



METROPOLITAN
C O U N C I L

**Transportation Advisory Board
Racial Equity Conversation**

Ground Rules

- Turn off email, instant messaging tools and clear other distractions away from your “committee meeting” area
- Listen openly and disagree respectfully
- Get outside of your comfort zone and try new thoughts and behaviors
- Be curious; ask questions
- **Any others you want to add??**

Objectives

- Create effective “Committee” environment for conversations about racial equity and transportation
- Support the increasing agreement about the centering of racial equity in the funding and policy decisions of TAB
- Support the development of a shared racial equity approach

History and Race

- History of Public and Social Policy
- Transportation and Race
- Evolving understanding of the Role of Race and Racism

Allocation of Value, Allocation of Resources

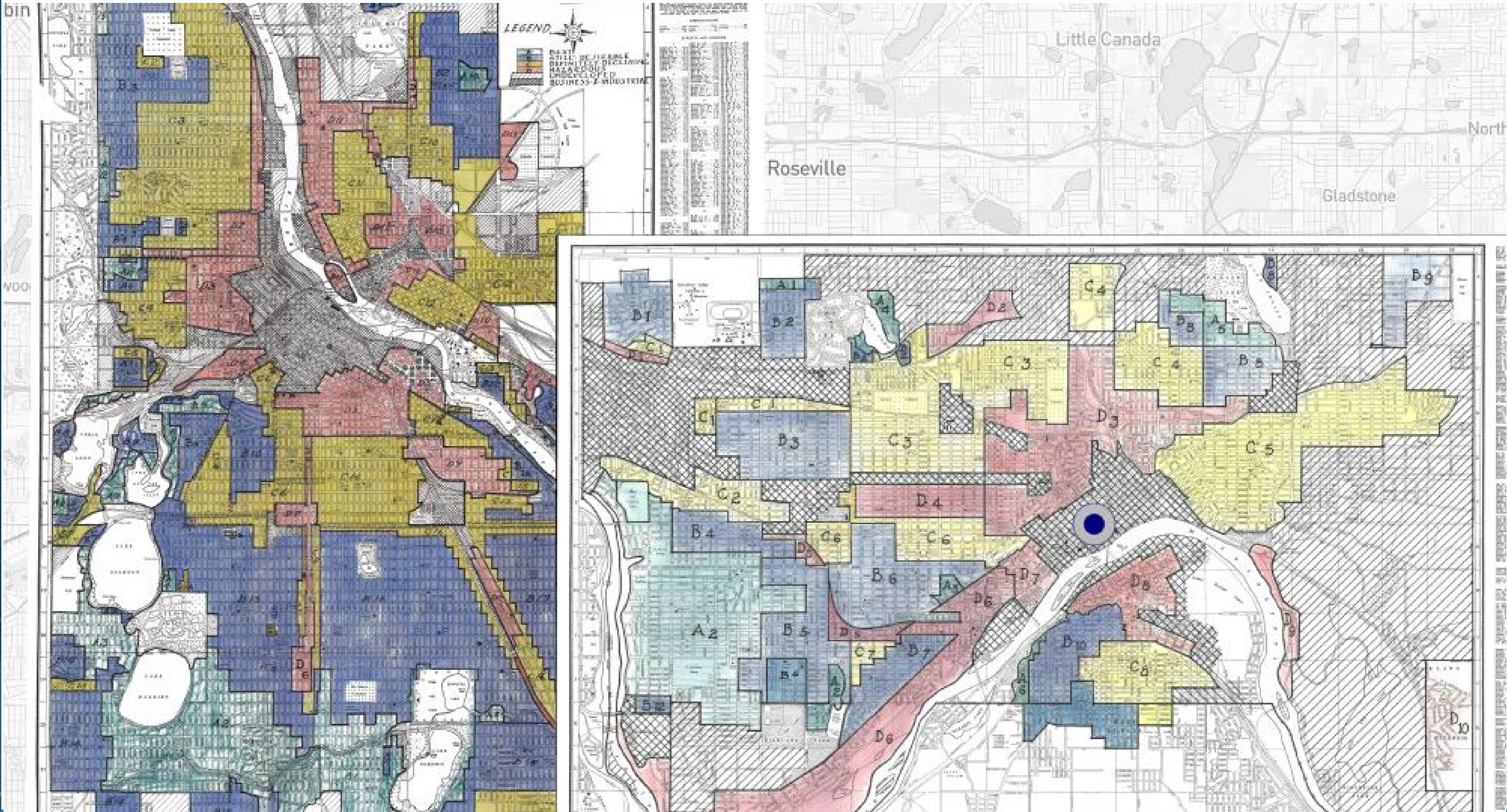
“ We allocate value to people, then we allocate resources. No value = no resources ”

