



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



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Advancing Racial Equity in the DMV Region: The Roles of Government

Elected Officials Learning Series
May 20, 2022

Welcome



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Introducing the GARE Team



**Jordan
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GARE Affiliate

Co-Lead Trainer



Tony Pattillo

GARE Affiliate

Co-Lead Trainer



Karen Shaban

GARE Affiliate

Project Manager

Introducing GARE

(Government Alliance on Race and Equity)

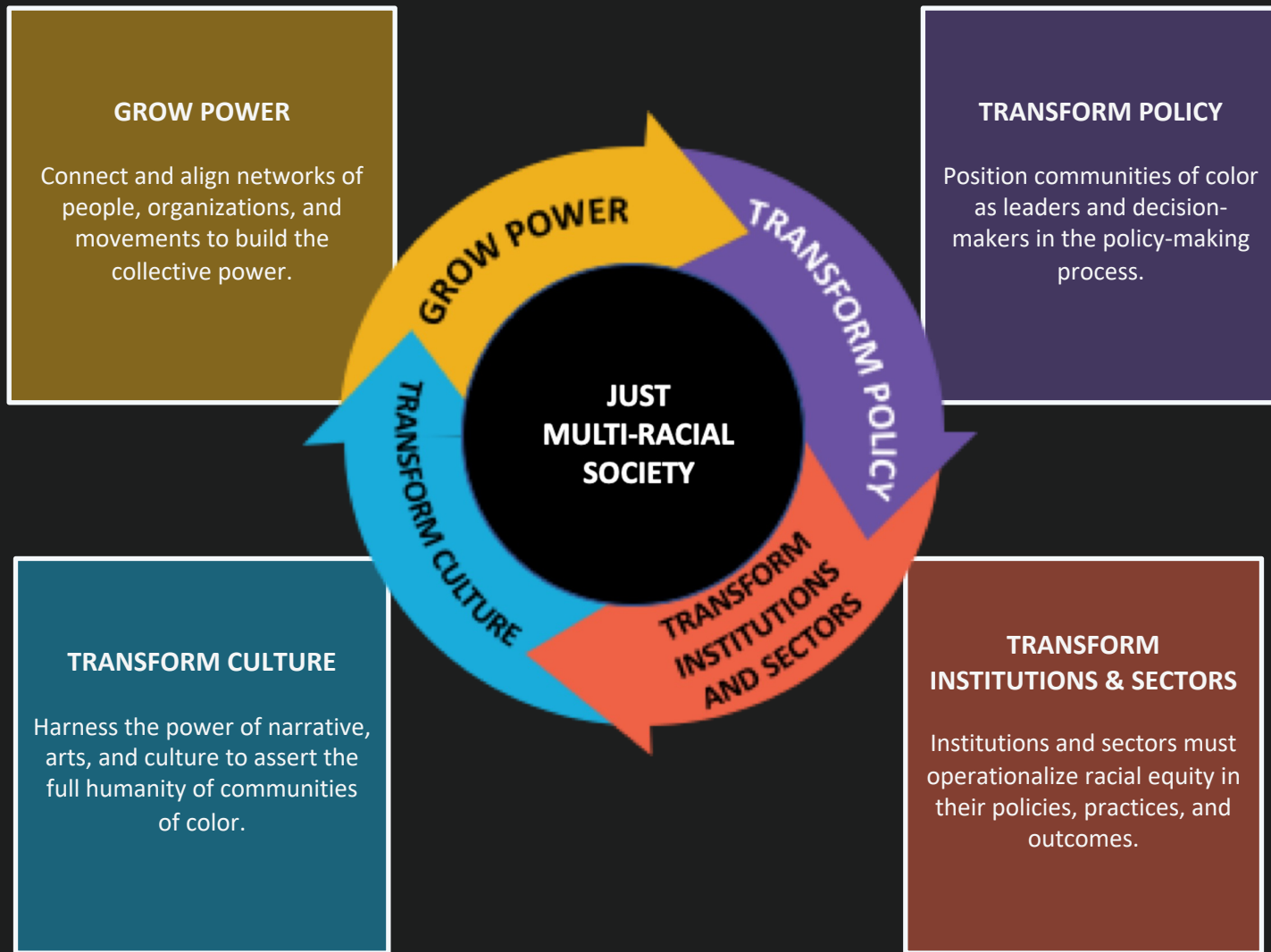
A Unique Program within
Race Forward



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Race Forward: Creating Change



Government Alliance on Race & Equity

A national network of member jurisdictions aspiring to advance racial justice, transform local government and create a strong multiracial democracy..

