

WELCOME

Arts & Culture Team

September 20, 2021



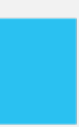
TECH TROUBLESHOOTING & ZOOM ETIQUETTE

IF YOU'RE HAVING TROUBLE:

- Send a message to [INSERT FACILITATOR NAME] via chat
- Email [FACILITOR] at [EMAIL] with the Subject Line: 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, IF YOUR ABLE:**
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



AGENDA

- **Consent & Reflective Prompt (10 minutes)**
- **Process Overview (5 minutes)**
- **Artist Report Out (10 minutes)**
- **Guiding Questions Follow-up Discussion (30 minutes)**
- **Break (5 minutes)**
- **Pillar Trends + HREIA Overview (35 minutes)**
 - Overarching Trends
 - HREIA Introductory Discussion
 - Pillar-specific Trends
 - Discussion
- **Past Plans (5 minutes)**
- **Homework, Q&A and Closeout (10 minutes)**



CONSENT+ REFLECTIVE PROMPT

Accept the consent and tell us

**How have historical inequities impacted Arts &
Culture in your neighborhood?**

★ PROCESS & POLICY CREATION

guiding questions



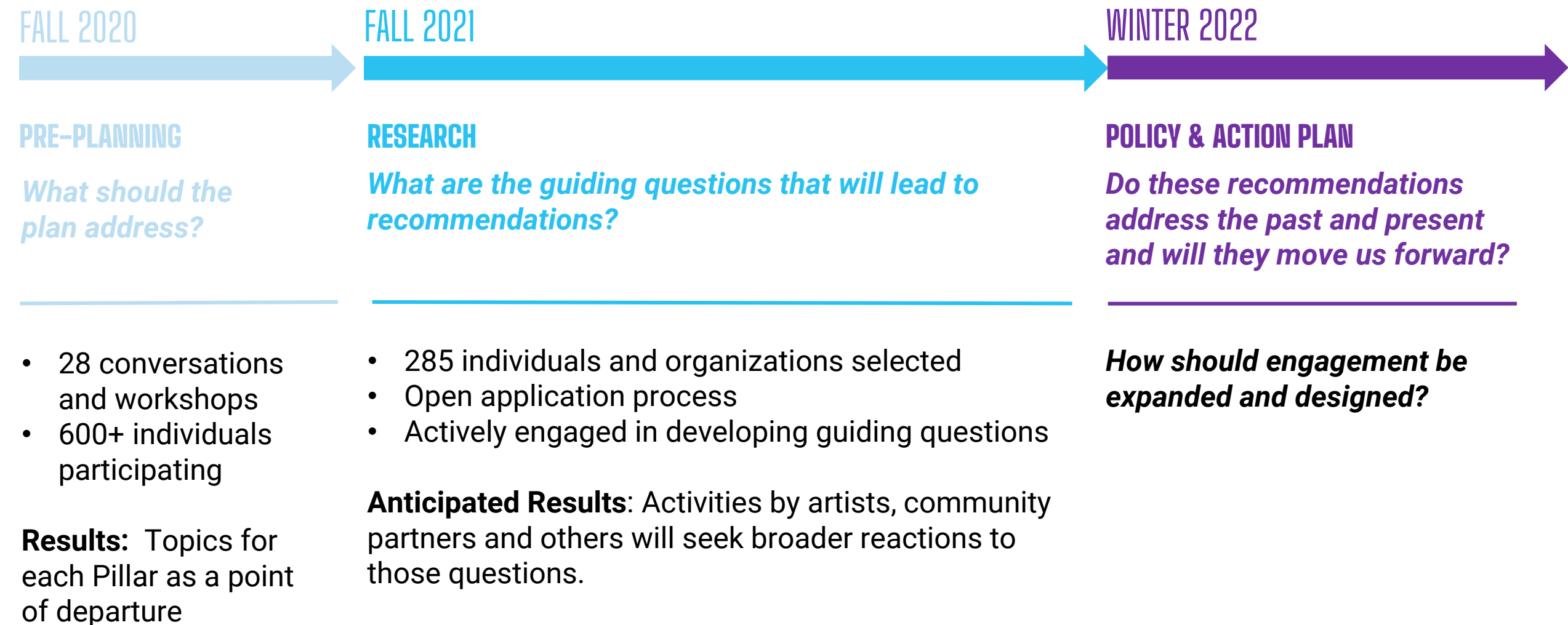
objectives



recommendations



ENGAGEMENT PROCESS





PHASE II PUBLIC ENGAGEMENT CHANNELS



COMMUNITY PARTNER
ENGAGEMENT
EVENTS
Oct-Dec

VIRTUAL FORUMS:
WEBSITE
+SURVEYS
Oct-Dec

ARTIST/
ORGANIZER
ENGAGEMENTS
Sept-Oct

MEETING
IN A BOX
Piloting Oct-Dec

ARTIST REPORT-OUT

GUIDING QUESTIONS

FOLLOW-UP DISCUSSION

★ UPDATED DEFINITION



We Will's Arts & Culture pillar affirms that arts and culture are essential to Chicago's quality of life. We will provide a planning framework that supports the creative individuals, organizations, businesses that contribute to the health and vibrancy of Chicago.

Chicago's arts and culture sector distinguishes the city as an attractive place for people to live, work, and do business; employs a talented workforce that contributes to the economic vitality of our neighborhoods; and is an important form of expression that uplifts the many diverse people that call this city home.

We understand that art and culture includes all avenues of creative expression that reflect the character, heritage, and aspirations of Chicago's diverse communities. The We Will Arts & Culture research pillar aims to embrace the full contributions of Chicago's creatives and increase equitable support for those who contribute to the cultural life of our city.

★ GUIDING QUESTIONS: ORIGINAL



Support

- **How can we ensure the equitable economic sustainability and cultural resilience of the creative sector?**
- **How can Chicago reimagine its support of the creative sector through grants, services, resource provision and sharing?**
- **How can Chicago reimagine its approach to the support of cultural facilities of all types to ensure they are equitably distributed and fully integrated into their communities?**
- **How can we provide a more supportive climate for creatives to live and make a living in Chicago, recognizing that they have not always been equitably supported?**

Access

- **How can Chicago ensure that all communities can participate in, have access to, and benefit equitably from the ability of the arts and culture to build social capital, bridge divides, and provide healing?**

Awareness

- **How do we build awareness and promote Chicago's arts and culture assets within and across communities, citywide, and beyond our borders?**

★ GUIDING QUESTIONS: UPDATED BASED ON FEEDBACK



Support

- How can we foster a sustainable and resilient creative sector that embraces and supports a diverse and varied creative workforce, recognizing that past support has not always been equitable?
- How can we reimagine traditional methods of support to the creative sector to realize a healthy and sustainable level of investment in new creative endeavors, ongoing activities, and cultural facilities that is equitably allocated?

Access

- How can we ensure that all Chicago communities can participate in, have access to, and benefit from the ability of arts and culture to build social capital, bridge divides, and provide healing?

Awareness

- How do we build awareness and promote Chicago's arts and culture assets within and across communities, citywide, and beyond our borders?
- How do we recognize and support arts education for young people, workforce development for creatives, and creative engagement for learners of all ages?

