

San Jose City Council Study Session



RESIDENTS

BUSINESS

VISITORS

YOUR GOVERNMENT

NEWS & STORIES

December 13, 2019

- Leon Andrews, National League of Cities, Race, Equity And Leadership (REAL)
- Julie Nelson, Race Forward, Government Alliance on Race and Equity (GARE)

National League of Cities, Race, Equity and Leadership (NLC.org/REAL)

Race Forward, Government Alliance on Race and Equity (RacialEquityAlliance.org)

National Partners for Advancing Racial Equity

NLC REAL / Race, Equity And Leadership

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

Race Forward

Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences.

Government Alliance on Race and Equity

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



Purpose



To build a shared understanding of what equity work means in the context of local government, why it is important, and how to embed a framework that reduces inequities.

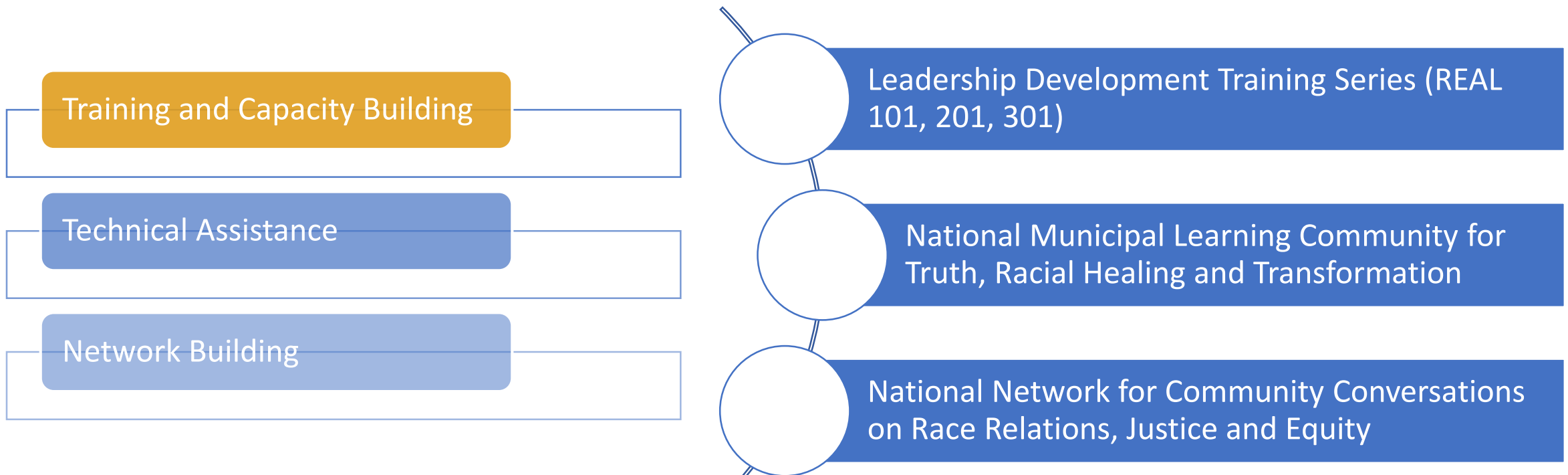
Outcome

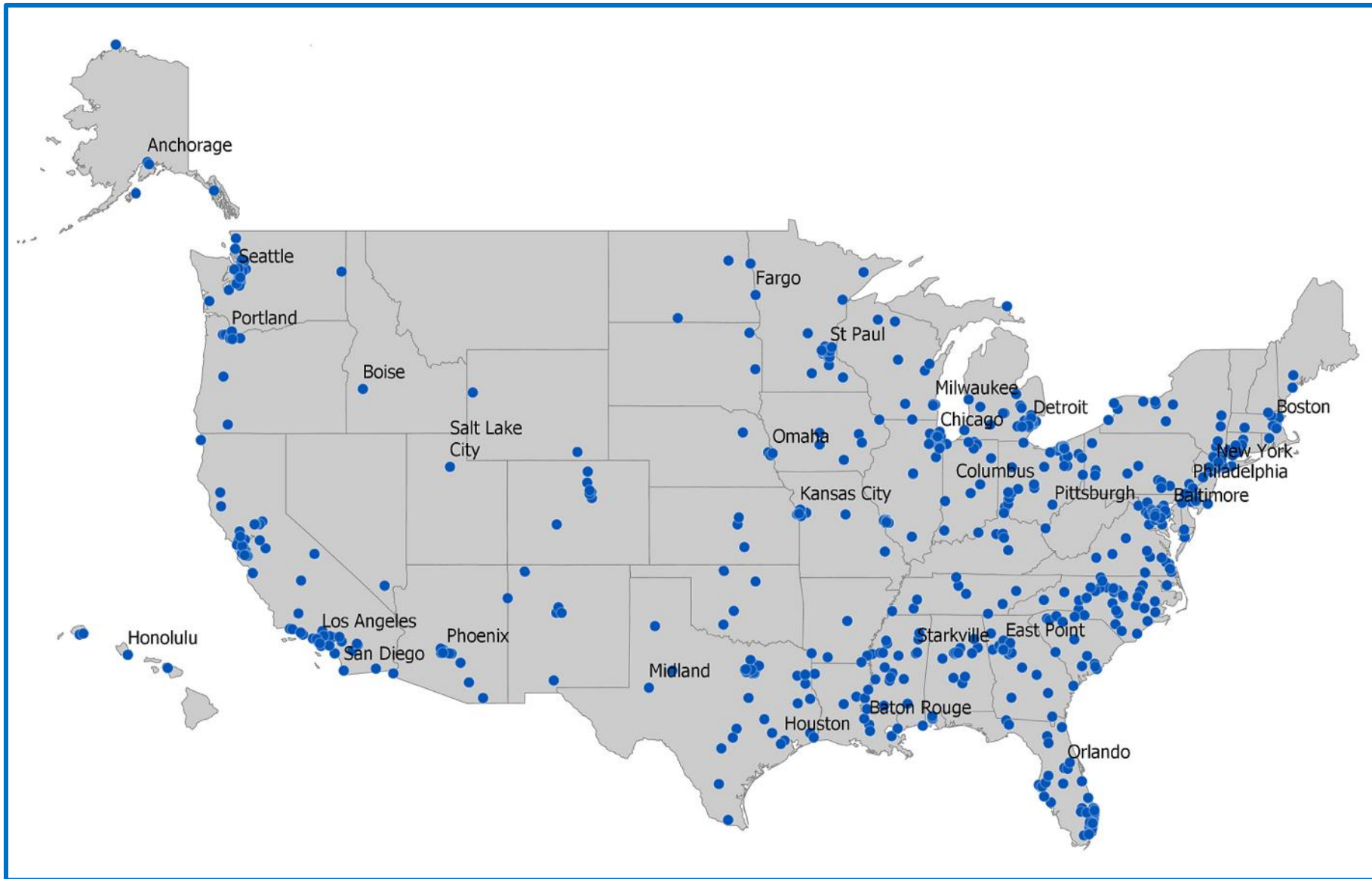


A shared understanding will allow us to lay the groundwork for a thoughtful, intentional, multi-year process of systems change that will improve outcomes for all.

Race, Equity And Leadership (REAL)

REAL mission: “To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities”



