



HR&A

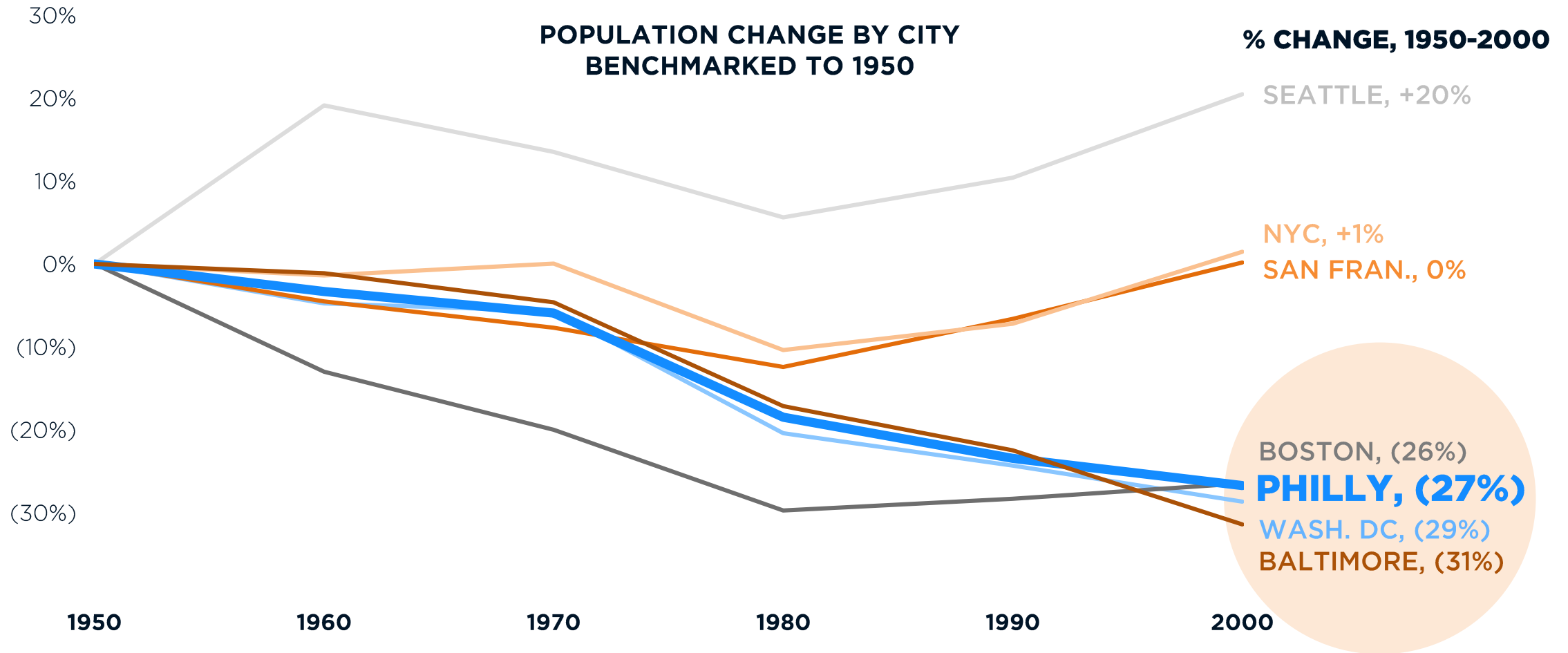
# INCLUSIONARY GROWTH AGENDA

December 17, 2019



