

Shaping Tomorrow's Cities: Cultivating Diversity, Equity and Inclusion in Planning Practice

– An Interactive Session –

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American Planning Association, WA





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Land Acknowledgement

(borrowed from City of Spokane, 3/22/21)

- We acknowledge that we are on the unceded land of the Spokane people. And that these lands were once the major trading center for the Spokanes as they shared this place and welcomed other area Tribes through their relations, history, trade, and ceremony. We also want to acknowledge that the land holds the spirit of the place, through its knowledge, culture, and all the original peoples Since Time Immemorial.
- As we take a moment to consider the impacts of colonization may we also acknowledge the strengths and resilience of the Spokanes and their relatives.
- We are grateful to be on the shared lands of the Spokane people and ask for the support of their ancestors and all relations. We ask that you recognize these injustices that forever changed the lives of the Spokane people and all their relatives.
- We agree to work together to stop all acts of continued injustices towards Native Americans and all our relatives. It is time for reconciliation. We must act upon the truths and take actions that will create restorative justice for all people.



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SESSION ROADMAP



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Backgrounds



SESSION ROADMAP



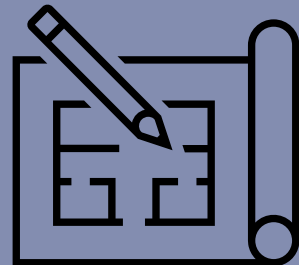
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Planning Ethics & Resources



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SESSION ROADMAP

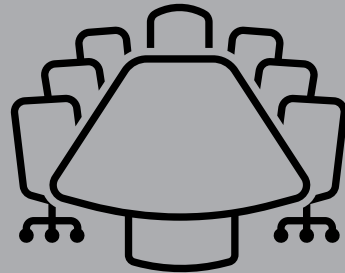


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Round Table Questions



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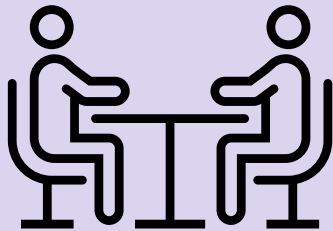
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SESSION ROADMAP



04

Next Steps



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SESSION ROADMAP





Racism and U.S. Urban Planning (2022)

June Manning Thomas

U.S. urban planning practices have supported institutional racism through redevelopment and other land-use decisions ... affect[ing] the ability of many minority-race people, particularly Black people, to flourish (pg 64).

Areas where we see Racism in Urban Planning:

Urban Redevelopment: mid-20th-century redevelopment practices tended to raze and fragment minority race and ethnic neighborhoods

Exclusionary, Intensive, and Expulsive Zoning: racial zoning ordinances and covenants, racial exclusion in federal mortgage financing, segregation by race and income through housing types



Implications for Human Flourishing (Thomas)

Well-Being	Segregation's Impacts
Happiness/Life Satisfaction	Lower level due to reduced amenities, poverty levels, crime rates, environmental hazards, access to grocery stores and more
Physical and Mental Health	Increased stress, shortened lifespans, increased chronic illnesses and miscarriages, depression and more
Social Relationships	Isolation, but can nurture strong bonding social capital through informal networks of support
Meaning & Purpose	Generations-deep lack of access to meaningful employment
Virtue & Character	Underperforming schools or gangs, school-to-prison complex, overly vigorous policing


Racial Equity in Planning Organizations (2020)

Miriam Solis

Table 2. How organizations' internal rules and norms reproduce racial inequity.

