Race, Police and Community
A Roundtable Discussion
with the Mayors Innovation Project

Glenn Harris and Julie Nelson

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History of government

Explicit bias

Government explicitly creates and maintains racial inequity

Implicit bias

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

Government for racial equity

Proactive polices, practices and procedures for achieving racial equity
Racial inequity in the U.S.

100% Likelihood that race is a determinant for key health and social indicators in life.

10 years Difference in life expectancy based on zip code in King County.
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
Institutional / Explicit

Policies which explicitly discriminate against a group.

**Example:**
Police department refusing to hire people of color.

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Institutional / Implicit

Policies that negatively impact one group unintentionally.

**Example:**
Police department focusing on street-level drug arrests.

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Individual / Explicit

Prejudice in action – discrimination.

**Example:**
Police officer calling someone an ethnic slur while arresting them.

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Individual / Implicit

Unconscious attitudes and beliefs.

**Example:**
Police officer calling for back-up more often when stopping a person of color.
Roundtable discussion –

• What are other examples of bias in government and in policing?
Working across systems to achieve equity

- Racial equity in the community
- Education
- Jobs
- Criminal Justice
- Housing
- Equitable Development

Working across systems to achieve equity.
**Racial Equity Tool**

- Proactively seeks to eliminate inequities and advance equity
- Identifies clear goals and objectives, measurable outcomes
- Develops mechanisms for successful implementation
Transactional / transformational change

“The single biggest failure in change initiatives is to treat adaptive challenges like technical problems.”
Roundtable discussion –

In government broadly and criminal justice specifically:

• What **challenges** do you face in leading work for racial equity?
• What are the **opportunities** to advance racial equity?
Roundtable discussion –

• As a Mayor, how can you normalize and operationalize racial equity?
• What are your next steps?
Government Alliance on Race and Equity
A national network of government working to achieve racial equity and advance opportunities for all.
About the Center for Social Inclusion:

What we do:

CSI is a national policy strategy organization working to transform structural barriers to opportunity for communities of color, and ensure that we all share in the benefits and burdens of public policy.

3 pillars:

• Ideas
• Leadership
• Communications
Contact information

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