

HOUSING AND HUMAN SERVICES BACKGROUND REPORT

CHAPTER 5



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INTRODUCTION

The Housing and Human Services Background Report provides an analysis of the City of SeaTac's housing supply, affordability, trends, and future housing needs.

The background report has been developed under the requirements of the King County Countywide Planning Policies, which promote affordable housing by establishing goals for each jurisdiction to accommodate its share of countywide need. This report also adheres to new state-level requirements under the Growth Management Act (GMA). The Housing Element requirements of the GMA were substantially amended in 2021 by House Bill 1220, requiring a detailed analysis of future housing needs by income level as well as considerations of racially disparate impacts, exclusion, and displacement in housing.

The background report has three main sections: Housing Needs Assessment, Land Capacity Analysis, and Racially Disparate Impacts.

- **Housing Needs Assessment:** Provides an update and summary of key findings about SeaTac's housing conditions from the City's recent Housing Inventory & Assessment Report (HIAR, 2021), included as Appendix B in this report, utilizing data from the US Census and other state and regional sources to provide a basis of trends in housing supply and demand to establish SeaTac's overall housing needs. This section also includes a summary of SeaTac's 2044 housing unit targets by income level, as established by the King County Countywide Planning Policies.
- **Land Capacity Analysis:** Provides a summary of SeaTac's zoned capacity in relation to its 2044 housing unit targets.
- **Racially Disparate Impacts:** Section includes a detailed assessment of socioeconomic data to identify potential racial housing disparities and risk of displacement and exclusion, as well as an evaluation of current housing policies to identify policies and regulations that may begin to undo these impacts.

HOUSING NEEDS ASSESSMENT

In 2021, SeaTac completed a comprehensive Housing Inventory and Assessment Report (HIAR) as a part of the City's Housing Action Plan (HAP) project (included as Appendix B in this report). The HIAR provides key findings on SeaTac's housing conditions and identifies shortcomings and gaps in how the housing supply meets demand now and in the future. Along with community input, the findings from the HIAR were used to develop the strategies identified in SeaTac's HAP, which have been carried forward and aligned through policy in the 2024 periodic update of the Comprehensive Plan.

While the HIAR was completed in 2021, most of the findings are still relevant today. Key findings from the HIAR have been updated below with the most recently available data, with the HIAR providing the City's full Housing Needs Assessment (HNA) for this Comprehensive Plan Update, including detailed findings on the number and type of housing units, housing tenure, housing conditions, housing costs and affordability, and current and future housing demand.

Following the key findings below is a summary of SeaTac's existing housing units available to various income brackets, as well as targets based on future housing demand, as defined by the King County Countywide Planning Policies.

Demographic & Household Characteristics

SeaTac is a diverse and fast-growing community that is expected to reach 42,896 residents by 2044.

The diversity of SeaTac's households will inform the types of housing that are needed, including family-sized units, accessible units for seniors and disabled household members, and housing types suitable for multigenerational households.

Households of color in SeaTac are more likely to include children under 18 years old, while white and American Indian households are more likely to include seniors. The vast majority of Hispanic/Latino residents are under the age of 45.

Figure BR5.1.1 - Age by Race/Ethnicity in SeaTac, 2022 Table

Age	White Alone, Non-Hispanic	Black/African American Alone	AIAN Alone	Asian Alone	NHPI Alone	Some Other Race Alone	Two or More Races	Hispanic /Latino
Under 18	1,012	1,804	0	909	351	1,718	783	2,434
18-24	576	584	10	392	41	363	298	512
25-34	1,231	1,181	39	1,198	203	677	656	1,376
35-44	1,276	1,732	24	615	143	898	166	1,148
45-54	910	1,201	37	668	104	466	186	656
55-64	1,653	634	36	762	91	108	98	162
65-74	1,601	312	40	380	44	182	93	196
75-84	614	51	31	83	14	0	71	20
85+	339	13	0	17	0	0	0	21

Sources: 2022 U.S. Census American Community Survey 5-Year Estimates, Table B01001

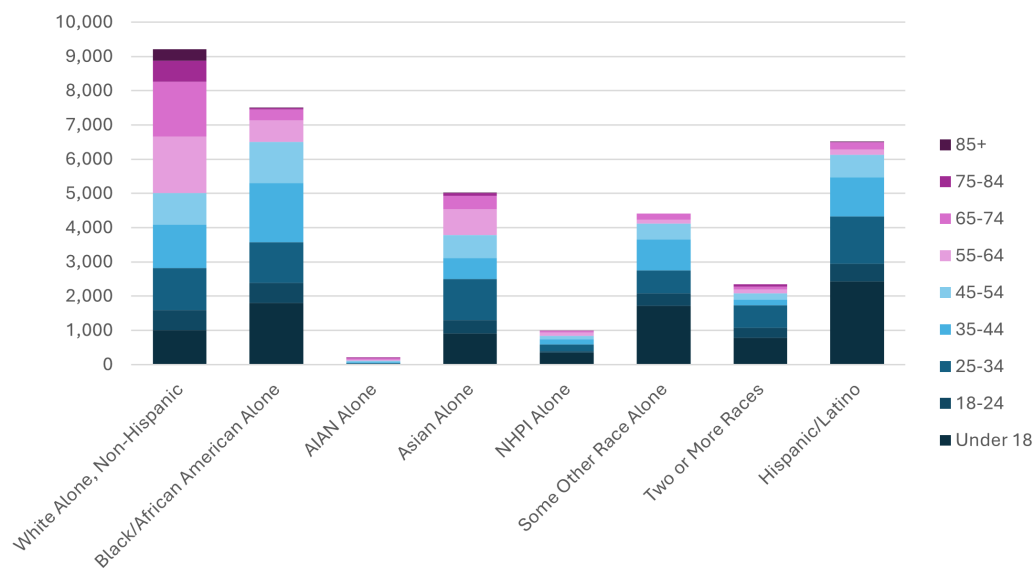
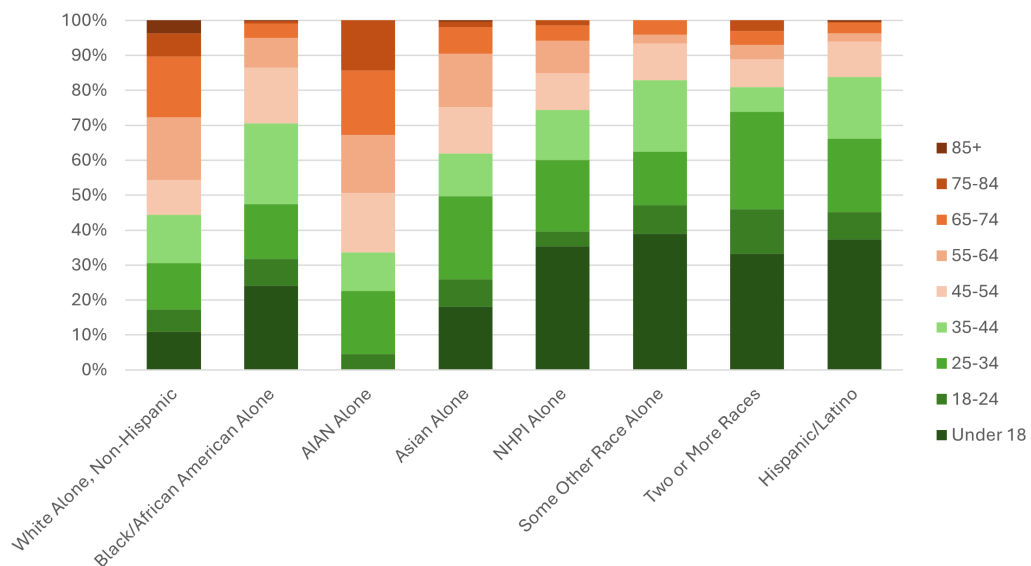


Figure BR5.2.1 - Share of Age by Race/Ethnicity in SeaTac, 2022 Table

Age	White Alone, Non-Hispanic	Black/African American Alone	AIAN Alone	Asian Alone	NHPI Alone	Some Other Race Alone	Two or More Races	Hispanic /Latino
Under 18	11%	24%	0%	18%	35%	39%	33%	37%
18-24	6%	8%	5%	8%	4%	8%	13%	8%
25-34	13%	16%	18%	24%	20%	15%	28%	21%
35-44	14%	23%	11%	12%	14%	20%	7%	18%
45-54	10%	16%	17%	13%	10%	11%	8%	10%
55-64	18%	8%	17%	15%	9%	2%	4%	2%
65-74	17%	4%	18%	8%	4%	4%	4%	3%
75-84	7%	1%	14%	2%	1%	0%	3%	0%
85+	4%	0%	0%	0%	0%	0%	0%	0%

Sources: 2022 U.S. Census American Community Survey 5-Year Estimates, Table B01001



Nearly six percent of SeaTac households have one or more members with an ambulatory difficulty, the highest share of any disability category. Although SeaTac’s population is relatively young, as the population ages, the share of residents needing accessible housing is likely to increase.

Disability Type	Residents	Percent
With a hearing difficulty	784	2.6%
With a vision difficulty	875	2.9%
With a cognitive difficulty	1,366	4.8%
With an ambulatory difficulty	1,587	5.6%
With a self-care difficulty	554	1.9%
With an independent living difficulty	1,057	4.5%

Figure BR5.3 -
Disability Types
in SeaTac, 2022

Housing Costs

Housing costs in SeaTac have risen significantly over the last twelve years. Since 2012, home prices have risen 225 percent while the market asking rent per square foot has risen 64 percent. Notably, income growth is beginning to catch up with rent growth. Between 2012 and 2022, the median household income grew by 61 percent, reaching \$79,433. However, buying a home is increasingly out of reach for average SeaTac families.

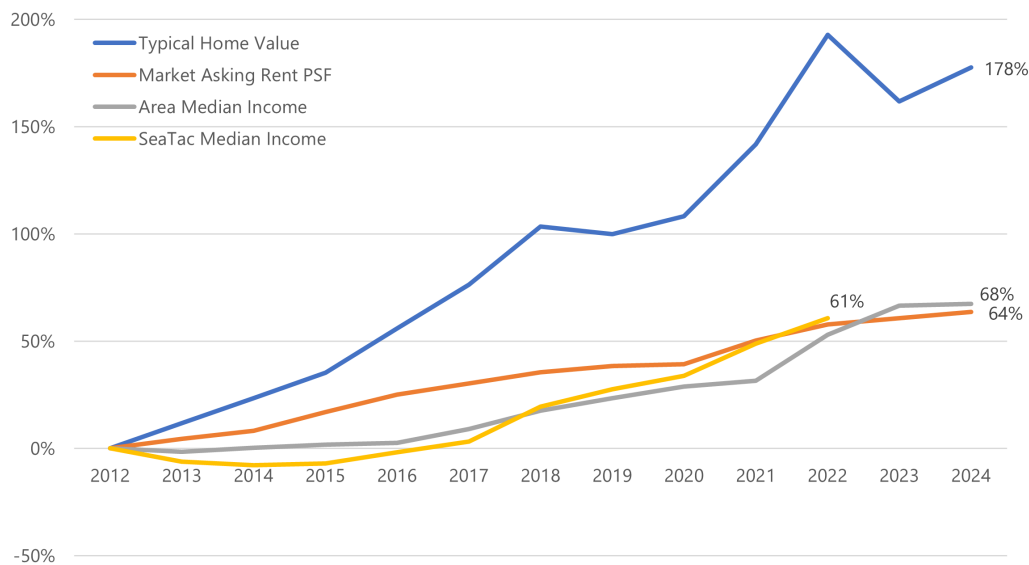


Figure BR5.4 -
Cumulative
Growth of
Home Prices,
Rents, and
Incomes in
SeaTac and
King County

Sources: Zillow Home Value Index (ZHVI); CoStar; US Department of Housing and Urban Development (HUD); US Census Bureau 5-Year ACS (Table S1903).

Since 2012, home prices in SeaTac have risen slightly faster than the countywide average (178 percent). However, the typical home price in SeaTac as of May 2024 (\$587,433) is significantly lower than the typical home price in King County (\$870,410).

