

# Sustaining Community & Government Racial Equity Initiatives

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The Forum on Workplace  
Inclusion

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# Presenter Introductions



# The new Race Forward

## OUR SITES

race forward 

Csi

CENTER FOR SOCIAL INCLUSION



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**

**COLORLINES**

## OUR PROJECTS

**MASS FREEDOM**

Energy Democracy for All

PARTICIPATE · INNOVATE · TRANSFORM

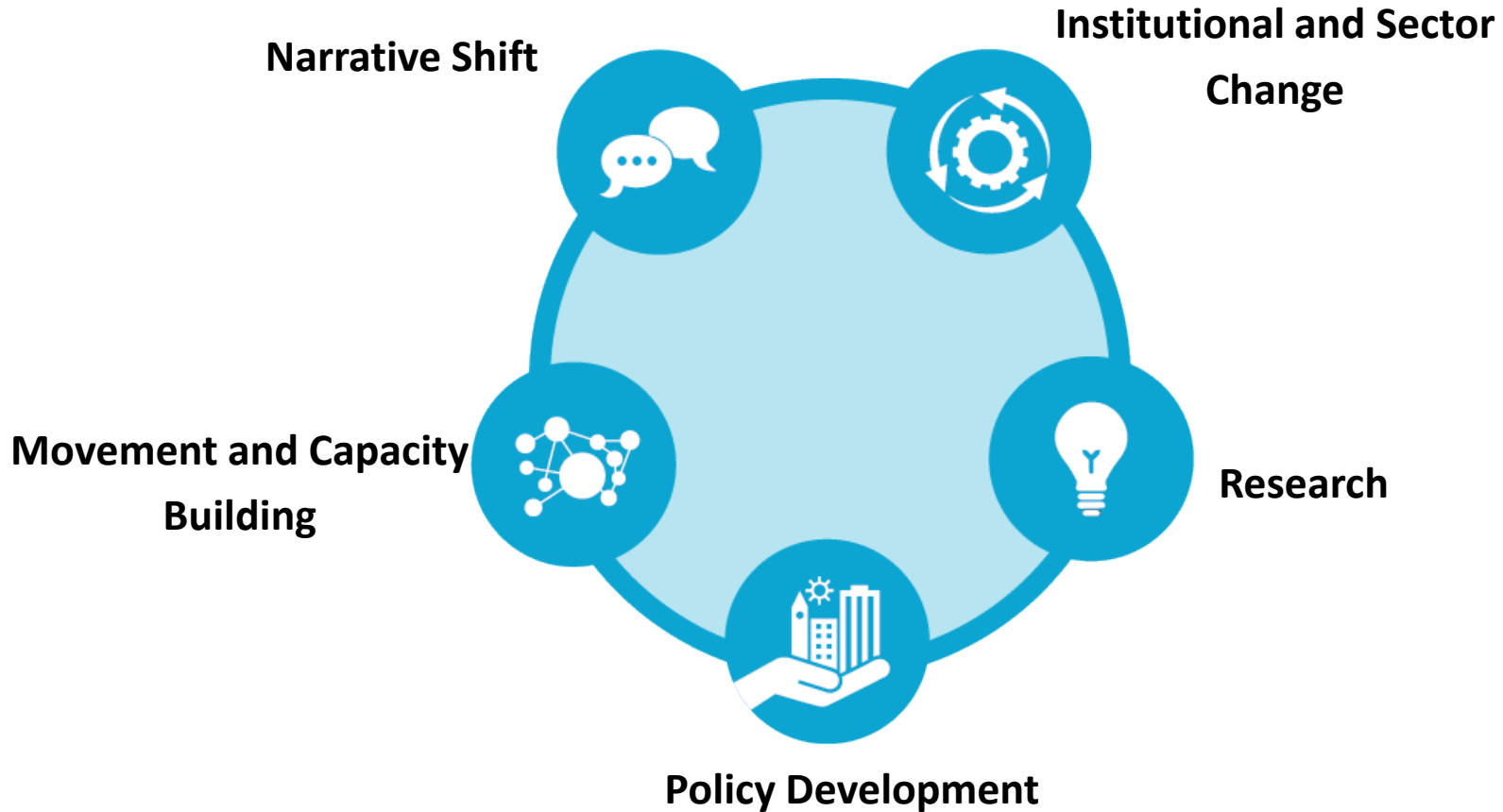
**CLOCKING-IN**

**FACING  
RACE**

**DROP THE  
I-WORD**



# The Five Functions



# Government Alliance on Race and Equity

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

- ✓ Lead network – 75 members
- ✓ Expand network – 30 states / 150+ cities
- ✓ Provide tools to put theory into action



