

FUTURE OF HEALTH NEIGHBORHOOD ADVISORY COUNCIL - IDENTIFIED IMPACTS		Henry Ford Health / Detroit Pistons / Michigan State University	City of Detroit
CHALLENGE / CONCERN / IMPACT	COMMUNITY BENEFIT REQUEST	COMMITMENT	POLICY RESPONSE
Housing for Detroiters			
Ensure that affordable housing is available for all Detroiters – especially for families and seniors	Increase the number of affordable units - at least 30% (199) of overall units to be designated as affordable.		
	Provide at least 20 affordable 2 bedroom units		
	Provide deeper levels of affordability to provide opportunities for Detroiters of all income levels. Of the planned affordable units, designate half at 50% AMI and the other half at 30% AMI		
	Set aside 25% of affordable units for seniors		
	Accept Section 8 housing vouchers for affordable units		
	Ensure affordable parking rates for residents of affordable units - provide a 50% parking discount for residents of affordable units		
	Extend affordability commitment to be permanent		
	Opportunity for one person households to choose between studio and one-bedroom affordable units and two-person households to rent a two-bedroom unit (on affordable units)		
Provide support and resources to address issues of youth homelessness in the Impact Area	Contribute \$1,500,000 per year to the Affordable Housing Trust Fund - during the period of the Brownfield TIF Reimbursement period - at least half of the funds would support affordability within the Impact Area.		
Provide support and resources to address issues of youth homelessness in the Impact Area	Make an annual contribution for the length of the tax abatement to local government agency or non-profit which serves youth experiencing homelessness and/or develops housing for youth in the Impact Area		
Accessible housing that goes above and beyond the requirements of the Americans with Disabilities Act – aim for Universal Design	Developer will work with an accessibility consultant or agency to implement Universal Design standards in all spaces		
Support for current homeowners and renters in adjacent areas. Ensure that there is not displacement of Detroiters caused by higher rents or property values in the areas adjacent to the project	Make a restricted annual contribution of \$10,000,00.00 for the duration of the tax abatement to one or more 501(c)(3) nonprofit community development corporations in the impact area to administer home repair grants to the City of Detroit residents who reside in their property as their primary residence. At least 50% of the fund must be reserved for residents earning less than 50% AMI.		
	Continue and expand the housing partnership with Virginia Park-Henry Ford Hospital Non-Profit Housing Corporation in Impact Area. Honor the existing agreement.		
	Provide housing contribution for taxpaying renters / rent subsidies for legacy Detroiters in the Impact Area (ex. Live Midtown)		
	Fund a 10-year rental assistance program providing \$13 million in rental subsidies for long-term Detroiters to remain in the impact area. The program can be modeled after the "Live Midtown" and "Stay Midtown" initiative. The program eligibility will be limited to Detroit residents with 7+ years of residency in the City of Detroit to rent in the impact area or within 1 mile of the impact area. Income eligibility should be between 30% AMI and 80% AMI - with no more than 20% of these funds designated for 60 to 80% AMI. The program can be managed by one or more 501(c)(3) nonprofit organizations in the impact area.		
Provide new opportunities for home ownership, generational wealth, and community building	Provide land, funds, and support to a Community Land Trust which will provide permanent affordable rental and home ownership - \$3,000,000 annually for the period of the tax abatements. Transfer vacant residential units owned by Henry Ford Health to the land trust at no additional cost.		
	Fund a 10-year new home-buyer downpayment program providing \$11 million in assistance for long-term Detroiters to remain in the impact area by purchasing a new home. The program eligibility will be limited to Detroit residents with 7+ years of residency in the City of Detroit to purchase in the impact area or within 1 mile of the impact area. Income eligibility should be between 30% AMI and 80% AMI - with no more than 20% of these funds designated for 60 to 80% AMI. The program can be managed by one or more 501(c)(3) nonprofit organizations in the impact area.		