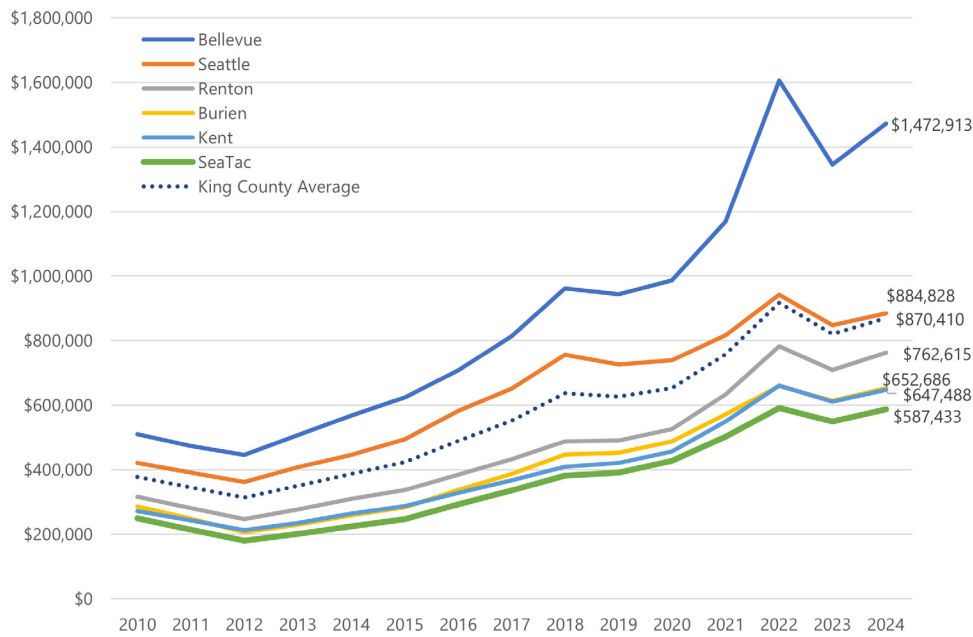


Figure BR5.5 - SeaTac and Peer Cities Typical Home Values, 2010-2024

Source: Zillow Home Value Index (ZHVI). Data as of May 31 of each year.

While the monthly market rent per unit in SeaTac is \$1,762, around \$400 less a month than the county average, they generally align with rents in South King County.

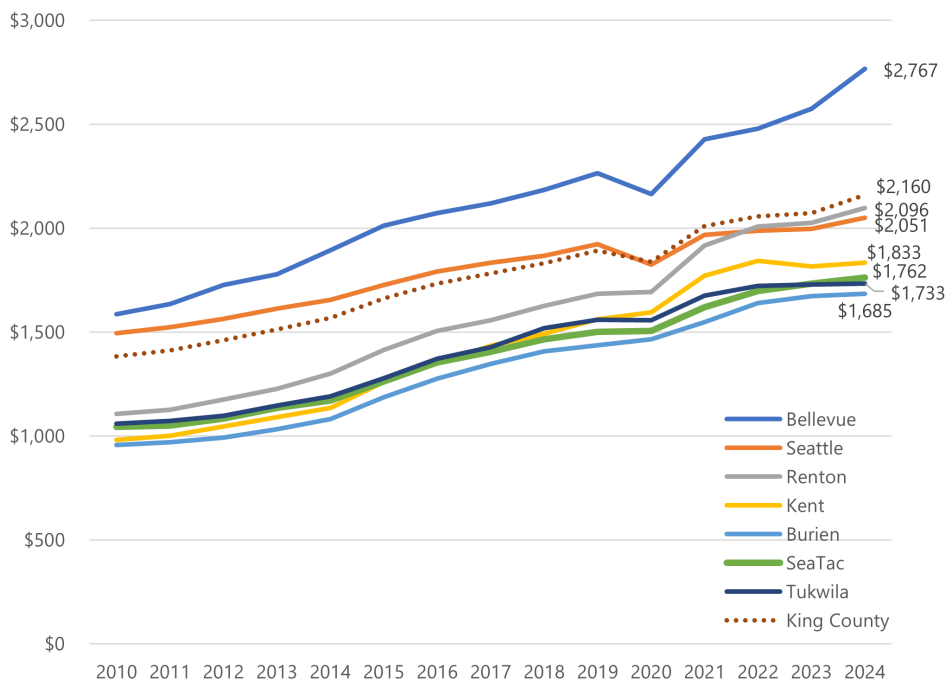


Figure BR5.6 - SeaTac and Regional Market Rent for Multifamily Housing, 2010-2024

Source: CoStar, 2024.

SeaTac has a shortage of homes for people at the highest and lowest income levels. SeaTac has few rental units available for the 27 percent of renter households that have moderate or high incomes, and these households may be able to afford higher monthly costs than they are paying now. Adding desirable units for higher income renters alongside existing affordable units could reduce pressure on lower-income market segments. SeaTac also does not have enough housing affordable to households in the “extremely low” income category, requiring these households to rent units they can’t easily afford. (When looking at the cumulative stock of extremely low and low income units, it is likely that there are households in both income categories that are in units that are difficult to afford).

While SeaTac has a proud history of providing housing for working families, currently, forty percent of SeaTac households are paying more than 30% of their gross income on housing. The US Department of Housing & Urban Development considers these households to be “cost burdened,” because they will have less money available for other essentials.

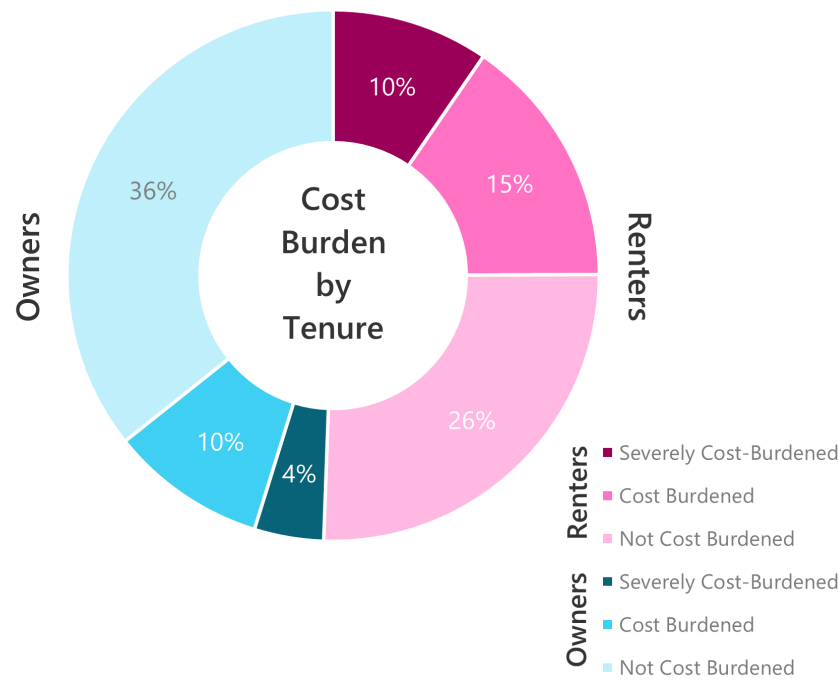


Figure BR5.7 - Cost Burden and Severe Cost Burden by Tenure (Owner/Renter)

Source: HUD CHAS, 2016-2020.

High housing costs can be exacerbated by transportation costs, especially in areas that lack sufficient transit. In SeaTac, high-capacity transit including LINK light rail and bus rapid transit empower residents to live car-free and save on expenses related to vehicle ownership, such as car payments, insurance, gas, and maintenance. SeaTac has 976 income-restricted housing units within a half-mile walk shed of high-capacity, frequent transit.

Recent & Anticipated Housing Growth

Until recently, SeaTac’s housing supply was not on pace to meet anticipated demand. Although the city has adequate land capacity to meet forecasted growth, actual housing growth over the last decade has been slower than in most other cities in King County. In recent years, however, the development community has shown more interest in building housing here, primarily in the form of multi-family/apartment units. Since 2012, 1,134 new multifamily housing units have been built and an additional 1,650 units are under construction or currently going through permitting. In accordance with the City’s centers and urban village growth strategies, much of this construction is located within the designated

Urban Center near the three light rail stations that serve SeaTac. To accommodate expected population growth (including local young adults wanting to stay in SeaTac, empty nesters and people moving to the region), SeaTac needs about 5,900 additional homes by 2044. This means an average of 236 new homes/residential units constructed per year over the next 20 years (calculated based on a base year of 2019, as established by King County Countywide Planning Policies).

Housing Demand

The jobs to housing ratio in SeaTac is 3.7, indicating that SeaTac has significantly more jobs than housing. In order to address the environmental and economic impacts of commuting, the Washington Department of Commerce urges cities to aim for a one-to-one jobs to housing ratio. However, the presence of SeaTac airport, which employs over 23,000 workers, makes this challenging to achieve in SeaTac. Adding more housing will help improve this ratio, allowing more SeaTac workers to live in the community.

SeaTac's unit sizes do not reflect its household sizes and current demand for housing for families and single-person households. SeaTac is unique in that families with children are more likely to be renters (65 percent) than homeowners (35 percent). This may be related to the city's large number of older, mid-century apartments which provide more bedrooms per unit than is typical in newly constructed multi-family buildings. At the same time, 22 percent of SeaTac households live alone, indicating demand for small and/or shared homes. Currently, just 2.6 percent of SeaTac homes are studios, nearly all of which are rentals.

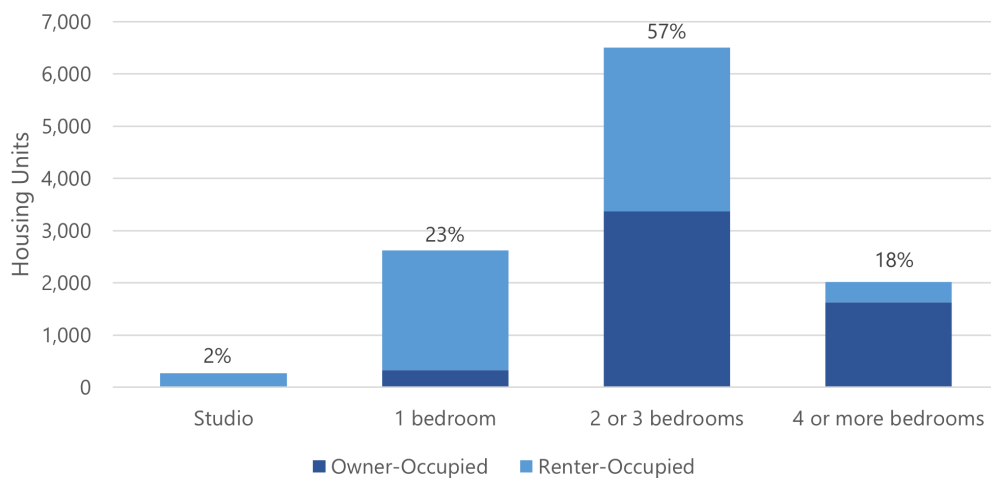
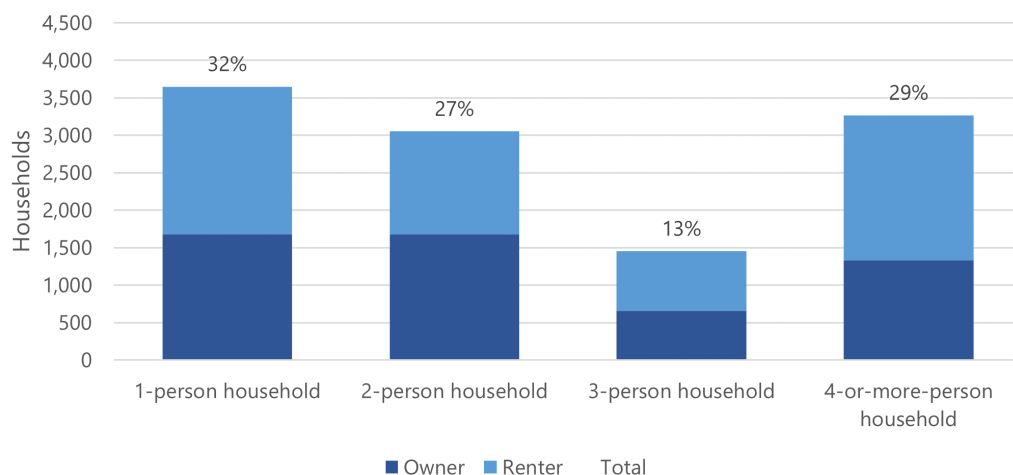
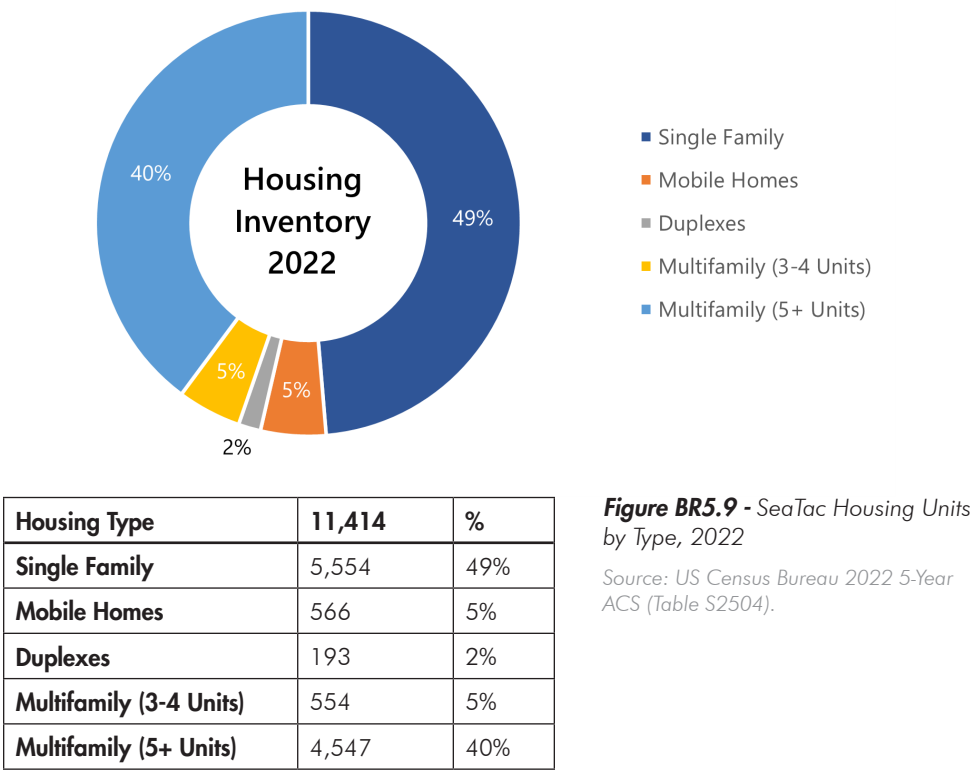


Figure BR5.8 -
SeaTac Housing
Unit Size and
Household Size



Source: US Census Bureau 2022 5-Year ACS (Tables S2504, S2501).

