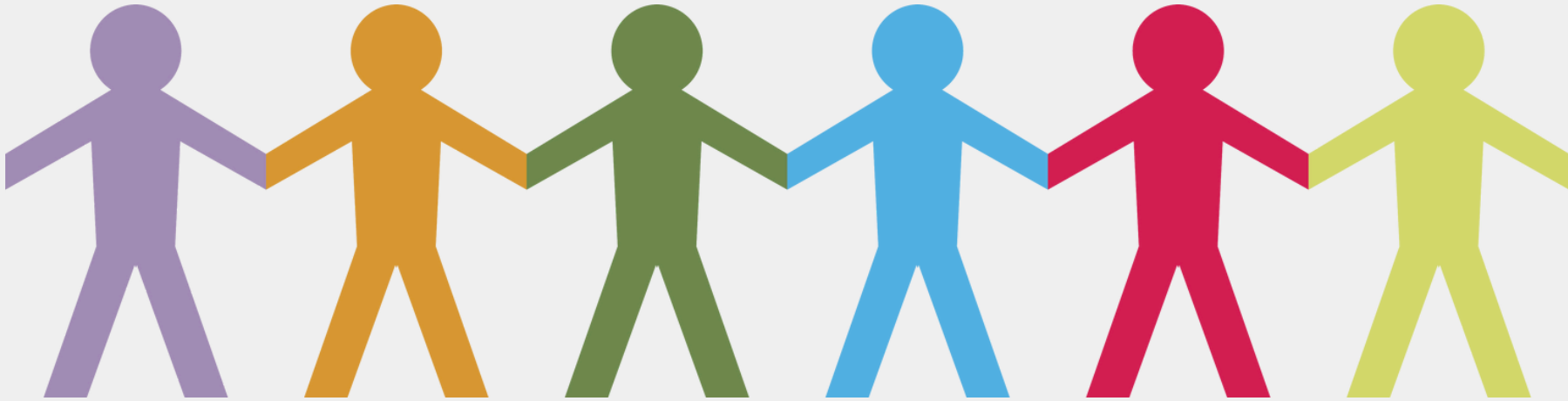


CITY OF HYATTSVILLE RACE AND EQUITY TASK FORCE

2024 EQUITY PLAN



August 5, 2024

COMMITTEE MEMBERS

**WHY THIS EQUITY
PLAN IS IMPORTANT**

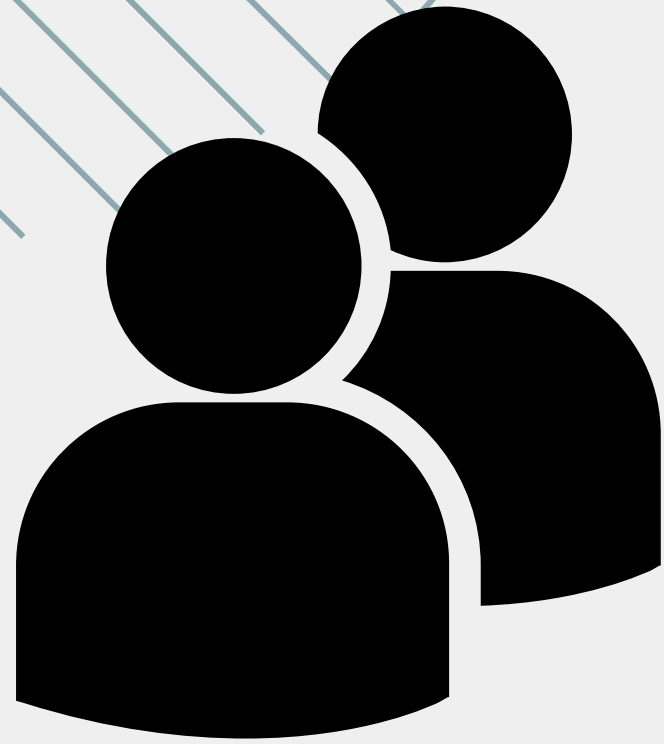
METHODOLOGY

**EQUITY PLAN
RECCOMENDATIONS**

NEXT STEPS

AGENDA





INTRODUCTION OF COMMITTEE MEMBERS

Daniel Amador, Ward 5
Idara Akpan , Member
Nykia Clemonts, Ward 3
Alicia Freemyn, Ward 3
Jennifer Gafford, Ward 1
Rosheen Kabraji, Ward 2
Jocelyn Medallo, Ward 1
Eduard Haba, Council Liason
Michelle Lee, Council Liasion
Shakira Louimarre, Staff Liason



LAND ACKNOWLEDGEMENT

An important step on the journey toward racial equity is reconciling with our past and acknowledging the roles institutions have played throughout history in denying access and full participation. An essential aspect of that work is respecting that the Nacotchtank and Piscataway Peoples are the traditional stewards of the City of Hyattsville land and physical environment where we work, live and recreate.



