

Video

Panel: Where We Are Going

Date: July 29, 2022

00:00:16 --> 00:00:17: No.

00:00:31 --> 00:00:31: Lucy Liu.

00:00:33 --> 00:00:34: With my girlfriend.

00:00:35 --> 00:00:39: And Randy and Destiny, Charlie's angels, come on.

00:00:43 --> 00:00:46: Question. Tell me what you think about me, about my

00:00:46 --> 00:00:49: own dummies, and about my own rings. Only when you're

00:00:50 --> 00:00:53: silly, when I'm feeling lonely, when it's all over, please

00:00:53 --> 00:00:56: get up. And me. Question. Tell me how you feel

00:00:56 --> 00:00:59: about this. Try to control me, boy. You get dismissed.

00:00:59 --> 00:01:02: Pay my own final and I pay my own bills.

00:01:02 --> 00:01:05: Always 5050 in relationships, the shoes on my feet.

00:01:07 --> 00:01:07: Marine.

00:01:09 --> 00:01:10: Rocking.

00:01:11 --> 00:01:12: Lonely.

00:01:14 --> 00:01:16: Aaron's house.

00:01:19 --> 00:01:19: Drive.

00:01:22 --> 00:01:23: I depend on me.

00:01:45 --> 00:01:47: Charlie, how your angels get down like that?

00:01:49 --> 00:01:52: Down like that, Charlie? How your angels get down like

00:01:52 --> 00:01:54: that? Tell me how you feel about this. Would I

00:01:54 --> 00:01:57: want if I want? If I worked hard and sacrificed

00:01:57 --> 00:02:00: to give what I get? Ladies, it ain't easy being

00:02:00 --> 00:02:03: independent. Question. How do you like this? Knowledge

00:02:03 --> 00:02:06: that I brought, bragging on that cast and it gave you is

00:02:06 --> 00:02:08: the front if you're gonna bring me your money.

00:02:10 --> 00:02:12: To give you what you want.

00:02:12 --> 00:02:13: Ohh.

00:02:18 --> 00:02:22: Good morning. Ah, there. It worked alright. Hey, good morning

00:02:22 --> 00:02:25: everybody. This is just your 10 minute call, so keep
00:02:25 --> 00:02:29: enjoying breakfast and in 10 minutes we're gonna start the
00:02:29 --> 00:02:30: show. Thank you.
00:03:04 --> 00:03:04: These people.
00:03:32 --> 00:03:33: Making money?
00:03:45 --> 00:03:47: Didn't know you could get down like that.
00:03:49 --> 00:03:50: Yeah, like that.
00:04:58 --> 00:05:00: You are getting stronger.
00:05:02 --> 00:05:03: Taking the time doing.
00:05:07 --> 00:05:09: Unstoppable?
00:05:11 --> 00:05:12: I did it for.
00:05:13 --> 00:05:16: That it was always ready.
00:05:20 --> 00:05:23: When we walk down the line, honey.
00:05:26 --> 00:05:28: Clear night sky.
00:05:32 --> 00:05:35: Peaceful flight article light.
00:05:44 --> 00:05:46: In a way almost lost forever.
00:05:48 --> 00:05:54: Through the darkest reaches of space to another Galaxy.
00:05:55 --> 00:05:59: I want to shift it around. There's nothing else left
00:05:59 --> 00:06:01: holding and stuff, it's just.
00:06:03 --> 00:06:05: We are unstoppable.
00:06:15 --> 00:06:17: We are unstoppable.
00:06:27 --> 00:06:29: We are unstoppable.
00:06:56 --> 00:06:59: When we walk down the line.
00:07:01 --> 00:07:04: Under the Clear night sky.
00:07:08 --> 00:07:10: Peace will fly our hearts.
00:07:11 --> 00:07:12: And discuss.
00:07:20 --> 00:07:21: Either way.
00:07:24 --> 00:07:27: Through the darkness of space.
00:07:29 --> 00:07:29: God.
00:07:36 --> 00:07:38: But it's just gravitational.
00:07:39 --> 00:07:42: We are unstoppable.
00:07:48 --> 00:07:50: I just can't escape the.
00:07:50 --> 00:07:51: Police.
00:07:51 --> 00:07:53: We are unstoppable.
00:08:00 --> 00:08:02: It's just gravitational.
00:08:03 --> 00:08:05: We all understand.
00:08:07 --> 00:08:08: Doesn't guide.
00:08:10 --> 00:08:11: In the dead of space.
00:08:27 --> 00:08:28: We are.
00:08:33 --> 00:08:35: We are on staff.
00:09:22 --> 00:09:23: In and out of space.
00:09:48 --> 00:09:49: Stranger?

00:09:52 --> 00:09:53: To my heart.

00:09:55 --> 00:09:56: Free range.

00:09:57 --> 00:09:58: What place?

00:10:22 --> 00:10:23: What's yours is?

00:10:58 --> 00:10:58: Ringing.

00:11:05 --> 00:11:07: From the back to the back.

00:11:24 --> 00:11:27: What is young? The rest is up to you.

00:11:30 --> 00:11:32: Alright. Once again, good morning.

00:11:34 --> 00:11:40: We are kicking off day three of the 2022 Equitable Development Summit. So first.

00:11:40 --> 00:11:44: How many people met a new friend last night?

00:11:44 --> 00:11:47: Yay, we met a new friend, Nicks over there. Garnet

00:11:48 --> 00:11:51: and I met with Nick at the IMS cocktail reception.

00:11:51 --> 00:11:54: So hopefully everybody met a new friend, did some networking,

00:11:54 --> 00:11:58: had dinner, enjoyed Indy again. We're just really happy that

00:11:58 --> 00:12:02: you've been here. Thank you again to our virtual audience

00:12:02 --> 00:12:05: that's watching, and hopefully you guys can come into town

00:12:06 --> 00:12:09: the next time and enjoy the city as well.

00:12:09 --> 00:12:12: So where have we been? Where are we? Where are

00:12:13 --> 00:12:16: we going? We've heard a lot of very insightful stories

00:12:16 --> 00:12:19: and comments about commercial real estate and the

00:12:19 --> 00:12:24: professional mini

00:12:24 --> 00:12:28: professionals sharing the journeys that they've been on. We had

00:12:28 --> 00:12:33: curated conversations covering lots of topics from the built environment

00:12:33 --> 00:12:36: to placemaking to neighborhood development and more.

00:12:37 --> 00:12:41: You went on fabulous walking and bus tours of our

00:12:41 --> 00:12:44: city. So I think we've had a lot of just

00:12:44 --> 00:12:47: really a good program, got a lot of takeaways. And

00:12:47 --> 00:12:50: I'm going to kind of cover just a few of

00:12:50 --> 00:12:54: those. One of them being not everybody may have attended

00:12:54 --> 00:12:59: the cocktail reception. On Wednesday evening, we'd like to reiterate

00:13:00 --> 00:13:04: a statement, kind of an opening remark that Trinity Hart

00:13:04 --> 00:13:07: made. Trinity is the district chair for Indiana.

00:13:08 --> 00:13:11: And this is, I think, a very important.

00:13:12 --> 00:13:17: Statement that she made as the Indiana based chapter of

00:13:17 --> 00:13:21: ULI. We acknowledge the land we are meeting on is

00:13:21 --> 00:13:25: the taken land of many nations that once lived and

00:13:25 --> 00:13:30: thrived here, including the Miami, Potami and Shawnee people.

00:13:31 --> 00:13:34: Those of us here now, we are the beneficiaries of
 00:13:34 --> 00:13:38: that removal. I would like to honor the heritage of
 00:13:38 --> 00:13:42: native peoples, what they teach us about stewardship on the
 00:13:42 --> 00:13:46: Earth and their continuing efforts to protect the planet.
 00:13:47 --> 00:13:51: I think that is an absolute awesome recognition, so let's
 00:13:51 --> 00:13:54: talk about a few recaps we heard from Bob.
 00:13:55 --> 00:13:59: Talking about where we were in his opening remarks, we
 00:13:59 --> 00:14:02: saw just what I'm gonna say horrendous maps on redlining
 00:14:02 --> 00:14:05: and and past practices. And you know, one of the
 00:14:05 --> 00:14:09: comments that he made that I thought was very insightful.
 00:14:09 --> 00:14:12: And as a retail broker, I'm going to say this,
 00:14:12 --> 00:14:15: this really hits home with what I do too when
 00:14:15 --> 00:14:18: I'm out doing site selection for tenants and you know,
 00:14:18 --> 00:14:23: traveling the market, but the goal of driving through
 neighborhoods
 00:14:23 --> 00:14:25: and not being able to see a difference.
 00:14:25 --> 00:14:29: By the built or lack of built environment.
 00:14:30 --> 00:14:33: Wouldn't that be wonderful if we, you know, didn't drive
 00:14:33 --> 00:14:35: through the blighted neighborhoods and then be able to say,
 00:14:35 --> 00:14:37: ohh well, you know, This is why.
 00:14:38 --> 00:14:40: The other thing that we listen to a lot.
 00:14:41 --> 00:14:44: Know your why? Why are we here? Why are we
 00:14:44 --> 00:14:48: doing this? What? What is our why that keeps us
 00:14:48 --> 00:14:49: being involved?
 00:14:50 --> 00:14:55: Another take away leadership needs to you know, the leader,
 00:14:55 --> 00:15:00: leaders and leadership needs to look like those they want
 00:15:00 --> 00:15:03: to lead. We need more representation.
 00:15:04 --> 00:15:08: At the podium leading those that we want to lead,
 00:15:08 --> 00:15:09: we need to look alike.
 00:15:11 --> 00:15:13: Trust is an earned.
 00:15:14 --> 00:15:17: Trust is earned with action and treat everyone as a
 00:15:18 --> 00:15:22: human. I think Trevor made both of those comments
 yesterday.
 00:15:22 --> 00:15:25: If I credit it to the wrong person, I apologize.
 00:15:27 --> 00:15:30: Get to know your community. We heard that often. We
 00:15:30 --> 00:15:33: heard that multiple times. Get to know your community. Put
 00:15:33 --> 00:15:36: the pencil down and listen. Go. Get to know your
 00:15:36 --> 00:15:39: community. And again, I think about that in my own
 00:15:39 --> 00:15:42: practice of what I do, and often I think I
 00:15:42 --> 00:15:45: know what's best that they're going to want in their
 00:15:45 --> 00:15:49: neighborhood. Hmm. Maybe that's not the approach I should
 take.
 00:15:50 --> 00:15:54: Entrepreneurship gives people a way to go from being a

00:15:54 --> 00:15:58: consumer to a producer. Think about opportunities that bring employment

00:15:58 --> 00:16:02: again. Aquila amazed us for lots of reasons, but I

00:16:02 --> 00:16:04: love the fact that she created a means and

00:16:05 --> 00:16:08: a vehicle to employ people, to get them educated, for

00:16:08 --> 00:16:11: the job at hand. To get them into this, get

00:16:11 --> 00:16:14: them into a position where they could grow from there.

00:16:15 --> 00:16:19: So anyway, lots of good takeaways. Keep posting on hashtag

00:16:19 --> 00:16:23: WLI summit because that's where I keep pulling all of

00:16:23 --> 00:16:26: these from. So another housekeeping note.

00:16:27 --> 00:16:31: Up at the registration desk that if I can pull

00:16:31 --> 00:16:35: these, ULI is pursuing the continuing Ed credits for AIA

00:16:35 --> 00:16:39: and AICP. You'll find these sign up sheets up at

00:16:39 --> 00:16:44: the registration. So if that is something that you're pursuing

00:16:44 --> 00:16:47: or matters to you, please check that out.

00:16:49 --> 00:16:51: I would like again to thank our sponsors. We've had

00:16:51 --> 00:16:54: them rolling quite a bit in the background. We have

00:16:54 --> 00:16:56: a lot of sponsors. We could not have put on

00:16:56 --> 00:16:59: such a quality event without them. And again, if our

00:16:59 --> 00:17:02: do we have any sponsors that are here this morning

00:17:02 --> 00:17:02: if you are.

00:17:04 --> 00:17:06: Thank you. Thank you.

00:17:12 --> 00:17:15: Alright, well with that we're going to get coffee, an

00:17:15 --> 00:17:18: introduction and get ready to start day three. We have

00:17:18 --> 00:17:21: an exciting day. It's short, condensed.

00:17:21 --> 00:17:24: We'll get you out of here pretty soon, but it's

00:17:24 --> 00:17:27: going to be all worth staying. So Annie Shea is

00:17:27 --> 00:17:31: going to moderate our next panel on where we're going

00:17:31 --> 00:17:34: and she's going to discuss how much the industry has

00:17:34 --> 00:17:37: gained and all of the hopes for the future. Annie

00:17:37 --> 00:17:41: is an associate with Ice Miller's real estate group where

00:17:41 --> 00:17:44: she assists clients in all areas of real estate law

00:17:44 --> 00:17:49: including acquisitions, dispositions, development, leasing, land use and zoning. So

00:17:49 --> 00:17:52: with that Annie, if you can come up and.

