

Video

Panel: Where We Are Going

Date: July 29, 2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:11:34 --> 00:11:40: We are kicking off day three of the 2022 Equitable

00:11:40 --> 00:11:44: Development Summit. So first.

00:11:44 --> 00:11:47: How many people met a new friend last night?

00:11:48 --> 00:11:51: Yay, we met a new friend, Nicks over there. Garnet

00:11:51 --> 00:11:54: and I met with Nick at the IMS cocktail reception.

00:11:54 --> 00:11:58: So hopefully everybody met a new friend, did some networking,

00:11:58 --> 00:12:02: had dinner, enjoyed Indy again. We're just really happy that

00:12:02 --> 00:12:05: you've been here. Thank you again to our virtual audience

00:12:06 --> 00:12:09: that's watching, and hopefully you guys can come into town

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

00:12:13 --> 00:12:16: So where have we been? Where are we? Where are

00:12:16 --> 00:12:19: we going? We've heard a lot of very insightful stories

00:12:19 --> 00:12:24: and comments about commercial real estate and the professional mini

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Metropolitan Development.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:19:59 --> 00:20:02: use her love of design and commitment to community to

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:32:27 --> 00:32:30: And my friend groups also vary right from white to
00:32:31 --> 00:32:31: purple.

00:32:32 --> 00:32:35: So that's what that looks like for me. So that's
00:32:35 --> 00:32:38: what we're trying to impart within Indianapolis and we.
00:32:40 --> 00:32:42: As the city plug for the city, we just embarked
00:32:42 --> 00:32:45: on our cultural equity plan that looks at all of
00:32:45 --> 00:32:48: these pieces within the city and say what does it
00:32:48 --> 00:32:51: look like, what is culture look like within the city
00:32:51 --> 00:32:53: and how do we move it forward and use that
00:32:53 --> 00:32:55: as a means of moving the city forward.

00:32:57 --> 00:33:00: Thank you. Yeah. I think there's a lot to be
00:33:00 --> 00:33:04: said there about the diversity, but really more about sharing
00:33:04 --> 00:33:08: and mixing and the variety and the strength that comes
00:33:08 --> 00:33:10: from that variety of experiences.

00:33:10 --> 00:33:13: We know that homogeneous communities don't work as
much as

00:33:13 --> 00:33:15: we people want to be. Like, yeah, this is my
00:33:15 --> 00:33:18: community in this, and it doesn't work. Think about living
00:33:18 --> 00:33:21: in a community with your family. That's what that looks
00:33:21 --> 00:33:24: like. Well, it's wonderful, right? Your mom's going to show
00:33:24 --> 00:33:25: up at the door every day.

00:33:27 --> 00:33:30: We would also say like, you know, development, real estate,
00:33:30 --> 00:33:33: all of it. Like we're not different than any other
00:33:33 --> 00:33:36: than you like clothes, right. It all cycles around. Yeah.
00:33:36 --> 00:33:39: And the reality is we're cycling back around, right. So
00:33:39 --> 00:33:42: now the the push, the rush is the urban core
00:33:42 --> 00:33:45: and everybody's moving back into the urban core when
everybody

00:33:45 --> 00:33:48: was moving out to the suburbs before. But then that
00:33:48 --> 00:33:52: creates, right, that dynamic that that tussle of whose land
00:33:52 --> 00:33:54: was it and all of these things. And I think,
00:33:54 --> 00:33:56: you know, we cannot sit here and.

00:33:56 --> 00:34:00: Talk about anything equitable. If you don't, talk about who
00:34:00 --> 00:34:02: owns the land. Because at the end of the day.
00:34:03 --> 00:34:06: It's about owning the land. You you can't fight off
00:34:06 --> 00:34:09: gentrification if you don't own the land. You can't, you
00:34:10 --> 00:34:13: know, carefully curate new spaces if you don't own the
00:34:13 --> 00:34:15: land. And so I think you know when we look
00:34:15 --> 00:34:18: at the development and what what we all get up
00:34:18 --> 00:34:19: to do every single day.