WHY AN UPDATED EQUITY PLAN MATTERS.

Racial and social equity is both a **process** and a **result** and will be achieved when these factors can no longer be used to predict outcomes and when those outcomes for all groups are improved.

The Hyattsville Equity Plan is intended to be a guide to ways the City can work toward greater equity and inclusion in governance and increased access to city services and better quality of life for all residents



**WHEN WE CHAMPION EQUITY,
EVERYBODY WINS!**

METHODOLOGY

- In 2019 the RETF spoke with City staff and subject matter experts, surveyed residents to identify the five most important issue areas for residents and reviewed assets and gaps related to those areas in order to make recommendations to address them. These areas were:

Community Engagement, Community Safety and Policing (formerly ‘Community Policing’), Housing, Jobs & Economic Prosperity, Transportation (formerly Jobs and Transportation), and Accessibility for People with Disabilities (formerly ‘People with Disabilities)

- For the 2024 updated draft plan committee members built on this work by speaking with City staff and SMEs, conducting literature review of best practices, academic articles and reviewing population level data including data gathered for City endorsed action plans, and County and regional social outcomes data
- The RETF then proposed recommendations in the short-range (1-2 years), mid-range (3-4 years), and long-range (5+ years). These equity strategies promote equity and inclusion using the U.S. Dept of Health and Human Services Vital Conditions of Wellbeing Framework

U.S DEPT OF HEALTH AND HUMAN SERVICES VITAL CONDITIONS OF WELLBEING FRAMEWORK



The vital conditions framework has roots in the community and is centered on the element of “belonging and civic muscle.” That’s because **civic engagement is key to building community capacity** and because **local, self-driven, tailored solutions are critical to addressing local needs** – and ultimately to fostering community leadership to build an equitable, thriving future.

COMMUNITY ENGAGEMENT

What is it?

Community Engagement is the various activities that an organization does to communicate, listen, and understand the communities they serve

Why does it matter?

Allows residents to influence the decisions and public services that most affect them

Prevents unintended consequences affecting these groups and centering them in crafting solutions is essential

Hyattsville Assets & Gaps in Community Engagement

Assets

Gaps

Low tech & high tech communication tools

Over reliance on digital communication may limit reach and access

The City maintains partnerships to provide programs and outreach to Hyattsville's most vulnerable populations; incl. with stakeholders like the Capital Area Food Bank, Greater DC Diaper Bank, First United Methodist Church of Hyattsville, Luminis Health, and the PGC Health Department

HVL is on par with national and regional voter turnout rates, however there is opportunity for increased voting rates for Spanish speakers, as well opportunities for greater ward and demographic diversity within committee membership.

Translation and interpretation services and bi-lingual materials are available with support of full-time Spanish bilingual Communications staff person

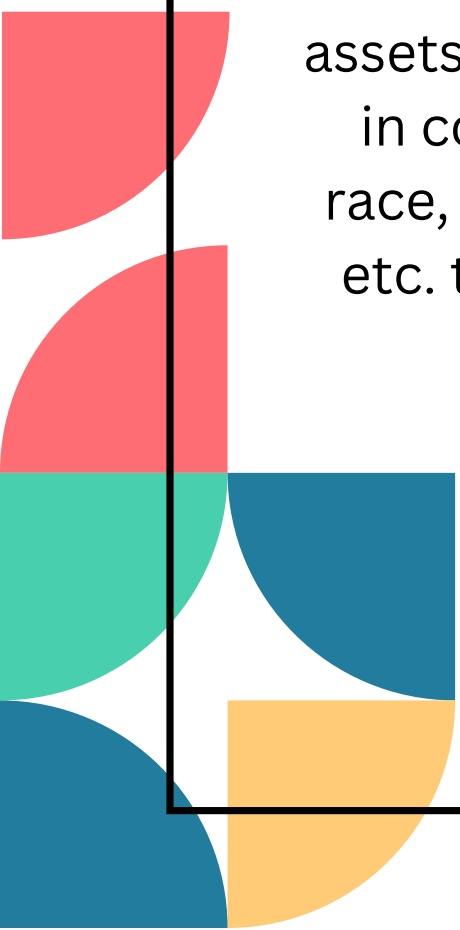
Many social service needs for HVL residents are funded by the county not city

