

The Evolution of Fair Housing Core Principles and Emerging Trends

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NM HOUSING SUMMIT

2025



MEET YOUR FACILITATORS



Brian Eagan

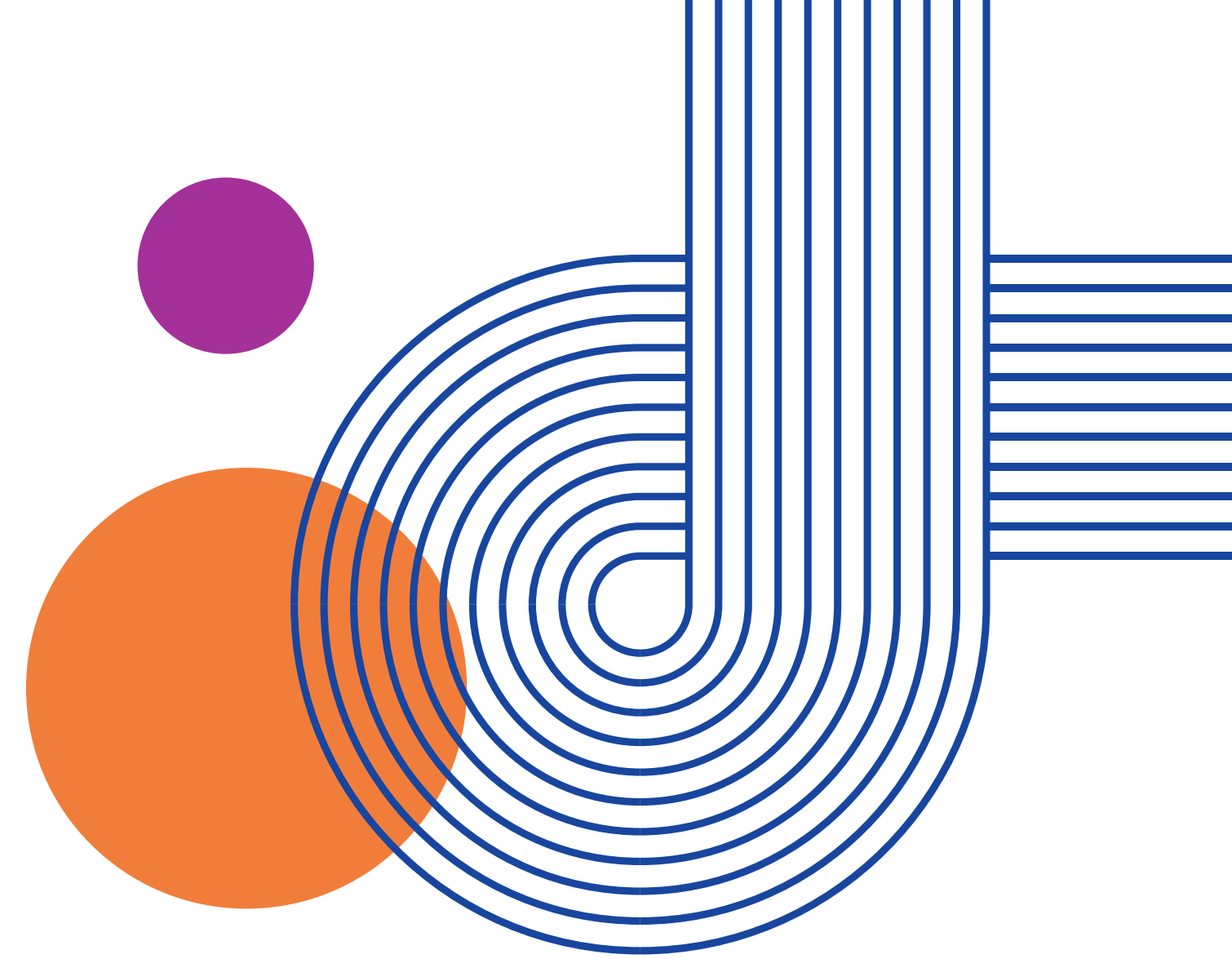
Attorney

Albuquerque Housing Authority

Kelle Senyé, CPM[®], ARM[®]

