Advancing Racial Equity
The Role of Government

Racial Equity Decision Makers
City of Austin
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City of Austin Equity Office

Vision
We want Austin to be the most livable city for ALL in the country

Mission
To provide leadership, guidance, and insight on equity to improve the quality of life for Austinites and achieve the vision of making Austin the most livable city in the nation for ALL.

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Primary Priority: Development of an Equity Assessment Tool

❑ <u>Equity Assessment Tool</u> – is a protocol or equity primer that will systematically integrate deliberate consideration and consciousness of how our decisions as city government within choice points can have a positive or negative impact on equity in our community.

❑ Utilizing Strategic Co-creation Process

❑ Engage community stakeholders

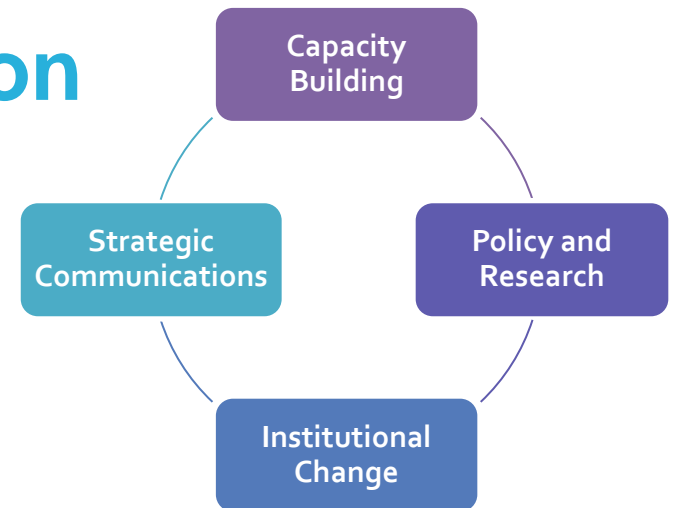❑ Pilot with 5 or more Departments

Government Alliance on Race and Equity

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

- ✓ A membership network of jurisdictions in leadership
- ✓ 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

Center for Social Inclusion's mission is to catalyze communities, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all

Capacity Building

Policy and Research

Institutional Change

Strategic Communications

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Purpose of Racial Equity Here

- Local governments can lead the way in improving racial equity, including outcomes for youth

- Local governments applying a racial equity lens to government operations

- Peer-to-peer learning opportunity through cohort model

- Build a movement to influence the national conversation and shift perceptions around racial equity

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Role of Government

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 equity

Initially explicit	Became implicit	Government for racial equity
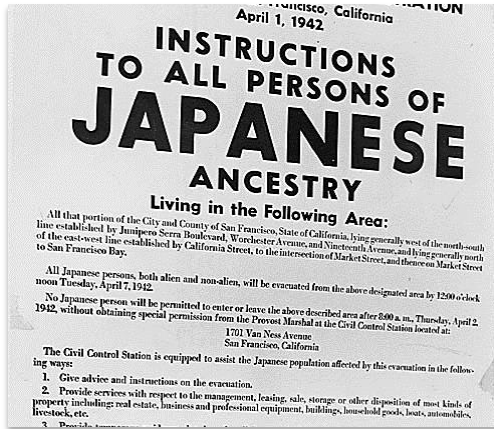
Government explicitly creates and maintains inequity.

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

Proactive policies, practices and procedures that advance equity.

Why we lead with race

- Racial inequities deep and pervasive

- Racial anxiety on the rise – race is often an elephant in the room

- Learning an institutional and structural approach can be used with other areas of marginalization

- Specificity matters
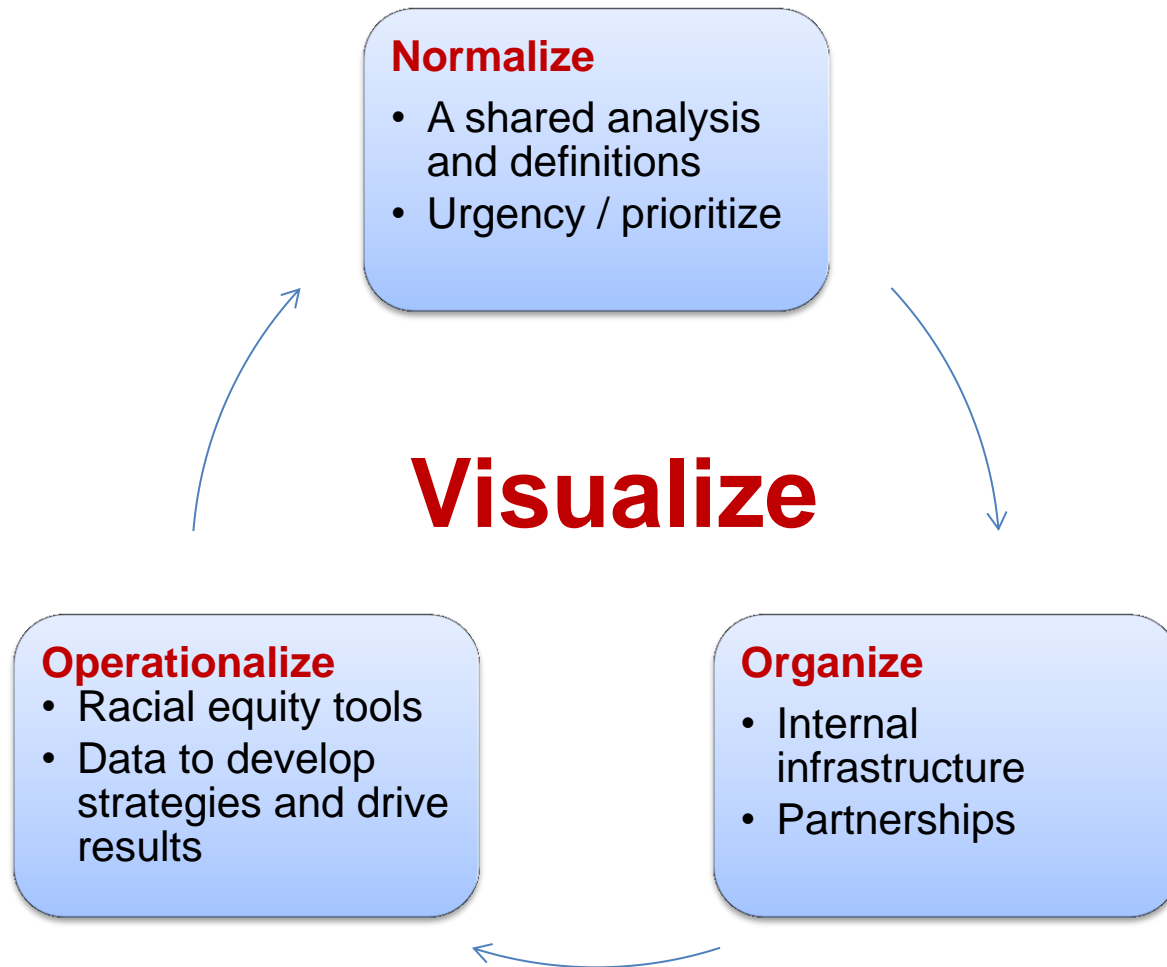
Advancing Racial Equity

