

# Webinar

## ULI Toronto: Diversity, Equity, Inclusion and Reconciliation in the Official Plan

Date: April 26, 2022

00:01:36 --> 00:01:40: Hello everyone and welcome as people start to trickle in,  
 00:01:40 --> 00:01:44: we're going to play you Ali Toronto's membership video.  
 00:02:05 --> 00:02:07: Having the ability to.  
 00:02:07 --> 00:02:08: Exchange stories exchange.  
 00:02:08 --> 00:02:13: Ideas and really sort of find mentors in the industry.  
 00:02:13 --> 00:02:15: Via you Ali was a huge plus for me. So  
 00:02:15 --> 00:02:17: one of the things that I first started doing with  
 00:02:17 --> 00:02:20: you. I in terms of active engagement with their urban  
 00:02:20 --> 00:02:23: plan program and for me that's they. They basically go  
 00:02:23 --> 00:02:26: into schools and work with young people in junior high  
 00:02:26 --> 00:02:27: and high.  
 00:02:27 --> 00:02:29: School, one of the great things about Uli is that  
 00:02:29 --> 00:02:32: it provides a great platform for public sector and private  
 00:02:32 --> 00:02:36: sector interests to meet with an opportunity to connect with  
 00:02:36 --> 00:02:38: a variety of people from a variety of.  
 00:02:38 --> 00:02:41: Different disciplines, so I work in real estate development, but  
 00:02:41 --> 00:02:43: it's useful and important to get to know people in  
 00:02:43 --> 00:02:44: other aspects of city building.  
 00:02:44 --> 00:02:49: Opportunity get recognition the opportunity to participate in  
 my community  
 00:02:49 --> 00:02:52: and give back in a way all of those things  
 00:02:52 --> 00:02:55: have enhanced my career and I think enhance what I'm  
 00:02:55 --> 00:02:58: able to offer the industry and I'm really.  
 00:02:58 --> 00:03:02: Excited to be part of Uli Toronto, and really advancing  
 00:03:02 --> 00:03:07: my leadership skills and fostering my connections and really  
 just  
 00:03:07 --> 00:03:08: advancing.  
 00:03:08 --> 00:03:09: My mission for city building.  
 00:03:09 --> 00:03:13: Was a young professional new to the province and I  
 00:03:13 --> 00:03:16: found you, Ali and other kind of similar organizations really

00:03:16 --> 00:03:21: helpful in terms of, you know, bridging connections and networking.

00:03:21 --> 00:03:25: It's an opportunity to connect with people who have questions,

00:03:25 --> 00:03:26: who are who have.

00:03:26 --> 00:03:28: Not quite figured out how to do.

00:03:28 --> 00:03:28: Things.

00:03:28 --> 00:03:30: And I liked how hands on you could be as

00:03:30 --> 00:03:34: a member. You could get involved immediately. You could volunteer.

00:03:34 --> 00:03:37: For me, you Ali is one of the greatest organizations

00:03:37 --> 00:03:38: in the world and.

00:03:38 --> 00:03:42: Certainly in Toronto to connect to learn and to become

00:03:42 --> 00:03:45: a part of an organization that really values its people

00:03:45 --> 00:03:46: and its members.

00:03:59 --> 00:04:03: Our membership video, which you just saw is our invitation.

00:04:03 --> 00:04:07: If we do get more involved with Uli Toronto, which

00:04:07 --> 00:04:10: is the world's largest and most active ULI chapter, a

00:04:10 --> 00:04:13: few notes to ULI members or those who are not

00:04:13 --> 00:04:18: yet members, you can access utilize network through the global

00:04:18 --> 00:04:18: membership.

00:04:18 --> 00:04:24: Factory there are exciting engagement opportunities on local. You'll like

00:04:24 --> 00:04:29: committees which are available through the Navigator tab as well

00:04:29 --> 00:04:32: as our annual window, which is in May for joining

00:04:32 --> 00:04:37: committees. You can access upcoming and past events and attendees,

00:04:37 --> 00:04:41: which is an amazing networking tool as well as an

00:04:41 --> 00:04:46: unbelievable wealth of knowledge of local and global yuli resources.

00:04:46 --> 00:04:49: Archives case studies. Passing webinars.

00:04:49 --> 00:04:52: And more through the knowledge Finder will provide links to

00:04:52 --> 00:04:56: what you can expect from your membership and to learn

00:04:56 --> 00:04:59: about all the benefits, check the link in the chat.

00:05:03 --> 00:05:05: My name is Kelly Graham. I'm a planner at SBN,

00:05:05 --> 00:05:09: Architects and planners, and a member of you, Allied Toronto's

00:05:09 --> 00:05:13: diversity, equity and Inclusion Committee, and the Co lead of

00:05:13 --> 00:05:14: today's program.

00:05:15 --> 00:05:19: As you know, today's webinar event is diversity, equity, inclusion

00:05:19 --> 00:05:23: and reconciliation in the official plan. Innovative approaches

to addressing systemic inequities and land use policy.

00:05:23 --> 00:05:26: Due to limited time we will not have an audience

00:05:27 --> 00:05:30: Q&A session in the webinar, but after the webinar ends,

00:05:30 --> 00:05:33: you'll be prompted to answer a quick survey and you'll

00:05:33 --> 00:05:37: also have the opportunity to submit any questions or

00:05:37 --> 00:05:40: comments

00:05:40 --> 00:05:43: to help us shape a follow up workshop that we'll

00:05:43 --> 00:05:46: be hosting in the fall before we get started, I'd

00:05:46 --> 00:05:49: like to take a moment to recognize the people who

00:05:49 --> 00:05:52: were here before this land was settled as a Toronto

00:05:52 --> 00:05:56: region based organization. We acknowledge the land we are

00:05:56 --> 00:05:57: meeting

00:05:57 --> 00:06:01: on.

00:06:01 --> 00:06:05: Is a traditional territory of many nations, including the

00:06:05 --> 00:06:07: Mississaugas

00:06:07 --> 00:06:11: of the credit, the Anishinabek, the Chippewa, the honor

00:06:11 --> 00:06:15: Shoni,

00:06:15 --> 00:06:15: and the one that peoples is now home to many

00:06:17 --> 00:06:19: diverse First Nations. Inuit and mighty people. We also

00:06:19 --> 00:06:23: acknowledge

00:06:23 --> 00:06:26: that Toronto's covered by Treaty 13 with the Mississauga as

00:06:26 --> 00:06:30: of the credit.

00:06:30 --> 00:06:33: We are all treaty people. Many of us have come

00:06:33 --> 00:06:37: here as settlers, immigrant and newcomers in generation or

00:06:37 --> 00:06:41: in

00:06:41 --> 00:06:45: generations past. We'd also like to acknowledge and honor

00:06:45 --> 00:06:47: those

00:06:47 --> 00:06:52: who came here involuntarily, particularly those who

00:06:52 --> 00:06:55: descended from those

00:06:55 --> 00:06:59: brought here through in slave enslavement.

00:06:59 --> 00:07:01: To better understand the meaning behind this land

00:07:01 --> 00:07:05: acknowledgement, we

00:07:05 --> 00:07:09: recommend for programs that we have uploaded on

00:07:09 --> 00:07:10: YouTube and

00:07:10 --> 00:07:10: these links are available in the chat.

00:07:10 --> 00:07:10: Today's design and all other UI programming would not be

00:07:10 --> 00:07:10: possible without the support of our annual sponsors. I would

00:07:10 --> 00:07:10: like to say a major thank you to all of

00:07:10 --> 00:07:10: them for their support with specific acknowledgement to our

00:07:10 --> 00:07:10: diamond

00:07:10 --> 00:07:10: sponsor and diversity equity and inclusion sponsor and

00:07:10 --> 00:07:10: ellisdon for

00:07:10 --> 00:07:10: their continuous.

00:07:10 --> 00:07:10: Support.

00:07:11 --> 00:07:14: Now more than ever, you Ally Toronto relies on our  
 00:07:14 --> 00:07:17: sponsors to put high quality programs and to drive the  
 00:07:17 --> 00:07:20: mission to support the future of the built environment for  
 00:07:20 --> 00:07:21: transformative impact.  
 00:07:21 --> 00:07:24: On communities worldwide to all of our sponsors, we thank  
 00:07:25 --> 00:07:25: you.  
 00:07:29 --> 00:07:32: Now, without further ado, I would like to pass the  
 00:07:32 --> 00:07:36: MIC to Geneva, Varghese, the interim director of Community  
 Connections  
 00:07:37 --> 00:07:40: at United Way of Greater Toronto Ginja. We'd love to  
 00:07:40 --> 00:07:43: have you open our event today with some opening remarks  
 00:07:43 --> 00:07:45: and insightful context.  
 00:07:47 --> 00:07:50: Hello everyone, Kelly and you'll I team. Thank you for  
 00:07:50 --> 00:07:53: inviting me and having me as part of this exciting  
 00:07:53 --> 00:07:57: event. Since having immigrated to Canada about 10 years  
 ago  
 00:07:57 --> 00:08:00: or so, I've had the opportunity to be on a  
 00:08:00 --> 00:08:04: a learning and reflection journey that brought about questions  
 like  
 00:08:04 --> 00:08:07: whose land is best, who gets to shape it and  
 00:08:07 --> 00:08:10: during this time one of the things I've really come  
 00:08:10 --> 00:08:14: to appreciate is this philosophy. From the Iroquois, the  
 hardness  
 00:08:14 --> 00:08:17: shoni peoples, which is to consider.  
 00:08:17 --> 00:08:21: Any discussion, not just for the current generation, but for  
 00:08:21 --> 00:08:24: the next 7 generations and the way I see it,  
 00:08:24 --> 00:08:27: official plans and land use policies and it's essence is  
 00:08:27 --> 00:08:32: about looking at shaping our cities and neighborhoods for  
 both  
 00:08:32 --> 00:08:36: current and future residents. But in order to meaningfully and  
 00:08:36 --> 00:08:42: intentionally do that, diversity, equity, inclusion, reconciliation,  
 writing, our relations  
 00:08:42 --> 00:08:45: need to be integral to planning. In both shaping the  
 00:08:45 --> 00:08:47: policies and plans.  
 00:08:47 --> 00:08:50: But also in their implementation. Now while I'm not a  
 00:08:50 --> 00:08:53: planner through my role that he had a way, I  
 00:08:53 --> 00:08:58: have the privilege of working in neighborhoods undergoing  
 redevelopment and  
 00:08:58 --> 00:09:03: revitalization. Our building strong neighborhoods, strategy  
 that I help implement  
 00:09:03 --> 00:09:07: in the Greater Toronto area, builds on this understanding that  
 00:09:07 --> 00:09:12: there are inequities in neighborhoods resulting from things  
 such as  
 00:09:12 --> 00:09:16: systemic racism and historic underinvestment that over the

