

A high-angle, blurred photograph of several people walking across a crosswalk on a city street. The image is overlaid with a semi-transparent green background that contains the title text.

OUR EQUITABLE FUTURE: A Roadmap for the Chicago Region

A response to The Cost of Segregation

A commitment to equity and inclusion means a more prosperous Chicago region that benefits all.

We are committed to a region that:

- Invests more equitably across communities so people can thrive and move up the economic ladder right in the neighborhoods they call home
- Creates more options for people who want to live in diverse, inclusive communities

When equity and inclusion are achieved, we will no longer be able to predict someone's life outcomes based solely on their neighborhood, race, income, gender, language or other identifiers. This means ensuring that every individual and community has the opportunities, resources, access and power they need to thrive, no matter where they live.

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A Path Forward

Chicago's segregation is inextricably linked to racism. To break this cycle, our path forward must be rooted in racial equity. Doing so will unlock the potential of all the region's residents and communities.

In 2015, the Metropolitan Planning Council launched a groundbreaking study to calculate the economic costs of segregation. With the Urban Institute, we documented the extreme price we pay to live so separately by race and income. Our study revealed this singular truth: As residents of the Chicago region, our fate is shared, and by living so separately we pay a steep cost that can be measured in lost income, lost lives and lost potential. These findings have been a catalyst for meaningful action, bringing together people from diverse communities and sectors to develop solutions that will lead to a more just, equitable and thriving Chicago region.

Together, with more than 100 advisors and issue-specific working groups, we have identified 25 actionable policies and interventions that better equip everyone living in our region to participate in creating a stronger future. We have built our case for the benefits of a more equitable Chicago region.

The work ahead is urgent and hard, yet doable. And in some cases, it's already happening.

The number of government, community and business leaders who are taking action to make our region more equitable and inclusive is growing larger every day. Our recommendations build on these programmatic innovations by pushing for deeper change — change that directly addresses entrenched racism. We can no longer afford to chip away slowly at inequities. Our institutions must fundamentally change.

Prioritizing equity and inclusion can have great economic and social benefits for the entire region. In fact, MPC's analysis of the recommendations project tangible regional benefits, such as:

- An **extra \$218 million in spending** towards the regional economy if a City Earned Income Tax were adopted
- **3,377 more available housing units** if CHA housing vouchers were expanded
- **\$198 million saved** annually by eliminating unnecessary pretrial detention

Now is the time to invest in our future by investing in equity and inclusion.



Dr. Latasha Taylor and her mother, Marilyn Sturden, opened Flammin in the Chatham neighborhood with the help of CIBC's Shantel Hampton (center).

PROFILE // CIBC helps entrepreneurs launch businesses

“Some of them don’t have families, so we are like their extended family.”

As an assistant principal of a Chicago vocational school, Dr. Latasha Taylor interacts daily with young people eager for jobs. These days, Taylor offers jobs directly — thanks to Flammin, a restaurant she opened in Chicago’s Chatham neighborhood in October 2017 with her mother, Marilyn Sturden.

“I have employed six part-time workers from the Chicago Public Schools system. I also employ... recent graduates who live in this area code, 60619,” Taylor says. “Some of them don’t have families,

so we are like their extended family. It gives them hope to be an entrepreneur one day themselves.”

Taylor and Sturden opened Flammin with the help of CIBC, a bank founded 150 years ago in Toronto that serves over 11 million clients in the U.S. and Canada. CIBC invests in communities through loan products for people who might otherwise have trouble accessing capital, people like Marilyn and Latasha. Flammin’s famous Kool-Aid and fried mustard catfish, the beautiful interior and glistening kitchen equipment, were all made possible thanks in part to CIBC’s investments in Chicagoland entrepreneurs.

Shantel Hampton is a Relationship Manager in community small business lending with CIBC. As a child of an entrepreneur, Hampton says that her work with CIBC improves people’s lives, which strengthens the fabric of society.

