Advancing Racial Equity: The Role of Government

A Look at GARE California in Year 3

September 21, 2018

Government Alliance on Race and Equity
Dwayne S. Marsh, coDirector

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WE HAVE UNITED
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IS AMERICA POSSIBLE?

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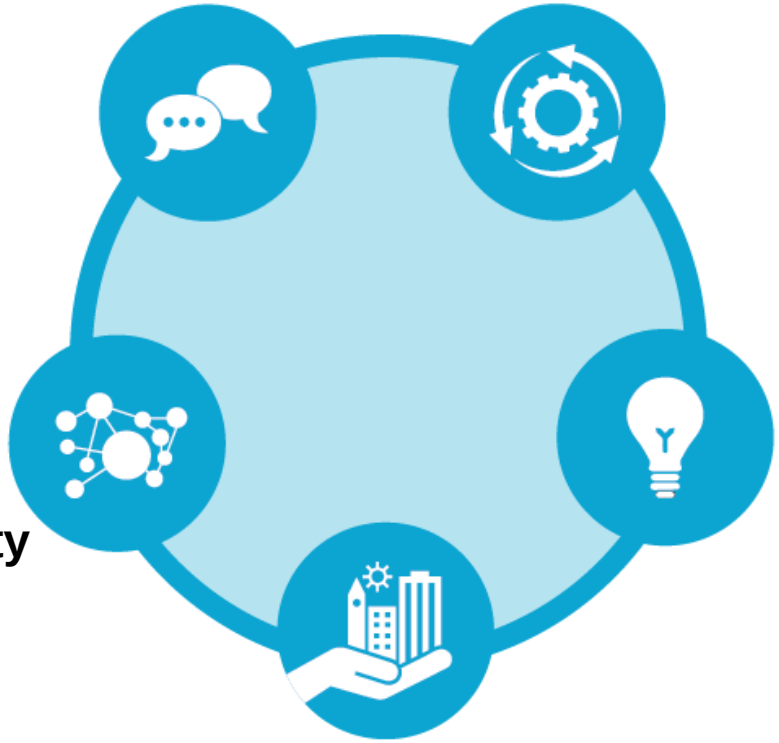
Our Five Functions

Narrative Shift

Institutional and Sector Change



Research

Movement and Capacity Building

Policy Development

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Racial inequity in the U.S.

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

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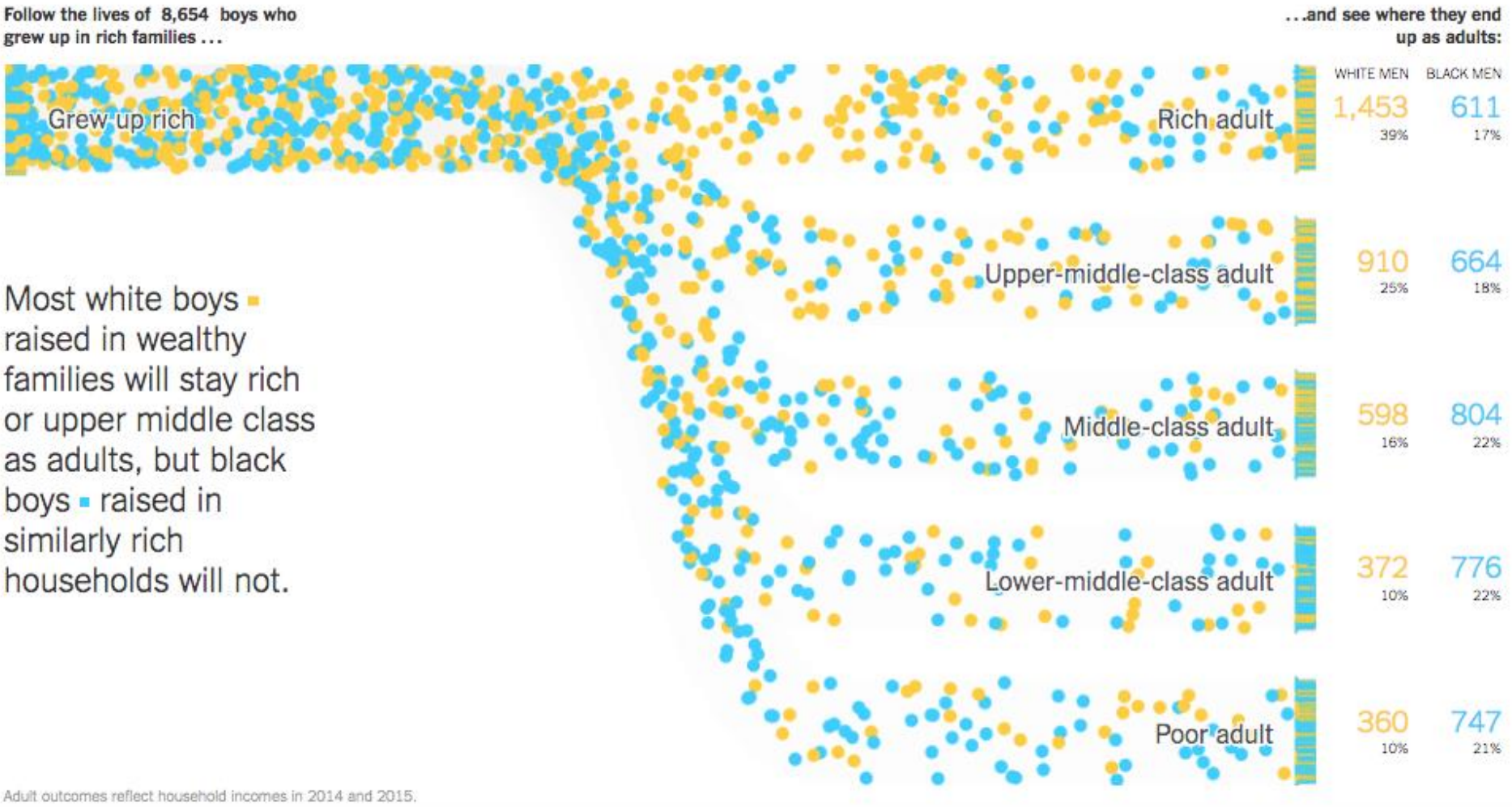
Racial inequity in the U.S.



