Advancing Racial Equity
Facilitating workshops on racial equity

August 10, 2016

Glenn Harris President, Center for Social Inclusion
Simran Noor Vice President for Programs and Policy, Center for Social Inclusion

CSI
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Objectives

Participants will:

- Gain skills at facilitating conversations about racial equity,

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,

- Be able to identify examples of implicit and explicit bias and individual, institutional and structural racism, and

- Be motivated to facilitate workshops on racial equity.

CSI
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Government Alliance on Race and Equity

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

- ✓ Supporting jurisdictions at the forefront
- ✓ 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

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.

Field Building

Policy Development

Organizational Change

Communication

CSI
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Government Alliance for Race and Equity

Washington
Seattle
Tacoma

Oregon
Portland
Metro
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
Washtenaw County

Massachusett
Boston

Virginia
Fairfax County

★ = Active GARE Members

● = 2015-16 GARE Engagements

★ = Racial Equity Here Sites

2

The Curriculum

Advancing Racial Equity

Date

Your names
Your organization

# Objectives

Participants will:

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,

- Be able to identify instances of implicit and explicit bias and individual, institutional and structural racism, and

- Be motivated to take action.

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 race

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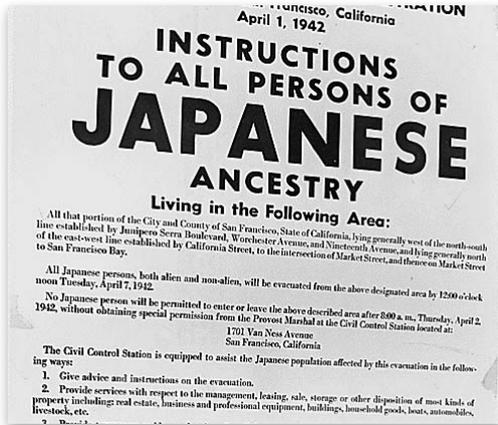
Government explicitly creates and maintains racial inequity.

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

Proactive policies, practices and procedures that advance racial equity.

CSi
CENTER FOR
SOCIAL INCLUSION
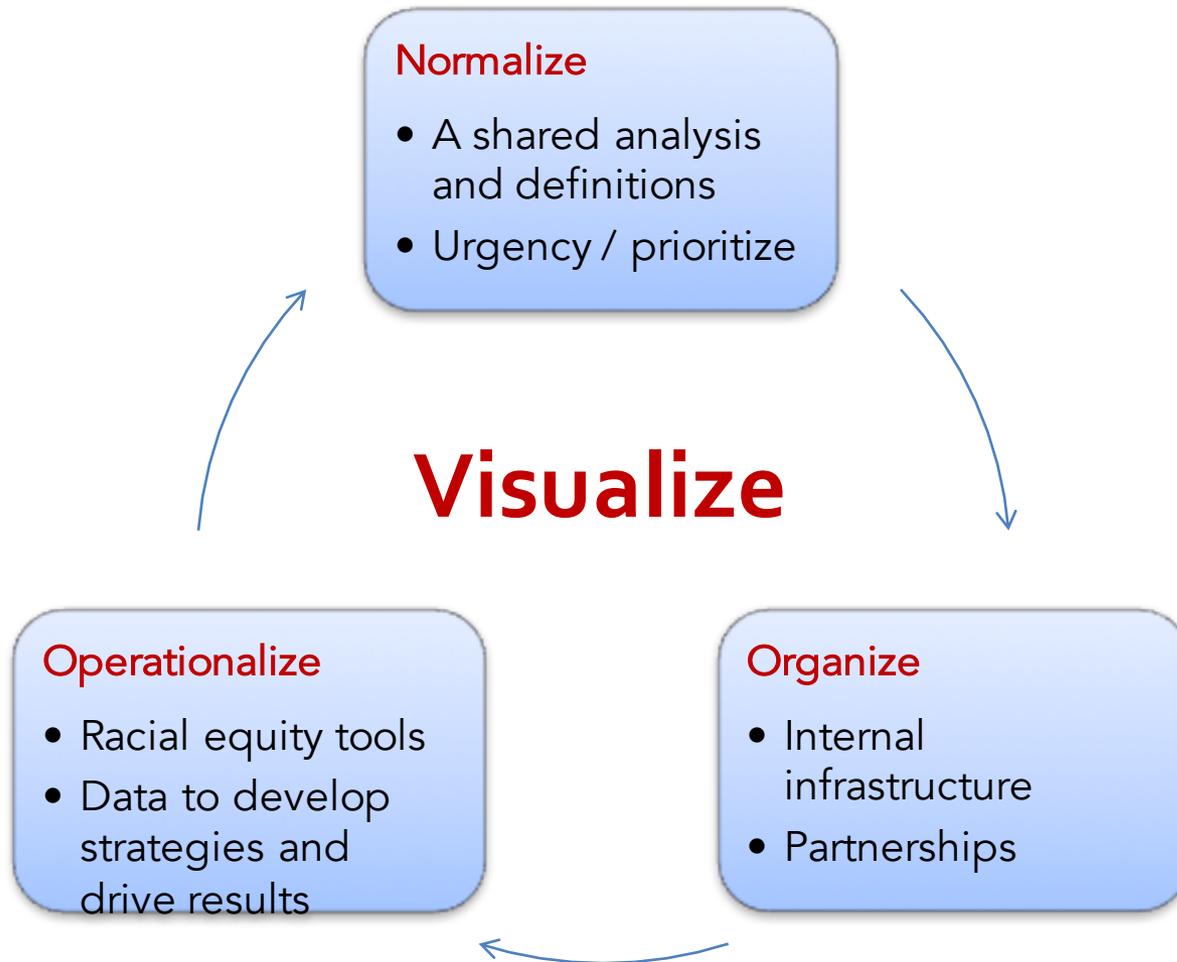
LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Current context of race:

CSI
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

National best 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

CSi
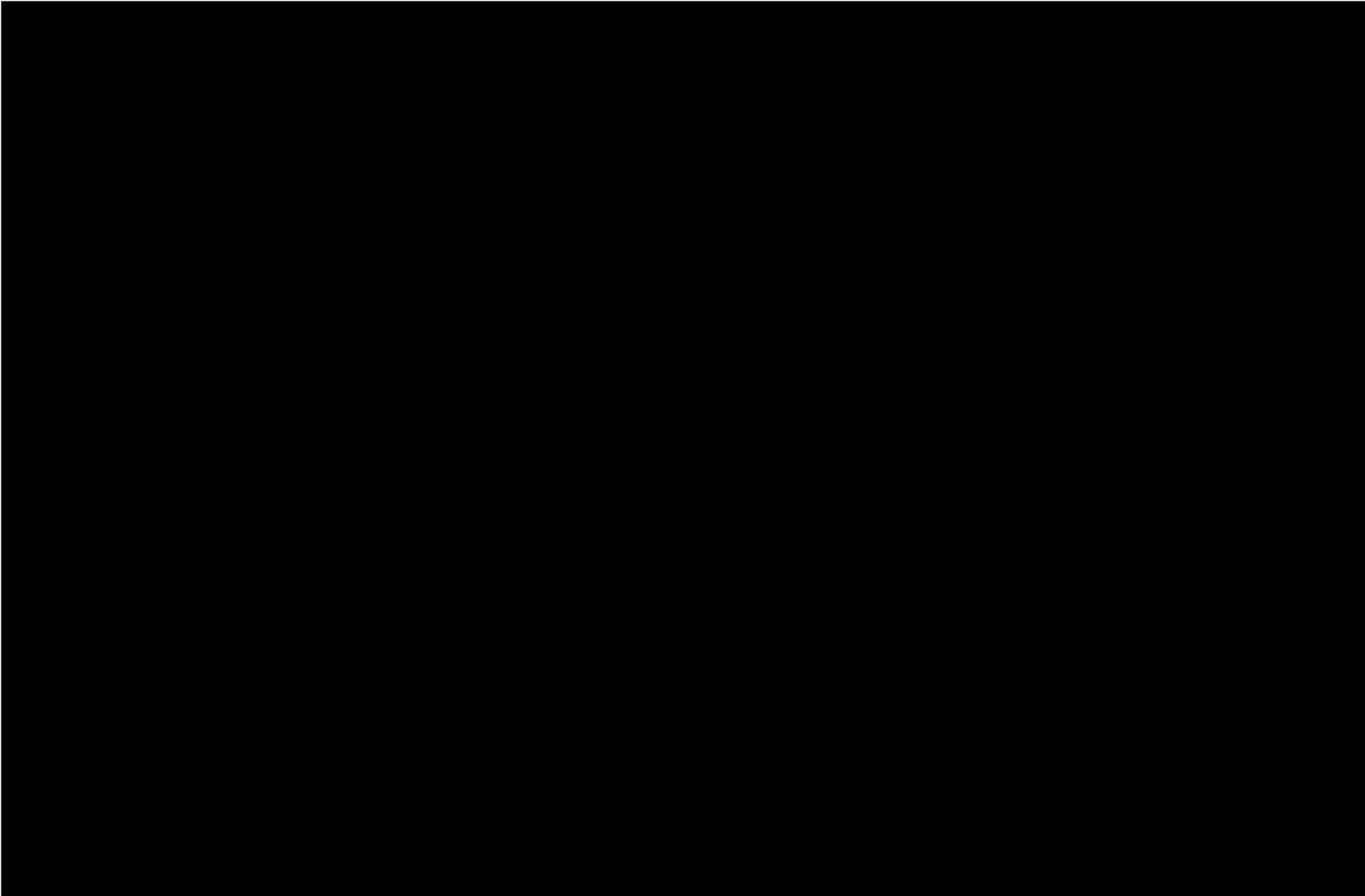CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Laying it on the Line