A light blue triangle is centered on a solid blue background. The word "BREAK" is written in a black, sans-serif font in the middle of the triangle. Two horizontal white lines are positioned above the word, and one horizontal blue line is positioned below it.

BREAK

PILLAR TRENDS OVERVIEW

PILLAR TRENDS

Types of trends data we will use:

OVERARCHING TRENDS:

Trends that cuts across all Pillars that requires coordinated policy interventions from multiple agencies and stakeholders

PLAN PILLARS

 WE WILL



PILLAR-SPECIFIC DATA:

Targeted data that supports development of guiding questions and policy recommendations specific to our Pillar



OVERARCHING TRENDS – REDLINING MAP

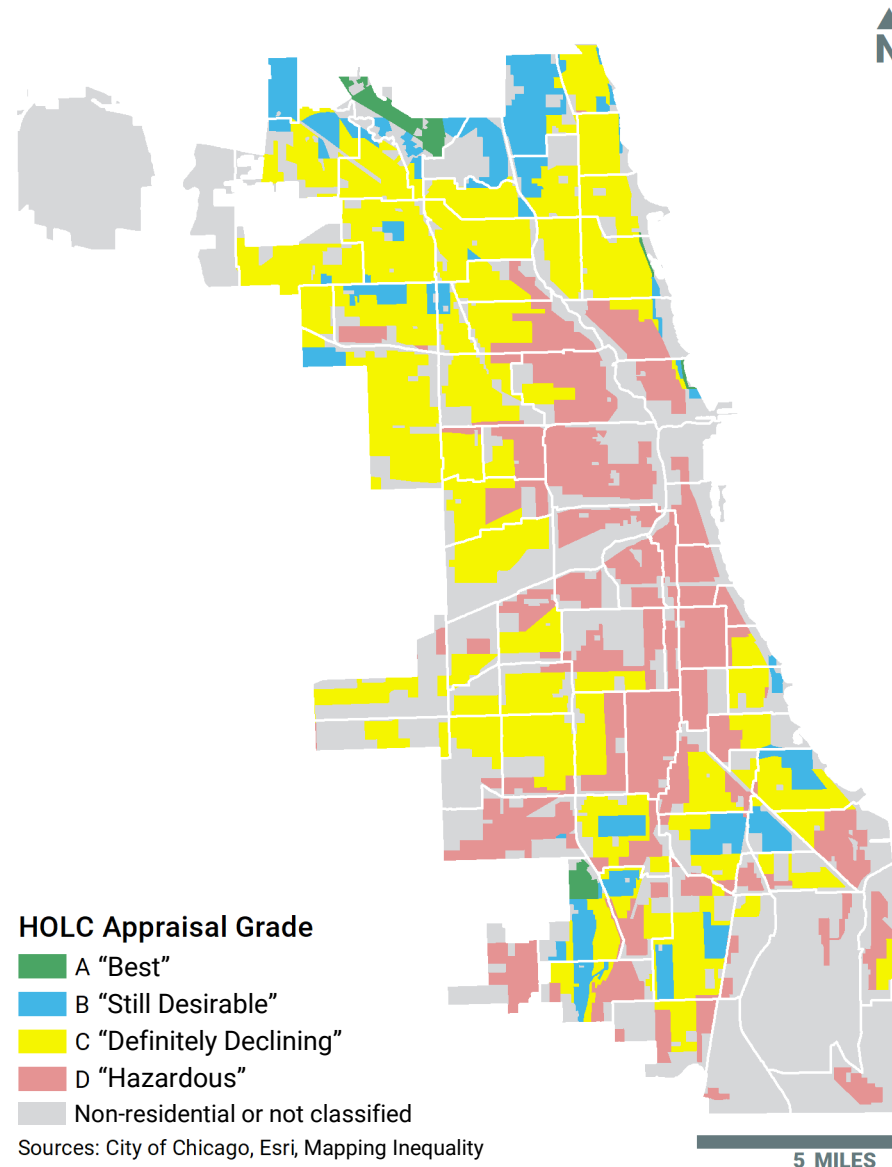


Between 1935 and 1940, the Home Owner's Loan Corporation assigned grades to residential neighborhoods that reflected "mortgage security"

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"

