



RACIAL EQUITY ANTI-DISPLACEMENT
TOOL

**NOTHING ABOUT US
WITHOUT US!**

ACCOUNTABILITY TO THE COMMUNITY



The Co-creation Team & Model

Community Catalysts

- **30 people** selected from a pool of **117 applicants**. They are being compensated for their time
- Participants were selected based on displacement risk
- Catalyst group model used to center voices of people with lived experience and greatest risk of displacement

WHO'S IN THE CATALYST GROUP?



88%

**CURRENT OR FORMER RESIDENTS
OF THE EASTERN CRESCENT**



100%

**EARN LESS THAN THE MEDIAN
INCOME FOR AUSTIN**



50%

**NO PERSONAL VEHICLE OR
DEPEND ON TRANSIT**



90%

ARE PEOPLE OF COLOR

57%

African American

37%

Hispanic, Latino/a, Latinx, Chicanx

20%

Indigenous

7%

Asian American, Native Hawaiian, or Pacific Islander

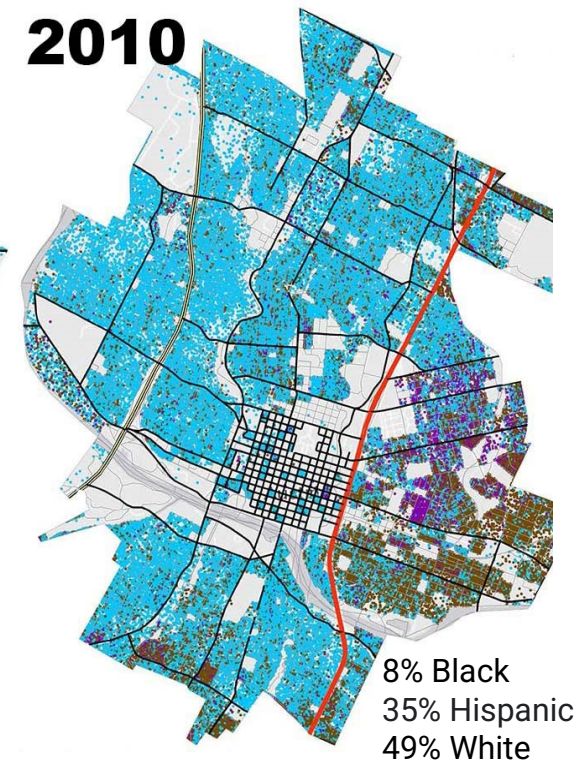
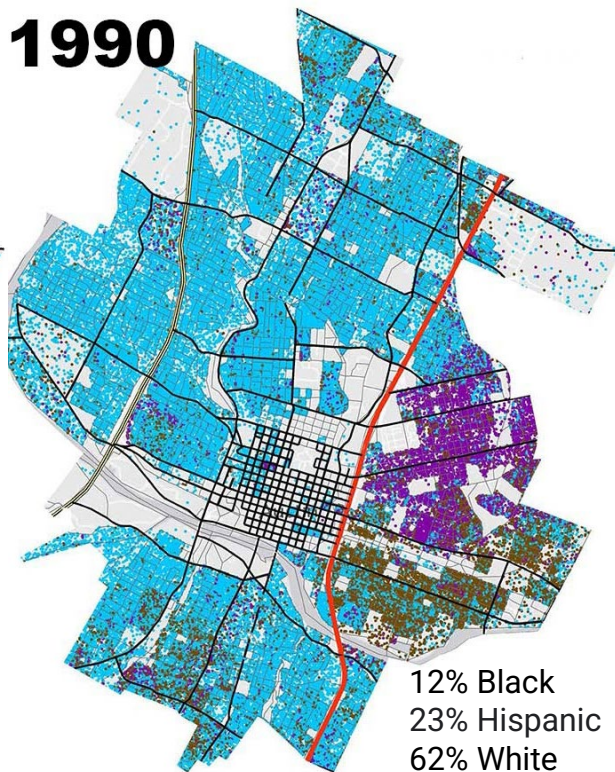
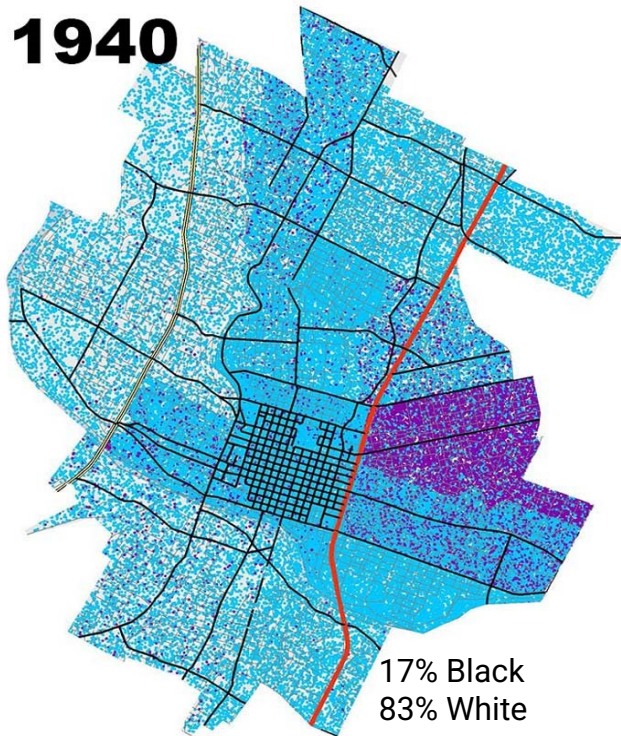
13%

