



Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16
Context + Question (As named by Community in Logic Model)	Goal + Priority Outcome (Restated from Logic Model)	Strengths of Goal/Rationale/Assumptions	Challenges of Goal/Rationale/Assumptions	Overall Strengths v Challenges	Recommended Improvements	Equity/Disparity Data/Strategies Named in the Activities Section	Recommended Improvements re: Equity in Activities	Recommended Improvements re: Data in Activities	Safety or Health Named in Logic Model	Cultural or Learning Opportunities Named in Logic Model	Transportation	Communities/ Neighborhoods Mentioned Explicitly	Communities/ Neighborhoods Indirectly Referenced	Recommended Improvements re: Communities to Engage	
1. Centers and increase	Increase housing supply and variety of housing options, connect housing and transit to job centers and develop transit-oriented communities without displacing people of color who reside along corridors.	- "People living near corridors will experience reduced transportation costs" -- "If food and housing costs remain stable" -- "Accommodating additional development... reduces overall cost of infrastructure" -- "Valuable if spending being reinvested in benefit communities where development is occurring" -- "Densify typically offers health benefits associated with greater physical activity"	- "Affordability + Housing + Transportation + Food, decreased transport costs might not make a difference if other costs are high or rise" -- "No clear link between cost 'savings' from infrastructure spending being reinvested in people of color/Neighborhoods of Color to offset rising prices/costs of living" -- "When demand outpaces supply, the result is an escalation in pricing" presents limited view assumes market forces dominate singularly -- "Density can present health challenges related to air quality" -- "Housing must be right sized AND right priced" -- "No discussion of perspective or strategies to reunite/reconstitute Neighborhoods of color broken up by forces of gentrification (e.g. residents are displaced but cultural anchors remain, or vice versa)"	The goal and priority outcome do not directly address the problems named up front. While there is focus on opportunities and challenges related to affordable housing preservation, there is no clear acknowledgment of increased risk of displacement specifically among Neighborhoods of color, or rising costs linked with the housing/transportation/food nexus.	- directly discuss questions related to displacement/eviction/rental gentrification/displacement -- where inclusionary zoning reg alternatives (e.g. developer incentives for affordable housing development, public lands policies, affordable housing trust funds, homeowner incentives for affordable density) -- "not clear if development can be addressed through a regulatory solution," so collaboration between planning, other departments, and external partners becomes paramount -- Prioritize community stability by targeting growth in areas with less risk of displacement and/or mitigating potential impacts in areas at high risk of displacement -- Consider transportation needs of DISPLACED former residents and businesses (ie cultural centers may be regional destinations so people will arrive by car, and need parking, rather than transit, bike or walking)	1. Affordable housing displacement analysis 2. Put in place strategies that support preservation of affordable housing 3. Engagement of Neighborhoods of Color in Impact Assessment and solutions ID	- Commit to applying an equity lens on best practices / considerations (agrace/immigration status) -- Consider how to prioritize among/wthin the opportunities for density along corridors once displacement analysis is complete rather than blanket approach (see affordable housing zones ID in #16) -- Engage Neighborhoods of color earlier than impact assessment stage -- Neighborhoods of color can help to contextualize findings from displacement analysis and/or provide sequencing of density development, for instance -- Address affordability and health outcomes and outputs -- Prioritize community stability by targeting growth in areas with less risk of displacement and/or mitigating potential impacts in areas at high risk of displacement -- Consider transportation needs of DISPLACED former residents and businesses (ie cultural centers may be regional destinations so people will arrive by car, and need parking, rather than transit, bike or walking)	- electronic terrain and oblique data best practices / considerations -- For neighborhoods of color and communities of color, determine spatial distribution of educational attainment and location of congruent jobs centers to determine which corridors/centers and high-user transit lines to target -- Need to understand what types and costs of housing are at risk, types and wage scales of jobs at risk as well as what is likely to come in in transit oriented development. Typical transit oriented development consists of high cost housing over low wage jobs -- Displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve Neighborhoods of color and communities of color -- Displacement analyses should consider RISK of displacement	- None named, though expect lots of + health impacts resulting from electronic terrain and oblique data -- Safety is a variable dependent on housing standards and traffic calming measures	Housing / Transportation / Economic	Supportive Property Owners and Real Estate Organizations (SF); Community Members and Business Owners (2D, 5F)	Residents of neighborhoods of color	- Community development corporations active in the neighborhoods of color under discussion -- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to housing and transportation, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. -- Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing transit-oriented development?		
2. Human-scale Street Design	Context: Austin's Neighborhoods of Color embody a unique character based on authentic cultures and relationships; not simply on the physical structures. There is concern that CodeNEXT runs the risk of capturing the physical structures of these historical cultures, while the people on whose lives they were built can no longer afford to live there. Question: How does humanscale street design preserve access to and affordability for historical culture and character for the people to whom it belongs? How is it implemented in a way that is not culturally appropriate?	Ensure safe bike/ped, transit, and vehicle access to culturally important places, jobs, rec centers, and include "human scale" design elements that reflect local character while preserving affordability.	- Affordable transportation to cultural centers is important for ensuring ongoing access to culture for priority communities -- Historically influential communities need affordable transportation to access (good) jobs to be able to afford living in cultural centers where housing prices are rising	- Identifying "cultural centers" that are "important" is subjective and at risk of bias -- Spatial mismatch might be occurring as communities are displaced from neighborhoods of color to other areas -- Assumption that "development is required" for this approach; city can take actions and set forth policies to incentivize private development (e.g. retail, building codes + frontages, etc.)	Strengths - Challenges	1. ID/share best practices for disaggregating mobility data 2. ID/share best practices for engaging people of color in planning/projects and particularly as displaced strategies/approaches 3. Train staff on culturally appropriate strategies/guidelines that are inclusive 5. ID community needs re/improvements for private div/pt 6. Incorporate cmnty needs into plans 7. Continued Neighborhoods of Color engagement in capital decisions 8. Analyze displacement risk (e.g. retail, building codes + frontages, etc.)	- Ensure recommendations re: racial/ethnic goals and data -- Ensure investments in public arts are equitable to Neighborhoods of color and communities of color, and that such investments are leadership-building and expand definition of "human scale" to prioritize age equity and multigenerational access to resources (e.g., affordable housing for families, ADA accessibility, safe routes for kids) -- Expand concept of "human scale" street design beyond transportation (e.g. retail, building codes + frontages, etc.)	- Spatial analysis of key cultural centers and location of populations who frequent them -- Modally analysis for popular routes, -- Safety is a variable dependent on housing standards and traffic calogic modeling measures	- None named, though expect lots of + health impacts resulting from electronic terrain and oblique data -- Safety is a variable dependent on housing standards and traffic calogic modeling measures	Housing / Transportation / Economic	Supportive Community Members and Business Owners (SF); Local Non-Profits, Community Development Corporations, etc. (2D, 2E); People of Color, Youth, Senior Citizens	N/A	- Active transportation advocates -- Cultural ambassadors -- specifically, faith-based community, growing Asian population, displaced Black community, historically Black neighborhoods, artists/artists -- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to transportation, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities.		
