Leading with Equity and Inclusion: Normalize, Operationalize, Organize

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APA – WISCONSIN ANNUAL PLANNING CONFERENCE

OCTOBER 26, 2017

Healthy People
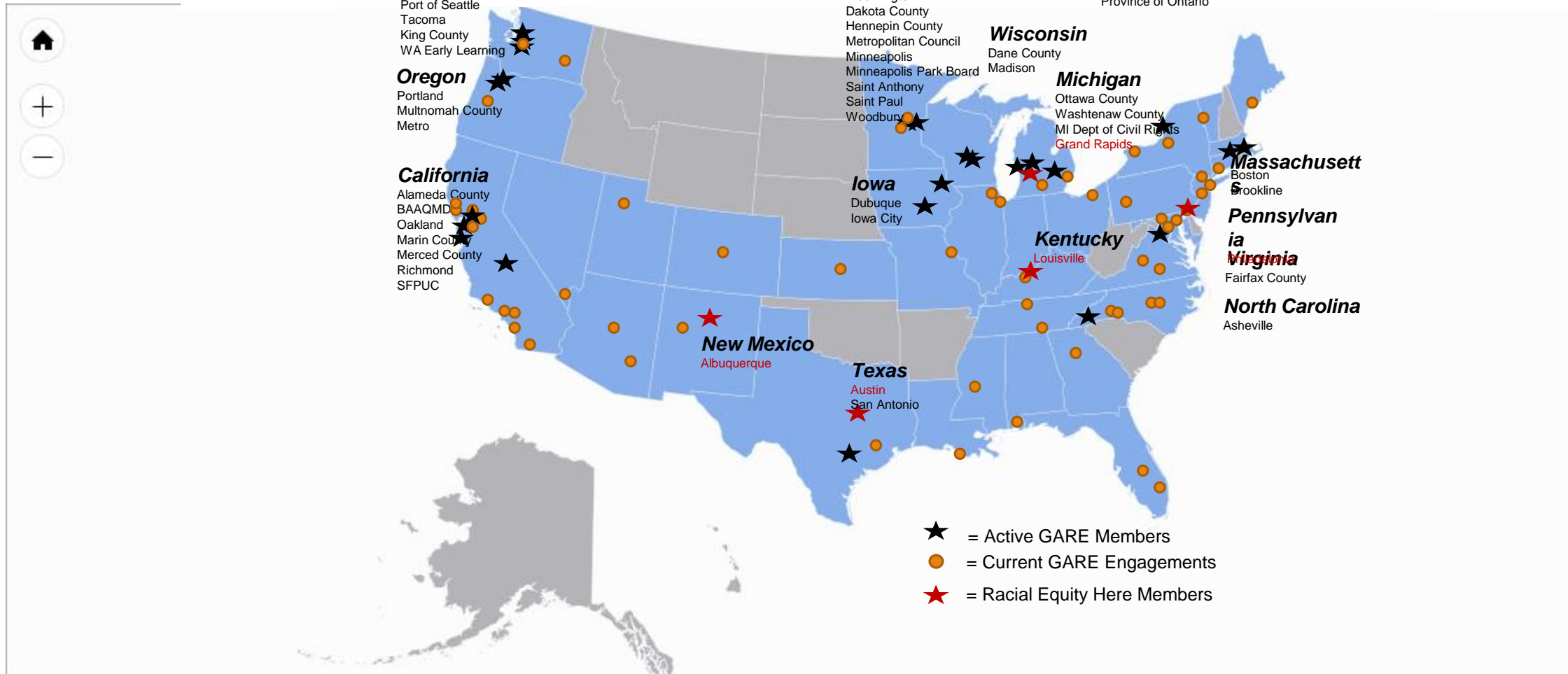# Healthy Places

Public Health
MADISON & DANE COUNTY

Working with the community to enhance, protect, and promote the health of the environment and the well being of all people.

