

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.
When: July 14, 2022 05:30 PM Central Time (US and Canada)
Topic: Community Equity Commission

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/84890683898>

Or One tap mobile :

US: +16469313860,,84890683898# or +19292056099,,84890683898#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 646 931 3860 or +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 444 9171 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 848 9068 3898

International numbers available: <https://us02web.zoom.us/j/84890683898>

Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

**Community Equity Commission
July 14, 2022 at 5:30 PM**

Agenda

1. Welcome and Roll Call
2. Approval of June 9, 2022 Minutes
3. Welcome of New Commission Members: Shantay Bolton and Lauren Rodriguez-Goldstein
4. Update on Neighborhood Indentures
5. Housing Subcommittee Presentation and Discussion
6. Hybrid Meeting Discussion
7. Subcommittee Updates
 - a. Administrative
 - b. Communications
 - c. Housing
 - d. Law Enforcement
8. Old Business
 - a. Public Comments from June 9, 2022 Meeting
9. Public Comment
10. Comments from Members
 - a. Faith-based Ex-officio
11. Next Meeting Proposed Date Change: Wednesday, August 10 at 5:30 pm
12. Adjourn

The City of Clayton
Community Equity Commission
Virtual Zoom Meeting
June 9, 2022 at 5:30 PM

Minutes

The meeting was called to order at 5:34 pm.

Roll Call

Present: Ben Uchitelle (Chair), Yvonne Tisdell, Stuart Berkowitz, Chris Schmiz, Francis Pires, and JoAnna Schooler (ex officio).

Additional: Alderwoman Susan Buse, Alderman Gary Feder, City Manager David Gipson, and Assistant City Manager Andrea Muskopf

Approval of May 19, 2022 Minutes

Minutes accepted and approved.

Reflection – Pride Month

Chris Schmiz led the Commission in a reflection in honor of Pride Month.

Special Thanks to Outgoing Commission Members

Ben Uchitelle thanked outgoing Commission Members, Laura Horwitz and Yvonne Tisdell for their hard work and service to the Commission and the community.

Mayor's Commemorative Landscape Task Force Presentation on Recommendation to Commemorate African American Community

Gwen Moore presented the Mayor's Commemorative Landscape Task Force's recommendation to commemorate the African American community that once resided in Clayton.

Chris Schmiz moved that the Community Equity Commission give their approval to the commemoration of the African American community that was once a vibrant part of Clayton. Ted Wheeler seconded the motion. All were in favor.

Neighborhood Indentures Update

City Manager Gipson provided an update on the neighborhood indentures.

Housing Subcommittee Presentation and Discussion

Chris Schmiz presented research and recommendations for potential zoning changes and the Commission discussed the information. City Manager Gipson shared that the City is planning to update the Comprehensive Plan, which has not been updated since the 1970s, next fiscal year and this topic will fit within the Comprehensive Plan process.

Old Business

Public Comments

City Manager Gipson reviewed the public comment from the May 19 meeting.

Public Comment

Several comments were emailed in ahead of the Commission meeting and are attached these minutes.

Next Meeting Date

The next meeting is scheduled for July 14 at 5:30 pm.

Adjourn

Having no other business, the meeting adjourned at 6:58 pm.

DRAFT

Andrea Muskopf

From: Barbara Finch <barbarafinch01@gmail.com>
Sent: Wednesday, June 1, 2022 4:51 PM
To: Andrea Muskopf
Subject: comments for Clayton Equity Commission meeting

[CAUTION – EXTERNAL EMAIL]

Andrea, I would like to submit the comments below for the next meeting of the Clayton Equity Commission on June 9:

It has been interesting to observe the work of the Clayton Equity Commission during the past year. It has been especially interesting to hear about the work of the Equity Commission's task force on affordable housing. I am especially impressed with the research that Christine Schmiz has done on the subject of duplexes.

It is heartening to read in the "City Views" publication that the mission of the Clayton city government is to "foster a diverse and inclusive community." The reality is that Clayton is neither diverse or inclusive, and the major reason for that is that there is no affordable housing in the city. The average home price is over \$700,000. The least-expensive apartments rent for about \$1,200 per month for a studio or small one-bedroom.

