

UHT Equitable Resilient Inclusive Development Decision Matrix - Feedback Alignment

| Color Key | Source | Update | Value/Theme | Matrix Location | Notes |
|-------------------|--|---|-----------------------------------|-----------------|--|
| Potential to Add | UHT CPC Feedback on Community Benefits | Financial ownership and economic inclusion - working on project, companies owned by POC on the project & employed from the neighborhood | Economic Inclusion, Jobs, Careers | 1d, 5b | |
| Needs clarity | UHT CPC Feedback on Community Benefits | Need to create space for high paying jobs | Economic Inclusion, Jobs, Careers | 1a, 5d | Matrix references living wage jobs. May need to qualify "high paying". |
| Matrix Updates | UHT CPC Feedback on Community Benefits | Local hiring construction and end user businesses - goals/requirements | Economic Inclusion, Jobs, Careers | 1d, 1e, 5d | |
| Beyond the Matrix | UHT CPC Feedback on Community Benefits | Supplier diversity goals | Economic Inclusion, Jobs, Careers | 1e | |
| Solution | UHT CPC Feedback on Community Benefits | Opportunities for Northside and POC firms, predevelopment and construction | Economic Inclusion, Jobs, Careers | 1d, 5b | |
| Mapped to Matrix | UHT CPC Feedback on Community Benefits | Make sure job/career pathways are accessible to Northsiders | Economic Inclusion, Jobs, Careers | 1a | |
| | UHT CPC Feedback on Community Benefits | Venue: Jobs should go to Northsiders | Economic Inclusion, Jobs, Careers | 1a | |
| | UHT CPC Feedback on Community Benefits | Affordable commercial space/shared commercial space | Economic Inclusion, Jobs, Careers | 5a, 5f | |
| | UHT CPC Feedback on Community Benefits | Food hub/food related businesses | Economic Inclusion, Jobs, Careers | 1c | |
| | UHT CPC Feedback on Community Benefits | Ownership: cooperative, commercial space condos | Economic Inclusion, Jobs, Careers | 5a, 5h, 5g | Cooperatives not explicitly named. If critical, that would need to be called out in an update. |
| | UHT CPC Feedback on Community Benefits | Family housing units | Affordable Housing | 4e | Calls for diversity of dwelling needs |
| | UHT CPC Feedback on Community Benefits | Priority placed on those already living within Northside zipcodes | Affordable Housing | 4b | |
| Potential to Add | UHT CPC Feedback on Community Benefits | Mixed income housing | Affordable Housing | 4b | |

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| Needs clarity | UHT CPC Feedback on Community Benefits | Need to maximize the number of units and offer a range of housing types and affordability | Affordable Housing | 4b, 4d, 4e | |
| Matrix Updates | UHT CPC Feedback on Community Benefits | Affordability must be affordable to Northside | Affordable Housing | 4b | |
| Beyond the Matrix | UHT CPC Feedback on Community Benefits | A wide range, a variety of housing options and types | Affordable Housing | 4e | |
| Solution | UHT CPC Feedback on Community Benefits | Consider public and/or community ownership on multiple levels: land, developments, units (within developments), governance/programming/operations | Wealth Creation & Community Ownership | 5e | |
| Mapped to Matrix | UHT CPC Feedback on Community Benefits | Support and capacity for BIPOC vendors | Wealth Creation & Community Ownership | 1d, 1e, 5a, 5b, 5c, 5f | |
| | UHT CPC Feedback on Community Benefits | Community ownership shares in a development | Wealth Creation & Community Ownership | 5g, 5h, 5j, 5l | |
| | UHT CPC Feedback on Community Benefits | Community land trust | Wealth Creation & Community Ownership | 5e | |
| | UHT CPC Feedback on Community Benefits | High paid jobs - union jobs? (Music Venue) | Wealth Creation & Community Ownership | 1a, 5d | |
| | UHT CPC Feedback on Community Benefits | Community access to site - transit/bike pedestrian | Mobility, Public Space and Infrastructure | 6f, 6g, 6h | |
| | UHT CPC Feedback on Community Benefits | Strengthen connection of McKinley and neighborhoods | Mobility, Public Space and Infrastructure | 6j | |
| | UHT CPC Feedback on Community Benefits | Want space/green space across site | Mobility, Public Space and Infrastructure | 6c, 6d, 6l | |
| Potential to Add | UHT CPC Feedback on Community Benefits | Dedicated trails, parks, plazas, squares and recreation areas | Mobility, Public Space and Infrastructure | 6c | |
| Needs clarity | UHT CPC Feedback on Community Benefits | Community spaces: Gardens and community/event spaces accessible to all residents on site and Northsiders | Mobility, Public Space and Infrastructure | 6j | |

