

RACIAL EQUITY and SOCIAL JUSTICE in CITY & REGIONAL DEVELOPMENT?

THE PARADOX OF OUR DEMOCRACY

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WHY FOCUS ON
EQUITY?

*America's Constitutional &
Democratic Promise*

"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." — The Declaration of Independence.

Equity & Justice

Equity and Justice are Aspirational Goals
of the
American Experiment

Inequity & Injustice: An American Practice

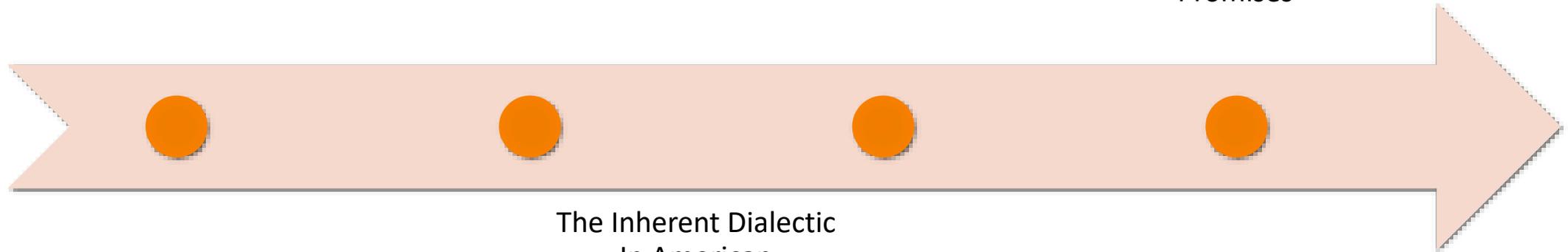
From America's inception Power and Privilege has historically been contoured by male-ness (gender), landed-ness (ownership), gentry-ness (class status) and whiteness (race)

- ❑ Native America dispossessed of their land and violently and culturally suppressed
- ❑ Women were treated as 2nd Class Americans
- ❑ African-American slaves were counted as 3/5 of an individual, were viewed as property and brutally controlled

PARADOX OF AMERICA'S DEMOCRACY

Claims and Promise of
Opportunity, Equity
and Justice

Practices that Deliver
Results Consistent
with the Constitutional
and Democratic
Promises



The Inherent Dialectic
In American
Democracy

13th Amendment of the US Constitution

Badges and Incidents of Slavery

Ratified on December 6, 1865, the 13th amendment abolished slavery in the United States and provides that "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction."

The 14th Amendment to the U.S. Constitution

Ratified in 1868, granted citizenship to all persons born or naturalized in the United States—including former slaves—and guaranteed all citizens “equal protection of the laws.”

History of Inequality and Subordination

STRUCTURING INJUSTICE

How Did We Get To Where We Are? 1600's to 1940's

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

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

- ❖ Governmental policies and practices deprived Individuals of governmental supports and opportunities, i.e., 1935 Social Security Act that excluded farm workers and domestic service workers. Disproportionately excluding African-Americans
- ❖ Separate and Unequal Schooling/Education (Brown v. Board of Topeka, Kansas struck down as unconstitutional Separate, but Equal in Education, 1954). Schools are still segregated.
- ❖ War on Drugs, Over Policing, Police Violence, Discriminatory Prosecution and Hyper-incarceration of African-Americans. Removes individuals from communities and families and contributes in the aggregate to the destabilization of families and communities.
- ❖ Hiring Discrimination Against Black Americans Hasn't Declined in 25 Years, Harvard Business Review 2017. Ongoing implicit and explicit bias in the labor market. Contributes to economic instability and inequality.

America's History of Institutional and Systemic Racism is at the Heart of Urban & Regional Planning Practice

- ❖ **Dejure Segregation** – White Only – Separate and Equal (a fiction that created Separate and Unequal)

- ❖ **Defacto Segregation**

- ❖ Public Housing Development (1935)

- ❖ The **Public** Works Administration (PWA), **created** under the New Deal to address the country's **housing** and infrastructure needs, constructed Techwood Homes in Atlanta, GA, in 1935 as the first federal **public housing** project. The project evicted hundreds of black families to create a 604-unit, whites-only neighborhood

- ❖ Decades of Public Housing development has been segregated

- ❖ Federal Housing Development Policy (WWII era)

- ❖ Redlining Practices (Opportunity creation and denial based on race and the reinforcing of the wealth gap)

- ❖ FHA (1934)

- ❖ VA (1930)

- ❖ Relining and Steering

- ❖ Urban Renewal & Highway Construction (1940's & 1960's)

- ❖ Coined by early researcher as “Negro Removal”

- ❖ Created Highways that facilitated the movement of White folks between city (where they worked) to suburban region (where they lived)

