

PROVIDENCE HOUSING AUTHORITY

5-YEAR PLAN

2025-2029



The PHA has four overarching goals for the next five years: Identify and Pursue Opportunities to Preserve and Expand Affordable Housing; Goal 2: Provide Safe and Healthy Communities with Pathways to Vibrant Futures; Goal 3: Cultivate, Enhance, and Evaluate Strategic Partnerships; and Goal 4: Continuously Improve PHA Management and Operations. Information about objectives for these goals follows. Information about Goal 4 and its objective is included as an attachment. Goal 1: Identify and Pursue Opportunities to Preserve and Expand Affordable Housing Objective 1.1: Evaluate the PHA portfolio to determine capital needs and prioritize developments in a PHA wide repositioning/development plan Objective 1.2: Utilize existing and determine and pursue new sources of funding and financing for preserving/redeveloping the PHA's real estate portfolio in accordance with a repositioning/redevelopment plan Objective 1.3: Utilize project-basing of HCV vouchers to expand affordable housing options contingent on funding availability Objective 1.4: Ensure and monitor meaningful engagement of PHA residents in housing preservation and expansion effort Objective 1.5: Explore and promote healthy housing initiatives that can be integrated into PHA preservation, redevelopment and development initiatives Objective 1.6: Reposition PCOC to be an effective non-profit instrument for development/redevelopment and resident services program support Goal 2: Provide Safe and Healthy Communities with Pathways to Vibrant Futures Objective 2.1: Develop a software system for collecting and analyzing crime and security data Objective 2.2 Enhance safety, security, and violence prevention on PHA properties Objective 2.3: Increase successful referrals to providers of effective economic opportunity, education, and health services for residents and participants Objective 2.4: Increase access to behavioral health services for all residents with attention to the differing needs of residents across the lifespan Objective 2.5: Increase outreach to and engagement with youth Objective 2.6: Continue to improve healthy housing initiatives in PHA developments Goal 3: Cultivate, Enhance, and Evaluate Strategic Partnerships Objective 3.1: Continue to collaborate with key cross-sector partners to prevent and deter crime and violence in an around PHA neighborhoods Objective 3.2: Engage in cross-sector partnerships that promote truly affordable housing opportunities and related supportive policies and legislation Objective 3.3: Continue and expand cross-sector partnerships that promote resident and participant engagement in healthcare, including behavioral healthcare Objective 3.4: Continue existing and forge new collaborations with cross-sector partners to increase provision of adult education and economic opportunity services Objective 3.5: In collaboration with foundation partners, local organizations, and state agencies, design and pilot an early childhood education center at Manton Heights to increase the number of public housing children attending an early education and being ready for school success Objective 3.6: Continue to collaborate with key partners to proactively address and prevent homelessness Objective 3.7: Measure impact of partnerships Objective 3.8: Develop and implement a PHA communication plan that engages residents, staff, community organizations and potential partners

Progress Report. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan.

B.3 During this reporting period, the PHA made significant progress toward achieving the four overarching goals of its 5-Year Strategic Plan with achievements in each of the following four goal areas: 1. Identify and Pursue Opportunities to Preserve and Expand Affordable Housing; Provide Safe and Healthy Communities with Pathways to Vibrant Futures; Cultivate, Enhance and Evaluate Strategic Partnerships; and Continuously Improve PHA Internal Management and Operations. Achievements in Goal 1 included, but were not limited to: Conducting a capital needs assessment of all properties to best inform discussions about preservation/repositioning/redevelopment option; securing a \$250,000 predevelopment grant from RI Housing to support planning for Dexter Manor, convening a group of partners to explore the feasibility of a Choice Neighborhood Initiative for the Chad Brown development, and PHA project-basing of vouchers leveraging new units of affordable housing in Providence. In Goal 2, PHA successfully developed and delivered a range of programming to build strong and resilient families, improve resident health, and foster self-sufficiency, as well as promote healthy aging in place for seniors. In Goal 3, PHA forged a notable partnership with the foundation community that will support a high quality, four-year pilot early learning program with supportive services that will help families prepare children for academic success. Another notable achievement in this goal area involved a partnership with the City and the National League of Cities to bring art and health programming to residents, as well as PHA and resident participation in a nationwide art event. In Goal 4, PHA provided board development programming, staff training, and capacity building to our workforce. During this reporting period, the PHA engaged staff in teambuilding activity and opportunities for staff to serve on specialized,, interdepartmental strategy committees that were charged with developing and implementing solutions to obstacles to success. Also during this reporting period, PHA updated polices and developed and implemented additional standard operating procedures that improved agency performance. Attached is more information about PHA's progress in meeting its organizational goals.

B.4 **Violence Against Women Act (VAWA) Goals.** Provide a statement of the PHA's goals, activities objectives, policies, or programs that will enable the PHA to serve the needs of child and adult victims of domestic violence, dating violence, sexual assault, or stalking.

Goal 1: Child and adult survivors of domestic violence, dating violence, sexual assault, and stalking will have access to information about and referral to resources that promote safety and wellness for victims and support their continued participation in PHA programs. Objective 1: Publicize PHA's VAWA policy. Activity 1: Review and update VAWA policy annually to make certain policy contains all protections available to victims. Activity 2: Provide a copy of the VAWA policy at intake to PHA's housing programs and at annual recertification. Activity 3: Post information about how program participants may invoke VAWA protections in administrative and management offices, information boards and at program sites. Activity 4: Provide ongoing training opportunities to VAWA coordinator to ensure PHA remains abreast of any changes in VAWA. Objective 2: Increase staff capacity to recognize the signs of domestic violence, dating violence, sexual assault, and stalking and understand their role in promoting the safety of and extending VAWA protections to survivors of domestic violence, dating violence, sexual assault, and stalking. Activity1: Incorporate an explanation of the PHA's VAWA policy as a part of new employee orientation. Activity 2: Provide an annual training for PHA staff about domestic violence, dating violence, sexual assault and stalking, the PHA's VAWA policy, and the role of staff in extending VAWA protections to victims. Objective 3: PHA residents recognize the signs of domestic violence, dating violence, sexual assault, and stalking and know who to contact at PHA for assistance related to domestic violence, dating violence, sexual assault, and stalking. Activity 1: Provide workshops and events about at PHA developments about domestic violence, dating violence, sexual assault, and stalking. Activity 2: Provide Resident Advisory Board members with training that: increases their awareness of the warning signs of domestic violence, dating violence, sexual assault, and stalking; heightens their awareness of the PHA's VAWA policy; and introduces them to the VAWA Coordinator and other PHA staff designated to assist survivors. Activity 3: Post contact information for the VAWA Coordinator and other PHA staff designated to assist victims in Property Management offices and at the Leased Housing, Applications, and Resident Services Departments. Goal 2: PHA is an active participant in local and state efforts to prevent domestic violence, dating