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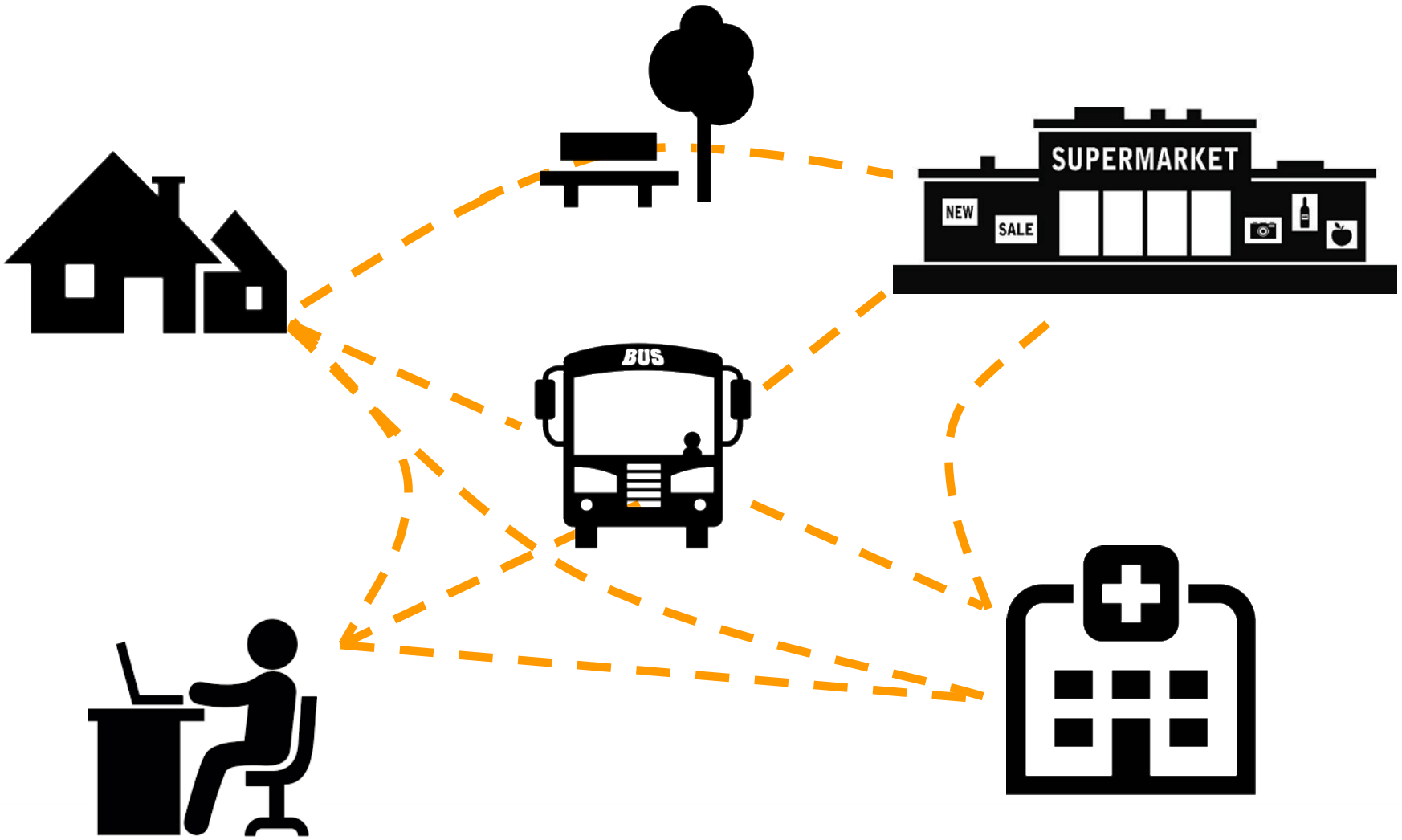
Structural racism

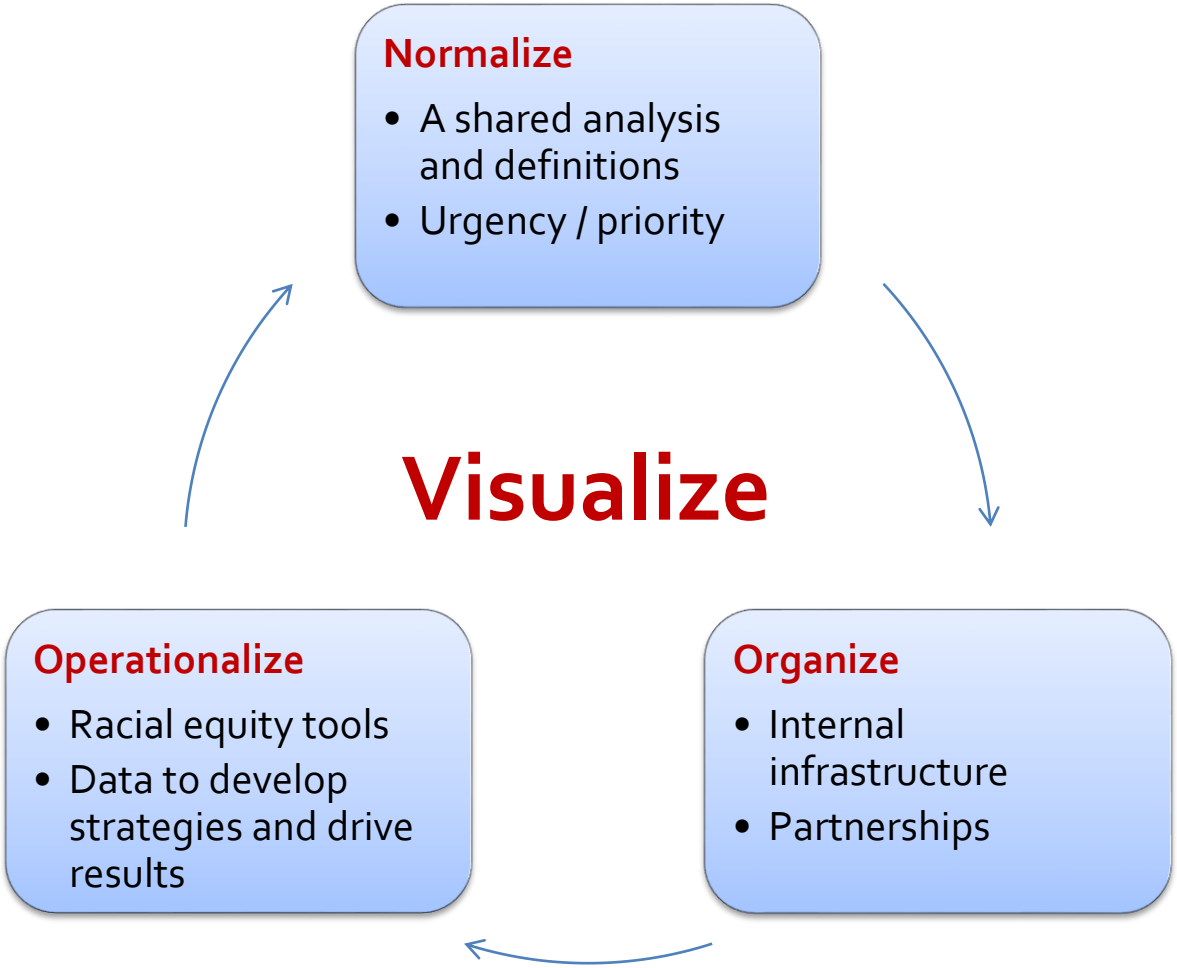
A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

- Aspen Institute

Structural Inclusion



National effective practice



Individual racism:

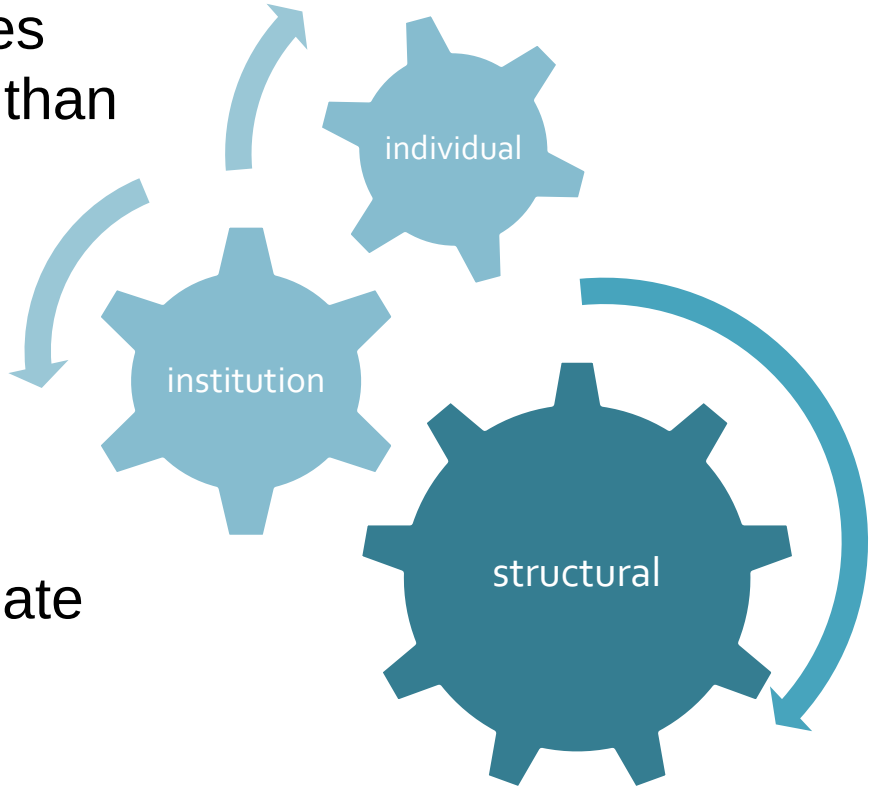
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

Policies, practices and procedures that work better for white people than for people of color, often unintentionally.

Structural racism:

A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



History of government and race

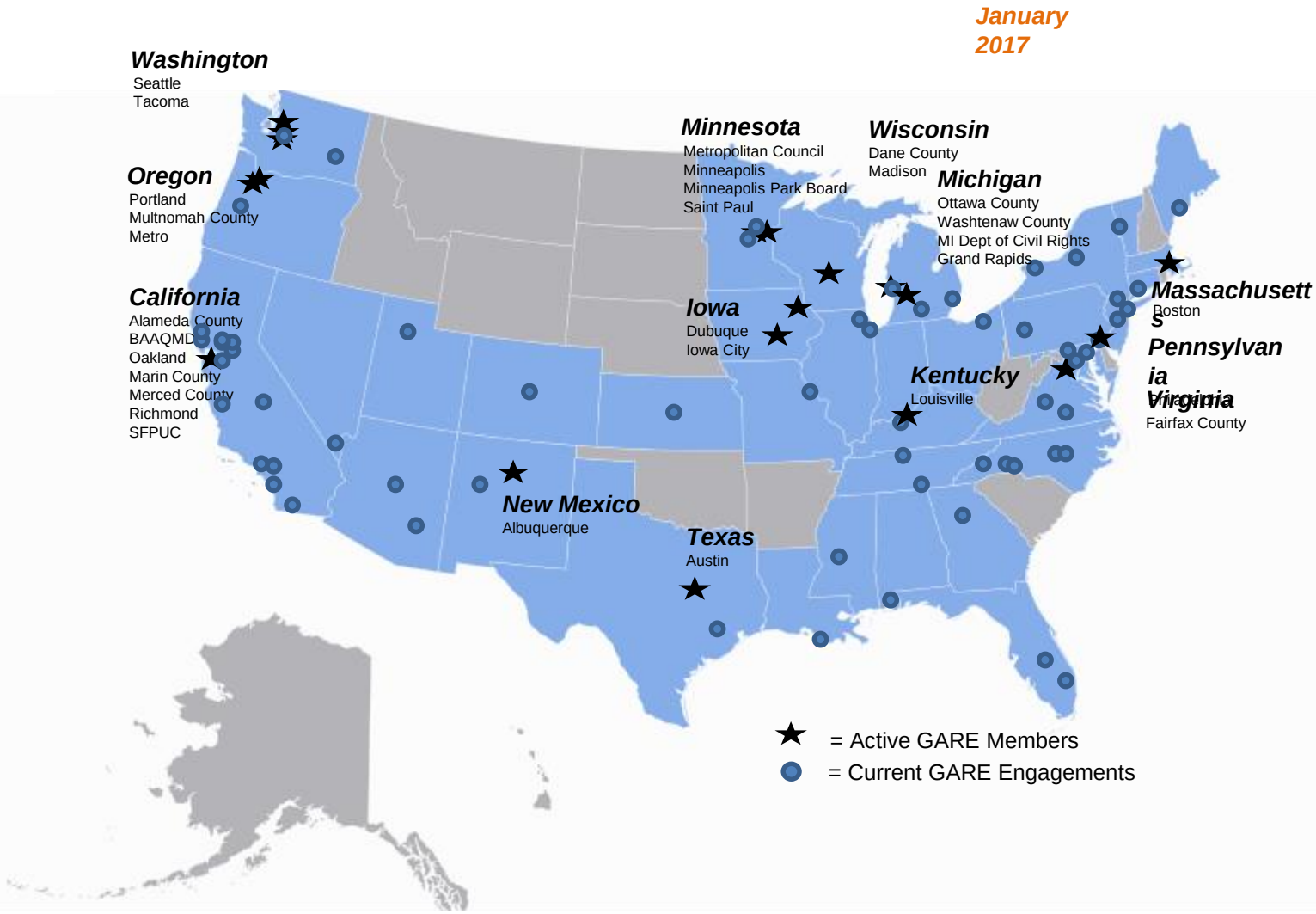
Initially explicit	Became implicit	Government for racial equity
Government explicitly creates and maintains racial inequity.	Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.	Proactive policies, practices and procedures that advance racial equity.

