Equity and Achieving Equitable Outcomes

Climate Resilience Webinar Series

U.S. Department of Housing and Urban Development
Disclaimer

- This presentation is intended to provide communities and states with the tools and information to help in climate resilience planning and activities.
- Information presented in this webinar is independent of the Notice of Funding Availability (NOFA) for the National Disaster Resilience Competition (NDRC). While we expect that this information will be useful to interested communities and eligible applicants, it should not be construed as the definitive word on any singular approach to resilience.
- No NOFA NDRC questions will answered during this presentation.
- All NOFA NDRC questions should be sent to: resilientrecovery@hud.gov
Presenters

• **Moderator**
  
  • **Matthew Tejada, Director, US EPA Office of Environmental Justice**

• **Presenters**
  
  • **Kalima Rose, PolicyLink Center for Infrastructure Equity**
  
  • **Suzi Ruhl, US EPA Office of Environmental Justice**
  
  • **Carlton Eley, US EPA Office of Environmental Justice**
1. Introduction and purpose

2. Delivering Triple Bottom Line: Framework for Engaging Low-Income Minority Populations in Disaster Planning and Implementation

3. Creating Healthy and Sustainable Communities: Policies and Practices that Advance Equity and Resiliency

4. Questions
Purpose

• Increase awareness of policies that support better environmental and public health outcomes for vulnerable and disadvantaged/overburdened communities

• Increase understanding of strategies to ensure that planning and development activities deliver benefits across all segments of society

• Provide illustrations of best practices and lessons learned
Equity in Resilience

Equity is just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.

- Addressing equity in resiliency means ensuring vulnerable people, places, and infrastructure are all strengthened.
America will be Majority People-of-Color Nation by 2043

America will face a skills gap unless education levels increase.

Share of Jobs that will Require an AA Degree or Higher in 2020:
- Latino, immigrant: 40%
- Native American/Alaska Native: 15%
- Latino, U.S.-born: 24%
- African-American or black: 28%
- Non-Hispanic White: 28%
- Asian, immigrant: 59%
- Asian, U.S.-born: 63%

Share of Working Age Population with an Associate’s Degree or Higher, 2012:
- Latino, immigrant: 40%
- Native American/Alaska Native: 15%
- Latino, U.S.-born: 24%
- African-American or black: 28%
- Non-Hispanic White: 45%
- Asian, immigrant: 59%
- Asian, U.S.-born: 63%
Unemployment Rate by Race, 1980-2012, United States
There are significant economic benefits to equity

If racial gaps were closed in 2011,

- GDP would have been $1.2 trillion higher;
- 13 millions fewer people would have lived in poverty; and
- Tax revenue would have been $192 billion higher.

Equity is the Superior Growth Model
How does the plan relate to outcomes?

- Societal level:
  - Pro-equity policies
  - Address structural racism and privilege

- Community level:
  - Safe neighborhoods
  - Affordable housing
  - Quality education
  - Access to healthcare
  - Healthy environment
  - Access to healthy foods & physical activity
  - Good paying jobs

- Individual & family level:
  - Low birth rate
  - Incarceration
  - Obesity
  - Homelessness
  - Health problems
  - Untreated mental illness

- Promote social, economic, and physical conditions that allow people to reach their full potential.
- Provide services for individuals and families to treat critical problems.
## Weaving the Equity Pieces Together

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<th>Inclusive Governance</th>
<th>Establish systems of engagement</th>
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<td>Resource participation</td>
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<td>Translate input into results</td>
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<td>Establish governance inclusion goals</td>
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<td>Staff agencies for strong community liaison</td>
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<td>Appoint representatives to boards &amp; commissions</td>
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<th>Data for Deliberation and Decision Making</th>
<th>Establish purpose</th>
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<td>Disaggregate by race/ethnicity, income, geography</td>
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<td>Create process of analysis and deliberation</td>
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<td>Set concrete goals</td>
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<td>Measure progress</td>
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<th>Policy &amp; Resource Alignment</th>
<th>Identify arenas of policy change</th>
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<td>Develop capital investment plan</td>
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<td>Map legislative/administrative pathway</td>
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<td>Develop implementation vehicles</td>
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Resiliency Outcomes