White

Note: Some members identify as more than one racial or ethnic group

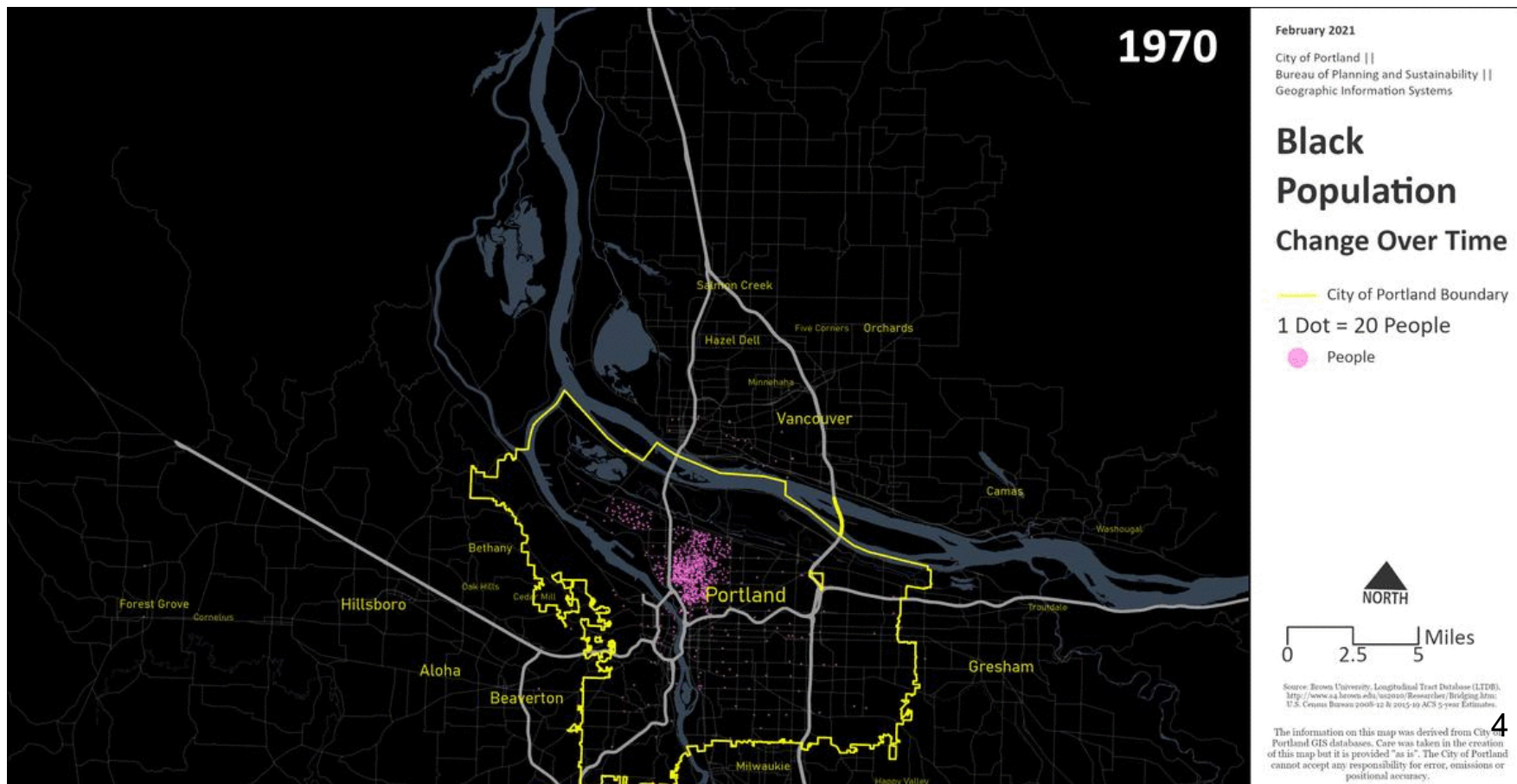
Evidence of Displacement: Central East Austin

■ White
■ Black
■ Hispanic/Other (1980-90)
— East Avenue/I-35



Source: "Austin Restricted" (Tretter, 2012) from U.S. Census data

Evidence of Transit Oriented Displacement: Portland, OR



Vision

With the help of the Equity Tool, we envision:

*Austin renowned for its strong communities and inclusive neighborhoods. It's economic and racial diversity as the foundation which fuels the City's innovative and entrepreneurial spirit. Austin that welcomes all incoming ethnic groups, new BIPOC transplants, and values its Native and long time BIPOC residents, businesses and community organizations. **We see a future in which Austinites, regardless of race or means, thrive with the power to determine their futures.***

Racial Equity Drivers



Driver One:
Prevent
Residential,
Commercial,
and
Community
Displacement



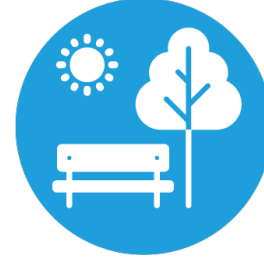
Driver Two:
Advance
Economic
Mobility and
Opportunity



Driver Three:
Build on Local
Cultural
Assets



Driver Four:
Promote
Transportation
Mobility and
Connectivity



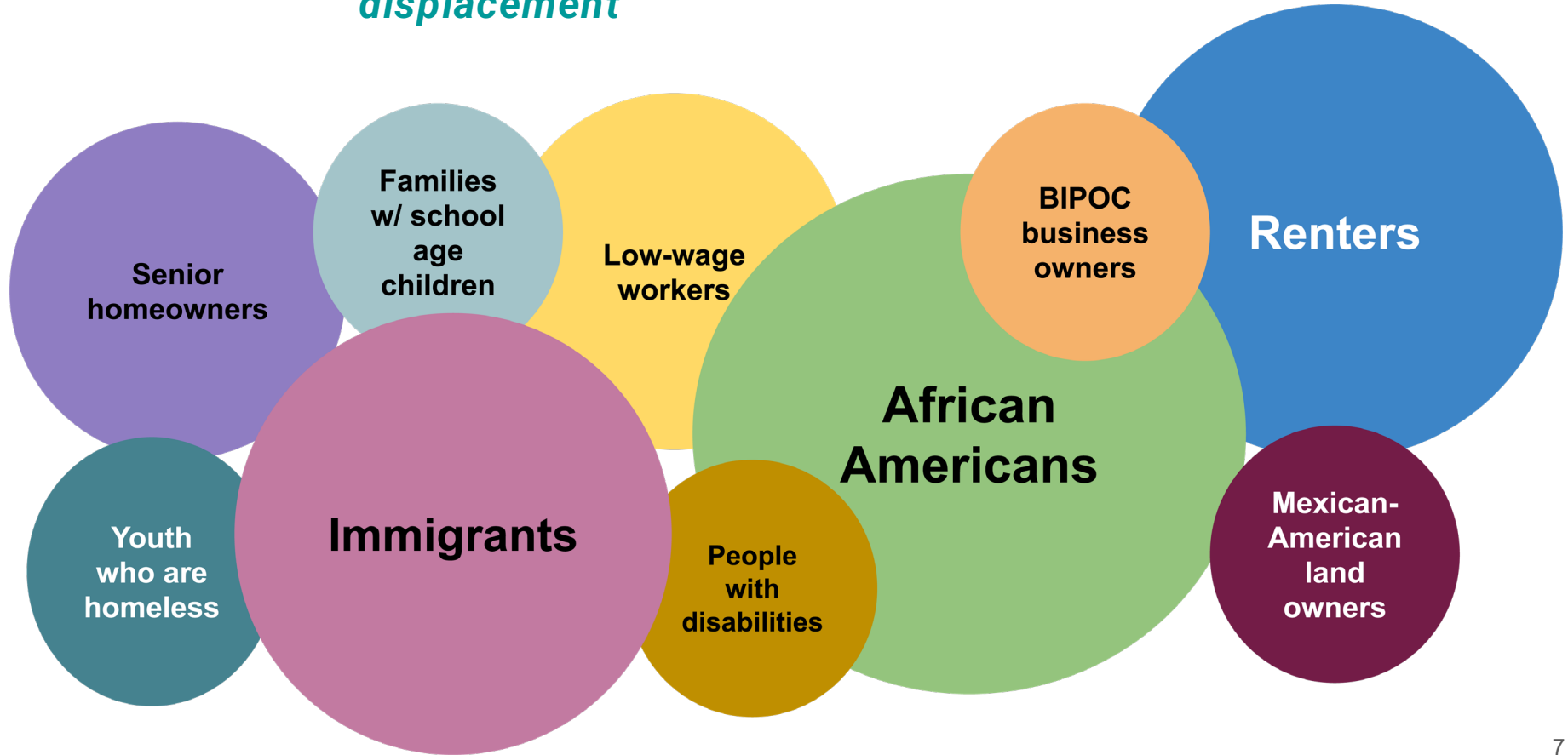
Driver Five:
Develop
Healthy and
Safe
Neighborhoods



