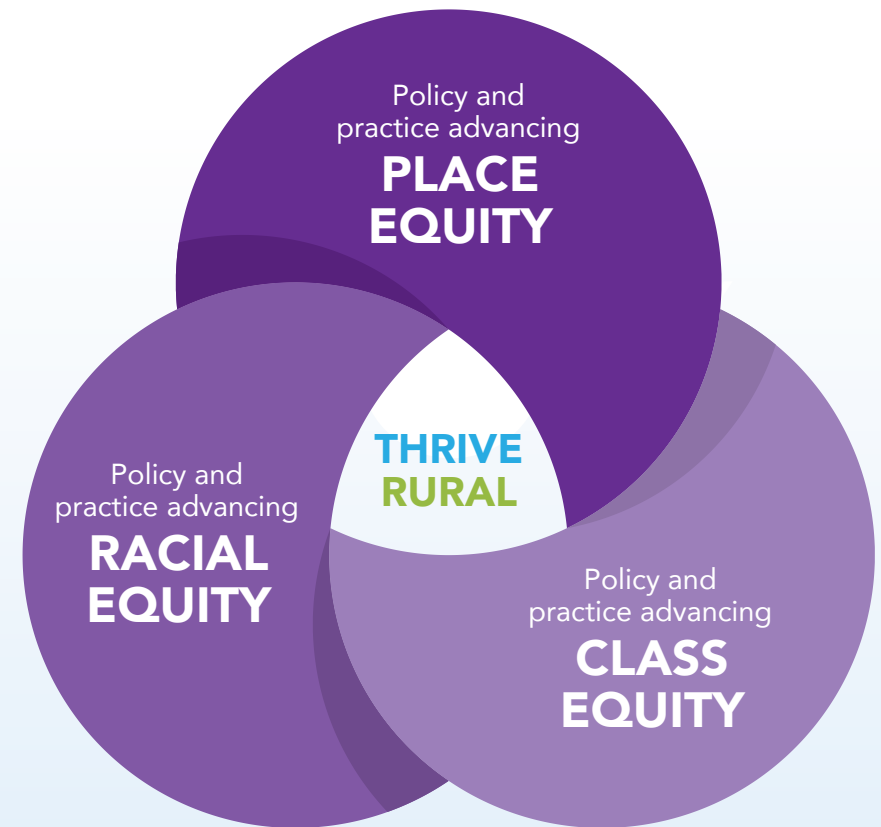




FOUNDATIONAL ELEMENT

- At both the Local and Systems Levels, the Thrive Rural Framework requires identifying and dismantling historical and ongoing discriminatory practices that disadvantage rural people and places.
- Much historic and existing exclusion has negatively affected rural people and rural areas based on:
 - **Place** — location or size of community
 - **Race** — racial, immigrant, or cultural identity
 - **Class** — wealth or income level
- This sidelining of rural places, people, and economies can be embedded in any of these “structures” — and more:
 - Policy language and implementation design
 - Regulations and criteria/scoring for access or participation
 - Common practices and behaviors (timing, location, agenda design)
 - Composition of decision-making groups

See *Rural-Discriminatory Practices examples on the next page.*



HOW CAN I START DISMANTLING RURAL-DISCRIMINATORY PRACTICES?

For each Building Block, at both the Local and Systems Levels, ask:

- In our community, region, or system, how are people and places participating differently or experiencing worse or better results in relation to this Building Block based on race, place, and class?
- What historical or existing exclusion is at work in policy, practices, leadership, or behaviors that is causing or perpetuating each of these differences? What is the change that is needed?
- What will it take in individual, organizational, or collaborative action to influence or make that change?



RURAL-DISCRIMINATORY PRACTICES EXAMPLES

The following examples help illustrate discriminatory practices — some intended, many unintended — that have shown up in specific systems or local communities or regions. These are a very small sample meant to spark thinking and conversation about your place or system — not to limit it!



Examples at Local Level

Place

- **Access to services:** Public services (e.g., child care, recreation, health clinics) are located in or convenient to only certain sectors of the community.
- **Housing:** Workforce and low-income housing is sited in sections of the community with less access to transportation and good jobs.

Race

- **Deed restrictions on land:** Though many are eliminated now, they drove segregated housing patterns that persist to this day.
- **Local siting of waste and industrial pollution sites:** Sites are overwhelmingly zoned into places where people of color live.
- **Racial segregation of school districts**

Class

- **Participation and voice:** Leadership and decision-making meetings set at times that low-paid “essential workers” cannot participate.
- **Disaster response:** Repairs are made in wealthy areas first; poorer areas are addressed last or not built back at all.



Examples at Systems Level

- **Internet:** For-profit national internet and cell providers claim “service coverage” of rural towns — when they run lines only to Main Street or the school (or less) or provide only sub-standard service in rural.
- **Competitive vs. Formula Funding:** Federal or state programs provide funding to larger cities reliably and predictably using a known formula, but instead require rural places to compete for the remaining small pool of funding — adding higher difficulty and the fact that some get no funding at all.

- **Lending restrictions:** Black farmers in the past have been denied opportunities for relief or support (lending) through USDA programs.
- **Redistricting:** District borders are gerrymandered to minimize influence of populations of color.
- **Land Rights and treaties with Native nations:** Many treaties and agreements have not been honored — recent lawsuits have demanded accounting and just compensation for what was promised.

- **Mortgage interest deduction on taxes:** Only those who are wealthy enough to both buy a home and have enough deductions to use Schedule A can benefit.
- **Benefit cliffs:** The potential to fall off needed SNAP or child healthcare benefits can provide disincentives to get (or accept) a raise to a higher wage.
- **Cash bail:** Those who can’t afford bail are more likely to lose their job or home while awaiting trial.

Note that these three types of discrimination intersect and build on each other, and on other types of discrimination that can occur in communities and systems.