Middle-density housing options are underrepresented. SeaTac’s housing supply mainly consists of single-family housing and large multi-family/apartment housing, which together make up 9 out of 10 homes. So called “missing middle” housing types like duplexes, townhouses, and small multifamily buildings are becoming more common in the region and should continue to provide options for households that are not well served by other housing types, especially as state legislation passed in 2023, is implemented that requires cities across the state to allow middle housing in single-family zoned areas by June 2025.



SeaTac’s aging population will require accessible units. Nearly 22 percent of SeaTac’s current residents will reach the age of 70 within the next 20 years. Ground-floor and elevator accessible units, ideally located near transit and other resources and amenities, would help this segment of the population to remain in SeaTac as they age. In addition, there is a significant population under 19 years old (around 24 percent), indicating a need for family-sized housing units for both renters and homeowners.

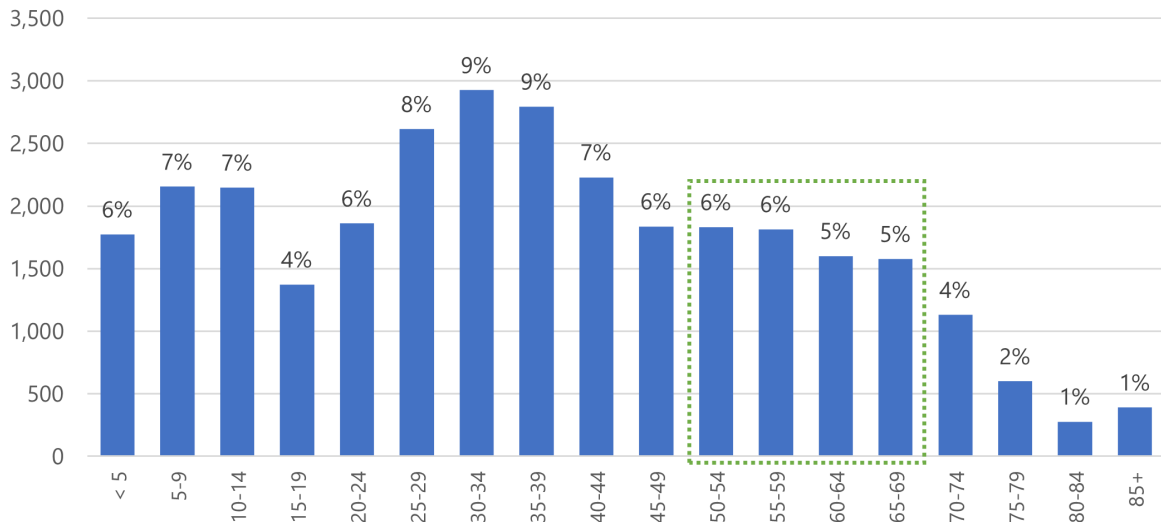


Figure BR5.10 - SeaTac Population by Age Cohort, 2022

Source: US Census Bureau 2022 5-Year ACS (Table S0101).

Most housing in SeaTac was built within a short period of time and is aging. Over half (55 percent) of all housing units in SeaTac were built between 1950 and 1980. This includes both single family homes and apartment buildings. These units have provided affordable homes for generations of SeaTac residents, but the need for maintenance and renovations will rise in coming decades. As land values rise, demolition and redevelopment can bring new housing options to communities, but can also lead to the displacement of people living in the existing units, and disrupt adjacent communities.

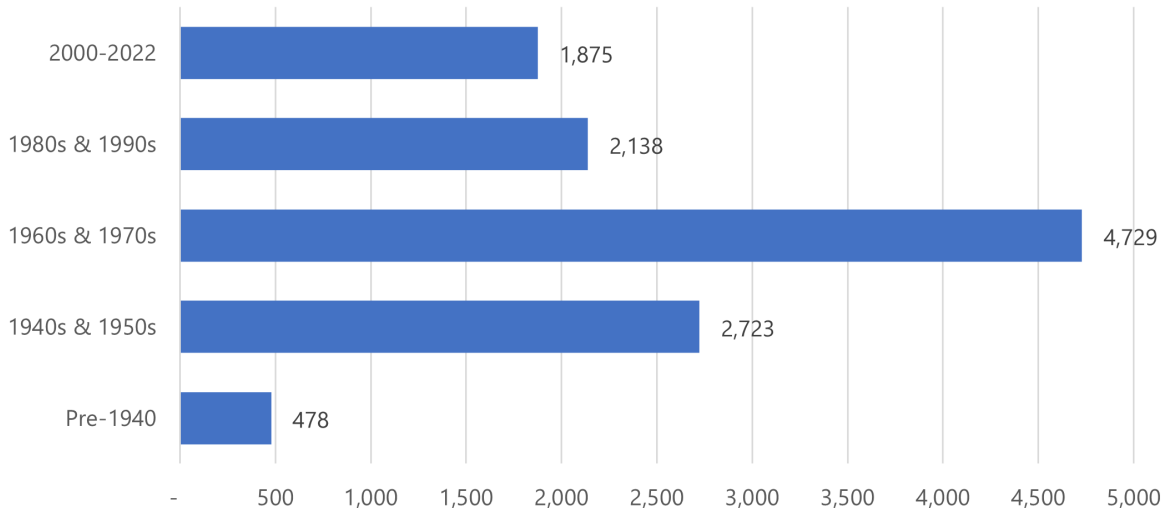


Figure BR5.11 - Housing Units by Year Built in SeaTac

Source: US Census Bureau 2022 5-Year ACS (Table CP04).

Housing Growth Targets

The GMA also calls on jurisdictions to analyze their housing needs based on household income levels that current and future housing units can serve. King County Countywide Planning Policies established income-based targets for each city within the county, and the cities must then demonstrate that they have sufficient land capacity for the number of units allocated at each income level, as well as capacity

for permanent supportive housing (PSH) and emergency housing units. The figure below shows the 2044 housing growth targets by income bands, as well as the existing units in each category.

Definitions for these types of housing are in the Growth Management Act and other statutes, and are defined as follows:

Permanent supportive housing is subsidized, leased housing with no limit on length of stay that prioritizes people who need comprehensive support services to retain tenancy and utilizes admissions practices designed to use lower barriers to entry than would be typical for other subsidized or unsubsidized rental housing, especially related to rental history, criminal history, and personal behaviors. Permanent supportive housing is paired with on-site or off-site voluntary services designed to support a person living with a complex and disabling behavioral health or physical health condition who was experiencing homelessness or was at imminent risk of homelessness prior to moving into housing to retain their housing and be a successful tenant in a housing arrangement, improve the resident’s health status, and connect the resident of the housing with community-based health care, treatment, or employment services. Permanent supportive housing is subject to all of the rights and responsibilities defined in chapter 59.18 RCW. RCW 36.70A.030(31).

Emergency housing means temporary indoor accommodations for individuals or families who are homeless or at imminent risk of becoming homeless that is intended to address the basic health, food, clothing, and personal hygiene needs of individuals or families. Emergency housing may or may not require occupants to enter into a lease or an occupancy agreement. RCW 36.70A.030(14).

SeaTac has a shortage of housing across all income bands, particularly for households making more than 120 percent Area Median Income (AMI), as well as for those in need of deeply subsidized affordable housing making below 30 percent AMI.

SeaTac has an overall housing target of 5,900 net new housing units by 2044, including 5,560 non-PSH units, and 340 PSH units. In addition, the City must show capacity for 1,127 units of emergency housing.

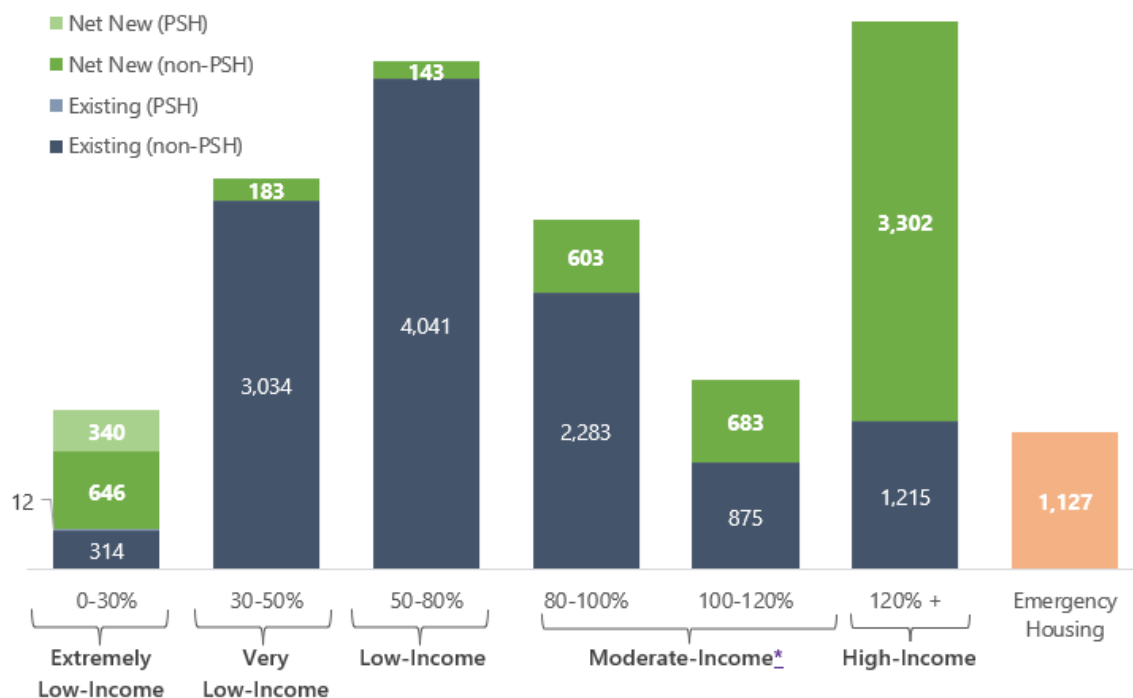


Figure BR5.12 - SeaTac Existing and Target Housing Units by Income Band, 2019-2044

Source: King County 2021 Countywide Planning Policies (CPPs) (as amended in 2023).

LAND CAPACITY ANALYSIS

Overall Results

Figure 13 below shows the results of the housing capacity analysis. The full methodology and detailed results of this analysis are found in Appendix A: SeaTac 2024 Comprehensive Plan Land Capacity Analysis Methodology and Results. Housing units developed and/or permitted but not yet constructed since 2019, the baseline year used by King County when establishing growth targets, are shown in dark blue. Accessory Dwelling Units (ADUs) and middle housing capacity are shown in light blue, and additional zoned capacity for housing is shown in green. Overall, SeaTac has sufficient capacity to meet and exceed its housing targets.

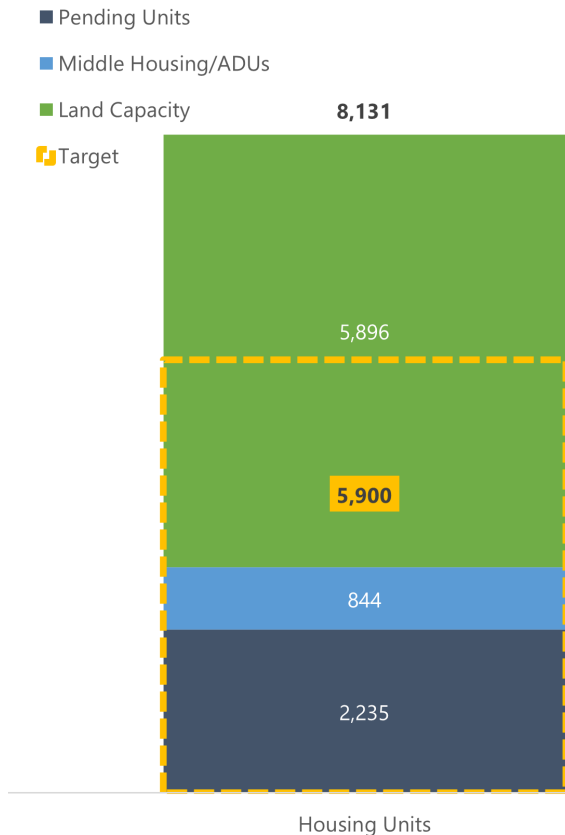


Figure BR5.13 - SeaTac Net New Housing Unit Targets and Results, 2019-2044

As discussed in the previous section of this report, the GMA also requires that cities show sufficient capacity for housing needs by various income bands. The results of this analysis are shown on the next page in Figure 14.

