Cultural Diversity/ Unconscious Bias and Housing Policies

Building Sustainable and Racially Equitable Communities - Part I

Presenters:

Carrie Braxton, MPA and Theola V. Carter, MPA

Dane County – Tamara D. Grigsby Office for Equity and Inclusion

DANE COUNTY HOUSING SUMMIT – OCTOBER 10, 2019

MONONA TERRACE CONVENTION CENTER – MADISON, WISCONSIN

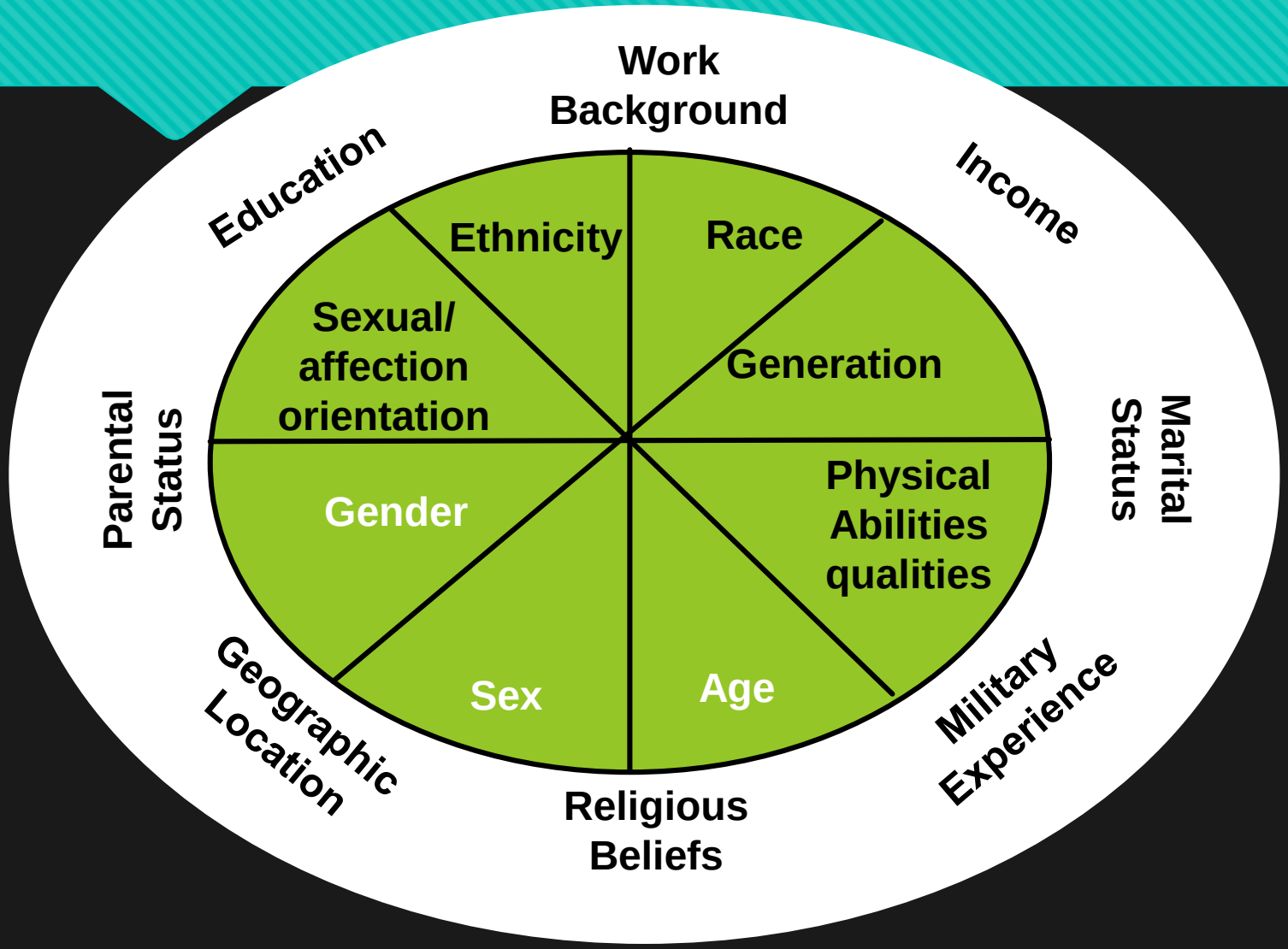
The Tamara D. Grigsby Office for Equity & Inclusion Background

- Previously titled the Office of Equal Opportunity, in 2015 after a racial equity analysis was conducted, the Office for Equity and Inclusion was created.
- The department was renamed The Tamara D. Grigsby Office for Equity and Inclusion after its first Director, Tamara Grigsby passed away in March 2016.
- Staff
  - Director
  - Manager of Policy and Program Improvement
  - Manager of Equal Employment Opportunity
  - Contract Compliance Specialist
  - Diversity Recruitment Specialist
  - American with Disabilities Act (ADA) Coordinator
  - Bi-lingual Clerk

REALISTIC TRAINING EXPECTATIONS

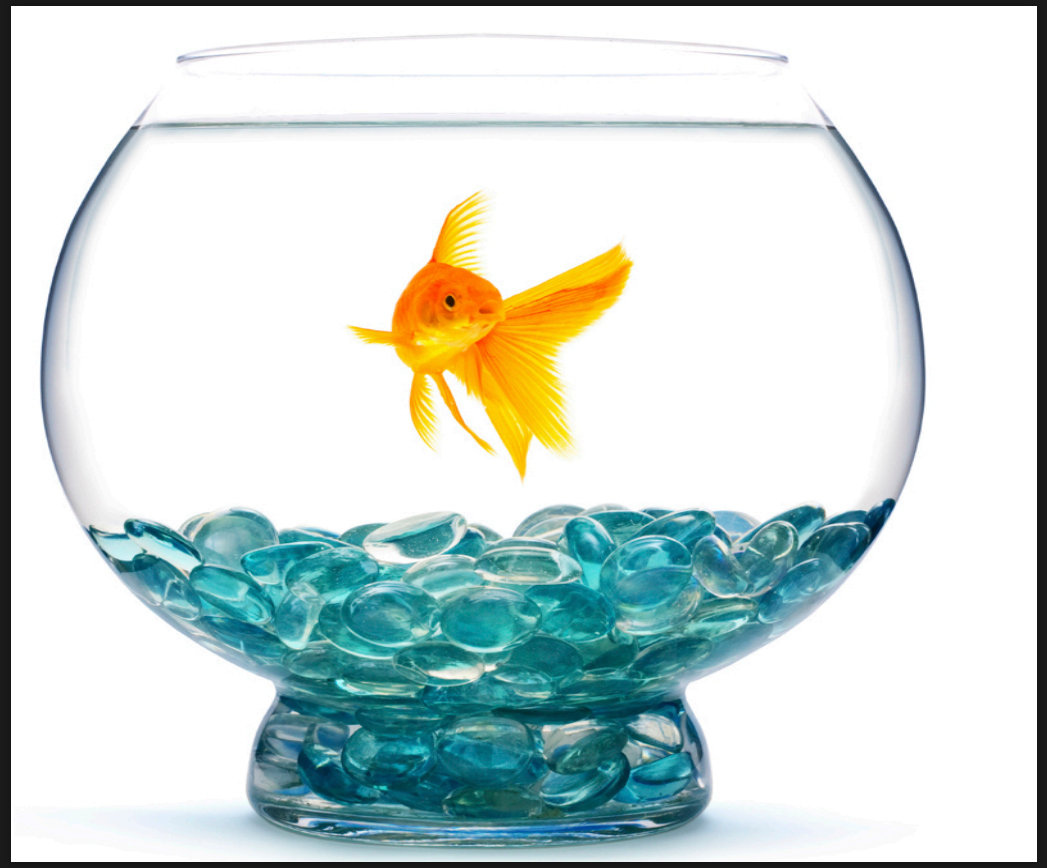
- Discussing unconscious and conscious biases can be an uncomfortable topic of conversation with others.
- There is not a magic wand to eliminate unconscious biases in the work place.
- You put into the training, what you want to get out of it and there are no judgments in the training.
- There are no stupid questions.
- However, there are things you can actively do or engage in to minimize it and be aware of it in yourself and in spaces.

Dimensions of Diversity



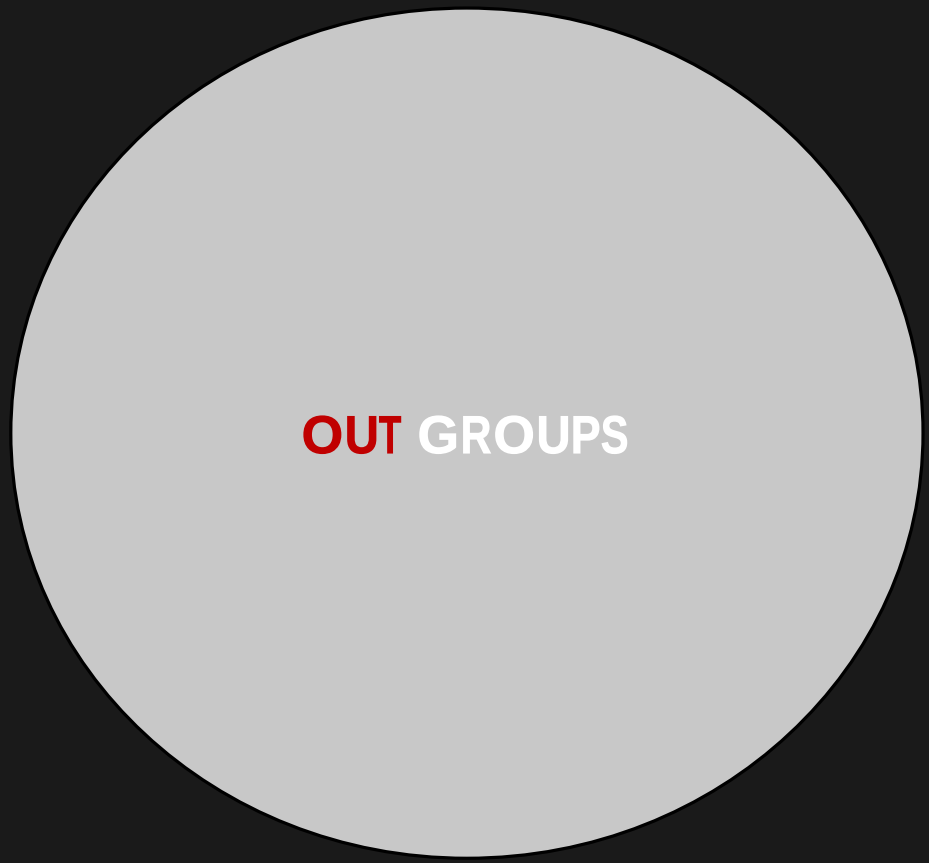
What is Culture?

It's How We Do What We Do!



Beliefs
Language
Values
Thought patterns
Style
Communication
Folklore
"Truths"
Etc.

Culture groups: In Groups vs Out Groups



LEARNING BEGINS

Social scientists believe children begin to acquire prejudices and stereotypes as toddlers. Many studies have shown that as early as age 3, children pick up terms of racial prejudice without really understanding their significance.

TWO TYPES OF BIAS: CONSCIOUS BIAS

THE FIRST

- ALSO KNOWN AS EXPLICIT BIAS - The person is very clear about his or her feelings and attitudes, and related behaviors are conducted with intent. The person may even verbalize.

- Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.

TWO TYPES OF BIAS: Unconscious Bias

The Second

Unconscious bias is also known as Implicit or Hidden Bias. It is the learned social stereotypes/beliefs/prejudices towards a group or groups of people that persons form and are subconsciously apply when working with persons who identify with the group or the person is assigned to a group based one's personal assumption of the person.