Environmentally Sustainable Housing	Build to a standard that provides a high-quality living experience for residents and reduces climate and environmental impacts through a LEED Zero or Passive House standards.		
Finest Health Care for Detroiters			
Create and implement strategies to address health care access and outcome disparities for all Detroiters at all ages and incomes. Particularly focus on racial disparities and eliminating implicit bias and seeking accountability from medical professionals for disparate treatment and outcomes based on race, medical condition, mental health status, gender, economic status, insurance coverage	Create and implement, or augment existing, Community-Based Participatory Research Partnerships with the community to identify and seek solutions to health disparities		
	Create or augment implicit bias training and accountability for medical professionals serving all patients		

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Improve access to health care services for Detroiters – particularly for seniors, youth, infants, and expectant mothers	Create a new 24-hour urgent care facility in the Impact Area - potentially at the Virginia Park Shopping Plaza or other convenient location		
	Provide or enhance within the Impact Area specialized services for youth and seniors, community health fairs, wellness and community resources / centers, dental services, mental health		
	Invest in a community mental health counseling facility. Make an annual contribution of \$250,000 to one or more 501(c)(3) nonprofit mental health clinics for the duration of the tax abatement.		
	Create or enhance programs addressing infant mortality and well-being of expectant mothers.		
	Invest in local organizations focused on prenatal health education and building trust and relationships with expectant mothers.		
	Create a community accessible 24/7 pharmacy in Impact Area		
Address health care needs for the high percentage of residents without health insurance - Increase outreach and engagement for residents to learn about charity care options	Provide or increase preventative health screening clinics in the Impact Area including: Free sports physicals for youth and free adult preventative physicals twice per year located in accessible locations within the impact area (schools, etc.) and well advertised in the community		
	Create and fund a Community Health Plan for those living within a 3 mile radius of hospital to provide affordable health, prescription, and dental care for Detroit's uninsured and underinsured. The fund should be valued at no less than \$200 million annually		
Stronger partnerships with local schools to provide medical equipment and training	Create or augment a community engagement plan to provide proactive communication and community outreach regarding Charity Care availability for all Detroit residents seeking or receiving quality care at Henry Ford Health facilities.		
	Provide in school physicals, screenings, emergency medical equipment and check-ups to schools serving the Impact Area (ex. Northwestern HS, Thirkell, Douglass Academy, U Prep)		
Increase the number of African-American medical professionals – especially doctors and specialists, speech and language pathologists, male psychologists and physicians	Develop relationship and career pipelines with HBCU Medical schools and African-American Doctors' Associations		
	Hire more Black doctors. Increase hiring and retention of Black doctors, nurses, and patient health care professionals by 25% and maintain such diversity of care levels for at least the duration of the tax abatement		
	Provide training and technology for nonverbal residents and clients		
Career Opportunities Close to Home			
Ensure that the maximum number of Detroiters are able to participate in the job opportunities – both construction and permanent jobs	Ensure that the maximum number of Detroiters are able to participate in the job opportunities – both construction and permanent jobs		
	All partners set a target of employing 50% Detroiters in permanent jobs		
	Make sure that those hired reflect the demographics of Impact Area and Detroit – increase the participation of black and brown Detroiters in all project related fields (ex. lawyers, accountants, architects, medical, caterers, construction, etc.)		
	In hiring, all development partners will commit to first-review priority for applicants from the Impact Area Zip codes, followed by second-review priority for Detroit resident applicants		
	All Developer entities agree to comply with City of Detroit's Executive Order 2021-02 requiring the employment of at least 51% Detroiters in all construction positions for the projects. If requirements are not met, Developer provides a contribution, equivalent to fine paid, to bridge the workforce and skills development gap relevant to the shortage of labor.		
