

Equity Roundtable Meeting #1

Date: March 21, 2023

Time: 5 – 6:30 p.m.

Location: Center 50+, 2615 Portland Rd NE

ATTENDEES (In-Person or Online)

Equity Roundtable Participants

Amador Aguilar, Enlace Cross-Cultural Community Development Project

Irvin Brown, Salem-Keizer NAACP

Alex Buron, Latinos Unidos Siempre

Jennifer Colachico, Salem-Keizer Community Transition Program

Sami Jo Difuntorum, Confederated Tribes of the Siletz Indians

Jesse Gasper, Oregon Marshallese Community Association

Kevin Gonzalez, Isaac's Place

Jackie Leung, Micronesian Islander Community

Tania Moran, Salem for Refugees

An Nguyen, CAREcorps

Renn Raska, Salem Capital Pride

Rhonda Wolf, United Way of the Mid-Willamette Valley

City of Salem Staff

Eunice Kim, Community Development Department

Julie Warncke, Public Works Department

Anthony Gamallo, Public Works Development

Leann Moore, Public Works Department

Consultants

Josh Mahar, Kearns and West

Bianca Valdez, Kearns and West

MEETING OVERVIEW

This was the first meeting of the Equity Roundtable, which is comprised of representatives of organizations that serve traditionally underserved communities. The purpose was to understand the purpose, role, and expectations of the roundtable, which is a pilot project, and to identify places in Salem that may be at risk of displacement and the reasons why.

Josh Mahar, Julie Warncke, and Eunice Kim gave a presentation that focused on the following (presentation slides attached):

- **Past harms** resulting from City decisions, plans, and projects
 - Julie and Eunice provided a few examples, including single-family zoning, the concentration of multifamily zoning, and the Mission Street overpass. Other ideas provided by roundtable participants included access to public transportation, areas that lack sidewalks, and the need to do work in the right order to avoid displacement.

- **Recent and Ongoing planning projects:** [Our Salem](#), [Salem in Motion](#), and [Climate-Friendly and Equitable Communities](#)
 - Julie gave an overview of these three projects and how they are related to each other and the work of the roundtable.
- **Displacement risk**
 - Eunice explained a State-provided map that shows areas of Salem that are vulnerable to displacement. She and Josh asked that the roundtable help ground truth the map through a small group exercise (see below).

GROUP EXERCISE

Roundtable participants worked in small groups, including one online group, to discuss areas of Salem where people are at risk of displacement and show those areas on maps (see attached). They also discussed the reasons why displacement is and could continue to occur. Their concerns and ideas are below.

Areas at risk (or not)

- Families in north and northeast Salem are being pushed further north/east and out of Salem by increasing rents
- The greatest need for rental assistance is in northeast Salem where people are being pushed out
- Most areas circled on map were identified as lower income - and therefore at risk of displacement (circled a lot of NE, inner West Salem, areas along 13th Street, areas near the State Hospital, south Salem behind Winco area and more)
- Areas in South Salem are already exclusive and should be shown on the map as such

Reasons for risk

- Rent increases are the biggest cause of displacement, with or without new developments or public improvements occurring
- Safety/security: Some neighborhoods have a lot of crime, and people with financial resources leave. How to get people to stay in their communities?
- People are being pushed out of downtown Salem because of the lack of safety at the transit center downtown
- There is a negative impact of transportation safety, such as trying to cross Cordon Road bridge over OR Highway 22

Ideas to reduce risk

- City should help people where they are – particularly in north and northeast Salem – while also adding affordable housing in west and south Salem
- Affordable housing needs to be dispersed throughout the city, and that includes developing new affordable housing in west and south Salem
- There should be more mixed-income neighborhoods in south and west Salem
- Look at strategies that could prevent rent increases tied to City investments in amenities such as agreements with builders/property managers
- Locate community centers in communities at risk, so people can gather and create community
- Work with churches to provide temporary housing, as they are large landowners and have already been working with organizations like the United Way and Salem for Refugees

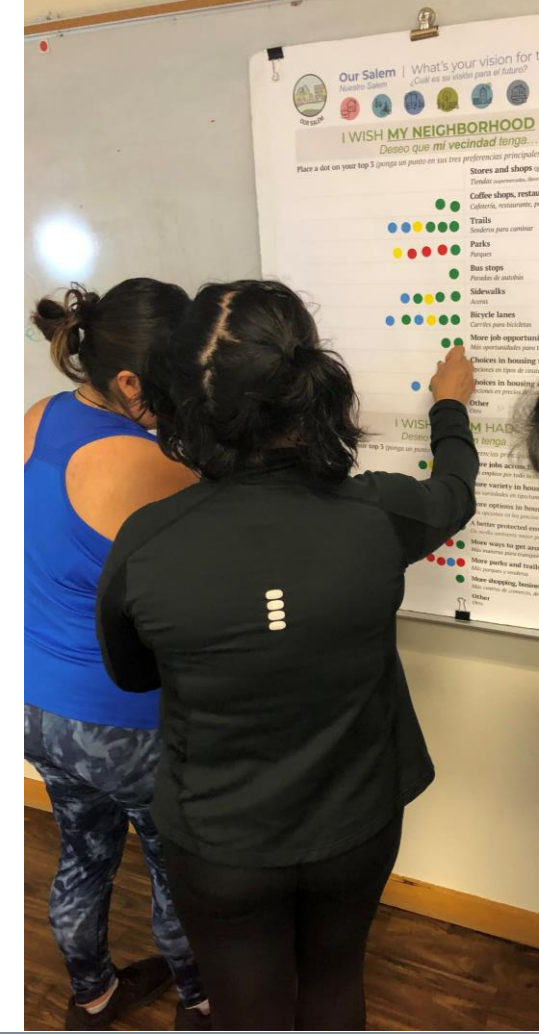
- Transit access needs to be improved, with higher frequency service and a larger network of routes and stops
- Low-cost ride share options should be provided in Salem
- Areas with less green space, higher temperatures, and older structures should be examined/mapped
- There needs to be an understanding (map) of affordable housing units in Salem, and that should include the affordable units that are expiring

