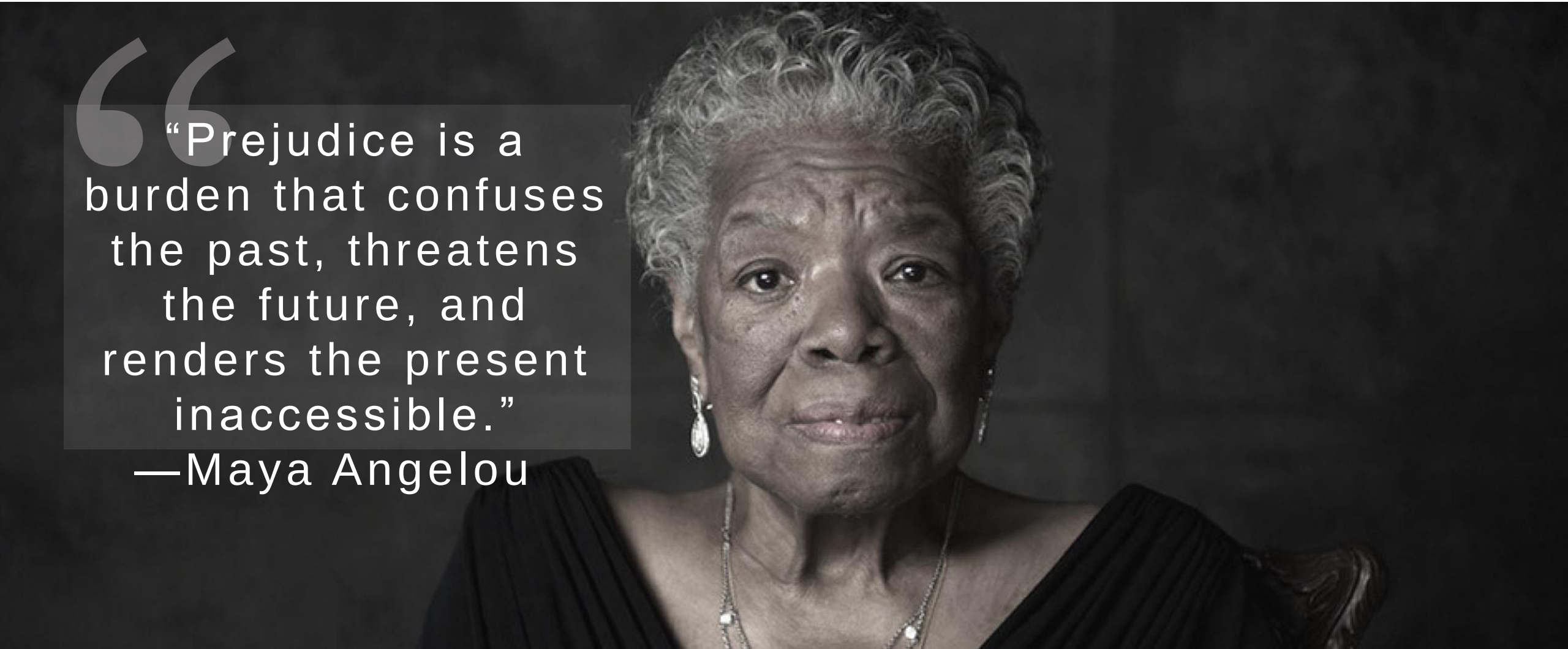
REAL Action: Advancing Racial Equity in Your City

#BLACK LIVES MATTER
NO ROOM FOR RACISM

Rising Tensions

The Need for Greater Equity



More than Preventing Further Conflict

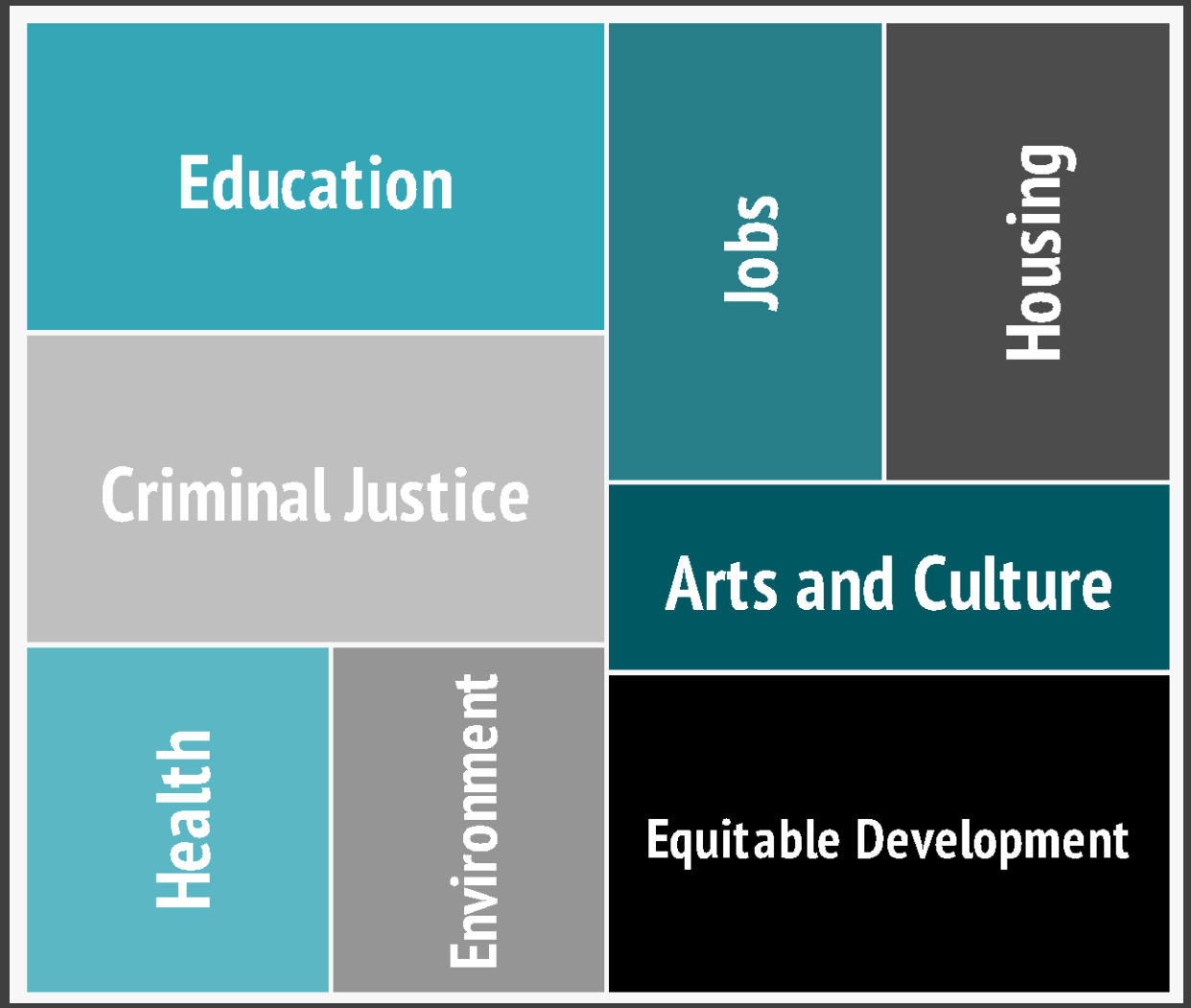
NLC NATIONAL LEAGUE OF CITIES

REAL Goal

To strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities

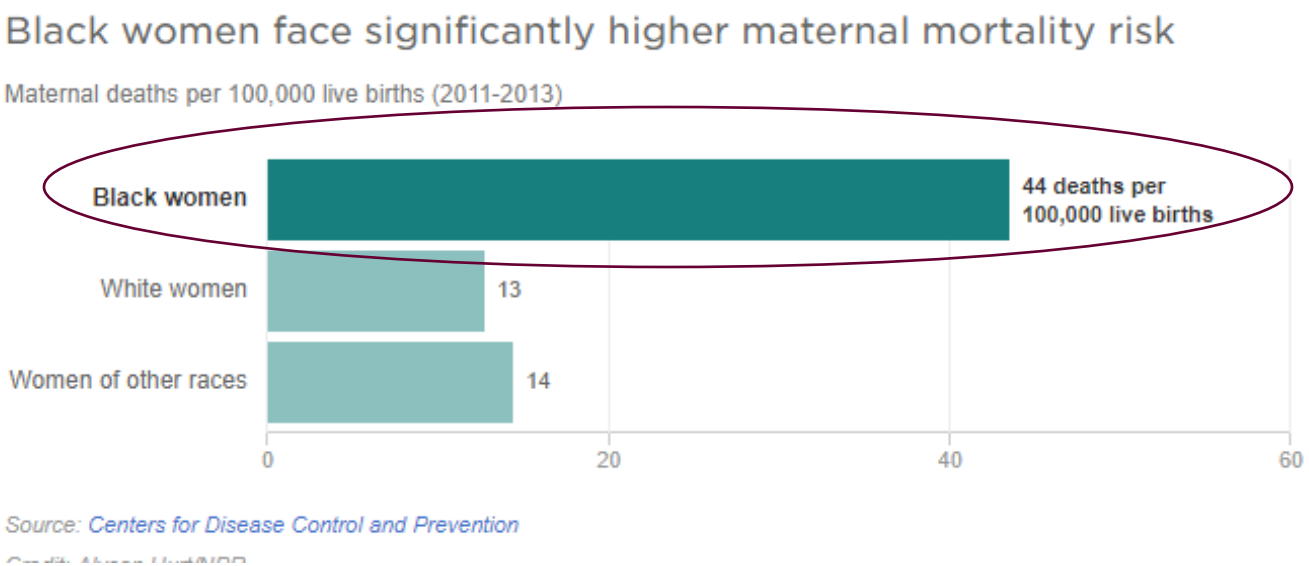
Racial Disparities

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



Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to the CDC, black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women's health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a national study of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.



