GARE 2019

Racial Equity Tool

What is GARE?

● A national network working to advance racial equity in over 150 jurisdictions

● A resource for building data-driven processes, practices, and procedures to foster racial equity in government

What do you mean, racial inequity and racial equity?

Racial Inequity:

When race can consistently be used as a predictor for negative life outcomes with regard to things like health, wealth, access to jobs, access to housing regardless of socio-economic level.
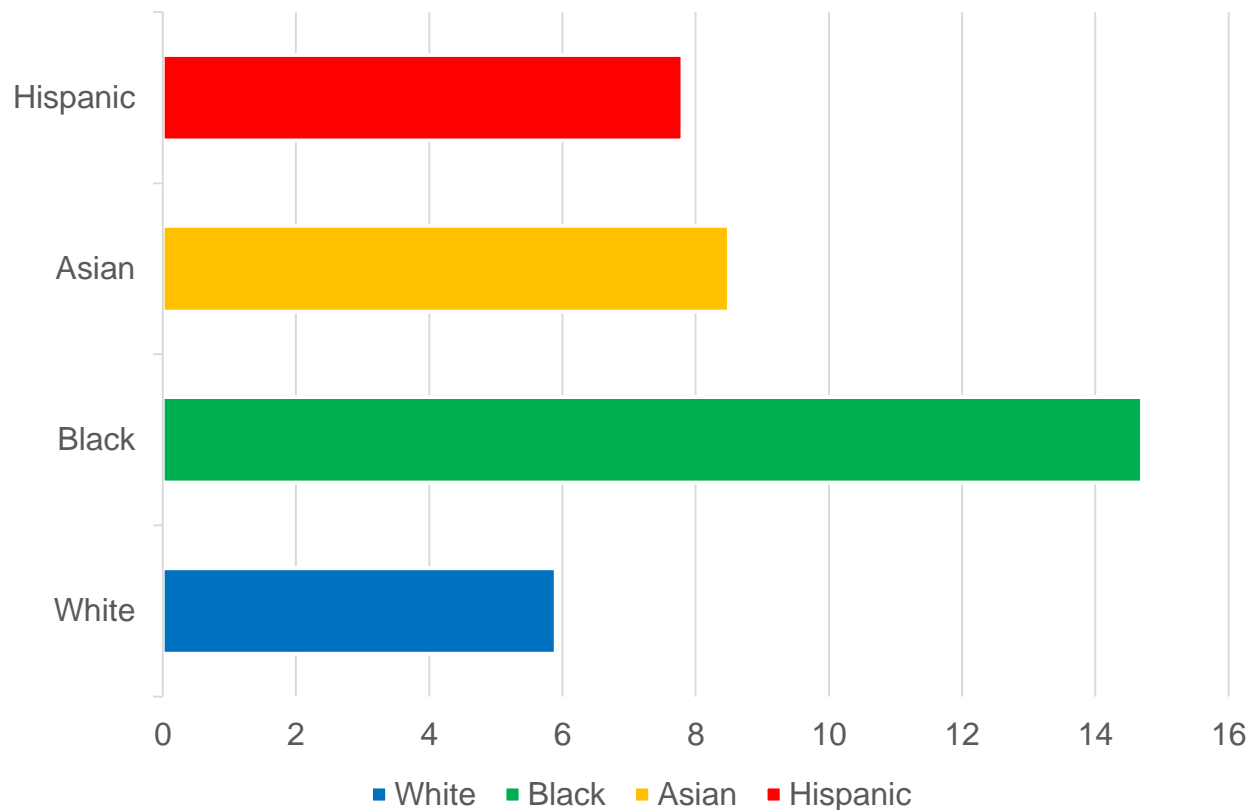
Local Racial Inequity:

The Friendship 7's 2018 Racial Inequity in Alachua County Report indicated that at all income levels race predicts outcomes in terms of:

- Health

- Economic well-being

- Education

- Employment

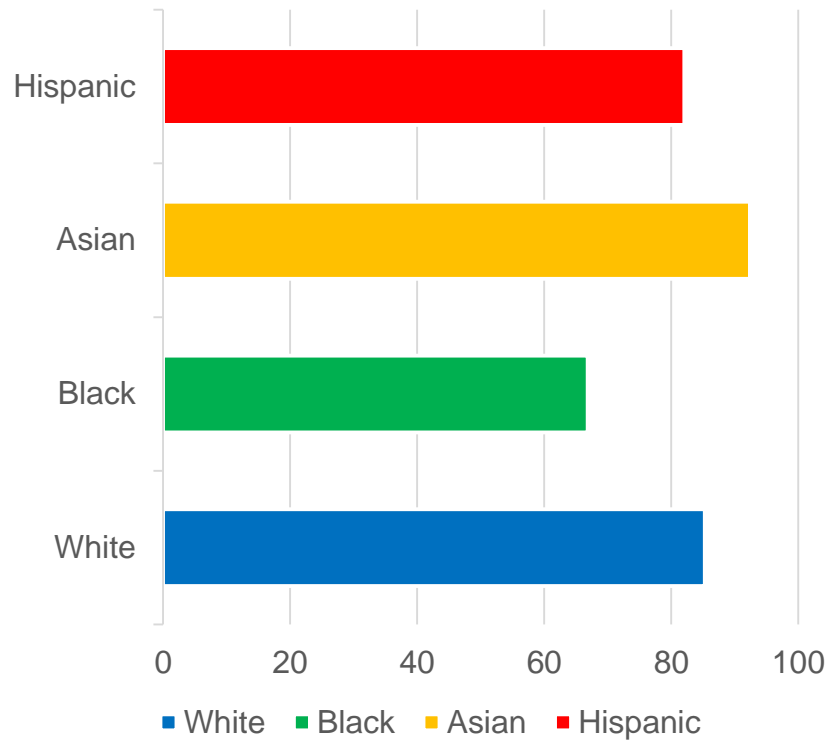- Housing

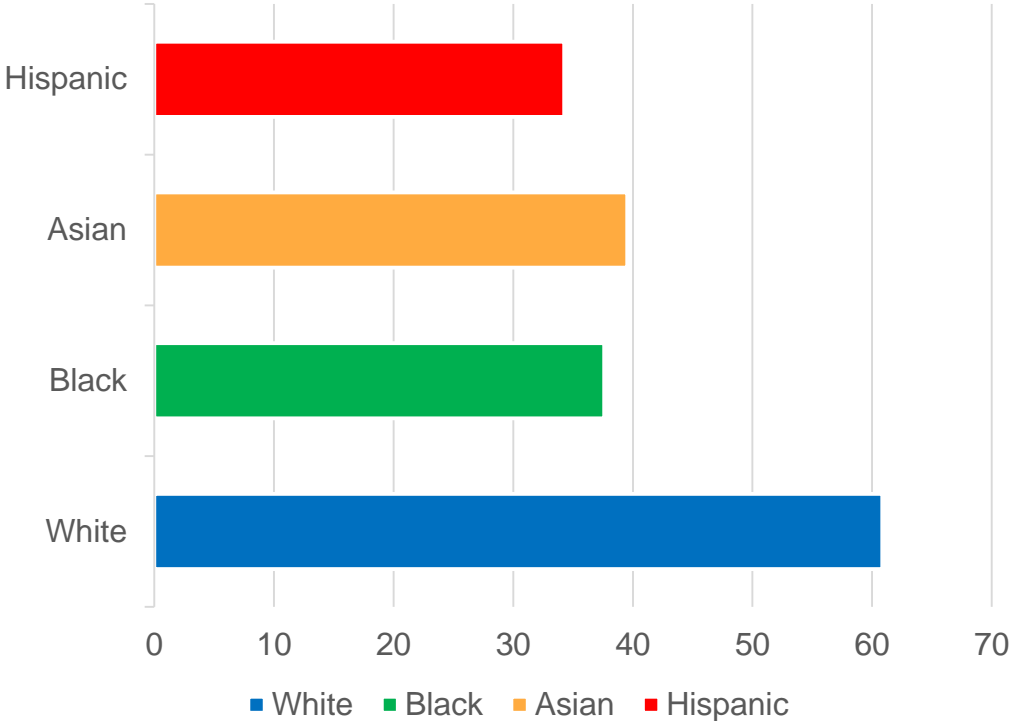- Involvement with the criminal justice system

Education

High School Graduation Rates

Housing

Homeownership

Racial inequities are a moral imperative, but they are an economic imperative as well.

Persistent racial inequities result in a loss of economic opportunity that negatively impacts the entire city.

Impacts of Racism

If the City of Seattle reduces their African American unemployment rate to that of their Caucasian counterparts, it would generate an additional $25 million in tax revenue.

Impacts of racism

By 2040, the Twin Cities will have a 30 percent skill gap if they do not eliminate their racial inequities.

Impacts of racism

If contracting were proportional to racial breakdowns in New York City, enterprises lead by people of color would procure an additional $8 billion annually.

Why do we lead with race?

