Advancing Racial Equity:
The Opportunity for Philanthropy

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LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

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.
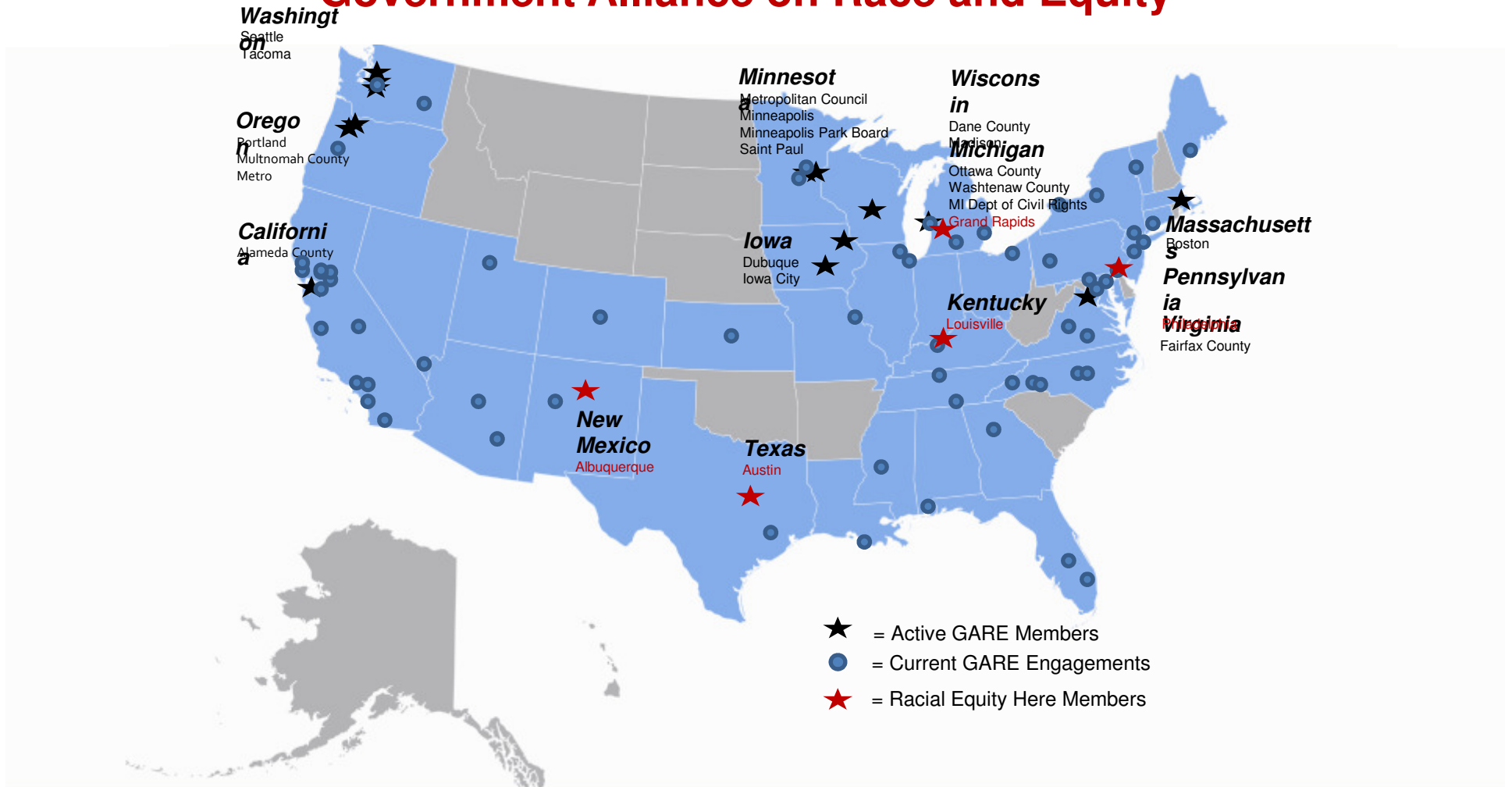
Field Building