- ❖ Razed communities

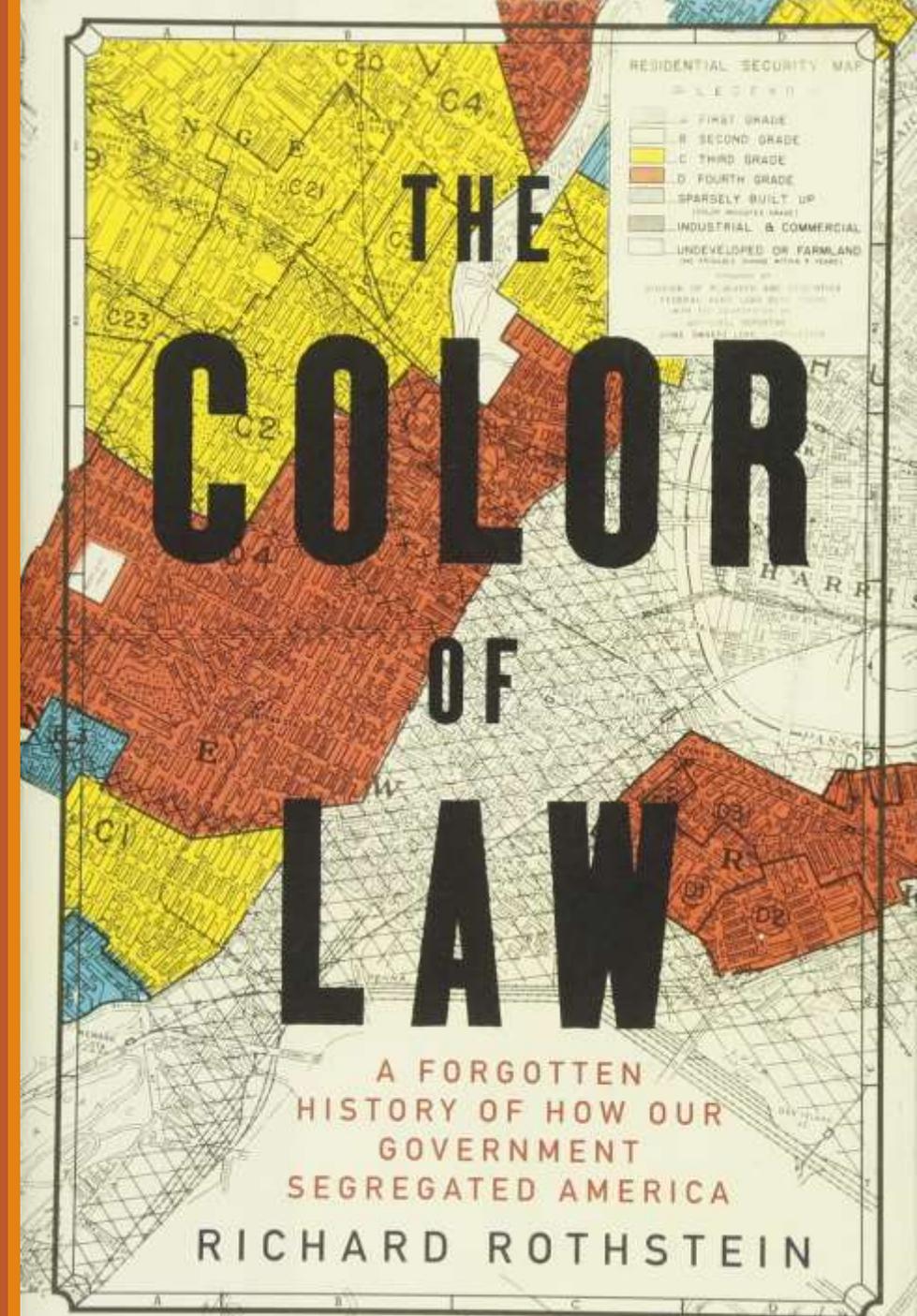
- ❖ Displaced disproportionately high number of Black people

- ❖ Highways became physical barriers that separated Black and White communities.