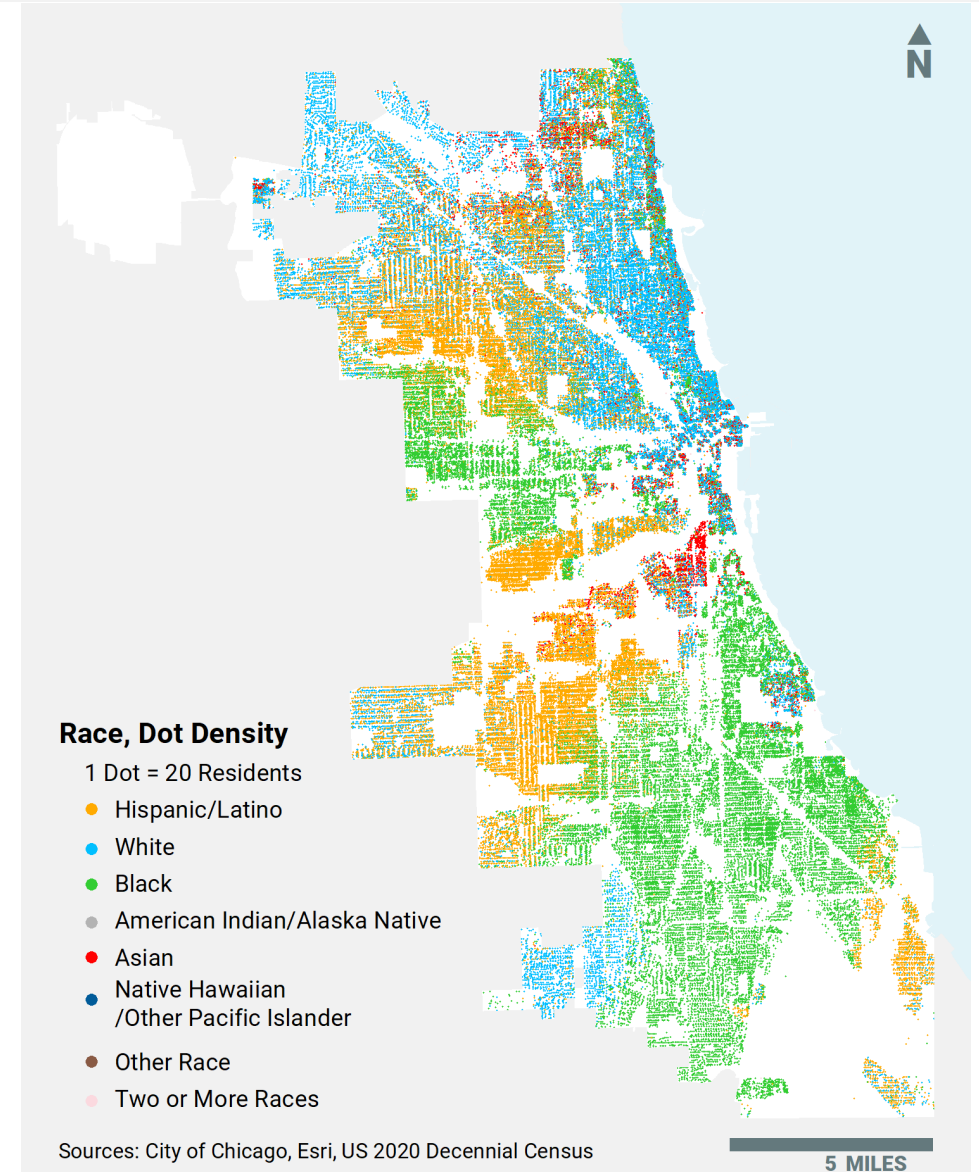


OVERARCHING TRENDS – RACIAL/ETHNIC COMPOSITION

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

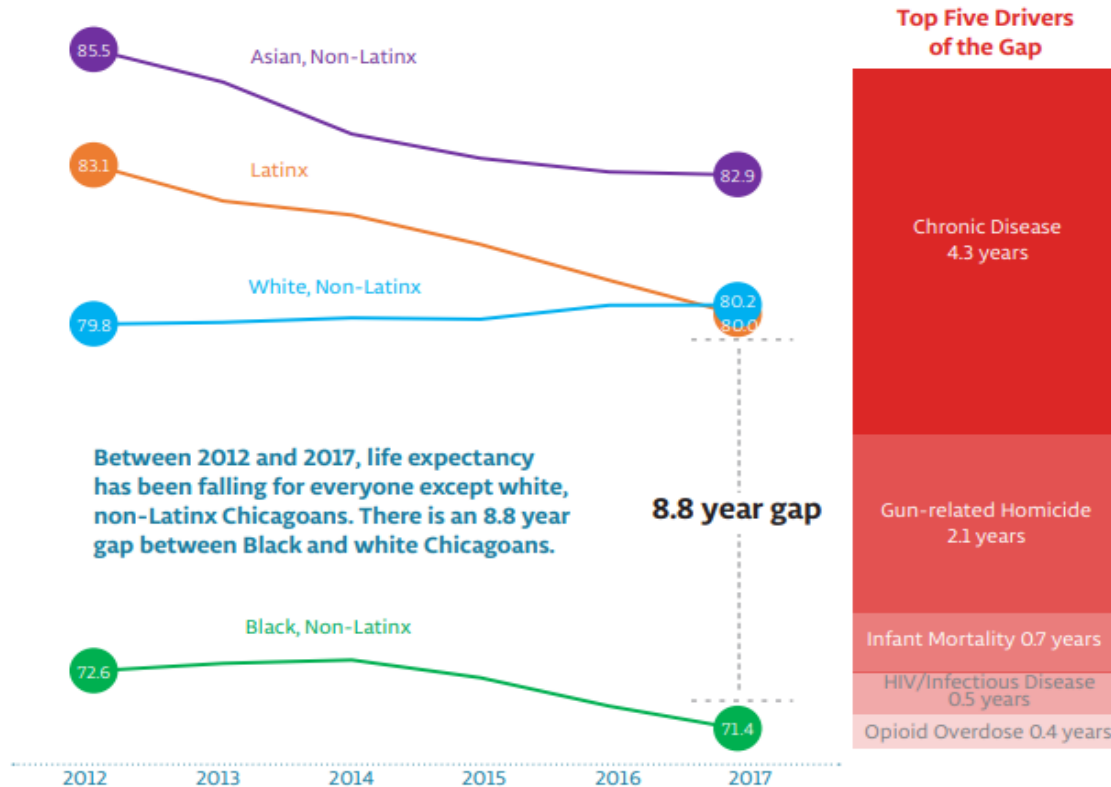
Chicago is among the top 5 most segregated cities in the United States

