



A RESILIENT
FUTURE
2019

APA CALIFORNIA
CONFERENCE
SANTA BARBARA
SEPTEMBER 15-18

Advancing Equity and Inclusion in Planning

Presented by The Justice Collective



THE JUSTICE COLLECTIVE



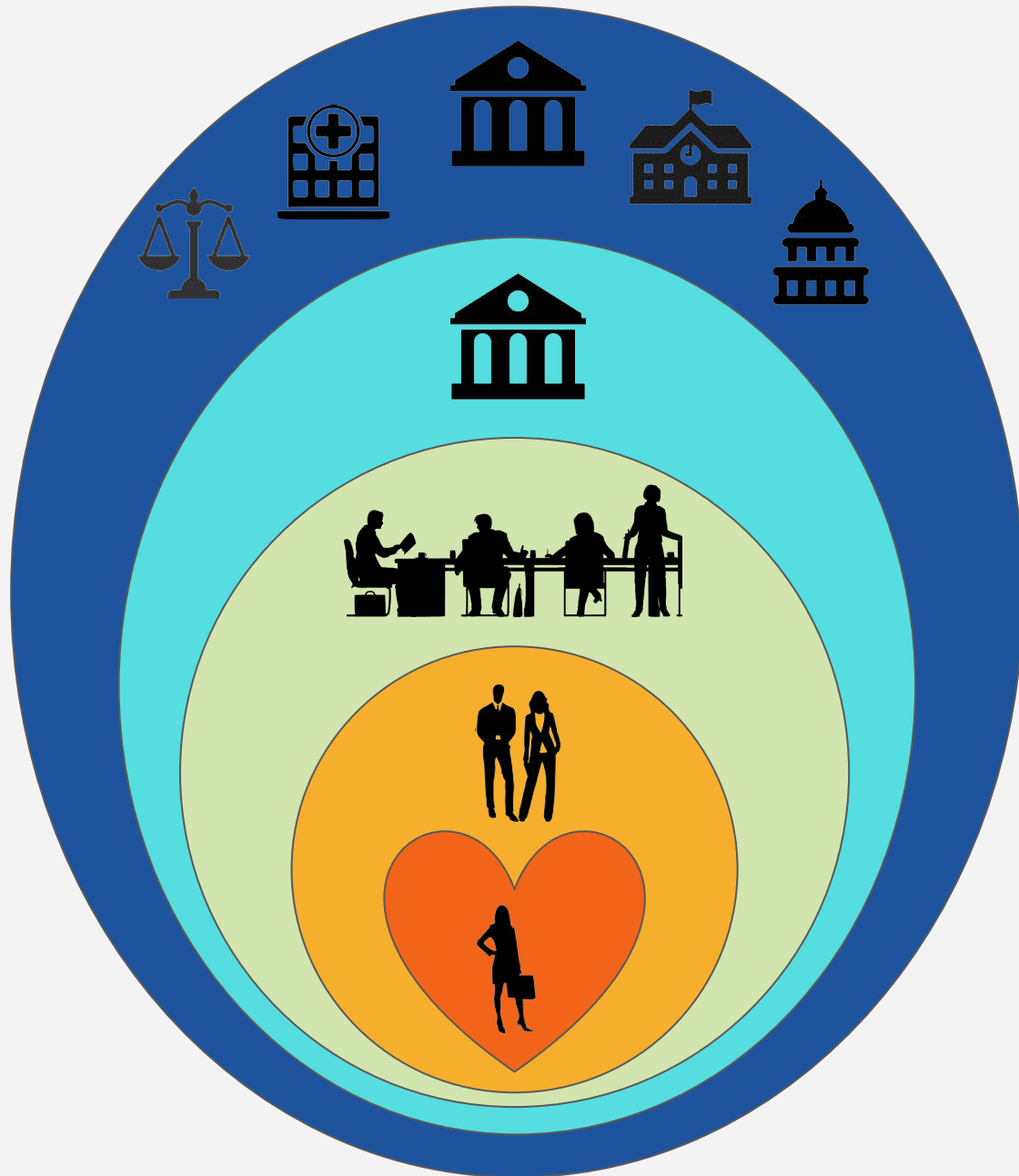
Opening Exercise

Think about your neighborhood growing up:

- What was it like? Was it suburban, rural, urban?
- Who lived in your neighborhood with you? Did they share your identity? Were they different from you?
- What were the dwellings like?
- Did people gather and commune?

