Advancing Racial Equity
The Role of Government

May 8, 2018
City Council Worksession Presentation

City of Northfield

Vision

Northfield is an open, safe, and welcoming community, recognized for its world-class colleges and historic riverfront downtown, and is dedicated to sustainably enhancing and preserving its vibrant culture, celebrated arts, strong economy, and an excellent quality of life where all can thrive.

Strategic Plan (2018-2020)

Economic Development
A Community That's Economically Thriving

Affordable Housing
A Community Where Everyone Can Afford to Live

Infrastructure
A Community Where Infrastructure Supports Its Objectives

Diversity, Equity & Inclusion
A Community that Welcomes Everyone

Operational Effectiveness
A Community with a Government that Works

Climate Change Impacts
A Community that's Resilient and Sustainable

City of Northfield Strategic Plan

- Strategic Priority: Diversity, Equity, Inclusion
  - Develop equitable service access strategy
  - **Develop and implement the Racial Equity Action Plan**
  - **Develop a recruitment strategy for volunteers, board /commission members, interns**
  - **Implement recruitment, hiring and retention plan for City staff positions**

GARE

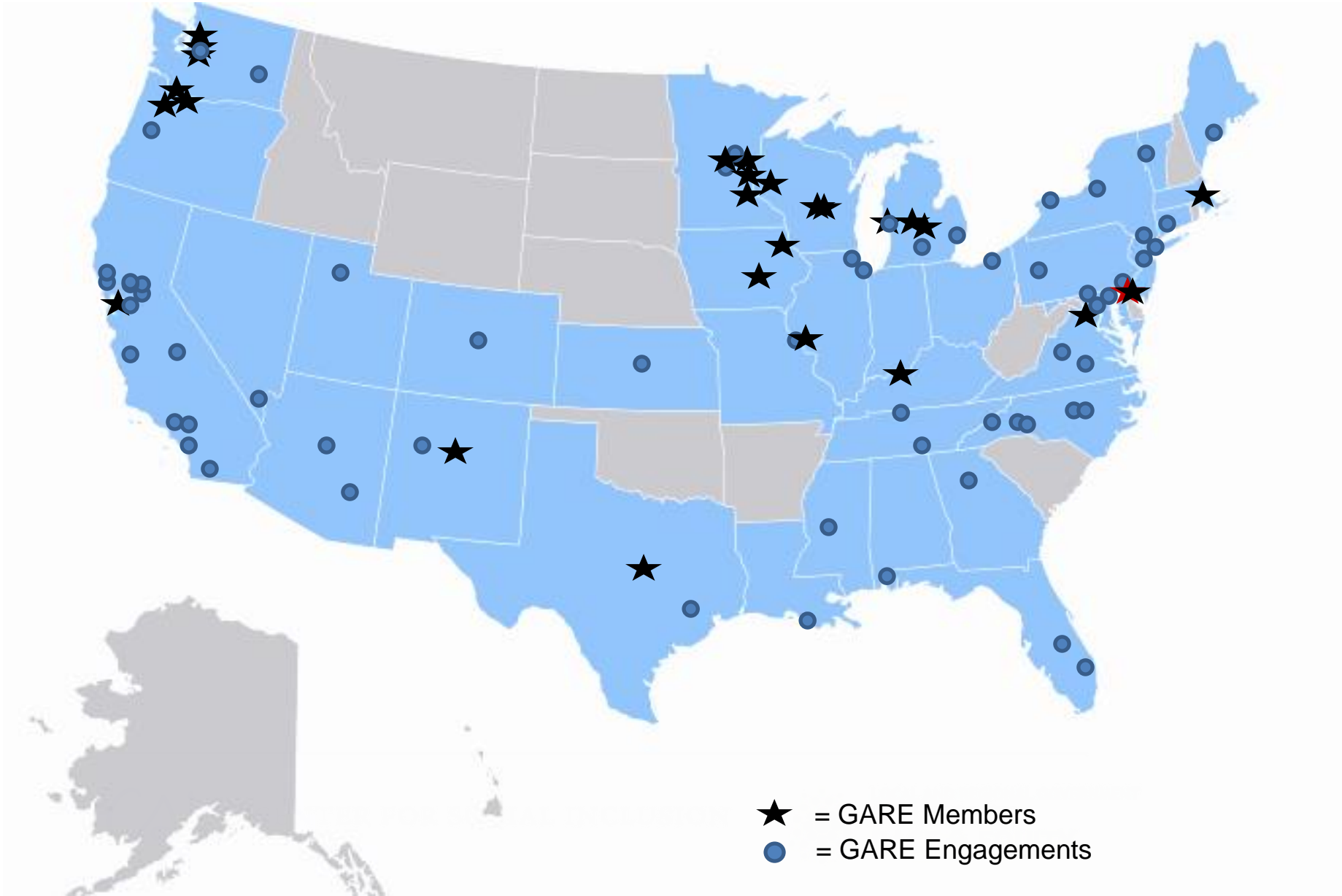# Government Alliance on Race and Equity

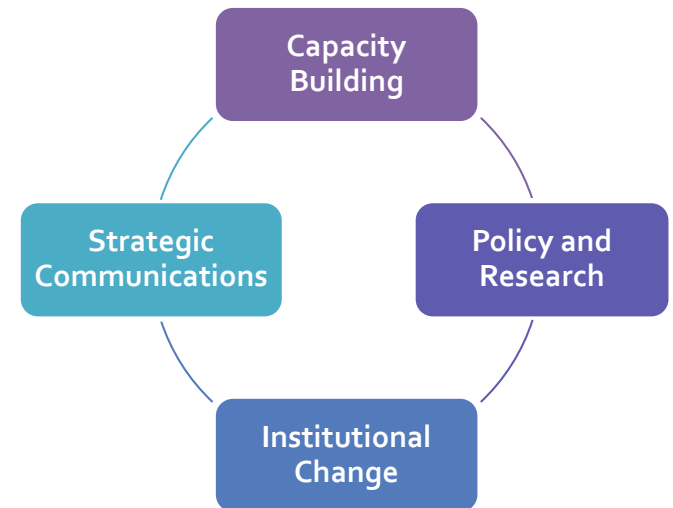★ = GARE Members

● = GARE Engagements

Government Alliance on Race and Equity

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

- ✓ A membership network of jurisdictions in leadership
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Center for Social Inclusion

Center for Social Inclusion's mission is to catalyze communities, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all

Capacity Building

Policy and Research

Institutional Change

Strategic Communications

