

WELCOME

Advisory Committee

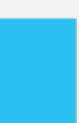
Meeting #3

October 19, 2021



closed captioning is available





TECH TROUBLESHOOTING & ZOOM ETIQUETTE

IF YOU'RE HAVING TROUBLE:

- Send a message to Adam Glueckert via chat
- Email Adam at adam@musecommunitydesign.com with the Subject Email: Zoom Troubleshooting
- If you experience lagging or skipping, use your computer to access video, while simultaneously dialing in by phone for the audio

ZOOM ETIQUETTE

- **RENAME YOURSELF:**
Right click on your face and rename yourself with your first and last name, the organization you represent (if applicable), and pronouns
- **USE YOUR VIDEO:**
We want to see your beautiful faces! And notice if you're yawning
- **MUTE YOUR MICROPHONE:**
To reduce background noise, make sure you're muted when you're not speaking
- **LIMIT DISTRACTIONS & AVOID MULTI-TASKING:**
Turn off notifications, close or minimize apps, and mute your smartphone



★ TOOLS WE WILL BE USING TODAY

ZOOM CHAT:

- Found at the bottom of your Zoom window, or press Alt + H. Use to share links, ask a question, add a comment, or request troubleshooting help.

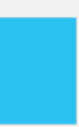
RAISE HAND:

- If you have a question throughout the presentation that can't be answered via Chat, use Zoom's Raise Hand feature at the bottom of the Participant window.



CONSENT + ICEBREAKER

*Use the chat to affirm your consent
and share your favorite thing about fall*







AGENDA

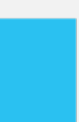
- **Welcome + Updates**
- **Presentation: Baseline Data**
- **Presentation: Health & Racial Equity Impact Assessment**
- **Breakout Discussions + Report Out: Historical Reckoning Framework**
- **Discussion: Synthesis**
- **Closing/Next Steps**

WELCOME + UPDATES



GUIDING QUESTIONS UPDATE

-  **Refined pillar definitions and guiding questions**
-  **Sent with agenda**
-  **Meeting #5: Brainstormed objectives**
-  **Posted for comment on wewillchicago.com**



SURVEYS ON THE WE WILL WEBSITE

weillchicago.com/lifelong-education

<https://bit.ly/WeWillLearningScrapbook>

Survey

Help Shape the Future of Lifelong Learning

Your responses to these questions will help us design policies related to Lifelong Learning throughout the city.

What do we mean by Lifelong Learning?

We Will's Lifelong Learning pillar acknowledges that learning almost never stops for anyone who consistently seeks self-improvement. The pillar recognizes that learning goes well beyond grammar school, high school, college, and post-graduate work. It occurs in many shapes, forms, and locations that are both formal and informal.

Considering the above definition of Lifelong Learning, please share your thoughts with We Will Chicago by completing the survey below.

TAKE SURVEY

[f](#) [t](#) [in](#) [✉](#)



WE WILL CHICAGO – FRAMEWORK

7 PILLARS



Guiding Questions

(~5 PER PILLAR)



Objectives

MEETING #5 – MEETING #7



Policy Framework

MEETING #8 – END OF PHASE II



**PHASE III :
BROADER OUTREACH +
IMPLEMENTATION DESIGN**



EDMONTON CITY PLAN – EXAMPLE

PILLAR GUIDING VALUE

2. I want to
LIVE in a
place that
feels like
home.



GUIDING QUESTION OUTCOMES (1 OF 4)

2.2 Edmontonians have the ability to live locally, with access to diverse and affordable housing options in communities that support their daily needs.



OBJECTIVE INTENTION (1 OF 3)

2.2.2 Ensure affordable housing and local food options to support social equity and meet the needs of all Edmontonians.



POLICY FRAMEWORK DIRECTIONS

2.2.2.1 Streamline provision of affordable housing in all neighborhoods through continual regulatory and procedural review and improvement.

2.2.2.2 Participate with other municipalities in planning to meet affordable housing needs within the context of the Edmonton Metropolitan Region Growth Plan.

2.2.2.3 Increase access to social supports and resources including safe, clean and affordable housing options for the urban Indigenous population.

2.2.2.4 Encourage an integrated local food economy through a range of activities and amenities including investment in value-added food processing, local distribution, consumption and disposal.

2.2.2.5 Facilitate local urban agricultural opportunities through education, supportive programming and regulation.

Source: Edmonton City Plan, PDF page 67

<https://cip-icu.ca/getattachment/8328920d-4dc9-456c-9f0c-0a2a3f58fc2a/2021-APE-Edmonton-City-Plan-MERIT.pdf.aspx>



ENGAGEMENT UPDATE AND RESOURCES



Mobile Artist Team

Community engagement feedback collected to date:

ARTIST-ORGANIZER FIELDNOTES

- Notes, observations, and takeaways from Artist-Organizers

MOBILE TEAM POSTCARDS

- Comments left by attendees of Mobile Team pop-up activities and events
- 109+ postcards have been collected to date

WWC WEBSITE

- Comments left by visitors to We Will Chicago
- Comments are organized by Pillar
- Guiding Questions surveys
- Social media toolkit available



COMMUNITY PARTNER EVENTS

-  **50 upcoming events**
-  **Ties to groups, geographies, and pillars**
-  **Peer to peer exchanges**
-  **Metropolitan Planning Council's Meeting in a Box**