Other comments and concerns

- Everyone deserves good things such as safe streets and amenities
- If the City improved conditions everywhere, then there wouldn't be incentive for higher rents in places that have public amenities
- Churches in every neighborhood historically have been a way to support exclusion.
- Frustration that Amazon was able to quickly get a transit stop where it is more difficult in other areas
- Affordable housing should not be concentrated in north and northeast Salem because that leads to a concentration of poverty and related issues
- Schools must be included in discussions around equity – including school boundaries
- Certain multifamily housing areas in south Salem (behind Winco - off of Sunnyside) were not allowed to attend Sprague High School and instead had to attend South Salem High School
- Student population at Sprague High School reflects the lack of diversity in south Salem compared to schools in north and northeast Salem
- Carpool parking: The carpool parking lot on Market Street near Interstate 5 showed preference to people working in downtown and did not meet the needs of farmworkers or people working in other industries/parts of town. Need to ask where people are working and where carpool lots are needed to meet their needs.
- Areas in Salem lack lighting
- There needs to be better communication and translation services as it relates to transit service (e.g., if people cannot understand how to use transit, they cannot use it)

NEXT STEPS

The next meeting will be April 20 from 12 noon to 1:30 p.m. at the Salem Library, 585 Liberty Road SE. The meeting will focus on tools and strategies to help prevent or minimize displacement. A third meeting will be held in May.



Equity Roundtable

City of Salem
March 21, 2023



Agenda

- **Welcome and Introductions**
- **Purpose of Roundtable**
- **Impacts on Historically Underserved Communities**
- **Context:** Planning Projects
- **Small Group Exercise:** Identifying displacement risk
- **Report Back**
- **Next Steps**

Introductions

Introductions

Let's get to know each other!

Share: (~1 min)

1. Your name
2. Your preferred pronouns
3. Your organization/affiliation (if any) and role



Equity Roundtable: Purpose

Help us answer these questions:

- How do City plans, projects, and decisions **impact** traditionally underserved communities?
- How can the City be more **intentional** in engaging underserved communities and addressing impacts?

Equity Roundtable: Roles and Expectations

- **Share your truth** – Be open and honest
- **Ask questions** – Push us to make planning topics more people-friendly
- **Honor differences** – We don't need to seek consensus or alignment
- **Experiment together** – Help us figure out how to best use this roundtable moving forward

Past Harms



Examples:

- Single-family zoning
- Concentration of multifamily zoning
- Mission Street overpass

Context: Planning Projects

Recent and Ongoing Planning Projects

- Focus on equity and equitable engagement



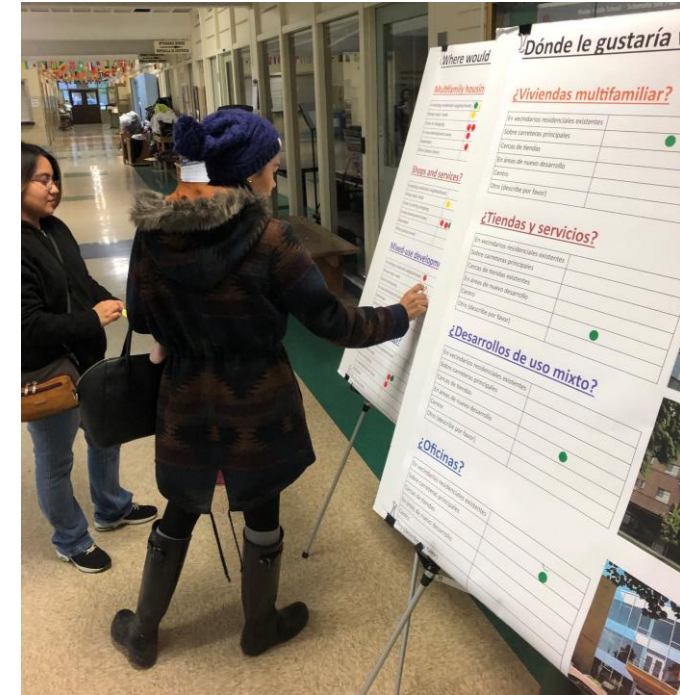
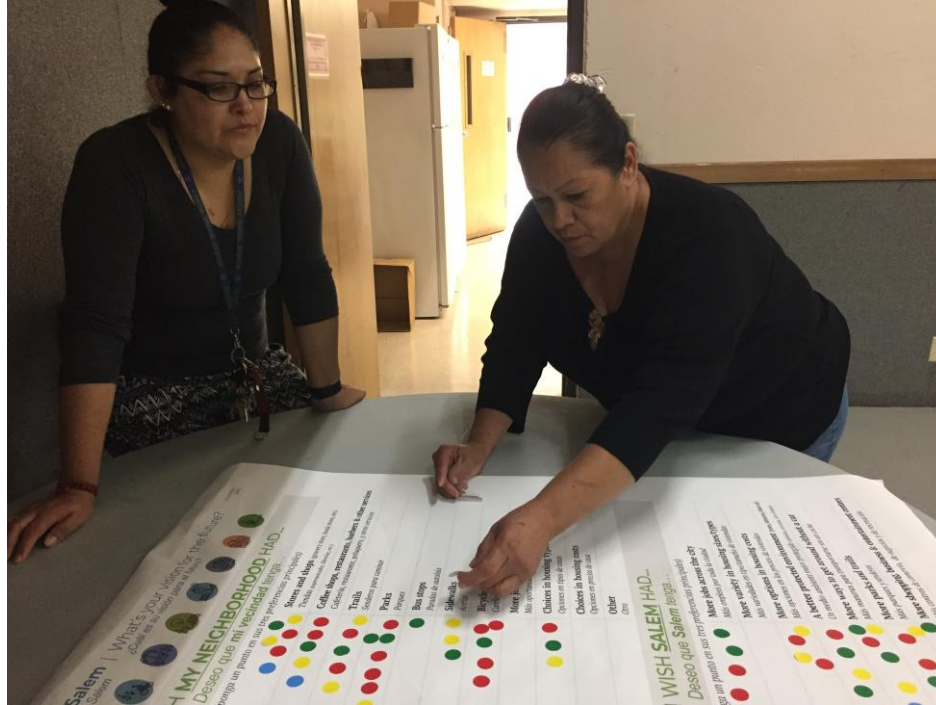
Traditional Engagement