Racial Equity
& Social Justice Initiative

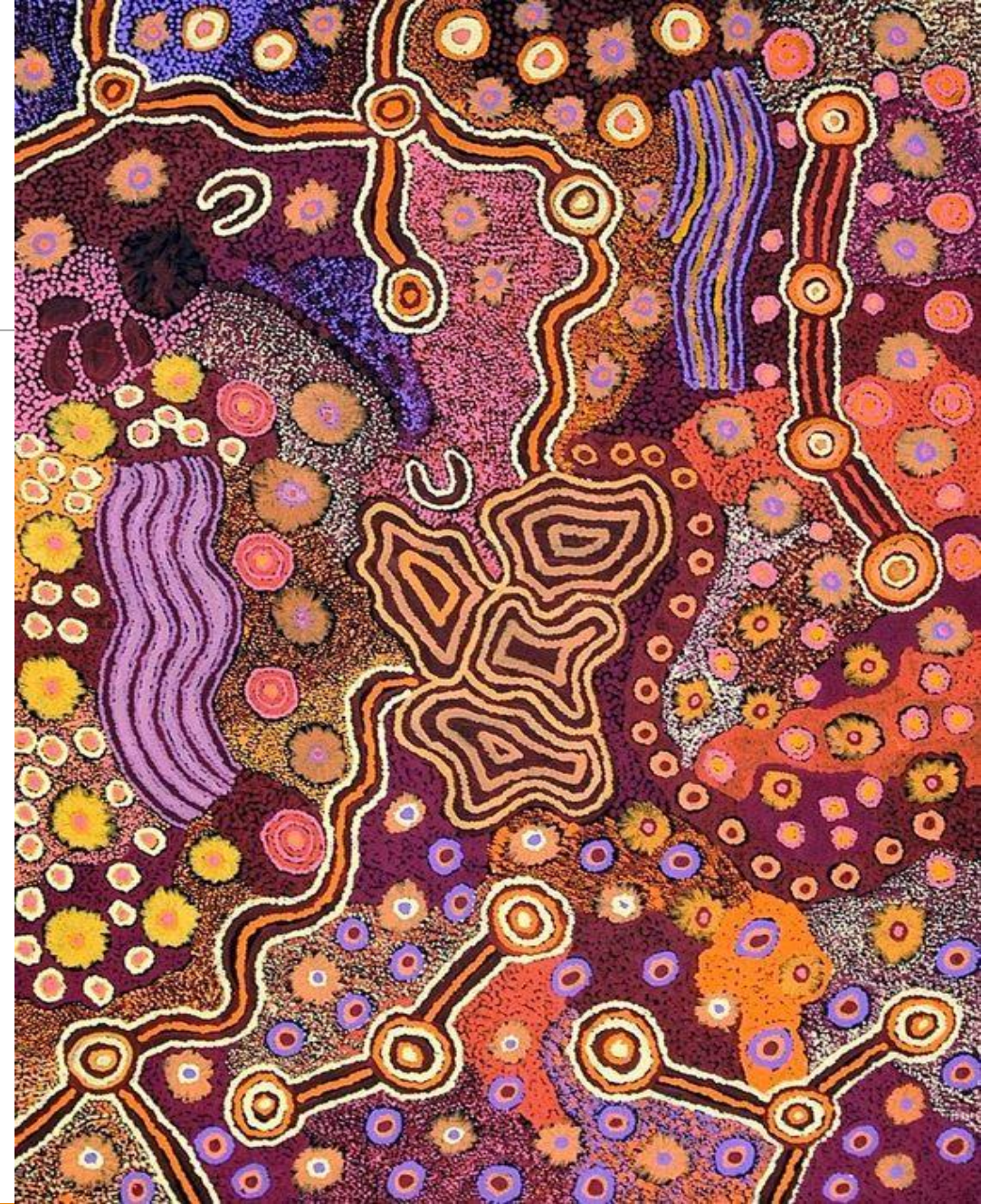# Government Alliance on Race and Equity

Session Objectives

Share definitions and concepts

Identify areas for skill building
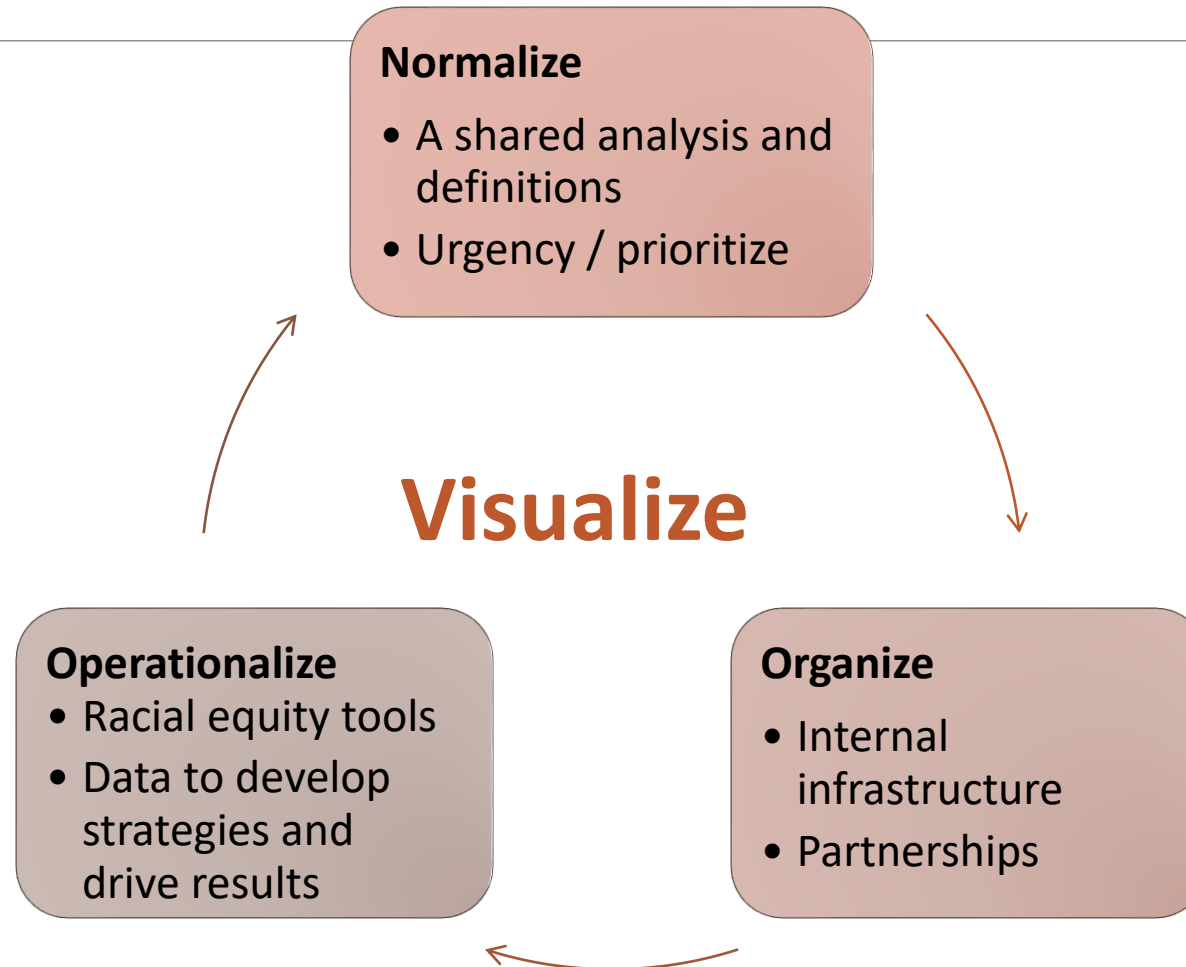
Motivate to take action

Paired discussion –

1. How **comfortable** are you talking about racial equity?

2. Do you have **skills** to pursue racial equity ?

3. Do you have the **support** needed to advance racial equity?

National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Visualize

Organize
- Internal infrastructure
- Partnerships

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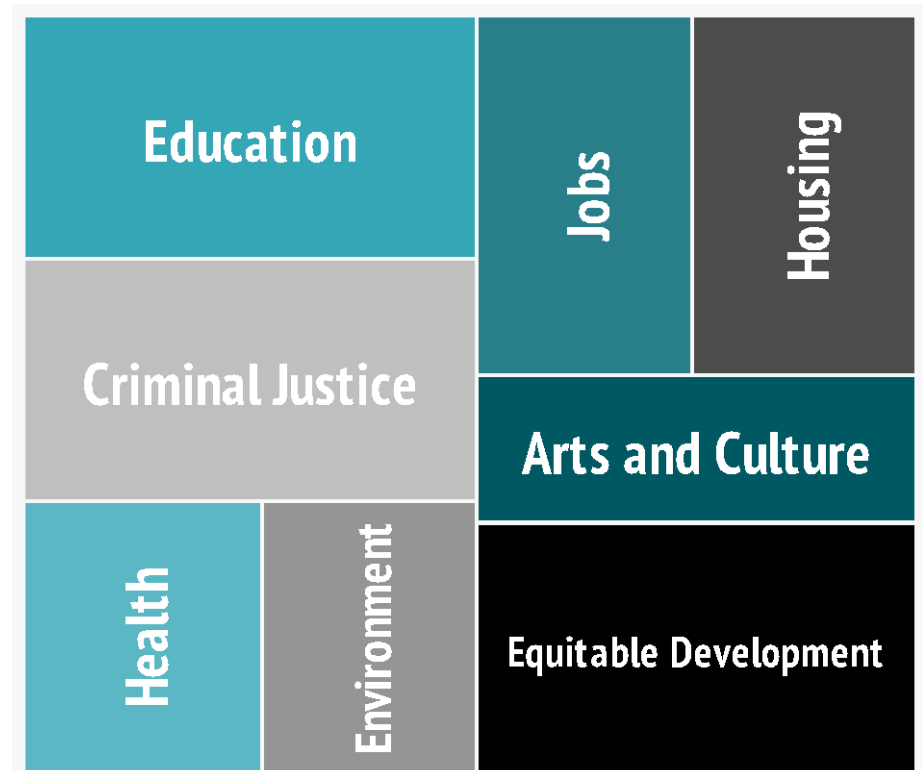
Normalize

Shared analysis and definitions

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…

Education	Jobs	Housing
Criminal Justice		
	Arts and Culture	
Health	Environment	Equitable Development

Matt Kinshella, 2016, Accessed from http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/