	<p>violence, sexual assault and staking. Objective 1: Establish new and expand existing interagency partnerships with organizations to increase resident access to treatment, intervention, and prevention services.</p>
C.	Other Document and/or Certification Requirements.
C.1	<p>Significant Amendment or Modification. Provide a statement on the criteria used for determining a significant amendment or modification to the 5-Year Plan.</p> <p>Providence Housing Authority Statement of Significant Amendment/Modification The Housing Authority is required to define and seek HUD approval of changes included in this Annual Plan that are considered a “Significant Amendment/ Modification” of the Housing Authority’s 5-Year or Annual Plan. Significant Amendments and Modifications are required to undergo a public review process that includes: consultation with the Resident Advisory Board, a public comment period, public notification of where and how the proposed change can be reviewed, and approval by the Housing Authority Board of Commissioners. For purposes of defining, reporting and/or seeking HUD approval of changes to the Housing Authority’s 5-Year or Annual Plan which are subject to said public review process, the Housing Authority hereby and hereafter defines “Significant Amendments and Modifications” as actions taken or planned by the Housing Authority that result in: 1. Changes to tenant/resident admissions and/or continued occupancy policies; 2. Changes to Section 8 Leased Housing participation and/or termination policies 3. Changes to the tenant and participant screening policies; 4. Changes to the public housing rent policies; 5. Changes to preferences and/or the organization of the waiting list; 6. Changes in regard to demolition, disposition, designation, homeownership, or conversion activities; 7. Additions of non-emergency work items (items not included in its current Annual Statement or 5-Year Action Plan; 8. Changes in use of replacement reserve funds under the Capital Fund; and/or 9. Additions of new activities not included in the current Public Housing Drug Elimination Program (PHDEP) Plan. Except that: minor changes, corrections or updates concerning the above specified matters; actions taken as the result of an occurrence of an unforeseen event or circumstance requiring major repair, improvements or demolition in excess of other funding sources including insurance claims; and/or policies adopted or planned solely to reflect applicable HUD or other regulatory or judicial requirements, shall not be considered a significant amendment or modification subject to all of the public review process requirements specified above.</p>
C.2	<p>Resident Advisory Board (RAB) Comments.</p> <p>(a) Did the RAB(s) have comments to the 5-Year PHA Plan? Y <input checked="" type="checkbox"/> N <input type="checkbox"/></p> <p>(b) If yes, comments must be submitted by the PHA as an attachment to the 5-Year PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations. RAB comments and comments and the PHA response narrative is attached to this submission.</p>
C.3	<p>Certification by State or Local Officials.</p> <p>Form HUD-50077-SL, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>
C.4	<p>Required Submission for HUD FO Review.</p> <p>(a) Did the public challenge any elements of the Plan? Y <input type="checkbox"/> N <input checked="" type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>
D.	Affirmatively Furthering Fair Housing (AFFH).
D.1	<p>Affirmatively Furthering Fair Housing. (Non-qualified PHAs are only required to complete this section on the Annual PHA Plan. All qualified PHAs must complete this section.)</p> <p>Provide a statement of the PHA's strategies and actions to achieve fair housing goals outlined in an accepted Assessment of Fair Housing (AFH) consistent with 24 CFR § 5.154(d)(5). Use the chart provided below. (PHAs should add as many goals as necessary to overcome fair housing issues and contributing factors.) Until such time as the PHA is required to submit an AFH, the PHA is not obligated to complete this chart. The PHA will fulfill, nevertheless, the requirements at 24 CFR § 903.7(o) enacted prior to August 17, 2015. See Instructions for further detail on completing this item.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Fair Housing Goal: The PHA is currently not required to set fair housing goals.</p> <p><u>Describe fair housing strategies and actions to achieve the goal</u></p> <p>Not Applicable.</p> </div>

This information collection is authorized by Section 511 of the Quality Housing and Work Responsibility Act, which added a new section 5A to the U.S. Housing Act of 1937, as amended, which introduced the 5-Year PHA Plan. The 5-Year PHA Plan provides the PHA's mission, goals and objectives for serving the needs of low- income, very low- income, and extremely low- income families and the progress made in meeting the goals and objectives described in the previous 5-Year Plan.

Public reporting burden for this information collection is estimated to average 1.64 hours per year per response or 8.2 hours per response every five years, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

Privacy Act Notice. The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality.

Form identification: RI001-Housing Authority Providence form HUD-50075-5Y (Form ID - 2313) printed by Michelle Booth in HUD Secure Systems/Public Housing Portal at 04/24/2026 09:15AM EST

Goal 4: Continuously Improve PHA Management and Operations

Objective 4.1: Improve departmental management operations

Objective 4.2: Assess and improve organizational structure and capacity to meet current and future needs of the PHA

Objective 4.3: Leverage technology to improve efficiency and foster operational sustainability

Objective 4.4: Improve customer service to applicants, residents, HCV participants, and landlords

Objective 4.5: Optimize financial performance

Objective 4.6: Develop, implement, and evaluate an employee recruitment and retention program

Objective 4.7: Develop and implement a leadership program to develop and strengthen leadership capacity

Objective 4.8: Develop and implement strategies that minimize vacancies in the public housing program

Objective 4.9: Create a formal orientation and professional development program for members of the Board of Commissioners

Objective 4.10: Continue internal Objective Committees to identify best practices and implement initiatives that optimize

Goal 1: Identify and Pursue Opportunities to Preserve and Expand Affordable Housing

Repositioning

In the previous 5-Year Plan, the PHA explored repositioning tools, outreached to other PHA involved in repositioning activity, and retained a consulting firm, EJP Consulting Group, to assist the PHA in examining the feasibility of applying various repositioning tools to the PHA portfolio. PHA also engaged a consulting firm, Dominion Due Diligence Group (D3G), to conduct a physical needs assessment (PNA) of the PHA's real estate portfolio. The PHA secured a \$50,000 technical assistance grant from Rhode Island Housing that has offset a portion for the cost of the PNA. The EJP Consulting Group has completed a preliminary assessment of the feasibility of utilizing repositioning tools and PHA, with EJP, will conduct a more in-depth analysis to develop a plan for preserving, repositioning, and/or redeveloping the portfolio. The first development to receive a more in-depth assessment will be Dexter Manor. The Rhode Island Interstate 195 Commission approached the PHA in 2023 about the possibility of the Commission conveying ownership of a parcel abutting Dexter Manor. Funded by a \$250,000 pre-development grant from Rhode Island Housing, PHA will delve deeply into potential uses of the parcel and potential redevelopment relative to the 288-units Dexter Manor downtown high rise.

Project-Basing Vouchers as a Strategy to Preserve and Expand Housing Opportunities

In 2018 adopted project-basing up to 30% of its portfolio as a strategy for preserving and expanding affordable housing. In 2019, PHA invested 16 PBVs in two projects, King Street Commons and the Joseph Caffey Apartments. These units came online during the early part of this reporting period and leveraging construction of 84 new affordable units. During this reporting period, PHA issued three RFPs that awarded PBVs to landlords and developers to increase the number affordable housing units in neighborhoods of opportunity for low-income and hard-to-house families; 31% of the units were preservation units and 69% were new construction. The investment of these PBVs in this current reporting period leveraged the preservation of 324 existing units and construction of 676 new units across the City. Of the total 676 units of new construction leveraged by PBVs in this period: four developments with 256 units completed construction and came online during the 5-Year Plan; two developments with 237 units have broken ground; and four developments with an additional 183 units are anticipated to break ground by late 2026.

Piloting a Moving on Preference in Public Housing

During this period, PHA continued to engage with Crossroads Rhode Island, to establish a pilot Moving On admissions preference in the public housing program for individuals referred by Crossroads Rhode Island who reside in the agency's Permanent Supportive Housing and/or Single Room Occupancy program who no longer need intensive case management. PHA and Crossroads RI are in the process of negotiating a MOU for the preference that includes the provision of continued supportive services for residents after their referral to the PHA. The PHA will limit this preference to 10 units in the first year. The PHA's public housing ACOP was revised to reflect a Moving On admission preference and in 2024 this change was reflected in the Annual Plan submitted to HUD by the PHA.

Special Purpose Voucher Programs

During this past 5-Year Plan period, PHA forged a dynamic partnership with the RI Continuum of Care, the Coordinated Entry System, and community organizations to address and prevent homelessness. PHA has utilized special purpose vouchers to increase affordable housing options for some of the City's most vulnerable citizens. HUD awarded 140 Mainstream Program vouchers to PHA to address and/or prevent homelessness in families with a non-elderly disabled member; the PHA met leasing goals for this program. During this period, HUD also awarded 42 Emergency Housing Vouchers to PHA to assist individuals and families who are homeless, at-risk of homelessness, fleeing, or attempting to flee domestic violence, dating violence, sexual assault, stalking, or human trafficking, or were recently homeless or have a high risk of housing instability; PHA exceeded leasing goals for this program. Also during this period, the PHA, worked with the Veteran's Administration to develop strategies to increase utilization of VASH vouchers. Among the strategies for increasing VASH voucher utilization is project-basing vouchers; in late early 2025/early 2026 Crossroads RI's Summer Street PBV project will come on-line, including 10 VASH PBV units.

Goal 2: Provide Safe and Healthy Communities with Pathways to Vibrant Futures

Physical Safety and Security

Safety: During this past five-Year Plan period, the PHA undertook major projects designed to promote increased safety. These projects included installing sprinkler systems in all high-rise buildings, upgrading elevators in all high-rise buildings, replacing aged fire safety pumps at the Parenti Villa and Carroll Tower high-rises, and replacing emergency exit stairwells at the Roger Williams development.