Programs for several ages/demographics that incentivize participation and increase engagement with city staff including 2023 Committee Stipend Pilot Program to increase diversity in committee membership

Staff, capacity and budget constraints to expand outreach and services at- scale

COMMUNITY ENGAGEMENT RECOMMENDATIONS

Short Range	Mid Range	Long Range
<p style="text-align: center;">Data</p> <ul style="list-style-type: none"> • Continue to conduct periodic needs assessments and/or quality of life assessments through Resident Satisfaction Surveys, to examine current conditions for residents and communities and efficiently align services and resources to address local needs • Further the use GIS files to map the location of City assets, PGCPS schools, and transportation options, in comparison to demographic information like race, ethnicity, socioeconomic status, age, ability, etc. to visualize, analyze, and address disparities 	<p style="text-align: center;">Strategies and Practices for Deepened Community Engagement</p> <ul style="list-style-type: none"> • Adopt the International Association for Public Participation (IAP2) Model of Community Engagement Practices (industry standard) • Offer city-wide training in cultural competence, cultural humility and trauma-informed practices for all employees so that they have a framework for effective community engagement. • Develop a pilot program, in partnership with programs like AmeriCorps, Senior Corps, etc, to recruit a diverse and intergenerational body of residents to do community engagement, outreach, and report findings to the City • Standardize practices across departments to be in further alignment with the guidelines set forth by The Prince George’s County Language Access Compliance Program (LACP) 	<ul style="list-style-type: none"> • Enhance participation and engagement opportunities with activities in short and medium term



COMMUNITY SAFETY AND POLICING

What is it?

Community safety encompasses both immediate and long-term security and is realized when community members coexist in a state of peace, harmony, and mutual respect, free from violence and with their basic needs met.

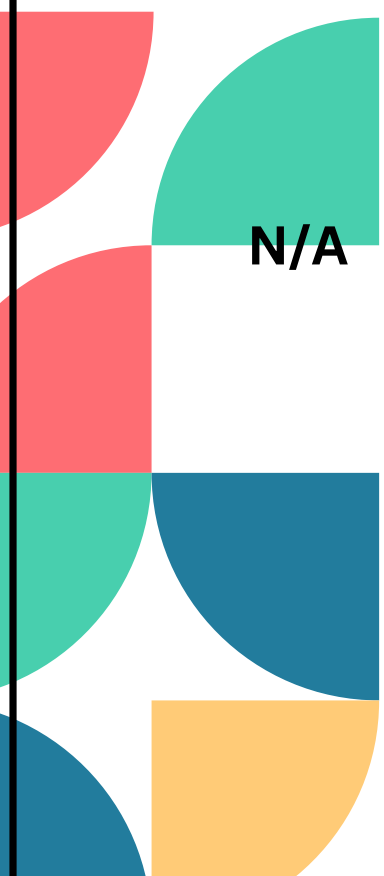
Why does it matter?

Communities experience policing and the role of police differently based on identity. For example, Black, Latine/o, Native communities, women of color and LGBTQ communities often experience disparate police encounters and experience greater criminal justice sanctions not explained by greater involvement in violating the law or engaging in transgressive behavior.

Hyattsville Assets & Gaps in Community Safety and Policing

Assets	Gaps
<p>HPD is a successful 21st Century Policing Model Adoptee—82% complete as of 2019 progress report</p>	<p>Ease of availability of data as well as education on how to use and understand police and public safety data sources for residents</p>
<p>Hyattsville established the Police and Public Safety Citizens Advisory Committee (PPSAC) to empower residents to be involved with decision-making</p>	<p>HPD like police departments in many communities across the region and nation, has challenges recruiting and retaining officers</p>
<p>HPD promotes the transparency of Police data by producing daily and weekly reports and investing in crime and data mapping programs like ‘City Protect’</p>	<p>In 2023, 44.99% of traffic warnings and citations were issued to Black motorists, 29.4% to White motorists, 35.3% of traffic warnings and citations were issued to Hispanic motorists, and 2.67% of traffic warnings and citations were issued to “other” motorists. The racial breakdown of motorists issued traffic warnings and citations when compared to the resident data for the City of Hyattsville suggests different outcomes for groups based on race. Analyzing this correlation may be challenging because the demographic makeup of motorists passing through the city, particularly on arterial roads, differs significantly from that of city residents. (2023 CALEA Report)</p>
<p>Hyattsville implemented the Mental Health Program focused on Mental Health First Aid for First Responders program, Mental Wellness Check initiative and Crisis Intervention Team Training</p>	

