

P L A N H I L L S B O R O U G H
NONDISCRIMINATION & EQUITY PLAN
CITIZEN'S GUIDE

Planning for an equitable future *<together*



THANK YOU

The Hillsborough TPO is proud to recognize the role that transportation can play in improving the lives of all our community members. With this update of our Nondiscrimination Plan, we acknowledge the legacy of decisions of the past, and commit to do better than simply eschew further harm. Our vision is a well-connected, prosperous, and equitable community with healthy, safe mobility choices for all. Transportation planning can and should shine a light on human dignity in our community's infrastructure investment decision-making. This plan, adopted by unanimous vote of the TPO in 2021, points the way forward.

Sincerely,

Beth Alden

Beth Alden, AICP
Executive Director
Hillsborough TPO



PLAN BACKGROUND

Plan Hillsborough's Transportation Planning Organization (TPO) introduced its Nondiscrimination and Equity Plan to demonstrate compliance with a variety of legislations, such as the Civil Rights Act of 1964 and the Americans with Disabilities Act (ADA), that make it illegal to discriminate on the basis of race, ethnicity, nation of origin, age, disability, sex, sexual orientation, and English language proficiency.

This **Citizen's Guide** explains the major sections of the **Nondiscrimination & Equity Plan** 2021 update, adopted by the TPO August 2021, and highlights key findings.



President Lyndon Johnson signs the Civil Rights Act in 1964

Major Sections of the 2021 Nondiscrimination & Equity Plan

Major parts of the plan

Part I: Title VI and Nondiscrimination Components

Part II: Equity Work in TPO Program Areas

Part III: Equity Work in Planning Commission Program Areas

Part IV: Equity Definition & Framework

Part V: History of Discriminatory Planning in Hillsborough County

Part VI: Public Engagement for the Nondiscrimination & Equity Plan

Part VII: Recommendations for Advancing Nondiscrimination and Equity

What's New In the 2021 Plan?

Comprehensive and community planning as well as agency internal procedures

Utilizes an Equity Framework

New mapping techniques to improve our understanding of underserved communities

Implementation of a proactive public engagement process to guide the plan

The History of Discriminatory Planning Report

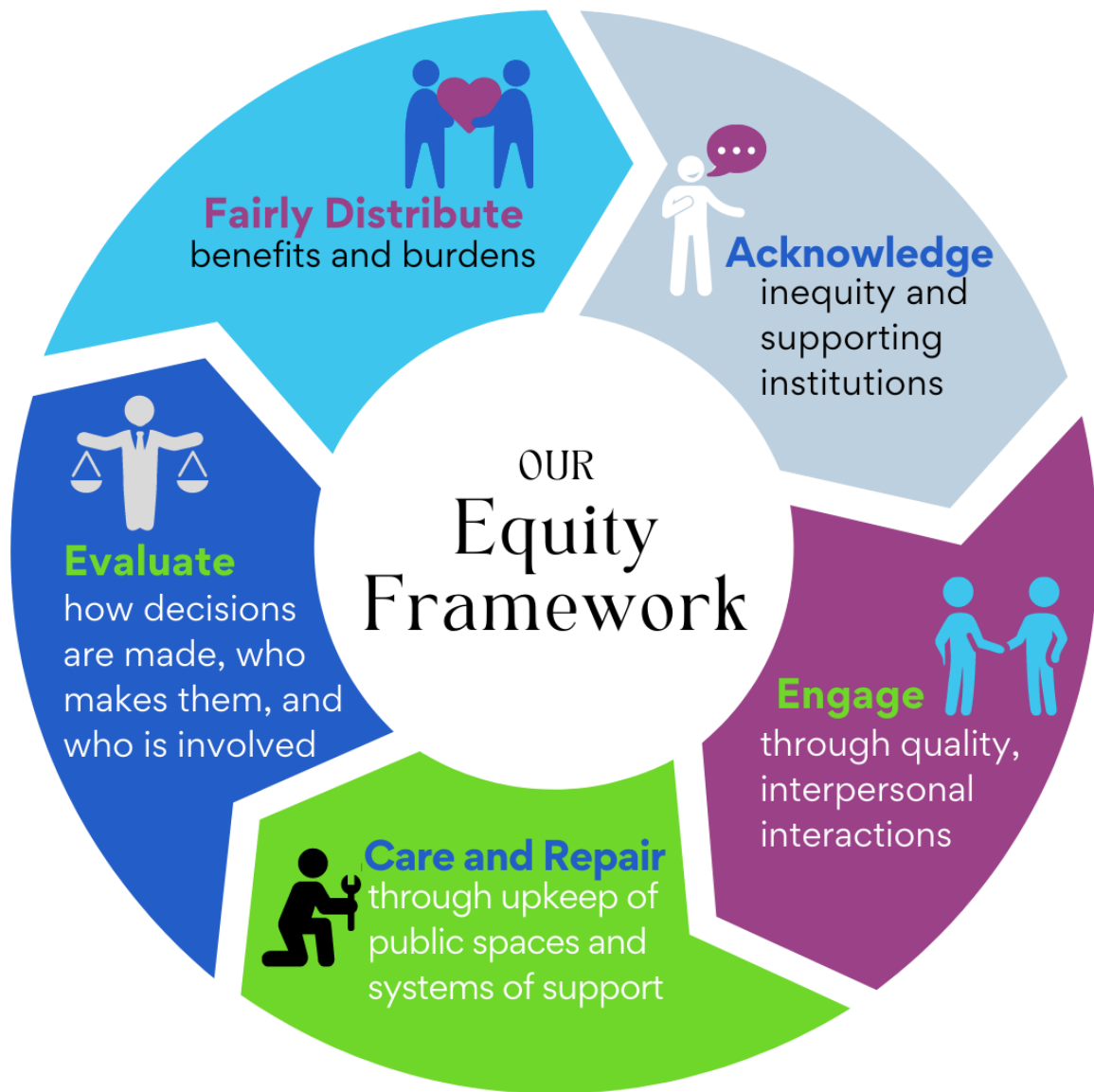
Specific recommendations which can be tracked over time