How organizations are racialized	Examples in planning	Consequences for planning practice
Enhance or diminish the agency of racial groups	<ul style="list-style-type: none">• "Race-neutral" reports and analyses (Harwood, 2005)• The axiom that "if you build, they will come" with respect to large cultural institutions (Vazquez, 2012)	<ul style="list-style-type: none">• The manipulation of planning processes in ways that serve White, affluent residents• Overlooking widespread, varied land use practices
Legitimize the unequal distribution of resources	<ul style="list-style-type: none">• Metropolitan planning organizations' board structures (Nelson et al., 2004)• Funding "reputable" community development organizations (Wood & Landry, 2008)	<ul style="list-style-type: none">• Fewer resources for projects that serve people of color• Failure to support innovations created by communities of color
Whiteness as a credential	<ul style="list-style-type: none">• Filtering applicants based on technical skills (e.g., geographic information systems) and academic prestige (Tiarachristie, 2016)• Hiring for "cultural fit" (Tiarachristie, 2016)	<ul style="list-style-type: none">• Devaluing the experience of living and working in communities of color• The inability to build trust in low-income communities of color
Decoupling formal rules from organizational practice	<ul style="list-style-type: none">• The adoption of lofty social equity goals while having limited capacity (Schrock et al., 2015)• Harassing or pigeonholing planners of color (Thomas, 2008)	<ul style="list-style-type: none">• Failure to operationalize goals in ways that address specific disparities• Stymie planners' abilities to advance social justice

*I urge public planners to examine how planning departments' **internal rules and norms reproduce racial inequity** (pg 297).*



Elevating racial equity planning organizations *can set a local precedent and recalibrate how planners think about positive change they can catalyze in their communities* (p. 301).

*Racial Equity in
Planning
Organizations
(2020)*

Miriam Solis

- **Steps Planners Should Take:**
 - Assess the strengths and weaknesses of the ***organization's racial equity initiatives:***
 - Capacity, leadership, racial climate
 - Commitment to ***organizational learning:***
 - Implicit bias training, antiracism workshops, adopting definitions for racial equity-related concepts
 - Analyze and ***change existing rules and norms:***
 - New interagency partnerships, different RFP criteria, new policies, new staff positions that support marginalized communities or businesses

AICP CODE OF ETHICS

EQUITY PROVISIONS

(REVISED 11/2021)



A.1 (a): We shall examine our own cultures, practices, and values to understand our conscious and unconscious biases.

A.1 (e): Incorporate equity principles and strategies as the foundation for preparing plans and implementation programs to achieve more socially just decision-making. Implement ... changes [in existing regulations] which can help overcome historical impediments to racial and social equity.

A.5(f): Contribute time and effort to our communities, particularly to those groups lacking in adequate planning resources, through pro bono planning activities.

AICP CODE OF ETHICS

EQUITY PROVISIONS

(REVISED 11/2021)



A 3. People who participate in the planning process shall work to achieve economic, social and racial equity.

- a. **Create plans that ensure equitable access to resources and opportunities ... structure prospects for upward economic mobility, a sense of belonging, and an enhanced quality of life. Recognize our unique responsibility to eliminate historic patterns of inequity tied to planning decisions represented in documents such as zoning ordinances and land use plans**

- b. **Seek social justice by ... emphasizing our special responsibility to plan with those who have been marginalized or disadvantaged and to promote racial and economic equity.**

