

**WE MIGHT EACH BE  
BRIGHT OR STRONG OR  
BOLD. BUT TOGETHER,  
WE CAN BE BRILLIANT.**

**Community Action Planning  
Cafe' Conversation**  
Saturday, August 29, 2015  
10am-3pm



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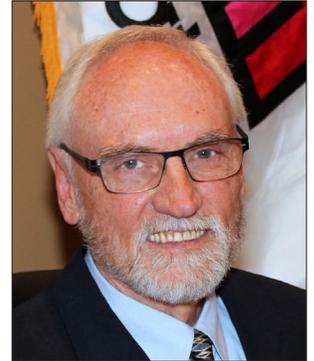


# A LETTER FROM MAYOR JIM BASKETT

August 29, 2015

Dear Friends,

The City of Decatur has a long history of working with citizens to identify and achieve shared goals. Today we expand on that foundation with the formal launch of the citywide, citizen-led initiative, Better Together. Better Together seeks to engage a broader group of voices than ever before to help us move toward something as essential to great cities as smart growth and economic sustainability: a culture of mutual respect, inclusion and equity.



This initiative originated from the hundreds of individuals, including many of you, who participated in Decatur's 2010 Strategic Plan and said repeatedly that diversity and equity were assets that should receive the same care and attention as infrastructure and the tax base. The city commission agrees and we are committed to supporting this principle.

Today we are especially grateful to the 19 members of the Better Together Leadership Circle who have spent nine months shaping a process for engaging the broader community in developing a solid and achievable Community Action Plan by the end of the year. They are identified individually on the back cover of this guide and on [decaturnext.com](http://decaturnext.com). Please make a point to thank them, as Better Together could not have achieved lift-off without their guidance and commitment.

We are also extremely grateful to each of you for the time and thought you are investing in the future of the City of Decatur. Each of you has something important to contribute to this effort, and we look forward to hearing what you have to say.

Sincerely,

Jim Baskett, Mayor

# THE BETTER TOGETHER INITIATIVE

Better Together is an outgrowth of the largest public involvement initiative in Decatur's history: the 2010 Strategic Plan. More than 1,500 individuals weighed in through surveys, town hall meetings and facilitated conversations over a 12-month timeframe. The resulting plan is based on their shared vision for the City and four guiding principles:

**Vision:** The City of Decatur will assure a high quality of life for its residents, businesses and visitors both today and in the future.

**Principle A:** Manage growth while retaining character

**Principle B:** Encourage a diverse & engaged community

**Principle C:** Serve as good stewards of the environment and community resources

**Principle D:** Support a safe, healthy, lifelong community

While it touches on each of the four principles, Better Together was established to respond specifically to Principle B – to encourage a diverse and engaged community. Principle B includes the following goals:

- » Maintain and encourage diversity of race, ethnicity, income, culture, age, family type, and other kinds of diversity
- » Strengthen communication and involvement in and among neighborhoods, city government, volunteer boards and commissions, institutions, community organizations, local businesses, and Decatur as a whole
- » Support, expand, and develop programs, services, events, and opportunities that respond to diverse interests, encourage community interaction, and promote a stronger sense of community
- » Promote a culture of creative innovation and expression

Since the completion of the plan in 2010, the City has accomplished the following tasks related to the goals of Principle B:

- » Established Lifelong Community Advisory Board and created the Lifelong Community Coordinator position
- » Partnered with the Decatur Arts Alliance to host the Sidewalk Saturdays program to provide free street entertainment with a focus on international performers

- » Expanded the annual Martin Luther King, Jr. Day Service Project
- » Launched the Go60+ Shuttle for residents aged 60 and older
- » Expanded Homestead Exemption
- » Began tracking diversity of Decatur 101 participants
- » Incorporated Historic Beacon community exhibits into the new Beacon Municipal Center

The current community action planning process will help the City implement many of the remaining tasks before the next strategic plan in 2020.

The Better Together initiative kicked off in December 2014 when a group of 19 residents, business owners and civic leaders began meeting monthly to envision a process for creating a community action plan. Called the Leadership Circle, this diverse group of women and men had the daunting task of identifying focus areas for a broader community conversation that would ultimately lead to a Community Action Plan.

In addition to Principle B, the Leadership Circle's work was also influenced by several recent trends and events that are directly related to diversity and community engagement:

- » Decatur's population has changed dramatically over a short period of time, becoming significantly less racially and economically diverse.
- » The desirability of City services, the excellent city school system, and outstanding location has caused a surge in housing values, making the City increasingly unaffordable for older residents, young people, and low and middle-income families.
- » Community policing has moved to the forefront as several Decatur residents have reported being targets of racial profiling in their neighborhoods.

Through a series of thoughtful and sometimes difficult discussions, the Leadership Circle ultimately identified three focus areas that addressed both the Strategic Plan's broad directive and the pressing issues the community is currently facing:

- » An Equitable and Inclusive City: Cultivating relationships across differences and creating conditions for all community members to thrive and participate fully in city life. This includes applying an equity lens in matters of leadership and decision-making and conducting community outreach in culturally relevant ways.
- » Racially Just Community Policing: Improving relationships between community members and law enforcement by addressing racism, bias, and privilege to ensure all community members, especially people of color, are treated in a just way with equity and respect.
- » Diverse and Affordable Housing: Preventing displacement of existing residents and supporting the development of a variety of housing types and prices.