# THE FUTURE OF THE AMERICAN CITY

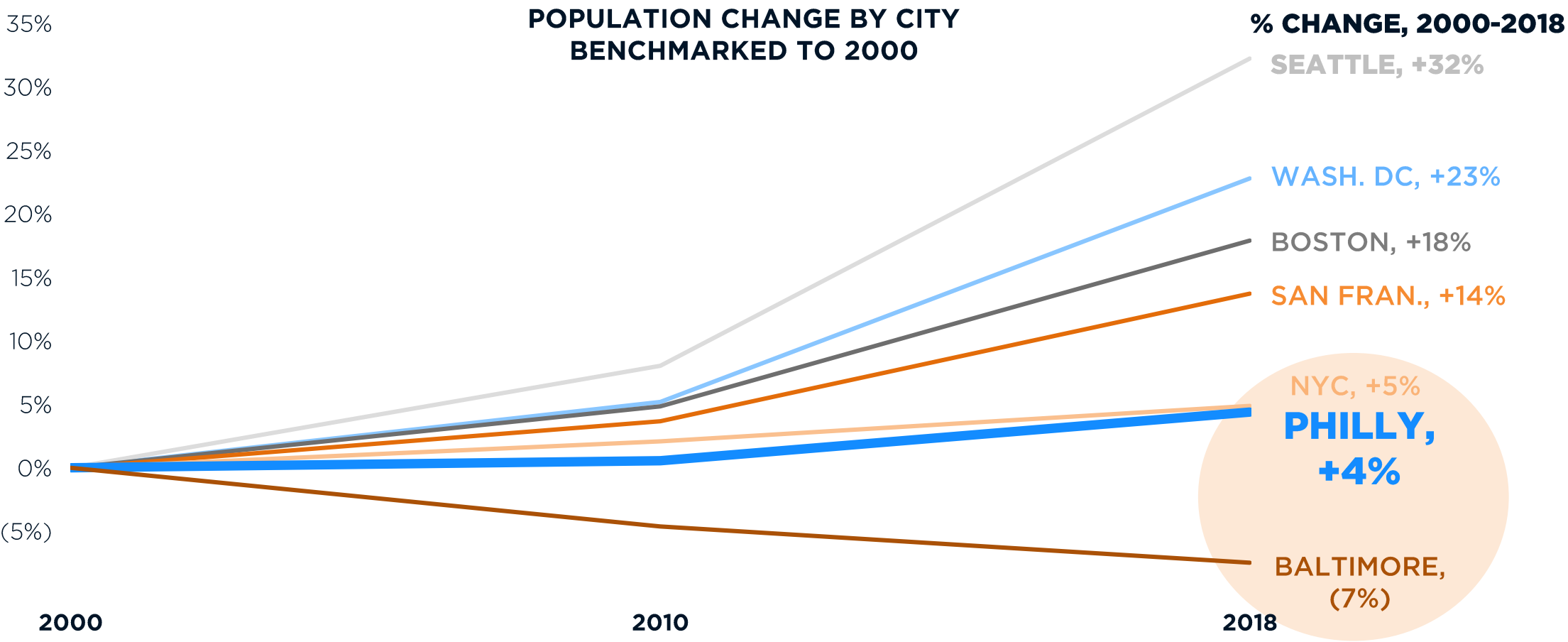
## POPULATION LOSS...



