

# Advancing Racial Equity: the role of government



**REIMAGINE MINNESOTA**

**The Government Alliance on Race and Equity**

Gordon F. Goodwin

# Introductions

## **In pairs/ triplets...**

- Name, where you work, title
- What experience and concerns do you bring to discussions about race?

# Today's Objectives:

- Gain awareness of government's role in creating racial inequity
- Clarify key terms and concepts to support the normalizing of racial equity
- Be motivated to take action

# 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
- One mic, one conversation



# Government Alliance on Race & Equity

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

- ✓ Launched as a member network in 2016 (12 members)
- ✓ Currently 100 Core members and growing!
- ✓ Active in 32 states / 150+ cities

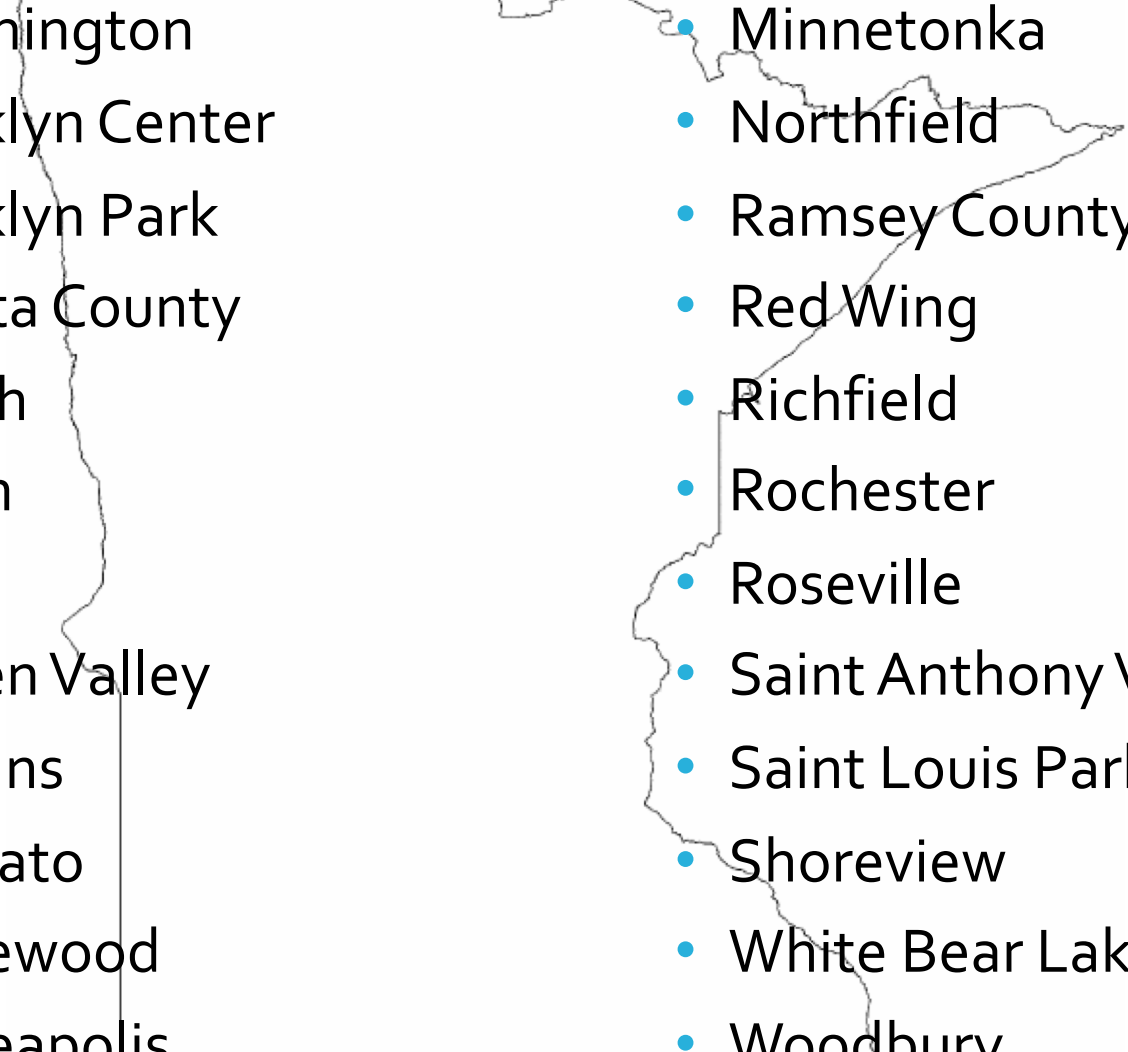


# What is the GARE Network?

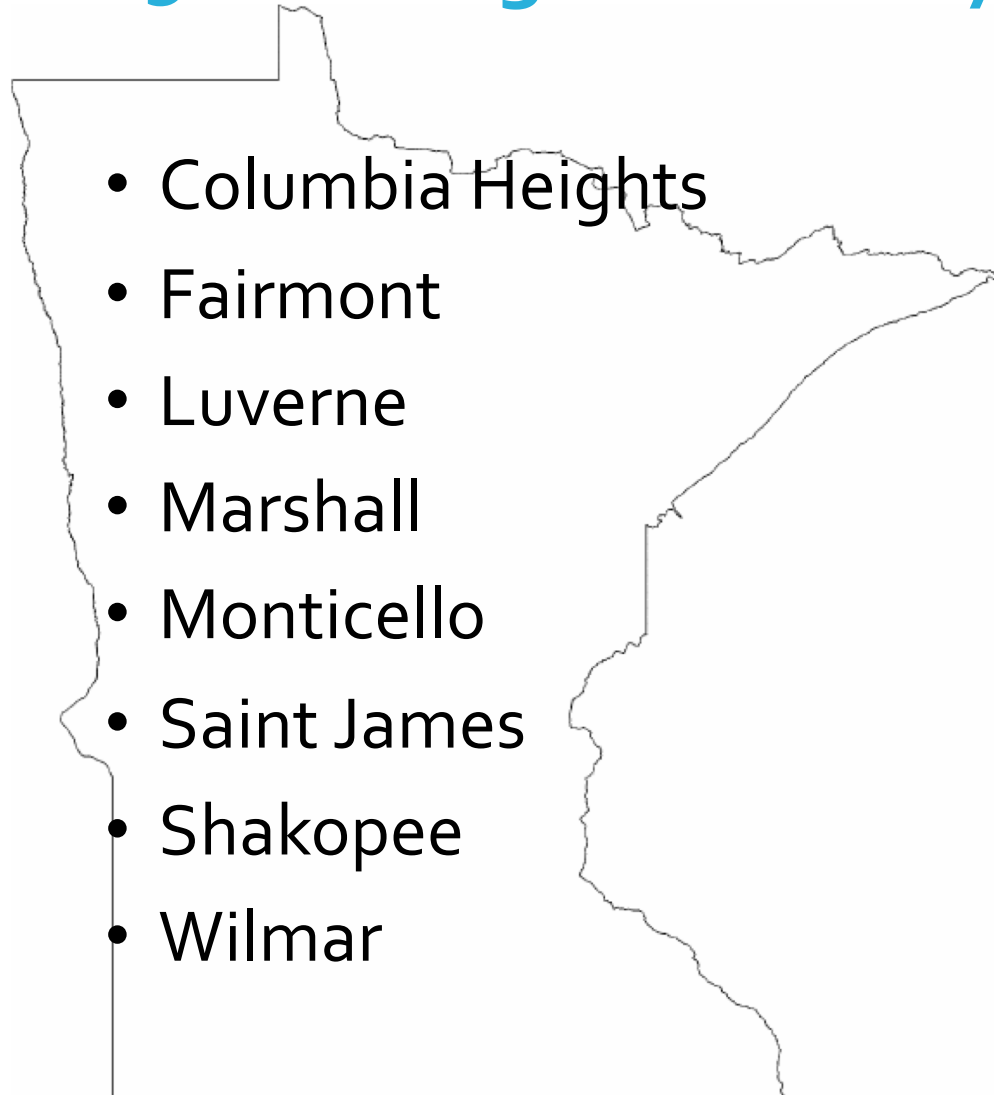