Focused our outreach on neighborhood associations, developers, builders, and those who came to citywide meetings



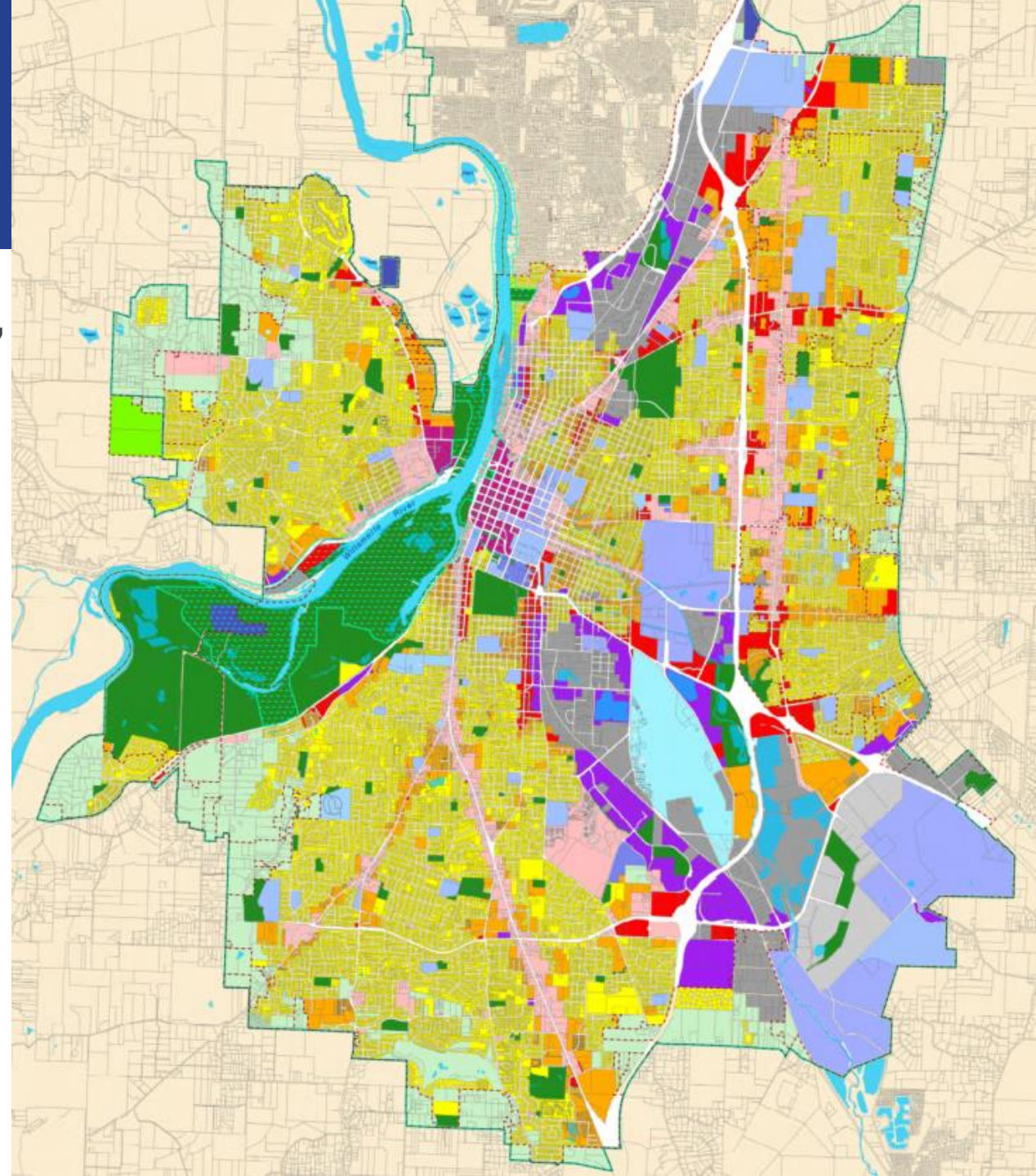
More Inclusive Engagement

Engaged the community more broadly, focusing on reaching out to traditionally underserved communities