Source: U.S. Census Bureau

# THE FUTURE OF THE AMERICAN CITY

## ...RESURGENCE



Source: U.S. Census Bureau

# THE FUTURE OF THE AMERICAN CITY

## NATIONAL GROWTH...



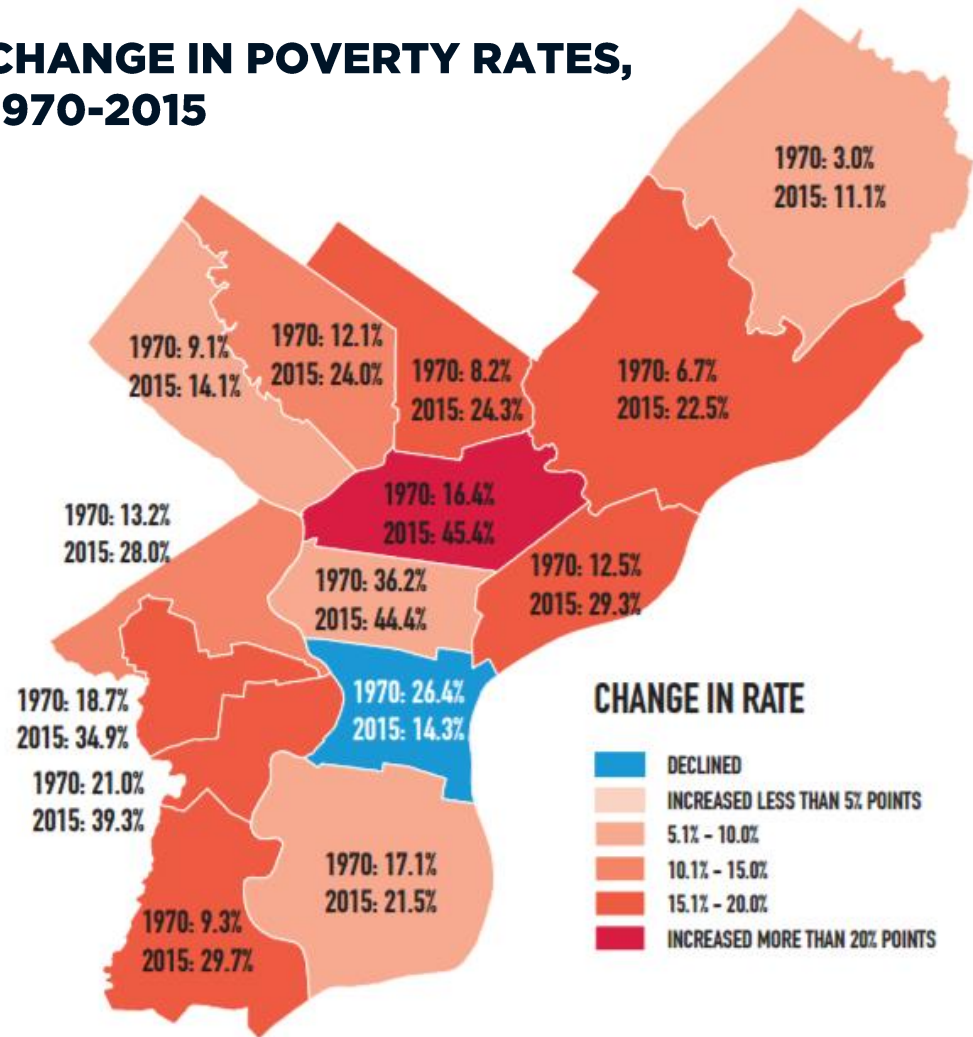
National GDP (\$Billion USD), National Poverty Rate; 1970-2015  
Source: U.S. Census Bureau, World Bank



