

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](http://www.waukeshacounty.gov/community%20development) for more information.

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Big Bend

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	The Village of Big Bend maintains its commitment, as set forth in the "Housing Objectives" section of Chapter 6 "Housing Element" of the "Village of Big Bend Comprehensive Development Plan-2035" (i.e. "To provide adequate location and choice of housing types, for varied age
				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.	Ref the Property Maintenance Section of the Public Nuisances Chapter and the Building Code Chapter of the Village of Big Bend Village Code (i.e. Chapters 11 and 6 respectively).
	X			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.	Previously, the Village has laid an extent of sanitary sewer line (approx 1 mile) from the possible future site of our approved sanitary treatment facility in Village Hall Park and running north in the Hwy 164 right of way. The Village
	X			2. Allow for home sizes less than 1,200 square feet.	R-P Residential Plex District permits dwelling unit sizes 1,000 sq.ft. or greater. R-
				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.	N/A
			X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The Village did, in 2021, and will continue... to explore for high capacity well opportunities in the SE quad area of I-43 and Hwy 164 in order to begin a Village
	X			5. Amend design regulations to promote flexibility in development and construction costs.	Ref PUD Section of Village Code.
				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.	N/A
				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.	Ref PUD Section of Village Code.
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.	
			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.	
				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 #6: Strong Jobs-Housing-Transit Mismatch				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 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 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				

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Waukesha County 2020-2024

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Community Name: City of Brookfield

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	COVID limited the opportunities for engaging in regional housing plan efforts. City of Brookfield remains willing to engage in regional housing plan efforts 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.	
	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.	
	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		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.	Brookfield's conditional use ordinance permits the development of these uses within any zoning district, except conservancy and upland conservancy.
				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	

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.
	X			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.
	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.
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.
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.
			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.
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				Mayor Steven Ponto is on the Executive Advisory Committee of the Regional Transit Leadership Council ("RTLTC"), now rebranded as MobilISE, and participated in a symposium in September of 2021 on regional jobs/housing/transit issues and solutions that require collaboration from multiple organizations, agencies, and communities to achieve success. Mayor Ponto has advocated and actively pursued the solutions identified by RTLTC, such as expansion of Bus Rapid Transit, to address the jobs-housing-transit mismatch.

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Community Name: Butler

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	We are members of the Waukesha County Center for Growth and that group meets regularly to discuss a workforce housing strategy and how local municipalities can encourage workforce housing strategies.
				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.	
	x			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.	We have not yet addressed this problem at the board level yet, but we do intend to. Being fully built, we have very little opportunity for new multi-family development.
	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.	
	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				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	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	
	x			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 #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.
				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.
				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	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
	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.
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 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			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.
Other: Please list any other actions taken to alleviate impediments to fair housing				

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	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.	Cedarburg has recently approved an 18 unit/acre project and is in the process of approving a 25 unit/acre development including a 50 unit and a 110 unit apartment building. Both of these projects are within easy walking distance to the City's downtown and south Washington business districts.
	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.	
	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	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.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism	X	X		1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	In late 2020, the City of Cedarburg created the Diversity Committee. This Committee met on a regular basis throughout 2021 and began discussions regarding diversity, equity and inclusion to nurture an environment that welcomes diversity programs. They also created a website on the City's official website to disseminate education information accordingly.
				2. Provide training programs for local leaders, elected officials and general public on the	

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #6: Strong Jobs-Housing-Transit Mismatch				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.	
				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				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 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					

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Community Name: Village of Dousman