AICP Code of Ethics

1. We shall always be conscious of the rights of others.
2. We shall have special concern for the long-range consequences of present actions.
3. We shall pay special attention to the interrelatedness of decisions.
4. We shall provide timely, adequate, clear, and accurate information on planning issues to all affected persons and to governmental decision makers.
5. We shall give people the opportunity to have a meaningful impact on the development of plans and programs that may affect them. Participation should be broad enough to include those who lack formal organization or influence.
6. We shall seek social justice by working to expand choice and opportunity for all persons, recognizing a special responsibility to plan for the needs of the disadvantaged and to promote racial and economic integration. We shall urge the alteration of policies, institutions, and decisions that oppose such needs.
7. We shall promote excellence of design and endeavor to conserve and preserve the integrity and heritage of the natural and built environment.
8. We shall deal fairly with all participants in the planning process. Those of us who are public officials or employees shall also deal evenhandedly with all planning process participants.



Structural

Institutional

Cultural

Interpersonal

Internal



Framing



1865-1940

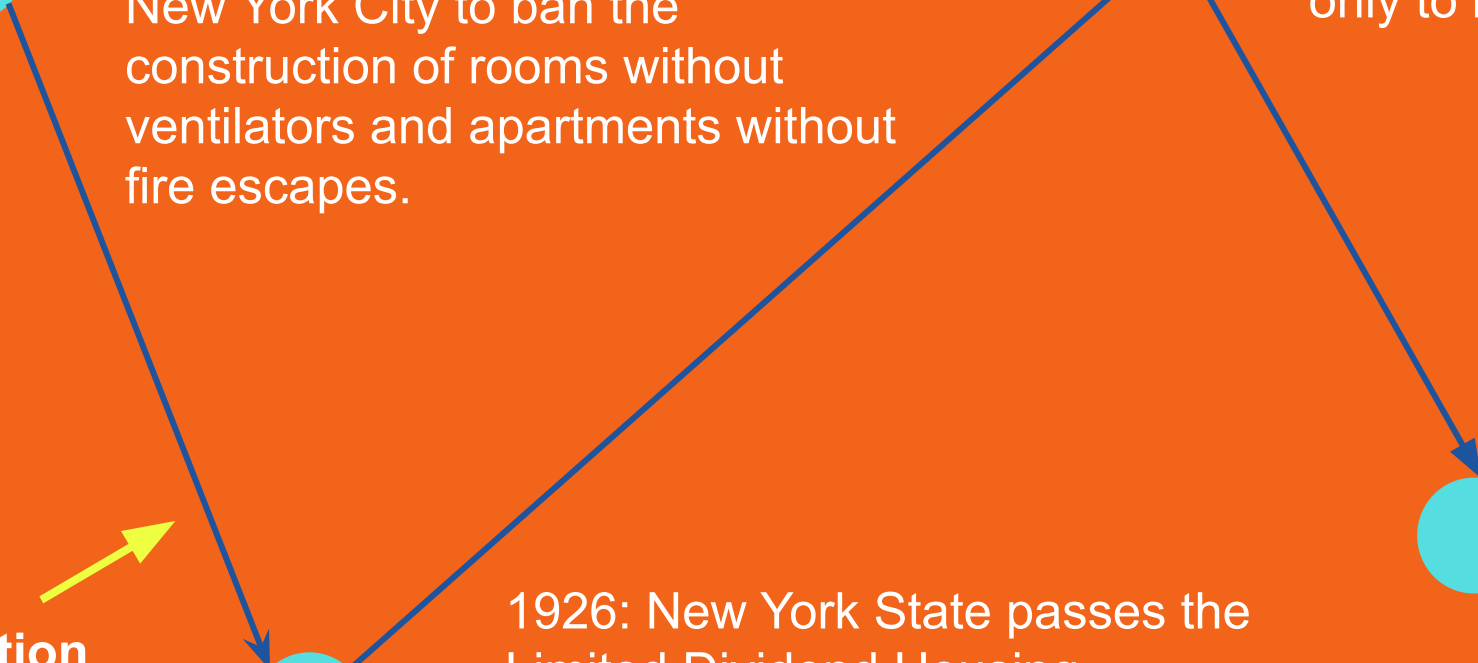
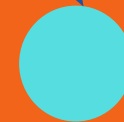
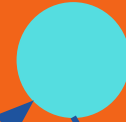
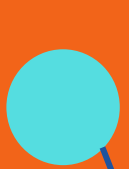
Great
Migration
Begins

