

Webinar

WLI Regional Summit: Equity in Leadership & Land Use

Date: September 16, 2020

00:00:04 --> 00:00:07: Good afternoon. Hello, my name is Amy Rowbottom and I
 00:00:07 --> 00:00:10: am a Co chair of the Women's Leadership Initiative
 Committee
 00:00:10 --> 00:00:12: for you Li Saint Louis.
 00:00:12 --> 00:00:14: I welcome you to our second in a three part
 00:00:14 --> 00:00:18: series of conversations focused on equity in land use and
 00:00:18 --> 00:00:18: leadership.
 00:00:18 --> 00:00:22: We look forward to our full regional summit in August
 00:00:22 --> 00:00:23: of 21 here in Saint Louis,
 00:00:23 --> 00:00:27: where we will dive deeper into these types of discussions.
 00:00:27 --> 00:00:30: The Planning Committee for that event and a great number
 00:00:30 --> 00:00:33: of other volunteers have created this series of virtual
 programs
 00:00:33 --> 00:00:35: to start us on that equity journey.
 00:00:35 --> 00:00:38: Now we want to make a safe place to discuss
 00:00:38 --> 00:00:40: and meet each other where we are.
 00:00:40 --> 00:00:43: We first hosted an event on August 12th which focused
 00:00:43 --> 00:00:46: on acknowledgement and learning from our past.
 00:00:46 --> 00:00:50: Today we dive into the topic of analysis discussing our
 00:00:50 --> 00:00:50: present.
 00:00:50 --> 00:00:54: And then finally, on October 21st we will plan and
 00:00:54 --> 00:00:58: celebrate action to challenge our future.
 00:00:58 --> 00:01:00: We have over 200 registered attendees.
 00:01:00 --> 00:01:03: For today's discussion and we look forward to leveraging
 your
 00:01:03 --> 00:01:04: feedback from these sessions.
 00:01:04 --> 00:01:08: To craft to craft a richer experience for you at
 00:01:08 --> 00:01:09: our 2021 Summit.
 00:01:09 --> 00:01:11: You can find out more about the series,
 00:01:11 --> 00:01:15: See Past recordings and Resources and sign up for future

00:01:15 --> 00:01:19: events by going to the link at your bottom at
00:01:19 --> 00:01:22: the bottom of your screen wli summit.uli.org.
00:01:22 --> 00:01:24: Before we kick things off,
00:01:24 --> 00:01:26: I just want to go over a few housekeeping items
00:01:26 --> 00:01:29: and review a few features of the Zoom platform we
00:01:29 --> 00:01:30: will leverage for today.
00:01:30 --> 00:01:32: We will be in webinar mode,
00:01:32 --> 00:01:36: which means that all attendees will be automatically muted
with
00:01:36 --> 00:01:39: their video off and the chat feature will be disabled.
00:01:39 --> 00:01:41: We will be utilizing the Q&A feature.
00:01:41 --> 00:01:45: We encourage you to answer to enter your questions
throughout
00:01:45 --> 00:01:46: the session.
00:01:46 --> 00:01:48: There is an upvote feature in this window if you
00:01:48 --> 00:01:50: want to prioritize someones question,
00:01:50 --> 00:01:54: collect a thumbs up. The questions with the most upvotes
00:01:54 --> 00:01:56: will be answered first.
00:01:56 --> 00:02:00: Our presenters today will be using slides during their
introduction.
00:02:00 --> 00:02:03: You can see more of the screen by viewing in
00:02:03 --> 00:02:05: speaker mode and resizing the viewer.
00:02:05 --> 00:02:08: Speaking pain to only show the current speaker.
00:02:08 --> 00:02:12: And finally, all Sessions will be recorded and posted on
00:02:12 --> 00:02:14: the URL on the Wli website.
00:02:16 --> 00:02:19: Since the inception of Wli,
00:02:19 --> 00:02:23: the importance of diversity equity inclusion has been
paramount.
00:02:23 --> 00:02:26: Throughout the planning of these community events,
00:02:26 --> 00:02:30: our committee salted important to acknowledge and share
how these
00:02:30 --> 00:02:35: conversations the data collected and the challenges faced all
support.
00:02:35 --> 00:02:38: The larger journey we undertake together.
00:02:38 --> 00:02:40: To talk more about that,
00:02:40 --> 00:02:42: it is my pleasure to introduce to you,
00:02:42 --> 00:02:46: Kelly Nagel, with Stolz real real estate partners.
00:02:46 --> 00:02:49: Within you ally, Kelly Kelly serves as the global governing
00:02:49 --> 00:02:53: trustee and chair of the Executive Committee of the Women's
00:02:53 --> 00:02:54: Leadership Initiative,
00:02:54 --> 00:02:58: or WLI. She also serves on you allies,
00:02:58 --> 00:03:01: Curtis Infrastructure Global Advisory Board,
00:03:01 --> 00:03:04: the Diversity, Equity and Inclusion Council,

00:03:04 --> 00:03:06: and is a member of the leadership team for the
00:03:07 --> 00:03:08: ULI Urban Development and Mixed Use.
00:03:08 --> 00:03:11: Bronze Product Council Kelly.
00:03:13 --> 00:03:14: Thank you so
00:03:14 --> 00:03:17: much, Amy. I'm I'm thrilled to be here and take
00:03:17 --> 00:03:21: part and this part of the Regional Summit series.
00:03:21 --> 00:03:24: I know that the WI Summit last year was actually
00:03:24 --> 00:03:27: the recipient of one of our innovation grants,
00:03:27 --> 00:03:29: and was such a fantastic event.
00:03:29 --> 00:03:32: We're really looking forward to the 2020 version,
00:03:32 --> 00:03:36: but I'm really pleased that the planning team was able
00:03:36 --> 00:03:39: to react and adapt in this time of kovid and
00:03:39 --> 00:03:43: then also in in these times in our society,
00:03:43 --> 00:03:46: as we're talking about. Racial equity and things like that
00:03:46 --> 00:03:47: to put on this great series.
00:03:47 --> 00:03:49: So the first one was fantastic.
00:03:49 --> 00:03:52: I'm looking forward to to the next 2.
00:03:52 --> 00:03:54: Just a little bit about Wli in our mission in
00:03:55 --> 00:03:55: history,
00:03:55 --> 00:03:58: it was double eyes. The Women's Leadership Initiative,
00:03:58 --> 00:04:02: and it was really conceived initially to increase the numbers
00:04:02 --> 00:04:05: and the visibility of women in leadership roles,
00:04:05 --> 00:04:10: both within the commercial real estate industry and also
within
00:04:11 --> 00:04:11: ULI.
00:04:11 --> 00:04:15: To that end, we've done lots of different programming and
00:04:15 --> 00:04:17: events over the past nine or ten years,
00:04:17 --> 00:04:21: and we now have district councils that have double isannah
00:04:21 --> 00:04:24: presenting programming all throughout the country.
00:04:24 --> 00:04:28: And so what's exciting is that as things have evolved
00:04:28 --> 00:04:28: and shifted,
00:04:28 --> 00:04:31: the programming has has changed as well.
00:04:31 --> 00:04:34: And so now we're highly involved in the diversity,
00:04:34 --> 00:04:37: equity, and inclusion efforts within you Ally.
00:04:37 --> 00:04:40: And then also we have a partnership with Paradigm for
00:04:40 --> 00:04:40: parity,
00:04:40 --> 00:04:42: which I think you'll hear more about today.
00:04:42 --> 00:04:44: But the Great news is,
00:04:44 --> 00:04:45: like all of these efforts,
00:04:45 --> 00:04:48: are really amplifying the work that Debbie allies been doing
00:04:48 --> 00:04:49: for a long time,
00:04:49 --> 00:04:54: it's it's really exciting to think about moving beyond to

00:04:54 --> 00:04:55: diversity beyond gender,
00:04:55 --> 00:04:58: which is what we originally started focusing on.
00:04:58 --> 00:05:01: And so I'm thrilled to take part in these discussions
00:05:01 --> 00:05:05: and to participate today and hear what these great panelists
00:05:05 --> 00:05:06: have to say.
00:05:06 --> 00:05:09: This is a session that's focused on data and how
00:05:09 --> 00:05:11: that drives and informs our decision making.
00:05:11 --> 00:05:14: So I would be remiss if I didn't make a
00:05:14 --> 00:05:16: plea for all of you to go into your you
00:05:16 --> 00:05:17: Allied membership.
00:05:17 --> 00:05:21: Profile and update your demographic data something that we
realized
00:05:21 --> 00:05:24: with wli back in the beginning that was that we
00:05:24 --> 00:05:28: didn't really we weren't collecting information on gender and
until
00:05:28 --> 00:05:32: recently. We weren't collecting information on race.
00:05:32 --> 00:05:35: And so it's really hard for us to measure progress
00:05:35 --> 00:05:37: if we don't know what our baseline is and so
00:05:37 --> 00:05:38: please please.
00:05:38 --> 00:05:39: Please don't do it right.
00:05:39 --> 00:05:41: This second pay attention. But as soon as you're finished.
00:05:41 --> 00:05:45: Please log into your uli membership profile and update your
00:05:45 --> 00:05:46: demographic data,
00:05:46 --> 00:05:50: it's really, really important. Or the efforts that we're
undertaking
00:05:50 --> 00:05:51: right now.
00:05:51 --> 00:05:52: And that's all I have.
00:05:52 --> 00:05:54: Thank you so much for being here and I look
00:05:54 --> 00:05:56: forward to learning more with you,
00:05:56 --> 00:05:56: thanks.
00:05:58 --> 00:06:02: Thank you Kelly. So before I lose my time at
00:06:02 --> 00:06:03: the Mike,
00:06:03 --> 00:06:05: I want to make sure I thank our panelists.
00:06:05 --> 00:06:07: An Armada rater for their time and commitment.
00:06:07 --> 00:06:10: And I also want to recognize this support from our
00:06:10 --> 00:06:14: Wii Regional Partners in Indianapolis and Kansas City who
have
00:06:14 --> 00:06:16: been helping to curate this virtual series.
00:06:16 --> 00:06:18: And who you won't see today,
00:06:18 --> 00:06:21: but is instrumental to the success of helping our ideas
00:06:21 --> 00:06:23: make it to reality is Saint Louis.
00:06:23 --> 00:06:27: You Ally District Council executive director Kelly Annis to all
00:06:27 --> 00:06:28: these people in many more,

00:06:28 --> 00:06:31: I sincerely thank you. As I mentioned,
00:06:31 --> 00:06:34: today's agenda focuses on the aspect of analysis in the
00:06:34 --> 00:06:35: arena of diversity,
00:06:35 --> 00:06:39: equity and inclusion. We all rely on data in some
00:06:39 --> 00:06:42: form to help us make our decisions to validate our
00:06:42 --> 00:06:45: approach and inform our future actions.
00:06:45 --> 00:06:47: So today we want to unpack as much as we
00:06:47 --> 00:06:49: can about that process.
00:06:49 --> 00:06:52: So the structure for today's conversation is a panel
discussion
00:06:52 --> 00:06:54: followed up by Q&A with the audience.
00:06:54 --> 00:06:57: So to kick things off and to understand the audience
00:06:57 --> 00:06:58: baseline,
00:06:58 --> 00:07:01: you'll see a couple of polling questions pop up on
00:07:01 --> 00:07:02: your screen.
00:07:02 --> 00:07:03: Since we can't do a show of hands,
00:07:03 --> 00:07:06: we wanted to give our panelists a sense of the
00:07:06 --> 00:07:08: knowledge of the topics we are about to discuss.
00:07:08 --> 00:07:11: And then we'll share those results of of that here
00:07:11 --> 00:07:12: shortly before we begin.
00:07:15 --> 00:07:17: So it looks like there's a good working relationship,
00:07:17 --> 00:07:23: an maybe some neutrality around your relationship with data.
00:07:23 --> 00:07:25: And then do you have a coordinator?
00:07:25 --> 00:07:28: Majority are in the know category.
00:07:28 --> 00:07:30: So we're going to talk a little bit about both
00:07:30 --> 00:07:32: of those from our panelists.
00:07:32 --> 00:07:34: So now I'm going to turn over the rest of
00:07:34 --> 00:07:37: the program to Brian heard he's our moderate are for
00:07:37 --> 00:07:38: the program.
00:07:38 --> 00:07:41: Brian is an adjunct professor.
00:07:41 --> 00:07:46: Of planning sustainable in racially equitable urban
communities at Washington
00:07:46 --> 00:07:47: University in Saint Louis.
00:07:47 --> 00:07:50: With over 25 years of professional practice,
00:07:50 --> 00:07:52: Brian is a leader at Equitable planning,
00:07:52 --> 00:07:57: Relationship Oriented development, implementation and
evaluation.
00:07:57 --> 00:07:59: Brian is a Saint Louis based consultant and trainer.
00:07:59 --> 00:08:02: In addition to his commitment as professor and author on
00:08:02 --> 00:08:03: this subject matter.
00:08:03 --> 00:08:07: His work involves integrating an equity lens that addresses
race
00:08:07 --> 00:08:11: and its adverse impact on social and physical determinants

of
00:08:11 --> 00:08:11: health,
00:08:11 --> 00:08:17: including the undervaluation and marginalization of people
and communities of
00:08:17 --> 00:08:17: color.
00:08:17 --> 00:08:19: As demographics begin to change,
00:08:19 --> 00:08:23: Brian understands the decisions and actions made today
must be
00:08:23 --> 00:08:24: driven by equity,
00:08:24 --> 00:08:28: intentional, just, and fair inclusion.
00:08:28 --> 00:08:30: It's my pleasure to introduce our moderator,
00:08:30 --> 00:08:31: Ryan Hurd.
00:08:34 --> 00:08:38: Thank you Amy again and welcome to.
00:08:38 --> 00:08:41: The Women's Leadership initiative. This is a very important
subject
00:08:41 --> 00:08:43: matter as we all know.
00:08:43 --> 00:08:47: Again, I'm your moderated. Brian hurt from Saint Louis and
00:08:47 --> 00:08:51: it's my pleasure to introduce our presenters today.
00:08:51 --> 00:08:55: As Amy mentioned before, we're going to introduce each
panelist
00:08:55 --> 00:08:58: and allow them up to 10 minutes to share their
00:08:58 --> 00:09:00: slide presentation and then at the end.
00:09:00 --> 00:09:03: As Amy mentioned, we will do the Q&A.
00:09:03 --> 00:09:06: First up is rozell Palmer.
00:09:06 --> 00:09:10: He's based in Indianapolis IN Rozzo is the director of
00:09:10 --> 00:09:14: democratizing data at the Kapu Institute.
00:09:14 --> 00:09:17: He has been with the nonprofit organization for the past
00:09:17 --> 00:09:18: 12 years.
00:09:18 --> 00:09:21: Democratizing data is an initiative at the Kept Fruit Institute,
00:09:21 --> 00:09:26: designed to train and develop intergenerational grassroots
capacity to use
00:09:26 --> 00:09:29: public data to inform community projects.
00:09:29 --> 00:09:34: An public policy advocacy. Brazil is also a current senior
00:09:34 --> 00:09:35: at Indiana University,
00:09:35 --> 00:09:40: Purdue University, Indianapolis, studying in the School of
Media Arts
00:09:40 --> 00:09:41: and Science.
00:09:41 --> 00:09:42: Or do you have the floor?
00:09:46 --> 00:09:47: Hello
00:09:47 --> 00:09:50: buddy once again my name is Ross Palmer and I
00:09:50 --> 00:09:53: remember the temperate Institute.
00:09:53 --> 00:09:57: I'm asked by senior at lpy major media science.
00:09:57 --> 00:09:58: I've been working with Mr.

