

Video

What is Equitable Development and Panel Where Weve Been

Date: July 28, 2022

00:00:00 --> 00:00:01: Only beginning.

00:00:09 --> 00:00:10: Don't.

00:00:10 --> 00:00:14: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.

00:00:14 --> 00:00:16: Don't. Don't. Stop. Don't.

00:00:16 --> 00:00:17: Stop.

00:00:18 --> 00:00:22: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.

00:00:23 --> 00:00:24: Don't. Don't. Don't.

00:00:26 --> 00:00:30: Don't. Stop. Stop. Stop. Stop. Stop. Stop.

00:00:50 --> 00:00:54: Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't. Don't.

00:00:54 --> 00:00:54: Don't.

00:00:54 --> 00:00:55: Stop.

00:01:28 --> 00:01:29: Green light go.

00:01:29 --> 00:01:31: That's all I know.

00:01:31 --> 00:01:35: And when I roll, I'm in control.

00:01:36 --> 00:01:37: You know what they.

00:01:37 --> 00:01:37: Say.

00:01:39 --> 00:01:43: And gonna walk away until I'm there.

00:01:47 --> 00:01:48: Never give up.

00:02:35 --> 00:02:36: Never give up.

00:04:02 --> 00:04:04: I'm not the one that can write my story.

00:04:06 --> 00:04:08: And nobody else gonna do with for me.

00:04:10 --> 00:04:11: And The thing is.

00:04:11 --> 00:04:11: Gabby?

00:04:13 --> 00:04:14: In front of me.

00:04:15 --> 00:04:16: Write my story.

00:04:18 --> 00:04:20: Like this. Like that. You would like this. Then I'll

00:04:20 --> 00:04:22: do it like that. I'm gonna do it like this.

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

00:07:32 --> 00:07:33: I got that.

00:07:34 --> 00:07:35: Can't get much.

00:07:35 --> 00:07:35: Higher.

00:07:37 --> 00:07:38: Keep in mind.

00:07:41 --> 00:07:45: Feeling good what you want? Feeling good? What you got feeling?

00:07:45 --> 00:07:45:

00:07:47 --> 00:07:49: I'm gonna do.

00:08:09 --> 00:08:11: Feel so amazing. Here I go.

00:08:19 --> 00:08:22: I'm gonna do what I do. I'm just gonna do

00:08:22 --> 00:08:24: what I do. Keep it real. Keep it cool.

00:08:36 --> 00:08:36: It's.

00:08:59 --> 00:09:03: Good morning. Good morning, good morning, good morning.

00:09:05 --> 00:09:08: I heard a good morning from the from the breakfast

00:09:08 --> 00:09:09: bar there. Hi everyone.

00:09:10 --> 00:09:12: How's everyone doing?

00:09:12 --> 00:09:16: Hello, my name is Sonia Huntley. I'm the senior vice

00:09:16 --> 00:09:20: president of Diversity, Equity, and inclusion for the Urban Land

00:09:20 --> 00:09:23: Institute, and I am extremely excited to be here in

00:09:23 --> 00:09:27: Indiana. This is my first time in Indiana, so yes,

00:09:27 --> 00:09:27: clap for that.

00:09:28 --> 00:09:31: Clap for that. Everyone has been just so warm and

00:09:32 --> 00:09:35: so welcoming. Um, I've told the story already that I

00:09:35 --> 00:09:38: had this a wonderful ride from the airport to the

00:09:38 --> 00:09:42: hotel. You know, traffic in Washington, DC is is some

00:09:42 --> 00:09:45: of the worst traffic in the country. So I I

00:09:45 --> 00:09:48: said to the taxi driver, I was like, wow, this

00:09:48 --> 00:09:51: is so peaceful. So anyway, I just want to take

00:09:51 --> 00:09:54: a moment to acknowledge the team that has put in

00:09:54 --> 00:09:58: the work that has brought us together this week.

00:09:59 --> 00:10:02: Coordinating.

00:09:59 --> 00:10:02: Event as robust as the summit is not an easy

00:10:02 --> 00:10:08: undertaking. It takes creativity and collaboration, vision and a

00:10:08 --> 00:10:12: sense

00:10:08 --> 00:10:12: of purpose. And all of this is done under the

00:10:12 --> 00:10:17: stewardship of an absolutely amazing group of members and

00:10:17 --> 00:10:22: staff.

00:10:17 --> 00:10:22: The summit has been and is a powerhouse, convener of

00:10:22 --> 00:10:28: knowledge and tough yet expiring conversation around equity

00:10:28 --> 00:10:29: and land

00:10:28 --> 00:10:29: use and leadership.

00:10:29 --> 00:10:32: So just if we could just give a round of

00:10:32 --> 00:10:36: applause, we'll be doing this all day for this team.

00:10:36 --> 00:10:40: They've worked so hard. So before we get started with

00:10:40 --> 00:10:43: the day and and given that this event is about

00:10:43 --> 00:10:47: equitable development, I wanted to take a moment to talk

00:10:47 --> 00:10:52: about utilized big alize, commitment to diversity, equity and inclusion.

00:10:53 --> 00:10:57: And I'll start off by talking about our statement on

00:10:57 --> 00:11:02: diversity, equity and inclusion. So our statement on diversity, equity

00:11:02 --> 00:11:06: and inclusion is to pursue unrelenting efforts to shape the

00:11:06 --> 00:11:12: built environment towards diverse, equitable and inclusive communities. We want

00:11:12 --> 00:11:16: to do that by connecting talent and opportunity for staff,

00:11:16 --> 00:11:21: membership and leadership at UALI to better represent the communities

00:11:21 --> 00:11:24: we serve through targeted measurable.

00:11:24 --> 00:11:28: Organization wide actions. We also want to inspire a welcoming

00:11:28 --> 00:11:32: and inclusive culture in the real estate industry that's really

00:11:32 --> 00:11:37: about belonging, underscoring the business benefit for Members and their

00:11:37 --> 00:11:41: organizations through outreach, education and programs of work.

00:11:42 --> 00:11:46: And we want to lead in tackling structural and systemic

00:11:46 --> 00:11:52: barriers across the real estate industry through committed engagement, actionable

00:11:52 --> 00:11:56: insights and best practices. So when we talk about connecting

00:11:56 --> 00:12:01: talent, opportunity for staff membership and leadership, that really is

00:12:01 --> 00:12:05: about accelerating the representation of women of all races and

00:12:05 --> 00:12:09: ethnicities by POC, we we say bipop black, indigenous people

00:12:09 --> 00:12:12: of color, professionals, both male and women.

00:12:12 --> 00:12:16: Men and women and our LGBTQIA plus community in our

00:12:16 --> 00:12:20: organization, both at the staff level, the staff leadership level

00:12:20 --> 00:12:23: and in in the industry, and also in your district

00:12:23 --> 00:12:27: councils and your product councils as well. And when we

00:12:27 --> 00:12:31: talk about inspiring the welcoming and inclusive culture that really

00:12:31 --> 00:12:35: is about belonging, it's about people feeling like they belong

00:12:35 --> 00:12:39: in the room, that they are welcomed in what you

00:12:39 --> 00:12:42: do. We know that the Urban Land Institute has a

00:12:42 --> 00:12:43: wealth of information.

00:12:43 --> 00:12:47: Relative to research and doing the work of commercial real

00:12:47 --> 00:12:51: estate, but what happens after the speaking engagement has ended

00:12:51 --> 00:12:54: when people are in the room that they feel welcome,

00:12:54 --> 00:12:57: that they feel a part of your organization. So we're

00:12:57 --> 00:13:01: really placing a great deal of emphasis on belonging. And

00:13:01 --> 00:13:05: when we talk about tackling structural and systemic racism, it

00:13:05 --> 00:13:07: really is about our program of work.

00:13:08 --> 00:13:12: This year we released a report titled the 10 Principles

00:13:12 --> 00:13:16: for Embedding Racial Equity in in real Estate Development is

00:13:16 --> 00:13:20: really a milestone moment for the Urban Land Institute

00:13:20 --> 00:13:24: because

00:13:24 --> 00:13:28: this is a subject quite frankly that historically we haven't

00:13:28 --> 00:13:31: talked about. So when you when you think about the

00:13:31 --> 00:13:37: Urban Land Institute and its history, it has been a

00:13:37 --> 00:13:38: male dominated organization. It's Genesis really was more

00:13:38 --> 00:13:42: about exclusivity

00:13:42 --> 00:13:46: than inclusivity.

00:13:46 --> 00:13:47: When you think about a small group of land owners

00:13:47 --> 00:13:50: coming together to do business with one another, so

00:13:50 --> 00:13:55: releasing

00:13:55 --> 00:13:59: a report that focuses on how you can embed racial

00:13:59 --> 00:14:03: equity and development is is pretty phenomenal. So I would

00:14:03 --> 00:14:07: encourage all of you, if you have an opportunity to,

00:14:07 --> 00:14:08: to get that report and convene discussion around it. And

00:14:08 --> 00:14:12: now we created this statement #1 to galvanize on our

00:14:12 --> 00:14:17: organization.

00:14:17 --> 00:14:21: And to to ensure that we were all talking about

00:14:21 --> 00:14:25: diversity, equity and inclusion in a consistent way. So it

00:14:25 --> 00:14:32: it it serves as our North Star and it provides

00:14:32 --> 00:14:37: sort of a road map for us because language is

00:14:37 --> 00:14:38: inherently subjective. The evaluation, evaluation criteria was

00:14:38 --> 00:14:43: developed to help

00:14:43 --> 00:14:48: guide our decision making for creating this statement. The

00:14:48 --> 00:14:50: goal

00:14:50 --> 00:14:51: was and is to.

00:14:51 --> 00:14:55: Unequivocally state utilized commitment and dedication to

00:14:55 --> 00:14:59: diversity, equity, and

00:14:59 --> 00:15:05: inclusion at UCI and across the real estate industry.

00:15:05 --> 00:15:06: Internally,

00:15:06 --> 00:15:07: we call it our top line statement for DEI.

00:15:07 --> 00:15:10: It is our what and it is our how. It

00:15:10 --> 00:15:15: is what we aim for. It is what our values

00:15:15 --> 00:15:20: are. It represents what we will vigorously pursue with respect

00:15:20 --> 00:15:25: to DEI.

00:15:06 --> 00:15:09: It is also our blueprint for how you will I

00:15:09 --> 00:15:12: will focus efforts to bring DI into every aspect of

00:15:12 --> 00:15:14: the work that we do.

00:15:15 --> 00:15:18: So again, it provides a framework by which we all

00:15:19 --> 00:15:24: live. Now the integration of the Women's Leadership initiative within

00:15:24 --> 00:15:28: our DI strategy is critical as ULI continues its commitment

00:15:28 --> 00:15:33: to equity. The WI Network remains an important community that

00:15:33 --> 00:15:37: helps to provide a culture of belonging within the larger

00:15:37 --> 00:15:43: institute and it ensures that diverse representation through positioning women

00:15:43 --> 00:15:45: and people of color.

00:15:45 --> 00:15:49: Expert voices is key as evidence by the exceptional speakers

00:15:49 --> 00:15:52: that are part of the summit programming this week.

