PLAN HILLSBOROUGH
NONDISCRIMINATION & EQUITY PLAN
CITIZEN’S GUIDE
Planning for an equitable future together
The Hillsborough TPO is proud to recognize the role that transportation can play in improving the lives of all our community members. With this update of our Nondiscrimination Plan, we acknowledge the legacy of decisions of the past, and commit to do better than simply eschew further harm. Our vision is a well-connected, prosperous, and equitable community with healthy, safe mobility choices for all. Transportation planning can and should shine a light on human dignity in our community’s infrastructure investment decision-making. This plan, adopted by unanimous vote of the TPO in 2021, points the way forward.

Sincerely,

Beth Alden
Beth Alden, AICP
Executive Director
Hillsborough TPO
Plan Hillsborough’s Transportation Planning Organization (TPO) introduced its Nondiscrimination and Equity Plan to demonstrate compliance with a variety of legislations, such as the Civil Rights Act of 1964 and the Americans with Disabilities Act (ADA), that make it illegal to discriminate on the basis of race, ethnicity, nation of origin, age, disability, sex, sexual orientation, and English language proficiency.

This Citizen’s Guide explains the major sections of the Nondiscrimination & Equity Plan 2021 update, adopted by the TPO August 2021, and highlights key findings.

Major Sections of the 2021 Nondiscrimination & Equity Plan

- Part I: Title VI and Nondiscrimination Components
- Part II: Equity Work in TPO Program Areas
- Part III: Equity Work in Planning Commission Program Areas
- Part IV: Equity Definition & Framework
- Part V: History of Discriminatory Planning in Hillsborough County
- Part VI: Public Engagement for the Nondiscrimination & Equity Plan
- Part VII: Recommendations for Advancing Nondiscrimination and Equity

What’s New In the 2021 Plan?

- Comprehensive and community planning as well as agency internal procedures
- Utilizes an Equity Framework
- New mapping techniques to improve our understanding of underserved communities
- Implementation of a proactive public engagement process to guide the plan
- The History of Discriminatory Planning Report
- Specific recommendations which can be tracked over time

Read the full plan at planhillsborough.org/nondiscrim-plan
Plan Hillsborough’s equity approach involves five components of Equity and Justice: Distributive Justice (Fairly Distribute), Recognition (Acknowledge), Interactional Justice (Engage), Care & Repair, and Procedural Justice (Evaluate). Integrating these components of equity into our plans and processes will help Plan Hillsborough contribute to the improvement of the quality of life of all residents of Hillsborough County, particularly for the most underserved citizens and communities.

The above five-component framework was proposed by Propositions for More Just Urban Public Spaces by Setha Lowe and Kurt Iveson and their predecessors including David Schlosberg, John Rawls and others. See page 111 of the Nondiscrimination and Equity Plan for more information.
The following are key recommendations Plan Hillsborough identified based on community, staff and expert feedback.

**Equity Recommendations continued**

**Equity Approach Focus Areas**

- Fairly Distribute
- Acknowledge
- Engage
- Care and Repair
- Evaluate

**Ways We Apply our Equity Approach**

**AGENCYWIDE**

- Diversify staff through improved hiring policies.
- Tailor public engagement methods to reach underserved communities.
- Coordinate with other jurisdictions to tackle complex equity issues.

**TRANSPORTATION PLANNING ORGANIZATION**

- Expand consideration of benefits and burdens in transportation plans.
- Prioritize projects in low-income areas and communities of color.
- Continue to focus the Vision Zero Program on infrastructure and design.
- Expand community representation on TPO advisory committees.
- Continue to prioritize affordable, safe, quality multimodal transportation options.

**COMPREHENSIVE PLANNING**

- Continue to study existing housing and access inequities.
- Evaluate impact of comprehensive plans on underserved communities.
- Add policies into comprehensive plans to address the needs of underserved.
- Support Land Development Code enhancement.
HOW DID WE GET HERE?

HISTORY OF DISCRIMINATORY PLANNING IN HILLSBOROUGH COUNTY

1908
The Tampa-based White Municipal Party (WMP) rose to prominence in Florida winning the Tampa mayor's office with D.B. McKay (left). All mayors of Tampa were WMP members until Curtis Hixon's (right) death in 1956.