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
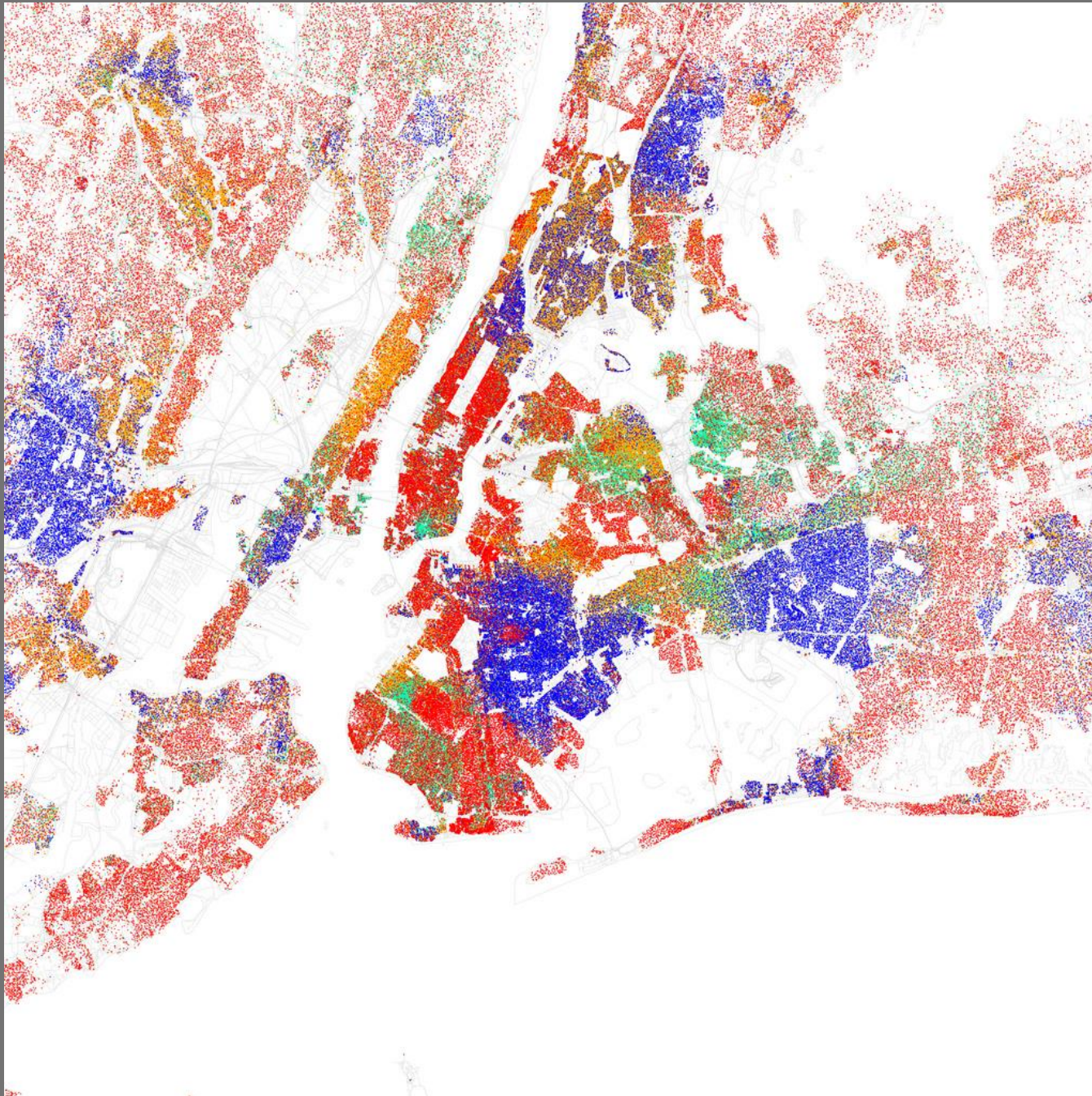
Race and Ethnicity
by Eric Fischer on Flickr:

New York

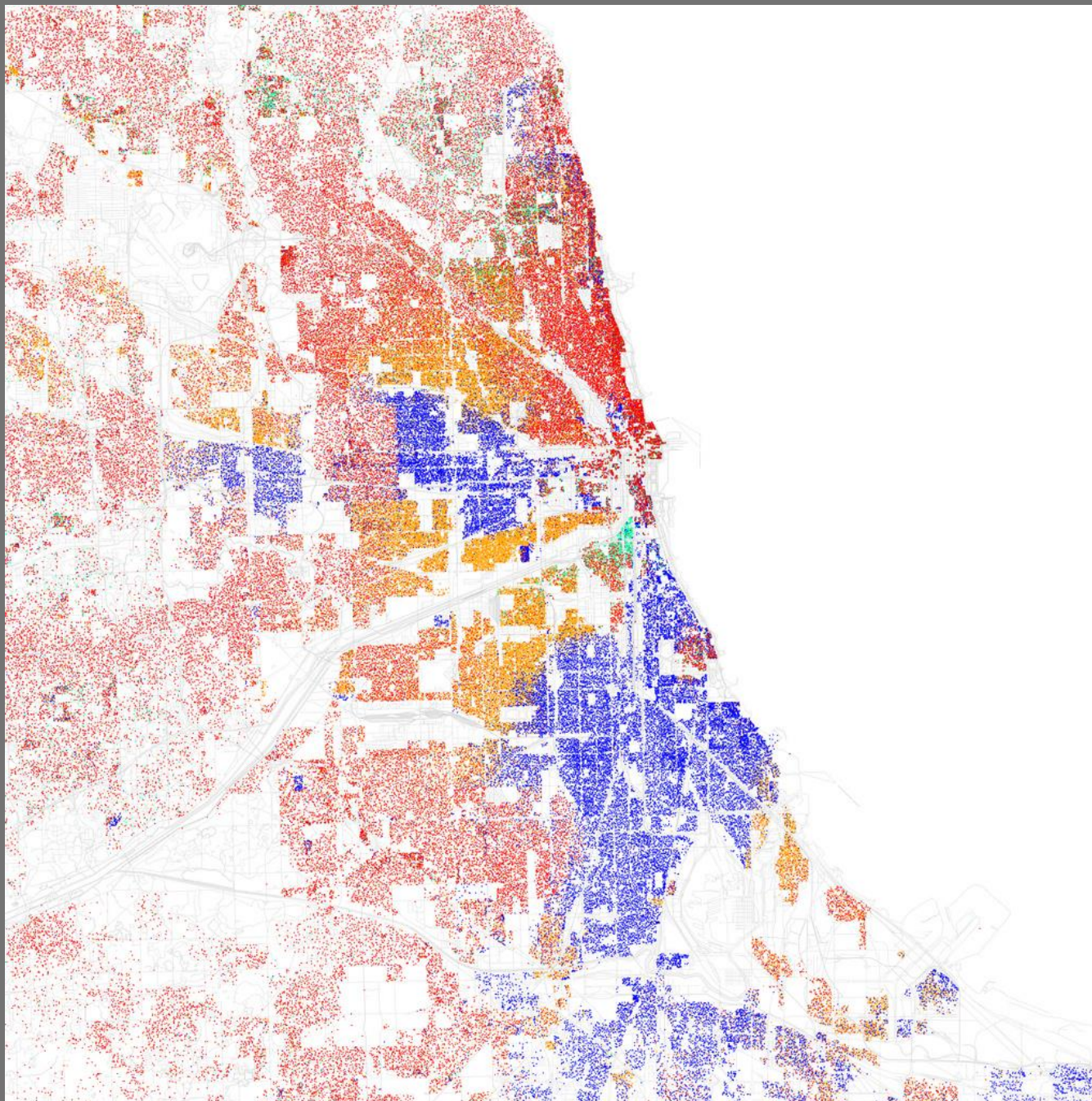Red is **White**
Blue is **Black**
Green is **Asian**
Orange is **Hispanic**
Gray is Other

Dot = **25 people**

from Census 2010

Chicago

Red is **White**
Blue is **Black**
Green is **Asian**
Orange is **Hispanic**
Gray is Other

Dot = **25 people**

from Census 2010

Detroit

Red is **White**
Blue is **Black**
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Dot = **25 people**

from Census 2010

History: Redlining and Exclusionary Zoning

What are the lasting impacts?

