The Kirwan Institute works to create a just and inclusive society where all people and communities have the opportunity to succeed, placing special emphasis on marginalized families and communities.

The Institute collaborates with national and community-based partners to affect change through applied research, advocacy, and strategy development. The Institute seeks to support racial and social justice for marginalized communities through research analysis, capacity building, and assisting partners to develop policy and legal solutions that support civil and human rights.

As a multidisciplinary research center, we work at the intersection of issues, fields and policy areas. The Institute’s work is organized around several domains: race and cognition, structural equity, community engagement, health equity, advocacy for boys and men of color, and multimedia communications.
We are grateful to the philanthropic and public-sector funders who supported the Kirwan Institute in 2015 and 2016, without whose generosity and confidence our work would not be possible.

The Columbus Foundation
Columbus Public Health Department
Franklin County Department of Job and Family Services
The Ford Foundation
The Ohio Housing Finance Agency
The Ohio State University
The Open Society Foundation
The Schott Foundation for Public Education
The United Way of Central Ohio
The W.K. Kellogg Foundation
Women’s Fund of Central Ohio
## CONTENTS

- **A Letter from our Interim Director** ........................................... 6
- **Profile: The Kirwan Institute** .................................................. 7
  - Kirwan Quick Facts: ............................................................... 8
  - The Kirwan Institute collaborates, innovates, and leverages investment ................................................ 9
  - Kirwan By The Numbers......................................................... 13
- **The Impact of Our Work** .......................................................... 14
  - Race and Cognition. ............................................................... 15
  - Research on School Discipline ............................................. 16
  - Fostering Inclusion at OSU .................................................. 16
  - Community Assessment & Metropolitan Change .................. 17
    - Senior Needs Assessment for Central Ohio ....................... 17
    - Opportunity Mapping and the Low Income Housing Tax Credit Program .............................................. 18
    - The Award-Winning Documentary Film “Free To Ride” ....... 19
    - HUD Sustainable Communities Initiative Technical Assistance ......................................................... 19
    - Food Opportunity Research Collaborative (FORC) ........... 20
  - Health Equity ................................................................. 20
    - Seeking to Eliminate the Risk of Lead Poisoning in Toledo, Cleveland and Columbus, Ohio ....................... 20
    - Supporting Maternal and Infant Health ......................... 21
    - Using Historic ‘Redlining’ Maps as a Health Equity Catalyst .......................................................... 21
  - Civic Engagement .............................................................. 23
    - Principles for Equitable and Inclusive Civic Engagement .... 23
    - Equitable Civic Engagement and Effective Food Policy Series ...................................................... 23
    - Neighborhood Leadership Academy Collaboration with the United Way of Central Ohio ...................... 24
    - Facilitating Community Building and Equitable Development on the South Side ................................ 24
  - Interdisciplinary Research ..................................................... 24
    - Weiland Park Survey and ‘Perception of Safety’ Maps ...... 25
    - Challenging Race as Risk: Implicit Bias in Housing Report .............................................................. 25
  - Youth of Color ................................................................. 26
    - I Am My Brother’s Keeper Program .................................... 26
    - United Way of Central Ohio Champion of Children Report .................................................. 26
    - “Answering the Call” a Digital Short .................................. 26
- **Appendix** ............................................................................... 26
  - Publications ........................................................................... 27
  - Media Articles and Appearances .......................................... 28
  - Academic Journal Articles ................................................... 32
On May 1, 2017, I became the Interim Executive Director of the Kirwan Institute for the Study of Race and Ethnicity. I consider this an incredibly humbling opportunity, and I am honored to be a part of the Kirwan family.

For many years, I have admired Kirwan’s contributions to some of the most difficult conversations in which this nation has been engaged. Authoritative, well-researched, objective, often precedent-setting, Kirwan has established a high bar for scholarly contributions, community empowerment, advocacy, and consultative reports.

The Kirwan Institute has contributed important scholarship to our understanding of the relationships between past events and current consequences. For those of us who are African American, our ancestors entered this country in large numbers beginning in 1619. We were enslaved for 246 years, and we lived under Jim Crow for the next 99 years, up to the passage of the Civil Rights Act in 1964. These 345 years encompass 87% of the African American experience; the 53 years from 1964 to now comprise only 13% of the Black experience in America. In just two years, the United States will acknowledge the 400-year anniversary of slavery. How will this history be recognized? What will the story be, and who will tell it?

Now and in the coming years—more than perhaps in any other period in our nation’s history—the Kirwan Institute’s voice needs to be heard in national, state and neighborhood conversations around racial and ethnic justice and equity. Our communities need Kirwan to stand up and speak out, to continue the task of connecting past to present as a guide to progress into the future through the innovative leadership we are known for providing.

Our biennial report focuses on the impact of the Institute’s work in 2015 and 2016. In the past two years the Institute worked to advance racial justice and equity through engaged research that fueled policy change, catalyzed transformative investments, raised public awareness, built capacity, and supported new programming that addresses the needs of marginalized communities, families, and children.

