



GOVERNING FOR RACIAL EQUITY



Governing for Racial Equity?

- It means convening broad sector collaborations, that center the voices of communities of color.
- It means centering racial equity in all aspects of how government and institutions function.
- It means making clear goals to eliminate racial inequity that are accountability to communities of color.



RSJI: Governing for Racial Equity

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.



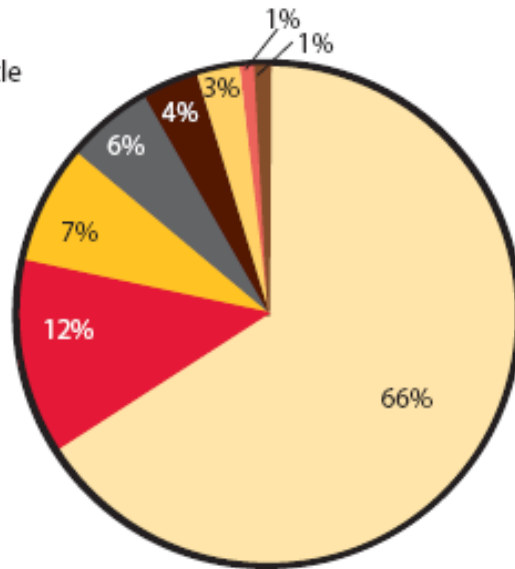
Why lead with race?

- The pervasive and deep disparities faced by people of color – disparities that cannot be explained by other factors;
- The many years of community organizing that challenged the City to address racial inequity;
- The need to focus our work. By being specific about the disparities we are targeting, we achieve more effective results. We also create the conditions for broader change.

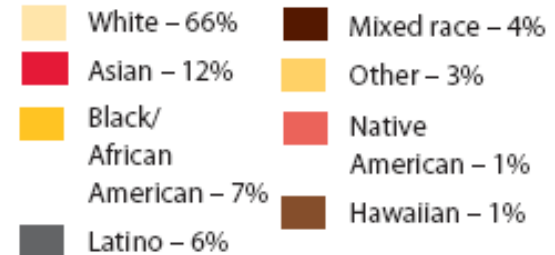
Snapshot of Seattle's racial composition

The populations of Seattle and King County are predominantly white. People of color account for a third of the total population.

U.S. Census Bureau,
2006 American
Community Survey



Seattle racial groups



Racial inequities in Seattle:

1. Education
2. Equitable development
3. Jobs
4. Criminal justice
5. Health
6. Housing
7. Environment



Individual racism:

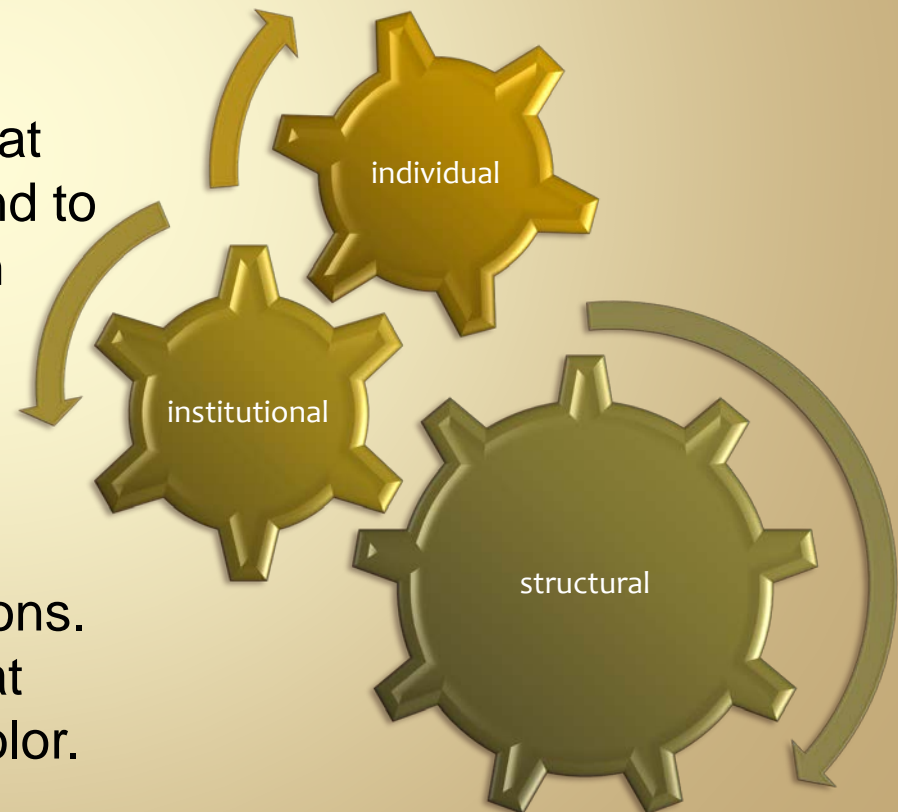
- Pre-judgment, bias, or discrimination by an individual based on race.