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| Matrix Updates | UHT CPC Feedback on Community Benefits | Spaces/places that celebrate the history of the site and area | Mobility, Public Space and Infrastructure | 6a | |
| Beyond the Matrix | UHT CPC Feedback on Community Benefits | Affordable housing, anti-displacement strategies and community ownership can be addressed together | Disrupting Gentrification and Displacement | 2d | |
| Solution | UHT CPC Feedback on Community Benefits | Must give North ownership | Disrupting Gentrification and Displacement | 5l | |
| Mapped to Matrix | UHT CPC Feedback on Community Benefits | A catalyst to a bold and visionary future; controlled by community so "community" remains | Disrupting Gentrification and Displacement | | |
| | UHT CPC Feedback on Community Benefits | Urban agriculture | Environmental Justice and Sustainability | 3g | |
| | UHT CPC Feedback on Community Benefits | Advance job creation as part of Phase 1 | Economic Inclusion, Jobs, Careers | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Diversity on development team | Economic Inclusion, Jobs, Careers | | |
| | UHT CPC Feedback on Community Benefits | Job training - partner for job training i.e. Summit Academy | Economic Inclusion, Jobs, Careers | | |
| | UHT CPC Feedback on Community Benefits | Small business/entrepreneur incubator/accelerator | Economic Inclusion, Jobs, Careers | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Advanced manufacturing/industries i.e. modular construction manufacturing, robotics, 3D printing | Economic Inclusion, Jobs, Careers | 5i | Addresses the category of innovative manufacturing. Other elements are solutions-oriented and should be in CPC Recommendations |
| Potential to Add | UHT CPC Feedback on Community Benefits | Mentorship/internship requirements of businesses on site | Economic Inclusion, Jobs, Careers | | |
| Needs clarity | UHT CPC Feedback on Community Benefits | Affordable housing for seniors | Affordable Housing | 4d | |
| Matrix Updates | UHT CPC Feedback on Community Benefits | Affordable housing for workforce | Affordable Housing | 4d | |

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| Beyond the Matrix | UHT CPC Feedback on Community Benefits | Multigenerational/life-cycle housing | Affordable Housing | 4e | |
| Solution | UHT CPC Feedback on Community Benefits | Supportive, transitional housing | Affordable Housing | 4e | |
| Mapped to Matrix | UHT CPC Feedback on Community Benefits | Incorporate project based vouchers for 30% AMI into housing developments | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Workforce on Parcel 7a, families on Parcel 6, townhomes/ownership on Parcel 7b | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Income averaging, but figure out the maximum number of 30% and 50% units we can include, within a feasible funding gap | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Every phase should have housing | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Employee stock options | Wealth Creation & Community Ownership | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Community voice and decision-making on artists coming to the music venue | Wealth Creation & Community Ownership | | |
| | UHT CPC Feedback on Community Benefits | Creating Community Development fund with fees to be used on arts, youth programming, leadership opportunity, or maybe housing (Music Venue) | Wealth Creation & Community Ownership | | Solution-oriented; Include in CPC Recommendations section |
| Potential to Add | UHT CPC Feedback on Community Benefits | Youth leadership and training opportunity (Music Venue) | Wealth Creation & Community Ownership | | Solution-oriented; Include in CPC Recommendations section |
| Needs clarity | UHT CPC Feedback on Community Benefits | Art gallery - local art displayed (Music Venue) | Wealth Creation & Community Ownership | | Solution-oriented; Include in CPC Recommendations section |
| Matrix Updates | UHT CPC Feedback on Community Benefits | Discounted tickets (Music Venue) | Wealth Creation & Community Ownership | | Solution-oriented; Include in CPC Recommendations section |
| Beyond the Matrix | UHT CPC Feedback on Community Benefits | Developments for a better quality of life | Mobility, Public Space and Infrastructure | | Need to qualify "better quality of life" 2/14: "I am also not sure what was intended by this, but I feel that a high quality of life is present in all themes." (Grace Rude) |