- **We are a membership network of jurisdictions working to achieve racial equity** – sharing of practices, tools, and resources to build a national movement for racial equity.
- **We offer pathways for new jurisdictions to begin racial equity work** – GARE tools and resources position jurisdictions for success.
- **We support and build local and regional collaborations that are focused on achieving racial equity** – Eliminating racial inequities through institutional coordination and accountability for creating positive community impact.

# GARE MN Learning Community

## 2016 - 2018

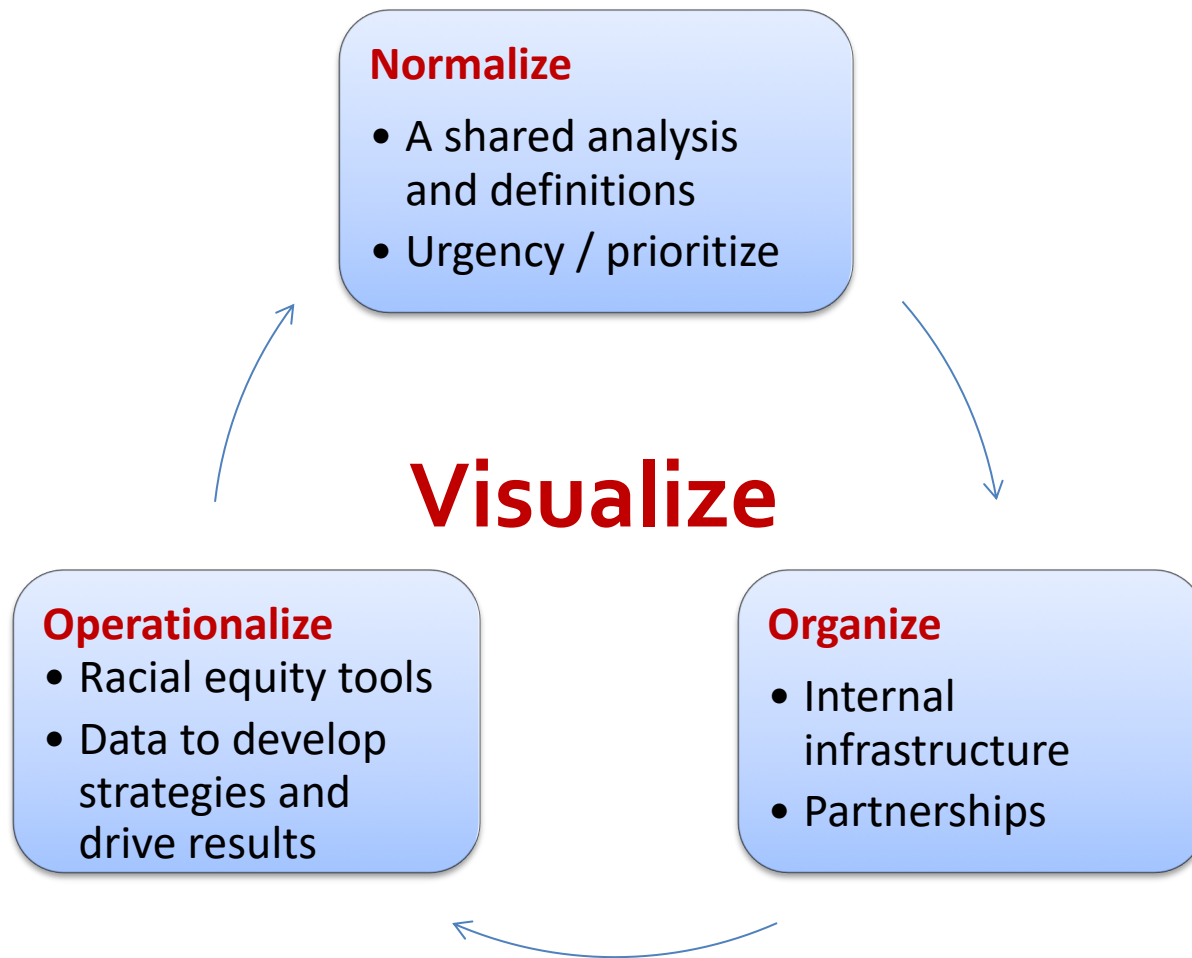
- 
- Bloomington
  - Brooklyn Center
  - Brooklyn Park
  - Dakota County
  - Duluth
  - Eagan
  - Edina
  - Golden Valley
  - Hopkins
  - Mankato
  - Maplewood
  - Minneapolis
  - Minnetonka
  - Northfield
  - Ramsey County
  - Red Wing
  - Richfield
  - Rochester
  - Roseville
  - Saint Anthony Village
  - Saint Louis Park
  - Shoreview
  - White Bear Lake
  - Woodbury

