

Advancing Racial Equity

Integrating Racial Equity into Government

August 27, 2016

Mayors Innovation Project

Dwayne S. Marsh Government Alliance on Race and Equity



CENTER FOR
SOCIAL INCLUSION



LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

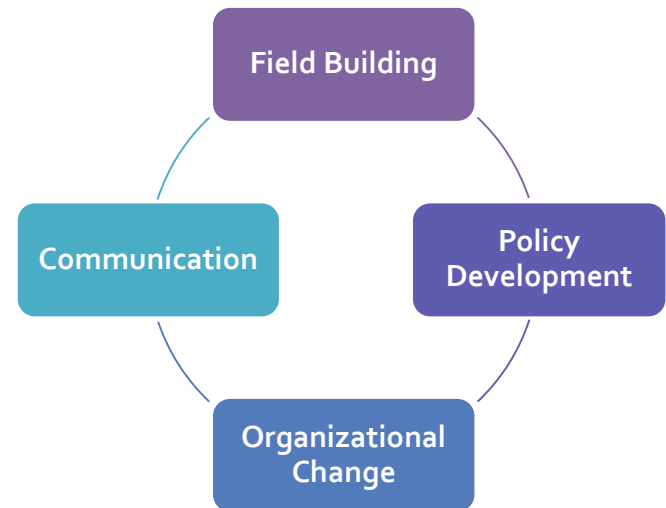
Government Alliance on Race and Equity

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.



