Event Session

What is Equitable Development and Panel Where Weve Been

Date: July 28, 2022

00:00:00 --> 00:00:01: Only beginning.
00:00:09 --> 00:00:10: Don't.
00:00:10 --> 00:00:14: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.
00:00:14 --> 00:00:16: Don't. Don't. Stop. Don't.
00:00:16 --> 00:00:17: Stop.
00:00:18 --> 00:00:22: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.
00:00:23 --> 00:00:24: Don't. Don't. Don't.
00:00:26 --> 00:00:30: Don't. Stop. Stop. Stop. Stop. Stop. Stop.
00:00:50 --> 00:00:54: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.
00:00:54 --> 00:00:54: Don't.
00:00:54 --> 00:00:55: Stop.
00:01:28 --> 00:01:29: Green light go.
00:01:29 --> 00:01:31: That's all I know.
00:01:31 --> 00:01:35: And when I roll, I'm in control.
00:01:36 --> 00:01:37: You know what they.
00:01:37 --> 00:01:37: Say.
00:01:39 --> 00:01:43: And gonna walk away until I'm there.
00:01:47 --> 00:01:48: Never give up.
00:02:35 --> 00:02:36: Never give up.
00:04:02 --> 00:04:04: I'm not the one that can write my story.
00:04:06 --> 00:04:08: And nobody else gonna do with for me.
00:04:10 --> 00:04:11: And The thing is.
00:04:11 --> 00:04:11: Gabby?
00:04:13 --> 00:04:14: In front of me.
00:04:15 --> 00:04:16: Write my story.
00:04:18 --> 00:04:20: Like this. Like that. You would like this. Then I'll
00:04:20 --> 00:04:22: do it like that. I'm gonna do it like this.

00:04:22 --> 00:04:25: Do it like that. Do it like this. Then I'll
00:04:25 --> 00:04:26: do it like that. I'm gonna make it good.
00:04:28 --> 00:04:28: You were right.
00:04:32 --> 00:04:32: I'm going to go right.
00:04:43 --> 00:04:44: I'm not the one that could write.
00:04:47 --> 00:04:48: And nobody else gonna do it for me.
00:04:51 --> 00:04:51: Anything at all?
00:04:54 --> 00:04:54: In front of me.
00:04:56 --> 00:04:57: Write my story right.
00:04:59 --> 00:05:01: Like this. Do it like that. Do it like this.
00:05:01 --> 00:05:03: Then I'll do it like that. I'm gonna do it
00:05:03 --> 00:05:05: like this. Do it like that. Do it like this.
00:05:05 --> 00:05:07: Then I'll do it like that. I'm gonna make it
00:05:07 --> 00:05:07: good.
00:05:24 --> 00:05:25: Write my story.
00:05:27 --> 00:05:29: Ain't nobody else gonna do it for me.
00:05:31 --> 00:05:32: Anything.
00:05:34 --> 00:05:34: Got it.
00:05:37 --> 00:05:40: Write my story. I'm gonna do it like this. Do
00:05:40 --> 00:05:42: it like that. Do it like this. Then I'll do
00:05:42 --> 00:05:45: it like that. I'm going to do it like this.
00:05:45 --> 00:05:47: Do it like that. Do it like this. Then I'll
00:05:47 --> 00:05:49: do it like that. I'm gonna. I'm gonna do it
00:05:49 --> 00:05:50: right.
00:05:53 --> 00:05:53: I'm gonna.
00:05:53 --> 00:05:54: Do it right.
00:06:00 --> 00:06:01: I'm on the 1.
00:06:13 --> 00:06:18: Ladies and gentlemen, let me introduce me.
00:06:22 --> 00:06:23: Yeah.
00:06:24 --> 00:06:25: Here I go.
00:06:27 --> 00:06:28: Ain't no time.
00:06:31 --> 00:06:33: I'm just gonna do.
00:06:37 --> 00:06:37: So.
00:06:37 --> 00:06:39: Elevated.
00:06:44 --> 00:06:48: Feeling good what you want? Feeling good? What you got?
00:06:48 --> 00:06:49: Feeling good?
00:06:50 --> 00:06:52: I'm gonna do.
00:07:12 --> 00:07:14: Feel so amazing how I knew. Here I go.
00:07:22 --> 00:07:24: I'm gonna do what I do.
00:07:26 --> 00:07:27: Just got that.
00:07:28 --> 00:07:29: Do whatever.
00:07:30 --> 00:07:30: You feel?

00:07:32 --> 00:07:33: I got that.
00:07:34 --> 00:07:35: Can't get much.
00:07:35 --> 00:07:35: Higher.
00:07:37 --> 00:07:38: Keep in mind.
00:07:41 --> 00:07:45: Feeling good what you want? Feeling good? What you got
00:07:45 --> 00:07:45: feeling?
00:07:47 --> 00:07:49: I'm gonna do.
00:08:09 --> 00:08:11: Feel so amazing. Here I go.
00:08:19 --> 00:08:22: I'm gonna do what I do. I'm just gonna do
00:08:22 --> 00:08:24: what I do. Keep it real. Keep it cool.
00:08:36 --> 00:08:36: It's.
00:08:59 --> 00:09:03: Good morning. Good morning, good morning, good morning.
00:09:05 --> 00:09:08: I heard a good morning from the from the breakfast
00:09:08 --> 00:09:09: bar there. Hi everyone.
00:09:10 --> 00:09:12: How's everyone doing?
00:09:12 --> 00:09:16: Hello, my name is Sonia Huntley. I'm the senior vice
00:09:16 --> 00:09:20: president of Diversity, Equity, and inclusion for the Urban Land
00:09:20 --> 00:09:23: Institute, and I am extremely excited to be here in
00:09:23 --> 00:09:27: Indiana. This is my first time in Indiana, so yes,
00:09:27 --> 00:09:27: clap for that.
00:09:28 --> 00:09:31: Clap for that. Everyone has been just so warm and
00:09:32 --> 00:09:35: so welcoming. Um, I've told the story already that I
00:09:35 --> 00:09:38: had this a wonderful ride from the airport to the
00:09:38 --> 00:09:42: hotel. You know, traffic in Washington, DC is is some
00:09:42 --> 00:09:45: of the worst traffic in the country. So I I
00:09:45 --> 00:09:48: said to the taxi driver, I was like, wow, this
00:09:48 --> 00:09:51: is so peaceful. So anyway, I just want to take
00:09:51 --> 00:09:54: a moment to acknowledge the team that has put in
00:09:54 --> 00:09:58: the work that has brought us together this week. Coordinating.
00:09:59 --> 00:10:02: Event as robust as the summit is not an easy
00:10:02 --> 00:10:08: undertaking. It takes creativity and collaboration, vision and a sense
00:10:08 --> 00:10:12: of purpose. And all of this is done under the
00:10:12 --> 00:10:17: stewardship of an absolutely amazing group of members and staff.
00:10:17 --> 00:10:22: The summit has been and is a powerhouse, convener of
00:10:22 --> 00:10:28: knowledge and tough yet expiring conversation around equity and land
00:10:28 --> 00:10:29: use and leadership.
00:10:29 --> 00:10:32: So just if we could just give a round of
00:10:32 --> 00:10:36: applause, we'll be doing this all day for this team.

00:10:36 --> 00:10:40: They've worked so hard. So before we get started with
00:10:40 --> 00:10:43: the day and and given that this event is about
00:10:43 --> 00:10:47: equitable development, I wanted to take a moment to talk
00:10:47 --> 00:10:52: about utilized big alize, commitment to diversity, equity and inclusion.
00:10:53 --> 00:10:57: And I'll start off by talking about our statement on
00:10:57 --> 00:11:02: diversity, equity and inclusion. So our statement on diversity, equity
00:11:02 --> 00:11:06: and inclusion is to pursue unrelenting efforts to shape the
00:11:06 --> 00:11:12: built environment towards diverse, equitable and inclusive communities. We want
00:11:12 --> 00:11:16: to do that by connecting talent and opportunity for staff,
00:11:16 --> 00:11:21: membership and leadership at UALI to better represent the communities
00:11:21 --> 00:11:24: we serve through targeted measurable.
00:11:24 --> 00:11:28: Organization wide actions. We also want to inspire a welcoming
00:11:28 --> 00:11:32: and inclusive culture in the real estate industry that's really
00:11:32 --> 00:11:37: about belonging, underscoring the business benefit for Members and their
00:11:37 --> 00:11:41: organizations through outreach, education and programs of work.
00:11:42 --> 00:11:46: And we want to lead in tackling structural and systemic
00:11:46 --> 00:11:52: barriers across the real estate industry through committed engagement, actionable
00:11:52 --> 00:11:56: insights and best practices. So when we talk about connecting
00:11:56 --> 00:12:01: talent, opportunity for staff membership and leadership, that really is
00:12:01 --> 00:12:05: about accelerating the representation of women of all races and
00:12:05 --> 00:12:09: ethnicities by POC, we we say bipop black, indigenous people
00:12:09 --> 00:12:12: of color, professionals, both male and women.
00:12:12 --> 00:12:16: Men and women and our LGBTQIA plus community in our
00:12:16 --> 00:12:20: organization, both at the staff level, the staff leadership level
00:12:20 --> 00:12:23: and in in the industry, and also in your district
00:12:23 --> 00:12:27: councils and your product councils as well. And when we
00:12:27 --> 00:12:31: talk about inspiring the welcoming and inclusive culture that really
00:12:31 --> 00:12:35: is about belonging, it's about people feeling like they belong
00:12:35 --> 00:12:39: in the room, that they are welcomed in what you
00:12:39 --> 00:12:42: do. We know that the Urban Land Institute has a
00:12:42 --> 00:12:43: wealth of information.
00:12:43 --> 00:12:47: Relative to research and doing the work of commercial real

00:12:47 --> 00:12:51: estate, but what happens after the speaking engagement has ended
00:12:51 --> 00:12:54: when people are in the room that they feel welcome,
00:12:54 --> 00:12:57: that they feel a part of your organization. So we're
00:12:57 --> 00:13:01: really placing a great deal of emphasis on belonging. And
00:13:01 --> 00:13:05: when we talk about tackling structural and systemic racism, it
00:13:05 --> 00:13:07: really is about our program of work.
00:13:08 --> 00:13:12: This year we released a report titled the 10 Principles
00:13:12 --> 00:13:16: for Embedding Racial Equity in in real Estate Development is
00:13:16 --> 00:13:20: really a milestone moment for the Urban Land Institute because
00:13:20 --> 00:13:24: this is a subject quite frankly that historically we haven't
00:13:24 --> 00:13:28: talked about. So when you when you think about the
00:13:28 --> 00:13:31: Urban Land Institute and its history, it has been a
00:13:32 --> 00:13:37: male dominated organization. It's Genesis really was more about exclusivity
00:13:37 --> 00:13:38: than inclusivity.
00:13:38 --> 00:13:42: When you think about a small group of land owners
00:13:42 --> 00:13:46: coming together to do business with one another, so releasing
00:13:47 --> 00:13:50: a report that focuses on how you can embed racial
00:13:50 --> 00:13:55: equity and development is is pretty phenomenal. So I would
00:13:55 --> 00:13:59: encourage all of you, if you have an opportunity to,
00:13:59 --> 00:14:03: to get that report and convene discussion around it. And
00:14:03 --> 00:14:07: now we created this statement #1 to galvanize on our
00:14:07 --> 00:14:08: organization.
00:14:08 --> 00:14:12: And to to ensure that we were all talking about
00:14:12 --> 00:14:17: diversity, equity and inclusion in a consistent way. So it
00:14:17 --> 00:14:21: it it serves as our North Star and it provides
00:14:21 --> 00:14:25: sort of a road map for us because language is
00:14:25 --> 00:14:32: inherently subjective. The evaluation, evaluation criteria was developed to help
00:14:32 --> 00:14:37: guide our decision making for creating this statement. The goal
00:14:37 --> 00:14:38: was and is to.
00:14:38 --> 00:14:43: Unequivocally state utilized commitment and dedication to diversity, equity, and
00:14:44 --> 00:14:48: inclusion at UCI and across the real estate industry. Internally,
00:14:48 --> 00:14:50: we call it our top line statement for DUI.
00:14:51 --> 00:14:55: It is our what and it is our how. It
00:14:55 --> 00:14:59: is what we aim for. It is what our values
00:14:59 --> 00:15:05: are. It represents what we will vigorously pursue with respect
00:15:05 --> 00:15:06: to DEI.

00:15:06 --> 00:15:09: It is also our blueprint for how you will I
00:15:09 --> 00:15:12: will focus efforts to bring DI into every aspect of
00:15:12 --> 00:15:14: the work that we do.
00:15:15 --> 00:15:18: So again, it provides a framework by which we all
00:15:19 --> 00:15:24: live. Now the integration of the Women's Leadership initiative within
00:15:24 --> 00:15:28: our DI strategy is critical as ULI continues its commitment
00:15:28 --> 00:15:33: to equity. The WI Network remains an important community that
00:15:33 --> 00:15:37: helps to provide a culture of belonging within the larger
00:15:37 --> 00:15:43: institute and it ensures that diverse representation through positioning women
00:15:43 --> 00:15:45: and people of color.
00:15:45 --> 00:15:49: Expert voices is key as evidence by the exceptional speakers
00:15:49 --> 00:15:52: that are part of the summit programming this week.
00:15:53 --> 00:15:55: And if we've done our job well, you all know
00:15:55 --> 00:15:59: that all year we've been celebrating the 10th anniversary of
00:15:59 --> 00:16:02: the Women's Leadership Initiative, if we've done our job well.
00:16:03 --> 00:16:04: Since 2012.
00:16:05 --> 00:16:09: We have seen considerable growth in many areas. Uli women
00:16:09 --> 00:16:14: members have more than doubled, going from about 5600 women
00:16:14 --> 00:16:17: some 10 years ago to more than 13,000 women as
00:16:17 --> 00:16:22: members today, which is, you know, more than 113% increase
00:16:22 --> 00:16:26: in in the numbers of women members. For those familiar
00:16:26 --> 00:16:31: with our membership structure, full members on product councils represent
00:16:31 --> 00:16:35: some of our most senior members, seniors not in age.
00:16:35 --> 00:16:39: And an experience the number of product Council women members
00:16:39 --> 00:16:43: is also impressive. Some 10 years ago there are about
00:16:43 --> 00:16:46: 300, and nearly 800 women are full members on product
00:16:46 --> 00:16:47: councils today.
00:16:48 --> 00:16:52: We've seen, even seen growth in the number of Women
00:16:52 --> 00:16:56: product Council leaders. This also historically has been a fairly
00:16:57 --> 00:17:01: male dominated structure when we talk about product councils. So
00:17:01 --> 00:17:04: some 10 years ago there were about 50 women who
00:17:04 --> 00:17:08: were leaders on product councils and today we have over
00:17:08 --> 00:17:12: 135. And with and in terms of our District Council
00:17:12 --> 00:17:16: network, our powerful District Council network, we have

about 46
00:17:16 --> 00:17:19: district councils across the Americas.
00:17:19 --> 00:17:23: That have WI committees and I'd say women are without
00:17:23 --> 00:17:28: question, without question making their mark at UI and in
00:17:28 --> 00:17:30: the real estate industry at large.
00:17:31 --> 00:17:35: So throughout the year, we've been recognizing WI members and
00:17:35 --> 00:17:39: the impact of its programs and planning for the future.
00:17:39 --> 00:17:43: Our campaign to celebrate the 10th anniversary really kicked off
00:17:43 --> 00:17:47: with Women's History Month. And if you've been reading our
00:17:47 --> 00:17:51: Urban Land magazine online and also the printed piece, you
00:17:51 --> 00:17:55: probably have seen some articles that describe the history of
00:17:55 --> 00:18:00: the Women's Leadership Initiative, our celebration of the Women's Leadership
00:18:00 --> 00:18:01: Initiative.
00:18:01 --> 00:18:05: Its 10th anniversary will culminate at our fall meeting in
00:18:05 --> 00:18:08: Dallas and we hope to see all of you there.
00:18:08 --> 00:18:12: We're we're planning a number of activities including a a
00:18:13 --> 00:18:17: reception that will celebrate our 10 year anniversary. We also
00:18:17 --> 00:18:21: of course will have some curated conversations as well. So
00:18:21 --> 00:18:22: having said that.
00:18:23 --> 00:18:26: There's still a lot of work ahead and I can
00:18:26 --> 00:18:31: truly say that collectively we've done much to foster connection
00:18:31 --> 00:18:36: and accelerate diversity in the real estate industry. And certainly
00:18:36 --> 00:18:40: programs like WWI Summit have contributed to those efforts, which
00:18:41 --> 00:18:43: is especially meaningful this year.
00:18:44 --> 00:18:44: Umm.
00:18:45 --> 00:18:49: So having said that, ioffer these milestone moments as a
00:18:49 --> 00:18:54: a means of celebration as and as an encouragement. We
00:18:54 --> 00:18:58: know that the work of diversity, equity and inclusion is
00:18:58 --> 00:19:03: is hard work, it's hard, it's complicated, big work. And
00:19:03 --> 00:19:06: so I ask that you continue to push for seats
00:19:06 --> 00:19:10: at the table for all women and continue to convene
00:19:10 --> 00:19:15: conversation around equity that an impact policies that.
00:19:15 --> 00:19:18: Positively affect marginalized communities.
00:19:19 --> 00:19:22: It's really important and I think we heard last night
00:19:22 --> 00:19:24: Trinity say to know your why?
00:19:25 --> 00:19:28: You know, as a kid growing up, I was a
00:19:28 --> 00:19:31: really shy kid. I didn't say much.