1. People who engage in public meetings are the ones who care most about the issues.

2. Hiring and promotion decisions should be based solely on merit.

3. I believe we can end racial inequity.

Early Experiences with Race

Equity? Equality?
What's the difference?

Racial inequity in the U.S.

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

Education

Jobs

Housing

Criminal Justice

Arts and Culture

Health

Environment

Equitable Development

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

The Unconscious Mind

Schemas: the "frames" through which our brains help us understand and navigate the world:

1. Sort into categories
2. Create associations
3. Fill in the gaps

CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Schemas

Help us organize information into broader categories. They largely reside in the sub-conscious.

✓ Objects

✓ Human beings (e.g., "the elderly")

Schemas and the unconscious are social. They exist in and are shaped by our environment.

"Follow the Basketball"

What color are the following lines of text?

- Cvur zxyq brrm

- Xoc jbni oew mne

- Vqeb peow ytro

- Vqeb peow ytro

What color are the following lines of text?

- Black

- Red

- Blue

- Green

What color are the following lines of text?

- **Green**

- **Black**

- **Yellow**

- **Blue**

Bias

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

- We all carry bias, or prejudgment. Acting on biases can be discriminatory and can create negative outcomes for particular groups.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

Explicit bias

Expressed directly

Aware of bias / operates consciously

Example – Sign in the window of an apartment building – "we don't rent to _____"

Implicit bias

Expressed indirectly

Unaware of bias / operates sub-consciously

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

Examples of implicit bias

Blind auditions can account for up to 46% of the increase in the percentage of females in symphony orchestras since 1970.

Claudia Goldin, Cecilia Rouse:
The Impact of "Blind" Auditions on Female Musicians (1997)

Examples of implicit bias

Job search – Identical resumes, apart from names.

White-sounding names – 50% more callbacks than African-American sounding names.

Susan
Smith

LaKesha
Washington
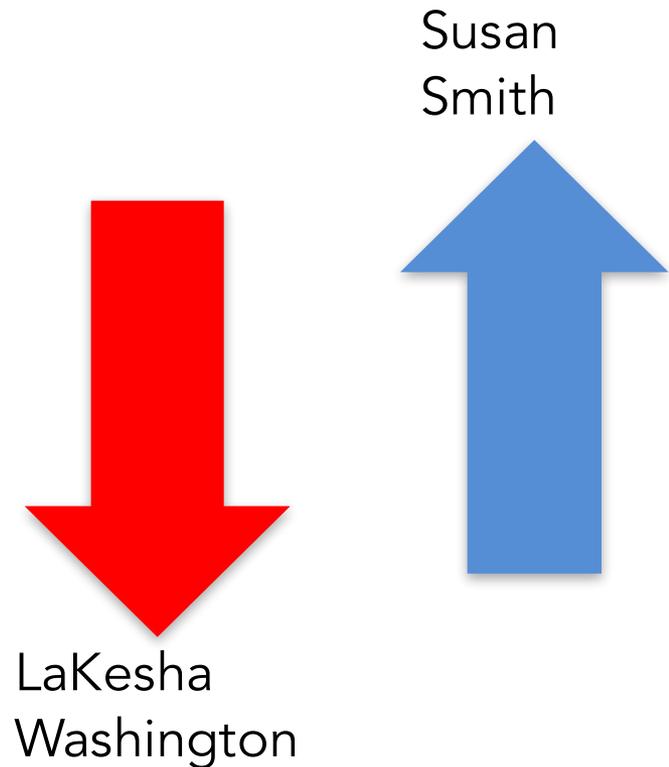
What to do with bias?

- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

- Openly acknowledging and challenging biases allows us to develop strategic interventions.
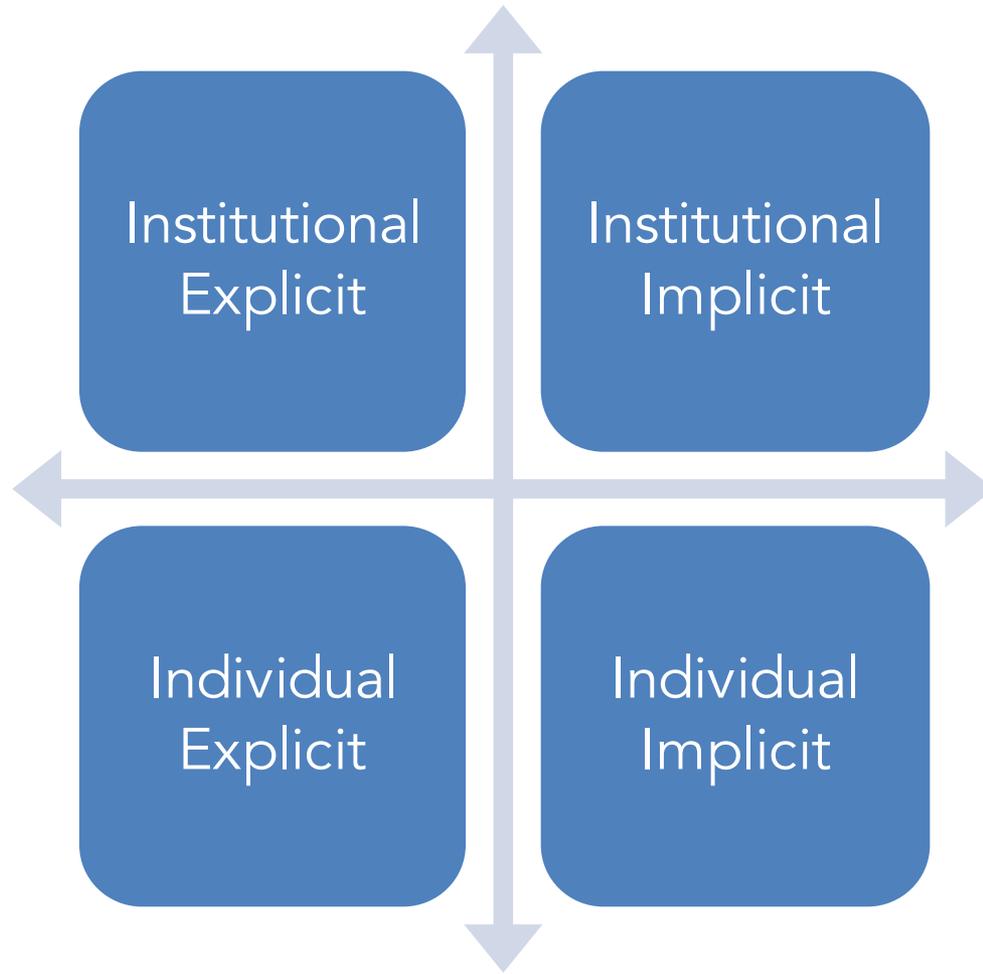
What creates
different outcomes?