COMMUNITY SAFETY AND POLICING RECOMMENDATIONS

Short Range	Mid Range	Long Range
 <p>N/A</p>	<p><i>Support 21st Century Policing Initiative</i></p> <ul style="list-style-type: none"> • Continue to take steps to improve the department and build transparency and trust with the community, referencing 21st Century Policing recommendations including: • Continued use of disaggregated police data regarding race, ethnic and gender dimensions in decision making • Continue to review and bolster data-driven equitable hiring and retention and strategies • Institute more and continued Diversity, Equity and Inclusion (DEI) and bias trainings for officers <p><i>HPD Equity Framework</i></p> <ul style="list-style-type: none"> • Develop an HPD specific Equity Vision and Framework and implement an equity assessment of HPD. Examples of implementation of Equity Plan by neighboring jurisdictions include: <ul style="list-style-type: none"> ◦ ONE Fairfax ◦ Baltimore Police Department Strategic Plan for Advancing Equity ◦ Alexandria Police Department Racial Equity Plan 	<ul style="list-style-type: none"> • Long -range initiatives should be made based on results of HPD framework development and equity assessment

HOUSING

What is it?

Adequate housing is a human right and home ownership has been a pathway to prosperity and greater inclusion in the American promise.

Why does it matter?

The historical context of racial disenfranchisement in the U.S has created significant barriers to homeownership, as well as the ability to access fair rental housing for racial minorities.

Hyattsville Assets & Gaps in Housing

Assets	Gaps
<ul style="list-style-type: none">Hyattsville's Housing Action Agenda includes Hyattsville's Affordable Housing Strategy, developed by Enterprise Community Partners, whose mission is to create opportunity for low- and moderate-income people through affordable housing in diverse, thriving communities.	<ul style="list-style-type: none">Currently there are 4 affordable housing developments in the city that receive assistance from the County State and Federal programs (PILOT, LIHTC and County Trust fund loans). However, the County sets affordable housing policy and there are limited affordable housing incentives or requirements for other new developments in Prince George's County or within the City tax incentive structure.
<ul style="list-style-type: none">The City of Hyattsville allotted over \$1.8M in COVID-19 Household Emergency Relief Program assistance through American Rescue Plan Act (ARPA) funds (this data is not disaggregated by race)	<ul style="list-style-type: none">Home owners within the City are unable to develop accessory dwellings or smaller units on existing lots.
<ul style="list-style-type: none">Prince George's County Council adopted CB-007-2023, legislation establishing the Rent Stabilization Act of 2023 and the Hyattsville Council authorized a Rent-stabilization Ordinance currently being finalized	<ul style="list-style-type: none">New single-family housing will continue to be market driven. Even for long-time homeowners who own their property outright, the increase in annual property taxes puts them at risk of losing their homes

HOUSING RECOMMENDATIONS

Short Range

Data

- Utilize innovative data analysis tools like The National Equity Atlas or ESRI's GIS Racial Equity Hub to apply a racial equity lens to geospatial analysis

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Continue to support programs for the removal of racially restrictive covenants and other discriminatory policies.
- Partner with Prince George's County to increase the use and effectiveness of its homebuyer assistance programs and draw on existing state programs (Maryland Mortgage Program)
- Provide housing rights education for homeowners & tenants, and equity training for landlords.

Equitable Development

- Advocate as City Council to the County for increased affordable housing development
- Advocate as City Council for more inclusive affordable housing policies and zoning updates at the County level.

Code and Zoning

- Explore opportunities to advocate for the County to update zoning laws to:
 - Develop a Tenant's Bill of Rights
 - Allow accessory dwellings (e.g., in-law units, tiny homes) when reasonable and/or
 - Increase maximum occupancy codes/standards to allow more renters per unit.



HOUSING RECOMMENDATIONS

Mid Range

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Develop programs to help renters save for homeownership; including programs such as individual development accounts (IDA's) with city-matched savings for down payment and closing costs to help renters in Hyattsville save for homeownership
- Increase partnerships with financial institutions to create or expand financial products for low-income and historically marginalized populations.