Policy Development
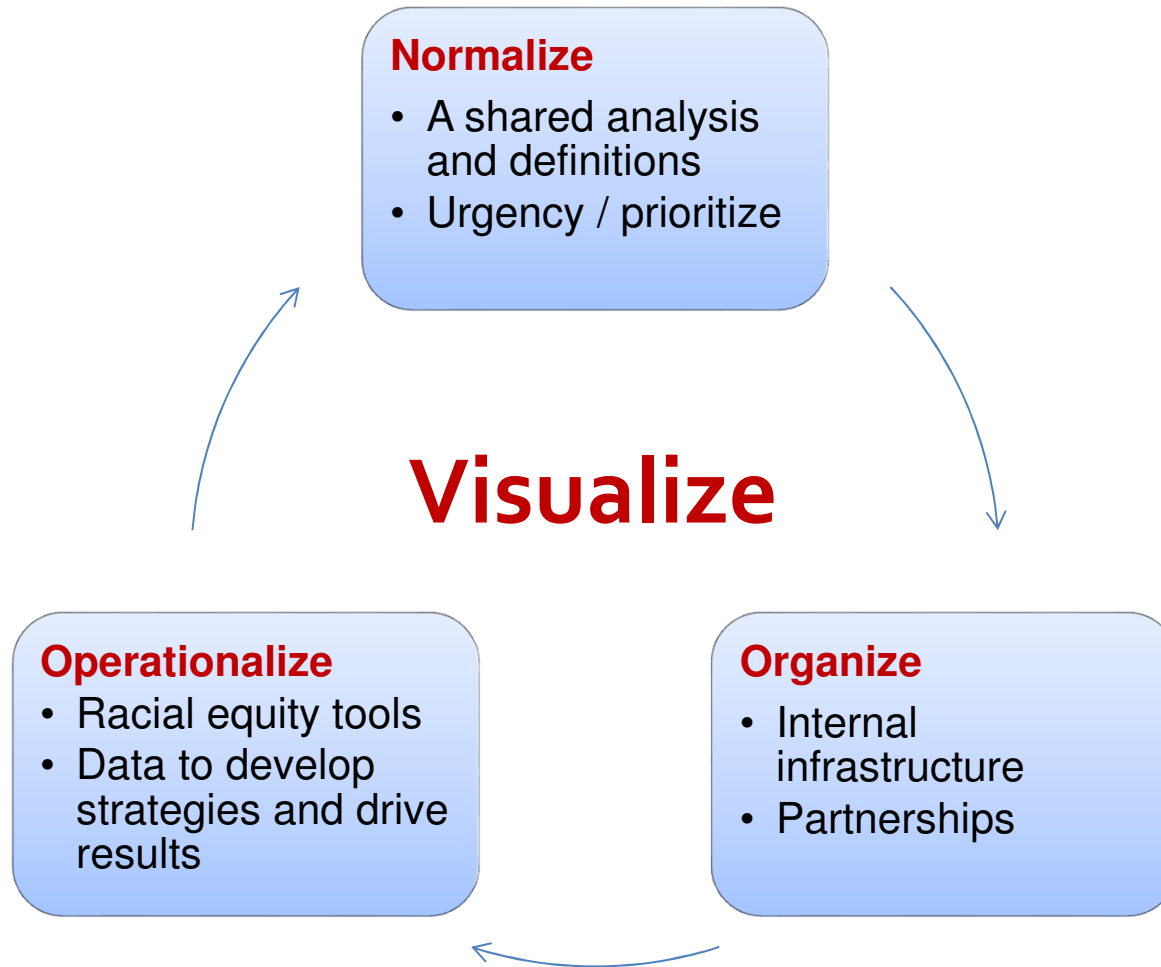
Organizational Change

Communication

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Government Alliance on Race and Equity

Washington
Seattle
Tacoma

Oregon
Portland
Multnomah County
Metro

California
Alameda County

Minnesota
Metropolitan Council
Minneapolis
Minneapolis Park Board
Saint Paul

Wisconsin
Dane County
Madison

Michigan
Ottawa County
Washtenaw County
MI Dept of Civil Rights
Grand Rapids

Iowa
Dubuque
Iowa City

Kentucky
Louisville

Massachusetts
Boston

Pennsylvania

Virginia
Fairfax County

New Mexico
Albuquerque

Texas
Austin

★ = Active GARE Members

⬤ = Current GARE Engagements

★ = Racial Equity Here Members

National effective practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Visualize

