

Advancing Racial Equity

April 7, 2016

Government Alliance on Race and Equity Northern California Baseline Assessment Results

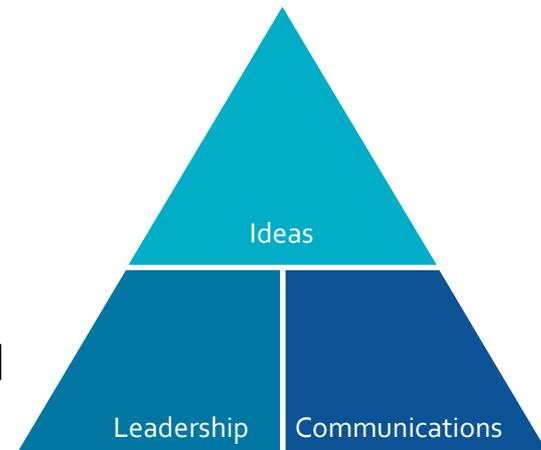
Government Alliance on Race and Equity

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

- ✓ Supporting jurisdictions at the forefront
- ✓ Expanding jurisdictions – in 30 states and over 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Center for Social Inclusion

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.



SOLUTIONS THAT WORK FOR EVERYONE

Racial equity means:

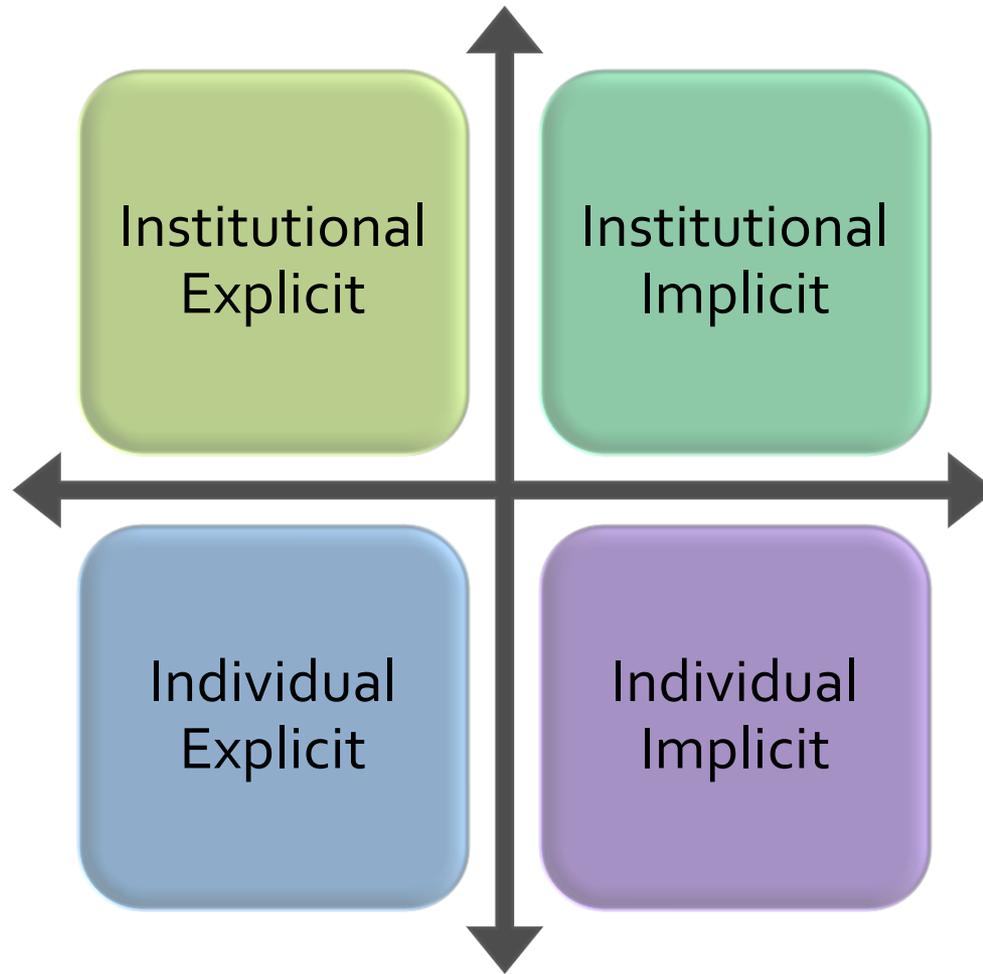
- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures



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What is a Racial Equity Tool process?



Transactional / transformational change

“The single biggest failure in change initiatives is to treat adaptive challenges like technical problems.”

Transactional approaches are *issue-based* efforts that help individuals negotiate existing structures. These solutions “transact” with institutions to get a short-term gain for communities, but leave the existing structure in place.

Transformative approaches are *policy* initiatives that cross multiple institutions that shift efforts towards pro-active solutions. These solutions alter the ways institutions operate thereby shifting cultural values and political will to create racial equity.

