Webinar

WLI Regional Summit Virtual Series: Session One: Acknowledgement

Date: August 12, 2020

00:00:06 --> 00:00:09: Good afternoon, my name is Bonnie Roy,
00:00:09 --> 00:00:14: an iama Co. Chair of the Women's Leadership Initiative for
00:00:14 --> 00:00:16: you all you Ally Saint Louis.
00:00:16 --> 00:00:19: I see the number of attendees growing,
00:00:19 --> 00:00:22: so I want to welcome you all on behalf of
00:00:22 --> 00:00:27: the Women's Leadership Initiative or Wli Regional Summit Planning Committee.
00:00:27 --> 00:00:30: This is the first of a three part series focused
00:00:30 --> 00:00:33: on equity and land use and leadership.
00:00:33 --> 00:00:35: As some of you know or may know,
00:00:35 --> 00:00:40: the inaugural Wli Regional Summit was a great success in
00:00:40 --> 00:00:41: the fall of 2019,
00:00:41 --> 00:00:45: hosted by you like Kentucky and Saint Louis.
00:00:45 --> 00:00:48: Saint Louis was planning to host Susie in Louisville,
00:00:48 --> 00:00:52: who is planning to host the second summit right about
00:00:52 --> 00:00:53: now or last week actually,
00:00:53 --> 00:00:56: but postponed to August 2021.
00:00:56 --> 00:01:00: Due to COVID-19. As a way to engage and continue
00:01:00 --> 00:01:01: the conversation,
00:01:01 --> 00:01:06: discussing relevant topics and fostering an inclusive network for challenging
00:01:06 --> 00:01:08: and important conversation,
00:01:08 --> 00:01:12: we created this three part Virtual series entitled Acknowledgement to
00:01:12 --> 00:01:13: Action.
00:01:13 --> 00:01:17: We have over 375 registered for today's discussion and we
00:01:17 --> 00:01:21: look forward to how these conversations will also help our
00:01:21 --> 00:01:24: committee shape the content for the 2021 summit.
00:01:24 --> 00:01:27: You can find out more about this series in the
00:01:27 --> 00:01:30: 2020 summit being planned by going to the link you

00:01:30 --> 00:01:32: see at the bottom of the screen.
00:01:32 --> 00:01:36: Wli summit.uli.org. Before we jump into today's agenda and continue
00:01:36 --> 00:01:39: to see those numbers of attendees rise,
00:01:39 --> 00:01:41: I'll provide a little bit of housekeeping.
00:01:41 --> 00:01:44: I'm sure we're all getting very familiar with how zoom
00:01:44 --> 00:01:45: works these days,
00:01:45 --> 00:01:48: but some of you may not be quite as familiar
00:01:48 --> 00:01:50: with the web in our format.
00:01:50 --> 00:01:53: Most of the tools will be at the bottom of
00:01:53 --> 00:01:54: your screen.
00:01:54 --> 00:01:56: We will be utilizing the Q&A feature.
00:01:56 --> 00:01:59: We encourage you to enter questions or thoughts you have
00:01:59 --> 00:02:01: at any point during the web.
00:02:01 --> 00:02:04: And are we will be using an upvote teacher.
00:02:04 --> 00:02:07: There's a thumbs up that you'll be able to Click
00:02:07 --> 00:02:08: to prioritize those questions,
00:02:08 --> 00:02:11: and when we get to Q&A at the end of
00:02:11 --> 00:02:12: the web and R,
00:02:12 --> 00:02:15: we will start with those that have had the most
00:02:15 --> 00:02:16: upvotes.
00:02:16 --> 00:02:20: The chat feature is disabled and as an attendee,
00:02:20 --> 00:02:24: your video and your audio will remain off or muted.
00:02:24 --> 00:02:27: Finally, will also be asking if you polling questions in
00:02:27 --> 00:02:29: the poll will just pop up on your screen.
00:02:29 --> 00:02:32: You'll have a few moments to respond to that pole,
00:02:32 --> 00:02:33: and then we'll share the results.
00:02:33 --> 00:02:35: Live with the group.
00:02:35 --> 00:02:38: Today's agenda will begin with introduction.
00:02:38 --> 00:02:41: Will watch a short video followed by discussion between our
00:02:42 --> 00:02:42: panelists.
00:02:42 --> 00:02:44: Will conclude with the Q&A.
00:02:44 --> 00:02:47: I want to thank our panelists in our moderate are
00:02:47 --> 00:02:48: for their time and commitment.
00:02:48 --> 00:02:50: I also want to thank our state,
00:02:50 --> 00:02:54: Louis Uli District Council Executive Director Kelly Annis without Kelly
00:02:55 --> 00:02:58: consistently helping us get across the finish line with all
00:02:58 --> 00:02:59: of our wild ideas.
00:02:59 --> 00:03:02: We would be nowhere.
00:03:02 --> 00:03:04: She will also be behind the scenes with me and
00:03:04 --> 00:03:06: and Katie Shackelford,

00:03:06 --> 00:03:08: who you will meet here in just a minute to
00:03:08 --> 00:03:10: help with the Q&A of today's webinar.
00:03:10 --> 00:03:13: I also want to thank our Wli regional partners specifically
00:03:13 --> 00:03:17: in Indianapolis and Kansas City who have helped to create
00:03:17 --> 00:03:18: this virtual series.
00:03:18 --> 00:03:21: Without further ado, I'd like to introduce my Saint Louis,
00:03:21 --> 00:03:26: WI, colleague, Katie Shackelford. Katie is an urban planner specializing
00:03:26 --> 00:03:27: in transportation,
00:03:27 --> 00:03:29: economic development and public policy.
00:03:29 --> 00:03:33: Katie's been a champion for fostering this venue for these
00:03:33 --> 00:03:35: important conversations.
00:03:35 --> 00:03:38: Katie, Are you ready to kick things off?
00:03:38 --> 00:03:40: I'm ready, thank you, Bonnie.
00:03:40 --> 00:03:42: Thank you all for being here and just let you
00:03:42 --> 00:03:45: know we are where I have a little echo you'll
00:03:45 --> 00:03:46: have to bear with us.
00:03:46 --> 00:03:49: So it's body mentioned we had planned to be hosting
00:03:49 --> 00:03:51: an in person conference at this time.
00:03:51 --> 00:03:55: That postponement and the pivot to the online format gave
00:03:55 --> 00:03:58: us this opportunity to look more critically as individuals and
00:03:58 --> 00:03:59: professionals.
00:03:59 --> 00:04:03: Another wli committee at our approach to equity inclusion.
00:04:03 --> 00:04:06: We were challenged very early on in this process by
00:04:06 --> 00:04:06: young planner,
00:04:06 --> 00:04:09: locally known as Grace Young.
00:04:09 --> 00:04:11: She asked us to define equity for this conference.
00:04:11 --> 00:04:13: I think we can all agree as a committee.
00:04:13 --> 00:04:16: That was the hardest assignment we'd ever been given.
00:04:16 --> 00:04:19: We struggled with it and we are still struggling with
00:04:19 --> 00:04:19: it.
00:04:19 --> 00:04:23: Through that process, though, we realized despite our best intentions,
00:04:23 --> 00:04:26: that we were perpetuating the very problem we were working
00:04:26 --> 00:04:27: to solve.
00:04:27 --> 00:04:31: Our leadership was composed almost exclusively of white women.
00:04:31 --> 00:04:34: A group that has benefited the most from the work
00:04:34 --> 00:04:36: of diversity and inclusion programs in the world.
00:04:36 --> 00:04:41: We were not actively recruiting or collaborating with our broad
00:04:41 --> 00:04:43: black and Brown colleagues,
00:04:43 --> 00:04:46: and in short, we needed to do the work.

00:04:46 --> 00:04:49: What you experience with us today is that work in
00:04:49 --> 00:04:49: progress.
00:04:49 --> 00:04:52: We invite you to join the conversation and to walk
00:04:52 --> 00:04:56: with us as we push this conversation towards meaningful change.
00:04:56 --> 00:04:59: The purpose of today's session is to establish a foundation
00:04:59 --> 00:05:00: for dialogue on equity,
00:05:00 --> 00:05:02: in land use and leadership.
00:05:02 --> 00:05:05: We recognize that our participants today come to us from
00:05:05 --> 00:05:06: a variety of backgrounds,
00:05:06 --> 00:05:08: professions, and walks of life.
00:05:08 --> 00:05:10: Maybe you're here because you're curious.
00:05:10 --> 00:05:13: Maybe you're here because you're sceptical and you thought we've
00:05:14 --> 00:05:15: already moved past the race issue.
00:05:15 --> 00:05:19: Maybe you're cautiously exploring this topic for the first time,
00:05:19 --> 00:05:22: or you're beginning to view your work through a lens
00:05:22 --> 00:05:23: of racial equity.
00:05:23 --> 00:05:26: Where others you've been here and you recognize the problems
00:05:26 --> 00:05:27: you're looking for.
00:05:27 --> 00:05:30: Guidance and partners to move through this work and yet,
00:05:30 --> 00:05:33: for others. Still, we know racial discrimination in the built
00:05:33 --> 00:05:36: environment is part of your lived experience,
00:05:36 --> 00:05:39: and for you we know that action is long overdue.
00:05:39 --> 00:05:41: So from wherever you join us,
00:05:41 --> 00:05:44: we welcome you. For those further along in this process,
00:05:44 --> 00:05:46: we ask for your patience as we know some of
00:05:47 --> 00:05:49: this information you might hear is redundant.
00:05:49 --> 00:05:50: As our series title imply,
00:05:50 --> 00:05:53: our goal is to move from acknowledgement to action.
00:05:53 --> 00:05:55: We hope to meet people where they are,
00:05:55 --> 00:05:58: but we do not intend to leave them there.
00:05:58 --> 00:06:00: His form is meant to be a safe and judgment
00:06:00 --> 00:06:01: free space.
00:06:01 --> 00:06:04: We encourage you to be curious and self reflective and
00:06:04 --> 00:06:06: to ask questions in the Q&A box.
00:06:06 --> 00:06:10: After all, curiosity is the cure for ignorance.
00:06:10 --> 00:06:12: Some of what you may hear may make you feel
00:06:12 --> 00:06:13: uncomfortable.
00:06:13 --> 00:06:15: I ask that you be open to this discomfort and
00:06:15 --> 00:06:16: embrace it.
00:06:16 --> 00:06:19: Sit with it, and recognize that when we acknowledge the

00:06:19 --> 00:06:21: things that make us feel unpleasant,
00:06:21 --> 00:06:25: we are moving towards action and change.
00:06:25 --> 00:06:27: This session is going to begin with a clip from
00:06:27 --> 00:06:29: the video segregated by design,
00:06:29 --> 00:06:31: based on the book The Color of Law by Richard
00:06:31 --> 00:06:32: Rothstein before we begin,
00:06:32 --> 00:06:36: though, we ask that you take a moment to answer
00:06:36 --> 00:06:39: the poll question on your screen.
00:06:39 --> 00:06:41: And as Kelly gets that started.
00:06:44 --> 00:06:47: You should see a box appear on your screen that
00:06:47 --> 00:06:49: allows you to take a poll.
00:06:51 --> 00:06:54: Well, it's life. I will say there's some things we'd
00:06:54 --> 00:06:57: ask you to consider while the video is running.
00:06:57 --> 00:07:00: What are you hoping to get out of today's session?
00:07:00 --> 00:07:02: How do you define equity?
00:07:02 --> 00:07:04: How does your company define equity?
00:07:04 --> 00:07:07: How do your clients define equity?
00:07:07 --> 00:07:10: What are we lacking about equity and inclusion?
00:07:10 --> 00:07:13: That's what are we being prevented from achieving?
00:07:13 --> 00:07:16: Because we're not doing the work.
00:07:16 --> 00:07:19: So Kelly I will ask if that pool is lied,
00:07:19 --> 00:07:22: we can now close it down and show the results.
00:07:27 --> 00:07:31: Unfortunately, I cannot see this poll or the results,
00:07:31 --> 00:07:32: so I.
00:07:32 --> 00:07:35: I hope that it's going well,
00:07:35 --> 00:07:37: Katie, I can help you out.
00:07:37 --> 00:07:41: We had the majority voted that housing with 76%
00:07:41 --> 00:07:46: of where they see impact in these policy is followed
00:07:46 --> 00:07:48: by economic development at 57%
00:07:48 --> 00:07:52: and education at 53%.
00:07:52 --> 00:07:54: Thank you very much Bonnie.
00:07:54 --> 00:07:56: So now that that pool has wrapped up,
00:07:56 --> 00:08:00: let's move on to the video.
00:08:00 --> 00:08:03: Led to believe that racial segregation in housing was de
00:08:03 --> 00:08:07: facto segregation by accident or the result of private prejudices.
00:08:07 --> 00:08:10: Yes, private prejudice clearly contributed to segregation,
00:08:10 --> 00:08:13: but by itself it could not have segregated the country
00:08:14 --> 00:08:18: without the intention of the federal government to segregate neighborhoods
00:08:18 --> 00:08:19: throughout the nation.
00:08:19 --> 00:08:22: If however, we understand the accurate history,
00:08:22 --> 00:08:24: the history was once well known,

00:08:24 --> 00:08:28: but we've all now forgotten that racially segregated patterns in

00:08:28 --> 00:08:29: every Metropolitan area,

00:08:29 --> 00:08:33: like Saint Louis. Were created by the jury segregation.

00:08:33 --> 00:08:36: Racially explicit policy in the part of federal,

00:08:36 --> 00:08:40: state, and local governments designed to segregate Metropolitan areas.

00:08:40 --> 00:08:45: Then we can understand that we have an unconstitutional residential

00:08:45 --> 00:08:45: landscape,

00:08:45 --> 00:08:49: and if it's unconstitutional, then we have an obligation to

00:08:49 --> 00:08:50: remedy it.

00:08:54 --> 00:08:57: The federal government in the New deal of the Roosevelt

00:08:57 --> 00:09:01: Administration of the 1930s Pursuit Policy's in the mid 20th

00:09:01 --> 00:09:01: century,

00:09:01 --> 00:09:06: the segregated Metropolitan areas. One important policy was the first

00:09:06 --> 00:09:08: civilian public housing program,

00:09:08 --> 00:09:13: which frequently demolished integrated neighborhoods in order to create segregated

00:09:13 --> 00:09:15: public housing in the late 1930s.

00:09:15 --> 00:09:19: Another new Deal program, the United States Housing Authority,

00:09:19 --> 00:09:22: was adopted. The very first projects built.

00:09:22 --> 00:09:26: Under the United States Housing Authority authorization were in Austin,

00:09:26 --> 00:09:30: TX because the most aggressive proponent of public housing at

00:09:30 --> 00:09:32: that time was the congressman from Austin,

00:09:32 --> 00:09:36: Lyndon Baines, Johnson and Johnson got the United States Housing

00:09:36 --> 00:09:39: Authority to put its first projects in Austin.

00:09:39 --> 00:09:42: Separate projects for whites for African Americans,

00:09:42 --> 00:09:46: and project for Hispanics. The project for African Americans was

00:09:46 --> 00:09:49: placed in a location that the city plan of Austin

00:09:49 --> 00:09:52: had designated as a ghetto for African Americans.

00:09:52 --> 00:09:56: United States Housing Authority and the local Boston Housing Authority

00:09:56 --> 00:09:59: demolished something called Emancipation Park,

00:09:59 --> 00:10:03: which was a celebrations location for the abolition of slavery.

00:10:03 --> 00:10:06: Design was to move all African Americans in the city

00:10:06 --> 00:10:08: of Austin into this community,

00:10:08 --> 00:10:10: whether in public housing or in private housing.

