

Advancing Racial Equity: The Role of Government

The Government Alliance on Race and Equity

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Introductions

Pair-up with someone you've not yet met...

- Your name, where you work and role
- What experience do you bring to discussions about race?
- What do you hope to leave with?

Who are we?

Jordan Bingham

Consultant



Gordon F. Goodwin

GARE Midwest Project Manager



Today's Objectives:

- Gain awareness of government's role in creating racial inequity
- Clarify key terms and concepts to support the normalizing of racial equity
- Be motivated to take action

Creating a learning environment:

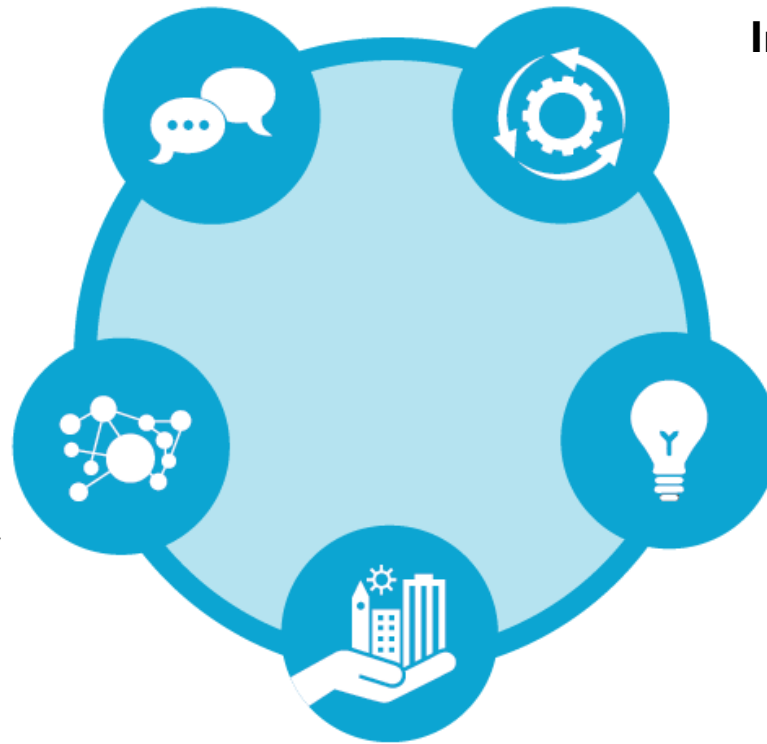
- Take space, make space
- Build and maintain brave space
- What is said here, stays here
- what is learned here, leaves here
- Offer what you can, ask for what you need
- One mic, one conversation

Government Alliance on Race and Equity

Our Five Functions

Narrative Shift

**Institutional and Sector
Change**



Research

**Movement and Capacity
Building**

Policy Development

Government Alliance on Race & Equity

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

- ✓ Core network – 124 members and growing!
- ✓ Two dozen state agencies
- ✓ Expanded network - 30 states / 150+ cities
- ✓ Provide tools to put theory into action



The Role of Government

Values and realities

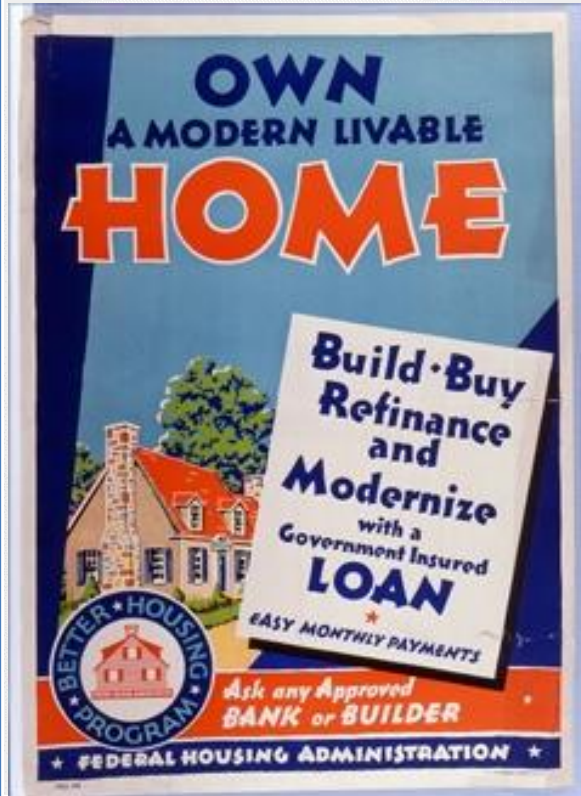
- All men are created equal
- With liberty and justice for all
- Government of the people, by the people, for the people, shall not perish from the earth

History of government and 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.



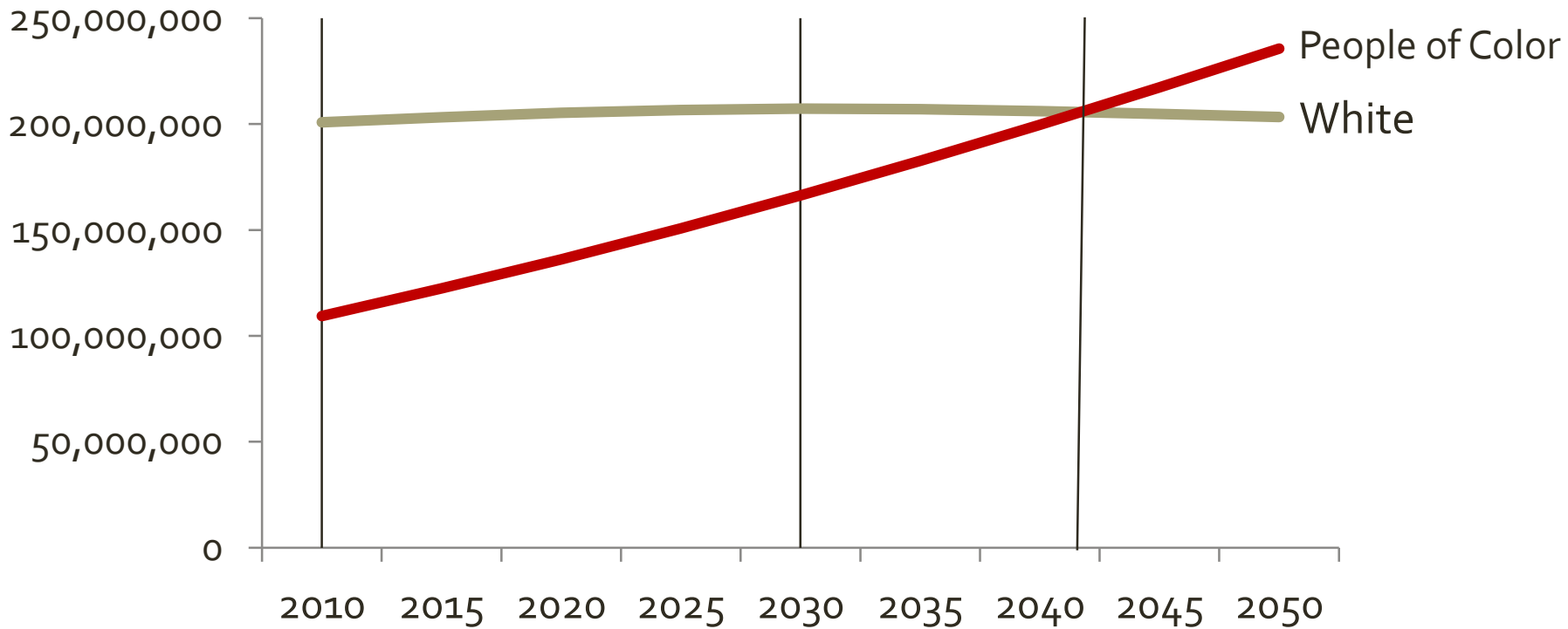
Proactive policies, practices and procedures that advance racial equity.