Our Salem

- Vision, goals, policies, maps, and regulations to shape how we grow
 - Adopted in 2022
 - Focused on equity and equitable engagement



Climate-Friendly and Equitable Communities

- New state rules focused on land use and transportation changes
 - Adopted in 2022
 - Reduce greenhouse gas emissions from transportation
 - Promote equity



Salem in Motion: *Connecting People and Places*

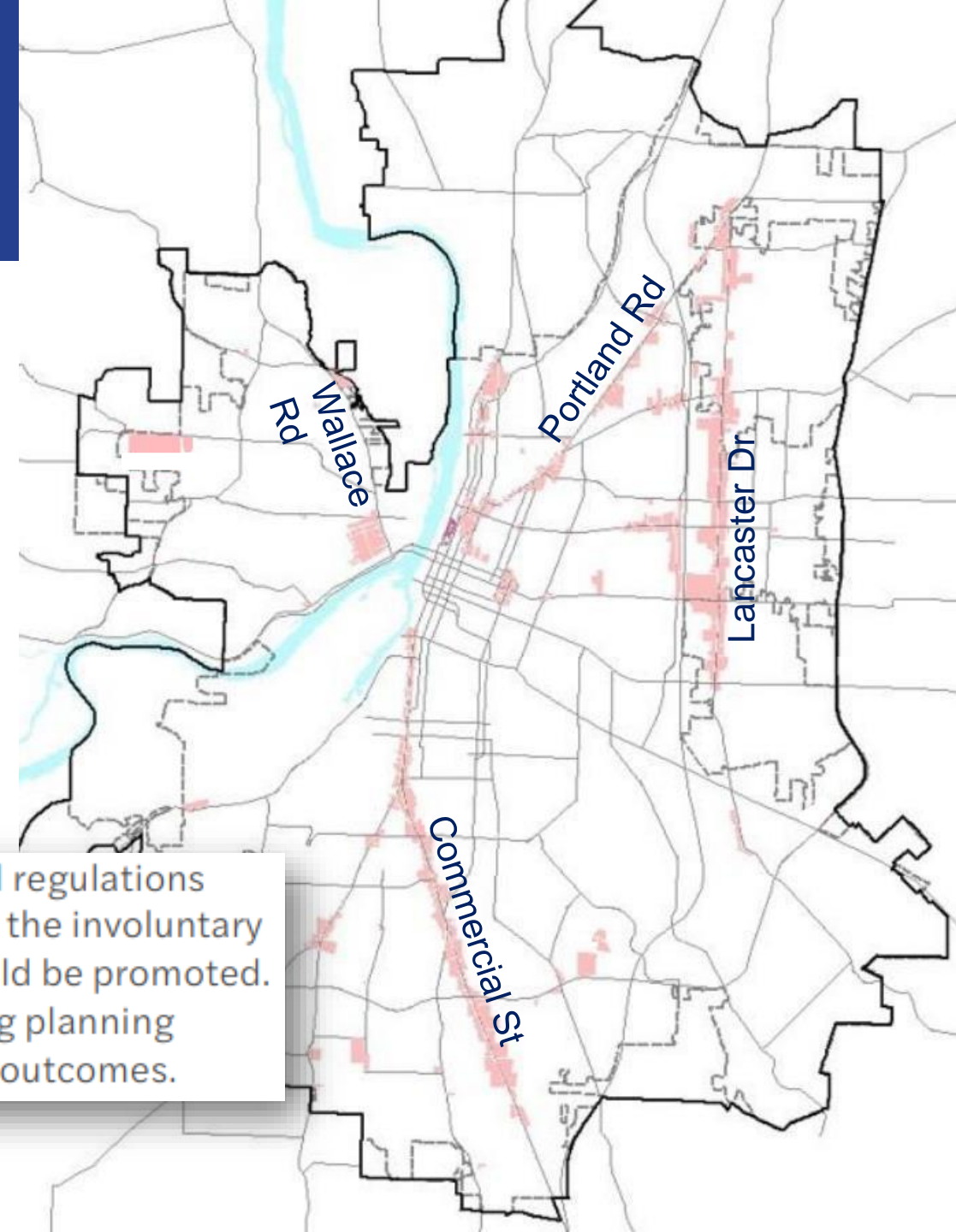
- Implements:
 - Our Salem
 - Climate Action Plan
 - New State Rules
- Elements:
 - Land Use – Walkable, Mixed-use Areas
 - Citywide Off-street Parking Requirements
 - Phase 1 Transportation Plan – Regional Plan to reduce Greenhouse Gas Emissions
 - Phase 2 Transportation Plan – Salem Plan



<http://www.cityofsalem.net/salem-in-motion>

Impacts?