“Small businesses make up the majority of all businesses in America,” Hampton says. “If we can give owners the... capital they need to start and grow, we’re going to give jobs to people. We’re going to help people own their homes and go to school. It’ll change the economic structure of an entire community.”

In Chatham, that’s true for Flammin: The restaurant offers employment, a safe gathering space and a vibrant storefront that anchors the restaurant’s small stretch of 75th Street. And of course, mouth-watering ribs.

Our Roadmap

MPC's Cost of Segregation study documented the enormous price we pay for segregation. Yet, the remedies and recommendations offered here go far beyond the patterns of where people live. To disrupt metropolitan Chicago's legacy of segregation, we focus on the racism and inequity that fueled and continues to fuel it. Fundamentally, segregation and its resulting inequities are by-products of racism — which is why the solutions in this report focus on racial equity and inclusion as the root goal.

Attaining a more equitable and inclusive region can only occur when two paths are simultaneously and rigorously pursued.

1. **Dismantle the institutional barriers that create disparities and inequities by race and income. This is what's known as a racial equity framework and it's a practice that EVERYONE can adopt: government, private sector, philanthropy, community organizations and individuals.**
2. **At the same time, pursue policies and investments that can be implemented right now and measure the results.**

The following recommendations are comprehensive but not exhaustive. There is room for many more good ideas and implementers. This sampling gets us off to a strong start.

Read on to learn more about the actions we can take today.

Impacts and Outcomes

Throughout this roadmap, we've highlighted their impacts. Together, they add up to billions in new tax revenue, increased safety, better health and personal savings.

This roadmap will result in more vibrant, equitable, sustainable and safe communities, whose residents will experience:

Increased mobility and opportunity: Investment strategies in disinvested neighborhoods are prioritized and households are equipped with the most options possible to meet their housing, schooling and employment aspirations.

Diminished racial wealth gap: Profound disparities that exist in income levels, homeownership rates, retirement savings, debt levels, access to credit and asset-building opportunities between racial groups are reduced.

Reduced individual and systemic racism: Policies and practices that routinely advantage whites while producing cumulative negative outcomes for people and communities of color are upended.

Improved health and safety: Health outcomes are considered as part of development decisions, addressing the root causes of violence and poverty. Health and safety disparities — such as homicide and incarceration rates, negative police encounters, deportation and life expectancy — between racial groups are reduced.



PROFILE //

Oak Park Adopts racial equity

“We all have a role to play in addressing racial equity.”

Oak Park is known for being a progressive and inclusive community, and the reputation is well-deserved. From the historic Fair Housing Ordinance of 1968 to the recent Welcoming Village Ordinance which established Oak Park as a sanctuary city, the Village has a long history of addressing racial diversity and inclusiveness.

But it’s challenging itself to do more.

“One of the big issues for those of us who serve on the Village Board is that we don’t know what we don’t know,” says Bob Tucker, Village of Oak Park Trustee. “We need to be mindful of the people we serve and better take into

consideration how our decisions impact all the people in our community.”

That’s why Oak Park is taking steps towards adopting a racial equity framework, which, for them, means implementing training, tools and resources that dismantle the institutional barriers that create disparities by race and income. And they aren’t the only ones in their Village. Other entities, like the schools, park district and library are also adopting this approach.

“We all have a role to play in addressing racial equity,” says Anan Abu-Taleb, Mayor of Oak Park. Mayor Abu-Taleb immigrated to Chicago from the Gaza Strip and raised his family and built his business in the Village. “I made Oak Park my home because I feel welcomed here and have a strong sense of belonging. As Mayor, I have a role to play to ensure the people I serve feel like they belong here too, that they have a voice and can meaningfully contribute. It’s the only way we will all win.”

Oak Park Mayor Anan Abu-Taleb and Village Trustee Bob Tucker are leading efforts to advance racial equity.

