



## WHAT IS SUPPORTIVE HOUSING

Supportive housing offers permanently affordable housing with voluntary services to help individuals who are homeless and have mental health challenges, substance dependency, HIV/AIDs, and other special needs. Studies show high retention rates and improved outcomes for tenants, including improved health and reconnection to the community. Supportive housing also benefits neighborhoods by improving property values and safety while saving taxpayer dollars by reducing the use of expensive emergency services.

## WHO WE ARE

The Supportive Housing Network of New York is an advocacy organization representing nonprofit developers and operators of supportive housing. Our members operate more than 55,000 units of supportive housing, employing thousands of human service workers, with Black and brown women comprising over 70% of the workforce.

## WHAT WE DO

The Network advocates for policies that promote supportive housing growth and effectiveness, conducts and publishes original research, and provides policy and budget analysis. We foster a community of nonprofit supportive housing providers in New York State to advance the creation and preservation of supportive housing.



FOUNDED IN

1988

MORE THAN

200

NONPROFIT MEMBERS

OPERATING

55k +

SUPPORTIVE HOUSING  
UNITS



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## REIMAGINE NYC 15/15

### THE BACKGROUND

In 2016, the city launched the ambitious NYC 15/15 initiative aiming to create 15,000 units over 15 years, split between congregate housing—single-sites with individual apartments and on-site services—and scattered site housing, private market rentals with mobile services. However, rising inflation and housing costs have outpaced NYC 15/15's ability to reach its goal. Moreover, infrastructure of first-generation supportive housing, created in the 1980s, is crumbling and in dire need of preservation.

### THE PROBLEM

More than halfway through the initiative, NYC 15/15 has only awarded **17%** of its scattered site awards, leaving **6,220** units untapped for homeless households. Low service rates and lack of affordable units contribute to its stagnation. Congregate development is on track, but outdated rent subsidies cause budget deficits for providers. Aging infrastructure and archaic contract rates put the first generation of supportive housing at risk. A well-funded and reimagined NYC 15/15 is crucial to avoid falling short of the 15k units and losing valuable housing stock.

### THE SOLUTION

The Network has crafted a comprehensive reallocation plan to meet sector's needs:

- 1. Reallocate unawarded scattered site units across various models.** Create more congregate units, preserve first-generation housing, and introduce an overlay model, which pairs city-funded affordable development with scattered site contracts, reducing risks associated with private-market rentals.
- 2. Increase and align all service and operating rates.** This ensures tenants receive consistent service levels and providers have uniform contracted rates, irrespective of housing type.
- 3. Launch a new Supportive Housing Preservation program** that merges capital subsidies with NYC 15/15 service and operating subsidies.
- 4. Improve access to NYC 15/15 by expanding eligibility** to people leaving jail or prison and survivors of domestic violence.



# SUPPORT #JUSTPAY FOR HUMAN SERVICES WORKERS!

## BACKGROUND



Government contracts have resulted in nonprofit human services workers being some of the lowest paid workers in our economy. Although the City relies on these workers to provide essential services to millions of New Yorkers, it sets poverty-level wages in their contracts. **Poverty-level wages for City-contracted human services workers not only harm workers, but put communities at risk by contributing to staff turnover and program closures.**

### 57%

of human services workers are women of color.

### 2/3

of full-time human services workers had 2019 earnings below NYC's near-poverty threshold.

### 22%

of human services workers received SNAP benefits in 2021.

### 30%

Nonprofit human services workers make 30% less than what government human services workers make.

## OUR FY25 ASK: A 5%-3%-3% COLA



- A **5% cost-of-living adjustment (COLA)** for City-contracted human services workers in the FY25 budget, at a cost of approximately \$150 million.
- A public commitment from the Mayor to **fund a 3% COLA in each of the next two years**, bringing the full investment in human services workers to 16% in 5 years from FY23-FY27.

*"If we are forced to leave our job as human services workers, what will become of our clients? What will become of our city?"*

-Kay Holder  
Home Health Aide,  
Greenwich House



 **JOIN US: [justpayny.org/stay-connected](https://justpayny.org/stay-connected)**

# THE BREAKDOWN: FY25 #JUSTPAY CITY ASKS



## WHY A 5%-3%-3% COLA? ??

City-contracted human services workers deserve equal pay as City workers with the same job.

### DC 37 CITY WORKER



### CITY-CONTRACTED WORKER



#### WAGES WITH 2023 UNION DEAL:

- **3% COLA** each year from 2021–2024.
- **3.25% COLA** in 2025.

↗ **TOTAL: 16% WAGE INCREASE**

#### WAGES WITH #JUSTPAY ASKS:

- Funds allocated from FY23 and FY24 equate to **approximate 5% COLA**.
- **5% COLA in FY25**. This is needed to make up for total funds lost in FY23 and FY24 through “workforce enhancements.” These were not COLAs, and leave money owed to human services workers.
- **3% COLA each year from FY26 – FY27**.

↗ **TOTAL: 16% WAGE INCREASE**

## COLA VS. WORKFORCE ENHANCEMENT INITIATIVE (WEI) 🔍

In the last two City budgets, City-contracted human services workers received a “workforce enhancement” instead of a COLA.