Government Alliance on Race and Equity

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

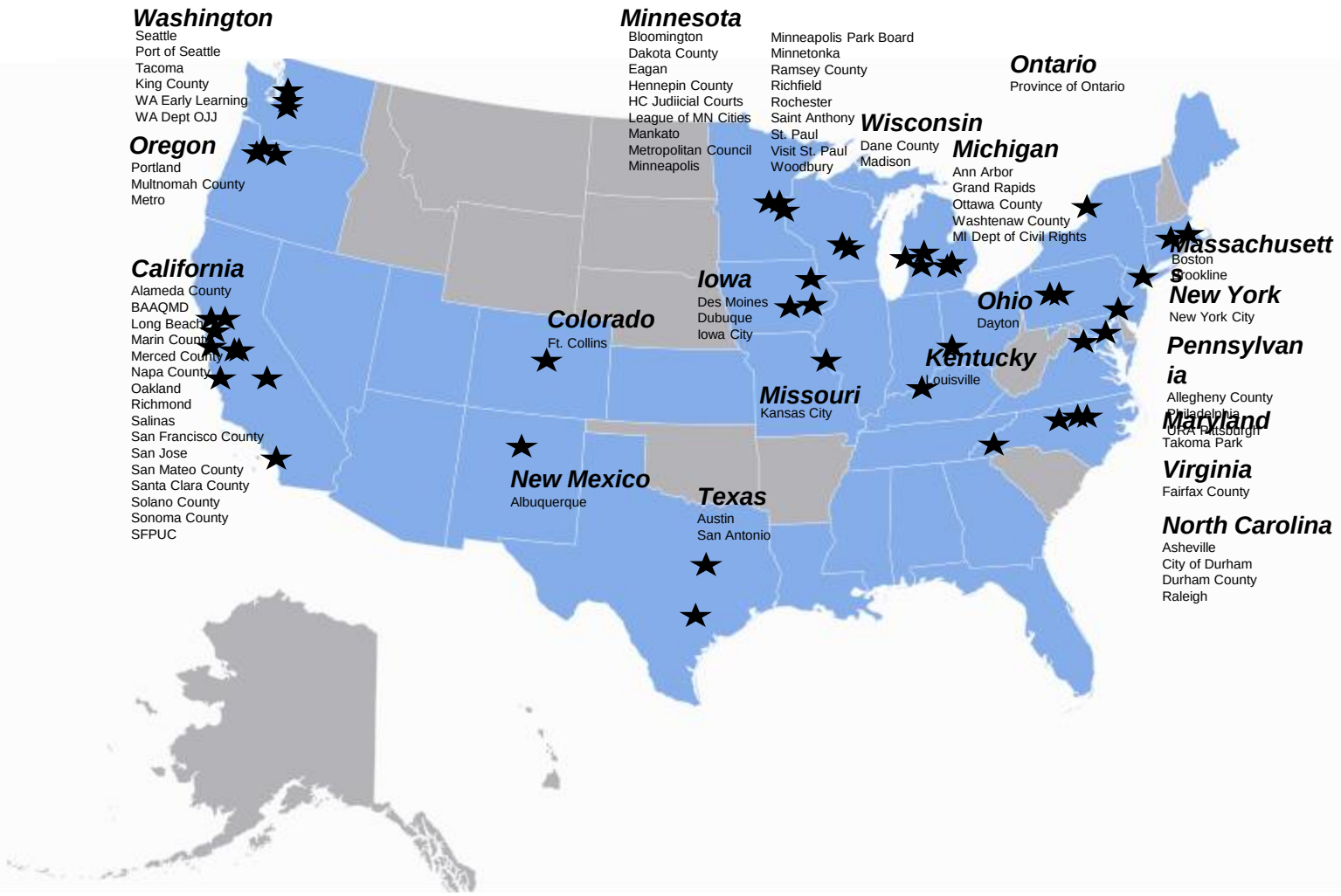
- ✓ Core network – ~~59~~ ~~67~~ ~~78~~ 85 members
- ✓ Engaged jurisdictions – 30 states / 150+ cities
- ✓ Provide tools to put theory into action

Government Alliance on Race and Equity



Government Alliance on Race and Equity

April 2018



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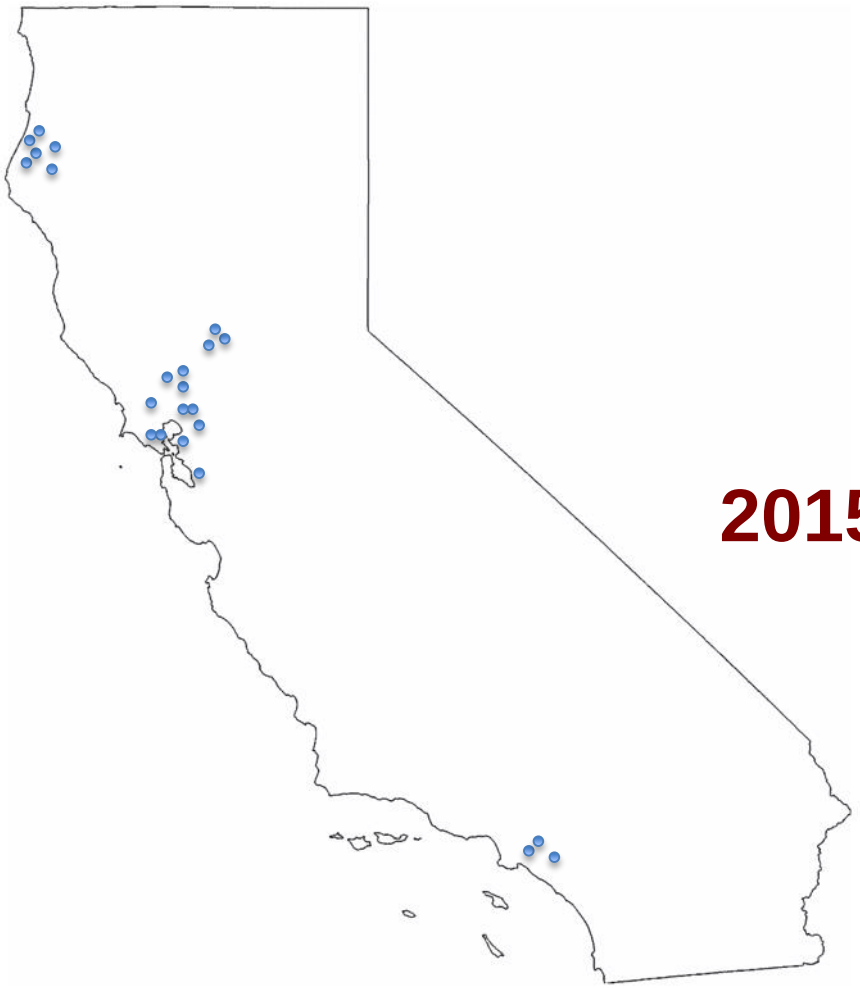
California Leads the Way



