



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



**race
forward**

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

Prepared by: Larry Hiscock, Lead Change Together
leadchangetogether@gmail.com

June 23rd, 2023

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 have to acknowledge
it if we want to
race forward.**

The “Race And” Framework



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

Internalized Racism

Support groups, racial healing
Mentoring, counseling, and education

Interpersonal Racism

Trainings, Cross-cultural dialogues, Relationship-building

Institutional Racism

Changing policy and practices
Creating new institutions

Structural Racism

Highlighting history, revealing root causes
Challenging racist myths, ideologies
Narrative and culture change
Challenging multiple institutions, intersecting impacts

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

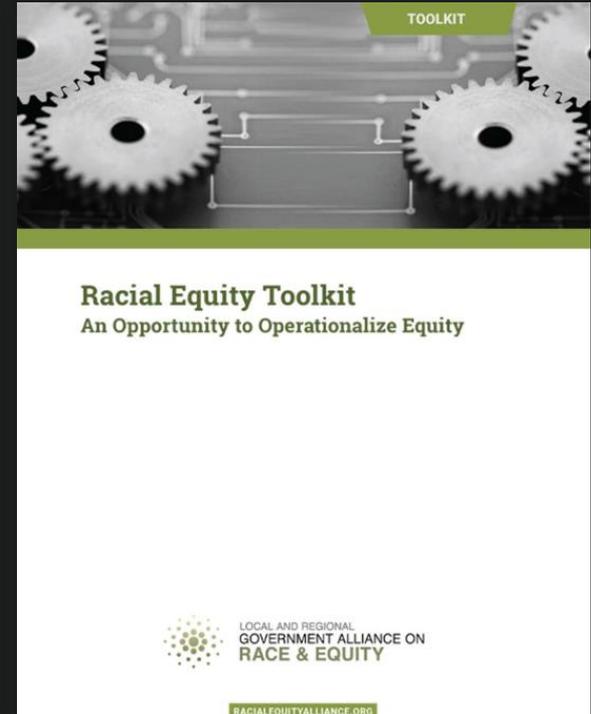
Implementation plan

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



About the Brookings Bass Center for Transformative Placemaking



Support

equitable and
resilient cities and
regions



**Build wealth
and opportunity**
within more
communities



**Connect more
communities**
to their city and
regional economies

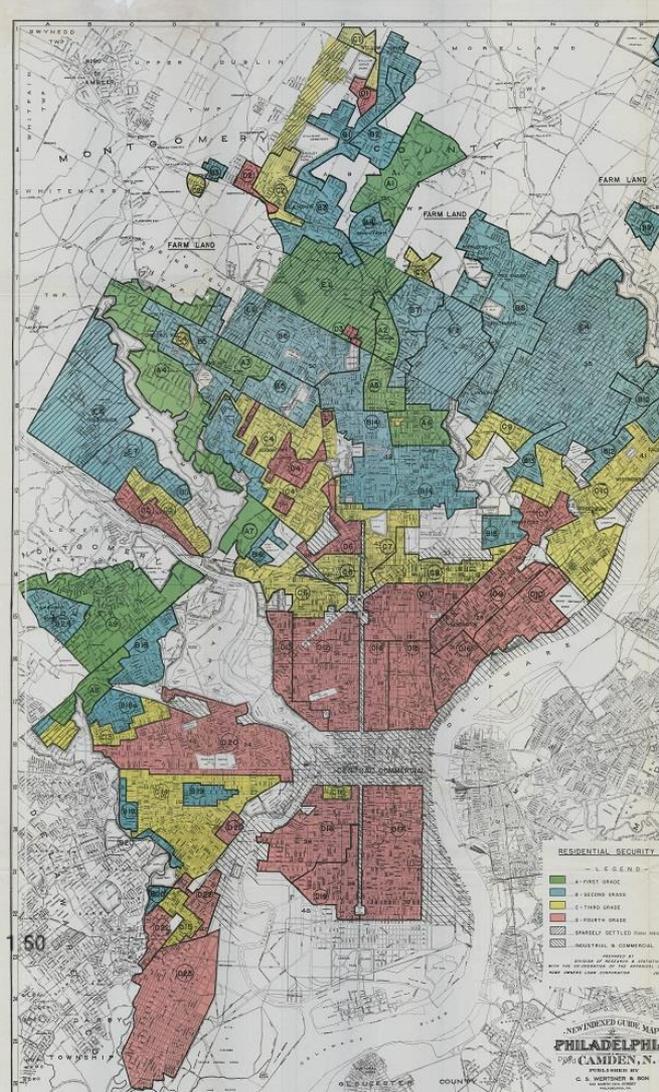
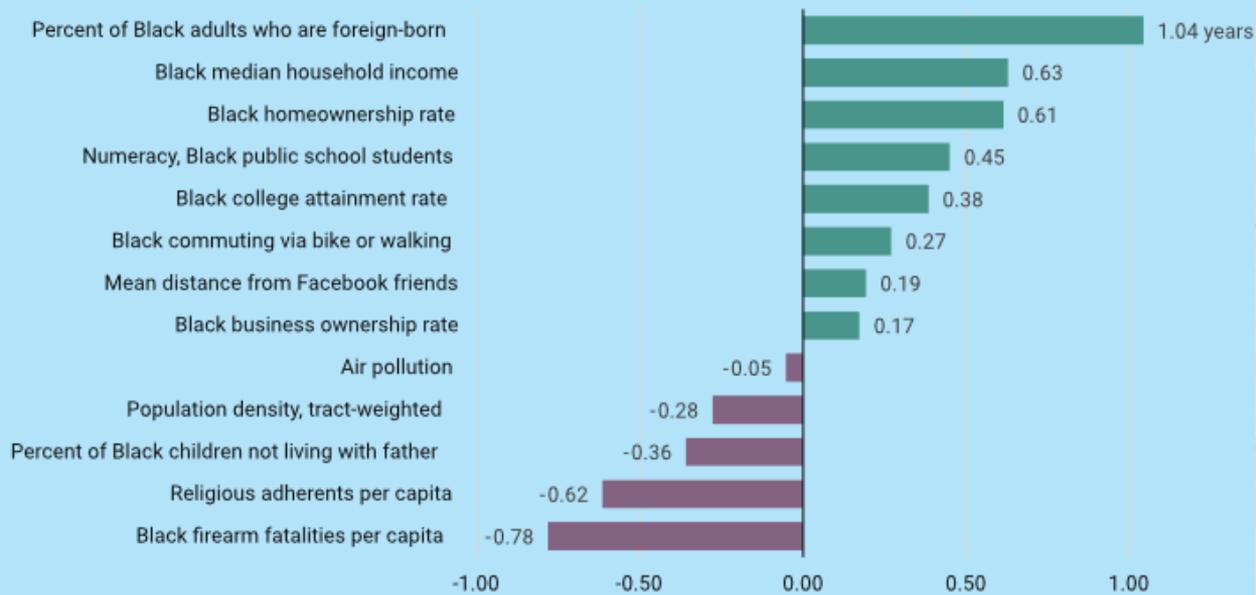
Many economic development efforts assume that citywide and regional benefits “trickle down” to all neighborhoods. We embrace the opposite – **targeted, equity-centered efforts in historically disinvested neighborhoods can “trickle up”** to make cities and regions more just, prosperous, and resilient.



Why 'race and place'?



FIGURE 1
Contribution of social determinants of health to Black Progress Index



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.