The Network = 407 members and growing!

Cities, counties, regional agencies and state agencies in 36 states from across the country

Provide tools to put theory into action



The DMV Region Journey



2018

2019

2020

2021

2022

- ▶ **2018 CAO Retreat**
- ▶ **CAO initiated RE Task Force**
- ▶ **2019 Introductory Cohort**

District of Columbia
MD: Charles
College Park
Gaithersburg
Montgomery
Prince Georges
Takoma Park
VA: Alexandria
Arlington
Fairfax
Loudoun

- ▶ **2020 Implementation Cohort**
- ▶ **COG RE Task Force elevated to Chief Equity Officers Committee**

- ▶ **2021 Introductory Cohort**
Council of Governments
District of Columbia
MD: Charles
College Park
Frederick
Greenbelt
Montgomery
VA: Alexandria
Arlington
Fairfax
Loudoun
Price William
- ▶ **Elected Officials Series**



Our 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 speaker
- Accept and expect lack of closure
- Use “I” statements



Objectives

Increase your understanding the role of government in advancing racial equity

Strengthen your role as a racial equity leader, including support for the appointed leaders and staff who are implementing racial equity action plans

Build public will and cross-sector support for advancing racial equity, including preparation for challenges.





**“THE RIGHT QUESTION
INEVITABLY LEADS YOU
TO THE CORRECT ANSWER.
ASK THE RIGHT QUESTIONS.”**

Robin Sharma



vs