00:17:52 --> 00:17:54: Join us and bring your panel up. I'll let you

00:17:55 --> 00:17:57: do the introductions of them. Thank you.

00:18:03 --> 00:18:06: Can everyone hear me OK? OK, I will start off

00:18:06 --> 00:18:10: with some introductions and as I say, your name, if

00:18:10 --> 00:18:13: you could join me on the stage. First, we'll start

00:18:13 --> 00:18:17: with Lorenzo G play. Lorenzo is the deputy director of

00:18:17 --> 00:18:23: planning, preservation and design for the Department of

Metropolitan Development.

00:18:23 --> 00:18:27: Through his work, he oversees the visionary long-term projects of

00:18:27 --> 00:18:33: city development, day-to-day planning, historic preservation, transportation planning and urban

00:18:34 --> 00:18:34: design.

00:18:34 --> 00:18:38: Lorenzo has poured his time, energy and heart into helping

00:18:38 --> 00:18:42: others feel more connected to people, places and spaces in

00:18:42 --> 00:18:44: the city. Thank you, Lorenzo.

00:18:44 --> 00:18:48: Thank you, Audie. It's a lot. Morning, everyone.

00:18:53 --> 00:18:57: Next, we'll have Sierra Boatwright join us on the stage.

00:18:57 --> 00:19:00: Sierra is the vice president of real estate and community

00:19:00 --> 00:19:04: development of CRG. Sierra Boatwright joined CRG in 2021

00:19:04 --> 00:19:08: to help oversee planning and development of some of CRG's

00:19:08 --> 00:19:13: high impact real estate projects. Her work includes securing land

00:19:13 --> 00:19:18: entitlements and public and private financing, negotiating terms of

00:19:18 --> 00:19:23: agreements with government, engaging with community organizations,

00:19:23 --> 00:19:27: developing feasibility studies.

00:19:27 --> 00:19:31: And contributing to the full scope of Serge's real estate

00:19:31 --> 00:19:35: development efforts, she works closely with the Chicago

00:19:35 --> 00:19:40: business unit of Sergei's parent company, Clayco, to advance real estate

00:19:40 --> 00:19:43: and construction opportunities and oversee the successful

00:19:43 --> 00:19:48: execution of its high profile pursuits. Thank you, Sir, for joining us.

00:19:48 --> 00:19:51: And now, if Sharon Clark would join us on the

00:19:51 --> 00:19:55: stage as well. Cofounder of the Aspire Higher Foundation, Sharon

00:19:55 --> 00:19:58: Clark is a social entrepreneur whose life goal is to

00:19:58 --> 00:20:02: use her love of design and commitment to community to

00:20:02 --> 00:20:07: rebuild declining neighborhoods. Sharon's purpose as a

00:20:07 --> 00:20:11: leader is to bridge the unequal distribution of resources and under the

00:20:11 --> 00:20:14: less under her leadership over the last decade, a HF.

00:20:14 --> 00:20:18: Is working to rebuild the fabric of the Northwest Landing

00:20:18 --> 00:20:23: neighborhood on the near northwest side of Indianapolis by

00:20:23 --> 00:20:28: listening to neighbors stated needs for health, safety, learning, gathering and

00:20:28 --> 00:20:33: beauty. The result is Aspire House A3 story, former Firehouse

00:20:33 --> 00:20:37: built in 1897 that is now being transformed into a

00:20:37 --> 00:20:41: Community Center in the midst of a \$1.2 million capital

00:20:41 --> 00:20:43: campaign. Thank you, Sharon.

00:20:48 --> 00:20:51: Well, we have an amazing panel and I feel like

00:20:51 --> 00:20:54: it's just all been such a wonderful summit so far.

00:20:54 --> 00:20:58: As we look towards the future of equitable development as

00:20:58 --> 00:21:01: a road map for what our time will look like

00:21:01 --> 00:21:04: this hour, I'd like to start with the end in

00:21:04 --> 00:21:08: mind and really try to have a discussion and build

00:21:08 --> 00:21:11: out a vision of what the future of equitable development

00:21:12 --> 00:21:15: can and should look like so that we know where

00:21:15 --> 00:21:17: do we want to go and then how exactly do

00:21:17 --> 00:21:18: we get there.

00:21:19 --> 00:21:22: So, as we've heard throughout the summit so far, there

00:21:22 --> 00:21:26: have been many different visions for this future of equitable

00:21:26 --> 00:21:30: development. We've heard about the need to separate from a

00:21:30 --> 00:21:34: racist blueprint, to recognize the historical and the

00:21:34 --> 00:21:38: perpetuating impacts

00:21:34 --> 00:21:38: of that blueprint. We've heard about self governance and the

00:21:38 --> 00:21:41: power of hope. We've heard about equality of life that

00:21:41 --> 00:21:45: is more and better. We've heard about access and

00:21:45 --> 00:21:49: expansiveness

00:21:45 --> 00:21:49: and equitable outcomes. And we've heard about an equitable

00:21:49 --> 00:21:54: future.

00:21:49 --> 00:21:54: That is people focused and intentional. That involves

00:21:54 --> 00:21:56: accountability and

00:21:54 --> 00:21:56: trust. So I'd like to hear from each of you

00:21:56 --> 00:21:59: a little bit of your personal vision for the future

00:21:59 --> 00:22:02: of equitable development. And if you can also share your

00:22:02 --> 00:22:06: background that informs your vision, that would be wonderful.

00:22:07 --> 00:22:10: I'm gonna pass it to the ladies, yeah.

00:22:10 --> 00:22:12: Sure. So when I think about the future of equitable

00:22:12 --> 00:22:15: development, it has to be equitable. And I think that

00:22:15 --> 00:22:18: what we've learned is the way of doing business just

00:22:18 --> 00:22:21: isn't working and we've seen it for decades. And so

00:22:21 --> 00:22:24: when I think about equitable development, I think about

00:22:24 --> 00:22:28: driving

00:22:24 --> 00:22:28: through neighborhoods where you don't recognize low to

00:22:28 --> 00:22:32: moderate income

00:22:28 --> 00:22:32: communities versus wealthier communities. I think about safe

00:22:28 --> 00:22:32: spaces for

00:22:32 --> 00:22:35: our youth. I think about eliminating food deserts and doing
00:22:35 --> 00:22:38: development in a far more holistic and sustainable.
00:22:39 --> 00:22:42: We often talk about engaging community, but what we often
00:22:42 --> 00:22:46: do is we plan for community versus planning with community.
00:22:46 --> 00:22:49: And so when I think about real, equitable development, it
00:22:49 --> 00:22:54: involves authentically engaging. It involves engaging, early
00:22:54 --> 00:22:59: and engaging. Often
00:22:59 --> 00:23:02: it involves supporting our entrepreneurs, supporting small
00:23:03 --> 00:23:07: businesses, planning with
00:23:07 --> 00:23:12: the neighborhoods, but having a more connected.
00:23:12 --> 00:23:16: Strategy, if you will, where we're partnering with local
00:23:16 --> 00:23:20: stakeholders,
00:23:20 --> 00:23:23: city officials, state officials, we're getting federal funding.
00:23:24 --> 00:23:28: We're not
00:23:28 --> 00:23:32: overly relying on private developers to come in and transform
00:23:32 --> 00:23:33: our communities, but instead we're leveraging a local talent
00:23:33 --> 00:23:36: and
00:23:36 --> 00:23:40: partnering with some of those larger developers to really
00:23:40 --> 00:23:43: bring
00:23:43 --> 00:23:46: in impactful, high quality development. We're thinking about
00:23:46 --> 00:23:50: home ownership,
00:23:50 --> 00:23:54: we're thinking about affordable housing, we're thinking about
00:23:55 --> 00:23:57: the big
00:23:57 --> 00:23:59: box.
00:24:01 --> 00:24:04: Sellers, but also supporting the smaller ones. And so I
00:24:04 --> 00:24:06: can't stress enough the importance of taking an asset based
00:24:06 --> 00:24:09: lens and removing the deficit base lens and approaching our
00:24:09 --> 00:24:10: communities as problems to be fixed or problems to be
00:24:10 --> 00:24:12: solved. Because our communities are not problems to be
00:24:12 --> 00:24:15: solved.
00:24:15 --> 00:24:17: They have assets opportunities and knee partnerships, well
00:24:17 --> 00:24:20: intended partnerships
00:24:20 --> 00:24:23: that are going to really make the impact that the
00:24:23 --> 00:24:26: communities deserve.
I think that's such a great point about fixing, and
not just who's doing the fixing, but what really is
this problem we're trying to fix? What are the tools
we have to fix it with?
And I think to answer the second part of the
question, and that kind of what informs me, right, I
think growing up in those neighborhoods where we left our
neighborhood for everything, I grew up on the South side
of Chicago. I live on the South side of Chicago.
I'm a proud southsider. And oftentimes when you hear about

00:24:26 --> 00:24:28: the South side of Chicago, you don't hear the most
00:24:28 --> 00:24:31: positive things. And I think about, you know, as a
00:24:31 --> 00:24:31: young person.
00:24:31 --> 00:24:35: Even our neighborhood to grocery shop, we left our
neighborhoods
00:24:35 --> 00:24:38: to go to the park. We left our neighborhood for
00:24:38 --> 00:24:41: schools, and it became less and less normal when I
00:24:41 --> 00:24:44: became older. I recognize that this isn't the way. And
00:24:44 --> 00:24:47: so it's fueled my passion to not leave the community
00:24:47 --> 00:24:50: because oftentimes you're taught to work hard and get out
00:24:50 --> 00:24:53: of here. And I took a different approach. I said,
00:24:53 --> 00:24:55: no, I'm going to work hard, and I'm going to
00:24:55 --> 00:24:58: come back, pull my sleeves up and affect the change
00:24:58 --> 00:25:01: and make sure that folks that look like me, young
00:25:01 --> 00:25:02: people, recognize that.
00:25:02 --> 00:25:05: You can make it whatever that really means, but come
00:25:05 --> 00:25:08: back and do do what's right, right and invest in
00:25:08 --> 00:25:12: your own community. And so that's kind of what informed
00:25:12 --> 00:25:13: my passion, if you will.
00:25:15 --> 00:25:17: Speaking of hope and aspirations, I'd love to hear from
00:25:17 --> 00:25:20: Sharon about your personal vision and some of the work
00:25:20 --> 00:25:20: you've been doing.
00:25:21 --> 00:25:23: Yeah. So good morning, everybody.
00:25:24 --> 00:25:28: I am a definite, out of box thinker. I have
00:25:28 --> 00:25:32: spent my lived experience from as far West as Honolulu
00:25:32 --> 00:25:35: HI, which I lived in for six years. I was
00:25:35 --> 00:25:38: born in Detroit, MI. I have no idea how I
00:25:38 --> 00:25:42: got to Indianapolis, but I grew up mainly in the
00:25:42 --> 00:25:47: state of California. So my perspective, my Periscope, is
shaped
00:25:47 --> 00:25:50: based upon all of these cities I lived in, but
00:25:50 --> 00:25:55: more than that, the cultural experiences I had growing up.
00:25:55 --> 00:25:57: And, you know, when I think about the future of
00:25:57 --> 00:26:01: equitable development, it might sound a little different or look
00:26:01 --> 00:26:03: a little different than it does to others.
00:26:04 --> 00:26:07: Although I live in a world where everything that was
00:26:07 --> 00:26:09: just said is a part of what each of you
00:26:09 --> 00:26:12: deal with daily, it's really very simple for me. I
00:26:12 --> 00:26:15: know yesterday Aquila had you all stand up. I'm not
00:26:15 --> 00:26:17: going to do that, but I am going to ask
00:26:17 --> 00:26:19: you to do 2 things so you kind of get
00:26:19 --> 00:26:22: a perspective. The way that I look at things, the
00:26:22 --> 00:26:24: first thing is I want you to close your eyes