3. Urban Trail Connectors	Context: Neighborhoods of Color have had fewer and inferior recreational trails, parks, and active infrastructure compared to Austin's white neighborhoods. This situation is a direct result of a racist legacy in both zoning, code enforcement, and city budget decisions. Furthermore, the term "master plan" connotes a plan designed by a master implemented without regard to its negative consequences and has a negative history attached to it. Question: How will CodeNEXT preserve access and affordability for historical culture and character for the people to whom it belongs? How is it implemented in a way that is not culturally appropriate?	Ensure safe bike/ped, transit, and vehicle access to culturally important places, jobs, and rec centers and requiring trail connections (or new trails) according to Urban Trails Master Plan, while maximizing accessibility, affordability, and retaining local character without appropriation.	- Recognition of value/import of communities of color? Do UTs serve needs of communities of colored Neighborhoods of color? -- No discussion of quality/equity considerations during the "public input" process -- Some of the language requires elaboration (e.g., "Urban Trails are destinations and journeys, and journeys can preserve history.")	Challenges > Strengths: With UT MP completed, and wheels on this already in motion, it will be particularly important to ensure Land Use code implementing the plan not only prioritizes considerations, but also explicitly names the purpose, rationale, and expected impact in doing so. This will leave room for future innovation.	- Embed up-front prioritization of / incentivize urban trails in communities where this mode of transportation will benefit low-income communities of color and where it'll be particularly important for "journeys to preserve history" -- Expand definition of "human scale" to prioritize age equity and multigenerational access to resources (e.g., affordable housing for families, ADA accessibility, safe routes for kids) -- Consult section 20 (Connected Communities) for ideas on improving connectivity, particularly for Neighborhoods of Color	1. ID/share best practices for disaggregating mobility data 2. ID/share best practices for engaging people of color in planning/projects 3. Continued Neighborhoods of Color engagement in capital decisions 4. Affordable housing displacement analysis/preservation strategies 5. Consider equity/disparities in project priority 6. Train PWD staff on culturally appropriate strategies/approaches	- Engage Neighborhoods of color in decision-making about capital projects re: UTs upfront, not just after decisions are made to go ahead on them -- Be more specific about preservation of affordable housing in and near where urban trails will go in an existing Neighborhoods of color; look also at preserving affordable while maintaining/improving access to jobs, schools, food, etc. -- Prioritize requirements about affordable housing early and before adoption of code, improvements, etc. -- Need explicit discussion of safety and integration of priorities from communities of color safety considerations -- Work with local leaders to incorporate a local hire ordinance that will help create more jobs with local development; consider how local hire requirements can be included in development agreements	- Disaggregated qualitative data and quantitative surveys are helpful for ongoing monitoring of safety and use	- None named explicitly	Transportation	Supportive Property Owners and Real Estate Organizations; Supportive Community Members and Business Owners (5F)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to transportation and trail infrastructure, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. -- Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing active transportation across the urban trails network?		
4. Multi-modal Transportation	Context: Many Austinites want the option to get around the city without having to rely on an automobile. "ignores the reality that, for many residents in Austin's Neighborhoods of Color, public transportation has not been an option. These residents have gotten around Austin for decades without an automobile. Public transportation in the neighborhoods most dependent upon it has been inferior to public transportation serving Austin's predominantly white neighborhoods. Gentrification and displacement has forced these residents to move into neighborhoods with even fewer transportation options. Furthermore, Austin's dominant cultural concept of what feels "safe" is distorted by racial stereotypes. Question: How will CodeNEXT correct historical imbalances in access to public transportation and ensure that multimodal transportation doesn't contribute to displacement?	Provide facilities that meet transit needs and ensure multi-modal transit upgrades are sensitive to context while improving safety for active transportation and minimizing displacement.	- Comprehensive Transportation Analysis will provide ongoing info about multimodal infrastructure needs as city changes, includes ADA and age considerations	Challenges > Strengths: With Service Plan 2023 completed, and wheels on this already in motion, it will be particularly important to ensure Land Use code implementing the plan not only prioritizes considerations, but also explicitly names the purpose, rationale, and expected impact in doing so. This will leave room for future innovation.	- Link this up with 3: Urban Trails -- Provide more explicit discussion of health and safety -- Refreshing, bikesharing, dockless resources are a growing priority, urban and impact ridership; what is Austin going to ensure Neighborhoods of color benefit from this, particularly as they drive users and revenues away from transit?	1. ID/share best practices for disaggregating mobility data 2. ID/share best practices for engaging people of color in planning/projects 3. Continued Neighborhoods of Color engagement in capital decisions 4. Affordable housing displacement analysis/preservation strategies 5. Consider demographics in public transportation routing 6. Train PWD staff on displacement and transit	- Increase collaboration across departments within the City -- Include Capital Metro in decisions around economic development/jobs creation, density increases, and subsequent shifts in needs in Neighborhoods of color -- Many cities discuss ped and bike infrastructure, but there is no discussion here: how will Austin ensure that any future plans around bikes/bike paths consider equity?	- Apply best practices in evaluating displacement analyses and consider value of qualitative data/surveys from community to monitor satisfaction and displacement -- Displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve Neighborhoods of color and communities of color -- Displacement analyses should consider RISK of displacement	- None named, though expect lots of health impacts resulting from electronic terrain and oblique data	Transportation	Supportive Property Owners and Real Estate Organizations; Supportive Community Members and Business Owners (SF); Disability-Rights Community (SC); Local Non-Profits (2E)	Historically underserved and marginalized populations	- Small business owners -- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to transportation, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. -- Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing multi-modal transportation?		
