

Submit a Proposed Amendment to the Comprehensive Plan of the National Capital: District Elements



Use this form to submit a **proposed text or map amendment** for the Second Amendment Cycle to the 2006 *Comprehensive Plan of the National Capital: District Elements.* If you are submitting more than one amendment, please use multiple forms. **Only one amendment will be accepted per form**.

The information you provide will assist in evaluating and selecting Comprehensive Plan amendments for the DC Office of Planning to ultimately submit for legislative approval. **It is the responsibility of the applicant to demonstrate the need for and appropriateness of an amendment**. Please review the *Comprehensive Plan Proposed Amendment User Guide* prior to completing this form for further details and assistance in completing this form correctly.

To review the current text and maps of the District's Comprehensive Plan, please visit the DC Office of Planning's website at http://planning.dc.gov/page/comprehensive-plan.

HOW TO SUBMIT THIS FORM

Completed forms are due to the DC Office of Planning **no later than May 26th**. Forms submitted after the deadline will not be considered.

You can submit proposed amendment in three different ways:

- 1. using an interactive version of this form online at https://AmendPlanDC.dc.gov.
- 2. email a completed copy of this pdf to plandc@dc.gov. Submit each proposed amendment with any attachments as a separate email address and form.
- 3. complete a printed copy of this form and provide it by mail or in person to DC Office of Planning, Attn: Josh Ghaffari, 1100 4th Street SW, Suite E650, Washington, DC 20024. Copies of this form are expected to be available in all DC libraries.

Thank you for your interest in the District's Comprehensive Plan and for completing this form. All proposed amendments will receive equal consideration. If you have any questions, please contact the project team at 202-442-7600 or plandc@dc.gov.

	dment: Parisa Norouzi w/ pla ent agency name (if applicable): V Street NW c/o Empower DC	DC Grassroots Planning Coalition
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ity: Washington		
		State: District of Columbia Zip Code: 20009
-Mail: grassrootsplannir	ng@protonmail.com	
What Ward do you live i	n? N.A.	
-		the "What's is My Ward" website http://app.dc.gov/whatsmyward/
propose this change (ch	neck all that apply):	
🔀 as a Resi	dent	
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ase provide the follow clear and complete as		e that certain sections apply only to map or text amendments
LEASE COMPLETE FOR BO	OTH TEXT AND MAP AMENDME	<u>INTS</u>
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Text Amendment		
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	onomic Development Elemer tural aspects of this special ci	nt that serves to preserve and protect the socio-economic, ity.

this propos	le, provide the Ward and/ or name of the geographic areas, neighborhoods, locations or sites affecte sed amendment: City Wide
Specific lo	ocation(s): Citywide
myward.i	Ip finding ward you live in? please visit the "What's is My Ward" website http://app.dc.gov/whatsmyward/.html. cate the type of change(s) the proposed amendment will accomplish (check all that apply):
	oorate key content from Small Area Plans & other DC Office of Planning or District government plans leted or underway since 2010
List Na Plans:	ame of Sustainable DC Climate Ready DC DC Language Access Act
☐ Reflect	t current, new or emerging issues, initiatives & policies
	Anti-Displacement; Economic Justice and Equity for the People; Racial Justice in Planning & Development; Protecting Public Assets, Public Land, Buildings, and Services for Public Needs;
initiati	Equitable Access to Public Services (transit, community facilities, and adequate infrastructure)
	Equitable Access to Public Services (transit, community facilities, and adequate infrastructure) ge to the land use designation

FOR MAP AMENDMENTS OF	<u>NLY</u>			
6.a Which map would yo		d?		
- if yes, what new	v Land Use Desig	nation do y	you propose?:	
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6.b Please help us under	rstand exactly w	hat area yo	ou propose to modify, please provide one of the following:	
- Describe the area by streets that mark its b				
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FOR TEXT AM ENDM ENTS	<u>SONLY</u>			
			nelp us locate the text to be modified. (To see existing text, lements at http://planning.dc.gov/page/comprehensive-plan):	
Legislative Citation:	10A-714; 717			
Policy Number: Char	Chapter 7 Economic Devlpmnt Element			
Action Number:				
8. If you are proposing to placed:	add new text to	the Comp	rehensive Plan, provide the Element the new text should be	
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9. Is this amendment supYes. if yes, pleaseNo				
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	• •		dvisory Neighborhood Commission resolutions, or other d amendment or assist in evaluating it.	
Number of attachments:	2			
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714 ED-3.2 SMALL AND LOCALLY-OWNED BUSINESSES

