BEST PRACTICES FOR ADVANCING RACIAL EQUITY AND ACHIEVING COMMUNITY-CENTERED ECONOMIC INCLUSION

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Why lead with race?

- Racial inequities deep and pervasive
- Race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters

Race focused, but not exclusive. Always bring an “intersectional” analysis.
We address race explicitly, not exclusively. (e.g. race and gender, race and immigrant status, etc.)

Or in other words, we address race prominently and intersectionally.

Race can be a complementary, rather than competing, frame

- By identity, e.g., race AND gender
- By topic, e.g., environmental justice and racial justice, reproductive justice and racial justice, etc.
Different Levels of Racism

**INDIVIDUAL RACISM**

- **Internalized** within individuals. These are private beliefs and biases about race that reside inside our own minds and bodies.

- **Interpersonal** occurs between individuals. Bias, bigotry, and discrimination based on race.

**SYSTEMIC RACISM**

- **Institutional** occurs within institutions. It involves unjust policies, practices, procedures, and outcomes that work better for White people than people of color, whether intentional or not.

- **Structural** refers to racial inequities across institutions, policies, social structures, history, and culture.
### Strategies to Address Racism

<table>
<thead>
<tr>
<th>Type of Racism</th>
<th>Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internalized Racism</td>
<td>Support groups, racial healing</td>
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<tr>
<td></td>
<td>Mentoring, counseling, and education</td>
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<tr>
<td>Interpersonal Racism</td>
<td>Trainings, Cross-cultural dialogues, Relationship-building</td>
</tr>
<tr>
<td>Institutional Racism</td>
<td>Changing policy and practices</td>
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<td></td>
<td>Creating new institutions</td>
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<tr>
<td>Structural Racism</td>
<td>Highlighting history, revealing root causes</td>
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<tr>
<td></td>
<td>Challenging racist myths, ideologies</td>
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<td></td>
<td>Narrative and culture change</td>
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<td></td>
<td>Challenging multiple institutions, intersecting impacts</td>
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</tbody>
</table>
Racial Equity:

is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.
# Racial Equity Tool (RET) Methodology

## 1. Desired results
- Your vision and desired state-of-being for ALL

## 2. Analysis of data
- Identifying who is most negatively impacted

## 3. Community engagement
- Shifting power to those most impacted

## 4. Strategies for racial equity
- Informed by desired results, data and engagement

## 5. Implementation plan
- Identifying tasks and setting a plan

## 6. Communications and accountability
- Forming a message and documenting impact
Community-Centered Economic Inclusion

Hanna Love
Senior Research Associate

BROOKINGS

ANNE T. AND ROBERT M. BASS CENTER FOR TRANSFORMATIVE PLACEMAKING
Many economic development efforts assume that citywide and regional benefits “trickle down” to all neighborhoods. We embrace the opposite – targeted, equity-centered efforts in historically disinvested neighborhoods can “trickle up” to make cities and regions more just, prosperous, and resilient.
Why ‘race and place’?

FIGURE 1

Contribution of social determinants of health to Black Progress Index

- Percent of Black adults who are foreign-born: 1.04 years
- Black median household income: 0.63 years
- Black homeownership rate: 0.61 years
- Numeracy, Black public school students: 0.45 years
- Black college attainment rate: 0.38 years
- Black commuting via bike or walking: 0.27 years
- Mean distance from Facebook friends: 0.19 years
- Black business ownership rate: 0.17 years
- Air pollution: -0.05 years
- Population density, tract-weighted: -0.28 years
- Percent of Black children not living with father: -0.36 years
- Religious adherents per capita: -0.62 years
- Black firearm fatalities per capita: -0.78 years
CCEI: A tool to address the intersection of place- and race-based inequity

Equitable resource and capital flows

Focused on achieving greater economic inclusion for historically disadvantaged people, places, and small businesses.

Power redistribution

Designed to shift power imbalances between disinvested communities and public and private sector power-brokers.

Holistic, cross-disciplinary focus

Aimed at addressing the economic, built environment, social, and civic infrastructure that influences community well-being.