Target resiliency resources to vulnerable communities
Map poverty and race
Target repairs and retrofits to low income homes
Link with schools to train youth of color in resiliency jobs of the future

Photo Credit: Verde, Living Cully
Target high unemployment populations of color for jobs in resiliency

- Retrofit municipal buildings, affordable housing for energy efficiency
- Address storm water and rising sea levels through natural barriers
- Upgrade building systems to be out of harm’s way
Contract with people of color and women’s firms to build neighborhood resiliency

Living Cully Partnership
- Transforms a Portland neighborhood landfill into a community park
- Utilizes social enterprise and people of color firms for the work

Photo: Verde, Living Cully
Offer competitive grants to pilot projects in underserved communities

MAPC grants to Equity Projects in Sustainable Communities Initiative

Applicant: Vietnamese American Initiative for Development, Inc. (Viet-AID)

Activity Type: CDC Pre-Development Planning

Geography: Fields Corner Neighborhood in Boston

Project Partners: Greater Four Corners Action Coalition; Dorchester House; City of Boston

Funding Approved: $60,000
Protect key infrastructure systems most critical to your economy
Local and regional plans and policies can be the foundation of a more equitable resilience approach

• Grow good jobs
• Build a skilled workforce
• Strengthen the safety net
• Erase barriers and expand opportunities
• Sector strategies aimed at good jobs
• Building on assets and anchors
• No subsidies without accountability and clear policy goals
• Transportation which increases job access for underserved populations
• Diversity in entrepreneurship
New Orleans Targets Jobs to African American Men

The Process

In order for New Orleans to reach her full potential, all New Orleanians must participate in the city’s economic growth. Our work together must focus on disadvantaged job seekers and businesses but must engage employers, workforce and small business training providers, job seekers, nonprofits and faith leaders to make the difference.

Here are the steps we followed to build a comprehensive strategy:

Investigate the Problem

- Lindy Boggs Center at Loyola University and The Data Center released staggering data showing that 52% of working age African American males are not working.
- Focus groups of disadvantaged job seekers, social service providers, educators, job training providers and employers helped clarify employment barriers.
- Detailed analysis of a citywide survey

Generate New Ideas

- National experts at PolicyLink and the Democracy Collaborative identified best practices implemented in other cities and helped us to assess their suitability locally.
- Collaborative design sessions brought together disadvantaged job seekers, social service providers, educators, job training providers and employers to design new solutions that work for New Orleans.
What We Learned

In 2013, the Lindy Boggs National Center for Community Literacy at Loyola University released a report revealing that 52% of African American working age males are not working. Disadvantaged job seekers are not limited to African American males. Nevertheless, this population does demonstrate high need and opportunity for greatest impact.

A citywide survey of non-working African American males, developed with the guidance of The Data Center and conducted in partnership with Office of Workforce Development, helped us to better understand

“WHO ARE THE 52%?”

AFRICAN AMERICAN MALES WANT TO WORK

39.4% have registered with an employment agency

26.4% participate in informal work

THEY HAVE THE BASIC SKILLS REQUIRED TO WORK

73% have a high school diploma or higher

AFRICAN AMERICAN MALES ARE READY TO WORK

73% do not use drugs recreationally

57% do not have criminal convictions

BUT THEY NEED SOME SUPPORT

40.7% do not feel the education they received is sufficient in getting a job

50.7% do not have regular access to a car

From job seekers to employers, training providers to social service agencies, key partners have identified 5 essential strategies to connecting disadvantaged job seekers and businesses to economic opportunities.

1. Establish a collaborative of local anchor institutions committed to expanding economic opportunity to disadvantaged job seekers and businesses. Anchor institutions include the region’s largest employers that are well established, it is unlikely they will ever move. In New Orleans, we include hospitals, universities, Louis Armstrong International Airport, and the Sewerage & Water Board of New Orleans.

2. Create a workforce intermediary that connects disadvantaged job seekers to employment opportunities through anchor institutions, providing case management, foundational skills training, and supportive services.

3. Create a procurement intermediary that connects qualified disadvantaged businesses to contracting opportunities through anchor institutions.

4. Create a worker-owned cooperative that connects job seekers to employment by leveraging procurement and purchasing opportunities through anchor institutions.

