



Race Matters:

Tools and Strategies For Government to Advance Racial Equity

Oakland City Council

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Government Alliance on Race and Equity

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

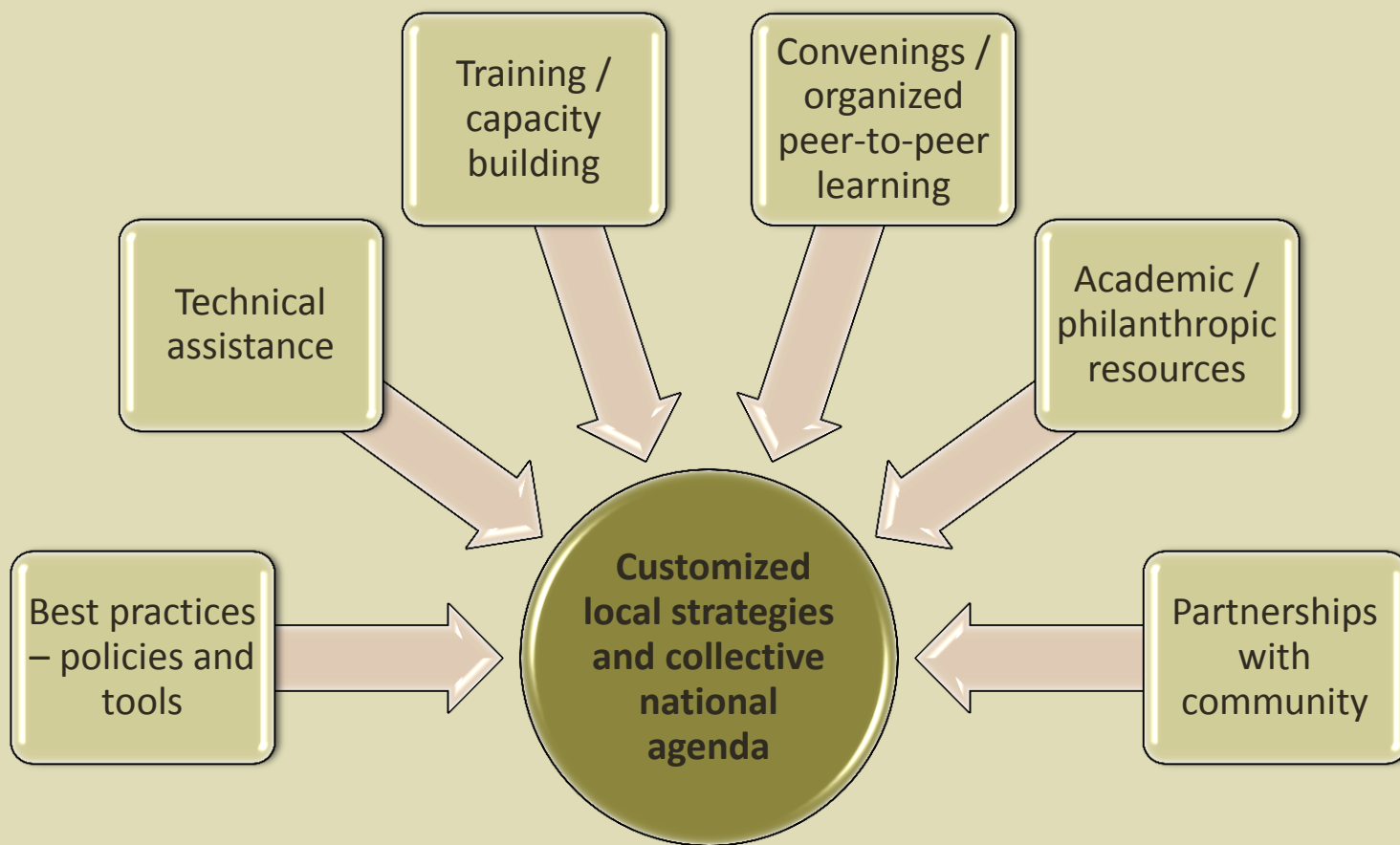


3-prong strategy

- ◆ Support a cohort of governmental jurisdictions.
- ◆ Develop a “pathway for entry” for new jurisdictions.
- ◆ Build cross-sector collaborations to achieve equity in our communities.