CSi   CENTER FOR SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Learning Cohorts to Advance Governing for Racial Equity

Advancing Racial Equity:
Putting Theory Into Action

Key components

- A curriculum that builds on the field of practice

- Technical assistance

- Peer-to-peer strategizing and problem-solving

- "Advancing Racial Equity" speaker series

As a result of participation, each jurisdiction will have:

- Racial equity training curriculum

- Trained facilitators to implement training with other employees

- Racial Equity Tool to be used in policy, practice, program and budget decisions

- Example policies and practices that help advance racial equity

- Racial Equity Action Plan

CSi CENTER FOR SOCIAL INCLUSION

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

Creating a learning environment:

- Take space, make space

- What is said here, stays here; what is learned here, leaves here

- Brave space

- Offer what you can, ask for what you need

Objectives:

- Gain awareness

- Develop skills

- Be motivated to take action

Announcements

- *Cell phones off*

- *Materials can be challenging at times. We will provide a structure that helps us all engage and participate.*

Handbook Policy 4.58 Employee Conduct Regarding Immigration Status

Approved December 13, 2016 by the Northfield City Council

Purpose:

The City of Northfield fosters a culture and policy environment that makes it possible for Northfield to be a vibrant city where our immigrant and refugee residents can fully participate in and be integrated into the social, civic, and economic fabric of their adopted City.

Overview and Assumptions

1. Race matters

2. We aren't just talking about individual acts of bigotry, we are talking about institutions and systems that perpetuate inequity. We are all a part of institutions and systems.