5. Establish and align customized job training based on employer needs that prepares disadvantaged job seekers for in-demand jobs through anchor institutions and major infrastructure projects.
Hiring and Contracting
Rhode Island

- The Rhode Island Statewide Planning Program developed an Equity Profile
- Analysis inspired the Governor to enact an Executive Order on Diversity
  - Goal of increasing government job and contracting opportunities for people of color
  - Directs government agencies and departments to develop recommendations and strategies to increase hiring of people of color and contracting with minority businesses
PolicyLink Resources

Center for Infrastructure Equity

Reforming policies to address deficits in disadvantaged unincorporated communities

http://bit.ly/10S0zRw

The Sustainable Communities Initiative

The Community Engagement Guide for Sustainable Communities

bit.ly/1sN2W2c
The Sustainable Communities Regional Planning Grant Guide

How to Link Equity to Each Rating Factor

In communities across America, many people have been working to forge the elements of a national agenda for change, reaching across class, race, and ethnicity, and urban and suburban divides. These people have been motivated by a vision of equity—inclusion and fairness for all—recognizing that metropolitan development patterns have not been fair to everyone. Through broad coalitions, their efforts have focused on ensuring that everyone—regardless of where they live—has access to the essential ingredients for economic and social success, affordable housing and transportation choices, strong social networks, safe and walkable streets, parks and playgrounds, and easy access to health care.
National Equity Atlas

Visit the National Equity Atlas at www.nationalequityatlas.org

Sign up online for the national launch webinar with Angela Glover Blackwell, Manuel Pastor, and the Equity Atlas team on Tuesday, November 18 from 3-4 ET.
Creating Healthy and Sustainable Communities: Policies and Practices that Advance Equity and Resiliency

- EJ principles contained in national policy
- Strategies and best practices relevant to EPA
- Illustrations of best practices
Equity in Resiliency

National Disaster Recovery Framework

• **Objective**
  – Restore, redevelop and revitalize the health, social, economic, natural and environmental fabric of the community

• **Recovery Core Principles**
  – Individual and family empowerment
  – Partnerships and inclusiveness
  – Resiliency and sustainability
  – Psychological and emotional recovery

• **Legally-mandated Requirement**
  – Ensure that all recovery plans are equitable
Core Concept: Resiliency

Resilience - ability to prepare for and adapt to changing conditions and withstand and recover rapidly from disruptions

• physical infrastructure
• economic
• environmental
• health and social capacity

Disruptions: deliberate attacks, accidents, potential threats, and naturally occurring incidents

Factors: Focus of effort and stakeholders + scale and time frame of planning and rebuilding efforts + expected return frequency + severity of the event/stressor
Core Concept: Vulnerable/Overburdened Populations

Vulnerable populations: low-income communities, overburdened populations, children and youth, elderly individuals, certain communities of color, households and people with limited English proficiency, immigrants, individuals with chronic medical conditions, people who are homeless or at risk of homelessness, and individuals with disabilities.

Diversity of businesses, neighborhoods, residents, and workers that may have been disproportionately vulnerable to the impacts of storms due to location, limited financial or other resources, less access to emergency services and support, or other disadvantages.

Environmental justice means equal access to safe and healthy housing for all; mitigating risks to communities in disaster-prone areas; improving access to affordable, quality housing free of hazards to residents’ health; and working to achieve inclusive, sustainable communities free from discrimination.

*HUD’s 2012-2015 Environmental Justice Strategy (2013)*
Core Concept: Environmental Risks

Areas highly stressed prior to disaster subject to environmental and health risks exacerbated by disaster

Health risks

- disease disparities associated with natural disasters (e.g. asthma)
- psychological/emotional recovery

Environmental risks: indoor, on-site and off-site pollution

- lead, asbestos, radon, mold
- contaminated sites (e.g. brownfields, leaking underground storage tanks, Superfund sites)
- surface water pollution (e.g. combined sewer overflows, stormwater).
Brownfields and Natural Disasters

- Sites with real or perceived contamination impacting reuse potential
- Located in nearly every community
- Source of community stress, with environmental, economic and social/health challenges
- Weather disaster causes migration of contamination to other properties
Best Practices: Brownfields, Equity, and Resiliency