00:10:10 --> 00:10:14: City of Austin then began to close schools for African
00:10:14 --> 00:10:16: Americans elsewhere in this city,
00:10:16 --> 00:10:20: and closed libraries and other public facilities to force African
00:10:20 --> 00:10:22: Americans moved to the side.
00:10:22 --> 00:10:26: Another program that the federal government pursued to enforce segregation
00:10:26 --> 00:10:29: was the work of the Federal Housing Administration FHA,
00:10:29 --> 00:10:33: which subsidized the development of suburbs like Levittown,
00:10:33 --> 00:10:35: New York on condition that they only be sold.
00:10:35 --> 00:10:38: White families and at the homes in those suburbs had
00:10:38 --> 00:10:41: deeds that prohibited resale to African Americans,
00:10:41 --> 00:10:44: the Federal Housing Administration 's underwriting.
00:10:44 --> 00:10:48: Manual said that inharmonious racial groups should not be permitted
00:10:48 --> 00:10:49: to live in the same communities,
00:10:49 --> 00:10:54: meaning that loans to African Americans could not be insured.
00:10:54 --> 00:10:57: Government at all levels throughout the nation where involved in
00:10:57 --> 00:11:01: promoting and enforcing the restrictive deeds in homes in places
00:11:01 --> 00:11:02: like Levittown.
00:11:02 --> 00:11:04: In judges, enforce the view that these deeds did not
00:11:05 --> 00:11:08: violate the Constitution because they were private agreements.
00:11:08 --> 00:11:12: Although white middle class families that moved into suburbs like
00:11:12 --> 00:11:15: Levittown could buy property with no down payments if they
00:11:15 --> 00:11:17: were veterans and low interest mortgages,
00:11:17 --> 00:11:21: middle class African Americans had to make substantial down payments
00:11:21 --> 00:11:25: and get uninsured mortgages with higher interest rates.
00:11:25 --> 00:11:26: In many if not most cases,
00:11:26 --> 00:11:29: African Americans could not get mortgages at all because the
00:11:30 --> 00:11:32: federal government would not insure them.
00:11:32 --> 00:11:34: As a result, they bought their homes on contract,
00:11:34 --> 00:11:38: like an installment plan where they accumulated no equity and
00:11:38 --> 00:11:40: could be evicted from their homes in the event of
00:11:41 --> 00:11:42: a single missed payment.
00:11:42 --> 00:11:45: Thus, contract buyers do not have the option of leaving
00:11:45 --> 00:11:48: a declining neighborhood before their properties were paid for in

00:11:48 --> 00:11:49: full.

00:11:49 --> 00:11:52: If they did, they would lose everything they've invested in

00:11:52 --> 00:11:53: that property to date.

00:11:57 --> 00:12:01: The term redlining comes from the federal government's creation of

00:12:01 --> 00:12:03: Maps of urban areas nationwide,

00:12:03 --> 00:12:06: and those Maps were color coded to indicate where it

00:12:07 --> 00:12:10: was safe to insure mortgages anywhere African Americans lived.

00:12:10 --> 00:12:14: Even places where African Americans lived nearby were colored red

00:12:14 --> 00:12:18: to indicate to appraisers that these neighborhoods were too risky

00:12:18 --> 00:12:22: for the FHA to ensure the FHA's justification was that

00:12:22 --> 00:12:25: if African Americans bought homes in white neighborhoods.

00:12:25 --> 00:12:28: Or even if they bought homes near those neighborhoods,

00:12:28 --> 00:12:31: the property values of the homes they were ensuring the

00:12:31 --> 00:12:35: white homes they were insuring would decline and therefore their

00:12:35 --> 00:12:37: loans would be at risk.

00:12:37 --> 00:12:40: In 1940 for example, a Detroit builder was denied.

00:12:40 --> 00:12:43: FHA insurance for a project that was near an African

00:12:44 --> 00:12:45: American neighborhood.

00:12:45 --> 00:12:49: He then constructed a half mile concrete wall 6 feet

00:12:49 --> 00:12:53: high in the foot thick separating the 2 neighborhoods and

00:12:53 --> 00:12:55: then the FHA approved the law.

00:12:55 --> 00:12:58: In the three decades during which is administered,

00:12:58 --> 00:13:02: this policy, however, the agency never provided or obtained evidence

00:13:02 --> 00:13:06: to support its claim that integration undermined property values.

00:13:06 --> 00:13:10: In fact, often racial integration caused property values to increase

00:13:10 --> 00:13:14: because African Americans housing supply was so restricted and they

00:13:14 --> 00:13:16: had so many fewer choices.

00:13:16 --> 00:13:20: If African Americans had access to housing throughout Metropolitan areas,

00:13:20 --> 00:13:24: supply and demand balances with kept their rents and home

00:13:24 --> 00:13:26: prices at reasonable levels.

00:13:26 --> 00:13:30: Without access, landlords and sellers were free to take advantage

00:13:30 --> 00:13:34: of the greater demands relative to supply for African American

00:13:34 --> 00:13:35: housing.

00:13:35 --> 00:13:40: In 1946, National Magazine article described the Chicago Building with

00:13:40 --> 00:13:44: the landlord had divided by 540 square foot storefront into

00:13:44 --> 00:13:47: six cubicles each housing of family.

00:13:47 --> 00:13:49: He had similarly subdivided the second story,

00:13:49 --> 00:13:53: told the monthly rent was as great as that generated

00:13:53 --> 00:13:56: by a luxury apartment on Chicago's Gold Coast along Lake

00:13:56 --> 00:13:56: MI.

00:13:56 --> 00:14:01: Such exploitation was possible only because public policy denied African

00:14:01 --> 00:14:05: Americans opportunities to participate in the city's white housing market.

00:14:07 --> 00:14:11: Alright, welcome back. We're going to be launching our second

00:14:11 --> 00:14:13: full question now.

00:14:13 --> 00:14:16: What you'll notice is that the poll questions were lumped

00:14:16 --> 00:14:16: together,

00:14:16 --> 00:14:19: so you'll need to Scroll down to see the second

00:14:19 --> 00:14:19: question.

00:14:19 --> 00:14:22: We're going to do this before moving on to the

00:14:22 --> 00:14:24: panel portion of our section about session.

00:14:24 --> 00:14:26: Excuse me. So if you Scroll down,

00:14:26 --> 00:14:29: you'll see our second question which is.

00:14:29 --> 00:14:32: How often do you think about these policies or issues

00:14:32 --> 00:14:35: in your day-to-day work and we ask that you select

00:14:35 --> 00:14:35: one?

00:14:35 --> 00:14:37: Come as you reflect on the video that we just

00:14:38 --> 00:14:38: saw.

00:14:38 --> 00:14:41: I just want you to think about what's your first

00:14:41 --> 00:14:41: reaction.

00:14:41 --> 00:14:43: What are your thoughts about this video?

00:14:43 --> 00:14:46: If you were wishing to watch this video in its

00:14:46 --> 00:14:47: entire T,

00:14:47 --> 00:14:48: it's about 17 minutes long.

00:14:48 --> 00:14:51: It's available on the website you notice.

00:14:51 --> 00:14:54: We also sent a link with the registration and then

00:14:54 --> 00:14:56: it's available on YouTube if you search.

00:14:56 --> 00:14:59: So at this point we're going to end the poll.

00:15:02 --> 00:15:04: It looks like.

00:15:04 --> 00:15:07: As a result.

00:15:07 --> 00:15:10: Awesome, do you think about this multiple times a day?

00:15:10 --> 00:15:14: That's nearly half of our audience that's wonderful and we

00:15:14 --> 00:15:14: have 4%

00:15:14 --> 00:15:16: exceeding 8%, rarely to monthly,

00:15:16 --> 00:15:20: some even weekly. So thank you for participating in that.

00:15:20 --> 00:15:22: Will close the pool as we move on to the

00:15:22 --> 00:15:23: panel discussion,

00:15:23 --> 00:15:25: you'll be able to submit and upvote questions in the

00:15:25 --> 00:15:27: question and answer box.

00:15:27 --> 00:15:29: We encourage you to use this feature and will be

00:15:29 --> 00:15:32: pulling the questions from the audience at the end of

00:15:32 --> 00:15:34: this session to ask for the panelists.

00:15:34 --> 00:15:38: Now please allow me the pleasure of introducing our moderate

00:15:38 --> 00:15:40: are for today's discussion.

00:15:40 --> 00:15:43: Brian heard Brian is an adjunct professor of planning,

00:15:43 --> 00:15:47: sustainability and racial equitable. Excuse me of he's a adjunct

00:15:47 --> 00:15:51: professor of planning sustainable and racially equitable urban communities at

00:15:52 --> 00:15:56: Washington University in Saint Louis University College in the Sustainability

00:15:56 --> 00:16:00: program. From lifelong personal experience and with nearly 25 years

00:16:00 --> 00:16:02: of professional practice,

00:16:02 --> 00:16:04: Brian H Heard is the leader of the center of

00:16:04 --> 00:16:05: Equitable Planning,

00:16:05 --> 00:16:09: Relationship Oriented development, implementation and evaluation.

00:16:09 --> 00:16:11: Brian is a Saint Louis based consultant and trainer,

00:16:11 --> 00:16:14: as well as an adjunct professor in the field.

00:16:14 --> 00:16:18: Infield instruction at Washington University in Saint Louis.

00:16:18 --> 00:16:20: He teaches a class entitled Planning,

00:16:20 --> 00:16:23: Sustainable and racially equitable urban communities.

00:16:23 --> 00:16:27: His work involves integration, integrating the equity lens that addresses

00:16:27 --> 00:16:28: race and its efforts,

00:16:28 --> 00:16:31: impacts on social and physical determinants of health,

00:16:31 --> 00:16:34: including undervalued and marginalized student.

00:16:34 --> 00:16:39: The undervaluation and marginalization of people in communities of color.

00:16:39 --> 00:16:41: As demographics continue to change,

00:16:41 --> 00:16:44: Brian understands the decisions and actions made today must be

00:16:44 --> 00:16:45: driven by equity,

00:16:45 --> 00:16:48: intentional, just fair and inclusive.

00:16:48 --> 00:16:50: Brain is also a recent bestselling author.

00:16:50 --> 00:16:53: With his new book Release Treatment Plan it.

00:16:53 --> 00:16:55: Be it a playbook for today's youth,

00:16:55 --> 00:16:59: the book addresses developing an inspiring young emerging leaders calls

00:16:59 --> 00:17:00: to action by parents,

00:17:00 --> 00:17:03: community leaders and policymakers, and his mission of building youth

00:17:03 --> 00:17:04: centered,

00:17:04 --> 00:17:06: healthy communities by aligning planning,

00:17:06 --> 00:17:09: investment and partnerships to meet today's challenges,

00:17:09 --> 00:17:14: please. Well, please join me in welcoming Brian Hurt.

00:17:14 --> 00:17:17: Well, thank you and good afternoon Katie and to you

00:17:17 --> 00:17:18: Bonnie as well.

00:17:18 --> 00:17:20: Thank you for putting this program together for all the

00:17:21 --> 00:17:21: participants.

00:17:21 --> 00:17:24: I say welcome to the Urban Land Institute Women's Leadership

00:17:24 --> 00:17:25: Initiative again.

00:17:25 --> 00:17:28: I just want to thank you for allowing me to

00:17:28 --> 00:17:32: serve as your moderator or this three part series addressing

00:17:32 --> 00:17:34: equity and land use in leadership.

00:17:34 --> 00:17:36: Started again with this preface.

00:17:36 --> 00:17:41: Decisions and actions involving land use have been unfairly embedded

00:17:41 --> 00:17:46: within policies and practices to segregate people intentionally and historically.

00:17:46 --> 00:17:50: The result is the stripping of resources opportunities,

00:17:50 --> 00:17:52: an access for black households.

00:17:52 --> 00:17:58: Families and youth. Which adversely impacts social and physical determinants

00:17:58 --> 00:17:59: of health.

00:17:59 --> 00:18:03: This is undeniable, as witnessed by the COVID-19 pandemic and

00:18:03 --> 00:18:06: how it is exposed to racial disparities.

00:18:06 --> 00:18:10: Acknowledging the true legacy of racism is the first step.

00:18:10 --> 00:18:14: Members of the Urban land is to have to acknowledge

00:18:14 --> 00:18:18: racism for attempting to analyze or take any action.

00:18:18 --> 00:18:22: Lacking the historical and cultural empty could be harmful even

00:18:22 --> 00:18:26: when trying to do good the responsibility of being anti

00:18:26 --> 00:18:28: racist can no longer be ignored.

00:18:28 --> 00:18:32: Being anti racist, meaning that one actively opposes based system

00:18:32 --> 00:18:36: and aggressively promotes racial tolerance in their values,

00:18:36 --> 00:18:39: decision making and actions.
00:18:39 --> 00:18:41: The Great Booker T Washington,
00:18:41 --> 00:18:45: an African American educator in advisor to several US presidents,
00:18:45 --> 00:18:49: once said. There are two ways of exerting one strength.
00:18:49 --> 00:18:53: One is pushing down, the other is pulling up.
00:18:53 --> 00:18:57: As we begin to take this journey of race equity
00:18:57 --> 00:18:58: land use in leadership.
00:18:58 --> 00:19:01: Ask yourself the two questions.
00:19:01 --> 00:19:05: 1. What am I pushing down into?
00:19:05 --> 00:19:08: What am I pulling up?
00:19:08 --> 00:19:11: When you got to play those two questions of the
00:19:11 --> 00:19:12: next two month journey.
00:19:12 --> 00:19:17: Let's begin at starting line here today with acknowledgement acknowledgement.
00:19:17 --> 00:19:20: The first session of our three part series to help
00:19:20 --> 00:19:20: us,
00:19:20 --> 00:19:24: I want to introduce our group of esteemed panelists from
00:19:24 --> 00:19:27: different communities around Midwest region.
00:19:27 --> 00:19:32: Our comes bring unique perspectives through their personal impersonal misses
00:19:32 --> 00:19:34: as well as experience.
00:19:34 --> 00:19:38: First, from Saint Louis is fiction book Single Korea management
00:19:38 --> 00:19:41: consultant and co-founder for Saint Luke.
00:19:41 --> 00:19:45: Sorry for brand of Saint Louis.
00:19:45 --> 00:19:50: From Chicago is Monica Chado founder and principal acidic projects
00:19:50 --> 00:19:53: and less when at least from Indianapolis.
00:19:53 --> 00:19:57: Priyanka Merritt, who is the director of the Great of
00:19:57 --> 00:20:01: the Center Research on Inclusion and Social Policy as well
00:20:01 --> 00:20:06: as the clinical assistant professor at Indiana University's Public Policy
00:20:06 --> 00:20:08: Institute.
00:20:08 --> 00:20:11: As we went through this panel discussion,
00:20:11 --> 00:20:13: when I ask each one of our three panelists,
00:20:13 --> 00:20:16: beginning with fellow, followed by Monica and then last but
00:20:16 --> 00:20:17: not least,
00:20:17 --> 00:20:19: is damaged in regard.
00:20:19 --> 00:20:22: To share a few minutes about your biography.
00:20:22 --> 00:20:25: And how it relates to the work that you're doing
00:20:25 --> 00:20:27: in your community.
00:20:27 --> 00:20:29: And that being the basis,

00:20:29 --> 00:20:33: please also answer the question at hand.
00:20:33 --> 00:20:37: For your perspective, why is it important to acknowledge racism?
00:20:37 --> 00:20:43: An institutional structures that Foster and perpetuate is existence when
00:20:43 --> 00:20:44: it comes to land use.
00:20:44 --> 00:20:47: Hello, you have a floor.
00:20:47 --> 00:20:48: Thanks, Brian, first of all,
00:20:48 --> 00:20:52: I really do appreciate the time with everyone here on
00:20:52 --> 00:20:56: the call to talk about this important conversation on going.
00:20:56 --> 00:21:00: And you know, I really appreciate the willingness to have
00:21:00 --> 00:21:01: the conversation utilized.
00:21:01 --> 00:21:03: Perhaps I really do want to.
00:21:03 --> 00:21:06: Maybe just give a little bit of background.
00:21:06 --> 00:21:09: I have been in Saint Louis for over 10 years
00:21:09 --> 00:21:09: now,
00:21:09 --> 00:21:12: but I was born and raised in Baton Rouge,
00:21:12 --> 00:21:15: LA. I came up to Washington University for school.
00:21:15 --> 00:21:18: I've had about five years in business.
00:21:18 --> 00:21:20: Banking and commercial banking experience.
00:21:20 --> 00:21:25: Really looking at that lending piece whether it's small business
00:21:25 --> 00:21:29: lending or affordable housing or real estate lending and then
00:21:29 --> 00:21:33: also have had some experience with new market tax credit
00:21:33 --> 00:21:36: lending. Tide to some of those tax credit deals that
00:21:36 --> 00:21:40: include historic tax credits as well as other tax credits.
00:21:40 --> 00:21:43: Also, just really now in my current role at US
00:21:43 --> 00:21:44: bank CDC,
00:21:44 --> 00:21:48: I'm doing lending to community development financial institutions.
00:21:48 --> 00:21:51: And so those are a lot of those CDF I
00:21:51 --> 00:21:55: organizations that tend to be those intermediary lenders in underserved
00:21:55 --> 00:21:56: communities.
00:21:56 --> 00:21:59: As mentioned, I also cofounded brand of Saint Louis,
00:21:59 --> 00:22:03: which is a social enterprise that focuses on racial equity
00:22:03 --> 00:22:06: in the entrepreneurship ecosystem here in Saint Louis.
00:22:06 --> 00:22:07: I feel like you know,
00:22:07 --> 00:22:10: really, with a lot of my experience here in Saint
00:22:10 --> 00:22:11: Louis,
00:22:11 --> 00:22:12: I've noticed that you know,
00:22:12 --> 00:22:16: it's it's crucial to focus on racial equity when it
00:22:16 --> 00:22:19: comes to land use just to kind of understand the

