



Phase 1 Summary



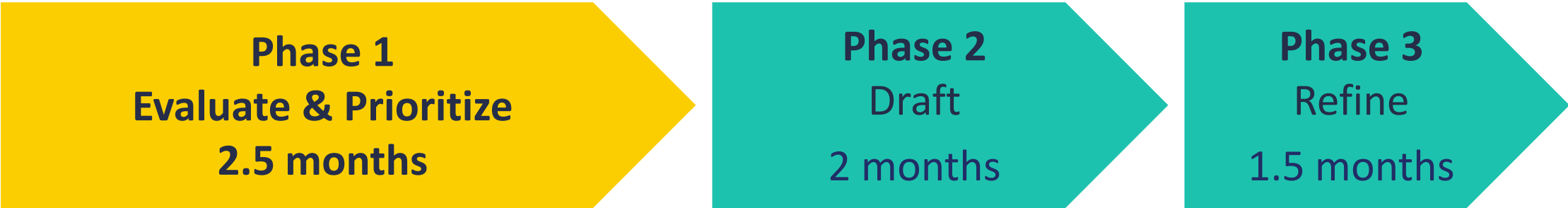
Today's Agenda

1. **Where we are in the process and what the Plan should accomplish**
2. **Draft framing for the Plan**
3. **Next steps**

Where we are in the process &
what the Plan should accomplish

Where we are in the process

JAN	FEB	MAR	APR	MAY	JUN
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Draft chapter outline

- Outcomes and policy priorities
- Draft success metrics
- Potential bold moves to vet with City leadership

Draft chapter text

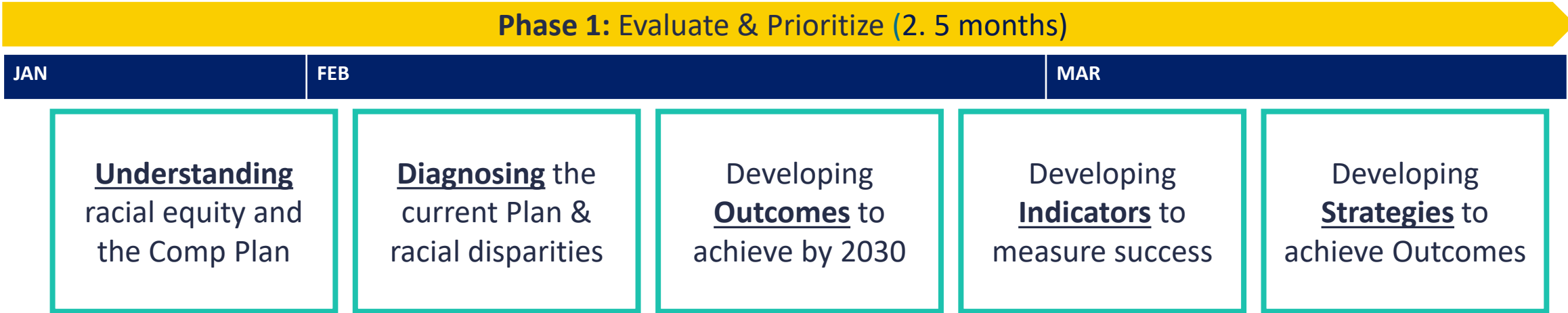
- Revised Outcomes/Strategies/Indicators
- Measures for creating accountability and tracking progress
- Engagement with City Departments and non-City stakeholders

Final chapter text

- Final Plan chapters
- Roll-out strategy



What we accomplished in Phase 1



A successful Comp Plan will:

1

Center Black people and underrepresented residents in Gainesville

2

Involve the whole City organization

3

Generate accountability and action

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A successful Comp Plan will:

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In Phase I, we further emphasized:

- Identifying and prioritizing City actions that advance racial equity
- Creating a shared understanding of racial equity in City decision-making
- Collecting disaggregated data