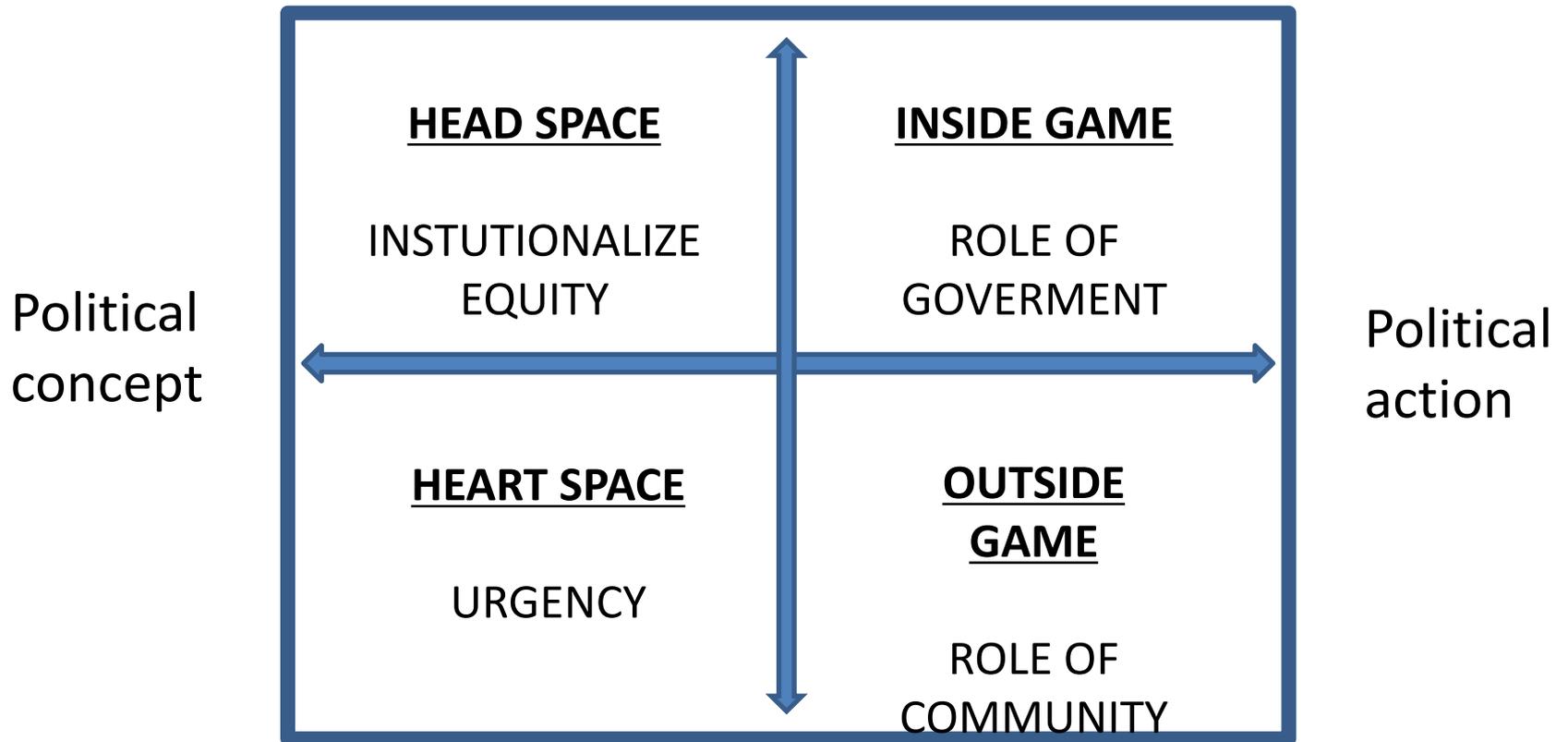


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Rational



Emotional

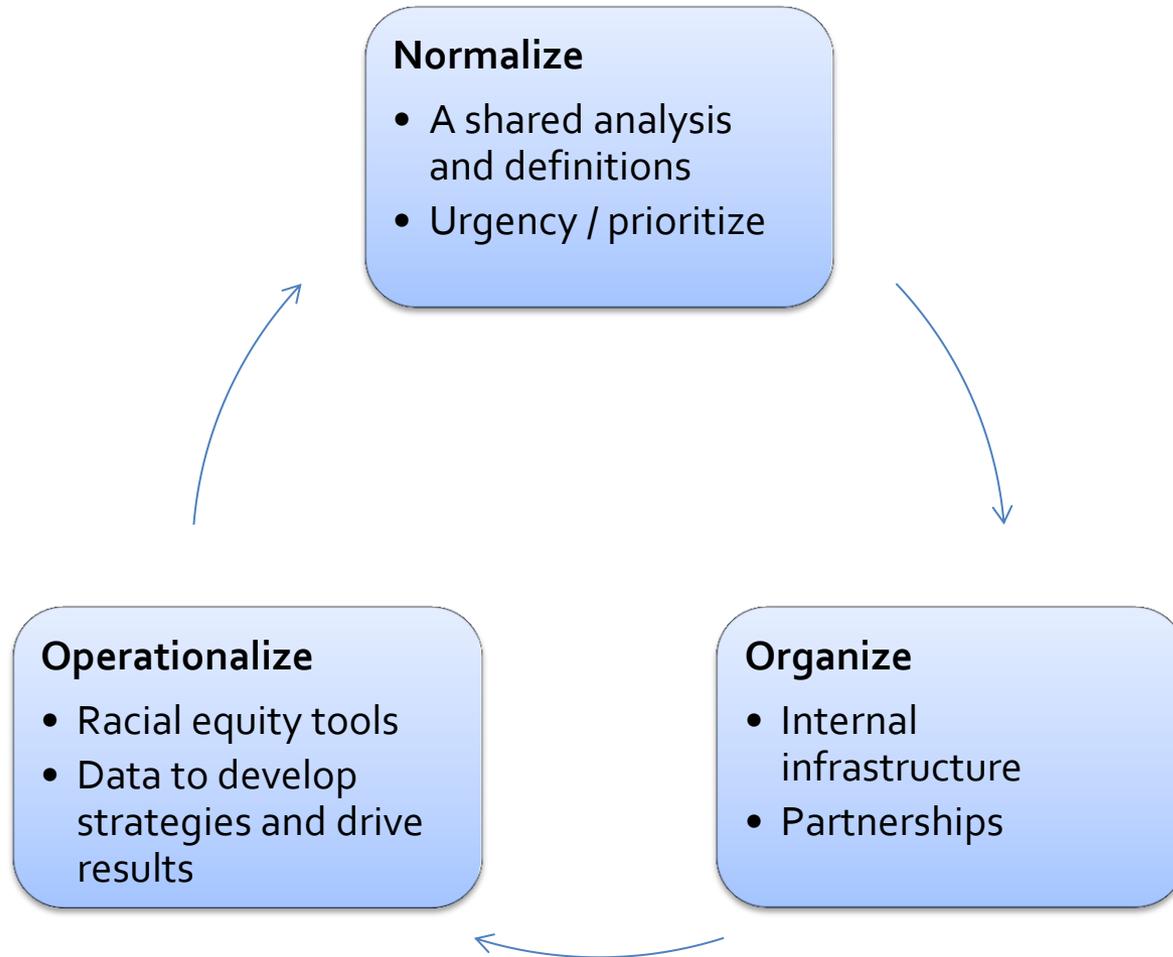


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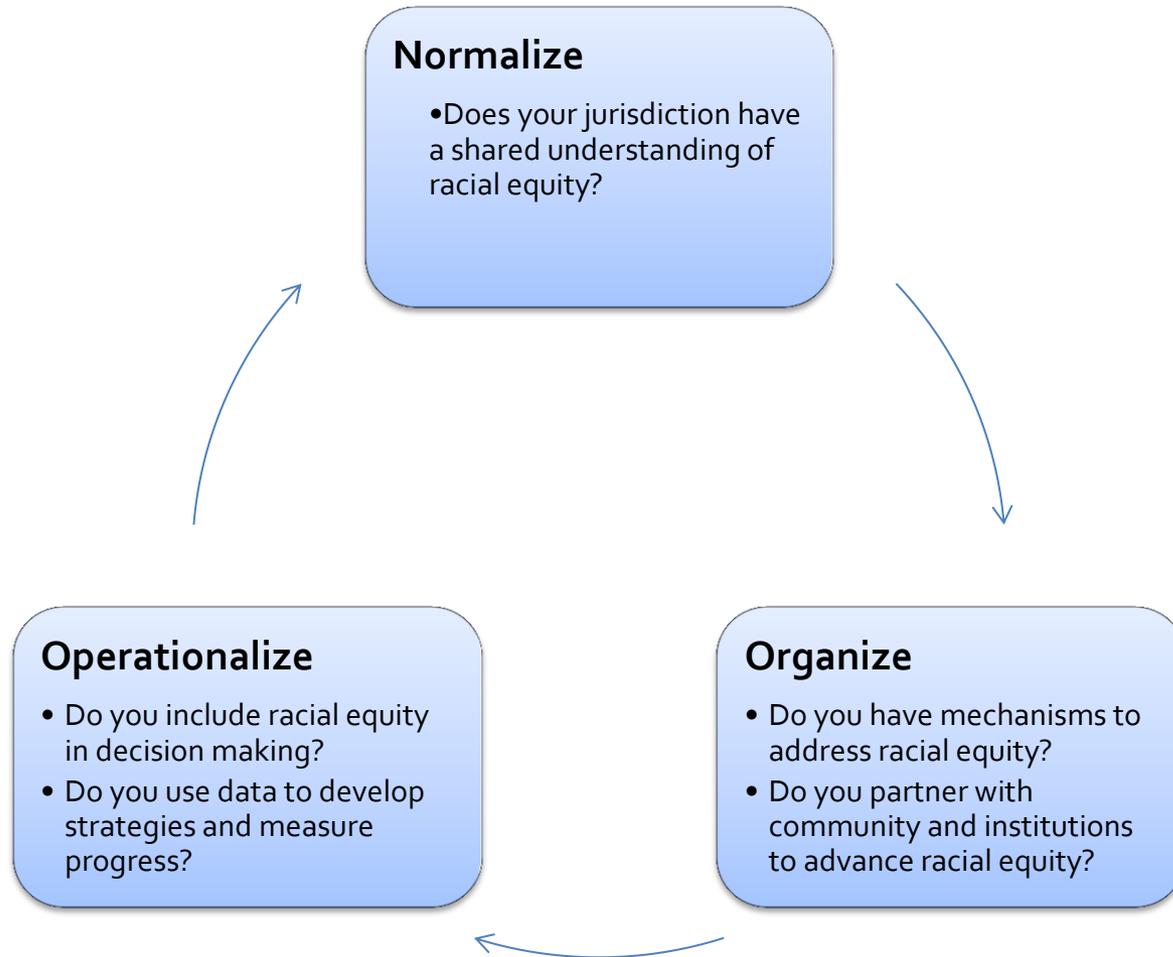