5. Walk to Shops and Services	Context: Austin's Neighborhoods of Color have developed with local and nearby stores and services because residential zoning had not been restrictive, and because many residents lack the automobile transportation options available in Austin's predominantly white neighborhoods. Austin's Neighborhoods of Color are more dependent on neighborhood stores and services. Question: How will CodeNEXT ensure and facilitate access to critical or essential services and food for these communities within their neighborhoods? These services include healthcare, community centers, neighborhood schools and public and governmental resources.	Improve multimodal transportation infrastructure within 1/4 and 1/2 mile of critical resources, "allow neighborhood shops," improve access to existing resources, reduce parking requirements	- Considers the local services environment, and importance of increasing access to food, small businesses -- Aiming to reduce parking without consideration to communities in outlying/transit-poor neighborhoods is antithetical to the equity problem stated. -- Parking reduction alone will not improve walkability	Strengths > Challenges	- Address challenges listed -- Ensure this logic model "talks" to other transportation-related logic models -- Include incentives and priorities for improving walkability in Neighborhoods of color, drawing from community expertise about effective strategies -- Walk to education, jobs also -- Need to consider access to culturally specific and affordable goods and services -- As a result of east and on-going residential displacement, cultural centers may be regional draws -- so clientele will continue to arrive by car and need parking, etc. -- Silent on whether or not amenities such as bike paths, etc will be in conflict with business parking, pedestrians, etc. -- These amenities usually increase land value and increase displacement pressures -- EXAMPLES -- Futaba in Oakland, CA -- Little Mekong in St Paul, MN -- Rondo Neighborhood in St Paul, MN	1. ID/share best practices for disaggregating mobility data 2. ID/share best practices for engaging people of color in small area planning for complete streets 3. Continued Neighborhoods of Color engagement in capital decisions 4. Review peer city economic development programs with emphasis on people of color-owned businesses 5. Engage Neighborhoods of Color to help remedy "food deserts"	This is a strong set of activities. -- Displacement analyses for neighborhoods of color and communities of color in specialized planning to analyze and remedy not only "food deserts" but also access to jobs, education for people of all abilities (e.g., safe routes to school)	- Include affordable housing displacement analyses and consider value of qualitative data/surveys from community to monitor satisfaction and displacement -- Displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve Neighborhoods of color and communities of color -- Displacement analyses should consider RISK of displacement	- Safety is a variable dependent on traffic calming measures	- None named	Transportation / Economic	Property Owners and Real Estate Organizations (SF); Disability-Rights Community (SC); Supportive Community Members and Business Owners (SF); Local Non-Profits and Chambers of Commerce (5E, 5F)	Residents of neighborhoods of color	- Not sure if there is significance in using the word "supportive" to describe community members, but perhaps it is equally important to engage skeptical community members as well -- Adjacent business owners, especially POC owners -- Local cultural anchors	
6. Strengthen Neighborhoods	Context: Base zoning in Austin's Neighborhoods of Color has been the most lax, allowing commercial and industrial activity to mix with residential with residents. This lax zoning is one of the reasons why residents in these neighborhoods are most vulnerable to the pressures of gentrification and displacement. Question: How will the integration of existing tools slow gentrification and maintain and strengthen Neighborhoods of Color? How will CodeNEXT ensure that essential services and culturally-based businesses are not displaced by bars, restaurants, stores, and services that primarily serve people who live there?	Improve multimodal transportation infrastructure within 1/4 and 1/2 mile of critical resources, "allow neighborhood shops," improve access to existing resources, reduce parking requirements	- Focus on two important areas: food planning and transportation -- Aims for "walkability standards (1/4 and 1/2 mile access)" -- More emphasis on transportation connectivity than other areas, when "strong neighborhoods" is very much an "all in" issue cutting across multiple fields -- Assumes property owners will need fewer parking spaces than required -- this will only happen with enough reliable transportation alternatives in place -- Discussion of gentrification and displacement, or of the roles of housing and affordable housing, are insufficient and do not reflect the huge priority that they are in Austin	Challenges > Strengths	- Approach should focus on both improving access to resources in white neighborhoods while also improving resources in Neighborhoods of color to increase community stability and economic mobility for communities of color currently there -- Increase mechanisms for people of color who desire to live in areas with different resources to be able to afford to live in and access those places -- Increase incentives and benefits to local entrepreneurship; strengthen small business neighborhoods and local entrepreneurship; strengthen affordable and transit-oriented housing is central to strengthening development without displacements, but does not appear in the activities section? Zoning decisions for strong neighborhoods must take these factors into account -- Priorities related to culture and the arts must also be taken into account	1. Ensure demographics/equity factored into base zone locations 2. Engage people of color in small area planning 3. Review peer city economic development programs with emphasis on people of color-owned businesses	- The activities should more explicitly respond to the problem and context stated up front -- Gentrification and displacement are of paramount concern when "strengthening" neighborhoods -- activities should explicitly spell out actions that will be taken to consider these concerns -- It would be helpful, in the discussion of community engagement, to underscore the importance of engaging local NOCs in efforts to "include more refined zoning districts that better reflect the character of Austin neighborhoods" and to recognize the risks of gentrification and displacement -- Affordable and transit-oriented housing is central to strengthening development without displacements, but does not appear in the activities section? Zoning decisions for strong neighborhoods must take these factors into account	- A cross-cutting topic such as this should draw from a wide range of data sources, including but not limited to the expertise from across diverse fields. Some suggestions for the analyses here: -- count housing units (not just acreage), include unit type, size, market cost (to buy or rent) -- count businesses, especially POC owned businesses, # of POC owned businesses, taxes paid -- determine housing cost burden by neighborhood and citywide -- determine median income of non-tech workers -- gain understanding of transit dependencies among NOCs and COCs -- gather qualitative information to understand key cultural anchors -- stores, places of gathering, etc. -- understand how color and communities of color to inform transportation routing, pricing and scheduling to understand destinations, uses (i.e. errands, early morning / late night shifts, etc.) -- understand how color and communities of color business customers come from? -- determine where there are unmet parks and recreation needs, unmet transportation needs, unmet services needs and how they intersect with geography and location of COCs and NOCs -- assess displacement risk for people of color -- conduct displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve Neighborhoods of color and communities of color -- # people of color owned businesses / including estimates of size / revenue / # employees / \$ back into local economy / taxes paid -- apply best practices in evaluating transportation equity (Victoria Transportation Policy Institute) -- prepare extant transportation accessibility maps with demographic overlays	- None named	- None named	Land Use / Economic	Supportive Property Owners and Real Estate Organizations; Local Non-Profits and Chambers of Commerce (5E, 5F)	Residents and business owners of color	- Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing new development?	

Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16
7	7: Enable Small Enterprises	Context: Currently, developers have incentives in CodeNEXT to contribute to displacement of Persons of Color-owned businesses. Small businesses by-right could further contribute to displacement. Question: How will encouraging spaces outside of small scale enterprises preserve the culture, affordability, and accessibility of existing businesses in Neighborhoods of Color?	Increase commercial space supply conducive to small businesses and ensure access to these spaces through improved linkages between transit, housing, and jobs. Increase by right zones for small businesses while preventing displacement and fostering economic development, affordability, and accessibility to people of color-owned businesses.	- Recognition of complex mix of factors including housing jobs affecting small business enterprises for people of color - No discussion of prioritizing needs of Neighborhoods of Color in plans to increase commercial spaces - Under how Land Use hinders RE market from delivering supply	Challenges > Strengths	- Revisit challenges mentioned in this logic model sheet "talk more" with some of the others, especially, Centers and Corridors, Walk to Shops and Services, Strengthen Neighborhoods, Double Livability, and Connected Communities	1. Engage people of color in small area planning 2. Review peer city economic development programs with emphasis on people of color-owned businesses	- Key phrase here: "Align the geographic application of CodeNEXT with forecasted market economics and committed transportation investments... Filtering thru Growth Map" should also include clear statement regarding treatment of communities of color and Neighborhoods of color - Use city procurement and contracting dollars to improve equity - Need right priced as well as right sized commercial spaces - Are there entities that can prepare a pipeline of people of color owned small businesses to be ready to rent and thrive in an aggressive market? - Is there a commercial land trust? - Develop philanthropic partners - EXAMPLES: - Holistic approach of Little Mekong in St Paul - Fruitvale	- Displacement of people of color-owned businesses - Displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve neighborhoods of color and communities of colors - Displacement analyses should consider RISK of displacement - # people of color owned businesses / including estimates of size / revenues / employees / \$ back into local economy / taxes paid	- None named	- None named	Economic	Property Owners and Business Owners; Local Non-Profits and Chambers of Commerce; Neighborhood and Business Organizations (5E, 5F, 2D)	Residents and business owners of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to small business development and operations, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing and advancing small business development?
8	8: Right-size Zoning	Context: Base zoning in Austin's Neighborhoods of Color has not protected single-family, family-friendly residences compared to zoning restrictions that have protected Austin's dominant white residential neighborhoods. Question: How will form-based zoning preserve the cultural make-up, affordability, and identity of Neighborhoods of Color? Will CodeNEXT eliminate existing barriers to gentrification and displacement?	Promote form-based zoning that ensures new development occurs in sync with extant neighborhood character while simplifying regulations and preserving cultural character and affordability of Neighborhoods of color.	- Goal takes on issues raised in problem statement - Zoning map and related updates and associated policies and decisions and spatial distribution within the city	Strengths ~ Challenges	- Make this logic model the "hub" for all other logic models that discuss changes to zoning, logic and related policies and analyses listed in other LMs	1. Ensure demographics/equity factored into base zone locations 2. Engage people of color in small area planning 3. Review peer city economic development programs with emphasis on people of color-owned businesses 4. Affordable housing displacement analysis/preservation strategies	- See recommended improvements to pol/rational/assumptions	- Numbers used in outcomes do not get at equity issues, how do these numbers compare to totals within neighborhoods and across the city? Use % - Look not just at Neighborhoods of color, but communities of color access to resources/affordability outside of Neighborhoods of color, to prevent deepening structural segregation	- None named	- Mismatch between zoning and existing character	Land Use	Supportive Property Owners and Business Owners; Local Real Estate Groups (5F); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing form-based zoning?
9	9: Diverse Places for People	Context: "Well-designed" Missing middle" housing, but altogether, these streetscape as they greatly diversify the choices available for households of different age, size, and income." Austin's Neighborhoods of Color have traditionally supported a wide range of family configurations, multi-generational households, and accommodations for children as a strategy to compensate for the consequences of racism. Question: Do Neighborhoods of Color disproportionately bear the burden of densification and commercial neighborhood proposals in CodeNEXT? Will the proposed housing type diversify in Neighborhoods of Color provide affordability and access to current residents in those neighborhoods?	Create opportunities for expanding diversity of housing options while ensuring the Neighborhoods of color do not disproportionately bear the burden of densification while preventing displacement.	- Goal/rationale/assumptions introduced by the Comprehensive plan problem stated - Prioritizes diverse variety of housing types for affordable housing	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage people of color in small area planning 3. Affordable housing displacement analysis/preservation strategies	There is no problem with the activities that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	- None named	- None named	Land Use	Supportive Property Owners and Business Owners, and Real Estate Groups (5F); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to affordable housing, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities.
10	10: Anticipate Future Growth	Context: While Austin's population overall has grown, the number of Black residents has decreased by 14%. Question: Will future growth increase the concentration of Austin's white demographics? How will CodeNEXT implement strategies to reverse this trend? Are the CodeNEXT corridors and centers disproportionately proposed for Austin's Neighborhoods of Color? Will they contribute and accelerate gentrification, displacement and cultural appropriation?	Incentivize compact development along corridors, enable neighborhoods to grow intentionally and create areas conducive to pedestrian traffic while reversing population decline in Austin's Black communities.	- This issue is cross-disciplinary, showing on jobs, services, housing, land use, and so on -- the language in this logic model is barebones, and appears "cookie cutter" with other land use-oriented logic models	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage people of color in small area planning 3. Affordable housing displacement analysis/preservation strategies 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color	- Listed activities are vague; require more attention and specificity. - Assign greater growth in areas of high opportunity and low risk of displacement - In areas of high risk of displacement, leverage growth potential to mitigate impacts to create stability for current communities of color	- There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity. - Use an equity analysis to assign growth areas, see Seattle Growth and Equity Analysis	- None named	- None named	Land Use	Chambers of Commerce (3F); Supportive Property Owners and Business Owners, and Real Estate Groups (5F); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to affordable housing, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities.