The following action steps should be considered:

1. Change the zoning laws to permit duplexes and ADUs (accessory dwelling units) where single-family zoning is now in effect. ADUs should not be limited to family members.
2. Encourage the conversion of single-family homes into duplexes. Discourage the conversion of existing duplexes into single-family residences.
3. Encourage developers who are renting apartments at market rate to include a certain percentage of their units for low-income renters. This should be a requirement for developers who seek tax incentives from the city. Apartments that rent for \$800 to \$1,000 per month should be encouraged.
4. Look for creative ways to work with property owners on the periphery of downtown to consider incorporating quality, attractive affordable housing development on their land.

Clayton is an exceptionally desirable community. It has great schools, parks, and easy access to transportation. County government services are located here.

However, the people who work here, by and large, cannot live here. Only one employee of the city government lives in the city. School teachers, who begin their careers with a salary of about \$45,000 per year, cannot find housing for their families. The nurses aides at Barnes Extended Care and the servers and housekeepers at the Barclay House cannot afford to live here. Neither can the staffers in the County Prosecutors office or most members of the county police force. We need all of these people and more, including the servers in our restaurants and the housekeepers in our hotels and office buildings.

In order to create the diverse and inclusive community that Clayton says it wants, city officials must begin to initiate change. In many cases perception is reality, and the perception is that affordable housing lowers home values in a community. The reality is that there are no credible studies to suggest that affordable housing lowers property values or invites crime.

I look forward to seeing how the Clayton Equity Commission can begin the change that Clayton needs so that all people can live, work and thrive in this community.

Respectfully submitted:

Barbara L. Finch
230 S. Brentwood Blvd, Apt 9A
Clayton, MO 63105
314-681-6152
barbarafinch01@gmail.com

Member, Affordable Housing Task Force
Women's Voices Raised for Social Justice
housingjustice@womensvoicesraised.org

Andrea Muskopf

From: Virginia Weil <virginiaweil@yahoo.com>
Sent: Thursday, June 2, 2022 11:40 AM
To: Andrea Muskopf
Subject: Affordable housing for Clayton

[CAUTION – EXTERNAL EMAIL]

Good afternoon.

I am a Clayton resident writing to support affordable housing in Clayton. My husband grew up in Clayton and our family has lived in Clayton since 1985. When we moved here, Clayton had more diverse housing availability, but through the years, many of the buildings providing affordable units were torn down to make way for expensive high-rise condominiums. At the present time there are increasing numbers of teardowns of less expensive ranch style homes and building of larger luxury homes. Even housing for older adults on fixed income is now more expensive and unaffordable for many. Thus, as it becomes more expensive to purchase, rent or lease housing, I'm certain we agree that our community is becoming less and less diverse. The fact that your commission was established to find ways to support the values of inclusion, equity and diversity means to me that we all recognize the fact that our community is enriched by diversity and our children grow up with greater awareness and appreciation of how each person contributes to creation of community.

There are many possible and creative ways to address the goals of inclusion and one might be through affordable housing. I support providing incentives or actual requirements that all new apartment or condominium housing units include some affordable units. This has been done successfully in providing incentives to builders to provide ADA compliant units for people with disabilities at reduced cost and it should be possible for affordable housing as well. I hope you will consider this as you look for ways to improve our community.

Thank you.
Virginia Weil
8001 Davis Drive

From: [Kathleen Gund](#)
To: [Andrea Muskopf](#)
Subject: Public Comment for 6/9 CEC meeting
Date: Monday, June 6, 2022 5:45:26 PM

[CAUTION – EXTERNAL EMAIL]

Dear Andrea,

I will be unable to attend the upcoming CEC meeting. Can you please forward the following to the CEC members?

Dear Members of the Community Equity Commission,

I would like to thank the Housing Subcommittee for the work they have done so far exploring the issue of housing affordability within the City. At the meeting on May 19th, the perspectives of developers were presented. I heard that developers want to know whether or not residents are supportive of affordable housing. I am supportive of any efforts to provide affordable housing within our City, as well as other efforts to rein in the ever-increasing cost of housing.