Income Band	Housing Needs	Pending Units	Remaining Needs	Aggregated Remaining Needs	Total Capacity	Surplus/ Deficit
0-30 PSH	340	0	340			
0-30 Non PSH	646	0	646	-654	4,861	5,515
30-50	183	0	183			
50-80	143	1,966	-1,823			
80-100	603	260	343	1,017	1,489	472
100-120	683	9	674			
120+	3,302	0	3,302	3,302	390	(2,912)
Total	5,900	2,235	3,665	3,665	6,740	3,075

Figure BR5.14 - SeaTac Housing Targets and Capacity by Income Band

Source: Washington Department of Commerce, Leland Consulting Group

	Acres	Percent
Total Parcel Acreage	5,407	100%
Acreage Zoned for Moderate- and High-Density Housing	794	15%
Acreage Zoned for ADUs	1,623	30%

Figure BR5.15 - Inventory of Land Zoned for Moderate- and High-Density Housing and ADUs in SeaTac, 2024

Source: City of SeaTac GIS

Overall, this analysis shows that SeaTac has sufficient overall housing capacity to meet its growth targets. The GMA requires that cities show sufficient capacity for low- and moderate-income households – the 0-80% AMI and 80-120% AMI categories. SeaTac has a surplus in both of these zone categories, satisfying the requirements of HB 1220.

As shown above, SeaTac has a deficit of capacity in the 120% AMI category. Statute does not require that this deficit be addressed through zoning, and as noted previously, there is an overall surplus of zoned capacity for housing. However, the targets reflect an expectation for a larger influx of higher-income households into the city in the coming decades brought on by the increase in regional housing demand. Traditionally, these households have been served by single-family detached housing units at the higher end of the housing market. Due to the lack of available land for additional, new construction of single-family detached housing in SeaTac, these households may increase demand for existing housing stock that is currently serving lower-income levels, subsequently increasing their costs. In order to alleviate this cost pressure, and also due to the overall lack of single-family detached housing, households across the income spectrum may be forced to look to housing options in the other zone categories, such as duplexes, fourplexes, and higher-end apartments or condominiums, rather than in the more traditional single-family development patterns which have served higher-income households in the past.

SeaTac has the capacity for 4,078 housing units within a half mile walkshed of high-capacity, frequent transit.

SeaTac Comprehensive Plan Moderate and High Density Zoning

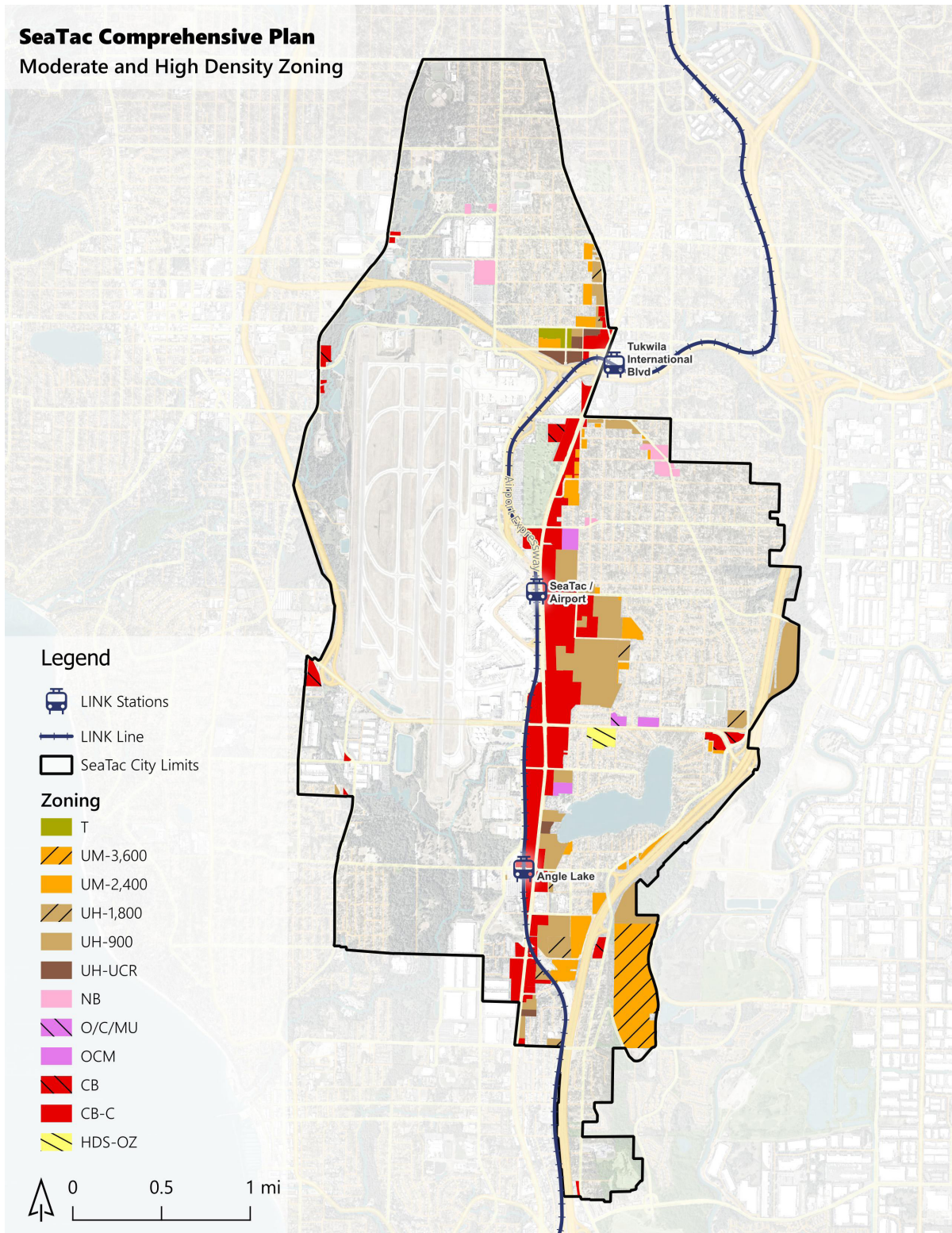


Figure BR5.16 - Zoning for Moderate- and High-Density Housing in SeaTac. (Frequent transit is transit service that comes frequently enough that passengers do not require a schedule).

Source: City of SeaTac GIS

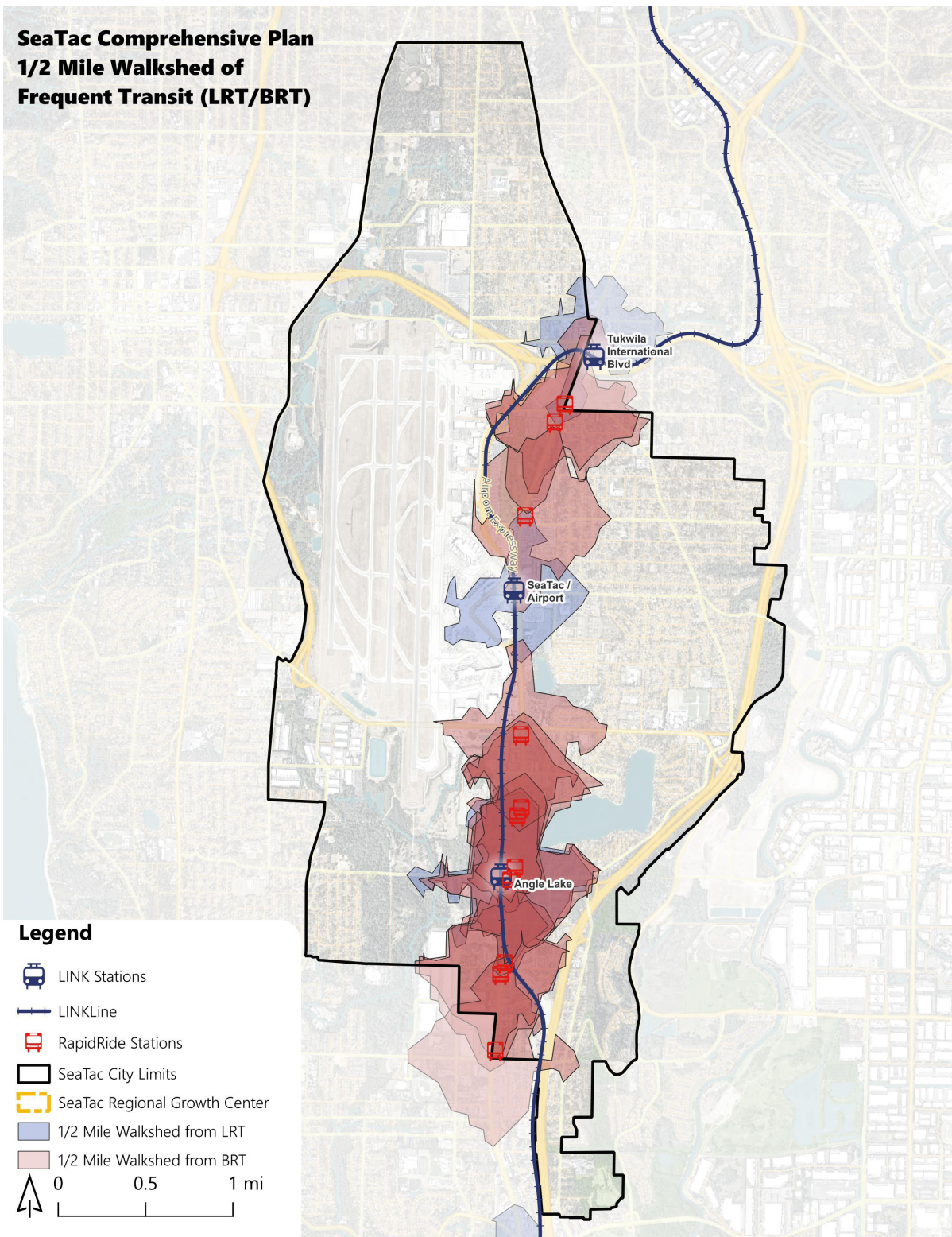


Figure BR5.17 - Areas within a Half Mile of Frequent Transit in SeaTac (Frequent transit is transit service that comes frequently enough that passengers do not require a schedule).

Source: City of SeaTac GIS

RACIALLY DISPARATE IMPACTS

In 2021, the Washington State Legislature passed House Bill 1220 (HB 1220) as an amendment to the state Growth Management Act (GMA). HB 1220 requires that local governments plan for housing at all income levels and assess the racially disparate impacts (RDI) of existing housing policies. Conditions that indicate policies have racially disparate impacts can include segregation, cost burden, displacement, educational opportunities, and health disparities.

According to state guidance, there are five steps to understanding and addressing racially disparate impacts:

- Step 1: Engage the Community
- Step 2: Gather & Analyze Data
- Step 3: Evaluate Policies
- Step 4: Revise Policies
- Step 5: Review & Update Regulations

This section accounts for both Step 2 and Step 3 – it includes a summary of findings based on data from the US Census Bureau, US Department of Housing and Urban Development (HUD), and other sources. These findings then inform the policy evaluations and recommendations found at the end of the section.

Key Findings

- SeaTac has a high number of racially restrictive covenants (historic). These deed restrictions became illegal after passage of federal laws, including the 1968 Housing Rights Act. These now defunct restrictions were seen in SeaTac, particularly in the McMicken Heights, Sunnysdale Gardens, and Angle Lake Shore Acres subdivisions. However, the city has diversified significantly since 1960, including within census tracts where these areas are located.
- SeaTac is significantly more diverse than King County, with a higher concentration of both Black/African American and Hispanic/Latino residents. The BIPOC share of the City's population rose from 66 percent to 70 percent between 2015 and 2022. As of 2022, nearly one quarter of the population is Black/African American.
- Black, immigrant, and people of color (BIPOC) households make up the majority in SeaTac, though the areas east and south of SeaTac International Airport have higher concentrations of white households than other neighborhoods. While the Census block group south of the airport is majority BIPOC, the block groups east of the airport just north of 188th are less than 40 percent BIPOC.
- SeaTac has a lower homeownership rate than King County. Although white residents make up just 30 percent of the city, 59 percent of owner households are white. This suggests that although the city has reduced segregation, there are still persistent racial disparities that should be addressed. Just eleven percent of Black/African American households in SeaTac own their homes.

