



A Thriving Community without Displacement in East San Jose

The Mayfair neighborhood, and surrounding east San Jose neighborhoods, have been a landing pad for people from across the globe for nearly 100 years. Today we work to ensure that working poor communities of color benefit from the community that we have envisioned and built together. While continued improvements and investments are needed, our community cannot be harmed in the process.

Thus, in alignment with SOMOS Mayfair's mission of *supporting children, organizing parents, and connecting neighbors to uplift the power and leadership of community and address systemic inequities:*

We support all Mayfair residents in exercising our right to use our voices and power to affirm the vision for our community, including our right to remain in our neighborhoods.

We are committed to achieving lasting racial and social equity through community development that supports people, preserves community assets, and provides equitable access. To this end, we support the following city-wide policies:

1. Establish a community development vision and plan for Mayfair that clearly guides residential, commercial, and transportation development while protecting our greatest assets. Implemented ideas should include a cultural/local business district, land trusts, and mural protection/creation. This plan must be rooted in an authentic community decision-making process, with residents driving this effort.
2. Invest in accessible affordable housing development (20%-80% Area Median Income) that will offer local preference for residents at risk of displacement. New development projects should include 25-30% designated units for such housing.
3. Pass a tenants' rights policy that includes anti-harassment protections, such as threats of physical harm or invasion of privacy. Prohibit discrimination against Section 8, immigration status and criminal history. Tenant protections should also include duplexes.
4. Implement commercial linkage fees and community benefits packages that tax corporations and ensure equitable funding for community amenities (i.e. affordable housing, social services, schools, parks, libraries & other community needs).
5. Enhance Inclusionary Housing policies to ensure developers are building affordable housing in our communities or are paying true costs with in lieu fees.

We believe that all families deserve quality and dignified access to education, economic well-being, services, programs and affordable housing.

Families in Mayfair have shared needs and dreams. We are united by a belief in the common good that ensures our families stay together and thrive. We believe that development projects that are led and rooted in community needs are part of this common good. Therefore, we prioritize the following:

1. Build affordable housing apartment units, accessory dwelling units, etc. for homeless, under-housed and low-income populations. Consider alternative, cooperative financing models that allow renters to build equity.
2. Invest in, rehabilitate and institute community-led and community-oriented programming run in neighborhood assets (i.e. Former MACSA Building and PAL Stadium)
3. Allocate public and private spaces for community open air markets where community members can exchange goods, services and resources.
4. Designate commercial spaces at low and sliding scale costs for local micro and small businesses, especially those that have been or are in danger of being displaced.

We believe that Equitable Development without Displacement of low-income under-resourced communities is possible. All investment in the neighborhood must support the long-term health and well-being of the community.

A developer's relationship with community must be genuine and reciprocal to determine solutions and address longstanding issues in neighborhoods through policy change and meaningful investments in programs and services such as:

1. Increase resources for quality, culturally relevant services for community health and well-being regardless of any status.
2. Emphasize local hire in all industries and create jobs that provide neighborhood residents with opportunities for good paying jobs, health benefits, wealth generation and minority representation.
3. Support both the creation of tangible educational pathways and training programs, including ESL, skill-building, learning, and trades/apprenticeships, so that these opportunities can be accessible and all people can fulfill their right to achieving a decent living, provide for their family and have a quality standard of living. Invest in local public schools with the additional resources and innovation to provide quality education from early learning to college.
4. Increase funding and resources to implement bilingual and dual immersion education and implement Ethnic Studies to honor the power, history and identity that exists in our local communities.

SOMOS Mayfair expects transparency and accountability from all developers and investors who have projects that directly or indirectly impact the Mayfair neighborhood. First and foremost, we support community residents in advancing a just and equitable vision for our families.