President George H.W. Bush signs the ADA in 1990

Read the full plan at planhillsborough.org/nondiscrim-plan

EQUITY FRAMEWORK & RECOMMENDATIONS



Equity Recommendations

Plan Hillsborough's equity approach involves five components of Equity and Justice: Distributive Justice (Fairly Distribute), Recognition (Acknowledge), Interactional Justice (Engage), Care & Repair, and Procedural Justice (Evaluate). Integrating these components of equity into our plans and processes will help Plan Hillsborough contribute to the improvement of the quality of life of all residents of Hillsborough County, particularly for the most underserved citizens and communities.

The above five-component framework was proposed by Propositions for More Just Urban Public Spaces by Setha Lowe and Kurt Iveson and their predecessors including David Schlosberg, John Rawls and others. *See page 111 of the Nondiscrimination and Equity Plan for more information.*

Equity Recommendations *continued*

The following are key recommendations Plan Hillsborough identified based on community, staff and expert feedback.

Equity Approach Focus Areas

- Fairly Distribute
- Acknowledge
- Engage
- Care and Repair
- Evaluate

Ways We Apply our Equity Approach

AGENCYWIDE

- Diversify staff through improved hiring policies.
- Tailor public engagement methods to reach underserved communities.
- Coordinate with other jurisdictions to tackle complex equity issues.

TRANSPORTATION PLANNING ORGANIZATION

- Expand consideration of benefits and burdens in transportation plans.
- Prioritize projects in low-income areas and communities of color.
- Continue to focus the Vision Zero Program on infrastructure and design.
- Expand community representation on TPO advisory committees.
- Continue to prioritize affordable, safe, quality multimodal transportation options.

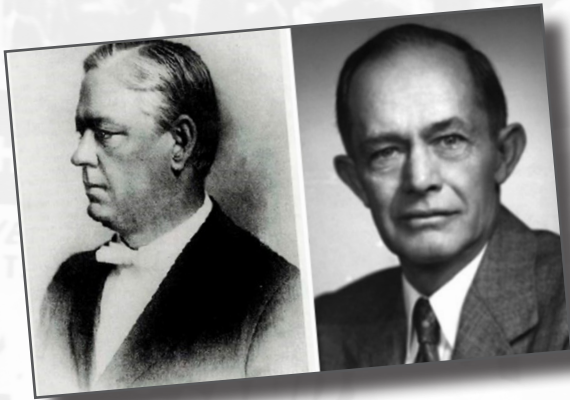
COMPREHENSIVE PLANNING

- Continue to study existing housing and access inequities.
- Evaluate impact of comprehensive plans on underserved communities.
- Add policies into comprehensive plans to address the needs of underserved.
- Support Land Development Code enhancement.