00:19:33 --> 00:19:36: And I really needed to figure out, you know, how
00:19:36 --> 00:19:38: to find my own voice. Some of my friends will
00:19:39 --> 00:19:42: say, one of my male friends said in particular, where
00:19:42 --> 00:19:45: you've made-up for lost time because you have no problem
00:19:45 --> 00:19:46: talking now.
00:19:48 --> 00:19:50: I knew that I had a lot inside of me
00:19:50 --> 00:19:52: to say I just couldn't figure out how to get
00:19:52 --> 00:19:55: it. So I was always kind of that quiet person
00:19:55 --> 00:19:57: in the room. And so a lot of my why
00:19:57 --> 00:20:00: is not just because of my lived experience as an
00:20:00 --> 00:20:03: African American woman. I really have a passion for inclusion,
00:20:03 --> 00:20:06: and I'm always looking for the person in the room
00:20:06 --> 00:20:09: that doesn't have a voice. And I think that when
00:20:09 --> 00:20:11: I look around this room at the people who are
00:20:12 --> 00:20:15: passionate about the Urban Land Institute, Urban Land Institute, its
00:20:15 --> 00:20:17: mission and the women's leadership.
00:20:18 --> 00:20:21: Initiative. I know that you are people that care about
00:20:21 --> 00:20:24: bringing voice and giving voice to the voiceless. And so
00:20:24 --> 00:20:27: I ask that you continue to push for that. Looking
00:20:27 --> 00:20:29: for the person in the room that maybe looks like
00:20:29 --> 00:20:33: they don't belong, bringing them into the fold, bringing them
00:20:33 --> 00:20:36: into the conversation, bringing them to the table, pushing for
00:20:37 --> 00:20:40: people to be hired into positions that traditionally are not
00:20:40 --> 00:20:44: offered to them. And really bringing, continuing to bring these
00:20:44 --> 00:20:46: issues to the forefront. You know, there is a lot
00:20:46 --> 00:20:48: of work that can be done.
00:20:48 --> 00:20:49: As a person.
00:20:50 --> 00:20:55: Individually, but I I think about a African proverb that
00:20:55 --> 00:20:59: says that if you want to go fast, go alone,
00:20:59 --> 00:21:02: but if you want to go far, go together. So
00:21:02 --> 00:21:08: continue to work together intentionally, which with intentionality on these
00:21:08 --> 00:21:09: issues.
00:21:10 --> 00:21:11: So with that.
00:21:12 --> 00:21:16: Now I want to pivot a bit and introduce our
00:21:16 --> 00:21:19: I think we decided to call her the Queen of
00:21:19 --> 00:21:20: the day.
00:21:22 --> 00:21:27: But Jackie Haynes is really going to be a shepherding
00:21:27 --> 00:21:32: us through the day and keeping everything running on time.
00:21:32 --> 00:21:35: She is a member of You Ali. She is a
00:21:35 --> 00:21:41: senior retail broker with mid Land Atlantic properties. Since

joining
00:21:41 --> 00:21:47: Midland Atlantic Properties in January of 2018, Jackie is focused
00:21:47 --> 00:21:52: on site selection for retail clients. She really has a
00:21:52 --> 00:21:52: strong.
00:21:54 --> 00:21:58: Experience in in retail and she's also focuses on the
00:21:58 --> 00:22:02: sale of single net leased investments and shopping centers and
00:22:02 --> 00:22:08: development opportunities throughout Indiana. Prior to joining Midland Atlantic Properties,
00:22:08 --> 00:22:12: Jackie was senior director of Cushman and Wakefield for 9
00:22:12 --> 00:22:18: years with a comprehensive understanding of retail development, leasing and
00:22:18 --> 00:22:22: asset management, as well as property acquisition and dispositions.
00:22:23 --> 00:22:29: Jackie has created value for national and local developers, institution
00:22:29 --> 00:22:34: and private owners throughout her 30 year real estate career.
00:22:34 --> 00:22:40: She is actively involved in industry affiliations, including of course,
00:22:40 --> 00:22:43: you and I CCIM, crew, I, CSC, and in her
00:22:43 --> 00:22:47: spare time, if she has any, with her husband of
00:22:47 --> 00:22:51: 20 years. She spends time golfing with her husband of
00:22:51 --> 00:22:53: 20 years or in The Art Room.
00:22:53 --> 00:22:57: Or with her grandchildren and her three doodles. So she
00:22:57 --> 00:22:59: is a busy woman and we are excited that she
00:22:59 --> 00:23:02: has heeded the call to be a part of the
00:23:02 --> 00:23:05: summit this week. So please welcome Jackie up to the
00:23:05 --> 00:23:07: podium and thank you very much.
00:23:19 --> 00:23:22: Thank you. Thank you and welcome. I think we should
00:23:22 --> 00:23:25: all read our BIOS now and then because it makes
00:23:25 --> 00:23:28: you feel really good. Maybe that should be like a
00:23:28 --> 00:23:31: common practice that we just pull them out now and
00:23:31 --> 00:23:34: then and go, wow, I did do something, you know,
00:23:34 --> 00:23:36: it wasn't today, but I did do something. So I
00:23:36 --> 00:23:38: am really excited to be here and.
00:23:38 --> 00:23:43: Thank you Sonia for your comments on this. This is
00:23:43 --> 00:23:47: really important to me and I'm gonna take it down
00:23:47 --> 00:23:51: from the big ULI level down to our local level.
00:23:51 --> 00:23:56: In 2000, 2016, Kelly and Jennifer and others reached out
00:23:56 --> 00:24:01: and said we want to start Women's leadership initiative within
00:24:01 --> 00:24:05: the Indianapolis IN ULI. So I am just so proud
00:24:05 --> 00:24:09: of the accomplishments that have been made.
00:24:09 --> 00:24:14: Since that time we have really worked hard to advance

00:24:14 --> 00:24:17: women to make sure that we do have a a
00:24:17 --> 00:24:21: place at the podium, not just a place in the
00:24:21 --> 00:24:25: meeting to hear our voices to, to be influencers and
00:24:25 --> 00:24:29: what we do. And so I'm just really proud of
00:24:29 --> 00:24:33: that and take a moment to the Indianapolis, WI to
00:24:33 --> 00:24:37: put pat yourself on the back for that. So today
00:24:37 --> 00:24:38: in the next.
00:24:42 --> 00:24:45: Over the next couple of days, we're going to hear
00:24:45 --> 00:24:47: about where we were.
00:24:48 --> 00:24:50: Where we are today and where we're going. So I
00:24:51 --> 00:24:53: want to thank all of you who traveled here to
00:24:53 --> 00:24:57: Indy. I want to thank our virtual audience that's listening
00:24:57 --> 00:25:01: to us and downloading and recording and everyone that's taken
00:25:01 --> 00:25:04: time out of their schedules to help this summit be
00:25:04 --> 00:25:08: a success and what it is. All your contributions will
00:25:08 --> 00:25:09: just make this.
00:25:09 --> 00:25:12: Get better for all of us. So speaking, you know,
00:25:12 --> 00:25:16: of where we've been, I talked about, you know that
00:25:16 --> 00:25:20: we've done well within Indianapolis to promote the advancement of
00:25:20 --> 00:25:24: women, increasing the visibility and support of women. And I
00:25:24 --> 00:25:26: want to take a moment and just.
00:25:27 --> 00:25:28: Recognize.
00:25:28 --> 00:25:29: Hmm.
00:25:32 --> 00:25:35: I really do want to take a moment and recognize
00:25:35 --> 00:25:39: all of our committee chairs. So our sponsorship and budget
00:25:40 --> 00:25:44: chair, Valerie Becker of Scannell properties. If. Where are you
00:25:44 --> 00:25:45: Valerie?
00:25:45 --> 00:25:46: There we go.
00:25:47 --> 00:25:52: Our programming chair Samantha Spergel of Indiana Housing and Community
00:25:52 --> 00:25:52: Development.
00:25:54 --> 00:25:59: Our event and logistics chair, Lisa Laughlin of West Indianapolis
00:25:59 --> 00:26:00: Development Corporation.
00:26:02 --> 00:26:05: Our marketing chair, Holly Borton of three cord marketing and
00:26:05 --> 00:26:08: all of their committees, and Holly is away on a
00:26:08 --> 00:26:11: family vacation at the moment. So cheers, holly. I know
00:26:11 --> 00:26:12: you're like hovering over us.
00:26:13 --> 00:26:17: Um, and along with Holly, we have Megan Adams, Jennifer

00:26:17 --> 00:26:21: Milliken, Kelly Annas, Kaitlyn Shannon, and a whole slew of
00:26:21 --> 00:26:24: team members from Urban Land Institute.
00:26:24 --> 00:26:27: That have provided a lot of the support for the
00:26:27 --> 00:26:31: summit. Several ULI and community members that are here. Again,
00:26:32 --> 00:26:34: thank you everyone for contributing.
00:26:40 --> 00:26:44: The journey of this program started in 2019 when women
00:26:44 --> 00:26:48: UL I members from several district councils in the Central
00:26:48 --> 00:26:52: United States came together to launch an inaugural WLI summit
00:26:52 --> 00:26:56: in Louisville. How many of you in this room were
00:26:56 --> 00:27:00: attending in Louisville, right? It was a great event and
00:27:00 --> 00:27:03: that was the first one that we got to be
00:27:03 --> 00:27:05: a part of. So in 2020, as with most you
00:27:06 --> 00:27:06: know.
00:27:06 --> 00:27:10: Events at that time it became online little, little issue
00:27:10 --> 00:27:13: that came up in 2020 and the theme of that
00:27:13 --> 00:27:18: became from acknowledgement to action. So the program included important
00:27:18 --> 00:27:23: panel discussions about equity and land use, real estate development.
00:27:23 --> 00:27:26: And then last year we were back in person with
00:27:26 --> 00:27:30: a virtual option in Saint Louis and this year we're
00:27:30 --> 00:27:33: in person and virtual again, but with a new name
00:27:33 --> 00:27:36: just to_the importance of the summits theme.
00:27:36 --> 00:27:37: And purpose.
00:27:38 --> 00:27:38: So.
00:27:39 --> 00:27:43: In the next couple of days we're going to hear.
00:27:44 --> 00:27:47: From a lot of speakers, a lot of content, a
00:27:47 --> 00:27:48: lot of creativity.
00:27:50 --> 00:27:52: I want to make sure that we maximize your return
00:27:52 --> 00:27:55: on investment while you're here. So there are a few
00:27:55 --> 00:27:56: housekeeping issues.
00:27:57 --> 00:28:00: Please be sure to download the hue below app. You
00:28:00 --> 00:28:03: can find that in the e-mail. The hue below app
00:28:03 --> 00:28:05: will be a content of all of the speakers BIOS,
00:28:06 --> 00:28:09: the program. We're going to give condensed BIOS while we're
00:28:09 --> 00:28:12: up here for the sake of time, but you can
00:28:12 --> 00:28:15: find out all about those who are speaking more in
00:28:15 --> 00:28:17: depth through the Cubello app.
00:28:18 --> 00:28:21: Also has the agenda. Please be sure to visit WLI
00:28:21 --> 00:28:26: hashtag WLI summit so that you can join the conversations,

00:28:26 --> 00:28:30: post social recaps, check out the content, connect with others.
00:28:31 --> 00:28:34: Make sure that you've scanned the QR code that I
00:28:34 --> 00:28:38: was going to say is on your table. It's not.
00:28:38 --> 00:28:41: It's out at the front or on your online again
00:28:41 --> 00:28:44: that has the map, and it launches a map of
00:28:44 --> 00:28:48: all the favorite places to eat, shop, sip.
00:28:48 --> 00:28:51: While you're here and enjoy Indianapolis, so make sure that
00:28:51 --> 00:28:54: you have that done and then throughout the day as
00:28:54 --> 00:28:56: queen of the day, I'll be the one going chop
00:28:56 --> 00:28:59: chop. It's time to get up here. Time to go.
00:29:00 --> 00:29:03: I'll be nice about it though, alright, so let's let's
00:29:03 --> 00:29:05: let's pivot and talk about what we're here for.
00:29:06 --> 00:29:10: As we begin this summit, I just kind of challenge
00:29:10 --> 00:29:13: everybody to think about what is equitable.
00:29:14 --> 00:29:18: So Websters defines equitable, fair and impartial.
00:29:19 --> 00:29:21: And equitable balance.
00:29:22 --> 00:29:24: Sounds really easy, doesn't it?
00:29:25 --> 00:29:28: So I think today we're going to hear about how
00:29:28 --> 00:29:29: to get that accomplished.
00:29:31 --> 00:29:34: I'd also like to introduce vop ossoli.
00:29:34 --> 00:29:37: Who, I have to say, flew in from France last
00:29:37 --> 00:29:41: night. He is fully dressed. I think that's amazing because
00:29:41 --> 00:29:45: most of the clothes for people that flew internationally are
00:29:45 --> 00:29:48: not anywhere near them. So I'd like to welcome him
00:29:48 --> 00:29:51: here. He's going to come up and share opening remarks.
00:29:51 --> 00:29:54: Bob is an architect who for many years led urban
00:29:55 --> 00:29:59: design and architectural product projects throughout the US, Africa and
00:29:59 --> 00:30:03: Middle East. He currently serves as the program director with
00:30:03 --> 00:30:05: Wolpert and as President.
00:30:05 --> 00:30:09: Of Indianapolis City County Council, where he has focused on
00:30:09 --> 00:30:13: addressing issues of race, equity, reentry, and inclusive Urban Development.
00:30:13 --> 00:30:18: He graduated from Carnegie Mellon University with a bachelor's degree
00:30:18 --> 00:30:22: in Architecture and Columbia University with a Masters degree in
00:30:22 --> 00:30:25: Architecture and Urban Design. He and his wife Una are
00:30:25 --> 00:30:29: the proud parents of two amazing children, and again, he
00:30:29 --> 00:30:32: has just joined us. Coming in from vacation. I'm not
00:30:32 --> 00:30:35: sure he knows what day or time it is, but.

00:30:35 --> 00:30:38: We thank you very much for being here. Please come
00:30:38 --> 00:30:38: up.
00:30:52 --> 00:30:54: Thank you, Jackie. Good morning, everyone.
00:30:56 --> 00:30:58: Now that you know my travel itinerary.
00:30:59 --> 00:31:02: It is my honor, not only as president of the
00:31:02 --> 00:31:05: Indianapolis City County Council, but as councillor of much of
00:31:05 --> 00:31:09: the downtown district that you'll be visiting over these last
00:31:09 --> 00:31:12: two, over these next couple of days, to welcome each
00:31:12 --> 00:31:15: of you to this remarkable summit in this very remarkable
00:31:15 --> 00:31:15: city.
00:31:16 --> 00:31:19: And before I say anything else, maybe we just pause
00:31:19 --> 00:31:23: and share our thanks with you allies women's leadership initiative.
00:31:28 --> 00:31:31: It's an incredibly talented group of women who plan this
00:31:31 --> 00:31:34: summit. This is the second time in two weeks that
00:31:34 --> 00:31:37: I've been part of an event that's focused on development,
00:31:37 --> 00:31:41: construction, land use, real estate, all of those things where
00:31:41 --> 00:31:44: women are running the table and not just women, women
00:31:44 --> 00:31:45: of color. So our hats off to you.
00:31:47 --> 00:31:49: I also want to offer a special welcome tune to
00:31:49 --> 00:31:52: the many participants today who've traveled from all over the
00:31:52 --> 00:31:52: United States.
00:31:54 --> 00:31:57: To join a conversation that I hope leaves us all
00:31:57 --> 00:32:01: inspired and invigorated and ready to advance the dialogue around
00:32:01 --> 00:32:02: equitable development.
00:32:03 --> 00:32:05: In our home communities and in our nation.
00:32:07 --> 00:32:09: And for our visitors from outside of central IN, let
00:32:09 --> 00:32:10: me assure you.
00:32:10 --> 00:32:13: The hope that I express is not simply political pablum.
00:32:14 --> 00:32:16: As an architect by trade and training.
00:32:17 --> 00:32:20: And an advocate for racial equity by conscience.
00:32:21 --> 00:32:23: The concept of equitable development is 1, which I am
00:32:23 --> 00:32:27: personally and professionally and even politically invested.
00:32:27 --> 00:32:30: And I'm thrilled to see you, my fellow investors here
00:32:30 --> 00:32:31: this morning.
00:32:32 --> 00:32:35: Oftentimes we're asked to cast a vision for the future
00:32:35 --> 00:32:38: of Indianapolis, and when I'm asked, my answer is always
00:32:38 --> 00:32:38: the same.
00:32:40 --> 00:32:43: 20 years from now, I'd like to drive through Indianapolis
00:32:43 --> 00:32:45: at 7:00 AM on a Saturday.
00:32:46 --> 00:32:48: And not be able to tell you the demographics of
00:32:48 --> 00:32:51: the neighborhood by the state of its built environment.

00:32:52 --> 00:32:55: This, coincidentally, is also my answer when people ask me
00:32:55 --> 00:32:56: what racial equity looks like.
00:32:58 --> 00:33:00: It's a community where you can't tell at a glance
00:33:00 --> 00:33:03: whether a neighborhood is primarily populated by white people or
00:33:03 --> 00:33:04: by people of color.
00:33:05 --> 00:33:08: And I suspect those of you from other cities experienced
00:33:08 --> 00:33:12: similar realities in the built environments in your own communities.
00:33:13 --> 00:33:16: So I want us to challenge ourselves as a group
00:33:16 --> 00:33:16: to think.
00:33:17 --> 00:33:20: The next two days, not just about rebuilding our cities.
00:33:21 --> 00:33:23: And towns over the next few years.
00:33:24 --> 00:33:26: And not even about building back better.
00:33:27 --> 00:33:30: But about building our communities anew.
00:33:32 --> 00:33:36: As every architect, developer, planner, realtor, land use expert in
00:33:36 --> 00:33:37: this room knows.
00:33:38 --> 00:33:40: The first step in building anything is to lay a
00:33:40 --> 00:33:40: foundation.
00:33:42 --> 00:33:47: And Indianapolis, like virtually every metropolitan area across the United
00:33:47 --> 00:33:50: States, was built on a foundation of race.
00:33:51 --> 00:33:52: And racism.
00:33:53 --> 00:33:55: I'm not. I know I'm not breaking any news when
00:33:55 --> 00:33:56: I say that.
00:33:57 --> 00:33:59: But I think it's incredibly important to be explicit about
00:33:59 --> 00:33:59: it.
00:34:01 --> 00:34:03: How can we spend the next two days talking about
00:34:03 --> 00:34:07: equitable development without talking about the single most important factor
00:34:08 --> 00:34:11: behind the decades of inequitable development that shaped our modern
00:34:11 --> 00:34:12: urban landscape?
00:34:17 --> 00:34:18: I'm not speaking metaphorically.
00:34:20 --> 00:34:25: Race and racism have defined and dictated the development, or
00:34:25 --> 00:34:27: lack thereof.
00:34:27 --> 00:34:31: Of nearly all United States cities, including the city of
00:34:31 --> 00:34:32: Indianapolis.
00:34:33 --> 00:34:38: It's the concrete that has undergird decades of decisions about
00:34:38 --> 00:34:41: land use, development and resource allocation.