BASLINE DATA



REDLINING

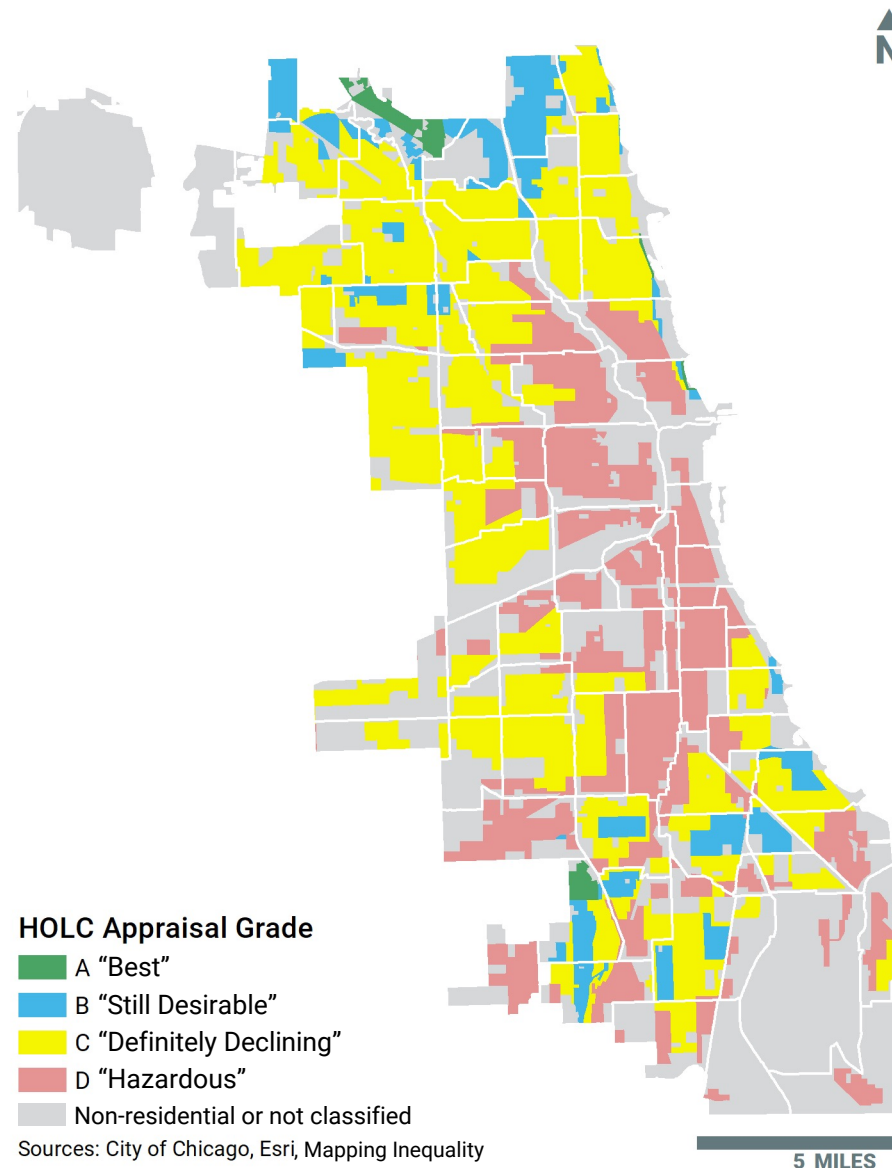


Between 1935 and 1940, the Home Owners' Loan Corporation assigned grades to residential neighborhoods that reflected "mortgage security"

Residents of Zones C and D, mostly Black and Brown residents, were subjected to racist lending practices that blocked opportunities to obtain mortgages and build wealth

Black families in Chicago lost between \$3 billion and \$4 billion in wealth because of predatory housing contracts during the 1950s and 1960s

Source: "The Plunder of Black Wealth in Chicago: New Findings on the Lasting Toll of Predatory Housing Practices"