- Small goods and services businesses are <u>a an critically</u> important part of what makes the District's neighborhood commercial areas work. They provide full and part time employment opportunities for city residents and contribute to the city's tax base. They help sustain the diversity of neighborhood shopping areas, and enable the marketplace to respond to changing business conditions and consumer preferences. It is the city's small business proprietors that have initiated many of the District's commercial revitalization efforts, driven by a desire and commitment to upgrade their businesses, properties, and neighborhoods. 714.1
- Approximately 95 percent of the businesses in the District have fewer than 50 employees. While these businesses represent just 34 percent of the District's private sector jobs, they are an essential part of the city's economic base. Sectors with high numbers of small businesses include construction, wholesale trade, retail trade, and food services. In fact, the average retail business in the city has about 10 employees and the average food service business has 17 employees. 714.2
- 714.3 The success of small businesses in these sectors and others is particularly important in the city's economically distressed communities. Small businesses in these areas can catalyze neighborhood renewal and provide local jobs. The availability of working capital and other forms of financial and technical assistance is important to promote their success. 714.3
- One of the potential downsides of revitalization is the loss of small businesses as national chains move in. This can also result in the replacement of basic services with high-end specialty shopping that is not affordable to many residents. The District recognizes that neighborhood shopping areas should evolve in response to changes in consumer tastes and preferences, but it also recognizes the importance of avoiding displacement and economic hardship for the businesses that have anchored our city's shopping areas for years. 714.4
- New programs may be needed to reduce "commercial gentrification" in the future. Measures should include but not be limited to income and property tax incentives, assistance to commercial tenants seeking to purchase their buildings, commercial land trusts (which buy local commercial space and hold it in perpetuity for the benefit of the community), and relocation assistance programs for displaced business. Zoning strategies, such as limits on the size of businesses or the length of street frontage, and tying zoning relief (variances, etc.) to explicit requirements for the preservation of local serving small businesses also should be included. There are also federal programs like the HUBZone (Historically Underutilized Business Zone). 714.5

714.6 Policy ED-3.2.1: Small Business Retention and Growth

a fundamental planning principle, through a range of District-sponsored technical and financial assistance programs must be employed to directly prevent displacement of small DC-based businesses or to encourage the development and sustainability of locally owned, operated, and staffed small businesses, worker-owned cooperatives, and other locally-based enterprises. Commercial landowners must be given the financial tools such as tax abatements or subsidies to rising property taxes and property values. 714.6

714.7 Policy ED-3.2.2: Small Business Incubators

Provide low-cost rental space ("incubators") for small, home-grown businesses and start-up companies, particularly companies that are responsive to technological and economic innovation in the marketplace. A variety of spaces should be considered for business incubators, including vacant storefronts and surplus public buildings. 714.7

714.8 **Policy ED-3.2.3: Access to Capital**

Expand access to equity, debt capital, long-term debt financing, and small business loans for small and medium-sized businesses. These tools-Public resources must should be used to leverage private investment in facade improvements, new and expanded business ventures, streetscape improvements, training of staff, hiring from within the neighborhoods being served, and other outcomes that help revitalize commercial districts and generate local jobs. 714.8

714.9 **Policy ED-3.2.4: Large Business Partnerships**

Promote collaborations and partnerships between small businesses and the District's major employers to increase contracts for small and disadvantaged businesses, including federal outsourcing contracts. 714.9

714.10 Policy ED-3.2.5: Technology Transfer and Innovation

Support ongoing efforts by the District's colleges and universities to promote technology transfer and innovation, and provide technical and financial assistance to help local entrepreneurs and small businesses. These efforts should include small business "clinics" and small business course offerings at institutions of higher education. 714.10