00:34:43 --> 00:34:46: And racism is a foundation for the modern urban landscape.
00:34:47 --> 00:34:49: Then redlining is its blueprint.
00:34:50 --> 00:34:51: So let me show you what I mean when I
00:34:51 --> 00:34:52: say that.
00:34:53 --> 00:34:55: Can someone put up the first slide?
00:34:57 --> 00:34:58: Thank you.
00:34:59 --> 00:35:01: Many cities have an old red line map like this
00:35:01 --> 00:35:03: one of Indianapolis dating back to the 1930s.
00:35:04 --> 00:35:05: Many, perhaps.
00:35:05 --> 00:35:10: Perhaps most of our neighborhoods would view those old maps
00:35:10 --> 00:35:14: as completely irrelevant to our modern urban landscape, but you
00:35:14 --> 00:35:17: and I know differently, of course.
00:35:18 --> 00:35:19: Let me have the next slide please.
00:35:20 --> 00:35:20: There we go.
00:35:22 --> 00:35:26: This slide shows another version of the 1937 redlining map
00:35:26 --> 00:35:30: and another map illustrating the distribution of residents of color
00:35:30 --> 00:35:33: across India's census tracts using data from 2019.
00:35:34 --> 00:35:37: The more darkly shaded air in area is, the higher
00:35:37 --> 00:35:38: its population of people of color.
00:35:40 --> 00:35:42: Does anyone notice?
00:35:45 --> 00:35:45: A resemblance.
00:35:50 --> 00:35:51: May I have the next slide please?
00:35:53 --> 00:35:56: How about if I put up a 2018 map of
00:35:56 --> 00:35:58: Indies food deserts?
00:35:59 --> 00:36:01: Next to the 1937 redlining map.
00:36:06 --> 00:36:07: Thank you.
00:36:09 --> 00:36:09: Or.
00:36:10 --> 00:36:13: A map of our cities brownfield sites.
00:36:18 --> 00:36:20: Or industrial sites.
00:36:24 --> 00:36:27: Or are Interstate construction.
00:36:33 --> 00:36:34: We can leave those up, please.
00:36:35 --> 00:36:37: No, I'm not suggesting the practice of redlining was the
00:36:37 --> 00:36:39: genesis of structural racism in our society.
00:36:40 --> 00:36:44: But if the purpose of structural racism was and is
00:36:44 --> 00:36:48: to build environments that create, enforce and perpetuate.
00:36:49 --> 00:36:50: Racial inequities.
00:36:51 --> 00:36:55: Than redlining was and is a remarkably effective strategy.
00:36:57 --> 00:37:00: The fact is by the time the redlining was outlawed
00:37:00 --> 00:37:01: in 1968.
00:37:02 --> 00:37:04: So much of our city had been built using that

00:37:04 --> 00:37:04: blueprint.
00:37:05 --> 00:37:09: That its ability to create and sustain racial inequities in
00:37:09 --> 00:37:10: our community was assured.
00:37:12 --> 00:37:14: It's not an exaggeration to say that racism is built
00:37:14 --> 00:37:15: into our built environments.
00:37:16 --> 00:37:20: Which makes it in many ways a a place based
00:37:20 --> 00:37:21: problem.
00:37:22 --> 00:37:27: And a place based problem requires place based solutions.
00:37:32 --> 00:37:33: That's where we all come in.
00:37:34 --> 00:37:37: And we have got to stop building off of that.
00:37:38 --> 00:37:40: Old racist blueprint.
00:37:42 --> 00:37:45: Outside of government, I believe this sector and this group
00:37:45 --> 00:37:47: here in this room today holds the most important tools
00:37:47 --> 00:37:50: for dismantling the racial inequities that we see in every
00:37:50 --> 00:37:51: measure of American life.
00:37:52 --> 00:37:55: And through your power to shape and implement equitable development.
00:37:56 --> 00:37:58: In an American cities for the next 100 years or
00:37:58 --> 00:37:58: more.
00:38:00 --> 00:38:02: Over the next two days, I encourage you to.
00:38:02 --> 00:38:04: Not just think out-of-the-box.
00:38:05 --> 00:38:07: But out of your lane?
00:38:08 --> 00:38:10: Don't wait to be asked.
00:38:11 --> 00:38:13: Insist on being part of the conversation.
00:38:14 --> 00:38:17: Insist of others like you come to the table.
00:38:18 --> 00:38:20: And insist that everyone at the table.
00:38:21 --> 00:38:23: Put on their racial equity lenses.
00:38:26 --> 00:38:28: And when you leave here tomorrow, I invite you in
00:38:28 --> 00:38:29: the words of.
00:38:29 --> 00:38:31: Anthropologist Margaret Mead.
00:38:32 --> 00:38:35: To never doubt that a small group of thoughtful, committed
00:38:35 --> 00:38:36: citizens can change the world.
00:38:37 --> 00:38:40: Indeed, is the only thing that ever has.
00:38:42 --> 00:38:43: Thank you.
00:38:50 --> 00:38:53: And now let me introduce Katie Wirtz, who works with
00:38:53 --> 00:38:57: Ankara's regional regional teams to explore issues and opportunities in
00:38:57 --> 00:39:00: the innovation ecosystems of new markets and with the firms
00:39:00 --> 00:39:02: anchor institution partners.
00:39:03 --> 00:39:06: With experience and consulting, community development and real estate development,
00:39:06 --> 00:39:09: Katie has managed planning and redevelopment efforts across the country.

00:39:10 --> 00:39:13: She has over a decade of experience working with anchor
00:39:13 --> 00:39:16: institutions, public sector partners and philanthropic organizations.
00:39:17 --> 00:39:19: In her previous role at Green Street Limited.
00:39:20 --> 00:39:23: Katie played a leading role in developing and implementing the
00:39:23 --> 00:39:27: Health District Master Plan in partnership with IU Health, attracting
00:39:27 --> 00:39:31: a pipeline of nearly $750,000,000 in mixed-use development.
00:39:32 --> 00:39:34: She led a team of planners and analysts to evaluate
00:39:34 --> 00:39:38: an index neighborhoods using market, demographic and physical elements.
00:39:39 --> 00:39:42: To determine priority funding needs that allow the city of
00:39:42 --> 00:39:46: Indianapolis and partners to make targeted investments tailored to the
00:39:46 --> 00:39:47: needs of the community.
00:39:48 --> 00:39:51: Building on that work, Katie LED efforts to analyze and
00:39:51 --> 00:39:54: index the economic mobility of neighborhoods across Indianapolis.
00:39:55 --> 00:39:58: And local cdfi used the index to guide funding for
00:39:58 --> 00:40:00: affordable and equitable housing solutions.
00:40:02 --> 00:40:05: Katie earned a Bachelor of Urban Planning and Development and
00:40:05 --> 00:40:08: Master of Urban and Regional Planning from Ball State University.
00:40:09 --> 00:40:13: An active member of ULI, she volunteers with organizations that
00:40:13 --> 00:40:17: align with Equitable development, food access and Youth Miss Wertz.
00:40:27 --> 00:40:28: Thank you.
00:40:33 --> 00:40:36: Good morning. Can everyone hear me? OK, awesome. Alright, well,
00:40:36 --> 00:40:39: good morning and thank you all for joining me. My
00:40:39 --> 00:40:42: name is Katie Wertz. As Bob said, I'm the vice
00:40:42 --> 00:40:45: president of connections and insights with the Ancora partners and
00:40:45 --> 00:40:49: previously with Green Street, which I think has a little
00:40:49 --> 00:40:52: bit more name recognition here in the Midwest. I was
00:40:52 --> 00:40:55: asked to give a brief introduction about what is equitable
00:40:55 --> 00:40:58: development and and the folks before me did a really
00:40:58 --> 00:41:00: great job, so I feel a little.
00:41:00 --> 00:41:02: And prepared, but um.
00:41:03 --> 00:41:06: I don't think we've really gotten there yet, and so
00:41:06 --> 00:41:08: I didn't really know how to define or even really
00:41:08 --> 00:41:12: talk about equitable development. So instead, I decided to

talk
00:41:12 --> 00:41:15: about what we know is definitively not equitable development, and
00:41:16 --> 00:41:18: hopes that we can shed some light on the practices,
00:41:18 --> 00:41:22: both historic and those current practices that are creating inequalities
00:41:22 --> 00:41:23: in our communities.
00:41:25 --> 00:41:27: I only have a few minutes and you guys will
00:41:27 --> 00:41:28: be be happy when I get out of here in
00:41:28 --> 00:41:30: the panels get started.
00:41:31 --> 00:41:33: So I'm I'm leaving a lot out.
00:41:34 --> 00:41:36: But I hope to set the stage for the our
00:41:36 --> 00:41:39: our next panel, which is a really good one. I'm
00:41:39 --> 00:41:42: going to breeze through some of these talking points. I
00:41:42 --> 00:41:46: know that you all are well informed, like minded individuals.
00:41:46 --> 00:41:48: I don't need to to change anyone's mind today.
00:41:49 --> 00:41:49: Umm.
00:41:51 --> 00:41:54: But they're they're numerous, and I'm just going to cover
00:41:54 --> 00:41:57: a handful. And and Bob did a good job at
00:41:57 --> 00:42:02: introducing them practices that created significant hardships and inequalities, mostly
00:42:02 --> 00:42:05: for minorities and other disadvantaged groups.
00:42:06 --> 00:42:09: Those groups that didn't fit the cultural norm at the
00:42:09 --> 00:42:10: time or or do today.
00:42:12 --> 00:42:15: Many of these practices were deliberate, but some, and maybe
00:42:15 --> 00:42:20: I'm very naive about this, had altruistic intentions, but unintentionally
00:42:20 --> 00:42:23: resulted in very negative outcomes for certain groups.
00:42:24 --> 00:42:27: It's important that we learn from these. Understand how, even
00:42:27 --> 00:42:28: positive.
00:42:29 --> 00:42:32: Well intended decisions can have negative consequences and I think
00:42:32 --> 00:42:36: it's important to think about how our decisions as developers
00:42:36 --> 00:42:39: and investors and those in the adjacent industries not only
00:42:39 --> 00:42:42: affect our immediate clients or our Ng users, but the
00:42:42 --> 00:42:45: folks who live nearby and who live in the broader
00:42:45 --> 00:42:48: community and even those of future generations.
00:42:53 --> 00:42:55: I'm gonna walk over here and get the advancer that
00:42:56 --> 00:42:56: I didn't get.
00:43:00 --> 00:43:01: Alright, see if I can do this.
00:43:02 --> 00:43:02: Alright.
00:43:03 --> 00:43:06: So the city beautiful movement is one of one of

00:43:06 --> 00:43:10: those practices that embodies that kind of unintentional consequences at

00:43:10 --> 00:43:13: the turn of the century, upper middle class and also

00:43:13 --> 00:43:16: most likely white leadership desired to replace.

00:43:18 --> 00:43:22: For living conditions with beautiful, well designed monuments. This resulted

00:43:22 --> 00:43:25: in the displacement of many lower class families. This is

00:43:25 --> 00:43:28: a picture for you folks that aren't from Indianapolis of

00:43:28 --> 00:43:32: the World War memorial here in Indianapolis. I couldn't find

00:43:32 --> 00:43:34: the picture I was looking for, which is what what

00:43:34 --> 00:43:37: was there before, but it was dense housing that would

00:43:37 --> 00:43:40: have housed dozens if not hundreds of families at the

00:43:40 --> 00:43:43: time that were all displaced to allow for these monuments

00:43:43 --> 00:43:44: to exist.

00:43:46 --> 00:43:48: This I'm going to cover this quickly and you all

00:43:48 --> 00:43:50: are going to be like she's. She's really missed the

00:43:50 --> 00:43:52: point on this one, but we all know that. Public

00:43:52 --> 00:43:53: policy and segregation.

00:43:55 --> 00:43:56: Had very intended.

00:43:58 --> 00:44:01: It was very intended to create those inequitable communities. But

00:44:01 --> 00:44:04: as the following panel will speak to, the segregation of

00:44:04 --> 00:44:07: blacks and whites did have some positive outcomes, at least

00:44:07 --> 00:44:09: in the short term, if we want to kind of

00:44:09 --> 00:44:11: think about it with our glass half full.

00:44:13 --> 00:44:16: This is a picture of the Flanner house homes, also

00:44:16 --> 00:44:19: in Indianapolis. We'll touch briefly on this in the next

00:44:19 --> 00:44:21: panel as well, but.

00:44:22 --> 00:44:25: This these neighborhoods that were set aside for black communities,

00:44:26 --> 00:44:29: created home ownership opportunities for those living there. But they

00:44:29 --> 00:44:33: did so without the availability of or access to financial

00:44:33 --> 00:44:36: capital, forcing many homeowners to invest sweat equity and build

00:44:36 --> 00:44:39: homes over time, as they had the resources to do

00:44:39 --> 00:44:42: so. And it's been noted as the inspiration for Habitat

00:44:42 --> 00:44:44: for Humanity and the practices there.

00:44:46 --> 00:44:49: Bob had the same map, and I'm glad he had

00:44:49 --> 00:44:52: it. It's probably one of the most well known practices

00:44:52 --> 00:44:55: of inequality. It led to the devaluation and destruction of

00:44:55 --> 00:45:01: majority minority neighborhoods. Financial institutions, Realtors, public officials, and others

00:45:01 --> 00:45:05: worked to systematically reduce the value of black and other
00:45:05 --> 00:45:09: minority neighborhoods by deeming them undesirable, unsafe, or risky for
00:45:09 --> 00:45:09: investment.
00:45:11 --> 00:45:12: This map here from Indianapolis.
00:45:14 --> 00:45:16: The area shown as as Bob spoke to still to
00:45:16 --> 00:45:19: this day suffer from lower values, concentration of poverty, lack
00:45:19 --> 00:45:22: of amenities, and higher crime rates. And I'm going to,
00:45:22 --> 00:45:24: I'm going to touch on this a little bit more.
00:45:26 --> 00:45:29: And then the urban Interstate system, which I think has
00:45:29 --> 00:45:32: been spoken, Bob spoke to as well, has been documented
00:45:32 --> 00:45:36: on its impact on neighborhood destruction and inequalities. Federal and
00:45:36 --> 00:45:39: local government bodies used the location and construction.
00:45:40 --> 00:45:44: Of Interstate highways to wipe out large portions of minority
00:45:44 --> 00:45:47: and lower valued neighborhoods, predominantly within the inner city.
00:45:49 --> 00:45:51: They did this so in the name of clearing blight
00:45:51 --> 00:45:54: and helping to improve their communities. In addition to the
00:45:54 --> 00:45:58: homes leveled, the impacts were more widespread, cutting off neighborhoods
00:45:58 --> 00:46:01: and creating physical barriers. Those barriers not only didn't allow
00:46:01 --> 00:46:04: people to access the amenities and the people and the
00:46:04 --> 00:46:06: resources that were available in their community.
00:46:07 --> 00:46:10: But they also brought air and noise pollution, and so
00:46:10 --> 00:46:13: individuals that we know we know this today, individuals, especially
00:46:13 --> 00:46:17: children, living near Interstate systems have higher incidences of breathing
00:46:17 --> 00:46:21: problems and other health issues, which speaks to the inequalities
00:46:21 --> 00:46:22: created by the Interstate system.
00:46:23 --> 00:46:25: These two images that are up on the screen are
00:46:25 --> 00:46:27: of the same neighborhood here in Indianapolis.
00:46:28 --> 00:46:31: The top is from 1950 pre Interstate and the bottom
00:46:31 --> 00:46:34: is 1986 which looks very similar to today. You can
00:46:34 --> 00:46:37: see not only there's a loss of homes where the
00:46:37 --> 00:46:40: the actual Interstate itself was was placed.
00:46:41 --> 00:46:41: Umm.
00:46:43 --> 00:46:46: But you can see that there's an increase in vacant
00:46:46 --> 00:46:49: land, a disruption in character and a dislocation of people
00:46:49 --> 00:46:50: from their communities.

00:46:52 --> 00:46:55: Very related, and really part of two halves of the
00:46:56 --> 00:46:57: same coin as urban renewal.
00:46:58 --> 00:47:01: So, whether intentional or not, urban renewal projects which were
00:47:01 --> 00:47:04: aimed at reducing blight conditions in the inner city led
00:47:04 --> 00:47:08: to displacement and destruction of communities through systematic removal of
00:47:08 --> 00:47:11: community buildings, institutions and homes.
00:47:12 --> 00:47:14: Urban renewal led to a lot of vacant land in
00:47:14 --> 00:47:16: Indianapolis and this is easily seen in the number of
00:47:16 --> 00:47:19: parking lots that we have in our downtown and the
00:47:19 --> 00:47:21: inner city neighborhoods that encircle downtown.
00:47:22 --> 00:47:24: This is an image from the West side of downtown
00:47:24 --> 00:47:27: near Indiana. Indiana Ave, which some of you toured yesterday,
00:47:27 --> 00:47:30: but it could be several neighborhoods across the city.
00:47:32 --> 00:47:35: And the last piece that's more central to the history
00:47:35 --> 00:47:39: of Indianapolis is the establishment of UNIGOV in the 60s
00:47:39 --> 00:47:40: and 70s if you're.
00:47:42 --> 00:47:44: If you're unaware of it, it was in response to
00:47:44 --> 00:47:47: white flight and the reduction in the number of higher
00:47:47 --> 00:47:50: income families leaving for the suburban parts of Marion County,
00:47:51 --> 00:47:53: which were unincorporated and not part of the city of
00:47:53 --> 00:47:57: Indianapolis. This led to worsening conditions in the inner city
00:47:57 --> 00:47:58: due to lack of financials.
00:47:59 --> 00:48:02: City, County leadership at the time decided that the consolidation
00:48:03 --> 00:48:05: of all of Marion County would help to improve those
00:48:05 --> 00:48:08: conditions. And I think we could argue today that there's
00:48:08 --> 00:48:12: both positive and negative impacts that have happened because of
00:48:12 --> 00:48:12: unigov.
00:48:13 --> 00:48:17: I have heard that during the financial downturn, kind of
00:48:17 --> 00:48:19: of the 70s and 80s, it did help keep downtown
00:48:19 --> 00:48:23: in the downtown neighborhoods afloat while they suffered from economic
00:48:23 --> 00:48:27: hardship as the downtown began to bounce back and investments
00:48:27 --> 00:48:30: were made there. We're now seeing the inverse of that
00:48:30 --> 00:48:33: happening and some of our kind of inner ring suburban
00:48:33 --> 00:48:36: neighborhoods that are starting to decline or benefiting from being
00:48:36 --> 00:48:38: part of the unigov system.