3. We have a responsibility for advancing racial equity.

Advancing Racial Equity

A national practice

Values and realities
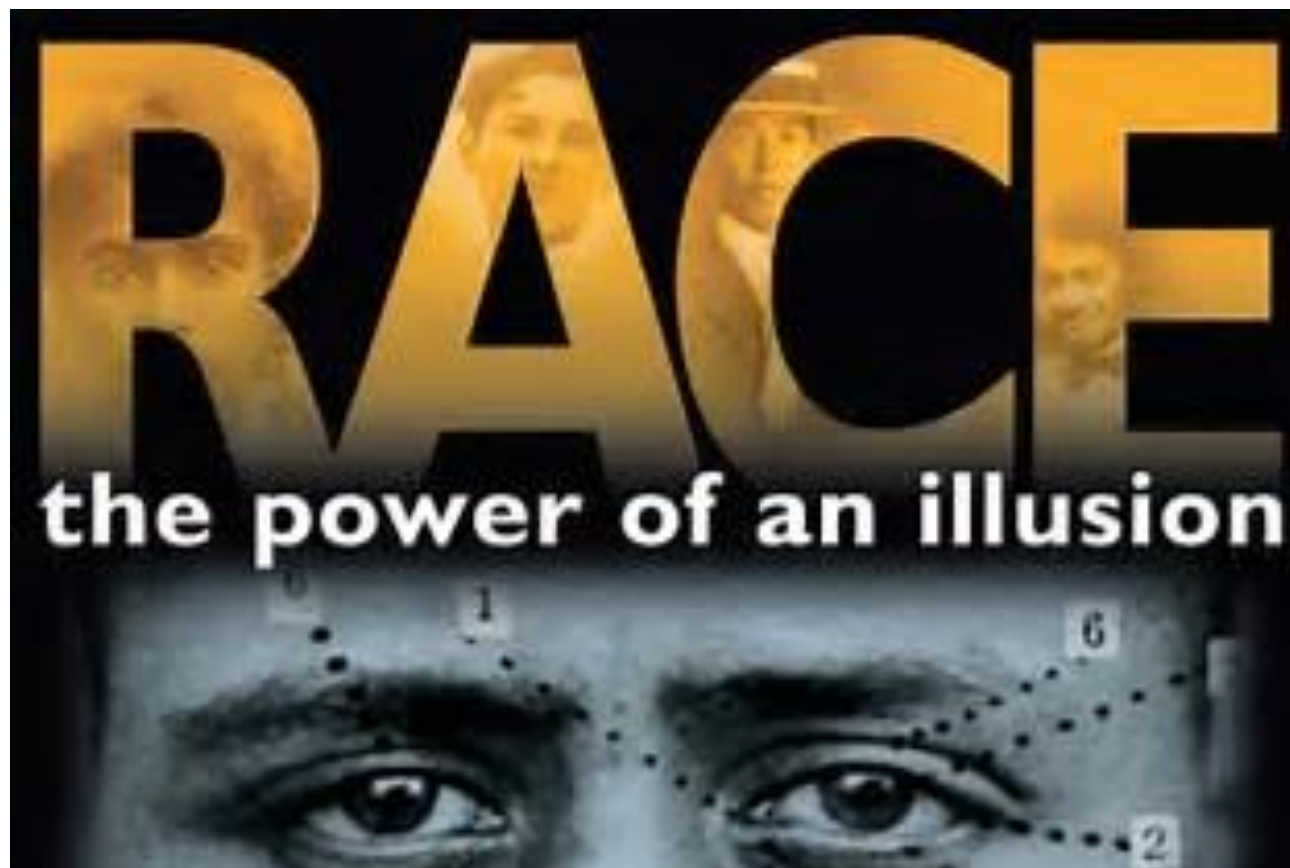
- All men are created equal

- With liberty and justice for all

- Government of the people, by the people, for the people, shall not perish from the earth
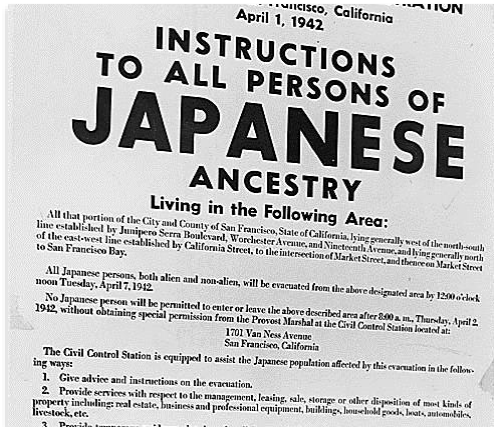
RACE: the power of an illusion