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National best practice



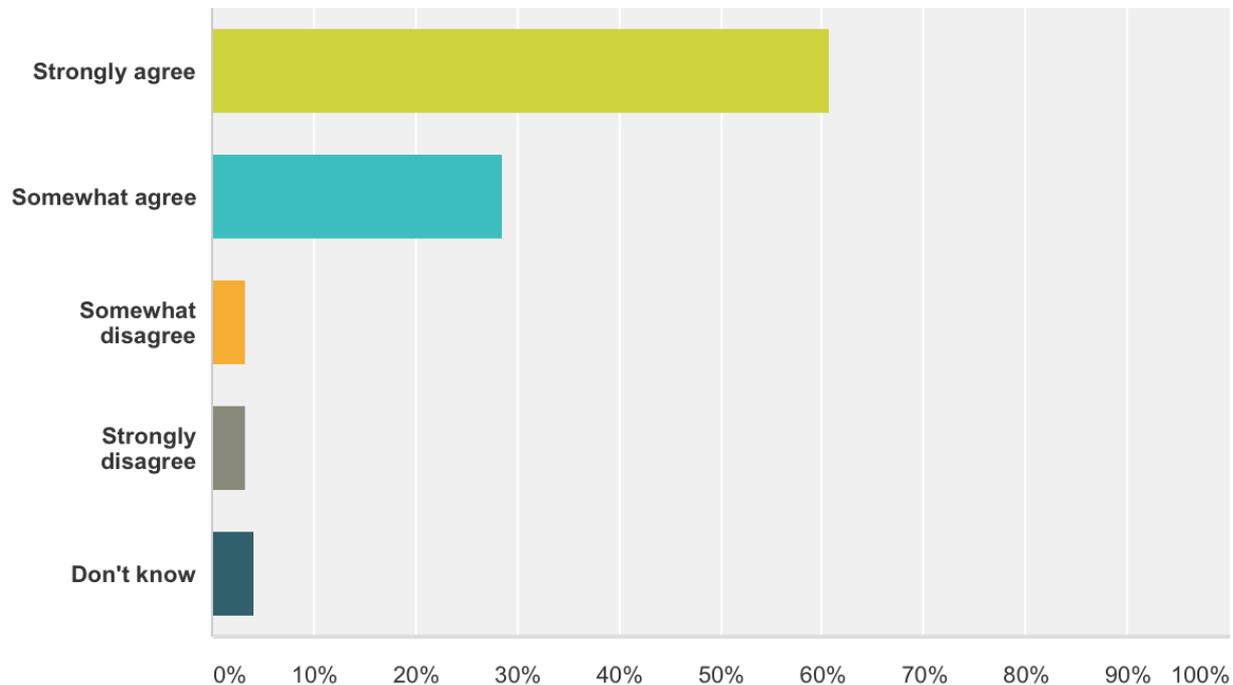
Assessing our organization



Findings

In general, I have found discussions, trainings or workshops about racial equity to be useful for my work.

Answered: 122 Skipped: 0



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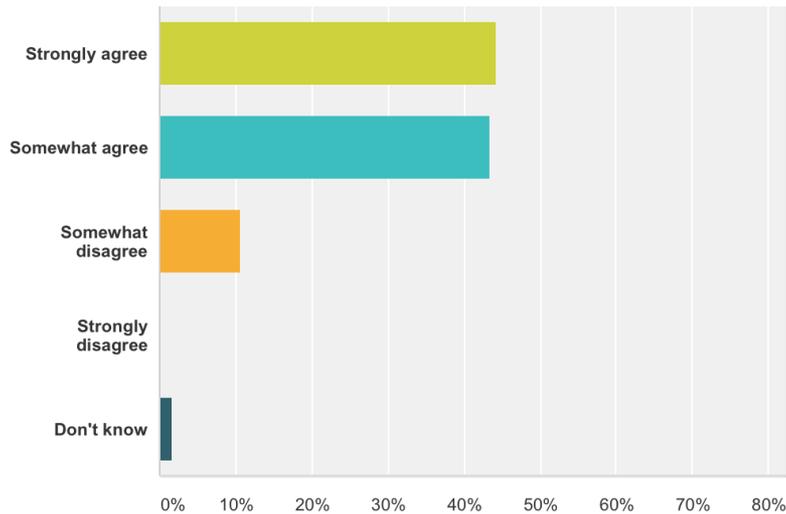


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Findings

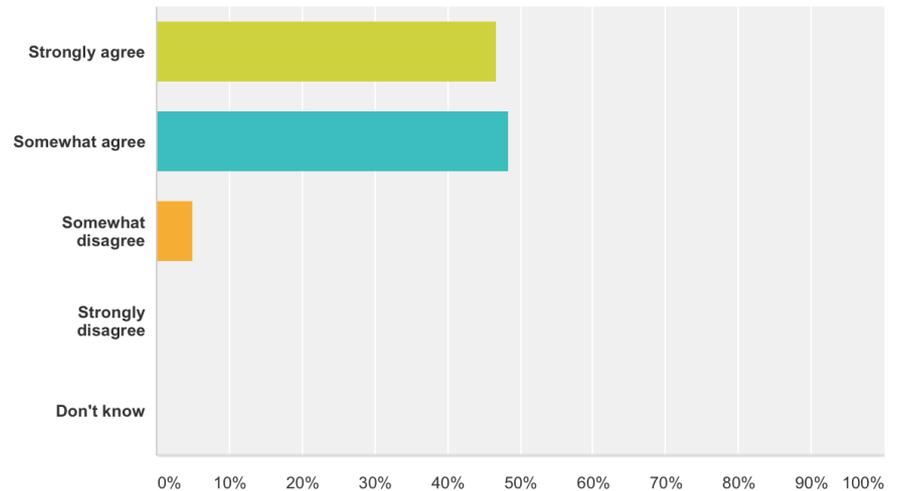
I feel competent in my interactions with other races and cultures.

Answered: 122 Skipped: 0



I have a basic understanding of racial equity.

Answered: 122 Skipped: 0



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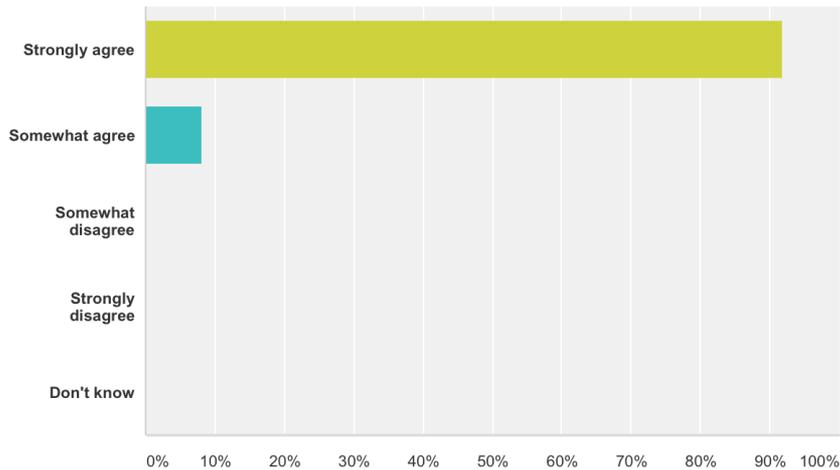


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Findings

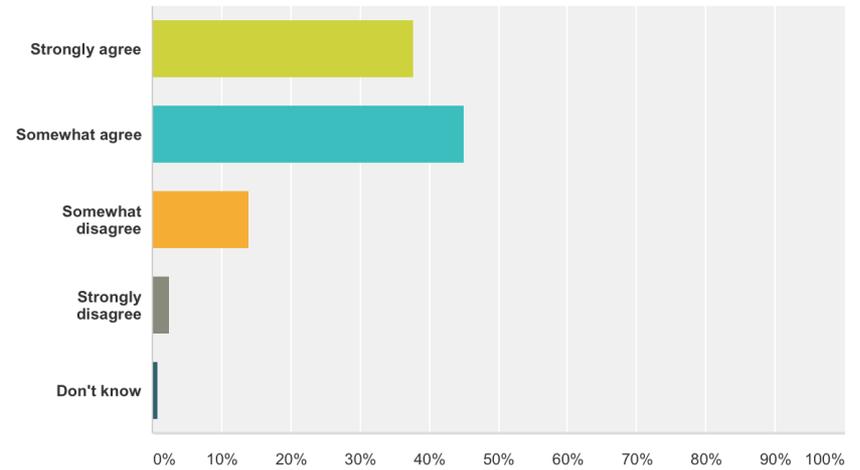
I think it is valuable to examine and discuss the impacts of race in our workplaces.

Answered: 122 Skipped: 0



I feel comfortable talking about race within my work setting.