00:09:58 --> 00:10:02: Four which was mentioned an user Contacts with system is
00:10:03 --> 00:10:07: carpet is a community based institution has been dealing with
00:10:08 --> 00:10:10: in India and in 16 year.
00:10:10 --> 00:10:15: Armant community and history. Can we empower community
members who
00:10:15 --> 00:10:20: are myriad of social programs and fall into the 40
00:10:20 --> 00:10:22: categories of entrepreneurship,
00:10:22 --> 00:10:29: education, environment, empowerment? Are social include?
00:10:29 --> 00:10:35: Put Initiative official program 5 year kinda medium to graphic
00:10:35 --> 00:10:36: design.
00:10:36 --> 00:10:40: Well, I'm coming as has been operating for over 10
00:10:40 --> 00:10:44: years now and scare booting our new console that was
00:10:44 --> 00:10:49: build community through start up businesses and
development.
00:10:49 --> 00:10:51: Alone programs only go in detail.
00:10:51 --> 00:10:55: Is that the market added initiative.
00:10:55 --> 00:10:59: Which I'm director of. With with important with partnership in
00:10:59 --> 00:11:00: New America,
00:11:00 --> 00:11:03: the democratizing our data is a program that aims to
00:11:04 --> 00:11:08: build intergenerational capacity in the field of data science
and
00:11:08 --> 00:11:09: dinner.
00:11:09 --> 00:11:13: So it can provide ability for community grassroots institutions
ability
00:11:13 --> 00:11:15: to effectively use data,
00:11:15 --> 00:11:18: public advocacy, and public policy.
00:11:18 --> 00:11:22: The core of the DoD Power is 8 week only.
00:11:22 --> 00:11:28: Works teach young people until the totalized and data
analysis
00:11:28 --> 00:11:29: data science.
00:11:29 --> 00:11:33: We needed a quick course a few days ago.
00:11:33 --> 00:11:38: People, the areas. Fish, which is our statistical language as
00:11:38 --> 00:11:39: foreign,
00:11:39 --> 00:11:44: utilizing major datasets analysis. GIS mapping and the
Tableau Tool
00:11:44 --> 00:11:49: which is used to build graph data and communicate
information.
00:11:49 --> 00:11:55: Easier understand time. We are planning our next 8 weeks
00:11:55 --> 00:11:59: session this upcoming October.
00:11:59 --> 00:12:02: What the reason behind we started the marker on the
00:12:02 --> 00:12:07: marketing side project is 'cause the corporate understands
that data
00:12:07 --> 00:12:08: is a major driver.
00:12:08 --> 00:12:13: Indecision for public policy and institutional decision making.

00:12:13 --> 00:12:19: We also truly believe that whoever controls the data controls an active around the communities.

00:12:19 --> 00:12:22: That data was gathered. So we aim to assure that communities have control over the narrative as two.

00:12:22 --> 00:12:25: What the data is about what it speaks about.

00:12:25 --> 00:12:29: Communities have more solid. See how people learn about the

00:12:29 --> 00:12:31: communities and of their value.

00:12:31 --> 00:12:36: Lastly want to how you can support the next line.

00:12:36 --> 00:12:38: How you can support them in many ways you can support this problem away is too if you yourself or

00:12:38 --> 00:12:42: if you know anybody within a data field who's interested in working with young people and community and mentoring and

00:12:42 --> 00:12:46: teaching about different facets of in the data field.

00:12:46 --> 00:12:49: Please hit us up at dated data at Carpal Tunnel.

00:12:49 --> 00:12:52: Next is you can send us physical assets such as some tools or.

00:12:52 --> 00:12:55: Direct us to any type of research you think we will find.

00:12:55 --> 00:12:56: Is she useful to her program?

00:12:56 --> 00:12:58: And Lastly, you can go to our website at copper.org and simply donate button.

00:12:58 --> 00:13:01: Yeah, that's it.

00:13:01 --> 00:13:05: Thank you Russell and again for the participants.

00:13:05 --> 00:13:10: In our audience we know that it was audio difficulty.

00:13:10 --> 00:13:11: Will try to work on that behind the scenes,

00:13:11 --> 00:13:13: but again he will be here for the question and answer period as well.

00:13:13 --> 00:13:14: At this time, we'll go to our second presenter,

00:13:14 --> 00:13:16: Roxanne Coke. Roxanne is a shareholder at Polsinelli's Real Estate

00:13:16 --> 00:13:19: practice group.

00:13:19 --> 00:13:20: She is more than 30 years of experience in real estate development and public finance and has pioneered the use

00:13:20 --> 00:13:23: of economic development tools throughout Missouri for complex,

00:13:23 --> 00:13:24: complex mixed use development projects.

00:13:24 --> 00:13:26: Roxanne has represented developers, municipalities and taxing districts in all

00:13:26 --> 00:13:29: aspects of real estate development,

00:13:29 --> 00:13:31:

00:13:31 --> 00:13:34:

00:13:34 --> 00:13:37:

00:13:37 --> 00:13:39:

00:13:39 --> 00:13:42:

00:13:42 --> 00:13:47:

00:13:47 --> 00:13:48:

00:13:48 --> 00:13:50:

00:13:50 --> 00:13:54:

00:13:54 --> 00:13:57:

00:13:57 --> 00:14:00:

00:14:00 --> 00:14:05:

00:14:05 --> 00:14:08:

00:14:08 --> 00:14:11: including land use issues acquisition,
00:14:11 --> 00:14:15: redevelopment and complex financings. She was the lead drafter of
00:14:15 --> 00:14:19: Missouri's Community Improvement District Act.
00:14:19 --> 00:14:21: For the Economic Development Corporation of Kansas City,
00:14:21 --> 00:14:25: Mo, and has represented communities and property owners in the
00:14:25 --> 00:14:30: formation of Community Improvement districts and issuance of bond financing.
00:14:30 --> 00:14:34: Support from those Community Improvement District revenues.
00:14:34 --> 00:14:38: Roxanne currently serves as member of the Park University.
00:14:38 --> 00:14:42: Pacific Advisory Council. Ann is a member of EU like
00:14:42 --> 00:14:44: Kansas City Advisory Board.
00:14:44 --> 00:14:45: Roxanne, you have the floor.
00:14:48 --> 00:14:51: So good afternoon everyone. I'm going to speak today in
00:14:51 --> 00:14:55: regard to how there's diversity in real estate development and
00:14:55 --> 00:14:59: how they use an impact of incentives affects the use
00:14:59 --> 00:15:01: of or effects racial diversity.
00:15:01 --> 00:15:05: In the communities and what we can do with data
00:15:05 --> 00:15:09: gathering in order to improve on racial equity in real
00:15:09 --> 00:15:11: estate development.
00:15:11 --> 00:15:13: And I'm going to speak mostly to what we do
00:15:13 --> 00:15:14: in the Kansas City,
00:15:14 --> 00:15:18: Mo area, that I think a lot of communities do.
00:15:18 --> 00:15:22: In large cities throughout the United States as well,
00:15:22 --> 00:15:23: if you want to go ahead and move to the
00:15:23 --> 00:15:24: very next slide.
00:15:30 --> 00:15:34: So with regard to in real estate development,
00:15:34 --> 00:15:38: often communities will have a requirement for minority and women
00:15:38 --> 00:15:43: business enterprise participation specifically in Kansas City,
00:15:43 --> 00:15:49: Mo. When we're using the various different economic development incentive
00:15:49 --> 00:15:50: tools.
00:15:50 --> 00:15:53: And there's a lot of data that goes into into
00:15:53 --> 00:15:57: that and transparency with regard to data is a very
00:15:58 --> 00:16:00: important thing in order to achieve.
00:16:00 --> 00:16:05: Goals that we set in the development community in order
00:16:05 --> 00:16:10: to increase participation by minority and women business enterprises.
00:16:10 --> 00:16:13: The first piece is making sure that there is a
00:16:13 --> 00:16:18: determination of what is the availability in in the Metropolitan

00:16:18 --> 00:16:22: area for for the various different minority and women business

00:16:23 --> 00:16:25: owned enterprises. The next is setting those goals.

00:16:25 --> 00:16:28: You have to have you have to know what they'll

00:16:28 --> 00:16:31: ability is in order to set the goals for particular

00:16:31 --> 00:16:31: project and.

00:16:31 --> 00:16:35: Part of that is sharing data back and forth too,

00:16:35 --> 00:16:38: about what the project needs are going to be,

00:16:38 --> 00:16:42: what types of of? Element that we that we have

00:16:42 --> 00:16:47: in the various different trades that will be needed for

00:16:47 --> 00:16:49: the particular project.

00:16:49 --> 00:16:53: Again, that's important. Data driven component of the project.

00:16:53 --> 00:16:58: The next is reporting and monitoring the actual participation in

00:16:58 --> 00:16:59: the project.

00:16:59 --> 00:17:04: And so. And that happens again.

00:17:04 --> 00:17:06: That is a very data driven.

00:17:06 --> 00:17:11: Program that developers work with the city that is ultimately

00:17:11 --> 00:17:17: monitoring that participation and it takes working with both the

00:17:17 --> 00:17:21: minority businesses that are participating on the project,

00:17:21 --> 00:17:24: the city and the developer,

00:17:24 --> 00:17:27: and the contractor at the end of the day.

00:17:27 --> 00:17:31: The important thing is measuring outcomes what what have we

00:17:31 --> 00:17:34: achieved through this particular program?

00:17:34 --> 00:17:40: And really, it's important to keep track of what businesses

00:17:40 --> 00:17:44: have now been able to enter into the program,

00:17:44 --> 00:17:46: because there are, there's more availability,

00:17:46 --> 00:17:49: there's more more opportunities to participate,

00:17:49 --> 00:17:54: and so hopefully we are growing minority owned and women

00:17:54 --> 00:17:59: business enterprises and then part of the other measurement is,

00:17:59 --> 00:18:02: are they successful? Have they been able to graduate from

00:18:03 --> 00:18:03: the program?

00:18:03 --> 00:18:05: And that is something that Kansas City.

00:18:05 --> 00:18:10: Works too to achieve. At graduation program for these and

00:18:10 --> 00:18:15: then also making sure that they don't just because they've

00:18:15 --> 00:18:19: graduated that they fall off the radar.

00:18:19 --> 00:18:22: We want to make sure that they're continuing to be

00:18:22 --> 00:18:25: able to participate in an equitable way in development in

00:18:25 --> 00:18:26: the Kansas City,

00:18:26 --> 00:18:29: KS, City area. And So what I've described,

00:18:29 --> 00:18:32: I think a lot of communities throughout the United States
00:18:32 --> 00:18:32: do that.
00:18:32 --> 00:18:35: I'm going to go ahead and ask you all to
00:18:35 --> 00:18:37: move to the next slide if you would.
00:18:37 --> 00:18:40: And we'll talk a little bit about workforce participation,
00:18:40 --> 00:18:45: so I just spoke about the business enterprise businesses
participating.
00:18:45 --> 00:18:48: But we also want to make sure that we have
00:18:48 --> 00:18:52: a strong workforce that is diverse as well.
00:18:52 --> 00:18:55: And again, that comes to determining what's the availability
of
00:18:56 --> 00:18:56: the workforce.
00:18:56 --> 00:18:59: And what what? They're what we need to do to
00:18:59 --> 00:18:59: protect,
00:18:59 --> 00:19:06: perhaps row that workforce whether it's in the racial equity
00:19:06 --> 00:19:09: women participation as well.
00:19:09 --> 00:19:14: Again, there's the piece of setting the goals for the
00:19:14 --> 00:19:16: particular project,
00:19:16 --> 00:19:20: in this case, Kansas City has a set goal of
00:19:20 --> 00:19:20: 10%
00:19:20 --> 00:19:24: and two percent, 10% minority participation in 2%
00:19:24 --> 00:19:28: women participation. And I know that they're working on
reviewing
00:19:28 --> 00:19:28: their work.
00:19:28 --> 00:19:34: Horse program right now, and so that that could change.
00:19:34 --> 00:19:37: So there's a lot of data being gathered to see
00:19:37 --> 00:19:41: whether or not this this program is achieving the goals
00:19:41 --> 00:19:44: that the city hopes to to achieve again.
00:19:44 --> 00:19:50: That also requires monitoring through each project an
reporting and
00:19:50 --> 00:19:53: again at the end of the day.
00:19:53 --> 00:19:56: The question is, are we building a diverse and skilled
00:19:56 --> 00:19:59: workforce and measuring those outcomes?
00:19:59 --> 00:20:02: So I know in the Kansas City area we're looking
00:20:02 --> 00:20:02: forward to.
00:20:02 --> 00:20:09: To hearing the next evaluation of the workforce program.
00:20:09 --> 00:20:15: Next slide, please. So, um.
00:20:15 --> 00:20:19: The next years and we were having a pretty fierce
00:20:19 --> 00:20:20: discussion.
00:20:20 --> 00:20:24: Really, I would just say rigorous discussion in Kansas City
00:20:24 --> 00:20:28: about the Equitable Land use in the Kansas City area,
00:20:28 --> 00:20:33: and specifically the applicable use of tax incentives.
00:20:33 --> 00:20:38: And where those are being used and what communities are

00:20:38 --> 00:20:42: benefiting most from the use of tax incentives.
00:20:42 --> 00:20:47: And I think that this is where the data collection
00:20:47 --> 00:20:48: is very,
00:20:48 --> 00:20:53: very important. In order to measure what's really happening
and
00:20:53 --> 00:20:55: how do use of tax incentives.
00:20:55 --> 00:21:02: Are helping or perhaps harming our various different taxing
districts
00:21:02 --> 00:21:06: or neighborhoods and areas throughout the city,
00:21:06 --> 00:21:10: so in order to, I think,
00:21:10 --> 00:21:13: be able to fully measure.
00:21:13 --> 00:21:16: That impact we have to keep track of.
00:21:16 --> 00:21:20: Assessed values rates of growth both what?
00:21:21 --> 00:21:24: What is the current assessed value and the rate of
00:21:24 --> 00:21:25: growth of property,
00:21:25 --> 00:21:28: both not just the property that got developed but also
00:21:28 --> 00:21:31: the surrounding properties and then also all of the areas
00:21:31 --> 00:21:32: of the community.
00:21:32 --> 00:21:35: You really need to keep track of what's happening in
00:21:35 --> 00:21:37: the community at large bridge for those that did or
00:21:37 --> 00:21:38: did not receive incentives.
00:21:38 --> 00:21:43: Are they growing at the same growth rate and and
00:21:43 --> 00:21:45: trying to determine?
00:21:45 --> 00:21:48: How, whether or not growth in one area had a
00:21:48 --> 00:21:51: negative impact on the growth in another area,
00:21:51 --> 00:21:56: and that really comes, I think with gathering that debt
00:21:56 --> 00:21:57: the data and.
00:21:57 --> 00:22:00: I think that it's there's a lot of discussion as
00:22:00 --> 00:22:02: well as to what the impact that we have on
00:22:02 --> 00:22:04: the various different taxing jurisdictions,
00:22:04 --> 00:22:07: and I think that where we need where we can
00:22:07 --> 00:22:10: do better and what we need to do more of
00:22:10 --> 00:22:14: is measuring the actual revenue generation from all of the
00:22:14 --> 00:22:19: various different property types throughout the entire area.
00:22:19 --> 00:22:22: And if we don't do that,
00:22:22 --> 00:22:27: then. We're not going to be able to know exactly
00:22:27 --> 00:22:32: how our use of incentives have an impact on the
00:22:32 --> 00:22:34: taxing jurisdictions,
00:22:34 --> 00:22:38: and that ultimately is going to be important for all
00:22:38 --> 00:22:40: of those stakeholders.
00:22:40 --> 00:22:43: To be transparent and sharing data with regard to all
00:22:44 --> 00:22:48: of their various different revenue sources and from all their
00:22:48 --> 00:22:52: various different property types and seeing what the rate of

00:22:52 --> 00:22:57: growth is in all of those different revenue sources.
00:22:57 --> 00:22:58: And that concludes my presentation.
00:22:58 --> 00:23:00: I think I'm about out of time as well.
00:23:07 --> 00:23:10: Thank you Roxanne. Very great job for those who are
00:23:10 --> 00:23:11: just joining us now.
00:23:11 --> 00:23:15: That was Roxanne Coke from Kansas City Mo before her
00:23:15 --> 00:23:20: was our first presenter Razul Palmer from Indianapolis IN.
00:23:20 --> 00:23:23: Our third presenter is John Cruz,
00:23:23 --> 00:23:24: based here in St Louis,
00:23:24 --> 00:23:28: Mo. John is the data management coordinator for Eyes
Community
00:23:28 --> 00:23:29: development.
00:23:29 --> 00:23:32: John uses geospatial and census data to tell US Visual
00:23:32 --> 00:23:35: story or what is happening with land in the Saint
00:23:35 --> 00:23:39: Louis region while also tracking neighborhood change
indicators.
00:23:39 --> 00:23:44: As an intermediary between data sources and human
consumption.
00:23:44 --> 00:23:47: John, as the public and data literacy initiatives.
00:23:47 --> 00:23:52: An assist community partner organizations to interpret
improperly utilized data
00:23:52 --> 00:23:56: as a way that can positively impact their service areas.
00:23:56 --> 00:23:59: He provides technical assistance and consulting services to
rises,
00:23:59 --> 00:24:05: community partners, nonprofit organizations as well as local
government.
00:24:05 --> 00:24:09: Utilizing geographic information systems, data and
technology,
00:24:09 --> 00:24:11: John Works to support all of rises,
00:24:11 --> 00:24:14: real estate development functions. As an urban planner,
00:24:14 --> 00:24:20: John is also heavily involved in community planning efforts
undertaking
00:24:20 --> 00:24:20: by Rise.
00:24:20 --> 00:24:24: He's executive board member of the American Planning
Association,
00:24:24 --> 00:24:26: Missouri St Louis Metropolitan section.
00:24:26 --> 00:24:30: An elected member of the National Neighborhood Indicators
Partnership Executive
00:24:30 --> 00:24:31: Committee,
00:24:31 --> 00:24:33: and he was a charter board member of the Saint
00:24:34 --> 00:24:36: Louis Civic Tech and Data Collaborative.
00:24:36 --> 00:24:40: At this time, I introduced again John Cruz.
00:24:40 --> 00:24:41: Brian,
00:24:41 --> 00:24:43: thank you so much for that introduction and thank you

