



Making Places for Everyone

Montgomery Planning

Department-wide

06/25/2020

Equity in Master Plans

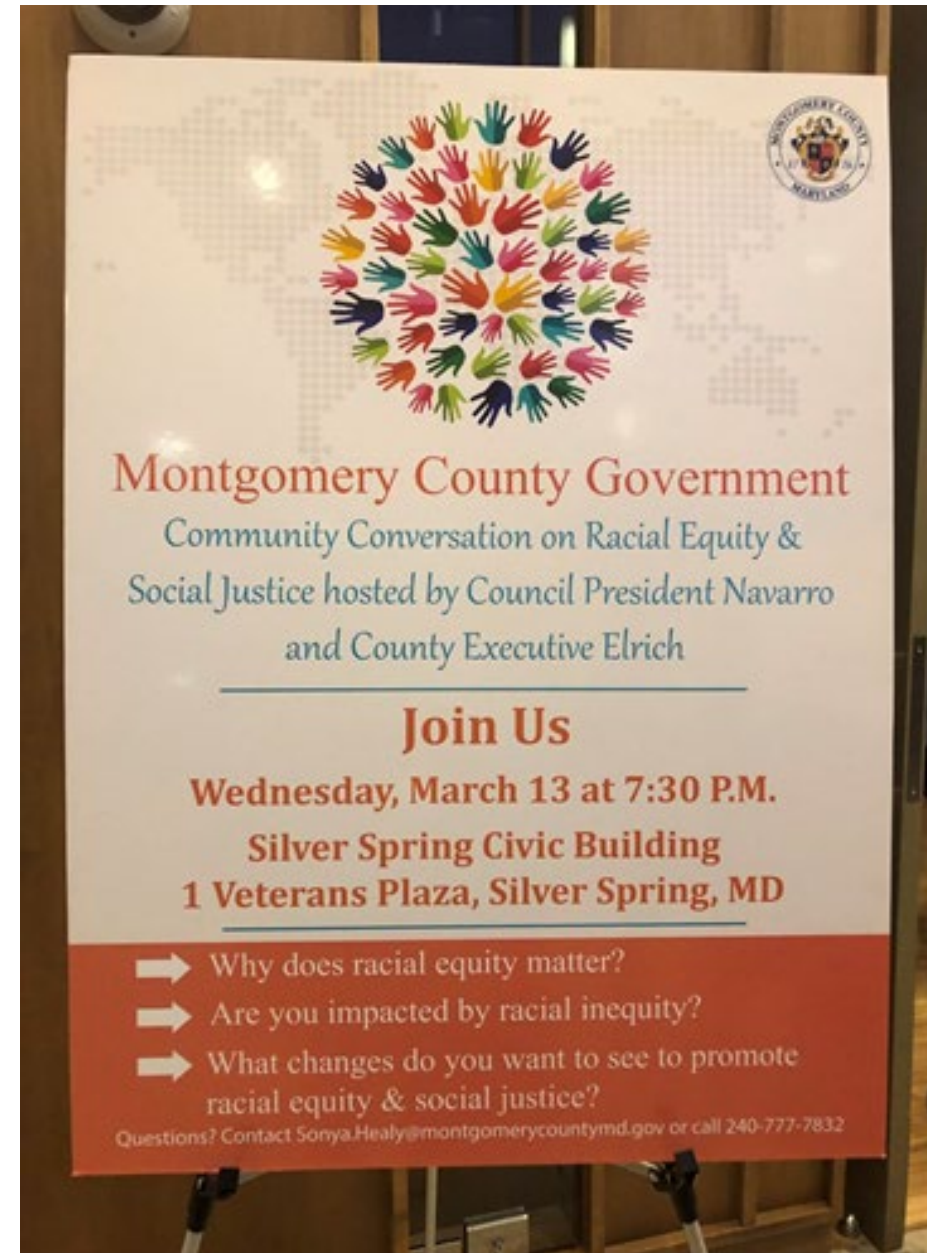
Approach and Framework



Background

Language from the Law

*AN ACT to: (1) (2) (3) (4) (5) (6) (7) (8) (9) Establish a racial equity and social justice program; establish an Office of Racial Equity and Social Justice in the Executive Branch; remove the Chief Equity Officer position in the Office of the Executive as a non-merit position; require the Executive to adopt, by Method 2 regulation, a racial equity and social justice action plan for the County; require each Department and Office to develop a racial equity and social justice action plan; require the Executive to submit a racial equity and social justice impact statement to the Council for each Bill and for each management initiative or program in the recommended budget; establish a Racial Equity and Social Justice Advisory Committee and set forth the composition and duties of the Committee; **require the Planning Board to consider racial equity and social justice impact when preparing a Master Plan**; and generally amend the law governing racial equity and social justice.*



