REAL Talk: Advancing Racial Equity in Your City

Rising Tensions
The Need for Greater Equity

“Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.”
—Maya Angelou

Preventing Further Conflict
REAL Goal

To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities

Racial Disparities

From infant mortality to life expectancy, race predicts how well you will do.
Ignoring Race is Literally Lethal

Racial Disparities

6 in 10
of U.S. prisoners are Black/Latino
(yet only comprise 30% of the U.S. population)

35%
Black or Latino men won’t graduate from High School
(80% of White males will)

Black and Native American unemployment is
2x that of Whites

57%
of Blacks and Latinos spend more than 30% of their income on housing costs
What Does Racial Equity Require?

• “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.

• Targeted strategies to focus on improvements for those worse off.

• Move beyond “services” and focus on root causes by changing policies, institutions, and systems.

Calling Out Systemic Racism
Effective National Practices

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
Internal infrastructure
Partnerships

REAL Theory of Change

Change happens when people recognize:
1. Why the change is needed
2. Potential of proposed solutions
3. Shared urgency
Why is Change Needed?

- Create a shared analysis and language about racism and equity
- Foster the urgency of equity to prioritize it in governance

**Normalizing Racial Equity**
Equality = Sameness
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Humans need meaning:
- Individual meaning
- Collective meaning

Only 2% of emotional cognition is available consciously

Racial bias tends to reside in the unconscious network

We unconsciously think about race even when we do not explicitly discuss it.
The Unconscious Mind

- Schemas: the “frames” through which our brains help us understand and navigate the world
- They are shaped by our environment and largely reside in the sub-conscious.

1. Sort into categories
2. Create associations
3. Fill in the gaps

Count how many passes the white team makes
What Color are the Lines of Text?

- Cvur zxyq brrm
- Xoc jbni oew mne
- Vqeb peow ytro
- Vqeb peow ytro

- Black
- Red
- Blue
- Green
What to Do with Bias?

Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

Be Accountable: Take the time to examine your actions or beliefs.

Take Action: Increase contact with people outside of your own demographics, experiences, and thought groups.

Adapted from Kirwan Institute Implicit Bias Report 2016
### Bias in Institutions = Inequitable Outcomes

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<thead>
<tr>
<th>a.</th>
<th>Institutional / Explicit</th>
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<tbody>
<tr>
<td>★ Policies which explicitly discriminate against a group.</td>
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<tr>
<td>Example: U.S. Court Rules Dreadlock Ban During Hiring Process Is Legal</td>
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<th>b.</th>
<th>Institutional / Implicit</th>
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<tr>
<td>★ Policies that negatively impact one group unintentionally.</td>
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<tr>
<td>Example: Police department using &quot;stop and frisk&quot; style racial profiling.</td>
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<th>c.</th>
<th>Individual / Explicit</th>
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<tr>
<td>★ Prejudice in action – discrimination.</td>
<td></td>
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<td>Example: A restaurant owner threatens to call ICE on Spanish speaking customers</td>
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<th>Individual / Implicit</th>
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<td>★ Unconscious attitudes and beliefs.</td>
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<td>Example: Employer not calling back applicant with &quot;black&quot; sounding name.</td>
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### Levels of Racism

**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.
The *House* You Live In
Effects of Redlining Today

Mobile, Alabama

- Racial equity tools
- Data to help identify strategies that will yield different results to reduce racial inequities

Operationalizing is Action
Intent vs. Impact

- Fairness and Justice
- What does it mean to look at impact rather than intent in policy?

REAL Municipal Action Guide

6 steps:
- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan
What is the Process for Using a Racial Equity Tool?

Local government policy & decision making areas that have racial equity implications

- Streetlights / complaint-based systems
- Ban the box policies
- Contracting policies + Procedures
- Increases to the minimum wage
- Policing + Criminal Justice + Bail
- Infrastructure + Transportation
- Re-entry + Employment
- School Disciplinary Policies
- Local Fines + Fees
- Zoning + Permitting
- Public + Recreational Spaces
- What else?
• Developing capacity for racial equity across all departments
• Resourcing the work through partnership, training, intentional structure & process

Organizing for Racial Equity

Highlighting Efforts of Local Leaders
Race Equity + Social Justice Initiative (RESJI)

- Focused internally on how institutional and structural racism was being perpetuated
  - City Policies
  - City Operations
  - The Community

- Formal designation of Initiative within Department of Civil Rights
- Hired Racial Equity Coordinator in 2015
- Strategy Team- includes influential managers
- Regular updates in Management Team and Mayor given by the Civil Rights Director.

Madison, WI

The development of racial equity tools:

- Comprehensive and Fast Track Equity Tools
- Equity and Empowerment Lens (County Tool)
- Hiring Checklist
- Equitable Workforce Plan (2016-2021)

58 city projects that are using a Racial Equity & Social Justice Initiative tool
  - Across areas from the clerk’s office, the parks & police departments
Louisville, KY

- Started work in Center for Health Equity (CHE) with data
- Convened community process with recommendations for Mayor
- CHE worked with Human Resources to build training
- Racial equity liaisons in each Metro Louisville department
- Mayor hired Chief Equity Officer

Austin, TX

- Shift in council structure to incorporate equitable representation
- Council partnered with community to develop equity assessment practices
- Mayor formed Office of Equity to institutionalize efforts and carry out assessment tool
- Mayor and Council formed task forces to engage community and receive grassroots recommendations
Race, Equity And Leadership (REAL)

REAL mission: “To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities”

Training and Capacity Building
Technical Assistance
Network Building

Leadership Development Training Series (REAL 101, 201, 301)
National Municipal Learning Community for Truth, Racial Healing and Transformation
National Network for Community Conversations on Race Relations, Justice and Equity

Tactical Response Team

City of Fort Worth, Texas

- Community Conversations
- Technical Assistance
- Data Governance Guidance
- Leadership Training
Cities Advancing Racial Equity

Community Conversations
• Sustained
• Diverse stakeholders
• Racial reconciliation and healing

Issues
• Equitable Economic Development
• Education
• Transportation & Infrastructure
• Public Health
• Education
• Police Brutality

Populations of focus
• Boys and Men of Color
• Women & Girls
• Religiously Persecuted
• Immigrants
• LGBTQ

City wide racial equity plans
• Racial equity implementation and assessment tools
• State league partnerships

Good Governance and Racial Equity

• Strategy to help you meet key city goals
• Prosperity
• Health
• Safety
• Accountable government
Racial Equity Outcomes

Improving outcomes for all: The economic benefits of equity
Spokane, WA Metro Area

In 2015, the economy would have been $770 million larger if there had been no racial gaps in income.

https://nationalequityatlas.org/data-summaries/Spokane,_WA_Metro_Area/
REAL Resources

• Please check out additional REAL resources for your community at: www.nlcc.org/REAL

• Or reach out to directly to me:

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