Black Mothers Keep Dying After Giving Birth. Shalon Irving's Story Explains Why

December 7, 2017 · 7:51 PM ET
Heard on All Things Considered

NINA MARTIN, PROPUBLICA · RENEE MONTAGNE

▶ Listen · 12:11 + Queue Download Embed Transcript

Racial Disparities

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6 in 10

of **U.S. prisoners** are Black/Latino

(yet only comprise 30% of the U.S. population)

65%

Black or Latino men **graduate** from High School

(80% of White males will)

Black and Native American **unemployment** is

2x

that of Whites

57%

of Blacks and Latinos spend more than 30% of their income on **housing costs**

What Does Racial Equity Require?

- “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.

- Targeted strategies to focus on improvements for those worse off.

- Move beyond “services” and focus on root causes by changing policies, institutions, and systems.

NATIONAL LEAGUE of CITIES
REAL
Race Equity And Leadership

Effective National Practices

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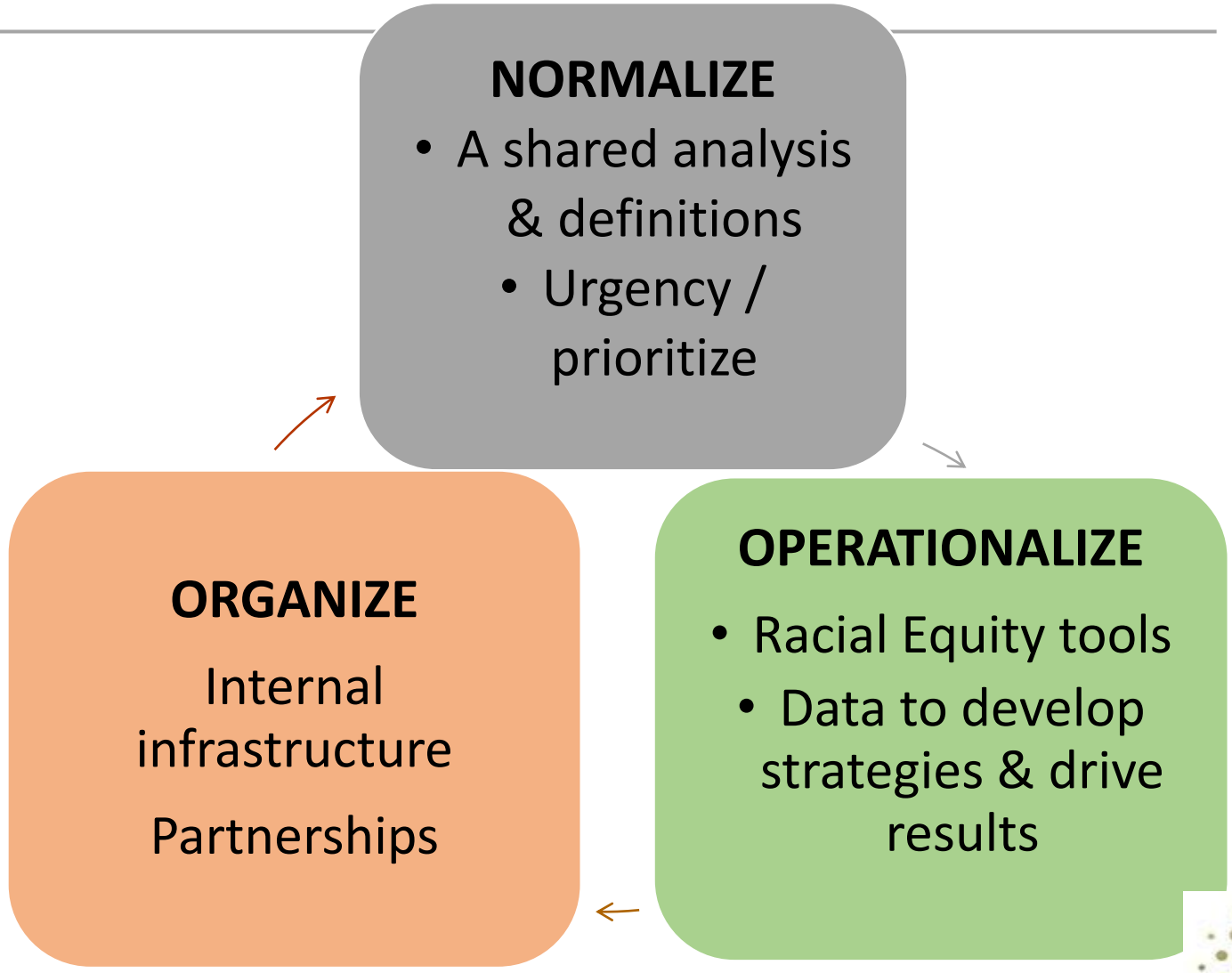
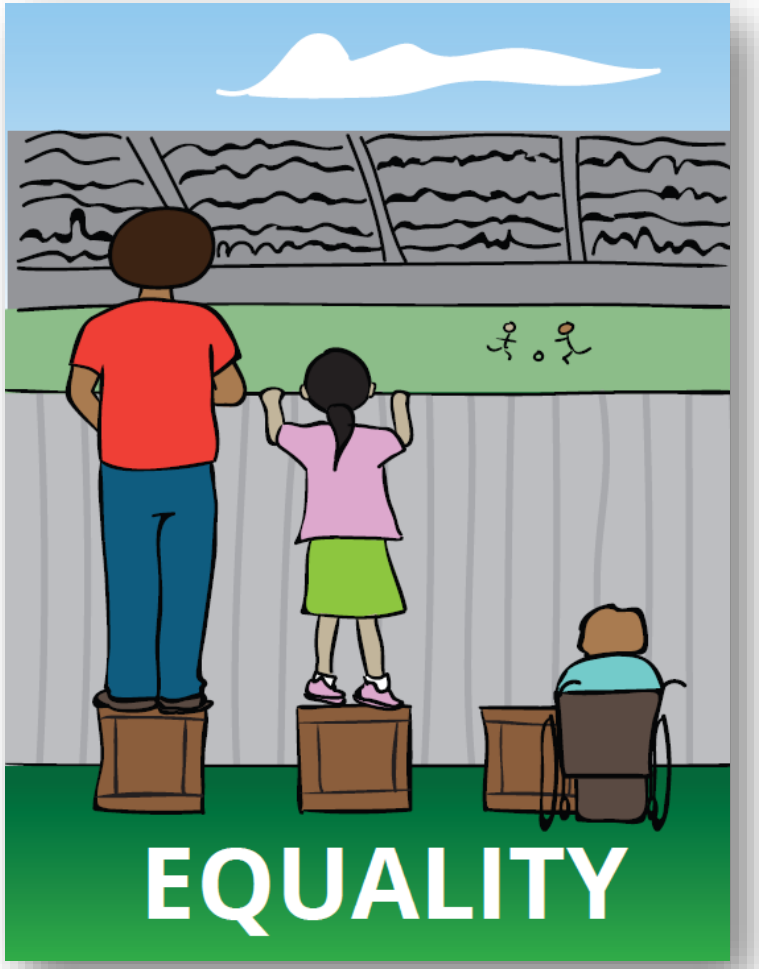
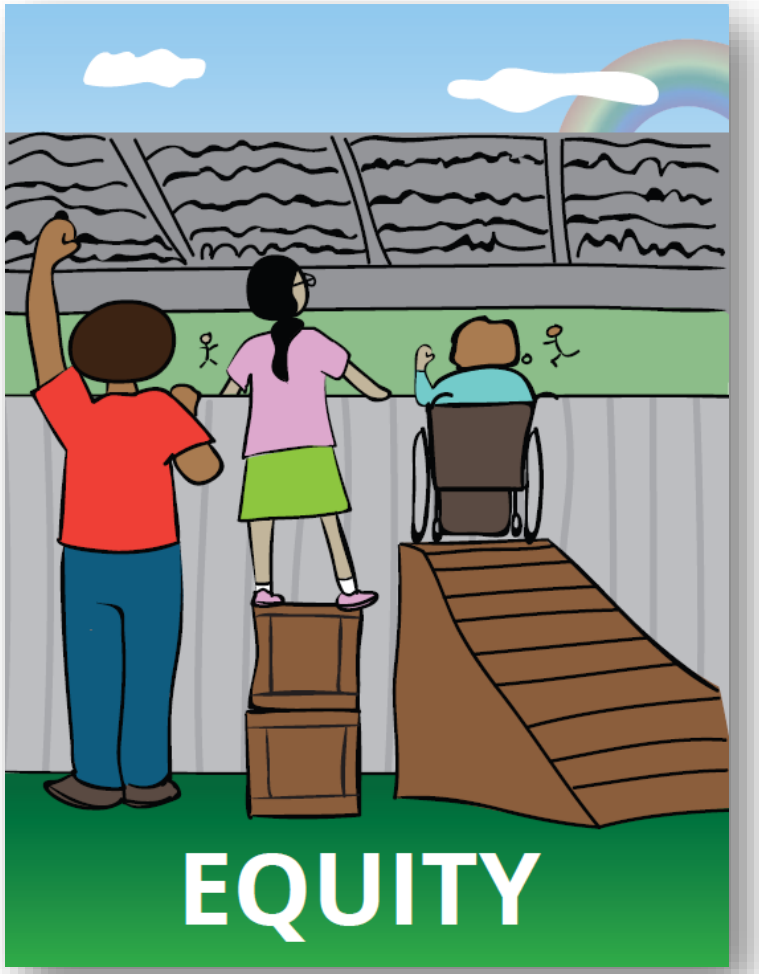


LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY



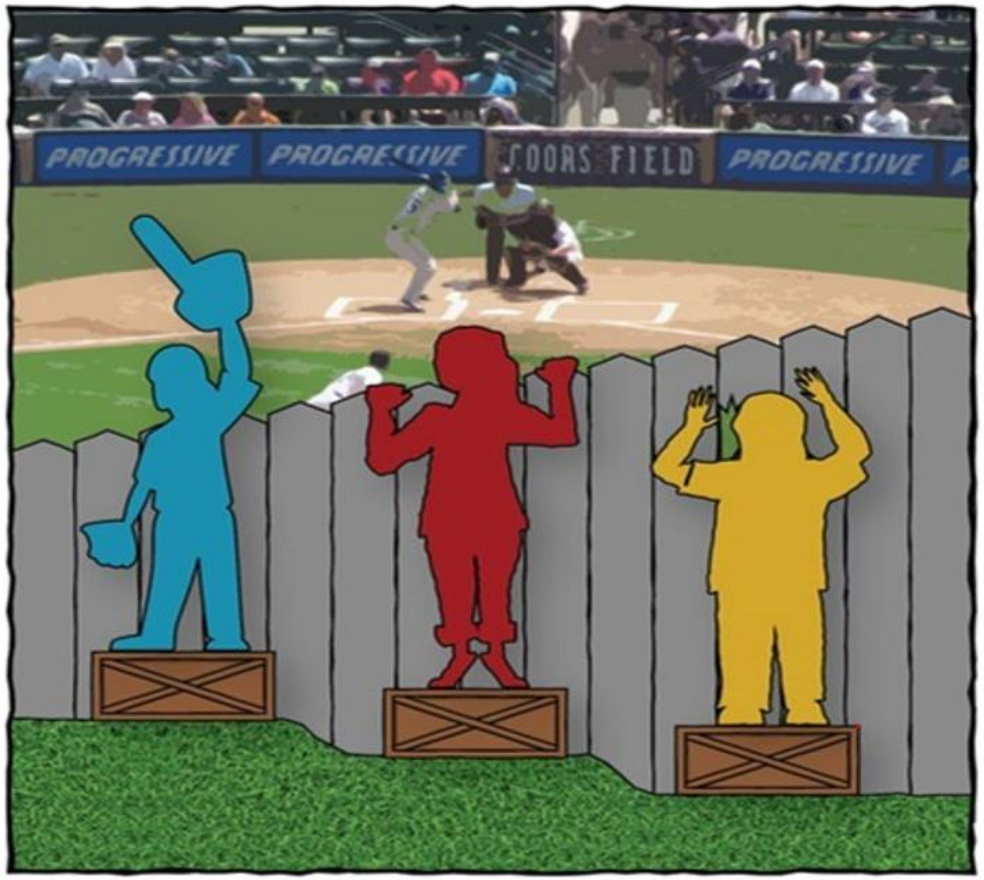
Equality = Sameness

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



Equity = Justice

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.



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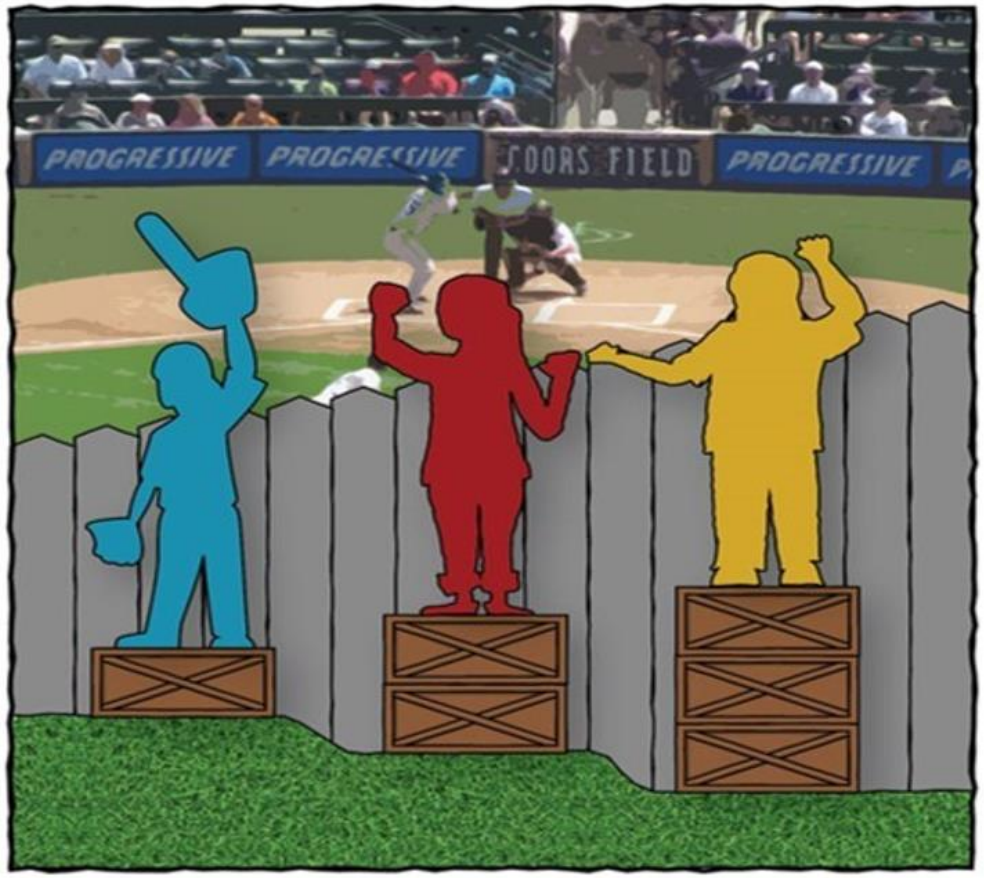

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What is Bias?