Deputy Director of Operations

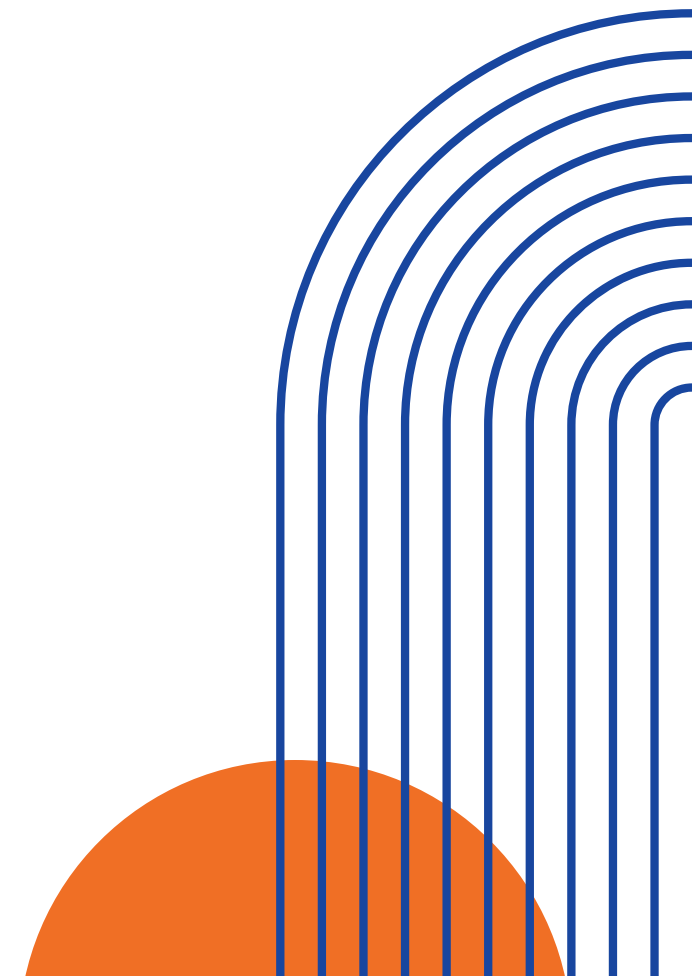
Sol Housing



Today's Objectives



- Foundational understanding of Fair Housing
- Federal laws
- Local specifics
- Recent updates
- VAWA
- Common pitfalls
- Best practices



Poll

True or False?

Fair Housing
Complaints **increased**
in 2024 over 2023.

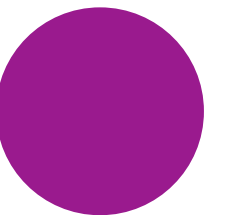


True or False?

Discrimination based on
race accounts for the
majority of complaints

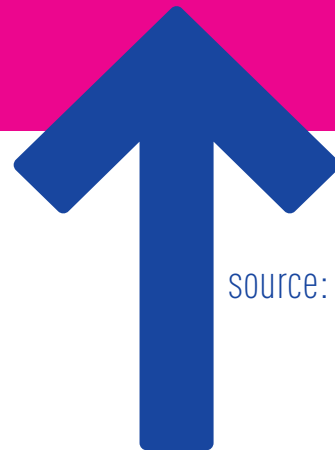
What is Fair Housing?

Equal access to housing opportunities regardless of protected characteristics

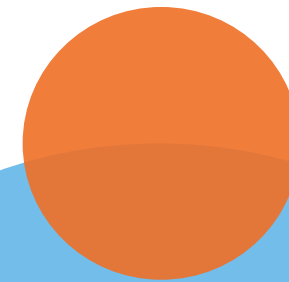


34,150

**FAIR HOUSING COMPLAINTS
FILED IN 2023**



source: NFHA 2024 Fair Housing Trends Report





Fair Housing Overview

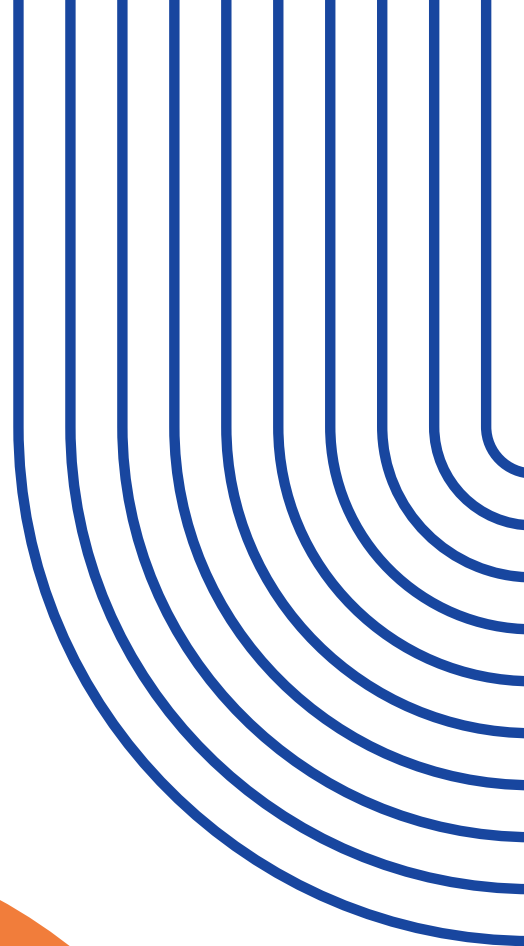
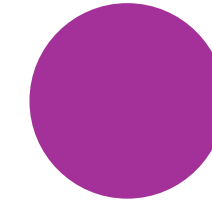