AGENDA ITEM #3D
April 24, 2018
Action

Resolution No.: _____
Introduced: April 17, 2018
Adopted: _____

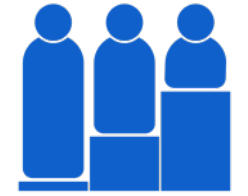
**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsors: Council Vice President Navarro and Councilmember Elrich
Cosponsors: Councilmembers Floreen, Leventhal, Katz, Berliner, Council President Riemer, Huckler, and Rice

SUBJECT: Resolution to Develop an Equity Policy Framework in County Government

Background

1. Montgomery County is a community with a strong economy and public services that embraces its residents and the future. Our strong public services include award-winning public schools, community college, and park systems, vibrant performing and fine arts, and essential safety net programs in housing, public health, and other social services.
2. Montgomery County is a diverse and welcoming community. No one race or origin is a majority of Montgomery County's population. Almost one-third of the population is foreign-born. Our diversity is our strength and is key to our continued success as a community.
3. While we embrace our diversity, disparities exist by ethnicity, income, disability, gender, sexual identity, and other factors that can impede our future prosperity. These disparities in education, employment, health, and housing result from institutional and individual biases that undermine opportunities for vital members of our community.
4. Furthermore, the aforementioned disparities can be exacerbated by **racial and linguistic diversity** that intersect with and compound the effects of additional disparities and inequities based on racial background and limited English language proficiency.
5. Eliminating disparities by promoting equity - the fair treatment of individuals and diverse groups - is an economic imperative. The Urban Institute's *Racial Inequities in Montgomery County, 2011-15* report shows that a more equitable Montgomery County would increase the number of immigrants, Latinos, African Americans, and Asians with some college education, and would also increase employment and homeownership rates among people of color. A more equitable Montgomery County would enhance opportunities for all residents, thereby improving the economy.



Mission

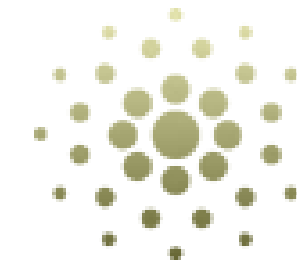
Action Plan Mission

- Our mission as a Planning Department is to ***improve the quality of life in Montgomery County***. In order to provide quality service to the current and future community members, we ***must incorporate racial equity and social justice when preparing Master Plans***, use current best practices to analyze adverse impacts on the community, strengthen our partnerships with stakeholders, and continue to address the present-day challenges on a regional scale.

Action Items

1. Equity Lens/Tool
2. Equity Opportunity Index
3. Community Equity Emphasis Areas
4. Racial Equity & Social Justice Timeline
5. Staff Equity Trainings
6. Continued Research and Data Collection
7. Community Engagement Strategy
8. Equity Peer Review Group
9. Other Departmental Equity in Planning Work