Driver Six:
Equitable
Access to All
Neighborhoods

People

Black, Indigenous, and People of Color at risk of displacement



Places

Displacement Risk Areas

Image from the Project Connect Racial Equity Anti-Displacement Map Tool showing displacement risk categories and Project Connect lines (Link to online map: <https://arcg.is/qrG8C>)

Displacement Risk



Legend

Project Connect Proposed Stops



Project Connect Routes

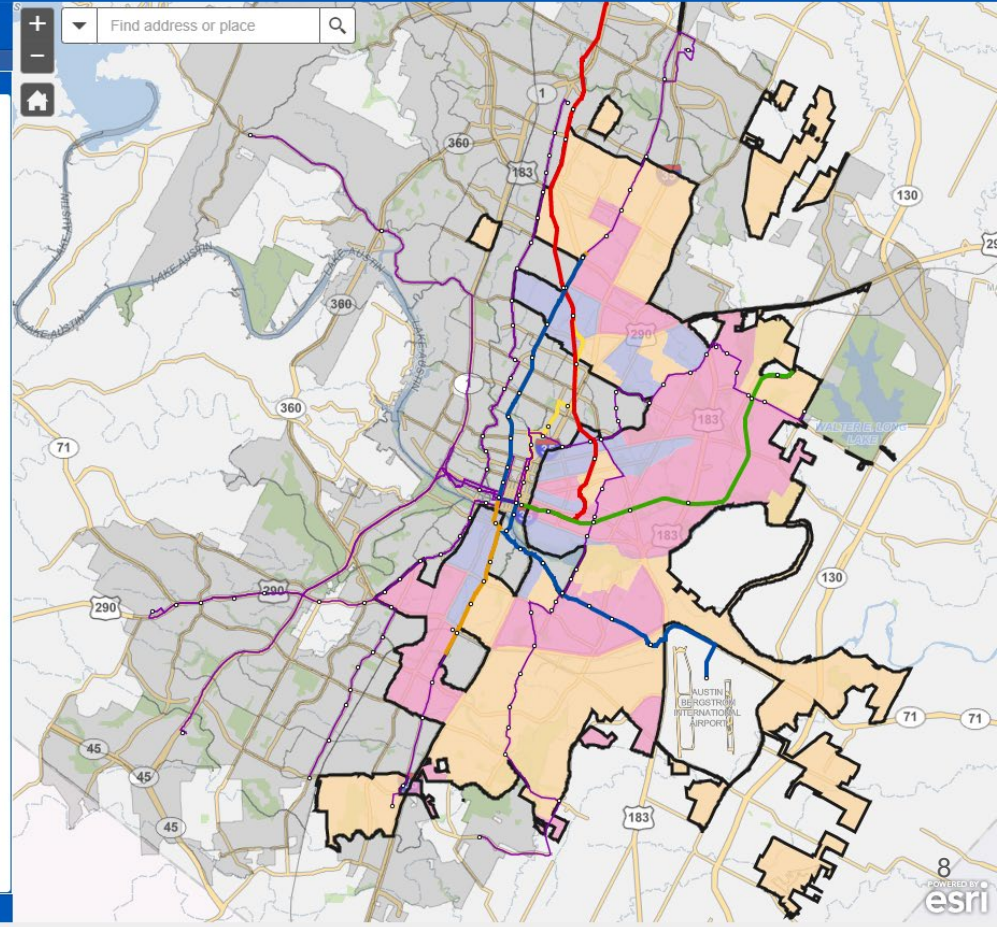
- Blue Line
- Gold Line
- Green Line
- Orange Line
- Red Line
- Rapid Bus

Displacement Risk Areas Outline



Displacement Risk Areas (2019)