# GARE Greater MN 2019 Learning Community

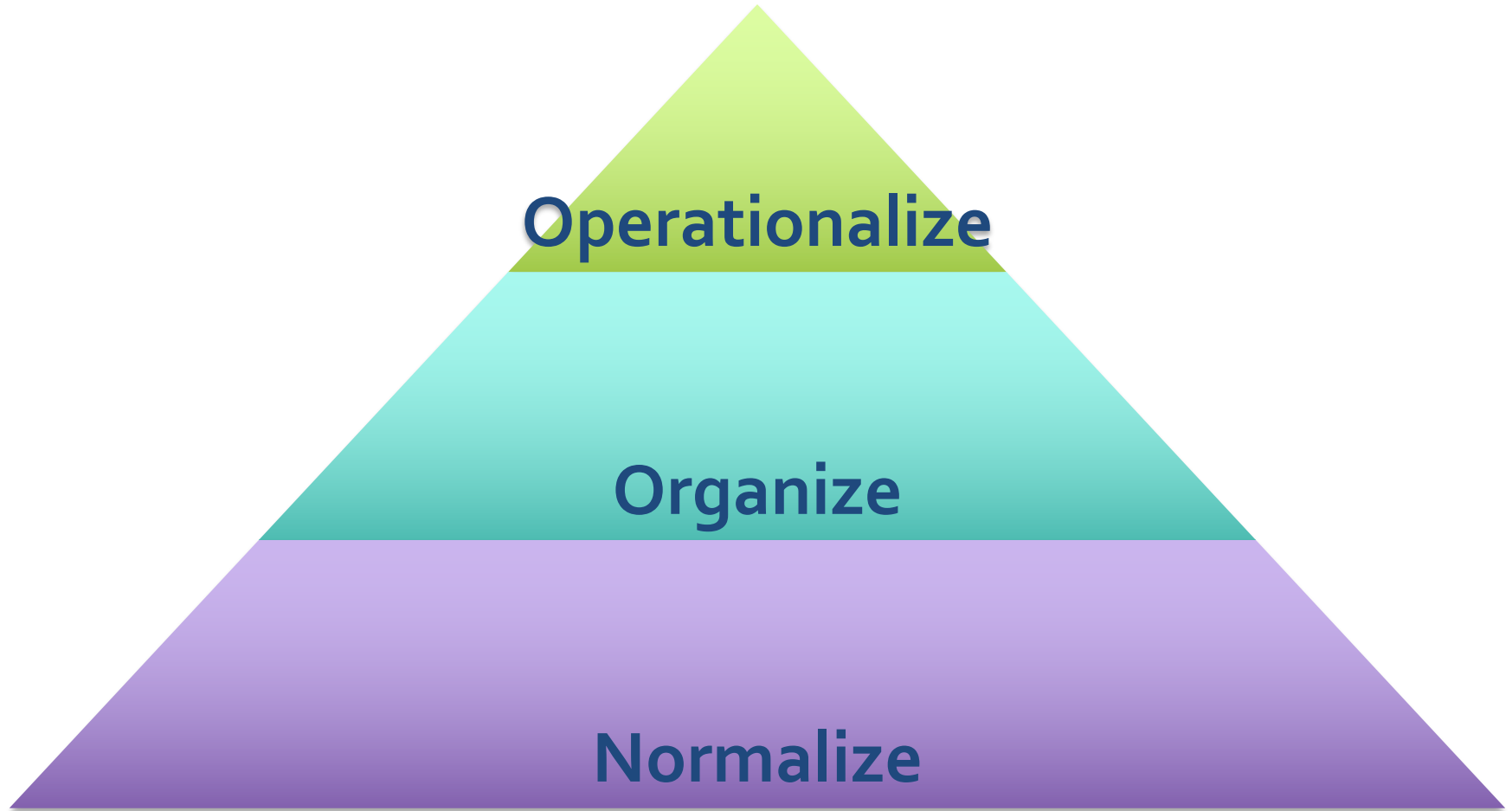


- Columbia Heights
- Fairmont
- Luverne
- Marshall
- Monticello
- Saint James
- Shakopee
- Wilmar

# National best practice



# Best Practice Time Allocation\*



*\*Insight shared by GARE MN 2017 Introductory cohort jurisdictions*

# Advancing racial equity includes:

- Assigning **intention** to institutional culture change
- **Designing strategies** to focus improvements for those worse off
- Focusing on changing **institutional practices and procedures** – not “fixing” individual people
- Assigning **priority, actions and resources** to advancing racial equity (**walk the talk**)

# Asking Different Questions

FROM:



TO:

## Blame

Who's a racist?

## Intentions

What did they mean?  
What was their attitude?

## Prejudice

What beliefs made them do it?

## Grievance

How can we fix what just  
happened?

## Causes

What's causing the  
racial inequities?

## Effects

What were the actions?  
What are the impacts?