1867: The first tenement-law regulation in America is enacted in New York City to ban the construction of rooms without ventilators and apartments without fire escapes.

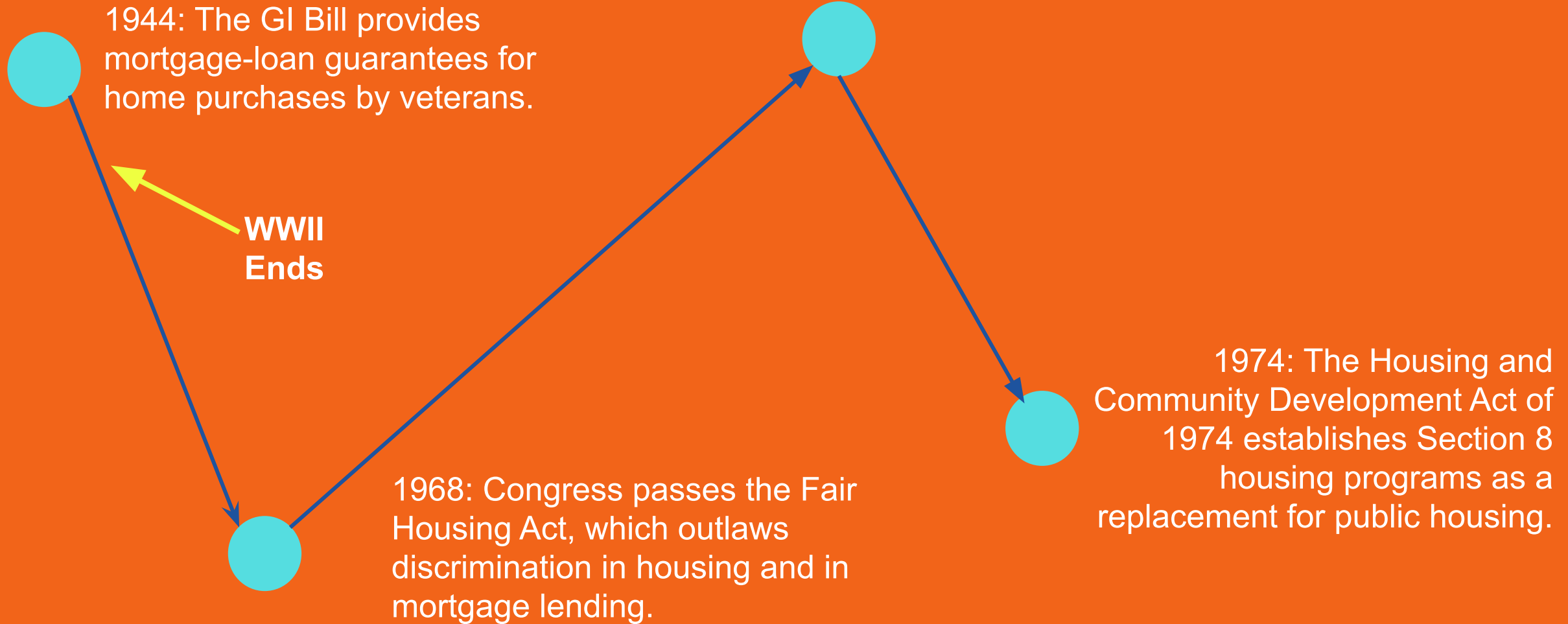
1926: New York State passes the Limited Dividend Housing Companies Act, the first significant effort in the country to offer any kind of subsidy for affordable housing.