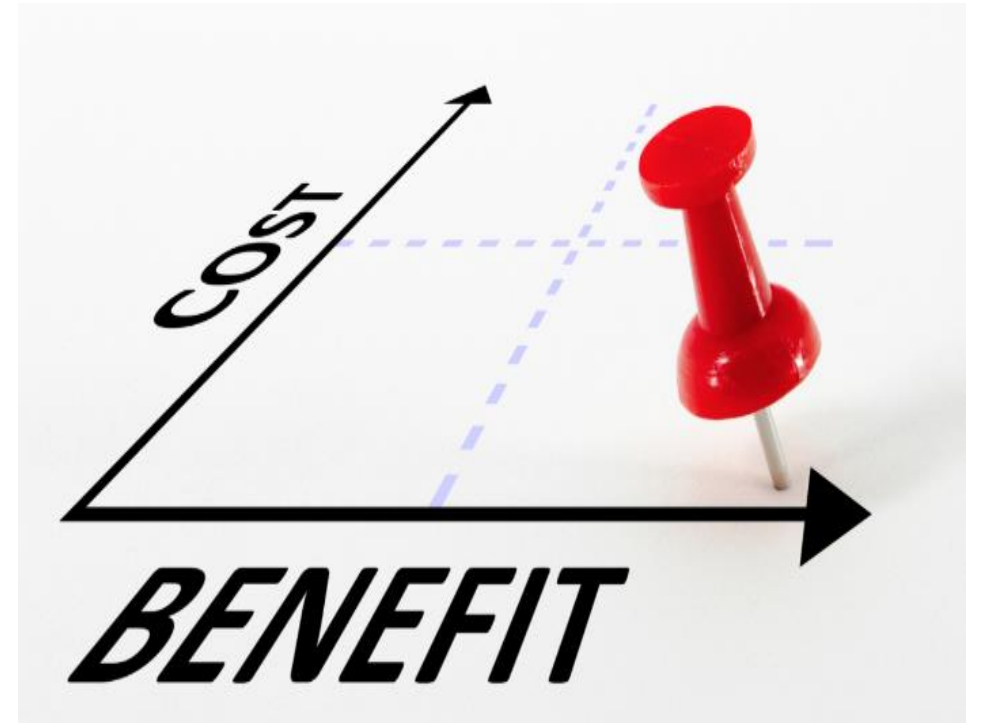


The REAL Network

Good Governance and Racial Equity

Strategy to help you meet key city goals

- Prosperity
- Health
- Safety
- Accountable government



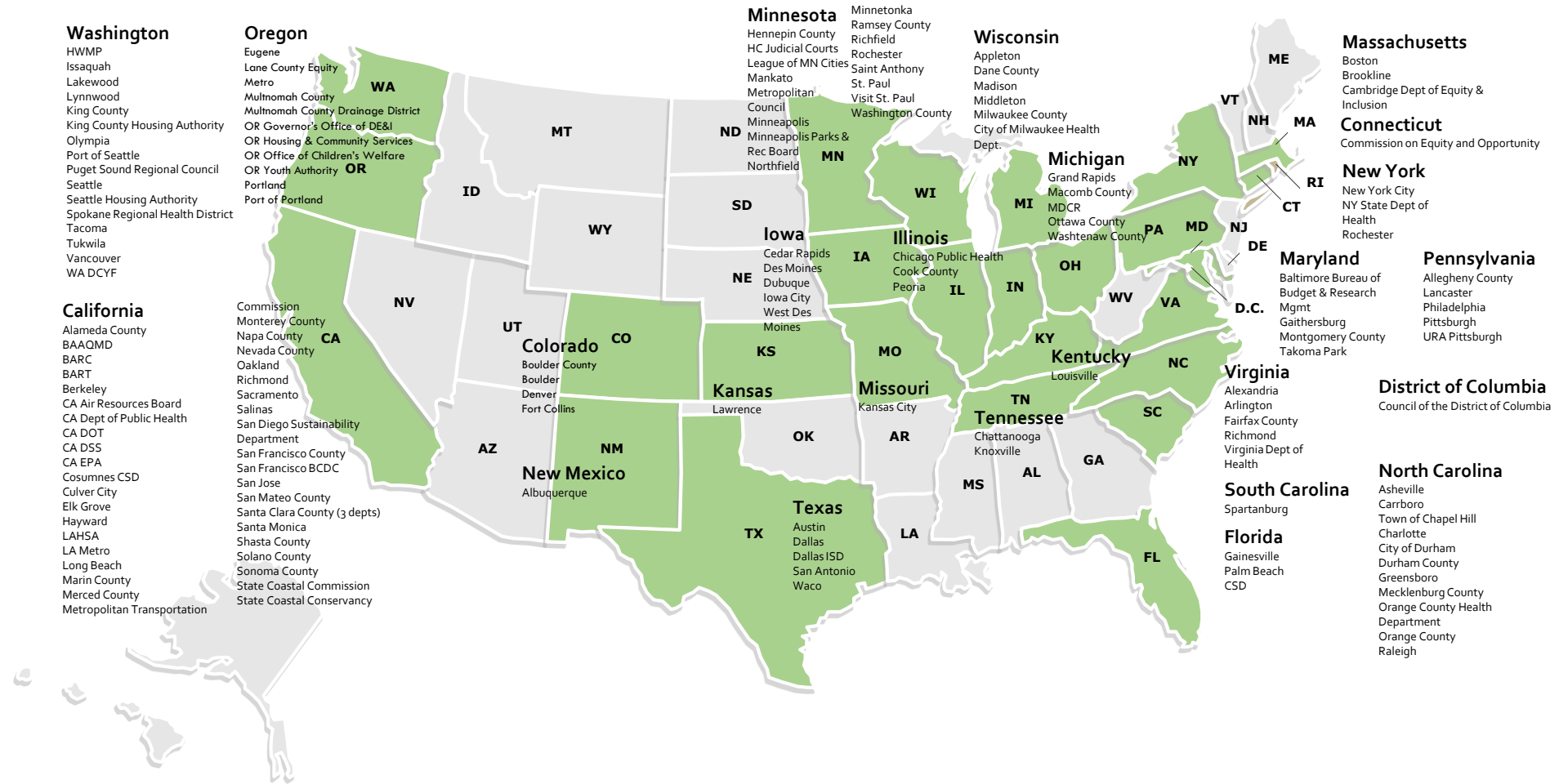
Government Alliance on Race & Equity

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

- ✓ Core network – 180 members and growing, doubling in size every year
- ✓ Cities, counties, regions and states
- ✓ Expanded network - 30 states / 300+ cities
- ✓ Provide tools to put theory into action



Government Alliance on Race and Equity



National League of Cities, Race, Equity and Leadership (NLC.org/REAL)

Race Forward, Government Alliance on Race and Equity (RacialEquityAlliance.org)

Acknowledging the Land:

We stand on
Muwekma Oholone
land

American **Values** vs. **Realities**

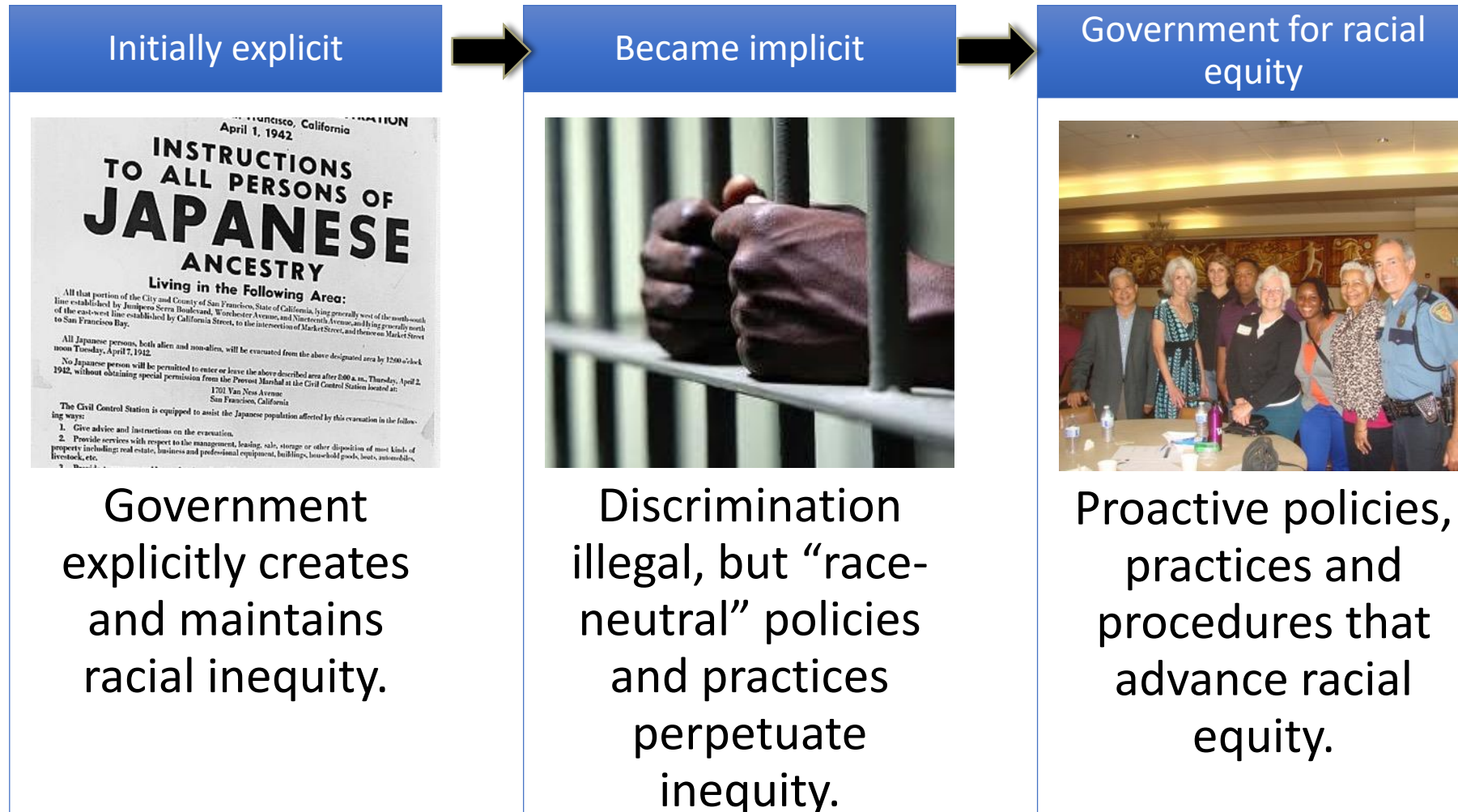


“All men are created equal...”

“...With liberty and justice for all”

“Government of the people, by the people, for the people, shall not perish from the earth....”