In July 2015, the Leadership Circle shifted its focus outward, with an eye toward engaging the larger community in a discussion around these focus areas for the purpose of developing a Community Action Plan for achieving a welcoming, inclusive, and equitable Decatur.

### Timeline

October 6, 2014

Decatur City Commission approves initial phase of Better Together initiative

December 16, 2014

Leadership Circle begins monthly meetings

May 15, 2015

Leadership Circle identifies three focus areas

July 21, 2015

City Commission approves second phase of Better Together

July 31, 2015

Release of the Better Together Community Survey

August 22, 2015

Working Across Differences training session

August 29, 2015

Better Together Community Action Planning Café Conversation

September 1-30, 2015

Independently-hosted community conversations

December 2015 or January 2016

Community Action Plan presented to City Commission



# PREPARING FOR A PRODUCTIVE CONVERSATION

Community conversations bring together old friends and total strangers, people who have many shared interests and people who have absolutely nothing in common. Participants should feel comfortable sharing different perspectives and differences of opinion so long as they do so in a way that enhances the conversation. To help ensure a productive session, please review the Guidelines and Assumptions below.

## GUIDELINES

### Speak from your experience

- » Be honest and willing to share.
- » Speak only for yourself and avoid speaking for others or for an entire group. Use “I” statements.
- » Avoid critiquing others’ experiences; focus on your own experiences.

### Respect the group

- » What you share in the Better Together conversations is honored and respected.
- » Be mindful of the time.
- » If you tend to share a lot, challenge yourself to listen more today.
- » If you tend to remain quiet in group discussions, challenge yourself to speak a little more today.

### Listen to learn

- » Listen with curiosity and the willingness to learn from others and change your mind.
- » Lean into discomfort. Allow yourself to stretch beyond your comfort zone.

### Be aware of your impact

- » Resist the temptation to interrupt.
- » Suspend judgment. Be open to the wisdom in each person’s story.

### Be in good conversation

- » Use the skills that you have to help the whole group have a good conversation. Be courageous.

## ASSUMPTIONS

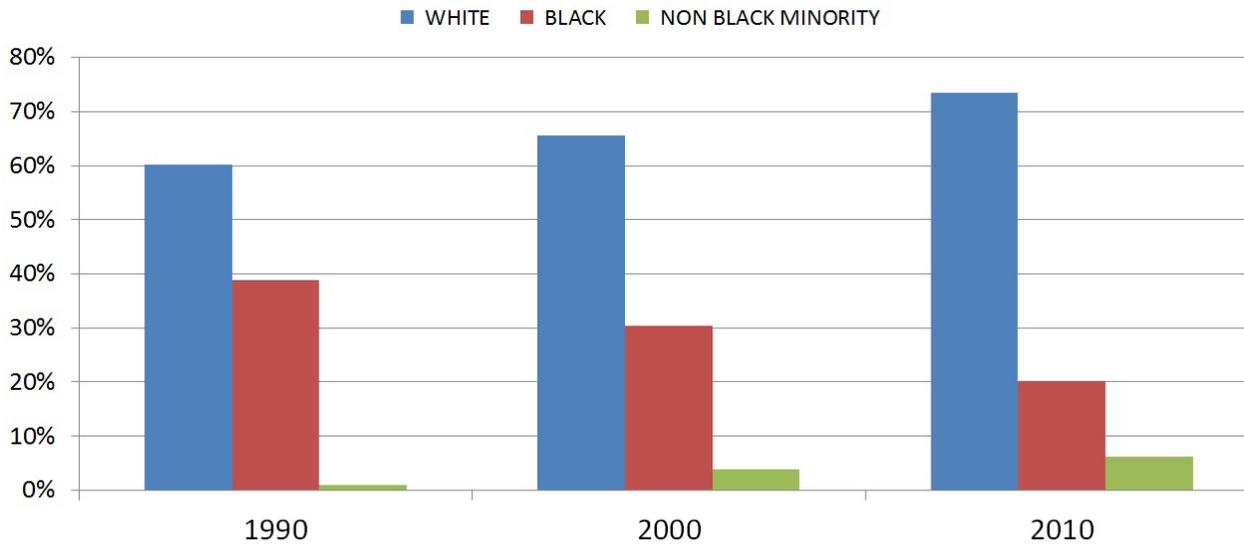
- » Diversity is a valuable community asset.
- » Diversity of input and strategy is essential to yield results that will serve a diverse population.
- » Taking time for people to genuinely connect, learn together and develop relationships can grow trust and generate more effective collaborative action.
- » If people are passionate about something and involved in the creation of the plan, they are more likely to be invested in the implementation of actions.
- » Local government is responsible for representing the interests of citizens from all backgrounds and all walks of life.
- » Trust and cooperation are necessary for positive and productive relationships between citizens and local government.

# DECATUR: YESTERDAY, TODAY, AND TOMORROW

The City of Decatur covers an area of 4.2 square miles and is home to 20,148 people (2013 estimate), up from 18,147 in 2000. In addition to overall growth, the City has experienced dramatic shifts in the make-up of its population, especially in terms of race and income. The charts below illustrate several notable changes over the last several decades.