- The evaluation and association of one group and its members relative to another.
- Inescapable reality of humanity
- We do have choice over how much we let bias influence our actions.
- Acting on bias can be discriminatory and create negative outcomes for particular groups

Explicit

Expressed directly

Aware of bias / operates consciously

Example:

Sign in the window of an apartment building noting

"Mexicans need not apply"

Implicit

Expressed indirectly

Unaware of bias / operates sub-consciously

Example:

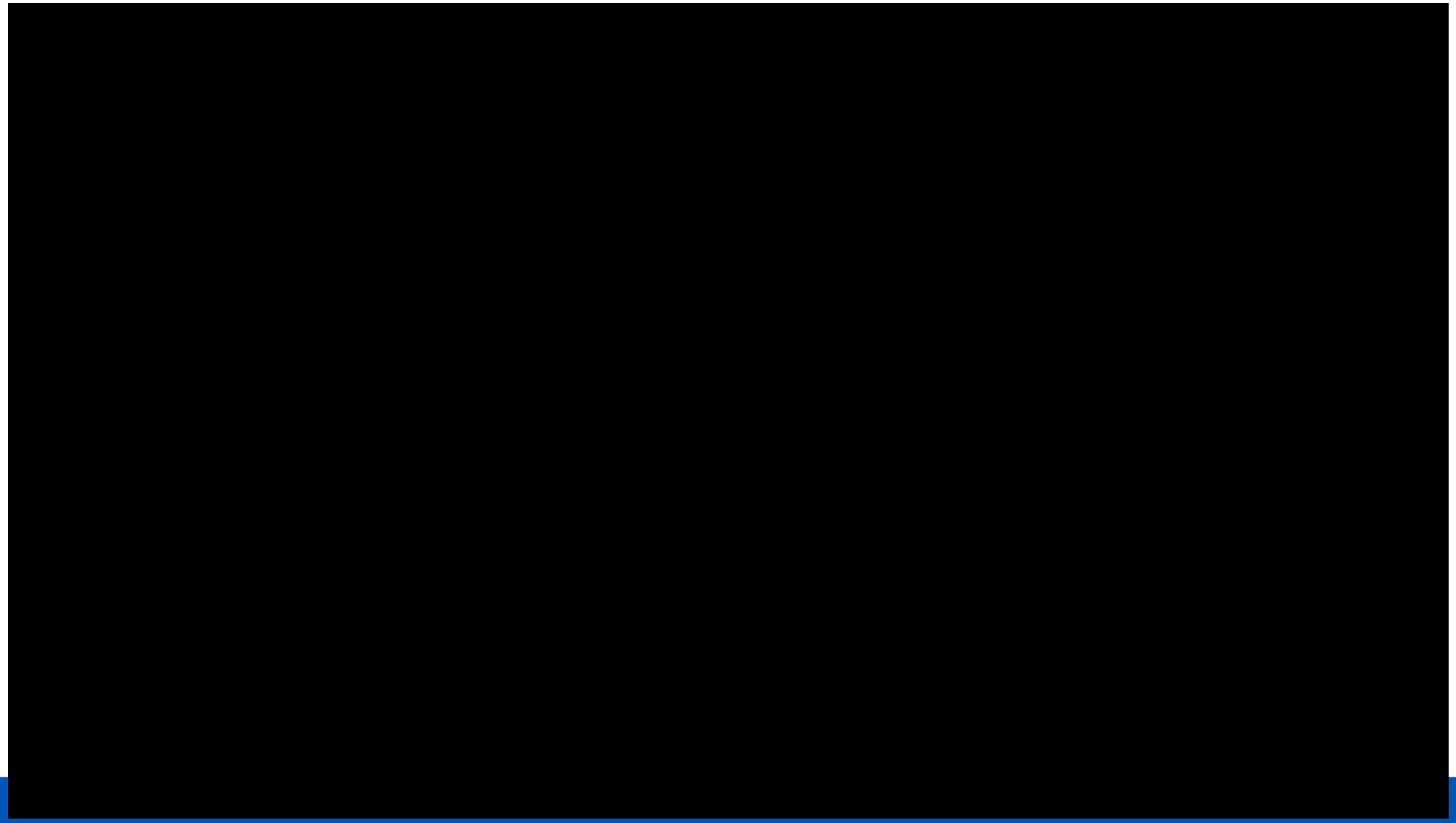
A property manager doing criminal background checks on black applicants and not white applicants.

IMPLICIT BIAS: The Unconscious Mind

- Schemas: the “frames” through which our brains help us understand and navigate the world
- They are shaped by our environment and largely reside in the sub-conscious.

1) **Sort into categories**
2) **Create associations**
3) **Fill in the gaps**

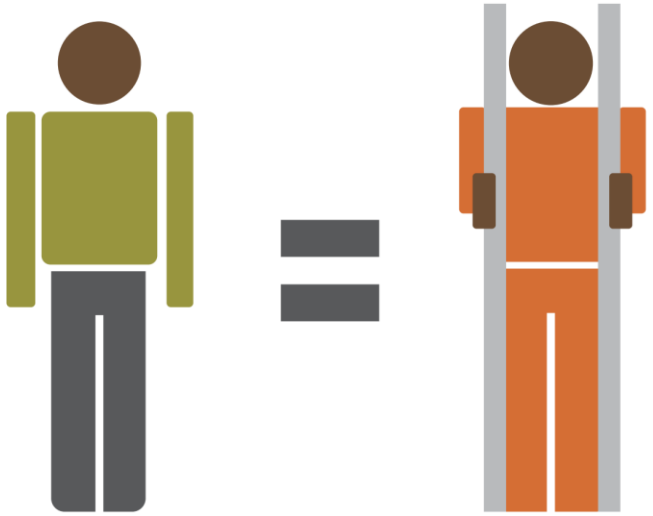
Count how many passes the white team makes



Implicit Bias

When we are exposed or socialized to certain identity groups being paired with certain characteristics, we automatically and unconsciously associate the identity with the characteristics…

whether or not that association aligns with reality.



In the U.S., there is a strong implicit association between African Americans and criminal activity.

Levels of Racism

Individual racism

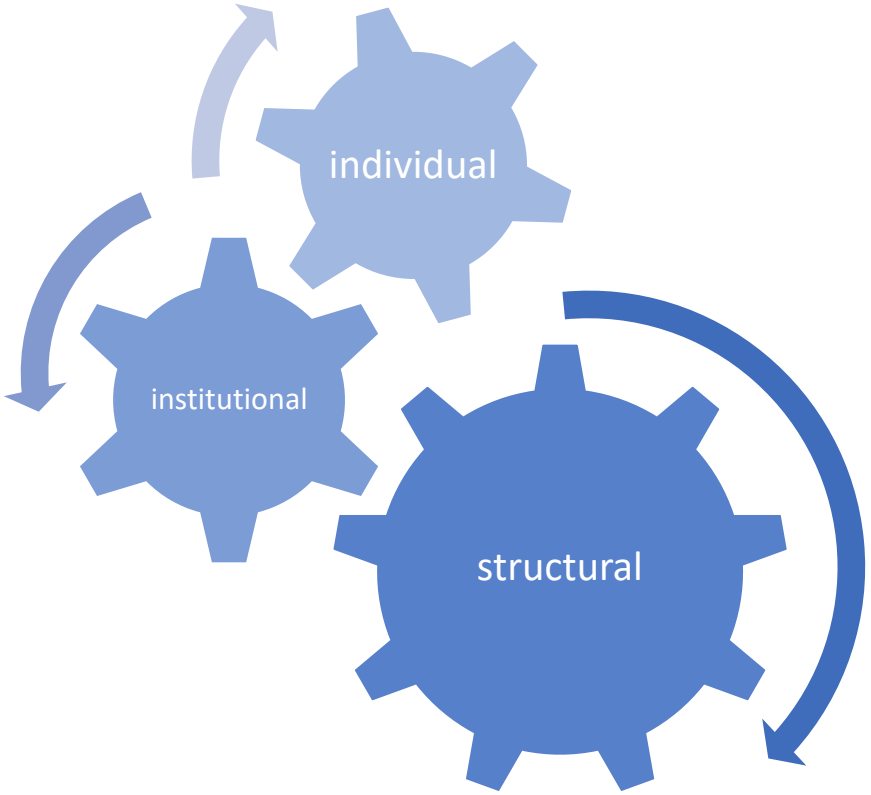
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism

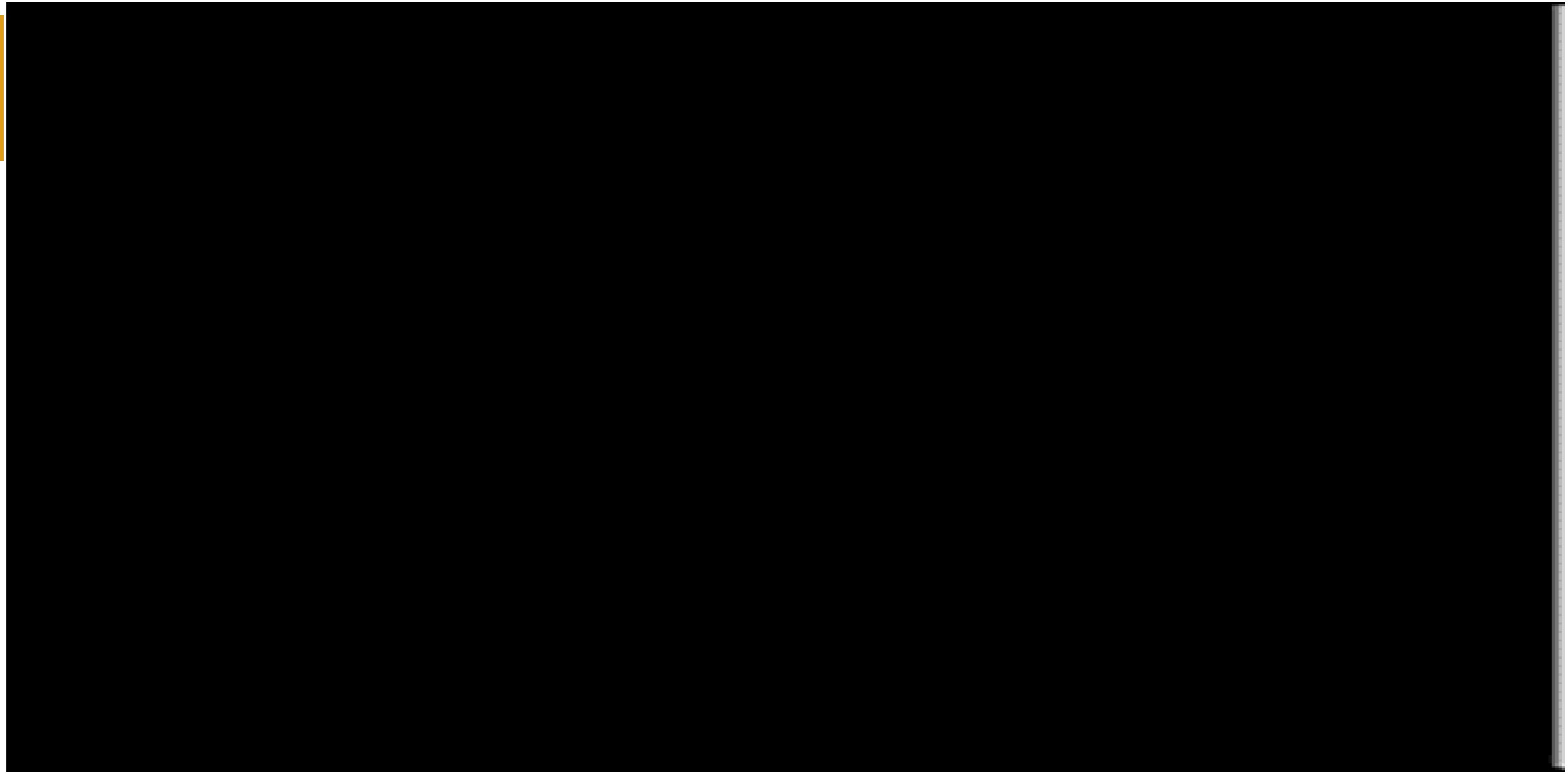
Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism

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

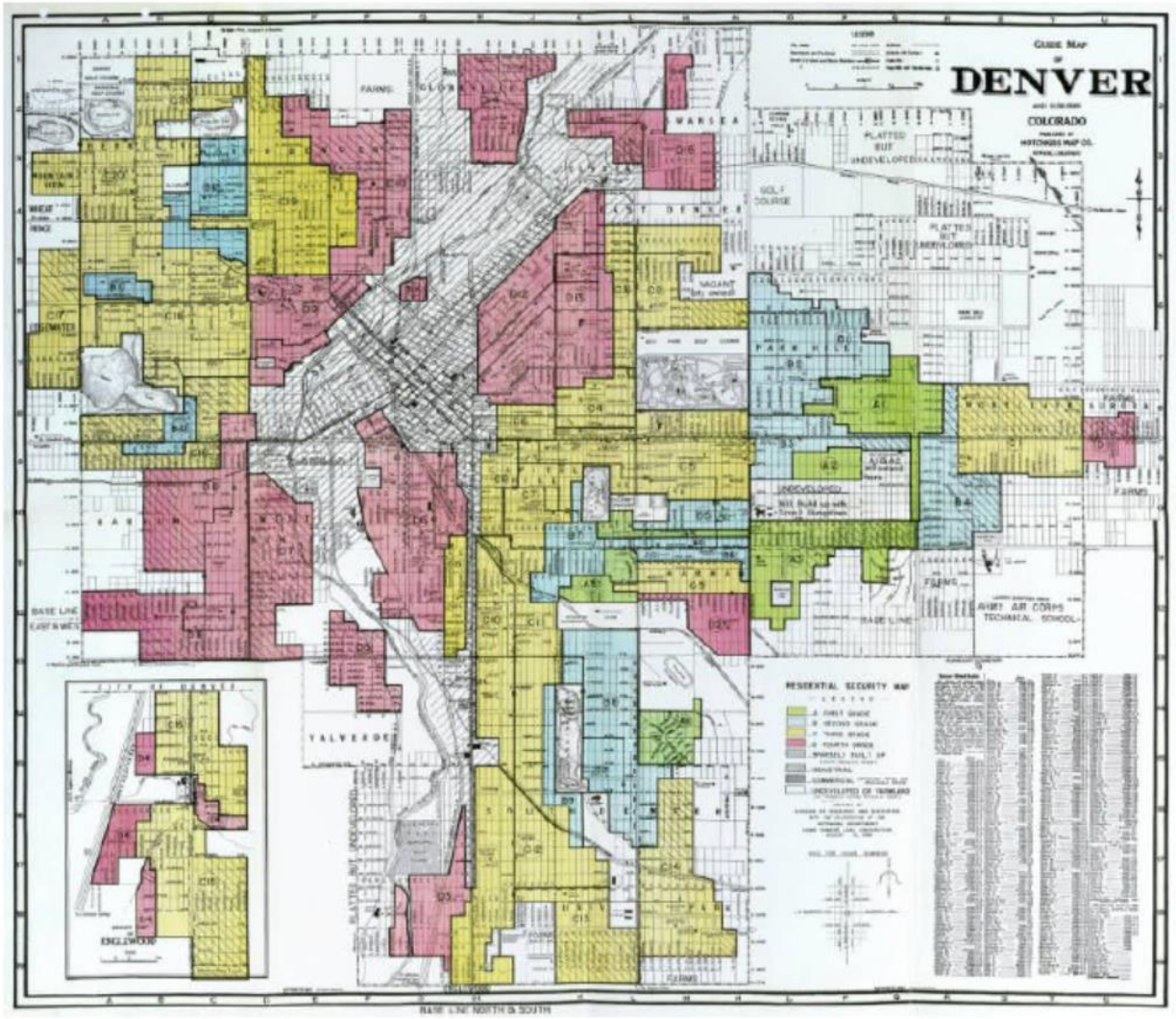


The House We Live In



Redlining of Denver and mountain communities starts during the 1940s

Denver's redlining map included the areas of
Five Points, Elyria Swansea, and Sunnyside

