Bicycle Justice and Urban Transformation. Biking for all?

As bicycle commuting grows in the United States, the profile of the white, middle-class cyclist has emerged. This stereotype evolves just as investments in cycling play an increasingly important role in neighborhood transformations. However, despite stereotypes, the cycling public is actually quite diverse, with the greatest share falling into the lowest income categories.

Bicycle Justice and Urban Transformation demonstrates that for those with privilege, bicycling can be liberatory, a lifestyle choice, whereas for those surviving at the margins, cycling is not a choice, but an often oppressive necessity. Ignoring these "invisible" cyclists skews bicycle improvements towards those with choices. This book argues that it is vital to contextualize bicycling within a broader social justice framework if investments are to serve all street users equitably.

Aaron Golub, Adonia E. Lugo, Melody L. Hoffmann, Gerardo F. Sandoval

Incomplete Streets: Processes, Practices, and Possibilities

The 'Complete Streets' concept and movement in urban planning and policy has been hailed by many as a revolution that aims to challenge the auto-normative paradigm by reversing the broader effects of an urban form shaped by the logic of keeping automobiles moving. By enabling safe access for all users, Complete Streets promise to make cities more walkable and livable and at the same time more sustainable.

This book problematizes the Complete Streets concept by suggesting that streets should not be thought of as merely physical spaces, but as symbolic and social spaces. When important social and symbolic narratives are missing from the discourse and practice of Complete Streets, what actually results are incomplete streets.

Julian Agyeman, Stephen Zavestoski

https://www.acec.org/rhode-island/diversity-equity-and-inclusion-resources/
The Future of Equity in Cities

http://www.nlc.org/sites/default/files/2017-11/Future%20of%20Equity%20in%20Cities%202017.pdf

This report examines how technological advances in the areas of infrastructure, public safety, and economic development will impact equity in cities. It forecasts opportunities and challenges for the time period of 2018 through 2030, including an outlook on the future of mobility (including autonomous vehicles), an examination of how demographic shifts will impact economic development, and a look at the use of data analytics, technology, and diversity in America’s police departments.

Brooks Rainwater, National League of Cities, Nicole DuPuis

Policy, Planning, and People: Promoting Justice in Urban Development

https://planning.overdrive.com/media/2628032?cid=1010362

Policy, Planning, and People includes theoretical as well as practice-based essays on a wide range of planning issues: housing and neighborhood, transportation, surveillance and safety, the network society, regional development and community development. Several essays are devoted to disadvantaged and excluded groups such as senior citizens, the poor, and migrant workers. The unifying themes of this volume are the values of equity, diversity, and democratic participation. The contributors discuss and draw conclusions related to the planning process and its outcomes. They demonstrate the need to look beyond efficiency to determine who benefits from urban policies and plans.

Naomi Carmon, Susan Fainstein, University of Pennsylvania Press, Inc.
The Color of Law. A Forgotten History of How Our Government Segregated America


To scholars and social critics, the racial segregation of our neighborhoods has long been viewed as a manifestation of unscrupulous real estate agents, unethical mortgage lenders, and exclusionary covenants working outside the law. This is what is commonly known as "de facto segregation," practices that were the outcome of private activity, not law or explicit public policy. Yet, as Rothstein breaks down in case after case, private activity could not have imposed segregation without explicit government policies (de jure segregation) designed to ensure the separation of African Americans from whites.

*Richard Rothstein*

Pursuing Equity in Pedestrian and Bicycle Planning

[Link](https://pedbikeinfo.org)

Professionals in the transportation field, in particular those working on pedestrian and bicycle issues, are familiar with the concept of the “Es”: Education, Enforcement, Engineering (and Policies), Encouragement, Evaluation, and sometimes also Emergency Management. In recent years, another “E”, Equity, has emerged as an important consideration for transportation officials working on developing connected multimodal systems that provide meaningful choices in transportation. Equity in transportation seeks fairness in mobility and accessibility to meet the needs of all community members.