Photo from https://twitter.com/elizabettinger

Milwaukee

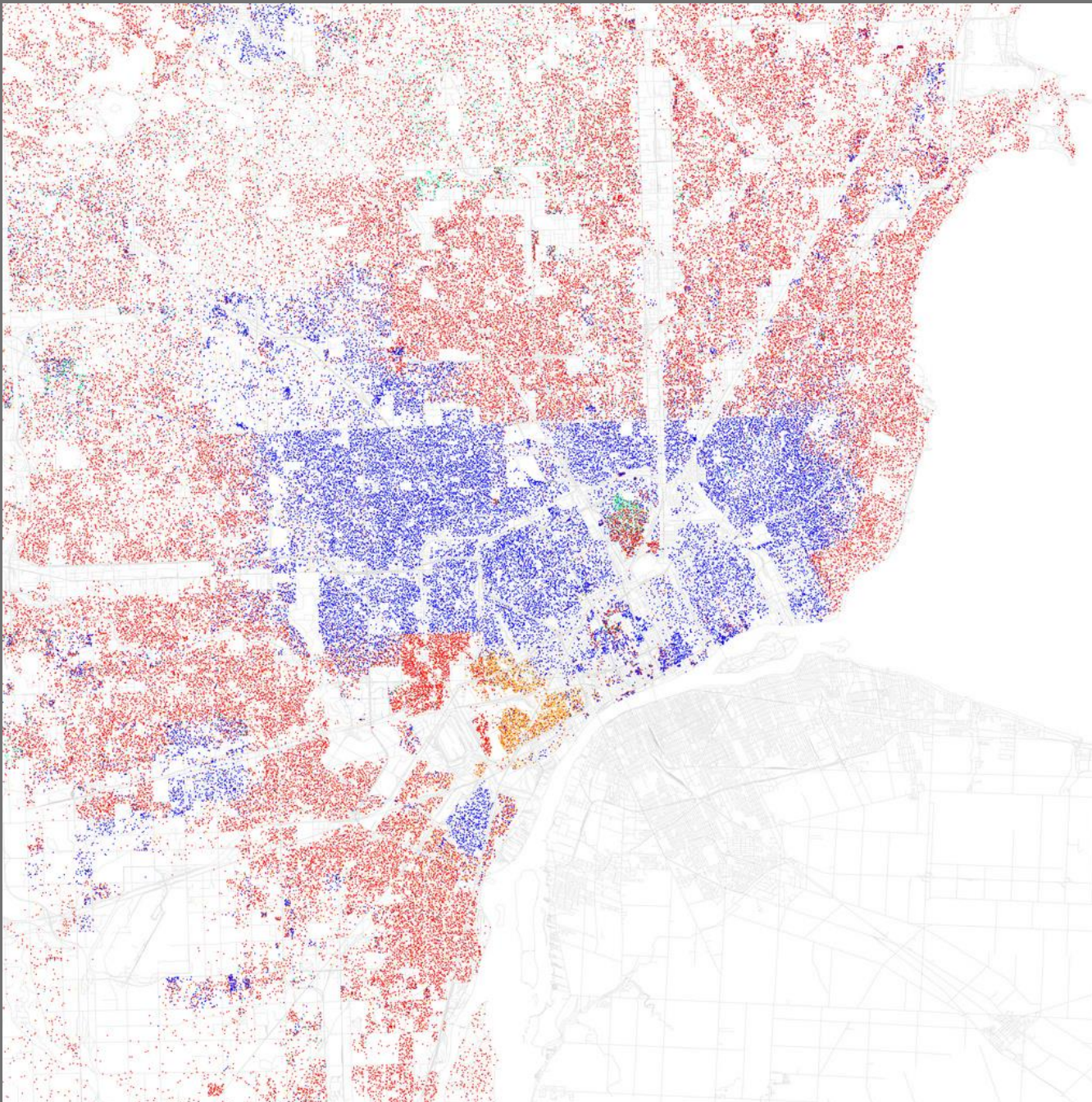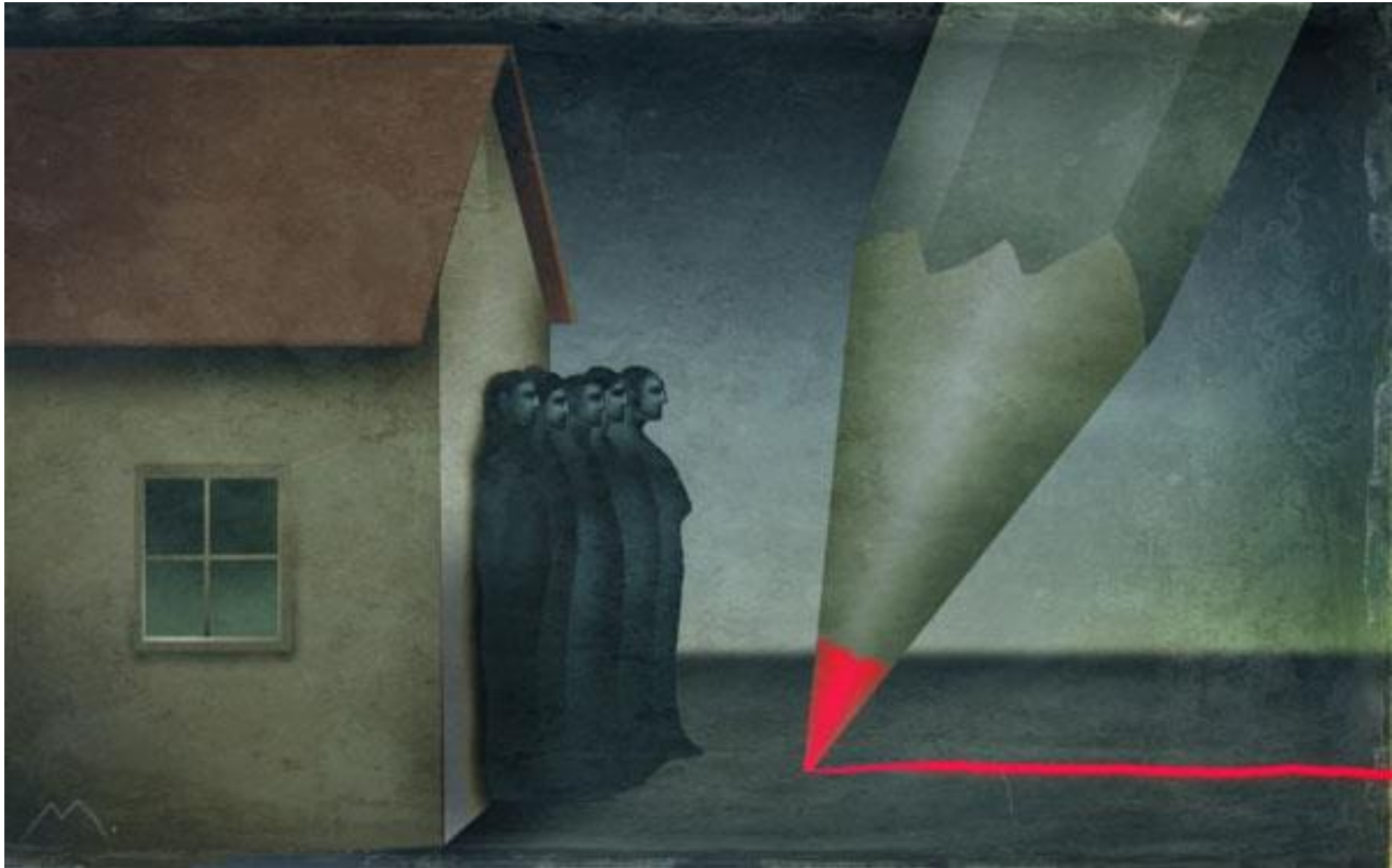Red is **White**
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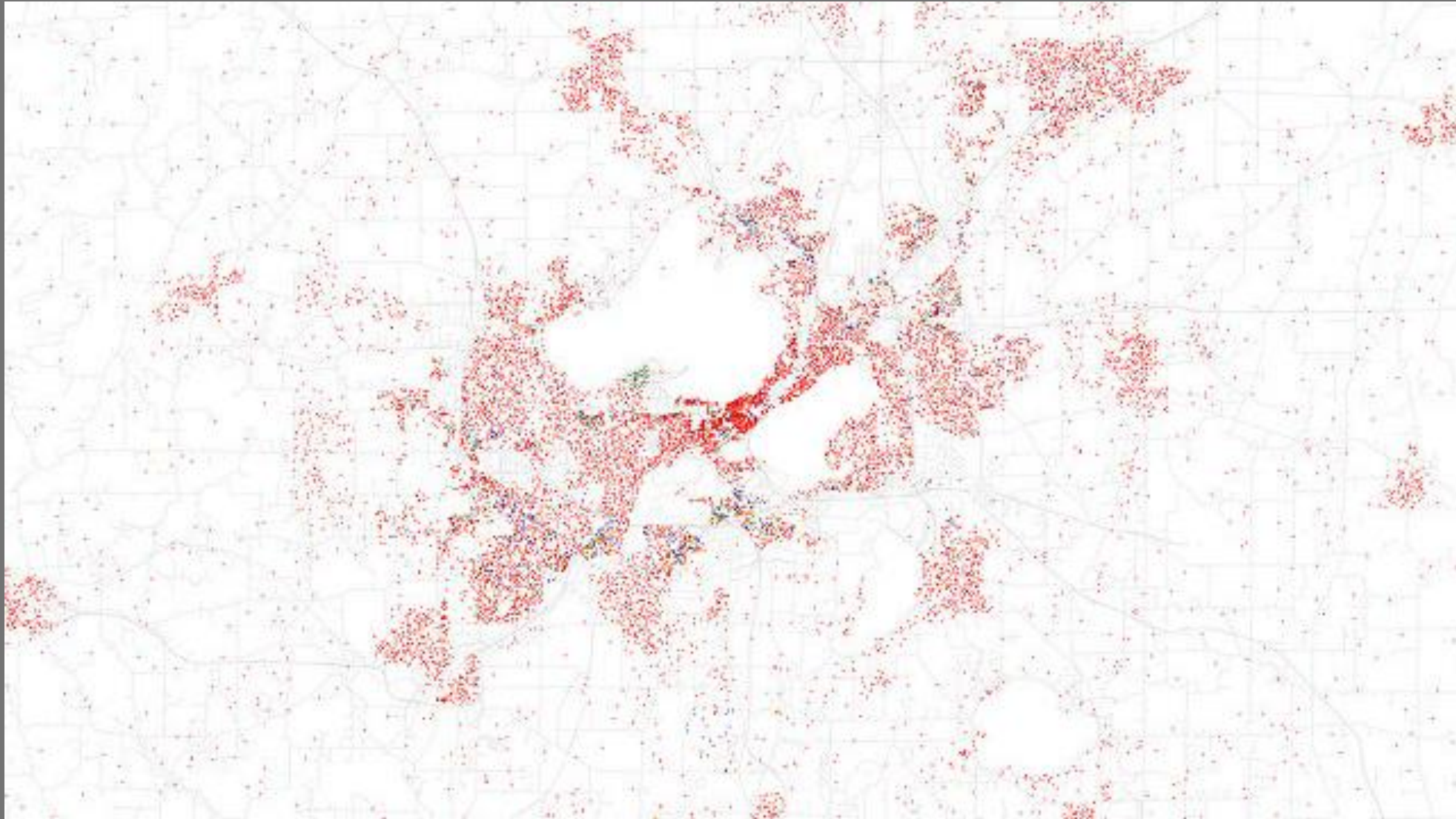
from Census 2010

