CITY OF HYATTSVILLE
DRAFT EQUITY PLAN

Prepared by the City of Hyattsville Race and Equity Task Force
2024

TABLE OF CONTENTS

Table of Contents 1

Land Acknowledgement 3

Introduction 3

Glossary Of Terms 5

Community Engagement 7

- Background 7
- Assets 7
- Gaps 8
- Next Steps 8
- Data 9
- Case Studies and Best Practices 9

Community Safety and Policing 11

- Background 11
- Assets 11
- Gaps 12
- Next Steps 12
- Data 13
- Case Studies and Best Practices 13

Housing 14

- Background 14
- Assets 14
- Gaps 15
- Next Steps 15
- Data 17
- Case Studies and Best Practices 18

Transportation 19

- Background 19
- Assets 19
- Gaps 19
- Next Steps 20
- Data 21
- Case Studies and Best Practices 22

Jobs and Economic Prosperity 23

- Background 23

Assets 23
Gaps 24
Next Steps 24
Data 25
Case Studies and Best Practices 26
Access for People with Disabilities 26
Background 26
Assets 26
Gaps 26
Next Steps 27
Data 28
Case Studies 28
Cross-sector Recommendations 29
Assets 29
Gaps 29
Next Steps 29
Conclusion 31

LAND ACKNOWLEDGEMENT

An important step on the journey toward racial equity is reconciling with our past and acknowledging the roles institutions have played throughout history in denying access and full participation. An essential aspect of that work is respecting that the Nacotchtank and Piscataway Peoples are the traditional stewards of the City of Hyattsville land and physical environment where we work, live, and recreate.

INTRODUCTION

The Hyattsville Race and Equity Task Force (RETF) was established in 2018 by the Mayor and City Council to develop an 'equity plan' for the City of Hyattsville (CoH). The plan was intended to include policy and operational recommendations that advance equitable management of City administration, public services, and community development; and those that would further support residents' economic mobility and the City's goal to maintain an inclusive, diverse community.

In 2019 the RETF developed a Draft Equity Plan, using a series of meetings, surveys, and community engagements to identify the top five issues facing low- to moderate-income families and individuals living in the City of Hyattsville. These issues are[1]:

- **Community Engagement**
- **Community Safety and Policing (formerly 'Community Policing')**
- **Housing**
- **Jobs, Economic Prosperity and Transportation (formerly 'Jobs and Transportation')**
- **Accessibility for People with Disabilities and Aging Populations (formerly 'People with Disabilities')**

The RETF cataloged the City's assets, gaps, and barriers in these issue areas and proposed recommendations to promote equity and preserve diversity as Hyattsville experiences rapid growth and change. This document is a continuation of that work.

In 2021The City of Hyattsville hired a full-time Race and Equity Officer, acting on a recommendation of the initial draft plan. In 2022 the City became a member of the Government Alliance on Racial Equity (GARE) national network and has since adopted the GARE racial equity framework (table 1.1), to drive more equitable practices, policy, and decision-making. The adoption and subsequent adaptation of the GARE racial equity framework promotes change through the development of shared tools, relationships, values, and understanding of racial equity amongst City of Hyattsville legislators, administration, staff, residents, and stakeholders.

[1] The 2024 RETF updated these category designations separating Jobs and Transportation into distinct categories and updating the designations in alignment with the evolving ways we consider and talk about identity.

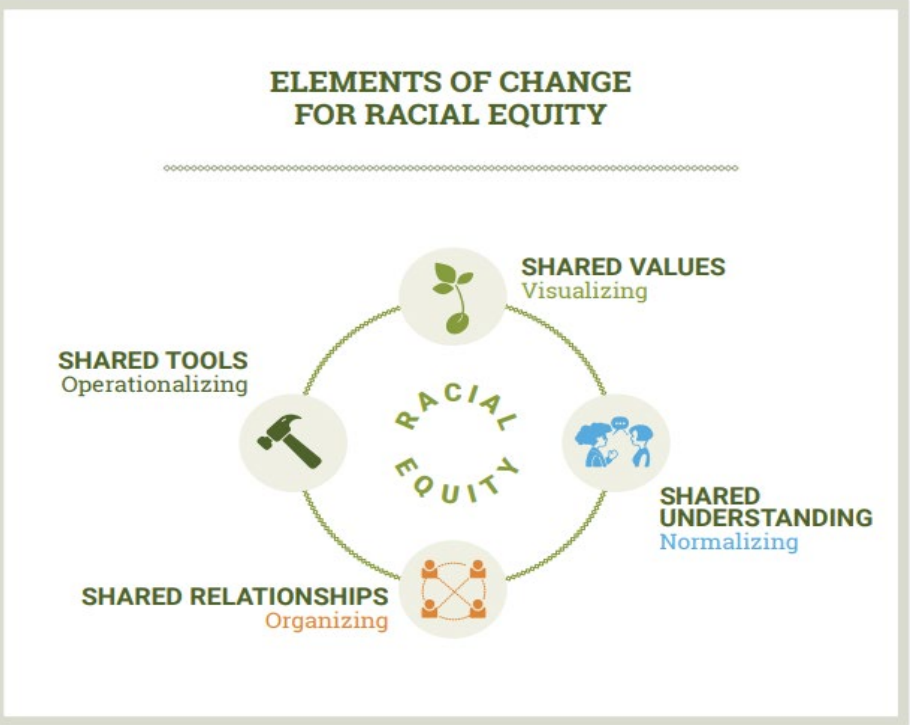

Table 1.1

Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action, Government Alliance on Race & Equity (GARE), 2015

An important part of this shared understanding is that racial and social equity benefits ***everyone***. The outcome of racial and social equity is defined *as when race and other aspects of social identity (gender, age, sexual identity, religious affiliation, etc.) can no longer be used to predict life outcomes and outcomes for all groups are improved*. This framework promotes the process of equitable change through 'targeted universalism', which is an approach that "sets universal goals or policy outcomes that benefit all, then develops targeted strategies for different groups to reach these outcomes." (GARE,2022, P17). This approach understands that one-size-fits-all solutions might not work. Through targeted universalism, city governments can acknowledge the historical harm and disenfranchisement communities of color have experienced[2] and provide solutions to address those historical systemic issues, which then promotes positive outcomes for all. (GARE, 2022, P.17)

The goal of the Hyattsville Equity Plan is to help foster a more equitable, just, and inclusive community in the City of Hyattsville. While far from exhaustive, the updated Draft Equity Plan provides short-range (1-2 years), mid-range (3-4 years), and long-range (5+ years) equity strategies. These recommendations are built on those made within the 2019 plan. Updates are based on more recent data, case studies, and best practices of regional partners or similarly sized jurisdictions, in addition to the shared lived experience of task force members and Hyattsville residents.

[2] Included in the historical harm and disenfranchisement that perpetuates disparities in health outcomes for communities of color are : the colonization and land theft from Native and Indigenous people, participation in the Trans-Atlantic Slave trade, racialized segregation, and 'Jim- Crow era laws, red-lining and other racially restrictive economic policies, over-policing and unjust practices which lead to the over-incarceration of Black people and other people of color, etc.

In this updated plan, RETF members paired their recommended actions with one or more of the Seven Vital Conditions for Well-Being leveraged by the U.S. Department of Health and Human Services. These Vital conditions or community-level aspects of holistic wellness are Humane Housing, Belonging & Civic Engagement, Basic Needs for Health & Safety, Reliable Transportation, Meaningful Work & Wealth, Lifelong Learning as a Vital Condition, and a Thriving Natural World. By connecting recommendations to community-level desired outcomes, we can identify targeted ways to invest in our community to reflect qualities that ALL people need to be healthy, happy, and well. (US Department of Health and Human Services, 2021).

GLOSSARY OF TERMS

Accessibility: Ensures that people with disabilities can access and benefit from programs, services, and facilities, both by direct, unassisted, physical access, and indirect access via assistive technology (e.g., closed captioning). Accommodation provides accessibility to all people, whether they have a disability or not.

