
FW: Maintain the current levels of affordability in the Inclusionary Housing Ordinance

From City Clerk <city.clerk@sanjoseca.gov>

Date Fri 10/31/2025 8:58 AM

To Agendadesk <Agendadesk@sanjoseca.gov>

From: Deborah St. Julien <[REDACTED]>

Sent: Thursday, October 30, 2025 8:05 PM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Maintain the current levels of affordability in the Inclusionary Housing Ordinance

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Dear Mayor, Council Member Campos and all City Council members,

It has come to my attention that San José is considering a housing policy that would label some homes as '*affordable*,' even though they'd actually cost **more** than the rent on a typical apartment? Right now, most of our Inclusionary Housing units, the affordable homes market-rate developers are required to include when they build new projects are priced *below market rents*. A proposed amendment to the Inclusionary Housing Ordinance (IHO) in San Jose would flip that, so most of those units could rent *above market average*.

I am writing to let you know that I support maintaining the current levels of affordability in the Inclusionary Housing Ordinance!

Maintaining the current levels of affordability in the Inclusionary Housing Ordinance! Affordable housing is critical to ensuring that all of San Jose's residents have access to a safe, stable home.

The purpose of an Inclusionary Housing Ordinance (IHO) is to produce affordable homes, usually between 50% and 100% of the area median income (AMI), to make sure people who cannot afford rising Silicon Valley rents can still live here. The City of San Jose has historically been a leader in California in implementing an IHO for rental housing.

I understand that the Housing Department staff is bringing a proposal to Council, tentatively scheduled for November 18th, that would reduce required affordability in the IHO.

If the proposed amendments pass, $\frac{2}{3}$ of required affordable homes would *rent for more than the average apartment in San Jose*. Market rents in San Jose are affordable at about 70% of AMI right now.

I support maintaining the current levels of affordability in the Inclusionary Housing Ordinance! Housing affordable to low income residents is critical to ensuring that all of San Jose's residents have access to a safe, stable home. Now more than ever, we must protect and use all the tools we have to build and preserve more affordable housing so that our community members vulnerable to displacement can stay and thrive!

Deborah St Julien

Resident of D2

Mother of 2 over-educated, adult children who cannot afford to live in San Jose

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FW: REAL Coalition Letter re Inclusionary Housing Ordinance Amendments

From City Clerk <city.clerk@sanjoseca.gov>

Date Thu 11/6/2025 7:41 AM

To Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachment (82 KB)

REAL Letter to CSJ re IHO Changes updated.pdf;

From: Shannon Zhang <[REDACTED]>

Sent: Wednesday, November 5, 2025 5:07 PM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; Wilcox, Leland <Leland.Wilcox@sanjoseca.gov>; Maguire, Jennifer <jennifer.maguire@sanjoseca.gov>; Hughey, Rosalynn <Rosalynn.Hughey@sanjoseca.gov>; Solivan, Erik <Erik.Solivan@sanjoseca.gov>; Alexander, Cupid <Cupid.Alexander@sanjoseca.gov>; Burton, Chris <Christopher.Burton@sanjoseca.gov>

Cc: Reed, Jim <Jim.Reed@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Ramirez, Lucas <lucas.ramirez@sanjoseca.gov>; Gvatua, Alexander <Alexander.Gvatua@sanjoseca.gov>; lynn.lee@sanjoseca.gov; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Ramirez, Lucas <lucas.ramirez@sanjoseca.gov>; aaron.zeelig@sanjose.gov; Danino, Shawn <Shawn.Danino@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Yamamoto, KiyomiH <Kiyomi.Yamamoto@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Kylie Clark <[REDACTED]>; Gianella Ordonez <[REDACTED]>; Kyra Kazantzis <[REDACTED]>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Re: REAL Coalition Letter re Inclusionary Housing Ordinance Amendments

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Please see an updated version with revised signatures!

Thank you,

Shannon Zhang | Nonprofit Policy + Advocacy Fellow
Silicon Valley Council of Nonprofits

Web: svcn.org | [LinkedIn](#)

Pronouns: she/her/hers

Take the [2026 Priorities Survey](#) today! This is an opportunity for nonprofit staff across Santa Clara County to share their voices and help us strengthen the sector. Submit by November 15.



From: Shannon Zhang [REDACTED]

Sent: Wednesday, November 5, 2025 5:01 PM

To: mayoremail@sanjoseca.gov <mayoremail@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <district2@sanjoseca.gov>; District 3 <district3@sanjoseca.gov>; District4 <district4@sanjoseca.gov>; District5 <district5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <district7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; George Casey <district10@sanjoseca.gov>; Lee Wilcox <leland.wilcox@sanjoseca.gov>; Jennifer Maguire <jennifer.maguire@sanjoseca.gov>; Rosalynn.Hughey@sanjoseca.gov <Rosalynn.Hughey@sanjoseca.gov>; erik.solivan@sanjoseca.gov <erik.solivan@sanjoseca.gov>; cupid.alexander@sanjoseca.gov <cupid.alexander@sanjoseca.gov>; christopher.burton@sanjoseca.gov <christopher.burton@sanjoseca.gov>