Tested model

Aim to address the economic, built environment, social, and civic infrastructure that influences community well-being.
The “where”
How centering community can enhance citywide racial and economic equity outcomes

TARGETED SCALE:

Prioritize investment in **districts and residential neighborhoods** with a history of disinvestment, structural inequities, and undervalued strengths.

- Documented inequities
- Assets and strengths
- Regional significance
- Community capacity and buy-in
The “who”
# Rebalancing ‘the table’

<table>
<thead>
<tr>
<th>Community stakeholders closest to the issues at hand</th>
<th>City stakeholders with the institutionalized power to shift policy and practice</th>
<th>Regional stakeholders with the institutionalized power to shift policy and practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Community-based organizations (at various capacity levels)</td>
<td>• Elected officials</td>
<td>• Funders</td>
</tr>
<tr>
<td>• Residents</td>
<td>• The public sector</td>
<td>• Anchor institutions</td>
</tr>
<tr>
<td>• Neighborhood groups</td>
<td>• Labor organizations</td>
<td>• Regional economic development organizations</td>
</tr>
<tr>
<td>• CDFIs/other small business lenders</td>
<td>• Citywide businesses/employers located in the area</td>
<td>• Chambers of commerce</td>
</tr>
<tr>
<td>• Housing organizations</td>
<td>• Arts/cultural stakeholders at the city level</td>
<td>• Workforce groups</td>
</tr>
<tr>
<td>• Arts organizations/cultural institutions at the neighborhood level</td>
<td></td>
<td>• Tourism boards</td>
</tr>
<tr>
<td>• Youth organizations</td>
<td></td>
<td>• Regional businesses/employers located in the area</td>
</tr>
</tbody>
</table>
The “why”
Addressing decades of action and inaction
The “what”
ECONOMIC ECOSYSTEM
investments and interventions to: 1) connect residents to quality employment in their neighborhood, city, and region; 2) connect small businesses and entrepreneurs with the capital, market information, and assistance needed to launch or expand their business, as well as with the connections to regional markets and supply chains to help them grow; and 3) support the creativity, idea exchange, and innovation among residents and small businesses.

CIVIC INFRASTRUCTURE
investments and interventions to: 1) support place governance structures with funding, expertise, and partnerships; 2) advance new networks and organizations within the community; and 3) encourage transparency and fairness in decisionmaking.

BUILT ENVIRONMENT
investments and interventions to: 1) provide residents with access to affordable transportation; 2) provide small businesses affordable, flexible spaces to launch and grow; and 3) support residents' health, resiliency, and safety—providing the foundational quality-of-life amenities and well-maintained environment to support greater access to opportunity.

Who benefits?
People and small businesses within underinvested places—which, in turn, benefits city and regional economies.

SOCIAL ENVIRONMENT
investments and interventions to: 1) promote trust among residents, workers, and business owners within the community; 2) reflect the cultural and historical identities of communities; 3) provide residents and small businesses with a dynamic, activated, and welcoming public realm.
The “how”

Table 6. New cities and districts implementing community-centered economic inclusion

<table>
<thead>
<tr>
<th>City</th>
<th>Economic inclusion district(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta</td>
<td>Sweet Auburn</td>
</tr>
<tr>
<td>San Francisco Bay Area</td>
<td>West Oakland</td>
</tr>
<tr>
<td>Buffalo, N.Y.</td>
<td>East Side</td>
</tr>
<tr>
<td>Washington, D.C.</td>
<td>Prince George’s County</td>
</tr>
<tr>
<td>Honolulu</td>
<td>Kalihi and Chinatown</td>
</tr>
<tr>
<td>Seattle/Puget Sound</td>
<td>Skyway and Everett</td>
</tr>
<tr>
<td>Philadelphia</td>
<td>Southwest Philadelphia</td>
</tr>
<tr>
<td>Detroit</td>
<td>Southwest Detroit</td>
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</tbody>
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For more information:

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Building Economic Inclusion in the NW Suburbs

Nelima Sitati Munene
Executive Director ACER, Inc.

