



Montgomery Planning

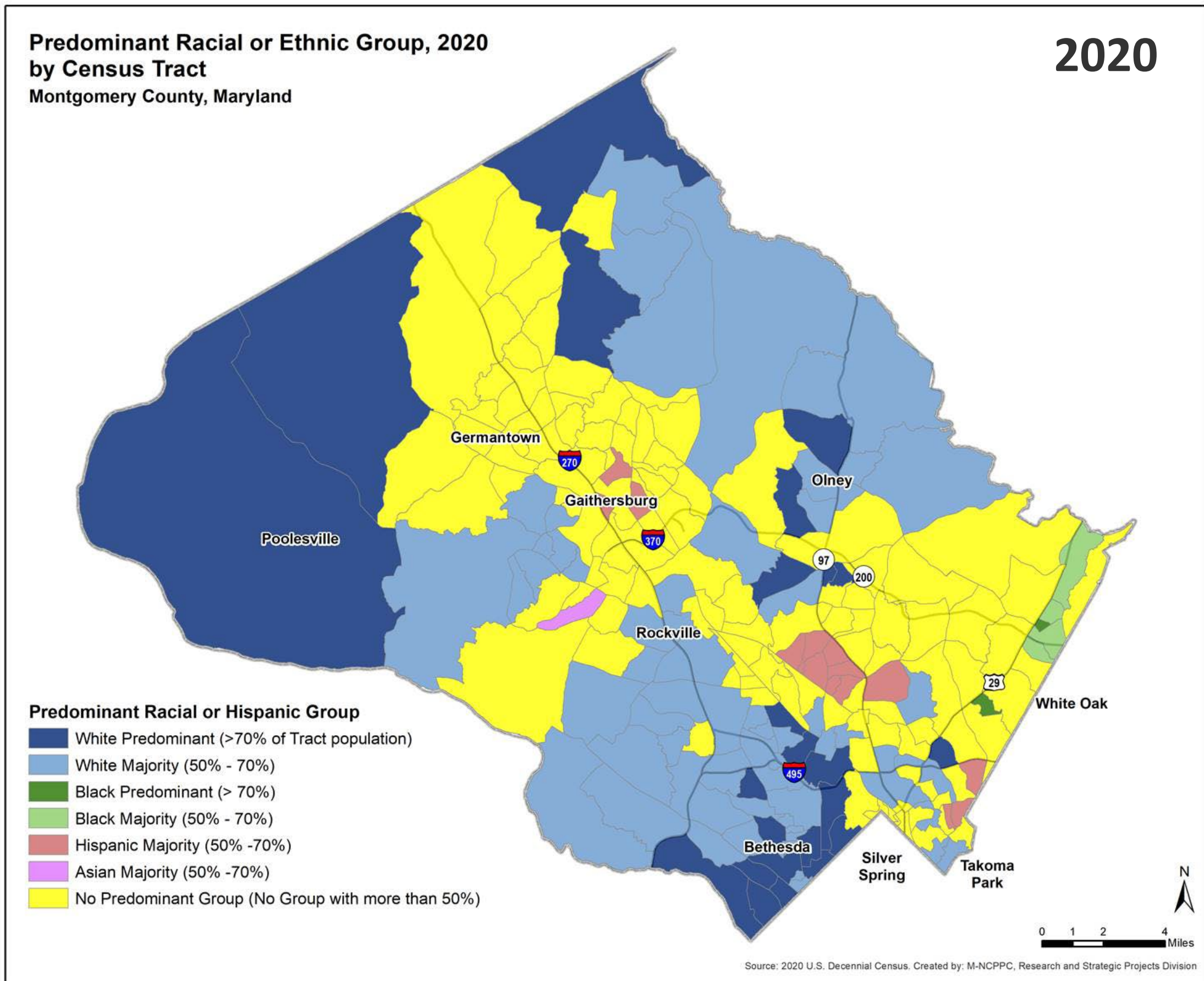
# Equity Agenda in Planning

*MWCOG Chief Equity Officers Committee*

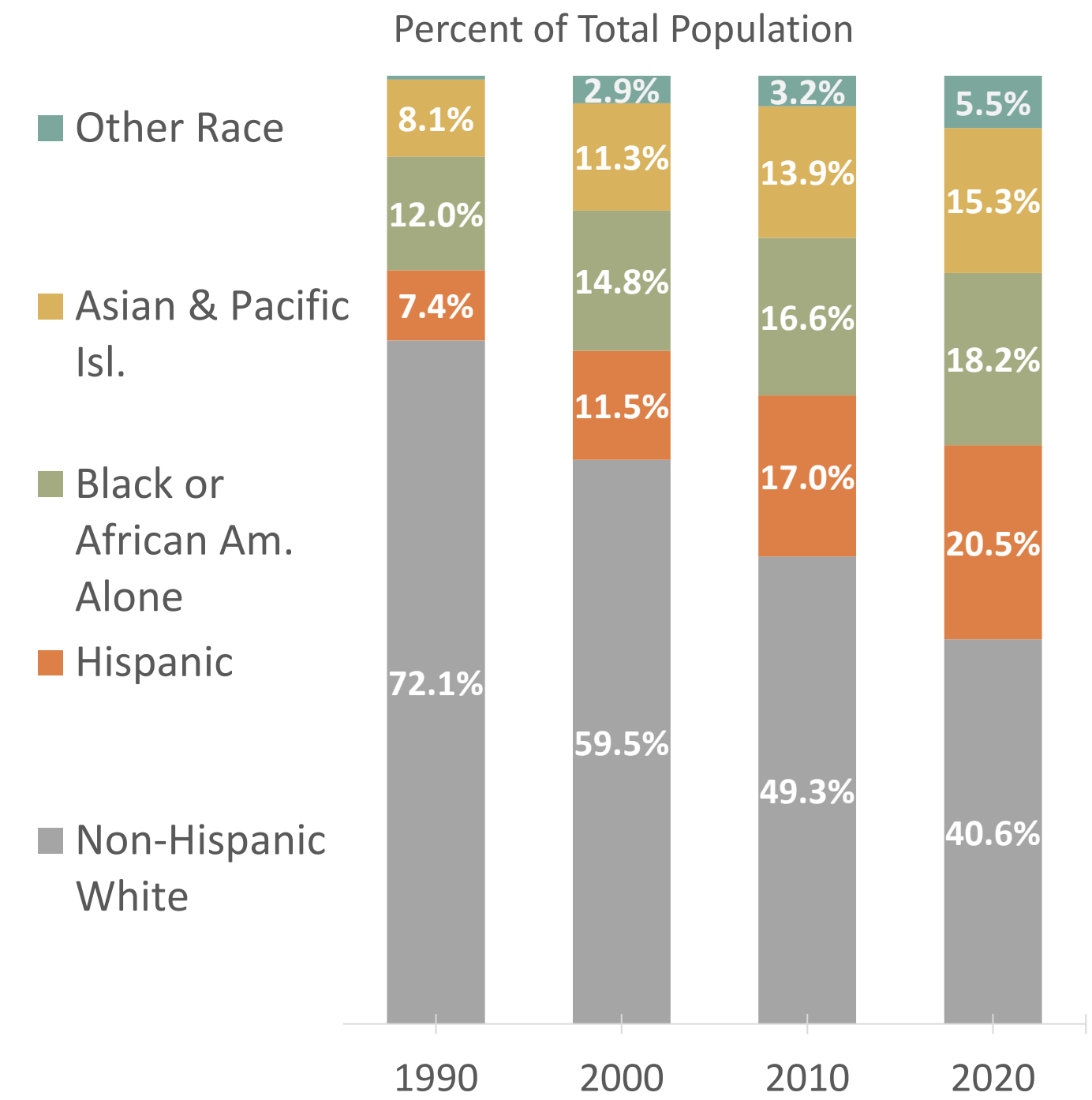
*June 23, 2022*



# Background— Planning in Montgomery County



## Montgomery County Population by Race and Hispanic Origin, 1990-2020





## Maryland-National Capital Park & Planning Commission (M-NCPPC)

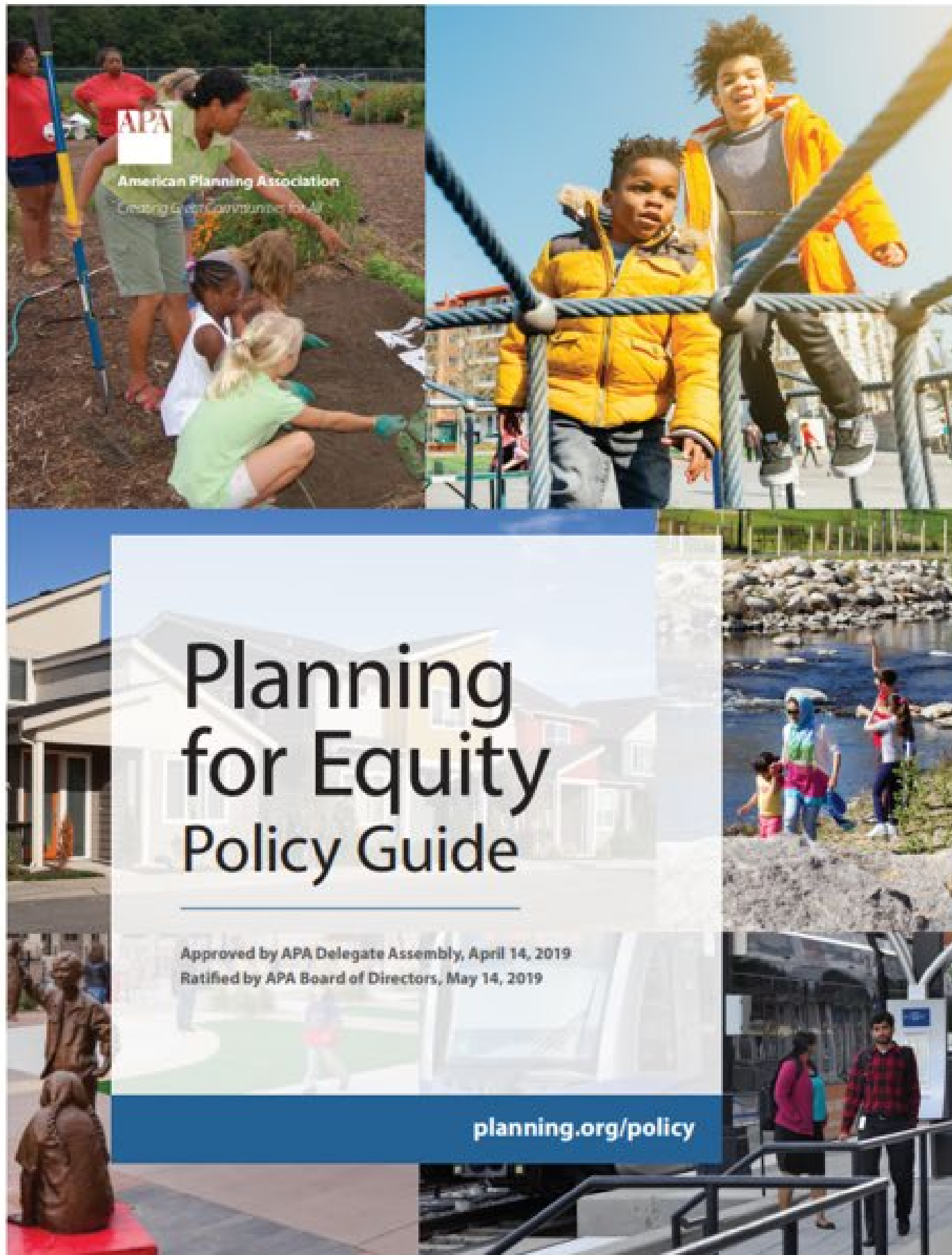
- **Bi-County Regional Planning Agency for Montgomery & Prince George's Counties**
- In Montgomery County, led by 5-member appointed **Planning Board**
- **Decision-making authority** over development proposals, street naming & parks facilities
- **Land use advisors** to Montgomery County Council on planning & zoning
- Oversees [Montgomery County Planning Department](#) & *Parks Department*



## Montgomery County Government

- Executive branch led by **elected County Executive**
- Agencies under CE oversight include Department of General Services, Department of Recreation, Libraries, County Department of Transportation

# Setting the Stage for Equitable Planning



<https://www.planning.org/policy/guides/adopted/equity/>

- Adopted by American Planning Association in spring 2019
- Guidance for planners serving **urban, suburban & rural communities** across US

“[t]o serve the public interest, all planners must ensure that proposed policies and regulations will serve and benefit all residents of a community in ways that reduce or eliminate inequity.”

# Montgomery County Racial Equity & Social Justice Act (October 2019)

- Language from the Law
- *AN ACT to: (1) (2) (3) (4) (5) (6) (7) (8) (9) Establish a racial equity and social justice program; establish an Office of Racial Equity and Social Justice in the Executive Branch; remove the Chief Equity Officer position in the Office of the Executive as a non-merit position; require the Executive to adopt, by Method 2 regulation, a racial equity and social justice action plan for the County; require each Department and Office to develop a racial equity and social justice action plan; require the Executive to submit a racial equity and social justice impact statement to the Council for each Bill and for each management initiative or program in the recommended budget; establish a Racial Equity and Social Justice Advisory Committee and set forth the composition and duties of the Committee; **require the Planning Board to consider racial equity and social justice impact when preparing a Master Plan**; and generally amend the law governing racial equity and social justice.*



## M-NCPPC

### *Resolution on Solidarity with National Movement to End Injustice and Violence against African Americans*

June 17, 2020

