Equity Chapter Update

Land Use Advisory Committee

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Topics for Today

- Equity Framework
- Environmental Justice Framework
- Community-Centered Engagement Framework
- Anti-Displacement Framework
- Land, Water, People Commitments & the American Indian Advisory Council
Imagine 2050 Direction

Council member direction

- Equity should be at the center of policy and process
- Center community voices
- Be bold
- Be ambitious
- Councilmembers support positive change
- Met Council serves all people of this region
Council value and Regional goal

Our region is equitable and inclusive.

Racial inequities and injustices experienced by historically marginalized communities have been eliminated; and every person feels welcome, included, and empowered.

~ Final language endorsed
January 2024
Defining Equity

Equity is a process

- Equity centers Black communities, Indigenous communities, and peoples of color, LGBTQIA people, people of marginalized genders, immigrants, people of low wealth, and people with disabilities.
- Equity understands inequitable policies, practices, and cultures are integral to the history of our state and country, understands these historic and current inequities lead to unjust patterns of resource distribution, and actively seeks to correct these unjust patterns.
- Importantly, equity repositions community as experts in their history, needs, solutions, and resources.
Equity Framework

Grounding Concepts

Contextualized
Ensures solutions are addressing a systemic inequity

Community-Centered
We are working with the impacted population to co-create solutions

Reparative
Creating solutions that are commensurate with what caused the inequity

~ Endorsed September 2023
Environmental Justice Framework
Environmental Justice is:

the right for all residents to live in a clean, safe environment that contributes to a healthy quality of life
Conditions for success

Grounded in the Council’s Equity Framework:

- Expand the scope of how we measure the efficacy of Council projects through a broad environmental justice lens.
- Build upon current Council structures and processes to define environmental justice as a necessary and explicit component of Council work.
- Reconcile the Council with overburdened communities through shared environmental justice values.
Environmental Justice Framework

People-centered, data-driven decision making

Prioritized engagement with overburdened communities

Community benefits beyond harm mitigation

Contextualized
Community-centered
Reparative
Community-Centered Engagement Framework
Principles for engagement

- Equity
- Respect
- Transparency
- Relevance
- Accountability
- Collaboration
- Inclusion
- Cultural competence
Values of Engagement

- Partnering with community as co-creators
- Committing to shared agenda setting
- Investing in community capacity building
- Focusing on assets in community
**Practices of Engagement**

- Embrace nationally recognized standards of engagement, including the International Association of Public Participation (IAP2), with small modifications.
- Support engagement and research cohorts to both support community voices in planning processes, but also build capacity for leadership in public processes and decision-making.
- Dedicate budgets to engagement in a way that supports community voices and builds community capacity for public decision-making.
- Prioritize community partnerships that empower and compensate community leaders and individuals in guiding decision-making.
- Intentionally identify impacted communities, to ensure their involvement in a decision-making process.
- Prioritize engagement with overburdened communities and recognize the need for engagement processes to include shared agenda-setting and decision-making.
Anti-Displacement Framework
Defining Anti-Displacement

An active process of centering and empowering communities to protect their home, access to resources, and sense of belonging from loss due to a Council investment or policy.
Key components of Anti-Displacement

- Preservation of existing cultural connection
- Creation and strengthening of community inclusiveness
- Justice-centered; repairing historical injustices and empowering overburdened communities to co-create best practices and actions to remedy historic and ongoing harm
- Prioritize overburdened communities that are most impacted by displacement
Anti-Displacement Framework Strategies

Increase the ability for residents to keep their housing, amenities, health and/or sense of belonging in a neighborhood.

- Council investments go through an anti-displacement risk assessment
- Prioritize projects that support community connection and anti-displacement in our grant programs
- Provide best practices and resources through engagement and collaboration with overburdened communities
Land, Water, and People Commitments and the American Indian Advisory Council
Co-creation process and building trust

**Inside – Outside Circle**

- Community speaks first (inside)
  - Talk amongst themselves
  - Speak to broad question prompts

- Council staff listen (outside)
  - Listen and take notes
  - Provide transcribed notes for Advisory Council participants
  - Provide summaries of discussion to others
Outline of meetings and agendas

- **25 March**: Land acknowledgments
- **22 April**: Regional parks and trails
- **28 May**: Environmental justice
- **24 June**: Housing policy
- **22 July**: Organizational change and review of recommendations
- **8 April**: Met Council roles and responsibilities
- **13 May**: Water policy
- **10 June**: Transportation policy
- **8 July**: Review of commitments and recommendations
- **1 August (tentatively)**: Committee of the Whole presentation of Advisory Council recommendations