

# **RSJI VISION:**

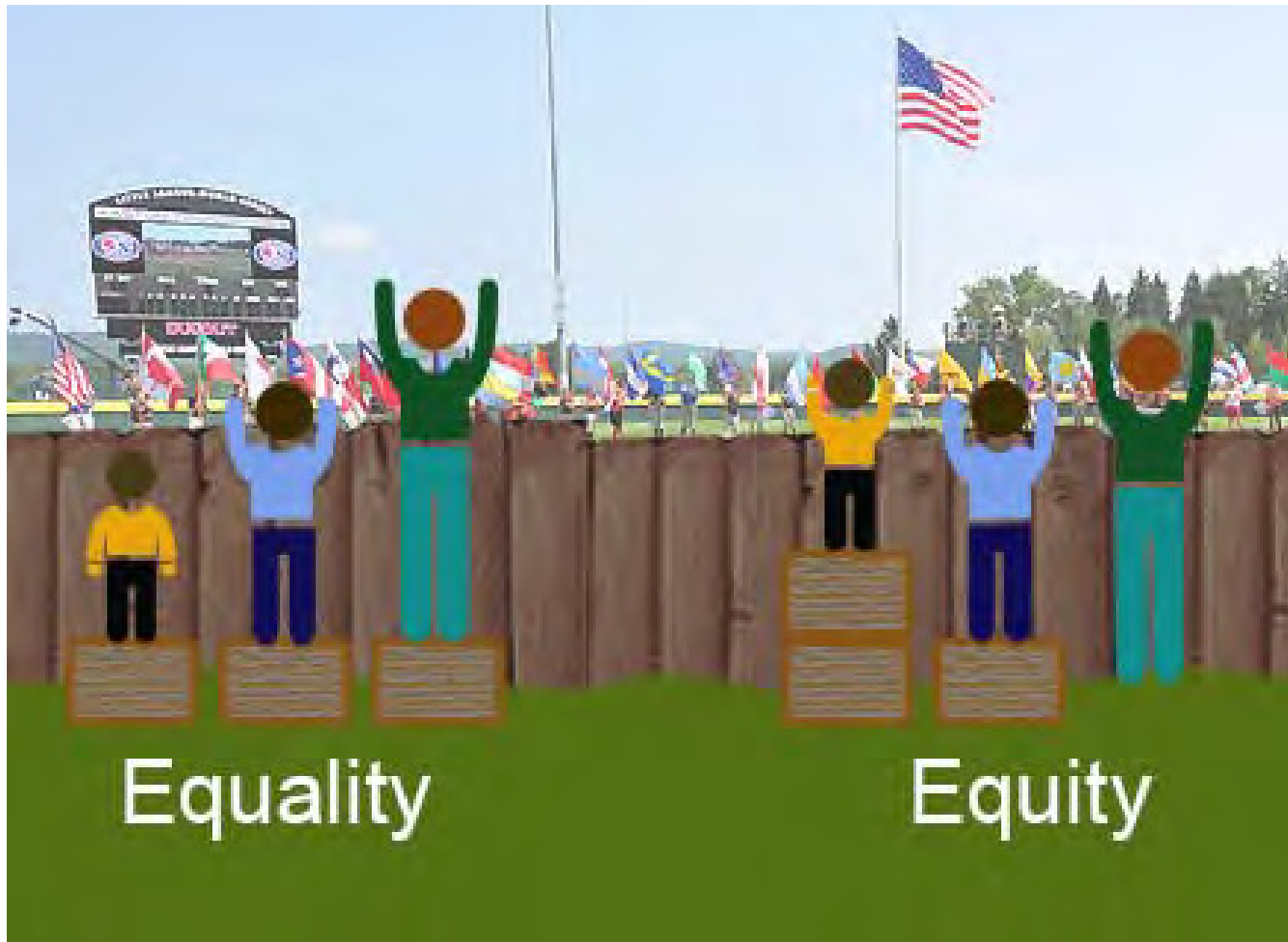
**Racial disparities have been eliminated  
and racial equity achieved.**



# **MISSION**

- End institutional racism in city government.
- Promote inclusion and full participation of all residents.
- Partner with the community and other groups to achieve racial equity.

