



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
SPECIAL MEETING/PRESENTATION
FRIDAY, JUNE 7, 2019

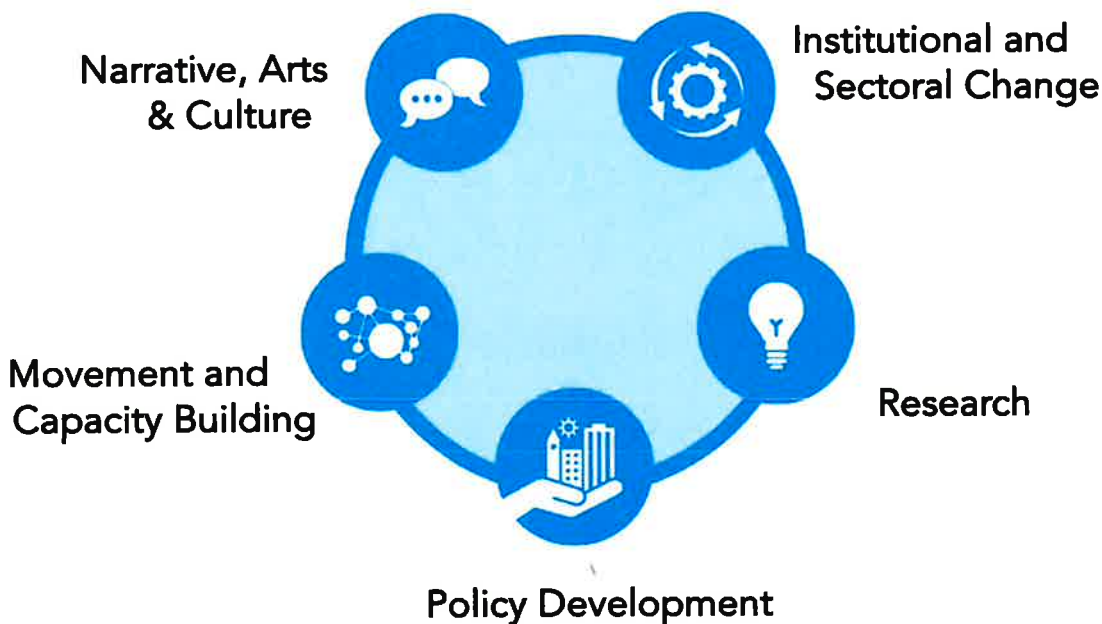
Government Alliance on Race Equity

Nora Liu, 3 - 5pm

RETF Action Steps:

- Make a recommendation to the city council on how to implement a toolkit for the city government and island wide.
- Make ourselves known at various public events.
- By end of December, make a recommendation to the city council on how to move forward.
- GARE is the largest racial justice org in the country - 75 people, working in 40 states
- Produces *Colorlines* - reaches 6 million people
- Goal is to dismantle racial inequity - democracy is when everyone can participate and is included
- Need tools and practices to dismantle racial inequity
- Support community power to change institutions

