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National Initiative on Mixed-Income Communities

Reflections along the journey to antiracism

By Mark Joseph, PhD

As our team at Case Western Reserve University's National Initiative on Mixed-Income Communities (NIMC) deepens our work with partners to explore and advance antiracist approaches to housing and community development, I will be sharing some reflections in our newsletter about my own evolving perspectives and journey. This is also an opportunity to share and deploy my working framework for applying racial equity and racial justice lenses.

I join with many of our colleagues in the antiracism space in defining racial equity and racial justice as two related but very different concepts. As some of you have heard me describe, if racial equity is Antiracism 1.0, then racial justice could be considered something more like Antiracism 5.0—it is that much more profound and demanding of a threshold for social change. Differently put, racial equity is necessary but not sufficient to achieve racial justice. We can think of racial equity as “making it even” while we can think of racial justice as “making it right.” Both are complex, monumental societal endeavors and both require high clarity of purpose and intentionality in order to make meaningful individual, collective and systemic

progress. And those of us seeking to practice everyday antiracism must have a clear sense of how to help advance each one.

[Learn about the eight elements of Mark's racial equity and racial justice lenses and see his application of them to a current frustrating situation with the police in his community.](#)

Mark Joseph is the founding director of NIMC and the Leona Bevis and Marguerite Haynam Professor of Community Development at the Jack, Joseph and Morton Mandel School of Applied Social Sciences at Case Western Reserve University



Something we're thinking about lately: Social climate and inclusionary housing

By Alex Curley, PhD, and Judith Gonyea, PhD

Is it possible to expand affordable housing and have truly vibrant, diverse, and inclusive communities? During a recent collaboration with the [City of Cambridge, Massachusetts](#), members of the NIMC team had the opportunity to test our beliefs and assumptions about some of the most promising efforts to answer this question.

U.S. cities and towns are increasingly pursuing [Inclusionary Housing Programs \(IHPs\)](#) that require market-rate rental or condominium properties to designate a portion of units as permanently affordable to middle- or low-income households.



As an early Inclusionary Housing Program adopter, Cambridge is home to one of the nation's largest programs, with over 1,200 affordable rental and homeowner IHP units. Our collaboration involved a two-year research project exploring residents' perceptions of their community's social climate and culminated in [this detailed report](#).

[Read more about the research and our findings.](#)

What inspires us? Inclusionary housing explained

by Grounded Solutions Network



After cities across the country struggled to attract new investment, they're now on the rebound—and the cost to live there is skyrocketing. Watch a video from Grounded Solutions Network that quickly describes the principles of inclusionary housing—policies that require builders of market-rate housing to also include some units the local workforce can own or rent.

In case you missed it: What we're listening to

Bending the Arc Podcast

[Episode 11: Tony Pickett](#)

In this episode, we spoke with Tony Pickett, the CEO of Grounded Solutions Network, the nation's leading expert for inclusive, affordable housing policies and programs. In a conversation with our Research Director Amy Khare, Tony discusses efforts to advance racial justice within the field of community development, including within local grassroots organizations, foundations, financial institutions, and intermediaries.



Tony shared some of his own personal and professional experiences, from addressing anti-Black racism to helping to launch the CEO Circle of Color organization. In addition, Tony shares insights about the importance of shifting power and resources toward low-income people and communities of color through Community Land Trusts.

From *What Works to Promote Inclusive, Equitable Mixed-Income Communities*

by Amy Khare, PhD, Emily Miller, MSSA, and Mark Joseph, PhD

[Beyond counting units: Maximizing social outcomes of inclusionary housing](#)

To date, inclusionary housing policies have aimed to achieve two primary goals. First, inclusionary housing can contribute significantly to the supply of affordable housing. During an era in which federal funding for public and assisted housing is being cut, inclusionary housing programs are rising. Second, inclusionary housing can address residential racial and economic segregation. Inclusionary housing policies weave the creation of affordable housing into the development of housing

for the private market. We believe inclusionary housing programs should elevate a third goal of promoting social outcomes alongside affordable housing creation and desegregation. By social outcomes, we specifically mean greater social inclusion and economic advancement for low- and moderate-income residents. In this essay, we propose a framework to guide the development and operations of inclusionary housing policies to promote social inclusion and economic advancement.

Worth celebrating: Debbie Wilber promoted to associate director

After nearly three years at NIMC, our colleague Debbie Wilber has been promoted to associate director. NIMC founder and Center Director Mark Joseph sat down with Debbie to talk about her time at NIMC and her unique leadership style.



Mark: So, Debbie, congrats on your promotion to associate director at NIMC. Hard to believe it's already been nearly three years for you at the center. Thinking back to June 2020, what did you find compelling about this position? And how have your expectations played out?

Debbie: Thanks, Mark. It's wild to remember starting a new position in the early days of the pandemic. So many things were compelling about the role. First and foremost, I love what NIMC is about. I'd spent the previous decade at an organization that provides services for families experiencing homelessness and helps them move into stable housing. I wanted to shift my focus to upstream efforts, with the hope of impacting systems so that people don't become homeless. NIMC's work to promote equity and social inclusion in communities aligns with that goal and my commitment to fostering belonging.

[Read the rest of this conversation.](#)

Welcome, Mara!

Mara McCrickard (she/her/hers) grew up in Cleveland and attended college at Brown University, where she majored in sociology. After college, she moved to New York City, where she worked as an administrative assistant at New York University Grossman School of Medicine in the Division of General Internal Medicine and Clinical Innovation, doing administrative work and medical education research assistance. She is excited to return to Cleveland and join the Mandel School and NIMC team.



Thank you, Steve.

After serving our team well for over a year, our department administrator, Steve Brown, is leaving to pursue his dream of becoming a Certified Financial Planner. While we'll miss Steve's kindness, thoughtfulness, and stewardship of our administrative resources, we're thrilled that he will use his skills in a way so closely aligned with his values.



We're hiring!

Do you love working with spreadsheets, improving systems and processes, and care deeply about urban equity and inclusion? We're looking for a department administrator to join our incredible, passionate, small-but-mighty team. Please help us spread the word by sharing within your networks. [Learn more!](#)

Have colleagues or friends who would benefit from our newsletter?

Encourage them to sign up today!

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