- Black/African American households are the most likely to experience cost burden, with 32 percent spending more than 50 percent of their income on rent. White households have the lowest rate of cost burden, at just 27 percent.
- SeaTac has a shortage of nearly 1,000 rental units for residents making less than 30 percent of Area Median Income (AMI). This does not account for the forecasted needs of future residents.
- Citywide, 58 percent of Black/African American households and 39 percent of Hispanic/Latino households make less than 50 percent AMI, compared with 28 percent of white households. Just 17 percent of Black/African American households make more than 100 percent AMI.

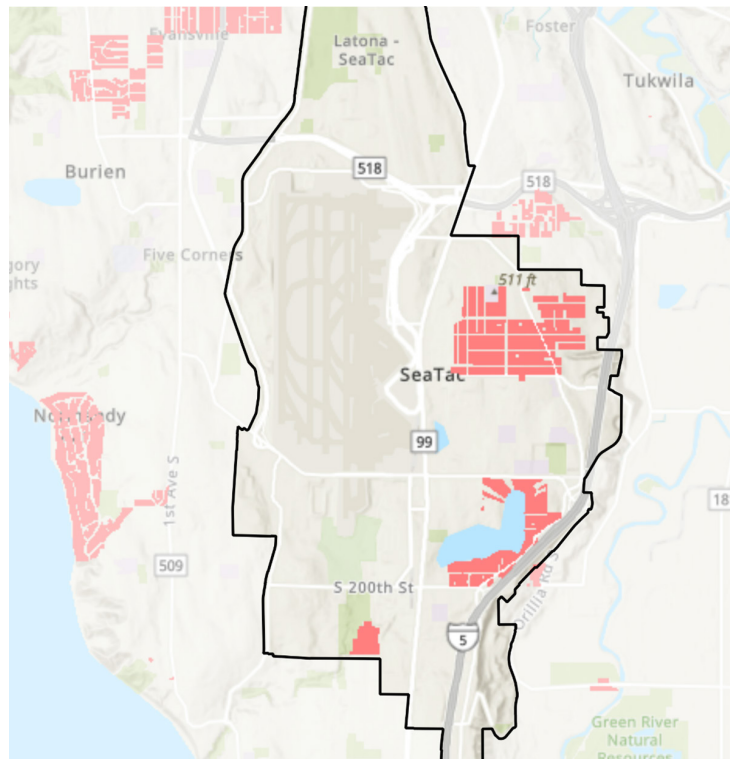
Historical Context

Throughout the history of the United States, a combination of laws and practices have impacted where specific groups of people live, what opportunities they have access to, and their ability to build wealth through stable housing. Unfortunately, many of these policies explicitly or implicitly benefited white residents at the expense of all others. The legacy of policies like redlining, which used racial criteria in determining which neighborhoods were suitable for government-backed loans, highway development through predominantly Black neighborhoods, and racial covenants explicitly excluding certain groups from owning specific properties continues to impact non-white communities today.

While many cities have acknowledged the harms of these policies, many of which are no longer legal, there are still policies in effect today that hold cities back from rectifying systemic harms. These can include policies that reference vague concepts like “neighborhood character,” as well as those that permit only the most expensive homes to be built, thus shutting lower-income residents out of high-opportunity areas.

This section contains a historical review of some of the known policies and programs that caused racially disparate impacts in SeaTac as a starting point in understanding present-day conditions.

Throughout the United States, racial covenants were used to exclude certain races and religious groups from residing in specific neighborhoods, creating exclusive areas for white, Christian residents. These were legally enforceable from 1927 to 1968. The McMicken Heights, Sunnydale Gardens, and Angle Lake Shore Acres subdivisions all included racial covenants. SeaTac has the fourth highest number of racially restrictive covenants in King County, after Seattle, Shoreline, and Burien. However, SeaTac has a far lower share of white residents than it did in 1960, including in these subdivisions. The map in Figure 18 below shows parcels in SeaTac and surrounding communities that had racial covenants or deed restrictions.



**Figure BR5.18 - Racially Restricted
Parcels in SeaTac and Surrounding King
County Communities**

Assessing Racially Disparate Impacts

SeaTac has gone from 99 percent white in 1960 to 30 percent white in 2022. SeaTac is now significantly more diverse than King County overall, which is 56 percent white. In SeaTac, 24 percent of residents are Black/African American, 21 percent are Hispanic/Latino (of any race), and 16 percent are Asian.

Between 2015 and 2022, SeaTac became slightly more diverse, as the population of white residents declined and the population of Asian, Black/African American, and Hispanic/Latino residents increased. The population went from 34 percent white in 2015 to 30 percent white over the course of seven years. Over the same period, King County's population went from 63 percent white to 56 percent white, with Asian, Hispanic/Latino, and multi-racial residents seeing the highest population gains.

Race or Ethnic Category	SeaTac			King County		
	2015	2022	Change	2015	2022	Change
American Indian and Alaska Native	245	159	-86	11,972	10,019	-1,953
Asian	4,210	5,015	805	317,214	435,379	118,165
Black or African American	6,278	7,378	1,100	123,350	144,187	20,837
Hispanic or Latino (of any race)	4,954	6,525	1,571	189,808	228,873	39,065
Native Hawaiian and Other Pacific Islander	818	929	111	15,681	16,415	734
Other Race	130	69	-61	3,756	11,929	8,173
Two or more races	1,755	1,640	-115	99,291	147,298	48,007
White	9,469	9,212	-257	1,284,684	1,260,271	-24,413
Total	27,859	30,927	3,068	2,045,756	2,254,371	208,615

Source: US Census Bureau, 2011-2015 and 2018-2022 American Community Survey 5-Year Estimates (Table DP05); Washington Department of Commerce, 2023

Figure BR5.19 - Change in Population by Race/Ethnicity, SeaTac and King County

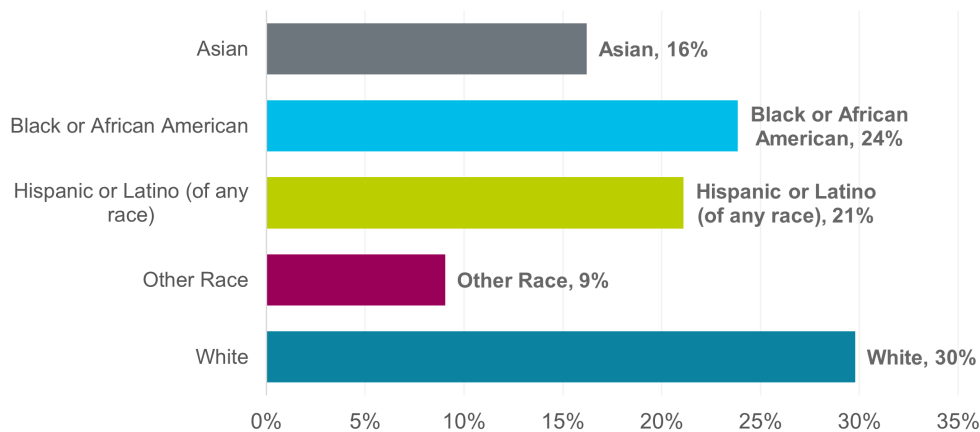


Figure BR5.20 - Population by Race/Ethnicity in SeaTac (2022)

Source: US Census Bureau, 2018-2022 American Community Survey 5-Year Estimates (Table DP05); Washington Department of Commerce, 2023.

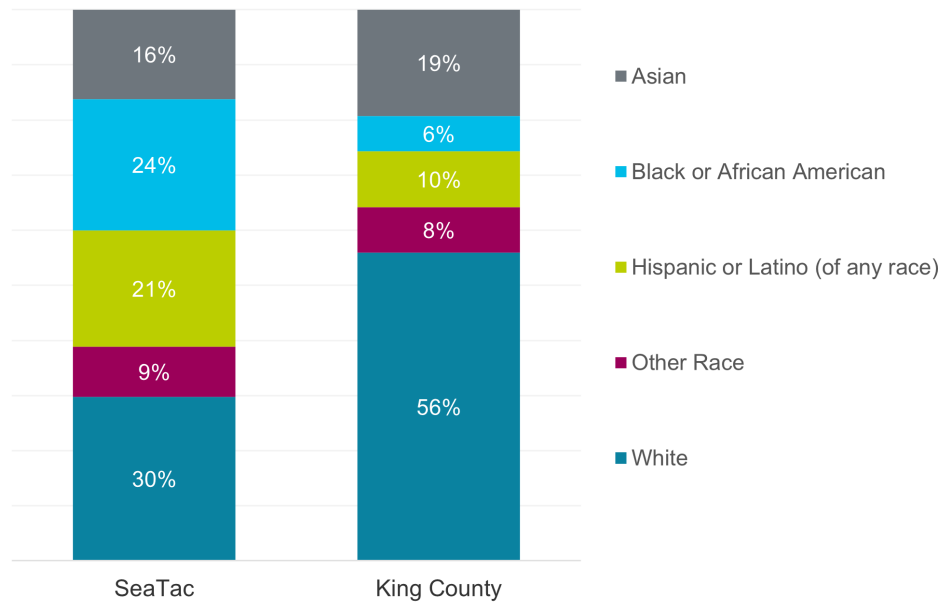


Figure BR5.21 - Racial Composition of SeaTac and King County (2022)

Source: US Census Bureau, 2018-2022 American Community Survey 5-Year Estimates (Table DP05); Washington Department of Commerce, 2023.

SeaTac has a high share of BIPOC residents throughout all neighborhoods in the city. While there are some areas – particularly east of the airport – where there is a lower share of BIPOC residents, the Census block group with the highest share of white residents is still 36 percent BIPOC. The more dominant pattern of segregation in SeaTac is between homeowners and renters. This dynamic is explored further below in Figure 22.

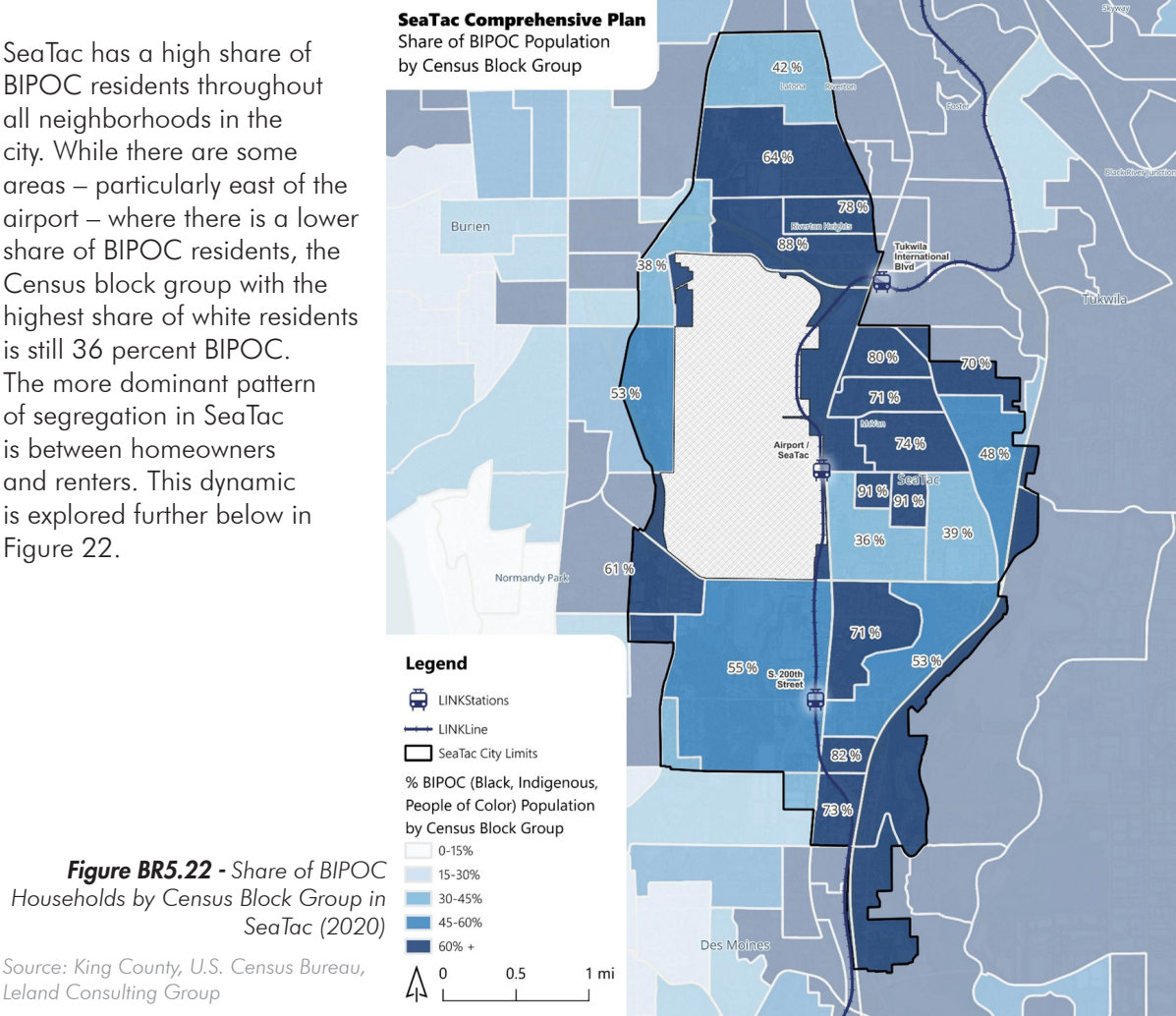


Figure BR5.22 - Share of BIPOC Households by Census Block Group in SeaTac (2020)