Current Context

2010: Majority of new births are people of color

2030: Majority of people age 20-34 are people of color

2042: Majority of all Americans are people of color



Why GARE leads 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!

When Leading with Race, we are...

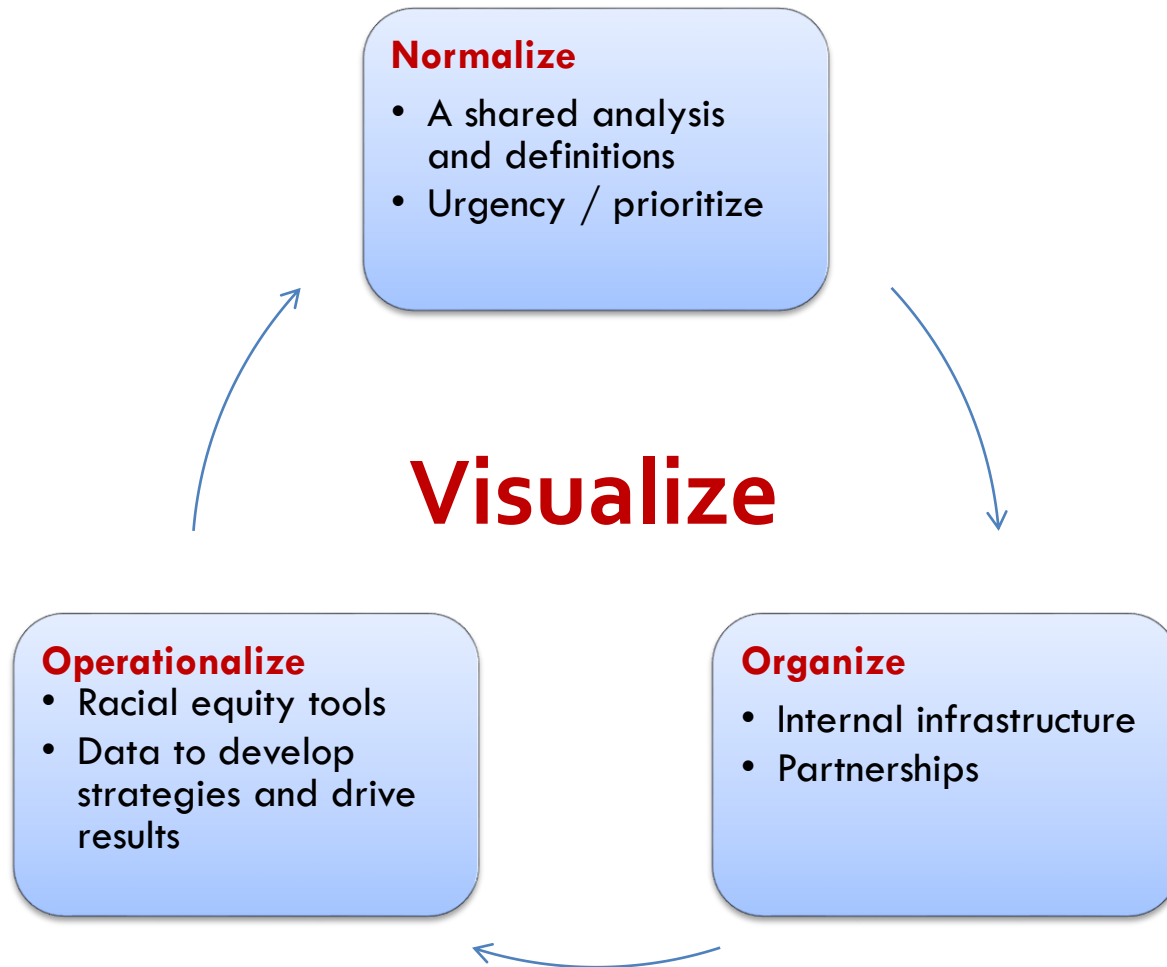
....Race *explicit*, not exclusive

always bring an “intersectional” analysis

Race *and*

- Gender
- Ethnicity
- Disability status....
- income / class
- religion
- sexual preference / identity

National best practice



Laying it on the Line

1. Hiring and promotion decisions should be based solely on merit.
2. People who attend public meetings are the ones who care most about the issues
3. I believe we can end racial inequity.