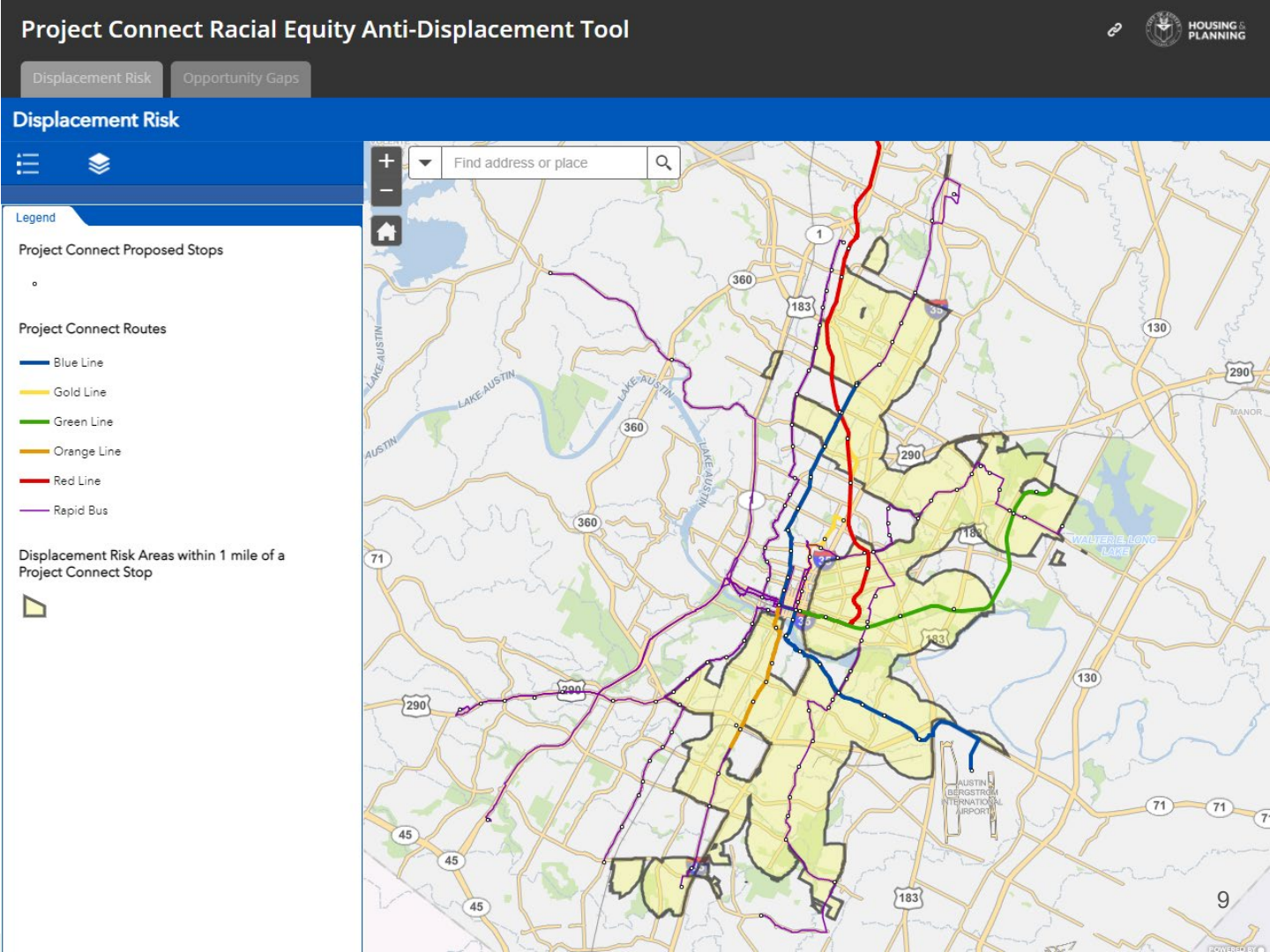
- Vulnerable
- Active
- Chronic
- Historical Exclusion



Places

Displacement Risk Areas

Image from the Project Connect Racial Equity Anti-Displacement Map Tool showing displacement risk areas within 1 mile of a Project Connect station (Link to online map: <https://arcg.is/qrG8C>)



Purposes

Balanced Allocation Priorities for the Anti- Displacement Fund

*A balanced
approach is
needed to address
the long history of
public and private
disinvestment in
communities of
color*



Illustration created by Racial Equity Catalyst Jasmine Willis

Racial Equity Anti-Displacement Tool

Five sections:

- I. Community-Driven
- II. Community Priorities
- III. Community Guardrails
- IV. Reasonableness (funds only)
- V. Balanced Portfolio (funds only)

Scoring criteria for each section informs project design and funding awards. Each criterion is scored on a range from 5 points for a strong response to 0 points for a weak response.

I. Community Driven: Depth of Relationship and Accountability

In order to advance racial equity and growth without displacement, proposals must:

- A. Be generated by communities at high risk of displacement through an established, accountable, and inclusive community process;
- B. Seek to achieve goals established by communities at high risk of displacement;
- C. Include community members at high risk of displacement in paid decision-making leadership during the design and implementation of the proposal; and
- D. Demonstrate accountability to communities at high risk of displacement.

Strong (deserves 5)		Weak (deserves 0)		SCORE
Does this proposal....		Scoring Criteria (25 points maximum)		
FOR RACIAL EQUITY ANTI-DISPLACEMENT FUND PROPOSALS Criteria 1-3 must EACH achieve a score of 4 or higher for the proposal to be considered.	1. Advance the Vision of the Racial Equity Anti-Displacement Tool?	.....Of.....	Was the vision created without any consultation with those most impacted by displacement?	5
	2. Use a collaborative or deferential model of community partnership between the institutions and those most at risk of displacement to make future decisions?	.....Of.....	Ignore or only inform those most at risk of displacement of decisions that are already made?	5
	3. Use data disaggregated by race for transparency and decision-making and accountability to those most impacted by displacement?	.....Of.....	Is it not explicit about how data and decisions are transparent and accountable to those most impacted?	2
	4. Reflect the result of previously established and inclusive community efforts that included those most impacted by displacement?	.....Of.....	Does the proposal have no resemblance to previously created work?	
	5. Include a budget that adequately and equitably resources all community partners and participants, and supports community coalition building?	.....Of.....	Does the collaboration rely on the unreimbursed or underpaid work of community partners and participants?	