# CHALLENGE

## PERSISTENT POVERTY

CHANGE IN POVERTY RATES,  
1970-2015



Source: U.S. Census Bureau; CCD

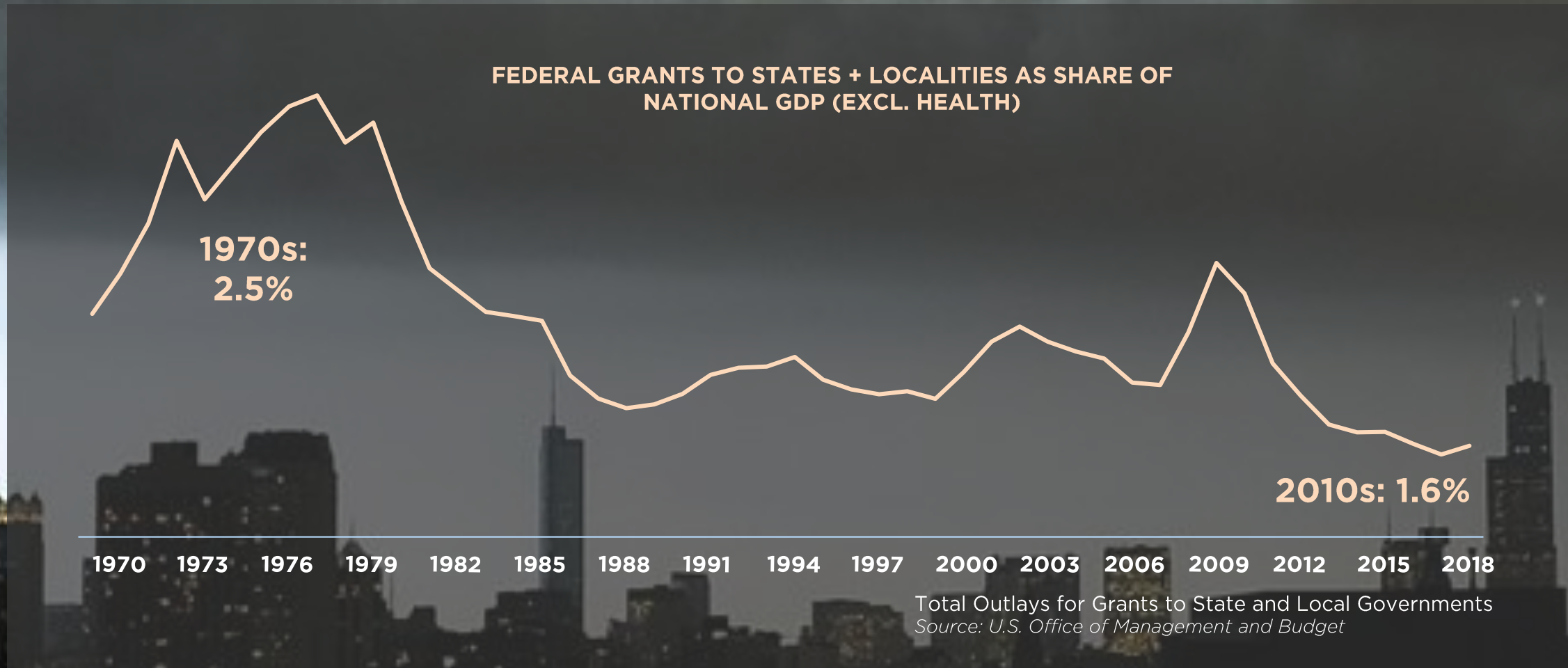
26%

Philadelphia poverty rate in 2017, down from 28% in 2011.

>45%

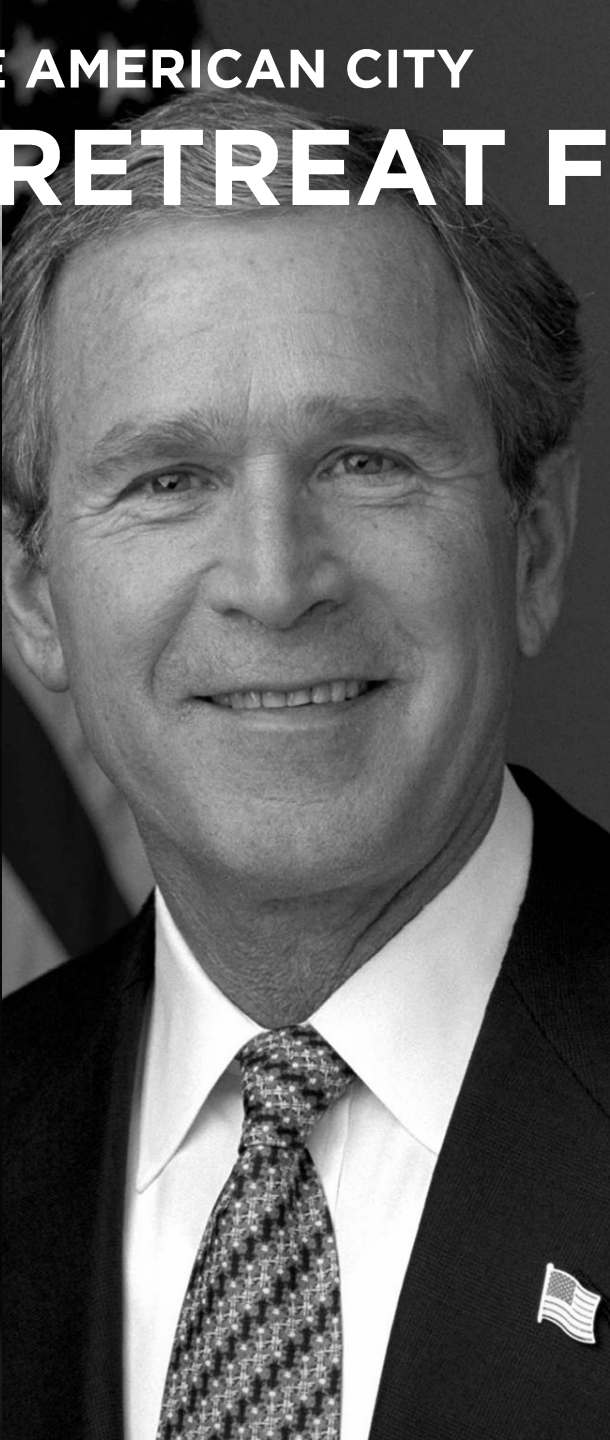
Philadelphia poverty rate in some North and West Philadelphia ZIP codes.

