

Advancing Racial Equity

City of Tacoma

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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.

- ✓ Membership-led, membership-driven network organizing to transform government
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Government Alliance for Race and Equity

Washington

Seattle
Tacoma

Oregon

Portland
Metro
Multnomah County

California

Alameda County

Minnesota

Metropolitan Council
Minneapolis
Minneapolis Park Board
St. Paul

Iowa

Dubuque
Iowa City

Wisconsin

Dane County
Madison

Michigan

Ottawa County
Washtenaw
County

Massachusetts

Boston

Virginia

Fairfax County

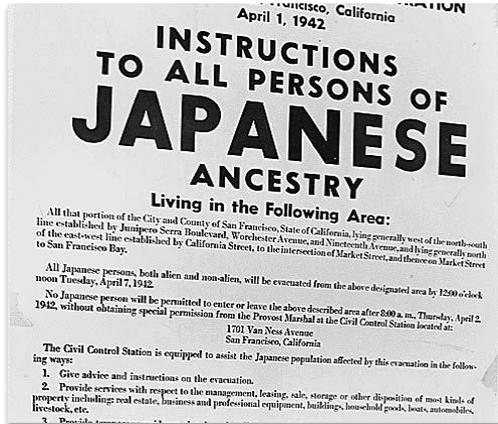
- ★ = GARE Members
- = 2015-16 GARE Engagements
- ★ = Racial Equity Here Sites

Values and realities

- All men are created equal
- With liberty and justice for all
- Government of the people, by the people, for the people, shall not perish from the earth