... the Commission also hereby declares and affirms that it squarely subscribes to the indisputable principle that Black lives do matter, and they must matter, in all civic endeavors in order for our agency and our nation to achieve the cardinal promises of our government – that ALL people will be treated fairly and equally.



# M-NCPPC Commitment to Diversity, Equity & Inclusion (June 2021)

*M-NCPPC recognizes **diversity** as a dynamic mix of personal and cultural characteristics, perspectives, and relationships as a vital organizational resource...*

*M-NCPPC believes **equity** is an active commitment to unbiased treatment while providing access and opportunity for people of all backgrounds to participate and thrive in the workplace...*

*M-NCPPC strives to enhance **inclusion** with a true sense of belonging that encourages the participation of all individuals by removing barriers, building a culture of connectedness, and recognizing that every voice adds value to our organization.*

**—from the M-NCPPC Diversity, Equity and Inclusion statement**

# Earlier Equitable Planning Efforts



- Internal Equity Working Group
- *Vision Zero* – Veirs Mill Plan, Aspen Hill Vision Zero Study
- *Transportation*: Bicycle Master Plan, Pedestrian Master Plan, Purple Line Pedestrian Connectivity Study
- *Housing*: Rental Housing Study, Preservation of Affordable Housing Study, update to MPDU laws, Accessory Dwelling Unit reform
- Retail in Diverse Communities Study
- *Historic Preservation*: history of county's African American communities & historic sites

Veirs Mill Corridor Outreach Extended



**THRIVE**  
MONTGOMERY 2050  
Let's Plan Our Future. Together.

- Update to the General Plan launched in June 2019
- **Long-range vision for the future of growth in Montgomery County**

## Three key objectives



Thrive is Montgomery County's first general plan to identify community equity as a key objective

# Montgomery Planning's Equity in Planning Agenda *(2020-present)*

<https://montgomeryplanning.org/planning/equity-agenda-for-planning/>

“Developing an Equity Agenda for Planning is ongoing and **will require constant attention to institutional racism’s influence on all planning and zoning processes**.... Applying an equity lens involves a broad spectrum of issues, outreach and engagement, data analysis, solution identification, stakeholder partnerships, zoning, and design.”

--Montgomery Planning Equity Agenda for Planning webpage

# Equity Agenda in Planning Action Plan

## Action Plan Mission

Our mission as a Planning Department is to **improve the quality of life in Montgomery County**. In order to provide quality service to the current and future community members, we **must incorporate racial equity and social justice when preparing Master Plans**, use current best practices to analyze adverse impacts on the community, strengthen our partnerships with stakeholders, and continue to address the present-day challenges on a regional scale.