It is triggered automatically and is able to influence one's behavior or attitude towards a group(s) of individuals. Unconscious bias affects ones understanding, actions and decisions in a subconscious automatic pervasive mental process which directly impacts the way one perceives, reasons and remembers incidents.

BIASES CAN BE BASED ON

skin color

age

introversion versus extroversion

marital and parental status

social economic status

gender

height

weight

disability status

demographics

AND/OR

a number of other traits or characteristics...etc.

WHO TOLD YOU THAT:
Where are Biases Learned?

- Home – Parents, Grandparents, Siblings, Uncles, Aunts, Friends and conversations
- School – Principal, teacher, staff, friends
- Church – Beliefs
- Television/Theatre – News, Shows, Movies (Perpetuated by Omission as well)
- Books and Magazines / Newspaper – Beauty and Image
- Music/Videos – lyrics and objectification
- Advertisement - Billboards
- Social Media – FB, Instagram, Pin Interest

We are bombarded all the time and unconsciously we take it in on a daily basis.

BIAS FILTERS

Scientists estimate that we are exposed to as many as 11 million pieces (bits) of information at any one time, but our brains can only functionally (consciously) process with about 40 bits.

IN OTHER WORDS

Human Beings process the remaining information received every moment unconsciously which is upwards of 95% of all information processed!

ROOT CAUSES OF UNCONSCIOUS BIASES

- FEAR
  - Loss of power
  - Ostracism
  - Being bullied/teased for choices

- IGNORANCE
  - Unknown, so assumptions are made
    - Someone speaking a different language in your presences

Does it Matter? Why all the Concern?

- Implicit/hidden bias has the power to influence policies and conditions in real time and can have a detrimental impact on opportunities for individuals in various aspects in society.
- It is one of the leading causes of inequity.
- Leads to discrimination - behavior that treats people unequally because of their group membership(s).
- Leads to racial profiling.
- Leads to humiliating and mistreatment.

UNCONSIOUS BIAS STUDIES

Implicit bias and the effects have been studied over the past 2 to 3 decades in numerous areas including but not limited to:

- EDUCATION
- HEALTH CARE
- CRIMINAL JUSTICE
- HUMAN SERVICES
- HOUSING

Housing Policies and the US Government

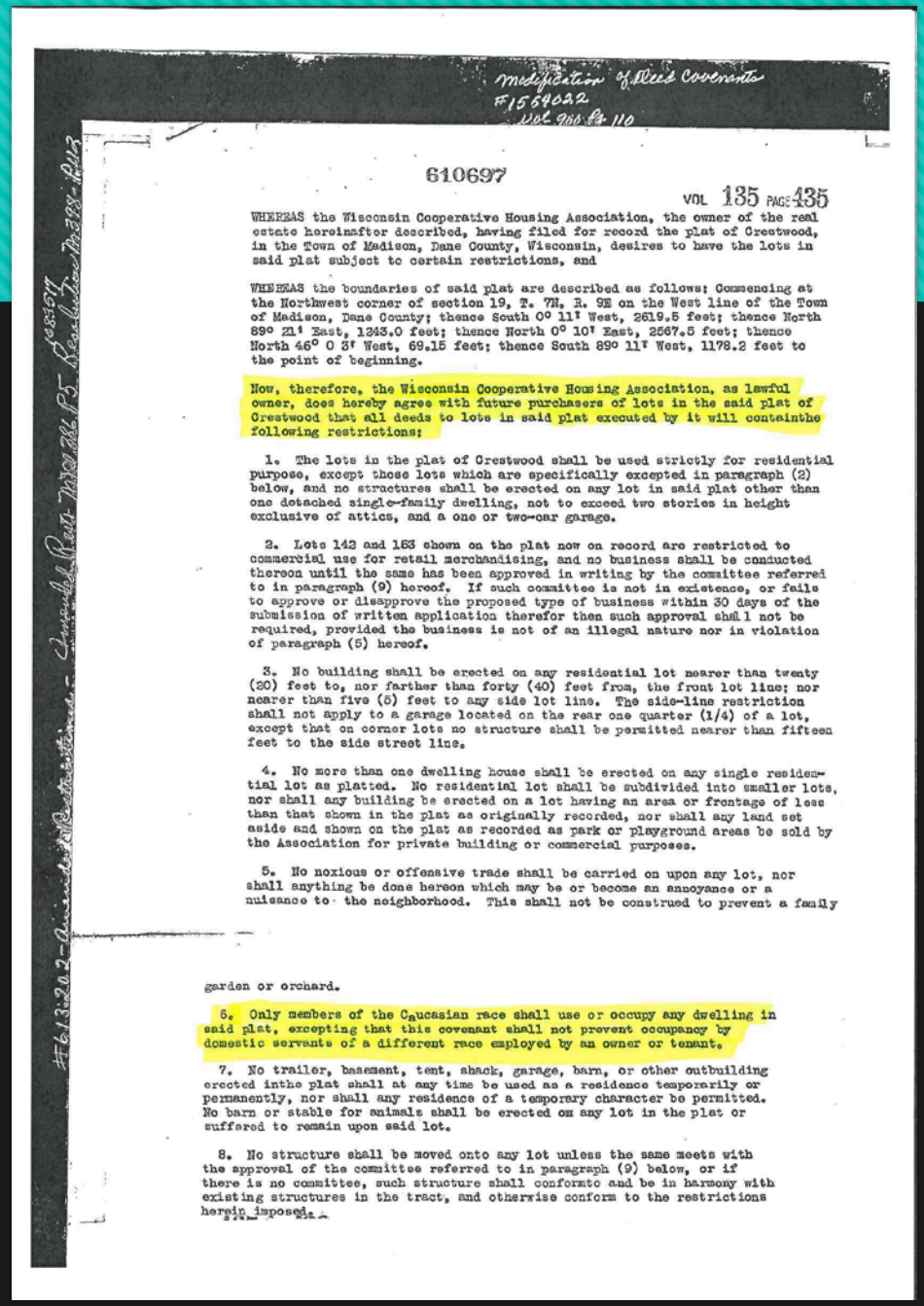
- Federal, state and local designed and enacted policies to explicitly segregate areas in cities across the U.S. This was not by accident. In essences, the federal government endorsed segregation.
- Under FDR's 1930s New Deal Program civilian public housing program demolished integrated neighborhoods to erect segregated public housing
- Provided housing for white middle-class, lower-middle class families in suburban communities.

MANDATED SEGREGATION

- The Federal Housing Administration, which was established in 1934, furthered the segregation efforts by refusing to insure mortgages in and near African-American neighborhood.
- Maps were divided up along racial lines by colors. Black neighborhoods were color red - a policy known as "redlining" which only became illegal after the Fair Housing Act of 1968.
- FHA subsidize suburbs on the condition that homes were sold ONLY to white families and that the deeds prohibited the sell of those homes to African Americans.
- Federal Policies sanctioned legalized housing discrimination and the creation of Ghettos.

MADISON, WISCONSIN

- Dane County was impacted by racially bias policies.
- Crestwood Subdivision
- Carson Gulley - 5522 University Ave.



Modification of Recd Covenants
#1559422
Vol 905 Pg 110

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WHEREAS the Wisconsin Cooperative Housing Association, the owner of the real estate hereinafter described, having filed for record the plat of Crestwood, in the Town of Madison, Dane County, Wisconsin, desires to have the lots in said plat subject to certain restrictions, and

WHEREAS the boundaries of said plat are described as follows: Commencing at the Northwest corner of section 19, T. 7N, R. 9E on the West line of the Town of Madison, Dane County; thence South 0° 11' West, 2619.5 feet; thence North 89° 21' East, 1243.0 feet; thence North 0° 10' East, 2567.5 feet; thence North 46° 0 3' West, 69.15 feet; thence South 89° 11' West, 1178.2 feet to the point of beginning.

Now, therefore, the Wisconsin Cooperative Housing Association, as lawful owner, does hereby agree with future purchasers of lots in the said plat of Crestwood that all deeds to lots in said plat executed by it will containthe following restrictions:

1. The lots in the plat of Crestwood shall be used strictly for residential purpose, except those lots which are specifically excepted in paragraph (2) below, and no structures shall be erected on any lot in said plat other than one detached single-family dwelling, not to exceed two stories in height exclusive of attics, and a one or two-car garage.

2. Lots 142 and 163 shown on the plat now on record are restricted to commercial use for retail merchandising, and no business shall be conducted thereon until the same has been approved in writing by the committee referred to in paragraph (9) hereof. If such committee is not in existence, or fails to approve or disapprove the proposed type of business within 30 days of the submission of written application therefor then such approval shall not be required, provided the business is not of an illegal nature nor in violation of paragraph (5) hereof.

3. No building shall be erected on any residential lot nearer than twenty (20) feet to, nor farther than forty (40) feet from, the front lot line; nor nearer than five (5) feet to any side lot line. The side-line restriction shall not apply to a garage located on the rear one quarter (1/4) of a lot, except that on corner lots no structure shall be permitted nearer than fifteen feet to the side street line.

4. No more than one dwelling house shall be erected on any single residential lot as platted. No residential lot shall be subdivided into smaller lots, nor shall any building be erected on a lot having an area or frontage of less than that shown in the plat as originally recorded, nor shall any land set aside and shown on the plat as recorded as park or playground areas be sold by the Association for private building or commercial purposes.

5. No noxious or offensive trade shall be carried on upon any lot, nor shall anything be done hereon which may be or become an annoyance or a nuisance to the neighborhood. This shall not be construed to prevent a family

garden or orchard.

6. Only members of the Caucasian race shall use or occupy any dwelling in said plat, excepting that this covenant shall not prevent occupancy by domestic servants of a different race employed by an owner or tenant.

7. No trailer, basement, tent, shack, garage, barn, or other outbuilding erected inthe plat shall at any time be used as a residence temporarily or permanently, nor shall any residence of a temporary character be permitted. No barn or stable for animals shall be erected on any lot in the plat or suffered to remain upon said lot.

8. No structure shall be moved onto any lot unless the same meets with the approval of the committee referred to in paragraph (9) below, or if there is no committee, such structure shall conformto and be in harmony with existing structures in the tract, and otherwise conform to the restrictions herein imposed.

469828

VOL. 6 P. 9.

PLAT

OF

MAPLE BLUFF

SCALE 1"=50'