00:24:43 --> 00:24:46: to ULI annual Eye Saint Louis for having a son
00:24:46 --> 00:24:46: today.
00:24:46 --> 00:24:48: So we'll honor in village to be able to talk
00:24:48 --> 00:24:50: about all this with all of you today.
00:24:50 --> 00:24:52: So today we're talking about equity and data practice and
00:24:52 --> 00:24:54: it's going to touch on a lot of stuff that
00:24:54 --> 00:24:56: you've already heard a lot of stuff that's going to
00:24:56 --> 00:24:59: be coming up throughout this throughout this panel today,
00:24:59 --> 00:25:01: and I think we're just going to dive right into
00:25:01 --> 00:25:01: it.
00:25:01 --> 00:25:03: So if we can go ahead and advance on to
00:25:04 --> 00:25:05: the next slide here.
00:25:05 --> 00:25:07: But I'm going to be talking about first is equity
00:25:07 --> 00:25:10: indicators and breaking down data and an indicator is
00:25:10 --> 00:25:12: something
00:25:10 --> 00:25:12: that you might have heard called a data point.
00:25:12 --> 00:25:15: You're a measure or something that is just out there
00:25:15 --> 00:25:17: in the ether that we use to answer one of
00:25:17 --> 00:25:18: our research questions.
00:25:18 --> 00:25:21: So we just heard wax and talk about how do
00:25:21 --> 00:25:24: we measure different things around tax incentives and things
00:25:24 --> 00:25:24: like
00:25:24 --> 00:25:24: that.
00:25:24 --> 00:25:26: That's the kind of space that you want to be
00:25:26 --> 00:25:28: at in your head when you're looking at these abstract
00:25:28 --> 00:25:29: concepts and saying,
00:25:29 --> 00:25:31: OK, this is a question that we have that we
00:25:31 --> 00:25:33: need to go ahead and find the indicators that would
00:25:33 --> 00:25:35: actually go ahead and make it work and to be
00:25:35 --> 00:25:37: able to give us an idea as far as how
00:25:37 --> 00:25:38: we can answer that question.
00:25:38 --> 00:25:40: So the example I have on the slide here is
00:25:40 --> 00:25:42: the abstract concept of how we measured.
00:25:42 --> 00:25:45: Quality of life and the real word.
00:25:45 --> 00:25:47: Measures are the indicators that we would use to look
00:25:47 --> 00:25:48: at that or things like poverty,
00:25:48 --> 00:25:51: housing cost, burden household income and you can see the
00:25:51 --> 00:25:53: list goes on and on and it could become a
00:25:53 --> 00:25:57: very philosophical conversation about what quality of life
00:25:57 --> 00:25:59: means and
00:25:57 --> 00:25:59: doesn't. So it's a little bit subjective and it takes
00:25:59 --> 00:26:01: a little bit of data wrangling to figure out what
00:26:01 --> 00:26:04: exactly is the best way of measuring certain things in

00:26:04 --> 00:26:07: your area. When we look at it from an equity
00:26:07 --> 00:26:07: standpoint,
00:26:07 --> 00:26:11: these are indicators that are explicitly addressing disparities
that are
00:26:11 --> 00:26:14: largely influenced by an ascribed status status that were born
00:26:14 --> 00:26:15: with not what that we achieve,
00:26:15 --> 00:26:19: and unless there's a kind of suffix attached to it,
00:26:19 --> 00:26:21: usually we're talking about a race or ethnicity.
00:26:21 --> 00:26:23: So when we're talking about equity indicators,
00:26:23 --> 00:26:26: unless otherwise specified, assume it's talking about race.
00:26:26 --> 00:26:29: Anything that you can get that's already broken down by
00:26:29 --> 00:26:30: race is the low hanging fruit.
00:26:30 --> 00:26:33: This might be census data where it shows income by
00:26:33 --> 00:26:34: the races of certain households,
00:26:34 --> 00:26:36: but you can also do a lot of inferring data.
00:26:36 --> 00:26:39: For instance, if the data isn't already broken down by
00:26:40 --> 00:26:40: race,
00:26:40 --> 00:26:42: but you're looking at a census tract where the population
00:26:42 --> 00:26:43: is 80%
00:26:43 --> 00:26:45: African American, you can connect the two dots and make
00:26:45 --> 00:26:48: the assumption that whatever it is that you're looking at
00:26:48 --> 00:26:48: for that area,
00:26:48 --> 00:26:51: it's going to apply to that kind of population as
00:26:51 --> 00:26:51: well,
00:26:51 --> 00:26:54: so it allows you to make some educated assumptions and
00:26:54 --> 00:26:55: some educated guesses as well,
00:26:55 --> 00:26:57: which works out really, really well when we're trying to.
00:26:57 --> 00:26:59: Put things together and if any of you have ever
00:26:59 --> 00:27:02: dug through census data or data provided by the city
00:27:02 --> 00:27:03: that you're working in,
00:27:03 --> 00:27:05: you know that it doesn't always give you exactly what
00:27:05 --> 00:27:07: you're looking for in the way that you're looking for.
00:27:07 --> 00:27:09: So you gotta be created a little bit.
00:27:09 --> 00:27:11: As we move on to the next slide,
00:27:11 --> 00:27:13: we're going to be talking a little bit around.
00:27:13 --> 00:27:14: What is an equity indicated?
00:27:14 --> 00:27:16: What is an equity indicator?
00:27:16 --> 00:27:19: 'cause the stuff that addresses race explicitly is easy for
00:27:19 --> 00:27:21: us to understand and we can see these are the
00:27:21 --> 00:27:23: disparities between the different racial groups and this is how
00:27:23 --> 00:27:26: they outline and it's easy for us to digest.
00:27:26 --> 00:27:28: But you'll often ask yourself and other people will ask

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

00:27:28 --> 00:27:31: Is this inequity in Decatur and there's a lot of

00:27:31 --> 00:27:36: other environmental concerns which disproportionately affect certain populations,

00:27:36 --> 00:27:38: and the list of indicators that I have on here

00:27:38 --> 00:27:41: comes from the city of Saint Louis equity indicators.

00:27:41 --> 00:27:43: Baseline report and these are things that we don't often

00:27:43 --> 00:27:47: think about when we're thinking about how these disparities addressed

00:27:47 --> 00:27:49: and what are the ways that we can measure them.

00:27:49 --> 00:27:53: But things like child, how to emergency room visits the

00:27:53 --> 00:27:54: pre K through 12.

00:27:54 --> 00:27:57: Teacher experience vacant buildings at land,

00:27:57 --> 00:27:59: pedestrian injuries, voter turn out.

00:27:59 --> 00:28:02: These are all indicators that aren't explicitly race based.

00:28:02 --> 00:28:05: However, we know that because of the kind of environment

00:28:05 --> 00:28:06: that we have,

00:28:06 --> 00:28:08: the kind of world that we've created,

00:28:08 --> 00:28:12: it has this effect where certain populations are disadvantage to

00:28:12 --> 00:28:14: a certain populations are not going to.

00:28:14 --> 00:28:17: Have the same way of looking at these different issues

00:28:17 --> 00:28:19: that are going to be affected a lot differently.

00:28:19 --> 00:28:22: The teacher experience is a really good one.

00:28:22 --> 00:28:24: I feel like we see a lot of instances where

00:28:24 --> 00:28:26: people come out of college.

00:28:26 --> 00:28:28: They start moving into their careers,

00:28:28 --> 00:28:31: they teach, they move to a school district that serves

00:28:31 --> 00:28:35: minority population or population of color and there's a lot

00:28:35 --> 00:28:37: of turnover in those districts.

00:28:37 --> 00:28:38: They use it to get experience,

00:28:38 --> 00:28:39: move on to something else,

00:28:39 --> 00:28:41: or potentially change careers or whatever it is.

00:28:41 --> 00:28:45: But the reality is. Communities of color have teachers that

00:28:45 --> 00:28:48: have less experience overall than white communities,

00:28:48 --> 00:28:51: and this is what makes it become an equity indicator.

00:28:51 --> 00:28:53: And if you're asking yourself why is this an equity

00:28:53 --> 00:28:54: indicator?

00:28:54 --> 00:28:55: How does this make sense?

00:28:55 --> 00:28:58: It means that there's a lot of other deep rooted

00:28:58 --> 00:29:01: stuff that's going on in the world that isn't necessarily

00:29:01 --> 00:29:01: apparent to us,

00:29:01 --> 00:29:03: and being able to keep an open mind and be

00:29:03 --> 00:29:06: able to let ourselves into new experiences is what's really
00:29:06 --> 00:29:09: going to help to kind of channel that vision and
00:29:09 --> 00:29:11: be able to see people when they have different experiences
00:29:11 --> 00:29:11: than you.
00:29:11 --> 00:29:14: Then moving on to the next slide.
00:29:14 --> 00:29:16: Is something I feel is very important and I know
00:29:16 --> 00:29:17: there's a lot of talk about.
00:29:17 --> 00:29:19: We always say it's tough in the kinds of things
00:29:19 --> 00:29:20: that allowed the UI.
00:29:20 --> 00:29:23: Like professionals, I used to working with something that's
really
00:29:23 --> 00:29:26: important is talking to the community to help understand
what's
00:29:26 --> 00:29:29: going on and to do this kind of community engagement
00:29:29 --> 00:29:31: to be able to talk to people and have this
00:29:31 --> 00:29:34: idea that just because data says something that doesn't
necessarily
00:29:34 --> 00:29:37: mean it's reflected on the ground and it's not necessarily
00:29:37 --> 00:29:40: what people are seeing, so being able to see,
00:29:40 --> 00:29:41: say, this is what's going on.
00:29:41 --> 00:29:44: This is how the data this is what the data
00:29:44 --> 00:29:45: suggests.
00:29:45 --> 00:29:47: Instead of saying this is what the community is.
00:29:47 --> 00:29:50: Asking them if they feel like this is what's actually
00:29:50 --> 00:29:50: going on.
00:29:50 --> 00:29:52: If they're able to put things into context,
00:29:52 --> 00:29:54: 'cause the more you look at data,
00:29:54 --> 00:29:55: the more you're going to come across things we say
00:29:55 --> 00:29:56: this doesn't make sense.
00:29:56 --> 00:29:58: This is challenging me and you have to allow yourself
00:29:58 --> 00:30:01: to be challenged to recognize that other peoples experiences
and
00:30:01 --> 00:30:03: the way that their neighborhoods work are going to be
00:30:03 --> 00:30:06: a lot different than how you grew up and how
00:30:06 --> 00:30:06: you live.
00:30:06 --> 00:30:09: So you're going to see stuff that doesn't make sense,
00:30:09 --> 00:30:11: and taking it to the community and saying this is
00:30:11 --> 00:30:12: what we've seen.
00:30:12 --> 00:30:15: This is what the data suggest is happening.
00:30:15 --> 00:30:17: Is this correct? Can you all help us to understand
00:30:17 --> 00:30:20: so it becomes a little bit of a learning exchange
00:30:20 --> 00:30:20: both ways.
00:30:20 --> 00:30:23: You're not necessarily just telling people this is how things

00:30:23 --> 00:30:25: are you asking them to have a little bit of
00:30:25 --> 00:30:28: back and forth to help everybody understand what's
happening more.

00:30:28 --> 00:30:31: It gives you credibility. It allows you to build connections
00:30:31 --> 00:30:34: within a neighborhood and it helps to be old.

00:30:34 --> 00:30:36: I put everything into context so that everyone's kind of
00:30:36 --> 00:30:39: speaking the same language and understanding the projects
the same

00:30:39 --> 00:30:40: way as they move forward.

00:30:40 --> 00:30:43: It's also very important to make sure that whatever kind
00:30:43 --> 00:30:44: of herbage are using is inclusive,
00:30:44 --> 00:30:46: so that goes back to what I said instead of
00:30:46 --> 00:30:48: saying the community is you say,
00:30:48 --> 00:30:52: the data suggests that and leave it open to interpretation.

00:30:52 --> 00:30:53: So that way if there's something that needs to be
00:30:54 --> 00:30:55: corrected and fixed or put in the context,
00:30:55 --> 00:30:58: you can do it. I do encourage people really hurts
00:30:58 --> 00:31:00: in that he was the term citizens and use the
00:31:00 --> 00:31:03: term residents instead as well as appropriate terms related to
00:31:03 --> 00:31:08: gender, race, age, etc. Moving on to the next slide
00:31:08 --> 00:31:09: over here,
00:31:09 --> 00:31:10: we're going to take a little bit of real estate
00:31:10 --> 00:31:11: stuff and of course,
00:31:11 --> 00:31:14: it's not going to be as robust as well are
00:31:14 --> 00:31:17: LAX and talked about which was a fantastic presentation,
00:31:17 --> 00:31:20: but this is more about engaging the community around when
00:31:20 --> 00:31:23: you're doing development and the unfortunate reality is that
for

00:31:23 --> 00:31:24: a lot of communities,
00:31:24 --> 00:31:27: they feel that anything that is done.
00:31:27 --> 00:31:30: Four community, but isn't done with the community is done
00:31:30 --> 00:31:33: to a community and to a certain extent that can't
00:31:33 --> 00:31:34: be mitigated.
00:31:34 --> 00:31:35: You get the land you're building,
00:31:35 --> 00:31:37: the project. That is what it is,
00:31:37 --> 00:31:38: but people want to know what's happening.
00:31:38 --> 00:31:41: Nobody wants to read about something that's happening
around the

00:31:41 --> 00:31:43: block from them in the local newspaper,
00:31:43 --> 00:31:45: or see it on Facebook or next door.
00:31:45 --> 00:31:46: They want to know what's going on,
00:31:46 --> 00:31:50: so inform them. Engage them early on.
00:31:50 --> 00:31:53: Involve them in decision making processes if you can.