Organize
- Internal infrastructure
- Partnerships

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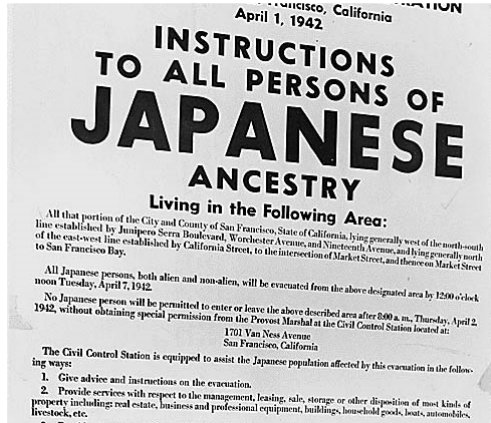
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Values and realities

- 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 government and race

Initially explicit	→	Became implicit	→	Government for racial equity

Government explicitly creates and maintains racial inequity.

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

Proactive policies, practices and procedures that advance racial equity.

Current Context of Race:

Normalizing

Equity? Equality?
What's the difference?

Racial inequity in the U.S.

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

Education

Criminal Justice

Health

Environment

Jobs

Housing

Arts and Culture

Equitable Development

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 unconsciously

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 bias rather than eradicate it.

- Openly acknowledging and challenging biases allows us to develop strategic interventions.

What creates different outcomes?

Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional / Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.
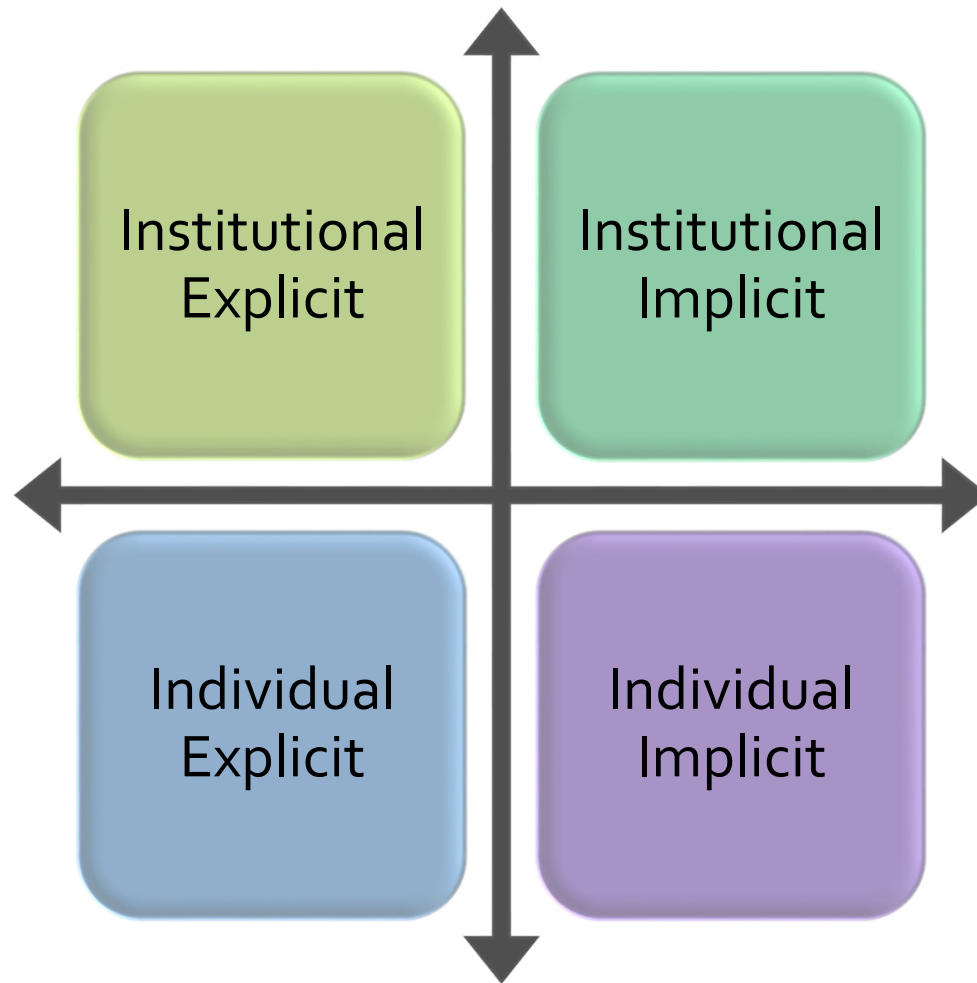
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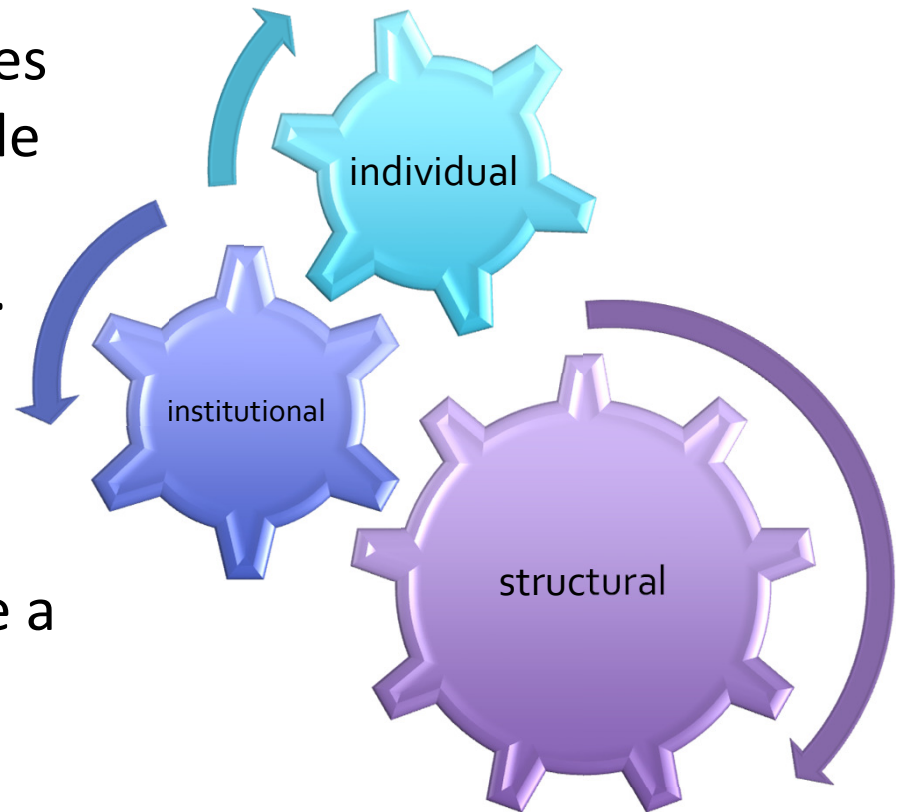ALLIANCE ON
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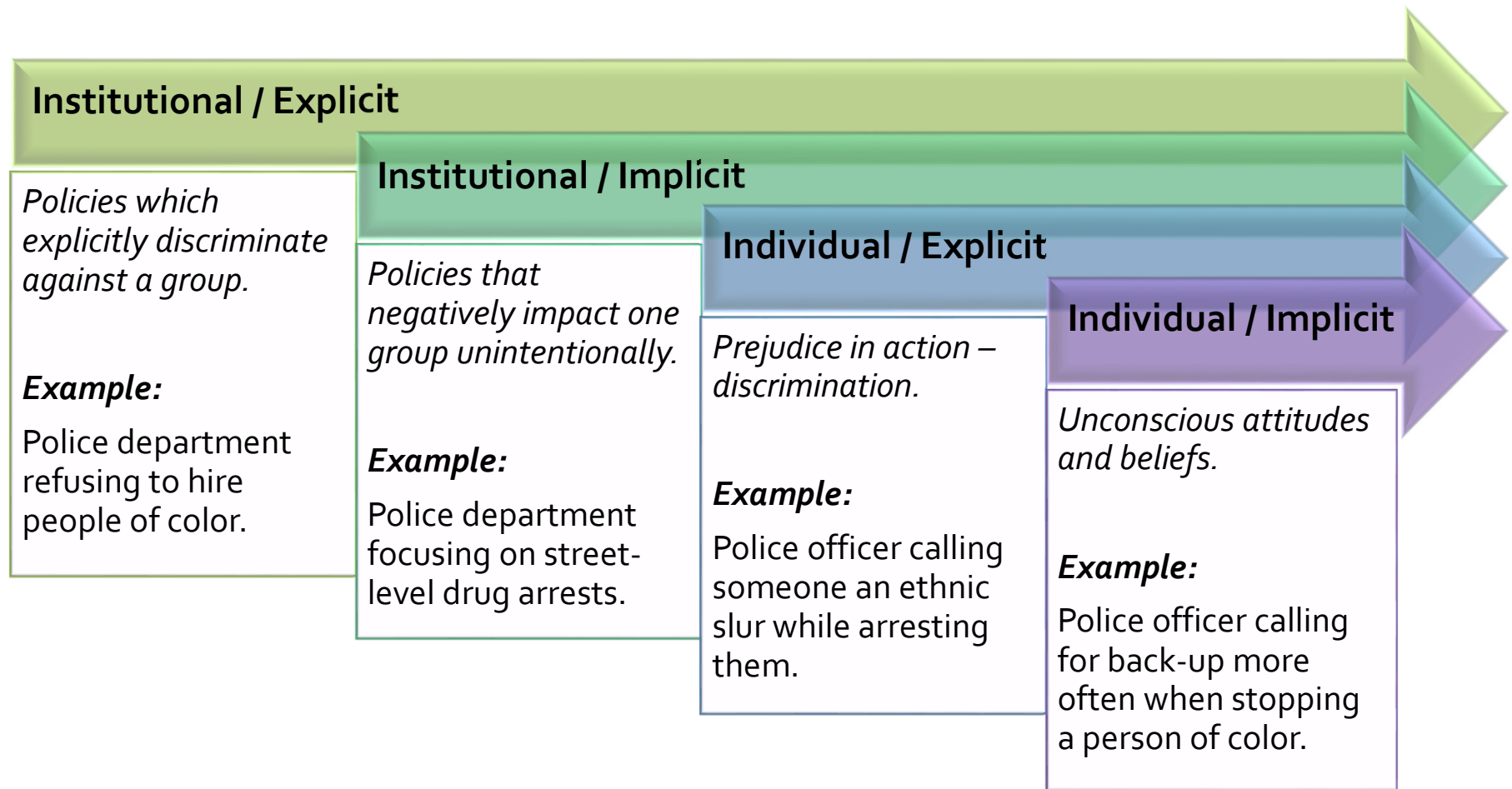
Individual racism:

- 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.

individual

institutional

structural

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Operationalizing

Race in governmental policies

Federal Housing Administration

Location of city facilities
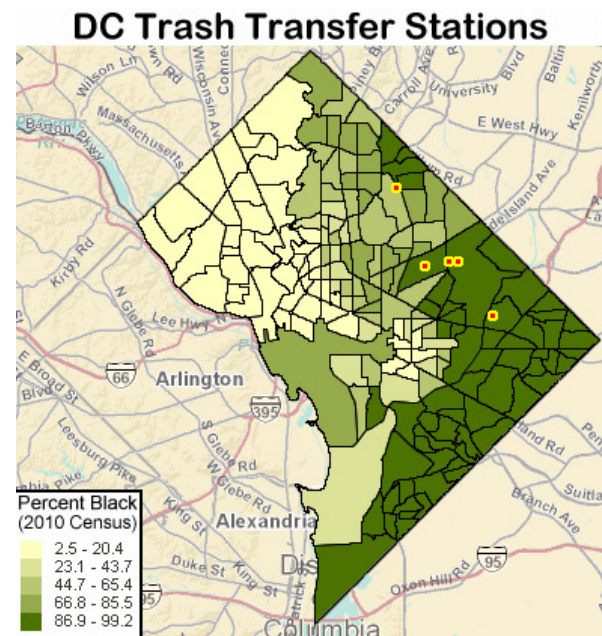
Streetlighting

OWN
A MODERN LIVABLE
HOME

Build·Buy
Refinance
and
Modernize
with a
Government Insured
LOAN

EASY MONTHLY PAYMENTS

Ask any Approved
BANK or BUILDER

★ FEDERAL HOUSING ADMINISTRATION ★

DC Trash Transfer Stations

Percent Black
(2010 Census)
- 2.5 - 20.4
- 23.1 - 43.7
- 44.7 - 65.4
- 66.8 - 85.5
- 86.9 - 99.2

What is a Racial Equity Tool process?

1	• **Desired results**
2	• **Analysis of data**
3	• **Community engagement**
4	• **Strategies for racial equity**
5	• **Implementation plan**
6	• **Communications and accountability**

Who should use a Racial Equity Tool?

Elected officials

Government staff

Community

Organizing

Seattle's Race and Social Justice Initiative

Late 1990's - community pressure, some departments initiate racial equity efforts

2004 - Mayor Nickels launches City-wide racial equity initiative focused internally

2009 — Expanded partnerships with community; City Council legislation passes unanimously; plans and tools institutionalized.

