



RACE & SOCIAL JUSTICE  
INITIATIVE

**MAYOR'S EDUCATION  
SUMMIT ADVISORY  
GROUP RSJI TRAINING  
APRIL 12, 2016**

# 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 ACHIEVE RACIAL EQUITY

# LAYING IT ON THE LINE

1. The smartest students get the best grades.
2. All education funding policies impact racial equity.

# A COMMON LANGUAGE

## The City of Seattle defines:

### **INDIVIDUAL RACISM**

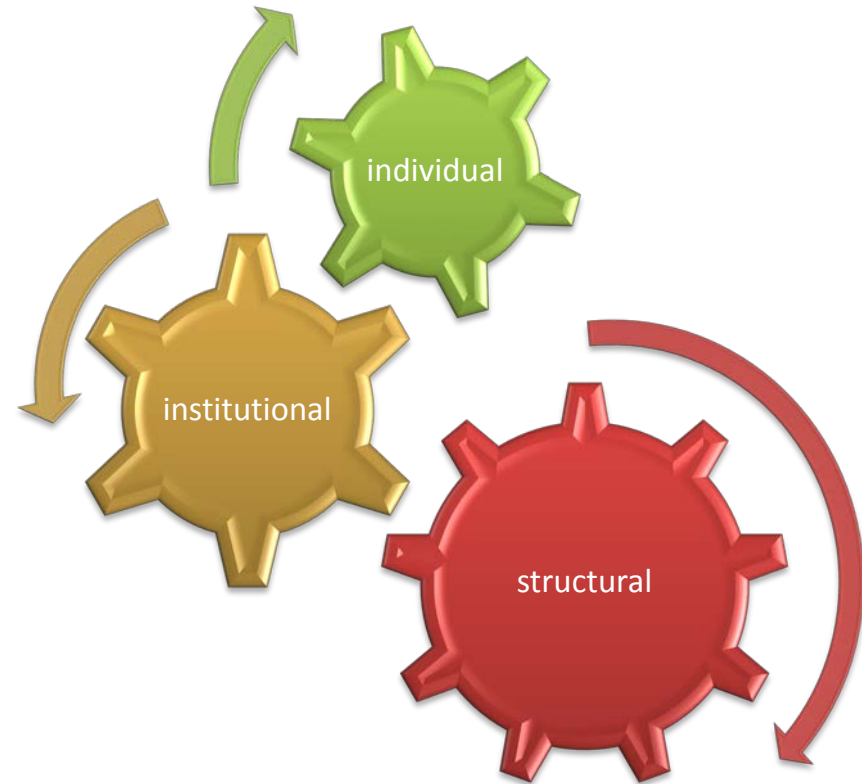
Prejudgment, bias or discrimination by an individual, based on race.

### **INSTITUTIONAL RACISM**

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

### **STRUCTURAL RACISM**

The history, culture and current reality of institutional racism across institutions.