00:26:25 --> 00:26:28: and think about where you currently live, your house, your
00:26:28 --> 00:26:31: domicile, and what's the thing that you love the most
00:26:31 --> 00:26:32: about that area. Just one thing.
00:26:33 --> 00:26:35: That you love about that area?
00:26:38 --> 00:26:41: OK, now I'm going to ask you to open your
00:26:41 --> 00:26:44: eyes and I want you to think about your workspace,
00:26:44 --> 00:26:48: whether that be at home, coworking space, high-rise,
whatever. When
00:26:48 --> 00:26:50: you get up and go every day to do what
00:26:50 --> 00:26:53: you do every day, what is the one thing that
00:26:53 --> 00:26:54: you enjoy about that space?
00:26:58 --> 00:27:01: And so for me I think things are very simple.
00:27:02 --> 00:27:05: Some of you probably thought you have a a running
00:27:05 --> 00:27:08: trail by your house or you know you're walkable to
00:27:08 --> 00:27:11: restaurants and you never cook. Like, I wish I never
00:27:11 --> 00:27:14: had to cook. Like you have all these things that
00:27:14 --> 00:27:17: you do. So for me, the future looks like that
00:27:17 --> 00:27:21: should be for everybody, right? The things that we enjoy
00:27:21 --> 00:27:24: every single day, that should be for everybody. The things,
00:27:25 --> 00:27:28: the reasons why we choose to live, where we live,
00:27:28 --> 00:27:31: where we can afford to buy or rent or whatever.
00:27:31 --> 00:27:32: Those simple things.
00:27:32 --> 00:27:34: Should be available to anybody and everybody.
00:27:36 --> 00:27:39: When you get up and you go to work every
00:27:39 --> 00:27:42: day, I live in a very connected space, as I
00:27:42 --> 00:27:45: assume everyone in this room does. You go from a
00:27:45 --> 00:27:48: connected house, you die of Wi-Fi goes down to a
00:27:48 --> 00:27:52: connected car, to a connected or Uber, right? To connected
00:27:52 --> 00:27:55: offices and all. Why? Why doesn't everybody have that
simple
00:27:56 --> 00:27:56: access?
00:27:57 --> 00:28:00: So as I look at like the future, the future
00:28:00 --> 00:28:04: of equitable development is to ensure that all people have
00:28:04 --> 00:28:07: access to the same things that all of us have
00:28:07 --> 00:28:10: access to. And so as as I've moved through the
00:28:10 --> 00:28:13: space that we work in, we work really hard to
00:28:13 --> 00:28:16: make sure that income has nothing to do with what
00:28:16 --> 00:28:20: we plan to develop. That color has nothing to do
00:28:20 --> 00:28:23: with what we plan to develop. That gender has nothing
00:28:23 --> 00:28:26: to do with what we plan to develop. And for
00:28:26 --> 00:28:28: me, that's what equitable.
00:28:28 --> 00:28:31: Development is about everybody yesterday and the day

before. There's
00:28:31 --> 00:28:33: so many people are like, you know, you got to
00:28:34 --> 00:28:36: know you're why. You gotta know your why. And people
00:28:36 --> 00:28:38: ask me all the time, hey, you know, Sharon, why
00:28:38 --> 00:28:41: do you do this? Because it's hard work. What you
00:28:41 --> 00:28:43: all do is really, really hard work, right? So they're
00:28:43 --> 00:28:45: like, why? And I don't have a why in the
00:28:45 --> 00:28:48: same sense that other people do. I constantly tell people,
00:28:48 --> 00:28:49: for me, it's not why.
00:28:50 --> 00:28:53: It's why not? Why wouldn't I do it? If not
00:28:53 --> 00:28:55: me, then who? If not you, then who? If not
00:28:55 --> 00:28:59: now, then when? So the future in my eyes, right?
00:28:59 --> 00:29:02: It starts for me with making sure that access is
00:29:02 --> 00:29:05: the same no matter who you are, where you come
00:29:05 --> 00:29:09: from, where you live, what you have, what you don't
00:29:09 --> 00:29:12: have, what mistakes you've made in the past or not.
00:29:12 --> 00:29:16: And that really is a a much, much bigger, more
00:29:16 --> 00:29:19: complex, you know, problem that we all try to solve
00:29:19 --> 00:29:20: daily.
00:29:20 --> 00:29:23: Right, But that's that's just my my space to start
00:29:23 --> 00:29:23: in.
00:29:23 --> 00:29:26: Thank you. Yeah. And I think that's come up a
00:29:26 --> 00:29:29: lot already of understanding or expanding our view of what
00:29:29 --> 00:29:33: our fundamental needs fundamental rights for people living in
our
00:29:33 --> 00:29:33: world.
00:29:33 --> 00:29:36: Thank you. I don't know how I can follow a
00:29:36 --> 00:29:39: lot of that because they both said it so well
00:29:39 --> 00:29:41: and eloquently, right?
00:29:42 --> 00:29:47: To I would start with the second part, so my.
00:29:48 --> 00:29:51: What drives me and what influences me, it's comes from
00:29:51 --> 00:29:55: where I grew up, where I was born and raised,
00:29:55 --> 00:29:59: born and raised in Liberia, West Africa, and being there.
00:29:59 --> 00:30:02: And similarly to what Sierra said of being in the
00:30:02 --> 00:30:06: space and thinking the world of it, and then coming
00:30:06 --> 00:30:09: out of it and then hearing what the world thinks
00:30:09 --> 00:30:12: of that space, it's completely different.
00:30:13 --> 00:30:16: So while I was there, it was my world and
00:30:16 --> 00:30:19: everything. And coming to the US it was ohh it's
00:30:19 --> 00:30:22: a third world country. Yeti, Yeti, all of these narratives,
00:30:22 --> 00:30:25: right? But then as I grew up, it was this
00:30:25 --> 00:30:28: dawning of well, if it's a third world country, then

00:30:28 --> 00:30:30: why are you going there to relax.
00:30:32 --> 00:30:36: Right. That's that's that piece for me. But that translates
00:30:36 --> 00:30:39: into the work that I do now of the places
00:30:39 --> 00:30:44: where we describe as dilapidated, not having the right
resources.
00:30:44 --> 00:30:48: But there are also the places that have the most
00:30:48 --> 00:30:52: potential for growth and development and a variety of other
00:30:52 --> 00:30:56: things that where the issues that we have as society
00:30:56 --> 00:30:59: can be resolved in a more equitable manner.
00:31:01 --> 00:31:04: So that's kind of where my career has gone and
00:31:04 --> 00:31:06: within the context of my current position.
00:31:07 --> 00:31:10: Equity is who.
00:31:11 --> 00:31:13: It's a board this long that we can talk about
00:31:13 --> 00:31:17: because we the Department of Metropolitan Development
touches a variety
00:31:17 --> 00:31:17: of things.
00:31:19 --> 00:31:19: But.
00:31:20 --> 00:31:25: We are essentially responsible for the development of
Indianapolis as
00:31:25 --> 00:31:28: a city. And if you're not familiar with Indianapolis, if
00:31:28 --> 00:31:33: you're not from Indianapolis, Indianapolis, we have a
combined city
00:31:33 --> 00:31:36: county, roughly 14 square miles to work with, give or
00:31:36 --> 00:31:40: take. So within that there's housing and a variety of
00:31:40 --> 00:31:43: other things. But for us, and I say for us,
00:31:43 --> 00:31:46: but I can also speak from the singular, for me
00:31:46 --> 00:31:49: that is the future of equitable development.
00:31:50 --> 00:31:51: Looks like.
00:31:52 --> 00:31:55: A neighborhood or a place where my friends and I
00:31:55 --> 00:31:57: can hang out. Because within my friend group, right there
00:31:57 --> 00:32:00: are people who make more money than me, make less
00:32:00 --> 00:32:02: money than me, cooler jobs than me, less cool jobs,
00:32:02 --> 00:32:05: thus cooler things and not right. But what does it
00:32:05 --> 00:32:07: look like to be in a space in the community
00:32:07 --> 00:32:09: that all of us can be in and interact? Where
00:32:09 --> 00:32:12: the housing, you can't really tell the difference who owns
00:32:12 --> 00:32:14: what and what's the cost of it. If I want
00:32:14 --> 00:32:16: to run to the grocery store and I want somebody
00:32:16 --> 00:32:18: to watch my kids and I can be like, hey,
00:32:18 --> 00:32:20: Devin, I need you to watch my kids. I'm going
00:32:20 --> 00:32:22: to be out. If they get out of line, you
00:32:22 --> 00:32:23: know what to do.
00:32:23 --> 00:32:27: Right, things like that. So that's what that looks like.

00:32:27 --> 00:32:30: And my friend groups also vary right from white to
00:32:31 --> 00:32:31: purple.
00:32:32 --> 00:32:35: So that's what that looks like for me. So that's
00:32:35 --> 00:32:38: what we're trying to impart within Indianapolis and we.
00:32:40 --> 00:32:42: As the city plug for the city, we just embarked
00:32:42 --> 00:32:45: on our cultural equity plan that looks at all of
00:32:45 --> 00:32:48: these pieces within the city and say what does it
00:32:48 --> 00:32:51: look like, what is culture look like within the city
00:32:51 --> 00:32:53: and how do we move it forward and use that
00:32:53 --> 00:32:55: as a means of moving the city forward.
00:32:57 --> 00:33:00: Thank you. Yeah. I think there's a lot to be
00:33:00 --> 00:33:04: said there about the diversity, but really more about sharing
00:33:04 --> 00:33:08: and mixing and the variety and the strength that comes
00:33:08 --> 00:33:10: from that variety of experiences.
00:33:10 --> 00:33:13: We know that homogeneous communities don't work as
00:33:13 --> 00:33:15: much as
00:33:15 --> 00:33:18: we people want to be. Like, yeah, this is my
00:33:18 --> 00:33:21: community in this, and it doesn't work. Think about living
00:33:21 --> 00:33:24: in a community with your family. That's what that looks
00:33:24 --> 00:33:25: like. Well, it's wonderful, right? Your mom's going to show
00:33:27 --> 00:33:30: up at the door every day.
00:33:30 --> 00:33:33: We would also say like, you know, development, real estate,
00:33:33 --> 00:33:36: all of it. Like we're not different than any other
00:33:36 --> 00:33:39: than you like clothes, right. It all cycles around. Yeah.
00:33:39 --> 00:33:42: And the reality is we're cycling back around, right. So
00:33:42 --> 00:33:45: now the the push, the rush is the urban core
00:33:45 --> 00:33:48: and everybody's moving back into the urban core when
00:33:48 --> 00:33:52: everybody
00:33:52 --> 00:33:54: was moving out to the suburbs before. But then that
00:33:54 --> 00:33:56: creates, right, that dynamic that that tussle of whose land
00:33:56 --> 00:34:00: was it and all of these things. And I think,
00:34:00 --> 00:34:02: you know, we cannot sit here and.
00:34:03 --> 00:34:06: Talk about anything equitable. If you don't, talk about who
00:34:06 --> 00:34:09: owns the land. Because at the end of the day.
00:34:10 --> 00:34:13: It's about owning the land. You you can't fight off
00:34:13 --> 00:34:15: gentrification if you don't own the land. You can't, you
00:34:15 --> 00:34:18: know, carefully curate new spaces if you don't own the
00:34:18 --> 00:34:19: land. And so I think you know when we look
00:34:20 --> 00:34:22: at the development and what what we all get up
00:34:22 --> 00:34:26: to do every single day.
You know, we we have to be really realistic about
those things that were great before. You know,
neighborhoods were

00:34:26 --> 00:34:28: great before and they were great because.

00:34:29 --> 00:34:32: The doctor in the community lived next to the garbage

00:34:32 --> 00:34:35: ban, and everybody took care of everybody's kids or everybody

00:34:35 --> 00:34:39: shared in collective problems. And we have to build that

00:34:39 --> 00:34:41: back. You know, we erased a lot of that. We

00:34:41 --> 00:34:44: tore down buildings. We did that, but we have to

00:34:44 --> 00:34:47: build that back. And we can call it walkability now.

00:34:47 --> 00:34:51: But walkability was a neighborhood before you had it cleaners,

00:34:51 --> 00:34:54: you had a grocery store, you had all of those

00:34:54 --> 00:34:55: things. So.

00:34:56 --> 00:34:58: This isn't like new, yeah, right.

00:34:59 --> 00:35:01: But the players are new, you know the people are

00:35:01 --> 00:35:03: new. We all the three of us, we do the

00:35:03 --> 00:35:06: same exact thing in three, completely different.

00:35:06 --> 00:35:07: Ways, Yep.

00:35:08 --> 00:35:09: And I think that's that's worth.

00:35:09 --> 00:35:12: Staying, and I think something else that's worth stating and

00:35:12 --> 00:35:14: I, I totally agree with you, is how we got

00:35:14 --> 00:35:17: there, right? And the role that systemic racism has played

00:35:17 --> 00:35:20: and has devalued many of our neighborhoods. And so when

00:35:20 --> 00:35:24: we talk about that equitable development, we've got to acknowledge

00:35:24 --> 00:35:27: the past, right? And we've got to correct some problems

00:35:27 --> 00:35:30: and one challenge that I have and I always push

00:35:30 --> 00:35:33: people when they say, hey, this development will transform the

00:35:33 --> 00:35:37: neighborhood. Absolutely not. One development is not going to transform

00:35:37 --> 00:35:38: decades and decades and decades.

00:35:39 --> 00:35:41: This investment in systemic racism, it's going to take a

00:35:42 --> 00:35:45: far more holistic effort to really transform those neighborhoods. And

00:35:45 --> 00:35:48: so for what it's worth, you know, we've got to

00:35:48 --> 00:35:50: acknowledge the reason that a lot of black and brown

00:35:50 --> 00:35:54: communities aren't building wealth and traditional way, that a lot

00:35:54 --> 00:35:57: of other communities build wealth through their real estate, through

00:35:58 --> 00:36:00: owning the land and owning the property is because what

00:36:00 --> 00:36:04: has happened over 100 years ago and honestly, what continues

00:36:04 --> 00:36:06: to happen? So as we think about the future, we've

00:36:06 --> 00:36:09: got to acknowledge the role that the past has played.