Sincerely,
Arthur James, MD
Profile: The Kirwan Institute
Kirwan Quick Facts:

- Founded in 2003
- More than 35 staff and graduate students

Since 2015:
- Direct youth services provided to 75 families in the South Side of Columbus
- Feature length films produced: 1
- Video shorts produced: 12
- Provided technical assistance to organizations in 7 states.
- Provided more than 200 trainings, workshops and speaking engagements, involving more than 5,000 participants
- Contributed to and published more than 21 reports, publications and peer reviewed articles
- Research and expertise featured in more than 60 media publications

Since our founding:
- Work in more than 35 states in the U.S.
- Received $12 million in direct funding, almost $1 million in sponsored projects grants, and several million dollars in contract work
- Influenced more than $50 million in investment in philanthropic, non-profit and public sector programming and direct investment in housing and community development
- Collaborated and assisted more than 100 partner organizations
- Public sector engagement with all 3 sectors of government (local, state and federal)
The Work of the Kirwan Institute is Interdisciplinary
The Kirwan Institute employs research and communications staff from a variety of disciplines including psychology, sociology, city and regional planning, journalism, public health, African and African American studies, law, geography, and others. This blend of perspectives and expertise allows the work produced by the Institute to reflect the complexity of the real world, and it enables staff to partner with stakeholders to develop rigorous solutions to the challenges faced by individuals and communities.

The Kirwan Institute Fosters Collaboration Locally and Nationally
The Kirwan Institute embodies Ohio State University’s land grant mission through its commitment to service in partnership with colleagues across campus and in local, state and national organizations. Kirwan staff strive to build relationships that demonstrate the benefit of leveraging the collective impact of our work together with our partners and colleagues, increasing the potential for equitable outcomes.
The Work of the Kirwan Institute Has an Impact
The reports and multimedia research produced by the Kirwan Institute have shaped funding strategies, resulted in policy changes, and supported successful community organizing campaigns. Our implicit bias trainings and civic engagement work build community capacity to have a collective impact to reduce racial disparities across all segments of society. The Institute’s work is often covered by local and national media outlets, demonstrating reach far beyond the academy.

The Work of the Kirwan Institute Leverages University Resources
The Kirwan Institute has a strong track record of matching University support dollar-for-dollar through external support from contract work, grants, and foundation investment. Several Institute partners, including the W.K. Kellogg Foundation, the Columbus Foundation, the United Way of Central Ohio, the Ohio Housing Finance Agency, and the Food Opportunity Resource Collaborative (FORC), return to Kirwan for new and continuing projects, demonstrating an ongoing capacity to generate extramural funding.

The Kirwan Institute supports the land grant mission of The Ohio State University
The Kirwan Institute carries out critical aspects of the land grant mission of The Ohio State University by furthering equity and sustainability throughout Ohio and beyond. Over our 14-year history, we have developed a reputation as a national and local leader in research and policy evaluation pertaining to racial equity. The impact of our work has spanned from working directly with federal agencies, assisting philanthropy, and working directly with service and community based organizations in states throughout the U.S. Locally, the Institute collaborates with marginalized communities and local stakeholders to providing research, policy evaluation and technical assistance to expand access to opportunity.

The Kirwan Institute Produces Research and Communication Tools That People Use
The Institute has analyzed opportunity structures and their impact on vulnerable populations for over a decade. This work includes studies of how neighborhood factors affect communities of color, how implicit biases affect the way people think about and engage one another, and how such processes shape and inform the laws, policies, systems and structures that create feedback loops to maintain and exacerbate inequality in America. The Kirwan Institute

“Thank you for an excellent, thought-provoking experience! This is one of the best professional development opportunities I have experienced at school in 21 years.”
Anonymous participant, Implicit Bias Training
conducts research in applied arenas of transformational and engaged work that supports local, regional and national organizations and partners.

Community Organizing and Capacity Building
The Kirwan Institute provides research and technical support to partners who work in the fields of legal aid, community organizing, and service provision. Through such partnerships, the work of the Institute supports community-based equity initiatives and building the capacity of the Institute’s partner organizations.

Policy Research and Development
The Kirwan Institute’s efforts in policy research and development produce research that informs policy-making efforts to achieve equitable and inclusive outcomes in the areas of housing, transportation, regional sustainability, and food security.

Programming Development and Assessment
Kirwan Institute’s work in program development and assessment empowers organizations to build equitable and inclusive programming that is sensitive to long-term goals, medium-term objectives, and short-term actions. The Institute conducts program evaluations to measure effectiveness and identify ways to improve outcomes. Our work is also informed by our experience in piloting More Than My Brother’s Keeper, a program to mentor, empower and care for boys of color.

Local youth participate in I Am My Brother’s Keeper, a Kirwan Institute program to mentor, empower and care for boys of color.
Informing Philanthropic Initiatives
Working with local, regional, and national foundations, the Kirwan Institute supports a variety of philanthropic missions by shaping future grant-making and providing informative tools for grantees through research and engagement.

Film and Multimedia Communications
As an applied-research center that seeks to produce real change leading to more equitable outcomes, the Kirwan Institute has developed a multimedia approach to sharing and disseminating its research online and through social media. We also have established a film program that has produced an award-winning documentary Free To Ride.

Academic and Periodic Publications
Publishing works in academic and periodic publications expands the audience and reach of Kirwan Institute research and establishes credibility throughout the academy and other peer fields. The Institute has established a record of supporting faculty researchers seeking to publish, and continues to strive to add to the body of scholarly literature in a variety of fields.

