

Diversity Summit Report

California Chapter of the American Planning Association
60th State Conference

**September 21, 2008
Hollywood, California**

Foreword

This is the report of the Third Annual California Chapter of the American Planning Association Diversity Summit that took place in Hollywood, Ca. The report consists of written speeches of the speakers and transcription and notes taken during break-out portion of the program by the various group discussion facilitators. No interpretation or changes were made to the written text. For questions regarding this event or report, please contact the Diversity Summit Co-Chairs: Anna M. Vidal, at (818) 374-5043 Anna.Vidal@lacity.org, or David Salazar, AICP at (562) 985-4131 salazar@csulb.edu

California Chapter of the American Planning Association State Conference
September 21, 2008 4:00 – 6:00 PM

Welcome and Introductions--David Salazar

Acknowledgements (5 minutes)

- Summit Sponsors
- APA CA Board Members, Membership Inclusion Director, and Chapter Planning Diversity Directors
- APA CA Diversity Summit Conference Committee Organizers

Preview of Program (3 minutes.)

- Speakers
- Top Ten Issues Survey and Discussion

Speakers—w/Introductions (20 minutes.)

- Mitchell Silvers (10 minutes.)
- Ed Reyes (15 minutes.)

Top Ten Planning Issues for Communities of Color-James Rojas (35 minutes.)

- Findings of survey (5 minutes.)
- Break-out Session (20 minutes.)
- Break-out Groups Report Back (2 minutes. each)
- Wrap-Up/Continuation of Discussion at Conf. Sessions (5 minutes.)

Welcome and Introduction

Welcome to the Third Annual California Chapter Diversity Summit. David mentioned the importance of diversity in the planning profession and opportunity that the California Chapter to take a leadership role in the practice of inclusion and to create a pipeline for planners of color into the profession. David then recognized CA APA leadership in the audience and provided an overview of the summit program and introduced each of the speakers.

First Speaker: Mitchell Silver, National APA Director at Large

(See power point presentation in Appendix A).

Second Speaker: Ed Reyes, Council member First District, City of Los Angeles

Mr. Reyes began his speech on a personal level. He shared his experiences as a young boy growing up in the high crime and gang activity neighborhoods of Cypress Park and Lincoln Heights. His experiences also ranged from biking with his friends to swimming in the contaminated L.A. River. However, it was the experiences that he had outside his community that ignited an array of questions about his neighborhood and its overall environment. He visited the beach and went camping for the first time as a teenager. The fresh and clean air from these places made him recognize how beautiful nature could be and what it could offer to communities. These life-changing moments have instilled within him a career of passion for continual progressive change for communities such as the ones that he grew up in. His speech reached out to all the planners in the summit, to work together to make better decisions for communities of color. The underlying message was to embrace the diversity contained in the planning community and utilize it to achieve the objective of improving and creating livable healthy communities for all.

Roundtable Discussions

4:50 – 5:30 PM

Goal: To discuss and identify possible solutions to the 10 issues identified from the survey.

Table Volunteer(s): Transcriber and person to report-out issues discussed.

Introduction: James Rojas, Latino Urban Forum presented the survey results and stated the top 10 issues for communities of color. They are:

1. Jobs and economic opportunities
2. Affordable housing
3. Public transportation
4. Environmental inequities: toxic sites, poor air quality, degraded natural resources, etc.
5. Community participation in the urban planning process
6. Gentrification
7. Access to parks and open space
8. Bike lanes and pedestrian amenities
9. Innovative planning tools to engage communities of color
10. Urban design guidelines based on community needs

Discussion: Ten tables had one issue for the group to discuss. They were not revealed until everyone was seated. The group was given 20 minutes to discuss, choose a person to represent the group, and then report the results of the discussion.

Report out (10 minutes)

James Rojas asks each person to introduce themselves, what issue they discussed at the table and what solutions and/or discussions came from the group. Notes taken were collected at the end for this report.

BREAK OUT TABLE NOTES

Rank	Issue	Notes
1	Jobs and economic opportunities	<ol style="list-style-type: none"> 1. Green Jobs. 2. Encourage small businesses. 3. Policy allowing home occupations. 4. Language training. 5. Providing access to technology. 6. Lowering barriers and increasing incentives for informal illegal vendors e.g. taco trucks. 7. Public outreach in multiple languages. 8. Changing process of permits. 9. Business development centers. 10. Examining barriers in the current systems e.g. parking requirements. 11. Education equity. 12. Dream Act. 13. Job ladders. 14. Educate employers. 15. Enterprise zones. 16. Community involvement.
2	Affordable housing	<p>One of the challenges to affordable housing we talked about is the cost of affordable housing projects and how hard it is to make them pencil out. We suggested unifying and putting some teeth into existing regulations/funding sources. Example – housing elements, redevelopment tax increment, CDBG. Also we would like to see a reversal of federal development in urban affairs, we need strong leadership at the state & federal levels.</p>
3	Public transportation	<p>Caltrans: Way finding exercises – taking public transportation to see and experience the facilities. Many people unaware of availability of Public Transportation. Cal State EB. Link to BART inadequate, nonexistent. Diverse campus. Links that require vehicular travel limit access. Land uses needs to consider physical links school sites chose on cheapest are usually far away sites. Total cost of land uses decisions should take into consideration. money total future transportation cost- gas to travel. Master Planning transportation is most challenging. Rectify the errors of the past cost. Purchasing ROW also happens in blighted areas. Buses may be more accessible than light rail provide a flexible solution.</p>

