

IMPLEMENTATION OF AN EQUITY ACTION PLAN

BALTIMORE CITY
DEPARTMENT
OF PLANNING

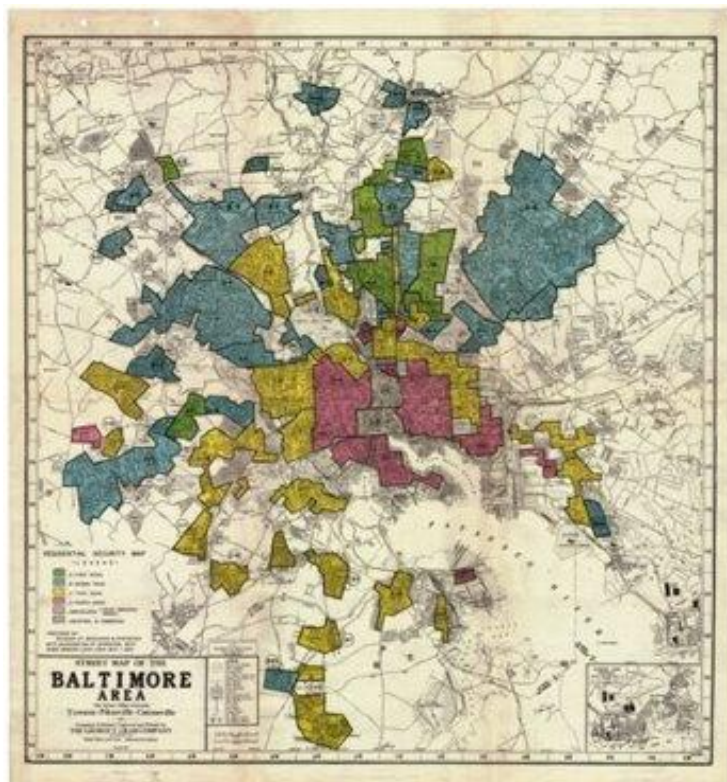
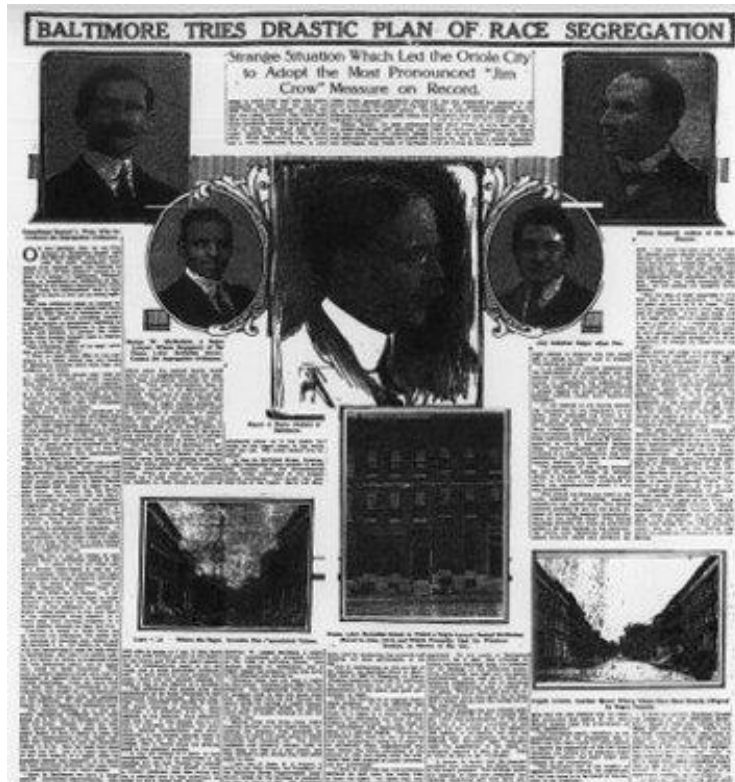


TABLE OF CONTENTS

- 1** BACKGROUND
- 2** GOAL #1: ENGAGEMENT VIA PLANNING ACADEMY
- 3** GOAL #3: APPLYING EQUITY LENS TO STAFF REPORTS
- 4** GOAL #4: IMPROVING CIP BUDGET PROCESS
- 5** ADDITIONAL RESOURCES

BACKGROUND

ROOTS OF INEQUITY



DOP'S EQUITY IN PLANNING COMMITTEE

Launched in March of 2015, EIPC is a staff driven, internal group that meets quarterly.