00:15:53 --> 00:15:55: And if we've done our job well, you all know

00:15:55 --> 00:15:59: that all year we've been celebrating the 10th anniversary of

00:15:59 --> 00:16:02: the Women's Leadership Initiative, if we've done our job well.

00:16:03 --> 00:16:04: Since 2012.

00:16:05 --> 00:16:09: We have seen considerable growth in many areas. Uli women

00:16:09 --> 00:16:14: members have more than doubled, going from about 5600 women

00:16:14 --> 00:16:17: some 10 years ago to more than 13,000 women as

00:16:17 --> 00:16:22: members today, which is, you know, more than 113% increase

00:16:22 --> 00:16:26: in in the numbers of women members. For those familiar

00:16:26 --> 00:16:31: with our membership structure, full members on product councils represent

00:16:31 --> 00:16:35: some of our most senior members, seniors not in age.

00:16:35 --> 00:16:39: And an experience the number of product Council women members

00:16:39 --> 00:16:43: is also impressive. Some 10 years ago there are about

00:16:43 --> 00:16:46: 300, and nearly 800 women are full members on product

00:16:46 --> 00:16:47: councils today.

00:16:48 --> 00:16:52: We've seen, even seen growth in the number of Women

00:16:52 --> 00:16:56: product Council leaders. This also historically has been a fairly

00:16:57 --> 00:17:01: male dominated structure when we talk about product councils. So

00:17:01 --> 00:17:04: some 10 years ago there were about 50 women who

00:17:04 --> 00:17:08: were leaders on product councils and today we have over

00:17:08 --> 00:17:12: 135. And with and in terms of our District Council

00:17:12 --> 00:17:16: network, our powerful District Council network, we have

about 46

00:17:16 --> 00:17:19: district councils across the Americas.

00:17:19 --> 00:17:23: That have WI committees and I'd say women are without

00:17:23 --> 00:17:28: question, without question making their mark at UI and in

00:17:28 --> 00:17:30: the real estate industry at large.

00:17:31 --> 00:17:35: So throughout the year, we've been recognizing WI members

00:17:35 --> 00:17:39: and

00:17:39 --> 00:17:43: the impact of its programs and planning for the future.

00:17:43 --> 00:17:47: Our campaign to celebrate the 10th anniversary really kicked

00:17:47 --> 00:17:51: off

00:17:51 --> 00:17:55: with Women's History Month. And if you've been reading our

00:17:55 --> 00:18:00: Urban Land magazine online and also the printed piece, you

00:18:00 --> 00:18:01: probably have seen some articles that describe the history of

00:18:01 --> 00:18:05: the Women's Leadership Initiative, our celebration of the

00:18:05 --> 00:18:08: Women's Leadership

00:18:08 --> 00:18:12: Initiative.

00:18:12 --> 00:18:17: Its 10th anniversary will culminate at our fall meeting in

00:18:17 --> 00:18:21: Dallas and we hope to see all of you there.

00:18:21 --> 00:18:22: We're we're planning a number of activities including a a

00:18:22 --> 00:18:26: reception that will celebrate our 10 year anniversary. We also

00:18:26 --> 00:18:31: of course will have some curated conversations as well. So

00:18:31 --> 00:18:36: having said that.

00:18:36 --> 00:18:40: There's still a lot of work ahead and I can

00:18:40 --> 00:18:43: truly say that collectively we've done much to foster

00:18:43 --> 00:18:44: connection

00:18:44 --> 00:18:49: and accelerate diversity in the real estate industry. And

00:18:49 --> 00:18:54: certainly

00:18:54 --> 00:18:58: programs like WWI Summit have contributed to those efforts,

00:18:58 --> 00:19:03: which

00:19:03 --> 00:19:06: is especially meaningful this year.

00:19:06 --> 00:19:10: Umm.

00:19:10 --> 00:19:15: So having said that, ioffer these milestone moments as a

00:19:15 --> 00:19:18: a means of celebration as and as an encouragement. We

00:19:18 --> 00:19:22: know that the work of diversity, equity and inclusion is

00:19:22 --> 00:19:24: is hard work, it's hard, it's complicated, big work. And

00:19:24 --> 00:19:28: so I ask that you continue to push for seats

00:19:28 --> 00:19:31: at the table for all women and continue to convene

00:19:31 --> 00:19:35: conversation around equity that an impact policies that.

00:19:35 --> 00:19:39: Positively affect marginalized communities.

00:19:39 --> 00:19:43: It's really important and I think we heard last night

00:19:43 --> 00:19:47: Trinity say to know your why?

00:19:47 --> 00:19:51: You know, as a kid growing up, I was a

00:19:51 --> 00:19:55: really shy kid. I didn't say much.

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

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

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

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

00:28:26 --> 00:28:30: post social recaps, check out the content, connect with others.

00:28:31 --> 00:28:34: Make sure that you've scanned the QR code that I

00:28:34 --> 00:28:38: was going to say is on your table. It's not.

00:28:38 --> 00:28:41: It's out at the front or on your online again

00:28:41 --> 00:28:44: that has the map, and it launches a map of

00:28:44 --> 00:28:48: all the favorite places to eat, shop, sip.

00:28:48 --> 00:28:51: While you're here and enjoy Indianapolis, so make sure that

00:28:51 --> 00:28:54: you have that done and then throughout the day as

00:28:54 --> 00:28:56: queen of the day, I'll be the one going chop

00:28:56 --> 00:28:59: chop. It's time to get up here. Time to go.

00:29:00 --> 00:29:03: I'll be nice about it though, alright, so let's let's

00:29:03 --> 00:29:05: let's pivot and talk about what we're here for.

00:29:06 --> 00:29:10: As we begin this summit, I just kind of challenge

00:29:10 --> 00:29:13: everybody to think about what is equitable.

00:29:14 --> 00:29:18: So Webster's defines equitable, fair and impartial.

00:29:19 --> 00:29:21: And equitable balance.

00:29:22 --> 00:29:24: Sounds really easy, doesn't it?

00:29:25 --> 00:29:28: So I think today we're going to hear about how

00:29:28 --> 00:29:29: to get that accomplished.

00:29:31 --> 00:29:34: I'd also like to introduce vop ossoli.

00:29:34 --> 00:29:37: Who, I have to say, flew in from France last

00:29:37 --> 00:29:41: night. He is fully dressed. I think that's amazing because

00:29:41 --> 00:29:45: most of the clothes for people that flew internationally are

00:29:45 --> 00:29:48: not anywhere near them. So I'd like to welcome him

00:29:48 --> 00:29:51: here. He's going to come up and share opening remarks.

00:29:51 --> 00:29:54: Bob is an architect who for many years led urban

00:29:55 --> 00:29:59: design and architectural product projects throughout the US, Africa and

00:29:59 --> 00:30:03: Middle East. He currently serves as the program director with

00:30:03 --> 00:30:05: Wolpert and as President.

00:30:05 --> 00:30:09: Of Indianapolis City County Council, where he has focused on

00:30:09 --> 00:30:13: addressing issues of race, equity, reentry, and inclusive Urban Development.

00:30:13 --> 00:30:18: He graduated from Carnegie Mellon University with a bachelor's degree

00:30:18 --> 00:30:22: in Architecture and Columbia University with a Masters degree in

00:30:22 --> 00:30:25: Architecture and Urban Design. He and his wife Una are

00:30:25 --> 00:30:29: the proud parents of two amazing children, and again, he

00:30:29 --> 00:30:32: has just joined us. Coming in from vacation. I'm not

00:30:32 --> 00:30:35: sure he knows what day or time it is, but.

00:30:35 --> 00:30:38: We thank you very much for being here. Please come up.

00:30:38 --> 00:30:38:

00:30:52 --> 00:30:54: Thank you, Jackie. Good morning, everyone.

00:30:56 --> 00:30:58: Now that you know my travel itinerary.

00:30:59 --> 00:31:02: It is my honor, not only as president of the

00:31:02 --> 00:31:05: Indianapolis City County Council, but as councillor of much of

00:31:05 --> 00:31:09: the downtown district that you'll be visiting over these last

00:31:09 --> 00:31:12: two, over these next couple of days, to welcome each

00:31:12 --> 00:31:15: of you to this remarkable summit in this very remarkable

00:31:15 --> 00:31:15: city.

00:31:16 --> 00:31:19: And before I say anything else, maybe we just pause

00:31:19 --> 00:31:23: and share our thanks with you allies women's leadership initiative.

00:31:28 --> 00:31:31: It's an incredibly talented group of women who plan this

00:31:31 --> 00:31:34: summit. This is the second time in two weeks that

00:31:34 --> 00:31:37: I've been part of an event that's focused on development,

00:31:37 --> 00:31:41: construction, land use, real estate, all of those things where

00:31:41 --> 00:31:44: women are running the table and not just women, women

00:31:44 --> 00:31:45: of color. So our hats off to you.

00:31:47 --> 00:31:49: I also want to offer a special welcome tune to

00:31:49 --> 00:31:52: the many participants today who've traveled from all over the

00:31:52 --> 00:31:52: United States.

00:31:54 --> 00:31:57: To join a conversation that I hope leaves us all

00:31:57 --> 00:32:01: inspired and invigorated and ready to advance the dialogue around

00:32:01 --> 00:32:02: equitable development.

00:32:03 --> 00:32:05: In our home communities and in our nation.

00:32:07 --> 00:32:09: And for our visitors from outside of central IN, let

00:32:09 --> 00:32:10: me assure you.

00:32:10 --> 00:32:13: The hope that I express is not simply political pabulum.

00:32:14 --> 00:32:16: As an architect by trade and training.

00:32:17 --> 00:32:20: And an advocate for racial equity by conscience.

00:32:21 --> 00:32:23: The concept of equitable development is 1, which I am

00:32:23 --> 00:32:27: personally and professionally and even politically invested.

00:32:27 --> 00:32:30: And I'm thrilled to see you, my fellow investors here

00:32:30 --> 00:32:31: this morning.

00:32:32 --> 00:32:35: Oftentimes we're asked to cast a vision for the future

00:32:35 --> 00:32:38: of Indianapolis, and when I'm asked, my answer is always

00:32:38 --> 00:32:38: the same.

00:32:40 --> 00:32:43: 20 years from now, I'd like to drive through Indianapolis

00:32:43 --> 00:32:45: at 7:00 AM on a Saturday.

00:32:46 --> 00:32:48: And not be able to tell you the demographics of

00:32:48 --> 00:32:51: the neighborhood by the state of its built environment.

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

00:34:43 --> 00:34:46: And racism is a foundation for the modern urban landscape.

00:34:47 --> 00:34:49: Then redlining is its blueprint.

00:34:50 --> 00:34:51: So let me show you what I mean when I

00:34:51 --> 00:34:52: say that.

00:34:53 --> 00:34:55: Can someone put up the first slide?

00:34:57 --> 00:34:58: Thank you.

00:34:59 --> 00:35:01: Many cities have an old red line map like this

00:35:01 --> 00:35:03: one of Indianapolis dating back to the 1930s.

00:35:04 --> 00:35:05: Many, perhaps.

00:35:05 --> 00:35:10: Perhaps most of our neighborhoods would view those old maps

00:35:10 --> 00:35:14: as completely irrelevant to our modern urban landscape, but you

00:35:14 --> 00:35:17: and I know differently, of course.

