

City of Charlotte

Neighborhood Equity & Stabilization Commission

Wednesday, July 13, 2022
5:30 p.m. – 7:00 p.m.

Committee Members:

Angela Ambrose
Nadia Anderson
Melissa Gaston
Mitch Gibson
Naiyar Ghaswala

Kim Graham (Co-Chair)
Kim M. Graham
Justin Harlow (Co-Chair)
Tonya Jameson
Roma Johnson

Vicki Jones
GQ Lewis
Kathleen Maloomian
Marta Tataje
Kimberly Timmons-Hampton

City of Charlotte Staff Resources:

Shawn Heath, City Manager's Office
Rebecca Hefner, Housing & Neighborhood Services
Robyn Byers, Planning, Design & Development

AGENDA

1. Welcome / Member Introductions <i>Refer to Roll Call document to facilitate this portion of the virtual meeting.</i>	Kim Graham Justin Harlow (All)	10 mins	5:30 – 5:40
2. Work Stream Initial Priorities/Work Plans <i>Work Stream Leads will share the initial work plans/priorities identified in the June work stream kick off meetings and facilitate discussion with Commission members.</i> <ul style="list-style-type: none">• Lay of the Land• Program Improvements & Policy Gaps• Understanding the UDO	Angela Ambrose Kim Graham Justin Harlow	35 mins	5:40 – 6:25
3. Equity in Governance Framework <i>Federico Rios, City of Charlotte Office of Equity, Mobility and Immigrant Integration, will provide an overview of the City's Equity in Governance Framework followed by Q&A.</i>	Federico Rios	25 mins	6:25 – 6:50
4. Next Steps	Kim Graham Justin Harlow	10 mins	6:50 – 7:00
Adjourn			

Next Meeting. The next meeting will occur Wednesday September 14, 2022 @ 5:30 p.m.

The Charlotte Neighborhood Equity and Stabilization Commission is established for a 3-year period beginning in 2022 and is charged with reviewing and recommending specific anti-displacement strategies and specific tools for protecting residents of moderate to high vulnerability of displacement.

Neighborhood Equity and Stabilization Commission (NEST)

JULY 13, 2022

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Meeting Agenda

- 1. Welcome**
- 2. Member Introductions**
- 3. Work Stream Draft Work Plans / Priorities**
- 4. Equity in Governance Framework**
- 5. Next Steps**
- 6. Adjourn**

The Charlotte Neighborhood Equity and Stabilization Commission is established for a 3-year period beginning in 2022 and is charged with reviewing and recommending specific anti-displacement strategies and specific tools for protecting residents of moderate to high vulnerability of displacement.

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Lay of the Land

- Work Stream Lead: Angela Ambroise
- This team will analyze opportunities related to land acquisition, site control, and homeownership.
- Topics for discussion/recommendation, among other things, may include community land trust models, land acquisition strategy along transit lines, cooperative homeownership models, and education/programs for addressing the proliferation of corporate/speculative investors in neighborhoods.
- The work of this group may also include discussions with local/national experts, and reviewing best practices and lessons learned from various research and/or programs, both locally and nationally.

Lay of the Land – Draft Work Plan/Priorities

Priority	Tasks / Activities	Estimated Timeframe
1. Homeownership	1.a. Evaluate existing home ownership policies to see how they can be enhanced. 1.b. Look at other states and municipalities to see what they are doing. 1.c. Evaluate permitting process to understand impacts on affordable housing supply.	August 2022 – January 2023
2. Institutional Investors	2.a. Explore programs (e.g., buy-back) and partnerships with community non-profits to establish ways to purchase potential homes being sold to investors. 2.b. Recommend providing assistance to HOAs to enhance bylaws as it relates to institutional investors. 2.c. Recommend inviting attorneys to review how deed restrictions can be utilized against institutional investors.	February – July 2023
3. Land Acquisition	3.a. Evaluate City RFP process to encourage more homeownership opportunities serving 30% - 60% AMI households. 3.b. Look at how to prevent or capture foreclosure stock, including review of national best practices. 3.c. Recommend supporting and prioritizing land acquisition along transit lines and areas predicted to gentrify. 3.d. Evaluate Cooperative Models and Land Trust effectiveness.	August 2023 – January 2024
4. Small Business Opportunities	4.a. Examine issues surrounding small business displacement and stabilization, particularly in areas experiencing significant change.	February 2024 – June 2025