00:22:19 --> 00:22:20: historical context.
00:22:20 --> 00:22:23: Around what was not made available to all people knowing
00:22:23 --> 00:22:26: that a lot of the organizations that were responsible for
00:22:26 --> 00:22:29: government agencies and I think you know that comes into
00:22:29 --> 00:22:33: play. When we talk about accountability because taxpaying dollars.
00:22:33 --> 00:22:36: Go to government agencies and those those dollars should be
00:22:36 --> 00:22:39: used in an equitable way so I think that's kind
00:22:39 --> 00:22:41: of where I've seen it whether it's from a lending
00:22:41 --> 00:22:45: perspective or even just from working with some community development
00:22:45 --> 00:22:49: groups lokoli you've seen issues come up like appraisals and
00:22:49 --> 00:22:51: I'm sure we'll get into more of that.
00:22:51 --> 00:22:54: Down the road, but you know that's really something that
00:22:54 --> 00:22:55: is critical,
00:22:55 --> 00:22:57: and I think the biggest thing for me as a
00:22:57 --> 00:23:01: takeaway is that racial discrimination became coded language and turned
00:23:01 --> 00:23:03: into socioeconomic discrimination.
00:23:03 --> 00:23:06: And I think once it became coded in that in
00:23:06 --> 00:23:09: that way where it wasn't explicitly calling out race,
00:23:09 --> 00:23:12: it becomes harder to pull out and harder to to
00:23:12 --> 00:23:13: call out and identify.
00:23:13 --> 00:23:16: And I think that just makes things more difficult to
00:23:16 --> 00:23:18: kind of see where the issues lie,
00:23:18 --> 00:23:20: but I think we have a lot of us even
00:23:20 --> 00:23:21: on this call who.
00:23:21 --> 00:23:24: And kind of help with our own special fields to
00:23:24 --> 00:23:26: kind of see an unpeeled those layers back.
00:23:29 --> 00:23:32: Thank you Phillip. And now we'll go to Monica.
00:23:34 --> 00:23:37: Hello, thank you so much for the opportunity to be
00:23:37 --> 00:23:39: on this important conversation.
00:23:39 --> 00:23:41: Welcome everyone.
00:23:41 --> 00:23:44: So my name is Monica Chatter.
00:23:44 --> 00:23:50: I am principle founder of Civic Projects Architecture here in
00:23:50 --> 00:23:53: Chicago and one of the routes or.
00:23:53 --> 00:23:57: Foundations of our practices that we do work through listening,
00:23:57 --> 00:24:01: engaging, and understanding needs prior to getting into things like
00:24:01 --> 00:24:06: traditional architecture or more programmatic design and the reason I'm
00:24:06 --> 00:24:09: saying that is I think that is going to be

00:24:09 --> 00:24:11: very germane to our conversation.
00:24:11 --> 00:24:16: So as an architectural practice we really believe in working
00:24:16 --> 00:24:16: from.
00:24:16 --> 00:24:18: Before the beginning, so to speak,
00:24:18 --> 00:24:22: and then through an realizing projects through the actualization.
00:24:22 --> 00:24:26: The reason I'm saying this is 'cause when we talk
00:24:26 --> 00:24:29: about sort of land use access all of the issues
00:24:29 --> 00:24:29: at hand,
00:24:29 --> 00:24:32: what we're finding.
00:24:32 --> 00:24:36: Especially with lending institutions, but in neighborhoods kind of access
00:24:36 --> 00:24:37: to opportunities.
00:24:37 --> 00:24:40: Whether that's ownership bidding on properties.
00:24:40 --> 00:24:44: Whether that's the development. Whether that's from construction and job
00:24:44 --> 00:24:45: size jobs side.
00:24:45 --> 00:24:48: There's been a limit to access I can you know
00:24:48 --> 00:24:51: I I can send some links with statistics cited in
00:24:51 --> 00:24:51: Chicago,
00:24:51 --> 00:24:55: but Chicago has situations where you can take entire swaths
00:24:55 --> 00:24:58: of the South side that have not had the same
00:24:58 --> 00:25:02: amount of investment that perhaps one neighborhood on the North
00:25:02 --> 00:25:05: side has had. So we're both were located in Woodlawn
00:25:05 --> 00:25:08: where sort of feel like we're a critical player to
00:25:08 --> 00:25:09: the discussion.
00:25:09 --> 00:25:11: Happy to be a participant,
00:25:11 --> 00:25:15: but also recognize we are one of the people that
00:25:15 --> 00:25:18: are coming into neighborhoods so.
00:25:18 --> 00:25:22: The the understanding and participation and role of neighborhood communities
00:25:22 --> 00:25:25: and engagement is absolutely critical to our work because we
00:25:25 --> 00:25:28: are not of all of the neighborhoods that we work
00:25:28 --> 00:25:31: in, and I think that recognition also ties to the
00:25:31 --> 00:25:32: discussion we're having today.
00:25:37 --> 00:25:39: Thank you, Monica Anne again.
00:25:39 --> 00:25:42: Last but not least from Indianapolis is Brianca Merritt rapid.
00:25:46 --> 00:25:48: Everyone again, as the other panelists said,
00:25:48 --> 00:25:53: thanks for the opportunity to join you all today.
00:25:53 --> 00:25:55: Bye bye bye oh actually this isn't in my bio
00:25:55 --> 00:25:56: like Phillip.

00:25:56 --> 00:25:58: I'm actually from Louisiana as well.
00:25:58 --> 00:26:01: I'm from Shreveport and I grew up in a situation
00:26:01 --> 00:26:04: where I had a grand father who was one of
00:26:04 --> 00:26:07: the first black real estate brokers in the state and
00:26:07 --> 00:26:09: on the other side of my family.
00:26:09 --> 00:26:11: I'm having a lot of folks who grew up in
00:26:11 --> 00:26:15: housing projects that were built on a creosote plant which
00:26:15 --> 00:26:19: is a carcinogen and so watching these very different experiences
00:26:19 --> 00:26:22: in the effects of that growing up was really powerful
00:26:22 --> 00:26:23: in shaping.
00:26:23 --> 00:26:26: How I view the role of policy and equity based
00:26:26 --> 00:26:29: decisions so my work is focused on the fact that
00:26:29 --> 00:26:31: we do have an equitable outcomes,
00:26:31 --> 00:26:34: but that it's not just a function of 1 policy
00:26:34 --> 00:26:34: area.
00:26:34 --> 00:26:37: It's the fact that they all very much overlap and
00:26:37 --> 00:26:40: a lot of my work is community engaged as well.
00:26:40 --> 00:26:42: And So what we do in our center.
00:26:42 --> 00:26:46: The Center for Research on Inclusion in social Policy is
00:26:46 --> 00:26:48: we conduct community relevant research,
00:26:48 --> 00:26:51: meaning that we want to work with residents,
00:26:51 --> 00:26:54: stakeholders, policy makers to understand.
00:26:54 --> 00:26:57: What the major issues are happening locally so that we
00:26:57 --> 00:27:00: can inform that and so we believe again,
00:27:00 --> 00:27:03: that these issues are very complex and overlapping.
00:27:03 --> 00:27:06: So even when we're dealing with housing what it means
00:27:06 --> 00:27:07: to be an effective renter,
00:27:07 --> 00:27:12: the fact that that also corresponds with employment policy.
00:27:12 --> 00:27:15: Criminal history if you're a person who has a criminal
00:27:15 --> 00:27:18: record an you can't rent because your landlord might discriminate
00:27:18 --> 00:27:21: against you based on those types of characteristics and so
00:27:21 --> 00:27:23: having people at the table who can speak to those
00:27:23 --> 00:27:26: different perspectives to ensure that even if it's a housing
00:27:26 --> 00:27:26: issue,
00:27:26 --> 00:27:29: for example, that we're aware of everything that goes into
00:27:29 --> 00:27:29: that.
00:27:29 --> 00:27:32: So our work spans a variety of areas as relates
00:27:32 --> 00:27:32: to housing.
00:27:32 --> 00:27:34: Specifically, we do a lot of work,
00:27:34 --> 00:27:37: kind of with the absolutely most vulnerable all the way
00:27:37 --> 00:27:38: up to folks who are homeowners,

00:27:38 --> 00:27:40: so we do a lot of work in homelessness doing
00:27:40 --> 00:27:42: the annual point in time count.
00:27:42 --> 00:27:44: Working with people who are.
00:27:44 --> 00:27:46: Housing and stable. Whether it's there on the verge of
00:27:46 --> 00:27:49: eviction or just living kind of renting month to month,
00:27:49 --> 00:27:51: trying to make ends meet all the way up again
00:27:51 --> 00:27:54: to folks who were dealing in the development.
00:27:54 --> 00:27:56: New market tax credits, etc.
00:27:56 --> 00:27:59: I think to answer the first question about,
00:27:59 --> 00:28:01: you know why this is so important is,
00:28:01 --> 00:28:02: as I've alluded to before,
00:28:02 --> 00:28:05: even we think about land use policy and other things
00:28:05 --> 00:28:08: related to housing as it relates to race,
00:28:08 --> 00:28:10: that it's really not just about land use,
00:28:10 --> 00:28:12: it's about everything else and how,
00:28:12 --> 00:28:14: as the poll question showed,
00:28:14 --> 00:28:16: these things affect every decision that we make,
00:28:16 --> 00:28:19: and I think for people of color and black folks
00:28:19 --> 00:28:20: in particular,
00:28:20 --> 00:28:23: we feel the strongest, most adverse effects of those types
00:28:23 --> 00:28:26: of policy decisions and to operate and act as if
00:28:26 --> 00:28:29: some of these policies happen in a land use zoning.
00:28:29 --> 00:28:33: Housing vacuum really does disservice to the many ways in
00:28:33 --> 00:28:34: which racism,
00:28:34 --> 00:28:38: racism through policy really infiltrates and influences alot of different
00:28:38 --> 00:28:40: parts of folks lives,
00:28:40 --> 00:28:42: not just from a housing or ladies perspective.
00:28:47 --> 00:28:50: Thank you we have about 165 participants and so we
00:28:50 --> 00:28:53: would like to ask you if you do have any
00:28:53 --> 00:28:56: questions at this time to please provide those in the
00:28:56 --> 00:28:59: Q and a box and we will have someone who
00:28:59 --> 00:29:01: will be those questions as we go alone.
00:29:01 --> 00:29:03: Again, this is for you.
00:29:03 --> 00:29:06: We want to turn this into a conversation.
00:29:06 --> 00:29:09: Although this is a panel discussion because again,
00:29:09 --> 00:29:12: we're all here to acknowledge.
00:29:12 --> 00:29:15: Learn and grow from one another during aspect.
00:29:15 --> 00:29:19: I will start off with one question in particular.
00:29:19 --> 00:29:23: Obviously this summer has been very trying time or many
00:29:23 --> 00:29:24: parts of culture.
00:29:24 --> 00:29:26: War in the entire nation.

00:29:26 --> 00:29:28: As you know in the COVID-19,
00:29:28 --> 00:29:32: but also some events in we talk about a movement.
00:29:32 --> 00:29:35: Often a movement begins at the moment.
00:29:35 --> 00:29:41: And in 2020. Mr Boy Floyd tragically lost his life.
00:29:41 --> 00:29:45: Anne. Beth created protest letter protest.
00:29:45 --> 00:29:47: It also led to a lot of corporations.
00:29:47 --> 00:29:52: A lot of organizations. Releasing a lot of public statements
00:29:52 --> 00:29:53: about what.
00:29:53 --> 00:29:57: Black lives how that matters about racism.
00:29:57 --> 00:30:00: From your position. What do you feel about some of
00:30:00 --> 00:30:02: those public statements?
00:30:02 --> 00:30:05: And again, this is. The broader society,
00:30:05 --> 00:30:07: but as it relates to some of the things talked
00:30:07 --> 00:30:10: about around banking and finance and and look at the
00:30:10 --> 00:30:14: in equities around neighborhoods and communities with redlining,
00:30:14 --> 00:30:18: environmental racism. What are your general thoughts about the public
00:30:18 --> 00:30:20: things that have been released?
00:30:20 --> 00:30:22: Let me start with you forgot about you first.
00:30:25 --> 00:30:27: I think it really varies.
00:30:27 --> 00:30:30: I think nationally you see kind of a mix of
00:30:30 --> 00:30:31: different levels.
00:30:31 --> 00:30:34: I think there's a national conversation state State,
00:30:34 --> 00:30:39: City to city, and there's kind of these institutional and
00:30:39 --> 00:30:41: organizational statements as well.
00:30:41 --> 00:30:45: In India, it's been really interesting seeing how we're a
00:30:45 --> 00:30:49: city that has a very strong nonprofit and philanthropic community.
00:30:49 --> 00:30:52: And the ways that they came out at a different
00:30:52 --> 00:30:54: way than our public institutions came out.
00:30:54 --> 00:30:56: So I find that really interesting.
00:30:56 --> 00:30:59: I think having worked with a lot of those different
00:30:59 --> 00:31:00: organizations,
00:31:00 --> 00:31:02: that it is.
00:31:02 --> 00:31:05: A little empty. I think that is for two reasons.
00:31:05 --> 00:31:07: One, now it's OK to say things like Black Lives
00:31:07 --> 00:31:10: Matter and to care very much or be perceived as
00:31:10 --> 00:31:13: if you care about some of these systemically racist issues.
00:31:13 --> 00:31:15: But I don't think there's a lot of tools or
00:31:15 --> 00:31:17: knowledge about how to address them,
00:31:17 --> 00:31:19: so some of them I think are vague because they
00:31:19 --> 00:31:22: just kind of wanted to see some of the first

00:31:22 --> 00:31:23: people to say something.
00:31:23 --> 00:31:25: And then there are other folks who want to be
00:31:25 --> 00:31:28: first but actually really want to do the work and
00:31:28 --> 00:31:30: figure out how to address these things.
00:31:30 --> 00:31:31: And it takes a long time.
00:31:31 --> 00:31:33: So I think there's also.
00:31:33 --> 00:31:34: One of the big things that we've seen,
00:31:34 --> 00:31:37: at least in India, is kind of disconnect between nonprofits
00:31:37 --> 00:31:38: and other groups.
00:31:38 --> 00:31:41: You know, the government city government saying you know racism
00:31:41 --> 00:31:44: as a public health issue and really coming out against
00:31:44 --> 00:31:44: things,
00:31:44 --> 00:31:46: but then kind of matching that with action.
00:31:46 --> 00:31:48: And I think the statements can kind of seem very
00:31:48 --> 00:31:49: symbolic,
00:31:49 --> 00:31:51: but to see the work actually being done,
00:31:51 --> 00:31:53: I think it's going to take some time and so
00:31:53 --> 00:31:55: that disconnect between community residents,
00:31:55 --> 00:31:58: understanding how long it takes to actually see policy change.
00:31:58 --> 00:32:00: Versus you know, the folks who are trying to get
00:32:00 --> 00:32:01: onboarding coalesce around it.
00:32:01 --> 00:32:04: I think at least in Indianapolis.
00:32:04 --> 00:32:06: There is some progress, but it's going to take a
00:32:06 --> 00:32:10: long time to see those inclusion and diversity statements actually
00:32:10 --> 00:32:11: match the reality.
00:32:11 --> 00:32:15: Especially if folks aren't really willing to do the work
00:32:15 --> 00:32:15: to get there.
00:32:15 --> 00:32:18: The point will move the question around,
00:32:18 --> 00:32:20: but I did wanna give Monica Ann Phillip a chance
00:32:20 --> 00:32:22: to respond to that as well.
00:32:22 --> 00:32:25: Public statements were your thoughts about it in general.
00:32:25 --> 00:32:29: Sure, yeah, I couple grams.
00:32:29 --> 00:32:30: OK, couple of points here.
00:32:30 --> 00:32:33: You know in my mind you know it's really about
00:32:33 --> 00:32:36: following the money and you know that's a banker answer,
00:32:36 --> 00:32:39: but I think it it definitely will see where people's
00:32:39 --> 00:32:42: responsibilities and accountabilities lies.
00:32:42 --> 00:32:45: If you look at budgets of organizations and what they
00:32:45 --> 00:32:48: spend those budgets on and who that money goes to
00:32:48 --> 00:32:50: and what that were closed.