Advancing Racial Equity

The cost our entire region pays for its segregation is steep, measured in lost income, lives and potential. While black and brown communities are disproportionately harmed by lack of opportunity, exclusionary development and unjust policies, we all pay a price for this separation.

At the heart of our recommendations is a guiding principle: **The only way our region and its residents will reach their full potential is by dismantling the barriers that create disparities and inequities by race and income.** It is essential for our growth and our shared prosperity.

Many examples of local progress are highlighted in this roadmap. As a city and region, we should be proud of the programs we have put in place that acknowledge and address our inequities. We also know, however, that governments, businesses and organizations that are most effectively addressing inequities are marrying this programmatic approach with an institutional change approach. This larger commitment moves beyond programs to rigorously examine structures, such as budgets, hiring practices, plans and ordinances that may be perpetuating inequities, regardless of intent.

This is what's known as a racial equity framework.

Predating the founding of this country, people of color have been targets of extraction and discrimination, from forced removal from ancestral land to slavery to internment camps to illegal deportation. When one type of discrimination was outlawed, it simply morphed into another form, such as from slavery to lynching, Jim Crow laws, exclusion from mainstream means of building wealth and predatory lending. The defining characteristic of this treatment? One's race. The legacy of individual and systemic racism in metropolitan Chicago continues to have devastating impacts. By addressing it head-on, we open the door for a framework — acted on through tools and resources — that can also be applied to other types of marginalization, including gender, sexual orientation, ability and age.

All of us have a role to play in advancing racial equity:

Government: Committing to create new mechanisms to address disparities and changing institutional systems through ongoing staff training, equity assessments of proposed initiatives and investments and public accountability to progress on goals.

Private sector: Assessing and promoting equity in every aspect of business operations. This could include creating opportunities for training and advancement, providing fair and reliable schedules and benefits that reduce the racial wealth gap such as a living wage, health care and retirement benefits.

Philanthropy: Committing to examine how grantmaking with an explicit equity lens can improve outcomes.

Civic and Community Organizations: Ensuring that not only external programming addresses inequities but turning the equity lens inward to examine and reconfigure hiring, promotions, board composition and decision-making structures.

Individuals: Understanding and counteracting our own internal biases as well as better recognizing the structures of oppression in which we all operate. Some areas of self-reflection and work needed may include biases about race, sexual orientation, gender, age and level of ability. Further, we have an individual responsibility to make decisions that break down, rather than add to, our region's patterns of segregation and disinvestment, such as where we live, what businesses we support and where we send our children to school.



PROFILE //

Elevated Chicago promotes inclusive development near transit stations

“The people being displaced are the ones who need [transit] the most.”

Chicago is at a crossroads: Rapid development and gentrification pressures some communities, in many cases near transit stations. Alongside new investment, rising prices displace residents and small businesses. While we are at a crossroads, this is also a moment of opportunity. We can leverage development for the benefit of longtime residents and the preservation of unique local culture.

One technique is transit-oriented development. That’s the work of Elevated Chicago, a partnership of organizations

committed to transforming the half-mile radius around transit stations into hubs of opportunity and connection across our region’s vast transit system. Elevated Chicago uses the spaces around transit stations as the tool through which to tackle our region’s biggest issues: segregation, inequity, displacement and gentrification.

“As we look along one of our region’s greatest assets, our transit lines, we see stark disparities. [Elevated Chicago] is one way to tackle them,” says Joanna Trotter, Senior Program Officer of Economic and Community Development for The Chicago Community Trust. “The people being displaced are the ones who need [transit] the most.”

Elevated Chicago partners Juan Carlos Linares and Joanna Trotter outside the Logan Square Blue Line Station, one of the collaborative’s focus areas.

“Transit, particularly like the Logan Square Stop, should always be an inclusive amenity,” said Juan Carlos Linares, Executive Director of the Latin United Community Housing Association (LUCHA), a non-profit on Chicago’s northwest side that works in affordable housing development and housing counseling.