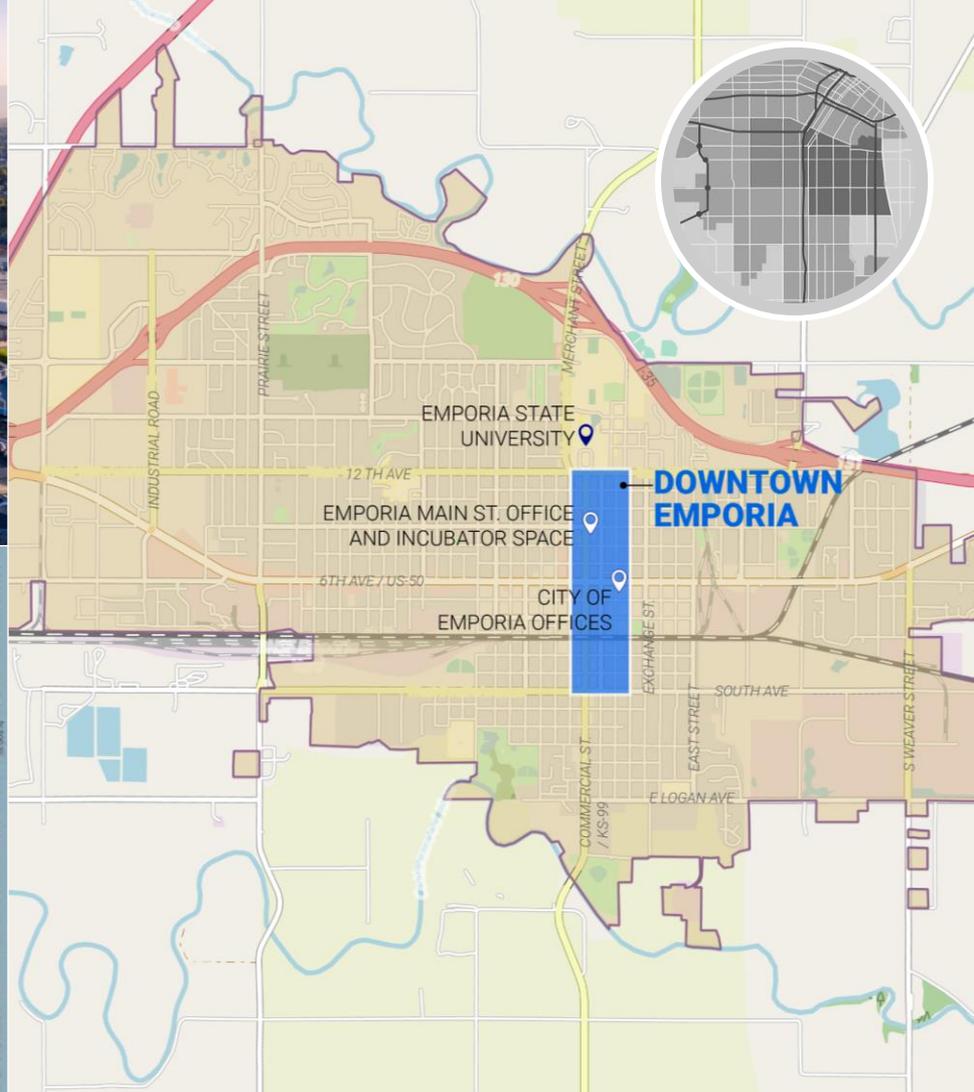
Holistic, cross-disciplinary focus

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

Tested model



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 disinvestment, structural inequities, and undervalued strengths.

Documented inequities

Assets and strengths

Regional significance

Community capacity and buy-in





The "who"

Rebalancing 'the table'

Community stakeholders closest to the issues at hand

- Community-based organizations (at various capacity levels)
- Residents
- Neighborhood groups
- CDFIs/other small business lenders
- Housing organizations
- Arts organizations/cultural institutions at the neighborhood level
- Youth organizations
- Churches
- Local businesses/employers

City stakeholders with the institutionalized power to shift policy and practice

- Elected officials
- The public sector
- Labor organizations
- Citywide businesses/employers located in the area
- Arts/cultural stakeholders at the city level

Regional stakeholders with the institutionalized power to shift policy and practice

- Funders
- Anchor institutions
- Regional economic development organizations
- Chambers of commerce
- Workforce groups
- Tourism boards
- Regional businesses/employers located in the area