Rank	Issue	Notes
	Public transportation Continued	Connections between different systems; social stigma. Technology.
4	Environmental Inequities: Toxic Sites, Poor Air Quality, Degraded Natural Resources, etc.	<p>City of L.A. Exposition Line - Light Rail line (Runs) downtown to Culver City. At Grade portions are adjacent to low income communities.</p> <p>USC: Transition.</p> <p>These areas (are) very dense, lots of challenges. Neighborhoods are older (and) closer to Industrial uses. Move Industrial areas together. Shift around. Encourage private development. Incentivize to move to designated areas.</p> <p>Competing values and tradeoffs; Gentrification is a large issue. Community organizing/connect to public sector processes. Connect with renters so they can represent much as homeowners do.</p> <p>Reach out to people where they are at – schools. Make voices heard.</p> <p>Richmond warning system implemented.</p> <p>Alameda County – unincorporated area old railroad lines, crossing risk with trains and the noise they make. How to negotiate with railroad crossings.</p> <p>Downtown LA general plan update historic zoning left incompatible uses next to each other. Toxic sites.</p> <p>25 corridors – linear layout of community.</p> <p>Ontario railroad tracks to double track. Dust and noise impacts if there are no sensitive to others.</p>
5	Community participation in the urban planning process	<p>Never stop outreach no matter the results.</p> <p>Advisory committee (should be) set up.</p> <p>LULUC Committee volunteers.</p> <p>Distrust work on issues before planning process.</p> <p>Think outside of the box to prevent individuals from not participating.</p> <p>Tired of CEQA, understanding the needs of the populations.</p> <p>Native speaker.</p> <p>Group that are visible and invisible.</p> <p>Need to have (planners) that look like the people.</p> <p>Level of insensitivity.</p> <p>Dealing with fear factor.</p> <p>Constant education to the target group.</p> <p>Provide follow up.</p> <p>Be careful of long meetings.</p> <p>Opposition people put them on committees give them a task.</p>

Rank	Issue	Notes
6	Gentrification	<p>West Adams – Pricing communities of Victorian homes out. Property rich homeowners invest in Victorian homes to building prices and increase property values.</p> <p>Bay Waterfront in Bay Area – Pushing out people to revitalize waterfront neighborhoods. Development not viable way to maintain City’s population.</p> <p>Petco Park in San Diego – Inconsiderable lack of planning for residents of Logan Park who were pushed out of their communities who now cannot afford it.</p> <p>Suggested Solution: Find a mechanism or a way (that) requires consistent strong affordable housing and include the public early on in the planning process.</p>
7	Access to parks & open space	The notes were not available.
8	Bike lanes and pedestrian amenities	<p>Based on recreation.</p> <p>Need to look at path to transit, work, and school.</p> <p>Look at transportation as transportation include all</p> <p>Consensus decision that pedestrians/bikes = cars Wilshire Blvd.</p> <p>Change the culture.</p> <p>AB 32 Developers will need to look for trade-offs ex. Gas prices.</p> <p>Cities need to provide plans where they should be built.</p> <p>Transferring money from HOV lanes to bike lanes.</p> <p>Landscaping/breaking up major arterials to separate pedestrian from traffic.</p> <p>#1 form of transportation is walking. Mobility, Mobility.</p>
9	Innovative planning tools to engage communities of color	<p>US Census Race vs. Ethnicity DO NOT RELY – CULTURE.</p> <p>Faith based organizations and churches for outreach.</p> <p>Hold meetings at schools and community centers for outreach.</p> <p>Less intimidation from “City Hall”.</p> <p>Electronic translation machines.</p> <p>Outreach team at local church leaders –stakeholders- City of Fremont.</p> <p>Educating the planning sources.</p> <p>Diversity at city council and commission.</p> <p>CEQA – Cultural impacts in staff reports and tool kit.</p> <p>Shift from developer driven to community. Require community involvement early on.</p> <p>Diversity at front desk and patience.</p> <p>Visual tools to rely less on language.</p>
10	Urban design guidelines based on community needs	<p>First noted that there is a relationship between local guidelines and larger ecological issues and this needs to be kept in mind.</p> <p>Urban Design Guidelines often initiated by property owners and then planners become part of the process. This is their</p>

Rank	Issue	Notes
	Urban design guidelines based on community needs	<p>opportunity to get the entire community involved. Community outreach needs to be revamped. Opportunity for APA to have a task force on better methods of community outreach bringing planning to the people. APA could also help by putting together background/research information of basic for groups like tenants who do not necessarily have the time and opportunities to pull together information to help them be more effective representing their views. When you have people who are new, public participation is forces. Incorporate the web to get the people involved to make sure all those affected have access to the web. Use examples of getting information to the people and create more level playing field. A 9-county process information cut to create a sustainable plan developed a short film that was shown at the beginning of each county meeting. The film highlighted people affected by the process. Focusing on vulnerable communities. These views would be right up front in the process. People in meetings would see people like themselves on screen, and it encouraged them to speak.</p>

Next Steps

David Salazar

APA CA Diversity Summit Committee

5:35 – 6:00 PM

Appendix

A – Mitchell Silver, AICP Power Point Presentation

B – Top Ten Planning Issues for Communities of Color Survey Results

C – Diversity Session Tract

Appendix A – Mitchell Silver’s Power Point Presentation

Diversity Summit

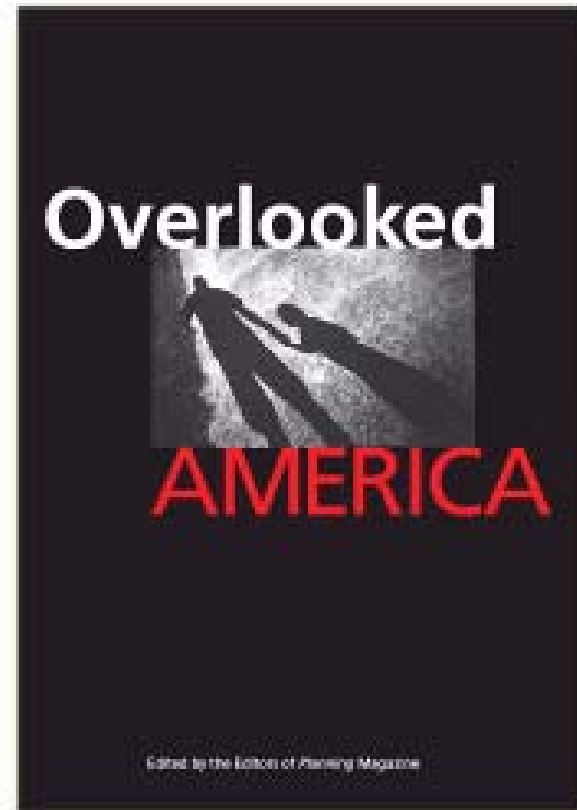
California Planning Conference
Sunday, September 21, 2008

Mitchell Silver, AICP
APA Board Member, At-Large
Former Chair, APA Diversity Subcommittee



APA's Development Plan

Goal 2. Pursue social, economic and racial equity by advocating planning that moves America's communities toward a more just future.