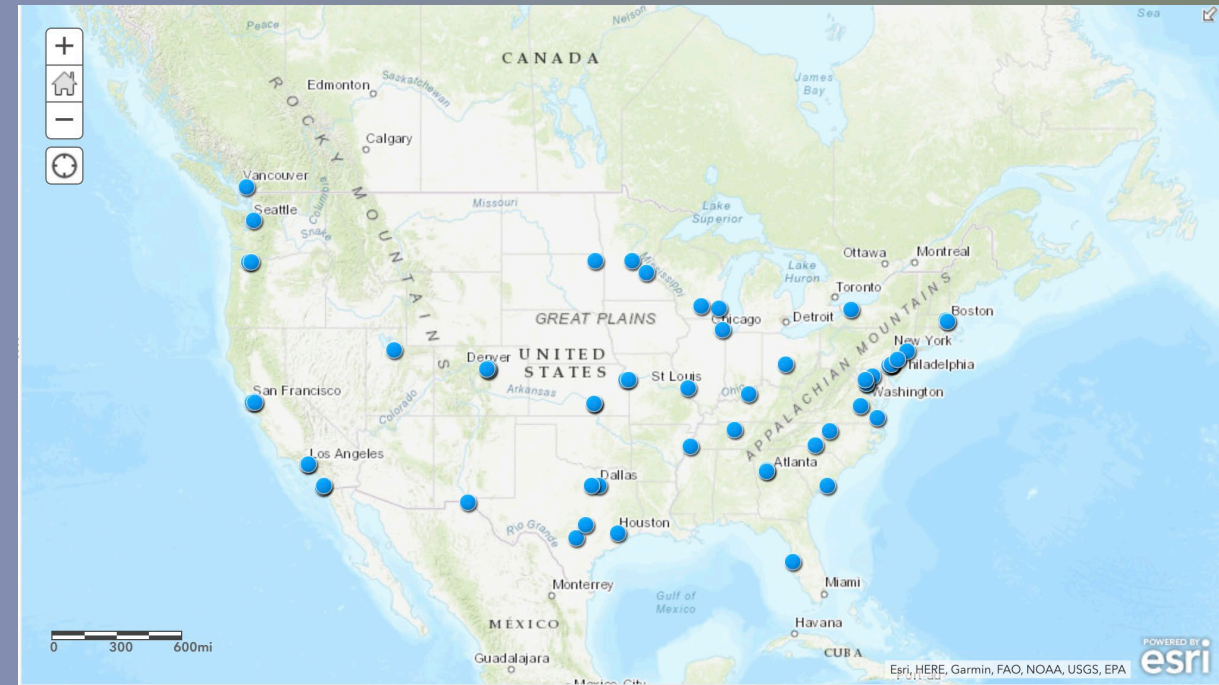
- c. **Recognize and work to mitigate the impacts of existing plans and procedures that result in patterns of discrimination, displacement, or environmental injustice.**

- d. **Promote the inherent rights of indigenous people and work with indigenous peoples on developments affecting them and their lands and resources**

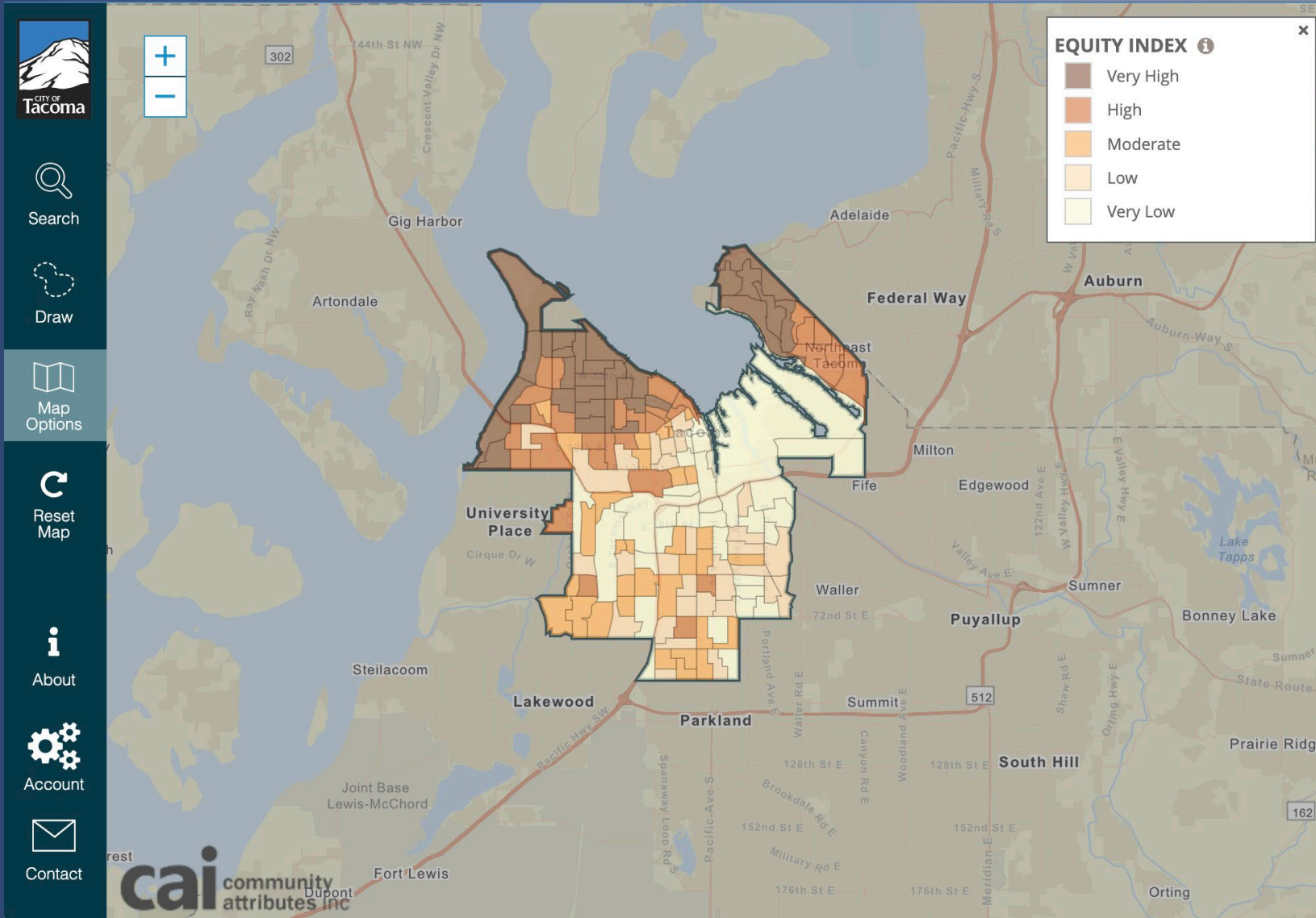
PLANNING DIRECTOR'S COMMITMENT TO CHANGE (2022)