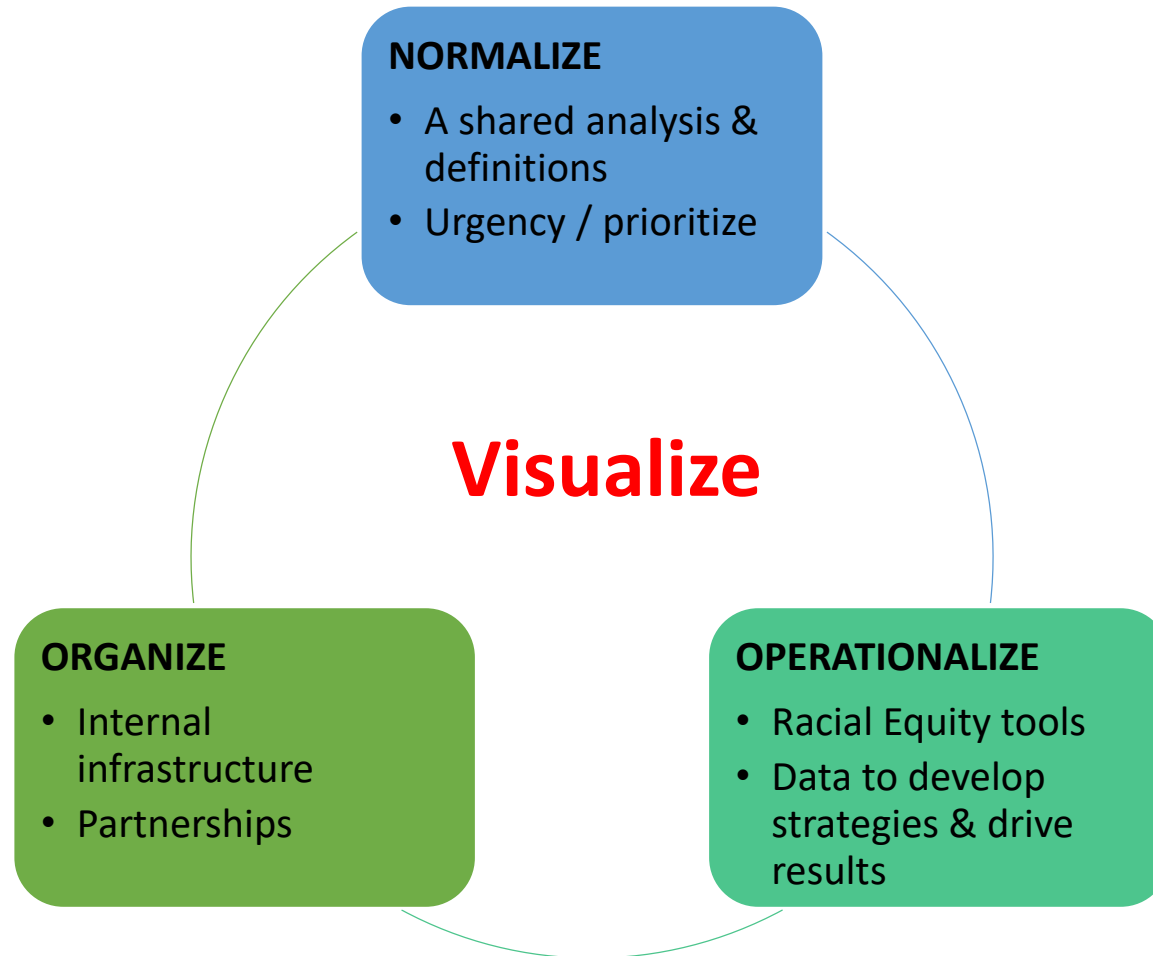
History of government and race



Why we lead with race

- Racial inequities deep and pervasive
- Racial anxiety on the rise – race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters

Effective National Practices



Normalizing Racial Equity

- Create a shared analysis and language about racism and equity
- Foster the urgency of equity to prioritize it in governance