- **Advocacy.** Internally to management and Executive leadership team
- **Dialogue.** Providing opportunities for staff discussion, learning, self-education
- **Action Plan.** Identifying equity priorities for Department; ensuring that the internal Equity Action Plan moves forward.
- **Workgroups.** Working across teams to staff and/or support work groups tackling projects related to Equity Action Plan.

APPLYING AN EQUITY LENS

What do we mean by the term an "Equity Lens"?

An equity lens is a tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs.

Departmental Equity Lens (Drawn from Urban Sustainability Directors Network):

- **Structural Equity:** What historic advantages or disadvantages have affected residents in the given community?
- **Procedural Equity:** How are residents who have been historically excluded from planning processes being authentically included in the planning, implementation, and evaluation of the proposed policy or project?
- **Distributional Equity:** Does the distribution of civic resources and investment explicitly account for potential racially disparate outcomes?
- **Transgenerational Equity:** Does the policy or project result in unfair burdens on future generations?

EQUITY ASSESSMENT PROGRAM (#18-160)

§ 39-9. Agency implementation – Bill reports.

Whenever an agency reports to the City Council on a proposed ordinance or resolution, the agency shall include in that report the results of an equity assessment of the proposal's impact on its operations.
(Ord. 18-160.)

Initial year: Baseline analysis, encompassing programs, operations and capital projects

Subsequent years: Equity Assessment Program, including Equity Action Plan and assessment of proposed action, policy and budget decisions.

- Equity Coordinator
- Capital Budget
- Annual Report

FIVE GOALS OF ACTION PLAN

The goals below reflect five overarching themes contained in the Department's Equity Action Plan.

1. Improve and increase the dialogue and connections between the Department of Planning and underserved communities in Baltimore.
2. Ensure that the Planning Department staff reflect the demographics of Baltimore City.
3. Use an equity lens to develop, revise, and evaluate City policies.
4. Use an equity lens to prioritize capital investments.
5. Evaluate the Planning Department's internal practices and policies.

EQUITY ACTION PLAN

GOAL #1:

Improve and increase the dialogue and connections between the Department of Planning and underserved communities in Baltimore

The Planning Academy

VISION:

The Baltimore Planning Academy aims to build community leadership around urban planning, zoning and development issues through a Baltimore lens.

GOALS:

- Build community across neighborhoods in Baltimore City through engagement around urban planning.
- Connect advocates and leaders to City resources, tools and information around zoning and development.
- Empower residents to shape the future of their neighborhoods and of Baltimore.



Application Process

- How do you describe Baltimore? What do you love most about your city and community?
- What are some of the biggest challenges or opportunities you observe in your community?
- Why do you want to participate in the Baltimore Planning Academy? What are the top skills that you hope to gain?
- Describe your recent community involvement in Baltimore. What perspectives, skills or experiences would you contribute to the Planning Academy cohort?
- Equity "bonus" points - geographic



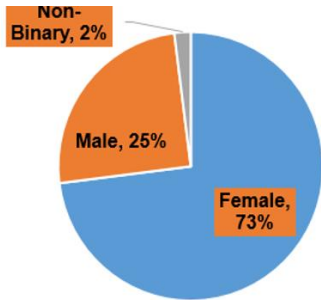
Are you a Baltimore resident seeking to create positive change in your community? Let's talk.