2015

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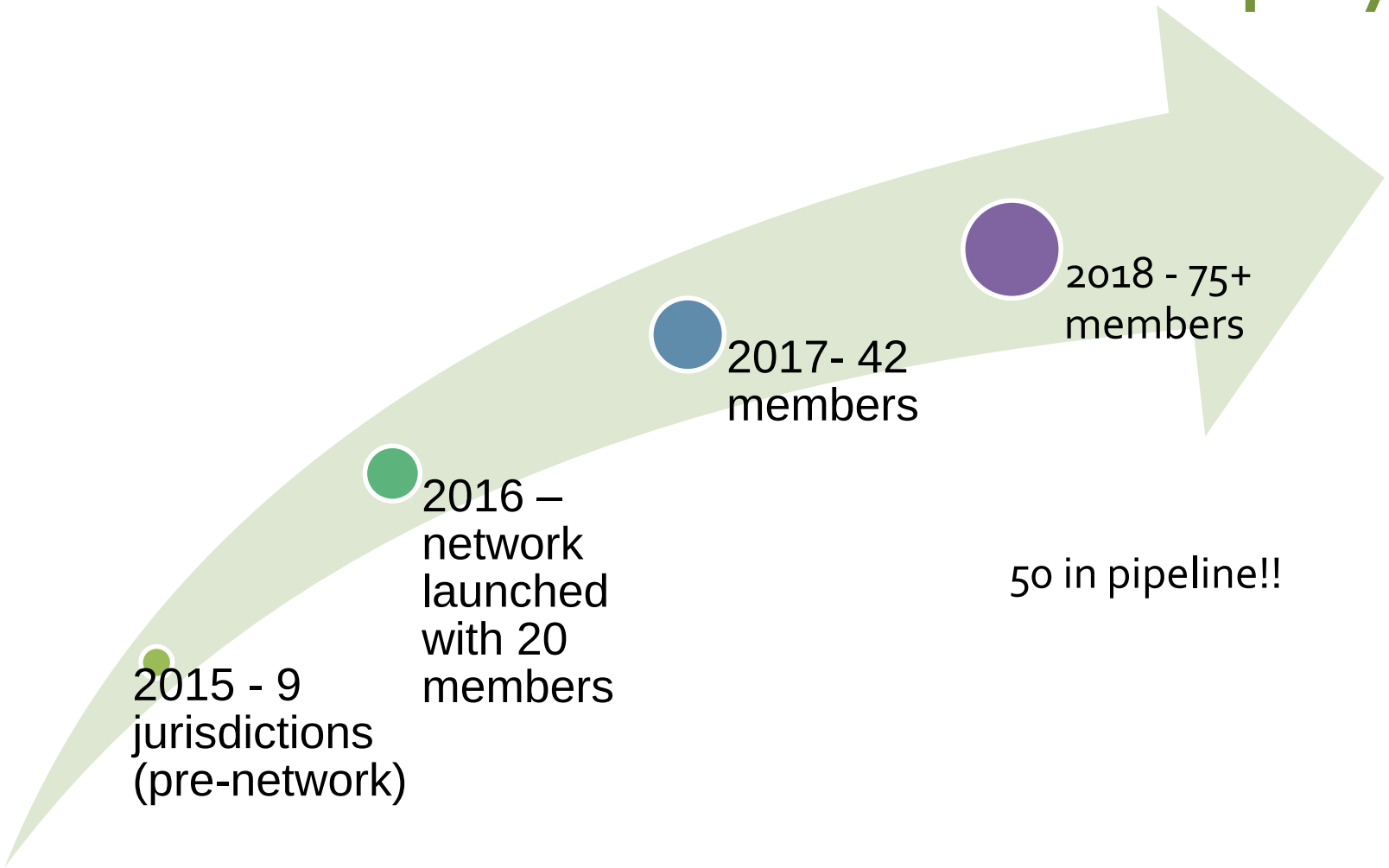
Government Alliance on Race and Equity



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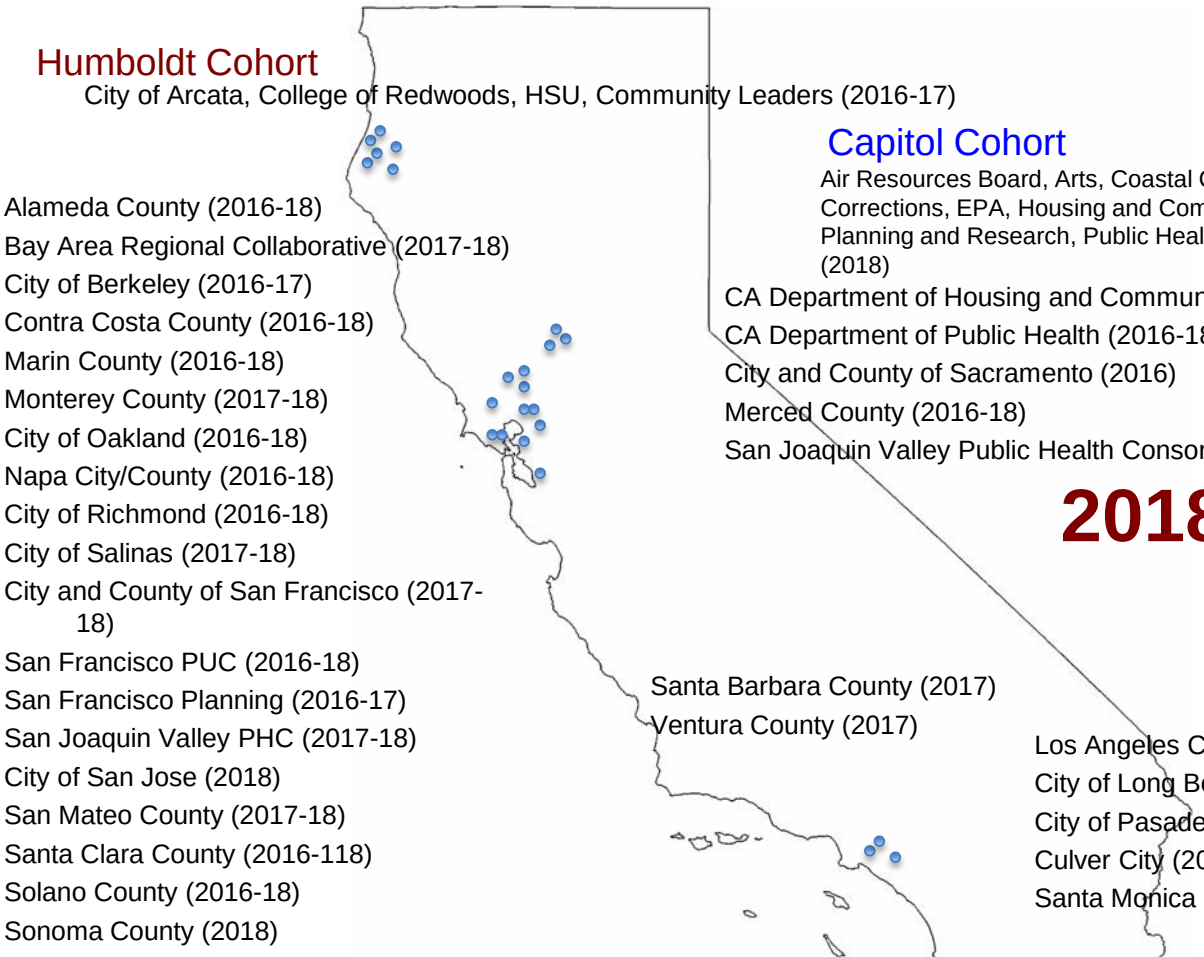