Source: King County, U.S. Census Bureau, Leland Consulting Group

SeaTac Comprehensive Plan
Race and Ethnicity by Census
Block Group

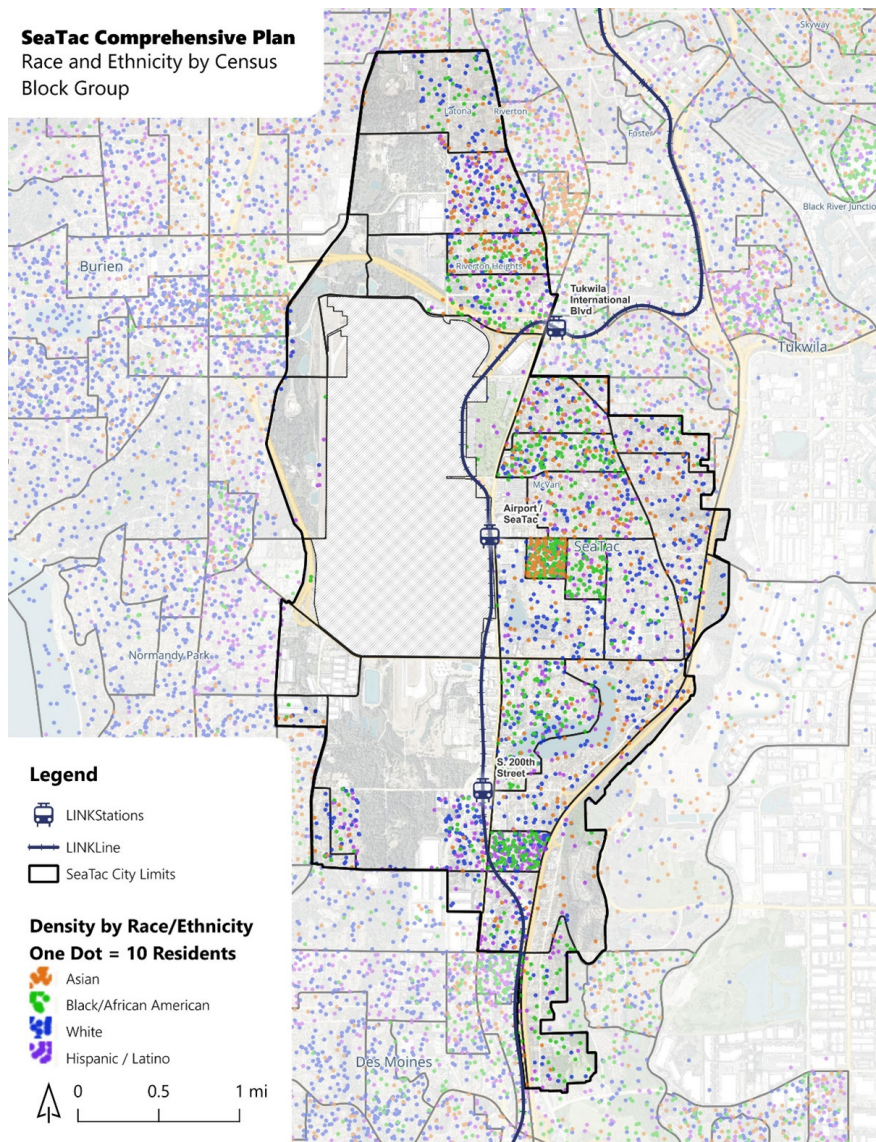


Figure BR5.23 - Race and Ethnicity by Census Block Group in SeaTac (2020)

Source: King County, U.S. Census Bureau, Leland Consulting Group

SeaTac has a lower rate of homeownership than King County, with particularly low homeownership rates among Black/African American and Pacific Islander households. The city includes 5,075 owner households and 5,295 rental households. Of the owner households, 28 percent are cost burdened, with 19 percent spending between 30 and 50 percent of income on housing costs and eight percent spending more than 50 percent on housing costs. By contrast, nearly half (48 percent) of renter households in SeaTac are rent burdened, with 30 percent spending between 30 and 50 percent on housing costs and 18 percent spending more than 50 percent on housing costs. This divide in stability between renters and owners can result in racially disparate impacts when renters are more likely to be people of color. In SeaTac, 89 percent of Black/African American households and 70 percent of those who identify as Other Race rent their homes, compared with 30 percent of Asian households and 28 percent of white households. Among Black/African American households in SeaTac, 56 percent are cost burdened, with 24 percent spending more than 50 percent of their income on housing. Just 27 percent of white households are cost burdened. In SeaTac, 46 percent of households headed by persons of color are cost burdened.

Note that in the following figures, Persons of Color refers to people that self-identify as Asian, Black or African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, another race, and two or more races. It does not include Hispanic or Latino residents. This definition comes from the Washington Department of Commerce RDI Tool.

	White	Black or African American	Asian	American Indian or Alaska Native	Pacific Islander	Other Race	Hispanic or Latino (of any race)	Total
Owner Households								
Not Cost Burdened	2,285	140	555	65	4	155	440	3,644
Total Cost-Burdened	720	145	290	10	0	65	170	1,400
Cost-Burdened (30-50%)	475	90	240	0	0	20	145	970
Severely Cost-Burdened (>50%)	245	55	50	10	0	45	25	430
Not Calculated	15	4	0	0	0	0	0	19
Total	3,020	289	845	75	4	220	610	5,063
Renter Households								
Not Cost Burdened	740	1,005	195	0	90	275	310	2,615
Total Cost-Burdened	425	1,315	130	0	55	185	435	2,545
Cost-Burdened (30-50%)	245	745	85	0	45	100	350	1,570
Severely Cost-Burdened (>50%)	180	570	45	0	10	85	85	975
Not Calculated	25	4	40	0	0	45	25	139
Total	1,190	2,324	365	0	145	505	770	5,299
Total Households	4,210	2,613	1,210	75	149	725	1,380	10,362

Figure BR5.24 - Number of Households by Cost Burden in SeaTac (2020)

Source: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 9); Washington Department of Commerce, 2023.

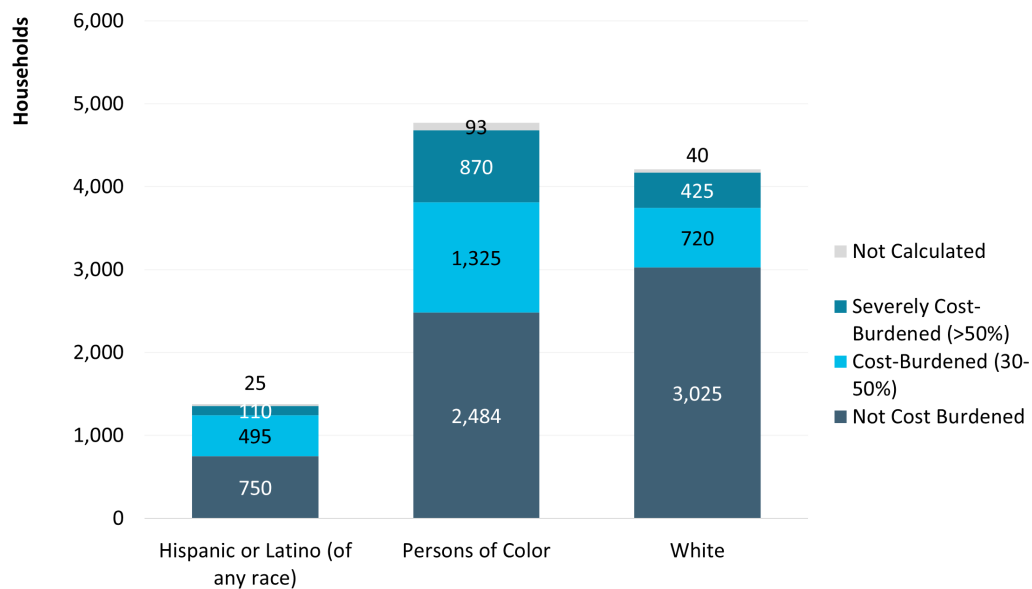


Figure BR5.25 - SeaTac Total Housing Cost Burden (Percent of Household Income) by Racial & Ethnic Group, 2020

Source: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 9); Washington Department of Commerce, 2023.

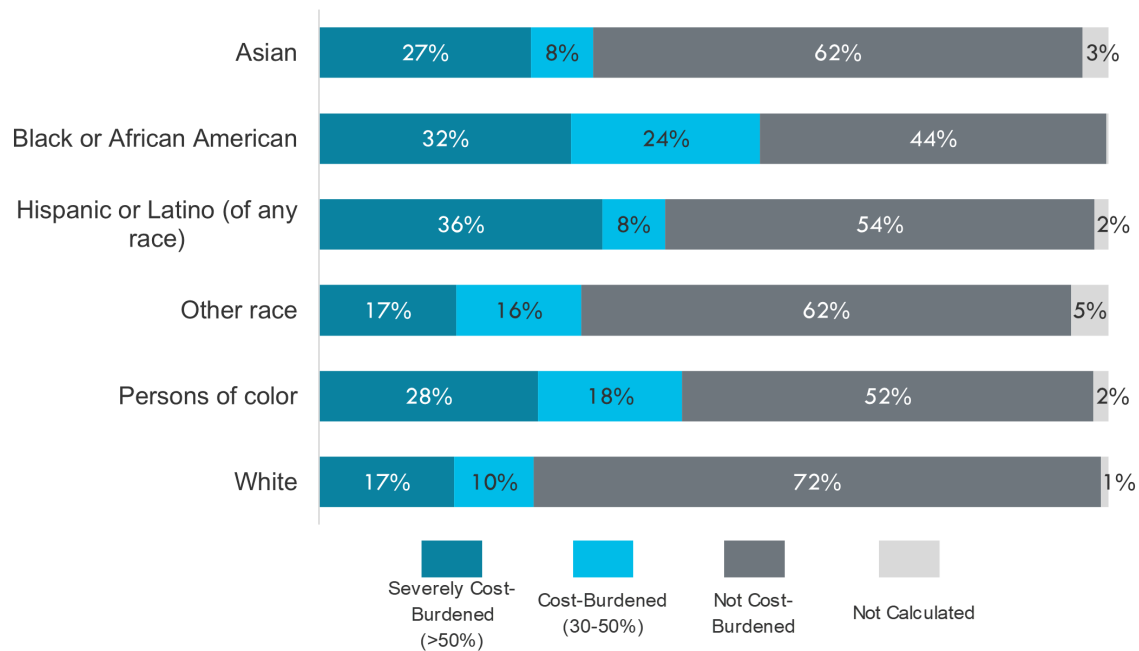


Figure BR5.26 - SeaTac Percent of All Households Experiencing Housing Cost Burden (Percent of Household Income), 2020

Source: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 9); Washington Department of Commerce, 2023.

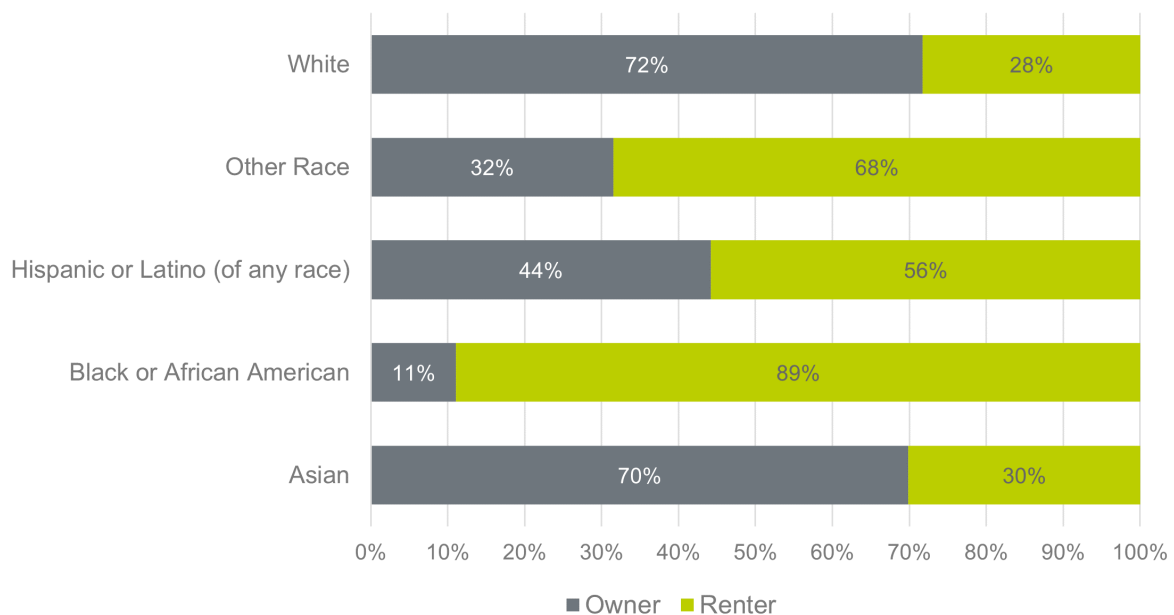


Figure BR5.27 - SeaTac Percent Owner & Renter Households by Race/Ethnicity (2020)

Source: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 9).

