

Introduction to Equity and Comprehensive Plans

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Julie Nelson

Senior Vice-President, Center for Social Inclusion
Director, Government Alliance on Race and Equity

Gordon Goodwin

Midwest Project Manager, Government Alliance on Race and Equity

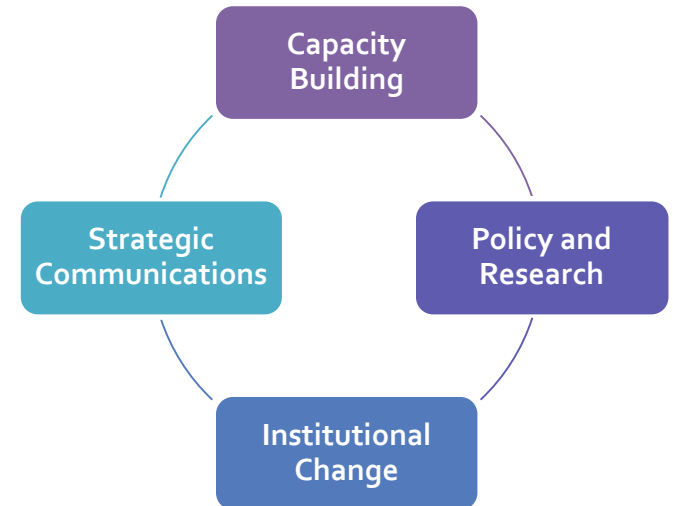
Government Alliance on Race and Equity

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

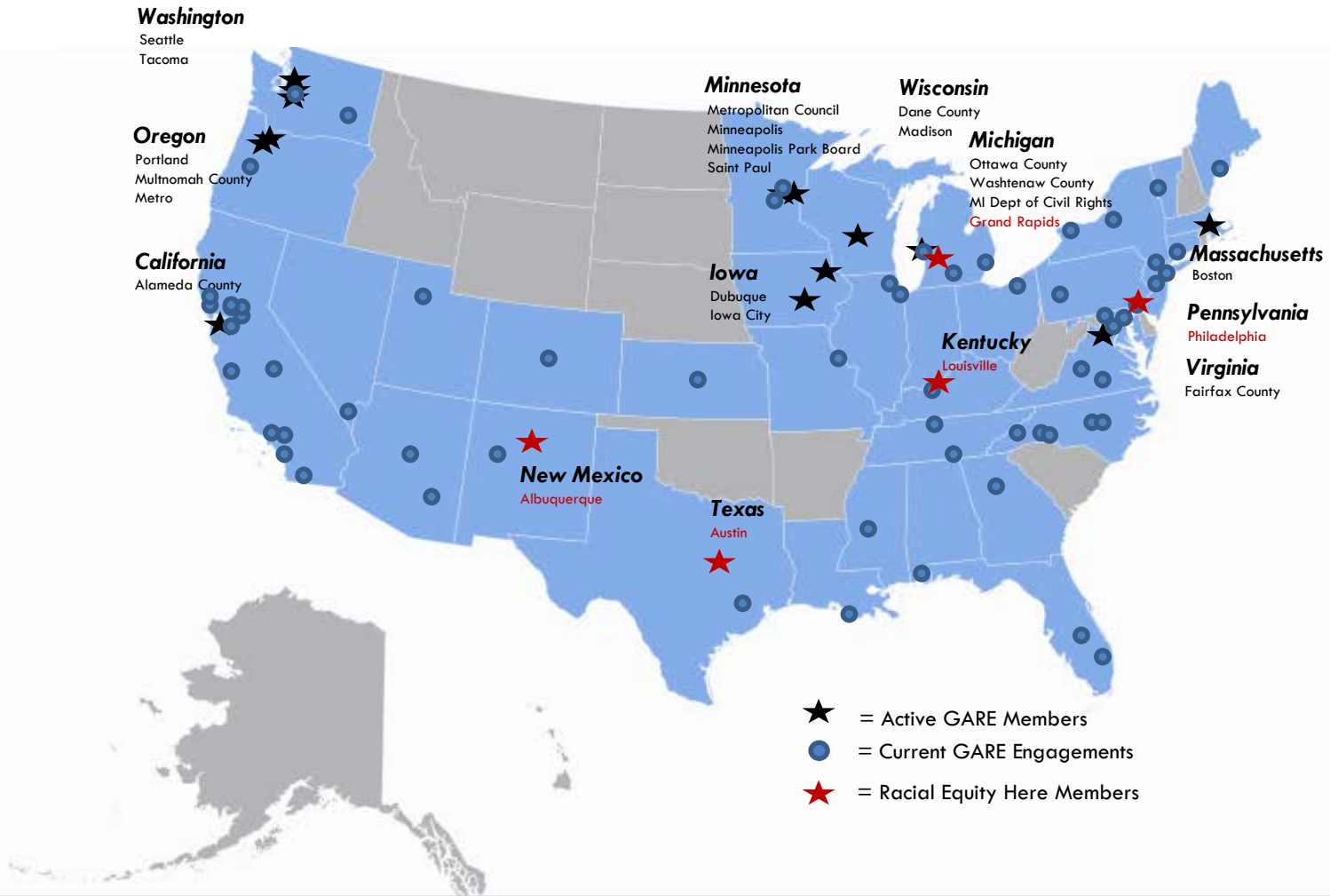
- ✓ A membership network of jurisdictions in leadership
- ✓ Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

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



Government Alliance on Race and Equity



Objectives

- Gain understanding of the role of government in relation to racial equity
- Develop a shared racial equity analysis,
- Gain an introductory understanding of operationalizing and organizing for racial equity
- Become familiar with examples of racial equity and comprehensive plans

Upcoming sessions

- June 27 – Planning for Equitable Development, including land use, housing, parks, transportation
- September 21 – Planning for the Environment, including resiliency
- December 5 – Plan Implementation, including communicating about race and equity

Paired discussion –

1. Are you **comfortable** talking about equity
2. Do you have the **skill** to integrate equity into your Comp Plan?
3. Do you have the **support** from your city?