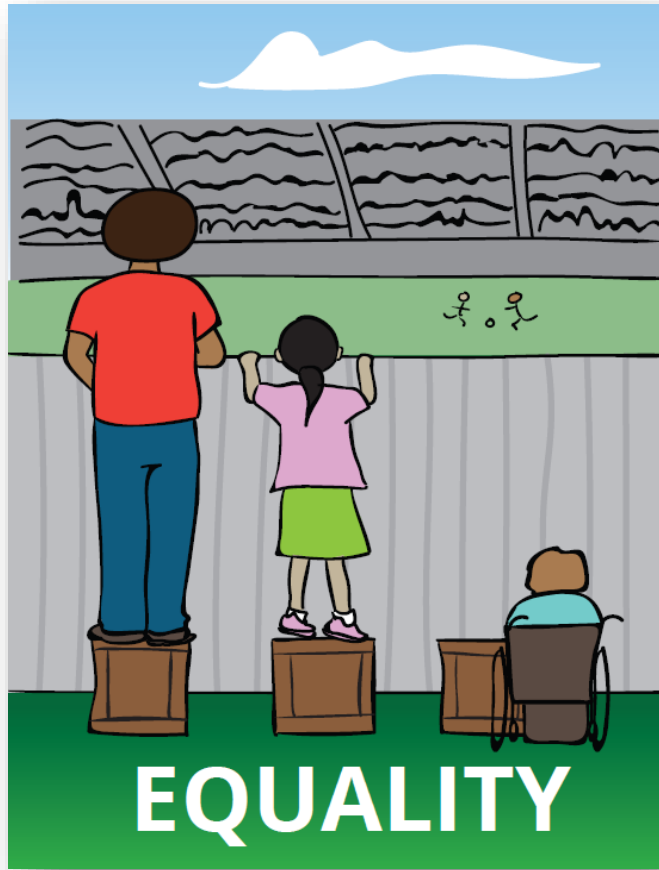
NATIONAL LEAGUE
of CITIES



REAL

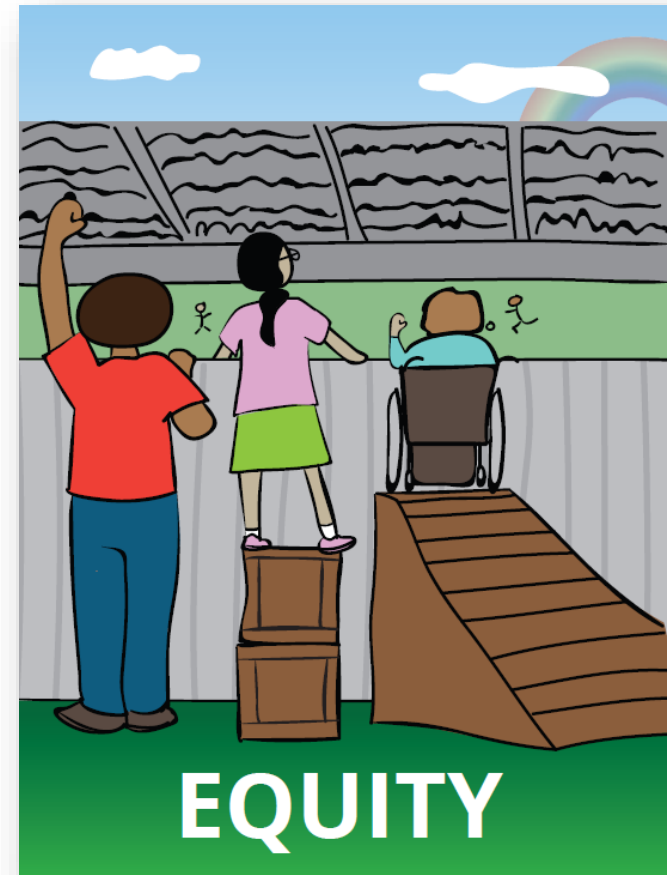
Race
Equity
And
Leadership





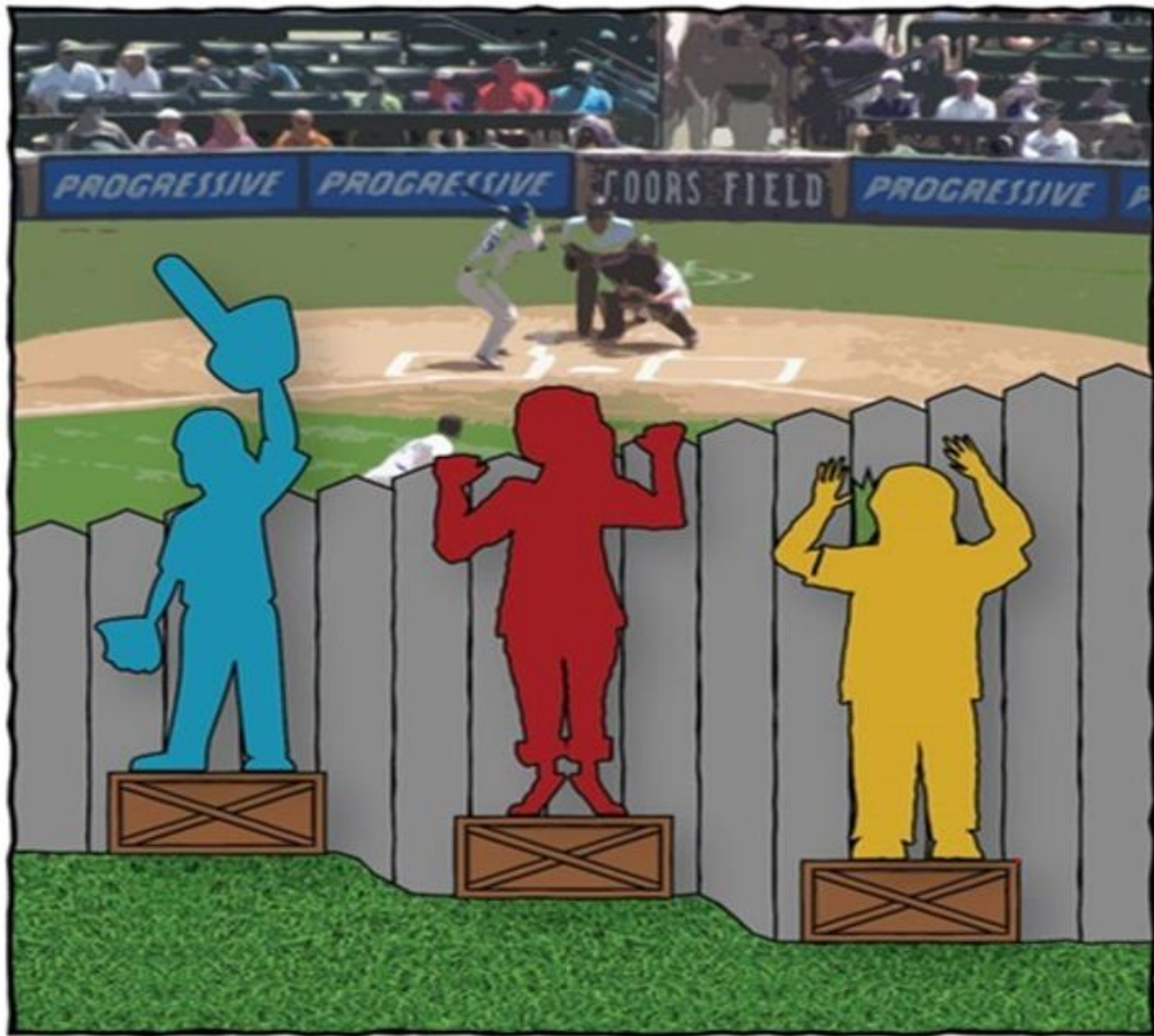
EQUALITY = **SAMENESS**

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



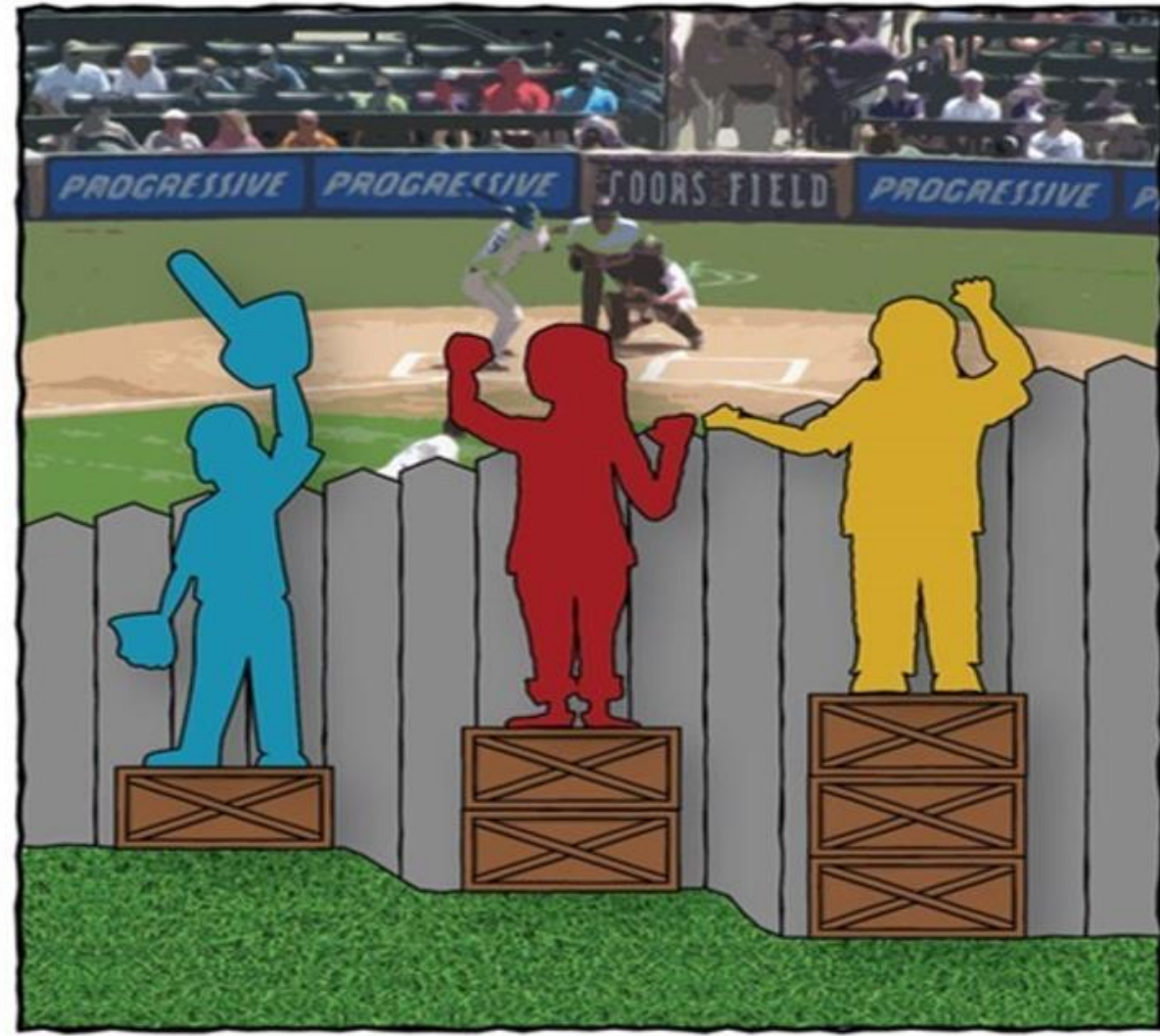
EQUITY = **JUSTICE**

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



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**

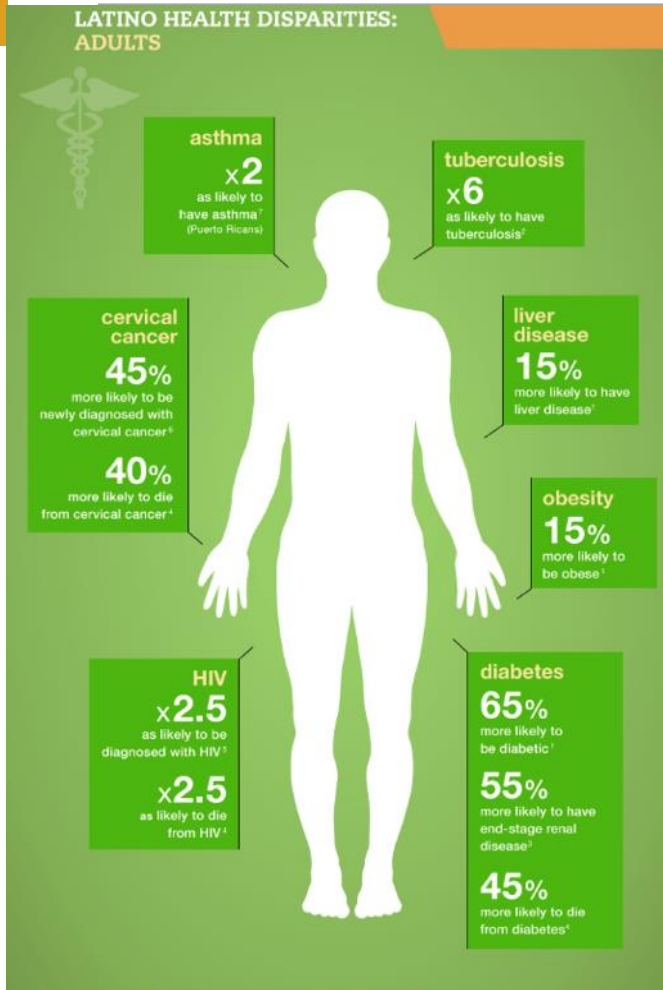
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Racial Disparities

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



Ignoring Race is Literally Lethal

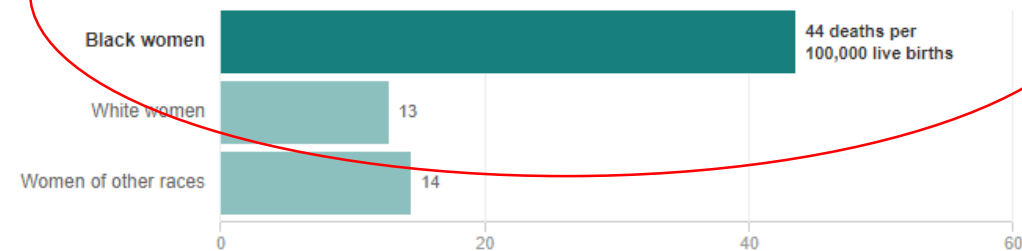


Racial disparity across incomes

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 women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)



Source: [Centers for Disease Control and Prevention](#)

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

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.
- Requires us to:
 - ✓ Targeted strategies to focus on improvements for those worse off.
 - ✓ Move beyond “services” and focus on root causes by changing policies, institutions, and systems.