11	11: Water Stewardship	Context: Austin's Neighborhoods of Color are most vulnerable to the stresses of drought, heat, and flooding. Flood areas are more extensive and stream bank erosion neighborhoods are less able to absorb extreme weather events for air conditioning and have fewer choices to move when their homes become uninhabitable. They have historically been underserved by Austin's water supply and storm water management infrastructure compared to Austin's predominantly white neighborhoods. Landfills, wastewater treatment plants, petroleum product storage, electrical generation and industrial brownfields are all disproportionately located in and near Neighborhoods of Color. Question: How will CodeNEXT address historic inequities by providing meaningful and affordable opportunities for water stewardship in Neighborhoods of Color? How will CodeNEXT address the presence of lead in drinking water of Austin's Neighborhoods of Color and schools?	Goal is to provide safe, quality, reliable, sustainable and affordable water services across neighborhoods, irrespective of demographics, and oversee sustainable conservation through new development regulations.	- Recognition of historic inequities introduced by the Comprehensive Watershed Ordinance - Though there reportedly are limited opportunities in CodeNEXT to address water stewardship, this logic model considers multiple important issues to communities of color, including sustainability of quality, safety, reliability, and affordability	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Engage neighborhood groups, nonprofits, and property owners in Neighborhoods of Color to implement water stewardship programs 2. Engage Neighborhoods of Color in small area planning	- Discuss spatial disparities related to water infrastructure and how engagement activities will target those neighborhoods with sub-par infrastructure - Provide greater specificity about which communities do not specify intent - Overlay climate vulnerabilities with water infrastructure engagement documents, what was learned about water priorities? - How do the existing resources listed actually address or respond to community priorities? - How do these practices address water systems, and to articulate specifically how changes related to color and communities of color to the threats of climate change?	- Identify and share spatial disparities in water quality, water safety, water reliability - Map resiliency needs in the face of most probable/largest climate threats in Austin, particularly for Neighborhoods of color, for water drinking and use as well as for emergency response (e.g. fires) - Overlay climate vulnerabilities with water infrastructure engagement documents, what was learned about water priorities? - Impacts/metrics do not specify intent - Outputs are not aligned with outcomes	- Provide safe, reliable, affordable water to all	None named, though worthwhile to consider the work of SFLPC in integrating arts into local infrastructure (https://water.org/index.aspx?page=855)	Environment	Property Owners and Business Owners (5F); Local Environmental Organizations (2G, 5G); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Public health advocates representing water quality, particularly those with a focus on health equity - Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to water management, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing new water management programs?
12	12: Flood Mitigation	Context: Austin's Neighborhoods of Color are most vulnerable to the stresses of climate change and flooding. Flood infrastructure in these neighborhoods has been designed to a lower standard. Flood areas are more extensive and stream bank erosion more prevalent. The residents in these neighborhoods have fewer choices to move when their homes become uninhabitable. Question: How will CodeNEXT address these historical inequities? Will new and redeveloping properties be required to fully mitigate their flood impacts over undeveloped conditions?	Safeguard life and property through reducing flood risk by regulating new developments via stormwater management and requiring certification that new drainage system concedes with properties while addressing historical inequities.	- Stormwater drainage is a critical issue in climate resiliency efforts; - Neighborhoods of Color map shows locations of older, inadequate parts of stormwater drainage system concedes with Neighborhoods of color - Emphasis on older commercial, multi-family, industrial and civic sites that have not provided flood protection, will have the greatest positive impact in areas that were built out prior to modern drainage and floodplain requirements	Excellent! Strengths > challenges, good model for other logic models	- Include provisions in the code that require upgrades to any outdated infrastructure when new policies or codes are put into place, to circumvent/prevent future overruns as well as promote inclusion and the vigor with which the City will pursue those opportunities	1. Map locations of flood hazards 2. Engage Neighborhoods of Color in small area planning 3. Engage neighborhood groups, nonprofits, and property owners in Neighborhoods of Color to increase flood awareness 4. Evaluate and improve equitable outcomes to gather information on flood locations	- Community engagement should involve two-way dialogue: increase flood awareness and also listen for and monitor problems/improvements	- Comparison of Neighborhoods of color vs City as a whole in metrics and maps is good modeling for rest of Citylogic models	- Disaster response/recovery	- None named	Environment	Property Owners and Business Owners (5F); Environmental Organizations (2G, 5G); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to flooding, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing flood mitigation programs?
13	13: Tree Protection	Context: Stresses associated with the urban heat island and flooding, disproportionately affect Neighborhoods of Color. Question: Is tree preservation equitably applied across the city? As variances applied, disproportionately in Neighborhoods of Color?	Clearly forest preservation and replenishment standards that emphasize improved fire and soil quality, protect greenfield and urban sites while ensuring tree preservation is applied equitably throughout the city.	- Strong discussion of relationship between tree preservation and climate resiliency - Discussion of health is lacking; trees contribute to perceptions of safety and crime prevention through environmental design; trees also offset some of the impacts of vehicular travel; improving air quality, trees can contribute to sound/noise reduction, etc., etc.	Strengths > Challenges	Language overall could be stronger, more assertive around understanding and addressing disparities	1. Engage community in tree preservation policies 2. ID/have best practices for disaggregating demographic data and analyzing tree planting/preservation projects 3. ID/have best practices for engaging people of color in tree planting/preservation projects 4. Continue planting trees in priority areas that considers demographics 5. Engage Neighborhoods of color in small area plans 6. Engage neighborhood groups, nonprofits, and property owners to implement forest preservation practices in Neighborhoods of Color 7. Explore if variances to tree preservation regulations are being granted more frequently in Neighborhoods of Color	- Identify targeted community outreach in cases where there are disparities related to tree canopy - Expedite permitting or other requirements for private tree planting in areas where there are deficiencies	- Accompany the disparity analysis of tree canopy in and across Austin communities, identify where deficits exist with language interpreting differences and what changes are needed to change conditions	- None named	- None named	Environment	Supportive Property Owners and Business Owners, and Real Estate Groups (5F); Environmental Organizations (2G, 5G); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to forest preservation, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing forestation programs?
