From the chair:

This collection of articles is impressive, and we are fortunate to have an active alumni base that continues to engage and give back to the department. This publication is volume one of "Alumni Voices," the first of more stories and experiences we hope you will share with us and each other. I want to thank Christine Rhine, UP’s administrative assistant, who put this publication together, and Lohren Deeg, associate professor, whose graphic enhancements improve the look and feel of this newsletter. Thank you to all involved! Please consider adding your voice!

Your stories about life in unprecedented times.

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Let's make room for e-commerce

DEREK NABER, LEED AP ND, BUPD 2010

There are many questions in the commercial real estate world as we reach the mid-point of 2020. What does our post Covid-19 future look like? Will office space demand drop significantly with folks working from home? How will people gather in open spaces?

I don’t know about you guys, but these days every other line item on my credit card bill has the word “Amazon” on it. One industry that is exploding with possibilities, but is rarely spoken about in planner circles, is e-commerce and logistics.

Ok, Ok, Ok. Hear me out before your mind drifts to dreamy mixed-use redevelopments and vibrant downtown centers. We are seeing several eye-popping trends:

- According to online retail analytics firm Facteus, in April 2020, consumer spending on Amazon was up 35 percent compared to the same period last year.
- A survey by Brick Meets Click/Shopper Kit found that 46 percent of respondents will continue to purchase goods online after the pandemic subsidies.
- According to a July 2020 report from international brokerage house Jones Lang LaSalle, the United States will need to add one billion square feet in e-commerce/logistics space by 2025. Did you see the third point? One billion square feet. With a B. Over the next FIVE YEARS.

With new technology, improved supply chains, and changing consumer habits, e-commerce is not going away and is only going to get bigger.

How will this affect the built environment? We, as planners and developers, need to think quickly and creatively about how we can best integrate this growing industry within our cities.

Traditionally, industrial uses such as e-commerce have been, and continue to be, lumped into isolated suburban and rural settings. This has left large commuting gaps between industrial employers and a qualified workforce in the inner city. For example, on the east side of Indianapolis there are over 1,500 unemployed people ages 25 and up who have only a high school degree. When we think about e-commerce, instead of thinking about a boring warehouse, we should think about job creation and improved quality of life within our neighborhoods.

As a developer who recently transitioned into the e-commerce development world, I can understand that working on a 10-story mixed-user e-development is cool. But the industry and space that NEEDS creative ideas is e-commerce and industrial development.

So next time you go online to order toilet paper from Amazon, take a moment to think about how e-commerce development can be leveraged to build better cities.

*Derek Naber is a development manager at Ambrose Property Group, Indianapolis.*
Leveraging local data during the covid pandemic

JON SEDAY, BUPD 2010

Hello current and former students, colleagues and faculty. When I graduated CAP with my degree in 2010, I would have never imagined that I would see a global pandemic. The impacts on my family and friends have tested all our emotions and pushed us to all go outside our comfort zones to be safe and healthy in this new “normal.”

Now, I am not a practicing planner nor have I pursued a career where I utilize the skills we learned at CAP. I am a GIS professional, focusing on how entities (large and small) can harness the power of their data to a) make sound economic decisions and b) make their data available to the public. I am constantly challenged with ways businesses can communicate stories to their constituents and to make sure that the story is not lost in translation. We all know that geographic data can be presented to tell one’s perspective of a story. What is being communicated in that display can impact one’s views in a positive manner and another person’s views in a negative.

I live in Arlington Heights, Ill., a suburb northwest of Chicago with a population of about 75,000. I have seen our local officials work tirelessly to try to make sure the entire community returns to pre-Covid life as quickly and safely as possible. The one effort that stands out to me is ‘Arlington Alfresco.’ This is a special open-air dining, entertainment, and shopping area that allows businesses to open their doors to outside activities (which was previously not allowed). By doing this, they are bringing residents back downtown and reinvesting in the local economy safely and in a convenient way.

To help plan a trip downtown, the Village created online tools and resources using data within their enterprise systems. They then combined it with GIS to make online web applications and maps. These allow for residents to identify parking, restaurants, and entertainment spaces before going downtown. For those of us who are still uneasy about venturing into public spaces, I value these resources. And most importantly, I appreciate the story our officials are telling: that this is a safe and friendly environment for all and that they are committed to supporting one another and will continue to support everyone and work to keep us safe. And I am not the only one who has heard this story. When this program started, I was getting carry-out from a local restaurant, and the downtown was more crowded than I have ever seen.

So, thank you to all the practicing and future planners. You really are making a difference in your local communities. Please continue to be open and transparent with your residents and do not be afraid to utilize data to tell your story. I know that it will be a great one, and one that I look forward to reading!

Jon Sedey is a GIS consultant in the Chicago area.
Houston, we solved a problem

By DAVONTE CALDWELL, BUPD 2015, MURP 2016

Working for the fourth largest city in America as a planner has been a captivating, yet challenging, experience for me. With an increasing population and a land area of approximately 671 square miles, it is vital for planners to ensure Houston remains vibrant and sustainable.

Before moving to Houston in the summer of 2016, I was curious about how the city regulates its land without zoning laws. Development is regulated through multiple city codes. These codes, however, do not govern land use. There are citywide rules for subdivisions, building setbacks, landscaping, off-street parking, motels/hotels, signs/billboards, hazardous businesses, manufactured homes, and more.

Many residential areas around Houston organize themselves around deed restrictions that can be enforced by the city if violations are reported from these areas. For neighborhoods without much protection, residents can petition for the creation of historic districts and special minimum lot sizes or special minimum building lines. Houston also contains plans and strategies such as Plan Houston, Vision Zero Houston, Resilient Houston, Houston Climate Action Plan, Houston Bike Plan, Walkable Places, and Complete Communities to promote safer streets, increase transportation options, bring investments to historically underserved neighborhoods, and withstand future flooding.

Careful, comprehensive planning is needed to manage Houston’s growth and development by engaging with decision makers and communities to balance a wide array of needs and interests. The city’s planning efforts must not only address long-term needs, but also current issues such as the coronavirus pandemic that has exacerbated racial inequities in affordable housing, education, healthcare, and employment around the U.S.

While working for the Houston Planning and Development Department, my planning experience has mainly taken place at the neighborhood level. I, along with other planners in my division, have been working with communities to create and implement action plans as part of Mayor Sylvester Turner’s Complete Communities initiative. Houston is recognized as the most racially/ethnically diverse city in America where more than 145 languages are spoken.

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Ten of its communities with varying characteristics were selected for the Complete Communities program. This initiative involves historically African American neighborhoods like Acres Homes, Kashmere Gardens, and Third Ward; and predominately Hispanic areas like Second Ward, Gulfton, and Alief. Alief also has a large Asian population and is known as one of the most ethnically diverse communities in the city.