2015 - New plan providing expanded focus on community outcomes

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Seattle's Race and Social Justice Initiative

- **Trained** 10,000 city employees on racial equity

- All departments develop annual **racial equity work plans** and have racial equity teams

- Use a **Racial Equity Tool** in 1000's of budget, policy and program decisions

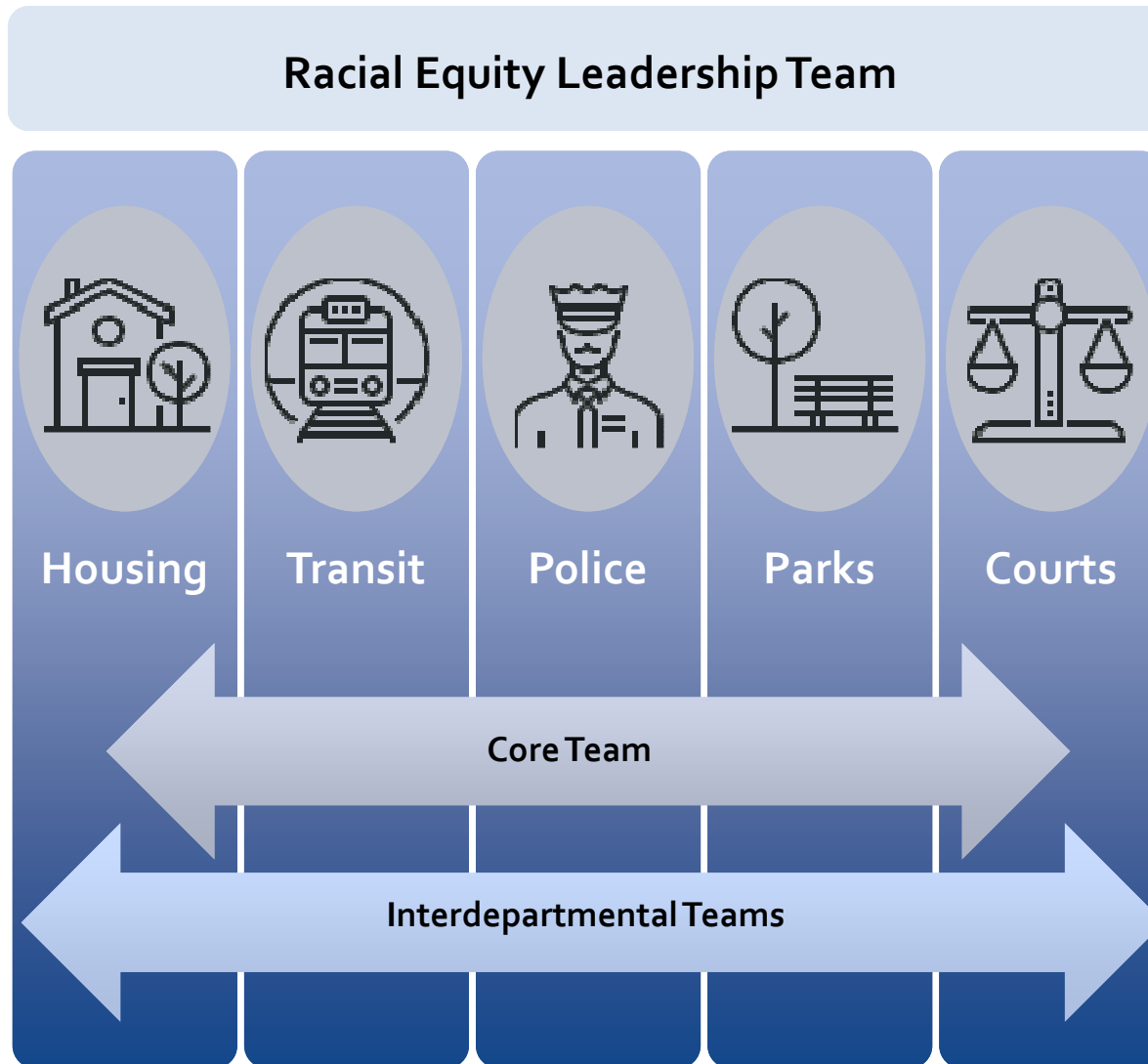- Mayor incorporates racial equity into **accountability agreements** with department directors