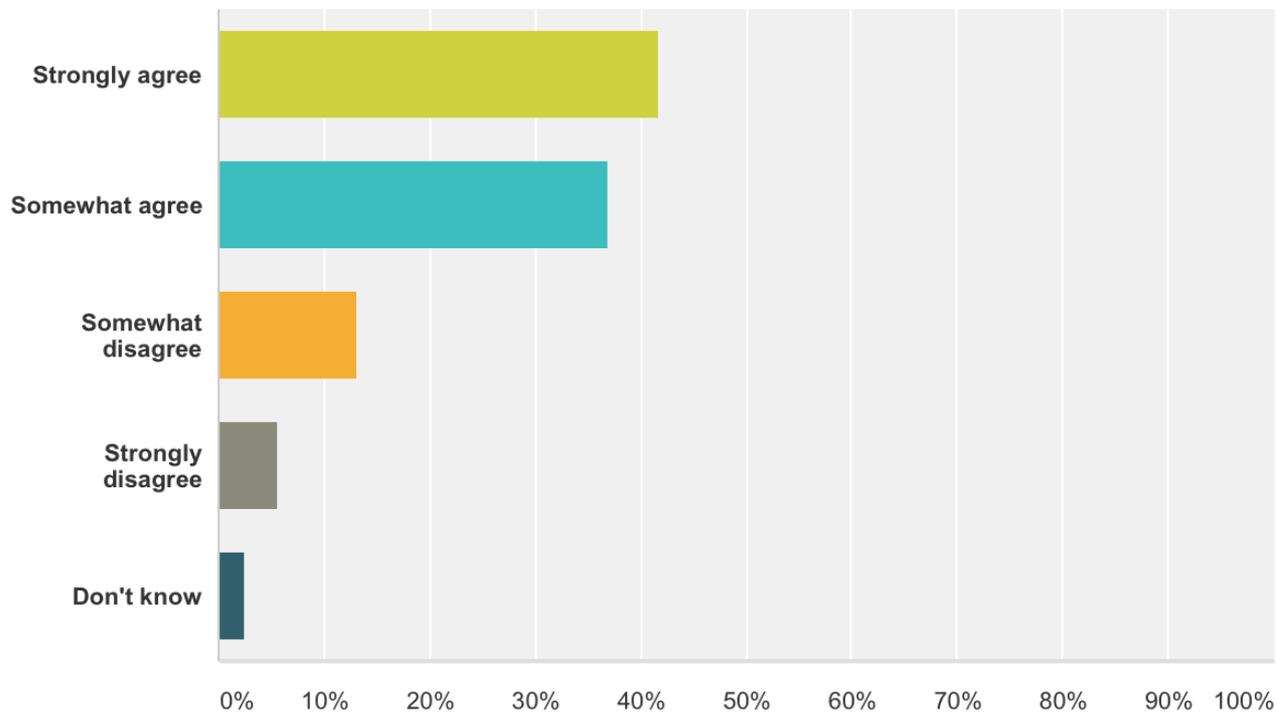
Answered: 122 Skipped: 0



Findings

I am actively involved in advancing racial equity in my workplace.

Answered: 122 Skipped: 0



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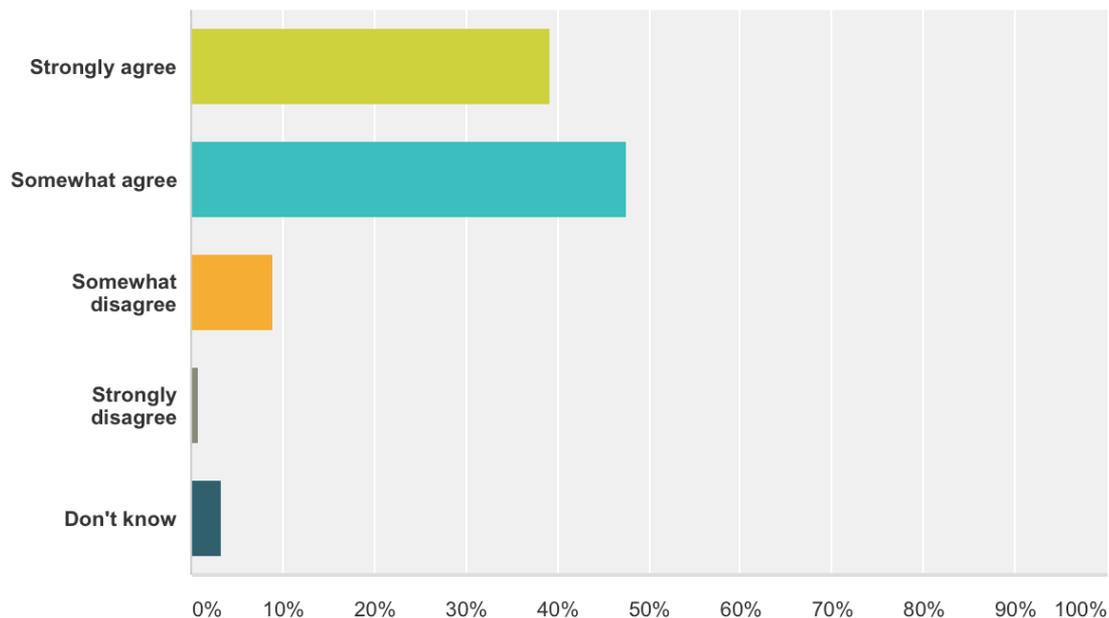


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Findings

I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).

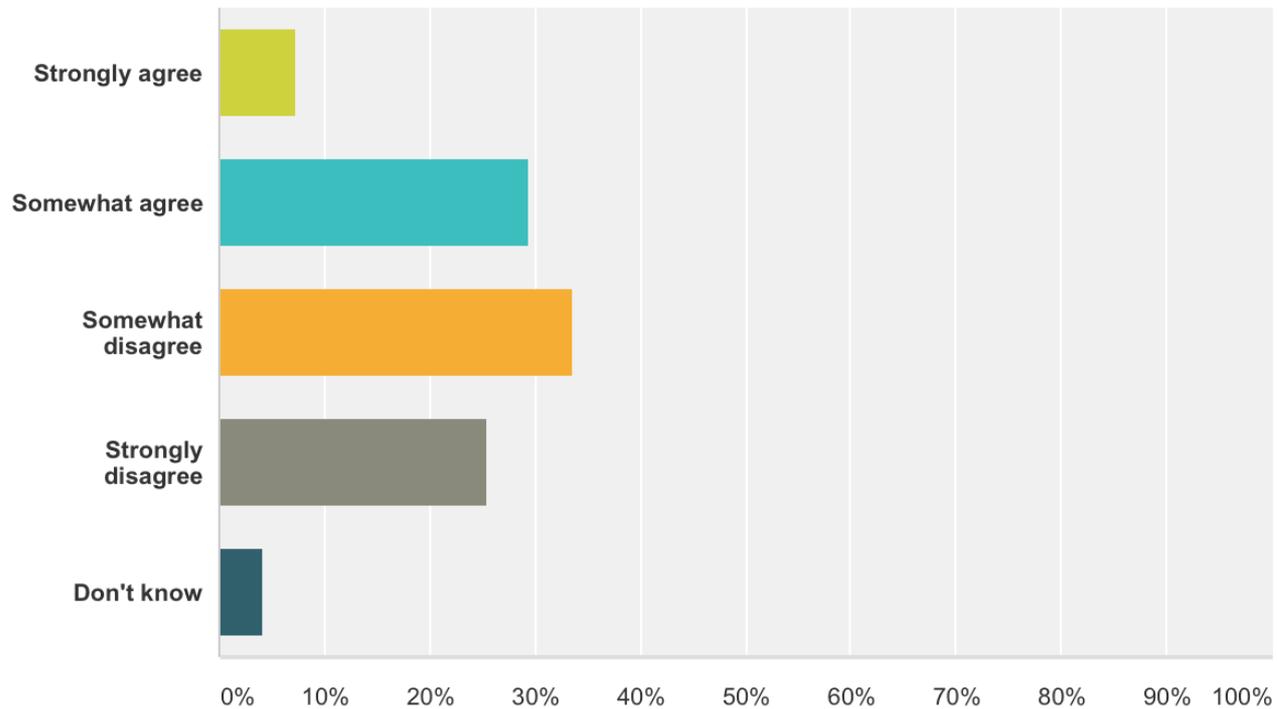
Answered: 122 Skipped: 0



Findings

I have the tools to address institutional racism in my workplace.

