Using a Racial Equity Tool

An opportunity to operationalize equity in government

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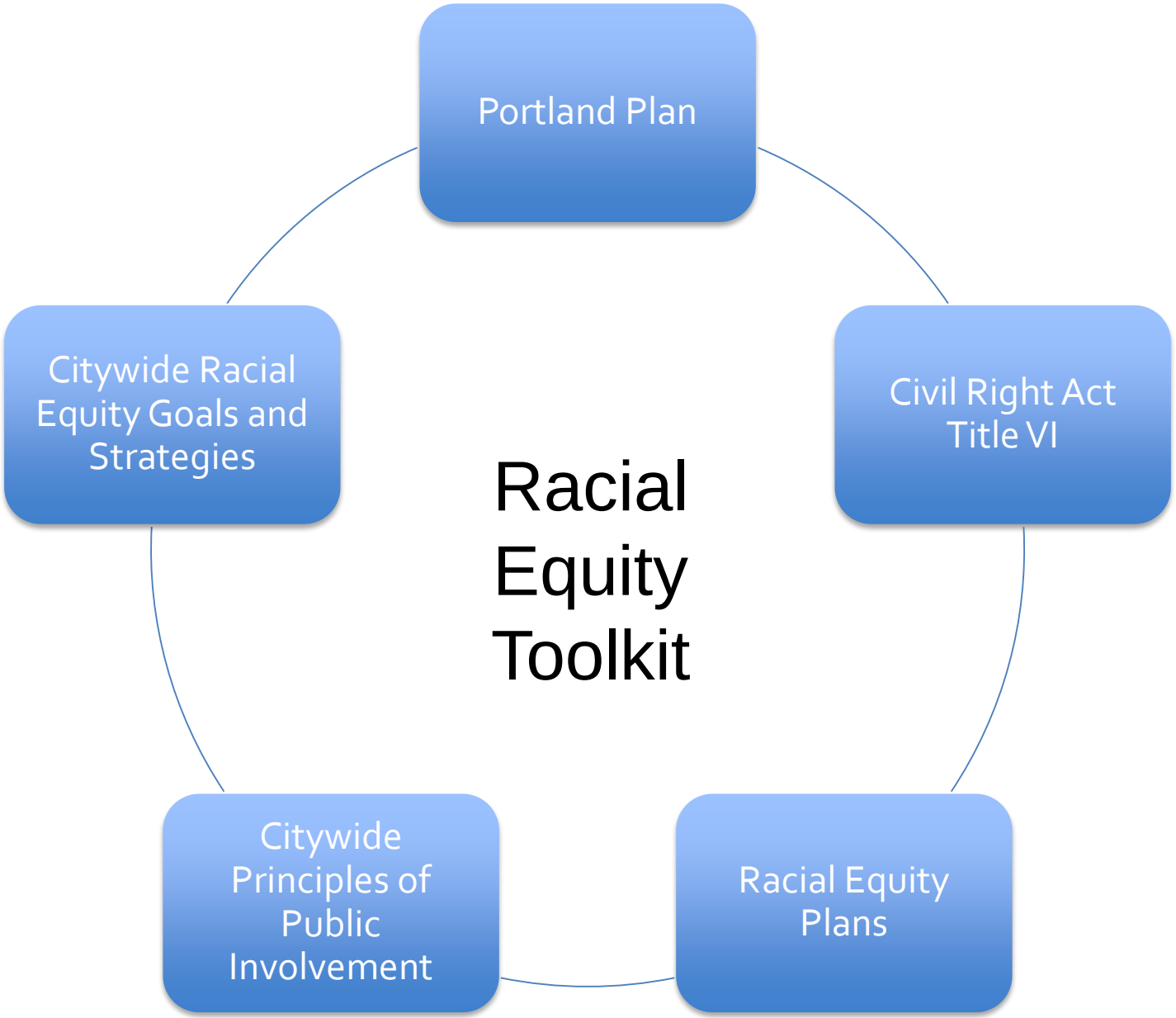
Nora Liu
Government Alliance on Race and Equity
Center for Social Inclusion

CSi CENTER FOR SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY


Portland Plan
Civil Right Act Title VI
Racial Equity Plans
Citywide Principles of Public Involvement
Citywide Racial Equity Goals and Strategies
Racial Equity Toolkit

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.

