

Office of Equity & Undesign the Redline Dallas

OPENA Meeting
January 18, 2020

Victor O. Obaseki, Equity Officer
Office of Equity
City of Dallas





Presentation Overview

- Office of Equity Overview
- Undesign the Redline
- Next Steps





Office of Equity Overview

- Office of Equity established October 2018; new format October 2019.
- Mission: To help shape a city government and community in which everyone has the resources and services to thrive, such that we reduce disparities while improving outcomes for all.

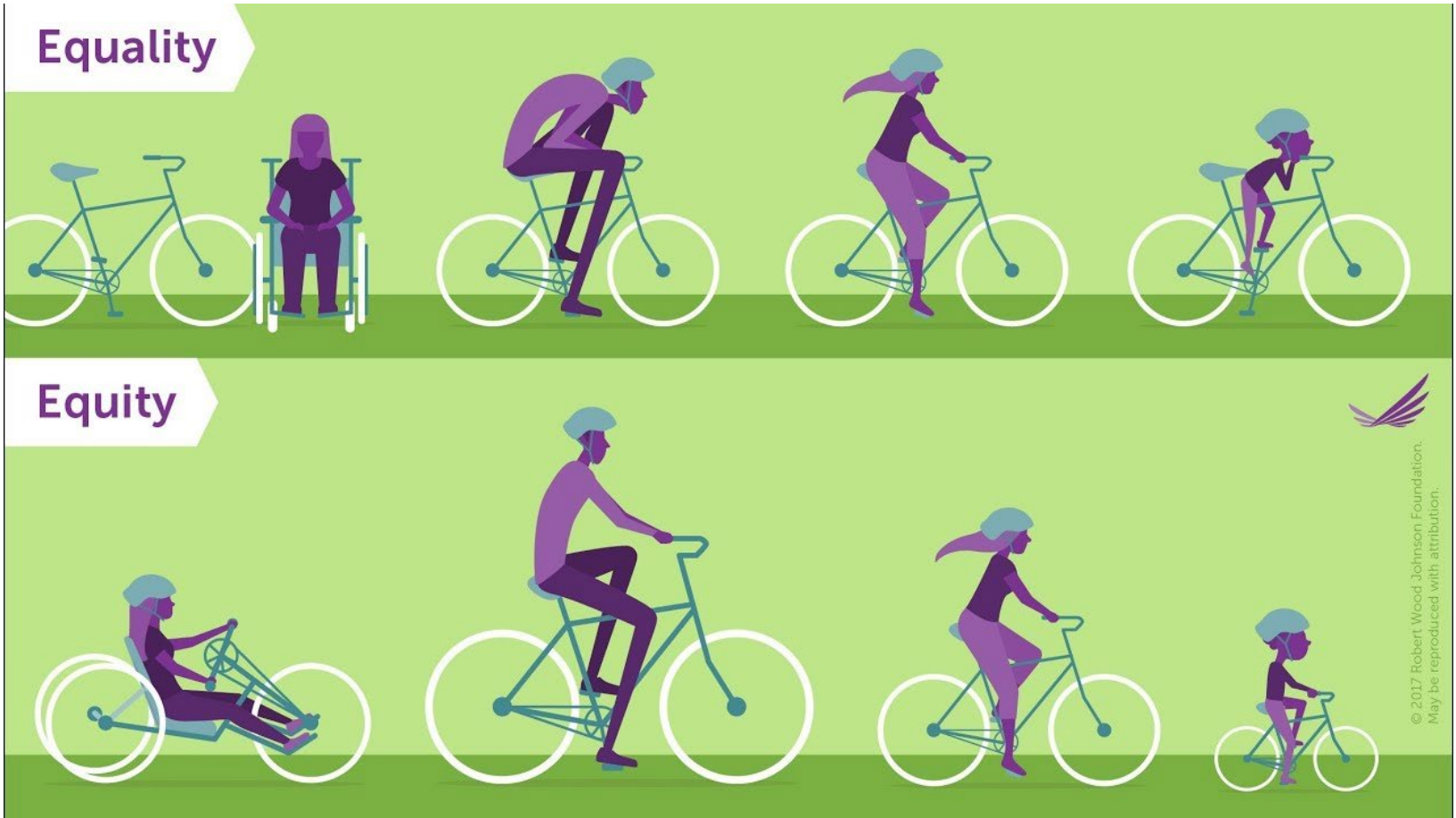




Office of Equity Overview

- **Equity** means that each person has the resources and services necessary to thrive in each person's own unique identities, circumstances and histories. *Equity* also means reducing disparities while improving outcomes for all. *Racial Equity* occurs when race cannot be used to predict outcomes
- **Equity differs from equality** in that it accounts for people's unique identities, circumstances and histories as well as different experiences with systems and institutions.