History of government and race

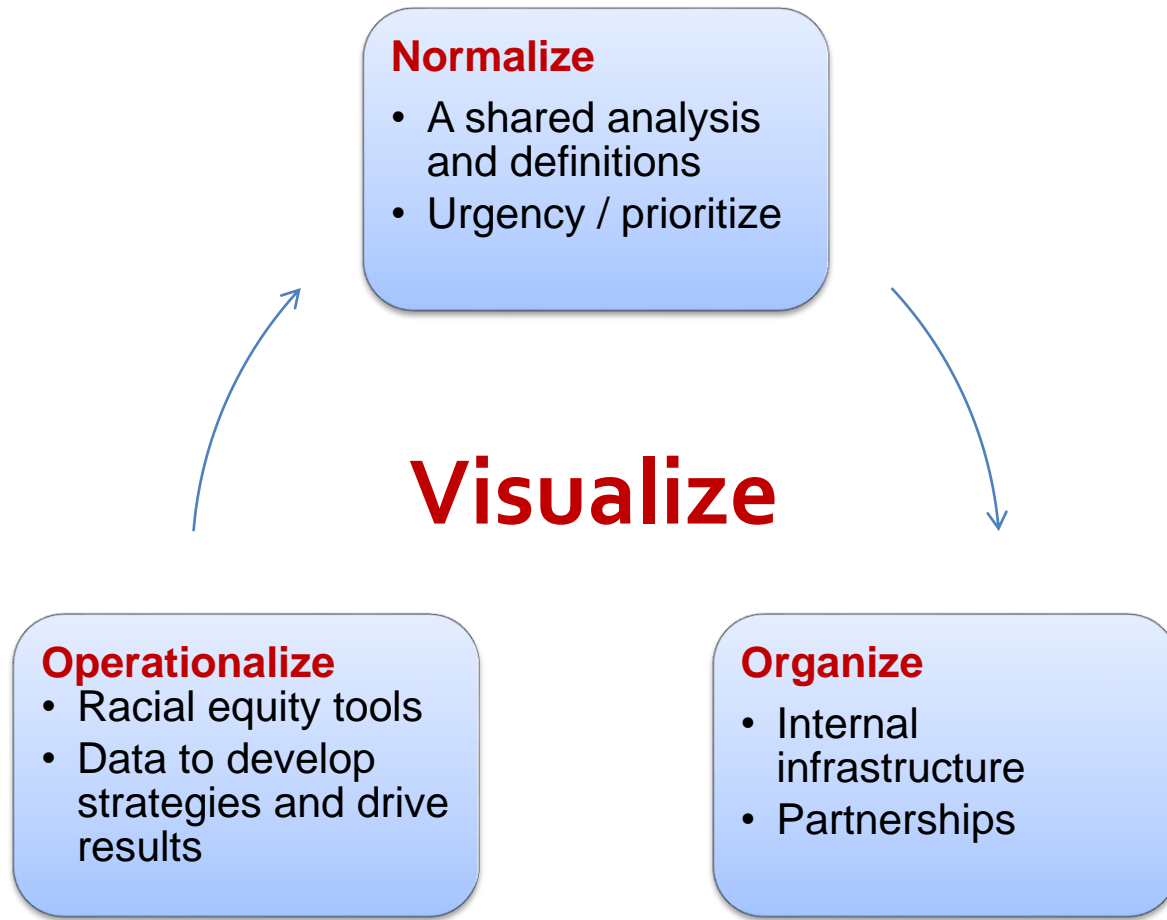| Initially explicit	Became implicit	Government for racial equity

Government explicitly creates and maintains racial inequity.

Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Proactive policies, practices and procedures that advance racial equity.

National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Visualize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