Work Stream Members: Angela Ambroise (Lead), Naiyar Ghaswala, Kim M. Graham, Roma Johnson

Program Improvements & Policy Gaps

- Work Stream Lead: Justin Harlow
- This team will analyze Charlotte's existing programs and policies and make recommendations for program improvements and policy changes to help increase effectiveness of the programs and policies.
- Topics for discussion/recommendation, among other things, may include property tax relief programs/provisions, partnerships with financial institutions, rental assistance programs, housing rehabilitation programs, innovations in housing production, and evaluation of the Staying in Place Pilot initiative.
- The work of this group may also include discussions with local/national experts, and reviewing best practices and lessons learned from various research and/or programs, both locally and nationally.

Program Improvements & Policy Gaps Draft Work Plan / Priorities

Priority	Tasks / Activities	Estimated Timeframe
1. Tax Relief	1.a. Gather data on County's Tax relief Programs and City's Pilot Aging in Place Program. 1.b. Examine other municipality programs, including tax freeze programs. 1.c. Recommend codifying previous pilot of Aging in Place Tax Relief Program or comparable program.	6-12 months (FY 2024 Budget) (short term)
2. Rent Assistance	2.a. Explore direct rent assistance program for low-income renters experiencing rent increases.	6-12 months (FY 2024 Budget) (short term)
3. Small Landlord Assistance	3.a. Explore private solo landlord program for small landlords who do not qualify for "owner-occupied" programming, to incentivize landlords to keep rents affordable and be able to compete with institutional landlords.	6-12 months (FY 2024 Budget) (short term)
4. Transit Oriented Development	4.a. Study what a TOD Special District looks like, to capture future value of developments that could later fund anti-displacement or rent assistance programs.	1 – 2 years (medium term)
5. Inclusionary Zoning / Eminent Domain (Sherman Act)	5.a. Explore community advocacy efforts to support Inclusionary Zoning. 5.b. Research Inclusionary Zoning programs in North Carolina, including Towns of Davidson and Chapel Hill. 5.c. Recommend Inclusionary Zoning be added to City's legislative agenda. 5.d. Research Eminent Domain (Sherman Act).	2 - 3 years (long term)

Work Stream Members: Justin Harlow (Lead), Melissa Gaston, Tonya Jameson, Vicki Jones, GQ Lewis, Marta Tataje

Understanding the Impacts of the UDO

- Work Stream Lead: Kim Graham
- This team will analyze the potential impacts of the UDO on displacement risk and affordable housing through a long-term lens.
- Topics for discussion/recommendation, among other things, may include the impact of short-term rentals on the overall rental market long-term, the impact of duplex and triplex development in Neighborhood 1 Zoning Districts, opportunities for accessory dwelling units, and development bonuses for affordable housing.
- The work of this group may also include discussions with local/national experts, and reviewing best practices and lessons learned from various research and/or programs, both locally and nationally.

Understanding the UDO Draft Work Plan / Priorities

Priorities	Tasks / Activities	Estimated Timeframe
1. Accessory Dwelling Units (ADUs)	1.a. Research the policies/guidelines Charlotte has already established in this area to inform future policy recommendations. 1.b. Gain knowledge on incentives created by other municipalities. 1.c. Explore where they can be built and what changes are proposed from the current ADU ordinance in the UDO.	August – December 2022
2. Transit Oriented Development (TOD)	2.a. Understand the impact of TOD policies on land values. 2.b. Research what bonuses are provided and what is being done to mitigate impact on communities and ensure equitable access and development.	January 2023 – June 2023
3. Density	3.a. Learn if/how the UDO provides for increased density options; what overlay districts are included; what density bonuses are allowed; what impact will the UDO have on improving missing middle options.	July – December 2023
4. Short Term Rentals	4.a. Explore what policies, ordinances or laws other jurisdictions are enacting. What are the best practices/lessons learned? 4.b. Research the number and data currently available about short-term rentals in Charlotte.	December 2023
5. Inclusionary Zoning	5.a. Gain knowledge on what is being done in other cities - both in and outside of North Carolina; understanding what the results have been. 5.b. Understand the replicability and/or applicability of those policies to Charlotte.	January – June 2024