HISTORY OF DISCRIMINATORY PLANNING IN HILLSBOROUGH COUNTY

1908

The Tampa-based White Municipal Party (WMP) rose to prominence in Florida winning the Tampa mayor's office with D.B. McKay (left). All mayors of Tampa were WMP members until Curtis Hixon's (right) death in 1956



1933

Homeowners Loan Corporation (HOLC) produced "redline" maps showing where mortgages would and would not be provided

1941

The Tampa Major Street Plan, Tampa's first city street plan, proposed the future location of I-275 through the predominantly African-American Central Ave. Business District

1942

Tampa's first Zoning Plan shifts communities of color outside of the city, solidifying single-family zoning as exclusionary

1949

Federal Housing Act provided funding for "slum" clearance, used locally to remove several communities of color in the county



Caption

1956

Federal Aid Highway Act provided funding for interstate highway construction. Locally chosen routes for I-275 and I-4 would impact several Black and Latino neighborhoods



1960

Progress Village founded as first African American suburb; many displaced people would end up here

1964

The Civil Rights Act passes, outlawing discrimination on the basis of race, color or national origin and regulating recipients of federal funds like the Transportation Planning Organization (TPO).

MAKING THINGS RIGHT FOR EVERYONE

After the Civil Rights Acts of 1964 and 1968, Federal legislation added other classes of individuals to the list of protected groups such as people with disabilities and sex. These acts and orders, like the Civil Rights Acts, were often passed in the wake of their own movements for civil rights in the face of injustice. Plan Hillsborough recognizes it is imperative that we recognize and reflect upon these movements, and the legacy they left for civil rights in this country, as we move towards addressing the remnants of our discriminatory past and chart a path for a more equitable and just future.

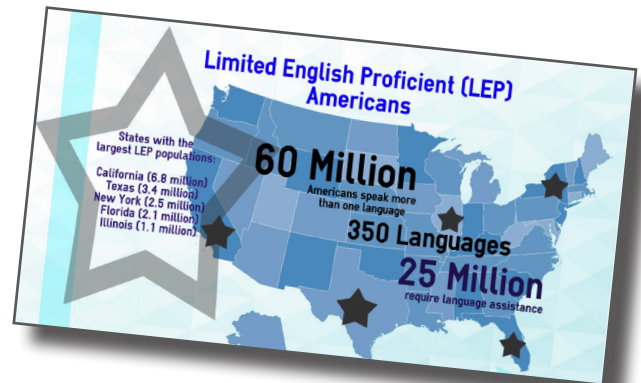


1990

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination based on disability in several areas, including employment, transportation, public accommodations, communications and access to state and local government programs and services.