First, the percentage of African-Americans has decreased from approximately 40 percent of Decatur’s population to approximately 20 percent. The share of white residents has increased by more than 13 percent, and there has been a slight uptick in the percentage of non-black minority residents.

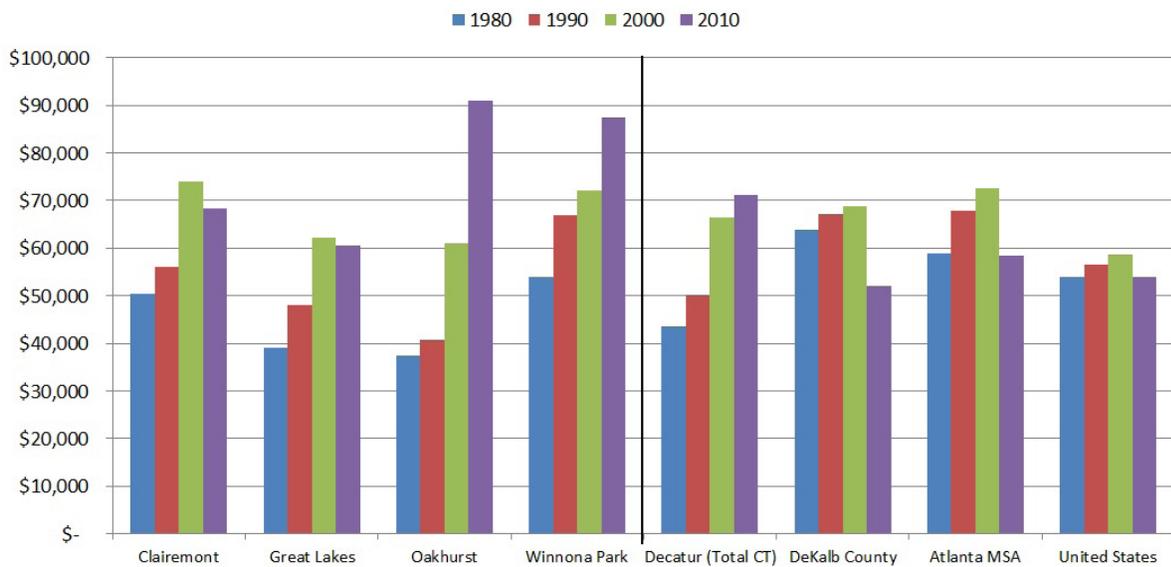
**Share of Population by Race - 1990 to 2010**



SOURCE: FINDINGS ON THE STATE OF DIVERSITY IN DECATUR. 2014

Second, household incomes have risen substantially. The median household income for the City in 1980 was \$44,000. By 2010 it had grown to \$71,000. (Note: Incomes are reported in 2013 dollars.) The most significant increase in household income was seen in Oakhurst, where the median jumped from \$37,000 to \$91,000 over this 40-year period, with the most substantial increase from 2000 to 2010.

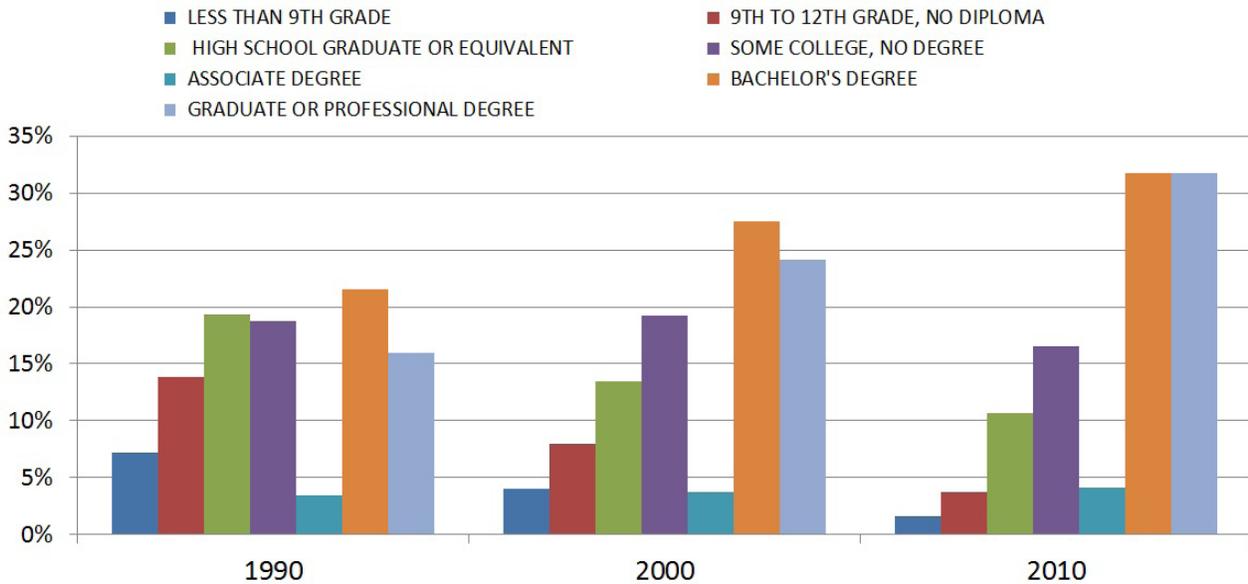
**Median Household Income (2013 Dollars) - 1980 to 2010**



SOURCE: FINDINGS ON THE STATE OF DIVERSITY IN DECATUR. 2014

Related to household income is educational attainment, which also has shifted significantly. In 1990, residents with graduate degrees accounted for just 16 percent of the City's population; in 2010, 32 percent. The percentage of residents who did not pursue education beyond a high school diploma fell from 19 percent to 11 percent.