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| Solution | UHT CPC Feedback on Community Benefits | Connect site to the Grand Rounds | Mobility, Public Space and Infrastructure | | Solution-oriented; Include in CPC Recommendations section |
| Mapped to Matrix | UHT CPC Feedback on Community Benefits | For the area surrounding Upper Harbor, there needs to be a property tax freeze and rent control so those living in the area are not displaced | Disrupting Gentrification and Displacement | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | How will we [Northsiders] maintain control and decision-making authority; need a voice in governance throughout the process | Disrupting Gentrification and Displacement | | Solution-oriented; Include in CPC Recommendations section |
| | UHT CPC Feedback on Community Benefits | Sustainable transportation and food | Environmental Justice and Sustainability | 1c | Add "sustainable" as a quaiifier for the urban food system development |
| | UHT CPC Feedback on Community Benefits | Sustainability certification i.e. LEED for Cities and Communities | Environmental Justice and Sustainability | 3g | |
| | UHT CPC Feedback on Community Benefits | Solar power - community solar | Environmental Justice and Sustainability | | 2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude) |
| | Grace Rude | Specify AMI at the neighborhood level vs city level | Affordable Housing | 4b | AMI is calculated at the regional level. The Northside's AMI is 50% of the region. We have been targeting our affordability level for housing at 50% AMI or less in order to address this issue. |
| | Grace Rude | Make developments accessible to the entire communy, including both physical and otherwise challenges | Mobility, Public Space, and Infrastructure | 6f, 6h, 6m | |
| Potential to Add | Grace Rude | Clarify and enforce the critical nature of a healthy and affordable urban food system as outlined in the Milan Urban Food Policy Pact | Environmental Justice and Sustainability | 3e | |
| Needs clarity | Grace Rude | Incorporate Universal/Inclusive design principles to better tackle accessibility | Mobility, Public Space and Infrastructure | 6f | |
| Matrix Updates | Grace Rude | Theme 5 objectives are broad/vague and hard to use for evaluation | Wealth Creation & Community Ownership | | The matrix is designed to support the CPC in providing advisory guidance to the City. It is not currently designed to serve as an evaluation tool. |
| Beyond the Matrix | Grace Rude | Add explicit public transit objectives that acknowledge transit's importance to a variety of community members | Mobility, Public Space, and Infrastructure | | 2/14: "I contributed this feedback and while I feel that theme 6.f, 6.g, and 6.h partly fulfill this, I think the language could be adjusted to clarify that they should be accessible not only in terms of disability physical accessibility but also in terms of quality of service, infrastructure, and connectivity. This is critical for reducing vehicle miles and sustainable transportation, stated in 6.h." (Grace Rude) |

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| Solution | Grace Rude | De-emphasize personal automobile parking, in consideration of spatial, sustainability, and access goals | Mobility, Public Space, and Infrastructure | | 2/14: "I contributed this feedback but I with further consideration I think this is not an issue in the matrix, although the sentiment still stands as important in our decision making considerations." (Grace Rude) |
| Mapped to Matrix | Grace Rude | Include specific, high-standard, well-researched, and innovative disability access guidelines | Mobility, Public Space, and Infrastructure | | 2/14: "I contributed this feedback and while the inclusion of "universally accessible" is great as seen in theme 6, I think more specificity is needed. I am no expert in disability studies either academically or personally, and those with more experience certainly would have a greater understanding of specifics. I think there is potential to go beyond what is accessible as required by law into incorporating universal design or other well researched practices that are not only accessible by all but fully enjoyed by all with ease. This is not only in terms of physical things such as ramps but also for a broader understanding of the variance of human experiences such as sensitivity to various sensory issues. Access is also not only something important in the physical design of the space but also in the process of design and in programming. The following article is one of many that has helped inform my perspective on this, and experts should be intentionally involved in incorporating access and participation into the UHT. In the context of the matrix, more precise language is the main step for encouraging deliberate attention on this issue throughout the future of the process. " (Grace Rude) https://dsq-sds.org/article/view/3234/4303 |
| | Grace Rude | Evaluation, Measurement, and Accountability should be explicit goals, success measures, or objectives within the matrix | | | |
| | Grace Rude | Not only BIPOC high participation in suppliers, construction, and future business but also in present/future leadership and design. For example, hire BIPOC design consultants and ensure leadership teams throughout the process and in things such as a music venue committee are racially and ethnically diverse | Economic Inclusion, Jobs, and Careers | | |
| | Grace Rude | Incorporate emphasis on community driven process | | | |
| Additional CPC Feedback | | Discuss how funding taken in by the venue will give back to the Northside Community | Disrupting Gentrification and Displacement | 5h, 5j | |
| Additional CPC Feedback | | Will the Hub create business opportunities and partnerships that support BIPOC | Disrupting Gentrification and Displacement | 1e, 2b, 5a, 5b, 5c, 5f | |
| Additional CPC Feedback | | Energy efficient housing | Environmental Justice and Sustainability | 3g | |

