

Moving Towards Racial Equity

Rising to the Challenge of Change

Purpose Built Communities Conference

Fort Worth, Texas

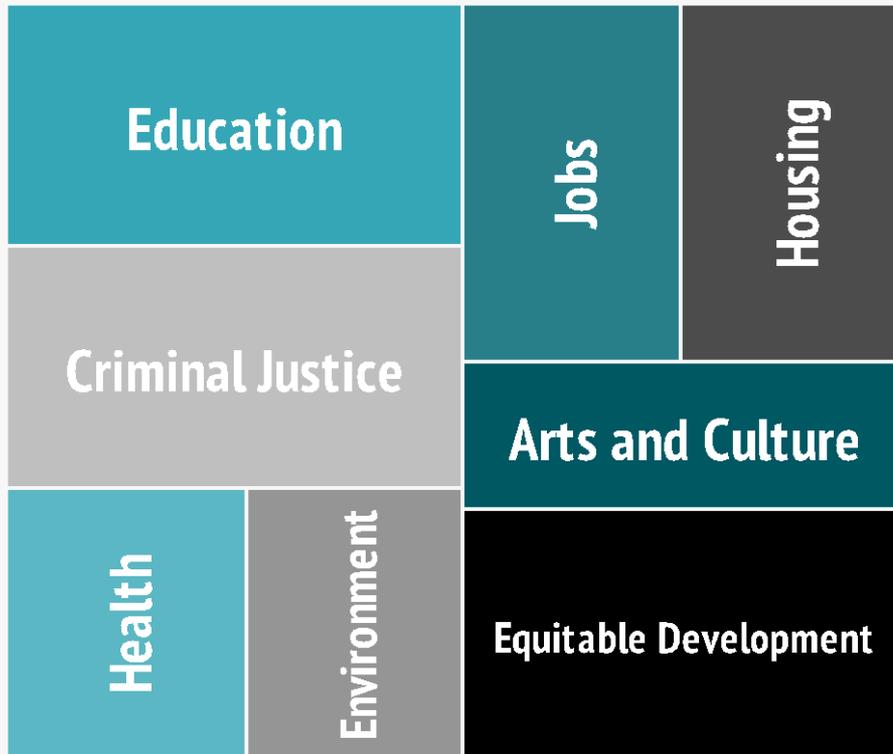
October 6, 2015

Glenn Harris



CENTER FOR SOCIAL INCLUSION

Racial inequity in the U.S.



ctancy
based on zip code in King County.

Family



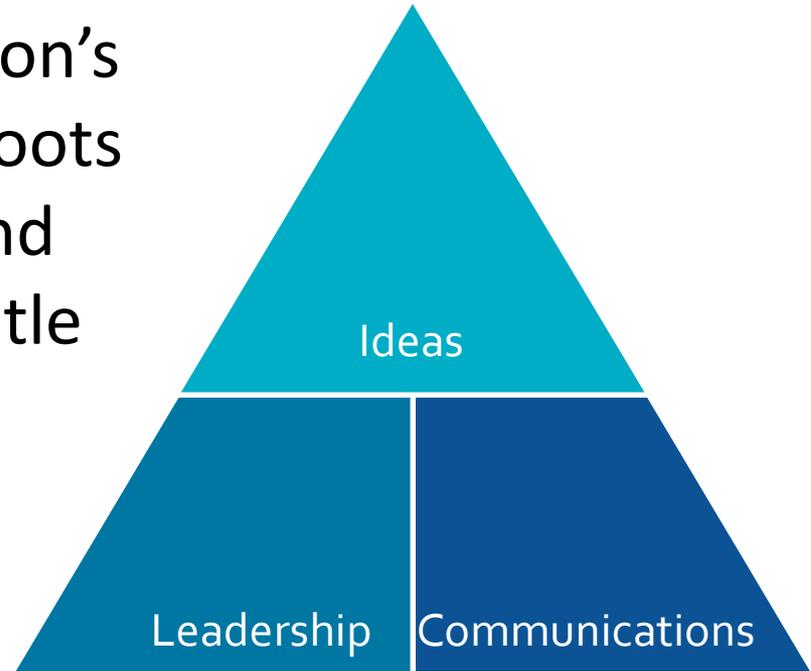
Tuskegee



- 1) *Think of a number between 1 and 10*
- 2) *Multiply that number times 9*
- 3) *If it is a two digit number add them together (for example 32 would be $3+2=5$)*
- 4) *Subtract 5*
- 5) *Convert to a letter (a is 1, b is 2, etc.)*
- 6) *Country starts with that letter.*
- 7) *Animal that starts with that letter.*
- 8) *Fruit that starts with that letter.*

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.



