

REGIONAL EQUITY PLANNING

Southeastern Wisconsin Regional Planning
Commission
Environmental Justice Task Force Retreat

Kirk E. Harris, M.P.A., J.D., Ph.D., Esq.
Assoc. Professor, Department of Urban Planning
University of Wisconsin
&
CEO & Co-Designer
Fathers, Families and Healthy Communities

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CONSTITUTIONAL ASPIRATION

Declaration of Independence

July 4, 1776

“We hold these truths to be self-evident: that all men are created equal; that they are endowed by their Creator with certain unalienable rights; that among these are life, liberty, and the pursuit of happiness.”

Thomas Jefferson

THE AMERICAN PARADOX

HISTORY OF INEQUALITY

How Did We Get To Where We Are?

1600's to 1940's

- Colonization and Dispossession of Native Americans' Land (Colonies Founded in 1607)
- Beginning of the Brutal Period of American Chattel Slavery (1619)
- Post Civil War-Failure of Reconstruction (1865-1877) due to White fear and angst and lack of Federal Government Support lead by Andrew Jackson
- Peonage and Black Codes—Debt Slavery or State sanctioned Convict Leasing (1865-1940), the precursor to the Prison Industrial Complex
- Patriarchy (subordination of Women and no right to vote)
- Power and privilege to landed White Men (only group that could vote, own property and have a role in government)

How Did We Get To Where We Are? Post 1940's

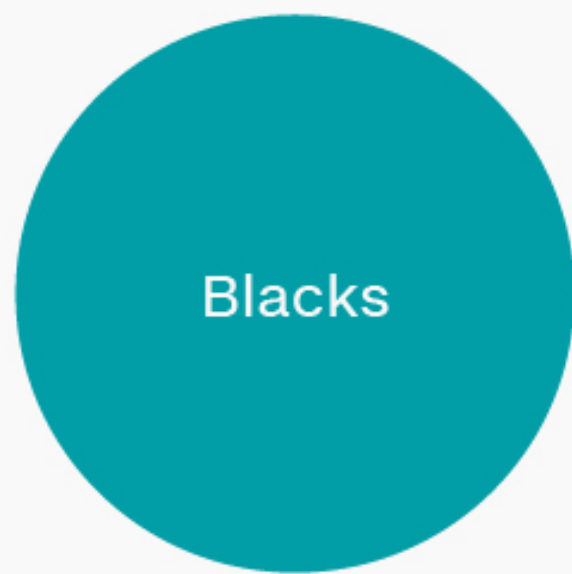
- Jim Crow Laws – De jure forms of Discrimination
- Relining, Steering, Zoning and De Facto forms of Discrimination
- Lynching and State sanctioned violence
- Governmental Policies and Practices deprived Individuals of governmental supports and opportunities, i.e., 1935 Social Security Act, VA, FHA,
- Separate and Unequal Schooling/Education
- Employment Discrimination
- Over Policing, Police Violence and Hyper-incarceration

National Social and Economic Factors Impacting the Stability of Vulnerable Communities of Color

- Segregation and isolation from economic opportunity (legacy of governmental policies and maintenance of “White Space” Dr. Elijah Anderson)
- Growing economic inequality (restructuring of the economy and tax policy)
- Proliferation of temporary jobs with no benefits (impacts of globalization and mobile capital - promoting “right to work” and marginalization of labor unions)
- High rates of unemployment and under-employment
- Educational disparities (legacy of separate and unequal)
- Limited economic mobility (ongoing systemic discrimination)
- Hyper-incarceration of Black Men and Boys (The New Jim Crow)
- Police violence and hyper-policing (The New Jim Crow)
- Lack of affordable housing (inequitable neo-liberal growth focused economic development practices-Gentrification of Neighborhoods)
- Municipalities debt producing practices, i.e., DOJ Report on Ferguson, Mo. (Peonage: Slavery by Another Name)