Work Stream Members: Kim Graham (Lead), Katie Maloomian, Kimberly Timmons-Hampton, Nadia Anderson



**NEST COMMISSION
PRESENTATION**

MEETING
JULY 13, 2022

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Charlotte's Equity Initiatives

Office of Equity, Mobility and Immigrant Integration

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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.

Office of Equity, Mobility and Immigrant Integration

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Richmond, Virginia

The Richmond Equity Agenda

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

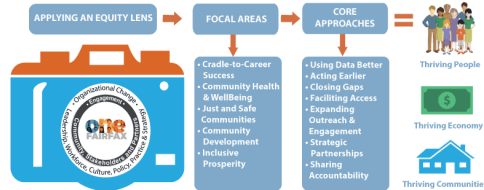
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Fairfax, Virginia

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



APPLYING AN EQUITY LENS

- **Proposals:** 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? Are there opportunities to expand engagement?
- **Community Engagement:** How have communities been engaged?
- **Strategies for Equity:** Who will benefit from or be burdened by these actions? What strategies will advance equity or mitigate unintended consequences?
- **Implementation:** 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?
- **Communication:** 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 21st 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:**

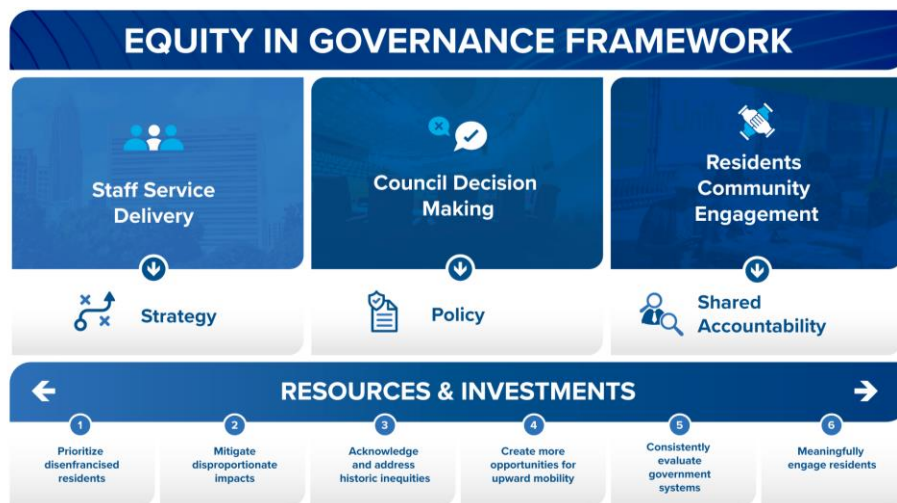
1. Prioritizing disenfranchised residents
2. Mitigating disproportionate impacts
3. Acknowledging and addressing historic inequities
4. Creating more opportunities for upward mobility
5. Consistently evaluating government systems
6. Meaningfully engaging residents