SOLUTIONS THAT WORK FOR EVERYONE

1. It's not about the individual

Three key facts on race

- 1) **Race is a construct** and is not biologically determined. Race is a modern idea.
- 2) **Policy drives the social construction of race** and has contributed to changing ideas and definitions of race over time.
- 3) **We did not choose this system** but we have a responsibility to address it

Defining Racial Equity



Defining racial equity

Racial equity is when 1) **race no longer is a determinant of life outcomes** and 2) in addressing racial inequity directly, we improve outcomes for everyone, including White people

Racial equity is both **our lens and the outcome we seek to achieve**. It is an *inclusive* approach to transform structures towards access, justice, self-determination, redistribution, and sharing of power and resources.

Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.

Examples of implicit bias

When conductors were placed behind a screen, the percentage of female new hires for orchestral jobs increased 25% – 46%.





AFP

Two residents waded through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Image Chris Graythem)

AP Associated Press

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it



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What is Bias?

- Suppressing or denying prejudiced thoughts can actually increase prejudice rather than eradicate it.
- Research has confirmed that instead of repressing one's prejudices, if one openly acknowledges one's biases, and directly challenges or refutes them, one can overcome them.

Institutional/Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional/Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focus on street level drug arrests.

Individual/Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual/Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.

Individual racism:

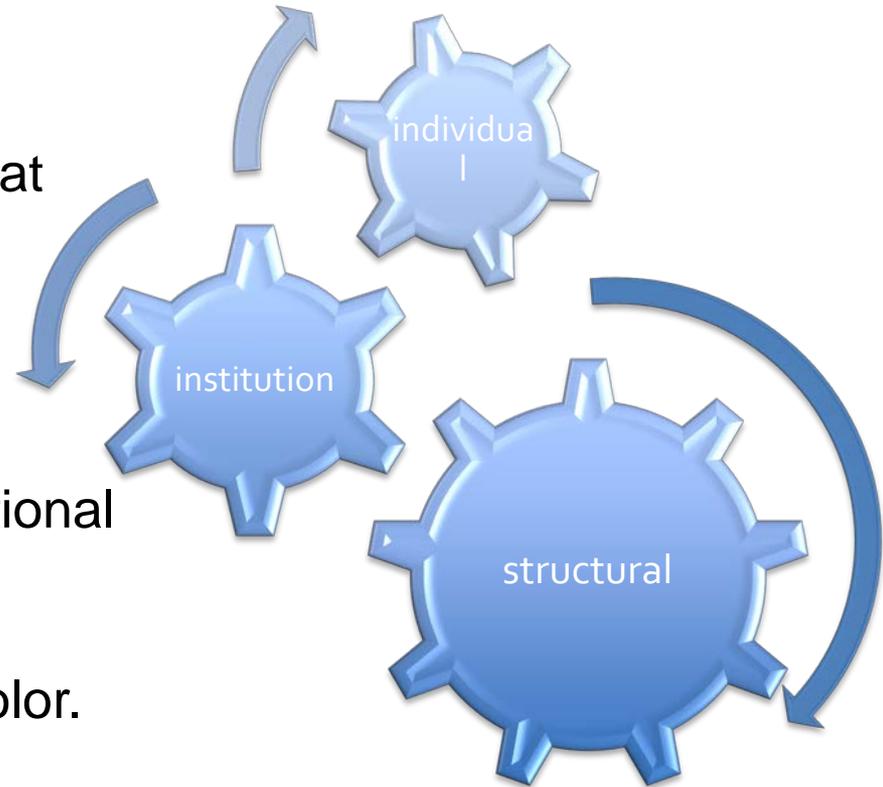
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

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

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.