Planning directors pledge to correct past harms and create an inclusive future. By signing on, the planning directors commit to:

- Creating communities that are culturally diverse, livable, and accessible.
- Preserving, strengthening, and celebrating the culture, assets, institutions, and businesses of BIPOC communities.
- Promoting the health, economic, social, and cultural resilience of BIPOC communities.
- Championing housing choice and economic diversity.
- Addressing environmental injustice.
- Removing biases from their organizations.



TACOMA'S EQUITY MAP

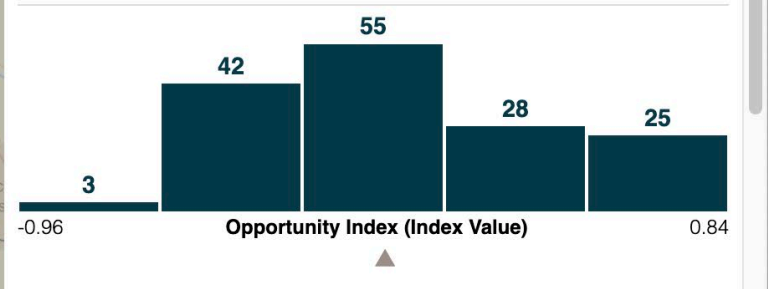


Tacoma, Washington

Equity Overview

- Livability
- Accessibility
- Economy
- Education
- Environmental Health

NUMBER OF BLOCK GROUPS WITHIN EACH RANGE OF INDICATOR VALUES



Overall Combined Index Value for the Selection Area:

Equity Index MODERATE

Note: this value combines the indices of Livability, Accessibility, Economy, Education and Environmental Health.

POPULATION 215,136

INDIVIDUALS WITH DISABILITIES 14%



APA RESOURCES

Where to look for support, inspiration and justification

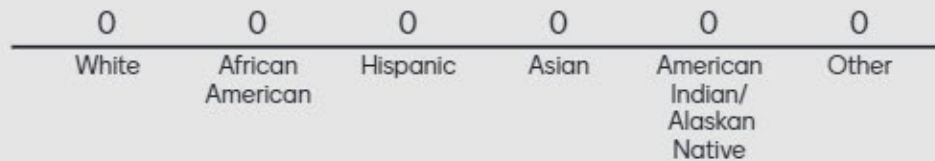


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With which group do you identify?

