

COUNCIL OFFICE OF RACIAL EQUITY

**Metropolitan Washington  
Council of Governments  
Chief Equity Officers Committee  
JANUARY 27, 2022**

Artwork by Eric B. Ricks as part of DPW's MuralsDC program, unless otherwise noted.



# Meet the Team

## **DR. BRIAN McCLURE** DIRECTOR

Committee of the Whole  
Business and Economic Development  
Government Operations and Facilities

## **NAMI MODY** ASSOCIATE DIRECTOR OF POLICY + SYSTEMS

Housing and Executive Administration  
Judiciary and Public Safety  
Labor and Workforce Development

## **MELVIN CLAYTON** ASSOCIATE DIRECTOR

Education (Committee of the Whole)  
Human Services  
Recreation, Libraries, and Youth Affairs

## **DANAYA HOUGH** COMMUNITY ENGAGEMENT CHAMPION

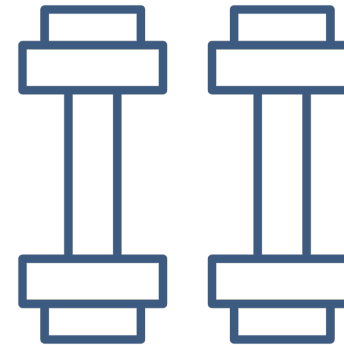
## **MILIKA ROBBINS** POLICY + DATA ANALYST

Transportation and the Environment  
Health

# What does CORE do?



**We write Racial Equity Impact Assessments (REIAs) for permanent Council legislation.**



**We conduct racial equity training for Councilmembers and Council staff.**

# What is a REIA?



A Racial Equity Impact Assessment (REIA) is a careful and organized examination of how a proposed bill will affect different racial and ethnic groups in the District of Columbia.

# REIAs analyze a bill's impact by:



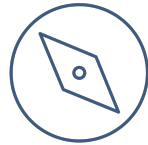
**Highlighting data on current racial inequities**



**Bringing attention to historical + racial trauma**



**Examining related research**



**Exploring a bill's potential consequences**



**Amplifying the voices of residents of color**



**Examining who was "at the table" during the bill's development**



**Sharing potential pros and cons of how the bill will operate in practice**

# What does a REIA conclude about the impact of a bill?

A REIA's conclusion highlights whether a bill addresses the *symptoms* of racial inequity, the deeper *structures* that reinforce racial inequity, or both.



# Our Initial Scale

The five-point scale below was our initial scale used from April-July 2021.  
During this time our team completed ten REIAs based off this scale.



# Angle One: Symptoms & Government Operations

## What is a symptom of racial inequity?

A “symptom” of racial inequity is a sign of structural racism.

Example, the difference in homeownership between Black District residents (35%) and white District residents (49%) is a symptom of racial inequity. Homeownership inequity is a sign of the structures preserving and reinforcing racial inequity: residential segregation, wealth denial, occupational segregation, and income discrimination (among others).

## What does the term “government operations” mean?

The term “government operations” includes:

- bills adjusting how the government delivers daily services (like snow removal),
- model legislation (a piece of legislation that jurisdictions can borrow from, modify, or adopt fully to align with national best practices), and
- Proposed Resolutions (special or temporary measures of the Council) eligible for a REIA.



## Angle Two: Structures

Angle two examines how a bill addresses the deeper structures of racial inequity, root causes, and institutional practices that reinforce structural racism.

This angle applies to bills that propose comprehensive reform, dramatic shifts in resource distribution, or changes across multiple sectors.

This angle examines how a bill impacts racial equity and inequity in the District of Columbia (rather than the immediate impact on the District's Black residents, Indigenous residents, and other residents of color).

ANGLE	<b>SYMPTOMS AND GOVERNMENT OPERATIONS ANGLE</b> <i>applies to signs of structural racism, adjustments to service delivery, adoption of model legislation, and Proposed Resolutions.</i>	<b>STRUCTURES ANGLE</b> <i>applies to comprehensive reform, dramatic shifts in resource distribution, and targeting root causes.</i>
←	<b>will harm</b>	<b>will exacerbate</b>
←---	<b>will likely harm</b>	<b>will likely exacerbate</b>
↻	<b>maintains status quo</b>	<b>maintains status quo</b>
-----→	<b>will likely improve</b>	<b>will likely make progress toward</b>
→	<b>will improve</b>	<b>will make progress toward</b>
.....	<b>will have a negligible impact on</b>	<b>will have a negligible impact on</b>
🔍	<b>will have an inconclusive impact on</b>	<b>will have an inconclusive impact on</b>
<b>THIS ANGLE IMPACTS</b>	the lives of (or an aspect of the lives of) Black residents, Indigenous residents, and other people of color	<b>racial inequity or racial equity</b>

# What else should I know about the two new angles?

## **The District must address both symptoms and structures.**

Some bills won't address structural inequities and that's okay. To achieve a racially equitable District, however, legislation must change structures.

## **Addressing structures is not better than addressing symptoms.**

Symptom relief now is just as important as structural change in the future.

## **Impact is greater than intent.**

A bill's intent does not influence the REIA conclusion. Intent is hard (if not impossible) to figure out and *impact* is what matters.

# How can groups get involved?



**Invite us to meetings  
like this!**



**Visit our website,  
[dcracialequity.org](http://dcracialequity.org).**



**Email [CORE@dccouncil.us](mailto:CORE@dccouncil.us)  
re: our REIAs and process.**



**Give testimony at public  
hearings.**



**Stay tuned for additional  
engagement opportunities.**