1937: Congress passes the Housing Act of 1937. Originally intended to create public housing for poor and middle-income families, it is whittled down to apply only to low-income people.

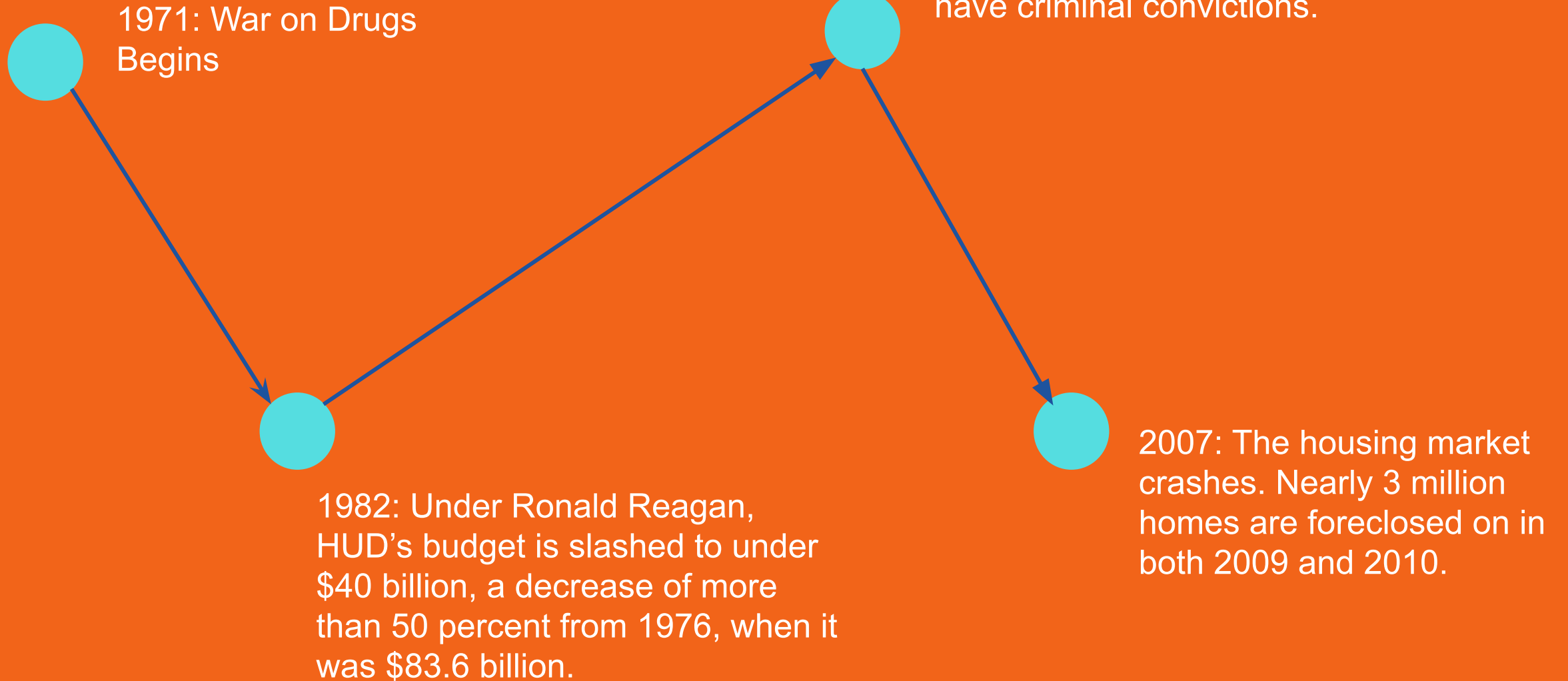
1934: The National Housing Act establishes the Federal Housing Administration, which insures mortgages for small, owner-occupied suburban homes as well as private multi-family housing.