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

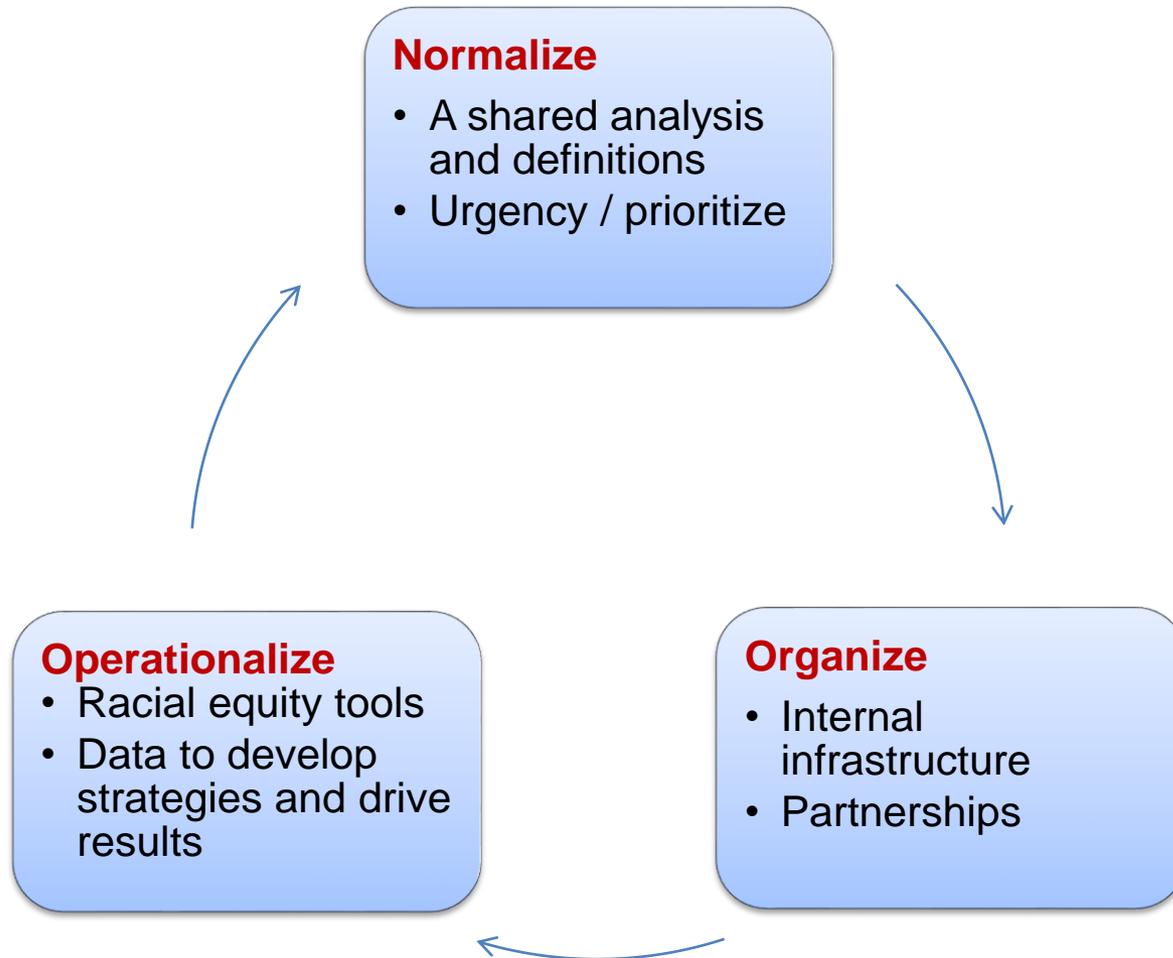


Proactive policies, practices and procedures that advance racial equity.

Current context of race:



National best practice



Normalizing



CENTER FOR SOCIAL INCLUSION



LOCAL AND REGIONAL GOVERNMENT
**ALLIANCE ON
RACE & EQUITY**

Equity? Equality?

What's the difference?



Racial inequity in the U.S.

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



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 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 – “we don’t rent to _____”

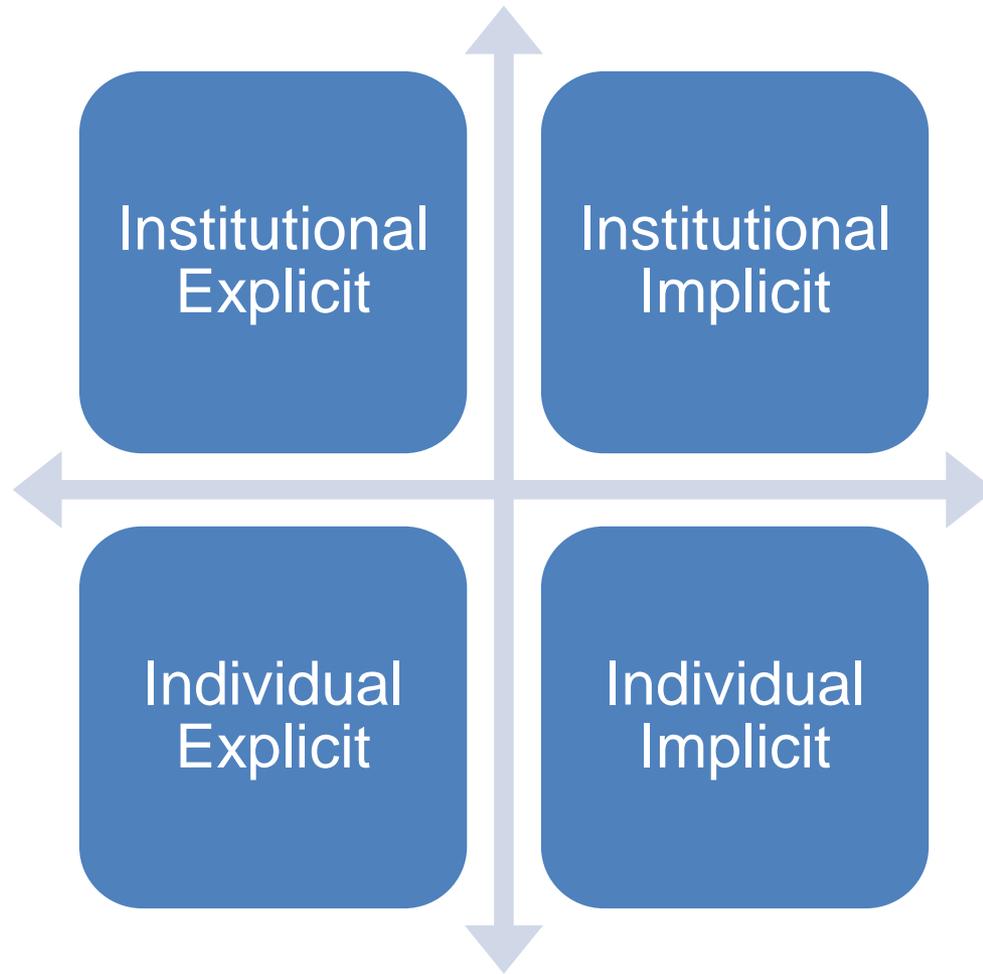
Implicit bias

Expressed indirectly

Unaware of bias / operates sub-consciously

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

What creates different outcomes?