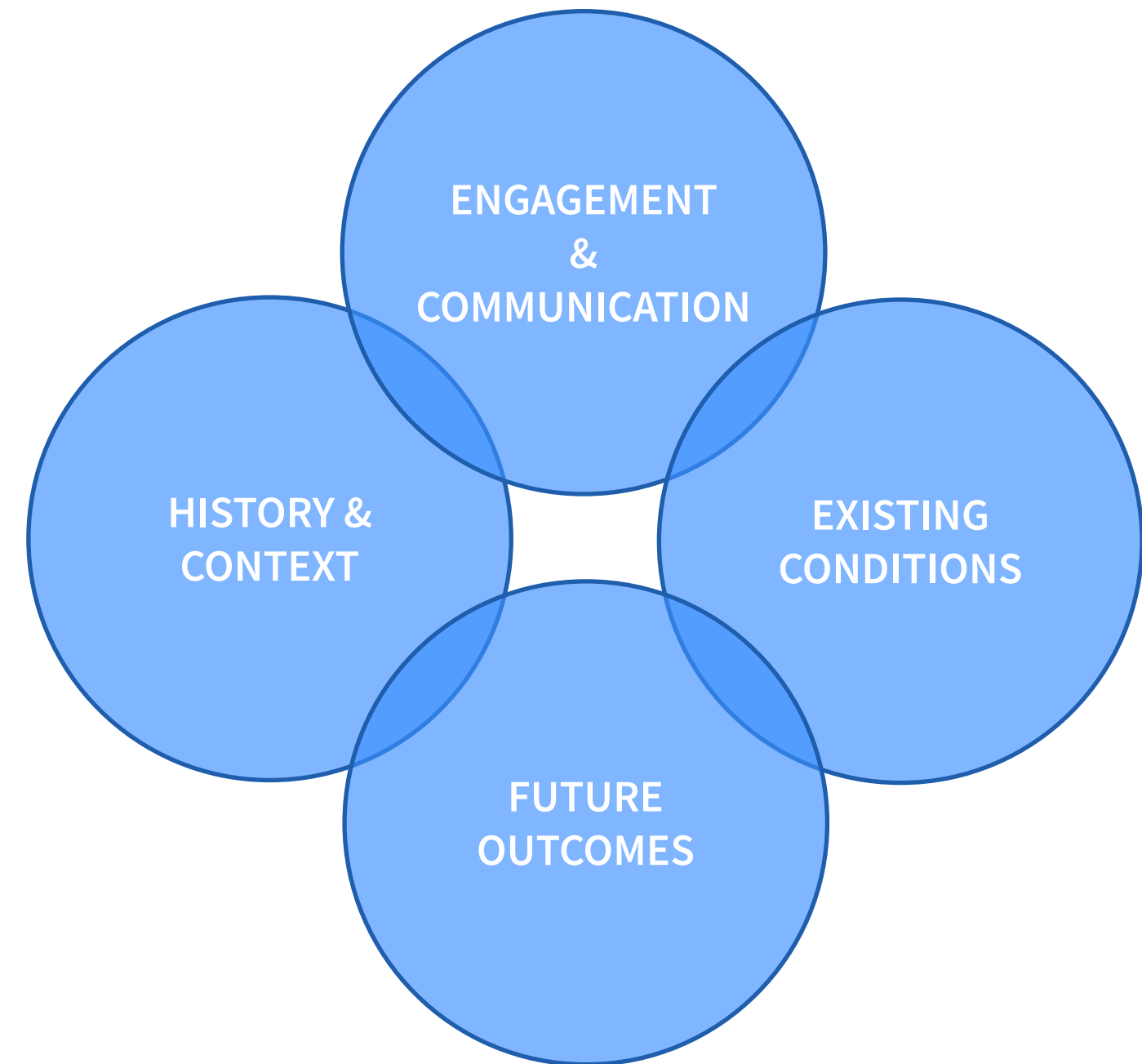
## Action Items

1. Equity Lens/Tool
2. Equity Opportunity Index
3. Community Equity Emphasis Areas
4. Racial Equity & Social Justice Timeline
5. Staff Equity Trainings
6. Continued Research and Data Collection
7. Community Engagement Strategy
8. Equity Peer Review Group
9. Other Departmental Equity in Planning Work

# Equity Agenda in Planning: Implementation

# Equity Lens for Master Plans

*Questions that address these issues to be used throughout the scope, existing conditions analysis, community engagement, and development of the plan and recommendations.*







## EQUITY TOOL for plan development

- **HISTORY AND CONTEXT:** What historic advantages or disadvantages have affected residents in the given community (land use, financial, and sociological)?
- **ENGAGEMENT AND COMMUNICATION:** How are residents who have been excluded from planning processes being authentically included in the planning, implementation, and evaluation of the proposed policy or project?
- **EXISTING CONDITIONS:** Does the distribution of civic resources and capital investments explicitly account for potential disparate outcomes for different groups and neighborhoods? How can we change these outcomes moving forward?
- **FUTURE OUTCOMES:** Does the current policy or project help or hinder the equitable distribution of civic resources, locally unwanted land uses (LULUs) and capital investments for future generations? How can we address this today to provide for a more equitable future?

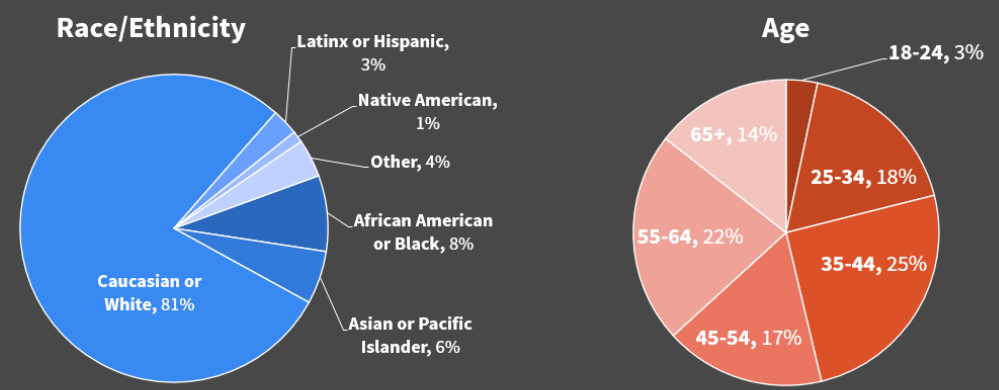
# SILVER SPRING

## DOWNTOWN AND ADJACENT COMMUNITIES PLAN

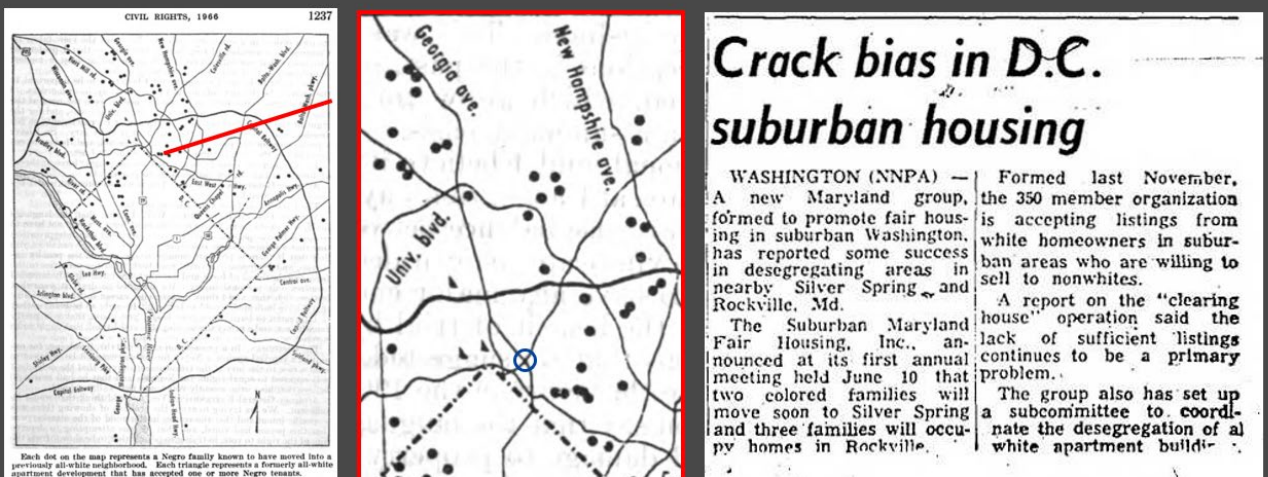


### WHO WE'RE HEARING FROM

As of 10/15/20, over 400 Silver Spring community members have participated in Listening Sessions, office hours, completed our online survey or attended community meetings. Of those community members, **244 have shared their demographic information and engagement preferences with us.** We will continue to update this information throughout the plan.