A national practice

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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Three key facts on race

1) **Race is a construct** and is not biologically determined. Race is a modern idea.

2) **Policy drives the social construction of race** and has contributed to changing ideas and definitions of race over time.

3) **We did not choose this system** but we have a responsibility to address it

Equity? Equality?
What's the difference?

Equality vs Equity

REALITY

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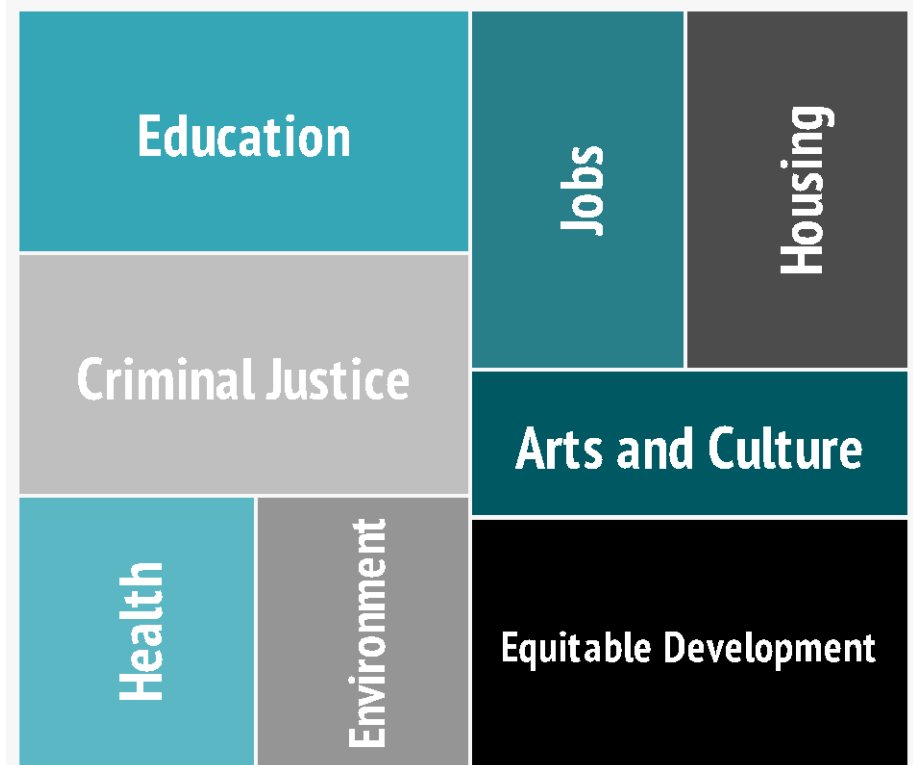SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
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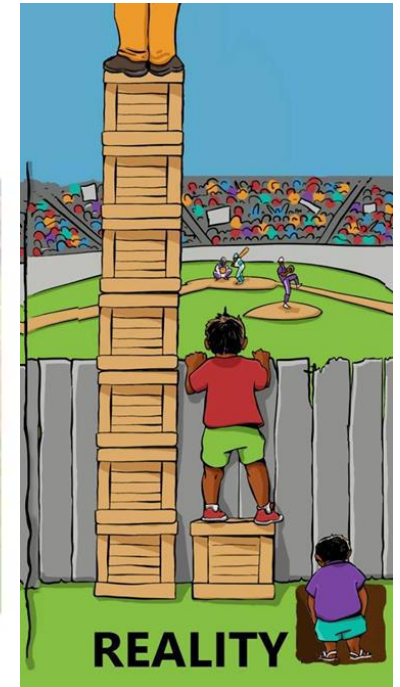
Racial inequity in the U.S.

