

## August 6 REMAP Webinar

### Questions and Answers

#### Resources

##### **Links and More Information**

Provided below are answers to questions that participants of the August 6<sup>th</sup> webinar had for the panel, consisting of representatives of the Government Alliance on Race and Equity (GARE), the Metropolitan Area Planning Council (MAPC), and the Federal Reserve Bank of Boston (FRBB). Additionally, the following resources may be helpful in answering any additional questions your municipality may have:

- Webinar presentation slides: [http://www.mapc.org/wp-content/uploads/2020/08/GARE\\_RaceForward\\_REMAP.pdf](http://www.mapc.org/wp-content/uploads/2020/08/GARE_RaceForward_REMAP.pdf)
- Webinar video: <https://youtu.be/0y2HFv8yhCE>
- FRBB: A Moral and Economic Imperative to End Racism: <https://www.frbatlanta.org/about/feature/2020/06/12/bostic-a-moral-and-economic-imperative-to-end-racism>
- FRBB: Color of Wealth report: <https://www.bostonfed.org/publications/one-time-pubs/color-of-wealth.aspx>

#### **Resources for Municipalities**

1. What resources will be available for municipalities to work on racial equity outside of this program?
  - The program partners will compile a list of relevant resources and distribute it to all Webinar participants and applicants by September 10. This will include resources that may be available from program partners, or from other organizations.
2. How will municipalities that are not selected for this program benefit from the work being done?
  - Materials, resources, and plans developed through REMAP will be available through the project partners, or from participating municipalities, as they are completed, consistent with the Massachusetts Public Records Law. As the program proceeds, the partners will develop a public web page with links to all of these materials.
3. Do we know of resources for municipalities outside the MAPC region?
  - In Massachusetts, please contact the [Regional Planning Agency \(RPA\)](#) in your region. They may be able to assist you.

#### **GARE Programming**

1. How can municipalities join GARE?
  - Additional GARE Membership information is located at these links:
    - i. The GARE member application is located at: <https://www.racialequityalliance.org/members/join/>
    - ii. More about what the benefits and requirements of GARE membership can be found at a GARE Informational Session at: [https://drive.google.com/file/d/1Hju3xWT-75eh4Cu\\_ejAo4l5prdTq4szp/view](https://drive.google.com/file/d/1Hju3xWT-75eh4Cu_ejAo4l5prdTq4szp/view)
  - Please note that joining GARE does not provide an advantage in applying for the REMAP program; failing to join GARE does not disadvantage your application to participate in REMAP.

2. Are some resources on racial equity more applicable to rural communities or urban communities?
  - Racial inequity exists everywhere in the region, and its roots are similar.<sup>1</sup> We therefore believe it is the responsibility of all local government to play a role in reversing this reality. Of course, resources and approaches may differ between rural and urban communities, but we encourage urban, suburban, and rural communities in the MAPC region to apply to this program, and we look forward to working with all such communities to address issues of racial inequity.
  - The elements of organizational culture change that we emphasize on our approach are:
    - i. Normalizing – adopting a shared language and concepts about race, and a racial equity analysis that acknowledges the historic role of government in enforcing laws that exclude people of color from participating in our democracy, economy, and civic space.
    - ii. Organizing - developing the infrastructure to support organizational change for racial equity (Core Teams, interdepartmental partnerships, and partnerships at the community level).
    - iii. Operationalizing – using racial equity tools and developing racial equity action plans.
    - iv. Visualizing – creating a new vision of a racially equitable economy and democracy for the future.
  - All communities, regardless of size, can use this approach and the actions that support these steps to drive change for racial equity.

3. Will there be opportunities for GARE to provide assistance in other states and regions?
  - GARE provides assistance to jurisdictions across the nation. They are currently scaling up their capacity-building offerings for local governments and will be sharing these opportunities with the MAPC region as they become available.

## Logistics

### **Program Clarifications**

1. What will the reviewing committee will be using to choose participants?
  - The REMAP Selection Committee partners will utilize a Score Card based on the seven criteria identified within the Decision-Making Process of the Notice of Grant Opportunity (NGO). The Selection Committee will include staff from GARE, MAPC, and an allied organization, the Interaction Institute for Social Change.
2. What is the vision for how the 75 hours in Part 1 and the 150 hours in Part 2 will be spent?
  - The time will be spent on a wide array of activities, including (without limitation) on-line trainings and discussions, peer exchanges (within each Core Team and among program participants more broadly), research and data collection (as well as data analysis), internal action planning, and strategy meetings with stakeholders beyond the Core Team. In addition, all recipients will complete a brief interim progress report at the end of Part 1 as well as a final report within a month of the program's conclusion.
3. How is the funding amount determined for each community?

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<sup>1</sup> Marc Draisien explains why he thinks that every community in the region would benefit from this program ([46:15](#)).

- At this time, REMAP cannot provide participating municipalities with funding for their participation. If this changes due to successful fundraising, we will inform the participants and explain how funding will be distributed. For the avoidance of doubt, FRBB shall not be providing any fundraising, or similar activities, such as business development, for MAPC, nor on behalf of any members of REMAP.

