

# Equity & the Economy: Creating Inclusive Prosperity

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I would like to take a moment to honor the land beneath us. The North Carolina land and territory we live on today is the ancestral homeland of many American Indian Tribes and Indigenous people.

Over the past 14,000 years, this land sustained family life, provided nourishment, provided a haven to practice a rich heritage, culture, ceremonies and a safe haven. Throughout history, American Indian communities across North Carolina have demonstrated resilience and resistance in the face of sustained displacement during removal, in the face of complex traumatic and violent efforts to separate Indigenous tribal people from their culture, and their land.

It is important to remember the history of this land in order to break the cycle of colonization and the continued erasure of indigenous peoples. We must acknowledge the history of the spaces and places we occupy to both understand and unlearn the many ways that we have been socialized.

## LAND ACKNOWLEDGEMENT

*Written by Lynn Locklear-Fisher*

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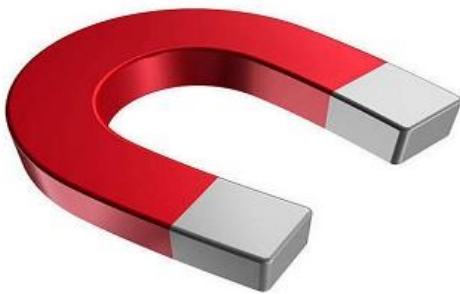
“Our region is a great magnet, but has a poor ladder.”



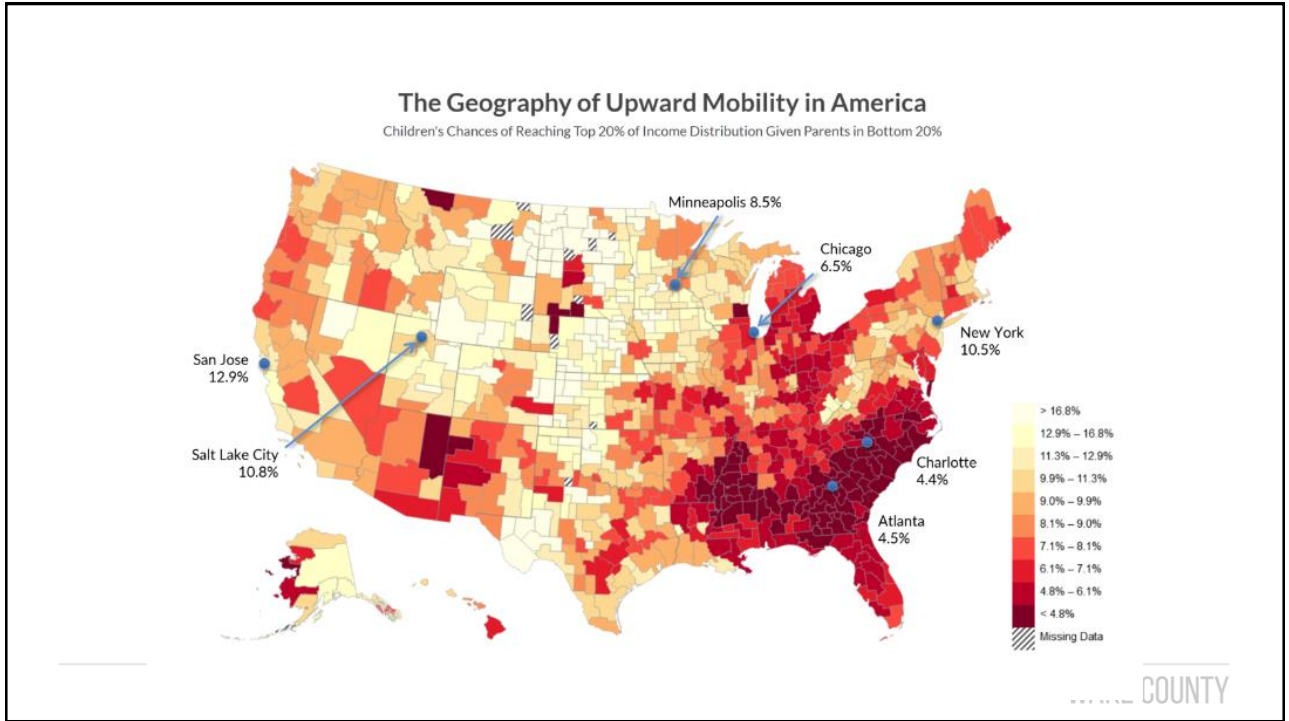
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# Impoverished youth in Wake County have less than a 4% chance to move into top 20% quartile

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# What are the conditions that create inequities in the economy?