Source: Brookings



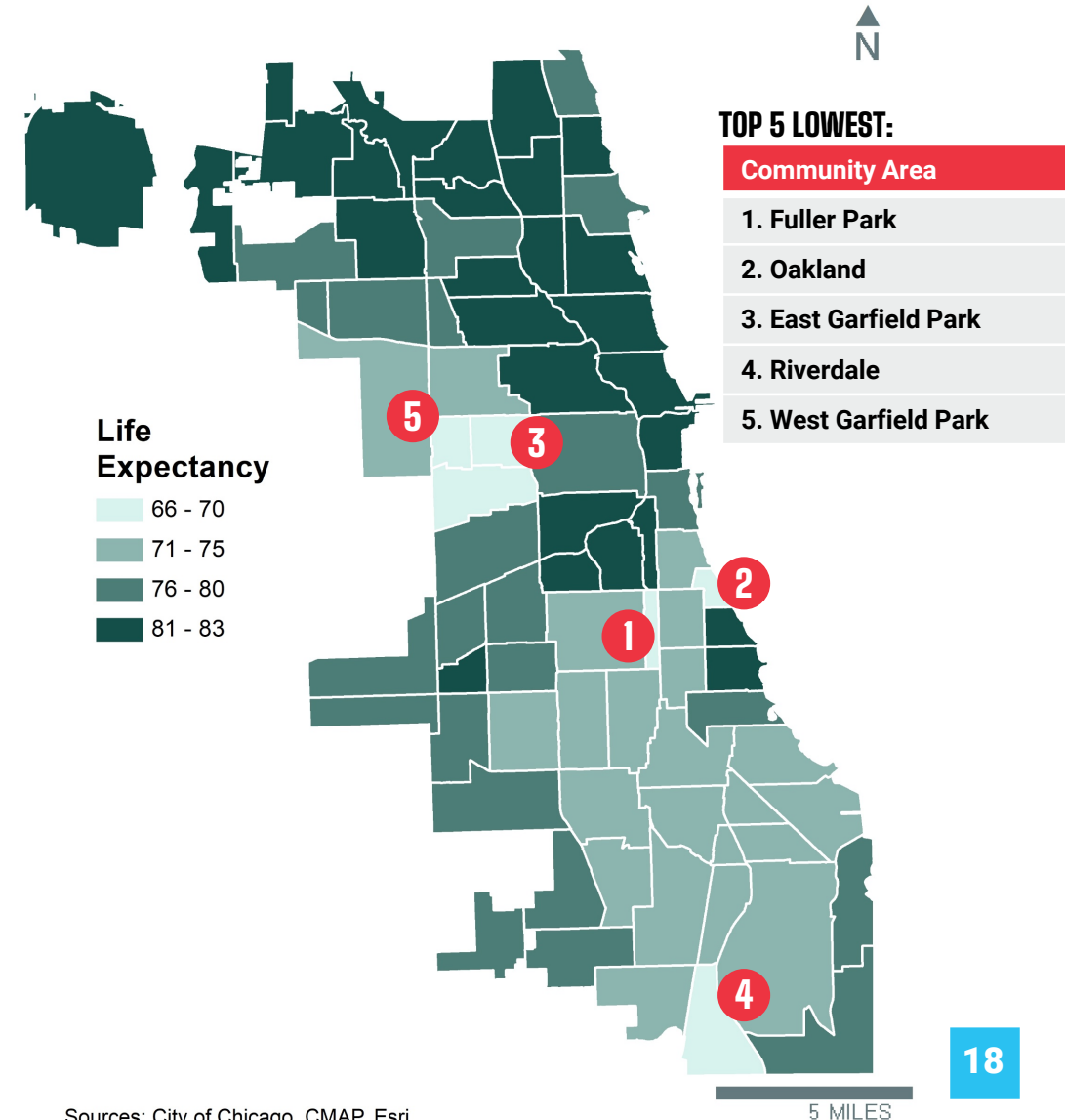
OVERARCHING TRENDS – LIFE EXPECTANCY

➤ 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*

Top Five Drivers of the Gap



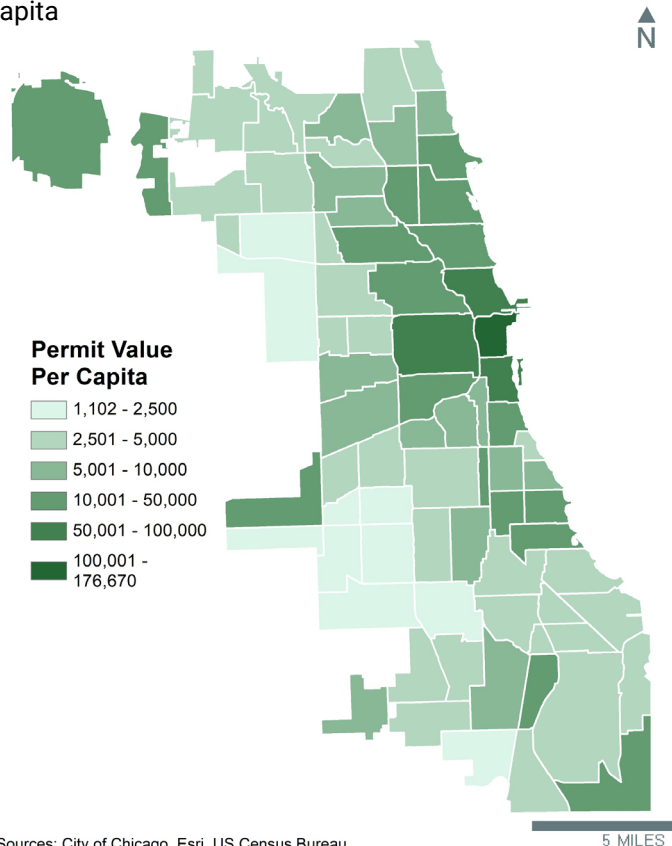
Sources: City of Chicago, CMAP, Esri

OVERARCHING TRENDS – INVESTMENT, HARDSHIP, SAFETY

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

NEW BUILDING PERMITS PER CAPITA:

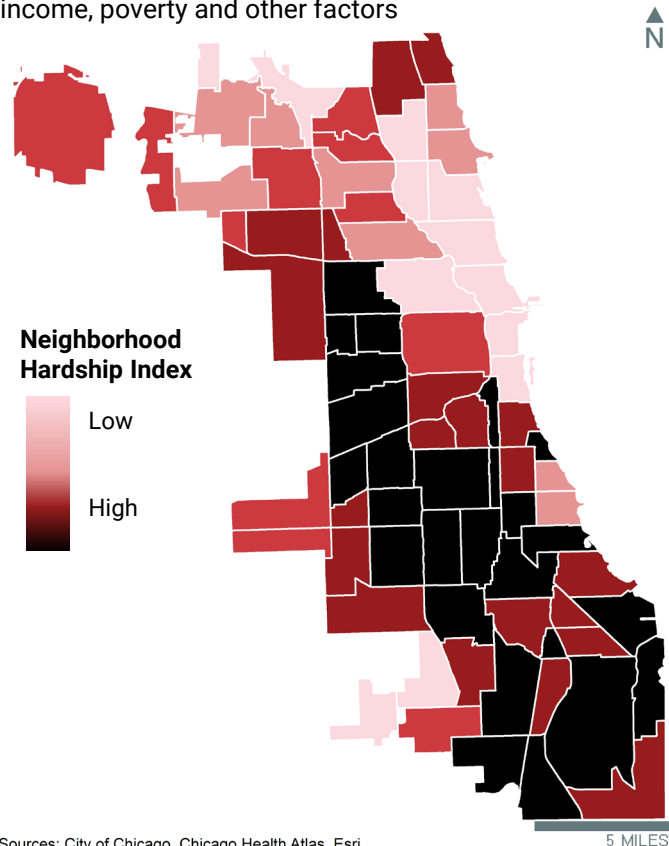
New building permits issued in the past 5 years per capita



Sources: City of Chicago, Esri, US Census Bureau

NEIGHBORHOOD HARDSHIP INDEX:

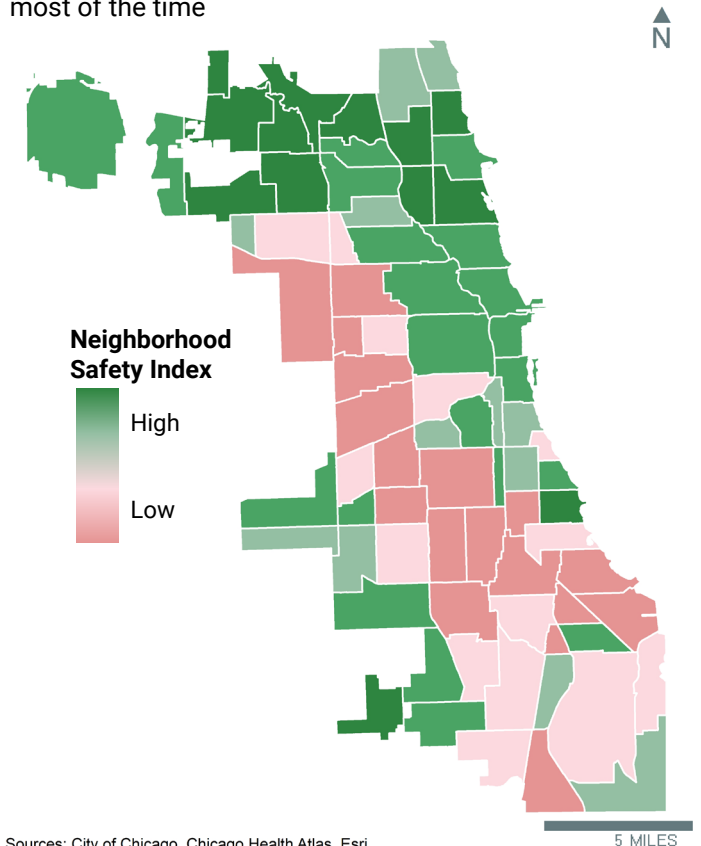
Composite measure of unemployment, education, income, poverty and other factors



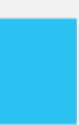
Sources: City of Chicago, Chicago Health Atlas, Esri