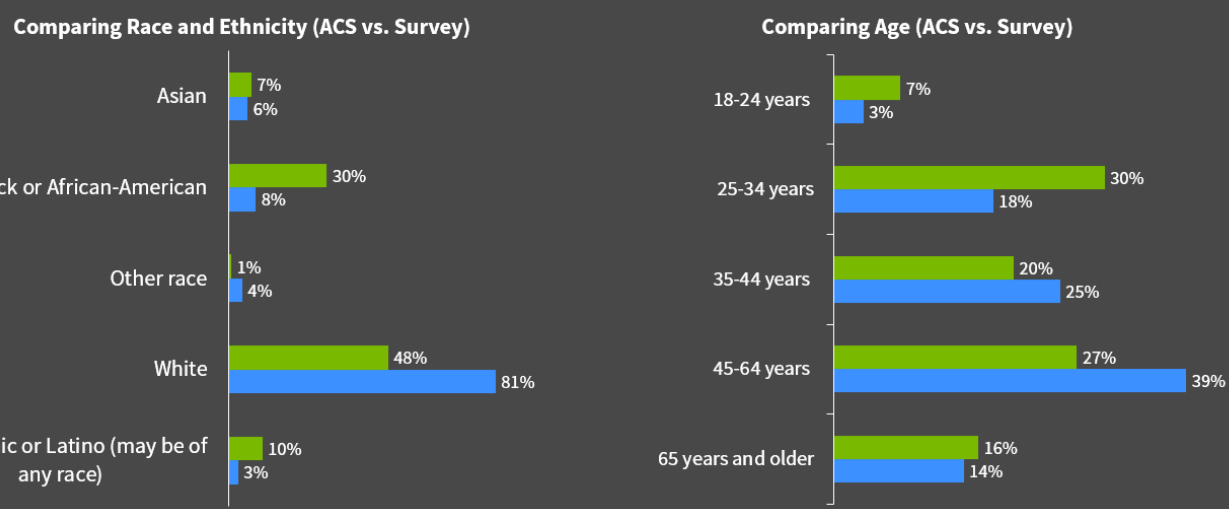
### CIVIL RIGHTS MOVEMENT SEGREGATION & SUBURBAN HOUSING



African American home ownership and apartment rentals in Washington, D.C. suburbs, 1966. Source: U.S. Congress, Civil Rights Hearings, 1966.

Suburban Maryland Fair Housing, Inc., in 1963. Source: The Afro-American

### COMPARED TO PLAN AREA



\*Categories are approximate. ACS 2018 refers to 6 census tracts that cover the entire plan area. Age percentages are out of the population over 18. 12/20 22

### በሲልቨር ስፕሪንግ መሃል ከተማ እና በዙሪያው ያሉ ማህበረሰቦች አቅጣጫ የማዳመጥ ዳሰሳ ጥናት

English  
Español  
አማርኛ

በሲልቨር ስፕሪንግ ውስጥ ምን ማየት እንደሚፈልጉ እና ማየት እንደማይፈልጉ ከእርስዎ መስማት እንፈልጋለን። ከዚህ በታች ያለውን የዳሰሳ ጥናት በማጠናቀቅ ምን እንደሚያስቡ ያሳውቁን። ተጨማሪ ሀሳቦችን ከክፍ ጋር ለማጋራት ከፊልጉ ሲልቨር ስፕሪንግ መሃል ከተማ እና በዙሪያው ያሉ ማህበረሰቦች ሊላኩት ሊከፈሉ ደብዳቤ መመዘገብን ያረጋግጡ ወይም [Leslye.Howerton@montgomeryplanning.org](mailto:Leslye.Howerton@montgomeryplanning.org) እና [Atara.Margolies@montgomeryplanning.org](mailto:Atara.Margolies@montgomeryplanning.org) ያገኙ።

#### የእርስዎ ሃሳቦች

በሲልቨር ስፕሪንግ ውስጥ ሲኖሩ በጣም የሚያስደስትዎት ነገር ምንድን ነው? ወይም ደግሞ ተጠብቆ የሚቀድ መሆኑን ለማረጋገጥ የሚፈልጉት ነገር ምንድን ነው?

### Encuesta de opinión sobre el Plan del Centro de Silver Spring y Comunidades Adyacentes

English  
Español  
አማርኛ

Queremos que nos cuente qué quiere y qué no quiere ver en Silver Spring. Cuéntenos lo que opina respondiendo la encuesta de más abajo. Si le gustaría comentarnos más cosas, inscribise para recibir la publicación electrónica Centro de Silver Spring y comunidades adyacentes o escriba a [Leslye.Howerton@montgomeryplanning.org](mailto:Leslye.Howerton@montgomeryplanning.org) y a [Atara.Margolies@montgomeryplanning.org](mailto:Atara.Margolies@montgomeryplanning.org).

#### Sus ideas

¿Qué es lo que más le gusta de vivir en Silver Spring? ¿O qué quisiera que no se pierda?

# Equitable Engagement: Fairland & Briggs Chaney Master Plan

FAIRLAND & BRIGGS CHANEY,  
**WE WANT TO HEAR FROM YOU!**

Take our survey and enroll in a **chance to win a \$100 gift card!**

Scan the QR code or visit [surveymonkeys.com/r/fairland-briggs-chaney](https://surveymonkeys.com/r/fairland-briggs-chaney) to take the survey and become eligible for the gift card.

Interested in speaking or texting with us? We're ready! Dial or text 240-668-4599 to speak or text with us directly.

Montgomery Planning Fairland and Briggs Chaney MASTER PLAN

**Your Community. Your Future!**

The Fairland and Briggs Chaney Master Plan is a comprehensive update to the 1997 Fairland Master Plan. It will help guide future land use planning; countywide policies and future initiatives affecting community quality of life; road, bike and pedestrian infrastructure and community amenities; and private development.

Together, we will decide the priorities for the Fairland and Briggs Chaney Master Plan.

**We want to hear from you!**  
Call Montgomery Planning at 240-264-7102 to speak with us directly.  
Stay in touch and sign up for our e-letters by visiting [montgomeryplanning.org/fairlandbriggschaney](https://montgomeryplanning.org/fairlandbriggschaney)  
Speak to us directly by dialing or texting 240-264-7102.

**Need help with Rent?**  
Montgomery County can help with up to \$12,000 in rental assistance. Call 311 to see if you qualify.

**Need a Covid-19 vaccine?**  
Have questions or need help getting the vaccine? Call 301-589-3633.

[montgomeryplanning.org/fairlandbriggschaney](https://montgomeryplanning.org/fairlandbriggschaney)

Montgomery Planning Fairland and Briggs Chaney MASTER PLAN

**We're Listening!**  
እያዳመጥን ነው  
**Lo escuchamos**  
**Nous sommes à l'écoute**

Join Montgomery Planning for a virtual listening session series for the Fairland and Briggs Chaney Master Plan, a planning initiative that will engage the community to create a framework to guide the growth and future of Fairland and Briggs Chaney.

