Thank you so much for being here today! My name is Sarah Cawrse, and as a reminder, I work for the Community Planning and Development department in the City and County of Denver and I’m the project manager for the Advancing Equity in Rezoning project. We are all here for the second task force meeting for this project!

I’m going to give a recap on the completed progress of the project, upcoming progress, and an overview of what will be discussed at the meeting today.
• Let’s talk about the completed progress.
• On January 12th we had the first Task Force meeting, which included information on what the project is all about.
• We also had break-out groups that discussed rezoning scenarios to start thinking about the rezoning process and give initial feedback on how the rezoning process could change.
• On January 26th there was an optional Task Force Orientation.
• This was an educational session to learn about what zoning is and get an in-depth overview of the rezoning process.
• On January 27th we had the first few focus group meetings for this project.
• These meetings captured people who have submitted an online interest form voicing their interest in this project and being on a focus group.
• These groups talked about their experiences with the rezoning process, or the impacts of it, and gave some initial feedback on issues or solutions.
Moving ahead into upcoming progress.

Today we are here for the second Task Force meeting, which will primarily be about the City’s work related to equity and the Task Force member roles.
- The third Task Force meeting will be on Wednesday, March 23rd.
- At that meeting, we plan to discuss the rezoning trends seen in Denver, confirm the problem statement and goals, and then potentially discuss some quick wins, or items that can definitely be addressed through this project.
• We are planning on having a community meeting in the next couple of months.
• We are still in the process of scheduling this meeting, but once it’s scheduled, we’ll let everyone know when it is and ways that you can help us spread the word.
• Lastly, we are planning on doing more focus group meetings.
• We are actively looking for focus group members.
• If you know of anyone who would be interested in talking about their rezoning experience, how they have been impacted by rezonings, or their participation as part of a rezoning process, please connect us with them or have them fill out the online interest form on the project’s website.
That was a summary of the project’s progress. So, what will we cover today at this meeting?
1. We will start with introductions.
2. We will discuss a background on the City’s work related to equity with time for discussion and questions.
3. Then we will review the Task Force member roles with time for discussion and questions.
4. Towards the end of the meeting there will be time for public comment.
*See recording of Task Force meeting for what was described during this slide."
Mission

We utilize best and innovative practices to lead Denver in transformative change with a commitment to equitable outcomes.

*See recording of Task Force meeting for what was described during this slide.*
What is Equity?

Equity is both a product and a process.

Product: When race and other social identities can no longer be used to predict life outcomes

Process: Equity is achieved through the advancement of policies and practices that center those who are underrepresented and have been historically disadvantaged.

*See recording of Task Force meeting for what was described during this slide.*
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A Framework for Racial Equity and Inclusion

**NORMALIZE**
- Use a racial equity framework
- Communicate and act with intentional urgency

**ORGANIZE**
- Build Organizational Capacity
- Partner with communities and other institutions

**OPERATIONALIZE**
- Implement Racial Equity Tools
- Be data and research driven

*See recording of Task Force meeting for what was described during this slide.*
Strategic Framework

CITYWIDE EQUITY GOALS

Goal 1: Denver will be an inclusive employer where city staff are valued, supported and given the tools to advance social equity, race and social justice.

Goal 2: Denver will be an inclusive city that integrates social equity, race and social justice into policies, practices, programs, and budgetary decisions to create equitable outcomes.

Goal 3: Denver will be an inclusive government that effectively engages the community to create equitable outcomes.

Goal 4: Denver will use nationally recognized research and data-driven practices to support the city’s progress toward social equity, race and social justice.

*See recording of Task Force meeting for what was described during this slide.*
Advancing Equity in Rezoning
Task Force Meeting #2

Equity Commitment

*See recording of Task Force meeting for what was described during this slide.*
*See recording of Task Force meeting for what was described during this slide.*
*See recording of Task Force meeting for what was described during this slide.*
Our Mission:
To support neighborhoods experiencing significant change in elevating their voice to determine the future of their community by empowering under-resourced and marginalized residents and businesses.

Our Vision:
Vibrant, innovative, and interconnected communities with the means and opportunities to make a home, get a job, and build a future.

*See recording of Task Force meeting for what was described during this slide.*
How do we do this?

Theory of Change:
Through identifying, prioritizing and serving individuals, neighborhoods, and businesses where gentrification is likely to occur, DEDO’s NEST division works to prevent involuntary displacement and promote the advancement of economic equity and active resident participation in the make-up and development of neighborhoods.

*See recording of Task Force meeting for what was described during this slide.*
Overarching goals:

• **Partner with city and community stakeholders** to implement culturally-responsive programs that narrow the social and economic equity gaps in prioritized neighborhoods

• **Bridge the economic equity gap** by **investing in culturally responsive direct services** within prioritized neighborhoods

• **Support individuals and community organizations** to make community-driven change within prioritized neighborhoods

*See recording of Task Force meeting for what was described during this slide.*
NEIGHBORHOOD EQUITY & STABILIZATION (NEST)

CREATES OPPORTUNITIES FOR BUSINESSES & RESIDENTS IN NEIGHBORHOODS EXPERIENCING CHANGE

- Community Development Block Grants (CDBG) grants to community serving organizations (via NOFA – Notice of Funding Application process) + Public Facilities & Improvement Funding
- Partnering with/building capacity of Business Support Organizations and community serving organizations
- Connecting Community Groups to CCD staff and/or ensuring their needs and desires are known and disseminated to those in power.
- Mentoring NEST youth through CCD employment opportunities in partnership with Career Wise
- Partnering across the city and externally on ways to mitigate involuntary displacement – Investment Impact
- During COVID: Nonprofit Emergency Relief Fund grants, Strengthening Neighborhoods Mini Grants, Priority Neighborhoods small business relief funds
- In 2022, funding neighborhood corridor activation & Co-op business initiatives

*See recording of Task Force meeting for what was described during this slide.*
Use an equity lens & cultural responsiveness as we:
• Identify and support development of community-based leadership
• Distribute funds for programs promoting increased economic mobility for residents of all ages: Federal & Local Funds
• Advocate for community responsive changes within city departments
• Participate in meetings with internal/external partners to coordinate efforts to prevent involuntary displacement

*See recording of Task Force meeting for what was described during this slide.*
Community Planning and Development's EQUITY WORK

*See recording of Task Force meeting for what was described during this slide.*
Equity Foundations

A 20-year vision for city of Denver and its people.