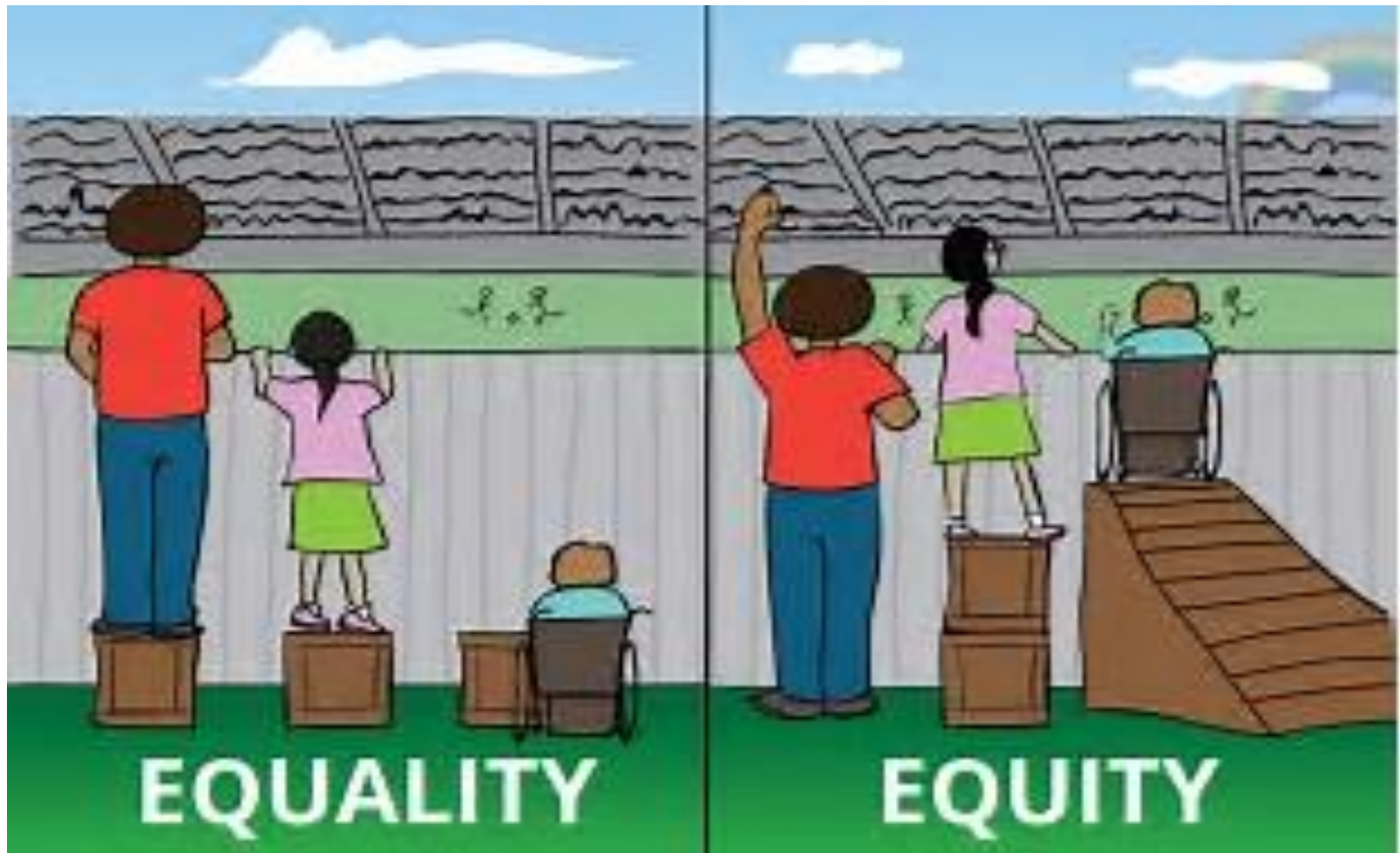# Equity? Equality?
What's the difference?

Racial inequity in the U.S.

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

EQUALITY VS. EQUITY

Racial equity means:

- **Closing the gaps** so that race does not predict one's success, while also **improving outcomes for all**

- To do so, we have to:
  - ✓ Target strategies to focus improvements for those worse off
  - ✓ Move beyond "services" and focus on changing policies, institutions and structures

HCI Supported Programs

Dollars and $ense

Drug Court

Greenvale Park Community School

Growing Up Healthy

Investing In Youth Grants

LINK Center

Mayor's Task Force on Youth Alcohol and Drug Use

MESA

Northfield Promise

Northfield YouthBank

Northfield Youth Sports Collaborative

PRIMEtime Out-of-School-Time Network

Take It To The Box

Tri-City Bridges to the Future

Rice County Chemical Health Coalition

Rice County Family Services Collaborative

Rice County Mental Health Collective

Skateboard Coalition

TORCH

Youth First

Three Highlights from HCI's 2017 Report to the Community

- 96.5% of seniors in the Tackling Obstacles and Raising College Hopes (TORCH) cohort graduated from high school; TORCH served 579 youth in grades 6-12 who are low-income, students of color, and or potential first-generation college attendees.

- 668 youth took part in free programming at the Greenvale Park Community School.

- $89,000+ was received by low-income Northfield youth for college through the college savings matching program, Dollars and $ense.

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.

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.

