



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

GRE 2012 RSJI Racial Equity Toolkit

Darlene Flynn, Policy Lead
Seattle Office for Civil Rights –
Race and Social Justice Initiative

RSJI Vision:

In the City of Seattle racial disparities have been eliminated and racial equity achieved.

RSJI Mission:

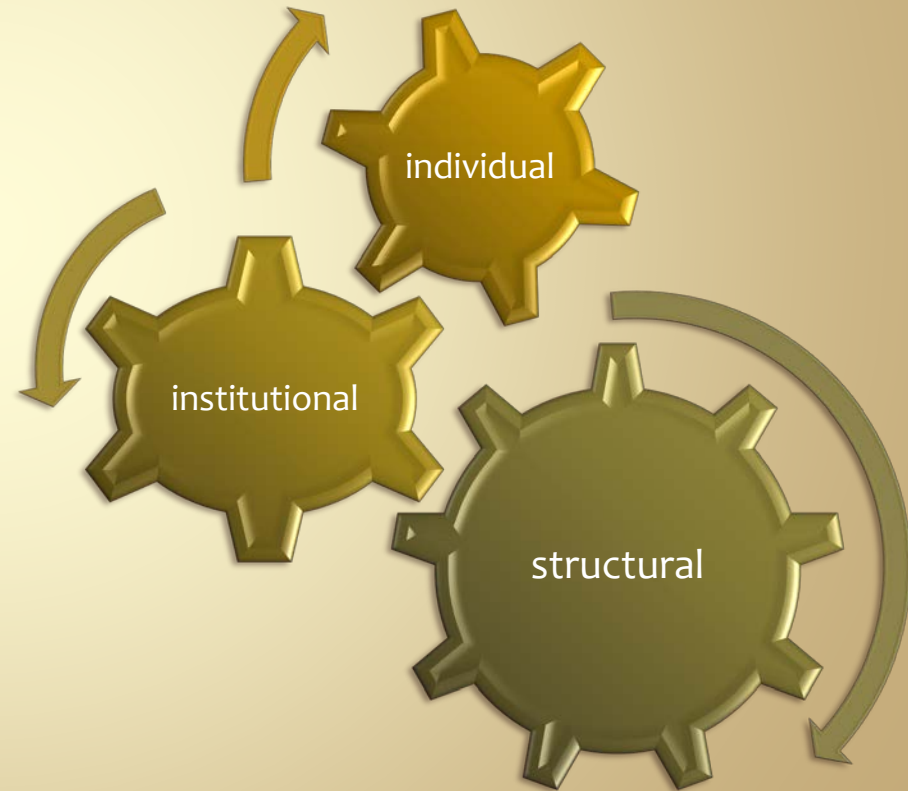
- End institutional racism in City government.
- Promote inclusion and full participation of all residents.
- Partner with the community and other institutions to create racial equity.



RSJI takes a comprehensive approach

Addressing:

- Structural racism,
- Institutional racism and,
- Individual racism



RSJI Opportunity Areas

The RSJI is focusing to effect cumulative impacts in:



RSJI and “The Stream”

Change institutions and structural interactions to eliminate imbedded racial inequity

Change policies and programs to contribute to community conditions that support equity

Change individual behaviors/treat problems resulting from outcomes of racial inequity



The Toolkit Structures our Processes to Advance Equity by:

- Listening to the voices of communities of color
- Raising awareness of racial justice issues and increase racial consciousness.
- Working across departments and with other institutions and the community
- Planning for evaluating our progress over time and sharing the results with the community.

Data is used to:

- Increase our understanding of the racial inequities that influence people's lives.
- Identify racially equitable community outcomes in education, health, criminal justice, community development, jobs or the environment.
- Set goals to eliminate racial inequity and measure the outcomes of our work.

The Racial Equity Toolkit

Training Content

- RSJI Overview
- RSJI Equity Toolkit Things to Remember
- Overview of the Toolkit
- Guided Small Group Practice
- Debrief

Key Things to Remember When Using the Toolkit

- It's about racial equity
- Use the toolkit early
- Training + skill building = critical mass
- Be inclusive
- Be flexible
- Transparency/accountability

The Toolkit Package

- Introduction
- Step by Step Instructions
- Toolkit form – both interactive and print view
- Completed toolkit examples

Six Steps of the RSJI Toolkit

Step I. Set Outcomes

Step II. Involve Stakeholders + Analyze Data

Step III. Determine Benefit and/or Burden

Step IV. Advance Opportunity or Minimize Harm

Step V. Evaluate. Raise Racial Awareness. Be Accountable

Step VI. Report Back