

VISION

RACIAL DISPARITIES HAVE BEEN ELIMINATED AND RACIAL EQUITY ACHIEVED



MISSION

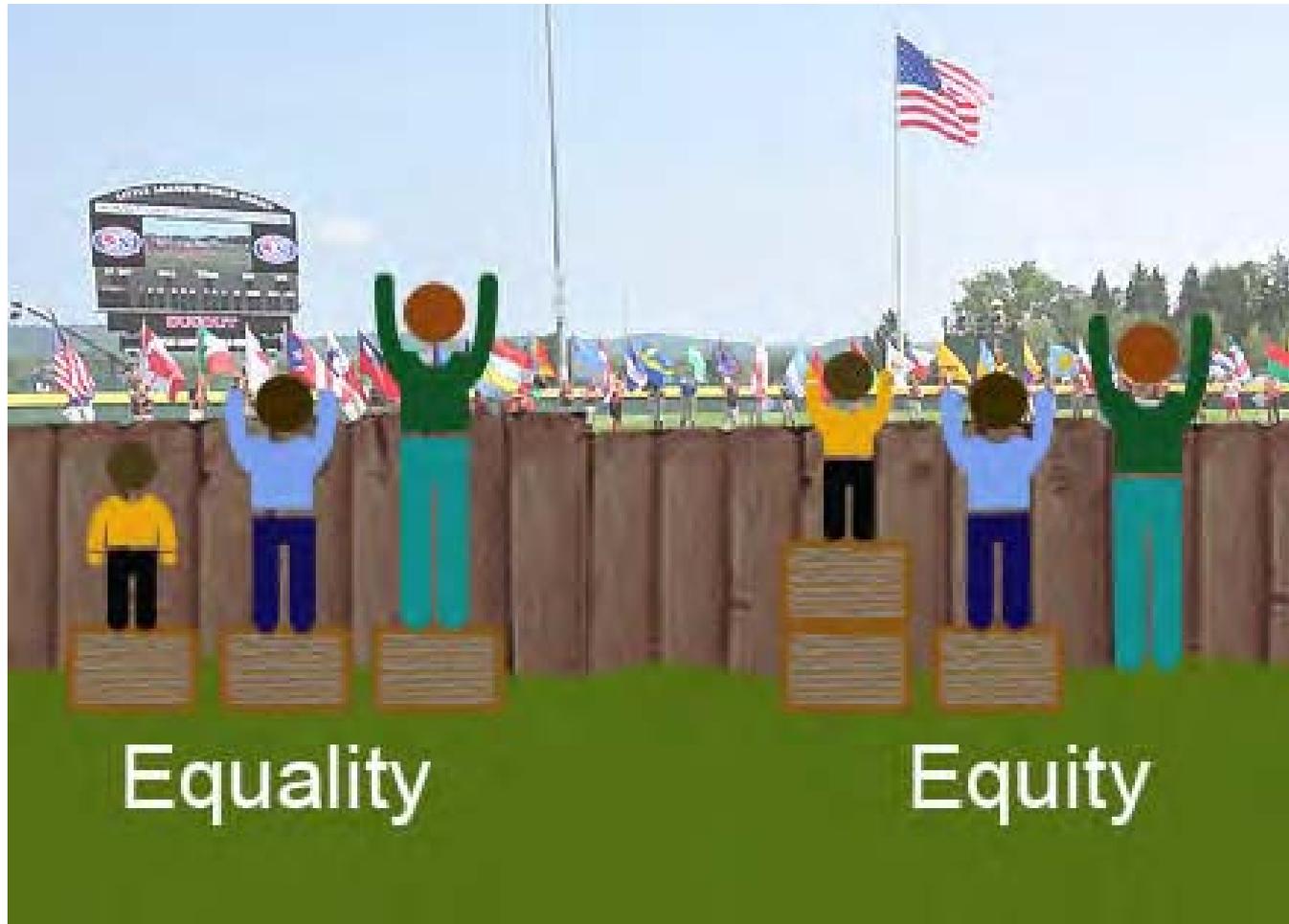
- END INSTITUTIONAL RACISM IN CITY GOVERNMENT
- PROMOTE INCLUSION AND FULL PARTICIPATION OF ALL RESIDENTS
- PARTNER WITH THE COMMUNITY AND OTHER INSTITUTIONS TO ACHIEVE RACIAL EQUITY



2014 EXECUTIVE ORDER

- Affirms & expands racial equity commitment
- Track progress in nine equity areas
- Use RSJ Assessment Program
- Incorporate RE lens for initiatives
- Apply Toolkit to budget proposals

EQUALITY vs. EQUITY





- “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

WHAT IS RACISM?