Why should government use a Racial Equity Tool?

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

Individual racism:

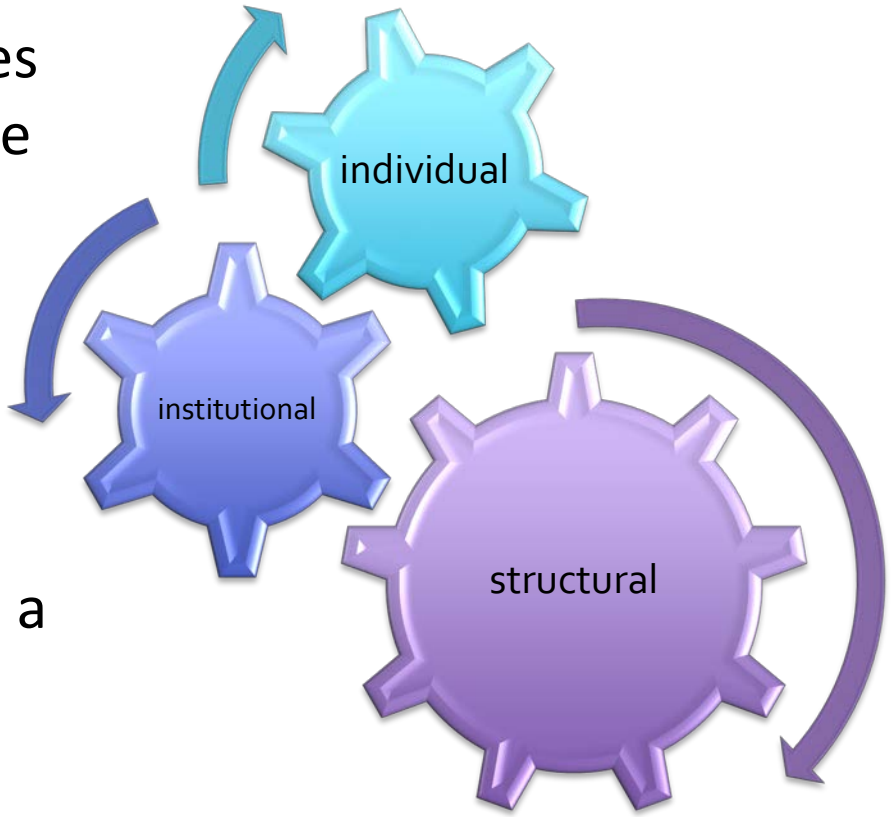
- Pre-judgment, bias, or discrimination by an individual based on race.