# THE FUTURE OF THE AMERICAN CITY ...FEDERAL DECLINE



THE FUTURE OF THE AMERICAN CITY

# FEDERAL RETREAT FROM URBANISM





# THE FUTURE OF THE AMERICAN CITY

## CAN URBAN AMERICA'S GROWTH CONTINUE?

2000  
6.03%

2019  
2.12%

**10-YEAR  
TREASURY YIELD**

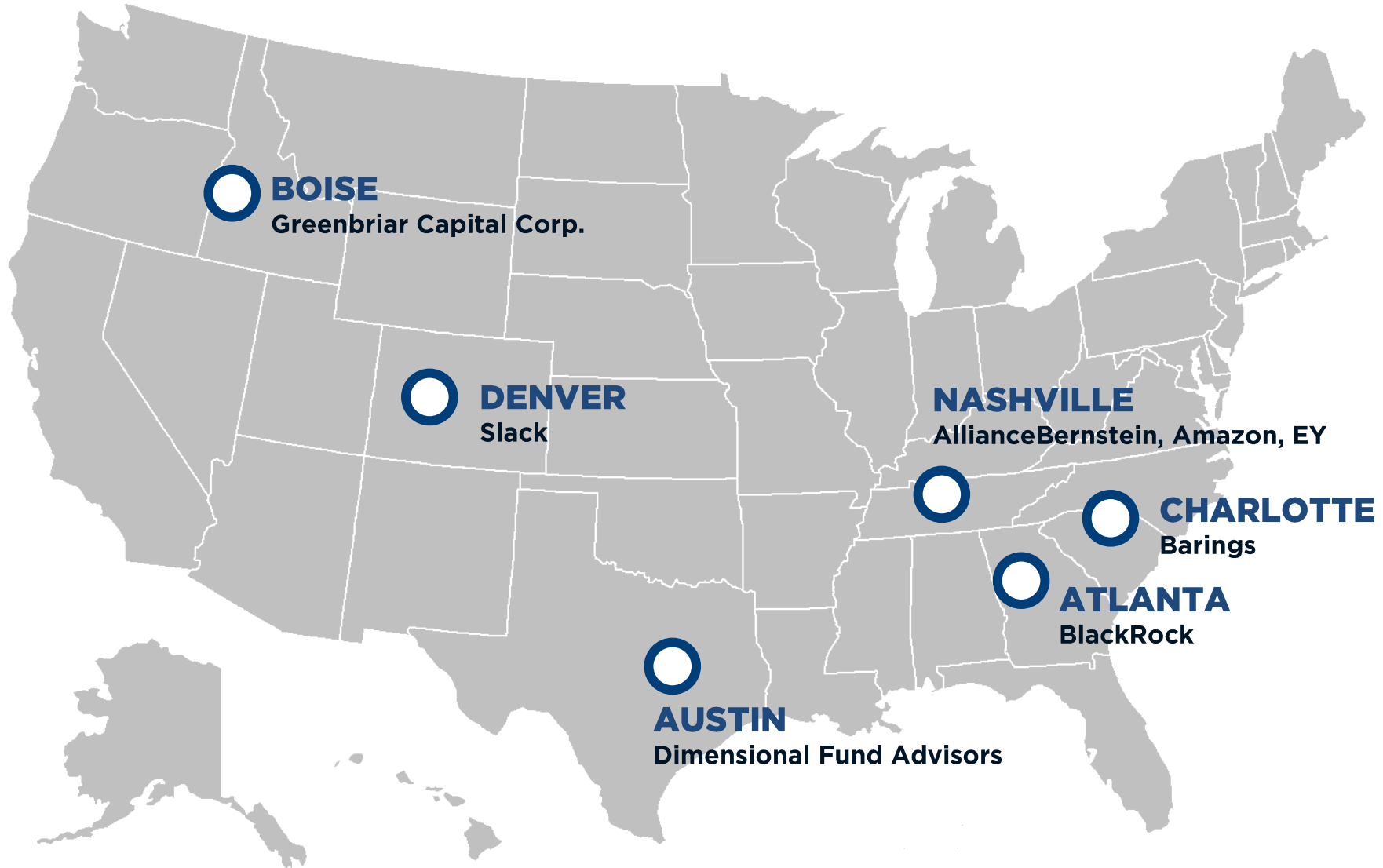
*Source: Board of Governors of the Federal Reserve System (US), 10-Year Treasury Constant Maturity Rate [GS10], Federal Reserve Bank of St. Louis*