### Decatur Educational Attainment - 1990 to 2010



SOURCE: FINDINGS ON THE STATE OF DIVERSITY IN DECATUR, 2014

Beyond these changes within the existing City of Decatur, additional growth and change may be possible if potential annexation occurs. If all current plans are adopted, within the next three to four years Decatur will add approximately 1.6 square miles of primarily undeveloped land and about 12,000 residents.

In terms of leadership and paid staff, the City employs 306 individuals, about one-fourth of whom are part-time employees. One hundred and seventy-two (56 percent) of the City's employees are male and 134 (44 percent) female. Sixty-seven percent of City employees are black and 30 percent are white.

The City has 56 available volunteer board and commission positions, seven of which are currently vacant. Of the 49 filled positions, 27 (55 percent) are white males; 18 (37 percent) are white females; three (6 percent) are black males; and one (2 percent) is an Asian male. Vacancies for these positions are announced in The Focus and the City takes statements of interest on a voluntary basis. Based on these statements of interest, the City Commission conducts interviews and then makes appointments.

# THREE ACTION AREAS FOR A DIVERSE AND ENGAGED COMMUNITY

**1.** *An Equitable and Inclusive City: Cultivating relationships across differences and creating conditions for all community members to thrive and participate fully in city life. This includes applying an equity lens in matters of leadership and decision-making and conducting community outreach in culturally relevant ways.*

## Background

Through the hundreds of community meetings, surveys, focus groups, and other opportunities for citizen participation that helped shape the City of Decatur's 2010 Strategic Plan, residents made it clear that encouraging and sustaining a diverse and engaged community was as much a priority as ensuring a strong local economy. They made it equally clear that the scope of diversity should encompass race and ethnicity, sexual orientation, age, beliefs, ability, and income level. What the citizens who participated in the strategic planning process were aiming for through diversity and engagement was an equitable community, which first requires a discussion about equity.

## What is equity?

(Adapted by The Art of Community from *Radical Welcome* by Stephanie Spellers)

Equity is just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential.

Moving towards equity and inclusion in a community requires commitment, practice, and investment. Often it demands that people and organizations unlearn patterns of behavior that have historically kept some people from participating and prospering. Focusing on equity and inclusion fortifies efforts to be welcoming and hospitable while also demonstrating a commitment to doing the personal, interpersonal, institutional, cultural, and systemic work to eliminate historic, systemic barriers that limit the genuine embrace of groups generally marginalized in dominant culture.

## What is an equitable community?

An equitable community is a harmonious, thriving, and resilient community for all of its members. These communities understand that each person brings gifts and perspectives that help the whole community to thrive. In these communities, racial, cultural, and other differences are seen as assets and efforts are made to embrace everyone's voices, presence, and power, with a special commitment to embracing groups who have been marginalized and defined as The Other.

## COMMUNITY VOICES (SOME QUOTES HAVE BEEN EDITED FOR LENGTH)

*"I worry that Decatur's successes will lead to Decatur's failure. My students and their families began to look more and more homogenous. What are we doing to keep our economic and racial diversity? Do the new Decaturites value these things, too? How do we make sure the people who work in Decatur (teachers, firefighters, city workers) can afford to live in Decatur? How can we make sure our elderly citizens don't get pushed out?"*

*"Decatur exerts great effort to being a welcoming and fair city for all. It is a very difficult task, but I think the citizens are willing to try."*

*"Gentrification—hate that term—is shifting the socio-economics of the population away from the "blue-collar" and less materially advantaged citizens, which I find detracts from true diversity."*

*"This concerns me because I want my children to go to school with other races, income levels, family structures, religious beliefs, etc. I'm concerned that Decatur is becoming a bubble of privilege."*

*"You cannot engineer a diverse community."*

*"Unfortunately, I don't think we can rewind the clock and go back to the day where we had vast socioeconomic diversity, that train seems to have left the station. There will be some leveling out of home values of course, but the strength of the schools, the activities, the proximity to the city, etc. are a reality that make this a popular place to live. Therefore, working within the current reality, what can be done to attract more racial and ethnic diversity among those that can afford to move here?"*

The Other is any group that is likely (or would reasonably expect) to experience patterns of historic, systemic oppression and marginalization in the community, especially given the community’s dominant race, culture, language, generation, socioeconomic class, education level, birth country, sexual orientation, and physical ability.

To assess your community and determine the community’s dominant culture, determine which groups of people hold power—that is, the ability to have authority or influence over others, and to have their story, culture, and voice shape the community. These groups are your power center. Which groups do not hold this power? Whose story does not yet shape the history, culture, and identity of the community? These groups are The Other for your community.