Security and Crime Prevention: In this past 5-Year Plan, the PHA undertook several initiatives that improved security on PHA properties. PHA increased security capacity by augmenting PHA staff with contracted services who assist the PHA in providing security 24/7; these services included fixed guards and roving security. In this period, PHA and its residents continued to benefit from a strong relationship with the Providence Police Department and its deployed Public Housing Unit (PHU) officers that serve primarily in family developments. In 2024, the PHU received two new officers, both of whom were bi-lingual (English/Spanish). In addition to working closely with the Providence Police Department, the PHA's Office of Security Operations continued to closely collaborate with the RI State Police and other law enforcement organizations, as well as community organizations, to prevent and address crime in and around neighborhoods in which PHA developments are located. The PHA's Office of Security Operations developed and leads the PHA Community Safety Task Force, an inter-departmental group that meets regularly to identify security and safety issues and develop and deploy strategies for addressing threats to safety and security. The membership of this group expands when necessary to include representation from law enforcement and community agencies. A key goal of the Task Force is to identify underlying causes of behavior that if left unaddressed would threaten the safety of the PHA communities. Included in strategies utilized by the Task Force are home visits by members and offers of referrals to services as a means of curing lease violations.

Crime Prevention through Environmental Design (CPTED): PHA also improved security through the application of CPTED principles. Using funding from grants and CFP funds, the PHA replaced exterior doors at four out of its five high-rise buildings for elders and persons with disabilities, thereby better preventing access by unauthorized persons. PHA upgraded camera surveillance systems in high-rise locations, including the piloting of surveillance cameras in one of its high rises, Kilmartin Plaza, with funding assistance from the Rhode Island Office of Healthy Aging. PHA also upgraded existing and added new lighting and surveillance cameras in four of its family developments (Admiral Terrace, Chad Brown, Hartford Park, and Manton Heights) with funding provided by the City of Providence and utilizing CFP resources. PHA also implemented strategies for foliage control to maximize the impact of new and upgraded camera and lighting equipment. PHA has instituted a system for tracking lighting, camera, and foliage control needs and status that is monitored by the Office of Security Operations.

Health and Wellness:

Covid 19 Response: Undoubtedly, the Covid-19 pandemic was one of the greatest challenges to providing safe and healthy communities that many public housing authorities have encountered in generations. PHA is proud to have been honored with 2022 Nan McKay Resident Services National Award for its Wellness Resource Center and its holistic approach to health during the Covid-19 pandemic. Early in the pandemic, PHA partnered with the RI Department of Health, the RI National Guard and the RI Disaster Medical Assistance Team to devise and implement a safe model of on-site testing clinics that resulted in testing of 10,000 residents, community members, and employees. By adding CVS and Walgreens pharmacy personnel to the team, PHA delivered onsite clinics that vaccinated almost 3,000 residents and community members. Recognizing that isolated elders faced a potential food insecurity crisis, the PHA established an emergency food program and packed and delivered almost 400,000 meals. Throughout the pandemic, the PHA worked closely with its collective bargaining units to make major changes in the PHA business model; in essence repurposing its entire staff to develop and implement initiatives that met the needs of residents while continuing to safely deliver core services as a responsible landlord.

Access to Healthcare: During the past Five-Year Plan, the PHA's Wellness Resource Center initiative brought the resources of community health workers, substance abuse disorder counselors, and behavioral health professionals funded by a range of resources including the RI Department of Health, the RI Foundation, One Neighborhood Builders, and the City of Providence. Currently staffed by a Wellness Program Manager, three Community Health Workers, and a Mental Health Coordinator, residents were provided with information and referral, outreach education and workshops about a wide range of wellness topics, assistance navigating the health care system and enrolling in insurance programs, and short-term counseling. Wellness programming also included the PHA's Elder Food Box Program that, in collaboration with RI Food Bank, has provided over 200 residents each month over the past five years with nutritious food to address the problem of food insecurity. In addition to services provided by PHA staff, residents were provided with access to on-site clinics that screen for chronic diseases such as high-blood pressure, diabetes, substance use disorder, and depression

through a variety of partnerships. Through partnerships with behavioral healthcare providers, residents were provided with on-site appointments with providers to address issues such as anxiety, depression, and substance use disorders.

Support for Victims of Crime and VAWA: In January 2025, PHA began its 6th year of its Victims of Crime (VOCA) program, funded by a Victims of Crime Act grant through the state of RI and a \$200,000 grant from the U.S. Department of Justice. Since the program's inception it has served over 1,000 unduplicated victims of crime. The program has placed a significant focus on serving survivors of domestic violence, dating violence, sexual assault, stalking, and human trafficking. The program utilizes a holistic approach by serving victims and their families. During and post-pandemic, PHA staff continued to note a sustained increase in the number of domestic violence incidents. To meet this increased need, PHA expanded the program's staffing by to successfully expand the program to provide services and support to HCV participants. In addition to assistance with safety planning, understanding the VAWA and crime victim policies, and navigating the criminal justice system, the Victims of Crime program provided support groups in English and Spanish, facilitated referrals to a range of services, and added a mental health services coordination component to the program in 2024. In calendar year 2024, PHA received 31 requests from residents and HCV participants to invoke the VAWA policy. The most common request related to the VAWA policy was a request for a transfer to another unit to flee domestic violence. PHA continued to provide a copy of the VAWA policy during new admissions and recertification meetings for PHA housing programs, and the policy is included in adverse action letters. VOCA Community Safety Coordinators attend HCV briefing sessions and provide information about the VAWA policy. Over 40% of persons served by the VOCA program are victims of domestic violence, dating violence, adult sexual assault, or stalking. During this reporting period, PHA provided a copy of the VAWA policy at each intake meeting conducted by VOCA Community Safety Coordinators. In 2024, the PHA's Human Resources Department reviewed the new employee orientation program and implemented information about the VAWA policy and PHA responsibilities in new employee orientation sessions. PHA continued to work with over 30 state and local organizations and law enforcement agencies to meet the needs of victims of domestic violence, dating violence, sexual assault, stalking, and other violent crime. To date, the program has not encountered a victim of human trafficking.

Economic Opportunities

Jobs Hub and Jobs Plus: After having closed out its successful Jobs Plus program in mid- 2020, PHA continued to deliver a range of workforce development opportunities, although scaled back due to funding availability and the limitations of the pandemic. The PHA's Resident Services Department designed and implemented the *Jobs Hub* Program in April of 2022 to meet the needs of residents struggling financially in the wake of the pandemic at the PHA's Manton Heights and Hartford Park developments. The PHA expanded the program to other family developments in 2023. To date, the Jobs Hub Program has served over 350 residents in partnership with 30+ employer partners. The *Jobs Hub* Program model incorporates the following workforce development strategies to help unemployed persons with significant barriers to employment secure jobs: industry-driven training programs, pre-apprenticeship and Registered

Apprenticeships, progressive education and credentialing pathways, and wrap-around supportive services. The Jobs Hub Program has engaged local partners to deliver comprehensive employment-related services categorized into five areas: (1) employment readiness, (2) job training and internships; (3) job placement; (4) job retention and advancement, and (5) work-enabling social services. The Jobs Hub Program also encourages the participation of employed residents to foster upskilling and increased income. Residents have received training in resume writing and interview preparation, guidance through the job application process, and personalized support through one-on-one coaching. PHA is thrilled to have been selected for a second time to receive a Jobs Plus program. Our new Jobs Plus program will serve residents of the Chad Brown and Admiral Terrace Apartments. PHA conducted a survey of residents of these developments resulting in 149 residents indicating an interest in participating in the program. PHA has onboarded staffing for the program and the program is scheduled to begin on 2/3/25. In addition to workforce development efforts with adults in this period, PHA was engaged in its seventh year of the *One Providence for Youth Summer Youth Employment* program that has served over 100 youth during the last five years. This program has provided youth with paid internships, skill building, and soft skills development necessary for work readiness.

Family Self-Sufficiency (FSS) Program: This program continued to be well utilized by public housing and HCV families. In the last five years, PHA graduated 110 participants from the program and disbursed \$1.2 million in escrow funds to these graduates. At 12/31/24, PHA had a total of 154 families participating in its FSS program; 51% were public housing families and 49% were HCV families. In calendar year 2024, 64% of participants increased their incomes. The PHA is proud of the accomplishments of this program and its participants.

Resident Opportunities and Self Sufficiency Program: PHA is happy to have been selected once again as a recipient of a ROSS grant. This grant is a key source of funding for our Resident Services Coordinators who play a critical role in conducting needs assessments, making referrals for services need by residents and providing case management.