Madison

Red is **White**
Blue is **Black**
Green is **Asian**
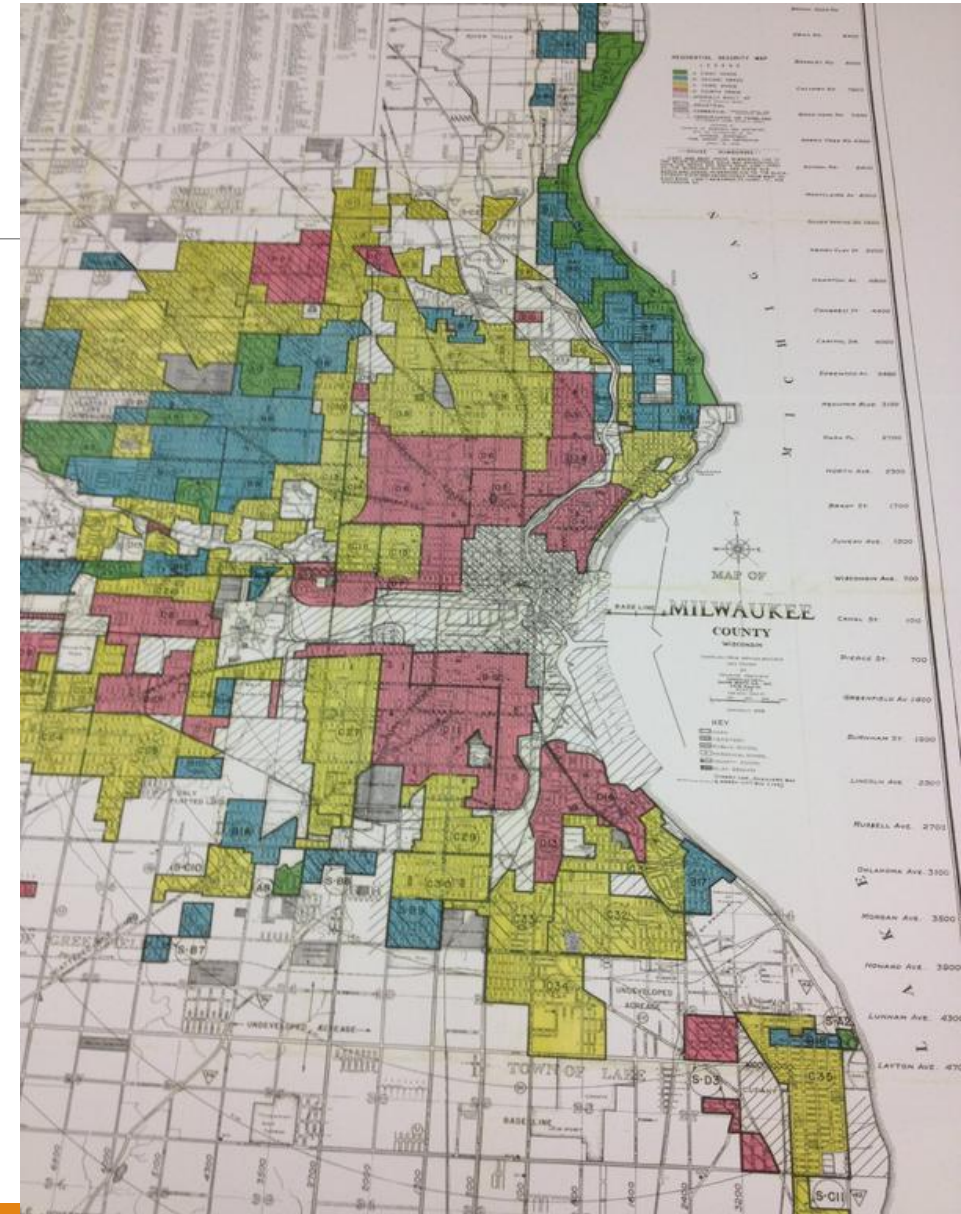Orange is **Hispanic**
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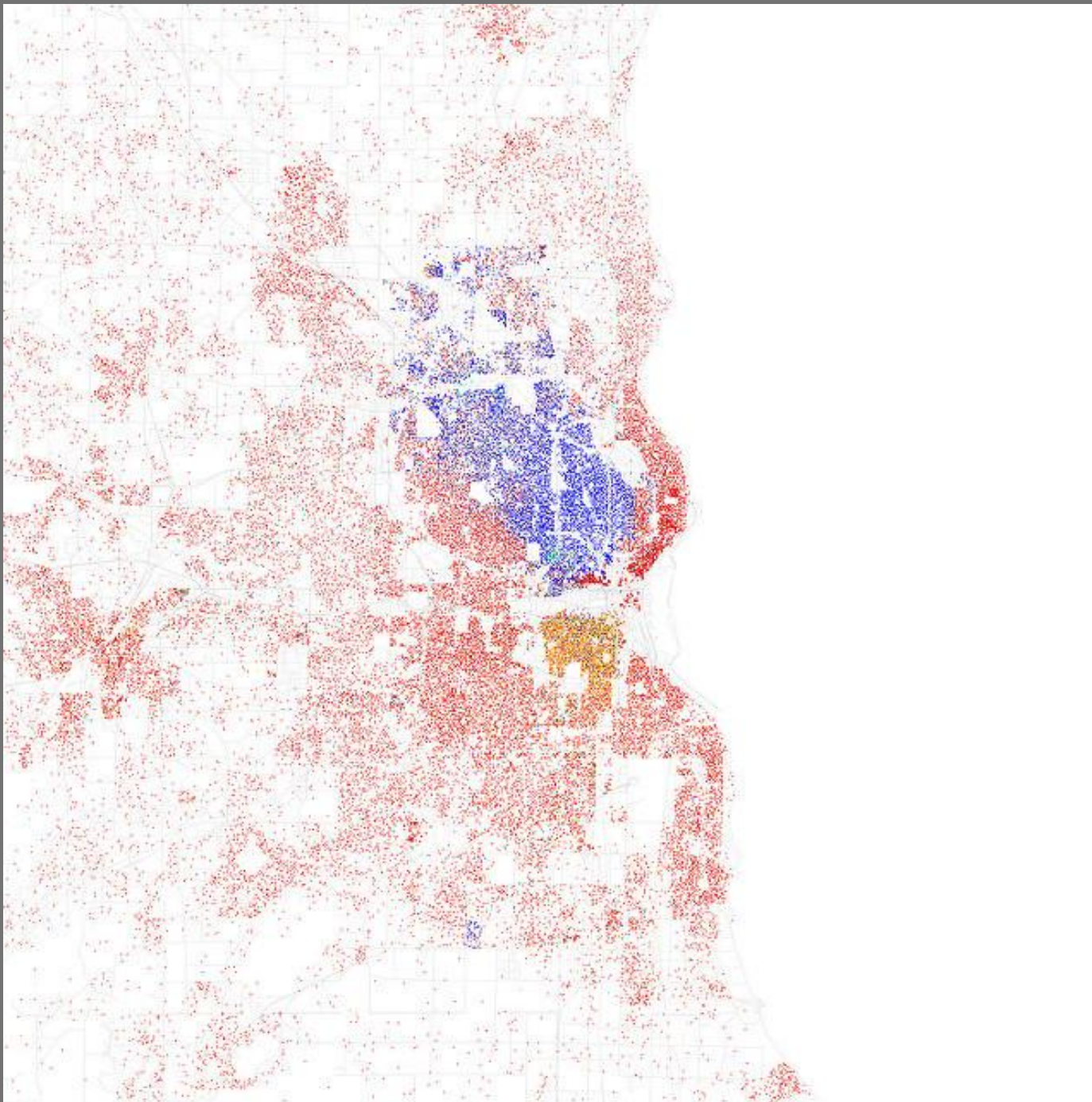Dot = **25 people**