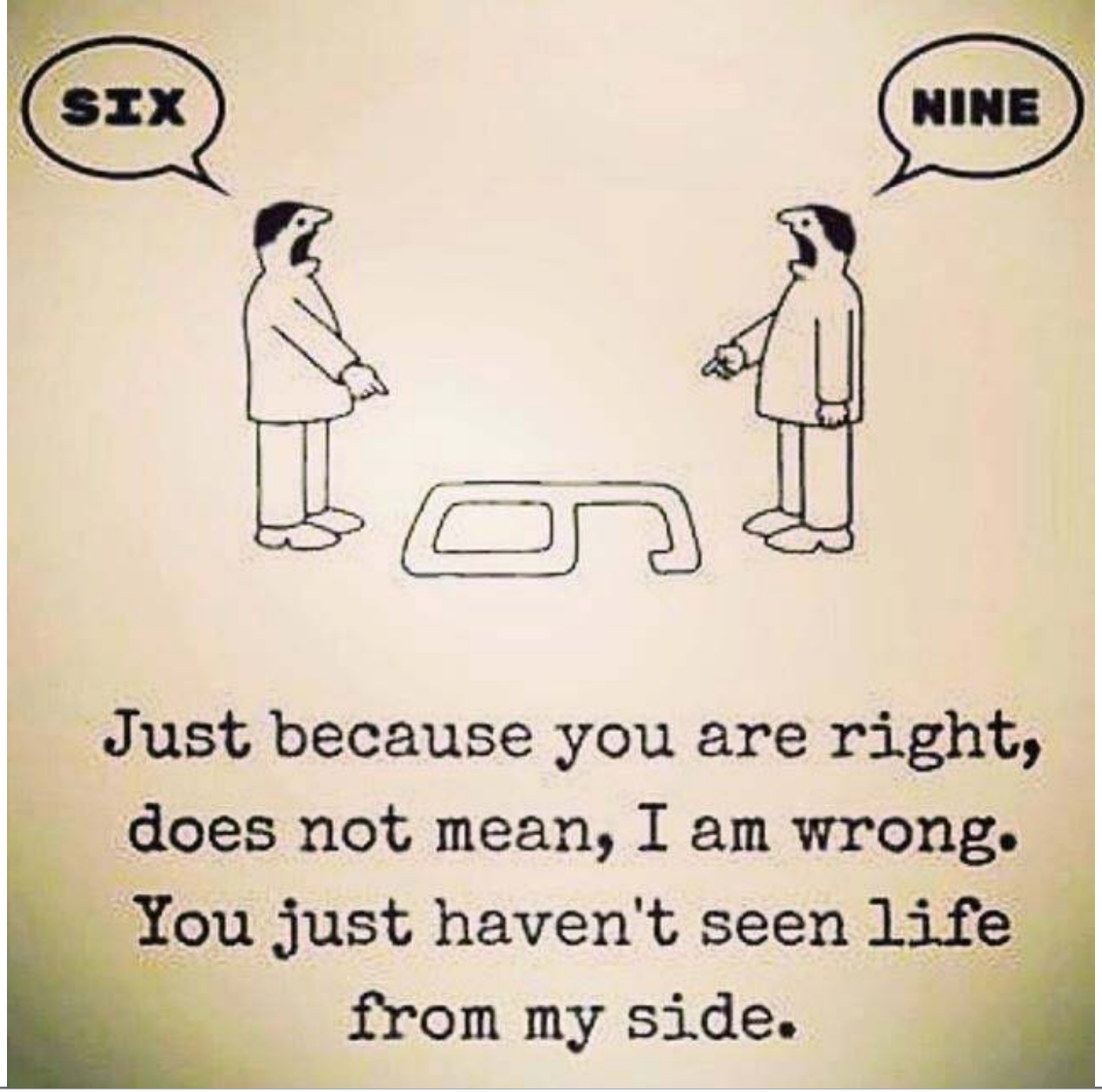
Institutional racism:

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

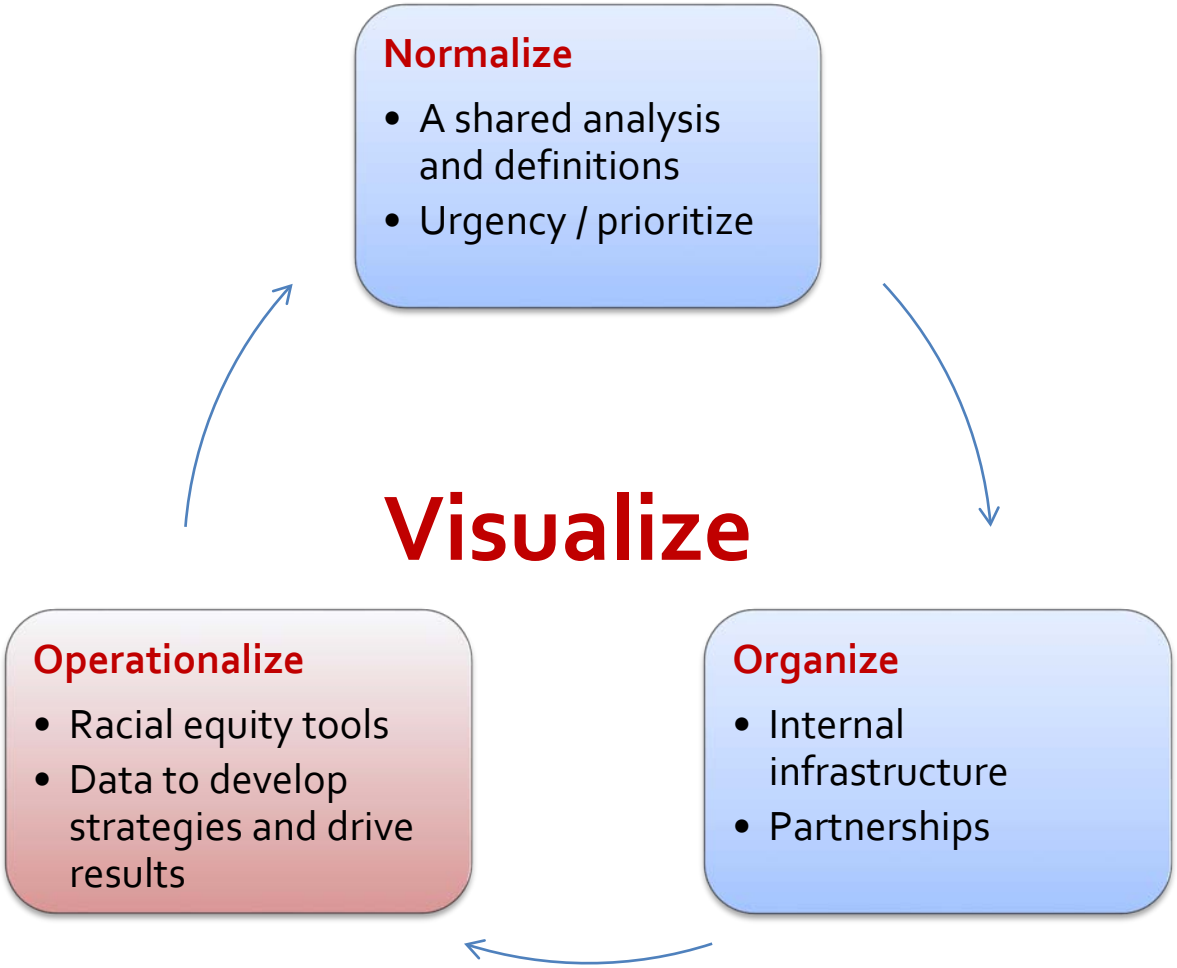
Structural racism:

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




SIX
NINE
Just because you are right,
does not mean, I am wrong.
You just haven't seen life
from my side.

How does it fit with everything else?