00:32:50 --> 00:32:52: So I think as people are coming out with those
00:32:52 --> 00:32:53: statements,
00:32:53 --> 00:32:56: hopefully there also re looking at where those budgets are
00:32:57 --> 00:32:58: being allocated right?
00:32:58 --> 00:33:00: And I think the other piece is just.
00:33:00 --> 00:33:04: You know, looking at the racial demographics of the organization
00:33:04 --> 00:33:07: and you know that's comparing the racial demographics of the
00:33:08 --> 00:33:09: leadership and the board.
00:33:09 --> 00:33:11: Compare that to the staff,
00:33:11 --> 00:33:13: you know, maybe that most entry level,
00:33:13 --> 00:33:15: position and then on top of that.
00:33:15 --> 00:33:18: Then compare that data to what do the racial demographics
00:33:18 --> 00:33:21: of the communities that they serve look like?
00:33:21 --> 00:33:23: And you know, in an ideal world,
00:33:23 --> 00:33:25: all of those will look proportionate,
00:33:25 --> 00:33:27: right? And I think that's where the real work is,
00:33:27 --> 00:33:30: and I think I appreciate organizations who have that transparent
00:33:30 --> 00:33:33: in their statements that they're not necessarily there yet.
00:33:33 --> 00:33:35: And this is where they're working towards,
00:33:35 --> 00:33:38: and I think that's the most authentic.
00:33:38 --> 00:33:42: I think that's actually a really great point to build
00:33:42 --> 00:33:42: off of,
00:33:42 --> 00:33:45: because I'll be honest, I've had very mixed views and
00:33:45 --> 00:33:49: often negative about some of the statements that are coming
00:33:49 --> 00:33:53: out coming out from organizations and primarily because some of
00:33:53 --> 00:33:56: the loudest speakers and earliest people to put out statements
00:33:56 --> 00:33:59: were not necessarily reflecting Phillip.
00:33:59 --> 00:34:00: What you just talked about,
00:34:00 --> 00:34:04: right? Like I will make a statement about equity and
00:34:04 --> 00:34:06: support of diversity and inclusion.
00:34:06 --> 00:34:09: The organization ABC, but when you actually look at where
00:34:09 --> 00:34:10: the lending goes.
00:34:10 --> 00:34:12: Or look at who's on the board or look at
00:34:12 --> 00:34:14: who's in leadership.
00:34:14 --> 00:34:16: It just does not reflect the statement.
00:34:16 --> 00:34:18: So I think for me I got very frustrated very
00:34:18 --> 00:34:20: early with the statements.
00:34:20 --> 00:34:22: But I think what the quieter role has been,

00:34:22 --> 00:34:24: those who are actually doing the work.
00:34:24 --> 00:34:26: So we are going to to part of what you
00:34:26 --> 00:34:29: started to say is that someone who's rolling up their
00:34:29 --> 00:34:33: sleeves and doing the work actually doesn't necessarily have time
00:34:33 --> 00:34:35: to sit and put out public statements.
00:34:35 --> 00:34:38: They're busy doing the work and I think that's really,
00:34:38 --> 00:34:41: really important to recognize because.
00:34:41 --> 00:34:46: In Chicago, you can imagine and have heard and seen
00:34:46 --> 00:34:47: all sorts of.
00:34:47 --> 00:34:50: Spectrums of of what we're talking about,
00:34:50 --> 00:34:54: and the the distinction between who's rolling up their sleeves,
00:34:54 --> 00:34:55: who's doing the action, who,
00:34:55 --> 00:34:59: who is protesting their asking for policy change or advocate
00:34:59 --> 00:35:00: advocating,
00:35:00 --> 00:35:01: is not what you're seeing.
00:35:01 --> 00:35:03: Sort of in the news in the day-to-day.
00:35:03 --> 00:35:08: Whether it's through positive statements or through.
00:35:08 --> 00:35:10: Looting and other actions that are going on,
00:35:10 --> 00:35:13: and I think I think we have to collectively work
00:35:13 --> 00:35:13: on,
00:35:13 --> 00:35:17: particularly when we're talking about sort of design,
00:35:17 --> 00:35:19: built environment lending and policy,
00:35:19 --> 00:35:23: really work on elevating those that are doing the hard
00:35:23 --> 00:35:25: work in positive ways.
00:35:25 --> 00:35:28: Yeah, one of the things I find very interesting from
00:35:28 --> 00:35:30: some of the public statements,
00:35:30 --> 00:35:32: and I think all of you have touched on it,
00:35:32 --> 00:35:34: is that we go back to that same trust,
00:35:34 --> 00:35:37: but verify there are a lot of commitments that have
00:35:37 --> 00:35:38: been made.
00:35:38 --> 00:35:41: But the question is who's measuring those those goals and
00:35:41 --> 00:35:44: how do they verify that information in the public?
00:35:44 --> 00:35:47: So the public has confidence?
00:35:47 --> 00:35:50: And what they are proposing or where they were staying
00:35:50 --> 00:35:51: in those statements.
00:35:51 --> 00:35:52: So thank you for those questions.
00:35:52 --> 00:35:54: I think for our potential stand we have a few
00:35:54 --> 00:35:57: questions that have been asked by some of the participants.
00:36:01 --> 00:36:03: Yes Brian, this is Katie and I just want to
00:36:03 --> 00:36:06: share with you the first open question and this can
00:36:06 --> 00:36:07: go to anyone on the panel.

00:36:07 --> 00:36:11: But are there cities NPO's or other government organizations that

00:36:11 --> 00:36:14: you can point to that are taking an exemplary approach

00:36:14 --> 00:36:16: to equity at this time?

00:36:18 --> 00:36:19: Good question.

00:36:21 --> 00:36:23: Vinny you work.

00:36:23 --> 00:36:27: POV Three who did you want?

00:36:27 --> 00:36:29: Cheryl net.

00:36:29 --> 00:36:31: I don't. I don't know about exemplary.

00:36:31 --> 00:36:34: I think that people are really doing their best.

00:36:34 --> 00:36:37: Whatever looks like, only like to Monica's point,

00:36:37 --> 00:36:40: there are some people who just put it out there.

00:36:40 --> 00:36:42: They're not going to do anything.

00:36:42 --> 00:36:45: Some organizations and governments, but I will say that there

00:36:45 --> 00:36:48: are some interesting offices and approaches,

00:36:48 --> 00:36:51: so there is the government alliance for racial equity,

00:36:51 --> 00:36:54: which is a national group that helps local governments.

00:36:54 --> 00:36:56: Kind of, I think, to Brian's point,

00:36:56 --> 00:37:00: hold themselves accountable for equity and develop metrics in trying

00:37:00 --> 00:37:03: to figure out ways to integrate that throughout.

00:37:03 --> 00:37:05: So now the city Minneapolis has been working with them

00:37:05 --> 00:37:08: to help kind of work through where they can be

00:37:08 --> 00:37:08: more equitable.

00:37:08 --> 00:37:10: So when there they had a meeting yesterday,

00:37:10 --> 00:37:13: I think a budget meeting where they were showing to

00:37:13 --> 00:37:14: Phillips point,

00:37:14 --> 00:37:18: how they were allocating funding to be more equitable.

00:37:18 --> 00:37:20: Across different agencies within the city.

00:37:20 --> 00:37:23: And so I think that's a very important first step

00:37:23 --> 00:37:25: to just kind of look at the data.

00:37:25 --> 00:37:27: Acknowledge where the gaps are,

00:37:27 --> 00:37:28: and then try to invest in it.

00:37:28 --> 00:37:31: The state of Virginia has developed a equity.

00:37:31 --> 00:37:34: I think it's like a cabinet level position in the

00:37:34 --> 00:37:37: state of Virginia that deals with issues of diversity,

00:37:37 --> 00:37:40: equity and inclusion, and her role is to go through

00:37:40 --> 00:37:44: and actually pick through policies and practices across the entire

00:37:44 --> 00:37:47: state to try and figure out what that looks like,

00:37:47 --> 00:37:49: what it means to revise that.

00:37:49 --> 00:37:51: And I think again, this process is really slow moving,

00:37:51 --> 00:37:54: so I can't say in our other panelists might have
00:37:54 --> 00:37:55: better ideas than I do about.
00:37:55 --> 00:37:58: I know what it looks like and what it should
00:37:58 --> 00:37:58: look like.
00:37:58 --> 00:38:00: I also know that means that it takes a long
00:38:00 --> 00:38:03: time for them to actually do this assessment,
00:38:03 --> 00:38:06: especially in places that have not really come to grips
00:38:06 --> 00:38:08: with what it means to do things in equitable Way.
00:38:08 --> 00:38:10: And I will say that I think we have a
00:38:10 --> 00:38:12: long way to go with that in terms of housing
00:38:12 --> 00:38:14: and land use policy in particular.
00:38:14 --> 00:38:17: So while there might be other policy areas that are
00:38:17 --> 00:38:18: a little more transparent,
00:38:18 --> 00:38:21: easy to address. I think with housing and land use
00:38:21 --> 00:38:24: it opens up a can of worms in terms of
00:38:24 --> 00:38:27: how you kind of reverse the decades and decades of
00:38:27 --> 00:38:30: inequities that have happened here and so I don't have
00:38:30 --> 00:38:31: good examples there.
00:38:31 --> 00:38:34: But the other panelists made great examples that you be
00:38:34 --> 00:38:35: shared again,
00:38:35 --> 00:38:38: the. Jury is always out on being exemplary,
00:38:38 --> 00:38:41: but we will continue to revisit overtime.
00:38:41 --> 00:38:45: I'm sure you would do your research as well as
00:38:45 --> 00:38:45: all of us.
00:38:45 --> 00:38:48: Monaco do you everything you will not sure on that.
00:38:48 --> 00:38:52: I think I was gonna add so there's a couple
00:38:52 --> 00:38:54: of things city of Chicago has recently.
00:38:54 --> 00:38:57: Created a couple of specific positions to try to on
00:38:57 --> 00:38:59: diversity equity inclusion,
00:38:59 --> 00:39:01: which I think is a promising start,
00:39:01 --> 00:39:05: right? Like City, acknowledgement that that these are issues that
00:39:05 --> 00:39:06: we need to approach citywide.
00:39:06 --> 00:39:09: And we're not just dealing in a specific community or
00:39:09 --> 00:39:11: specific neighborhood.
00:39:11 --> 00:39:14: The other thing in Phillip I'm imagining you can speak
00:39:14 --> 00:39:16: more to this is some of the funding right?
00:39:16 --> 00:39:19: The city funding and also foundation funding.
00:39:19 --> 00:39:21: So there's sort of two separate moments,
00:39:21 --> 00:39:24: but we have an initiative called Invest Southwest here that
00:39:24 --> 00:39:25: is.
00:39:25 --> 00:39:29: Taking a. Literally taking downtown dollars and pushing to

the
00:39:29 --> 00:39:33: neighborhoods and with the current leadership that we have with
00:39:33 --> 00:39:34: Commissioner Cox,
00:39:34 --> 00:39:38: Mayor Lightfoot, this is active and transparent in a way
00:39:38 --> 00:39:40: that it hasn't been in the past.
00:39:40 --> 00:39:43: It's in very early stages of the work is the
00:39:43 --> 00:39:43: hard work,
00:39:43 --> 00:39:46: is sort of starting to be done on the foundation
00:39:46 --> 00:39:47: part.
00:39:47 --> 00:39:50: What I'm finding a couple of organisations that I'm on
00:39:50 --> 00:39:54: board for are being asked to be accountable and reflect
00:39:54 --> 00:39:57: the neighborhoods that they're they're working in.
00:39:57 --> 00:40:00: So as an example, foundations are starting to ask literally
00:40:00 --> 00:40:03: ask some of the things that have come up.
00:40:03 --> 00:40:05: It's like who is your staff who is working in
00:40:06 --> 00:40:07: the neighborhoods,
00:40:07 --> 00:40:10: what, what relationship, and what investment do you have in
00:40:10 --> 00:40:12: the neighborhoods that we should fund you,
00:40:12 --> 00:40:15: as opposed to perhaps a different organization?
00:40:15 --> 00:40:19: Or someone who's more locally based and what is forcing,
00:40:19 --> 00:40:21: at least in a couple of instances,
00:40:21 --> 00:40:25: is is better partnerships and better relationships where the local
00:40:25 --> 00:40:27: organization may be getting elevated.
00:40:27 --> 00:40:30: And be in a stronger position because they are actually
00:40:30 --> 00:40:34: the ones who are receiving the funding and being supported.
00:40:34 --> 00:40:37: But it's a question that wasn't asked several years ago,
00:40:37 --> 00:40:40: right? It's being asked now and it wasn't asked.
00:40:40 --> 00:40:43: Historically. I did want to jump in really quickly before
00:40:43 --> 00:40:45: Phillips to piggyback off of that,
00:40:45 --> 00:40:48: because I did mention that India has a strong foundation
00:40:48 --> 00:40:51: community and so we have this Central Indiana Community Foundation
00:40:52 --> 00:40:54: which a couple of years ago changes entire mission to
00:40:54 --> 00:40:57: be about racial equity. So they were really on the
00:40:57 --> 00:40:58: forefront of.
00:40:58 --> 00:41:01: Again, when it comes to providing nonprofits with funding as
00:41:01 --> 00:41:02: an intermediary,
00:41:02 --> 00:41:05: you know making sure that it's equitable in the work
00:41:05 --> 00:41:06: that they're doing,
00:41:06 --> 00:41:07: but then also just last week,
00:41:07 --> 00:41:09: I believe the Lilly endowment,

00:41:09 --> 00:41:10: which is a major funder,
00:41:10 --> 00:41:14: gave 100 million dollars to the Indianapolis Urban League specifically
00:41:14 --> 00:41:16: to address issues in black communities,
00:41:16 --> 00:41:19: and I think that's like the biggest gift that we've
00:41:19 --> 00:41:20: seen nationally.
00:41:20 --> 00:41:22: And like the National Urban League,
00:41:22 --> 00:41:24: also waited on that. And so I think again,
00:41:24 --> 00:41:26: back to putting your money where your mouth is.
00:41:26 --> 00:41:30: They're giving it to community organizations to figure out.
00:41:30 --> 00:41:32: They're going to do a process to understand where their
00:41:32 --> 00:41:33: needs aren't.
00:41:33 --> 00:41:35: Again, figure out how to invest that money meaningfully,
00:41:35 --> 00:41:37: which could involve housing related issues as well.
00:41:40 --> 00:41:42: Sure, yeah, no. I think to Monica's point,
00:41:42 --> 00:41:45: you know the most important thing is how often do
00:41:45 --> 00:41:48: funders and lenders do their due diligence on the people
00:41:48 --> 00:41:51: that they do fund to make sure that they are
00:41:51 --> 00:41:54: looking into the community. And I think that's easier said
00:41:54 --> 00:41:55: than done,
00:41:55 --> 00:41:57: right? Because the best applications,
00:41:57 --> 00:42:00: the best submissions are going to be from people who
00:42:00 --> 00:42:02: have large scale capacity as an organization,
00:42:02 --> 00:42:06: which might mean that maybe there they are less communicating
00:42:06 --> 00:42:08: with the community groups on the ground,
00:42:08 --> 00:42:11: right? So I think. So smaller scale community groups might
00:42:12 --> 00:42:14: have the closest ear to the ground,
00:42:14 --> 00:42:17: so to speak, but you know it takes collaborating with
00:42:17 --> 00:42:20: those larger groups we might be getting the funding,
00:42:20 --> 00:42:22: so I think the more we can do more incentivizing
00:42:22 --> 00:42:26: around collaborations for certain funds and certain capital,
00:42:26 --> 00:42:28: the better, and that will kind of free up those
00:42:28 --> 00:42:30: larger community groups.
00:42:30 --> 00:42:32: Look to those smaller groups you know,
00:42:32 --> 00:42:34: and I'm true entrepreneur at heart as well.
00:42:34 --> 00:42:37: And I do believe that those smaller groups are the
00:42:37 --> 00:42:40: ones who have the better ideas of the Community needs.
00:42:40 --> 00:42:43: And yet they need the scale of the larger group
00:42:43 --> 00:42:43: so.
00:42:43 --> 00:42:45: I think that's where I've seen.
00:42:45 --> 00:42:48: I know, invest STL in Saint Louis has done a
00:42:48 --> 00:42:49: great job.