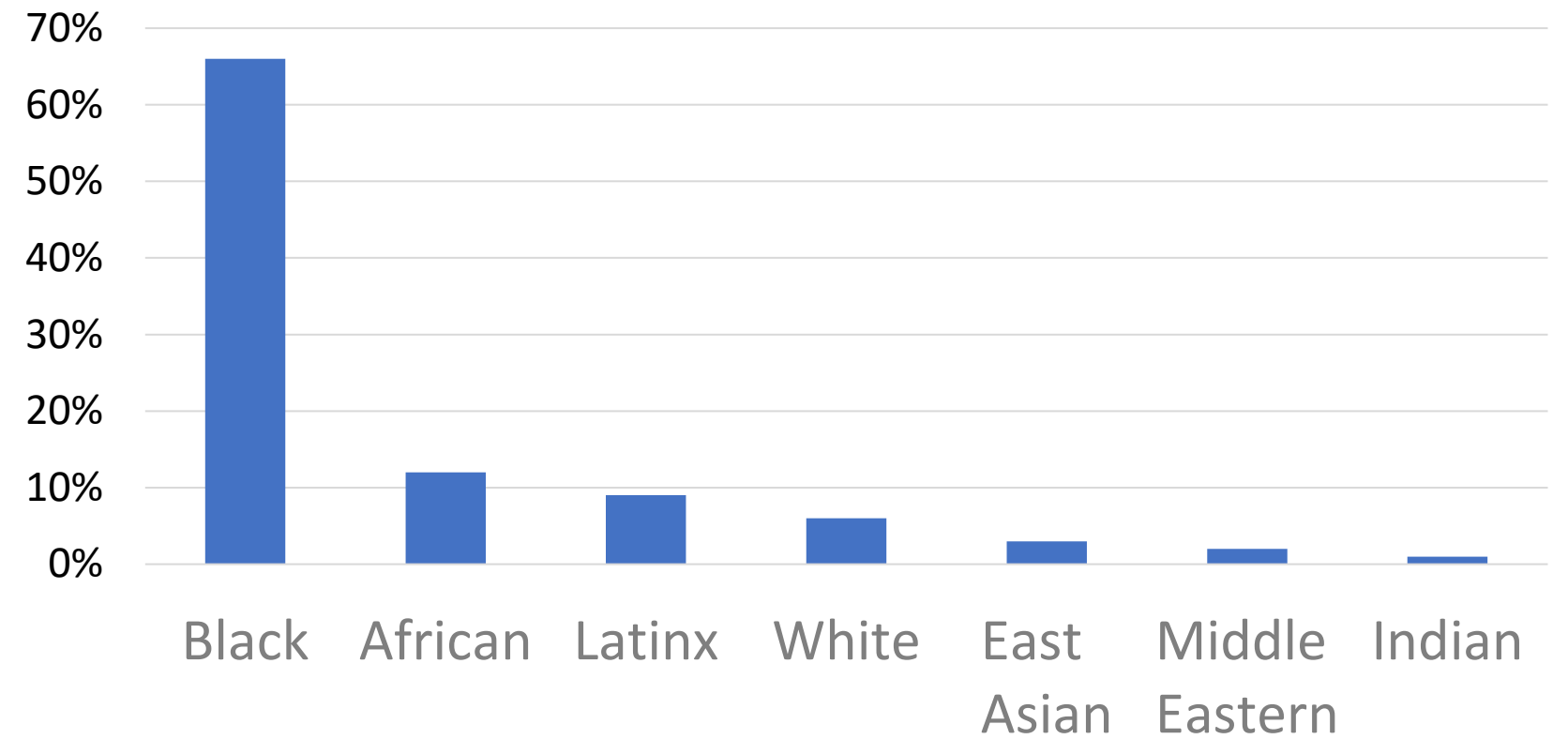
We invite you to attend a four-part community listening series designed to help us identify priorities in our community.

RSVPs are required with translation services available upon request with at least 10 business days' notice.  
[Montgomeryplanning.org/fairlandbriggschaney](https://montgomeryplanning.org/fairlandbriggschaney)

Montgomery Planning Fairland and Briggs Chaney MASTER PLAN



Racial/Ethnic Composition of Canvassing Interviewees



■ Racial/Ethnic Composition of Canvassing Participants

# EQUITY FOCUS AREAS



DEMOGRAPHICS



MASTER PLANS



ACCESS TO OPPORTUNITIES  
AND RESOURCES



TRANSPORTATION



HEALTH CONDITIONS



ENVIRONMENTAL

## *Methodology*

U.S. Census Tract level data:

### **Percent of low-income households**

HUD's Comprehensive Housing Affordability Strategy (CHAS) 2013 – 2017 income dataset  
Sets income thresholds based on household income and size of the household

### **Percent of people of color**

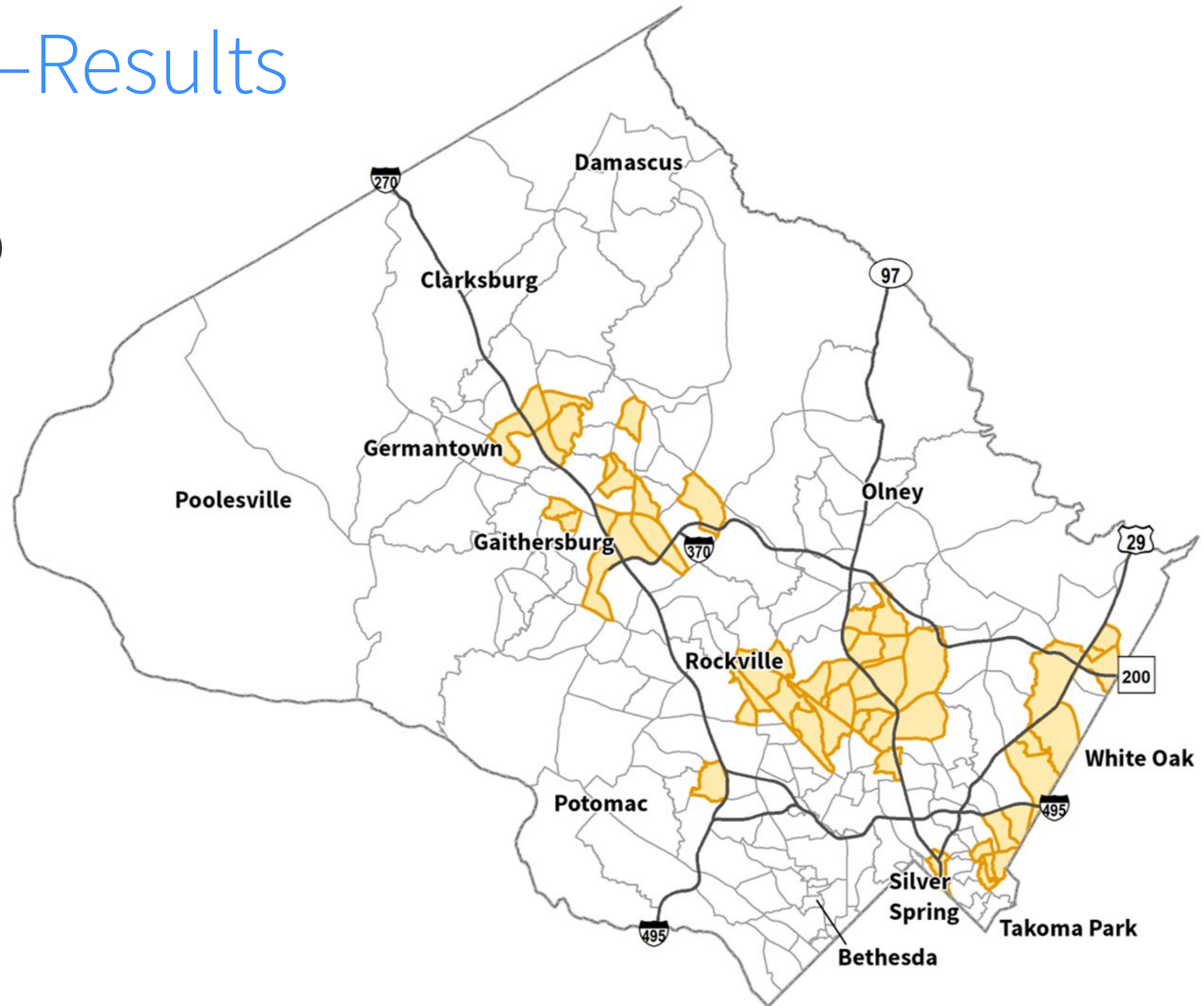
2018 American Community Survey, 5-year estimates