years have  
00:09:16 --> 00:09:17: led to poor.  
00:09:17 --> 00:09:22: Social and physical infrastructure constituted pockets of  
poverty and neighborhoods  
00:09:22 --> 00:09:26: and tower buildings, all of which we want to see  
00:09:26 --> 00:09:30: changed. So we partner with community organizations and  
residents to  
00:09:30 --> 00:09:34: help them shape their neighborhoods in a way that meets  
00:09:34 --> 00:09:37: their vision and hopes for the place and one of  
00:09:37 --> 00:09:40: the communities we work in is in the eastern part  
00:09:40 --> 00:09:44: of Toronto called Scarborough that is undergoing quite a bit  
00:09:44 --> 00:09:47: of transit infrastructure development and in turn has.  
00:09:47 --> 00:09:52: Stimulated redevelopment of the broader set of  
neighborhoods, and this,  
00:09:52 --> 00:09:55: anticipating at least 40,000 new residents to move into that  
00:09:55 --> 00:09:58: area in the next 20 to 30 years, which is  
00:09:58 --> 00:10:01: huge. For for this place and and we've been supporting  
00:10:01 --> 00:10:04: the local community in their efforts to develop a Community  
00:10:04 --> 00:10:08: benefits framework that particularly it's not just their vision for  
00:10:08 --> 00:10:12: this redevelopment, but also how it impacts the diverse cross  
00:10:12 --> 00:10:16: section of people in the Community and what opportunities  
residents  
00:10:16 --> 00:10:17: can benefit from.  
00:10:18 --> 00:10:22: And when you immerse yourself in community, they teach  
you  
00:10:22 --> 00:10:25: a thing or two or ten, especially about how they  
00:10:25 --> 00:10:28: experience policies and plans in their life and and the  
00:10:28 --> 00:10:32: key things that were highlighted, at least for me, were  
00:10:32 --> 00:10:35: The Who, the, how, and the when The Who, like  
00:10:35 --> 00:10:38: who are the plans and policies for who's dreams and  
00:10:38 --> 00:10:41: needs, are reflected in them whose voice is heard and  
00:10:41 --> 00:10:45: who's isn't. And more often than not, there's a  
disproportionate  
00:10:45 --> 00:10:48: number of racialized peoples and those impacted.  
00:10:49 --> 00:10:52: By systemic inequities who don't see themselves and their  
families  
00:10:52 --> 00:10:53: in the local plans.  
00:10:54 --> 00:10:58: We know that not everybody experiences a community or a  
00:10:58 --> 00:11:01: city in the same way those living in social housing,  
00:11:01 --> 00:11:05: those experiencing a disability. Those single moms juggling  
multiple jobs  
00:11:05 --> 00:11:08: and trying to figure out childcare in order to participate  
00:11:08 --> 00:11:12: in a council deputation or a secondary plan consultation. And  
00:11:12 --> 00:11:15: we've heard this quite frequently, and they're the ones who

00:11:15 --> 00:11:19: could really shed light on what kind of affordable housing  
00:11:19 --> 00:11:22: needs to be there, and the need for accessible spaces  
00:11:22 --> 00:11:25: and important community services, their hopes.  
00:11:25 --> 00:11:28: We're opening up a small business storefront or the need  
00:11:28 --> 00:11:32: for cultural relevant food options, and they're also often the  
00:11:32 --> 00:11:35: ones who are left in a tough spot of potential  
00:11:35 --> 00:11:39: displacement or not. Being able to fully experience the  
benefits  
00:11:39 --> 00:11:43: of changes. So the purpose behind community, like projects  
such  
00:11:43 --> 00:11:47: as the Committee Benefits Framework, was looking at how  
we  
00:11:47 --> 00:11:52: can amplify the voices of historically underrepresented  
groups in determining  
00:11:52 --> 00:11:55: the design and future of the place they live in.  
00:11:55 --> 00:11:58: And of course, feed that back to the local planning  
00:11:58 --> 00:11:59: units developer city.  
00:11:59 --> 00:12:00: Councillors and  
00:12:00 --> 00:12:04: other stakeholders. But as someone who speaks multiple  
languages, I  
00:12:04 --> 00:12:06: have to say planning is a language.  
00:12:06 --> 00:12:06: Of its own.  
00:12:07 --> 00:12:07: It's.  
00:12:07 --> 00:12:11: Beautiful, but in order for community to meaningfully  
participate in  
00:12:11 --> 00:12:14: planning conversations, they don't kind of understand that  
language a  
00:12:14 --> 00:12:17: bit, so one of our funded community groups did a  
00:12:17 --> 00:12:21: couple of planning 101 capacity building sessions with  
residents on  
00:12:21 --> 00:12:25: on things like land use policy, official plans, inclusionary,  
zoning,  
00:12:25 --> 00:12:25: and.  
00:12:26 --> 00:12:28: And this was in a location that had seen quite  
00:12:28 --> 00:12:31: an influx of Syrian refugees in the last few years,  
00:12:31 --> 00:12:34: and the group wanted to make sure these folks were  
00:12:34 --> 00:12:36: engaged because they too are part of the makeup of  
00:12:36 --> 00:12:40: the neighborhood. So they brought in Arabic translators and I  
00:12:40 --> 00:12:42: was part of the session as well. But here's what  
00:12:43 --> 00:12:46: we found. It was really challenging to translate planning  
terms  
00:12:46 --> 00:12:49: into Arabic and other different languages, and I don't know  
00:12:49 --> 00:12:52: if you've tried that. But this actually brings us to  
00:12:52 --> 00:12:55: a much more broader question about how do we make

00:12:55 --> 00:12:56: sure we meet?

00:12:56 --> 00:12:59: Community where they're at? How did the plans, policies, processes,

00:12:59 --> 00:13:04: account for unique barriers that different populations face? And finally

00:13:04 --> 00:13:07: what we heard from community? It's about the when I

00:13:07 --> 00:13:11: cannot take any credit whatsoever. For this illustration, I'm going

00:13:11 --> 00:13:14: to share with you because it's actually from an article

00:13:14 --> 00:13:17: that I read a couple months back which talked about

00:13:17 --> 00:13:20: the fact that we often engage Community asking about what

00:13:20 --> 00:13:23: kind of frosting they want on a cake that is

00:13:23 --> 00:13:26: already baked. So if someone asks when should reconciliation.

00:13:26 --> 00:13:30: Diversity, equity and inclusion we brought into the process. It

00:13:30 --> 00:13:33: begins even before deciding the cake right from the start

00:13:33 --> 00:13:35: and every step of the way. The policy the comedian

00:13:36 --> 00:13:39: engagement, the decision making and everything in between. Now I

00:13:39 --> 00:13:41: know not all of this is going to get discussed

00:13:41 --> 00:13:44: today and it should have because this is meant to

00:13:44 --> 00:13:48: be an ongoing conversation of unpacking, learning and sharing. And

00:13:48 --> 00:13:50: I can't wait to hear the insights and wisdom from

00:13:50 --> 00:13:53: all our amazing panelists who are bringing that lens from

00:13:53 --> 00:13:56: the different communities they're working in across US and.

00:13:57 --> 00:13:59: And so Kelly passing it off to you and thanks

00:13:59 --> 00:14:00: everyone.

00:14:02 --> 00:14:06: Thanks Janita for providing some context for today's conversation and

00:14:06 --> 00:14:10: reminding us about who we're planning for and with it's

00:14:10 --> 00:14:14: now my pleasure to introduce today's moderator Shell case. Who

00:14:14 --> 00:14:17: is founder and principal urban planner of CP planning, as

00:14:17 --> 00:14:20: well as an early career Canadian urban leader at the

00:14:20 --> 00:14:24: School of Cities of the University of Toronto. She'll introduce

00:14:24 --> 00:14:27: our speakers and lead what promises to be a very

00:14:27 --> 00:14:29: illuminating panel.

00:14:31 --> 00:14:34: Thank you so much Kelly. It is a great honor

00:14:34 --> 00:14:38: to be the moderator for this conversation. When the ULIDI

00:14:38 --> 00:14:42: committee looked at hosting this conversation, we had a list

00:14:42 --> 00:14:46: of our deal folks to speak about their experiences in

00:14:46 --> 00:14:50: municipal planning with the DEIR focus, and we are really

00:14:50 --> 00:14:54: excited that actually our top picks all agree to be

00:14:54 --> 00:14:57: here tonight. So as far as you know, these are  
00:14:57 --> 00:14:59: the best of the best in terms of.  
00:14:59 --> 00:15:06: North American leadership in incorporating diversity, equity,  
inclusion and reconciliation  
00:15:06 --> 00:15:11: in terms of addressing system discrimination against  
indigenous people in  
00:15:11 --> 00:15:15: North America in planning, so we have for our panel,  
00:15:15 --> 00:15:19: we have one sabastian Arias who was a deputy director  
00:15:19 --> 00:15:23: policy and the mayor's office in the City of Chicago  
00:15:23 --> 00:15:27: from Minneapolis we have Joe Bernard, planning project  
manager.  
00:15:28 --> 00:15:32: And we have Portland, we have Lisa Abeloff, director of  
00:15:32 --> 00:15:37: Development and investment at Prosper Portland. And  
finally, we have  
00:15:37 --> 00:15:42: Laura Rampell Planner urban planning and design division at  
the  
00:15:42 --> 00:15:46: City of Winnipeg, and so with that, we'll have our  
00:15:46 --> 00:15:51: first presentation, while where each of these amazing  
panelists will  
00:15:51 --> 00:15:55: share about the work that they've been doing in their  
00:15:55 --> 00:15:58: cities to incorporate the EIR into planning and.  
00:15:58 --> 00:16:00: Anyway, once fashion.  
00:16:00 --> 00:16:00: Thank you.  
00:16:02 --> 00:16:05: Thank you, Cheryl, and thank you to you elect Toronto  
00:16:05 --> 00:16:09: as well. For the invitation to join today. So again,  
00:16:09 --> 00:16:12: my name is Juan Sebastian Nadias, currently working as a  
00:16:12 --> 00:16:16: deputy Director of Policy and the Mayor's office, and what  
00:16:16 --> 00:16:19: I am here to talk about at least try to  
00:16:19 --> 00:16:21: cover in in in a few minutes is the city  
00:16:21 --> 00:16:26: of Chicago's first ever Equitable transit oriented development  
policy plan  
00:16:26 --> 00:16:29: or EOD policy plan. The reason why I think this  
00:16:29 --> 00:16:32: is relevant for the conversation today is because.  
00:16:33 --> 00:16:34: Chicago's had a Todd policy.  
00:16:36 --> 00:16:40: Zoning policy on the books since 2013. Not until last  
00:16:40 --> 00:16:44: year did did we actually develop an equitable TODD policy  
00:16:44 --> 00:16:49: plan. As someone was mentioning earlier earlier, right. We  
know  
00:16:49 --> 00:16:53: that when equity is not centered at the beginning of  
00:16:53 --> 00:16:54: baking the cake.  
00:16:55 --> 00:16:58: In it, that cake or that policy in this case  
00:16:58 --> 00:17:02: will only serve to exacerbate some disparities. And that's  
actually  
00:17:02 --> 00:17:05: the impetus of what what drove us as a city