Complete Communities is a collaborative effort involving city departments and divisions, local stakeholders, and cross-sector partners to revitalize Houston’s historically under-resourced neighborhoods by improving equitable access to jobs, transportation, affordable homes, quality parks and schools, healthy food options, and more. By building relationships with residents and community organizations over a six-month period to create an action plan, we strive for inclusive public engagement to hear from a variety of voices.

As per the Black Lives Matter movement, it is essential to create safe spaces for Black communities to share their stories and ideas. The Complete Communities process consists of one-on-one and small group meetings with key civic leaders and stakeholders to understand their connections within a community and their perspectives on the needs. These individuals join what is called a “neighborhood support team” to provide guidance to the public engagement approach and ensure widespread participation from the community.

Following this effort, a series of public workshops are held for the creation of an action plan that outlines a community’s vision, goals, and projects. We ensure outreach and meeting materials are translated to accommodate languages spoken in a community. Moreover, interpretation service is offered at the workshops to assist during group discussions. Once the action plan is complete, community participants are encouraged to join a working group to collaborate with the city on implementing projects.

Overall, from mid-2017 to early 2020, we have collected feedback from communities through a combination of in-person meetings and survey tools. By early March of this year, the former method came to a halt in response to the coronavirus. Moving forward, the Planning and Development Department has been holding virtual meetings, including online planning commission meetings, to maintain social distancing. To continue engaging with the public, the department has utilized Microsoft Teams, Zoom, and Facebook Live.

Incorporating these technologies into the workplace environment encourages more participation as we can meet people wherever they are. People can join a meeting via audio or video conferencing. They can provide input in an online comments section if they do not wish to speak. Both Teams and Zoom have the capability of creating breakout rooms to facilitate smaller group discussions. Nevertheless, the former does not have a built-in language interpretation feature that allows interpreters and attendees to access specific audio channels. Whichever tool we use for an online meeting, we have made sure to have proper staffing and resources available to accommodate multiple languages.

Despite these advantages, there are obstacles that we seek to overcome during this pandemic period. Unlike face-to-face contact, it can be difficult in remote situations to pick up visual cues such as people’s facial expressions and body language. It

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Contact tracing? Sign me up.

By CODY HEDGES, MURP 2017

In April, my neighbor suggested that, “at the very least, we can’t let this coronavirus keep us down!”

By that point, it had been a month since March 17, when San Francisco shut down. The day the bars and cafes shuttered. The day ridership on Bay Area transit agencies plummeted by 70 to 98 percent. The day that grocery store shelves started to go bare from fear, and lines to get in became common place.

That’s the day we were ordered to shelter at home. Students at Berkeley were told not to come back, we all learned the definition of the word “essential,” and work started on preparing California’s four-phase plan on how to reopen. That was the first time I had heard about this little-known job of contact tracing.

can be a challenging task to make sure the audience is kept engaged while staring at a screen over an extensive period. As many meetings move online, people may begin feeling virtual meeting fatigue and reduce participation.

Having a successful meeting turnout is not a guarantee as people are dealing with a variety of issues caused by this pandemic. When we were planning for virtual Complete Communities meetings, we reached out to neighborhood support team members to understand their community’s needs and to connect them to available Covid-19 resources. We also asked for their feedback on the best times to schedule the virtual meetings.

In the end, I still view in-person meetings as most effective in communication and relationship building. Although the coronavirus has pushed us to adopt online methods, relying solely on these tools may become troublesome in the long run for less tech-savvy individuals and those with limited or no internet access. Once this pandemic is over, I would lean towards using both approaches to maximize public participation and maintain productivity.

Houston ... continued from previous page

davonte Caldwell is a Planner II for the City of Houston, Texas.
I normally work for the California Department of Transportation. But at the end of May, Governor Newsom announced that 5 percent of all state employees would be redirected as contact tracers. I’m a government employee because of a dedication to the public good. So when difficult times offered a chance to help, I volunteered myself for the position. A month and a half later—after 60 hours of training and far too many days waiting on red tape to clear—I started a temporary reassignment as a contact tracer for the Los Angeles County Department of Public Health.

So what is a contact tracer?

There are actually two main positions involved in contact tracing, contact tracers and case investigators. To understand the difference, you need to understand a bit of terminology.

**Coronavirus** – the virus that causes Covid-19

**Covid-19** – the disease

**Case** – someone who has tested positive for Covid-19

**Contact** – someone who has been exposed to the coronavirus by a case

Cases go into isolation, while contacts go into quarantine. So a case investigator calls cases to educate them on what isolation is, offer them direction in finding resources, and collect information on the people that they may have exposed to the virus. Those people are the contacts. A contact tracer then calls those contacts to educate them on what quarantine is and offer them direction in finding resources.

I do both in LA County. Right now I’m primarily a case investigator as the number of cases are on the rise. I get a list of cases every morning, depending on the number of cases and contacts I need to follow up on from the day before. I then start calling cases, with calls lasting somewhere between 45 minutes and 2 hours. I then work my way through their contacts, with calls lasting 20-30 minutes.

What I’ve discovered is that contact tracing does help, just not in the way I expected. I expected that I would be telling people they need to quarantine or isolate, but they tend to already know that by the time I call. So I give them actual dates for their quarantine/isolation.

More importantly, I direct them to resources to make it possible for them to stay in quarantine/isolation and answer their questions if I can, even if the answer I have for them is not what they wanted to hear. And sometimes, I’m just there to be an ear that listens.

If you know me personally, you’re quite aware that I love talking to anyone about anything, but I was never expecting to work in healthcare. Starting this position, I certainly didn’t expect the emotional toll that this position carries with it. And I think we can all agree that the emotional toll the world is carrying right now would make even Atlas sigh.

But I have no doubt that we will get through this, and we will bounce back. It will take time, and with appropriate planning perhaps we can finally address the history of inequities that this pandemic has borne out. We must remember that we’re all in this together, lest we’re just alone. At the very least, we can agree that we won’t let the coronavirus keep us down.

*Cody Hedges is temporarily serving as a contact tracer for Los Angeles County. In more normal times, his job title is associate transportation planner with the California Department of Transportation.*
The coronavirus pandemic has exposed many injustices and inequities in communities. Conservation and environmental justice are aspects of equity where urban planners must give more attention.

Among the many communities I work with, I have found most have a profound lack of understanding of natural systems, and as a result, place little importance on them. Nature is not sports parks and grass, and it is not just bunnies and butterflies. Climate resilience, health, social equity, and ecosystem function rely on biodiverse green spaces, parks, systems, and neighborhoods; and communities must address these issues going forward.

For many years, municipal leaders and staff have considered support of the environment and economic development to conflict. In actuality, they can support each other and promote social equity at the same time. However, when development degrades the environment by altering floodplains, streams, wetlands, drainage areas, and tree cover, the results are economically catastrophic and benefit only those that have wealth and power in the short term. Low-income neighborhoods and communities of color are disproportionately affected by these bad decisions.

