

## 2. HOW DIVERSITY, EQUITY, AND INCLUSION MIGHT ARISE

There are many opportunities for diversity, equity, and inclusion issues to arise in the sustainable land use field. One equity issue would be environmental injustices, that come from poor land use planning. It is difficult to fight off industrial uses in smaller communities that lack resources. In the past, not much consideration was given to low-income, minority communities sited next to toxic industrial uses. Another example of an environmental injustice and equity that is even harder to pinpoint is when the effects of pollution and climate change affect people who did not contribute to the problem, which again are often the low-income, minority communities.

The process of planning itself faces DEI issues. Incorporating diversity and inclusion into the planning process is important, as often times only those with power and resources are heard from. The process must seek out all the other voices that a planning decision effects, and

sometimes even advocate for those voices that are the weakest. Setting multiple times, dates, and locations are necessary to give the opportunity to participate to as many people possible. When planning first became a profession, decisions were made from the top-down, which excluded all public participation. Then planning started to take public comments from those who able to attend meetings, but still only a select few could attend. Today city council and planning commission meetings usually still reflect older models of public engagement, but other processes have expanded to be more diverse, equitable, and inclusive.