Let's Talk About It

A Panel Discussion With Leaders Advancing Racial Equity In The Region

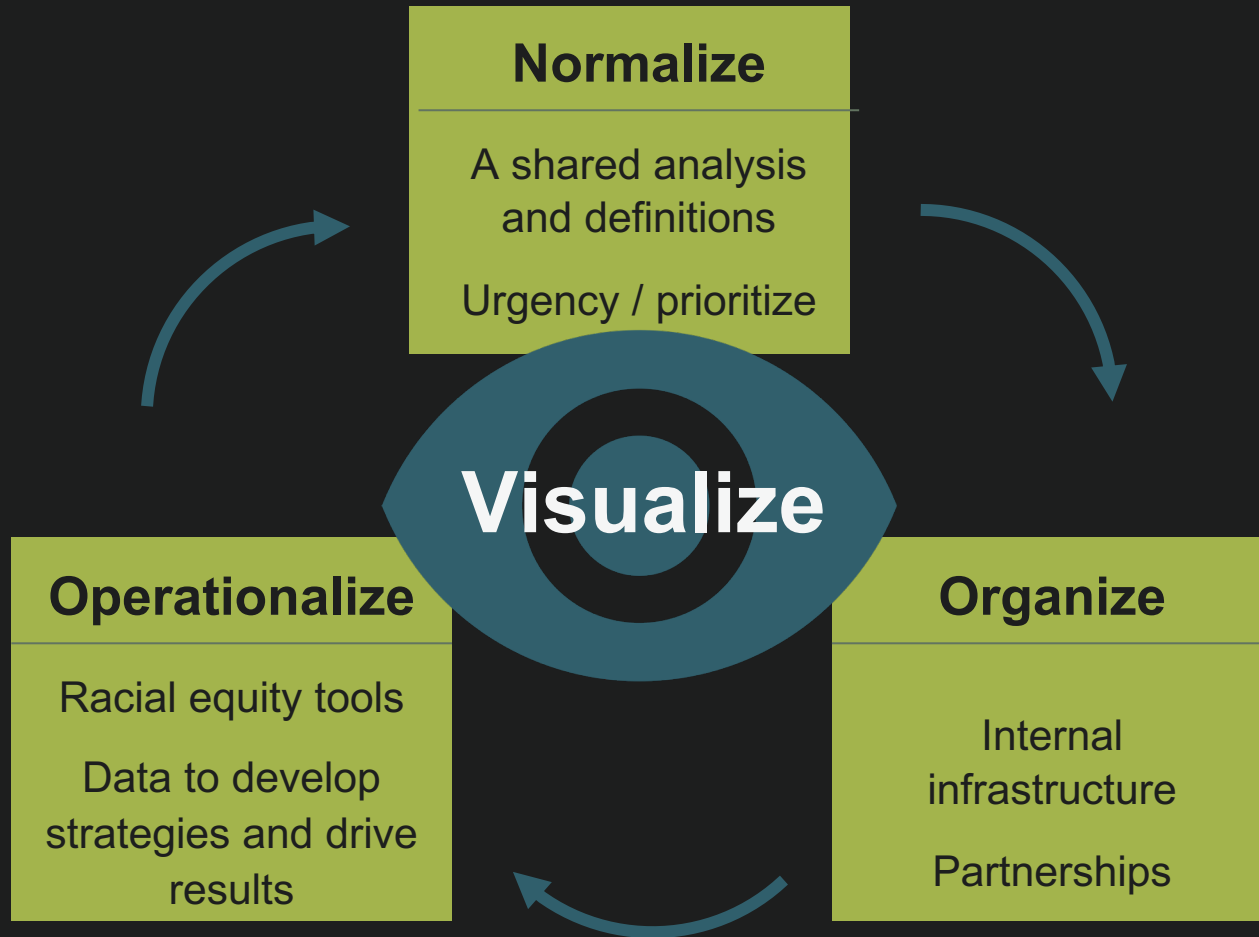


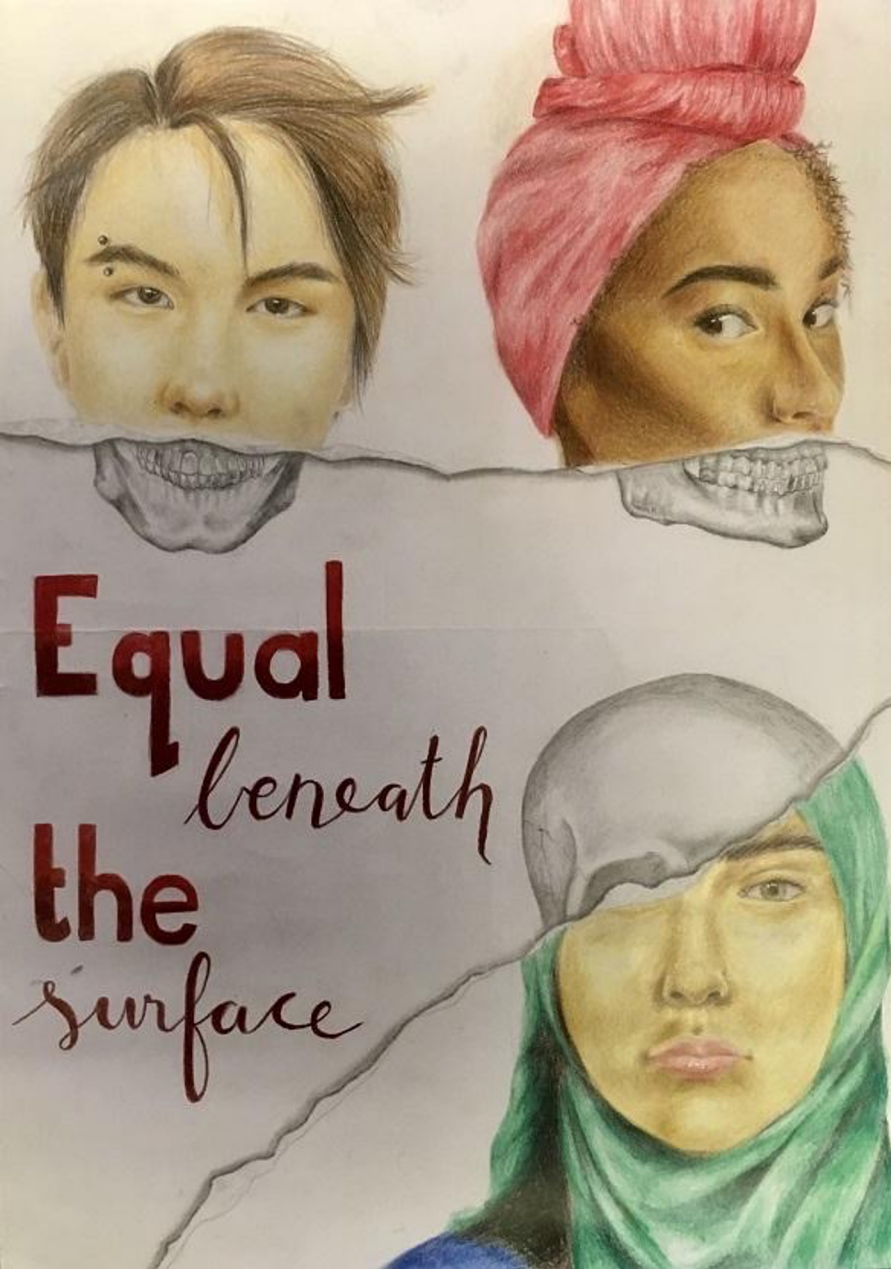
Have a
Break

The Role Of Government



GARE Practice





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

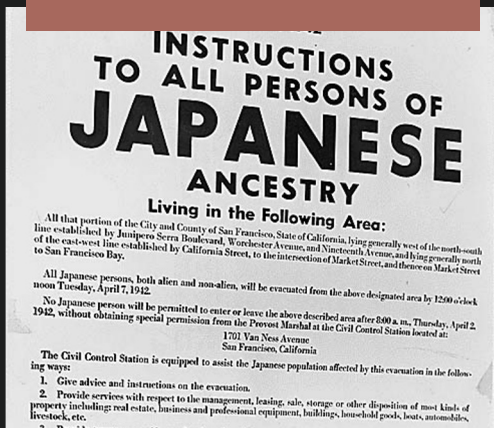


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History of Government and Race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



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

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.



Individual racism:

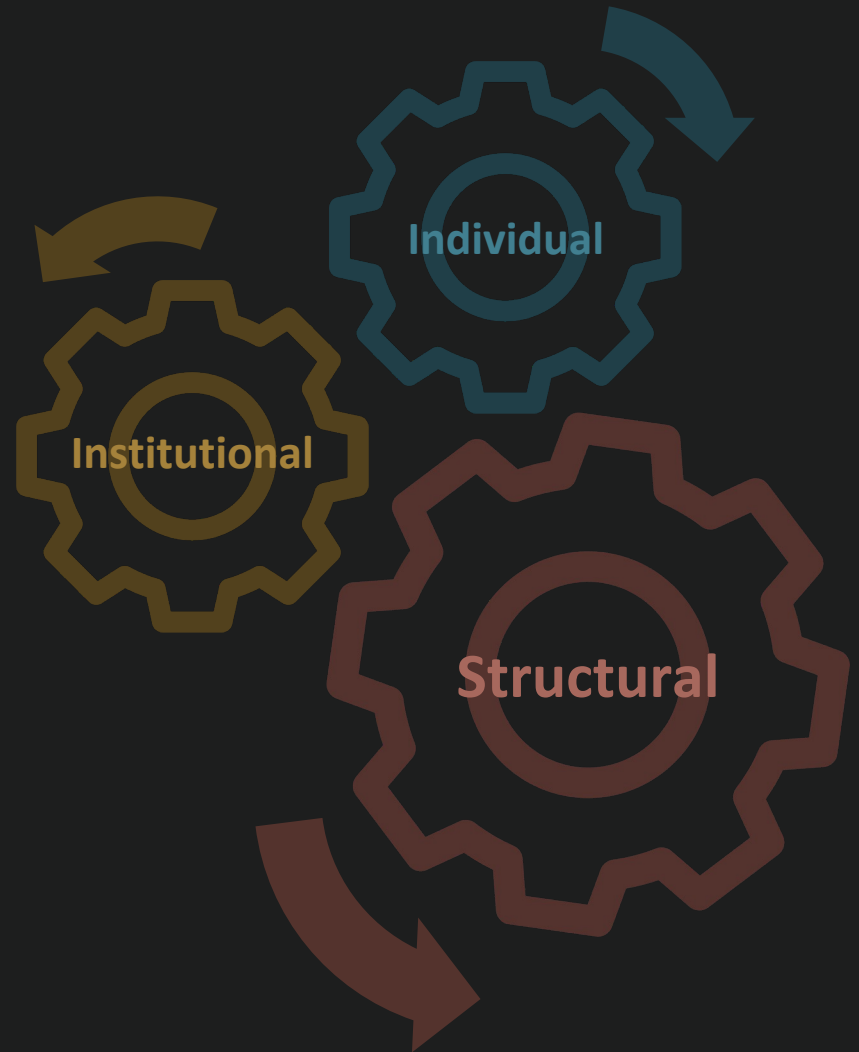
Bigotry or discrimination by an individual based on race.