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

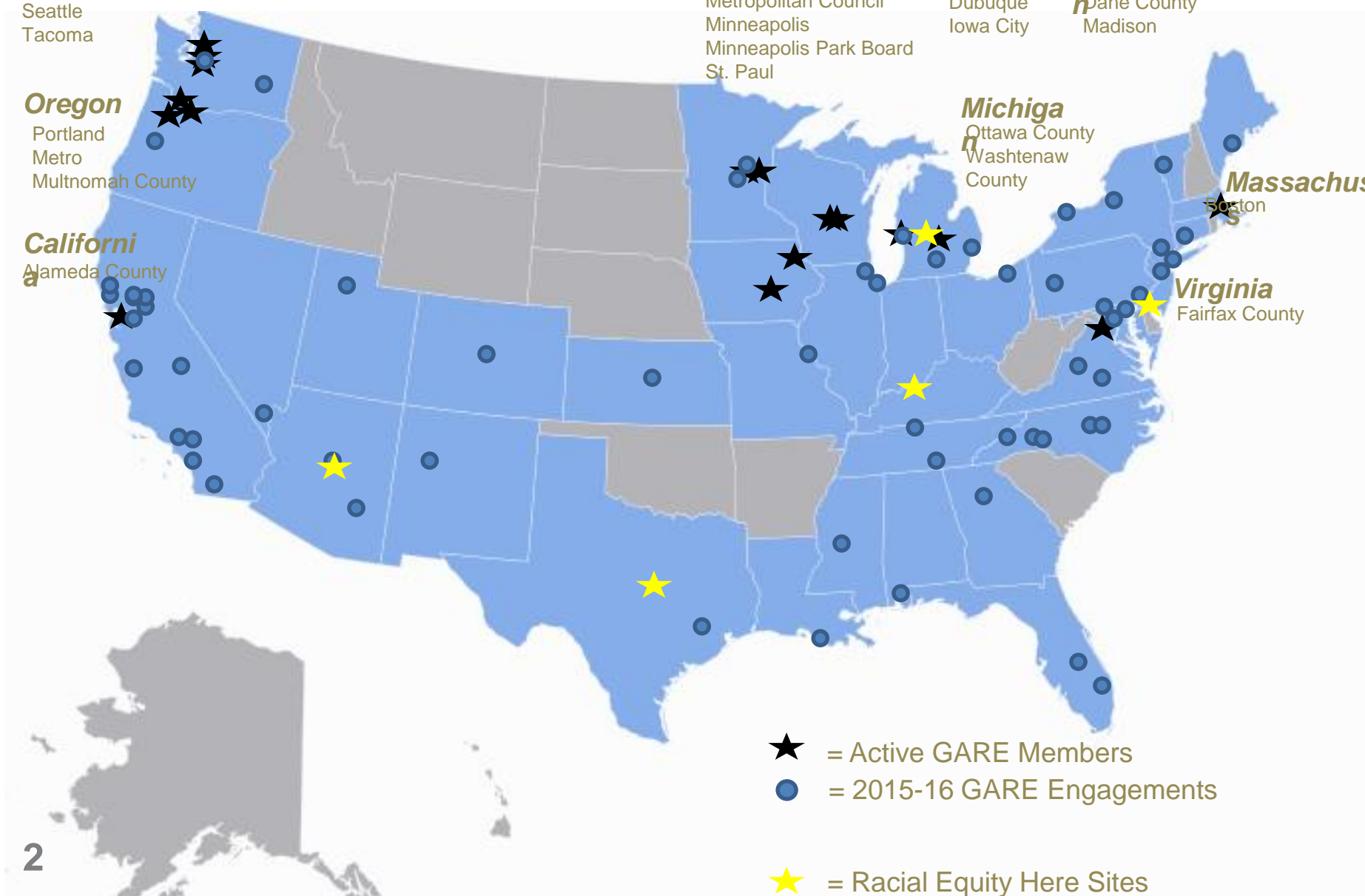
Massachusetts

Boston

Virginia

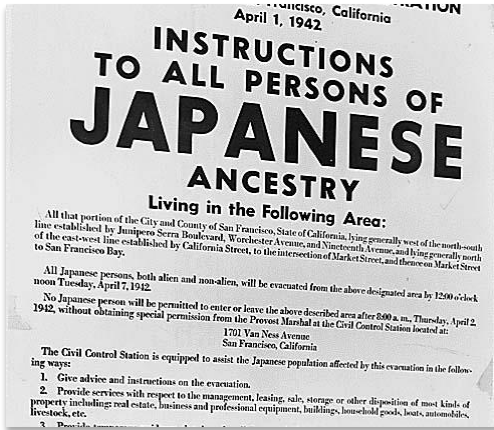
Fairfax County

- ★ = Active GARE Members
- = 2015-16 GARE Engagements
- ★ = Racial Equity Here Sites



History of government and race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



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

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

Csi

CENTER FOR
SOCIAL INCLUSION



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

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:

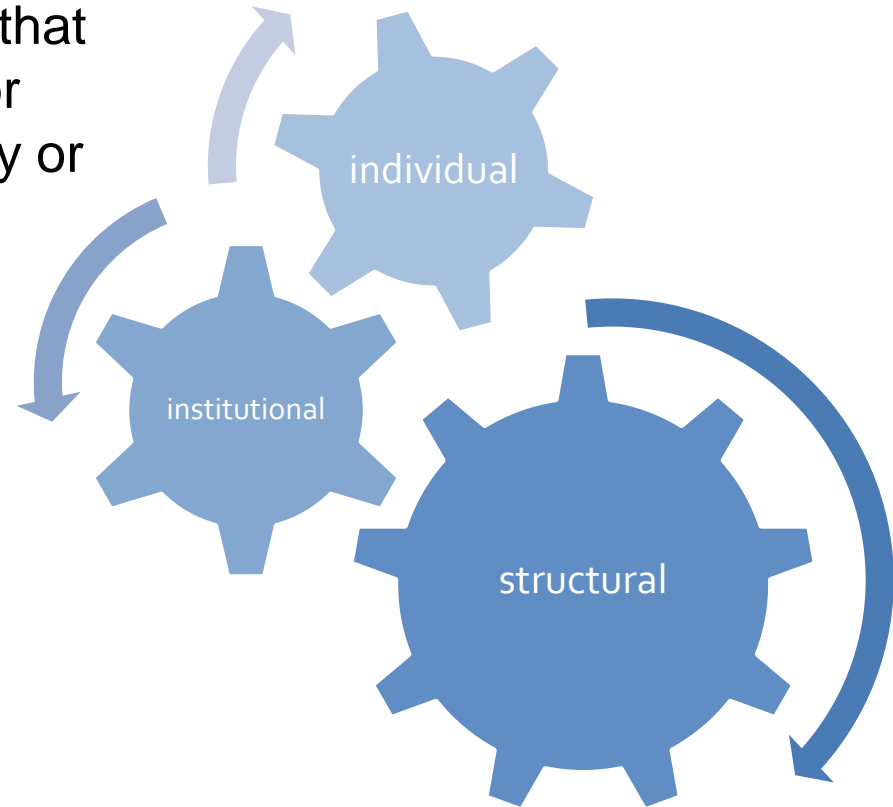
- Pre-judgment, bias, or discrimination by an individual based on race.

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.



CENTER FOR
SOCIAL INCLUSION



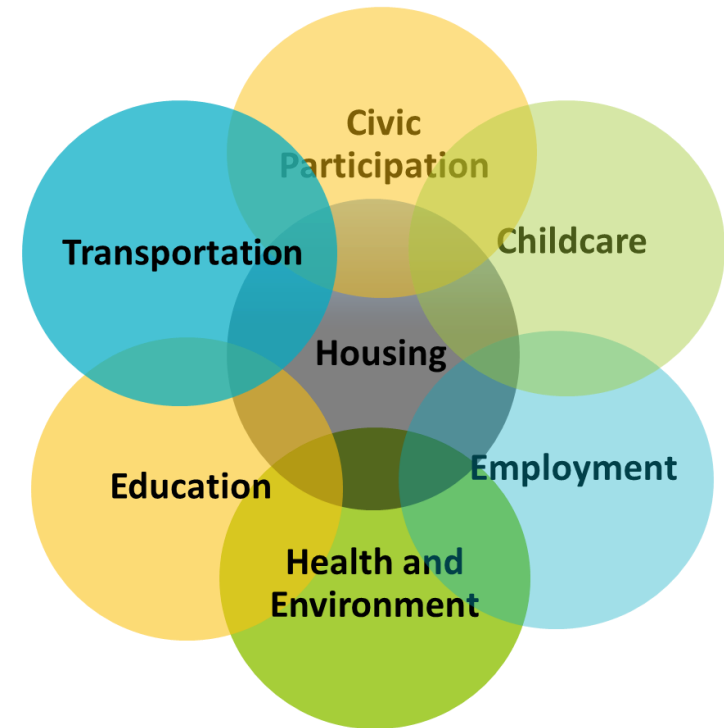
LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