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Mentimeter

What is your educational attainment?

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ENGAGEMENT WITH TRUST

- Immigrants without visas often distrust public employees and other government representatives
- Unwilling to complete basic questions on surveys, such as those pertaining to nationality, race, ethnicity, educational attainment, or address.

How to overcome this distrust?

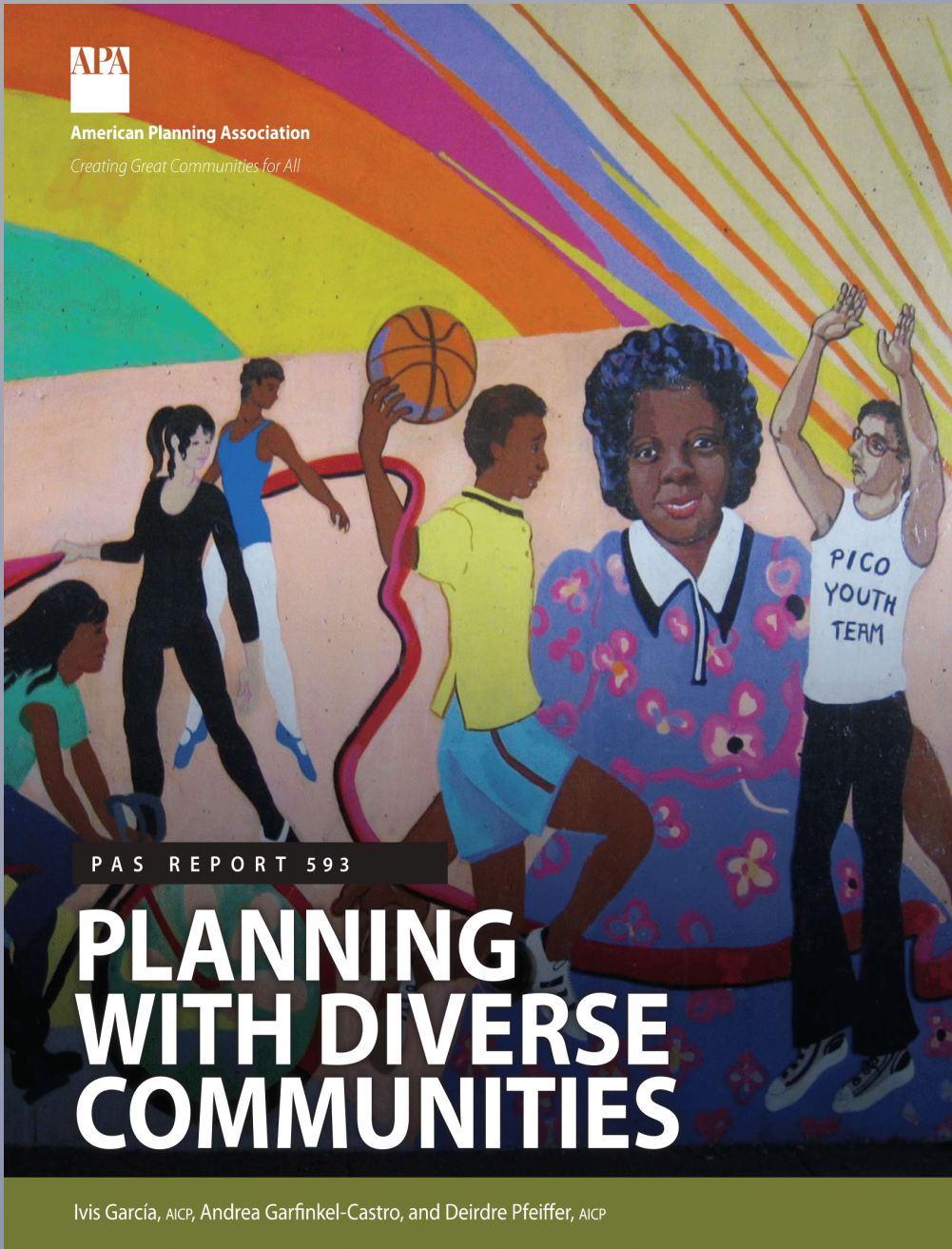
- Employ members of the community to conduct surveys and help facilitate planning meetings
- Hire staff from other trusted organization in the community to collect data or facilitate meetings