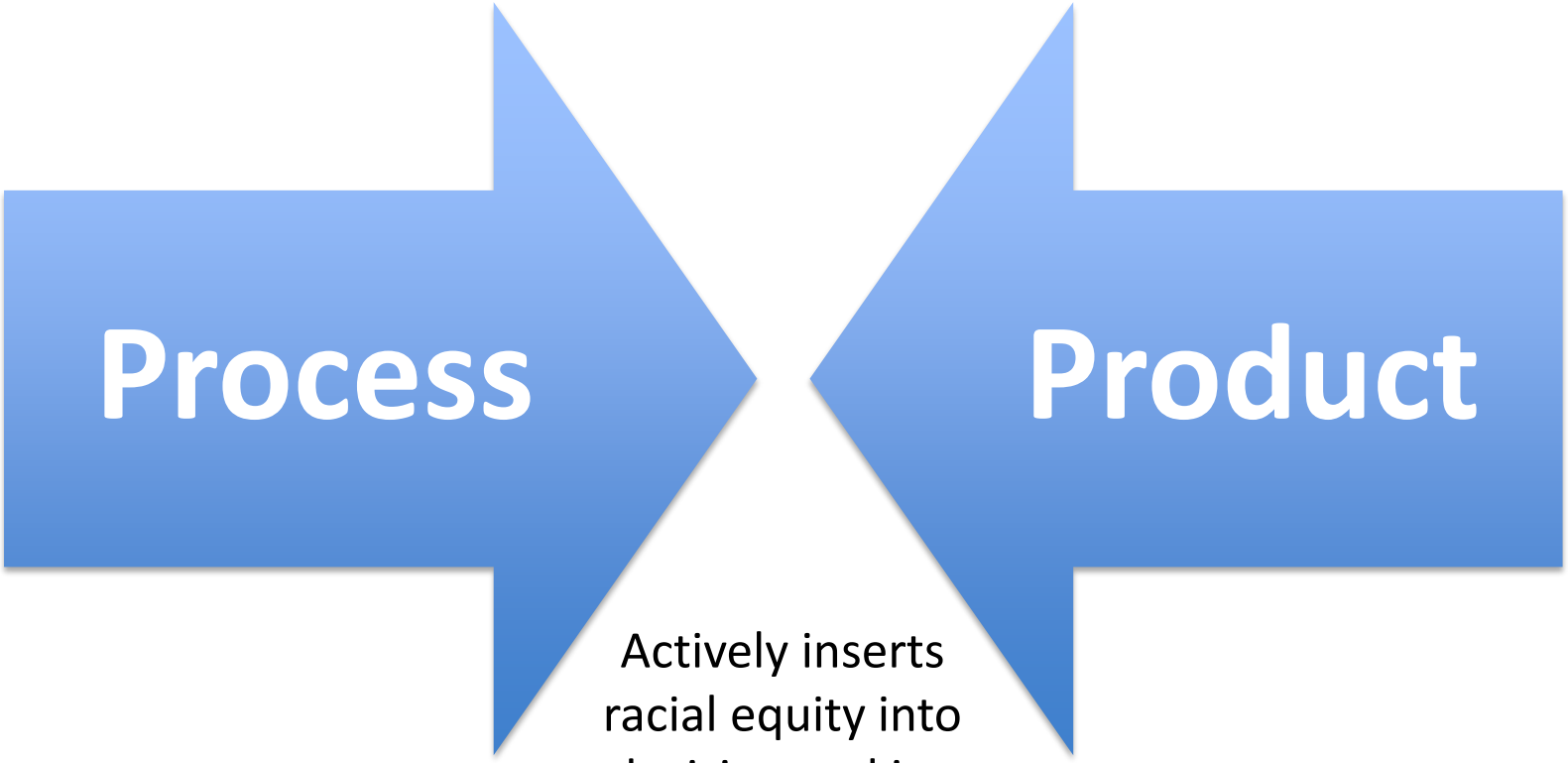
Operationalize

Turning theory to action

Racial equity tools