00:35:18 --> 00:35:19: Let me have the next slide please.

00:35:20 --> 00:35:20: There we go.

00:35:22 --> 00:35:26: This slide shows another version of the 1937 redlining map

00:35:26 --> 00:35:30: and another map illustrating the distribution of residents of color

00:35:30 --> 00:35:33: across India's census tracts using data from 2019.

00:35:34 --> 00:35:37: The more darkly shaded air in area is, the higher

00:35:37 --> 00:35:38: its population of people of color.

00:35:40 --> 00:35:42: Does anyone notice?

00:35:45 --> 00:35:45: A resemblance.

00:35:50 --> 00:35:51: May I have the next slide please?

00:35:53 --> 00:35:56: How about if I put up a 2018 map of

00:35:56 --> 00:35:58: Indies food deserts?

00:35:59 --> 00:36:01: Next to the 1937 redlining map.

00:36:06 --> 00:36:07: Thank you.

00:36:09 --> 00:36:09: Or.

00:36:10 --> 00:36:13: A map of our cities brownfield sites.

00:36:18 --> 00:36:20: Or industrial sites.

00:36:24 --> 00:36:27: Or are Interstate construction.

00:36:33 --> 00:36:34: We can leave those up, please.

00:36:35 --> 00:36:37: No, I'm not suggesting the practice of redlining was the

00:36:37 --> 00:36:39: genesis of structural racism in our society.

00:36:40 --> 00:36:44: But if the purpose of structural racism was and is

00:36:44 --> 00:36:48: to build environments that create, enforce and perpetuate.

00:36:49 --> 00:36:50: Racial inequities.

00:36:51 --> 00:36:55: Than redlining was and is a remarkably effective strategy.

00:36:57 --> 00:37:00: The fact is by the time the redlining was outlawed

00:37:00 --> 00:37:01: in 1968.

00:37:02 --> 00:37:04: So much of our city had been built using that

00:37:04 --> 00:37:04: blueprint.

00:37:05 --> 00:37:09: That its ability to create and sustain racial inequities in

00:37:09 --> 00:37:10: our community was assured.

00:37:12 --> 00:37:14: It's not an exaggeration to say that racism is built

00:37:14 --> 00:37:15: into our built environments.

00:37:16 --> 00:37:20: Which makes it in many ways a a place based

00:37:20 --> 00:37:21: problem.

00:37:22 --> 00:37:27: And a place based problem requires place based solutions.

00:37:32 --> 00:37:33: That's where we all come in.

00:37:34 --> 00:37:37: And we have got to stop building off of that.

00:37:38 --> 00:37:40: Old racist blueprint.

00:37:42 --> 00:37:45: Outside of government, I believe this sector and this group

00:37:45 --> 00:37:47: here in this room today holds the most important tools

00:37:47 --> 00:37:50: for dismantling the racial inequities that we see in every

00:37:50 --> 00:37:51: measure of American life.

00:37:52 --> 00:37:55: And through your power to shape and implement equitable

development.

00:37:56 --> 00:37:58: In an American cities for the next 100 years or

00:37:58 --> 00:37:58: more.

00:38:00 --> 00:38:02: Over the next two days, I encourage you to.

00:38:02 --> 00:38:04: Not just think out-of-the-box.

00:38:05 --> 00:38:07: But out of your lane?

00:38:08 --> 00:38:10: Don't wait to be asked.

00:38:11 --> 00:38:13: Insist on being part of the conversation.

00:38:14 --> 00:38:17: Insist of others like you come to the table.

00:38:18 --> 00:38:20: And insist that everyone at the table.

00:38:21 --> 00:38:23: Put on their racial equity lenses.

00:38:26 --> 00:38:28: And when you leave here tomorrow, I invite you in

00:38:28 --> 00:38:29: the words of.

00:38:29 --> 00:38:31: Anthropologist Margaret Mead.

00:38:32 --> 00:38:35: To never doubt that a small group of thoughtful, committed

00:38:35 --> 00:38:36: citizens can change the world.

00:38:37 --> 00:38:40: Indeed, is the only thing that ever has.

00:38:42 --> 00:38:43: Thank you.

00:38:50 --> 00:38:53: And now let me introduce Katie Wirtz, who works with

00:38:53 --> 00:38:57: Ankara's regional regional teams to explore issues and

opportunities in

00:38:57 --> 00:39:00: the innovation ecosystems of new markets and with the firms

00:39:00 --> 00:39:02: anchor institution partners.

00:39:03 --> 00:39:06: With experience and consulting, community development

and real estate development,

00:39:06 --> 00:39:09: Katie has managed planning and redevelopment efforts

across the country.

00:39:10 --> 00:39:13: She has over a decade of experience working with anchor
00:39:13 --> 00:39:16: institutions, public sector partners and philanthropic
organizations.

00:39:17 --> 00:39:19: In her previous role at Green Street Limited.
00:39:20 --> 00:39:23: Katie played a leading role in developing and implementing
the
00:39:23 --> 00:39:27: Health District Master Plan in partnership with IU Health,
attracting
00:39:27 --> 00:39:31: a pipeline of nearly \$750,000,000 in mixed-use development.
00:39:32 --> 00:39:34: She led a team of planners and analysts to evaluate
00:39:34 --> 00:39:38: an index neighborhoods using market, demographic and
physical elements.

00:39:39 --> 00:39:42: To determine priority funding needs that allow the city of
00:39:42 --> 00:39:46: Indianapolis and partners to make targeted investments
tailored to the
00:39:46 --> 00:39:47: needs of the community.

00:39:48 --> 00:39:51: Building on that work, Katie LED efforts to analyze and
00:39:51 --> 00:39:54: index the economic mobility of neighborhoods across
Indianapolis.

00:39:55 --> 00:39:58: And local cdfi used the index to guide funding for
00:39:58 --> 00:40:00: affordable and equitable housing solutions.

00:40:02 --> 00:40:05: Katie earned a Bachelor of Urban Planning and Development
and
00:40:05 --> 00:40:08: Master of Urban and Regional Planning from Ball State
University.

00:40:09 --> 00:40:13: An active member of ULI, she volunteers with organizations
that
00:40:13 --> 00:40:17: align with Equitable development, food access and Youth
Miss Wertz.

00:40:27 --> 00:40:28: Thank you.

00:40:33 --> 00:40:36: Good morning. Can everyone hear me? OK, awesome.
Alright, well,
00:40:36 --> 00:40:39: good morning and thank you all for joining me. My
00:40:39 --> 00:40:42: name is Katie Wertz. As Bob said, I'm the vice
00:40:42 --> 00:40:45: president of connections and insights with the Ancora
partners and
00:40:45 --> 00:40:49: previously with Green Street, which I think has a little
00:40:49 --> 00:40:52: bit more name recognition here in the Midwest. I was
00:40:52 --> 00:40:55: asked to give a brief introduction about what is equitable
00:40:55 --> 00:40:58: development and and the folks before me did a really
00:40:58 --> 00:41:00: great job, so I feel a little.
00:41:00 --> 00:41:02: And prepared, but um.

00:41:03 --> 00:41:06: I don't think we've really gotten there yet, and so
00:41:06 --> 00:41:08: I didn't really know how to define or even really
00:41:08 --> 00:41:12: talk about equitable development. So instead, I decided to

00:41:12 --> 00:41:15: talk
about what we know is definitively not equitable
development, and

00:41:16 --> 00:41:18: hopes that we can shed some light on the practices,
00:41:18 --> 00:41:22: both historic and those current practices that are creating
inequalities

00:41:22 --> 00:41:23: in our communities.

00:41:25 --> 00:41:27: I only have a few minutes and you guys will
00:41:27 --> 00:41:28: be be happy when I get out of here in
00:41:28 --> 00:41:30: the panels get started.

00:41:31 --> 00:41:33: So I'm I'm leaving a lot out.

00:41:34 --> 00:41:36: But I hope to set the stage for the our
00:41:36 --> 00:41:39: our next panel, which is a really good one. I'm
00:41:39 --> 00:41:42: going to breeze through some of these talking points. I
00:41:42 --> 00:41:46: know that you all are well informed, like minded individuals.
00:41:46 --> 00:41:48: I don't need to to change anyone's mind today.

00:41:49 --> 00:41:49: Umm.

00:41:51 --> 00:41:54: But they're they're numerous, and I'm just going to cover
00:41:54 --> 00:41:57: a handful. And and Bob did a good job at
00:41:57 --> 00:42:02: introducing them practices that created significant hardships
and inequalities, mostly

00:42:02 --> 00:42:05: for minorities and other disadvantaged groups.

00:42:06 --> 00:42:09: Those groups that didn't fit the cultural norm at the
00:42:09 --> 00:42:10: time or or do today.

00:42:12 --> 00:42:15: Many of these practices were deliberate, but some, and
maybe

00:42:15 --> 00:42:20: I'm very naive about this, had altruistic intentions, but
unintentionally

00:42:20 --> 00:42:23: resulted in very negative outcomes for certain groups.

00:42:24 --> 00:42:27: It's important that we learn from these. Understand how,
even

00:42:27 --> 00:42:28: positive.

00:42:29 --> 00:42:32: Well intended decisions can have negative consequences
and I think

00:42:32 --> 00:42:36: it's important to think about how our decisions as developers
00:42:36 --> 00:42:39: and investors and those in the adjacent industries not only
00:42:39 --> 00:42:42: affect our immediate clients or our Ng users, but the
00:42:42 --> 00:42:45: folks who live nearby and who live in the broader
00:42:45 --> 00:42:48: community and even those of future generations.

00:42:53 --> 00:42:55: I'm gonna walk over here and get the advancer that
00:42:56 --> 00:42:56: I didn't get.

00:43:00 --> 00:43:01: Alright, see if I can do this.

00:43:02 --> 00:43:02: Alright.

00:43:03 --> 00:43:06: So the city beautiful movement is one of one of

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

00:52:10 --> 00:52:14: slaughterhouse and other and other circumstances like that.

00:52:15 --> 00:52:17: As I mentioned before, there was a degree of doing

00:52:17 --> 00:52:19: the right thing mixed with poor intentions, and zoning is

00:52:19 --> 00:52:20: one of those.

00:52:21 --> 00:52:24: But today, the role of zoning is primarily one of

00:52:24 --> 00:52:27: property value protection, and in the name of protecting

00:52:27 --> 00:52:31: Community

00:52:27 --> 00:52:31: character I've heard too many times throughout the last

00:52:31 --> 00:52:33: decade,

00:52:31 --> 00:52:33: we don't want to build that type of housing because

00:52:33 --> 00:52:37: it will attract those people. Those people have different

00:52:33 --> 00:52:37: connotations

00:52:37 --> 00:52:39: to each community that I've worked in.

00:52:40 --> 00:52:43: What this does ultimately, though, is limit the amount and

00:52:43 --> 00:52:45: types of housing that can be built in a community.

00:52:46 --> 00:52:48: And I will let you all read this. I think

00:52:48 --> 00:52:50: this is a great quote that really summarizes.

