Main points from US EPA "Creating Equitable, healthy, and sustainable communities" (2013)

1. **Facilitate Meaningful Community Engagement in Planning and Land Use Decisions**
   a. Conducting <u>multilingual outreach</u> as part of planning and development decision-making.
   b. Conducting <u>community assessments</u> helps residents gather, analyze, and report information about current conditions and needs.
   c. Holding community <u>planning and visioning workshops.</u>

2. **Promote Public Health and a Clean and Safe Environment**
   a. Collaborative planning and zoning strategies can help <u>reduce exposure to facilities with potential environmental concerns</u>
   b. <u>reduce exposure to goods movement activities</u> and support health, environmental, and economic goals.
   c. <u>Clean and reuse contaminated properties</u>—specifically, brownfields and Superfund sites—in ways that support the community's vision for its future.
   d. Strategies that promote <u>green building</u> can reduce exposure to toxics and pollutants that have been linked to cancer, asthma, and other health problems.
   e. Local governments and community-based organizations can <u>build green streets</u> by carrying out relatively simple and low-cost projects, such as installing rain gardens; or by enacting comprehensive policy changes, such as updating street design standards.

3. **Strengthen Existing Communities**
   a. Approaches that encourage <u>fixing existing infrastructure first</u> prioritize the repair and maintenance of existing roads, bridges, buildings, and water and wastewater facilities over the building of new infrastructure in undeveloped places.
   b. <u>Reusing vacant and abandoned properties</u> as community amenities such as housing, commercial space, gardens, or temporary green spaces can remove blight and safety concerns, increase residents' access to needed services and opportunities, and spur additional investment in neighborhoods.

    c. Redeveloping commercial corridors by creating compact, mixed-use land use patterns and making streets safer.

4. **Provide Housing Choices**

    a. Preserving affordable housing using tools like deed restrictions, housing trust funds, rehabilitation assistance, and Low-Income Housing Tax Credits can maintain housing choices and access to opportunities for low- and moderate-income families in revitalizing areas and catalyze investment in struggling neighborhoods.

    b. Creating new affordable housing through approaches such as inclusionary zoning, updated land use regulations, and Low- Income Housing Tax Credits is another way to expand housing choices for low- and moderate-income households, including in affluent communities that lack housing options for low-income earners, young people, and seniors.

5. **Provide Transportation Options**

    a. Providing access to public transportation through inclusive schedule and route planning and thoughtful transit stop and street design connects people to regional jobs and services.

    b. Implementing equitable transit-oriented development provides affordable housing near transit, which can significantly lower the housing and transportation costs that claim a large share of the incomes of many low- income households.

    c. Local and regional agencies and community- based organizations can work together to design safe streets for all users by incorporating sidewalks, bike lanes, median islands, pedestrian signals, bus lanes, and other facilities for pedestrians, bicyclists, motorists, and public transit users of all ages and abilities into new and existing streets.

6. **Improve Access to Opportunities and Daily Necessities**

    a. Approaches to promote diverse, community-centered schools preserve or build schools that are near the families they serve. Community-centered schools allow students to walk or bicycle to school, which promotes physical activity; and provide important community anchors and gathering places.

    b. Programs that create safe routes to school improve children's health by providing education, enforcement, and infrastructure upgrades that make it possible for them to walk or bicycle to school.

c. Planners and community-based organizations can <u>provide access to healthy food</u> by removing barriers in land use regulations, offering incentives and financing to retailers, connecting retailers with financing, and assisting with challenging issues such as assembling land for development.

d. <u>Providing access to parks and green space</u> at all scales provides critical health, social, and environmental benefits for low-income and overburdened communities.

7. **Preserve and Build on the Features That Make a Community Distinctive**

   a. Community planning and historic preservation strategies can help to <u>preserve existing cultural features</u>.

   b. Tools such as design guidelines and neighborhood conservation districts can <u>create new development that strengthens local culture</u> by capturing the specific physical characteristics of development that determine the overall character of a neighborhood and applying them to new projects.

Smart Growth Principles:

1. Mix land use.
2. Take advantage of compact design.
3. Create a range of housing opportunities.
4. Create walkable neighborhoods.
5. Foster distinctive, attractive communities with a strong sense of place.
6. Preserve open space, farmland, natural beauty, and critical environmental areas.
7. Strengthen and direct development towards existing communities.
8. Provide a variety of transportation choices.
9. Make development decisions predictable, fait, and cost effective.
10. Encourage community and stakeholder collaboration in development decisions.

Points from "Advancing Equity and inclusion: A guide for municipalities"

City for All Women, 2015

- **Strategize for change**
  - Define aspirations
  - Consider the costs
  - Scan the environment
  - Identify opportunities
  - Identify gaps
  - Identify obstacles
  - Identify champions (unions)

- **Create conditions for change**
  - Demonstrate results
    - Identify expected results
    - Develop indicators
    - Asses results in a way that makes sense
    - Disseminate your findings
  - Communication
  - Data collection

- **Engage communities**
  - Understand the issues
  - Recognize community expertise
  - Create relationships
  - Build trust
  - Work together
  - Organizer inclusive meetings
  - Be accountable

- **Build a welcoming workplace**
  - Representative workforce
  - Diverse leadership
  - Workplace culture
  - Training
  - Deliver inclusive services

ENVIRONMENTAL SCAN CHECKLIST

For each of the items indicate Y – it's happening; P – partially underway; N – not yet begun.

POLITICAL STRUCTURES	STATUS	SPECIFY
1. Representation of equity groups on committees, commissions, and in municipal related enterprises is representative of the population		
2. Network of elected women		
3. Council-adopted policies or mandates on equity and inclusion		
4. Strategic priorities identify inclusion of marginalized populations		
5. Equity perspective applied to all decision-making, including the municipal budget		
6. Signatory to the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD) and development of an Action Plan		
7. Equity advisory council, commission, or committee within governance structure to monitor implementation of equity and inclusion policies		
8. Training in equity and inclusion for elected officials		

Aboriginal peoples

Francophones

LGBTQ

Immigrants

Older Adults

Persons with Disabilities

Persons living in poverty

Racialized people

Rural residents

Women

Youth

Who else?

EXPECTED RESULT	PERFORMANCE INDICATOR	RESULTS INDICATOR
Diversification of administrative personnel	Employment equity programme and contract compliance	% of racialized groups in municipal administration % of racialized groups in suppliers' workforces
Equity and Inclusion training for staff (operations and services)	Diversity and anti-racism training program in place Translation services Hiring of multilingual personnel	Take-up of municipal services by racialized groups, accessibility and adaptation of the services
Participation of members of racialized groups in decision-making and executive bodies	Recruitment and training of potential applicants	% of racialized groups in management positions % participation of racialized groups in the City Council and its committees % of racialized groups in cultural bodies