1. Equity Lens/Tool



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

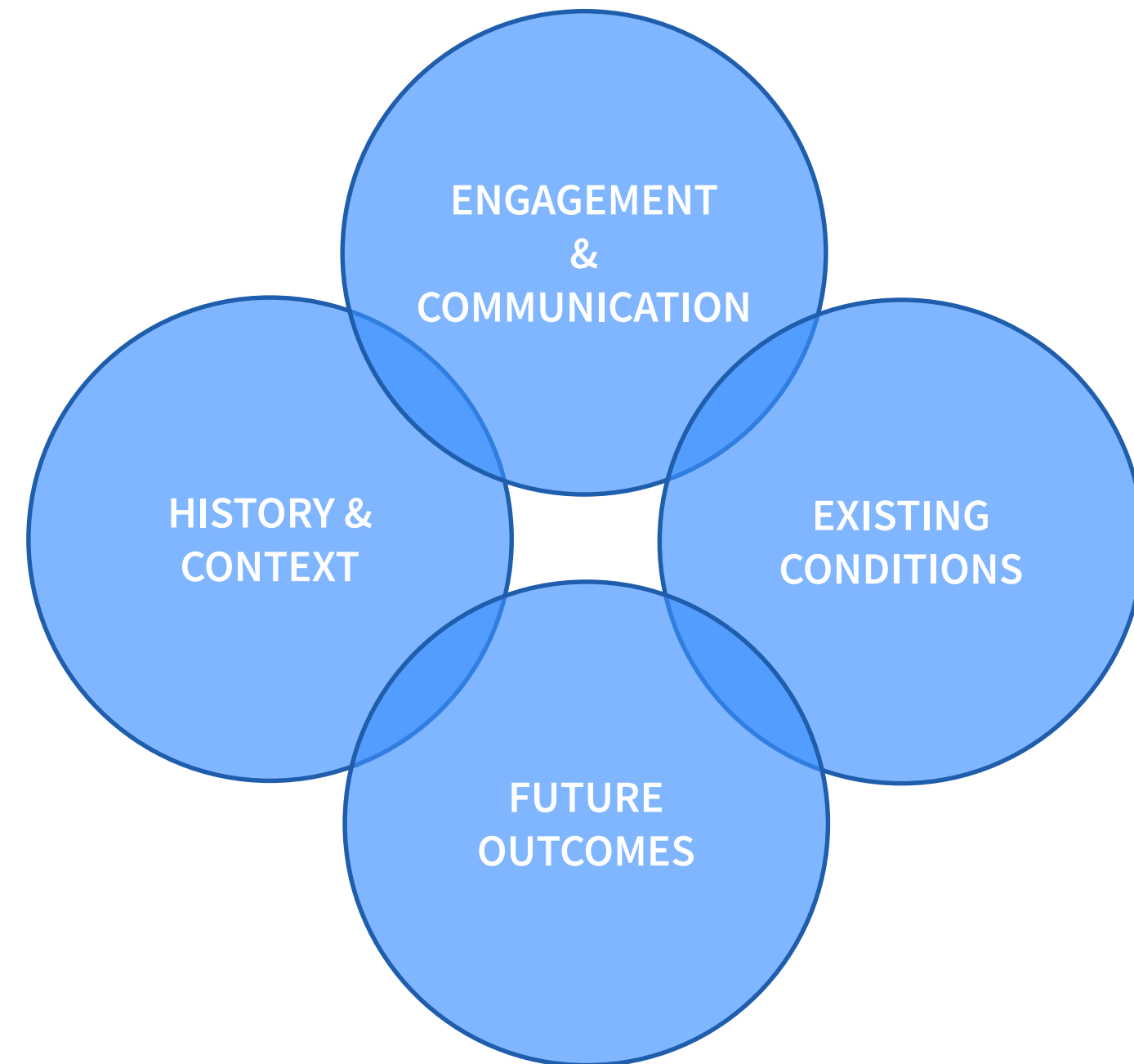
- RESEARCH:
 - GENERAL PLAN HEALTH & EQUITY COMMITTEE
 - COUNTY EQUITY RESOURCES / INITIATIVES
 - HEALTHY MONTGOMERY CHIP
 - APA PLANNING FOR EQUITY POLICY GUIDE
 - APA HEALTHY COMMUNITIES GUIDE
 - CASE STUDIES (BALTIMORE, SEATTLE, COLORADO, RHODE ISLAND)