714.11 Policy ED-3.2.6: Commercial Displacement

Avoid the displacement of small and local businesses due to rising real estate costs and commercial leases. Programs should be developed to City resources must be leveraged with private investments to maintain DC's small businesses and to ensure the city can offset the impacts of rising operating expenses on small businesses in areas of rapidly rising rents and prices._-714.11

714.12 Policy ED-3.2.7: Assistance to Displaced Businesses

Require direct assistance Assist to small businesses that are facing displacement or are displaced as a result of rising land costs and rents, government action, construction projects, or new developments in the areas nearby. Meaningful Eefforts and concrete plans must be made in partnership with private landowners and developers should be made to find locations for such businesses within redeveloping areas, or on other suitable sites within the city. 714.12

714.13 Policy ED-3.2.8: LSDBE Programs

Expand opportunities for local, small, and disadvantaged business enterprises through city programs, incentives, contracting requirements, and other activities. 714.13

714.14 Small and Minority Business

Minority business enterprises represent an important sub-set of small businesses in the city. Their growth and expansion remains a particularly high economic development priority. The District has established a Small Business Development One- Stop satellite center in the Department of Employment Services headquarters, in partnership with the DC Minority Business Development Center. The partnership focuses on enhancing the performance and profitability of minority business enterprises and provides an important resource for minority business recruitment, seminars, business skill enhancement, incubation services, networking events, and pro bono counseling. Developments seeking entitlements from the city must include financing for, as well long term low cost commercial space to, locally owned, operated and staffed small businesses, worker-owned cooperatives, and local enterprises as a condition for development approvals.

714.15 Action ED-3.2.A: Anti-Displacement Strategies

Complete an analysisImplement of alternative regulatory and financial measures to mitigate the impacts of "commercial gentrification" on small and local businesses. Measures must include to be assessed should include but not be limited to income and property tax incentives and abatements for small businesses, worker-owned cooperatives, and other locally-based enterprises, as well as —historic tax credits, direct financial assistance, commercial land trusts, relocation assistance programs, and zoning strategies such as maximum floor area allowances for particular commercial activities. 714.15

714.16 Action ED-3.2.B: Business Incentives

Use a range of financial incentive programs to promote the success of new and existing businesses, including enterprise zones, minority business setasides, loans and loan guarantees, low interest revenue bonds, federal tax credits for hiring District residents, and tax increment bond financing. 714.16

714.17 **Action ED-3.2.C: Shopsteading Program**

Investigate the feasibility of a shopsteading program that would enable entrepreneurs and small businesses to open shop in currently vacant or abandoned commercial space at greatly reduced costs. 714.17

714.18 Action ED-3.2.D: Small Business Needs Assessment

Conduct an assessment of small and minority business needs and existing small business programs in the District on an annual basis. The study <u>must be published publicly and should</u> include recommendations to improve existing small business programs and to develop new programs as needed. 714.18

714.19 Action ED-3.2.E: Best Practices Analysis

<u>Regularly a</u>Analyze what other cities have done to encourage and foster their small business sectors, including the development of business parks and incubators. Use this best practice information to inform District policy. 714.19

The provisions of Title 10, Part A of the DCMR accessible through this web interface are codification of the District Elements of the Comprehensive Plan for the National Capital. As such, they do not represent the organic provisions adopted by the Council of the District of Columbia. The official version of the District Elements only appears as a hard copy volume of Title 10, Part A published pursuant to section 9a of the District of Columbia Comprehensive Plan Act of 1994, effective April 10, 1984 (D.C. Law 5-76; D.C. Official Code § 1 -301.66)). In the event of any inconsistency between the provisions accessible through this site and the provisions contained in the published version of Title 10, Part A, the provisions contained in the published version govern. A copy of the published District Elements is available www.planning.dc.gov.