1941-1974



1971-2010

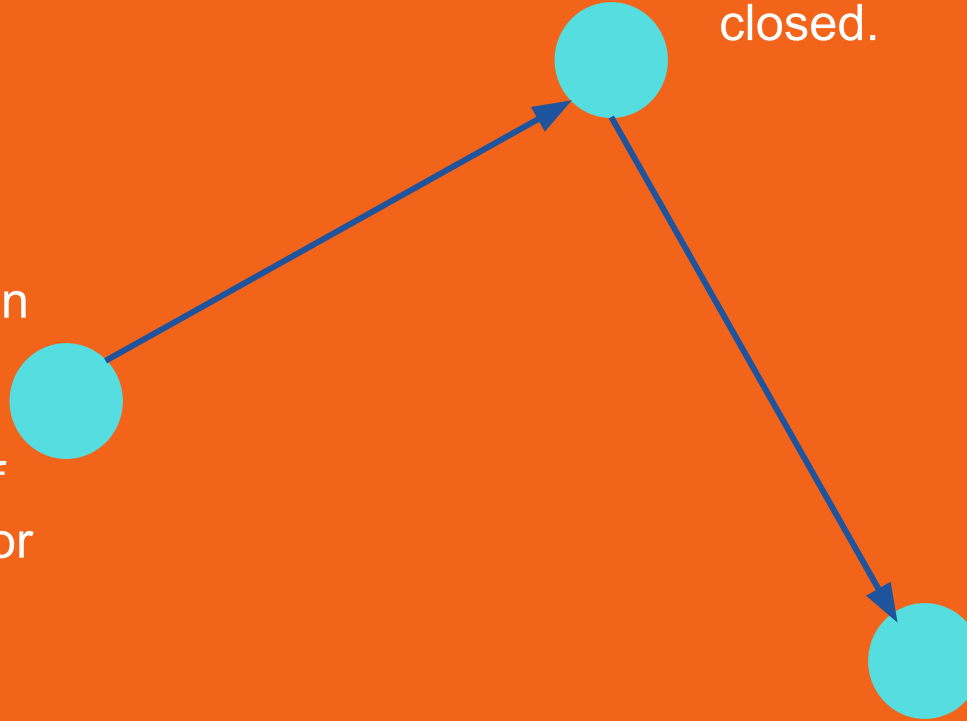


2011-2018

2012: The Obama administration creates the Rental Assistance Demonstration program, which authorizes the transformation of public housing into private-sector Section 8 housing.