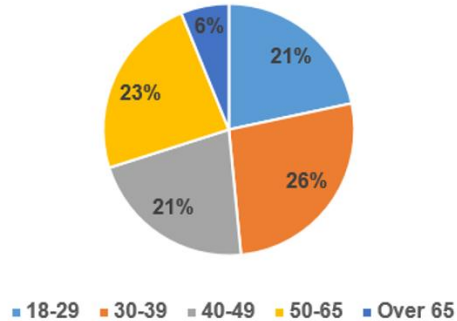
Applications open from Nov 30-Dec 14, 2020
#BmoreplansTogether
Learn more? www.baltimoreplanningacademy.com
Bring your questions, enthusiasm and curiosity about Baltimore.

Demographics

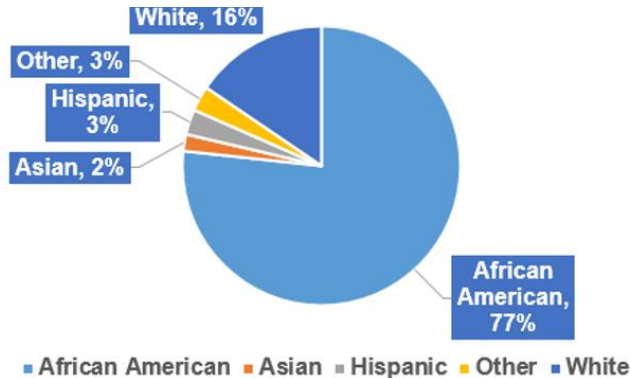
Gender:



Age:



Race:



Baltimore Planning Academy Overview

- 110 residents since 2018 (2x per year, 30 per class). FREE.
- Weekly, 2 hours (in-person) and Bi-Weekly, 2 hours split (virtual)
- Core curriculum covers neighborhood planning, zoning, and real estate. Additional focus on equity, budget and in-person site tour.

Curriculum

- **WEEK 1:** Racism in the structure discussion
- **WEEK 2:** Zoning & development review
- **WEEK 3:** Development site walking tour (rotates around city)
- **WEEK 4:** Budget
- **WEEK 5:** Neighborhood planning and equitable development
- **WEEK 6:** Graduation
- ***NEW FOR 2020*:** Real Estate Finance 101



EQUITY ACTION PLAN

GOAL #3:

**Using an Equity Lens to
Develop, Revise and Evaluate
Policy**

Applying an Equity Lens to Staff Reports

Goals and Purpose

- **Keep racial equity at the forefront** of each conversation.
- **Enhance** the existing format of the staff reports by providing additional context for Commissioners and decision makers.
- **Encourage** more discussion around equitable development patterns between Commission and applicants and general public.

Applying an Equity Lens to Staff Reports

Proposal #1: Developer Public Engagement Reporting

- The purpose of this form and process is to identify outreach methods an applicant will use to establish dialogue with nearby communities. The information submitted via this form will be incorporated into a staff report and presented to the Planning Commission.
- The intention of this form is *not* to require that all feedback from the outreach process be incorporated; some feedback may not be possible and/or appropriate to incorporate.

Applying an Equity Lens to Staff Reports

Proposal #2: Staff Reports Equity Analysis

- Part I: Data
- Part II: Narrative
 - a. Impact
 - b. Engagement
 - c. Internal Operations

EQUITY ACTION PLAN

GOAL #4:

**Use an equity lens to
prioritize capital investments**

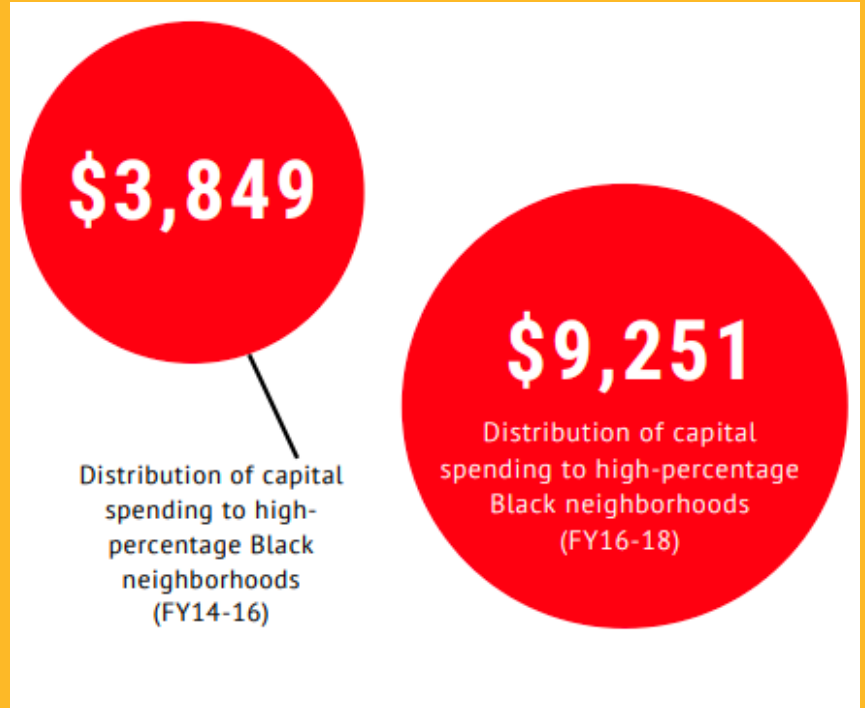
Capital Budget in Baltimore

- The **capital budget** is the budget for capital improvements in the City. A capital improvement is a long-term investment, typically in physical infrastructure, such as roads, monuments, public buildings, parks, or art.
- This **equity analysis** looks at the distribution of capital improvement appropriations from FY14-20 and 21 compared to the distribution of various equity indicators to understand who is likely benefiting from capital improvements.
- CIP allocations were calculated for all 55 **Community Statistical Areas (CSAs)** in Baltimore. CSAs are clusters of neighborhoods organized around census tract boundaries, which are consistent statistical boundaries.