Homeownership & Financial Literacy: PHA became a certified homeownership counseling agency in 2023. Unfortunately, the program lost its certified homeownership counselor in 2024. The PHA looks forward to onboarding a new homeownership counselor in 2025. Homeownership continues to be of interest to families served by the PHA; the Homeownership Program hosted its 18th annual homeownership fair in 2024 with 57 participants attending the event that provided opportunities for exposure to affordable purchase options, new mortgage products, and local programs for low and moderate-income first-time homebuyers. In calendar year 2024, three program participants became homeowners. To provide families with exposure to financial literacy programming, The PHA has forged partnerships with Washington Trust and RhodeWay Financial; these organizations provide a variety of financial literacy and planning workshops (20 in the past year alone), including introduction budgeting, understanding credit, and introduction to homeownership.

Adult Basic Education: Since the onset of the pandemic, adult education programming has been difficult to provide with many partner agencies experiencing staff vacancies and in 2024 these

diminished staffing levels in partner agencies that provide adult basic education limited programming available to residents. In 2024, 26 residents were enrolled in ESL classes. Currently, PHA is working to forge expanded partnerships to enhance opportunities to ESL and other adult education programming to meet the needs of residents currently on a waiting list for classes to increase English language proficiency.

Technology and the Internet

During the past Five-Year Plan period, PHA (a participant in an early cohort of HUD's ConnectHome initiative) worked with the Providence Public Library and other partners to implement the *Bridging the Digital Divide* initiative to foster digital literacy and use of the Internet for public housing residents. A grant from the RI Foundation funded digital literacy classes in 2023 that reached 167 residents and the provision of tablets with Internet service plans. PHA partnered with the Providence Public Library, Commerce Rhode Island, and the City of Providence in 2023 and 2024 to bring outreach sessions about the Affordable Connectivity Program (ACP) to all PHA developments to raise awareness of and enroll residents in free or low-cost Internet service plans. After significant success in enrolling residents in the ACP and increasing enrollment in Internet service plans the, the ACP expired and PHA partnered with the Providence Public Library to raise awareness of the end of the program and educate residents about potential low-cost ways to obtain Internet service.

Improving Amenities for Residents

During this Five-Year Plan period, the PHA undertook several projects designed to improve amenities for residents. Utilizing CDBG grant funding from the City of Providence and other resources, the PHA renovated gyms at the Chad Brown and Manton Heights developments to create increased opportunity for positive activities for children, youth, and families. During this period, the PHA and Providence Police Department (PPD) piloted the *Open Gym Program* for youth. The program was popular and the PHA is working with the PPD to establish the program as a longer-term recreational activity. Also during this period, the PHA worked with partners to complete the Manton Pathway, a connection between the Woonasquatucket River Greenway and the Olnyville neighborhood in which Manton Heights is located. This Pathway, running through the Manton Heights developments has connected residents to a seven-mile bike and walking path and the natural resources of the Greenway. The Manton Pathway is well utilized by residents seeking exercise and the enjoyment of nature and has brought positive activity to the development. PHA is proud to have been the winner of a 2023 NAHRO Design Excellence Award for the Manton Pathway Project.

Goal 3: Cultivate, Enhance, and Evaluate Strategic Partnerships

Since the submission of the last Five-Year Annual Plan, PHA has engaged in a wide range of cross-sector activity designed to strengthen existing partnerships and forge new partnerships that support the preservation of existing housing, expansion of affordable housing, and provision of high-quality services and supports for the families served by the PHA.

Resident Advisory Board: The PHA continues to consider its partnership with the Resident Advisory Board (RAB) to be among its most important collaborations. The RAB is currently comprised of 15 resident representatives, including one who is an HCV participant, who meet throughout the year with PHA representatives. In the past year, members worked to develop a RAB mission and vision statement and identify core values. RAB meetings continued to be a forum for developing the Annual Plan, sharing information, collecting resident input on new projects, identifying resident needs, and fostering resident leadership. In 2025, the nomination and election process will be held to secure RAB members for a new two-year term. To secure at least one representative from every development in the PHA's portfolio and PHA's HCV program, including PBV developments, the PHA's Resident Engagement Coordinator will conduct significant outreach to raise awareness of the importance of the RAB and the process by which residents can serve as members of the RAB.

Public Housing as a Platform for Addressing Public Health in the Covid-19 Emergency: Responding to the Covid-19 pandemic was the greatest challenge in the PHA's history. As an agency with a long history of collaboration, the PHA leveraged a wide range of partners, including the RI Department of Health, the National Guard, the RI Disaster Medical Assistance Team, CVS and Walgreen's pharmacies, and the RI Food Bank, to devise and execute a strategy that protected the thousands of Providence residents the PHA serves. These strategies included providing onsite testing and vaccination clinics, distributing protective masks and other PPE to residents, providing test kits, and establishing emergency food distribution programs for elders and other vulnerable residents. PHA forged partnerships with unfamiliar partners, such as the National Guard and the RI Disaster Medical Assistance Team, to develop a prototype vaccination clinic in a high-rise location that became a replicable model for other PHA developments and other parts of the state of RI; this experience has laid the foundation for effective collaboration if a new public health emergency should emerge in the next Five-Year Plan period.

Public Housing Advocacy: On a state-wide level, PHA has played a leadership role in an effort with the Public Housing Association of Rhode Island (PHARI) to raise the awareness of elected officials and other leaders about the significant role public housing authorities play in providing quality housing programs and the role they could potentially play in helping to address the affordable housing crisis. PHA authored the *2024 PHARI Housing Fact Book*, a collection of data about each RI housing authority that illustrates the positive impact that public housing authorities make on the communities in which they are located. This publication was released in July 2024 and is currently being utilized in a variety of outreach and education initiatives. *The Housing Fact Book* was an outgrowth of an inter-agency presentation by PHARI members, including PHA executives, to the RI Special Legislative Commission on Low and Moderate-Income Housing in May 2023. PHA Executives will continue to be active in this type of education and outreach activity, including a planned presentation to the RI Housing Resources Commission scheduled for February 2025.

High-Quality Early Childhood Education: PHA views access to high quality early education as a key contributor to breaking the cycle of poverty experienced by many public housing residents. Through a new collaboration with the Boston Celtics Shamrock Foundation and its partners,

Rhode Island Local Initiatives Support Corporation (LISC), and the RI Department of Human Services, the PHA is engaged in a five-year pilot initiative to increase opportunities to high-quality early childhood education and family supports for public housing families residing in Manton Heights and nearby Hartford Park. The goal of this partnership is to support parents in ensuring that their children are ready for success in school. In this most recent Five-Year Plan period, the partnership conducted research about best practices in early childhood education and with an architectural firm has completed preliminary drawings for the redevelopment of the facility. LISC provided \$50,000 funding to conduct an architectural feasibility study of the facility, and the Shamrock Foundation and its partners have pledged funding for the renovation of the facility and support of operational costs of a provider who will deliver the early education program. The PHA anticipates that the program will open in late 2025 or early 2026.

Arts and Health: Since the last Five-Year Plan submission, the PHA and several City Departments partnered to develop and implement programming that combined health and exposure to the arts. The *One Nation, One Project (ONOP)* initiative, funded in part by grants received by the City from the National League of Cities and the Doris Duke Foundation, with additional funding from the City of Providence (Offices of Healthy Communities and Art, Culture and Tourism) featured the pairing of artists-in-residence with PHA community health workers at the Chad Brown family development and the Carroll Tower designated elderly-only development. The aim of the project was to use the arts as a vehicle for increasing the engagement of public housing residents in wellness activities and fostering use of health resources and community building. This multi-year initiative provided funding for three community health worker positions and a mental health coordinator position. The artists and community health workers met weekly through November 2024 with residents to assist them in developing artistic skills, working on projects that were unveiled as part of a nationwide celebration on 7/28/24, and sharing important information about health and wellness. At Carroll Tower, residents designed and created a large tree of life mosaic that was permanently installed in the community room and unveiled during a gala community event. At Chad Brown, residents participated in two events, the unveiling of a fashion line and a painting exhibit created by residents and an indoor and alfresco art exhibition of works created by residents, the artist-in-residence, and artists from the larger community. Works created by residents of both Carroll Tower and Chad Brown were on display in a gallery at the Providence City Hall during the month of August 2024. PHA anticipates continuing art and wellness programming at other PHA locations in the coming year.