00:17:05 --> 00:17:08: to recognize we need to actually focus on the equitable  
00:17:08 --> 00:17:10: part of our Tod work. So if we go to  
00:17:10 --> 00:17:13: the next slide with that background, this is a little  
00:17:14 --> 00:17:16: bit of just some of the data behind what we  
00:17:16 --> 00:17:19: were starting to look at, what, what some of the  
00:17:19 --> 00:17:22: problems where they were trying to solve. Again, as I  
00:17:22 --> 00:17:25: mentioned, Chicago's had a Toyota zoning ordinance.  
00:17:25 --> 00:17:28: On the books since 2013, the map here on the  
00:17:28 --> 00:17:32: left shows all the developments that have taken advantage of  
00:17:32 --> 00:17:34: some of the development incentives since 2013.  
00:17:36 --> 00:17:39: Near transit, and as you can see, there is a  
00:17:39 --> 00:17:45: huge disparity in where we're actually seeing Tod  
development happening  
  
00:17:45 --> 00:17:47: in the city. You you may all.  
00:17:48 --> 00:17:50: You all may or may not be familiar with the  
00:17:51 --> 00:17:54: city of Chicago. If you look at this map everywhere  
00:17:54 --> 00:17:57: you see activity happening are the parts of the city  
00:17:57 --> 00:18:00: that are wealthier that are wider and parts where you  
00:18:00 --> 00:18:03: do not see any Tod activity happening as largely in  
00:18:03 --> 00:18:06: communities of color. So a lot of the South and  
00:18:06 --> 00:18:11: West sides which are majority black and historically  
disinvested communities.  
  
00:18:11 --> 00:18:13: So this is one of the issues that we started  
00:18:13 --> 00:18:16: to that that we that we recognize that we needed  
00:18:16 --> 00:18:19: to, but one of the reasons why we knew we  
00:18:19 --> 00:18:19: needed to.  
00:18:20 --> 00:18:23: Uh, actually be specific about how are we gonna advance  
00:18:23 --> 00:18:26: equitable Tod in the city and not just something that  
00:18:26 --> 00:18:29: and not just have a policy that that reinforces these  
00:18:29 --> 00:18:30: disparities?  
00:18:31 --> 00:18:34: If we go to the next slide, this is another  
00:18:34 --> 00:18:37: example of some of the OR yeah, another example of  
00:18:37 --> 00:18:40: some of the challenges that we are also looking to  
00:18:40 --> 00:18:43: address. In Chicago, we have what we as in many  
00:18:44 --> 00:18:48: cities we're facing some displacement challenges and  
pressures and we  
  
00:18:48 --> 00:18:51: like to think about this in two ways. Or the  
00:18:51 --> 00:18:55: two sides of displacement. Chicago again has a number of  
00:18:55 --> 00:19:00: different communities that are have different market  
pressures are seeing  
  
00:19:00 --> 00:19:01: different investment.  
00:19:02 --> 00:19:04: And some of the outcomes of that that we're seeing  
00:19:04 --> 00:19:06: is that in some neighborhoods, some.

00:19:08 --> 00:19:11: Good number of majority Latinx communities that are seeing some

00:19:11 --> 00:19:15: rapid investment and growth, especially near transit. We're seeing a

00:19:15 --> 00:19:19: lot of displacement, so Logan Square is just one example

00:19:19 --> 00:19:21: of of that. On the flip side, we also have

00:19:21 --> 00:19:24: a lot of displacement happening caused by disinvestment in the

00:19:25 --> 00:19:27: majority of black parts of the city, so this is

00:19:27 --> 00:19:30: also some of the framework of some of the challenges

00:19:30 --> 00:19:33: that we that we had in mind as we embarked

00:19:33 --> 00:19:36: on this journey to develop the city's first ever EOD

00:19:36 --> 00:19:36: policy plan.

00:19:37 --> 00:19:40: If we go to the next slide this, this tells

00:19:40 --> 00:19:42: a little bit or shows like a snapshot of a

00:19:42 --> 00:19:45: bit of the journey that we went through to get

00:19:45 --> 00:19:45: to this point.

00:19:47 --> 00:19:50: To just gloss over it some relatively quickly and happy

00:19:50 --> 00:19:53: to to say more during the during the discussion.

00:19:55 --> 00:19:58: In 2019, was the most recent update to the City

00:19:58 --> 00:20:02: of Chicago's city ordinance. We have a very strong coalition

00:20:02 --> 00:20:05: for close partners of ours in in the in the

00:20:05 --> 00:20:09: in the mayor's office too, who advocated for that ordinance

00:20:09 --> 00:20:13: to include a mandate for the mayor's office and and

00:20:13 --> 00:20:18: city departments to develop an EOD policy plan, recognizing looking

00:20:18 --> 00:20:21: at the looking at the data, some of the data

00:20:21 --> 00:20:24: that I just showed, and also some other some other

00:20:24 --> 00:20:25: key indicators.

00:20:26 --> 00:20:31: And actually working through a community driven process, a collaborative

00:20:31 --> 00:20:34: cross sector process to develop a plan for how we

00:20:35 --> 00:20:38: would, how we would change our policies or programs and

00:20:38 --> 00:20:42: and other strategies for advancing equitable goals.

00:20:44 --> 00:20:47: In Chicago we do define equity as both an outcome

00:20:47 --> 00:20:50: and a process, and so this is also why I

00:20:50 --> 00:20:53: want to highlight the process that we went through. So

00:20:53 --> 00:20:57: in close partnership with our cult with elevated Chicago, we

00:20:57 --> 00:21:01: formed this working. We formed a working group which grew

00:21:01 --> 00:21:05: over time to be over 80 stakeholders, including, which included

00:21:05 --> 00:21:10: funded members of community based neighborhood organizations as well as

00:21:10 --> 00:21:14: citywide and regional organizations as well. Fast forward to.  
00:21:14 --> 00:21:17: You know, a year and a half work we put.  
00:21:17 --> 00:21:19: We had a draft policy plan that we put out  
00:21:19 --> 00:21:23: for public comment and then finally this last summer, June  
00:21:23 --> 00:21:26: 2021 we finalized the policy plan and had it approved  
00:21:26 --> 00:21:29: and adopted. Took it to the Chicago Plan Commission to  
00:21:29 --> 00:21:30: be approved and adopted.  
00:21:32 --> 00:21:34: If we go to the next slide just to give  
00:21:35 --> 00:21:37: a a snapshot also of some of the goals that  
00:21:37 --> 00:21:41: we articulated with within this EOD policy plan.  
00:21:43 --> 00:21:45: Our vision for ETH OD in the city of Chicago  
00:21:46 --> 00:21:49: is that every person, regardless of their income, their their  
00:21:49 --> 00:21:54: disability, their race, gender, etcetera should be able to  
benefit  
00:21:54 --> 00:21:57: should be able to benefit from the from T OD  
00:21:57 --> 00:22:02: or from dense pedestrian oriented development and and  
communities themselves  
00:22:02 --> 00:22:05: and the and the ways that we recognize we need  
00:22:05 --> 00:22:08: to do this. Looking across all the different kinds of  
00:22:08 --> 00:22:12: Chicago communities that there are are what's up here on  
00:22:12 --> 00:22:12: the slide.  
00:22:13 --> 00:22:16: One being increasing investment in new development and in  
capital  
00:22:16 --> 00:22:19: infrastructure near transit in the disinvested parts of the city.  
00:22:19 --> 00:22:22: So largely in the the the South and the West  
00:22:22 --> 00:22:24: sides, for example. At the same time we recognize we  
00:22:24 --> 00:22:28: need to prevent displacement in neighborhoods that are  
seeing rapid  
00:22:28 --> 00:22:30: growth, which I talked about a little bit as well.  
00:22:30 --> 00:22:33: And then on the on the the third piece here  
00:22:33 --> 00:22:36: is around promoting affordability and diversity of housing  
options and  
00:22:36 --> 00:22:39: tackling some of the exclusionary zoning that makes it that  
00:22:39 --> 00:22:42: makes a lot of transit rich neighborhoods and part of  
00:22:42 --> 00:22:43: the city.  
00:22:43 --> 00:22:46: High cost, uh, and inaccessible for a lot of Chicagoans.  
00:22:46 --> 00:22:48: So this is just a snapshot of some of the  
00:22:48 --> 00:22:52: goals that we articulated. If you go to [shy.gov/EOD](http://shy.gov/EOD), you  
00:22:52 --> 00:22:55: can find a whole lot more. There's plenty of more  
00:22:55 --> 00:22:58: policy recommendations that we're working to implement  
now.  
00:23:00 --> 00:23:02: And I think I might be more or less at  
00:23:02 --> 00:23:04: my time, so I'll I'll probably post it there. But

00:23:04 --> 00:23:06: looking forward to the to the discussion.