- ❖ Local Zoning Practices

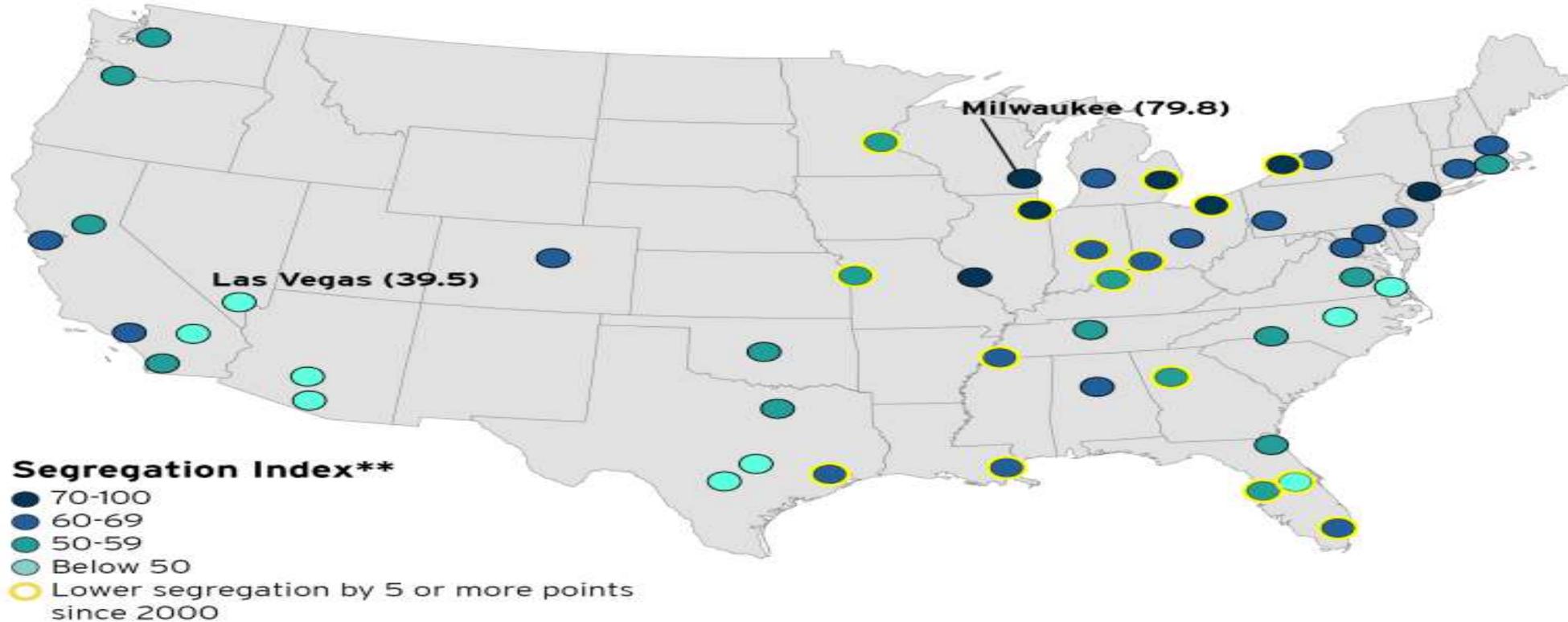
The Color of Law

An insightful and comprehensive study of America's racialized public policies and how they created, sustained and reinforced racial injustice through segregation



Black-white segregation in US metro areas

2013-2017*



* 51 metro areas with populations exceeding one million and with black populations exceeding 3 percent of metro population (metro area names are abbreviated)

** Segregation Index is a the dissimilarity index which represents the percent of blacks that would need to relocate to be fully integrated with whites across metropolitan neighborhoods

A value of 100 indicates complete segregation; a value of 0 equals complete integration (See values for all metro areas and further details in Table A).

Source: William H Frey analysis of 2000 Census, and 2013-2017 multiyear American Community Survey (released December 6, 2018)

B | Metropolitan Policy Program
at BROOKINGS

<https://www.brookings.edu/blog/the-avenue/2018/12/17/black-white-segregation-edges-downward-since-2000-census-shows/>

The Ever-Growing Gap: Black, Latino and White Household Wealth, 1983-2013



Source: Edward N. Wolff: "Household Wealth Trends In The United States, 1962-2013: What Happened Over The Great Recession?" Figures depicted above are in 2013 dollars and exclude durable goods.

Systems & Structures Limit and Enhance Opportunity

We can define opportunity through **access** to:



EDUCATION



ECONOMIC



TRANSPORTATION



FOOD



HOUSING



JUSTICE

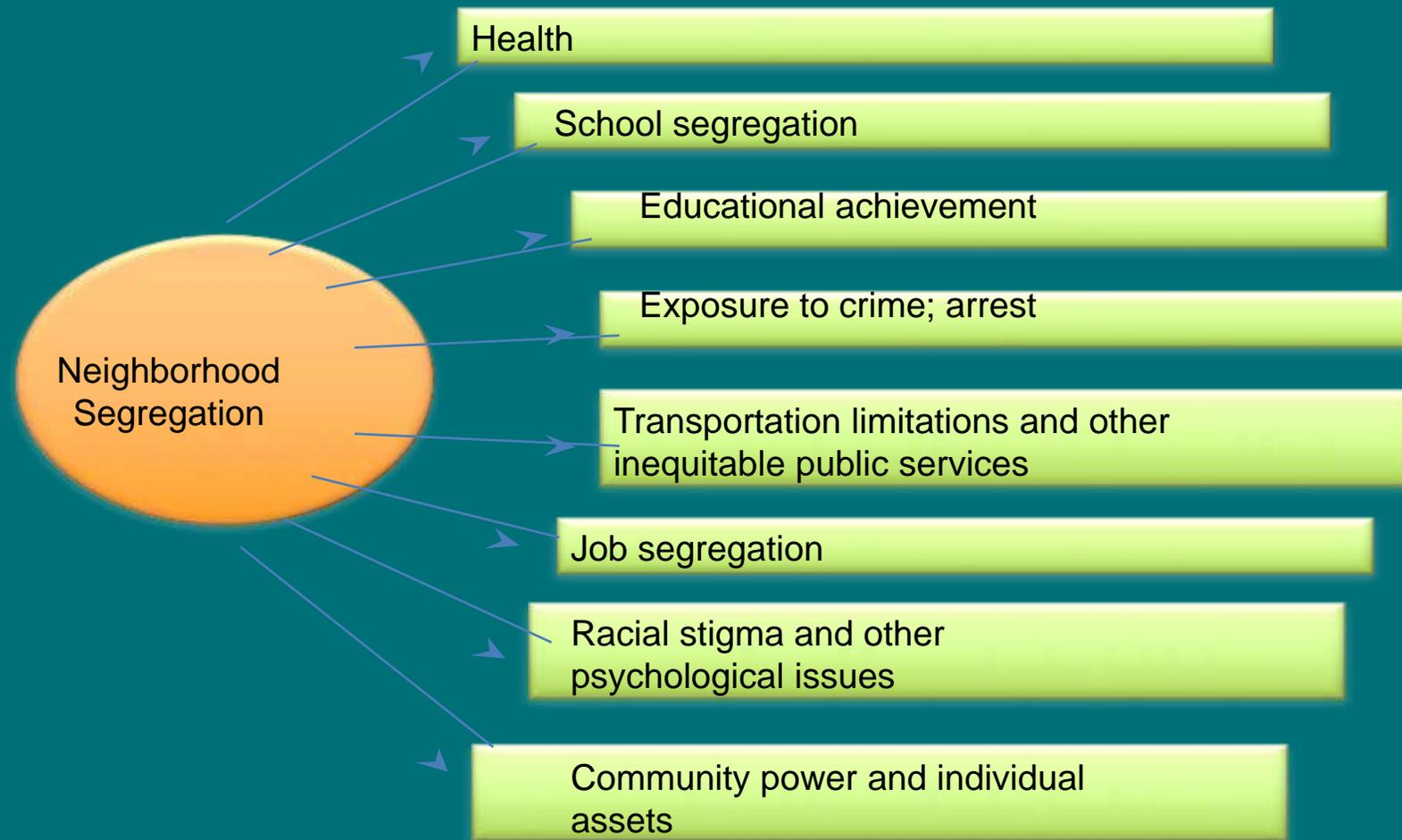


HEALTHCARE



COMMUNICATIONS

Spatial, Racial, and Opportunity Segregation Impact a Number of Life Opportunities



Structures and System are not Neutral

- ❖ Our relationship to the structures is uneven both as individual and groups
- ❖ Limited power gives us less access to structures and less of an ability to shape structures
- ❖ Structures enhance or depress life outcomes
- ❖ Life outcomes cannot be reduced to individual choices or interpersonal relationships
- ❖ We live in structures/systems and they live in us