00:31:53 --> 00:31:55: I know that's not always possible and budgets to know
00:31:55 --> 00:31:56: is allowed for it.
00:31:56 --> 00:31:58: The reality is. If they can have a seat at
00:31:58 --> 00:31:59: the table,
00:31:59 --> 00:32:02: it's going to make them less likely to resist you
00:32:02 --> 00:32:04: project likely to become champions of it.
00:32:04 --> 00:32:08: Bring everybody on board and have everybody move forward
together.
00:32:08 --> 00:32:10: It's really important as well to try to leave any
00:32:10 --> 00:32:13: kind of assumptions you have at home and build connections
00:32:13 --> 00:32:15: to really kind of see people again.
00:32:15 --> 00:32:17: The idea that these communities are going to be different
00:32:17 --> 00:32:19: than the ones you grew up in and live in
00:32:19 --> 00:32:21: means that there's going to be a lot of stuff
00:32:21 --> 00:32:22: that's going to challenge you.
00:32:22 --> 00:32:24: There's going to be lots of things you're going to
00:32:24 --> 00:32:25: hear that don't automatically make sense,
00:32:25 --> 00:32:26: like Oh yeah, of course,
00:32:26 --> 00:32:27: that's just how it works.
00:32:27 --> 00:32:29: It doesn't work that way.
00:32:29 --> 00:32:31: You want to be able to see people see where
00:32:31 --> 00:32:33: they're coming from and recognize that no matter what,
00:32:33 --> 00:32:36: you're never going to have that fully in a complete
00:32:36 --> 00:32:38: understanding of where they're coming from,
00:32:38 --> 00:32:41: because that's their life and that's their life experience.
00:32:41 --> 00:32:42: The same way they wouldn't with you.
00:32:42 --> 00:32:43: Do you want to see them?
00:32:43 --> 00:32:46: You want to be able to recognize what they're going
00:32:46 --> 00:32:48: through and see how y'all can work together moving forward
00:32:48 --> 00:32:50: and a lot of that goes into just getting to
00:32:50 --> 00:32:53: know the communities supporting the local events,
00:32:53 --> 00:32:56: the local economy, things like that.
00:32:56 --> 00:32:58: Moving on to my next slide as I try really
00:32:58 --> 00:33:00: hard to keep time here is I really want to
00:33:01 --> 00:33:03: push forward the idea that no matter what you're doing,
00:33:03 --> 00:33:05: if you're looking at data,
00:33:05 --> 00:33:06: if you're engaging with the Community,
00:33:06 --> 00:33:08: whatever it is that you're doing.
00:33:08 --> 00:33:11: Everything is has to be a holistic approach.
00:33:11 --> 00:33:12: It's not just about data,
00:33:12 --> 00:33:14: it's how you view everything that's going on.
00:33:14 --> 00:33:17: It's how you view every instance of these different

interactions
00:33:17 --> 00:33:20: that you have with people who come from different backgrounds
00:33:20 --> 00:33:20: than you.
00:33:20 --> 00:33:24: Everywhere you go. What is considered to be normal?
00:33:24 --> 00:33:26: How does this change how we interact with different groups?
00:33:26 --> 00:33:30: And there's this really strong ethos behind this of just
00:33:30 --> 00:33:32: accepting that you could be wrong about anything,
00:33:32 --> 00:33:34: and I know that's really hard for all of us.
00:33:34 --> 00:33:35: It's hard for me personally.
00:33:35 --> 00:33:38: You know, I consider myself to be a smart person.
00:33:38 --> 00:33:39: I don't like to be wrong about.
00:33:39 --> 00:33:42: Anything, however, the more I work with communities that are
00:33:42 --> 00:33:43: different than me,
00:33:43 --> 00:33:44: especially here in Saint Louis,
00:33:44 --> 00:33:47: I'm Detroit native, so I feel like every day when
00:33:47 --> 00:33:49: I venture out with some kind of interesting new adventure
00:33:49 --> 00:33:51: that I was just not prepared for.
00:33:51 --> 00:33:53: But that's part of the learning experience and that's part
00:33:53 --> 00:33:55: of being able to understand that no matter what you're
00:33:55 --> 00:33:56: doing,
00:33:56 --> 00:33:58: you have to allow yourself to be challenged.
00:33:58 --> 00:34:00: You have to think about it critically and keep an
00:34:00 --> 00:34:02: open mind and have to allow yourself to say you
00:34:02 --> 00:34:03: know what this is,
00:34:03 --> 00:34:05: what I thought to be true.
00:34:05 --> 00:34:07: I realize now that it's not necessarily true in every
00:34:08 --> 00:34:10: instance or may not be true in this case.
00:34:10 --> 00:34:12: And that's nothing personal. That's nothing against you.
00:34:12 --> 00:34:14: It just means that learning is a lifelong process and
00:34:15 --> 00:34:17: we have to remember to be open about that to
00:34:17 --> 00:34:17: ourselves.
00:34:17 --> 00:34:19: Even if we consider ourselves experts and other people,
00:34:19 --> 00:34:23: consider US experts, experts realize they have a lot more
00:34:23 --> 00:34:25: to learn in addition to what they bring to the
00:34:25 --> 00:34:26: table.
00:34:26 --> 00:34:29: And we're going to hear a little bit more about
00:34:29 --> 00:34:30: this from.
00:34:30 --> 00:34:32: From from Jenny. In a minute here,
00:34:32 --> 00:34:35: but I wanted to talk a little bit about you
00:34:35 --> 00:34:38: know what things workplaces can do to help promote and
00:34:38 --> 00:34:39: advance equity.

00:34:39 --> 00:34:41: And there's things like anti bias,
00:34:41 --> 00:34:47: anti racism training, diversity and inclusion work and having
real.
00:34:47 --> 00:34:49: Live discussions around what is going on as far as
00:34:49 --> 00:34:52: raising equity in their uncomfortable conversations,
00:34:52 --> 00:34:54: and this is something we do at rice and our
00:34:54 --> 00:34:57: Executive Director brought us all into the conference room
one
00:34:57 --> 00:34:58: day and said,
00:34:58 --> 00:35:00: OK here I am. Here's my whiteboard.
00:35:00 --> 00:35:02: Here's my marker. What do we do as an organization
00:35:02 --> 00:35:04: that contributes to white supremacy?
00:35:04 --> 00:35:07: And we sat down and had a conversation about it.
00:35:07 --> 00:35:09: Wasn't fun. It was awkward.
00:35:09 --> 00:35:13: However, these are the kinds of conversations people need
to
00:35:13 --> 00:35:13: have,
00:35:13 --> 00:35:15: but we artistically it. It makes sense.
00:35:15 --> 00:35:17: It works. It helps put things into perspective.
00:35:17 --> 00:35:20: It helps the challenge. All of the way that we
00:35:20 --> 00:35:21: view these things,
00:35:21 --> 00:35:24: and it helps really much to keep everything in a
00:35:24 --> 00:35:26: way that friends how we look at our work for
00:35:27 --> 00:35:27: ourselves.
00:35:27 --> 00:35:29: Our work at our organizations.
00:35:29 --> 00:35:31: In addition to the kind of work that we go
00:35:31 --> 00:35:33: ahead and go out and do in the community.
00:35:33 --> 00:35:36: So I'm encouraging everyone to look at this from a
00:35:36 --> 00:35:37: holistic perspective.
00:35:37 --> 00:35:39: As you look at data as you look at your
00:35:39 --> 00:35:40: interactions with people,
00:35:40 --> 00:35:42: and as you look at your developments and think not
00:35:42 --> 00:35:45: just about how it's going to affect your site in
00:35:45 --> 00:35:46: the area around it,
00:35:46 --> 00:35:47: but what does it mean for the community?
00:35:47 --> 00:35:49: How are they going to view these types of.
00:35:49 --> 00:35:52: Things how can you bring them along with you to
00:35:52 --> 00:35:55: make it feel like everybody is part of this project
00:35:55 --> 00:35:58: instead of just something that is being done to them?
00:35:58 --> 00:36:00: So thank you all very much for your time on
00:36:00 --> 00:36:01: the last slide.
00:36:01 --> 00:36:03: Here we got some if you got questions,
00:36:03 --> 00:36:06: comments hate Mail. I love to hear it all that's

00:36:06 --> 00:36:06: me.

00:36:06 --> 00:36:08: Feel free to reach out at anytime and thank you

00:36:09 --> 00:36:10: all for having me here.

00:36:11 --> 00:36:15: Thank you John, and we will certainly have questions for

00:36:15 --> 00:36:16: you.

00:36:16 --> 00:36:20: A few moments we go back to Indianapolis IN for

00:36:20 --> 00:36:22: our last presenter,

00:36:22 --> 00:36:25: Jenny been certainly last but not least,

00:36:25 --> 00:36:29: she's the senior Vice president of Human Resources.

00:36:29 --> 00:36:32: At do Realty. In her role she is responsible for

00:36:32 --> 00:36:33: developing,

00:36:33 --> 00:36:38: communicating and implementing a strategic human

00:36:38 --> 00:36:41: resources plan that allows

00:36:38 --> 00:36:41: us to do Realty's long term business strategy.

00:36:41 --> 00:36:45: This includes attracting and retaining the highest qualified

00:36:45 --> 00:36:46: candidates for

00:36:45 --> 00:36:46: open positions.

00:36:46 --> 00:36:52: Structuring and administering competitive. Benefit packages

00:36:46 --> 00:36:52: and compensation systems.

00:36:52 --> 00:36:56: Developing and administering a performance management

00:36:52 --> 00:36:56: system.

00:36:56 --> 00:37:00: Providing training and development. Managing employee

00:36:56 --> 00:37:00: relations.

00:37:00 --> 00:37:05: An overseeing succession management. Jenny oversee do

00:37:00 --> 00:37:05: proteins,

00:37:05 --> 00:37:10: Wellness Council diversity and Inclusion Council and

00:37:05 --> 00:37:10: Community partnership with

00:37:10 --> 00:37:11: the American Red Cross.

00:37:11 --> 00:37:15: She is a member of the Society for Human Resource

00:37:15 --> 00:37:15: Management.

00:37:15 --> 00:37:20: You allow women's leadership initiative answers on the

00:37:15 --> 00:37:20: National Association

00:37:20 --> 00:37:26: or real estate investment trusts diversity through dividends

00:37:20 --> 00:37:26: advisory committee.

00:37:26 --> 00:37:29: Jenny, welcome and we will look forward to your

00:37:26 --> 00:37:29: presentation.

00:37:29 --> 00:37:29: Thank

00:37:30 --> 00:37:31: you, thanks for having me.

00:37:31 --> 00:37:34: I'm going to speak a little bit today about diversity

00:37:34 --> 00:37:37: and inclusion at Duke Realty and also talked a little

00:37:37 --> 00:37:40: bit about our gender pay equity and then give you

00:37:40 --> 00:37:43: some ideas and some tips on what we're doing here

00:37:43 --> 00:37:43: at Duke.

00:37:43 --> 00:37:48: Really to make diversity a big priority for associates.

00:37:48 --> 00:37:50: So diversity inclusion has been a fabric of Duke Realty.
00:37:50 --> 00:37:55: You quit. I'm sorry when I move the slide.
00:37:55 --> 00:37:57: Diversity inclusion has been the fabric of Duke Realty for
00:37:57 --> 00:37:58: over 20 years.
00:37:58 --> 00:38:01: Today our foundation for business Success is a centerpiece
of
00:38:01 --> 00:38:03: diversity inclusion.
00:38:03 --> 00:38:05: We capture this in the four pillars you'll see.
00:38:05 --> 00:38:10: Workplace supplier diversity, business development and
community outreach.
00:38:10 --> 00:38:12: Please move to the next slide.
00:38:12 --> 00:38:15: Part of our diversity inclusion is to look at gender
00:38:15 --> 00:38:16: pay equity.
00:38:16 --> 00:38:18: We do this by job title and salary band.
00:38:18 --> 00:38:22: We have four touchpoints throughout the year to review
gender
00:38:22 --> 00:38:22: pay.
00:38:22 --> 00:38:27: At the hiring stage, the midyear reviews at talent review
00:38:27 --> 00:38:29: and also at year end.
00:38:29 --> 00:38:33: You can advance it. This chart shows our results.
00:38:33 --> 00:38:37: The average percent of female total compensation to male
conversation
00:38:37 --> 00:38:40: by job title that have both men and women in
00:38:40 --> 00:38:41: them is 100.2%.
00:38:41 --> 00:38:44: As you can see, we feel pretty good about where
00:38:44 --> 00:38:45: we are today.
00:38:45 --> 00:38:48: However, we feel we should go a little bit further
00:38:48 --> 00:38:51: and have an outside analyst review our data to make
00:38:51 --> 00:38:54: sure we're covering what we need to be covering.
00:38:54 --> 00:38:56: Please go to next slide.
00:38:56 --> 00:38:59: Next I'll share some programs that have helped us with
00:38:59 --> 00:39:01: our DNI initiatives,
00:39:01 --> 00:39:04: value and people. We call it our VIP program.
00:39:04 --> 00:39:07: This requires hiring managers to have a diverse slate of
00:39:07 --> 00:39:09: candidates for all open positions.
00:39:09 --> 00:39:10: It requires a CEO approval.
00:39:10 --> 00:39:12: If they do not, and I can tell you no
00:39:12 --> 00:39:15: one has tried to get the CEO to agree to
00:39:15 --> 00:39:17: not have a diverse slate of candidates.
00:39:17 --> 00:39:20: We are very fortunate that did really to have our
00:39:20 --> 00:39:22: CEO behind diversity inclusion.
00:39:22 --> 00:39:24: And as you can see,
00:39:24 --> 00:39:28: some of we have had some movement over the last

00:39:28 --> 00:39:29: nine years.

00:39:29 --> 00:39:32: As you see, we first started in 2010.

00:39:32 --> 00:39:34: Our minority was at 9.5%

00:39:35 --> 00:39:36: and it moved to 13%

00:39:36 --> 00:39:41: in 2019. Also are women went from 39.5%,

00:39:41 --> 00:39:43: two 1010 to 46% in 2019.

00:39:43 --> 00:39:46: At last year alone, our new hires,

00:39:46 --> 00:39:48: we really focused on the top of mid level,

00:39:48 --> 00:39:51: diverse and female Kansas and 67%

00:39:51 --> 00:39:55: of our new hires and 2019 or diverse or they

00:39:55 --> 00:39:56: were females.

00:39:56 --> 00:39:58: Also in 2019, our promotions,

00:39:58 --> 00:40:02: 18% of our promotions were diverse associates and 45.5%

00:40:02 --> 00:40:06: were female associates. Move next slide please.

00:40:08 --> 00:40:12: Other successful programs that we've had our the Diversity Inclusion

00:40:12 --> 00:40:14: Council we've had for over 20 years.

00:40:14 --> 00:40:17: Our Executive mentoring program for diverse and female associate's and

00:40:17 --> 00:40:19: also our diverse interview panel,

00:40:19 --> 00:40:22: which we implemented in 2020.

00:40:22 --> 00:40:24: Next slide, please. And Lastly,

00:40:24 --> 00:40:28: a new partnership that we established this year's paradigm for

00:40:28 --> 00:40:28: parity.

00:40:28 --> 00:40:31: We found that we believe in the mission statements that

00:40:31 --> 00:40:32: they do as well.

00:40:32 --> 00:40:36: One is the continued to eliminate unconscious bias and two

00:40:36 --> 00:40:40: to significantly increase the number of women in senior roles.

00:40:40 --> 00:40:42: So that's that's what I have for today and I'd

00:40:42 --> 00:40:44: love to hear any comments or questions.

00:40:44 --> 00:40:44: Thank you.

00:40:46 --> 00:40:48: Alright, thank you very much.

00:40:48 --> 00:40:53: Jennie Ann for the participants who are viewing and listening to the summit.

00:40:53 --> 00:40:54:

00:40:54 --> 00:40:58: This is your time to provide your questions in the

00:40:58 --> 00:40:58: Q&A box.

00:40:59 --> 00:41:01: There you see on your screen.

00:41:01 --> 00:41:03: While you are doing that I have a couple of

00:41:03 --> 00:41:06: questions that I would like to ask of some of

00:41:06 --> 00:41:08: our panel is just to get us started.

00:41:08 --> 00:41:11: For you, Jenny, because you just ended and want to

00:41:11 --> 00:41:12: talk about governance,

00:41:12 --> 00:41:16: structure and John like for you to weigh in on
00:41:16 --> 00:41:17: this as well.
00:41:17 --> 00:41:19: When we talk about DI diversity,
00:41:19 --> 00:41:24: equity and inclusion. Do you think that is important for
00:41:24 --> 00:41:25: any organization,
00:41:25 --> 00:41:28: whether the company or Department,
00:41:28 --> 00:41:31: to have someone who is dedicated as the DEI officer
00:41:31 --> 00:41:34: within the organizational structure?
00:41:38 --> 00:41:42: In terms of integrating these various policies and let me
00:41:42 --> 00:41:44: just provide a little bit of context.
00:41:44 --> 00:41:46: Great Peter Drucker, the management Guru,
00:41:46 --> 00:41:50: says that what gets measured gets improved.
00:41:50 --> 00:41:52: So obviously data is important,
00:41:52 --> 00:41:53: which is why we're here talking about this today.
00:41:53 --> 00:41:57: So from ADI Officer and somebody who carries that that
00:41:57 --> 00:42:00: flag within the organization,
00:42:00 --> 00:42:03: do you think that role is very important to have?
00:42:03 --> 00:42:03: I
00:42:03 --> 00:42:06: do think that's yeah, I do think that's very important.
00:42:06 --> 00:42:09: How we do it here at Duke Realty and I
00:42:09 --> 00:42:10: kind of like it this way.
00:42:10 --> 00:42:12: We have it in several different areas.
00:42:12 --> 00:42:14: Of course I oversee it,
00:42:14 --> 00:42:17: but we have a diversity and inclusion Council who we
00:42:17 --> 00:42:20: have a chairperson and we have a 9 Member Council
00:42:20 --> 00:42:22: who is involved in diversity,
00:42:22 --> 00:42:26: inclusion and then we also have a corporate responsibility of
00:42:26 --> 00:42:30: EP and so she brings in social responsibility into her
00:42:30 --> 00:42:31: program as well.
00:42:31 --> 00:42:33: So what I like about it is that.
00:42:33 --> 00:42:37: It's not just one person with the ideas and thoughts.
00:42:37 --> 00:42:39: I mean, it's really a collective collaboration of a lot
00:42:39 --> 00:42:40: of associates.
00:42:40 --> 00:42:42: Here Dick reality and I think it's really making a
00:42:42 --> 00:42:42: difference.
00:42:45 --> 00:42:46: Now what are your thoughts?
00:42:48 --> 00:42:51: I really like the approach that there was just presented
00:42:51 --> 00:42:51: to us,
00:42:51 --> 00:42:54: and one of the challenges we haven't rises that the
00:42:54 --> 00:42:57: idea of stablishing a position of Addyi officer or something
00:42:57 --> 00:42:57: like that.
00:42:57 --> 00:43:00: It's just not feasible and I know Brian kind of

