



PLANNING AND DEVELOPMENT

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Equity Toolkit Guidance Sheet – with Notes from CM Mindel

Climate Action Plan Equity Goals

The Cleveland Plan lists five “equitable outcomes”: (1) shared economic prosperity and inclusion, (2) improved health, (3) resilient and vital neighborhoods, (4) engagement, and (5) transformational change.

- Are there any additional equity goals/outcomes you would identify as important to this planning process?

Add something about “building a community where everyone wants to live”. I think these 5 outcomes probably are qualities of such a place, but perhaps it would be good to state this.

Ask Huda and paleBLUEdot if she has additions to this as well as her experience and the process used to create equity toolkits.

- Do any of these five goals stick out to you as areas of importance/improvement in the La Crosse community?

All of them! However, these stuck out to me as high priority:

- *Shared Economic Prosperity and Inclusion: community investment in equity practices such as hiring*
- *Improved Health: transportation, access to green space*
- *Resilient and vital neighborhoods: Housing efficiency especially within rental units, not just homeowners (a growing social equity gap!) Assess to housing is poor. Many homes are either poorly maintained or too expensive and out of reach for young people, and other minority groups.*
- *Engaging: voices of underrepresented groups should be engaged from the start to the end and beyond. They should also be engaged in the creation of our own toolkit.*

- Do you think any of these goals identify specific problem areas for La Crosse?

All of them again, but specifically, housing; young people leaving lax for jobs and lives, etc.; homelessness, lack of racial diversity and representation, low wealth rate in women and racially diverse populations leading to inability to secure quality housing in La Crosse.

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Neighborhood Engagement

- The “spectrum of engagement” (p.5) outlines the different levels of community outreach and their impact on the public. What “level” of public engagement do you envision for this planning process?

Empower, the final decision is in the hands of the public. This is important for community buy in needed to ensure our CAP is effective.

- What level of engagement should we aim for as a goal?

We should aim for at least collaborate. If we want to seriously reach our goal, we have to do the best we can with engagement. If our engagement isn't top notch, the plan won't be as effective as it could be with community support.

- How can we reach out to communities of color to involve them in this process?

Through trusted community leaders, through our youth, public art, and asking our community to design the process we want them engaged in. Huda will have expert ideas on this.

Data & Accountability

- What data is available that will help us in this planning process?

GHG inventories, ALICE report, leveraging unknown data at the local universities, UMRCC, Upper Mississippi Wildlife and Fish Refuge

- If there is a lack of relevant data available, can we start collecting data to inform our decisions?

There is always room to collect more data before and throughout the process. Collaborate with higher ed institutions to help.

- Who would be responsible for this or be a good resource?

University data resources, local nonprofits, coulee cap, county govt., federal gov. Resources, and private sector

Anticipating Challenges

- Of the five question areas (neighborhood engagement, data & accountability, disproportional impacts, economic opportunity, and language) are there any that will be particularly challenging to analyze due to lack of resources, information, etc.?

Data and accountability, access to information.

- How can we overcome these challenges?

Engage local experts listed above. Community involvement also prevents obstacles experienced by one entity alone. Power in numbers.

Revising “Insignificant” Actions

Climate objectives can be rated “significant, moderate, or insignificant”. Actions rated “insignificant” should be rewritten and it is not recommended that they should be included without making substantial changes.

- For actions rated “insignificant”, who will be responsible for rewriting them? For example, Cleveland has an “Equity and Neighborhood Engagement Subcommittee” that can give input on objectives needing corrective action. Who would be able to do this in La Crosse?

I’d support a subcommittee to oversee use of this tool. We should make sure whomever is overseeing this tool is qualified and experienced in equity and inclusion. Not having the right group to oversee this would be a disservice to communities of color and serve to further perpetuate inequities. We would need to engage with local DEI professionals and get their input to determine who and how we would oversee this tool.

- If objectives do not advance equity goals and cannot be rewritten, should they be thrown out?

Yes, of course!