

THE ELEPHANT IN THE ROOM

*The Impact of Equity,
Diversity & Inclusion
in the Built
Environment*

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Safe Routes to School
November



WHAT IS
IT?

WHAT IS
HEALTH
EQUITY?

What is health equity?

- Health equity means that everyone has a fair and just opportunity to be as healthy as possible.
- This requires **removing obstacles to health** such as poverty, discrimination and their consequences, including powerlessness and lack of access to jobs with fair pay, quality education and housing, safe environments and healthcare.

WHAT IS
IT?

WHAT IS
TRANSPORTATION
EQUITY?

Transportation Equity Defined, Center for Social Inclusion



Accessible, affordable transportation is critical to the lives we live.



Residents of communities of color and poor White communities, whether rural or urban, must travel to obtain better jobs, secure educational opportunities and get quality health care.



Too often competing interests result in transportation policies that unintentionally leave low-income Americans stranded.



To achieve equity in transportation policy, we need to craft and catalyze strategies that help rural and urban communities of color get the investments needed to spur mobility in every sense of the word.

Shavon's Definition

- Transportation equity means that everyone has a **fair and just** opportunity to have **as much walkable, “rollable”, bikeable and transit access as possible.**
- This requires **removing obstacles to access** such as poverty, discrimination and their consequences, including powerlessness and lack of access to jobs with fair pay, quality education and housing, **safe environments, advocacy and political power.**