Answered: 122 Skipped: 0



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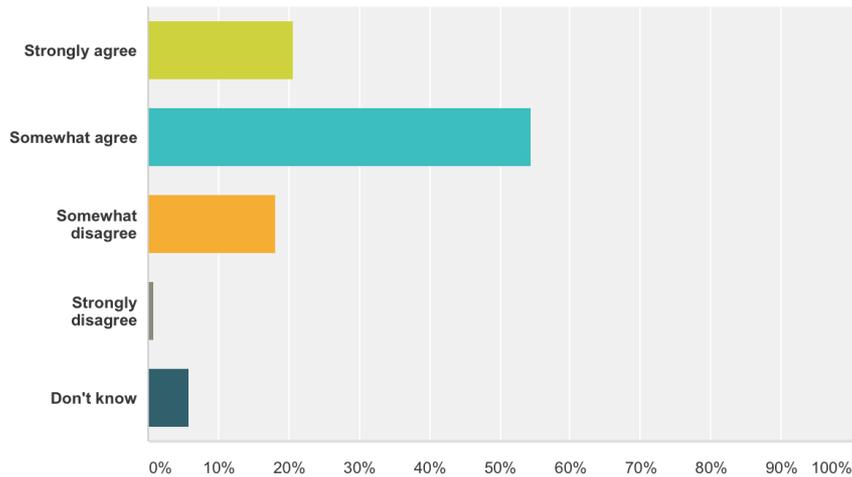


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Findings

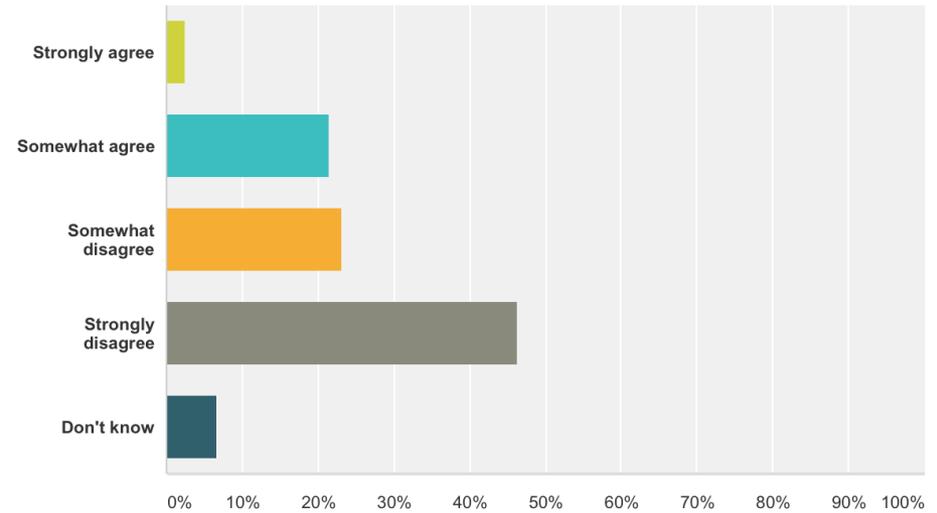
Relationships between employees of different racial groups in my work place are positive.

Answered: 121 Skipped: 1



My jurisdiction provides racial equity training for all staff and leadership.

Answered: 121 Skipped: 1



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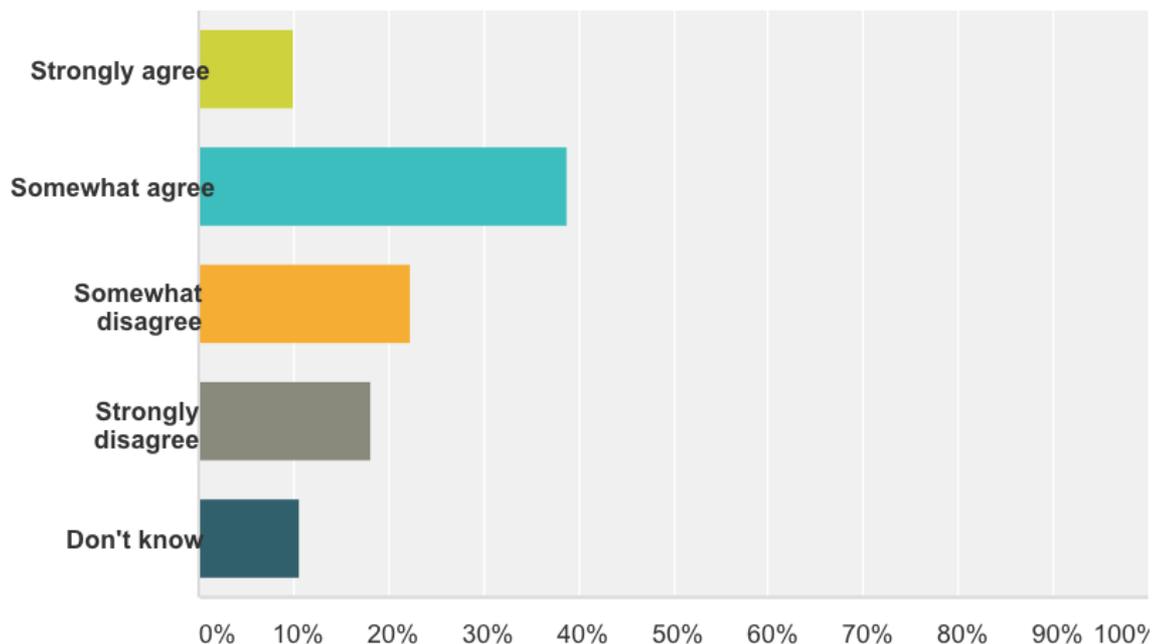


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Findings

Employees are encouraged to participate in trainings, workshops, or events about racial equity.

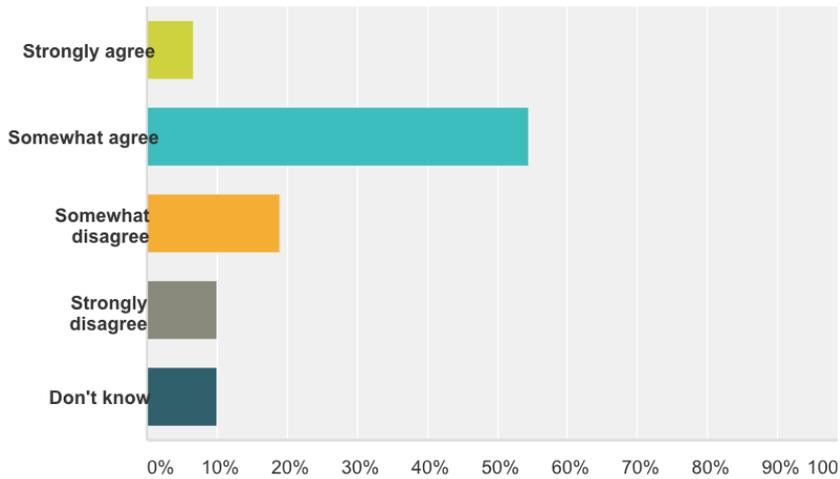
Answered: 121 Skipped: 1



Findings

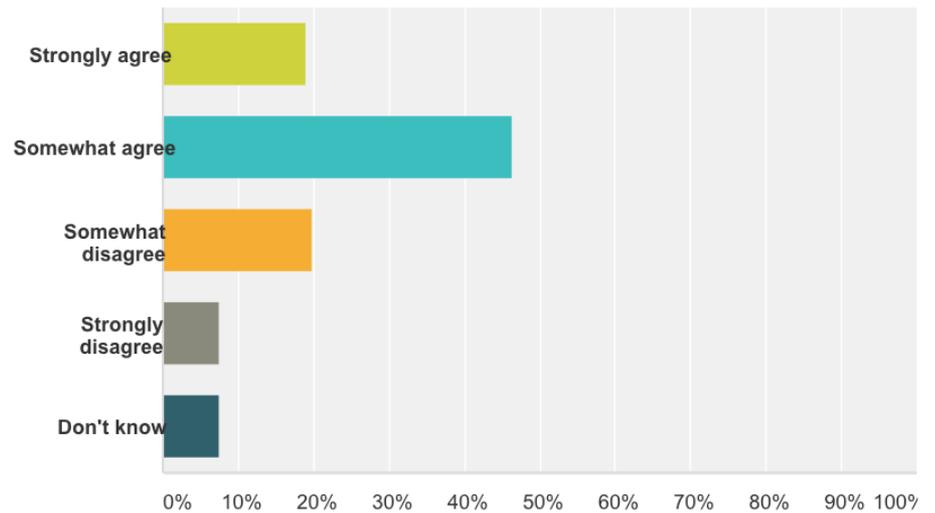
My jurisdiction has taken steps to reduce racial inequities.

Answered: 121 Skipped: 1



My jurisdiction is committed to racial equity.