Empathy
Compassion } Public Policy

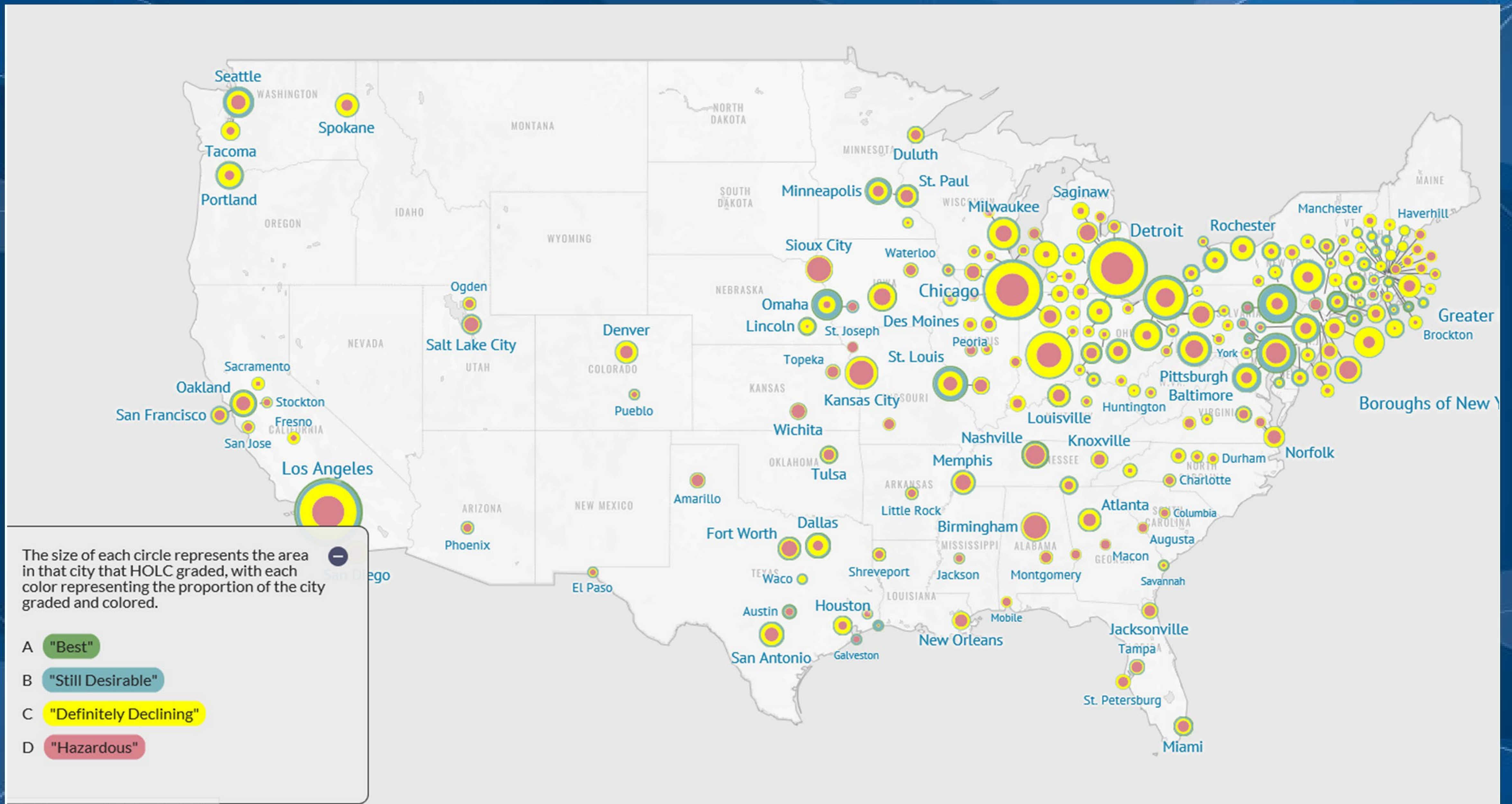
Examples of Public, Social Policy

- Manifest Destiny
- Slavery
- Redlining
- Urban Renewal
- G.I. Bill
- War on Crime/Black Codes
- Federal Highway Planning
- Indian Removal Act
- Segregation
- War on Drugs
- Jim Crow
- Union Membership
- Miscegenation
- Cultural Imperialism

Redlining in the Twin Cities



National View of Redlining



Federal Highway Planning



**Credjafawn Co-op Store
678 Rondo Ave.**

In the 1960s, the construction of Interstate 94 destroyed Rondo Avenue and devastated the historic Rondo neighborhood. 70 businesses were lost and 400 families were displaced.

