

Equity Leadership Team

January 26, 2021 * 2:30 p.m.

Agenda

<u>Item</u>	<u>Topic</u>	<u>Est. Time</u>	<u>Presenter</u>
I.	Welcome and Opening Remarks	2:30	C. Eley
II.	Overview Presentation on 'Equity and Planning'	2:40	C. Eley
III.	Draft ELT Work Proposal / Strategic Plan	3:10	C. Eley
IV.	Round Robin	3:30	All Participants
V.	Next Steps and Closing Remarks	3:50	B. Martin
VI.	Available Background Resource		
	1. Where do we go from here? Dayton Mayor Nan Whaley on 'Roots of Racism' and police reform – https://www.daytondailynews.com/local/where-do-we-go-from-here-dayton-mayor-nan-whaley-on-roots-of-racism-and-police-reform/UFQUFWVS55BJZIR2KRMBH3DNKA/?outputType=amp		
	2. Amazon to invest \$2 billion to build affordable housing in these three cities - https://www.cnn.com/2021/01/07/success/amazon-affordable-housing/index.html		

****The NEXT MEETING is February 23, 2021****

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Meeting ID: 81573025763



Driving Equity, Now!

Carlton C. Eley
Equity Leadership Team
January 26, 2021



Topics to be Addressed

- What is Equitable Development?
- Equitable Development in Action
- Real Talk about Equity 100

“The best preparation comes from...observing,
recording, communicating, and self-educating.”
Randall Arendt, Landscape Planner

Facebook AOL Mail (2636) Inbox (1,037) - eleync@gmail.com YouTube Black Students at Harvard's Grad

https://www.bloomberg.com/news/articles/2015-05-14/black-students-at-harvard-s-graduate-school-of-design-say-there-are-no-courses-on-race-and-justice-so-we-made-one

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justice, and the built environment within his own controls, he says.

"The issue is an ideology that leads to racist or architectural modernism, which eliminates other cultural and more multicultural conditions from the variables that define quality architecture," says Lee. "When we eliminate these essential considerations, we lose the ability for architecture to respond to the collapsed design languages of the people it serves."

“Practitioners need to improve their proficiency with regard to working on social equity issues.”
Carlton Eley, May 2015

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10:53 AM 9/5/2020

Defining Equity

Equity:

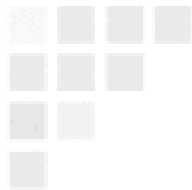
A condition of parity...that is achieved by being intentional about improving quality of life for populations that are underserved, under-resourced, and vulnerable.

Informed by three questions

1. Are there deficits?
2. Who experiences the burden of the deficits?
3. How do we make sure well-intentioned interventions do not make deficits worse?



Equity is the Unfinished Business of the Planning Profession



ICMA

Leaders at the Core of Better Communities

“Planning at its best takes account of the social implications of land use and economic development decisions.”

The Practice of Local Government Planning

Timeline: Parallel Initiatives

- Advocacy Planning (1965)
- Equity Planning Practice (1969 – 1979)
- Tenet of Social Planning Incorporated into AICP Code of Ethics (1981)
- Equity Development (1983 – 1987)
- Fair Growth (2000)
- Equitable Development (2000)