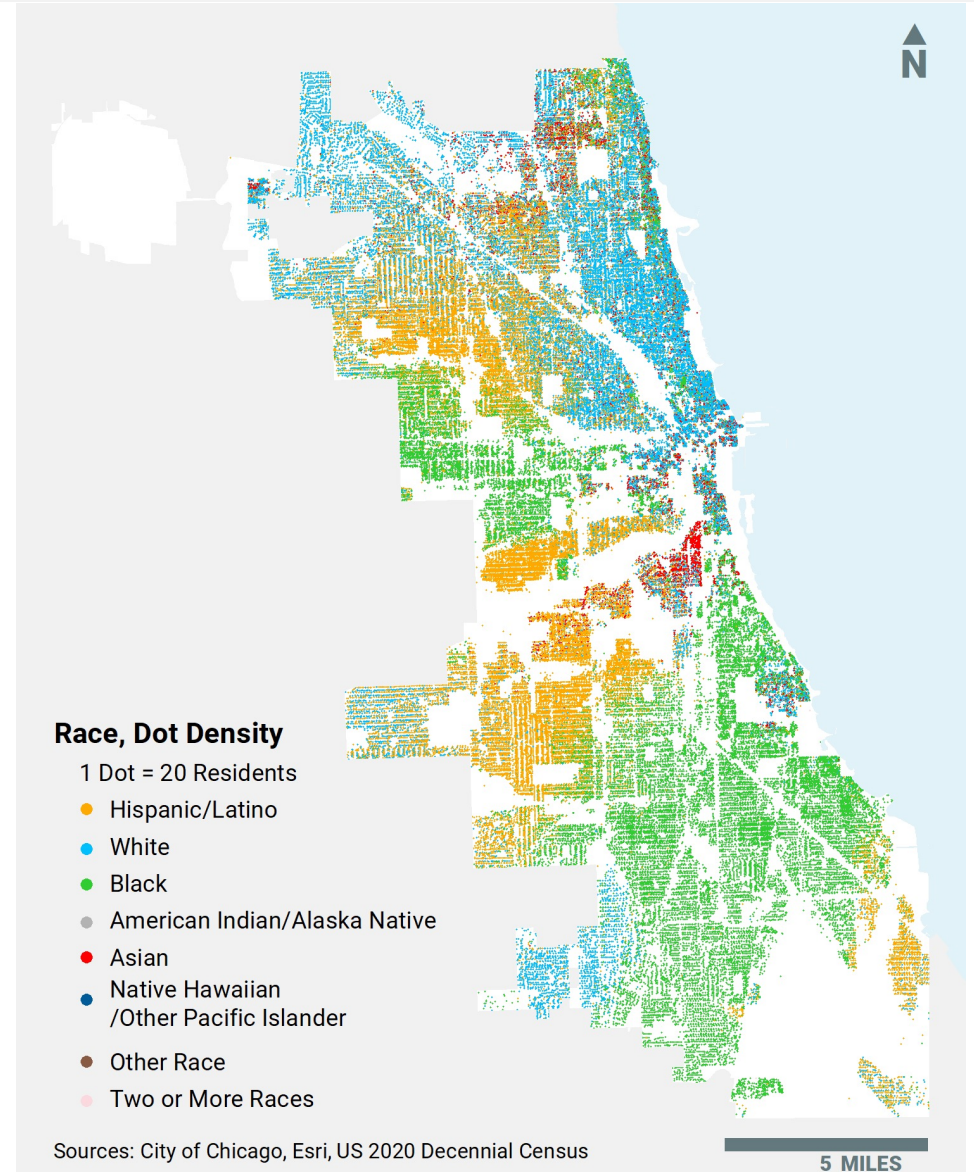


RACIAL/ETHNIC COMPOSITION

➤ A segregated city is a direct outcome of historic redlining and racism

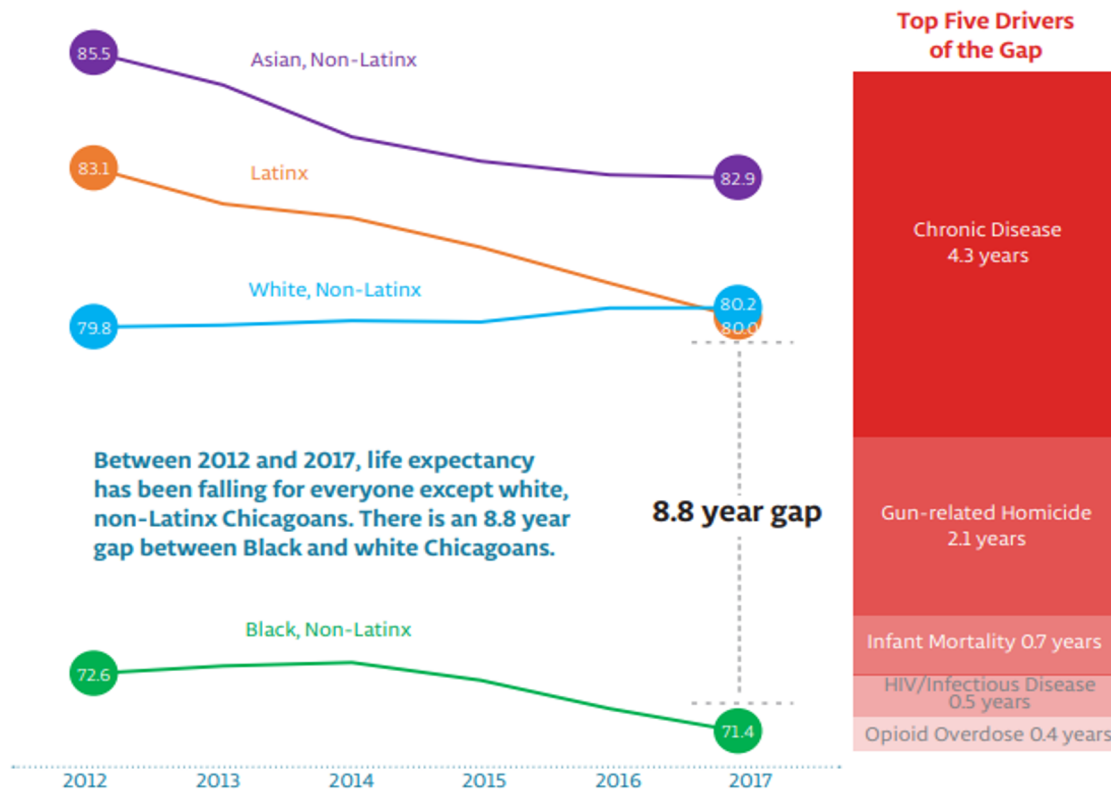
Chicago is among the top 5 most segregated cities in the United States