Humboldt Cohort

City of Arcata, College of Redwoods, HSU, Community Leaders (2016-17)

Capitol Cohort

Air Resources Board, Arts, Coastal Commission, Community Services and Development, Corrections, EPA, Housing and Community Development, Parks and Recreation, Planning and Research, Public Health, Social Services, Strategic Growth, Transportation (2018)

Alameda County (2016-18)
Bay Area Regional Collaborative (2017-18)
City of Berkeley (2016-17)
Contra Costa County (2016-18)
Marin County (2016-18)
Monterey County (2017-18)
City of Oakland (2016-18)
Napa City/County (2016-18)
City of Richmond (2016-18)
City of Salinas (2017-18)
City and County of San Francisco (2017-18)
San Francisco PUC (2016-18)
San Francisco Planning (2016-17)
San Joaquin Valley PHC (2017-18)
City of San Jose (2018)
San Mateo County (2017-18)
Santa Clara County (2016-118)
Solano County (2016-18)
Sonoma County (2018)

CA Department of Housing and Community Development (2016-18)
CA Department of Public Health (2016-18)
City and County of Sacramento (2016)
Merced County (2016-18)
San Joaquin Valley Public Health Consortium (2017-18)

2018

Santa Barbara County (2017)
Ventura County (2017)

Los Angeles County (2016-18)
City of Long Beach (2016-18)
City of Pasadena (2016)
Culver City (2017-18)
Santa Monica (2017-18)

24.5 million residents in California jurisdictions participating in GARE

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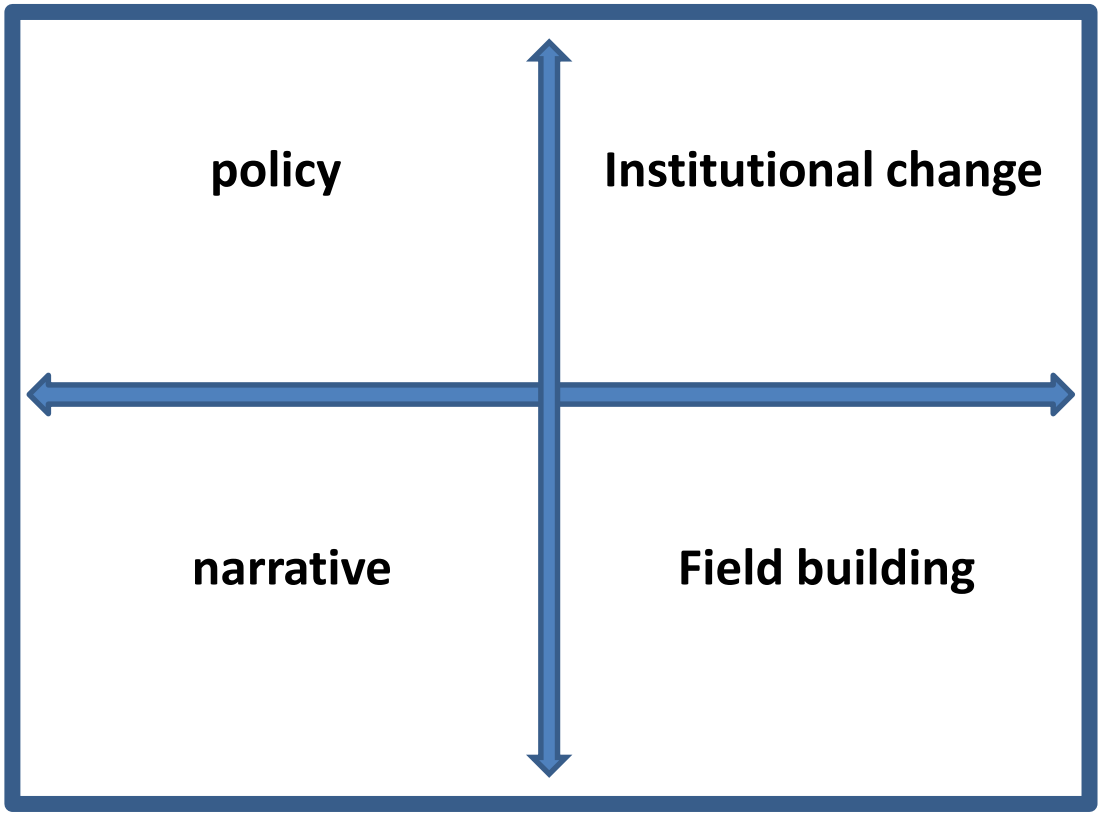
Operationalizing



Normalizing

Organizing

Visualizing

GARE 2018 Introductory Cohort

Jurisdiction

- Alameda County
- Bay Area Regional Collaborative
- Monterey County
- Napa County
- City of Richmond
- Contra Costa

Jurisdiction

- San Francisco County
- City of San Jose
- Santa Clara County
- Sonoma County
- State Coastal Conservancy

GARE 2018 Introductory Cohort

Jurisdiction

- Culver City
- Los Angeles County
- City of Santa Monica

Learning Cohorts to Advance Racial Equity

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 participating, each jurisdiction receives:

- 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

Why we lead with race

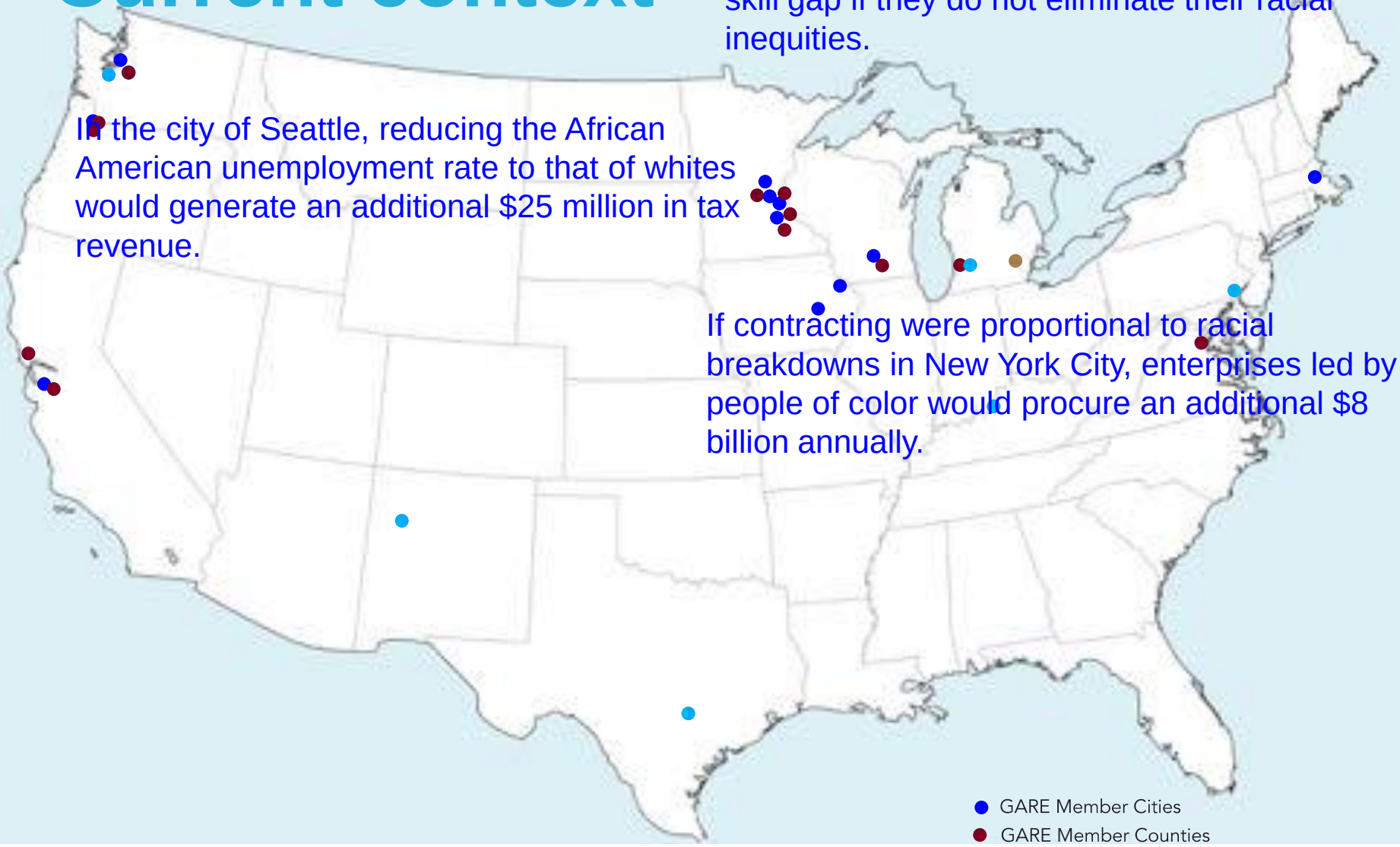
- Racial inequities deep and pervasive
- Racial anxiety on the rise – race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters

Current context

By 2040, the Twin Cities will have a 30 percent skill gap if they do not eliminate their racial inequities.

If the city of Seattle, reducing the African American unemployment rate to that of whites would generate an additional $25 million in tax revenue.

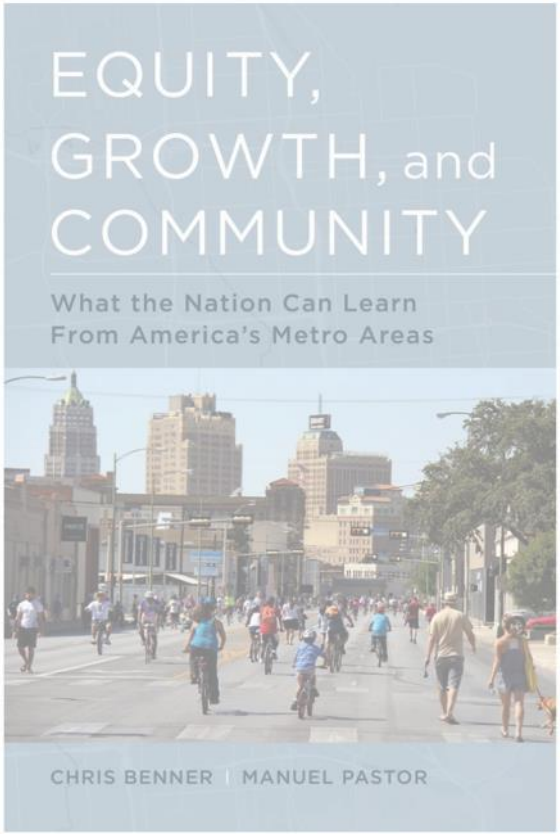
If contracting were proportional to racial breakdowns in New York City, enterprises led by people of color would procure an additional $8 billion annually.



various sources

Current context

About Equity, Growth, and Community



What the Nation Can Learn From America's Metropolitan Regions

In the last several years, much has been written about growing economic challenges, increasing income inequality, and political polarization in the United States. This new book by Chris Benner and Manuel Pastor argues that lessons for addressing these national challenges are emerging from a new set of realities in America's metropolitan regions: first, that inequity is, in fact, bad for economic growth; second, that bringing together the concerns of equity and growth requires concerted local action; and, third, that the fundamental building block for doing this is the creation of diverse and dynamic epistemic (or knowledge) communities, which help to overcome political polarization and help regions address the challenges of economic restructuring and social divides.

Benner and Pastor examine how inequality stunts economic growth and how bringing together equity and growth requires concerted local action. Combining data, case studies, and [illegible] the book offers a powerful prescription not just for metros but for our national challenges of slow job growth, rising economic inequality, and sharp political polarization.

The greater the income gaps between rich and poor, the more likely the region is to lose jobs during economic shocks and the longer it will take to recover.

Learn More About the Book

Read and Download for Free

This book, the latest fruit of a highly productive collaboration between two first-rate thinkers, is both immensely wise and highly practical—a must-read. Benner and Pastor blow apart simplistic ideas about collaborative problem-solving—which tend to stop at reframing or the magic of dialogue—to show how the locally driven process of generating shared knowledge, risk-taking and even productive conflict can generate real progress on the most urgent challenges our country and our communities face.

Xavier de Souza Briggs, author of Democracy as Problem Solving: Civic Capacity in Communities across the Globe

Pastor & Benner , 2015

Current context

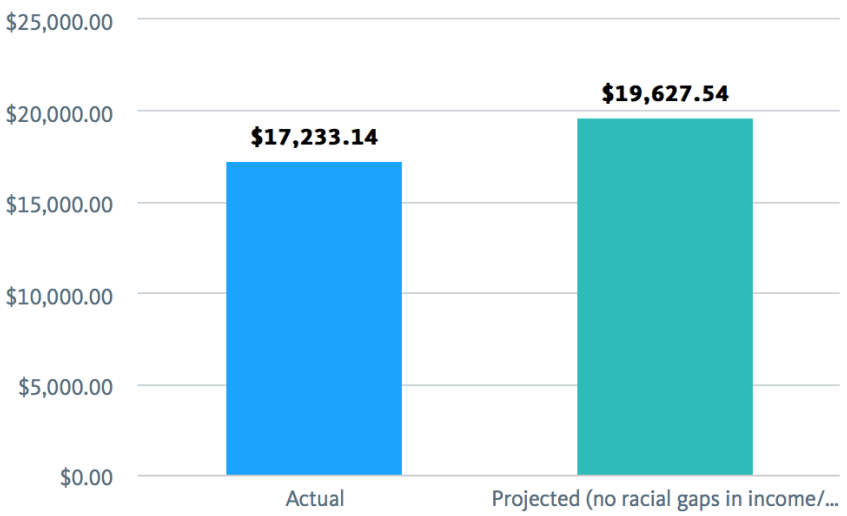
Equity is the Superior Growth Model

Economists, business leaders, and elected officials increasingly recognize that inequality is hindering economic growth and racial and economic inclusion are the drivers of robust economic growth. To build a strong next economy, leaders in the private and public sector need to advance an equitable growth agenda: a strategy to create good jobs, increase human capabilities, and expand opportunities for everyone to participate and prosper. Equity will make America stronger.