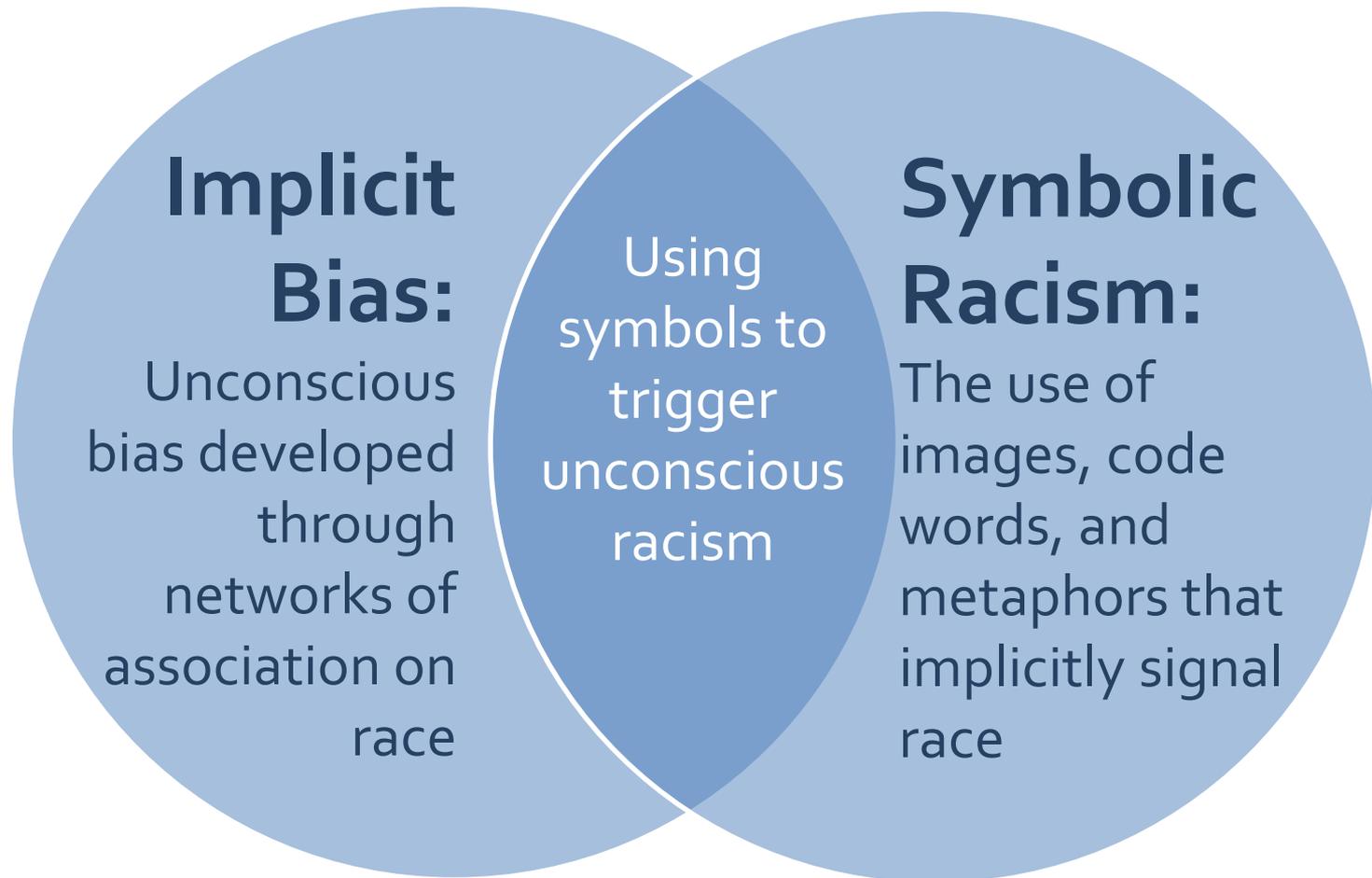


(Race and Social Justice Initiative)