Early Experiences with Race

Early Experiences Activity Marker

- Part 1
 - Silently jot down responses to 4 questions
- Part 2
 - partner with another person in the room
 - 1 talker : 1 listener for the whole time
- Part 3
 - Listener and talker switch roles
- Part 4
 - Free-flowing exchange between partners

Race: the Power of an Illusion

Episode 3, “The House You Live In”

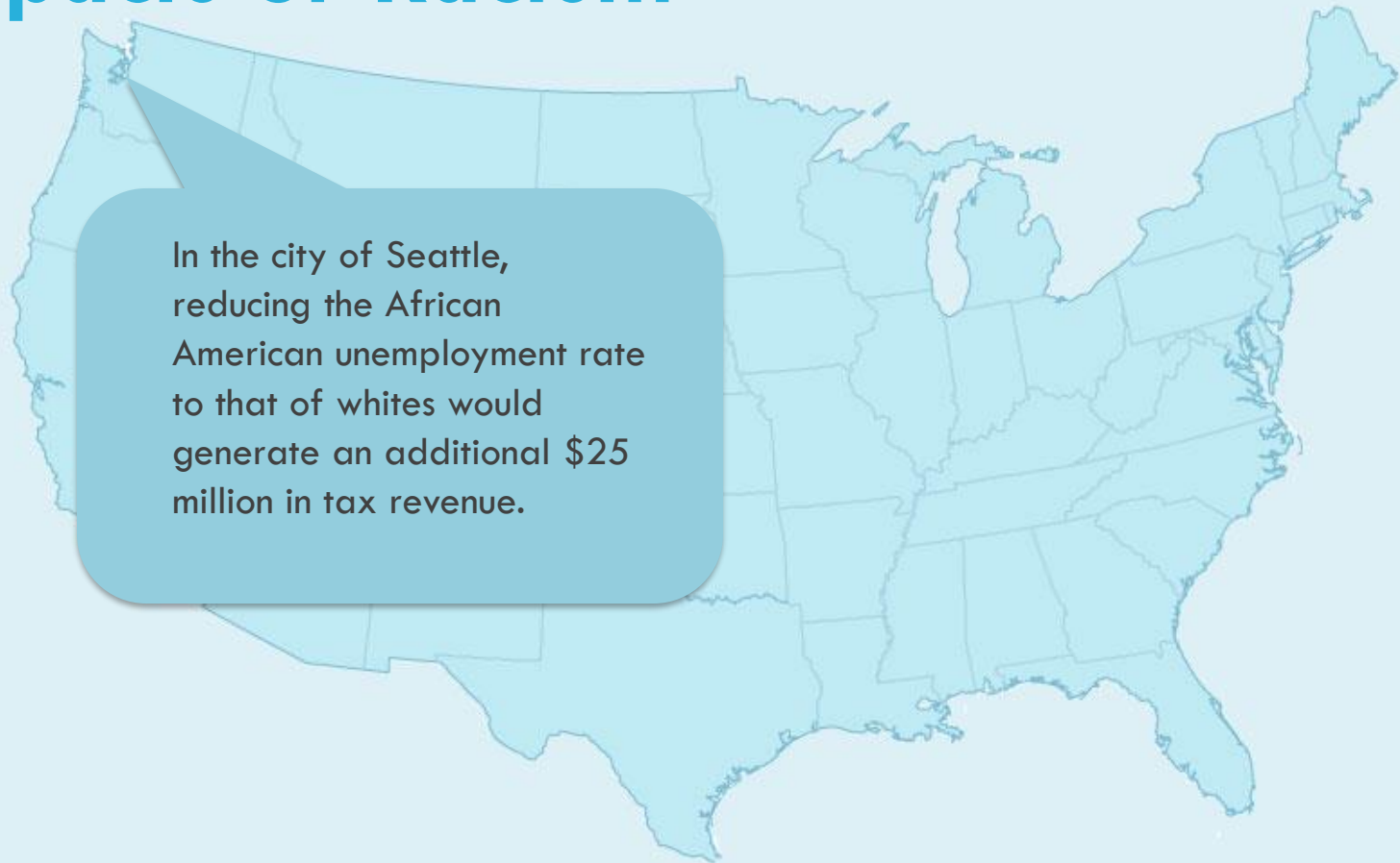
START

Reflections

In pairs/ triplets...

- What are the ways that government contributed to racial inequity?

