LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

# Achieving Racial Equity

## The leadership potential of government

**Metropolitan Council**

**October 22, 2014**

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# Today's objectives:

1. Provide an introductory overview of the Government Alliance on Race and Equity
2. Introduce key concepts and tools for achieving racial equity
3. Learn about the Met Council's opportunities and challenges

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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.

# 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

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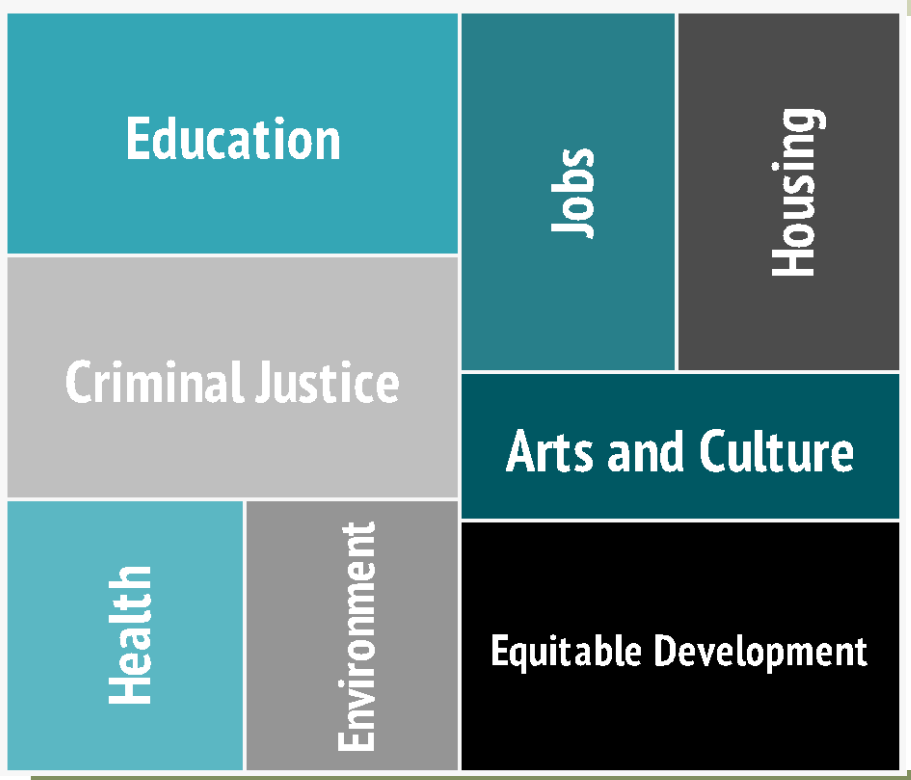
# Racial inequity in the U.S.



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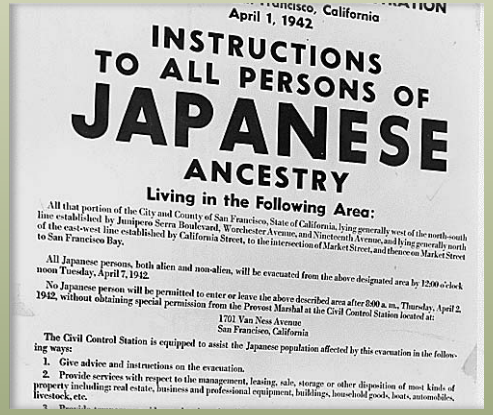
# History of government

## Explicit bias


April 1, 1942

INSTRUCTIONS TO ALL PERSONS OF JAPANESE ANCESTRY

Living in the Following Area:

All that portion of the City and County of San Francisco, State of California, lying generally west of the north-south line established by Junipero Serra Boulevard, Worchester Avenue, and Nineteenth Avenue, and lying generally north of the east-west line established by California Street, to the intersection of Market Street, and thence on Market Street to San Francisco Bay.

All Japanese persons, both alien and non-alien, will be evacuated from the above designated area by 12:00 o'clock noon Tuesday, April 7, 1942.

No Japanese person will be permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, 1942, without obtaining special permission from the Provost Marshal at the Civil Control Station located at:

1701 Van Ness Avenue
San Francisco, California

The Civil Control Station is equipped to assist the Japanese population affected by this evacuation in the following ways:

1. Give advice and instructions on the evacuation.
2. Provide services with respect to the management, leasing, sale, storage or other disposition of most kinds of property including: real estate, business and professional equipment, buildings, household goods, boats, automobiles, livestock, etc.