00:48:42 --> 00:48:45: Many of you are familiar with the history of Indiana
00:48:45 --> 00:48:47: Ave, and for those of you lucky enough to go
00:48:48 --> 00:48:50: on the tour yesterday, you'll be more of an expert
00:48:50 --> 00:48:52: on this than myself. I I I do not stand
00:48:52 --> 00:48:55: to be an expert on it. I just wanted to
00:48:55 --> 00:48:57: use it as an example. I thought it would be
00:48:57 --> 00:49:01: helpful to talk about how these past practices influence specific
00:49:01 --> 00:49:02: set of people here in Indianapolis.
00:49:04 --> 00:49:04: Umm.
00:49:05 --> 00:49:08: So these images are from the Internet. They've been bouncing
00:49:08 --> 00:49:10: around a lot. I'm sure a lot of you have
00:49:10 --> 00:49:12: seen them, but here's Indiana Ave during its prime, or
00:49:12 --> 00:49:15: maybe slightly after its prime, but you can see how
00:49:15 --> 00:49:18: development is still intact. Homes and businesses, along with community
00:49:18 --> 00:49:22: institutions, fill each block. Segregation allowed black communities to thrive.
00:49:22 --> 00:49:26: Real estate development in particular allowed blacks to accumulate wealth.
00:49:26 --> 00:49:28: And the following panel is going to speak to that.
00:49:30 --> 00:49:32: But the take away here is that development and communities
00:49:32 --> 00:49:34: were thriving, even if it was at the loss of
00:49:34 --> 00:49:36: integration and access to white communities.
00:49:37 --> 00:49:40: The end of segregation drew a major blow to the
00:49:40 --> 00:49:40: Indiana Ave.
00:49:41 --> 00:49:44: Middle and upper income blacks left the avenue for other
00:49:44 --> 00:49:48: areas with greater economic opportunity, leaving behind those without the
00:49:48 --> 00:49:49: resources to do so.
00:49:50 --> 00:49:53: That loss of income and wealth forced businesses to close
00:49:53 --> 00:49:56: and home values to drop, resulting in areas deemed as
00:49:56 --> 00:49:59: blighted and ideal for urban interstates and urban renewal esque
00:49:59 --> 00:50:00: projects.
00:50:02 --> 00:50:05: By 1979, much of the neighborhood had been destroyed. There's
00:50:05 --> 00:50:08: only a handful of buildings left in this once thriving,
00:50:08 --> 00:50:11: highly dense neighborhood, and this led to the physical displacement
00:50:11 --> 00:50:12: of much of that community.
00:50:14 --> 00:50:18: Realizing the opportunity, institutional buyers took ownership of the highly

00:50:18 --> 00:50:22: depressed land, allowing them to expand their campuses, causing another

00:50:22 --> 00:50:25: wave of displacement more attuned to a cultural displacement. For

00:50:25 --> 00:50:28: the community that remained, it was now surrounded by likely

00:50:28 --> 00:50:32: white middle and upper class university students, hospital employees and

00:50:32 --> 00:50:35: visitors that had very little in common with the historic

00:50:35 --> 00:50:38: Indiana Ave community and its descendants.

00:50:39 --> 00:50:42: Today, or is reflected here in this picture in 2019,

00:50:42 --> 00:50:46: we have development that is not geared towards that Community,

00:50:46 --> 00:50:49: but to students, medical professionals and the likes.

00:50:50 --> 00:50:51: As.

00:50:51 --> 00:50:54: As we as the community of Indianapolis and others invested

00:50:54 --> 00:50:58: in Indiana Ave come to understand these impacts more profoundly,

00:50:58 --> 00:51:00: it's my hope that we can resurrect the essence.

00:51:01 --> 00:51:04: And community that once existed beyond the references to the

00:51:04 --> 00:51:08: Jazz culture or their similarly non impactful initiatives.

00:51:08 --> 00:51:10: A panel later today is going to focus on the

00:51:10 --> 00:51:14: future of equitable development, and it will be that discussion

00:51:14 --> 00:51:17: that hopefully changes how we perceive and intervene in communities

00:51:17 --> 00:51:18: like Indiana Ave.

00:51:20 --> 00:51:23: And that leads us up to contemporary times.

00:51:25 --> 00:51:27: And I don't want anyone to walk away from anything

00:51:27 --> 00:51:30: that I've said thinking that we're, we're doing, we're doing

00:51:30 --> 00:51:33: everything right, that we've done a really good job, that

00:51:33 --> 00:51:35: this is in the past, that these practices no longer

00:51:35 --> 00:51:35: exist.

00:51:37 --> 00:51:40: Sadly, that's not the case. So I wanted to highlight

00:51:40 --> 00:51:43: a few modern practices that we've been working working with

00:51:44 --> 00:51:46: at Green Street and Acora that on the surface may

00:51:47 --> 00:51:51: seem potentially harmless but are creating inequities for many individuals,

00:51:51 --> 00:51:53: families, and communities.

00:51:55 --> 00:51:58: Over 100 years ago as a country, we passed the

00:51:58 --> 00:52:01: first zoning ordinance, which as an urban planner is very

00:52:01 --> 00:52:04: exciting. I can tell you the role of zoning then

00:52:04 --> 00:52:07: was to protect individuals from health and safety issues. So

00:52:07 --> 00:52:10: think not wanting to build your house next to a

00:52:10 --> 00:52:14: slaughterhouse and other and other circumstances like that.
00:52:15 --> 00:52:17: As I mentioned before, there was a degree of doing
00:52:17 --> 00:52:19: the right thing mixed with poor intentions, and zoning is
00:52:19 --> 00:52:20: one of those.
00:52:21 --> 00:52:24: But today, the role of zoning is primarily one of
00:52:24 --> 00:52:27: property value protection, and in the name of protecting Community
00:52:27 --> 00:52:31: character I've heard too many times throughout the last decade,
00:52:31 --> 00:52:33: we don't want to build that type of housing because
00:52:33 --> 00:52:37: it will attract those people. Those people have different connotations
00:52:37 --> 00:52:39: to each community that I've worked in.
00:52:40 --> 00:52:43: What this does ultimately, though, is limit the amount and
00:52:43 --> 00:52:45: types of housing that can be built in a community.
00:52:46 --> 00:52:48: And I will let you all read this. I think
00:52:48 --> 00:52:50: this is a great quote that really summarizes.
00:52:52 --> 00:52:55: Where we are today and those impacts that zoning has
00:52:55 --> 00:52:59: on housing, but what we're doing is building far less
00:52:59 --> 00:53:02: housing in the most successful, best educated parts of the
00:53:02 --> 00:53:06: country, which causes housing prices to rise much higher than
00:53:06 --> 00:53:09: they need to be, and that excludes people.
00:53:09 --> 00:53:12: So people with modest means are being kept from the
00:53:12 --> 00:53:16: high opportunity communities, further exacerbating inequalities and contributing to the
00:53:16 --> 00:53:17: cycle of poverty.
00:53:19 --> 00:53:23: It's estimated that the shortage of justice affordable housing, not
00:53:23 --> 00:53:26: the shortage of housing for anyone earning above 80% AMI,
00:53:26 --> 00:53:30: is costing the US approximately $2 billion in lower wages
00:53:30 --> 00:53:31: and lost productivity.
00:53:32 --> 00:53:35: We're allowing the rights and desires of a select few
00:53:35 --> 00:53:38: to negatively impact us all. We must take a serious
00:53:38 --> 00:53:41: look at zoning ordinances, development standards, and the processes that
00:53:42 --> 00:53:45: govern them through the lens of social and economic equality
00:53:45 --> 00:53:46: if we want to change course.
00:53:47 --> 00:53:51: Another practice I wanted to highlight was urban redevelopment.
00:53:52 --> 00:53:54: This is a complicated and multifaceted problem.
00:53:55 --> 00:53:57: Maybe it's an opportunity. I'm not sure how we actually
00:53:58 --> 00:54:00: categorize it. And many of you in the room are
00:54:00 --> 00:54:02: probably involved in some way shape or form with with

00:54:02 --> 00:54:03: redevelopment.
00:54:03 --> 00:54:07: But redevelopment that is sold for higher income homes, higher
00:54:07 --> 00:54:11: income households is reducing access to affordable, attainable housing and
00:54:11 --> 00:54:13: many of our high opportunity neighborhoods.
00:54:14 --> 00:54:18: It leads to physical displacement, conversion of lower cost rental
00:54:18 --> 00:54:21: units to high end sale homes, as well as slower
00:54:21 --> 00:54:24: means like increasing property taxes and other similar issues that
00:54:24 --> 00:54:26: compound for a family overtime.
00:54:27 --> 00:54:30: It also leads to cultural displacement as more homes are
00:54:30 --> 00:54:33: filled with people that are unlike the existing residents. Amenities
00:54:33 --> 00:54:36: and businesses come in that are better suited to the
00:54:36 --> 00:54:39: new residents, and a feeling of uncomfortableness or loss of
00:54:39 --> 00:54:42: community can lead to existing neighbors to flee.
00:54:43 --> 00:54:45: Again, I wanted to highlight a real world example here
00:54:45 --> 00:54:48: from Indianapolis. This is a house in Fountain Square.
00:54:49 --> 00:54:51: As of last week or so, when I put this
00:54:51 --> 00:54:55: together, it probably isn't on market anymore. What am I
00:54:55 --> 00:54:58: talking about? But it was listed for $175,000. So very
00:54:58 --> 00:55:02: basic math tells us that this home is affordable or
00:55:02 --> 00:55:05: attainable to at least one out of every two households
00:55:05 --> 00:55:09: in Marion County. So it's a very affordable place to
00:55:09 --> 00:55:09: live.
00:55:11 --> 00:55:14: This next house is also for sale just two blocks
00:55:14 --> 00:55:18: away. It's listed for $799,000. It's slightly larger, but not
00:55:18 --> 00:55:21: significantly so. It is affordable to just one out of
00:55:21 --> 00:55:24: every 20 households in Marion County.
00:55:25 --> 00:55:27: And I want to make it clear that I have
00:55:27 --> 00:55:30: nothing against this House or the people that developed it
00:55:30 --> 00:55:33: or the people that choose to live in it. I
00:55:33 --> 00:55:36: only wanted to highlight how our role as developers impact
00:55:36 --> 00:55:38: more than just our end client, and that we play
00:55:38 --> 00:55:42: a role in that our decisions have unintended much further
00:55:42 --> 00:55:43: producing consequences.
00:55:45 --> 00:55:48: On this next slide, and before I talk about it,
00:55:48 --> 00:55:50: I want to put a plug in for the UI.
00:55:50 --> 00:55:53: I believe it's called the building healthy Places Book Club.
00:55:53 --> 00:55:56: It introduced me to numerous books and authors that helped
00:55:56 --> 00:56:00: shape my understanding of social justice and social equity

issues.
00:56:00 --> 00:56:02: So I highly recommend it if you want to expose
00:56:03 --> 00:56:05: yourself even more than you do already to those types
00:56:05 --> 00:56:06: of topics.
00:56:07 --> 00:56:10: So with that said, one of the most recent books
00:56:10 --> 00:56:12: was a book called Know Your Price valuing Black Lives
00:56:12 --> 00:56:15: and Property in America's Black Cities. It's written by Andre
00:56:16 --> 00:56:18: Perry, who is also a fellow at Brookings and is
00:56:18 --> 00:56:21: well known for his thoughts on race, structural inequalities and
00:56:21 --> 00:56:22: education.
00:56:23 --> 00:56:26: But the book brings together hard data alongside personal experiences
00:56:26 --> 00:56:29: of the devaluation of black neighborhoods and individuals.
00:56:30 --> 00:56:32: This data is from the Brookings site, and it shows
00:56:32 --> 00:56:35: the majority white neighborhoods in Indianapolis have values nearly two
00:56:35 --> 00:56:38: times higher than majority black neighborhoods.
00:56:38 --> 00:56:41: A difference on average of $112,000.
00:56:43 --> 00:56:47: Brookings estimates that cumulative loss across the entire country at
00:56:47 --> 00:56:51: $156 billion in potential wealth accumulation for black homeowners.
00:56:52 --> 00:56:54: Again, this is one part of a larger issue that
00:56:54 --> 00:56:58: maintains the status quo, keeping minorities and other lower wealth
00:56:58 --> 00:57:00: groups stuck in a cycle of poverty with very little
00:57:01 --> 00:57:03: hope of escape and ability to climb the economic ladder.
00:57:05 --> 00:57:08: And this slide and Vox kind of already talked about
00:57:08 --> 00:57:11: this. I apologize, I'll go quickly through it, but this,
00:57:11 --> 00:57:14: this map is part of a larger analysis we did
00:57:14 --> 00:57:18: looking at the access to affordable housing across Indianapolis.
00:57:18 --> 00:57:21: The map shows in the dark shaded areas, areas of
00:57:21 --> 00:57:26: higher economic mobility, so places that have, among other things,
00:57:26 --> 00:57:30: better access to high quality schools, quality childcare, lower crime
00:57:30 --> 00:57:33: rates and other and other factors.
00:57:33 --> 00:57:37: If you're familiar with indie and you're paying attention while
00:57:37 --> 00:57:39: Bob spoke, this will not come as a shock to
00:57:39 --> 00:57:42: you. It really looks like the inverse of OPS redlining
00:57:42 --> 00:57:42: map.
00:57:43 --> 00:57:46: But what we found was that there was higher competition

00:57:47 --> 00:57:50: for housing in areas with high economic mobility scores. So
00:57:50 --> 00:57:53: what we found was that there were people spending less
00:57:53 --> 00:57:56: than, you know, the typical 30% of their income, but
00:57:56 --> 00:57:59: there were also people spending more. And so that pressure
00:57:59 --> 00:58:03: creates a situation where what was once potentially an affordable
00:58:03 --> 00:58:05: area is no longer affordable.
00:58:07 --> 00:58:11: Further problem furthering the problem is unequal distribution of subsidized
00:58:11 --> 00:58:14: housing construction across the city. And what I mean by
00:58:15 --> 00:58:18: subsidized housing is those that have received federal, local or
00:58:18 --> 00:58:21: state subsidies to reduce the the cost to the individual
00:58:21 --> 00:58:24: buyer or renter. Over the last 10 years, 24% more
00:58:24 --> 00:58:28: subsidized units have been built in areas with low economic
00:58:28 --> 00:58:30: viability than in high mobility areas.
00:58:31 --> 00:58:35: Without the constant, without the connection to jobs, transportation, childcare
00:58:35 --> 00:58:38: and educational opportunities that are found in economically mobile neighborhoods
00:58:38 --> 00:58:41: like those shown on this map, low and moderate income
00:58:41 --> 00:58:44: families have less opportunity to climb the economic ladder.
00:58:46 --> 00:58:49: A numerous studies, but the most well known is by
00:58:49 --> 00:58:52: Harvard University and led by leading economist Raj Chetty. It's
00:58:52 --> 00:58:56: in reference to the federal program moving to opportunity. It
00:58:56 --> 00:58:59: looked at the economic mobility of a cohort of children
00:58:59 --> 00:59:02: over 30 or so year. And what they found was
00:59:02 --> 00:59:05: that children living in low economic areas born into low
00:59:05 --> 00:59:06: wealth families.
00:59:07 --> 00:59:10: Found it very difficult to move up the economic ladder
00:59:10 --> 00:59:13: compared to kids that moved into highly economically mobile areas,
00:59:13 --> 00:59:16: which were more likely and easily more easily moved up
00:59:16 --> 00:59:17: the economic ladder.
00:59:18 --> 00:59:21: A comparison study completed by the police center here in
00:59:21 --> 00:59:24: Indianapolis and some of the results are shown here. They're
00:59:24 --> 00:59:26: a little difficult to see, I apologize.
00:59:27 --> 00:59:30: Found that the average black child born in Indianapolis earns
00:59:30 --> 00:59:33: $9000 less than the average white child. Children born to
00:59:33 --> 00:59:36: low income families are more likely to live in economically
00:59:36 --> 00:59:37: challenged areas.
00:59:39 --> 00:59:41: Earn about half of what a child born into a
00:59:41 --> 00:59:42: high income family would earn.

00:59:44 --> 00:59:46: Kids born into families are more likely to stay poor,

00:59:46 --> 00:59:48: and those statistics are worse for minorities.

00:59:50 --> 00:59:52: And all this leads to lower life expectancy. As we

00:59:52 --> 00:59:55: know, the social determinants of health greatly impact how long

00:59:55 --> 00:59:57: and the quality of life that you have.

00:59:59 --> 01:00:02: You can see on this map where the red dots

01:00:02 --> 01:00:06: indicate lower life expectancy and the green dots indicate longer.

01:00:06 --> 01:00:09: The the red dots align very well with areas historically

01:00:09 --> 01:00:13: and presently affected by inequitable practices that bought.

01:00:14 --> 01:00:17: So, well highlighted. I was gonna mention that we could

01:00:17 --> 01:00:21: overlay the Interstate maps, the redlining map, the economic mobility

01:00:21 --> 01:00:23: map that I just talked about, and you would see

01:00:23 --> 01:00:25: a trend, but Bob beat me to it.

01:00:27 --> 01:00:30: The inner city neighborhoods that make up central Indianapolis have

01:00:30 --> 01:00:33: been negatively impacted by the choices, preferences and practices of

01:00:33 --> 01:00:36: people in power, which include developers, investors and the associated

01:00:36 --> 01:00:38: industries represented by UI.

01:00:39 --> 01:00:42: And I'm not an inspirational speaker, and I would say

01:00:42 --> 01:00:45: my glass is often half empty. But I hope today's

01:00:45 --> 01:00:48: conversation spark each and everyone of you to pause and

01:00:49 --> 01:00:52: think about how your decisions, both personal and professional, may

01:00:52 --> 01:00:55: impact someone else's ability to thrive.

01:00:55 --> 01:00:58: I think that moment of empathy may have a very

01:00:58 --> 01:01:00: real and long lasting impact to the communities where we

01:01:01 --> 01:01:03: live and work, and if enough of us begin to

01:01:03 --> 01:01:05: think this way, we can begin to understand what is

01:01:05 --> 01:01:06: equitable development.

01:01:07 --> 01:01:10: Thank you again for your time and attention this morning

01:01:10 --> 01:01:11: and please enjoy the rest of the conference.

01:01:22 --> 01:01:25: And I think my panelists are going to join me

01:01:25 --> 01:01:27: up on stage who give us just a second.

