



LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Equip Your Community for Racial Equity: Reorienting City Systems for Community Change

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Government Alliance on Race and Equity

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Government Alliance on Race and Equity

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



Realizing our values

- All men are created equal
- With liberty and justice for all
- ... this nation, under God, shall have a new birth of freedom—and government of the people, by the people, for the people, shall not perish from the earth



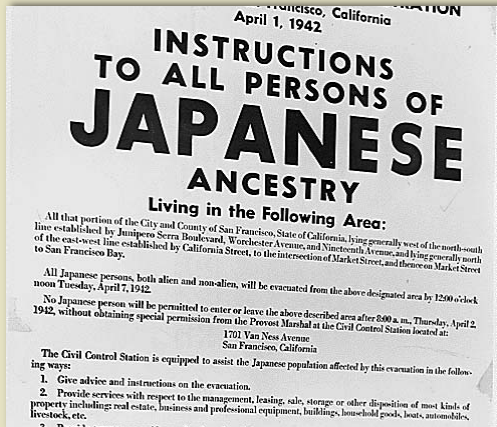
Governmental policies
and practices drive:



Who is
not
included?

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.

Current opportunity – government for racial equity



Proactive polices, practices and procedures that advance racial equity



Key factors for success:

Use a shared
analysis

Build
capacity

Implement
tools

Partner with
others

Use data and
metrics

Operate
with urgency



Equity

Equality



Racial inequity in the U.S.



 **100%**

Likelihood that race is a determinant for key health and social indicators in life.

 **10 years**

Difference in life expectancy based on zip code in King County.



Racial equity means:

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to close the gaps
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures



Bias

The evaluation of one group and its members relative to another.

We all carry bias, or prejudice. Acting on biases can be discriminatory and can create negative outcomes for particular groups.





Explicit bias

Expressed directly

Aware of bias / operates
consciously

Example – Sign in the
window of an apartment
building – “we don’t rent to
_____”

Implicit bias

Expressed indirectly

Unaware of bias / operates
sub-consciously

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



What to do with bias?

- Attempting to suppress or deny bias can actually exacerbate, rather than eradicate it.
- If we directly challenge biases, individually and institutionally, we can advance racial equity.





Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional / Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.



Individual racism:

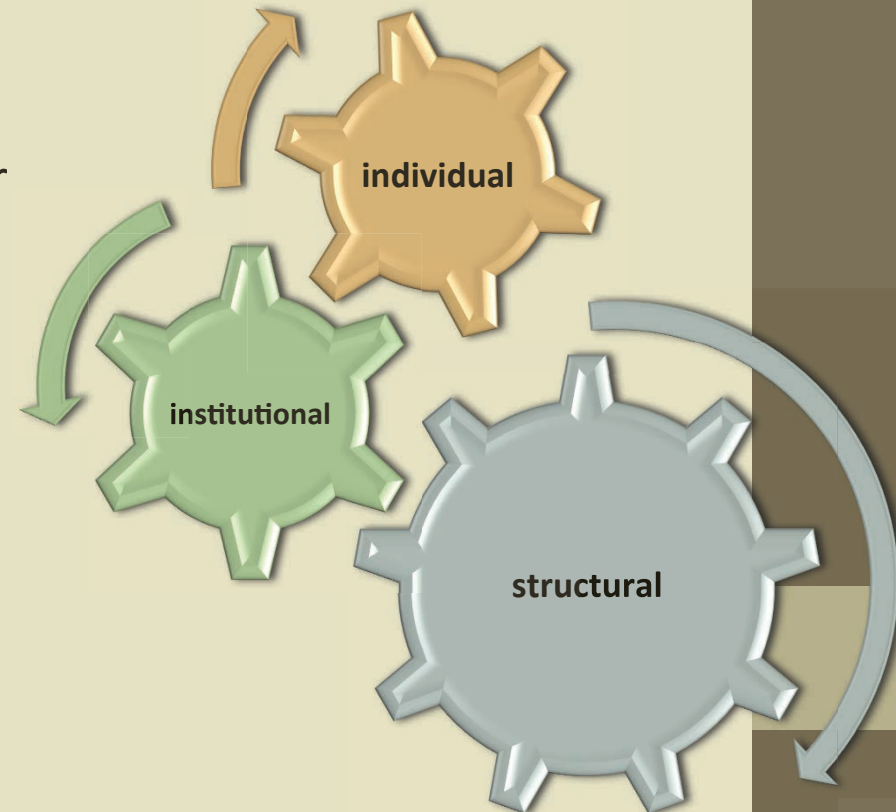
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