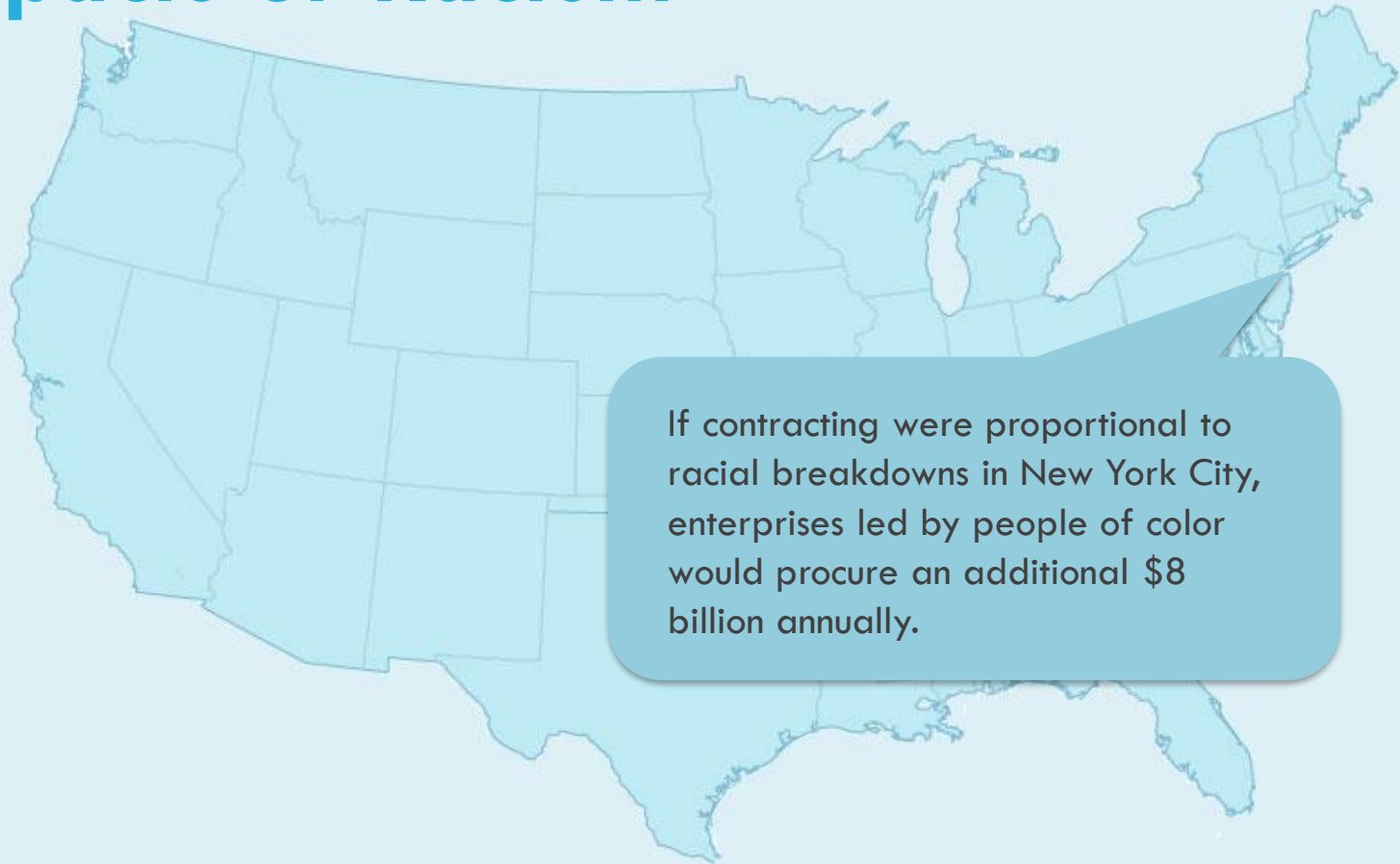
Impacts of Racism



In the city of Seattle, reducing the African American unemployment rate to that of whites would generate an additional \$25 million in tax revenue.

various sources

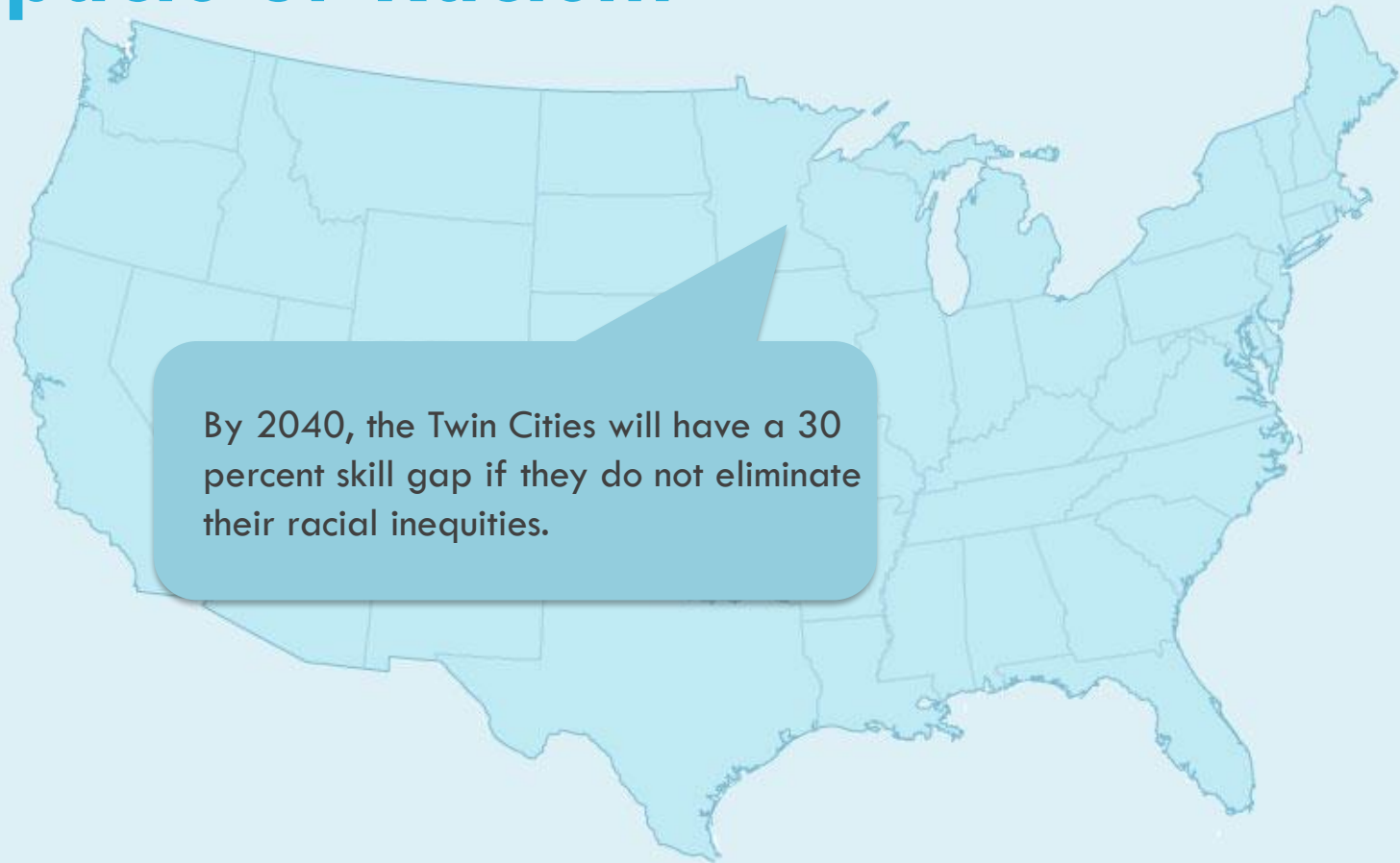
Impacts of Racism



If contracting were proportional to racial breakdowns in New York City, enterprises led by people of color would procure an additional \$8 billion annually.

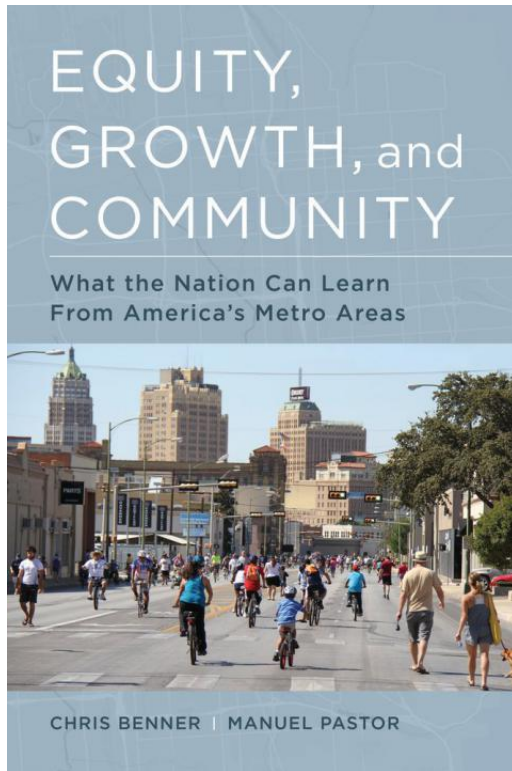
various sources

Impacts of Racism



various sources

Impacts of Racism



The greater the income gaps between rich and poor, the more likely the region is to lose jobs during economic shocks and the longer it will take to recover.