00:43:00 --> 00:43:02: rattled off a lot of the stuff that we've done
00:43:02 --> 00:43:05: and then we talked about comma as an organization that
00:43:05 --> 00:43:07: we do, but we don't list ikli were only 11
00:43:07 --> 00:43:09: full time staff members,
00:43:09 --> 00:43:11: so hiring somebody just for DI doesn't make a whole
00:43:11 --> 00:43:13: lot of financial sense for us,
00:43:13 --> 00:43:16: but we do instead is something similar to what Jenny
00:43:16 --> 00:43:17: talked about.
00:43:17 --> 00:43:19: We have staff members that are part of a.
00:43:19 --> 00:43:22: DI in racial equity kind of working group.
00:43:22 --> 00:43:25: Committee that works very closely with our Board of
Directors
00:43:25 --> 00:43:27: to make sure that whatever it is that we're doing
00:43:27 --> 00:43:28: as an organization,
00:43:28 --> 00:43:31: our initiatives are being advanced in this way that the
00:43:31 --> 00:43:34: training and kind of professional development opportunities
for staff are
00:43:34 --> 00:43:36: where they need to be so that we have the
00:43:36 --> 00:43:38: kinds of cultural competency to be able to work in
00:43:38 --> 00:43:41: whatever community is within our footprint and be able to
00:43:41 --> 00:43:42: do our jobs really,
00:43:42 --> 00:43:44: really well as well as make sure that what we're
00:43:44 --> 00:43:47: doing as far as our internal workings arise or adjust
00:43:47 --> 00:43:48: as well.
00:43:48 --> 00:43:49: So we've done things like.
00:43:49 --> 00:43:51: Change the way that we do our hiring policies that
00:43:52 --> 00:43:54: changed the ways that we've structured our job postings in
00:43:54 --> 00:43:56: the way that we've kind of talked about.
00:43:56 --> 00:43:58: What we do to make sure that people who are
00:43:58 --> 00:44:02: interested in applying here recognized that we are an
organization
00:44:02 --> 00:44:03: that values equity,
00:44:03 --> 00:44:06: that values diversity, that values inclusion,
00:44:06 --> 00:44:08: and it's not just a tagline that's put on a
00:44:08 --> 00:44:09: website or a business card,
00:44:09 --> 00:44:10: or a piece of promo material.
00:44:10 --> 00:44:12: We want to make sure that that's the vibe that
00:44:12 --> 00:44:13: we're giving off,
00:44:13 --> 00:44:15: and people realize that you know,
00:44:15 --> 00:44:17: this is what our organization is all about.
00:44:17 --> 00:44:19: This is what we do and they're comfortable doing business
00:44:19 --> 00:44:21: with us in that regard.
00:44:21 --> 00:44:23: So that's what our committees are all about.

00:44:23 --> 00:44:26: That's what this kind of staff discussions that I mentioned
00:44:26 --> 00:44:27: earlier.
00:44:27 --> 00:44:28: I talked about one of 'em that's been one of
00:44:28 --> 00:44:29: a series that we've had.
00:44:29 --> 00:44:32: We kind of just talk openly and honestly about these
00:44:32 --> 00:44:33: sorts of things,
00:44:33 --> 00:44:35: and it's helped really much too,
00:44:35 --> 00:44:37: that we've had this kind of culture where we have
00:44:37 --> 00:44:39: a lot of established trust with the people that we
00:44:39 --> 00:44:41: work with that we feel comfortable enough being open and
00:44:41 --> 00:44:43: honest in these sorts of discussions.
00:44:43 --> 00:44:45: And if y'all don't have that work on,
00:44:45 --> 00:44:47: that is kind of a first step before you can
00:44:47 --> 00:44:48: get to that point.
00:44:48 --> 00:44:51: 'cause it doesn't do any good having a conversation.
00:44:51 --> 00:44:53: For everyone, just kind of sitting awkwardly quietly in a
00:44:53 --> 00:44:54: room,
00:44:54 --> 00:44:56: doesn't want to say that they would have undermined
because
00:44:56 --> 00:44:59: that kind of culture of information sharing isn't there yet.
00:44:59 --> 00:45:01: So that's the approach that we've taken.
00:45:01 --> 00:45:03: It rides, I feel like it works really good for
00:45:03 --> 00:45:05: small organizations,
00:45:05 --> 00:45:07: and hopefully there's some negative information that y'all can
take
00:45:07 --> 00:45:09: back that will be helpful with the organization.
00:45:11 --> 00:45:13: Very good John. Don't go on mute just yet because
00:45:13 --> 00:45:15: I want to follow up a little bit on methodology
00:45:15 --> 00:45:18: in terms of data analysis and working with various partners
00:45:18 --> 00:45:20: here in Saint Louis region.
00:45:20 --> 00:45:23: What is the methodology that you used to analyze the
00:45:23 --> 00:45:27: data and how versus that data for various partners from
00:45:27 --> 00:45:27: city,
00:45:27 --> 00:45:30: local government, to nonprofit organizations?
00:45:30 --> 00:45:34: And then how? Does it inform the decision making process?
00:45:35 --> 00:45:37: Well, a lot of that will really change based on
00:45:37 --> 00:45:39: the kind of data that we're working into.
00:45:39 --> 00:45:40: The community that we're working in,
00:45:40 --> 00:45:43: and a lot of the methodology will depend on what
00:45:43 --> 00:45:44: our research questions are.
00:45:44 --> 00:45:48: So if we're looking to understand Community indicators and
community
00:45:48 --> 00:45:51: data from an economic lens will look at certain economic

00:45:51 --> 00:45:51: filters,
00:45:51 --> 00:45:53: we may look at other things for housing.
00:45:53 --> 00:45:55: If we're doing specific housing indicators,
00:45:55 --> 00:45:58: things of that nature, something that we do a lot
00:45:58 --> 00:46:00: of rises that we will take a look and try
00:46:00 --> 00:46:01: to track neighborhood change.
00:46:01 --> 00:46:03: That's a big part of what we do is part
00:46:03 --> 00:46:05: of the National Neighborhood Indicators Partnership.
00:46:05 --> 00:46:08: So we're concerned with where things happening.
00:46:08 --> 00:46:11: Location matters where they're happening and how does all
this
00:46:11 --> 00:46:13: stuff kind of play into what works for Saint Louis.
00:46:13 --> 00:46:17: So instead of trying to reinvent the wheel every time,
00:46:17 --> 00:46:19: we have kind of a set set of indicators,
00:46:19 --> 00:46:21: those 20 some of 'em that we have determined to
00:46:21 --> 00:46:24: be the most reliable for detecting change in the city
00:46:24 --> 00:46:27: of Saint Louis and the surrounding areas in our Metro
00:46:27 --> 00:46:30: region, that would not necessarily be the same set of
00:46:30 --> 00:46:31: indicators.
00:46:31 --> 00:46:34: If I was in Baltimore or Boston or San Francisco,
00:46:34 --> 00:46:37: Detroit. Because every community is different and how you
measure
00:46:37 --> 00:46:38: change in those areas,
00:46:38 --> 00:46:40: it's going to be a little bit different as well.
00:46:40 --> 00:46:42: So we do a lot of data gathering.
00:46:42 --> 00:46:45: We work with what sources the city has to get
00:46:45 --> 00:46:48: things like building permit data and tax assessor data and
00:46:48 --> 00:46:50: things of that nature.
00:46:50 --> 00:46:52: We get a lot of data from the Census Bureau.
00:46:52 --> 00:46:55: We have a lot of emojis with other organizations that
00:46:55 --> 00:46:57: are data sharing sort of steps so that we get
00:46:57 --> 00:46:59: access to their information.
00:46:59 --> 00:47:01: So an alarm like to use it for certain things
00:47:01 --> 00:47:03: they get access to some of the stuff that we
00:47:03 --> 00:47:06: do and we really try to build this collaborative approach
00:47:06 --> 00:47:08: with all the other organizations that we.
00:47:08 --> 00:47:10: Work with to be able to have a well rounded
00:47:10 --> 00:47:11: understanding of what's going on,
00:47:11 --> 00:47:14: and that's something else would avoid people you bring into
00:47:14 --> 00:47:17: a project and help give them a little bit of
00:47:17 --> 00:47:17: ownership of it.
00:47:17 --> 00:47:20: The easier it is for them to have Frank conversations

00:47:20 --> 00:47:21: with you about it,
00:47:21 --> 00:47:23: the easier it is to go into the neighborhoods and
00:47:23 --> 00:47:25: start talking to residents to be able to have that
00:47:25 --> 00:47:27: kind of data validation working back and forth.
00:47:27 --> 00:47:29: And then when it comes down to actually do a
00:47:29 --> 00:47:31: number crunching and things like that,
00:47:31 --> 00:47:33: I'm a big fan of whatever program you're comfortable with,
00:47:33 --> 00:47:35: so I do a lot of stuff in Excel.
00:47:35 --> 00:47:37: I do a lot of stuff in Tableau.
00:47:37 --> 00:47:40: I know people that do similar sorts of things using.
00:47:40 --> 00:47:43: This database is, or my SQL databases and our scripts
00:47:43 --> 00:47:46: to kind of analyze data and do lots of really
00:47:46 --> 00:47:47: fun cool stuff with it.
00:47:47 --> 00:47:48: All of that is valid,
00:47:48 --> 00:47:51: whatever kind of tool you used to working in is
00:47:51 --> 00:47:53: valid and it you know it's just like any other
00:47:53 --> 00:47:55: kind of tool that we use for fixing things around
00:47:55 --> 00:47:58: the House and working on your parents all about the
00:47:58 --> 00:48:00: right tool for the job and what you feel like
00:48:00 --> 00:48:02: you can use versus having somebody else come out and
00:48:02 --> 00:48:04: help you with it. So to that extent,
00:48:04 --> 00:48:06: use whatever you're comfortable with,
00:48:06 --> 00:48:09: ask lots of questions, have lots of conversations with people,
00:48:09 --> 00:48:11: and that's what I use as far as my methodology
00:48:11 --> 00:48:13: to get things working the way that they are.
00:48:15 --> 00:48:18: Alright, very good. Thank you John for that the last
00:48:18 --> 00:48:21: question we have a few questions beginning to come in
00:48:21 --> 00:48:24: more questions I'd like to ask and they would direct
00:48:24 --> 00:48:27: this to rocks and in terms of the development lens
00:48:27 --> 00:48:29: as well as Azul in terms of the authority over
00:48:29 --> 00:48:32: data that you talked about earlier in your presentation.
00:48:32 --> 00:48:35: Where do you see the trans going for data collection?
00:48:35 --> 00:48:37: What value do you see in the data that you're
00:48:38 --> 00:48:41: collecting today versus the data needed for the future?
00:48:41 --> 00:48:43: And so we can begin with?
00:48:43 --> 00:48:47: Let's begin with you roszeit entirely authority over the data
00:48:47 --> 00:48:49: and who interpret that data.
00:48:53 --> 00:48:53: We have your mute.
00:48:56 --> 00:49:00: The answer question authority over their data is coming more
00:49:00 --> 00:49:01: and more apparent.
00:49:01 --> 00:49:07: John Point out to gain more better standing up like.
00:49:07 --> 00:49:12: Who is it resulted in the communities like not acting,

00:49:12 --> 00:49:17: acting with them, adding. His commitment signing what so valued

00:49:17 --> 00:49:21: and what it is an open portents insoles to personal

00:49:21 --> 00:49:27: experience and what is their reality in those communities every

00:49:27 --> 00:49:29: day of their lives we had to cover Institute and

00:49:30 --> 00:49:31: the market is data initiative.

00:49:31 --> 00:49:36: It's a paramount perspective. We're trying to spring for that.

00:49:37 --> 00:49:42: Communities were researching in or the defect.

00:49:42 --> 00:49:47: The permit. The room. Rounded experience that you couldn't just

00:49:47 --> 00:49:49: get the numbers on.

00:49:51 --> 00:49:54: And she said question about trends.

00:49:54 --> 00:49:58: My understanding about like. Big Data is becoming more of

00:49:58 --> 00:50:02: a thing and like gaining massive mountain information about each

00:50:02 --> 00:50:04: individual lifestyle and how,

00:50:04 --> 00:50:08: but they want to decide what not to build more

00:50:08 --> 00:50:13: integrated society around the Internet of Things.

00:50:13 --> 00:50:16: Like nearly every object around that was connected to Internet,

00:50:16 --> 00:50:20: something from passion. So I feel like it's less about

00:50:20 --> 00:50:24: type and more about the different quantity of data you

00:50:24 --> 00:50:25: can gather about a person,

00:50:25 --> 00:50:29: individuals life question

00:50:29 --> 00:50:31: and I said, I know you have a little bit

00:50:31 --> 00:50:32: of audio difficulty there,

00:50:32 --> 00:50:34: so we do wanna apologize to all participants window.

00:50:34 --> 00:50:37: Sometimes even in this new age of technology we can

00:50:37 --> 00:50:38: have some challenges,

00:50:38 --> 00:50:40: so we will continue to work on on that.

00:50:40 --> 00:50:42: But I think Brazil a little bit of what you

00:50:42 --> 00:50:43: mentioned before.

00:50:43 --> 00:50:44: Something that I think is very important.

00:50:44 --> 00:50:46: When it comes to data.

00:50:46 --> 00:50:49: Bad decisions should not be data driven.

00:50:49 --> 00:50:51: I believe they should be data informed.

00:50:51 --> 00:50:52: I believe like you mentioned before,

00:50:52 --> 00:50:55: having this context of. The light,

00:50:55 --> 00:50:59: the lived experience of communities and of individuals is important

00:50:59 --> 00:51:02: to be able to wait into the data itself to

00:51:02 --> 00:51:05: make sure that you have a full fledged perspective.

00:51:05 --> 00:51:07: So I think that's very important.

00:51:07 --> 00:51:08: I want to thank you for sharing,
00:51:08 --> 00:51:10: sharing that as well. OK,
00:51:11 --> 00:51:13: so at this time we do have a few questions
00:51:13 --> 00:51:15: for our participants.
00:51:15 --> 00:51:16: I'm sorry rocks and rocks and you want to weigh
00:51:16 --> 00:51:17: in on that that question there.
00:51:20 --> 00:51:23: Mute there. OK, so I was just having a little
00:51:23 --> 00:51:25: trouble with my iPad for a second,
00:51:25 --> 00:51:28: so I apologize for that.
00:51:28 --> 00:51:31: I would say in terms of.
00:51:31 --> 00:51:35: We're always trying to improve the quality of the data
00:51:35 --> 00:51:36: that we're collecting,
00:51:36 --> 00:51:41: and it is key that we have everybody participating in
00:51:41 --> 00:51:45: in providing the data that is necessary and often that's
00:51:45 --> 00:51:47: not necessarily the case,
00:51:47 --> 00:51:51: but it's. The part of the problem is that it's
00:51:51 --> 00:51:55: data is time consuming to collect the data and gather
00:51:55 --> 00:51:59: the data and evaluate the data is very time consuming
00:51:59 --> 00:52:03: and a lot of times people we just don't have
00:52:03 --> 00:52:07: the resources as a community to keep track of the
00:52:08 --> 00:52:12: data and I think that's where as a community in
00:52:12 --> 00:52:14: order to. Be better at at.
00:52:14 --> 00:52:19: Implementing the various different tools that the city has an
00:52:19 --> 00:52:24: measuring how well we're doing it is simply just.
00:52:24 --> 00:52:28: Having the resources to gather and then analyze that data,
00:52:28 --> 00:52:30: and I believe we are lacking there as a community.
00:52:33 --> 00:52:35: Thank you for sharing that rockson.
00:52:35 --> 00:52:37: OK, so at this time we will open the floor
00:52:37 --> 00:52:41: to the questions that are coming in from our participants.
00:52:41 --> 00:52:43: All right, Brian. This is Amy,
00:52:43 --> 00:52:46: so this question is for rosul.
00:52:46 --> 00:52:49: Can you share a little more about your personal story
00:52:49 --> 00:52:52: and what got you interested in data?
00:52:52 --> 00:52:57: Are there any particular areas or community issues that
democratizing
00:52:57 --> 00:52:59: data wants to focus on?
00:53:02 --> 00:53:07: Kate, it's one question to answer the first part.
00:53:07 --> 00:53:11: Sorry, I is in Indianapolis.
00:53:11 --> 00:53:13: When were the campaigns to 10 years?
00:53:13 --> 00:53:16: As I mentioned in my presentation,
00:53:16 --> 00:53:20: what gummy involving data is like through stamp programs to
00:53:20 --> 00:53:23: come into his hosting a couple years back and I