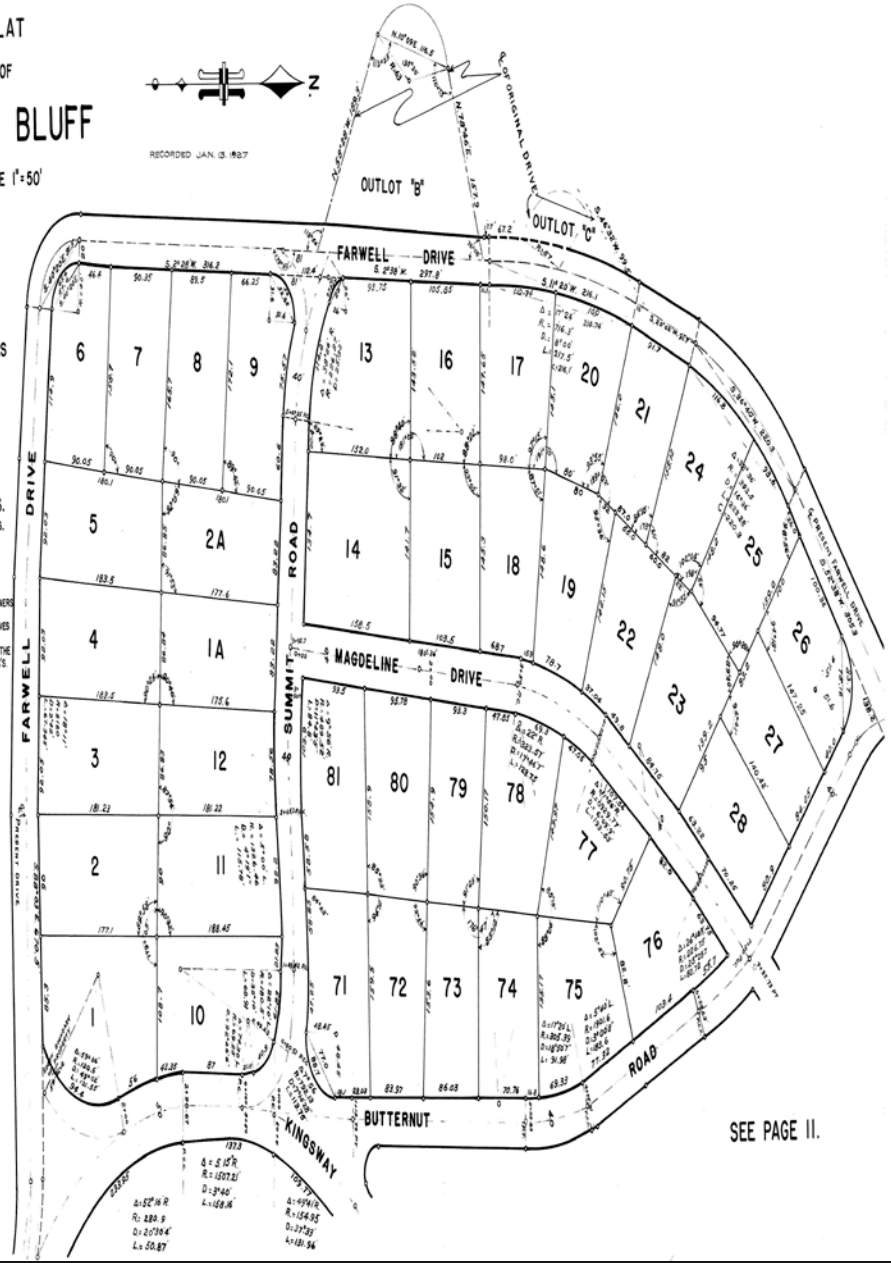
RECORDED JAN. 15. 1927

BALCH & LIPPERT
ARCHITECTS & ENGINEERS

J.E. DAVIES
SURVEYOR
MADISON, WIS.
NOV. 1926.

NOTE I
IRON STAKES SET AT ALL LOT CORNERS ON CENTERS OF SHORT RADIUS CURVES, AND AT ALL BEGINNINGS AND ENDS OF CURVES INDICATED THUS ○
ON CENTER LINES OF ROADS WITHIN THE PLAT, ALL POINTS OF THE CURVE PC, PCC'S & PRC & POINTS MARKED WITH WOODEN HUBS INDICATED THUS ○

Copied by Ed. Deiteloff



SEE PAGE II.

MAPLE BLUFF

VOL. 6. PAGES 9A & IIA.

STATE OF WISCONSIN } S.S.
COUNTY OF DANE }

I, J.E. DAVIES HEREBY CERTIFY THAT BY THE DIRECTION OF THE SAVINGS LOAN & TRUST CO. TRUSTEE, UNDER THE WILL OF HALLE STEENSLAND, DECEASED, THE SAVINGS LOAN & TRUST CO. AS EXECUTOR OF THE WILL OF, HALBERT STEENSLAND, MORTON STEENSLAND AND WIFE MARTHA, HENRY H. STEENSLAND AND WIFE CARINNE, EDWARD B. STEENSLAND AND WIFE SOPHIE AND THE MAPLE BLUFF LAND CO. THROUGH ITS PRESIDENT HARRY L. FRENCH, OWNERS: I HAVE SURVEYED AND PLATTED AND MAPPED THE FOLLOWING DESCRIBED LANDS SITUATED IN SEC. I, T. 7N. R. 9E. DANE CO. STATE OF WISCONSIN. BEGINNING AT AN IRON STAKE ON THE NORTH LINE OF SEC. I T. 7N. R. 9E. 3325 FT. WEST OF THE N.E. CORNER OF SAID SECTION THENCE N. 89°38' W. ALONG SAID SECTION LINE 428.5 FT. TO THE CENTER LINE OF THE DRIVE OF THE MADISON PARK & PLEASURE DRIVE ASSN. THENCE ON A CURVE TO THE LEFT ALONG SAID CENTER LINE WITH A RADIUS OF 498.5 FT. AND A CHORD BEARING S. 0°34' W. 112.5 FT. THENCE ON A CURVE TO THE RIGHT WITH A RADIUS OF 179 FT. AND A CHORD BEARING S. 4°01' W. 213.4 FEET, THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 374.6 FT. AND A CHORD BEARING S. 6°00' W. 17.8 FT. THENCE S. 5°58' W. ON A TANGENT 306.3 FT. THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 393.5 FT. AND A CHORD BEARING S. 26°40' W. 220.5 FT. THENCE S. 0°02' W. ON A TANGENT 91.7 FT. THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 76.5 FT. AND A CHORD BEARING S. 11°24' W. 126.1 FT. THENCE S. 2°38' W. ON A TANGENT 297.8 FT. THENCE S. 2°38' W. 396.2 FT. THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 60 FT. AND A CHORD BEARING S. 40°20' E. 81.5' THENCE ON A COURSE TO THE LEFT WITH A RADIUS OF 2.00 FT. AND A CHORD BEARING S. 89°03' E. 670.5 FT. THENCE ON A CURVE TO THE RIGHT WITH A RADIUS OF 104 FT. AND A CHORD BEARING S. 74°15' E. 63.8 FT. THENCE S. 50°55' E. ON A TANGENT 179.6 FT. THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 886.6 FT. AND A CHORD BEARING S. 70°07' E. 189 FT. THENCE S. 89°22' E. ON A TANGENT 125 FT. THENCE NORTH PARALLEL TO THE EAST LINE OF SAID SECTION 1891.86 FT. TO POINT OF BEGINNING. ALSO BEGINNING ON THE CENTER LINE OF THE MADISON PARK & PLEASURE DRIVE ASSN. DRIVE AT THE INTERSECTION OF CAPITOL AVENUE AND NORTHWEST AVENUE PLAT OF STEENSLAND, THENCE N. 58°28' W. ALONG SAID CENTER LINE OF NORTHWEST AVENUE 189.3 FT. THENCE ON A CURVE TO THE RIGHT WITH A RADIUS OF 65 FT. AND A CHORD BEARING N. 10°09' E. 116.5 FT. THENCE N. 78°46' E. ON A TANGENT 157.9 FT. TO THE CENTER LINE OF THE NEW LOCATION OF THE DRIVE, THENCE S. 2°38' W. 244.5 FT. TO BEGINNING, INTENDING TO CONVEY A PARCEL OF LAND LYING EAST OF THE CENTER LINE OF THE ORIGINAL DRIVE AND WEST OF THE NEW CUT OFF ON DRIVE. ALSO BEGINNING ON THE CENTER LINE OF THE RELOCATION OF THE DRIVE OF THE MADISON PARK & PLEASURE DRIVE ASSN. AT A POINT WHICH IS REACHED BY MEASURING FROM THE INTERSECTION OF THE CENTER LINES OF CAPITOL AND NORTHWEST AVENUES, PLAT OF STEENSLAND N. 2°30' E. ALONG THE CENTER LINE OF RELOCATED DRIVE 251.1 FT. THENCE ON A CURVE TO THE RIGHT WITH A RADIUS OF 716.5 FT. AND A CHORD BEARING N. 11°24' E. 216.1 FT. THENCE N. 20°02' E. 16 FT. TO POINT OF BEGINNING, THENCE S. 46°32' W. ALONG CENTER LINE OF ORIGINAL DRIVE 99.5 FT. THENCE ON A CURVE TO THE LEFT WITH A RADIUS OF 53' FT. (WHOSE CENTER LIES ON THE CENTER LINE OF THE NEW LOCATION OF THE DRIVE AT A POINT S. 11°24' W. 115 FT. FROM BEGINNING) TO INTERSECT THE CENTER LINE OF NEW LOCATION OF DRIVE. THENCE N. 11°24' E. ALONG CENTER LINE OF DRIVE TO BEGINNING INTENDING TO CONVEY LANDS LYING EAST OF CENTER LINE OF ORIGINAL DRIVE AND WEST OF NEW LOCATION OF DRIVE, ALSO BEGINNING AT AN IRON STAKE ON THE SOUTH LINE OF A 40 FT. DRIVE (CENTERED ON A 16' FT. CONCRETE PAVEMENT) 203 FT. EAST OF THE EAST LINE OF THE PLAT OF STEENSLAND, THENCE S. 89°22' E. ALONG THE SOUTH LINE OF SAID DRIVE 37.9 FT. TO AN IRON STAKE, THENCE SOUTH AND PARALLEL TO AND 80 FT. WEST OF THE LAFOLLETTE LINE FENCE ABOUT 309 FT. TO LAKE MENDOTA ALONG A LINE OF IRON STAKES SET AT A DISTANCES OF 257 FT. AND 299.4 FT. FROM DRIVE, THENCE SOUTHWESTERLY ALONG LAKE SHORE ABOUT 40.5 FT. THENCE N. 0°28' W. PARALLEL TO AND 208 FT. EAST OF THE EAST LINE OF THE PLAT OF STEENSLAND ABOUT 329 FT. ALONG A LINE OF IRON STAKES SET AT DISTANCES OF 194.3 FT. 258.8 FT. 313.8 FT. FROM POINT OF BEGINNING TO POINT OF BEGINNING.