14	14: Open Space and Parks	Context: Neighborhoods of Color public parks in Austin have been underfunded, underdeveloped and undermaintained. Question: How will CodeNEXT make new parks a priority and requirement for redeveloping neighborhoods?	Implement greater standards for development and ensuring greater access and diversity of parkland throughout the city by promoting increasing parkland as growth occurs and protecting parkland from encroachment while addressing historic inequalities in park access.	- Logic model aims to promote health and diversify open space and parks, which will potentially serve Austin's communities of color through an "all neighborhoods matter" perspective - No direct discussion of where park development has benefited / overlooked Neighborhoods of color and/or communities of colors - Survey residents of communities of color to gain input on preferred amenities in parks and recreation facilities - Explore local hiring opportunities	Challenges > Strengths	- Address Challenges - Connect with health and transportation content and expertise - Explore peer cities' programs to address racial inequalities in parks and recreation, such as Seattle's program on equitable allocation of parkland in and across Austin neighborhoods - Madison's equity analysis on improving parks' amenities - Survey residents of communities of color to gain input on preferred amenities in parks and recreation facilities - Explore local hiring opportunities	1. Update Parks & Rec LRP to identify specific articulation from Neighborhoods of Color to ensure equity in parkland 2. Review park investment data for inequities based on demographics 3. Engage Neighborhoods of color in small area plans 4. Engage neighborhood groups, nonprofits, and property owners to implement initiatives on improving parkland in Neighborhoods of Color	- Need to engage communities in more of the planning than simply in the small area plans - More discussion of targeting which communities to engage for what purpose	- # of residents alone doesn't speak to quality of engagement, or impact of community input -- include measures of leadership and links between community suggestions and City update - More to be done around impact: correcting historic inequities (this needs to be spelled out beyond "equitable benefit") - Deepen understanding around use of recreational space -- needs and assets in Austin -- particularly related to specific cultural groups, ages and abilities -- apply this information to parks development and prioritization	- None named	- None named	Environment	Supportive Property Owners and Business Owners (5F); Real Estate Groups (5F); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to park access and quality, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing park equity programs?
15	15: Nature in the City of Austin	Context: This palette of tools - green walls, stormwater collection, rain roofs - have been easily available for more than a decade. These tools have been inequitable and optionally implemented in Austin in only the most affluent neighborhoods and projects. Question: How will CodeNEXT ensure that these beneficial standards are achieved in Neighborhoods of Color without contributing to gentrification and displacement? Does CodeNEXT address the need for consistently applied natural infrastructure standards?	Institute IA plan by preserving and expanding Austin's green development, protecting the city's landscape and forestry through development regulations, and incorporate natural elements and sustainability into the city fabric while minimizing displacement.	- The goal recognizes the stated problem/need in the language shared - Reference to historical inequities included thru discussion of Comprehensive Watershed Ordinance and follow-up ordinances in 2013 - The rationale does not clearly articulate the disparities in Austin related to "green infrastructure" - Logic model takes a "beautifully" perspective and does not take into account the deficiencies	Challenges > Strengths	- Connect water-related LMs together, have all parks/nature-related LMs work together better - Consider how development incentives for green landscaping in deficient areas across Austin, not necessarily located at site of development, might be implemented to impact Austin's Neighborhoods of color	1. Engage neighborhood groups, nonprofits, and property owners to implement green infrastructure programs, including in Neighborhoods of Color 2. Institute and enforce landscape and environmental regulation alongside with tree preservation requirements	- Link displacement and gentrification analyses across neighborhoods with nature analyses	- Affordable housing displacement analysis would be informative - References to COC Social Vulnerability Index - Displacement analyses for small businesses, cultural anchors and organizations, foundations and nonprofits, and service-organizations that serve Neighborhoods of color and communities of colors - Displacement analyses should consider RISK of displacement	- Improved community health	- None named	Environment	Property Owners and Business Owners (5F); Environmental Organizations (2G, 5G); Local Non-Profits (2E, 5E); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to park access and quality, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing park equity programs?

Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16	
17	16: More Diverse Housing Choice	Context: In its current form, perspective maps show the traditional single-family houses in Neighborhoods of Color would be Housing Choice zoning to allow as to nine units. The new Code concentrates zoning allowances in Neighborhoods of Color while maintaining single-family zoning in many of Austin's predominantly white neighborhoods. Question: Does CodeNEXT make room for diverse housing yet avoid applying this standard to the people living in these spaces? Are the new code allowances applied across Austin, or are they concentrated in neighborhoods of Color? Are the consequences of more diverse housing types equity borne by white neighborhoods?	Permit diversity of housing options (e.g. duplex, ADUs) and ensure that LDC enables capacity to meet Austin's affordable housing goals (60,000 new units at 80% AMI or less) while spreading these options equitably and preventing displacement of current residents.	- Mapping zones with affordable housing bonuses and/or zones. - Is 80% AMI affordable for Austin's Neighborhoods of color and communities of colors? - Relies heavily on idea to increase housing supply to regulate costs - Diversity of housing choices will meet goals to increase affordable housing... - "Residents of Neighborhoods of color need a voice in local neighborhood change; by-right policies can accelerate affordable housing development"	Goal and priority outcome include strategies for addressing primary concern / problem.	- Consider how this logic model integrates in particular with 1 (Corridors and Centers), for both, ID opportunities for directing density/growth development and affordable housing development in ways that benefit Neighborhoods of color - Consider how the affordability incentives outlined in section 18 might be useful here, particularly in relation to incentivizing specific housing types - Consider the intersection of right-sized dwellings with right-priced housing to avoid reaching "apartment" as the easiest solution for affordability	1. Educate stakeholders on Austin's decreasing affordability 2. Implement zones equitably and strategically to maximize opportunities to disperse affordable housing 3. Ensure demographics/equity factored into base zone locations 4. Engage Neighborhoods of Color in small area plans 5. Affordable housing displacement analysis/preservation strategies 6. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color	- Consider reducing parking requirements - Unbundle housing and parking rents - Provide property tax exemption for affordable units, with requirement that unit distribution works the same as market rate units (e.g. Seattle) - Establish partnership with Housing Authority	- Strong set of outputs here from equity perspective - Housing affordability need disaggregated by race - Housing unit need (household size) disaggregated by race - Housing cost burden disaggregated by race - Current market in Neighborhoods of color – cost and unit types/size	- None named	- Zoning discrepancies between East and West Austin	Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Housing groups focused on exclusionary neighborhoods and are in these communities - Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities.	