00:52:52 --> 00:52:55: Where we are today and those impacts that zoning has

00:52:55 --> 00:52:59: on housing, but what we're doing is building far less

00:52:59 --> 00:53:02: housing in the most successful, best educated parts of the

00:53:02 --> 00:53:06: country, which causes housing prices to rise much higher

00:53:02 --> 00:53:06: than

00:53:06 --> 00:53:09: they need to be, and that excludes people.

00:53:09 --> 00:53:12: So people with modest means are being kept from the

00:53:12 --> 00:53:16: high opportunity communities, further exacerbating

00:53:12 --> 00:53:16: inequalities and contributing to the

00:53:16 --> 00:53:17: cycle of poverty.

00:53:19 --> 00:53:23: It's estimated that the shortage of justice affordable housing,

00:53:19 --> 00:53:23: not

00:53:23 --> 00:53:26: the shortage of housing for anyone earning above 80% AMI,

00:53:26 --> 00:53:30: is costing the US approximately \$2 billion in lower wages

00:53:30 --> 00:53:31: and lost productivity.

00:53:32 --> 00:53:35: We're allowing the rights and desires of a select few

00:53:35 --> 00:53:38: to negatively impact us all. We must take a serious

00:53:38 --> 00:53:41: look at zoning ordinances, development standards, and the

00:53:38 --> 00:53:41: processes that

00:53:42 --> 00:53:45: govern them through the lens of social and economic equality

00:53:45 --> 00:53:46: if we want to change course.

00:53:47 --> 00:53:51: Another practice I wanted to highlight was urban

00:53:47 --> 00:53:51: redevelopment.

00:53:52 --> 00:53:54: This is a complicated and multifaceted problem.

00:53:55 --> 00:53:57: Maybe it's an opportunity. I'm not sure how we actually

00:53:58 --> 00:54:00: categorize it. And many of you in the room are

00:54:00 --> 00:54:02: probably involved in some way shape or form with with

00:54:02 --> 00:54:03: redevelopment.

00:54:03 --> 00:54:07: But redevelopment that is sold for higher income homes, higher

00:54:07 --> 00:54:11: income households is reducing access to affordable, attainable housing and

00:54:11 --> 00:54:13: many of our high opportunity neighborhoods.

00:54:14 --> 00:54:18: It leads to physical displacement, conversion of lower cost rental

00:54:18 --> 00:54:21: units to high end sale homes, as well as slower

00:54:21 --> 00:54:24: means like increasing property taxes and other similar issues that

00:54:24 --> 00:54:26: compound for a family overtime.

00:54:27 --> 00:54:30: It also leads to cultural displacement as more homes are

00:54:30 --> 00:54:33: filled with people that are unlike the existing residents. Amenities

00:54:33 --> 00:54:36: and businesses come in that are better suited to the

00:54:36 --> 00:54:39: new residents, and a feeling of uncomfortableness or loss of

00:54:39 --> 00:54:42: community can lead to existing neighbors to flee.

00:54:43 --> 00:54:45: Again, I wanted to highlight a real world example here

00:54:45 --> 00:54:48: from Indianapolis. This is a house in Fountain Square.

00:54:49 --> 00:54:51: As of last week or so, when I put this

00:54:51 --> 00:54:55: together, it probably isn't on market anymore. What am I

00:54:55 --> 00:54:58: talking about? But it was listed for \$175,000. So very

00:54:58 --> 00:55:02: basic math tells us that this home is affordable or

00:55:02 --> 00:55:05: attainable to at least one out of every two households

00:55:05 --> 00:55:09: in Marion County. So it's a very affordable place to

00:55:09 --> 00:55:09: live.

00:55:11 --> 00:55:14: This next house is also for sale just two blocks

00:55:14 --> 00:55:18: away. It's listed for \$799,000. It's slightly larger, but not

00:55:18 --> 00:55:21: significantly so. It is affordable to just one out of

00:55:21 --> 00:55:24: every 20 households in Marion County.

00:55:25 --> 00:55:27: And I want to make it clear that I have

00:55:27 --> 00:55:30: nothing against this House or the people that developed it

00:55:30 --> 00:55:33: or the people that choose to live in it. I

00:55:33 --> 00:55:36: only wanted to highlight how our role as developers impact

00:55:36 --> 00:55:38: more than just our end client, and that we play

00:55:38 --> 00:55:42: a role in that our decisions have unintended much further

00:55:42 --> 00:55:43: producing consequences.

00:55:45 --> 00:55:48: On this next slide, and before I talk about it,

00:55:48 --> 00:55:50: I want to put a plug in for the UI.

00:55:50 --> 00:55:53: I believe it's called the building healthy Places Book Club.

00:55:53 --> 00:55:56: It introduced me to numerous books and authors that helped

00:55:56 --> 00:56:00: shape my understanding of social justice and social equity

issues.

00:56:00 --> 00:56:02: So I highly recommend it if you want to expose

00:56:03 --> 00:56:05: yourself even more than you do already to those types

00:56:05 --> 00:56:06: of topics.

00:56:07 --> 00:56:10: So with that said, one of the most recent books

00:56:10 --> 00:56:12: was a book called Know Your Price valuing Black Lives

00:56:12 --> 00:56:15: and Property in America's Black Cities. It's written by Andre

00:56:16 --> 00:56:18: Perry, who is also a fellow at Brookings and is

00:56:18 --> 00:56:21: well known for his thoughts on race, structural inequalities

00:56:21 --> 00:56:22: and

00:56:21 --> 00:56:22: education.

00:56:23 --> 00:56:26: But the book brings together hard data alongside personal

00:56:26 --> 00:56:29: experiences

00:56:26 --> 00:56:29: of the devaluation of black neighborhoods and individuals.

00:56:30 --> 00:56:32: This data is from the Brookings site, and it shows

00:56:32 --> 00:56:35: the majority white neighborhoods in Indianapolis have values

00:56:35 --> 00:56:38: nearly two

00:56:35 --> 00:56:38: times higher than majority black neighborhoods.

00:56:38 --> 00:56:41: A difference on average of \$112,000.

00:56:43 --> 00:56:47: Brookings estimates that cumulative loss across the entire

00:56:43 --> 00:56:47: country at

00:56:47 --> 00:56:51: \$156 billion in potential wealth accumulation for black

00:56:47 --> 00:56:51: homeowners.

00:56:52 --> 00:56:54: Again, this is one part of a larger issue that

00:56:54 --> 00:56:58: maintains the status quo, keeping minorities and other lower

00:56:54 --> 00:56:58: wealth

00:56:58 --> 00:57:00: groups stuck in a cycle of poverty with very little

00:57:01 --> 00:57:03: hope of escape and ability to climb the economic ladder.

00:57:05 --> 00:57:08: And this slide and Vox kind of already talked about

00:57:08 --> 00:57:11: this. I apologize, I'll go quickly through it, but this,

00:57:11 --> 00:57:14: this map is part of a larger analysis we did

00:57:14 --> 00:57:18: looking at the access to affordable housing across

00:57:14 --> 00:57:18: Indianapolis.

00:57:18 --> 00:57:21: The map shows in the dark shaded areas, areas of

00:57:21 --> 00:57:26: higher economic mobility, so places that have, among other

00:57:21 --> 00:57:26: things,

00:57:26 --> 00:57:30: better access to high quality schools, quality childcare, lower

00:57:26 --> 00:57:30: crime

00:57:30 --> 00:57:33: rates and other and other factors.

00:57:33 --> 00:57:37: If you're familiar with indie and you're paying attention while

00:57:37 --> 00:57:39: Bob spoke, this will not come as a shock to

00:57:39 --> 00:57:42: you. It really looks like the inverse of OPS redlining

00:57:42 --> 00:57:42: map.

00:57:43 --> 00:57:46: But what we found was that there was higher competition

00:57:47 --> 00:57:50: for housing in areas with high economic mobility scores. So

00:57:50 --> 00:57:53: what we found was that there were people spending less

00:57:53 --> 00:57:56: than, you know, the typical 30% of their income, but

00:57:56 --> 00:57:59: there were also people spending more. And so that pressure

00:57:59 --> 00:58:03: creates a situation where what was once potentially an

00:58:03 --> 00:58:05: affordable

00:58:03 --> 00:58:05: area is no longer affordable.

00:58:07 --> 00:58:11: Further problem furthering the problem is unequal distribution

00:58:11 --> 00:58:14: of subsidized

00:58:11 --> 00:58:14: housing construction across the city. And what I mean by

00:58:15 --> 00:58:18: subsidized housing is those that have received federal, local

00:58:18 --> 00:58:21: or

00:58:18 --> 00:58:21: state subsidies to reduce the the cost to the individual

00:58:21 --> 00:58:24: buyer or renter. Over the last 10 years, 24% more

00:58:24 --> 00:58:28: subsidized units have been built in areas with low economic

00:58:28 --> 00:58:30: viability than in high mobility areas.

00:58:31 --> 00:58:35: Without the constant, without the connection to jobs,

00:58:35 --> 00:58:38: transportation, childcare

00:58:35 --> 00:58:38: and educational opportunities that are found in economically

00:58:38 --> 00:58:41: mobile neighborhoods

00:58:38 --> 00:58:41: like those shown on this map, low and moderate income

00:58:41 --> 00:58:44: families have less opportunity to climb the economic ladder.

00:58:46 --> 00:58:49: A numerous studies, but the most well known is by

00:58:49 --> 00:58:52: Harvard University and led by leading economist Raj Chetty.

00:58:52 --> 00:58:56: It's

00:58:52 --> 00:58:56: in reference to the federal program moving to opportunity. It

00:58:56 --> 00:58:59: looked at the economic mobility of a cohort of children

00:58:59 --> 00:59:02: over 30 or so year. And what they found was

00:59:02 --> 00:59:05: that children living in low economic areas born into low

00:59:05 --> 00:59:06: wealth families.

00:59:07 --> 00:59:10: Found it very difficult to move up the economic ladder

00:59:10 --> 00:59:13: compared to kids that moved into highly economically mobile

00:59:13 --> 00:59:16: areas,

00:59:13 --> 00:59:16: which were more likely and easily more easily moved up

00:59:16 --> 00:59:17: the economic ladder.

00:59:18 --> 00:59:21: A comparison study completed by the police center here in

00:59:21 --> 00:59:24: Indianapolis and some of the results are shown here. They're

00:59:24 --> 00:59:26: a little difficult to see, I apologize.

00:59:27 --> 00:59:30: Found that the average black child born in Indianapolis earns

00:59:30 --> 00:59:33: \$9000 less than the average white child. Children born to

00:59:33 --> 00:59:36: low income families are more likely to live in economically

00:59:36 --> 00:59:37: challenged areas.

00:59:39 --> 00:59:41: Earn about half of what a child born into a

00:59:41 --> 00:59:42: high income family would earn.