Examples of implicit bias

Screened auditions account for up to 46% of the increase in the percentage of females in symphony orchestras since 1970.
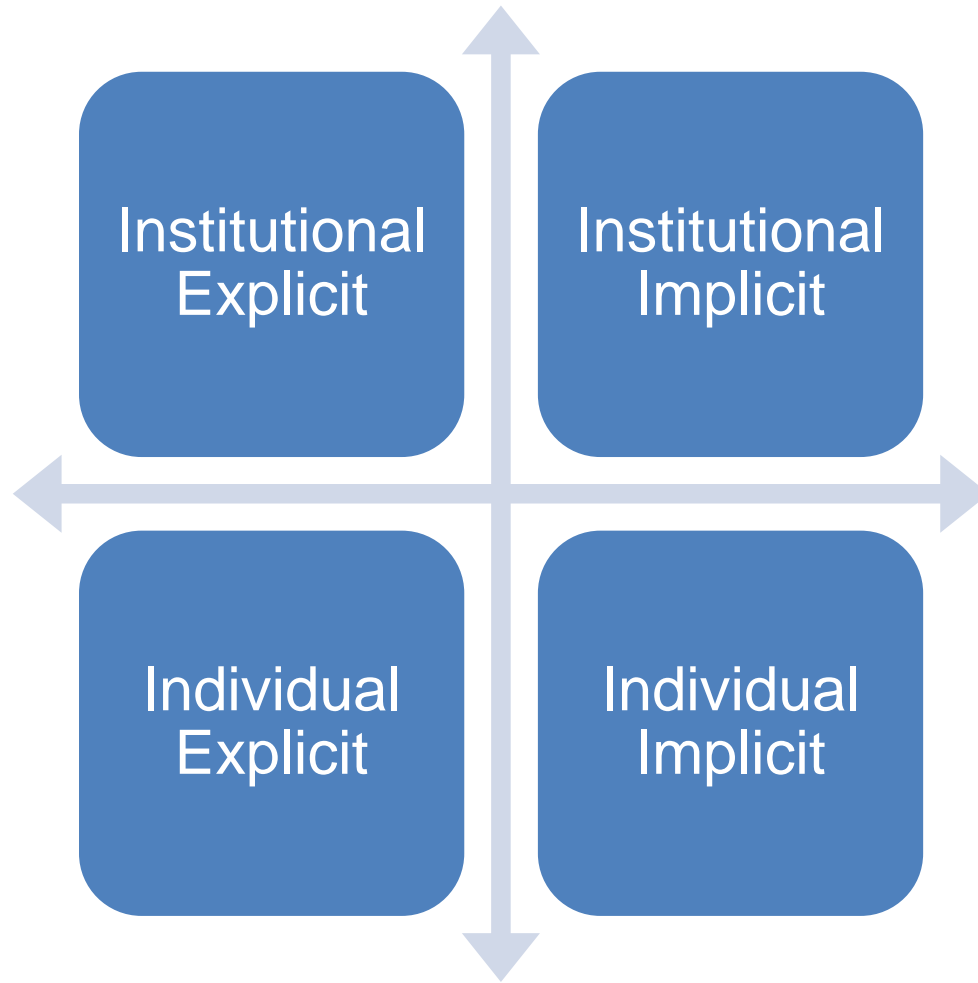
Claudia Goldin, Cecilia Rouse:
The Impact of "Blind" Auditions on Female Musicians (1997)

What to do with bias?

- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

- Openly acknowledging and challenging biases allows us to develop strategic interventions.
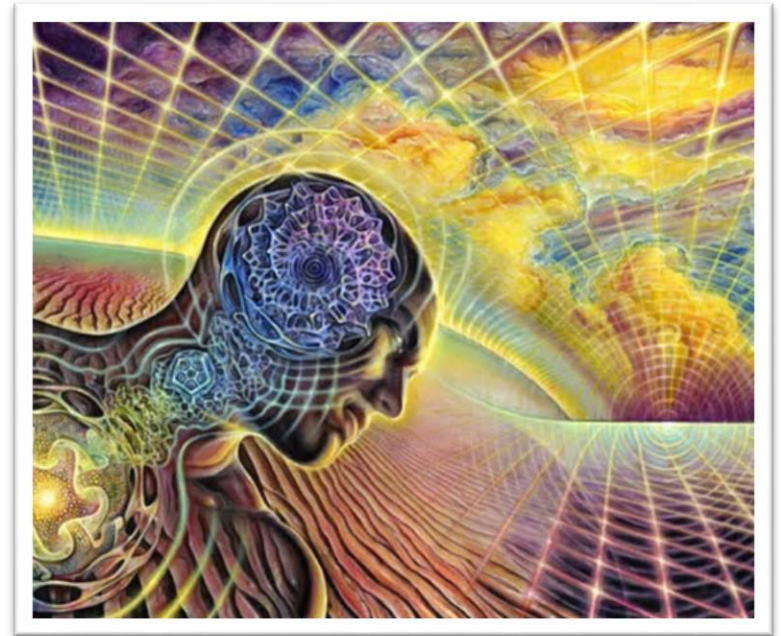
What creates different outcomes?