“Free to Ride, the compelling story of hard-working residents of Dayton, Ohio, fighting for safe, reliable transportation to employment opportunities in the nearby suburb of Beavercreek, demonstrates why transportation equity is a critical civil and human rights issue for our nation. For decades, metropolitan areas have been expanding outward, and jobs have been moving farther away from low-income people and people of color who disproportionately remain in urban cores. For many of these people, inadequate or unaffordable transportation is a significant barrier to employment. This inspiring narrative will undoubtedly have viewers on their feet, chanting ‘Let the People Ride.’”

– Wade Henderson, President and CEO of The Leadership Conference on Civil and Human Rights
Kirwan By The Numbers...

130 events, 5,000 people (lectures, trainings, workshops)

21 publications
9 NPR/Public Radio appearances
39 Newspaper or Magazine articles
10 Online publication appearances

ONE Award-winning Documentary Production
EIGHT Short Video Productions

1 PBS Newshour appearance

2 NEW PROGRAMS: FORC and I Am My Brother’s Keeper
The Impact of Our Work
The Kirwan Institute is a national leader in race and cognition research into how implicit biases can unconsciously shape individuals’ cognition, attitudes, and behaviors. We publish the nation’s only annual *State of the Science: Implicit Bias Review* in which we highlight how implicit bias operates across various sectors of society, including healthcare, criminal justice, employment, and education.

Given our strong reputation in this field, Kirwan is often sought out to provide research-based expertise and guidance to initiatives. One powerful example of this is our partnership with MTV’s Look Different campaign, which MTV describes as “a multi-year campaign empowering America’s youth to better counter the hidden racial, gender and anti-LGBT (lesbian, gay, bisexual and transgender) biases all around us.” We began working with MTV in February 2014 and are still actively sought to review their implicit bias-related materials. (http://www.lookdifferent.org)

Kirwan partnered with the Association of American Medical Colleges (AAMC) for their 2014 Diversity and Inclusion Innovation Forum, which focused on unconscious bias and strategies for mitigating it at seven different stages of academic medicine ranging from medical school admissions to health care delivery. The Institute led the data analysis and drafted the report; the resulting monograph was released in May 2017.

The Race and Cognition team maintains an extremely active presentation/training/workshop schedule. We travel throughout the U.S. educating myriad audiences on implicit bias, its effects, and bias mitigation strategies. A select overview of audiences for this work include corporations (e.g., Kroger Co. and AEP), school districts, government entities, law enforcement agencies, the philanthropic sector, law firms, non-profit organizations, and many others. One recent highlight from this work was a partnership in April 2016, with the Urban League of Greater Kansas City, which resulted in Kirwan Institute staff facilitating implicit bias trainings for more than 700 people in the Kansas City, MO metropolitan area. In a series of eight events, including workshops and presentations that spanned four days, the Kirwan team challenged key institutional decision-makers to consider the ways in which their cognitive functioning and institutional practices may affect the realization of their egalitarian intentions.

“...This was the best presentation on bias that I’ve seen. The presenter was clear, used great examples — incredible delivery. Very much appreciate her work.”

- Anonymous Participant, Implicit Bias Training
Beyond one-time training sessions, we have also engaged with some audiences on a long-term timeline, thus enabling in-depth engagement with the implicit bias content and fostering meaningful conversations about bias mitigation strategies specific to a given institution. From a local perspective, Westerville City Schools in Ohio has benefited from four sessions with our team, and the resulting evaluation data suggest favorable responses to, and outcomes from, this approach.

Race and Cognition: Research on School Discipline

The research agenda of the Race and Cognition unit has shed light on the ways in which implicit biases can create barriers to opportunity. Notable in this area is our multi-year work around racialized discipline disparities in K–12 education in Ohio. By highlighting the ways in which even well-intentioned education professionals may harbor unconscious biases that affect their perceptions of, and responses to, perceived disciplinary situations, we have advanced the dialogue surrounding student educational trajectories. With educators and administrators learning about implicit bias through these written reports and webinars, issue briefs and videos, in-person presentations and workshops, Kirwan is equipping these key decision-makers with the knowledge necessary to address these racialized discipline disparities through implicit bias awareness and mitigation.

For more information, visit http://kirwaninstitute.osu.edu/researchandstrategicinitiatives/school-discipline

Race and Cognition: Fostering Inclusion at OSU

By highlighting implicit bias “blindspots” and educating audiences about research-based bias mitigation strategies, the Kirwan team is helping departments and organizations at OSU create more inclusive environments. This education equips individuals to address institutional climate issues in order to foster inclusion and encourages them to consider the ways in which implicit biases may subtly yet powerfully affect decisions in admissions, hiring, and promotional circumstances, among others. To that end, both OSU Human Resources and the Office of Diversity and Inclusion have incorporated research and facilitation strategies from the Race and Cognition Program into their trainings on implicit bias, as well. Each of these efforts contributes to achieving the goal of recruiting, hiring, and retaining high-quality employees for staff and faculty positions while collaborating as one university. Moreover, OSU regional branches and other universities throughout the nation have sought the Kirwan Institute’s assistance in sharing these ideas at their respective locations.