The United States has a national housing shortage that has existed for some time, but has not gotten much press here until the past few years. Living in the Midwest, we were somewhat protected from the crazy housing costs that existed on the Coasts. Well, rapidly rising rents and home costs are now here. Those of us who "bought in" before the rapid escalation cannot sit by while more of our neighbors and friends and colleagues get squeezed by how much it costs simply to have a roof over their heads. And developers need to be a part of the solution.

Developers may fall back on the line about margins and profits and returns needed for financing to push back against incorporating affordable housing into projects, but they too have children and employees and friends and relatives who are being pushed out of where they would choose to live due to the escalating costs. They may have to make some adjustments to their expected rate of return to provide this community benefit. Recently, the City's Architectural Review Board issued a challenge to developers--*when you come to us with your project, bring us something special*. It was not a mandate. It was a challenge, and it appears to have brought a response.

So, I would like to suggest that the CEC recommend to the BOA to issue that challenge to developers--bring us some affordable, accessible, equitable options. Like all of us, developers want to solve problems and be proud of their work and are cognizant of their legacy. I would like to see multi-family projects with 10% affordable units. I would like to see a developer come to the city with a project that incorporates a group home for disabled adults. I would like to see a developer present an apartment project with units that are fully handicapped accessible.

Thank you for all the work you do for our community,

Kathleen Gund
329 N Bemiston Avenue

From: [Barbara Abbett](#)
To: [Andrea Muskopf](#)
Subject: Affordable Housing
Date: Wednesday, June 8, 2022 8:05:43 PM
Attachments: [affordable housing.docx](#)

[CAUTION – EXTERNAL EMAIL]

Andrea,

The attached are comments for the Clayton Equity Commission consideration at it upcoming meeting on June 9. I am available by email or phone if you have any questions (314-630-1203).

Barbara Abbett

TO: Andrea Muskopf

It is my understanding that the Clayton Equity Commission is meeting this Thursday, June 9, to consider affordable housing in the City of Clayton. I have been a resident of Clayton since 2008. When my husband and I moved here 14 years ago, we were among those fortunate enough to afford to purchase a condo in one of the luxury developments. Several years after his death, I decided to move to a smaller residence and again was fortunate to be able to remain in Clayton. Last year, I moved to a new condo complex on Topton Way.

There are many who are unable to buy or rent in Clayton! This is particularly true for some who work in in our city. Based on the current cost to purchase a home in Clayton (where the average home is more than \$700,000) or to rent an apartment here (about \$1,200 for the least expensive small apartment), it is virtually impossible for many of these employees to live in Clayton. We're talking about people who serve us in our restaurants, those who greet us when we check out at Straub's, teachers in the Clayton schools where salaries reportedly start at about \$45,000 a year, and – yes – all but one of the more than 100 employees that work for the City of Clayton.

If the mission of the City of Clayton truly is to foster a diverse and inclusive community, as reported in a recent "City Views," an obvious starting place is to diversify the mix of residential options with more affordable housing. Clearly, this will be difficult when developers want to build almost exclusively upscale, luxury homes and condos, whether it is as a part of a proposed mixed-use project or a freestanding single family home or condo building.

One way to address this ongoing trend could be to require that a certain percentage of affordable housing is included in every new or renovation project that is proposed by a developer and approved by the city. Many of the proposed mixed-use developments are required to include a percentage of the total square footage of the project for retail. The details of applying a similar policy for affordable housing could be formulated by a group of professionals and lay leaders in the community who understand the various economic considerations of development and construction. If appropriately designed, this could begin adding more affordable residential options in the community in the form of single-family homes and/or condominiums below the average price of a home in Clayton (around \$700,000 at this time) or apartments, also a percentage below the least expensive in the city (about \$1,200 per month at this time).

With this type of change we could begin to see an influx of more diverse residents to Clayton, whether they are teachers, young single professionals entering the workforce, men and women who work in the service industry or older adults who want to downsize and reduce their expenses. It also could contribute to fostering diversity in terms of racial and ethnic backgrounds. The high-rise office buildings and hotels being approved for development in Clayton are doing nothing to foster inclusivity or the diversity of our residents.