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

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

Implicit bias

Expressed directly

Expressed indirectly

Aware of bias / operates consciously

Unaware of bias / operates sub-consciously

Example – Sign in the window of an apartment building – "whites only"

Example – a property manager doing more criminal background checks on African Americans than whites.
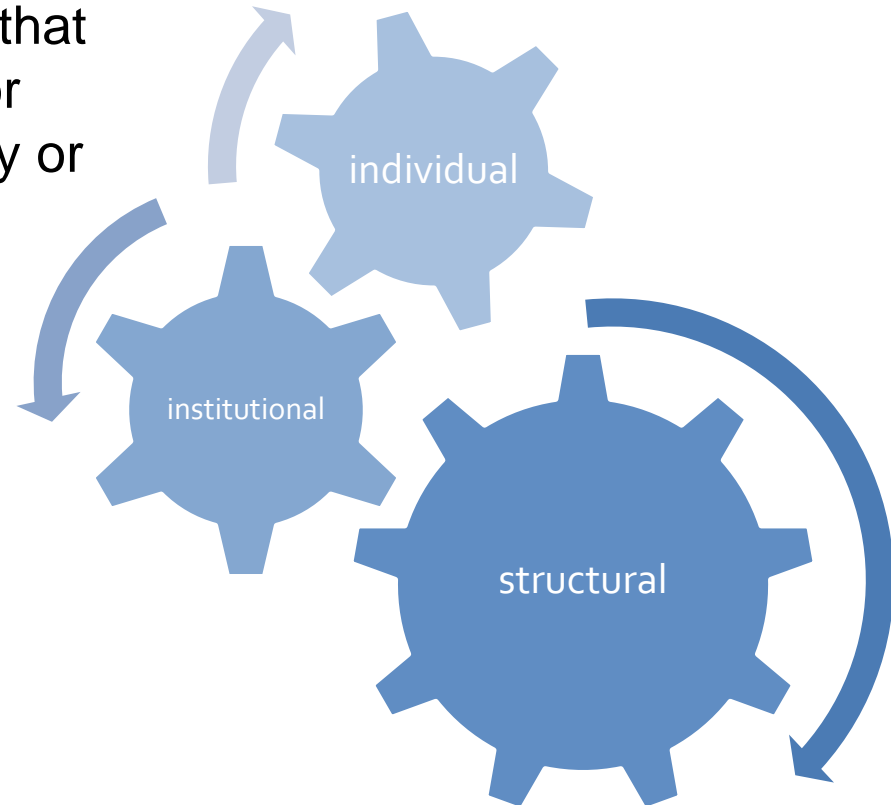
Individual racism:

- 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

Operationalize

Turning theory into action

What is a Racial Equity Tool?

Process **Product**

Actively inserts racial equity into decision making processes

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Race in governmental policies

Federal Housing Administration

Location of city facilities

Streetlighting

DC Trash Transfer Stations

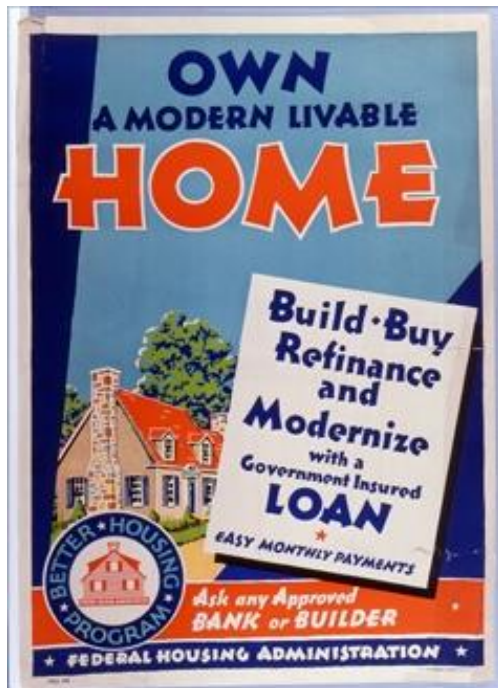# Who should use a Racial Equity Tool?

Elected officials

Government staff

Community
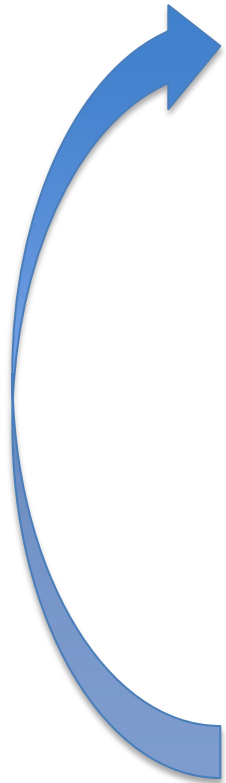
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What is a Racial Equity Assessment?

1. • Desired results
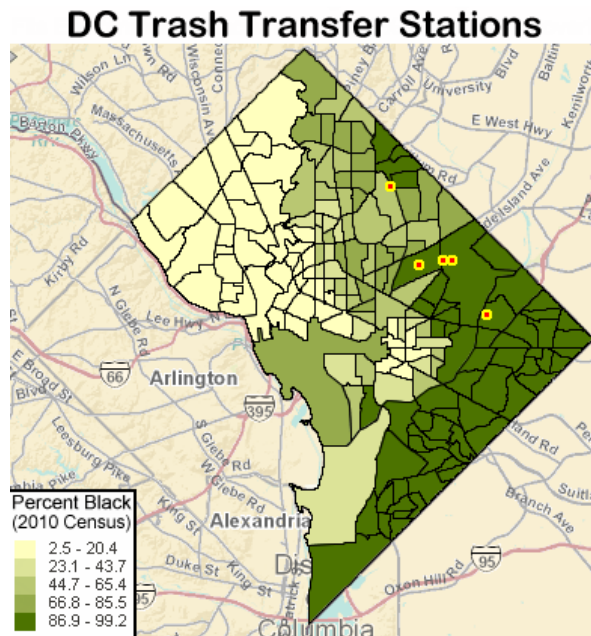2. • Analysis of data
3. • Community engagement
4. • Strategies for racial equity
5. • Unintended consequences
6. • Implementation decision or strategy

Group Breakout Session

What is a Racial Equity Assessment?