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Draft framing for the Plan

Proposed Plan Chapters & Content

Gainesville Today	Where We Live	How We Move Around	How We Work & Learn
<ul style="list-style-type: none">• Gainesville’s past and present• Opportunities & challenges• What the City can do	<ul style="list-style-type: none">• Housing• Future Land Use	<ul style="list-style-type: none">• Transportation• Transit	<ul style="list-style-type: none">• Economy*• Public Schools• Childcare (facilities + beyond)• Relationship with academic institutions
Our Environment	Our Health and Wellbeing	Our Arts & Culture	Our City Government
<ul style="list-style-type: none">• Capital Improvements• Conservation• Potable Water/Wastewater• Solid Waste/Stormwater• Energy & Sustainability*• Climate Resiliency*	<ul style="list-style-type: none">• Recreation• Health*• Safety*	<ul style="list-style-type: none">• Cultural Affairs• Historic Preservation	<ul style="list-style-type: none">• Intergovernmental Coordination• Racial Equity in Government*• Civic Engagement*• Tech & Innovation in Government*

* Content not currently represented in Comprehensive Plan.





Where We Live

By 2030:

1. All Gainesville residents have access to **high-quality and affordable housing**, accessible to jobs and community services such as childcare.
2. All Gainesville residents have **fair and equitable access to housing** opportunities free from discriminatory lending, renting, and property management practices.





Where We Live

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2. All Gainesville residents have **fair and equitable access to housing** opportunities free from discriminatory lending, renting, and property management practices.

Representative Strategies:

- **Increase supply and eliminate constraints on housing construction** to improve access to quality housing for low-income residents.
- **Identify and address harmful and predatory practices** within the housing market for renters, owners, heirs, sellers, and others.
- **Eliminate harmful impacts** of development (including displacement) and **ensure benefits are shared** beyond the project site.

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How We Move Around

By 2030:

1. All Gainesville residents will have access to reliable and affordable transportation.
2. All Gainesville residents will be able to live in neighborhoods with high quality pedestrian and bike infrastructure.
3. Gainesville will have no traffic-related deaths or severe injuries.

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How We Move Around

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Representative Strategies:

- Reduce cost of public transit for low-income residents.
- Require new development to fund improvements to pedestrian and bike infrastructure, as well as streetscape improvements.
- Direct transportation improvements to areas underserved by transit (incl. 1st mile/last mile solutions)

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How We Work and Learn - Economy

By 2030:

1. All Gainesville residents will be able to secure a job that enables them to support themselves and their families.
2. Small business owners, including business owners of color, will have the resources they need to open, thrive, and grow.

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How We Work and Learn - Economy

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Representative Strategies:

- Expand workforce training, apprenticeship programs, and certifications by employers.
- Support capacity-building programs in organizations serving small or minority-owned businesses.
- Remove barriers for small businesses applying for grants and loans.

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How We Work and Learn – Public Schools

By 2030:

1. All Gainesville children will have **access to quality education**. No schools will be overcrowded, and all schools will have adequate resources for students.
2. Public schools in Gainesville will be a **resource for both students and the surrounding community**.





How We Work and Learn – Public Schools

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2. Public schools in Gainesville will be a **resource for both students and the surrounding community**.

Representative Strategies:

- Continue to prevent new development from overcrowding schools by **considering public school capacity during development review**
- Work with the School Board to **direct resources to schools that are currently underfunded**.

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How We Work and Learn – Public Schools

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Representative Strategies:

- Amend the City’s zoning to allow the establishment of community facilities on school sites (e.g. daycare centers).
- Increase representation from neighbors regarding issues related to public school planning (emergency management, safety, and recreational and sports programs).
- Ensure that schools enable students to participate in recreational and sports programs at no cost.

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Our Environment

By 2030:

1. All residents will enjoy a **healthy environment** with clean air, water, land, streets, and buildings.
2. All Gainesville residents and property are **protected from stormwater and climate impacts**, prioritizing those most at risk.
3. All responsible parties **share responsibility** for prevention, cleanup, and remediation.

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Representative Strategies:

- **Target outreach to increase awareness and access to programs** for environmental quality, cost savings, energy efficiency.
- **Catalog and address predatory practices** in land and water in management.
- Create tools to **balance community development needs and environmental resource management**.