The chart in Figure 28 below shows the recent state of housing affordability for renter households in SeaTac. It is based on housing demand and housing stock and does not include growth projections. While there is a surplus of units affordable to households in the Very Low (30-50% AMI) and Low Income (50-80% AMI) ranges there is a 965-unit shortfall of rental units affordable to Extremely Low-Income households making less than 30 percent AMI. This gap in units likely contributes to the cost burdening of Extremely Low-Income households who must pay more than 30 percent of their incomes to afford available housing, and further depicts how many of SeaTac's households are at income levels well below the average Seattle metro median income, particularly amongst renters. There is also an 840-unit shortfall of units affordable to households making above 80 percent AMI. This is indicative a large number of households that could likely afford to rent a more expensive apartment were that housing product to exist in SeaTac, and also of the relative affordability of SeaTac's existing housing stock in comparison to the rest of the Seattle metro.

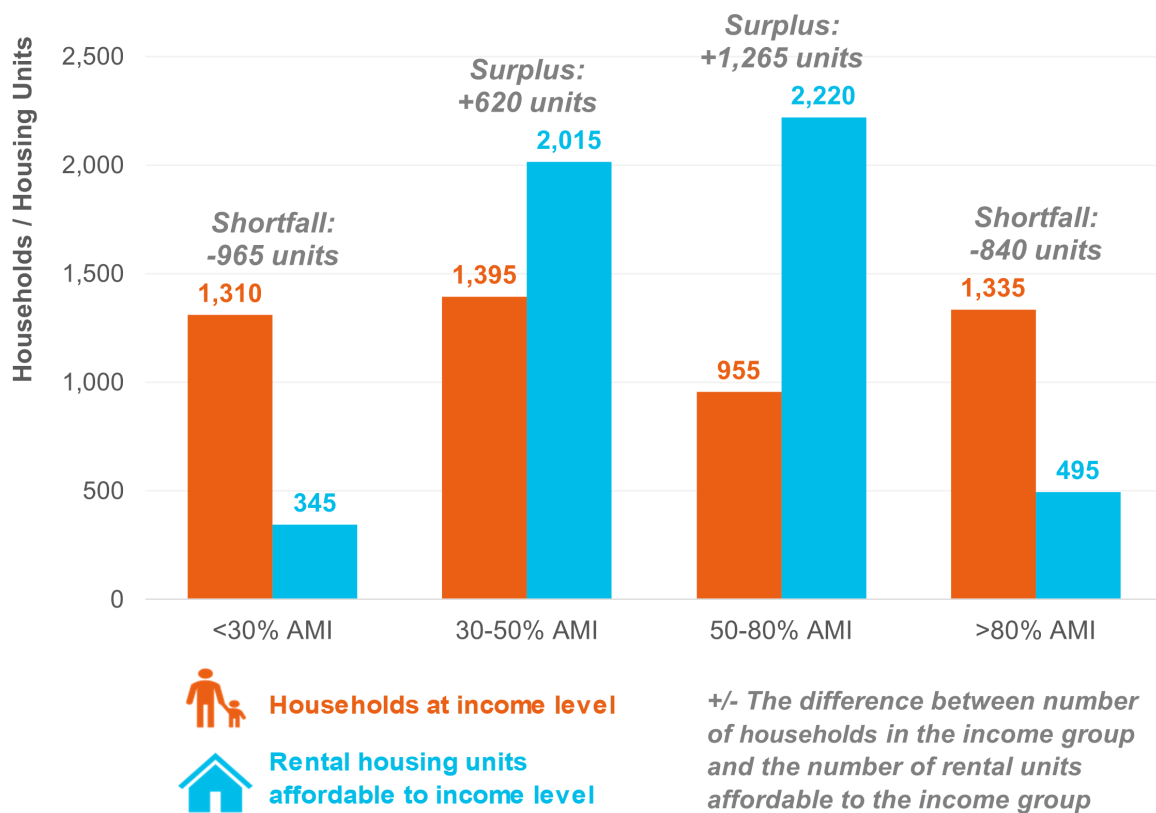


Figure BR5.28 - SeaTac Renter Households by Income Compared to Rental Units by Affordability, 2019

Sources: US HUD, 2015-2019 Comprehensive Housing Affordability Strategy (CHAS) (Table 15C) & US HUD, 2015-2019 Comprehensive Housing Affordability Strategy (CHAS) (Table 14B).

As noted in SeaTac's Displacement Risk Assessment (Appendix D), and as show in Figure 29 below, the city has a concentration of populations at risk for significant housing burdens and economic displacement. The assessment found that SeaTac has a significantly greater proportion of low-income households at risk for housing insecurity and displacement than King County as a whole and that displacement risks are higher within SeaTac's communities of color, which include a disproportionate number of renter households, and within areas near the city's three light rail stations, where there is a considerable amount of naturally occurring affordable housing.

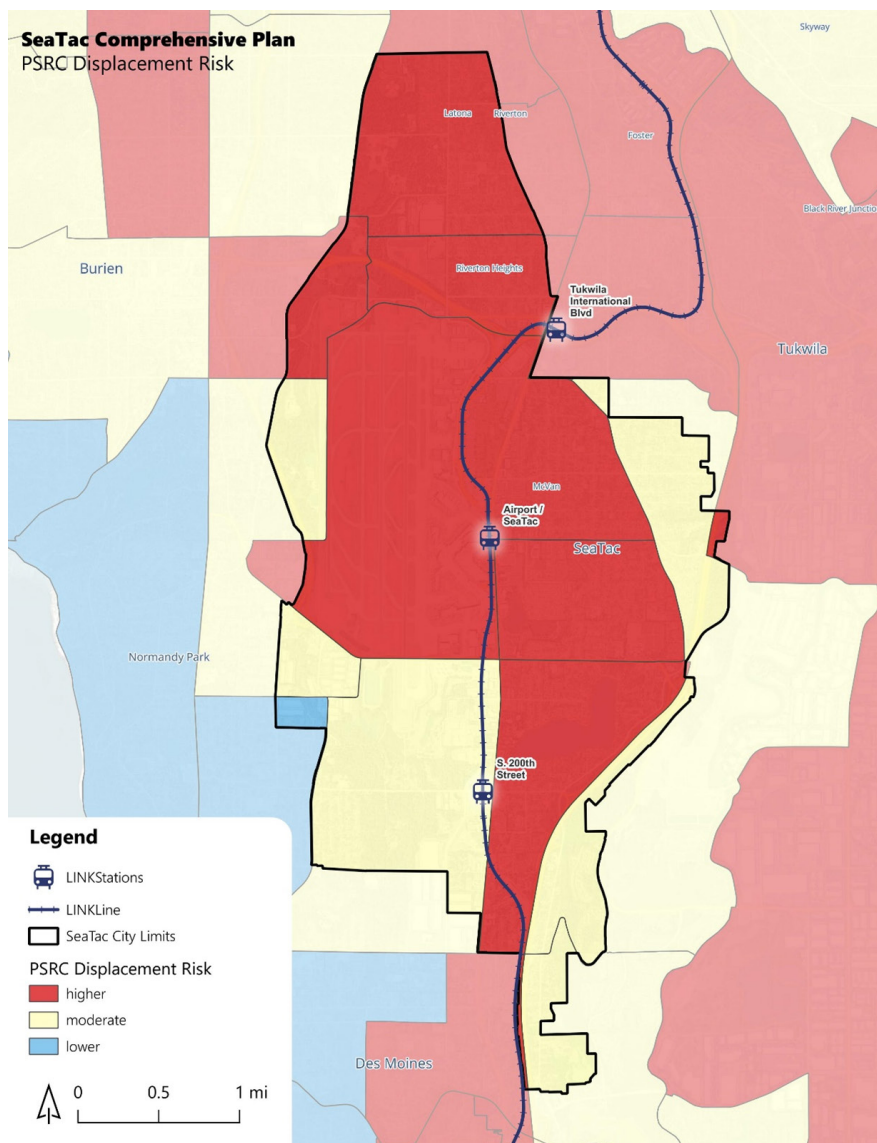


Figure BR5.29 - PSRC
Displacement Risk Map for
SeaTac and Surrounding
Communities

Sources: Puget Sound Regional
Council, King County.

According to PSRC, SeaTac neighborhoods range from Very Low to High Opportunity. The area south of the airport has a high opportunity index largely due to its access to transportation.

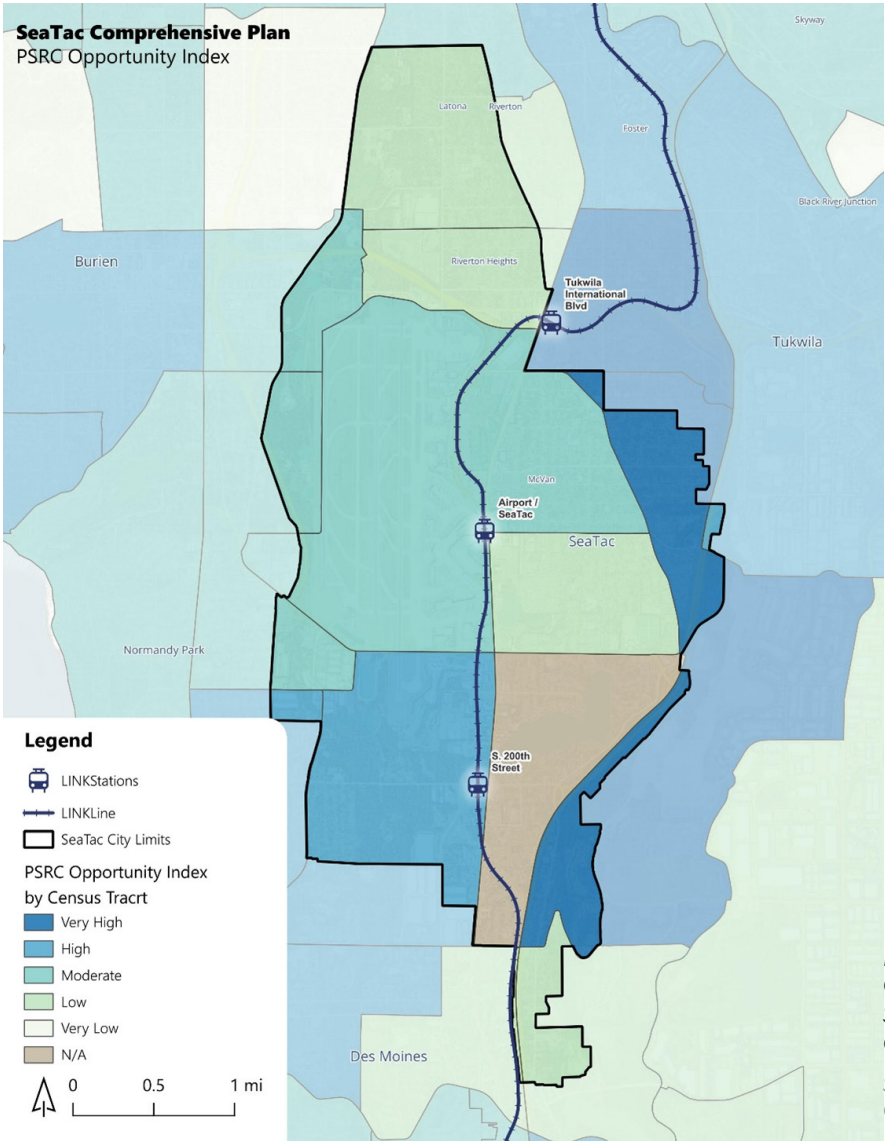


Figure BR5.30 - PSRC Opportunity Index Map for SeaTac and Surrounding Communities

Sources: Puget Sound Regional Council.

In SeaTac, 54 percent of households making more than the median income are white, while just nine percent are Hispanic/Latino households and 13 percent are Black/African American households.

Among Black/African American households in SeaTac, 58 percent make below 50 percent AMI, compared with just 28 percent of white households and 37 percent of all households.