	Create and implement strategies to lower barriers to employment through intentional engagement with Detroiters (ex. job fairs)– commit to specific numbers		
	Provide programs and strategies to get Detroiters ready to apply and be hired for all jobs related to Future of Health Projects – particularly technology, research, and medical jobs		
	All Development partners provide access to current employees for in-house classes and certifications to provide pathways for career advancement (ex. GED, lab tech, financial literacy, accounting, etc.).		
	Build on and re-energize jobs pipeline strategy - go over and above previous agreement for Cancer Center with W. Grand Blvd. Collaborative		
	Ban the box in hiring practices		
	Create and provide no less than 50 paid internship opportunities with contingent full-time employment offers, for Black college and graduate level students studying in health care related fields for the duration of the tax abatement		
	Open a resource office in the Impact Area to connect residents and businesses to employment, contracting, and housing opportunities		

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	Provide an annual contribution for five years of at least \$250,000 to one or more Detroit-based skilled trade training programs.		
All jobs should be high quality, paying a living wage with full benefits (e.g. healthcare, retirement, etc.) that enable employees on this campus to live in the Impact Area	Commit to union neutrality of all Future of Health partners and associated project contractors / subcontracts		
Education			
Pipeline and opportunities for Detroit students to medical / tech / and research careers – beginning with Middle School	Could include partnerships and programs with DPSCD, Unions, City of Detroit, or other entities.		
	Provide funding or programs to remove barriers for youth participation (ex. lack of transportation)		
	Engage Detroit youth (high school and post-secondary) in construction opportunities through training, skilled trades education, apprenticeships, or co-op learning experiences.		
	Make annual financial investment and curriculum investment in Northwestern High School, Thirkell Elementary-Middle School, Frederick Douglass Academy, U Prep Schools and others. Partner with DPSCD and school leadership.		
	Continue or improve liaison program with Northwestern High School		
	100% Reimbursement to DPSCD for all annual tax captures		
	Provide support and engagement with nearby schools – funding and programming to improve educational and recreational opportunities (ex. financial literacy, free sports, etc.)		
	Development entities donate to and work with local nonprofits, the City, and / or Detroit Public Library to host accredited STEM related classes near the Impact Area		
Address digital divide for Impact Area residents to allow full participation in economic, community and social opportunities	Create and implement, or augment programs and resources that provide laptops, technology training, high speed internet access, etc.		
Provide funding, support and resources to local libraries	Sponsor subscriptions to local publications.		
	Provide maintenance and infrastructure repair to neighborhood library on West Grand Blvd. (Duffield Branch)		
	100% Reimbursement to Detroit Public Library for all annual tax captures		
Improve college access for Detroit students (including non-traditional students) and providing necessary support to complete their degrees.	Michigan State University provides scholarship and mentorship programs for local students (from Impact Area Zip Codes)		
	Supporting students in applying for college, and securing scholarships or financial support (ex. application fees, tuition assistance, other expenses).		
	Provide a free mentorship program for Detroit youth between the ages of 12 and 18. Mentor no less than 50 youth per year for the duration of the tax abatement		
	Create or augment programs that provide support for parents of college bound students		
Community Building			
Implementation and monitoring of Community Benefits Agreement	Developer will engage the community and report on the Community Benefits Provisions on a quarterly basis for the duration of the project and commitments		
	The more extensions provided by C.R.I.O. for development deadlines, the more financial benefits added.		
Reduce neighborhood blight and rehabilitate properties owned by Henry Ford Health, Detroit Pistons, Michigan State University	Rehabilitate properties currently owned by the development partners into community-owned assets		
	Within six months, announce development plans for Fairbanks School. Development plans should be for a community use such as recreation, community center, or urgent care facility. If no plans are made, pay remediation costs and donate property to a non-profit CDC or a Community Land Trust in the Impact Area to return building to beneficial community use.		
	Organize and support community clean-up efforts to support residents and neighborhoods – focus on alleys and other blighted properties		
	Partner with City to improve and/or repave alleys and pedestrian pathways (including Pallister and Delaware brick ways) within the Impact Area.		