00:23:13 --> 00:23:16: Amazing, thanks so much Juan Sebastian. And there's a lot

00:23:16 --> 00:23:19: of intersections. I can see there with, for example, little

00:23:19 --> 00:23:23: Jamaica where we've seen the black population degrees quite a

00:23:23 --> 00:23:26: bit along the Edmonton AB. So again, seeing this connection

00:23:26 --> 00:23:29: between Chicago and Toronto and how we can maybe bring

00:23:29 --> 00:23:31: in some of that here. So next we have Joe

00:23:31 --> 00:23:33: Bernard from Minneapolis.

00:23:36 --> 00:23:39: Hi, thank you Cheryl. Good morning Minneapolis. Thank you

00:23:39 --> 00:23:42: for

00:23:39 --> 00:23:42: having me today. I'm excited to share some of our

00:23:42 --> 00:23:46: experiences with the equitable planning with you and to hear

00:23:46 --> 00:23:49: from these other great speakers. It was good to hear

00:23:49 --> 00:23:54: one Sebastian, some really familiar themes that happening in

00:23:49 --> 00:23:54: Chicago.

00:23:56 --> 00:23:59: My name is Joe Bernard. I'm a planner with the

00:23:59 --> 00:24:02: City of Minneapolis. A few years ago I served as

00:24:02 --> 00:24:06: a Co product project manager for a citywide planning

00:24:02 --> 00:24:06: process.

00:24:06 --> 00:24:09: Sounds similar to the one that Toronto is facing here.

00:24:10 --> 00:24:13: For those of you that are unfamiliar, Minneapolis is at

00:24:13 --> 00:24:16: the center of a metro area that has a relatively

00:24:16 --> 00:24:20: strong regional governance for a US metro. We are required

00:24:20 --> 00:24:24: by state Statute to update our citywide comprehensive plan

00:24:20 --> 00:24:24: every

00:24:24 --> 00:24:25: 10 years.

00:24:25 --> 00:24:28: It addresses all manner of things that the city is

00:24:29 --> 00:24:32: responsible for. That being said, the focus of these plans

00:24:32 --> 00:24:36: is often on accommodating growth through new development

00:24:32 --> 00:24:36: and how

00:24:36 --> 00:24:40: our city will do that through policy and regulatory powers.

00:24:41 --> 00:24:44: Next slide please. Very early on in our process we

00:24:44 --> 00:24:48: asked the public and our elected officials what the focus

00:24:48 --> 00:24:52: of this planning effort should be. They made it abundantly

00:24:52 --> 00:24:56: clear that we needed to evaluate all of the city's

00:24:56 --> 00:25:00: proposed future work through an equity lens for us, that

00:25:00 --> 00:25:04: meant adopting we adopted 6 values and 14 goals that

00:25:04 --> 00:25:08: we would use to evaluate policy for how housing, jobs,

00:25:08 --> 00:25:11: transportation and all other vital systems.

00:25:11 --> 00:25:13: To be supported by the city over the next 20

00:25:13 --> 00:25:14: years.

00:25:15 --> 00:25:20: 1st, that meant prioritizing our outreach efforts on

00:25:15 --> 00:25:20: communities and

00:25:20 --> 00:25:25: supporting voices in communities that have been telling their story

00:25:25 --> 00:25:30: for years and which is, unfortunately, in many cases, stories

00:25:30 --> 00:25:35: of systemic marginalization by the government and other institutions that

00:25:35 --> 00:25:39: have resulted in Minneapolis being home to some of the

00:25:39 --> 00:25:44: biggest gaps in wealth, income, education, health, etcetera. Between our

00:25:44 --> 00:25:45: white residents.

00:25:45 --> 00:25:49: And our black indigenous and other residents of color. Next

00:25:49 --> 00:25:50: slide please.

00:25:52 --> 00:25:56: Touching on just one of the examples from the plan

00:25:56 --> 00:26:00: we worked with communities to tell the story of. You'll

00:26:00 --> 00:26:02: see here from left to right.

00:26:03 --> 00:26:06: We told this story of redlining, where in the earlier

00:26:06 --> 00:26:10: part of the 20th century non white residents could not

00:26:10 --> 00:26:13: qualify for a loan in areas where they lived and

00:26:13 --> 00:26:16: were barred from housing access in whiter neighborhoods.

00:26:17 --> 00:26:21: We told the story of racially restrictive covenants where deed

00:26:21 --> 00:26:25: restrictions on properties made it impossible to sell or rent

00:26:25 --> 00:26:27: land or housing to people of color.

00:26:28 --> 00:26:31: And we told the story of how single family zoning

00:26:31 --> 00:26:34: was used, as suggested by our Federal Housing authorities as

00:26:35 --> 00:26:38: a means to limit access to housing opportunities for people

00:26:38 --> 00:26:42: of color. These practices work together over time to restrict

00:26:42 --> 00:26:46: access to opportunities for wealth building access to the best

00:26:46 --> 00:26:51: parks and schools and locations that afforded residents transportation options

00:26:51 --> 00:26:55: for accessing better jobs. These practices didn't just end 60

00:26:55 --> 00:26:57: years ago. Black Americans were unequally.

00:26:58 --> 00:27:01: Issued loans with unfavorable terms leading up to the two

00:27:01 --> 00:27:05: eight 2008 housing bubble and still today on a national

00:27:05 --> 00:27:10: level. Homes and majority black neighborhoods are undervalued by \$48,000

00:27:10 --> 00:27:13: per home on average. The result in Minneapolis is an

00:27:13 --> 00:27:17: incredibly segregated community by race. As you can see on

00:27:17 --> 00:27:21: the rightmost map here, and by nearly every outcome you

00:27:21 --> 00:27:23: can imagine. Next slide.

00:27:25 --> 00:27:28: I'm going to focus these opening remarks on process today,

00:27:28 --> 00:27:31: but I'm happy to serve as a resource moving forward

00:27:31 --> 00:27:35: regarding what we did specifically to address some of these

00:27:35 --> 00:27:39: harmful histories, and you can find that at

minneapolis2040.com as  
00:27:39 --> 00:27:42: well. What worked for us process wise is outlined on  
00:27:42 --> 00:27:42: this slide.  
00:27:44 --> 00:27:48: Besides, please spend ample time developing consensus on  
the outcomes  
00:27:48 --> 00:27:51: you're hoping to achieve at the front end. Do this  
00:27:51 --> 00:27:56: by prioritizing engagement with stakeholders that are most  
impacted by  
00:27:56 --> 00:28:00: the work. Get your elected officials to formally recognize  
these  
00:28:00 --> 00:28:04: goals early in your process so that everyone, staff  
stakeholders,  
00:28:04 --> 00:28:09: elected officials can be held accountable to those goals  
throughout  
00:28:09 --> 00:28:12: your process and then beyond into implementation.  
00:28:14 --> 00:28:17: You want to acknowledge that if you want different outcomes  
00:28:17 --> 00:28:20: in the future, you want to get people to acknowledge.  
00:28:21 --> 00:28:24: That reality that if you want a different outcome, you're  
00:28:24 --> 00:28:27: going to have to change past practices of the got  
00:28:27 --> 00:28:30: you here. So a solutions based process.  
00:28:31 --> 00:28:34: And then set up accountable structures so that you can  
00:28:34 --> 00:28:37: change course in the future as needed to stay on  
00:28:37 --> 00:28:41: track and achieving your goals. So with that, look forward  
00:28:41 --> 00:28:44: to our discussion with the questions for for the panelists,  
00:28:44 --> 00:28:46: but I'll turn it back to Cheryl.  
00:28:48 --> 00:28:53: Amazing things for those great little lessons there. The  
process  
00:28:53 --> 00:28:57: lessons of people are taking note so next we have  
00:28:57 --> 00:28:59: Lisa Abwab from Portland.  
00:29:02 --> 00:29:04: So for me, I'm going to say, oh, for me  
00:29:04 --> 00:29:07: I'm going to say good morning to you all because  
00:29:07 --> 00:29:10: I know it's afternoon for you. For me it's still  
00:29:10 --> 00:29:13: morning, so I'm Lisa Wolff. I am the director of  
00:29:13 --> 00:29:17: development investment with Prosper Portland, and I go by  
she  
00:29:17 --> 00:29:18: her, hers next slide, please.  
00:29:19 --> 00:29:22: When I thought I'd set the stage a little bit  
00:29:22 --> 00:29:25: of who is prosper Portland, it's not always self evident  
00:29:25 --> 00:29:29: to folks who work in either city planning or policy  
00:29:29 --> 00:29:33: development, prosper. Portland is the economic development  
and community based  
00:29:33 --> 00:29:37: development agency for the City of Portland. We are  
implementation  
00:29:37 --> 00:29:40: focused. So based on what you've heard from some of

00:29:40 --> 00:29:44: our earlier speakers, we really take long range policies and  
 00:29:44 --> 00:29:47: plans and we put them into action, largely with kind  
 00:29:47 --> 00:29:50: of community based work and financial tools.  
 00:29:50 --> 00:29:53: We have a very close working relationship with any number  
 00:29:53 --> 00:29:56: of the City of Portland's bureaus, including our Bureau of  
 00:29:56 --> 00:30:00: Planning and Sustainability, who hands down long range  
 plans from  
 00:30:00 --> 00:30:04: economic development related plans to community  
 development related plans, and  
 00:30:04 --> 00:30:07: then we move those into implementation on the commercial  
 side.  
 00:30:08 --> 00:30:11: And what I'm showing here is our strategic plan that  
 00:30:11 --> 00:30:14: really is at the core of all of our work.  
 00:30:14 --> 00:30:17: We have 5 strategic priorities and what you'll note at  
 00:30:17 --> 00:30:20: the heart of all of those is building an equitable  
 00:30:20 --> 00:30:23: economy. So, given the history of our agency, we were  
 00:30:23 --> 00:30:26: the urban renewal agency for the City of Portland, really  
 00:30:26 --> 00:30:30: kind of owning that history and the obligations to do  
 00:30:30 --> 00:30:33: better and to improve, we have centered equity in all  
 00:30:33 --> 00:30:36: of our work. What you see growing from there is  
 00:30:36 --> 00:30:39: we have five key goals with particular measures that we've  
 00:30:39 --> 00:30:40: set to those.  
 00:30:40 --> 00:30:42: And though the I'm going to summarize them at a  
 00:30:42 --> 00:30:46: high level, we have programs and activities that support  
 accessible  
 00:30:46 --> 00:30:49: job growth within the City of Portland. We have a  
 00:30:49 --> 00:30:52: goal around Equitable Wealth creation that really focuses on  
 wealth  
 00:30:52 --> 00:30:56: creation that comes through business ownership as well as  
 property  
 00:30:56 --> 00:30:59: ownership. We have a goal around healthy, complete  
 neighborhoods, so  
 00:31:00 --> 00:31:02: we work really closely with our housing Bureau as well  
 00:31:02 --> 00:31:06: as our infrastructure bureaus to really understand some of  
 the  
 00:31:06 --> 00:31:10: equity impacts and potential displacement impacts that our  
 investments as  
 00:31:10 --> 00:31:11: a city can have.  
 00:31:11 --> 00:31:13: And then one of the things that we'll talk probably  
 00:31:14 --> 00:31:16: a little bit more about later on is we can't  
 00:31:16 --> 00:31:19: do this alone. Clearly, all of our work, given the  
 00:31:19 --> 00:31:22: fact that very often we are implementing our work with  
 00:31:22 --> 00:31:26: private or nonprofit partners, really takes partnerships to  
 implement, let