Manuel Pastor, Chris Benner:
Equity, Growth, and Community: What the Nation Can Learn from America's Metro Areas,
October 2015

Current context

Equity is the Superior Growth Model

Economists, business leaders, and elected officials increasingly recognize that inequality is hindering economic growth and racial and economic inclusion are the drivers of robust economic growth. To build a strong next economy, leaders in the private and public sector need to advance an equitable growth agenda: a strategy to create good jobs, increase human capabilities, and expand opportunities for everyone to participate and prosper. Equity will make America stronger.

The economic benefits of equity

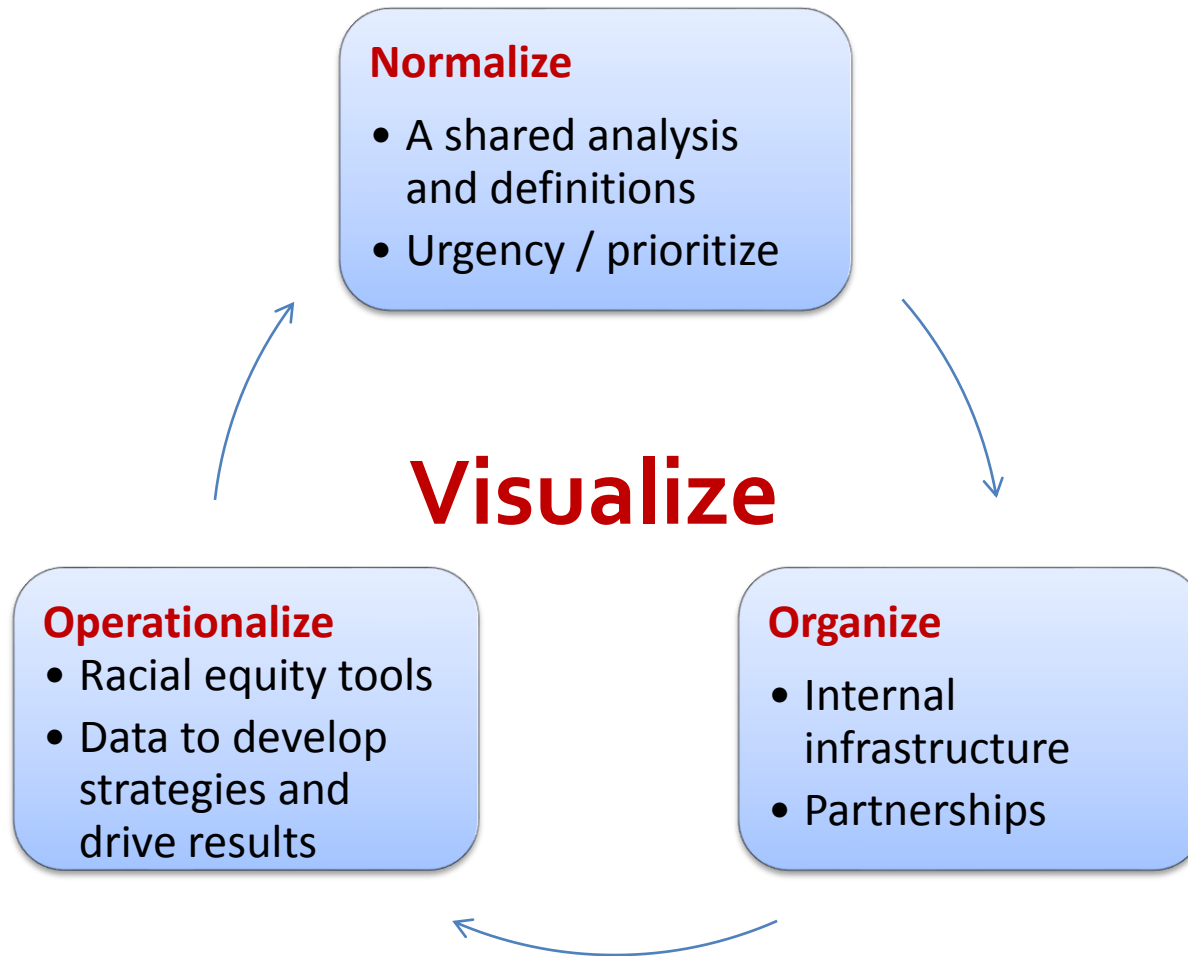
Racial economic inclusion is good for families, good for communities, and good for the economy. Nationally, GDP would have been \$2.4 trillion higher in 2014 if people of color had earned the same their white counterparts. We also know millions fewer would have lived in poverty, there would be billions more in tax revenue, and a smaller Social Security deficit overall.

**Actual GDP and estimated GDP with racial equity in income (billions):
United States, 2014**



Normalizing

National best practice



Equity? Equality? What's the difference?



**ALL GENDER
RESTROOM**

**Anyone can use this restroom,
regardless of gender identity
or expression**

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 **improving outcomes for all**

Achieving racial equity requires us to...

....**Target strategies** to focus improvements for those worse off

....Move beyond service provision to focus on changing **policies, institutions and structures**

DE&I - NOT a single concept

DIVERSITY ●●▶ INCLUSION ●●●●●●●●▶ EQUITY



Quantity
Different identities & cultures



Quality
Participation across identities & cultures



Justice
Policies, practices, & procedures to ensure equitable outcomes

City of Portland Office of Equity

How we think
How we behave

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

Schemas

Help us organize information into broader categories. They largely reside in the subconscious.

- ✓ Objects
- ✓ Human beings (e.g., “the elderly”)

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



What color are the following lines of text?

Cvur zxyq

Xoc jbnioew

Vqeb peow

Vqeb peow

Black

Red

Blue

Green

Green

Black

Yellow

Blue

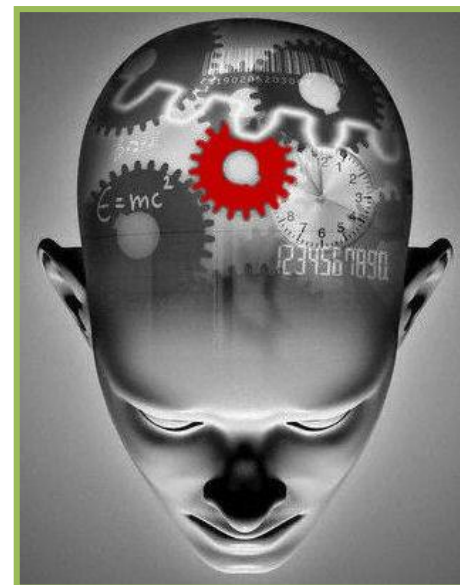
How We Think

Humans need meaning.