Equitable Development

- The City's Community and Economic Development Department should reference regional equity frameworks like MWCOG and GARE's report "Equitable Development as a Tool to Advance Racial Equity" as a baseline in decision-making around development

Code and Zoning

- Implement cultural competence training and strategies for an equity-based approach to code enforcement



HOUSING RECOMMENDATIONS

Long Range

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Further Advance Regulations and Tenant Protections



TRANSPORTATION

What is it?

An equitable transportation system is one that provides affordable transportation, creates quality jobs, promotes safe and inclusive communities, and focuses on results that benefit all.

Transportation equity is also about who is able to participate in decisions about service and infrastructure.

Why does it matter?

Transportation policy in the U.S has historically created racial disparities through the construction of highways and urban development projects which frequently targeted minority neighborhoods, as well as unequal funding allocation and discriminatory practices in public transit.

Hyattsville Assets & Gaps in Transportation

Assets
Wide range of transportation options and location at the intersection of three major corridors
Cty completed a transportation study in 2018 - provides perspectives on City's transportation posture and conceives of 6 goals and 9 strategies
Several infrastructure improvements street projects and Capital Improvement projects, (e.g., Trolley Trail completion and The cool green bus shelters project to improve 10 bus shelters within the City, improved crosswalks and ADA- pedestrian safety initiatives)
Vairous oppportunities for equity focus (ARPA proposal for 2018 Circulator Feasibility Study, Maryland House and Senate pass SB0023 - Equity in Transportation Sector) and County Pedestria Saftey Action Plan

Gaps
The City has limited influence on Metro's land use decisions and does not own many of the roads where complaints are made. However there is an opportunity for increased resident education regarding multi-modal transportation options
Challenges to individual mobility
Challenges for use of mass transportation (unreliable bus service, The Bus operates on a limited schedule)
City has experienced significant growth; traffic can be a problem at peak hours

TRANSPORTATION RECOMMENDATIONS

Short Range

Transportation policy decisions should center equity, using equity-driven data.

- Include an equity component and disaggregated quantitative and qualitative data in the updated Circulator feasibility study and the City's emergency preparedness plan
- Conduct an equity analysis of the existing policy for promoting residents' reporting of issues and concerns, with emphasis on access (e.g., walkways, bikeways, bus stops, streets and requesting traffic calming measures that take into account the unique needs of apartment dwellers)
- Facilitate equity-centered visioning for mass transit in HVL and community engagement regarding collection of Hyattsville residents' and business owners' transit needs

Explore opportunities for collective organizing and advocacy

- Collaborate with Route 1 and East-West Highway, Hamilton St. corridors, as well as grassroots organizing groups and coalitions, to advocate to transit providers about transportation equity needs
- Liaise with other city committees working on linked issues (e.g., Environment Committee, Youth Advisory Committee, Planning Committee, Hyattsville Aging in Place) and collaborate with City housing on transit-oriented development projects to ensure connectivity projects benefit communities of color and other historically underserved communities to improve housing options



TRANSPORTATION RECCOMENDATIONS



Mid Range	Long Range
<p><i>Transportation policy decisions should center equity, using equity-driven data</i></p> <ul style="list-style-type: none">• Benchmark existing best practices in equity and transportation and conduct a gap analysis with existing 2018 Transportation Plan projects to understand the prioritization of investments and impacts of future recommendations and strategies• Explore opportunities to decrease costs and increase access to transit, as informed by communities. Examples:• DASH bus system (Northern Virginia) offering free bus fares for lower-income riders• City of Takoma Park (Maryland) Bus Improvement Project (prioritization using equity data)• Subsidized or free passes for Bikeshares• University of Maryland Shuttle pass to PGCC students who are HVL residents	<p>N/A</p>

JOBS & ECONOMIC PROSPERITY

What is it?

Jobs and economic prosperity refers to access to jobs, fair wages, and opportunities for wealth-building. Our assessment considered significant barriers to wealth and prosperity outcomes for historically marginalized groups and are exacerbated by the effects of the Covid-19 Pandemic.

Why does it matter?