from Census 2010

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.

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.

individual

institutional
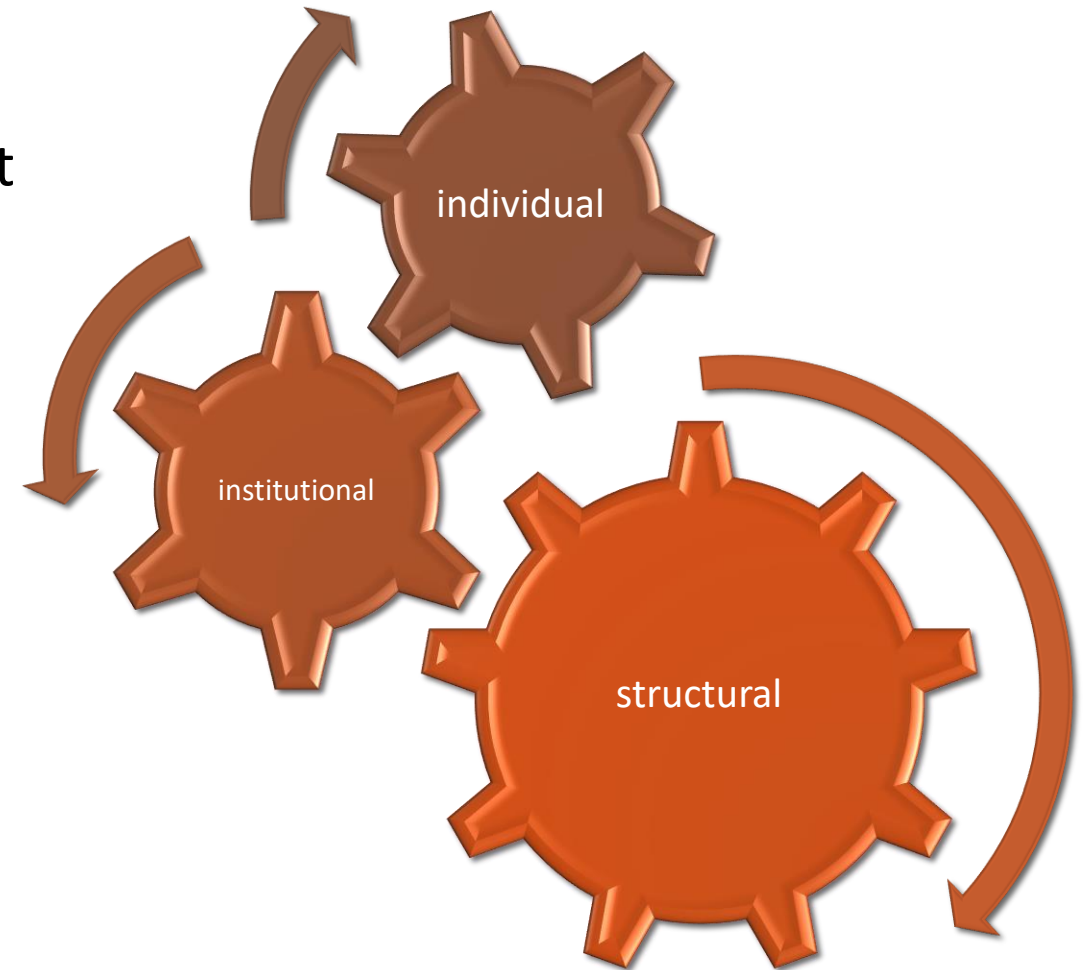
structural

Structures are a part of our lives:

Operationalize

Turning theory to action

Racial equity tools

Data drives outcome

Racial (in)equity in policy and practice

Neighborhood investment

Location of city facilities

Streetlighting

DC Trash Transfer Stations

Percent Black (2010 Census)
2.5 - 20.4
23.1 - 43.7
44.7 - 65.4
66.8 - 85.5
86.9 - 99.2