00:53:23 --> 00:53:23: was,
00:53:23 --> 00:53:28: um, was called Open Source Initiative where was learning,
00:53:28 --> 00:53:29: coding and programming language system,
00:53:29 --> 00:53:41: HTML, JavaScript and CSS. I've been doing it for years.
00:53:41 --> 00:53:44: One idea was to start this initiative since data was
00:53:45 --> 00:53:46: becoming such a big thing,
00:53:46 --> 00:53:49: particularly big data, and for institutions,
00:53:49 --> 00:53:53: governments and nonprofits to start our own data initiative
00:53:53 --> 00:53:57: through
00:53:58 --> 00:54:00: our lands or understanding that community should have an
00:54:00 --> 00:54:03: understanding
00:54:03 --> 00:54:05: of data science and data analysis to have.
00:54:08 --> 00:54:12: More control about how data is interpreted,
00:54:12 --> 00:54:16: and now the narrative is developed.
00:54:16 --> 00:54:17: One project focused on the data democratizing data initiative
00:54:17 --> 00:54:21: is
00:54:21 --> 00:54:25: working on is he was trying to research on housing
00:54:25 --> 00:54:28: fictions in Indianapolis.
00:54:28 --> 00:54:33: ZIP codes and demographics such as race,
00:54:33 --> 00:54:39: gender and age within Indianapolis.
00:54:39 --> 00:54:43: Counties. That's when the major progress.
00:54:43 --> 00:54:44: We focus on the different sectors result is around education,
00:54:44 --> 00:54:46: code entrepreneurship, like how many black businesses
00:54:46 --> 00:54:48: have been closed
00:54:48 --> 00:54:51: due to introduction Covanta Society.
00:54:51 --> 00:54:52: If that is the question it leave
00:54:52 --> 00:54:54: I can do this. I think it does,
00:54:54 --> 00:54:58: and I think you're sharing your experience and how you
00:54:58 --> 00:54:59: get involved was very important to the question that was
00:54:59 --> 00:55:01: posed,
00:55:01 --> 00:55:03: but also some of the things that you're working on
00:55:03 --> 00:55:05: now,
00:55:05 --> 00:55:08: so that's great work and will continue to champion here
00:55:08 --> 00:55:11: a little bit more.
00:55:11 --> 00:55:13: And we do have another question.
00:55:13 --> 00:55:16: Yes,
00:55:16 --> 00:55:21: we do. So this may be for all of you
00:55:21 --> 00:55:23: to chime in on.
00:55:23 --> 00:55:28: Could the speakers address data on governance?
00:55:28 --> 00:55:29: I would be interested in hearing about examples of equitable
00:55:29 --> 00:55:31: resident based leadership.
00:55:31 --> 00:55:33: Including visa V. The Community Investment district model.
00:55:33 --> 00:55:39: Roxanne, would you like to take a run at that

00:55:21 --> 00:55:22: one first?

00:55:23 --> 00:55:28: Yeah, um so. If you could.

00:55:28 --> 00:55:31: So I know I read that earlier and when you

00:55:31 --> 00:55:32: talk about.

00:55:34 --> 00:55:37: Data on government so and I get what I understand

00:55:37 --> 00:55:40: is the leadership within the Community.

00:55:43 --> 00:55:45: We really, as far as I know there is not.

00:55:45 --> 00:55:49: There is nothing, at least in the city that where

00:55:49 --> 00:55:54: we're gathering data as to the leadership throughout the community

00:55:54 --> 00:55:56: that that is diverse.

00:55:56 --> 00:55:57: Um, about

00:55:57 --> 00:56:00: the governance of the Community Improvement District.

00:56:00 --> 00:56:02: The Board of Directors, who obviously maybe a Detroit is

00:56:02 --> 00:56:03: arowana

00:56:03 --> 00:56:07: community why I'm seeing Community Investment District versus a community

00:56:07 --> 00:56:11: Improvement District so maybe they were referring to Community improvement

00:56:11 --> 00:56:12: districts.

00:56:12 --> 00:56:15: Um, which is something that we have here in Kansas

00:56:15 --> 00:56:19: City and the way this statue works within a community

00:56:19 --> 00:56:23: Improvement District in the state of Missouri.

00:56:23 --> 00:56:27: You have to be depending on the type of district

00:56:27 --> 00:56:30: you have to live within the district,

00:56:30 --> 00:56:33: and sometimes those districts are very small.

00:56:33 --> 00:56:36: And there may not be diversity within that district.

00:56:36 --> 00:56:40: Also, many of them are controlled by the property owners

00:56:40 --> 00:56:44: and those who own property within the district.

00:56:44 --> 00:56:48: And so there. There may not be a level of

00:56:48 --> 00:56:52: diversity in in that regard on some of our community

00:56:52 --> 00:56:54: improvement districts,

00:56:54 --> 00:56:57: but I think what threw me off there was the

00:56:57 --> 00:57:01: the comment or the reference to Community Investment District.

00:57:01 --> 00:57:06: Um? But there is nothing that.

00:57:06 --> 00:57:10: That Kansas City has a policy on or that it

00:57:10 --> 00:57:12: set out in the statute.

00:57:12 --> 00:57:16: It's really those who are governing or running that the

00:57:16 --> 00:57:18: property owners in the district.

00:57:18 --> 00:57:21: And depending on how it is established,

00:57:22 --> 00:57:25: so in Missouri we know that there are special business

00:57:25 --> 00:57:28: district and there are different types of business districts

Community

00:57:28 --> 00:57:30: Improvement District being one of those so.

00:57:30 --> 00:57:34: That's a good point there in terms of clarification.

00:57:34 --> 00:57:35: Anybody else want to answer that question?

00:57:35 --> 00:57:37: You want to take a run at that one.

00:57:38 --> 00:57:40: Yeah, I think that's something that we've seen here Locali

00:57:41 --> 00:57:41: in Saint Louis.

00:57:41 --> 00:57:44: That's been really helpful for any of these kind of

00:57:44 --> 00:57:45: hyper local districts.

00:57:45 --> 00:57:47: We they said, it's SPD's things like that,

00:57:47 --> 00:57:50: but making sure that you're able to work with people

00:57:50 --> 00:57:53: who are residents of the community to get them involved

00:57:53 --> 00:57:55: under these boards of directors and try to see what

00:57:55 --> 00:57:57: you can do to make sure that that board of

00:57:57 --> 00:58:00: directors is representative of the people that live and work

00:58:00 --> 00:58:01: in that area as possible.

00:58:01 --> 00:58:03: And a lot of times there's this kind of just

00:58:04 --> 00:58:06: default mindset that we fall into that says,

00:58:06 --> 00:58:08: you know what we need to get all the big

00:58:08 --> 00:58:09: stake holders of the table.

00:58:09 --> 00:58:10: We need to move them along.

00:58:10 --> 00:58:13: In figure out kind of just what their needs are

00:58:13 --> 00:58:14: and how can we make them happy.

00:58:14 --> 00:58:17: And when that happens the neighbors feel like they get

00:58:17 --> 00:58:18: left behind.

00:58:18 --> 00:58:19: So I'm a big fan of having this kind of

00:58:19 --> 00:58:22: dual board approach where you have one that's the actual

00:58:22 --> 00:58:25: governing board of the organization that is representative of the

00:58:25 --> 00:58:27: people that live, work and play there,

00:58:27 --> 00:58:30: and another one that's kind of this advisory group of

00:58:30 --> 00:58:33: the stakeholders are the people that are traditionally the

00:58:33 --> 00:58:35: board

00:58:33 --> 00:58:35: members that get brought along to the table.

00:58:35 --> 00:58:37: And as we know there's a lot of challenges with

00:58:37 --> 00:58:37: that.

00:58:37 --> 00:58:39: There's commitment issues. These are people that are,

00:58:39 --> 00:58:40: you know, pouring their heart with.

00:58:40 --> 00:58:43: Souls into small businesses, and while they really want to

00:58:43 --> 00:58:44: help,

00:58:44 --> 00:58:46: the mileage is Sara Lee have time to dedicate to

00:58:46 --> 00:58:47: governing structures,

00:58:47 --> 00:58:50: but still want to be involved having them in an

00:58:50 --> 00:58:53: advisory role allows them to participate in the process,
00:58:53 --> 00:58:55: allows them to have a say in what's going on,
00:58:55 --> 00:58:58: but also respects the character of the neighborhood and respects
00:58:58 --> 00:59:00: the neighbors and the people that live there.
00:59:00 --> 00:59:02: So that's something that I see that's been very useful,
00:59:02 --> 00:59:04: invariant, active and effective, and it's the kind of thing
00:59:04 --> 00:59:06: that you can definitely get a lot of pushback from
00:59:07 --> 00:59:07: when people say.
00:59:07 --> 00:59:08: Why are you shutting me out?
00:59:08 --> 00:59:11: Why you doing this while you involving?
00:59:11 --> 00:59:13: Due to the fact that know anything about how this
00:59:13 --> 00:59:14: works and things like that,
00:59:14 --> 00:59:17: and I would encourage you to not underestimate people,
00:59:17 --> 00:59:19: make sure that you're bringing folks to the table that
00:59:19 --> 00:59:21: are competent and know what's going on.
00:59:21 --> 00:59:24: So if there's a local neighborhood organization or local
Community
00:59:24 --> 00:59:26: Development Corporation at the neighborhood level,
00:59:26 --> 00:59:27: that can help assist you.
00:59:27 --> 00:59:30: And trying to figure out who should be part of
00:59:30 --> 00:59:30: this board.
00:59:30 --> 00:59:33: Talk to them. Don't these connections and see what you
00:59:33 --> 00:59:35: can do to make sure that the the boards and
00:59:35 --> 00:59:38: the government structures local your representative 'cause
that's how you're
00:59:38 --> 00:59:39: going to get up with the attitude.
00:59:41 --> 00:59:44: Alright thank you Roxanne and John on that Amy this
00:59:44 --> 00:59:45: question we have yes
00:59:45 --> 00:59:47: the next ones for Jenny.
00:59:47 --> 00:59:50: You have made a lot of progress on your diversity
00:59:50 --> 00:59:50: initiatives.
00:59:50 --> 00:59:53: However, given the current social unrest,
00:59:53 --> 00:59:55: do you think that more could be done given your
00:59:55 --> 00:59:57: current success in your initiative?
00:59:58 --> 01:00:01: Oh for sure, that's one thing I think that we
01:00:01 --> 01:00:05: do a great job of we we constantly are looking
01:00:06 --> 01:00:06: at things,
01:00:06 --> 01:00:08: changing things or things aren't working.
01:00:08 --> 01:00:12: We definitely are going to look at ways to make
01:00:12 --> 01:00:13: improvements.
01:00:13 --> 01:00:17: With recent, you know with the recent riots that were

01:00:17 --> 01:00:17: going on,
01:00:17 --> 01:00:20: I was very proud of our Diversity Inclusion Council.
01:00:20 --> 01:00:24: They immediately put together a panel of five are black
01:00:24 --> 01:00:28: Associates and they spoke on what it was like to
01:00:28 --> 01:00:28: be.
01:00:28 --> 01:00:32: Black in America. And it was a great conference.
01:00:32 --> 01:00:34: Great setting for our associates to hear.
01:00:34 --> 01:00:38: Ask questions and to talk about how we can be
01:00:38 --> 01:00:41: part of the change and we're going to have another
01:00:41 --> 01:00:42: session.
01:00:42 --> 01:00:45: The panel discussion and October.
01:00:45 --> 01:00:49: It's just kind of part two of our racial inequality's,
01:00:49 --> 01:00:53: so we definitely are listening and looking at ways that
01:00:53 --> 01:00:55: we can continue to improve.
01:00:55 --> 01:00:56: Diversity inclusion at Duke Realty.
01:00:56 --> 01:00:59: I think it's always changing and I think there's always
01:00:59 --> 01:01:00: things that we could do.
01:01:00 --> 01:01:02: Do better and to do different and so that's a
01:01:02 --> 01:01:05: great thing about Duke really is that we're willing to
01:01:05 --> 01:01:06: make those changes.
01:01:08 --> 01:01:11: Can you give me? Just follow up briefly in terms
01:01:11 --> 01:01:13: of what you have seen from some of your colleagues
01:01:13 --> 01:01:17: in other businesses through the Society of Human Resource
Management?
01:01:17 --> 01:01:20: What do they talk about in terms of game changing?
01:01:20 --> 01:01:22: We're just kind of really what is happening in terms
01:01:22 --> 01:01:23: of discussion.
01:01:25 --> 01:01:29: I would say right now is what I see and
01:01:29 --> 01:01:31: what I hear is.
01:01:31 --> 01:01:33: Really getting more involved with our diverse,
01:01:33 --> 01:01:37: so she's in our organization asking them what they want,
01:01:37 --> 01:01:38: what they see we're doing,
01:01:38 --> 01:01:40: well, what, see what improvements we can do.
01:01:40 --> 01:01:42: 'cause I think a lot of times I think someone
01:01:42 --> 01:01:42: may be.
01:01:42 --> 01:01:43: John may have said it.
01:01:43 --> 01:01:46: You know, a lot of times you know organizations or
01:01:46 --> 01:01:46: companies,
01:01:46 --> 01:01:49: or put all these great programs in place and doing
01:01:49 --> 01:01:49: these great things.
01:01:49 --> 01:01:52: But are they? Is it really hitting the nail on
01:01:52 --> 01:01:53: the head?

01:01:53 --> 01:01:55: I mean, our associates are diverse associates.
01:01:55 --> 01:01:56: Are they happy with that?
01:01:56 --> 01:01:58: Is it really really an added value?
01:01:58 --> 01:02:00: And so we to be honest,
01:02:00 --> 01:02:01: we have never really asked.
01:02:01 --> 01:02:04: I mean, we've done all these great things and we
01:02:04 --> 01:02:06: have engagement surveys and things like that.
01:02:06 --> 01:02:09: And we usually Skype score very high on our engagement
01:02:09 --> 01:02:11: surveys and diversity inclusion,
01:02:11 --> 01:02:13: but to actually have a group together and say OK,
01:02:13 --> 01:02:15: what what's working? What's not working?
01:02:15 --> 01:02:16: What should we be doing differently?
01:02:16 --> 01:02:19: So that's something that I hear a lot of companies
01:02:19 --> 01:02:20: doing today?
01:02:21 --> 01:02:22: Thank you for that. OK,
01:02:22 --> 01:02:24: maybe we have another question,
01:02:24 --> 01:02:29: sure, so can rocks, rocks and if she pops on,
01:02:29 --> 01:02:33: expand upon who is analyzing the data for economic cost
01:02:33 --> 01:02:34: benefit.
01:02:34 --> 01:02:37: Analysis of incentives. Is it City Hall,
01:02:37 --> 01:02:40: EDC, etc. And then per John's comments,
01:02:40 --> 01:02:44: are there opportunities to validate the data through
community discussion?
01:02:44 --> 01:02:45: And how can
01:02:45 --> 01:02:47: one get involved in this process?
01:02:47 --> 01:02:51: Sure, so the data is collected in various ways and
01:02:51 --> 01:02:56: in some cases when you talk about cost benefit analysis
01:02:56 --> 01:02:56: on.
01:02:56 --> 01:03:00: In some cases the the city will hire,
01:03:00 --> 01:03:04: or really it's the developer pays for it,
01:03:04 --> 01:03:06: but it's engaged by the city or through what is
01:03:06 --> 01:03:09: called our Economic Development Corporation of Kansas
City,
01:03:09 --> 01:03:13: Mo. 8 third party analyst that will review
01:03:13 --> 01:03:14: the metrics of the project
01:03:15 --> 01:03:18: and look at various different.
01:03:18 --> 01:03:24: You know? And usually they're they're tracking the not really
01:03:24 --> 01:03:30: the eight racial equity and diversity of a particular project.
01:03:30 --> 01:03:32: And how that may have an impact on the community
01:03:32 --> 01:03:33: in that regard,
01:03:33 --> 01:03:38: but really, they're looking at the metrics related to the
01:03:38 --> 01:03:42: costs of delivering services to a particular project,

01:03:42 --> 01:03:49: and also the benefits. To the various different taxing jurisdictions,

01:03:49 --> 01:03:53: so the cost benefit analysis is fairly limited in the

01:03:53 --> 01:03:55: data that it does collect.

01:03:55 --> 01:03:57: And again, like I said,

01:03:57 --> 01:04:01: it's typically a third party that's doing that when you

01:04:01 --> 01:04:05: ask if there's an opportunity for others to get involved

01:04:05 --> 01:04:06: in that process.

01:04:06 --> 01:04:09: Um Ann and comment on it on that.

01:04:09 --> 01:04:14: Obviously there's always the public engagement portion when we're utilizing

01:04:14 --> 01:04:17: any any of these economic development incentive tools.