00:59:44 --> 00:59:46: Kids born into families are more likely to stay poor,
00:59:46 --> 00:59:48: and those statistics are worse for minorities.
00:59:50 --> 00:59:52: And all this leads to lower life expectancy. As we
00:59:52 --> 00:59:55: know, the social determinants of health greatly impact how
long
00:59:55 --> 00:59:57: and the quality of life that you have.
00:59:59 --> 01:00:02: You can see on this map where the red dots
01:00:02 --> 01:00:06: indicate lower life expectancy and the green dots indicate
longer.
01:00:06 --> 01:00:09: The the red dots align very well with areas historically
01:00:09 --> 01:00:13: and presently affected by inequitable practices that bought.
01:00:14 --> 01:00:17: So, well highlighted. I was gonna mention that we could
01:00:17 --> 01:00:21: overlay the Interstate maps, the redlining map, the economic
mobility
01:00:21 --> 01:00:23: map that I just talked about, and you would see
01:00:23 --> 01:00:25: a trend, but Bob beat me to it.
01:00:27 --> 01:00:30: The inner city neighborhoods that make up central
Indianapolis have
01:00:30 --> 01:00:33: been negatively impacted by the choices, preferences and
practices of
01:00:33 --> 01:00:36: people in power, which include developers, investors and the
associated
01:00:36 --> 01:00:38: industries represented by UI.
01:00:39 --> 01:00:42: And I'm not an inspirational speaker, and I would say
01:00:42 --> 01:00:45: my glass is often half empty. But I hope today's
01:00:45 --> 01:00:48: conversation spark each and everyone of you to pause and
01:00:49 --> 01:00:52: think about how your decisions, both personal and
professional, may
01:00:52 --> 01:00:55: impact someone else's ability to thrive.
01:00:55 --> 01:00:58: I think that moment of empathy may have a very
01:00:58 --> 01:01:00: real and long lasting impact to the communities where we
01:01:01 --> 01:01:03: live and work, and if enough of us begin to
01:01:03 --> 01:01:05: think this way, we can begin to understand what is
01:01:05 --> 01:01:06: equitable development.
01:01:07 --> 01:01:10: Thank you again for your time and attention this morning
01:01:10 --> 01:01:11: and please enjoy the rest of the conference.
01:01:22 --> 01:01:25: And I think my panelists are going to join me
01:01:25 --> 01:01:27: up on stage who give us just a second.
01:01:42 --> 01:01:45: While they're walking up, I will go ahead and introduce
01:01:45 --> 01:01:47: them so we can keep rolling along. First we have
01:01:48 --> 01:01:51: Scarlet Andrews. You all have everyone's bio, so I'm only
01:01:51 --> 01:01:53: going to briefly give you their titles, but is the
01:01:53 --> 01:01:57: director of the Department of Metropolitan Development here

in Indianapolis.

01:01:57 --> 01:02:00: We have Aaron Williams to her left. He represents the

01:02:00 --> 01:02:03: Northside Community Housing in St. Louis, MO. And on our

01:02:03 --> 01:02:06: end we have Brandon Powell, who is the VP of

01:02:06 --> 01:02:08: Business Development at Chatham Park Development.

01:02:08 --> 01:02:12: Here in Indianapolis, and I'm going to turn the clicker

01:02:12 --> 01:02:14: over to Brandon, not to Brandon, to Aaron.

01:02:16 --> 01:02:19: To give us a little background on where we've been

01:02:19 --> 01:02:20: as a community.

01:02:22 --> 01:02:23: Your first slide, yeah.

01:02:24 --> 01:02:26: Is that my first name? Oh, there we go. OK.

01:02:28 --> 01:02:29: Hi everyone.

01:02:31 --> 01:02:34: So now that we've gone through.

01:02:35 --> 01:02:39: Everything that I hope everyone knew before she shared it

01:02:39 --> 01:02:39: with you.

01:02:40 --> 01:02:43: And quite honestly, shame on us if we didn't know

01:02:43 --> 01:02:44: it at this point.

01:02:46 --> 01:02:50: I want to try to recenter the conversation about individuals,

01:02:50 --> 01:02:53: particularly black people, black women.

01:02:54 --> 01:02:58: And how they navigate this industry called land use and

01:02:58 --> 01:02:59: development.

01:03:00 --> 01:03:05: Because in this quest for equity, we have to.

01:03:06 --> 01:03:09: Find equity for communities, but we also have to find

01:03:09 --> 01:03:10: equity for.

01:03:11 --> 01:03:14: Individuals with the entrepreneurial spirit who want to build

01:03:14 --> 01:03:17: their

01:03:17 --> 01:03:20: communities, right? We have to build, we have to empower

01:03:21 --> 01:03:23: their communities and we have to empower them.

01:03:25 --> 01:03:27: So I wanted to start by.

01:03:29 --> 01:03:31: 1st acknowledging 3 women.

01:03:32 --> 01:03:33: My guess would be that you know one of them,

01:03:36 --> 01:03:39: especially if you're from Indiana.

01:03:39 --> 01:03:43: What's on the screen are three of the four first

01:03:44 --> 01:03:47: African American female millionaires in the United States.

01:03:47 --> 01:03:48: If you're from Indiana, I'm sure you've been told that

01:03:49 --> 01:03:53: there was one.

01:03:53 --> 01:03:56: Self-made African American female millionaire that is on the

01:03:56 --> 01:03:57: left

01:03:58 --> 01:03:59: of the screen. Madam CJ Walker.

01:04:01 --> 01:04:02: But in fact.

01:04:03 --> 01:04:03: There were three before her.

01:04:03 --> 01:04:03: Mary Ellen pleasant.

01:04:03 --> 01:04:03: Annie Malone.

01:04:04 --> 01:04:06: And also Bridget Mason.

01:04:07 --> 01:04:10: I've chosen these three these three to talk about because

01:04:10 --> 01:04:13: it's relevant to our conversation about land use and real

01:04:13 --> 01:04:14: estate development.

01:04:15 --> 01:04:19: So first there is Mary Ellen Pleasant, who amassed her

01:04:19 --> 01:04:23: wealth during the California Gold Rush in San Francisco.

01:04:25 --> 01:04:28: She opened a chains of a chain of laundry shops

01:04:28 --> 01:04:31: and luxury boarding houses for white men mainly.

01:04:32 --> 01:04:35: And it made silent investments in real estate ventures and

01:04:35 --> 01:04:38: banking. In fact, she invested in Wells Fargo when it

01:04:38 --> 01:04:39: first started.

01:04:40 --> 01:04:41: And a lot of people don't know that.

01:04:43 --> 01:04:47: Her net worth at the peak of her wealth was

01:04:47 --> 01:04:53: roughly \$30 million, and that is about \$864 million today.

01:04:55 --> 01:04:57: Next is.

01:04:58 --> 01:05:01: I'm sorry. And I mentioned that she she amassed her

01:05:01 --> 01:05:04: wealth in real estate. Right next is Annie Malone.

01:05:05 --> 01:05:09: Annie Turnbull Malone born in Metropolis, IL.

01:05:10 --> 01:05:14: Became the matriarch of a black neighborhood in St. Louis,

01:05:14 --> 01:05:15: MO, called the Ville.

01:05:17 --> 01:05:21: What's special about Annie Malone, and relevant to this

01:05:21 --> 01:05:24: conversation

01:05:24 --> 01:05:27: as we sit in Indiana, is she discovered Madam CJ

01:05:27 --> 01:05:30: Walker when Madam CJ Walker was just Sarah Breedlove in

01:05:31 --> 01:05:36: the Black neighborhood of Saint Louis Mill Creek Valley.

01:05:36 --> 01:05:39: Annie Malone had already begun to build her cosmetology

01:05:39 --> 01:05:40: empire,

01:05:42 --> 01:05:46: and she trained Madam CJ Walker to be one of

01:05:46 --> 01:05:49: her salespeople.

01:05:50 --> 01:05:52: Annie Malone's wealth at or her net worth at the

01:05:52 --> 01:05:57: peak of her wealth was \$14 million.

01:05:57 --> 01:05:58: And then you have Madam CJ Walker.

01:06:00 --> 01:06:02: Who obviously amassed great wealth and contributed to

01:06:03 --> 01:06:05: community development

01:06:06 --> 01:06:09: here in Indiana.

01:06:09 --> 01:06:12: I probably need to say at least about her, because.

01:06:13 --> 01:06:14: LeBron James already told her story, right?

01:06:17 --> 01:06:20: Ohh, but at the peak of her wealth, she was

01:06:22 --> 01:06:24: worth about \$9 million, at least on record.

Each of these women.

Played a role in real estate development as well.

They all had their trophy properties.

01:06:25 --> 01:06:26: Right and.

01:06:28 --> 01:06:31: Their trophy properties were more than just a piece of

01:06:32 --> 01:06:35: land or real estate. They were really anchors to communities

01:06:35 --> 01:06:39: and community development. So on the top right you have

01:06:39 --> 01:06:42: what was called the Black City Hall, which was Mary

01:06:42 --> 01:06:44: Ellen Pleasants mansion.

01:06:46 --> 01:06:49: She paid \$100,000 to build it. They had 34 rooms

01:06:49 --> 01:06:49: in it.

01:06:50 --> 01:06:53: And it was the safe space for black politicians and

01:06:53 --> 01:06:57: black leaders to come and organize on how to improve

01:06:57 --> 01:06:59: the American experience for black people.

01:07:01 --> 01:07:04: She built it not just for herself, but to empower

01:07:04 --> 01:07:07: a community out of this home. Not only did she

01:07:07 --> 01:07:11: amass her wealth, but she also funded John Brown's raid

01:07:11 --> 01:07:15: on Harpers Ferry, which is my favorite slave rebellion

01:07:15 --> 01:07:16: because

01:07:15 --> 01:07:16: it was led by white dude.

01:07:17 --> 01:07:19: But funded by a black woman.

01:07:20 --> 01:07:23: But also, like I said, she invested in Wells Fargo

01:07:23 --> 01:07:26: and a lot of other small ventures, and in fact,

01:07:26 --> 01:07:30: African Americans knew her as the funder of black people.

01:07:30 --> 01:07:33: If you needed something as an African American, you could

01:07:33 --> 01:07:35: call and Mary Ellen Pleasant.

01:07:36 --> 01:07:38: To support you, and she would always do so.

01:07:39 --> 01:07:43: Below that you have what was called the hub of

01:07:43 --> 01:07:47: the Ville that was constructed by Annie Malone 1918 Poro

01:07:47 --> 01:07:51: College. This building was over 100,000 square feet.

01:07:54 --> 01:07:57: The first part was constructed, like I said, in 1918,

01:07:58 --> 01:08:02: cost her \$350,000, and then immediately after that in 1920,

01:08:02 --> 01:08:05: she pulled the second part that was \$150,000.

01:08:07 --> 01:08:10: This was where all or most commerce for the Ville

01:08:11 --> 01:08:15: and Black Saint Louis took place. After, you know, Mill

01:08:15 --> 01:08:19: Creek Valley, another black neighborhood in Saint Louis

01:08:20 --> 01:08:20: began to

01:08:20 --> 01:08:20: deteriorate.

01:08:21 --> 01:08:25: She built her facility for her business, but also to

01:08:25 --> 01:08:28: support the black community. So real estate to her, again

01:08:28 --> 01:08:32: like Mary Ellen Pleasant, was about community development,

01:08:32 --> 01:08:36: not just

01:08:32 --> 01:08:36: about generating your own wealth. And then to the left,

01:08:36 --> 01:08:39: of course, you have Walker Theater, which a lot of

01:08:39 --> 01:08:43: us are already familiar with, which was the Black

01:08:39 --> 01:08:43: entertainment

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

01:12:47 --> 01:12:50: segregated communities that were really less regulated, right?