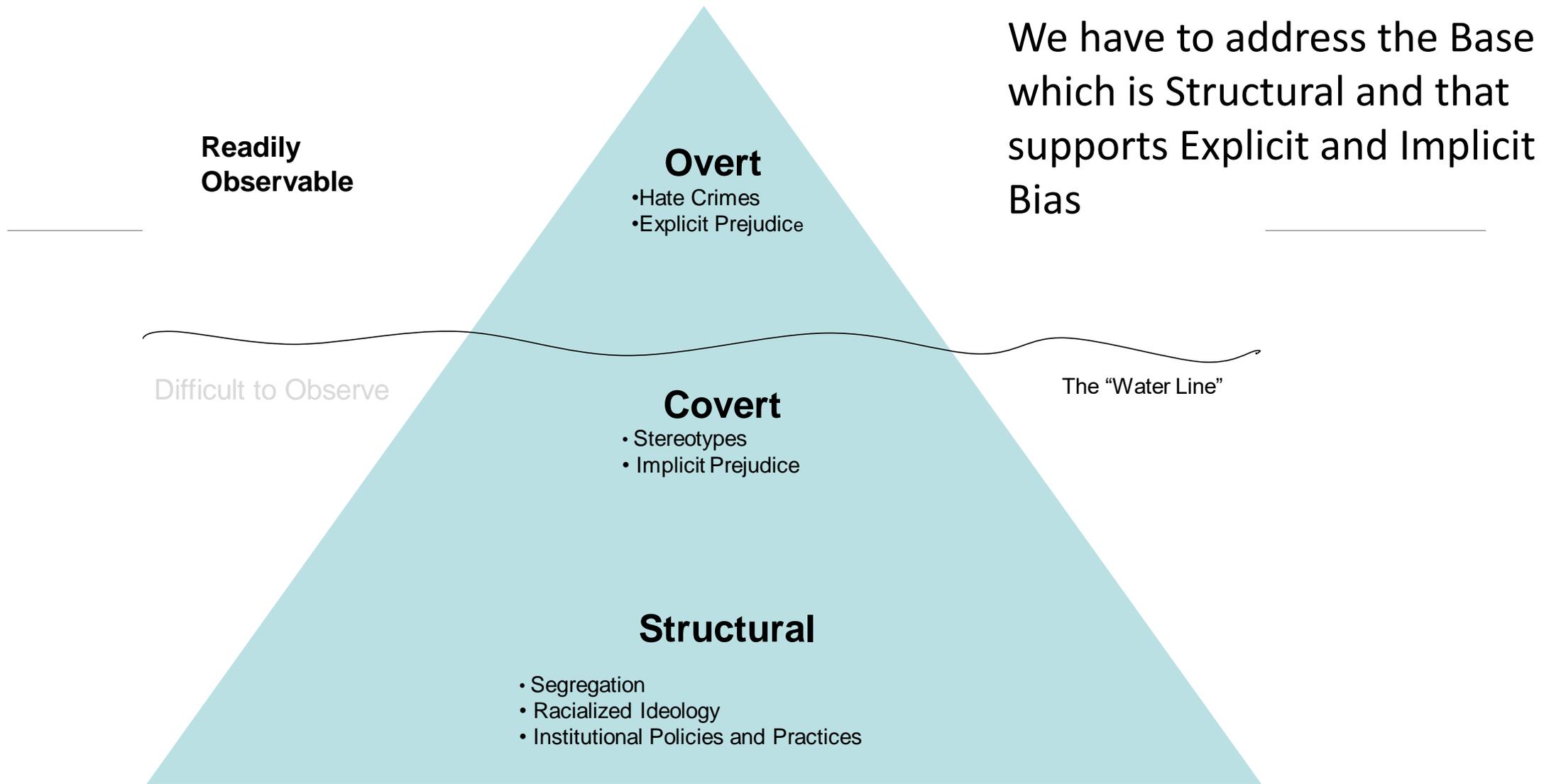
EFFECTS OF RACIALIZED
POLICY & PRACTICE
from a
CITY & REGIONAL
PERSPECTIVE

WHERE WE LIVE DETERMINES OUR
UPWARD MOBILITY

Isolation from Opportunity- The distance between where opportunity is located and where city residents of color reside can be significant

Disinvestment in communities of color

Failure to effectively engage communities of color related to their overall needs i.e., employment, housing, recreational, health and sustainable community concerns



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.

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.

CITY & REGIONAL DEVELOPMENT:

The Replication of Inequality

Sherman Park, Milwaukee Unrest

- 1) Unrest set-off by the killing of 23-year-old black man, Sylville Smith
- 2) Response to long-term City neglect and community disinvestment
- 3) High unemployment and negative police presence
- 4) Importance of seeing community unrest as an act of resistance rather than an act of criminality

New Berlin, Worker Affordable Housing Development

1. Residents did not support worker affordable housing
2. New Berlin residents (95% White) cited as their concerns about the worker housing "white flight," crime, drugs, slums, gangs, families with 10 or 15 kids, needing "to get a gun," not wanting New Berlin to turn into Milwaukee, moving to New Berlin "to get away from the poor people," not wanting to provide housing to people "who work but do not live here."
3. The New Berlin Mayor at the time, Jack Chiovatero expressed disappointment about the bigotry and prejudice and received death threats and was called a "n.....ger lover"

CITY & REGIONAL DEVELOPMENT:

The Replication of Inequality

Milwaukee Bucks Stadium

1. \$250 millions governmental incentive for stadium development
2. Gentrification pressure and limited to no significant opportunity for affordable housing
3. No long-term or meaningful employment opportunities generated for Milwaukee's most vulnerable community members

Milwaukee Residency Requirements Removed for City Workers

1. Withdraws resources from the City, property taxes, sales taxes
2. Increases "free-rider" problem in supporting City infrastructure for external workers
3. Regional suburban growth increases with opportunities for employment while vulnerable communities in Milwaukee struggle for economic opportunity

CITY & REGIONAL DEVELOPMENT:

The Replication of Inequality

High Speed Regional Train

1. To increase public access to region and decrease car transportation
2. Failed due to politics and regional community concerns about opening regional communities to broader access.
3. Returned \$810 million to federal government that would have enhanced public transportation options within the state

Foxconn Development:

1. 4.1 Billion governmental subsidy possibly ever recouped
2. Regional employment opportunity limited for Milwaukee residents
3. Infrastructure development focused on highways and not public transportation
4. Growing question about the number of jobs to be generated, declines from original claims
5. Waiver of environmental regulations

The Hop-Downtown Trolley

1. Focused on attracting tourist and those from outside the City of Milwaukee to Downtown
2. Does not serve the public transit dependent portions of the City of Milwaukee
3. Growing concerns that the Hop's development will spur gentrification and displace low-income residents

WHAT WE NEED TO TACKLE IS THE NORMALIZING OF INEQUALITY?

- ❖ No longer have race be a predictor of life outcomes
- ❖ Promote the idea that we must be given the choice to live full, healthy, and dignified lives
- ❖ That our institutions are places where all have a sense of belonging and can thrive
- ❖ Everyone's full humanity is recognized and honored
- ❖ The equitable sharing of the benefits & burdens associated with social, economic and political decisions
- ❖ Promote the genuine sharing of power & representation
- ❖ Decision-making that is equity values driven
- ❖ Challenge White Privilege and Advantage

WHO IS RESPONSIBLE FOR
ADVANCING THE
CONSTITUTIONAL AND
DEMOCRATIC PROMISE?

WE ALL ARE?