- **Points to Multiple Institutions**

The ways our public and private institutions interact to produce barriers to opportunity and racial disparities.

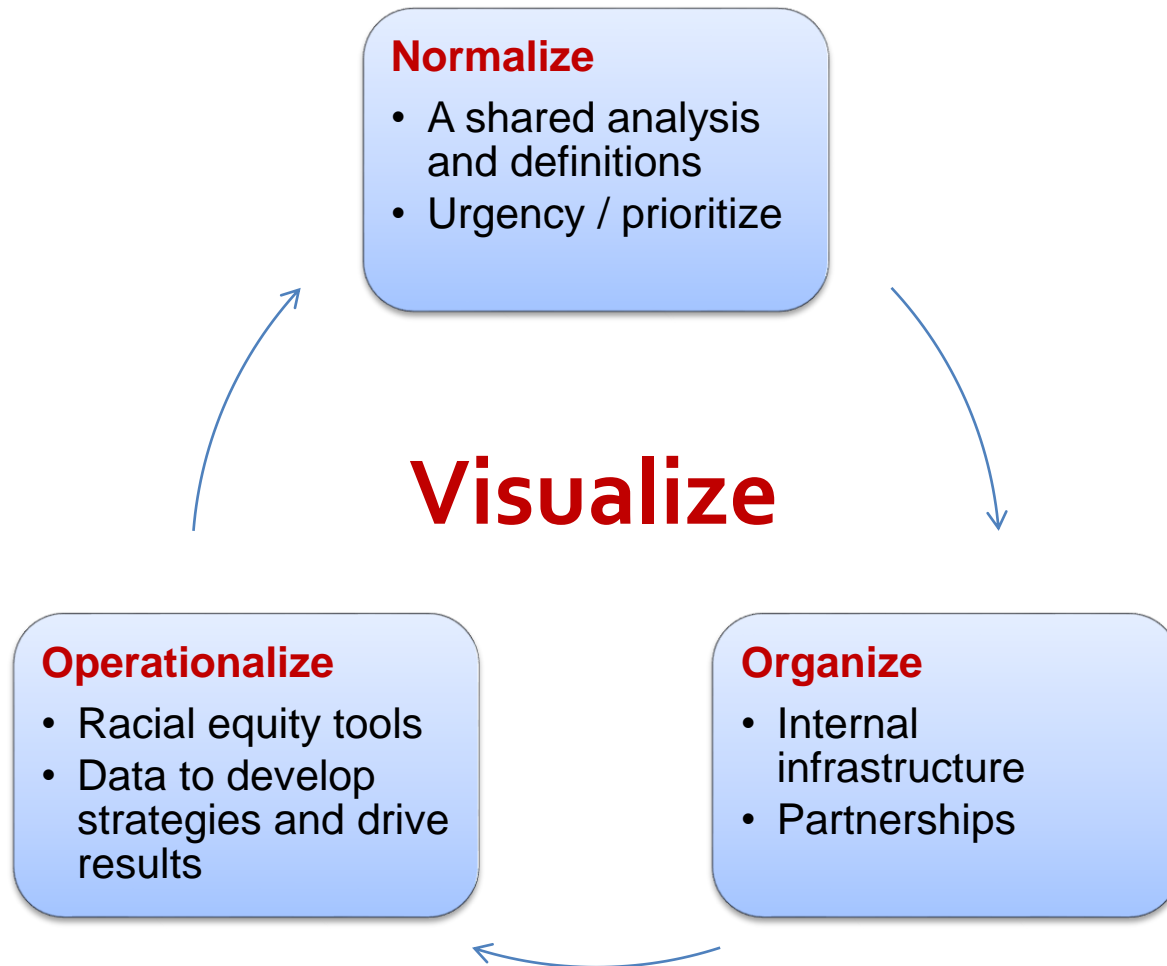
- **Intent to Discriminate is Irrelevant**

Structures just do what they do, often invisibly, and reinforce disinvestment and disparities.



Structural Racial Inequity

National best practice



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

Massachusetts

Boston

Virginia

Fairfax County



- ★ = Active GARE Members
- = 2015-16 GARE Engagements
- ★ = Racial Equity Here Sites