01:12:51 --> 01:12:54: Why people push them off to their area and say

01:12:54 --> 01:12:57: we don't care what you do over there, we just

01:12:57 --> 01:13:00: don't want you involved with us and that allowed them

01:13:00 --> 01:13:01: to really.

01:13:01 --> 01:13:05: Employ their wealth to build their communities and support their

01:13:05 --> 01:13:05: people.

01:13:06 --> 01:13:07: Once.

01:13:09 --> 01:13:13: Integration began to happen really by force. I think that

01:13:13 --> 01:13:17: the American response to that was to over regulate and

01:13:17 --> 01:13:21: codify the whole land use and development experience which began

01:13:21 --> 01:13:25: to push out African Americans and prevent the the creation

01:13:25 --> 01:13:28: of the next Madam CJ Walker or the next Annie

01:13:28 --> 01:13:31: Malone. So if you run through all of the history

01:13:32 --> 01:13:35: that Katie shared with us, that was really the process

01:13:35 --> 01:13:39: of excluding African Americans all the way up until.

01:13:39 --> 01:13:44: Basically the civil rights movement in the black power movement

01:13:44 --> 01:13:48: when when black communities began to demand that they do

01:13:48 --> 01:13:52: have control of of their communities. I think that's how

01:13:52 --> 01:13:55: we got there and we'll follow up and talk about

01:13:55 --> 01:13:59: post 60s too. What happened then after we hear from

01:13:59 --> 01:14:00: my Co panelist.

01:14:05 --> 01:14:06: Can we?

01:14:06 --> 01:14:07: Pull up the slides, please.

01:14:14 --> 01:14:17: Well, thank you. And I, I first want to acknowledge

01:14:17 --> 01:14:19: that I had a lot of support and kind of

01:14:19 --> 01:14:23: putting together some resources for this presentation DMD archivist Jordan

01:14:23 --> 01:14:26: Ryan, which I believe is here today, as well as

01:14:26 --> 01:14:29: my colleagues at DMD, Hannah Thomas and Lorenzo Gplay. I

01:14:29 --> 01:14:33: don't have the same lived experience or inherited experience as

01:14:33 --> 01:14:35: my black and brown peers do, but I think in

01:14:35 --> 01:14:39: my position as director of the Department of Metropolitan Development

01:14:39 --> 01:14:40: at our major.

01:14:40 --> 01:14:43: Meridian, Capital of Indiana, I think it's important to speak

01:14:43 --> 01:14:45: to some of these things. And I also want to

01:14:45 --> 01:14:49: acknowledge that I'm going to take some broad strokes. I'm

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

01:17:00 --> 01:17:04: Through real estate and banking practices. And this map that

01:17:04 --> 01:17:08: I'm about to show is from the Indianapolis Chamber of

01:17:08 --> 01:17:11: Commerce. And and again, we've looked at quite a few

01:17:11 --> 01:17:14: maps this morning. So, so I'm hoping this one can

01:17:15 --> 01:17:19: can reinforce or demonstrate something new. So this is

01:17:19 --> 01:17:23: demonstrating

01:17:19 --> 01:17:23: the concentration of black residency in Indianapolis in 1946.

01:17:24 --> 01:17:29: And they juxtaposed this with areas of quote, economic

01:17:29 --> 01:17:32: drain.

01:17:29 --> 01:17:32: And I think the the areas that that perhaps aren't

01:17:32 --> 01:17:37: represented on the previous map, the the larger version that

01:17:37 --> 01:17:43: show black residency here are actually additional

01:17:43 --> 01:17:46: neighborhoods that represent

01:17:43 --> 01:17:46: other people of color or ethnic minorities in the city

01:17:47 --> 01:17:49: or or whites. And so you can kind of see

01:17:50 --> 01:17:55: where, if you're familiar with Indianapolis, things like urban

01:17:55 --> 01:17:59: renewal.

01:17:55 --> 01:17:59: And the highway system really overlay very cleanly on top

01:17:59 --> 01:18:01: of these areas of quote, economic drain.

01:18:02 --> 01:18:06: And so again, just underscoring the decisions that we made

01:18:06 --> 01:18:10: throughout the 20th century, but especially up until the civil

01:18:10 --> 01:18:15: rights era that very intentionally from a government and

01:18:15 --> 01:18:19: banking

01:18:15 --> 01:18:19: industry and real estate industry perspective reinforce.

01:18:19 --> 01:18:24: The residential segregation, but also lack of opportunity and

01:18:24 --> 01:18:25: access

01:18:24 --> 01:18:25: to quality housing.

01:18:27 --> 01:18:29: And and you know as you know something that I

01:18:29 --> 01:18:32: think is reflected in our city today and I can

01:18:32 --> 01:18:35: talk more about some of our work at DMD. And

01:18:35 --> 01:18:39: that effect is the lack overall of quality affordable housing

01:18:39 --> 01:18:42: and not just affordable housing, lack of quality housing and

01:18:42 --> 01:18:46: not enough supply throughout our city and that is both

01:18:46 --> 01:18:49: for rental and home ownership. The the photo here is,

01:18:49 --> 01:18:52: is a photo of Lockfield gardens. This is one of

01:18:52 --> 01:18:55: the nation's first federally funded public housing.

01:18:55 --> 01:18:58: Projects it was opened in 1938.

01:18:58 --> 01:19:02: Closed in 1976 and was redeveloped in the 1980s. Today,

01:19:02 --> 01:19:05: only seven of the original buildings remain of the whole

01:19:06 --> 01:19:08: 24, and as you may know, this is close to

01:19:08 --> 01:19:12: Indiana Ave. It was an example of an opportunity for

01:19:12 --> 01:19:16: quality rental housing for the black community. And as I

01:19:16 --> 01:19:20: think Katie and and President Osley both also talked about,

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

01:30:03 --> 01:30:06: This is truly hard to sometimes see like, even like

01:30:06 --> 01:30:07: we look at Crispus attics.

01:30:09 --> 01:30:13: That environmental Indiana Ave, my mom went to Christmas attics

01:30:13 --> 01:30:17: and and the individuals that were in that building, those

01:30:17 --> 01:30:22: were those teachers were individuals who could not teach at

01:30:22 --> 01:30:26: universities, who ended up teaching at that high school. That

01:30:26 --> 01:30:30: again rooted a community that, I mean Indianapolis is based

01:30:30 --> 01:30:34: upon Christmas attics. I mean that's that's everyone.

01:30:35 --> 01:30:39: Yeah, so again, hard to. That's what I'm feeling right

01:30:39 --> 01:30:42: now. You can maybe hear in my voice, but yeah,

01:30:42 --> 01:30:42: so.

01:30:42 --> 01:30:45: Yeah, what I find interesting about that it, well, it

01:30:45 --> 01:30:46: makes me question.

01:30:48 --> 01:30:50: It almost seems like.

01:30:51 --> 01:30:53: Black people were better off.

01:30:53 --> 01:30:56: Right when they were left alone, and.

01:30:57 --> 01:31:01: Were able to control the way wealth was accumulated in

01:31:01 --> 01:31:05: their communities and how it moved about their communities, right

01:31:05 --> 01:31:05: it was.

01:31:07 --> 01:31:10: There were, there was, there were less.

01:31:10 --> 01:31:13: Or there was less of an omnipresence of like this

01:31:13 --> 01:31:17: overseer controlling how they built their communities, and the result

01:31:17 --> 01:31:19: of that was successful black communities.

01:31:20 --> 01:31:23: That we then turn around and destroyed with our policy

01:31:23 --> 01:31:27: decisions, right. That's that's what urban renewal is.

01:31:29 --> 01:31:32: So we're red lining is and they really what I

01:31:32 --> 01:31:34: observe from history is like.

01:31:35 --> 01:31:36: We pushed black communities.

01:31:37 --> 01:31:40: To the extent that we begin.

01:31:41 --> 01:31:45: To I mean, be confused about what was going on,

01:31:45 --> 01:31:49: but also started to demand from the government that they

01:31:49 --> 01:31:54: give us back control of our communities, which then pushes

01:31:54 --> 01:31:59: us into everything from Eisenhower to Reagan, right? Where, in

01:31:59 --> 01:32:04: my opinion, we started to see this nonprofit industrial complex

01:32:04 --> 01:32:07: where we're now pulling money out of.

01:32:08 --> 01:32:09: Individual wealth.

01:32:10 --> 01:32:11: And.

01:32:11 --> 01:32:13: Individual community development.

01:32:14 --> 01:32:18: Into these pseudo governmental nonprofit overseers.

01:32:19 --> 01:32:24: Who become favorites to particular politicians or?

01:32:24 --> 01:32:29: Governing leaders and it begins to limit.

01:32:29 --> 01:32:34: The possibilities of black communities right and also exclude.

01:32:35 --> 01:32:39: Black wealth from the community development process to where now

01:32:39 --> 01:32:41: you want to build a black community, you gotta do

01:32:41 --> 01:32:44: it with low income housing tax credits, right? It used

01:32:44 --> 01:32:47: to be community development block grants. You need a nonprofit

01:32:48 --> 01:32:49: because you can't find it.

01:32:50 --> 01:32:51: A black woman.

01:32:51 --> 01:32:54: Who has the rap sheet to make it through the

01:32:54 --> 01:32:58: underwriting process because that underwriting process was literally built to

01:32:58 --> 01:33:02: exclude her and instead of fixing that, our government decided

01:33:02 --> 01:33:03: to just create.

01:33:06 --> 01:33:07: Basically.

01:33:08 --> 01:33:10: Ways to funnel money into.

01:33:11 --> 01:33:13: Their puppet organizations.

01:33:14 --> 01:33:18: To fix black communities so it's almost like we need

01:33:18 --> 01:33:19: to go back.

01:33:19 --> 01:33:23: To whatever, whatever magic was happening in their Flanner house,

01:33:23 --> 01:33:26: too, right of this this community, they really governed itself.

01:33:26 --> 01:33:29: They're starting to say they built a wall around it.

01:33:29 --> 01:33:33: I think there there there was bubbles that existed that

01:33:33 --> 01:33:37: people were willing to have the messy conversations about. How

01:33:37 --> 01:33:39: do we build community, right, like how do we?

01:33:40 --> 01:33:46: I like the the banks were it was potentially black-owned

01:33:46 --> 01:33:48: right. Right so or if.

01:33:50 --> 01:33:50: I know it's.

01:33:51 --> 01:33:55: There's a lot more communication going on because it wasn't

01:33:55 --> 01:33:58: so this, I guess, broken up and whatnot, so.

01:33:59 --> 01:34:03: And it was more democratic, right? These are individuals.

01:34:06 --> 01:34:10: There were transacting with each other, supporting each other, not

01:34:10 --> 01:34:11: depending on.

01:34:12 --> 01:34:15: The government to make their next handout because you know

01:34:15 --> 01:34:15: when.