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Green Space, Recreation, and Public Amenities	Improve and activate existing public spaces (ex. New Center Park, 360 Detroit, Walker Williams Recreation Center and Park, NW Goldberg parks)		
	Provide annually for ten years a contribution of \$100,000 to support the activation, maintenance, and public opening of New Center Park.		
	Provide annually for ten years a contribution of \$100,000 to support increased programming and operation of Joseph Walker Williams Recreation Center that is responsive to resident needs.		
	Provide annually for ten years contributions of \$25,000 to support operation and improvement of four neighborhood parks or public spaces to be recommended by the NAC.		
	Provide or enhance recreation and community facilities that are accessible to all users, including youth recreation / sports, and a senior day care center.		
	Provide resources to create and maintain new public greenspaces, playgrounds, dog parks, community gardens, and community spaces		
	Involve the community in design, programming and activation in new community green spaces planned for development (ex. In front of new hospital)		
	Provide Warming and Cooling Centers and public showers / bathrooms within the hospital		
	Provide enhanced public safety services (ex. Security patrols) throughout Impact Area		
	Provide support and funding for existing community organizations serving the Impact Area and adjacent neighborhoods - example organizations: Midnight Golf, Black United Fund, Detroit Parent Network and Pistons Wheelchair Team		
	Art for children- Holiday Mural Decoration Contest, denominations of \$100, \$75, \$50 and gift cards		
	Provide a contribution of \$50,000 to CANSAN to support common area maintenance, landscaping, and beautification.		
	Provide free space and an annual contribution, for the duration of the tax abatement, of no less than \$100,000 for the creation of an Affordable Senior Adult Day Services Center in partnership with one or more 501c(3) Detroit-based organizations. The Day Services Center must provide services for senior Detroit residents - not family members of employees who are not Detroit residents.		
	Provide public safety services, nighttime patrols, etc. throughout the Impact Area on an ongoing basis.		
Healthy Food Access	Support community led initiatives including local community gardens, food banks and the Detroit Food Commons / Co-op		
	Provide 500 free Detroit Food Commons co-op memberships to Impact Area Residents		
	Ensure local source purchasing of food for hospital and other buildings from Detroit-based growers and co-operatives – with a target goal of percentage sourced locally		
Construction: Mitigate the impacts of construction over the multi-year construction period	Proactive communication and engagement plan with Impact Area Neighborhoods during the length of the construction period.		
	Create Website to provide current information inclusive of construction activities and hotline for residents to contact with concerns or complaints		
	Developer will create and publicly share a comprehensive construction mitigation plan to minimize health and quality of life impacts of living in a long-term construction zone, including but not limited to dirt, fugitive dust control, mud, noise, vibrations, ingress and egress of construction vehicles, sidewalk /street closure schedules, pest control, regular street sweeping, allowable hours of construction work, and light pollution		
	Provide and maintain 8-foot-high construction fencing with screening to withstand above average windspeeds, embedded in core holes at least 4" deep with sandbag supported posts at 20' intervals.		
	Safely remediate, handle, remove and transport building demolition debris and contaminated materials (particularly the HAP building)		
	Monitor and publish list of all regulated building materials in buildings to be demolished		
	Provide air quality monitoring of demolition and construction sites and communication methods to alert community of air quality issues		
	Establish a community air-monitoring program and contribute no less than \$100,000 annually towards its operations for the next 10 years		
	Construction Hours: Limit exterior construction activity within 1,000 feet of occupied residential structures to hours of 7:00 am to 5:00 pm and no construction during weekends.		
