

DIVISION EQUITY ACTION ITEMS JULY 2020

In June of 2020, the staff at the Department of Planning, deeply moved by the protests organized in the wake of Black lives lost to police violence and white supremacy, organized a series of internal team conversations. The goal of these conversations was to renew and strengthen our commitment to racial equity. Each division in the Department of Planning has identified priority actions that align with the five goals outlined in the Department's Equity Action Plan (EAP) and the agency's 4-part Equity Lens.

Overall goals of the EAP:

1. Improve and increase the dialogue and connections between the Department of Planning and underserved communities in Baltimore.
2. Ensure that the Planning Department staff reflect the demographics of Baltimore City.
3. Use an equity lens to develop, revise, and evaluate City policies.
4. Use an equity lens to prioritize capital investments.
5. Evaluate the Planning Department's internal practices and policies.

July 2020 Division by Division Actions

CHAP

CHAP will develop a campaign around the history of social activism in Baltimore and, more broadly, expand their social media footprint by developing additional social posts that center Black Baltimore history. Status: Initiated (please follow the agency's Facebook page and share the content.) *Status: Initiated EAP Goal: #1*

CHAP will explore avenues for a greater community presence through expanded public programming. *Status: Not Initiated EAP Goals: #1, 3 and 5*

CHAP will contribute to a DOP working group to explore applying an equity lens to staff reports. *Status: Not Initiated EAP Goal: #5*

Policy Development & Research

PD&R will contribute to a DOP working group to explore applying an equity lens to staff reports. *Status: Not Initiated EAP Goal: #5*

Continue to integrate recommendations from the equity analysis of the capital budget. *Status: Ongoing EAP Goals: #1, 3, 4, and 5*

Food Policy

Food Policy will work collaboratively with LUUD to apply an equity lens to the Zoning Code. *Status: Not Initiated EAP Goals: #1, 3, and 5*

Sustainability

Sustainability will expand the number of Resiliency Hubs to support additional under-served communities. *Status: In Process EAP Goal: #1*

Sustainability will develop a pilot program to bring outdoor classrooms and "healing spaces" to local schools to support the goal of connecting children to nature. *Status: Not Initiated EAP Goal: #1*

Sustainability will utilize USDA grant to support and expand composting efforts, integrating engagement of Baltimore City youth as key part of work. *Status: In Process EAP Goal: #1*

Land Use & Urban Design

LUUD will Incorporate an equity lens into the 2020 review of the Zoning Code. *Status: Not Initiated EAP Goals: #1, 3 and 5*

LUUD will contribute to a DOP working group to explore applying an equity lens to staff reports. *Status: Not Initiated EAP Goals: #5*

LUUD will explore adding an equity statement to the Urban Design & Landscape manuals. *Status: Not Initiated EAP Goals: #3 and 5*

Community Planning & Revitalization (CPR)

CPR staff will coordinate community engagement across city agencies to ensure that people know how to access city services and support for their revitalization efforts. We will convene staff from other agencies who have community engagement roles at least two times over the next year to discuss equity and engagement priorities. We will coordinate these efforts with the Baltimore Department of Planning's Equity staff and the City's Office of Equity and Civil Rights.

We will establish and maintain a set of primary relationships with identified/recognized community organization leaders. We will expand community relationships beyond identified/recognized community organization leaders to other residents and less formal leaders –

e.g. youth, faith, business, school communities and other block leaders. *Status: Ongoing EAP Goals: #1 and 5.*

CPR staff will collaborate with other organizations to organize a public forum to discuss the implications of the Abell Foundation's recently published study of the changes in the racial and socioeconomic composition of Baltimore neighborhoods since 2000 and similar reports that would provide a diverse range of voices to address barriers to equity within Baltimore. *Status: Not Initiated EAP Goal #1.*