01:01:42 --> 01:01:45: While they're walking up, I will go ahead and introduce

01:01:45 --> 01:01:47: them so we can keep rolling along. First we have

01:01:48 --> 01:01:51: Scarlet Andrews. You all have everyone's bio, so I'm only

01:01:51 --> 01:01:53: going to briefly give you their titles, but is the

01:01:53 --> 01:01:57: director of the Department of Metropolitan Development here

in Indianapolis.
01:01:57 --> 01:02:00: We have Aaron Williams to her left. He represents the
01:02:00 --> 01:02:03: Northside Community Housing in St. Louis, MO. And on our
01:02:03 --> 01:02:06: end we have Brandon Powell, who is the VP of
01:02:06 --> 01:02:08: Business Development at Chatham Park Development.
01:02:08 --> 01:02:12: Here in Indianapolis, and I'm going to turn the clicker
01:02:12 --> 01:02:14: over to Brandon, not to Brandon, to Aaron.
01:02:16 --> 01:02:19: To give us a little background on where we've been
01:02:19 --> 01:02:20: as a community.
01:02:22 --> 01:02:23: Your first slide, yeah.
01:02:24 --> 01:02:26: Is that my first name? Oh, there we go. OK.
01:02:28 --> 01:02:29: Hi everyone.
01:02:31 --> 01:02:34: So now that we've gone through.
01:02:35 --> 01:02:39: Everything that I hope everyone knew before she shared it
01:02:39 --> 01:02:39: with you.
01:02:40 --> 01:02:43: And quite honestly, shame on us if we didn't know
01:02:43 --> 01:02:44: it at this point.
01:02:46 --> 01:02:50: I want to try to recenter the conversation about individuals,
01:02:50 --> 01:02:53: particularly black people, black women.
01:02:54 --> 01:02:58: And how they navigate this industry called land use and
01:02:58 --> 01:02:59: development.
01:03:00 --> 01:03:05: Because in this quest for equity, we have to.
01:03:06 --> 01:03:09: Find equity for communities, but we also have to find
01:03:09 --> 01:03:10: equity for.
01:03:11 --> 01:03:14: Individuals with the entrepreneurial spirit who want to build their
01:03:14 --> 01:03:17: communities, right? We have to build, we have to empower
01:03:17 --> 01:03:20: their communities and we have to empower them.
01:03:21 --> 01:03:23: So I wanted to start by.
01:03:25 --> 01:03:27: 1st acknowledging 3 women.
01:03:29 --> 01:03:31: My guess would be that you know one of them,
01:03:32 --> 01:03:33: especially if you're from Indiana.
01:03:36 --> 01:03:39: What's on the screen are three of the four first
01:03:39 --> 01:03:43: African American female millionaires in the United States.
01:03:44 --> 01:03:47: If you're from Indiana, I'm sure you've been told that
01:03:47 --> 01:03:48: there was one.
01:03:49 --> 01:03:53: Self-made African American female millionaire that is on the left
01:03:53 --> 01:03:56: of the screen. Madam CJ Walker.
01:03:56 --> 01:03:57: But in fact.
01:03:58 --> 01:03:59: There were three before her.
01:04:01 --> 01:04:02: Mary Ellen pleasant.
01:04:03 --> 01:04:03: Annie Malone.

01:04:04 --> 01:04:06: And also Bridget Mason.
01:04:07 --> 01:04:10: I've chosen these three these three to talk about because
01:04:10 --> 01:04:13: it's relevant to our conversation about land use and real
01:04:13 --> 01:04:14: estate development.
01:04:15 --> 01:04:19: So first there is Mary Ellen Pleasant, who amassed her
01:04:19 --> 01:04:23: wealth during the California Gold Rush in San Francisco.
01:04:25 --> 01:04:28: She opened a chains of a chain of laundry shops
01:04:28 --> 01:04:31: and luxury boarding houses for white men mainly.
01:04:32 --> 01:04:35: And it made silent investments in real estate ventures and
01:04:35 --> 01:04:38: banking. In fact, she invested in Wells Fargo when it
01:04:38 --> 01:04:39: first started.
01:04:40 --> 01:04:41: And a lot of people don't know that.
01:04:43 --> 01:04:47: Her net worth at the peak of her wealth was
01:04:47 --> 01:04:53: roughly $30 million, and that is about $864 million today.
01:04:55 --> 01:04:57: Next is.
01:04:58 --> 01:05:01: I'm sorry. And I mentioned that she she amassed her
01:05:01 --> 01:05:04: wealth in real estate. Right next is Annie Malone.
01:05:05 --> 01:05:09: Annie Turnbull Malone born in Metropolis, IL.
01:05:10 --> 01:05:14: Became the matriarch of a black neighborhood in St. Louis,
01:05:14 --> 01:05:15: MO, called the Ville.
01:05:17 --> 01:05:21: What's special about Annie Malone, and relevant to this conversation
01:05:21 --> 01:05:24: as we sit in Indiana, is she discovered Madam CJ
01:05:24 --> 01:05:27: Walker when Madam CJ Walker was just Sarah Breedlove in
01:05:27 --> 01:05:30: the Black neighborhood of Saint Louis Mill Creek Valley.
01:05:31 --> 01:05:36: Annie Malone had already begun to build her cosmetology empire,
01:05:36 --> 01:05:39: and she trained Madam CJ Walker to be one of
01:05:39 --> 01:05:40: her salespeople.
01:05:42 --> 01:05:46: Annie Malone's wealth at or her net worth at the
01:05:46 --> 01:05:49: peak of her wealth was $14 million.
01:05:50 --> 01:05:52: And then you have Madam CJ Walker.
01:05:52 --> 01:05:57: Who obviously amassed great wealth and contributed to community development
01:05:57 --> 01:05:58: here in Indiana.
01:06:00 --> 01:06:02: I probably need to say at least about her, because.
01:06:03 --> 01:06:05: LeBron James already told her story, right?
01:06:06 --> 01:06:09: Ohh, but at the peak of her wealth, she was
01:06:09 --> 01:06:12: worth about $9 million, at least on record.
01:06:13 --> 01:06:14: Each of these women.
01:06:17 --> 01:06:20: Played a role in real estate development as well.
01:06:22 --> 01:06:24: They all had their trophy properties.

01:06:25 --> 01:06:26: Right and.
01:06:28 --> 01:06:31: Their trophy properties were more than just a piece of
01:06:32 --> 01:06:35: land or real estate. They were really anchors to communities
01:06:35 --> 01:06:39: and community development. So on the top right you have
01:06:39 --> 01:06:42: what was called the Black City Hall, which was Mary
01:06:42 --> 01:06:44: Ellen Pleasants mansion.
01:06:46 --> 01:06:49: She paid $100,000 to build it. They had 34 rooms
01:06:49 --> 01:06:49: in it.
01:06:50 --> 01:06:53: And it was the safe space for black politicians and
01:06:53 --> 01:06:57: black leaders to come and organize on how to improve
01:06:57 --> 01:06:59: the American experience for black people.
01:07:01 --> 01:07:04: She built it not just for herself, but to empower
01:07:04 --> 01:07:07: a community out of this home. Not only did she
01:07:07 --> 01:07:11: amass her wealth, but she also funded John Brown's raid
01:07:11 --> 01:07:15: on Harpers Ferry, which is my favorite slave rebellion because
01:07:15 --> 01:07:16: it was led by white dude.
01:07:17 --> 01:07:19: But funded by a black woman.
01:07:20 --> 01:07:23: But also, like I said, she invested in Wells Fargo
01:07:23 --> 01:07:26: and a lot of other small ventures, and in fact,
01:07:26 --> 01:07:30: African Americans knew her as the funder of black people.
01:07:30 --> 01:07:33: If you needed something as an African American, you could
01:07:33 --> 01:07:35: call and Mary Ellen Pleasant.
01:07:36 --> 01:07:38: To support you, and she would always do so.
01:07:39 --> 01:07:43: Below that you have what was called the hub of
01:07:43 --> 01:07:47: the Ville that was constructed by Annie Malone 1918 Poro
01:07:47 --> 01:07:51: College. This building was over 100,000 square feet.
01:07:54 --> 01:07:57: The first part was constructed, like I said, in 1918,
01:07:58 --> 01:08:02: cost her $350,000, and then immediately after that in 1920,
01:08:02 --> 01:08:05: she pulled the second part that was $150,000.
01:08:07 --> 01:08:10: This was where all or most commerce for the Ville
01:08:11 --> 01:08:15: and Black Saint Louis took place. After, you know, Mill
01:08:15 --> 01:08:19: Creek Valley, another black neighborhood in Saint Louis began to
01:08:20 --> 01:08:20: deteriorate.
01:08:21 --> 01:08:25: She built her facility for her business, but also to
01:08:25 --> 01:08:28: support the black community. So real estate to her, again
01:08:28 --> 01:08:32: like Mary Ellen Pleasant, was about community development, not just
01:08:32 --> 01:08:36: about generating your own wealth. And then to the left,
01:08:36 --> 01:08:39: of course, you have Walker Theater, which a lot of
01:08:39 --> 01:08:43: us are already familiar with, which was the Black entertainment

01:08:43 --> 01:08:47: headquarters for Indianapolis on Indiana Ave that Katie just talked

01:08:47 --> 01:08:48: about.

01:08:49 --> 01:08:52: Unfortunately, Madam CJ Walker never got to walk these halls

01:08:52 --> 01:08:56: because she died while it was under construction. But like

01:08:56 --> 01:08:58: the hub of the Ville and poor old college and

01:08:58 --> 01:09:01: Black City Hall, it was built to support a community,

01:09:01 --> 01:09:03: not just to support herself.

01:09:04 --> 01:09:08: So with that, as we walk through this history, I

01:09:08 --> 01:09:10: I wanted to talk about.

01:09:11 --> 01:09:12: How were these women able?

01:09:13 --> 01:09:17: To succeed in navigating a very racist and exclusive and

01:09:17 --> 01:09:22: segregated real estate industry during their time, what can we

01:09:22 --> 01:09:26: learn from them and how can we use their experience

01:09:26 --> 01:09:31: and experiences afterward to empower more black people, people of

01:09:31 --> 01:09:35: color, black women to rebuild their communities?

01:09:37 --> 01:09:37: Ohh.

01:09:39 --> 01:09:43: Well, this is the veil. I'm sorry. Historic Black neighborhood

01:09:43 --> 01:09:46: in Saint Louis. I'm just gonna breeze through this. This

01:09:46 --> 01:09:49: is where Annie Malone goes. Her empire. She was known

01:09:49 --> 01:09:51: as the matriarch of the Ville, but we'll get back

01:09:51 --> 01:09:52: to that.

01:09:54 --> 01:09:57: This is just a picture aerial view of.

01:09:58 --> 01:10:01: The veal centering Homer G Phillips hospital.

01:10:03 --> 01:10:05: Which, between the 30s and the 60s, was the most

01:10:06 --> 01:10:09: important black hospital in the United States, training more doctors

01:10:09 --> 01:10:12: and nurses than any other hospital in the world when

01:10:12 --> 01:10:14: Homer G Phillips was constructed.

01:10:15 --> 01:10:18: 1937 you see that the Ville was a densely populated

01:10:18 --> 01:10:19: community.

01:10:20 --> 01:10:23: But then you go over to the right where homers

01:10:23 --> 01:10:27: Phillips still stands now as a senior living facility, and

01:10:27 --> 01:10:31: you can see that most of the Ville neighborhood has

01:10:31 --> 01:10:33: been demolished and is really.

01:10:34 --> 01:10:38: A skeleton of what it used to be.

01:10:42 --> 01:10:45: And next to his one other thing that happened out

01:10:45 --> 01:10:48: of the Ville that I think fits into this policy

01:10:48 --> 01:10:54: history that Katie already already shared racial restrictive covenants, so.

01:10:55 --> 01:10:57: Really? On the eve of?

01:10:58 --> 01:11:02: The zoning ordinance and in Saint Louis, the segregation ordinance,

01:11:02 --> 01:11:05: the white community began to realize that they weren't going

01:11:05 --> 01:11:10: to have much success institutionalized and segregation. So they begin

01:11:10 --> 01:11:14: creating these things called neighborhood associations, which we love so

01:11:14 --> 01:11:14: much now.

01:11:15 --> 01:11:18: They created these neighborhood associations really to write.

01:11:19 --> 01:11:21: D restrictions into.

01:11:21 --> 01:11:23: Home cell covenants.

01:11:24 --> 01:11:28: And the main was one was restrictive covenants where it

01:11:28 --> 01:11:33: prevented a white homeowner from selling their property to Jews,

01:11:33 --> 01:11:33: Hispanics.

01:11:35 --> 01:11:38: People of Asian descent and most importantly, African Americans.

01:11:39 --> 01:11:42: This experience really defined.

01:11:42 --> 01:11:45: The boundaries of the field and the experience of the

01:11:45 --> 01:11:49: villain. In fact, the Supreme Court case that banned racial

01:11:49 --> 01:11:53: restrictive covenants across the United States is also in the

01:11:53 --> 01:11:56: Ville neighborhood and that's the Shelly House from the Shelly

01:11:56 --> 01:12:00: versus Kramer Supreme Court case. So where that that those

01:12:00 --> 01:12:03: policy decisions really define the neighborhood, it was also the

01:12:03 --> 01:12:04: neighborhood that.

01:12:05 --> 01:12:06: Defeated.

01:12:06 --> 01:12:08: Those racist policy decisions?

01:12:09 --> 01:12:09: OK.

01:12:10 --> 01:12:14: Maybe you guys could help answer some questions or talk

01:12:14 --> 01:12:17: through what has changed over the last 100 or so

01:12:17 --> 01:12:21: years that today doesn't allow minorities and women to have

01:12:21 --> 01:12:24: the same success in the real estate industry.

01:12:29 --> 01:12:30: Anyone?

01:12:30 --> 01:12:31: Well.

01:12:32 --> 01:12:36: I'll I'll, I'll speak if no one else wants to

01:12:36 --> 01:12:37: speak so.

01:12:38 --> 01:12:40: When I look at it, I I start with the

01:12:40 --> 01:12:44: experience of Annie Malone or Mayor Mary Ellen Pleasant. The

01:12:44 --> 01:12:47: reason they were so successful is because they were in

01:12:47 --> 01:12:50: segregated communities that were really less regulated, right?
01:12:51 --> 01:12:54: Why people push them off to their area and say
01:12:54 --> 01:12:57: we don't care what you do over there, we just
01:12:57 --> 01:13:00: don't want you involved with us and that allowed them
01:13:00 --> 01:13:01: to really.
01:13:01 --> 01:13:05: Employ their wealth to build their communities and support their
01:13:05 --> 01:13:05: people.
01:13:06 --> 01:13:07: Once.
01:13:09 --> 01:13:13: Integration began to happen really by force. I think that
01:13:13 --> 01:13:17: the American response to that was to over regulate and
01:13:17 --> 01:13:21: codify the whole land use and development experience which began
01:13:21 --> 01:13:25: to push out African Americans and prevent the the creation
01:13:25 --> 01:13:28: of the next Madam CJ Walker or the next Annie
01:13:28 --> 01:13:31: Malone. So if you run through all of the history
01:13:32 --> 01:13:35: that Katie shared with us, that was really the process
01:13:35 --> 01:13:39: of excluding African Americans all the way up until.
01:13:39 --> 01:13:44: Basically the civil rights movement in the black power movement
01:13:44 --> 01:13:48: when when black communities began to demand that they do
01:13:48 --> 01:13:52: have control of of their communities. I think that's how
01:13:52 --> 01:13:55: we got there and we'll follow up and talk about
01:13:55 --> 01:13:59: post 60s too. What happened then after we hear from
01:13:59 --> 01:14:00: my Co panelist.
01:14:05 --> 01:14:06: Can we?
01:14:06 --> 01:14:07: Pull up the slides, please.
01:14:14 --> 01:14:17: Well, thank you. And I, I first want to acknowledge
01:14:17 --> 01:14:19: that I had a lot of support and kind of
01:14:19 --> 01:14:23: putting together some resources for this presentation DMD archivist Jordan
01:14:23 --> 01:14:26: Ryan, which I believe is here today, as well as
01:14:26 --> 01:14:29: my colleagues at DMD, Hannah Thomas and Lorenzo Gplay. I
01:14:29 --> 01:14:33: don't have the same lived experience or inherited experience as
01:14:33 --> 01:14:35: my black and brown peers do, but I think in
01:14:35 --> 01:14:39: my position as director of the Department of Metropolitan Development
01:14:39 --> 01:14:40: at our major.
01:14:40 --> 01:14:43: Meridian, Capital of Indiana, I think it's important to speak
01:14:43 --> 01:14:45: to some of these things. And I also want to
01:14:45 --> 01:14:49: acknowledge that I'm going to take some broad strokes. I'm

01:14:49 --> 01:14:51: going to bring it out macro a bit, but I
01:14:51 --> 01:14:53: think it's going to bring it back around and allow
01:14:54 --> 01:14:56: us to talk some more about, I think, access to
01:14:56 --> 01:15:00: capital, entrepreneurship and women and black women in particular in
01:15:00 --> 01:15:03: real estate development and and in real estate in general.
01:15:05 --> 01:15:07: So and I, I will just say some of my
01:15:07 --> 01:15:12: slides are pretty disturbing from the get go. Indianapolis is
01:15:12 --> 01:15:15: kind of a tale of two cities in many ways.
01:15:16 --> 01:15:20: In the early 20th century, the Klan began to really
01:15:20 --> 01:15:22: gain a lot of power. Not that they had not
01:15:22 --> 01:15:25: already picked up a lot of steam before then, but
01:15:26 --> 01:15:29: by the 20s you had over 250,000 members of the
01:15:29 --> 01:15:32: Klan in Indiana, which is 1/3 of all white men
01:15:32 --> 01:15:35: in the state. And that started to permeate a lot
01:15:35 --> 01:15:38: of power in state government and local government in our
01:15:38 --> 01:15:43: representation in Washington, DC and the governor's office and in
01:15:43 --> 01:15:44: the mayor's office.
01:15:45 --> 01:15:48: And in the City County Council. So to look here
01:15:48 --> 01:15:51: locally, we had a a mayor for one year, John
01:15:51 --> 01:15:55: Duvall. This is his first and and presumably only annual
01:15:55 --> 01:15:59: municipal dinner dance, as you can see, largely supported by
01:16:00 --> 01:16:03: Klan members at the Columbia club. He was ousted from
01:16:03 --> 01:16:07: the mayor's office not because of being racist or those
01:16:07 --> 01:16:12: practices, but actually because of other corrupt practices in terms
01:16:12 --> 01:16:15: of bribery. Bribery for votes, but just.
01:16:15 --> 01:16:18: An example, because he went on after being mayor and
01:16:18 --> 01:16:21: even after being ousted to be very successful in real
01:16:21 --> 01:16:24: estate development and in banking, and even started one of
01:16:24 --> 01:16:27: the city's first suburban banks, Hobel bank.
01:16:30 --> 01:16:33: And again, I'm going to take some broad strokes and
01:16:33 --> 01:16:38: acknowledge that. But starting in the early 20th century, restrictive
01:16:38 --> 01:16:44: zoning practices, including a local restrictive ordinance that enforced segregation
01:16:44 --> 01:16:49: in 1926, as well as redlining practices, restrictive deeds, restrictive
01:16:49 --> 01:16:54: covenants, enforced residential segregation. And into the 50s and 60s,
01:16:54 --> 01:16:57: this looked a little more covert, but just as powerful
01:16:58 --> 01:17:00: and through blockbusting practices.