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.
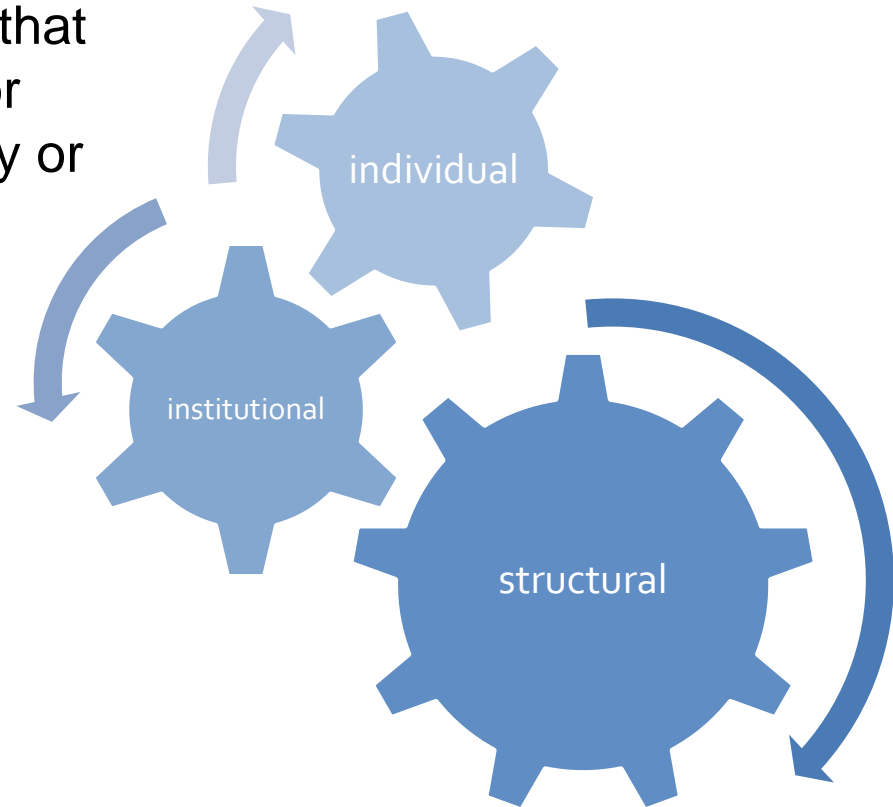
Putting theory into action

- What are the opportunities for institutional actions to advance racial equity?

A PATH TO RACIAL EQUITY

	Awareness of Inequity	**Understanding** of Why Inequity Exists	**Transforming** Towards Equity	
Regional				
Institutional				
Individual				

	Awareness	Understanding	Transforming
Working On	Awareness Education "Lifting the veil"	Uncomfortable: • Learnings • Explorations • Considerations History	Focus on data and outcomes New and intentional: • Habits • Policies • Choices • Behavior
Common Language	Diversity, Inclusion, Tolerance, Cultural Competency, Race as a social construct	Institutional racism, Intersectionality, Internalized oppression, Internalized superiority	Disaggregated data, Racial Equity Lens, Structural Racism, Equity-driven strategy, Liberation

Tasks Underway

- **Data Collection**
  - Existing Boards/Commission.
    - Current
    - Recommended Targets
  - Existing Employees & New Hires
    - Current
    - Recommended Targets
  - Training Survey
- **Employee Implicit Bias Training (2017)**
- **Year 2 GARE Cohort Team (Year 1 & Year 2).**
  - Development of Racial Equity Action Plan
- **Human Rights Commission – May Work Plan Meeting.**

Human Rights Commission Role in Racial Equity Plan

- Advisory Review Racial Equity Action Plan.