APA's Diversity Initiative

- Includes the implementation of the actions outlined in the initial Growth Strategy, the Diversity Task Force, and in the goals and strategies of APA's Development Plan.
- In FY05, the APA Board adopted a report from the Diversity Task Force that resulted in a number of recommendations being added to the APA Development Plan.
- A Diversity Subcommittee of the APA Membership Committee has been working with staff to implement these initiatives.
- APA has lower percentages of minority members than the U.S. population at large.



APA's Diversity Initiative

- Diversity Forum
- Improved Products and Services – in a 2006 survey: Overall, minorities perceived greater value in APA products and services than did other membership categories
- APA Ambassadors - carry the message about planning as a career into the classroom, at career fairs, and with counselors

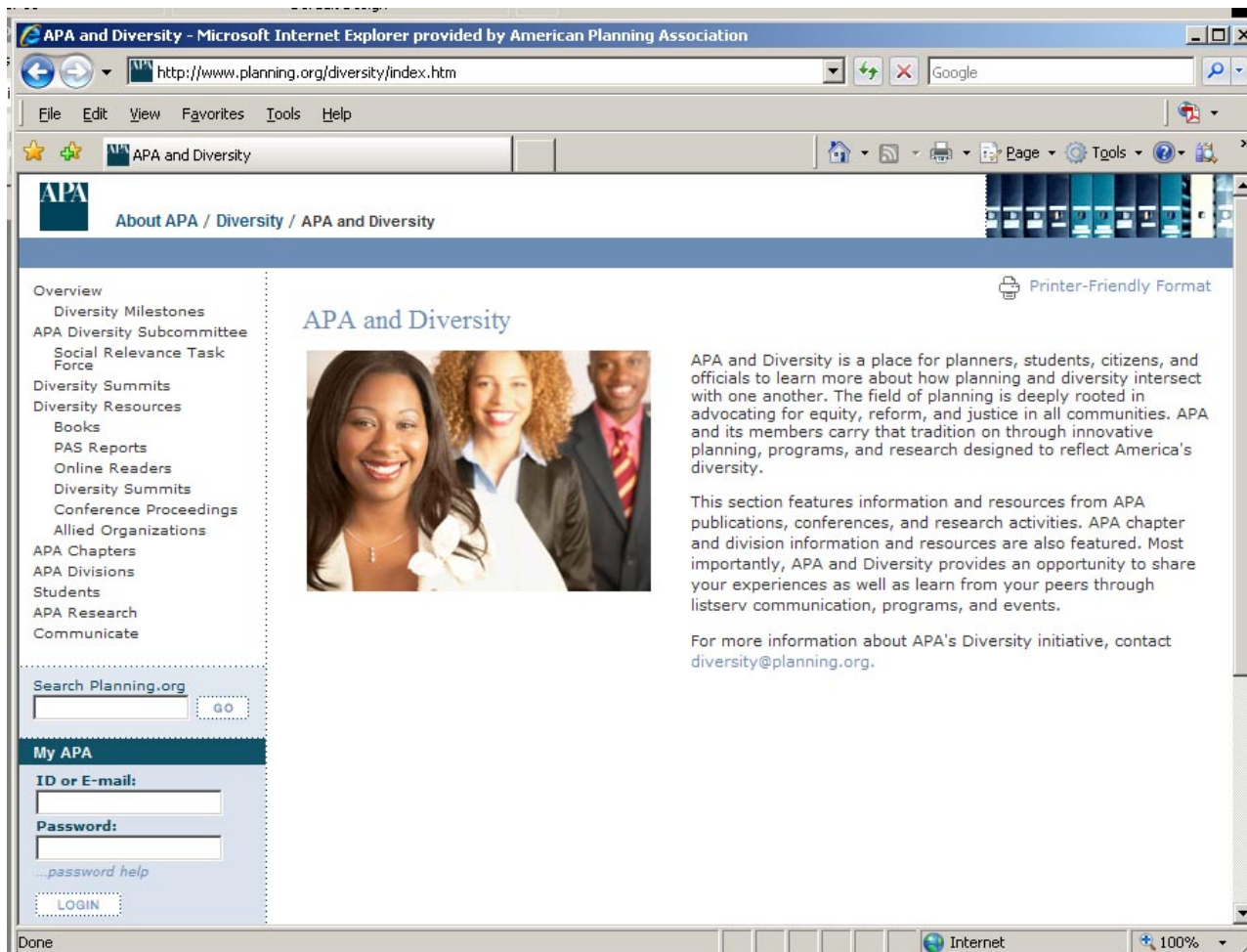




APA's Diversity Initiative

- Student recruitment
- Diversity Web Portal
- Minority Planner Acknowledgments
- Evaluate direct mail marketing to minority groups





APA and Diversity - Microsoft Internet Explorer provided by American Planning Association

http://www.planning.org/diversity/index.htm

File Edit View Favorites Tools Help

APA and Diversity


APA About APA / Diversity / APA and Diversity

Printer-Friendly Format

Overview

- Diversity Milestones
- APA Diversity Subcommittee
- Social Relevance Task Force
- Diversity Summits
- Diversity Resources
 - Books
 - PAS Reports
 - Online Readers
 - Diversity Summits
 - Conference Proceedings
 - Allied Organizations
- APA Chapters
- APA Divisions
- Students
- APA Research
- Communicate

APA and Diversity



APA and Diversity is a place for planners, students, citizens, and officials to learn more about how planning and diversity intersect with one another. The field of planning is deeply rooted in advocating for equity, reform, and justice in all communities. APA and its members carry that tradition on through innovative planning, programs, and research designed to reflect America's diversity.

This section features information and resources from APA publications, conferences, and research activities. APA chapter and division information and resources are also featured. Most importantly, APA and Diversity provides an opportunity to share your experiences as well as learn from your peers through listserv communication, programs, and events.

For more information about APA's Diversity initiative, contact diversity@planning.org.