Government explicitly creates and maintains racial inequity

## Implicit bias

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

## Government working for racial equity

Proactive polices, practices and procedures for achieving racial equity

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# Transformational strategies for government:

- Use a racial equity framework
- Build organizational capacity
- Implement racial equity tools
- Be data-driven
- Partner with other institutions and communities
- Operate with urgency and accountability

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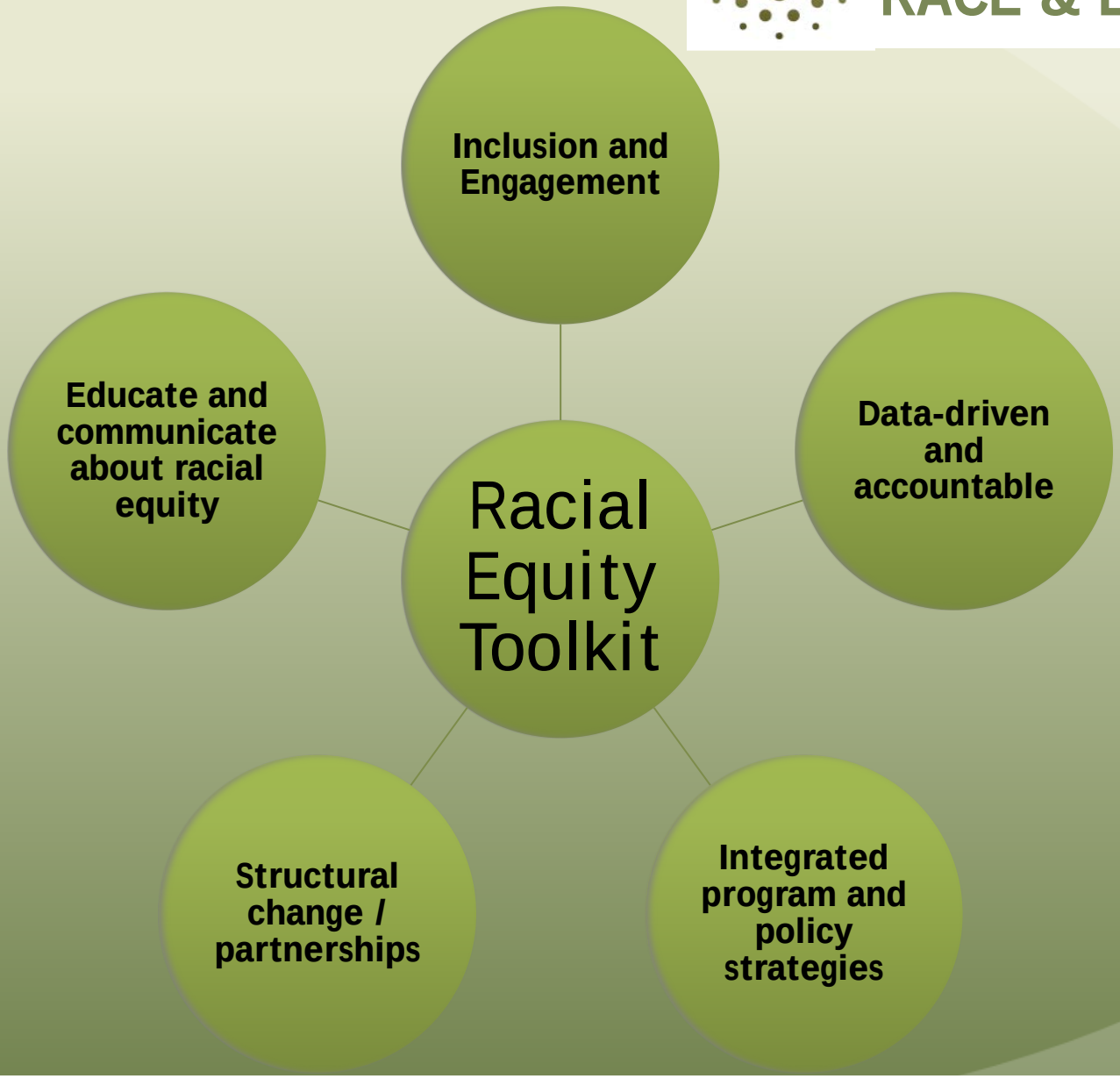


For use in:

- Budget
- Policy
- Programs

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# Alliance three-pronged approach:

- Support a cohort of governmental jurisdictions.
- Develop a “pathway for entry” for new jurisdictions.
- Build cross-sector collaborations to achieve equity in our communities.