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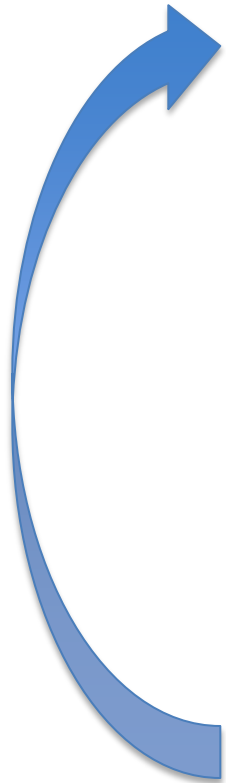
What are the desired results and outcomes?

#2

What's the data?
What does the data
tell you?

#3

How would you engage communities?

How are you advancing racial equity?

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#5

What are the potential unintended consequences?
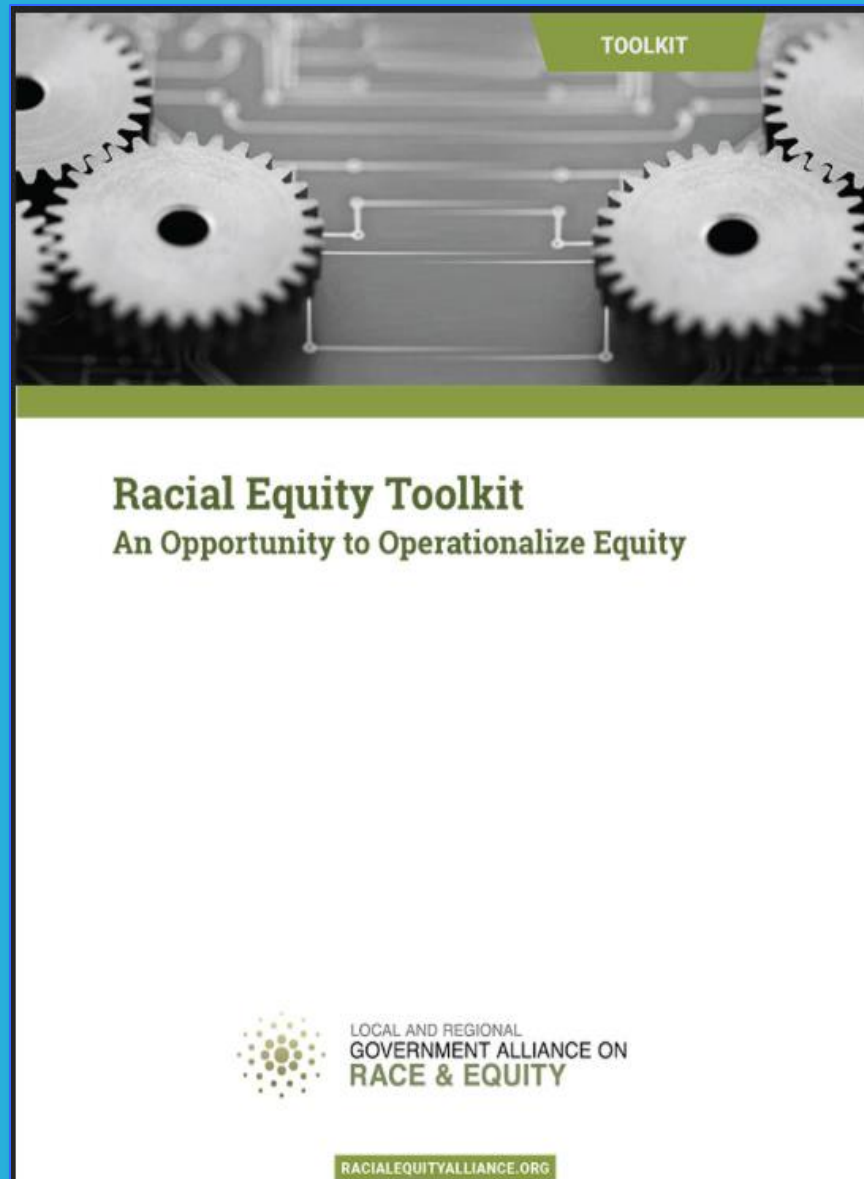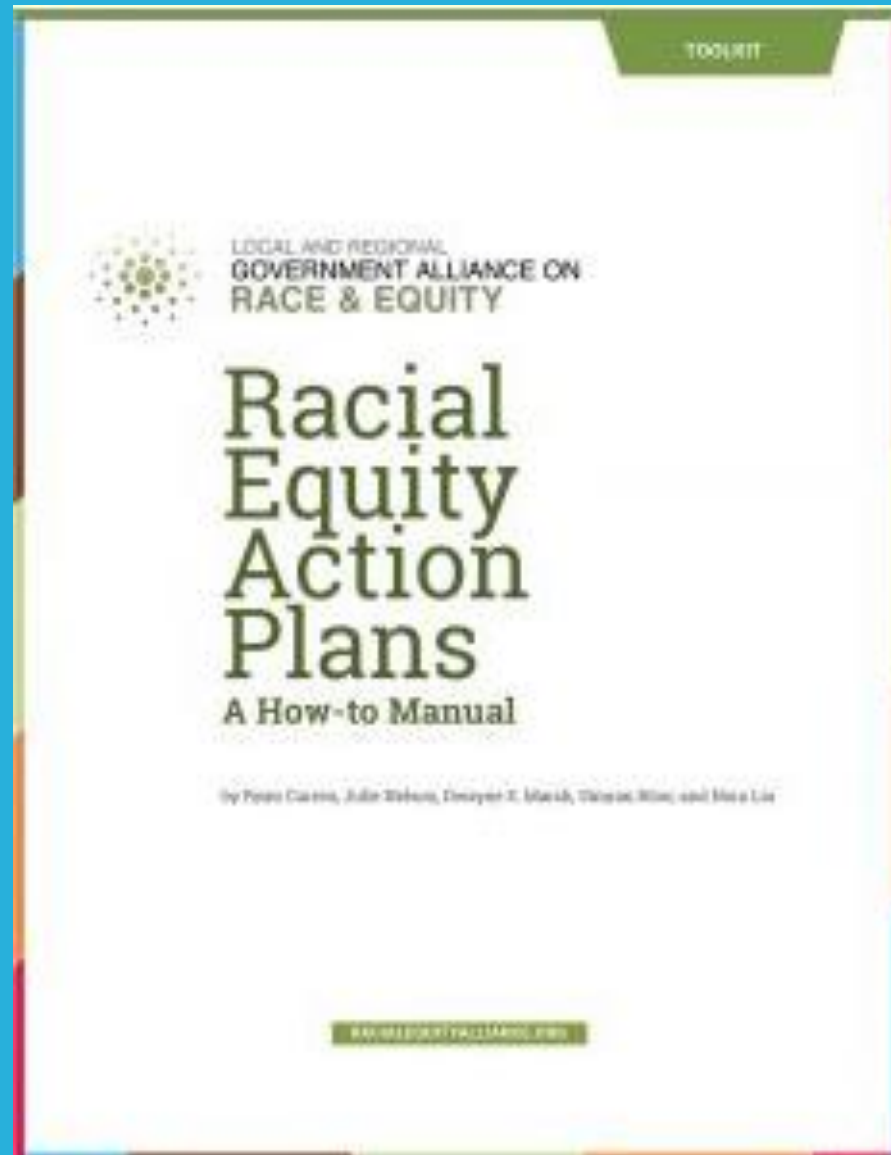
Key Measurement Principles