### **Percent of people who speak English less than very well**

2018 American Community Survey, 5-year estimates

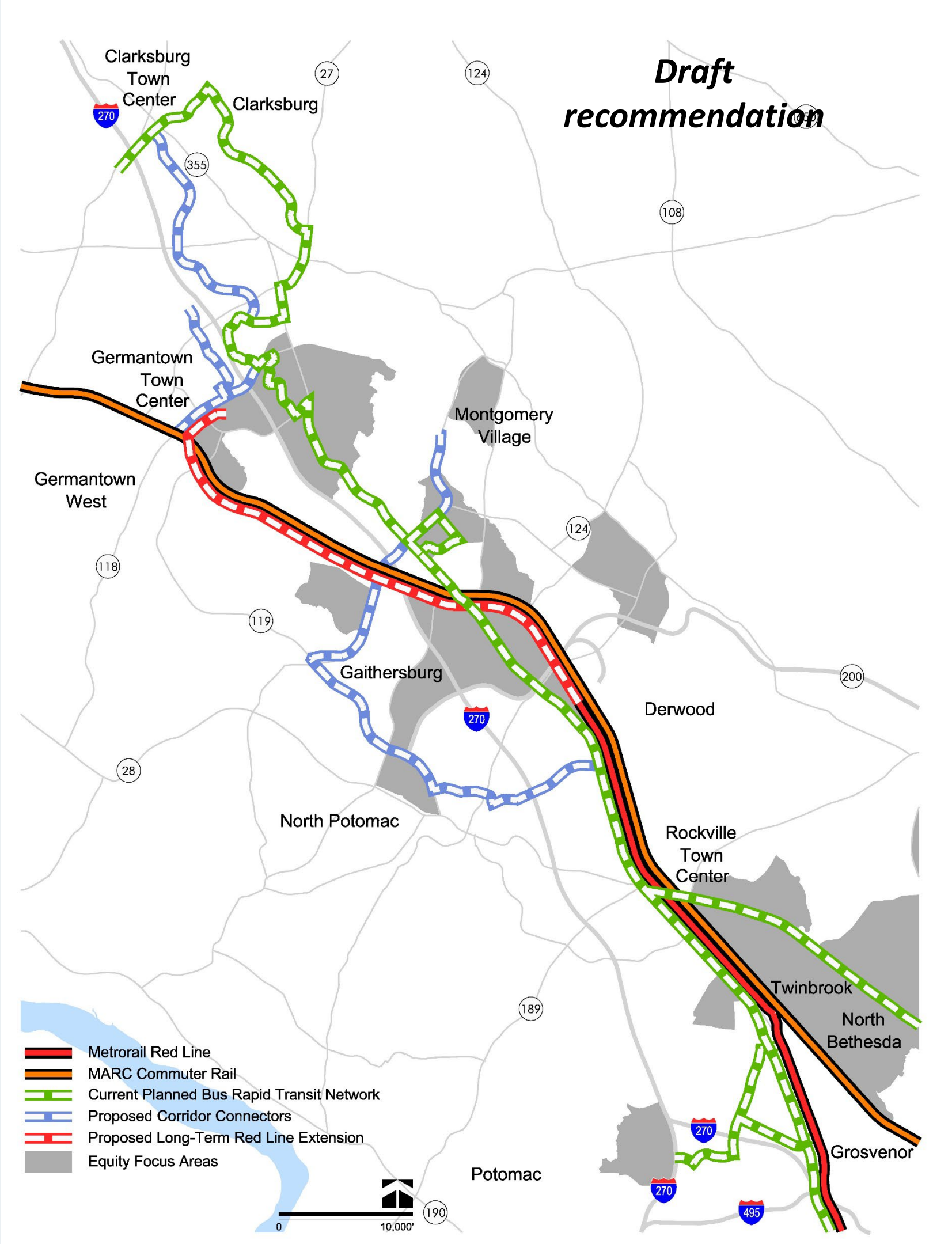
# Equity Focus Areas—Results

- **56 EFA tracts out of 215 (26%)**
- 276,000 people (26%) & 94,000 households (25%)
  - Hispanics:  
65% of EFA v. 19% Countywide
  - High School diploma or less:  
18% of EFA v. 9% Countywide
  - Average age:  
35 in EFA v. 41 years in County
  - Low-income households:  
45% of EFA v. 28% of County
  - Average household income:  
\$90,152 EFA v. \$150,317 County
  - Median housing value:  
\$337,651 EFA v. \$525,624 County
  - Renter occupied: 54% EFA v. 35% County



# Equity Considerations

- **Connections to Equity Focus Areas (EFAs):** Dedicated bus lanes link EFAs to transit and employment centers
- **Investments Non-Auto Modes:** Provide high-quality transit to communities with less access to personal vehicles
- **Direct Access to DC:** Red Line Extension provides new direct access to DC for EFAs, resulting in large gains in job access
- **Environmental Impacts:** Poor air quality disproportionately impacts EFAs, and this network provides a substantial reduction in VMT (a proxy for air quality)



# Equity Peer Review Group

- Internal staff team supporting implementation of equity in the master planning process
- Provide feedback on draft recommendations, planning policies, & community engagement strategies.
- Review plan imagery, terminology & accessibility
- Comprised of diverse staff—demographics & expertise: master planning, transportation planning, environmental planning, historic preservation, research, etc.
- 13 projects reviewed to date



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION  
**MONTGOMERY COUNTY STREET & PARK  
FACILITIES NAMING REVIEW PROJECT**