*FHWA*
More than Bike Lanes. From Bike Equity to Bike Justice in Greater Boston

For whom are our streets designed? Does design alone inform how we use our transportation networks or do other factors play significant roles in shaping how we move through our communities? These questions surfaced and re-surfaced throughout this research paper as community members and bike advocates were interviewed, existing literature was reviewed, data analyzed regarding the challenges for biking among people of color and low-income individuals in Boston, Massachusetts.

Tufts University

The Power Broker. Robert Moses and the Fall of New York

Everywhere acknowledged as a modern American classic, winner of the Pulitzer Prize, and chosen by the Modern Library as one of the hundred greatest books of the twentieth century, The Power Broker is a huge and galvanizing biography revealing not only the saga of one man's incredible accumulation of power, but the story of the shaping (and mis-shaping) of New York in the twentieth century.

Robert Caro

https://www.acec.org/rhode-island/diversity-equity-and-inclusion-resources/
Blind Spots, Biases & the Bottom-Line: Leadership Development Evolution That Drives Results

Blind Spots, Biases & the Bottom-Line: Leadership Development Evolution That Drives Results (acec.org)

Larry Fink, the CEO of Blackrock, a global investment management firm, described in his open letter to CEOs how “a diverse mix of genders, ethnicities, career experiences, and ways of thinking have, as a result, a more diverse and aware mindset. Join us for a timely session that will provide you with action-oriented best practices you can implement immediately to help your organization: discover how diversity of experience and ideas improves project and firm performance; overcome blind spots and biases by inspiring different behaviors and changing organizational practices; and evolve your leadership development to foster lasting positive change to your culture…and your bottom line.

ACEC

Diversity & Inclusion – Keys to Success and Lessons Learned

diwg_externalreport_march2020.pdf (dpcweb.org)

In alignment with the DPC’s strategic objective to make a long-term impact on our communities, industry, employees, and society, and with the support of the DPC Executive Committee, DPC member firms Woodard & Curran, RS&H, and VHB, led the formation of the DPC Diversity and Inclusion Working Group (DIWG) in early 2019. The DIWG, including D&I leaders representing 21 member firms, aims to create more inclusive environments throughout our industry so that everyone is able to bring their whole, authentic self to work. The DIWG spent the year working together and sharing best practices and challenges around D&I program implementation, affinity groups/employee resource groups, and education and awareness. In October, hosted by DPC member Benesch, the DIWG gathered in person for a 1.5-day workshop with the goal of synthesizing the information, best practices, and lessons learned that we gathered during the year to develop reference material for our industry.

Design Professionals Coalition

https://www.acec.org/rhode-island/diversity-equity-and-inclusion-resources/
**Only Skin Deep? Re-examining the business case for diversity**

[Deloitte - Only_Skin_Deep.pdf (ced.org)]

There is a robust business case for diversity, but the details are not quite captured by the headlines. The case rests on understanding that diversity means more than having a sprinkle of women and a dab of color, and that the value of diversity lies in developing an inclusive workplace – and that means adaptation, not just assimilation and tolerance.

*Deloitte*

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**Diversity Matters**

[diversity matters.ashx (mckinsey.com)]

“Diversity Matters” research looked at the relationship between the level of diversity (defined as a greater share of women and a more mixed ethnic/racial composition in the leadership of large companies) and company financial performance (measured as average EBIT 2010–2013). The research is based on financial data and leadership demographics compiled for this purpose from hundreds of organizations and thousands of executives in the United Kingdom, Canada, Latin America, and the United States. The size of the dataset allows for results that are statistically significant and the analysis is the first that we are aware of that measures how much the relationship between diversity and performance is worth in terms of increased profitability.

*Mckinsley&Company*
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<th>Revolutionary Power. An Activist's Guide to the Energy Transition</th>
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<td>Revolutionary Power (islandpress.org)</td>
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<td>In Revolutionary Power, Shalanda Baker arms those made most</td>
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<td>Shalanda Baker</td>
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