18	17: More Units By Right	Context: New housing built to cater to wealthy renters and buyers is not a result of Austin's land development code. Community-based, unannounced regulation. It is a result of an exclusively profit-driven market. Austin's affordability incentives have completely failed to provide any increase in affordable housing. Allowing more units by right would increase the economic incentive to destroy the existing affordable single-family residences. Question: Do the incentives proposed in CodeNEXT provide for affordable housing? Do the incentives provide affordable housing for families? Do the housing types being incentivized meet the needs of families? Do they preserve Neighborhoods of Color? Does CodeNEXT focus on preserving neighborhood character without preserving historical culture and the people who have lived there?	Permit more housing units and encourage variety of unit sizes via context-sensitive development while prioritizing affordability that supports families, preserves Neighborhoods of color, and prevents displacement.	- When implemented with certain provisions (e.g. local input on context-sensitive development by-right policies can accelerate affordable housing development) - Residents of Neighborhoods of color need a voice in local neighborhood change; by-right policies can accelerate affordable housing development - It is not clear here that voice and it is not clear here that it is addressed	Strengths > Challenges	- Check AMI levels for actual affordability for Austin's communities of colors - Consider how this logic model integrates in particular with 1 (Corridors and Centers) and 16 (More Diverse Housing Choice)	1. Affordable housing analysis including affordability (including analysis/preservation strategies) 2. Ensure demographics/equity factored into base zone locations 3. Engage Neighborhoods of Color in small area plans 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color	#UNPARSEABLE	- Outcomes of past permitting processes - Strong set of outputs - Increase, or at least no decrease in, % people of color in Austin	- None named	- None named	Housing / Land Use	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to affordable housing, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing by-right housing programs?	
19	18: Affordability Incentives	Context: The reality of Austin's history and current market forces is that incentives to maintain Austin's historical affordability. A major consequence of the lack of affordable housing is decreasing and fragmenting People of Color populations in Austin and critical social infrastructure. Question: Please provide an analysis of how the incentives will provide affordable housing for Neighborhoods of Color.	Establish more effective framework for affordability incentives that leaves room for revision and ensures adequate housing production and affordability in Neighborhoods of color	- This logic model provides lots of important contextual information that acknowledges the problem and also the opportunities and challenges associated with overcoming it - Incentive "framework" is changeable over time, offering flexibility in a dynamic market environment and as needs of the Neighborhoods of color and communities of color change with displacement/gentrification - Approach is informed by activities of external partners	Strengths > Challenges	- Strengthen how this logic model connects with others across silos	1. Affordable housing analysis (including affordability incentives and capacity of zoning map) 2. Engage Neighborhoods of Color in small area plans 3. Fund new subsidized affordable housing 4. Foster discussion between community and policymakers over affordability and connected development 5. Ensure equitable bonus programs	- Consider employer-assisted housing - Affordable housing fund as a suite of mitigations in exchange for city incentives to attract large corporations	- Amount, type, and rents/costs of units within Neighborhoods of color - Housing cost burden disaggregated by race for Neighborhoods of color and citywide	- None named	- None named	Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to affordable housing, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing and improving affordable housing frameworks?	
20	19: Flexible LiveWork Places	Context: In Neighborhoods of color small business owners have lived and thrived under the existing code. Their challenges are related to affordable housing, gentrification, and the displacement of their customers by gentrification. The description of "an old model of large-scale office and industrial development" fails to recognize small businesses that have lived and thrived under the existing land development code. Question: Will a CodeNEXT greater range of building types accelerate displacement? How will a greater range of building types preserve the culture and affordability of Neighborhoods of Color?	Increase commercial space supply and ensure access to these spaces through improved linkages between transit, housing, and jobs while propping up small businesses and preventing displacement in Neighborhoods of color.	- Operates from assumption that flexible livework spaces will benefit small business owners, no discussion of the potential for flexible livework spaces to accelerate displacement – need further data - No discussion of how flexible livework spaces will be associated with zoned land uses	Strengths > Challenges	- Build in analyses and non-Land Use safeguards linked with Land Use to provide additional protections to small businesses in Neighborhoods of color and communities of color to benefit from livework places, such as a certification or designation for cultural organizations, minority-owned businesses, etc.	1. Ensure demographics/equity factored into base zone locations 2. Engage Neighborhoods of Color in small area plans 3. Affordable housing analysis (including displacement analysis/preservation strategies) 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color 5. Review peer city economic development programs with emphasis on people of color-owned businesses 6. Explore development of community land trusts 7. Seek public involvement on revisions to Density Bonus Program	- See recommendations to rationale and data	- Create a knowledge base for the needs of small business owners; how does flexible livework respond to those needs and proactively stave off threats and other concerns?	- None named, though expect lots of health impacts resulting from electronic terrain and obstacle data - Safety is a variable dependent on housing standards and traffic calming measures	- None named	- None named	Housing / Economic	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood and Business Organizations (2D)	Residents of neighborhoods of color	
21	20: Connected Communities	Context: The description of new development as occurring in "pods of single-family or multi-family units" reflects reality in many of Austin's historically white neighborhoods, which were designed to segregate residential and commercial and industrial activities. One of the reasons this zoning was desirable for white families was their ability to afford individual automobile transportation. Austin's Neighborhoods of Color were not protected with isolated single-family zoning and developed with walkable access because some of these families had no other option. Challenge and solution statements in this section address connected infrastructure. By ignoring the challenges of connecting the people in Neighborhoods of Color, this focus on infrastructure perpetuates systemic racism. Question: How will CodeNEXT address the challenges of increasing fragmentation in Neighborhoods of Color?	Improve transportation connectivity across zoning categories and add multimodal transit access across all land tracts; strengthen regulation for subdivisions to incentivize mixed housing types to create connected, walkable communities while focusing on challenges of increasing displacement	n/a	Strengths > Challenges	- Reconsider AMI requirements for addressing mobility data - Strengthen discussion of the location of jobs creation/economic development decisions/land uses and connectivity - Strengthen discussion of location of services in efforts to increase community organizing analysis (including displacement analysis/preservation strategies) - Engage in analyses of common or priority pathways for existing Neighborhoods of color that takes displacement analyses into consideration	1. ID/share best practices for addressing mobility data 2. ID/share best practices for engaging people of color in planning projects 3. Ensure demographics/equity factored into base zone locations 4. Engage Neighborhoods of Color in small area plans 5. Community organizing analysis (including displacement analysis/preservation strategies) 6. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color 7. Ensure connections between different transit modes	- Consider preparing a fragmentation analysis/scale on top of displacement analyses – where are the priority areas and how to use the gradient to slow displacement in emergency areas? - Engage in analyses of common or priority pathways for existing Neighborhoods of color that takes displacement analyses into consideration	- Extant transportation accessibility maps with demographic overlays - None named, though expect lots of health impacts resulting from electronic terrain and obstacle data - Safety is a variable dependent on housing standards and traffic calming measures	- None named	- Outcome: enhanced connectivity, reflecting a need mentioned among historically marginalized populations	Transportation / Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to transportation connectivity, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing transit connectivity projects?	