Race Forward's Theory of Change





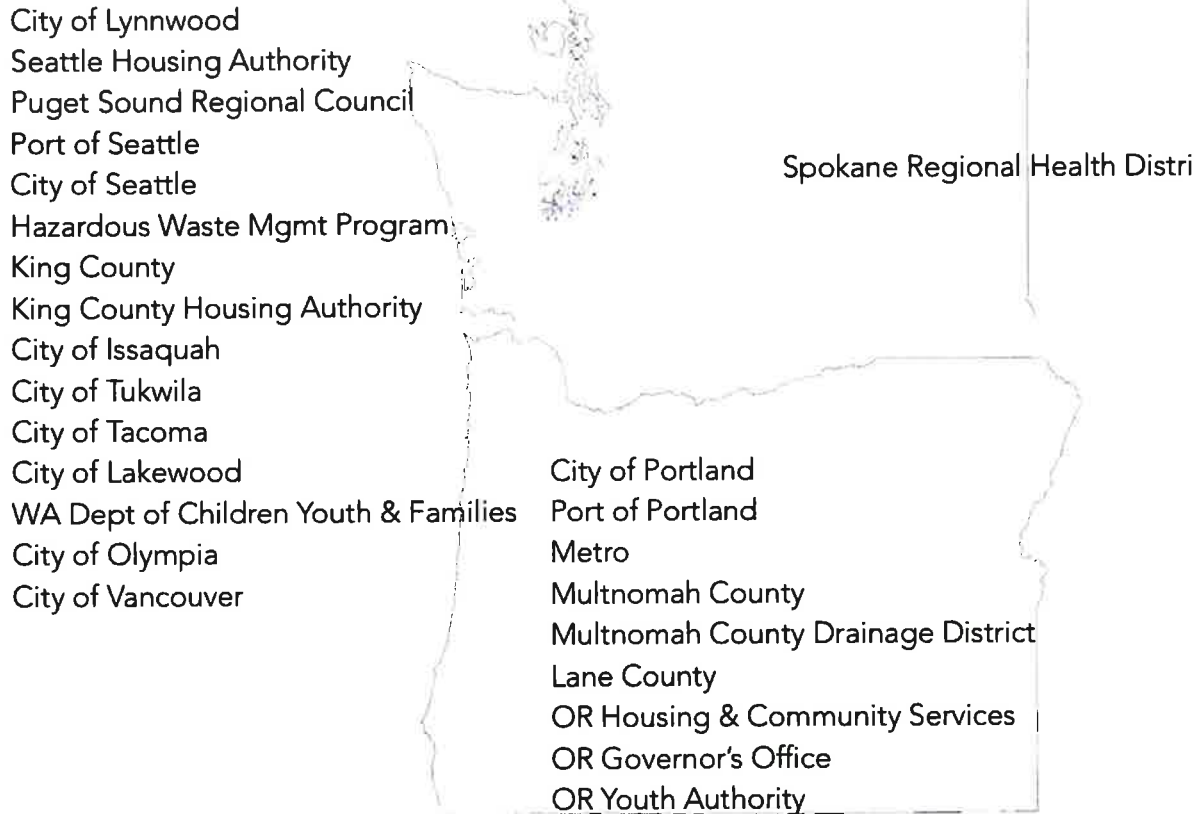
Government Alliance on Race and Equity

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

- ✓ Lead network – ~~90 110 147~~ 155 members
 - ✓ Expand network – 40 states / 200+ cities
 - ✓ Provide tools to put theory into action
- This is a field of practice that is growing - network of governments is leading this and creating the new roles for the profession
 - 155 members: entire governments that have committed to GARE's process and are creating new tools, practices, and policies that are shared with the full network
 - Washington has 26 members
 - In addition to full jurisdictions, GARE also does contractual work to identify specific pieces of work.



GARE Northwest



- Just started a NW regional cohort learning community (180 people) - 9-month commitment. Build foundational info and skills to do work in jurisdiction, build leadership cohort, build collaboration across different jurisdictions working in the NW.