717 ED-4.2 INCREASING WORKFORCE DEVELOPMENT SKILLS

- 717.1 A competitive and marketable workforce is crucial to the economic health of the District. Workforce development strategies must combine public and private investment and initiative to close the occupational skills "vacuum" that now exists in the city. The goal of these strategies should be to help District residents achieve economic self-sufficiency while providing a skilled labor pool that meets the needs of local employers. 717.1
- 717.2 In 1999, the District of Columbia Workforce Investment Council (DCWIC) was created to improve the skill level and employability of District residents. The Council is a public-private partnership consisting of private sector businesses, government leaders, faith and community leaders, labor leaders, educational representatives, and several DC Council members. For the last six years, DCWIC has led the charge to improve career information, counseling, job search assistance, and training. 717.2
- A range of efforts has been launched by DCWIC in the last five years, including labor market surveys, a \$20 million Lifelong Learning Initiative, \$120 million in tax increment financing to help spur job creation in District neighborhoods, a Faith and Community-Based Initiative, various Internet applications to improve case management, and new partnerships with the private sector. The District is also about to create a Job Opportunity Bank, with private sector funds used to provide job training programs and workforce development grants. 717.3
- 717.4 Despite these initiatives, there is room for improvement. Some of the District's job placement and training services continue to have low success rates. From the employer's perspective, there is frustration that the reading, math skills, and computer knowledge of residents is still not at the level needed by business. Some members of the business community have called for customized training to specifically address employer needs. From the resident's perspective, the administration of workforce development programs is perceived as slow and cumbersome. This is made more complicated by the myriad of agencies involved, the lack of effective monitoring, and the urgency of finding employment for those who seek assistance. 717.4
- Presently, the District's workforce development programs are administered through more than 20 federal and city agencies, including the District Department of Employment Services and the District Department of Human Services. Many of these programs are operated through private and non profit organizations. The District itself operates a network of One-Stop Career Centers, each providing a range of job placement services. 717.5
- 717.6 The District also has created programs to support the hiring of local residents and local firms, particularly for District government contracts. For example, the First Source Program is a cooperative effort between businesses and the city to ensure that District residents have the first opportunity to apply for and be considered for jobs (see "First Source Program" text box). In addition, DC Law 2-156 requires contractors who perform construction and renovation work with District government assistance to initiate apprenticeship programs through the D.C. Apprenticeship Council. There are also programs to eliminate

717.7 First Source Program

The First Source Agreement Program assures city residents priority for new jobs created by municipal financing and development programs. It mandates that all projects funded in whole or in part with District of Columbia funds, or other funds which the District administers, shall provide for increased employment opportunities for District residents. Each employer in the program must sign an agreement ensuring that:

- All job openings created are listed with the Department of Employment Services
- 51 percent of new hires are District residents. Employers who receive other District government benefits, such as Industrial Revenue Bonds, are also covered.

The program:

- Provides employment opportunities for DC residents
- Provides monitoring to ensure that employers are in compliance with the law
- Helps employers hire qualified District residents
- Assists employers in meeting contractual commitments.
- Pursuing the District's goal of "increasing access to education and employment" is also about providing opportunities for career advancement for residents. Many of the city's entry level jobs have high turnover, low job security, few benefits, and remote possibilities for advancement. While these jobs may offer important initial opportunities, measures are also needed to provide opportunities for upward mobility and promotion. Some sectors, such as health care, higher education, and federal employment, may offer more promise for advancement than others. 717.8

717.9 **Policy ED-4.2.1: Linking Residents to Jobs**

Promote measures which increase the number of District jobs held by District residents. According to the 2000 Census, 71 percent of the jobs in the city were held by non-residents, up from 67 percent in 1990. While recognizing that some imbalance is inevitable due to the relatively large number of jobs and small number of residents in the city, the District should work to increase the percentage of resident workers through its job training and placement programs. All projects requiring zoning entitlements and other approvals from the city shall be required to provide training for jobs, and offer up a substantial number of job positions for project construction and after project operations begin over the life of the project. Job training and job positions shall be provided to, and prioritized for, DC residents local to the neighborhood