Institutional racism:

Policies, practices and procedures that work better for white people than for people of color, regardless of intent.

Structural racism:

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



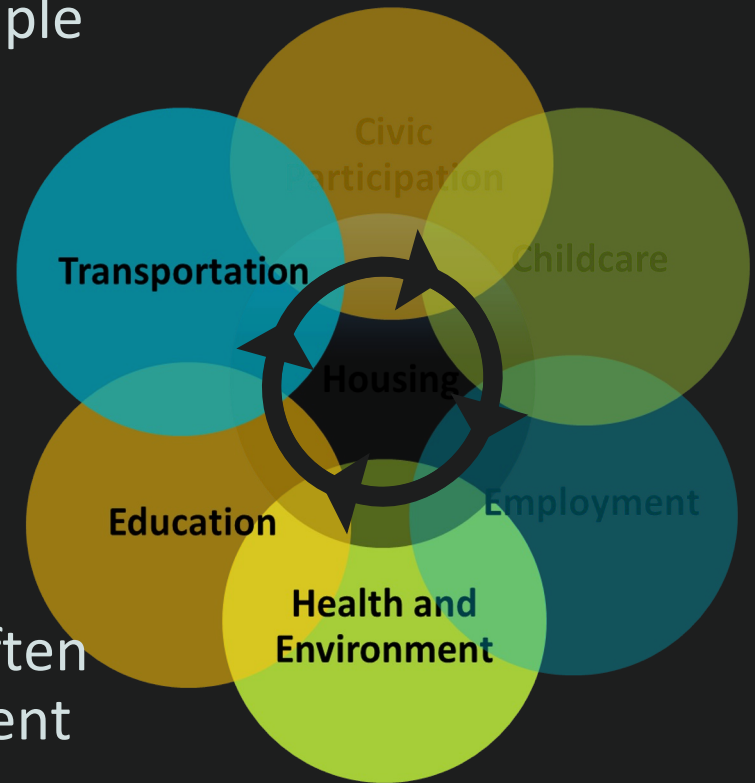
Racial equity means:

- “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

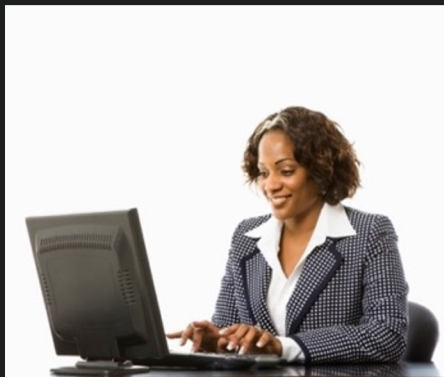


What We Mean by Structural Racial Inequity?

- “Structural Racism” points to multiple institutions
- The ways our public and private institutions interact to produce barriers to opportunity and racial disparities.
- Intent to discriminate is largely irrelevant
- Structures just do what they do, often invisibly, and reinforce disinvestment and disparities.



Structures are a part of our lives:



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Laying it on the Line



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Laying it on the Line

People who engage in public meetings are the ones who care the most about the issues.

We should invest more resources to engage marginalized communities, even if it means reallocating the resources invested in the broader community.



Diversity, Equity and Inclusion (DEI)

DIVERSITY ●●▶ INCLUSION ●●●●●●●●▶ EQUITY



Quantity

Different identities & cultures



Quality

Participation across identities & cultures



Justice

Policies, practices, & procedures to ensure equitable outcomes

Source: City of Portland Office of Equity and Human Rights

Equity? Equality? What's the difference?