**RACISM =
Racial prejudice +
Power**

**(the power to influence or decide
where resources go)**

**This creates a system of advantage
(and disadvantage) based on race**

**In other words, racism =
oppression based on race**

TYPES OF RACISM

INDIVIDUAL RACISM

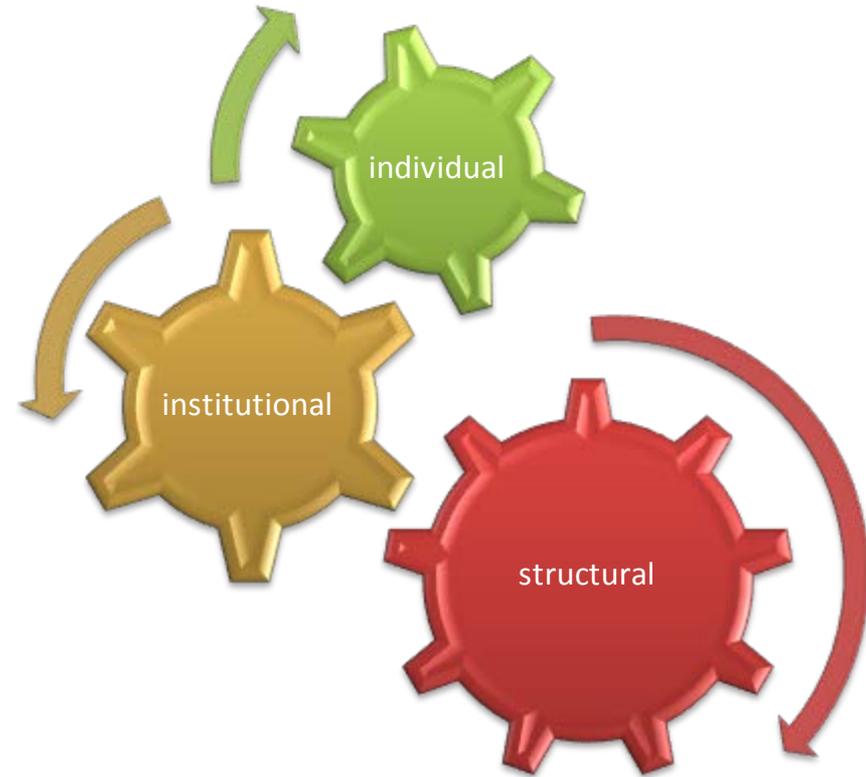
Prejudgment, bias or discrimination by an Individual, based on race

INSTITUTIONAL RACISM

Policies, practices and procedures that work better for white people and to the detriment of people of color, often unintentionally or inadvertently

STRUCTURAL RACISM

The history, culture and current reality of institutional racism across institutions