717.10 Policy ED-4.2.2: Linking Job Training to Growth Occupations

Target job training, placement, and vocational programs towards core and growth sectors and occupations, such as hospitality, higher education, health, construction, retail, <u>urban agriculture, modern energy systems</u> <u>like solar installation, infrastructure installation and maintenance,</u> and office support. <u>Worker-owned cooperatives, union-supported occupations, and DC-based living-wage jobs shall be emphasized and required specifically as it relates to new development approvals.</u> 717.10

717.11 Policy ED-4.2.3: Focus on Economically Disadvantaged Populations

Focus workforce development efforts on economically disadvantaged communities, particularly those with many unemployed or marginally employed residents. Assistance should also be focused on groups most in need, including persons with limited work skills, single mothers, youth leaving foster care, seniors, those with disabilities, ex-offenders, and persons with limited English proficiency. Development approvals must be conditioned on serving District residents local to the project and must include private financial investments into a venture fund that can support DC-based entrepreneurs, artist collectives, worker-owned cooperatives, and other local enterprises local to the neighborhoods where projects are planned. Development approvals shall be conditioned on private financing and long-term support for low-cost and in-kind commercial space, retail space, and office space for DC-based entrepreneurs, local businesses, artist collectives, worker-owned cooperatives, and other local enterprises Require jobs created by new developments to include childcare and healthcare expenses for low- and moderate income families. 717.11

717.12 Policy ED-4.2.4: Neighborhood-Level Service Delivery

Emphasize the delivery of workforce development programs at the neighborhood level. Continue neighborhood faith-based and community- based initiatives which deliver job training and placement services to unemployed and underemployed residents. Require jobs created by new developments to include childcare and healthcare expenses for low- and moderate income families. 717.12

717.13 **Policy ED-4.2.5: Business and Labor Partnerships**

Facilitate communication and partnerships between business, labor, commercial associations, and educational institutions to improve the skill levels of the District's workforce, improve job training and placement resources, and improve the labor pool available to the District's major employers. These partnerships could result in apprenticeship programs, pre-apprenticeship programs, entrepreneurial skills training, mentorship agreements, customized on-site job training, and vocational training. New development approvals shall be conditioned on private financing and long-term support for low-cost and in-kind commercial space, retail pace, and office space for DC-based entrepreneurs, local businesses, artist collectives, worker-owned cooperatives, and other local enterprises local to the neighborhoods where

projects are planned. Require jobs created by new developments to include childcare and healthcare expenses for low- and moderate income families. 717.13

717.14 Policy ED-4.2.6: Entry-Level Opportunities

Support the creation of entry level career opportunities, particularly for lower income youth and adults, and persons with special needs. Recognize the need for Require complementary efforts to provide affordable child care options, transportation, counseling, and other supportive services. Development approvals must be conditioned on serving District residents local to the project and must include private financial investments into a venture fund that can support DC-based entrepreneurs, local businesses, artist collectives, worker-owned cooperatives, and other local enterprises local to the neighborhoods where projects are planned. Development approvals shall be conditioned on private financing and long-term support for low-cost and in-kind commercial space, retail space, and office space for DC-based entrepreneurs, local businesses, artist collectives, worker-owned cooperatives, and other local enterprises 717.14

717.15 **Policy ED-4.2.7: Living Wage Jobs**

Promote the attraction and retention of <u>long-term DC-based</u> living wage jobs, <u>emphasizing union-supported</u> <u>positions and worker-owned cooperatives</u>, that provide employment opportunities for unskilled and semi-skilled workers. Use marketing strategies and incentives to <u>promote encourage the relocation of firms DC-based entrepreneurs</u>, <u>local businesses</u>, <u>artist collectives</u>, <u>worker-owned cooperatives</u>, <u>and other local enterprises</u> with such positions <u>for to the</u> District <u>residents</u>. 717.15

717.16 Policy ED-4.2.8: Limited English Proficiency and Literacy

Require Encourage English-as-a-Second-Language (ESL) programs and literacy training for residents in need of such services in order to overcome barriers to employment. 717.16

717.17 **Policy ED-4.2.9: Upward Mobility**

Encourage continuing education and career advancement programs to provide opportunities for upward mobility among the District's workforce. Encourage the growth of <u>local</u> businesses, <u>entrepreneurs</u>, <u>artist</u> <u>collectives</u>, <u>worker-owned cooperatives</u>, <u>and other local enterprises</u> which have been shown to provide career advancement or "ladder" opportunities for employees. 717.17