Paul Davidoff



Norman Krumholz



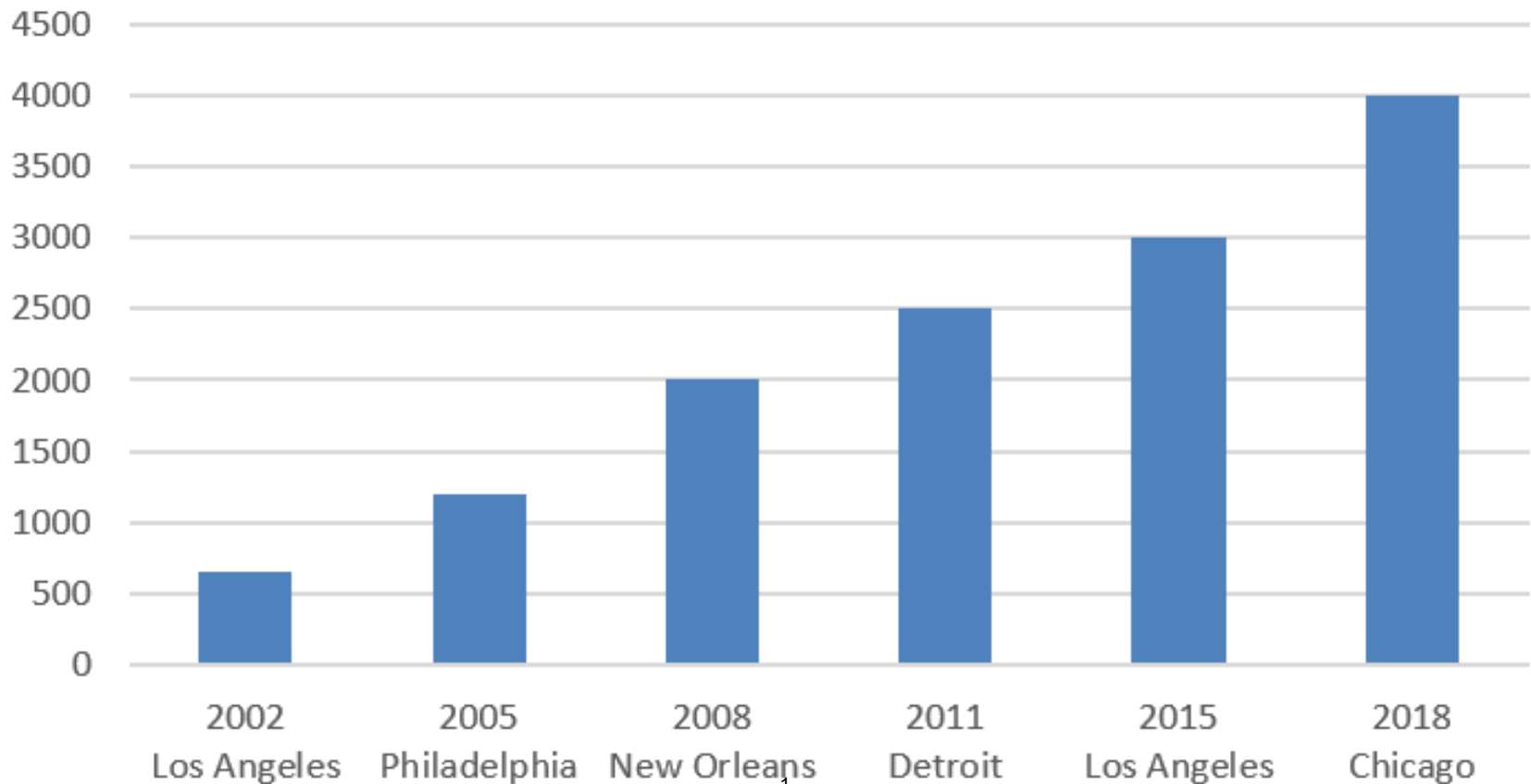
Robert Mier



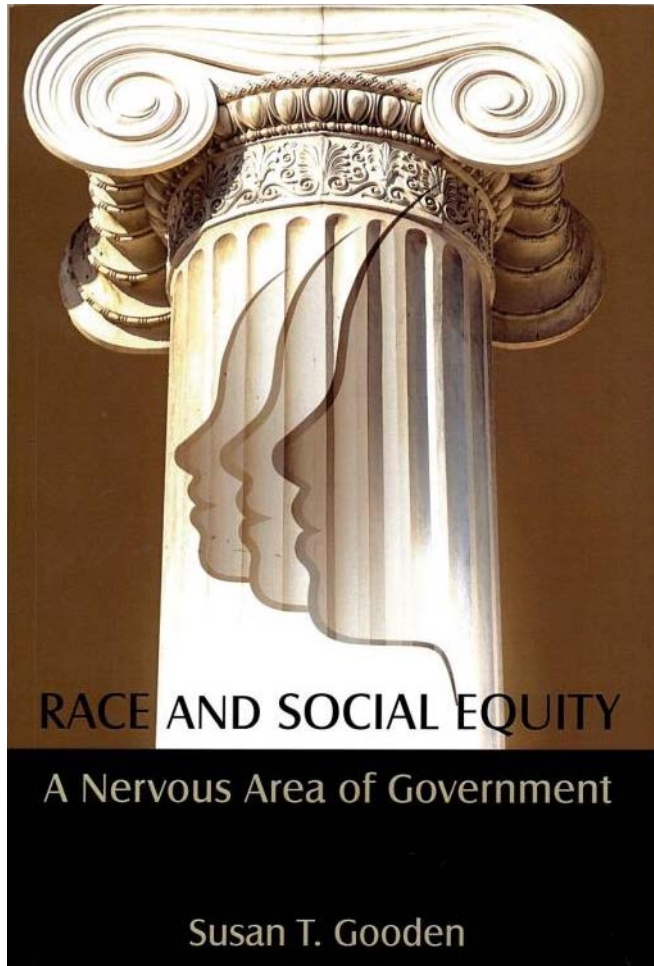
Angela Glover
Blackwell

Trending Upwardly

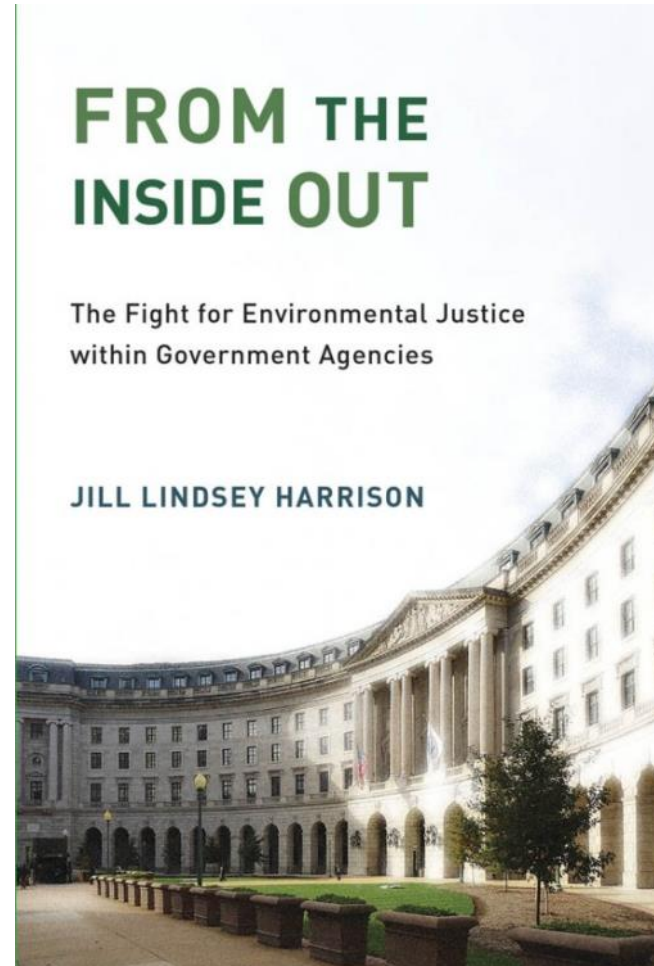
Attendance for the Equity Summit (2002 - 2018)



Navigating the Legacy of Unfinished Business



(Published 2014)



(Published 2019)

Making a Visible Difference with Communities

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

Equitable Development Principles

- Housing choice
- Transportation choice
- Personal responsibility
- Capacity building
- Healthy communities
- Heritage preservation
- Stewardship (environmental)
- Entrepreneurship
- Sustainable wealth creation
- Civic engagement
- From Good to Great Through Planning/Design, Standard of Excellence

Equitable Development in Action: 18th and Vine Jazz District in Kansas City, MO



Equitable Development – Keys to Success: 18th and Vine Jazz District in Kansas City, MO



- Project balances objectives of economic and cultural development.
- Citizens and elected officials looked past blemishes and recognized the neighborhood had a 'place-making dividend'.
- Launched with \$22 million dollar sales revenue package from City of Kansas City.
- Renters that move into the Jazz District are required to acknowledge they are moving into an 'entertainment district'.
- Jazz District Compact formed among key district stakeholders to address common goals for promoting and strengthening the District.



Equitable Development in Action: ReGenesis in Spartanburg, SC



Equitable Development – Keys to Success: ReGenesis in Spartanburg, SC



April 20, 2015
National Planning Excellence Awards
Seattle, Washington

- Project maintains strong focus on collaborative problem-solving and partnership development.
- MOU established between the impacted neighborhoods and the City of Spartanburg.
- Local leaders elected to public office for the city council and South Carolina Legislature.
- Key services put in place – health care and grocery stores – to address long-standing community needs.
- Leveraged \$300 million in community reinvestment over 15-years.

Equitable Development in Action: Fall Creek Place in Indianapolis, IN



Equitable Development – Keys to Success: Fall Creek Place in Indianapolis, IN



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2011 Recipient | AIA Young Architects Award

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Sanford Garner, AIA, NOMA, LEED AP ND



Jury Comments

It is easy to see Sanford's dedication to design, to the architecture profession, to both AIA Indiana and AIA Indianapolis, and to his community.