Wisconsin & the Milwaukee

Unemployment soaring among Milwaukee's black residents



17.3%
unemployment for blacks



4.3%
unemployment for whites

SOURCE: NATIONAL URBAN LEAGUE, STATE OF BLACK AMERICA

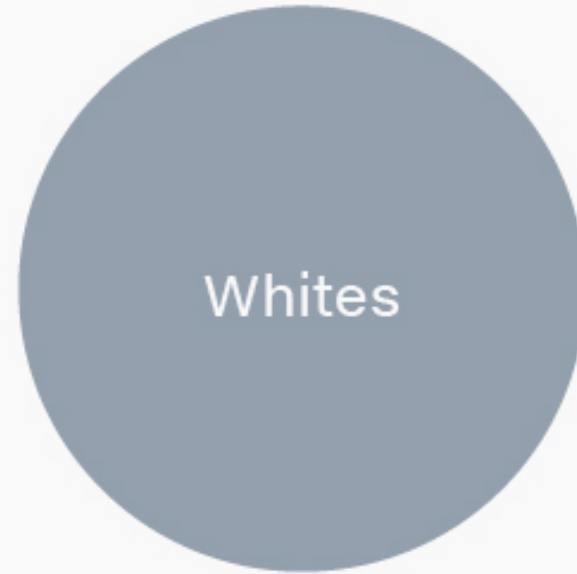
Milwaukee's blacks have fallen far behind whites



Blacks

\$25,600

Median household income



Whites

\$62,600

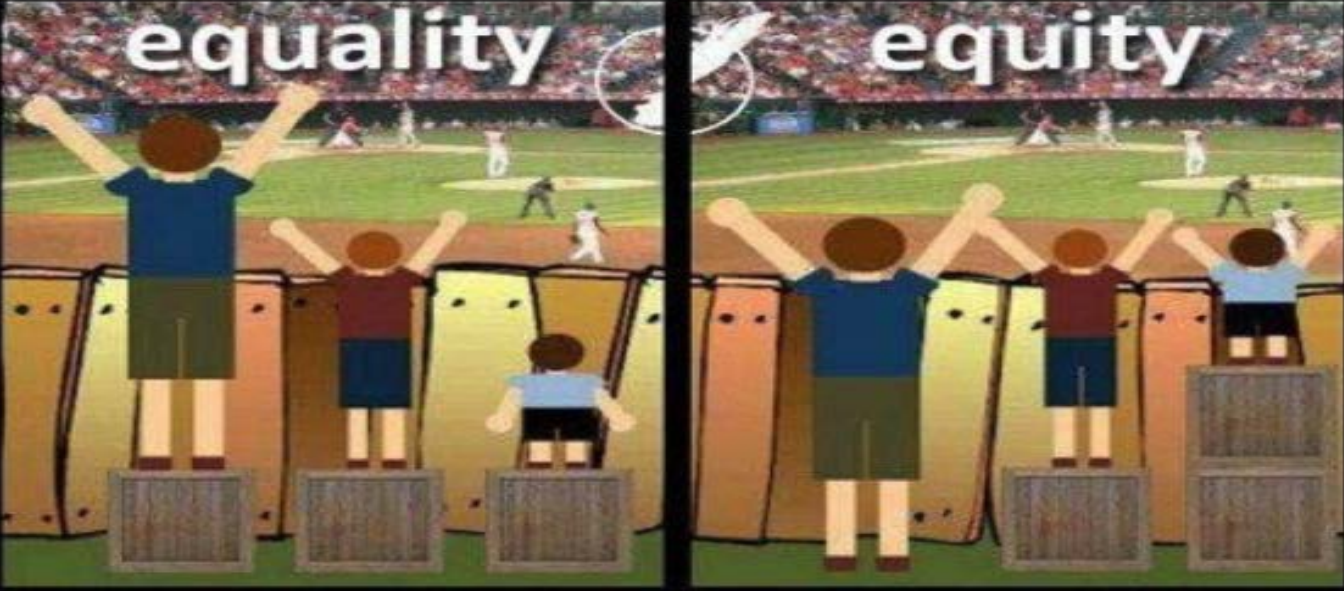
Median household income

SOURCE: NATIONAL URBAN LEAGUE, STATE OF BLACK AMERICA

WISCONSIN AND MILWAUKEE DISPARITIES

- A [report](#) from UCLA finds that K-12 schools in Wisconsin suspend black high school students at a higher rate than [anywhere else in the country](#) and has the second-highest disparity in suspension rates between white and black students. Milwaukee, the state's biggest city, suspends black high school students at a rate nearly double the national average.
- The state also has the [largest achievement gap](#) between black and white students in the country
- 4-out-of-5 black children in Wisconsin [living in poverty](#)
- The state budget now allots [more funding for corrections](#) than it does for higher education. Wisconsin also [incarcerates the most black men](#) in the country, and in Milwaukee County, [more than half](#) of all black men in their 30s and 40s have served time. In the [53206 Zip Code](#) alone, 62 percent of all men have spent time in an adult correctional facility by age 34.
- Milwaukee County is [divided along racial and political lines](#), and the city is one of the most segregated in America.

