

Advancing Equity / Institutional Transformation

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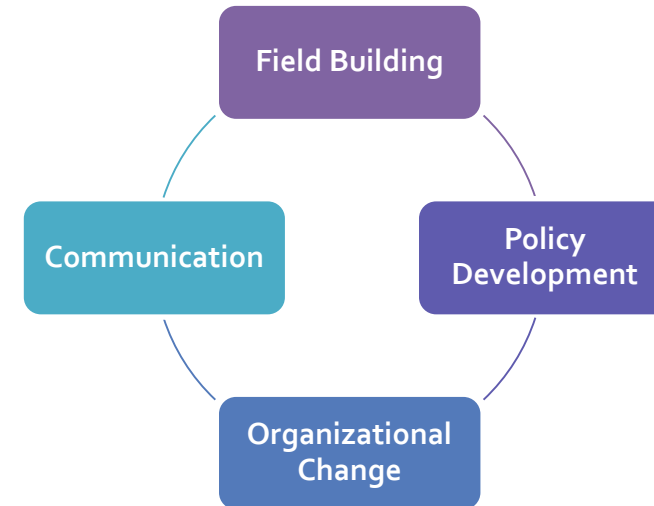
Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Supporting jurisdictions at the forefront
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Center for Social Inclusion

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.



Government Alliance for Race and Equity

Washington

Seattle
Tacoma

Oregon

Portland
Metro
Multnomah County

California

Alameda County

Minnesota

Metropolitan Council
Minneapolis
Minneapolis Park Board
St. Paul

Iowa

Dubuque
Iowa City

Wisconsin

Dane County
Madison

Michigan

Ottawa County
Washtenaw County

Massachusetts

Boston

Virginia

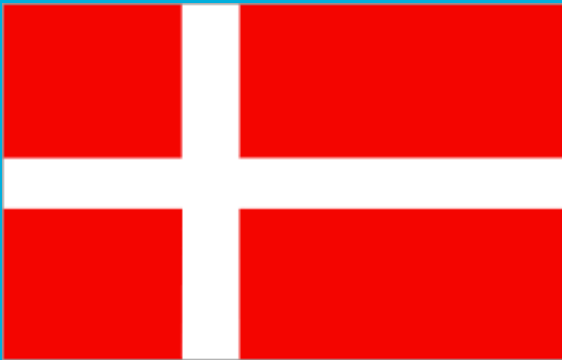
Fairfax County

- ★ = GARE Members
- = 2015-16 GARE Engagements
- ★ = Racial Equity Here Sites

- *Think of a number between 1 and 10*
- *Multiply that number times 9*
- *If it is a two digit number add them together (for example 32 would be $3+2=5$)*

- *Subtract 5*
- *Convert to a letter (a is 1, b is 2, etc.)*
- *Country starts with that letter*

- *Animal that starts with that letter*
- *Fruit that starts with that letter*



Answers



70% - 90%

Possibilities

**ONE
MILLION**

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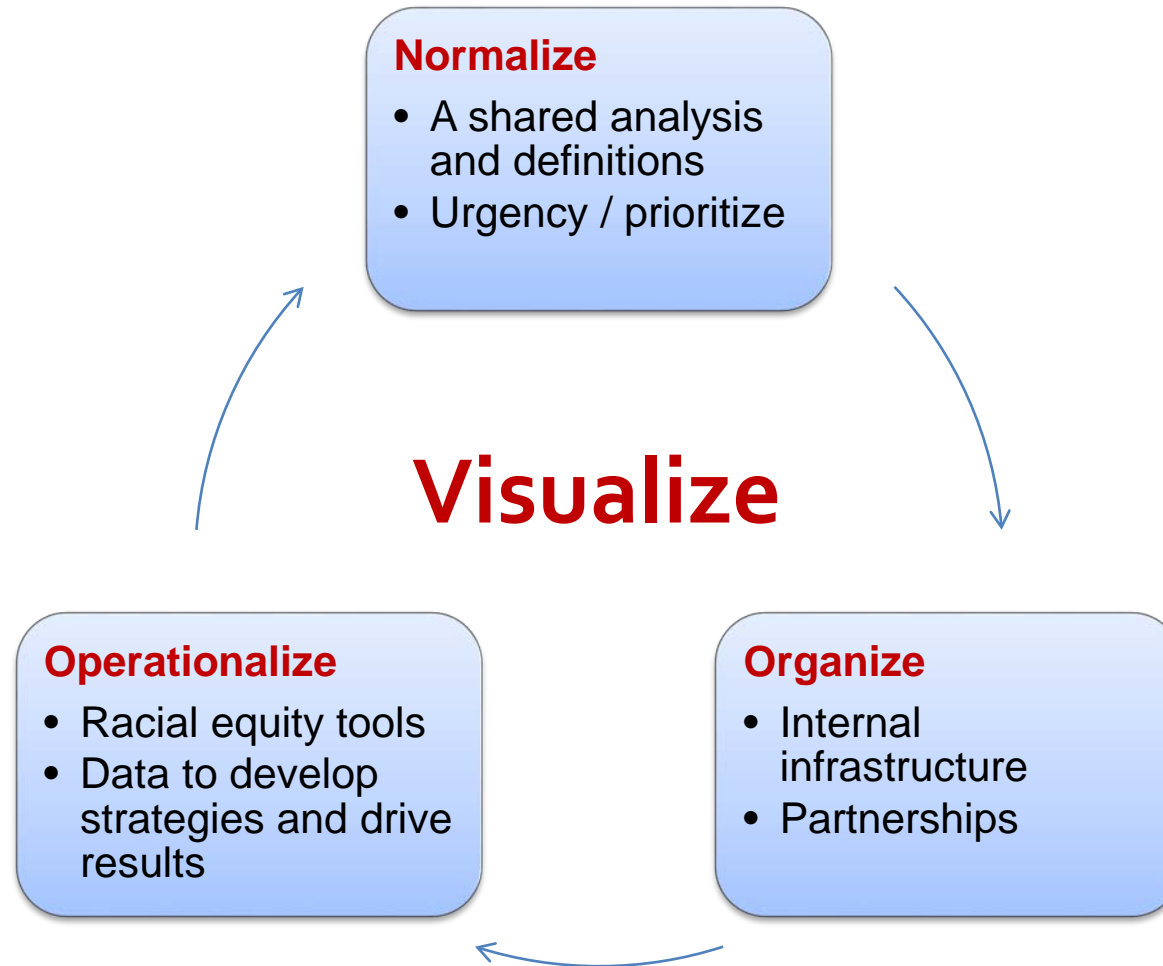
90%