- Individual meaning
- Collective meaning

Only **2%** of emotional cognition is available consciously

Racial bias tends to reside in the **unconscious** network



We unconsciously think about race even when we do not explicitly discuss it.

Explicit bias

Expressed directly

Aware of bias / operates consciously

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

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

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

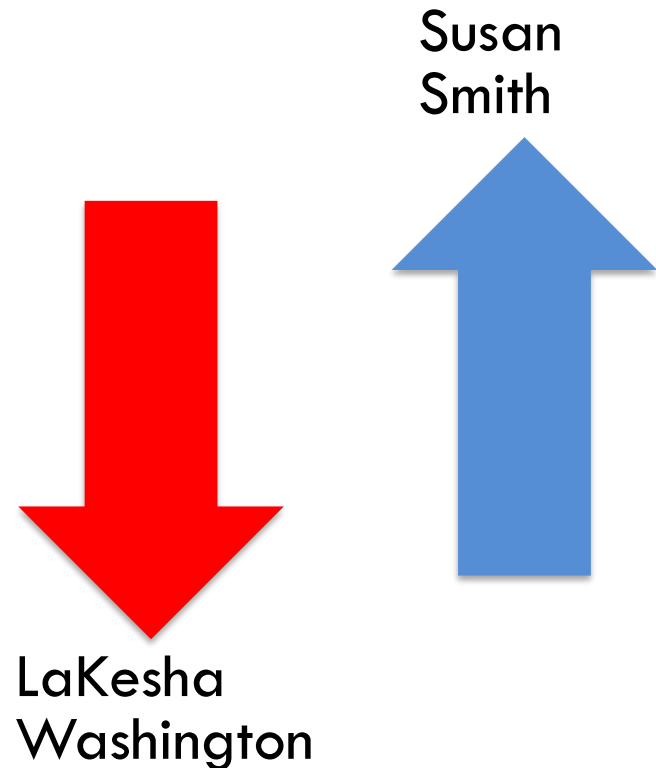


Claudia Goldin, Cecilia Rouse:
The Impact of "Blind" Auditions on Female Musicians (1997)

Examples of implicit bias

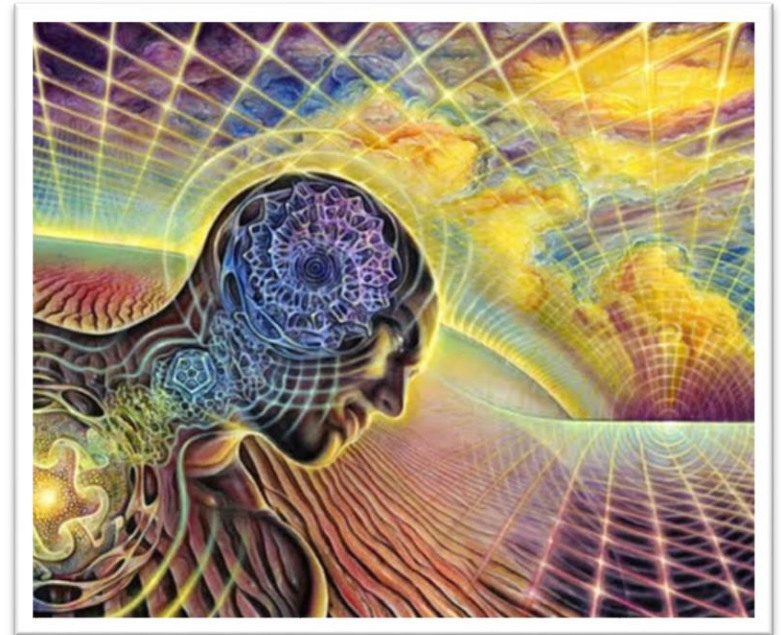
Job search – Identical resumes, apart from names.

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

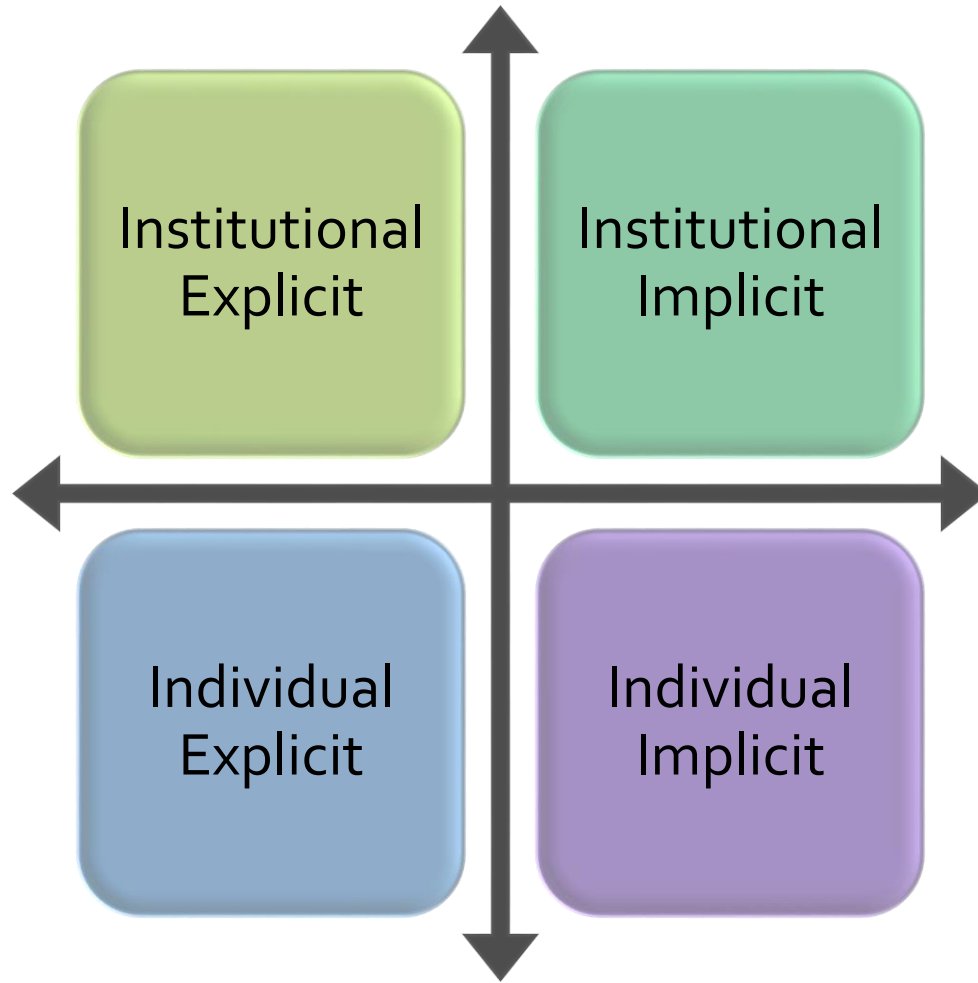


What to do with bias?