- What you hope to see in the community

Vision / Results

Data

- Community indicators

- What you aim to achieve with an action

Outcomes

Data

- Performance measures
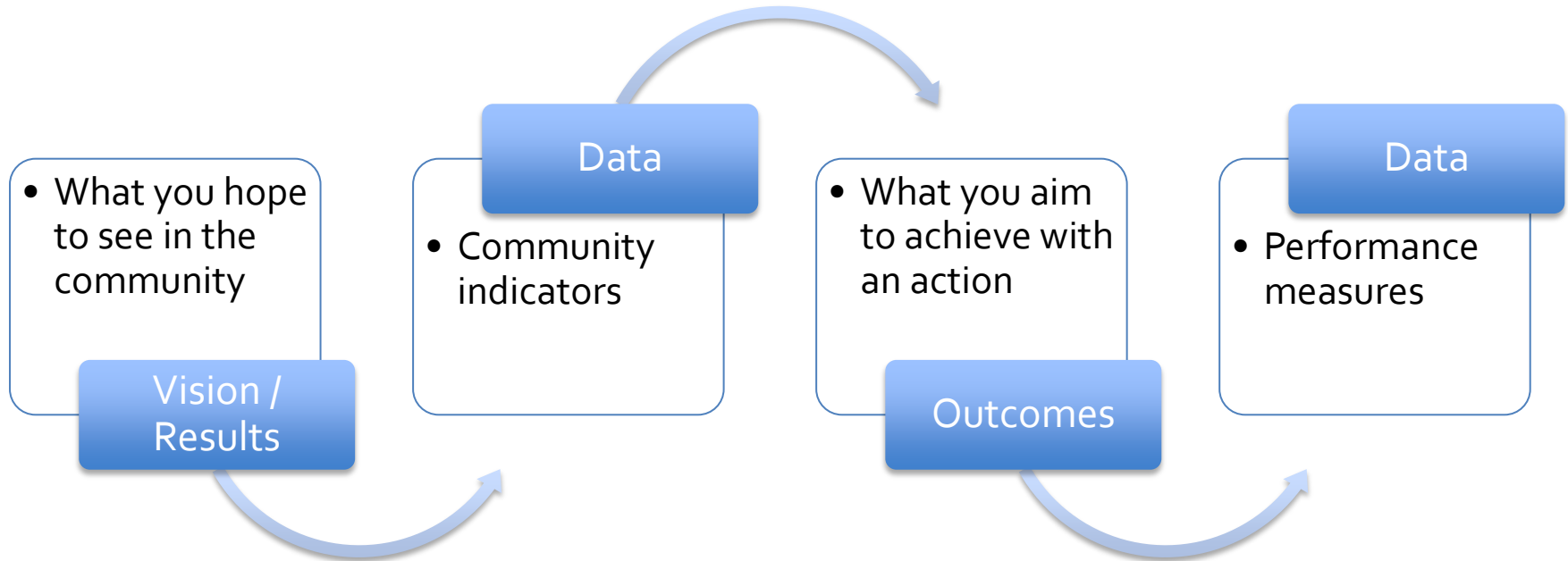
Start with the end...