90%



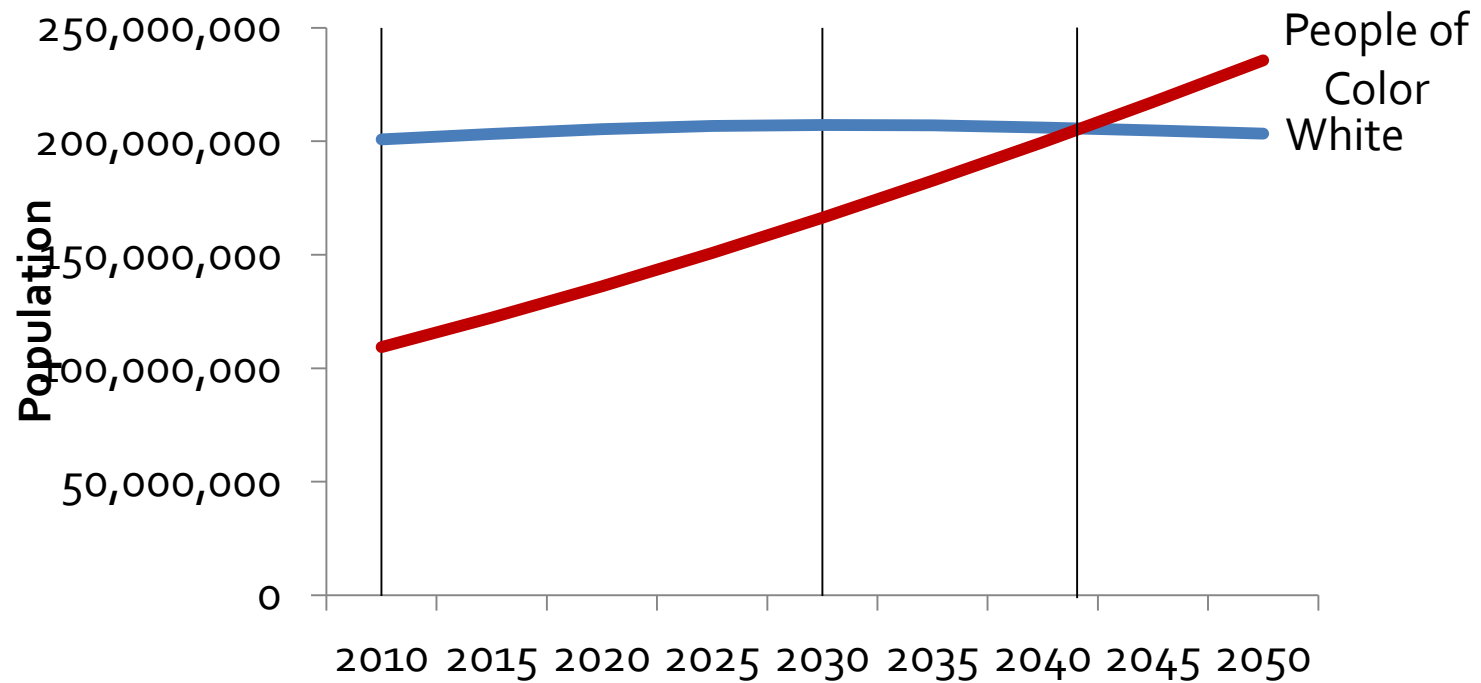
National best practice



Laying it on the Line

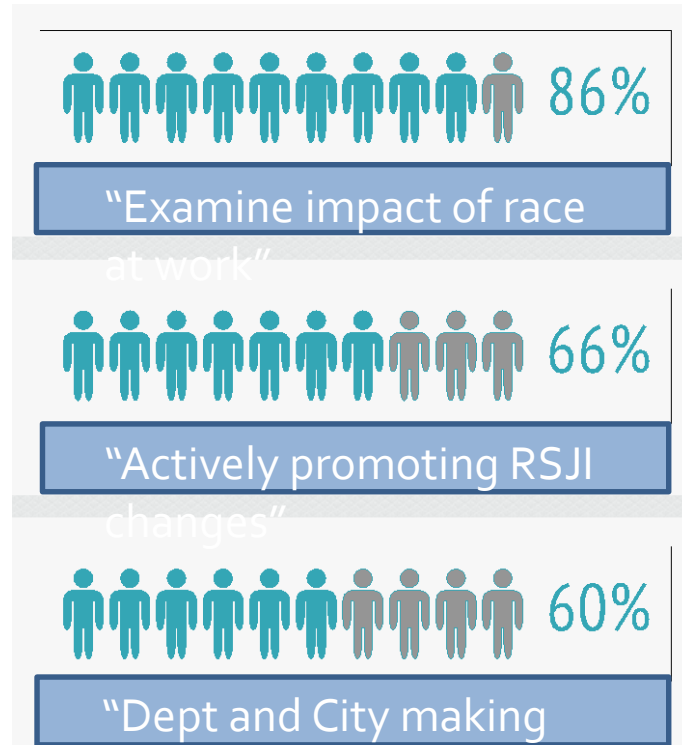
1. People who engage in public meetings are the ones who care most about the issues.
2. Hiring and promotion decisions should be based solely on merit.
3. I believe we can end racial inequity.

Rapidly changing demographics



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Employee Survey



Values, history and context



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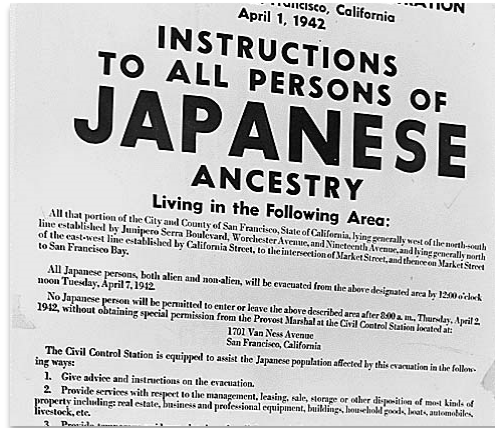
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Values and realities

- All men are created equal
- With liberty and justice for all
- Government of the people, by the people, for the people, shall not perish from the earth

History of inequity

Initially explicit



Inequities explicitly created and maintained.

Became implicit



Discrimination illegal, but "neutral" policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance equity.

Current context of race:



Normalizing



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Equity? Equality?

What's the difference?



Why center race?

1. Race is an elephant in the room
2. Racial inequities are deep, pervasive and systemic across the country
3. Specificity matters
4. Provides an opportunity to use an intersectional approach
5. Can apply the analysis to other areas of marginalization

Three Key Facts on Race

1. **Race is a construct** and is not biologically determined. Race is a modern idea.
2. **Racial inequities are not random or natural:** racial inequities were intentionally created and maintained through policy and practice.
3. **We did not choose this system** but we have a responsibility to address it.