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

Office of Equity, Mobility and Immigrant Integration

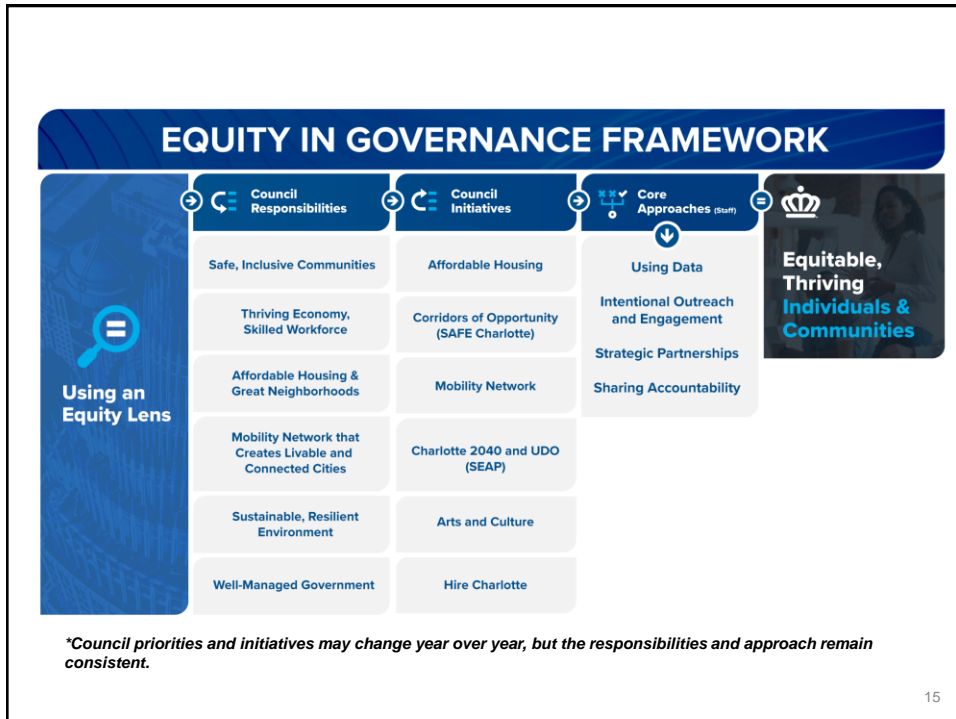
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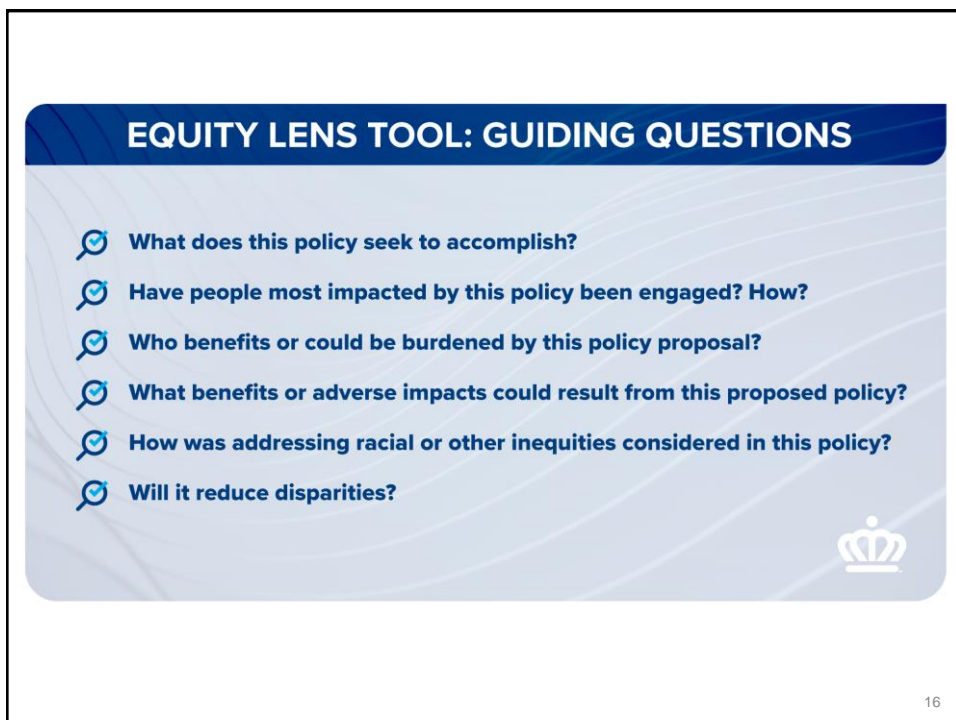


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Framework Engagement Strategy

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?

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