Population Accountability

About the well-being of <u>whole populations</u>

Population Accountability *(vertical, left side)*

RESULT

A condition of well-being for children, adults, families or communities

INDICATOR

A measure which helps quantify the achievement of a result

• **% of youth participating in 60 minutes of physical activity per day (disaggregated)**

• **Unemployment rate**

Work backwards toward means...

Performance Accountability

About the well-being of <u>participant populations</u>

PERFORMANCE ACCOUNTABILITY

DEPARTMENTS / PROGRAMS

Implemented programs, policies, initiatives, systems, and services that have a chance of influencing indicators and contribution to results.

PERFORMANCE MEASURE

A measure of how well a program agency, service system, policy or initiative is working.

Three types:
1. **Quantity**   How much did we do
2. **Quality**   How well did we do it?
3. **Impact**   Is anyone better off? *= Participant-level Results*

Ask yourself "WHY?" 3-5 times

Why are there racial disproportionalities?

  Why else?

    Why else?

      Why else?

        Why else?

Example – obesity rates

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

Example

Result – Increase healthy life outcomes

- **Indicator** – Overall rate of obesity decreases from 18% to 5% in ten years, and the disproportionality by race is eliminated (currently ranges from 11.6% of Asians to 22% of Latinos)

- **Indicator** – Disproportionality in life expectancy is eliminated (current gap – is 10 years)

Strategies – what you are going to do to achieve the result

- Increase access to healthy foods, parks and open space in neighborhoods where access is lacking

Performance measurements – how you measure your success

- Pass "healthy retail" legislation

- Increase "safe routes to school" % of students walking to school

Racial Equity Action Plans

2016-17 Racial Equity Plan
(template that can be customized depending on your jurisdiction's self-assessment and priorities)

1. Jurisdiction's residents understand and are committed to achieving racial equity.					
Community Indicator	**Outcomes and Actions**	**Timeline**	**Accountability**	**Performance Measure**	**Progress report**
• Percent of population who believe advancing racial equity should be a priority of government • Percent of population who understand the jurisdiction's commitment to racial equity	**A. Jurisdiction's employees understand, are committed to, and have the infrastructure needed to advance racial equity.** 1) **Racial Equity Strategic Leadership Team** – Jurisdiction's leadership convenes a Racial Equity Strategic Leadership Team responsible for high-level accountability and oversight of implementation. Department directors of large departments should serve as team members on a permanent basis, and directors of small departments on a rotating basis. 2) **Infrastructure to advance racial equity** – The Strategic Leadership Team designates and supports a Racial Equity Core Team, including teams focused on Racial Equity Capacity Building, Inclusive Engagement, Workforce Equity, Contracting Equity, Criminal Justice, and Health Equity. The Advancing Racial Equity Cohort Team provides leadership on these teams. 3) **Departmental Racial Equity Plans** – Racial Equity Strategic Leadership Team provides department directors with a template for development of Racial Equity Plans (template includes a combination of cross-departmental strategies and department-specific strategies unique to their own line of business). Reporting on accomplishments should occur at mid- and end-of-year. 4) **Departmental Racial Equity Teams** – Racial Equity Strategic Leadership Team directs department and office directors to organize Racial Equity Teams responsible for leading implementation of the		Leadership (as identified by the jurisdiction) Racial Equity Strategic Leadership Team and department directors Racial Equity Strategic Leadership Team and department directors Racial Equity Strategic Leadership Team and department directors	Racial Equity Strategic Leadership Team convened Infrastructure in place to implement the Racial Equity Action Plan Percent of departments that have a Racial Equity Action Plan Percent of departments that have a Racial Equity Team within their department	

Small Group Exercise

Ask yourself "WHY?" 3-5 times

- Why are there racial disproportionalities?
- What are the explanations at an individual, institutional and structural level?