Office of Equity Overview

- Work: Internally and externally to
 - Provide professional development and education about Race and Equity.
 - Analyze policies and procedures to ensure they are equitable.
 - Build robust community collaborations to help understand and meet community needs.



Workplan
Office of
Equity
City of Dallas

Normalize

Shared Analysis,
Definitions,
Urgency & Priorities

Organize

Internal Infrastructure &
External Partnerships

Operationalize

Racial Equity Tools
Data-Driven Strategies & Results

Internal

City of Dallas
Employees & Officials

Professional Development

- Training Workshops
- Lunch & Learns
- Coffee & Conversations

Educational Programming -
Undesign

Racial Equity Core Team

- Racial Equity Pilot Project
Groups

Budget Equity Tool

Technical Assistance &
Support

External

Community, Residents
& Institutional Partners

Community Programming & Collaborations

- Undesign the Redline
- Equity Indicators
 - Equity Asset Mapping

Equity Advocates Roundtables

Undesign the Redline
Community Advisory
Board

Undesign the Redline
Sustainable Project Action
– Policy Development
(Planned)

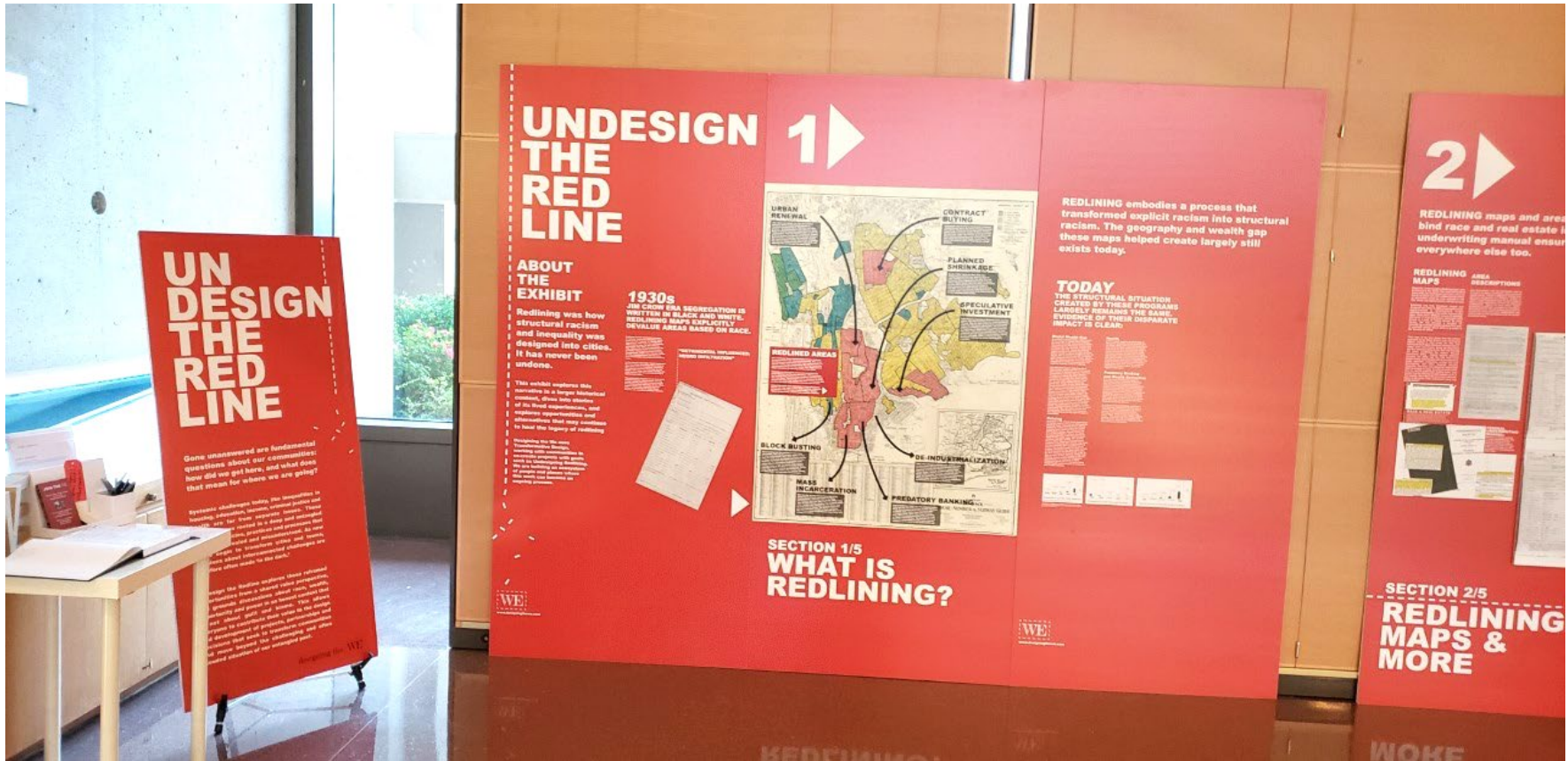
Internal & external projects to normalize, organize, & operationalize
equity