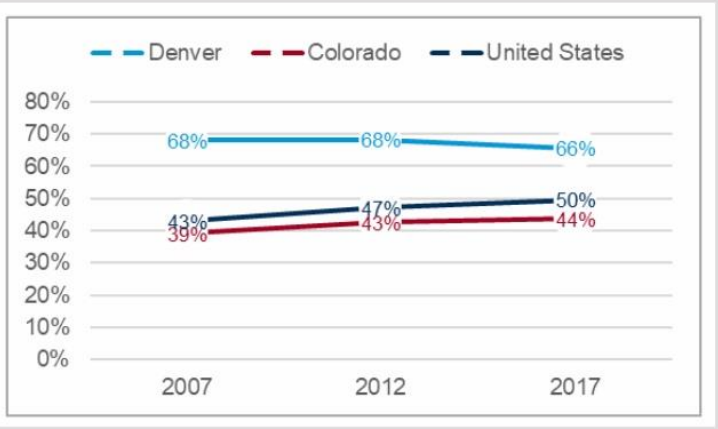


Denver Neighborhoods: 2016 Census Track Data

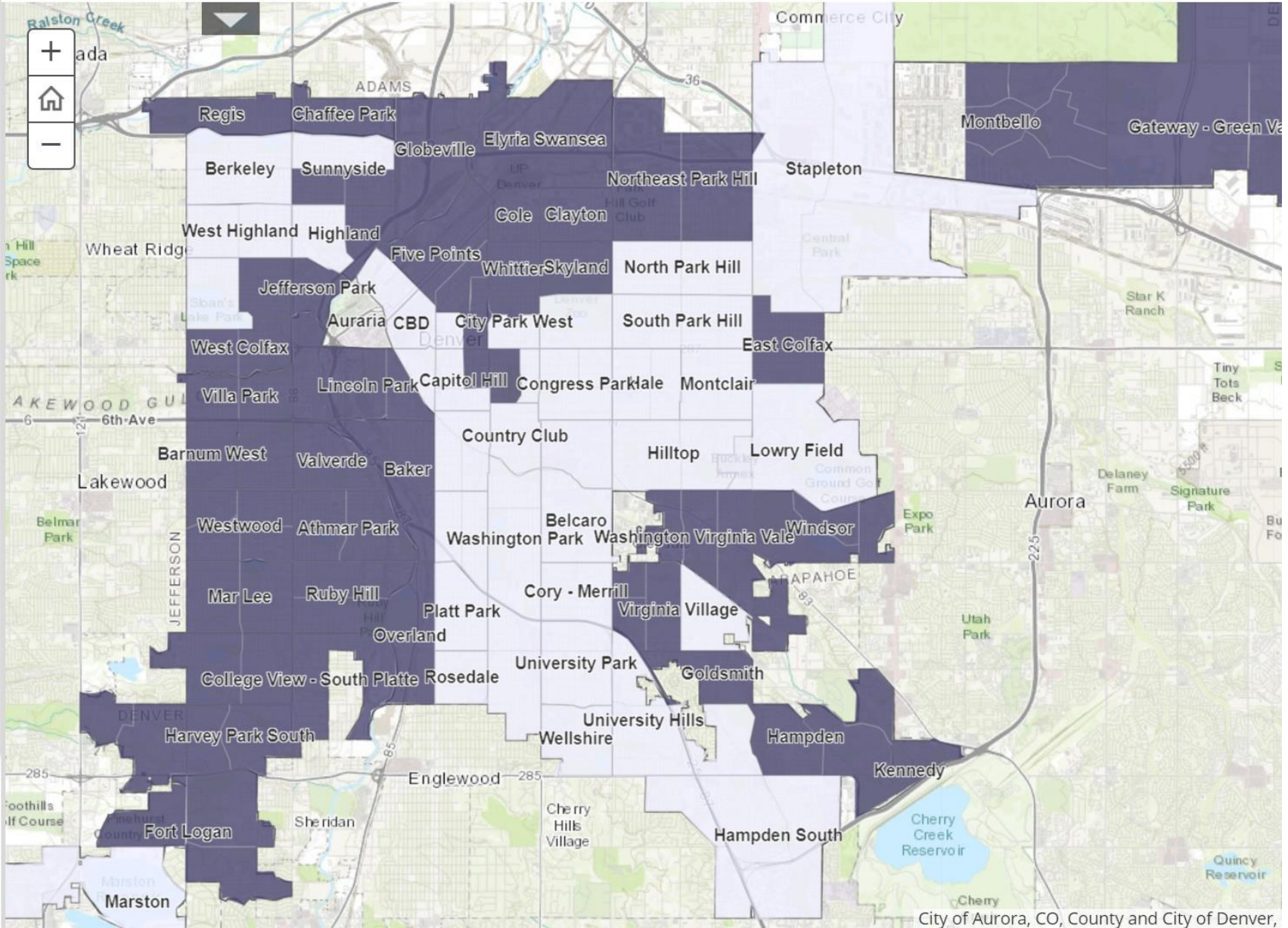
Denver is made up of a majority of children who reported to be of a race/ethnicity other than non-Hispanic white. In other words, children of color, mixed race/ethnicity, and others made up 66 percent (93,300) of the total child population in Denver in 2016. Not unlike other urban centers, Denver has a higher proportion of children of color than Colorado and the United States.

The map highlights the areas in Denver and the surrounding counties where children of color make up more than half of the child population over age 18.

Swipe the vertical bar left and right to view change in the percentage of children of color over time by neighborhood.

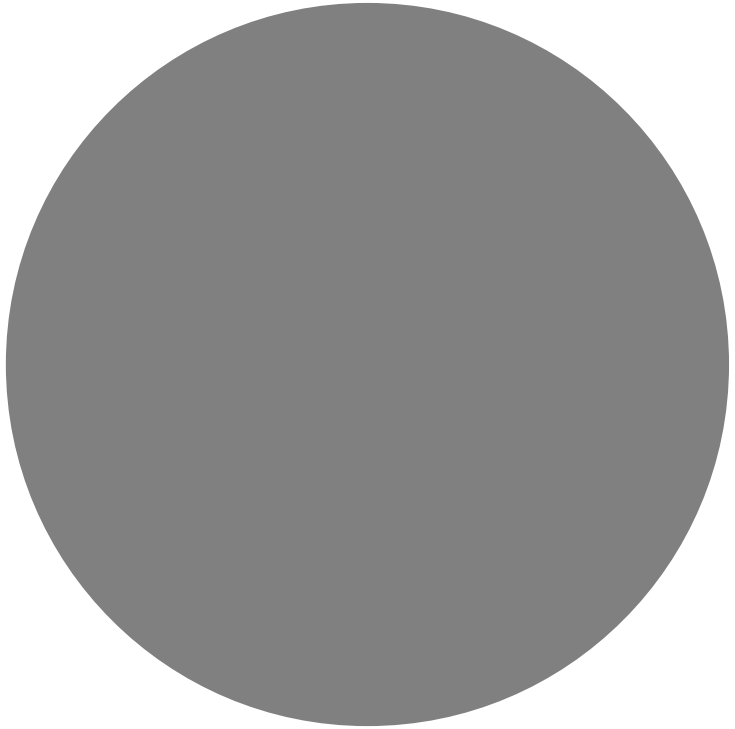


Children of Color



- Racial equity tools

- Data to help identify strategies that will yield different results to reduce racial inequities

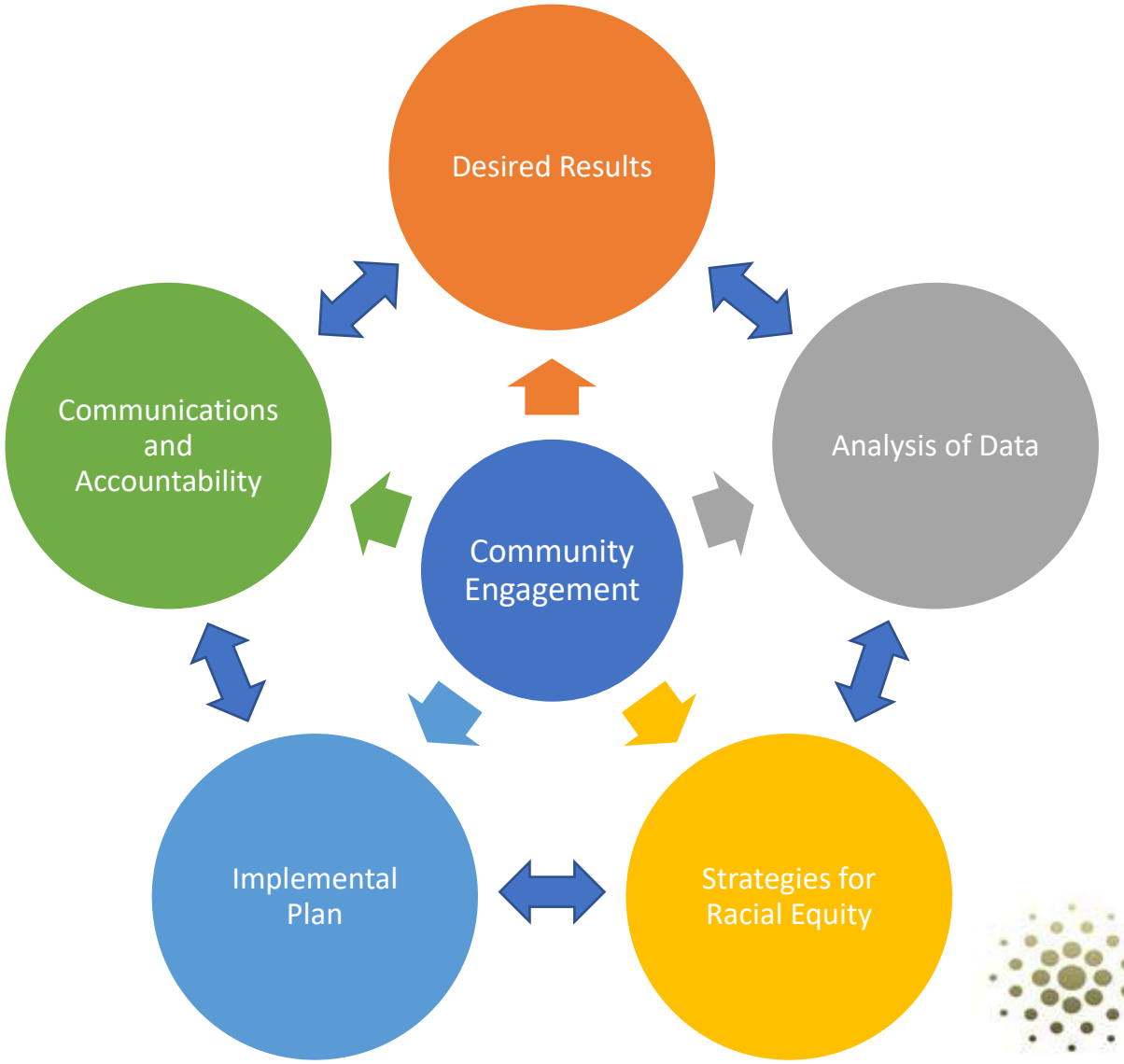


Operationalizing is Action

Intent vs. Impact

- Fairness and Justice
- What does it mean to look at impact rather than intent in policy?