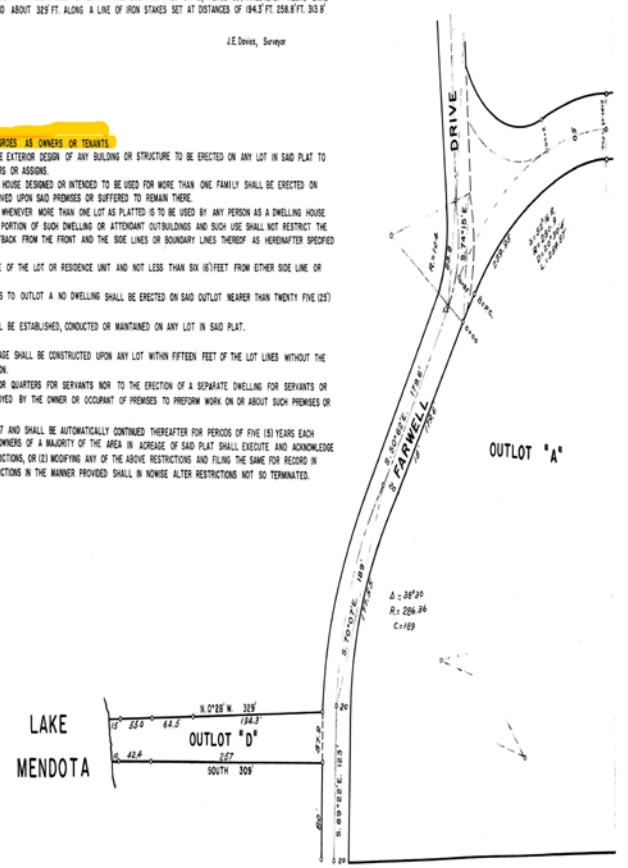
J.E. Davies, Surveyor

"EXHIBIT A"
RESTRICTIONS

1. NONE OF SAID LOTS IN SAID PLAT OF MAPLE BLUFF SHALL BE CONVEYED TO, USED, OWNED OR OCCUPIED BY NEGROES AS OWNERS OR TENANTS.
2. THE MAPLE BLUFF LAND COMPANY ITS SUCCESSORS OR ASSIGNS SHALL HAVE THE RIGHT TO REQUIRE PLANS FOR THE EXTERIOR DESIGN OF ANY BUILDING OR STRUCTURE TO BE ERECTED ON ANY LOT IN SAID PLAT TO BE FIRST SUBMITTED TO AND APPROVED BY AN EXPERT, ACCEPTABLE TO SAID MAPLE BLUFF LAND COMPANY ITS SUCCESSORS OR ASSIGNS.
3. SAID REAL ESTATE HEREBY PLATTED SHALL BE USED EXCLUSIVELY FOR PRIVATE DWELLING PURPOSES AND NO DWELLING HOUSE DESIGNED OR INTENDED TO BE USED FOR MORE THAN ONE FAMILY SHALL BE ERECTED ON SAID PREMISES NOR SHALL ANY DOUBLE HOUSE, TWO FAMILY HOUSE, DUPLEX HOUSE OR APARTMENT BE ERECTED OR MOVED UPON SAID PREMISES OR SUFFERED TO REMAIN THERE.
4. NO MORE THAN ONE DWELLING HOUSE SHALL BE CONSTRUCTED UPON ANY ONE LOT IN SAID PLAT, EXCEPT HOWEVER THAT WHENEVER MORE THAN ONE LOT AS PLATTED IS TO BE USED BY ANY PERSON AS A DWELLING HOUSE OR RESIDENCE UNIT THEN AND IN THAT CASE A PART OR PORTION OF AN ADJOINING LOT MAY BE USED FOR A PART OR PORTION OF SUCH DWELLING OR ATTENDANT OUTBUILDINGS AND SUCH USE SHALL NOT RESTRICT THE THE USE OF THE REMAINDER OF SUCH ADJOINING LOT FOR A LINE OR SIMILAR PURPOSE PROVIDED HOWEVER THAT THE SETBACK FROM THE FRONT AND THE SIDE LINES OR BOUNDARY LINES THEREOF AS HEREINAFTER SPECIFIED SHALL BE MAINTAINED.
5. A DWELLING HOUSE WHEN ERECTED SHALL BE PLACED NOT LESS THAN TWENTY FIVE (25') FEET FROM THE FRONT LINE OF THE LOT OR RESIDENCE UNIT AND NOT LESS THAN SIX (6') FEET FROM EITHER SIDE LINE OR BOUNDARY OF SAID LOT OR UNIT.
6. RESTRICTIONS NO. 4 AND 5 SHALL NOT APPLY TO OUTSIDE LOTS A, B, & C OR D OF SAID PLAT OF MAPLE BLUFF BUT AS TO OUTLOT A NO DWELLING SHALL BE ERECTED ON SAID OUTLOT NEARER THAN TWENTY FIVE (25') FEET TO ANY ROAD BORDERING ON SAID OUTLOT.
7. NO TENT, SHACK, DANCE HALL, HOTEL, TAVERN PLACE OF PUBLIC ENTERTAINMENT OR OTHER RESORT OR BUSINESS SHALL BE ESTABLISHED, CONDUCTED OR MAINTAINED ON ANY LOT IN SAID PLAT.
8. NO BUILDING PREVIOUSLY ERECTED ELSWHERE SHALL BE MOVED UPON ANY LOT IN SAID PLAT.
9. NO WINDMILL SHALL BE CONSTRUCTED UPON ANY LOT IN SAID PLAT AND NO DETACHED BARN OR OUTHOUSE OR GARAGE SHALL BE CONSTRUCTED UPON ANY LOT WITHIN FIFTEEN FEET OF THE LOT LINES WITHOUT THE WRITTEN CONSENT OF THE MAPLE BLUFF LAND COMPANY ITS SUCCESSORS OR ASSIGNS AS TO ITS NECESSITY & LOCATION.
10. RESTRICTIONS NO. 3, 4 & 9 SHALL NOT APPLY TO THE ERECTION OF A PRIVATE DWELLING HOUSE CONTAINING ROOMS OR QUARTERS FOR SERVANTS NOR TO THE ERECTION OF A SEPARATE DWELLING FOR SERVANTS OR A SEPARATE COMBINED GARAGE AND DWELLING FOR SERVANTS, MEANING BY SERVANTS ONE OR MORE PERSONS EMPLOYED BY THE OWNER OR OCCUPANT OF PREMISES TO PREFORM WORK ON OR ABOUT SUCH PREMISES OR IN CONNECTION WITH THE OWNERSHIP OR OCCUPANCY THEREOF.
11. ALL RESTRICTIONS ABOVE SET FORTH SHALL CONTINUE FOR A PERIOD OF TWENTY FIVE (25) YEARS FROM JANUARY 1st 1927 AND SHALL BE AUTOMATICALLY CONTINUED THEREAFTER FOR PERIODS OF FIVE (5) YEARS EACH UNLESS AT LEAST ONE (1) YEAR PRIOR TO THE EXPIRATION OF THIS FIRST OR ANY SUBSEQUENT FIVE YEAR PERIOD THE OWNERS OF A MAJORITY OF THE AREA IN ACREAGE OF SAID PLAT SHALL EXECUTE AND ACKNOWLEDGE AN AGREEMENT IN WRITING (1) RELEASING ANY PART OF THE AREA THEREOF FROM ANY OR ALL OF THE ABOVE RESTRICTIONS, OR (2) MODIFYING ANY OF THE ABOVE RESTRICTIONS AND FILING THE SAME FOR RECORD IN THE OFFICE OF THE REGISTER OF DEEDS FOR DANE COUNTY WISCONSIN, THE TERMINATION OF ANY OF THE ABOVE RESTRICTIONS IN THE MANNER PROVIDED SHALL IN NOWISE ALTER RESTRICTIONS NOT SO TERMINATED.

Copied by, Ed. Deiteloff
Checked by, Virginia Brucksmeyer
Ralph Freye

RECORDED JAN. 15. 1927



BIAS DISPARITIES - HOUSING THE EFFECTS

- African American families were prohibited from buying homes in the suburbs in the 1940s and 50s, and even into the 1960s, by the Federal Housing Administration.
- African Americans were limited to where they could rent or buy homes.
- African Americans other people of color could not get insured loans, local governments enforced the policies, and the justice system said that restricted deeds did not violate the constitution because they were private agreements.
- White Flight - the large-scale migration of people of European ancestry from racially mixed urban regions to more racially homogeneous regions

A RAISIN IN THE SUN

- Play by the late Lorraine Hansberry.

The story tells of a black family's experiences in "Clybourne Park", a fictionalized version of the Washington Park Subdivision in Chicago's Woodlawn neighborhood, as they attempt to improve their financial circumstances with an insurance payout following the death of the father.

TODAY

- The segregation of our metropolitan areas today leads ... to stagnant inequality, because families are much less able to be upwardly mobile when they're living in segregated neighborhoods where opportunity is absent.

GENTRIFICATION OF NEIGHBORHOODS

- NIMBYISM
- HOMELESSNESS and the NEW HOMELESS

Resources

Conferences

- YWCA Racial Justice Summit - https://www.ywcamadison.org/what-were-doing/race-gender-equity/racial-justice-summit/ – Annual
- Madison Regions Economic and Diversity Summit – Annually in May
- The UW Diversity Forum. https://diversity.wisc.edu/event/2019-diversity-forum/

Books and Videos

- The Color of Law by Richard Rothstein (Companion Video Segregated by Design - https://www.segregatedbydesign.com/?mc_cid=598e82c1e9&mc_eid=aeb9d9522c
- The Warmth of Other Sun's by Pulitzer Prize winner Isabel Wilkerson
- Evicted: Poverty an Profit in American City by Matthew Desmond
- Race the Power of an Illusion by PBS
- Cracking the Code by Dr. Shakti Butler

Organizations

- Government Alliance on Race and Equality GARE https://www.racialequityalliance.org/ and Race Forward - https://www.raceforward.org/about
- National Association for the Advancement of Colored People (NAACP) - http://www.naacpofdaneco.org/
- Equity and Results - https://www.equityandresults.com/what-is-equity-results-1
- Center for Policing Equity - https://policingequity.org/

Do treat people as your equal

- Show respect whether in your personal life or professional life.

Platinum rule: Treat people how they want to be treated!

Not forgetting to: Treat people how **you'd** like to be treated either!

CULTURALLY INCLUSIVE WORLD

Recognizing and understanding one's own unintended preferences, enables each of us to take full control of business decisions, embrace the potentials of diversity and build imaginatively creative teams

THANK YOU!

Theola V. Carter, MPA | Manager of Policy & Program Improvement

carter.theola@countyofdane.com

Carrie Braxton, MPA | Manager of Equal Employment Opportunity

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Phone: (608) 283-1471 | Fax: (608) 266-2138

Analysis of Impediments to Fair Housing Choice

Context and Introduction into Summary Findings

Prepared for Dane County Housing Summit| October 10, 2019

Analysis of Impediments to Fair Housing Choice

- Requirement of Participating/Entitlement Jurisdictions through the Consolidated Plan process
  - As a condition of receiving Federal CDBG/HOME funds, the City must certify that it will *affirmatively further fair housing*
  - Affirmatively Furthering Fair Housing is certified by
    - Conducting an Analysis of Impediments to Fair Housing Choice
    - Taking appropriate actions to overcome the effects of impediments identified in the Analysis of Impediments
    - Maintaining records reflecting the analysis and actions
- Affirmatively Furthering Fair Housing is a legal obligation
- AI is meant to be a practical document that identifies impediments to fair housing choice and creates systemic plan to remove them

Strategies & Actions to Overcome Impediments to Fair Housing

- 41 Impediments Identified

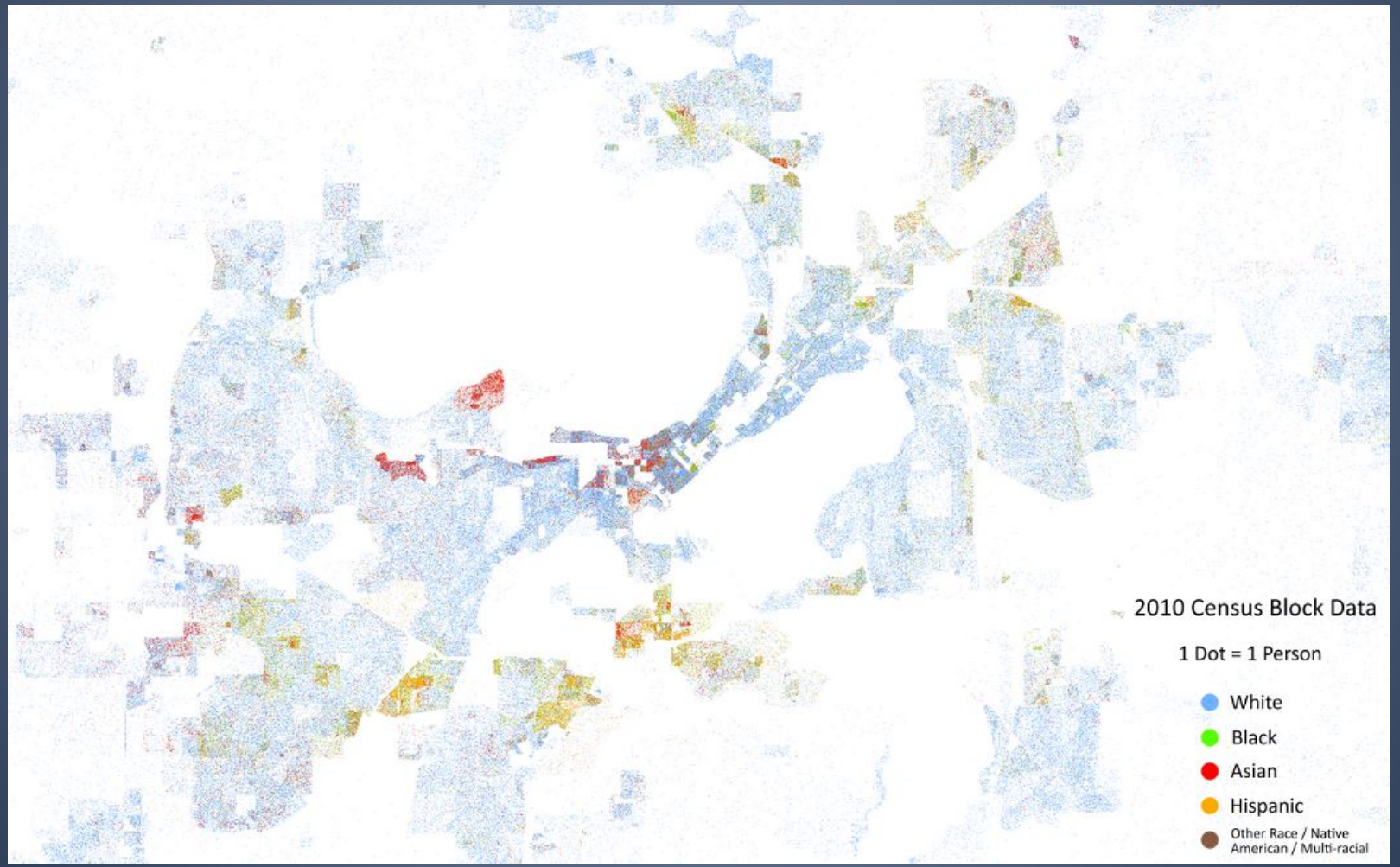
- 9 Impediment Areas
  - Race & Ethnicity
  - Age
  - Disability
  - Income & Affordability
  - Housing Stock
  - Lending
  - Education
  - Public Sector
  - Legislative