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:

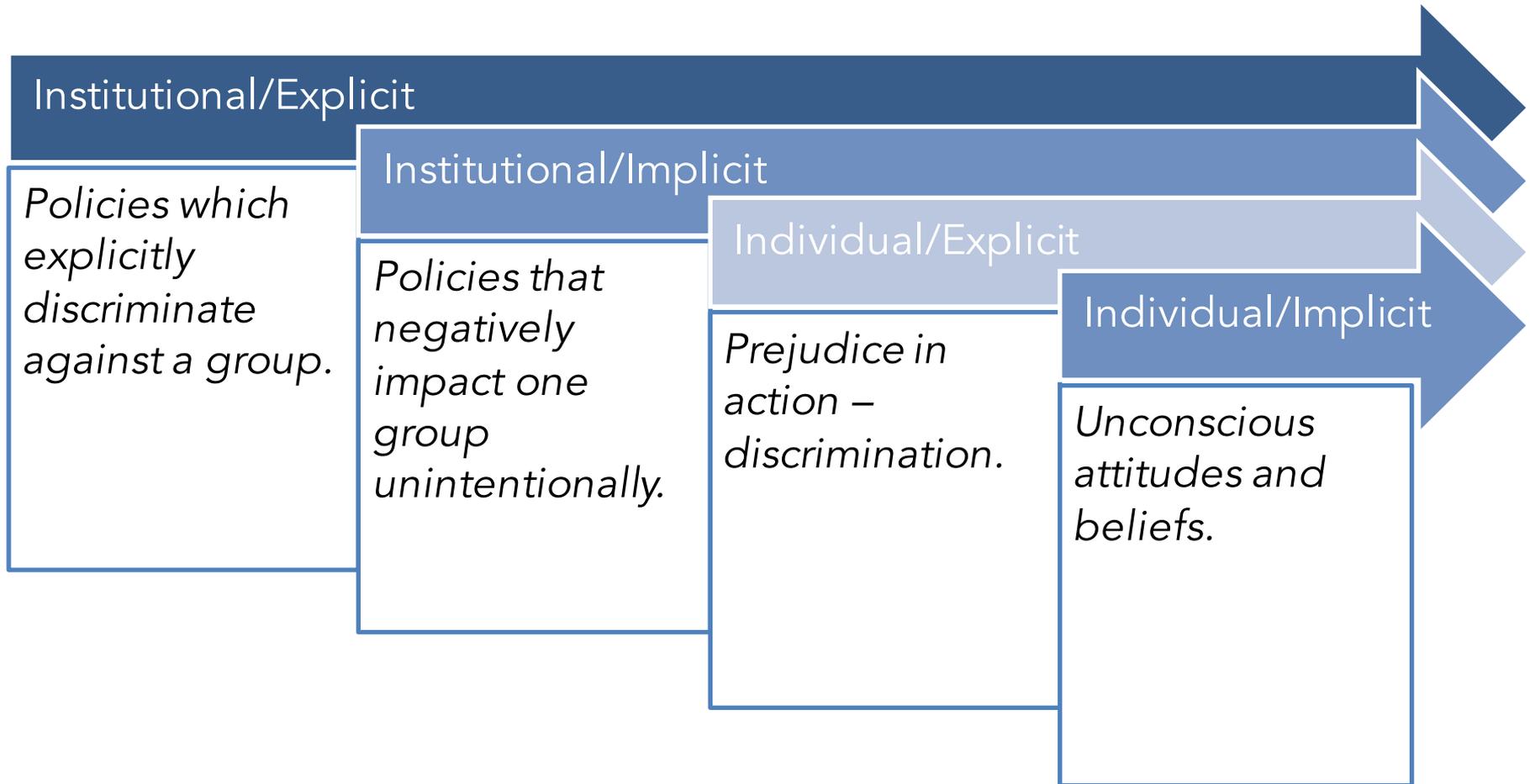Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.

CSi
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Examples from your community?

Institutional/Explicit

Policies which explicitly discriminate against a group.

Institutional/Implicit

Policies that negatively impact one group unintentionally.

Individual/Explicit

Prejudice in action – discrimination.

Individual/Implicit

Unconscious attitudes and beliefs.