Social equity / Racial equity

Social equity

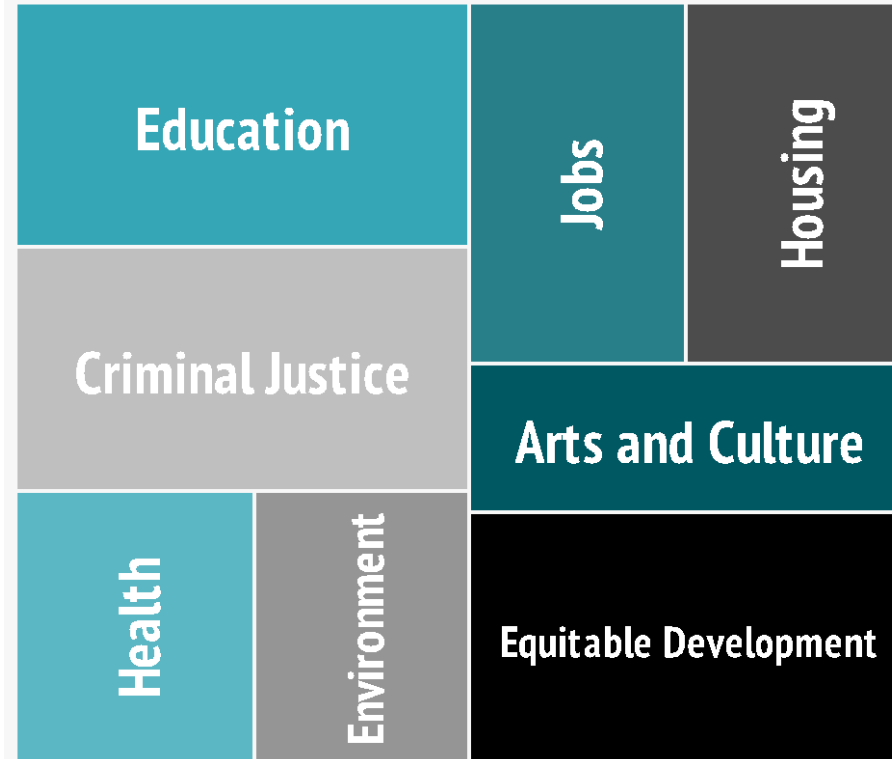
- All community members have the opportunity to reach their full potential.

Racial equity

- Closing the gaps so that race does not predict one's success while improving outcomes for all.

Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...



Racial equity means:

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures

Explicit bias

Expressed directly

Aware of bias / operates
consciously

Example – Sign in the
window of an apartment
building – “we don’t rent to
_____”

Implicit bias

Expressed indirectly

Unaware of bias / operates
sub-consciously

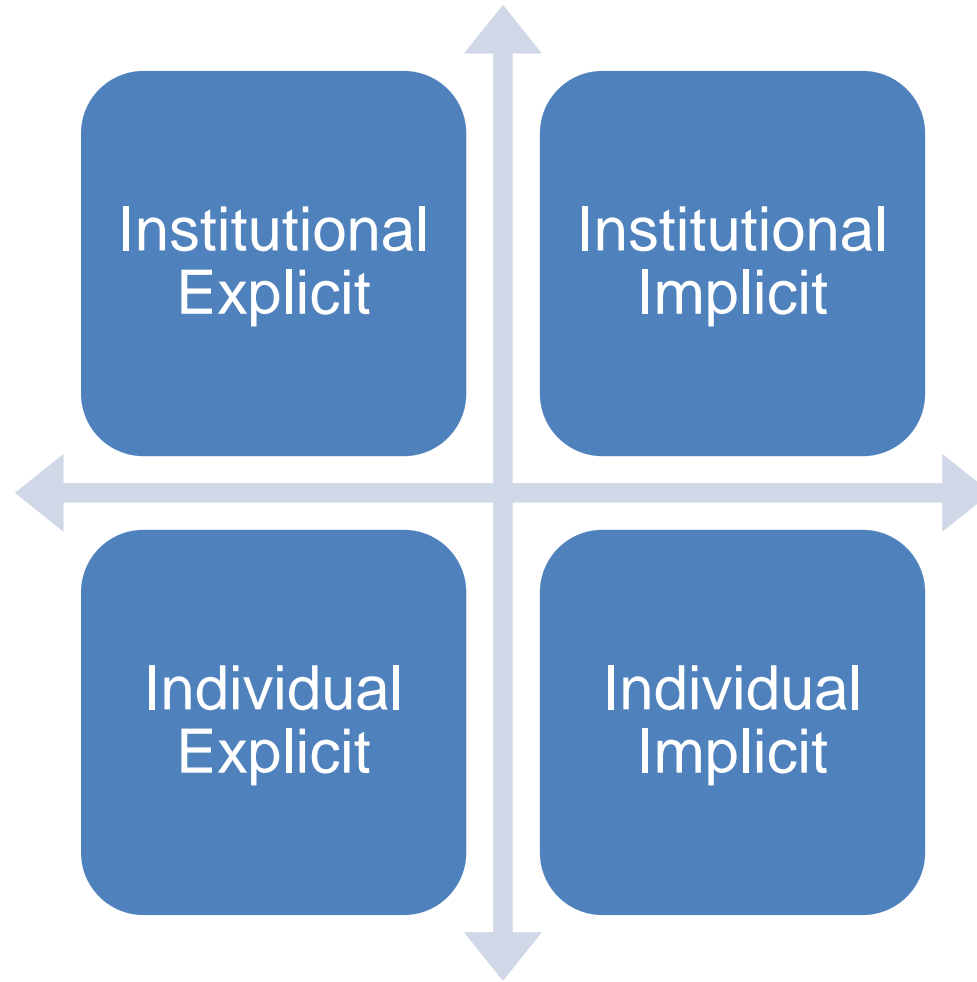
Example – a property
manager doing more
criminal background
checks on African
Americans than whites.