- Many Strategies & Actions Shared with 2013 AI, Biennial Housing Report, White House Housing Development Toolkit, and/or Imagine Madison

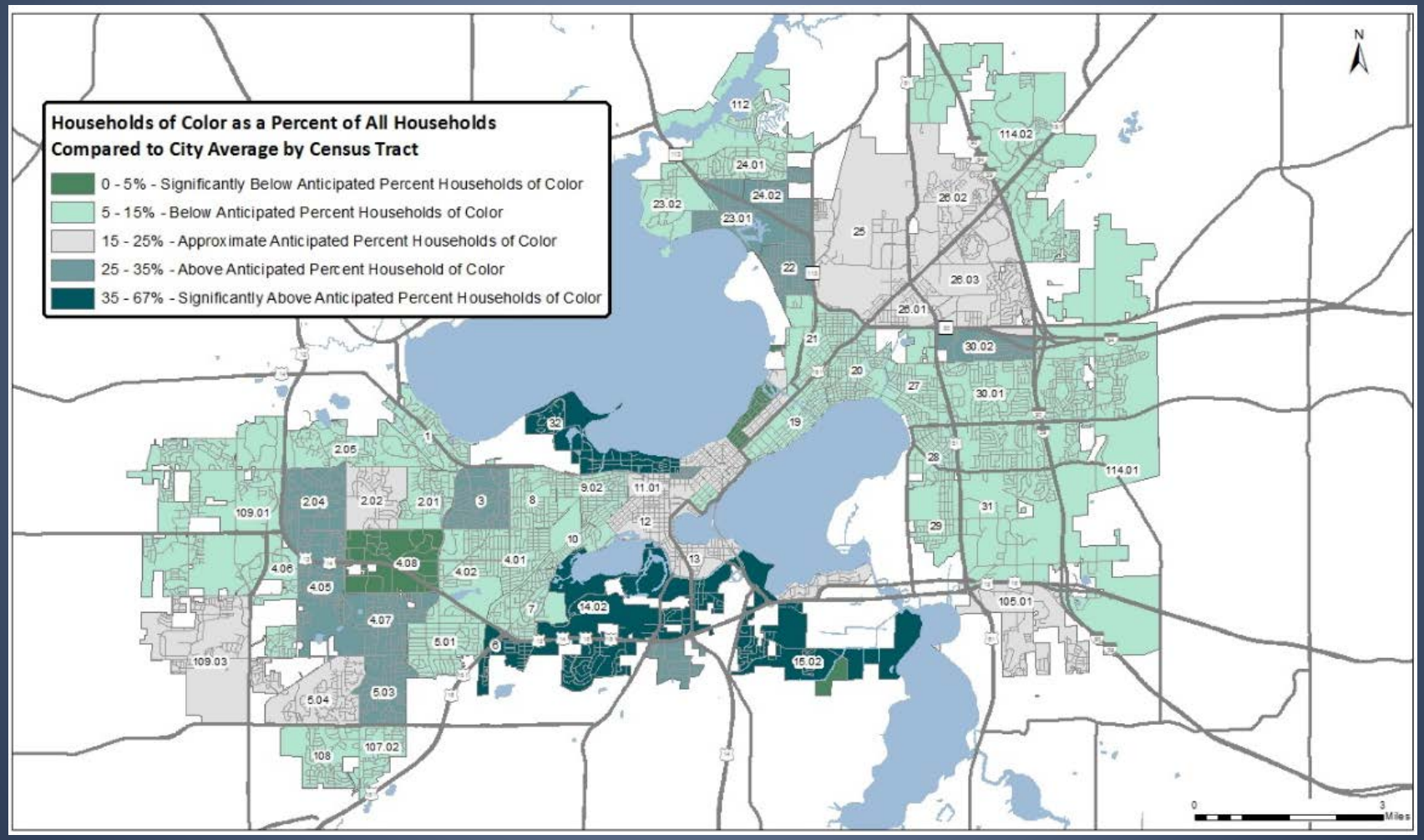
Fair Housing

Effect in the Present

Racial Dot Map



Integration in Contrast

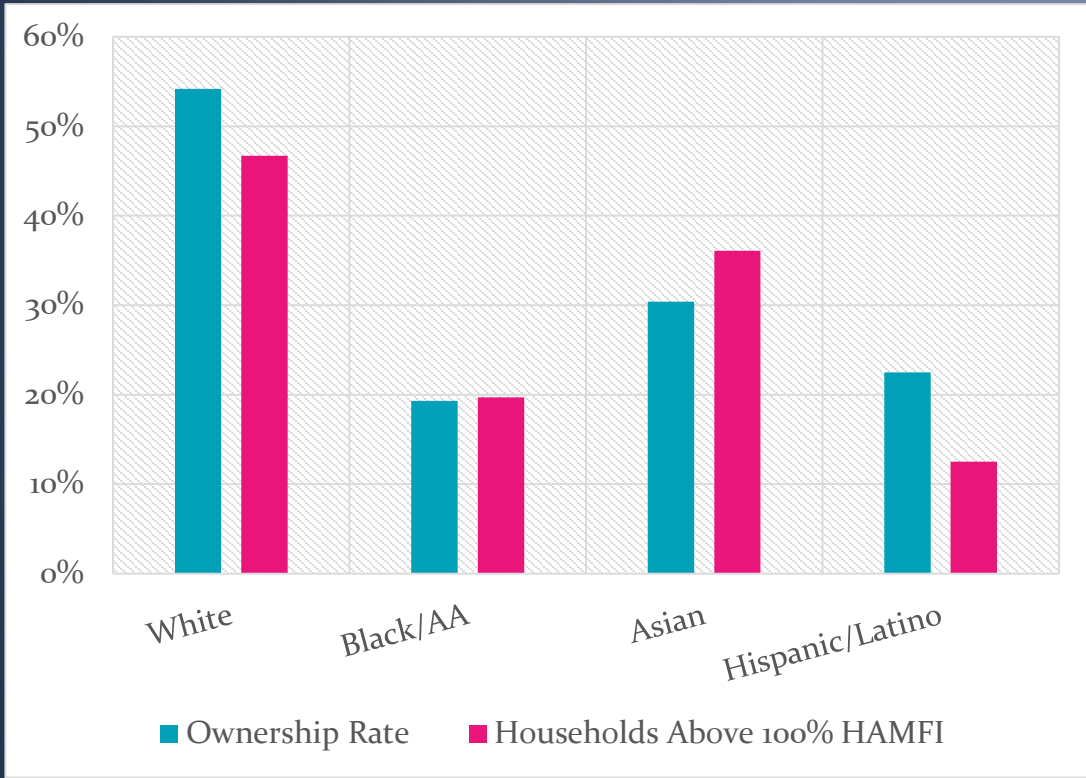


Homeownership

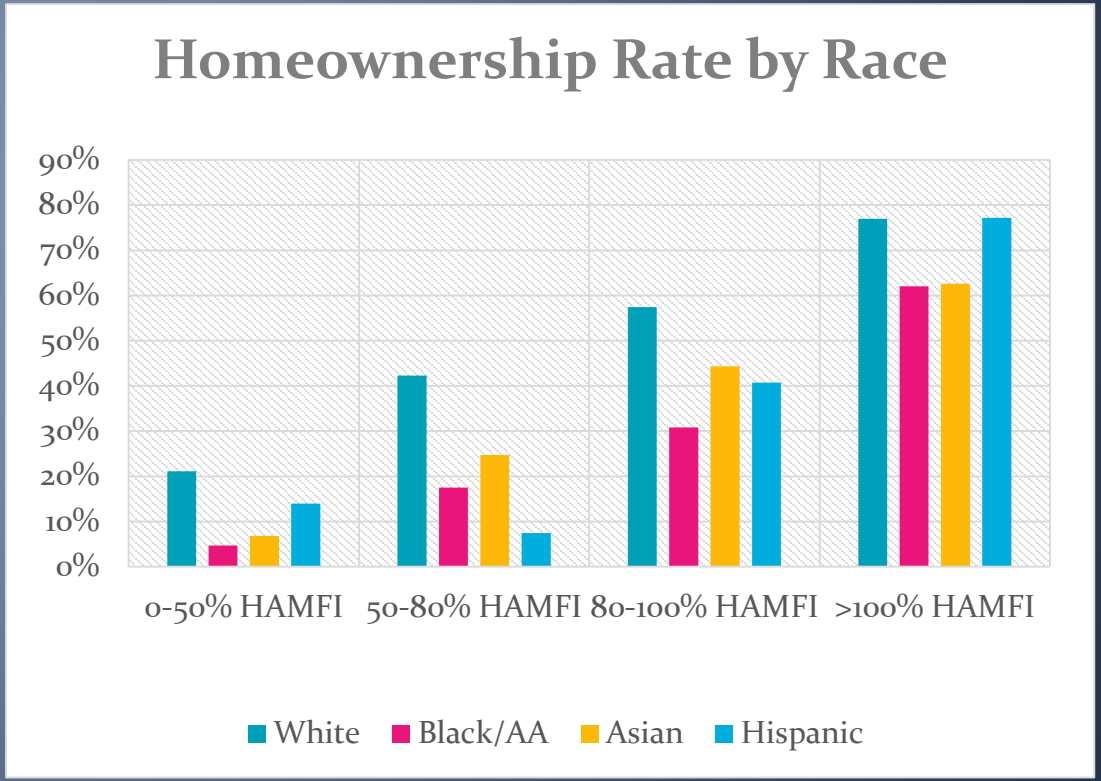