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:

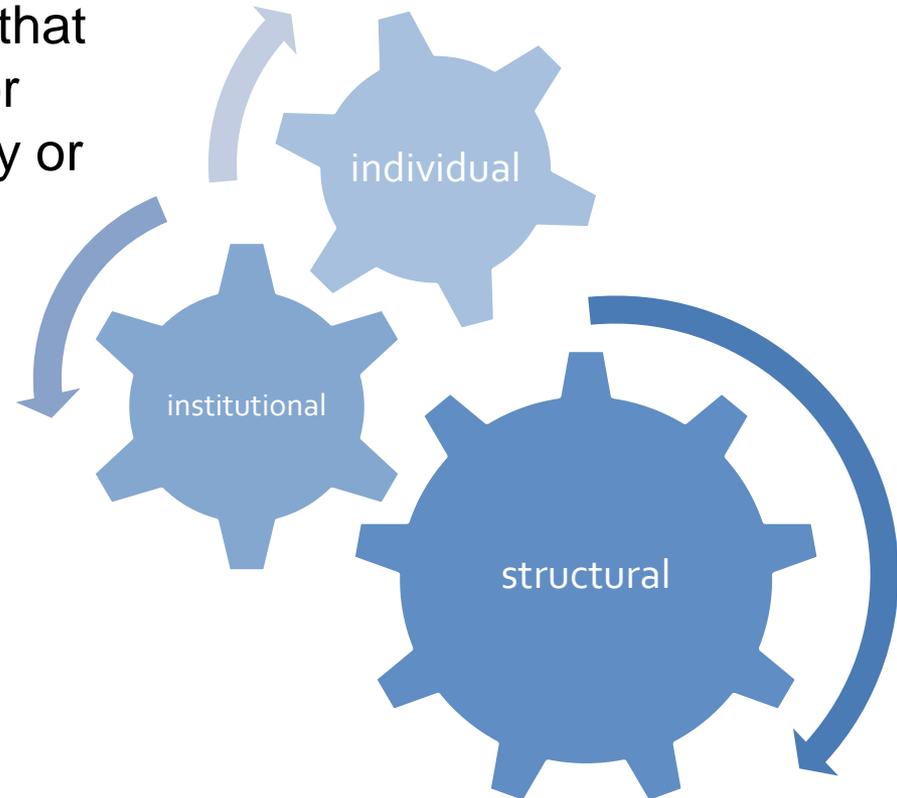
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

