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
More than Preventing Further Conflict
REAL Goal

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

- Training and Capacity Building
- Technical Assistance
- Network Building
- Building Special Populations Work

NLC Race, Equity And Leadership - http://NLC.org/REAL
Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences.

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

**NORMALIZE**
- A shared analysis & definitions
- Urgency / prioritize

**OPERATIONALIZE**
- Racial Equity tools
- Data to develop strategies & drive results

**ORGANIZE**
- Internal infrastructure
- Partnerships

NLC Race, Equity And Leadership - http://NLC.org/REAL
• Foster the urgency of equity to prioritize it in governance
Racial Disparities

From infant mortality to life expectancy, **race** predicts how well one will do.
Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to the CDC, black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women’s health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a national study of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.

Black women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)

Source: Centers for Disease Control and Prevention
Racial Disparities

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

65% Black or Latino men 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.
Create a shared analysis and language about racism and 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.
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.
What is Bias?

- The evaluation and association of one group and its members relative to another.

- Inescapable reality of humanity

- We do have choice over how much we let bias influence our actions.

- Acting on bias can be discriminatory and create negative outcomes for particular groups

Explicit

- Expressed directly
- Aware of bias / operates consciously
  - Example: Sign in the window of an apartment building noting “Mexicans need not apply”

Implicit

- Expressed indirectly
- Unaware of bias / operates sub-consciously
  - Example: A property manager doing criminal background checks on black applicants and not white applicants.
IMPLICIT BIAS: 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
Implicit Bias

When we are exposed or socialized to certain identity groups being paired with certain characteristics, we **automatically** and **unconsciously** associate the identity with the characteristics...

*whether or not that association aligns with reality.*

In the U.S., there is a strong implicit association between African Americans and criminal activity.
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.

Bias in Institutions = Inequitable Outcomes
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.
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.

A *system* of power and oppression that creates race and racial hierarchy to advantage White people and disadvantage Black, Indigenous and People of Color.
The House We Live In

Blockbusting

Racial Covenants

Redlining
The House You Live In
Redlining of Denver and mountain communities starts during the 1940s

Denver’s redlining map included the areas of Five Points, Elyria Swansea, and Sunnyside
Denver Neighborhoods: 2016 Census Track Data

Denver is made up of a majority of children who reported to be of a race/ethnicity other than non-Hispanic white. In other words, children of color, mixed race/ethnicity, and others made up 66 percent (93,300) of the total child population in Denver in 2016. Not unlike other urban centers, Denver has a higher proportion of children of color than Colorado and the United States.

The map highlights the areas in Denver and the surrounding counties where children of color make up more than half of the child population over age 18.

Swipe the vertical bar left and right to view change in the percentage of children of color over time by neighborhood.
• 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?
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes

NLC.org/REAL & GARE RacialEquityAlliance.org
What is the Process for Racial Equity?

- Community Engagement
- Desired Results
- Analysis of Data
- Communications and Accountability
- Implemental Plan
- Strategies for Racial Equity
Decision Making with a Racial Equity Tool

- 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?

NLC.org/REAL & GARE RacialEquityAlliance.org
• Developing capacity for racial equity across all departments
• Resourcing the work through partnership, training, intentional structure & process

Organizing for Racial Equity
6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan

NLC Race, Equity And Leadership - http://NLC.org/REAL
Highlighting Efforts of Local Leaders
Racial Equity Leadership Team – senior leadership

- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

Core Team
leadership development and capacity building

Interdepartmental Teams
contracting equity, workforce equity, community engagement
Good Governance and Racial Equity

• Strategy to help you meet key city goals
  • Prosperity
  • Health
  • Safety
  • Accountable government
Improving outcomes for all: The economic benefits of equity

Los Angeles-Long Beach-Santa Ana, CA Metro Area

In 2015, the economy would have been $501.74 billion larger if there had been no racial gaps in income.

https://nationalequityatlas.org/data-summaries/Los_Angeles-Long_Beach-Santa_Ana,_CA_Metro_Area/
I am no longer accepting the things I cannot change. I am changing the things I cannot accept.

-Angela Y. Davis
REAL Resources

- Please check out additional REAL resources for your community at: www.nlc.org/REAL
- Or reach out to directly to the team:

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