Trotter and Linares participate in Elevated Chicago, whose unique power-sharing structure gives community residents and people of color the same power and influence as funders and heads of city departments.

While growing the power-sharing model is important work, Trotter recognizes that more efforts like Elevated Chicago are essential. “As a system, there are inequities that have lasted for decades,” Trotter says. “We’ve still got work to do in Chicagoland.”



21% OF JOBS
8% OF POPULATION
are located within a
quarter-mile of our
region’s rapid transit

Source: Metropolitan Planning Council and the Institute for Transportation & Development Policy, based on data from the U.S. Census

ROADMAP TO EQUITY //

Key:  Geography



#1 // Targeting economic development & inclusive growth

“Economic development has to be seen as human capital development. The two have to be seen in concert.” — Jwanza Malone, Executive Director, Kenwood Oakland Community Organization (KOCO)

Chicago needs an inclusive growth strategy to maximize the ability of all people and places in the region to contribute to and benefit from the economy. Putting the region on a higher growth and prosperity trajectory cannot be accomplished by any single solution. Rather, it requires a sustained commitment to systems change across a multi-sector group of organizations and leaders committed to making our economy work for everyone, including through redirecting existing funds to more inclusive uses.

Establish a graduated real estate transfer tax

 Chicago

Recommendation: Implement a graduated city real estate transfer tax to generate additional revenue in a progressive manner.

Prioritize and measure economic growth that creates opportunities for everyone.

 Region

Recommendation: Local and regional organizations, governments and leaders should collaborate to establish a common approach to inclusive growth, along with metrics to measure progress and criteria by which to evaluate future investments.

Invest equitably across the region

 Region

Recommendation: Focus investment in targeted areas with existing infrastructure assets, such as transit, to bring growth to areas that have experienced prolonged disinvestment.

Make vacant lands an asset

 Cook County

Recommendation: Build capacity among community-based organizations and suburban municipalities to enter into targeted land banking agreements with the Cook County Land Bank Authority and the South Suburban Land Bank and Development Authority to redevelop vacant land.

Impact: Estimated \$153,300 per year in additional property taxes (assuming conversion of 50 vacant Land Bank parcels across one South Side and one West Side neighborhood).¹

Improve health through publicly funded development

Region

Recommendation: Any proposal seeking government-owned land or government money must detail the range of ways the proposed development will impact health in the surrounding community.

Impact: Safe, walkable communities lead to significant prevention of or decrease in Type II diabetes rates for residents who begin walking regularly, saving an average of \$7,900 per person per year on medical costs.²

Use equity as a key measure for transportation planning efforts

Region

Recommendation: Adopt equity as a performance measure in planning and evaluating transportation services and investments.

Help local governments build capacity needed to thrive

Region

Recommendation: Develop tailored initiatives to increase municipal capacity, equipping smaller and lower-income communities. Assistance could include legal advice on service-sharing agreements, training for municipal decision-makers or review and analysis of development proposals.



#2 // Creating jobs & building wealth

All Chicagoans deserve the chance to create new opportunities and wealth within the new economy. Research shows that a 10 percent increase in metropolitan employment levels can raise the average real earnings per person by approximately 4 percent, gains that are even greater in percentage terms for African Americans and low-income individuals. Our policy recommendations ensure that all individuals benefit from economic growth through better quality jobs and increasing wealth.

Develop employer leadership to grow a pipeline of young skilled workers

Chicago / Cook County

Recommendation: We echo the recommendation of JPMorgan Chase in its 2015 report, *Growing Skills for a Growing Chicago*: “Develop employer leadership in strengthening the talent pipeline. Industry leaders and the workforce system should coordinate to define joint goals for improving the talent pipeline and creating opportunities for career advancement. Employers should also invest in designing and implementing education and training programs that address their current and projected labor needs.”

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PROFILE // Neighborhood Opportunity Fund Entrepreneur Skyler Dees

“It’s allowed me to have equity in the future that Chicago is building...but there’s so much work that needs to be done.”