The Fair Housing Act

Prohibited Actions & Reasonable
Accommodations and Modifications

Local laws and impact

Federal Protected Classes



- Race
- Religion
- National Origin
- Color
- Sex
- Familial Status
- Disability

83.4% OF COMPLAINTS ARE FROM THE RENTAL INDUSTRY

source: NFHA 2024 Fair Housing Trends Report



Prohibited Actions

REFUSING TO RENT

**FALSELY DENYING
AVAILABILITY**

**SETTING DIFFERENT
TERMS/CONDITIONS**



**DISCRIMINATORY
ADVERTISING**

RETALIATION

**BLOCKBUSTING
STEERING
REDLINING**

Reasonable Accommodations & Modifications



ACCOMMODATIONS

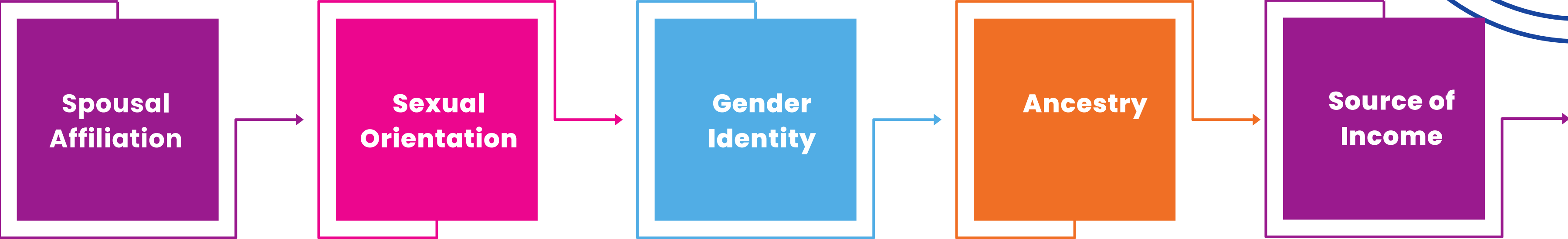
**DISCRIMINATION
BASED ON
DISABILITY
ACCOUNTS FOR
52.6% OF
COMPLAINTS**

source: NFHA 2024 Fair Housing Trends Report



MODIFICATIONS

State & Local Protected Classes



Emerging Trends

1

SOURCE OF INCOME

Prohibited by City or County law in:

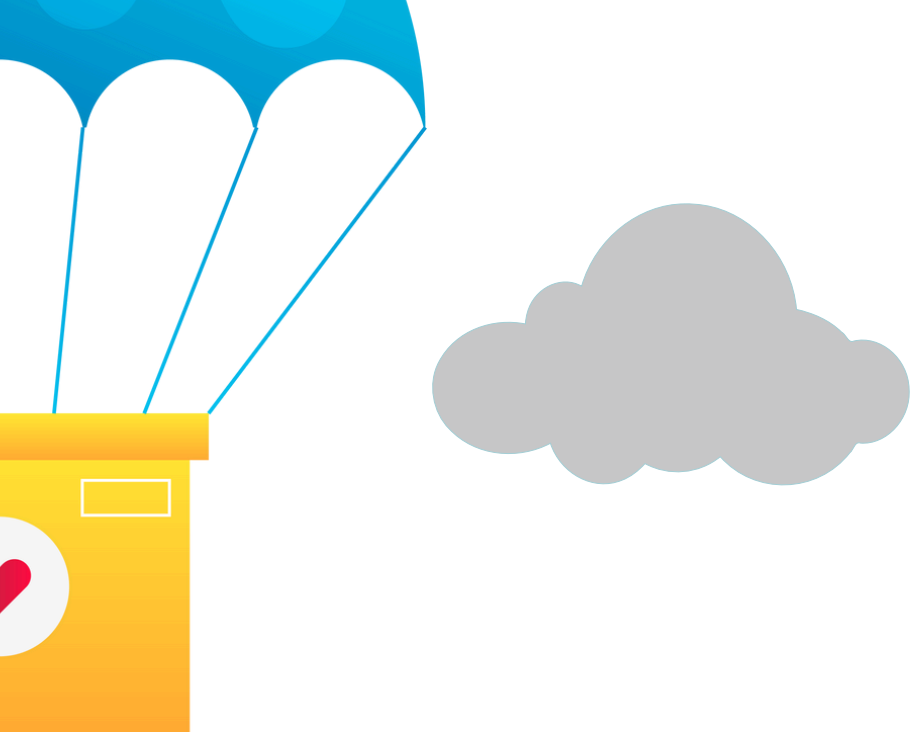
- Albuquerque
- Las Cruces
- Santa Fe
- Bernalillo County