I. Community Driven: Depth of Relationship and Accountability

I. Community-Driven

Strong (deserves 5)		Weak (deserves 0)		
Does this proposal....			Scoring Criteria	SCORE
1. Advance the Vision of the Racial Equity Anti-Displacement Tool?	.....Or.....	Was the vision created without any consultation with those most impacted by displacement?		
2. Use a collaborative or deferential model of community partnership between the institutions and those most at risk of displacement to make future decisions?	.....Or.....	Ignore or only inform those most at risk of displacement of decisions that are already made?		
3. Use data disaggregated by race for transparency and decision-making and accountability to those most impacted by displacement?	.....Or.....	Is it not explicit about how data and decision-making are transparent and accountable to those most impacted?		
4. Reflect the result of previously established and inclusive community efforts that included those most impacted by displacement?	.....Or.....	Does the proposal bear no resemblance to such previously created work?		
5. Include a budget that adequately and equitably resources all community partners and participants and supports community coalition building?	.....Or.....	Does the collaboration rely on the unreimbursed or underpaid work of community partners and participants?		
I. Community-Driven - Total Score 25 points maximum				0

Does this proposal **advance the community's vision** of racially equitable development, and is it accountable to them?

II. Community Priorities: People, Place, Purpose

Strong (deserves 5)		Weak (deserves 0)		
Does this proposal....			Scoring Criteria	SCORE
A1. Explicitly describe how it decreases displacement pressures for BIPOC households who are at risk of displacement?	.....or.....	Does it not consider how its unintended consequences may increase displacement pressures on BIPOC households?		
A2. Explicitly describe how it decreases displacement pressures for BIPOC business owners at risk of displacement?	.....or.....	Does it not consider how its unintended consequences may increase displacement pressures on BIPOC business owners at risk of displacement?		
A3. Explicitly describe how it decreases displacement pressures for BIPOC-led organizations at risk of displacement?	.....or.....	Does it not consider how its unintended consequences may increase displacement pressures on BIPOC-led organizations at risk of displacement?		
B1. Located within 1 mile of any Project Connect station in the Eastern Crescent to leverage transit investments and mitigate their displacement pressures?	.....or.....	Is the proposal not located within 1 mile of a Project Connect station in the Eastern Crescent ?		
C1. Represent a substantial effort to address a minimum of 3 Racial Equity Drivers , including at least 1 of Equity Drivers 1-3, equally?	.....or.....	Is the proposal mostly about one Racial Equity Driver with others thrown in to comply with the application rules?		
C2. Advance at least one Priority Purpose for use of anti-displacement funds?	.....or.....	Does the proposal not meaningfully address how it advances at least one Priority Purpose ?		

Does this proposal meaningfully decrease displacement pressure for those populations, businesses and cultural anchors most at risk?

III. Community Guardrails

Strong (deserves 5)		Weak (deserves 0)		
In this proposal....			Scoring Criteria	SCORE
1.	Are potential unintended harmful consequences on BIPOC communities or people with lower incomes clearly identified, and are meaningful measures to mitigate harm proposed?	.....or.....	Is it likely to disproportionately burden BIPOC communities or people with lower incomes?	
2.	Is there clarity on how it decreases, or mitigates its contribution to any of the following types of displacement pressures on high-risk populations: direct, economic, cultural, and environmental?	.....or.....	Does it not even consider how its unintended consequences may increase direct, economic, cultural or environmental displacement on these populations while focusing only on economic growth?	
3.	Is there an analysis of who benefits from and who bears the burden of financial costs associated with this proposal (e.g. taxes, bonds or fees; use fees or fares; construction and development costs; etc.), and are the benefits and burdens equitably distributed?	.....or.....	Do BIPOC households, businesses, and/or community organizations pay an inequitable share of the costs?	
4.	Have all decision-makers taken the Undoing Racism® Community Organizing Workshop as well as read the "Uprooted" report, and are effectively using those materials to transform how they do their work as well as shape the goals and outcomes of their proposal?	.....or.....	Are decision-makers creating greater harm by perpetuating institutional racism, increasing racial disparities, and increasing displacement pressures on those who are most at risk of displacement?	
5.	Are there strong structures to prevent conflicts of interest, or even the appearance of conflicts of interest, by requiring elected or appointed decision-makers who could themselves, or their family members, benefit financially from the proposal to recuse themselves?	.....or.....	Is there a possibility that decision-makers are motivated by self-interest?	
III. Community Guardrails - Total Score (25 points maximum)				

Does this proposal address **unintended consequences** that may result in additional harms to BIPOC residents, business, and community organizations?