Answered: 121 Skipped: 1



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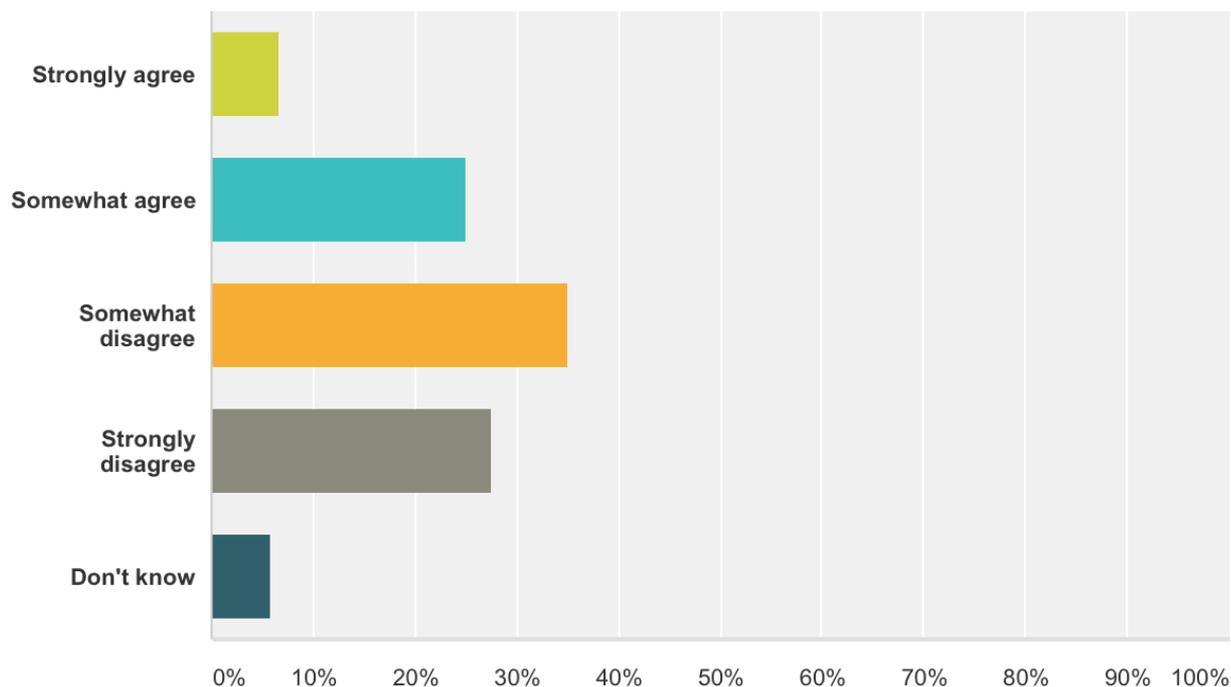


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Findings

The racial demographics of employees within my jurisdiction reflect the diversity of our communities across the breadth of job classifications and within hierarchy.

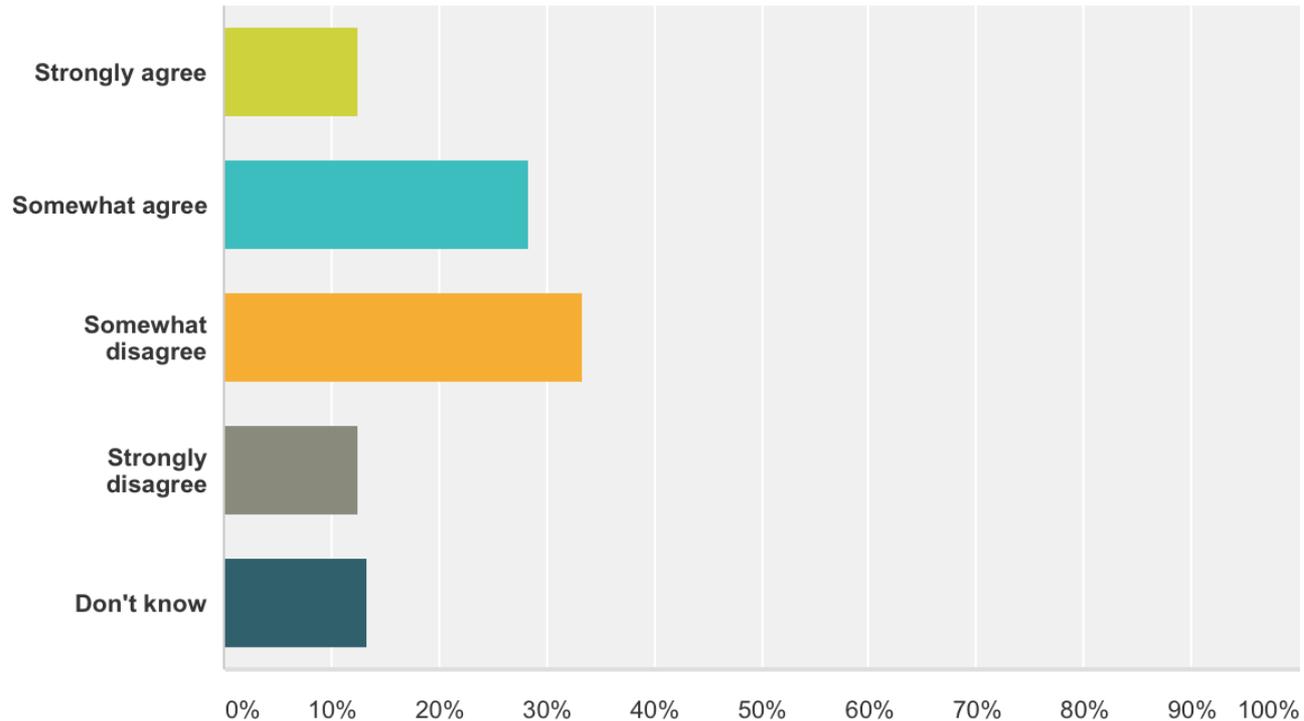
Answered: 120 Skipped: 2



Findings

My jurisdiction is taking concrete actions to increase workforce equity.

Answered: 120 Skipped: 2



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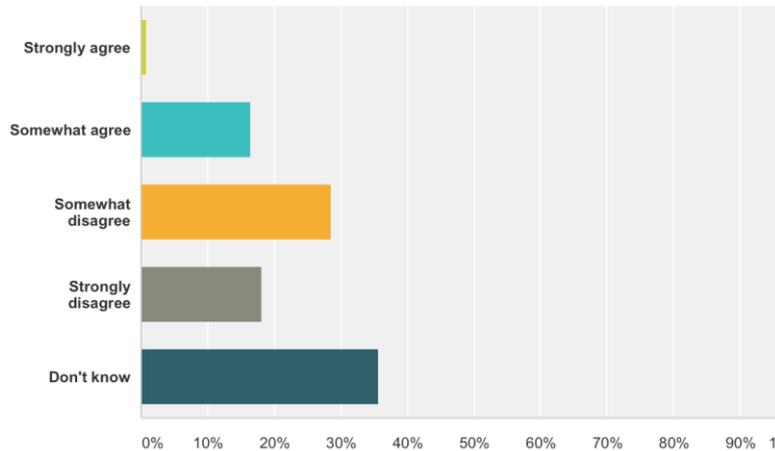


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Findings

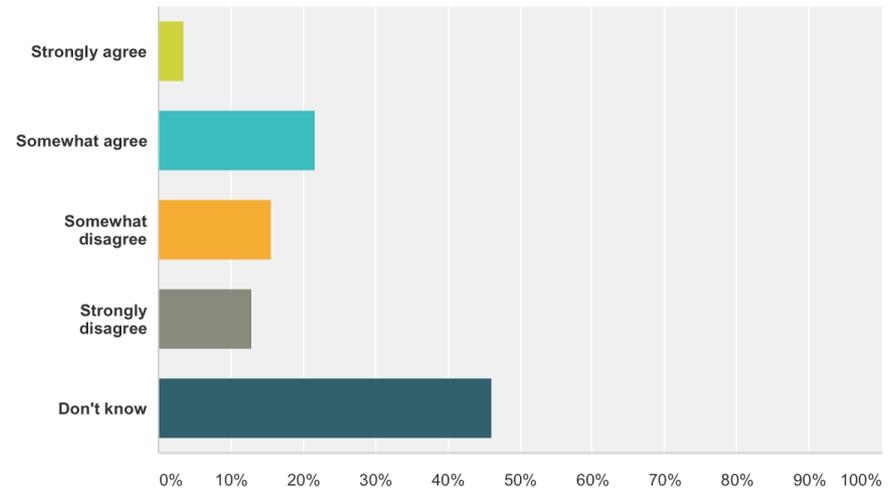
My jurisdiction's contracting and procurement equitably benefits the racial diversity of our communities.

Answered: 115 Skipped: 7



My jurisdiction is taking concrete actions to increase contracting and procurement equity.