Affordable Housing: Refers to housing in which the occupant is paying no more than 30 percent of their gross income for housing costs, including utilities. (U.S. Department of Housing and Urban Development)

BIPOC/ Person of Color: Black, Indigenous or Person of Color Sometimes abbreviated POC, this term is used primarily in the U.S. to describe persons, Black, Indigenous, Asian, Pacific Islander, Latine, Arab, etc. who are not considered racially White. This terminology is useful in many contexts including equity and social justice, as it emphasizes common experiences of systemic racism.

Community Engagement: A broad term that includes public communication, outreach, involvement, and participation. Communication includes one-way communication (City informs the public), two-way communication (City asks community members for input), and multi-way communication (City hosts in-person and online interactive discussions like town hall meetings, intergroup dialogues, etc.).

Cultural Competency: Ability to interact effectively, respectfully, and responsively with people of varied cultural backgrounds.

Cultural Sensitivity: A set of skills that enables us to learn about and understand people who are different from ourselves, thereby becoming better able to serve people within their own communities.

Cultural Humility: A concept that includes operating from an understanding that our knowledge of various cultures is limited by our cultural identities and individual experiences, as well as our unconscious stereotypes. Acknowledging that each human being exists at the intersection of race, ethnicity, gender, socioeconomic status, ability, age, sexual orientation, gender identity/expression, etc. A lifelong learning process whereby people work to increase their self-awareness of biases, perceptions and patterns through self-reflection and training.

Equity (Racial and Social): Equity provides access to life's opportunities and resources for all people. As it relates to city government, equity can be thought of as both a process and an outcome. As a process equity means the tools and processes to achieve positive outcomes--'how' we get there. As an outcome equity means the destination where health outcomes are not determined by race for any group. Equitable treatment is different from equal treatment, wherein everyone gets the same things. Under equitable treatment, people get support to access the opportunities and resources *they* need

Intersectionality: Intersectionality is a term coined by Dr. Kimberle Crenshaw in 1989 that refers to the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group. Intersectionality of identities is regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Latin -e-x-o-a: Gendered and gender-neutral terms for Latin American cultural identity, Latine and Latinx – are gender neutral terms created by Latina feminists and LGBTQ communities, with the first usage of Latinx being documented in Puerto Rican academic articles in the early 2000s, Latino/Latina are Masculine/Feminine, and Latine can used in lieu of Latino or Latina.

LGBTQIA+: LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual with the plus (+) representing the inclusion of all sexual orientations, gender identities and expressions. This acronym encompasses a diverse range of identities or orientations within the non-heteronormative spectrum.

Targeted Universalism: GARE states that the goal of racial equity must be beyond closing the gap; we must establish appropriate benchmarks that lift all populations while paying close attention to those often excluded. Implementing strategies to 'close the gaps' from this perspective has been called "targeted universalism," meaning improvements for all groups. (GARE,2022)

COMMUNITY ENGAGEMENT

BACKGROUND

Community Engagement encompasses various activities such as public communication, outreach, involvement, and active participation in government processes. Communication involves one-way (City informs the public), two-way (City seeks input from the public), and multi-way (City hosts interactive discussions with the public) approaches. Strategic community engagement is central to equitable design and implementation of city programs.

For genuine racial and social equity, cities and residents must collaboratively produce outcomes related to health, economic security, and overall well-being. This collaboration, termed *co-production*, relies on robust community engagement where residents actively influence the decisions and public services that most affect them, not just receive information.

When cities develop racial equity strategies, it is especially important to gather insights from residents of various identity groups, especially those who are BIPOC. Understanding how city policies may have unintended consequences affecting these groups and centering them in crafting solutions is essential. Equitable community engagement enhances residents' sense of empowerment, contributing to improved health outcomes. Ultimately, co-production through community engagement ensures residents' co-ownership of solutions and promotes sustainability (Ersoy, 2017)

ASSETS

- The Community Services Department, City Clerk's Office, and Communications Department collaborate to conduct outreach using multiple methods:
    - Low-tech or traditional: Hard copy publications (e.g., the "green sheet"/Hyattsville Reporter), Big- belly trash can advertising and word-of-mouth advertising
    - High-tech or digital methods: Hyattsville City website, email, Facebook, YouTube, X-formerly Twitter, LED digital message boards and the Hello Hyattsville digital engagement platform
- The City is most effective when working with extant partnerships to provide programs and outreach to Hyattsville's most vulnerable populations; recent notable examples include:
    - The City maintains partnerships with stakeholders like the Capital Area Food Bank, Greater DC Diaper Bank, First United Methodist Church of Hyattsville, Luminis Health, and the Prince George's County Health Department
- City publications are Spanish/English bilingual, and The City has Spanish/English bilingual staff
- Interpretation is available upon request for interactions with staff, Council meetings, etc., although there is an opportunity to expand interpretation services made available without request
- The Creative Minds program, Summer Camp, Afterschool programs and Youth Advisory Council initiatives are open to all students, but are targeted toward Prince George's Public School (PGCPS) students in the City
    - These programs reach primarily BIPOC students. The city can often better connect with parents through this program than through other methods, which make them key entry ways to more equitable engagement with City programs

- 2023 Committee Stipend Pilot Program to increase diversity and equity in committee membership, is a pathway to increased community engagement for a more diverse set of residents

GAPS

- In-terms of outreach, primarily relying on web-based outreach methods has the potential to threaten equitable engagement and further the digital divide:
    - 10.8% of families in Hyattsville reported not having broadband internet subscription (2015-2019 American Communities Survey)
- Hyattsville is on par with national and regional voter turnout rates, however there is opportunity for increased voting rates for Spanish speakers, as well opportunities for greater ward and demographic diversity within committee membership
- Many services that people want and/or need including wrap-around services for underserved Prince George's County Public School System (PGPCS) students come from Prince George's County, not from the City of Hyattsville. Hence, many of the gaps this task force identified are not within the city's jurisdiction
- There are budgetary and staff-capacity constraints to providing expanded outreach and services at- scale

NEXT STEPS

The following Community Engagement recommendations promote the community-level desired results of *Belonging & Civic Engagement* and *Access to Basic Needs* as vital conditions. The recommendations are grouped as they relate to the need for *stronger data* and *strategies and practices for deepened community engagement* in the City.

Short-range Recommendations

Data

- Continue to conduct periodic needs assessments and/or quality of life assessments through Resident Satisfaction Surveys, to examine current conditions for residents and communities and efficiently align services and resources to address local needs. The data collected by these assessments should be disaggregated, as possible, by race, ethnicity, income, gender, and immigrant status. The City should conduct targeted outreach to Hyattsville's Latino, Black, immigrant and refugee communities.

- Further the use of its existing GIS files to map the location of City assets, PGCPS schools, and transportation options, compared to demographic information like race, ethnicity, socioeconomic status, age, ability, etc. This will allow City Councilmembers and staff to use data to visualize and analyze where the City currently offers programs, services, and facilities compared to where intended recipients and communities live.

- Conduct a gap analysis of the City's alignment with the Prince George's County Language Access Compliance Program (LACP). The LACP is a division within the Office of Human Rights (OHR) created by the Language Access for Public Services Act of 2017 - CB-62-2017 and the Language Access for Public Services Amendment of 2020 - CB-34-2020. These require that county agencies provide enhanced language access services to the residents of Prince George's County who cannot or have limited capacity to, speak, read, or write English. This gap analysis would serve as a first step toward standardization of practices.