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	variety of lot sizes, with 12,000 square feet as the smallest. The 12,000 square feet is a reduction from the many 15,000 square lots constructed the past 20 years.	
			X	2. Allow for home sizes less than 1,200 square feet.	Decided to remain at 1,500 square foot minimum.	
			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.	During 2021, Village amended comprehensive plan to allow up to 15 dwelling units per acre. The companion zoning code amendment is pending.
			X		4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Currently working with SEWRPC to expand sanitary sewer service area to serve the mixed use development area.
					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.	During 2021, Village amended comprehensive plan to create mixed use development with commercial, low density multi-family (6 DU/AC), high density multi-family (15 DU/AC) and single family. Zoning, plat review and TID preparation is pending with approval anticipated later in 2022.
					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	8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	With pending zoning code amendments, also anticipating reducing minimum lot width from 100 to 85 feet, and using PUD to approve multi-family proposals.
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		X	2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	At the request of Oconomowoc Residential Programs/MyPath, approved their shift of a prior approval of two CBRUnits to two Adult Family Home units.	
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.		
	X		X	2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	Continual discussion about this topic during each public meeting when the proposed mixed use development is reviewed.	
				1. Encourage development of new affordable and/or mixed income housing near job		

Impediment #6: Strong Jobs-Housing-Transit Mismatch		X	centers in communities throughout the Collaborative region.	See prior 'Community Narrative' statements about the proposed mixed use development, zoning code amendments and the use of TID.
		X	2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	Ditto
		X	3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	Ditto
		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.	Ditto
			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.	
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 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			X During 2021, Village staff supported and the Board of Zoning Appeals approved a set of zoning variations to allow construction of an affordable in-fill two-family side-by-side structure with reduced setbacks and reduced floor area.	

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Community Name: Fort Atkinson

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	Jefferson County Economic Development Consortium (JCEDC) has a home buyer 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 these efforts financially and by connecting participants.
				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.	The City is in the process of reviewing and finalizing a re-write of the City's Housing Code, which will encourage proper maintenance of all rental units within the City. Also, in 2021, the Police Department hired a Code Enforcement Officer, who will participate in enforcement of the Housing Code when enacted by the City Council.
		X	X	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.	The City intends to extend sanitary sewer north along Banker Road in a newly-annexed area of 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 1-2 years.
	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.	
	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.	
	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			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.	
Impediment #5: Prevalent "fear of others"				1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	The City would be interested in participating in such a class, seminar, or training; however, we do not have the expertise on staff to develop such curriculum.

exists among residents, including NIMBYism				2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	The City (staff and elected officials) would be interested in this if offered by an outside agency; however, we do not have the expertise on staff to provide such training.
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.	The City continues to encourage development and redevelopment of new affordable and mixed income housing. The City owns land within a qualified census tract and hopes to provide the infrastructure necessary to construct new, affordable houses that fit in with the style of the neighborhood.
				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.	
	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.	
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	In 2020, the City adopted Section 46-51 of the Municipal Code, which adopts Wis. Stats. 106.50. On September 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.
				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 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

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 "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Germantown

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	
	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.	
	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			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.	
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 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				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	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.	
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 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					

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	Staff encourages apartment owners to properly maintain the current affordable rental housing.
		X	X	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.	
				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.	
				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 #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.	
	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.	
				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.	

Impediment #6: Strong Jobs-Housing-Transit Mismatch				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.	Staff educates elected officials about the need for affordable housing to ensure continued economic growth.
	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.	
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.	
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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	Washington County commissioned a housing study that was completed in late 2021 that looked at a number of housing supply, demand and cost issues including barriers to home ownership for employees who work in Washington County. Hartford is incorporating these recommendations
				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.	
	X			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.	We are looking at a major overhaul of our Zoning Code and would look to add density bonus allowances.
	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.	
				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.	
	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				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.	
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.	
	X			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 #6: Strong Jobs-Housing-Transit Mismatch			X	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.
	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.
			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.
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.
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 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				