Work by the Kirwan Institute highlighted the ways in which even well-intentioned education professionals may harbor unconscious biases.
CAMC: Senior Needs Assessment for Central Ohio

In collaboration with the Columbus Foundation and the Osteopathic Heritage Foundations, the Kirwan Institute worked with faculty from The Ohio State University College of Social Work to produce a study of older adults in Franklin County and the systems in place to promote healthy and equitable aging. Among numerous insightful findings, the study showed that a 20-year gap in life expectancy exists across some ZIP Code boundaries in the county. The study also included an innovative mapping approach highlighting the places in the county with the highest concentrations of the most vulnerable seniors. The study points to a number of promising practices for reducing inequality among older adults, particularly when it comes to housing, health care, caregiving, civic engagement, transportation and mobility, and employment. The study was released to the public at a forum on aging at the Columbus Metropolitan Club, and the work has impacted multiple community efforts:

- In 2016, the Osteopathic Heritage Foundation awarded nearly $2 million to seven local agencies whose service areas are consistent with the areas identified by the Kirwan Institute-CSW report as places where the senior population density is high and particularly vulnerable.
- A variety of community planning initiatives have been launched, including
“Age Friendly Columbus,” which lists the 2014 study as a guiding document. Specifically, the Vulnerability Index and Map was presented at 35 Age Friendly Columbus events, reaching 1,358 individuals.

- In August of 2016, approximately 125 leaders in aging from across the state of Ohio gathered for the Bipartisan Policy Center’s Healthy Aging Begins at Home summit sponsored by LeadingAge, the Ohio Association of Area Agencies on Aging and National Church Residences to prioritize a path for aging at home in Ohio. The Kirwan Institute-CSW senior study findings were presented as a framework for identifying the needs of older adults.

For more info, visit:  
http://kirwaninstitute.osu.edu/my-product/franklin-county-senior-opportunity-a-framework-for-investment/  
http://agefriendlycolumbus.org/about/guiding-documents/

**CAMC: Opportunity Mapping and the Low-Income Housing Tax Credit Program**

Kirwan Institute staff worked with technical staff from the Ohio Housing Finance Agency to develop a new approach to how low-income housing tax credits are allocated across the state. This process involved a series of stakeholder engagements in each of the six largest regions, as well as the rural Southeast region. The specific objective of this technical assistance was to shape the “Family Housing in Areas of Opportunity” policy pool for the 2016-2017 qualified allocation plan. By working with OHFA staff and stakeholders, Kirwan Institute staff developed an opportunity...
With an eye on catalyzing the development of strategic priorities and informed grantmaking to achieve higher outcomes, The Columbus Foundation’s work has been greatly enhanced by focused, collaborative research projects with the Kirwan Institute of Race and Ethnicity.”

- Douglas F. Kridler, President and CEO, The Columbus Foundation

index to guide developers’ proposals, and to provide a selection tool for OHFA staff and administrators that would encourage more applications for family housing units in areas of opportunity. The maps were adopted into the final QAP, and will be used in the upcoming application and project selection cycle. The policy change will directly impact $30 million in affordable housing investment.

For more info, visit: http://ohiohome.org/ppd/opportunitymap.aspx

CAMC: The Award-Winning Free To Ride a Documentary Film

*Free To Ride* is the first feature-length documentary to be produced by the Kirwan Institute for the Study of Race and Ethnicity. The film follows the story of a relentless grassroots coalition from across Dayton, Ohio that overcame a suburban contingent opposed to public transit, and of the system of checks and balances that allowed justice and reason to prevail. The film incorporates the Institute’s interdisciplinary approach to the topics of structural inequality, implicit bias, and civic engagement. Amid growing economic inequality, *Free To Ride* shows that peaceful change is possible and underscores the power of a multi-racial collective to protect the civil rights of all. On February 17, 2017, *Free To Ride* won “Best Documentary” at the DC Independent Film Festival.

To learn more about *Free To Ride*, visit: http://www.kirwaninstitute.osu.edu/freetoride

CAMC: HUD Sustainable Communities Initiative Technical Assistance

Working in collaboration with PolicyLink and under the guidance of the U.S. Department of Housing and Urban Development, in 2015 the Kirwan Institute completed its fourth year of national technical assistance and capacity building for the HUD Sustainable Communities Initiative. The Kirwan Institute and PolicyLink were the primary “equity in planning” capacity builders working with more than seventy grantees across the nation. The Kirwan Institute was a primary technical assistance provider for the HUD Fair Housing Equity Assessment (FHEA) mandate, a pilot mandate designed to emulate the new HUD “affirmatively furthering fair housing” rule. In collaboration with Minnesota Housing Partnership, we published the first case study of FHEA experiences, focusing on smaller rural grantees throughout the United States.
CAMC: Food Opportunity Research Collaborative (FORC)

A collaboration of nine units within Ohio State University, the Food Opportunity Research Collaborative (FORC) has adapted and expanded Healthy Eating and Active Living Mapping Attributes using Participatory Photographic Surveys (HEAL MAPPS), a Community Based Participatory Research (CBPR) approach to assessing the lived experience of food insecurity and which works with communities to craft solutions to local barriers to food access. The team has conducted pilot research in the suburban community of West Chester, Ohio, located in Butler County, and were recently awarded a $35,000 seed grant from the Initiative for Food and AgriCultural Transformation (InFACT) Fund related to Ohio State University’s Discovery Themes to complete our adapted HEAL MAPPS methodology on the South Side of Columbus, Ohio, in partnership with I Am My Brother’s Keeper, a program designed to uplift at-risk African American youth from low-income urban neighborhoods.