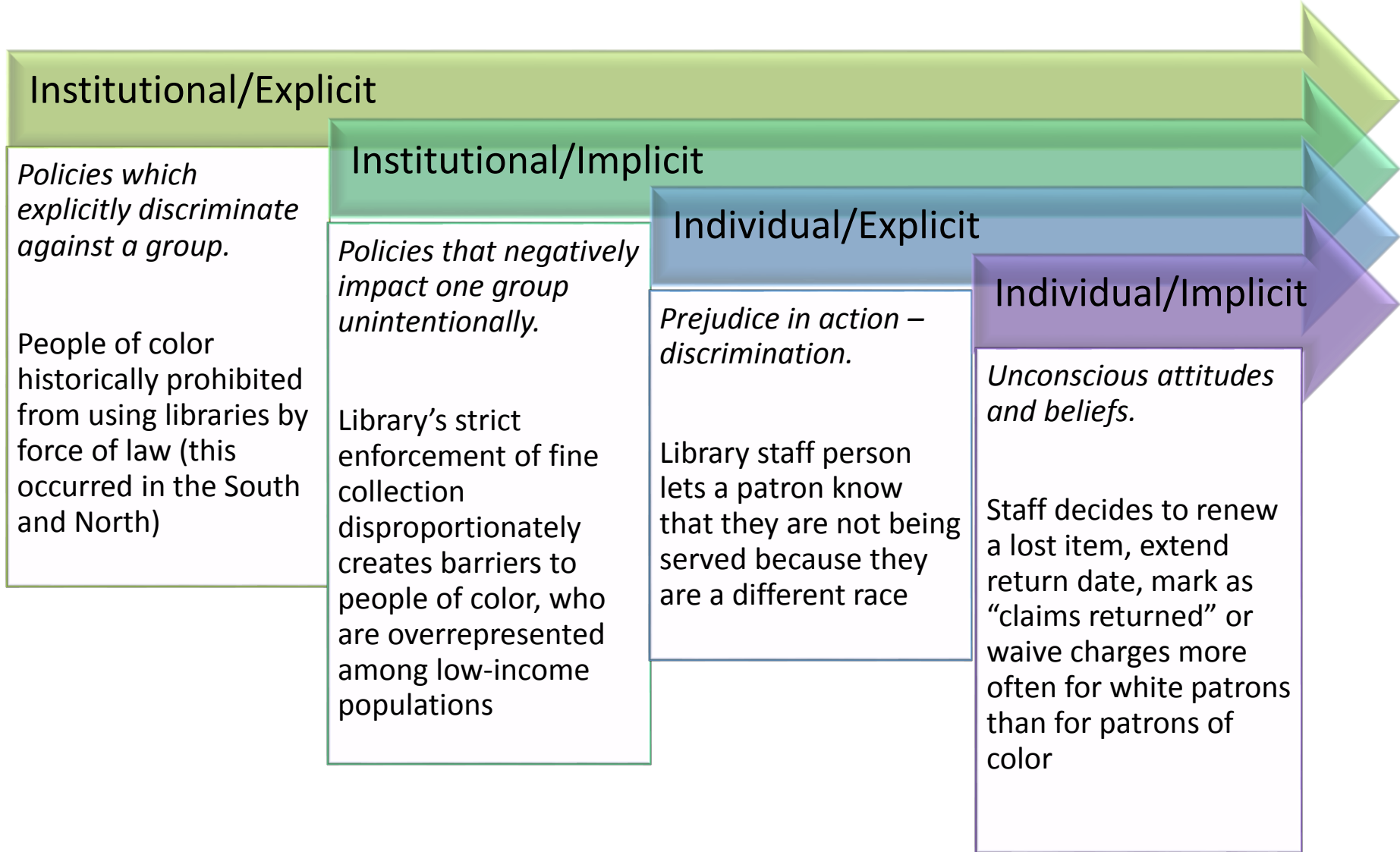
- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Openly acknowledging and challenging biases allows us to develop strategic interventions.



