CENTERING AND INTEGRATING EQUITY INTO ALL ASPECTS OF PLANNING, DESIGN, & ETC.

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NACTO Designing Cities: Virtual Convening #3

Friday, January February 5, 2021

1:00 PM – 3:00 PM

@ctbrown1911 #arrestedmobility
RECAP: WORKSHOP #1
Equity involves trying to understand and give people what they need to enjoy full, healthy lives.

Equity is the presence of justice and fairness within the procedures, processes, and distribution of resources by institutions or systems.

Facing equity issues requires an understanding of the underlying or root causes of inequalities and oppression within our society.
VARIABLE EQUITY DIMENSIONS

1. Ability Equity
2. Compensatory Equity
3. Environmental Equity
4. Gender Equity
5. Generational Equity
6. Geographic Equity
7. Horizontal Equity
8. Income Equity
9. Language Equity
10. Life-Stage Equity
11. Modal Equity
12. Occupancy Equity
13. Opportunity Equity
14. Outcome Equity
15. Participation Equity
16. Payment Equity
17. Process Equity
18. Race/Ethnicity Equity
19. Spatial Equity
20. Vertical Equity
CONSIDERATION OF SOCIAL IDENTITIES

- Which identities do you think about most often?
- Which identities do you think about least often?
- Which of your own identities would you like to learn more about?
- Which of your identities have the strongest effect on how you perceive yourself?
- Which of your identities have the greatest effect on how others perceive you?
EQUITY IMPLICATIONS

Race

Place

Health
“HISTORY DOESN’T SAY GOODBYE; HISTORY SAYS SEE YOU LATER.”
RECAP: WORKSHOP #2
TOPIC #1
PURSUIT OF EQUITY: ANALYZING VEHICLE AND PEDESTRIAN CRASHES IN MINORITY COMMUNITIES
TOPIC #2
EVALUATING EQUITY IN BIKE SHARE SYSTEMS IN THE UNITED STATES
TWITTER & LINKEDIN EXPERIMENT

- Post-death of George Floyd and Breonna Taylor
Serious question: Why are some White allies (individuals & organizations) who work in urban planning comfortable speaking out against injustices while others aren’t? Please weigh in... #equity #nofilterneeded
Fear showing up in a lot of replies: fear of job loss, harming employer by jeopardizing future contracts, backlash from white constituents, all of this undermining ability to "do work that might make a difference." Which begs the question of what difference that IS, exactly.
Greg Billing @gregbilling · Jun 1, 2020
Replying to @ctbrown1911
Good question. I struggle with the balance of making space for diverse voices vs perceived silence on an issue(s) — not speaking for people, attempting to amplify voices while being an ally.
I often lack the bravery to step up.

I need to put in work to be braver to sit in uncomfortable situations where I don't have enough answers where there are no such things as best practices.

I need to work on getting past intellectualizing things I am not directly affected by.
cityplannerkate, PP, AICP 🗝️ @cityplannerkate · Jun 1, 2020
Replying to @ctbrown1911 and @BlackAndUrban_
fear of being fired/receives poorly by peers & admin. it’s not right but i came from a place where my own “radical” ideology that homogenous white spaces were harmful was an unwelcome thought & made abundantly clear that I could not seriously advocate for that change. 1/2
New American Planning @NewAmericanPla1 · Jun 1, 2020

Replying to @ctbrown1911 and @schlthss

Public planners are desperate to appear impartial, despite working within a system deeply infused with exclusionary values.

And, tho many probably thought they'd be like prison reformers, most ended up being guards instead: 90% of zoning is just protecting immobile wealth....
Every job I've had in the space leads with a solution: bike lanes, bike share, congestion pricing, parking reform, mode shift etc. I try to pull equity into those frameworks, but it always feels like half-measures and I haven't figured out how to change that.
Planning: A machine functions to make a product efficiently, in a limited timeframe with a specified scope & budget. No space for injustice in production of the deliverable. The bottom line and timeline don't casually flex for discomfort. Stay on track for final approval. Win.
At #NPC19 I heard an audience member make the argument that he'd seen planners fired for taking a stand, so speaking out should be done by activist groups. (The speaker, Darlene Flynn, responded, "I'm not going to give planners a pass.")
Dr. Kate Lowe (she) @kateontransport · Jun 1, 2020
Replying to @ctbrown1911

The myth that planning is neutral and technical (as well as job preservation)? For me, it's also hard to know how to be effective, stay in my area of expertise, and fear of being tone deaf. I try to retweet/amplify the voices and Brown and Black leaders as a strategy.
Jessica Roberts @jessicaroberts · Jun 2, 2020
Replying to @ctbrown1911
When I speak up, I worry I am centering my own voice, failing to cede power to others, & that I have not done enough of my own work to speak. When I do not speak up, I worry I am failing to use my privilege & reach for good, and that silence is consent. Constant second-guessing.
Many planners believe & are taught that social-political issues aren't planning issues. Many believe those doing the work with communities on social-political issues aren't planners. Professionalization and accreditation of planning is itself entrenched in racism, capitalism, etc.
ACTIVITY #1: FAMILIARITY

- Large Group Discussions
To what degree have you heard similar things, and how did you react to them?
TOPIC #2
PERSONAL TESTIMONIES
BY SELECT TRANSPORTATION EXPERTS
ACTIVITY #2: INTERNAL CONFLICT

- Breakout Room Discussions
What is holding you back?

What would you like to tell your younger self?
ACTIVITY #3: LETTERS TO OUR YOUNGER SELVES

- Large Group Whiteboard Exercise
THANK YOU
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