

Advancing Racial Equity The Role of Government

Green Step Cities
April 4, 2018

Government Alliance on Race and Equity
Gordon Goodwin

Ice-breaker one-on-one

In your daily life...

.... how and when is the topic of race surfacing in conversations with friends, family or colleagues?

....how are you experiencing these encounters?

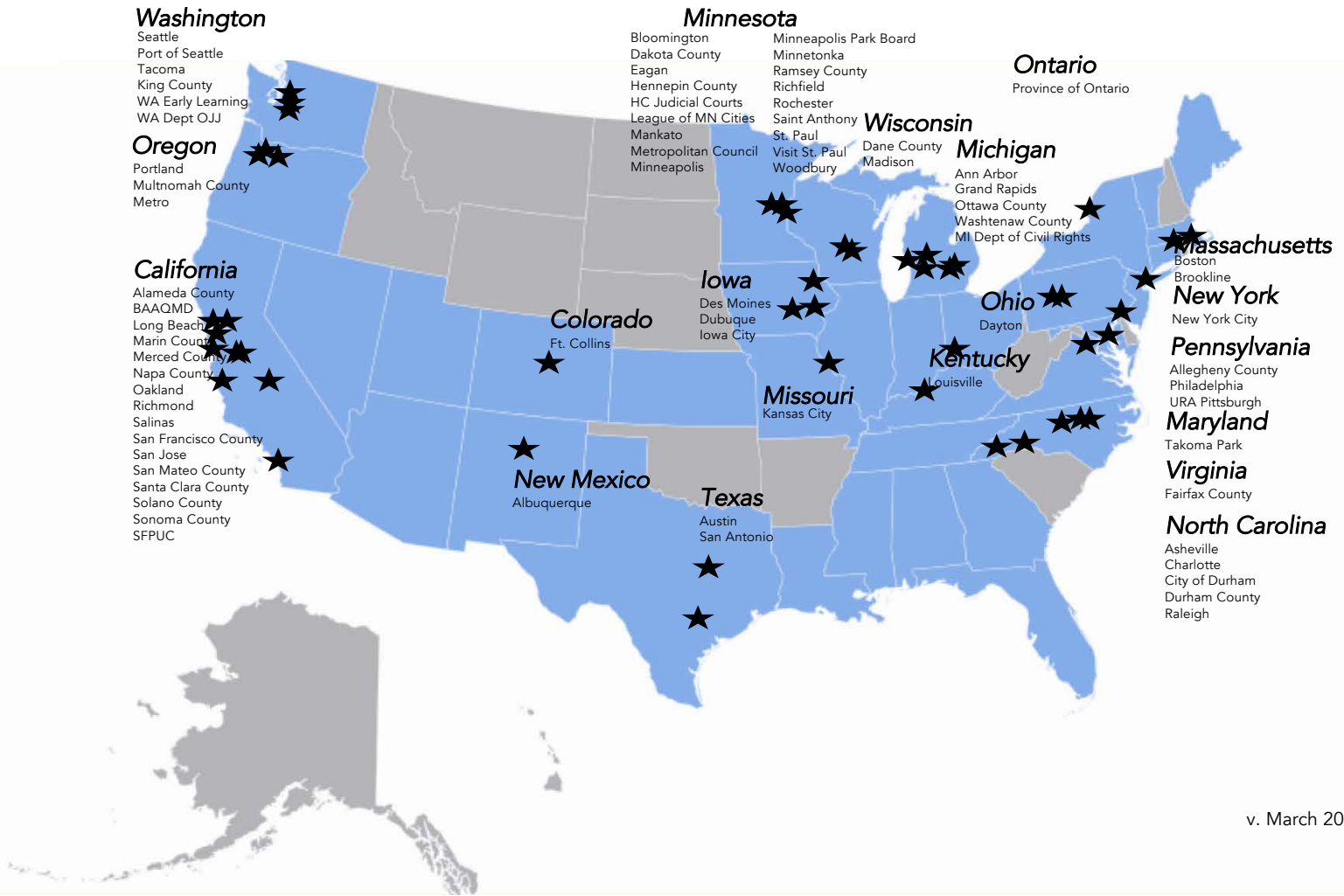
Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Lead network – 55 members
- ✓ Expand network – 30 states / 150+ cities
- ✓ Provide tools to put theory into action