Search Planning.org

GO

My APA

ID or E-mail:

Password:

[...password help](#)

LOGIN

Done Internet 100%



Who are APA's Ambassadors?

Connecting students with practicing planners



APA Ambassadors

- Get students involved in planning
- Promote the growth and diversity of the planning profession by visiting colleges and universities to talk to students about careers in planning
- APA particularly hopes to reach students from minority racial and ethnic backgrounds

APA Ambassadors Program

- Conference Flyer to Recruit Ambassadors
- Online and Paper Application form
- Ambassadors Recruited through Chapters and Divisions

APA AMBASSADORS

Get students involved in planning

Where will the next generation of planners come from? Maybe from the colleges and universities in your hometown or from your alma mater. You can have a direct and powerful influence on the next generation of planners as an APA Ambassador.

APA Ambassadors promote the growth and diversity of the planning profession by visiting colleges and universities to talk to students about careers in planning. Through this program, APA particularly hopes to reach students from minority racial and ethnic backgrounds.

Become an APA Ambassador. Commit to one year of volunteer service, conduct informational sessions at three to five educational institutions during that year, and visit career and graduate school fairs. You could have a real impact on the future of the planning profession.

Interested? You will need to fill out an application and submit your resume. You should be an APA member with at least five years of experience as a professional planner. You will also need to make a one-year commitment to the program. This is an unpaid position. APA will provide you with appropriate materials.

For more information: E-mail APA Director of Leadership and Component Services Mike Welch at mwelch@planning.org.



LAS VEGAS

American Planning Association's
100th National Planning Conference
April 27 - May 1, 2008

 American Planning Association
Making Great Communities Happen



APA Ambassadors

Become an APA Ambassador:


- Commit to one year of volunteer service
- conduct informational sessions at three to five educational institutions during that year
- Visit career and graduate school fairs.
- You could have a real impact on the future of the planning profession.

APA Ambassadors

Interested? Next Steps:

1. Fill out an application and submit your resume.
2. Requirements: You should be an APA member with at least five years of experience as a professional planner. You will also need to make a one-year commitment to the program.
3. This is an unpaid position.
4. APA will provide you with appropriate materials.

More information is online at
www.planning.org/diversity



American Planning Association
Making Great Communities Happen

APA Ambassador Program Application

Name <input style="width: 90%;" type="text"/>	Member ID <input style="width: 90%;" type="text"/>
Position <input style="width: 90%;" type="text"/>	Work Phone <input style="width: 90%;" type="text"/>
Company <input style="width: 90%;" type="text"/>	Home Phone <input style="width: 90%;" type="text"/>
Address <input style="width: 90%;" type="text"/>	Cell Phone <input style="width: 90%;" type="text"/>
City <input style="width: 60%;" type="text"/> ST <input style="width: 10%;" type="text"/> Zip <input style="width: 30%;" type="text"/>	Email <input style="width: 90%;" type="text"/>
Race/Ethnicity <input style="width: 80%;" type="text"/>	

Education (please list most recent first):

Degree <input style="width: 40%;" type="text"/>	Major <input style="width: 40%;" type="text"/>	Institution <input style="width: 80%;" type="text"/>
Degree <input style="width: 40%;" type="text"/>	Major <input style="width: 40%;" type="text"/>	Institution <input style="width: 80%;" type="text"/>

Are you a current APA member with at least five years of experience in the profession? Yes No

Are you willing to make a one-year commitment to the program? Yes No

Are you able to visit three to five educational institutions to conduct informational sessions on the field of planning? Yes No

Do you understand that becoming an APA Ambassador is a voluntary leadership position and compensation will not be provided? Yes No

Briefly state why you would like to participate in APA's Ambassador's Program:

What are your expectations from this program?

What academic contacts do you have?

Complete and submit this application by Email and forward a copy of your resume to mwelch@planning.org. You will have an opportunity to attach your resume to the Email. For more information contact: Mike Welch, Director of Leadership and Component Services, American Planning Association, 122 S. Michigan Avenue, Suite 1600, Chicago, IL 60603, 312-786-6372

Click Here to Submit by Email Now



APA Chapter Diversity Initiatives

- **APA California Chapter** - cultivated minority representation in its leadership ranks and instituted a comprehensive minority membership inclusion program
- **APA National Capitol Area Chapter** – adopted an aggressive campaign to increase minority membership by 2015, with an emphasis on attracting students to the profession.
- **APA Virginia Chapter** - Ethnic and Cultural Diversity Committee which regularly holds networking breakfasts and a diversity forum. They are also marketing the planning profession to students.
- **APA North Carolina Chapter** - Ethnic and Diversity Committee and has held summits, silent auctions and other programs.



APA Division Diversity Initiatives

- Planning and the Black Community Division
- Latinos and Planning Division
- Indigenous Planning Division
- Planning and Women Division
- Gays and Lesbians in Planning Division



The Planning Foundation of APA

- Planning Foundation supports minority Scholarships and Fellowships.
- Supports Planning Interns each summer in Ed Blakely's Office of Recovery Management in New Orleans

APA
American Planning Association
Making Great Communities Happen

See **China** through the Prism of Planning
The APA Planning Foundation is offering four \$2,500 scholarships to students in accredited planning programs to join APA's China Study Tour from June 9-19, 2007. Participants will meet planners, government officials, and business leaders—the people who make Chinese planning happen. The tour will include stops in Beijing, Nanjing, Suzhou, and Shanghai.

GROW & HELP

Help Rebuild **New Orleans** this Summer
The APA Planning Foundation is offering four \$2,500 scholarships for students in accredited planning programs who want to contribute to the recovery effort in New Orleans this summer.