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Laying it on the Line

Laying it on the Line

1. People who engage in public meetings are the ones who care most about the issues.
2. Equity should be integrated into all comprehensive plan elements equally.
3. I believe we can end racial inequity.

The Role of Government



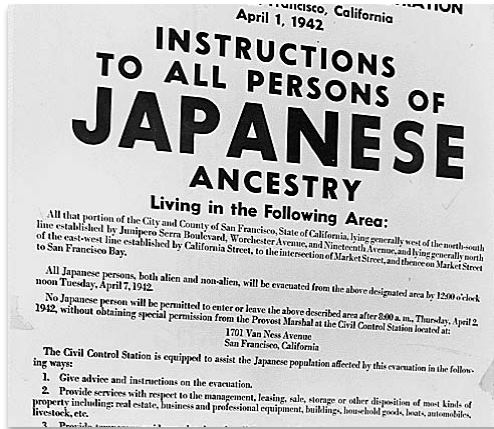
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Values and realities

- 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 equity

Initially explicit



Government explicitly creates and maintains inequity.

Became implicit



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

Government for racial equity



Proactive policies, practices and procedures that advance equity.

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

Current context:



Advancing Racial Equity

A national practice

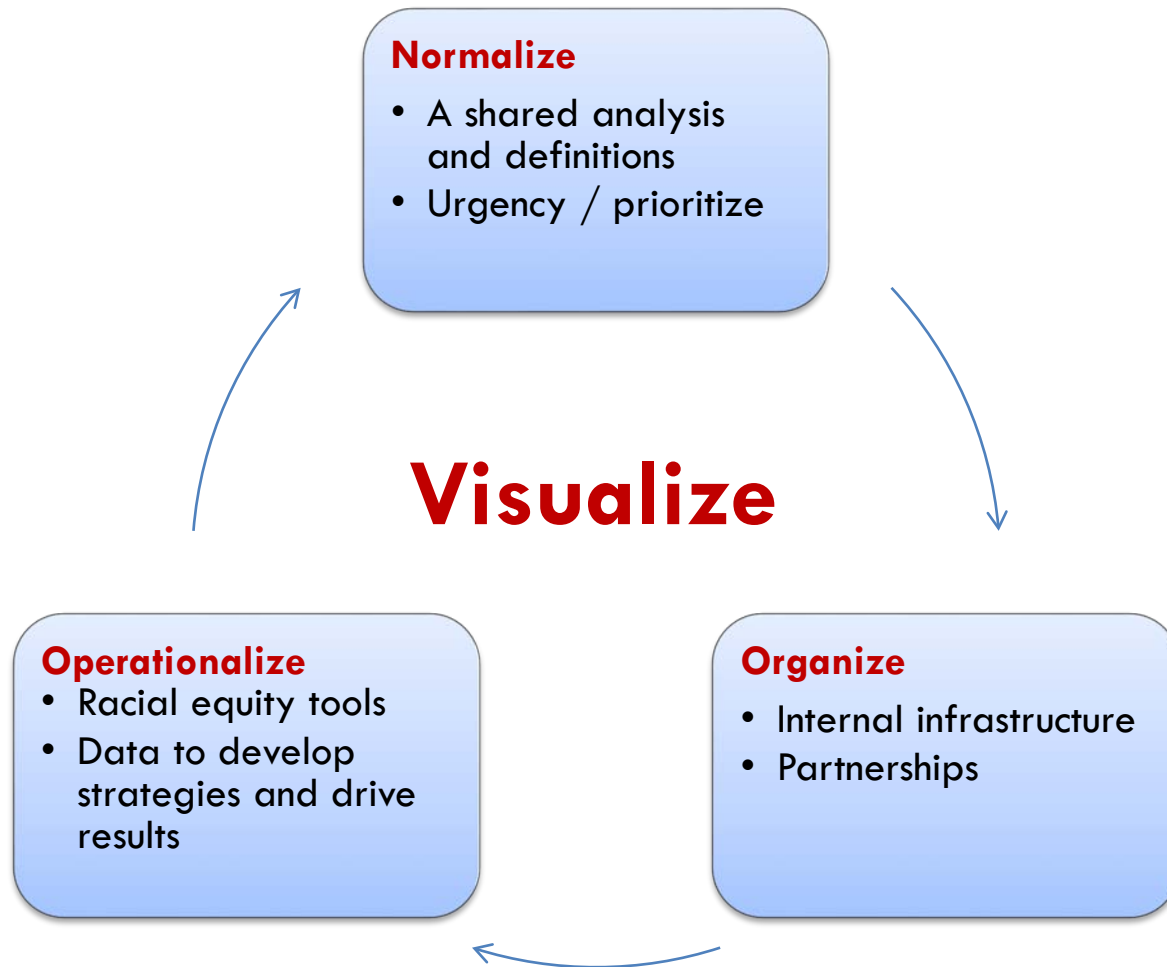


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National best practice



Normalizing



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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

Bias

The evaluation of one group and its members relative to another.

We all carry bias. Acting on bias can be discriminatory and create negative outcomes for particular groups.



Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

Explicit bias

Expressed directly

Aware of bias / operates
consciously

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

Implicit bias

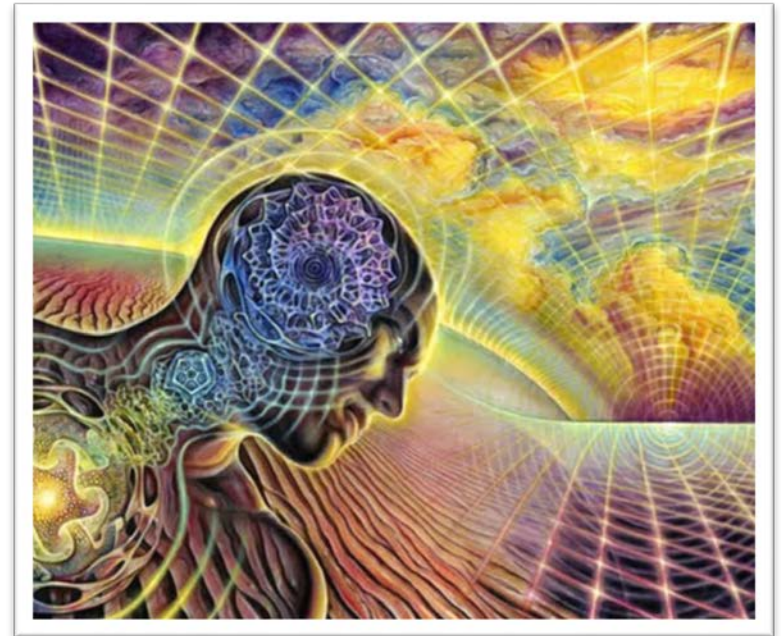
Expressed indirectly

Unaware of bias / operates
sub-consciously

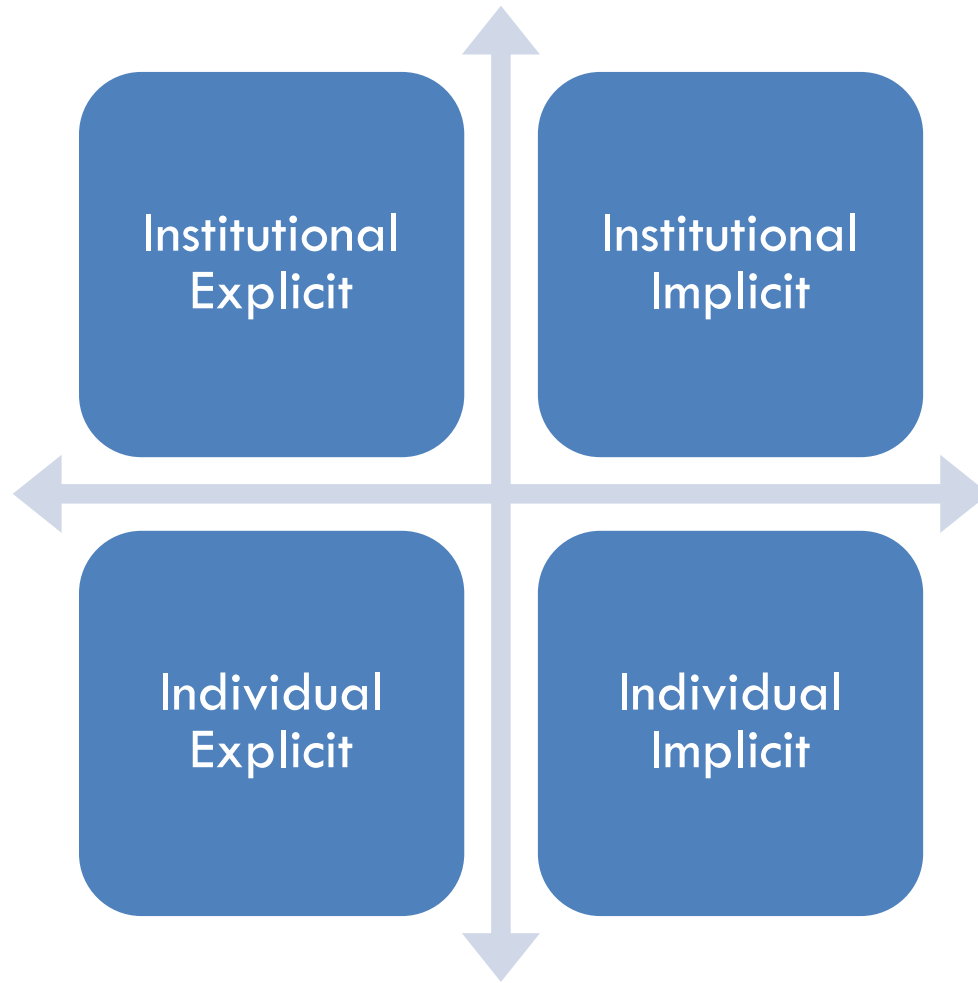
Example – a property
manager doing more criminal
background checks on
African Americans than
whites.

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.