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

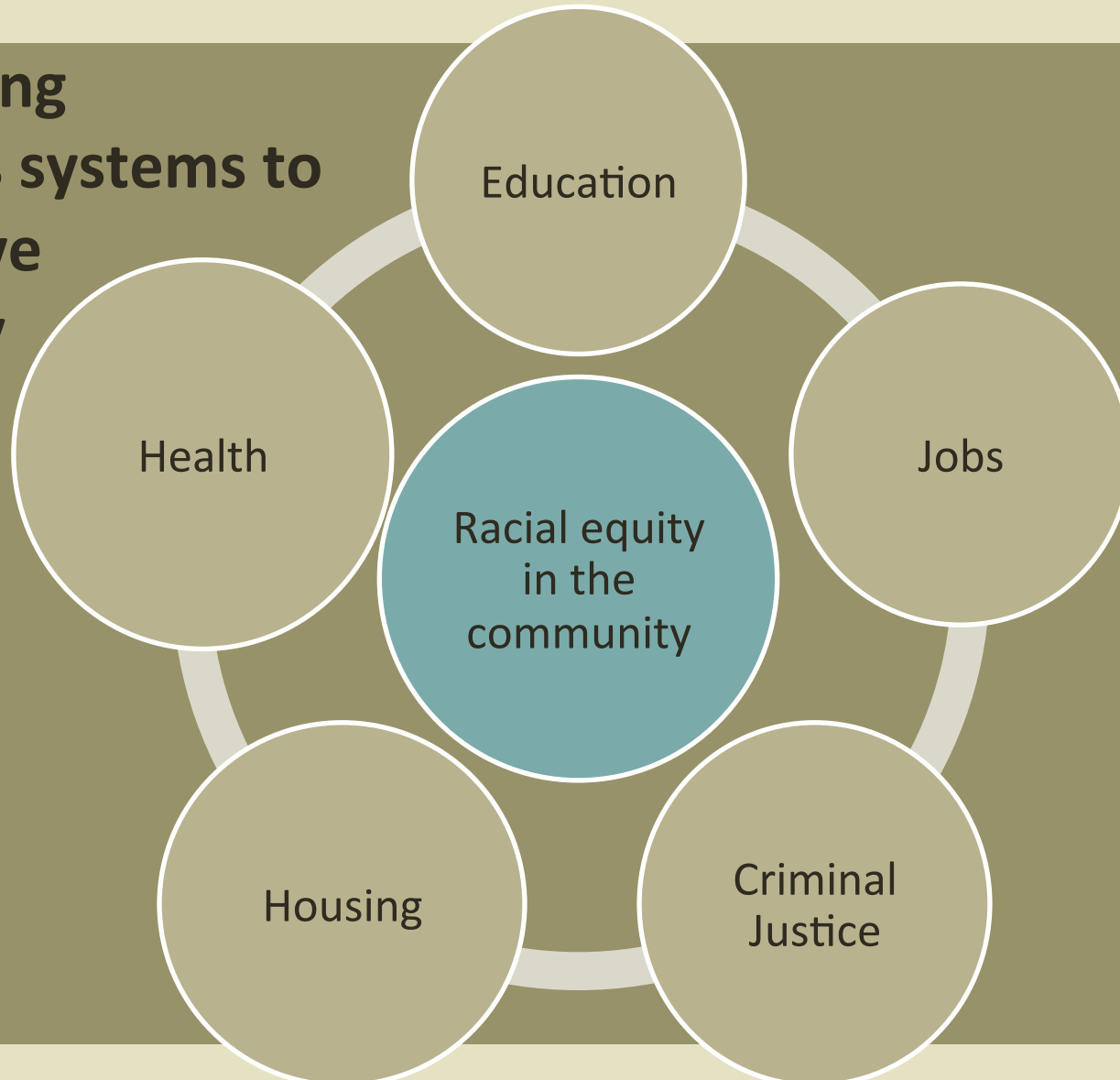
Structural racism:

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





**Working
across systems to
achieve
equity**





Realizing our values

...government of the people,
by the people,
for the people



Contact information

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