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



OVERARCHING TRENDS – POPULATION CHANGE 2010-2020

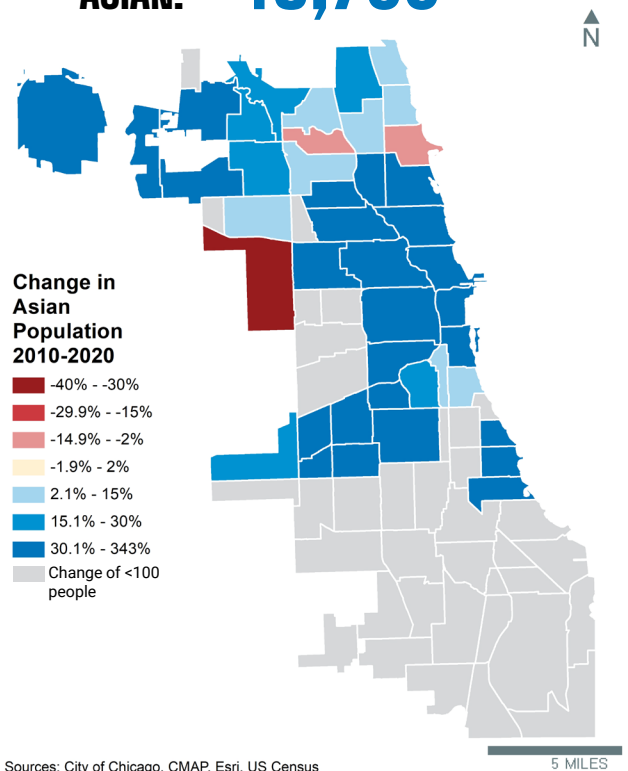
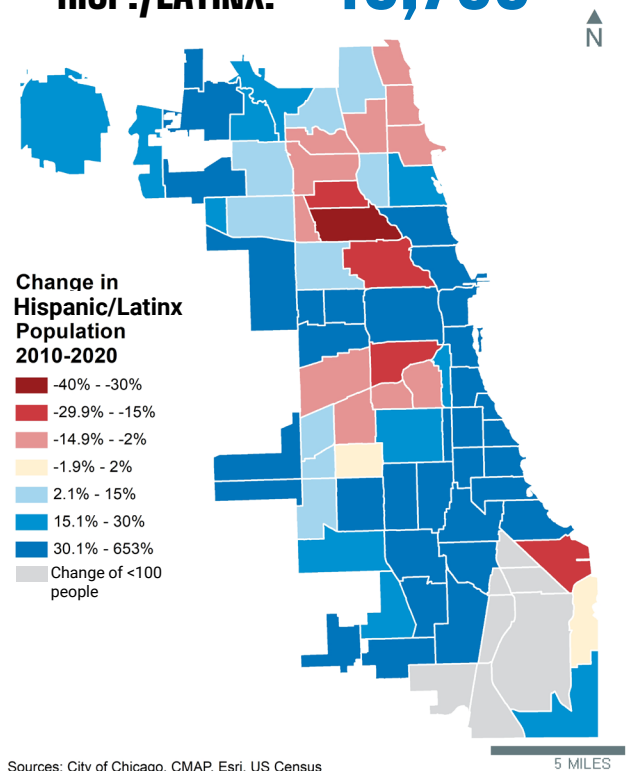
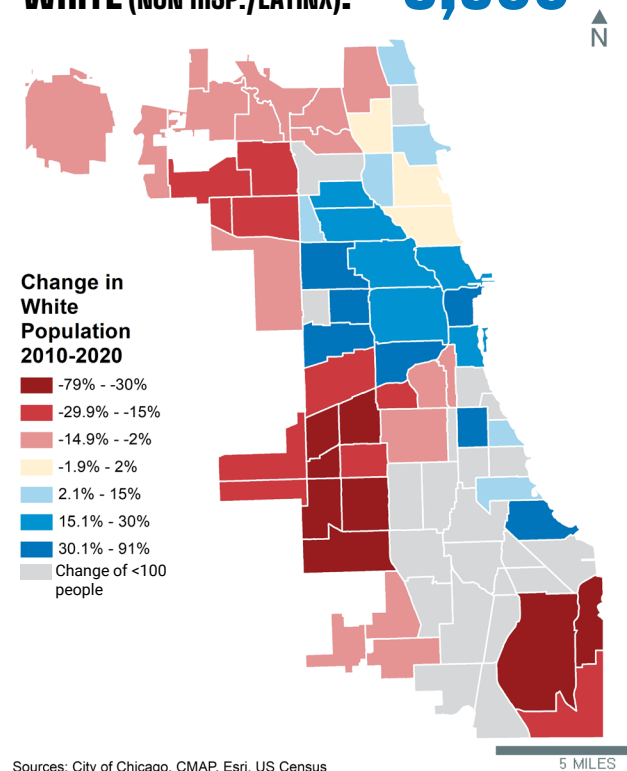
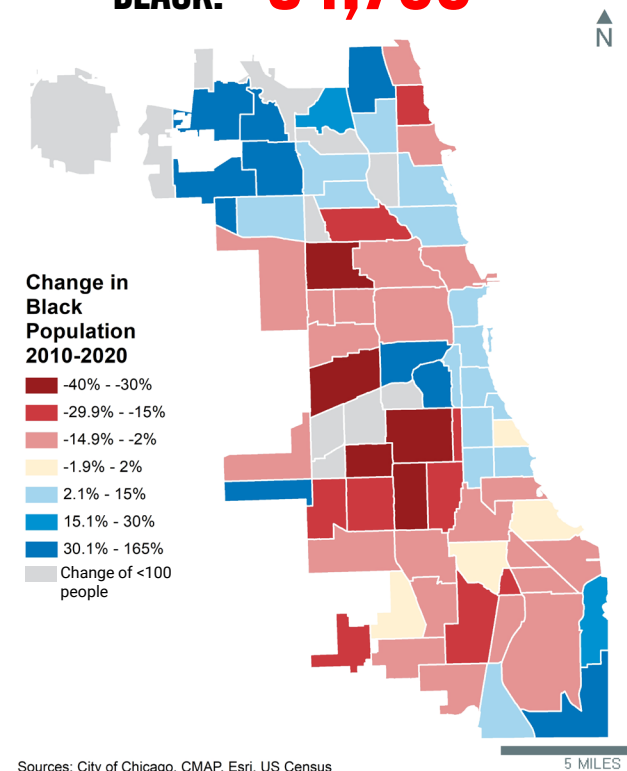
➤ There has been a loss of black and brown residents in long-established communities on the South and West sides