Program Coordinating Committee (PCOC): Since the last Five-Year Plan submission, PHA has had notable success re-energizing its Program Coordinating Committee (PCC) that guides FSS and other resident services program development; PCC membership now includes 35 members. During the pandemic, PHA maintained the group through quarterly Zoom meetings; meetings have since resumed to an in-person format. PHA has also maintained a group of employer partners, now numbering over 30, who provide internship and employment opportunities to participants in our workforce development programming.

Partnering to Make Natural Resources Accessible to PHA Residents: In this reporting period, PHA cultivated a partnership with Rhode Island Housing and the Woonasquatucket River Watershed Council (WRWC) that resulted in the completion of the Manton Pathway project. RI Housing provided a forgivable loan that was the primary source of funding for the project. The Manton Pathway Project created a formal connection to the Woonasquatucket River Greenway, a seven-mile walking and bike path. PHA and its partners were awarded a 2024 NAHRO Excellence Award for Design for the Manton Pathway Project. In the past year, the PHA has continued to collaborate with the WRWC to explore the construction of another pathway linking the Hartford Park community to the natural resources of Woonasquatucket River Greenway. The PHA and the WRWC anticipate conducting a community meeting in early spring of 2025 to gather Hartford Park resident input on the project plan.

Partnerships to Prevent Homelessness and Increase Affordable Housing Opportunities: In reporting period, PHA and RI Housing agreed to share jurisdiction for special voucher populations to promote quicker leasing and state-wide geographical housing options for voucher holders with Mainstream, Foster Youth to Independence, Family Reunification and Move Up/Move-On Vouchers. With Crossroads Rhode Island, PHA developed the plan for a special program for Crossroads' Transitional Housing Program graduates to have an admissions preference for the PHA's public housing program and incorporated this preference into the PHA's ACOP in 2024. As a strategy to increase housing opportunities and choice by increasing the number of landlords participating in the program, PHA also partnered with landlords to raise their awareness of the benefits of participating in the program through outreach education programs and incentives. This initiative attracted over 70 new landlords to the HCV program.

Partnering with the Community: Since the last Five-Year Plan submission, PHA staff have continued to serve on a wide range of boards, committees and task forces, including but not limited to: Workforce Solutions of Providence/Cranston Board; Habitat for Humanity Board; City of Providence Mayor's Coalition on Behavioral Health Board; WIOA Youth Employment Committee; South Providence HEZ Steering Committee and its Chronic Health Conditions sub-committee, and Central Provide HEZ Employment Working Group. Executive Director Melissa Sanzaro serves as a member of the RI Housing Resource Commission representing the PHAs of RI, as a member of the Board of the RI Public Health Institute, as co-vice chairperson of the Public Housing Authorities Association of RI, and as a member of the Community Advisory Boards of the United Way of RI and Washington Trust. Deputy Director Jacqueline Martinez serves as a member of the RI Continuum of Care and the Providence Community Health Centers' Community Advisory Council.

Goal 4: Continuously Improve PHA Management and Operations

Board Development: Since the submission of the last Five-Year Plan, PHA has onboarded four new Commissioners. To support these new Commissioners and existing Commissioners to best carry out their roles, PHA administered a survey in 2023 asking Board members to identify training topics of interest. PHA staff developed a training plan that integrated presentations

during Board meetings by PHA staff and outside experts, half day retreats, and identification of training events conducted by national industry leaders such as NAHRO, CLPHA and Nan McKay. Board members have been introduced to the resources of HUD Exchange and are provided with materials from HUD's *Lead the Way* Commissioner training program in new member orientation packages. Starting in 2023, Commissioners and senior staff received in-person annual ethics training from a representative of the RI State Ethics Commission. Also beginning in 2023, Board members participated in half day retreats designed to foster capacity building, planning and innovation in the management of the PHA. The 2023 Board retreat, entitled *Reimagining Housing*, included training and discussions about real estate development, capital needs assessments, security upgrades, and Commissioners had the opportunity to learn about how a peer housing authority, Worcester Housing Authority (MA), was pursuing the redevelopment of one of its oldest family public housing developments. The current year's retreat, *Opportunity Knocks*, featured a presentation by the Cambridge Housing Authority (MA) concerning that agency's lessons learned in repositioning assets, a discussion about the PHA's new cross-sector collaboration concerning early childhood education, and an interactive planning activity focused on updating the PHA's strategic plan.

Teambuilding to Support Internal Management and Operations: Throughout this reporting period, the PHA's Executive Department engaged the leadership of all Departments in interactive, monthly senior staff sessions focused on identifying obstacles to success, developing strategies to address obstacles, and celebrating success in each year of the Plan. In August of 2024, PHA launched its first annual *Values in Action* Awards to honor staff members whose contributions to the PHA reflect the PHA's five core values. Staff selected to receive these awards were nominated by their peers and celebrated at an all-staff and Resident Advisory Board event in August.

Staff Development and Training: Throughout this reporting period, the PHA's Human Resources Department reviewed training needs and developed training schedules. During this time, all PHA staff participated in harassment and discrimination training and staff in middle management positions participated in leadership training. Also in this period, the PHA comprehensively reviewed and updated its public housing ACOP and HCV administrative plans to reflect updates in HUD regulations, including HOTMA, and industry best practices. Staff in these departments received training about changes in these foundational policies. The PHA's Property Management Department created updated and standardized standing operating procedures and provided training before implementation. Property Managers also received leadership training in 2023, with all Managers completing the 12-module *The Leadership Journey* program developed by Business Training Experts. All Property Management staff participated in HUD fair housing training in 2023 via a HUD Exchange webinar. Resident Services, Leased Housing, and Property Management Departments all staff received customer service training. In addition, Resident Service Department staff received conflict resolution training that enabled them to serve as mediators in intra-resident and community conflict situations. To enhance the skills of our maintenance trades staff, the PHA's Human Resources Department, in collaboration with the bargaining unit representing PHA carpenters and the New England Carpenter's Training Center, developed a training curriculum to enhance skills in five

critical areas of PHA need and implemented a twelve-week training program where staff received hands-on training and exposure to new tools, methods and products. Currently staff in all Departments are in the process of comprehensive training necessary for use of the PHA's new operating software system that will come fully online in April 2025.

Building Capacity: During this reporting period, the PHA accessed its organizational structure and began to examine how any repositioning of assets might impact the agency's organizational structure. During this period, PHA established and staffed a new Admissions Department responsible for screening and onboarding all new public housing residents and HCV participants to streamline the screening and leasing processes across programs, minimize vacancies in public housing, and maximize HCV utilization. The PHA added capacity in the Resident Services Department to best manage new programs by adding a Workforce Development Program Manager and a Wellness Program Manager to the Department's supervisory structure. To add capacity to the Facilities Management Department, PHA established an additional Associate Director position to focus on management of contracts and capital projects.

Cyber Security: Because the PHA takes seriously its responsibility to safeguard sensitive information held in its software program and on devices, in 2023 it completed a comprehensive review of the PHA's digital networks and initiated two projects: cyber security monitoring and management and migrating the agency's virtual environment and data to the Cloud. PHA has retained Artic Wolf as its cybersecurity monitoring and management vendor. The PHA implemented and increased vulnerability scans, provides ongoing cybersecurity training of staff, and acquired cybersecurity insurance to protect the PHA. PHA completed the connection of its devices to the Cloud and has replaced the agency's EOL (end-of-life) virtual environment hardware.

Technology: The PHA, after using HAB software for many years, issued a request for proposals in 2024 for an operating software system and selected PHA Web as the PHA's new operating software system. This software will significantly increase functionality that will better support PHA in more efficiently conducting its business operations and provides features that support resident, program participant, landlord, and vendor interactions with PHA through dedicated portals available with software system. As this final year of the current Five-Year Plan concludes, PHA staff is engaged in extensive staff training necessary for the implementation of the software.