- ✓ **Fixed percentage** that ensures wages keep up with cost-of-living.
- ✓ Providers and workers **can expect and plan for it** because it’s a percentage.
- ✓ Based on **all available City funds**.



- ✗ Funds **dollar amounts** that vary by worker and program.
- ✗ Providers and workers **can’t expect or plan for it** due to slow rollout.
- ✗ Based on **City tax levy funds**.

## INVESTING IN OUR ASKS 🌱

- 1) FY23 and FY24 workforce enhancements cost **\$100 million**.
- 2) A FY25 5% COLA will cost **\$150 million.\***
- 3) A FY26 3% COLA will cost **\$80 million.\***
- 4) A FY27 3% COLA will cost **\$86 million.\***

**TOTAL INVESTMENT: \$416 MILLION\***



*\*We can only base this number on City tax levy funds, so it is a low estimate. The City should provide the full cost based on all available City funds.*

**What is Correct Crisis Intervention Today – NYC (CCIT-NYC)?**

We are a coalition of 80+ advocacy organizations working to transform how New York City responds to the 200,000+ annual mental health crisis calls now responded to by the NYPD. In light of the 19 individuals killed by police when responding to mental health crises in NYC in the last seven years alone, and the myriad others injured by police and dragged into the criminal legal system, we advocate for a non-police response to mental health crises led by peers (those with lived mental health experience) as the approach that embodies best practices.

**What do we envision?**

Our proposed peer-led crisis response program will operate 24/7, be citywide, and will pair trained peers with EMT's who are unaffiliated with FDNY or NYPD. The coordinated crisis response system will include prevention, alternatives to hospitals, and robust follow up from local service providers to avoid future crises.

**What do the data say?**

The [data on the City's B-HEARD model](#) have consistently shown that police continue to respond to mental health crises the vast majority of the time, with [nearly every measured trend heading in the wrong direction over time. In 2022 – the last year for which data are available as of September 2023 -- merely 16% of all mental health crisis calls received a B-HEARD response](#) in the few areas where B-HEARD is piloted and during the few hours it operates during the day, with police continuing to respond at all other times and in all other areas of the city. No data were available for 2023, as of September 2023.

Crisis Response Comparison: An Overview	
CCIT-NYC Model	B-HEARD Model
1) Non-police, non-coercive for nearly all mental health calls	1) Police remain the default and continue to receive >80% of mental health calls in pilot precincts.
2) 24/7 operation across the City	2) Operates 16 hours/day in a small portion of the City
3) Peers on teams and providing oversight	3) No role for peers on teams or in leadership
4) Community oversight and engagement	4) No community input and no needs assessment
5) Transparency and in-depth evaluation	5) Limited public data. No focus on key outcomes (housing, criminal legal involvement, stability)
6) Provider partnership	6) No outreach to, or working relationships with, trusted community providers
7) Quality connections and follow-up care	7) No long-term assistance to avert the next crisis; no follow-up care
<b>SOLUTION:</b> <i>Have the B-HEARD program adopt the best practices and features of the CCIT-NYC model to create a peer-led response that prioritizes the experience of the individual in crisis.</i>	



Use this QR Code to show your support for our work and call for **#PeersNotPolice!**

**STAY IN CONTACT & FOLLOW US!**

- Email: [info@ccitnyc.org](mailto:info@ccitnyc.org)
- Website: <https://www.ccitnyc.org/>
- Twitter: <https://twitter.com/ccitnyc>
- Instagram: <https://www.instagram.com/ccitnyc/>



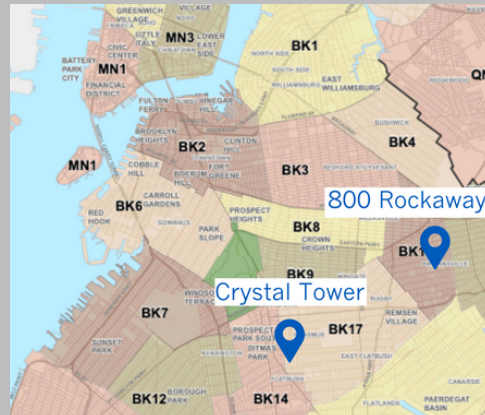
The Doe Fund

With nearly 1,500 units across 14 residences in operation or development, The Doe Fund is one of the largest nonprofit developers of affordable and supportive housing in NYC.

### The Bronx



### Brooklyn



### Manhattan



### The Doe Fund's Supportive Housing Needs

- \$450,000 for programmatic support: security, case management, education personnel, others that have been eliminated by budget cuts.
- \$450,000 in capital expenses for critical infrastructure such as **elevator repair**, modern HVAC systems, etc.



### Populations Served

- Low income workers and families
- Formerly homeless individuals
- People with disabilities and serious mental health conditions
- People living with HIV/AIDS
- Seniors and Veterans

### Supportive Services

- Case management
- Addiction recovery
- Computer skills
- Financial literacy
- Linkages to healthcare and wellness services
- Community-building activities

### Awards

- Top 50 Developers,
- *Affordable Housing Finance*
- National Association of Home Builders' Best in American Living Award
- Queens-Bronx Building Association Award
- LEED Gold Certification