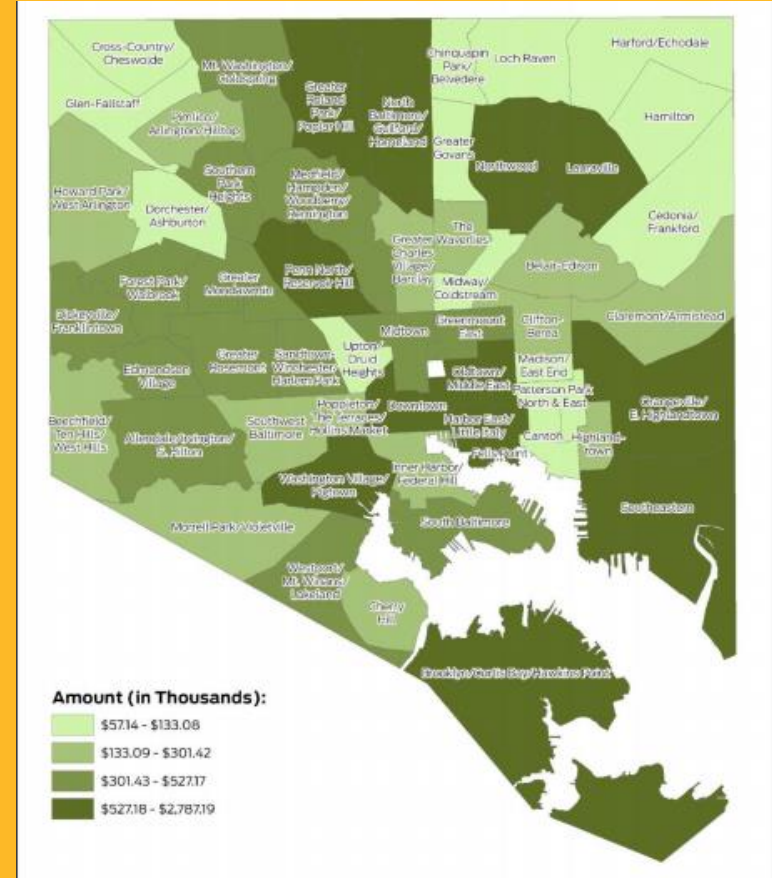
Equity Analysis Findings

- Based on the 3-year average per capita CIP allocations from FY 14-16 and FY 15-17, per capita spending allocated to neighborhoods with the highest percentage of Black/AA residents (>92%) **was only half** of that allocated to areas with the lowest percentage Black/AA (\$3,849 versus \$7,167 per capita).
- In FY16- 18, funding shifted towards the highest percentage Black/AA neighborhoods (\$9,251 versus \$8,770).



Equity Analysis Next Steps

- Conduct equity analysis earlier in the CIP review process.
- Provide more active review of utility funded projects.
- Change business practices as needed to better assess equity.
- Leverage the citywide Equity Assessment Program to require agencies to provide additional location information.
- Engage with community stakeholders to understand the impact of projects.
- Consider how each agency might respond to equity challenges.
- Learn from best practices from other cities



RESOURCES

ADDITIONAL RESOURCES

Department of Planning Equity Committee:

<https://planning.baltimorecity.gov/Equity>

Baltimore Planning Academy:

<https://www.baltimoreplanningacademy.com/>

CIP and Equity Analysis:

<https://planning.baltimorecity.gov/capital-improvement-program/cip-and-equity>

Building Equitable and Inclusive Planning Practice in Albemarle County

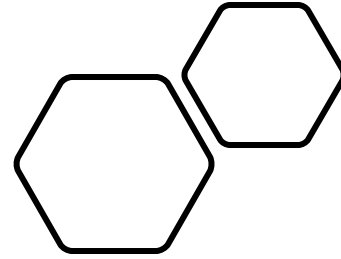
Rachel Falkenstein, Planning Manager – Long Range Planning
Siri Russell, Director of Equity & Inclusion

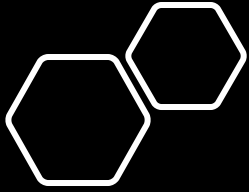
Albemarle County, VA

- Mid-sized
- Urban/Rural Identity Interdependency
- Steeped in history
- On our growing edge



In Practice: Education & Research





Education & Research Goals

- Understanding the history of Planning in the community and the forces shaped our current land use and zoning maps
- Bring awareness to other histories, lift them up in our planning and policy decisions
- Dismantle and redress racist and harmful practices within policy/regulatory tools

Education & Research Examples

- History research on African American communities and relationship to existing historic districts
- Study of identified "crossroads" community designations
- Research and understanding the establishment of zoning and growth management tools in Albemarle County
- Mapping local racist covenants, geography of infrastructure investment, etc.
- Mapping local quality of life data



Education & Research: Lessons Learned



Lean on partners

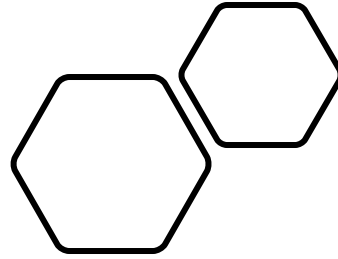


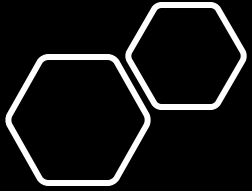
Learning is ongoing; don't use it as a reason to delay work



Communication is part of the equation

In Practice: Community Engagement





Community Engagement Goals

Equitable

- Actively seek participation from historically underrepresented and marginalized populations, understanding that this may require more time, resources and different methods of engagement
- Those most affected by policy/processes should shape outcomes
- Build resident capacity and support ongoing participation and plan implementation
- Seek input from participants in designing how they want to participate