Use of Interdepartmental Strategy Committees

Leased Housing Strategy Committee: The PHA established the Leased Housing Strategy Committee in 2022 to review and revise the PHA's HCV Administrative Plan, develop an update staffing plan, and identify strategies for ensuring continued high performer status with SEMAP. The Committee successfully completed the review and revision of the Administrative Plan and developed new initiatives, including establishing a housing search assistant position to serve as a bridge between families and landlords, implementing a landlord recruitment strategy, and increasing communication between the PHA and landlords, particularly PBV landlords. The

Committee also advised the Department in strategies for onboarding new HUD initiatives, such as the EHV and Mainstream Voucher Programs and implementing strategies that resulted in the PHA meeting or exceeding leasing goals for these programs serving hard to house families. In 2024, the Leased Housing Strategy Committee guided by the Finance and Accounting Department provided vital guidance to the Committee about strategies for maximizing utilization of subsidy within the confines of a HUD shortfall prevention plan. The Committee working closely with HUD's Shortfall Prevention Team to successfully secure needed Set-Aside Funding and developed leasing strategies and cost containment measures to prevent future shortfall. Currently, the Committee is researching best practices from a number of sources, including Nan McKay and NAHRO, about addressing and navigating potential cuts in HUD funding for the HCV Program. *Security Operations Strategy Committee:* In 2023, a committee comprised of representatives of the Security Operations, Resident Services, Property Management and Executive Departments was established to meet to identify safety and security challenges and devise strategies to address challenges. An important outcome of the Committee's work was a revised security plan for high-rises buildings that included 24/7 coverage, engagement of an outside vendor, and deploying a new security model that included stationary and roving security guards. As a result of this Committee's work in 2024, the PHA's Office of Security operations created and maintained a tracking system that notes the status of cameras and lighting needs and upgrades and other CPTED approaches such as foliage removal. The Committee also developed the framework for Community Safety meetings at all developments and a new one-on-one outreach capacity where Task Force members and, when beneficial, law enforcement representatives meet with residents to assess underlying causes of behavior that interferes with community safety. The Tasks Force also works with the Providence Police Department and community partners to develop strategies to address new and emerging trends in safety and security.

Public Housing Assessment System (PHAS) Strategy Committee: Since the last Five-Year Plan submission, this PHA convened an interdepartmental team that includes representation from the Executive, Finance, Property Management, Admissions, and Facilities Management Departments, as well as the Office of Strategy and Development. The charge of this Committee that meets monthly is to track PHAS performance indicators, identify obstacles to PHAS high performance, research best practices, and develop, implement, and monitor corrective strategies and best practices in the areas of unit inspections, unit turnaround, occupancy, and rent collection.

Vendor Task Force

During the pandemic, supply chain disruptions were a significant challenge to capital project completion, work order completion, and unit turnaround time. Established in 2021, the Vendor Task Force, led by the Finance Department identified new sources of suppliers and developed other strategies for dealing with supply chain issues. Including representatives from the Legal, Facilities Management, and Executive Departments, the Task Force continues to meet monthly to track contracts, review change orders, and monitor internal controls and contract tracking

protocols to ensure high performance by vendors, minimize change orders, and ensure cost containment in contracts.

Facilities Management and Preservation of PHA Public Housing: Since the submission of the last Five-Year Plan, in addition to completing over 30,000 work orders per year, the PHA undertook major capital projects designed to preserve public housing units, including: Roof replacement at Kilmartin Plaza, the demolition and replacement of emergency exit staircases and skylights at the Roger Williams Apartments, replacement of fire pump systems at Carroll Tower and Parenti Villa, replacement of 45% of building roofs at Manton Heights, the replacement of roofs on all buildings at Chad Brown, upgrading of elevators in all high rises, installation of sprinkler systems at all high rises, the installation of new building entry doors in four out the PHA five high-rise buildings, and completion of a \$2 million lead-based paint testing and abatement project at the Chad Brown Apartments. During this time period, PHA also adopted new procedures for pest management and contracted for landscaping, plastering and tub surrounds installations to augment PHA personnel. Modernization: Over the past five years, PHA continued its pursuit of modernizing heating and cooling systems support efficiency and cost savings. PHA completed its first conversion of a high-rise HVAC system to mini-split system through a partnership with RISE engineering. RISE is a Project Expediter (PEX) in RI, an authorized contractor selected through a bid process to implement energy-efficiency projects that qualify for Rhode Island Energy's energy incentives. RISE secured energy incentives that funded the design and installation costs of the project – a value of \$1.2. PHA may pursue a mini-split conversion next at its Carroll Tower elder-only designated development. PHA also partnered with RISE engineering to install high efficiency boilers at Manton Heights, Chad Brown and Admiral Terrace (a project that came at no cost to PHA and is valued at \$2.8 million) and installation of high efficiency water heaters at Dexter Manor and Dominica Manor) a project that came at no cost to PHA and is valued at \$600,000). In addition to a partnership with RISE, PHA was a partner in a successful grant application to the EPA in 2024 that will pilot the conversion of gas-fired stoves to electric stoves in a portion of the PHA's scattered site units in the coming year. Also in this period, PHA implemented the first stage of its plan to convert of a portion of its fleet of vehicles to electric vehicles with the purchase of four all-electric vehicles. In this reporting period, PHA, with other members of PHARI, invested in a solar net metering project that will save PHA and PHARI members millions in utility expenses; the PHA General Counsel provided pro bono legal services for negotiation of the PHARI contract. The project's solar farm is scheduled to be operational in 2026.

Finance: Since the submission of the last Five-Year Plan, the PHA's Finance department completed a review of all department policies and adopted all of HUD's model policies for public housing authority f-nance-related operations. Also, since the last Five-Year Plan submission, the PHA engaged in interdepartmental grant writing that yielded over \$8 million. The PHA's Finance Department tracks all grant funded expenditures and files PHA financial reports to funders. Notable grant awards in the period include, but are not limited to:

- \$2.3 million HUD Jobs Plus grant;
- \$2.1 million HUD Lead Paint grant;

- \$470,000 grant through the City of Providence to support PHA's Community Health Outreach Worker Program;
- \$208,000 grant from Housing Authority Insurance Risk Prevention Fund to support the replacement of fire pumps at Carroll Tower;
- \$200,000 grant to support the PHA's Victims of Crime Program;
- \$150,000 grant to support the PHA's Jobs Plus program; and
- \$75,000 grant from the Rhode Island Foundation grant to support the Building Bridges to Support in the Wake of Covid-19 program behavioral health program.

Providence Housing Authority
 Questions and Comments and PHA Response
 Plan

Resident Advisory Board
 Annual Plan, 5-Year Plan and Capital

Annual Plan, 5-Year Plan

Presentation on 2/12/25 and 3/12/25

QUESTION/COMMENT	RESPONSE
<p>A RAB member recommended that PHA conduct annual public housing unit inspections using staff and that the inspection process include verifying persons authorized to live in the unit, authorized pets, and noting housekeeping standards in addition to noting unit conditions.</p>	<p>The PHA will continue to use a contracted vendor to perform unit inspections of all PHA public housing units. During these inspections, the vendor notes any conditions requiring PHA repair, as well as problematic housekeeping conditions and dangerous animals. The vendor reports all inspection findings to the PHA and acts upon these reports. PHA will continue to verify persons authorized to live in units, pets authorized to be in units, and approved assistance animals at the time of annual recertifications and interim recertifications conducted by PHA property management staff. PHA staff investigates all reports of unauthorized persons or animals living in PHA units and takes appropriate action.</p>
<p>Does the PHA have any plans to install a mini-split HVAC system at Carroll Tower</p>	<p>The PHA is currently in discussions with RISE Engineering, a Project Expediter and authorized contractor selected through a bid process to implement energy efficiency projects that qualify for RI Energy's energy incentives, about the possibility of installing a mini-split system at Carroll Tower. At this time, it appears that there might not be sufficient energy incentives available to support the project in the next year.</p>

Several RAB members commented that they would like to see increased security in high-rise developments.

PHA currently provide 24/7 security coverage through a combination of stationary guards and roving security to provide services to high-rise locations. These services are provided by PHA staff and supplemented by a contract with a private security vendor. These security services are also supported by the Public Housing Unit of the Providence Police Department. PHA carefully monitors the rates of incidents at all of its locations and adjusts security personnel and coverage as needed.

Is the PHA planning to install more cameras in its developments?