- Racial inequities are deep and pervasive

- Racial anxiety is on the rise in our community

- Learning an institutional and structural approach can be used with other areas of marginalization

- Racial equality is good for families, good for communities and good for the economy.

What does racial equity look like?

When race can no longer be used to predict life outcomes and outcomes for all racial groups are improved.

The Racial Equity Tool Kit

What is it?

Racial Equity Tools are designed to integrate explicit consideration of racial equity in decisions including policies, practices, programs and budgets.

- Proactively seeks to eliminate racial inequities and advance equity;
- Identifies clear goals, objectives and measurable outcomes;
- Engages community in decision-making processes;
- Identifies who will benefit or be burdened by a decision, examines unintended consequences of a decision and develops strategies to advance racial equity and mitigate unintended negative consequences; and,
- Develops mechanisms for successful implementation and evaluation of impact.

Why should we use a Racial Equity Tool?

From the inception of our country, racial inequities were built into the fabric of local, regional, state and federal government.

Without intentional intervention, institutions and structures will continue to perpetuate racial inequities.

Who should use a Racial Equity Tool?

- **Government Staff**-routine use of the tool provides opportunities to integrate racial equity across all government functions.

- **Elected Officials**-routine use of the tool can help set broad priorities, bringing consistency between values and practice.

- **Community Based Organizations**-routine use of the tool can help their own organizations advance racial equity in their everyday job functions.

When should you use the Racial Equity Tool?

The earlier, the better! Use of the tool early means:

- Decisions can be aligned with the City's racial equity goals and desired outcomes.

- Incorporating use during all phases of development, from implementation to evaluation.

Racial Equity Tool

The Racial Equity Tool itself is a set of simple questions:

1. **Proposal:** What is the policy, program, practices or budget decision under consideration? What are the desired outcomes?
2. **Data:** What's the data: What does the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?

Racial Equity Tool

4. Analysis and strategies: Who will benefit from or be burdened by your proposal? What are your strategies for advancing equity or mitigating unintended consequences?

5. Implementation: What is your plan for implementation?

6. Accountability and communication: How will you ensure accountability, communicate and evaluate results?

Step #1

What is your proposal and desired results and outcomes?

- Clear description of policy, program, practice or budget decision.

- Begin with a focus on the desired "end" condition. What are the intended results in the community and outcomes in the organization?
- What does the proposal have the ability to impact? For example: Housing, jobs, transpiration, workforce equity, etc.

Step #2

What does the data tell us?

- **Review community indicators.**
- **Ask questions**

  - **Will the proposal have impacts in specific geographic areas (neighborhoods, areas or regions)? What are the racial demographics of those living in that area?**

  - **What does population level tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?**

  - **What performance level data do you have available for your proposal? Are there any data gaps?**

Step #3

Have communities been engaged? Are there opportunities to expand engagement?

- Involve communities throughout all phases of a project, while maintaining clear and transparent communications.
- Engage communities of color, but also other communities who are impacted by a topic/project.
- Make community engagement accessible to all, by providing language assistance, transportation options, options for childcare

Step #4

Who benefits from or will be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?

- Given what you have learned from the data and community involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
- What are the potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
- Are the impacts aligned with your community outcomes defined in Step #1?

Step #5

What is your plan for implementation?

- Describe your plan for implementation
- Ask yourself if the plan is:

  - Realistic?

  - Adequately funded?

  - Adequately resourced with personnel?

  - Adequately resourced with mechanisms to ensure successful implementation and enforcement?

  - Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

Step #6

How will you ensure accountability, communicate and evaluate results?

- How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?

- What are your messages and communications strategies that will help advance racial equity?

- How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul?

Barriers

What are some of the barriers to implementation?

- Time
- Lack of support from leadership
- Racial equity tool being used in isolation
- Lack of support for implementing changes
- Perfection

Overcoming Barriers

How do we overcome these barriers?

- Building racial equity teams that are embedded in every department.
- Training
- Integrating the use of the racial equity tool into routine operations
- Recognizing complexity
- Accepting failures and using them in positive ways
- Accountability

How the Office of Equal Opportunity is prepared to move forward.

With the support of the City Commission, the Office of Equal Opportunity is prepared to:

- Review ways the racial equity tool can be implemented throughout City policies, practices and programs.

- Work with GARE staff on the use of other equity tools that are available.

- Conduct training and education around the use of the racial equity tool.

Conclusion

"What happens to people of color will determine the fate of the nation. The equity agenda-just and fair inclusion into a society in which all can participate, prosper and reach their full potential-has moved from being a moral imperative to being a national and economic imperative."

-Angela Glover Blackwell
Founder and President
PolicyLink