Source: Brookings

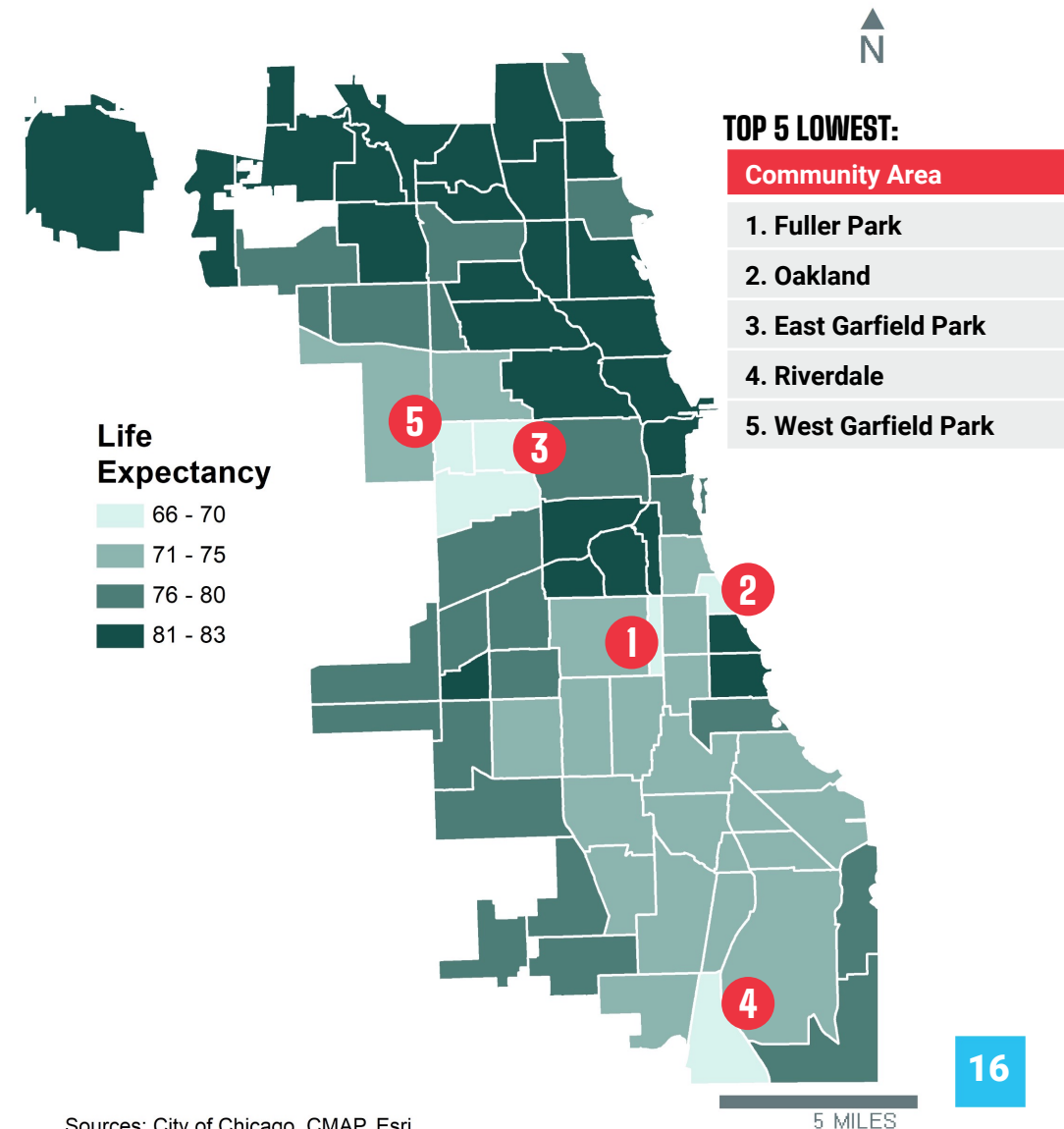


LIFE EXPECTANCY

Racism and multigenerational barriers to economic and social capital have produced an 8.8-year Black/white life expectancy gap in Chicago



Source: Healthy Chicago 2025



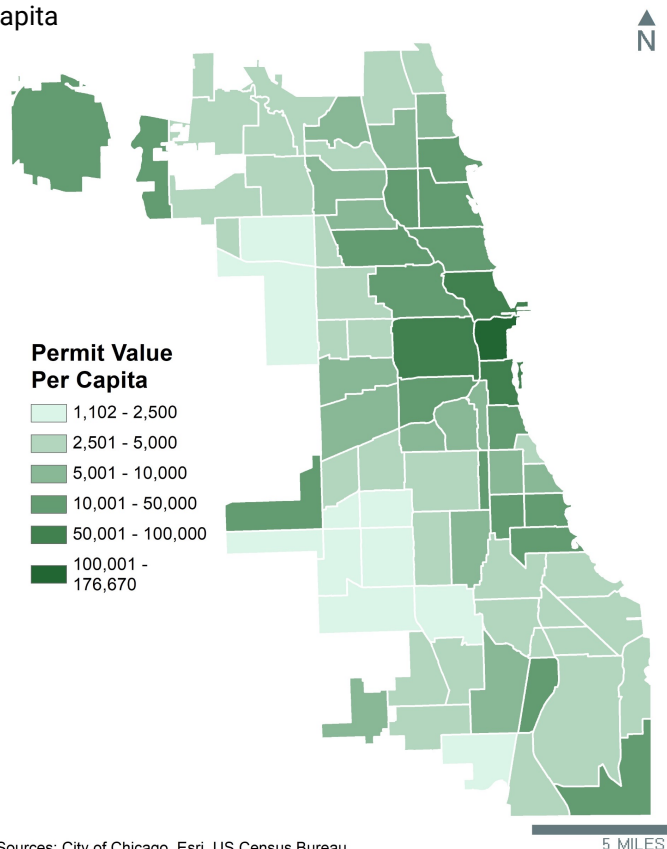
Sources: City of Chicago, CMAP, Esri

INVESTMENT, HARDSHIP, SAFETY

➤ Ongoing structural racism affects Chicagoans and their communities in all aspects of their lives

NEW BUILDING PERMITS PER CAPITA:

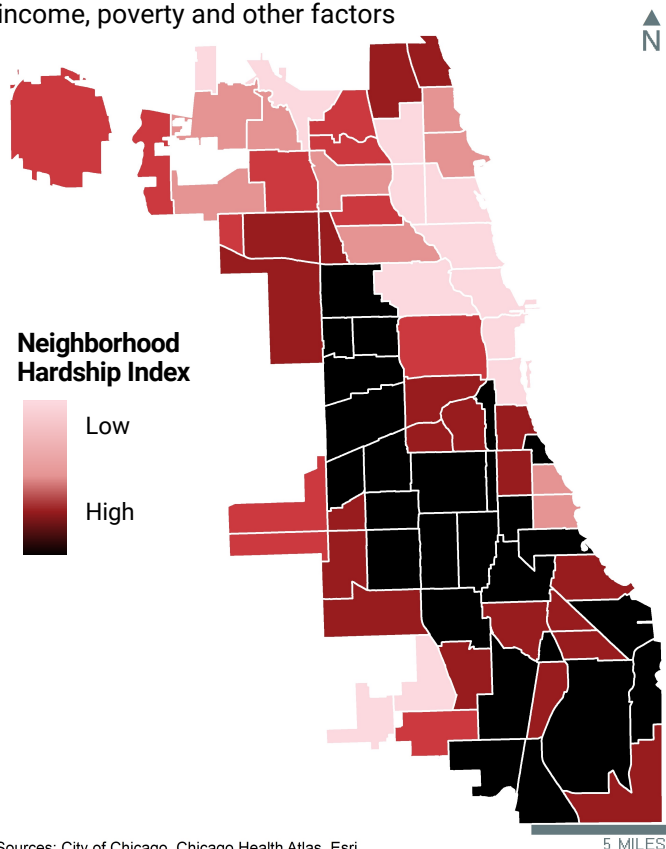
New building permits issued in the past 5 years per capita