In the past year, PHA, with funding from the City of Providence, the RI Office of Healthy Aging, and PHA resources, has added new cameras to several of its developments, including new and upgraded cameras at Hartford Park, Manton Heights, and Chad Brown, and a hallway camera pilot project at Kilmartin Plaza. Each year, PHA budgets for the upgrading and installation of cameras as funding allows. In the coming year, PHA plans to apply for additional grant funds to increase the number of cameras in PHA developments,

<p>How can the PHA increase efforts to engage more HCV participants in the membership of the RAB and include more discussion of programs and policies that relate to HCV participants?</p>	<p>Current RAB member terms expire in June of 2025 and PHA will be conducting extensive outreach in the summer of 2025 to public housing residents and HCV participants, including those residing in project-based voucher developments, to raise awareness of the importance and role of the RAB and the process for becoming a RAB member. PHA plans to include more information and discussion about HCV-related issues in future RAB meetings.</p>
<p>A RAB member commented that windows are drafty at Dexter Manor and recommended that the PHA plan to replace windows at Dexter Manor as part of any redevelopment/renovation work at the development.</p>	<p>Replacement of windows at Dexter Manor was noted in the PHA's 2024 Physical Needs Assessment. Currently there is not sufficient Capital Grant Funding to replace windows at this development; however, PHA has received a \$250,000 predevelopment grant for Dexter Manor from RI Housing and will be exploring ways to redevelop/renovate this development, including addressing aging building components, including windows.</p>
<p>Is money residents receive through Cash App considered income?</p>	<p>PHA will review Cash App statements to determine if funds received through a Cash App payment is a one-time payment, for something like a birthday gift, or if payments are being received on a recurring basis. A one-time Cash App payment would not be considered income. However, regularly recurring Cash App payments to a resident would be examined as possible income.</p>

<p>What does HUD mean by the term "periodic payment" related to an IRS recognized retirement plan?</p>	<p>HUD regulations require that the withdrawal of cash or assets from a retirement account that is received as periodic payments be counted as income. PHA provided the HUD definition of periodic payments.</p>
<p>What happens if the PHA finds income that wasn't reported by a public housing resident/HCV program participant?</p>	<p>The PHA will verify that the resident/participant had unreported income and then recalculate rent as it should have been calculated if the income had been reported and take appropriate steps to recapture the over payment of subsidy that resulted from the failure to report all household income.</p>
<p>CAPITAL PLAN</p>	
<p>Does the PHA plan to upgrade exterior lighting at Carroll Tower?</p>	<p>Presentation 2/12/25 PHA is in the process of developing a portfolio wide plan for sequencing lighting upgrades as part of its safety and security plan. This planning includes identifying sources of funding projects, including CFP funds and grant resources.</p>
<p>What can be done to address how quickly newly installed exterior building doors at Manton Heights shut and what can be done to address vandalism that is occurring to a door at 21 Salmon Street?</p>	<p>PHA will examine the door hardware to determine if an adjustment needs to occur to slow the rate at which the door closes. The report of vandalism will be at 21 Salmon Street will be forwarded to the Office of Security Operations and the Property Management Department for investigation and action.</p>

<p>Is the PHA considering adding/updating cameras at Sunset Village?</p>	<p>The PHA is currently developing a portfolio-wide lighting and camera upgrade plan. A key part of this plan is identifying PHA and grant resources that could be used to fund upgrades. PHA is currently upgrading lighting at Sunset Village in exterior stairwells and is also considering adding cameras in exterior stairwells.</p>
<p>Is the PHA considering replacing the windows at Dexter Manor? The commenter provided specific information about the condition of a window in her unit within Dexter Manor II.</p>	<p>Replacement of windows at Dexter Manor was noted in the PHA's 2024 Physical Needs Assessment. Currently there is not sufficient Capital Grant Funding to replace windows at this development; however, PHA has received a \$250,000 predevelopment grant for Dexter Manor from RI Housing and will be exploring ways to redevelop/renovate this development, including addressing aging building components, including windows. PHA Facilities Management staff will visit the apartment of the commenter to determine what measures could be applied to improve the functionality of windows in her unit in the short-term.</p>
<p>What is PHA doing to address the lack of parking at Dominica Manor?</p>	<p>The PHA is exploring the potential of creating additional parking areas at this development, as well as exploring the possibility of obtaining on-street parking permits and arrangements with nearby business to rent parking spaces. PHA is exploring the possibility of grant resources to support the creation of new on-site parking areas.</p>

<p>What is the status of a plan to make plaster and tub surround repairs at the Hartford Park family development?</p>	<p>PHA has contracted with outside vendor to augment PHA staff assigned to complete plastering and tub surround workorders authority-wide. This type of work is not considered a capital project that would be addressed with Capital Fund Program resources. This work is funded by operational funds.</p>
<p>The front building entrance door at Carroll Tower may have a malfunction: a RAB member reported a grinding sound at times when the door is sliding open.</p>	<p>The Facilities Management Department will examine the door to determine if any repair is needed. This type of work is not considered a capital project that would be addressed with Capital Fund Program resources. This work is funded by operational funds.</p>

**Certifications of Compliance with
PHA Plan and Related Regulations
(Standard, Troubled, HCV-Only, and
High Performer PHAs)**

U.S. Department of Housing and Urban Development
Office of Public and Indian Housing
OMB No. 2577-0226
Expires 3/31/2024

**PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations
including PHA Plan Elements that Have Changed**

Acting on behalf of the Board of Commissioners of the Public Housing Agency (PHA) listed below, as its Chairperson or other authorized PHA official if there is no Board of Commissioners, I approve the submission of the X 5-Year and/or X Annual PHA Plan, hereinafter referred to as "the Plan", of which this document is a part, and make the following certification and agreements with the Department of Housing and Urban Development (HUD) for the PHA fiscal year beginning 07/01/2025, in connection with the submission of the Plan and implementation thereof:

1. The Plan is consistent with the applicable comprehensive housing affordability strategy (or any plan incorporating such strategy) for the jurisdiction in which the PHA is located (24 CFR § 91.2).
2. The Plan contains a certification by the appropriate State or local officials that the Plan is consistent with the applicable Consolidated Plan, which includes a certification that requires the preparation of an Analysis of Impediments (AI) to Fair Housing Choice, or Assessment of Fair Housing (AFH) when applicable, for the PHA's jurisdiction and a description of the manner in which the PHA Plan is consistent with the applicable Consolidated Plan (24 CFR §§ 91.2, 91.225, 91.325, and 91.425).
3. The PHA has established a Resident Advisory Board or Boards, the membership of which represents the residents assisted by the PHA, consulted with this Resident Advisory Board or Boards in developing the Plan, including any changes or revisions to the policies and programs identified in the Plan before they were implemented, and considered the recommendations of the RAB (24 CFR 903.13). The PHA has included in the Plan submission a copy of the recommendations made by the Resident Advisory Board or Boards and a description of the manner in which the Plan addresses these recommendations.
4. The PHA provides assurance as part of this certification that:
 - (i) The Resident Advisory Board had an opportunity to review and comment on the changes to the policies and programs before implementation by the PHA;
 - (ii) The changes were duly approved by the PHA Board of Directors (or similar governing body); and
 - (iii) The revised policies and programs are available for review and inspection, at the principal office of the PHA during normal business hours.
5. The PHA made the proposed Plan and all information relevant to the public hearing available for public inspection at least 45 days before the hearing, published a notice that a hearing would be held and conducted a hearing to discuss the Plan and invited public comment.
6. The PHA certifies that it will carry out the public housing program of the agency in conformity with title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d-2000d-4), the Fair Housing Act (42 U.S.C. 3601-19), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), title II of the Americans with Disabilities Act (42 U.S.C. 12101 et seq.), and other applicable civil rights requirements and that it will affirmatively further fair housing in the administration of the program. In addition, if it administers a Housing Choice Voucher Program, the PHA certifies that it will administer the program in conformity with the Fair Housing Act, title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, title II of the Americans with Disabilities Act, and other applicable civil rights requirements, and that it will affirmatively further fair housing in the administration of the program.
7. The PHA will affirmatively further fair housing, which means that it will take meaningful actions to further the goals identified in the Assessment of Fair Housing (AFH) conducted in accordance with the requirements of 24 CFR § 5.150 through 5.180, that it will take no action that is materially inconsistent with its obligation to affirmatively further fair housing, and that it will address fair housing issues and contributing factors in its programs, in accordance with 24 CFR § 903.7(o)(3). The PHA will fulfill the requirements at 24 CFR § 903.7(o) and 24 CFR § 903.15(d). Until such time as the PHA is required to submit an AFH, the PHA will fulfill the requirements at 24 CFR § 903.7(o) promulgated prior to August 17, 2015, which means that it examines its programs or proposed programs; identifies any impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with local jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; and maintains records reflecting these analyses and actions.
8. For PHA Plans that include a policy for site-based waiting lists:
 - The PHA regularly submits required data to HUD's 50058 PIC/IMS Module in an accurate, complete and timely manner (as specified in PIH Notice 2011-65);