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IV. Reasonableness (fund only)

Strong (deserves 5)		Weak (deserves 0)		
In this proposal....			Scoring Criteria	SCORE
1.	Does the leadership (Board and Executives) of the applicant reflect the racial / ethnic demographics of the community being served?	.....or.....	Does the leadership (Board and Executives) of the applicant NOT reflect the racial / ethnic demographics of the community being served?	
2.	Does the project budget adequately resource all community partners in the proposal?	.....or.....	Does the project rely on the unreimbursed or underpaid work of partner organizations and residents?	
3.	Does the applicant, factoring in proposed capacity-building efforts including formal partnerships, have the ability to deliver on the proposal?	.....or.....	Is the proposal clearly outside of the ability of the organization to be able to accomplish?	
4.	Does the applicant have a clear idea of how to deliver on the programming aspects of the proposal demonstrated with previous examples?	.....or.....	Are the actual operations of the project entirely theoretical?	
5.	Does the proposal reflect realistic costs and equitably distributed across BIPOC staff and partners?	.....or.....	Does the proposed budget not reflect realistic costs or inequitably burden BIPOC staff or partners?	
6.	Has the proposal adequately identified potential risks and mitigations?	.....or.....	Are there significant issues that are not addressed that could limit the project's success?	
IV. Reasonableness - Total Score (30 points maximum)				

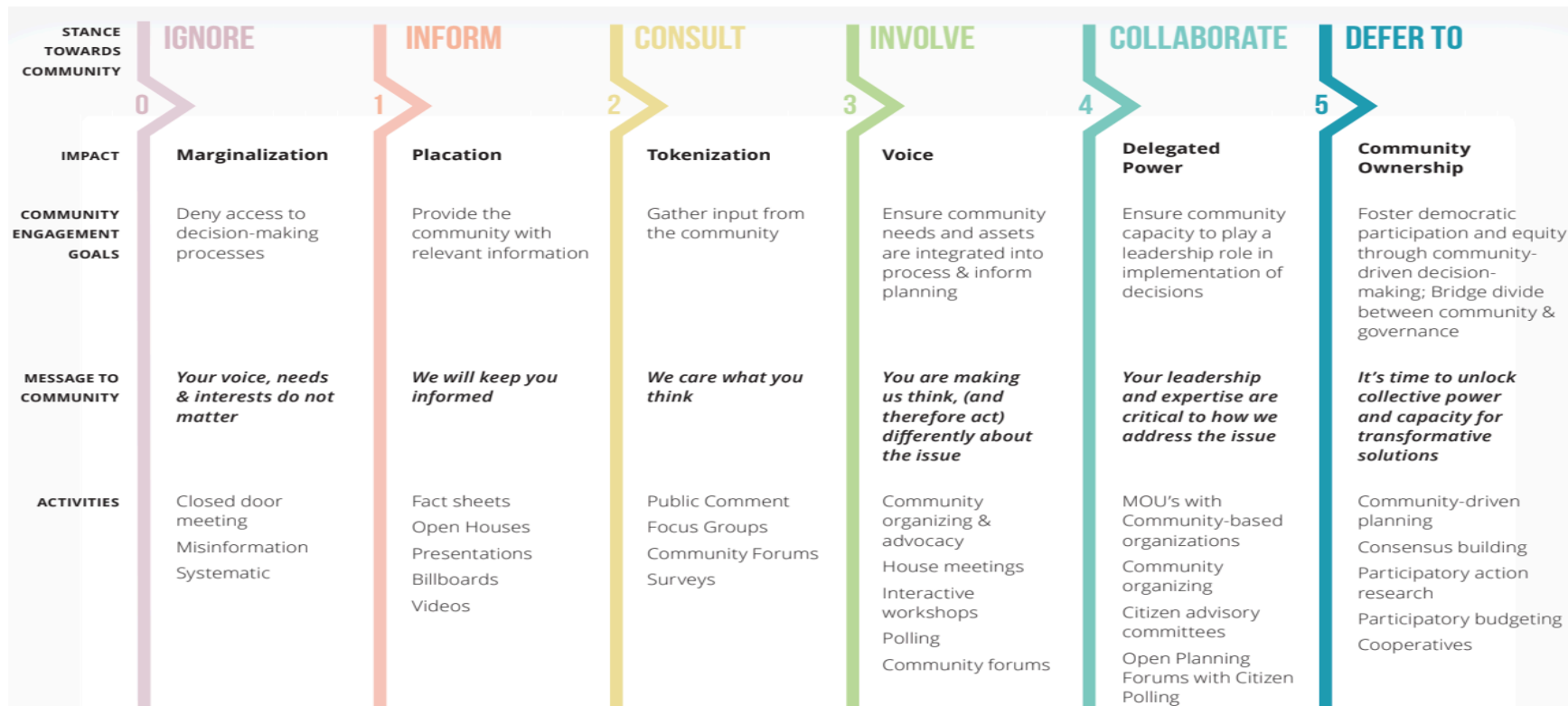
Is this proposal likely to be successfully implemented?