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	Would be more than willing to participate or sit in on any of these that could benefit the Village.
			X	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.	We have offered incentives through TIF's and welcome any development coming forward that meets our comprehensive plan. Our building and zoning Inspector handles property maintenance to ensure it meets our code.
	X			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.	We Currently allow all of these items and our updated comprehensive plan calls for higher density areas. We currently have 8 apartment buildings under construction and another 450+ units possibly being proposed in another area of the Village.
	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.	
	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			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.	Handled by our zoning official and in our master comprehensive plan
	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			X	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	Would be willing to share any guidance waukesha county has with our staff and elected leaders for them to educate themselves.
			X	2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	
	X			1. Encourage development of new affordable and/or mixed income housing near job centers in communities throughout the Collaborative region.	All has been designated in our comp plan and board has desire for increased density and as proof of that is our most recent apartment or smaller size single family condo developments.
	X			2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	No public transportation in Hartland

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.	All has been designated in our comp plan and board has desire for increased density and as proof of that is our most recent apartment or smaller size single family condo developments.
				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			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	Could county provide language for Village Board to review and look into a possible ordinance.
			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.	
Impediment #8: Lack of accessible housing for persons with disabilities	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Again...handled through our zoning official and any master comp plan language.
	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.	
Impediment #9: Gap in homeownership by racial and ethnic minorities compared to white households			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.	Would support and encourage guidance on how to achieve this
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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	The Village is actively participating in the Washington County "Next Generation Housing Coalition".
				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				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.	
				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.	
			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				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	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	Staff will attend Affordable Housing Training presented by the WI League of Municipalities.
				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 #6: Strong Jobs-Housing-Transit Mismatch			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 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 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: Lake Mills

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	
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.	
				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.	
				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 #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.	
				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	

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X			centers in communities throughout the Collaborative region.	Offer this option if a developer proposes. No one has proposed yet.
			X	2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
			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.	
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.	
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 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

Please review the 2020--2024 Regional Analysis of Impediments to Fair Housing, located at [http://www.waukeshacounty.gov/community development](http://www.waukeshacounty.gov/community%20development) for more information.

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Merton

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	Ongoing efforts to work with property owners of downtown affordable single family and rental units toward improvements and proper maintenance; such as removal of junk and abandoned vehicles so that neighbors can enjoy safe and proper usage of their properties.
		X		2. Encourage proper maintenance of privately owned affordable rental housing.	
Impediment #3: Restrictive local land use regulations and other ordinances				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		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.	Comprehensive update to zoning code will be completed in 2022 that will incorporate allowable of CBRF's, group homes, adult family homes as permitted uses within residential zoning districts.
			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.	
			X	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 #6: Strong Jobs-Housing-Transit Mismatch			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.	
		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.	Village Planner periodically shares with elected officials and Plan Commission members the county wide issue and efforts to provide for workforce housing.
			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.	
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 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		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.	Support for Inclusionary housing is ongoing when coordinating with those from all social-economic sectors seeking to improve, rent or purchase a home in Merton.
Other: Please list any other actions taken to alleviate impediments to fair housing			X	With the pending 2022 approval of the comprehensive amendment to the zoning code, Village officials have decided to continue existing downtown affordable housing units as a permitted use within Historic District zoning.

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 "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: **Mukwonago**