Sources: City of Chicago, Esri, US Census Bureau

NEIGHBORHOOD HARDSHIP INDEX:

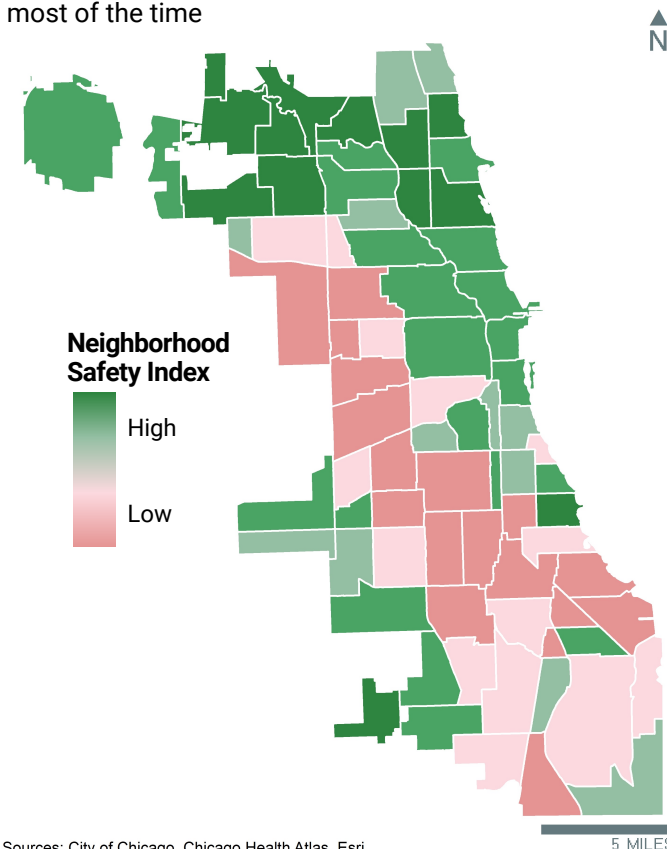
Composite measure of unemployment, education, income, poverty and other factors



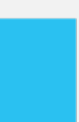
Sources: City of Chicago, Chicago Health Atlas, Esri

NEIGHBORHOOD SAFETY INDEX:

% of adults who feel safe in their neighborhood all or most of the time



Sources: City of Chicago, Chicago Health Atlas, Esri



POPULATION CHANGE 2010-2020

➤ There has been a loss of Black and Brown residents in long-established communities on the South and West sides