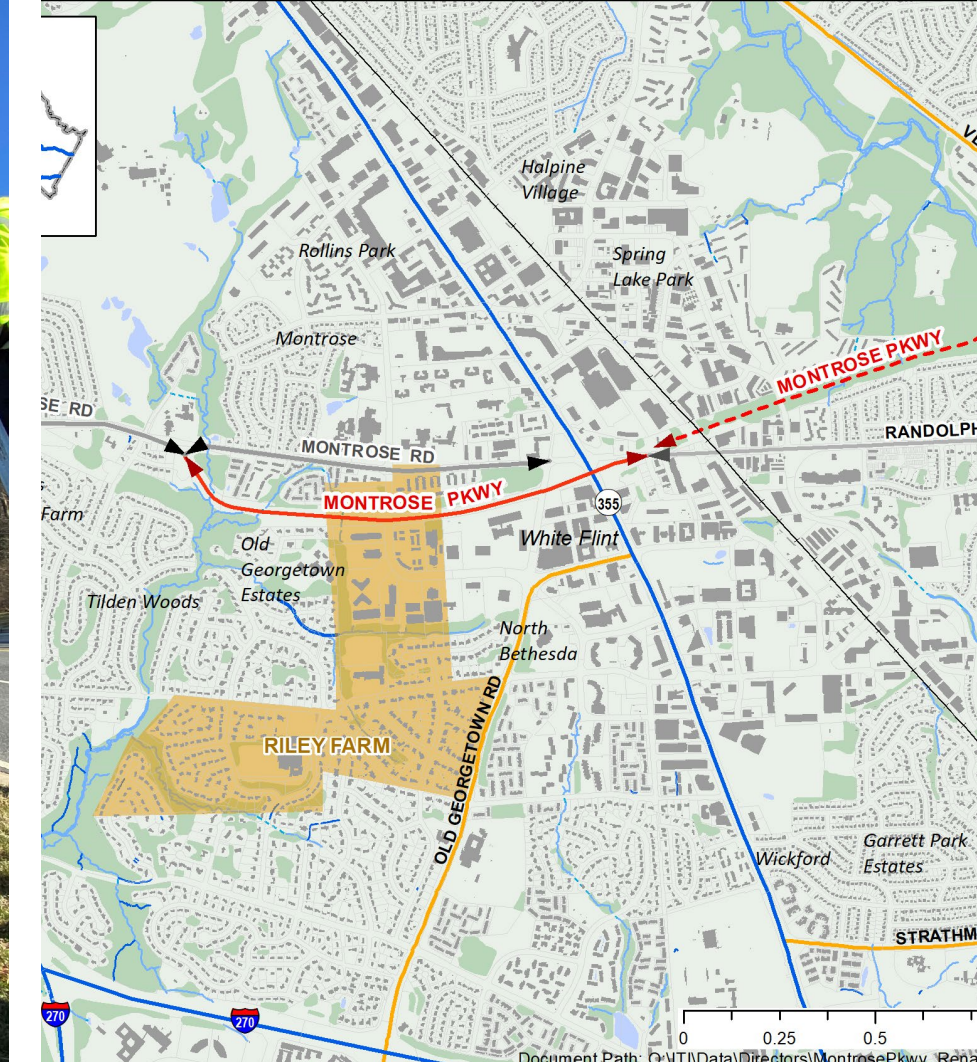
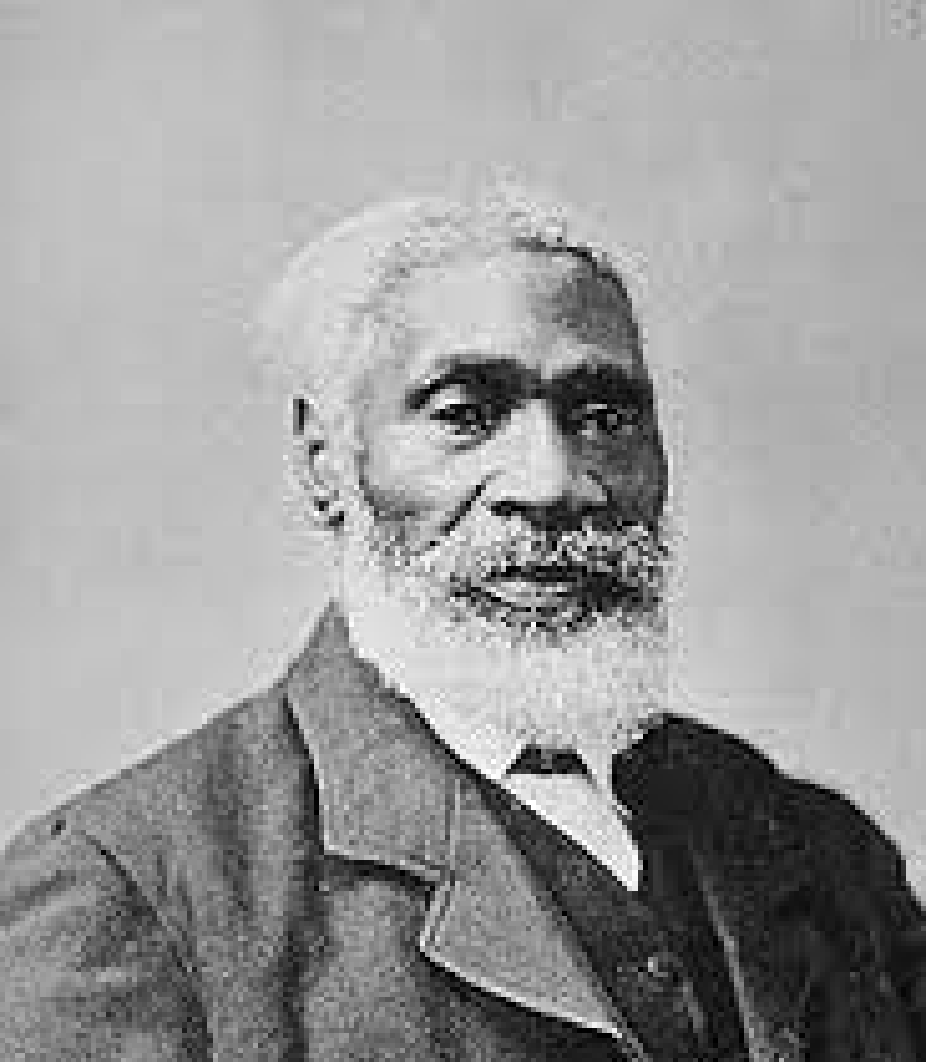


# M-NCPPC Street & Park Facilities Renaming Project (2020-present)

## Database from Preliminary Research:

- Nationally known/local Confederates & slaveholders in Montgomery County
- Street/Park Name Matches for Confederate & slaveholder Last Names & Full Names
- **Names of over 3,300 Black people held in bondage in Montgomery County**

Age	County	Date	Document	First Name	Last Name	Sex	First Name	Last Name
	Montgomery	May 22, 1860		Basil	Beall	F	Hester	
	Montgomery	February 26, 1856		Thomas	Bowie	F	N/A	N/A
	Montgomery	August 24, 1845		Nicholas	Gassaway	M	Harry	
	Montgomery	October 21, 1859		Sarah	Griffith	M	Elijah	Hacket
	Montgomery	May 22, 1860		Basil	Beall	F	Hester	
	Montgomery	August 15, 1864		Anna	Forrest	M	Thomas	Sedgwick
	Montgomery	May 25, 1840		Nathan	Holland	M	Jeffrey	Richardson
	Montgomery	August 26, 1844		Isaac	Moore	M	Negro Evan	
	Montgomery	August 26, 1844		Isaac	Moore	F	Negro Mary	
	Montgomery	August 26, 1844		Isaac	Moore	M	Negro Lawson	
	Montgomery	June 9, 1807		James	Spencer	M	Negro Phillip	
	Montgomery	June 9, 1807		James	Spencer	F	Negro Mary	
	Montgomery	June 9, 1807		James	Spencer	F	Negro Caroline	
	Montgomery	January 13, 1815		Anna	Slater	F	Negro Suck	
	Montgomery	January 13, 1815		Anna	Slater	M	Arnold	Thomas
	Montgomery	January 13, 1815		Anna	Slater	M	George	Edwards
1	Montgomery	August 12, 1839		Thomas	Lyles	F	Nancy	Lyles
1	Montgomery	June 5, 1843		Martha	Ford	F	Amanda	Brown
1	Montgomery	April 30, 1851		Allen	Bowman	M	Otho	Dorsey
2	Montgomery	April 30, 1851		Allen	Bowman	F	Leah	Dorsey
2	Montgomery	April 24, 1855		William	Gaither	F	Isabella	
2	Montgomery	July 26, 1859		William	Gaither	F	Eliza	
2	Montgomery	January 3, 1854		William	Bowen	F	Juliana	Edwards



**Recognizing another Mont. County Hero:**

**Josiah Henson Parkway Renaming**

**March 2022**

*Result of separate County Council request to rename Montrose Parkway (not named after a Confederate) after Rev. Josiah Henson*

