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Current *community* needs for
equity and *inclusion*

Needs – Understand Equity and inclusion (or diversity)

- What does “equity” and “inclusion” mean?
- How do we define it in a planning context?
- Do we make equity and inclusion a part of the community planning process?
- If we assess the current plan, how well does it address equity and inclusion? – the equity lens...

Need - Provide the venue/environment to facilitate the hard conversations in a constructive and safe way

-scene from the movie "The Best of Enemies"



Need – Recognize and be willing to accept change.

- Social behaviors and ‘choices’
 - How we live (tiny houses)
 - How we play (tap rooms, experience based places, AirBNB/Vrbo)
 - How we work (co-working spaces, remote working,...)
 - How we get around (scooters, UBER/LFYT, autonomous vehicles...)
 - The entire sharing economy
- Cultural differences - physical differences
 - Parks (Cricket and pickle ball examples – inclusive playgrounds – universal design)
 - Bike/Walk infrastructure
 - Document Design
 - Move beyond ADA requirements

Current and Recent Initiatives

- The Business Side and Professional Development
 - DBE/MBE/WBE/SBE budget requirements
 - RFPs require specific attention to “how will you engage under represented stakeholders...”
 - More about how do you give them opportunities to engage in the process.
 - Requirement for Affirmative Action Plans
 - APA/ASLA/ULI/AIA local chapter committees: women, young, diversity and equity
 - Organizational “

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Brad Scheib

NALP creates professional network for women | Intentional marketing that wins customers

OCTOBER 3, 2019

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TOP HEADLINES

NALP creates professional network for women in landscaping

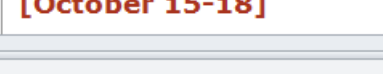
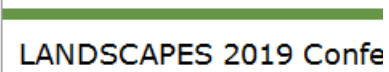
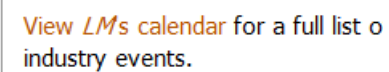
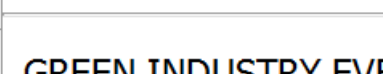
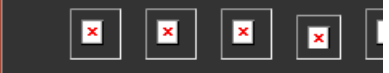
The National Association of Landscape Professionals (NALP) formed the Women in Landscape Network, a new community within the landscape and lawn care industry created for female professionals. >>More

Heritage Landscape Supply acquires Denver-based supplier

Heritage Landscape Supply acquired MCS Landscape Supply, a family-owned distributor of hardscape and landscape supplies. See what MCS President Tom Martinez had to say about the acquisition. >>More

Growth model continues for Ewing with second New York location

Ewing Irrigation & Landscape Supply's growth continues as it opens up its seventh location within a year in the Northeast and Mid-Atlantic. Find out more about Ewing's new location — its second in the state of New York. >>More



GREEN INDUSTRY EVI
View *LMs* calendar for a full list of industry events.

LANDSCAPES 2019 Confe
[October 15-18]

photo to see social network updates and email messages from this person.

Current and Recent Initiatives

- Process/Engagement
 - Stakeholder or community engagement plans that identify all the possible stakeholders and the ones that typically are under-represented.
 - Translation services
 - Pop-ups and intercepts
 - Other non-traditional forms of engagement

Current and Recent Initiatives

- Comprehensive Planning and System Planning efforts are making it a focus
 - Understanding the context from multiple perspectives
 - Assess the needs from an inclusive and equity perspective (the equity lens)
 - Building in policy that addresses it



Thrive MSP

ONE VISION, ONE METROPOLITAN REGION



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Look for the icon above in the following chapters of the comprehensive plan to note where the guiding principle of equity is addressed

Equity

In many communities, including Maplewood, there are barriers that prevent all residents from having the same opportunities to thrive. For instance, race, ethnicity, and age continue to be predictors of health, education, income, housing, and recreation. The Comprehensive Plan seeks to identify and address the obstacles and disparities that lead to inequities within our community. It is important to note that a focus on equity does not mean providing equal access to the same amount of resources. History, systematic racism, and other factors have created a landscape where some benefit far more than others. Equity is focused on making sure everyone has the resources they need to lead a healthy, productive life.

Current and Recent Initiatives

- How we design and build physical spaces
 - [Universal Design](#)
 - Going beyond ADA
 - Inclusive playgrounds
- Implementation driven by demand and planning and policy

Current and Recent Initiatives

Seven Steps to Creating an Accessible Word Document

- Format of plan documents

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What's needed

- Don't forget to budget for it...