CSI
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Individual racism:

- Pre-judgment, bias, or discrimination by an individual based on race.
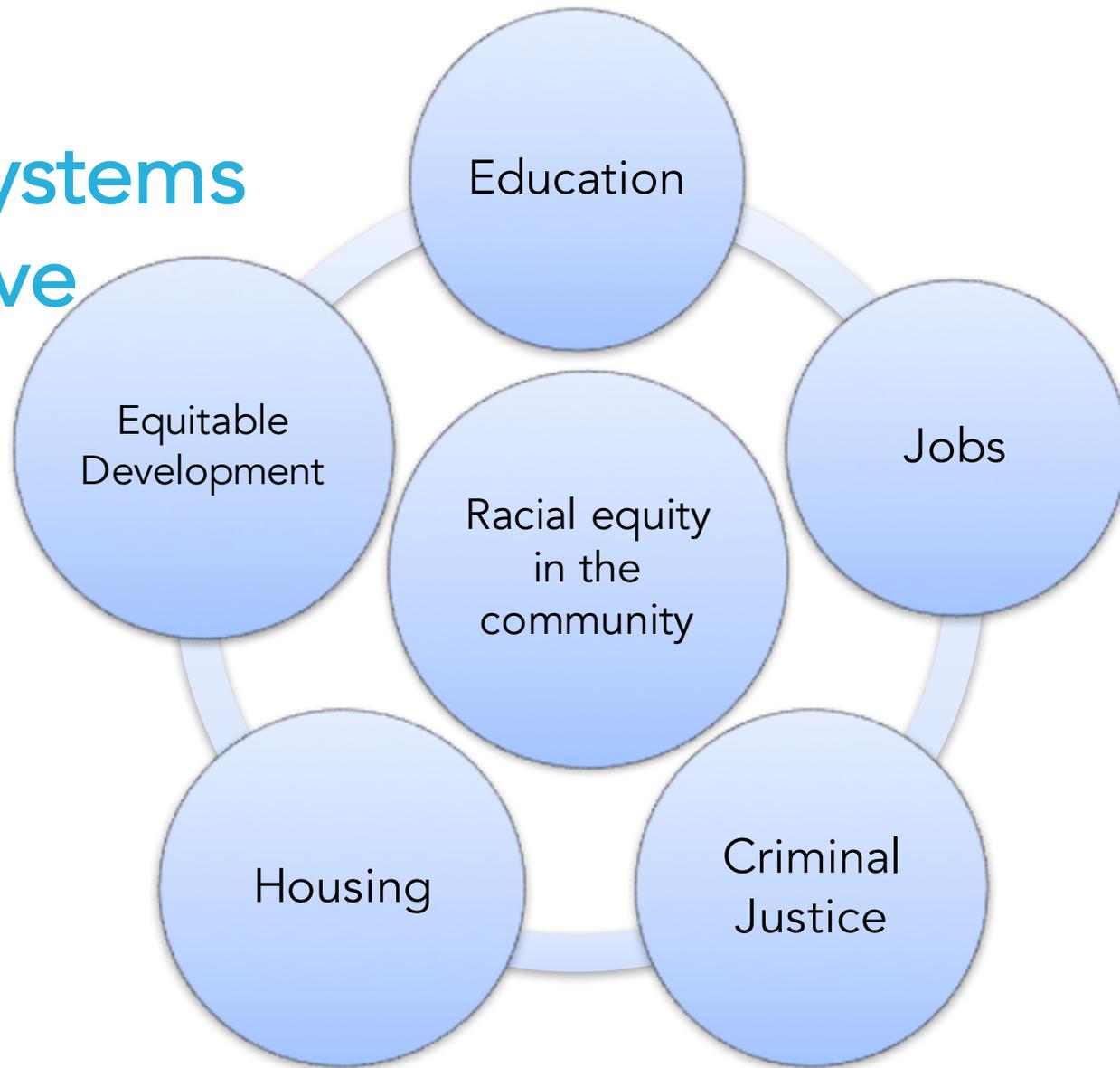
Institutional racism:

- 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
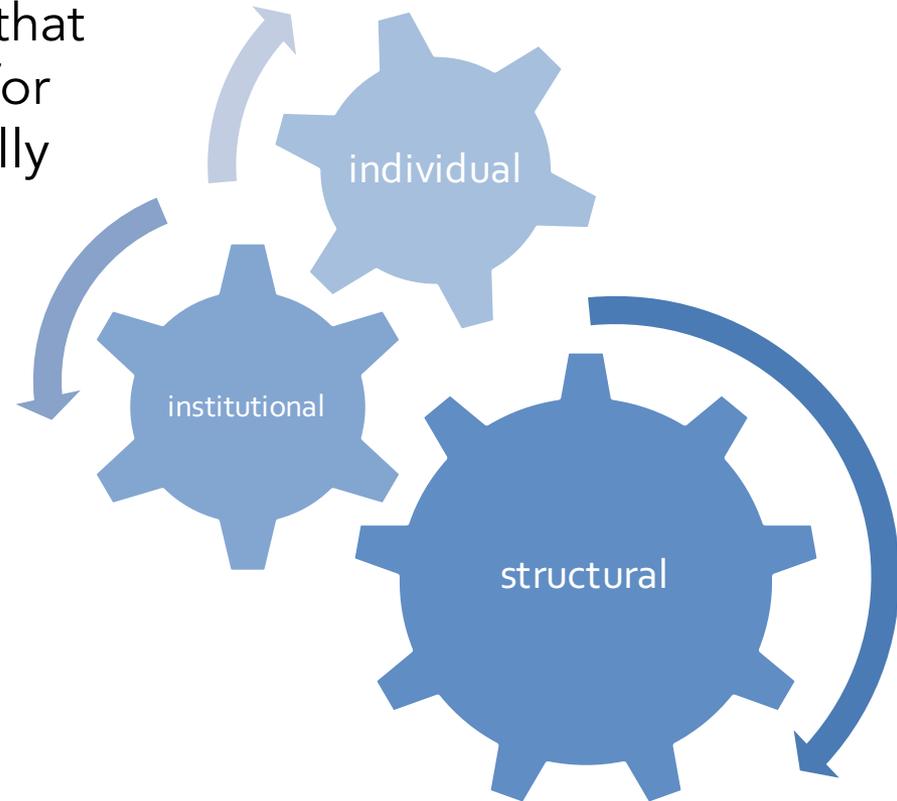
Working across systems to achieve equity

Putting theory into action

- In pairs – What is one action you can take to help advance racial equity?

- In table groups – What are the opportunities for institutional actions to advance racial equity?

Contact information

Your name
Your phone number
Your e-mail

Communicating

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

CSi
CENTER FOR
SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY
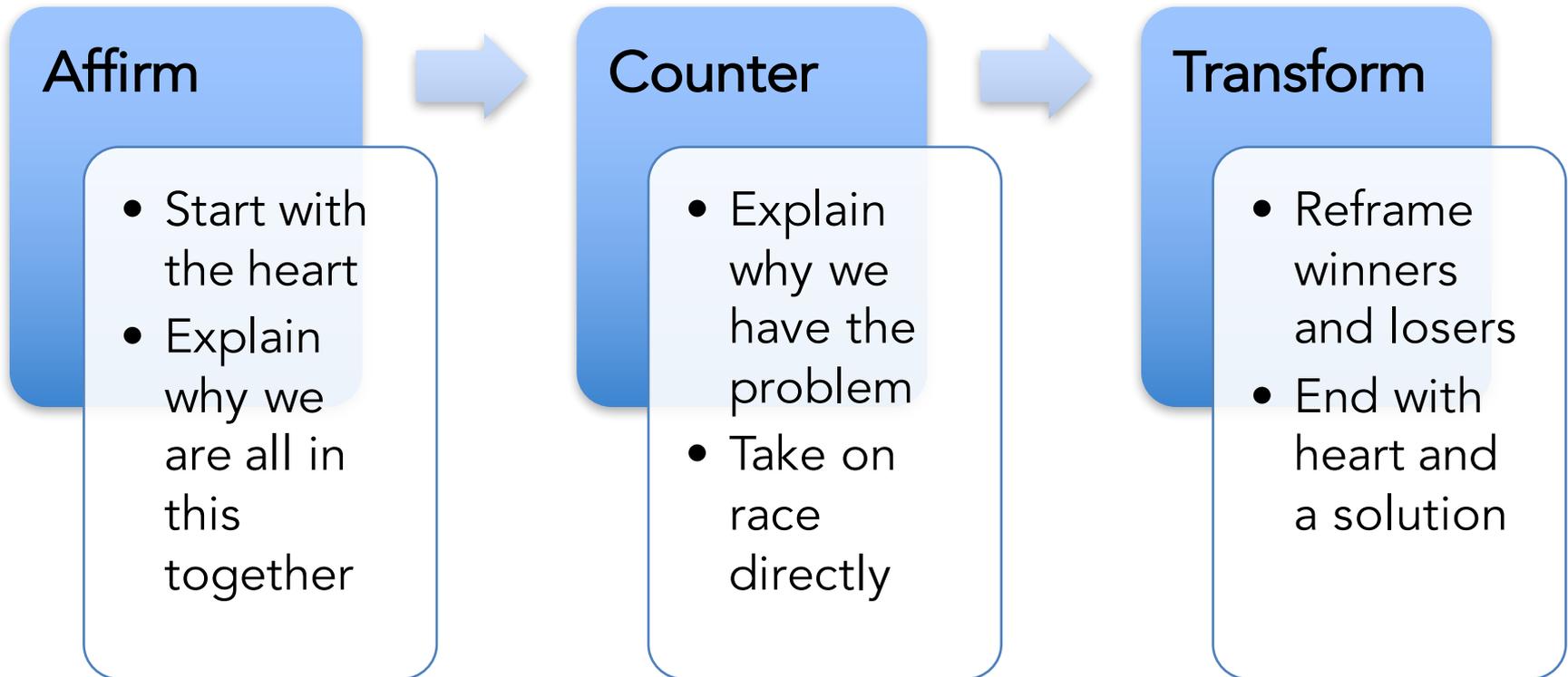
It's more than just talk – ACT