Protecting and restoring nature should be a top priority for all community planners. This GREEN infrastructure is just as critical and usually more cost-effective to preserve and manage than building, maintaining, and replacing pipes and most GRAY infrastructure.

Conservation and biodiversity need to be part of all planning and zoning decisions. What might cost developers a little more to invest in climate resilience and green infrastructure will provide cost savings and more equitable resources for the community long-term.

Here are a few recommendations or lessons learned from my area in the Midwest:

- Incorporate and identify natural resource elements in comprehensive plans, and prohibit alteration of riparian zones, streams, and other vital systems in the community. Then, actually implement those policies.
- For areas where alteration of natural systems is unavoidable (such as in highly developed legacy cities), first, determine if the change will impact a community, and if not, develop mitigation methods. Examples include fees to fund
replacements for tree removal and stormwater runoff. Use the funds to fix existing stormwater or environmental issues or to avoid further ecological impacts.

- Review weed ordinances. Native plants and grasses that support wildlife (like birds) in communities are often taller than the typical 6 to 12-inch grass cutting ordinances. Some cities require a permit for a native "lawn" alternative or wildflower meadow. It is counterintuitive that people who choose to support the environment using naturally occurring plants have to apply and pay for a permit when turf grass does more harm to the environment. Perhaps the turf grass landscape should require the permit?

- Along those lines, review and amend the weed ordinance to prohibit invasive species, a severe threat to natural areas.

- Require better community engagement from developers. The minimum mailer requirements don't cut it anymore. Require a public open house or meeting in affected neighborhoods. Then, make sure the developer addresses the concerns raised by the community. Ecological impacts should be a part of this discussion.

- Stop building in floodplains. This should be a no brainer, but it keeps happening. Floodplains are important. They allow water to overflow naturally. When someone builds in a floodplain, even if the structure is elevated, it causes more severe flooding outside floodplains downstream.

In my region, rain is falling in higher volumes over shorter periods, and more impervious surfaces are covering the landscape. This causes dangerous flash flooding outside the floodplain. So, when structures and parking lots occupy floodplains, flash flooding gets worse.

These recommendations are a few of the many environmental considerations. The environment must be a part of community policy, strategy, dialogue, and vision going forward toward a more equitable and just society.

Mary Vandevord is the president & CEO of HeartLands Conservancy, an environmental nonprofit and trust serving Southern Illinois and the St. Louis Metro East.
When I was a little girl ...

By CHLOE DOTSON BUPD 2012, MURP 2013

When I was a little girl, my father took me to the beach. We sat down in the sand, and I peered out into the ocean. My father pointed out into the ocean saying, “Look … look there, you see that ocean? That is where your ancestors came from. We were kidnapped, brought here in bondage on ships, and sold into slavery – we are their descendants. Don’t you ever forget that.”

As a young girl I watched my parents work with extremely poor, distressed, majority black and brown communities that have been negatively impacted by crime, drugs and hopelessness. My parents’ ultimate goal was to provide safe and sanitary housing and venues for economic investment and wealth generation. I remember watching community charrettes as my father and mother bustled around the tables working with and listening to residents to get a sense of community needs, site design, and community amenities.

Going to Ball State University College of Architecture and Planning in 2008 – with a fierce passion -- I knew exactly how I wanted to contribute to society. I enrolled in the spring and concentrated my studies in Urban Planning and Development. I knew I had a bright future at Ball State – especially with my father being in the same college of architecture and planning facility as a professor of architecture.

Little did I know – despite the prestige and visibility of my father, my own hard work, dedication, merit and intellect – I encountered the disappointing fact that I was in fact black and treated as such. I received a D- on a major urban planning studio project, one my father and I had already carefully reviewed and discussed together, because the background of the presentation was “black.” I also experienced my arm being physically grabbed by a professor to prevent me from exiting a classroom. Ball State was a prelude to my treatment as a black body in the years to come.

During my adventures at Ball State – I attended the CapAsia program guided by Dr. Nihal Perera – which despite my story in this article – profoundly shaped my life as a woman of color. During the CapAsia program I remember having a conversation with a group of students. Students from India were talking about the caste system and how entrenched it was due to colonialism and economic hierarchies. Two students from Ball State commented that racism did not exist in America any more since the Civil Rights movement (American Exceptionalism meets pure ignorance). The students from India looked at me confused. I responded “Racism does not exist for THEM.”

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When I was little ... continued from previous page

Upon returning from CapAsia and graduating with a bachelor’s degree then a master’s degree, I moved to Milwaukee, Wisc., as a neighborhood revitalization coordinator working in extremely poor, disenfranchised, black and brown urban communities. In a position making roughly 65k, among many other accusations, I was accused of personally cutting and removing green beans from a community garden I had started with local low-income community members. I responded to this accusation by stating green beans do not have to be cut off, they snap off from the plant easily – “hence the name snap peas.” I soon left this position – I was 22 years old.

I then moved to a position on the south side of Milwaukee – after three months of being pursued by the company – to work as a neighborhood planner. Six weeks into the job, the board chair – a mid-aged woman of color – called me into a board room to discuss the presentation I was to make the following week to major funders. She asked me if I was going to wear my hair “like that,” using her finger to circle my head and hair in the air. I said “yes.” The next day I came to work with the exact same natural hair style, a large curly afro meticulously pulled tightly to the rear of my head – edges and kitchen perfected. The following day, my supervisor called me into the office and said I was being fired immediately for irreconcilable disrespect. I sued and because hair is not directly tied to race (thus discrimination) – I was awarded two weeks’ pay – which covered my legal fees. Out of a job with no notice, I moved to Brownsville, Texas.

As the director of economic and industrial development, during my first day on the job, a colleague, when her computer did not function properly, referred to the computer as a “nigga.” Once she said it, she looked at me. I looked at her. She immediately said “oh, everyone says that around here. Even my children say it.” She then began to cry. I sighed, peering over to her door that was decorated with Christmas white doves, a large cross and a depiction of a white Jesus, the “Prince of Peace.” I lasted nine months.

As I continue to geographically, emotionally, and spiritually navigate through this racist and sexist society, I am compelled to rely on the never forsaken inner strength derived from my ancestors, who survived the trip across the ocean, and from their descendants, who I unconditionally vow to protect and serve.

Today at 31 years of age, the words of my father resonate with me more than ever. America is in jeopardy of collapsing under the weight of its own history. From protests over continued legal genocide of black and brown American citizens, to lethal citizen-led counter protests supported by the US military and administration, to mass unemployment and sprawling capitalism without morals, to racially disproportionate mass incarceration, to a broke and organizationally dysfunctional government capable of suspending essential funds for over 30 million unemployed Covid-19 impacted families – TODAY – the collapse under the weight of our history is so clear. As countries with fewer underlying racial, ethnic, and economic disparities control the rise and impact of Covid-19 – the stagnant history of race relations and economic disparities of America are reflected in our inability to unite in an effort to save ourselves.