## Systems

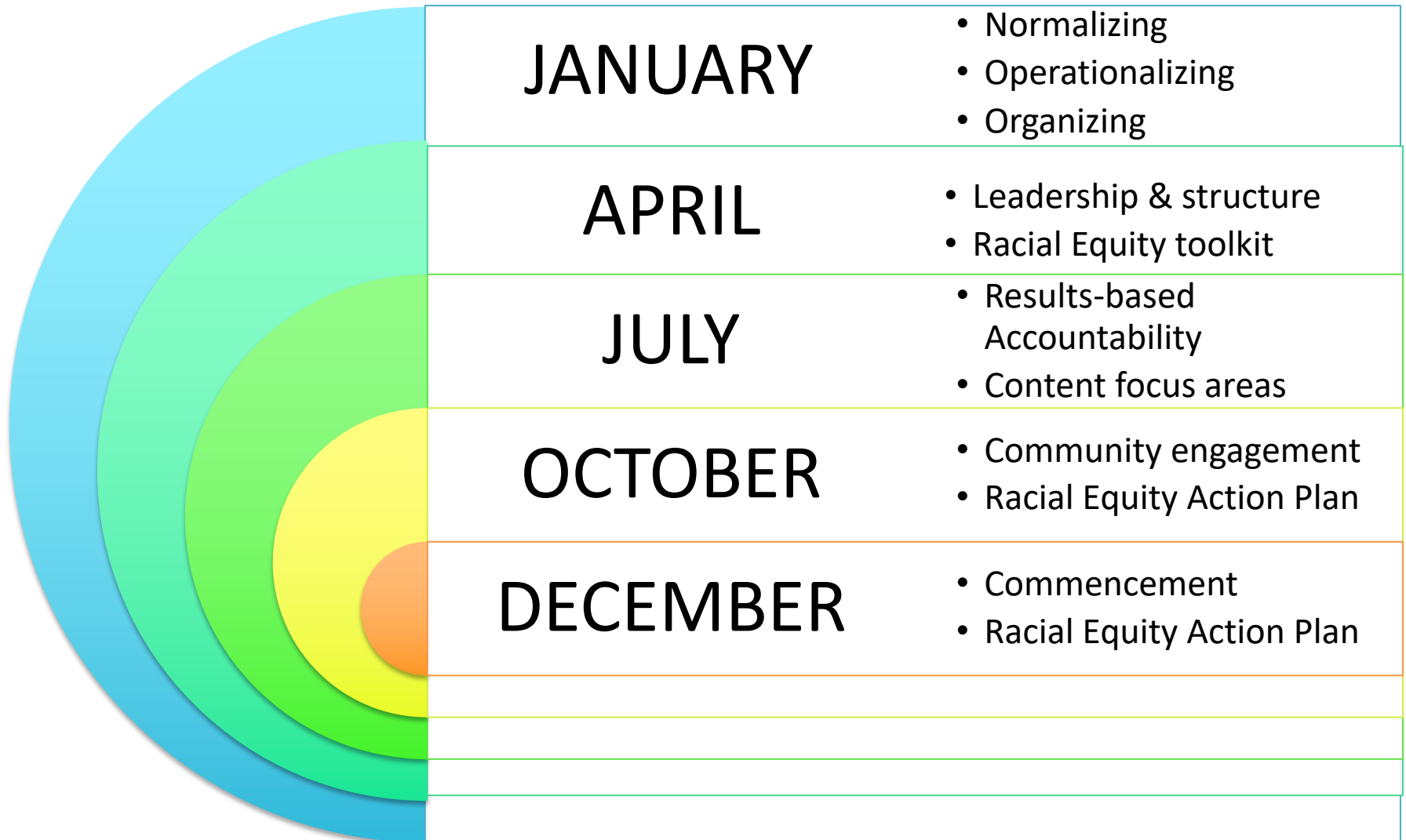
What institutions are responsible?

## Solutions

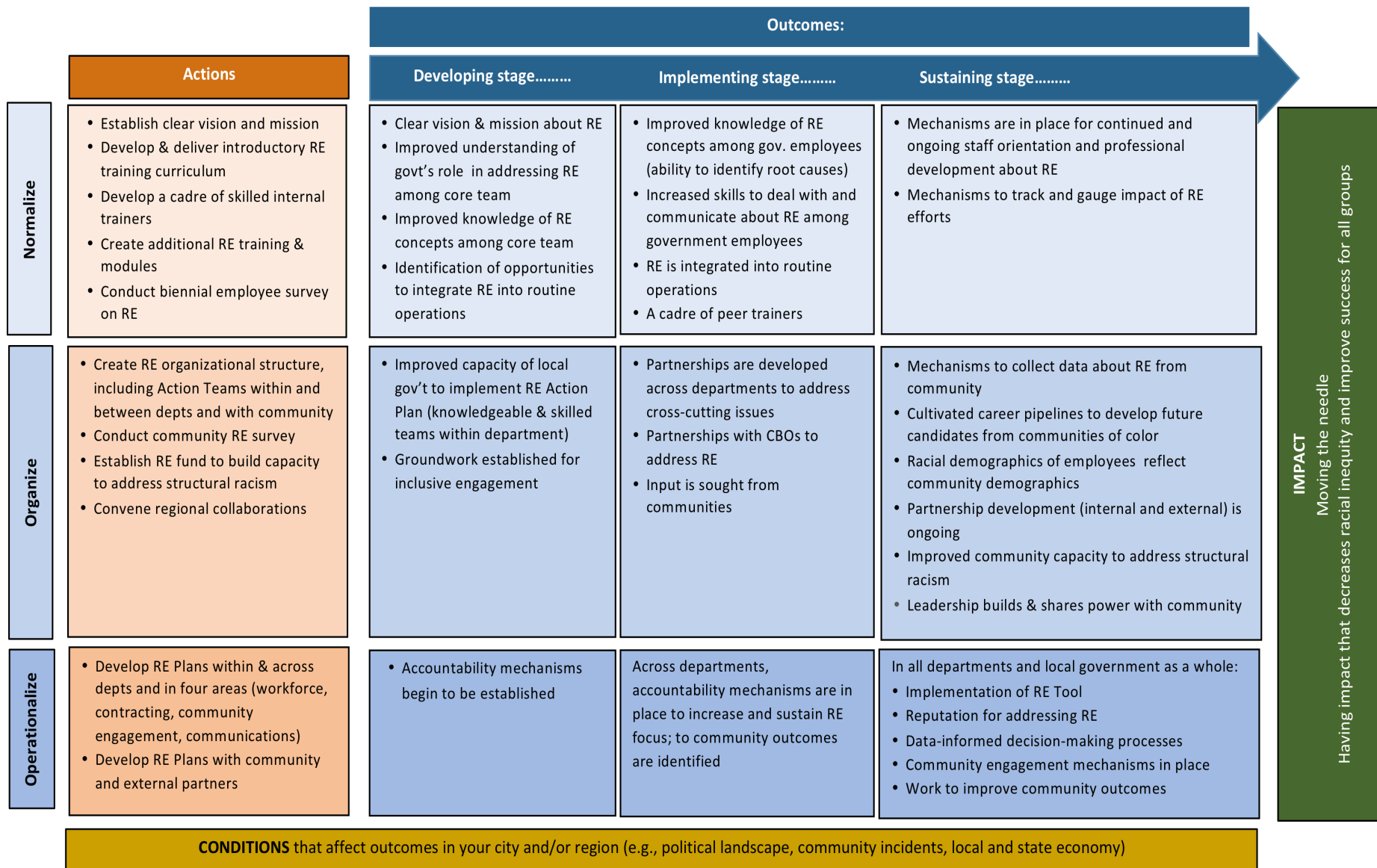
What proactive strategies  
and solutions?