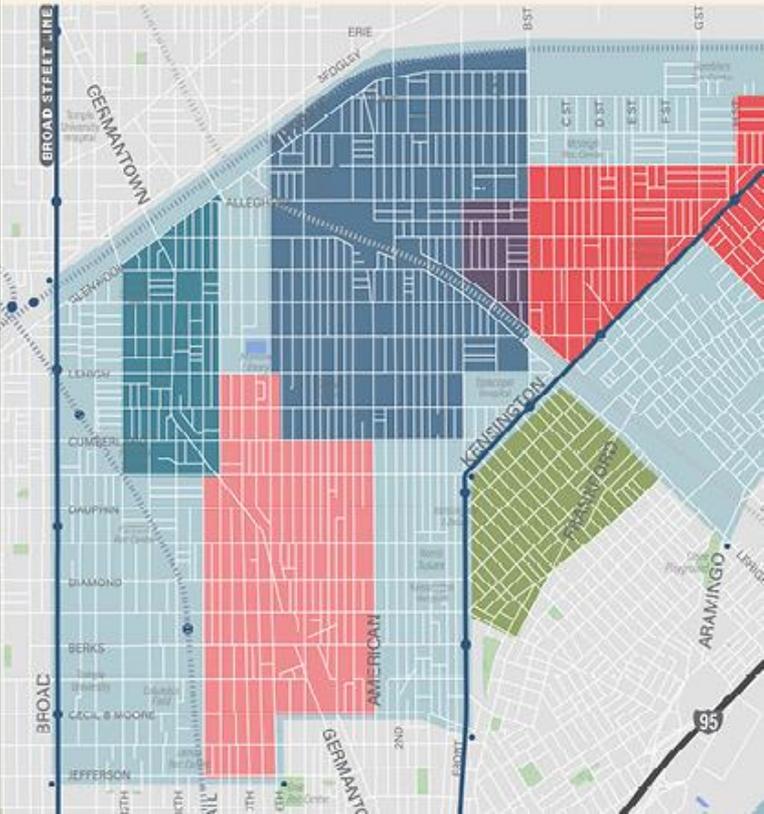


The “why”



Addressing decades of *action* and *inaction*

- Heart of Kensington Collective Impact
- North of Lehigh Neighborhood Revitalization Plan
- The Goodlands 2025 Neighborhood Plan
- Along The Avenue
- Eastern North For Everyone
- E. Kensington Transportation & Community Development Plan



The “what”

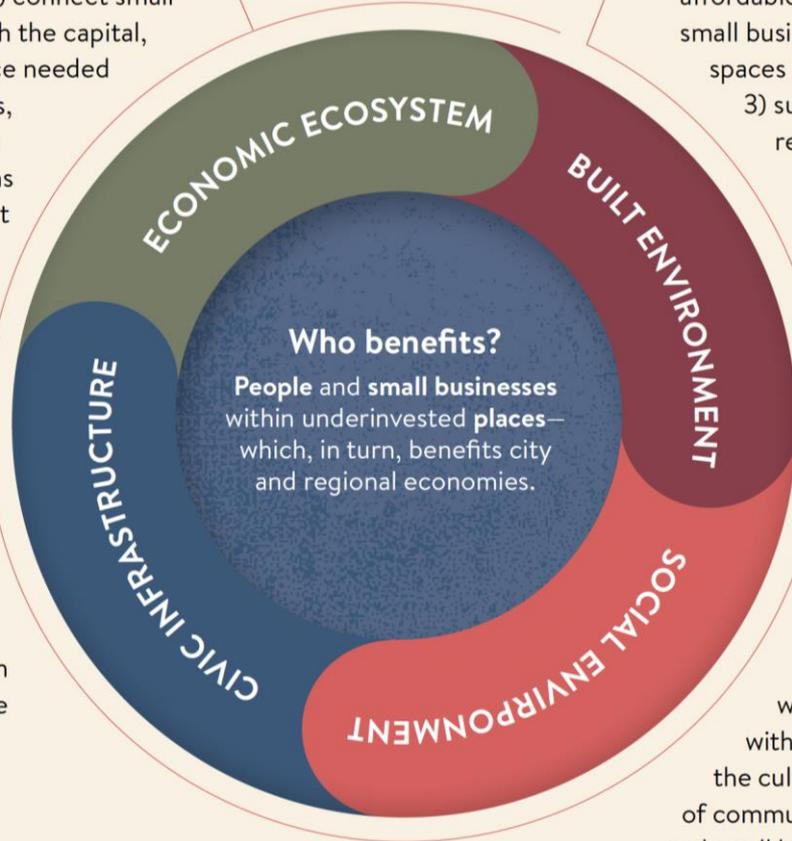


ECONOMIC ECOSYSTEM

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.