For more information, visit: http://kirwaninstitute.osu.edu/assisting-in-investigating-food-insecurity-in-ohio-forc/

Health Equity

Health Equity: Seeking to Eliminate the Risk of Lead Poisoning in Toledo, Cleveland and Columbus

Cleveland and Toledo rank first and second in Ohio, respectively, in children at risk for lead poisoning. In partnership with Toledo’s Advocates for Basic Legal Equity, Inc. (ABLE), we have provided research support for the successful enactment of an ordinance requiring the owners of rental properties in that city to have their properties inspected and certified lead-safe. Using lead test results records from the Ohio Department of Health (ODH) together with Census and other data, we created maps and performed statistical analysis to show conclusively that lead poisoning, and the risk of exposure to paint-based lead hazards, disproportionately affects African American and Latino residents. We also were called upon to assist the city in partitioning Toledo into areas of greater and lesser risk to inform a three-year, phased approach to rental property

“Thank you so much for all the hard work that you and your team have put into the opportunity index. We’ve had really positive feedback from the event, and we couldn’t have done any of it without you!”

Teresa Gillotti, Housing and Community Infrastructure Manager, Washtenaw County Community and Economic Development
certification. This work has been reported in the Cleveland Plain Dealer and Columbus Dispatch, generating interest in Kirwan’s lead research for use in potential actions in those cities.

Health Equity: Supporting Maternal and Infant Health

The Kirwan Institute’s “opportunity communities” frame and mapping has had transformative impacts on infant and maternal health efforts in Ohio. The Ohio Department of Health and Ohio Office of Medicaid are utilizing our analysis to guide programming and expenditures. Directly informed by the Institute, the City of Columbus has launched a city-wide five-year investment strategy, Celebrate One, to support infant and maternal health in several neighborhoods. Building on our earlier work on infant mortality for the Greater Columbus Infant Mortality Task Force and the Ohio Equity Institute, we continue to present our infant mortality heat maps and analysis in forums locally, around the state and across the nation. Our maps and analysis have been used by Ohio Department of Health in preparing their resource allocations for the biennial state budget, and we were invited to speak before the joint state House-Senate Commission on Infant Mortality to inform their work. We also provided maps and research insights to the Cleveland Plain Dealer for an article series on IM in that city.

For more information, visit: http://celebrateone.info/


Health Equity: Using Historic ‘Redlining’ Maps as a Health Equity Catalyst

From helping to unearth Ohio’s HOLC maps in 2012, to conducting research on the legacy of historic housing policies and development practices, to using spatial analysis to inform innovative public policy measures, such as Toledo’s new lead-abatement ordinance, Kirwan research on place and health aims to better understand how modern health disparities grew out of racist housing policies and practices such as ‘redlining’, restrictive covenants, exclusionary zoning, and ‘blockbusting’. Building on the realization that our “opportunity communities” maps also reveal, to a large extent, a social determinants landscape, our health equity work is expanding the conversation around public health to include housing advocates and other community development stakeholders, with the goal to identify community interventions beyond health care that supports more equitable health outcomes.

For more information, visit: http://guides.osu.edu/maps-geospatial-data/maps/redlining/

https://nextcity.org/daily/entry/health-policy-cleveland-redlining-history

The Kirwan Institute at Ohio State University has been a key partner with United Way of Central Ohio for the past several years. Their research around poverty, structural racism, implicit bias, and equitable civic engagement have helped guide our staff in the redesign of our community impact work. This year our organization is rolling out the implementation of a new integrated investment model that solely focuses on reducing poverty in central Ohio. Research from the Kirwan Institute validated that place matters for kids and families, and described the interconnectedness of issues like housing, employment, education, and health, and their impact on family outcomes. Their opportunity mapping work helped us to identify and validate where poverty lives in our community, and served as a guide in selection of our Neighborhood Partnership communities, Columbus’ South Side and Linden neighborhoods.

Our Neighborhood Partnerships work is based in the belief that strong community solutions are built with members of the communities where we serve. As part of this work a strong emphasis is working more authentically and equitably with community members. Moving away from a consent model, where institutions develop solutions and seek consent from the community, and toward an empowerment model where community members are the co-authors and owners of community solutions, is where United Way of Central Ohio aspires to be. Our engagement work is informed by the Kirwan Institute Principles for Equitable Community Engagement. Adopting these principles into our operations means we are adjusting how we outreach and interact in our partnership communities. It is our belief that engaging in an authentic and equitable way will lead to better solutions, and allow our organization to drive better outcomes for families living in poverty.”

– Ryan Edwards, Neighborhoods Senior Impact Director
United Way Central Ohio
Civic Engagement: Principles for Equitable and Inclusive Civic Engagement

Using case studies and real-world examples, the Kirwan Institute produced a roadmap for communities that wish to spark real, transformative change. This set of principles offers widely applicable insight into how to cultivate meaningful dialogue that leads to equitable outcomes, and provides a hands-on guide to revolutionizing the civic environment, from one of exclusion and mistrust, to one of hope and endless possibility. Already these principles have helped to inform a change in civic engagement in communities such as Columbus, OH, Omaha, NE, and Albany, GA.