Apply online at www.planning.org
Application deadline for both programs is **April 20, 2007**

For more information about the China tour, e-mail Mike.Gao@apa.org

For more information about the New Orleans program, e-mail qtrivolved@planning.org



APA Division Diversity Initiatives

- Planning and the Black Community Division
- Latinos and Planning Division
- Indigenous Planning Division
- Planning and Women Division
- Gays and Lesbians in Planning Division



Changing Demographics

- Baby boom generation will be followed by the baby bust generation
- US birthrate will drop from 1% to .25% by 2035
- 78 million baby boomers (1946-1964) will start exiting the workforce
- The graying of America will be followed by the browning of America



Changing Demographics

- By 2050, blacks and Hispanics will grow from 25% to 40% of the working age population
- The US will have to rely on a racially and ethnically diverse labor pool to remain competitive in the 21st century
- While, blacks and Hispanics are among the fastest growing groups, their rates of educational attainment are low (25% and 17% respectively)
- There will be fierce competition for labor as the working age population starts to shrink starting in 2011



Looking Ahead

- Explain what diversity is and what it is not
- ***Diversity = the value of different perspectives***
- Exposing more people of color who plan, tell our story
- Direct recruitment as the labor force shrinks
- Leadership development
- Make planning relevant, change planning curricula
- Build on recommendations for the summits

Appendix B
The Survey Results:

1. RATE THE FOLLOWING MOST PRESSING NEEDS OF COMMUNITY PLANNING ISSUES FOR COMMUNITIES OF COLOR BY IMPORTANCE FROM 1-10. [1 being the Least Important, 10 being the Most Important]												
	1	2	3	4	5	6	7	8	9	10	Rating Average	Response Count
(1) Urban design guidelines based on community needs	30.4 % (14)	10.9 % (5)	6.5% (3)	10.9 % (5)	0.0% (0)	2.2% (1)	8.7% (4)	6.5% (3)	10.9% (5)	13.0 % (6)	4.7	46
(2) Public transportation	2.2% (1)	15.2 % (7)	4.3% (2)	6.5% (3)	19.6% (9)	8.7% (4)	10.9% (5)	4.3% (2)	23.9 % (11)	4.3% (2)	5.91	46
(3) Bike lanes and pedestrian amenities	6.8% (3)	15.9 % (7)	22.7 % (10)	13.6 % (6)	11.4% (5)	4.5% (2)	4.5% (2)	11.4 % (5)	4.5% (2)	4.5% (2)	4.55	44
(4) Affordable housing	17.8% (8)	2.2% (1)	2.2% (1)	4.4% (2)	0.0% (0)	8.9% (4)	22.2% (10)	8.9% (4)	8.9% (4)	24.4 % (11)	6.51	45
(5) Gentrification	6.7% (3)	17.8 % (8)	8.9% (4)	15.6 % (7)	2.2% (1)	15.6% (7)	4.4% (2)	8.9% (4)	11.1% (5)	8.9% (4)	5.27	45
(6) Access to parks and open space	4.3% (2)	2.2% (1)	15.2 % (7)	8.7% (4)	17.4% (8)	21.7 % (10)	19.6% (9)	4.3% (2)	4.3% (2)	2.2% (1)	5.39	46
(7) Jobs and economic opportunities	0.0% (0)	2.1% (1)	10.6 % (5)	10.6 % (5)	4.3% (2)	8.5% (4)	2.1% (1)	14.9 % (7)	19.1% (9)	27.7 % (13)	7.34	47
(8) Community participation in the urban planning process	2.2% (1)	13.0 % (6)	10.9 % (5)	6.5% (3)	15.2 % (7)	13.0% (6)	15.2 % (7)	13.0 % (6)	6.5% (3)	4.3% (2)	5.54	46
(9) Innovative planning tools to engage communities of color	19.6 % (9)	10.9 % (5)	13.0 % (6)	8.7% (4)	10.9% (5)	8.7% (4)	4.3% (2)	8.7% (4)	8.7% (4)	6.5% (3)	4.65	46
(10) Environmental inequities: toxic sites, poor air quality, degraded natural	6.3% (3)	8.3% (4)	4.2% (2)	12.5 % (6)	20.8 % (10)	6.3% (3)	10.4% (5)	18.8 % (9)	6.3% (3)	6.3% (3)	5.69	48

resources, etc.													
	<i>answered question</i>											48	
	<i>skipped question</i>											<u>1</u>	

The Survey Results:

2. WHAT OTHER PLANNING ISSUES DO YOU FEEL ARE IMPORTANT TO COMMUNITIES OF COLOR, BUT HAVE NOT BEEN MENTIONED ABOVE?

Comment Text	Response Date
1. The importance of land use planning and how bad planning can create incompatible land uses that disregards the "quality of life" of these communities.	Wed, 9/3/08 11:23 PM
2. Education, Child Care.	Wed, 9/3/08 2:05 PM
3. Communities with language and cultural differences are manipulated by the community with voices. When people don't understanding the ordinances and codes due to the language capacity, how they understand the pros and cons of the any changes in ordinances? The community participation in this sense cannot be legitimized because it is rather dominated by one group in its own interest.	Wed, 9/3/08 9:58 AM
4. Safe access to schools, children's ability to safely walk to schools/safe routes to schools.	Tue, 9/2/08 11:19 AM
5. Green building, urban local farming; urban gardens.	Tue, 9/2/08 10:26 AM
6. Access to resources such as banks and quality grocery stores; these facilities usually shy away from the areas where they are needed most.	Tue, 9/2/08 8:25 AM
7. Access to legal representation on land use issues for those who do not have the financial resources to hire one.	Tue, 9/2/08 8:14 AM
8. Organizing to have a strong "voice" and a meaningful place at the decision-making table in the face of political, economic, and corporate interests.	Tue, 9/2/08 7:02 AM
9. Equal/equitable planning attention from jurisdictions.	Sun, 8/31/08 8:18 PM
10. Transportation issues are key.	Sat, 8/30/08 1:53 PM
11. Planning issues that affects many ethnic backgrounds.	Fri, 8/29/08 7:39 PM
12. Governmental agencies, etc., working with each other to maximize their resources and not develop conflicting agendas.	Fri, 8/29/08 4:51 PM
13. Safety, schools.	Fri, 8/29/08 1:33 PM
14. More mixed use housing is needed to provide access to shopping and entertainment close to home at an affordable price. No more Americana Brand (Curoso) type developments with unaffordable mixed use that only rich can afford. True affordable housing above retail.	Fri, 8/29/08 11:27 AM
15. Access to services, preserving neighborhood services,	Fri, 8/29/08 10:40 AM
16. Public Safety - Need strong police presence in a POSITIVE way.	Fri, 8/29/08 10:06 AM
17. Capacity Building - leadership training for community residents aside from CBO's/nonprofits.	Fri, 8/29/08 10:05 AM
18. Access to financial resources. Many of those in the foreclosure crisis are poor families of color that need financial literary and homebuyer counseling. Also, many poor communities of color do not have access to financial institutions close to their home and have to rely on deceptive cash checking stores.	Fri, 8/29/08 10:04 AM
19. Cultural planning. Cultural Impact Reports on how certain projects will affect the community and culture of the neighborhood.	Fri, 8/29/08 9:56 AM
20. Advancement in the profession Development of a socially, economically and politically diverse leadership.	Fri, 8/29/08 9:54 AM