City of Dallas Undesign the Redline

- A traveling, interactive design and art exhibit that uses design and community narratives to teach about Redlining and the history of injustice that has shaped our neighborhoods and City.
- Localized for Dallas by a diverse group of community residents with lived and studied expertise and experience







...odies a process that
...licit racism into structural
...ography and wealth gap
...ed create largely still

SITUATION
PROGRAMS
THE SAME.
DISPARATE

2 ▶

REDLINING maps and area descriptions bind race and real estate in 239 cities. The underwriting manual ensured it happened everywhere else too.

REDLINING MAPS AREA DESCRIPTIONS

REDLINING MAPS

AREA DESCRIPTIONS

...and a real estate...

...LEGAL...

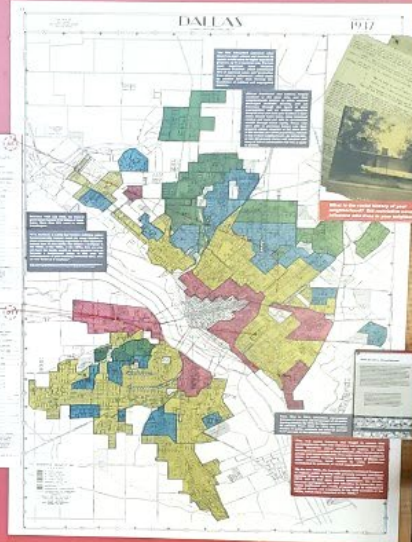
...DESCRIPTIONS...

DALLAS

1938
Department of Loan Corporation
Racialist Security Map

PLACE A PIN ON THE MAP
WHERE YOU OR SOMEONE
YOU KNOW LIVED

● CURRENTLY LIVED
● USED TO LIVE



ABOUT THE TIMELINE

...HOW TO SHARE YOUR STORY

SECTION 2/5 REDLINING MAPS & MORE

PLACE A PIN ON THE MAP
WHERE YOU OR SOMEONE
YOU KNOW LIVED

● CURRENTLY LIVED
● USED TO LIVE



ERA 1 SEPARATION AND UN...