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Our Arts and Culture

By 2030:

1. All Gainesville residents will be able to enjoy arts as part of their daily life.
2. All Gainesville residents will have a sense of belonging at the City's arts and culture programs.
3. Gainesville's cultural sector will be thriving, growing, and diverse.





Our Arts and Culture

By 2030:

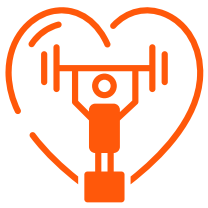
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3. Gainesville's cultural sector will be thriving, growing, and diverse.

Representative Strategies:

- Ensure the City's cultural programming reflects the diversity of Gainesville's residents.
- Strengthen partnerships with artists and organizations active in communities of color.
- Conduct inclusive engagement to reach people living outside of downtown and minimize fees for participation in programs.

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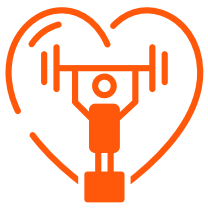
Our Health and Well-being

By 2030:

1. All residents will have access to park space, facilities, and recreation programs close to their homes.
2. All residents will have a voice in the design of Recreation plans in their communities.
3. All residents, including people experiencing homelessness, will have affordable access to healthcare and mental health support.

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Representative Strategies:

- Update parks “Level of Service” to consider user-centric indicators (e.g. satisfaction levels, access) to ensure that parks meet residents’ needs.
- Conduct inclusive outreach to nearby residents when designing new parks and amenities.
- Raise awareness of mental health to reduce stigma and ensure residents know where to go for support.

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Our City Government

By 2030:

1. All Gainesvillians will have **clarity and input** into how the City prioritizes and invests in the community.
2. The City's **workforce and leadership will be representative** of all Gainesville residents, and all communities will benefit from **City spending**.
3. Gainesville will forge **collaborative partnerships** with local and regional partners grounded in racial equity.

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Representative Strategies:

- Increase awareness and incorporate community voice into important City decisions, including what gets built and how public funds are spent.
- Align decision-making processes (regular meetings, Comprehensive Plan, the Strategic Plan, annual budget).
- Ground partnerships in racial equity and shared accountability.

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Next Steps

Where we are in the process

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Phase 1 Summary

Appendix

Definitions

Outcomes

- **Definition:** The conditions of well-being we want for our community. Outcomes are stated in plain language and are not about a program or data.
- **Example:** All kids are ready to learn when entering Kindergarten.

** We will use "Outcomes" instead of "Goals" moving forward.*

Indicators

- **Definition:** How we measure the conditions of well-being for the community. Indicators refer to whole populations, not programs.
- **Example:** Rates of children living in poverty

Strategies

- **Definition:** What works to improve the conditions of well-being (actions). These may be a policy change, partnership, program, initiative etc.
- **Example:** Free, universal pre-k, expanded paid family leave

Performance measures

- **Definition:** How we measure how well a program or service is working.
- **Example:**
 - Number of students (measures the scale of the program)
 - Student-teacher ratio (measures how well the program is doing)
 - % of students with reading scores at or above grade (measures if anybody is better off)

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What we mean by “race”

Race is:

“a **social construct** that categorizes people based on **physical characteristics and ancestry** to justify **inequitable distribution of resources and power.**”

- Government Alliance on Racial Equity

- By **social construct**, we mean that race is a concept that has **no biological grounding** and was **invented by humans**. The concept of race has changed over time.
- **Ethnicity** is different from race. GARE defines ethnicity as “a social group that shares a common and distinctive **culture, religion, language, history** and **customs.**”
 - Examples of race: American Indian or Alaska Native, Asian, Black, White.
 - Examples of ethnicity: Hispanic, Latinx.