01:04:17 --> 01:04:20: But to truly get more substantive,

01:04:20 --> 01:04:22: hands-on with that, I would say,

01:04:22 --> 01:04:27: you know, reach out to the Economic Development Corporation of

01:04:27 --> 01:04:28: Kansas City.

01:04:28 --> 01:04:33: Be my recommendation if there's anybody that's interested in helping

01:04:33 --> 01:04:34: to gather data.

01:04:34 --> 01:04:36: That again, that would be my suggestion.

01:04:38 --> 01:04:40: And John Rocks and talked about it,

01:04:40 --> 01:04:43: but it seemed like based on the question that was

01:04:43 --> 01:04:44: asked.

01:04:44 --> 01:04:46: How do people, particularly people of color?

01:04:46 --> 01:04:48: How did it get involved in?

01:04:48 --> 01:04:53: This decision making process save us a community Improvement District

01:04:53 --> 01:04:56: that runs through a certain neighborhood how?

01:04:56 --> 01:05:01: What will be your thoughts or suggestions about how?

01:05:01 --> 01:05:05: His governing bodies can get people of color included an

01:05:05 --> 01:05:07: people who want to get involved.

01:05:07 --> 01:05:09: How should they go about doing that?

01:05:09 --> 01:05:09: I

01:05:09 --> 01:05:11: think a lot of it kind of speaks to this.

01:05:11 --> 01:05:13: This really strong amount just kind of personally those that

01:05:13 --> 01:05:15: a lot of people have in this country where there's

01:05:15 --> 01:05:18: this kind of desire to get involved with something,

01:05:18 --> 01:05:20: but you never really sure where to start.

01:05:20 --> 01:05:22: And a lot of that just kind of stems from

01:05:22 --> 01:05:25: overcoming a lot of mental barriers as far as how

01:05:25 --> 01:05:26: you think the world is operating,

01:05:26 --> 01:05:28: and for a lot of people,

01:05:28 --> 01:05:31: especially residents and neighbors, they have this idea that you

01:05:31 --> 01:05:33: know there's all these developers and there's all these people

01:05:34 --> 01:05:34: that are,

01:05:34 --> 01:05:36: you know, walking around with their fancy degrees,

01:05:36 --> 01:05:38: using lots of language in terms that I'm not going

01:05:38 --> 01:05:39: to be familiar with,

01:05:39 --> 01:05:41: and I'm not sure if I'm going to be.

01:05:41 --> 01:05:44: You know comfortable stepping into this kind of environment,

01:05:44 --> 01:05:47: but the reality of the situation is when organizations are

01:05:47 --> 01:05:50: looking for people to help serve on resident advisory committees

01:05:50 --> 01:05:52: or boards of directors and things like that.

01:05:52 --> 01:05:55: But going to people they know they're going to people

01:05:55 --> 01:05:56: who they can vouch for and say,

01:05:56 --> 01:05:58: hey, I know this person.

01:05:58 --> 01:05:59: I think they would be a really,

01:05:59 --> 01:06:01: really, really good choice for this,

01:06:01 --> 01:06:03: and I think we should reach out to them and

01:06:03 --> 01:06:04: see if they're interested.

01:06:04 --> 01:06:06: So I think the biggest thing is just trying to

01:06:06 --> 01:06:08: do what you can to get involved in efforts,

01:06:08 --> 01:06:10: locali and whatever that looks like.

01:06:10 --> 01:06:13: If you have a neighborhood organization or

01:06:13 --> 01:06:17: Community Development Corporation or somebody that's working locali and just

01:06:17 --> 01:06:19: reach out and talk to the people that are part

01:06:19 --> 01:06:22: of this and don't be afraid to send an email

01:06:22 --> 01:06:23: to executive director and say hey,

01:06:23 --> 01:06:25: I'm a really big fan of the work that you're

01:06:25 --> 01:06:26: doing.

01:06:26 --> 01:06:28: I want to see if there's anything that I could

01:06:28 --> 01:06:30: help lend it to these efforts and sit down and

01:06:30 --> 01:06:32: have a Cup of coffee with people 'cause odds are

01:06:32 --> 01:06:34: they're going to be really happy to make that kind

01:06:34 --> 01:06:34: of connection.

01:06:34 --> 01:06:37: Of course, socially distance or whenever probate is over or

01:06:37 --> 01:06:38: whatever happens,

01:06:38 --> 01:06:40: or you know the zoom virtual Cup of coffee kind

01:06:40 --> 01:06:41: of thing that's going on right now.

01:06:41 --> 01:06:44: Whatever that looks like. Don't be afraid to step out

01:06:44 --> 01:06:46: of your shell a little bit,

01:06:46 --> 01:06:48: and one of the hardest things about this is that
01:06:48 --> 01:06:50: we like to do things that are comfortable to us.
01:06:50 --> 01:06:53: We like doing things that are familiar and feel good.
01:06:53 --> 01:06:54: And, you know, spark joy,
01:06:54 --> 01:06:56: right? So what do we do when we're in these
01:06:56 --> 01:07:00: situations where you feel like you're stepping outside of that
01:07:00 --> 01:07:00: a little bit?
01:07:00 --> 01:07:03: And the answer, at least by experience,
01:07:03 --> 01:07:06: has been to get comfortable feeling uncomfortable and know that

01:07:06 --> 01:07:08: the only way that you really gonna grow and change
01:07:08 --> 01:07:11: and be able to have additional experiences that you can
01:07:11 --> 01:07:13: blend it so the work of others.
01:07:13 --> 01:07:14: Just to say, you know it's going to be a
01:07:14 --> 01:07:16: little uncomfortable at first.
01:07:16 --> 01:07:18: I recognize that this is a brand new sandbox with
01:07:18 --> 01:07:19: new kids,
01:07:19 --> 01:07:21: and I'm not necessarily sure what the games are or
01:07:21 --> 01:07:23: what the rules are or anything like that.
01:07:23 --> 01:07:27: And then will go away once you start getting involved.
01:07:27 --> 01:07:28: So pick up the phone,
01:07:28 --> 01:07:30: send an email so getting to know the people that
01:07:30 --> 01:07:33: are doing the work that you want to get involved
01:07:33 --> 01:07:34: in and take it from there.
01:07:34 --> 01:07:35: That's how people end up on those names.
01:07:35 --> 01:07:38: When somebody who's an elected official says hey,
01:07:38 --> 01:07:40: I need people that can be on this committee for
01:07:40 --> 01:07:40: this thing.
01:07:40 --> 01:07:42: Who do you recommend if they don't know you were
01:07:42 --> 01:07:44: never going to recommend you?
01:07:44 --> 01:07:44: You're not going to say,
01:07:44 --> 01:07:46: hey, I seen this guy that looks a few houses
01:07:46 --> 01:07:47: down.
01:07:47 --> 01:07:48: He seems alright. Why don't you call him?
01:07:48 --> 01:07:50: That's not gonna fly you gotta get out there a
01:07:50 --> 01:07:52: little bit kick yourself in the butt to maybe be
01:07:52 --> 01:07:55: a little bit more extroverted than you're comfortable with until
01:07:55 --> 01:07:56: you get home.
01:07:57 --> 01:07:59: Are very good. We got about 15 minutes before we
01:07:59 --> 01:08:01: begin our closing remarks.
01:08:01 --> 01:08:03: So I think Amy we got more questions.
01:08:03 --> 01:08:04: We want to create

01:08:04 --> 01:08:05: so there's there's a couple
01:08:05 --> 01:08:09: that talk a little bit about the pandemic and census
01:08:09 --> 01:08:10: together,
01:08:10 --> 01:08:12: so I might combine those in.
01:08:12 --> 01:08:14: Whoever wants to respond can do that.
01:08:14 --> 01:08:19: So how does the impact of COVID-19 impact this process?
01:08:19 --> 01:08:23: Is there anything being done to collect current census and
01:08:23 --> 01:08:28: then historically obviously low income renters have been
difficult to
01:08:28 --> 01:08:29: collect data on?
01:08:29 --> 01:08:30: But they're the most vulnerable groups.
01:08:30 --> 01:08:32: What can we do to better track these folks that
01:08:32 --> 01:08:34: are falling through the cracks?
01:08:38 --> 01:08:42: Right, so you mentioned before doing some work on tenant
01:08:42 --> 01:08:42: evictions?
01:08:42 --> 01:08:45: How about we take the latter part of that question
01:08:45 --> 01:08:47: about tenants in terms of being to track them.
01:08:47 --> 01:08:50: We would have thoughts on that.
01:08:50 --> 01:08:50: I
01:08:50 --> 01:08:54: have the treasure. Made a payment?
01:08:54 --> 01:08:59: Please do that. One is probably how people actually have
01:08:59 --> 01:09:04: so little in relationships with the community and the
community.
01:09:04 --> 01:09:05: Question guys,
01:09:05 --> 01:09:07: we're going to do is if you can just put
01:09:07 --> 01:09:07: it on,
01:09:07 --> 01:09:11: put your video, stop the video,
01:09:11 --> 01:09:14: and then answer. I think they'll give you some more,
01:09:14 --> 01:09:16: some more bandwidth, their design.
01:09:16 --> 01:09:18: Oh yeah, let's go sounds good.
01:09:19 --> 01:09:22: Well, left off is 1 idea is to use build
01:09:22 --> 01:09:26: relationships with community members who have good.
01:09:26 --> 01:09:31: Social capital with the community at Ashea Place shares with
01:09:31 --> 01:09:35: the people that is of concern for consensus and design
01:09:35 --> 01:09:37: group groups and demographics.
01:09:37 --> 01:09:42: Um, actually 'cause, frankly speaking a lot of 'em.
01:09:42 --> 01:09:46: These demographics don't necessarily trust these
institutions.
01:09:46 --> 01:09:50: Together, this information, regardless of reason for the
census or
01:09:50 --> 01:09:53: for any other projects as these communities are used to
01:09:53 --> 01:09:56: these type of things happening and never gain benefit from
01:09:56 --> 01:09:58: it or actually getting some detriment from it.

01:09:58 --> 01:10:01: And so that's when I did have.

01:10:01 --> 01:10:05: It's a build actual genuine relationship with communities to have

01:10:05 --> 01:10:07: and frankly there's no quick,

01:10:07 --> 01:10:11: easy solution if that's what you're looking for.

01:10:11 --> 01:10:14: Miss too many particular damages that's been going on for

01:10:14 --> 01:10:15: years for decades,

01:10:15 --> 01:10:20: and these communities, and so it will probably take along.

01:10:20 --> 01:10:25: Human relationship type of. Fixing to center

01:10:25 --> 01:10:28: point. That's a good point because again,

01:10:28 --> 01:10:31: having relationships with people who live in the neighborhood to

01:10:31 --> 01:10:32: have their credibility.

01:10:32 --> 01:10:35: There's a term that came out of Drexel University called

01:10:35 --> 01:10:37: the street corner thesis.

01:10:37 --> 01:10:40: Which means that you have to really engage those individuals

01:10:40 --> 01:10:42: who really know the people who live there and who

01:10:42 --> 01:10:44: are part of that community.

01:10:44 --> 01:10:47: So building those bridges early on that when you need

01:10:47 --> 01:10:50: the data but having an ongoing relationship is very important.

01:10:50 --> 01:10:53: Regarding the first part of the question about the pandemic

01:10:53 --> 01:10:55: and the challenges around senses.

01:10:57 --> 01:11:00: John, I think you probably closely familiar with the census

01:11:00 --> 01:11:00: data.

01:11:00 --> 01:11:02: What do you do? Just briefly,

01:11:02 --> 01:11:04: what are your thoughts? And we have a couple other

01:11:04 --> 01:11:06: questions before we have the wrap up here.

01:11:06 --> 01:11:07: Well,

01:11:07 --> 01:11:08: I think everything that was also kind of this.

01:11:08 --> 01:11:09: It's the nail on the head.

01:11:09 --> 01:11:12: We have a lot of communities that are very challenging

01:11:12 --> 01:11:13: to get accurate counts for.

01:11:13 --> 01:11:15: And as we all know that these are the numbers

01:11:15 --> 01:11:17: that determine how legislative districts are drawn.

01:11:17 --> 01:11:20: They determined where money goes that comes from the federal

01:11:20 --> 01:11:21: and state governments.

01:11:21 --> 01:11:24: It determines so much and that there's a tremendous amount

01:11:24 --> 01:11:25: of distrust.

01:11:25 --> 01:11:28: And in these communities in in these data and everything

01:11:28 --> 01:11:29: else,

01:11:29 --> 01:11:30: that kind of comes as part of it.

01:11:30 --> 01:11:33: That's why things like turn out in local elections are
01:11:33 --> 01:11:36: equity indicators because people are disenfranchised.
01:11:36 --> 01:11:39: Unity and said it doesn't matter who I vote for.
01:11:39 --> 01:11:40: My life doesn't change at all,
01:11:40 --> 01:11:43: despite all the promises these people come out and make.
01:11:43 --> 01:11:44: If your life gets better,
01:11:44 --> 01:11:47: good for you, but it doesn't really do anything for
01:11:47 --> 01:11:50: me and I think that speaks a lot to really
01:11:50 --> 01:11:54: substantial lack of trust in public institutions and elected
officials.
01:11:54 --> 01:11:57: And in anybody who doesn't really dislike Livonia,
01:11:57 --> 01:11:59: Block who you know, who can see all the time
01:11:59 --> 01:12:00: and have that kind of accountability.
01:12:00 --> 01:12:02: 'cause if they're doing something you don't like,
01:12:02 --> 01:12:03: you could call them out.
01:12:03 --> 01:12:05: It's not always easy to go ahead and do that
01:12:05 --> 01:12:06: somewhere else,
01:12:06 --> 01:12:07: so when we look at the census data,
01:12:07 --> 01:12:09: this is. Part of why we have to kind of
01:12:09 --> 01:12:11: take it with a grain of salt and realize that
01:12:11 --> 01:12:12: in some cases,
01:12:12 --> 01:12:15: especially when we're looking at the American Community
Survey data,
01:12:15 --> 01:12:17: specially the one year estimates,
01:12:17 --> 01:12:19: we can see margins of error that are just like
01:12:19 --> 01:12:20: violently insane,
01:12:20 --> 01:12:22: to the point where you can look at this and
01:12:22 --> 01:12:24: say I don't even know if I can use this
01:12:24 --> 01:12:24: or not,
01:12:24 --> 01:12:26: and that's why it's important to frame data in a
01:12:26 --> 01:12:27: way that you're saying.
01:12:27 --> 01:12:29: I am asking a question based on the findings that
01:12:29 --> 01:12:30: I have,
01:12:30 --> 01:12:33: hopefully through dialogue and conversation in this kind of
street
01:12:33 --> 01:12:35: corner thesis mentality,
01:12:35 --> 01:12:37: you can put that data into perspective a little bit
01:12:37 --> 01:12:37: more.
01:12:37 --> 01:12:38: You can refine it a little bit.
01:12:38 --> 01:12:41: Better. You can't necessarily take all of it at face
01:12:41 --> 01:12:42: value.
01:12:42 --> 01:12:43: You have to look at it and say this is
01:12:43 --> 01:12:46: a starting point for us to kind of help understand

01:12:46 --> 01:12:46: what's going on.

01:12:46 --> 01:12:48: Now we have to go to the Community,

01:12:48 --> 01:12:51: build trust, build relationships, and be able to put this

01:12:51 --> 01:12:53: stuff in perspective and see what the census count light

01:12:53 --> 01:12:56: and what they didn't care right when it comes to

01:12:56 --> 01:12:59: addiction specifically. That is, it's so hard,

01:12:59 --> 01:13:01: and depending on what city you work in,

01:13:01 --> 01:13:04: there may be resources available to help you put these

01:13:04 --> 01:13:05: sorts of things in the context.

01:13:05 --> 01:13:08: There's two types of division evictions this formal evictions

01:13:08 --> 01:13:09: that

01:13:08 --> 01:13:09: go through the.

01:13:09 --> 01:13:11: Court system in a judge rules.

01:13:11 --> 01:13:13: And since you got to get out of the house

01:13:13 --> 01:13:16: and then there's informal evictions which are nearly

01:13:16 --> 01:13:18: impossible track,

01:13:16 --> 01:13:18: and no one's figured out a way to do it

01:13:18 --> 01:13:18: yet,

01:13:18 --> 01:13:20: and those are things where the landlord says you know

01:13:20 --> 01:13:21: what,

01:13:21 --> 01:13:23: you just gotta go, and that's the end of it.

01:13:23 --> 01:13:25: Or they say I'm going to be doing a bunch

01:13:25 --> 01:13:26: of renovations,

01:13:26 --> 01:13:28: so I can't remove your least you gotta go.

01:13:28 --> 01:13:31: I'm increasing the rent by a substantial amount.