00:42:49 --> 00:42:52: Kind of looking at that intentional approach of how do
00:42:52 --> 00:42:56: we invest towards community engagement while still allowing the residents
00:42:56 --> 00:42:59: in the area to really kind of lead that effort.
00:42:59 --> 00:43:01: So that's been one that I've noticed.
00:43:01 --> 00:43:04: And then you know, just in general participatory budgeting,
00:43:04 --> 00:43:08: the idea of that communities can come together to really
00:43:08 --> 00:43:10: vote on how money should be spent.
00:43:10 --> 00:43:13: I think is an important piece there.
00:43:13 --> 00:43:15: His great great Katie are.
00:43:15 --> 00:43:17: We have another question, yes,
00:43:17 --> 00:43:21: so this is a combination of two questions and this.
00:43:21 --> 00:43:23: This is for all the panelists we have.
00:43:23 --> 00:43:28: We've discussed today redlining and some of the other practices
00:43:28 --> 00:43:29: in the video.
00:43:29 --> 00:43:30: But how do those impact,
00:43:30 --> 00:43:34: transportation and transit? How can we work to rebuild our
00:43:34 --> 00:43:38: cities more equitably and specifically in Indianapolis?
00:43:38 --> 00:43:42: How does the bus rapid transit line impact or improve?
00:43:42 --> 00:43:44: Or doesn't do anything so?
00:43:44 --> 00:43:46: That's two questions we kind of combined into one so
00:43:46 --> 00:43:48: interested in your thoughts on that.
00:43:51 --> 00:43:53: So let me leave the second part of the question
00:43:53 --> 00:43:55: about Indianapolis to brianca.
00:43:55 --> 00:43:56: But before we do that,
00:43:56 --> 00:43:59: we can give you some time to think about that.
00:43:59 --> 00:44:02: Seem like you may be ready already with let me
00:44:02 --> 00:44:03: go to Monica Monica.
00:44:03 --> 00:44:05: For your understanding of redlining and transit,
00:44:05 --> 00:44:09: what are you seeing in terms of the impacts of?
00:44:09 --> 00:44:12: Transportation is relates to a consortium of things,
00:44:12 --> 00:44:15: transportation cost burden redlining. We know more and more large
00:44:15 --> 00:44:19: companies that aren't going to Metropolitan areas are located in
00:44:19 --> 00:44:22: a suburb because they want more space but that demand
00:44:22 --> 00:44:24: and having to work for us to get people.
00:44:24 --> 00:44:28: There is a challenge, but do you just your general
00:44:28 --> 00:44:31: thoughts about redlining in transit?
00:44:31 --> 00:44:33: Well, they're absolutely interrelated. I mean,
00:44:33 --> 00:44:37: what we're seeing in Chicago is things like.
00:44:37 --> 00:44:41: Neighborhoods that are maybe more of that industrial

Brooklyn look
00:44:41 --> 00:44:45: and feel are getting the new transit stations and getting
00:44:45 --> 00:44:49: the improved amenities and some of the places where the
00:44:49 --> 00:44:53: housing is more in need of improvement and has the
00:44:53 --> 00:44:57: opportunity to increase some of the density that would allow
00:44:57 --> 00:45:02: proximity between transportation and job locations are actually not getting
00:45:02 --> 00:45:04: the same resource is. I mean,
00:45:04 --> 00:45:08: you can literally map train station by station.
00:45:08 --> 00:45:11: Where the improvements are kuringen Ann.
00:45:11 --> 00:45:14: Where the new construction is occurring and then to add
00:45:14 --> 00:45:17: to that I mean the one super simple example that
00:45:17 --> 00:45:20: started is when the Divvy bikes started in Chicago,
00:45:20 --> 00:45:22: so the the ride share bikes.
00:45:22 --> 00:45:25: There was a big fight to have it equitably extend
00:45:25 --> 00:45:29: between neighborhoods into neighborhoods that were underserved,
00:45:29 --> 00:45:31: but what it didn't recognize,
00:45:31 --> 00:45:33: which is to the point of equity,
00:45:33 --> 00:45:35: so I'm jumping sort of to.
00:45:35 --> 00:45:39: An earlier question is that some of the communities that
00:45:39 --> 00:45:41: were being underserved by the rich?
00:45:41 --> 00:45:44: Rideshares even when the rideshare program started to come to
00:45:44 --> 00:45:45: allow that last,
00:45:45 --> 00:45:49: you know the last five 15 minutes to get to
00:45:49 --> 00:45:50: the train.
00:45:50 --> 00:45:53: There was maybe less knowledge and less ability and less
00:45:53 --> 00:45:55: comfort to get on the bike to use it as
00:45:55 --> 00:45:56: a source of transit.
00:45:56 --> 00:45:57: So then it becomes a circular argument.
00:45:57 --> 00:46:00: It's like, hey, nobody is using this in the neighborhood,
00:46:00 --> 00:46:02: so why do we have to keep maintaining this in
00:46:02 --> 00:46:06: this particular neighborhood without recognizing there's just some rooted experiences
00:46:07 --> 00:46:09: that may not be nascent to the communities where these
00:46:09 --> 00:46:12: services are being introduced. Burger.
00:46:12 --> 00:46:15: So you want to chime in or anything regarding transit
00:46:15 --> 00:46:16: redlining.
00:46:16 --> 00:46:20: Sure, Ann. A complicated question because I think in my
00:46:20 --> 00:46:24: mind it begs more questions and I'll just maybe start
00:46:24 --> 00:46:26: with the idea of coded language,
00:46:26 --> 00:46:29: right? I think a lot of times.

00:46:29 --> 00:46:32: People say that they want access to all communities and
00:46:33 --> 00:46:36: transportation that can help with that access to all communities.
00:46:36 --> 00:46:38: But there's also, you know,
00:46:38 --> 00:46:42: conversations that not all communities want their community to be
00:46:42 --> 00:46:44: accessible to everyone in the region,
00:46:44 --> 00:46:47: and I think that's a tough reality that we have
00:46:47 --> 00:46:51: to acknowledge before we can have a transportation conversation,
00:46:51 --> 00:46:54: because then, you know, politics will come into play and
00:46:54 --> 00:46:57: then you you really just have to go back to
00:46:57 --> 00:46:59: that initial question of do we want access?
00:46:59 --> 00:47:02: Rock communities and that goes back to segregation.
00:47:02 --> 00:47:04: I think there's a lot of communities who may not
00:47:04 --> 00:47:07: necessarily want every community member in the region to be
00:47:07 --> 00:47:09: able to get to their neighborhood,
00:47:09 --> 00:47:12: and they'll vote accordingly.
00:47:12 --> 00:47:16: Very good, we're going to seems like someone from Indianapolis,
00:47:16 --> 00:47:20: while somebody who has some experience in Indianapolis put up
00:47:20 --> 00:47:24: the local transit system in realigning your thoughts.
00:47:24 --> 00:47:27: Yeah, so for those of you who don't know,
00:47:27 --> 00:47:30: we do have a bus rapid transit system that was
00:47:30 --> 00:47:31: developed,
00:47:31 --> 00:47:34: uh, last or that rolled out formally last fall around
00:47:34 --> 00:47:35: September Ish.
00:47:35 --> 00:47:38: And it's been interesting in that it is also first
00:47:38 --> 00:47:42: All India is not a transit friendly city so we're
00:47:42 --> 00:47:44: definitely not Chicago by any means.
00:47:44 --> 00:47:47: We also have state legislation that says that we are
00:47:47 --> 00:47:51: not allowed to build light rail so you know working
00:47:51 --> 00:47:52: around that bus.
00:47:52 --> 00:47:55: Rapid hearings it is an option.
00:47:55 --> 00:47:58: But it rolled out in September in a city that's
00:47:58 --> 00:48:01: not really transit friendly or bust friendly in particular.
00:48:01 --> 00:48:04: And then complicating that, of course,
00:48:04 --> 00:48:06: was Coppit 19, right? So you go from rolling out
00:48:06 --> 00:48:10: this new opportunity for residents to we can't even ride
00:48:10 --> 00:48:12: the buses or we shouldn't ride the buses.
00:48:12 --> 00:48:15: So one of the things that they were dealing with,

00:48:15 --> 00:48:19: I think in the early stages of this project.
00:48:19 --> 00:48:23: Thinking about equity is really how to get folks who
00:48:23 --> 00:48:26: don't work nearly ride the bus to participate in the
00:48:26 --> 00:48:29: program and to ride the bus to downtown.
00:48:29 --> 00:48:32: And so I think part of their marketing also involved.
00:48:32 --> 00:48:35: You know, the fact that you can live in your
00:48:35 --> 00:48:38: nice upscale neighborhood and catch the bus go downtown.
00:48:38 --> 00:48:41: So part of that we're trying to get those folks
00:48:41 --> 00:48:42: involved,
00:48:42 --> 00:48:45: and I think in this initial line that they have
00:48:45 --> 00:48:49: currently runs through a lot of relatively affluent and popular
00:48:49 --> 00:48:50: places in the city.
00:48:50 --> 00:48:52: Through downtown, into the other side,
00:48:52 --> 00:48:54: South side of the city.
00:48:54 --> 00:48:56: But it's an interesting experience writing it.
00:48:56 --> 00:48:58: I live on the North side,
00:48:58 --> 00:49:00: which is like the first stop and as you keep
00:49:00 --> 00:49:03: going it takes awhile for you to get to see
00:49:03 --> 00:49:04: a person of color.
00:49:04 --> 00:49:05: Sometimes on that bus ride.
00:49:05 --> 00:49:08: And so even though I think there are places where
00:49:08 --> 00:49:11: they clearly put it to make it more accessible,
00:49:11 --> 00:49:14: particularly for people of color due to redlining,
00:49:14 --> 00:49:17: right? They do have two other lines are supposed to
00:49:17 --> 00:49:20: come out and I think more affectively connect communities of
00:49:20 --> 00:49:22: color in particular too.
00:49:22 --> 00:49:24: More stops and so I think of course the idea
00:49:25 --> 00:49:28: of these lines is to create more Accessibility for folks
00:49:28 --> 00:49:31: who are lower income and need access to jobs that
00:49:31 --> 00:49:34: obviously intersects with race sometimes.
00:49:34 --> 00:49:36: So I think our city is still probably wanting to
00:49:37 --> 00:49:40: needing to see more longer term effects because I said
00:49:40 --> 00:49:43: that covid really complicated how that rolled out in terms
00:49:43 --> 00:49:46: of a broader audience in usability,
00:49:46 --> 00:49:48: but it does seem at least on its face,
00:49:48 --> 00:49:51: it's still hitting some of those major areas where we
00:49:51 --> 00:49:53: do see more folks of color.
00:49:53 --> 00:49:55: In our city. Sounds like you all are a little
00:49:56 --> 00:49:57: bit further ahead in Saint Louis,
00:49:57 --> 00:50:00: but that's good to hear.
00:50:00 --> 00:50:04: Right? OK Katie Xbox yeah.
00:50:04 --> 00:50:06: So this question is really focused.

00:50:06 --> 00:50:08: Fill up with your banking experience,
00:50:08 --> 00:50:10: what?
00:50:10 --> 00:50:13: Our our Palace or or participant Rob has asked as
00:50:13 --> 00:50:15: an African American worker in economic development.
00:50:15 --> 00:50:19: He meets with black business owners and they expressed their
00:50:19 --> 00:50:19: concern.
00:50:19 --> 00:50:21: Struggling to secure bank loans?
00:50:21 --> 00:50:25: What are some of the ways you've seen black business
00:50:25 --> 00:50:27: owners overcome this hurdle?
00:50:27 --> 00:50:29: Yeah, that's a great question.
00:50:29 --> 00:50:31: Um, it's definitely tough. And you know.
00:50:31 --> 00:50:34: Again, it kind of goes back to the historical context
00:50:34 --> 00:50:37: that there there are a lot of walls and hurdles
00:50:37 --> 00:50:39: and tape if you will.
00:50:39 --> 00:50:42: That you know the banking industry has got to put
00:50:42 --> 00:50:43: up to say hey we want to be.
00:50:43 --> 00:50:46: You know, the most conservative with.
00:50:46 --> 00:50:49: Who we lend the money to and we're using things
00:50:49 --> 00:50:50: like credit scores.
00:50:50 --> 00:50:54: We're using things like appraisals to kind of be that
00:50:54 --> 00:50:56: determinant versus maybe.
00:50:56 --> 00:50:59: Some may say it should be the trust in the
00:50:59 --> 00:51:02: relationship that you have with the business owner trusting that
00:51:02 --> 00:51:04: they are going to then pay it back.
00:51:04 --> 00:51:07: So it just depends on the banking industry,
00:51:07 --> 00:51:09: how strict they abide by those those policies,
00:51:09 --> 00:51:11: and at the end of the day,
00:51:11 --> 00:51:14: if your credit scores or if appraisals don't come back
00:51:14 --> 00:51:17: where it kind of fits in bankers metrics and in
00:51:17 --> 00:51:18: their credit box.
00:51:18 --> 00:51:21: If you will, there's very limited flexibility sometimes,
00:51:21 --> 00:51:24: so I think kind of building on other people's kind
00:51:24 --> 00:51:25: of comments in the chat.
00:51:25 --> 00:51:29: A lot of times the banking industry will rely on.
00:51:29 --> 00:51:34: Community development financial institutions which are intermediary lenders to say
00:51:34 --> 00:51:34: hey,
00:51:34 --> 00:51:37: because we know you guys are a little bit more
00:51:37 --> 00:51:38: flexible with your credit box,
00:51:38 --> 00:51:41: you will give you all capital and then in hopes
00:51:41 --> 00:51:44: that those CDF eyes are going to kind of get

00:51:44 --> 00:51:47: it to those communities in a better way than banks
00:51:47 --> 00:51:50: can can do so that's kind of the current relationship
00:51:50 --> 00:51:51: there.
00:51:51 --> 00:51:54: But yeah, it's it's definitely an industry and banking that
00:51:54 --> 00:51:58: has been intentionally conservative to kind of make sure that.
00:51:58 --> 00:52:01: They are being fiscally responsible,
00:52:01 --> 00:52:03: right? That's going to be what is said,
00:52:03 --> 00:52:06: and yet we know that there's historical context.
00:52:06 --> 00:52:10: That banking industry has had its hands along with FHA
00:52:10 --> 00:52:11: around redlining.
00:52:11 --> 00:52:14: So I think the fact that a lot of banks
00:52:14 --> 00:52:17: would not consider a non FHA mortgage alone and then
00:52:17 --> 00:52:21: knowing that FHA kind of to the videos perspective was
00:52:21 --> 00:52:24: very restrictive on who they they gave that insurance too.
00:52:24 --> 00:52:28: I think it's kind of clear where our historical context.
00:52:28 --> 00:52:31: Is with banking.
00:52:31 --> 00:52:34: I can just chime in as well fellow from the
00:52:34 --> 00:52:38: other side from the business and things are great question.
00:52:38 --> 00:52:42: I think a lot of black owned businesses also need
00:52:42 --> 00:52:46: some support and advocacy from community as well.
00:52:46 --> 00:52:49: Just tell a lot of black owned businesses to go
00:52:49 --> 00:52:50: into a bank first of all,
00:52:50 --> 00:52:53: because they may not have that historic relationship.
00:52:53 --> 00:52:56: They feel like they're going to turn down no matter
00:52:56 --> 00:52:57: what regardless.
00:52:57 --> 00:52:59: So I think it's important for some civic leaders to
00:52:59 --> 00:53:03: really get behind some of these black owned businesses and
00:53:03 --> 00:53:04: just advocate and try again.
00:53:04 --> 00:53:06: Replied mentorship in some cases.
00:53:06 --> 00:53:07: And then there are other,
00:53:07 --> 00:53:11: you know, black on further may have a strong relationship
00:53:11 --> 00:53:14: and you can do some things so there's always a
00:53:15 --> 00:53:16: balance of just being.
00:53:16 --> 00:53:18: Strong support having started voice system,
00:53:18 --> 00:53:22: have their instruction from memory business development,
00:53:22 --> 00:53:24: particularly if we relate to black owned businesses.
00:53:24 --> 00:53:28: Typically, though, they're low, you know and have a local
00:53:28 --> 00:53:28: communities,
00:53:28 --> 00:53:32: meaning black neighborhoods. It's very important that banks try to
00:53:32 --> 00:53:33: come innovative,
00:53:33 --> 00:53:36: but also civic leaders in government can get involved as