Cc: Reed, Jim <jim.reed@sanjoseca.gov>; Fruen, Joseph <joseph.fruen@sanjoseca.gov>; Arreola, Kiara <kiara.arreola@sanjoseca.gov>; lucas.ramirez@sanjoseca.gov <lucas.ramirez@sanjoseca.gov>; alexander.gvatua@sanjoseca.gov <alexander.gvatua@sanjoseca.gov>; lynn.lee@sanjoseca.gov <lynn.lee@sanjoseca.gov>; Nguyen, Lam <lam.nguyen@sanjoseca.gov>; Moreno, Brisa <brisa.moreno@sanjoseca.gov>; lucas.ramirez@sanjoseca.gov <lucas.ramirez@sanjoseca.gov>; aaron.zeelig@sanjoseca.gov <aaron.zeelig@sanjoseca.gov>; shawn.danino@sanjoseca.gov <shawn.danino@sanjoseca.gov>; david.gomez@sanjoseca.gov <david.gomez@sanjoseca.gov>; Fleming, Jonathan <jonathan.fleming@sanjoseca.gov>; Adera, Teddy <teddy.adera@sanjoseca.gov>; Yamamoto, KiyomiH <kiyomi.yamamoto@sanjoseca.gov>; Nguyen, Lam <lam.nguyen@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Kylie Clark [REDACTED] Gianella Ordonez <[REDACTED]> Kyra Kazantzis <[REDACTED]>; City Clerk <city.clerk@sanjoseca.gov>

Subject: REAL Coalition Letter re Inclusionary Housing Ordinance Amendments

Dear Mayor, Vice Mayor, Councilmembers, and Staff,

Please find attached a letter from the Race Equity Action Leadership Coalition (REAL) regarding upcoming proposed changes to the Inclusionary Housing ordinance. We look forward to your discussion on the topic.

Best,

Shannon Zhang | Nonprofit Policy + Advocacy Fellow
Silicon Valley Council of Nonprofits

[REDACTED] Web: svcn.org | [LinkedIn](#)

Pronouns: she/her/hers

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November 5, 2025

San José City Council
City of San José
200 East Santa Clara Street
San José, CA 95113
Sent via electronic mail

Re: Inclusionary Housing Ordinance Proposed Changes – Request for Engagement & Postponement

Dear Mayor Mahan, Vice Mayor Foley, and City Council:

I write on behalf of the Housing Justice Workgroup of the Race Equity Action Leadership (REAL) Coalition.

In advance of the upcoming City Council meeting to consider proposed dramatic changes to the Inclusionary Housing Ordinance (IHO), we are deeply concerned about the lack of meaningful engagement with the full range of community stakeholders necessary to inform Council decisionmaking.

Historically, the City's Housing Department has engaged in robust dialogue with local nonprofits, tenant advocates, grassroots leaders, and developer and landlord representatives when evaluating major housing policy changes. This longstanding practice has been essential to ensuring that City decisionmakers are empowered with a full understanding of the real-world impacts of policy decisions.

Community-based nonprofits and tenants bring critical, lived expertise — they witness and experience every day how housing policies shape residents' ability to remain safely and stably housed in San José. Their voices must be proactively sought and valued as part of any equitable policymaking process.

Recently, however, these engagement practices have fallen short. To our knowledge, only one community meeting was held regarding proposed changes to the IHO, and several key stakeholders, including SVCN, learned of the event only on the day-of. The IHO was a hard-won achievement built through diligent advocacy from housing justice advocates, the business community, and faith leaders. Advancing amendments without thorough consultation with the tenants

and advocates who fought for — and are most directly affected by — this policy represents a serious lapse in process and transparency.

Moreover, without clear data or analysis explaining the rationale for these proposed changes, the City risks undermining its own adopted commitments to equity and community engagement, as articulated in the Housing Element, Fair Housing Action Plan, and City Council's broader equity framework. Any weakening of inclusionary requirements could deepen displacement pressures, widen affordability gaps, and move the City further from its stated goals for equitable housing production.

Given the limited engagement to date and the absence of transparent justification for the proposed changes, we respectfully urge the Council to **postpone consideration of this item** until the Housing Department conducts robust outreach and provides opportunities for meaningful community input. We understand this discussion is currently slated for early December, and we hope the City will prioritize a transparent and inclusive process before any vote is taken.

We stand ready to partner with the Housing Department and Council offices to co-design an engagement process that reflects the expertise of tenants, nonprofits, and community members most affected by housing instability. Together, we can ensure that San José's housing policies continue to advance equity, stability, and opportunity for all residents.

Thank you for your attention to this important matter.

Sincerely,

Jeremy Barousse
**Amigos de Guadalupe Center for
Justice and Empowerment**

Gia Pham
**Housing Choices Coalition for
Persons with Developmental
Disabilities**

Alison Brunner
Law Foundation of Silicon Valley

Melissa A. Morris
Public Interest Law Project

Poncho Guevara
Sacred Heart Community Service

Sandy Perry
South Bay Community Land Trust

Kyra Kazantzis
SVCN

Cassandra Magana

West Valley Community Service

Signed as representatives of the Housing Justice Workgroup
Race Equity Action Leadership (REAL) Coalition

For any questions or concerns, please email Shannon Zhang at
shannonz@svcn.org

About REAL:

The REAL community of Silicon Valley based nonprofit leaders and allies has been meeting since June 2020 to use our positional power to advocate for a more racially-just and equitable society; to establish a peer network of leaders committed to fighting white supremacy and systemic racism in ourselves and our institutions; and to hold each other accountable to the promises we made in the Nonprofit Racial Equity Pledge. The REAL coalition is broadly representative of the nonprofit community including human and community services, behavioral health and health, arts and culture, domestic violence, older adults, food security, education, environmental, farming, legal, disability rights, LGBTQ rights, ethnic, immigrant rights, housing and homelessness, criminal justice reform, urban planning, and intermediary organizations, and others. REAL has 50 core nonprofit members, numerous individual members, and hundreds of active participants in the nonprofit community.