22	21: Clear, Effective Zoning Districts	Context: The existing stock of affordable residential housing in Neighborhoods of Color is an important city asset. It provides affordability and helps to preserve an existing, important, unique and essential component of Austin's culture. Newly proposed zoning districts disproportionately target Neighborhoods of Color for increased density, compared to Austin's predominantly white neighborhoods. This targeting fails to respect existing residents' and their communities. It would increase property taxes and development pressure in those neighborhoods and accelerate the already devastating consequences of gentrification and displacement. Question: Do the changes proposed by CodeNEXT to existing patterns of residential, commercial, business, or industrial development, or any changes in Neighborhoods of Color, reflect a consensus or input of those who have lived in or have been displaced from those neighborhoods?	Establish complete and predictable development standards and regulations while preventing displacement and ensuring that development in Neighborhoods of color incorporates and reflects impact of residents or past, displaced residents	- This language appears "cookie cutter" with other land use-oriented logic models and does not provide sufficient information about how the efforts carried out in this arena will address the needs of Neighborhoods of color or the population at large	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage Neighborhoods of Color in small area plans 3. Affordable housing analysis (including displacement analysis/preservation strategies) 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color	There is no problem with the activities that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity. See recommendations in row #6 for "Strengthen Neighborhoods," as the recommendations there are relevant here, also.	- None named	- Mismatch between zoning and existing character	Land Use/ Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Development Community (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Association (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing zoning reforms?	
23	22: Fine-Tuned Uses in Zones	Question: If the fine-tune uses replace overlays, how do these address neighborhood-specific conditions? Are development standards less restrictive in Neighborhoods of Color? Do these uses encourage gentrification? Does the simplest process make it easier to bypass community input?	Establish distinct zoning classifications with nuanced regulations and develop standards that consider the most widely preferred conditions while also focusing on neighborhood specific conditions without more lax standards in Neighborhoods of color that also open space for community input.	- This issue is cross-disciplinary, touching on jobs, services, housing, land use, and so on – the language in this logic model is barbed, and appears "cookie cutter" with other land use-oriented logic models	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage Neighborhoods of Color in small area plans 3. Affordable housing analysis (including displacement analysis/preservation strategies) 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color 5. Consider specific needs for engaging in outreach with communities of color around LDC	There is no problem with the activities that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity. See recommendations in row #6 for "Strengthen Neighborhoods," as the recommendations there are relevant here, also.	- None named	- Engagement strategies with people of color	Land Use / Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Development Community (SF); Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing zoning reforms?	
24	23: Site Planning Process	Context: Neighborhood-scale infill projects have, and continue to, diminish Austin's affordable residential housing stock. These consequences are felt across the city but most particularly damage both individuals, families, and the cohesive structure and support of Austin's Neighborhoods of Color. Residential infill also places increased stress on city infrastructure: wastewater lines, water service, parks, trails, creeks, water quality and flood mitigation. This stress is most acute in Neighborhoods of Color, which have not been served, protected, and preserved to the same degree as Austin's predominantly white neighborhoods. Question: Will the new simplified site plan review process provide adequate opportunities for public review and input? Will there be sufficient protection of Neighborhoods of Color and businesses? Is there priority placed in affordability over feasibility?	Streamline site planning review process that expedites review for mid-size projects while ensuring space for public input, minimizing displacement, maximizing affordability, and preventing disproportionate burden on Neighborhoods of color.	- This language appears "cookie cutter" with other land use-oriented logic models and does not provide sufficient information about how the efforts carried out in this arena will address the needs of Neighborhoods of color or the population at large	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage Neighborhoods of Color in small area plans 3. Affordable housing analysis (including displacement analysis/preservation strategies) 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color 5. Consider specific needs for engaging in outreach with communities of color around LDC	There is no problem with the activities that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity. See recommendations in row #6 for "Strengthen Neighborhoods," as the recommendations there are relevant here, also.	- None named, though discussion of how infill impacts resource availability and quality referenced in section and will necessarily be considered	- Mismatch between zoning and existing character	Land Use / Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Development Review Staff; Local Non-Profits; Community Development Corporations, etc. (ZE, SE); Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing zoning reforms?	

Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16	
25	24. Simplified Permitting	Question: How does this process benefit community members from Neighborhoods of Color? Does it make it easier to bypass community involvement? Will it accelerate gentrification? Will it impact Neighborhoods of Color more than other neighborhoods?	Update permitting procedures in accordance with local and state legislation and maximizing ease of use while also opening spaces for public input, hindering gentrification, discouraging displacement and ensuring impact of redevelopment does not unfairly harm Neighborhoods of color.	- Goal/rationale acknowledges stated problem	- This language appears "cookie cutter" with other land use-oriented logic models and does not provide sufficient information about how the efforts carried out in this arena will address the needs of Neighborhoods of color or the population at large	Challenges > Strengths	- Address challenges named - See activities recommendations	1. Ensure demographics/equity factored into base zone locations 2. Engage Neighborhoods of Color in small area plans 3. Affordable housing analysis (including displacement analysis/preservation strategies) 4. ID anticipated impacts of redevelopment in engagement with Neighborhoods of Color 5. Consider specific needs for engaging in outreach with communities of color around LDC	There is no problem with the activities that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity.	There is no problem with the data that are listed here, but altogether, these don't say much related to the specific problem or goal stated. Need more attention and specificity. See recommendations in row #6 for "Strengths Neighborhoods," as the recommendations there are relevant here, also.	- None named	- Engagement strategies with people of color - Mismatch between zoning and existing character	Land Use / Housing	Supportive Property Owners and Business Owners, and Real Estate Groups (SF); Development Community (SF); Development Review Staff; Local Non-Profits, Community Development (2E, 5E) Corporations, etc.; Neighborhood Associations (2D)	Residents of neighborhoods of color	- Early on in planning and implementation, identify specific COCs and NOCs impacted by issues related to zoning, share existing plans and priorities, and listen openly to understand needs and priorities. Be prepared to shift existing plans and implement COC priorities. - Consider how external partners can support community organization around these issues. How can philanthropic funders and nonprofit partners support capacity building, information gathering, and engagement among community members to partner effectively with City staff responsible for implementing zoning reforms?