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”

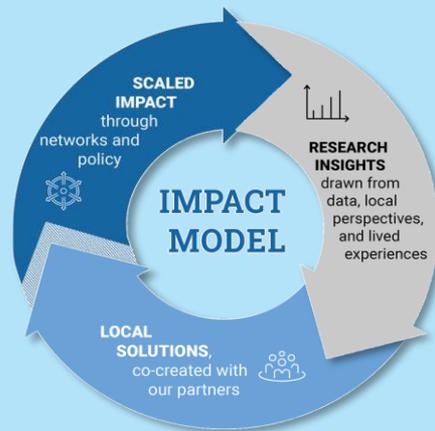
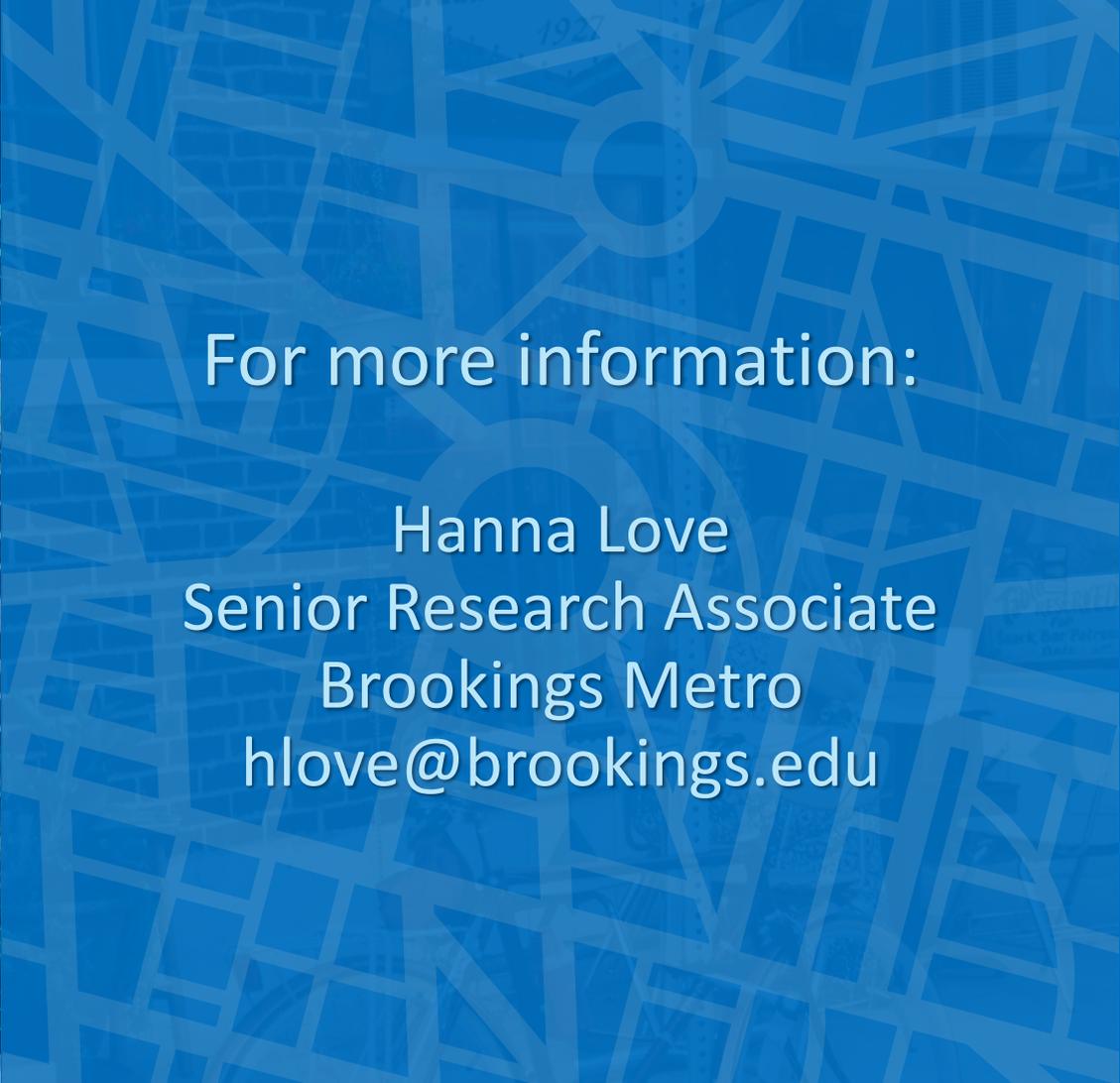