01:34:16 --> 01:34:20: When you have the federal government then trickling money

01:34:20 --> 01:34:24: into
 01:34:24 --> 01:34:25: your community, they also by nature begin to control you.
 01:34:25 --> 01:34:29: Because if you.
 01:34:29 --> 01:34:32: Start to radicalize or demand more, they just say, alright,
 01:34:32 --> 01:34:36: I'll hold your purse. How are you gonna do?
 01:34:36 --> 01:34:39: How are you gonna feel if I hold your purse?
 01:34:39 --> 01:34:40: You know, so it's almost like out of a attempt
 01:34:41 --> 01:34:46: to.
 01:34:46 --> 01:34:50: Evade the tough policy decisions. We've now built this entire
 01:34:51 --> 01:34:54: new complex that all of us work in now, right?
 01:34:54 --> 01:34:57: I work. I'm I'm on the board of a Community
 01:34:57 --> 01:35:00: Development Corporation. There's no mystery how that
 01:35:00 --> 01:35:02: started. That was
 01:35:04 --> 01:35:06: Nixon and community development block grants.
 01:35:06 --> 01:35:08: Now instead of.
 01:35:09 --> 01:35:12: Miss Jan that lives on the corner, being able to
 01:35:12 --> 01:35:16: build a few houses. It has to come through us.
 01:35:16 --> 01:35:18: Alright. And we gotta put our lightech package in and
 01:35:18 --> 01:35:22: compete with the five other community development
 01:35:22 --> 01:35:25: corporations in our
 01:35:25 --> 01:35:26: city that are all going for the same amount of
 01:35:27 --> 01:35:31: money that's controlled by our federal government under this
 01:35:31 --> 01:35:34: very
 01:35:35 --> 01:35:38: bureaucratic and cumbersome process that ends up paying
 01:35:38 --> 01:35:41: more attorneys
 01:35:41 --> 01:35:44: and lawyers and.
 01:35:45 --> 01:35:47: Auditors and brokers, then it does the actual community. So
 01:35:47 --> 01:35:49: that to me that was the government's response to its
 01:35:49 --> 01:35:53: bad policy decisions up to the 60s. We we create,
 01:35:53 --> 01:35:55: we created a new complex that is now holding Black,
 01:35:56 --> 01:35:57: holding back communities of color and.
 01:35:57 --> 01:36:01: It begs the question, we need we need to find
 01:36:01 --> 01:36:06: the magic that may.
 01:36:06 --> 01:36:09: The Madam CJ Walkers, the Mary Ellen Pleasants and Annie
 01:36:09 --> 01:36:12: Malones, and we need to empower.
 01:36:13 --> 01:36:14: Black people.
 01:36:15 --> 01:36:17: To build their own communities. What does that look like?
 01:36:17 --> 01:36:20: How do we?
 01:36:20 --> 01:36:23: How do we reach back to those times of segregation
 01:36:23 --> 01:36:26: to figure out what they had then and undo all
 01:36:26 --> 01:36:29: of this futile policy that we've created to?
 01:36:29 --> 01:36:32: Fix the urban core, right?
 01:36:32 --> 01:36:35: How do we how do we do that?

01:36:18 --> 01:36:21: You've both spoken or really all three of you have

01:36:21 --> 01:36:25: spoken to the regulations that have limited opportunities for

01:36:25 --> 01:36:28: folks today. And I think you all have also spoken

01:36:28 --> 01:36:32: about. What resonates with me is that the economic

01:36:32 --> 01:36:35: integration

01:36:35 --> 01:36:38: was so important in that there were people in the

01:36:38 --> 01:36:39: Community that were leaders and had the money to invest

01:36:39 --> 01:36:41: in projects. How does.

01:36:41 --> 01:36:43: How do you go back to that and maybe like

01:36:43 --> 01:36:46: what regulations do you see as the most limiting? And

01:36:46 --> 01:36:49: Aaron, you spoke to him a little bit, but.

01:36:49 --> 01:36:53: Well, I also want to highlight, I mean, I spoke

01:36:53 --> 01:36:57: about my work minority and women business enterprises and

01:36:57 --> 01:37:02: the

01:37:02 --> 01:37:06: work to try to set goals for especially construction projects

01:37:06 --> 01:37:09: and real estate development, but those can be limiting too,

01:37:09 --> 01:37:09: I think in in the way that that the programs

01:37:09 --> 01:37:11: work.

01:37:11 --> 01:37:13: You know, I don't know how it's done in every

01:37:13 --> 01:37:16: city or with every state, but I think it can

01:37:16 --> 01:37:19: be challenging to to go through the process to get

01:37:19 --> 01:37:23: registered, to compete for certain types of contracts. I think

01:37:23 --> 01:37:26: the access to capital and equipment and supplies can be

01:37:26 --> 01:37:29: challenging, especially in a time right now. And we have

01:37:29 --> 01:37:33: supply chain issues, construction costs going up, so being

01:37:33 --> 01:37:36: able

01:37:36 --> 01:37:39: to compete for larger contracts, grow your business and then

01:37:39 --> 01:37:41: deal with kind of regulatory barriers to get there.

01:37:41 --> 01:37:44: I don't. Again, I think to your point about being

01:37:44 --> 01:37:45: well-intentioned.

01:37:45 --> 01:37:46: I think sometimes those are also barriers that and you

01:37:46 --> 01:37:50: know I would let you speak to them as well

01:37:50 --> 01:37:54: but but that's something that we have questioned here locally

01:37:54 --> 01:37:58: and especially is becoming acute as I think as as

01:37:58 --> 01:38:02: construction costs and supply chain issues and labor supply

01:38:02 --> 01:38:07: is

01:38:07 --> 01:38:08: has become shorter.

01:38:08 --> 01:38:10: Yeah, I think it's, I don't know, at a in

01:38:10 --> 01:38:13: a very simple.

01:38:13 --> 01:38:13: Terms is the difference between.

01:38:13 --> 01:38:16: An investment and a grant.

01:38:16 --> 01:38:19: When the government gives.

01:38:26 --> 01:38:29: Away money. They have to regulate it, right? Because it's

01:38:29 --> 01:38:31: tax money, the taxpayer.

01:38:32 --> 01:38:35: Wants to know that they are doing their due diligence

01:38:35 --> 01:38:37: and being responsible with the money.

01:38:37 --> 01:38:40: When the government make invest, makes investments.

01:38:41 --> 01:38:43: I don't know that it it you don't seem to

01:38:43 --> 01:38:46: have the same questions, right. It's it's an investment that's

01:38:47 --> 01:38:47: how we got.

01:38:48 --> 01:38:52: The World Wide Web through government investments.
That's how we

01:38:52 --> 01:38:56: got the suburbanization of America government invested in
the white

01:38:56 --> 01:38:59: middle class. That's how we got it. But instead of

01:38:59 --> 01:39:02: investing in communities of color, investing in black people,
they

01:39:02 --> 01:39:05: just want to grant money to them and then over

01:39:05 --> 01:39:08: regulate it, which is not reaping what we needed to

01:39:08 --> 01:39:10: reap, which is self-sustaining.

01:39:11 --> 01:39:13: Black communities and.

01:39:15 --> 01:39:18: Black people, right? So we just need to. I mean,

01:39:18 --> 01:39:21: I guess I'm saying everything shorter, just saying we need

01:39:21 --> 01:39:21: to.

01:39:23 --> 01:39:26: Reparations. That's what we need, right? That's the one thing

01:39:26 --> 01:39:27: we haven't done.

01:39:29 --> 01:39:33: That seems to be really holding back our black communities

01:39:33 --> 01:39:34: so that.

01:39:35 --> 01:39:38: Money can move more freely within these communities. It's
my

01:39:38 --> 01:39:39: opinion.

01:39:39 --> 01:39:42: I know the word transparency is used a lot right

01:39:42 --> 01:39:45: out there. I think that widening the conversation and bringing

01:39:45 --> 01:39:48: more people into it, I think is what's what's needed.

01:39:48 --> 01:39:51: Like this is in development. It is like we're talking

01:39:51 --> 01:39:55: about communities like having bubbles in development. It's a
bubble.

01:39:55 --> 01:39:57: We all know, like we say, lyric and all this

01:39:57 --> 01:39:59: other stuff and tiff and everything else.

01:40:00 --> 01:40:04: People like that's not those are not common. Being able

01:40:04 --> 01:40:07: to bring more people into the OR into the conversation

01:40:07 --> 01:40:10: and and like, say, going to churches and whatnot and

01:40:10 --> 01:40:13: going, hey, I'm going to have a class on this,

01:40:13 --> 01:40:17: this is how development works. This is all the different

01:40:17 --> 01:40:20: nuances of putting a deal together and whatnot.

01:40:21 --> 01:40:24: We isolate that or even like youth. That's not, that's

01:40:24 --> 01:40:27: not. There's guys that come up to me and going,

01:40:27 --> 01:40:29: I want to be a developer. I'm like so.

01:40:30 --> 01:40:32: Then I was like, let me find you a internship

01:40:32 --> 01:40:35: and when I go and try to find an internship

01:40:35 --> 01:40:38: for that individual, like no one wants to, like, engage

01:40:38 --> 01:40:41: them, it's so easy to say it, but to actually

01:40:41 --> 01:40:44: actually teach someone and bring more people into the mix,

01:40:44 --> 01:40:46: it's hugely complicated. Or not.

01:40:47 --> 01:40:49: Someone has to take the initiative to be able to

01:40:49 --> 01:40:51: do it. I think that's all like on us to

01:40:51 --> 01:40:54: be able to spread the information that's in our head

01:40:54 --> 01:40:57: out to the masses, bringing more people into that conversation

01:40:57 --> 01:41:00: like in those communities that we talked about.

01:41:01 --> 01:41:04: Communication flow. There was no web and whatnot. There were

01:41:04 --> 01:41:07: community groups and individuals and everyone was talking.

01:41:08 --> 01:41:12: Yeah. It was also easier, right. The, the stresses were

01:41:13 --> 01:41:15: natural on the market, right?

01:41:17 --> 01:41:19: Now it's like, what system are we going to teach

01:41:20 --> 01:41:23: them? Is that system even worth teaching or does that

01:41:23 --> 01:41:25: system need to be deconstructed?

01:41:26 --> 01:41:29: I think what you're saying Brandon, one thing that that

01:41:29 --> 01:41:33: resonates with me in in thinking about how you build

01:41:33 --> 01:41:36: a business as a developer is is scale of projects

01:41:36 --> 01:41:40: and getting started and how to get started and as

01:41:40 --> 01:41:42: I was kind of alluding I think a lot of

01:41:42 --> 01:41:43: the the.

01:41:44 --> 01:41:48: Tools that we have as government to support development are

01:41:48 --> 01:41:52: really at a scale that doesn't necessarily address like a

01:41:52 --> 01:41:57: smaller developer. So we typically for large scale projects we

01:41:57 --> 01:42:01: use a lot of developer backed bonds for TIF projects.

01:42:01 --> 01:42:05: Well that assumes a very large investment, a very large

01:42:05 --> 01:42:09: project. It also assumes that you have the credit the

01:42:09 --> 01:42:12: the financial wherewithal to go out and back a bond

01:42:13 --> 01:42:14: and or you can.

01:42:14 --> 01:42:17: Replace that with the bank and you have those relationships

01:42:17 --> 01:42:20: and that access to credit and I think sure, we

01:42:20 --> 01:42:23: have a lot of developers locally and nationally that can

01:42:23 --> 01:42:23: do.

01:42:23 --> 01:42:24: That.

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

01:44:20 --> 01:44:20: of.

01:44:20 --> 01:44:24: Adding of like of it is.