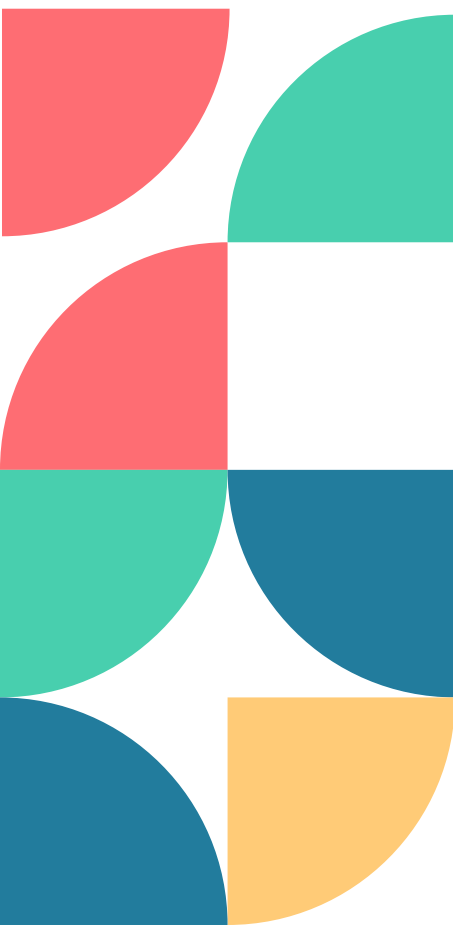
Equitable access to good jobs and economic prosperity is a fundamental human need that needs to be met to ensure the wellbeing of communities today and for future generations.

Hyattsville Assets & Gaps in Jobs & Economic Prosperity

Assets	Gaps
COVID-19 emergency relief efforts for individuals and small businesses	Data collection and analysis of the needs of women and minority owned small businesses
Workforce development with the county and community college	Limited connections for apprenticeships and skills building for blue collar jobs
City and county wide youth engagement/employment programs	Expanded partnerships for youth employment programs
	Staff and Expanded partnerships with other local institutions (UMD, PGCC)

JOBS & ECONOMIC PROSPERITY RECOMMENDATIONS

Short Range	Mid Range	Long Range
<p data-bbox="509 540 1649 587"><i>City of Hyattsville hiring, promotion and retention</i></p> <ul data-bbox="459 671 1735 1491" style="list-style-type: none"><li data-bbox="459 671 1602 915">• Adopt an HR racial equity strategy that continues support for increasing racial equity diversity and inclusion in its hiring, promotion and retention practices and policies.<li data-bbox="459 996 1692 1234">• Expand workforce development and job training programs, with an emphasis on outreach and engagement with those living within under-resourced Equity Emphasis Area (EEAs).<li data-bbox="459 1315 1735 1491">• Ensure a racial equity lens in the implementation of the Public Wi-ifi (2023 ARPA Proposal), with a focus on impact to West Hyattsville and EEAS	<p data-bbox="1809 596 2349 718"><i>Workforce planning and job training</i></p> <ul data-bbox="1835 808 2325 1365" style="list-style-type: none"><li data-bbox="1835 808 2325 1365">• Expand data collection in business licensing and city-sponsored programs to include racial demographic data to support equity analysis of programs.	<p data-bbox="2459 690 3082 812"><i>Workforce planning and job training</i></p> <ul data-bbox="2445 902 3102 1202" style="list-style-type: none"><li data-bbox="2445 902 3102 1202">• Establish telework center for HVL residents (repurpose City facility or identify facility business or nonprofit).



ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

What is it?

People with disabilities refers to individuals who have physical, sensory, cognitive, or intellectual conditions that may hinder their full and equal participation in various aspects of life. Disabilities can be permanent, temporary, or situational and they may impact a person's mobility, communication, learning and work

Why does it matter?

Disability status can intersect with aspects of vulnerability which can create unique and compounding negative effects on health outcomes as a result of systems.

Hyattsville Assets & Gaps in Accessibility for People wit Disabilities

Assets
<ul style="list-style-type: none">• All transportation services including Call-A-Bus are ADA- compliant and accessible
<ul style="list-style-type: none">• Hyattsville Age-Friendly Action Plan and Hyattsville Vulnerable Populations Analysis
<ul style="list-style-type: none">• City hired a full-time Aging and Wellness Services Manager
<ul style="list-style-type: none">• City provides interpreters and captioning at request