# EQUALITY vs. EQUITY

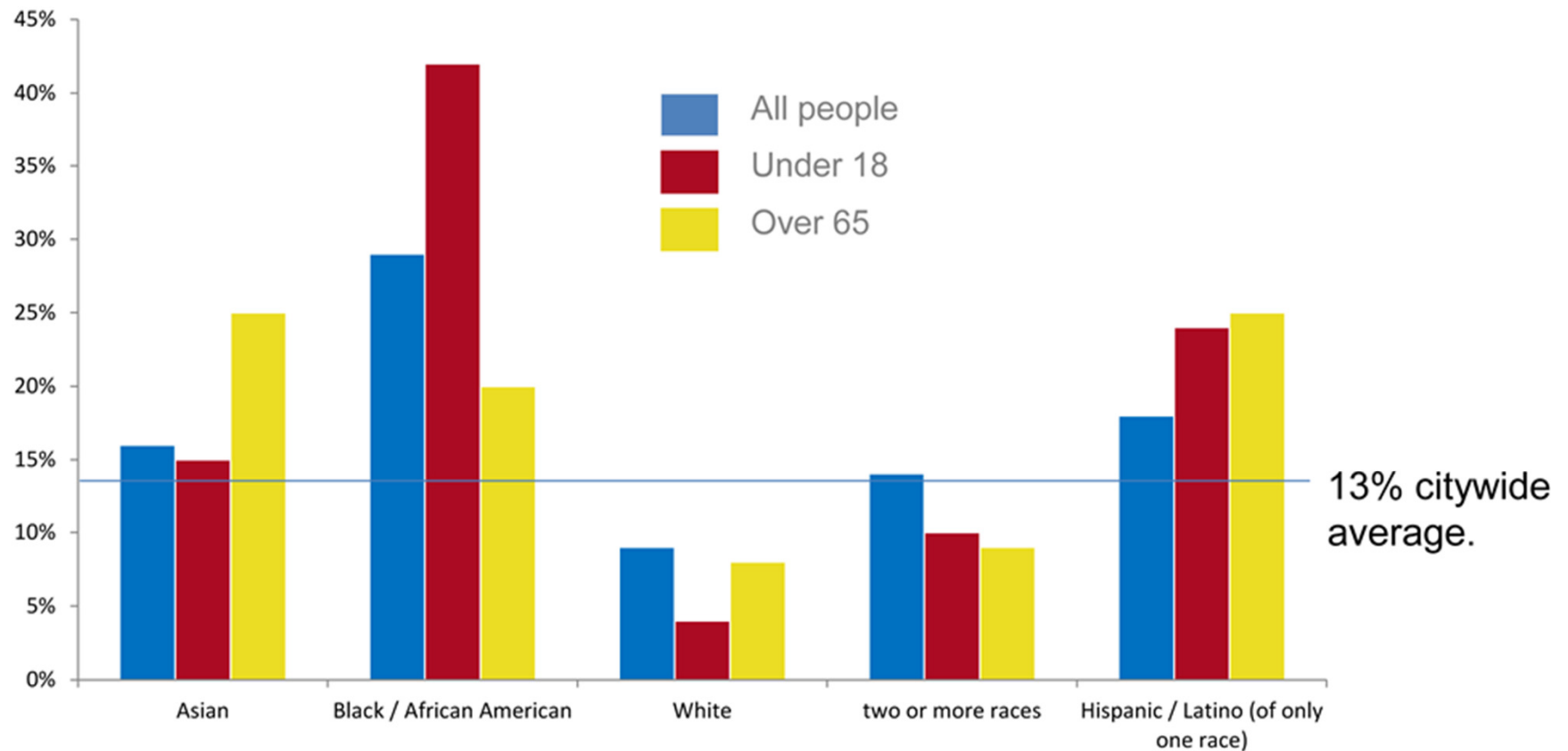


**Why approach  
equity through  
the lens of race?**

# Racial Disparities

## Poverty Rates by Major Racial Category and Hispanic/Latino Ethnicity

Poverty rates vary greatly for different races and ethnicities, especially among children and seniors.



Source: US Census. 2010 decennial Census.

# RSJI strategies

- Ensure racial equity in City programs & services.
- Work with community-based organizations to end structural racism.
- Form partnerships for racial equity with communities most impacted by inequity, plus government, other groups, the private sector and philanthropy.

# RSJI structure

- Every Seattle City department is responsible for:
  - Incorporating racial equity into its own programs, services, policies, etc.
  - Creating an annual RSJI Work Plan.
  - Maintaining an RSJI Change Team.
  - Using RSJI tools, e.g. the Racial Equity Toolkit.
  - Participating in RSJI Subcabinet.
- Interdepartmental teams work together on key equity issues, e.g. criminal justice, education, and equitable development.

# How can an organization or board build racial equity?

- Understand how we perpetuate racism.
- Understand our power and our opportunity.
- Listen and be accountable to communities of color.
- Implement policies and practices that have racially equitable outcomes.
- Ensure racial diversity in membership; develop our existing and emerging leaders.