SLAVERY CIVIL WAR

Emancipation Proclamation

Reconstruction

Compromise of 1877

Native American Genocide

UNTOLD STORIES REFLECTIONS MISSING EVENTS

ABOLITION EARLY CIVIL RIGHTS MOVEMENT

1851 The Fugitive Slave Act of 1850

1854 The Kansas-Nebraska Act

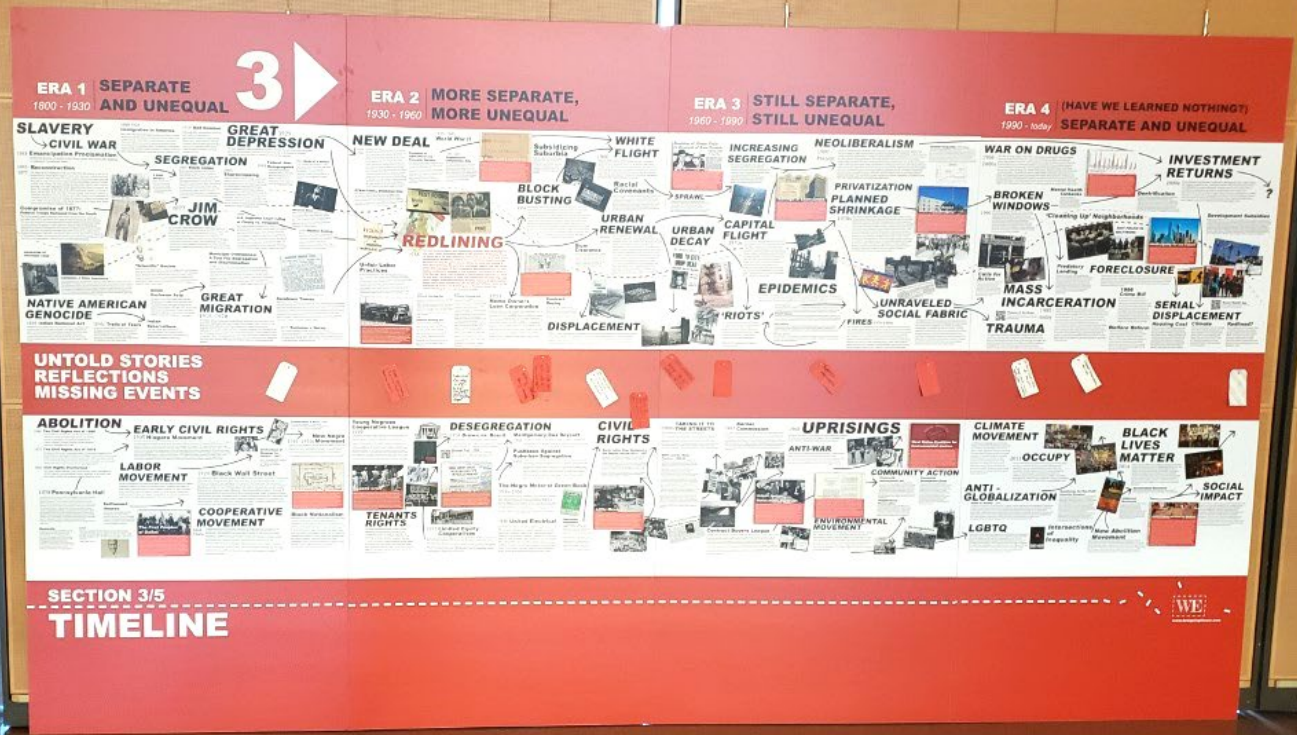
1857 Dred Scott Decision

1861 Pennsylvania Hall

LABOR MOVEMENT

SECTION 3/5 TIMELINE





ABOUT THE TIMELINE

THE TIMELINE IS A VISUAL REPRESENTATION OF THE HISTORY OF THE CITY OF DALLAS. IT IS A TOOL FOR LEARNING AND REFLECTION. IT IS A TOOL FOR UNDERSTANDING THE PAST AND THE PRESENT. IT IS A TOOL FOR INSPIRING ACTION AND CHANGE.

HOW TO BRIDGE YOUR STORY

1. IDENTIFY YOUR STORY

2. RESEARCH YOUR STORY

3. COLLECT YOUR STORY

4. SHARE YOUR STORY

5. REFLECT ON YOUR STORY

A FEW LESSON

LESSON 1

LESSON 2

LESSON 3

LESSON 4

LESSON 5

LESSON 6



**(HAVE WE LEARNED NOTHING?)
SEPARATE AND UNEQUAL**

DRUGS → **INVESTMENT RETURNS**

NEWS → **'Cleaning Up' Neighborhoods** → **Development Subsidies**

FORECLOSURE

MASS INCARCERATION → **SERIAL DISPLACEMENT**

TELEVISION → **BLACK LIVES MATTER**

DESEGREGATION → **SOCIAL IMPACT**

Intersections of Inequality → New Abolition Movement

WE

- A FEW LESSONS...**
- LESSON 1
 - LESSON 2
 - LESSON 3
 - LESSON 4
 - LESSON 5
 - LESSON 6

4

STORIES FROM DALLAS TEXAS

When people are displaced from their home and history, is this a form of violence?