00:36:09 --> 00:36:12: Continues to play and really try to be intentional about

00:36:12 --> 00:36:15: turning the tide on disinvestment in a meaningful way and

00:36:15 --> 00:36:18: really focusing on those assets and the communities that you

00:36:19 --> 00:36:21: say have always been there and they are still there.

00:36:21 --> 00:36:23: We just kind of turn a blind eye to on

00:36:23 --> 00:36:26: and we're looking at all the problems versus all the

00:36:26 --> 00:36:27: opportunities.

00:36:28 --> 00:36:31: Absolutely. And I think, Sharon, a point that you made

00:36:31 --> 00:36:35: about it's not Even so much marching into this brand

00:36:35 --> 00:36:38: new World, it's it's almost more returning to the elements

00:36:38 --> 00:36:39: that were good.

00:36:39 --> 00:36:42: Before, but really.

00:36:43 --> 00:36:46: Investigating sort of the impacts that came with it because

00:36:46 --> 00:36:49: you know, like you said, we've we've been having the

00:36:49 --> 00:36:52: same story about urban renewal and we're going to go

00:36:52 --> 00:36:55: back to density, but there's a lot of mistrust that's

00:36:55 --> 00:36:59: been rightfully earned because of those past things. How do

00:36:59 --> 00:36:59: we?

00:37:00 --> 00:37:04: Move forward towards that future, recognizing the lack of

00:37:04 --> 00:37:07: trust

00:37:07 --> 00:37:09: that these communities may have for these, you know, bold,

00:37:10 --> 00:37:13: visionary projects.

00:37:13 --> 00:37:18: Can I share so I will say this that my

00:37:18 --> 00:37:22: profession so bit of my background went to Ball State

00:37:22 --> 00:37:23: trip trip and he thank you thank you thank you

00:37:25 --> 00:37:29: very much.

00:37:29 --> 00:37:34: Boston grad architecture program specifically worked as an

00:37:34 --> 00:37:37: architect for

00:37:37 --> 00:37:40: about 6-7 years and then slightly transitioned into community

00:37:41 --> 00:37:42: development

00:37:43 --> 00:37:47: and real estate development. Kind of a world, and now

00:37:47 --> 00:37:51: planning and preservation and design so.

00:37:51 --> 00:37:55: My profession?

00:37:55 --> 00:37:58: Has responsibility in this as well, and over time we

00:37:58 --> 00:38:02: have started to accept that position because we have passed

00:38:02 --> 00:38:04: it off to say, well, we're just designers. The developers

00:38:06 --> 00:38:09: are the ones who tell us what to do, which

00:38:11 --> 00:38:14: that is not entirely true because we are designers, but

00:38:14 --> 00:38:17: we have, we are at fault as well.

00:38:06 --> 00:38:09: In Indianapolis DMD specifically we have.

00:38:11 --> 00:38:14: Worked so very hard to acknowledge.

00:38:14 --> 00:38:17: The role that we have played and.

00:38:18 --> 00:38:21: I will say some of this dismantling that has happened

00:38:21 --> 00:38:25: to Black and brown communities within the city and overall

00:38:25 --> 00:38:29: just within the city, but Indianapolis is not foreign.

00:38:30 --> 00:38:33: Or it's not singular to this than any other city.

00:38:33 --> 00:38:37: Every other city is responsible. I think you guys heard

00:38:37 --> 00:38:42: yesterday about the redlining conversation with Scarlet and Aaron as

00:38:42 --> 00:38:45: well, right? So that happened in every, every city. I

00:38:45 --> 00:38:49: don't know of a major city that had not happened

00:38:49 --> 00:38:52: in every city, right? So how do we then get

00:38:52 --> 00:38:53: better from there?

00:38:54 --> 00:38:56: Is where we are at this point.

00:38:57 --> 00:39:00: As Sharon and Sierra has mentioned, all of the things

00:39:00 --> 00:39:04: that we are now looking at, walkability, placemaking, they're not

00:39:04 --> 00:39:08: new within the planning, preservation and then architectural world. These

00:39:08 --> 00:39:11: are all things that just circulate and come back and

00:39:11 --> 00:39:13: come back as with another name. But what we do

00:39:13 --> 00:39:16: know is the effects of all of those things have

00:39:16 --> 00:39:17: been positive.

00:39:18 --> 00:39:22: How do we build communities? We focus on regionalism, but

00:39:22 --> 00:39:26: at the same time regionalism, regionalism on a smaller scale

00:39:26 --> 00:39:26: of.

00:39:27 --> 00:39:30: Downtown is here. The next neighborhood is here. What are

00:39:30 --> 00:39:33: the bread crumbs that we connect to that neighborhood?

00:39:33 --> 00:39:35: What

00:39:35 --> 00:39:37: is much more exciting in that neighborhood that allows me

00:39:37 --> 00:39:39: to walk or make me want to walk to that

00:39:39 --> 00:39:42: next place? And then how do you connect the dots

00:39:42 --> 00:39:44: and dots and dots and dots? That's those are all

00:39:44 --> 00:39:45: the things from a housing perspective. We know that.

00:39:45 --> 00:39:51: Using density to increase ownership, or even using density

00:39:51 --> 00:39:52: as

00:39:52 --> 00:39:53: a means to.

00:39:53 --> 00:39:57: Increase affordability within a smaller set works. It worked

00:39:57 --> 00:40:00: before

00:40:00 --> 00:40:04: as a city. We have zoned it out, but we

00:40:04 --> 00:40:08: are working on bringing it back in transit oriented

00:40:08 --> 00:40:09: development.

00:40:09 --> 00:40:10: These are all conversations that we're having now that are

00:40:10 --> 00:40:13: all part of this and.

00:40:13 --> 00:40:14: I think that, like you said, we acknowledge the wrongs

00:40:14 --> 00:40:16: and now we're trying to just get back to where

00:40:16 --> 00:40:17: we were.

00:40:18 --> 00:40:20: I am, you know, one of the things I've learned

00:40:20 --> 00:40:23: because I I'm, like I said, I'm from California. I

00:40:23 --> 00:40:27: moved here several years ago and then started working in

00:40:27 --> 00:40:30: this Community. So we weren't, we were not native to

00:40:30 --> 00:40:31: the community.

00:40:32 --> 00:40:35: And trust, as Annie started with, obviously is is a

00:40:35 --> 00:40:37: big issue. It's always going to be an issue in

00:40:38 --> 00:40:41: any communities you go into. But in particular in immigrant

00:40:41 --> 00:40:45: communities, communities of color and those who have, whether they've

00:40:45 --> 00:40:49: been brought here or traveled here on their own, there's

00:40:49 --> 00:40:51: always going to be trust issues. So in the near

00:40:52 --> 00:40:55: Northwest community where we're working and where we are making

00:40:55 --> 00:40:59: place, one of the things that's been really interesting for

00:40:59 --> 00:41:00: us is that.

00:41:01 --> 00:41:04: All of the traditional things you do like community meetings,

00:41:04 --> 00:41:07: which everybody hates, and all of those, you know, all

00:41:07 --> 00:41:10: that stuff surveys and you really don't get what you

00:41:10 --> 00:41:12: need. So and then a developer wants to have this

00:41:12 --> 00:41:15: information to be able to get all of their things,

00:41:15 --> 00:41:18: and we just changed the narrative where we're at. We're

00:41:18 --> 00:41:21: like, no, we're they're not going to come to community

00:41:21 --> 00:41:24: meeting the two times that you come because they don't

00:41:24 --> 00:41:27: know you. They're not coming because they don't know you.

00:41:27 --> 00:41:30: And if you haven't done anything for them before, why

00:41:30 --> 00:41:31: would they?

00:41:31 --> 00:41:34: Right. And they're not going to come when you come

00:41:34 --> 00:41:36: in and you don't act like you care to be

00:41:36 --> 00:41:40: there, that you're there to get something from them and

00:41:40 --> 00:41:43: leave so you can build \$500,000 townhouses. So, and I

00:41:43 --> 00:41:45: say this to all of you because you all work

00:41:45 --> 00:41:48: in these spaces. You know exactly what I'm talking about.

00:41:48 --> 00:41:51: So what we started doing was try to be the

00:41:51 --> 00:41:54: educators on both sides, right? Because we want the community

00:41:54 --> 00:41:57: that we're working in to understand if you want better

00:41:58 --> 00:42:00: things, if you want sidewalks to so the kids can

00:42:00 --> 00:42:01: ride their bikes.

00:42:02 --> 00:42:04: Right. If you want lights on, if you want all

00:42:04 --> 00:42:07: of these other things, we have to have more value

00:42:07 --> 00:42:09: in here. We have to have more housing, the community
00:42:10 --> 00:42:12: that we're working in, all single family homes. So I'll
00:42:13 --> 00:42:14: go back to what Zoe just said.
00:42:15 --> 00:42:17: They were built in the 20s and 30s, all single
00:42:18 --> 00:42:21: family homes. 60% of those homes are now demolished. A
00:42:21 --> 00:42:23: bunch of empty lots. So we're like, uh, how do
00:42:23 --> 00:42:24: we solve this issue?
00:42:25 --> 00:42:27: Density is really, really critical.
00:42:28 --> 00:42:30: But we have some 65 and 70 year olds who
00:42:30 --> 00:42:33: are like, that was Miss Johnson's house. You gotta build
00:42:33 --> 00:42:36: it back. And I'm like, do you know how much
00:42:36 --> 00:42:38: a single family house costs? And we can build a
00:42:38 --> 00:42:42: fourplex right there. Right. That's a different conversation
when you
00:42:42 --> 00:42:45: talk to them all the time, when you're around them,
00:42:45 --> 00:42:48: when you're with them, when you engage, when you go
00:42:48 --> 00:42:51: to the things that happen in that community. So we
00:42:51 --> 00:42:54: introduce Sunday suppers. So once a month, every month
for
00:42:54 --> 00:42:57: six months, we do a supper if anybody can come.
00:42:57 --> 00:42:58: I want Sam.
00:42:58 --> 00:43:01: I want soda come. I want everybody to come but
00:43:01 --> 00:43:03: the people who live in that community.
00:43:04 --> 00:43:07: Are there, and when you start to actually hear from
00:43:07 --> 00:43:11: them, you realize how smart they are, right? How they
00:43:11 --> 00:43:14: do know what they want in their community and how
00:43:14 --> 00:43:16: you can develop make your money.
00:43:17 --> 00:43:20: But you can make it look good. They don't have
00:43:20 --> 00:43:22: to have a bunch of low income housing or bad
00:43:22 --> 00:43:23: lighttech.
00:43:23 --> 00:43:24: Products.
00:43:24 --> 00:43:27: That's right. They don't. And I say that honestly as
00:43:27 --> 00:43:30: a person who's like, I need tax credits to do
00:43:30 --> 00:43:33: this. They don't have to have just the minimum all
00:43:33 --> 00:43:36: the time and a bunch of it all in this
00:43:36 --> 00:43:40: one space because that doesn't bring value to a community
00:43:40 --> 00:43:42: and so again in the future.
00:43:42 --> 00:43:44: I think a lot of the people who sit at
00:43:44 --> 00:43:45: the table.
00:43:46 --> 00:43:47: Of power.
00:43:47 --> 00:43:51: And of dollars that has to change. That's right, right,
00:43:51 --> 00:43:53: because we're in an industry that is driven.