BLACK: -84,700

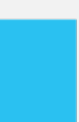
WHITE (NON HISP./LATINX): +8,900

HISP./LATINX: +40,700

ASIAN: +45,700



HREIA INTRODUCTORY DISCUSSION

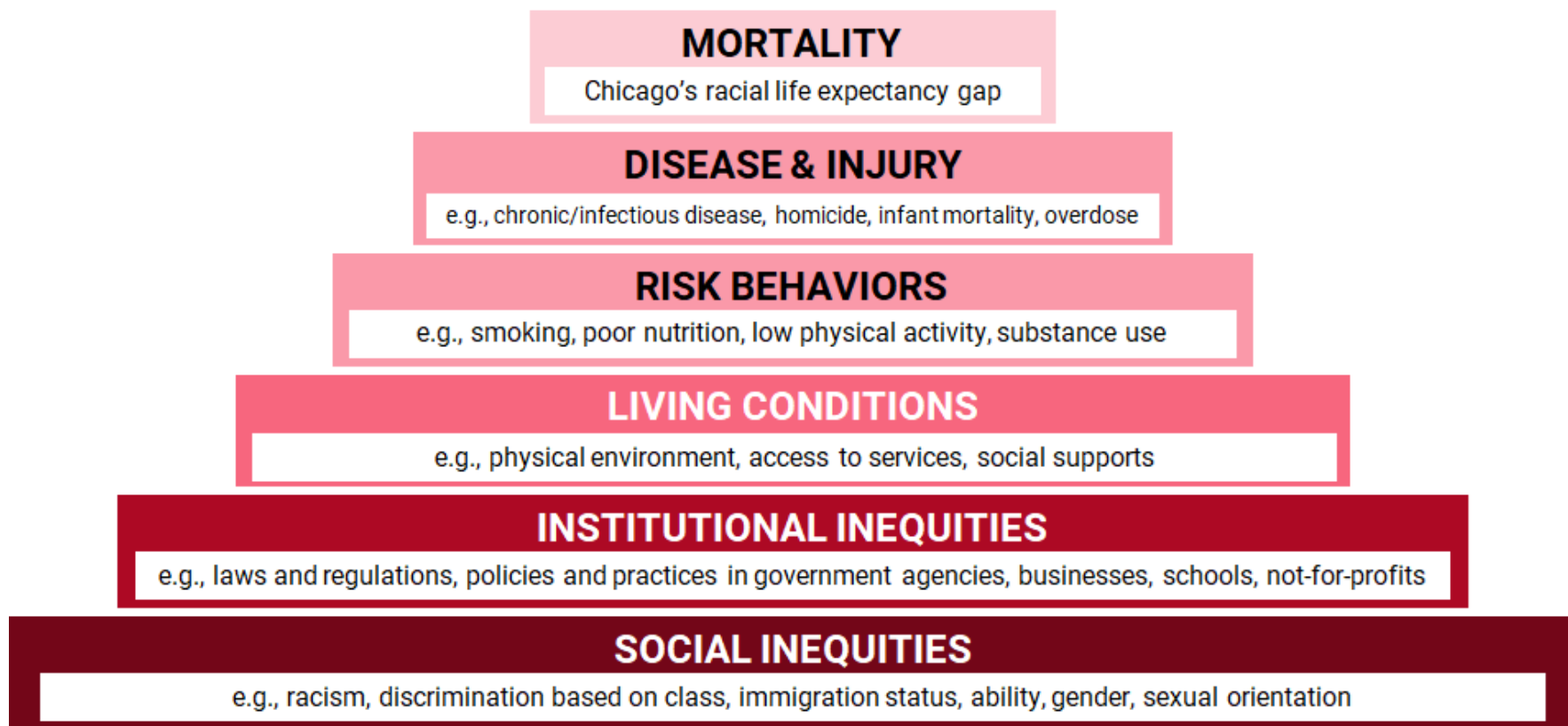


OVERVIEW

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 our Research Pillar?

HEALTH AND RACE EQUITY IMPACT ASSESSMENT (HREIA) BACKGROUND

★ UNDERSTANDING ROOT CAUSES





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 (2014). *Concept of Trauma and Guidelines for a Trauma-Informed Approach*. Retrieved from www.samhsa.gov/trauma
[3] Marshall, N. S., Thompson, A. B., Tan, N. D., & Tobin, J. C. (2014). Historical trauma at public libraries: A conceptual review of how history impacts present-day health. *Public Library & Media Journal*, 10(1), 106-126. doi:10.1080/10591622.2014.911149



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

The Illinois ACEs Response Collaborative

Health & Medicine POLICY RESEARCH GROUP

A Health Impact Assessment Toolkit

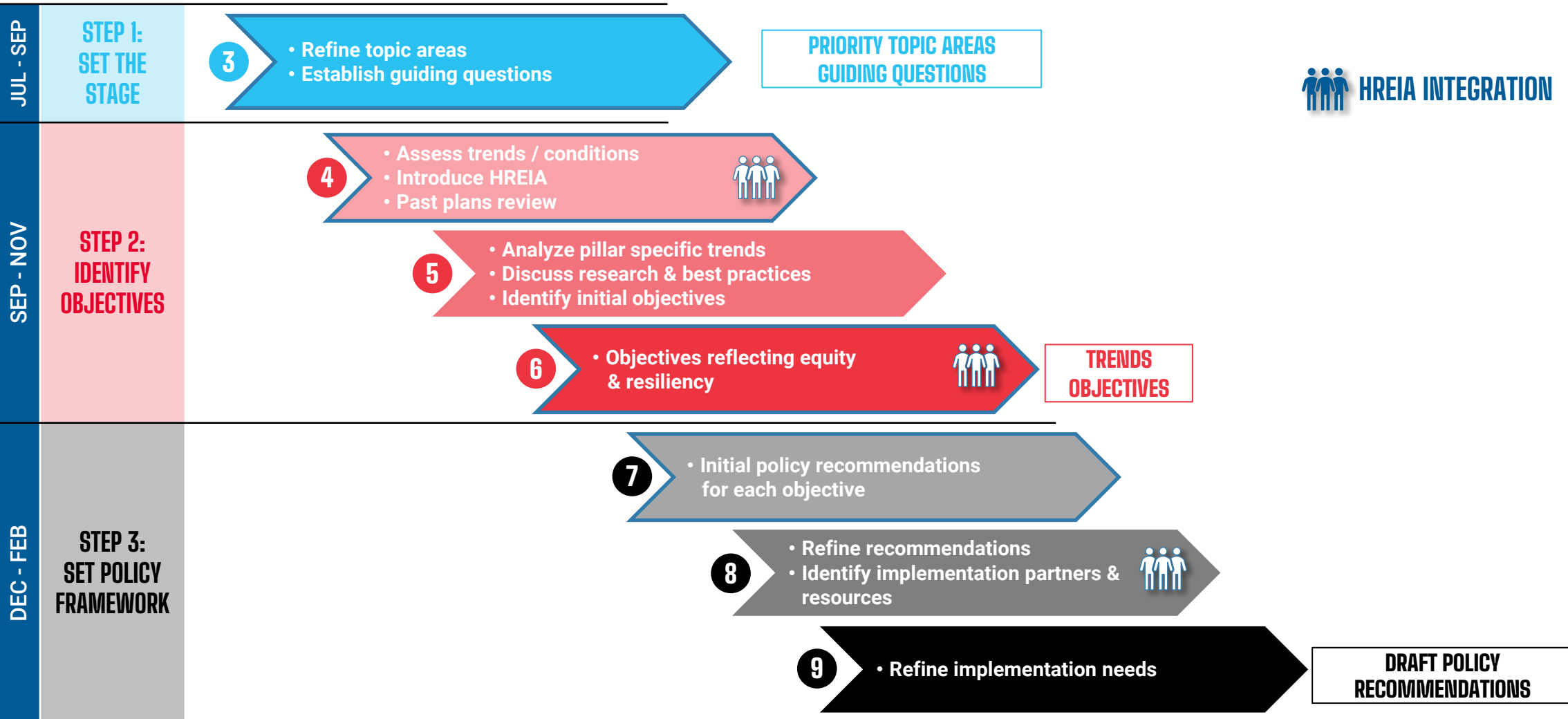
A Handbook to Conducting HIA, 3rd Edition