01:13:31 --> 01:13:32: That's a lot more than you thought it was going

01:13:32 --> 01:13:32: to be,

01:13:32 --> 01:13:35: so you gotta go things like that,

01:13:35 --> 01:13:36: so it's. It's a really,

01:13:36 --> 01:13:37: really challenging thing to track.

01:13:37 --> 01:13:40: I would encourage everyone to look at the Eviction Lab

01:13:40 --> 01:13:42: website one by Doctor Matthew Desmond Eviction Lambda.

01:13:42 --> 01:13:46: Bored talk to people in your local community who do

01:13:46 --> 01:13:47: eviction work there?

01:13:47 --> 01:13:50: Maybe I'm a legal organizations that are nonprofit.

01:13:50 --> 01:13:52: Do specialize in this sort of thing.

01:13:52 --> 01:13:54: There may be local housing,

01:13:54 --> 01:13:57: housing, security and housing advocacy groups that can help

01:13:57 --> 01:14:00: you.

01:13:57 --> 01:14:00: Homeless prevention groups that could help with some of

01:14:00 --> 01:14:01: this

01:14:00 --> 01:14:01: in the context is not all of it is going

01:14:01 --> 01:14:03: to be readily available.

01:14:03 --> 01:14:05: These are not necessarily data set to go to a
01:14:05 --> 01:14:07: website and click and download and understand it.
01:14:07 --> 01:14:09: And even if there's a data portal and lots of
01:14:10 --> 01:14:10: visualizations,
01:14:10 --> 01:14:12: it may be telling his religion complete version of the.
01:14:12 --> 01:14:13: Full story.
01:14:14 --> 01:14:18: Hey John will provide those resources to John reference as
01:14:18 --> 01:14:21: well on the you allow website will talk about that
01:14:21 --> 01:14:24: when we wrap up we have about 10 minutes so
01:14:24 --> 01:14:26: we want to get through.
01:14:26 --> 01:14:29: Few remaining questions or Amy sure
01:14:29 --> 01:14:32: would love to hear the panelists thoughts on how to
01:14:32 --> 01:14:36: navigate the data analysis both with an equity lens,
01:14:36 --> 01:14:39: when the ones that are maybe asking for the data
01:14:39 --> 01:14:42: are not maybe interested in or how do you combat
01:14:42 --> 01:14:45: the bias that in may be inherent in the data
01:14:45 --> 01:14:47: collection process and analysis?
01:14:49 --> 01:14:53: OK. Jenny, I can maybe segue to you.
01:14:53 --> 01:14:56: And again, we don't want to just your thoughts in
01:14:56 --> 01:14:57: terms of again,
01:14:57 --> 01:14:59: what gets measured gets improved.
01:14:59 --> 01:15:02: What are your thoughts on that in terms of?
01:15:02 --> 01:15:04: And again, we know that a spectrum.
01:15:04 --> 01:15:07: Along racial lines, everybody is at a different level in
01:15:07 --> 01:15:09: terms of the spectrum,
01:15:09 --> 01:15:11: but in terms of any bias and those kind of
01:15:11 --> 01:15:12: things,
01:15:12 --> 01:15:15: what are your thoughts in terms of measurements and
making
01:15:15 --> 01:15:17: interventions were needed to?
01:15:17 --> 01:15:20: Stay on task goals at at at Duke Realty.
01:15:22 --> 01:15:23: Well,
01:15:23 --> 01:15:24: if you're talking about and,
01:15:24 --> 01:15:27: I can pay equity. You know,
01:15:27 --> 01:15:30: that's one reason why we put the four steps in
01:15:30 --> 01:15:34: place where we're analyzing at four different times to make
01:15:34 --> 01:15:35: sure that we don't.
01:15:35 --> 01:15:36: We we have a problem,
01:15:36 --> 01:15:39: or we we see something that's off that we can
01:15:39 --> 01:15:43: make that correction and we just we started that in
01:15:43 --> 01:15:43: 2015,
01:15:43 --> 01:15:46: but we really didn't get good at it until probably

01:15:47 --> 01:15:47: last year.

01:15:47 --> 01:15:49: We put those four stops in place,

01:15:49 --> 01:15:52: and so it was nice to see this year that

01:15:52 --> 01:15:54: some of the people that were.

01:15:54 --> 01:15:57: Falling below diverse people or women that they were no

01:15:57 --> 01:16:00: longer on that list and so and there's lots of

01:16:00 --> 01:16:04: reasons why someone might fall below a midpoint salary band

01:16:04 --> 01:16:07: or whatever, but it's just nice that we have those

01:16:07 --> 01:16:09: four points in place because it allows us.

01:16:09 --> 01:16:12: I mean, to remove the bias and say you know

01:16:12 --> 01:16:15: what this This is why we put this program in

01:16:15 --> 01:16:17: place to these people should be at,

01:16:17 --> 01:16:18: you know at this level,

01:16:18 --> 01:16:20: and if they're not, we move them.

01:16:20 --> 01:16:23: And so we've been fortunate enough to do that.

01:16:23 --> 01:16:24: Does that help answer it?

01:16:25 --> 01:16:28: You do it, yes. OK,

01:16:28 --> 01:16:31: any other questions? Or if anybody else want to champion

01:16:31 --> 01:16:32: there,

01:16:33 --> 01:16:34: I'll close with this last one,

01:16:34 --> 01:16:37: so sharing data is crucial.

01:16:37 --> 01:16:40: But graphs and charts can lose people quickly.

01:16:40 --> 01:16:43: Has anyone explored the visualization of data,

01:16:43 --> 01:16:44: either in the context of Maps,

01:16:44 --> 01:16:46: GIS tools or anything else?

01:16:52 --> 01:16:53: You want to hear? Yeah,

01:16:54 --> 01:16:56: I'll go ahead and take that and this is something

01:16:56 --> 01:16:58: where there's a couple different challenges to one is that

01:16:58 --> 01:17:01: you know a lot of us are visual learners and

01:17:01 --> 01:17:03: they like to see what exactly it is that's going

01:17:03 --> 01:17:06: on in a way that makes sense beyond just kind

01:17:06 --> 01:17:07: of written narrative.

01:17:07 --> 01:17:10: But I feel like at the same time charts and

01:17:10 --> 01:17:13: graphs really only means so much as the perspective of

01:17:13 --> 01:17:14: the data that's going into it.

01:17:14 --> 01:17:16: So it's important to have a little bit of narrative

01:17:17 --> 01:17:18: that talks about this and say,

01:17:18 --> 01:17:21: OK, I'm not just going to give you a chart

01:17:21 --> 01:17:22: or a math or.

01:17:22 --> 01:17:24: A piece of information I'm going to give you a

01:17:24 --> 01:17:27: little bit about what books it puts it in context

01:17:27 --> 01:17:28: and why this matters and what's different.
01:17:28 --> 01:17:31: Or maybe how it compares to other places.
01:17:31 --> 01:17:33: So that way people have a good idea as far
01:17:33 --> 01:17:35: as what it is and that means speaking to lots
01:17:35 --> 01:17:37: of different kinds of data visualizations,
01:17:37 --> 01:17:40: so it could be Maps or storyboards or something that's
01:17:40 --> 01:17:42: interactive on a website or something.
01:17:42 --> 01:17:44: That's a piece of paper that's handed out.
01:17:44 --> 01:17:46: It has to speak a lot to making sure that
01:17:46 --> 01:17:48: whatever it is that you're doing,
01:17:48 --> 01:17:50: you're trying to. You don't want to dumb things down,
01:17:50 --> 01:17:52: but you want to use layman's terms that are easy
01:17:52 --> 01:17:54: for people to understand.
01:17:54 --> 01:17:56: And that's a big part of making sure that you
01:17:56 --> 01:17:59: understand what you're talking about is being able to explain
01:17:59 --> 01:18:01: it in a way that's really universally translatable,
01:18:01 --> 01:18:03: and you don't want to spend a whole lot of
01:18:03 --> 01:18:05: time explaining with velocities of terms and things like that
01:18:05 --> 01:18:07: is going to lose even more people,
01:18:07 --> 01:18:09: so whatever kind of visual aid you have,
01:18:09 --> 01:18:12: make sure that there's something to accompany it to put
01:18:12 --> 01:18:13: it into perspective,
01:18:13 --> 01:18:14: and make sure that it makes sense,
01:18:14 --> 01:18:16: and then if you could just hand this to your
01:18:16 --> 01:18:17: neighbor and say,
01:18:17 --> 01:18:19: hey, you don't know anything about this.
01:18:19 --> 01:18:19: But if I give you this,
01:18:19 --> 01:18:22: does this kind of makes sense to you and kind
01:18:22 --> 01:18:24: of start with that mentality.
01:18:24 --> 01:18:25: The other part of it is that when you're using
01:18:25 --> 01:18:26: visual aids,
01:18:26 --> 01:18:29: make sure that there's a level of cultural competency that
01:18:29 --> 01:18:30: goes into it.
01:18:30 --> 01:18:32: So, for instance, if you are talking a very simple
01:18:32 --> 01:18:36: demographic map and you're saying which percentage of a
01:18:36 --> 01:18:38: tract is African American,
01:18:38 --> 01:18:40: you don't want that number to be represented by the
01:18:41 --> 01:18:41: color red.
01:18:41 --> 01:18:44: You know that's the color that we associate with danger.
01:18:44 --> 01:18:45: I don't like this. Stay away.
01:18:45 --> 01:18:48: Don't go here, choose something else.

01:18:48 --> 01:18:50: And I know that's kind of an explicit example.
01:18:50 --> 01:18:51: It might be a little bit obvious,
01:18:51 --> 01:18:54: but it would be surprising the amount of data visualizations
01:18:54 --> 01:18:56: I've seen out there that just make you go get
01:18:56 --> 01:18:59: excited to get away with this without getting fired like
01:18:59 --> 01:19:02: it happens. So cultural competence is important,
01:19:02 --> 01:19:04: making sure that we were able to translate your message
01:19:04 --> 01:19:06: in an easy to understand why it makes sense.
01:19:06 --> 01:19:09: And understanding your audience to understand exactly what
it is
01:19:09 --> 01:19:11: that they'd be comfortable looking at and what they'd be
01:19:12 --> 01:19:12: comfortable consuming.
01:19:14 --> 01:19:17: Repoint Rozzell, did you want to comment on that as
01:19:17 --> 01:19:17: well?
01:19:20 --> 01:19:25: Yes, minus the answer. That question sounds visualization.
01:19:25 --> 01:19:29: Being able to communicate to the demographic group people
or
01:19:29 --> 01:19:34: culture understanding you're dealing with is different than just
dumping
01:19:34 --> 01:19:35: dumbing it down.
01:19:35 --> 01:19:37: Being good communication is not dumbing down.
01:19:37 --> 01:19:40: We don't need anyone insult people's intelligence,
01:19:40 --> 01:19:44: it's just that whatever they don't know they don't know
01:19:44 --> 01:19:47: is your responsibility to be able.
01:19:47 --> 01:19:50: Excuse me, is your responsibility to be able to figure
01:19:50 --> 01:19:53: out the best way to communicate information to the
community
01:19:53 --> 01:19:54: at hand.
01:19:54 --> 01:19:57: To answer your question, thank you.
01:19:57 --> 01:19:58: And break up in there.
01:20:01 --> 01:20:03: Damn break up there, are
01:20:03 --> 01:20:05: you good you OK you OK?
01:20:05 --> 01:20:07: I think Amy sent one last question in and I
01:20:08 --> 01:20:10: think it may be part for me to answer,
01:20:10 --> 01:20:12: but the question is how do we get our leaders
01:20:12 --> 01:20:13: to care?
01:20:13 --> 01:20:17: About equity data and why is it important?
01:20:17 --> 01:20:20: And again I like to say that what can be
01:20:21 --> 01:20:21: measured.
01:20:21 --> 01:20:24: Can be changed or you can make improvements upon it,
01:20:24 --> 01:20:26: but if you don't have the data,
01:20:26 --> 01:20:27: it's hard to make any kind of changes,
01:20:27 --> 01:20:29: and I think we see a lot of that was

01:20:29 --> 01:20:32: some of the glittering generalities is what I will call
01:20:32 --> 01:20:32: it.
01:20:32 --> 01:20:35: And that's the term that they use in marketing about
01:20:35 --> 01:20:36: Black Lives Matter.
01:20:36 --> 01:20:39: For example, we saw a lot of public statements being
01:20:39 --> 01:20:42: issued by companies and institutions around the country.
01:20:42 --> 01:20:44: About what they were going to do and how they
01:20:44 --> 01:20:46: were going to do things,
01:20:46 --> 01:20:48: but the problem is who's evaluating that?
01:20:48 --> 01:20:54: Ensure that they're being held accountable and that just
benefiting
01:20:54 --> 01:20:56: from publicity of tragedy.
01:20:56 --> 01:21:00: So again, I think using important for.
01:21:00 --> 01:21:02: There will be what we call anti racist.
01:21:02 --> 01:21:06: Those are people who are champions champions of really
trying
01:21:06 --> 01:21:09: to address racial disparities.
01:21:09 --> 01:21:12: Is that important or is not just enough to be
01:21:12 --> 01:21:13: non racist?
01:21:13 --> 01:21:15: Anybody can say that they're not racist?
01:21:15 --> 01:21:17: The question is, what are you doing actively to make
01:21:17 --> 01:21:19: a difference and to make a change.
01:21:19 --> 01:21:24: And again, for any organization to measure success.
01:21:24 --> 01:21:26: You have to have those racial disparities in those outcomes
01:21:26 --> 01:21:27: and figure out what the goals are,
01:21:27 --> 01:21:30: and I think a lot of it has to do
01:21:30 --> 01:21:30: with.
01:21:30 --> 01:21:34: Organizations, in terms of your organizational strategic plan
and how
01:21:34 --> 01:21:36: you carry about doing your work.
01:21:36 --> 01:21:39: What are your values as an organization is very good
01:21:39 --> 01:21:42: to have in your office setting your mission statement.
01:21:42 --> 01:21:43: You vision that your values,
01:21:43 --> 01:21:46: but the question that I would have is how do
01:21:46 --> 01:21:48: you execute and what is the story?
01:21:48 --> 01:21:50: What is your success in doing this?
01:21:50 --> 01:21:52: So again, I think these things are important for all
01:21:53 --> 01:21:54: of us to think about as we go forward.
01:21:54 --> 01:21:57: Again, this is about analysis and what I would like
01:21:57 --> 01:21:59: to do now is turn it back over to Amy
01:21:59 --> 01:22:02: or talk about our third leg on this journey around
01:22:02 --> 01:22:06: Raceland. Use in leadership. Awesome,
01:22:06 --> 01:22:09: thank you again to our panelists in our moderate are

01:22:09 --> 01:22:11: I know I gained a broader understanding of what and
01:22:12 --> 01:22:14: how data is used to shape the narrative and the
01:22:14 --> 01:22:16: future of the equity conversation,
01:22:16 --> 01:22:19: and I hope you all have some beneficial takeaways.
01:22:19 --> 01:22:22: Some links to follow an Contacts we will be sending
01:22:22 --> 01:22:25: a follow up email with a link to a brief
01:22:25 --> 01:22:25: survey.
01:22:25 --> 01:22:28: I do hope you take the time to provide us
01:22:28 --> 01:22:31: your feedback so we can continually learn and improve on
01:22:31 --> 01:22:32: these types of engagements.
01:22:32 --> 01:22:35: Also as a reminder recording of this session will be
01:22:35 --> 01:22:36: posted on the.
01:22:36 --> 01:22:40: Wli Summit website, along with the slides from our panelists
01:22:40 --> 01:22:41: today,
01:22:41 --> 01:22:44: I do invite you to join us for our last
01:22:44 --> 01:22:46: conversation in this series,
01:22:46 --> 01:22:49: focusing around action, we will discuss how what we we
01:22:49 --> 01:22:49: will take,
01:22:49 --> 01:22:52: what we learned thus far and actually turn it into
01:22:53 --> 01:22:54: actionable items.
01:22:54 --> 01:22:56: We also share examples of those making meaningful,
01:22:56 --> 01:22:58: meaningful change in our communities,
01:22:58 --> 01:23:01: so keep an eye out for email blasts and visit
01:23:01 --> 01:23:01: our website.
01:23:01 --> 01:23:04: In the coming weeks to register and again this will
01:23:04 --> 01:23:06: be on October 21st.
01:23:06 --> 01:23:09: Same time 3:30 PM. Central time again,
01:23:09 --> 01:23:11: it has been my sincere pleasure and honor to host
01:23:11 --> 01:23:15: this important conversation and share these resources to
01:23:15 --> 01:23:16: help strengthen
01:23:15 --> 01:23:16: our resolve on this journey.
01:23:16 --> 01:23:19: Together with that, I wish you good afternoon and goodnight.

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