How We Think

Humans need meaning:

- Individual meaning
- Collective meaning

Only 2% of emotional cognition is available consciously

Racial bias tends to reside in the unconscious network



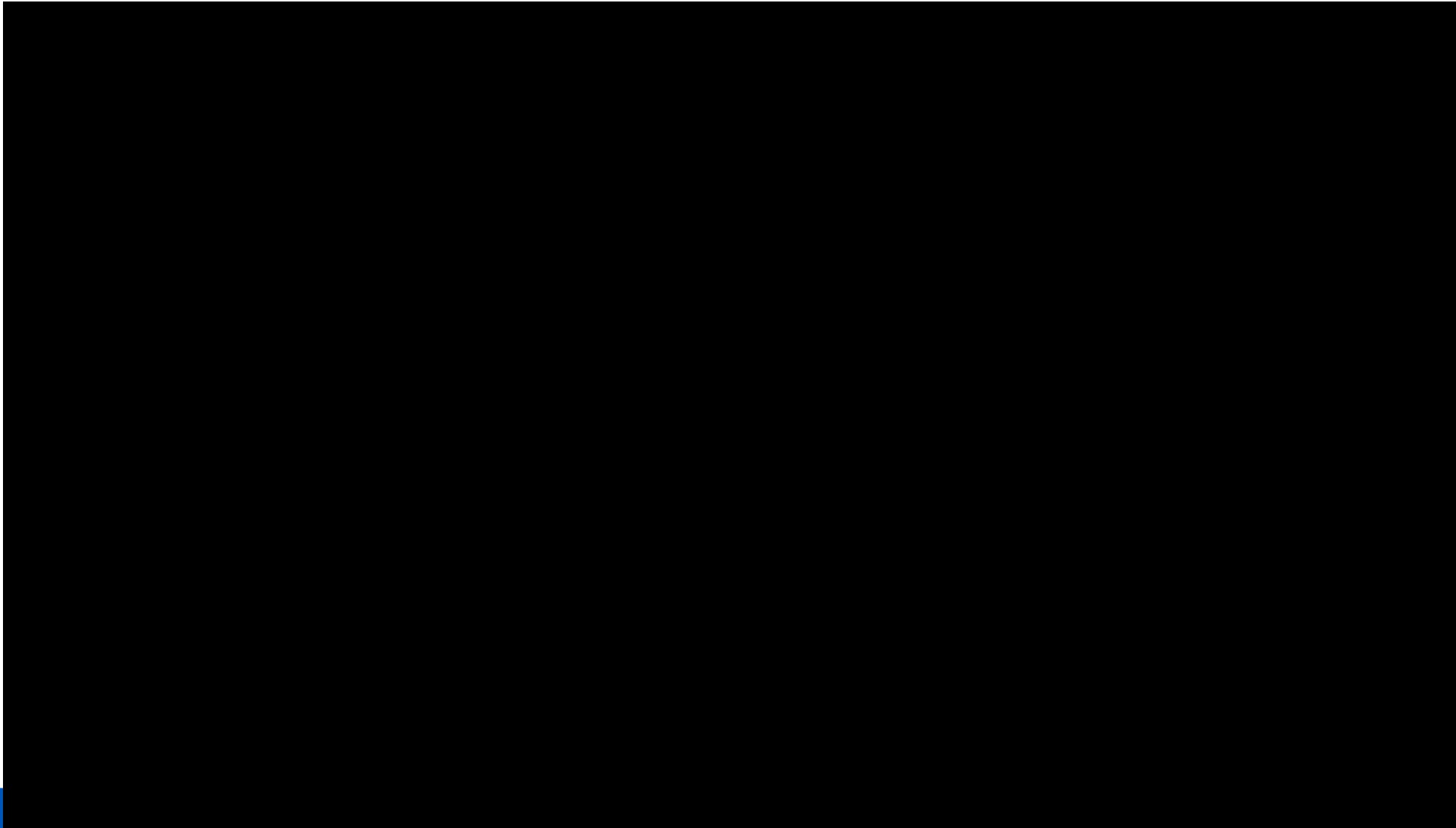
We unconsciously think about race even when we do not explicitly discuss it.

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



What Color are the Lines of Text?

- Cvr zxyq brm
- Xoc jbn oew mne
- Vqeb peow ytro
- Vqeb peow ytro

- Black
- Red
- Blue
- Green

- Green
- Black
- Yellow
- Blue

Types of Bias

Explicit bias

Expressed directly

Aware of bias / operates consciously

Example – Sign in the window of an apartment building – “whites only”

