Racial Equity Tools

City of Seattle
Race and Social Justice Initiative

Minneapolis, Minnesota
April 18-19, 2013

Vision:

- Racial disparities have been eliminated and racial equity achieved.
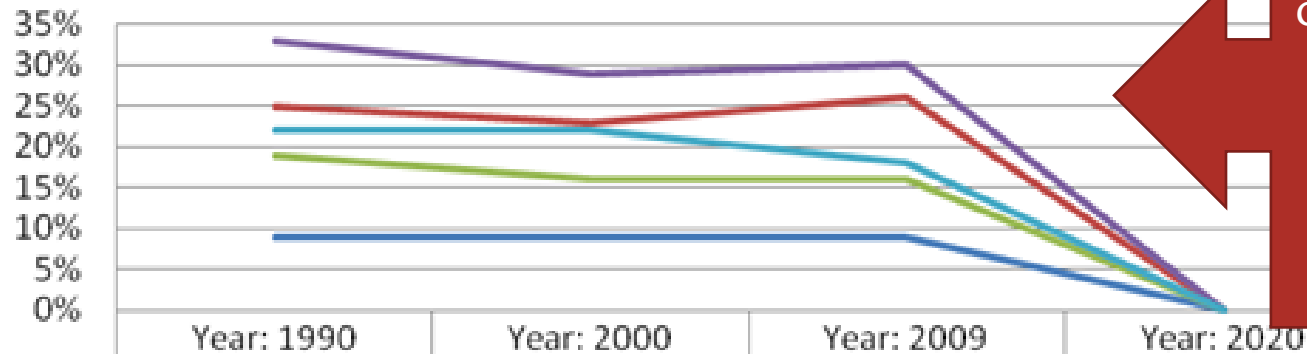
Mission:

- End institutional racism in City government.

- Promote inclusion and full participation of all residents.

- Partner with the community and other institutions to create racial equity.

Racial inequities in Seattle:

1. Education
2. Equitable development
3. Jobs
4. Criminal justice

5. Health
6. Housing
7. Environment

Poverty Rate by Race

	Year: 1990	Year: 2000	Year: 2009	Year: 2020
White	9%	9%	9%	0%
African American	25%	23%	26%	0%
Asian	19%	16%	16%	0%
Native American	33%	29%	30%	0%
Latino	22%	22%	18%	0%

Increase opportunity for all, eliminate racial inequity

Individual racism:

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

Institutional racism:

- Policies, practices and procedures that work to the benefit of white people and to the detriment of people of color, often unintentionally or inadvertently.

Structural racism:

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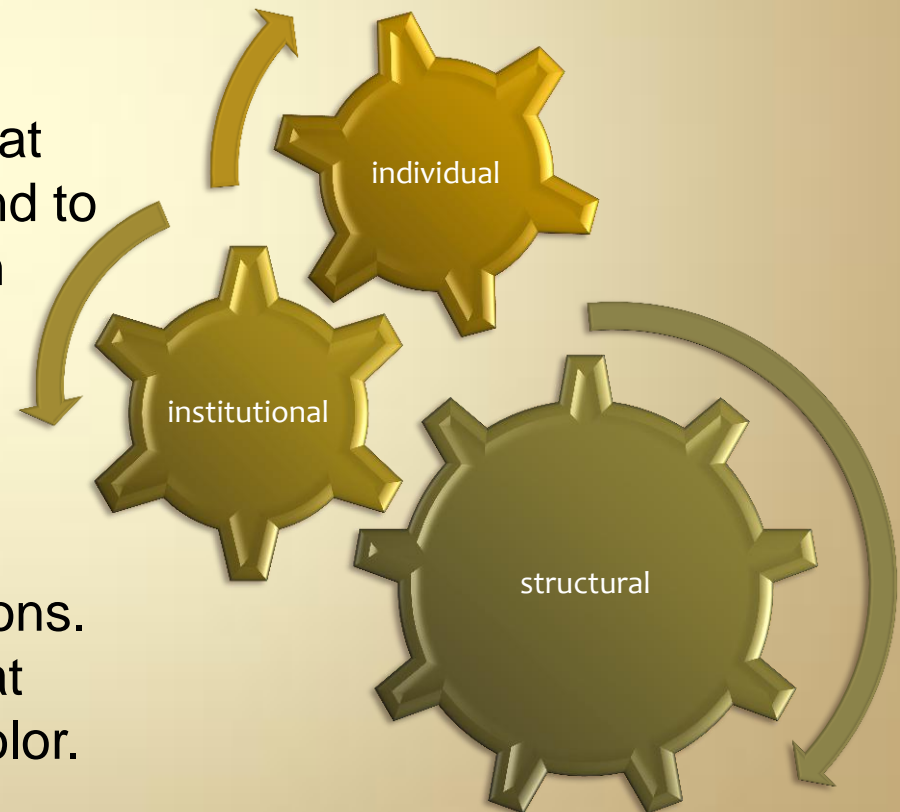
individual