EQUITY

PLANNING WITH AN EQUITY LENS: BUILDING AN EQUITY TOOL

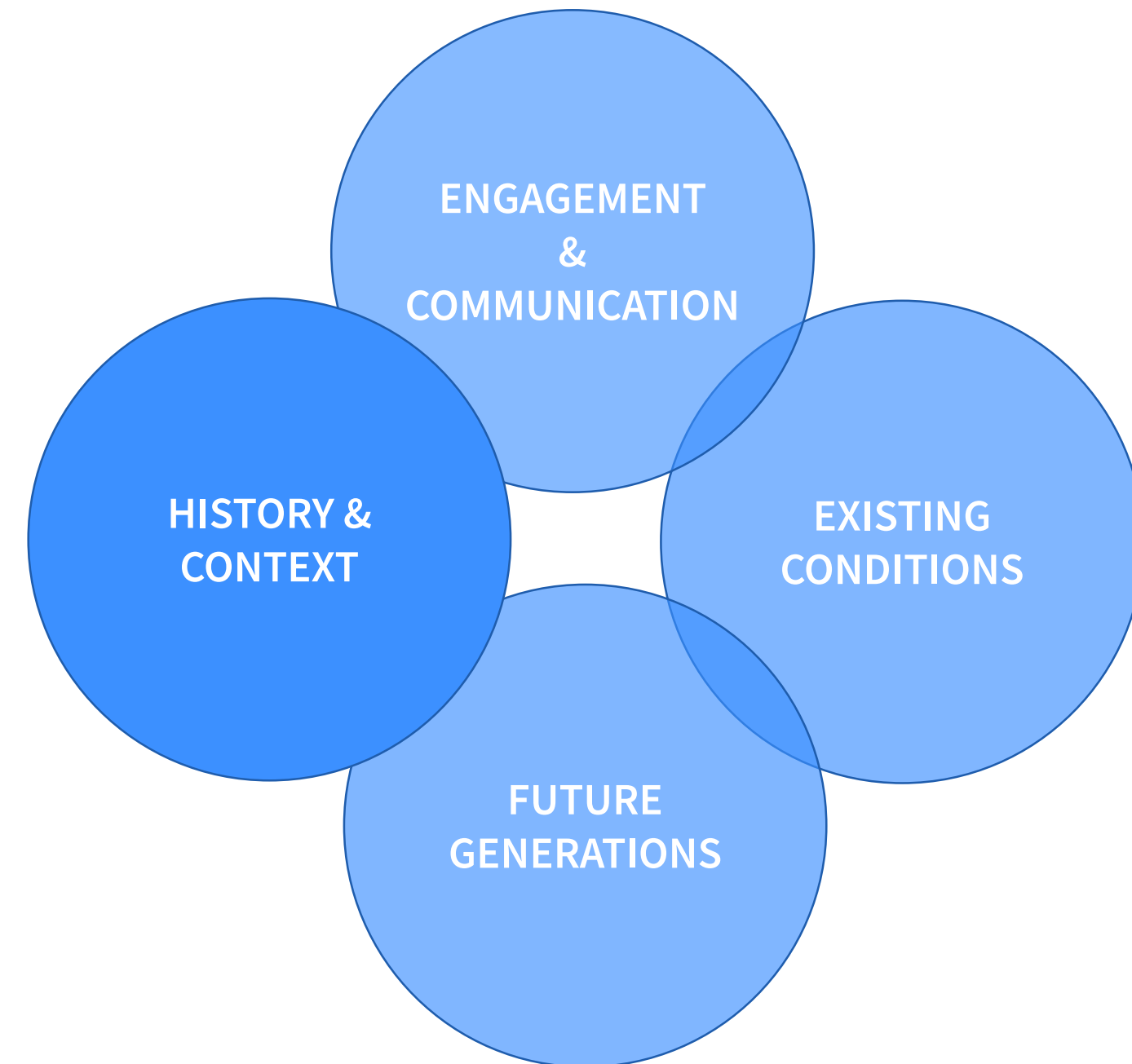
Questions that address these issues to be used throughout the scope, existing conditions analysis, community engagement, and development of the plan and recommendations.