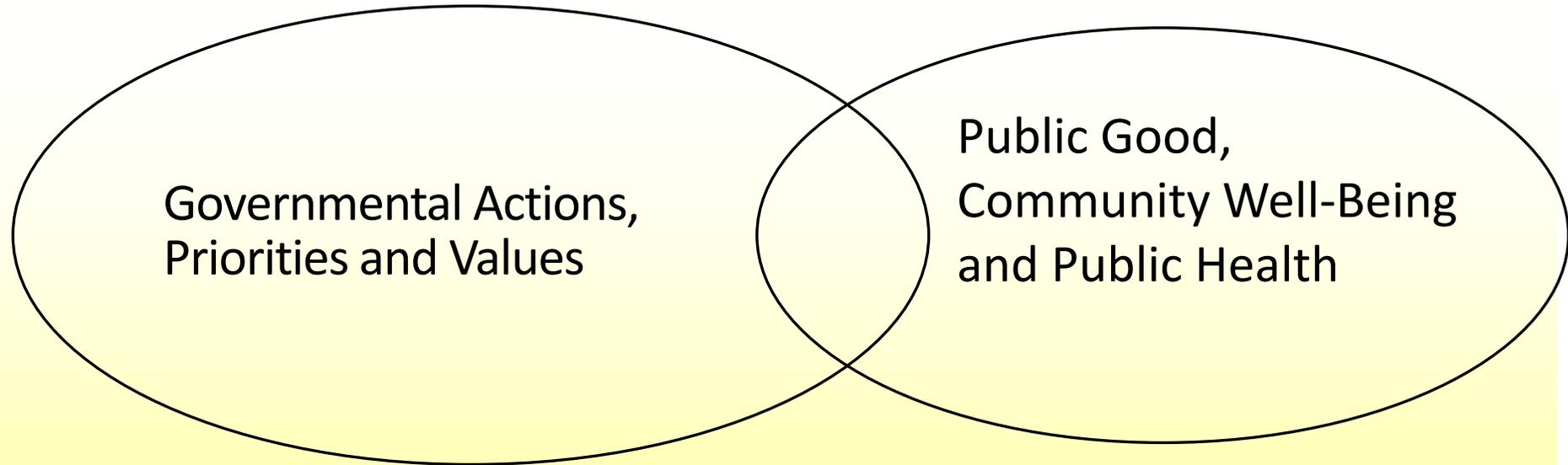
AS PLANNERS AND COMMUNITY BUILDERS WE
HAVE A PARTICULAR ROLE BECAUSE OUR
FUNCTION OFTEN IMPACTS THE ARTICULATION
& DISTRIBUTION OF OPPORTUNITIES,
RESOURCES, AND DEVELOPMENT BENEFITS AND
COMMITMENTS IN LOCAL AND REGIONAL
SPACE.

