Racial inequity in the U.S.

100%
Likelihood that race is a determinant for key health and social indicators in life.

10 years
Difference in life expectancy based on zip code in King County.
Family
Tuskegee
1) Think of a number between 1 and 10
2) Multiply that number times 9
3) If it is a two digit number add them together (for example 32 would be 3+2=5)
4) Subtract 5
5) Convert to a letter (a is 1, b is 2, etc.)
6) Country starts with that letter.
7) Animal that starts with that letter.
8) Fruit that starts with that letter.
Answers

70% - 90%
Possibilities

ONE MILLION

CSI CENTER FOR SOCIAL INCLUSION
Center for Social Inclusion

CSI catalyzes communities, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all.

We craft and apply strategies and tools to transform our nation’s policies and practices, in order to achieve racial equity.
Government Alliance on Race and Equity

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

✓ Lead network – 20 members
✓ Expand network – 30 states / 100 cities
✓ Provide tools to put theory into action
Government Alliance for Race and Equity

Washington
- Seattle
- Tacoma

Oregon
- Portland
- Multnomah County

California
- Alameda County

Minnesota
- Metropolitan Council
- Minneapolis
- Minneapolis Park Board
- St. Paul

Iowa
- Dubuque
- Iowa City

Wisconsin
- Dane County
- Madison

Michigan
- Ottawa County

Massachusetts
- Boston

Virginia
- Fairfax County

☆ = Active GARE Members
= Current GARE Engagements
☆ = Racial Equity Here Participants
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

Visualize
Normalize
Equity? Equality? What’s the difference?
Racial equity

Racial equity is when 1) race no longer is a determinant of life outcomes and 2) in addressing racial inequity directly, we improve outcomes for everyone, including White people.

Racial equity is both our process and the outcome we seek to achieve. It is an inclusive approach to transform structures towards access, justice, self-determination, redistribution, and sharing of power and resources.
**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.

**Structural racism:**
A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.
Organize
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
RSJI Employee Survey 2012

- 86% “Examine impact of race at work”
- 66% “Actively promoting RSJI changes”
- 60% “Dept and City making progress”
RSJI Community Survey 2012

- 90% responded: "Racial equity government priority"
- 60% responded: "Progress on racial equity"
- 50% responded: "Schools are good or very good"
Operationalize
Race in governmental policies

Federal Housing Administration

Location of city facilities

Streetlighting
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
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
When we find solutions that work for those most vulnerable in our communities, we find solutions that work better for everyone.
Stay in touch

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