Assuming There is Equality, It Does Not Mean There is Justice



equality

equity

Equality = SAMENESS

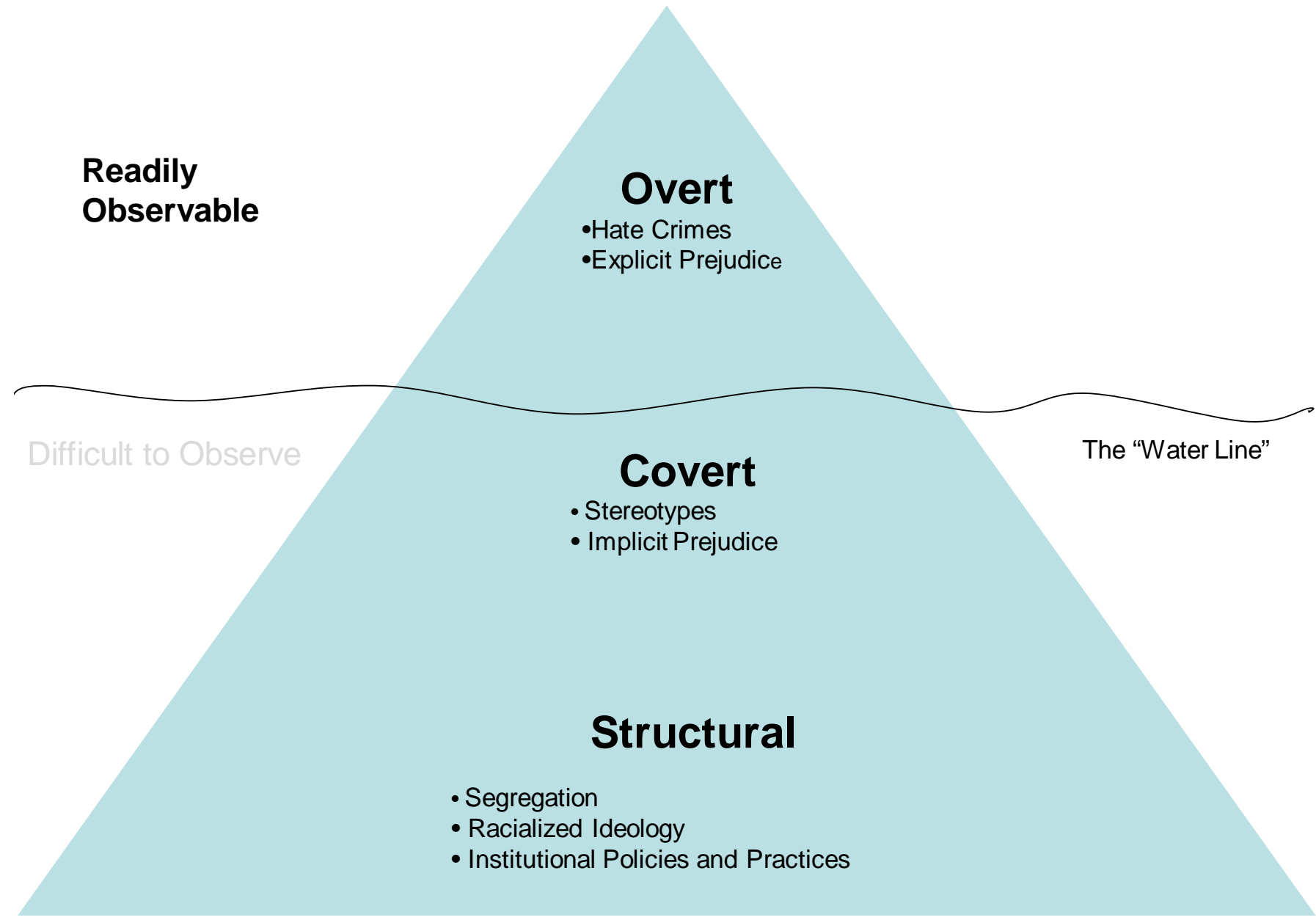
Equity = FAIRNESS

Equality is about **SAMENESS**, it promotes fairness and justice by giving everyone the same thing.