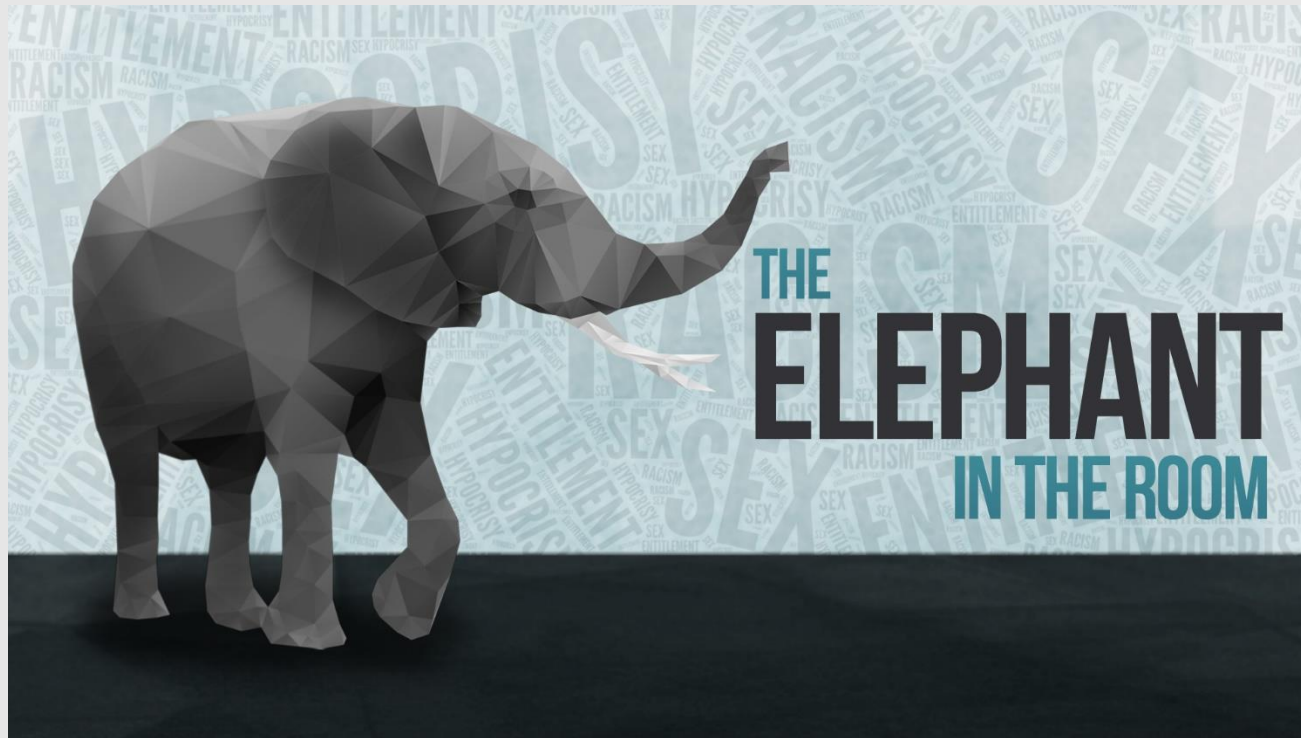
Equality



Equity



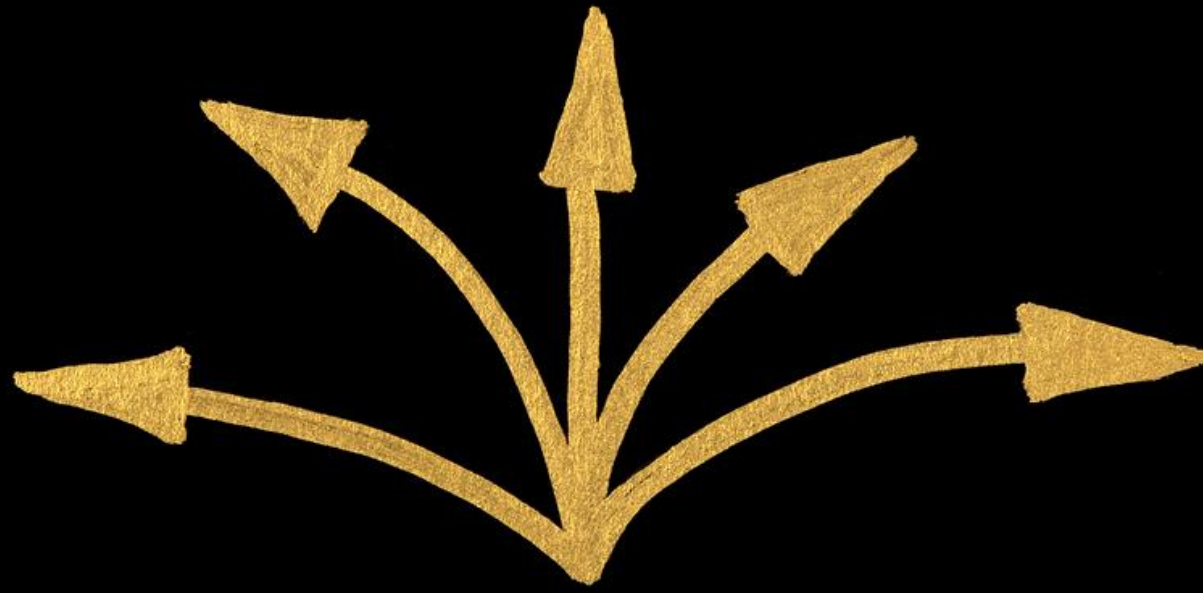
What are the “equity elephants” in the Built Environment, Transportation Room....



Equity Elephants In the Room

- Racism
- Classism
- Criminal Justice System
- Transportation Systems
- Lack of Training
- Industry Capacity
- Advocate Capacity
- Denial
- Social Norms





DECISIONS

Decision Are Driven By

DECISIONS
ARE
DRIVEN
BY..

Many Decisions are Driven By Historical and Present-Day..

- Racism
- Discrimination
- Injustice
- Segregation
- Social Isolation



Contextual Factors *on inequities*

(Race, history, culture, law,
socioeconomic)

RACISM

RACE & EXPERIENCING RACISM

RACISM: Harmful Determinant

- **Racism** refers to institutional and individual practices that create and reinforce oppressive systems of race relations whereby people and institutions engaging in discrimination adversely restrict, by judgment and action, the lives of those against whom they discriminate.
- **Institutional Racism** refers to the policies and practices within and across institutions (i.e. health, housing, education, **transportation**) that, **intentionally or not**, produce outcomes that chronically favor, or put a racial group at a disadvantage.
- Oliver MN. [Racial health inequalities in the USA: the role of social class](#). Public Health. 2008 Dec;122(12):1440-2. doi: 10.1016/j.puhe.2008.05.014. Epub 2008 Oct 11.
- Aspen Institute Community Roundtable on Community Change