Sanford's work on Fall Creek Place in Indianapolis helped to transform a crime-ridden part of a city into a mixed-income neighborhood of hope and prosperity. It is clear he cared deeply and personally about this

Sanford Garner, AIA | Notes of Interest

Through his role as founding partner at A2SO4, Sanford Garner, AIA, has focused on historic preservation, master planning, project assessment, and urban design. His experience and interests in these areas were

REAL TALK ABOUT EQUITY AND CHANGING INSTITUTIONS



"Fostering Social Equity and Inclusive Growth"
2018 National Planning Conference
New Orleans, LA

Neglect is a Self-Inflicted Wound



"Economic growth accompanied by worsening social outcomes is not success, it is failure" Jacinda Ardern

Goalkeepers 2019
Gates Foundation



Change How You Manage Your Projects

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



The Adventures of Tom Sawyer by
American Author & Humorist Mark Twain

Doing Nothing Is Not an Option

Inequality is higher in most metropolitan areas than in 2007.

Brookings 2016

We'll bequeath the gift of toxic inequality to our children.

Thomas Shapiro 2017

For many poor families, housing costs are 'out of reach'.

The Washington Post 2016

The nation's affordable housing stock dropped by 60% from 2010 to 2016.

The Washington Post 2017

In NYC, 'blue-lining' is a new shameful form of housing discrimination.

Michael Greenberg 2020

Half-century of civil rights gains have stalled or reversed.

The Guardian 2018

In nearly every U.S. metro area, new data show opportunity lags for minority children.

NPR 2019

Approximately half the luxury condo units that have come on the market in the past five years in Manhattan are still unsold (while the homeless shelters are full).

The Atlantic 2020

Racism cost the U.S. economy \$16 trillion over the last two decades.

Business Insider 2020



The Equity Challenge

- Rise above false choices.
- Be curious.
- Get comfortable being uncomfortable.



Tools and Resources

- *Race and Social Equity: A Nervous Area of Government*
by Susan T. Gooden, PhD
- *From the Inside Out: The Fight for Environmental Justice within Government Agencies*
by Jill Lindsey Harrison, PhD
- Equitable Development and Environmental Justice
 - <http://www.epa.gov/environmentaljustice/equitable-development-and-environmental-justice>
- APA Planning for Equity Policy Guide
 - <https://www.planning.org/publications/document/9178541/>
- Planning for Equitable Development: Social Equity by Design (Planning Advisory Service Memo)
 - <https://www.planning.org/publications/document/9120655/>



MIAMI VALLEY

Regional Planning Commission

Shaping Our Region's Future Together

Carlton Eley
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<https://www.mvrpc.org>

A group of people are gathered in a meeting room. In the foreground, a woman with braided hair, wearing a dark blue polka-dot shirt, is seated at a table and drawing on a piece of paper with a red marker. To her right, another person is holding a ruler. On the table, there are various drawing supplies, including a box of colored pencils and a ruler. In the background, several other people are standing and looking at large sheets of paper. One person is holding a large sheet of paper with a diagram. A whiteboard in the background has some handwritten notes, including "• Assess", "• MONUMENTS + MEMORIALS", and "• STR".

Getting to Work: Strategic Plan for the Equity Leadership Team



Getting to Work for Equity: A Proposal

Theme

- Esse quam videri – “To be rather than to seem”.
- The Equity Leadership Team (ELT) is committed to advancing equity.
- The best way to advance equity is through thoughtful and deliberate activities rather than superficial activities.

The background image shows a group of people in a meeting. In the foreground, a woman with dark hair in a bun is looking down at a document. Behind her, another person is partially visible. In the background, a whiteboard has some handwritten notes, including "Assess", "MOMENTS + MEMORIES", and "STR". A person in a light blue shirt is standing near the whiteboard. The overall scene is a professional meeting or workshop.

Context

- This proposal has been prepared to identify strategic actions and opportunities for advancing the Regional Equity Initiative.
- The proposal elevates priorities that need to be informed by the Equity Leadership Team (ELT).
- Identification of priorities will encourage transparency, especially when engaging public/private organizations who are wondering how they can support the Regional Equity Initiative.
- The current proposal reflects priorities over the span of four years.
- The proposal is a living strategy, and it is malleable. ELT members can recommend activities.
 - ELT members are not limited to one opportunity to comment. Instead, we need to bring closure to this phase.

Note: This file is draft. ELT members are encouraged to offer additions; make changes; and identify missing projects. PLEASE INTERROGATE THE PROPOSAL.