# THE FUTURE OF THE AMERICAN CITY

## COST GROWTH

RECENT  
RELOCATIONS +  
EXPANSIONS IN  
LOW-COST CITIES



# CHALLENGE

# SLOW GROWTH

AVERAGE ANNUAL PERCENTAGE CHANGE  
IN PRIVATE SECTOR JOBS, 2009-2018

U.S. City Average



2.3%

National Average



1.7%

Philadelphia



1.5%

Philadelphia Suburbs



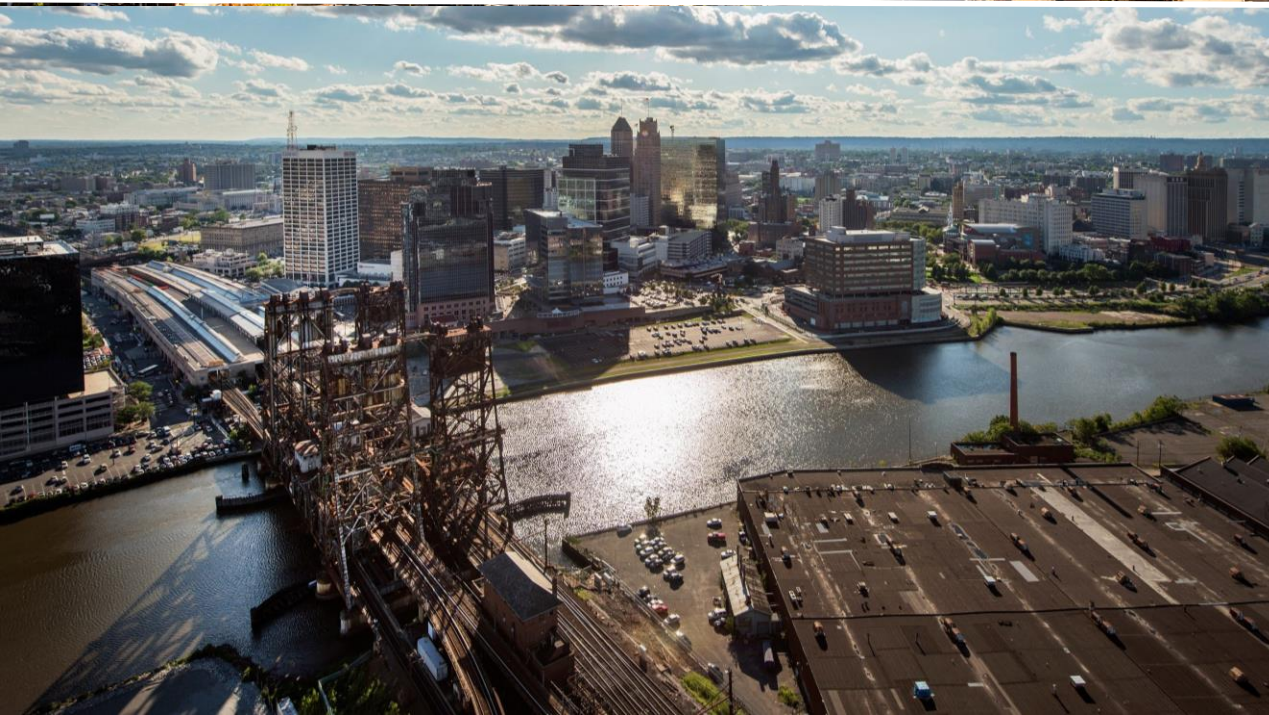
1.1%

*Source: U.S. Bureau of Labor Statistics*



CHALLENGE

# HIGH VS. LOW GROWTH

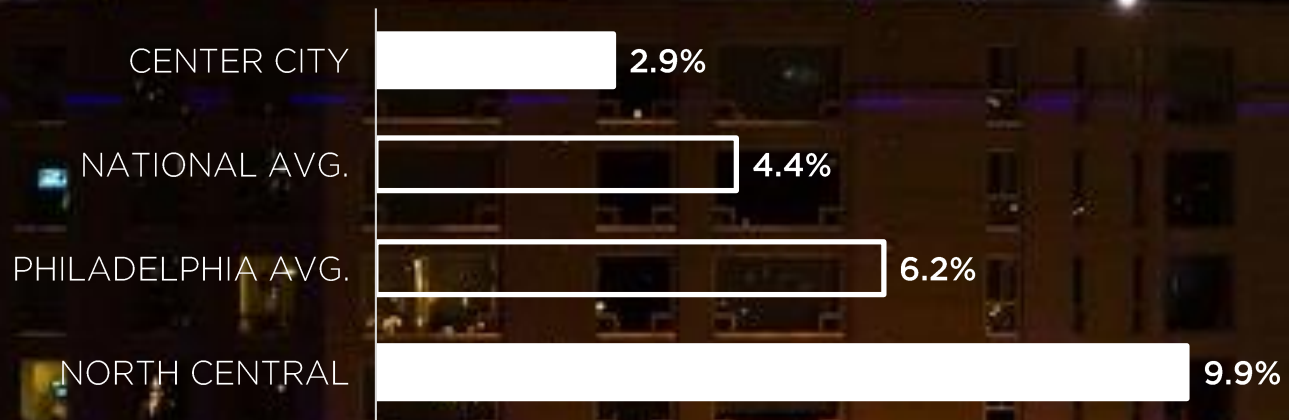




## CHALLENGE

# INCLUSIVE GROWTH

## NEIGHBORHOOD UNEMPLOYMENT RATES (2017)



*Source: U.S. Census Bureau*



## CHALLENGE

# INCARCERATION + SUPERVISION

1 in 23

Adults in Philadelphia is on probation or parole

1 in 14

African American adults is under supervision





CHALLENGE

