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# Worcester Housing Authority

## Affirmative Action Goal and Placement Rate

### Purpose

To ensure the Worcester Housing Authority is in compliance with the Fair Housing Act established in 1968, the Executive Office of Housing Livable Communities (“EOHLC”) requires all housing authorities to collect, evaluate, and post that they have met the Affirmative Action Goals (“AAG”) by comparing the City/Town and Metropolitan Statistical Area (“MSA”). In the event the Affirmative Action Goals are not met, the WHA will conduct a placement rate to make certain fair housing for minority are offered housing equal to or exceeds the percentage rate established by EOHLC Division of Public Housing Census Data.

### Determine Affirmative Action Goal

The WHA shall annually determine whether the percent of minority households within each WHA's housing program (family or elderly) is significantly below the percentage of Minority individuals in the general population of the city or town or in the general population of the applicable metropolitan statistical area (MSA), whichever is greater ([760 CMR 4.07\(2\)](#) and [760 CMR 5.10\(3\)](#)). The EOHLC has provided a data tool (available at [hed-lhacensus.azurewebsites.net](http://hed-lhacensus.azurewebsites.net)), to assist with this comparison.

For family housing, the Affirmative Action Goal shall be the percentage of Minorities who are under age 55 in either the city/town or MSA (whichever is higher).

For elderly/disabled housing, the Affirmative Action Goal shall be the percentage of Minorities who are age 55 and older in either the city/town or MSA (whichever is higher).

If the WHA determines that the percentage of Minority tenant households in the WHA's state-aided housing by program is more than 5 percentage points lower than the percentage Minority in the general population (city/town or MSA, whichever is higher), then the WHA has not met its Affirmative Action Goal for that program and will need to establish a placement rate.

If the percentage of Minority tenant households in the WHA's state-aided housing by program is not significantly below (greater than 5 percentage points) the percentage for Minorities in the general population, the WHA currently meets its Affirmative Action Goal for that program. A Minority tenant household is one in which any member of the household, of any age, identifies as a Minority.

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Worcester Housing Authority CENSUS DATA as of 02/18/2026

Name: Worcester city, Worcester County, Massachusetts			AAG	AAG Met
Census County Subdivision (City/Town)	Census	WHA	%	Y/N
Percent of population under age 55 with a minority race/ethnicity:	49.2	79	29.8	Y
Percent of population age 55 or older with a minority race/ethnicity:	25.5	74	48.5	Y
Census MSA Name: Worcester, MA-CT Metro Area				
Percent of population under age 55 with a minority race/ethnicity:	26.3	79	52.7	Y
Percent of population age 55 or older with a minority race/ethnicity:	10.8	74	63.2	Y

Note: "Minority race/ethnicity" refers to individuals who are not Hispanic/Latino and who identify with a single race that is Asian, Black or African American, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander, as well as individuals of any race who identify with a Hispanic/Latino ethnicity. (Non-Hispanic/Latino individuals who identify as white, multiracial, or with another race not previously listed are not considered minorities by this definition.)

### Failure To Meet Affirmative Action Goal

If the WHA has not met their Affirmative Action Goal for any administered program, the WHA shall provide an affirmative action preference in placement for the program until the Affirmative Action Goal is met. Placement rate is the percentage of Minority households offered housing, whether the household accepted housing or not.

If the WHA provides such a preference, the WHA shall establish a placement rate by which it will place Minority and non-Minority applicants during the next 12 months. The WHA shall establish the percentage of its placements, by program, to which the preference shall apply for each type of housing involved (Family or Elderly/Disabled); such percentage shall be between 20% to 33 1/3%.

### Placement Rates To Be Utilized

Difference between tenant population data and Affirmative Action Goal	Placement rate
5 percentage points or less	None required
6 - 19 percentage points difference	1 in 5 (20%)
20 - 49 percentage points difference	1 in 4 (25%)
50 percentage points or more	1 in 3 (33 1/3%)

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The affirmative action preference in placement, when applicable, shall result in selection of applicants with at least one Minority household member for a unit of appropriate size in accordance with the highest preference category within the highest priority category of general applicability. WHA shall house applicants through Common Housing Application for Massachusetts Programs ("CHAMP") based on their priority, preference and application date and use the Minority Preference filter in CHAMP as a tool to ensure that progress towards its Affirmative Action Goal is met. Note, the placement rate pertains to the extent of the affirmative action preference only and is not intended, and shall not be applied, as a limit on the number of Minority households that should be offered housing.

The WHA shall use the Fair Housing Form in CHAMP to help guide them through the calculations process. The WHA must finalize the Fair Housing Form and upload a Board vote adopting the Affirmative Action Goal and Placement Rate. WHA should also use this information to update and complete their Fair Housing Marketing Plan. EOHLIC will review and approve this information in CHAMP, including the placement rate.

### **Monitoring Placement Rate By Program**

At the end of 12 months, WHA shall evaluate their progress towards their Affirmative Action Goal. WHA's actual placement rate is based on the demographics of the households that were housed throughout the preceding year. WHA shall compare their actual placement rate to the placement rate set at the beginning of the 12 months.

The WHA will be able to review fair housing data in CHAMP to see their placement rate for the year-to-date and at year end.

### **Reevaluate At Fiscal Year End**

On an annual basis, the WHA must compare program data with Affirmative Action Goals. WHA shall review whether the number of households in its family housing with at least one Minority member and the number of households in its elderly/disabled housing with at least one Minority member meets the applicable Affirmative Action Goal.

If either program meets the Affirmative Action Goal, the WHA no longer needs to implement a placement rate for that program for the following next 12 months.

If the WHA does not meet its Affirmative Action Goal in either program, the WHA must continue implementing the previously determined placement rate for that program.

### **Periodic Reassessment Requirement**

On an annual basis unless a placement rate is in effect, the WHA shall be required to repeat the process to determine if the goals established are met.