2021 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year One

Activity	Description	Notes
<ul style="list-style-type: none"> Equity Leadership Team meetings (January to November 2021) 	<p>The ELT will continue advancing the vision and mission of the Regional Equity Initiative while creating the space for some group learning from guest experts.</p> <ul style="list-style-type: none"> Invite Harold Mitchell, Jr. as a guest speaker for the March ELT meeting. Invite Susan Gooden, PhD as a guest speaker for the June ELT meeting. Invite Denise E. Gilmore as a guest speaker for the September ELT meeting. 	<ul style="list-style-type: none"> Harold Mitchell, Jr. led the highly successful ReGenesis Project in Spartanburg, SC. He can explain how he turned injustice into equitable outcomes. Susan Gooden, PhD authored the book “Race and Social Equity: A Nervous Area of Government”. Denise E. Gilmore is Senior Director of the Office of Social Justice and Racial Equity for the City of Birmingham, AL. She was also President of the Jazz District Redevelopment Corporation in Kansas City, MO.
<ul style="list-style-type: none"> The Dayton Ohio/Montgomery County Sankofa Project 	<p>The Equity Leadership Team (ELT) has committed to participating in an anti-racism/anti-oppression dialogical process of historical inquiry, analysis, learning, strategic planning and implementation in and for Dayton, Ohio and Montgomery County. The ELT felt understanding the nuances and subtleties of racism would improve the Team’s ability to devise equity strategies.</p>	<ul style="list-style-type: none"> The duration of the ‘Deep Dive’ is January 2021 to November 2021. Budget - \$2,000
<ul style="list-style-type: none"> Undesign the Redline Pop-up Exhibit (September 2021 to February 2022) 	<p>Undesign the Redline is an interactive exhibit connecting the intentional and systematic racially motivated financing policies of the 1930s to political and social issues of today. The Dayton Metropolitan Area will uncover the roots of structural racism and inequality through the powerful narratives of the people and communities affected by redlining and its legacy.</p>	<p><u>Exhibit Schedule</u></p> <ul style="list-style-type: none"> Dayton Metro Library from August to September 2021 The University of Dayton in October 2021 Sinclair Community College in November 2021 Wright State University in February 2022 Budget - \$5,000 (MVRPC)

2021 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year One

Activity	Description	Notes
<ul style="list-style-type: none"> Launch the “Environmental Justice Academy” in cooperation with EPA Region 5 in Chicago by the 3rd quarter of 2021 	<p>The Environmental Justice Academy is an in-depth leadership development program that offers community leaders the knowledge and skills needed to be more effective in identifying and addressing the environmental and public health challenges in their communities.</p> <p>The opportunity for participating in the Academy will be open to anyone. However, the Academy is designed to target impacted communities. Impacted populations should inform the changes that occur within their communities rather than react to them.</p>	<ul style="list-style-type: none"> The success of the Regional Equity Initiative will require improving relations with federal partners. Figure out how to conduct the Academy in a safe manner. The project requires six months of prep time. Then it will be implemented over eight months. Budget - \$13,000 (estimate)
<ul style="list-style-type: none"> Regional calendar or regional app for events 	<p>Multiple members of the ELT requested creating a public calendar of events. The instrument will track public programming pertaining to equity. Releasing a calendar is a priority because of the steady increase in programming.</p> <p>MVRPC is mindful of the popularity of apps as well. MVRPC would like to release an app version of the calendar of events. Releasing an app will improve the visibility of the regional equity initiative, and it will support branding.</p>	<ul style="list-style-type: none"> Calendar model - https://taubmancollege.umich.edu/events Budget – TBD
<ul style="list-style-type: none"> MVRPC Member Advisory Services 	<p>MVRPC is helping member jurisdictions to increase diversity, equity, and inclusion. Through the Institute for Livable and Equitable Communities, MVRPC will provide member jurisdictions with a menu of options based on sound research and best practices from communities and academia within and beyond the Miami Valley. Upon request, MVRPC will help member jurisdictions to increase diversity and inclusion as well as advance equity.</p>	<ul style="list-style-type: none"> MVRPC has responded to multiple member inquires: <ul style="list-style-type: none"> Oakwood – a resolution on racism. Miamisburg – a briefing on equity and the practice of planning. Huber Heights – briefing on needs assessment.