Mid-range Recommendations

Strategies and Practices for Deepened Community Engagement

- City departments should adopt the International Association for Public Participation (IAP2) Model of Community Engagement Practices, which is an industry standard for equitable community engagement.
- Continue to offer city-wide training in cultural competence, cultural humility, and trauma-informed practices for City staff, so that they have a framework for effective community engagement.
- Develop a pilot program recruiting a diverse and intergenerational body of residents to do community engagement and outreach, especially with non-English speaking community members. The City should pay them a stipend through a Community Ambassadors style program using the ' Promotors model'. To minimize cost and align with organizational capacity, the City should partner with grant-based organizations like AmeriCorps and Senior corps or the Federal Partnering for Vaccine Equity (P4VE) Program to fund and staff the administration of the program. The City should also further leverage partnerships with inter-faith groups, community groups, Non-Governmental Organizations and Non-profit Organizations.

- Standardize practices across departments to be in further alignment with the guidelines set forth by The Prince George's County Language Access Compliance Program (LACP).

Long Range Recommendations

- Continued participation and engagement with activities in the short and medium term.

DATA

- Language Access:
    - It is notable that 42.9% of Hyattsville residents speak a language other than English at home and 23.0% speak English less than very well, 2.4% speak other Indo-European languages, like French, 1.1% speak Asian and Pacific Islander languages and 2.4% speak 'other languages' like Arabic and Amharic. (2015-2019 American Communities Survey)
    - The city generally does not conduct outreach in languages beyond English and Spanish (e.g. ASL, Arabic, Amharic, Dari, and French). This is critical for immigrant and Deaf communities.

- Meeting the Needs of Hyattsville's Immigrant and Refugee Communities:
    - 31.2 % of Hyattsville residents were born outside of the U.S and of that population 62.3% do not hold U.S citizenship status (2015-2019 American Communities Survey Data)
    - At one time the City did have an Immigrant Services Coalition, but that is no longer in existence

- Meeting the Needs of Renters and Non- Single Family Home Dwellers
    - Renters are becoming a larger share of the city's households, outnumbering homeowners in recent years. As of 2018, more than 3,400 households rent in the city and renters make up 53 percent of all households (Hyattsville Action Agenda, 2020, P.11)

CASE STUDIES AND BEST PRACTICES

- The City of Alexandria Equity Index Mapping Tool is a regional example of using GIS data to create a comprehensive and accessible tool to meet residents needs

- Community Engagement Strategies

- Designing Trauma Informed Services (City of Philadelphia)
- How to Increase Resident Program Participation Using Scalable, Low-Cost Interventions
- IAP2 Community Engagement Model
- Maryland Report on Trauma-informed, Resilience Oriented Culture and Practices
- Promotores Community Ambassador Model
- Sacramento NDAT Community Ambassadors and Evanston IL Community Ambassadors Program are examples of mid-sized city governments implementing Community Ambassadors programs for community engagement and outreach
- Small Cities Unlock Potential with New Access to Data and Resident Input

COMMUNITY SAFETY AND POLICING

BACKGROUND

Community safety encompasses both immediate and long-term security. It is realized when community members coexist in a state of peace, harmony, and mutual respect, free from violence and with their basic needs met. It is also when citizens and community groups believe they have the capacity to prevent and manage crime. The role of policing cannot be overstated when it comes to equitable strategies for community safety, as different communities undergo distinct experiences with policing and the roles of police, shaped by their identities. Majorities of both Black and white Americans say Black people are treated less fairly than whites in dealing with the police and by the criminal legal system. (Pew Research Center, 2019). Evidence also shows that Black, Latine, Native communities, women of color, and LGBTQIA+ communities often face disproportionate police encounters and more severe criminal justice consequences; disparities not justified by higher involvement in law violations or transgressive behavior (Lambda Legal, 2019).

In 2014, then President, Barack Obama issued an Executive Order appointing a Federal task-force on 21st-century policing. This Executive Order was in response to heightened awareness around incidents of injustice between law enforcement and the communities they serve and protect. This Federal task force was comprised of leaders from law enforcement, police unions, academia, and civil rights organizations as well as community members who generated action items with the following underlying themes: *Changing the Culture of Policing, Embracing Community Policing, Building Community Capital (trust and legitimacy), Paying attention to officer wellness and safety and Technology. The City of Hyattsville Police Department (HPD) is an adoptee of this initiative.* (The President's Taskforce on 21st Century Policing, 2015)

ASSETS

- HPD sponsors community events to engage and build relationships with residents; examples include: Events like 'Shop with a Cop', 'Coffee with a Cop', 'Movies with a Cop', National Night Out and expanded CAT team programs
- Hyattsville is a Sanctuary City
- HPD conducts regular training on implicit bias & cultural competency
- HPD promotes the transparency of Police data by producing daily and weekly reports and investing in crime and data mapping programs like 'City Protect'
- Hyattsville established the Police and Public Safety Citizens Advisory Committee (PPSAC) to empower residents to be involved with decision-making
- Hyattsville implemented the Mental Health Program focused on Mental Health First Aid for First Responders program, Mental Wellness Check initiative and Crisis Intervention Team Training
- HPD is a successful 21st Century Policing Model Adoptee—82% complete as of 2019 progress report
- In the public interest of reform and accountability the Prince George's County Citizen Complaint Oversight Panel was deactivated in 2022. Citizen complaints are now addressed through the Prince Georges County Administrative Charging Committee and Police Accountability Board. Although the Hyattsville Police and Public Safety Advisory Committee (PPSCAC) does not function as a citizen complaint review board, it does function as a Hyattsville specific avenue for residents to interact with HPD in other needed areas outside of an advisory group which is handled by the above functions. The PPSCAC allows for direct dialogue on issues impacting

residents, Committee members also review programs, procedures, and policies as appropriate to provide feedback and resident perspectives to HPD.

GAPS

- HPD like police departments in many communities across the region and nation, has challenges recruiting and retaining officers
- Despite HPD's commitment to data access and transparency, challenges exist in residents' ability to easily access up-to- date data. There are also opportunities for HPD to develop additional resident education programs on how to access, contextualize and use the available data.
- In 2023, 44.99% of traffic warnings and citations were issued to Black motorists, 29.4% to White motorists, 35.3% of traffic warnings and citations were issued to Hispanic motorists, and 2.67% of traffic warnings and citations were issued to "other" motorists
- The racial breakdown of motorists issued traffic warnings and citations when compared to the resident data for the City of Hyattsville (listed below under Data) suggests different outcomes for groups based on race. Analyzing this correlation may be challenging because the demographic makeup of motorists passing through the city, particularly on arterial roads, differs significantly from that of city residents. (2023 CALEA Report)
- According to the 2022 Use of Force (UFO) Analysis Report (p.12), regarding HPD use of force in Hyattsville, in 2022:
    - In 2022, officers responded to 23,737 calls for service.
    - During this same time period in 2022, there were 42 use of force incidents with 61 total use of force incident reports created, with weapon pointing being the most prominent force being used in 57% of the total incidents
    - Of the subjects involved in encounters that resulted in some force in response to resistance, 60% were Black, 32% were Hispanic, and 8% were White with 87% of the subjects involved being male and 13% female
    - Of the total use of force incidents, 55% of the officers involved were Black, 40% were White, and 2% were Hispanic with 85% of officers involved being male and 15% female.
    - Use of force incidents that resulted in injuries, 8 total, were relatively minor
    - An area where HPD is making strides regarding UFO, is that the department is in the process of configuring new software that will help assist in the use of force process with report creation, tracking and early intervention

NEXT STEPS

The following Community Policing recommendations promote the community-level desired results of *Basic Needs for Health & Safety* as a vital condition. The recommendations are grouped as they relate to *supporting 21st Century policing initiatives* and *Developing a Hyattsville Police Department-specific equity framework.*

Short-range Recommendations

N/A

Mid-range Recommendations

Support 21st Century Policing Initiative

- Continue to take steps to improve the department and build transparency and trust with the community, referencing 21st Century Policing recommendations including:
    - Continued use of disaggregated police data regarding race, ethnic and gender dimensions in decision making
    - Continue to review and bolster data-driven equitable hiring and retention and strategies
    - Institute more and continued Diversity, Equity and Inclusion (DEI) and bias trainings for officers