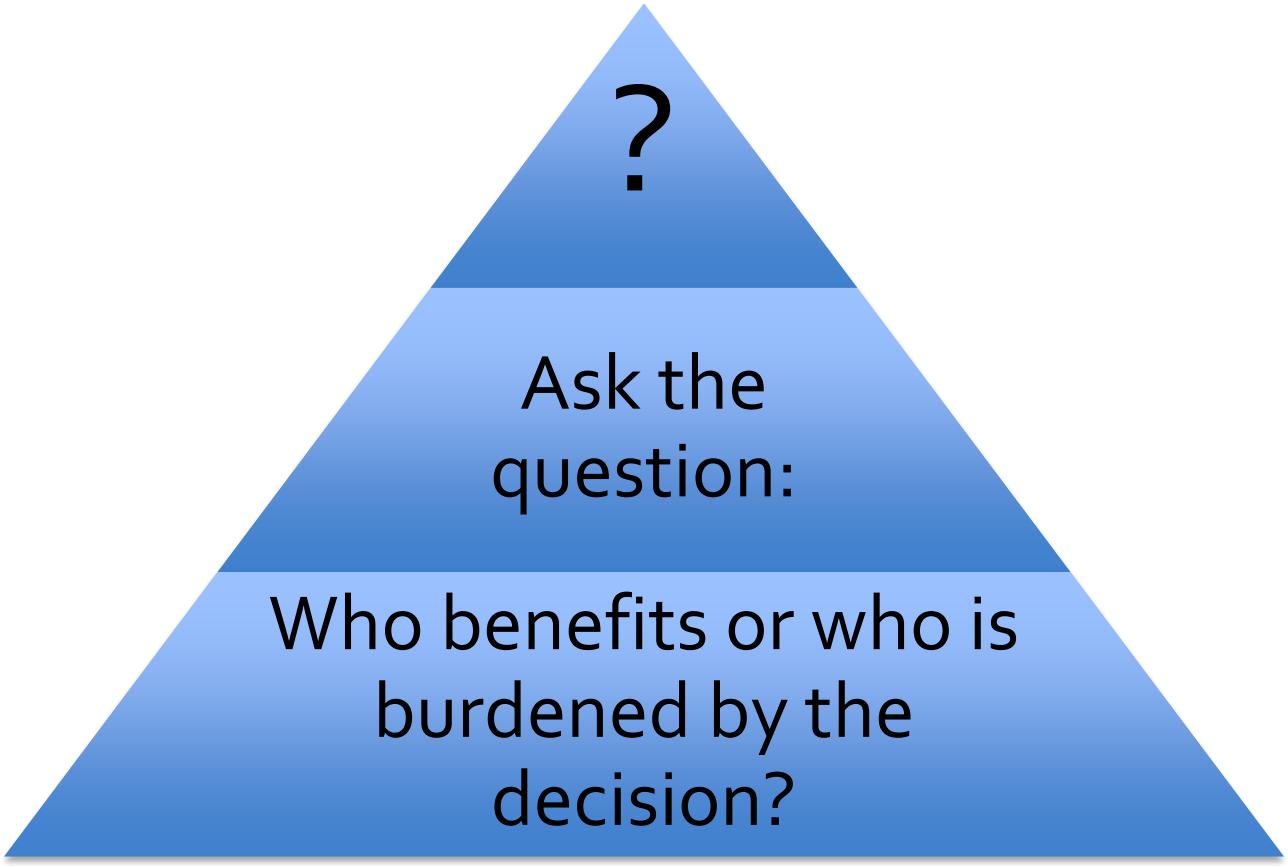
Data drives outcome

What is a Racial Equity Tool?