## Project Roles

1. How will communities be held accountable throughout the process (both the municipality and the larger community)?
  - The program partners will select communities that demonstrate strong commitment in their applications. In addition, the program will involve specific deliverables, ranging from participation in training sessions to the development and vetting of plans.<sup>2</sup> We believe that the precise nature of the deliverables, specific timetables, the value of the products, and the expectations of peer participants will encourage all participants to retain commitment throughout the program and beyond.
2. What should the composition of the 12-member core team be? Does this include both municipal staff and other partners? Will racially diverse core teams be scored advantageously?
  - Please see “Project Roles and Responsibilities – Participating Municipalities” in the NGO for details on the Core Team. The size of the Core Team should be between 6 and 12 people. Partners from beyond municipal government can be members of the Core Team, or they can be external to the Core Team. Since we do not ask for the racial make-up of the Core Team in the Application, it would not be possible or appropriate for us to score applicants on this factor. However, we strongly urge each municipality to select a racially diverse Core Team.

## Municipal Eligibility

1. Are municipalities that are members of GARE eligible to participate in REMAP?
  - GARE members are eligible to participate in REMAP.
2. Will joint applications between multiple municipalities be accepted or encouraged?
  - Unfortunately, joint applications will not be accepted. Many of the action steps required to address racial equity are specific to individual municipalities and various elected or appointed boards, and therefore, every community must address its unique circumstances individually - while sharing and communicating with neighbors during and at the conclusion of the program.
3. Is this program better suited for communities who are ready to focus on one particular area (e.g., housing, transportation, or small businesses) or who are earlier in racial justice conversations more broadly and trying to determine the path forward?
  - We encourage applying communities to focus on a broad set of issues, but you don't have to focus on everything. If you are interested in addressing racial equity for just one or two topic areas, you are better off applying to MAPC via the Technical Assistance Program (TAP) or seeking resources elsewhere.

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<sup>2</sup> Webinar discussion of what success looks like [\(57:52\)](#)

## Creating a Racial Equity Municipal Action Plan

### **Program Values**

1. What are characteristics of communities that could benefit from the technical assistance provided by the grant?
  - The program partners believe that racial inequity is broadly distributed throughout the region, and throughout the country, so we believe all communities could benefit from participating in a program of this kind. We chose selection criteria based on the qualities that could help a community to realistically achieve success in the program. Those criteria can be seen in “Decision Making Process” at the end of the NGO.
2. Why does this project focus on racial equity in particular as opposed to equity in general?
  - MAPC and FRBB both operate research, programs, and policy priorities focused on a broad definition of equity; GARE is primarily focused on racial equity. However, all three program partners consider racial inequity to be one of the greatest challenges facing the region. We created this program to focus specifically on the unique causes of racial inequity, as well as policies and programs that can help communities to make progress in this arena.
3. What will this program look like for municipalities that are not racially diverse?
  - Some municipalities that are not racially diverse are this way due to historic racial discrimination or practices that contribute to racial segregation in the present day (e.g., redlining, racially exclusive covenants, lack of connection to mass transit, large lot zoning and homeowner association use, racially-exclusive realty practices, racial displacement resulting from treaty violations).
  - Research done by jurisdictions who participate in the cohort can bring the power of data disaggregation and mapping, history and root cause analysis to bear on understanding why racial homogeneity persists, and what practices and structural forces are sustaining it.<sup>3</sup>

### **Implementing the Plan**

1. How can municipalities center communities of color in this work, especially without shifting the burden of the work to them?
  - Using disaggregated data to document persistent inequality typically centers the focus on who is most significantly burdened by inequality. This analysis frequently reveals that communities of color are faring worse off than whites. Government has a key role to play in addressing inequality, but if it is to be effective, it must involve people from communities of color in its data collection, data analysis, development of strategies and implementation.
2. How can municipalities strike a balance between the urgency of the moment and the time needed to collect data and conduct thoughtful work?
  - It is important to have urgency and stay the course on taking action to dismantle the practices and the culture that are continuing to contribute to racial inequity. Achieving this will not be a quick fix process. Embark on doing the right thing – not just anything.<sup>4</sup>
3. How can municipalities be transparent in this planning process?

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<sup>3</sup> Gordon Goodwin shares insight on the importance of racial equity work in more racially homogenous communities [\(47:40\)](#)

<sup>4</sup> Hear Gordon respond to Mayor Driscoll’s question on balancing urgency with necessity of long-term, systemic work [\(1:18:56\)](#)

- This is up to each municipality, but the program partners believe each community should be open and transparent with local stakeholders about the process of applying to participate in REMAP. In some cases, it might be appropriate to post the application on the municipal website.
- If selected, we anticipate that members of the Core Team will routinely discuss the program with other stakeholders in the community, share what they have learned, be open about ongoing struggles and uncertainties, and engage local stakeholders in the process of developing and adopting the Racial Equity Municipal Action Plan. Fidelity to the planning process will ensure that every jurisdiction can uphold a significant commitment to transparency and accountability for results.

4. Should municipalities tie this work into their Master Plans?

- By establishing racial equity as a community value, developing shared understanding of key equity concepts, and fostering partnerships within the community to address racial inequity, selected municipalities will have the organizational capacity to enhance racial equity work both internally within municipal government and externally throughout the community, including through their planning processes.