2022 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year Two

Activity	Description	Notes
<ul style="list-style-type: none"> Equity Leadership Team meetings (January to November 2022) 	<p>The ELT needs to continue advancing the vision and mission of the Regional Equity Initiative while creating the space for some group learning from guest experts.</p> <ul style="list-style-type: none"> Speakers TBA. 	
<ul style="list-style-type: none"> Release an ‘equity dashboard’ 	<p>Management of equity requires measuring it. The ELT will create an information management tool that visually tracks, analyzes and displays key performance indicators, metrics and key data points for equity. Creating an equity dashboard will improve the ability to accurately track performance, and it will help responsible parties to avoid getting overwhelmed by blind-spots. Also, the ELT needs to know it is making progress.</p> <p>A dashboard (or interface) is only as good as the data. If developing a dashboard isn’t prudent, the focus will shift to:</p> <ul style="list-style-type: none"> preparing indices for tracking equity; analyzing the reports prepared by local institutions; determining what metrics should become standard when preparing annual reports on the regional equity initiative. 	<ul style="list-style-type: none"> There was plenty of irrefutable evidence in 2020 – <i>from civil unrest to viral pandemics</i> – that responsible parties need to do a better job of tracking social indicators. The ability for our nation to remain resilient and competitive in a world of increasing global competition requires correcting the common gaps that hinder all citizens from participating and reaching their full potential. Prevailing metrics and standards have their limitations. <ul style="list-style-type: none"> Senator Robert Kennedy stated “<i>The gross national product...measures everything, in short, except that which makes life worthwhile.</i>” Budget – TBD
<ul style="list-style-type: none"> Conduct a Miami Valley Equitable Development Summit 	<p>Equitable development is a forward-thinking, place-based approach. Citizens and leaders in the Miami Valley need to create the space to focus attention on the merits of equitable development as a means for making a visible difference within communities. The ELT will convene a two-day summit.</p>	<ul style="list-style-type: none"> Budget - TBD

2022 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year Two

[illegible]

2023 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year Three

Activity	Description	Notes
<ul style="list-style-type: none"> Equity Leadership Team meetings (January to November 2023) 	<p>The ELT needs to continue advancing the vision and mission of the Regional Equity Initiative while creating the space for some group learning from guest experts.</p> <ul style="list-style-type: none"> Speakers TBA. 	
Publish policy primer on equitable development	The Institute for Livable and Equitable Communities will publish a report that identifies 100 policies/strategies that can be implemented in the Miami Valley for the purpose of advancing the regional equity initiative. The policy primer will be a concise and accessible overview. It will introduce clear options that can support agenda-setting. The resource will clarify that equity is the outcome of a comprehensive set of interventions rather than a singular stratagem.	<ul style="list-style-type: none"> Budget - TBD
Launch 'Equity Podcast Series'	The Regional Equity Initiative needs greater visibility, branding, and marketing. The ELT will host a podcast series. The offering will improve education and outreach while normalizing discussions about equity in the Miami Valley.	<ul style="list-style-type: none"> Budget - TBD
Publish an equity plan	Communities in the Miami Valley need a blueprint of municipal intentions to improve outcomes for people of color by outlining goals and agency-specific strategies for accomplishing them. An (racial) equity plan gives community members and stakeholders a means for holding their government accountable and a benchmark from which to build trust. "Equality of the law" is an important ideal. However, realizing it will require a shift to action planning.	<ul style="list-style-type: none"> The scale of the plan would be informed by local, county, or regional demand. <ul style="list-style-type: none"> <i>Dayton; Montgomery County; or a sub region</i> Budget – TBD

2024 Strategy for the Regional Equity Initiative – Shortlisting Priorities for Year Four

Activity	Description	Notes
• Equity Leadership Team meetings (January to November 2024)	The ELT needs to continue advancing the vision and mission of the Regional Equity Initiative while creating the space for some group learning from guest experts. • Speakers TBA.	
Community/neighborhood technical assistance for equitable development	Many communities and neighborhoods desire to strike a balance between social responsibility and economic development, but they may lack the tools, resources and information to achieve these goals. This is particularly true in communities that are environmentally, economically, and socially distressed. Through technical assistance (advisory support) communities can devise ‘professional-level’ solutions while being community-driven. Following a solicitation of applicants, one community will be selected.	Technical assistance will be offered through: • Public Interest Design Institute (fees may apply); • APA Planning Advisory Service Program (fees may apply); • An assembled team of the Planning and the Black Community Division of the American Planning Association (Fees may apply. Could be pro bono based on strict conditions). • Budget - \$30,000

