Advancing Racial Equity
Integrating Racial Equity into Government

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Mayors Innovation Project

Dwayne S. Marsh Government Alliance on Race and 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

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.
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.
• **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, an reinforce disinvestment and disparities.

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**Structural Racial Inequity**
National best practice

Normalize
• A shared analysis and definitions
• Urgency / prioritize

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Organize
• Internal infrastructure
• Partnerships

Visualize