- Land rezoned to mixed use
- Encourage housing near transit
- Created policies about engagement, equity, and anti-displacement



H 2.8 Anti-displacement: Programs, incentives, investments, and regulations that support the long-term affordability of housing and minimize the involuntary displacement of residents due to increases in housing costs should be promoted. Early engagement with affected communities should occur during planning processes to empower those at risk of displacement to influence outcomes.

Where are people vulnerable?

State provided a map showing places at risk for displacement

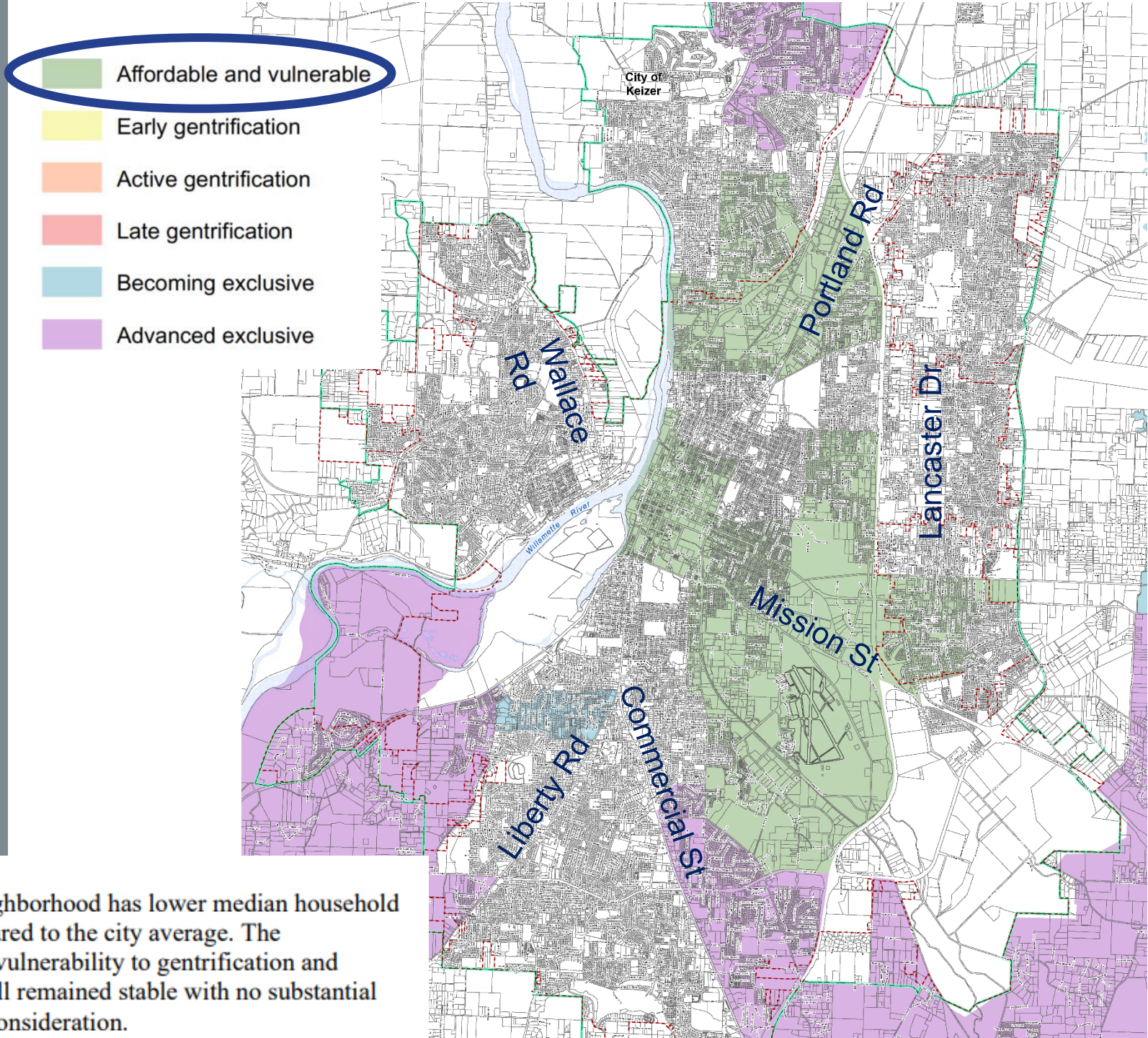
Neighborhood types representing different levels of displacement risk

Factors considered:

- Income profile
- Vulnerable people
- Precarious housing
- Housing market
- Change in neighborhood characteristics

Where are people vulnerable?

State provided a map showing places at risk for displacement



Affordable and Vulnerable

The tract is identified as a low-income tract, which indicates a neighborhood has lower median household income and whose residents are predominantly low-income compared to the city average. The neighborhood also includes precariously housed populations with vulnerability to gentrification and displacement. However, housing market in the neighborhood is still remained stable with no substantial activities yet. At this stage, the demographic change is not under consideration.