Government Alliance on Race and Equity



v. March 2018



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

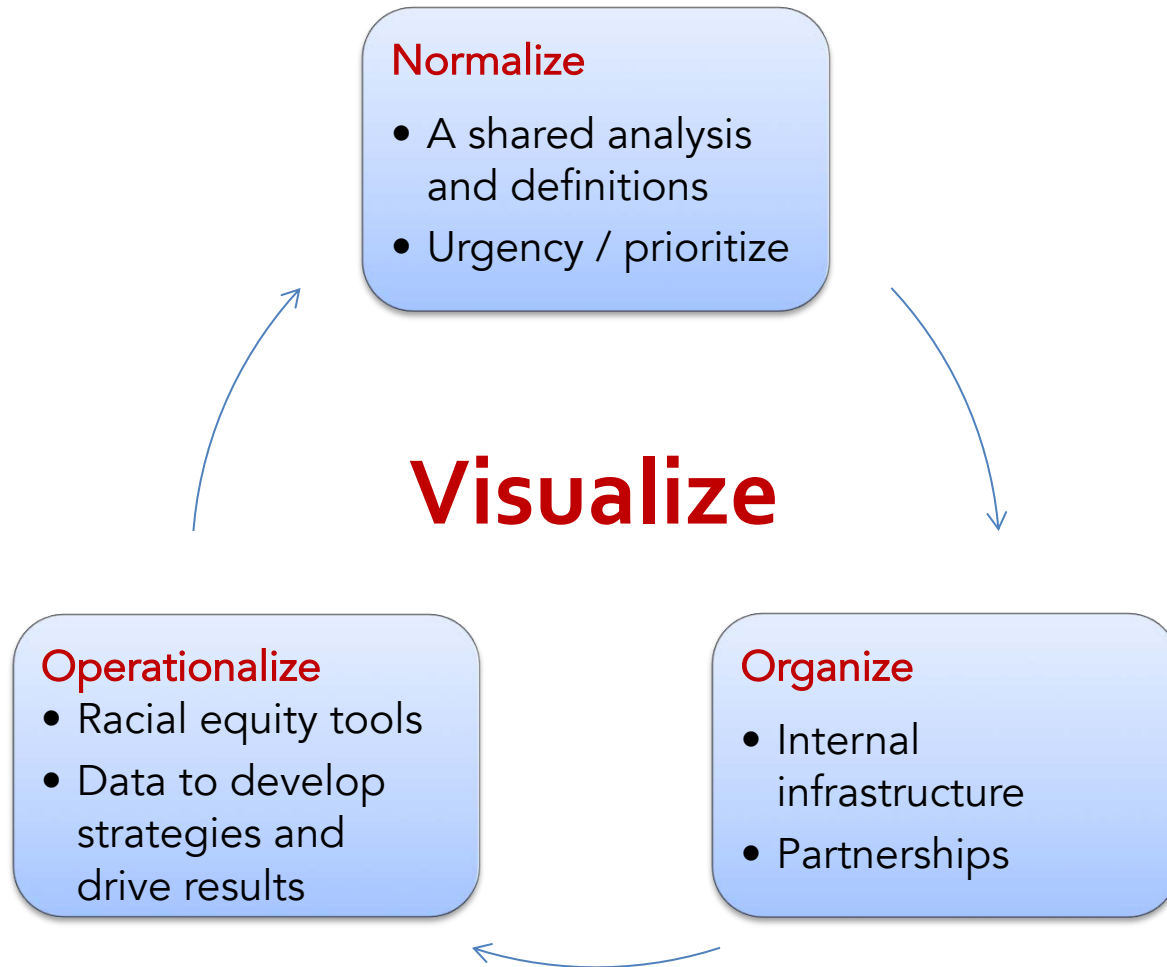
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Learning Cohorts to Advance Racial Equity

National best practice



GARE MN 2018 Introductory Cohort

Jurisdiction

- Eagan
- Hennepin County Library
- Richfield
- Rochester
- Roseville
- Metropolitan Council
- Minnetonka
- Minneapolis Park & Recreation Board

GARE MN 2018 Implementation Cohort

Jurisdiction

- Hennepin County 4th Judicial Courts
- Hennepin County Library
- Minneapolis
- Minneapolis Parks and Recreation Board
- Northfield
- St. Anthony Village
- St. Paul Visitors Bureau
- Mankato
- Metropolitan Council
- League of Minnesota Cities

As a result of participating, each jurisdiction will have:

- Racial equity training curriculum
- Trained facilitators to implement training with other employees
- Racial Equity Tool to be used in policy, practice, program and budget decisions
- Example policies and practices that help advance racial equity
- Racial Equity Action Plan

Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...



