Equitable Development
A Tool to Advance Racial Equity

February 15, 2017

Center for Social Inclusion
City of Portland Oregon
Fairfax County Virginia
Alameda County California
City of Seattle Washington
National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Visualize
Operationalizing
Equitable Development as a Tool to Advance Racial Equity
What is Equitable Development?

• **Quality of life outcomes** are equitably experienced by the people currently living and working in a neighborhood, as well as for new people moving in.

• **Public and private investments, programs, and policies** meet the needs of residents, including communities of color, reduce racial disparities, and take into account past history and current conditions.
What is Equitable Development?

- **Strong communities and people.** People and communities with stability and resilience in the face of real displacement pressures.

- **Great places with equitable access.** A city with an equitable distribution of great neighborhoods full of strong amenities that provide equitable access throughout.
Equitable Development Framework

Strong People and Resilient Communities
1. Advance economic mobility and opportunity.
2. Prevent residential, commercial & cultural displacement.
3. Preserve and expand affordable housing options.
4. Understand and respond to local context.
5. Promote broader mobility and connectivity.
6. Practice meaningful community engagement.

Great Places with Equitable Access
7. Develop healthy and safe neighborhoods.
8. Promote environmental justice
9. Achieve full accessibility
Advance Economic Mobility & Opportunity

Promote economic opportunities for marginalized populations and enhance community cultural anchors. Provide access to quality education, training, and living-wage career path jobs for marginalized populations.
Advance Economic Mobility and Opportunity

- **Effective Education** – Close racial disparities in educational success and attainment at all levels from Pre-K through post-secondary

- **Financial Security** - Close racial disparities in employment, wages and job sectors
  - Good jobs
  - Effective training
  - Open doors to high quality careers

- **Wealth** – Close racial disparities in access to wealth
  - Equitable homeownership

- **Strong Local Economy** – Close racial disparities in business sectors
  - Strong small businesses
Equitable Development Strategies

Strong communities and people.
1. Recognize and build capacity for self-determination
2. Anticipate and prevent displacement of vulnerable residents, businesses, and community organizations

Great places with equitable access.
3. Distribute the benefits and burdens of growth equitably
4. Increase opportunities for low-income households of color to live in all neighborhoods
Portland: Restorative Justice & Preference Policy

Presented by:
Matthew Tschabold, Equity & Policy Manager
Cupid Alexander, Senior Housing Program Analyst
Portland Housing Bureau
Portland Context:
Markets, Displacement and Gentrification
PROTESTING URBAN RENEWAL
PORTLAND AFRICAN-AMERICAN LEADERSHIP
FORUM

RENTER SOS RALLY
COMMUNITY ALLIANCE OF TENANTS

YOUR NEIGHBORHOOD, YOUR VOICE
Portland housing preference policy
Affirmatively Furthering Fair Housing

Preference is...

based on the amount of urban renewal activity that occurred where you or your parent/guardian or grandparent lived (or currently live) in N/NE Portland;

given to applicants who were displaced, are at risk of displacement, or who are the descendants of families that were displaced due to urban renewal in N/NE Portland;

given regardless of whether you currently reside in N/NE Portland.
Black population
Northeast Portland, 1990-2010

YOUR NEIGHBORHOOD, YOUR VOICE

PORTLAND HOUSING BUREAU
NORTH / NORTHEAST NEIGHBORHOOD
HOUSING STRATEGY
N/NE Housing Strategy: Preference Policy Development
Goals of the Preference Policy

1. Give preference to families based on the amount of urban renewal activity that occurred where they lived
2. Address generational displacement of families by urban renewal
3. Give preference to families regardless of where they currently live
4. Give top priority to families with property taken by the city
Accomplishing Goal 1

Give preference to families based on the amount of urban renewal activity that occurred where they lived

What does this mean for the Preference Policy?

Mapping urban renewal activities in North and Northeast Portland shows areas of highest concentration

Offer more preference points if families have lived in areas with more urban renewal activity
Geography One:

Area of City Condemnation Actions

(1950s-1970s)

Numerous city condemnation actions occurred associated with Emanuel Hospital, Memorial Coliseum, and Albina Planning.
Numerous city actions occurred as a part of the Albina Community Plan that marginalized and displaced vulnerable households.
Geography Three:

Urban Renewal Areas

(2000s-present)

Numerous city actions occurred as a part of urban renewal that marginalized and displaced vulnerable households.
Albina Community Plan Boundary

+ Urban Renewal Areas

+ Areas of City Condemnation Actions

0 Point Area

1 Point Area

2 Point Area

3 Point Area
Accomplishing Goal 2

Addressing generational displacement of families by urban renewal

What does this mean for the Preference Policy?