01:17:00 --> 01:17:04: Through real estate and banking practices. And this map that
01:17:04 --> 01:17:08: I'm about to show is from the Indianapolis Chamber of
01:17:08 --> 01:17:11: Commerce. And and again, we've looked at quite a few
01:17:11 --> 01:17:14: maps this morning. So, so I'm hoping this one can
01:17:15 --> 01:17:19: can reinforce or demonstrate something new. So this is demonstrating
01:17:19 --> 01:17:23: the concentration of black residency in Indianapolis in 1946.
01:17:24 --> 01:17:29: And they juxtaposed this with areas of quote, economic drain.
01:17:29 --> 01:17:32: And I think the the areas that that perhaps aren't
01:17:32 --> 01:17:37: represented on the previous map, the the larger version that
01:17:37 --> 01:17:43: show black residency here are actually additional neighborhoods that represent
01:17:43 --> 01:17:46: other people of color or ethnic minorities in the city
01:17:47 --> 01:17:49: or or whites. And so you can kind of see
01:17:50 --> 01:17:55: where, if you're familiar with Indianapolis, things like urban renewal.
01:17:55 --> 01:17:59: And the highway system really overlay very cleanly on top
01:17:59 --> 01:18:01: of these areas of quote, economic drain.
01:18:02 --> 01:18:06: And so again, just underscoring the decisions that we made
01:18:06 --> 01:18:10: throughout the 20th century, but especially up until the civil
01:18:10 --> 01:18:15: rights era that very intentionally from a government and banking
01:18:15 --> 01:18:19: industry and real estate industry perspective reinforce.
01:18:19 --> 01:18:24: The residential segregation, but also lack of opportunity and access
01:18:24 --> 01:18:25: to quality housing.
01:18:27 --> 01:18:29: And and you know as you know something that I
01:18:29 --> 01:18:32: think is reflected in our city today and I can
01:18:32 --> 01:18:35: talk more about some of our work at DMD. And
01:18:35 --> 01:18:39: that effect is the lack overall of quality affordable housing
01:18:39 --> 01:18:42: and not just affordable housing, lack of quality housing and
01:18:42 --> 01:18:46: not enough supply throughout our city and that is both
01:18:46 --> 01:18:49: for rental and home ownership. The the photo here is,
01:18:49 --> 01:18:52: is a photo of Lockfield gardens. This is one of
01:18:52 --> 01:18:55: the nation's first federally funded public housing.
01:18:55 --> 01:18:58: Projects it was opened in 1938.
01:18:58 --> 01:19:02: Closed in 1976 and was redeveloped in the 1980s. Today,
01:19:02 --> 01:19:05: only seven of the original buildings remain of the whole
01:19:06 --> 01:19:08: 24, and as you may know, this is close to
01:19:08 --> 01:19:12: Indiana Ave. It was an example of an opportunity for
01:19:12 --> 01:19:16: quality rental housing for the black community. And as I
01:19:16 --> 01:19:20: think Katie and and President Osley both also talked about,

01:19:20 --> 01:19:24: there are some real examples of successful black communities, black

01:19:24 --> 01:19:27: homeownership, and rental opportunities.

01:19:28 --> 01:19:33: In this. But urban renewal and other practices in many

01:19:33 --> 01:19:35: cases destroyed those.

01:19:37 --> 01:19:40: And I also want to mention just to kind of

01:19:40 --> 01:19:43: go back, I don't know if I can go back

01:19:43 --> 01:19:46: there. We go to mention we are just now as

01:19:46 --> 01:19:50: local government starting to really, truly take steps to put

01:19:50 --> 01:19:55: resources to documenting some of these neighborhoods through our historic

01:19:55 --> 01:19:59: Preservation Commission, through the work of Jordan Ryan as a

01:19:59 --> 01:20:03: DMD archivist and historian and the Indiana Historical Society and

01:20:03 --> 01:20:04: others.

01:20:05 --> 01:20:07: Not to say a lot of good work has not

01:20:07 --> 01:20:09: been done in that effect in the past, but as

01:20:09 --> 01:20:12: a city government, I think we are just scratching the

01:20:12 --> 01:20:15: surface in terms of putting our resources to the documentation

01:20:15 --> 01:20:18: of this history and of these neighborhoods.

01:20:20 --> 01:20:24: And I'll I'll unfortunately gloss a bit over the civil

01:20:24 --> 01:20:28: rights era, but just to say that as legal protections

01:20:28 --> 01:20:32: for discrimination nationally and locally began to be put in

01:20:32 --> 01:20:37: place through the civil rights era, systemic discrimination in real

01:20:37 --> 01:20:42: estate development and access to capital and entrepreneurship and in

01:20:42 --> 01:20:47: residential neighborhoods persisted. And obviously was not gone on those

01:20:47 --> 01:20:50: first days of legal protection or even today.

01:20:50 --> 01:20:53: And so this this is just a photo of Christmas

01:20:53 --> 01:20:56: addicts and some civil rights protesters outside Christmas attics high

01:20:56 --> 01:20:57: school.

01:21:04 --> 01:21:07: And we've talked a little bit about Unigov already, but

01:21:07 --> 01:21:11: in 1970, as a response to white flight, UNIGOV was

01:21:11 --> 01:21:15: put in place and consolidated white power once more or

01:21:15 --> 01:21:19: reinforce that consolidation of white power and diluted the political

01:21:19 --> 01:21:22: and voting power of black residents.

01:21:23 --> 01:21:27: And in Indianapolis now is one of the largest geographically

01:21:27 --> 01:21:31: one of the largest cities in the country. We have

01:21:31 --> 01:21:34: over 400 square miles and also as part of Unigov,
01:21:34 --> 01:21:38: if you're not local here, unigov didn't consolidate our schools
01:21:38 --> 01:21:42: and that was that was an intentional decision to not
01:21:42 --> 01:21:45: consolidate schools and had very real effects on access to
01:21:46 --> 01:21:50: education and our education system with 11 school districts still
01:21:50 --> 01:21:52: existing in Indianapolis.
01:21:54 --> 01:21:59: Bringing it back around to access to capital opportunities for
01:21:59 --> 01:22:04: entrepreneurs, in 1969, President Nixon signed an executive order establishing
01:22:04 --> 01:22:09: an office of minority and business enterprise nationally. But it's
01:22:09 --> 01:22:13: about 20 years before we really see here locally that
01:22:13 --> 01:22:18: we establish a opportunities for minority and women businesses with
01:22:18 --> 01:22:22: a recognition and local government that that there was still
01:22:22 --> 01:22:25: passive participation or even active.
01:22:25 --> 01:22:30: Participation and discrimination of opportunities for minority and women businesses.
01:22:32 --> 01:22:35: And just a kind of interesting piece of local history.
01:22:35 --> 01:22:39: The Indianapolis Recorder reported in 1995 with the construction of
01:22:39 --> 01:22:43: Circle Center mall that Nordstrom had prioritized the use of
01:22:43 --> 01:22:46: minority businesses in that construction process.
01:22:47 --> 01:22:50: But again, one of the first opportunities that we really
01:22:50 --> 01:22:51: saw this prioritized.
01:22:52 --> 01:22:54: And I'll kind of leave it at that. I'm not
01:22:54 --> 01:22:57: going to jump too much into the future other than
01:22:57 --> 01:22:59: to say many of the things that I've talked about
01:22:59 --> 01:23:02: and the things that I think will discuss as part
01:23:02 --> 01:23:03: of the rest of the panel.
01:23:04 --> 01:23:07: Absolutely have not gone away and really impact a lot
01:23:07 --> 01:23:10: of the work that the city of Indianapolis and the
01:23:10 --> 01:23:14: Department of Metropolitan Development is trying to address now. And
01:23:14 --> 01:23:17: I certainly won't don't think that we are there yet
01:23:17 --> 01:23:19: in terms of our work and and and how we're
01:23:19 --> 01:23:22: doing. But to quickly highlight a couple of programs that
01:23:23 --> 01:23:26: we're working towards that address some of the, some of
01:23:26 --> 01:23:29: the headlines and some of the things we've been talking
01:23:29 --> 01:23:29: about.
01:23:31 --> 01:23:33: As I said, we're working to document some of the
01:23:33 --> 01:23:36: history of black neighborhoods in Indianapolis.

01:23:37 --> 01:23:42: We're also working on a zoning equity audit understanding. Even

01:23:42 --> 01:23:46: as we've changed practices from, and Katie talked about this,

01:23:47 --> 01:23:51: zoning and planning has has often prioritized space and the

01:23:51 --> 01:23:55: size of the lot and property values as and character

01:23:55 --> 01:24:00: of the neighborhood. And sometimes that's had unintended consequences for

01:24:00 --> 01:24:05: for cost and and for really making some neighborhoods unattainable

01:24:05 --> 01:24:07: for certain residents and I think now.

01:24:08 --> 01:24:10: We're we're trying to go back and understand, even as

01:24:10 --> 01:24:12: we have made a lot of changes in our zoning

01:24:12 --> 01:24:15: code in the past few years, what else could we

01:24:15 --> 01:24:16: be doing better?

01:24:16 --> 01:24:20: And then incorporating as part of our comprehensive plan, a

01:24:20 --> 01:24:24: cultural equity plan that more appropriately documents the assets and

01:24:24 --> 01:24:27: opportunities that we have in our city to build on

01:24:27 --> 01:24:31: the culture that we have represented and then finally from

01:24:31 --> 01:24:34: a Community and economic development standpoint.

01:24:35 --> 01:24:39: Some research we did just before the pandemic led to

01:24:39 --> 01:24:42: an anti displacement plan that is really our road map

01:24:42 --> 01:24:46: for how to invest in preservation and creation of quality

01:24:46 --> 01:24:50: affordable housing. I don't want to dive too much into

01:24:50 --> 01:24:53: that, but but the plan itself and the report really

01:24:53 --> 01:24:55: has a foundation in.

01:24:56 --> 01:25:00: The disparity that we still see persisting in terms of

01:25:00 --> 01:25:05: black homeownership and and quality affordable housing for poor black

01:25:05 --> 01:25:08: residents for all residents as well.

01:25:10 --> 01:25:13: And finally, again, to kind of bring it back to

01:25:13 --> 01:25:18: access to capital and entrepreneurship, we've been thinking about our

01:25:18 --> 01:25:22: tools, our economic development tools, which are often based on

01:25:22 --> 01:25:27: large capital investments such as tax abatements and tiffs rely

01:25:27 --> 01:25:30: on that large capital investment to even function. And so

01:25:31 --> 01:25:35: how can we help small businesses be successful through opportunities

01:25:35 --> 01:25:39: to access to space, access to capital, access to other

01:25:39 --> 01:25:40: resources through our.

01:25:40 --> 01:25:43: Start up 317 program and then how can we, how

01:25:43 --> 01:25:48: can we provide opportunities for black and brown real estate

01:25:48 --> 01:25:53: developers and women real estate developers who who traditionally haven't

01:25:53 --> 01:25:57: been owners or investing their own equity in projects and

01:25:57 --> 01:26:00: so how can we provide additional support for them at

01:26:00 --> 01:26:04: this stage. So with that I'll I'll turn it back

01:26:04 --> 01:26:05: over to Katie.

01:26:06 --> 01:26:06: All right.

01:26:07 --> 01:26:11: Thank you, Scarlet, for giving us that background. I thought

01:26:11 --> 01:26:14: it would be interesting to hear from Brandon, who is

01:26:14 --> 01:26:17: a lifetime resident of Indianapolis to speak. He is a

01:26:17 --> 01:26:21: former resident of one of the most notable black communities,

01:26:21 --> 01:26:24: the planner House homes. And I thought if you could

01:26:24 --> 01:26:27: speak to that and maybe give your insights into what

01:26:27 --> 01:26:31: you think's changed since then, that it's created these hardships.

01:26:34 --> 01:26:37: I apologize, I don't have any slides as I was

01:26:37 --> 01:26:41: looking over those of the pictures. It's it's interesting when

01:26:41 --> 01:26:44: we see black and white pictures. Yeah, like that was

01:26:44 --> 01:26:45: so long ago.

01:26:46 --> 01:26:49: And so in preparing for this, my mom grew up

01:26:49 --> 01:26:52: on the avenue and I was like, mom downloaded me.

01:26:52 --> 01:26:54: I need to know like I have. I mean, we

01:26:54 --> 01:26:58: have many conversations, but I was like, I wanted to

01:26:58 --> 01:27:01: know, like, what was the essence of when you lived

01:27:01 --> 01:27:02: on the Ave?

01:27:03 --> 01:27:07: Yeah, and she's like, it's it wasn't Disney World, it

01:27:07 --> 01:27:11: wasn't a utopia, but we saw that Walker sign and

01:27:11 --> 01:27:13: it was we could dream.

01:27:13 --> 01:27:17: We saw and we communicated our with, we lived with

01:27:17 --> 01:27:21: people who were doctors, attorneys and there's multiple businesses and

01:27:21 --> 01:27:25: there was community there. I would say this is, this

01:27:25 --> 01:27:28: is hard. You can potentially you might hear it in

01:27:29 --> 01:27:32: my voice. It is hard to see even pictures of

01:27:32 --> 01:27:36: when we're talking about flanner homes. That's that's my home,

01:27:36 --> 01:27:38: that's my like we were a part of a my

01:27:38 --> 01:27:41: mom, she grew up on the Ave Flare house if

01:27:41 --> 01:27:43: you're not familiar with it.

01:27:44 --> 01:27:47: Men built their own homes. There is Flinner house one

01:27:48 --> 01:27:51: and then Flanner House 2, which is in a different

01:27:51 --> 01:27:54: side of town. I grew up in Flanner House 2.

01:27:54 --> 01:27:57: So the men all came together and they built their
01:27:57 --> 01:28:01: homes these, and they're still there to this day. But
01:28:01 --> 01:28:03: it is a if if one guy couldn't do this,
01:28:03 --> 01:28:06: the other guy did that, this, this and that.
01:28:08 --> 01:28:10: And it's and I'm going all the place because this
01:28:11 --> 01:28:12: is emotional to see these things.
01:28:14 --> 01:28:17: Those communities are intact today.
01:28:17 --> 01:28:18: Umm.
01:28:20 --> 01:28:22: That my mom still lives there to this day and
01:28:22 --> 01:28:25: she used the equity in her house to send me
01:28:25 --> 01:28:25: to college.
01:28:26 --> 01:28:29: It's like I'm a byproduct of something that I did
01:28:29 --> 01:28:31: not even see that was in motion. So my lens
01:28:31 --> 01:28:34: is different. Like I I can see that there were
01:28:34 --> 01:28:37: a lot of things that were going on, but there's
01:28:37 --> 01:28:40: also some things that were going on in those times
01:28:40 --> 01:28:43: of that that presented black wealth that you had an
01:28:43 --> 01:28:45: image that I could see and be around people who
01:28:45 --> 01:28:49: are unlike, unlike me, I guess, in social economic backgrounds
01:28:49 --> 01:28:52: that they intertwined with each other and then they moved
01:28:52 --> 01:28:55: to be able to build community that they actually owned
01:28:55 --> 01:28:56: a piece of land.
01:28:57 --> 01:29:01: That that actually like I'm a product of that and
01:29:01 --> 01:29:04: if you can go into those communities now.
01:29:05 --> 01:29:07: There's a you can go down those streets.
01:29:07 --> 01:29:11: And there is a difference. You're like, why is this
01:29:11 --> 01:29:15: street different than that? It was rooted differently. It came
01:29:15 --> 01:29:16: about differently.
01:29:17 --> 01:29:22: And it's it's always like we attempt to recreate something
01:29:22 --> 01:29:27: or not recreate something to think we have to come
01:29:27 --> 01:29:29: up with something new.
01:29:29 --> 01:29:32: Other than slightly taking a step back to be able
01:29:32 --> 01:29:34: to move forward and go, we don't necessarily have to
01:29:34 --> 01:29:35: reinvent the wheel.
01:29:36 --> 01:29:39: There are things that happened even in those times that
01:29:40 --> 01:29:43: spawned something that that I'm a product of and I
01:29:43 --> 01:29:48: know countless other individuals that their parents use the equity
01:29:48 --> 01:29:51: in their homes to be able to root their families
01:29:51 --> 01:29:54: in a in a different like economic like.
01:29:55 --> 01:29:57: Back or they were able to advance themselves.
01:29:59 --> 01:30:02: So yeah, this is from.

01:30:03 --> 01:30:06: This is truly hard to sometimes see like, even like
01:30:06 --> 01:30:07: we look at Crispus attics.
01:30:09 --> 01:30:13: That environmental Indiana Ave, my mom went to Christmas attics
01:30:13 --> 01:30:17: and and the individuals that were in that building, those
01:30:17 --> 01:30:22: were those teachers were individuals who could not teach at
01:30:22 --> 01:30:26: universities, who ended up teaching at that high school. That
01:30:26 --> 01:30:30: again rooted a community that, I mean Indianapolis is based
01:30:30 --> 01:30:34: upon Christmas attics. I mean that's that's everyone.
01:30:35 --> 01:30:39: Yeah, so again, hard to. That's what I'm feeling right
01:30:39 --> 01:30:42: now. You can maybe hear in my voice, but yeah,
01:30:42 --> 01:30:42: so.
01:30:42 --> 01:30:45: Yeah, what I find interesting about that it, well, it
01:30:45 --> 01:30:46: makes me question.
01:30:48 --> 01:30:50: It almost seems like.
01:30:51 --> 01:30:53: Black people were better off.
01:30:53 --> 01:30:56: Right when they were left alone, and.
01:30:57 --> 01:31:01: Were able to control the way wealth was accumulated in
01:31:01 --> 01:31:05: their communities and how it moved about their communities, right
01:31:05 --> 01:31:05: it was.
01:31:07 --> 01:31:10: There were, there was, there were less.
01:31:10 --> 01:31:13: Or there was less of an omnipresence of like this
01:31:13 --> 01:31:17: overseer controlling how they built their communities, and the result
01:31:17 --> 01:31:19: of that was successful black communities.
01:31:20 --> 01:31:23: That we then turn around and destroyed with our policy
01:31:23 --> 01:31:27: decisions, right. That's that's what urban renewal is.
01:31:29 --> 01:31:32: So we're red lining is and they really what I
01:31:32 --> 01:31:34: observe from history is like.
01:31:35 --> 01:31:36: We pushed black communities.
01:31:37 --> 01:31:40: To the extent that we begin.
01:31:41 --> 01:31:45: To I mean, be confused about what was going on,
01:31:45 --> 01:31:49: but also started to demand from the government that they
01:31:49 --> 01:31:54: give us back control of our communities, which then pushes
01:31:54 --> 01:31:59: us into everything from Eisenhower to Reagan, right? Where, in
01:31:59 --> 01:32:04: my opinion, we started to see this nonprofit industrial complex
01:32:04 --> 01:32:07: where we're now pulling money out of.
01:32:08 --> 01:32:09: Individual wealth.
01:32:10 --> 01:32:11: And.
01:32:11 --> 01:32:13: Individual community development.