What is the Process for Racial Equity?



Local and Regional Government Alliance on Race & Equity

Decision Making with a Racial Equity Tool

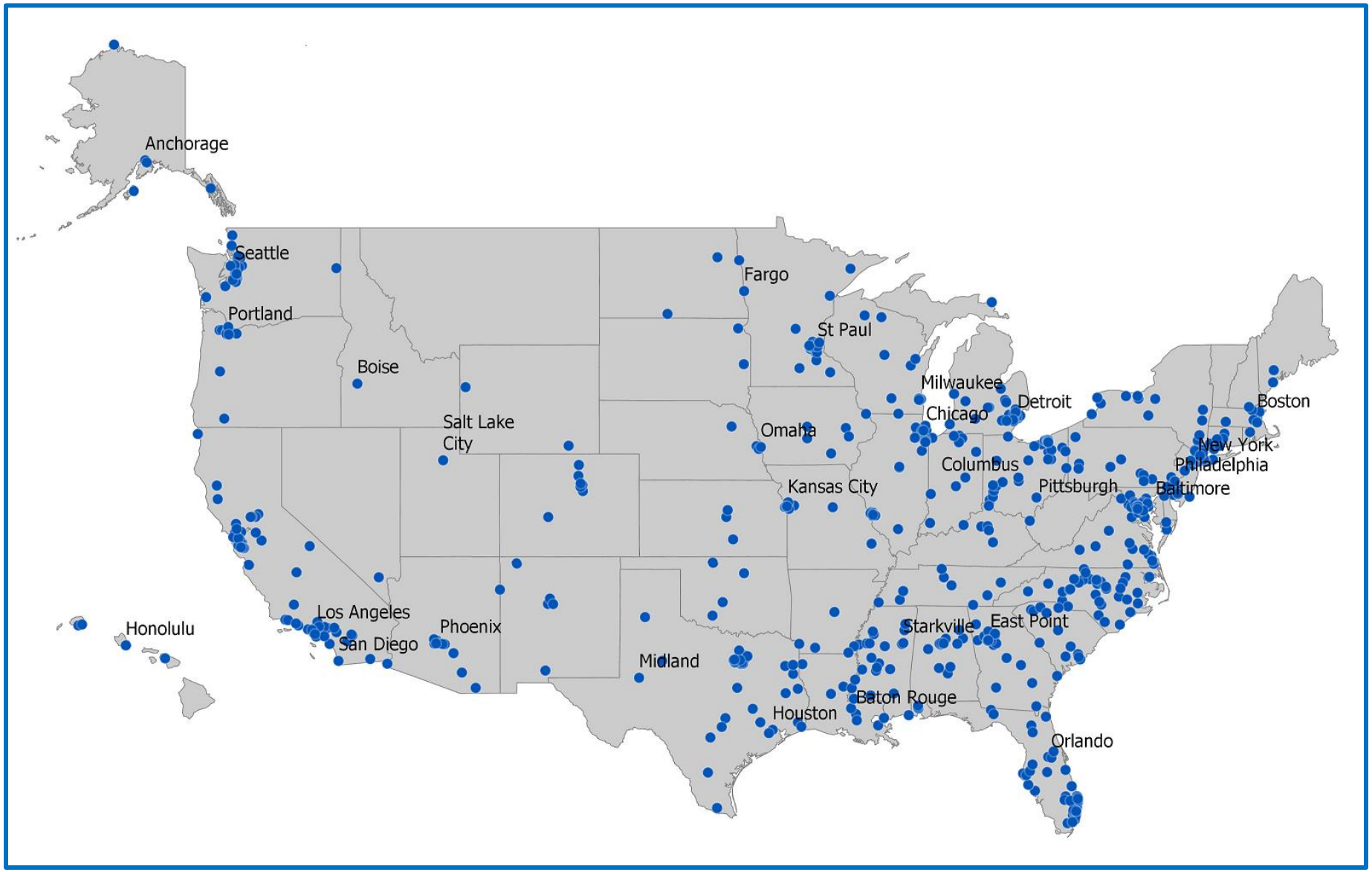
- STREETLIGHTS / COMPLAINT-BASED SYSTEMS
- BAN THE BOX POLICIES
- CONTRACTING POLICIES + PROCEDURES
- INCREASES TO THE MINIMUM WAGE
- POLICING + CRIMINAL JUSTICE + BAIL
- INFRASTRUCTURE + TRANSPORTATION
- RE-ENTRY + EMPLOYMENT
- SCHOOL DISCIPLINARY POLICIES
- LOCAL FINES + FEES
- ZONING + PERMITTING
- PUBLIC + RECREATIONAL SPACES
- WHAT ELSE?

- Developing capacity for racial equity across all departments
- Resourcing the work through partnership, training, intentional structure & process

Organizing for Racial Equity

REAL Today

- Training and Capacity Building
- Technical Assistance
- Network Building
- Building Special Populations Work