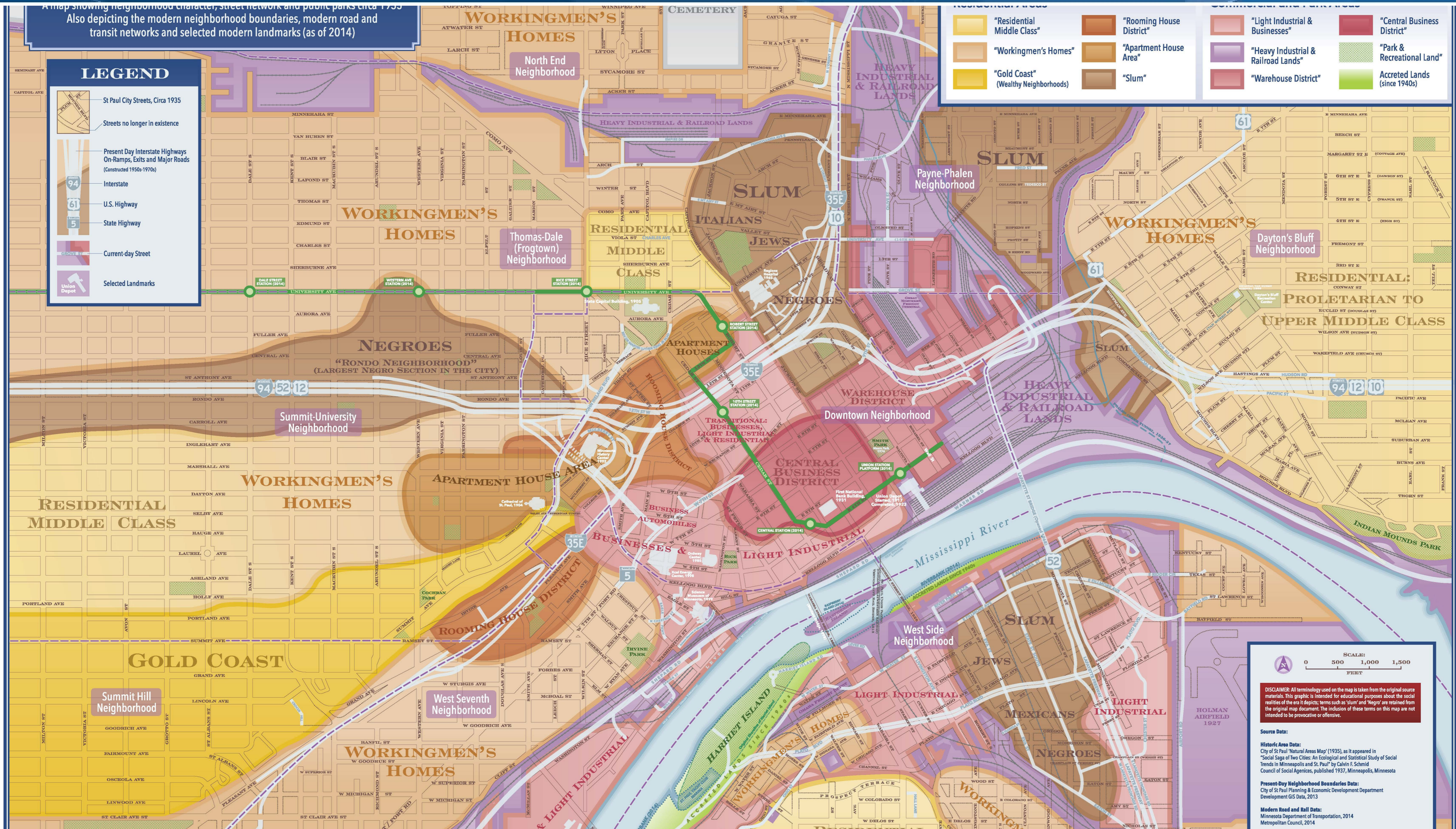


A map showing neighborhood character, street network and public parks circa 1935
 Also depicting the modern neighborhood boundaries, modern road and transit networks and selected modern landmarks (as of 2014)

LEGEND

- St Paul City Streets, Circa 1935
- Streets no longer in existence
- Present Day Interstate Highways On-Ramps, Exits and Major Roads (Constructed 1950s-1970s)
- Interstate
- U.S. Highway
- State Highway
- Current-day Street
- Selected Landmarks
- Union Depot

"Residential Middle Class"	"Rooming House District"	"Light Industrial & Businesses"	"Central Business District"
"Workingmen's Homes"	"Apartment House Area"	"Heavy Industrial & Railroad Lands"	"Park & Recreational Land"
"Gold Coast" (Wealthy Neighborhoods)	"Slum"	"Warehouse District"	Accreted Lands (since 1940s)



SCALE: 0 500 1,000 1,500 FEET

DISCLAIMER: All terminology used on the map is taken from the original source materials. This graphic is intended for educational purposes about the social realities of the era it depicts; terms such as 'slum' and 'Negro' are retained from the original map document. The inclusion of these terms on this map are not intended to be provocative or offensive.

Source Data:

Historic Area Data:
 City of St. Paul 'Natural Areas Map' (1935), as it appeared in 'Social Saga of Two Cities: An Ecological and Statistical Study of Social Trends in Minneapolis and St. Paul' by Calvin F. Schmid Council of Social Agencies, published 1937, Minneapolis, Minnesota

Present-Day Neighborhood Boundaries Data:
 City of St. Paul Planning & Economic Development Department Development GIS Data, 2013

Modern Road and Rail Data:
 Minnesota Department of Transportation, 2014 Metropolitan Council, 2014