00:34:20 --> 00:34:22: You know, we we have to be really realistic about
00:34:22 --> 00:34:26: those things that were great before. You know,
neighborhoods were

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:36:06 --> 00:36:09: got to acknowledge the role that the past has played.
00:36:09 --> 00:36:12: Continues to play and really try to be intentional about
00:36:12 --> 00:36:15: turning the tide on disinvestment in a meaningful way and
00:36:15 --> 00:36:18: really focusing on those assets and the communities that you
00:36:19 --> 00:36:21: say have always been there and they are still there.
00:36:21 --> 00:36:23: We just kind of turn a blind eye to on
00:36:23 --> 00:36:26: and we're looking at all the problems versus all the
00:36:26 --> 00:36:27: opportunities.
00:36:28 --> 00:36:31: Absolutely. And I think, Sharon, a point that you made
00:36:31 --> 00:36:35: about it's not Even so much marching into this brand
00:36:35 --> 00:36:38: new World, it's it's almost more returning to the elements
00:36:38 --> 00:36:39: that were good.
00:36:39 --> 00:36:42: Before, but really.
00:36:43 --> 00:36:46: Investigating sort of the impacts that came with it because
00:36:46 --> 00:36:49: you know, like you said, we've we've been having the
00:36:49 --> 00:36:52: same story about urban renewal and we're going to go
00:36:52 --> 00:36:55: back to density, but there's a lot of mistrust that's
00:36:55 --> 00:36:59: been rightfully earned because of those past things. How do
00:36:59 --> 00:36:59: we?
00:37:00 --> 00:37:04: Move forward towards that future, recognizing the lack of
trust
00:37:04 --> 00:37:07: that these communities may have for these, you know, bold,
00:37:07 --> 00:37:09: visionary projects.
00:37:10 --> 00:37:13: Can I share so I will say this that my
00:37:13 --> 00:37:18: profession so bit of my background went to Ball State
00:37:18 --> 00:37:22: trip trip and he thank you thank you thank you
00:37:22 --> 00:37:23: very much.
00:37:25 --> 00:37:29: Boston grad architecture program specifically worked as an
architect for
00:37:29 --> 00:37:34: about 6-7 years and then slightly transitioned into community
development
00:37:34 --> 00:37:37: and real estate development. Kind of a world, and now
00:37:37 --> 00:37:40: planning and preservation and design so.
00:37:41 --> 00:37:42: My profession?
00:37:43 --> 00:37:47: Has responsibility in this as well, and over time we
00:37:47 --> 00:37:51: have started to accept that position because we have passed
00:37:51 --> 00:37:55: it off to say, well, we're just designers. The developers
00:37:55 --> 00:37:58: are the ones who tell us what to do, which
00:37:58 --> 00:38:02: that is not entirely true because we are designers, but
00:38:02 --> 00:38:04: we have, we are at fault as well.
00:38:06 --> 00:38:09: In Indianapolis DMD specifically we have.
00:38:11 --> 00:38:14: Worked so very hard to acknowledge.
00:38:14 --> 00:38:17: The role that we have played and.

00:38:18 --> 00:38:21: I will say some of this dismantling that has happened
00:38:21 --> 00:38:25: to Black and brown communities within the city and overall
00:38:25 --> 00:38:29: just within the city, but Indianapolis is not foreign.
00:38:30 --> 00:38:33: Or it's not singular to this than any other city.
00:38:33 --> 00:38:37: Every other city is responsible. I think you guys heard
00:38:37 --> 00:38:42: yesterday about the redlining conversation with Scarlet and
Aaron as
00:38:42 --> 00:38:45: well, right? So that happened in every, every city. I
00:38:45 --> 00:38:49: don't know of a major city that had not happened
00:38:49 --> 00:38:52: in every city, right? So how do we then get
00:38:52 --> 00:38:53: better from there?
00:38:54 --> 00:38:56: Is where we are at this point.
00:38:57 --> 00:39:00: As Sharon and Sierra has mentioned, all of the things
00:39:00 --> 00:39:04: that we are now looking at, walkability, placemaking, they're
not
00:39:04 --> 00:39:08: new within the planning, preservation and then architectural
world. These
00:39:08 --> 00:39:11: are all things that just circulate and come back and
00:39:11 --> 00:39:13: come back as with another name. But what we do
00:39:13 --> 00:39:16: know is the effects of all of those things have
00:39:16 --> 00:39:17: been positive.
00:39:18 --> 00:39:22: How do we build communities? We focus on regionalism, but
00:39:22 --> 00:39:26: at the same time regionalism, regionalism on a smaller scale
00:39:26 --> 00:39:26: of.
00:39:27 --> 00:39:30: Downtown is here. The next neighborhood is here. What are
00:39:30 --> 00:39:33: the bread crumbs that we connect to that neighborhood?
What
00:39:33 --> 00:39:35: is much more exciting in that neighborhood that allows me
00:39:35 --> 00:39:37: to walk or make me want to walk to that
00:39:37 --> 00:39:39: next place? And then how do you connect the dots
00:39:39 --> 00:39:42: and dots and dots and dots? That's those are all
00:39:42 --> 00:39:44: the things from a housing perspective. We know that.
00:39:45 --> 00:39:51: Using density to increase ownership, or even using density
as
00:39:51 --> 00:39:52: a means to.
00:39:53 --> 00:39:57: Increase affordability within a smaller set works. It worked
before
00:39:57 --> 00:40:00: as a city. We have zoned it out, but we
00:40:00 --> 00:40:04: are working on bringing it back in transit oriented
development.
00:40:04 --> 00:40:08: These are all conversations that we're having now that are
00:40:08 --> 00:40:09: all part of this and.
00:40:10 --> 00:40:13: I think that, like you said, we acknowledge the wrongs
00:40:14 --> 00:40:16: and now we're trying to just get back to where