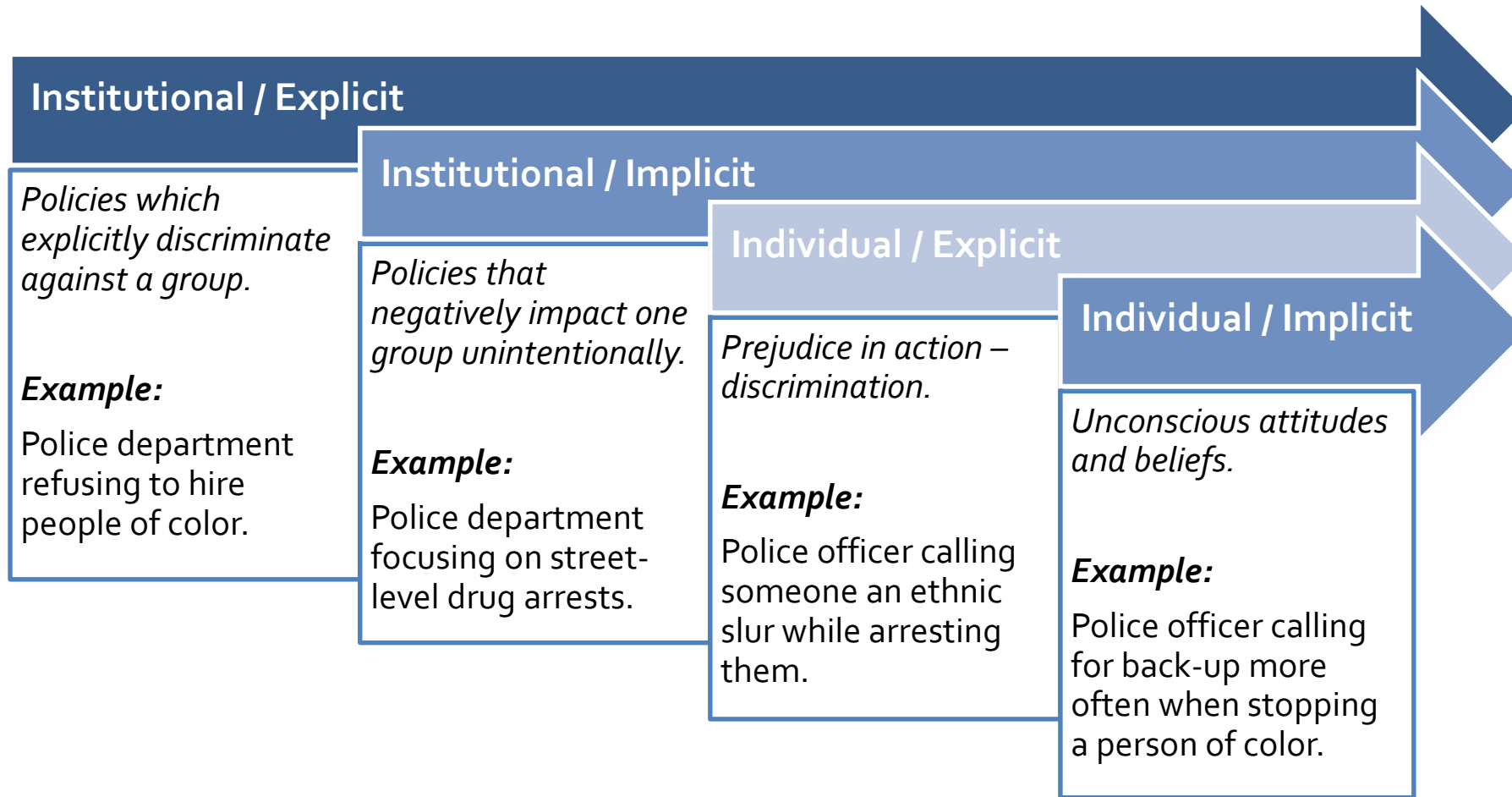
What to do with bias?

- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Openly acknowledging and challenging biases allows us to develop strategic interventions.



What creates different outcomes?





