



## **Charlotte Equitable Development Commission**

Charged with advising in the assessment of infrastructure throughout the city and recommending strategies that balance equitable investments in areas most in need, including areas with absent and insufficient facilities, areas growing fastest, and areas targeted for growth.

**Thursday, May 12, 2022**

**3:00 – 4:30 p.m.**

**Charlotte Mecklenburg Government Center**

**CH-14**

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### **AGENDA**

- I. Agenda Overview and Opening Remarks from Chair**
  
- II. Equity in Governance Framework**
  - Federico Rios, Office of Equity, Mobility & Immigrant Integration will provide an overview of the Equity in Governance Framework being proposed by the Environment, Engagement, and Equity City Council Committee
  
- III. Priority Setting by CEDC**
  - Review, validate and refine input from the April 19<sup>th</sup> meeting

**Staff Resource:** Liz Babson, Director of Charlotte Department of Transportation



## Charlotte Equitable Development Commission Update

April 19, 2022

**Commission Members:** Caleb Theodros (Chair), Jordan Brooks-Adams, Angela Carlson, Williams Hughes, Mattie Marshall, Carolyn Millen, Marjorie Molina and Richard Saltrick were present. Ismaail Qaiyim was absent.

**Commission Purpose Statement:** The Commission is charged with advising in the assessment of infrastructure throughout the City and recommending strategies that balance equitable investments in areas most in need, including areas with absent and insufficient facilities, areas growing fastest, and areas targeted for growth.

City Support Staff: Liz Babson (CDOT Director), Hannah Bromberger (CDOT), Marie Harris (Strategy and Budget), and Cherie Smith (Strategy and Budget)

**Committee Chair Update:** The committee met on April 19, and discussed the following:

### Agenda Overview

Chair Caleb Theodros provided an overview of the agenda. Discussion of time for next meeting concluded that the next meeting would be in-person on May 12, 2022 in-person Commission meeting.

### Charlotte Future 2040 Comprehensive Plan Overview

Alysia Osborne provided the Commission with a presentation and discussion of progress and next steps for the Charlotte Future 2040 Comprehensive Plan

Topics covered included:

- Overview summary of the 2040 comp plan (adopted June 21, 2021) and why it's important – mayor's charge and intent
  - As we invest, how do we ensure that equity is part of the conversation?
  - This was to be focused on infrastructure – resident voice in recommendations
- Recommendations will help shape community area planning
- Living document that is meant to evolve as the community grows and changes
- Provides overarching vision for city growth
- 10-plan goals

Group discussion included how this impacts decision making – areas of greatest need.

Inclusive change management – as places change, what needs to occur - Looking at physical displacement (NEST) urban design (placemaking/keeping)

After Unified Development Ordinance is adopted, plan is to complete five planning geographies in three phases beginning in fall 2022

Alysia highlighted that the comp plan lays out prioritization criteria. Fifteen geographies, there is some prioritization criteria in creating list that helps determine which are greatest needs. The city plans to work on five at a time based on a



## Charlotte Equitable Development Commission Update

series of metrics. Over 80 data points are reviewed to create heat maps and locate where needs are. For example, areas around silver line (since we know that's coming). Lots for things we need to think about in regards to anti-displacement.

In terms of old area plans, these plans were integrated into the comp plan and policy map. When we start doing area plans, once those are complete, we'll update policy map and see if anything needs to be amended in comp plan

To determine what community needs are a multiple step process is used:

- Project initiation. Hold internal data gathering. Usually this is an inter-dept and inter-govt team sitting around and talking about what should be focused on.
- Engaging neighborhoods. Similar to comp plan strategy, but neighborhood-focused.
- Looking at policy map and focus area planning. What edits need to be made.
- Last steps are around implementation. Being specific about what types of capital is needed to make things happen.

Alysia also discussed with the Commission how Playbooks are established to be integrated as part of policy map. These are important for a land use decision making and in continuing implementation of the Comp Plan.