How has the City either created or destroyed places?

Patterns of displacement in Dallas

How do people create places together? Has policy supported us then or now?

How can we tell new stories?

STORIES FROM THE LINE

WE

5

HOW CAN WE UNDESIGN REDLINING?

OVER TIME we have collected many ideas about how to undesign redlining. It's all about Designing the WE. Below, some of these ideas are arranged in three steps. Everyone has new ideas to share, so add yours!

1. RE-FRAME

10 Lies Redlining Taught Me

How can we counter a history of displacement in Dallas?

RE-FRAME STORY

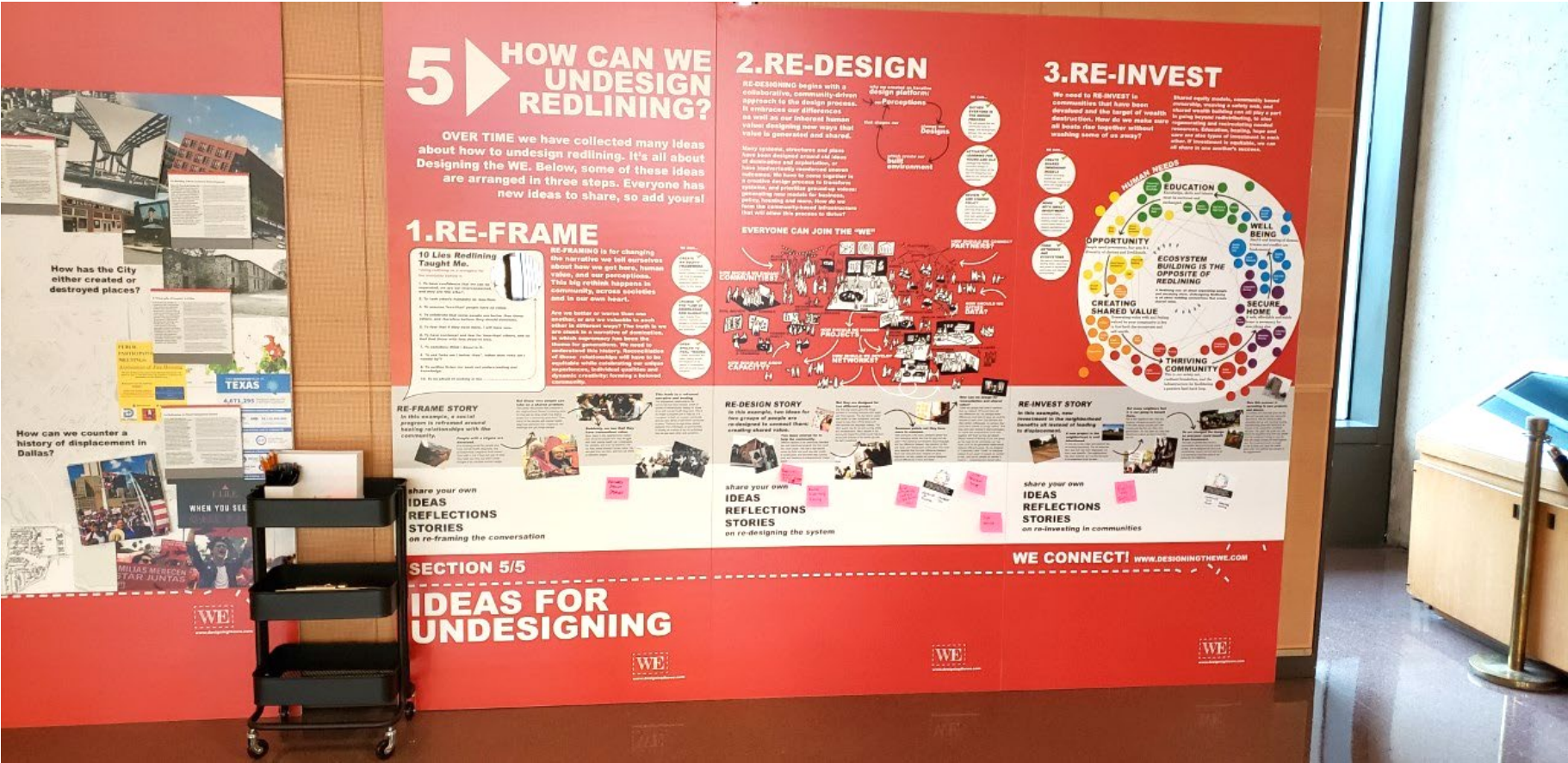
STORIES

ION 5/5

AS FOR UNDESIGNING

WE





How has the City either created or destroyed places?

How can we counter a history of displacement in Dallas?

TEXAS

MILAS MEDICEN STAR JUNIAS

WHEN YOU SEE

WE!

5 HOW CAN WE UNDESIGN REDLINING?

OVER TIME we have collected many ideas about how to undesign redlining. It's all about Designing the WE. Below, some of these ideas are arranged in three steps. Everyone has new ideas to share, so add yours!

1. RE-FRAME

10 Lies Redlining Taught Me.

1. It was never intentional.
2. It was just a byproduct of other things.
3. It was just a result of bad decisions.
4. It was just a result of bad luck.
5. It was just a result of bad timing.
6. It was just a result of bad information.
7. It was just a result of bad communication.
8. It was just a result of bad relationships.
9. It was just a result of bad leadership.
10. It was just a result of bad governance.

RE-FRAMING is for changing the narrative we tell ourselves about how we got here, human values, and our perceptions. This big rethink happens in community, across societies and to our own heart.

Are we better off worse than one generation ago? Why are we here? What is our role in this? How do we move forward? This is the question that matters. It's not about the past. It's about the future. It's about the choices we make today. It's about the values we live by. It's about the stories we tell ourselves. It's about the dreams we have. It's about the hope we have. It's about the love we have. It's about the faith we have. It's about the courage we have. It's about the strength we have. It's about the resilience we have. It's about the ability we have. It's about the power we have. It's about the influence we have. It's about the legacy we leave behind.