History of government and race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

Equity? Equality? What's the difference?



Racial equity means:

- **Closing the gaps** so that race does not predict one's success, while also **improving outcomes for all**
- To do so, we have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond "services" and focus on changing policies, institutions and structures

Explicit bias

Expressed directly

Aware of bias / operates
consciously

Example – Sign in the
window of an apartment
building – “whites only”

Implicit bias

Expressed indirectly

Unaware of bias / operates
sub-consciously

Example – a property
manager doing more
criminal background
checks on African
Americans than whites.

Examples of implicit bias

Screened auditions account for up to 46% of the increase in the percentage of females in symphony orchestras since 1970.

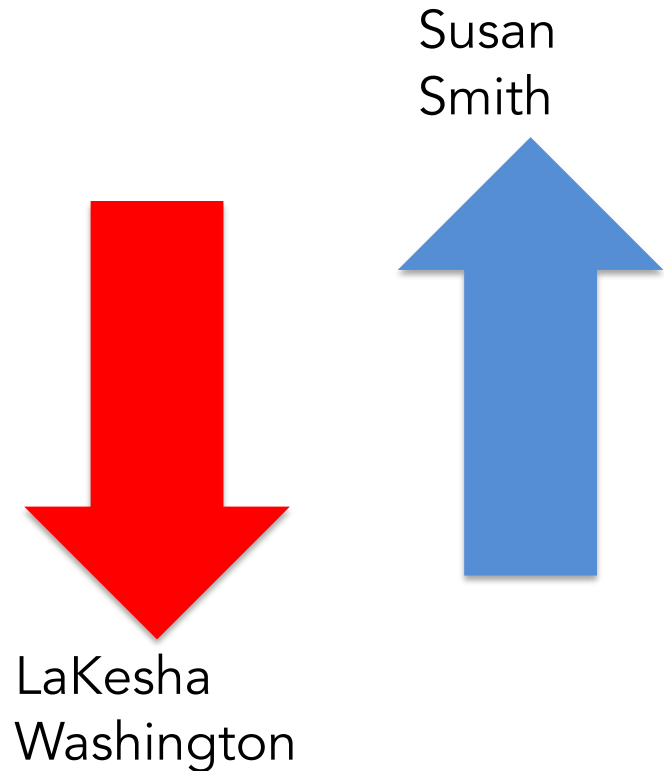


Claudia Goldin, Cecilia Rouse:
The Impact of "Blind" Auditions on Female Musicians (1997)