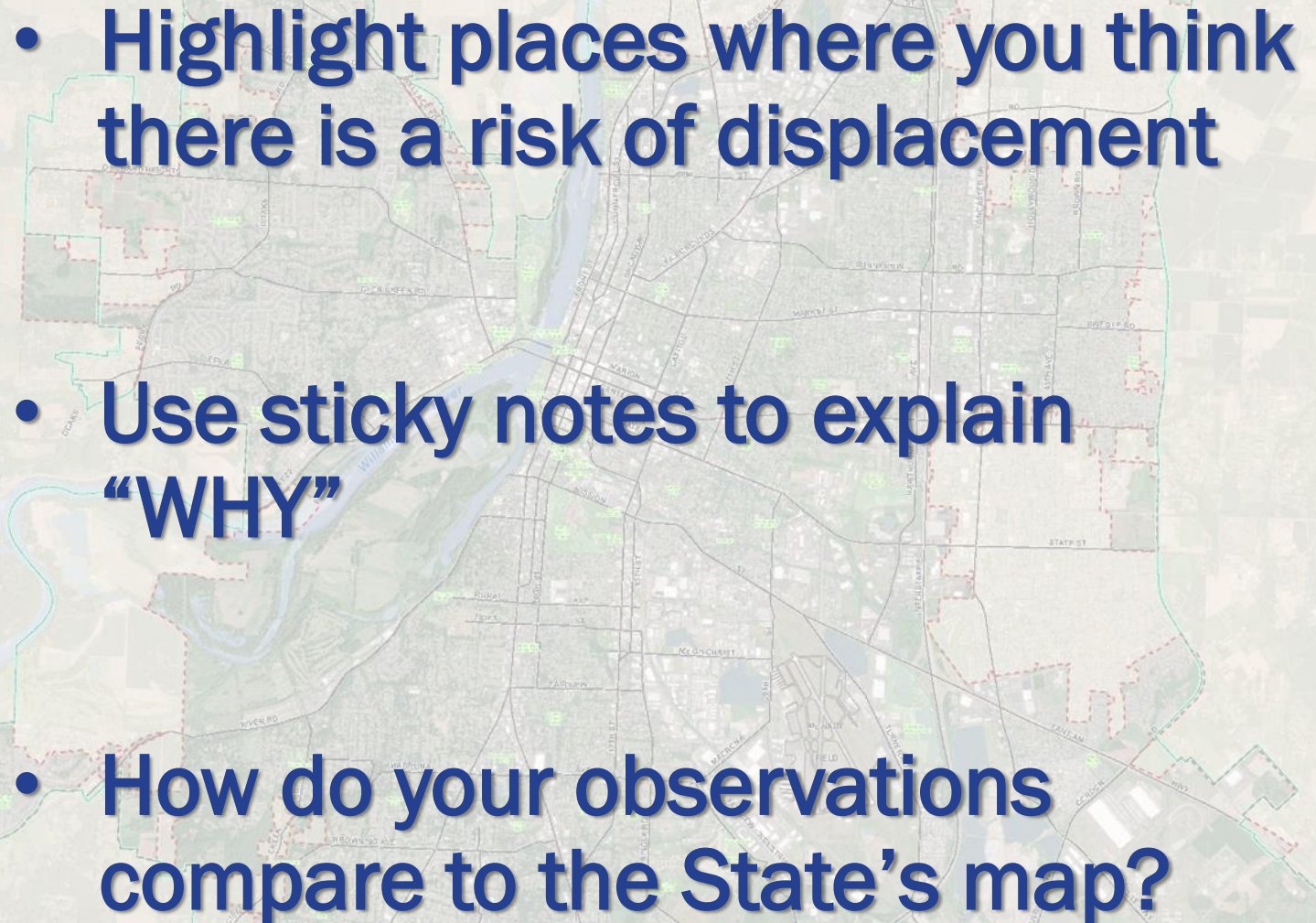
Questions and Clarifications

Identifying Displacement Risk

What do you think?

Small group exercise

≈20 minutes

- Highlight places where you think there is a risk of displacement
 - Use sticky notes to explain “WHY”
 - How do your observations compare to the State’s map?
- 

Report Back: Key Takeaways


- What areas did your group highlight?
- What causes did your group identify?
- What key themes came out of your group discussion?

Next Steps

- **April 20, 12 noon, Library**
 - Summarize your input
 - Discuss strategies and tools to prevent or minimize displacement
- **May – Circle back and discuss future role of Equity Roundtable**
- **Starting 2024 – Conversations about Equity in Transportation**

Thank you!

The screenshot shows the City of Salem website with the following elements:

- Header:** CITY OF Salem AT YOUR SERVICE, navigation links for Community, Business, Government, and I Want To..., and a search icon.
- Left Sidebar:**
 - SHAPING SALEM'S FUTURE
 - Capital Improvements
 - + Housing & Shelter
 - + Our Salem: Planning for Growth
 - + Plans & Projects
 - + Reports & Studies
 - Salem in Motion** (highlighted)
 - Salem Strategic Plan
 - 2022 Community Infrastructure Bond
 - CONTACT
 - Julie Warncke**
Transportation Planning Manager
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Salem, OR 97301
503-588-6211
jwarncke@cityofsalem.net
 - Eunice Kim**
Long-Range Planning Manager
555 Liberty St. SE
Room 325
Salem, OR 97301
503-540-2308
ekim@cityofsalem.net
- Main Content:**
 - Government » Shaping Salem's Future »
 - Salem in Motion: Connecting People and Places**
 - 
 - Updating Salem's Transportation System Plan**
 - The City is updating our Transportation System Plan (TSP) to address a variety of existing and emerging challenges and priorities, including reducing greenhouse gas emissions from transportation and addressing equity in transportation investments and impacts.
 - This project will build on the goals and policies adopted through the [Our Salem project](#) and the transportation actions included in the [Climate Action Plan](#). This project also addresses new State requirements for transportation and land use planning that resulted from the [Climate-Friendly and Equitable Communities \(CFEC\) rulemaking project](#).
 - To follow this project, [sign up to receive email updates](#).