	<b>Inviting</b>	<b>Inclusive</b>	<b>Equitable</b>
<b>The Message</b>	“Come, join our community and share our cultural values and heritage.”	“Help us to be diverse.”	“Bring your culture, voice, worldview, lifestyle - your whole self; we want to engage in truly mutual relationship.”
<b>The Goal</b>	Assimilation: community invites new people to enter and adopt dominant identity	Incorporation: community welcomes marginalized groups, but no true shift in community’s cultural identity and practices	Justice: community embodies and expresses the full range of voices and gifts present, including The Other
<b>The Effort</b>	Systems and programs in place to invite and incorporate newcomers into existing structures and identity; rejection or marginalization of those who do not assimilate	Stated commitment to inclusivity, but less attention to ongoing programs, systemic analysis or power; emphasis on individual efforts	Systems and programs in place to invite and welcome people, including those from the margins; to ensure their presence, gifts, and perspective will be visible and valued; and to ensure that these communities, gifts, and values influence the community’s identity, policies, and structures
<b>The Result</b>	Healthy numbers (perhaps with some members who claim marginal identity) but community and its membership is overwhelmingly monocultural	Revolving door, with people coming from margins only to stay on the fringe or leave; community remains monocultural, with some pockets of difference	Transformed and transforming community with open doors and open hearts; different groups share power and shape identity, values, culture, leadership, structures, and policies

## 2. **Racially Just Community Policing: Improving relationships between community members and law enforcement by addressing racism, bias, and privilege to ensure all community members, especially people of color, are treated in a just way with equity and respect.**

### Background

Reports of community racial profiling and race-related police stops have received significantly more notice nationwide since 2009 when Harvard University professor and television personality Henry Louis Gates was arrested by Cambridge, Massachusetts police officers for breaking into his own home after he had locked himself outside. Since that time other arrests and police stops that appeared to have been racially motivated have been widely reported, further raising awareness of the issue and generating strong demands for racially just policing practices.

Metro Atlanta has had its share of alleged racial profiling incidents, including events in Decatur where African-American men and women were reported by community members or stopped by police officers who thought the men and women seemed out of place or appeared suspicious.

In the wake of these incidents, the Decatur Community Coalition was established to pursue a collaborative relationship with law enforcement in order to “preserve the dignity and rights of citizens and residents of Decatur, visitors, and commuters who are black.” The organization maintains a dialogue with the Decatur Police, and both entities are represented in the Better Together Leadership Circle.

The Decatur Police Department provides information to the community on the importance of avoiding biased perceptions about people when calling the police and encourages residents to rely on accurate and complete descriptions of suspicious behavior, not suspicious people. The department also now collects demographic information on Vehicle and Suspicious Person Stops. The information is published every quarter and, thus far, indicates the department stops are consistent with the demographics of the area.

The department is currently creating a three-year strategic plan, a process that has included a series of focus groups with a broad range of citizens from ages 13 to 90 who represent ethnic, gender, geographic, and socioeconomic diversity, as well as persons who have positive and negative perceptions of law enforcement. The final plan should be available to the community in November 2015.

### COMMUNITY VOICES

*“I grew up in Oakhurst and I’m pretty friendly. I even have a child in school here. But walking my dog down the street or taking my son to the park, I feel invisible to my neighbors. They simply don’t tend to engage with black people as much from what I’ve observed.”*

*“I am concerned about gentrification driving long-term residents to leave the city, and I am concerned that gentrifying whites are contributing to an atmosphere of intimidation towards long-time residents of color, such as by constantly calling police because a person of color looks ‘suspicious.’ I would like to see initiatives which regularly bring people into contact with their neighbors of all kinds.”*

*“I have experienced overzealous acts by local law enforcement targeting minorities.”*

*“I love that the police respond so quickly to any and everyone. They are concerned about all crime from vandalism and petty theft to more serious events. They don’t choose the crimes or the criminals, but they have to respond to the facts.”*

### 3. Diverse and Affordable Housing: Preventing displacement of existing residents and supporting the development of a variety of housing types and prices.

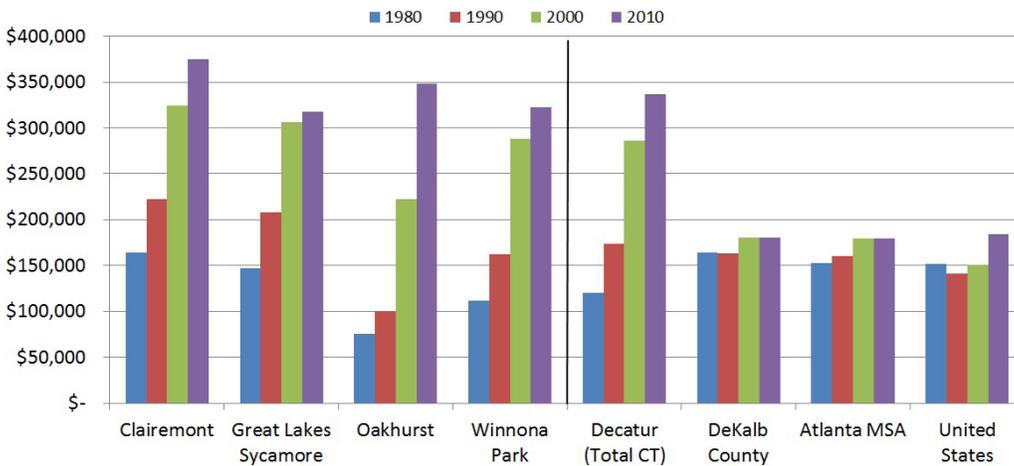
#### Background

From a residential real estate perspective, the City of Decatur has great schools, proximity to major employment centers, and a charming and vibrant downtown. The one thing Decatur lacks is a lot of available land for new homes. It's the classic story of supply and demand, and the result has been a surge in home values and rents. In all areas of the City, home values more than doubled between 1980 and 2010. The 2010 median home value for Decatur was \$336,375. By contrast, the median home values for DeKalb County and for the Atlanta MSA were about \$180,000.