Robyn Byers (Planning Dept) and team leads will ensure each group working on different area of implementation focuses for the 2040 Comp Plan are coordinating thoughts, ideas, and efforts.

### Priority Setting

The Committee Chair, assisted by Cherie Smith of Strategy and Budget led the Commission through a brainstorming session to capture ideas and areas for focusing efforts of the work for the Commission.

Determine priorities and what focuses could make greatest impact that are needed and not being covered by another group and how the efforts of this Commission can result in recommendations to further strengthen and refine the implementation of the Charlotte Future 2040 Plan.

The Commission had a wide range of input on focuses that included:

- Understand performance and equity metrics
- Updates on program performance
- Peer-city benchmarking
- Understand funding streams
- Support employment opportunities
- Ensure intentional engagement
- Identify areas of influence

Results from the group's feedback will be captured for discussion at the next commission meeting being planned for May 12.



**CHARLOTTE EQUITABLE DEVELOPMENT  
COMMISSION  
PRESENTATION**

**MEETING**  
MAY 12, 2022

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 CITY of CHARLOTTE

**Diversity  
Equity &  
Inclusion**

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## Shared Definitions

**Individual/Personal Racism** - An internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices. Individual/personal racism are the conscious and unconscious beliefs we have that Whiteness is superior.

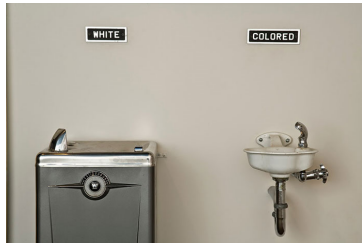
**Equity** - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

**Racial Equity** - The absence of institutional and structural barriers experienced by people, based on race or color that impede opportunities and results.

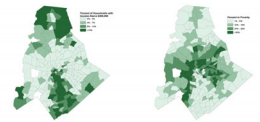
**Institutional/Structural Racism** - The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for persons of a different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group, but work to create advantages for White persons and disadvantages for people of color.

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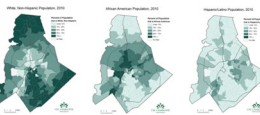
## Our History



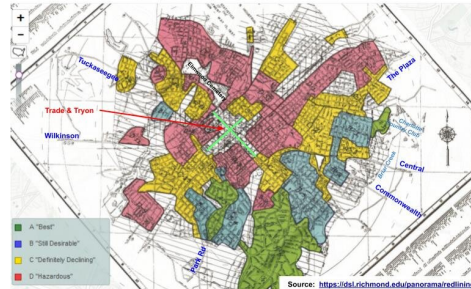
Segregation by Wealth      Segregation by Poverty



Segregation by Race and Ethnicity



Mapping Inequality: Redlining in New Deal America



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## Charlotte's Equity Initiatives

Office of Equity, Mobility and Immigrant Integration 5

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## Equity in Action: City Equity Statement (Internal)

*The City of Charlotte is committed to creating and **inclusive culture** where our employees can show up and belong as their **full authentic selves**. **Diversity is our strength**, as an organization and a community, and this strength is amplified through our **pursuit of justice and equity**.*

*To serve our community with integrity, we must **address racial and other identity based inequities, historic exclusion, and upward mobility**.*

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 Richmond, Virginia

### The Richmond Equity Agenda

- 1 Addressing and Preventing Health Disparities
- 2 Housing as a Vaccine for Poverty
- 3 Equitable Transit and Mobility
- 4 Community Wealth to Combat Economic Inequity
- 5 Supporting and Caring for our Children and Families
- 6 Creating Equitable Climate Action and Resilience
- 7 Reimagining Public Safety
- 8 Telling the Real History of Richmond
- 9 Community Engagement and Trust
- 10 Economic Development

Our roadmap to a more inclusive and thriving city is the Equity Agenda, which will be formally introduced to Richmond City Council as a resolution. But before it's introduced, we want to be sure it reflects the city's vision - that includes yours.

SCAN HERE:

Do you see any gaps?

ADD YOUR INPUT BEFORE APRIL 18.