THE
“LIVED
EXPERIENCE”
OF RACE

Lived Experience Leads to Death

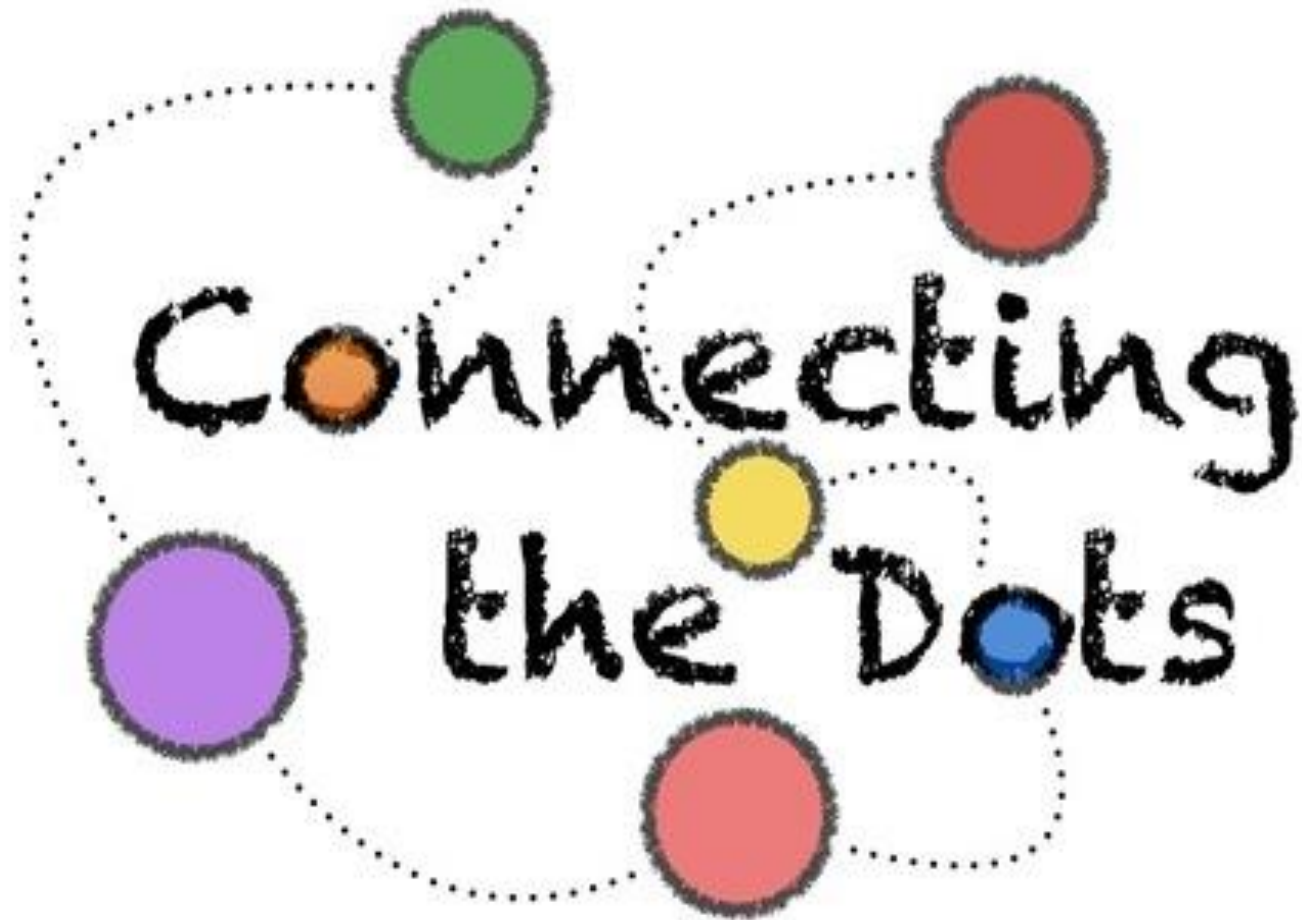
- People of color and older adults are overrepresented among pedestrian deaths.
- Non-white individuals account for 34.9 percent of the national population but make up 46.1 percent of pedestrian deaths. In some states, this disparity is even starker.
- Older adults are similarly at higher risk: individuals 65 years or older are 50 percent more likely than younger individuals to be struck and killed by a car while walking.