00:31:26 --> 00:31:29: alone partnerships on the City side. And then, last but  
00:31:29 --> 00:31:32: not least, is effective stewards of public funds. But also  
00:31:32 --> 00:31:35: of how we think about equity internal to the agency  
00:31:35 --> 00:31:37: as we change our work externally. Next slide.  
00:31:37 --> 00:31:38: Please.  
00:31:40 --> 00:31:43: So often for folks who look at our work from  
00:31:43 --> 00:31:46: the outside, people to we, we talk about ourselves as  
00:31:46 --> 00:31:49: an elephant where people are touching different parts of the  
00:31:49 --> 00:31:53: elephant, but not necessarily seeing the holes. So I thought  
00:31:53 --> 00:31:55: it would be helpful to share a little bit about  
00:31:55 --> 00:31:59: the comprehensive set or suite of programs that we offer  
00:31:59 --> 00:32:03: from business, technical assistance, small business support  
00:32:03 --> 00:32:07: that includes direct  
00:32:07 --> 00:32:09: small business grant support as well as resourcing  
00:32:09 --> 00:32:14: Community capacity,  
00:32:14 --> 00:32:18: particularly with culturally specific.  
00:32:18 --> 00:32:19: Technical assistance providers to support business  
00:32:19 --> 00:32:25: development and small business  
00:32:25 --> 00:32:28: growth. We have programs and workforce development. We  
00:32:28 --> 00:32:29: work with  
00:32:29 --> 00:32:33: our regional workforce training.  
00:32:33 --> 00:32:37: Provider and really focused on folks who haven't had access  
00:32:37 --> 00:32:38: to equitable workforce opportunities.  
00:32:38 --> 00:32:41: We have a programs around Community capacity building  
00:32:41 --> 00:32:47: really firmly  
00:32:47 --> 00:32:51: believing that community development relies on the capacity  
00:32:51 --> 00:32:54: and stability  
00:32:54 --> 00:32:59: of resources within Community. So we have what's called the  
00:32:59 --> 00:33:02: neighborhood Prosperity Network initiative that funds district  
00:33:02 --> 00:33:05: managers in particular  
00:33:05 --> 00:33:08: communities of Portland that are at high risk of displacement.  
00:33:08 --> 00:33:11: And then they provide direct leads to either workforce small  
00:33:11 --> 00:33:14: or small business programs. We offer direct financial support  
00:33:14 --> 00:33:17: through  
00:33:17 --> 00:33:20: loans.  
00:33:20 --> 00:33:25: And grants and then last but not least, we also  
00:33:25 --> 00:33:30: have the ability to buy and sell land and then  
00:33:30 --> 00:33:35: operate land in particular ways, and so what's highlighted  
00:33:35 --> 00:33:40: here  
00:33:40 --> 00:33:45: is just some of the outcomes and how we measure  
00:33:45 --> 00:33:50: ourselves against the goals with a particular equity lens. So  
00:33:50 --> 00:33:55: you see, both kind of the total numbers, but also  
00:33:55 --> 00:34:00: a percentage breakdown of communities of color that are  
00:34:00 --> 00:34:05: being



00:33:20 --> 00:33:25: served from our technical assistance programs through door financial programs.

00:33:25 --> 00:33:26: Next slide, please.

00:33:28 --> 00:33:30: So I'm going to touch on two kind of case

00:33:30 --> 00:33:34: studies and preparing for this conversation this morning. One  
I

00:33:34 --> 00:33:36: thought it would be helpful to share a little bit

00:33:36 --> 00:33:39: of how do we internally do this work? How have

00:33:39 --> 00:33:42: we changed as an agency, particularly over the past five,

00:33:42 --> 00:33:45: ten years? To really further the goals that we set

00:33:45 --> 00:33:48: out for ourselves and our strategic plan. And then the

00:33:48 --> 00:33:51: next one we'll talk about is a particular project that

00:33:51 --> 00:33:55: we have underway so we rely on public private partnerships

00:33:55 --> 00:33:57: for much of our work. And it's really. This is

00:33:57 --> 00:33:58: really true.

00:33:58 --> 00:34:00: When we go to buy or sell land or redevelop

00:34:00 --> 00:34:03: land largely our tool is to buy land and then

00:34:03 --> 00:34:05: we put it out for a request for proposal and

00:34:05 --> 00:34:09: we're often faced with balancing both financial and community returns

00:34:09 --> 00:34:14: on public investments. Historically, our internal review committee that would

00:34:14 --> 00:34:18: look at those land transactions or those investments focused exclusively

00:34:18 --> 00:34:21: on financial, Financial Policy outcomes and over the past couple

00:34:21 --> 00:34:25: of years, we've pivoted the Financial Investment Committee to actually

00:34:25 --> 00:34:28: be a committee for accountability on both.

00:34:28 --> 00:34:31: Our financial policies, as well as our equity policies and

00:34:31 --> 00:34:34: we started to put in place tools that would support

00:34:34 --> 00:34:38: staff on a pretty systemic way to negotiate those investments

00:34:38 --> 00:34:41: or those land transactions. And it was also our goal

00:34:41 --> 00:34:45: to be more intentional and transparent in how we're negotiating

00:34:45 --> 00:34:48: our interests and what our goals really are on a

00:34:48 --> 00:34:52: project by project basis. Not only would the development community,

00:34:52 --> 00:34:56: whether those are private, we're nonprofit development partners, but also

00:34:56 --> 00:34:58: with the community where we're doing.

00:34:58 --> 00:35:01: Our work, and So what you see on the right

00:35:01 --> 00:35:03: is a lens that our staff will fill out for

00:35:03 --> 00:35:06: each disposition of real estate property. So we'll buy a

00:35:06 --> 00:35:10: piece of property we'll. We'll work with the community to  
00:35:10 --> 00:35:13: really identify what its priorities are, will identify the budget  
00:35:13 --> 00:35:16: and budget availability for us to invest in that land,  
00:35:16 --> 00:35:19: as well as the land value and then staff will  
00:35:19 --> 00:35:23: fill out this. This matrix that starts with baseline priorities  
00:35:23 --> 00:35:26: on all land transactions. Whether we're making a public  
investment  
00:35:26 --> 00:35:28: or it's just a fair market.  
00:35:29 --> 00:35:32: Transaction will require our business and workforce equity  
goals as  
00:35:32 --> 00:35:35: well as green building scaling up to projects where we  
00:35:35 --> 00:35:39: may be investing a certain amount of public resources but  
00:35:39 --> 00:35:42: not significant resources which really requires us to be in  
00:35:42 --> 00:35:46: Community and understand what Community informed  
priorities and outcomes are  
00:35:46 --> 00:35:49: all the way scaled up to when we're making really  
00:35:49 --> 00:35:52: significant investments on behalf of the City of Portland.  
Making  
00:35:53 --> 00:35:56: sure that not only are we negotiating those public benefits,  
00:35:56 --> 00:35:59: but we're actually negotiating them into an agreement.  
00:35:59 --> 00:36:03: That has accountability and oversight. As part of that  
discussion.  
00:36:05 --> 00:36:08: Given the history of our agency again as the urban  
00:36:08 --> 00:36:11: Renewal Agency, we're really leaning heavily and I can come  
00:36:11 --> 00:36:13: back to this later, in part as part of our  
00:36:13 --> 00:36:16: discussion and just trust building. There is a kind of  
00:36:16 --> 00:36:18: a long tail of the impact that we've had as  
00:36:18 --> 00:36:22: an agency, and we're needing to rebuild those those  
relationships  
00:36:22 --> 00:36:25: and that trust with community as we identify what Community  
00:36:25 --> 00:36:26: priorities are.  
00:36:27 --> 00:36:28: Next slide, please.  
00:36:29 --> 00:36:32: And then another example that I thought I would share  
00:36:32 --> 00:36:35: today with you is how we're thinking about our projects  
00:36:35 --> 00:36:38: differently. And So what you see on the left is  
00:36:38 --> 00:36:42: how we thought about large scale significant redevelopment  
opportunities in  
00:36:42 --> 00:36:44: the city of Portland in the past and how we're  
00:36:44 --> 00:36:47: looking at a key opportunity that we have in front  
00:36:47 --> 00:36:50: of us today. So Prosper, Portland has been involved. If  
00:36:50 --> 00:36:53: any of you have been to Portland, there's key areas  
00:36:53 --> 00:36:56: of the city in the Pearl District in South waterfront  
00:36:56 --> 00:36:59: that were major redevelopment on historic industrial lands.  
00:37:00 --> 00:37:04: Very successful on kind of tax increment basis perspective,