00:43:54 --> 00:43:57: By the majority of white men. Hmm. And so I
00:43:57 --> 00:44:01: don't fault them, but I recognize that their perspective, their
00:44:01 --> 00:44:05: Periscope is very limited, very limited. It's so limited, in
00:44:05 --> 00:44:09: fact, that most people don't realize that by 2030 to
00:44:09 --> 00:44:13: 2035, women will be the majority in this country. In
00:44:13 --> 00:44:16: these United States, there will be more women and in
00:44:16 --> 00:44:20: fact, there'll be more women of color than anyone else.
00:44:21 --> 00:44:22: So how?
00:44:23 --> 00:44:26: Are you drawing plans or building buildings that don't fit
00:44:26 --> 00:44:29: them? They don't fit us. We're curvy, we're skinny, we're
00:44:29 --> 00:44:33: big, we're small. We're everything, right? We have kids.
00:44:33 --> 00:44:36: Some of them have kids by herself, some have kids
00:44:36 --> 00:44:39: with other people, like we have to start to build.
00:44:40 --> 00:44:41: For the majority.
00:44:42 --> 00:44:45: And not stay with what we've always done because that's
00:44:45 --> 00:44:46: the way things have been done.
00:44:46 --> 00:44:50: Yeah, I love everything. You just say it. Everything is
00:44:50 --> 00:44:53: spot on. And I I'm cheesing as you talk because
00:44:54 --> 00:44:57: this is, this is the word, right? And it's about
00:44:57 --> 00:45:01: that engagement and how you engage. And as a developer,
00:45:01 --> 00:45:05: I know that developers don't engage authentically more times
00:45:06 --> 00:45:06: than
00:45:07 --> 00:45:11: not.
00:45:07 --> 00:45:11: I really believe in showing up and meeting the community
00:45:11 --> 00:45:14: where they are and knowing that there's much to learn
00:45:14 --> 00:45:18: and much to gain from the talent that's already there.
00:45:18 --> 00:45:22: I think oftentimes as developers, developers go in
00:45:22 --> 00:45:26: communities and
00:45:26 --> 00:45:30: say these are the opportunities that I see here are
00:45:26 --> 00:45:30: the priorities for this Community. That's totally backwards,
00:45:31 --> 00:45:34: right? It's
00:45:31 --> 00:45:34: up to the community to define what the priorities are
00:45:34 --> 00:45:37: and for developers to respond to that and.
00:45:37 --> 00:45:40: Respectful, responsible way. And so why I may think that
00:45:40 --> 00:45:44: affordable housing makes sense here. The community may
00:45:44 --> 00:45:48: say we
00:45:44 --> 00:45:48: have naturally occurring affordable housing. Your market
00:45:48 --> 00:45:51: study may not
00:45:48 --> 00:45:51: show it that way, but those vacant buildings that you
00:45:51 --> 00:45:54: deem as an eyesore are historic buildings that are begging
00:45:54 --> 00:45:56: to be put back in productive use.
00:45:57 --> 00:46:00: There are opportunities here and I think there is something
00:46:00 --> 00:46:03: to be said about a healthy balance, right? Showing up

00:46:03 --> 00:46:06: and meeting the community where it is, but also listening
00:46:06 --> 00:46:09: and being flexible and nimble and understanding that, hey, I
00:46:09 --> 00:46:12: shouldn't go into a community with a plan that's already
00:46:12 --> 00:46:15: designed. Instead, I need to come into the community and
00:46:15 --> 00:46:19: hear where the opportunities are, let the Community define
what
00:46:19 --> 00:46:22: they're they're assets are and then shape my plan that
00:46:22 --> 00:46:24: way because it takes a lot of time. Absolutely. Is
00:46:24 --> 00:46:27: it a lot of work? Absolutely. Has it been done?
00:46:27 --> 00:46:30: Yeah, but not enough. So I can give an example
00:46:30 --> 00:46:33: on a project that I it's near and dear to
00:46:33 --> 00:46:37: me from my prior career, 180 acres, vacant land opportunity
00:46:37 --> 00:46:41: to just do some really impactful real estate development,
bring
00:46:41 --> 00:46:45: millions of dollars into the community. We didn't go with
00:46:45 --> 00:46:45: the plan.
00:46:46 --> 00:46:49: We had some ideas, but instead we went and we
00:46:49 --> 00:46:52: engaged for an entire year, a year that's not one
00:46:52 --> 00:46:53: community meeting.
00:46:53 --> 00:46:54: That's.
00:46:54 --> 00:46:57: 75 community meetings, that's showing up to the Garden
Club,
00:46:57 --> 00:47:01: that's one-on-one coffees, that's large scale meetings. That's
all those
00:47:01 --> 00:47:04: opportunities to engage. And I I'm, I I know I
00:47:04 --> 00:47:06: beat a dead horse, but to engage authentically and I
00:47:06 --> 00:47:09: can't stress the authentic part enough because it makes a
00:47:09 --> 00:47:13: difference in communities feel it. They feel when you're
checking
00:47:13 --> 00:47:15: a box and they feel like they feel and recognize
00:47:15 --> 00:47:17: when you really want to.
00:47:17 --> 00:47:21: No. And you care about their priorities. What that led
00:47:21 --> 00:47:24: to is a plan that year long engagement led to
00:47:24 --> 00:47:27: a plan that the Community informed.
00:47:28 --> 00:47:32: Years later, \$450 million of investment community benefit
agreements on
00:47:32 --> 00:47:37: every single project, local workforce, development
opportunities, partnering with local
00:47:37 --> 00:47:41: stakeholders and nonprofits like that's an example of what
authentically
00:47:41 --> 00:47:44: engaging community can look like. And so I can't stress
00:47:44 --> 00:47:47: enough and I get really, really excited when we talk
00:47:47 --> 00:47:51: about the community development and community
engagement part because it's

00:47:51 --> 00:47:55: such a critical part of really thinking about equitable plans
00:47:55 --> 00:47:58: and equitable communities. The community has to.
00:47:58 --> 00:48:00: Plan, plan with versus Plan 4. So if you take
00:48:00 --> 00:48:04: nothing else away from what I'm saying today, just remember
00:48:04 --> 00:48:08: the importance of us planning with communities versus US
planning
00:48:08 --> 00:48:10: for communities. It's the old way.
00:48:12 --> 00:48:12: So.
00:48:14 --> 00:48:16: Everything that was just said, there are two things I
00:48:16 --> 00:48:18: wanted to add to that if I could.
00:48:19 --> 00:48:22: Again, within the role that I'm in, we know when
00:48:22 --> 00:48:26: developers have worked with communities and they're
engaged with the
00:48:26 --> 00:48:29: community, I can tell you 100% we know that's the
00:48:29 --> 00:48:31: city because all of the folks that you talk to
00:48:31 --> 00:48:34: or aren't talking to, they have all of our cell
00:48:34 --> 00:48:37: numbers and we have relationships with them. So we get
00:48:37 --> 00:48:40: the calls that said, oh, yeah, they didn't come and
00:48:40 --> 00:48:43: talk to us. They're like, OK, good to know. Thank
00:48:43 --> 00:48:46: you. And it makes our job easier and your project
00:48:46 --> 00:48:49: move faster when you've already done that, all of that
00:48:49 --> 00:48:49: authentic.
00:48:49 --> 00:48:54: Engagement, honestly speaking, 100% it makes and you're
making my
00:48:54 --> 00:48:58: job easy. Fantastic. Thank you. We'll move quicker. The
other
00:48:58 --> 00:49:02: piece, that's Sharon said design. There's a specific reason
why
00:49:02 --> 00:49:05: within my title it says urban design or design. I
00:49:05 --> 00:49:09: have an architecture background. As a developer. Don't bring
your
00:49:09 --> 00:49:12: project to me and tell me, oh, this material, this
00:49:12 --> 00:49:16: is what we could get. I'm sorry. I've done design
00:49:16 --> 00:49:18: work as an architect for 10 years and I know
00:49:19 --> 00:49:20: what good design.
00:49:20 --> 00:49:23: Work is so if you bring pardon my French, bring
00:49:23 --> 00:49:25: your shit to me, I'm going to throw your shit
00:49:26 --> 00:49:28: away. And it has to come to me too, for
00:49:28 --> 00:49:31: approval. Flat out. So everyone knows what good design is
00:49:32 --> 00:49:33: inherently. We all know it.
00:49:34 --> 00:49:36: And it is good and it is needed for our
00:49:36 --> 00:49:39: communities. We do not want to go through a community
00:49:39 --> 00:49:41: and look at a pride and go, oh, that's the

00:49:41 --> 00:49:44: affordable product and that's the market rate product. No, that

00:49:44 --> 00:49:46: is not equity in any way shape or form.

00:49:47 --> 00:49:51: Sorry, that's the piece that gets me very passionate.

00:49:52 --> 00:49:56: So we've already started transitioning from the where are we

00:49:56 --> 00:49:59: going to the how do we get there? It sounds

00:49:59 --> 00:50:02: like a lot of how we get there is authentically

00:50:02 --> 00:50:05: engaging with these communities, meeting them where they are and

00:50:06 --> 00:50:09: designing for them, not just coming in with our own

00:50:09 --> 00:50:12: plan and thinking this is what we're going to do,

00:50:12 --> 00:50:15: but being open and being vulnerable to their input so

00:50:15 --> 00:50:18: that it is something that they have ownership over. I'd

00:50:18 --> 00:50:22: like to get some more thoughts about, I guess, specific

00:50:22 --> 00:50:23: action items.

00:50:23 --> 00:50:25: Or how do we get that next step? It sounds

00:50:25 --> 00:50:28: like one of them is maybe in maybe in a

00:50:28 --> 00:50:31: budget for a new project you build in more due

00:50:31 --> 00:50:34: diligence costs and more time to have that level of

00:50:34 --> 00:50:38: community engagement that leads you to a more equitable project.

00:50:38 --> 00:50:41: Sierra, could you give maybe some more examples from your

00:50:41 --> 00:50:45: past experiences of how we move towards that more equitable?

00:50:45 --> 00:50:48: Future, yeah, I think, you know, I'll nerd out on

00:50:48 --> 00:50:51: development finance because that's kind of the other area I

00:50:51 --> 00:50:53: nerd out on, to the honest.

00:50:53 --> 00:50:56: But overly relying on one source of capital doesn't serve

00:50:56 --> 00:51:01: us well when we think about equitable development and communities.

00:51:01 --> 00:51:04: I joke and say it's about lasagna financing, it's layering

00:51:04 --> 00:51:08: and layering different forms of capital to make these deals

00:51:08 --> 00:51:13: work. Development is difficult. Development and what's deemed as an

00:51:13 --> 00:51:17: underserved community is even harder. And so we're talking about

00:51:17 --> 00:51:19: how do we implement TIF? How do we use new

00:51:19 --> 00:51:23: market tax credits, how do we use low income housing?

00:51:23 --> 00:51:26: Tax credits, how do we use historic tax credits? How

00:51:26 --> 00:51:29: do we bring in public private partnership so that it's

00:51:29 --> 00:51:31: not a one and done development. We've gotta figure out

00:51:31 --> 00:51:34: how to partner with banks that are saying, hey, I

00:51:34 --> 00:51:36: want to do more than the typical CR, a kind

00:51:36 --> 00:51:38: of check box things, but I want to be a
00:51:38 --> 00:51:41: partner to communities. I think there's ways to do it
00:51:41 --> 00:51:44: and we've seen ways, right. The work that I've worked
00:51:44 --> 00:51:47: on in the Pullman community shouldn't be an anomaly, right.
00:51:47 --> 00:51:50: And so if anyone's familiar with full and it's historic
00:51:50 --> 00:51:53: neighborhood on the South side of Chicago, it's that.
00:51:53 --> 00:51:57: Neighborhood that are referenced, 180 acres of vacant land,
beautiful
00:51:57 --> 00:52:00: historic homes. There was an opportunity to bring in some
00:52:00 --> 00:52:05: large retailers, right, some large companies method, Whole
Foods distribution
00:52:05 --> 00:52:09: center, Amazon, but also opportunities to support small
businesses, opportunities
00:52:10 --> 00:52:13: to ensure that small businesses receive the funding that they
00:52:13 --> 00:52:16: need to do more than barely survive but fully thrive.
00:52:16 --> 00:52:19: And so I think there's something to be said about
00:52:19 --> 00:52:22: that balance. There was an opportunity for us to think
00:52:22 --> 00:52:23: about.
00:52:23 --> 00:52:27: Affordable home ownership and really think about putting
those historic
00:52:27 --> 00:52:31: bacon buildings that are referenced in productive use, but
also
00:52:31 --> 00:52:34: we're decades and decades away from gentrification. But to
also
00:52:34 --> 00:52:39: ensure that we're creating opportunities for a traditional
affordable housing,
00:52:39 --> 00:52:41: right? Because it has to be a both end. We
00:52:41 --> 00:52:44: can't just think about home ownership and not think about
00:52:44 --> 00:52:48: traditional affordable housing. We can't just thinking about
big, you
00:52:48 --> 00:52:51: know, credit tenants and ignore our small businesses. We
got
00:52:51 --> 00:52:53: to think about neighborhoods.
00:52:53 --> 00:52:56: The people are proud to live in, they're proud to
00:52:56 --> 00:53:01: live next door to the beautiful historic, affordable housing
development.
00:53:01 --> 00:53:04: It doesn't stick out like an eyesore because it's quality
00:53:05 --> 00:53:07: design tied to it. We're going back to my point
00:53:08 --> 00:53:11: about finance and we're not overly reliant on one source
00:53:11 --> 00:53:14: of finance, and we're not overly reliant on the big
00:53:14 --> 00:53:19: developers. We're finding ways to engage smaller
developers. One thing
00:53:19 --> 00:53:22: that I'm really proud of is that my current company,
00:53:22 --> 00:53:24: we're launching a diverse.

00:53:24 --> 00:53:27: Telephone initiative, that's an opportunity for us to say, hey,
00:53:27 --> 00:53:30: it's great that the big developers are coming into some
00:53:30 --> 00:53:34: communities and doing some development, but you know
what's dooper?