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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				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 Village of Mukwonago has a number of property maintenance regulations that are enforced on a complaint basis and equitably to all type of properties throughout the Village with regard to building condition, yard conditions, animals, junk, abandon vehicles, etc.
	X			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.	The Village of Mukwonago has two Single Family Residential zoning districts that meet this statement: R-3 (10,000) and R-2 (8,712). In addition we have a PUD overlay that allows for flexibility in lot size. The Village is currently conducting a complete zoning code update. Through this process the village is examining current lot sizes and is considering alternative lot sizes than those currently listed.
	X			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.
	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.	The Village Of Mukwonago has two multi family district that allow for a density of 10 DUPA and 15 DUPA. In addition the Business Mixed Use district which allows for business uses and multi family allows up to 20 DUPA.
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	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.	The Village of Mukwonago has a number of mixed use areas designated on our land use plan as well as development regulations within the zoning code to allow for such uses to occur. These areas include areas south of US 43, the area referred to as the South River Main Street District, and the Village Center Overlay. We have seen implementation from private developments in all three areas and each approved project is at a different phase currently. One project is 675 units (Maple Center), south of US43, a 53 unit development in the South Main District (Blue Bay), an a mixed use redevelopment site with 2 units in the downtown area. The Village currently is updating the entire zoning code. This update will maintain the concepts of Mixed Use and the Village Center Overlay, however we anticipate these to become base districts rather than overlays to simplify the approval process. We believe making these two codes more user friendly will promote these areas of the community for development thus creating more diversity of multi-family housing types and sizes.
				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.	The Village of Mukwonago has a PUD process. We also have the BMX overlay district which function like a PUD and TND principals.
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.	
				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.	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.
				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 Village of Mukwonago has three areas of designation on our land use plan (Downtown, South River/Main St, and the area south of US43). These areas have the opportunity for a variety of housing types as well as employment, business, and retail.
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.	
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 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				In the 2021 the Village Commissioned a housing market study to determine what types of housing are in demand within the community. As a quick summary the study indicate that there was a market in Mukwonago for all forms of housing development from small lot single family to large lot, to a variety of multi- family products from duplexes, down house, multi family with private entries to larger multi family structures. This report was presented to both the Village Board, Planning Commission and publicly at the Villages August 2021 Economic Development Summit which had a theme of Partnership.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020--2024

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Community Name: Muskego

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	The City provides guidance, when requested or based on complaints, to property owners to help educate them on the City's requirements relating to property maintenance.	
		X		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.	The City is wrapping up a sanitary sewer study to see where sanitary sewer service can be expanded to. As part of the preliminary study, we have identified an area that is now allowing single-family homes at a higher density than previously allowed due to the availability of sewer.	
	X			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		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.
						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 #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.		
				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.	
	X			2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	
	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.	
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.	
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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	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 275-93B(5), Medium Density Single-Family Residential District does allow for
	X			2. Allow for home sizes less than 1,200 square feet.	Zoning Code Section 275-93B(5), Medium Density Single-Family Residential District, does allow 2-bedroom homes to be 1,100 sq. ft. Other zoning districts
	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.	not to exceed seven dwelling units per Rm-1 zoned acres. However, under
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Zoning Code Section 275-41 B(1)(a) The density of elderly housing development
	X			5. Amend design regulations to promote flexibility in development and construction costs.	The City follows the Regional Plan.
				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.	Zoning Code section 275-59 provided the various architecture standards for the City as a whole.
				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.	Currently, under Zoning Code Section 275-39 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
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 does allow community living arrangements.
				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	

Impediment #6: Strong Jobs-Housing-Transit Mismatch				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	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	The City has a fair housing ordinance # . Please see our website https://www.newberlin.org/820/Fair-Housing
	X	X	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.	Staff continues to hand 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
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 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				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. Ongoing: 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 (WHEDA), Waukesha County and First Bank Financial Centre to learn more about their programs and ways to partner over the past two years. Any new employees hired 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. We will have a new Planner starting in 2022 and we will have that person review the Housing Materials provided at previous training sessions. 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,	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2020--2024

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Community Name: Oconomowoc

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	City Planning Staff is interested in participating at either local or regional housing seminars, conferences or plan development sessions to expand housing options for people of all income levels. Staff previously attended the Builder's Association session.
				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.	The City has a property maintenance ordinance enforced by both the Planning and Building Inspection Departments. Any complaint received by the City is investigated and letters are sent requiring correction of violations, regardless of ownership status.
		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.	In 2021, the City approved the subdivision plat for Arrowood, containing 302 residential units. Many of the lots are under 9,000 square feet.
	X	X		2. Allow for home sizes less than 1,200 square feet.	The City of Oconomowoc has no minimum home size requirement.
			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.	The City is currently working with developers for the Olympia Fields area asking to develop high density residential apartments exceeding 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.	
		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				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.	