BLACK: -84,700



WHITE (NON HISP./LATINX): +8,900



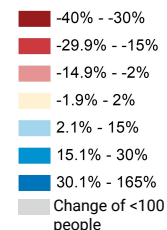
HISP./LATINX: +40,700



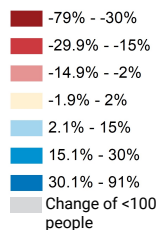
ASIAN: +45,700



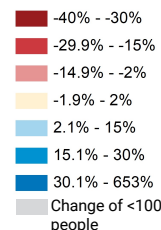
Change in
Black
Population
2010-2020



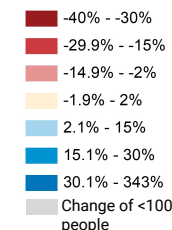
Change in
White
Population
2010-2020



Change in
Hispanic/Latinx
Population
2010-2020



Change in
Asian
Population
2010-2020



5 MILES

Sources: City of Chicago, CMAP, Esri, US Census

5 MILES

Sources: City of Chicago, CMAP, Esri, US Census

5 MILES

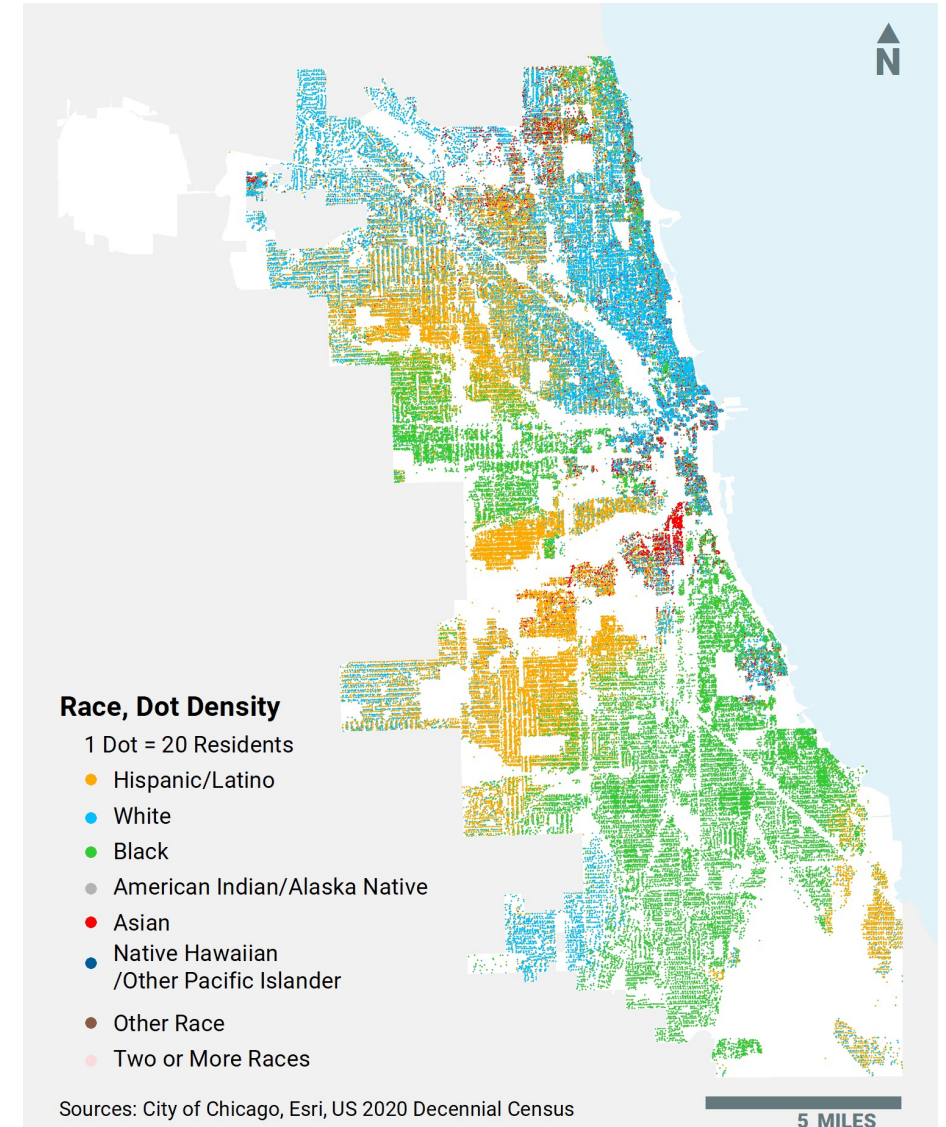
Sources: City of Chicago, CMAP, Esri, US Census

5 MILES

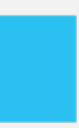


THE STATE OF CHICAGO

- Chicago's segregation is a direct outcome of historic redlining and racism
- Decades of disinvestment have produced a life expectancy, opportunity and quality-of-life gap between majority White and majority Black and Brown neighborhoods
- Black residents are leaving the South and West sides possibly due to quality-of-life concerns, while gentrification pressures may be forcing Latinx residents out of their communities



HREIA INTRODUCTORY DISCUSSION



OVERVIEW

1. What is a Health and Race Equity Impact Assessment (HREIA)?
2. How will HREIA be integrated into We Will Chicago?
3. How can we apply a HREIA framework to the work of the Advisory Committee?

HEALTH AND RACE EQUITY IMPACT ASSESSMENT (HREIA) BACKGROUND



GETTING TO EQUITY

- **Equity is both an outcome and a process**
 - As an outcome, equity results in fair and just access to opportunity and resources that provide everyone the ability to thrive.
 - **As a process, equity requires a new way of doing business.**
- **Health and race equity impact assessment can support equity as a process by**
 - Evaluating benefits and burdens produced by policies and practices
 - Engaging individuals and communities as experts in their own experiences to co-create solutions and evaluations for success
- **Health and race equity impact assessments support operationalizing equity**

HEALTH & RACIAL EQUITY IMPACT ASSESSMENT (HREIA)

Health and Race Equity Impact Assessment (HREIA) is a set of guiding questions and community engaged process to:

- assess positive and negative health impacts that could result from a proposed plan, policy, or project
- understand potential equity impacts -- benefits and burdens for communities most impacted by the decision
- develop recommendations to make the proposed plan, policy, or project racially equitable and maximize benefits and mitigate threats or burdens.

Chicago's HREIA development is guided by a 10-member Community Accountability Committee in addition to the HREIA project team.



WHAT IS AN REIA?

A Racial Equity Impact Assessment (REIA) is a set of questions to investigate the benefits and burdens of a policy or practice.

STEP 1: DETERMINE OUTCOMES AND STAKEHOLDERS.

- Q1. What is the policy and what problem is it trying to solve?
- Q2. What other issues can this proposal impact?
- Q3. Who are the key groups impacted by this issue?
- Q4. How will these groups be involved in decision-making?

STEP 2: LOOK AT NUMBERS AND NARRATIVES.

- Q5. What data will we collect and look at? Why?
- Q6. Where do we see disparities in the numbers?
- Q7. What can we learn from histories and narratives to better understand these numbers?
- Q8. What questions still remain? What information do we wish we had?

STEP 3: MEASURE BENEFITS AND BURDENS.

- Q9. What are the benefits and who is most likely to receive them?
- Q10. What are the burdens and who is most likely to bear them?
- Q11. What are different options to make this policy racially equitable?

STEP 4: EVALUATE AND BE ACCOUNTABLE.

- Q12. How will we evaluate the impacts of your solution?
- Q13. How will our stakeholders engage in ensuring equitable outcomes?
- Q14. How will we report back on these outcomes?
- Q15. How will our evaluation impact improvements to the policy?

Adapted from the Government Alliance on Race and Equity (GARE)'s 'Racial Equity Toolkit: An Opportunity to Operationalize Equity.' Find resources at our website www.chicagounitedforequity.org

Trauma-Informed Policymaking Tool

A policy approach to preventing and healing from trauma

The trauma-informed framework incorporates the science of early adversity and promotes thriving for individuals, families, communities, and systems. When applied at the policy level, this framework has the potential to create sustainable, scalable change[1].

Trauma results from an event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful, overwhelming the ability to cope. Trauma can have lasting adverse effects on an individual's functioning, and it impacts mental, physical, and social-emotional well-being across the lifespan[2]. A wide range of experiences can be traumatic. These include interpersonal experiences such as abuse, neglect, parental substance abuse, and witnessing intimate partner violence, as well as structural ones like community violence, racism, and poverty.