Individual racism:

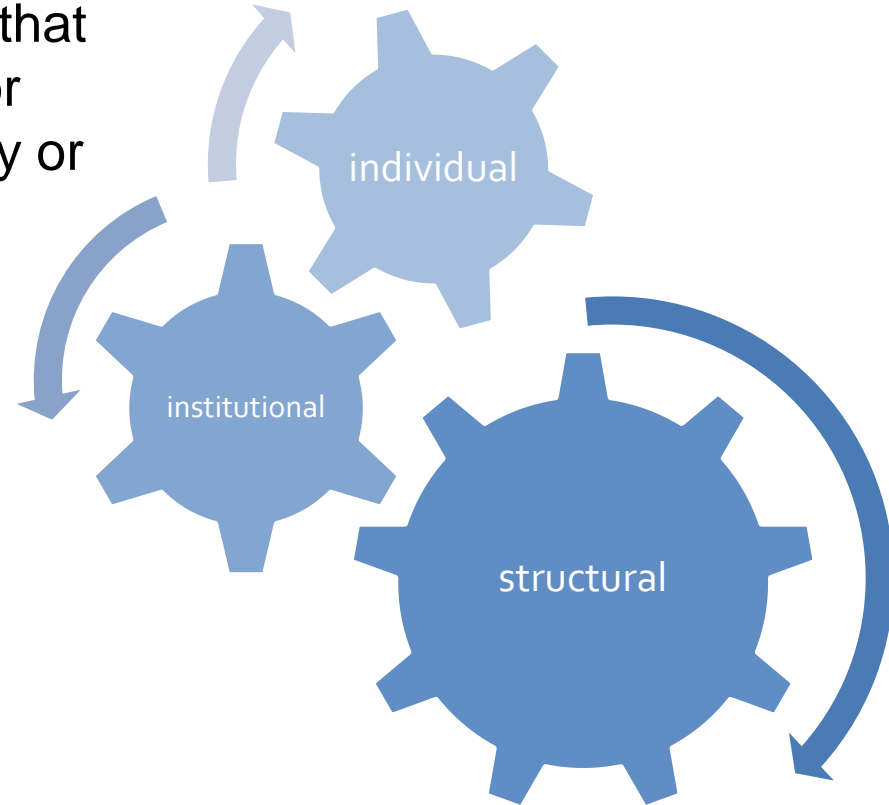
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



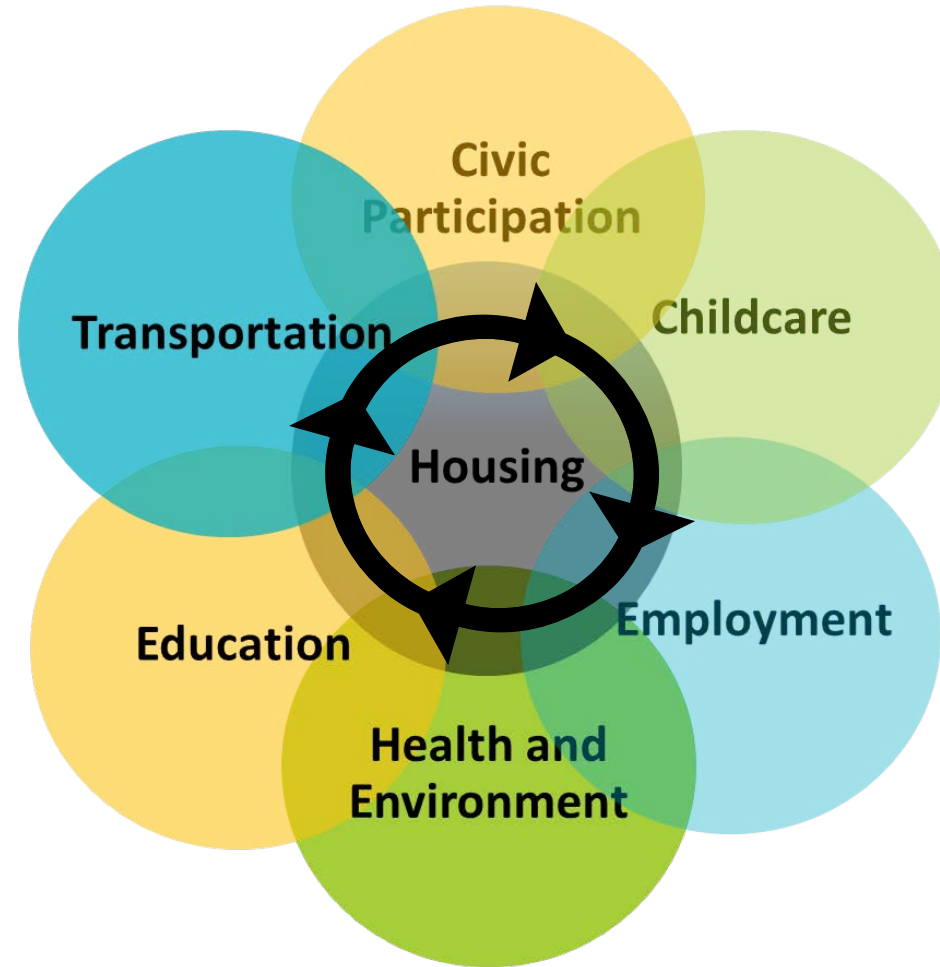
Structural Racism

Structural Racism involves multiple institutions

Public and private institutions interact to produce racial inequities.