Table 6. New cities and districts implementing community-centered economic inclusion

City	Economic inclusion district (s)
Atlanta	Sweet Auburn
San Francisco Bay Area	West Oakland
Buffalo, N.Y.	East Side
Washington, D.C.	Prince George’s County
Honolulu	Kalihi and Chinatown
Seattle/Puget Sound	Skyway and Everett
Philadelphia	Southwest Philadelphia
Detroit	Southwest Detroit



For more information:

Hanna Love
Senior Research Associate
Brookings Metro
hlove@brookings.edu





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=_slcda6qdFI
- ▶ 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



Thank You

For any further questions, please reach out to:

Nelima Sitati Munene

Executive Director

African Career, Education, & Resources, inc. (ACER)

nelima@acerinc.org | 763-657-7711 ext. 101



COMMUNITY CENTERED ECONOMIC INCLUSION

A People's Approach to Working with Community



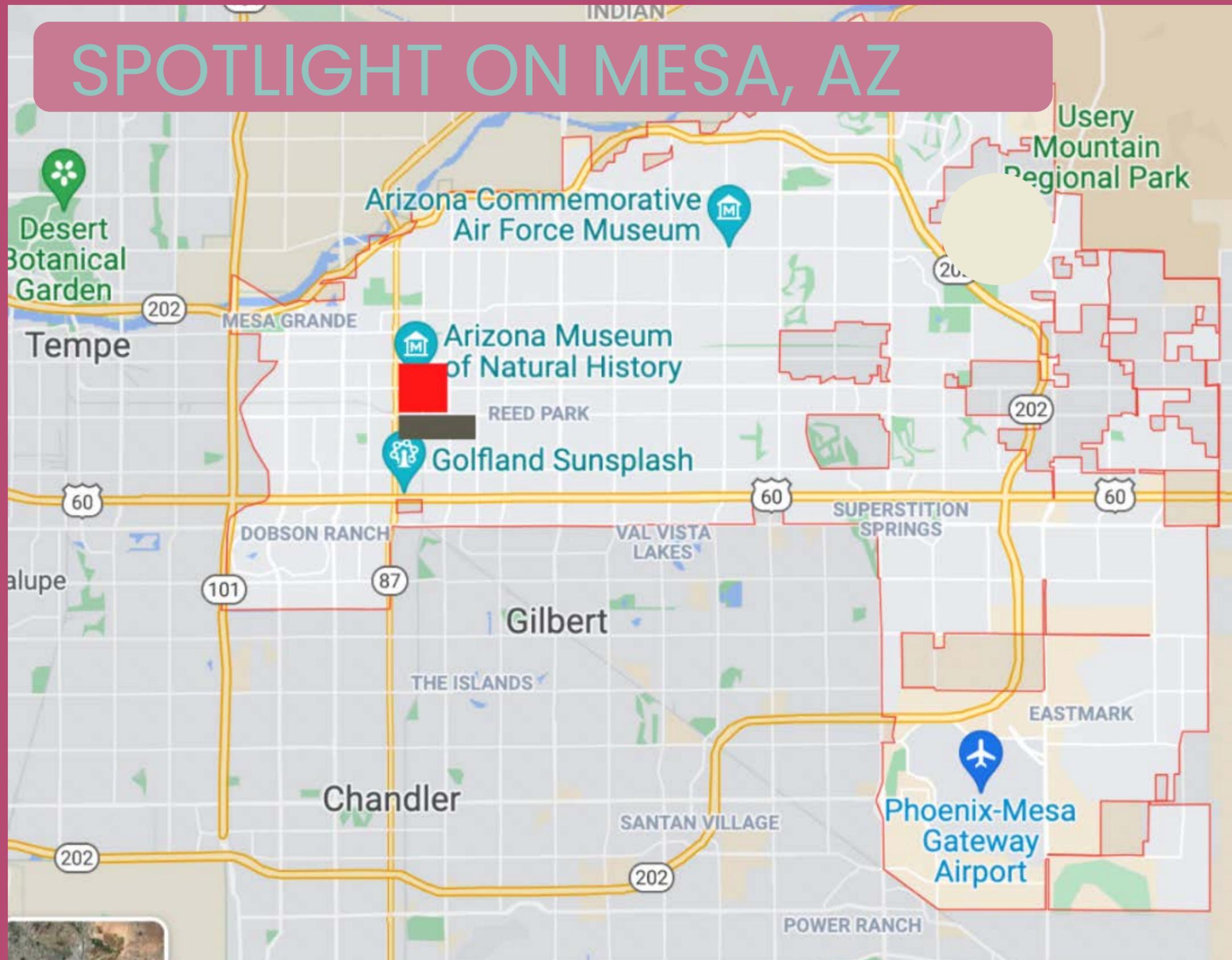
TODAY:

1. Why this matters
2. My place
3. Systems of displacement
4. Ways that YOU can impact these strategies





SPOTLIGHT ON MESA, AZ



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

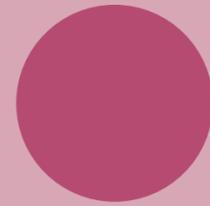
SOUTHSIDE MESA

- 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

AN EXAMPLE OF
THIS WORK



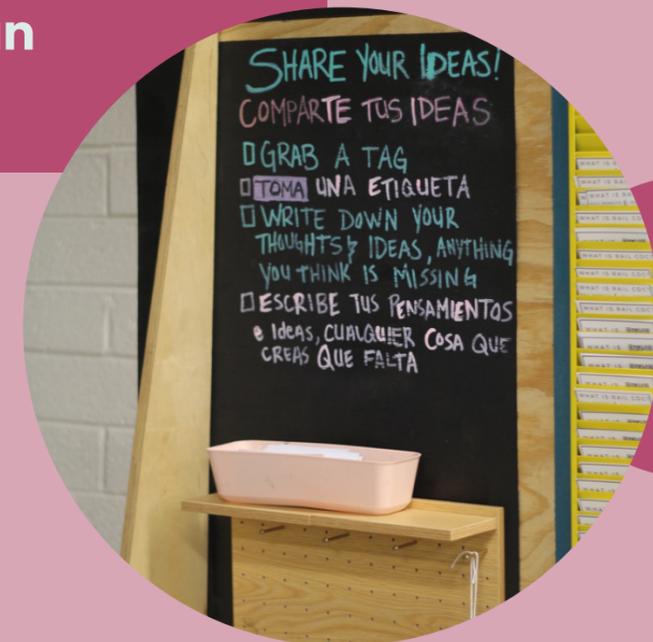
- Pre-Community Work
- Platicas & Creative Engagement
- Walking & Bike audits