Skyler Dees began cooking when he was two years old. It’s a passion that drove the 27 year-old North Lawndale native to become a self-taught chef.

“As I thought about entering the workforce, I realized that I could cook,” he says. “And more important, it fulfilled me.”

Dees wanted to start his own catering business. But, like many entrepreneurs of color in Chicago, he soon realized he was up against numerous social and economic challenges. It was a reality that made his dream seem almost impossible.

“The personal equity that I had in my company could only get me so far,” Dees says.

With the help of Alderman Michael Scott of the 24th Ward, Dees acquired a storefront space at the MLK Legacy Apartments. The building, which is just steps away from where Dees grew up, is located right along a stretch of 16th Street that offers few healthy and fresh food options. A GoFundMe campaign was the first step in launching his business. And even though he secured more than \$2,000 in donations, it wasn’t nearly close to what he needed.

Neighborhood Opportunity Fund entrepreneur Skyler Dees in his new storefront space.

That changed in May 2017 when he won the inaugural City of Chicago Neighborhood Opportunity Fund, a grant that Dees used to help build out a commercial kitchen. It'll take \$75,000 for Dees to complete the buildout, including the installation of professional cooking and refrigeration equipment. The Neighborhood Opportunity Fund grant is paying approximately 65 percent of the total cost.

"It definitely helped me bridge the gap between what I was doing with my company and what I had the potential to achieve," he says.

Launched in 2016 by Mayor Rahm Emanuel, the Neighborhood Opportunity Fund generates money from downtown growth to support commercial and cultural developments in communities that have experienced underinvestment for decades, primarily on the South and West Sides. Since then, it's supported the development and expansion of more than 60 businesses and cultural assets. The additional capital has been a game changer for Dees and other awardees, but he hopes to see more investments in communities across Chicago.

"It's allowed me to have equity in the future that Chicago is building," Skyles says. "But there's so much work that needs to be done."



**\$50
MILLION**

**The amount Chicago's
Neighborhood Opportunity
Fund is anticipated to raise
in 2018 alone.**

Source: Chicago Tribune, 2/2/2018

Impact: \$2.1 billion more in the local economy if just half of the currently 21,518 unemployed youth in Chicago obtained a high school diploma and a job.³

Build wealth early through matched child savings accounts



State

Recommendation: The General Assembly should advance legislation to create a universal Child Savings Account.

Impact: Average savings increases of \$1,865 for Latinos, and \$1,855 for African Americans.⁴

Adopt a City Earned Income Tax Credit (EITC)



Chicago

Recommendation: Establish a City Earned Income Tax Credit (EITC) for working households to augment the pre-existing federal and state EITCs.

Impact: An extra \$218 million in spending towards the regional economy on the part of working families.⁵

Make jobs accessible to low-income residents



Region

Recommendation: Pilot new transit services in the Chicago region to improve connectivity between job hubs and low-income communities with low employment. In addition, collaborate with workforce development service providers to determine transportation needs and address them.

Establish a fairer way to pay for transit



Region

Recommendation: Implement a capped fare system for the Chicago Transit Authority, Metra and Pace to better serve low-income riders.



#3 // Building inclusive housing & neighborhoods

Nationwide, only one in five households eligible for housing assistance receives it, and the limited tools that we have to produce quality, affordable housing are increasingly in jeopardy. At the same time, the Obama Administration's 2015 rule on Affirmatively Furthering Fair Housing mandated — nearly 50 years after the Fair Housing Act — that municipalities and public housing authorities receiving federal dollars cannot use those funds to perpetuate concentrated poverty.

Our recommendations recognize the need for affordable housing and community investments across our region, both in opportunity areas and disinvested communities, and everywhere in between. Our approach targets our entire region.