Balancing the Political Economy of City and Regional Development

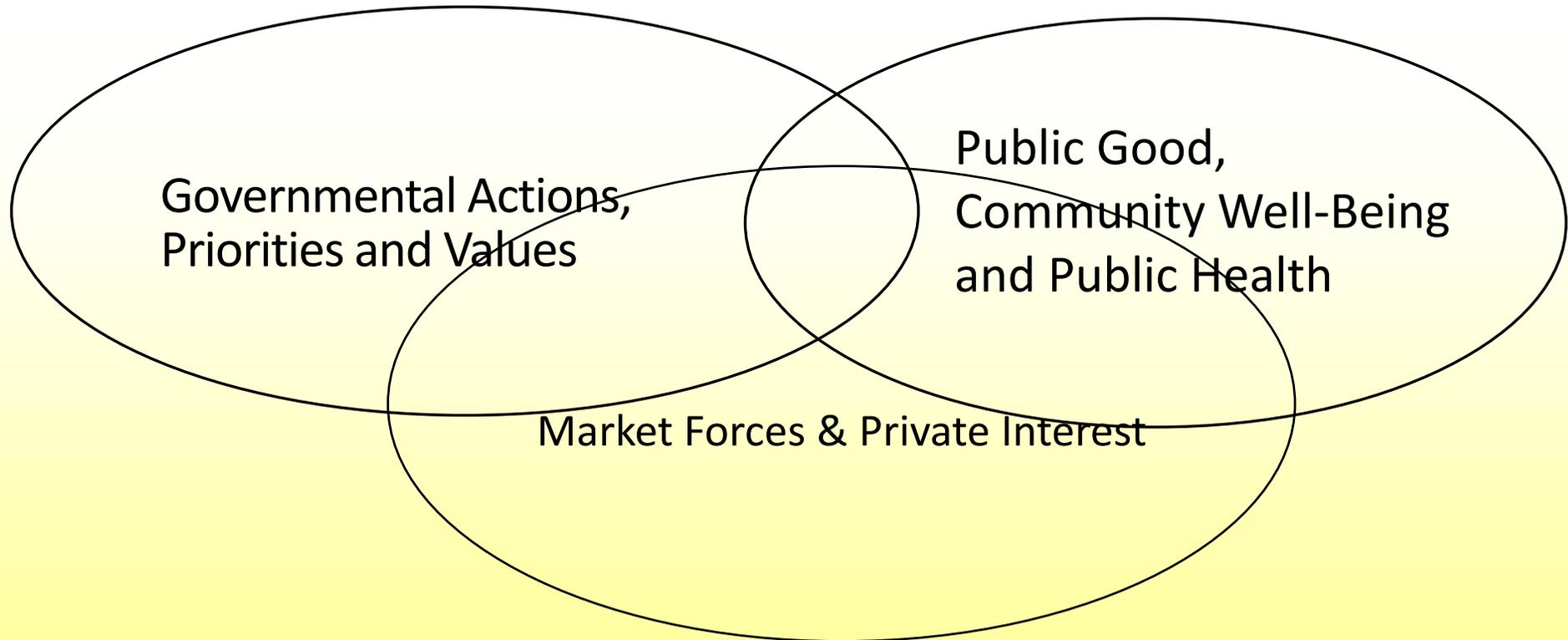


Governmental Actions,
Priorities and Values

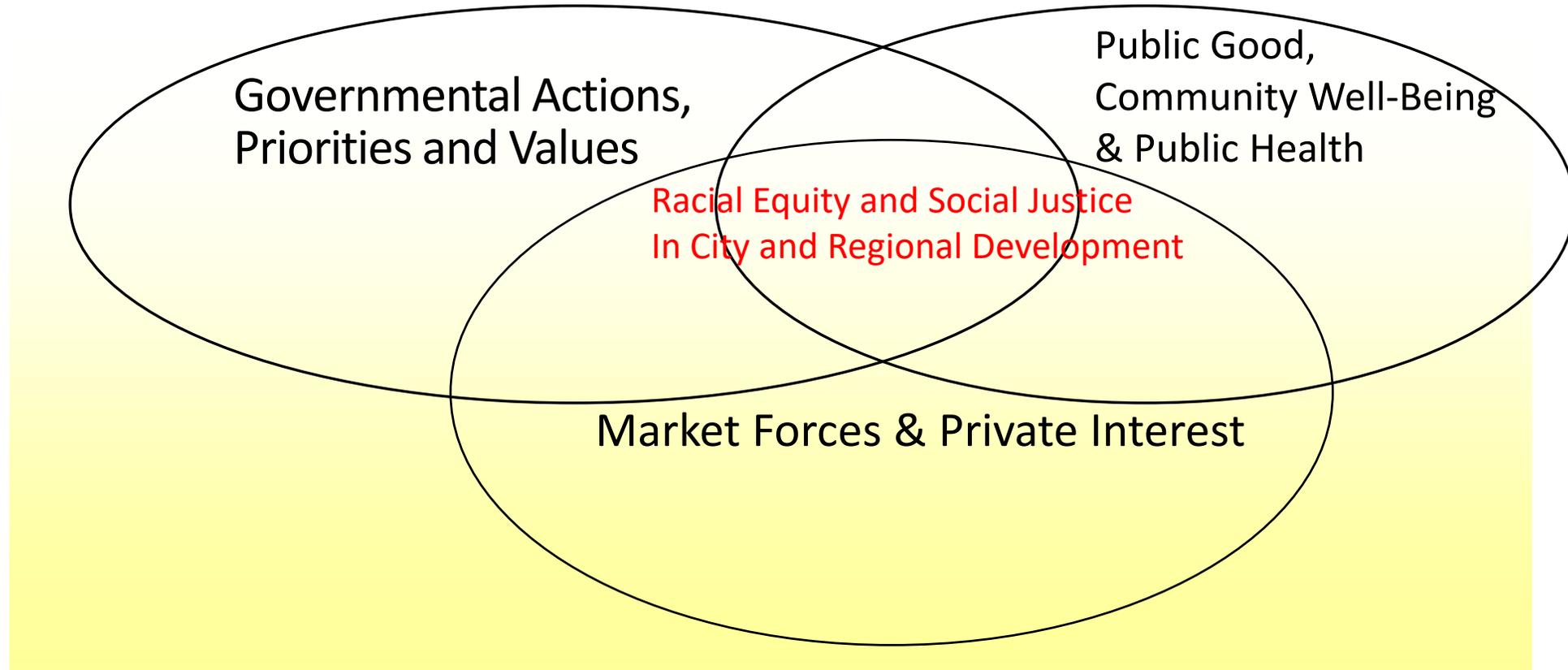
Balancing the Political Economy of City and Regional Development