For more information, visit: http://kirwaninstitute.osu.edu/my-product/civic-engagement-a-transformative-guide/

Civic Engagement: Equitable Civic Engagement and Effective Food Policy Series

In partnership with The John Glenn College for Public Affairs, The University of Buffalo, American Farmland Trust, and others, Kirwan has been working with eight communities across the country to help them develop more effective local food policies throughout their local food systems. These communities range from homogeneous rural populations to large, diverse urban centers. This multi-year project aims to raise the capacity of local leaders within the food system to create and implement better food policy by introducing them to a myriad of resources related to good policymaking and coalition building. Too often, however, those who are most affected by local policies are left out of the decision-making process. The Kirwan Institute has been tasked with helping decision-makers and active community members understand the value of including all voices in local policy formation through a series of workshops with representatives from each of the communities. In the workshop, Kirwan introduces topics related to barriers and challenges to creating equitable engagement environments, as well as our six principles of equitable civic engagement, in an environment of co-learning and sharing. This effort is a first step toward using future tools and resources to create meaningful food policy in these communities.

Civic Engagement: Cultural Competence and Community Work Series

Starting in February of 2015, the Kirwan Institute began to present a workshop related to cultural competence and community interventions to partner organizations. For many organizations, rapidly changing communities, combined with Kirwan’s work in implicit bias and equitable neighborhood revitalization, has sparked new interest in understanding how to partner with and serve evermore diverse communities. Kirwan’s workshop is an interactive presentation of topics related to implicit bias, culturally competent engagement, and structural racism designed to help organizations understand the personal and societal barriers to meaningful engagement with community
members, as well as to develop innovative strategies for overcoming those barriers. Thus far, Kirwan has presented this workshop to many organizations in Ohio and nationally through webinars. Local engagements in 2015 have included Church for All People, Children’s Alliance, Public Health Agencies, and OSU Extension-Franklin County. Local workshops have provided an opportunity to pilot this form of capacity-building to take “live” to audiences outside of Ohio in 2016.

Civic Engagement: Neighborhood Leadership Academy Collaboration with UWCO

The Kirwan Institute began working with The United Way of Central Ohio (UWCO) in October, 2014, to infuse principles and tactics of equitable and inclusive civic engagement among local neighborhood leaders. UWCO has partnered with Kirwan and other local institutional partners on the South Side of Columbus to create a neighborhood-specific version of UWCO’s Neighborhood Leadership Academy in the community. This version of the leadership academy infuses ideas of leadership through relationship-building and the building and exercise of diverse social capital as tools for leadership. The successful LSA model will be expanded in 2017 to the Near East Side of Columbus. We hope the lessons learned through this local pilot can provide a “best practice” model for community building throughout the nation.

Civic Engagement: Facilitating Community Building and Equitable Development on the South Side

In collaboration with multiple community-based organizations, including Nationwide Children’s Hospital, Community Development for All People, and Mid-Ohio Foodbank, the Kirwan Institute completed a two-year pilot project to develop a comprehensive approach to supporting equity, diversity, and inclusion while avoiding gentrification and displacement in neighborhood development. Our work in 2015 for this initiative included leading a community-wide affordable housing strategy; providing expertise on supporting “third places” and other domains for building bridging social capital between diverse groups; and modeling true deep engagement practices, which ensure that the voices of marginalized communities are at the forefront of redevelopment. Kirwan conducted a seven-month engagement process with local community members to reach a wide variety of South Side residents—particularly those who were often not engaged in community affairs—to understand the assets, challenges, and community-defined third places on the South Side. Kirwan engaged with over 400 South Side residents using a variety of methods and meeting in a variety of community spaces. Engagements ranged from a group of young mothers at a community celebration, to people eating a free meal at the local mission, to high school students during a grade card assembly, to local business leaders at an association celebration.
Interdisciplinary Research: Weinland Park Survey and ‘Perception of Safety’ Maps

On behalf of the Columbus Foundation and the Weinland Park Collaborative, the Kirwan Institute recently completed a survey of the Weinland Park neighborhood to measure changes in the community since 2010 and document the impact of the Collaborative’s investments in equitable revitalization. An analysis of the survey data has yielded a rich tapestry of insights which illuminate the progress made in the neighborhood, as well as persistent threats to an equitable and inclusive future. The analysis included an innovative set of ‘Perception of Safety’ maps, based on survey responses, which illustrate where different groups of residents feel safe and unsafe within the neighborhood, providing residents and policymakers with tangible information they can use to tackle some of the most critical issues facing the neighborhood.

Interdisciplinary Research: “Challenging Race as Risk: Implicit Bias in Housing”

New work at the intersection of implicit bias and structural racism reviews the structural and psychological factors that affect fair housing and fair credit. Our report, “Challenging Race as Risk: Implicit Bias in Housing,” shows how historical patterns, structural forces and implicit biases can work together to perpetuate and even strengthen racial disparities in housing, neighborhoods, and wealth accumulation, despite our collective commitment to a fair and just society. The solutions uplifted in the report emphasize how we must work to change not just policies but also our mental associations—especially our implicit ones—about fair housing and fair credit for the benefit of communities.