Gaps
<ul style="list-style-type: none">• 2012 ADA Transition Plan is the most recent and it does not address vision, hearing, or cognitive disabilities in relation to public services
<ul style="list-style-type: none">• Emergency notifications go out only via text or email, which does not reach residents without cell phones or email access
<ul style="list-style-type: none">• Housing developers lack incentives to build housing that is both accessible and affordable.
<ul style="list-style-type: none">• The most recent survey on Senior and Disabilities is from 2015

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES RECOMMENDATIONS

Short Range	Mid Range	Long Range
<p data-bbox="649 553 1432 600"><i>ADA Accessibility and Compliance</i></p> <ul data-bbox="166 628 1915 1829" style="list-style-type: none"><li data-bbox="166 628 1915 797">• Enlist people with the lived experience of having disabilities to help the City implement improvements, create and deliver trainings, etc Improving Accessibility of City Services<li data-bbox="166 881 1915 994">• When redesigning playgrounds, the city should prioritize the use of universal design so they can be accessed by children with disabilities<li data-bbox="166 1078 1915 1378">• The city should verify that its website and other communications are accessible, and that alt. text is available for all images. including 508 compliance for digital resources (for example, colors to indicate meaning). This is inline with current Communications Department goals of compliance with 2024 updates to Federal ADA guidelines on websites<li data-bbox="166 1463 1915 1575">• Aligned with the Age Friendly Action Plan, “Create a phone line with recorded messages about how to pursue services in city and county”<li data-bbox="166 1660 1915 1829">• The City should advocate with the County to get accessible bike shares and shared scooters. (MBikes and Capital BikeShare have examples of accessible bike shares.)	<p data-bbox="2015 778 2532 891">ADA Accessibility and Compliance</p> <ul data-bbox="1982 1041 2582 1603" style="list-style-type: none"><li data-bbox="1982 1041 2582 1285">• Conduct a reassessment of the 2012 ADA Transition Plan to identify progress and relevant next steps<li data-bbox="1982 1425 2582 1603">• Explore hiring a full-time or contracted ADA compliance officer	<ul data-bbox="2665 1041 3215 1407" style="list-style-type: none"><li data-bbox="2665 1041 3215 1407">• Long-range initiatives should be implemented in accordance with short and mid-range recommendations

CROSS SECTOR RECOMMENDATIONS

What are they and why do they matter?

In the 2024 Updated Race and Equity Plan, the taskforce has developed equity recommendations regarding Community Engagement, Community Safety and Policing, Housing, Jobs and Economic Prosperity, Transportation and Access for People with Disabilities. However, there were overarching recommendations, that if implemented would promote the rapid operationalizing of racial equity for the mayor, council and staff persons. These cross-sector recommendations align with the community-level desired result of encouraging Belonging and Civic Muscle. The implementation of these recommendations will continue to build a strong foundation for equity work in the years to come.

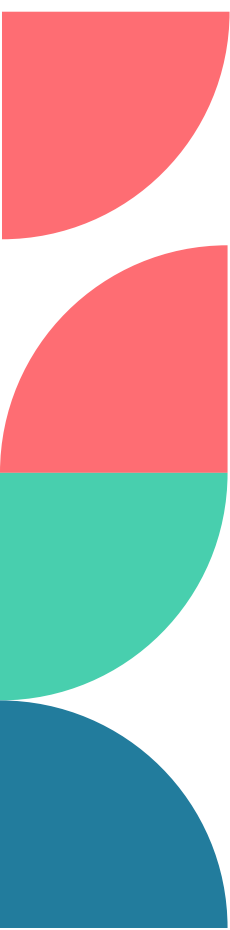
Hyattsville Assets & Gaps

Assets
·GARE Membership and 2022-2023 DMV Learning Cohort Staff participation
·Racial Equity Officer hired in 2021
·Development of ARPA Equity Rubric in 2023
·MWCOC Chief Equity Officer Committee Membership

Gaps
·Inconsistent use of Racial Equity Impact Analysis
·Limited availability of disaggregated City-level data
·Limited coordination between City, County and State on Racial Equity strategies
-Current staff capacity for data collection and analysis