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

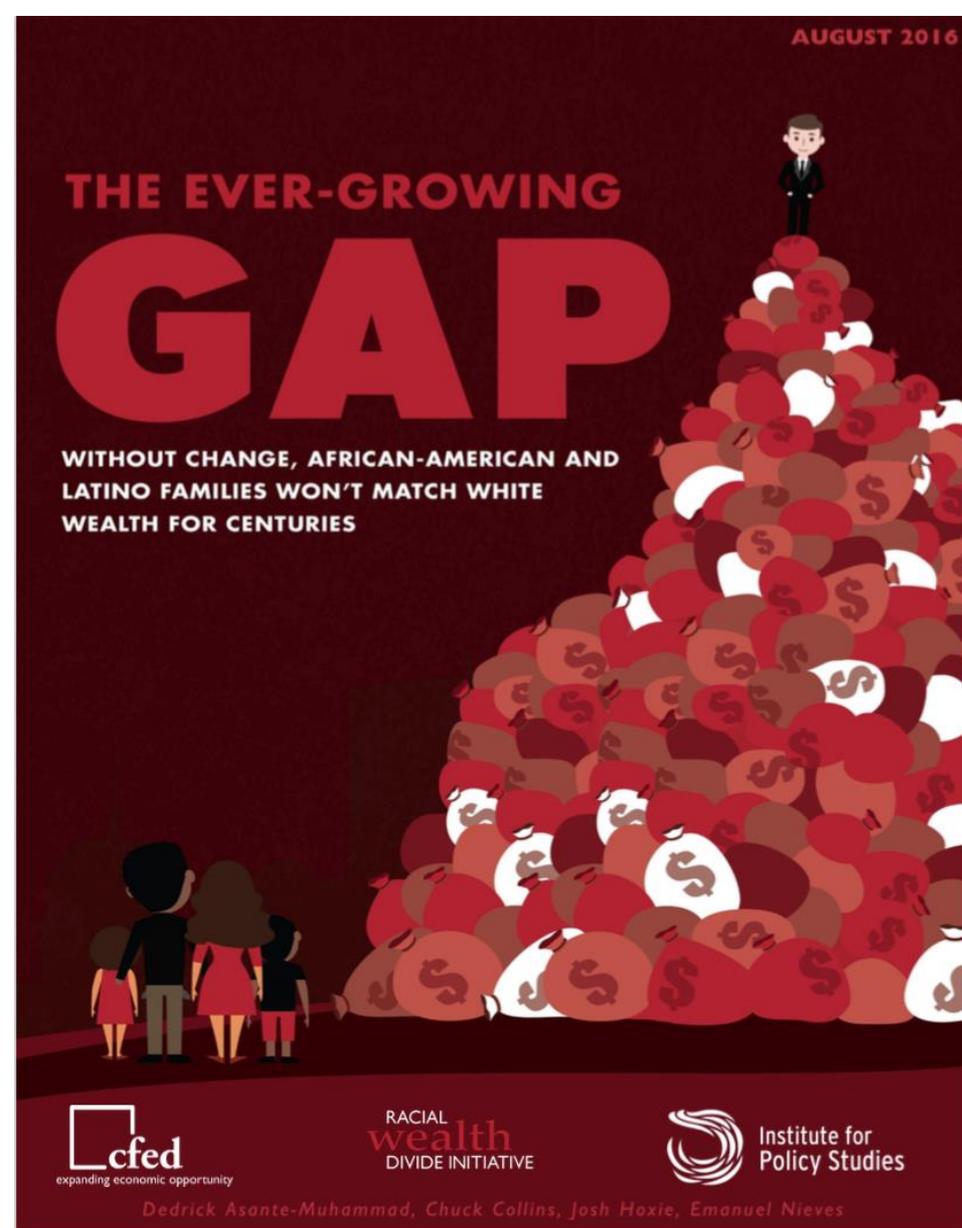
Structural racism:

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



The inter-relationship between institutional / structural racism, policies, the racial wealth gap and other racial inequities

http://www.ips-dc.org/wp-content/uploads/2016/08/The-Ever-Growing-Gap-CFED_IPS-Final-1.pdf



Operationalizing



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Tacoma's Five Equity Goals

- ✓ City of Tacoma's workforce reflects the community it serves
- ✓ Purposeful community outreach and engagement
- ✓ Equitable service delivery to all residents and visitors
- ✓ Support human rights and opportunities for everyone to achieve their full potential
- ✓ Commitment to equity in local government decision-making

Equity in Municipal Budgeting

Take a critical look at how resources and investments have currently and historically been allocated and make necessary changes to ensure that **all** communities receive a fair amount of resource investment.

How we decide to allocate resources directly impacts the daily lives and long term outcomes of our residents

Budget Equity and Empowerment Tab

Q1. Which geographic areas do these enhancements or reductions impact?

Q2. How will this proposal affect (negatively or positively) historically disadvantaged communities and underrepresented groups?

Q3. Which, if any, historically disadvantaged communities or underrepresented groups does this proposal impact?

Q4. Does this proposal support the City's Equity goals?

Q5. Describe approaches to mitigate the negative impacts to equity

Considerations for City Council

- ✓ Community engagement and priorities
- ✓ Shifting focus on equity from looking at symptoms to addressing root causes
- ✓ Individual budget decisions / Cumulative impact of decisions
- ✓ Expand use of a Racial Equity Tool to additional decision points, e.g., policy and programs
- ✓ Build skill at using racial equity tools, along with internal infrastructure

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