

# Community Development Done Right: Putting Environmental Justice and Equity into Action Workshop

Equitable Development in  
Action Worksheet

**Instructions:** Review each principle and principle in practice. Then, share how you will apply these principles to a current or future land reuse project. See examples in the last column below.

Principle	Principle in Practice	How can this principle be put into practice in your land reuse project?
Center the Community	<i>Everyone</i> benefits from land development, re-use initiatives, and investments when local communities define those benefits for themselves and hold municipal leaders, developers, and residents mutually accountable for realizing those benefits.	Example: In my community, we spent time really thinking about who lives here, where they live, and how they could contribute to the overall vision for the community project by making space for residents to lead the work.
Develop Local Relationships	Seek out and develop relationships with residents and constituencies.	
Listen Deeply	Listen deeply for community needs, hopes, visions, and dreams.	

Principle	Principle in Practice	How can this principle be put into practice in your land reuse project?
Minimize Barriers	Anticipate, address, and minimize barriers to participation—and think broadly about what those barriers might be (e.g. access to childcare, physical barriers, language barriers, etc.)	Example: In my majority Spanish-Speaking Community, we will hold Spanish Language first community meetings that will be translated into English.
Inclusive Participation	Provide multiple and varied points of entry for participation. Ditch the idea that a single community meeting format will get you the participation you need- be creative and use all of the physical, social, structural, and digital tools that are at your disposal. Prioritize language justice, and creating opportunities for non-native English speakers to participate meaningfully	
Recognize & Value Local Knowledge	Value local residents as neighborhood experts (and compensate them accordingly).	Example: We will include local residents on the formal design team and pay them for their expertise
Find Common Ground	Find common ground by amplifying the voices of marginalized communities and balancing community vision and priorities alongside developer and financing needs, as well as regulatory demands.	

Principle	Principle in Practice	How can this principle be put into practice in your land reuse project?
Honor & Acknowledge Painful Legacies	Honor and acknowledge painful legacies and the present realities of systemic racism, disinvestment, marginalization, violence, and trauma.	
Work Humbly	Work humbly by sharing information, resources, and credit.	
Nurture Long-term Relationships	Nurture long-term relationships based on earned mutual respect and trust.	
Build Diverse Partnerships	Build unlikely cross-sector partnerships and coalitions to develop a common vision and an action plan for achieving it as a coalition.	
Recognize Long-term Commitment	Recognize that developing equitable, inclusive, healthy communities is a long-term proposition. There is no “finish line.”	