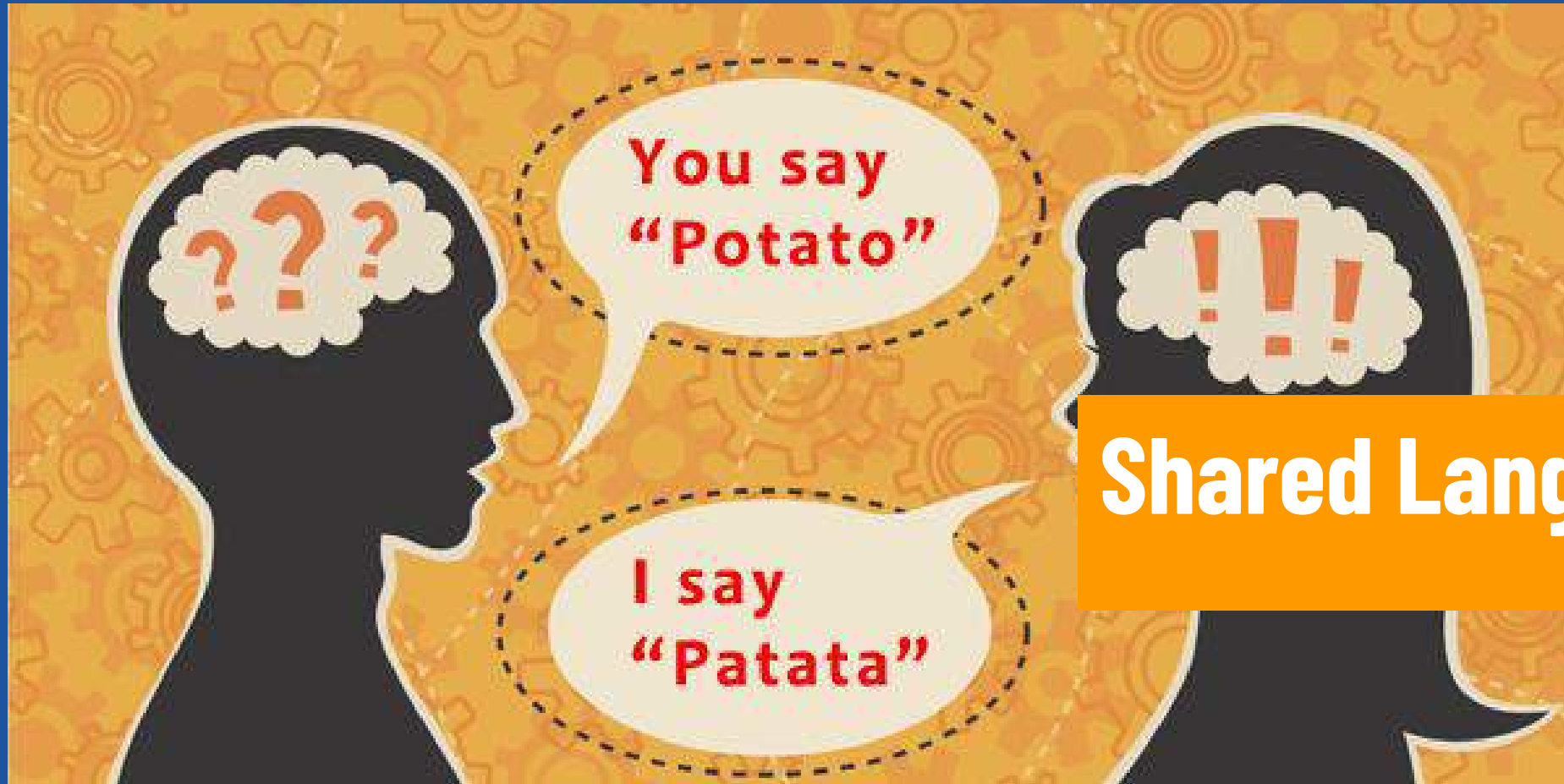
2012: The Section 8 waiting lists stretch so long that nearly half of them are simply closed.

2018: HUD Secretary Ben Carson proposes raising the rent for tenants in subsidized housing as well as enabling public-housing authorities to impose work requirements.