but

**00:37:04 --> 00:37:08:** was not intentional about who benefited and who was impacted.

**00:37:09 --> 00:37:12:** By those new developments. So as we undertake this new

**00:37:13 --> 00:37:17:** project called Broadway Corridor, we're really trying to be intentional

**00:37:17 --> 00:37:20:** in centering equity in our processes and as many of

**00:37:20 --> 00:37:24:** our speakers have mentioned, starting early has been key. This

**00:37:24 --> 00:37:27:** is a site that is adjacent to Portland's major regional

**00:37:27 --> 00:37:30:** rail station. It's also a site that's right next to

**00:37:31 --> 00:37:34:** Old Town, which is historically one of our oldest communities.

**00:37:34 --> 00:37:37:** It was it. It is adjacent to the Willamette River,

**00:37:38 --> 00:37:40:** which is the site for indigenous.

**00:37:40 --> 00:37:43:** Settlements. It was a particularly important location for early immigrants

**00:37:44 --> 00:37:48:** coming into Portland and Oregon, particularly Portland's Chinese American and

**00:37:48 --> 00:37:51:** Japanese American communities, and it was actually one of Portland

**00:37:51 --> 00:37:55:** and Oregon's earliest social Centers for our black community tile

**00:37:55 --> 00:37:58:** tied to the rail borders coming in through Union Station

**00:37:58 --> 00:38:00:** and a place where African Americans could gather in a

**00:38:00 --> 00:38:03:** segregated and unfriendly city and state. So we undertook a

**00:38:04 --> 00:38:06:** racial equity impact assessment early on, we took a look

**00:38:07 --> 00:38:09:** at our past projects. What you see on the left

**00:38:09 --> 00:38:11:** is kind of how we've done it in the past.

**00:38:11 --> 00:38:14:** And a self assessment that we did and then we

**00:38:14 --> 00:38:17:** took a step forward and said OK, how can we

**00:38:17 --> 00:38:20:** be more intentional about who can benefit and who is

**00:38:20 --> 00:38:24:** impacted as we think about future redevelopment of this Broadway

**00:38:24 --> 00:38:27:** corridor area and I wanted to highlight two kind of

**00:38:27 --> 00:38:31:** major takeaways that came from this racial equity impact assessment

**00:38:31 --> 00:38:34:** that we did. Looking back and then looking forward. One

**00:38:34 --> 00:38:38:** is we identified that there were key nonprofits within Old

**00:38:38 --> 00:38:41:** Town who were at risk of displacement. So we actually

**00:38:41 --> 00:38:43:** helped a number of nonprofits.

**00:38:43 --> 00:38:46:** In Old Town, to purchase a location for them to

**00:38:46 --> 00:38:50:** stay permanently, and that's the Japanese American Museum of Oregon

**00:38:50 --> 00:38:54:** and the Portland Chinatown Museum. They were leasing.

They were  
**00:38:54 --> 00:38:56:** at risk as we made investments as the city that  
**00:38:57 --> 00:39:00:** their leases could increase. So we help them purchase and  
**00:39:00 --> 00:39:03:** improve a location where they can be permanently. And the  
**00:39:03 --> 00:39:06:** other thing that we have. The other element that we  
**00:39:07 --> 00:39:11:** have actively under negotiation is a Community benefit  
agreement with  
**00:39:11 --> 00:39:14:** anticipated public investment of 100,000,000 plus.  
**00:39:14 --> 00:39:19:** From infrastructure to acquisition, we're negotiating a  
community benefit agreement  
**00:39:19 --> 00:39:23:** with a coalition of community organizations called the  
Healthy Communities  
**00:39:23 --> 00:39:27:** Coalition, and those negotiations range. It's not just  
community benefits  
**00:39:27 --> 00:39:31:** tied to construction equity, but through to services and  
workforce  
**00:39:31 --> 00:39:35:** opportunities through to the marketing of our affordable  
housing. We  
**00:39:35 --> 00:39:38:** actually Co own the site with the Portland Housing Bureau,  
**00:39:38 --> 00:39:41:** so there is long term affordable housing that will be  
**00:39:41 --> 00:39:44:** part of the redevelopment and it's baked in. But also  
**00:39:44 --> 00:39:46:** thinking about how those units.  
**00:39:46 --> 00:39:49:** Are marketed and to whom? Based on historic communities  
in  
**00:39:49 --> 00:39:52:** Old Town, all the way through to thinking about commercial  
**00:39:52 --> 00:39:56:** affordability and how are we providing opportunities for small  
business  
**00:39:57 --> 00:40:00:** tenants who might not otherwise have access to a downtown  
**00:40:00 --> 00:40:03:** location? Now, as with many projects tied to development,  
the  
**00:40:03 --> 00:40:06:** market has shifted during COVID and so the success kind  
**00:40:06 --> 00:40:09:** of our success into the future as we continue to  
**00:40:09 --> 00:40:12:** implement this project is really going to rely on delivering  
**00:40:13 --> 00:40:16:** both a financially feasible project and balancing that with.  
**00:40:16 --> 00:40:19:** Community benefits that are commensurate with the public  
investment in  
**00:40:19 --> 00:40:21:** the project. With that, I think I will hand it  
**00:40:21 --> 00:40:22:** back.  
**00:40:34 --> 00:40:37:** Amazing thank you so much Lisa that just makes me  
**00:40:37 --> 00:40:41:** think a lot about the Toronto Community Benefits Network  
who's  
**00:40:41 --> 00:40:45:** been doing a lot of work to also encourage inclusion  
**00:40:45 --> 00:40:48:** in these areas. So I think we'll move on to  
**00:40:48 --> 00:40:50:** the next presenter so we have.

00:40:50 --> 00:40:51: Lower out.

00:40:51 --> 00:40:54: Rampell from the City of Winnipeg.

00:40:59 --> 00:41:02: Good morning everyone. It's lovely to be here with the

00:41:02 --> 00:41:05: esteemed colleagues. It's great to learn from all of you.

00:41:07 --> 00:41:09: If you can go to the next slide, please.

00:41:11 --> 00:41:14: So I just want to situate Winnipeg and it's located

00:41:14 --> 00:41:18: in treaty one territory at the home and traditional lands

00:41:18 --> 00:41:22: of the National Abe, and then you and Dakota Peoples.

00:41:22 --> 00:41:25: And in the national homeland of the Red River, Maiti

00:41:25 --> 00:41:29: and clean drinking water comes from Shoal Lake, 41st  
Nation

00:41:30 --> 00:41:33: and Treaty 3 territory on the boundary of Manitoba and

00:41:33 --> 00:41:37: Ontario. I am a third generation settler on these lands

00:41:37 --> 00:41:40: and have personally benefited from weight.

00:41:40 --> 00:41:45: Primacy in colonial systems that have enabled the privileged  
position

00:41:45 --> 00:41:48: that I have that I have today. And with that

00:41:48 --> 00:41:52: privilege I have the responsibility to critically question and  
change

00:41:52 --> 00:41:57: those systems, continue learning and unlearning, and  
integrate reconciliation into

00:41:58 --> 00:42:01: my personal and professional life. So I've been asked to

00:42:01 --> 00:42:06: focus on reconciliation components of the Irwin Apeg 2045  
development

00:42:06 --> 00:42:10: plan. Because Winnipeg has a large urban indigenous  
population.

00:42:10 --> 00:42:13: And significant efforts have been taken by the city to

00:42:14 --> 00:42:18: prioritize truth and reconciliation, and there have been a  
number

00:42:18 --> 00:42:21: of initiatives, and so they have influenced the our Winnipeg

00:42:21 --> 00:42:24: plan and some of the policies have been elevated and

00:42:25 --> 00:42:28: integrated into it. So I'll just mention a few of

00:42:28 --> 00:42:31: them and provide links in the chat. Afterwards we developed

00:42:31 --> 00:42:35: an indigenous accord, which is it connects indigenous and  
non

00:42:35 --> 00:42:40: indigenous Winnipeggers and organizations to come together  
to explore reconciliation.

00:42:40 --> 00:42:41: And commit to action.

00:42:42 --> 00:42:47: There's a welcoming Winnipeg initiative which helps to  
ensure that

00:42:47 --> 00:42:51: the contributions, experiences and perspectives of First  
Nations, matey and

00:42:52 --> 00:42:56: Inuit, or reflected truthfully in our stories, historical markers  
and