EQUITY is about **FAIRNESS**, it's about making sure people get access to the same opportunities.

BUT it can **only work IF everyone starts from the SAME place**, in this example equality only works if everyone is the same height.

Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST ensure EQUITY** before we can enjoy equality.



Gee GC & Ro A. Racism & Health among Asian & Pacific Islander Americans: Historical Roots & Contemporary Evidence. In Eds: Trinh-Shreven C, Islam N, & Rey M. Health Issues in the Asian American Community. Jossey-Bass Inc.

Manifestations of Systemic Racism

“we can be involved in a society’s or organization's troubles without doing anything wrong and without being bad people. We don’t have to think...racist thoughts in order to participate in a system through which...racist trouble happens...”

Source: Allan Johnson. (2001). Privilege, Power and Difference . Mountain View, CA: Mayfield Publishing, Pp. 141.

Racial Equity Lens Required

- When we can no longer use race to predict life outcomes
- When all have the choice to live full, healthy, dignified lives where they are
- When our institutions are places where all have a sense of belonging and can thrive
- When our full humanity is recognized and honored
- Evenly shared benefits & burdens
- Shared power & representation
- Decisions are equity values-driven

SOLUTION BUILDING TO PROMOTE EQUITY

- FOCUS ON THE DEEP HISTORICAL AND ONGOING DISADVANTAGE BEING PERPETUALLY REPRODUCED BY EXISTING **SYSTEMS** RATHER THAN FOCUS JUST ON **INDIVIDUAL** ADAPTIVE RESPONSES
- **PROGRAMS ARE IMPORTANT** TO ADDRESSING THE IMMEDIATE NEEDS OF VULNERABLE COMMUNITIES OF COLOR, **BUT IN THE ABSENCE OF ADDRESSING THE SYSTEMATIC REPRODUCTION OF DISADVANTAGE, PROGRAMS CAN ONLY NORMALIZE INEQUALITY**

Racial Equity Impact Assessment **GUIDE**

Below are sample questions to use to anticipate, assess and prevent potential adverse consequences of proposed actions on different racial groups.

1. IDENTIFYING STAKEHOLDERS

Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal?

2. ENGAGING STAKEHOLDERS

Have stakeholders from different racial/ethnic groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this proposal? Who's missing and how can they be engaged?

3. IDENTIFYING AND DOCUMENTING RACIAL INEQUITIES

Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?

4. EXAMINING THE CAUSES

What factors may be producing and perpetuating racial inequities associated with this issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?

5. CLARIFYING THE PURPOSE

What does the proposal seek to accomplish? Will it reduce disparities or discrimination?

6. CONSIDERING ADVERSE IMPACTS

What adverse impacts or unintended consequences could result from this policy? Which racial/ethnic groups could be negatively affected? How could adverse impacts be prevented or minimized?

7. ADVANCING EQUITABLE IMPACTS

What positive impacts on equality and inclusion, if any, could result from this proposal? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?

8. EXAMINING ALTERNATIVES OR IMPROVEMENTS

Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?

9. ENSURING VIABILITY AND SUSTAINABILITY

Is the proposal realistic, adequately funded, with mechanisms to ensure successful implementation and enforcement. Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

10. IDENTIFYING SUCCESS INDICATORS

What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?

Racial Equity Impact Assessment

What are Racial Equity Impact Assessments?

A Racial Equity Impact Assessment (REIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. REIAs are used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions. The REIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.

Why are they needed?

REIAs are used to reduce, eliminate and prevent racial discrimination and inequities. The persistence of deep racial disparities and divisions across society is evidence of institutional racism--the routine, often invisible and unintentional, production of inequitable social opportunities and outcomes. When racial equity is not consciously addressed, racial inequality is often unconsciously replicated.

When should it be conducted?

REIAs are best conducted during the decision-making process, prior to enacting new proposals. They are used to inform decisions, much like environmental impact statements, fiscal impact reports and workplace risk assessments.

Where are they in use?

The use of REIAs in the U.S. is relatively new and still somewhat limited, but new interest and initiatives are on the rise. The United Kingdom has been using them with success for nearly a decade.

EXAMPLES OF RACIAL JUSTICE EQUITY IMPACTS

Equity and Social Justice Initiative

King County, WA

The county government is using an Equity Impact Review Tool to intentionally consider the promotion of equity in the development and implementation of key policies, programs and funding decisions.