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| | Additional CPC Feedback | Sustainable transportation | Environmental Justice and Sustainability | 6h | |
| | Additional CPC Feedback | Diversity of dwelling housing | Affordable Housing | 4e | |
| | Additional CPC Feedback | Leadership, Entrepreneurship, Educational Training and Career Opportunities | Economic Inclusion, Jobs, Careers | | 2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude) |
| | Additional CPC Feedback | Opportunities for Business Incubator Programs to grow/build BIPOC Businesses | Economic Inclusion, Jobs, Careers | | |
| Potential to Add | Additional CPC Feedback | Develop partnerships with already existing black owned businesses or organizations who work with BIPOC communities | Economic Inclusion, Jobs, Careers | | Solution-oriented; Include in CPC Recommendations section |
| Needs clarity | Additional CPC Feedback | Appoint a CPC Core Group to attend scheduled re-development meetings and provide them with an active role | Economic Inclusion, Jobs, Careers | | |
| Matrix Updates | Additional CPC Feedback | Provide concise contracts between the developer, the City and BIPOC businesses/entities. All deals must be in writing and added to the original plan. | Economic Inclusion, Jobs, Careers | | |
| Beyond the Matrix | Additional CPC Feedback | Support small non-profit and for profit businesses, owned and operated by BIPOC | Economic Inclusion, Jobs, Careers | | City prioritized support for BIPOC-owned for-profit businesses, not non-profit businesses. |
| Solution | Additional CPC Feedback | CPC Core group should have full participation and access | Economic Inclusion, Jobs, Careers | | |
| Mapped to Matrix | Additional CPC Feedback | Offer fair contracts on all levels to BIPOC Professionals | Economic Inclusion, Jobs, Careers | | The City's contracting process is race neutral. Need clarity on what "on all levels" means. 2/14: "I am not an expert on labor contracts, but I think theme 1.2. mostly incorporates this feedback point. However, adding "meaningfully participate" in this point might help add emphasis?" (Grace Rude) |
| | Additional CPC Feedback | Invite CPC Core Group to informational meetings/sessions | Economic Inclusion, Jobs, Careers | | |
| | Additional CPC Feedback | In order to properly prepare bids, BIPOC businesses should receive information in a timely manner | Economic Inclusion, Jobs, Careers | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Racial inclusion policies, already in place must be acknowledged and honored | Disrupting Gentrification and Displacement | | CPC would benefit from background info on City's contract compliance/SUBP efforts. |
| | Additional CPC Feedback | The venue should have 100% sustainable impact on the Northside community | Disrupting Gentrification and Displacement | | 2/14: "I think with the recent additions and the inclusion of the potential items I think this feedback point would be well met. The sustainability measures in the matrix seem great with potential to innovate." (Grace Rude) |