Federal Reserve Bank Policy Summit
June 21 – 23, 2023
The African Career Education and Resource Inc (ACER) is the leading issue-based organization working to close the inequity gaps within our communities.
Background and Context
HOW THINGS HAPPEN
Economic Landscape Brooklyn Park

- 610 corridor houses the most redevelopable land in Brooklyn Park
- City's plan mostly caters to medium sized to large corporations
- Development is targeted toward attracting a higher income base
- Public investment in these developments has not necessarily resulted in increased opportunities to people of color in terms of employment and wealth creation
Economic Landscape
Brooklyn Center

- [https://www.youtube.com/watch?v=_s1cda6qdFl](https://www.youtube.com/watch?v=_s1cda6qdFl)
- Proposed Opportunity Site will house the new downtown Brooklyn Center
- Earlier plans centered only around attracting a population with more income
- Geared towards medium sized and large companies
Community Displacement
CULTURE

As an Asset and Economic Driver
Theoretical Framework of Community Cultural Wealth

- **Resistant Capital**: challenge inequity and subordination
- **Navigational Capital**: maneuvering social institutions
- **Social Capital**: networks and community resources
- **Linguistic Capital**: communications in different languages or styles
- **Familial Capital**: cultural and/or family knowledges and history
- **Aspirational Capital**: aspirations and hope despite challenges
Culture - An Asset and Economic Driver

- Leveraging what makes a community great
- Significant source of income
- Generate important spillover to the wider economy
- Culture as an asset and wealth in the community
ACER STRATEGIES
ACER Strategies

- Multi strategy, place based focus
- Community engagement and organizing
- Uplifting culturally appropriate solutions to implement inclusive strategies
- Centering community narrative
- Advocating for and passing policies that support the growth of cultural and microbusinesses
Pressure Points of Challenges and Solutions
Pressure Points of Challenges and Solutions

Challenges
- Speed of development
- History of pre-existing discrimination and disinvestment patterns
- Systemic barriers

Solutions
- Small area plans
- Special development designations
- Developing right sized tools
- Taking proactive prevention measures
- Creating more inclusive comprehensive plans
Questions?
Thank You

For any further questions, please reach out to:

**Nelima Sitati Munene**
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African Career, Education, & Resources, inc. (ACER)
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COMMUNITY CENTERED ECONOMIC INCLUSION

A People’s Approach to Working with Community
TODAY:

1. Why this matters
2. My place
3. Systems of displacement
4. Ways that YOU can impact these strategies
**SPOTLIGHT ON MESA, AZ**

- 36% People of Color
- 26% Latinx Population
- 38.9% Renter Occupied
- 21.4% Language other than English spoken at home
- 9.9% Less than High School education
- $65,725 MHI

**SOUTHSIDE MESA**

- 83% People of Color
- 76% Latinx Population
- 73% Renter Occupied
- 69% Language other than English spoken at home
- 41% Less than High School education
- $31,125 MHI
WHAT WE DO

- Pre-Community Work
- Platicas & Creative Engagement
- Walking & Bike audits

- Broadway Corridor Community Group
- Creative Activation & Early Action Projects
- Create a Neighborhood Resilience / Implementation Plan
THE ECOSYSTEM OF A HEALTHY NEIGHBORHOODS & COMMERCIAL CORRIDORS

- Community Based Organizations
- Anchor Institutions
- Government Structures
- Funders
- Small Businesses
- Neighborhood Residents
SYSTEMS OF DISPLACEMENT

- Code Enforcement
- Over-policing
- Construction & Investment
- Opportunity Zones & Tax Policy
### What Can You Do?

<table>
<thead>
<tr>
<th>Government Structures</th>
<th>Financial System / Funders</th>
<th>Community Based Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Invest in people as much as you invest in properties.</td>
<td>• Understand the full impact of policy; the policy of today creates the conditions of the future!</td>
<td>• A willingness to challenge broken systems and rewrite the rules.</td>
</tr>
<tr>
<td></td>
<td>• A willingness to challenge broken systems and rewrite the rules.</td>
<td>• Find your place-based organizations and invest in them.</td>
</tr>
</tbody>
</table>


THANK YOU

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