TECH TROUBLESHOOTING & ZOOM ETIQUETTE

IF YOU’RE HAVING TROUBLE:

• Send a message to [INSERT FACILITATOR NAME] via chat
• Email [FACILITATOR] 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)
Accept the consent and tell us

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

objectives

recommendations
ENGAGEMENT PROCESS

FALL 2020
- 28 conversations and workshops
- 600+ individuals participating

Results: Topics for each Pillar as a point of departure

FALL 2021
- 285 individuals and organizations selected
- Open application process
- Actively engaged in developing guiding questions

RESEARCH
What are the guiding questions that will lead to recommendations?

WINTER 2022
- Activities by artists, community partners and others will seek broader reactions to those questions.

POLICY & ACTION PLAN
Do these recommendations address the past and present and will they move us forward?

How should engagement be expanded and designed?
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
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?

Top 5 questions ranked in Menti Poll shown in bold
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?
BREAK
PILLAR TRENDS
OVERVIEW
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

**PILLAR-SPECIFIC DATA:** Targeted data that supports development of guiding questions and policy recommendations specific to our Pillar
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.

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

Between 2012 and 2017, life expectancy has been falling for everyone except white, non-Latinx Chicagoans. There is an 8.8 year gap between Black and white Chicagoans.

**Top Five Drivers of the Gap**
- Chronic Disease: 4.3 years
- Gun-related Homicide: 2.3 years
- Infant Mortality: 0.7 years
- HIV/AIDS: 0.6 years
- Opioid Overdose: 0.4 years

**Life Expectancy**
- 66 - 70
- 71 - 75
- 76 - 80
- 81 - 83

**TOP 5 LOWEST:**
1. Fuller Park
2. Oakland
3. East Garfield Park
4. Riverdale
5. West Garfield Park

Source: Healthy Chicago 2025
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

**NEIGHBORHOOD HARDSHIP INDEX:**
Composite measure of unemployment, education, income, poverty and other factors

**NEIGHBORHOOD SAFETY INDEX:**
% of adults who feel safe in their neighborhood all or most of the time
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
• **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**

Source: Mayor’s Office for Equity and Racial Justice
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.
HREIA INTEGRATION INTO WE WILL CHICAGO
PILLAR MEETINGS & HREIA INTEGRATION

**STEP 1: SET THE STAGE**

- Refine topic areas
- Establish guiding questions

**STEP 2: IDENTIFY OBJECTIVES**

- Assess trends / conditions
- Introduce HREIA
- Past plans review
- Analyze pillar specific trends
- Discuss research & best practices
- Identify initial objectives
- Objectives reflecting equity & resiliency

**STEP 3: SET POLICY FRAMEWORK**

- Initial policy recommendations for each objective
- Refine recommendations
- Identify implementation partners & resources
- Refine implementation needs

**TRENDS**

**OBJECTIVES**

**PRIORITY TOPIC AREAS**

**GUIDING QUESTIONS**

**DRAFT POLICY RECOMMENDATIONS**
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?
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*Examples are illustrative only, not exhaustive, based emerging priorities.

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

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

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

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

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

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
DISCUSSION

• 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?

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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

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 Metropolitan 2050’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
ELEVATED PLANS: WHAT WE CAN LEARN

<table>
<thead>
<tr>
<th>A Key Plan Currently Affecting City Decision Making</th>
<th>A Plan that Exemplified Good Process and Engagement</th>
<th>A Plan that can Help Inform Data Needs, Objectives, or Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td>City of Chicago Cultural Plan 2012</td>
<td>North River Commission Quality of Life Plan</td>
<td>Mapping Money and Equity in Chicago Dance</td>
</tr>
<tr>
<td>2012</td>
<td>2014</td>
<td>2019</td>
</tr>
<tr>
<td>City Policy</td>
<td>Neighborhood or Corridor</td>
<td>Data or Background</td>
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<tr>
<td>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</td>
<td>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.</td>
<td>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.</td>
</tr>
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</table>
• 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*
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!