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.

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.
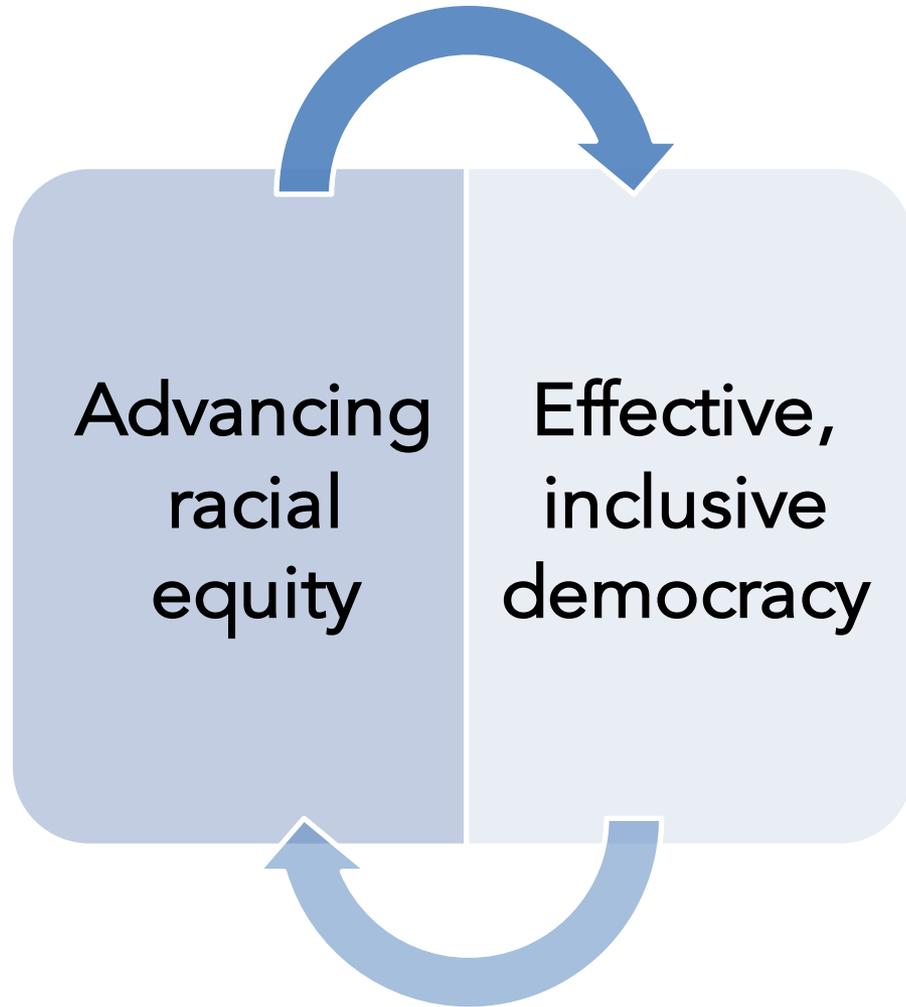
Contact information

Julie Nelson
(206) 816-5104
jnelson@thecsi.org

Dwayne S. Marsh
(510) 882-9147
dmarsh@thecsi.org

www.centerforsocialinclusion.org
www.racialequityalliance.org