What is an Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
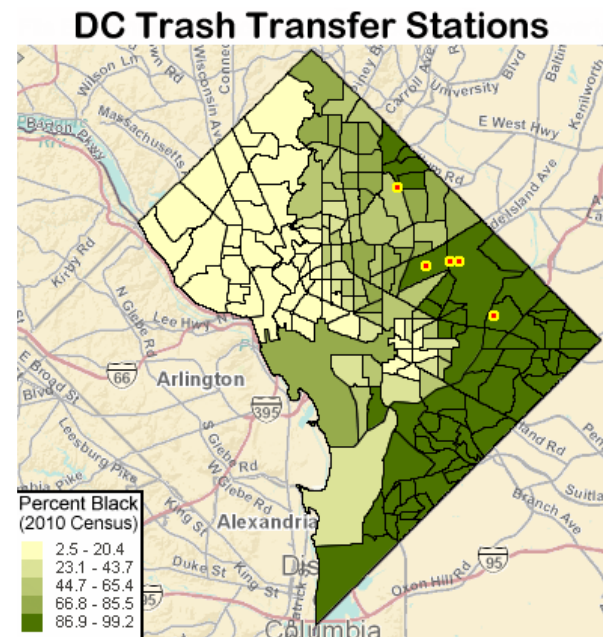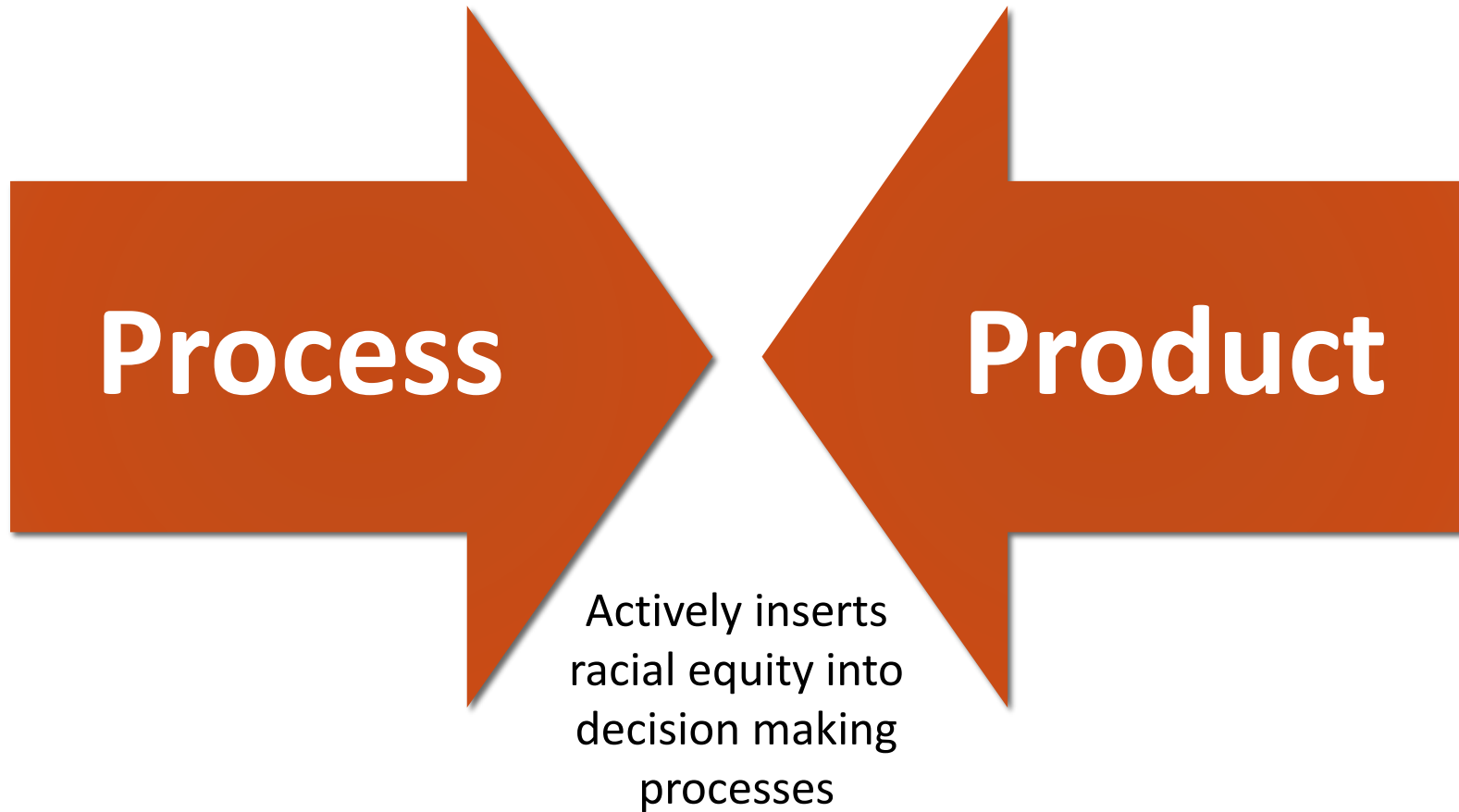
What is a Racial Equity Tool process?

1 • **Desired results**

2 • **Analysis of data**

3 • **Community engagement**

4 • **Strategies for racial equity**

5 • **Implementation plan**

6 • **Communications and accountability**

Who should use a Racial Equity Tool?

Elected officials

Government staff

Community

Case Study: Brittingham Park

City of
Madison

Accounts ▾   Services   Jobs   Agencies ▾   Data ↗   Contact ▾   Search

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Updates**   **Live &
Work**   **Health &
Safety**   **Visit &
Play**   **Business &
Development**   **Get
Around**   **City
Hall**   **Projects**

Department of Civil Rights and Madison Parks Open the City's First Barrier-Free Playground

Wednesday, October 25, 2017 - 8:20am

Date: Thursday, October 26, 2017
Time: 2:00 p.m.
Location: Brittingham Park
829 West Washington Ave
Madison

The City of Madison Department of Civil Rights and Madison Parks officials will meet with the media to highlight efforts to expand access and inclusion to play at the Brittingham Park accessible playground. By building a playground that everyone, regardless of ability, can access, the City has demonstrated a commitment to inclusion for all, youth and young-at-hearts alike. This playground was also the first opportunity for the City to conduct a community-requested equity analysis.