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The REAL Network

6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan

Highlighting Efforts of Local Leaders

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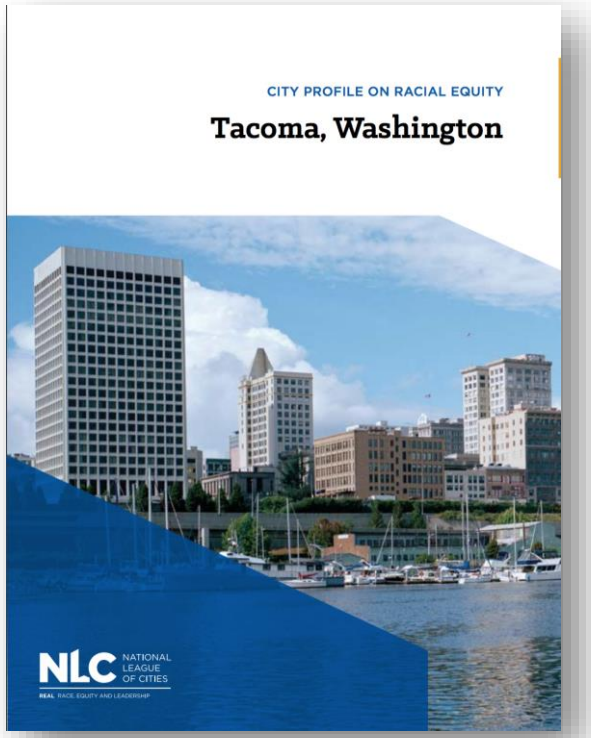
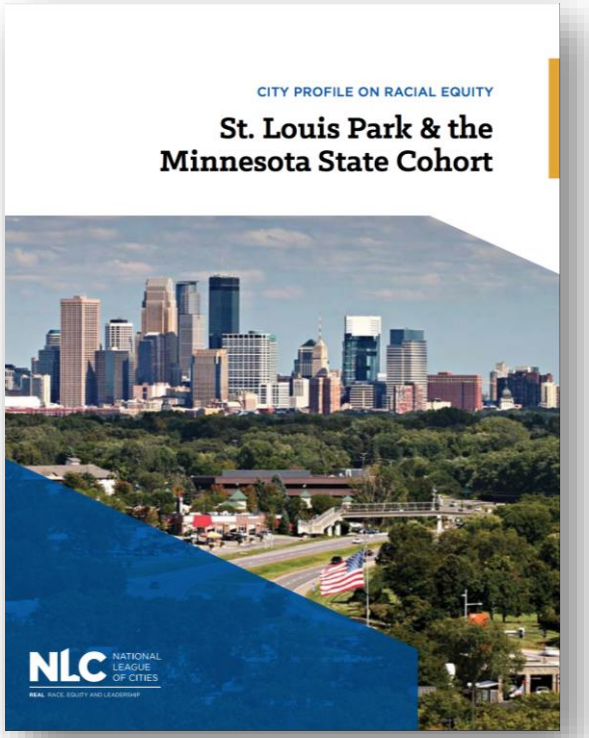
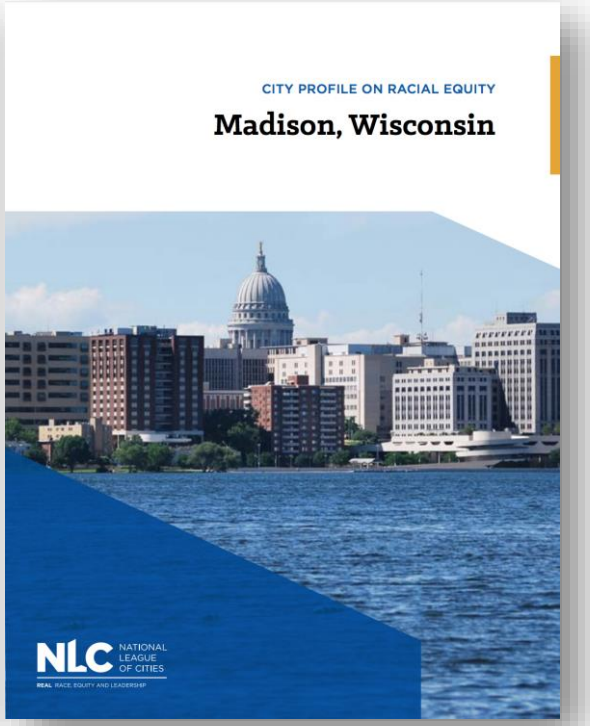
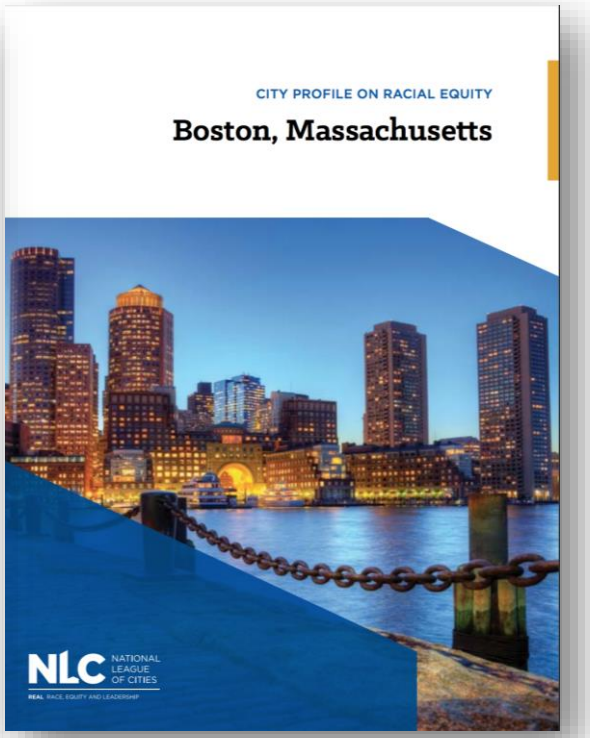
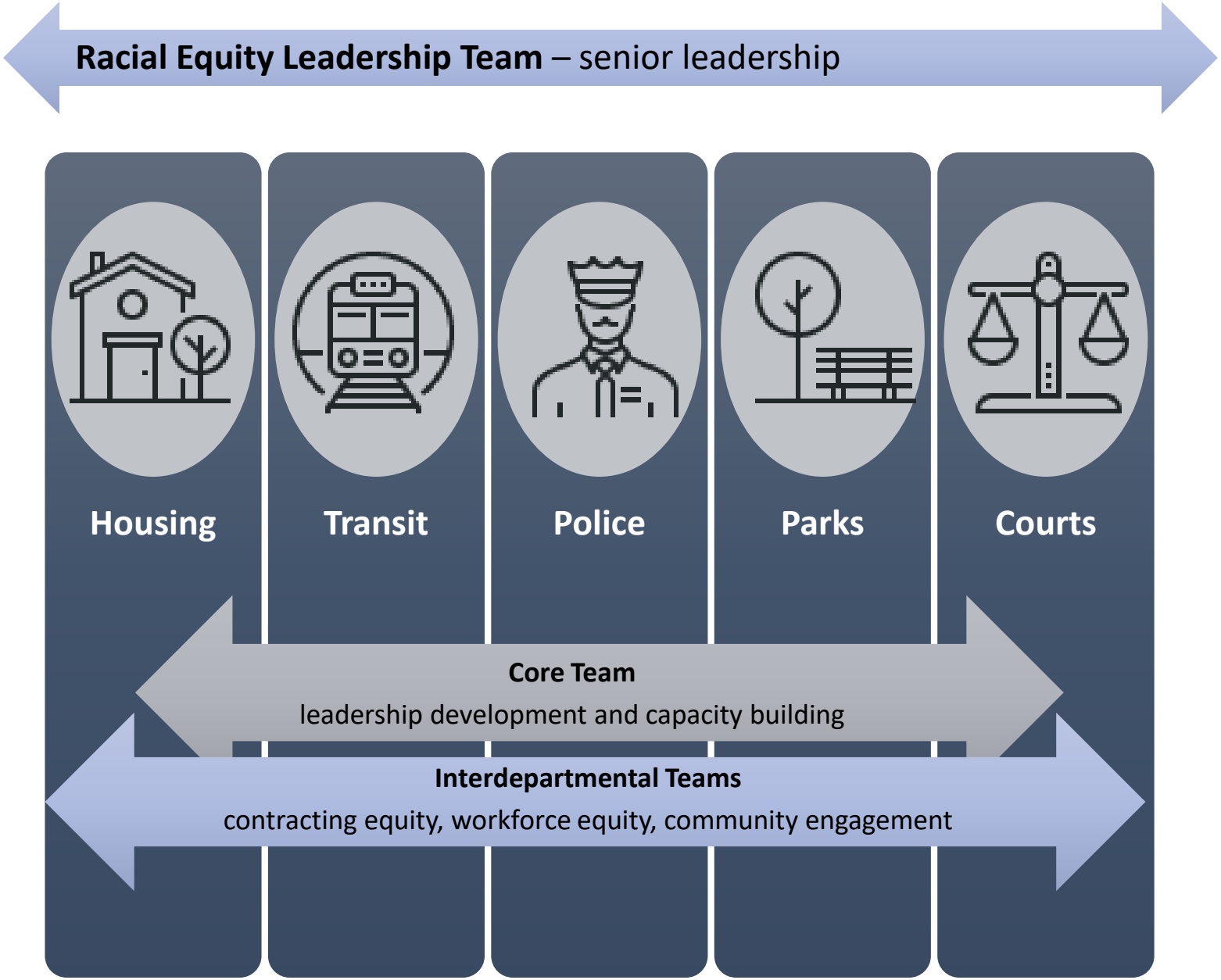






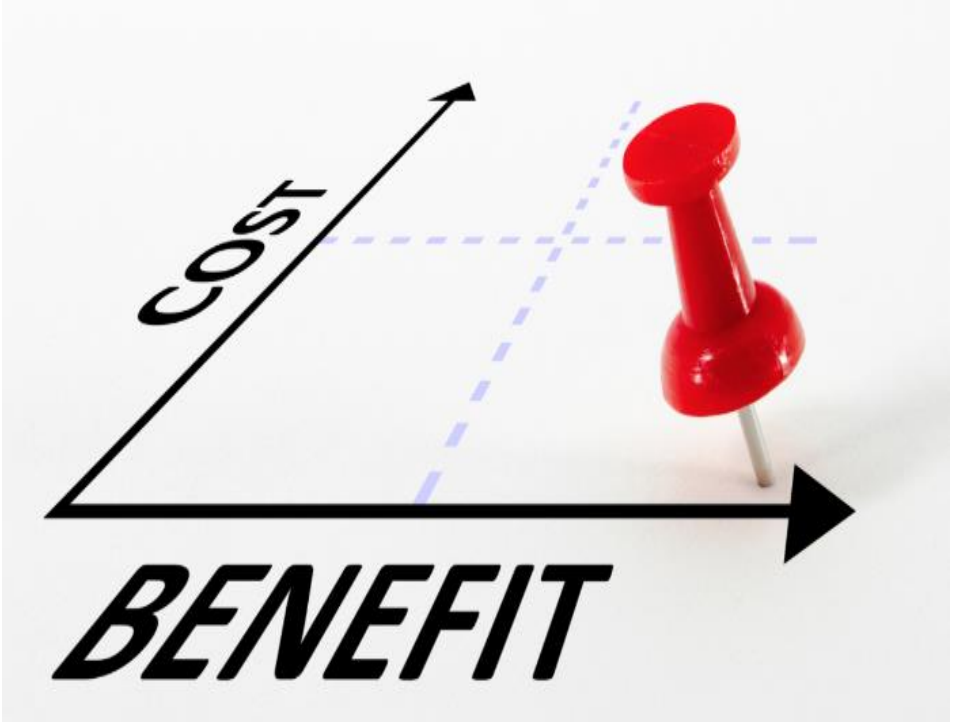




- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

Good Governance and Racial Equity

- Strategy to help you meet key city goals
- Prosperity
- Health
- Safety
- Accountable government



Racial Equity Outcomes

Improving outcomes for all: The economic benefits of equity

Denver-Aurora Metro Area

In 2015, the economy would have been **$40.42** billion larger if there had been no racial gaps in income.

https://nationalequityatlas.org/data-summaries/Denver-Aurora,_CO_Metro_Area/

NATIONAL LEAGUE OF CITIES

I am no longer accepting the things I cannot change.
I am changing the things I cannot accept.
-Angela Y. Davis

REAL Resources

- Please check out additional REAL resources for your community at:
  www.nlc.org/REAL
- Or reach out to directly to the team:

Leon Andrews
Director, REAL
Email: Andrews@nlc.org
Phone: 202.626.3039