EQUITY

PLANNING WITH AN EQUITY LENS:
BUILDING AN EQUITY TOOL

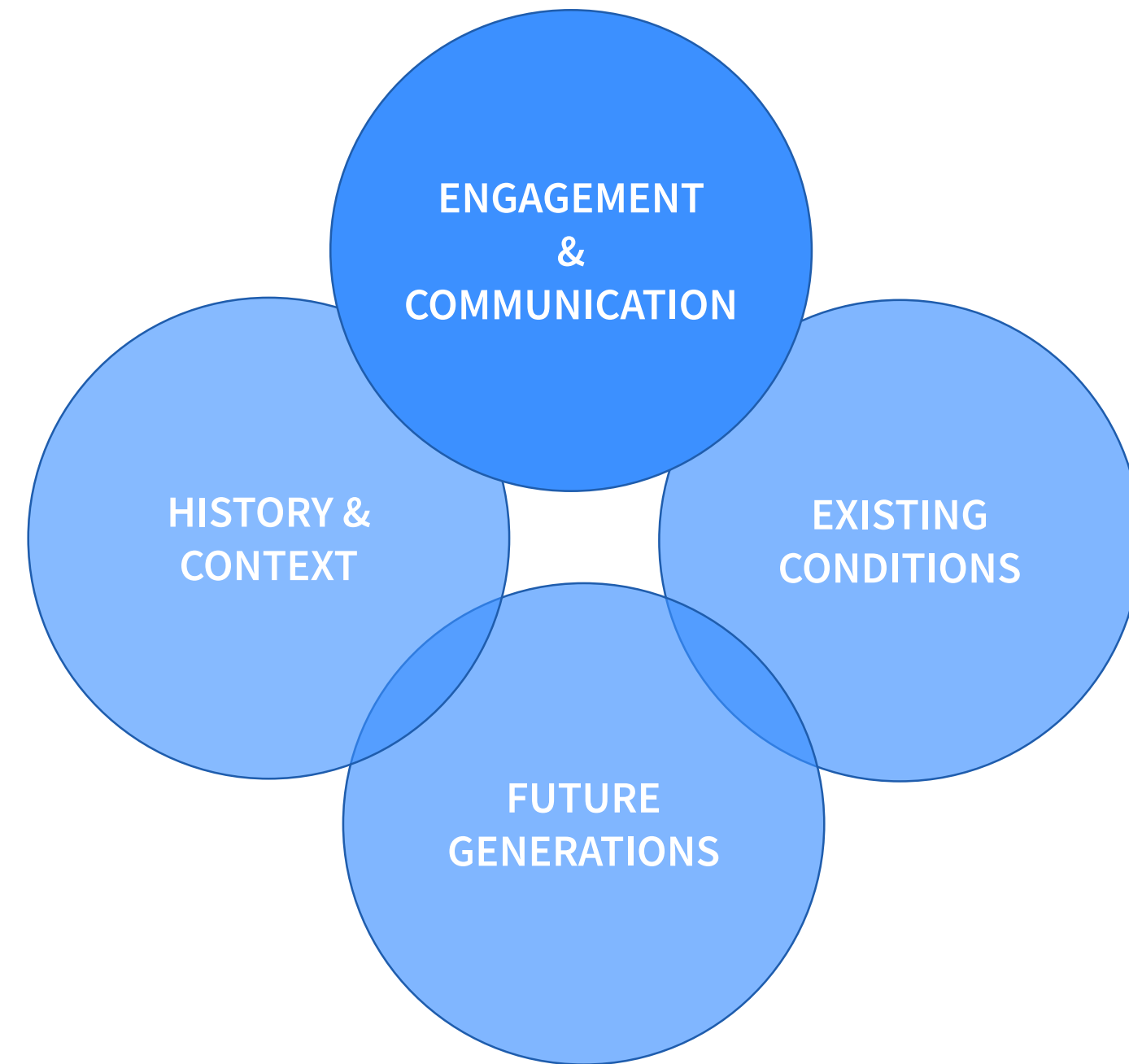
What historic advantages or disadvantages have affected residents in this community?



EQUITY