#### COMMUNITY VOICES

*"We are renters, and could not afford to buy at this point, even though we have lived in Decatur City for seven years. I gravitated to Decatur as an adult because I grew up here, but Decatur now is not like the Decatur of my youth—not that it should be, but the trend toward near-million dollar houses and tear down/build big is edging out people like me, who have modest paying jobs."*

Median Home Value (2013 Dollars) - 1980 to 2010



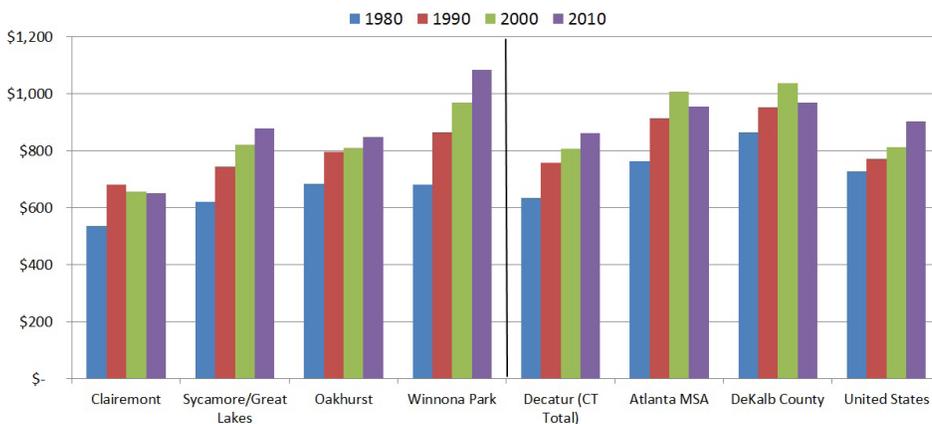
SOURCE: FINDINGS ON THE STATE OF DIVERSITY IN DECATUR. 2014

*"I know that if I needed to move to a bigger home to accommodate my growing family, I would not be able to afford a home in my own neighborhood. After eight years as a Decatur resident I would have to move."*

*"While our household has a high income, I am concerned about housing options for those who do not. I'm also concerned about future housing options for me when I want to downsize and my income decreases. I would like to continue living in a single-family home (not condo), and I see the smaller homes being replaced by large homes. I fear there will be no other choice for me when I want to downsize than to move out of the city."*

Some neighborhoods, particularly Winona Park, have seen a dramatic increase in rents as well.

Median Rent (2013 Dollars) - 1980 to 2010



While some Decatur homeowners have made substantial returns on their investments, others who live on fixed incomes, work in lower-wage industries, or are stretched financially for any number of reasons, are finding that they can no longer afford their property taxes. Affordable rentals and starter homes are scarce. Some longtime residents feel like their communities are rapidly disappearing as modest, older homes are razed to make way for larger, far more expensive ones.

In this market, a one long-time safety net for lower-income households is stretched far beyond its limits. The Decatur Housing Authority (DHA) was established in 1938 to build housing for low income households and, over the years, has expanded its focus to include the revitalization of the Decatur community as a whole through the renewal and redevelopment of sub-standard housing. DHA is currently assisting 1,664 families by providing 475 housing units and 1,189 housing vouchers. An additional 3,000 people are on its waiting list, and the agency estimates the wait time for new clients at five to 10 years. Due to the backlog, DHA has stopped accepting new applications for certain vital services, including Section 8, public housing, and elderly housing.

In terms of housing, the City of Decatur is facing three basic challenges:

- » A dwindling inventory of affordable homes for low- and moderate-income families
- » Sharp increases in home values and property taxes that have created a severe financial strain for many existing homeowners
- » Lack of available undeveloped land that would allow for construction of additional housing

To reduce the property tax burden for seniors, the City of Decatur established a \$1,000 homestead exemption from City taxes for resident owners who are 65 years of age or older; a \$50,000 exemption from city and school taxes for resident owners who are at least 62 years of age with income less than \$25,000; a \$10,000 exemption from school taxes for resident owners at least 62 years of age and income less than \$10,000 (excluding retirement income); a \$50,000 homestead exemption from school taxes for residents age 70 or older; and a complete exemption from school taxes for residents age 80 or older with less than \$40,000 in income.

City officials have identified several ways to further address the tax issue, each of which will require action from the state legislature and voters.