# GARE Learning Community Pathway



CONDITIONS that affect implementation of actions in each phase



**IMPACT**  
Moving the needle  
Having impact that decreases racial inequity and improve success for all groups

## GARE Logic Model

# The Role of Government



CENTER FOR SOCIAL INCLUSION



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

# Overview and Assumptions

- Race matters
- 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.
- We have a responsibility for advancing racial equity.

# 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

Became implicit

Government for racial equity



Government explicitly creates and maintains racial inequity.



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



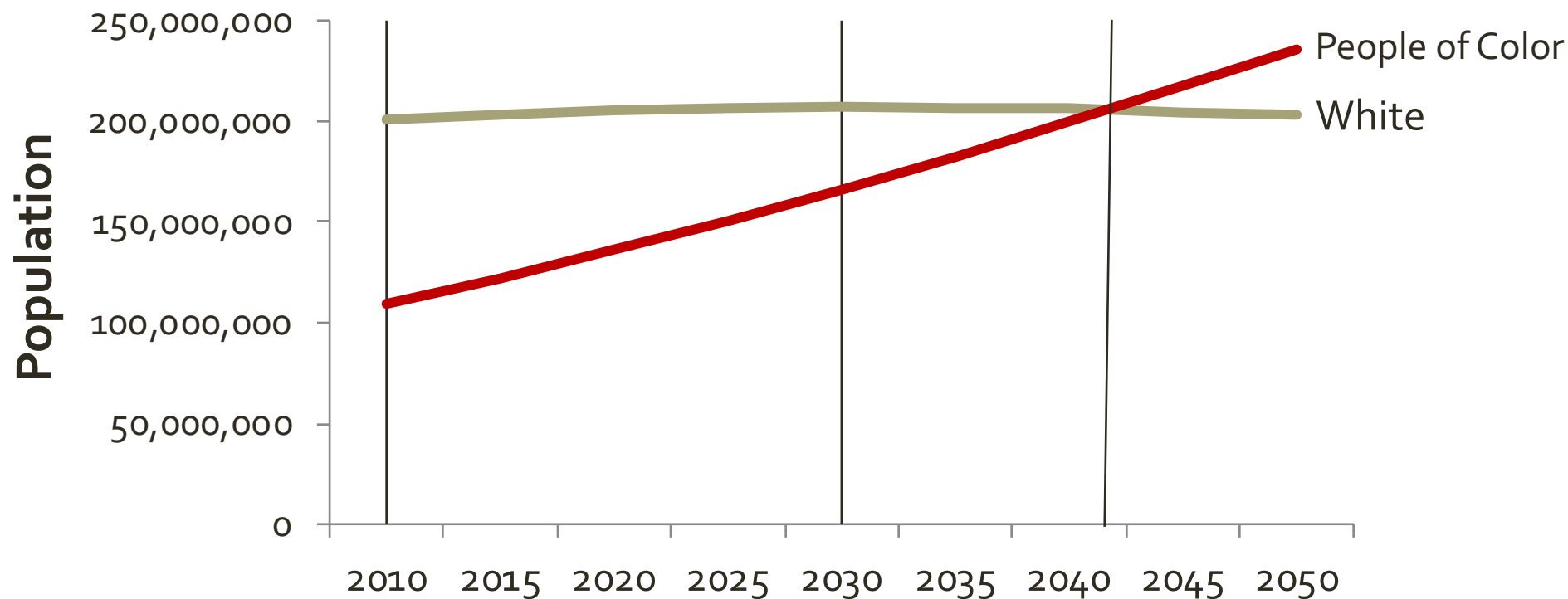
Proactive policies, practices and procedures that advance racial equity.

# Current Context

2010: Majority of new  
births are people of color

2030: Majority of  
people age 20-34  
are people of color

2042: Majority of all  
Americans are people  
of color



# Laying it on the Line

1. Hiring and promotion decisions should be based solely on merit.
2. Civic institutions should always reflect our language, values and culture.
3. I believe we can end racial inequity.



# Early Experiences with Race

# Early Experiences Activity Marker

- Part 1
  - Silently jot down responses to 4 questions
- Part 2
  - partner with another person in the room
  - 1 talker : 1 listener for the whole time
- Part 3
  - Listener and talker switch roles
- Part 4
  - Free-flowing exchange between partners

# Break

# Race: the Power of an Illusion

## Episode 3, “The House You Live In”

Watch the video:  
<http://bit.ly/2MPT5aA>

# Reflections

**In pairs/ triplets...**

- In what ways did government contribute to racial inequity?

