NLC’s Race, Equity, And Leadership Program: Working With Elected Officials

GARE Membership Meeting: February 25, 2019

Race, Equity and Leadership (REAL)
Presenters

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To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities.
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.
Calling Out **Systemic** Racism
Effective National Practices

Normalize
• A shared analysis and definitions
• Urgency / prioritize

Organize
Internal infrastructure
Partnerships

Operationalize
• Racial equity tools
• Data to develop strategies and drive results
• Create a shared analysis and language about racism and equity

• Foster the urgency of equity to prioritize it in governance

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**Normalizing Racial Equity**
Bias in Institutions = Inequitable Outcomes

a. Institutional / Explicit
- Policies which explicitly discriminate against a group.

Example:
U.S. Court Rules Dreadlock Ban During Hiring Process Is Legal

b. Institutional / Implicit
- Policies that negatively impact one group unintentionally.

Example:
Police department using “stop and frisk” style racial profiling.

c. Individual / Explicit
- Prejudice in action – discrimination.

Example:
A restaurant owner threatens to call ICE on Spanish speaking customers

d. Individual / Implicit
- Unconscious attitudes and beliefs.

Example:
Employer not calling back applicant with “black” sounding name.
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.
• Racial equity tools

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

Operationalizing is Action
REAL Municipal Action Guide

6 steps:
• Set an Example
• LISTEN
• Make a Public Declaration
• Dedicated Infrastructure → Action
• Commit to Change Systems & Policy
• Create a Racial Equity Plan
What is the **Process** of implementing a Racial Equity Assessment?

1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation plan
6. Communications and accountability
### Local government policy & decision making areas that have racial equity implications

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<tr>
<th>Streetlights / complaint-based systems</th>
<th>Re-entry + Employment</th>
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<td>Ban the box policies</td>
<td>School Disciplinary Policies</td>
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<td>Contracting policies + Procedures</td>
<td>Local Fines + Fees</td>
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<td>Increases to the minimum wage</td>
<td>Zoning + Permitting</td>
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<td>Policing + Criminal Justice + Bail</td>
<td>Public + Recreational Spaces</td>
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<td>Infrastructure + Transportation</td>
<td>What else?</td>
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• Developing capacity for racial equity across all departments
• Resourcing the work through partnership, training, intentional structure & process

Organizing for Racial Equity
Highlighting Efforts of Local Leaders
Race Equity + Social Justice Initiative (RESJI)

- Focused internally on how institutional and structural racism was being perpetuated
  - City Policies
  - City Operations
  - The Community

- Formal designation of Initiative within Department of Civil Rights
- Hired Racial Equity Coordinator in 2015
- Strategy Team- includes influential managers
- Regular updates in Management Team and Mayor given by the Civil Rights Director.
Resulting Outcomes

The development of racial equity tools:

- Comprehensive and Fast Track Equity Tools
- Equity and Empowerment Lens (County Tool)
- Hiring Checklist
- Equitable Workforce Plan (2016-2021)

58 city projects that are using a Racial Equity & Social Justice Initiative tool
  - Across areas from the clerk’s office, the parks & police departments
Started work in Center for Health Equity (CHE) with data

Convened community process with recommendations for Mayor

CHE worked with Human Resources to build training

Racial equity liaisons in each Metro Louisville department

Mayor hired Chief Equity Officer

Louisville, KY
Shift in council structure to incorporate equitable representation

Council partnered with community to develop equity assessment practices

Mayor formed Office of Equity to institutionalize efforts and carry out assessment tool

Mayor and Council formed task forces to engage community and receive grassroots recommendations
REAL Today

- Training and Capacity Building
- Technical Assistance
- Network Building
- Building Special Populations Work
What is REAL Doing to Address This?

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

- National Municipal Learning Community for Truth, Racial Healing and Transformation

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Technical Assistance

- Cities for Racial Healing and Racial Equity Technical Assistance Cohort

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Tactical Team

City of Fort Worth, Texas

• Community Conversations
• Technical Assistance
• Data Governance Guidance
• Leadership Training
REAL Today

- Training and Capacity Building
- Technical Assistance
- Network Building
- Building Special Populations Work
Expansion of Special Population Work

- Immigrant Community
- LGBTQ Community
- Indigenous Community
- Women and Girls
- Religiously Persecuted
Cities **Advancing Racial Equity**

**Community Conversations**
- Sustained
- Diverse stakeholders
- Racial reconciliation and healing

**Issues**
- Equitable Economic Development
- Education
- Transportation & Infrastructure
- Public Health
- Education
- Police Brutality

**Populations of focus**
- Boys and Men of Color
- Women & Girls
- Indigenous Communities
- Immigrants
- LGBTQ

**City wide racial equity plans**
- Racial equity implementation and assessment tools
- State league partnerships
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 $31.47 billion larger if there had been no racial gaps in income.

REAL Resources

• Please check out additional REAL resources for your community at: www.nlc.org/REAL

• Or reach out to directly to us:

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