Race and Social Justice Initiative

Seattle, WA

City Departments are using a set of Racial Equity Analysis questions as filters for policy development and budget making.

Minority Impact Statements

Iowa and Connecticut

Both states have passed legislation which requires the examination of the racial and ethnic impacts of all new sentencing laws prior to passage. Commissions have been created in Illinois and Wisconsin to consider adopting a similar review process. Related measures are being proposed in other states, based on a model developed by the Sentencing Project.

Proposed Racial Equity Impact Policy

St. Paul, MN

If approved by the city council, a Racial Equity Impact Policy would require city staff and developers to compile a "Racial Equity Impact Report" for all development projects that receive a public subsidy of \$100,000 or more.

Race Equality Impact Assessments

United Kingdom

Since 2000, all public authorities required to develop and publish race equality plans must assess proposed policies using a Race Equality Impact Assessment, a systematic process for analysis.

Advancing Racial Equity and Transforming Government

A Resource Guide to Put Ideas into Action



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

[RACIALEQUITYALLIANCE.ORG](https://racialequityalliance.org)

SOME CONSIDERATIONS FOR REGIONAL EQUITY PLANNING

- Governmental Fair Housing Enforcement and Affordable Housing Planning and Implementation
- Regional Public Transportation Development
- Local Municipal Zoning Policy
- Municipal Services and Code Enforcement within vulnerable communities
- Policy Initiatives and Regional Cooperation around an Equity Agenda
- Equity Focused versus Growth Focused Economic Development
- Gentrification
- Environmental and Land Use Planning
- Education system
- Organize Planers, Public and Private Organizations, Community Development Organizations, Governmental Stakeholders and Community Members around a Progressive Equity Agenda



PAS MEMO

Planning for Equitable Development: Social Equity by Design

By Carlton C. Eley

In July 2016, the [SDG Index and Dashboards](#) was released to give the 193 member states of the United Nations an instrument to track progress towards achieving the [sustainable development goals](#) that were adopted in 2015 (United Nations 2015). The report card ranked the U.S. 25th, with a score of 72.7 out of 100. In comparison, Canada came in 13th, with a score of 76.8 (Bertelsmann Stiftung & SDSN 2016).

The ranking affirms that the U.S. has a significant inequality problem. It scored in the red, or “seriously far from achievement,” in 12 of 17 of the sustainable development goals, including several relevant to sustainability and community quality of life: “no poverty,” “zero hunger,” “gender equality,” “reduced inequalities,” and “peace, justice and strong institutions.” The poor rankings reveal the U.S. has too many people below the poverty line, too much adult obesity, too little renewable energy, too many homicides and people in prison, and other failings (Mooney 2016).

Although U.S. cities and towns are directing more attention to advancing sustainability as a planning solution, it is clear that serious questions that require attention remain. Where are the blind spots in addressing social equity alongside the environment and the economy, and how can they be corrected?

Equitable development is an approach for meeting the needs of underserved communities through policies and programs that reduce disparities while fostering places that are healthy and vibrant. It complements the goals of previous planning strategies dating back to 1965, including advocacy planning, equity planning, and equity development. In an era where sustainability is gaining traction, equitable development demonstrates sustainable outcomes are socially responsible as well.

This *PAS Memo* defines equitable development and explores how it can expand choice and opportunity for all. Community planners can be stewards of community trust as well as stewards of the built environment; the two goals are not mutually exclusive. In an era of rapid change, this *PAS Memo* is a

reminder that planners are uniquely positioned to set a higher standard for sustainable and equitable community efforts.

Gentrification: A Shared Problem

“Gentrification” has become as contested as formally acknowledging the cause of the American Civil War (NPS 2011). The term was coined by the London-based urban sociologist Ruth Glass in 1964 (Urban Lab 2015). Her word choice was not arbitrary or mere wordplay. The objective interpretation of gentrification is found in the etymology of the term. The literal translation is “a condition made upper class” or “the action of making upper class.”

In the U.S., gentrification can be defined as “the process of neighborhood change that occurs as places of lower real



Figure 1. Reggie Witherspoon, Sr. of Mount Calvary Christian Center comments on the ironies of gentrification, such as sharing a property line with a marijuana shop, during a mobile tour of the Capital Hill District of Seattle at the 2015 National Planning Conference. Photo by Carlton Eley.

QUESTIONS?

THANK YOU!