717.18 **Policy ED-4.2.10: Market-Responsive Programs**

Maximize the use of technology and labor market data to help District residents find suitable employment, training, and education. Examples of such applications include DOES publications such as "25 Hot Jobs" and the "Industry Profile Handbook." 717.18

717.19 **Policy ED-4.2.11: Innovation in Training**

Support innovative training strategies to fill skill gaps in the local labor force, including partnerships with the private sector, industry associations and individual government agencies. Examples of such strategies include the Cadet Training Program of the DC Fire and Emergency Medical Services Department, and the GSA's pre-apprenticeship program for the Southeast Federal Center.

717.20 **Policy ED-4.2.12: Local Hiring Incentives**

Maintain requirements for resident job training and placement for projects built and/or operated with any form of public subsidy/loan, grant or <u>given</u> other <u>city</u> incentives <u>and entitlements</u>. Promote incentives for similar training and hiring programs by the private sector. 717.20

717.21 Policy ED-4.2.13: Equal Opportunity Compliance

Ensure compliance by private sector employers in meeting equal opportunity and affirmative action requirements for groups that are underrepresented in the District's economy. 717.21

717.22 Policy ED-4.2.14: Alternative Work Arrangements

Encourage increased opportunities for alternative work schedules, such as part-time employment, flextime, job-sharing, and in-home employment to accommodate the needs of working parents, and others with dependent care responsibilities or mobility limitations. 717.22

See the Land Use Element for additional policies related to home based business.

717.23 **Policy ED-4.2.15: Involvement of Educational Institutions**

Seek the involvement of the Board of Education, the Board of Trustees of the University of the District of Columbia, and other educational institutions in the planning and implementation of workforce development programs. Encourage these entities to support the District's training efforts through their basic and adult education programs. 717.23

717.24 Action ED-4.2.A: Alliances with External Organizations and Entities

Use Memorandums of Understanding (MOUs) to develop alliances, networks, and other relationship building strategies that enhance the success of the District's workforce development initiatives. Such MOUs currently exist with organizations like the AFL/CIO, WMATA, and the Washington Post. 717.24

717.25 Action ED-4.2.B: Labor Market Monitoring

Maintain <u>and publish</u> accurate data on the job market to better connect job seekers with job opportunities in high-growth, high-demand sectors. Monthly data on employment, occupation and income should continue to be compiled by the Department of Employment Services. 717.25

717.26 Action ED-4.2.C: Employer Needs Assessments

Conduct annual surveys of employer needs, particularly in high growth industries. Develop new workforce development services and strategies to respond to these changing needs. 717.26

717.27 Action ED-4.2.D: Outreach to Residents and Employers

Improve the distribution of information on the District's job training, skill enhancement, and job placement programs, particularly in communities with high rates of unemployment. Ensure that outreach strategies provide for persons with limited reading proficiency. 717.27

717.28 Action ED-4.2.E: Workforce Investment Act

Continue implementation of the Workforce Investment Act, including programs for coordinated, customer-friendly, locally-driven job training and placement systems. Measures to improve the coordination of job training programs to avoid duplication of efforts and more effectively target District resources should be identified and implemented. 717.28

717.29 Action ED-4.2.F: Training Program Tracking

Track the effectiveness of job training programs. Use assessments of such programs to modify and improve them. 717.29

717.30 Action ED-4.2.G: Best Practices Analysis

Conduct a best practices analysis of national models for success in job training and readiness and use the results to evaluate and improve the District's programs. 717.30

717.31 Action ED-4.2.H: Incentive Programs

Identify possible new or strengthened economic incentives that encourage District businesses to hire jobseekers that are disadvantaged and hard-to serve, similar to the Work Opportunity, Welfare-to-Work, Empowerment Zone, and Renewal Community Employment tax credit programs. The feasibility of a community investment tax reduction should be explored for firms that establish major job training or retraining programs. 717.31

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