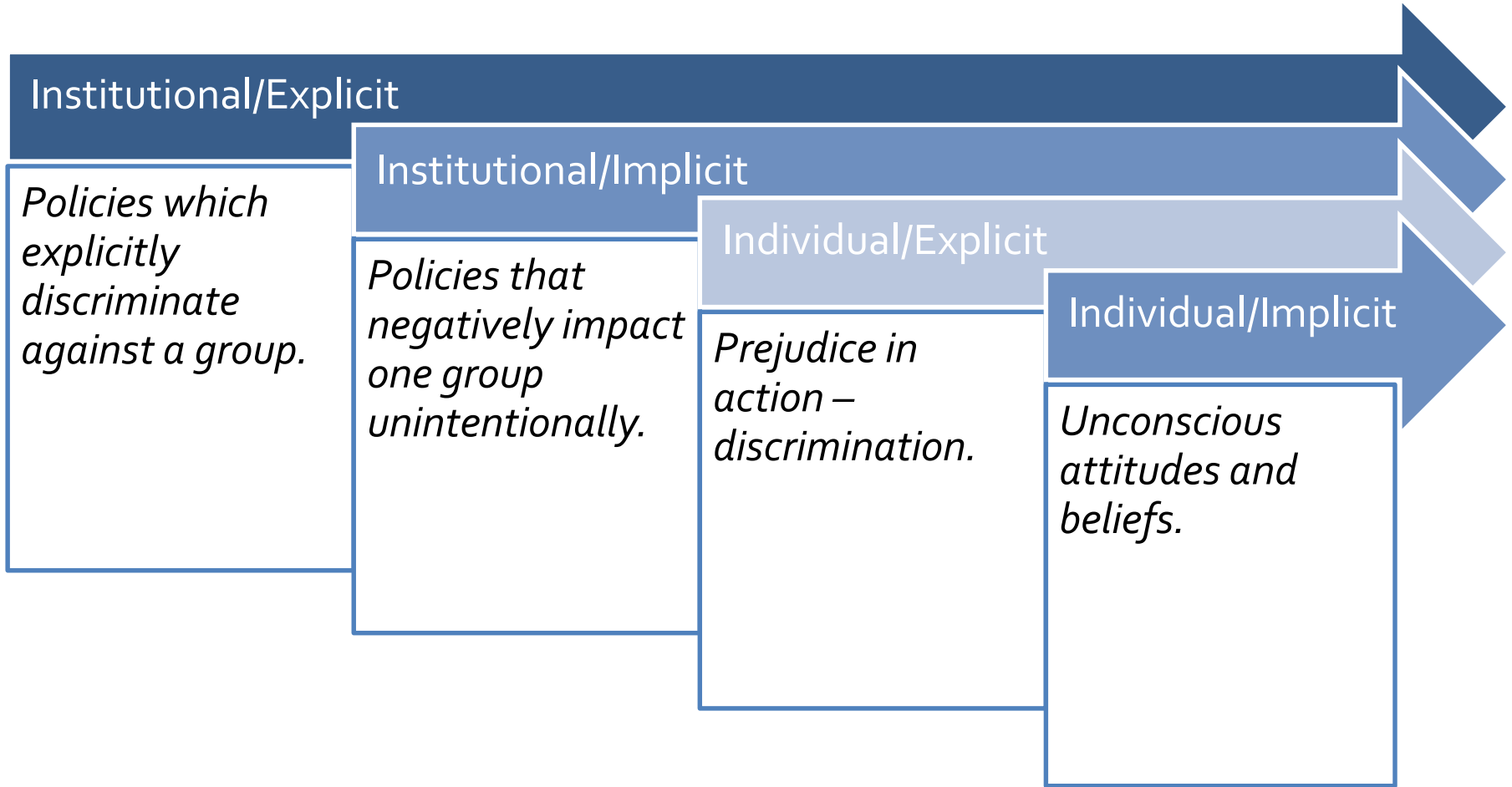


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Your own examples?



Individual racism:

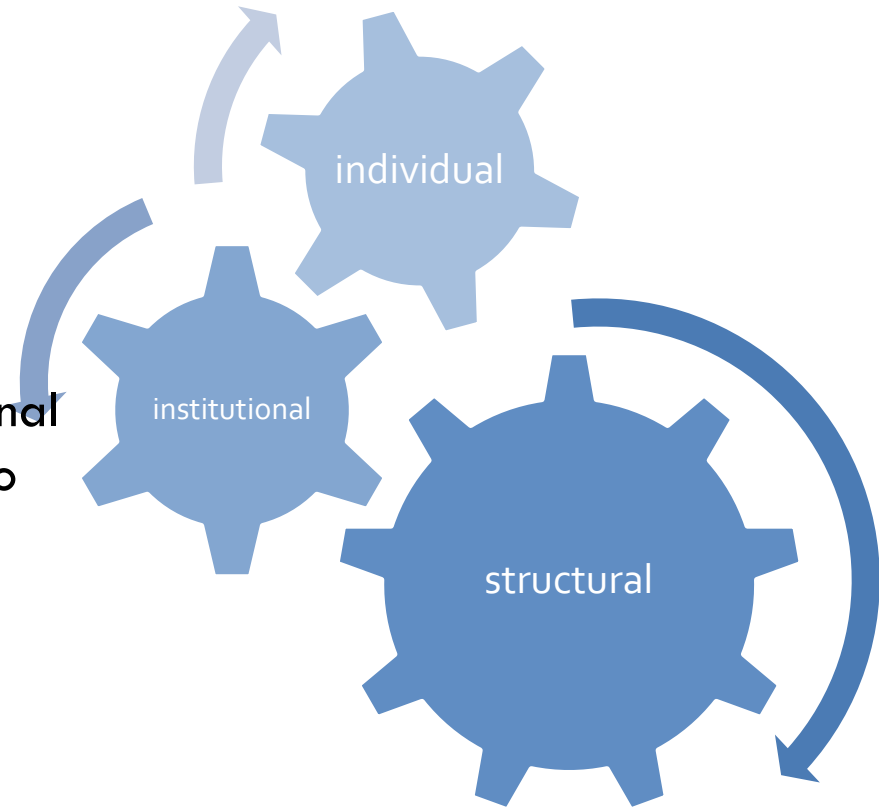
- Pre-judgment, bias, or discrimination by an individual based on race.

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.