- | | |
|--|----------------------|
| 21. Training people of color community organizations on how to participate in the planning process by advocating and organizing around specific issues of importance. | Fri, 8/29/08 8:49 AM |
| 22. Public art. | Fri, 8/29/08 6:33 AM |
| 23. Politics interfering with the community planning process. | Thu, 8/28/08 7:21 PM |
| 24. I think the issue of planning for communities of color has to be looked at in a holistic manner. As I tried to reflect in my response to the survey, but found myself changing my answers several times, there is not one issue. There are many issues. So many that, in order to succeed we have to educate our people. Give them tools to thrive and grow individually and as a community. In order to learn and grow, we need safe healthy communities. Free from dangerous toxics and pollution; mentally and physically. Our people need help! | Thu, 8/28/08 6:38 PM |

The Survey Results:

3. OF THE ISSUES THAT YOU HAVE IDENTIFIED, WHICH ISSUE(S) DO YOU FEEL CAN BE MOST ADDRESSED / IMPROVED BY PLANNERS?

Comment Text	Response Date
1. Economic opportunities (redevelopment), access to parks and open space, innovative planning tools to engage communities of color, community participation in the planning process, urban design guidelines based on community needs.	Sun, 9/7/08 2:44 PM
2. I strongly believe that the issues of "community participation in the urban planning process" and the implementation of "innovative planning tools to engage communities of color" can be addressed and IMPROVED by planners.	Wed, 9/3/08 11:23 PM
3. Child Care.	Wed, 9/3/08 2:05 PM
4. Planners tend to legitimize their decisions in community meetings without any effort to change any prejudice and false perception. Community planner's only professionalism, it seems like, is to listen to the community needs. When a development is encouraged by zone due to the proximity to the public transportation, but rejected due to the community development, how do planners handle the issues? If planners are willing to write a letter to deny the project due to a particular relationship between a community group and a councilman, why does anybody have to create zoning map?	Wed, 9/3/08 9:58 AM
5. Planners should take it upon themselves to make a bigger effort to engage the community in the planning process.	Tue, 9/2/08 8:54 PM
6. Affordable housing, transportation, environmental justice, community participation/innovative planning tools to engage communities of color.	Tue, 9/2/08 11:19 AM
7. Urban farming.	Tue, 9/2/08 10:26 AM
8. Better guidelines for how things are built and a more specific zoning code to get the essential facilities needed in certain communities of color.	Tue, 9/2/08 8:25 AM
9. Environmental inequities.	Tue, 9/2/08 8:14 AM
10. Public transportation, community participation, and urban design can be achieved by planners.	Tue, 9/2/08 8:01 AM
11. All these issues can be addressed/improved by planners, but only by partnering with community members and other stakeholders like environmental groups, private interests, and transit authorities. Gentrification and environmental inequities may be the most difficult to address though.	Tue, 9/2/08 7:02 AM
12. Jobs and affordable housing.	Sun, 8/31/08 8:18 PM
13. Environmental inequities, civic engagement.	Sat, 8/30/08 4:10 PM
14. Economic development and public transportation.	Sat, 8/30/08 1:53 PM
15. Community participation in the urban planning process.	Fri, 8/29/08 7:39 PM
16. Knowing the communities, assessing their needs, and taking an active role in developing goals for action or plans for programs that are most needed.	Fri, 8/29/08 4:51 PM
17. My ranking incorporated my views about how much planners can influence/address these issues in a meaningful way.	Fri, 8/29/08 4:32 PM
18. Safety.	Fri, 8/29/08 1:33 PM
19. Affordable housing and Transportation.	Fri, 8/29/08 12:27 PM
20. Environmental inequities, access to parks, community participation and tools.	Fri, 8/29/08 11:07 AM
21. Innovative planning techniques to engage the public can be most improved by planners.	Fri, 8/29/08 11:05 AM

Because techniques other than public hearings or meetings can be timely and costly, planners tend to shy away from new techniques.

- | | | |
|------------|--|-----------------------|
| 22. | 1, 8, 9 | Fri, 8/29/08 10:40 AM |
| 23. | 1,3,6,8,9 | Fri, 8/29/08 10:06 AM |
| 24. | Gentrification, environmental inequities and greater community education/participation. | Fri, 8/29/08 10:05 AM |
| 25. | Deeper Understanding of how Planning affects the communities of color and their communities. | Fri, 8/29/08 10:04 AM |
| 26. | Planners have the ability to advocate for supportive services near neighborhoods of color and even design new communities with these resources in mind. | Fri, 8/29/08 10:04 AM |
| 27. | Engage, but do not pander to minority/communities of color. | Fri, 8/29/08 10:01 AM |
| 28. | Transportation and Housing. | Fri, 8/29/08 9:58 AM |
| 29. | Communities of color have a strong sense of community and culture. Planners can develop programs and planning ordinances that support and further the culture and pride of the community. A prime example is Public Art. Public Art can be utilized to showcase a certain community of color through their culture. The art should be a representation of the community. | Fri, 8/29/08 9:56 AM |
| 30. | All. | Fri, 8/29/08 9:54 AM |
| 31. | Economic development and green jobs can definately be work on and developed by planners. | Fri, 8/29/08 8:49 AM |
| 32. | All of the issues above can be addressed by planners in some way, shape or form. They aren't issues that planners alone can resolve but require the input of many sources. | Fri, 8/29/08 6:33 AM |
| 33. | Jobs and economic opportunities. | Thu, 8/28/08 7:21 PM |
| 34. | Planners can recognize the disparities they are and have created. They must live within the communities they serve. Planners need to acknowledge communities that they do not understand and seek help. If Planners fail to seek help, then they silently accept and perpetuate the disparities and social inequities that exist, and have for generations. | Thu, 8/28/08 6:38 PM |
| 35. | Gentrification. | Thu, 7/24/08 10:23 AM |

Questions 2 & 3 Grouping

The APA CA Third Annual Diversity Summit conducted a survey that asked two open-ended questions (i.e., questions #2 and #3). These open-ended questions offered the respondents the opportunity to articulate thoughts, ideas and concerns regarding "Diversity" within the planning profession and the overall planning process. A total of 54 responses were received for question #2 and 70 responses received for question #3.