Families whose ancestors resided in North and Northeast Portland are eligible for additional preference points
Accomplishing Goal 2

Households Applying

0 to 3 Preference Points Possible

+ Householder’s Ancestors

0 to 3 Preference Points Possible
Accomplishing Goal 3

Give preference to families regardless of where they currently live

What does this mean for the Preference Policy?

Families can use their current or former address
Accomplishing Goal 4

Give top priority to families with property taken by the city

What does this mean for the Preference Policy?
Families who have had property taken by the city in North and Northeast Portland move to the top of the list

YOUR NEIGHBORHOOD, YOUR VOICE
Structure of the Policy

• Policy **orders the waitlist** by giving families points, those with the most points are given top priority

• Preference **points** are given **based on** where a family and their ancestors have lived in relation to **urban renewal** in North and Northeast Portland

• A family can get **0-6 points** total

• Families who have had **property taken** by the city move to the **top of the list**
Questions and Follow-Up

• Matthew Tschabold – Matthew.Tschabold@portlandoregon.gov
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Thank you for your time.
Portland: Restorative Justice & Preference Policy

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Portland Housing Bureau
MILEPOSTS IN THE FAIRFAX JOURNEY TO ACHIEVE EQUITY

**Structural Focus**
- 2012 - 2014
  - Adopted FCPS Closing the Minority Achievement Gap Plan
  - Initiated Institutional Analysis examining juvenile justice front door
  - Established Disproportionality and Disparity Prevention and Elimination Team

**Institutional Focus**
- 2010
  - Hosted “Building on the Strengths of the African American Family” Summit
  - Convened Together We’re the Answer Community Collaborative

**Individual/Agency Focus**
- Mid-2000’s
  - Established FCPS Minority Student Achievement Oversight Committee
  - Formed Chantilly Pyramid Minority Student Achievement (FCPS)
  - Established Early Intervention Strategy Team

**1990’s**
- Established FCPS Minority Student Achievement Oversight Committee
- Formed Chantilly Pyramid Minority Student Achievement (FCPS)
- Established Early Intervention Strategy Team

**2015**
- Adopted Strategic Plan to Facilitate Economic Success
- Released Equitable Growth Profile of Fairfax
- Became member of Government Alliance on Race & Equity
- Engaged in community conversations with John a. powell
An **Equitable County** is a county where all residents – regardless of race/ethnicity, nativity, age, gender, neighborhood of residence or other characteristics – can:

- Feel safe and possess a sense of belonging
- Fully participate in the county’s and region’s economic vitality
- Contribute to its readiness for the future, and
- Connect to its assets and resources
Access to opportunity: The pathway to life success

- EDUCATION
- EMPLOYMENT
- TRANSPORTATION
- FOOD
- RECREATION/CULTURE
- HOUSING
- JUSTICE
- HEALTHCARE
- COMMUNICATIONS
- QUALITY CHILD CARE
EGP Opportunity Indexes show disparity in opportunity across county

This *Child Opportunity Index* is a composite of indicators including:
- Educational opportunity
- Health and environmental opportunity
- Economic opportunity

Overall opportunity is high across the County relative to DC metro region, but there are differences across communities within the County.
EGP validated other measures of how people were faring

- Needs Assessment conducted to understand the strengths and challenges currently facing residents.

- Objectives:
  - understand community needs
  - identify gaps in resources
  - use information to modernize the human services system for all residents

- Key challenges and needs were identified through a variety of methods:
  - feedback from residents, clients, schools, providers and the business community;
  - survey data; and
  - data from programs and services operated by Fairfax County government.
The plan helps to facilitate economic success by charting vision, goals and strategies to achieve economic success.