00:53:36 --> 00:53:39: well as well as the philanthropic community.
00:53:39 --> 00:53:42: OK, we're Morocco or anything with that.
00:53:42 --> 00:53:45: We go to the next question.
00:53:45 --> 00:53:48: I was just going to really quickly add with the
00:53:48 --> 00:53:48: CDF.
00:53:48 --> 00:53:52: I point that Phillips making is that that's that's been
00:53:52 --> 00:53:54: absolutely critical for us.
00:53:54 --> 00:53:55: So part of what we do,
00:53:55 --> 00:53:58: less so under the name of civic projects.
00:53:58 --> 00:54:01: But. But as part of my work is is development
00:54:01 --> 00:54:04: rehab providing affordable housing and neighborhoods?
00:54:04 --> 00:54:08: And the only way we could start that through private
00:54:08 --> 00:54:10: money was was with the CDF.
00:54:10 --> 00:54:14: I Community Investment Corporation allowing us to get a loan
00:54:14 --> 00:54:15: in in a.
00:54:15 --> 00:54:18: In an underresourced neighborhood, and that there was at that
00:54:19 --> 00:54:23: time probably know traditional bank that would have provided that
00:54:23 --> 00:54:23: funding,
00:54:23 --> 00:54:25: and that obviously helps grow.
00:54:25 --> 00:54:28: But I do find that with the bank and institutional
00:54:28 --> 00:54:31: lending when you coming in from private.
00:54:31 --> 00:54:33: So not the housing tax credits,
00:54:33 --> 00:54:36: not the historical credits. It is very difficult to enter
00:54:37 --> 00:54:40: that and people don't have the language and knowledge to
00:54:40 --> 00:54:42: know how to have that conversation.
00:54:42 --> 00:54:45: 'cause when you start breaking it down.
00:54:45 --> 00:54:50: There's there is opportunity to leverage whether it's property or
00:54:50 --> 00:54:53: savings or there there are opportunities.
00:54:53 --> 00:54:54: But Brian, to your point,
00:54:54 --> 00:55:00: some of the language and education and knowledge of just
00:55:00 --> 00:55:02: how to do that is not.
00:55:02 --> 00:55:05: Is not transparent, right? Nobody is making that process transparent.
00:55:05 --> 00:55:08: To make it easier for more people.
00:55:08 --> 00:55:11: Right very good. Yeah, I was just going to add
00:55:11 --> 00:55:12: that,
00:55:12 --> 00:55:15: um. The indie chamber has kind of been lifted up
00:55:15 --> 00:55:19: as a national model because of their response to the
00:55:19 --> 00:55:23: PPP loans for small businesses in Indianapolis.

00:55:23 --> 00:55:26: And so I think upwards of.
00:55:26 --> 00:55:29: 70% of the folks who got funding were actually minority,
00:55:29 --> 00:55:32: and women owned businesses, and so they're being held up
00:55:32 --> 00:55:34: as kind of examining their processes to see how to
00:55:34 --> 00:55:38: be more equitable in those types of disbursements and treating
00:55:38 --> 00:55:40: it as more of like a micro lending situation in
00:55:40 --> 00:55:41: acting as a CDF.
00:55:41 --> 00:55:43: I working with CDF eyes to do that work,
00:55:43 --> 00:55:46: but I do want to very intentional about being more
00:55:46 --> 00:55:46: equitable,
00:55:46 --> 00:55:49: and they've been doing work for probably about two to
00:55:49 --> 00:55:52: three years about how to be more inclusive in their
00:55:52 --> 00:55:53: growth strategies for the city.
00:55:53 --> 00:55:55: And so I just wanted to use that as a
00:55:55 --> 00:55:58: point for people to look at with their interested.
00:55:58 --> 00:56:02: But also that they've been very intentional about promoting equity
00:56:02 --> 00:56:06: through the business community for awhile prior to all of
00:56:06 --> 00:56:07: this happening.
00:56:07 --> 00:56:09: Are we about 25 minutes before we have to begin
00:56:09 --> 00:56:10: to start wrapping up?
00:56:10 --> 00:56:12: And I know we have a number of questions,
00:56:12 --> 00:56:15: so we're going to try to move through some of
00:56:15 --> 00:56:15: these Katie.
00:56:15 --> 00:56:17: You wanna go with it?
00:56:17 --> 00:56:19: Yes, our next question is a very,
00:56:19 --> 00:56:23: very controversial topic. The opportunity zones are these availed way
00:56:23 --> 00:56:25: to perpetuate gentrification?
00:56:25 --> 00:56:28: Or can they actually support our communities?
00:56:28 --> 00:56:31: Some people may not be familiar with opportunities on,
00:56:31 --> 00:56:33: so you might need to put some background information in
00:56:33 --> 00:56:33: there.
00:56:35 --> 00:56:37: So you want to give a shot at.
00:56:39 --> 00:56:42: Sure opportunity zones.
00:56:42 --> 00:56:45: For those who are unfamiliar,
00:56:45 --> 00:56:48: opportunity zones are a tool that came out not too
00:56:48 --> 00:56:49: long ago.
00:56:49 --> 00:56:54: They are targeted at low income or areas determined by
00:56:54 --> 00:56:58: each state where you can invest dollars.
00:56:58 --> 00:57:00: With in lieu of paying capital gains tax,
00:57:00 --> 00:57:04: so it's thought to be that you know by pulling

00:57:04 --> 00:57:05: this money out,
00:57:05 --> 00:57:08: investing it in the community that it is helping to
00:57:08 --> 00:57:10: support these these districts.
00:57:10 --> 00:57:15: That is also helping those people trying to avoid taxes
00:57:15 --> 00:57:18: to build wealth in other ways.
00:57:18 --> 00:57:21: Right, so you want to share any fellow.
00:57:21 --> 00:57:25: Alright, I have mixed feelings about opportunity zones and I
00:57:25 --> 00:57:27: think a lot of people do,
00:57:27 --> 00:57:29: but I think it kind of goes back to the
00:57:29 --> 00:57:30: general conversation,
00:57:30 --> 00:57:32: right? If you think layman's terms,
00:57:32 --> 00:57:36: how do we incentivize the right investments that are equitable,
00:57:36 --> 00:57:39: right? And then you have to ask yourself,
00:57:39 --> 00:57:41: are there enough rules and regulations?
00:57:41 --> 00:57:45: Tide to opportunity, opportunity zone to kind of ensure that
00:57:45 --> 00:57:48: equitable processes are going to be made,
00:57:48 --> 00:57:50: and I think that's where you have to look at
00:57:50 --> 00:57:52: the policies that are.
00:57:52 --> 00:57:56: Our time to opertunity zones similar to CRA Community Reinvestment
00:57:56 --> 00:57:56: Act.
00:57:56 --> 00:57:59: Those are kind of those kind of regulations around how
00:57:59 --> 00:58:03: banks have to put capital in certain communities based on
00:58:03 --> 00:58:06: where they have branches and physical locations.
00:58:06 --> 00:58:07: Question at the same time,
00:58:07 --> 00:58:10: even CRA is being under review right now,
00:58:10 --> 00:58:12: so you just have to ask again,
00:58:12 --> 00:58:15: either enough rules and regulations and policy set so that
00:58:15 --> 00:58:19: someone can't maybe abuse the system if you will and
00:58:19 --> 00:58:22: not necessarily get the money where it needs to go.
00:58:22 --> 00:58:25: So I think this the strength and opportunity zones is
00:58:25 --> 00:58:26: going to be what?
00:58:26 --> 00:58:28: What are the rules in place and right now I
00:58:28 --> 00:58:31: just I'm just not sure what those rules and policies
00:58:31 --> 00:58:32: are right now.
00:58:32 --> 00:58:34: So yeah, I hope there's more more to come,
00:58:34 --> 00:58:37: but it's just unclear. Yeah,
00:58:37 --> 00:58:39: I think there needs to be more that needs to
00:58:39 --> 00:58:39: be done,
00:58:39 --> 00:58:42: obviously, and the other part of it is that you
00:58:42 --> 00:58:43: have to have.

00:58:43 --> 00:58:46: Development opportunities in the pipeline.
00:58:46 --> 00:58:48: When you talk about some of these harder to serve
00:58:48 --> 00:58:51: markets underserved markets that have historically been that way.
00:58:51 --> 00:58:54: It's not like you have product Lander ready to go
00:58:54 --> 00:58:55: looking for investment.
00:58:55 --> 00:58:57: You know as a lot of money just flying around
00:58:57 --> 00:59:00: looking for somewhere to land but you don't have projects
00:59:00 --> 00:59:03: lined up for community that need those jobs need those
00:59:03 --> 00:59:05: business services.
00:59:05 --> 00:59:09: No. Anyone else want to say anything on there?
00:59:09 --> 00:59:13: For God's next question. I was just gonna add real
00:59:13 --> 00:59:13: quick.
00:59:13 --> 00:59:16: I think bracket looks like you are too,
00:59:16 --> 00:59:20: but I think the biggest challenge with things like opportunity
00:59:20 --> 00:59:20: zones,
00:59:20 --> 00:59:23: at least in in Chicago is that a lot of
00:59:23 --> 00:59:27: where these were landing was kind of predetermined before Brian.
00:59:27 --> 00:59:29: To your point, the projects,
00:59:29 --> 00:59:32: the pipeline and the opportunity.
00:59:32 --> 00:59:35: So like had we just spent the time studying where
00:59:35 --> 00:59:36: these were to go.
00:59:36 --> 00:59:40: I think we would have had a much fairer distribution
00:59:40 --> 00:59:42: of of where they landed because.
00:59:42 --> 00:59:44: Um?
00:59:44 --> 00:59:46: They are.
00:59:46 --> 00:59:50: It is not necessarily the local community that's being served
00:59:50 --> 00:59:52: by the fact that the opportunity zone,
00:59:52 --> 00:59:55: and it's been very.
00:59:55 --> 00:59:57: I don't know if I should use the word predatory,
00:59:57 --> 01:00:00: but almost been predatory in terms of like people taking
01:00:00 --> 01:00:04: advantage of identified opportunity zones as opposed to there being
01:00:04 --> 01:00:06: the projects in the pipeline and the existing.
01:00:06 --> 01:00:11: Need that's done being supported.
01:00:11 --> 01:00:13: Yeah, I would definitely agree with Monica on that.
01:00:13 --> 01:00:15: It just seems a bit like not a self fulfilling
01:00:15 --> 01:00:16: prophecy,
01:00:16 --> 01:00:18: but every these cycles of like the same groups being
01:00:18 --> 01:00:21: at the table to take advantage of the opportunity for
01:00:21 --> 01:00:22: good or for bad.
01:00:22 --> 01:00:25: And so we definitely have other places even in Indianapolis,

01:00:25 --> 01:00:27: where you know they've been identified,
01:00:27 --> 01:00:30: but then who's the CDC that that organization that neighborhood
01:00:30 --> 01:00:31: is working with,
01:00:31 --> 01:00:33: where the resources there? So it's been identified.
01:00:33 --> 01:00:36: There's not a partner at the tables who's really going
01:00:36 --> 01:00:39: to facilitate what that means to be an opportunity zone?
01:00:39 --> 01:00:42: And I think as we think about neighborhood development in
01:00:42 --> 01:00:42: particular.
01:00:42 --> 01:00:44: But a lot of our constructions again is like who
01:00:44 --> 01:00:45: is this built for?
01:00:45 --> 01:00:47: Someone else said, is it built for the people who
01:00:47 --> 01:00:48: actually live there?
01:00:48 --> 01:00:50: Is that they're bringing people to do some stuff and
01:00:50 --> 01:00:53: maybe attract folks from outside of that neighborhood and eventually
01:00:54 --> 01:00:56: lead to other things like gentrification in session.
01:00:56 --> 01:00:58: Again, I know a lot of those studies have yet
01:00:58 --> 01:00:58: to be done by,
01:00:58 --> 01:01:00: I think, at least on the ground,
01:01:00 --> 01:01:02: there is concern about who is getting the support to
01:01:02 --> 01:01:04: make sure that things are done in an equitable way.
01:01:04 --> 01:01:07: So just adding to what everyone else already said.
01:01:07 --> 01:01:10: Great point, thank you very often.
01:01:10 --> 01:01:12: Katie, we have another question.
01:01:12 --> 01:01:14: Yes, and we can go all the way up to
01:01:15 --> 01:01:15: 450,
01:01:15 --> 01:01:20: so we can take quite a few more questions tonight.
01:01:20 --> 01:01:23: Many the the next question is many people do not
01:01:23 --> 01:01:26: fully understand how our political policies of the past have
01:01:26 --> 01:01:28: put us where we are today in order to really
01:01:28 --> 01:01:31: move forward. How do we educate the public on the
01:01:31 --> 01:01:34: history so that they have the knowledge to help you
01:01:34 --> 01:01:37: policies moving forward that are equitable knowledge is power this
01:01:37 --> 01:01:40: information is not currently taught in schools?
01:01:44 --> 01:01:46: Well, I think you'll have some work to do on
01:01:46 --> 01:01:46: that.
01:01:48 --> 01:01:49: Some other organizations as well,
01:01:49 --> 01:01:51: but probably you want to take that.
01:01:53 --> 01:01:56: Yeah, I guess I'll say at least my experience is
01:01:56 --> 01:01:59: being a black student in K through 12 schools.
01:01:59 --> 01:02:02: That you're right, that's not always taught,

01:02:02 --> 01:02:04: but I think you know.
01:02:04 --> 01:02:06: Even things like this are helpful,
01:02:06 --> 01:02:07: right? It's not taught in schools,
01:02:07 --> 01:02:09: but if you are appearing on this call,
01:02:09 --> 01:02:12: then it's incumbent upon you to have those conversations with
01:02:12 --> 01:02:13: your kids.
01:02:13 --> 01:02:15: It's not the schools, it is the school's fault,
01:02:15 --> 01:02:17: but you know, at a certain point,
01:02:17 --> 01:02:18: there is a level of.
01:02:18 --> 01:02:21: You know, implicit information that gets passed on even in
01:02:21 --> 01:02:24: households when we talk about things like what school is
01:02:24 --> 01:02:27: a good school or what neighborhood is a good neighborhood
01:02:27 --> 01:02:31: being able to deconstruct? What that means requires a lot
01:02:31 --> 01:02:32: of knowledge and listening.
01:02:32 --> 01:02:35: So I think that that's the biggest thing is being
01:02:35 --> 01:02:36: able to do things.
01:02:36 --> 01:02:39: There aren't there. Lots of forums like what we're doing
01:02:39 --> 01:02:39: right now,
01:02:39 --> 01:02:41: but there are tons of books.
01:02:41 --> 01:02:43: There are tons of podcasts are so many ways to
01:02:44 --> 01:02:46: just kind of jump into the information like I said
01:02:46 --> 01:02:49: that's why it takes a long time for these things
01:02:49 --> 01:02:51: to change because people have to.
01:02:51 --> 01:02:52: A lot of folks in this country,
01:02:52 --> 01:02:56: especially why folks are reorienting their perspectives to a lot
01:02:56 --> 01:02:57: of things that I've grown up with,
01:02:57 --> 01:03:01: are not actually OK, and they might actually systemically disadvantage
01:03:01 --> 01:03:01: people.
01:03:01 --> 01:03:04: So I think the only thing you can really do
01:03:04 --> 01:03:06: is just to listen to the communities that are being
01:03:06 --> 01:03:09: affected by some of these policies and just do as
01:03:09 --> 01:03:11: much as you can or so many resources now to
01:03:11 --> 01:03:14: jump into and be able to share that information with
01:03:14 --> 01:03:16: your family with your friends and other folks.
01:03:16 --> 01:03:19: To, you know, make it spread around as much as
01:03:20 --> 01:03:20: you can.
01:03:20 --> 01:03:24: Yeah, that's great. I think another thing at home turned
01:03:24 --> 01:03:25: over to Monica,
01:03:25 --> 01:03:27: but I think another couple of things.
01:03:27 --> 01:03:31: One is that that's why it's important to diversify.