PLANNING WITH AN EQUITY LENS: BUILDING AN EQUITY TOOL

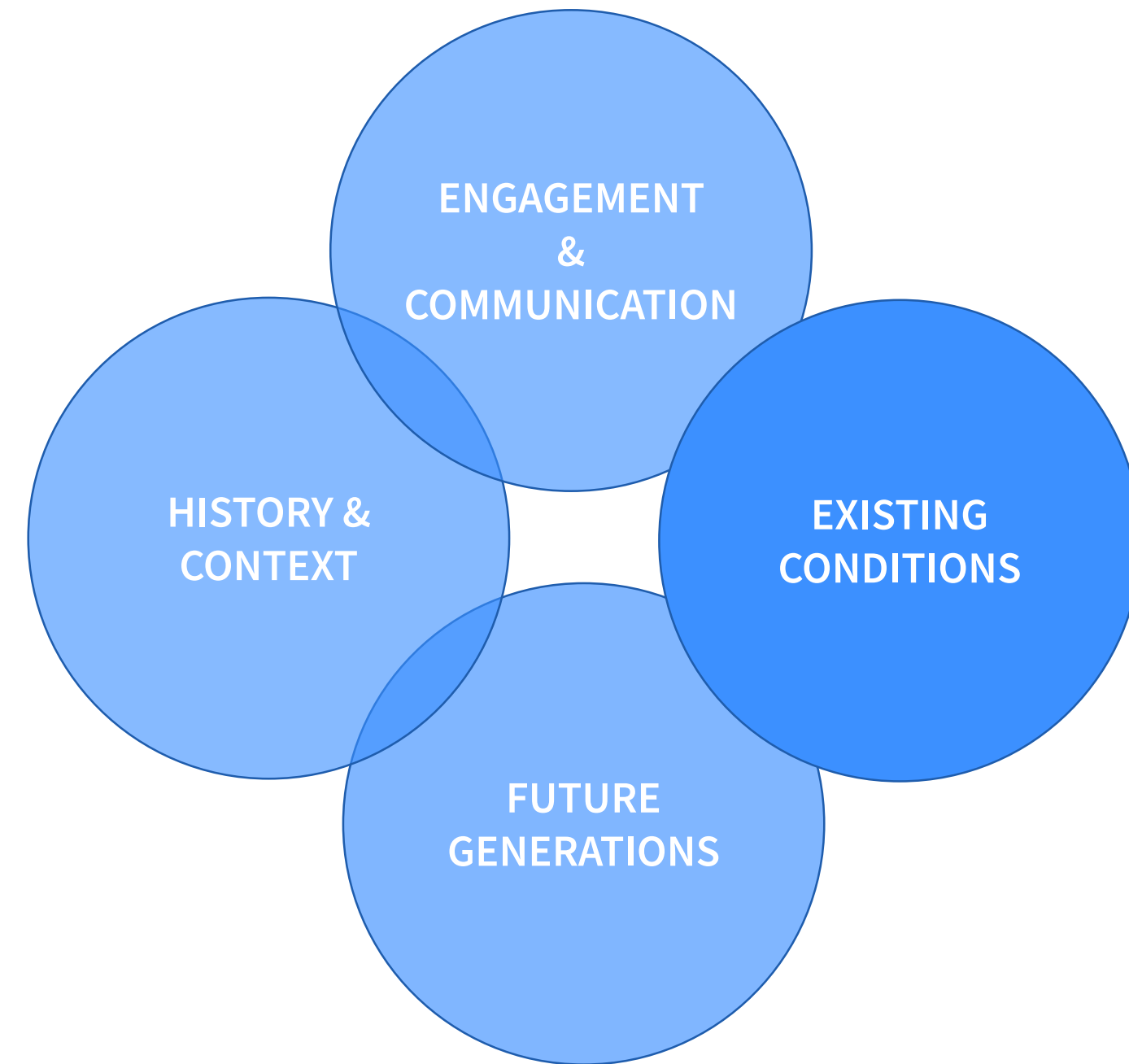
How are residents who have been historically excluded from planning processes being authentically included in this effort?