RVA.GOV/RVAEQUITY



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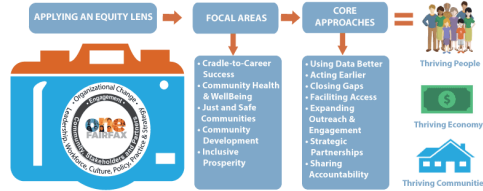
 Louisville, Kentucky

## Advancing Racial Equity for Black Louisville

In light of the tragic death of Breonna Taylor and recognizing the imperative need to address the impacts of racism and dismantle systemic racism, Mayor Greg Fischer is issuing an executive order declaring racism as a public health crisis to acknowledge and address the societal, physical and mental health impacts on Black residents and all Louisvillians. In addition, the Mayor is pursuing a robust state legislative agenda that includes changes to promote transparency and accountability in police-involved disciplinary matters, equity initiatives, bail reform and voting rights. In addition, many of these steps will take budget approval from the Metro Council. This plan, which includes several strategies that can be accomplished in Mayor Fischer's remaining two years in office but many that will require additional time to complete, will be monitored and include community input in internal and external programmatic and policy work. Mayor Fischer's strategy includes the following seven areas of work:

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**Becoming One Fairfax is Fundamental to Fairfax County's Continued Success**



**APPLYING AN EQUITY LENS**

- **Proposal:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?
- **Analysis of Data:** What data do we have? What data do we need? What does the data tell us?
- **Community Engagement:** How have communities been engaged? Are there opportunities to expand engagement?
- **Strategies for Equity:** Who will benefit from or be burdened by these actions? What strategies will advance equity or mitigate unintended consequences?
- **Implementations:** Is the plan feasible? Is it adequately resourced?
- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?
- **Communications:** How are we changing the narrative? What messages will we use to counter implicit bias?

**We ALL do better when we ALL do better!**

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Other Efforts

**City of Long Beach**  
Equity indicators framework

The indicators in this profile are presented in five sections. The first section describes the city's demographics. The next three sections present indicators of the city's economic vitality, readiness, and connectedness. The final section explores the economic benefits of equity. Below are the questions answered within each of the five sections.

**Demographics:**

- Who lives in the city, and how is this changing?
- Is the population growing?
- Which groups are driving growth?
- How diverse is the population?
- How does the racial/ethnic composition vary by age?

**Economic vitality:**

- How is the city doing on measures of economic growth and well-being?
- Is the region producing good jobs?
- Can all residents access good jobs?
- Is growth widely shared?
- Do all residents have enough income to sustain their families?
- Are race/ethnicity and nativity barriers to economic success?
- What are the strongest industries and occupations?

**Readiness:**

- How prepared are the city's residents for the 21<sup>st</sup> century economy?
- Does the workforce have the skills for the jobs of the future?
- Are all youth ready to enter the workforce?
- Are residents healthy? Do they live in health-promoting environments?
- Are health disparities decreasing?
- Are racial gaps in education decreasing?

**Connectedness:**

- Are the city's residents and neighborhoods connected to one another and to the region's assets and opportunities?
- Do residents have transportation choices?
- Can residents access jobs and opportunities located throughout the region?
- Can all residents access affordable, quality, convenient housing?
- Do neighborhoods reflect the city's diversity? Is segregation decreasing?

**Economic benefits of equity:**

- What are the benefits of racial economic inclusion to the broader economy?
- What are the projected economic gains of racial equity?
- Do these gains come from closing racial wage or employment gaps?



**We exemplify and instill diversity, equity, and inclusion as essential parts of internal and external policy-making and the delivery of City services.**

**EquityNYC**

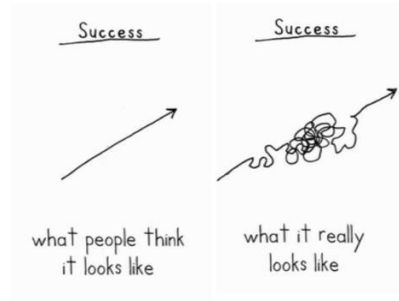
Explore the economic, social, environmental, and physical health of New York City across race/ethnicity, gender, location, and income.