Infrastructure and accountability tools

Racial Equity Leadership Team

Housing	Transit	Police	Parks	Courts

← Core Team →

← Interdepartmental Teams →

Accountability Agreements & Budgeting
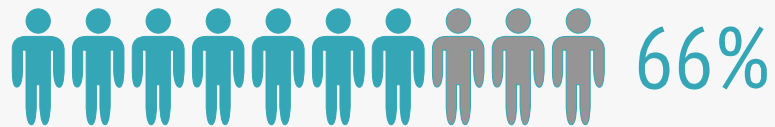
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Departmental work plans

↓

Institution-wide work plans

1. Racial Equity Tool
2. Employee Survey
3. Communications Tool

RSJI Employee Survey 2012

86%

"Examine impact of race at work"

66%

"Actively promoting RSJI changes"

60%

"Dept and City making progress"

Changing minds

- Most importantly, the best way to change attitudes is to change behavior.

- Attitudinal change follows behavior change.
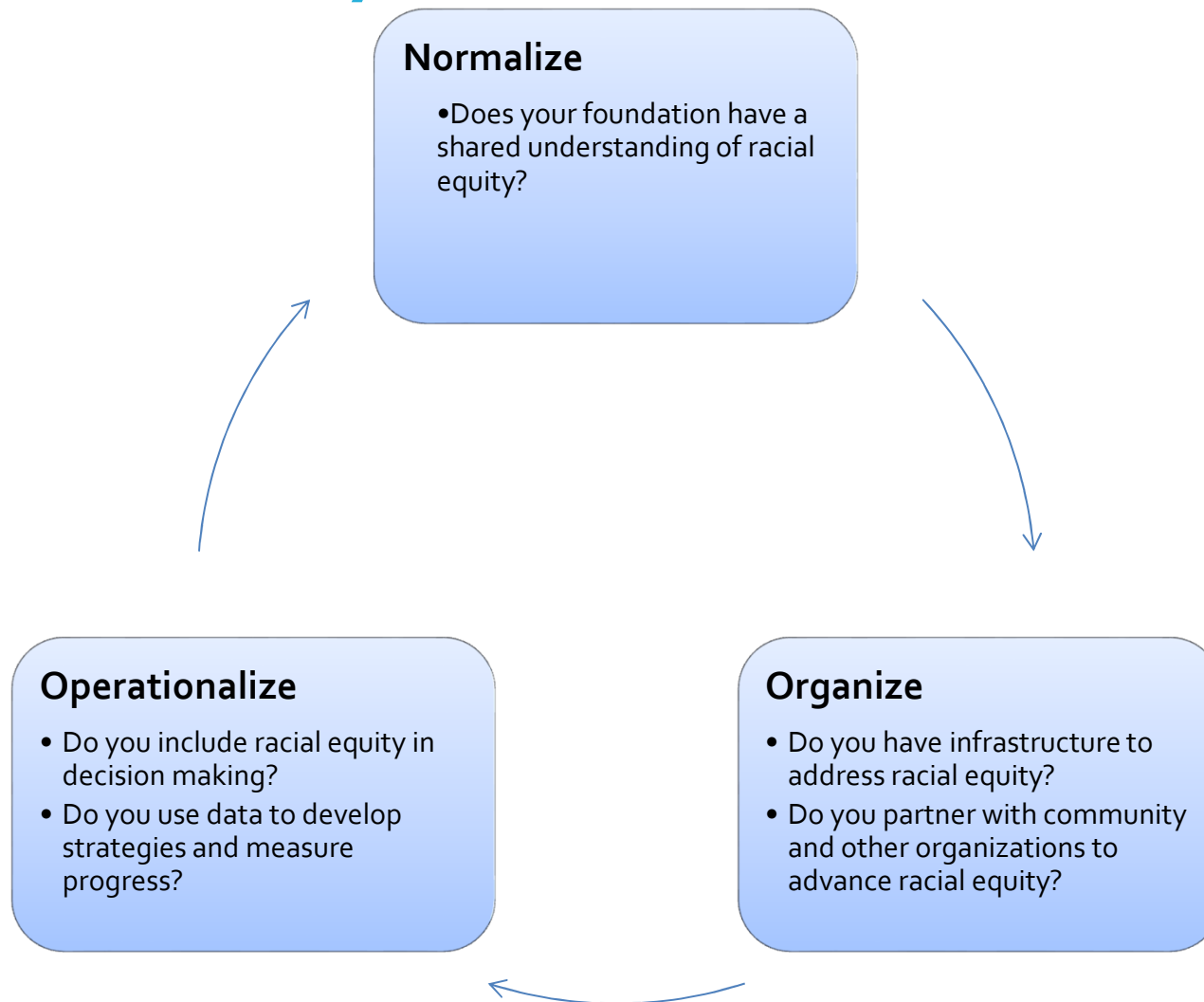
- Requires both short and long-term approaches.