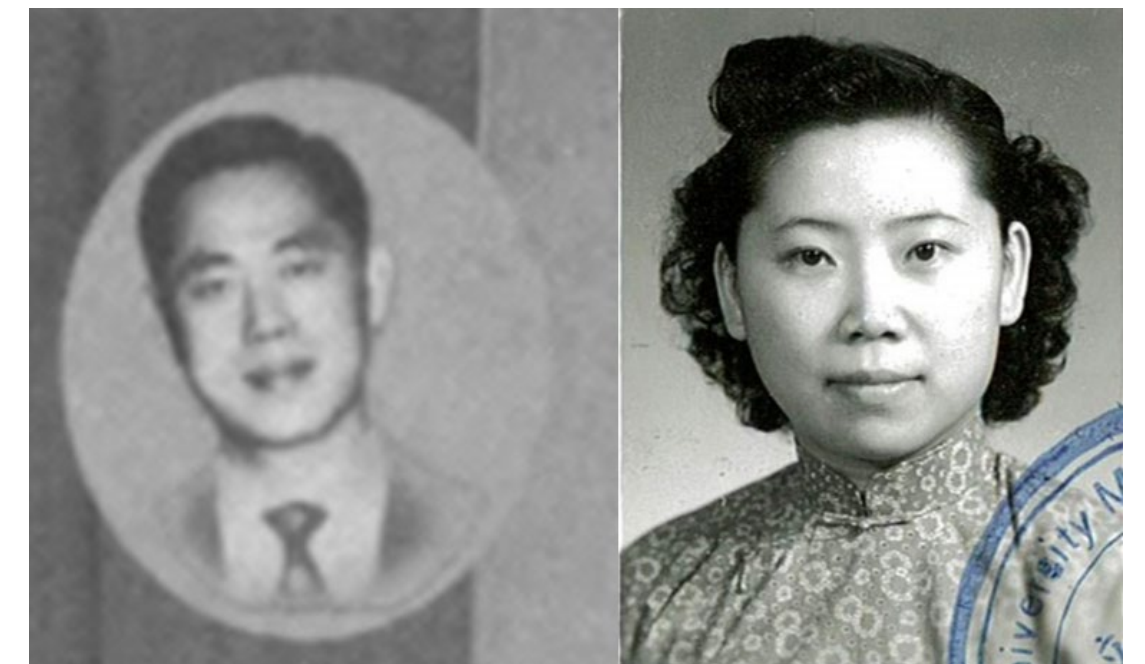


# Asian American & Pacific Islander HERITAGE PROJECT


- AAPI history underrepresented in county’s historic sites inventories
- Pien home listed as an Outstanding Resource in Potomac Overlook Historic District
- Public **AAPI Interactive Feedback Map** to list sites



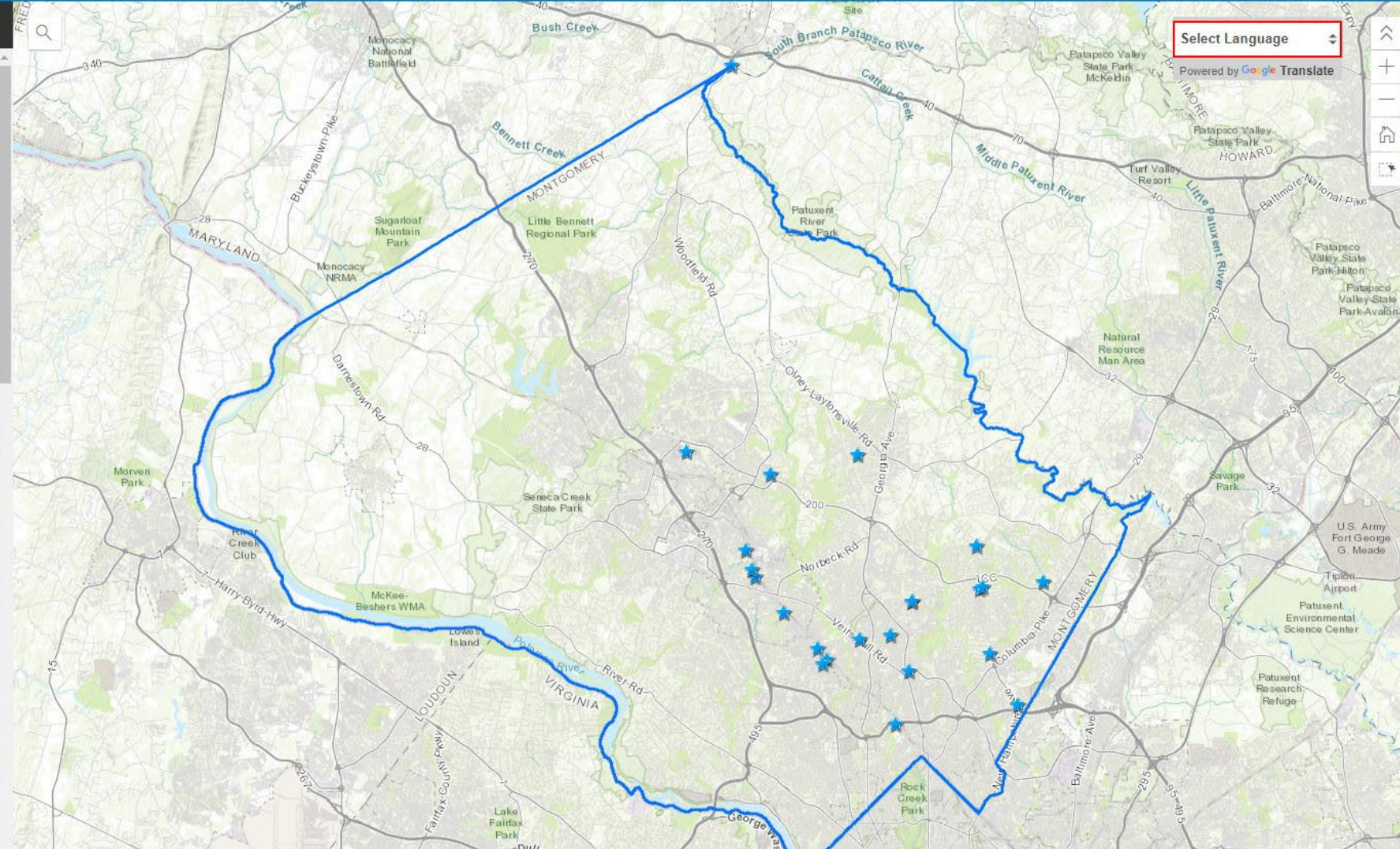
7205 MacArthur Boulevard, part of Potomac Overlook Historic District



Residence of Pao-Chi "Pete" and Dr. Yu Ming (Hu) Pien

Asian American and Pacific Islander (AAPI) Heritage Project  [Click here to add a site to this map](#)

Submitted Sites



# Historic Preservation: LGBTQ+ History & Heritage Sites

- 2018: Montgomery Planning's Historic Preservation Office served as reader/commenter for Preservation Maryland's LGBTQ Historic Context Study
- 2020: Montgomery Planning & Preservation Maryland received NPS/Maryland National Trust grant to **list two LGBTQ-significant sites to Maryland Inventory of Historic Properties**
- Advancing the National Register Nomination for an additional site
- **Researching LGBTQ+ history as part of other Master Plan amendments**



Figure 2: In 1997, 900 people celebrated Pride Month at Montgomery Pride in Rockville.

Source: Washington Blade, June 6, 1997.

# Equity Agenda in Planning— In Progress

- Interactive Feedback Map—AAPI Heritage Project
- Community Equity Index
- Mapping Segregation Project
- Equitable Communications Guide
- GIS Storymap: Changes in Racial & Ethnic Diversity in Montgomery County, 1990-2020

# Mandatory Equity Training for Staff

**Job Function: Advancing Equity & Social Justice: Training for Professional Development**

**Performance Standards:**

Active participation in special assignments, committees, training, Commission or Department diversity events, speaker programs or other activities dedicated to advancing equity and social justice in Montgomery Planning’s agency practices, work products, and community outreach. Such participation in these activities also advances the Commission’s core value to achieve an organizational culture that respects, nurtures, and promotes diversity and inclusion in our workforce and in the communities we serve.

- 1. Attends or participates in activities dedicated to advancing equity and social justice at least 8 hours** during the review period, and commits to continuous learning/improvement in diversity, inclusion and cultural competence.
- 2. Applies “lessons learned”** by contributing in a professional manner to a work environment for colleagues and the public that is respectful and inclusive.
3. Respectfully acknowledges the point of view and emotions of others in the context of their diversity, including both minority and majority groups.

**Equity Training & Performance requirement**  
in all Montgomery Planning employees’ evaluations

# Thank you!



**Montgomery County Planning Department**

**Website: [montgomeryplanning.org](https://montgomeryplanning.org)**

**Twitter: @montgomeryplans**

**Facebook.com/montgomeryplanning**

**Instagram: @montgomeryplanning**

**ThriveMontgomery.com**

**Tanya Stern, Deputy Planning Director**

**[Tanya.Stern@montgomeryplanning.org](mailto:Tanya.Stern@montgomeryplanning.org)**

**Twitter: @PlannerStern**