Plan focuses on 6 goals:

1. Further diversifying our economy
2. Creating places where people want to be
3. Improving the speed, consistency, and predictability of the county’s development review process
4. Investing in natural and physical infrastructure
5. Achieving economic success through education and social equity
6. Increasing the agility of county government

Equitable Development & Growth contributes to improvements in Human Services outcomes (and promotes access to opportunity)
Economic Success Plan: Goal 5

The County will engage all segments of the community regardless of income, education, and attainment. Helping people reach their highest level of personal achievement is vital to our region’s successful ability to compete in the global economy. Linking people to opportunities including education, workforce development, employment, and affordable housing helps ensure lifelong learning, resilience, and economic success.
Equitable Growth Profile suggests Equity is a key economic driver

- Create pathways to good jobs for workers facing barriers to employment
- Bridge the racial generation gap
- Integrate immigrants and people of color into the county's economy
- Build communities of opportunity throughout the county
- Ensure education and career pathways for all youth
- Foster diverse civic participation and leadership
### Moving Beyond Providing Services to Creating Pathways to Opportunity

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
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| **Support Networks**                          | Community Connections  
Establishing/maintaining communal and social relationships that bolster health and well-being.                                         |
| **Accessible Resources**                      | Possessing financial and residential stability that promotes accessibility to resources.                                                    |
| **Educational Development/Attainment**        | Attaining employment goals through academic and vocational achievement.                                                                      |
| **Literacy**                                  | The ability to read, write and speak the English language and effectively manage finances.                                                    |
| **Financial Stability**                       | Possessing sustainable income and the ability to meet basic needs.                                                                             |
| **Health Care**                               | Accessibility to physical, oral, behavioral, and long-term health care.                                                                       |
| **Health Literacy**                           | Possessing the knowledge and resources to practice healthy behaviors and lifestyles and to take action to prevent and manage disease.        |
| **Health Disability/Status**                  | Accessibility to options and opportunities that meet physical, behavioral and cognitive needs at home, school or work.                          |
| **Living & Working Conditions**               | Living and working in physically, biologically, and chemically safe environments that promote well-being.                                        |
| **Family Structure**                          | Developing positive behaviors and healthy relationships through nurturing adults, parents, and families.                                       |
| **Housing Options**                           | Possessing sufficient housing options that meet the economic capacity of individuals and families.                                              |
| **Basic Needs**                               | Possessing basic necessities such as safe and stable housing, clothing, and food.                                                            |
Equity in Practice

Original Mt. Vernon High School Project and Embark (Bus Rapid Transit) Project

- Projects located in area identified as more inequitable in Equitable Growth Profile

- Through a focus on the provision of services in a transit-accessible location (there is an existing bus stop, and eventually Embark Richmond Highway); and dedicated space for teen center, early childhood education, and nonprofit co-location with plans for housing, retail, arts, etc., Original Mount Vernon High School can spark equitable growth.
RESOLUTION

WHEREAS, Fairfax County takes pride in being a great place to live, learn, work, and play, and,
WHEREAS, Fairfax County is the largest and strongest economy in the Washington Metropolitan area and one of the strongest in the nation, and,
WHEREAS, county and school leaders and staff are committed to providing excellent services for every resident of Fairfax, and,
WHEREAS, Fairfax County government has established a vision of Safe and Caring Communities, Livable Spaces, Connected People and Places, Healthy Economies, Environmental Stewardship, Culture of Engagement and Corporate Stewardship, and
Fairfax County Public Schools has established goals of Student Success, a Caring Culture, a Premier Workforce, and Resource Stewardship, and,
WHEREAS, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset but recognizes that racial and social inequities still exist, and,
WHEREAS, achieving racial and social equity are integral to Fairfax County’s future economic success, as illustrated in the Equitable Growth Profile and highlighted as a goal in the Strategic Plan to Facilitate the Economic Success of Fairfax County; and,
WHEREAS, the resolution directs the development of a racial and social equity policy to be applied in the planning and delivery of all public services.

NOW, THEREFORE, BE IT RESOLVED BY THE FAIRFAX COUNTY BOARD OF SUPERVISORS AND THE FAIRFAX COUNTY SCHOOL BOARD that:

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into “One Fairfax,” a community in which everyone can participate and prosper.

“One Fairfax” can only be realized with an intentional racial and social equity policy at its core for all publicly delivered services. A racial and social equity policy provides both the direction and means to eliminate disparities, and work together to build a vibrant and opportunity-rich society for all.

In July 2016, the Fairfax Board of Supervisors and School Board join in this resolution and direct the development of a racial and social equity policy for adoption and strategic actions to advance opportunities and achieve equity that include intentional collective leadership, community engagement, equity tools and infrastructure to support and sustain systemic changes, and shared accountability so collectively, we will realize “One Fairfax,” a community where everyone can participate and prosper.

July 13, 2016

Adopted by the Fairfax County Board of Supervisors on July 12, 2016

Adopted by the Fairfax County School Board on July 28, 2016

The resolution directs the development of a racial and social equity policy to be applied in the planning and delivery of all public services.