Questions for your own foundations:

Normalize

- Does your foundation have a shared understanding of racial equity?

Organize

- Do you have infrastructure to address racial equity?
- Do you partner with community and other organizations to advance racial equity?

Operationalize

- Do you include racial equity in decision making?
- Do you use data to develop strategies and measure progress?

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Funding strategies

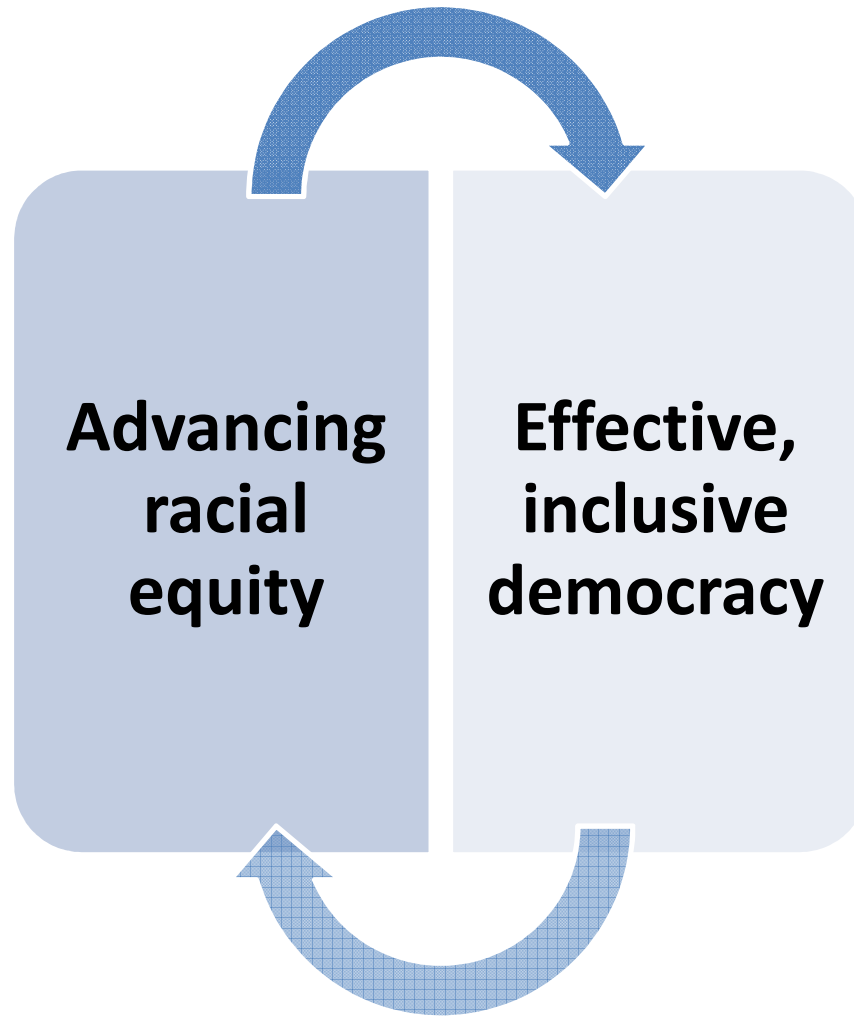## Leveraging the power of government

- **Normalizing** – Launching year-long learning cohort of jurisdictions, including an "Advancing Racial Equity Speaker Series"

- **Organizing** – "Commitments to Take Action" / "Inclusive Democracy Campaign"

- **Operationalizing** – Eliminating structural racism investment funding

- **Infrastructure for GARE**

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Initial GARE successes:

- Membership network established and has grown to nearly **50** jurisdictions

- **100's** of jurisdictions getting started

- **Events** – multiple convenings, workshops

- Sharing a **field of practice** – via on-line presence, webinars, enews

- National **relationships**, e.g., NLC, Local Progress, Mayor's Innovation Project, Living Cities, NACCHO, NRPA, etc

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