V. Balanced Portfolio (fund only)

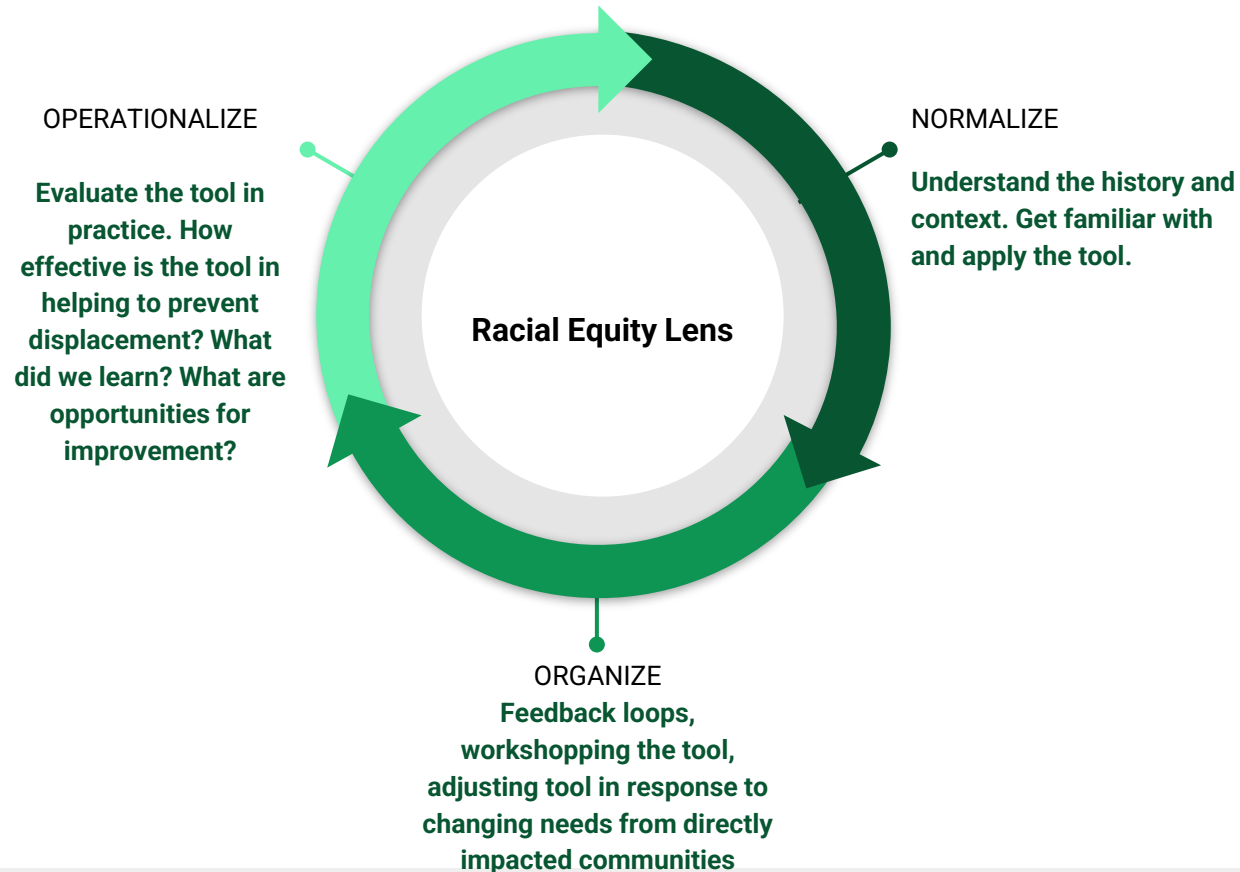


Do all proposals reflect a balance of priority populations, places, and purposes?

Community-Led Implementation and Accountability

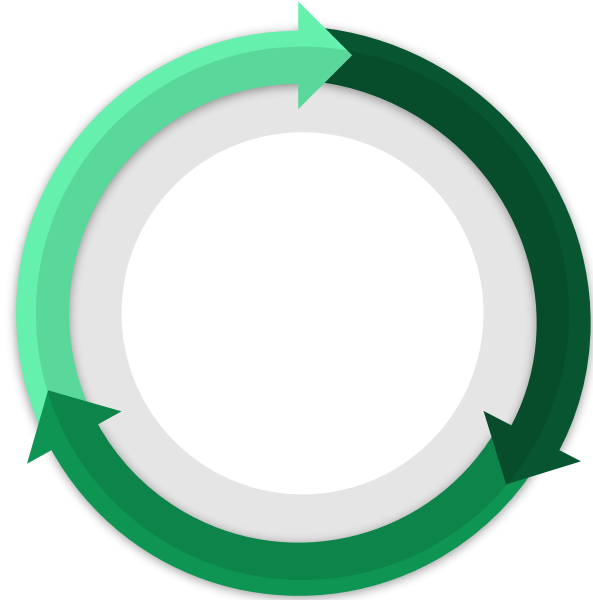


The Process of Continuous Improvement



Attend a Learning Session this Fall

bit.ly/AntiDisplacementLearningSessions



Thank you!