2000

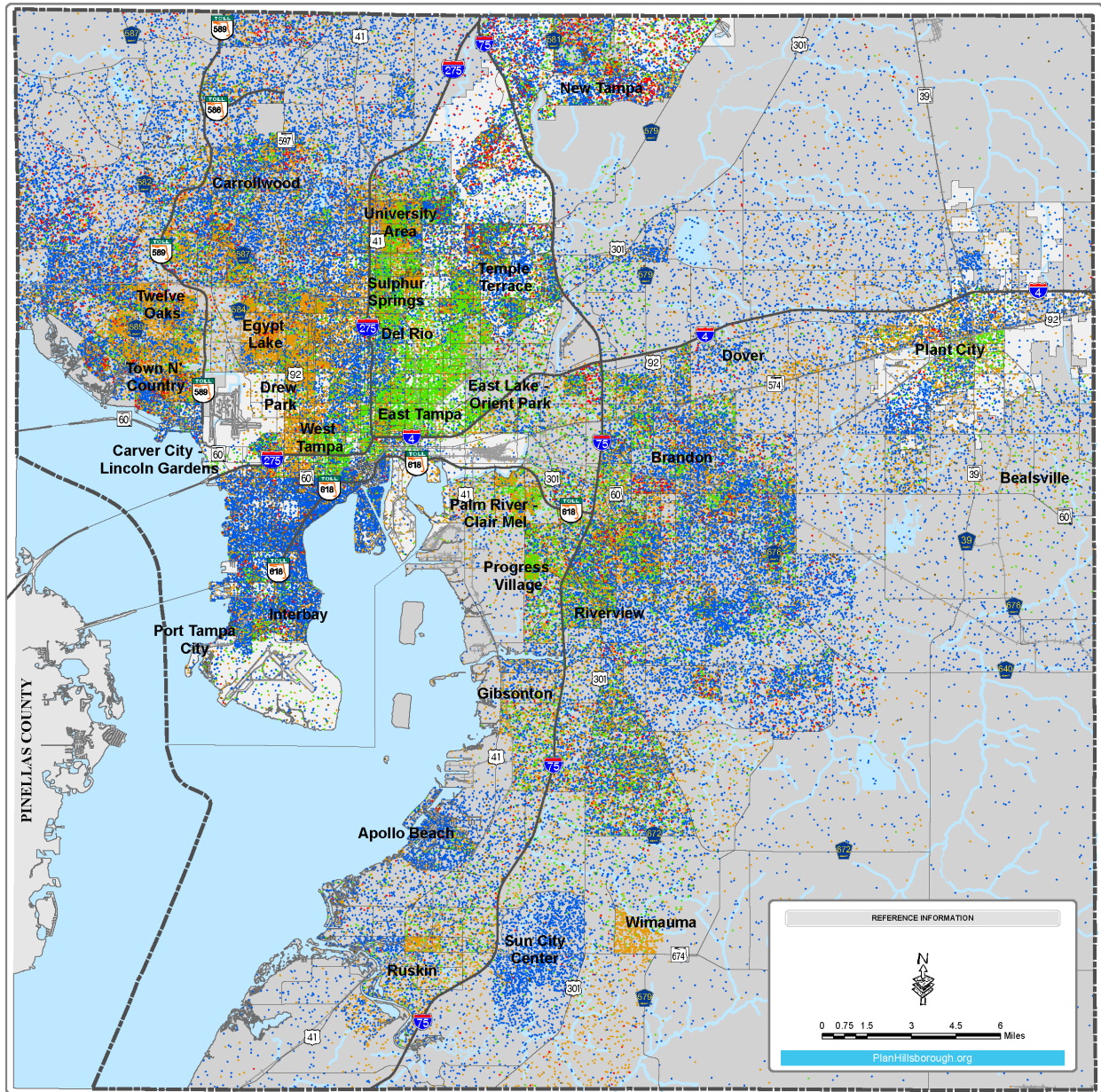
Titled "Improving Access to Services for Persons with Limited English Proficiency," Executive Order 13166 requires Federal agencies to "examine the services they provide, identify any need for services to those with limited English proficiency, and develop and implement a system to provide those services so LEP persons can have meaningful access to them. and without unduly burdening, the fundamental mission of the agency."



2021

The Executive Order on Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis directs Federal agencies to take action to address policies that conflict with national objectives to improve public health and the environment. The act also requires Federal agencies: ensure access to clean air and water; limit exposure to dangerous chemicals and pesticides; hold polluters accountable, including those who disproportionately harm communities of color and low-income communities; reduce greenhouse gas emissions; bolster resilience to the impacts of climate change; restore and expand our national treasures and monuments; and prioritize both environmental justice and employment.

WHY AN EQUITY APPROACH?