CROSS-SECTOR RECOMMENDATIONS

Short Range	Mid Range	Long Range
<p>The City should adopt a Hyattsville Vision Statement for Racial Equity:</p> <ul style="list-style-type: none"> • RETF should lead the development of a clearly defined vision for racial equity and conduct the community engagement necessary to co-produce this vision with residents and stakeholders • Document City of Hyattsville’s Racial Equity history and timeline • Policy solutions should be informed by an analysis of race by adding Equity Impact Analysis to agenda item form to ensure that each legislative decision appropriately considers potential equity impacts • Explore review and revision of the City charter for racial and social equity • Develop a racial and social equity landing page on the City website 	<ul style="list-style-type: none"> • Drive collection of population level disaggregated data on race, ethnicity, gender, geography, income for city-wide programs and services • Create opportunities to increase access to co-production and decision-making for residents by: <ul style="list-style-type: none"> o developing training for committee members, council members, and community members on the roles and functions of state, county and local government o Formalize pathways to advocacy with Prince George’s County and the State of Maryland • Explore hiring a Program Evaluation/Data Analyst position 	<ul style="list-style-type: none"> • Reevaluate Equity Plan on a 3-5 year cycle in dialogue with the City of Hyattsville Strategic Plan



CONCLUSION

The social and cultural landscape of our communities has undergone significant transformations since the inception of this plan in 2019. It is within this context that the Race and Equity Task Force urges the City of Hyattsville Mayor and Council to continue to take an equity lens and prioritizing racial and social equity urgently.

Central to any racial equity lens are two key questions:

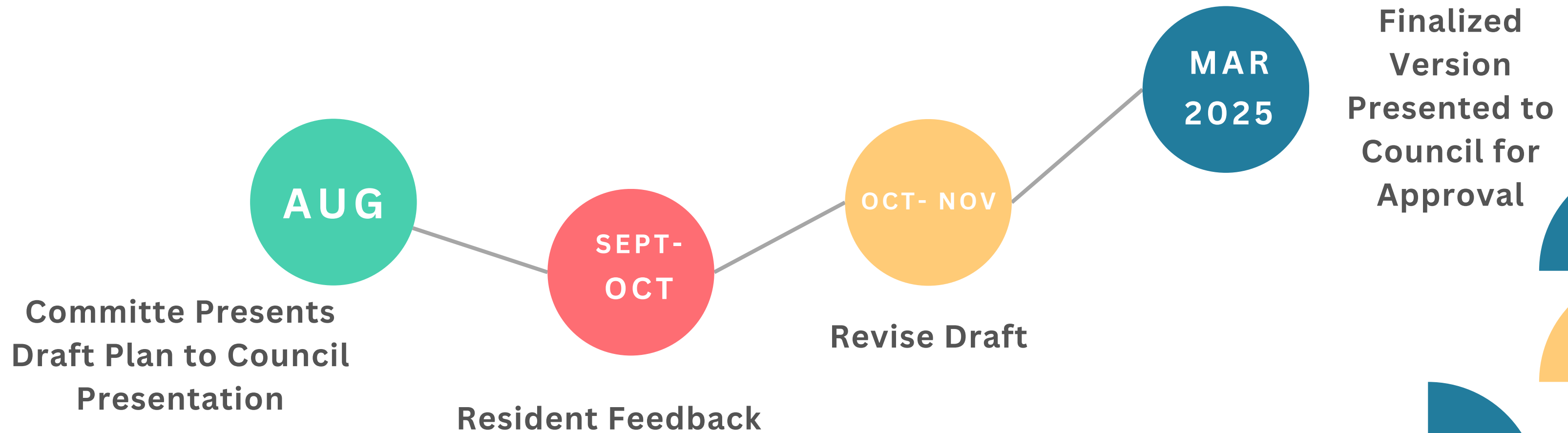
First, the question of "who is most burdened" by policy decisions? Deeply considering the impact of policy, programs and procedures on historically marginalized communities.

The second key question is one of "who in our community is included in co-producing these outcomes?"

Moving forward, the next steps involve robust community engagement with City of Hyattsville residents to finalize this plan and develop a vision for racial equity along with an equity timeline.

NEXT STEPS

- Digital engagement via Hello Hyattsville Resident feedback in Collaboration w/ HVL Communications to develop printed and digital outreach
- Tabling at community events for targeted community feedback Potential opportunities include:
 - Hispanic Heritage Summer Jam 9/15
 - Zombie Run 10/5
 - Feedback at Ward- Check-ins as scheduled
- In-person and virtual RETF led Community Visioning+ Feedback Session. date TBD





THANK YOU

We want to thank everyone who generously contributed to the previous and current iterations of this equity draft plan! This includes Hyattsville Mayor, Council, City Administrator, staff, former and current Taskforce members, subject matter experts and speakers, and Hyattsville residents who participated in engagement.