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## Not Linear



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## What we heard so far

- Acknowledgement of our role
- Equity lens should be embedded in core responsibilities that do not change over time, in addition to our priorities
- Don't center the conversation around unintended consequences.
  - Make sure they do not occur and reflect that commitment in our language
- Engagement is important, specifically who will steer this effort?

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## Framing Statement

The City of Charlotte **recognizes and acknowledges** its role in the creation and perpetuation of systemic inequities through policies enacted and practices committed throughout its history.

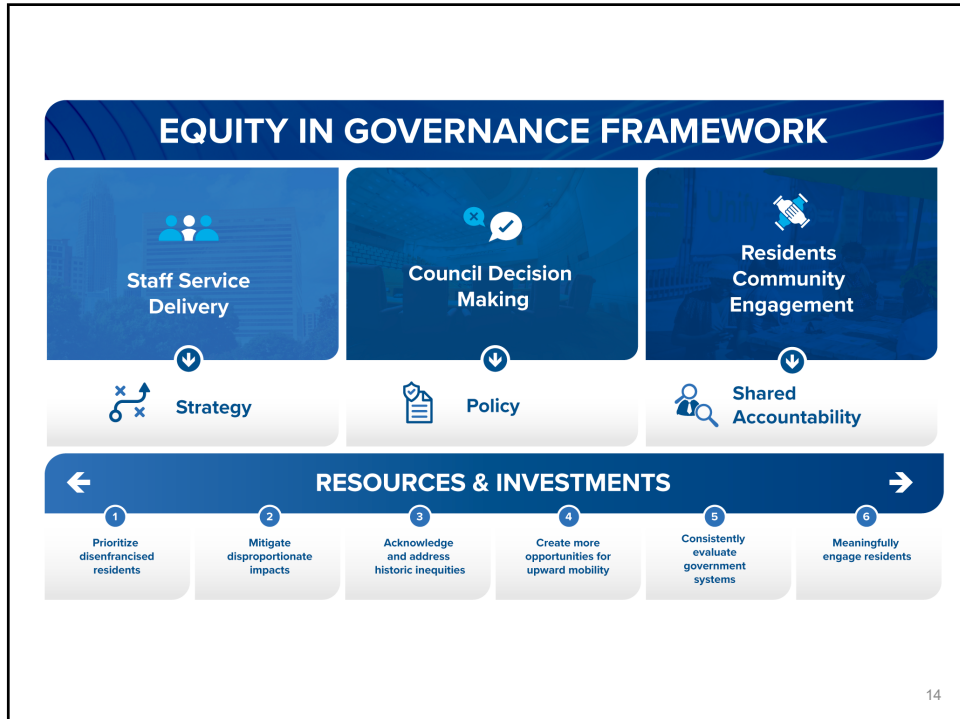
Charlotte is dedicated to undoing the impacts of these decisions through **an intentional, strategic approach that incorporates an equity lens** in decision-making processes.

To serve our community with integrity, we **must address racial and other inequities and exclusion by:**

1. Prioritizing disenfranchised residents
2. Mitigating disproportionate impacts
3. Acknowledging and addressing historic inequities
4. Creating more opportunities for upward mobility
5. Consistently evaluating government systems
6. Meaningfully engaging residents

By taking this approach Charlotte City Council will strive towards a more inclusive, healthy, thriving, equitable Charlotte.