The following is an assessment of all corresponding responses pertaining only to questions #2 and #3. Information for question #2 was organized by creating categories for recurring and similar responses that respondents felt are important to communities of color, but were not mentioned in the "ranking survey". Information for question #3 was organized by also categorizing all recurring and similar issues that respondents felt can be addressed or improved by planners.

Question #2

What other planning issues do you feel are important to communities of color but have not been mentioned above?

Health/Healthy Food Access/Community Health

- Linkage of land use and health
- Urban local farming and urban gardens.
- Food health education and resources
- Recreational services
- Health Services
- Equitable access to banks and full-service/quality grocery stores with fresh produce. These facilities usually shy away from the areas where they are needed most.
- Decrease in fast food restaurants and an increase in sit-down restaurants and healthier quick service retailers etc.
- Medical/Health services at a sliding scale, regardless of legal status.
- Education/Child Care/ Day Care
- Quality schools and educational facilities.
- Access to other public services like day care.

- Quality schools that are in close proximity to the communities that also act as a social/cultural center for the community.
- Education, such as planning courses at middle school and high schools.
- Cultural centers/ Boys and Girls Club etc.

Urban Design

- Green building
- Design that reflects and accommodates the diversity amongst communities.
- No more block after block of multi-family (i.e. apartment buildings) with no setbacks, placed closely together with minimal parking.
- Provide Cultural Impact Reports on how certain projects will affect the community and culture of the neighborhood.

Crime/Safety/Police

- Public safety, adequate community facilities, infrastructure maintenance
- Addressing violence as a community health and planning issue
- Safe access to schools, children's ability to safely walk to schools/safe routes to schools
- Public safety. There is a need for strong police presence in a positive way

Environmental Justice

- The importance of land use planning and how bad planning can create incompatible land uses that disregard the "quality of life" of these communities.
- Environmental justice impacts and other disproportionate impacts borne by minority communities. An example: residence and schools located near heavily travelled corridors and pollution/toxic sources. This increases exposure of airborne illnesses, premature deaths, and noise pollution amongst kids and the elderly.
- Environmental inequities such as toxic sites, poor air quality, degraded natural resources.
- Incompatible land use planning in transportation and goods movement projects.

Economic Development/Redevelopment

- Appropriate business development (districts) that cater to the community.

- Infrastructure Quality (e.g. roads)
- Equitable access to amenities (like to grocery stores)
- Development process that favors white communities.
- Access to an array of services while still preserving neighborhood services.
- Decrease in fast food restaurants and an increase in sit-down restaurants and healthier quick service retailers etc.
- No more Americana Brand (Caruso) type of developments with unaffordable mixed use that only rich individuals could afford. There should be "true" affordable housing above retail.

Legal representation and Financial Resources

- Access to legal representation on land use issues for those who do not have financial resources to hire one.
- Access to financial resources. Many of those in the foreclosure crisis are poor families of color that need financial literary and homebuyer counseling. Many of these communities do not have access to financial institutions near their homes and have to rely on deceptive cash checking stores.

Politics

- Organizing to have a strong voice and a meaningful place at the decision-making table in the face of political, economic and corporate interests.
- Governmental agencies, etc. working with each other to maximize their resources and not develop conflicting agendas.

Public Participation/Community training on the community planning process

- There should be training available for communities to participate in existing processes specifically neighborhood councils
- Training people of color community organizations on how to participate in the planning process by advocating and organizing around specific issues of importance.
- Communities of color need staggered participation opportunities that fit their busy dual-or triple-employment schedules, and a meaningful and creative way of opening doors of participation so as to make it culturally inviting. Without this we will continue to impose

planning on our audience rather than planning with our audience, and fail miserably in every effort.

- Communities with language and cultural differences are manipulated by the community with voices. When people do not understand the ordinances and codes due to their language capacity. It then becomes difficult for them to understand the pros and cons of any changes in ordinances. Therefore, community participation cannot be legitimized because it becomes dominated by one group in its own interest.
- Access to unbiased information that helps people/communities make informed decisions.

Diversity within the planning profession

- Latino staff in Planning Departments
- Lack of planners of color in the profession
- Planner quality, planners who truly care about using their skills to make communities better for the people who actually live in the communities, not the people they hope to attract to their communities.
- Advancement in the profession. The development of a socially, economically and politically diverse leadership.

Immigration/Population Growth

- Immigration and the incorporation of new comers (the working poor).
- The number of people of living in a unit.
- The impact of immigrant communities and the response of city/urban planning.
- Culture

Planning standards

- Planning standards based on maintaining status quo and inequities.
- Culture
- Stricter building rules, and density, no more block after block of multi-family i.e. apartment buildings w/no setbacks, placed closely together w/minimal parking.

Housing

- Lack of affordable housing in the LA region.

- Over-crowdness, homelessness, garage conversions and transitional housing.

Land Use

- Street vending districts
- Education resource centers
- Cultural centers
- The importance of land use planning and how bad planning can create incompatible land uses that disregards the “quality of life of these communities”
- Mitigations that adversely impact communities of color.

Other

- Public Art
- Brown versus Black racism

Question #3

What other planning issues do you feel are important to communities of color but have not been mentioned above?

Affordable Housing

- Affordable housing should be in environmentally safe neighborhoods with parks, open space and public transportation.

Civic Engagement

- Planners should make a bigger effort to engage the community in the planning process.
- Implement youth-focused planning policies that create opportunities for youth to become engaged in the community.
- Gain community participation in the planning process by using alternative community outreach with innovative planning tools.
- Create livable places that serve diverse communities by engaging members.
- Work with community members, leaders and organizations and partnering with other stakeholders to engage communities in the planning process.