Chloé Dotson is director of development for the Community Development Corporation of Brownsville in Brownsville, Texas (Rio Grande Valley).
Being more hopeful in planning

By STEVEN STRANSKY, MURP 2018

Recently, I started working as a community and economic development associate planner with the Omaha-Council Bluffs Metropolitan Area Planning Agency (MAPA) in Omaha, Neb. I was excited to get back closer to friends and family but was reluctant to leave my wonderful job working with communities in rural Iowa on about every need they had. Now, I’m working primarily with communities, counties, and long-term recovery groups on recovering from the devastating floods in Nebraska and southwestern Iowa last year.

MAPA has been working with Pacific Junction, Iowa, ever since it was inundated under 10 feet of water. The Missouri River Valley community hosted Vice President Pence, about all 20+ Democratic presidential candidates, and countless other signatory visits as residents cleaned up the muck from their ruined homes and businesses. Now, a year later, the once affordable community in the exurban metro area is awaiting a buyout of more than half of its residents.

Part of my responsibilities were to choose which parcels would be “saved” from federal buyout and deed restrictions, allowing for some form of redevelopment. I am working with the State of Iowa on that initiative along with other long-term planning efforts in the county. But, until I started, everything had been focused squarely on the negative side. GIS maps glaringly highlighted the buyout properties, seemingly every parcel in town. It was all negative in a year that has been one of the most negative in recent memory.

If I learned anything from my time in MURP, it was to focus on community needs and to present some hopefulness in planning. I met with the city clerk and brought her into the planning process for which parcels would be “saved” from deed restrictions prohibiting redevelopment. I’ve recommended resources to local economic development groups and done research on more options to help this affordable community and not price out ever more people in our society. And, at the first City Council meeting in August, I presented a map not only of the buyout properties but a map of the non-buyout properties. Big, surprised, genuine smiles came across the mayor and city clerk’s faces as they saw that over half of the town was not accepting a buyout. You can hear the hope in their voices.

The picture had been framed for a year and a half that the town would disappear, that everyone was taking a buyout and Pacific Junction would be a patchwork of holdouts. Turns out, the state-funded buyout redevelopment area will be contiguous and walkable while much of the rest of the town remains intact. We have a long way to go, and the community is likely to face monumental struggles in its long-term future, but sometimes it helps to bring some hope and show that everything isn’t as negative as it may seem or has been framed to be.

Steven Stransky is a community and economic development associate planner with the Omaha-Council Bluffs Metropolitan Area Planning Agency in Omaha, Neb.
We need civics, leadership, and a better understanding of economics

By MARK KEILLOR, BS, URS 1975

Each and all of 2020’s “upheavals” have quality of life, relationships, and money in common: a potentially life threatening disease, distrust in leaders, on-going and threats of more war, feelings of repression and discrimination, losses of employment and housing, growing debt, pressures on our planet, and increasing anxiety. Seems strange that so many people across the globe can all be distraught by the same issues and events almost simultaneously. Yet, as we share communications on social media, we learn that some of the current disastrous events and impacts may have been avoided had business and political leaders made different decisions over the last several decades.

It is worth noting that since Covid-19, attacks of anxiety and depression are up as much as 300 percent according to mental health experts. I see it daily among my friends, family members, and complete strangers. Some are constantly tracking the numbers; others have become fearful hermits; some are simply unable to function. These, and other mental conditions often result from lack of, incorrect, omitted, politicized, or weaponized information.

2020 has demonstrated that media and politicians use words to control and affect behavior and many of the results are negative and personal. We have also learned that politicians and corporations have engaged in economic activities that have put public health and safety at risk. Media and the internet have driven this information and misinformation deeply into our individual psyches.

Information contributes to knowledge, and knowledge gives us power. Mankind needs this power to achieve a successful recovery from the recent physical and social diseases that have derailed communities across the globe.

I respectfully submit that better understandings of civics, leadership, and economic literacy can improve communities and ease mental health pressures. People want to regain control over their quality of life, feel safer again in their relationships, and rely on themselves for monetary support and mental stability. We want our futures to be secure and our communities to be livable as well as socially and economically sustainable. Our resources must be managed more responsibly, and political decisions have to better serve our Earth and its inhabitants.

Over the last several months, I have used my

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Grads keep walking (and planning) in Indianapolis as 2020 marches on

BY TAYLOR FIRESTINE, BUPD 2015, MUD 2016, and LOGAN LANE, MURP 2018

We are walk and bike program coordinators with the Indianapolis-based non-profit Health by Design. Health by Design works at the intersection of the built environment and public health, collaborating across sectors and disciplines to ensure Indianapolis and communities throughout the state have neighborhoods, public spaces, and transportation infrastructure that promote active living for all.

We lead Health by Design’s Walkability Champion Program. The program involves selecting high pedestrian crash zones throughout Indianapolis and applying the planning process with the outcome of a community-owned, actionable walkability plan for each zone. While workshop material is developed, the Health by Design team corresponds with neighborhood residents and institutions to identify what we call a “community hub” (an organization willing to

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Civics lessons ... continued from previous page

education and experience in community and economic development to help others make sense of 2020. The polls will be busier in my community as I help voters understand the issues behind the actions and get value from buzzwords and the space between the lines. How does voter participation look in your community? For the first time ever, my wife is voting on issues rather than choosing the lesser of two evils. She is my biggest fan and most important success!

In response to the demonstrated need for more and better civics education in America, I have launched (and patented) an innovative seminar for engaging people in the world of civics. In this seminar, we talk about how individuals fit into the bigger community picture and how the community exists to serve its members. We explore the rights, duties, privileges, and opportunities of citizenship. Everyone comes away knowing that they belong, have a role, share the responsibility, and make an impact.

Mark Keillor has a long career in community and economic development and is the founder of www.markkeillor.com/theseminar.
Keep walking ... continued from previous page

support the effort) and a “walkability champion” (a passionate resident who would like to serve as our direct contact and community organizer).

With the help of the walkability champion, Health by Design convenes pedestrian safety workshops and leads a walk audit with volunteers in the neighborhood. This is a highly engaging exercise in community organizing to improve safety and wellbeing for pedestrians. Findings from the walk audits, workshop, and survey are then compiled into a report to assist the City of Indianapolis Department of Public Works and other agencies determine the best countermeasures to implement and improve pedestrian safety.

As the coronavirus shutdown took hold in March, we quickly realized our annual pedestrian safety work would need to pivot to meet new public health and safety concerns. While contingency planning and meeting with community leaders commenced through the spring, the world was rocked by the numerous murders of people of color and the continuing violence against transgender people of color; Ahmaud Arbery, Breonna Taylor, George Floyd, and many of those not identified here.

