



**U.S. Department of Housing and Urban Development**

San Francisco Regional Office - Region IX  
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Via E-Mail: [phyllis.cheng@dfeh.ca.gov](mailto:phyllis.cheng@dfeh.ca.gov)

Ms. Phyllis W. Cheng, Director  
California Department of Fair Employment and Housing  
2218 Kausen Drive, Suite 100  
Elk Grove, CA 95758

Dear Ms. Cheng:

Subject: Termination of DFEH Performance Improvement Plan  
Recommendation that HUD enter into Amendment to renew and extend  
the Memorandum of Understanding between our agencies

I am very pleased to inform you that in response to the considerable progress and successful efforts made by the Department of Fair Employment and Housing (DFEH) to improve its performance as required by the terms of the Performance Improvement Plan (PIP), I am hereby removing DFEH from the PIP. Additionally, by copy of this letter,

As you know, the MOU between our agencies, dated April 1, 1997, was most recently extended on July 31, 2009 for an additional period of five years, and would therefore expire on July 30, 2014 I am communicating to the Acting Assistant Secretary for Fair Housing and Equal Opportunity that actions now be initiated to renew HUD's Memorandum of Understanding (MOU) with DFEH for an additional period of five years, which would effectively recertify the California Fair Employment and Housing Act's substantial equivalency to the Federal Fair Housing Act.unless renewed. HUD's regulations guiding the Fair Housing Assistance Program state in pertinent part that, "If the Assistant Secretary affirmatively concludes that he agency's law and performance have complied with the requirements of this part in each of the five years of certification, the Assistant Secretary may renew the certification of the agency...The new MOU or addendum, when signed by all appropriate signatories, will result in the agency's certification being renewed for five years from the date on which the previous MOU was to expire" (24 CFR 115.208).

I would like to extend my thanks to your staff and to you for your willingness to make the necessary changes to be able to continue to participate in the Fair Housing Assistance Program and to continue the long and productive partnership that HUD and DFEH have had to uphold the Federal Fair Housing Act and California's substantially equivalent fair housing law.

Sincerely,

Anné Quesada  
Director  
Office of Fair Housing and Equal Opportunity  
Region IX

cc: Bryan Greene, Acting Assistant Secretary, Office of Fair Housing & Equal Opportunity  
Sara Pratt, Deputy Assistant Secretary for Enforcement & Programs, Office of Fair Housing  
& Equal Opportunity