00:53:34 --> 00:53:37: To have developers that are from the communities that we're
00:53:37 --> 00:53:40: developing and saying, hey, this is a community that
deserves
00:53:40 --> 00:53:44: investment, right? There's value here. And instead of leaving,
I
00:53:44 --> 00:53:46: want to find ways to develop here. And so we're
00:53:46 --> 00:53:50: finding ways to leverage our internal resources and provide
capital
00:53:50 --> 00:53:53: and remove some of the barriers that just make development
00:53:53 --> 00:53:55: hard and lean in on those.
00:53:55 --> 00:53:57: Experts to do that and I think that's powerful, right.
00:53:57 --> 00:54:00: And so it's not a one-size-fits-all approach. I don't think
00:54:00 --> 00:54:03: there should be A1 size fits all approach. I think
00:54:03 --> 00:54:06: it should be respectful and responsive to the communities
that
00:54:06 --> 00:54:09: we're developing. But I think there are a few tools
00:54:09 --> 00:54:12: that we should kind of always keep in our toolbox
00:54:12 --> 00:54:15: and utilize that authentic engagement, that lasagna financing,
that public
00:54:15 --> 00:54:20: private partnership and really leveraging the stakeholders
and recognizing that
00:54:20 --> 00:54:22: they are the true experts in the Community and we've
00:54:22 --> 00:54:25: got to listen, not just hear them, but actually.
00:54:25 --> 00:54:27: Listen and respond to their priorities.
00:54:29 --> 00:54:32: I think that's really connected to the idea of asset
00:54:32 --> 00:54:35: base, like understanding the potential of the people in these
00:54:35 --> 00:54:38: communities and helping them connect with the resources
they need
00:54:38 --> 00:54:39: to be successful.
00:54:40 --> 00:54:41: Absolutely.
00:54:42 --> 00:54:44: Sharon, I'd love to hear more about your view as
00:54:44 --> 00:54:47: somewhat of an outsider to the traditional commercial real
estate.
00:54:47 --> 00:54:50: World yeah. I've been outside for a long time, so
00:54:50 --> 00:54:52: I you know one thing I would I just got
00:54:52 --> 00:54:55: to say this and this might not fit in this
00:54:55 --> 00:54:56: space right now, but.
00:54:58 --> 00:55:01: In the United States, like we have a ridiculous amount
00:55:01 --> 00:55:04: of money. We just don't share it. Like where people
00:55:04 --> 00:55:06: are greedy, greedy. I mean, we all are greedy at

00:55:07 --> 00:55:07: different times.

00:55:08 --> 00:55:11: And I guess my most basic basic example is.

00:55:12 --> 00:55:14: How? In just a few weeks.

00:55:15 --> 00:55:19: We can collectively pool our money. And I do say

00:55:19 --> 00:55:23: collectively, because I know some of you have participated in

00:55:23 --> 00:55:26: the last 72 hours to have the lottery at \$1

00:55:26 --> 00:55:29: billion, a billion dollars. Crazy. Think about this.

00:55:31 --> 00:55:34: Just it just several weeks and it's like a billion

00:55:34 --> 00:55:37: dollars, right? That's collective pooling.

00:55:38 --> 00:55:39: Of dollars.

00:55:41 --> 00:55:44: Yet to walk in here today, I walked past four

00:55:44 --> 00:55:46: to five homeless people.

00:55:47 --> 00:55:49: I I was in San Francisco a week ago.

00:55:50 --> 00:55:53: And how Salesforce built a park up in the sky

00:55:53 --> 00:55:57: because there's no land in San Francisco, so they just

00:55:57 --> 00:56:00: built it up over the top of the transit center.

00:56:01 --> 00:56:03: That was billions of dollars.

00:56:05 --> 00:56:07: Yet we can't figure out a way.

00:56:08 --> 00:56:12: To house people in all of these vacant buildings that

00:56:12 --> 00:56:16: we have all across this country like it just it

00:56:16 --> 00:56:21: absolutely is unacceptable as the wealthiest nation in this

00:56:21 --> 00:56:25: world,

00:56:25 --> 00:56:27: that we are not able to disrupt our own system

00:56:28 --> 00:56:31: that we put in place.

00:56:31 --> 00:56:34: And redo things so that it's more equitable, right? We

00:56:34 --> 00:56:38: we really should not have homeless people. And I I

00:56:38 --> 00:56:40: could say simply in Indianapolis, we don't even have a

00:56:41 --> 00:56:44: good reason, like I get it in California.

00:56:44 --> 00:56:47: But we don't even have a good reason. This is

00:56:47 --> 00:56:50: the Midwest is an affordable space to live like Coast

00:56:51 --> 00:56:53: to coast. Still cheaper here than coast to coast, right?

00:56:53 --> 00:56:55: So then I look at it and I'm like this

00:56:56 --> 00:56:57: whole industry that we all work in.

00:56:58 --> 00:57:00: Is built on credit.

00:57:01 --> 00:57:04: It's built on tax credits, right?

00:57:04 --> 00:57:07: It's built on all these things. We're going to waive

00:57:07 --> 00:57:07: this. We're going to do that if you bring Amazon

00:57:08 --> 00:57:10: in.

00:57:10 --> 00:57:13: You know, the NCAA moved here and they literally, I

00:57:13 --> 00:57:16: swear to God, they didn't pay. But maybe \$10.00 for

00:57:16 --> 00:57:20: all that land, they were prime property right down the

00:57:16 --> 00:57:20: street, right? They paid little to nothing as a not-for-profit.

00:57:21 --> 00:57:24: And their leader makes \$3 million a year. That's just
00:57:24 --> 00:57:27: simply greed. There's no reason and I know cause I
00:57:27 --> 00:57:30: pay for tickets. Go to final four. It's ridiculous.
00:57:31 --> 00:57:34: Right. So it's the system that we've created and we
00:57:34 --> 00:57:37: just think it's OK to keep just tooling around in
00:57:37 --> 00:57:41: this system. It's not OK. The federal government brings out,
00:57:41 --> 00:57:43: Ohh we're going to give grants, we're going to give
00:57:43 --> 00:57:47: all this money for communities that we put freeways through
00:57:47 --> 00:57:50: and we disrupted that Community, that Community I work in.
00:57:51 --> 00:57:56: Was a thriving, great, amazing neighborhood until they built
ice
00:57:56 --> 00:57:56: 65.
00:57:57 --> 00:58:00: Because they wanted to get stuff from Chicago and Chicago
00:58:00 --> 00:58:04: people right down through here past and to Louisville and
00:58:04 --> 00:58:07: cared nothing about the people who were living there. Right?
00:58:07 --> 00:58:10: So again, it's power and it's, well, I think it's
00:58:10 --> 00:58:14: simple to disrupt the system. You redirect the funds. I
00:58:14 --> 00:58:17: mean, I look at Zoe and I'm like, I'm coming
00:58:17 --> 00:58:20: for you. I'm coming for you because the city needs
00:58:20 --> 00:58:22: to redirect how they do the funds, not make it
00:58:22 --> 00:58:25: so difficult for some and so easy for others. The
00:58:26 --> 00:58:27: developers that I work with.
00:58:27 --> 00:58:30: The general contractors my I have a GC who can
00:58:30 --> 00:58:33: go down there and get me a permit in.
00:58:34 --> 00:58:37: 2448 hours that if I myself go down there to
00:58:37 --> 00:58:41: get that permit, it's 8910 weeks. I'm still calling and
00:58:41 --> 00:58:44: on hold and on hold like that's a system that's
00:58:44 --> 00:58:49: a systematic buddy, buddy system of things that have
occurred
00:58:49 --> 00:58:49: so.
00:58:50 --> 00:58:52: To the future again, to the future. You cannot in
00:58:52 --> 00:58:55: good conscience sit idly by and not try to disrupt
00:58:55 --> 00:58:58: these systems that you're in, and you can't just use
00:58:58 --> 00:59:00: them when they benefit you.
00:59:01 --> 00:59:03: You know, you have to use them to benefit all
00:59:03 --> 00:59:06: and and to move more people. I really think we
00:59:06 --> 00:59:09: need to reconnect more things like we're we're trying to
00:59:09 --> 00:59:12: build our community and dig out the parks. We have
00:59:12 --> 00:59:14: amazing parks in our community.
00:59:15 --> 00:59:18: We have a Regional Park, Riverside. Regional Park is larger
00:59:18 --> 00:59:21: than Central Park and has had no funds going to
00:59:22 --> 00:59:24: it for years and years and years.
00:59:24 --> 00:59:28: So now it's got all this space and the maintenance

00:59:28 --> 00:59:29: is so high to cut grass.

00:59:30 --> 00:59:33: The value of it has gone down well for me.

00:59:33 --> 00:59:34: That's really simple.

00:59:35 --> 00:59:38: I'm looking at the city. How do we do this

00:59:38 --> 00:59:41: joint project? How do we bring in private, public? How

00:59:41 --> 00:59:44: do we, how do I get Phil Knight who?

00:59:44 --> 00:59:48: Just wasted \$300 million on a new track in Oregon

00:59:48 --> 00:59:51: to invest in this park that is regional and so

00:59:51 --> 00:59:55: many people could benefit from. But then that community

00:59:55 --> 00:59:59: right

00:59:59 --> 01:00:02: there then gets jobs created, then has more housing built,

01:00:02 --> 01:00:03: because who doesn't want to live by a?

01:00:03 --> 01:00:04: Park.

01:00:04 --> 01:00:07: Right I again like in my head things are simple

01:00:07 --> 01:00:10: to work through it difficult I mean I'm I'm still

01:00:10 --> 01:00:11: just trying to get.

01:00:12 --> 01:00:15: And HVAC system and get that I've already paid for

01:00:15 --> 01:00:17: and they're like, oh, we're going to put you in

01:00:17 --> 01:00:20: the queue, maybe in nine months we'll have it.

01:00:21 --> 01:00:22: So I get the backlog.

01:00:23 --> 01:00:26: But what I know is there are funds out there,

01:00:26 --> 01:00:27: there is money available.

01:00:28 --> 01:00:31: So if anybody bought a lottery ticket and they wanna,

01:00:31 --> 01:00:34: you know, you have the first million of your 250

01:00:34 --> 01:00:37: million after they take all the taxes out, I'm here

01:00:37 --> 01:00:38: for you.

01:00:40 --> 01:00:43: Well, I want to make sure that we leave plenty

01:00:43 --> 01:00:46: of time for questions. So as we move towards the

01:00:46 --> 01:00:50: conclusion of this portion, I've, I've heard hope come up

01:00:50 --> 01:00:53: a lot and I've heard intentionality come up a lot.

01:00:53 --> 01:00:56: So I was thinking if we could set some intentions

01:00:56 --> 01:01:00: for ourselves, for our sectors of the industry and for

01:01:00 --> 01:01:03: the industry at large. And so you could each offer

01:01:03 --> 01:01:07: a few intentions, whether it's a phrase like engaging

01:01:08 --> 01:01:10: authentically

01:01:11 --> 01:01:14: or following the money, redirecting them.

01:01:14 --> 01:01:17: What are some intentions that you would each set for

01:01:17 --> 01:01:20: again, yourselves, your personal sector or the industry as a

01:01:24 --> 01:01:24: whole as we move towards equitable future?

01:01:25 --> 01:01:26: So.

01:01:27 --> 01:01:29: You will go first.

01:01:29 --> 01:01:32: So for me.

01:01:31 --> 01:01:34: 2020 was a piece for me to look at my
01:01:34 --> 01:01:37: life and the impact that I'm having and I know
01:01:37 --> 01:01:42: it was the same for everybody with pandemic and then
01:01:42 --> 01:01:47: racial reconciliation, asbestos, we could and still happening,
right? It
01:01:48 --> 01:01:52: was a realization also that even within my personal life
01:01:52 --> 01:01:56: and work life, my mindset has always been that of
01:01:56 --> 01:02:00: a journey mindset instead of like a destination. So.
01:02:00 --> 01:02:04: Everything that I do is connected in some ways or
01:02:04 --> 01:02:08: another, and nothing really seems like it's completed, which
is
01:02:08 --> 01:02:11: infuriating and frustrating, but at the same time being able
01:02:12 --> 01:02:14: to stop and look back and go, oh, I I'm
01:02:14 --> 01:02:17: working on building a brick wall, OK, one brick at
01:02:17 --> 01:02:20: a time, so we're moving up there. So I would
01:02:20 --> 01:02:23: say that is the the mindset I've also brought to
01:02:23 --> 01:02:25: the role that I'm in now of.
01:02:27 --> 01:02:29: While we may be working on a single project here,
01:02:29 --> 01:02:32: in a single project here, how are all of those
01:02:32 --> 01:02:33: projects connected to this larger?
01:02:34 --> 01:02:36: More of an Equitable city that we're trying to buy.
01:02:37 --> 01:02:41: How does each piece add to the overall work that
01:02:41 --> 01:02:45: we're doing? And even as many, many people have said
01:02:45 --> 01:02:46: before my time?
01:02:48 --> 01:02:50: It's not what I'm doing now. I will never see
01:02:51 --> 01:02:53: the benefit of it in my lifetime, right? Somebody else
01:02:53 --> 01:02:56: is gonna pick that up and run with it. So
01:02:56 --> 01:02:57: how do I at least?
01:02:58 --> 01:03:01: Disrupt as much as I can, start the avalanche as
01:03:01 --> 01:03:04: much as I can to start things crumbling, but just
01:03:04 --> 01:03:05: continue down the pathway.
01:03:07 --> 01:03:10: So it sounds like starting anyway, just though you don't
01:03:10 --> 01:03:10: see the.
01:03:10 --> 01:03:12: End I don't know what the end is gonna look
01:03:13 --> 01:03:15: like. I know I wanna mess things up this way
01:03:15 --> 01:03:17: so but mess it up for the good.
01:03:18 --> 01:03:19: So.
01:03:23 --> 01:03:27: No, you're why and recognize that.
01:03:28 --> 01:03:31: It's up to all of us, right? We've got to
01:03:31 --> 01:03:35: think about this, the challenges of equitable development and
a
01:03:35 --> 01:03:38: far more collaborative way, and we've got a lot of
01:03:38 --> 01:03:40: talent in this room alone.