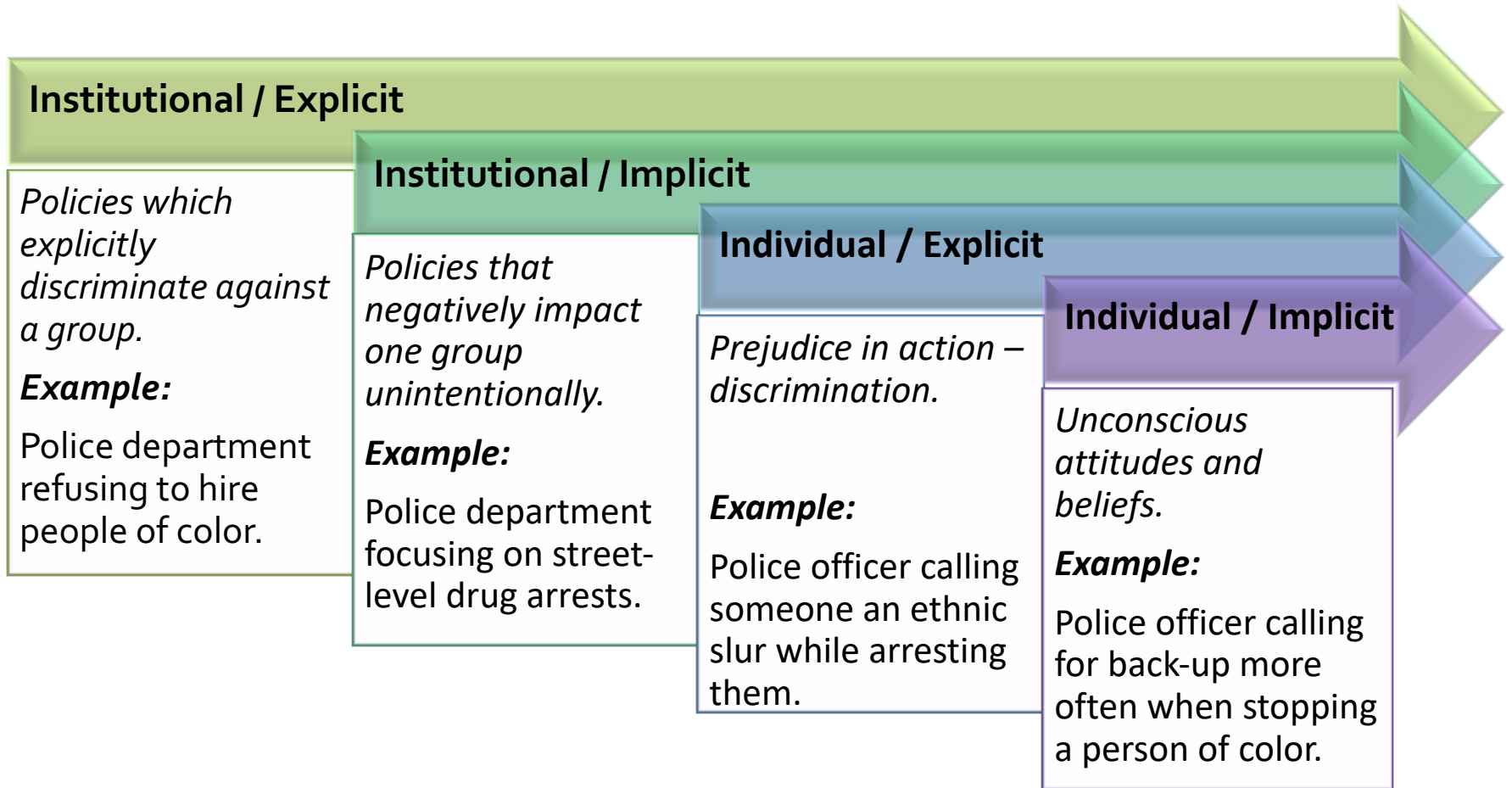
Examples of implicit bias

Job search – Identical resumes, apart from names.

White-sounding names – 50% more callbacks than African-American sounding names.



Seattle Policing Example



Individual racism:

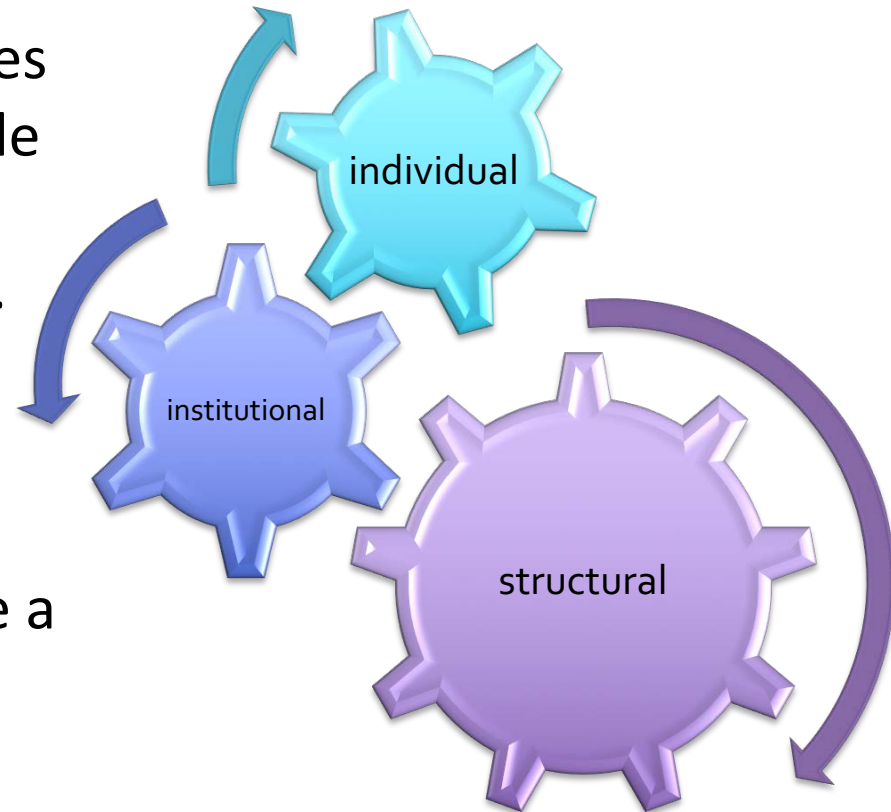
- Bigotry or discrimination by an individual based on race.