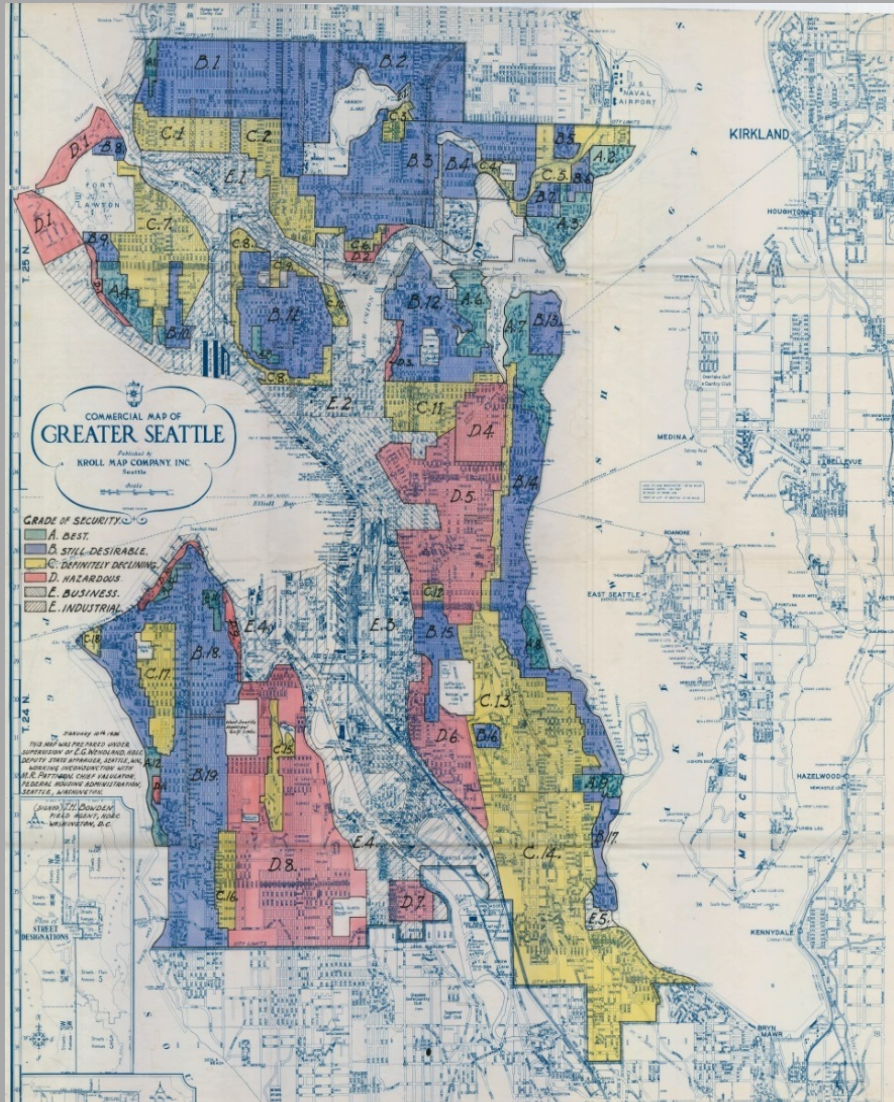
# EQUALITY vs. EQUITY





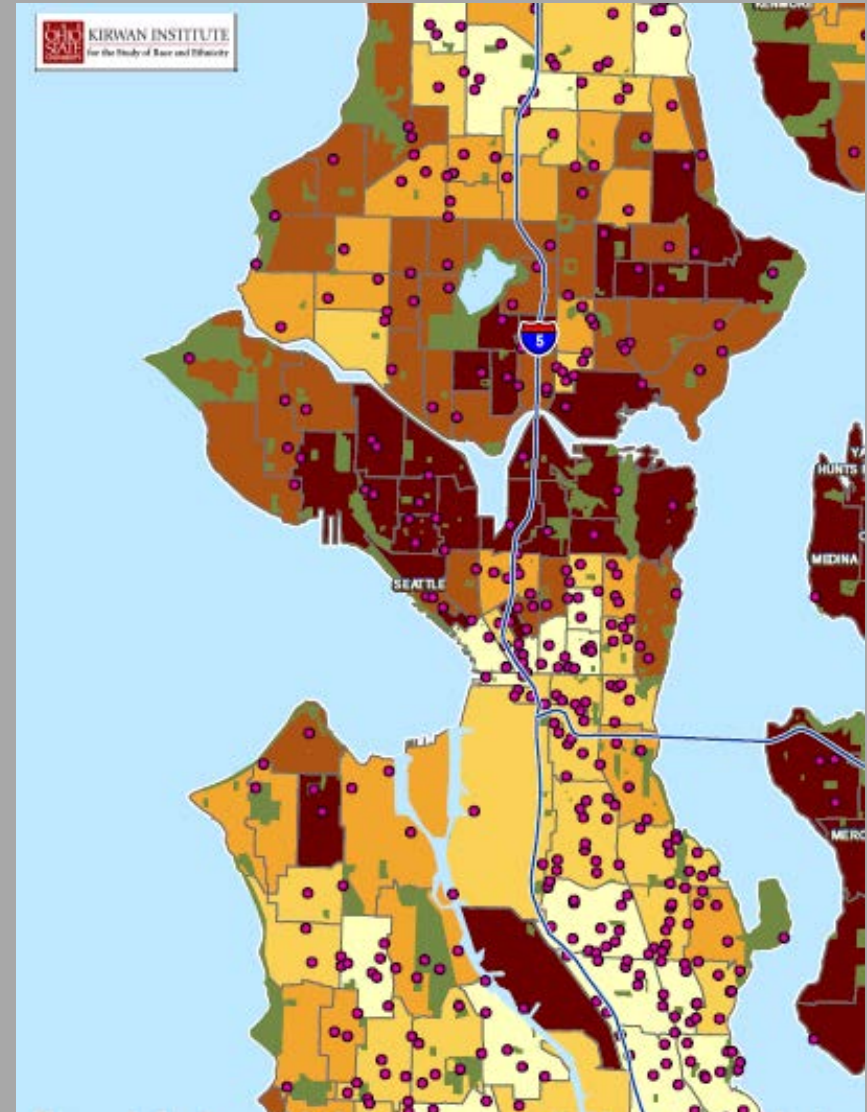
# REDLINING MAP

(Legally used from 1936 – mid-60s)



# OPPORTUNITY AREAS

(With 2010 census racial distribution)



**Why do we center race,  
instead of using  
a universal or  
race-neutral approach?**

# UNIVERSAL STRATEGIES

**NO EQUITY LENS** – Does not account for historical and present context, desired outcomes for those most impacted

**RACE-NEUTRAL or COLOR-BLIND** – Assume positive outcomes “for all” are implicit

## Class Mobility by Race

Race	% likelihood will move from bottom 1/5 to top 1/5 by age 40
White	16%
Black	3%

## *Lack of Class Mobility by Race*

Race	% likelihood will <u>still</u> be counted among poorest by age 40
White	23%
Black	51%



# ***TARGETED* UNIVERSAL STRATEGIES**

EQUITY LENS – Accounts for historical and present context, with desired outcomes for those most impacted.

RACE-EXPLICIT – Names, frames and operates with a racial equity lens in order to achieve positive outcomes for all.

# Examples of Targeted Universal Strategies

**EQUITY TEAMS:** Seattle Public Schools partnered with the City of Seattle to form 30 equity teams in schools to achieve equity for all.

**CREATIVE ADVANTAGE:** SPS partnered with the City of Seattle to bring racially equitable, accessible and quality arts education for all SPS students.

**ACHIEVING ACADEMIC SUCCESS:** SPS created a think tank for young African American male scholars.

# MAYOR'S EDUCATION ADVISORY GROUP RACIAL EQUITY LENS

**Ensures accountability to racial equity** throughout the process to develop recommendations and action items.

Creates awareness of what's at stake:

The **opportunities** to increase racial equity,  
and the **unintended consequences if we don't**.

Provides a **targeted universal approach to evaluate policies** to achieve the **best possible outcomes for all** current and future students in Seattle.

# USING THE LENS

## **The Mayor's Education Advisory Group Racial Equity Lens**

# USING THE LENS ...

In Seattle Public Schools,

57% of all students are students of color.

20% of all teachers are teachers of color.



**QUESTIONS?**