Cohort model

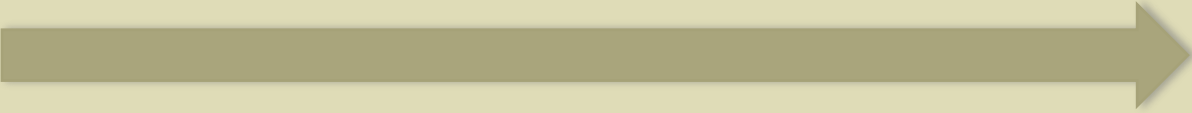




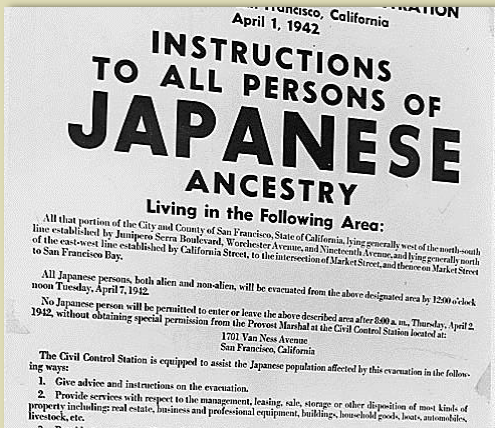
Realizing our values

- All men are created equal
- With liberty and justice for all
- ... this nation, under God, shall have a new birth of freedom—and government of the people, by the people, for the people, shall not perish from the earth

History of government



Explicit



Government explicitly creates and maintains racial inequity

Implicit



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

Government for racial equity



Proactive policies, practices and procedures for achieving racial equity



Government Alliance on Race and Equity Lessons learned:

Use a shared
analysis

Build
capacity

Implement
tools

Partner with
others

Use data and
metrics

Operate
with urgency

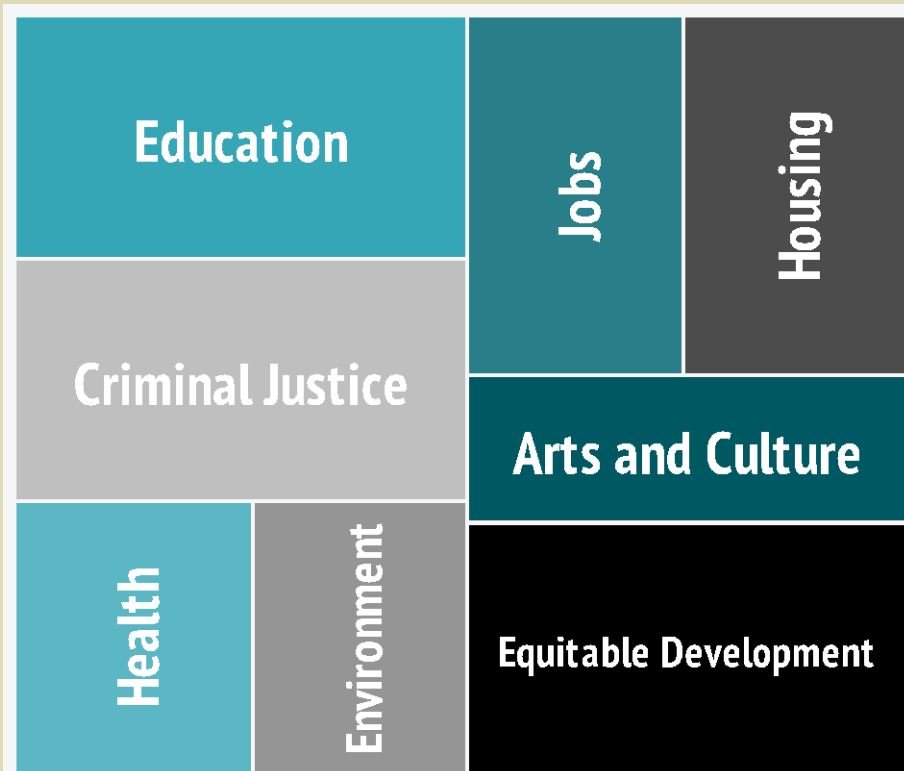


Equity

Equality



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.