	Contractor parking - provide off-street parking for all construction contractors / sub-contractors and require the use off-street parking by all construction and permanent employees while at their work location		
	Implement and enforce truck and construction related traffic routes and designated locations for equipment staging		

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	Create, implement, and enforce a plan to minimize diesel truck pollution - including retrofit of construction vehicles		
	Create, implement, and enforce plan to minimize impact of street closures, particularly on Holden St., Lincoln St., W. Grand Blvd., W. Milwaukee St., Third St., Second St., and access to M-10 Freeway		
	Create, implement, and enforce a plan to minimize local business disruption in construction zone - and provide funding and resources to help businesses impacted during construction		
	Limit construction activities on York Street to waste pickup. No staging or storage areas.		
	Maintain communication with Impact Area schools (specifically U Prep and CCS) regarding potential noise pollution that interfere with the school's daily operations.		
	Maintain accessibility for all facilities and public right of way for transit riders, bike riders, pedestrians – particularly those with disabilities during construction period		
	Protect nearby homes and structures from damage due to construction activity and provide reimbursement to homeowners and residents for any resulting harm or pests		
	Developers will assume responsibility for construction-related pest control		
	Establish an opt-in proactive communications channel for project, construction, street closure, etc. Updates via text and email.		
	Building and Site Design	Hospital facilities and Research Center should be accessible to all users above and beyond the requirements of the Americans with Disabilities Act – aim for Universal Design	
The developer will hire one or more third-party agencies that specialize in			
<ol style="list-style-type: none"> 1. compliance with the American with Disabilities Act 2. Universal design for persons with disabilities 3. Prevailing best practices for accessibility and visit-ability 			
to consult on designing every building and community benefit indoors and outdoors in the future of health development with the goal of going above and beyond ADA requirements			
Preservation and upgrade of the legacy hospital campus to meet or exceed LEED guidelines.			
Ensure that all buildings work with the City's Planning Department to meet City of Detroit Design Principles – including appropriate scale, landscaping and screening, activating street level building facades and overall pedestrian experience			
All new buildings will utilize materials and design strategies to minimize light pollution from new buildings and negative impacts on birds / bird deaths from impacts with glass structures			
Traffic and Mobility	Participate in and support local traffic and mobility studies to find best solutions for traffic, mobility, and parking issues related to the developments and adjacent neighborhood - may include participating in a Transportation Management Association in partnership with local transit and government agencies		
	Explore and provide support to potential for converting to 2-way streets north of W. Grand Blvd.		
	Minimize disruption to current bus routes during construction or permanent operations – the Dexter Line in particular		
	Provide Rideshare credits for riders when bus is disrupted.		
	Post bus rerouting information in multiple locations / multiple channels - work with DDOT to add any delays / disruptions to their website and notification methods		
	Fund a senior shuttle to provide senior residents transportation to and from grocery stores, shopping areas, and health appointments. Contribute no less than \$500,000 per year for the duration of the tax abatement.		
	Mitigate construction and permanent traffic and parking impacts through incentives for public transportation, rideshare, other mobility options, etc.		
	Enhance non-auto mobility options and connections with the Future of Health Campus		
	Coordinate with DDOT, QLINE, SMART, Amtrak, and MoGo		
	Provide or upgrade bus shelters (ex. Add heaters) and bike facilities (parking and lanes)		
	Ensure all bus stops on or adjacent to FOH campus are enclosed with seating and kept clean and in good repair.		
	Partner with MoGo to provide stations appropriately distributed across the Impact Area and to leverage bike share as a means of reducing car trips to the FOH campus by employees and visitors.		