# Agenda

- 2:20 - 2:40      Session Objectives  
Learning Environment  
Introductions
- 2:40 - 3:00      Racial Equity Tool and Scenario
- 3:00 - 3:30      Lessons From Our Work
- 3:30 - 3:45      Q&A with Panel



# Objectives:

- Become familiar with tools and resources to advance racial equity and the necessary conditions and approach for using this Toolkit effectively
- Learn the various strategies for implementation in government
- Identify best practices to set a racial equity initiative up for success, barriers you can anticipate when planning for racial equity, and how to sustain racial equity through challenging times



# Creating a learning environment:

- Take space, make space
- What is said here, stays here; what is learned here, leaves here
- Brave space
- Offer what you can, ask for what you need
- One mic, one voice





# Table Introductions

- Who are you?
- Where are you from?
- What brought you here?



# Racial Equity Refresher



# Why we lead 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



# 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 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



## Individual racism:

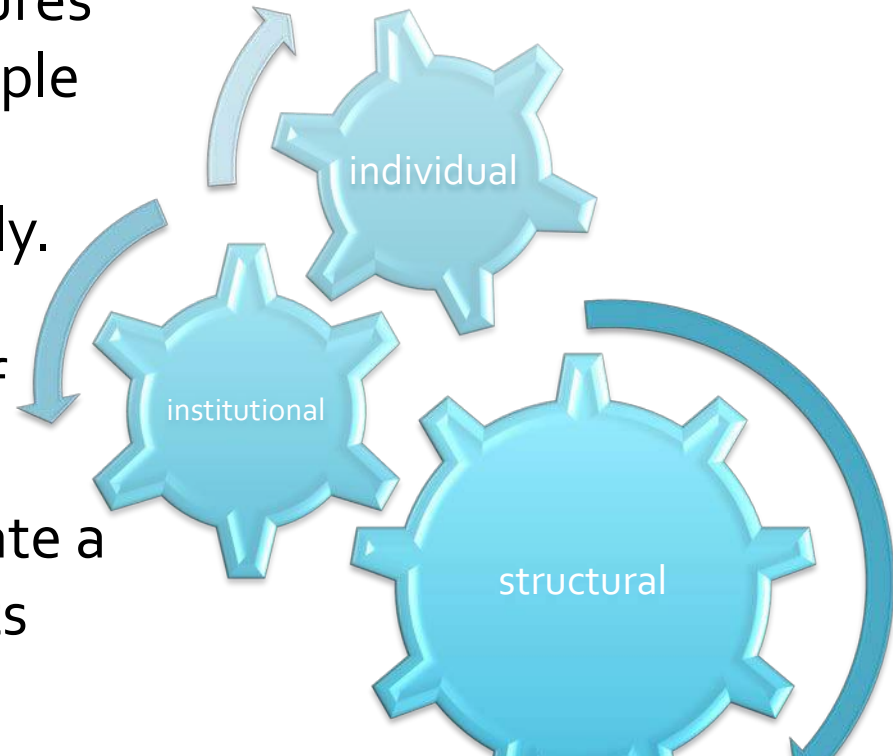
- Bigotry or discrimination by an individual based on race.

## Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

## Structural racism:

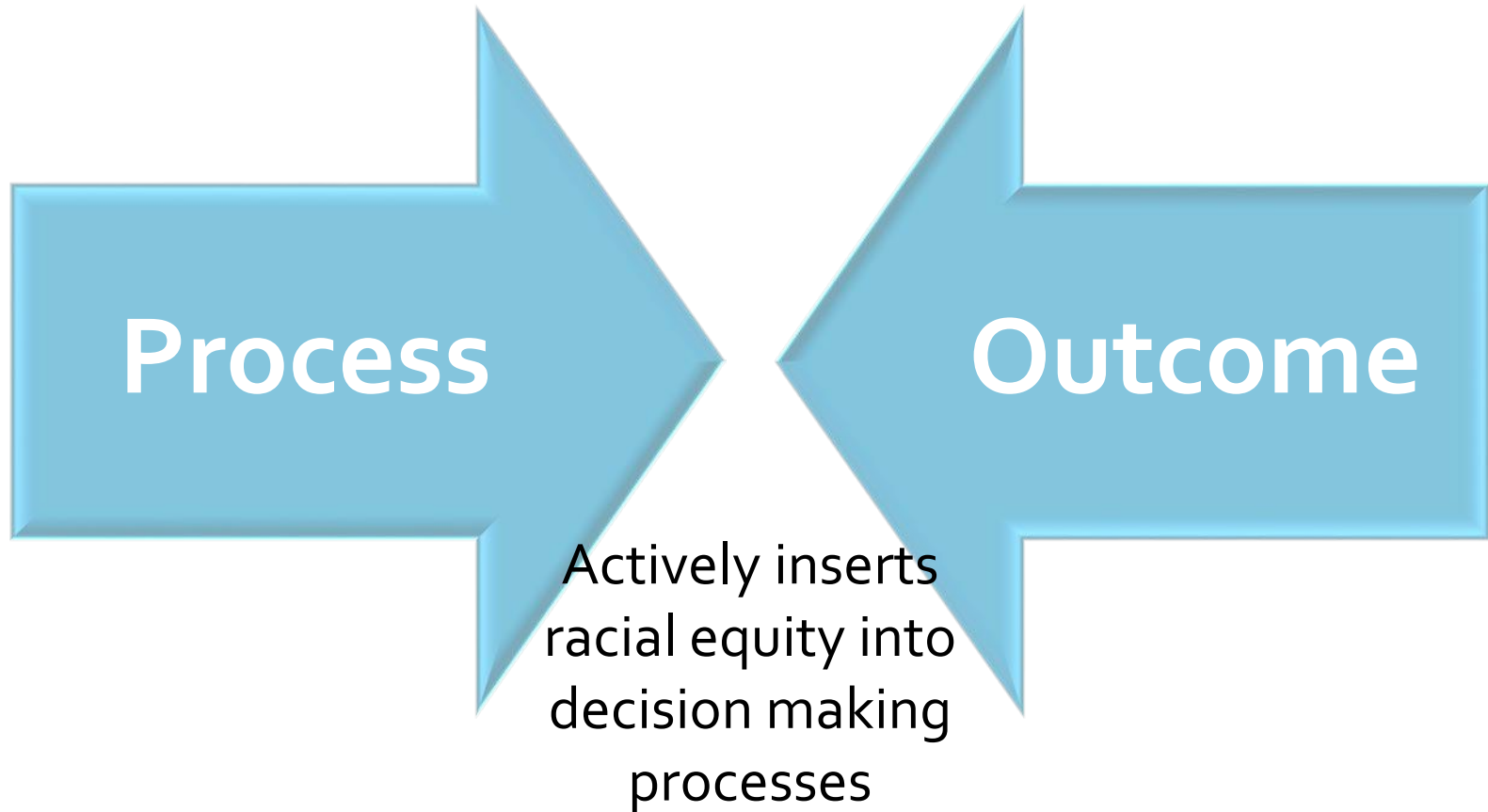
- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



# What's a Racial Equity Tool?



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# What is a Racial Equity Tool?

**A racial equity tool provides a structure for institutionalizing the consideration of racial equity in our programs, policies and procedures.**



# Racial Equity Tool

- What is the **result** you want to achieve?
- What **data** do you have? What data do you need?
- How has **community** been engaged? How can community be better engaged?
- What **strategies or actions** have you already considered? Are there unintended negative consequences of these actions? How might you mitigate them?
- How will it be **implemented**?
- How will you **communicate the change** internally and to community partners?



# Scenario



# Library Fines and Fees



# Lessons from our work



# Elements of Success

- Normalizing / Developing Internal Support
- Engaging Leadership
- Using the tool / The Power of Pilots
- Addressing institutional pushback and resistance
- Community Engagement / Building External Support



# Dakota County's Journey

Commitment

Formal, visible,  
integrated.

Understanding

Meaningful,  
measurable data.

Awareness

All in – education  
and knowledge for  
all employees.

Transforming

Partnerships,  
pilots, local  
change units.

## Key Measures

- 3<sup>rd</sup> Grade reading level
- Population growth
- Employee turnover
- Quality of life
- Customer service



# Q&A





**Thank You!**