- The system of site-based waiting lists provides for full disclosure to each applicant in the selection of the development in which to reside, including basic information about available sites; and an estimate of the period of time the applicant would likely have to wait to be admitted to units of different sizes and types at each site;
 - Adoption of a site-based waiting list would not violate any court order or settlement agreement or be inconsistent with a pending complaint brought by HUD;
 - The PHA shall take reasonable measures to assure that such a waiting list is consistent with affirmatively furthering fair housing; and
 - The PHA provides for review of its site-based waiting list policy to determine if it is consistent with civil rights laws and certifications, as specified in 24 CFR 903.7(o)(1).
9. The PHA will comply with the prohibitions against discrimination on the basis of age pursuant to the Age Discrimination Act of 1975.
 10. In accordance with 24 CFR § 5.105(a)(2), HUD's Equal Access Rule, the PHA will not make a determination of eligibility for housing based on sexual orientation, gender identify, or marital status and will make no inquiries concerning the gender identification or sexual orientation of an applicant for or occupant of HUD-assisted housing.
 11. The PHA will comply with the Architectural Barriers Act of 1968 and 24 CFR Part 41, Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped.
 12. The PHA will comply with the requirements of Section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low-or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 135.
 13. The PHA will comply with acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implementing regulations at 49 CFR Part 24 as applicable.
 14. The PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).
 15. The PHA will provide the responsible entity or HUD any documentation that the responsible entity or HUD needs to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58 or Part 50, respectively.
 16. With respect to public housing the PHA will comply with Davis-Bacon or HUD determined wage rate requirements under Section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.
 17. The PHA will keep records in accordance with 2 CFR 200.333 and facilitate an effective audit to determine compliance with program requirements.
 18. The PHA will comply with the Lead-Based Paint Poisoning Prevention Act, the Residential Lead-Based Paint Hazard Reduction Act of 1992, and 24 CFR Part 35.
 19. The PHA will comply with the policies, guidelines, and requirements of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Financial Assistance, including but not limited to submitting the assurances required under 24 CFR §§ 1.5, 3.115, 8.50, and 107.25 by submitting an SF-424, including the required assurances in SF-424B or D, as applicable.
 20. The PHA will undertake only activities and programs covered by the Plan in a manner consistent with its Plan and will utilize covered grant funds only for activities that are approvable under the regulations and included in its Plan.
 21. All attachments to the Plan have been and will continue to be available at all times and all locations that the PHA Plan is available for public inspection. All required supporting documents have been made available for public inspection along with the Plan and additional requirements at the primary business office of the PHA and at all other times and locations identified by the PHA in its PHA Plan and will continue to be made available at least at the primary business office of the PHA.
 22. The PHA certifies that it is in compliance with applicable Federal statutory and regulatory requirements, including the Declaration of Trust(s).

Housing Authority of the City of Providence, RI
PHA Name

RI001
PHA Number/HA Code

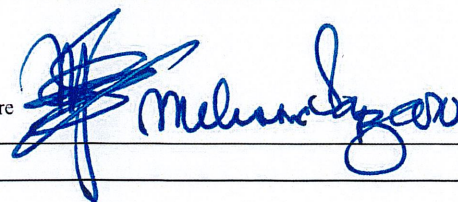
Annual PHA Plan for Fiscal Year 2025

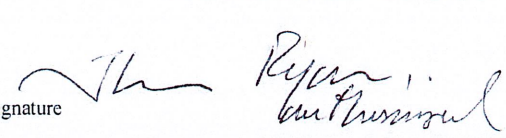
5-Year PHA Plan for Fiscal Years 2026- 2030

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate. **Warning:** HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802).

Name of Executive Director: Melissa Sanzaro

Name Board Chairman: Thomas Ryan

Signature  Date 3/27/25

Signature  Date 3-27-25

The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality. This information is collected to ensure compliance with PHA Plan, Civil Rights, and related laws and regulations including PHA plan elements that have changed.

Public reporting burden for this information collection is estimated to average 0.16 hours per year per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Certification by State or Local
Official of PHA Plans Consistency
with the Consolidated Plan or
State Consolidated Plan
(All PHAs)**

U. S Department of Housing and Urban Development
Office of Public and Indian Housing
OMB No. 2577-0226
Expires 3/31/2024

**Certification by State or Local Official of PHA Plans
Consistency with the Consolidated Plan or State Consolidated Plan**

I, Emily Freedman, Director, Department of Housing and Human Services
Official's Name *Official's Title*

he certify that the 5-Year PHA Plan for fiscal years 2026-2030 and/or Annual PHA Plan for fiscal
Providence Housing Authority is consistent with the _____
PHA Name

Consolidated Plan or State Consolidated Plan including the Analysis of Impediments (AI) to Fair
Housing Choice or Assessment of Fair Housing (AFH) as applicable to the

City of Providence, Rhode Island

Local Jurisdiction Name

pursuant to 24 CFR Part 91 and 24 CFR § 903.15.

Provide a description of how the PHA Plan's contents are consistent with the Consolidated Plan or
State Consolidated Plan.

The PHA's continued updating of the public housing ACOP and Administrative Plan for the
Housing Choice Voucher Program ensures housing programs are operated in compliance with
applicable laws and regulations, including HOTMA. The PHA's use of project-based vouchers
and partnerships with landlords and developers in the private market has preserved existing units
and created new units of affordable housing in the City of Providence. Since the last Annual Plan
submission, 190 new units leveraged with the investment of PHA PBVs were completed and
occupied. In the next three years, the PHA investment of 71 PBVs in private developments is
expected to result in the completion of 420 units of new housing in the City, with the majority of
those units being affordable units. The PHA's portfolio-wide physical needs assessment of its
properties and exploration of the feasibility of repositioning public housing assets offers great
promise for the preservation and redevelopment of hard units of quality housing for low-income
households, as well as the potential creation of new units of affordable housing. The PHA is
playing a leadership role within the Public Housing Authorities Association of RI to raise public
awareness of the value of public and assisted housing programs and the role that PHAs could play
in addressing the affordable housing crisis in RI. The PHA is engaged in a wide range of
partnerships and collaborative programming for residents and program participants designed to
foster economic opportunity, homeownership, health and wellness, and positive youth
development, and productive aging in place for elders. Examples of PHA programming includes a
new HUD-funded Jobs Plus Program at the Admiral Terrace development, the authority-wide Jobs
Hub workforce development program that engages over 30 employers, financial literacy training,
adult education, a new early childhood education and family engagement program in collaboration

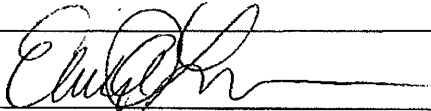
with the Boston Celtics Shamrock Foundation, a community health outreach worker program, and a HUD-funded Family Self-Sufficiency program. The PHA continues to convene a 30-member inter-agency Program Coordinating Committee that works with the PHA to share resources, evaluate programming and plan strategies for meeting the needs of the population the PHA serves. The PHA's current Annual Plan and its 2026-2029 Five-Year Plan, focused on the four overarching goals of Identifying and Pursuing Opportunities to Preserve and Expand Affordable Housing, Providing Safe and Healthy Communities with Pathways to Vibrant Futures, Cultivating, Enhancing and Evaluating Strategic Partnerships, and Continuously Improving PHA Internal Management and Operations, are consistent with the Consolidated Plan of the City of Providence. The PHA's Capital Fund Program Annual and Five-Year Plans demonstrate a sound plan for utilizing federal funds for preserving decent, safe, and sanitary housing operated by the PHA. The PHA's Capital Fund Program Annual Plan and Five-Year Plan are also consistent with the City's Consolidated Plan.

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate. Warning: HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802)

Name of Authorized Official: Emily Freedman

Title: Director, Department of Housing and Human Services

Signature:



Date:

3/6/2025

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