Establish and provide appropriate funding /support for programs to incentivize construction and permanent employees to commute to FOH campus through carpools, public transit and non-motorized means - including shared parking agreements across business, parking cash-out programs, subsidized transit passes, transit training, purchase of services expansion, and in-kind capital improvements			

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	<p>Improve streetscapes and enhancing connections along Grand Blvd and across the Lodge at Holden St. and Milwaukee Ave.</p> <p>Rerouting and redesign of Lincoln St.</p> <p>All streetscapes, sidewalks, and other infrastructure exceed ADA requirements and aims for Universal Design</p> <p>Provide digital detour signs for commuters, particularly during early morning and evening rush hours</p> <p>Improve alley conditions, especially those potentially impacted by increased traffic related to construction, jobs, and new residents.</p> <p>Install blue light / emergency help-seeking stations throughout the Impact Area, in particular along the perimeter streets and at Second & Third Avenue under-passes / viaducts</p> <p>Improve site aesthetics at Second and & Third Avenue under-passes / viaducts</p> <p>Digital detour signs for neighborhood commuters during early morning/night</p>		
Hospital and Research Center Operations	<p>Minimize and Reduce Impacts of new 24/7 Hospital, Central Energy Facility, and Research Center – including emergency room, patient and employee access, traffic circulation, parking and loading, helipad, and any resulting environmental impacts</p> <p>Dispose of medical waste and other materials in an environmentally friendly manner</p> <p>Recycling and composting in all building operations – with a goal towards zero waste</p> <p>Reduce noise, traffic, and other disturbances from the building operations</p>		
Sustainability: The Future of Health projects contribute to creating a healthy, livable community for residents and the environment - and minimize climate impacts	<p>All Future of Health developments meet specific environmental standards such as LEED certifications in Neighborhood Development (ND), Building Design and Construction (BD+C), and Building Operations and Maintenance (O+M).</p> <p>Reduce carbon footprint and stormwater impacts of all Future of Health buildings and operations by adhering to a Net-Zero energy standard, including on-site green stormwater infrastructure, clean electrification of buildings, EV charging, etc.</p> <p>Recycling and composting in all building operations – with a goal towards zero waste</p>		
Local and Minority / Women-owned Business Support	<p>Commit to 30% of project spending (during pre-construction, construction, and permanent operations) with Detroit-based and/or minority and women-owned business (e.g. architects, general contractor, engineering, landscaping, catering, etc.)</p> <p>Create or expand a streamlined or preferential procurement process for Detroit-based, minority, and woman-owned businesses, with a preference for those based in the Impact Area, to do business with Developers.</p> <p>Establish a fund of at least \$250,000 to provide financial support (grants) or marketing support, and/or additional vending / pop-up opportunities to Impact Area businesses impacted by construction</p> <p>Secure and provide 20% of new retail space for local or minority / women-owned businesses serving the Impact Area.</p> <p>Provide affordable or subsidized retail, commercial, etc. rents - discounted 50% below market value - for local minority- and woman-owned businesses across the campus.</p> <p>Provide support for attracting new local or minority / women-owned business: grants, white boxing space, façade improvement grants, low-interest business loans or grants, marketing, pop-up / vending opportunities on or near the Future of Health campus</p> <p>Create, fund, and transfer HFHS vacant parcels, with remediation costs, to a Community Land Trust to provide permanent, affordable business space for entrepreneurs.</p> <p>Set a target spending goal to support Detroit, African-American, minority, and women artists and local art organizations, like Irwin House Gallery, in procurement of indoor and outdoor art for the Future of Health campus</p>		
Economic Sustainability: Provide support and funding for impacted residents to have immediate funding for local or district-wide concerns / issues that affect them at their discretion and schedule.	<p>Create a Neighborhood Profit-Sharing and Community Investment Fund: advised by residents of the Impact Area</p> <p>The Development partners will make an annual contribution to the Community Investment Fund of between \$1,000,000.00 and \$2,000,000.00 for three (3) to five (5) years</p> <p>An annual profit-sharing of .05% of developers' profits should be contributed by the developers for the continued growth of the fund for the duration of the tax abatement period.</p> <p>Programs can include initiatives that improve the quality of life for Detroit residents such as, but not limited to, funding free sports and recreation programs accessible to the entire community, and community-led financial literacy programs, and food security. Grant eligibility guidelines will be developed in partnership with Detroit residents and Detroit community-based organizations based in and near the impact area.</p>		