01:03:40 --> 01:03:43: And there are ways for us to leverage our resources
01:03:43 --> 01:03:47: personally and professionally, right, and to challenge our
organizations and
01:03:48 --> 01:03:49: our companies to do more.
01:03:50 --> 01:03:53: To kind of stick to your theme after you know.
01:03:53 --> 01:03:57: Early in the pandemic and after the civil unrest, you
01:03:57 --> 01:04:01: had commitments made by companies to do these grand
things,
01:04:01 --> 01:04:05: things that they probably should have done before the civil
01:04:05 --> 01:04:08: unrest. Some have kept promises, many have not, and I
01:04:08 --> 01:04:12: think that there is a unique opportunity to challenge those
01:04:12 --> 01:04:16: organizations to make a more consistent and deeper
commitments to
01:04:16 --> 01:04:17: communities.
01:04:18 --> 01:04:22: That notion, the rising tide, lifts all boats, it holds
01:04:22 --> 01:04:25: true. It holds true with all development, right? And so
01:04:25 --> 01:04:29: if we have low income neighborhoods that are receiving
investment
01:04:29 --> 01:04:33: that they deserve, and we're creating jobs and local benefits,
01:04:34 --> 01:04:36: it helps the city as a whole, all cities.
01:04:37 --> 01:04:40: And so I think there's something to be said about
01:04:40 --> 01:04:44: true partnership. I think there's something to be said about
01:04:44 --> 01:04:47: not just relying on public entities. Well, yes, they should,
01:04:47 --> 01:04:51: but not relying solely on public entities to address the
01:04:51 --> 01:04:55: ills of communities. But instead think about true partnership
in
01:04:55 --> 01:04:58: a way that's sustainable. I think we can see more
01:04:58 --> 01:05:02: sustainable changes throughout our Community and if
nothing else, engage,
01:05:02 --> 01:05:05: engage early, engage often, and engage authentically.
01:05:05 --> 01:05:07: Right. So I'm hearing engage.
01:05:08 --> 01:05:11: And true partnership and and challenging, yes.
01:05:14 --> 01:05:18: I would challenge all of you to not be afraid.
01:05:19 --> 01:05:22: Don't be afraid to change the system.
01:05:23 --> 01:05:26: You know it. It doesn't have to be well, you
01:05:26 --> 01:05:27: have to have.
01:05:28 --> 01:05:32: 2.5 garage spaces to build up there, right? So those
01:05:32 --> 01:05:36: are laws on the books, old stuff that our world
01:05:36 --> 01:05:37: is so different now.
01:05:39 --> 01:05:41: That, you know, be a change agent. Like each and
01:05:42 --> 01:05:44: everyone of you in the space that you are in
01:05:44 --> 01:05:47: and the space that you work in, you live in.
01:05:47 --> 01:05:49: You can be a change agent. And I'm going to

01:05:49 --> 01:05:52: some of you might not like this, but like don't
01:05:52 --> 01:05:54: be lazy. It's so easy to do cookie cutter,
01:05:54 --> 01:05:57: the same thing that you know because you know the
01:05:57 --> 01:06:01: dollars, you know the analytics, you know, boom, boom,
boom.
01:06:01 --> 01:06:03: We do this. We get in, we get out. But
01:06:03 --> 01:06:03: think about.
01:06:05 --> 01:06:08: It in these terms, everything that you do.
01:06:09 --> 01:06:11: In 2023.
01:06:12 --> 01:06:14: Will have an effect on your. Great.
01:06:15 --> 01:06:17: Or grandchildren, right?
01:06:18 --> 01:06:22: So the 1897 Firehouse that we're restoring right now for
01:06:22 --> 01:06:23: that community.
01:06:24 --> 01:06:27: I thank God, whoever built that, it's like a fortress.
01:06:27 --> 01:06:30: Like it's it's all brick, it's 3 deep. It's we
01:06:30 --> 01:06:33: uncover stuff. And I'm like, I don't know how this
01:06:33 --> 01:06:37: could even stand up. There's no poll in the middle.
01:06:37 --> 01:06:40: Well, hell, we got away from polls like we don't,
01:06:40 --> 01:06:43: you know, like, know that every part that you do
01:06:43 --> 01:06:46: right now, you are shaping our world. And when you
01:06:46 --> 01:06:49: think of it in those terms, you'll be a little
01:06:49 --> 01:06:53: more careful and not just throw up something because it's
01:06:53 --> 01:06:54: quick, easy.
01:06:55 --> 01:06:57: And it's cheaper to get it and more profit out
01:06:58 --> 01:07:00: of it. You will profit far greater.
01:07:01 --> 01:07:02: When you build great spaces.
01:07:03 --> 01:07:06: When you change the look of things, when you create
01:07:06 --> 01:07:08: for all, when people feel like they can fit in
01:07:08 --> 01:07:11: that space, when they, you know how you know if
01:07:11 --> 01:07:14: you built something really great, it's not by the rental
01:07:14 --> 01:07:17: income that comes, it's by the other people who don't
01:07:17 --> 01:07:20: live there that come to it, right. That's how you
01:07:20 --> 01:07:22: know when you built, like.
01:07:22 --> 01:07:26: I'm a creative I'm a design person by habit, and
01:07:26 --> 01:07:29: I know great spaces because people come without you
asking
01:07:29 --> 01:07:32: them to. And I I will say to you in
01:07:32 --> 01:07:35: everything that you do to leave your legacy by creating
01:07:35 --> 01:07:36: great spaces.
01:07:37 --> 01:07:39: Even if they cost a little bit more and that
01:07:39 --> 01:07:42: little bit more might come off of your out of
01:07:42 --> 01:07:45: your pocket, your in sheet because you're leaving so much
01:07:45 --> 01:07:48: more every time we create it's it's lifetime, it's long

01:07:48 --> 01:07:50: term what you're leaving out there. So if you leave
01:07:50 --> 01:07:53: bad stuff out there, it's long term that it's out
01:07:53 --> 01:07:53: there.
01:07:54 --> 01:07:58: Love that. Create great spaces. Don't be lazy.
01:07:58 --> 01:07:59: Make the change. Well, don't say that I'm.
01:07:59 --> 01:08:01: Taking said that one, but.
01:08:03 --> 01:08:06: I just I I I'm only coming up. Annie, please
01:08:06 --> 01:08:09: keep going or we can take questions from the audience
01:08:09 --> 01:08:10: as well. We've got about.
01:08:11 --> 01:08:15: A little bit close to 8 minutes since I've been
01:08:15 --> 01:08:19: such a task masker on the time, so first question.
01:08:20 --> 01:08:25: Hey, good morning. First off, you all are amazing, and
01:08:25 --> 01:08:28: I'm so graced and humbled to be here today to
01:08:28 --> 01:08:32: hear each of you speak. I think that what I
01:08:32 --> 01:08:35: wanted to elevate is that we have a room full
01:08:36 --> 01:08:39: of white women allies in this room, and they are
01:08:39 --> 01:08:43: being asked to be bold in ways that they've never
01:08:43 --> 01:08:47: been asked before. And so I guess I'd want to
01:08:47 --> 01:08:50: know if you all have any suggestions.
01:08:50 --> 01:08:53: To help allies in this space to be bold in
01:08:53 --> 01:08:57: their interactions because they also have to report to white
01:08:57 --> 01:09:01: male lead organizations, developers who are like, I only see
01:09:01 --> 01:09:04: a Performa don't come to my desk with anything but
01:09:04 --> 01:09:08: the back of the envelope and does this work. And
01:09:08 --> 01:09:11: so I'm just wondering if you guys have any Nuggets
01:09:11 --> 01:09:14: or suggestions on how with these allies in this room,
01:09:15 --> 01:09:18: how do we use them and embolden them to continue
01:09:18 --> 01:09:20: to move this message forward?
01:09:22 --> 01:09:25: I think it's becoming a different day. I'm hopeful that
01:09:25 --> 01:09:26: it is. I think that.
01:09:27 --> 01:09:30: When developers look for partners.
01:09:31 --> 01:09:34: When we as a developer look for partners, we're looking
01:09:35 --> 01:09:38: for partners that care about DIY, we're looking for partners
01:09:38 --> 01:09:42: that have diverse leaders. We're looking for partners that
01:09:42 --> 01:09:45: have
01:09:46 --> 01:09:49: diverse partners. And I think it's a different day now.
01:09:49 --> 01:09:52: I want to believe that maybe I'm trying to convince
01:09:52 --> 01:09:55: myself of that. I don't know. But I think there's
01:09:55 --> 01:09:56: something to be said about doing good when it comes
01:09:56 --> 01:09:59: to business.
01:09:59 --> 01:10:02: And shaking it up right, it's business as usual isn't
01:09:59 --> 01:10:02: cutting it anymore. And while you can build an amazing

01:10:02 --> 01:10:05: building at the end of the day, I think when
01:10:05 --> 01:10:07: we think about partnership, we want to start to kind
01:10:07 --> 01:10:10: of pull back the layers of what does this firm
01:10:10 --> 01:10:10: do.
01:10:11 --> 01:10:14: What's their mission? What are their priorities? How do they
01:10:14 --> 01:10:17: give that? It matters for some not enough. But I
01:10:17 --> 01:10:20: think that that's one talking point, if nothing else, that
01:10:20 --> 01:10:23: you can carry to your boss and you can say,
01:10:23 --> 01:10:26: you know what, we do affordable housing well or we
01:10:26 --> 01:10:29: do market rate housing well. We should start to think
01:10:29 --> 01:10:31: about how we can put more affordable units in our
01:10:31 --> 01:10:33: market rate development.
01:10:34 --> 01:10:36: Maybe those are the baby steps and then we can
01:10:36 --> 01:10:38: start thinking about how we can go into communities and
01:10:38 --> 01:10:41: make an impact. It doesn't have to be that you
01:10:41 --> 01:10:43: build your build in there, but maybe you sponsor community
01:10:43 --> 01:10:44: organization.
01:10:44 --> 01:10:47: Maybe you provide ways that you can really respond to
01:10:47 --> 01:10:50: the communities that you're developing in and the
surrounding communities
01:10:50 --> 01:10:54: that can benefit from your impact. That's sponsorship, that's
supporting
01:10:54 --> 01:10:57: the youth, that's supporting a youth camp. There's different
ways
01:10:57 --> 01:10:59: that you can do things. It doesn't have to start
01:10:59 --> 01:11:02: with the building because that's really, really big, but it
01:11:02 --> 01:11:05: can start with supporting some of the local nonprofits and
01:11:05 --> 01:11:08: supporting some of the local stakeholders that are doing
some
01:11:08 --> 01:11:10: amazing work. And I think you can take those baby
01:11:10 --> 01:11:13: steps to have bigger commitments. But I think it's important
01:11:13 --> 01:11:14: for us to get out of our own.
01:11:15 --> 01:11:18: Say stop playing small. We are powerful, our perspectives
are
01:11:18 --> 01:11:22: unique and we we can't afford to play small anymore.
01:11:22 --> 01:11:24: I think as women leaders in a space that is
01:11:24 --> 01:11:28: male dominated and white male dominated, we've got to
acknowledge,
01:11:28 --> 01:11:32: yes, that's true. And my perspective is unique and my
01:11:32 --> 01:11:35: voice matters. And so I think it's important to kind
01:11:35 --> 01:11:38: of shake things up just a little bit and be
01:11:38 --> 01:11:41: vocal and be bold. And if you're not comfortable being
01:11:41 --> 01:11:44: vocal and bold right away, start to kind of whisper

01:11:44 --> 01:11:45: your things.

01:11:45 --> 01:11:49: Write them down. Send emails until you're more comfortable being

01:11:49 --> 01:11:52: bolder. The other thing that I'll say is that it

01:11:52 --> 01:11:56: doesn't have to remain a male dominated industry. It's important

01:11:56 --> 01:11:59: for us to build a really solid pipeline and so

01:11:59 --> 01:12:01: mentorship is important.