Planning with Diverse Communities (2019), Chapter 4 (p. 71)



American Planning Association

Creating Great Communities for All



PAS REPORT 593

PLANNING WITH DIVERSE COMMUNITIES

Ivis García, AICP, Andrea Garfinkel-Castro, and Deirdre Pfeiffer, AICP

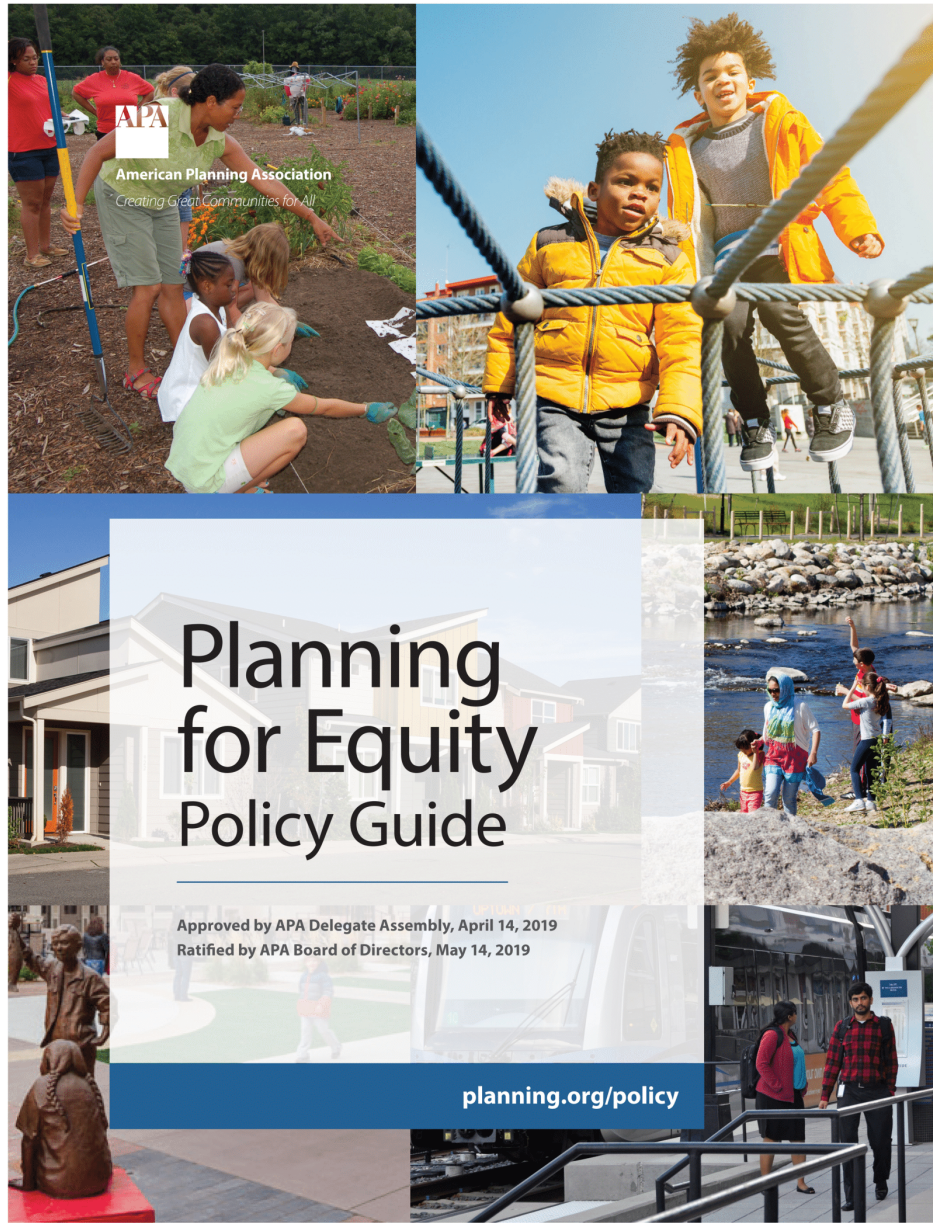
Planners can ... address both historical and current inequities and provide people of color equitable access to opportunity in housing, transportation, employment, and other domains of life.