1933
Homeowners Loan Corporation (HOLC) produced “redline” maps showing where mortgages would and would not be provided.

1941
The Tampa Major Street Plan, Tampa’s first city street plan, proposed the future location of I-275 through the predominantly African-American Central Ave. Business District.

1942
Tampa’s first Zoning Plan shifts communities of color outside of the city, solidifying single-family zoning as exclusionary.

1949
Federal Housing Act provided funding for “slum” clearance, used locally to remove several communities of color in the county.

1956
Federal Aid Highway Act provided funding for interstate highway construction. Locally chosen routes for I-275 and I-4 would impact several Black and Latino neighborhoods.

1960
Progress Village founded as first African American suburb; many displaced people would end up here.

1964
The Civil Rights Act passes, outlawing discrimination on the basis of race, color or national origin and regulating recipients of federal funds like the Transportation Planning Organization (TPO).
How did we get here? continued

MAKING THINGS RIGHT FOR EVERYONE

After the Civil Rights Acts of 1964 and 1968, Federal legislation added other classes of individuals to the list of protected groups such as people with disabilities and sex. These acts and orders, like the Civil Rights Acts, were often passed in the wake of their own movements for civil rights in the face of injustice. Plan Hillsborough recognizes it is imperative that we recognize and reflect upon these movements, and the legacy they left for civil rights in this country, as we move towards addressing the remnants of our discriminatory past and chart a path for a more equitable and just future.

1990
The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination based on disability in several areas, including employment, transportation, public accommodations, communications and access to state and local government programs and services.

2000
Titled “Improving Access to Services for Persons with Limited English Proficiency,” Executive Order 13166 requires Federal agencies to “examine the services they provide, identify any need for services to those with limited English proficiency, and develop and implement a system to provide those services so LEP persons can have meaningful access to them. and without unduly burdening, the fundamental mission of the agency.”

2021
The Executive Order on Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis directs Federal agencies to take action to address policies that conflict with national objectives to improve public health and the environment. The act also requires Federal agencies: ensure access to clean air and water; limit exposure to dangerous chemicals and pesticides; hold polluters accountable, including those who disproportionately harm communities of color and low-income communities; reduce greenhouse gas emissions; bolster resilience to the impacts of climate change; restore and expand our national treasures and monuments; and prioritize both environmental justice and employment.
Nondiscrimination compliance alone has failed to significantly impact the quality of life of underserved communities as a whole, particularly Black and Latino communities. This map shows what current conditions look like partly because of redlining policies of the past.
When comparing the location of where people of color live in the map on the left, you can see that the residential settlement patterns of people by race and ethnicity persist today. We can also see that incomes are clearly lower in communities of color.
Plan Hillsborough staff designed a community engagement program as a central component of this Nondiscrimination and Equity plan update, conducting eight weeks of on-street in-person interviews, 515 surveys, and 6 focus groups, each focusing on the experiences of a particular demographic group. The following are some key takeaways from the results.

**TRANSPORTATION**

**Challenges**
- Forced to drive
- Dangerous/unsafe conditions
- Want to walk and bike more

**Solutions**
- Invest in the bus first
- Sidewalks, bike lanes
- Traffic calming; especially speedbumps

**HOUSING**

**Challenges**
- Prices going up while wages are not
- Low-quality homes, issues with litter
- Segregation, gentrification

**Solutions**
- Revitalization, not gentrification
- Better advertisement of existing programs
- New policies and regulations

**COMMUNITY ELEMENTS**

**Challenges**
- Low-quality parks
- Food deserts
- “All the good stuff in white neighborhoods”

**Solutions**
- Density, proximity
- Invest in quality community elements in underserved neighborhoods

**COMMUNITY ENGAGEMENT**

**Challenges**
- Lack of trust in government
- Inaccessible meetings
- Language, processes are inaccessible

**Solutions**
- Meet community where they’re at
- Create genuine relationships
- Ensure true representation
Plan Hillsborough wants to help develop quality communities, but we need you to make it happen! There are many ways to get involved in our planning processes.

Get quick updates! Share thoughts on current topics with our staff and your friends!

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Visit planhillsborough.org/mpo-membership-form to inquire

Contact us with a question or concern
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