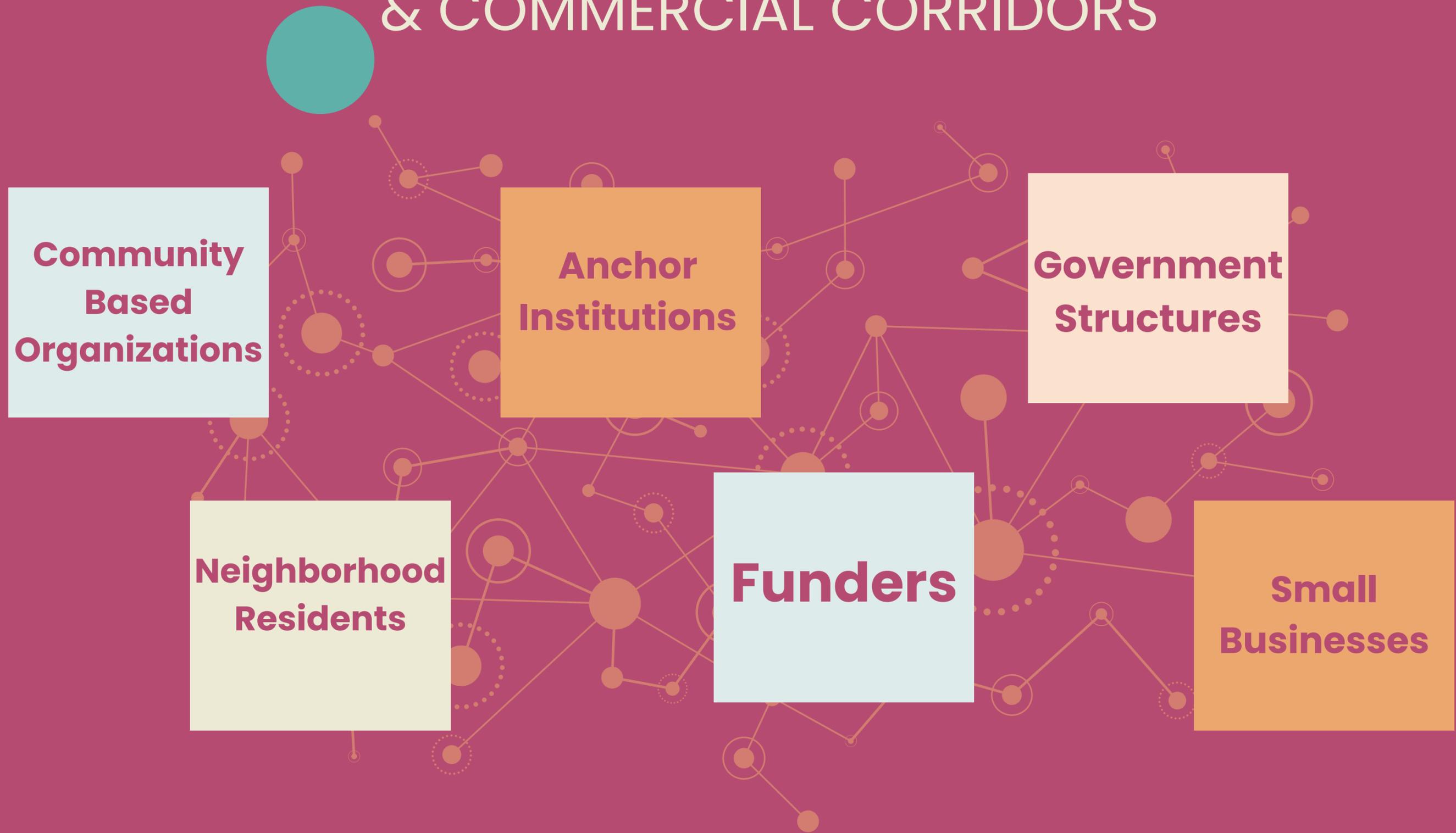
WHAT WE DO



- Broadway Corridor Community Group
- Creative Activation & Early Action Projects
- Create a Neighborhood Resilience / Implementation Plan



THE ECOSYSTEM OF A HEALTHY NEIGHBORHOODS & COMMERCIAL CORRIDORS



SYSTEMS OF DISPLACEMENT



- Code Enforcement
- Over-policing
- Construction & Investment
- Opportunity Zones & Tax Policy

WHAT CAN YOU DO?

Government Structures

Financial System / Funders

Community Based Organizations

- Invest in people as much as you invest in properties.
- Understand the full impact of policy; the policy of today creates the conditions of the future!
- A willingness to challenge broken systems and rewrite the rules.
- Find your place-based organizations and invest in them.





THANK YOU

AUGIE GASTELUM

COMMUNITY ECONOMIC DEVELOPMENT CONSULTANT

AUGIE@PATCHWORKCOMMUNITY.COM