Lessen local control over affordable housing decisions



Chicago /
State

Recommendation: At the city level, when a residential development with at least 10 percent affordability is proposed in a ward with less than 10 percent affordable housing, the proposed development can no longer be rejected or delayed indefinitely by the Alderman alone. At the state level, remove any requirement from the Qualified Allocation Plan around obtaining local support for projects, including letters of support and certifications of consistency with the Consolidated Plan.

Conduct a regional assessment of fair housing

G Chicago /
Cook County /
ultimately region

Recommendation: Chicago’s Neighborhood Opportunity Fund a regional Assessment of Fair Housing (AFH) that coordinates across regional jurisdictions. In addition, the U.S. Department of Housing of Urban Development should reverse its decision to delay AFH submissions, and provide assistance to municipalities to complete their assessments and conduct reviews to ensure goals are met.

Assess the impact of new and proposed development

G Chicago

“My concerns, and my neighbors’ concerns, are about displacement, and about the cost of housing going up.” — Diane Limas, President, Communities United

Recommendation: Develop an assessment tool to help communities better understand the impact of new development on key areas of concerns such as housing affordability and small businesses. This will help plan for and address all aspects of likely community change.

Property tax relief for affordable units across a range of neighborhoods

G Chicago

Recommendation: Provide property tax relief of ten years or more for owners of multifamily properties who undertake rehabilitation or new construction and who commit to make a percentage of their units available to households at or below 60 percent of Area Median Income.

Impact: This will incentivize owners in stronger markets to provide units at affordable levels and encourage owners in weaker markets with existing affordability to provide substantial improvements to their units.

Increase housing options by increasing CHA voucher subsidies

G Chicago

Recommendation: Expand Housing Choice Voucher Exception Rents to 200 percent of Fair Market Rent in select community areas that are currently inaccessible to voucher holders, as a means to promote mobility and equity.

Impact: Voucher holders would have access to an estimated 3,377 more housing units than they do today.⁶

Reform unfair, inaccurate Cook County property tax assessments

G Cook
County

Recommendation: The Cook County Assessor’s Office already has a proposed system that’s proven to produce more accurate, transparent and less regressive assessments: the price-weighted regression model. We recommend implementing this system without further delay.

Impact: Assessments that are 50 percent more accurate and 25 percent less regressive will save low-income homeowners in the county tens of millions dollars every year.⁷

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PROFILE //

Affordable housing builds strong communities

Homeowners Maria Cruz Espino and Fabian Espino talk about their experience with the New Homes for Chicago program with Raul Raymundo (center), CEO of The Resurrection Project.

“Homeownership is the single greatest wealth-building vehicle for people of color in America.”

When Maria Cruz Espino and Fabian Espino moved into their brand-new Pilsen home in 1997, they could barely believe their good luck. “The girls were so excited, choosing their rooms,” Maria says.

The Espinos purchased their four-bedroom property through the New Homes For Chicago initiative, launched in 1990 by the City of Chicago to provide low- and moderate-income working families with the opportunity to buy high-quality, new houses. New Homes facilitated the development of city-owned vacant land for low-cost, new housing and provided subsidies for both developers and homebuyers. What once were vacant lots became the sites of families' dreams.

But the Espinos' home offered more than a safe, beautiful place to rest their heads. Homeownership is the single greatest wealth-building vehicle for people of color in America, and the Espinos' property allowed them to grow their assets.

"Many working families do not invest in the stock market. One of the few vehicles by which they can build wealth is by becoming homeowners," says Raul Raymundo, longtime CEO of The Resurrection Project, a community development non-profit founded in 1990 in order to fight blight and crime in Pilsen.

Through the years, Maria and Fabian watched their children grow up and go to local universities, one by one. They've planted tomatoes and jalapeños in their garden while they've put down deep roots in Pilsen, a community where rising prices threaten to displace many longtime residents.

Now, more than ever, as prices rise, investments like New Homes For Chicago are critical for Chicagoans. Raul, Maria and Fabian agree: New Homes For Chicago worked for Pilsen, and it can work again.