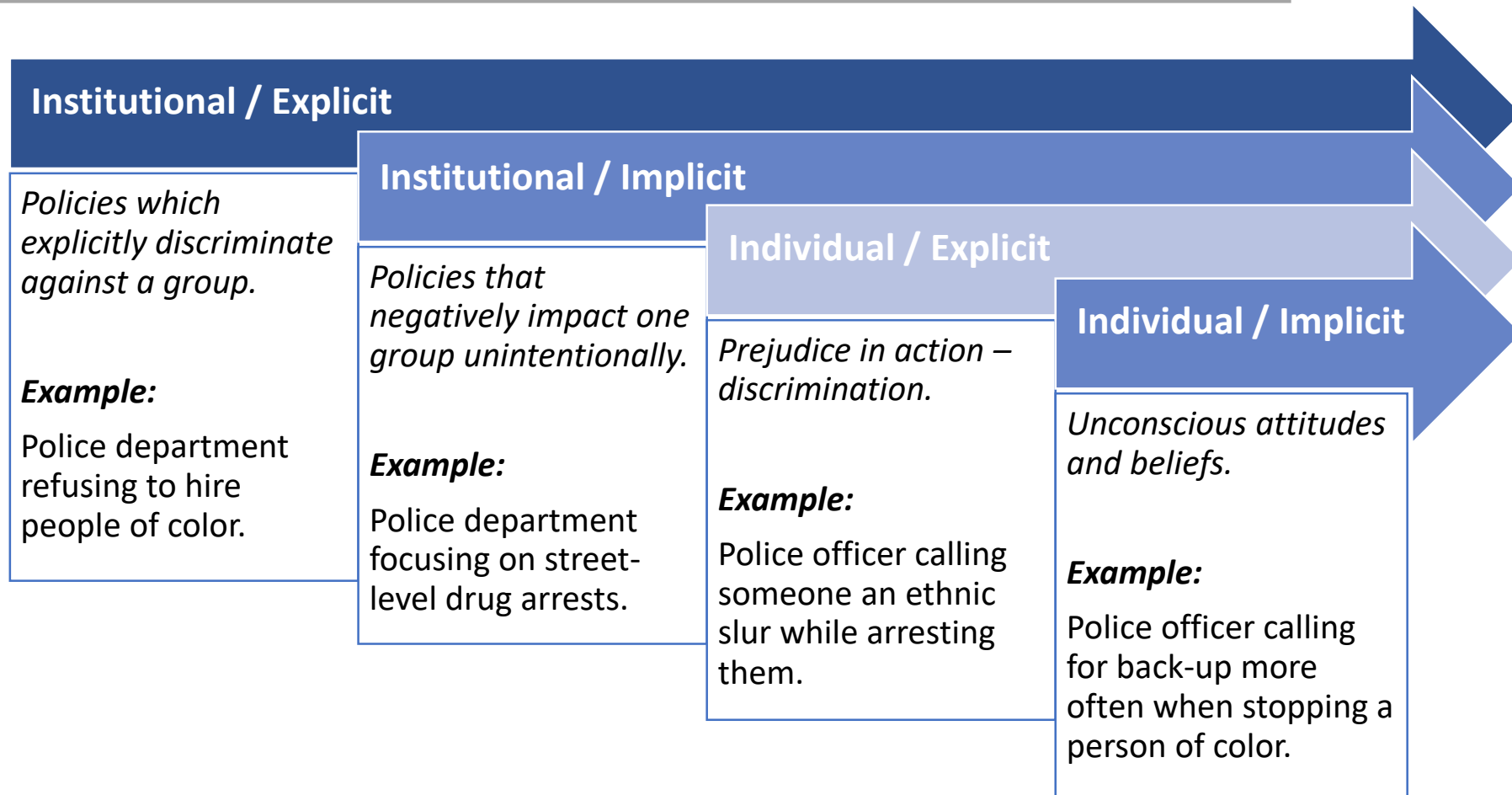
Implicit bias

Expressed indirectly

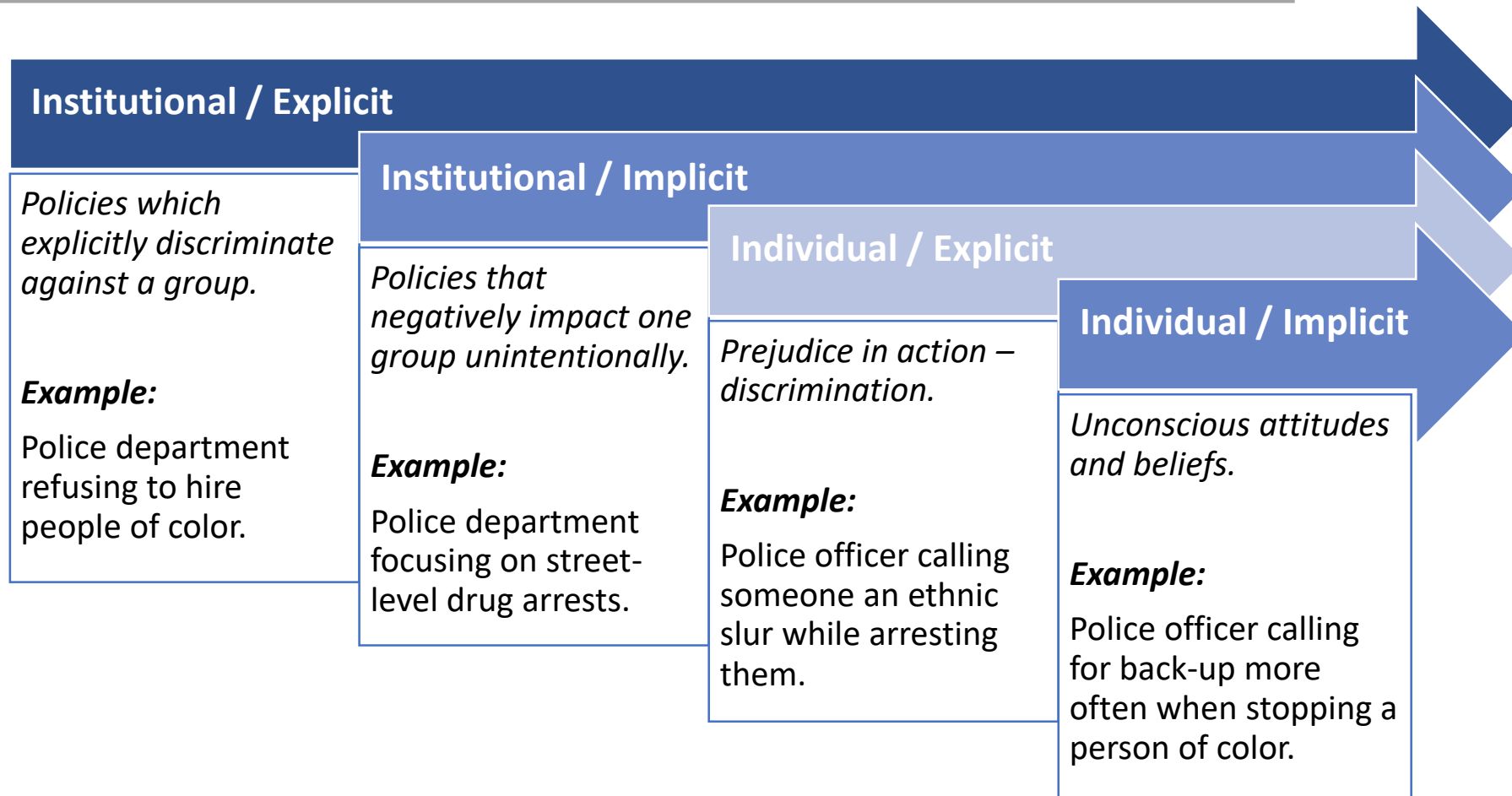
Unaware of bias / operates sub-consciously

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

Bias – implicit / explicit, individual / institutional



Any examples from San Jose?



Levels of Racism

Individual racism

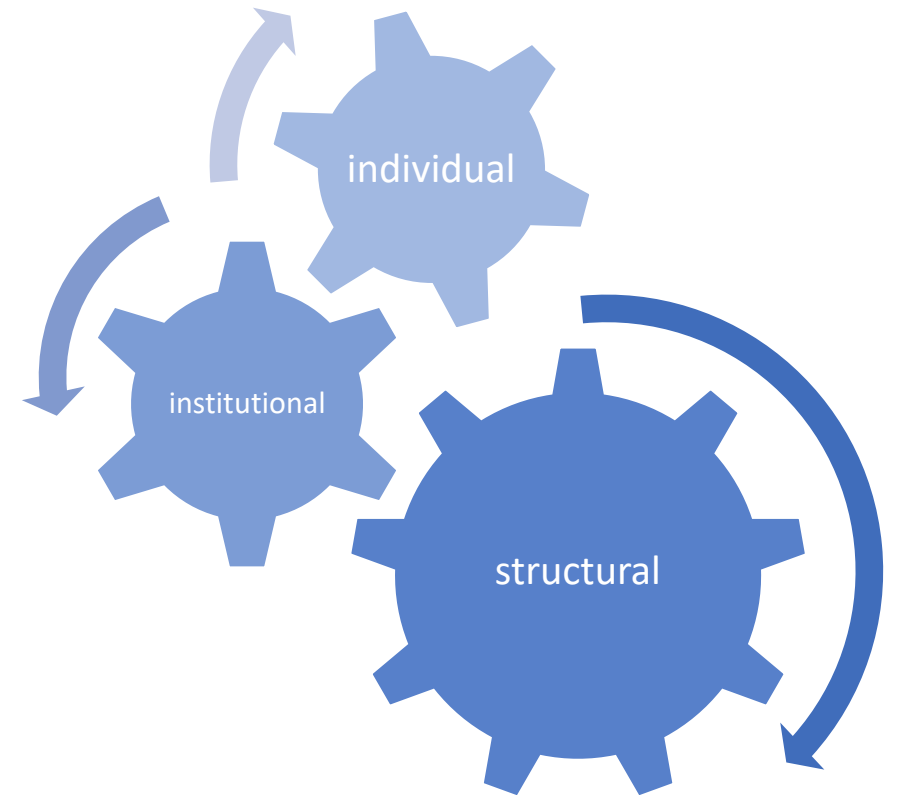
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism

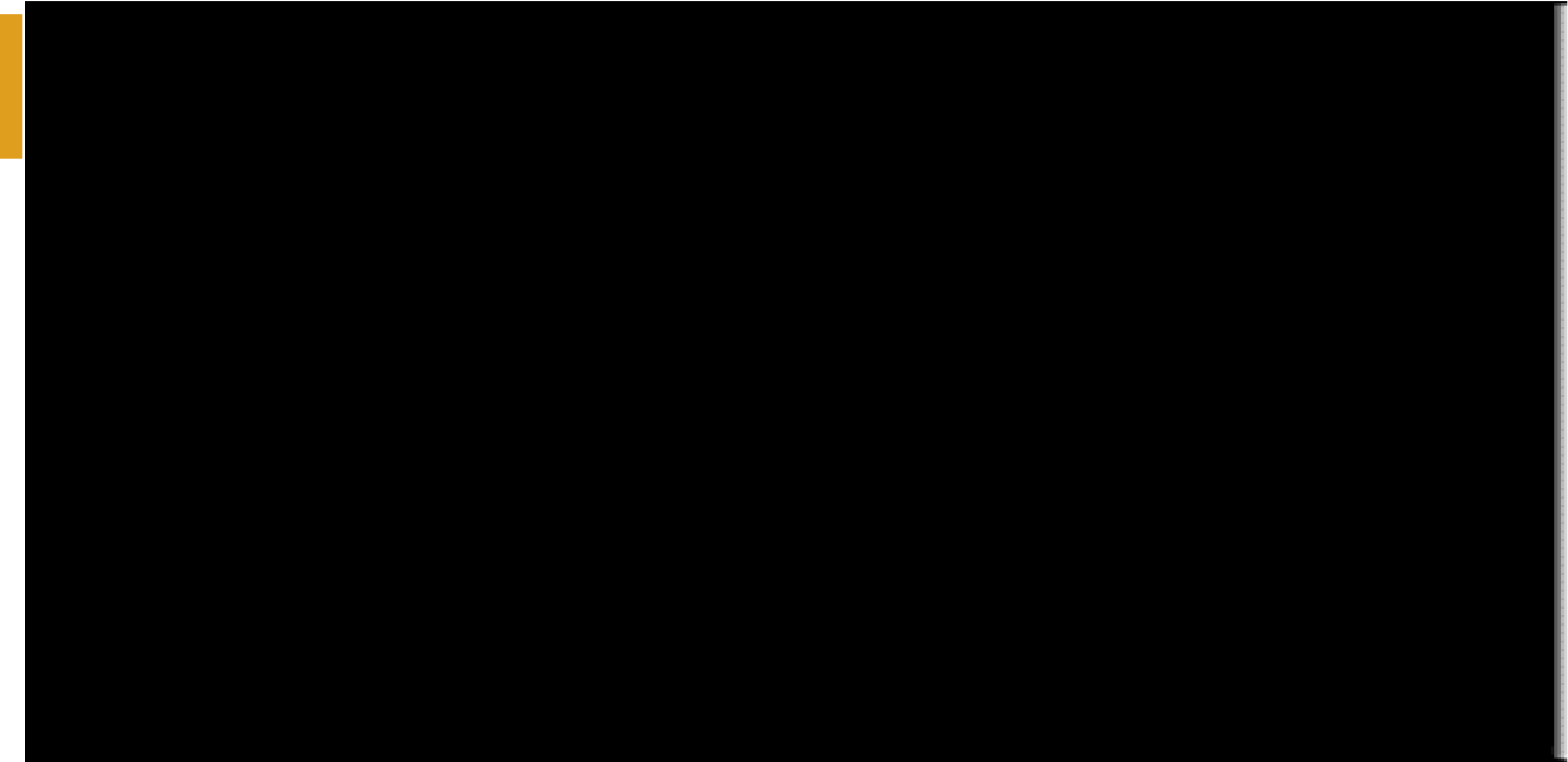
Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism

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

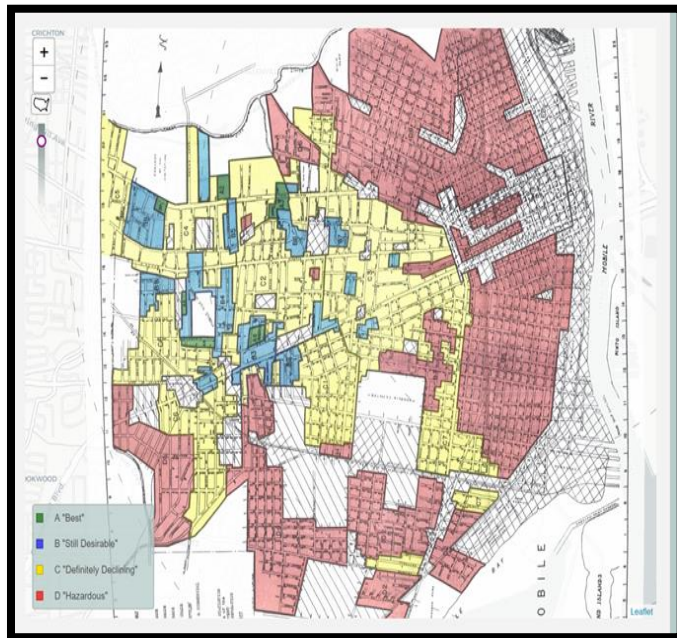


The **House** You Live In

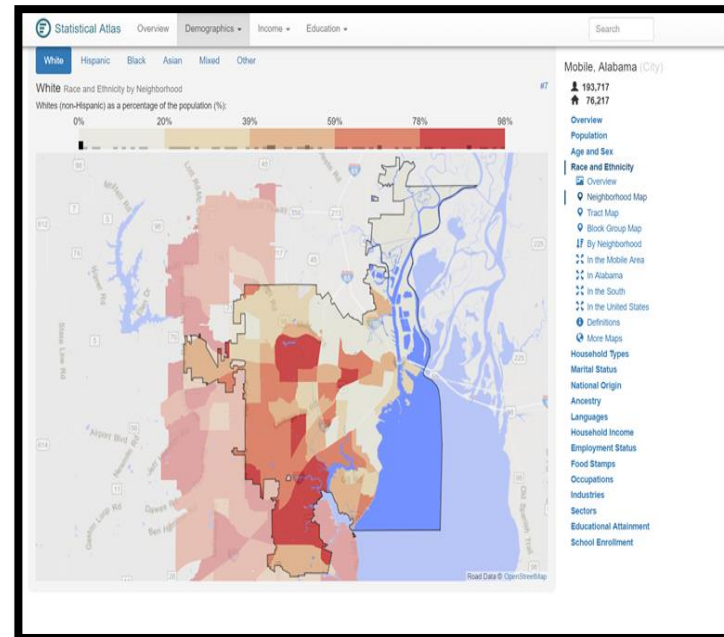


Effects of Redlining Today in San Jose

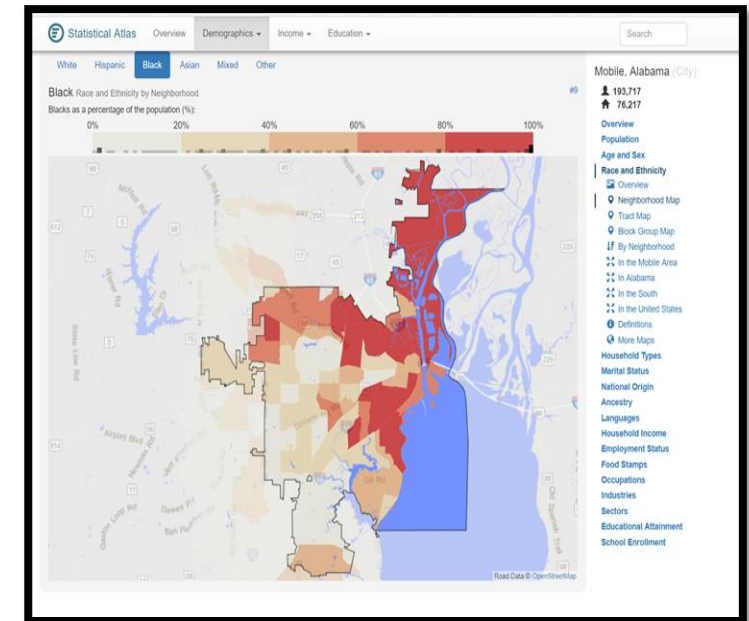
Mobile, Alabama



1940 Redlining Map



2012 Population Demographic (White)



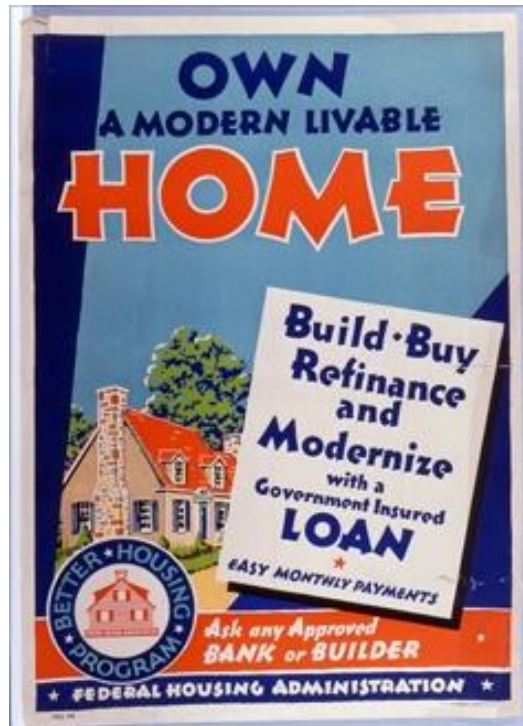
2012 Population Demographic (Black)

Operationalizing is Action

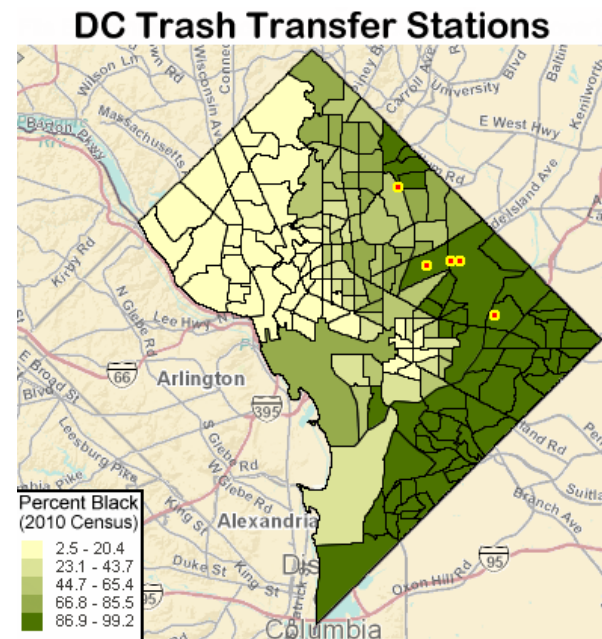
- Racial equity tools
- Data to develop strategies and measure results

Policy and practice

Federal Housing Administration



Location of city facilities



Streetlighting



What is a Racial Equity Tool process?



Local government policy & decision making areas that have racial equity implications

- 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?