# DISPLACEMENT







# **INCLUSIVE GROWTH AGENDA**



HR&A ADVISORS

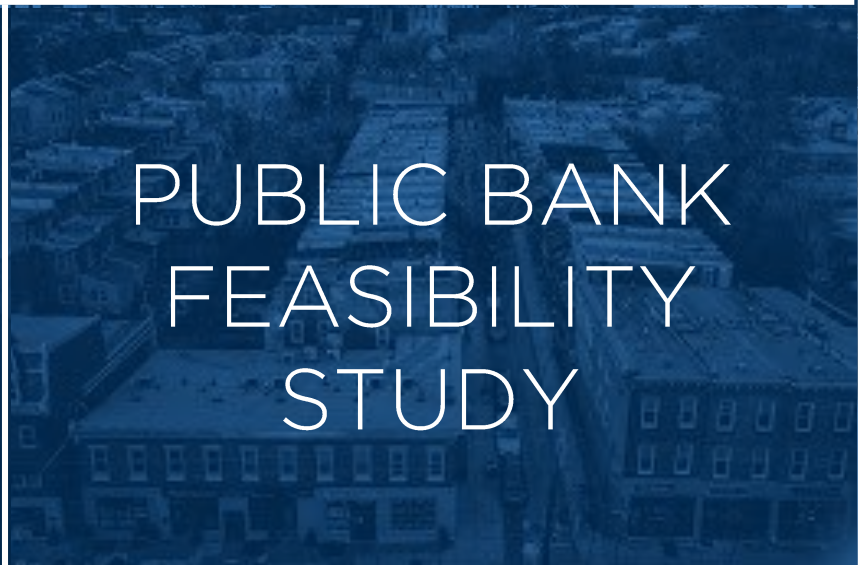
# GROWTH + EQUITY IN PHILADELPHIA



NARROWING THE GAPS  
POVERTY REPORT



COMMUNITY  
RESOURCE  
CENTERS



PUBLIC BANK  
FEASIBILITY  
STUDY



BUSINESS  
ATTRACTION +  
RETENTION  
INCENTIVES  
STUDY





**INCLUSIVE GROWTH AGENDA**

**HIRING REQUIREMENTS**

# LIVING WAGE EMPLOYER



~6,000

UK businesses have voluntarily committed to paying the London Living Wage, which exceeds the government minimum and is based on actual living costs

180,000

UK employees and contractors have received a pay increase as a result of the Living Wage campaign

75%

of participating businesses report improved employee retention and motivation and **64%** cite it as important differentiator