1,296

Number of new housing units built and sold from 1990-2008 to low- to moderate-income Chicagoans under the New Homes for Chicago program.

Source: Chicago Department of Community Development

Expand Homeownership Opportunities

 Chicago / Federal

Recommendation: 1) Create New Homes for Chicago 2.0 program to provide subsidies to new homeowners and convert city-owned vacant lots into productive use in targeted neighborhoods. 2) Enact the federal Neighborhood Homes Tax Credit to address appraisal gaps by attracting private capital to revitalize disinvested neighborhoods through homeownership.

Impact: Up to 100 new homes in the initial rollout would generate property taxes of at least \$1.5 million.⁸

Ensure affordable units are leased to those most in need

 Chicago

Recommendation: Maximize the impact of the Affordable Requirement Ordinance by ensuring affordable units being leased to Chicagoans who need it most.



#4 // Creating equity in education

If we focus on equity first within and across our schools, desegregation becomes just one strategy of many to promote equity. Equitable schools and equitable school districts don't just promote a more just and inclusive society today; they lay the foundation for a stronger future. In more equitable school systems we find more students who are well-educated, self-aware and well-grounded in their own identity — and thus able to build strong relationships with people who are different than them. This is the foundation of building a more just, equitable and inclusive future for Chicago.

State-level education funding changes

 State

Recommendation: Illinois should ensure adequate funding for all school districts and enforce equity in local spending practices.

How it would work:

1. Ensure adequate state funding by approving the Illinois State of Board of Education's request to double state funding.
2. Ensure equitable local funding by reporting and enforcing the equitable spending of state dollars within districts.
3. Shift school funding from local to state allocations.

Impact: Using the equity-based funding formula would increase the state allocation from \$6.5 billion to \$13.9 billion, a net gain of \$7.4 billion in additional resources for Illinois schoolchildren who need it most.⁹

Create strong schools across Chicago neighborhoods

 Chicago

Recommendation: CPS should embrace an Equity in All Policies approach: in academic and disciplinary outcomes, in resource allocation to schools and within schools, and in representation in curriculum, faculty and family and community leadership.

Identify opportunities for racial and economic integration by merging geographically proximate schools

 Chicago

Recommendation: Proactively identify opportunities for racial and economic integration by merging geographically proximate and under-enrolled schools, incorporating early and ongoing community participation in program planning and implementation to ensure an equitable and mutually beneficial merger.

Impact: Alleviate overcrowding or underutilization at up to ten CPS elementary schools serving between 6,000 and 7,000 students.¹⁰



#5 // Reforming the criminal justice system

Research shows that racial and economic segregation is damaging to public safety, regional growth and overall economic prosperity. In recent years, our region has experienced a number of wrenching events that amplify the need to address the structural barriers to reform police and criminal systems. The interventions outlined in our roadmap target the root causes of violence, poverty and excessive incarceration.

Reform police training to reduce excessive force and racial profiling

 Chicago

“We cannot fight the violence without building up the [police] department and, simultaneously, strengthening the community through investments, trust and engagement.” — Lori Lightfoot, President, Chicago Police Board

Recommendation 1: Immediately implement the Police Accountability Task Force recommendations, expand implicit/explicit training, and hire a Chief of Diversity and Inclusion to lead a broad range of policy and procedural reforms including training, beat orientation, officer deployment and recruitment and retention of people of color.

Recommendation 2: Every officer is trained as a community police officer and community policing (i.e. Chicago Alternative Policing Strategy, or CAPS) is embraced department-wide. All police officers are trained to identify value and benefits of the communities they serve.

Impact: Chicago could see as much as a 35 percent reduction in its homicide rate by fully adopting a department-wide community policing strategy.¹¹

Break the link between people with low incomes and incarceration

 Cook County / State

Recommendation: 1) Eliminate wealth-based pretrial detention by prohibiting the use of secured money bail; 2) Create a statutory waiver for the imposition of criminal court fees and costs on the poor; 3) End the suspension of driver’s licenses for simple non-payment of tickets, fines or other debt; and 4) Require implicit bias training for judges, prosecutors, public defenders, pretrial services officers and all criminal court system staff.