HPD Equity Framework

- Develop an HPD specific Equity Vision and Framework and implement an equity assessment of HPD. Examples of implementation of Equity Plan by neighboring jurisdictions include:
    - ONE Fairfax
    - Baltimore Police Department Strategic Plan for Advancing Equity
    - Alexandria Police Department Racial Equity Plan

Long-range Recommendations

- Long -range initiatives should be developed based on results of HPD equity framework development and equity assessment

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DATA

- 2023 HPD Sworn Personell Demographic Data
    - HPD has a total of 37 sworn personnel
    - The population of the City of Hyattsville is:
        - 29% White
        - 28 % Black
        - 35% non-Black Hispanic/ Latino
        - 7% 'Other'
    - The demographic make-up of HPD sworn personnel is:
        - 37% White
        - 35 % Black
        - 27% Hispanic/Latino
        - 0 % 'other'
    - The gender make-up of HPD Sworn Personell is:
        - 82% Male
        - 18% female
        - Other unknown.
- Some research finds Black officers as likely as White police officers or more likely to use force against people of color. (Menifield et al. 2018)
- Research shows that police shootings affect mental health of African American communities across the country (Bor et al. 2018; Mapping Police Violence; Behavioral Risk Factor Surveillance System)
- In 2023 HPD reported 1,175 crimes against persons and property and 29,215 total calls for service (HPD 2023 Annual Statistics Report)
- Hyattsville's 2022-2023 budget allocated $9,743,1692 to Police and Public Safety which is the 2nd largest allocation of General Funds after Capital Improvements. (HVL 2022-2023 Budget Report)
- HPD is an adoptee of 21st century community policing model (The President's Task Force on 21st Century Policing Guidebook)

CASE STUDIES AND BEST PRACTICES

Examples of implementation of Police-oriented equity plans by neighboring jurisdictions include:

- Fairfax County Police Department CY 2022 Equity Impact Plan
- Baltimore Police Department Strategic Framework for Advancing Equity:
- Alexandria Police Department Racial Equity Plan

HOUSING

BACKGROUND

Adequate housing is a human right and home ownership has been a pathway to prosperity and greater inclusion in the American promise. The historical context of racial disenfranchisement in the U.S has created significant barriers to homeownership, as well as the ability to access fair rental housing. This includes but is not limited to:

- Racially restrictive covenants in the early 1900's
- The practice of redlining, which began in the 1930's but persists today despite efforts to correct this with the Community Reinvestment Act of 1974
- Discriminatory practices in response to the 1968 Fair Housing Act, which prohibited racially restrictive covenants, in which Communities developed new zoning rules that segregated by wealth and income including the prohibition of lower-cost housing options like attached homes and apartments
- The 2008 Great Recession, which disproportionately affected Black homeowners that had been steered into predatory loans and left more vulnerable to losing their homes, contributing to the homeownership gap progressing little since the Fair Housing Act
- The disproportionate impacts of the 2019-2023 COVID-19 pandemic emergency

(GARE Advancing Racial Equity In Housing, Land, and Development: A Toolbox for Racial Equity Practitioners in Government,2023)

Housing is noted as one of the top issues for low- to moderate-income families in Hyattsville. Since the initial iteration of the Race and Equity Draft Plan, through its 2022 Housing Action Plan, the city has taken strides toward greater housing affordability. These updated equity recommendations are an attempt to leverage and bring together existing regional, State and County-wide resources such as *the Prince George's County Affordable Housing For All Comprehensive Strategy*, *The GARE Tool Box for Racial Equity Practitioners In Government and Best Practices for Advancing Racial Equity in Housing, Land, and Development*, and *the Increasing Age Friendliness in the City of Hyattsville Action Plan* to advance race and social equity and increase housing access for all residents of the City of Hyattsville.

ASSETS

- Hyattsville's Housing Action Agenda is the city's guiding strategic plan for housing in the City of Hyattsville over the next 10 years. It highlights the housing needs affecting Hyattsville's residents and outlines how the City of Hyattsville will create new and expanded local housing tools to help ensure Hyattsville residents can live in the city at all stages of life
- The City of Hyattsville's Affordable Housing Strategy is being developed by Enterprise Community Partners, whose mission is to create opportunity for low- and moderate-income people through affordable housing in diverse, thriving communities.
- Prince George's County Comprehensive Housing Strategy is the County's strategy to establish an affordable housing policy for the County through 2035
- The City of Hyattsville has allotted over $1.8M in COVID-19 Household Emergency Relief Program assistance through American Rescue Plan Act (ARPA) funds (this data is not disaggregated by race)
- Hyattsville maintains effective partnerships including:
    - the Housing Initiative Partnership (HIP) serves low- and moderate-income households through housing counseling, developing affordable housing, and manages the Housing Rehabilitation Assistance Program (HRAP)

    - Habitat for Humanity of Metro Maryland which operates the Home Ownership Preservation Program (HOPP)
    - CASA de Maryland serves the Latino and immigrant population through a wide range of programs, ranging from housing assistances, financial education, health services and more. CASA is a non-profit advocacy group for Latino and immigrant individuals, with a focus in Prince George's County and Montgomery County
    - The Latino Economic Development Center (LEDC) provides services and assistance for small businesses, rental and homeownership housing. LEDC is a non-profit advocating and providing support for Latino and other underserved communities in the Virginia, DC and Maryland area.
    - Hyattsville Aging in Place (HAP) connects senior residents that are aging in place with the Hyattsville community. HAP is a volunteer-run nonprofit village
- Victory Housing is a non-profit housing developer of the Archdiocese in Washington, providing assisted living, independent living and workforce housing for low- and moderate-income seniors and families
- Prince George's County Council adopted CB-007-2023, legislation establishing the Rent Stabilization Act of 2023
- Data Enterprise Community Partners completed the rent stabilization study in 2023
- 2024 Housing Manager Position was hired and funded through ARPA Funds

GAPS

- Currently there are 3 affordable housing developments in the city that receive assistance from the County State and Federal programs (PILOT, LIHTC and County Trust fund loan).However, the County sets affordable housing policy and there are limited affordable housing incentives or requirements for other new developments in Prince George's County or within the City tax incentive structure.
- The City is unable to develop accessory dwellings or smaller units on existing lots. These types of units can allow seniors or residents with disabilities to reside with family members in an independent setting or provide rental income for homeowners who need to offset mortgage costs and rising taxes
- New single- family and multi-family housing will continue to be market driven, and the community continues to advance as a desirable market. Even for long-time homeowners who own their property outright, the increase in annual property taxes puts them at risk of losing their homes
- Concern around house flippers targeting low-income, non-English speaking, and senior homeowners

NEXT STEPS

The following Housing recommendations are intended to promote the community- level desired results of *Humane Housing* and *Meaningful Work and Wealth* as vital conditions. The recommendations are grouped as they relate to *data, code & zoning*, *equitable development*, and *creating pathways to homeownership for ethnic and racial minorities.*

Short Range Recommendations

Data

- Utilize innovative data analysis tools like The National Equity Atlas or ESRI's GIS Racial Equity Hub to apply a racial equity lens to geospatial analysis .

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Continue to support programs for the removal of racially restrictive covenants and other discriminatory policies.

- Partner with Prince George's County and the State of Maryland to increase the use and effectiveness of its homebuyer assistance and home repair programs including the State's programs (Maryland Mortgage Program).
- Continue to provide housing rights education for homeowners & tenants, and equity training for landlords.

Equitable Development

- Advocate as City Council to the County for increased affordable housing development.
- Advocate as City Council for more inclusive affordable housing policies and zoning updates at the County level.