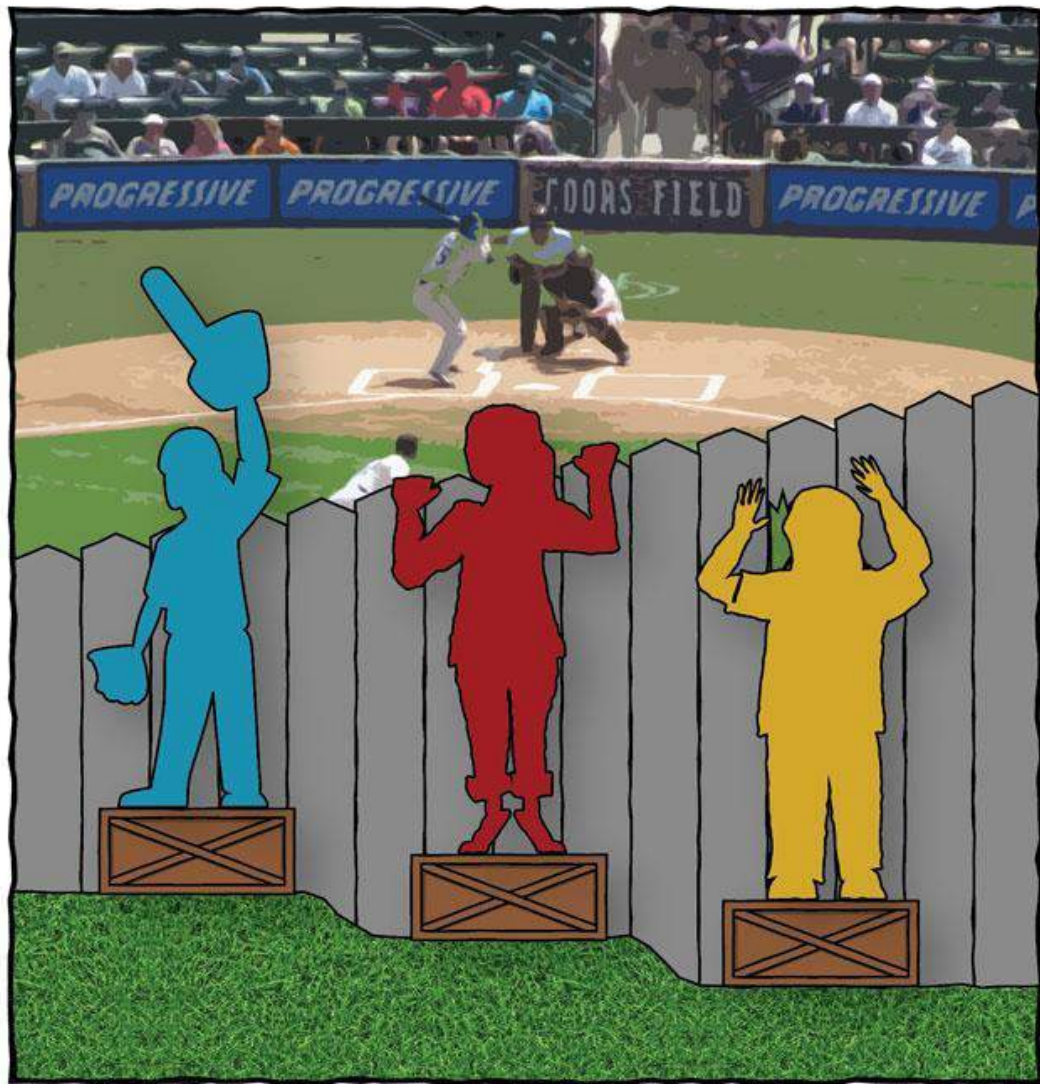




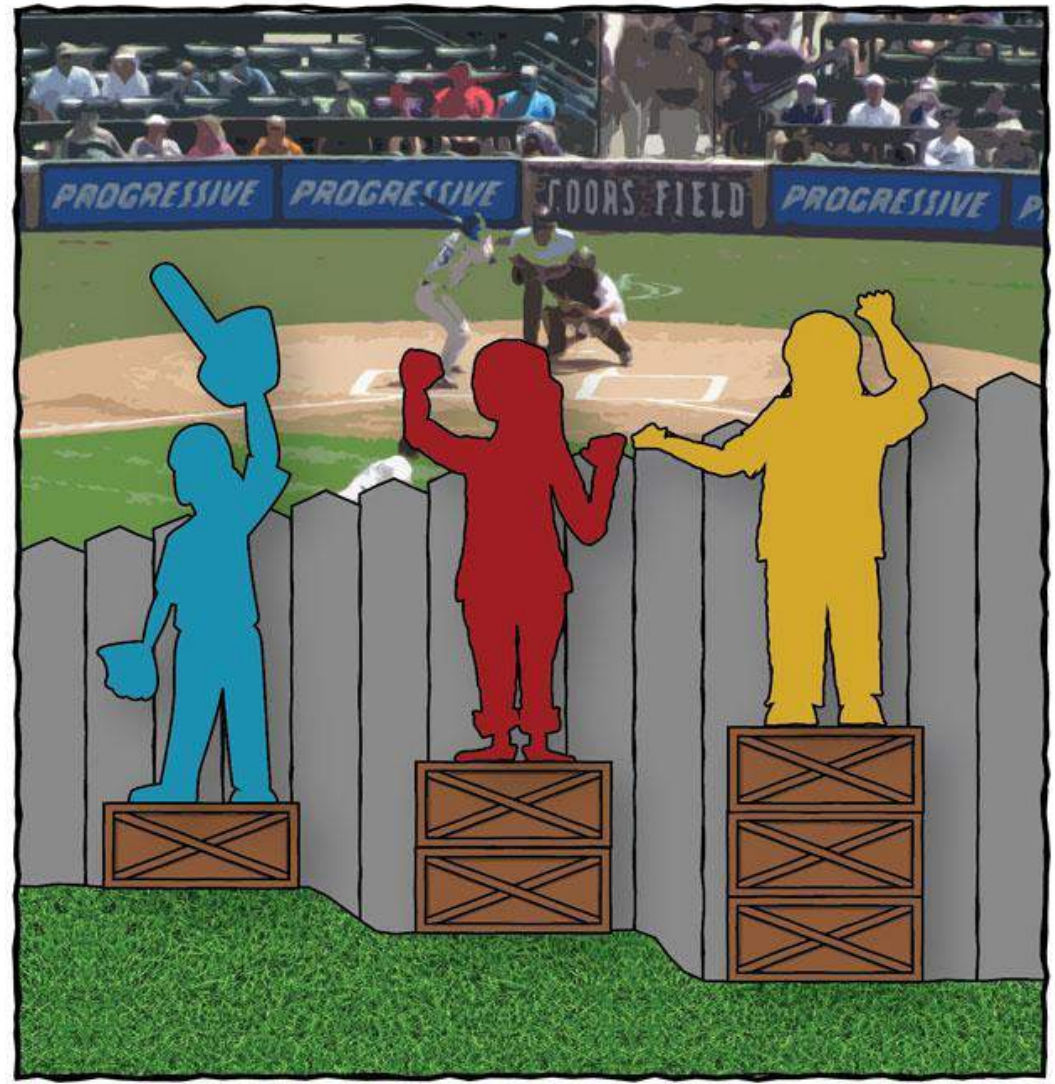
**All those
ingredients...**



Shared Language



EQUALITY



EQUITY

Key Terms

Institutional/Structural Racism or Racialized Oppression

Unconscious/Implicit Bias

Microaggressions

Intersectionality

Intent vs Impact

Ableism

Ageism

White Fragility

Key Terms

Institutional/Structural Racism or Racialized Oppression - The ways in which history, culture, ideology, public policies, institutional practices, and personal behaviors and beliefs interact to maintain a hierarchy – based on race, class, gender, sexuality, and/or other group identities – that allows the privileges