EXAMPLES OF RACISM

INDIVIDUAL RACISM

A white landlord refuses to rent to a Latino person

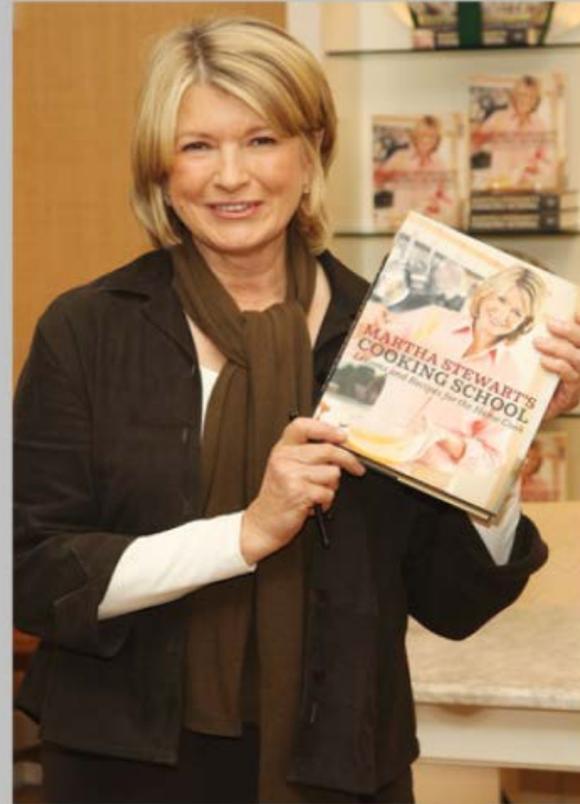
INSTITUTIONAL RACISM

A housing rental company has a written policy *or* *unwritten practice* of not renting to people of color

STRUCTURAL RACISM

People of color can no longer afford to live in a neighborhood because of racially-biased rental practices, increasing rents and decreased employment opportunities

IMPLICIT RACIAL BIAS



Which one is a convicted felon?

RACIAL BIAS: WE ALL HAVE IT

Explicit Racial Bias – Conscious prejudice in favor of or against one racial group compared with another (often understood to be unfair/harmful)

Implicit Racial Bias – Unconscious negative or positive associations based on racial identity (often co-existing with conscious *rejection* of prejudice and stereotypes, support for anti-discrimination efforts, etc.)

RACIAL BIAS: WE ALL HAVE IT

**“GOOD PEOPLE”
HOLD RACIAL BIAS**

**(It's not about good or bad, it's about
making the necessary change)**

WHY APPROACH EQUITY THROUGH THE LENS OF RACE?

Class Mobility & Race

national data

Class Mobility by Race

Race	% likelihood will move from bottom 1/5 to top 1/5 by age 40
White	16%
Black	3%

Lack of Class Mobility by Race

Race	% likelihood will still be counted among poorest by age 40
White	23%
Black	51%