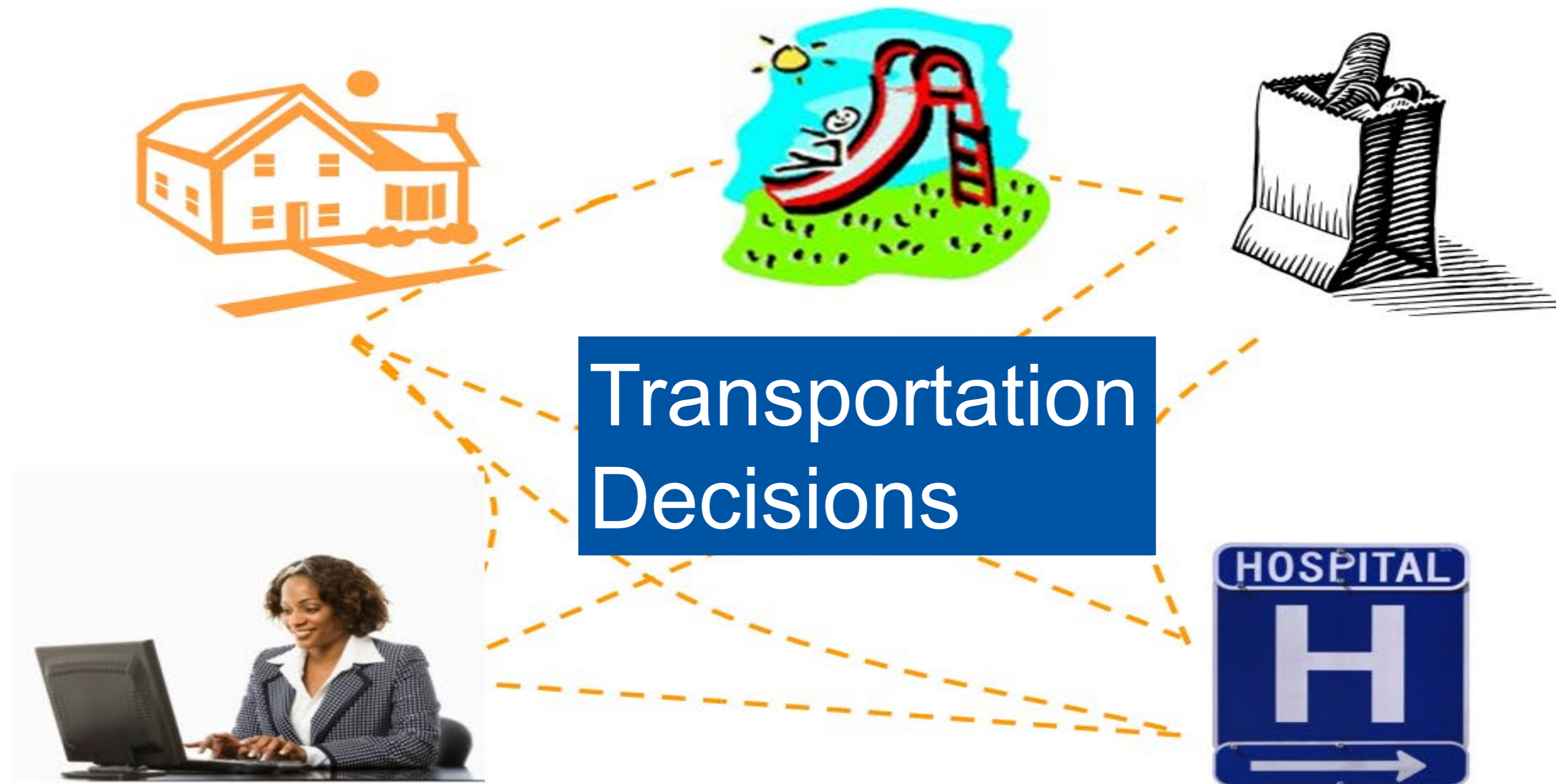
Federal Highway Planning – Other Cities

- West Oakland
- West Baltimore
- Atlanta
- Denver
- Chicago
- New York
- Minneapolis – Saint Paul
- Richmond, Virginia
- Miami
- Many others

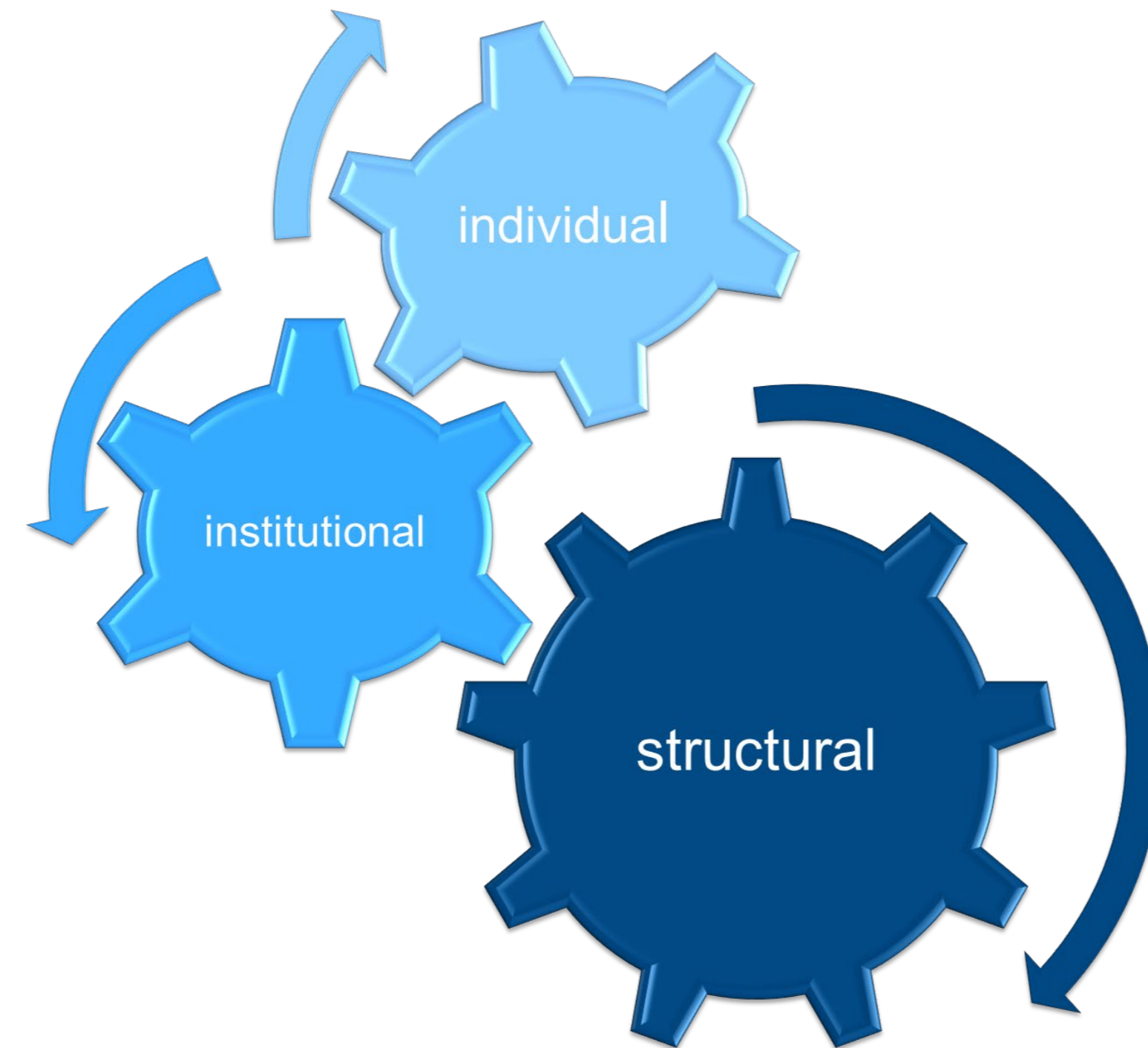
Race and transportation are intertwined

- Segregated transportation services
- Federally funded highways that plowed through, or isolated, minority neighborhoods
- Inadequate or substandard walking or bike-riding infrastructure for people who rely on these modes to get around, leading to higher incidences of collisions
- Transportation facilities that negatively impact local air quality and leads to negative health effects for residents

Structures are a Part of Our Lives:



Evolving Understanding of the Role of Race/Racism



Racism

Individual racism:

- Bigotry or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



DIVERSITY

the quality of being different or unique at the individual or group level

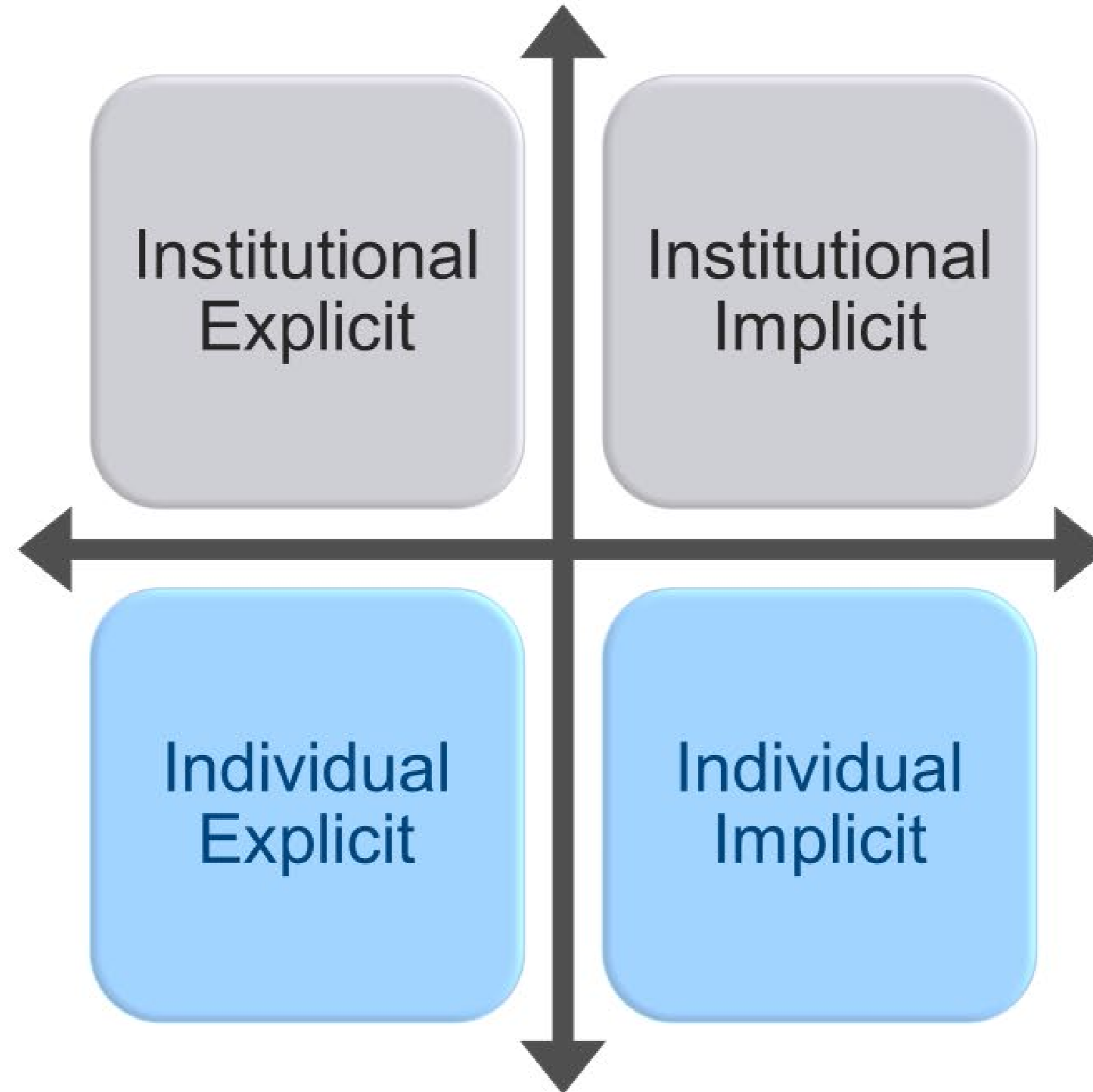
EQUITY

the pledge of fair treatment, opportunity and advancement while striving to identify and eliminate barriers