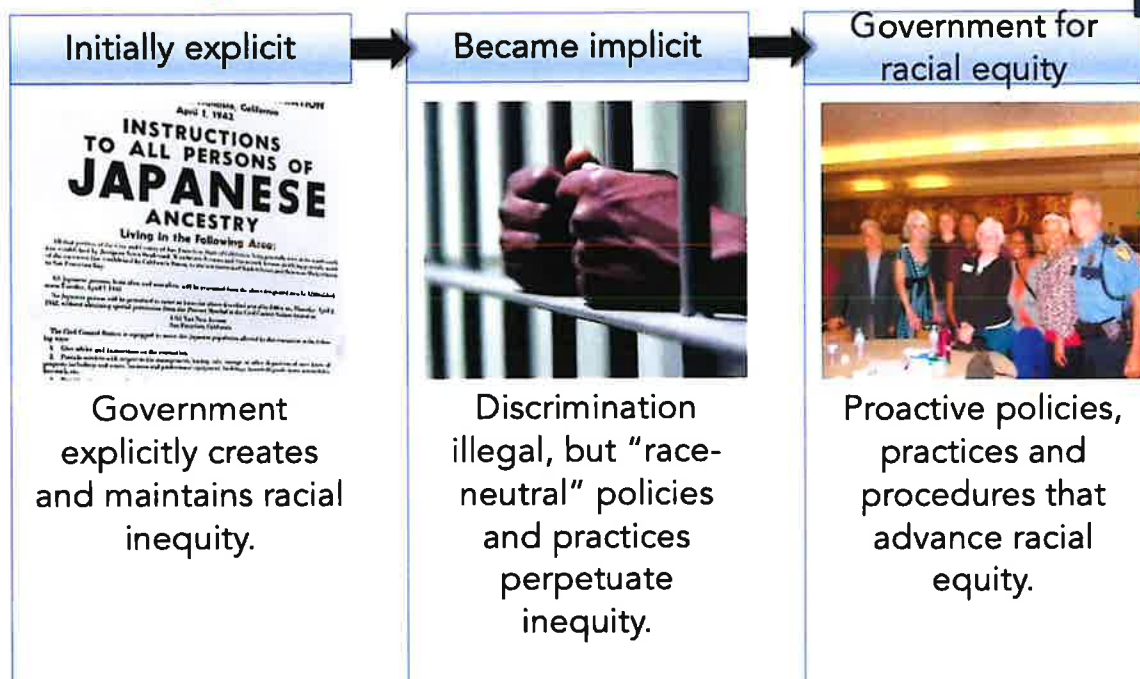


GARE NW

1. Lane County
2. City of Eugene
3. OR Housing & Community Services
4. OR Governor's Office
5. OR Youth Authority
6. City of Portland
7. Multnomah County
8. Multnomah County Drainage District
9. Metro
10. Port of Portland
11. City of Vancouver
12. WA Dept of Children Youth & Families
13. City of Olympia
14. City of Lakewood
15. City of Tacoma
16. City of Tukwila
17. Hazardous Waste Mgmt Program
18. Port of Seattle
19. City of Seattle
20. King County
21. King County Housing Authority
22. City of Issaquah
23. City of Lynnwood
24. Puget Sound Regional Council
25. Seattle Housing Authority
26. Spokane Regional Health Distric

- Values are important, but not enough. Need framework and tool to make values real.

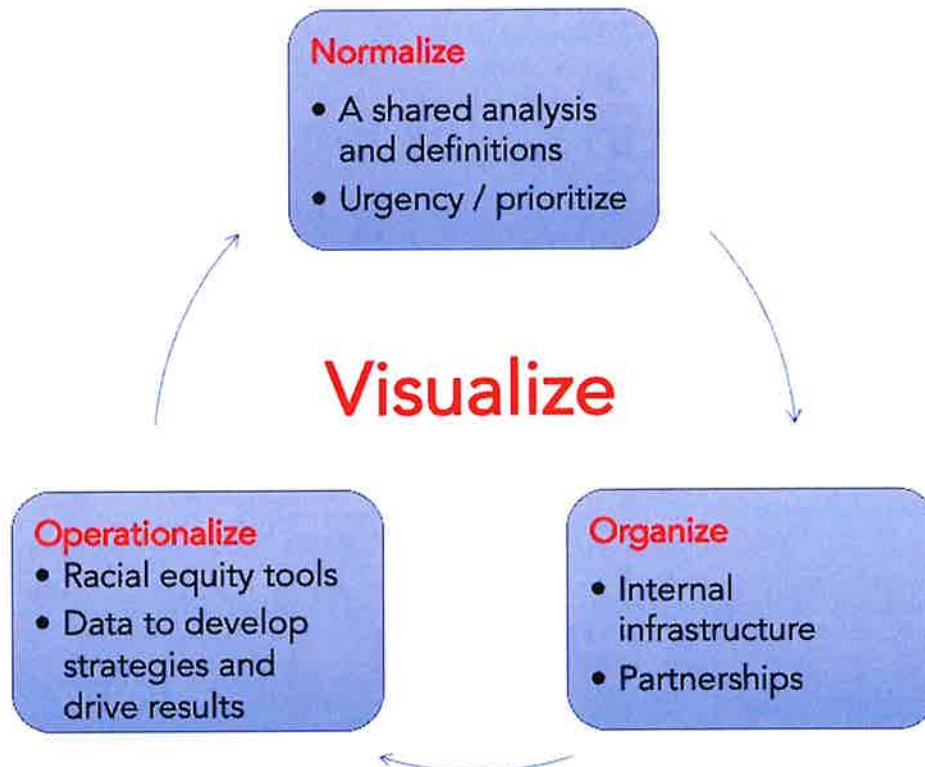
History of government and race





- If we want to advance racial equity, we need to explicitly name it and have proactive processes and procedures.

National practice



- **Normalize:** We need to normalize conversations of race and create shared definitions, framework, and urgency.
- **Organize:** Organize external partnerships. If we want to transform to racial equity, we need to change internal structures that are long-lasting. Needs to survive leadership so initiative can move forward/ live on.
 - Real partnerships - powerships, not just outreach. People who have lived with these conditions. Helps to define vision for the future.
- **Operationalize:** This is a learning experience - leading edge work. Mistakes will happen.
- All of this needs to be centered around a city-wide vision that is shared with your communities of color.