Indianapolis was not immune to the violence, with two high-profile police killings of Black residents in the preceding weeks. Though just the latest in a long history of violence against Black and brown Americans, the events demanded Health by Design’s full attention in how BIPOC populations are perceived in public space and how that violence intersects with our work as a public health organization focused on promoting walking, biking, and active transportation.

The data tells us BIPOC populations are at higher risk of being victims of traffic violence and are disproportionately impacted by environmental injustices that cause adverse health effects—including Covid-19. To complicate issues of equity in the built environment, Covid-19 lockdowns drew thousands of people to recreational trails for walking, running, biking, and rolling—especially newbies.

The explosion of trail use highlighted the need for improved methods to accurately count usage in Central Indiana and implementation of safety measures to better protect pedestrians and bicyclists from vehicular traffic. Again, national data paints a concerning picture. Despite a decrease in vehicle miles traveled since the start of the pandemic, reckless driving has increased, endangering so many who have been drawn to the outdoors.

In cooperation with Vincent Hill, active living coordinator with Racial and Ethnic Approaches to Community Health, we conducted walk audits in Indianapolis neighborhoods containing higher than normal rates of pedestrian crashes this summer. Unlike previous walk audits—which invited neighborhood residents, stakeholders, and other groups to take part—local public health guidance recommended smaller groups, requiring masks, and social distancing. The team pivoted to inviting just close partners, such as colleagues of the Marion County Public Health Department, City of Indianapolis Departments of Public Works and Metropolitan Development, and Indianapolis Metropolitan Planning Organization.

Working on a tight timeline, the Health by Design team put out a call to partners for volunteers and scheduled Monday and Friday afternoons to conduct

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the walk audits throughout the month of August. The teams paired and led volunteers through the process, showing how to document issues of concern at intersections or corridors where incapacitating, non-incapacitating, and/or fatal pedestrian crashes had occurred. Problems, like broken pedestrian signals or damaged signage, were reported using a mobile app called RequestIndy which files reports to the Mayor’s Action Center for attention.

As for the pedestrian safety workshops, all content and materials have been adapted to a virtual format. Instead of physical community planning meetings, three virtual meetings will be held via Zoom with breakout rooms for residents of each zone to help develop their walkability action plans. Between live Zoom sessions, participants will be provided pre-recorded, short video lessons on pedestrian safety, best practices, and methods for improvement. Home-work for participants can be completed entirely from the comfort of home.

Like most all of us, Health by Design has risen to the challenges this year has brought. The organization has committed to serving residents throughout the state by quickly adapting to the new digital reality while remaining cognizant of our responsibility to be an anti-racist organization. To address the latter commitment, the organization is continuing to convene health equity action team meetings, focusing attention and resources in overlooked Indianapolis neighborhoods and Hoosier communities across the state, and advocating for policy and systems-level change that benefits our BIPOC neighbors.

Taylor Firestine and Logan Lane are walk and bike program coordinators with Health by Design, a non-profit in Indianapolis.
In this complex world of ours we find ourselves trying to fit in while becoming marketable to potential clients within our desired fields. As African Americans, or “millennials,” we understand there might be stereotypes that follow us based on the media’s perspective of us. We might find labels that follow us within academics and in our professional fields. These stigmas cloud the judgement of our professors, clients, and employers and cause Blacks to miss opportunities that might be given to others. As far as Blacks, we feel defeated by this behavior causing us to walk away from our dreams and aspirations. We rush to the conclusion that this certain profession, or career choice might not be for us because we are being neglected. This has to stop.

During my academic term at Ball State University, I ran across Black students who would feel frustrated with professors who might have overlooked them to attend to other students. This would cause anxiety, self-doubt, and a long list of other issues for those students. After entering the professional field and talking with young black professionals, I found many were experiencing some of the same problems. Young black professionals would find themselves overlooked on projects and not included into the team-like environments that might have been promoted within their employer’s space. This might be the largest problem within the academic and work space. Employers and clients must realize how hurtful it is to their organizational growth for them to continue this narrative.

Blacks realize that being overlooked puts them in a position of confusion and not feeling appreciated. This leads to unproductive work days, high levels of anxiety, and uncertainty. While in school and within the professional world, I began to think of solutions that could help mitigate this problem and help Black students, young professionals, and entrepreneurs make themselves indispensable within their fields. As we continue to break these stereotypes and stigmas through excellency, I challenge us to adopt and learn skill sets within our professions that will
Excellence ... continued

give us the confidence and edge we need to truly change the world.

Dedicate yourself to excellence

Before fully explaining the subtitle right above, it is important that you understand what I mean by “excellence.” Webster’s definition of excellence is the quality of being excellent; and the definition of excellent is being very good or superior at something. It is our duty as designers and professionals to provide a high level of excellence to our communities, clients, and our world. Providing excellence should be our way of life. Everyone can achieve excellence, and no one is excluded. Being excellent is a steady process and won’t be achieved overnight.

I have learned from some of the best professionals on how we can push ourselves further to achieve our true excellence. When you dedicate yourself to excellence, you apply yourself to a higher standard of thinking. When being excellent, your mind is the first place you want to start. Your mindset must be tuned onto the channel of “I can” for this to truly work.

Everything is possible to the person who believes it is. The only thing that can stand between us and excellence is our mindset. What we believe is what we become. So, if you believe you are the world’s greatest designer, planner, accountant, lawyer, or whomever, then that is exactly who you are.

When we design or put together a project or present to a client, we must analyze every reasoning to the problem, or reason why something is the way it is. Then create one, two, or three solutions to the problem, that undeniably can solve the problem from its root. You will be surprised by the new levels and portals you begin to release as you discover solutions to some of Earth’s most trivial problems. Doing this will raise the level of your excellence and give you a unique impression on the people who witness your work.

Work hard and go the extra mile

Colin Powell, the American politician, diplomat and retired four-star general who served as the 65th United States secretary of state, once stated, “Success is the result of perfection, hard work, learning from failure, loyalty, and persistence.”

The key ingredient to getting to the place we want is hard work. As Black people continue to strive for excellence, we must recognize the long road ahead of us and that every level of success we encounter comes with a resume of hard work.

I began to fully realize the importance of hard work when I was a kid. At a very early age I learned that the best rewards came after working my butt off for what I wanted. Hard work does not just satisfy you and your endeavors but shows others how dedicated you are to your work. When you have the mindset to go the extra mile, no one can put you in a box or ignore your work. There is a strong level of respect that comes from others when you apply and work hard for yourself, your company, and or employer.