HILLSBOROUGH COUNTY, FLORIDA
DOT DENSITY BY RACIAL AND ETHNIC GROUPS
 2014-2018 ACS 5 YEAR BLOCK GROUPS

Hillsborough MPO
Metropolitan Planning
for Transportation

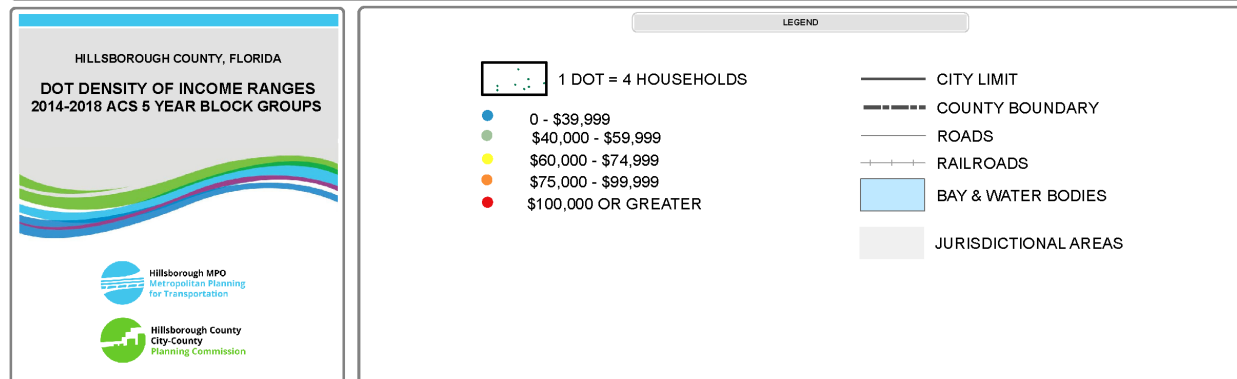
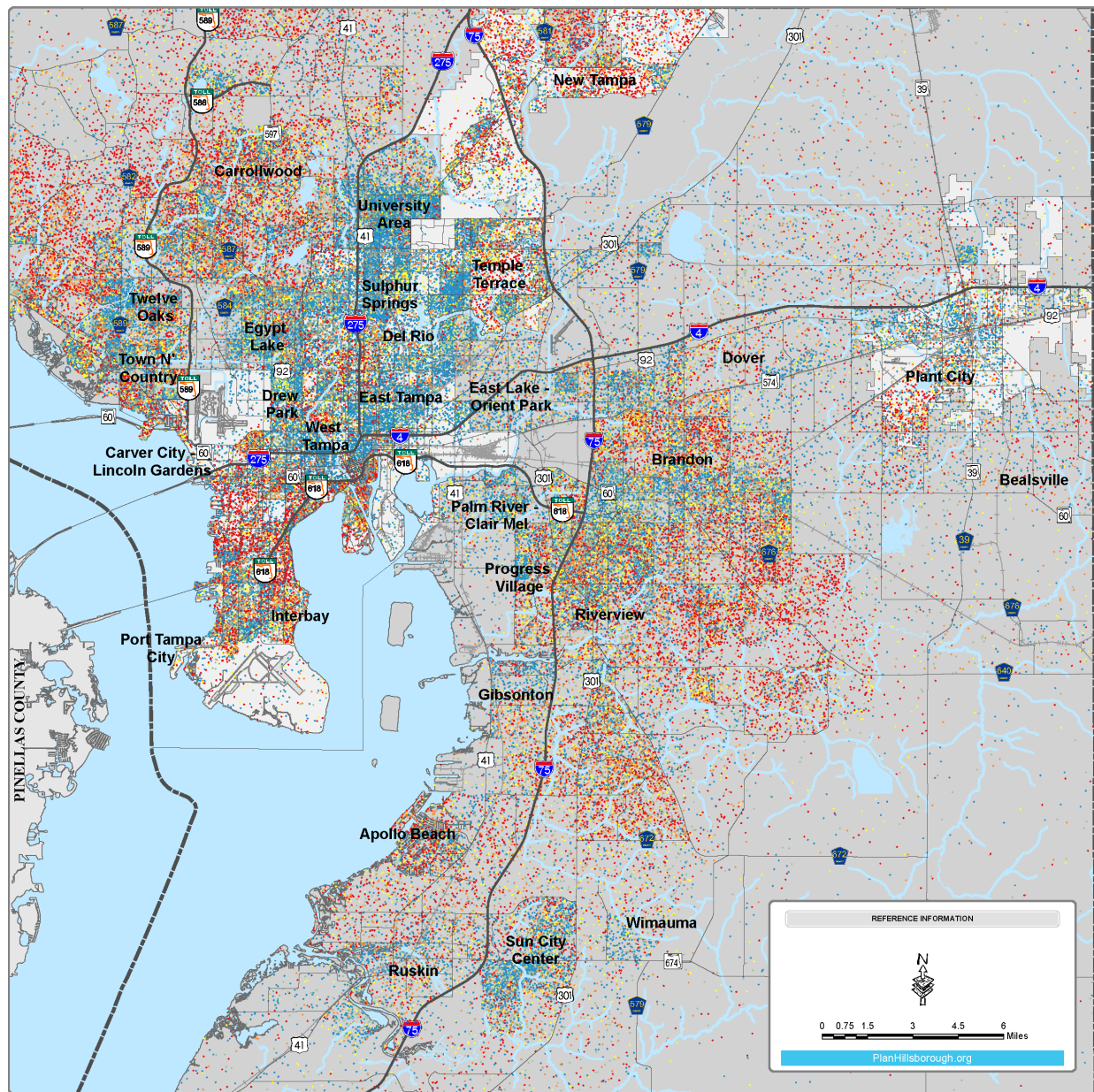
Hillsborough County
City-County
Planning Commission