01:44:24 --> 01:44:27: Possible you have layers and layers of policy decisions.

01:44:29 --> 01:44:33: That we've made first to exclude a group and then.

01:44:34 --> 01:44:37: To help the group fix itself, because, you know, we

01:44:37 --> 01:44:40: forgot we forgot that we created their problem. So instead

01:44:40 --> 01:44:43: of adding more layers to that to quote UN quote

01:44:43 --> 01:44:45: help them, we need to peel those layers back.

01:44:46 --> 01:44:47: And give them.

01:44:48 --> 01:44:51: To in a sense, the freedom that they had in

01:44:51 --> 01:44:53: their segregated communities, that's.

01:44:53 --> 01:44:57: I don't know. That's that's what I pull from the

01:44:57 --> 01:45:00: three women that I had up on the slide.

01:45:01 --> 01:45:06: In a segregated community, they still had freedom within certain

01:45:06 --> 01:45:06: spaces.

01:45:07 --> 01:45:09: So to build.

01:45:09 --> 01:45:13: The legacy or build the places that they wanted and

01:45:13 --> 01:45:17: that does not exist anymore today, today if you if

01:45:17 --> 01:45:20: you wanted to do what they did.

01:45:21 --> 01:45:24: You better have a lot of predevelopment money or you

01:45:24 --> 01:45:26: better know the right people.

01:45:27 --> 01:45:27: Or.

01:45:28 --> 01:45:31: You better be able to collateralize a lot of things,

01:45:31 --> 01:45:34: because otherwise you you know you're not even starting the

01:45:34 --> 01:45:35: conversation.

01:45:36 --> 01:45:39: That is, that is a huge, huge, huge.

01:45:39 --> 01:45:43: Problem and Mary Mary Ellen Pleasant, like she literally got

01:45:43 --> 01:45:45: off the train and California.

01:45:46 --> 01:45:50: Sold her talents as a cook to white men, making

01:45:50 --> 01:45:51: \$500.00 a week.

01:45:53 --> 01:45:56: And that's how she built her wealth. So she started

01:45:56 --> 01:45:59: from the ground, and now you you can't start from

01:45:59 --> 01:46:01: the ground unless you have some big.

01:46:02 --> 01:46:04: I don't know, silent donor.

01:46:05 --> 01:46:07: Whatever. You inherit some wealth or you sue somebody

01:46:07 --> 01:46:10: and

01:46:07 --> 01:46:10: get some money. I don't. It's no, it's nothing like

01:46:10 --> 01:46:12: what they had. We need to get back. We need

01:46:12 --> 01:46:14: to get back to what they had in my.

01:46:14 --> 01:46:17: Being and we're running out of time, but I have

01:46:17 --> 01:46:19: one last question. As we prepared for this call and

01:46:20 --> 01:46:23: we we talked about wanting to center our conversation around

01:46:23 --> 01:46:26: these three women. We as a group discussed do we

01:46:26 --> 01:46:28: need a voice from an African American woman that is

01:46:29 --> 01:46:32: a developer that potentially owns her own company or at

01:46:32 --> 01:46:34: least leads the development piece of it and we all

01:46:35 --> 01:46:35: really struggled.

01:46:36 --> 01:46:37: To identify someone and so.

01:46:38 --> 01:46:41: I don't know if you all can speak to your

01:46:41 --> 01:46:42: experiences.

01:46:43 --> 01:46:46: I know we can't speak to that specific perspective, but,

01:46:46 --> 01:46:50: um, acknowledging that that ownership piece is so important to

01:46:50 --> 01:46:53: wealth building, and I think that's what these three women

01:46:53 --> 01:46:54: had.

01:46:55 --> 01:46:57: Well, I see we're overtime but I was, yeah, I

01:46:58 --> 01:47:01: bet it's people in the audience that could probably answer

01:47:01 --> 01:47:04: that question because you know if you're in banking or.

01:47:04 --> 01:47:08: Whatever you've, you've met these black women that are or

01:47:08 --> 01:47:12: they're trying to build their enterprises and you know the

01:47:12 --> 01:47:14: roadblocks that they face.

01:47:15 --> 01:47:16: Not the times.

01:47:17 --> 01:47:20: Now, if you meet a black woman in development, she's

01:47:20 --> 01:47:24: she's an employee, right, of a of a Development Corporation

01:47:24 --> 01:47:28: or she's leading a nonprofit developer, right. These mechanisms that

01:47:28 --> 01:47:29: were created to.

01:47:30 --> 01:47:32: Give people control when really.

01:47:34 --> 01:47:37: It's not. It's not real freedom to develop or build

01:47:37 --> 01:47:41: your communities how you want to. You're still under the

01:47:41 --> 01:47:45: control of someone else or a funding source, etcetera.

01:47:45 --> 01:47:49: Well, I think, I mean I will just acknowledge in

01:47:49 --> 01:47:52: my role I interact with a lot of developers, mostly

01:47:52 --> 01:47:55: white men and I think just the privilege I think

01:47:55 --> 01:47:58: of being white in those in those spaces as opposed

01:47:59 --> 01:48:02: to being a black woman I think is, is profound.

01:48:02 --> 01:48:04: And I think I just, yeah, I can't speak to

01:48:04 --> 01:48:07: that experience of of what it takes as a black

01:48:08 --> 01:48:10: woman to build a business or to be in in

01:48:10 --> 01:48:11: those spaces but.

01:48:12 --> 01:48:16: But that's just something that I think about every day

01:48:16 --> 01:48:20: as I negotiate economic development deals at a large scale

01:48:20 --> 01:48:21: for the city.

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

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

01:52:47 --> 01:52:51: being what equity is, where someone is able to create

01:52:51 --> 01:52:54: a world that they actually I want to be a.

01:52:55 --> 01:52:57: I wanna develop because I love people.

01:52:58 --> 01:53:02: And I hear people hurting across the country. We are

01:53:02 --> 01:53:05: where we are today not because of.

01:53:05 --> 01:53:06: People's lack of.

01:53:07 --> 01:53:11: Caring, but because they can't think about anything else but

01:53:11 --> 01:53:13: themselves right now, you know, I work.

01:53:14 --> 01:53:16: And I work for you a lot.

01:53:16 --> 01:53:19: I run the net zero imperative, which is focused on

01:53:19 --> 01:53:22: decarbonizing cities. You know, what I've learned in this process

01:53:22 --> 01:53:25: is that it's not that people don't care about the

01:53:25 --> 01:53:28: climate. They don't know where they're going to eat tomorrow.

01:53:29 --> 01:53:32: They don't know if their house is going to be

01:53:32 --> 01:53:32: here.

01:53:33 --> 01:53:36: In 20 years to provide for them, they're currently paying

01:53:37 --> 01:53:40: 40% of their housing needs, includes energies. I mean, it's

01:53:40 --> 01:53:43: ridiculous. So me coming and saying Ohh, put in an

01:53:43 --> 01:53:47: LED light bulb and, you know, reduce your OK, that's

01:53:47 --> 01:53:49: good lady, but like, I need to feed my family

01:53:49 --> 01:53:52: and I need to find a job that provides for

01:53:52 --> 01:53:53: my family.

01:53:54 --> 01:53:57: I struggle, so I don't know if you have any

01:53:57 --> 01:54:00: answer, but I hear you three of you.

01:54:02 --> 01:54:04: And I posed to the rest of the room.

01:54:06 --> 01:54:07: That he don't give up hope.

01:54:09 --> 01:54:14: And to be willing to look past people's credentials.

01:54:14 --> 01:54:17: And meet the person that is on the other side

01:54:17 --> 01:54:20: of that resume, because I think a lot of us,

01:54:20 --> 01:54:22: especially in, you know, my age, you're girls.

01:54:23 --> 01:54:24: The other people's kids.

01:54:25 --> 01:54:28: We want to do the work. We just need an

01:54:28 --> 01:54:32: opportunity to come to the table and and do that.

01:54:32 --> 01:54:35: So I just thank you for your honesty and transparency

01:54:35 --> 01:54:38: in it all. So thank you. Thank you.

01:54:47 --> 01:54:48: We have time for one more.

01:54:54 --> 01:55:00: Good morning. So I am that black female owner developer.

01:55:00 --> 01:55:03: And one of the things that we are struggling with

01:55:03 --> 01:55:05: is we try to get our first deal off the

01:55:05 --> 01:55:07: ground, anybody to even talk to us.

01:55:07 --> 01:55:09: Um, is.

01:55:10 --> 01:55:13: The concept of experience obviously and having a ton of

01:55:14 --> 01:55:18: assets to collateralize, which we don't. We've been small business

01:55:18 --> 01:55:20: owners I say we, I mean me and my husband

01:55:20 --> 01:55:24: have been small business owners in the construction industry for

01:55:25 --> 01:55:28: almost 10 years and I had a conversation with a

01:55:28 --> 01:55:30: lender 2 days ago who told me that 10 years

01:55:30 --> 01:55:34: of experience of building and renovating did not count towards.

01:55:35 --> 01:55:39: Experience for you know to be qualified for this financing

01:55:39 --> 01:55:42: that we were pre qualified for three weeks ago, but

01:55:42 --> 01:55:46: then the lender changed their guidelines and now our experience

01:55:46 --> 01:55:49: counts for nothing. And again I'm an owner in the

01:55:49 --> 01:55:54: construction industry who has been building and renovating for nearly

01:55:54 --> 01:55:57: ten years and that experience counts for nothing now.

01:55:58 --> 01:56:01: And so the question that I would have for you

01:56:01 --> 01:56:04: is what are some of the things that and I

01:56:04 --> 01:56:06: heard you say it took you 35 years to, you

01:56:06 --> 01:56:10: know, to get your first deal off the ground. Was

01:56:10 --> 01:56:11: that was that accurate or?

01:56:12 --> 01:56:15: It took me that long to even someone to respond

01:56:15 --> 01:56:19: to my like my inquiry to say this is what

01:56:19 --> 01:56:22: I want to do, OK, like it's yeah, it's a

01:56:22 --> 01:56:23: Herculean feat.

01:56:23 --> 01:56:26: So what are some of the things that you would

01:56:26 --> 01:56:28: say as someone who's not new?

01:56:28 --> 01:56:32: To real estate, right, but maybe new as A at

01:56:32 --> 01:56:36: risk developer to, you know, to make that headway because

01:56:36 --> 01:56:40: right now I just don't really see the way forward.

01:56:41 --> 01:56:45: It sounds like to your to your point, surrounding yourself

01:56:45 --> 01:56:48: with individuals that can give you a backbone to be

01:56:49 --> 01:56:52: able to weather is what I think is always needed

01:56:52 --> 01:56:55: like it. It is like you cannot run this road

01:56:55 --> 01:56:58: by yourself. You have to have a strong foundation of

01:56:58 --> 01:57:03: individuals who you can just be completely transparent and open

01:57:03 --> 01:57:05: and just be like, this is what I have on

01:57:06 --> 01:57:08: my plate, this is who I am and let them

01:57:08 --> 01:57:11: carry you like aid and carry you along.

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

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

This video transcript has been machine-generated, so it may not be accurate. It is for personal use only. Reproduction or use without written permission is prohibited. If you have a correction or for permission inquiries, please contact [\[email protected\]](#).