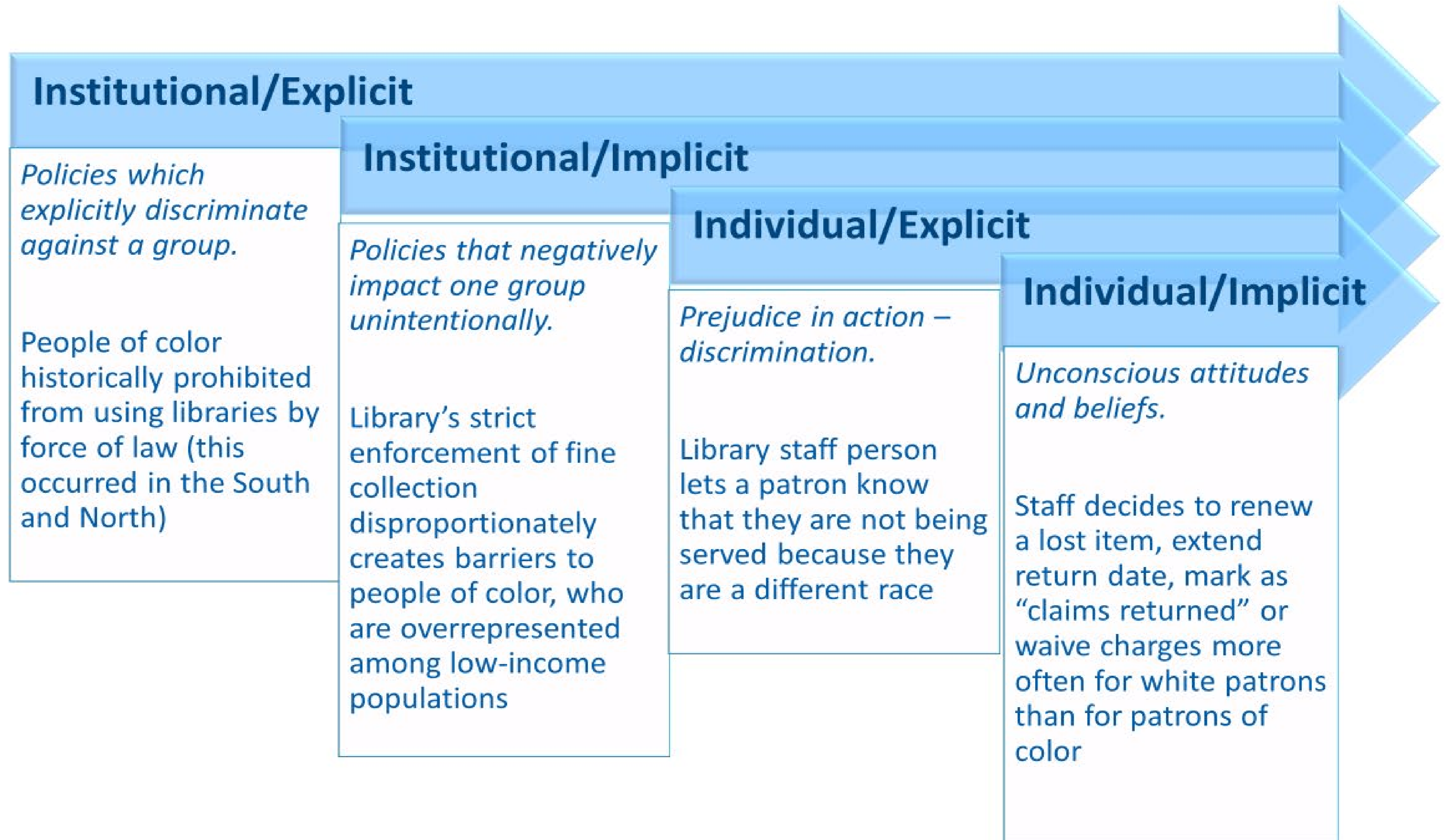
INCLUSION

the act of bringing together and harnessing differences in a way that is beneficial

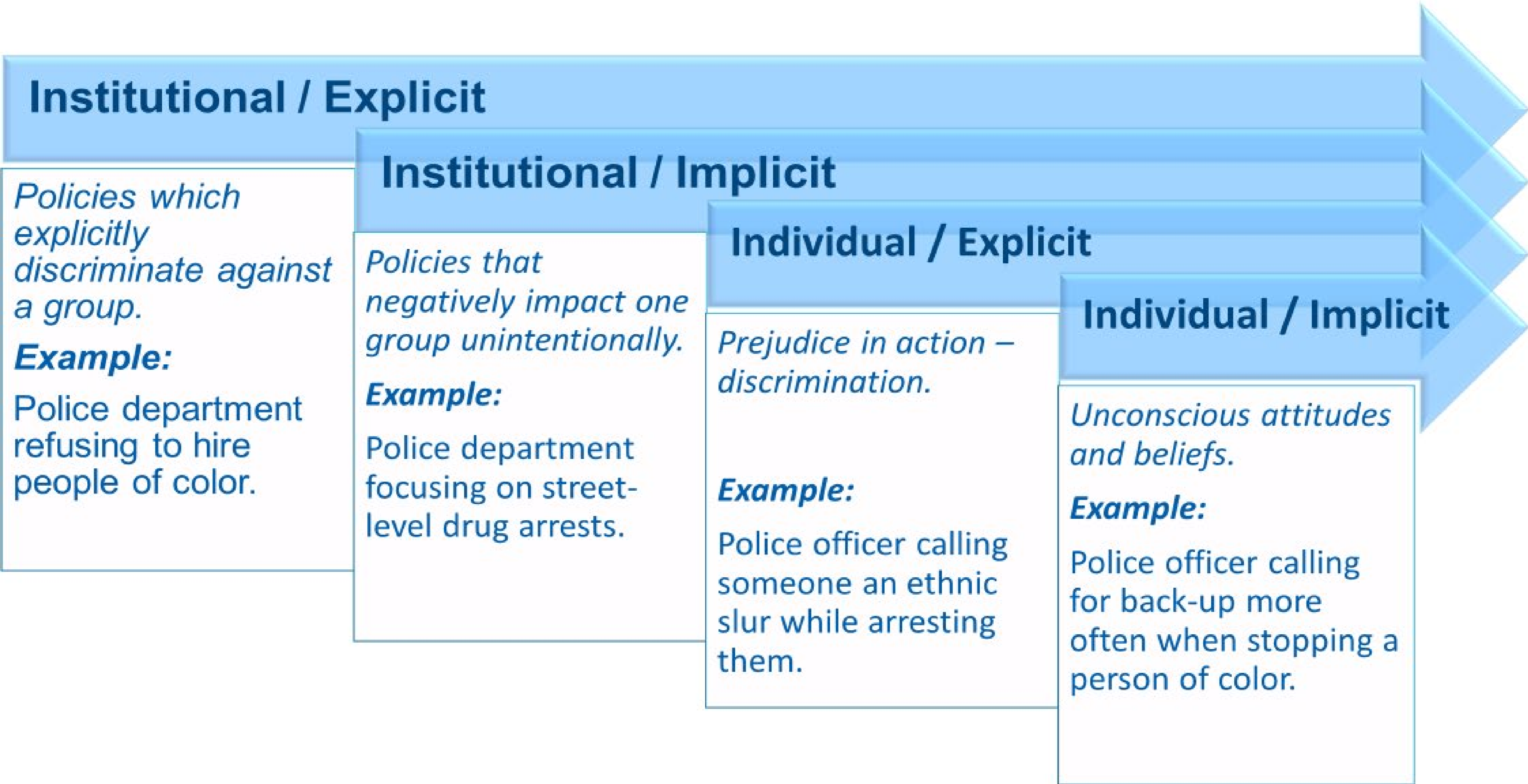
Explicit and Implicit



Bias at Work – Library Example



Seattle Policing Example



Racial disparities and where we stand today

- Race and Social Disparities
- Metropolitan Council/Transportation Advisory Board – Stated Equity Commitment
- Why We Lead with Race