01:03:31 --> 01:03:36: Or institutions and make sure that we are inclusive.
01:03:36 --> 01:03:41: Giving young people early. I think we have more black
01:03:41 --> 01:03:42: Hispanic.
01:03:42 --> 01:03:45: Just just more people of color involved these organizations.
01:03:45 --> 01:03:48: They can certainly reach and educate there.
01:03:48 --> 01:03:50: A lot of people don't know about a lot of
01:03:50 --> 01:03:52: different you know,
01:03:52 --> 01:03:55: divisions of planning and different things run development as well,
01:03:55 --> 01:03:59: but if you tell people what food insecurity and can
01:03:59 --> 01:04:01: tell you if they're hungry.
01:04:01 --> 01:04:05: Within data also help, you maybe provide innovative solutions based
01:04:05 --> 01:04:06: on their lived experience,
01:04:06 --> 01:04:09: so we had to be to connect those dots and
01:04:09 --> 01:04:11: making meaningful for a younger generation.
01:04:11 --> 01:04:15: Anna younger generation color. The other thing I would also
01:04:15 --> 01:04:19: say is that you know Community engagement is somewhere we
01:04:19 --> 01:04:21: call that tokenism fees.
01:04:21 --> 01:04:24: When you go into communities of color is really about
01:04:24 --> 01:04:25: community empowerment,
01:04:25 --> 01:04:26: and that's when you have.
01:04:26 --> 01:04:30: That committee education community. You informing the community in which
01:04:30 --> 01:04:33: you can learn from from them in the institutional history
01:04:33 --> 01:04:34: as well as thing.
01:04:34 --> 01:04:37: Having those conversations talk about planning is hard,
01:04:37 --> 01:04:41: but development is what it means little development means.
01:04:41 --> 01:04:45: Just be the bringing the right wording.
01:04:45 --> 01:04:48: The right common language.
01:04:48 --> 01:04:52: Will help. Always become more educated and help to expand
01:04:52 --> 01:04:55: the field for more people to get more involved in
01:04:55 --> 01:04:56: it as well.
01:04:56 --> 01:04:59: So there's just a couple of things I wanted to
01:04:59 --> 01:05:01: share my do you want to chime in on that?
01:05:01 --> 01:05:05: I wasn't actually appreciate where you just said about sort
01:05:05 --> 01:05:06: of the terminology,
01:05:06 --> 01:05:10: the language understanding we've spent our entire summer with two
01:05:10 --> 01:05:14: research assistance from the University of Chicago exploring almost everything
01:05:14 --> 01:05:18: you just described and we're struggling right where we want

01:05:18 --> 01:05:21: to talk about tools. And goals of equitable development in
01:05:22 --> 01:05:25: the communities that we work and we can't even find
01:05:25 --> 01:05:27: the common language to have the conversation.
01:05:27 --> 01:05:30: So we're.
01:05:30 --> 01:05:32: We will do our best is is the most I
01:05:32 --> 01:05:33: can say,
01:05:33 --> 01:05:36: but because a lot of the terminology that history things
01:05:36 --> 01:05:39: that we saw in the film are not inherently known.
01:05:39 --> 01:05:43: Then when we talk about things like Community wealth building,
01:05:43 --> 01:05:47: which I think is absolutely critical to this conversation,
01:05:47 --> 01:05:51: we're not recognizing the background that is either preventing or
01:05:51 --> 01:05:55: could be eventually resolved to build the community wealth right?
01:05:55 --> 01:06:00: And community wealth building, whether it's individual equity like actually
01:06:00 --> 01:06:01: you know.
01:06:01 --> 01:06:02: Within a home, a house,
01:06:02 --> 01:06:06: a household of property, whatever or if it's community wealth
01:06:06 --> 01:06:09: building in terms of community assets,
01:06:09 --> 01:06:12: both of these are.
01:06:12 --> 01:06:16: If you are outside of the neighborhood that is impacted,
01:06:16 --> 01:06:21: you have a high percentage chance that you don't see
01:06:22 --> 01:06:22: it.
01:06:22 --> 01:06:24: I work in neighborhoods of color.
01:06:24 --> 01:06:27: I live in a neighborhood that's not so much of
01:06:27 --> 01:06:32: color and the difference in dialogues between those two neighborhoods
01:06:32 --> 01:06:34: are night and day and all around me,
01:06:34 --> 01:06:36: in in.
01:06:36 --> 01:06:39: Where there are less people of color,
01:06:39 --> 01:06:42: I'm realizing that. That nobody even knew to have these
01:06:42 --> 01:06:44: conversations right.
01:06:44 --> 01:06:46: There was no.
01:06:46 --> 01:06:48: The idea of redlining the idea that inequity in lending
01:06:48 --> 01:06:49: it's like,
01:06:49 --> 01:06:51: well, I've always gotten loans when I've gone to the
01:06:51 --> 01:06:52: bank,
01:06:52 --> 01:06:55: may prevent you from even understanding that the color of
01:06:55 --> 01:06:58: your skin with the neighborhood you live in is preventing
01:06:58 --> 01:07:00: you from getting those same loans.
01:07:00 --> 01:07:03: So we have to dial way back in this conversation.

01:07:05 --> 01:07:07: Yeah, I think just to kind of build on that.
01:07:07 --> 01:07:09: Really. It's about, you know,
01:07:09 --> 01:07:13: deciding that you're willing to sacrifice social capital here in
01:07:13 --> 01:07:17: your organizations to have conversations that might not impact you
01:07:17 --> 01:07:18: on a personal level,
01:07:18 --> 01:07:21: right? And I think that that goes a long way,
01:07:21 --> 01:07:23: because at the very least,
01:07:23 --> 01:07:25: we just saw one of one of the many resources
01:07:25 --> 01:07:26: out there,
01:07:26 --> 01:07:30: segregation by design. That's something you can bring to your
01:07:30 --> 01:07:31: organization tomorrow.
01:07:31 --> 01:07:34: Say, hey, I just had a chance to watch this
01:07:34 --> 01:07:34: great video.
01:07:34 --> 01:07:36: I know we have a DI committee.
01:07:36 --> 01:07:39: For example, I know we have this counselor who's looking
01:07:40 --> 01:07:40: to do DI work.
01:07:40 --> 01:07:43: I'd love to maybe bring this to have this conversation
01:07:44 --> 01:07:44: or or hey,
01:07:44 --> 01:07:47: you know I'd love to maybe see if our team
01:07:47 --> 01:07:48: wants to do an equity audit,
01:07:48 --> 01:07:51: right? These are small steps that you can as an
01:07:51 --> 01:07:55: individual can choose to suggest to your organization or to
01:07:55 --> 01:07:56: your group.
01:07:56 --> 01:07:59: Knowing that it might not be comfortable and it's not
01:07:59 --> 01:08:00: ever going to be comfortable,
01:08:00 --> 01:08:03: right? And I think we we have to just acknowledge
01:08:03 --> 01:08:06: that we have a privilege of kind of sitting on
01:08:06 --> 01:08:08: the sidelines and we have to leverage the idea of
01:08:08 --> 01:08:11: going and having those uncomfortable conversations,
01:08:11 --> 01:08:14: knowing that it's going to benefit the entire community if
01:08:15 --> 01:08:15: you do.
01:08:17 --> 01:08:20: OK. Katie, thank you Phillip.
01:08:20 --> 01:08:23: I'm a huge fan of uncomfortable conversation.
01:08:23 --> 01:08:25: We're going to skip over Casey's question.
01:08:25 --> 01:08:27: For those who don't know,
01:08:27 --> 01:08:29: Casey Curtis is our.
01:08:29 --> 01:08:33: Recently, elected president of ULI Saint Louis and that's a
01:08:33 --> 01:08:36: great question will probably end on that one on the
01:08:36 --> 01:08:39: next question in line is what do you think some
01:08:39 --> 01:08:43: of the most effective ways for big siari companies companies

01:08:43 --> 01:08:47: which currently make most of their money from financing development
01:08:47 --> 01:08:51: that aren't necessarily equitable or that play into the existing
01:08:51 --> 01:08:55: system to change their business practices to to facilitate equitable
01:08:55 --> 01:08:56: land use?
01:08:56 --> 01:08:59: How can a big siari make sure they're not facilitating
01:08:59 --> 01:09:00: gentrification?
01:09:04 --> 01:09:07: Will I take that one?
01:09:07 --> 01:09:09: There's a lot there.
01:09:09 --> 01:09:12: Is there any piece of that that interview would like
01:09:12 --> 01:09:12: to just take?
01:09:12 --> 01:09:16: We can try to bring this break this question up
01:09:16 --> 01:09:16: more.
01:09:16 --> 01:09:19: Sure, I can start. I think first that's big.
01:09:19 --> 01:09:22: Siari company has to want to do it right.
01:09:22 --> 01:09:25: I think that requires their board,
01:09:25 --> 01:09:29: their CEO, their executives, to want to do that kind
01:09:30 --> 01:09:30: of work.
01:09:30 --> 01:09:32: That's not the case. Then,
01:09:32 --> 01:09:36: yeah, maybe would take policies and regulations that limit how
01:09:36 --> 01:09:37: much capitalism.
01:09:37 --> 01:09:40: They can enjoy so I think we're in a capitalistic
01:09:40 --> 01:09:43: society right so I think capitalism is is what drives?
01:09:43 --> 01:09:46: How do you make the most money and increase the
01:09:46 --> 01:09:50: most profits for shareholders so I think if those shareholders
01:09:50 --> 01:09:53: are telling them make as much money as you can.
01:09:53 --> 01:09:56: I don't see why they would want to consider continue
01:09:56 --> 01:09:59: or consider equitable development right and I think I say
01:10:00 --> 01:10:02: that you know just to be transparent that.
01:10:02 --> 01:10:04: It starts from the leadership level.
01:10:04 --> 01:10:08: Start from the shareholders saying that this is a priority
01:10:08 --> 01:10:10: for us and we no longer want to try to
01:10:10 --> 01:10:13: maximize profits no matter what right there has to be
01:10:13 --> 01:10:15: some sort of of guidelines there.
01:10:15 --> 01:10:19: So whether it's regulations or executive leadership choosing to make
01:10:19 --> 01:10:20: that stance,
01:10:20 --> 01:10:21: that's where it'll start.
01:10:25 --> 01:10:28: Anyone else want to chime in on any part of
01:10:28 --> 01:10:29: that question?
01:10:29 --> 01:10:34: Yeah, I think I wouldn't mind adding something so twofold.

01:10:34 --> 01:10:37: All of the terminology around equity,
01:10:37 --> 01:10:41: equitable development that we're talking about comes into play,
01:10:41 --> 01:10:43: but when we talk about gentrification,
01:10:43 --> 01:10:46: I think there's a couple of ways to look at
01:10:46 --> 01:10:46: it,
01:10:46 --> 01:10:50: and I worked with the Executive Director in Englewood here
01:10:50 --> 01:10:50: in Chicago,
01:10:50 --> 01:10:52: and he made a really good point.
01:10:52 --> 01:10:54: He talked about economic diversity,
01:10:54 --> 01:10:57: right? He, he changed the conversation.
01:10:57 --> 01:11:00: He's like economic diversity. Bring it on,
01:11:00 --> 01:11:04: right? I will take economic diversity in in Englewood if
01:11:04 --> 01:11:04: increasing.
01:11:04 --> 01:11:08: Incomes of residents that are building on certain vacant lots
01:11:08 --> 01:11:11: or developing certain houses allows economic diversity,
01:11:11 --> 01:11:14: which means we can support the retail in our neighborhood,
01:11:14 --> 01:11:17: which means we can support the entrepreneurs which we can
01:11:17 --> 01:11:17: create,
01:11:17 --> 01:11:20: which means we can create more jobs in our neighborhood.
01:11:20 --> 01:11:22: Bring it on. I think the challenge is,
01:11:22 --> 01:11:26: you know, gentrification is really tide to displacement and we've
01:11:26 --> 01:11:28: got to work more on the social equity side where
01:11:28 --> 01:11:29: we really work at.
01:11:29 --> 01:11:32: How can how can we?
01:11:32 --> 01:11:34: Make change without.
01:11:37 --> 01:11:40: It sort of, can you change without displacement right?
01:11:40 --> 01:11:43: And to companies that are looking at bottom lines in
01:11:43 --> 01:11:45: terms of profits specifically,
01:11:45 --> 01:11:48: you know when you look at things like social capital
01:11:48 --> 01:11:50: and social equity.
01:11:50 --> 01:11:52: It it doesn't mean there's no money there,
01:11:52 --> 01:11:55: but it may mean that the you know the 12%
01:11:55 --> 01:11:56: return is a 10% or a 9%
01:11:56 --> 01:11:58: return. Whatever it is, it's just.
01:11:58 --> 01:12:01: It doesn't mean you can't.
01:12:01 --> 01:12:04: Build whether it's wealth within the community or wealth it's
01:12:04 --> 01:12:06: supporting the community,
01:12:06 --> 01:12:08: but you can do it in a way that you're
01:12:08 --> 01:12:12: actually building the community and not displacing or.
01:12:12 --> 01:12:14: Or some of the other things we've been talking about.

01:12:16 --> 01:12:18: Very good.
01:12:18 --> 01:12:20: OK, next question Katie. Yes,
01:12:20 --> 01:12:23: could you talk about the impacts of redlining on other
01:12:23 --> 01:12:26: issues including environmental justice,
01:12:26 --> 01:12:28: climate justice and public health.
01:12:30 --> 01:12:33: That's a good one. All the questions are good with
01:12:33 --> 01:12:34: broccoli.
01:12:34 --> 01:12:37: You want to take. Take it to run it it
01:12:37 --> 01:12:37: sure,
01:12:37 --> 01:12:40: so there's tons of research about you know,
01:12:40 --> 01:12:44: not even necessarily redlining, but neighborhoods that are,
01:12:44 --> 01:12:49: you know, majority minority, particularly majority black and the implications
01:12:49 --> 01:12:51: of living there on your health,
01:12:51 --> 01:12:53: greater rates of air pollution,
01:12:53 --> 01:12:56: greater rates of lead hazards in the soil,
01:12:56 --> 01:13:00: which leads to things like greater rates of asthma and
01:13:00 --> 01:13:02: some of these neighborhoods.
01:13:02 --> 01:13:05: So when we're talking about Cobin 19 in particular,
01:13:05 --> 01:13:08: the first things that came out was.
01:13:08 --> 01:13:10: You know, black people are definitely going to be a
01:13:10 --> 01:13:12: greater risk just because they're more likely to live in
01:13:12 --> 01:13:13: black neighborhoods,
01:13:13 --> 01:13:15: which are more likely to have these types of environmental
01:13:15 --> 01:13:18: hazards that predispose them to some of those types of.
01:13:18 --> 01:13:23: You know respiratory or other types of negative experiences health
01:13:23 --> 01:13:23: wise,
01:13:23 --> 01:13:27: so there's tons of work suggesting that if you live
01:13:27 --> 01:13:31: in a neighborhood that is predominately black in particular,
01:13:31 --> 01:13:36: regardless of income, that those are very common experiences to
01:13:36 --> 01:13:36: have.
01:13:36 --> 01:13:42: Great point, yes. Where is my right there?
01:13:42 --> 01:13:44: Sure, yeah, I think the color of law is a
01:13:44 --> 01:13:46: great book to just kind of read.
01:13:46 --> 01:13:48: I tend to cheat a lot.
01:13:48 --> 01:13:50: I just listen to audible.com,
01:13:50 --> 01:13:53: but for those who actually read the physical copy,
01:13:53 --> 01:13:55: you know couple of Lhasa great one.
01:13:55 --> 01:13:57: It walks through the idea that you know.
01:13:57 --> 01:14:02: Redlining also meant that certain plants certain.
01:14:02 --> 01:14:05: Other community centers that maybe other communities

didn't want in
01:14:05 --> 01:14:09: their neighborhoods were put in black neighborhoods or in those
01:14:09 --> 01:14:11: neighborhoods that were red line.
01:14:11 --> 01:14:13: So I think to bring up this point,
01:14:13 --> 01:14:17: those decisions were intentionally made to put certain factories.
01:14:17 --> 01:14:20: Certain things in black neighborhoods because they knew of the
01:14:20 --> 01:14:23: the health benefits or disadvantages by not having it in
01:14:23 --> 01:14:24: certain communities.
01:14:24 --> 01:14:27: So I think that's an important thing to just realize
01:14:27 --> 01:14:29: that that's tide to the environment,
01:14:29 --> 01:14:32: and you know, redlining impacts more than just.
01:14:32 --> 01:14:34: Economics.
01:14:34 --> 01:14:37: Yeah there is, but you know you have.
01:14:37 --> 01:14:41: When you have redlining this this investment at this investment
01:14:41 --> 01:14:43: goes to things from you know,
01:14:43 --> 01:14:46: having food, deserts, health access,
01:14:46 --> 01:14:49: deserts and then we feel as in as the food
01:14:49 --> 01:14:52: swamps the convenience store is a high salt,
01:14:52 --> 01:14:55: high sugar content. So redlining.
01:14:55 --> 01:14:58: Is a systematic process that leads to a lot of
01:14:58 --> 01:15:02: different things that adversely impact communities in as I mentioned
01:15:02 --> 01:15:02: earlier.
01:15:02 --> 01:15:05: I mean does go to the social and physical determinants
01:15:05 --> 01:15:06: of health.
01:15:06 --> 01:15:10: Your zip code? Unfortunately, can determine the outcome of your
01:15:10 --> 01:15:10: life.
01:15:10 --> 01:15:14: You know where I could mention before pollution that got
01:15:14 --> 01:15:15: a lot of young people,
01:15:15 --> 01:15:19: particularly black children. They have higher rates of asthma,
01:15:19 --> 01:15:22: obesity, which leads to chronic diseases like kidney,
01:15:22 --> 01:15:25: kidney disease, and in certain forms of cancer and so
01:15:25 --> 01:15:30: many different things that just result from redlining and disinvestment
01:15:30 --> 01:15:30: in general.
01:15:33 --> 01:15:35: OK Katie next question, yes,
01:15:35 --> 01:15:38: so we're going to. We're going to get.
01:15:38 --> 01:15:42: These are gonna be the last two questions we we
01:15:42 --> 01:15:43: tackle today.