HREIA INTEGRATION INTO WE WILL CHICAGO



PILLAR MEETINGS & HREIA INTEGRATION



APPLYING HREIA FRAMEWORK TO A PILLAR

★ THE IMPACT OF ARTS & CULTURE ON HEALTH

GUIDING QUESTIONS: TOP 5 RANKED

- How can Chicago ensure that all communities can participate in, have access to, and benefit equitably from the ability of the arts and culture to build social capital, bridge divides, and provide healing?
- How can we ensure the equitable economic sustainability and cultural resilience of the creative sector?
- How can Chicago reimagine its support of the creative sector through grants, services, resource provision and sharing?
- How can Chicago reimagine its approach to the support of cultural facilities of all types to ensure they are equitably distributed and fully integrated into their communities?
- How can we provide a more supportive climate for creatives to live and make a living in Chicago, recognizing that they have not always been equitably supported?

Community-Level Impacts

Educational
Attainment

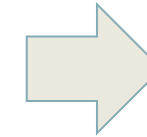
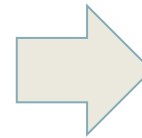
Environments for Safe
Expression &
Engagement

Cultural Connection

Community
Investment

Individual/Family-Level Impacts

- Social cohesion
- Violence
- Mental health
- Employment
- Life expectancy



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 collect to inform this proposal? What disparities or strengths do the data reveal and what might be missing from the data? *DRAFT*

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)

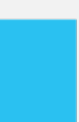
DRAFT

**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?

PILLAR-SPECIFIC TRENDS AND DISCUSSION



LENSES

City trends relevant to Arts & Culture can be understood through one or more lenses:



HISTORICAL RECKONING

How have past injustices contributed to the outcome?



HREIA

How do policies and projects affect the quality of life and wellbeing of neighborhood residents?



ASSETS AND OPPORTUNITIES

How can we build off present-day trends to improve outcomes?



NONPROFIT ARTS & CULTURE ORGANIZATIONS

Distribution of Nonprofit Arts and Culture Organizations by Community Area

Source: *Healthy Chicago 2025, Department of Public Health, 2019*
Data dates from 2013; n=1,085



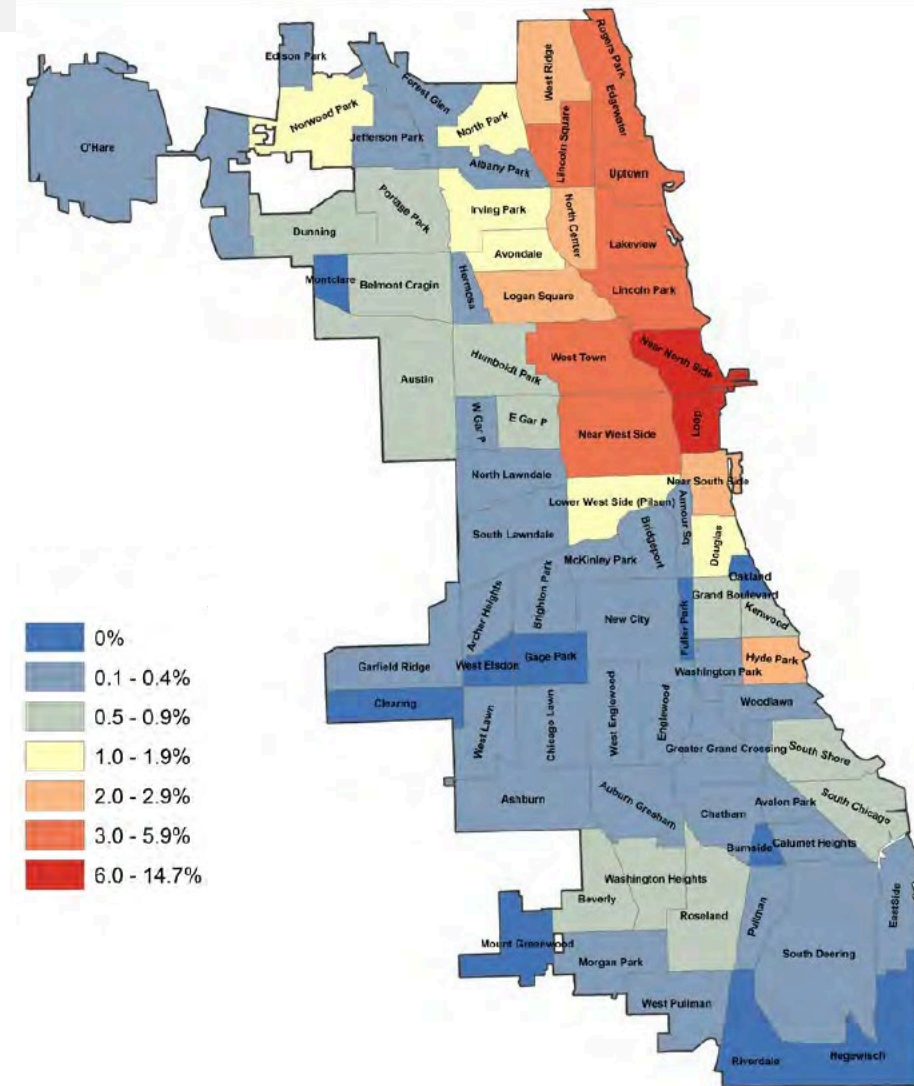
Overlays of funding and population would provide greater understanding of the clearly inequitable distribution. The Loop and Near North side account for 25% of the organizations.



Outside of the Lakefront, few Chicago communities are benefiting from the broad social and economic advantages the arts offer, as well as their intrinsic value.



Greater support and encouragement for arts and culture organizations of all kinds to locate and/or work in those areas not equitably served.



FUNDING AND EQUITY

Mapping Money and Equity in Chicago Dance

Sources: Candid, SustainArts, See Chicago Dance, Fracture Atlas

NOTE: Dance is the only discipline with recent (within the last decade) data available.



Dance, in general, is more diverse than other disciplines, but suffers from a smaller proportion of the resources allotted to arts/culture; for instance, 12% of dancers work without pay while only 0-1% other artists do so.