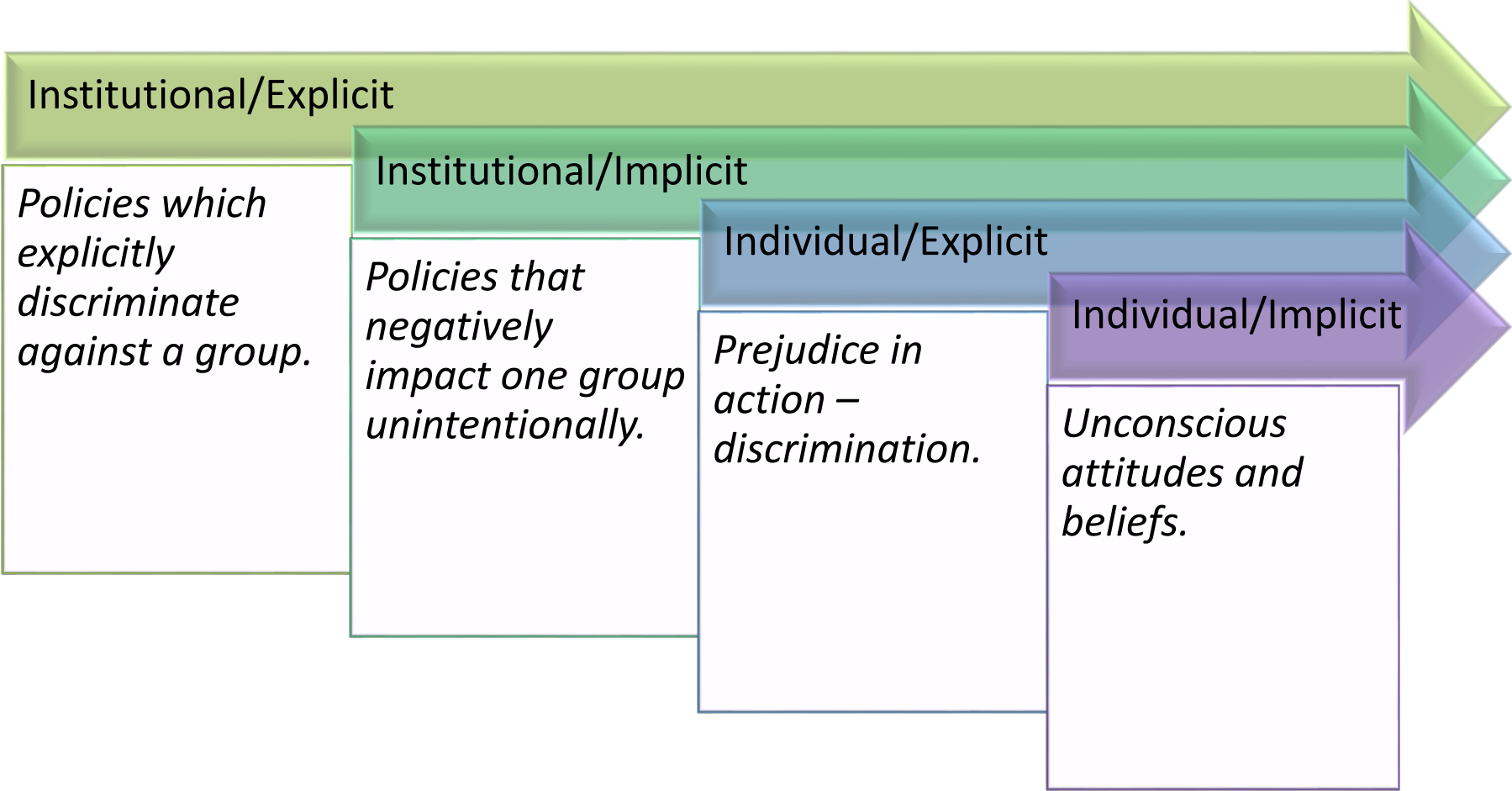
What creates different outcomes?



Bias at work – Library Example



Examples from your work –



Scenario Part 1

Individual racism:

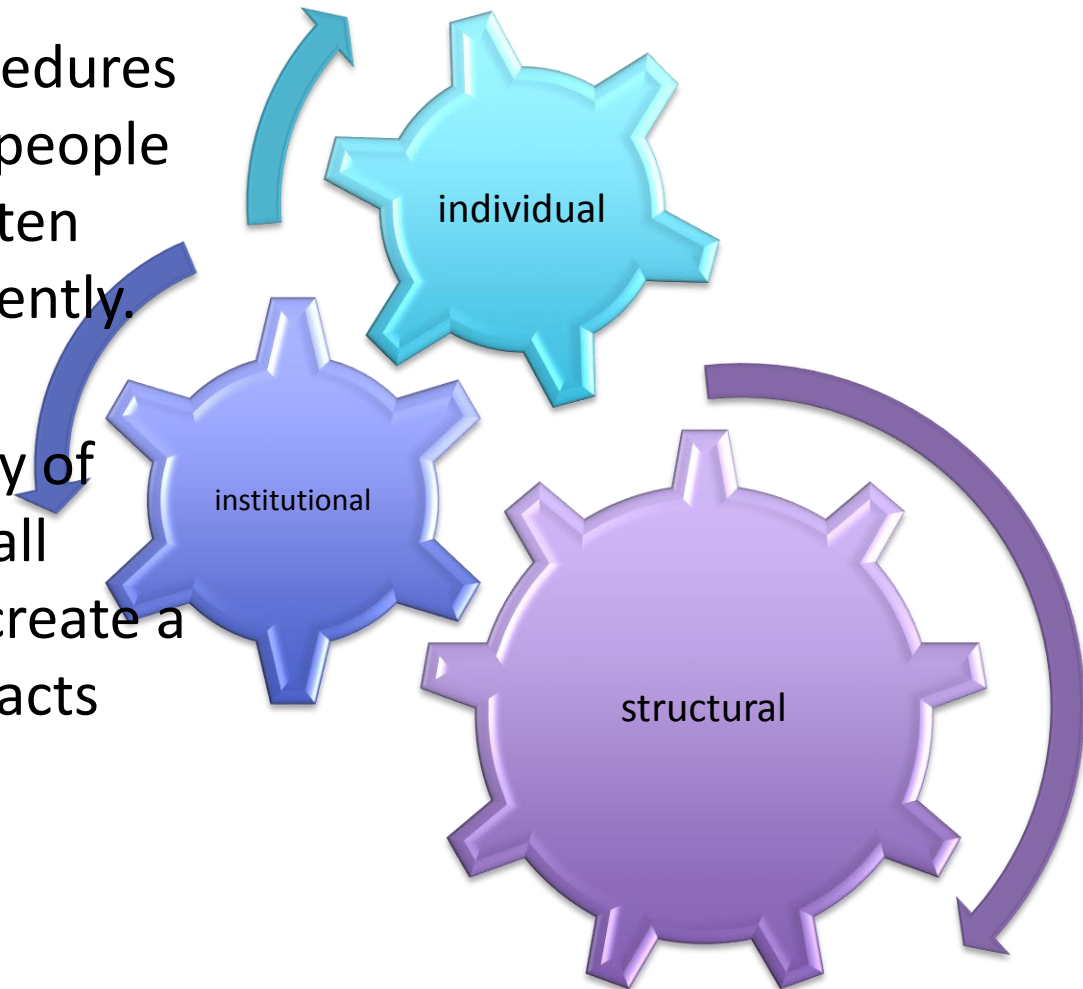
- Bigotry or discrimination by an individual based on race.

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.



Structures are a part of our lives:



Examples

Institutional Racism

- “Stop and frisk” policies
 - Differential sentencing laws
 - Hiring and recruitment
 - Organizational discipline policies
-

Structural Racism

- Wealth gap
- School to prison pipeline
- Mass deportation

Asking Different Questions

FROM:



TO:

Blame

Who's a racist?

Intentions

What did they mean?
What was their attitude?

Prejudice

What beliefs made them do it?

Grievance

How can we fix what just happened?

Causes

What's causing the racial inequities?

Effects

What were the actions?
What are the impacts?

Systems

What institutions are responsible?

Solutions

What proactive strategies and solutions?

Lunch

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