Income Category (% of AMI)	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino (of any race)	Pacific Islander	White	Not Reported*	All
Number								
Extremely Low-Income ($\leq 30\%$ AMI)	10	160	659	200	14	470	102	1,615
Very Low-Income (30-50%)	20	90	860	330	10	730	150	2,190
Low-Income (50-80%)	-	270	415	280	40	725	130	1,860
Moderate Income (80-100%)	20	210	219	245	85	455	81	1,315
Above Median Income ($> 100\%$)	25	485	450	315	-	1,840	270	3,385
Total for published estimates	75	1,215	2,603	1,370	149	4,220	733	10,365
Percentage								
Extremely Low-Income ($\leq 30\%$ AMI)	1%	10%	41%	12%	1%	29%	6%	
Very Low-Income (30-50%)	1%	4%	39%	15%	0%	33%	7%	
Low-Income (50-80%)	0%	15%	22%	15%	2%	39%	7%	
Moderate Income (80-100%)	2%	16%	17%	19%	6%	35%	6%	
Above Median Income ($> 100\%$)	1%	14%	13%	9%	0%	54%	8%	

Figure BR5.31 - SeaTac Count of Households by Income and Race, 2020

Sources: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 1) & US HUD, 2015-2019 Comprehensive Housing Affordability Strategy (CHAS) (Table 8).

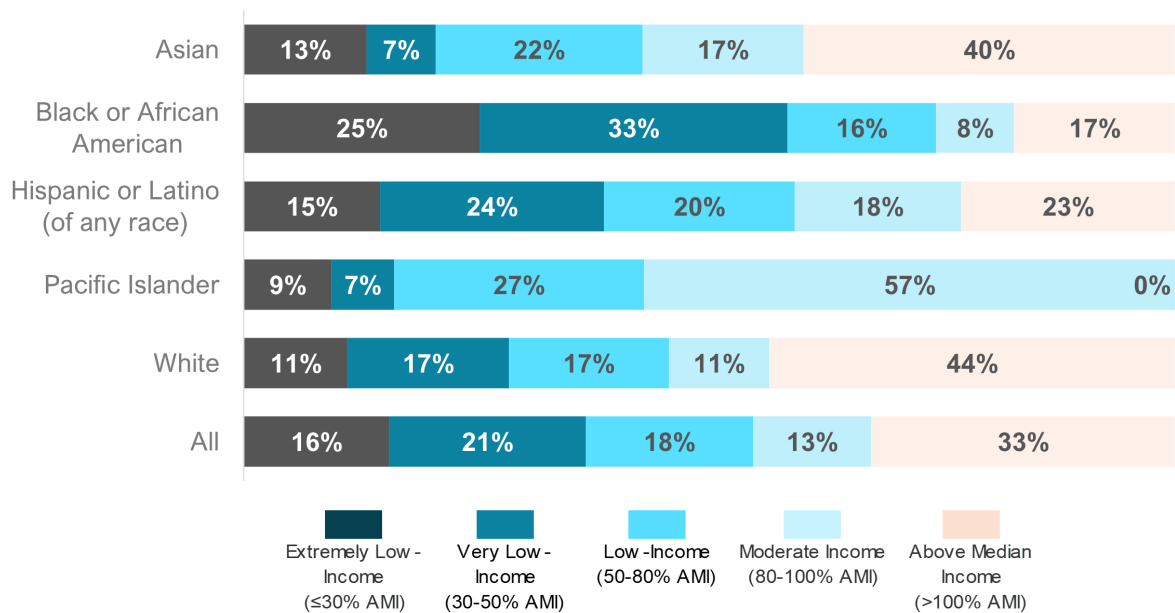


Figure BR5.32 - SeaTac Distribution of Households by Income and Race or Ethnicity, 2019

Sources: US HUD, 2016-2020 Comprehensive Housing Affordability Strategy (CHAS) (Table 1).

Policy Evaluation

Based on the above analysis, there is room for improvements to policies in SeaTac to reduce racially disparate impacts. This section includes an analysis of existing goals and policies to determine whether they reinforce historical patterns of segregation, displacement, and inequitable outcomes. Taking a proactive approach in shaping policy to address these challenges will benefit all SeaTac households as the City seeks to build a more equitable future.

Based on guidance provided by the Washington State Department of Commerce, the following policy evaluation framework was used to evaluate SeaTac's existing Housing Element policies:

Criteria	Evaluation
The policy is valid and supports meeting the identified housing needs. The policy is needed and addresses identified racially disparate impacts, displacement and exclusion in housing.	S Supportive
The policy can support meeting the identified housing needs but may be insufficient or does not address racially disparate impacts, displacement and exclusion in housing.	A Approaching
The policy may challenge the jurisdiction's ability to meet the identified housing needs. The policy's benefits and burdens should be reviewed to optimize the ability to meet the policy's objectives while improving the equitable distribution of benefits and burdens imposed by the policy.	C Challenging
The policy does not impact the jurisdiction's ability to meet the identified housing needs and has no influence or impact on racially disparate impacts, displacement or exclusion.	NA Not applicable

The SeaTac housing element includes goals both for housing and community services. Goals and policies related to services (3.1, 3.2, and 3.3) will not be included in this policy analysis.

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Goal 3.4: Increase housing options in ways that complement and enhance nearby residential and commercial uses.				
Policy 3.4A	Encourage development of residential areas and lots with adequate existing utilities and transportation systems.	Approaching	Promoting infill can help reduce development costs and environmental impacts. Locating housing near transportation systems can help improve connections with jobs and services. However, this policy does not explicitly address racially disparate impacts.	While this goal does not directly address RDI goals, in conjunction with Policy 3.4B it could work to address racial disparities.
Policy 3.4B	Promote a variety of housing types and options in all neighborhoods, particularly in proximity to transit, employment, and educational opportunities.	Supportive	Allowing a variety of housing types and options in all neighborhoods will help address any remaining patterns of segregations that exist today. Connecting residents with transit, employment, and educational opportunities will also help to address racially disparate impacts.	

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Goal 3.5: Strengthen SeaTac's existing residential neighborhoods and foster a high degree of pride in residency or ownership.				
Policy 3.5A	Use City programs to support physical and social stability in established residential neighborhoods.	Supportive	Because the majority of SeaTac's residents are People of Color with relatively low incomes, ensuring physical and social stability is crucial to preventing displacement, particularly among renters (78 percent of whom are BIPOC).	
Policy 3.5B	Support programs that repair and maintain existing single family, multifamily, owner-occupied, and rental housing to preserve and enhance the housing stock and retain the availability of safe, sanitary, and affordable units.	Supportive	Programs that support maintenance of existing housing of all types will help to ensure that living conditions remain adequate for all SeaTac residents, not just homeowners.	
Policy 3.5C	Advocate for programs that require the insulation of housing units affected by aircraft noise through the Port of Seattle and Federal Aviation Administration Noise Remedy Program.	Supportive	Noise can have a significant negative impact on health and well-being. In the neighborhoods directly adjacent to the airport, just 27 percent of the population is white. Advocating for programs that would help reduce noise impacts in these areas would have a positive impact on addressing racially disparate impacts.	
Goal 3.6: Increase housing opportunities for all economic segments of the community, especially in SeaTac's transit communities.				
Policy 3.6A	Identify, maintain, and enhance the existing affordable housing stock in SeaTac.	Supportive	Much of the existing affordable housing in SeaTac is beginning to age. Programs that help maintain and improve these properties will help prevent displacement.	

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Policy 3.6B	Use City land use and construction-related codes to encourage development and adequate supply of affordable housing for all economic segments of the forecast population.	Approaching	Ensuring an adequate supply of affordable housing as the population continues to grow should help to prevent displacement of existing communities of color. However, this policy could be strengthened to acknowledge that there may be community-specific needs regarding housing types, not just affordability levels.	To strengthen this policy, the City should consider adding language that addresses the need for a variety of housing types, including those serving multi-generational households or other types of living arrangements.
Policy 3.6C	Offer incentive programs for developers to preserve, replace, or build additional affordable housing units.	Supportive	Much of the existing affordable housing in SeaTac is beginning to age. Programs that help maintain and improve these properties will help prevent displacement.	<i>This reasoning is the same as Policy 3.6A as the goals are closely related.</i>
Policy 3.6D	Cooperate with the private sector, non-profit agencies, and public entities in the planning and development of affordable housing in SeaTac.	Supportive	Coordinating with the private and non-profit sectors in planning for affordable housing could help to address some of the culturally-specific needs discussed in the analysis of Policy 3.6B	
Policy 3.6E	In transit communities, ensure no net loss of affordable housing units.	Supportive	Many regulated affordable housing units have an affordability period of 30 to 50 years. At the end of these periods, if these properties convert to market rate it could lead to displacement of existing communities. Programs that seek to ensure that there continues to be an adequate supply of affordable housing, particularly near transit, can help stabilize existing communities.	

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Policy 3.6F	Work with regional and local governments to establish a transit-oriented development (TOD) property acquisition fund to encourage development of affordable housing in transit communities.	Approaching	By acquiring land and making it available for transit-oriented development, the City can help incentivize the development of more affordable housing in neighborhoods with connections to jobs, services, and education.	This goal could be strengthened by including a commitment to working with existing communities to understand housing and service needs. This would enable the City to ensure that the land it provides is used to incentivized culturally-responsive housing.
Policy 3.6G	Continually review City codes and development regulations to ensure they do not create barriers to affordable housing opportunities.	Approaching		<i>This goal is extremely similar to Policy 3.6B - the same explanation and recommendations apply.</i>
Policy 3.6H	Encourage equitable dispersal of affordable housing throughout the City.	Supportive	Affordable housing best serves communities when it is located in mixed-income neighborhoods. Ensuring that affordable housing is dispersed throughout the community in a variety of neighborhoods will help avoid economic (and potentially racial) segregation.	
Policy 3.6I	Expand the Multifamily Tax Credit program to SeaTac's Transit Communities.	Supportive	Because rents in SeaTac are lower than the regional average, the MFTE program is essential for improving the financial feasibility of both affordable and market rate development. Expanding this to transit communities will help ensure that adequate housing is built in these higher-opportunity areas.	

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Policy 3.6J	Support and encourage legislation at the County, State, and federal level, as well as the regional pooling of resources, to promote SeaTac's affordable housing goals.	Approaching	Most of SeaTac's affordable housing policies do address racially disparate impacts. Supporting and encouraging programs that are aligned with these policies should enhance this impact.	Strengthening and clarifying affordable housing goals where possible will help the City more directly address racial disparities.
Goal 3.7: Encourage a variety of housing opportunities for persons with special needs.				
Policy 3.7A	Support and plan for assisted housing opportunities using available federal, State, and County resources.	Approaching	Supporting and planning for assisted housing is necessary for helping people who need care stay in their communities. However, as with affordable housing the City should ensure it is meeting these needs in a way that is culturally responsive.	This goal should specify that the City will support and plan for assisted housing opportunities that meet specific community and cultural needs, including opportunities to help people remain in their homes and neighborhoods.
Policy 3.7B	Encourage the equitable distribution of special needs housing throughout the City.	Supportive	As with affordable housing, special needs housing should not be siloed in a single area of the city. Distributing it throughout the City will help to ensure that residents will not have to leave their neighborhoods.	

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Goal 3.8: Support the maintenance of SeaTac's existing mobile home parks as a source of affordable housing.				
Policy 3.8A	Encourage cooperation between the State, County, City, and other groups concerned with mobile home issues to increase opportunities for tenant ownership of mobile home parks.	Approaching	Increasing opportunities for tenant ownership of mobile home parks can help prevent displacement and offer an affordable opportunity for homeownership. However, the largest mobile home park in SeaTac is the Bow Lake mobile home park, where as of 2020 the majority of residents were white. While this policy could benefit households of color, it does not necessarily address racially disparate impacts.	This goal does not necessarily need to be changed or strengthened, as preventing displacement of mobile home park residents is a laudable goal, but there should be awareness that this address economic disparities rather than racial.
Policy 3.8B	Encourage essential safety upgrades for older mobile homes.	N/A		
Policy 3.8C	Where owners meet low income guidelines, utilize City resources to upgrade existing mobile homes to meet minimum building standards.	N/A		
Goal 3.9: Minimize the impacts of mobile home relocation on low and moderate income residents.				
Policy 3.9A	Assist with identifying relocation options for mobile home park tenants forced to move due to mobile home park closure.	Approaching	Directing City resources to ensuring that mobile home park residents have adequate relocation options in the event of a park closure is essential for preventing displacement. However, as stated previously, this primarily addresses economic rather than racial disparities.	In conjunction with other policies, including those aimed at ensuring there are affordable housing options distributed across all city neighborhoods and those calling for a wider variety of housing types, this policy can help address racially disparate impacts.

Existing Goal / Policy #	Existing Goal/Policy	Equity Assessment	Why	Notes
Policy 3.9B	Ensure that sufficient relocation plans are in place prior to the closure of any mobile home park.	Approaching		This goal works in tandem with 3.9A - the same explanation and recommendations apply.