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**How do we build bridges  
to equity, when well intentioned  
people create inequities  
every day?**

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# Robert Moses

**New York City Parks  
Commissioner**

**Influenced generations of  
engineers, architects, & urban  
planner**

**Transform Manhattan into a  
center of wealth**

**Noted project was Cross-Bronx  
Expressway (1953)**

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**“You can’t make  
an omelet  
without  
breaking some  
eggs.”**



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## Decentering Equity Impact

- Impoverished residents from Manhattan were displaced and moved to housing projects
- Bronx lost 600,000 manufacturing jobs
- Youth unemployment hit 60%
- Increased crime rate and proliferation of gangs and arson
- Per capita income dropped to less than \$2,500

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**“Where once apartment buildings or private homes had stood were now hills of rubble, decorated with ripped-open bags of rotting garbage that had been flung atop them.”**

**-Robert Caro, Journalist**

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Who do you think was  
**disproportionately  
impacted?**

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**Disaggregating  
indicators of  
inclusive prosperity**

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# Centering for [geographic] equity

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# Centering for [social capital] equity

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# Centering for [socio-economic] equity

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# Centering for [gender] equity

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# Centering for [race] equity

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## Activity:

**For each prosperity indicator,  
match the race/ethnicity with  
percentage**

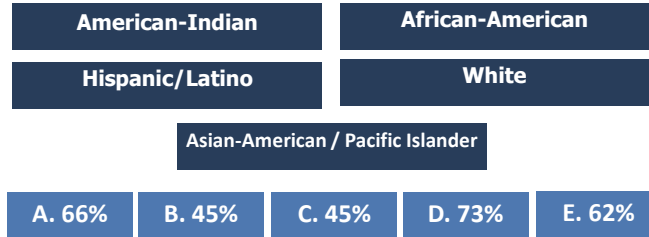
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# Home Ownership

Percent owner-occupied households by race / ethnicity in NC



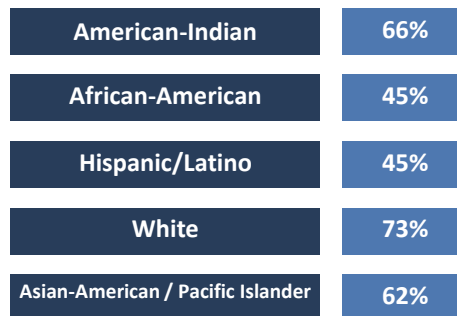
National Equity Atlas, 2020

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# Home Ownership

Percent owner-occupied households by race / ethnicity in NC



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# Median Wages

Median hourly wage by race/ethnicity in NC

American-Indian	African-American			
Hispanic/Latino	White			
Asian-American / Pacific Islander				
A. \$28	B. \$16	C. \$14	D. \$17	E. \$21

National Equity Atlas, 2020

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# Median Wages

Median hourly wage by race/ethnicity in NC

American-Indian	D. \$17
African-American	B. \$16
Hispanic/Latino	C. \$14
White	E. \$21
Asian-American / Pacific Islander	A. \$28

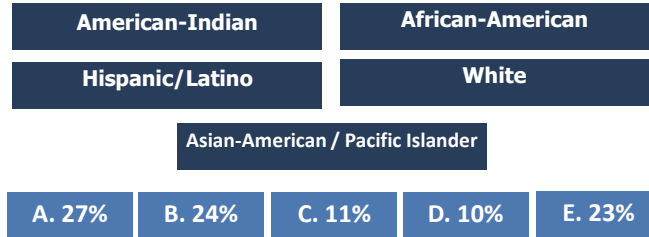
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# Poverty