Gender & Race

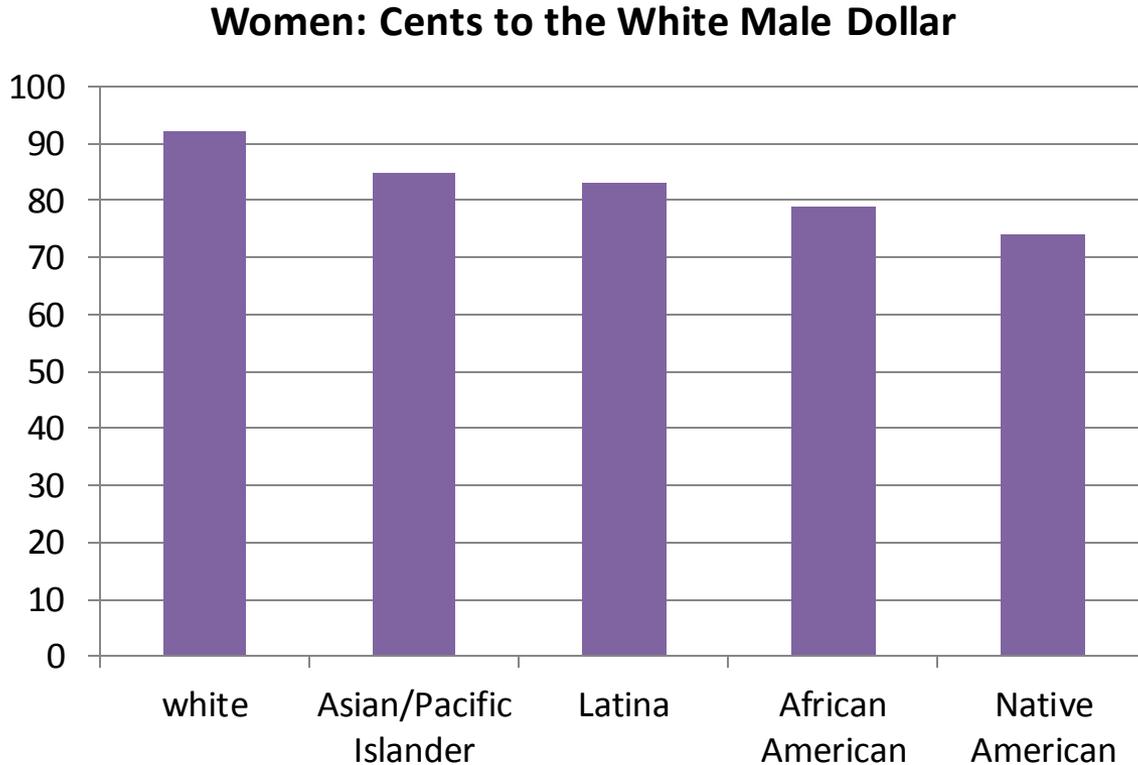
national data

Women's earnings compared to men's, by race/ethnicity

Race	Women's earnings as % of men's earnings within their race/ethnicity	Women's earnings as a % of white men's earnings
Hispanic/Latina	89%	53%
American Indian/Alaska Native	87%	60%
African American	89%	64%
Native Hawaiian and Other Pacific Islander	89%	66%
White	78%	78%
Asian American	79%	87%

Gender & Race

local data

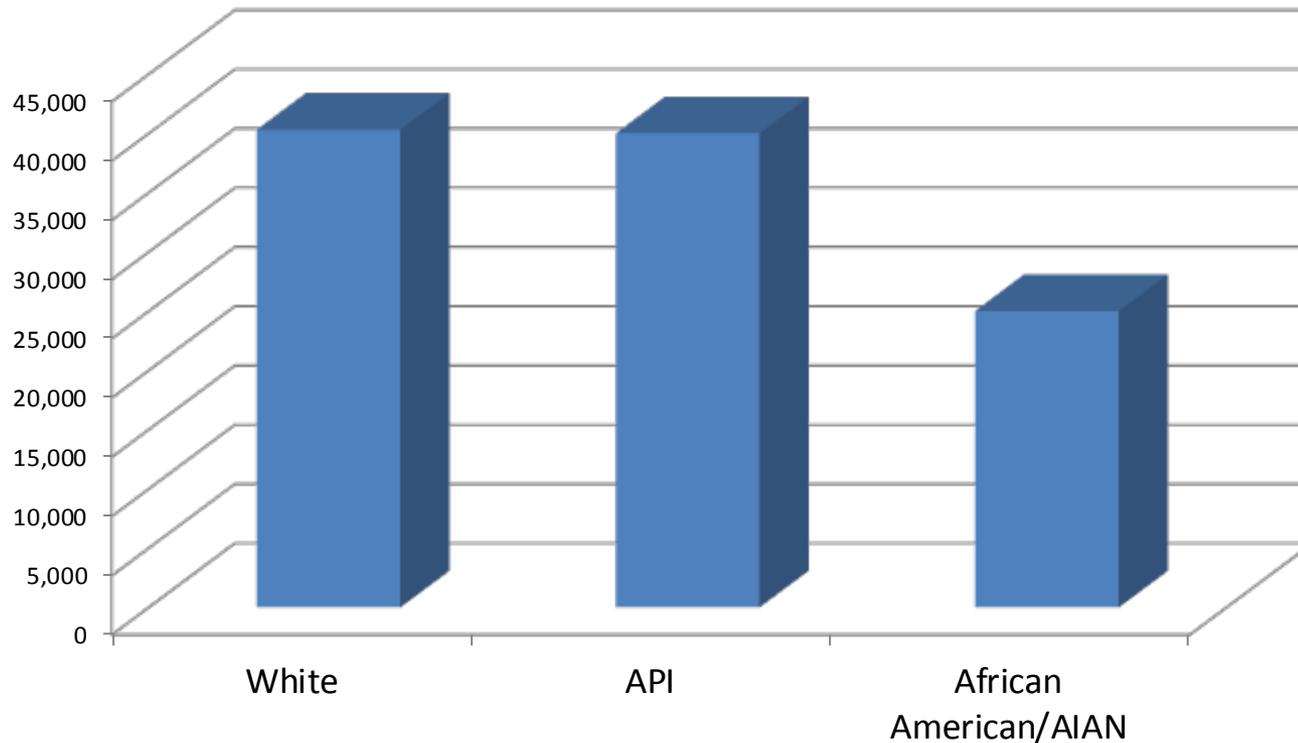


City of Seattle Gender Equity in Pay Task Force (2013)