Scenario, part 1

Operationalizing



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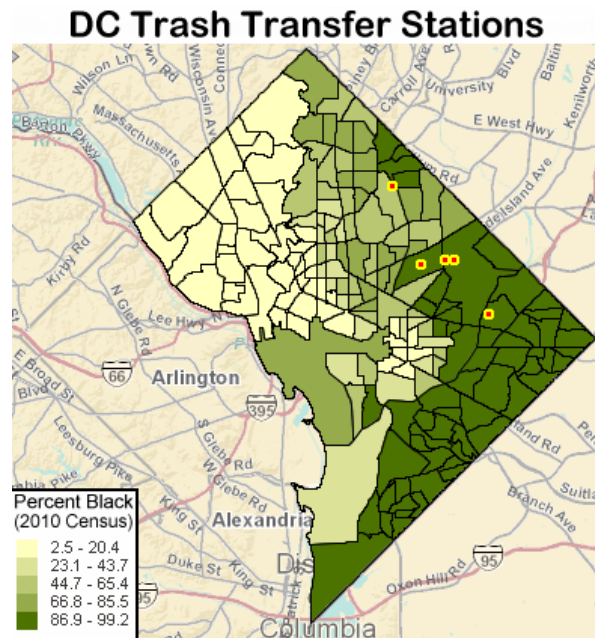
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Race in governmental policies

Federal Housing Administration



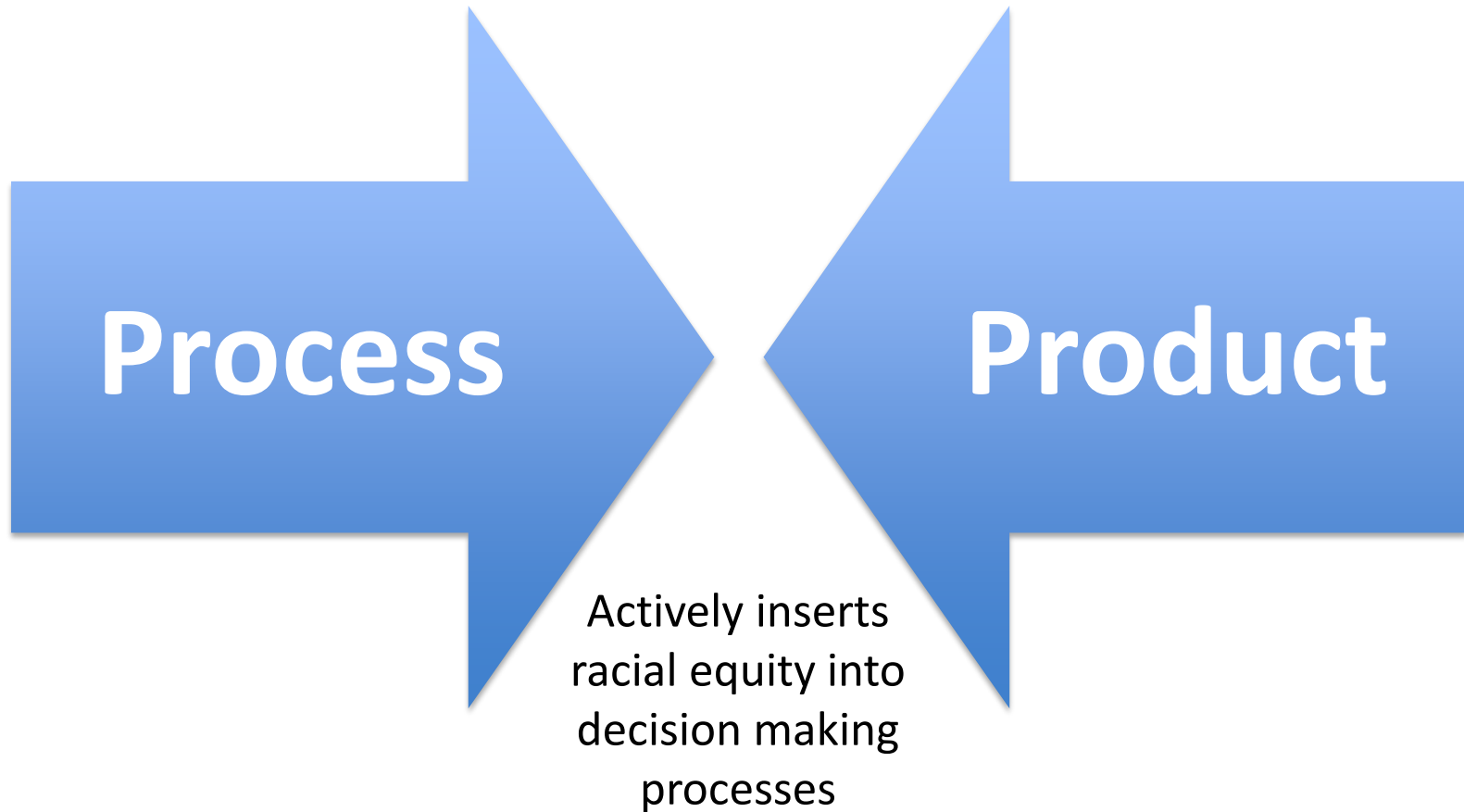
Location of city facilities



Streetlighting



What is a Racial Equity Tool?



What is a Racial Equity Tool process?



Scenario, part 2



**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND

Realizing Equity. Enhancing the City of Portland.

Commissioner in Charge:
Charlie Hales, Mayor

Bureau Director:
Dante J. James, Esq.