Accessible

- County stakeholders participate meaningfully and make informed decisions through understanding of the complex and interrelated topics that shape our community

Community Engagement Examples

Planning projects currently underway

- Educational tools: land use versus zoning activity
- Go to where people are: PTA meetings, sporting events, community events, local brewery, community group Zoom meetings
- Send targeted invites/mailers for focus group discussions
- Connect with existing community groups, local faith leaders
- All in person content is mirrored online



Community Engagement Examples

Upcoming Planning Work:

- Piloting Equity Impact Assessment Tool with Office of Equity & Inclusion
- Recruiting members for project advisory panel based on demographic data and project specific criteria
- Providing stipend for participation on project advisory panel
- Planning series of targeted listening sessions to gather input in key locations



Community Engagement: Lessons Learned



A need to be intentional and devote time to bringing new voices to the process - build this into the project scope from the beginning



Active recruiting and paying people for their time



There can be mistrust and need to demonstrate commitment to this work



Start from where you are

Stay In Touch!



Siri Russell

srussell@albemarle.org

<https://www.linkedin.com/in/siri-s-russell/>



Rachel Falkenstein

rfalkenstein@albemarle.org

www.linkedin.com/in/rachel-falkenstein-aicp

Digging Deeper: Creating Pathways to Diversity, Equity, Inclusion and Justice in Conservation



An Outreach Approach by Eastern Shore Land
Conservancy

Why we're here.

We preserve land.

We protect our rural communities.

We promote the lifestyle and heritage of our people.

We recognize that equity must be apart of what we do, who we are, and why we exist.

We want to share what we've learned with you.



Who we are.



We are conservationists, history buffs, birders, bikers, hunters, crisis managers, civic leaders, farmers, and plenty more.

We *are* the Eastern Shore.



What we do.

Formed in 1990 out of urgency to protect prime agricultural lands from development, and ultimately, the Eastern Shore's backbone industries.

Our mission is to preserve and sustain the vibrant communities of Maryland's Eastern Shore and the lands and water that connects them.

We work across lands, towns, and people in constant pursuit of our mission.





EASTERN SHORE
LAND CONSERVANCY

Where we work.

Across six Eastern Shore Counties:

- Cecil County
- Kent County
- Queen Anne's County
- Talbot County
- Caroline County
- Dorchester County

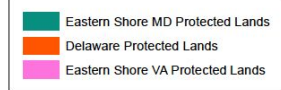
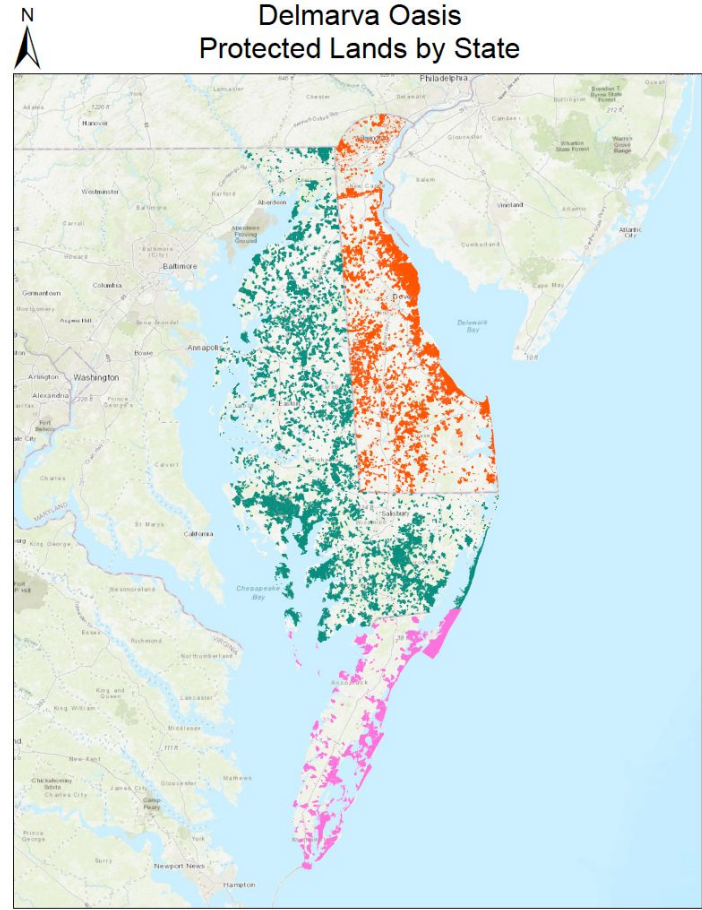
However, we are seeking to form statewide partnerships across the Delmarva Peninsula to advance and accelerate landscape-level conservation through an initiative called **Delmarva Oasis.**