The habits of all your hard work develop into a system called the “compound effect.” Just like compound interest, each deposit of hard work accumulates, turning into small increments of success. Your hard work might not become

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Excellence ... continued

recognize initially or even when you expect it to, but when it does, graciously accept the praise and continue to apply pressure.

Learn more by being more
If you have ever been in a stationary position, and felt like you were not growing and learning, it is possible that you were not being exposed to more things. You learn more when you experience more. Within my professional field I want to know as much as I can about the field of urban planning and architecture. I fell in love with both. Architecture grabbed my full attention in high school after I won first place in an AIA (American Institutes for Architects) competition. I knew I wanted to impact my community with the new skills I had learned, but I knew I had to learn much more. I realized that to learn more about this field I had to continue to put myself in a position to learn. So, I decided to attend Ball State University.

After taking courses on architecture, urban planning, and landscape architecture, I fell in love with urban planning. I enjoyed learning about the benefits of community development and the impact urban planning has on a community. I knew shifting my mindset and position to urban planning was a drastic change, but to be more, I had to learn more. After working at this new endeavor, I then was able to apply all the new skills, and information I knew into an economic development plan that could truly help my city, Gary. This then allowed me to start having the conversations I needed to begin transforming my city.

To bring this thought full circle, it is important to embrace the concept of being more and evolving as you were intended. There will be some moments when you find yourself uncomfortable with the new levels of growth, but always remember, when

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learning something new, there are not many opportunities for comfortability. Once you’ve begun to practice what you have learned, you begin to appreciate your new growth and who you have become.

**And a bonus one: Brand yourself**

Who are you? What can you offer to this world that is so unique? What can you do that makes you undeniably the best at what you do? These are the questions people should ask themselves when branding themselves. It’s important that you understand and to bring to life your gifts. This will help you be more marketable to any employer or client. That is the goal.

Earl Nightingale, an American radio speaker and author who dealt mostly with the subjects of human character development, motivation, and meaningful existence, once told a story of a young couple who lived in the mountains of Colorado. For the longest period, they were living off the money they had and began to run short. So, they decided to go down into the village and look for a job. After a long day of searching, they met up at a diner where they begin to discuss the results of their day.

The woman asked the man, “Were you able to find anything?” He replied, “No one wants to hire me.” Then the man asked the woman, “Have any luck?” She replied with the same answer, “No one wants to hire me.” Nightingale begins to narrate the situation by saying, “If only that couple had thought to themselves, what products or services can we give to these people that are so good, and unique, where these people would want to pay us. Then that couple would have not gone back home disappointed.”

The opportunities we can offer this world bear no limits. We have been gifted with abilities and talents that will change the vibration of our world as we know it. But you cannot be afraid to be the one to do it. Establishing yourself and your personal brand will give you the confidence and momentum you need to change the world and the people within it.

**Let’s make a pact**

As we continue to change our world and lift Earth’s vibrations, let us think of these three simple yet impactful strategies to make ourselves indispensable. It all starts with the mind. We must dedicate ourselves to excellence to first start the process of being indispensable. A higher level of consciousness for higher levels of excellence comes next. While changing our mindset, let us add some hard work so that our impact for change reaches its full potential. When we levitate to higher level consciousness, we will give this world a quality of life that exceeds ourselves and makes this world a better place. Let’s become comfortable with being uncomfortable, for to be more, we must learn more.

*Joshua Sims is a graduate architect at Studio M Architecture. He is co-owner of 2EZE clothing and is creator of Just a Kid From Gary podcast. He is also a father, son, brother and cares deeply for people.*
By CHRIS SHAHEEN, BLA 1992, WITH A MINOR IN PLANNING

As the manager of the District of Columbia (DC) Office of Planning’s (OP) Public Space Program, 2020 has been a year of challenges and rewarding work. Starting on March 16, all OP staff were required to telework and limit time in the office. This coincided with a shutdown of all non-essential businesses in DC. Our IT staff did an amazing job making sure everyone had the equipment they needed to continue their work uninterrupted.

The Public Space Program has five staff reviewing over 800 public space permits annually. In addition to developing streetscape guidelines, staff ensure regulations related to minimum sidewalk widths, street tree spacing, material palette, and all aspects that make DC’s public space walkable, sustainable, and inviting are enforced. The transition to complete these reviews entirely online and from home was seamless.

Staff also used MicroSoft Teams, WebEx, and GoTo Meetings to continue meeting with each other and with applicants to discuss development projects and public space permits.

As DC got a handle on limiting community spread of the coronavirus, it moved into Phase One of ReOpen DC that allowed restaurants to reopen with outdoor seating. OP’s Public Space Program played a lead role in developing guidelines for safely opening farmers markets and expanding outdoor seating in public space, increasing areas where and explaining how restaurants could place tables and chairs to meet health guidelines.

Summer 2020 in Washington DC

It has been a huge success that streamlined the permitting process allowing restaurants to add seating on sidewalks, in vehicle parking lanes, and on closed streets. By mid-August 41 farmers markets and 312 outdoor seating applications were approved and are helping small businesses survive the unprecedented economic impact caused by the pandemic.

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I have also been part of a Mayor Bowser’s DC Facilities and Commemorative Expressions Task Force (DC FACES) that is reviewing the commemorative names of all public buildings, streets, local statues and other commemorative works to make sure they reflect today’s values of DC. Fortunately, DC does not have specific statues related to the Confederacy. However, we do have a statue of Albert Pike recognizing his work as a Mason. Pike was also a Confederate general. The statue is maintained by the National Park Service and was defaced this summer during social justice protests. (See image below.)

The task force uncovered some problematic building names, including an elementary school with a primarily African American student body named for a former president who owned slaves and was a senator for the Confederacy. This is one example of the task force’s findings that could result in renaming a school to honor an individual more meaningful to its students and the neighborhood’s residents.

The task force will also make recommendations that could expand the Public Space Program’s role in promoting future commemorative works that are more inclusive of DC’s diverse population. This could expand the way people, places, and events are commemorated to include more creative and temporary installations and to coordinate with cultural events that take place in neighborhoods across DC.

Chris Shaheen is manager of the District of Columbia Office of Planning’s Public Space Program.
2020: It's been complicated

By MICHAEL TERRONEZ, BUPD 2020

Although I like to share tidbits, I am typically reserved with what happens in my life especially behind the scenes. I am making this piece as a reflection of my 2020 timeline, making this an exemption (planning pun intended) to my normal lack of sharing.

Things were not very complicated in the beginning of the year. I knew in February that I was going to land a job and be moving somewhere away from home by May. Not long after, Covid-19 broke out in the states, and we were asked to leave campus and head home.

Mind you, this was the week after spring break, with a deadline of March 29 to be out. That deadline was soon pushed forward almost a week cutting my goodbyes, packing time, and moving time to a much shorter 24-hour window.