- Board & Commission Membership Goals – Reflecting Community in Diversity.

- Connecting with Community around Goal of Making City Welcoming and Inclusive.

- Educate Community on Ethnic Populations.

- Support Efforts on Cultural Competency (boards and commissions/public)

- Commit to Ensuring Racism & Prejudice are Not Tolerated in our Community.

- Building Inclusive Communities Action Guide – LMC.

One-on-ones: sharing your narrative about racial equity

Strategy (head)

Narrative (heart)

Actions leading to racial equity (hands)
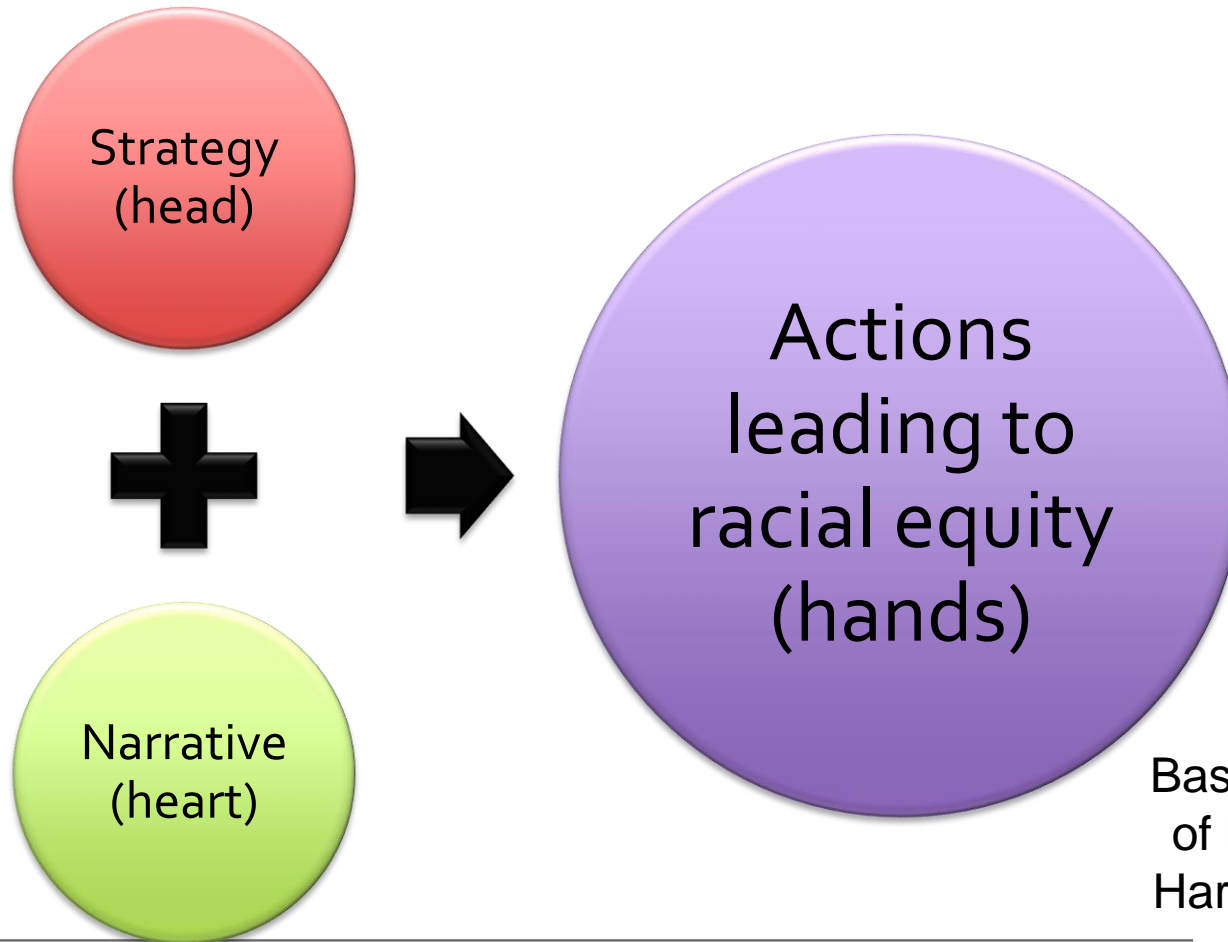
Based on the work of Marshall Ganz, Harvard University

Advancing Racial Equity One Step At A Time