**ALL GENDER
RESTROOM**

RESTROOM

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

Explicit bias

Expressed directly

Aware of bias /
operates consciously

Example: Sign in the window
of an apartment building –
“Whites only”

Implicit bias

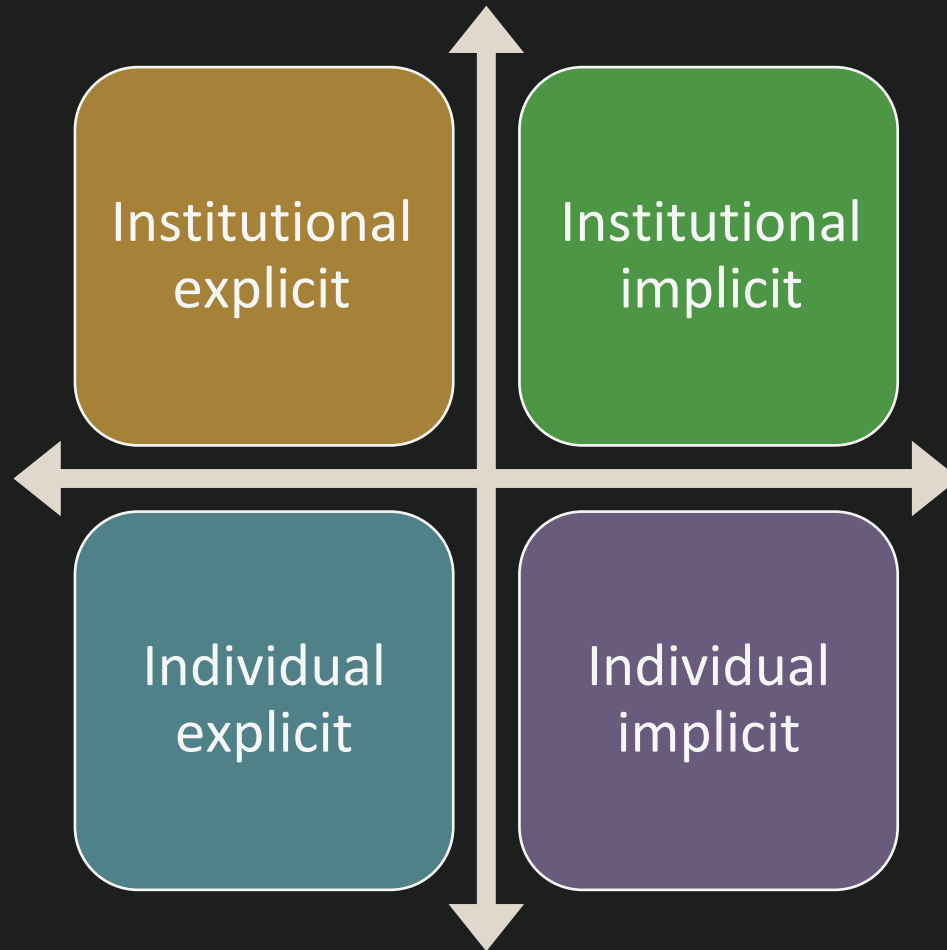
Expressed indirectly

Unaware of bias /
operates sub-consciously

Example: A property manager
doing more criminal background
checks on people with
“Black-sounding” names than
“White-sounding” names



Types of bias



Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:
Police department refusing to hire people of color.

Institutional / Implicit

Policies, practices and procedures that negatively impact one group unintentionally.

Example:
Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:
Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

Unconscious attitudes and beliefs.

Example:
Police officer calling for back-up more often when stopping a person of color.