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

James Baldwin

Racism is

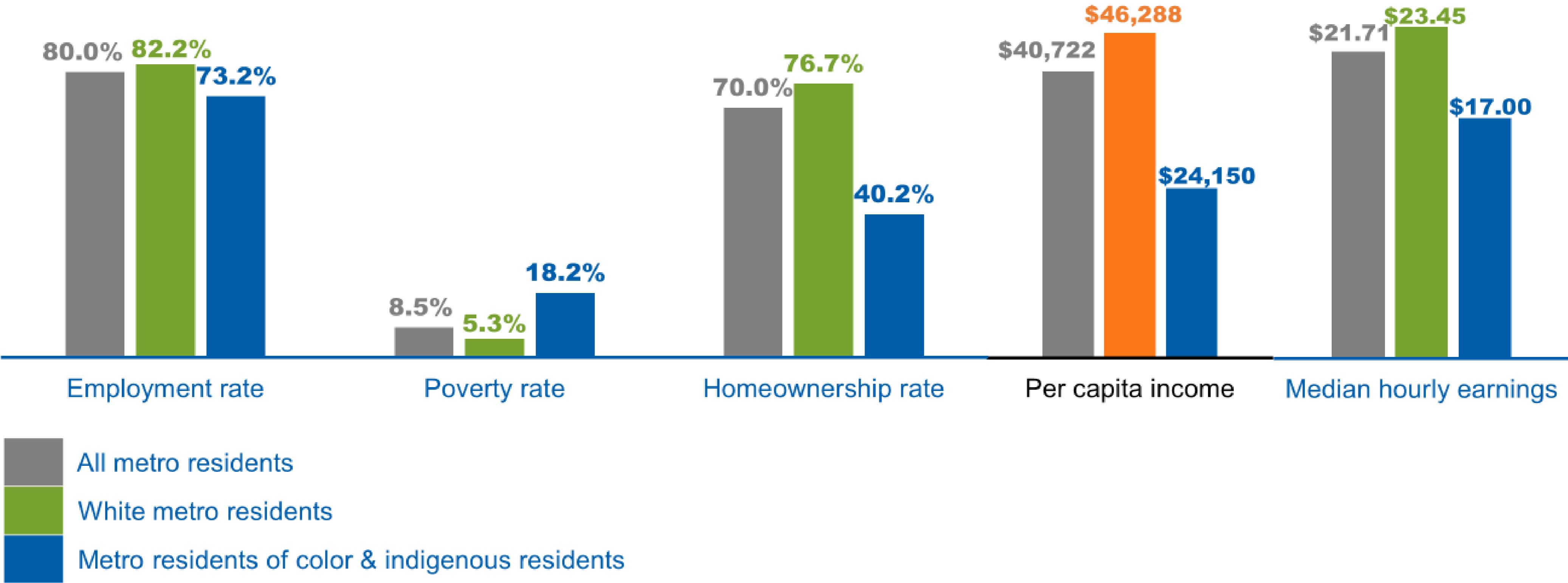
- Racism is Real

2018 Racial Disparities in the Twin Cities Metro

These are the largest gaps in the U.S.

Third largest gap in U.S.

Sixth largest gap in U.S.



Instead of Leading in Disparities the Region Could Have:

171,000

More people with a high school diploma

124,000

More people with jobs

274,000

Fewer people in poverty

\$31 Billion

Billion in additional income

186,000

More homeowners

Thrive 2040 MSP Equity Definition

Connects All

to opportunity and creates viable housing, transportation, and recreation options for people of all races, ethnicities, incomes and abilities so that all communities share the opportunities and challenges of growth and change.

Full Economic Potential

of all our residents must be able to access opportunity.
opportunities to all groups.

Stronger Region

when all people live in communities that provide them access to opportunities for success, prosperity and quality of life.

TAB Focus Statement

- The work of TAB is specifically related to transportation policy and federal funding decisions.
- We will contribute to the Thrive MSP 2040 equity outcome and apply specific criteria to ensure that our decisions and recommendations reflect a commitment to improve safety and access to education, employment, housing, health care, and recreation opportunities for people of all ages, races, ethnicities, incomes, and abilities.

Why We Lead with Race

- Racial inequities deep and pervasive
- Racial anxiety on the rise – race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters!

When Leading with Race, We Are...

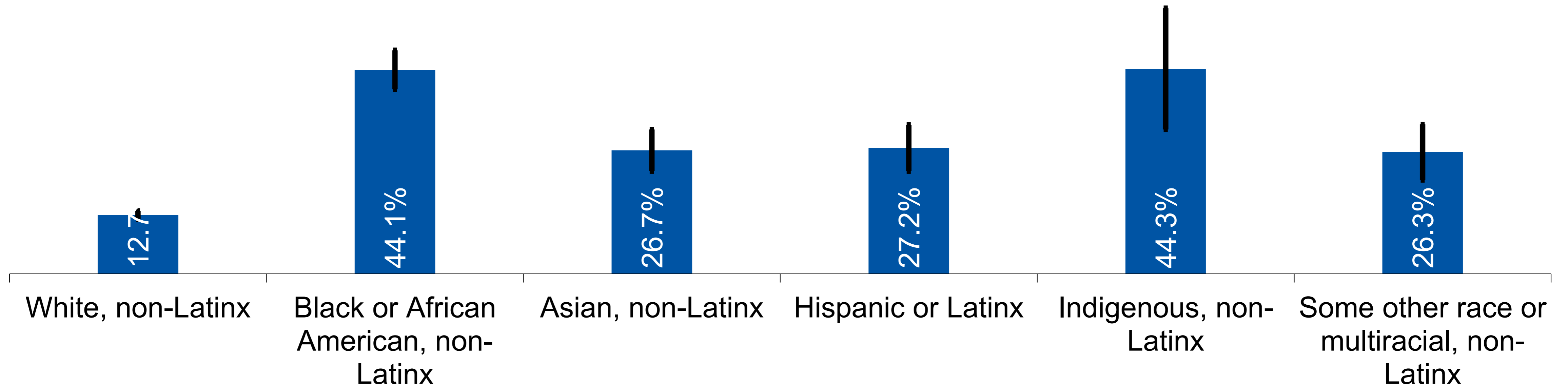
....Race **explicit**, not exclusive

Race and

- Gender
- Ethnicity
- Disability status
- Income/class
- Religion
- Sexual orientation