Impact: \$198 million saved annually by eliminating unnecessary pretrial detention.¹²



PROFILE //

Building cultural awareness among police and youth

Melvin Williams of Storycatchers Theatre and Officer Vanessa Westley participate in a role-playing activity at the DuSable Museum of African American History.

“We have to change. It’s important that we are very in tune to our communities and our city.”

In cities across the nation, the deaths of unarmed African Americans after encounters with the police have led to public outcry. Longstanding tension and outright conflict among law enforcement and predominately African-American communities is a complex and emotional issue. In a city of well-documented racial and ethnic segregation, the Chicago Police Department (CPD) has been facing this issue for generations. In recent years, the department has worked to ease tensions regarding race and policing by creating more opportunities for conversations between officers and black residents, especially young people.

CPD officials implemented a variety of new programs, but one in particular has helped build cultural awareness: Since June 2017, every police recruit from the Academy has attended a cultural awareness experiential training at the DuSable Museum of African American History in Chicago's Washington Park neighborhood. Officer Vanessa Westley, a 28-year CPD veteran, coordinates the mandatory program.

"Most of our young people who are coming on the job come from different places outside of the city," Westley says. "This gives them a window into the neighborhoods that they're going to be serving in, especially African-American neighborhoods."

Recruits spend the day learning more about the role of law enforcement in the history of African Americans in Chicago. The customized tours of the museum's exhibits and facilitated conversation expose the harm of discrimination and implicit bias. These difficult topics are handled most interactively during role-playing simulations led by Storycatchers Theatre, a youth development arts organization.

Melvin Williams, an Englewood native, was introduced to Storycatchers by his juvenile parole officer. During the training, he and other youth who've been involved in the criminal justice system share real-life stories of incarcerated youth and work with recruits to explore the impact of those experiences on their lives. For many of the youth, it's one of the few positive interactions they've had with law enforcement. Williams says that participating in the training sessions has taught him that "you can't judge a book by its cover."

At the end of each role-playing session, the recruits and other young people discuss how everyone can take responsibility for creating positive interactions. The sessions with Storycatchers are Westley's favorite part of the training because they give the recruits opportunities to live someone else's story. For her, it's proven that helping them remember their humanity and that of others is crucial to preparing officers to make informed choices in the field. We need more of that in Chicago, she says.

"We have to change. It's important that we are very in tune to our communities and our city," Westley says. "There is difference, but we're striving for equity."

Next Steps

We are eager to join our partners in communities, government and business to advance racial equity and inclusion in our region. Together, we can make real and lasting change.

This roadmap advances policy recommendations to change patterns of segregation and inequity over the next few decades. It reflects the ideas and experiences from more than 100 local people, including residents living in diverse geographic areas, youth striving for a better future and professionals working in community-based organizations.

We now need the political courage to implement.

To help create a brighter future for all residents in our region or for more information and detail around our roadmap, visit: metroplanning.org/roadmap

Methodology

Our recommendations were informed by topical advisory groups, qualitative research, case studies of other regions and an analysis of current and projected population trends.

Stakeholder Interviews and Survey: Over four months, the MPC team conducted 25 stakeholder interviews across five typologies and administered a comprehensive survey to over 200 leaders working across government, community-based organizations, philanthropy and the private sector.

Focus Groups: 5 target audiences below in order to understand the complexity of lived experiences with regards to equity:

- Young people (high school and post-high school youth)
- Residents of neighborhoods that are black and brown
- Aging populations (attendees were those who are currently working on equity for the elderly)
- Non-African Americans that are living in predominantly African-American neighborhoods
- Those working in dialogue and influence-building

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Visit MPC's roadmap online at metroplanning.org/roadmap

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