Balancing the Political Economy of City and Regional Development

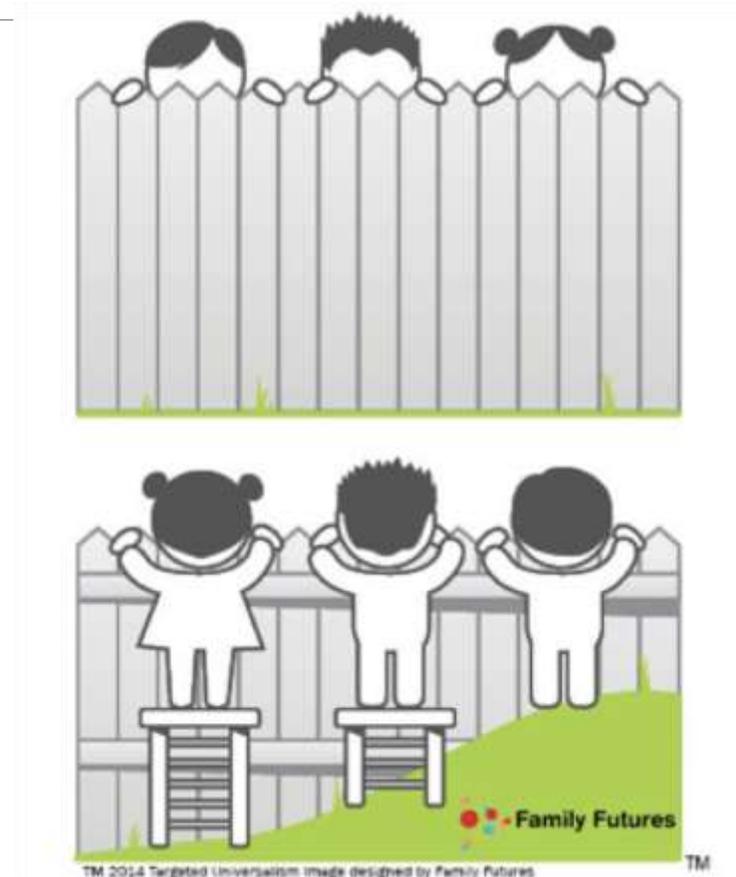
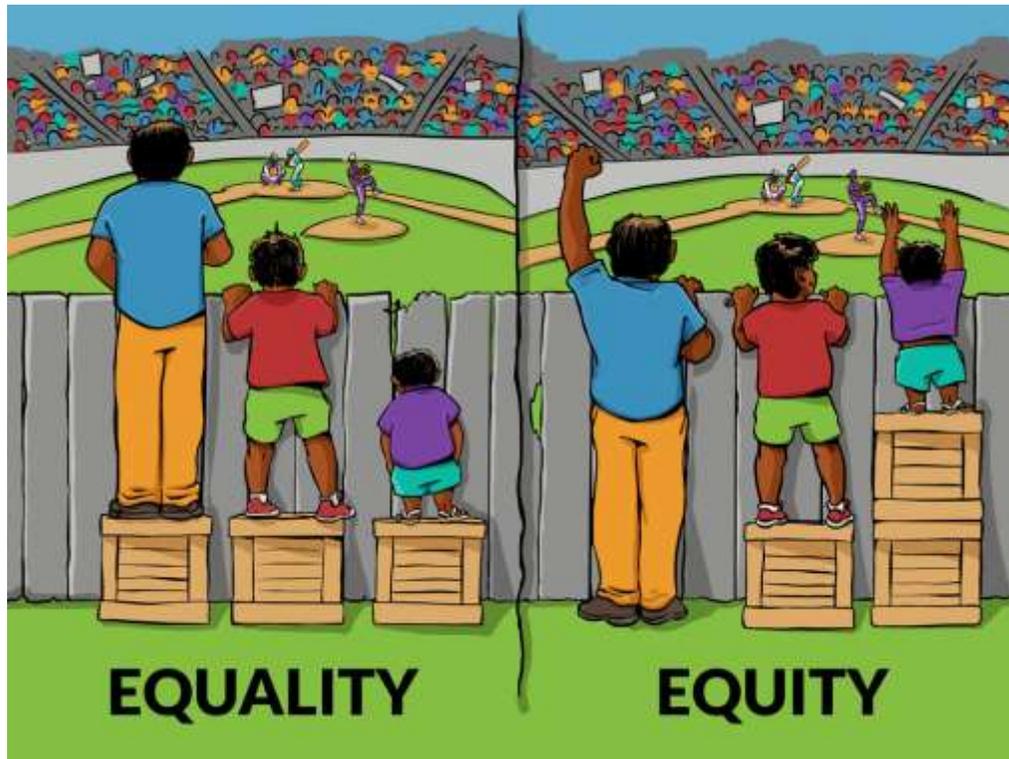


Balancing the Political Economy of City and Regional Development



FOCUS ON RESULTS!!

EQUALITY VS. EQUITY



TM 2024 Targeted Universalism Image designed by Family Futures

TM

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

PARTING THOUGHT

When I was a young man, I wanted to change the world. I found it was difficult to change the world, so I tried to change my nation. When I found I could not change the nation, I began to focus on my town. I couldn't change the town and as an older man I tried to change my family. Now as an old man, I realize that the only thing I can change is myself..... and suddenly I realize that if long ago I had changed myself, I could have made an impact on my family. My family and I could have made an impact on our town. That impact could have changed the nation; and I could indeed have changed the world.



DEMOCRATIZING CITIES & REGIONS IS RACIAL EQUITY & SOCIAL
JUSTICE IN ACTION

THE SKY IS THE LIMIT WHEN THIS HAPPENS!