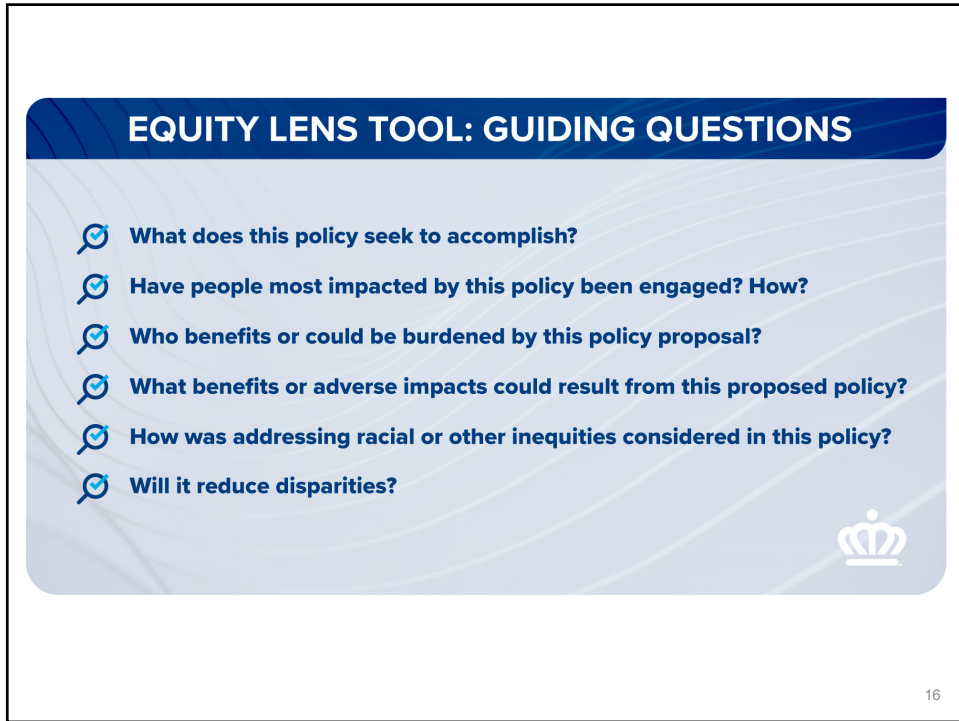
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## Framework Engagement Strategy

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### Step 1: Leverage Existing Groups and Relationships

- Present the Acknowledgement, Tool, and Equity in Governance Framework for feedback by City Council appointed Boards and Commissions:
  - *Community Relations Committee*
  - *NEST*
  - *Charlotte International Cabinet*
  - *CBI Advisory Committee*
  - *Charlotte Equitable Development Commission*
- *Seek feedback from community-based organizations.*

Step 2: Partner with the Duke Sanford Policy Lab on researching the questions - How can policy debates include an equity lens? What is the best public policy definition of equity?

Step 3: Report back on suggested incorporations into the Framework

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## QUESTIONS?

Federico Rios  
 Assistant Director, Office of Equity, Mobility and Immigrant Integration  
 Federico.Rios@charlottenc.gov

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COMMISSION

"Charged with advising in the assessment of infrastructure throughout the city and recommending strategies that balance equitable investments in areas most in need, including areas with absent and insufficient facilities, areas growing fastest, and areas targeted for growth."

4.20.2022  
**CEDC Brainstorm  
 Summary**




1

## Themes

- Understand performance and equity metrics
- Updates on program performance
- Peer-city benchmarking
- Understand funding streams
- Support employment opportunities
- Ensure intentional engagement
- Identify areas of influence

PLANS	PROGRAMS
2040 Comprehensive Plan	Corridors of Opportunity
Community Area Plans	Capital Investment Program
Strategic Mobility Plan	



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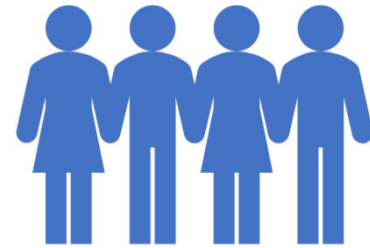
## Influence

### Plans

- Assess and understand existing conditions
- Provide input that supports equitable growth

### Programs

- Develop strategies that support implementation
- Propose equity measures



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## Work Plan

- Determine focus areas
- Identify where more information is needed
- Align efforts with existing programs
- Identify opportunities to collaborate
- Provide input and recommendations



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