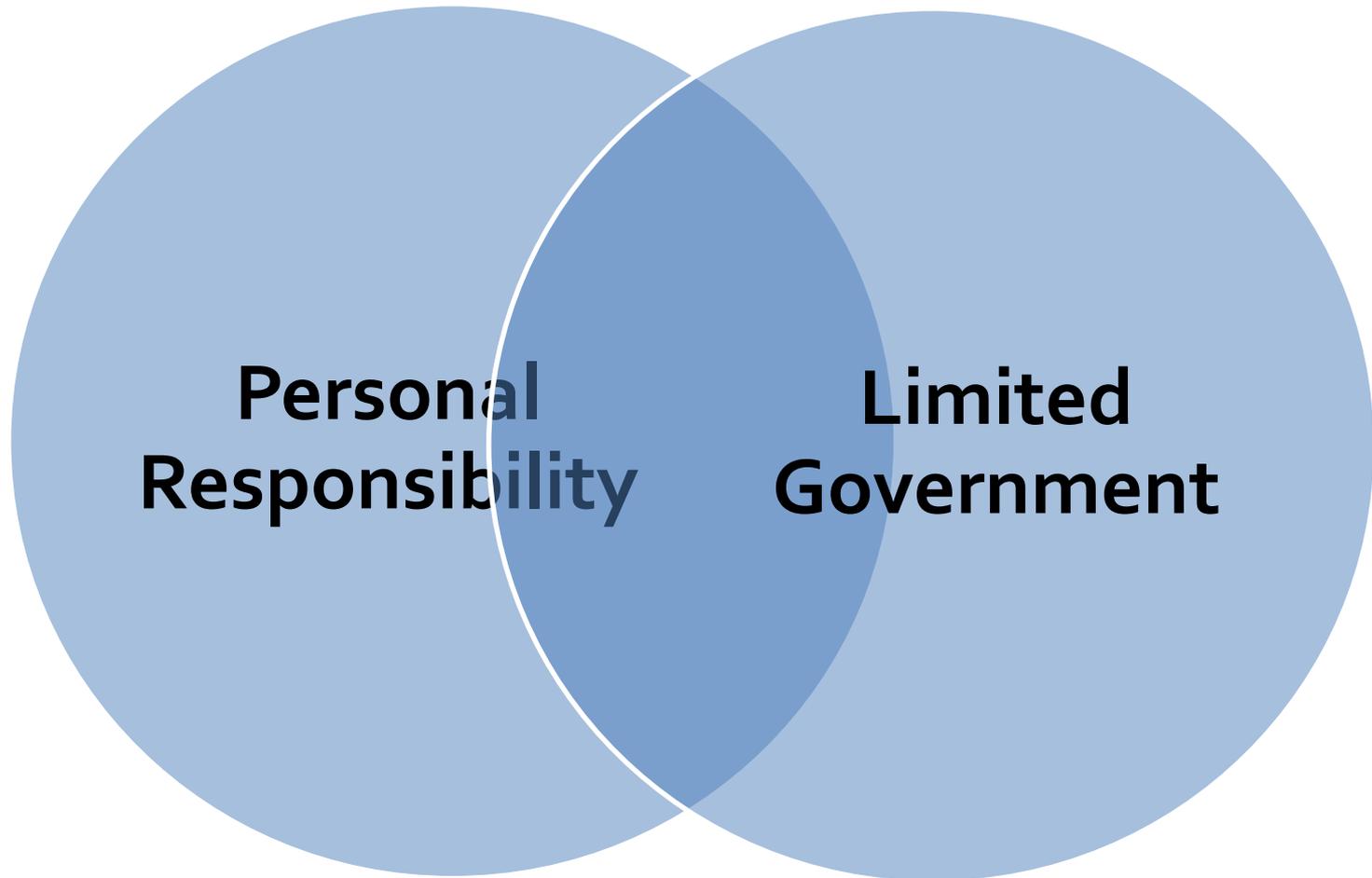
**Normalize,
operationalize,
organize**

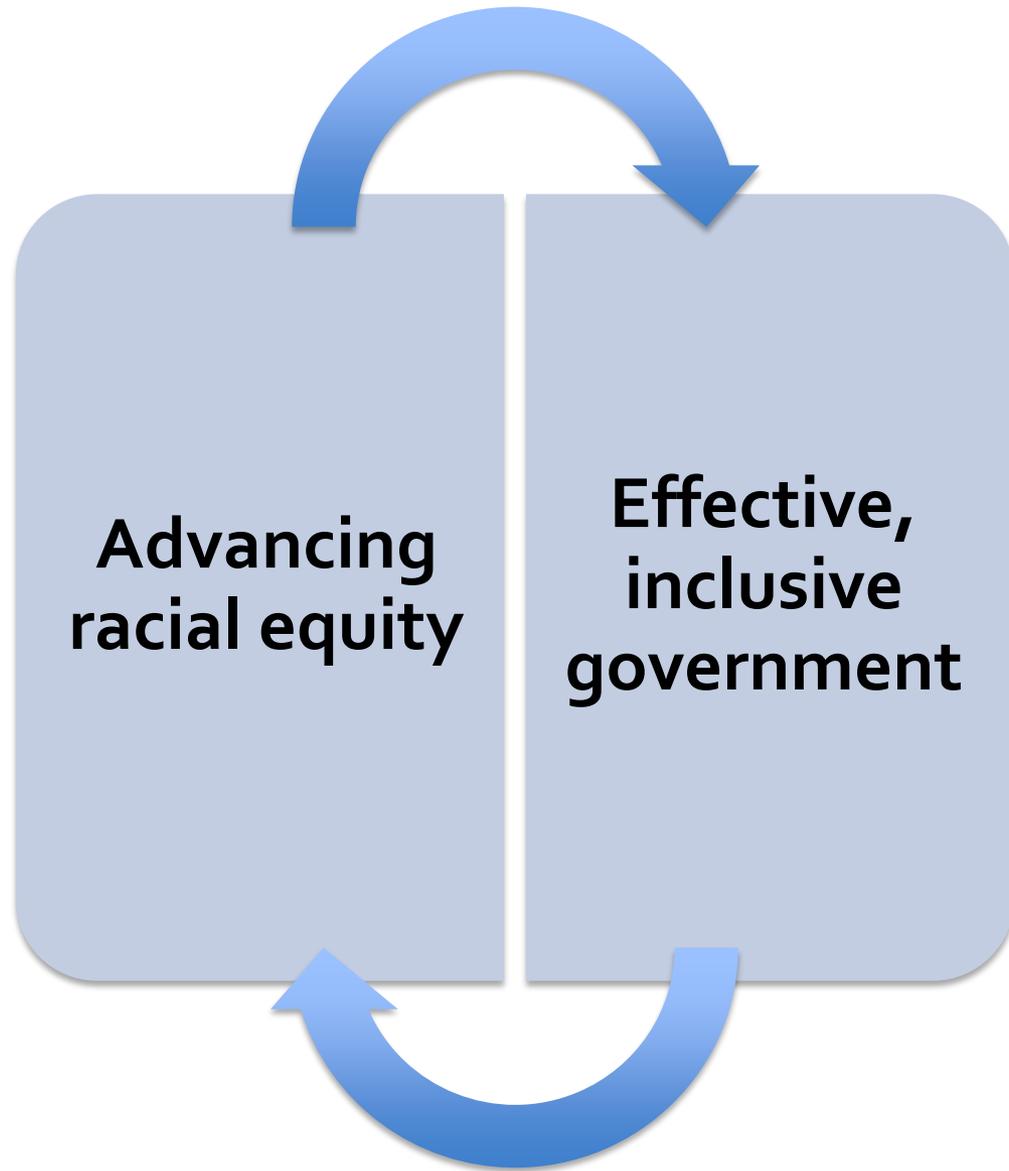
2. Talking about race right

How race gets triggered cognitively



Meta-frames and race





RSJI Employee Survey 2012



"Examine impact of race at work"



"Actively promoting RSJI changes"



"Dept and City making progress"

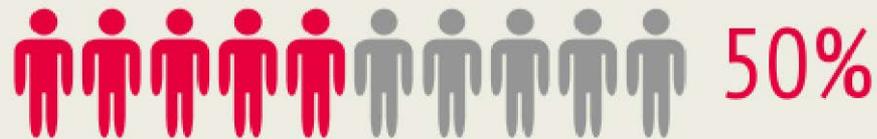
RSJI Community Survey 2012



"Racial equity government priority"



"Progress on racial equity"



"Schools are good or very good"

3. Creating structural change

Racial equity tools

A Racial Equity Tool can be used in budget, policy and program decisions.

- ✓ Streetlights / complaint-based systems
- ✓ Restrictions on use of criminal background checks in hiring processes
- ✓ Protections for breastfeeding mothers
- ✓ Contracting policies and procedures
- ✓ Court appearances

Stay in touch

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