Logic Model – Equity Leadership Team Strategy

Activity	Outputs	Short-term Outcomes
2021		
1. Equity Leadership Team meetings	<ul style="list-style-type: none"> Identify Team priorities. Consensus on Team projects. Regular updates. 	<ul style="list-style-type: none"> Realize the ELT mission and vision.
2. The Dayton Ohio/Montgomery County Sankofa Project	<ul style="list-style-type: none"> Eleven meetings based on the ‘courageous conversation model’. Group reading of the book “How to Be an Anti-Racist”. 	<ul style="list-style-type: none"> A stronger team that possesses the comfort level to advance equity.
3. Undesign the Redline Pop-up Exhibit	<ul style="list-style-type: none"> Collection of citizen narratives about redlining for the pop-up exhibit. Featuring the exhibit in multiple locations. Educate citizens about the lingering effects of past policies. Preservation, planning, and policy ideas from appreciative inquiry. 	<ul style="list-style-type: none"> Motivate all citizens to take ownership in dismantling racism within institutions – and/or to pressure institutions to dismantle racism – because racism does affect everyone. Formal acknowledgement – by resolution – that redlining was/is a “domestic economic sanction” that caused injury to minority individuals, minority households, and minority neighborhoods.
4. The Environmental Justice Academy	<ul style="list-style-type: none"> Eight months of program content. Twenty Environmental Justice Academy graduates. Press coverage that explains how the Regional Equity Initiative is actively helping impacted communities. 	<ul style="list-style-type: none"> Establish a working relationship with EPA Region 5 as well as the U.S. EPA. Proactive, community-driven development within the Dayton region.
2022		
5. Equity Dashboard	<ul style="list-style-type: none"> Metrics. Key performance indicators. 	<ul style="list-style-type: none"> Data-driven decision making that helps responsible parties to intervene rather than render serious problems invisible.
6. Miami Valley Equitable Development Summit	<ul style="list-style-type: none"> 1,000 registrants. 	<ul style="list-style-type: none"> Policy changes for advancing equity.
7. Host the National Environmental Justice Advisory Council (NEJAC) meeting in Dayton, OH	<ul style="list-style-type: none"> Elevating Miami Valley environmental issues during the NEJAC public comment period. Networking with national leaders who formally advise the EPA Administrator. An ELT member applies for a U.S. EPA grant or cooperative agreement. A local, grassroots leader is compelled to apply for NEJAC membership. 	<ul style="list-style-type: none"> Establish a working relationship with EPA Region 5 as well as the U.S. EPA. An environmental justice small grant award or a collaborative problem solving grant award.

Logic Model – Equity Leadership Team Strategy

Activity	Outputs	Short-term Outcomes
2023		
8. Policy primer on equitable development	<ul style="list-style-type: none"> New report that addresses a long-standing gap. Multiple reprints. Demand for “equitable development 101” presentations. 	<ul style="list-style-type: none"> National Planning Excellence Award from the American Planning Association
9. Equity Podcast Series	<ul style="list-style-type: none"> MVRPC is a continuing education credit provider. Working relations with allied professional associations (APA, AIA, ASLA) . Increasing recognition that the Miami Valley of Ohio is serious about advancing equity. 	<ul style="list-style-type: none"> Subscribers to the podcast challenge assumptions about equity.
10. Equity Plan (Local, County, or Sub-regional)	<ul style="list-style-type: none"> Planning document. Better alignment of public sector programs to advance equity. 	<ul style="list-style-type: none"> Create a culture where equity will thrive. Renewed trust in the public sector. Private sector interests pivot/make adjustments in order to align with the goals of the equity plan.
2024		
11. Technical assistance for equitable development	<ul style="list-style-type: none"> Clear and accessible recommendations for the client. 	<ul style="list-style-type: none"> Renewed trust in the public sector. The client leverages support for implementing their vision.

Part 2: Exploring Policy Change (Draft Starter List)

- City provisions for managing gentrification?
 - The City of Dayton laid bare the impacts of past policies and laws in 2020. Perhaps, the City needs to understand, anticipate, and mitigate new activities – *such as gentrification* – that would disparately impact populations that are economically vulnerable.
- Head tax?
 - Trickle-down economics does not work. If the City is committed to upscale development without a mitigation strategy, a head tax may be a reasonable intervention for responding to “market failures”.
- Fresh Food Financing Initiative for the Miami Valley?
 - The City of Dayton has food deserts. A state-sponsored, incentive program could correct the deficit while including provisions that target co-ops (existing or new).
- Bank Enterprise Bill?
 - The lingering effects of redlining include the lack of convenient access to banking services. A state bill could expand services in distressed communities.
- Increase the percentage of affordable housing for new development projects. 50/50 rule.
 - For over twenty years, 20% has been the industry standard for the percentage of affordable housing for new development projects.
 - The standard needs an adjustment. Perhaps, 50% of the units for new construction need to be affordable to persons earning 50% of the AMI or below. Any adjustment will require financial incentives and subsidies.
- Regional affordable housing strategy?
 - Does the Dayton Metropolitan Area need one? What set of strategies will result in every jurisdiction participating and carrying their weight.
- An ‘Equity Plan’? (See slide 8 for summary)