Budget Equity Assessment Tool

CITY POLICY

This Budget Equity Assessment Tool is a general set of questions to guide city bureaus and their Budget Advisory Committees in assessing how budget requests benefit and/or burden communities, specifically communities of color and people with disabilities. As noted in Portland's 25-year strategic plan, the Portland Plan, Goal-Based Budgeting, and page 102:

When fully implemented, the new budget approach will direct City of Portland bureaus and offices to:

<https://www.portlandoregon.gov/transportation/article/556892>



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Organizing

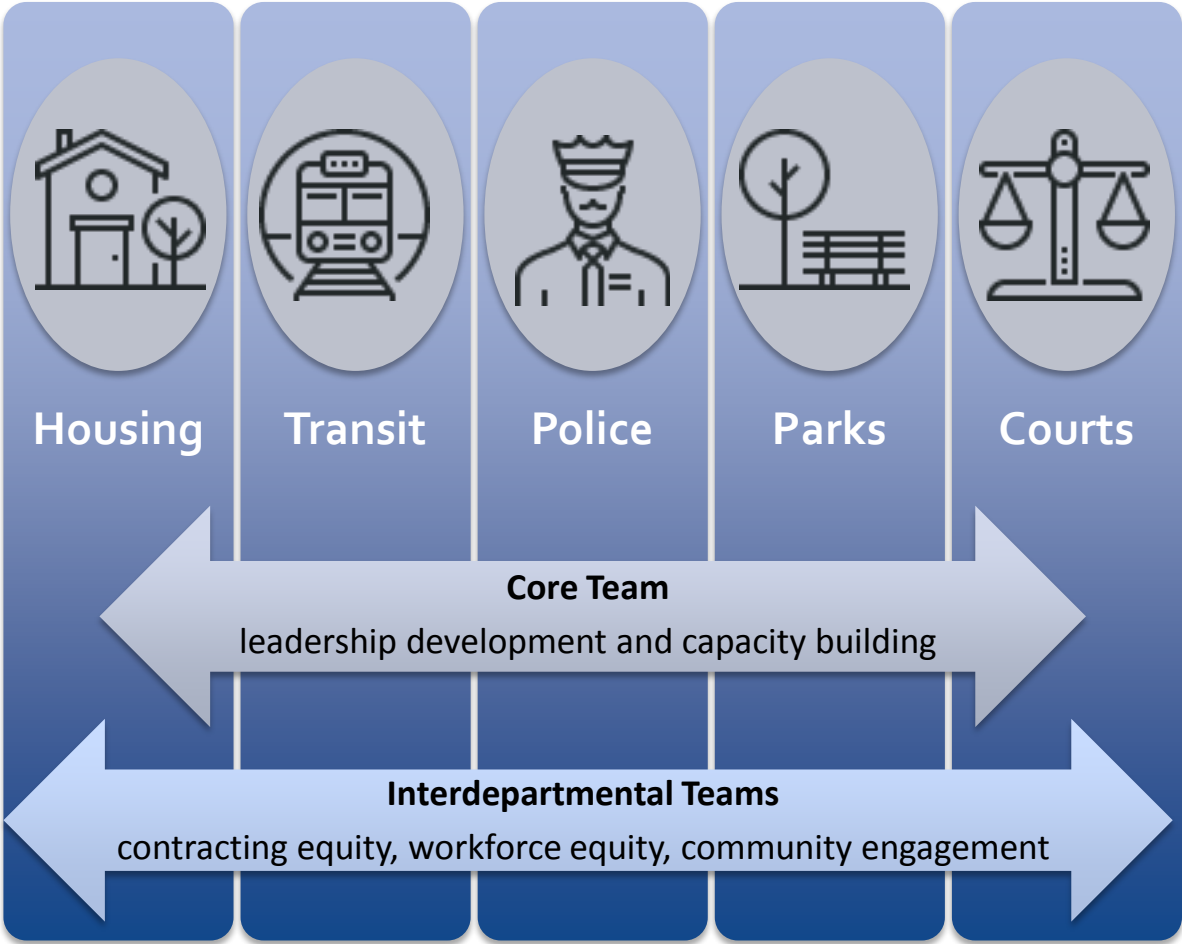


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Racial Equity Leadership Team – senior leadership



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

Equity in Comprehensive Plans



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Equitable Growth Profile provided definition of an *Equitable County*

An **Equitable County** is a county where all residents – regardless of race/ethnicity, nativity, age, gender, neighborhood of residence or other characteristics – can:

- Feel safe and possess a sense of belonging
- Fully participate in the county's and region's economic vitality
- Contribute to its readiness for the future, and
- Connect to its assets and resources

Equitable Growth Profile suggests Equity is a key economic driver

Equitable Growth Profile of Fairfax County Summary



Communities of color are driving Fairfax County's population growth, and their ability to participate and thrive is central to the county's success. While the county demonstrates overall strength and resilience, wide gaps in income, employment, education, and opportunity by race and geography place its economic future at risk.

Equitable growth is the path to sustained economic prosperity in Fairfax County. By creating pathways to good jobs, connecting younger generations with older ones, integrating immigrants into the economy, building communities of opportunity throughout the county, and ensuring educational and career pathways for all youth, Fairfax County can put all residents on the path toward reaching their full potential, and secure a bright future for the whole county.

Foreword

Fairfax County, Virginia, is a diverse and thriving urban county and is the most populous jurisdiction in both the state of Virginia and the Washington, DC, metropolitan area with over one million residents. Fairfax County ranks second nationally in terms of household income with a median of \$110,292. While Fairfax County's socioeconomic data tends to be extremely positive overall, not all residents are prospering.

Earlier this year, representatives from public, private, nonprofit, faith, and community sectors came together to expand our understanding of equity as a key economic driver in Fairfax County. We also had the opportunity to bring forward a local perspective in the development of this study prepared by PolicyLink and by the University of Southern California's Program for Environmental and Regional Equity (PERE). These learnings are compelling. We recognize that our community's future will be much brighter if we ensure the full inclusion of all residents in our county's economic, social, and political life.