1. Poverty
2. Transportation cost burden
3. Jail bookings
4. Obesity
5. Educational attainment
6. Civic participation

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

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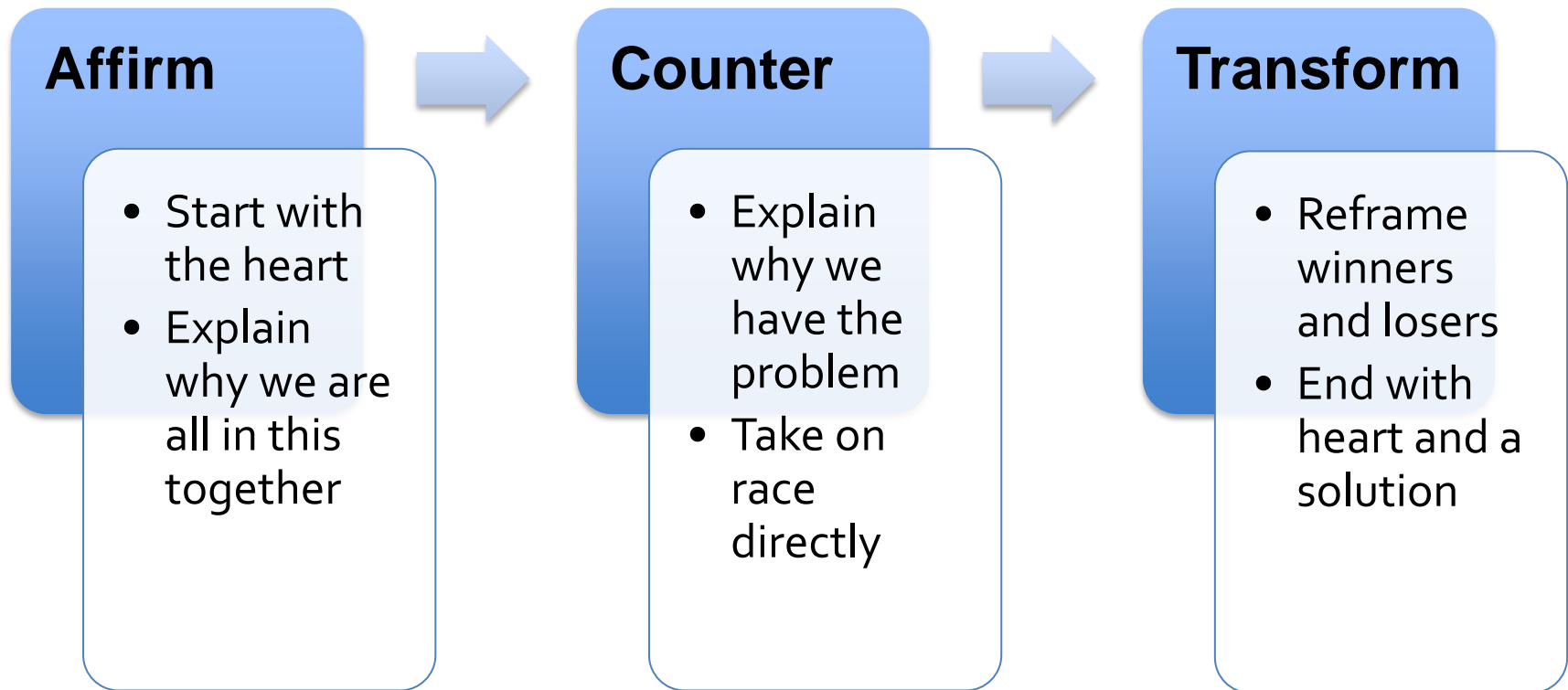
It's more than just talk – ACT

Affirm

- All our children deserve high quality, public education.

Counter

- Currently, only about 50% of African-American, Latino and Native American students graduate from high school on time.
- Harsh, punitive discipline based on subjective infractions drive that outcome.

Transform

- We need to remove the subjectivity from the policy and implement after-school programs that use a restorative justice approach to disciplinary challenges.
- These changes will benefit all of our children.