Normalize:



Racial inequity in the U.S.

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



- Your birth determines your future.
- White households have 20x the wealth as a black household - this is the impact of redlining and has left the footprint of communities of color.
- Ferguson: Life expectancy difference between a black person and white person - 30 years. All factors that contribute well being impacted by American history.

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



- What is it about our structures that cause the root problem? Look at the barriers are institutions have created.

Diversity, Equity and Inclusion

DIVERSITY → INCLUSION → EQUITY



Quantity

Different
identities &
cultures



Quality

Participation
across identities &
cultures



Justice

Policies, practices, &
procedures to ensure
equitable outcomes



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

Equity vs Equality - bathroom metaphor

- Equality: Equal resources for everyone
- Equity is about equal outcomes
- Solution is gender neutral bathrooms



Individual racism:

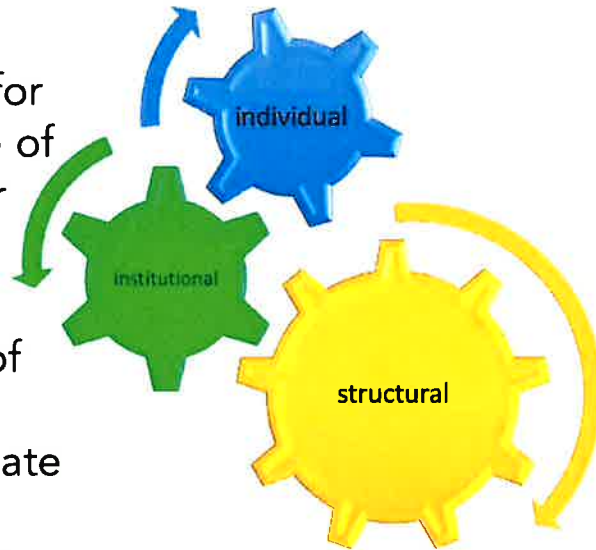
- Bigotry or discrimination by an individual based on race.

Institutional racism:

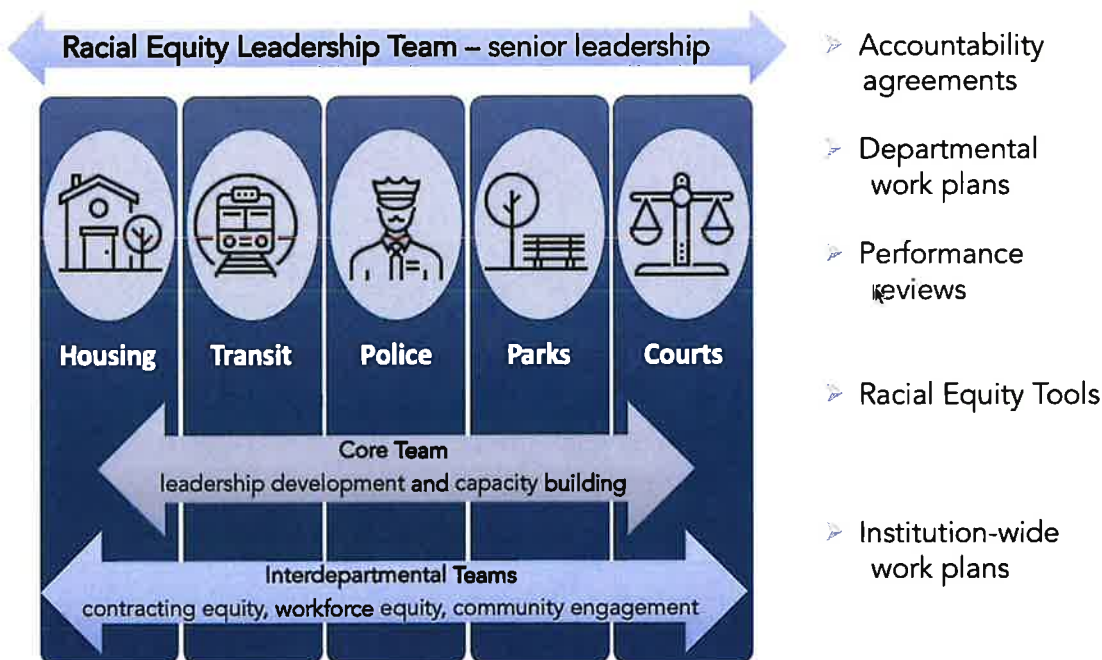
- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