We believe that, by using this profile, we can engage our community in conversations to better understand the growth realities we face and spark actions that ensure our continued economic growth and competitiveness. We are committed to working together as public, private, and community leaders to guide our path toward a vision of "One Fairfax" – a community in which everyone can participate and prosper.

Karen Cleveland
 Interim President/CEO
 Leadership Fairfax, Inc.

Patricia Harrison
 Deputy County Executive
 Fairfax County Government

Patricia Mathews
 President & CEO
 Northern Virginia Health Foundation



Create pathways to good jobs for workers facing barriers to employment

Bridge the racial generation gap

Integrate immigrants and people of color into the county's economy

Build communities of opportunity throughout the county

Ensure education and career pathways for all youth

Foster diverse civic participation and leadership

Moving Beyond Providing Services to Creating Pathways to Opportunity

Support Networks Community Connections Social Connectedness

Establishing/maintaining communal and social relationships that bolster health and well-being.

Accessible Resources

Possessing financial and residential stability that promotes accessibility to resources.

Educational Development/ Attainment

Attaining employment goals through academic and vocational achievement.

Literacy

The ability to read, write and speak the English language and effectively manage finances.

Financial Stability

Possessing sustainable income and the ability to meet basic needs.

Health Care

Accessibility to physical, oral, behavioral, and long-term health care.

Health Literacy

Possessing the knowledge and resources to practice healthy behaviors and lifestyles and to take action to prevent and manage disease.

Health Disability/Status

Accessibility to options and opportunities that meet physical, behavioral and cognitive needs at home, school or work.

Living & Working Conditions

Living and working in physically, biologically, and chemically safe environments that promote well-being.

Family Structure

Developing positive behaviors and healthy relationships through nurturing adults, parents, and families.

Housing Options

Possessing sufficient housing options that meet the economic capacity of individuals and families.

Basic Needs

Possessing basic necessities such as safe and stable housing, clothing, and food.

One Fairfax

RESOLUTION



Whereas, Fairfax County takes pride as a great place to live, learn, work, and play; and,
Whereas, Fairfax County is the largest and strongest economy in the Washington Metropolitan area and one of the strongest in the nation; and,
Whereas, county and school leaders and staff are committed to providing excellent services for every resident of Fairfax; and,
Whereas, Fairfax County government has established a vision of Safe and Caring Communities, Livable Spaces, Connected People and Places, Healthy Economies, Environmental Stewardship, Culture of Engagement and Corporate Stewardship; and Fairfax County Public Schools has established goals of Student Success, a Caring Culture, a Premier Workforce, and Resource Stewardship; and,
Whereas, Fairfax County embraces its growing diverse population and recognizes it as a tremendous economic asset but recognizes that racial and social inequities still exist; and,
Whereas, achieving racial and social equity are integral to Fairfax County's future economic success, as illustrated in the Equitable Growth Profile and highlighted as a goal in the Strategic Plan to Facilitate the Economic Success of Fairfax County; and,
Whereas, we define Racial Equity as the development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race; and
Whereas, we utilize the term Social Equity to consider the intersection and compounding effects of key societal issues such as poverty, English as a second language, disability, etc. with race and ethnicity; and,
Whereas, as servants of the public we are committed to the definition of social equity adopted by the National Academy of Public Administration — "The fair, just and equitable management of all institutions serving the public directly or by contract; the fair, just and equitable distribution of public services and implementation of public policy; and the commitment to promote fairness, justice, and equity in the formation of public policy."
Whereas, it is essential to identify and address institutional and systemic barriers that exist and understand that these barriers may impede access to opportunities for achieving the visions and goals set forth by county leaders; and,
Whereas, an extensive body of research has established that a community's access to an interconnected web of opportunities shapes the quality of life for all; and,
Whereas, to truly create opportunity, we need to understand and improve our work through a racial and social equity lens from the very core of the organization outward, focusing intentionally and deliberately towards sustainable structural changes; and,
Whereas, a growing number of local jurisdictions across the United States are adopting intentional equity strategies and see equity as an economic growth model;

NOW, THEREFORE, BE IT RESOLVED BY THE FAIRFAX COUNTY BOARD OF SUPERVISORS AND THE FAIRFAX COUNTY SCHOOL BOARD that:

The time is now to move beyond embracing diversity as an asset and implement a new growth model driven by equity — just and fair inclusion into "One Fairfax," a community in which everyone can participate and prosper.

"One Fairfax" can only be realized with an intentional racial and social equity policy at its core for all publicly delivered services. A racial and social equity policy provides both the direction and means to eliminate disparities, and work together to build a vibrant and opportunity-rich society for all.

In July 2016, the Fairfax Board of Supervisors and School Board join in this resolution and direct the development of a racial and social equity policy for adoption and strategic actions to advance opportunities and achieve equity that include intentional collective leadership, community engagement, equity tools and infrastructure to support and sustain systemic changes, and shared accountability so collectively, we will realize "One Fairfax," a community where everyone can participate and prosper.

July 12, 2016

- Adopted by the Fairfax County Board of Supervisors on July 12, 2016
- Adopted by the Fairfax County School Board on July 28, 2016
- The resolution **directs the development of a racial and social equity policy to be applied in the planning and delivery of all public services**
- Through the use of equity tools the county and schools will ensure that **decisions are made and resources are allocated within the context of One Fairfax**, implementing policies, practices, and programs that will not just eliminate identified gaps, but increase success for all.