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Organize

Internal Infrastructure & External Partners

Change Infrastructure

Racial Equity Leadership Team

Housing · Transit · Police · Parks · Courts

Core Team – leadership development and capacity building across departments

Interdepartmental teams – Contracting equity, workforce equity, community engagement
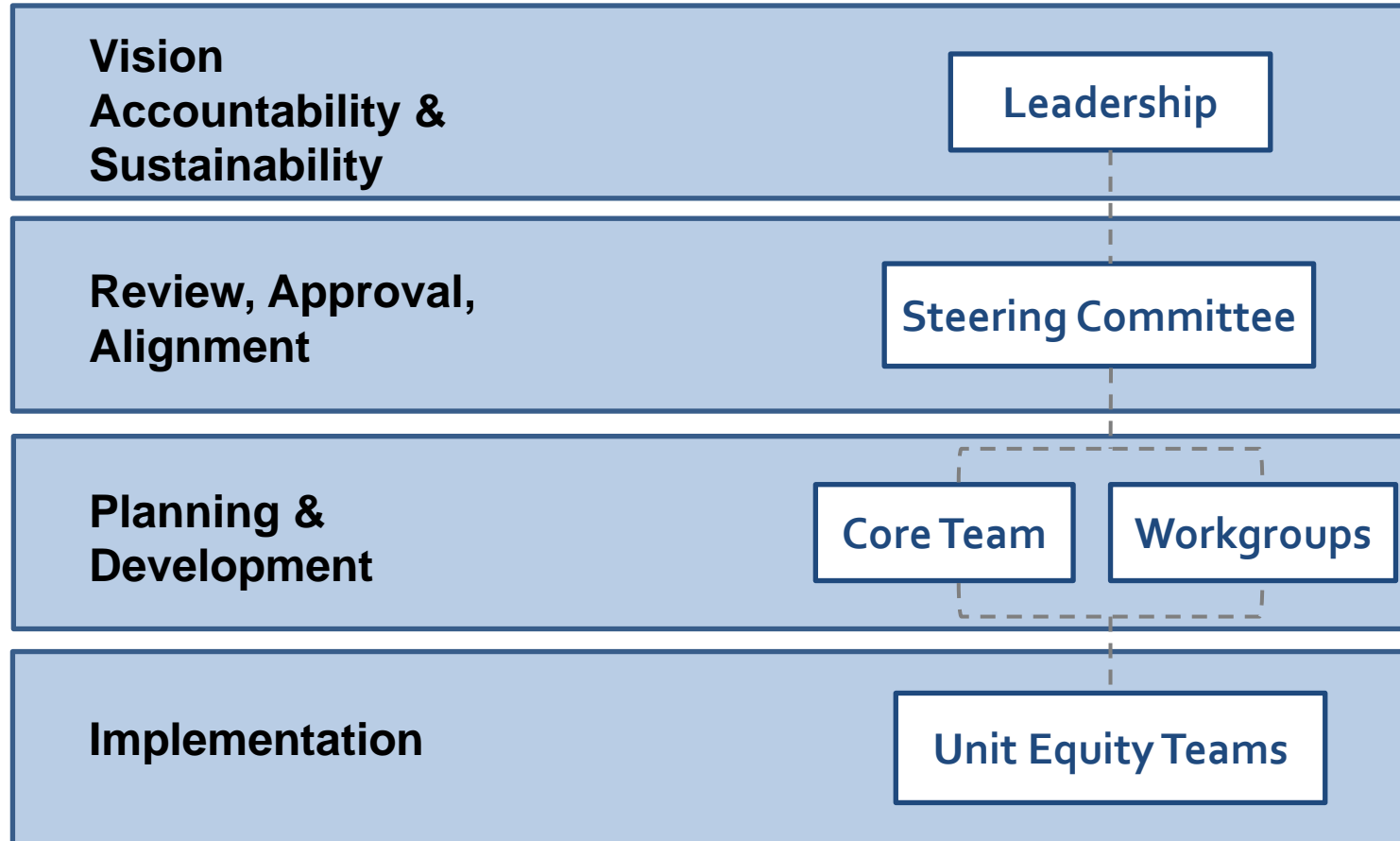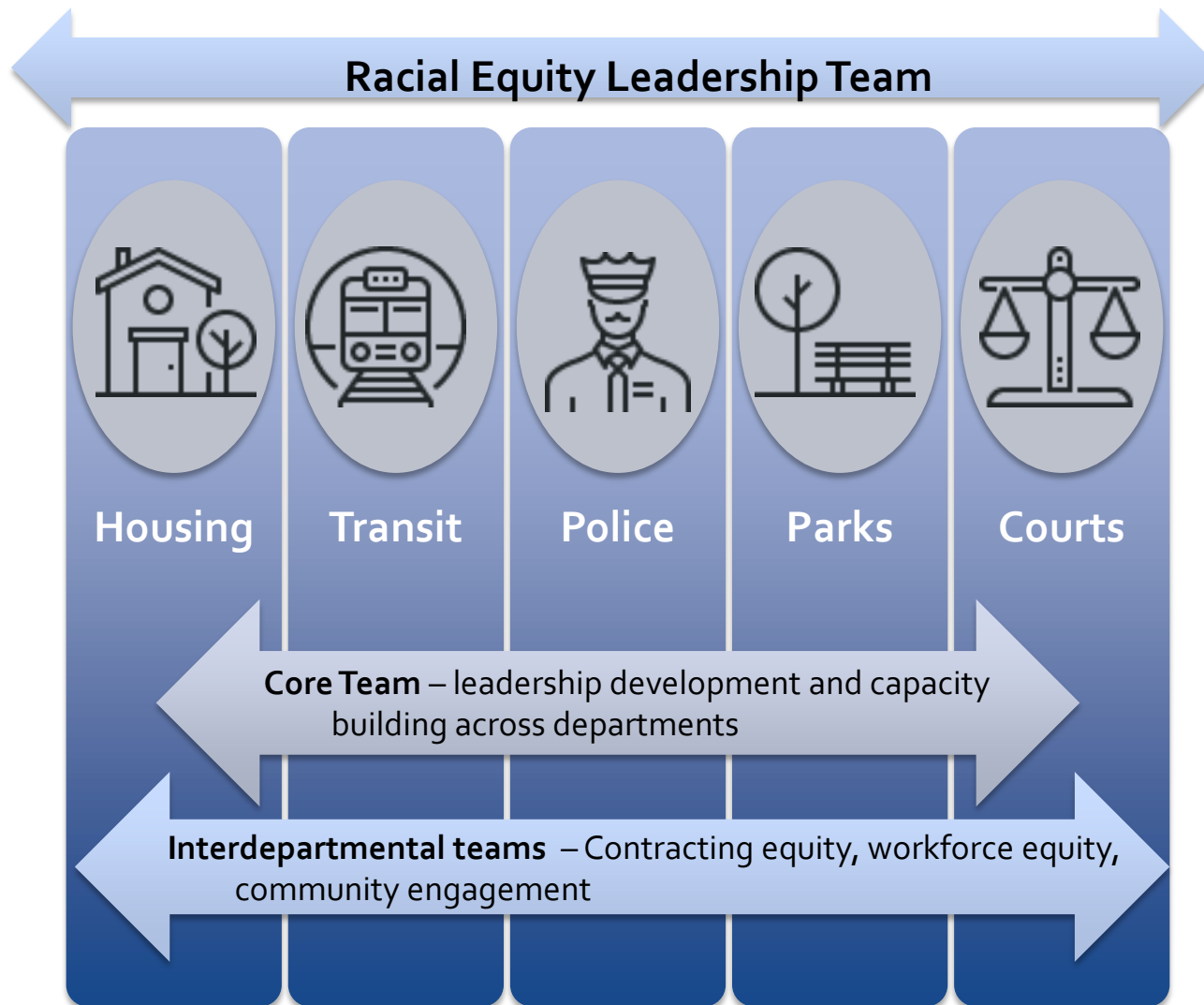
Accountability tools

Accountability agreements

Departmental work plans

Racial Equity Tools

Institution-wide work plans

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Racial Equity Leadership

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Government Leadership

- Give authority to the racial equity vision

- Normalize conversations about race

- Learn from those bearing the burdens of racial inequity, create authentic partnerships, shift power

- Set new expectations for racial equity and back them with resources

- Align internal structures

- Operationalize solutions, take action

- Assess, refine, sharpen

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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.

Contact information

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