RE-FRAME STORY
In this example, a social program is reframed around building relationships with the community.

RE-DESIGN STORY
In this example, four ideas for new groups of people are challenged to connect them, creating shared value.

2. RE-DESIGN

RE-DESIGNING begins with a collaborative, community-driven approach to the design process. It embraces our differences as well as our inherent human values, challenging power ways that resist to be created and shared.

Many systems, structures and plans have been designed around old ideas of democracy and participation, or have inadvertently reinforced power imbalances. We need to create a 21st-century design process to embrace openness, and respect for diverse voices. This new model for building better cities and communities must be able to take the collaborative approach that will allow this process to flourish.

EVERYONE CAN JOIN THE "WE"



RE-DESIGN STORY
In this example, four ideas for new groups of people are challenged to connect them, creating shared value.

3. RE-INVEST

We need to RE-INVEST in communities that have been destroyed and the largest of wealth destruction. How do we make sure all boats rise together without washing some of us away?

Shared equity ownership, community-based development, training, a healthy work, and to going beyond redlining can all play a part in creating a more inclusive, resilient, and equitable community. Education, health, and care are also areas of investment in new ideas. If investment is equitable, we can all share in our neighbor's success.



RE-INVEST STORY
In this example, four ideas for new groups of people are challenged to connect them, creating shared value.

SECTION 5/5

IDEAS FOR UNDESIGNING

WE CONNECT! WWW.DESIGNINGTHEWE.COM



Next Steps

- Budget Equity Tool
 - 1) Help departments develop an equity lens
 - 2) Track data over time



Next Steps

- Equity Indicators Project
 - Develop network aimed at reducing disparities
 - Track disparities as they change over time



Office of Equity & Undesign the Redline Dallas

OPENA Meeting
January 18, 2020

Victor O. Obaseki, Equity Officer
Office of Equity
City of Dallas