# Normalizing



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RACE & EQUITY**

# Equity? Equality? What's the difference?



**ALL GENDER  
RESTROOM**

**Anyone can use this restroom,  
regardless of gender identity  
or expression**

# Racial inequity in the U.S.

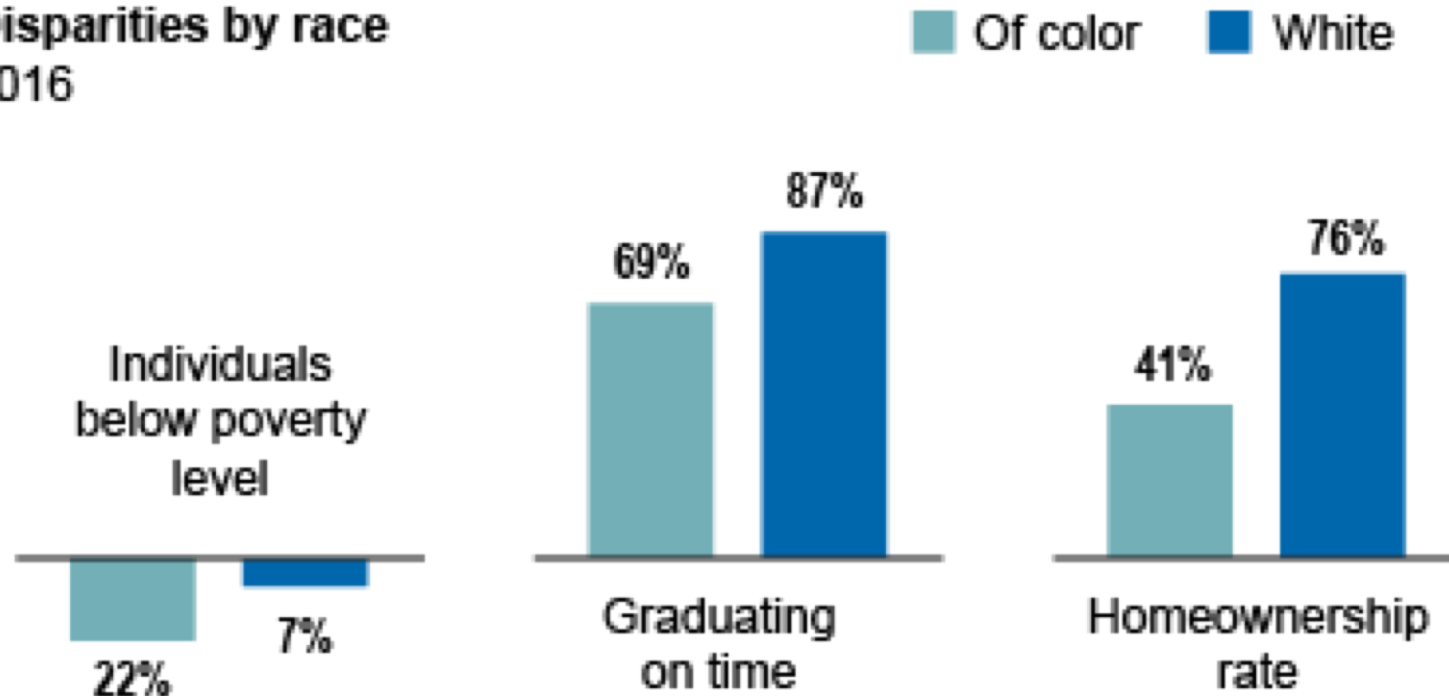
From infant mortality to life expectancy, race predicts how well you will do...





# MN Disparities

Disparities by race  
2016



Source: Minnesota Compass website

# Racial equity means:

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

# When Leading with Race, we are...

....Race *explicit*, not exclusive  
always bring an “intersectional” analysis

- Race and gender .....
- “ “ “ “ disability status....
- “ “ “ “ income inequality

# Achieving racial equity requires us to...

....**Target strategies** to focus improvements for those worse off

....Move beyond service provision to focus on changing **policies, institutions and structures**

# Roseville's Racial Equity Narrative

March 2, 2018

The City of Roseville is dedicated to creating an inclusive community where the predictability of success is not based on race or ethnicity.

The actions of government at the federal, state, and local level have created racial disparities that continue to harm our community. Rectifying these disparities is critical to the development of a vibrant community and a high quality of life for all residents.

All City Departments will prioritize racial equity in their planning, delivery, and evaluation of programs, policies, and services.

The City of Roseville is committed to taking tangible steps to normalize, organize, and operationalize racial equity principles and tools, with an eye toward impactful and sustainable outcomes that create a more equitable community.

# Equality, Equity, Justice and Reality



How we think  
How we behave

# The Unconscious Mind



**Schemas:** the “frames” through which our brains help us understand and navigate the world:

1. Sort into categories
2. Create associations
3. Fill in the gaps



# Schemas

Help us organize information into broader categories. They largely reside in the subconscious.

- ✓ Objects
- ✓ Human beings (e.g., “the elderly”)

Schemas and the unconscious are social. They exist in and are shaped by our environment.



# What color are the following lines of text?

Cvur zxyq

Xoc jbn i oew

Vqeb peow

Vqeb peow

Black

Red

Blue

Green

Green

Black

Yellow

Blue

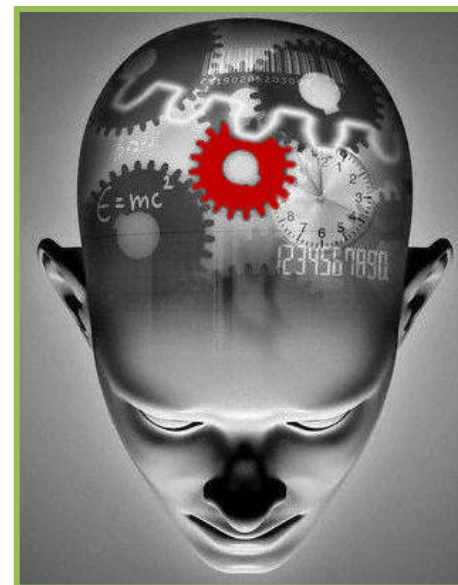
# How We Think

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)

