Moving Towards Racial Equity
Rising to the Challenge of Change

Purpose Built Communities Conference
Fort Worth, Texas
October 6, 2015
Glenn Harris
Racial inequity in the U.S.

- Education
- Jobs
- Housing
- Criminal Justice
- Arts and Culture
- Health
- Environment
- Equitable Development

*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.
The Center for Social Inclusion’s mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.
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.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?
Examples of implicit bias

When conductors were placed behind a screen, the percentage of female new hires for orchestral jobs increased 25% – 46%.
Two residents wade 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 Images/Chris Graythen)

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
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

Implicit Bias:
Unconscious bias developed through networks of association on race

Symbolic Racism:
The use of images, code words, and metaphors that implicitly signal race

Using symbols to trigger unconscious racism
Meta-frames and race

Personal Responsibility

Limited Government
Advancing racial equity

Effective, inclusive government
RSJI Employee Survey 2012

- 86% “Examine impact of race at work”
- 66% “Actively promoting RSJI changes”
- 60% “Dept and City making progress”
RSJI Community Survey 2012

- 90% “Racial equity government priority”
- 60% “Progress on racial equity”
- 50% “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

Glenn Harris, President
Center for Social Inclusion
206-790-0837
gharris@thecsi.org

www.centerforsocialinclusion.org

www.twitter.com/theCSI
www.facebook.com/centerforsocialinclusion