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:41:54 --> 00:41:57: community

00:41:58 --> 00:42:00: that we're working in to understand if you want better

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

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

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

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

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

00:43:54 --> 00:43:57: By the majority of white men. Hmm. And so I
00:43:57 --> 00:44:01: don't fault them, but I recognize that their perspective, their
00:44:01 --> 00:44:05: Periscope is very limited, very limited. It's so limited, in
00:44:05 --> 00:44:09: fact, that most people don't realize that by 2030 to
00:44:09 --> 00:44:13: 2035, women will be the majority in this country. In
00:44:13 --> 00:44:16: these United States, there will be more women and in
00:44:16 --> 00:44:20: fact, there'll be more women of color than anyone else.
00:44:21 --> 00:44:22: So how?
00:44:23 --> 00:44:26: Are you drawing plans or building buildings that don't fit
00:44:26 --> 00:44:29: them? They don't fit us. We're curvy, we're skinny, we're
00:44:29 --> 00:44:33: big, we're small. We're everything, right? We have kids.
00:44:33 --> 00:44:36: Some of them have kids by herself, some have kids
00:44:36 --> 00:44:39: with other people, like we have to start to build.
00:44:40 --> 00:44:41: For the majority.
00:44:42 --> 00:44:45: And not stay with what we've always done because that's
00:44:45 --> 00:44:46: the way things have been done.
00:44:46 --> 00:44:50: Yeah, I love everything. You just say it. Everything is
00:44:50 --> 00:44:53: spot on. And I I'm cheesing as you talk because
00:44:54 --> 00:44:57: this is, this is the word, right? And it's about
00:44:57 --> 00:45:01: that engagement and how you engage. And as a developer,
00:45:01 --> 00:45:05: I know that developers don't engage authentically more times
00:45:06 --> 00:45:06: than
00:45:07 --> 00:45:11: not.
00:45:11 --> 00:45:14: I really believe in showing up and meeting the community
00:45:14 --> 00:45:18: where they are and knowing that there's much to learn
00:45:18 --> 00:45:22: and much to gain from the talent that's already there.
00:45:22 --> 00:45:26: I think oftentimes as developers, developers go in
00:45:26 --> 00:45:30: communities and
00:45:31 --> 00:45:34: say these are the opportunities that I see here are
00:45:34 --> 00:45:37: the priorities for this Community. That's totally backwards,
00:45:37 --> 00:45:40: right? It's
00:45:40 --> 00:45:44: up to the community to define what the priorities are
00:45:44 --> 00:45:48: and for developers to respond to that and.
00:45:48 --> 00:45:51: Respectful, responsible way. And so why I may think that
00:45:51 --> 00:45:54: affordable housing makes sense here. The community may
00:45:54 --> 00:45:56: say we
00:45:57 --> 00:46:00: have naturally occurring affordable housing. Your market
00:46:00 --> 00:46:03: study may not
00:46:03 --> 00:46:06: show it that way, but those vacant buildings that you
00:46:06 --> 00:46:09: deem as an eyesore are historic buildings that are begging
00:46:09 --> 00:46:12: to be put back in productive use.
00:46:12 --> 00:46:15: There are opportunities here and I think there is something
00:46:15 --> 00:46:18: to be said about a healthy balance, right? Showing up

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:59:55 --> 00:59:59: there then gets jobs created, then has more housing built,

00:59:59 --> 01:00:02: because who doesn't want to live by a?

01:00:02 --> 01:00:03: Park.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

01:01:08 --> 01:01:10: or following the money, redirecting them.

01:01:11 --> 01:01:14: What are some intentions that you would each set for

01:01:14 --> 01:01:17: again, yourselves, your personal sector or the industry as a

01:01:17 --> 01:01:20: whole as we move towards equitable future?

01:01:24 --> 01:01:24: So.

01:01:25 --> 01:01:26: You will go first.

01:01:27 --> 01:01:29: So for me.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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