Code and Zoning

- Explore opportunities to advocate for the County to update zoning laws to:
    - Allow accessory dwellings (e.g., in-law units, tiny homes) and/or
    - Increase maximum occupancy codes/standards to allow more renters per unit.
- Develop a Tenant's Bill of Rights: A Tenant's Bill of Rights is a bundle of legal mechanisms and resources that create tenant protections. These legal mechanisms, like the ones outlined above, could be enacted individually, however, when enacted cohesively, it builds a coordinated framework around tenant protections. After the creation of a Tenant's Bill of Rights, Hyattsville will need to have concurrent education and outreach efforts to have a greater impact and understanding of new policies.

Mid-range Recommendations

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Develop programs to help renters save for homeownership; including programs such as individual development accounts (IDA's) with city-matched savings for down payment and closing costs to help renters in Hyattsville save for homeownership.
- Increase partnerships with financial institutions to create or expand financial products for low-income and historically marginalized populations.
- Develop an emergency fund for small, one-time grants covering rent and/or utilities for Hyattsville renters facing hardships. This would help them avert eviction and displacement, as well as prevent potential homelessness.

Equitable Development

- The City's Community, Business and Economic Development Department should reference regional equity frameworks like MWCOG and GARE's report "Equitable Development as a Tool to Advance Racial Equity" as a baseline in decision-making around development

Code and Zoning

- Implement cultural competence training and strategies for an equity-based approach to code enforcement.
- Partner with local organizations like Community Mediation Maryland to help residents mediate impending evictions—municipalities have found success connecting people to mediators to turn the process around and find a solution.

Long Range:

Creating Pathways to Homeownership for Ethnic and Racial Minorities

- Further Advance Regulations and Tenant Protections:
    - Advancing tenant protections in Hyattsville will take a dual approach: 1) create new tenant protections, like rent stabilization measures, for Hyattsville residents through local

policy adoption; and 2) expand education and outreach about existing county- and state-level tenant protections.
    - Tenant protections refer to both the policy protections extended to tenants and the broader education and enforcement infrastructure, often defined in the tenant protection policy itself, to ensure tenants know their rights and have recourse if they are violated.
    - Minimum & fair leases: Create standard lease requirements, such as lease renewal terms that are favorable for residents that are likely to face involuntary displacement (offering another one- or two-year terms at renewal or extended notice provisions for lease terminations); inclusion of information about tenant protections as part of lease agreements; and lease materials in tenant's preferred language.

DATA

- Throughout the past two decades, demographics in Hyattsville have shifted, with Hispanic/Latino residents being the primary driver for the population growth. Between 2000 and 2018, Hispanic residents saw an increase of 4,535 new residents, while non-Hispanic residents decreased by 1,059 residents. (Hyattsville Housing Agenda, 2021)

- As of 2018, Hispanic/Latino residents account for about 35% percent of the city's total population share, making it the largest racial or ethnic group in Hyattsville. (Hyattsville Housing Agenda, 2021)

- Notably, while 2 percent of Prince George's County population lives in Hyattsville, 4 percent of Prince George's County's Hispanic residents live in the city. In other words, the city has a disproportionate share of Hispanic residents relative to the rest of the county. The high share of Hispanic residents in Hyattsville is not mirrored in nearby cities such as College Park and Takoma Park. (Hyattsville Housing Agenda, 2021)

- Homeownership by race and ethnicity From 2010 to 2018, Hyattsville's homeownership rate between white, black and Hispanic households has widened. From 2010 to 2018, white homeownership rate has increased from 70 percent to 77 percent, while Hispanic homeownership rate had a sharp decline from 59 percent to 28 percent. During this time period, black or African American households have maintained a homeownership rate of 36 percent. (Hyattsville Housing Agenda, 2021)

- Hyattsville's Black homeownership rate (36 percent) is slightly lower than College Park (39 percent) and Prince George's County (61 percent), but higher than Takoma Park (21 percent). (Hyattsville Housing Agenda, 2021)

- A household that pays more than 30 percent of their gross income on housing is considered "cost burdened." If they pay more than 50 percent of their gross income on housing, they are considered "severely cost-burdened." Overwhelmingly, lower-income households in Hyattsville experience cost-burdens at higher rates and more severely compared to moderate- and higher-income households. (Hyattsville Housing Agenda, 2021)

- Nine out of ten households making less than $20,000 annually are cost-burdened, and most of these households (73 percent) are severely cost-burdened. (Hyattsville Housing Agenda, 2021)

- Renters living in Hyattsville are more likely to experience cost-burdens than homeowners with a mortgage. In 2018, 43 percent of renters were cost-burdened compared with 31 percent of homeowners. (Hyattsville Housing Agenda, 2021)

- Publicly assisted housing typically serves households earning less than 80 percent of area median income (roughly $80,000 for a family of four in the region, based on HUD-defined income

limits). This type of housing represents a small number of rental units in Hyattsville: 248 total units at three properties. (Hyattsville Housing Agenda, 2021)

- The region's number of persons experiencing homelessness increased by 1,339 persons from 2022, an 18 percent increase from the 2022 enumeration. (Homelessness in the Metropolitan Washington Region Point in Time Count, 2023)

CASE STUDIES AND BEST PRACTICES

- NCCF Celebrates the Opening of its Newest Affordable Housing Program in the City of Takoma Park, MD. - NCCF Cares (nccf-cares.org)
- Hope Village | The Neighborhood Design Center (ndc-md.org)
- Edmonston-BP-Preserving-Existing-Affordable-Housing.pdf (maryland.gov)
- Missing Middle Housing - Prince George's County Planning Department (pgplanning.org)

TRANSPORTATION

BACKGROUND

Equity in transportation refers to the goal of providing the same access to affordable and reliable transportation to everyone. (An equitable transportation system is one that provides affordable transportation, creates quality jobs, promotes safe and inclusive communities, and focuses on results that benefit all. It strengthens the economy by ensuring that all people—regardless of race, income, or ability—can connect to the education and work opportunities they need to participate in and contribute to society and the economy. (US Department of Transportation, 2023).

Transportation equity is also about who can participate in decisions about service and infrastructure. Historical context is necessary to advance transportation equity. Transportation policy in the U.S. has historically created racialized disparities through the construction of highways and urban development projects which frequently targeted minority neighborhoods, as well as unequal funding allocation and discriminatory practices in public transit. Coordination and cooperation between local, State and Federal entities is essential to pro-equity outcomes.(Hopkins Bloomberg Public Health Magazine, 2020)

ASSETS

- Located at intersection of three major corridors
    - Hyattsville Crossing (formerly Prince George's Plaza)
    - West Hyattsville
    - The Gateway Arts District
- Served by two Metrorail stations, West Hyattsville and Hyattsville Crossing, a MARC station in adjacent Riverdale Park, and more than a dozen bus routes including TheBus, bike-share, and Call-a-Bus service

The City completed a transportation study in 2018 which provides perspective on the City's transportation posture and conceives of six goals and nine strategies which will have a significant impact on transportation and mobility access and thereby equity in the city.

- Several infrastructure improvements and active street projects underway
- Trolley Trail completion
- Transit-oriented development
- The City submitted a letter to the Washington Metropolitan Area Transit Authority opposing the proposed FY2024 budget cuts to yellow line on the basis that it may be detrimental to residents and business development
- 2022 ARPA Proposal for an update to the 2018 Circulator Feasibility study
- Maryland House and Senate Pass SB23 Transportation Equity Act
- Department of Public Works has begun the cool green bus shelters Capital Improvement Project to improve 10 bus shelters within the City

GAPS

- The City has limited influence on Metro's land use decisions and does not own many of the roads where complaints are made. However there is an opportunity for increased resident education regarding multi-modal transportation options.

- While the City has taken strides in advancing transit-oriented development, housing near Metro stations is still out of the price range for many low to mid-income residents.