Answered: 115 Skipped: 7



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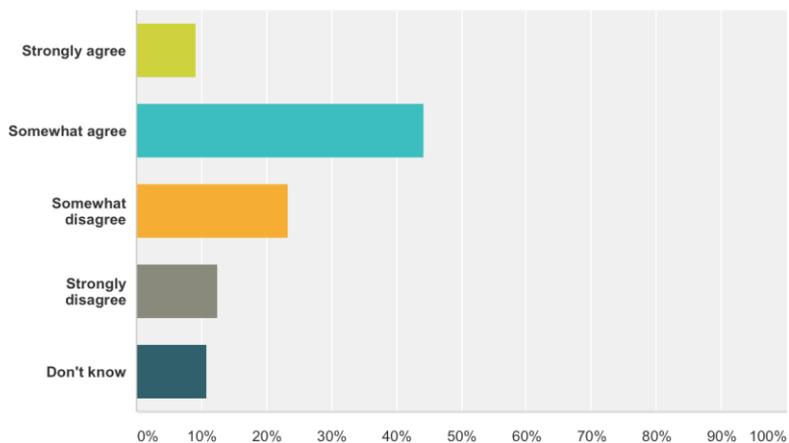


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Findings

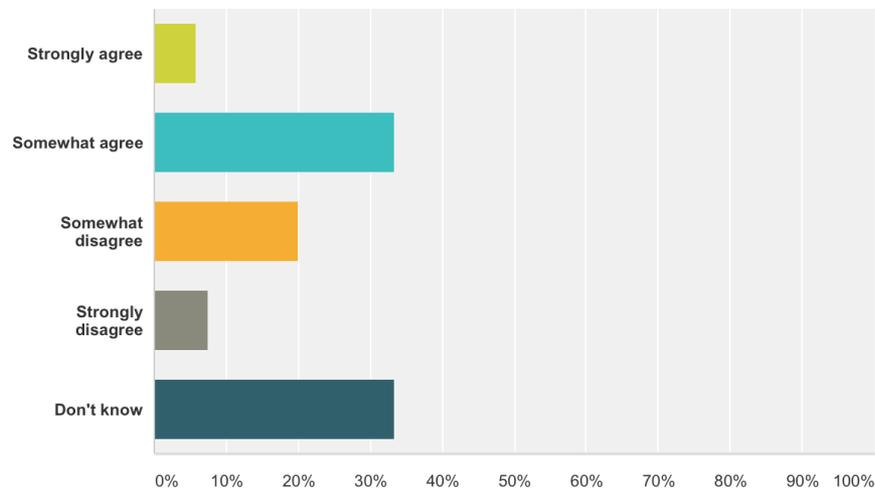
My jurisdiction seeks input and assistance on decision making from communities of color.

Answered: 120 Skipped: 2



My jurisdiction is making progress on improving access to services for refugees and immigrants.

Answered: 120 Skipped: 2



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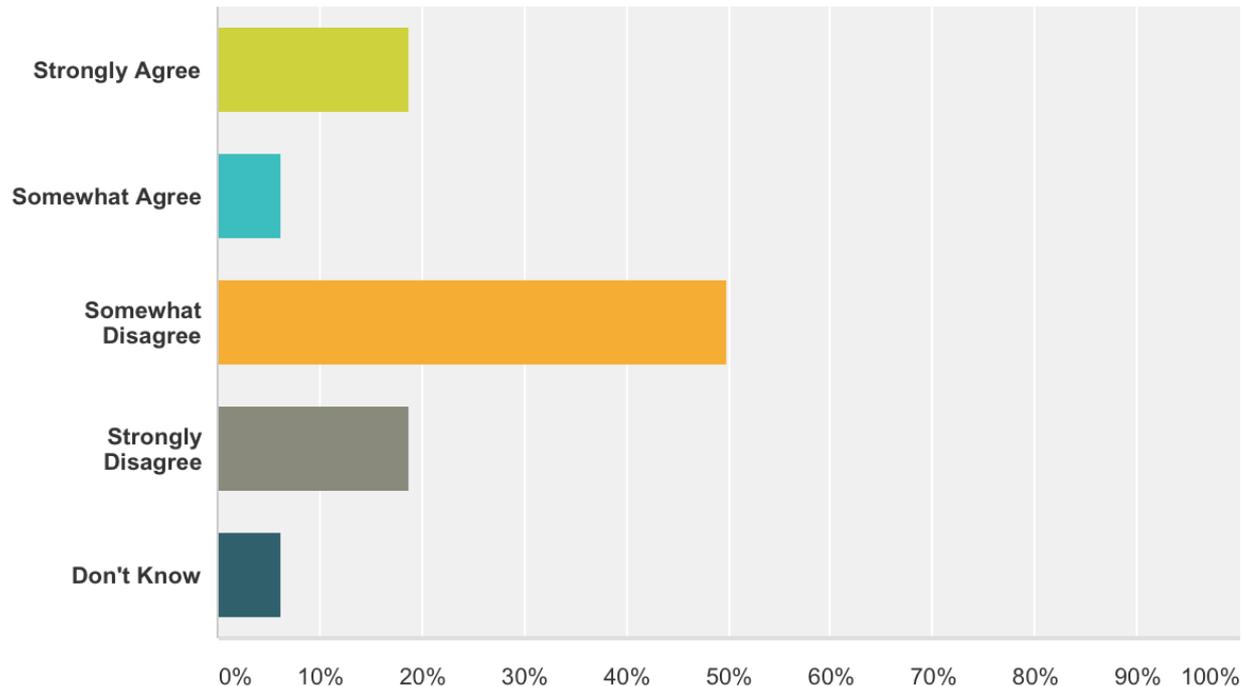


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Findings

Leadership in my jurisdiction participates in and supports conversations about racial equity.

Answered: 16 Skipped: 1



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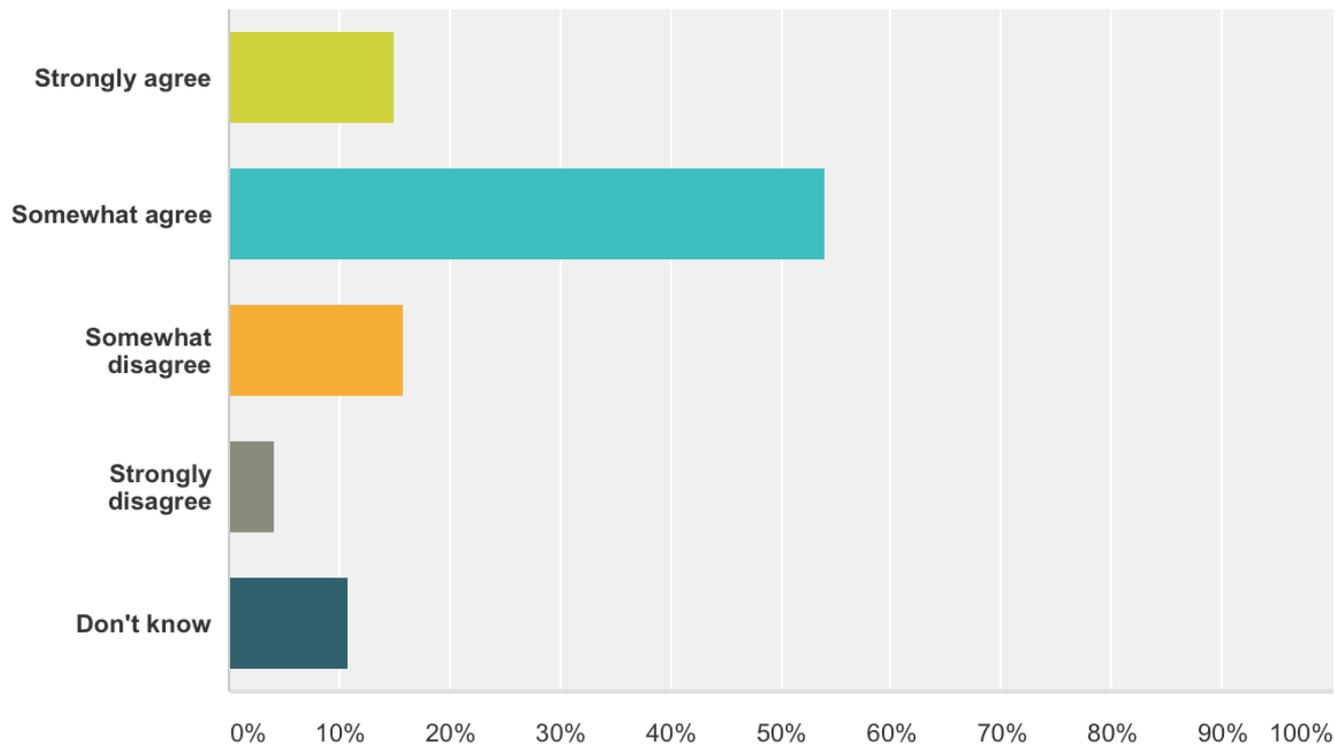


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Findings

My jurisdiction is making progress at providing interpretation and translation services for people with limited English.