www.cityofsalem.net/salem-in-motion

Eunice Kim

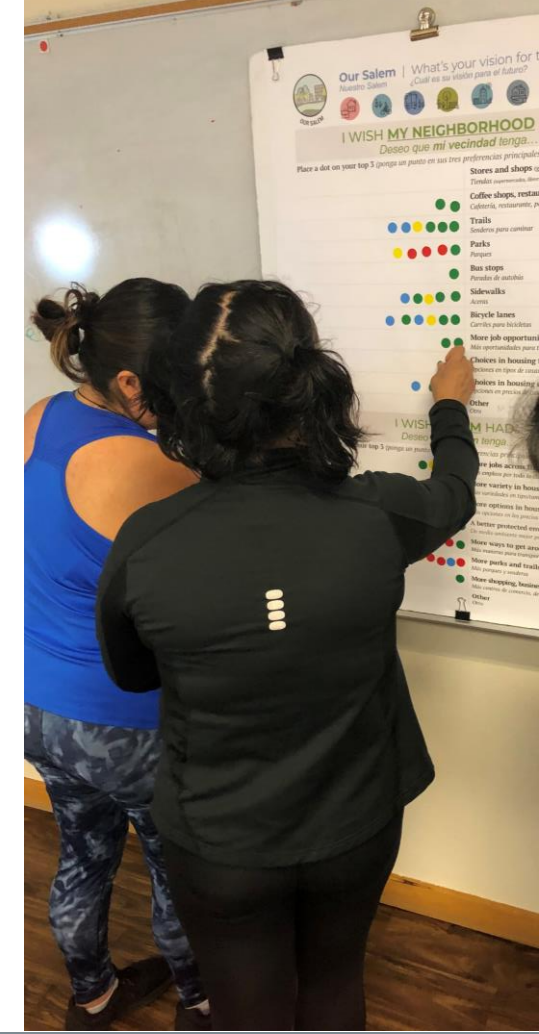
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Julie Warncke

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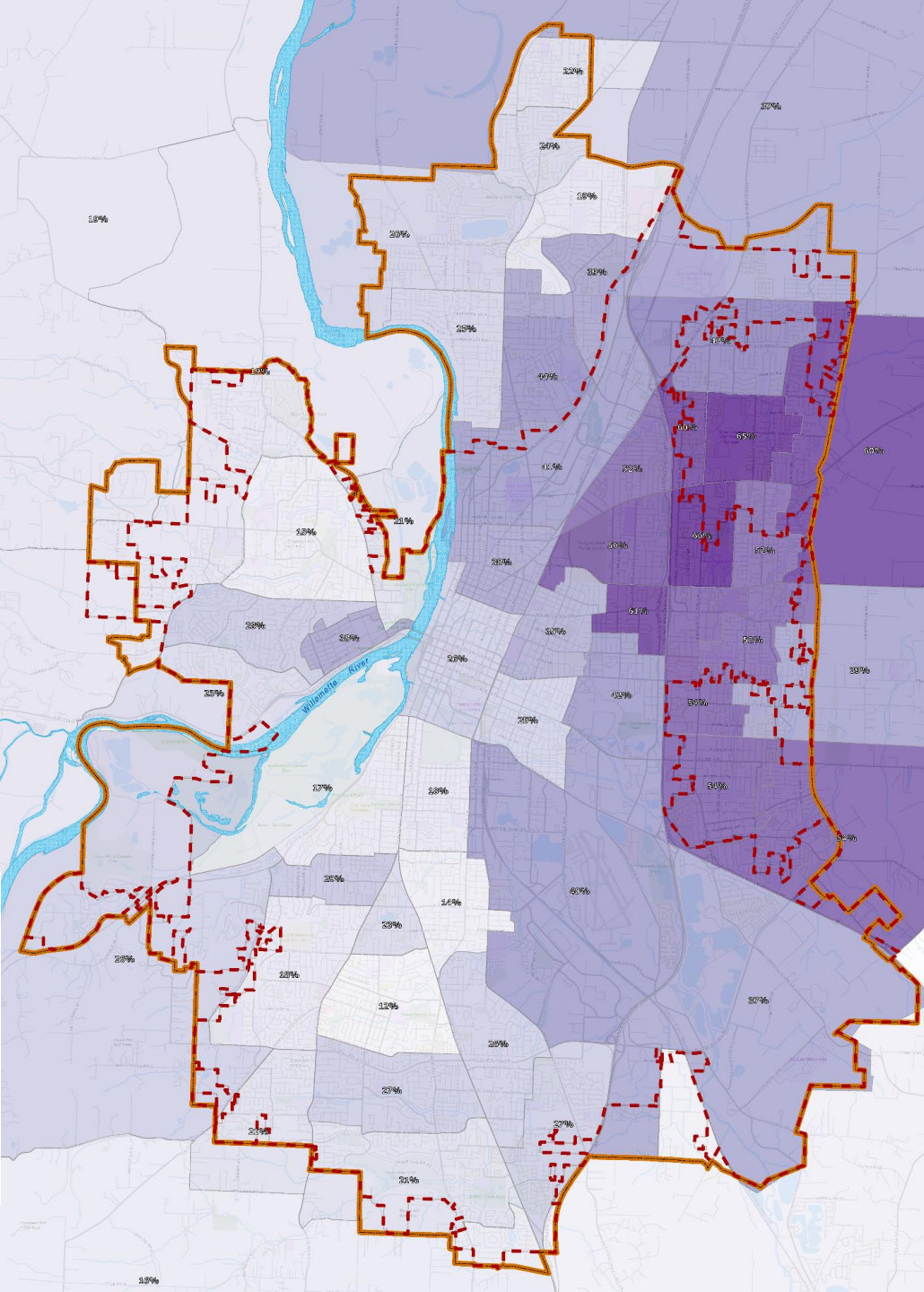
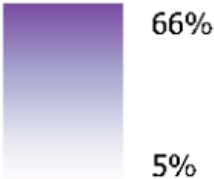