Access is a civil right. This new playground highlights the City's commitment to promoting equality for all while demonstrating the importance of inclusion for Madison's youth.
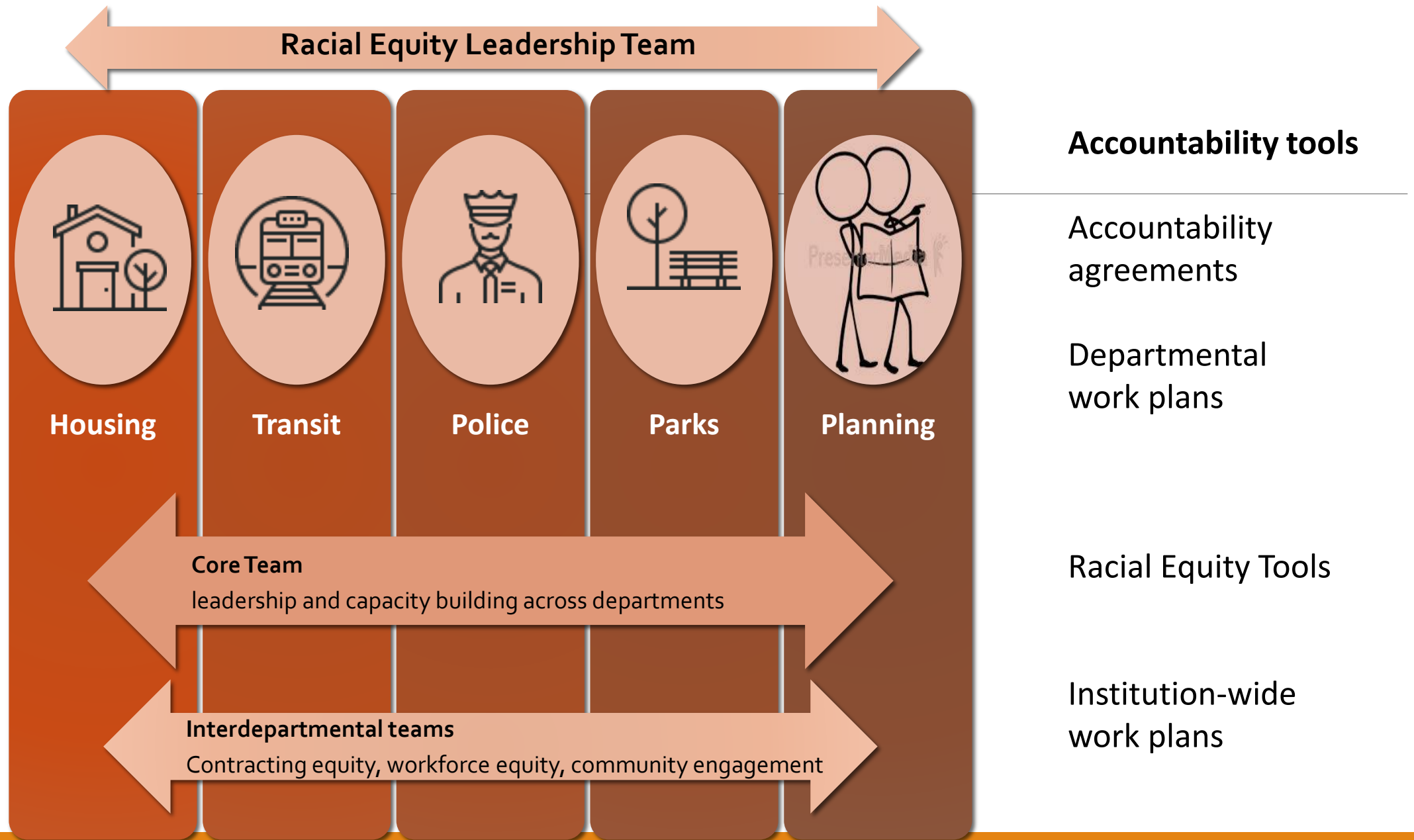
Pair & Share

Can you think of a decision, project or policy in your work that could benefit from an equity analysis?

- What would you hope to learn or gain?

- Who would need to be involved?

Organize

Internal infrastructure

External partners

Racial Equity Leadership Team

Housing | Transit | Police | Parks | Planning

Core Team
leadership and capacity building across departments

Interdepartmental teams
Contracting equity, workforce equity, community engagement

Accountability tools

Accountability agreements

Departmental work plans

Racial Equity Tools

Institution-wide work plans

Continuum of Engagement

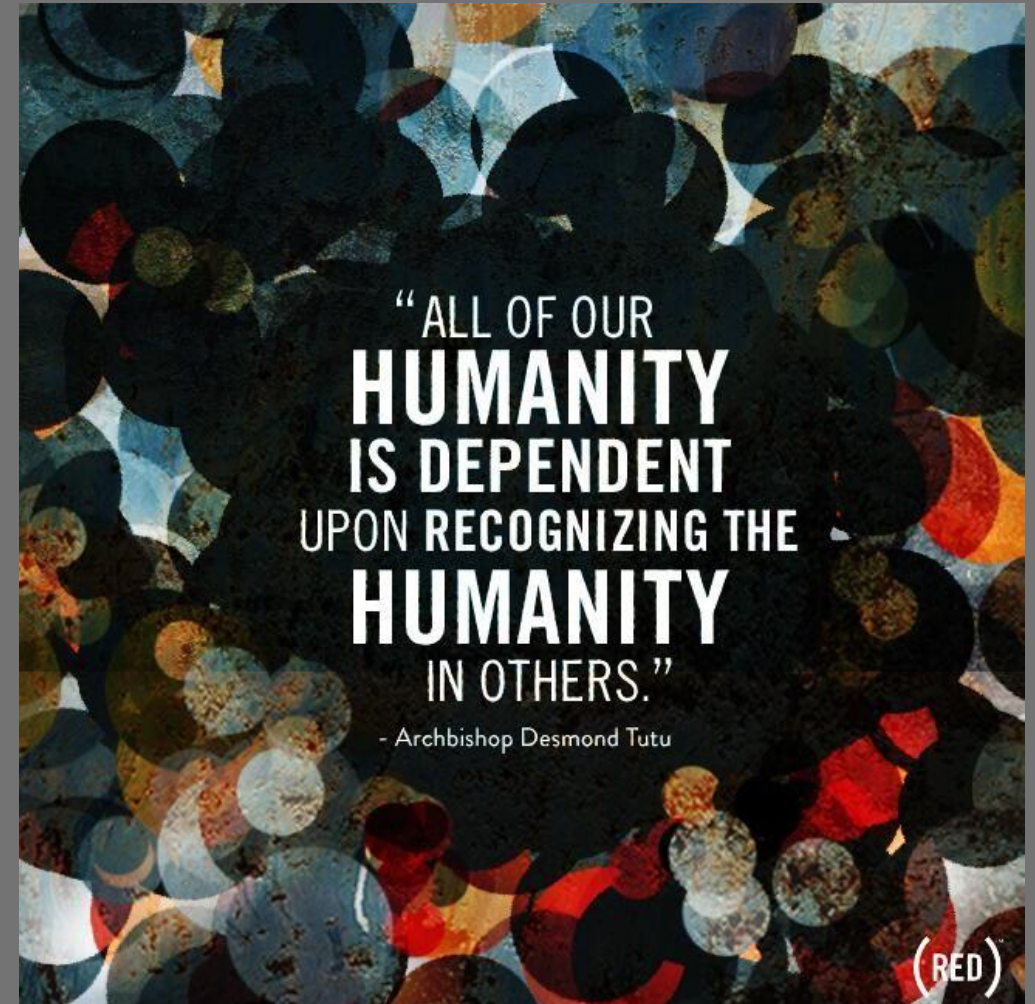| Inform	Outreach	Engage	Lead	Invest	Own
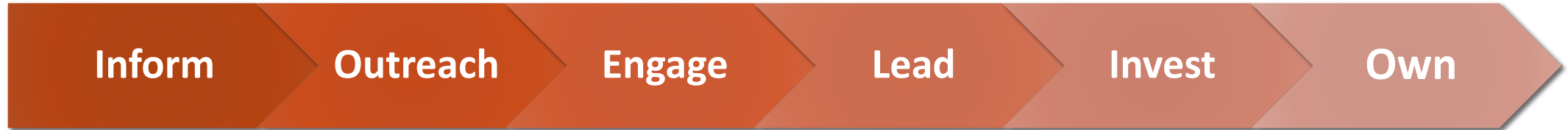
- **With community,** identify and design

- Have a shared goal

- Identify what needs to change

- Identify what needs to be deconstructed

- Identify what needs to be created

- Remember, common values but varying capacities

- Goal is to **shift power**

What can we do day-to-day?

- Check biases and beliefs – implicit bias assessment

- Ask questions

- Commitment

- Relationship building

- Continuous learning

- Self-care

- Strategic analysis

  - Who participates?
  - Who benefits?
  - Who is burdened?
  - What are the unintended consequences?

"ALL OF OUR HUMANITY IS DEPENDENT UPON RECOGNIZING THE HUMANITY IN OTHERS."
- Archbishop Desmond Tutu

(RED)

Thank you!

Jordan Bingham

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