Actively inserts racial equity into decision making processes

To drive Racial Equity …



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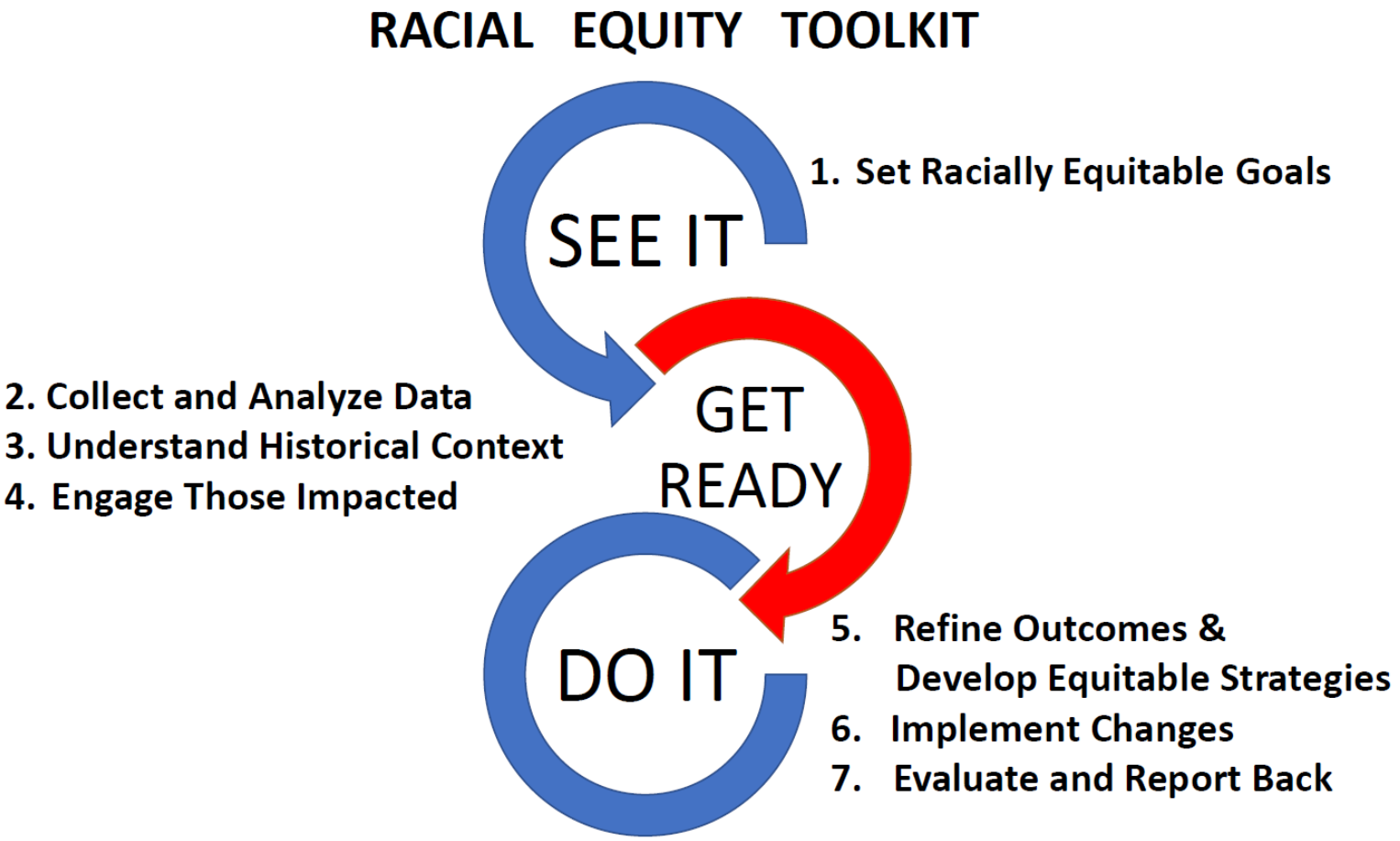


Desired results – first draft

#1

What is your proposal and what are the desired results and outcomes?

Analyze data

#2

What's the community and performance data? What does the data tell us?

Historical context

#3

What past policies / programs contributed to inequities? How can they be improved?

Community engagement

#4

How have most impacted communities been engaged? Are there opportunities to expand engagement?