LEGEND

- 1 DOT = 10 PERSONS
- WHITE
- BLACK
- ASIAN
- HISPANIC
- NATIVE INDIAN & ALASKAN NATIVE
- NATIVE HAWAIIAN & OTHER PACIFIC ISLANDER
- SOME OTHER RACE
- TWO OR MORE RACES
- CITY LIMIT
- - - COUNTY BOUNDARY
- ROADS
- + + + RAILROADS
- BAY & WATER BODIES
- JURISDICTIONAL AREAS

Nondiscrimination compliance alone has failed to significantly impact the quality of life of underserved communities as a whole, particularly Black and Latino communities. This map shows what current conditions look like partly because of redlining policies of the past..

Why an Equity Approach? *continued*



When comparing the location of where people of color live in the map on the left, you can see that the residential settlement patterns of people by race and ethnicity persist today. We can also see that incomes are clearly lower in communities of color.

PUBLIC ENGAGEMENT RESULTS



Plan Hillsborough staff designed a community engagement program as a central component of this Nondiscrimination and Equity plan update, conducting eight weeks of on-street in-person interviews, 515 surveys, and 6 focus groups, each focusing on the experiences of a particular demographic group. The following are some key takeaways from the results.

TRANSPORTATION

Challenges

- Forced to drive
- Dangerous/unsafe conditions
- Want to walk and bike more

Solutions

- Invest in the bus first
- Sidewalks, bike lanes
- Traffic calming; especially speedbumps

HOUSING

Challenges

- Prices going up while wages are not
- Low-quality homes, issues with litter
- Segregation, gentrification

Solutions

- Revitalization, not gentrification
- Better advertisement of existing programs
- New policies and regulations

COMMUNITY ELEMENTS

Challenges

- Low-quality parks
- Food deserts
- “All the good stuff in white neighborhoods”

Solutions

- Density, proximity
- Invest in quality community elements in underserved neighborhoods

COMMUNITY ENGAGEMENT

Challenges

- Lack of trust in government
- Inaccessible meetings
- Language, processes are inaccessible

Solutions

- Meet community where they're at
- Create genuine relationships
- Ensure true representation

You spoke, we listened, and now **You** CAN BE
THE **CHANGE**



Plan Hillsborough wants to help develop quality communities, but we need you to make it happen!
There are many ways to get involved in our planning processes.

Get quick updates! Share thoughts on current topics with our staff and your friends!



@ThePlanningCommission
@HillsboroughMPO



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Plan Hillsborough
Hillsborough MPO

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Visit planhillsborough.org/connections-to-tomorrow to sign up

Invite us to speak to your community group

Visit planhillsborough.org/calendar for upcoming dates

Come to a regular meeting

Visit planhillsborough.org/calendar for upcoming dates

Join one of our Advisory Committees

Visit planhillsborough.org/mpo-membership-form to inquire

Contact us with a question or concern

Visit planhillsborough.org/mpo-membership-form to inquire