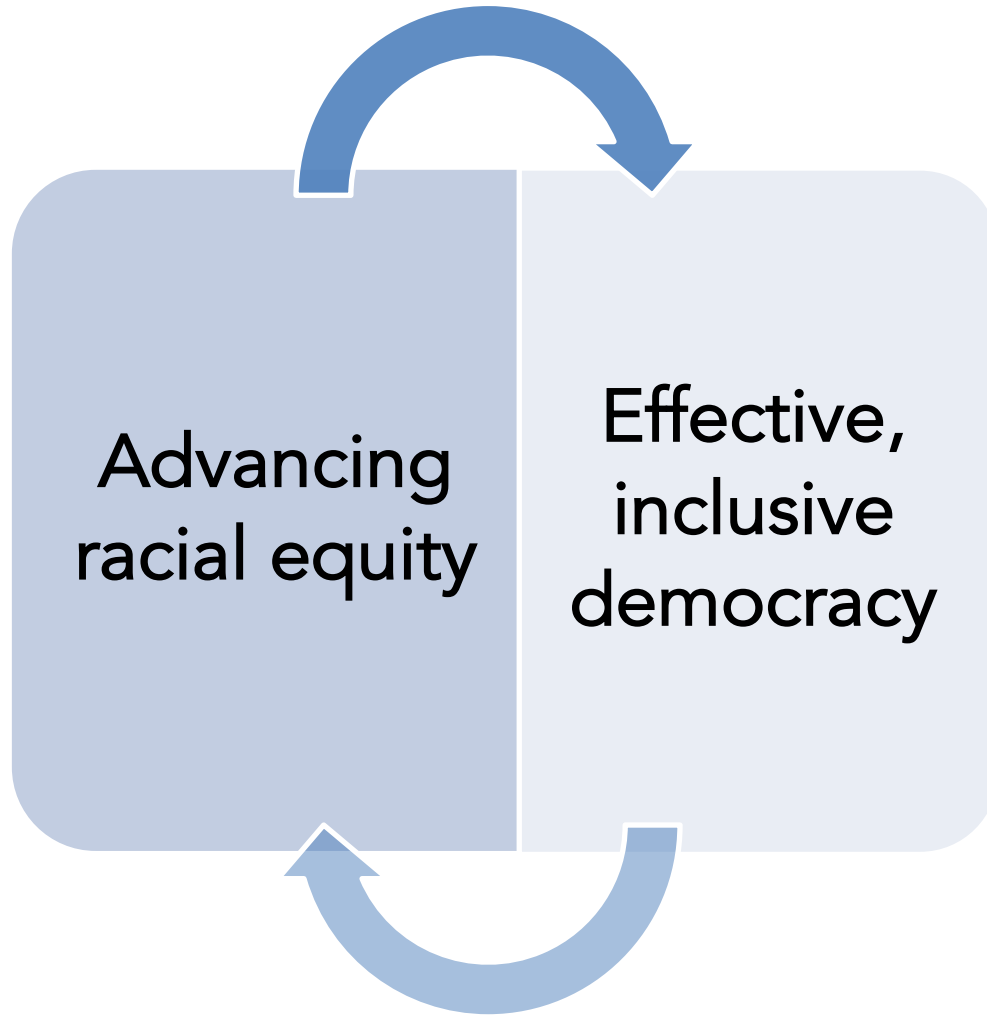
Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.







SOLUTIONS THAT WORK FOR EVERYONE

Contact information

Gordon Goodwin

763-258-3328

ggoodwin@thecsi.org

www.centerforsocialinclusion.org

www.racialequityalliance.org