Trauma is both a universal experience affecting all groups of people and also one that disproportionately burdens historically marginalized groups. Historical trauma is a type of trauma that is experienced over time by a group of people with a shared identity (i.e., race, ethnicity, religion, etc.); the current generation may experience trauma-related symptoms without having been present for the past traumatizing event[3]. Examples of historical trauma include slavery and genocide. Disparities in the burden of trauma are widened when groups with unaddressed historical trauma experience new traumatic events.

Policies have caused significant trauma and continue to traumatize individuals, families, and communities. A trauma-informed policymaking framework can roll back these policies and promote healing. Trauma-informed policymaking has four objectives:

- Integrating the science of early adversity into policy, including recognizing the widespread impact of trauma and also its disproportionate impact on marginalized groups
- Preventing trauma by identifying and eliminating its sources
- Avoiding re-traumatizing people
- Addressing historical trauma and promoting resilience and healing to help individuals, families, and communities thrive.

In this way, trauma-informed policymaking addresses disparities and promotes a more equitable society.

This Trauma-Informed Policymaking Tool adapts the six principles of the trauma-informed approach from the Substance Abuse and Mental Health Services Administration and can be applied to policy issues across all sectors.

[1] This tool builds off of the work of Brown, E. A. & Marshall, N. S. (2016). Trauma informed social policy: A conceptual framework for policy analysis and advocacy. *Journal of Public Health Management and Practice*, 22(2), 228-235.
[2] Substance Abuse and Mental Health Services Administration (SAMHSA). (2014). *Understanding the Concept of Trauma and Guidelines for a Trauma-Informed Approach*. Retrieved from www.samhsa.gov/trauma
[3] Marshall, N. S., Thompson, A. B., Tran, N. D., & Tobin, J. C. (2014). Historical trauma as public health: A conceptual review of how history impacts present-day health. *Social Science & Medicine*, 100, 106-116. doi:10.1016/j.socscimed.2014.01.049



To learn more about trauma-informed policymaking, please contact: Lara Altman, Director, Illinois ACEs Response Collaborative, laltman@hmpg.org.

The Illinois ACEs Response Collaborative

Health & Medicine POLICY RESEARCH GROUP

A Health Impact Assessment Toolkit

A Handbook to Conducting HIA, 3rd Edition



APPLYING HREIA FRAMEWORK TO A PILLAR

HEALTH & RACE EQUITY IMPACT ASSESSMENT (HREIA)

DRAFT

DEFINE THE PROBLEM OR OPPORTUNITY

What is the proposal and what problem (or opportunity) is it trying to solve (or build on)?

ACKNOWLEDGE HISTORY

How has systemic and structural racism shaped historical and current events related to the problem you are trying to solve?

SHIFT POWER

Who are the key groups impacted by this issue/opportunity and how will they be involved in design, decision-making and/or accountability structures?

HEALTH & RACE EQUITY IMPACT ASSESSMENT (HREIA)

REVIEW NUMBERS AND NARRATIVES

What data (numbers and narrative) did you **DRAFT** collect to inform this proposal? What disparities or strengths do the data reveal and what might be missing from the data?

ASSESS HEALTH EQUITY

What are the anticipated health benefits and harms? How do you plan to minimize health harms and maximize health benefits?

MEASURE THE BENEFITS AND BURDENS

What are the benefits of this proposal and who will receive them? What are the burdens of this proposal and who will bear them?

HEALTH & RACE EQUITY IMPACT ASSESSMENT (HREIA)

DRAFT

**EMBRACE
ACCOUNTABILITY AND
COMMIT TO ACTION**

How will you be accountable to the key groups most impacted by this issue?

How will the implementation and outcomes of this proposal be evaluated, and how will system changes be maintained?



HEALTH & RACE EQUITY IMPACT ASSESSMENT (HREIA)

With the health and race equity assessment framework in mind, how might we strengthen our approach to embedding equity into policy recommendations within the We Will Chicago process?

How can we apply this to the work of the Advisory Committee?

HISTORICAL RECKONING THEME



HISTORICAL RECKONING FRAMEWORK

REFLECT ON OUR PAST

Educate and **engage** about past/present racial injustices and structures of racial inequality

RECLAIM OUR PRESENT

Identify **lessons learned** of the past to inform **new values** and norms

REIMAGINE OUR FUTURE

Vision a more inclusive future state and **design** policies to produce and sustain more equitable outcomes.



HISTORICAL RECKONING APPROACHES

REFLECT ON OUR PAST

Educate and **engage** about past/present racial injustices and structures of racial inequality

- Pillar Teams and Advisory Committee Meeting #1: history of planning & impacts
- Discussion questions in Pillar Teams: personal stories & histories of Pillars
- Inventory of past citywide and neighborhood plans
- Review of baseline/historical data in each Pillar (earlier slides)
- Office of Equity and Racial Justice: Racial History of Chicago video series
- Data and narrative in the plan document on the history of planning in Chicago (future)



HISTORICAL RECKONING APPROACHES

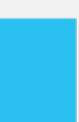
RECLAIM OUR PRESENT

Identify **lessons learned** of the past to inform **new values** and norms

REIMAGINE OUR FUTURE

Vision a more inclusive future state and **design** policies to produce and sustain more equitable outcomes.