The economic benefits of equity

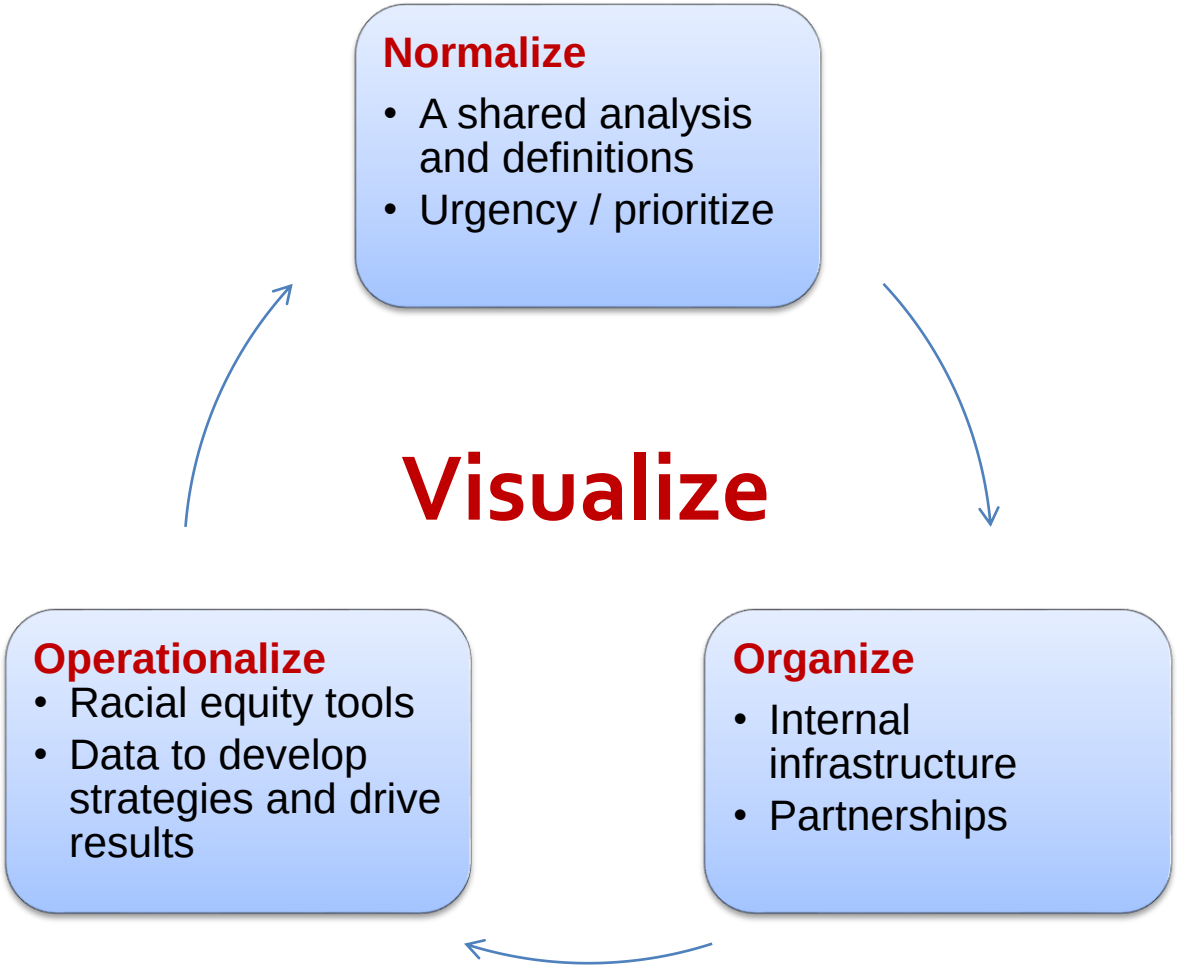
Racial economic inclusion is good for families, good for communities, and good for the economy. Nationally, GDP would have been $2.4 trillion higher in 2014 if people of color had earned the same their white counterparts. We also know millions fewer would have lived in poverty, there would be billions more in tax revenue, and a smaller Social Security deficit overall.

Actual GDP and estimated GDP with racial equity in income (billions): United States, 2014



PolicyLink, 2015

National best practice



Core Lessons

- Communication and Transparency: Build support and relationships with community.
- Navigating the Political Landscape: Map institutional power to build political will and leadership buy-in.
- Cultivating Leaders: Find the sparkplugs and assemble a cohesive, diverse group of government employees to carry forward racial equity work.
- Expanding Regional Collaboration and Growing the Field: Create opportunities for coordinating with neighboring jurisdictions and engage others in the region to develop a regional strategy for dismantling racial inequities.
- Sharing the Field of Practice: Be strategic and use all policy levers and tools available to advance racial equity.
- Maximizing Measurable Impact in the Community: Conduct evaluations and surveys, using data, and establishing performance measures

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Progress

- Resolutions advancing Racial Equity (Marin, Richmond, Contra Costa)
- Racial Equity Action Plans developed (more than 20 in the West)
- Offices of Equity initiated (Long Beach, Oakland)
- Cross-jurisdictional collaboration (Napa, Solano)
- Institutional Change initiatives (Los Angeles County, Santa Clara County)
- Statewide institutional interrogation (State of California)
- Racial Equity Tool application (Berkeley)

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What's worked

- Collective learning – regional synergies emerge when allies can compare notes, experiences, and struggles
- Customized technical assistance that recognizes that patterns build movements but nuance sharpens impact
- Curriculum built on field of practice to create the ultimate open source democracy upgrade
- Peer-to-peer strategizing let's bureactivists find each other, exchange tactics, lift floors and raise ceilings
- Speaker Series expertise demonstrates that jurisdictions have mileposts for which to strive
- Consistency, integrity, delivery staff competence, patience, solidarity, and dependability have built GARE CA brand

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What's next

- Depth with core cohorts ensuring the success of Bay Area and Southern California efforts
- More localities to complement range of counties that have participated in the program
- Inland Empire, Northeast CA, Central Valley, San Diego in recognition of diversity of state regions
- In-depth exchange within and beyond California (membership, gatherings, peer crossovers)
- Local/state alignment to create improved condition for implementation
- Increase philanthropic investment to get maximum leverage from local jurisdictions commitment

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