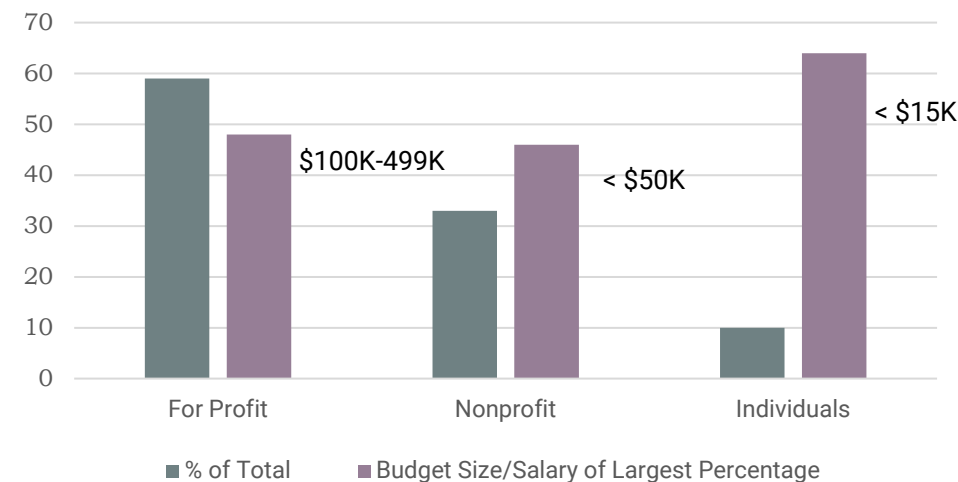


The Chicago Park District, through several programs, brings dance, and the opportunity to dance, to all 77 community areas.



- More equitable allocation of resources
- Increase frequency of the free public dance events in all 77 communities

Dance Organizations and Individuals



Additional Data Points (2015):

- "9% of philanthropic funding [for dance was] explicitly directed toward ethnic and racial groups."
- 42% of the dancers and choreographers identified as White Non-Hispanic; 31% as Black, African/American Non-Hispanic; and 24% as Hispanic
- 25% of the \$250,500 directed to dance by The City went to individuals; 53% went for GO to 30 nonprofits
- Largest audiences for dance were in Lincoln Park, Streeterville and Lakeview, 2000 to 2018

Awareness

- How do we build awareness and promote Chicago's arts and culture assets within and across communities, citywide, and beyond our borders?

Access

- How can Chicago ensure that all communities can participate in, have access to, and benefit equitably from the ability of the arts and culture to build social capital, bridge divides, and provide healing?

Support

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- How can Chicago reimagine its support of the creative sector through grants, services, resource provision and sharing?
- How can Chicago reimagine its approach to the support of cultural facilities of all types to ensure they are equitably distributed and fully integrated into their communities?
- How can we provide a more supportive climate for creatives to live and make a living in Chicago, recognizing that they have not always been equitably supported?

- **What data on assets and strengths do you want us to center for our next meeting?**

- **What can we learn from histories and narratives to better understand these numbers?**

PAST PLANS



PAST PLAN REVIEW

353

Plans compiled for review

260

Plans completed just in the last decade

75

Plans relevant to Arts & Culture

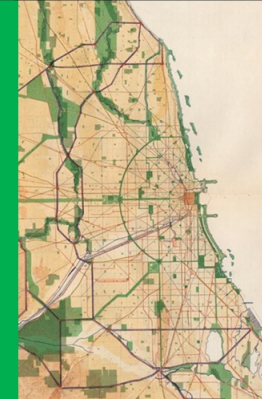


CHICAGO'S PLANNING HISTORY

FIRST, WE MUST REVISIT OUR HISTORY: 1909 PLAN OF CHICAGO

1909 PLAN OF CHICAGO

- Legacy - 24 miles of public lakefront



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CHICAGO'S PLANNING HISTORY

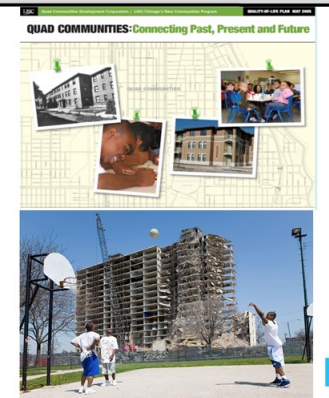
2000s-2021: QUALITY OF LIFE PLANNING

INTENT

- LISC's New Communities Program focuses on building capacity in existing community organizations
- CHA's Plan for Transformation is approved by HUD
- Chicago Metropolis 2020's Chicago Plan for the Twenty-First Century imagines the next century

IMPACT

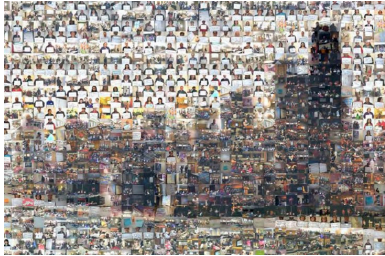


- A new era of public housing emerges with demolition, redevelopment, and a focus on mixed-income communities
- Neighborhood plans are largely led by communities and the nonprofit sector
- Questions emerge about balancing downtown development vs. neighborhood development



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ELEVATED PLANS: WHAT WE CAN LEARN

A Key Plan Currently Affecting City Decision Making	A Plan that Exemplified Good Process and Engagement	A Plan that can Help Inform Data Needs, Objectives, or Recommendations
	 <p>NORTH RIVER COMMISSION 3403 W. Lawrence Ave., Suite 201 Chicago, Illinois 60625 phone 773.478.0202 fax 773.478.0282 www.northrivercommission.org</p> <p><u>2014 Projects & Priorities</u></p> <p><u>Arts & Culture:</u></p> <ul style="list-style-type: none"> • Support public arts project with/for strategic community action by creating outdoor Murals: Partner with Northeastern Illinois University (NEIU) to develop mural creation workshop in summer for high school students. Partner with NEIU, Northwest Arts Connection (NAC), civic associations, schools, and local artists to create outdoor murals on Lawrence &/or Foster &/or Bryn Mawr. • Enhance student learning through Artist in Residence programs in schools: 1) Pilot Chicago Kids Create: "Look at me! What do you See?": Partner with founder of project and lead pilot program of leather mask-making and exquisite corpse sculpture creation at Belding and Murphy Elementary 	
<p>City of Chicago Cultural Plan 2012</p> <p>2012</p> <p>City Policy</p> <p>The plan called for greater public access, a focus on neighborhoods; strengthening the creative sector's capacity, reaching global potential, economic impact, civic impact, arts education and life-long learning</p>	<p>North River Commission Quality of Life Plan</p> <p>2014</p> <p>Neighborhood or Corridor</p> <p>The plan is only three pages long, addressing Arts and Culture, Economic Development, Housing, Education, and Environment, Parks and North Park Village. It calls for the support of public arts projects, linkages with learning, use in marketing, strengthening local assets, providing concerts and encourage collaboration.</p>	<p>Mapping Money and Equity in Chicago Dance</p> <p>2019</p> <p>Data or Background</p> <p>An update to the 2002 study that led to the creation of a number of new dance-centered programs. The update identified the growth and diversity of the dance field as well as its continued precariousness.</p>



HOW PAST PLANS WILL BE USED GOING FORWARD

- Past plans will help to inform how our recommendations build off of existing planning efforts and initiatives completed to date
- As we develop objectives and recommendations, we will continue to revisit our list of key past plans to understand how We Will Chicago can leverage existing efforts and City best practices

Please add your own thoughts to the Google Doc over the next few weeks

HOMEWORK & CLOSEOUT

Use the Google Doc to share your thoughts about:

1. Pillar trends and data needs
2. Past plans and findings that you want to elevate for future discussions

Thank you!