00:42:56 --> 00:43:00: place names. We've also recently approved a 10 year

poverty

**00:43:00 --> 00:43:04:** reduction strategy that is steeped in indigenous knowledge and Co

**00:43:04 --> 00:43:08:** creation with one main focus being indigenous children, youth and

**00:43:08 --> 00:43:12:** families, and last week you may have also heard from

**00:43:12 --> 00:43:13:** the national news.

**00:43:13 --> 00:43:18:** The Hudsons Bay building ownership in downtown Winnipeg has been

**00:43:18 --> 00:43:23:** transferred to the Southern Chiefs Organization, which is quite historic

**00:43:23 --> 00:43:26:** and the city is one of many stakeholders contributing to

**00:43:26 --> 00:43:31:** seeing the Southern Chiefs vision realized. So that's very exciting

**00:43:31 --> 00:43:32:** for us.

**00:43:33 --> 00:43:34:** Next slide, please.

**00:43:36 --> 00:43:39:** So I'll just start by taking care of some basics

**00:43:39 --> 00:43:43:** in the hierarchy structures as if they might be different

**00:43:43 --> 00:43:45:** from manageable to Ontario or.

**00:43:46 --> 00:43:48:** They're folks we've got in the crowd.

**00:43:49 --> 00:43:53:** Or Winnipeg 2045 is a city charter required citywide development

**00:43:53 --> 00:43:57:** plan bylaw that guides everything the city does. It's social

**00:43:57 --> 00:44:02:** environment, environmental, economic, and physical land use. We also have

**00:44:02 --> 00:44:06:** a more specific focused secondary plan bylaw called complete communities

**00:44:07 --> 00:44:11:** that unpacks the land. Use specific policy that is highlighted

**00:44:11 --> 00:44:14:** in our Winnipeg so they work in partnership. The pyramid

**00:44:14 --> 00:44:18:** of the middle demonstrates the cascade down from the high

**00:44:18 --> 00:44:19:** level goals.

**00:44:19 --> 00:44:23:** And policy in our Winnipeg down to the planning tools

**00:44:23 --> 00:44:26:** that in order to implement them, it's a bit too

**00:44:26 --> 00:44:29:** detailed to get into it now, but the governance and

**00:44:29 --> 00:44:31:** the management text.

**00:44:32 --> 00:44:34:** To the left and right of the pyramid, highlight the

**00:44:34 --> 00:44:38:** importance of alignment and integration of Erwin and pig into

**00:44:38 --> 00:44:40:** existing decision making processes.

**00:44:41 --> 00:44:42:** Looks like.

**00:44:44 --> 00:44:47:** We began this journey in 2016 with research and public

**00:44:48 --> 00:44:50:** engagement. It was intended to be a tweak to the

**00:44:50 --> 00:44:54:** previous development plan, but due to the Co creation process,

**00:44:54 --> 00:44:56:** it took a lot more time.

00:44:57 --> 00:45:01: You built agreements on the plan vision and policy directions,  
00:45:01 --> 00:45:05: which resulted in minimal opposition during the approvals process and  
00:45:05 --> 00:45:08: we are now in the final approvals phase and anticipate  
00:45:08 --> 00:45:12: provincial approval and Council third reading shortly so we aren't  
00:45:12 --> 00:45:14: at a stage where I can share how well we  
00:45:14 --> 00:45:17: have done implementing the equity based policy as it is  
00:45:18 --> 00:45:20: still being tested, but I can share a process and  
00:45:20 --> 00:45:24: lessons learned to increase equity and reconciliation and this slide  
00:45:24 --> 00:45:27: shows some of the highlights of the plan.  
00:45:29 --> 00:45:32: We've used a localized set of the United Nations Sustainable  
00:45:32 --> 00:45:35: Development Goals as a framework to shape the whole plan.  
00:45:36 --> 00:45:40: That process and policy creation has reflected Community needs and  
00:45:40 --> 00:45:44: promoted the alignment with other plans. Strategies and processes are  
00:45:44 --> 00:45:47: Winnipeg prioritizes equity and human rights. In order to elevate  
00:45:47 --> 00:45:51: the needs of the most vulnerable Winnipeggers to leave no  
00:45:51 --> 00:45:51: one behind.  
00:45:52 --> 00:45:57: Or Winnipeg enables reconciliation, climate action and poverty reduction as  
00:45:57 --> 00:45:58: economic drivers.  
00:46:00 --> 00:46:03: We also tried to embed a few tarts into the  
00:46:03 --> 00:46:06: plan, although we have many more that we will need  
00:46:07 --> 00:46:10: to set in order to be accountable to our residents.  
00:46:11 --> 00:46:16: The plan commits to implementation through a strategic  
00:46:16 --> 00:46:20: Priorities action plan process and resulting plan which has just been initiated  
00:46:20 --> 00:46:23: and intends to align with our four year multi year  
00:46:23 --> 00:46:27: budget cycle and update of our corporate strategic plan and  
00:46:27 --> 00:46:30: a newly elected mayor and Council in October of this  
00:46:30 --> 00:46:31: year's next slide.  
00:46:31 --> 00:46:32: Please.  
00:46:34 --> 00:46:37: They'll look like set of 6 sustainable development goals on  
00:46:37 --> 00:46:40: the left, where synthesized from the 17 UN goals and  
00:46:41 --> 00:46:46: their leadership in the governance, environmental, resilience, economic prosperity, good  
00:46:46 --> 00:46:50: health and well being. Social equity and city building. The  
00:46:50 --> 00:46:54: goals are intersectional and intergenerational, and we're  
00:46:54 --> 00:46:59: useful as an organizing framework to build a foundation for nonpartisan

00:46:59 --> 00:47:02: agreement. We  
00:47:02 --> 00:47:03: are aware that priority setting and how we achieve the  
00:47:03 --> 00:47:07: goals will be.  
00:47:07 --> 00:47:11: More challenging and more political, but we're looking  
00:47:11 --> 00:47:13: forward to  
00:47:17 --> 00:47:21: that challenge, so I'll stop there and look forward to  
00:47:21 --> 00:47:26: the resulting conversation.  
00:47:26 --> 00:47:28: Thank you so much, Laura. I think it's fair to  
00:47:30 --> 00:47:31: say that you are making many Toronto Winnipeggers proud,  
00:47:33 --> 00:47:37: so  
00:47:37 --> 00:47:42: we only have time for one question.  
00:47:42 --> 00:47:47: And I think we'll try to.  
00:47:47 --> 00:47:51: We recap the the moderated conversation to end at about  
00:47:51 --> 00:47:55: 12:55, so my one question immediate maybe we'll roll into  
00:47:56 --> 00:48:01: others. How are non governmental and community partners  
00:48:01 --> 00:48:05: involved in  
00:48:05 --> 00:48:10: implementing the plan or strategy? And I'd actually like to  
00:48:13 --> 00:48:14: start with Laura. If you were able, you're still there.  
00:48:15 --> 00:48:16: Because in Winnipeg the focus on reconciliation really  
00:48:18 --> 00:48:20: sparked our  
00:48:20 --> 00:48:24: interest here, so I would love to hear about how  
00:48:24 --> 00:48:25: indigenous organizations were part of the plan of our  
00:48:26 --> 00:48:31: Winnipeg.  
00:48:31 --> 00:48:36: Oh, you're muted.  
00:48:36 --> 00:48:41: Thank you.  
00:48:41 --> 00:48:47: Yeah, it was important to us to try to engage  
00:48:47 --> 00:48:53: as many folks as possible and and have that representation  
00:48:53 --> 00:48:56: and diversity.  
00:48:57 --> 00:48:59: Their plans don't always work as intended, but we were  
00:48:59 --> 00:49:01: able to connect with a number of indigenous based  
00:49:03 --> 00:49:06: organizations  
00:49:06 --> 00:49:10: when we were visioning we connected with Mayor Brian  
00:49:10 --> 00:49:14: Bowman's  
00:49:14 --> 00:49:19: indigenous Advisory circle and received their guidance,  
which was really  
important, targeted or went to indigenous residents at  
community events  
and to speak with them. A number of.  
We had a Community advisory committee as well that had  
indigenous representation.  
We had what we called anchor institutions who we Co  
created policy with in a much more informal and back  
and forth way. And so folks like the Winnipeg Indigenous  
executive circle participated in on that and received



confidential drafts

00:49:19 --> 00:49:23: along the way so that we could integrate their feedback.

00:49:23 --> 00:49:27: So that was extremely valuable. And then on the government

00:49:27 --> 00:49:31: to government relationship side, we were able to connect with

00:49:31 --> 00:49:32: the mantle.

00:49:32 --> 00:49:36: At Federation and learn how they would like to be

00:49:36 --> 00:49:41: consulted. Have because they have what's called resolution 8 framework

00:49:41 --> 00:49:46: which identifies 5 phases of of consultation and engagement that

00:49:46 --> 00:49:49: they on how they would like to participate.

00:49:51 --> 00:49:54: Such processes, and so we didn't always get it right,

00:49:54 --> 00:49:58: but we we worked hard to learn and and respond

00:49:58 --> 00:50:02: appropriately. So many lessons for the next time around and

00:50:02 --> 00:50:05: an ongoing relationship and trust building.

00:50:06 --> 00:50:06: Hmm.

00:50:07 --> 00:50:09: Yeah, I mean the the key is always to to

00:50:09 --> 00:50:11: keep learning and so it's one of the things I

00:50:11 --> 00:50:14: heard from your response is that it was an ongoing

00:50:14 --> 00:50:16: dialogue, so it wasn't a you know. Drop this over

00:50:16 --> 00:50:18: here for you to send a couple of comments and

00:50:18 --> 00:50:21: then we're going to take it back and then.

00:50:21 --> 00:50:24: You know you're going to see the end result, but

00:50:24 --> 00:50:26: it was it seeing it was more of a dialogue

00:50:26 --> 00:50:28: of this is what we're thinking, and they can actually

00:50:28 --> 00:50:30: pull it apart a little bit and make comments. Is

00:50:30 --> 00:50:31: that a fair thing to say?

00:50:32 --> 00:50:35: Yeah, I think we shared two or three policy drafts

00:50:35 --> 00:50:39: with the anchor institution so they could see how we

00:50:39 --> 00:50:43: integrated their their feedback at multiple stages and could

00:50:43 --> 00:50:46: tweak

00:50:43 --> 00:50:46: it and make suggestions recommendations.

00:50:47 --> 00:50:50: So, so I'll open this question up to the other

00:50:50 --> 00:50:52: members of the panel. So from New York.

00:50:52 --> 00:50:57: Experience what has been the best way to implement effective

00:50:57 --> 00:51:03: relationships with external organizations to implement diversity, equity, inclusion in

00:51:04 --> 00:51:05: your planning processes?

00:51:10 --> 00:51:13: I'm happy to jump in and just offer that what

00:51:13 --> 00:51:16: was really critical for us in our process was.

00:51:18 --> 00:51:23: Adopting an engagement strategy on the front end that our

00:51:23 --> 00:51:28: City Council blessed. So we very clearly outlined how we  
00:51:28 --> 00:51:34: would prioritize engaging with communities of color and and  
not  
00:51:34 --> 00:51:39: rely on old structures that had gotten us to our  
00:51:39 --> 00:51:39: current.  
00:51:41 --> 00:51:41: State.  
00:51:42 --> 00:51:46: And then moving forward onto implementation about the  
same time  
00:51:46 --> 00:51:49: that our policy document was adopted, our City Council  
adopted.  
00:51:50 --> 00:51:54: A best practice that we're required to, as we're as  
00:51:54 --> 00:52:00: we're working on implementation, bringing new regulations  
forward and implementing  
00:52:00 --> 00:52:03: the policies of the plan we need to do a  
00:52:03 --> 00:52:08: racial equity impact assessment on every single piece of  
legislation  
00:52:08 --> 00:52:12: we bring to the City Council, which requires us to  
00:52:12 --> 00:52:15: provide data on how the work will impact.  
00:52:17 --> 00:52:20: Our diverse communities and and to explain how we've  
engaged  
00:52:20 --> 00:52:23: our our diverse communities to come to the conclusion that  
00:52:23 --> 00:52:25: this is the right thing to do.  
00:52:32 --> 00:52:34: I can jump in with a few +2 and to  
00:52:34 --> 00:52:37: be totally candid and honest, right? I feel like it's  
00:52:37 --> 00:52:40: an ongoing lesson that we're trying to learn of how  
00:52:40 --> 00:52:44: to build those effective relationships and how to bridge the  
00:52:44 --> 00:52:47: the broken trust that runs deep. And if I'm just  
00:52:47 --> 00:52:50: to reflect a little bit, I think you know we  
00:52:50 --> 00:52:53: have been working very closely with our with the coalition  
00:52:54 --> 00:52:57: of Community and city organizations. I feel that people have  
00:52:57 --> 00:53:00: been most responsive and appreciative.  
00:53:00 --> 00:53:03: Of the transfer of as much transparency as we're able  
00:53:03 --> 00:53:06: to offer, as well as showing our commitment to different  
00:53:06 --> 00:53:10: processes. So like I think we've already heard several,  
several  
00:53:10 --> 00:53:14: people mentioned racial like impact assessments. We are, as  
part  
00:53:14 --> 00:53:17: of our implementation as well. We are currently in the  
00:53:17 --> 00:53:21: midst of conducting a health and racial equity impact  
assessment  
00:53:21 --> 00:53:24: on some proposed land use changes that would reflect the  
00:53:24 --> 00:53:27: equity policy plan that we've put in place. And so  
00:53:27 --> 00:53:30: I think it's a mix of both. You know, these  
00:53:30 --> 00:53:30: new.