Intent to cause harm is irrelevant

With structural racism, systems operate, often inadvertently, to create benefit for White people at the expense of people of color.



Operationalizing



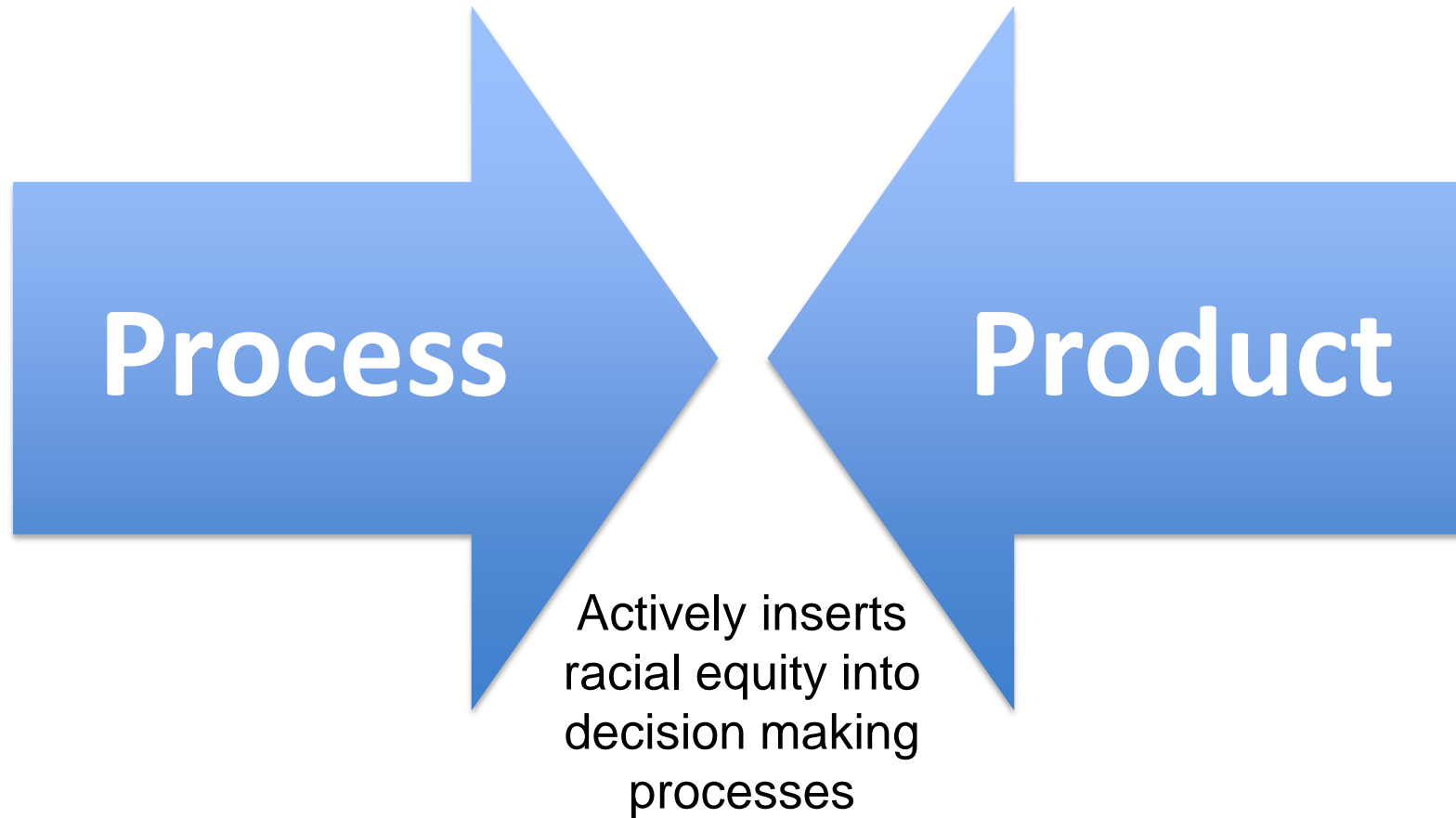
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What is a Racial Equity Tool?