I fully appreciate and understand the need for economic development and a tax base to support our services and infrastructure. I also believe there must be a way to respect the interests of developers and achieve Clayton's mission of fostering diversity and inclusivity.

I hope the work of the Clayton Equity Commission will move us closer to the mission.

Respectfully submitted by,
Barbara Abbett, Clayton Resident
June 8, 2022

A 3D rendering of a neighborhood of white houses with one red house in the center. The houses are arranged in a cluster, and the red house stands out prominently. The scene is set on a white, slightly uneven ground surface.

Follow up on 6/9 CEC Housing Discussion

In our last meeting...

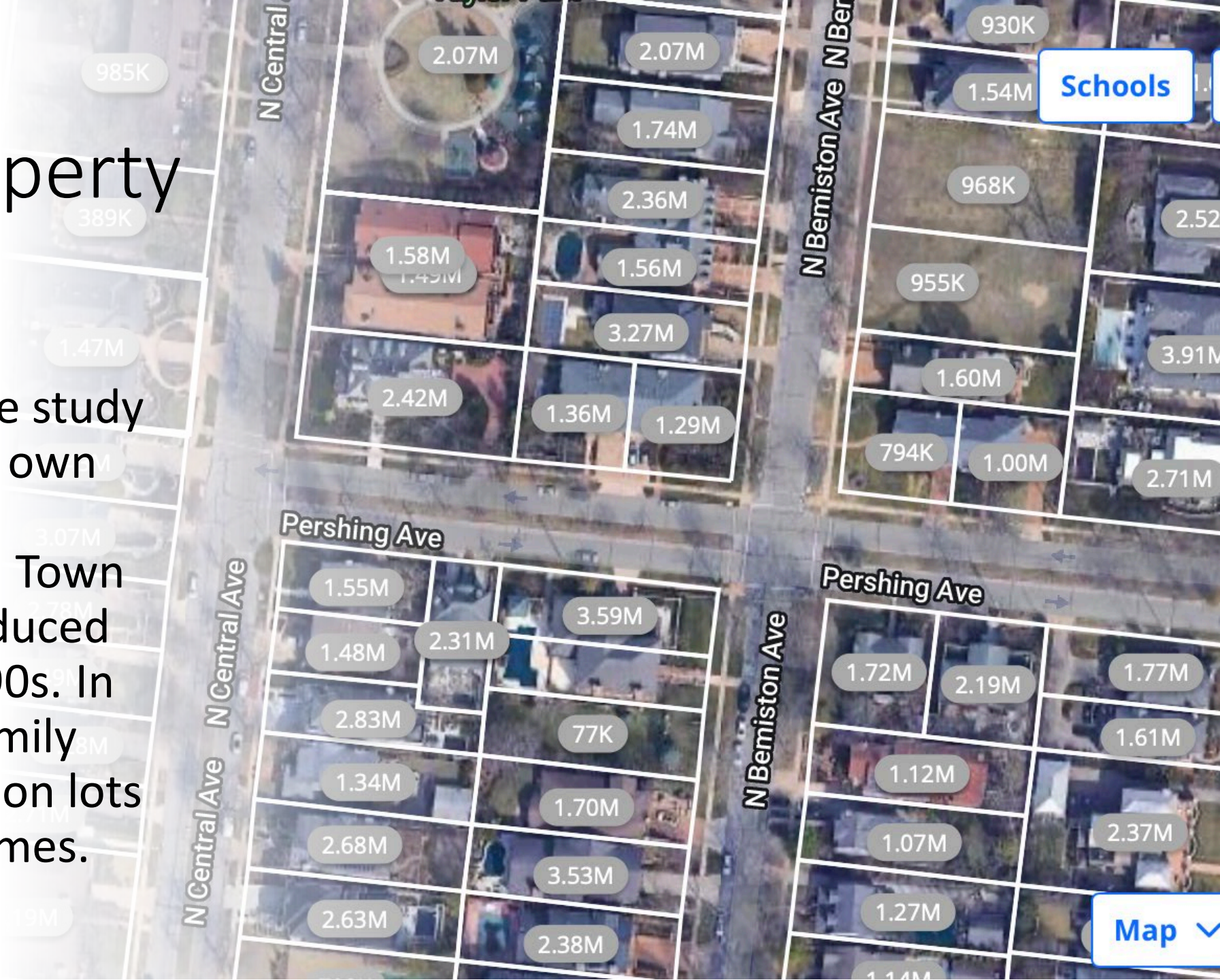
- We reviewed a snapshot of housing in Clayton vis-à-vis affordability and discussed the possibility of allowing duplexes in Clayton neighborhoods that are now zoned as single-family but have a legacy of including duplexes – e.g., Claverach, Davis Place, Wydown Forest.
- Two-family homes in Clayton can bring economic benefits in terms of real estate taxes as well as being a larger economic multiplier to local businesses – i.e., two families buying groceries, visiting restaurants, picking up dry cleaning and other goods and services commonly consumed nearby.
- Several communities have eliminated single-family zoning, including Minneapolis, Portland and the state of Oregon and, more recently, California.
- The question was raised as to whether there is data on the impact on property values of the single-family homes when multi-family dwellings are introduced.
- In addition, a question was raised from a community member as to whether ADUs must be inhabited by family members. It was confirmed after the meeting that **ADUs in Clayton are NOT limited to occupancy by family members, so that question has been resolved.**