Sexual Orientation & Race

national data

Median Income of Same-sex Couples



UCLA School of Law, Williams Institute (2014)

API includes all Asians and Pacific Islanders and does not reflect differences between ethnic populations

Why do we use strategies that name and frame with race, instead of strategies that use universal or race-neutral approaches?

REASONS FOR BEING POOR

All people

1) Economic and social factors

People of color

1) Economic and social factors

2) Implicit racial bias, institutional and structural racism (present day, historic)

REASONS FOR BEING POOR

Universal Strategies: “All people” (Class)

1) Economic and social factors

People of color (Race + Class)

1) Economic and social factors

2) Implicit racial bias and institutional and structural racism

- **NO EQUITY LENS** – Do not account for historical and present context, desired outcomes for those most impacted
- **RACE-NEUTRAL or COLOR-BLIND** – Assume positive outcomes “for all” are implicit

REASONS FOR BEING POOR

Universal

Strategies: “All people” (Class)

1) Economic and social factors

Targeted Universal

Strategies: “People of color” (Race + Class)

1) Economic and social factors

2) Implicit racial bias and institutional and structural racism

- **EQUITY LENS** – Account for historical and present context, desired outcomes for those most impacted
- **RACE-EXPLICIT** – Name, frame and operate using a racial equity lens in order to achieve positive outcomes for all

**MATCH OUR
OUTCOMES
WITH OUR
INTENTIONS**

BLACK
NOT
CRIME

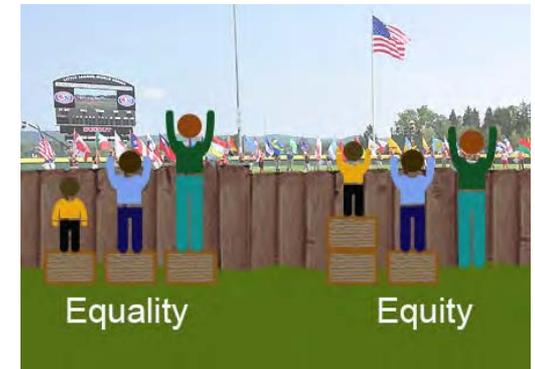
#blacklivesmatter

**“Either we’re all in this
together or we’re all in this
apart.”**

- Manuel Pastor

HOW CAN INSTITUTIONS BUILD RACIAL EQUITY?

- Understand racism and how we end up perpetuating it
- Know our history
- Understand our positional power – the harm it has caused and the opportunities it opens up
- Listen and be accountable to communities of color (be authentic partners; value feedback)
- Implement policies and practices that have racially equitable outcomes
- Develop our existing and emerging leaders



RACIAL EQUITY TOOLKIT



Step 1. Set Outcomes.

Leadership communicates key community outcomes for racial equity to guide analysis.

Step 2. Involve Stakeholders + Analyze Data.

Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

Step 3. Determine Benefit and/or Burden.

Analyze issue for impacts and alignment with racial equity outcomes.

Step 4. Advance Opportunity or Minimize Harm.

Develop strategies to create greater racial equity or minimize unintended consequences.

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

Step 6. Report Back.

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.

TOOLKIT EXAMPLES

- Arrived at “zero use of detention” recommendation through Toolkit on King County Children and Family Justice Center (youth jail)
- Stopped prosecuting people with suspended licenses
- Created a policy to restrict the use of criminal background checks in City hiring decisions, which helped pave way for citywide policy
- Implemented a more equitable process to collect Scoff Law fines (4 or more unpaid parking tickets)
- Created an implementation and oversight process for new Seattle Preschool Program
- Reduced total number and racial disproportionality in warrants issued to youth

THANK YOU