host fair housing training in your community. Create and distribute materials on fair housing to landlords and Realtors.</p>	
	X			<p>1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.</p>	
Impediment #8: Lack of accessible housing for persons with disabilities	X			<p>2. Adopt or promote construction design concepts such as universal design (UD) and visitability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.</p>	
			X	<p>1. Create or support the creation of training/counseling programs to encourage current renters to become homeowners to increase the number of minority households in the region who are homeowners.</p>	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households					
Other: Please list any other actions taken to alleviate impediments to fair housing					