Planners have a responsibility to try to remedy ... inequalities, and they are uniquely positioned to help their ... communities reap the ... benefits of growing diversity through more equitable strategies and more inclusive forms of engagement.

To be more effective in serving ... their constituents, planners ... need to ... understand and move beyond their own implicit biases, which may often be hidden from themselves (p. 6)

Table of contents:

- The Importance of Planning with Diverse Communities
- Understanding Racial & Ethnic Inequity
- Diverse Places & Planning Challenges
- Engaging Diverse Communities
- Tools for Planning with Diversity
- Toward a More Diverse & Equitable Future

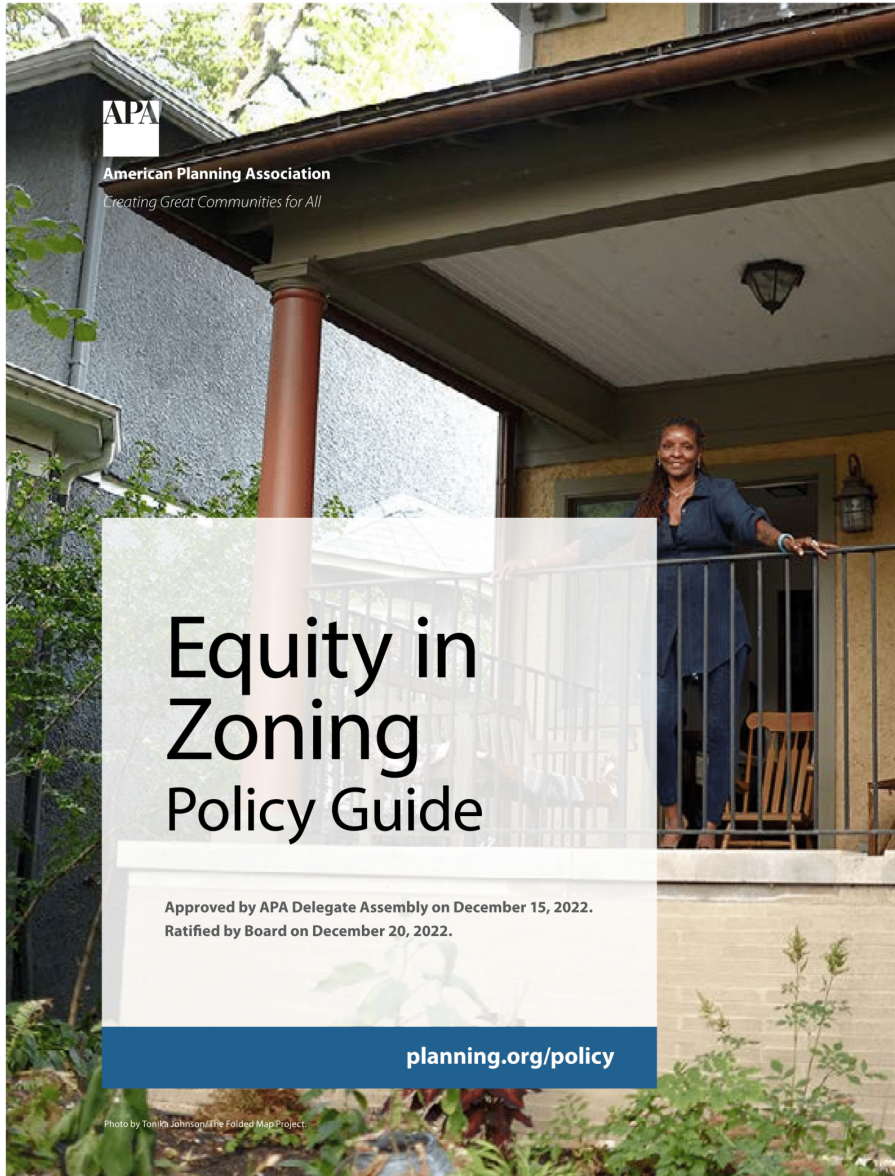


If planners' toolboxes can be used to exclude, limit, and segregate, then the same tools and regulatory frameworks can be used to implement policies that result in fair, equitable communities.

The *Planning for Equity Policy Guide* [considers] the role planning has played in creating inequities, while also underscoring the power that planners have to level the playing field (p. 5).

Table of contents:

- Equity in All Policies
- Cross-Cutting Equity Issues
- Equity in All Policies in Practice
- Resources



Those who write, administer, or enforce zoning regulations take clear steps to:

- avoid or “undo” unfair outcomes
- mitigate the unequal ability to participate in or influence all parts of the zoning process.

Several of the Aspirational Principles in Section 1 of the *AICP Code of Ethics and Professional Conduct* underscore this duty, and this Policy Guide identifies specific steps to do that (p. 10)

Table of contents:

- What is Equity in Zoning?
- The Rules – Equity in Substantive Zoning Regulations
- The People – Equity in Zoning Procedures
- The Map – Equity in Zoning Maps

LUMMI NATION GOOSEBERRY POINT

Seven Generation Planning

- Stommish Grounds
 - Community Center
 - Market
 - Canoe Storage
 - Boardwalk Connection
- Urban village
 - Elder housing
 - Common space
- Working Waterfront
 - Secure storage
 - Commercial and recreational dock
 - Tribal Business District





BRAIN SPIN