RESOURCES

Equitable Growth Profile

<http://nationalequityatlas.org/sites/default/files/Fairfax-Profile-6June2015-final.pdf>

http://www.policylink.org/sites/default/files/Fairfax_Summary_16June2015_Final.pdf

Strategic Plan to Facilitate the Economic Success of Fairfax County

<http://www.fairfaxcounty.gov/success/strategic-plan-facilitate-economic-success-2015.pdf>

2016 Human Services Needs Assessment

<http://www.fairfaxcounty.gov/living/healthhuman/needs-assessment/>

One Fairfax Resolution – adopted by Board of Supervisors & School Board

<http://www.fairfaxcounty.gov/news/2016/one-fairfax-resolution.pdf>

Karla Bruce

Karla.Bruce@fairfaxcounty.gov

Karen Shaban

Karen.Shaban@fairfaxcounty.gov

SEATTLE WILL BE A DIVERSE CITY WHERE ALL
PEOPLE ARE ABLE TO ACHIEVE THEIR FULL
POTENTIAL REGARDLESS OF RACE OR MEANS



CAN WE
GROW WITH
PROSPERITY
AND
STABILITY?



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A Vision of Equity

- *When people of diverse cultures, races and incomes and all people are thriving and able to achieve their full potential regardless of race or means. When all neighborhoods have the community anchors, supports, goods, services, and amenities people need to lead healthy lives and flourish.*



What is Equitable Development?

- *Strong communities and people.* People and communities with stability and resilience in the face of real displacement pressures.
- *Great places with equitable access.* A city with an equitable distribution of great neighborhoods full of strong amenities that provide equitable access throughout.

Equitable Development Framework

Strong People and Resilient Communities

1. Advance economic mobility and opportunity.
2. Prevent residential, commercial and cultural displacement.
3. Build on local cultural assets.
4. Promote transportation mobility and connectivity.

Great Places with Equitable Access

5. Develop healthy and safe neighborhoods.
6. Equitable access to all neighborhoods.

**TOGETHER WE CAN LEVERAGE OUR COLLECTIVE
RESOURCES TO CREATE COMMUNITIES OF
OPPORTUNITY FOR EVERYONE, REGARDLESS OF
RACE OR MEANS.**



Paired discussion –

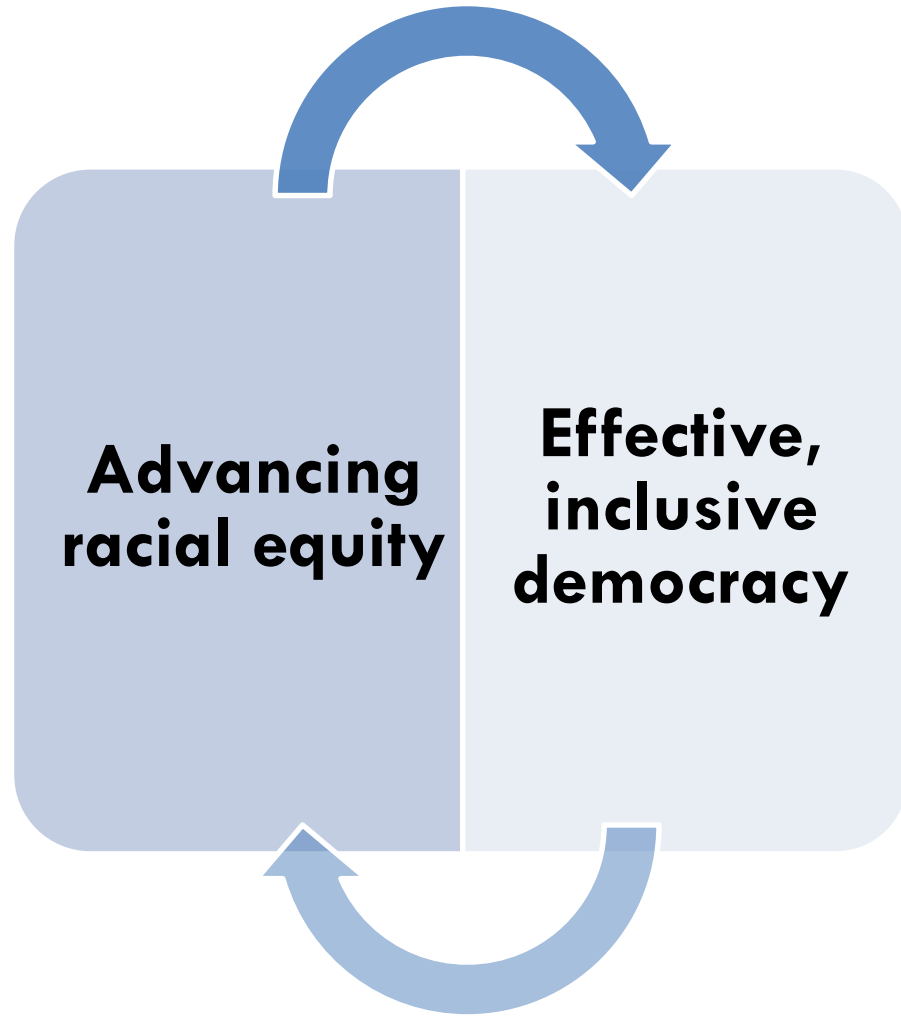
1. What are the opportunities to integrate equity into your comprehensive plan?
2. What do you need to be successful?



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Upcoming sessions

- June 27 – Planning for Equitable Development, including land use, housing, parks, transportation
- September 21 – Planning for the Environment, including resiliency
- December 5 – Plan Implementation, including communicating about race and equity

Contact information

Julie Nelson

jnelson@thecsi.org

Gordon Goodwin

ggoodwin@thecsi.org

www.centerforsocialinclusion.org

www.racialequityalliance.org



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