- Potential challenges to evacuating lower-income individuals during natural disasters.
- Challenges to individual mobility (walking, using a wheelchair or other forms of mobility assistance):
    - Absent, incomplete or broken sidewalks (East-West Highway)
    - Lacking pedestrian facilities
    - Crosswalk issues at intersections
    - Problems at bus stops
- Challenges for People Biking
    - The City has more than 31 miles of bike paths. Most of these bike paths are in good shape. However, certain one-way streets can make biking or walking a bit complicated, especially in downtown Hyattsville
    - Some roads that are tough for walking or biking or act as barriers to these modes of transportation
- Challenges for People Driving
    - Traffic can be a problem in Hyattsville, especially during busy times. The main roads like Baltimore Avenue, Queens Chapel Road, Adelphi Road, and East-West Highway allow a good flow of traffic, but during peak hours, there can be delays at certain points
- Challenges for People Using Mass Transportation
    - The city struggles with unreliable bus service and faces challenges in effectively communicating with the transit provider.
    - An analysis by Maryland Transportation Planning Board indicates that even though 60% of the Capital population lives near a fixed bus route, only 35% of them have buses arriving every 15 minutes during busy times. (National Capital Region Transportation Planning Board Bus Transit Service Equity Analysis and Webmap – 2022)
    - TheBus in Prince George's operates on a limited schedule which conflicts with the needs of shift workers, potentially forcing the service class to the outskirts of the metro area.

      (Hyattsville Transportation Study, 2018)

NEXT STEPS

The following Transportation recommendations are intended to promote the community level desired results of *Reliable Transportation* and *Meaningful Work and Wealth* as vital conditions. The recommendations are grouped as they relate to transportation policy decision centering equity and using equity centered data and exploring opportunities for collective organizing and advocacy.

Short- range Recommendations

Transportation policy decisions should center equity, using equity-driven data.

- Include an equity component and disaggregated quantitative and qualitative data in the updated Circulator feasibility study and the City's emergency preparedness plan.

- Conduct an equity analysis of the existing policy for promoting residents' reporting of issues and concerns, with emphasis on access (e.g., walkways, bikeways, bus stops, streets and requesting traffic calming measures that take into account the unique needs of apartment dwellers).
- Facilitate equity-centered visioning for mass transit in HVL and community engagement regarding collection of Hyattsville residents' and business owners' transit needs.

Explore opportunities for collective organizing and advocacy

- Collaborate with Route 1 and East-West Highway, Hamilton St. corridors, as well as grassroots organizing groups and coalitions, to advocate to transit providers about transportation equity needs.
- Liaise with other city committees working on linked issues (e.g., Environment Committee, Youth Advisory Committee, Planning Committee, Hyattsville Aging in Place) and collaborate with City housing on transit-oriented development projects to ensure connectivity projects benefit communities of color and other historically underserved communities to improve transportation options.

Mid-range Recommendations

Transportation policy decisions should center equity, using equity-driven data

- Benchmark existing best practices in equity and transportation and conduct a gap analysis with existing 2018 Transportation Plan projects to understand the prioritization of investments and impacts of future recommendations and strategies
- Explore opportunities to decrease costs and increase access to transit, as informed by communities. Examples:
    - DASH bus system (Northern Virginia) offering free bus fares for lower-income riders
    - City of Takoma Park (Maryland) Bus Improvement Project (prioritization using equity data)
    - Subsidized or free passes for Bikeshares
    - University of Maryland Shuttle pass to PGCC students who are HVL residents

Long-range Recommendations

N/A

DATA

- Hyattsville has experienced considerable growth over the past twenty-six years. Much of that growth has occurred around in two areas: around the Prince George's Plaza Metro station, which has become a hub for shopping, offices, and multi-family housing; and the Gateway Arts District along Baltimore Avenue (Route 1) (Hyattsville Transportation Study, 2018)

- Most employed residents continue to commute to jobs outside the City. From 2002 to 2015, the percentage of residents who both live and work in the City decreased from 4.7% to 2.5%, according to the American Community Survey. (Hyattsville Transportation Study, 2018)

- As of 2015, the largest destinations for residents commuting out of Hyattsville for work are Washington, DC (38.7%); three communities in Maryland, College Park (4.4%), Bethesda (2.8%), and Silver Spring (2.4%); and Arlington, VA (2.0%). (Hyattsville Transportation Study, 2018)

- The average number of cars per household is lower in Hyattsville than the national average, and car ownership rates appear to be declining: in 2016, 60% of Hyattsville households have had access to one or no vehicles, compared to 55% in 2010. Hyattsville residents' active

transportation habits have changed during the same period. More City residents are walking to work; 5% walked in 2016, compared to 3% in 2010. Bicycling habits remained consistent at 3.5%. At the same time, more residents are driving to work (52.5% compared to 49%), fewer are taking transit (31% to 26.9%), and fewer are carpooling (13.8% to 11.5%). (Hyattsville Transportation Study, 2018)

CASE STUDIES AND BEST PRACTICES

- The City's Community and Economic Development Team has created GIS maps to improve the process of citizen engagement by making demographic and other information accessible and interactive. For example, the maps include spatial data about Hyattsville's residents, wards, schools, bicycling, and parking.
- See Hyattsville Transportation Study and Hyattsville Circulator Feasibility Study for more data.
- Takoma Park Bus Improvement Project (prioritization using equity data)

JOBS AND ECONOMIC PROSPERITY

BACKGROUND

The previous draft of the Equity Plan cited jobs as one of the top issues for low- to moderate-income families in Hyattsville. These updates broaden the scope of 'jobs' to explicitly include all avenues of access to economic prosperity, including support for Hyattsville small businesses. Access to jobs, fair wages, and opportunities for wealth-building is important. The historical context of racial disenfranchisement in the U.S has created significant barriers to wealth and prosperity outcomes for historically marginalized groups and are exacerbated by the effects of the Covid-19 Pandemic (MWCOG Region United Framework, 2021).

This history requires municipal government to use a racial equity lens in solving these complex issues. According to the MWCOG 2019 Baseline Study, the region's general affluence masks entrenched inequities in communities with high concentrations of poverty and unemployment and low-wage jobs". (MWCOG Region Forward Baseline Progress Report, 2019). To combat this, the Metropolitan Washington Council of Governments has implemented the Region Forward and Region United Plans, which describe the National Capital Region's vision for making the region an attractive place to live, work, and play while addressing four main interconnected regional challenges: economic growth, equity, aging infrastructure, and a healthy environment.

ASSETS

- Covid-19 Pandemic emergency relief efforts
    - Individual & Family Emergency Relief Programs ($1M)
    - Small Business & Non-Profit Emergency Relief Programs ($900,000.00)
- Existing partnerships advancing workforce development:
    - Partnership with Employ Prince George's
        - ex. Spanish Language Job Fair hosted in partnership with PGC and HVL Community Service Dept. in 2022
    - Partnerships with Prince George's Community College (PGCC)
- City and County-wide youth engagement initiatives
    - Collaboration with Prince George's County to hire Summer Youth Employment Program students within the City of Hyattsville
    - Community Services Youth Job- skills Training Program launched 2023
    - PGCC partnership allowing Northwestern High school students to take cost-free Community College classes and continuing education courses
- Extensive resident and stakeholder input of City action ready plans, including the 2022-2026 City of Hyattsville Strategic Plan

- Community and Economic Development Reports, Business Roundtable and events with a focus on diversity, inclusion and equitable business opportunities:
    - Ex: June 2023 Business Roundtable " What Can CDFI's' Do for You" in collaboration with partners such as the Latino Economic Development Fund (LEDC)
    - Ex. August 2023 Minority Business Enterprise Certification Seminar

GAPS

- Limited data collection and the disaggregation of that data. More information is needed to understand the current landscape of Minority and Women Business Enterprises (MWBE's) in Hyattsville and how the city can support them
- Enhanced focus in city programming, connecting residents to job development training especially for apprenticeships and kill building for traditionally 'blue- collar' jobs
- Youth employment initiatives exist, but there is more needed, like expanded collaboration with partners like Employ Prince George's. Prince George's County, Prince George's County Schools, to provide youth-focused workforce development programs.
- Stronger partnerships with the University of Maryland and Prince George's Community College could develop a pipeline of Hyattsville specific local talent