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| | Additional CPC Feedback | Provide space for bike racks and Fix It Bike Repair Stands/Stations in the surrounding areas of the Venue and throughout the space | Disrupting Gentrification and Displacement | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Sustainable Development/Construction | Environmental Justice and Sustainability | | 2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude) |
| | Additional CPC Feedback | Renewable energy, recycling, composting | Environmental Justice and Sustainability | | 2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude) |
| | Additional CPC Feedback | Multi-family homes | Affordable Housing | 4e* | |
| | Additional CPC Feedback | Single family homes | Affordable Housing | 4e* | |
| | Additional CPC Feedback | Apartment homes | Affordable Housing | 4e* | |
| | Additional CPC Feedback | Student housing | Affordable Housing | 4e* | |
| Potential to Add | Additional CPC Feedback | Health food stores | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| Needs clarity | Additional CPC Feedback | Cultural eating experiences | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| Matrix Updates | Additional CPC Feedback | Urban gardens | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| Beyond the Matrix | Additional CPC Feedback | Co-op grocery stores | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| Solution | Additional CPC Feedback | Art studios | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| Mapped to Matrix | Additional CPC Feedback | Education/Learning/Training (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Financial literacy classes (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Cooperative ownership training (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Intergenerational learning center (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Partner with schools and non-profit organizations providing art (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |

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| | Additional CPC Feedback | Partner with schools and non-profit organizations providing education (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Additional CPC Feedback | Partner with schools and non-profit organizations providing business development (Hub) | Affordable Housing | | Solution-oriented; Include in CPC Recommendations section |
| | Melissa Newman | Offer grants to nearby neighbors down Dowling, Lowry, Lyndale, Washington Ave, to help beautify the front of their homes with new front windows, Fences, Steps, Siding, flowers, grass or sod, etc. | Disrupting Gentrification and Displacement | 2a | Solution-oriented; Include in CPC Recommendations section |
| | Melissa Newman | A Gift should be given to the Northside with a piece of office space centrally located to allow multi uses for this space. With this same space we are able to rent out for small businesses to have pop-up shops, craft fairs, hold meetings, with commercial kitchen space or access. | Disrupting Gentrification and Displacement | 2b | Solution-oriented; Include in CPC Recommendations section |
| | Melissa Newman | Use space wisely and offer smaller efficiency apartments for single people, approximately 400sf. | Disrupting Gentrification and Displacement | 2c | 2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure. |
| | Melissa Newman | A City Policy needs to be created to place a cap on the Property Tax Increases to protect current homeowners. | Disrupting Gentrification and Displacement | 2d | |
| | Melissa Newman | Continued discussion with MPCA [Minneapolis Pollution Control Agency] needs to insure that GAF has the Thermal Oxidizer put in place to eliminate the chemicals they are spewing into the air. To protect the air quality and the UHT and Northside Residents. | Environmental Justice and Sustainability | 3d | Solution-oriented; Include in CPC Recommendations section. Per JMS' 2/17 conversation with Melissa, this could also be tracked as an overall programmatic assumption that the City will collaborate with MPCA to ensure the Thermal Oxidizer is in place prior to completion of UHT redevelopment project. |
| | Melissa Newman | Allow current resident in 55411, 55412, first access to available housing at UHT. | Affordable Housing | 4c | 2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure. |
| | Melissa Newman | Have the City Create special closing cost and down payment assistance for qualified homeowners. While offering services to residents to build a pathway to homeownership at UHT. | Affordable Housing | 4d | 2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure. |
| | Melissa Newman | Establish resources if a person would like to rent, but meet qualifications for ownership at UHT. | Affordable Housing | 4e | 2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure. |
| | Melissa Newman | Livable for people to Live, Work, Educate, and Socialize all at UHT | Affordable Housing | 4f | 2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure. |
| | Melissa Newman | Gift of Building space to the Northside community. To allow multiple uses. | Wealth Creation & Community Ownership | 5i | Solution-oriented; Include in CPC Recommendations section |

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| | Melissa Newman | Allow the Community to Own the Parking lots or a portion of the proceeds come back to the community an additional source of generated income separate from the special tax of venue ticket sales. | Wealth Creation & Community Ownership | 5j | Solution-oriented; Include in CPC Recommendations section |
| | Melissa Newman | Parking lot options for Venue as well as the common spaces and places with the Park, Hub, common areas. | Mobility Public Space and Infrastructure | 6a | Solution-oriented; Include in CPC Recommendations section |