**Shaping Racial Equity Analysis
as a Policymaker:**

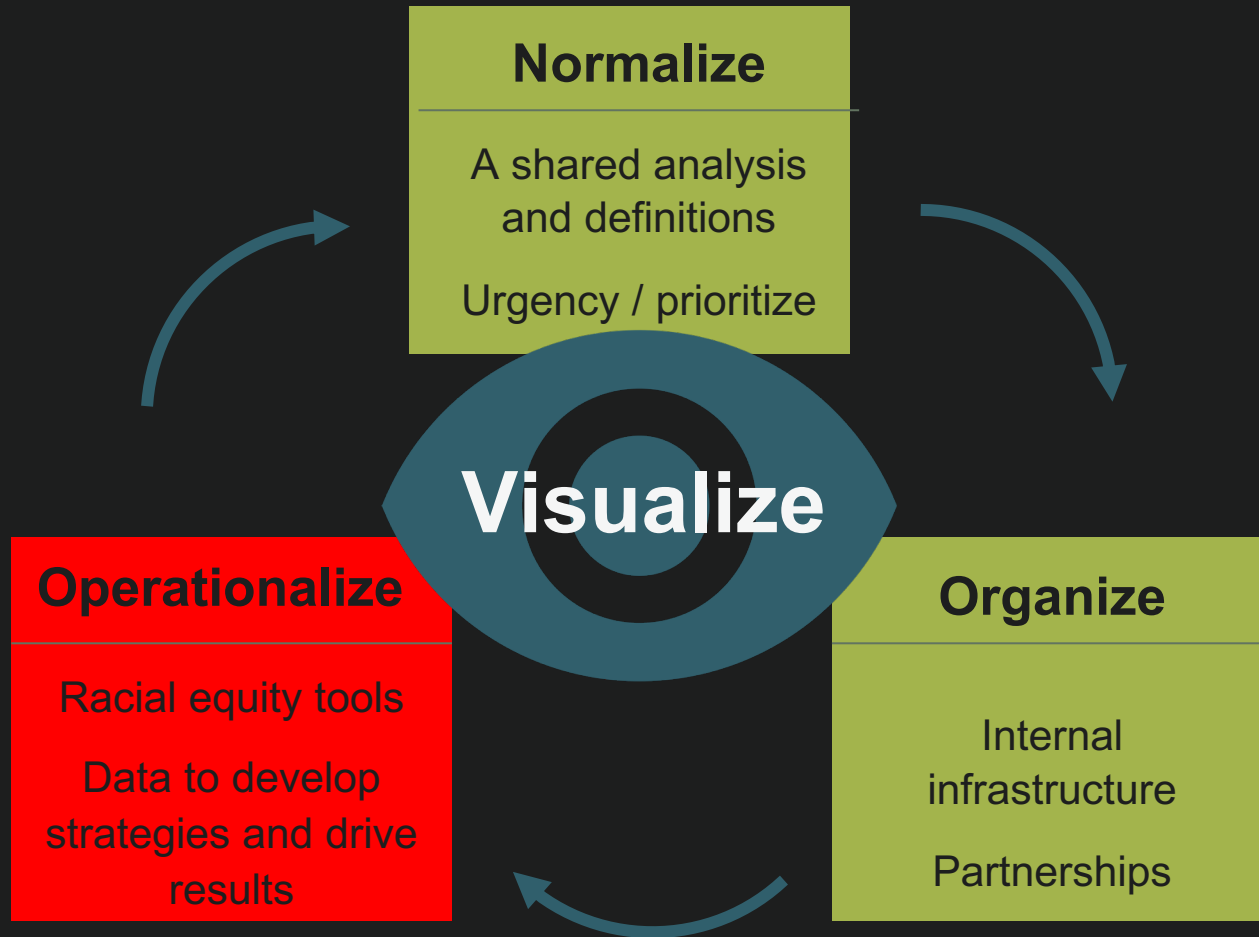
The Racial Equity Toolkit



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GARE Practice



Racial Equity Tool (RET) Methodology



TAKING NOTICE.

Gain understanding of the community as a whole. Take notice of institutional and structural racism.