Organizing for Racial Equity

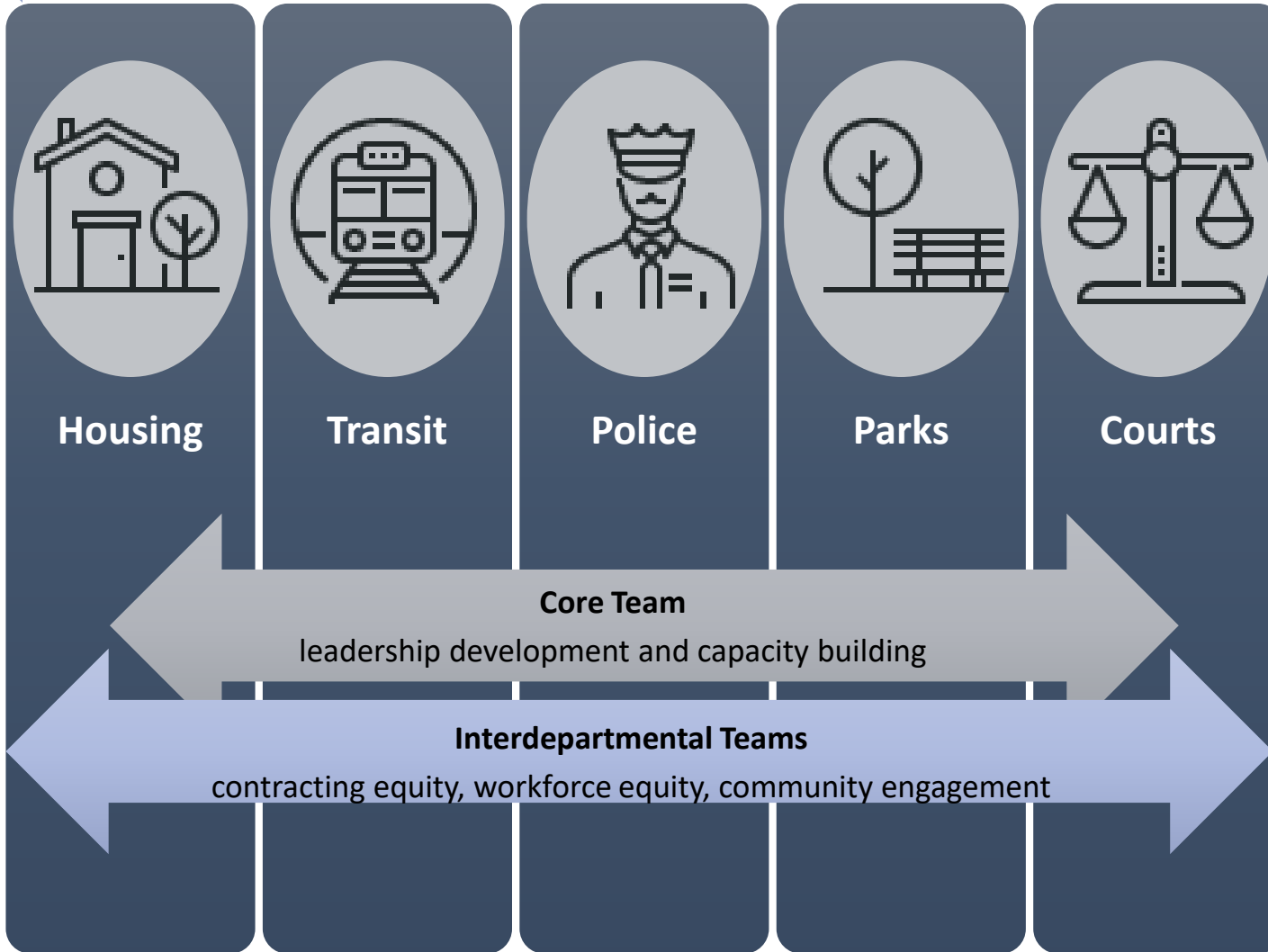
- Developing capacity for racial equity across all departments
- Resourcing the work through partnership, training, intentional structure and process

6 steps:

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

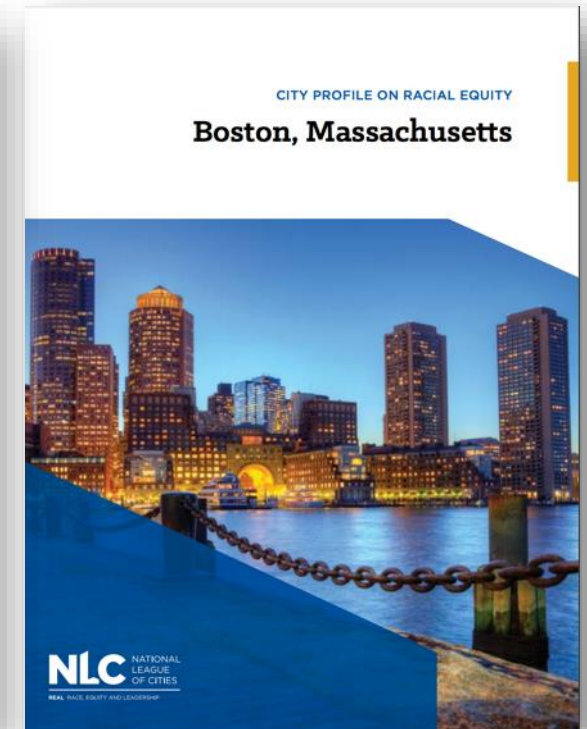
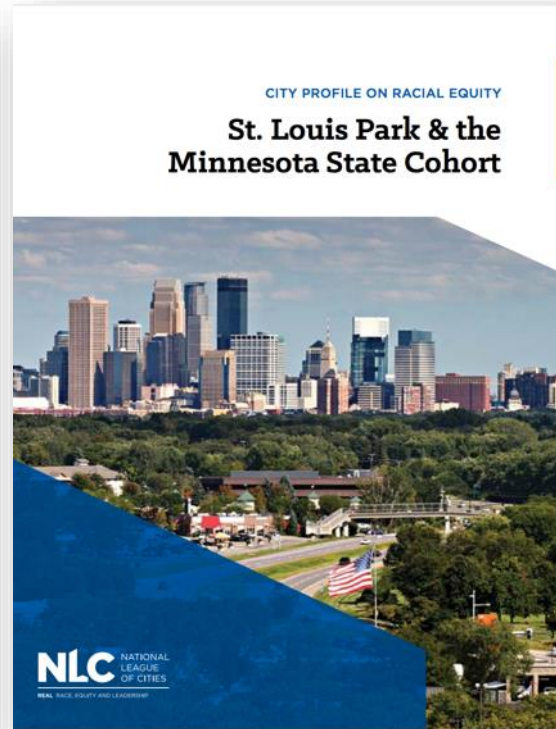
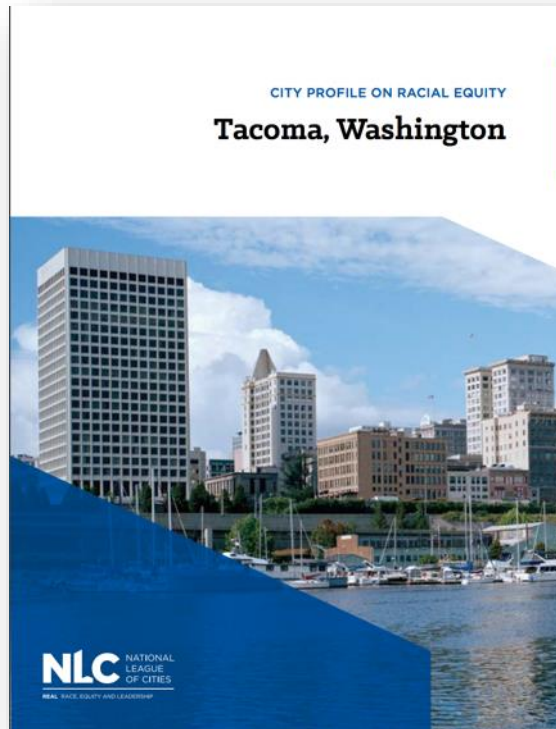


Racial Equity Leadership Team – senior leadership



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

Highlighting Efforts of Local Government





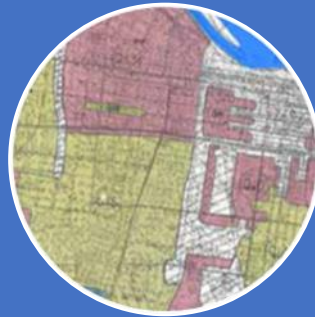
Started work in Center for Health Equity (CHE) with data



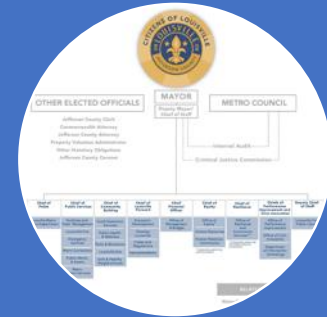
Convened community process with recommendations for Mayor



CHE worked with Human Resources to build training



Racial equity liaisons in each Metro Louisville department

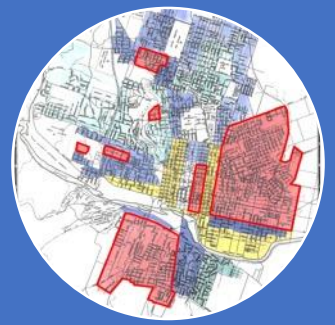


Mayor hired Chief Equity Officer





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



Contact

NLC REAL

Leon T. Andrews

Director of Race, Equity And Leadership

Andrews@nlc.org

202.626.3039

Check out our website for more information:

www.nlc.org/REAL



GARE

Julie Nelson

Senior Vice President of Programs, Race Forward

Co-Director of GARE

jnelson@raceforward.org

206.816.5104

Check out our website for more information:

www.racialequityalliance.org