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 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 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					

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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, the Village will try to encourage privately owned affordable rental housing owners to keep up better on the maintenance of their properties
			X	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.	The Village will try to work on changing our zoning codes to promote flexibility.
	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.	
				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 #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.	
				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 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				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 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 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

Please review the 2020--2024 Regional Analysis of Impediments to Fair Housing, located at [http://www.waukeshacounty.gov/community development](http://www.waukeshacounty.gov/community%20development) for more information.

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Pewaukee

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	
	X			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.	
	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			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.	
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	Lands deemed appropriate for more dense, affordable housing within the City

Impediment #6: Strong Jobs-Housing-Transit Mismatch			X	centers in communities throughout the Collaborative region.	will be promoted as such.
				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.	
	X	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's future land use map is continually reviewed and the City has identified several properties that may be suitable for a mixed use development or more dense housing developments. Furthermore, these sites are promoted to developers that may be searching for locations for mixed use or housing projects.
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.	
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.	
		X	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.	Upon receipt of a multi-family housing development, staff will encourage these types of design features.
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			X	Staff will be attending the training on use of the League's Zoning Guide for Affordable Housing being held on February 23, 2022. Staff will also seek other training and educational opportunities related to housing.	

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 "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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				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				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		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 Village is currently working on updating its Zoning Code and community living arrangements for up to 8 people are proposed to be allowed in all residential Zoning Districts.
		X		2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	The Village is currently working on updating its Zoning Code and community living arrangements for up to 8 people are proposed to be allowed in all residential Zoning Districts. We did not put these types of limiting restrictions on
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	The Village is currently working with the Village of Germantown on an

Impediment #6: Strong Jobs-Housing-Transit Mismatch			X	centers in communities throughout the Collaborative region.	Intergovernmental agreement to extend sewer and water utilities to serve a future industrial park. The extension of these utilities will open up opportunities
				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 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 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					

Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Slinger

Impediments to Fair Housing	Currently Meeting	2021 Intentions	2022 (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.	The Village plans to be very active in the housing initiative currently underway through Washington County, which will strive to provide more affordable housing options throughout the county.
				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.	The Village has taken many steps over the past year to make our zoning requirements more flexible and accommodating for housing options that are more affordable.
	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.	The Village currently has an amendment request with SEWRPC to expand our sanitary sewer service area.
	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.	
	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				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	1. Develop a diversity awareness curriculum for staff, and fair housing training for key staff.	We hope that our involvement with the Washington County Initiative will address this aspect as well.
				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.	

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.	As already mentioned, we will be working with Washington County to explore ways to establish these types of incentives.
				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.	
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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	The Village supports and participates with Section 8 housing and other Federal programs to support low income and affordable housing in several neighborhoods in the Village.
				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	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 Village platted in 2021 for the first time in over 3 decades lots that were under 10,000 sq. feet.
				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				8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	
				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.	
Impediment #5: Prevalent "fear of others" exists among residents, including NIMBYism				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	

Impediment #6: Strong Jobs-Housing-Transit Mismatch			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 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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	
	x			2. Allow for home sizes less than 1,200 square feet.	
	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.	In 2022, Thiensville approved the final details of an apartment complex located immediately adjacent to the Central Business District that resulted in a density of 11 units/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.	
				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.	
	x			8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	Thiensville's PUD Planned Development Overlay District allows for increased densities and adjustments in design criteria for a mix of housing types, commercial buildings and building mass and location.
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.	
			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.	
				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	In 2021, the Village amended the B-1 Central Business District to use portions of

Impediment #6: Strong Jobs-Housing-Transit Mismatch		x	centers in communities throughout the Collaborative region.	the 1st floor of commercial buildings for residential purposes to encourage low rent units within the commercial district.
			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		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.	In 2020, the Village amended the Comprehensive Land Use plan to designate an area immediately adjacent to the central business district for a mix of high density residential uses at a density of 11units/acre coupled with commercial uses.
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.	
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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	
			x	2. Encourage proper maintenance of privately owned affordable rental housing.	
Impediment #3: Restrictive local land use regulations and other ordinances				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.	working on updating our zoning code to allow for smaller homes/mixed uses in downtown area
		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.	approved a new building and a new development with 10 unit or more density
				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.	
				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				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	