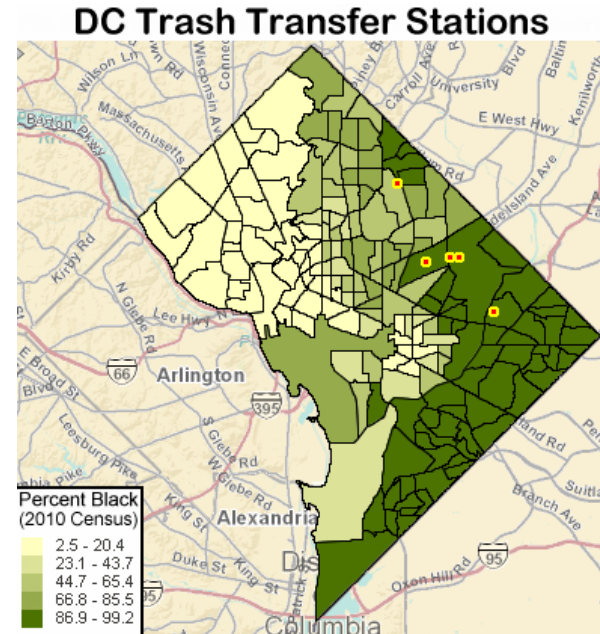


Race in governmental policies

Federal Housing Administration



Location of city facilities



Streetlighting



What is a Racial Equity Tool process?



Who should use a Racial Equity Tool?



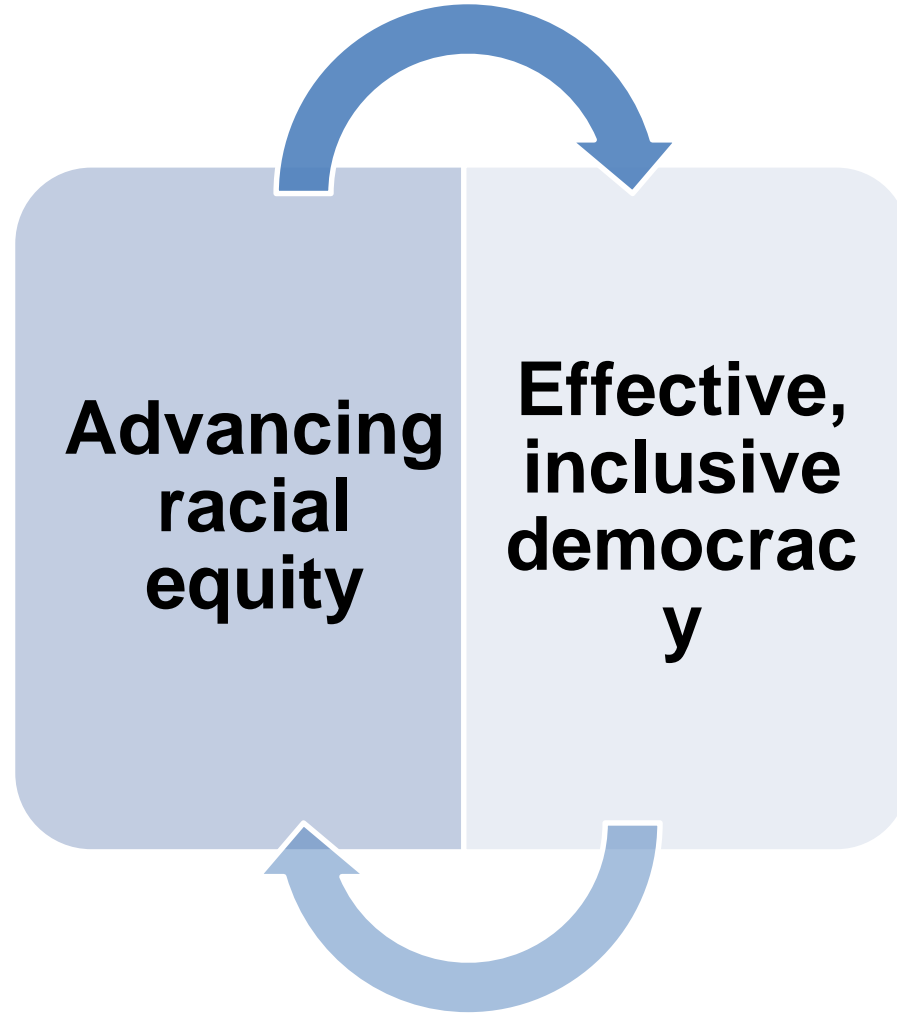
Elected officials



Government
staff



Community



Changing minds

- Most importantly, the best way to change attitudes is to change behavior.
- Attitudinal change tends to follow behavior change.
- Requires both short and long-term approaches.

Advancing Equity / Institutional Transformation

- A cohort of institutions
- A six session, 15 month process, beginning in September 2016.
- The coaching series is focused on organizations, and government and nonprofit agencies that want to take action on making their institutions more inclusive.

Opportunities to build our movement

- If you work with government, refer them to GARE
 - ✓ There's power in numbers
- Introduce use of a Racial Equity Tool and develop a Racial Equity Plan in your own organization
 - ✓ Model changed behaviors
- Organize cross-sector to address structural racism
 - ✓ Build infrastructure and relationships

Contact information

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Engagement!
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