Obstacles and Opportunities

Obstacles in Ownership

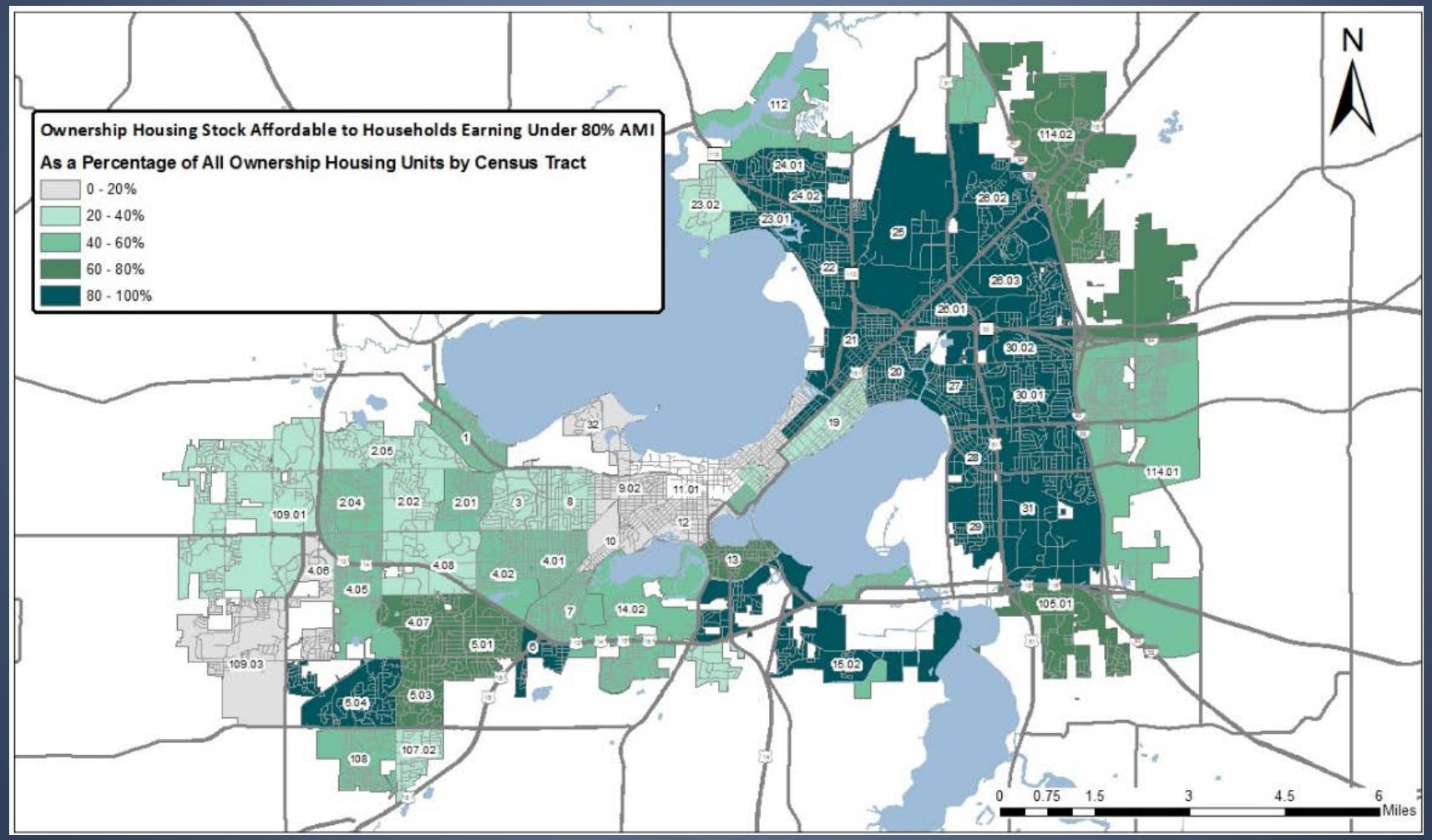
Ownership and High Income Status



Ownership by Income Level



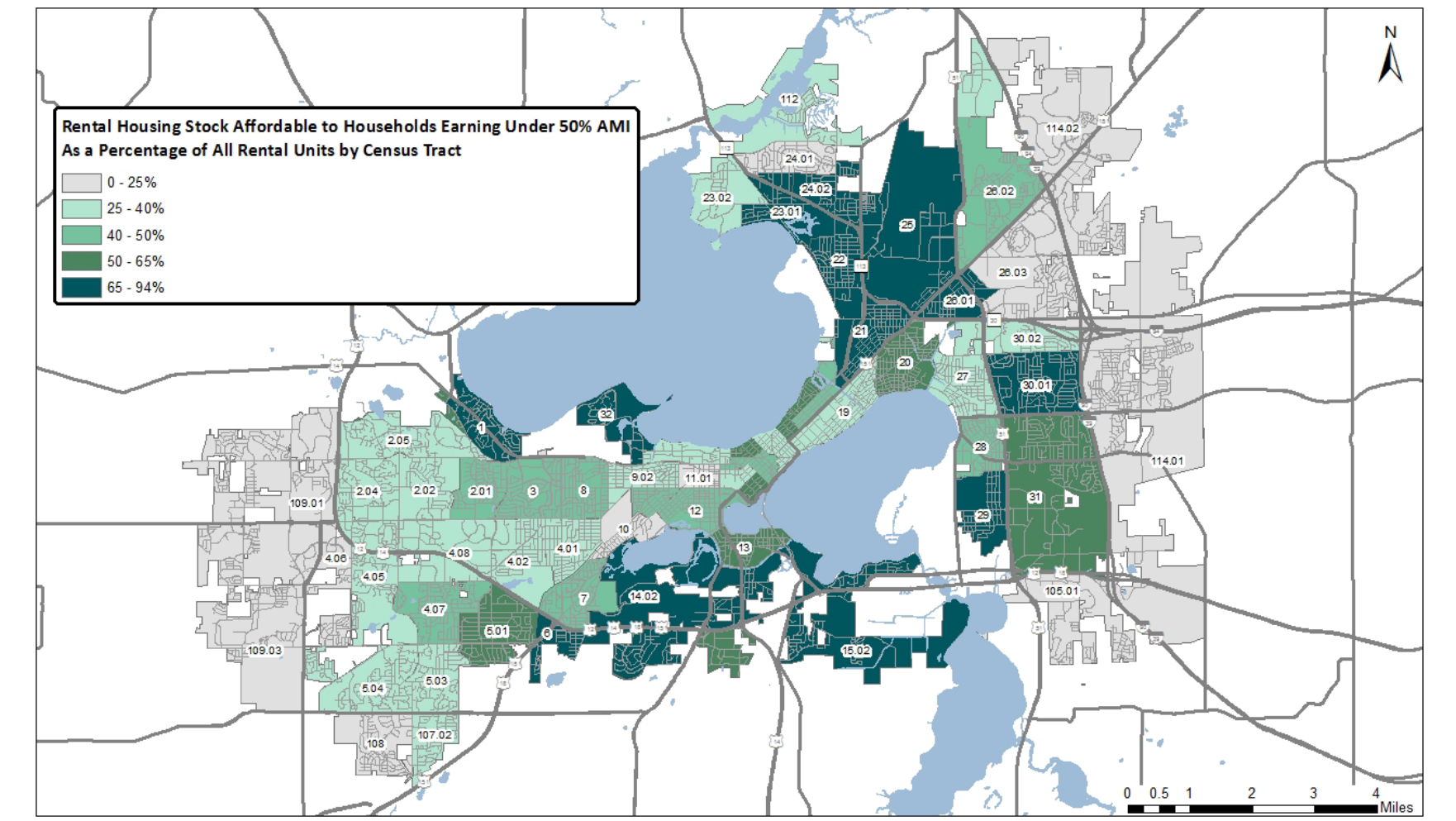
Segregation of Opportunity



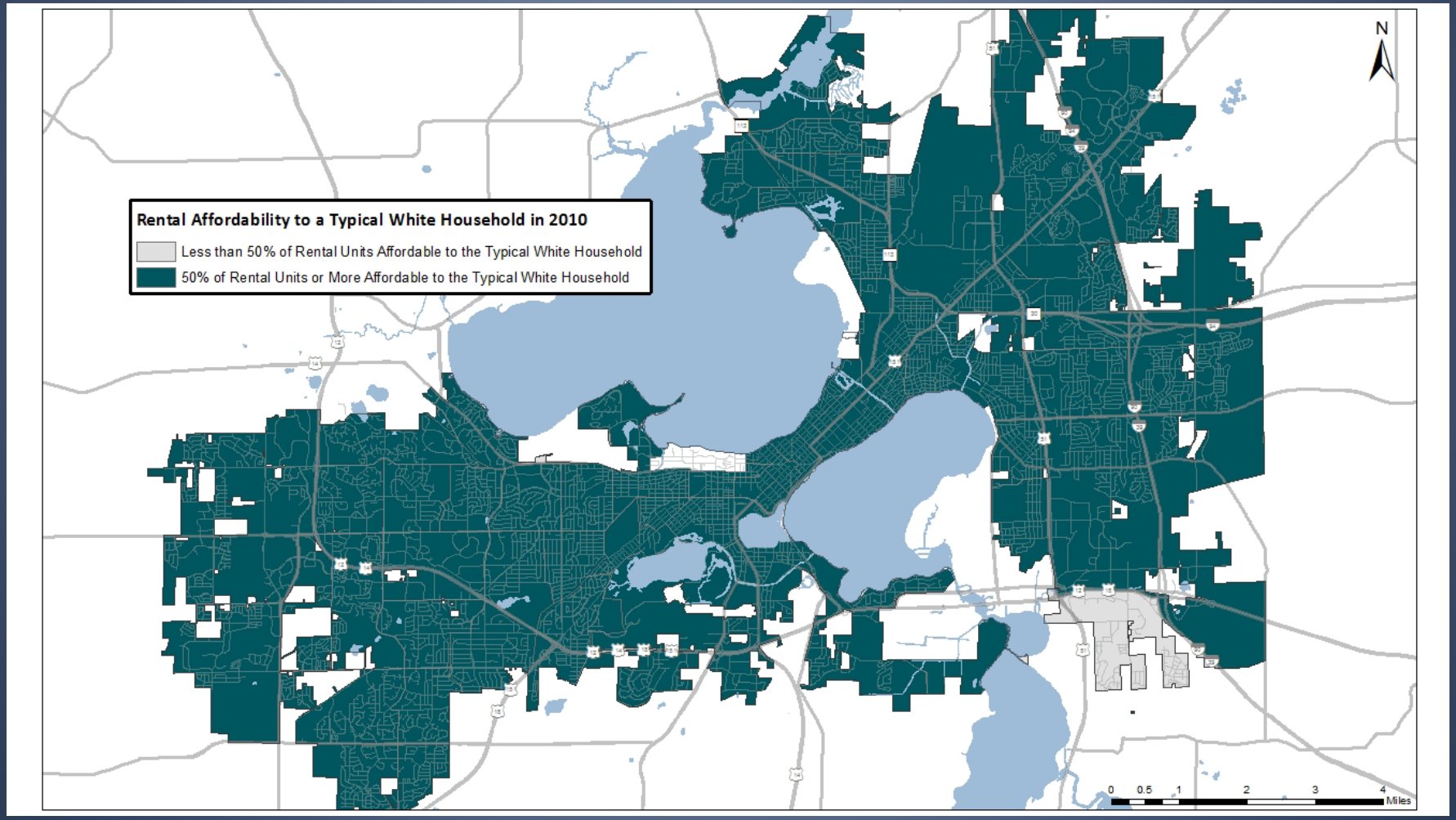
Rental

Obstacles and Opportunities