associated with the dominant group and the disadvantages associated with the oppressed, targeted, or marginalized group to endure and adapt over time.

Unconscious/Implicit Bias - The bias in judgement and/or behavior that results from the subtle cognitive process (i.e. implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control.

Microaggressions - a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Intersectionality - the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage

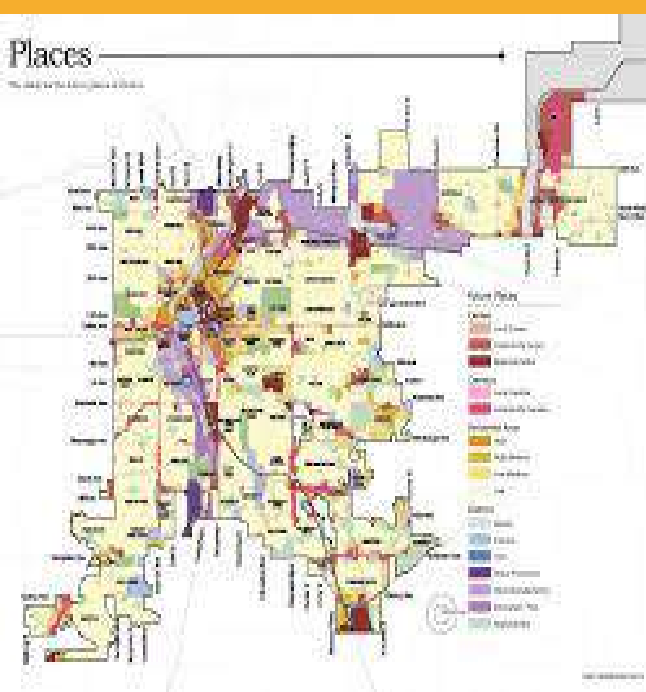


Self Assessment





Organizational Assessment



Skill Practice

Q&A
Closing

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