Advancing Racial Equity: the Role of Government
2015 Leadership Summit

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REAL – Race, Equity And Leadership

Leon Andrews, Director

The Race, Equity And Leadership initiative is NLC's effort to equip its membership with the capacity to respond to racial tensions in their communities and address the historical, systemic and structural barriers that further inequity and racism in our nation's cities.
CITYWIDE RACIAL EQUITY GOALS & STRATEGIES

EQUITY GOAL #1
We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.

EQUITY GOAL #2
We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.

EQUITY GOAL #3
We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.

OVERALL STRATEGIES

1. Use a racial equity framework:
   Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism.

2. Build organizational capacity:
   Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.

3. Implement a racial equity lens:
   Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.

4. Be data driven:
   Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.

5. Partner with other institutions and communities:
   Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.

6. Operate with urgency and accountability:
   When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.

City of Portland Equity Racial Equity Goals
The Center for Social Inclusion’s mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.
Government Alliance on Race and Equity

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

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

Government explicitly creates and maintains racial inequity.

Became implicit

Proactive polices, practices and procedures that advance racial equity.

Government for racial equity
National best practice

Normalize

Operationalize

Organize
City Showcase World Cafe

- Assessing operations
- Launching a racial equity initiative
- Training your staff
- Implementing a racial equity tool
- Workforce equity
- Communicating about race
Current Context of Race:
National best practice

**Normalize**
- A shared analysis and definitions
- Urgency / prioritize

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

**Organize**
- Internal infrastructure
- Partnerships
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.
Differences in types of bias

**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 focus 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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[Center for Social Inclusion Logo]

LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY
Race in governmental policies

Federal Housing Administration

Location of city facilities

Streetlighting
Racial Equity Tool

1. Clarify the purpose and key outcomes
2. Involve stakeholders and analyze data
3. Determine benefit and/or burden
4. Advance opportunity or minimize harm
5. Raise awareness, be accountable
6. Report back
Communicating about race
It’s more than just talk – ACT

Affirm
- Start with the heart
- Explain why we are all in this together

Counter
- Explain why we have the problem
- Take on race directly

Transform
- Reframe winners and losers
- End with heart and a solution
Small group discussions

- What are the challenges to advancing racial equity within your city? What are the opportunities?
- What sort of support, tools or resources do you need?
- What are the connections between racial equity and trustworthy leadership?
Contact information

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