Lived Experience Leads to Death

- Even after controlling for the relative amounts of walking among these populations, risks continue to be higher for some people of color and older adults—indicating that these people most likely face disproportionately unsafe conditions for walking.
- **PDI is correlated with median household income and rates of uninsured individuals.** Low-income metro areas are predictably more dangerous than higher-income ones: as median household incomes drop, PDI rises.
- Similar trends bear out with rates of uninsured individuals: as rates of uninsured individuals rise, so do PDIs, meaning that the people who can least afford to be injured often live in the most dangerous places.
- Dangerous By Design, 2014 Smart Growth America Report

HOW DOES
THAT
AFFECT
ME?







*How can you
make a difference?*

Moving Toward Racial Equity

- Interrogate Root Cause of Disparities
 - Lift up Leadership of Color in Your Movement
 - Reframe the Message
 - Engage the Community
 - Share Power And Resources
-
- **By: Simran Noor, Director of Policy and Strategy. 5 Things the Bike Movement Can Do Now to Move Toward Racial Equity, March 27, 2015**



1. Advocate the Science



STEP IT UP:

SURGEON
GENERAL'S
REPORT ON
WALKABILITY

Step it Up Goals

- **Goal 1. Make Walking a National Priority**
 - Encourage people to promote walking and make their communities more walkable.
 - Create a walking movement to make walking and walkability a national priority.
- **Goal 2. Design Communities that Make It Safe and Easy to Walk for People of All Ages and Abilities**
 - Design and maintain streets and sidewalks so that walking is safe and easy.
 - Design communities that support safe and easy places for people to walk.

Step it Up Goals

- **Goal 3. Promote Programs and Policies to Support Walking Where People Live, Learn, Work, and Play**
 - Promote programs and policies that make it easy for students to walk before, during, and after school.
 - Promote worksite programs and policies that support walking and walkability.
 - Promote community programs and policies that make it safe and easy for residents to walk.

Step It Up Goals

- **Goal 4. Provide Information to Encourage Walking and Improve Walkability**
 - Educate people about the benefits of safe walking and places to walk.
 - Develop effective and consistent messages and engage the media to promote walking and walkability.
 - Educate relevant professionals on how to promote walking and walkability through their profession.
- **Goal 5. Fill Surveillance, Research, and Evaluation Gaps Related to Walking and Walkability**
 - Improve the quality and consistency of surveillance data collected about walking and walkability.
 - Address research gaps to promote walking and walkability.
 - Evaluate community interventions to promote walking and walkability.



2. Acknowledge the Need for Engagement With Other Persons *Outside* of My Comfort Zone

WHO IS
ON THE
OUTSIDE
LOOKING
IN?



Who is on the “Outside” Looking In

Persons Of Color

- Black, Latino(x), Native, Asian

Poor White Communities

Persons Living with Mobility
Challenges

Who is on the “Outside” Looking In



Persons from
Under Resources
Communities

Lack of Jobs
Lack of
Economic
Investment and
Development



Persons Living in Gentrified
Urban Areas



Persons Living in Rural Areas



Community Engagement

CURATTI 



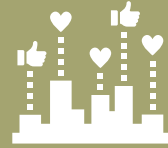
Community OUTREACH



Steps to Successful Community Engagement & Mobilization

Global Communities Partners for Good – 5 Steps to Successful
Community Engagement & Mobilization

<https://www.globalcommunities.org/communityengagement-mobilization>



Start off with a transparent
community selection process and
share results



Map community priorities and
identify community leaders through
community assessments



Hold preliminary meetings with
community leaders and enlist their
support to mobilize community
participation

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Hold community assembly meetings to elect local representation to coordinate program activities