Impact on property values

- While it is too soon to get a reading on Oregon and California, there is some early data coming out of Minneapolis:
 - According to a study by Daniel Kuhlmann, in the *Journal of the American Planning Association* (Vol. 87, No. 3) article "[Upzoning and Single-Family Housing Prices: A \(Very\) Early Analysis of the Minneapolis 2040 Plan](#)" eliminating single-family zoning in Minneapolis raised the values of existing single-family properties that now have greater development potential. Property owners in inexpensive neighborhoods saw the greatest price increase, particularly when the properties are small relative to those around them.

Impact on Property Values

The most pertinent case study though might be in our own city. Property values continued to rise in Old Town as duplexes were introduced in the mid-80s to mid-90s. In fact, high-end single-family homes have been built on lots abutting two-family homes.



Why change?

- Single-family zoning [originated](#) as a tool to exclude members of many underrepresented communities from inhabiting the same spaces as white homeowners.
- Research from Alexander Sahn of UC Berkeley has [shown](#) that between 1940 and 1970, the most exclusionary zoning was found in areas with the highest number of Black migrants.
- Single-family zoning is inefficient, expensive and exclusionary. It has a history of racial discrimination and does not represent the welcoming community Clayton strives to be today.

Discussion

Subcommittee Assignments			
Administrative	Communications	Housing	Law Enforcement
Ted Wheeler	Chris Schmiz	Ted Wheeler	Frances Pires
Stuart Berkowitz	Ben Uchitelle	Chris Schmiz	Stuart Berkowitz
		Ben Uchitelle	Ben Uchitelle

Dear Clayton religious leader:

We are reaching out to you because of your strong association with a place of worship or similar religious institution.

We wanted to briefly update you on the work of the CEC- the Clayton community equity commission and encourage your interest and potential involvement.

The CEC was formed by the City of Clayton to provide to its mayor and board of aldermen special insight and guidance on matters of diversity, equity and inclusion.

The CEC has been in existence for 2 1/2 years and has had a number of accomplishments working with our police department, municipal court, key city personnel, neighborhood groups and Clayton stakeholders to address policing, hiring and housing issues.

In addition to six diverse voting members selected from the community and two aldermanic liaisons, the CEC includes ex officio members from the Clayton School District, the Clayton Chamber of Commerce, Washington University and St. Louis County government. (A complete list of all current members is attached to this correspondence).

The Commission would like to expand its creation of diversity, equity and inclusion programs and activities and make them more available to, and accessible by, all of our community members. We would like your help in achieving this objective, as we strive to make the City of Clayton a greater community resource and regional leader.

Please let us know of your organization's efforts, past and present, in addressing diversity, equity and inclusion issues and if you might be interested in working together to achieve our common objectives.

As the CEC chair and a former mayor of Clayton, I look forward to hearing from you by phone at _____, by email at the above address or perhaps through an in-person meeting with me or one of the other CEC members.

Thank you in advance for your consideration and prompt response.

Best regards,

Ben Uchitelle