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# Building a movement – Alliance Cohort

- ✓ Commitment to racial equity.
- ✓ Supportive electeds, department leadership and expertise within front-line staff work with community
- ✓ Supportive stakeholders and partners.

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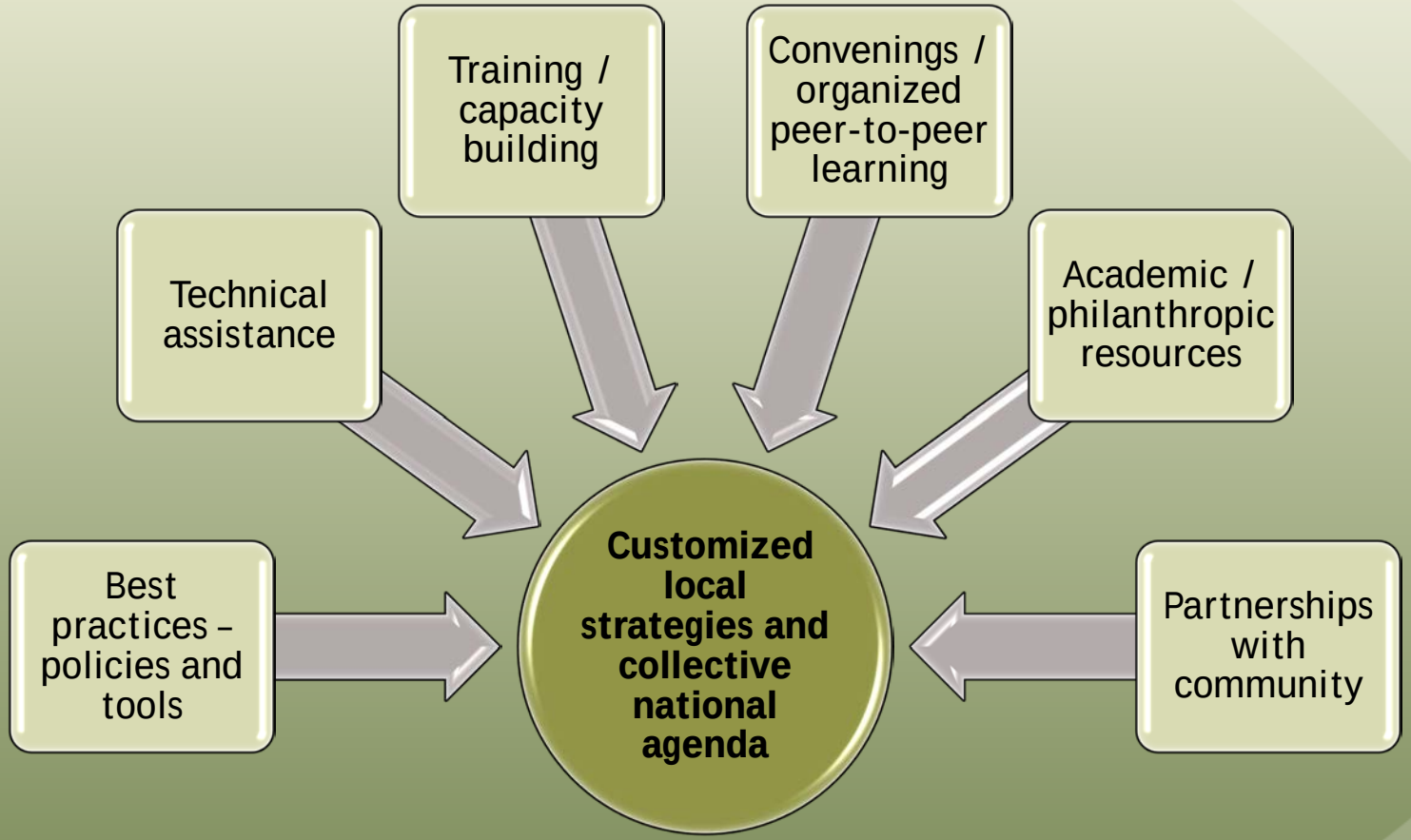
# Cohort model



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