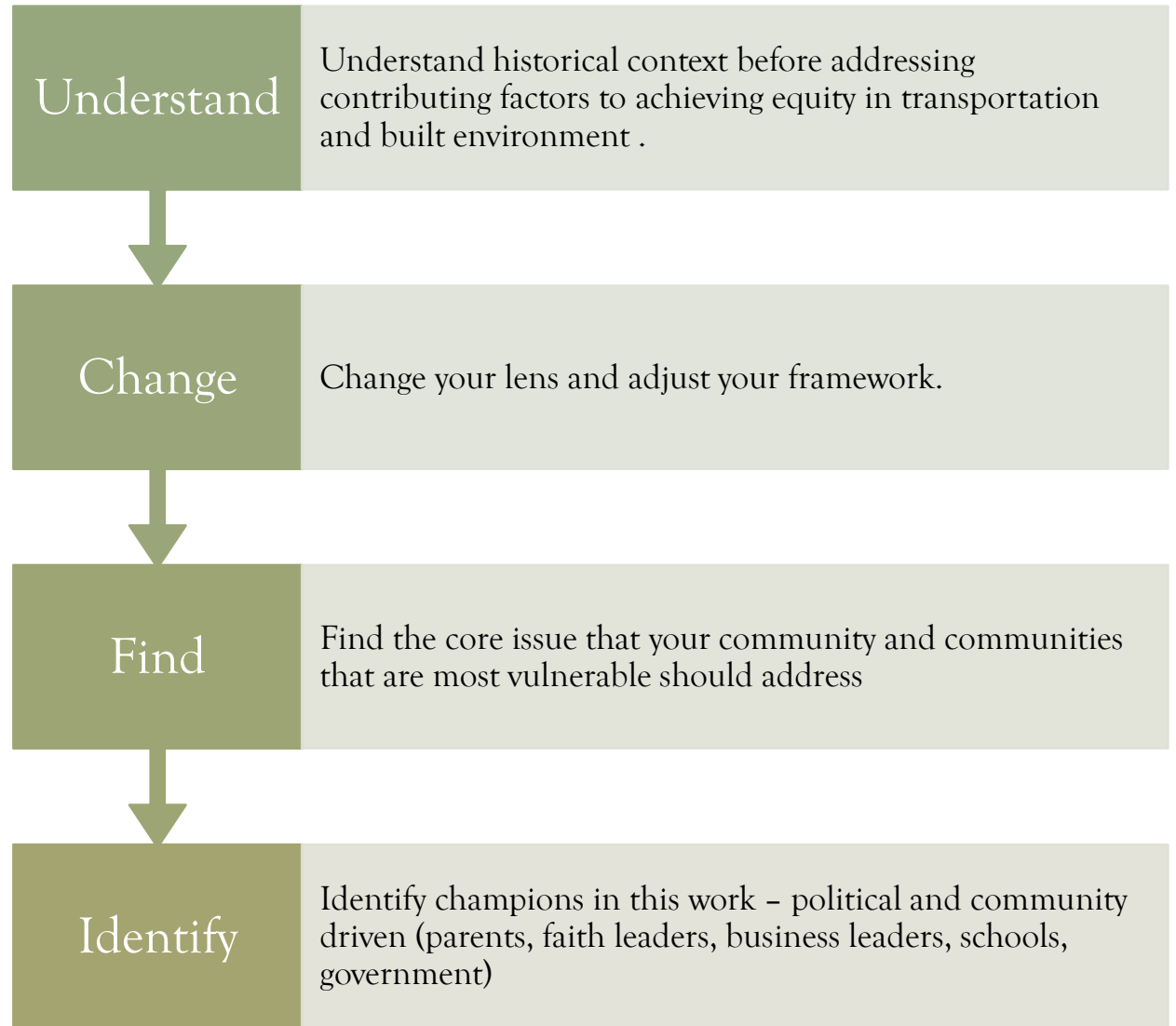


Allow communities to prioritize and select quick impact projects to solidify support and galvanize local participation



3. Act NOW and End the Lip Service

Act NOW





Act NOW



What is Your Why?