NEXT STEPS

The following Jobs and Economic Prosperity recommendations are intended to promote the community-level desired results *of Life Long Learning and Meaningful Work and Wealth* as vital conditions. The recommendations are grouped as they relate to *City of Hyattsville hiring, promotion and retention*, *Small Business Support*, and *Workforce Planning and Job Training*

Short-range Recommendations

City of Hyattsville hiring, promotion and retention

- the City of Hyattsville Human Resources Department should adopt a racial equity strategy that supports continued racial equity diversity and inclusion initiatives in its hiring, promotion and retention practices and policies (ex. practices to Advance racial equity in Workforce Planning (ca.gov))
- In advisement from the City's legal team, expand data collection in business licensing and city-sponsored programs to include racial demographic data to support equity analysis of programs

Workforce planning and job training

- Expand workforce development and job training programs in alignment with best practices , with an emphasis on outreach and engagement with those living within under-resourced Equity Emphasis Area (EEAs)

- Bridge the digital divide by ensuring a racial equity lens in the implementation of the Public Wi-fi study (2023 ARPA Proposal), with a focus on impact to West Hyattsville and EEAS

Mid Range Recommendations

Workforce planning and job training

Expand data collection in business licensing and city-sponsored programs to include racial demographic data to support equity analysis of programs.

Long Range Recommendations

Workforce planning and job training

- Establish a telework center for HVL residents (repurpose City facility or identify facility business or nonprofit)

DATA

- Comparison of Median household incomes (US Census, 2021):
    - City of Hyattsville: $73,247
    - Gateway Arts District: $90,529
    - Hyattsville Crossing: $76,381
    - West Hyattsville: $58,534

- Metropolitan Washington Council of Governments has implemented the Region Forward and Region United Plans, which describe the National Capital Region's vision for making the region an attractive place to live, work, and play while addressing four main interconnected regional challenges: economic growth, equity, aging infrastructure, and a healthy environment. The vision is for this to be a reality by 2030

- The Region United Plan designates Equity Emphasis Areas (EEAs)— a regional planning concept adopted in 2021 by the COG Board of Directors to elevate equity and inform future growth and investment decisions. As of a 2022 update, 364 of the region's more than 1,300 census tracts are identified as EEAs, meaning they have high concentrations of low-income individuals and/or traditionally disadvantaged racial and ethnic population groups. Three of these EEA's are located within in the city of Hyattsville. Includes Census Tracts: #8059.08, #8060 and #8061.and #8065.01
    - All Hyattsville EEA's are above the regional average number of Hispanic people
    - At least one Hyattsville EEA is above the regional average of African Americans in the region
    - All Hyattsville EEA's are above the regional average for people considered low -income in the region
    - At least two are hot spots for limited English proficiency

- At least two have 20% or more of the population with a high-school diploma or less

CASE STUDIES AND BEST PRACTICES

N/A

ACCESS FOR PEOPLE WITH DISABILITIES

BACKGROUND

People with Disabilities refers to individuals who have physical, sensory, cognitive, or intellectual conditions that may hinder their full and equal participation in various aspects of life. Disabilities can be permanent, temporary, or situational and they may impact a person's mobility, communication, learning and work. Vulnerable populations include individuals who are at greater risk of poor physical and social health status. Some variables that might contribute to vulnerability include: Seniors status of age 65 and older (65+), English proficiency, living below the poverty level, status of race and ethnicity, accessing fee and reduced lunches, residence in group quarters (e.g., senior housing) and limited transportation access Disability status can intersect with aspects of vulnerability which can create unique and compounding negative effects on health outcomes as a result of systems.

ASSETS

- City provides interpreters and captioning at request
- City has a full-time Aging and Wellness Services Manager
- All transportation services including Call-A-Bus are ADA- compliant and accessible
- 2012 ADA Transition Plan
  - The plan provides a thorough overview of physical barriers in city spaces that are not in compliance with the Americans with Disabilities Act, providing specific improvements and budgetary estimates to address these barriers.
  - Also included in the plan are eight best practices the city could implement to be responsive to resident needs.
  - The plan to achieve ADA requirements is noted on the city's website.
- The city provides many relevant trainings to staff persons, including:
  - Autism Awareness
  - Dementia Awareness
  - Mental Health Awareness (annually)
  - 2023 Disability Awareness Staff-training program
- Hyattsville Age-Friendly Action Plan
- Hyattsville Vulnerable Populations Analysis
- City has fired Full-time Emergency Operations Manager

GAPS

- Regarding affordable housing for people with disabilities, developers lack incentives to build housing that is both affordable and accessible.
- The 2012 ADA Transition Plan does not address vision, hearing, or cognitive disabilities in relation to public services
- Emergency notifications go out only via text or email, which does not reach residents without cell phones or email access
- Even if seniors and people with disabilities receive emergency notifications, they may not have the capability of moving to a safer location or accessing services

- Transportation services require residents to be able to get from their door to the curb (or further, in the case of traditional bus service) for pick-up. The capacity of City staffing allows for drivers, but not the required aides for this type of assistance

- The most recent Survey on Senior and Disabilities is from 2015

Next Steps

The following equity recommendations for People with Disabilities and Vulnerable Populations are intended to promote the community-level desired results *of Basic Needs for Health and Safety*, *Belonging & Civic Engagement, Reliable Transportation and Meaningful Work and Wealth* as vital conditions. The recommendations are grouped as they relate *to City of Hyattsville ADA Accessibility* and *Compliance and Improving Accessibility of City Services, Physical Access, Parks and Programs.*

Short Range Recommendations

ADA Accessibility and Compliance

- Enlist people with the lived experience of having disabilities to help the City implement improvements, create and deliver trainings, etc. through means such as email distribution lists or the formation of focus -groups for input.

Improving Accessibility of City Services, Physical Access, Parks and Programs

- The city should create and make available a Public Services Self-Evaluation to address accessibility for vision, hearing, and cognitive disabilities.
- The city should verify that its website and other communications are accessible, and that alt. text is available for all images. including 508 compliance for digital resources (for example, colors to indicate meaning). This is inline with current Communications Department goals of compliance with 2024 updates to Federal ADA guidelines on websites.
- Aligned with the Age Friendly Action Plan, “Create a phone line with recorded messages about how to pursue services in city and county” (page 44).
- The City should advocate with the county to get acce78ssible bike shares and shared scooters. (MBikes and Capital BikeShare have examples of accessible bike shares).

Mid Range Recommendations

ADA Accessibility and Compliance

- Conduct a reassessment of the 2012 ADA Transition Plan to identify progress and relevant next steps.
- Explore hiring a full-time or contracted ADA compliance officer.

Improving Accessibility of City Services, Physical Access, Parks and Programs

- When redesigning playgrounds, the city should continue to prioritize the use of universal design so they can be accessed by children with disabilities.

Long Range Recommendations

- Long-range initiatives should be implemented in accordance with short and mid-range recommendations.

DATA

- As of the City of Hyattsville 2015 Senior and Disability Services Survey:
  - 7% of City residents are seniors age 65 or older
  - Just over 8% of residents have a disability.
- These groups have significant overlap, as 42% of senior residents have a disability. And combined both groups comprise 13% of residents
- As of the 2018 Resident Satisfaction Survey:
  - Satisfaction with Park Services
    - Parks in the City were given the highest satisfaction rating under Park Services., however residents were least satisfied with accessibility of parks and playgrounds for people with disabilities
  - Satisfaction with Programs & Events
    - Residents surveyed who had an opinion, were satisfied with the number of City events & celebrations and with the quality of City of those events .However, residents were least satisfied the City's programs and services for people with disabilities

CASE STUDIES

Accessible Cities — Great Lakes ADA Center (adagreatlakes.org)

Planning for People with Disabilities and Others with Access and Functional Needs Toolkit Web Release.pdf (maryland.gov)

CROSS-SECTOR RECOMMENDATIONS

In the 2024 Updated Race and Equity Plan, the taskforce has developed equity recommendations regarding Community Engagement, Community Safety and Policing, Housing, Jobs and Economic Prosperity, Transportation and Access for People with Disabilities. However, there were overarching recommendations, that if implemented would promote the rapid operationalizing of racial equity for the mayor, council and staff persons. These cross-sector recommendations align with the community-level desired result of encouraging *Belonging and Civic Muscle*. The implementation of these recommendations will continue to build a strong foundation for equity work in the years to come.