- » Annexation – As mentioned earlier, there are currently plans to expand the City’s geographical limits by annexing areas primarily to the north and northwest of the city. One of the goals of annexing these areas is to expand the property tax base, which should stabilize or reduce the City and City Schools’ property tax rate. Annexation requires approval from the state legislature, and in 2015, a bill that would have allowed Decatur to proceed with its plans passed the House but did not progress in the Senate, largely due to lack of clarity about possible annexation plans by neighboring municipalities and the potential creation of several new cities in the northern part of DeKalb County. The City Commission will decide before the end of 2015 on what future actions it may support during the 2016 legislative session. If approved by the legislature and signed by the governor, voters in the areas proposed for annexation will then vote to decide whether they want to become part of the City of Decatur. The earliest the election could happen is November 2016.
- » Homestead exemptions – In 2014, the City Commission adopted a recommendation for significant increases in the City’s homestead exemptions, targeted at lower and moderate income seniors. Legislation was introduced in the 2015 General Assembly session but was defeated by the House of Representatives. City Commissioners have already indicated that they will return to the General Assembly in 2016 to advocate for passage of the City’s proposal. The increase in the homestead exemption would then go before voters. The earliest it could appear on the ballot would be November 2016

- » Tax exemption for seniors – Recently the City Schools of Decatur’s School Board voted to exempt homeowners age 65 and older from the school system’s property taxes. To move forward, the Board of Education will have to make its recommendation to the Georgia General Assembly with final approval by Decatur voters. The earliest it could appear on the ballot would be November 2016.

Finding viable options for encouraging the construction of smaller, affordable houses for first time buyers and empty nesters looking to downsize is also one of the City’s primary development goals. To that end:

- » The City is working on several pilot projects to prove that a market exists for options such as cottage court developments.
- » There is an existing density bonus to encourage the construction of affordable condominium and rental units, and the City plans to improve upon it to encourage more developers to make use of it.
- » The Avondale MARTA development in East Decatur includes a phase dedicated to affordable rental housing for senior citizens.

Overall, finding the right mix of affordable housing solutions will be challenging and will require creativity and flexibility. Most likely, the City of Decatur will have to develop new approaches or identify new combinations of existing programs.

## FREQUENTLY ASKED QUESTIONS

### **Why is the City doing this?**

The Better Together initiative is a vehicle for involving a broad spectrum of Decatur residents and business people in developing specific plans to achieve and maintain a diverse and engaged community. It is also intended to identify opportunities for individuals, neighborhoods, the business community, and local government to work collaboratively to bring those plans to fruition.

### **How is this process being funded?**

The Better Together initiative is funded by the City of Decatur and the Decatur-based national nonprofit organization Welcoming America, which received a grant from the Community Foundation for Greater Atlanta for this project.

### **What is a Community Action Plan?**

The community action plan is a road map for implementing community change by clarifying what will be done, who will do it, and how it will be done. The plan describes what the community wants to achieve, what activities are required during a specified time period, and what resources are needed to be successful.

The community action plan will support the City’s existing strategic plan by providing recommendations and suggestions for more specific actions that would help to deliver on Principle B of the 2010 strategic plan. The strategic plan set the general direction, and the community action plan will provide the details on how to get there.

### **What will be included in Decatur’s Community Action Plan?**

The Community Action Plan will be divided into three sections:

- » An overview of key findings and recommendations, which can serve as a stand-alone summary
- » Background information to help the reader understand how the plan came about and the community it serves. This section will include overviews of the City of Decatur and the Better Together Initiative and also an explanation of how the plan was developed.



- » And finally, the plan itself. A detailed set of recommended actions, including who is responsible, specific strategies, and suggested timeline.

### **What types of recommendations might we expect?**

- » Issue-specific ideas in such areas as community policing and affordable housing
- » Policy suggestions
- » Communication and outreach suggestions
- » Community engagement ideas
- » Relationship-building opportunities
- » Learning and education opportunities

### **At what level will action take place? Who will implement the action steps?**

Decatur's community action plan will yield everything from simple steps that individuals can take to encourage a more diverse and engaged community to complex recommendations that will require committed funding, technical expertise, and a more detailed set of strategies that will need to be determined by relevant partners. For this reason, the plan will specify action steps that can be accomplished by a range of entities, including individuals, neighborhoods, businesses/organizations, and City Commissioners and Staff.

### **When will the plan be available?**

The final plan will be presented to the City Commission in December 2015 or January 2016. At that time it will also be posted on [decaturnext.com](http://decaturnext.com).

### **How can we monitor the progress of the community action plan?**

Like all plans, there will be periodic reports to the community regarding the accomplishment of various tasks.

# RESOURCES

## Organizations and Web Sites

Gender Spectrum ([www.genderspectrum.org](http://www.genderspectrum.org))

Look Different ([www.lookdifferent.org](http://www.lookdifferent.org))

National Low Income Housing Coalition ([www.nlihc.org](http://www.nlihc.org))

Partnership for Southern Equity ([www.partnershipforsouthernequity.org](http://www.partnershipforsouthernequity.org))

PolicyLink ([www.policylink.org](http://www.policylink.org))

Race Forward: The Center for Racial Justice Innovation ([www.raceforward.org](http://www.raceforward.org))

Showing Up for Racial Justice ([www.showingupforracialjustice.org](http://www.showingupforracialjustice.org))

Teaching Tolerance: A Project of the Southern Poverty Law Center ([www.tolerance.org](http://www.tolerance.org))

Wiser Together ([www.wiser-together.com](http://www.wiser-together.com))