# Examples of implicit bias in Education

## 1. IMPLICIT BIAS HAS REAL-WORLD IMPACT

Link: <https://youtu.be/KBZPHE1oPJ0>



**THE OHIO STATE UNIVERSITY**

KIRWAN INSTITUTE FOR THE  
STUDY OF RACE AND ETHNICITY



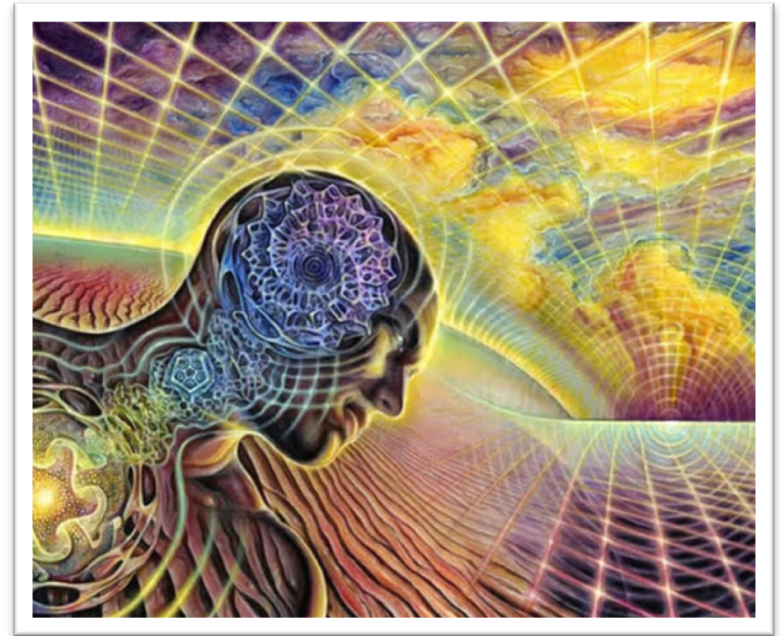
LOCAL AND REGIONAL GOVERNMENT  
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**race forward** & *Csi* CENTER FOR  
SOCIAL INCLUSION



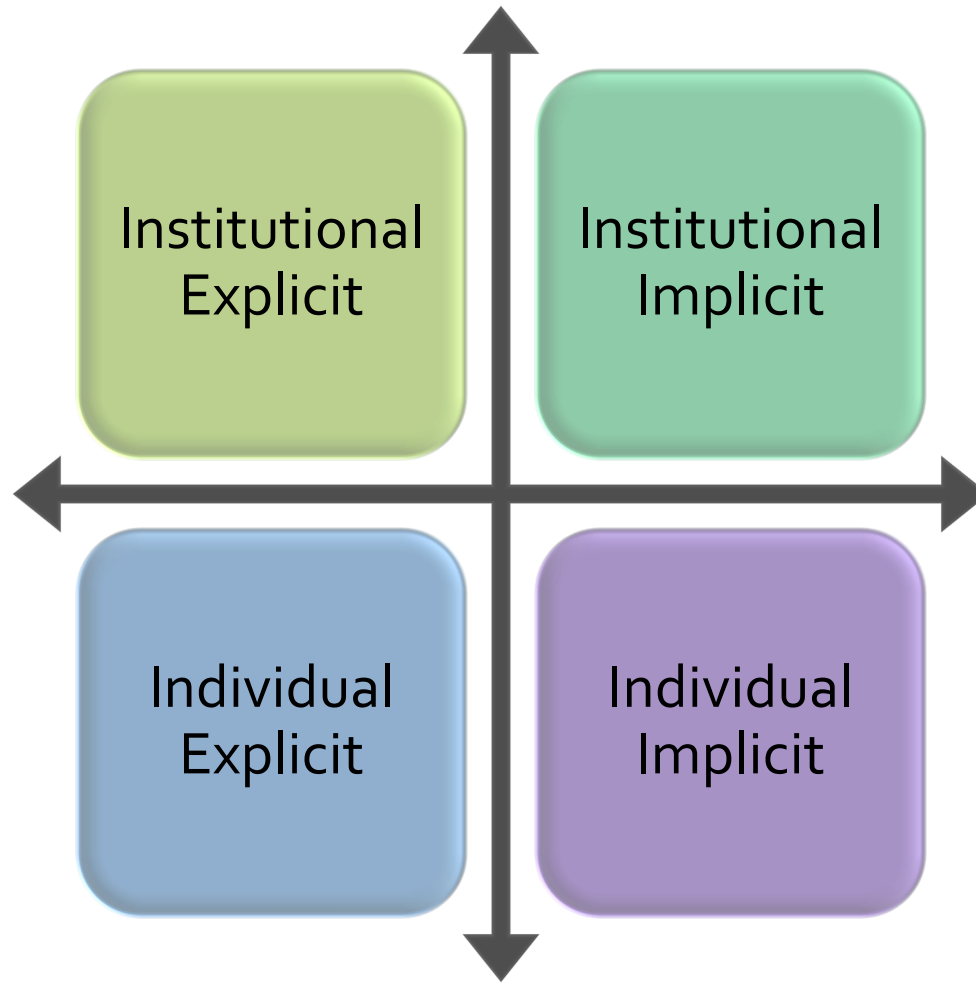
# What to do with bias?

- 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?





# Bias at school

## Institutional/Explicit

*Policies which explicitly discriminate against a group.*

People of color historically prohibited from legally attending a school with a White student population.

## Institutional/Implicit

*Policies that negatively impact one group unintentionally.*

School library “no exception” enforcement of fine collection for late returns disproportionately creates barriers to people of color, who are overrepresented among low-income populations

