

# Executive Summary

Economic growth is essential to ensuring increased economic opportunities for Philadelphians, yet growth left to its own devices — rather than fostered intentionally to promote inclusion — can exacerbate inequality and impact affordability. The goals and strategies outlined in this plan tie together current programs and new initiatives into a framework that advances growth with equity.

## Vision

Philadelphia is a dynamic, diverse city with a thriving economy that benefits all of its residents.

## Guiding Principles

- Economic inclusion and growth are interdependent
- Businesses — small, medium, and large — drive growth
- Foundational needs must be met for people to benefit from economic growth
- All sectors must work together to accomplish inclusive growth

### Goal 1:

#### Jobs

Grow the economy to create family-sustaining jobs for all Philadelphians

#### Strategies:

- Establish a Business Acceleration Team and improve customer service
- Eliminate Business Income and Receipts Tax (BIRT) filing for small businesses
- Expand entrepreneurial supports for people of color, women, and immigrants
- Build global identity
- Deploy smart business incentives
- Invest in logistics, distribution, and transportation infrastructure
- Identify cluster-based growth strategy

### Goal 2:

#### Talent

Prepare Philadelphians for jobs that pay family-sustaining wages

#### Strategies:

- Invest in quality pre-K and early childhood education
- Invest in a quality K-12 system
- Grow industry partnerships, apprenticeships, and career skills training
- Improve degree completion
- Create a diverse talent pool for tech
- Reimagine neighborhood job hubs
- Increase labor force participation and economic mobility

### Goal 3:

#### Neighborhoods

Encourage equitable growth in neighborhoods without displacement

#### Strategies:

- Maintain housing affordability and renter protections
- Invest in neighborhood assets
- Sustain strong development market
- Simplify and expand homeownership and housing programs



## A Call for Collective Action

We need collaborative political leadership at the state, local, and federal levels, as well as a network of businesses, community agencies, educational institutions, and nonprofits to be ambassadors for this inclusive growth agenda.

In 2018, the Kenney administration made an initial call to action by interviewing Philadelphia leaders across political, business, and nonprofit sectors — and you delivered. Now, we are calling on you again. City government cannot do this work on its own, and we cannot continue with the same approaches that have been used in the past.

As we work together on inclusive growth, it is critical that we track data and our progress in a way that allows us to see changes in the economic disparities that exist between different segments of the population. Governments and organizations are increasingly data driven, so disaggregating data by race and gender is important to properly understand the needs that exist, and how to allocate resources accordingly.

Together, let's make Philadelphia a dynamic, diverse city with a thriving economy that benefits all of its residents.

### Employers

- Hire a young person for a summer or after school job.
- Upskill your workforce.
- Pay a living wage.

### Educational institutions

- Actively support low-income students and students of color.
- Help students enroll and complete college on time and affordably.
- Increase Philadelphia's degree attainment and reduce disparities.

### Political leaders

- Join together to advance a coordinated legislative agenda in Harrisburg, such as the priorities outlined in the "Philadelphia Platform 2019-2020."

### Philanthropy, civic investors, and innovators

- Invest in strategies that advance economic mobility and reduce poverty.
- Build capacity in the nonprofit sector so that those organizations can focus on continuing to elevate the voices of the individuals and communities they serve.

### Residents

- Give us your feedback, your ideas, and how you see yourself benefiting from an economy that works for all.
- Email [growth@phila.gov](mailto:growth@phila.gov); tweet @PhillyMayor; write a letter to James F. Kenney at 215 City Hall, Philadelphia, PA 19107; or call us at 215-686-2181.