01:32:14 --> 01:32:18: Into these pseudo governmental nonprofit overseers.
01:32:19 --> 01:32:24: Who become favorites to particular politicians or?
01:32:24 --> 01:32:29: Governing leaders and it begins to limit.
01:32:29 --> 01:32:34: The possibilities of black communities right and also exclude.
01:32:35 --> 01:32:39: Black wealth from the community development process to where now
01:32:39 --> 01:32:41: you want to build a black community, you gotta do
01:32:41 --> 01:32:44: it with low income housing tax credits, right? It used
01:32:44 --> 01:32:47: to be community development block grants. You need a nonprofit
01:32:48 --> 01:32:49: because you can't find it.
01:32:50 --> 01:32:51: A black woman.
01:32:51 --> 01:32:54: Who has the rap sheet to make it through the
01:32:54 --> 01:32:58: underwriting process because that underwriting process was literally built to
01:32:58 --> 01:33:02: exclude her and instead of fixing that, our government decided
01:33:02 --> 01:33:03: to just create.
01:33:06 --> 01:33:07: Basically.
01:33:08 --> 01:33:10: Ways to funnel money into.
01:33:11 --> 01:33:13: Their puppet organizations.
01:33:14 --> 01:33:18: To fix black communities so it's almost like we need
01:33:18 --> 01:33:19: to go back.
01:33:19 --> 01:33:23: To whatever, whatever magic was happening in their Flanner house,
01:33:23 --> 01:33:26: too, right of this this community, they really governed itself.
01:33:26 --> 01:33:29: They're starting to say they built a wall around it.
01:33:29 --> 01:33:33: I think there there there was bubbles that existed that
01:33:33 --> 01:33:37: people were willing to have the messy conversations about. How
01:33:37 --> 01:33:39: do we build community, right, like how do we?
01:33:40 --> 01:33:46: I like the the banks were it was potentially black-owned
01:33:46 --> 01:33:48: right. Right so or if.
01:33:50 --> 01:33:50: I know it's.
01:33:51 --> 01:33:55: There's a lot more communication going on because it wasn't
01:33:55 --> 01:33:58: so this, I guess, broken up and whatnot, so.
01:33:59 --> 01:34:03: And it was more democratic, right? These are individuals.
01:34:06 --> 01:34:10: There were transacting with each other, supporting each other, not
01:34:10 --> 01:34:11: depending on.
01:34:12 --> 01:34:15: The government to make their next handout because you know
01:34:15 --> 01:34:15: when.
01:34:16 --> 01:34:20: When you have the federal government then trickling money

into
01:34:20 --> 01:34:24: your community, they also by nature begin to control you.
01:34:24 --> 01:34:25: Because if you.
01:34:25 --> 01:34:29: Start to radicalize or demand more, they just say, alright,
01:34:29 --> 01:34:32: I'll hold your purse. How are you gonna do?
01:34:32 --> 01:34:36: How are you gonna feel if I hold your purse?
01:34:36 --> 01:34:39: You know, so it's almost like out of a attempt
01:34:39 --> 01:34:40: to.
01:34:41 --> 01:34:46: Evade the tough policy decisions. We've now built this entire
01:34:46 --> 01:34:50: new complex that all of us work in now, right?
01:34:51 --> 01:34:54: I work. I'm I'm on the board of a Community
01:34:54 --> 01:34:57: Development Corporation. There's no mystery how that started. That was
01:34:57 --> 01:35:00: Nixon and community development block grants.
01:35:00 --> 01:35:02: Now instead of.
01:35:04 --> 01:35:06: Miss Jan that lives on the corner, being able to
01:35:06 --> 01:35:08: build a few houses. It has to come through us.
01:35:09 --> 01:35:12: Alright. And we gotta put our lightech package in and
01:35:12 --> 01:35:16: compete with the five other community development corporations in our
01:35:16 --> 01:35:18: city that are all going for the same amount of
01:35:18 --> 01:35:22: money that's controlled by our federal government under this very
01:35:22 --> 01:35:25: bureaucratic and cumbersome process that ends up paying more attorneys
01:35:25 --> 01:35:26: and lawyers and.
01:35:27 --> 01:35:31: Auditors and brokers, then it does the actual community. So
01:35:31 --> 01:35:34: that to me that was the government's response to its
01:35:35 --> 01:35:38: bad policy decisions up to the 60s. We we create,
01:35:38 --> 01:35:41: we created a new complex that is now holding Black,
01:35:41 --> 01:35:44: holding back communities of color and.
01:35:45 --> 01:35:47: It begs the question, we need we need to find
01:35:47 --> 01:35:49: the magic that may.
01:35:49 --> 01:35:53: The Madam CJ Walkers, the Mary Ellen Pleasants and Annie
01:35:53 --> 01:35:55: Malones, and we need to empower.
01:35:56 --> 01:35:57: Black people.
01:35:57 --> 01:36:01: To build their own communities. What does that look like?
01:36:01 --> 01:36:01: How do we?
01:36:02 --> 01:36:06: How do we reach back to those times of segregation
01:36:06 --> 01:36:09: to figure out what they had then and undo all
01:36:09 --> 01:36:12: of this futile policy that we've created to?
01:36:13 --> 01:36:14: Fix the urban core, right?
01:36:15 --> 01:36:17: How do we how do we do that?

01:36:18 --> 01:36:21: You've both spoken or really all three of you have
01:36:21 --> 01:36:25: spoken to the regulations that have limited opportunities for for
01:36:25 --> 01:36:28: folks today. And I think you all have also spoken
01:36:28 --> 01:36:32: about. What resonates with me is that the economic integration
01:36:32 --> 01:36:35: was so important in that there were people in the
01:36:35 --> 01:36:38: Community that were leaders and had the money to invest
01:36:38 --> 01:36:39: in projects. How does.
01:36:41 --> 01:36:43: How do you go back to that and maybe like
01:36:43 --> 01:36:46: what regulations do you see as the most limiting? And
01:36:46 --> 01:36:49: Aaron, you spoke to him a little bit, but.
01:36:50 --> 01:36:53: Well, I also want to highlight, I mean, I spoke
01:36:53 --> 01:36:57: about my work minority and women business enterprises and the
01:36:58 --> 01:37:02: work to try to set goals for especially construction projects
01:37:02 --> 01:37:06: and real estate development, but those can be limiting too,
01:37:06 --> 01:37:09: I think in in the way that that the programs
01:37:09 --> 01:37:09: work.
01:37:11 --> 01:37:13: You know, I don't know how it's done in every
01:37:13 --> 01:37:16: city or with every state, but I think it can
01:37:16 --> 01:37:19: be challenging to to go through the process to get
01:37:19 --> 01:37:23: registered, to compete for certain types of contracts. I think
01:37:23 --> 01:37:26: the access to capital and equipment and supplies can be
01:37:26 --> 01:37:29: challenging, especially in a time right now. And we have
01:37:29 --> 01:37:33: supply chain issues, construction costs going up, so being able
01:37:33 --> 01:37:36: to compete for larger contracts, grow your business and then
01:37:36 --> 01:37:39: deal with kind of regulatory barriers to get there.
01:37:41 --> 01:37:44: I don't. Again, I think to your point about being
01:37:44 --> 01:37:45: well-intentioned.
01:37:46 --> 01:37:50: I think sometimes those are also barriers that and you
01:37:50 --> 01:37:54: know I would let you speak to them as well
01:37:54 --> 01:37:58: but but that's something that we have questioned here locally
01:37:58 --> 01:38:02: and especially is becoming acute as I think as as
01:38:02 --> 01:38:07: construction costs and supply chain issues and labor supply is
01:38:07 --> 01:38:08: has become shorter.
01:38:10 --> 01:38:13: Yeah, I think it's, I don't know, at a in
01:38:13 --> 01:38:13: a very simple.
01:38:16 --> 01:38:18: Terms is the difference between.
01:38:19 --> 01:38:22: An investment and a grant.
01:38:24 --> 01:38:25: When the government gives.

01:38:26 --> 01:38:29: Away money. They have to regulate it, right? Because it's
01:38:29 --> 01:38:31: tax money, the taxpayer.
01:38:32 --> 01:38:35: Wants to know that they are doing their due diligence
01:38:35 --> 01:38:37: and being responsible with the money.
01:38:37 --> 01:38:40: When the government make invest, makes investments.
01:38:41 --> 01:38:43: I don't know that it it you don't seem to
01:38:43 --> 01:38:46: have the same questions, right. It's it's an investment that's
01:38:47 --> 01:38:47: how we got.
01:38:48 --> 01:38:52: The World Wide Web through government investments. That's how we
01:38:52 --> 01:38:56: got the suburbanization of America government invested in the white
01:38:56 --> 01:38:59: middle class. That's how we got it. But instead of
01:38:59 --> 01:39:02: investing in communities of color, investing in black people, they
01:39:02 --> 01:39:05: just want to grant money to them and then over
01:39:05 --> 01:39:08: regulate it, which is not reaping what we needed to
01:39:08 --> 01:39:10: reap, which is self-sustaining.
01:39:11 --> 01:39:13: Black communities and.
01:39:15 --> 01:39:18: Black people, right? So we just need to. I mean,
01:39:18 --> 01:39:21: I guess I'm saying everything shorter, just saying we need
01:39:21 --> 01:39:21: to.
01:39:23 --> 01:39:26: Reparations. That's what we need, right? That's the one thing
01:39:26 --> 01:39:27: we haven't done.
01:39:29 --> 01:39:33: That seems to be really holding back our black communities
01:39:33 --> 01:39:34: so that.
01:39:35 --> 01:39:38: Money can move more freely within these communities. It's my
01:39:38 --> 01:39:39: opinion.
01:39:39 --> 01:39:42: I know the word transparency is used a lot right
01:39:42 --> 01:39:45: out there. I think that widening the conversation and bringing
01:39:45 --> 01:39:48: more people into it, I think is what's what's needed.
01:39:48 --> 01:39:51: Like this is in development. It is like we're talking
01:39:51 --> 01:39:55: about communities like having bubbles in development. It's a bubble.
01:39:55 --> 01:39:57: We all know, like we say, lytic and all this
01:39:57 --> 01:39:59: other stuff and tiff and everything else.
01:40:00 --> 01:40:04: People like that's not those are not common. Being able
01:40:04 --> 01:40:07: to bring more people into the OR into the conversation
01:40:07 --> 01:40:10: and and like, say, going to churches and whatnot and
01:40:10 --> 01:40:13: going, hey, I'm going to have a class on this,
01:40:13 --> 01:40:17: this is how development works. This is all the different
01:40:17 --> 01:40:20: nuances of putting a deal together and whatnot.

01:40:21 --> 01:40:24: We isolate that or even like youth. That's not, that's
01:40:24 --> 01:40:27: not. There's guys that come up to me and going,
01:40:27 --> 01:40:29: I want to be a developer. I'm like so.
01:40:30 --> 01:40:32: Then I was like, let me find you a internship
01:40:32 --> 01:40:35: and when I go and try to find an internship
01:40:35 --> 01:40:38: for that individual, like no one wants to, like, engage
01:40:38 --> 01:40:41: them, it's so easy to say it, but to actually
01:40:41 --> 01:40:44: actually teach someone and bring more people into the mix,
01:40:44 --> 01:40:46: it's hugely complicated. Or not.
01:40:47 --> 01:40:49: Someone has to take the initiative to be able to
01:40:49 --> 01:40:51: do it. I think that's all like on us to
01:40:51 --> 01:40:54: be able to spread the information that's in our head
01:40:54 --> 01:40:57: out to the masses, bringing more people into that conversation
01:40:57 --> 01:41:00: like in those communities that we talked about.
01:41:01 --> 01:41:04: Communication flow. There was no web and whatnot. There were
01:41:04 --> 01:41:07: community groups and individuals and everyone was talking.
01:41:08 --> 01:41:12: Yeah. It was also easier, right. The, the stresses were
01:41:13 --> 01:41:15: natural on the market, right?
01:41:17 --> 01:41:19: Now it's like, what system are we going to teach
01:41:20 --> 01:41:23: them? Is that system even worth teaching or does that
01:41:23 --> 01:41:25: system need to be deconstructed?
01:41:26 --> 01:41:29: I think what you're saying Brandon, one thing that that
01:41:29 --> 01:41:33: resonates with me in in thinking about how you build
01:41:33 --> 01:41:36: a business as a developer is is scale of projects
01:41:36 --> 01:41:40: and getting started and how to get started and as
01:41:40 --> 01:41:42: I was kind of alluding I think a lot of
01:41:42 --> 01:41:43: the the.
01:41:44 --> 01:41:48: Tools that we have as government to support development are
01:41:48 --> 01:41:52: really at a scale that doesn't necessarily address like a
01:41:52 --> 01:41:57: smaller developer. So we typically for large scale projects we
01:41:57 --> 01:42:01: use a lot of developer backed bonds for TIF projects.
01:42:01 --> 01:42:05: Well that assumes a very large investment, a very large
01:42:05 --> 01:42:09: project. It also assumes that you have the credit the
01:42:09 --> 01:42:12: the financial wherewithal to go out and back a bond
01:42:13 --> 01:42:14: and or you can.
01:42:14 --> 01:42:17: Replace that with the bank and you have those relationships
01:42:17 --> 01:42:20: and that access to credit and I think sure, we
01:42:20 --> 01:42:23: have a lot of developers locally and nationally that can
01:42:23 --> 01:42:23: do.
01:42:23 --> 01:42:24: That.

01:42:24 --> 01:42:27: But what I often find is they do come from
01:42:27 --> 01:42:29: generational white wealth.
01:42:30 --> 01:42:34: Right. So I'm always like small scale development initially do
01:42:34 --> 01:42:36: that, you know have a couple of homes do a
01:42:36 --> 01:42:39: do a missing middle product, you know do fourplex 6
01:42:39 --> 01:42:43: Plex, build yourself up that knowledge base. But even then
01:42:43 --> 01:42:47: it's really, really, really complicated to actually even get into
01:42:47 --> 01:42:49: that first step. But I think that's it took me
01:42:50 --> 01:42:52: 35 years of of just being able to go on
01:42:52 --> 01:42:54: the outside of going I want to do this, I
01:42:54 --> 01:42:57: want to do this and then someone saying yes, I'm
01:42:57 --> 01:43:00: going to back you, you can do it and I
01:43:00 --> 01:43:00: think that.
01:43:00 --> 01:43:04: That small scale development and owning land and and actually
01:43:04 --> 01:43:08: owning your environment is what built some of these communities.
01:43:08 --> 01:43:11: It's what the the three women that were that we're
01:43:11 --> 01:43:15: talking about. They they started small and they built up.
01:43:15 --> 01:43:18: They also made investments in the community that they knew
01:43:18 --> 01:43:22: that they would not reap the rewards of. They were
01:43:22 --> 01:43:25: willing to be selfless and build enterprises that built their
01:43:25 --> 01:43:28: community up to, I mean to the point she did
01:43:28 --> 01:43:30: not walk those halls and.
01:43:30 --> 01:43:34: That's that's you don't really necessarily see that today, right?
01:43:34 --> 01:43:38: Doesn't really we've made in our poor forma performance we
01:43:38 --> 01:43:41: can't say that our kids, kids will reap these rewards
01:43:41 --> 01:43:44: if we do this. If we build this, you know
01:43:44 --> 01:43:47: this this way, that's not in our our our thought
01:43:47 --> 01:43:50: pattern. The question is why not and you will get
01:43:50 --> 01:43:53: communities like that if you have selfless individuals that are
01:43:54 --> 01:43:58: willing to make rooted foundational development choices that they will
01:43:58 --> 01:44:00: not reap the rewards of because we can't.
01:44:01 --> 01:44:04: Do that, or even advance upon where we have, unless
01:44:04 --> 01:44:08: we're willing to have that conversation, bringing more, bringing having
01:44:08 --> 01:44:13: those messy conversations, building generational wealth, small scale development, and
01:44:13 --> 01:44:16: this all sounds like a lot. I think they actually
01:44:16 --> 01:44:17: did it.
01:44:17 --> 01:44:20: Yes, it's. It's a. It's an undoing process, right? Instead

01:44:20 --> 01:44:20: of.
01:44:20 --> 01:44:24: Adding of like of it is.
01:44:24 --> 01:44:27: Possible you have layers and layers of policy decisions.
01:44:29 --> 01:44:33: That we've made first to exclude a group and then.
01:44:34 --> 01:44:37: To help the group fix itself, because, you know, we
01:44:37 --> 01:44:40: forgot we forgot that we created their problem. So instead
01:44:40 --> 01:44:43: of adding more layers to that to quote UN quote
01:44:43 --> 01:44:45: help them, we need to peel those layers back.
01:44:46 --> 01:44:47: And give them.
01:44:48 --> 01:44:51: To in a sense, the freedom that they had in
01:44:51 --> 01:44:53: their segregated communities, that's.
01:44:53 --> 01:44:57: I don't know. That's that's what I pull from the
01:44:57 --> 01:45:00: three women that I had up on the slide.
01:45:01 --> 01:45:06: In a segregated community, they still had freedom within certain
01:45:06 --> 01:45:06: spaces.
01:45:07 --> 01:45:09: So to build.
01:45:09 --> 01:45:13: The legacy or build the places that they wanted and
01:45:13 --> 01:45:17: that does not exist anymore today, today if you if
01:45:17 --> 01:45:20: you wanted to do what they did.
01:45:21 --> 01:45:24: You better have a lot of predevelopment money or you
01:45:24 --> 01:45:26: better know the right people.
01:45:27 --> 01:45:27: Or.
01:45:28 --> 01:45:31: You better be able to collateralize a lot of things,
01:45:31 --> 01:45:34: because otherwise you you know you're not even starting the
01:45:34 --> 01:45:35: conversation.
01:45:36 --> 01:45:39: That is, that is a huge, huge, huge.
01:45:39 --> 01:45:43: Problem and Mary Mary Ellen Pleasant, like she literally got
01:45:43 --> 01:45:45: off the train and California.
01:45:46 --> 01:45:50: Sold her talents as a cook to white men, making
01:45:50 --> 01:45:51: $500.00 a week.
01:45:53 --> 01:45:56: And that's how she built her wealth. So she started
01:45:56 --> 01:45:59: from the ground, and now you you can't start from
01:45:59 --> 01:46:01: the ground unless you have some big.
01:46:02 --> 01:46:04: I don't know, silent donor.
01:46:05 --> 01:46:07: Whatever. You inherit some wealth or you sue somebody and
01:46:07 --> 01:46:10: get some money. I don't. It's no, it's nothing like
01:46:10 --> 01:46:12: what they had. We need to get back. We need
01:46:12 --> 01:46:14: to get back to what they had in my.
01:46:14 --> 01:46:17: Being and we're running out of time, but I have
01:46:17 --> 01:46:19: one last question. As we prepared for this call and