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What we mean by “equity”

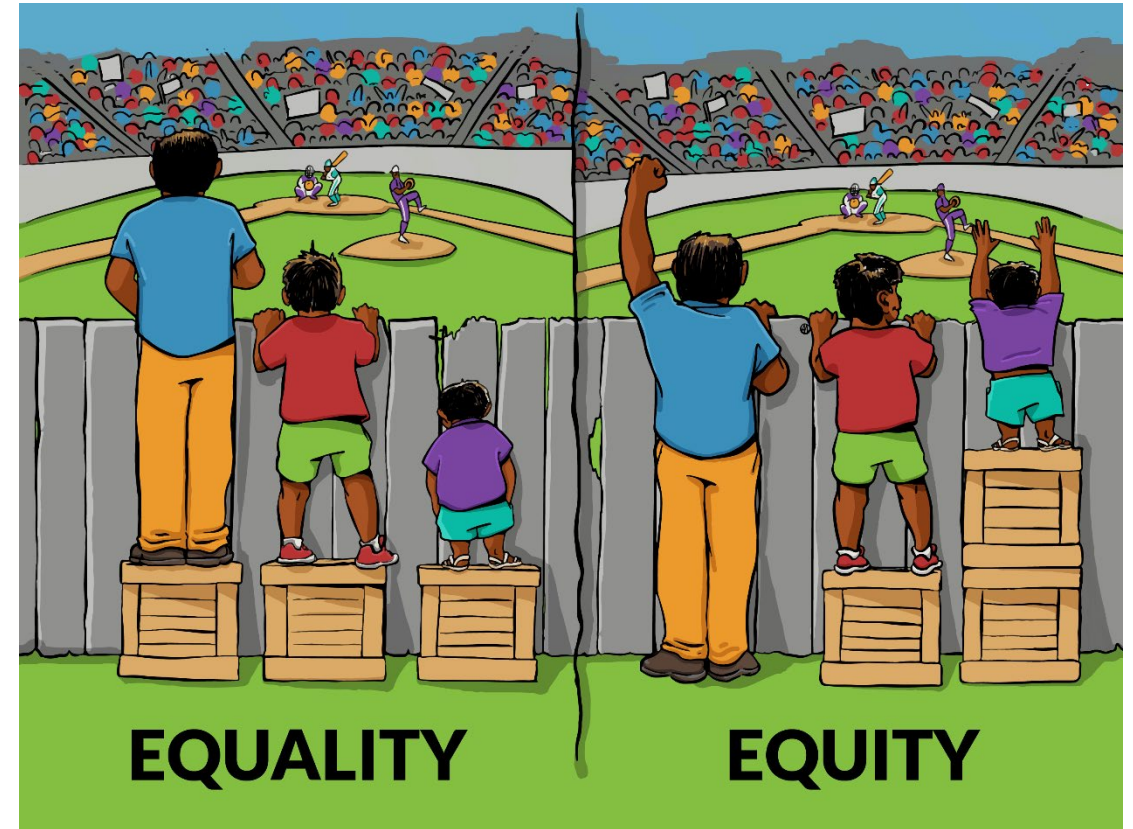
Race is:

“a **social construct** that categorizes people based on **physical characteristics and ancestry** to justify **inequitable distribution of resources and power.**”

- Government Alliance on Racial Equity

“**Equity**” is different from “**equality**.”

- Equality focuses on “**equal treatment**” for all, regardless of where they are starting from.
- Equity focuses on **outcomes**, ensuring that your identity does not define your life outcomes.



Source: Interaction Institute for Social Change | Artist: Angus Maguire

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What we mean by “racial equity”

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- Government Alliance on Racial Equity

Achieving racial equity means:

“**Eliminating race-based outcome gaps so that race cannot predict one's success and improving outcomes for all.**”

This approach centers those who are worse off and moves from a service-based approach toward focusing on policies, institutions and structures.”

- Government Alliance on Racial Equity

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Where we would like your support

1

Help spread the word:

- Publicly support the Imagine GNV process:
 - Survey (currently open at <https://imaginegnv.konveio.com>)
 - Meetings-in-a-box (April)

2

Participate:

- Meet with Imagine Fellows to hear community feedback (mid-May)

3

Review:

- Share additional feedback on today's content.
- Review updated Chapter content on Wednesday, May 5.

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