Percent in poverty by race/ethnicity in NC

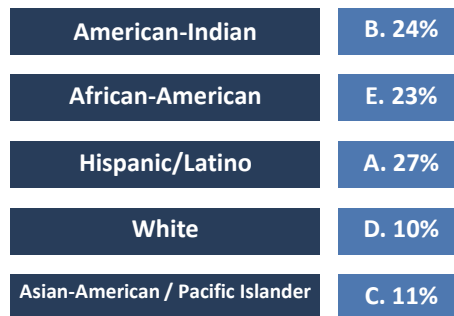


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# Poverty

Percent in poverty by race/ethnicity in NC



National Equity Atlas, 2020

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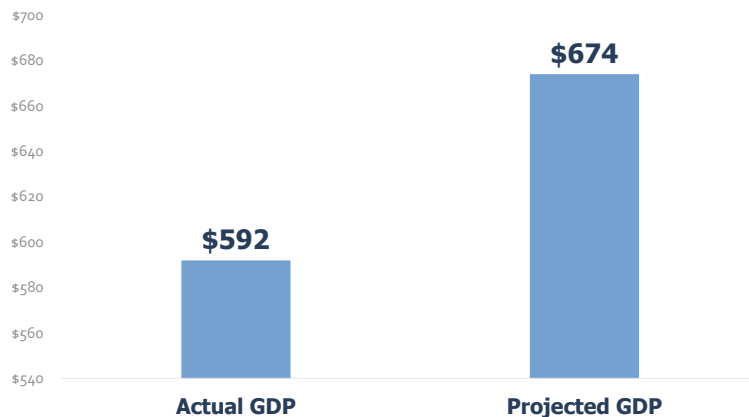
# If we centered for [race] equity...

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## Race Equity in Income

Actual GDP and estimated GDP with race equity in income in NC

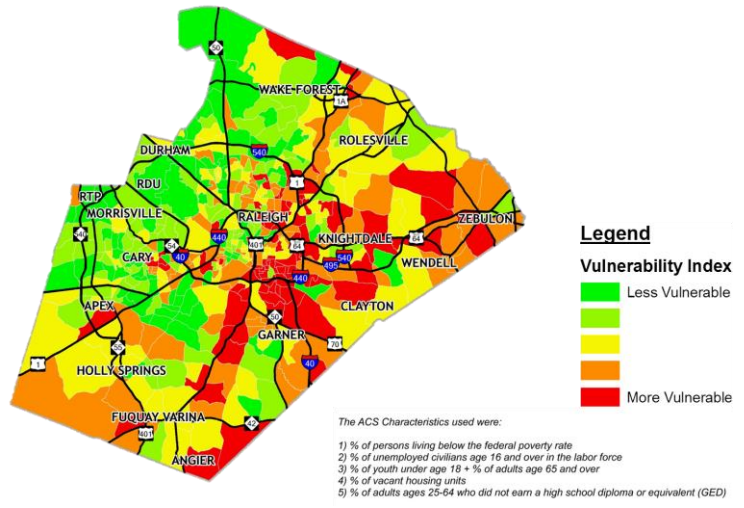
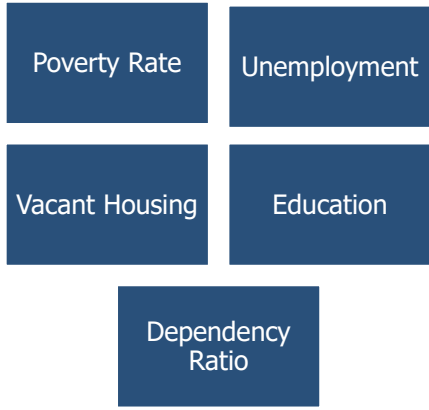


National Equity Atlas, 2020

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# Vulnerability Index



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# Inclusive Prosperity in Practice

-  Inclusion in outreach, process, and policy
-  Investing in targeted growth areas
-  Supporting local entrepreneurs
-  Developing the workforce
-  Granting incentives for inclusive business practice

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# Inclusive Prosperity in Practice

City or County	Program or Policy of Interest
Austin, TX	Comprehensive economic development policy that includes tax credits, job training, entrepreneurial support, and layered growth policies
Dallas, TX	Nearly 30 years of experience in managing financial tools for entrepreneurs in low-income neighborhoods of the city and surrounding county
Denver/Jefferson County, CO*	Prioritizing the local food industry and supply chain as a way to strengthen economic growth in underrepresented neighborhoods
Charlotte/Mecklenburg County, NC	Recent adjustments to the city & county's incentive policies to attract employers to targeted geographies and communities
Albuquerque, NM	Process of outreach and creation of trust among community led organizations
San Diego County, CA	Coordination of multiple workforce development agencies to link residents with job training and employment across the county
Hennepin County, MN (Minneapolis)	Coordination of multi-jurisdictional economic development activity to bolster entrepreneurship, transit, & workforce development in low-income areas

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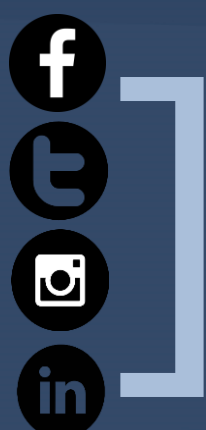



# Questions?

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