## Individual/Explicit

*Prejudice in action – discrimination.*

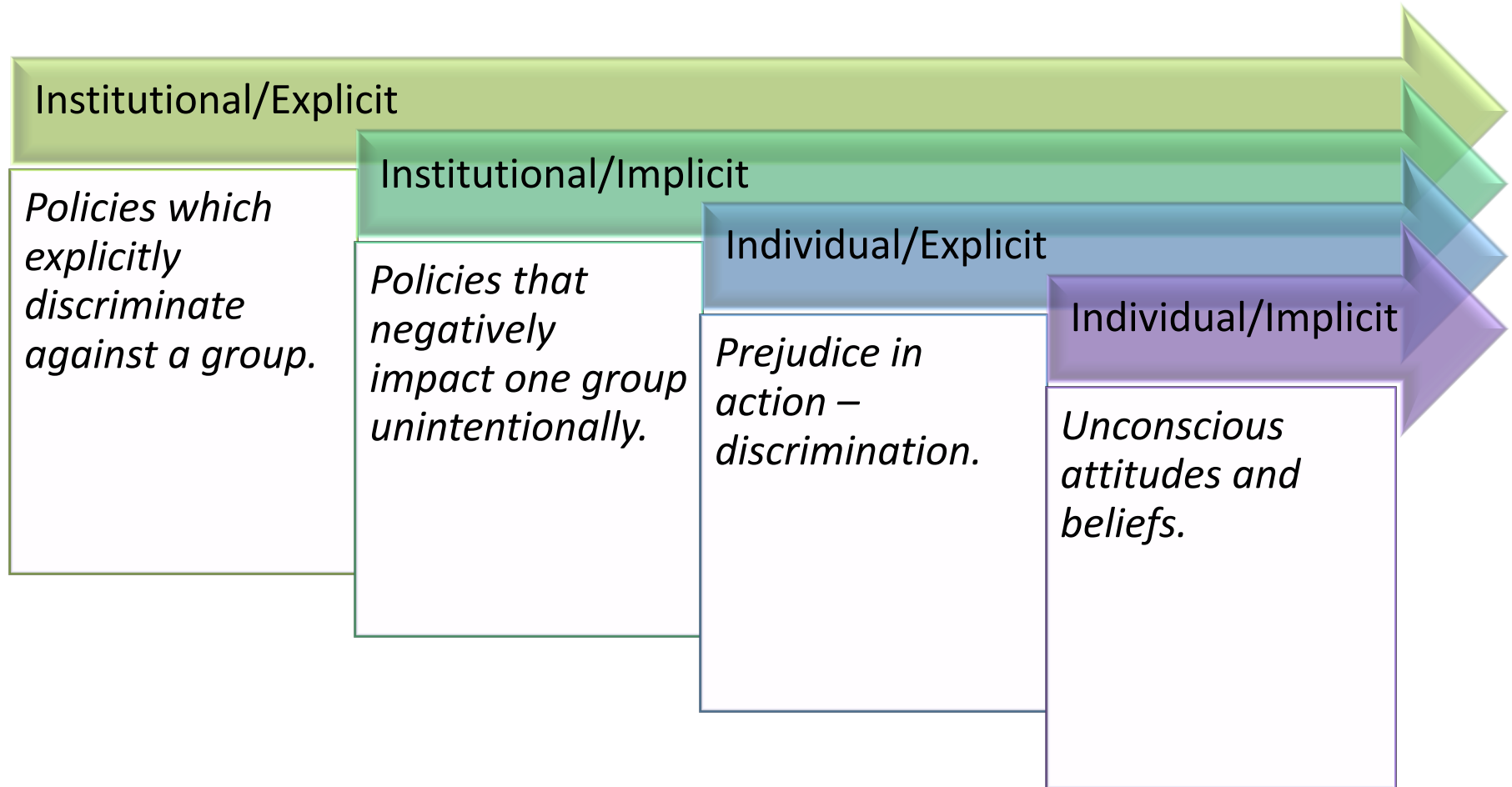
Administrator or teacher caught using a racial slur to refer to a student while disciplining them.

## Individual/Implicit

*Unconscious attitudes and beliefs.*

Students of color more likely to receive office referrals and other disciplinary measures for staff discretion regarding “disruptive behavior,” “excessive noise,” or “disrespect” while whites receive office referrals for specific behaviors like “smoking” or “vandalism”

# Examples from your work –



# Scenario

## Individual racism:

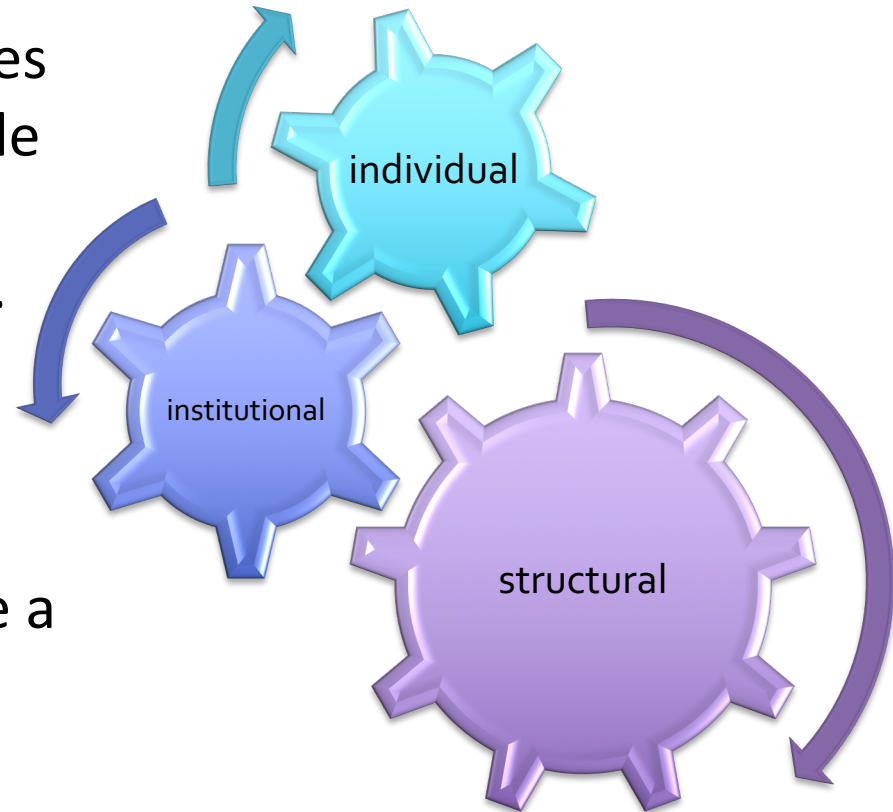
- Bigotry or discrimination by an individual based on race.

## 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.



# Structures are a part of our lives:



# Next Steps

# Contact information

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