01:12:01 --> 01:12:05: Creating a pathway for younger people to enter this industry

01:12:05 --> 01:12:08: can be really, really powerful. Talking to young girls about

01:12:08 --> 01:12:12: commercial real estate development or development in general, that's a

01:12:12 --> 01:12:16: small step that doesn't require you to be extremely vocal

01:12:16 --> 01:12:19: or extremely bold, but it requires you to be committed

01:12:19 --> 01:12:21: and a bit passionate so that we can create a

01:12:21 --> 01:12:24: difference future for our future. So that's what I would

01:12:25 --> 01:12:25: say.

01:12:25 --> 01:12:27: That's a great question, I would say.

01:12:29 --> 01:12:32: Be unafraid to educate like it's it's a tough step.

01:12:33 --> 01:12:36: Like, you know, but you you have to be unafraid

01:12:36 --> 01:12:40: to to educate other people and stop apologizing. Let's find

01:12:40 --> 01:12:43: number one thing like stop, stop apologizing. If you don't

01:12:44 --> 01:12:47: know something, ask and don't be afraid to ask. Like

01:12:47 --> 01:12:50: what do I say when I go to this meeting

01:12:50 --> 01:12:53: so I don't get shots fired at me? Like, just

01:12:53 --> 01:12:54: ask, but don't be afraid to.

01:12:57 --> 01:12:59: So I I will say the piece in the room

01:12:59 --> 01:13:01: that I think needs to be said.

01:13:03 --> 01:13:08: Almost everything can be quantified, and almost everything within development

01:13:08 --> 01:13:10: is to come down to a dollar amount so to

01:13:10 --> 01:13:11: be able to.

01:13:12 --> 01:13:16: To sell that idea better, you can sell the benefits

01:13:16 --> 01:13:17: of the project.

01:13:18 --> 01:13:20: Or whatever it is that you're working on, right? Because

01:13:20 --> 01:13:23: we know that there are financial benefits to the project.

01:13:23 --> 01:13:26: There's also the social benefit of the project. The social

01:13:26 --> 01:13:29: benefit of the project is going to elevate your financial

01:13:29 --> 01:13:31: benefit of your project. I don't think we do a

01:13:31 --> 01:13:33: good job of that at all.

01:13:34 --> 01:13:38: Right. So as women, as white women, as minority, as

01:13:38 --> 01:13:38: allies.

01:13:40 --> 01:13:42: The one thing that we know we do have is

01:13:42 --> 01:13:45: even though we may not have the overall power, we
01:13:45 --> 01:13:47: do have the social power.
01:13:48 --> 01:13:51: And that is higher. There's a reason why we're in
01:13:51 --> 01:13:52: a women's.
01:13:53 --> 01:13:55: Summit right now, right? Let's be honest.
01:13:56 --> 01:14:00: Right. That's that social power and that social capital. So
01:14:00 --> 01:14:04: connecting that social capital to say, yes, this position here
01:14:05 --> 01:14:07: of this product which is maybe.
01:14:07 --> 01:14:10: The most cost effective product, but we know that it's
01:14:10 --> 01:14:13: not gonna workout well and the community is not really
01:14:13 --> 01:14:16: gonna love it. But if we do this product or
01:14:16 --> 01:14:18: we go about this space in this manner, the benefit
01:14:18 --> 01:14:21: as Sharon said, right, that we all know good design
01:14:21 --> 01:14:24: and the gauge of a good design are good projects,
01:14:24 --> 01:14:25: how other people come to it.
01:14:26 --> 01:14:29: Once you sell that benefit and you can quantify that
01:14:29 --> 01:14:31: benefit, then I think that's pretty easy.
01:14:34 --> 01:14:38: Hi, good morning. Jasmine Blackson from Cleveland. OH,
before this
01:14:38 --> 01:14:41: conference ended, I just wanted to touch on one subject
01:14:41 --> 01:14:45: that I don't think we've really addressed, and that's property
01:14:45 --> 01:14:48: taxes, at least on the stage. We've talked about it
01:14:48 --> 01:14:51: in private conversations, but I wanted to talk about the
01:14:51 --> 01:14:55: equitability of taxes, property taxes being a necessary evil.
And
01:14:55 --> 01:14:59: I'm thinking about since the panel is about where we're
01:14:59 --> 01:15:02: going in the future and and racial equity, I'm thinking
01:15:02 --> 01:15:03: about school districts.
01:15:04 --> 01:15:07: There are funded through property taxes and how property
taxes
01:15:07 --> 01:15:10: also provide incentives in other ways and help build nice
01:15:10 --> 01:15:13: neighborhoods. So it's like a, it's a balance, right? And
01:15:13 --> 01:15:16: so I just wanted to hear your thoughts about property
01:15:16 --> 01:15:17: taxes in general.
01:15:19 --> 01:15:20: Everybody's looking at me.
01:15:22 --> 01:15:26: Alright, so in Indianapolis IN our property taxes is a
01:15:26 --> 01:15:30: little bit different than everywhere else I think it was
01:15:30 --> 01:15:30: about.
01:15:31 --> 01:15:35: Eight years ago, give or take. Yes, yeah, that.
01:15:37 --> 01:15:41: Our state legislature took away our ability to manage our
01:15:41 --> 01:15:45: property taxes, so Indiana as a means of what they
01:15:45 --> 01:15:50: view as a positive of trying to stave off gentrification.
01:15:51 --> 01:15:54: So Indiana, 1%, our property taxes are capped at 1%

01:15:55 --> 01:15:59: for residential and I believe 2% for commercial and everything

01:15:59 --> 01:16:02: else. And please don't quote me on that. So what

01:16:02 --> 01:16:03: that means is that.

01:16:04 --> 01:16:08: If I own a home and my property.

01:16:10 --> 01:16:14: Gets reassessed and it goes from 100,000 to 200,000. I

01:16:14 --> 01:16:16: only have to pay 1% of that.

01:16:17 --> 01:16:17: That's it.

01:16:18 --> 01:16:21: What that has done is.

01:16:23 --> 01:16:26: Artificially, it looks as though it's a good thing.

01:16:29 --> 01:16:31: The negative effects of it is as a city, our

01:16:31 --> 01:16:33: purse strings went from this to this and we now

01:16:33 --> 01:16:36: have smaller resources to work with to do all of

01:16:36 --> 01:16:37: the things that we have to do.

01:16:39 --> 01:16:41: So that's why I say property taxes is a bit

01:16:42 --> 01:16:45: weird here specifically, and I'm only familiar with here more

01:16:45 --> 01:16:49: so than anywhere else. And maybe it's completely different in

01:16:49 --> 01:16:52: Cleveland. And so you may have a whole lot more

01:16:52 --> 01:16:54: ability to do some work there, but here we are

01:16:55 --> 01:16:55: kind of.

01:16:56 --> 01:16:56: Hamstrung?

01:16:57 --> 01:17:00: It's it's tricky, though. I mean, we have repeatedly tried

01:17:00 --> 01:17:03: to get tax abatement right, so that those folks who've

01:17:03 --> 01:17:06: been living in the community long term, that once all

01:17:06 --> 01:17:09: this building starts, their stuff doesn't go up and then

01:17:09 --> 01:17:13: they lose their properties, right. So that's that's not

01:17:13 --> 01:17:16: uncomfortableness,

01:17:16 --> 01:17:18: but there are lots of cities around this country who've

01:17:19 --> 01:17:21: figured it out in their space. Like he said, our

01:17:21 --> 01:17:24: taxes here, I I just think it's a mess compared

01:17:24 --> 01:17:27: to other places that I've lived. But on the flip

01:17:27 --> 01:17:29: side of it, there's other things about property tax.

01:17:29 --> 01:17:32: As I told you all at the beginning, we have

01:17:32 --> 01:17:34: all these vacant lots, right? So there's not a whole

01:17:35 --> 01:17:36: lot of if it's only saying the values \$2500 now

01:17:38 --> 01:17:41: you know you're paying.

01:17:41 --> 01:17:42: You know, \$50.00 a year or something, so consequently the

01:17:43 --> 01:17:46: community doesn't.

01:17:46 --> 01:17:49: Get the other services that it needs or that. And

01:17:49 --> 01:17:52: then we have 9.2 million churches and that one little

01:17:52 --> 01:17:55: box of a community and nobody's paying taxes. So yeah,

01:17:52 --> 01:17:55: those are kind of those things that are tricky that

01:17:56 --> 01:17:58: we need to try to figure out. So I agree
01:17:58 --> 01:17:58: with.
01:17:58 --> 01:18:01: You, the property taxes have a lot to do with
01:18:01 --> 01:18:04: it. Well, and if I, if I can chime in
01:18:04 --> 01:18:06: on your panel for a moment, if I can hijack
01:18:06 --> 01:18:10: the panel. I think where I find frustration too is
01:18:10 --> 01:18:14: that counselors within other municipalities and I'm going to
say
01:18:14 --> 01:18:14: more.
01:18:14 --> 01:18:18: The suburbs might then look at this tax appropriation as
01:18:18 --> 01:18:22: a means to control what kind of development they want.
01:18:22 --> 01:18:26: And so they may overlook, Yep, workforce housing because
it's
01:18:27 --> 01:18:31: going to bring in 2%. If it's multifamily versus commercial,
01:18:31 --> 01:18:34: that will bring in 3% where the 2% use is
01:18:34 --> 01:18:38: really what's needed. So I see that sometimes happen too,
01:18:38 --> 01:18:43: and that doesn't really benefit us either. Conversely,
commercial brings
01:18:43 --> 01:18:45: in 3% if it's retail, but not.
01:18:45 --> 01:18:48: You know than than in some places retail is not
01:18:48 --> 01:18:52: really wanted or warranted because it's not the right kind.
01:18:52 --> 01:18:55: So it it does play a part in development and
01:18:55 --> 01:18:58: when we went to this market based tax system and
01:18:58 --> 01:19:01: they tax on you know the the the sale value
01:19:01 --> 01:19:04: of the properties it just it tipped things really.
01:19:05 --> 01:19:07: Not not all in the beneficial way at all.
01:19:07 --> 01:19:08: So.
01:19:08 --> 01:19:10: And and one more.
01:19:11 --> 01:19:13: As we look at disenfranchised communities.
01:19:14 --> 01:19:18: Where property taxes have been the same way just because
01:19:18 --> 01:19:22: of just the way properties are assessed, because they're
assessed
01:19:22 --> 01:19:24: not every year, but overtime and.
01:19:25 --> 01:19:28: When individuals who have been in their homes for years
01:19:28 --> 01:19:30: all of a sudden this year rise, yeah, they come.
01:19:30 --> 01:19:33: That's primarily because the lots, the vacant lots or the
01:19:33 --> 01:19:36: opportunities that people are seeing, people are now buying
it
01:19:36 --> 01:19:39: up. And once that starts to happen, there's sessions, then
01:19:39 --> 01:19:42: start, it starts to trigger with the assessor to start
01:19:42 --> 01:19:43: to do property.
01:19:43 --> 01:19:44: They pay attention.
01:19:44 --> 01:19:46: Yes. So now we have to assess the valuation of

01:19:46 --> 01:19:50: those neighborhoods in those spaces and then you see private

01:19:50 --> 01:19:52: shop rises, property taxes, it's.

01:19:52 --> 01:19:54: Complicated is.

01:19:55 --> 01:19:56: All of the things.

01:19:58 --> 01:20:01: Alright, well I think we've learned a lot from this

01:20:01 --> 01:20:04: panel and it says we're 4 minutes overtime, so I

01:20:04 --> 01:20:05: have to cut them off.

01:20:07 --> 01:20:08: Alright, thank you.

01:20:08 --> 01:20:09: Very.

01:20:09 --> 01:20:10: Very much.

01:20:11 --> 01:20:12: Thank you to Annie.

01:20:12 --> 01:20:13: Thanks, Annie.

01:20:18 --> 01:20:22: Alright, well Next up we are going to hear from

01:20:22 --> 01:20:25: Danny Miller and Danny is going to lead a panel

01:20:25 --> 01:20:29: on and talk about the real real estate diversity initiative

01:20:29 --> 01:20:32: known as Ready. How many in the room except for

01:20:32 --> 01:20:35: those coming up to be on the panel I guess

01:20:35 --> 01:20:38: have been through the Ready program locally?

01:20:39 --> 01:20:42: Do we have anybody? OK, good. We have a few

01:20:42 --> 01:20:42: hands.

01:20:43 --> 01:20:47: Danny is a developer with Flaherty and Collins, and she

01:20:47 --> 01:20:51: specializes in affordable housing multifamily housing

01:20:51 --> 01:20:55: developments. And she began

01:20:51 --> 01:20:55: her real estate journey at the Indiana Housing Community

01:20:55 --> 01:20:58: Authority. So, Danny, please come on up and bring your

01:20:58 --> 01:21:02: panel and I'll let you do the introductions. Thank you.

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