- Creating guiding questions, objectives and a policy framework to address inequitable outcomes
- HREIA: understand the benefits, burdens of proposed policies & plan to minimize harm
- Community engagement on creating a more equitable and resilient Chicago
- Trust-Building recommendations from the Advisory Committee in plan (future)
- Design transparent and accountable implementation structure to make plan a reality (future)



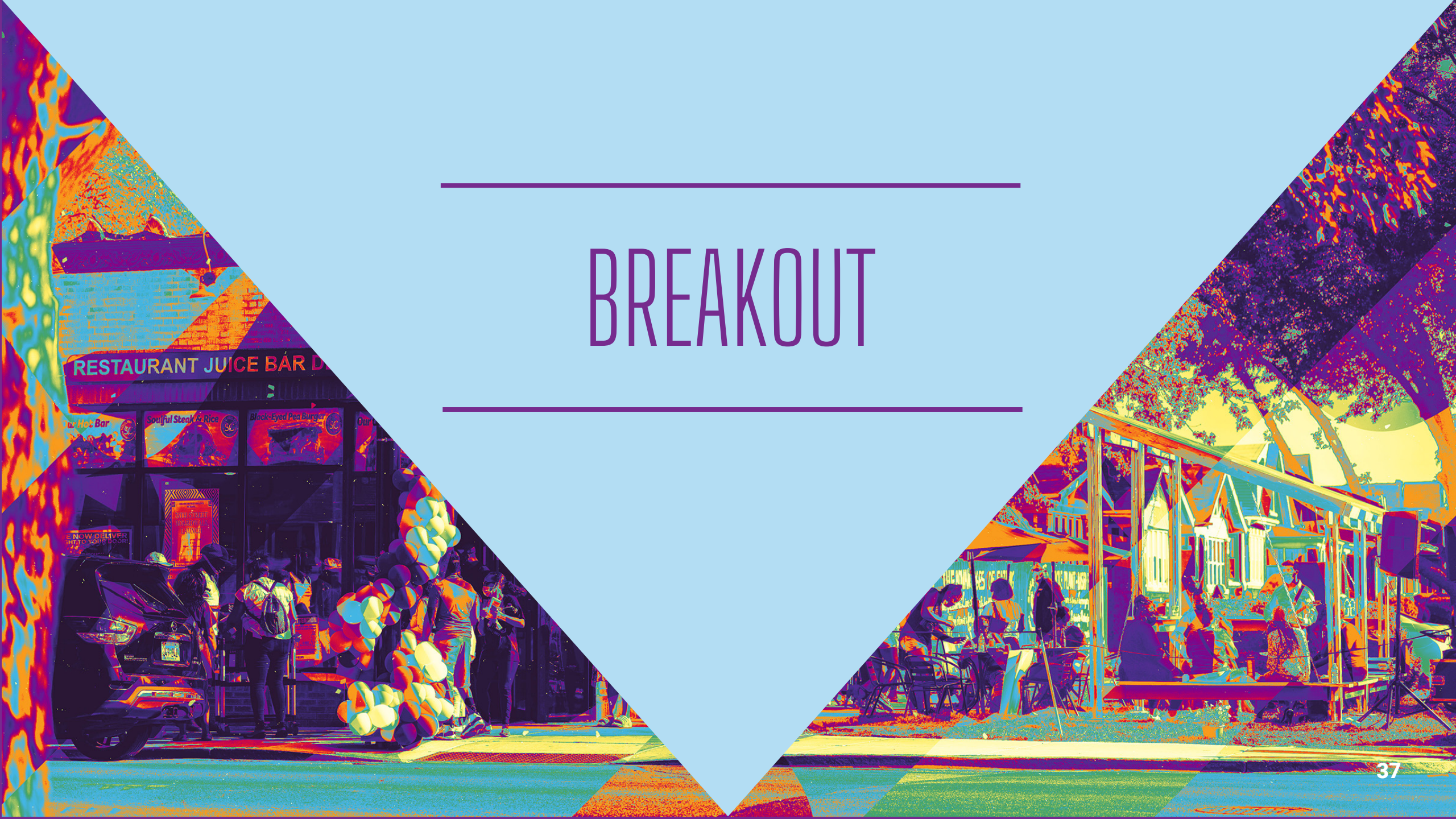
HISTORICAL RECKONING DISCUSSION

What does historical reckoning mean to you?

With the framework below in mind, how might we strengthen our approach to historical reckoning within the We Will Chicago process?

- **REFLECT ON OUR PAST-** Educate and **engage** about past/present racial injustices and structures of racial inequality
- **RECLAIM OUR PRESENT-** Identify **lessons learned** of the past to inform **new values** and norms
- **REIMAGINE OUR FUTURE-** **Vision** a more inclusive future state and **design** policies to produce and sustain more equitable outcomes.

BREAKOUT



REPORT OUT





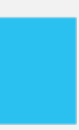
EXTENDED PILLAR MEETING STRUCTURE

PREVIOUS STRUCTURE:

1	2	3	4	5	6	7	8	9
STEP 1: SET THE STAGE Goal: Guiding Questions			STEP 2: DEVELOP OBJECTIVES Goal: Objectives			STEP 3: SET POLICY FRAMEWORK Goal: Policy Framework		

REVISED STRUCTURE:

1	2	3	4	5	6	7	8	9	10	11	12	13	14
STEP 1: SET THE STAGE Goal: Guiding Questions				STEP 2: DEVELOP OBJECTIVES Goal: Objectives <ul style="list-style-type: none">• Assess trends• Explore best practices• Define objectives• Refine objectives through lenses• Incorporate what we've heard from engagement• Explore cross-cutting themes				STEP 3: SET POLICY FRAMEWORK + ASSESS PERFORMANCE Goal: Policy Framework+ Metrics <ul style="list-style-type: none">• Identify assets• Incorporate community feedback• Outline policy framework• Synthesize cross-cutting themes• Identify performance metrics• Review final Pillar reports					



BENEFITS OF EXTENDED STRUCTURE

- ➡ Executing and planning ***additional community engagement opportunities*** to inform the work of the Pillar Teams
- ➡ Finding ***opportunities to discuss for cross-pillar topics***
- ➡ Providing more time for reflection and thorough discussion around ***historical reckoning and the use of HREIA***

CLOSING AND NEXT STEPS

Thank you!

Next meeting: Tuesday, November 16 from 9-11 am
Report outs from pillar co-chairs