01:46:20 --> 01:46:23: we we talked about wanting to center our conversation around
01:46:23 --> 01:46:26: these three women. We as a group discussed do we
01:46:26 --> 01:46:28: need a voice from an African American woman that is
01:46:29 --> 01:46:32: a developer that potentially owns her own company or at
01:46:32 --> 01:46:34: least leads the development piece of it and we all
01:46:35 --> 01:46:35: really struggled.
01:46:36 --> 01:46:37: To identify someone and so.
01:46:38 --> 01:46:41: I don't know if you all can speak to your
01:46:41 --> 01:46:42: experiences.
01:46:43 --> 01:46:46: I know we can't speak to that specific perspective, but,
01:46:46 --> 01:46:50: um, acknowledging that that ownership piece is so important to
01:46:50 --> 01:46:53: wealth building, and I think that's what these three women
01:46:53 --> 01:46:54: had.
01:46:55 --> 01:46:57: Well, I see we're overtime but I was, yeah, I
01:46:58 --> 01:47:01: bet it's people in the audience that could probably answer
01:47:01 --> 01:47:04: that question because you know if you're in banking or.
01:47:04 --> 01:47:08: Whatever you've, you've met these black women that are or
01:47:08 --> 01:47:12: they're trying to build their enterprises and you know the
01:47:12 --> 01:47:14: roadblocks that they face.
01:47:15 --> 01:47:16: Not the times.
01:47:17 --> 01:47:20: Now, if you meet a black woman in development, she's
01:47:20 --> 01:47:24: she's an employee, right, of a of a Development Corporation
01:47:24 --> 01:47:28: or she's leading a nonprofit developer, right. These mechanisms that
01:47:28 --> 01:47:29: were created to.
01:47:30 --> 01:47:32: Give people control when really.
01:47:34 --> 01:47:37: It's not. It's not real freedom to develop or build
01:47:37 --> 01:47:41: your communities how you want to. You're still under the
01:47:41 --> 01:47:45: control of someone else or a funding source, etcetera.
01:47:45 --> 01:47:49: Well, I think, I mean I will just acknowledge in
01:47:49 --> 01:47:52: my role I interact with a lot of developers, mostly
01:47:52 --> 01:47:55: white men and I think just the privilege I think
01:47:55 --> 01:47:58: of being white in those in those spaces as opposed
01:47:59 --> 01:48:02: to being a black woman I think is, is profound.
01:48:02 --> 01:48:04: And I think I just, yeah, I can't speak to
01:48:04 --> 01:48:07: that experience of of what it takes as a black
01:48:08 --> 01:48:10: woman to build a business or to be in in
01:48:10 --> 01:48:11: those spaces but.
01:48:12 --> 01:48:16: But that's just something that I think about every day
01:48:16 --> 01:48:20: as I negotiate economic development deals at a large scale
01:48:20 --> 01:48:21: for the city.

01:48:23 --> 01:48:25: I have 4 kids and three daughters. So they see
01:48:26 --> 01:48:28: Daddy come home every day. They see the stress and
01:48:28 --> 01:48:31: everything else. We also see that the joy in my
01:48:31 --> 01:48:34: face of what we're doing and building, like structure. And
01:48:34 --> 01:48:37: I'm like, so I take kind of the the long
01:48:37 --> 01:48:39: tail effect or the long tail. And it's like I
01:48:39 --> 01:48:42: have a couple or my middle child is like, I
01:48:42 --> 01:48:44: want to do this and I'm like, you will do
01:48:44 --> 01:48:47: this, you know, and you'll do it as an intern
01:48:47 --> 01:48:50: first, and then we're building the foundation for you to
01:48:50 --> 01:48:51: build your own stuff. So.
01:48:52 --> 01:48:55: So we're moving in that right direction, so.
01:48:56 --> 01:48:58: That's good to hear if anyone has anything else to
01:48:58 --> 01:49:00: say. If not, we'll turn it over.
01:49:10 --> 01:49:12: There we go. Thank you.
01:49:16 --> 01:49:19: For future reference, there are microphones in the room.
01:49:36 --> 01:49:39: Hello, cool. Alright, I'll try to be kind of quick
01:49:39 --> 01:49:42: because I think there's other people that want to ask
01:49:42 --> 01:49:45: questions, but I wanted to speak to two things that
01:49:45 --> 01:49:49: you said. I grew up in Woodlawn, Chicago neighborhood, so
01:49:49 --> 01:49:51: I got to see my entire life and I'm going
01:49:51 --> 01:49:52: to try not to cry.
01:49:54 --> 01:49:57: What money can do to people and what the lack
01:49:57 --> 01:49:58: of money can do to people.
01:50:00 --> 01:50:02: I got into real estate because I wanted to give
01:50:02 --> 01:50:03: people back that hope.
01:50:04 --> 01:50:08: Because that's what I believed was missing from my community,
01:50:08 --> 01:50:09: the kids I grew up on with.
01:50:10 --> 01:50:13: Um, a lot of them I don't see anymore because
01:50:13 --> 01:50:16: they either left, they're in jail, or they're not with
01:50:17 --> 01:50:17: us anymore.
01:50:18 --> 01:50:19: And I grew up.
01:50:19 --> 01:50:23: Being lucky because my family poured into me that if
01:50:23 --> 01:50:25: I was smart and I worked hard and I was
01:50:25 --> 01:50:28: educated in all these things, that I had the capability
01:50:28 --> 01:50:31: to change my life. My my friends didn't have that.
01:50:31 --> 01:50:34: And so I I equated that to having a sense
01:50:34 --> 01:50:37: of hope that things could get better and they would
01:50:37 --> 01:50:40: get better. And I wanted to do that via the
01:50:40 --> 01:50:43: built environment. And so I spent my life straight A's
01:50:43 --> 01:50:45: doing all the things I was told I had to

01:50:46 --> 01:50:48: do in order to be seen as successful. I went
01:50:48 --> 01:50:49: to a good school.
01:50:49 --> 01:50:52: I went to get my master and do you know
01:50:52 --> 01:50:54: what I was told time and time again when I
01:50:54 --> 01:50:58: applied for the internships with the related ads and the
01:50:58 --> 01:51:01: JLL I didn't have the qualifications for the role as
01:51:01 --> 01:51:02: an intern.
01:51:03 --> 01:51:06: I'm a straight A student 3.8 GPA in the Masters
01:51:06 --> 01:51:08: program and I finished it in a year. It was
01:51:09 --> 01:51:11: a two year program and I'm still not good enough.
01:51:12 --> 01:51:14: I worked 40 hours a week. I'm I'm in real
01:51:14 --> 01:51:18: estate. I would affordable housing, developer, Federal Home Loan, Bank
01:51:18 --> 01:51:20: of Chicago. I did all the things I thought I
01:51:20 --> 01:51:23: needed to do and I still wasn't good enough.
01:51:24 --> 01:51:27: And so I found one opportunity with a woman who
01:51:27 --> 01:51:30: looked past my resume and said you look like you
01:51:30 --> 01:51:33: are a hard worker, you're hungry and you just need
01:51:33 --> 01:51:37: an opportunity. And because of her, I started working for
01:51:37 --> 01:51:38: Blackstone.
01:51:39 --> 01:51:42: One of the largest investment companies in real estate because
01:51:42 --> 01:51:45: she saw something that no one else was willing to
01:51:45 --> 01:51:46: see in me.
01:51:47 --> 01:51:47: A white woman.
01:51:48 --> 01:51:52: Hired me a little black girl from the South side
01:51:52 --> 01:51:54: of Chicago, and I I did. I see that as.
01:51:55 --> 01:51:59: She also grew up in poverty. She also got an
01:51:59 --> 01:52:03: opportunity with someone who saw past her credentials and gave
01:52:03 --> 01:52:07: her an opportunity. And so it's hard for me sometimes
01:52:07 --> 01:52:10: being in a space that is predominantly.
01:52:10 --> 01:52:13: Ran by certain groups of. I don't even see it
01:52:13 --> 01:52:15: as race, I see it as class.
01:52:16 --> 01:52:19: You don't have the right credentials because I didn't go
01:52:19 --> 01:52:22: to Harvard or Kellogg, you know, at Northwestern.
01:52:24 --> 01:52:27: I want to live in a world where my race
01:52:27 --> 01:52:31: and my gender and where I came from does not
01:52:31 --> 01:52:34: matter anymore. My son who is multiracial.
01:52:34 --> 01:52:38: Can grow up being whoever he wants to be because
01:52:38 --> 01:52:41: he put in the effort, not because of what he
01:52:41 --> 01:52:44: looks like or where he came from. And so I
01:52:44 --> 01:52:47: I ask you all, how do we get to that

01:52:47 --> 01:52:51: being what equity is, where someone is able to create
01:52:51 --> 01:52:54: a world that they actually I want to be a.
01:52:55 --> 01:52:57: I wanna develop because I love people.
01:52:58 --> 01:53:02: And I hear people hurting across the country. We are
01:53:02 --> 01:53:05: where we are today not because of.
01:53:05 --> 01:53:06: People's lack of.
01:53:07 --> 01:53:11: Caring, but because they can't think about anything else but
01:53:11 --> 01:53:13: themselves right now, you know, I work.
01:53:14 --> 01:53:16: And I work for you a lot.
01:53:16 --> 01:53:19: I run the net zero imperative, which is focused on
01:53:19 --> 01:53:22: decarbonizing cities. You know, what I've learned in this process
01:53:22 --> 01:53:25: is that it's not that people don't care about the
01:53:25 --> 01:53:28: climate. They don't know where they're going to eat tomorrow.
01:53:29 --> 01:53:32: They don't know if their house is going to be
01:53:32 --> 01:53:32: here.
01:53:33 --> 01:53:36: In 20 years to provide for them, they're currently paying
01:53:37 --> 01:53:40: 40% of their housing needs, includes energies. I mean, it's
01:53:40 --> 01:53:43: ridiculous. So me coming and saying Ohh, put in an
01:53:43 --> 01:53:47: LED light bulb and, you know, reduce your OK, that's
01:53:47 --> 01:53:49: good lady, but like, I need to feed my family
01:53:49 --> 01:53:52: and I need to find a job that provides for
01:53:52 --> 01:53:53: my family.
01:53:54 --> 01:53:57: I struggle, so I don't know if you have any
01:53:57 --> 01:54:00: answer, but I hear you three of you.
01:54:02 --> 01:54:04: And I posed to the rest of the room.
01:54:06 --> 01:54:07: That he don't give up hope.
01:54:09 --> 01:54:14: And to be willing to look past people's credentials.
01:54:14 --> 01:54:17: And meet the person that is on the other side
01:54:17 --> 01:54:20: of that resume, because I think a lot of us,
01:54:20 --> 01:54:22: especially in, you know, my age, you're girls.
01:54:23 --> 01:54:24: The other people's kids.
01:54:25 --> 01:54:28: We want to do the work. We just need an
01:54:28 --> 01:54:32: opportunity to come to the table and and do that.
01:54:32 --> 01:54:35: So I just thank you for your honesty and transparency
01:54:35 --> 01:54:38: in it all. So thank you. Thank you.
01:54:47 --> 01:54:48: We have time for one more.
01:54:54 --> 01:55:00: Good morning. So I am that black female owner developer.
01:55:00 --> 01:55:03: And one of the things that we are struggling with
01:55:03 --> 01:55:05: is we try to get our first deal off the
01:55:05 --> 01:55:07: ground, anybody to even talk to us.

01:55:07 --> 01:55:09: Um, is.
01:55:10 --> 01:55:13: The concept of experience obviously and having a ton of
01:55:14 --> 01:55:18: assets to collateralize, which we don't. We've been small business
01:55:18 --> 01:55:20: owners I say we, I mean me and my husband
01:55:20 --> 01:55:24: have been small business owners in the construction industry for
01:55:25 --> 01:55:28: almost 10 years and I had a conversation with a
01:55:28 --> 01:55:30: lender 2 days ago who told me that 10 years
01:55:30 --> 01:55:34: of experience of building and renovating did not count towards.
01:55:35 --> 01:55:39: Experience for you know to be qualified for this financing
01:55:39 --> 01:55:42: that we were pre qualified for three weeks ago, but
01:55:42 --> 01:55:46: then the lender changed their guidelines and now our experience
01:55:46 --> 01:55:49: counts for nothing. And again I'm an owner in the
01:55:49 --> 01:55:54: construction industry who has been building and renovating for nearly
01:55:54 --> 01:55:57: ten years and that experience counts for nothing now.
01:55:58 --> 01:56:01: And so the question that I would have for you
01:56:01 --> 01:56:04: is what are some of the things that and I
01:56:04 --> 01:56:06: heard you say it took you 35 years to, you
01:56:06 --> 01:56:10: know, to get your first deal off the ground. Was
01:56:10 --> 01:56:11: that was that accurate or?
01:56:12 --> 01:56:15: It took me that long to even someone to respond
01:56:15 --> 01:56:19: to my like my inquiry to say this is what
01:56:19 --> 01:56:22: I want to do, OK, like it's yeah, it's a
01:56:22 --> 01:56:23: Herculean feat.
01:56:23 --> 01:56:26: So what are some of the things that you would
01:56:26 --> 01:56:28: say as someone who's not new?
01:56:28 --> 01:56:32: To real estate, right, but maybe new as A at
01:56:32 --> 01:56:36: risk developer to, you know, to make that headway because
01:56:36 --> 01:56:40: right now I just don't really see the way forward.
01:56:41 --> 01:56:45: It sounds like to your to your point, surrounding yourself
01:56:45 --> 01:56:48: with individuals that can give you a backbone to be
01:56:49 --> 01:56:52: able to weather is what I think is always needed
01:56:52 --> 01:56:55: like it. It is like you cannot run this road
01:56:55 --> 01:56:58: by yourself. You have to have a strong foundation of
01:56:58 --> 01:57:03: individuals who you can just be completely transparent and open
01:57:03 --> 01:57:05: and just be like, this is what I have on
01:57:06 --> 01:57:08: my plate, this is who I am and let them
01:57:08 --> 01:57:11: carry you like aid and carry you along.

01:57:11 --> 01:57:17: What I've always like community will get you through. I
01:57:17 --> 01:57:22: have sent out countless emails, Rogue emails of this is
01:57:22 --> 01:57:25: like who I am and how to like.
01:57:27 --> 01:57:31: And like over and over and over again and taking
01:57:31 --> 01:57:35: meetings with people. It is herculean. It's it is the
01:57:35 --> 01:57:39: hardest thing. And I had an individual who another black
01:57:39 --> 01:57:44: man developer two years, two years younger than me say.
01:57:44 --> 01:57:45: I'll give you a chance.
01:57:47 --> 01:57:50: And he worked his way up but and and that
01:57:50 --> 01:57:53: was I mean that took five years of just going
01:57:53 --> 01:57:56: this is who I am. It's a Herculean feat and
01:57:56 --> 01:57:59: there's no like road map that I have found that
01:57:59 --> 01:58:02: says that this is like like there there's and I've
01:58:03 --> 01:58:06: yeah it is. But surrounding yourself with individuals who can
01:58:07 --> 01:58:07: help you.
01:58:08 --> 01:58:11: And like true perseverance. And I know people are like
01:58:11 --> 01:58:16: perseverance, perseverance. But like steadfast, I will not accept no.
01:58:16 --> 01:58:18: But I'm also looking for you to say no because
01:58:18 --> 01:58:21: no will get me to yes. Like I am always
01:58:21 --> 01:58:23: looking for you to tell me no, because I know
01:58:23 --> 01:58:26: that that will eventually lead to yes and that carries
01:58:27 --> 01:58:27: me along so.
01:58:28 --> 01:58:30: Thank you. And just a quick plug for the ready
01:58:30 --> 01:58:32: program. You say that road map, I was in the
01:58:32 --> 01:58:35: second ready cohort and if you're looking for a road
01:58:35 --> 01:58:37: map, ready is that road map so?
01:58:37 --> 01:58:38: And and and we'll hear more about.
01:58:38 --> 01:58:39: Study.
01:58:40 --> 01:58:41: This afternoon.
01:58:43 --> 01:58:46: Alright, I want to thank our panelists today, starting with
01:58:46 --> 01:58:48: Bob and your comments.
01:58:50 --> 01:58:54: Your insight to where we've been and tells us how
01:58:54 --> 01:58:59: much further we have to go. Katie Aaron's Scarlett Brandon
01:58:59 --> 01:59:01: thank you very much. And and.
01:59:02 --> 01:59:03: Prior to.
01:59:04 --> 01:59:07: Opening. I forgot to thank all of our sponsors, so
01:59:07 --> 01:59:12: my apologies. Will make a little recognition for our sponsors
01:59:12 --> 01:59:15: later. Right now, Next up we're going to have our
01:59:15 --> 01:59:19: summit story hour. So thank you all for attending. Very
01:59:19 --> 01:59:20: insightful.
01:59:25 --> 01:59:28: I think the I'm gonna gather notes over the time

01:59:28 --> 01:59:32: that we hear from everybody but and and everybody's gonna
01:59:32 --> 01:59:36: have their takeaways while while our panel, our next summit
01:59:36 --> 01:59:39: story hour comes up. It's going to start with Dominique
01:59:40 --> 01:59:41: and then Amendola.

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