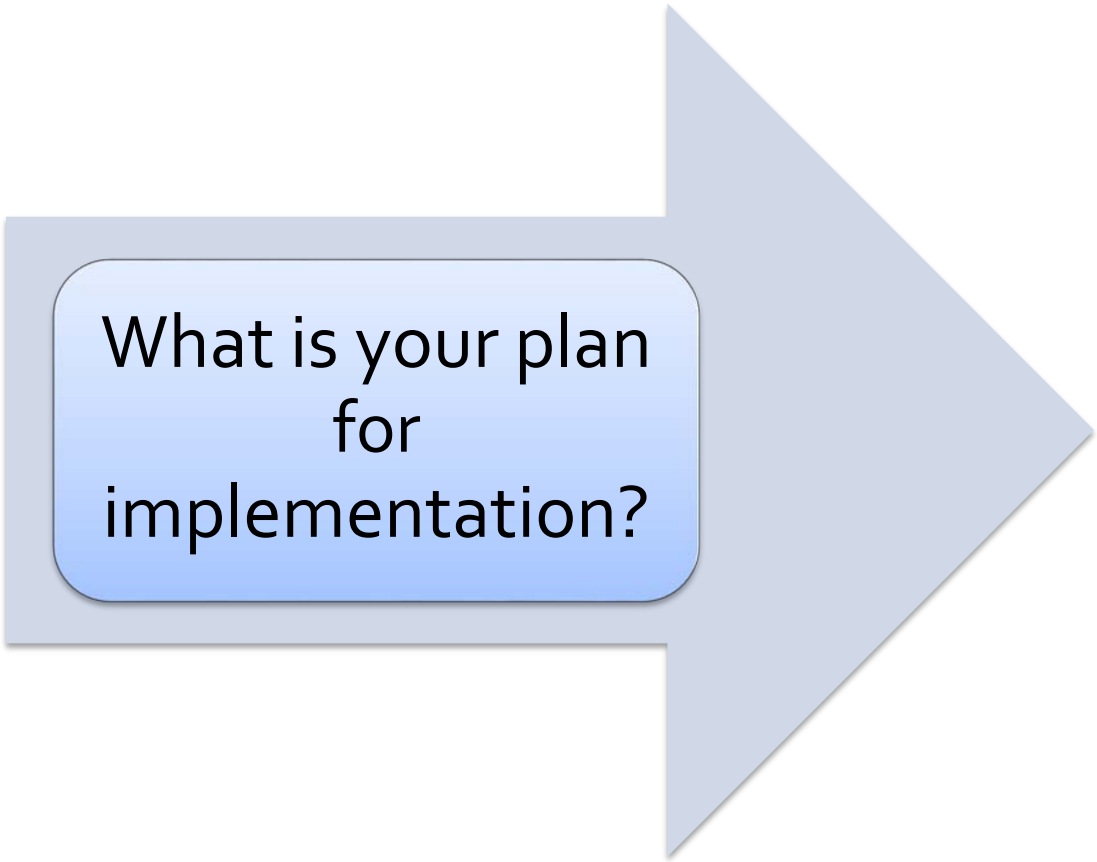
Strategies for racial equity

#5

Who will benefit from or be burdened? How are you advancing racial equity or mitigating unintended consequences?

Implementation

#6



Communication and accountability #7

How will you ensure accountability, communicate, and evaluate results?

Ask yourself "WHY?" 3-5 times

Why are there racial disproportionalities?

Why else?

Why else?

Why else?

Why else?

Example – academic success

What are the explanations at an individual, institutional and structural level?

Let's do it!

Racial Equity Outcomes -- Examples

- Targeted recruitment and training funds reduce racial disparities for hiring, retention, and promotion of people of color in the bureau
- 900 youth / young adults of color participate in the Youth and Young Adults Program made academic progress by achieving at least one of the following GED completion or on-time graduation
- Affirmative marketing to residents of color increases the use of a City-funded program by X %

Organize

Internal infrastructure

External partners

Racial Equity Toolkit Launch -- Strategies

Test Early Actions

build momentum with the small successes and pilots

Targeting Interim Stages

envision a set of outputs that can have broad ownership

Conquering Fear of the Perfect

build a stronger product through experimentation

Prioritizing

focus on areas – and leaders – that can be influenced

Racial Equity Toolkit Launch -- Criteria

Will succeed

staff have drive, capacity and problem solving skills

Will have impact

RET analysis will have real impact on decisions

Is resourced

RET decision impacts can be seen in short order

Is transformational

Creates system change rather than helping individuals within the system

Racial Equity Toolkit Launch -- Criteria

Includes community engagement/power sharing

set up to support community vision

Benefits historically underinvested communities

reverses inequitable practices of disinvestment / acknowledges community power

Prioritizes racial equity

focused on improving equitable outcomes rather than equal distribution of resources

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.

How Do I Use It?

- Select a "proposal" to analyze
- Form a project team
- Follow worksheet using manual
- Report back and implement changes
- Reflect and Repeat

What Resources Are There?

For More Information

www.centerforsocialinclusion.org

www.racialequityalliance.org

Nora Liu
nliu@thecsi.org