Leading with Race – Disability Scenario

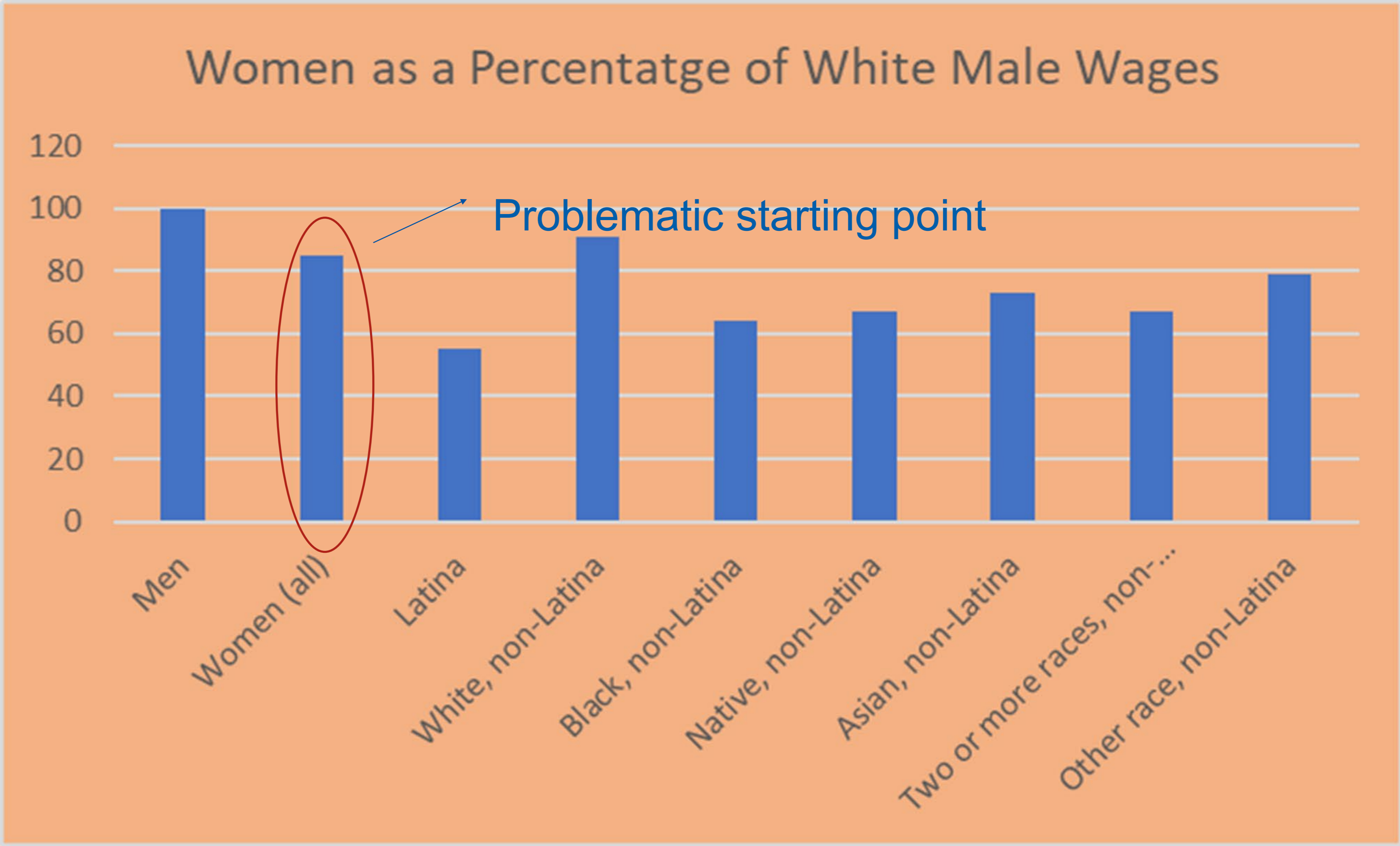
Poverty rates



People with one or more disabilities

Source: U.S. Census Bureau, 2014-2018 American Community Survey Public Use Microdata Sample.

Leading with Race – Gender Pay Scenario



Keys to Effective Racial Equity Outcomes

- Prioritize effective conversation about race and racial driven disparities
- Call out and move from transactional to transformational approaches to decision making
- Show and be accountable for your math

Equity is not solely an outcome; Equity is a process.

Four Barriers to Dialoguing About Race

- Defining “racism” differently
- Trying to create “comfortable” dialogue
- Arguing that “We are all the same.” or “Skin color should not be an issue . . .” before the real and lived experiences are acknowledged or discussed
- Speaking from different levels of analysis

What does it mean to take a “transformational” approach?

<i>Transactional Approach</i>	<i>Transformational Approach</i>
Solves technical problems	Solves an adaptive problem
Problem is easy to identify	Problem is easy to deny (under the surface)
Routine solution using skills and experience readily available	Requires change in values, beliefs, roles, relationships, and structure of operations
Often solved by an authority or expert	People facing the problem are involved in the work of solving it
Requires change in just one or a few places, contained within organizational boundaries	Requires change across organizational boundaries
People tend to be receptive to the technical solution	People tend to avoid (or push back on) addressing the adaptive challenge
Solution can often be implemented quickly, sometimes by edict	Transformation requires experiments and new discoveries, takes a long time to implement, cannot be implemented by edict
Produces short-term gains for communities, but leaves the existing structure in place	Shifts cultural values and political will to create racial equity

Examples: transactional versus transformational

Transactional	Transformational
Invite DBE contractors to apply for contracts	A package of policy changes, the cumulative impact of which is substantive, along with increased capacity for minority-owned businesses to compete as primes and strengthened relationships between DBEs and primes
Translate documents for limited English speaking public	Strong and sustained relationships with immigrant and refugee communities; immigrant and refugee community members are hired as employees and programs and policies are shaped by those influences

Show and be accountable for your approach

- Did you lead with race?
- What are the desired results and what do they look like?
- What are the community indicators that would measure the desired results?
- What does the data and your partners tell you?
- What works to change the data trends toward racial equity?

Questions

How might you use this information this information to have more effective conversation among the committee?

What do you think TAB needs to Start doing? Stop doing? Keep doing? To support racial equity.

The opposite of poverty is not wealth, the
opposite of poverty is justice.

Bryan Stevenson



The End