1

Desired results

Your vision and desired state-of-being for ALL

2

Analysis of data

Identifying who is most negatively impacted

3

Community engagement

Shifting power to those most impacted

4

Strategies for racial equity

Informed by desired results, data and engagement

5

Implementation plan

Identifying tasks and setting a plan

6

Communications and accountability

Forming a message and documenting impact



Breakout
session



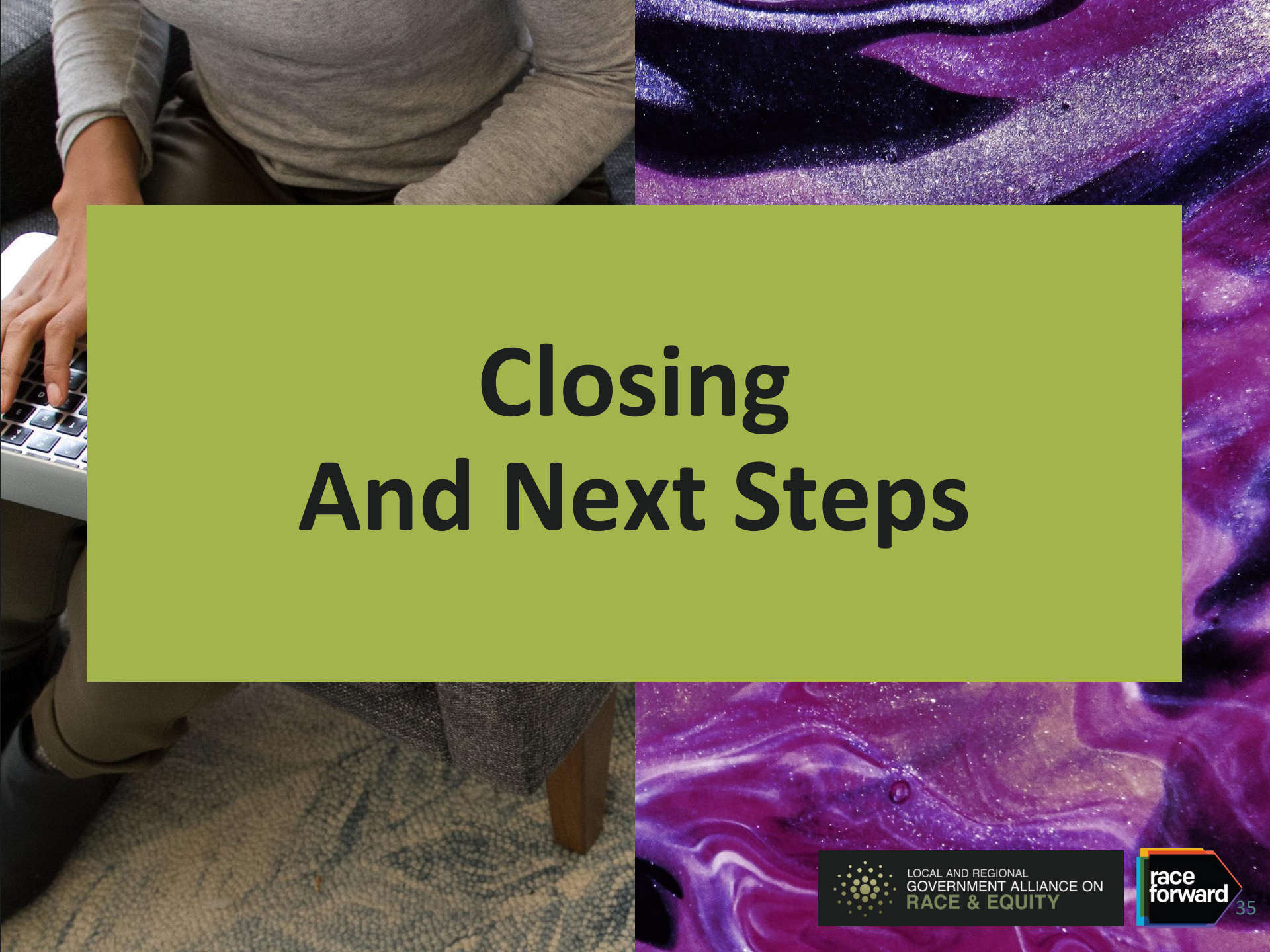
Questions

- How do you connect to the racial equity work in your jurisdiction?
- When an equity issue has been brought to your attention, what challenges or questions did that raise for you?



**When we find solutions
that work for those most vulnerable
in our communities, we find solutions
that work better for everyone.**





Closing And Next Steps



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Elected Officials Learning Series: A Look Ahead

- **June 17: Normalize as Policymakers** *virtual*
 - Exploring the leadership role as an elected official
 - Asking the key questions to reveal root causes of inequities
- **July 22: Organize as Policymakers** *in person*
 - Building on the strengths in your community
 - Strengthening inclusive governmental structures
- **September 16: Operationalize as Policymakers** *virtual*
 - Building public will and cross sector support
 - Preparing for Challenges

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