- Build awareness of the planning process amongst communities by working with community member, leaders and organizations and partnering with other stakeholders to engage communities in the planning process.
- Learn about the community (educate yourself). Have a better understanding of the culture to better plan for communities.

Guidelines/Strategies and Ordinances

- Create and implement better guidelines for how things are built.
- Managing and improving density
- Create a more specific zoning code to get the essential facilities needed in certain communities of color.
- Implement urban design guidelines tailored to a community's needs.
- Advocate for supportive services near neighborhoods of color and even design new communities with these resources in mind.
- Develop programs and planning ordinances that support and further the culture and pride of the community.
- Seek help when they do not understand the community-if not they silently accept and perpetuate the disparities and social inequities that exist and have for generations.
- Planning strategies that address participation and policies and regulations that address environmental inequities.
- Modify planning standards to uplift the whole community, not just the white
- Take active goals for action or plans for programs that are most needed.
- Planners can develop programs and planning ordinances that support and further the culture.

Urban Design

- Public Transportation
- Child/Day Care
- Access to parks and open-space
- Pedestrian and bike amenities
- Public Art
- Neighborhood revitalization

The following is a list of issues that were addressed only once for question #3. Therefore, no categories were created for these responses.

- Economic Development
- Environmental Equity/Justice
- Gentrification
- Environmental planning
- Economic/redevelopment planning
- Initiative/Self-motivation
- Green Jobs
- Safety
- Have "beat planners" like cops
- Place a moratorium on permits for fast food retailers

All the issues addressed, are not issues that planners alone can resolve but require the input of many sources.

- Public Transportation
- Economic Development
- Community outreach
- Environmental Equity/Justice
- Child/Day Care
- Gentrification
- Access to parks and open-space
- Neighborhood revitalization
- Pedestrian and bike amenities

- Environmental planning
- Managing and improving density
- Economic/redevelopment opportunities
- Initiative/Self-motivation
- Green/Jobs
- Public Art
- Safety
- Have “beat planners” (like cops)
- Place a moratorium on permits for fast food retailers.

Appendix C

CCAPA 2008 CONFERENCE DIVERSITY SESSION TRACTS

TIME	SESSION	LOCATION
1:00 - 2:15 pm	Rancho Palos Verdes Coast: A Vision for Weaving an NCPP, Civic and Park Spaces Into the Fabric of a Community	Los Feliz - Level 3
2:30 - 3:45 pm	How the Vista Hermosa Natural Park became the Solution to the Belmont Learning Complex	Whitley Heights - Level 3
4:00 - 6:00 pm	Diversity Summit	Studio C - Mezzanine
MONDAY, SEPTEMBER 22		
10:15 - 11:30 am	Shared Space: Stripping the Street Environment for the Benefit of Everyone	Studio B - Mezzanine
10:15 - 11:30 am	Planning for Healthy Communities and Active Living	Los Feliz - Level 3
10:15 - 11:30 am	Leave No Child Inside: Planning to Connect Children with Nature	Elysian Park - Level 3
10:15 - 11:30 am	Why a State Plan & Regional Blueprints Makes Sense to Address California's Major Land Use Issues	Franklin Hills - Level 3
10:15 - 11:30 am	Latino Urbanism in Los Angeles: Creating Public Space and Life in L.A.	Whitley Heights - Level 3
10:15 - 11:30 am	Best Practices in Inclusionary Housing	Silver Lake - Level 3
1:30 - 2:45 pm	Environmental Protection or Smart Growth? Urban Infill and Land Use Compatibility	Studio D - Mezzanine

1:30 - 2:45 pm	Bicycles as Part of Sustainable Cities	Studio E – Mezzanine
3:15 - 4:30 pm	Group Homes, Local Planning, and Fair Housing Laws	Studio A - Mezzanine
4:45 - 6:00 pm	Common Ground - Cycling and Quality of Life	Mt. Olympus - Level 3
4:45 - 6:00 pm	SB 2 and Housing Element Law: The Key to Opening Doors and Addressing Homelessness	Echo Park - Level 3
4:45 - 6:00 pm	Latinos USA: Cultural Influences in the Reshaping of the American Suburbs	Whitley Heights - Level 3
TUESDAY, SEPTEMBER 23		
8:30 - 9:45 am	Planning Healthy Active Communities in Latino Neighborhoods	Los Feliz - Level 3
8:30 - 9:45 am	Grassroots Urban Planning: What Really Works - and What Doesn't	Silver Lake - Level 3
8:30 - 9:45 am	Mending the Urban Fabric with Cap Parks in Los Angeles	Elysian Park - Level 3
10:00 - 11:15 am	TODs in LA: Harbingers of Gentrification or Precursors to Affordability? Interagency Cooperation	Studio B - Mezzanine
10:00 - 11:15 am	Redevelopment Housing Requirements and Housing Elements	Echo Park - Level 3
1:45 - 3:00 pm	Tribal Gaming and Community Planning in California: An Overview of the Rules	Franklin Hills - Level 3
3:30 - 4:45 pm	Healthy Food Access & Equitable Planning Los Feliz - Level 3	Los Feliz - Level 3

3:30 - 4:45 pm	Public Outreach for California: Keeping Up with the Sanchezes and Sathialingums	Silver Lake - Level 3
3:30 - 4:45 pm	Tribal Nations in Regional Planning: Reflections from Southern California	Franklin Hills - Level 3
3:30 - 4:45 pm	Communicating Clearly: Plans that Engage the Public	Whitley Heights - Level 3
5:00 - 6:15 pm	Child in the City: An Urban Development	Studio E – Mezzanine
5:00 - 6:15 pm	Small Buses for All: Community Transit Service in Palo Alto	Mt. Olympus - Level 3
5:00 - 6:15 pm	Beyond the Community Workshop - A Dialogue on Dialogue	Silver Lake - Level 3
5:00 - 6:15 pm	Deconstructing Jobs / Housing Balance: What is the Measure of a Policy?	Franklin Hills - Level 3
WEDNESDAY, SEPTEMBER 24		
9:15 - 10:30 am	Educating the Community: How-To-Guide for a Planning Academy for Your Town	Trousdale - Level 3