Then came the limited teaching, learning, studying, and applications of trying to accommodate all in-person classes to a different time zone five and a half hours away. I always struggled with online courses, but this was a whole different level of challenges. It did eventually smooth itself over, and whatever difficulties were faced were accommodated with equally struggling professors and their understanding and forgiving flexibility.

Those complications became much deeper when my classmates and I received the news of no graduation ceremony. Yes, I am part of the uniquely adaptive BUPD class of 2020. Unfortunately for us, the only real thing to show for it is our diploma and its sleeve; no photos, no speeches, no last-second memories, and no celebratory closures. That is still somewhat of a sore part of this year, but as time continued, it proved that it would not be the worst of it. Cities and firms naturally had closed, shifted budgets, delayed applications, or even removed positions entirely. This was one thing I had not planned or expected to happen, especially within the plentiful planning realm.

Yet again, things became more complicated. Enter the Black Lives Matter movement. One thing I believe to have happened is that being confined indoors and plastered to TVs and phones, Americans began to see the issues that people of color (specifically Black people) have faced for years. We as planners have the AICP Code of Ethics as our obligation, sure, but to me, it goes beyond just the simplicity of a code; it is morals.

I found this part of the timeline the most emotionally exhausting, with a constant lingering anxiety for what was next. It was this constant mental battle to try to explain with what education I have gained, to help people see and understand what the Black community has faced over the years. How systemic and systematic racism is, and always has been, alive within our country. I continually am frustrated with the world’s lack of...

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In a sunburnt country

By REBECCA LEHMAN, BUPD 2002

It smells like bushfire across Brisbane. Because it is fire. Backburning or a “fuel reduction burn” is underway as Australia can ill-afford to lose another 18.6 million hectares (46 million acres) to bushfire this coming summer. From our beach-side Christmas holidays, we coughed through thick haze and surfed, swam and paddled through eucalyptus ashes. It could be us, we thought watching the evacuation of campers at Moruya under surreal red skies. The statistics were sobering: 34 people died in the fires and 417 indirectly due to smoke inhalation. "Conservative" estimates suggest 1 billion mammals perished. In 2001, on the second CapAsia field trip with Ball State, I wrote an earnest essay about how big is a million. Big numbers still boggle my mind.

We sighed with relief as summer ended (for us that’s March 1). The usually stingy Commonwealth government announced a $AU 2 billion relief package for fire affected communities and support wildlife recovery. We tuned into a bushfire relief concert on Feb. 16 and a quite earnest celebrity cricket match. We considered the worst of 2020 to be behind us.

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It's complicated ... continued from previous page

empathy, compassion, and understanding, but I am optimistic for change.

But, again, the year gets even more complicated. In this part of the timeline Covid-19 no longer becomes a news article or TV broadcast, it becomes symptoms, tests, phone calls, hospital stays, and then a funeral. It struck my family quite hard, aunts, uncles, cousins, and unfortunately, a grandfather. A family that cannot hug or be in proximity to one another, but one that must comfort each other with just the looks on our faces. It is not something I imagined happening in 2020, but it did. Seeing your grieving family, and only being able to watch them, is hard. What is even harder is being unable to attend your own father, uncle, cousin’s funeral because you contracted the virus.

But it gets more complicated. Insert hurricane force winds in the Midwest, insert election propaganda, more discrimination, more racism, more environmental hazards, more natural disasters, rising Covid numbers, unemployment, homelessness… oh, and now I became a statistic. I have Covid-19.

In short, 2020 has been complicated.

Michael Terronez is quarantining at home with family in East Moline, Illinois.
**The tyranny of distance**

By St. Patrick’s Day we were “sheltering in place.” We converted to online learning and working. After bungling the arrival of a cruise ship with Covid-19 patients, the international borders were closed and expats were quarantined in hotels, at first paid by the state and now at their own cost. Normally footloose Aussies called off international travel, and we began to reflect that last year’s Europe trip might be our last for a while.

Our state-based public health systems cancelled non-essential appointments and then states closed their borders to each other for the first time since the 1918 “Spanish flu.” It wasn’t enough to flatten the curve. Finally even sporting events were cancelled, and Sydney’s iconic beaches were closed. Without international or interstate travel, one of our two largest airlines collapsed into bankruptcy. The next set of Commonwealth announcements soared beyond the bushfire recovery funding, reaching $AU 289 billion.

From a dispassionate view, it was astounding to watch my colleagues convert to working from home. After nearly 20 years in transport planning and Travel Demand Management, I have heard every excuse from line managers to CEOs that Working From Home just wouldn’t work for their business. The last days in the office, we were taking our laptops home every night to be prepared to Work From Home the next day. One morning we were told not to come in, and it has been 120 days since we’ve been in the office. We don’t expect to go back until after Christmas.

I set up a transport advisory business in 2016 to prepare transport plans for workplaces like hospitals, universities and business parks. Whilst a traffic impact assessment uses the old “predict and provide” model for car parking and (car) trip generation, we use depersonalised staff residential data to identify and promote existing, practical active and public transport modes. This also leads to a list of infrastructure “missing links” (e.g. new footpaths or end-of-trip facilities) or operational gaps (e.g. new services, increased span of service or increased frequency). This is an interesting proposition for businesses. Promoting existing modes is easy (low cost), but working with government partners to fix external site links or improve services is challenging – who pays for a...
In a sunburnt country ... continued

new footpath (a capital cost) or bus service (an operational cost). In Australia, regional road and rail infrastructure and rail / bus services are the state and local footpaths are the local council responsibilities – if a business stands to save $AU 50,000 per car space (a capital cost) – who and what should they be directed (stick) or encouraged (carrot) to fund.

This led to a transport advisor role with the state New South Wales, the most populous state in Australia. The Department of Education and Training is the largest school district in the world with 2,200 schools. The new School Infrastructure NSW department is a stimulus distributing arm of the state government. During the 2007-8 global financial crisis, the Commonwealth distributed funding to schools in the form of a hall, gym or library. Hundreds of town planners, engineers, architects and builders churned out this sturdy but uninspiring school infrastructure.

This program feels different. Our architects are working with manufacturers to use a Design for Manufacture and Assembly approach to speed design and planning approval. This is either a volumetric (off-site assembly) or kit-of-parts assembled on-site. The construction methodology is informed by site access to crane in pre-assembled toilet blocks or to set up site compounds to build on-site. Land costs are high in NSW and, to paraphrase Mark Twain, we aren’t making any more. This approach is accelerating projects, reducing potential cost overruns for bespoke materials or irregular forms. This is essential at a time where the news cycle is short and reactionary. By removing demountables, schools with constrained sites return more play space for students.

The transport project is straightforward. Early in the master planning process, a transport planner reviews the depersonalised staff and student data and supportive transport options to the enrollment boundaries. Based on the transport analysis, the master planner prioritises pedestrian entries and footpaths to the local bus stops or all the way to the enrollment boundary – a fit-for-purpose approach rather than the Building the Education Revolutions’ hall for everyone. The master plan is provided to the cost estimators and ensures transport is in the Business Case to Treasury.