Through the use of equity tools the county and schools will ensure that decisions are made and resources are allocated within the context of One Fairfax, implementing policies, practices, and programs that will not just eliminate identified gaps, but increase success for all.
Equitable Growth Profile

Strategic Plan to Facilitate the Economic Success of Fairfax County

2016 Human Services Needs Assessment
http://www.fairfaxcounty.gov/living/healthhuman/needs-assessment/

One Fairfax Resolution – adopted by Board of Supervisors & School Board

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Healthy Development Guidelines: Partnership for Healthy and Equitable Development

GARE Webinar: February 15, 2017
Health Inequities by Place
Life Expectancy by Census Tract

Life Expectancy at Birth
- ≥86.0
- 81.0 - 85.9
- 77.0 - 80.9
- <77.0

Source: CAPE, with data from Alameda County vital statistics files 2006-2010.
Community Engagement in Planning

“[This has been] an opportunity to be true partners. I can see how these [guidelines] could have been made without residents at all. We have partnered because we have something to say. We have a lens that should always be there. We know how [development] will affect the people who live here.”

- Kim Frazier from the East Oakland Building Healthy Communities
The Process Got Technical
HEALTH EQUITY: We each have a role
Want more information?

Anna Lee, Local Policy Coordinator
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Seattle will be a diverse city where all people are able to achieve their full potential regardless of race or means.

Can we grow with prosperity and stability?

Equitable Development Implementation Plan
GARE’s Equitable Development Webinar
Ubax Gardheere
2/15/2017
Equitable Development Implementation Plan

- Race and Social Equity Goals and Policies in the Comprehensive Plan
- Equity Analysis as companion to the EIS to inform Growth Strategy
- Equitable Development Implementation Plan
  - Framework
  - Systemic Change
  - Targeted Strategies
  - Stewardship
Equitable Development Framework

• Strong People and Resilient Communities
  1. Advance economic mobility and opportunity.
  2. Prevent residential, commercial and cultural displacement.
  3. Build on local cultural assets.
  4. Promote transportation mobility and connectivity.

• Great Places with Equitable Access
  5. Develop healthy and safe neighborhoods.
  6. Equitable access to all neighborhoods.
Systemic Change to Eliminate Racial Inequities

1. **Establish equity clear criteria** - to determine community development and planning priorities
   - Marginalized Populations.
   - Displacement Risk.
   - Access to Opportunity.

2. **Form new equity driven interdepartmental structures** - shared priorities and budget decisions for interdepartmental workplans and investment strategies.
   - Capital Cabinet.
   - Implementation Task Force.
3. **Integrate equity into the departmental functional and investment plans** - weight equity criteria in department and Citywide decision-making processes.

4. **Establish a monitoring program** -- to report annually on the impact on community well-being and displacement risk.
   - Annual Equitable Development Monitoring Report
Capital Cabinet

The Mayor formed a high-level decision-making body to provide executive guidance on longer-term strategic planning and policy development. (Co-chaired by OPCD and CBO)

- Implement the goals and policies in the City’s Comprehensive Plan,
- Invest equitably in areas of the city with the greatest needs and disparities
- Ensure public investments are made equitably
- Ensure capital spending and other budget decisions are dedicated to high risk of displacement and low access to opportunity areas.
Implementation Task Force

OPCD and CBO will convene an operational coordination meeting of managers and/or division directors.

- Oversight for Targeted Strategies – citywide and place based
- Partner with community for place-based efforts
Targeted Citywide Strategies

HALA
• Preserve communities impacted by displacement
• Increase housing choice in high access to opportunity areas

Commercial Affordability Initiative
• Incentivize smaller commercial spaces
• Activate public spaces Include affordable commercial storefronts
Current Place-based Targeted Strategies

**Neighborhoods**
- Rainier Beach / Othello
- Central Area
- Chinatown / International District

**Shared Equity Drivers**
- Advance economic mobility and opportunity.
- Prevent residential, commercial and cultural displacement.
- Build on local cultural assets.
Stewardship Plan

**Leadership**
- Equity priorities on the agenda
- Development of equity infrastructure

**Staff Capacity**
- Capacity to name issues of equity and take action
- Strong connections between staff and community

**External Accountability**
- Clear processes and opportunities for community partnership
- Community leadership development

**Internal Accountability**
- Equity budgeting
- Appropriate measurement processes
- Strong equity measures
Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.

And all communities are able to determine their own futures.
Contact information

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