EQUITY

PLANNING WITH AN EQUITY LENS:
BUILDING AN EQUITY TOOL

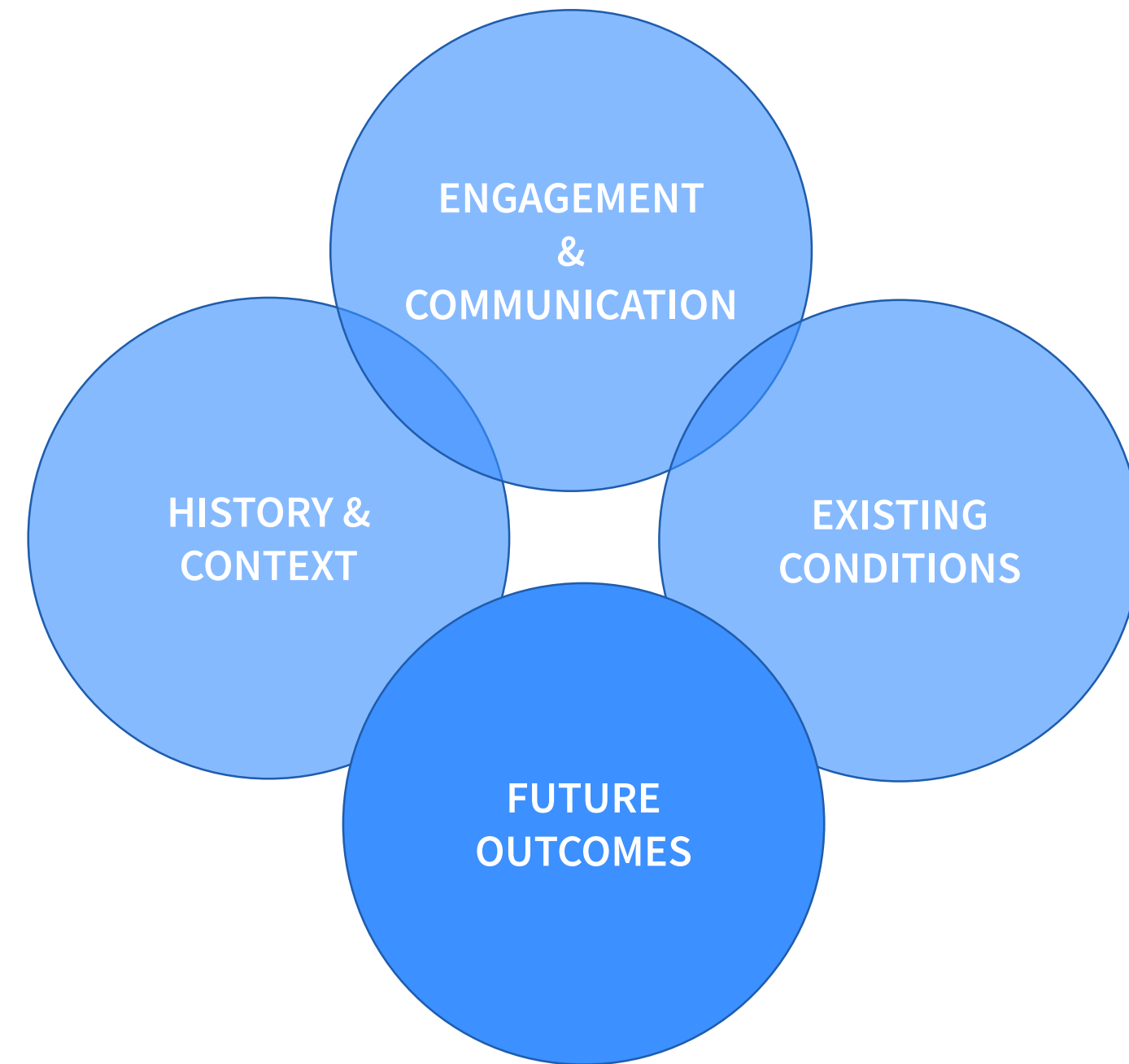
Does the current distribution of civic resources and investment contribute to disparate outcomes for different groups? How can this be changed?