Impediment #6: Strong Jobs-Housing-Transit Mismatch				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 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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	
	X			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.	
				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.	
				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 #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.	
	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.	
				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	In 2021, the City of Watertown had started working with the Greater

Impediment #6: Strong Jobs-Housing-Transit Mismatch		X	x	centers in communities throughout the Collaborative region.	Watertown Community Health Foundation to research and develop affordable/workforce housing. This will continue into FY2022, as the City and Greater Watertown Community Health Foundation moves forward with development of affordable/workforce housing.
		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.	
				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			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	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 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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	2021 Intentions	2022 (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.	Update City's housing study which includes implementation strategies.	
				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.		
	X			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.	Updating City's comprehensive plan	
	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	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.
	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			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			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 #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.	
	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.	
		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.	Updating City's land use plan
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.	
Impediment #8: Lack of accessible housing for persons with disabilities			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Working with a developer to create additional senior housing and providing incentives to make project move forward.
				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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Describe in the "Community Narrative" section the actions taken from the "2021 Intentions" column and select two items to address in 2022; return this document to Waukesha County by January 31, 2022. 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	Currently Meeting	2021 Intentions	2022 (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.	The city is working with Madison-based VandeWalle & Associates and is developing its 2022 housing study. The study will be released in February 2022.	
	X			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 is working with Madison-based VandeWalle & Associates and is developing its 2022 housing study. The study will be released in February 2022. The city is also working to identify developes willing to build desired housing types on city-owned land if given the land for free or at a reduced rate.	
	X			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.	Allowed per ordinance.	
	X			2. Allow for home sizes less than 1,200 square feet.	Allowed per ordinance.	
	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.	Allowed per ordinance.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Reviewed whenever new development, or potential new development, occurs.	
	X			5. Amend design regulations to promote flexibility in development and construction costs.	Allowed per ordinance. Discretion left to developer.	
	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.	Comprehensive plan reflects as much, plus the city is working	
				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.	The city is working to lower the minimum lot size required for single-family home.
	X				8. Adopt flexible zoning regulations such as PUD and TND to permit higher densities and a mix of housing types.	Allowed per ordinance.
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.	Development is not limited by ordinance.	
	X			2. Consider amending local ordinances to allow community living arrangements to be located less than 2500' feet from another such facility.	Allowed per ordinance.	
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.	Staff is aware of housing issues in Whitewater that concern diversity, or a lack thereof, and the need for fair housing.	
	X			2. Provide training programs for local leaders, elected officials and general public on the benefits of population and housing diversity.	Training takes place as needed.	
				1. Encourage development of new affordable and/or mixed income housing near job		

Impediment #6: Strong Jobs-Housing-Transit Mismatch	X		centers in communities throughout the Collaborative region.	Whitewater's are city-wide and not just near job centers.
	X		2. Facilitate affordable and workforce housing development near existing and planned transportation facilities.	N/A
	X		3. Provide incentives for affordable housing development, such as density bonuses and fee waivers, to spur development.	The city is working on these matters.
	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.	Education is ongoing.
	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.	Identified in current zoning code and land use maps.
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.	
Impediment #8: Lack of accessible housing for persons with disabilities	X		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Ample housing exists in the city for those with disabilities and the elderly .
	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.	Housing must meet all ADA requirements.
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.	Not applicable due to transient nature (college students) of large share of rental population.
Other: Please list any other actions taken to alleviate Impediments to fair housing	X		The city is working to identify developers willing to work together and develop open lands with desired housing types - multi-units, professional apartments, single-family homes and more. This initiative is being driven through the city's Community Development Authority, and is an effort that stretches across numerous municipal departments.	