Part 3: Exploring Strategic Discussions (Draft Starter List)


The Equity Leadership Team doesn't have all of the answers. Sometimes it is better to convene conversations among group facing similar issues.

Subject	Motive	Notes
<i>Host strategic discussion on “funk and heritage preservation”</i>	The ELT can help the City of Dayton balance the goals of economic development and cultural development. Through Dayton's funk music history, the ELT can build partnerships with preservationists; architects; bike advocates; environmentalists; music enthusiasts; music educators; citizens of all ages.	David Webb (Funk HOF), Adrian Taylor (Premier Health), Jeffrey Mims (City of Dayton Commissioner), Michael Ford (The Hip Hop Architect), Bike Miami Valley, Bike Ohio/Tourism, Soul Train Music Awards, Rock n' Roll Hall of Fame (Cleveland), NOMA, NTHP, National Endowment of the Arts, National Endowment of the Humanities, Ford Foundation, Mellon Foundation, EPA Region 5, U.S. EPA OEJ, An automotive corporation connected to Dayton(??)
<i>Romero Human Rights Awards</i>	Environmental justice is the 2021 theme. What can the ELT do with this? <ul style="list-style-type: none">• Recognize a 30-year milestone?• Add an environmental layer to the regional equity profile?	Shelley Inglis (Human Rights Center), Carlos Rodriguez (UD), Ellis Jacobs (ABLE), Matthew Currie (ABLE), Amaha Sellasie (SCC), Jeffrey Cooper (PHDMC), EPA Region 5
<i>Host strategic discussion on workforce / pipeline / jobs.</i>	African American unemployment must drop below 4% in the Miami Valley.	Tom Maultsby (UWGD), Michael Carter (SCC), Valerie Mackay (Wilberforce U.), John Morris (Associated Builders and Contractors, Ohio Valley Chapter), Joseph Kenner (Greystone), John Valverde (YouthBuild)
<i>Host strategic discussion on entrepreneurship / business creation.</i>	Economically resilient neighborhoods retain dollars because they have a business base. Dayton needs recession proof neighborhoods.	Julie Liss-Katz (Dayton Business Committee), Corey Earl (DBJ Diversity Series), Stephanie Keinath (Dayton Chamber of Commerce), Lela Klein (GDUCL), Amaha Sellasie (SCC), Karlos Marshall (Greater West Dayton Incubator), Scott Murphy (Downtown Dayton Partnership), Joseph Kenner(Greystone), John Valverde (YouthBuild), Federal Reserve of Cleveland
<i>Host strategic discussion on metrics.</i>	We need to know we are making 'measurable' progress.	Geraldine Pegues (MC Human Services Planning Department), Corey Aber (Freddie Mac Multi Family), Martin Kim (MVRPC), Charles Patton (Puget Sound Regional Council), Erica Fields (Human Rights Commission), ELT, EPA ORD (social scientists)
<i>Host strategic discussion on housing.</i>	It represents the most visible issue that the public will ask about.	Kiya Patrick (Greater Dayton Premier Management), County Corp, Omega CDC, Homeownership Center of Greater Dayton, Noreen Willhelm, Freddie Mac

Part 3: Exploring Strategic Discussions

(Draft Starter List)

Subject	Motive	Notes
<i>Host strategic discussion on health (including loss of the hospital in West Dayton).</i>	Public health is a non-threatening topic that facilitates retaining a focus on race.	Adrian Taylor (Premier Health), Jeffrey Cooper (PHDMC), DHHS
<i>Host strategic discussion on the environment.</i>	Let's be proactive and avoid the embarrassment of a ticking time bomb going off.	Rebecca Benna (Metro Parks), Lamees Mubaslat (Dayton Regional Green), Kelly Bohrer, Ellis Jacobs (ABLE), Matthew Currie (ABLE), Amaha Sellasie (SCC), Susan Jennings (Community Solutions), Shelley Inglis (Human Rights Center), Carlos Rodriguez (UD), EPA, USFS, NPS



Discussion / Questions