2

RESIDENTS INFORMED

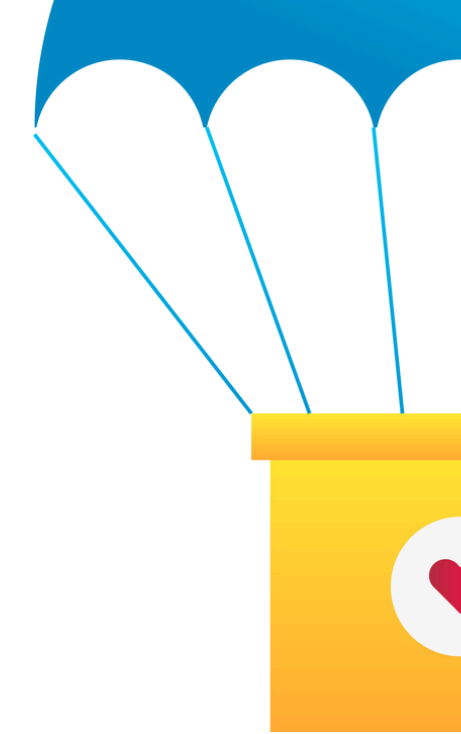
35.3% increase in
complaints based on color

source: NFHA 2024 Fair Housing Trends Report



3

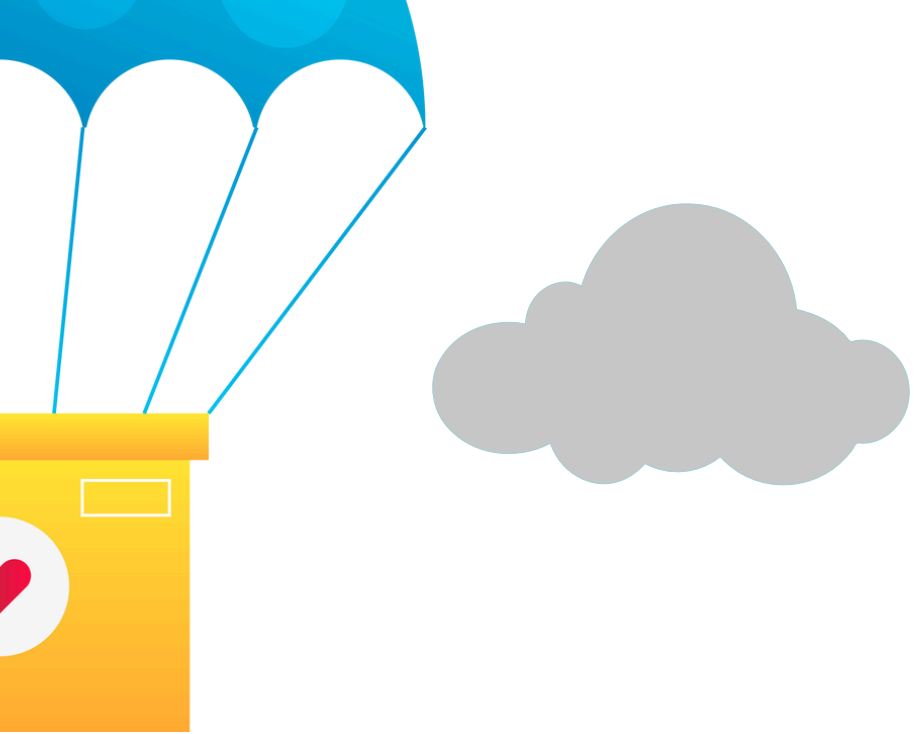
CUSTOMER SERVICE



4

CRIMINAL HISTORY

HUD recommends
individualized assessments
over blanket bans



5

ARTIFICIAL INTELLIGENCE

Growing scrutiny from HUD and local government.