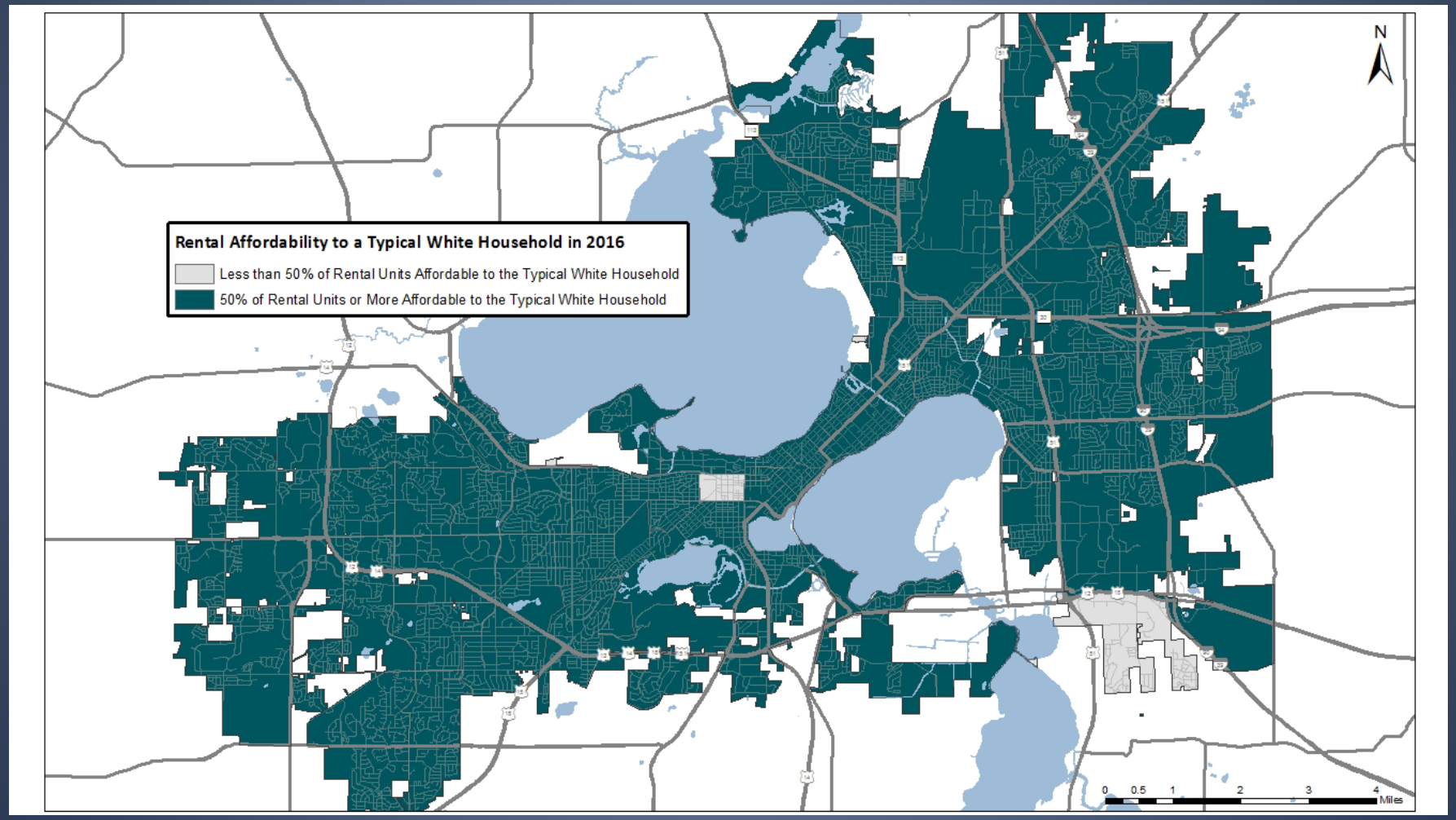
Segregation of Opportunity



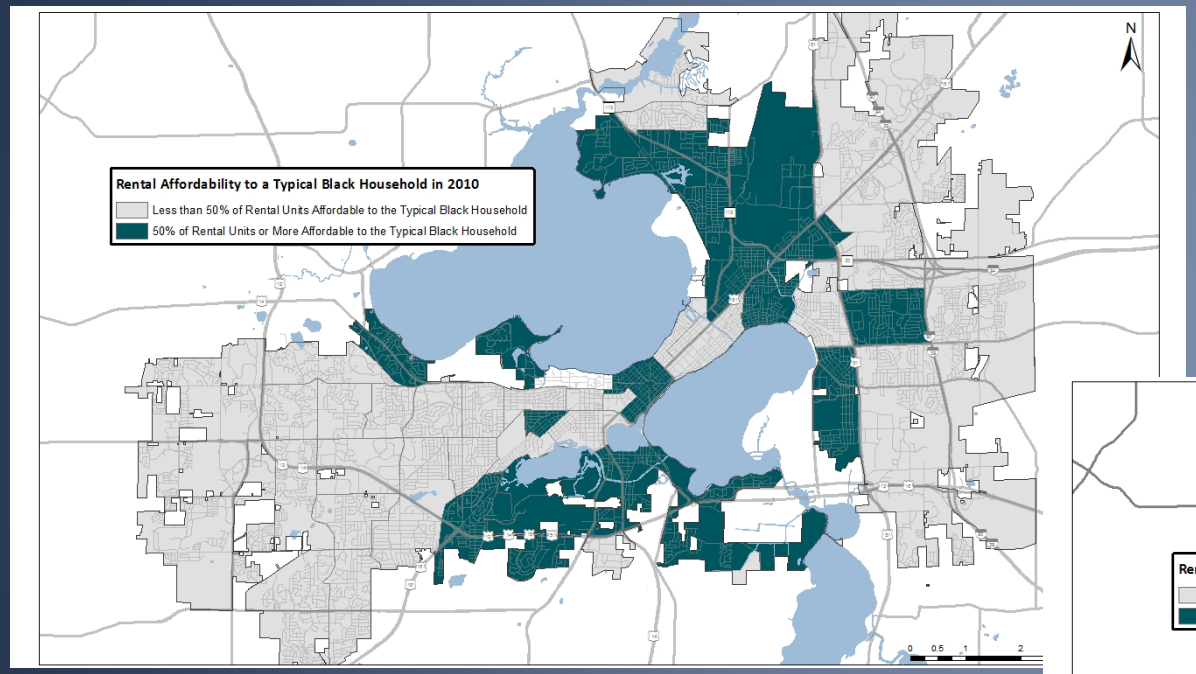
Racial Segregation of Opportunity

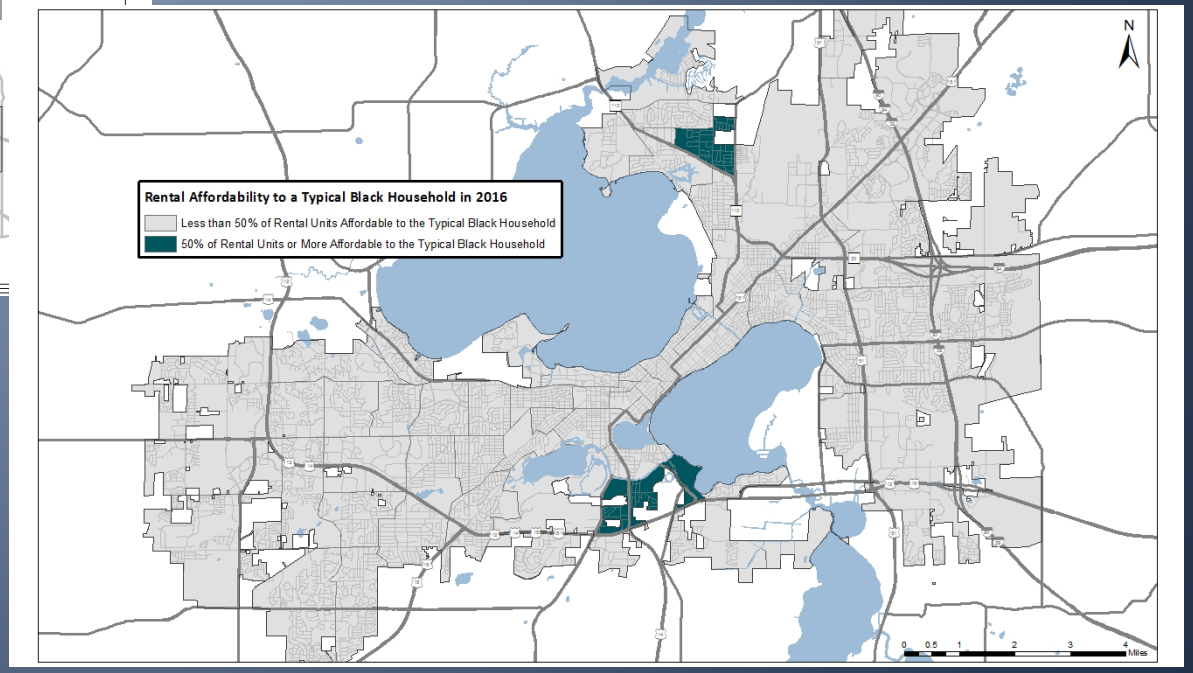


Racial Segregation of Opportunity

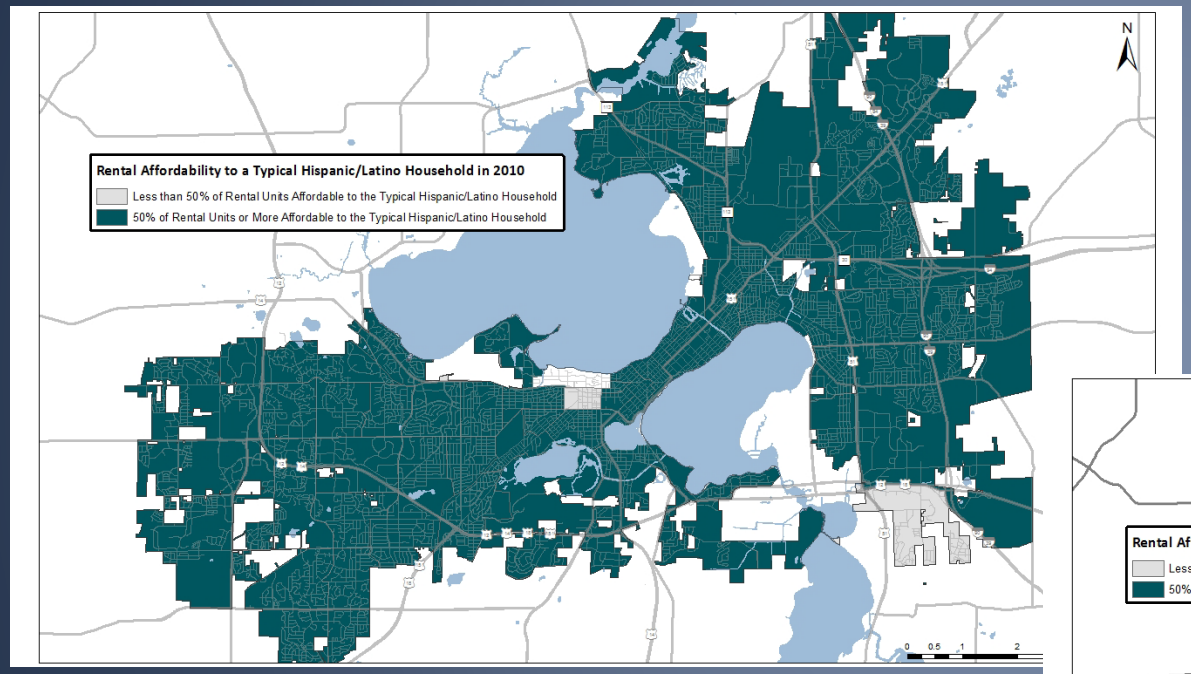


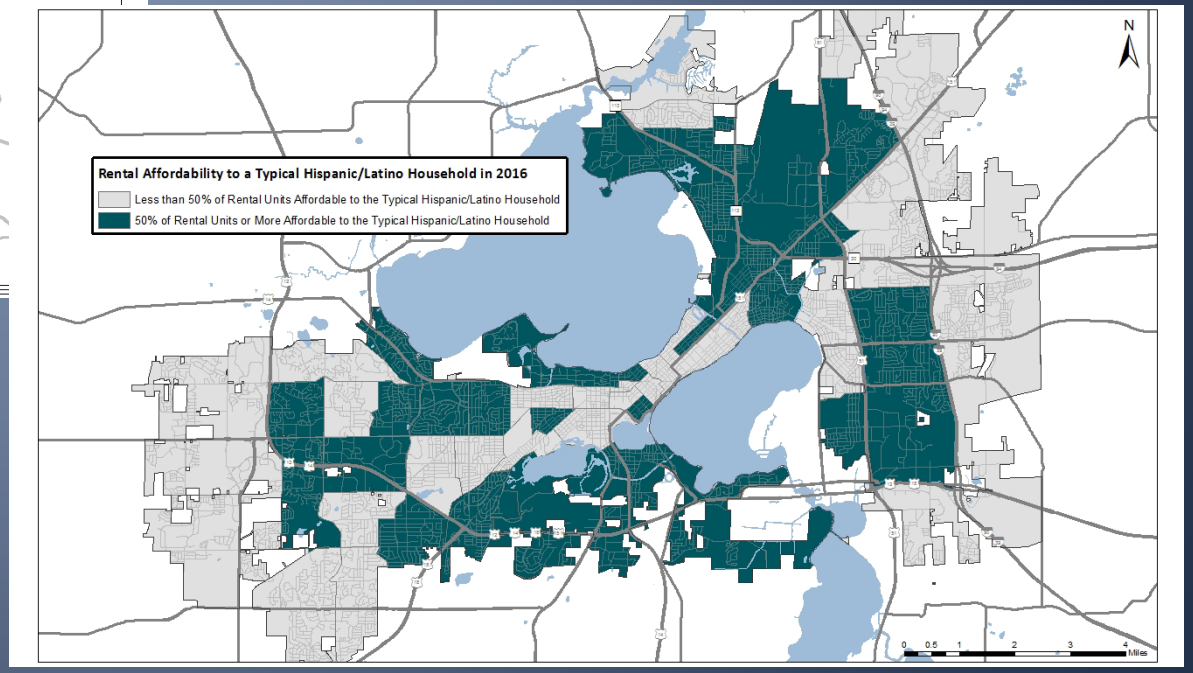
Racial Segregation of Opportunity