ESLC has protected 65,000 acres of land across six Eastern Shore counties since 1990.

THAT'S 24% percent of THE Delmarva Peninsula.

Delmarva Oasis aims to protect 50% of the peninsula by 2030.



How we work.

- Land Preservation and Stewardship
 - Using Conservation Easements and Best Management Practice protect land in perpetuity and to enhance its conservation values
- Town Vibrancy
 - Planning and Zoning, Food Access, and Recreation and Public Access
- Coastal Resilience
 - Hazard Mitigation Plans, Local and State Government Engagement, Climate Research
- Outdoor Education
 - Integration with region school system



What does equity mean for us?

Equity to ESLC, is ensuring that everyone has a chance to benefit from the land we protect. It means constantly and consistently recognizing when we are using or misusing “our power” to impact the Eastern Shore quality of life for all people. And having the moral courage do what’s right for the common good.

Understanding this, we recognize that to achieve equity, we must **dig deeper.**



Breaking down “Digging Deeper”

1. Why now
2. What we decided to do
3. How we plan to move forward



Why Now and What We've Done: A 2020 Timeline

April

- Release of our statement:
*Conservation Hasn't Done
Enough to Dismantle Racism*

Sept

- Digging Deeper at
Mount Pleasant Farms
- Planning committee for
Taking Nature Black
conference

Dec

- Equity workshop for
Mid Atlantic Planning
Collaboration

**Did a ton of reading and
research between April and
August.*

August

- Digging Deeper at the Eastern
Shore Conservation Center

October

- Digging Deeper at Turners
Creek
- Lead discussant for
Chesapeake Conservation
Partnership Annual Meeting
workshop on rural equity
and health in conservation



Digging Deeper at: Mount Pleasant Acres Farm in Preston, MD

“You are not apart of the fabric, therefore you are overlooked.”

Audio Recording from Meeting



How we intend to move forward.

- Process and policies for equitable governance and sustainability of efforts at the board level.
- Deep, active listening and learning in the community to gather feedback for positive social change.
- Continue leveraging our voice to ensure that equity stays top-of-mind in conservation industry within our reach.



Final Takeaways.

- Be real. Be ready to strip yourself to the core identity of who you are. Must do this to effectively and meaningfully engage.
- Find joy in being a student of culture; but be prepared to experience the pains and pitfalls of learning about inequities and injustices.
- Anchor yourself in the grassroots, while aiming high to influence policies and budgets across states, municipalities, and organizations.



Links and Resources

- My Contact Info:
 - Email - Djohnson@eslc.org
 - LinkedIn - <https://www.linkedin.com/in/dariusjohnson/>
- [Diversity Statement: Conservation Hasn't Done Enough to Dismantle Racism](#)
- Annual Taking Nature Black Conference: [Registration is Open!](#)
 - [Last Year's Conference Highlights](#)



Thank You!