For more information, visit: http://kirwaninstitute.osu.edu/a-new-report-challenges-race-as-risk-in-housing
Youth of Color: I Am My Brother’s Keeper

I Am My Brother’s Keeper (IAMBK) serves 75 young males of color, between the ages of 9 and 15 residing on the Southside of Columbus. In partnership with the Columbus Urban League and funded through Franklin County, Ohio, the primary objective of I Am My Brother’s Keeper is to help young men of color develop and enhance the skills that prepare them to finish high school. The average program participant continues to face significant barriers to opportunity, including chronic housing instability, food insecurity, and neighborhood violence. IAMBK leverages existing community businesses and organizations to deliver a nine-month out-of-school curriculum.

Data from Learning Circles data system for students in Columbus City Schools has shown that majority of IAMBK students experienced an increase in school attendance, improved behavior, and an increase in core academics.

Under the guidance of the APPS intervention specialists, in the fall of 2017 IAMBK piloted its first cohort of Jr. Shepherds, a near-peer mentoring and leadership opportunity for boys who are 15 and older. The Jr. Shepherd program affords older participants the opportunity to remain engaged in programming beyond the point of “aging-out” while also providing them with opportunities to be program and community leaders.

Youth of Color: United Way of Central Ohio Champion of Children Annual Report

Since 2013, the Kirwan Institute has produced the annual report for the United Way of Central Ohio’s Champion of Children (CoC) signature event. Topics covered in the CoC reports include the role neighborhoods play in youth development, how toxic stress threatens childhood success, risk factors for boys of color, and the voices and experiences of Latino boys. The research provided through this report series has become a community rallying cry, sounding the alarm on the most pressing challenges faced by Central Ohio youth. These reports have informed the community dialogue at the annual CoC events, which have included such special guests as Geoffrey Canada, Paul Tough, Pedro Noguera, and Wes Moore.

For more information, visit: https://liveunitedcentralohio.org/agency/champion-of-children/

Youth of Color: Answering the Call a Digital Short

This year, Kirwan developed a twelve-minute video on the IAMBK program, “Answering the Call.” This is a short video expressing why the I Am My Brother’s Keeper program is critical to male youth of color.

To view the digital short: https://vimeo.com/187090554
APPENDIX: LIST OF PUBLICATIONS

Civic Engagement: A Transformative Guide

Race Matters... And So Does Gender

Power of Gender Norms: Suppressing Economic Opportunity for Central Ohio

South Side Columbus: ‘Third Places’ Activity Book & Guide

Challenging Race as Risk: Implicit Bias in Housing

Two Lenses, One Goal: Understanding the Psychological and Structural Barriers People of Color Face in the Criminal Justice System

Anchoring Equitable Development: Anchor Institute-Led Models of Housing & Community Development to Strengthen Institutions and Communities

Equitable Neighborhood Redevelopment: Housing Opportunity for All on Columbus’ South side

Housing in the Hilltop

2015 State of the Science: Implicit Bias Review

2016 State of the Science: Implicit Bias Review

Ohio Discipline Data: An Analysis of Ability and Race

From Punitive to Restorative: Advantages of using trauma-informed practices in schools

School Discipline Policy: Updates, Insights, and Future Directions

Strategies for Addressing Implicit Bias in Early Childhood Education

The Fair Housing and Equity Assessment in Rural and Smaller Metropolitan Regions Reflections on Implementation of the FHEA from the Field

Franklin County Senior Opportunity: A Framework for Investment

Mid-Ohio Foodbank: Client Centricity Study

Geography of Opportunity: In Greater New Orleans

Rose Colored Glasses for Race: Unwarranted Optimism in Whites’ Views of Racial Gaps

Cuyahoga PlaceMatters: History Matters Report

Talking Productively About Race in the Colorblind Era
WOSU
7/14/2016 - Executive Director Sharon Davies Addresses the Danger of Implicit Racial Bias
3/12/2015 - Life Expectancy Varies In Franklin County

Columbus Dispatch
8/8/2016 - Nonprofit offers cooking classes to build healthful habits
7/29/2016 - Latino kids face challenges in central Ohio
1/31/2016 - Charity care shrinking at central Ohio's nonprofit hospitals
1/28/2016 - Study finds racial, gender bias in Ohio executions
11/9/2015 - Hilltop's stable neighborhoods also need support, Ohio State study says
11/8/2015 - Joe Blundo commentary: New mayor must make some noise
9/26/2015 - Impoverished: Falling jobless rate hides number of people struggling
9/21/2015 - Columbus State plans discussions on racial tensions
7/12/2015 - Neighborhood inequality particularly profound in Columbus area
4/19/2015 - As charity care lessens, hospitals see other needs
3/17/2015 - Joe Blundo: Death stats give city something to work on
3/12/2015 - Life expectancies vary widely within Franklin County, new report says

Columbus Alive
11/30/2016 - People: Community comes together to heal racial tensions post

Columbus Business First
9/6/2016 - Legal profession has the worst gender pay gap in Central Ohio, research finds
APPENDIX: LIST OF MEDIA ARTICLES & APPEARANCES

Youngstown Vindicator
4/16/2015 - High infant mortality rates not from personal choices, OSU experts tell Youngstown crowd

Toledo Blade
5/10/2015 - Detrimental effects of lead poisoning plague Lucas Co. homes, children