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



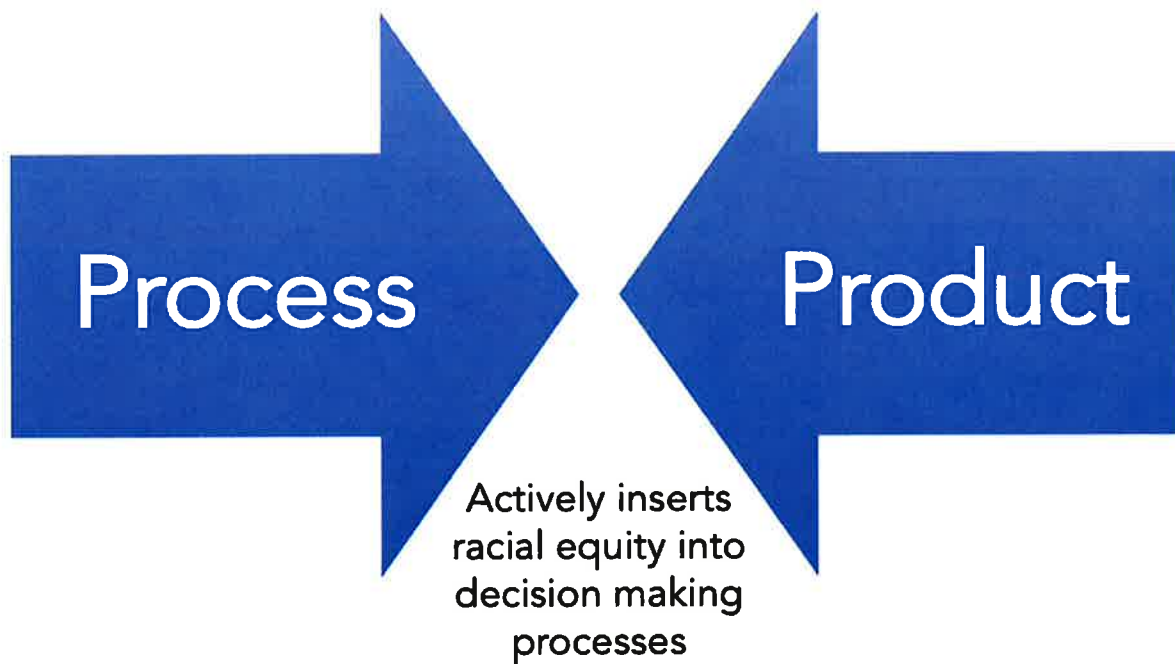
- GARE is focused on institutions and structural racism





- Our siloed ways help to maintain racial inequity
- Our strategy is to break down the silos
- Jurisdictions should pick a few departments to focus on at first

What is a Racial Equity Tool?



- In order to get a racial equity product, you need a racial equity process
- The tool is a checklist



What is a Racial Equity Tool process?



- Not linear - iterative
- Desired results need to be community focused - what do we want to achieve in the community?
- Identify what data you have and need to collect
- Community engagement is about the groups that have been most impacted - start partnership needed to create a powership to create racial equity
 - This will likely make us re-examine the “desired results”
 - Need to do this before we name our strategy
 - Who will benefit and who will this burden?
- Jurisdictions are using this tool to define budget and plans. Puget sound resource council looking to embed equity in their 2025 plan

Takeaways:

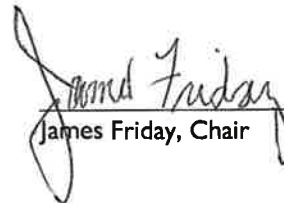
- Jurisdictions do this the best when they have departmental or city-wide leadership and identify that they want to enter a training environment.
- The resources and power that reside in government is critical and bears so much responsibility for historical inequities.
- GARE does not have a lot of experience with schools.



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- We have a movement and capacity development department and place-based dept - focuses on bringing community and government together.
 - We can help with this or recommend others
 - Building the WE video - city of Salinas
- Our strength is building the tools to change government
- Nora's strength: Working at intersections of communities of color and government. Have gov't understand what it has to do differently and make that pivot in order to make a difference for communities. This requires community members to understand, despite the rage they may hold for historic evils, that they need to partner with government to do this together.
- How much of the work would focus on government structure vs policy recommendations?
 - Focused on tools to inform policy as it's being developed
- Bainbridge RETF: Our goal is to build enthusiasm
- Police accountability falls under city jurisdiction


James Friday, Chair

8/15/2019
08/15/2019