



RACE & SOCIAL JUSTICE
INITIATIVE

RACIAL EQUITY FUND: 2016 INFO SESSION

AGENDA

Welcome

Background, Principles & Process

Q & A about Process and Timeline

Open Space Breakout Discussions

Next Steps and Timeline

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

A COMMON LANGUAGE

INDIVIDUAL RACISM

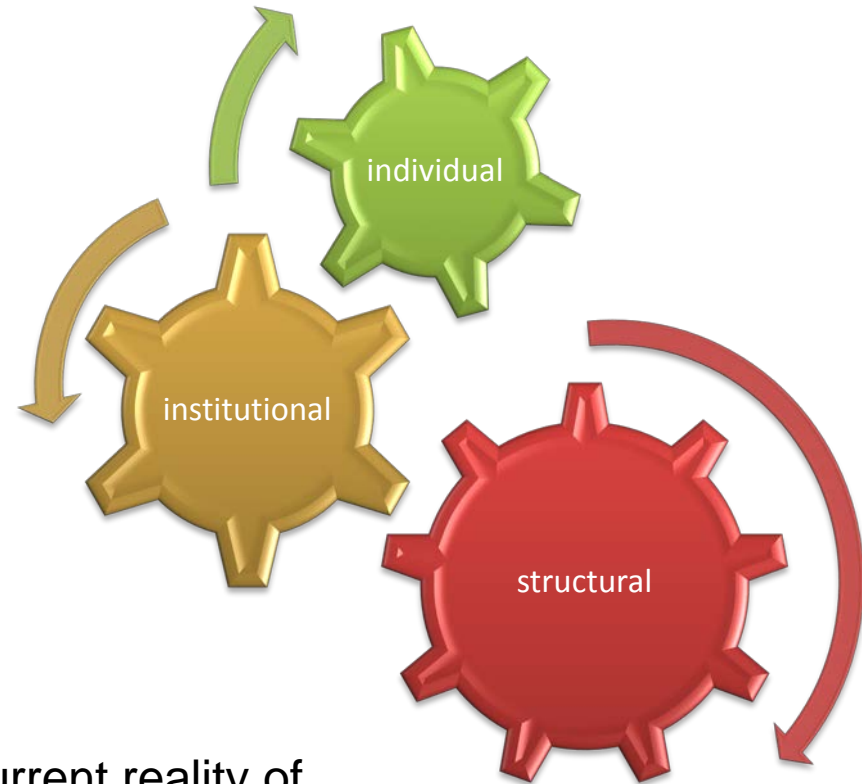
Prejudgment, bias or discrimination by an Individual, based on race

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 combination of history, culture and the current reality of institutional racism across institutions



STRUCTURAL RACISM

Look For
intersections and
overlap between
institutions



STRUCTURAL SOLUTIONS

A Story: The Village by the River



STRUCTURAL STRATEGIES

Structural Strategies

- Shifting Traditional Power Dynamics
- Increased Influence of/Accountability to Communities of Color
- Cross-sector partnerships

Institutional Strategies

- Culturally-responsive curriculum
- Increased Affordable Housing
- Bias-free policing
- Living Wage Jobs

Individual Strategies

- In-school detention
- Homeless Shelters
- Post-incarceration reentry support
- Food Stamps



UPSTREAM

GUIDING PRINCIPLES

Incorporate a structural analysis of racism in development and implementation of proposal

Build on, align and further work that has and is being done to address structural racism

Model accountable practices and relationships between participants, leadership and partners involved. Center the experiences and leadership of communities most impacted by particular patterns of racism

Leverage opportunities that are likely to have the greatest impact

Processes and tools that are shared and sustainable

Open and transparent communication

BREAKOUT DISCUSSIONS

- **Share** your proposal ideas with each other
- Consider how they support **structural solutions** to racism and give each other feedback
- Look for **opportunities for collaboration**, to leverage resources and support partnerships

QUESTIONS?



NEXT STEPS

March 31st by Midnight (5pm hand delivery)

Written proposals due. Requests for oral presentations due to gabriella.sanchez-stern@seattle.gov

April 27th (Wed), April 28th (Thu) and April 29th (Fri)

Proposal Review Committee meets to hear oral presentations and finalize recommendations.

By Fri., May 6th

Decisions will be announced.

May 2016 – March 2017

Proposals Implemented.

NETWORKING AND OPEN HOUSE

Thank you!