- Assist populations facing cumulative negative public health and environmental impacts and help with pre-development needs to make sites ready for reuse
- Provide brownfields site assessment, cleanup, and environmental benefits (i.e. land revitalization to reduce blight)

- Coordinate land use planning, local workforce development, economic development and environmental cleanup efforts
- Provide funding to increase participation in decision-making by overburdened populations
- Track project outcomes (e.g. engagement, remediation)
EPA Brownfields Resources

- Grant programs for brownfields assessment, cleanup, area-wide planning, environmental workforce development and job training,
  http://www.epa.gov/brownfields/grant_info/index.htm

- Lists or maps of state inventories showing contaminated properties cleaned, undergoing cleanup and proposed for cleanup or assessment
  http://www.epa.gov/brownfields/state_tribal/state_map.htm

- Targeted brownfields site assessment and Technical Assistance to Brownfields (TAB) providers
  __http://www.epa.gov/brownfields/grant_info/tba.htm__

- EPA's Envirofacts Data warehouse to inform resiliency planning including current and formerly contaminated properties at: http://www.epa.gov/enviro/
**Mental Health Outreach for Mothers (MOMs)**

- community-academic partnership through Yale University School of Medicine’s Department of Psychiatry
- established in 2010 to address intersection of mental health and poverty specific to low-income families in New Haven

**Community Conditions:**

- 29.7% of residents live below poverty level
- Non-white population is 68.2%
- 9.1% of residents over 25 hold bachelors degree
Equity and Resiliency in Practice: New Haven, CT

Funding:
- CT Department of Social Services approved for Hurricane Sandy Social Services Block Grant
  - Contract with Yale MOMS

Approach:
- Health care and emotional recovery services
- Economic resiliency and workforce development
- Community Ambassadors
- Community mental health hubs on remediated brownfields

Hurricane Sandy interrupted essential resources and basic needs

(housing, food, benefits and earnings, health care)
Equity and Resiliency in NY: Long Island Vulnerable Communities

Sharing Data and Analytical Tools

Capacity Building & Training
- Health Impact Assessment
- Scenario Planning
- Community Engagement

Policy Support
- HIA and Monitoring
- Ecosystem Goods and Services Assessment
- Cost Benefits Analysis
- Technical Planning Support
HUD-DOT-EPA Partnership for Sustainable Communities: Team EJ

www.epa.gov/compliance/environmentaljustice/sustainability/index.html
Defining Equitable Development

• Equitable development is an approach to meet the needs of underserved communities and individuals through projects, programs, and/or policies that reduce disparities while fostering places that are healthy, vibrant, and diverse.

(2006 Smart Growth Awards Application)
“Planning at its best takes account of the social implications of land use and economic development decisions.”

The Practice of Local Government Planning
Working Together for Environmental Justice
Elevating Best Practices

www.epa.gov/environmentaljustice/events/20th-anniversary.html#videos
What Does This Have to do with Public Policy?

“What does this have to do with whitewashing a fence?”

“SAY, TOM, LET ME WHITEWASH A LITTLE.”

The Adventures of Tom Sawyer by American Author & Humorist Mark Twain
What Does This Have to do with Public Policy?
Collaboration
Achieving Equitable Outcomes: Shifting from Idea to Practice

National Organization of Minority Architects
Planning and the Black Community Division (APA)

Architectos
SEED Network
- Social Economic Environmental Design

National Urban League

Minority Academic Institutions

“This is not rocket science...We are never going to solve the problems without all our communities represented.”

Angela Park, founder and chief executive of Mission Critical
Audacious Planning—Compelling Results
Why Encourage Equitable Development?

- Place-based solutions are expansive.
- Social priority versus economic imperative is a false choice.
- The times they are a-changin’.
How to Remain Informed on this Topic?

• EPA’s Environmental Justice Collaborative Problem-Solving Model

• Smart Growth and Equitable Development
  – http://www.epa.gov/smartgrowth/equitabledev.htm

• Attend national conferences
  – New Partners for Smart Growth Conference
    » January 29 - 31, 2015 in Baltimore, MD
Conclusion: Beyond the Green—Beyond a False
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Questions?
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