Please keep your list to items you'd say if your grandmother was playing with you



1. Look at the card in front of you
2. You will have one (1) minute to write down as many things as you can about **what you see in the symbol**
3. After 1 minute, you will each share what you saw; put a check mark if others saw the same thing, circle items that only you saw
4. How many of you wrote the same thing?
5. How many saw something different than others?
6. What does this tell you about perspectives?



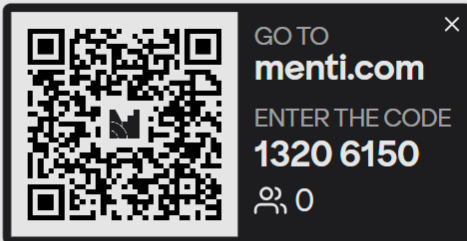
SHARE OUTS

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1. What legacies of inequitable planning are present in your community? What steps is your agency/organization taking to redress these inequities?

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 Mentimeter

2. What do you wish you had learned in planning school? What should **planners-in-training** be learning? What should **ALL** planners be learning?

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Waiting for responses ...

Voting is closed



SHARE OUTS

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 Mentimeter

3. What steps can APA-WA take to ensure all planners practicing in Washington state have the training and tools they require

to redress the legacies of inequitable planning in their communities?

▶ Start Menti

Voting is closed





SHARE OUTS

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 Mentimeter

Next Steps...

How do we keep the conversation going?

 Start Menti



Resources

- Solis, M. (2020). Racial Equity in Planning Organizations. *Journal of the American Planning Association*. 86(3), 297-303.
<https://doi.org/10.1080/01944363.2020.1742189>
- Thomas, J.M. (2022). *Racism and U.S. Urban Planning*. In H. Mahmoudi, J. Roe, & K. Seaman (Eds.), *Infrastructure, Wellbeing and the Measurement of Happiness* (pp. 63-85). Routledge. <https://doi.org/10.4324/9781003183242>
- American Planning Association. (2019). *Planning for Equity Policy Guide*.
- American Planning Association. (2019). *Planning with Diverse Communities*.
- American Planning Association. (2023). *Equity in Zoning Policy Guide*.