ASSETS

- GARE Membership and 2022-2023 DMV Learning Cohort Staff participation
- MWCOG Chief Equity Officer Committee Membership
- Racial Equity Officer hired in 2021
- Development of ARPA Equity Rubric in 2023

GAPS

- Inconsistent use of Racial Equity Impact Analysis
- Limited availability of disaggregated City-level data
- Limited coordination between City, County and State on Racial Equity strategies

NEXT STEPS

The following cross-departmental and legislative recommendations are intended to promote the community level desired results of *Belonging & Civic Muscle* as a vital condition

Short- range Recommendations

- The City Council should adopt a Hyattsville Vision Statement for Racial Equity
    - RETF should lead the development of a clearly defined vision for racial equity and conduct the community engagement necessary to co-produce this vision with residents and stakeholders.
    - Continue developing the racial and social equity landing page on the City website to include documentation of City of Hyattsville's Racial Equity history and timeline.
- Policy solutions should be informed by an analysis of race by adding Equity Impact Analysis to Council Motion cover page to ensure that relevant legislative and administrative initiatives considers potential equity impact as appropriate.
- Explore review and revision of the City charter for racial and social equity.

Mid-range Recommendations

- Drive collection of population level disaggregated data on race, ethnicity, gender, geography, income for city-wide programs and services as possible.
- Create opportunities to increase access to co-production and decision-making for residents by:
    - developing trainings for committee members, council members, and community members on the roles and functions of state, county and local government
    - creating more formalized pathways to advocacy with Prince George's County and the State of Maryland
- Hire a Program Evaluation/Data Analyst position.

Long-range recommendations

- Reevaluate Equity Plan on a 3–5-year cycle in dialogue with the City of Hyattsville Strategic Plan.

CONCLUSION

The 2024 updated equity plan stands as a testament not only to the dedication of the 2018-2024 Race and Equity Task Force Committee members but also to the groundwork laid by the City of Hyattsville Council, Mayor and staff, neighboring jurisdictions within the Metropolitan Washington Region, and the Nation at large.

The social and cultural landscape of our communities has undergone significant transformations since the inception of this plan in 2019. From the onset of a Global Pandemic and the ensuing COVID-19 health emergency exacerbating existing health disparities to the 2020 murder of George Floyd in police-custody and the subsequent uprisings and political responses during the Summer of 2020, the repeal of Roe v. Wade, rollbacks of affirmative action by the supreme court, and hundreds of pieces of legislation attacking LGBTQ people, racial, gender and social equity is paramount to considerations of government. It is also significant that any strides in equity efforts made in 2020 are facing backlash across education, the private sector, and government through anti-equity efforts and legislation. Historical context profoundly shapes our present reality.

It is within this context that the Race and Equity Task Force urges the City of Hyattsville Mayor and Council to continue prioritizing racial and social equity urgently, utilizing targeted universalism and aligning with The GARE National Network. As we draw to a close, the diligent efforts of the City of Hyattsville's Race and Equity Task Force, members have provided a comprehensive evaluation of the challenges facing our community regarding race, ethnicity, socioeconomic status, and ability.

Engaging with community speakers and conducting thorough research has yielded valuable insights into both strengths and shortcomings of our city's policies, programs, and services. While recognizing the commendable commitment of the City and local organizations to address these issues, our Equity Plan underscores the imperative for continuous growth and enhancement to uphold Hyattsville's commitment to inclusivity and diversity. Central to any racial equity lens are two key questions: first, the question of **"who is most burdened" by policy decisions?** Deeply considering the impact of policy, programs, and procedures on historically marginalized communities. The second key question is one of **" who in our community is included in co-producing these outcomes?"**. Moving forward, the next steps involve robust community engagement with City of Hyattsville residents to finalize this plan and develop a vision for racial equity to move this work forward.

In closing, we want to thank everyone who generously contributed to the previous and current iterations of this equity draft plan; including members of the Race and Equity Task Force who served on the committee up until this time.

Current Committee Members

- Alicia Freemyn
- Daniel Amador
- Jennifer Gafford
- Jocelyn Medallo
- Idara Akpan
- Nykia Smith
- Rosheen Kabrajii

Former Committee Members

- Malcolm Clarke
- Daniel Vallejos- Avilla
- Jeannette Soon-Ludds
- Cindy Zork

- Shannon Wyss
- Chuck Perry
- Ife Floyd
- Deyo Johnson
- Jessica Arends
- Andrea Dargin
- Ana Valdez

Taskforce members who drafted the 2019 plan invited guests to speak to the Task Force in-person to provide background knowledge that was foundational to the development of the Equity Plan. Those committee members who drafted the 2024 updated plan also relied on the expertise of staff and community members for updates. We are grateful for all who have contributed.

Speakers include:

- Mark Burke, Owner, Streetcar 82
- Maryann Dillon, Executive Director for Housing Initiative Partnership
- Merritt Groeschel, Founder and President, Solutions in Hometown Connections
- Jonathan Hutto, Community Organizer – Empower DC
- Joe Ludes, Educator (special education, outdoor education, urban gardening)
- Sara McDonough, Transition ESL Coordinator, Prince Georges County Community College
- Pastor Perrin Rogers, The Triumphant Church
- Stephanie Roodman, Senior Project Manager/Legal Counsel for Montgomery Housing Partnership.
- Rodrigo Stein, Health Promotion Manager, La Clinica del Pueblo
- Lisa Walker, Chair of the City's Age Friendly Initiative Workgroup, member of Hyattsville Aging in
- Place (HAP), and former Hyattsville City Councilmember
- Former Mayor Candace B. Hollingsworth, City of Hyattsville
- Former Police Chief Amal Awad, Hyattsville Police Department
- Lieutenant Samuel Alexander, Hyattsville Police Department
- Jim Chandler, Former Hyattsville Assistant City Administrator and Director of Community and Economic
- Lieutenant Frank DonBullion, Hyattsville Police Department
- Doug Holland, Former Police Chief, Hyattsville Police Department
- Jake Rollow, Former Hyattsville Director of Community Services
- Vivian Snellman, Former Hyattsville Director of Human Resources
- Hyattsville Chief of Police Jarod Towers
- Holly Simmons, Former Community and Economic Development Director
- Sandra Shepard, Community Services Director
- Marci Lefever, Aging and Wellness Services Manager

Finally we want to thank:

- Current Council Liaisons Eduard Haba and Michelle Lee
- Former Council Liaisons Mayor Robert Croslin and Council Member Rommel Sandino
- City Administrator ,Tracey E. Douglas,
- Deputy City Administrator Laura Reams
- Staff Liaison and Equity Officer, Shakira Louimarre
- Chief of Police, Jarod Towers
- Deputy Chief of Police, Laura Lanham
- Interim Director of Community, Business and Economic Development and City Panner, Jeff Ulysse

- Business and Economic Development Coordinator, Renee Harris
- Housing Manager, David Cristeal
- Community Services Director, Sandra Shepard,
- Aging and Wellness Services Manager, Marci Lefever
- Communications Manager, Cindy Zork
- All Hyattsville residents who participated in community engagement efforts especially Mr. Marshall and Mr. Chuck Perry, whose consistent participation in RETF committee meetings has helped to drive this work forward

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