## News Articles, Web Pages and Blog Posts

“Comprehensive List of LGBTQ + Term Definitions” | It’s Pronounced Metrosexual  
([www.itpronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/](http://www.itpronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/))

“I, Racist” | John Metta  
([www.huffingtonpost.com/john-metta/i-racist\\_b\\_7770652.html](http://www.huffingtonpost.com/john-metta/i-racist_b_7770652.html))

“Microaggressions in Everyday Life” | Derald Wing Sue and David Rivera  
([www.psychologytoday.com/blog/microaggressions-in-everyday-life](http://www.psychologytoday.com/blog/microaggressions-in-everyday-life))

“Strategies to Take Action and Build Trust Between The Community And Police” | Everyday Democracy  
([www.everyday-democracy.org/news/strategies-build-trust-and-take-action-wake-ferguson](http://www.everyday-democracy.org/news/strategies-build-trust-and-take-action-wake-ferguson))

“Summer of Racial Justice and Healing” | World Trust  
([www.blog.world-trust.org/blog/clips-from-the-summer-of-justiceandracialhealing](http://www.blog.world-trust.org/blog/clips-from-the-summer-of-justiceandracialhealing))

“Value of Home: 2015 PAHRC Report” | Public and Affordable Housing Research Corporation  
([www.pahrc.org/report.html](http://www.pahrc.org/report.html))

“Why It’s So Hard to Talk to White People About Racism” | Robin DiAngelo  
([www.huffingtonpost.com/good-men-project/why-its-so-hard-to-talk-to-white-people-about-racism\\_b\\_7183710.html](http://www.huffingtonpost.com/good-men-project/why-its-so-hard-to-talk-to-white-people-about-racism_b_7183710.html))

## Movies, Videos and Podcasts

“Allegories on Race and Racism” | Camara Jones, TEDxEemory  
([www.youtube.com/watch?v=GNhcY6fTyBM](http://www.youtube.com/watch?v=GNhcY6fTyBM))

“American Denial”  
([www.pbs.org/independentlens/american-denial/](http://www.pbs.org/independentlens/american-denial/))

“Cops See It Differently” | This American Life, National Public Radio  
(<http://www.thisamericanlife.org/radio-archives/episode/547/cops-see-it-differently-part-one>)

“The Danger of a Single Story” | Chimamanda Ngozi Adichie, TED Talks  
([http://www.ted.com/talks/chimamanda\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story](http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story))

“I Got 99 Problems...Palsy Is Just One of Them” | Maysoon Zayid, TED Talks  
([www.ted.com/talks/maysoon\\_zayid\\_i\\_got\\_99\\_problems\\_palsy\\_is\\_just\\_one?language=en](http://www.ted.com/talks/maysoon_zayid_i_got_99_problems_palsy_is_just_one?language=en))

“I’m Not a Racist, Am I?”  
([www.notracistmovie.com](http://www.notracistmovie.com))

"Race: The Power of an Illusion"

([www.pbs.org/race/000\\_General/000\\_00-Home.htm](http://www.pbs.org/race/000_General/000_00-Home.htm))

"Racism – What Will It Take to End It?" | Cynthia Silva Parker, TEDxSarasota

([www.youtube.com/watch?v=ZnHNbmt\\_oR8](http://www.youtube.com/watch?v=ZnHNbmt_oR8))

"Systemic Racism: Videos + Readings" | Storify

([www.storify.com/JessieNYC/systemic-racism-video-series-with-additional-readi](http://www.storify.com/JessieNYC/systemic-racism-video-series-with-additional-readi))

## **Books**

"Blindspot: Hidden Biases of Good People" | Mahzarin R. Banaji and Anthony G. Greenwald

"Dear White America: Letter to a New Minority" | Tim Wise

"Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race" | Derald Wing Sue

## **Comprehensive Guides and Toolkits**

Cracking the Codes, World Trust

([www.crackingthecodes.org/](http://www.crackingthecodes.org/))

Race and Equity Inclusion Action Guide

([www.aecf.org/resources/race-equity-and-inclusion-action-guide/](http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/))

Racial Equity Resource Guide

([www.racialequityresourceguide.org](http://www.racialequityresourceguide.org))

Racial Equity Tools

([www.racialequitytools.org](http://www.racialequitytools.org))

## **Decatur Resources**

City of Decatur 2010 Strategic Plan

([www.decaturnext.com/adopted-plan-downloads](http://www.decaturnext.com/adopted-plan-downloads))

"Findings on the State of Diversity in the City of Decatur" | Christian Perry and Casie Yoder, City of Decatur

([www.decaturga.com/Modules/ShowDocument.aspx?documentid=5426](http://www.decaturga.com/Modules/ShowDocument.aspx?documentid=5426) )

"Lifelong Decatur Survey" | City of Decatur

([www.decaturga.com/Modules/ShowDocument.aspx?documentid=5790](http://www.decaturga.com/Modules/ShowDocument.aspx?documentid=5790))

Decatur Housing Authority

([www.decaturohousing.org](http://www.decaturohousing.org))

## **City-Wide Initiatives in Other Regions**

Portland Office of Equity and Human Rights

([www.portlandoregon.gov/oehr/](http://www.portlandoregon.gov/oehr/))

Seattle Race and Social Justice Initiative

([www.seattle.gov/rsji/](http://www.seattle.gov/rsji/))

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