institutional

structural

Racial Equity Tool

- Proactively seeks to eliminate inequities and advance equity

- Identifies clear goals and objectives, measurable outcomes

- Develops mechanisms for successful implementation

Racial Equity Toolkit

- Racial Equity Toolkit is used to all budget proposals and incorporated into policy and program decisions.

- Examples:
  - ✓ Enacted a Citywide policy of restricting blanket criminal background checks for employment

  - ✓ More than tripled the use of WMBEs in non-construction goods and services

  - ✓ Stopped prosecuting people with suspended licenses

  - ✓ Changed street lamp replacement to insure equitable access

Racial Equity Tool

- A careful examination of the likely impacts of a policy proposal in order to minimize disparities and foster racial equity and inclusion.

- A vital tool for facilitating race-conscious analysis of proposed policies, practices or programs.

CHOICE POINTS

- Choice points are decision-making opportunities that influence outcomes.

- The cumulative impacts of many small choices can be as significant as the impacts of big decisions.

- When we're conscious of choice points and the related impacts, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

INSTITUTIONALIZING RACIAL EQUITY

Implicit Bias	Explicit Equity
Unaware of choice points	Builds in decision-making guides that evoke consideration of equity
Exclusive of stakeholders	Fosters active engagement and empowerment of stakeholders
Not attentive to race, gender, income and other inequities	Gives distinct, specific and sufficient attention to key disparities/inequities
Ignores barriers to access	Supports and implements strategies to remove barriers
Does not consider racial impacts	Systematically analyzes potential impacts on disadvantaged groups

RACE & SOCIAL JUSTICE INITIATIVE

ADVANCE OPPORTUNITY. ACHIEVE EQUITY.

Choice Points for Racial Equity:

- Listen to the voices of communities of color

- Name race

- Align strategies and create greater public will

- Evaluate progress over time and share results

Step I. Set Outcomes

Identify the department's priority issue focus areas for outcomes.

OPPORTUNITY AREAS

- Education
- Community Development
- Jobs
- Health
- Criminal Justice
- Housing
- Environment

OTHER AREAS

- Contracting Equity
- Workforce Equity
- Immigrant and Refugee Access to Services
- Inclusive Outreach and Public Engagement

Step II. Involve Stakeholders + Analyze Data

- Gather data related to potential impacts on racial groups and geographic areas with low opportunity status

- Use data to increase understanding of racial disparities and their impacts on people's lives

- Listen to the voices of communities of color and staff to increase understanding of benefits, burdens and root causes in the community

Step III. Determine Benefits Burdens

- What are potential unintended consequences (harm)?

- What benefits may result?

- Are impacts aligned with desired community outcomes?

- How will you align the policy, program, initiative or budget issue with community priorities?

Step IV. Advance Opportunity or Minimize Harm

- How will you address impacts on racial equity?

- What strategies address immediate impacts? What strategies address root causes of inequity?

- How will you partner with stakeholders for long-term positive change?

- If impacts are not aligned with desired community outcome, how will you re-align your work?

Step V. Evaluate. Raise Racial Awareness.

- How will you evaluate and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity?

- How will you retain stakeholder participation and ensure internal and public accountability?

- How will you raise awareness about racial inequity related to this issue?

- What resources/partnerships do you still need to make changes?

Step VI. Report Back

- How do you plan to share analysis and report responses back to leadership and stakeholders?

RACE & SOCIAL JUSTICE INITIATIVE

**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

RSJI Employee Survey

- Over 4,000 employees (86%) believe that it is valuable to examine the impact of race in our work and 70% said they can identify examples of institutional racism.

- Nearly two-thirds (65%) of employees stated they are actively involved in promoting RSJI changes in their workplace.

- Nearly 60% of employees believe there department and the City as a whole is making progress on Race and Social Justice.

Conclusion –

The challenge of achieving our vision – a city where racial disparities have been eliminated and racial equity achieved – is big.

Lessons learned –

- Concisely communicating difficult concepts.
- Obtaining / maintaining critical support within our own institution.
- Working across institutions and with the community to maximize results.
- Holding contradiction: Time, resources and the nature of change.

RACE & SOCIAL JUSTICE
INITIATIVE