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Hispanic or Non-White

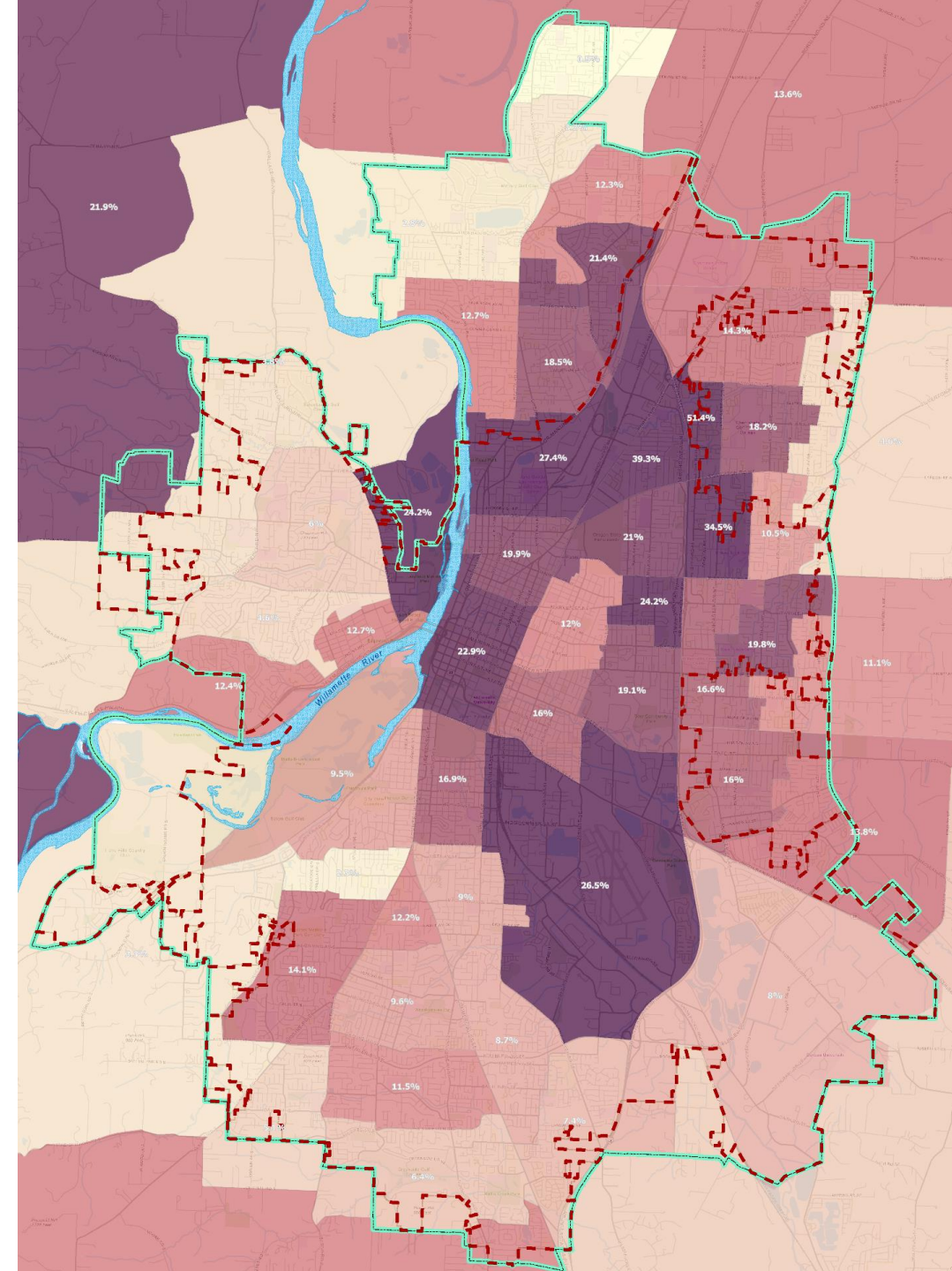
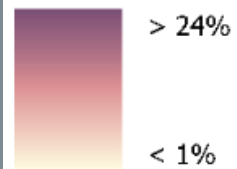
Hispanic and/or non-white



Poverty

% of population whose income is below poverty

Percent of Population whose income in the past 12 months is below poverty level



Rent Burdened

Rent is 30% or more of household income

Percent of Renter Households for whom Gross Rent (Contract Rent Plus Tenant-Paid Utilities) is 30.0 Percent or More of Household Income