INCLUSIVE GROWTH AGENDA

# WORKFORCE (+ECONOMIC) DEVELOPMENT





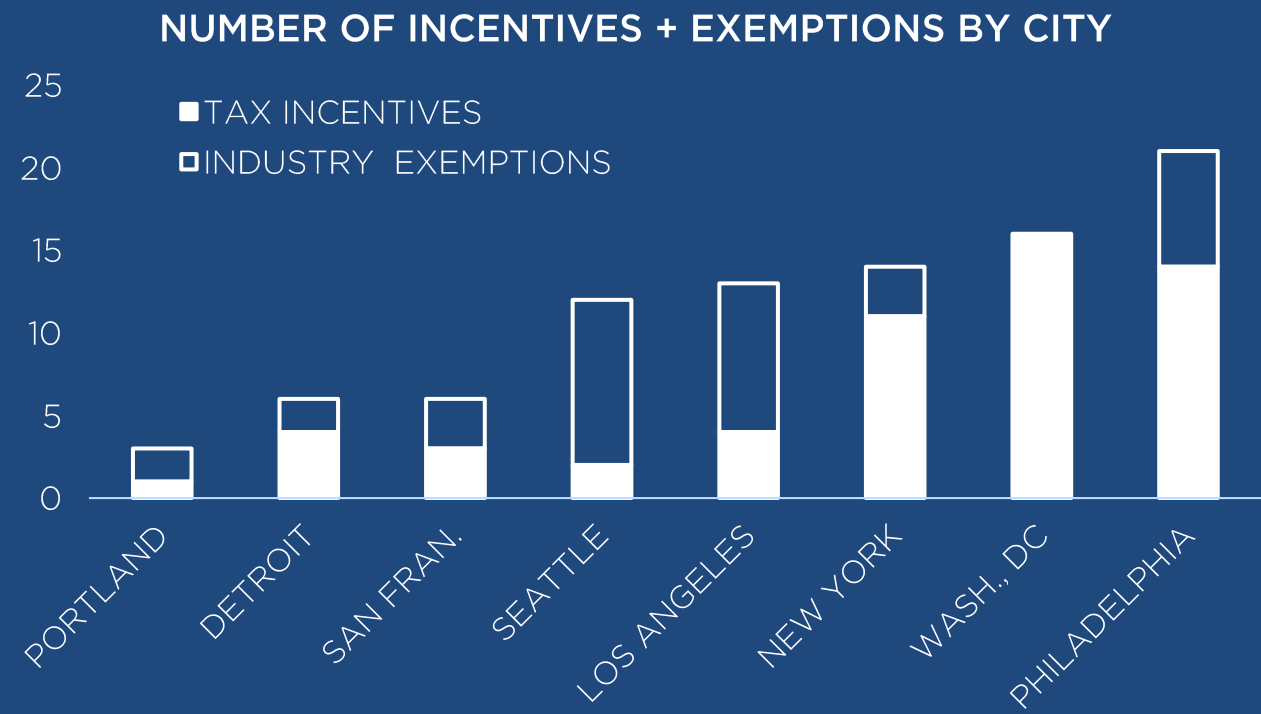


INCLUSIVE GROWTH AGENDA  
**EDUCATION + TRAINING**



# INCLUSIVE GROWTH AGENDA

# BALANCED TAX POLICY



Source: Pew: “Philadelphia Business Taxes: Exemptions & Incentives” (2016)

## Equitable or not enough? Philly Council just changed the 10-year tax abatement

By [Jake Blumgart](#) · December 12, 2019



Activists urge City Council members to vote to end the 10-year property tax abatement. (Kimberly Paynter/WHYY)

After weeks of heated debate, City Council President Darrell Clarke’s reform to the 10-year property tax abatement on new residential construction moved smoothly through the legislative body. It passed 17-to-0 on Thursday, the last City Council session of the term.

Mayor Jim Kenney has already promised to sign the bill into law before the end of the year.





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**CAPITAL SPENDING ALIGNMENT**



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# NEIGHBORHOOD INVESTMENT





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# REQUIRES SUSTAINED GROWTH





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**REQUIRES INNOVATION**





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**REQUIRES INNOVATION**







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# A CALL FOR PARTNERSHIP

As decision-makers, business leaders, and advisors, we have the **agency to further disparities, or address them** through systematic change.





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