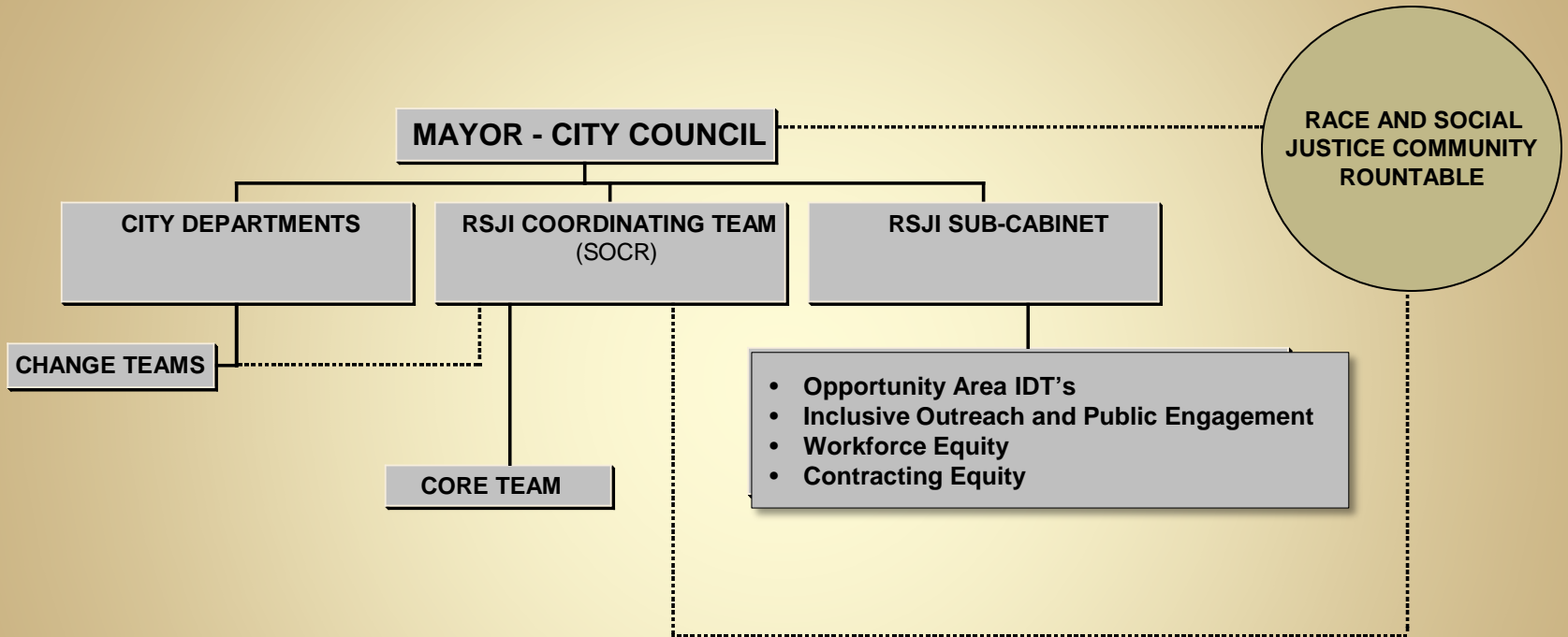
Institutional racism:

- 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.





Direct Reporting Relationship



Indirect Reporting Relationship



Applying racial equity strategies

- Community / Government Partnerships
- Racial Equity Tools for Budget and Policy decisions
- Building Skills and Capacity
- Inclusive Outreach and Public Engagement





RSJ Community Roundtable

- RSJI convened the Roundtable, a partnership of twenty-five community organizations and public institutions working together to achieve racial equity in Seattle.
- The Roundtable leads with Education.
- Workgroups include:
 - School Discipline
 - Statewide Legislative Agenda
 - Schools to Prison Pipeline



Racial Equity Toolkit

- Racial Equity Toolkit is used to all budget proposals
- 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 and challenged I200
- Stopped prosecuting people with suspended licenses
- Changed street lamp replacement to insure equitable access



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.
- Over 80% of employees believe their department 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.



Our Opportunity –

- Building ownership and urgency in our institutions.
- Working across government in meaningful collaboration... Building a Network that leverages our collective strength.
- Achieving our vision to eliminate racial inequity.