The required site infrastructure is provided to the architect to ensure the site has bus shelters, end-of-trip facilities, bicycle parking and ped scooter parking. Early steps are taken with the bus operators and local government to begin the collaborative steps to improve adjacent-to-site infrastructure and operations.

During construction and post-construction, a travel coordinator runs programs to the school to promote walking and bike buddies – or bus services if the school relies on public transport. The early results are promising! Nearly 80 percent of students at one school are walking, riding or scooting to school. This is rewarding! These projects tick more than a financial bottom line but a Triple Bottom Line: with more climate-friendly transport to school and more independent, resilient students.

Rebecca Lehman is director of strategic planning at Frank Turquoise Transport Strategy and Planning, Sydney, NSW, Australia.
We have always enjoyed the opportunity to meet with current Urban Planning program students. It is a grounding time to share what we have learned as planners. In those discussions, without fail, we always reflect on how the planning curriculum outfits an emerging professional’s toolbox to adaptable to anything the world might throw at them. So far, 2020 is doing everything it can to test that claim.

Last fall, as we contemplated our new planning consultancy, CityStrategies, we could not have predicted a widespread pandemic or a summer of necessary social unrest. We hadn’t planned for pitching our services over Zoom calls or running GIS analyses while serving as front-line IT support for John’s children’s virtual learning experiences. Nevertheless, the planning education has enabled us to remain adaptable and optimistic within an ever-evolving reality.

As early as April, when it became readily apparent that the fallout of the economic slowdown would result in heightened risks of foreclosure and eviction, the Indianapolis Neighborhood Housing Partnership engaged us to assess the potential risk to Marion County homeowners and renters (study available from INHP).

This analysis was provided to potential funders of the IndyRent rental assistance program, as the City of Indianapolis contemplated a programmatic response to the looming crisis. The basis of the analysis—the Public Use Microdata Sample available through the US Census Bureau’s American Community Survey—is a robust data set that has further enabled us to estimate disparities in the potential impact as well. An updated analysis is forthcoming that will include a discussion of the disparate impact of potential risks experienced by persons of color.

The way in which the public sector engages the community in planning processes was already undergoing a sea change due to emerging tech platforms that provided new avenues for inclusive, interactive engagement. Amid the pandemic, as we socially distance, CityStrategies continues to support the Metropolitan Planning Organization, IndyGo, and the Indiana Afterschool Network through developing and employing new tools to coordinate, communicate, and engage audiences.

As many small businesses across the country strive to navigate the shock of the economic slowdown, the Local Initiatives Support Corporation (LISC, a national community development intermediary), is making a pool of grant resources available to small businesses to weather the disruption. CityStrategies is providing data analysis to support LISC in administering the selection process and reporting program outcomes to LISC’s funders. This program is helping thousands of small, mostly Black-owned, businesses remain operating through these trying times.

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A call for kindness and respect

By TIM BROWN, BURS 1983

Regrettably, and sadly, the four months of March through June of 2020 will become one of America’s most historic periods of time for multiple reasons many of which should never have occurred. But history, if anything, has a tendency to repeat itself, and unfortunately sometimes it takes multiple lessons or repeats before the human race can get it right.

The worst part of all, that I have seen, is the utter lack of basic human respect, kindness, and fairness that have been missing in most of the reported events. That is shameful for it is these basic instincts that will truly get us through what is yet to come.

America is on multiple converging paths, most of which revolve around rights.

Norman Rockwell painted four posters in the early 1940s that were based on a speech given by President Franklin D. Roosevelt 11 months before the Pearl Harbor attack. The Four Rights posters are:

- Freedom of Speech
- Freedom of Worship
- Freedom from Want
- Freedom from Fear

The first two are protected by the US Constitution and the Bill of Rights, and the two others are what President Roosevelt wanted to develop, but then WWII intervened. Roosevelt endorsed a broader human right to economic security and anticipated what would become known decades later as the “human security” paradigm in social science and economic development. He also included the ”freedom from fear” against national aggression and took it to the new United Nations he was setting up.

I believe it is these last two freedoms and our current “Freedom of Assembly” that will become the forefront of future discussions, policy and law, but not necessarily the way Roosevelt envisioned them.

It is the “Freedom from Want” and “Freedom from Fear” that will bear out to become the hardest to deal

Consultants ... continued from previous page

While 2020 has been far different from anything we could have expected, the toolkit developed through the planning degree is holding up well. We continue to draw upon the knowledge and skill sets developed through the planning curriculum and honed by the experiences to which that education has led us. Beyond preparing us to be adaptable to ever-evolving challenges, the planning profession has positioned us to be of service to organizations assisting those most at risk, which continues to fuel our passion for the work every day.

Lauren Day and John Marron are co-owners of CityStrategies.
Kindness ... continued

with because it is these two that are at the cusp of the recent violence (both mob and individual), job insecurity, pay discrepancies, and both heritage restoration and loss of heritage.

Until our national and corporate leaders understand that basic human respect, kindness, and fairness must play a primary role in future discussions of “human security” and “Freedom from Fear,” the United States will remain divided, insecure, and unsteady.

I have always believed that the best leadership is by example. In other words, if I am not willing to perform the same tasks as any of my employees then I should not ask them to do these tasks.

I have cleaned chlorination contact tanks, dug ditches (by hand and machine), shoveled asphalt, plowed streets, balanced books, budgeted cities and towns, and hired and fired employees, always believing that my examples are learning experiences for others. I am hopeful that future generations can learn from examples that will come from future discussions and policies as a result of the last few months and not from what has occurred during the events themselves.

Americans have the ability to solve our issues, and our collective history has shown just that. Sometimes, the how it’s done is a better lesson than the why it’s done. It is my hope and belief that we all have the kindness and respect needed to accomplish the tasks that lie ahead. We are all in this together, and together is the only way we will solve our problems.

The quality of our democracy can best be, and should only be, measured by the quality of how we treat ALL of our people.

Tim Brown is executive director of the Lake County (Indiana) Community Economic Development Department.

From the editor

Summers are quiet on campus, so I typically look for a project to occupy my time. 2020 has been so ridiculously complicated (anybody else tired of the word "unprecedented"?) that I knew I wanted to return to my roots as a newspaper editor and capture your reflections on the times.

Thank you to all the writers who made time to share their stories and reflections, and to Lohren Deeg whose graphic skills improved this project so much. I did the layout, awkwardly, in Canva. Please forgive my uneven margins!

Fall semester is underway here on campus, and we will soon have new adventures to share. We’ll be inviting your submissions as well. Until then, I very much hope you’ve enjoyed this special issue. Please be well!

Christine Rhine