Cleveland Plain Dealer
8/22/2016 - Toledo passed a law to protect its kids from lead poisoning; will Cleveland step up?
5/2/2016 - Six months later, what's been done to address Cleveland's lead
12/10/2015 - Saving the Smallest: Turning the tide on infant mortality
11/3/2015 - State health officials consider taking Cleveland's ability to investigate lead poisoning cases
10/23/2015 - Toxic Neglect: How lead poisoning threatens our kids and what can be done about it
10/22/2015 - Lead poisoning makes education harder for kids and teachers: Toxic Neglect
10/21/2015 - Without enforcement, laws to tackle lead poisoning of little use: Toxic Neglect
10/20/2015 - Dismal lead poisoning screening skews the scope of the problem: Toxic Neglect
5/26/2015 - Cleveland police will strive for bias-free policing under Justice Department consent decree

Newark Advocate
1/21/2016 - OSU-Newark holds MLK commemorative event

Cincinnati Enquirer
9/13/2016 - Winburn: 7 council members approve motion to strike institutional racism

MTV
7/18/2015 - Young people encouraged to undergo 'seven-day racial bias cleanse'
APPENDIX: LIST OF MEDIA ARTICLES & APPEARANCES

PBS Newshour
1/23/2016 - To avoid deadly shootings, police deploy new training tactics

Boston Globe
9/6/2016 - In Greater Boston, a lopsided geography of affordable housing

Boston PBS
3/30/2015 - Boston's Health, By T Stop: Neighborhoods Near But 'Health Worlds Apart'

Wyandotte Daily (Kansas City, MO)
12/6/2016 - Study finds significant differences in health care in Wyandotte County neighborhoods

WBEZ Chicago Public Radio
7/22/2016 - Looking At The Impact Implicit Bias Has On Our Society

Kansas City NPR
11/29/2016 - Study Finds Big Health Divides In Wyandotte County
4/21/2016 - Exploring Implicit Bias

Kansas City Business Journal
11/21/2016 - Study tries to unravel WyCo's persistently poor health

Houston Chronicle
10/23/2016 - Houston doctor wanted an apology from Delta. She didn't expect to ignite a social movement.

.Mic
11/30/2016 - Baltimore school tutor charged with child abuse in Trayvon Grayson beating

The New York Times
10/14/2016 - Black Doctor Says Delta Flight Attendant Rejected Her; Sought 'Actual Physician'
APPENDIX: LIST OF MEDIA ARTICLES & APPEARANCES

7/8/2016 - Police Shootings Highlight Unease Among Black Gun Owners

Broadway News

8/26/2015 - MTV's 'Look Different' to Launch All-New Gender Bias Initiative

Nonprofit Quarterly

8/18/2015 - Addressing Suburban Integration through Housing Choice

7/2/2015 - Detroit's Downtown Savior, Dan Gilbert, Charged with Responsibility for Foreclosures and Blight

Raleigh News & Observer

6/14/2015 - Rethinking implicit bias in wake of McKinney incident

ThinkProgress

8/15/2015 - Racial Bias Affects How Doctors Do Their Jobs. Here's How To Fix It.

FiveThirtyEight ESPN

2/13/2015 - A Cheat Sheet For Comey's Speech On Race And Policing

Black Enterprise

7/8/2016 - Why Black Business People Should Meditate

Slate

2/27/2015 - America's Unfair Rules of the Road

Christian Science Monitor

6/9/2015 - Behind tension over Texas pool party, a seismic shift in US suburbs

Truth-Out

7/26/2016 - When Play Is Criminalized: Racial Disparities in Childhood Mapping the cost of a balanced diet, as a function of travel time and food price
Mapping the cost of a balanced diet, as a function of travel time and food price  
*Journal of Agriculture, Food Systems, and Community Development*  
Authors: Christy Rogers, Jason Reece N. Hilbert, Jennifer Evans-Cowley, Wendy Ake, and Casey Hoy

Neighborhood Opportunity and Location Affordability for Low-Income Renter Families  
*Housing Policy Debate*  
Dolores Acvedo-Garcia, Jason Reece, Nancy McArdle, Erin Hardy, Keri-Nicole Dillman and Unda Ioana Crisan

Alternative Agrifood Projects in Communities of Color: A Civic Engagement Perspective  
*Journal of Agriculture, Food Systems, and Community Development*  
Authors: Glennon Sweeney, Kareem Usher, Kip Holley, Christy Rogers Casey Hoy, Jill Clark, and Colleen Spees

From Old Suburb to Post-Suburb: The Politics of Retrofit in the Inner Suburb of Upper Arlington, Ohio  
*Journal of Urban Affairs*  
Authors: Glennon Sweeney and Bernadette Hanlon

Finding Our Compass: The Process of Building our Community-University Food Mapping Team  
*Journal of Community and Engagement Scholarship*  
Authors: Christy Rogers, Michelle Kaiser, Michelle Hand, Casey Hoy, and Nick Stanich

The State of Food Mapping: Academic Literature since 2008 and Review of On-Line GIS-Based Food Mapping Resources  
*Journal of Planning Literature*  
Authors: Glennon Sweeney, Christy Rogers Michelle Hand, Michelle Kaiser, Jill Clark, and Colleen Spees

Community-University Engagement via a Boundary Object: The Case of Food Mapping in Columbus, Ohio  
*Journal of Public Scholarship in Higher Education*  
Authors: Christy Rogers, Jill Clark, Michelle Kaiser, Richard Hicks, Casey Hoy, and Colleen Spees