01:15:43 --> 01:15:48: Will hit Casey's question. What is one thing everyone listening
01:15:48 --> 01:15:52: today can do to add advocate for in an effort
01:15:52 --> 01:15:55: to advance equitable development?
01:15:55 --> 01:15:58: So what is something that people can do today to
01:15:58 --> 01:16:00: advance equitable development?
01:16:00 --> 01:16:03: Um, I would say this isn't a particular cause,
01:16:03 --> 01:16:05: but I think a major hurdle,
01:16:05 --> 01:16:08: and Monica alluded to this is to stop conflating race
01:16:08 --> 01:16:08: with income.
01:16:08 --> 01:16:11: I think it's a very easy thing for developers,
01:16:11 --> 01:16:13: folks in city government to do,
01:16:13 --> 01:16:16: and saying we're going to help these folks because they're
01:16:16 --> 01:16:19: lower income and therefore by saying it's an economic issue,
01:16:19 --> 01:16:21: we cannot avoid the race conversation.
01:16:21 --> 01:16:23: But as you saw in the video,
01:16:23 --> 01:16:26: and as everyone said, so far these outcomes aren't by
01:16:26 --> 01:16:27: happenstance.
01:16:27 --> 01:16:29: There are very much racially targeted,
01:16:29 --> 01:16:32: and it's impossible to kind of reverse things from a
01:16:32 --> 01:16:33: racial equity.
01:16:33 --> 01:16:36: Perspective without this acknowledging that it's a race problem and
01:16:36 --> 01:16:39: not just erase an income problem when we look at
01:16:39 --> 01:16:40: majority black neighborhoods,
01:16:40 --> 01:16:43: there folks who live there who are attorneys and who
01:16:43 --> 01:16:45: were teachers and professionals.
01:16:45 --> 01:16:48: These aren't like low income people who are on food
01:16:48 --> 01:16:50: stamps like the stereotypes would have you believe.
01:16:50 --> 01:16:52: It's a very diverse place,
01:16:52 --> 01:16:54: socio economically and so it just kind of put some
01:16:54 --> 01:16:57: of these solutions as income based strategies.
01:16:57 --> 01:16:59: I think really does a disservice to you again.
01:16:59 --> 01:17:02: The years of systemic policies that were targeted toward black
01:17:03 --> 01:17:04: people and people of color.
01:17:07 --> 01:17:10: Monica, would you say your?
01:17:10 --> 01:17:13: Something you want to leave in terms of what can
01:17:13 --> 01:17:14: people do now?
01:17:14 --> 01:17:18: Um, I think have the conversation at its most basic
01:17:18 --> 01:17:18: level,
01:17:18 --> 01:17:21: I think that there's an amazing.
01:17:21 --> 01:17:24: That's the conversation I had the other day with a

01:17:25 --> 01:17:25: friend.
01:17:25 --> 01:17:29: It's a shockingly amazing opportunity right now that you can
01:17:30 --> 01:17:33: have a conversation about lack of access,
01:17:33 --> 01:17:37: comfort in public spaces, ability to go outside everybody is
01:17:37 --> 01:17:40: impacted because of covid right now,
01:17:40 --> 01:17:41: so all of a sudden,
01:17:41 --> 01:17:45: a lot of communities have never experienced.
01:17:45 --> 01:17:48: Um, lack of access or being afraid to go outside
01:17:48 --> 01:17:50: or concerned about the environment,
01:17:50 --> 01:17:54: the air they're breathing, our experiences from a very visceral
01:17:54 --> 01:17:56: and personal level,
01:17:56 --> 01:17:59: so all of a sudden this conversation can occur in
01:17:59 --> 01:18:00: a different way.
01:18:00 --> 01:18:03: Because in in many of the communities we work in
01:18:03 --> 01:18:05: and many friends and colleagues,
01:18:05 --> 01:18:08: it's like well, this is our reality,
01:18:08 --> 01:18:11: right? This is always been our reality and a lot
01:18:11 --> 01:18:14: of people are waking up to this idea that our
01:18:14 --> 01:18:15: environment are outside.
01:18:15 --> 01:18:19: Is not necessarily safe or conducive to our personal health,
01:18:19 --> 01:18:21: so I think this is a really,
01:18:21 --> 01:18:24: really important time to have the conversation in part.
01:18:24 --> 01:18:28: Unfortunately due to Covid, but I think it's allowing people
01:18:28 --> 01:18:31: to understand that discomfort caused for different reasons.
01:18:31 --> 01:18:35: But the fact that there is a discomfort and there's
01:18:35 --> 01:18:38: a lack of access to fresh air and all of
01:18:38 --> 01:18:39: these things is.
01:18:39 --> 01:18:41: I don't know, I've just really found that conversation has
01:18:41 --> 01:18:44: changed with with the fact that there's so much restricted
01:18:44 --> 01:18:44: access right now.
01:18:47 --> 01:18:49: I'll say briefly, you know,
01:18:49 --> 01:18:51: maybe just I mentioned earlier.
01:18:51 --> 01:18:54: You know, track racial demographic data.
01:18:54 --> 01:19:00: I think you'll be surprised how few organizations actually track
01:19:00 --> 01:19:02: racial demographic data.
01:19:02 --> 01:19:03: And until you do that,
01:19:03 --> 01:19:07: you can't even tell the story of that race conversation.
01:19:07 --> 01:19:10: I think also, you know you defined a consultant or
01:19:11 --> 01:19:14: find a group neutral third party to do a true
01:19:14 --> 01:19:16: equity audit of your organization's.
01:19:16 --> 01:19:19: I think until you start internally.

01:19:19 --> 01:19:23: It's tough to decide next steps until you you really
01:19:23 --> 01:19:25: kind of come to terms with where you are as
01:19:25 --> 01:19:27: an organization so.
01:19:27 --> 01:19:29: Well, that's a good segue fellow about measuring.
01:19:29 --> 01:19:32: You can't know where you're going or how effective you
01:19:32 --> 01:19:36: been with these public statements and things you're trying to
01:19:36 --> 01:19:36: initiate.
01:19:36 --> 01:19:39: Unless you're able to measure it and then we have
01:19:39 --> 01:19:40: a PhD up here,
01:19:40 --> 01:19:43: so I know previously understand that as well.
01:19:43 --> 01:19:46: Or Katie, how are we doing on time and you
01:19:46 --> 01:19:47: wanna go and give some?
01:19:47 --> 01:19:51: Action items here. Yes, I I want to thank everybody
01:19:51 --> 01:19:52: for participating today.
01:19:52 --> 01:19:55: If their questions were in the chat box and we
01:19:55 --> 01:19:57: weren't able to get to them,
01:19:57 --> 01:19:59: we will answer them and post them to the Wli
01:19:59 --> 01:20:00: Summit website.
01:20:00 --> 01:20:03: We're going to be adding a resource page with that
01:20:03 --> 01:20:04: in mind.
01:20:04 --> 01:20:07: Our final question for the survey or for our panelists
01:20:07 --> 01:20:10: today will be coming in the form of if you
01:20:10 --> 01:20:12: would provide one link or resource,
01:20:12 --> 01:20:14: you would recommend to the audience.
01:20:14 --> 01:20:16: So give you a second to think about that.
01:20:16 --> 01:20:19: While we we have that question out there,
01:20:19 --> 01:20:22: we also know that. People in the audience have a
01:20:22 --> 01:20:24: ton of resources at their fingertips as well,
01:20:24 --> 01:20:27: so we encourage you to drop those into the Q&A.
01:20:27 --> 01:20:29: We know it's not going to be a question,
01:20:29 --> 01:20:32: but will be documenting and keeping track of all the
01:20:32 --> 01:20:35: resources that you drop into the question and answer box
01:20:35 --> 01:20:38: will be adding those to the website and creating a
01:20:38 --> 01:20:40: resource page to use in the future.
01:20:40 --> 01:20:42: So I'd just like to go around and ask each
01:20:42 --> 01:20:45: panelist if you had one resource you would recommend for
01:20:45 --> 01:20:46: the audience.
01:20:46 --> 01:20:46: What would it be?
01:20:50 --> 01:20:51: We'll start with Phillip.
01:20:53 --> 01:20:56: Sure, yeah. So I mentioned color of law.
01:20:56 --> 01:20:59: There's also a book called Color of Money that really
01:20:59 --> 01:21:03: speaks to the lending industry and kind of how that

01:21:03 --> 01:21:05: has been racially discriminate.
01:21:05 --> 01:21:07: Yeah, I think it's just.
01:21:07 --> 01:21:09: Taking the time to really look at those resource and
01:21:09 --> 01:21:11: then see where those resources take you,
01:21:11 --> 01:21:14: because those books are great books that will mention other
01:21:14 --> 01:21:16: resources to check out so it kind of follow those
01:21:16 --> 01:21:16: leads.
01:21:19 --> 01:21:22: I'm gonna jump in with an audio,
01:21:22 --> 01:21:26: specifically a podcast, so there's a series of podcasts by
01:21:26 --> 01:21:27: serial or and,
01:21:27 --> 01:21:31: which are all amazing. But there's one that's currently out
01:21:31 --> 01:21:33: right now called believe.
01:21:33 --> 01:21:35: It's called nice white people,
01:21:35 --> 01:21:39: but it's it's about the education system and access to
01:21:39 --> 01:21:43: schools in New York and it's it's fantastic because it's
01:21:43 --> 01:21:47: very digestible and it really goes at things like locations
01:21:47 --> 01:21:50: of school, access to schools,
01:21:50 --> 01:21:53: peoples, desires. To to have a public education.
01:21:53 --> 01:21:56: But then the reality of kind of what individual action
01:21:56 --> 01:21:57: in what individual action?
01:21:57 --> 01:22:01: How individual action impacts the realities of the schools and
01:22:01 --> 01:22:02: where the schools are today.
01:22:02 --> 01:22:05: So it it's using the current context to explore how
01:22:05 --> 01:22:07: we've gotten to where we are,
01:22:07 --> 01:22:09: with the lack of integration in schools,
01:22:09 --> 01:22:12: in the in the public education system.
01:22:14 --> 01:22:17: I would recommend the warmth of other Suns by Isabel
01:22:17 --> 01:22:17: Wilkerson.
01:22:17 --> 01:22:20: She has a new book that's come out called Cast
01:22:20 --> 01:22:23: which talks about race and how it's structured in the
01:22:23 --> 01:22:23: US,
01:22:23 --> 01:22:26: but I like the warmth of other Suns because it's
01:22:26 --> 01:22:27: very narrative,
01:22:27 --> 01:22:29: but it also talks about what it means to be
01:22:29 --> 01:22:32: a black person coming usually from the Deep South to
01:22:32 --> 01:22:34: different parts of the country,
01:22:34 --> 01:22:38: including the Midwest, including places like Chicago and just what
01:22:38 --> 01:22:39: that treatment was like.
01:22:39 --> 01:22:42: Because you think about any kind of overturning some of
01:22:42 --> 01:22:45: these policies and what that looks like.
01:22:45 --> 01:22:47: So just again kind of see what that was like

01:22:47 --> 01:22:50: in practice for people to essentially be treated like immigrants
01:22:50 --> 01:22:52: in their own country to come to a new place
01:22:52 --> 01:22:55: and not have the systems and structures to support them.
01:22:55 --> 01:22:58: And accomplishing things like home ownership or living in a
01:22:58 --> 01:22:58: quality,
01:22:58 --> 01:23:01: affordable rental that was happening decades and decades ago.
01:23:01 --> 01:23:04: And they were still trying to break some of those
01:23:04 --> 01:23:04: cycles.
01:23:04 --> 01:23:07: I think it's a good kind of historical perspective on
01:23:07 --> 01:23:07: some of that.
01:23:12 --> 01:23:15: Your mute Katie your mute.
01:23:15 --> 01:23:17: As a Brian, and we'd also love you to add
01:23:17 --> 01:23:18: your your two cents.
01:23:18 --> 01:23:22: As a professor, you you've got lots of resources.
01:23:22 --> 01:23:24: You know, I'm gonna do a little bit different,
01:23:24 --> 01:23:27: and though this is not tapping out here but.
01:23:27 --> 01:23:31: The late speaker of the House tip O'Neill O'Neill always
01:23:31 --> 01:23:33: said that all politics is local.
01:23:33 --> 01:23:36: I'll just say everybody on this webinar.
01:23:36 --> 01:23:39: Do spine of local book.
01:23:39 --> 01:23:42: Or somebody's written about the history of your community.
01:23:42 --> 01:23:45: And figure out what you can do to help fortify
01:23:45 --> 01:23:46: any challenges with.
01:23:46 --> 01:23:48: Again, I believe all things are local,
01:23:48 --> 01:23:51: so find something you look community,
01:23:51 --> 01:23:54: some author being written about some neighborhood,
01:23:54 --> 01:23:55: some part of Community has.
01:23:55 --> 01:24:00: It was formed something in your history locali that would
01:24:00 --> 01:24:03: be important for you going forward.
01:24:03 --> 01:24:04: Thank you and thank you all.
01:24:04 --> 01:24:07: Thank you for the audience for joining us today.
01:24:07 --> 01:24:11: I want to thank Brian for his thoughtful guidance through
01:24:11 --> 01:24:11: this.
01:24:11 --> 01:24:15: Thanks to our panelists for being willing to share their
01:24:15 --> 01:24:17: experience and expertise with us.
01:24:17 --> 01:24:20: And also thanks to Bonnie Kelly and and those it
01:24:20 --> 01:24:23: wli in the ULI have helped pull this together.
01:24:23 --> 01:24:26: A recording of this session is going to be made
01:24:26 --> 01:24:30: available on you Lisa Knowledge Finder and then we will
01:24:30 --> 01:24:32: also post it to YouTube.
01:24:32 --> 01:24:35: Our our second session is scheduled for September 16th.

01:24:35 --> 01:24:38: Its title is analysis, so be on lookout For more
01:24:39 --> 01:24:42: information about that as the title kind of lends itself
01:24:42 --> 01:24:45: to you will be looking at how do we analyze
01:24:45 --> 01:24:49: race and equity and what tools are available to us
01:24:49 --> 01:24:51: to move that conversation forward.
01:24:51 --> 01:24:54: Today we hope to establish a dialogue and set the
01:24:54 --> 01:24:56: foundation for meaningful change.
01:24:56 --> 01:24:59: Together we can use our networks and our tools to
01:25:00 --> 01:25:02: move forward to more just and equitable future.
01:25:02 --> 01:25:05: I invite you to join us to do the work,
01:25:05 --> 01:25:09: to imagine the incredible possibilities of what can happen when
01:25:09 --> 01:25:12: we have a more equitable build environment.
01:25:12 --> 01:25:13: And I want to thank you.
01:25:13 --> 01:25:15: Once again, we hope to see you in September.

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