BUILDING EQUITABLE ENGAGEMENT

A 20-year vision for Denver’s land use and transportation.

*See recording of Task Force meeting for what was described during this slide.*
Equitable Engagement

Focus on inclusion
- Community Engagement Specialist
- Difference requires difference

Engaging with those who have been historically underrepresented and marginalized
- Reaching out
- Listening to
- Highlighting voice

Examples
- Navigators
- Youth Engagement
- Latino/Chicano Historic Context Project

*See recording of Task Force meeting for what was described during this slide.*
Blueprint Denver Equity Concepts

Applicability:
• Tailor projects and plans to reflect the unique strategies and approaches needed for different populations
• Guide implementation actions

You have heard a variety of information around the equity concepts of improving access to opportunity, reducing vulnerability to displacement, and expanding housing and jobs diversity.

• So how are they used?
• They help us tailor projects and plans to reflect the unique strategies and approaches needed for different populations.
• And they help guide implementation actions, such as this project.
• It’s difficult to know how we are making progress in terms of achieving equity goals, so measuring where we currently are is important.
• We do have a methodology for measurement which I’ll explain next.
Access to Opportunity is measure by:

- **Social Determinants of Health**: measured by percent of high school graduates and percent of families below 100% of the Federal Poverty Line;
- **Built Environment**: measured by percent of residents within ¼-mile walk to a full-service grocery store and percent of living units within ¼-mile walk to a quality park or open space;
- **Access to Health Care**: measured by the percent of pregnancies without first trimester prenatal care;
- **Morbidity**: measured by percent of children that are overweight or obese; and
- **Mortality**: measured by the average life expectancy.
Vulnerability to Displacement is measured by:

- The percent of residents with less than a bachelor’s Degree is higher than the city’s average percent of residents with less than a bachelor’s Degree;
- The percent of renter-occupied units is higher than the city’s average percent of renter-occupied units; and
- The median household income is lower than the city’s median household income.
Housing Diversity is measured by:

- Housing diversity;
- Home size diversity;
- Tenure diversity;
- Housing costs; and
- Number of affordable (income-restricted) housing units.
• Jobs Diversity is measured by job density and industry diversity.
• We look at the job mix and whether it is similar or dissimilar to the city’s overall job mix.
• That’s a brief summary of how we measure what’s going on in the city today.
Integrating Equity

“The city should consider adjustments to the applicant-driven rezoning process to better address important topics revealed by the equity concepts.”

- Blueprint Denver has specific guidance for this project, and for addressing equity.
- The plan states that “The city should consider adjustments to the applicant-driven rezoning process to better address important topics revealed by the equity concepts.”
Integrating Equity

“Create tools to increase access to the rezoning process, especially for underrepresented communities”

- And to “Create tools to increase access to the rezoning process, especially for underrepresented communities.”
Integrating Equity

Implementing plan recommendations and strategies:

- Equity analysis on larger projects
- Equity analysis during rezoning pre-app stage for rezonings in NEST neighborhoods
- Advancing Equity in Rezoning project

This project will look to implement those plan recommendations and strategies. As part of this project, I want to let you know that:

- We are implementing an equity analysis on larger development projects to help guide successful outcomes and mitigate negative impacts.
- We are also requiring an equity analysis during the rezoning pre-app stage for rezonings in NEST neighborhoods.
- What is an equity analysis? Our staff uses the maps and measurements that were previously shown to determine the score of a certain property and identify potential solutions if something scores low. For example, if a property scores low in housing diversity, then there could be recommendations to include additional housing diversity.
- Lastly, the Advancing Equity in Rezoning project will look to further advance goals around equity, including taking into consideration the equity analyses we are already doing as part of our work.
We had some previous questions about how the task force was selected. First, we developed guidance for selection. This is essentially the selection criteria that’s posted online. The guidance for this project was for the task force to be made up of a diverse representation of individuals, including racial and ethnic diversity, broad range of ages, geographic diversity, gender diversity, income diversity, and diversity of housing (for example, residents who rent vs. own their homes). In addition to that, the guidance also stated that task force members should have a variety of viewpoints, expertise, and experience. This included people who may be considered land use and development experts, neighborhood advocates, or those potentially affected by the project. Next, we created an interest form. This form included information to better understand potential applicants. Then we advertised for Task Force members through our website, email blasts, and social media. We also did focused outreach by talking with council members and community organizations. Lastly, the planning team evaluated and selected members.
• As a reminder, the Task Force is one part of community outreach and engagement.
• There are other ways people will have opportunity to give feedback and participate in the project.
**NEXT STEPS:**

- March 23rd, 3:00-5:00pm – Task Force Meeting #3

Please visit the project webpage for updates and other opportunities for engagement:

[www.denvergov.org/equityinrezoning](http://www.denvergov.org/equityinrezoning)