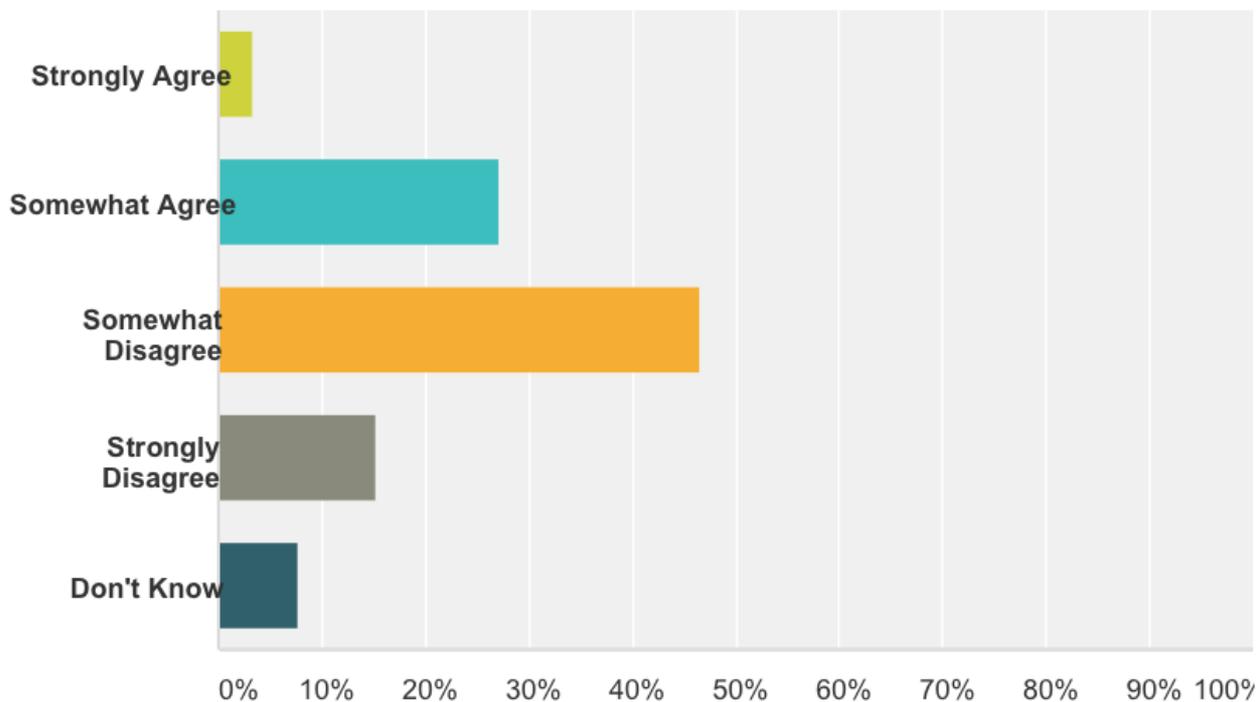
Answered: 120 Skipped: 2



Findings

My jurisdiction provides the resources necessary for addressing racial disparities and achieving racial equity.

Answered: 118 Skipped: 4



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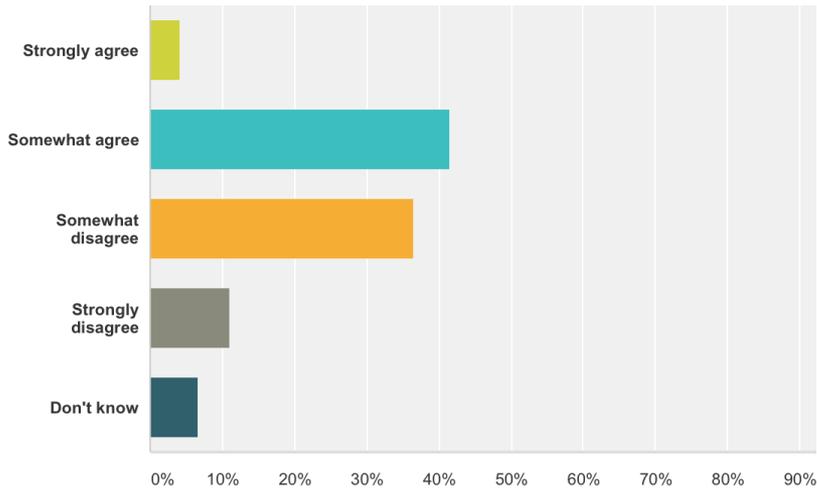


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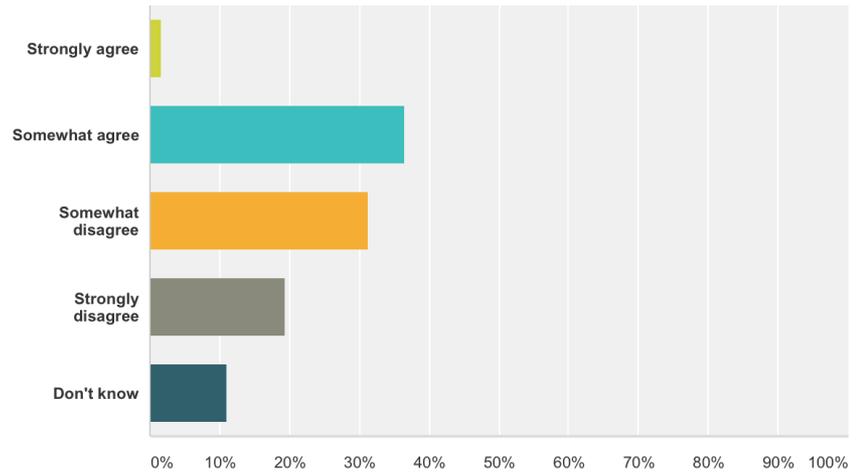
As a whole, my jurisdiction is making progress towards achieving racial equity.

Answered: 118 Skipped: 4



As a whole, the region is making progress towards achieving racial equity.

Answered: 118 Skipped: 4



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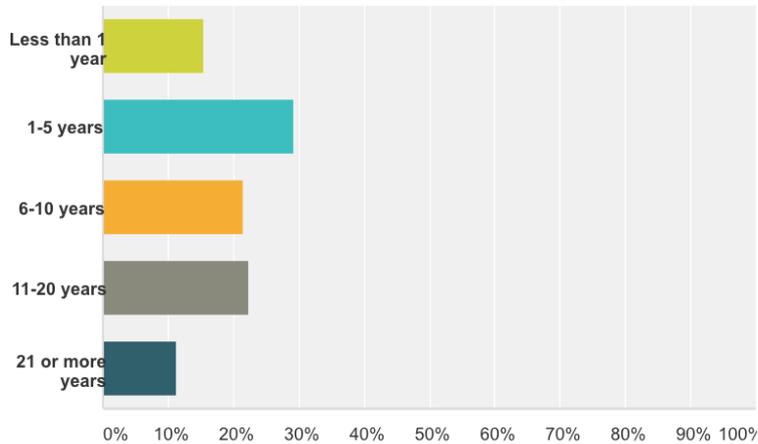


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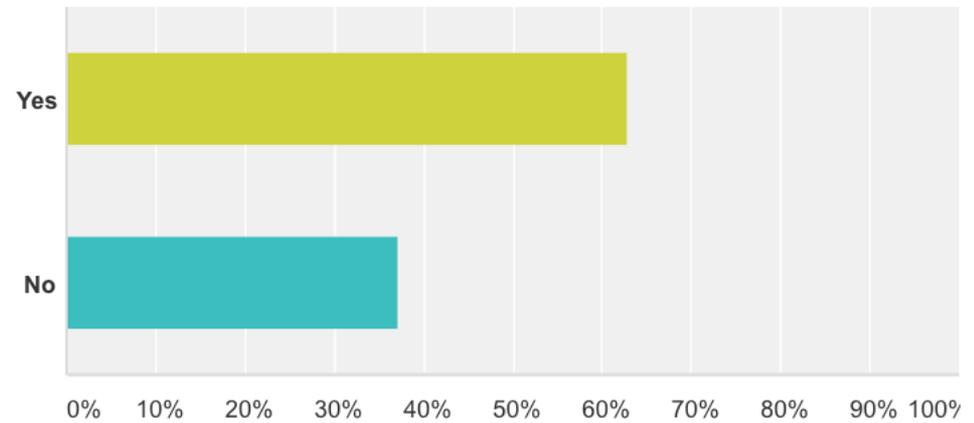
How long have you worked for your jurisdiction?

Answered: 116 Skipped: 6



Do you manage or supervise people?

Answered: 116 Skipped: 6



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