EQUITY

PLANNING WITH AN EQUITY LENS: BUILDING AN EQUITY TOOL

Do the current policies/projects help or hinder the equitable distribution of civic resources, LULUs, and capital investments for future generations? How can we address this to provide for a more equitable future?



2. Develop an Equity Opportunity Index



Led by research and special projects



Build on equity work from the General Plan



Determine how to bring racial equity and social justice considerations into the master planning process and develop methods to facilitate these considerations.



Establish methods for benchmarking equity and measuring outcomes in local plans and countywide.

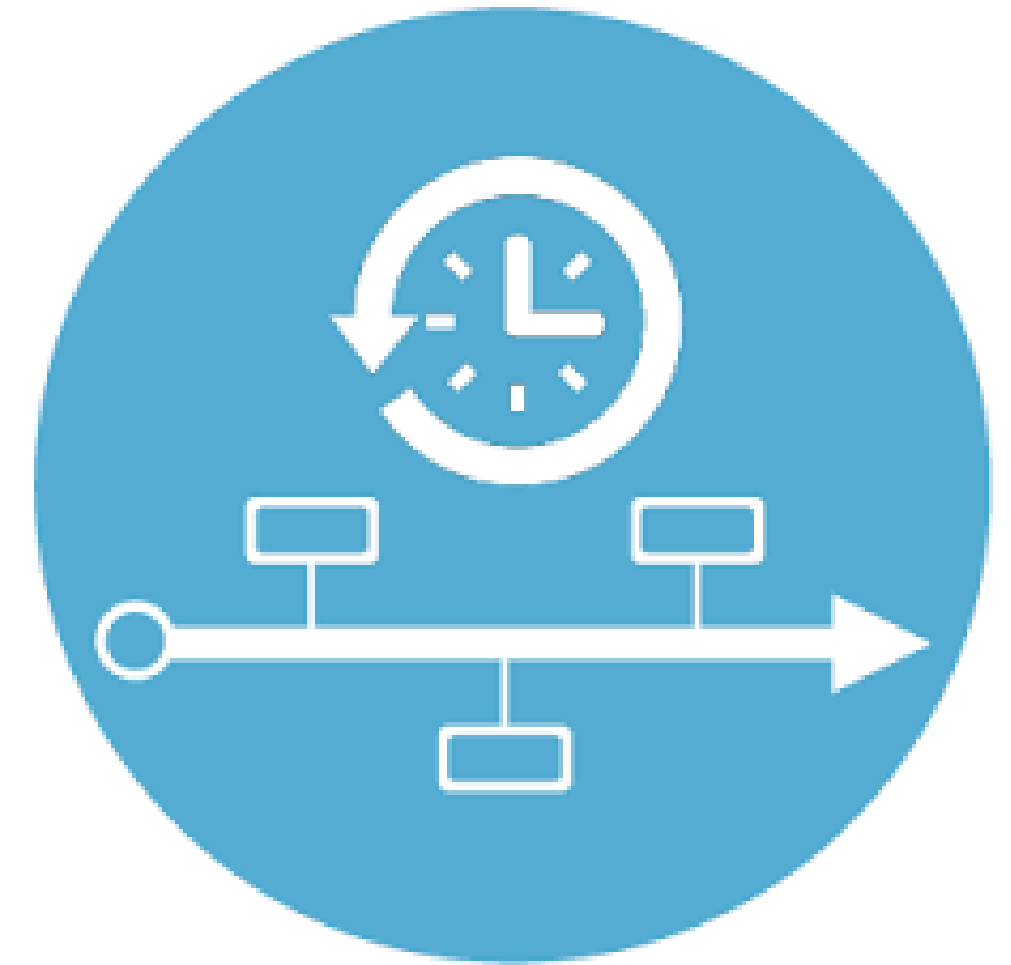


3. Community Equity Emphasis Areas (CEEA)

- Develop a model to identify Community Equity Emphasis Areas for analysis of racial equity and social justice issues
- A guide for the Parks Department to prioritize CIP projects
- Map of CEEAs and the accompanying demographic characteristics will be available for master plan analysis of local issues
- Analysis of CEEA's access to opportunity and resources, for example employment, transportation, education, social determinants of healthy communities, and government services
- The CEEAs provide a stopgap equity analysis until the more robust Equity Opportunity Index is completed

4. Racial Equity & Social Justice Timeline

- Historical timeline documenting important events pertaining to racial equity and social justice for Montgomery County
- Highlight impacts of previous planning efforts to learn from the past and prevent repeating mistakes in the future.
- Include in all Master Plans as it relates to History and Context and the historic advantages or disadvantages that have affected residents in the community.



5. Conduct Staff Equity Trainings

TEAM EQUITY TRAININGS

INTERNAL MATERIAL + EQUITY
CONSULTANT FOR TRAINING

HISTORY

EQUITY VS EQUALITY

EQUITABLE LANGUAGE

EQUITY TOOL

EQUITABLE ENGAGEMENT



5. Conduct Staff Equity Trainings

Outcome No. 1: Learn and Understand

Outcome No. 2: Develop Tools to Overcome

Outcome No. 3: Create Partnerships - Building Relationships and Empowering the Community



6. Continued Research and Data

- The hard and soft data produced from regional studies and reports will be carefully analyzed
- Our findings will be incorporated into our master plans to track equitable progress:
 - Demographic, housing, and economic checklist for each plan or study. This should be completed before the communications strategy is finalized.
 - Staff training on how to analyze hard and soft data through an equity lens.



7. Community Engagement Strategy



- A joint effort by Communications and Planning staff creates an overarching approach and devises methods tailored to the specific master or functional plan.
- Reference the Community Engagement Policies and Actions identified in the draft 2050 Thrive for guidance.
- The **Equity Peer Review group** could be used as a resource to Staff when reviewing presentations to the public and marketing materials in similar format as the Development Review Peer Review. Staff from the Equity in Planning work group could rotate their review cycles.



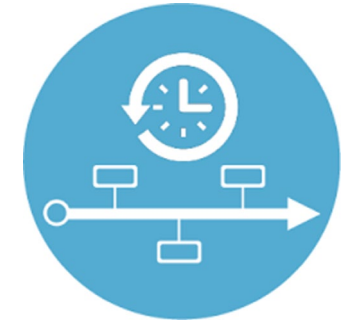
8. Equity Peer Review Group

- Their purpose is to **provide feedback** on staff recommendations, planning policies, and community engagement strategies
- Includes (at a minimum) a Master Plan Supervisor, a Transportation Planner with Vision Zero County-wide initiative experience, an Environmental Planner, and members from our Legal, Historic Preservation and Research & Special Projects Divisions
- Representatives will be **active participants in equity trainings** to ensure the continuation of best practices on a national and local scale



Other Department-wide Research

- **Coordinate with national and regional resources.**
- **Diversity and Inclusion Study**
- **Explore developing a historical “Redlining” Mapping Tool**
- **Development Review Navigators**
- **Historic Preservation (HP@40)**



Timing of Plans

New Master Plans starting after March 3, 2020 when law went into effect:

- Area 1 - Silver Spring Downtown Plan
- Area 2 - I-270 Corridor Forward
- Area 3 – Fairland

Ongoing Master Plans before March 3:

- Pedestrian Master Plan
- Ashton Village
- Rustic Roads
- Shady Grove Sector Plan Minor Master Plan Amendment

Next Steps

- Lunch and Learn with Department staff on Action Plan
- Encumber any needed FY 2020 funds for trainings
- Conduct virtual trainings as soon as possible
- Coordinating with Prince George's Planning

Q&A



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