6

POST COVID DISABILITIES

Violence Against Women Act



PROTECTS SURVIVORS OF

domestic violence

dating violence

sexual assault

stalking

KEY PROTECTIONS

Cannot be denied housing*

Cannot be evicted*

Ability to bifurcate lease

Confidentiality

*solely based on being a survivor

APPLICABILITY

HUD programs

LIHTC

Rural development

Housing Trust Fund



Common Pitfalls



Implicit Bias

Source of Income

Inconsistent Policies

Poor Documentation

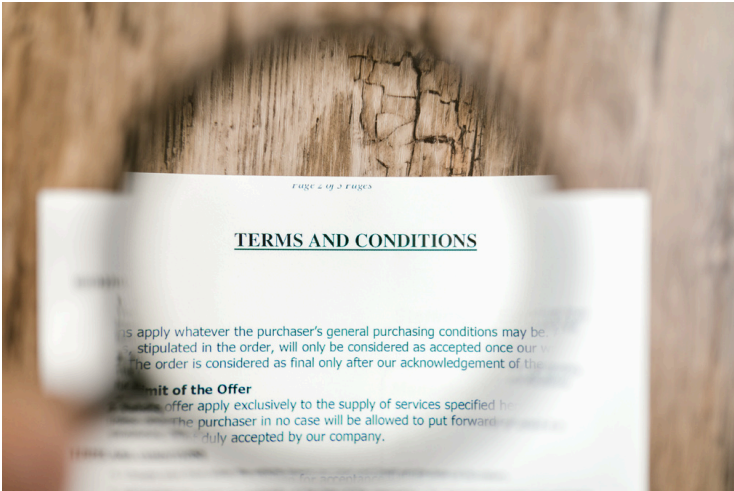
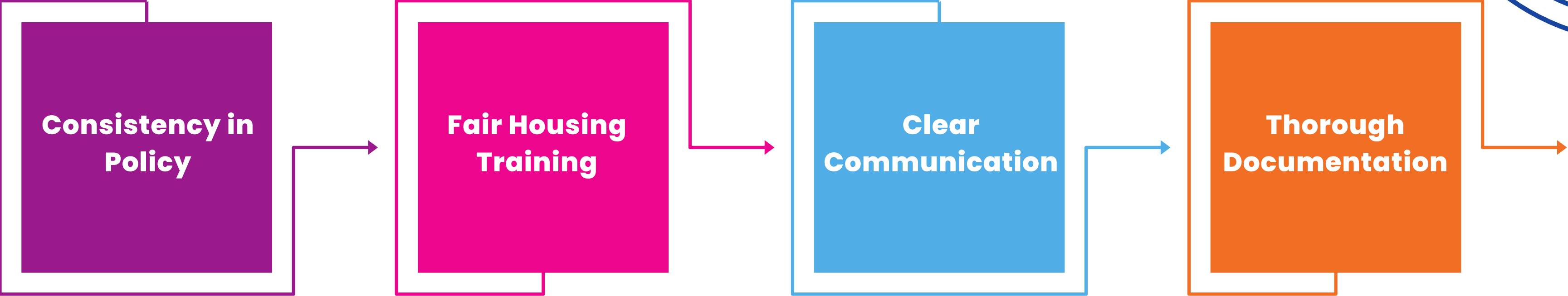
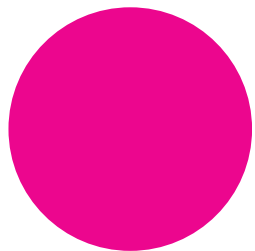
“No Children” or “Adults Only”

Accommodation/Modification Requests

Discriminatory Language/Advertising

Affirmative Fair Housing Marketing Plan

Best Practices



MRS. SALISBURY



**First Fair
Housing city
ordinance
June 1963**

**Predates Fair
Housing Act of
1968**

**CABQ Human
Rights Award
1990**

Questions?

Call to Action



**Compliance &
Ethical Practice**



**Proactive
Learning**



**Application of
Principles**



Thank You for Your Attention

TOGETHER, WE CAN MAKE A MEANINGFUL IMPACT

GET IN TOUCH

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