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 close the gaps
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures

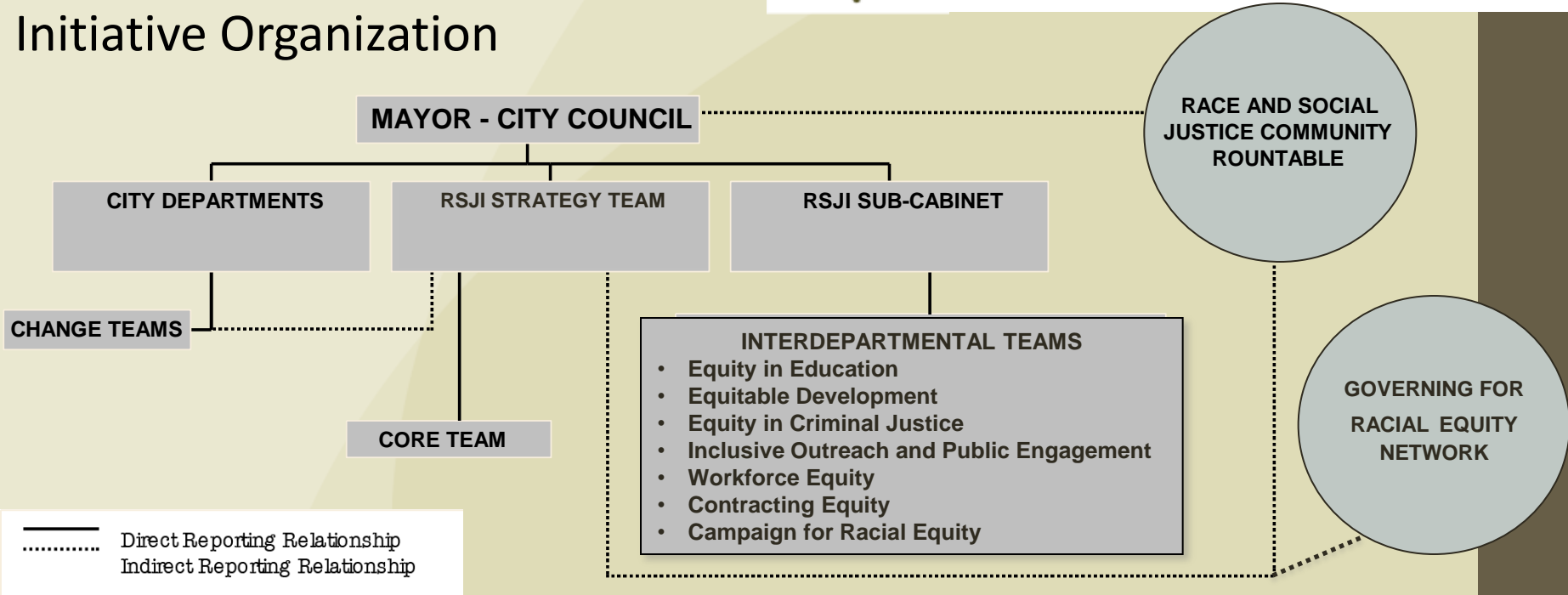


Key definitions:

- Racial equity and inequity
- Implicit and explicit bias
- Individual, institutional and structural racism



EXAMPLE – Seattle Race and Social Justice Initiative Organization



Working Groups

- RSJI Strategy Team** – The Initiative managing team from the Seattle Office of Civil Rights (SOCR)
- Change Team** – A group of employees in each department that help implement RSJI activities and work plans.
- Core Team** – A Citywide leadership development team of 25 people that work with IDT’s to implement RSJI activities.
- RSJI Sub-Cabinet** – Department Directors or deputies who advise and review RSJI activities.
- Interdepartmental Teams** – Convened by lead departments to develop and implement Citywide strategies and community partnerships to address racial inequity.
- RSJ Community Roundtable** – A coalition of 25 government and community based organizations working for racial equity in King County.
- Governing for Racial Equity Network** – A regional network of government agencies in Washington, Oregon and northern California working on issues of equity.



Racial Equity Tool

- Proactively seeks to eliminate inequities and advance equity
- Identifies clear goals and objectives, measurable outcomes
- Develops mechanisms for successful implementation



A Racial Equity Tool can be used in budget, policy and program decisions.

Examples:

- ✓ Streetlights / complaint-based systems
- ✓ Restrictions on use of criminal background checks in hiring processes
- ✓ Contracting policies and procedures
- ✓ Court appearances



Contact information

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