00:53:30 --> 00:53:36: Community driven processes being as transparent as possible. Accountability obviously

00:53:36 --> 00:53:39: is like is big, important and a big theme that

00:53:39 --> 00:53:42: is that is sometimes can be challenging to, you know,

00:53:43 --> 00:53:46: figure out how to operationalize as well, but I think

00:53:46 --> 00:53:49: the openness to like trying to figure out what that

00:53:50 --> 00:53:53: way of working is is appreciated by our at least

00:53:53 --> 00:53:55: here our our partners on the ground.

00:53:58 --> 00:54:00: And maybe I'll just build on that, because I would

00:54:00 --> 00:54:03: say a + 1 to everything once just said is,

00:54:03 --> 00:54:05: I think time right? I mean, as particularly on the

00:54:06 --> 00:54:09: public sector side. There are many years of detrimental impact

00:54:09 --> 00:54:11: and we have to own that, and it's not going

00:54:11 --> 00:54:14: to. We're not going to change those relationships in five

00:54:14 --> 00:54:17: years. This is really kind of a time commitment that

00:54:17 --> 00:54:20: moves beyond political timelines. The second I would say is

00:54:20 --> 00:54:24: resourcing Community capacity. So we found that it's really important

00:54:24 --> 00:54:28: that you were actually providing direct funding to community based

00:54:28 --> 00:54:29: organizations.

00:54:29 --> 00:54:31: For staffing all the way through to honorarium, so if

00:54:31 --> 00:54:35: they're participating on committees that we're honoring the technical and

00:54:35 --> 00:54:38: lived experience that they're bringing to bear, and last, because

00:54:38 --> 00:54:41: I think, particularly in the US, this is something that

00:54:41 --> 00:54:44: we always tend to highlight the role, the key role

00:54:44 --> 00:54:47: of the private sector in really for us to successfully

00:54:47 --> 00:54:49: scale DEI initiatives out of the public sector into the

00:54:49 --> 00:54:53: private sector is a really important transition. And so looking

00:54:53 --> 00:54:56: for all opportunities where we can either incent or require

00:54:56 --> 00:54:58: kind of the private sector to move there with us

00:54:58 --> 00:54:59: is really critical.

00:54:59 --> 00:55:01: To actually see scaled.

00:55:01 --> 00:55:01: Change.

00:55:03 --> 00:55:06: Amazing, so some of the things I was hearing there

00:55:06 --> 00:55:09: was just having the bravery or the like to be

00:55:09 --> 00:55:13: uncomfortable to make mistakes, at least to try right. Just

00:55:13 --> 00:55:16: go ahead and try and then you can always reevaluate

00:55:16 --> 00:55:18: and to improve over time. And if I do it

00:55:18 --> 00:55:22: really appreciate your comment about the public partnership with the

00:55:22 --> 00:55:26: private sector. We're really fortunate in Toronto have. I would

00:55:26 --> 00:55:29: say, a pretty you know conscious private sector that is

00:55:29 --> 00:55:33: aware of that you know inclusion, diversity, inclusion.

00:55:33 --> 00:55:36: It's something that should be part of their core operation,

00:55:36 --> 00:55:40: and leaning into that space for themselves, so I hope

00:55:40 --> 00:55:43: that inspired many of our members of the audience who

00:55:43 --> 00:55:46: are in private sector to think about. How can you

00:55:46 --> 00:55:49: be a partner to the public sector, and so with

00:55:49 --> 00:55:52: that I'm going to close it off this panel. So

00:55:52 --> 00:55:53: thank you so much.

00:55:53 --> 00:55:54: Laura.

00:55:54 --> 00:55:58: John Sebastian and Lisa. For your time and sharing your

00:55:58 --> 00:56:02: amazing knowledge with us all, I really, really appreciate it

00:56:02 --> 00:56:02: and.

00:56:03 --> 00:56:03: So.

00:56:04 --> 00:56:07: Thank you so much and with thought I'm going to

00:56:07 --> 00:56:11: be transitioning on to the Co chairs of the UI.

00:56:11 --> 00:56:14: Diversity, inclusion and equity.

00:56:14 --> 00:56:14: Committee

00:56:15 --> 00:56:16: Liliana and Kelly.

00:56:17 --> 00:56:17: Thank you.

00:56:18 --> 00:56:22: Things Cheryl on behalf of your life Toronto. I want

00:56:22 --> 00:56:25: to thank our panelists for joining us today from the

00:56:25 --> 00:56:30: Chicago, Minneapolis, Portland and Winnipeg. You all shared

00:56:30 --> 00:56:33: incredibly important

00:56:33 --> 00:56:37: and like with all of our attendees, and that's a

00:56:37 --> 00:56:40: plan on working for a municipality. I often find myself

00:56:40 --> 00:56:44: wrestling with the questions that were brought up by Geneva

00:56:44 --> 00:56:47: at the beginning of our session. It's really coming to

00:56:47 --> 00:56:49: full circle in planner speak, I guess. How do we

00:56:49 --> 00:56:54: plan for diverse equitable?

00:56:54 --> 00:56:58: Inclusive communities for future generations, while really

00:56:58 --> 00:57:01: acknowledging, truthfully and

00:57:01 --> 00:57:03: authentically those that came before us. What tools do we

00:57:03 --> 00:57:06: have at our disposal to get us from where we

00:57:06 --> 00:57:10: are today to where we want to be in the

00:57:10 --> 00:57:13: future? In other words, how do we ensure that the

00:57:13 --> 00:57:16: cake is not pretty baked using those terms that were

00:57:16 --> 00:57:19: used at the beginning? So from our panelists today we

00:57:19 --> 00:57:23: have a glimpse of how we can be done from

00:57:23 --> 00:57:26: Chicago. We learned of how the city utilizes an

00:57:26 --> 00:57:29: Equitable Transit oriented development plan. As a tool to

advance

00:57:23 --> 00:57:29: the cities affordability wolf building, public health, and climate resiliency

00:57:29 --> 00:57:29: goals.

00:57:30 --> 00:57:34: From Minneapolis, we learned that adopting an equity plan is

00:57:34 --> 00:57:37: that's important as its process in which the plan is

00:57:37 --> 00:57:40: being developed in that it requires that we engage early

00:57:40 --> 00:57:44: on and with everybody, and in particular the targeted and

00:57:44 --> 00:57:49: impacted groups. The underrepresented and bringing those stories that have

00:57:49 --> 00:57:52: not been heard into light requires that we have champions

00:57:52 --> 00:57:56: in support of our elected officials and requires that we

00:57:56 --> 00:58:00: need to acknowledge that change is necessary to achieve these

00:58:00 --> 00:58:00: goals.

00:58:00 --> 00:58:04: We've identified in our plans from Portland we learned about

00:58:04 --> 00:58:09: the importance of applying the equity and accountability lens to

00:58:09 --> 00:58:13: balance the risk with financial return and public and Community

00:58:13 --> 00:58:18: benefits and efforts to plan towards an equitable economy. And

00:58:18 --> 00:58:21: last but not least, we learned of the importance of

00:58:21 --> 00:58:27: recognizing equity and prioritizing truth and reconciliation from the inception

00:58:27 --> 00:58:30: of the plan as a component of the Winnipeg, 2045.

00:58:31 --> 00:58:33: And so the result is a plan that embeds the

00:58:33 --> 00:58:38: indigenous knowledge and wisdom and authentically and truthfully reflect that

00:58:38 --> 00:58:39: in every aspect of the plan.

00:58:40 --> 00:58:43: So thank you and congratulations to all the great work

00:58:44 --> 00:58:47: that these panelists have brought and thank you as well

00:58:47 --> 00:58:50: to all those who found the time in your busy

00:58:50 --> 00:58:53: schedules to come and learn with us as we embark

00:58:53 --> 00:58:55: on the D&I R&D INR journey.

00:58:56 --> 00:58:59: More to come from us, so stay tuned and now

00:58:59 --> 00:59:02: I pass it back on to my colleague Kelly for

00:59:02 --> 00:59:03: her closing remarks.

00:59:05 --> 00:59:08: Thanks Liliana. I know we've got. We've got quite a

00:59:08 --> 00:59:12: reputation to uphold with you allies webinars ending on time.

00:59:12 --> 00:59:15: So just a last quick comment from me. Reminder that

00:59:15 --> 00:59:18: we will be planning a follow-up workshop which will be

00:59:18 --> 00:59:22: an opportunity for everyone to come together and collaborate on

00:59:22 --> 00:59:25: some of the ideas that we've heard today and how  
00:59:25 --> 00:59:29: we could potentially implement them here in our region. And  
00:59:29 --> 00:59:32: our backyards. And to help us shape the workshop as  
00:59:32 --> 00:59:35: you leave, there will be a post webinar survey prompted.  
00:59:36 --> 00:59:38: We appreciate if you take a few minutes to submit  
00:59:38 --> 00:59:40: your thoughts and comments and also.  
00:59:42 --> 00:59:45: All the resources have been posted in the chat from  
00:59:45 --> 00:59:48: from our panelists so so please check those out on  
00:59:48 --> 00:59:49: your own time.  
00:59:53 --> 00:59:56: We've got a couple of exciting upcoming events with Uli  
00:59:56 --> 01:00:00: Toronto, so be sure to check them out. You can  
01:00:00 --> 01:00:03: register for any of them by following the links, which  
01:00:03 --> 01:00:06: will be posted in the chat. And with that, I  
01:00:06 --> 01:00:07: guess that that's  
01:00:07 --> 01:00:08: it for me, it's one.  
01:00:08 --> 01:00:11: O'clock and we really thank you a lot for joining  
01:00:11 --> 01:00:14: us today. It was a great conversation and that we  
01:00:14 --> 01:00:16: learned a lot and we look forward to having you  
01:00:17 --> 01:00:19: on future webinars with that. Thank you and have a  
01:00:19 --> 01:00:21: wonderful day everyone.

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