Racial Segregation of Opportunity



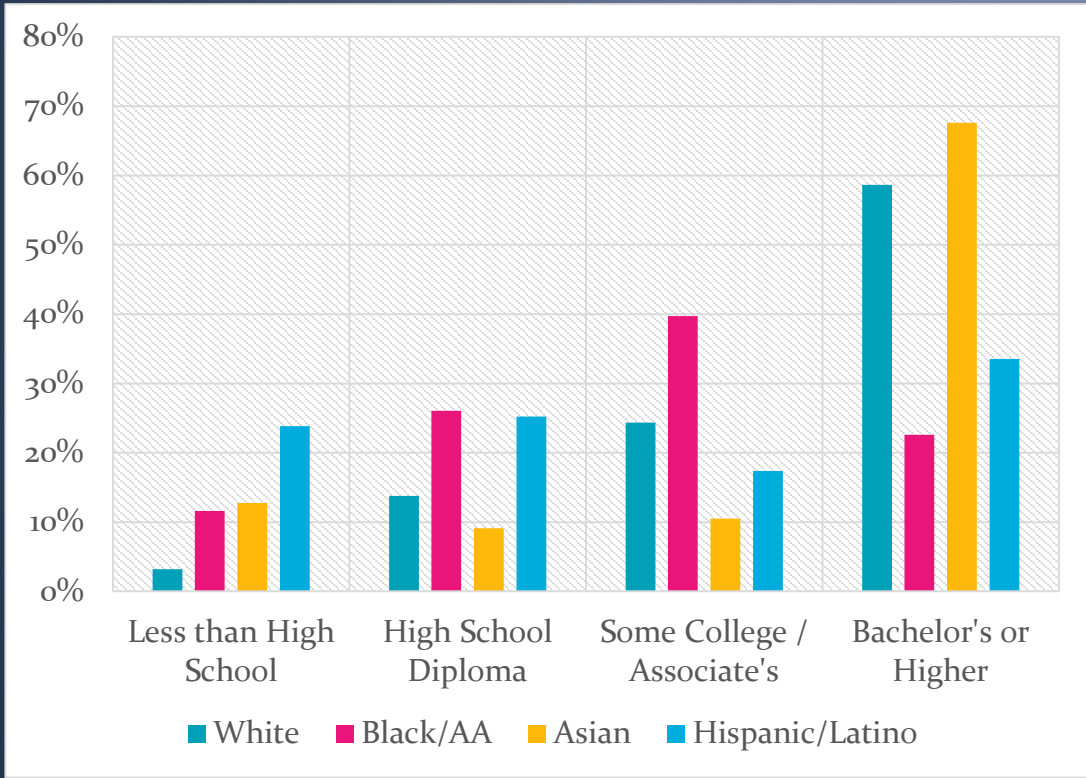


Educational

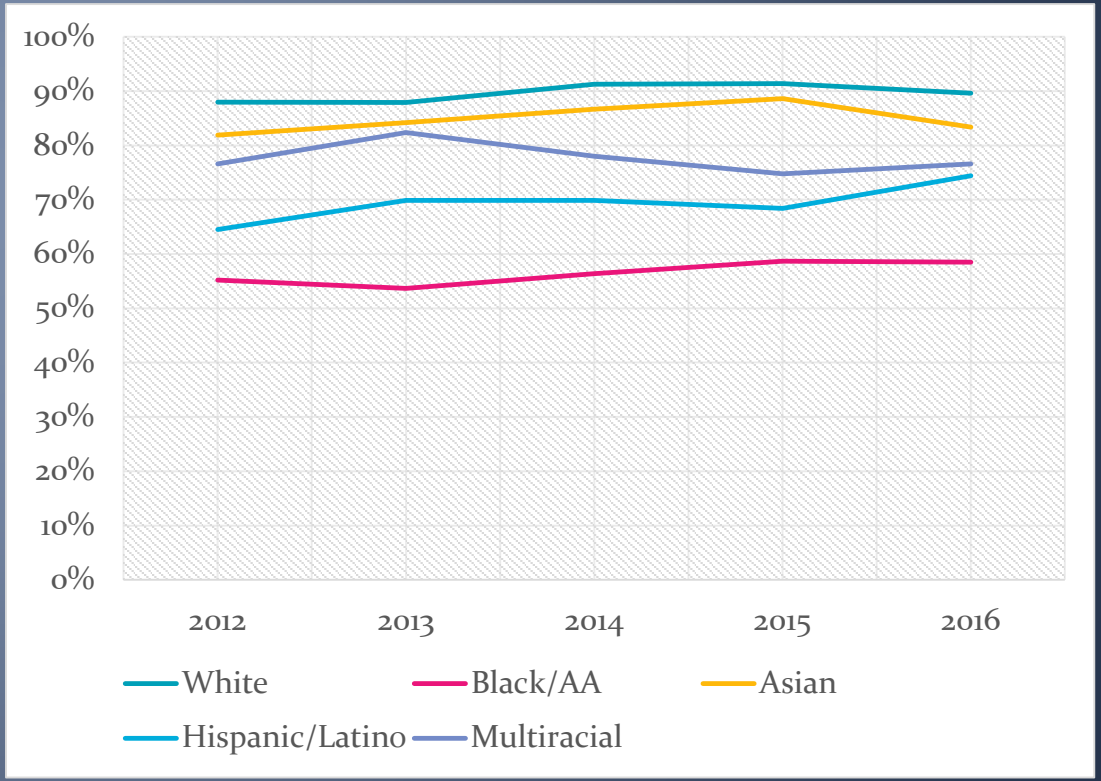
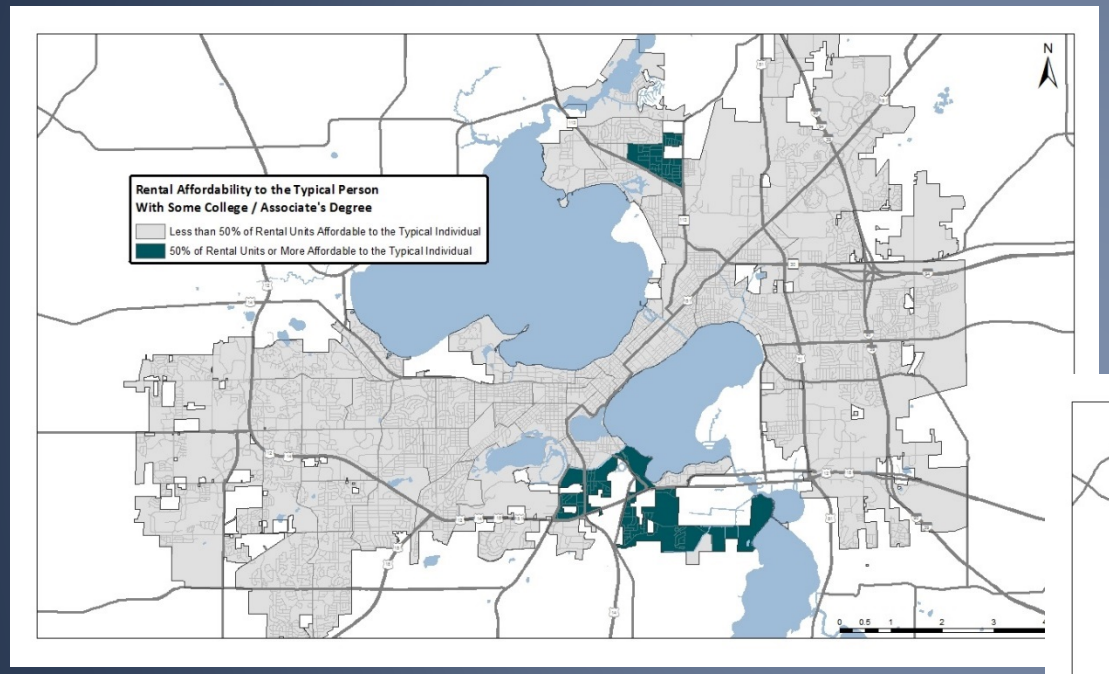
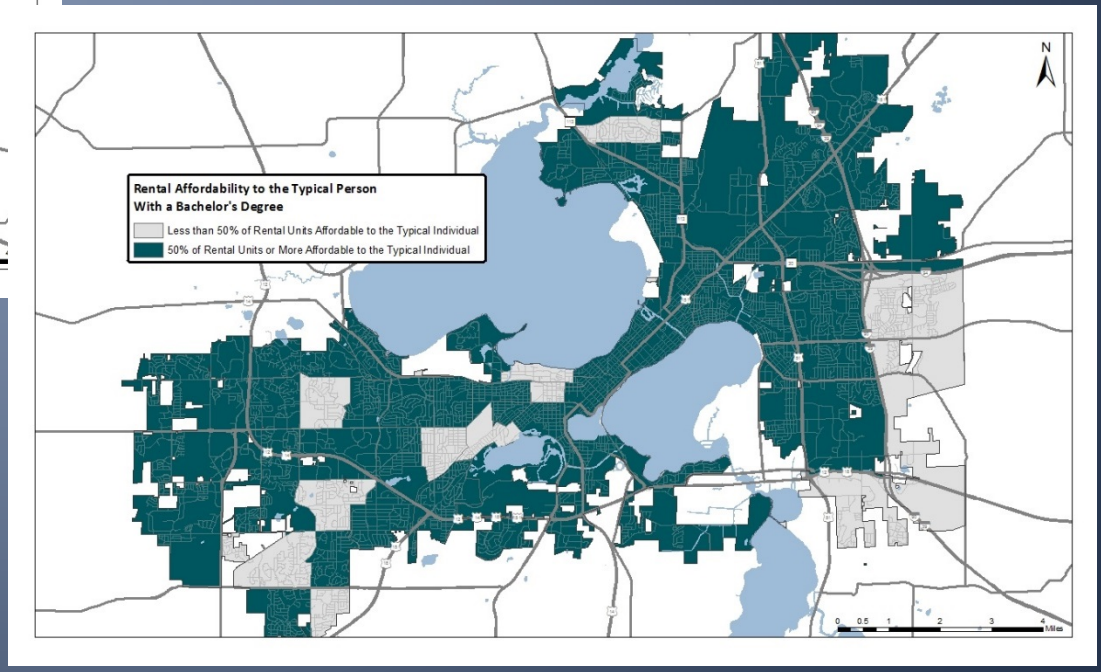
Obstacles and Opportunities

Education and Earning Potential

Educational Attainment



MMSD Completion Rate



Education and Earning Potential