

2021 UC ANR CE Position Template (Advisor)

Position Title - Cluster Hire-UCSF/Los Angeles County

BIPOC Community Development Advisor-Alameda, Contra Costa, San Mateo & San Francisco

Position: Briefly Describe

The Advisor, under the direction of the Multi-County Director, will engage community members in conversations to co-create culturally sensitive solutions that represent BIPOC needs and interests and bring their voice into conversations to which they are not normally invited to and advocate for them during these conversations. They engage county and city governments, community-based organizations with similar interests, community influencer's, regional and county planners, non-profit organizations, and the public to reduce California's social and economic vulnerabilities to marginalization of its citizens, while partnering the expertise across the University of California system. They will advocate for inclusive processes in community development and deployment, including workforce development, rethinking business processes, & use of technology as a key component of inclusion. MS in Urban Planning, Urban design, AICP certification. Six years' experience in urban areas with high Black & Latinx populations desired.

Justification

[Executive Order](#) on White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans OCTOBER 19, 2021 "It is the policy of my Administration to advance educational equity, excellence, and economic opportunity for Black Americans and communities from early childhood until their chosen career."

Social injustice is deeply intertwined and ingrained with urban planning. During the 50's, 60's and 70's Black families were pushed out of their disinvested communities to make room for schools, highways and business developments. Historical racism and inequality have left many Black neighborhoods in America lacking resiliency. "In cities across the United States, racism exists in built form. There's a long history of intentionally racist policies such as race-restricted covenants preventing minority groups from moving to certain areas and redlining that limited access to housing finance and concentrated nonwhite residents in neighborhoods that were then systematically undeserved. These policies have had long-term negative impacts on access to jobs, wealth creation, health, and countless other socioeconomic factors." (Fast Company 08-17-20) The Black Space Manifesto(www.blackspace.org/manifesto), created by Black Urban Planners, Architects, artists, and designers outlines 14 points that emphasizes working with communities rather than attempting to represent them.

Only 2% of licensed architects are Black. Most people who plan, design, and build our communities lack the diversity needed to adequately represent those communities. Often non-black city planners see the need to focus on equity and community engagement as a burden, when this occurs the seeds of mistrust between planners and Black and Latinx communities they are supposed to serve are sown. A non-partial UCANR Advisor can assist in addressing these issues by working in and with these communities in representing them at the table.

American public policy systematically removes Blacks, Latinx and other minorities from their homes and communities. This has destabilized Black communities and undermined their access to opportunity. In addition, federal state and local policies have fortified housing discrimination by excluding them from homeownership programs and failed to enact and fully enforce civil right protections.

The Government of Alliance on Race & Equity states that to advance racial equity and transform government, it must work in partnership with communities and other institutions. UCNR is well positioned to work with both governments and communities. In addition, measurement of programmatic and policy changes must be data driven, our Advisors and Researchers are well positioned to design measure success these types of programmatic and policy changes.

Extension

As the United States becomes more urban and suburban, Extension's ability to adapt in broadening its programming to more urban audiences become critical (Reaves, 2000). Despite its agrarian image, no policy or legislation forbids Extension or its land grant university members to develop and implement programs for communities in urban areas. While most Extension's human and financial resources continue to be directed toward rural constituencies, a growing urban program is noted (USDA-CSREES, 2000). Position will target BIPOC Communities

Research

Conduct applied research and engage in scholarship, driven by the complex issues faced by BIPOC within our urban communities, variances in prosperous and struggling communities, impact of urban planning policies, develop strategies to work with urban decision makers for increased impact. Utilize approaches that emphasize flexibility and responsiveness while engaging in applied research projects. Other research partners may include Urban Institute, Harvard joint Center for Housing Studies, Turner Center for Housing Innovation at UC Berkley, NYU Furman Center for Real Estate and Urban Policy, and The James Irvine Foundation.

ANR Network

Will work closely with campus-based Specialist, UC Departments of Human Ecology, Architecture, Urban Design, City and Regional Planning, College of Engineering, Natural Resources, Environmental Design, Field based Advisors and Educators, ANR Administration

Network External to ANR

UC Berkeley City and Regional Planning Department, UCB, College of Environmental Design, County and city governments, community influencer's, regional and county planners, non-profit organizations, decision makers, civic leaders, Black and minority organization and BIPOC.

Support

Support, including office space, transportation, communication (telephone, internet), computer & printer, office supplies and clerical support, to be provided through county and ANR resources.

Other Support

Research support to come from competitive grants, partnering organizations, state and federal funds, private foundations, local organizations. Other support (HUD, Local Housing Authority, Office of Fair Housing, EEO, Policy Development and Research, FHA, DOJ and ANR colleagues)

Headquarters and Coverage Area

Position to be based in Alameda County with responsibilities extending to Contra Costa and San Mateo Counties.

Developed and Proposed By

Frank McPherson, in collaboration with Keith Nathaniel, Los Angeles County Director.