

# REAL Talk: Advancing Racial Equity in Your City

**NLC** NATIONAL  
LEAGUE  
OF CITIES  
CITIES STRONG TOGETHER

January 25, 2020  
Leon T. Andrews, Jr.



# Rising Tensions

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**NLC** NATIONAL  
LEAGUE  
OF CITIES



# The Need for Greater Equity



“Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.”  
—Maya Angelou





# Preventing Further Conflict

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LEAGUE  
OF CITIES





# REAL Goal



**To strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities**

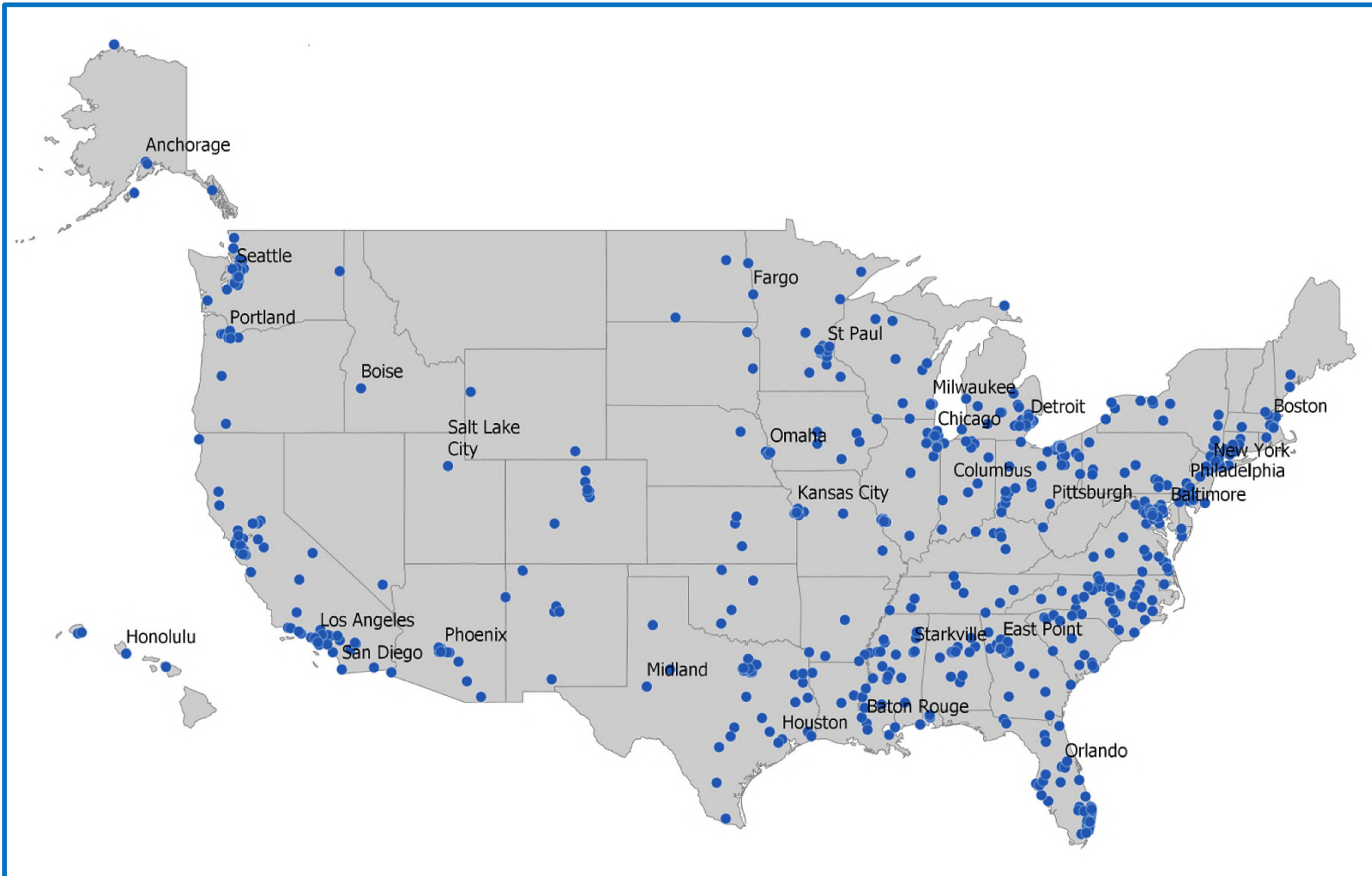
# REAL Today

Training and Capacity Building

Technical Assistance

Network Building

Building Special Populations Work



# The REAL Network

# Racial Disparities

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



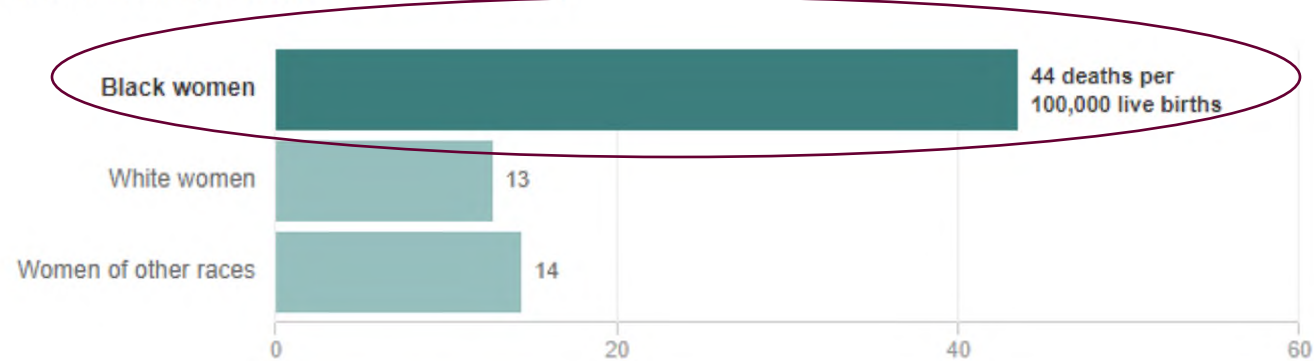


## Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to [the CDC](#), black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women's health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a [national study](#) of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.

### Black women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)



Source: [Centers for Disease Control and Prevention](#)

CDC #11-1488

## Black Mothers Keep Dying After Giving Birth. Shalon Irving's Story Explains Why

December 7, 2017 · 7:51 PM ET  
Heard on All Things Considered

NINA MARTIN, PROPUBLICA



RENEE MONTAGNE

▶ Listen · 12:11

+ Queue

Download

Embed

Transcript



# Racial Disparities

**6 in 10**

of **U.S. prisoners**  
are Black/Latino

*(yet only comprise 30%  
of the U.S. population)*



**65%**

Black or Latino men  
**graduate** from High  
School

*(80% of White males  
will)*



Black and Native  
American  
**unemployment** is

**2x**

that of Whites

**57%**

of Blacks and  
Latinos spend more  
than 30% of their  
income on  
**housing costs**





# What Does Racial Equity Require?

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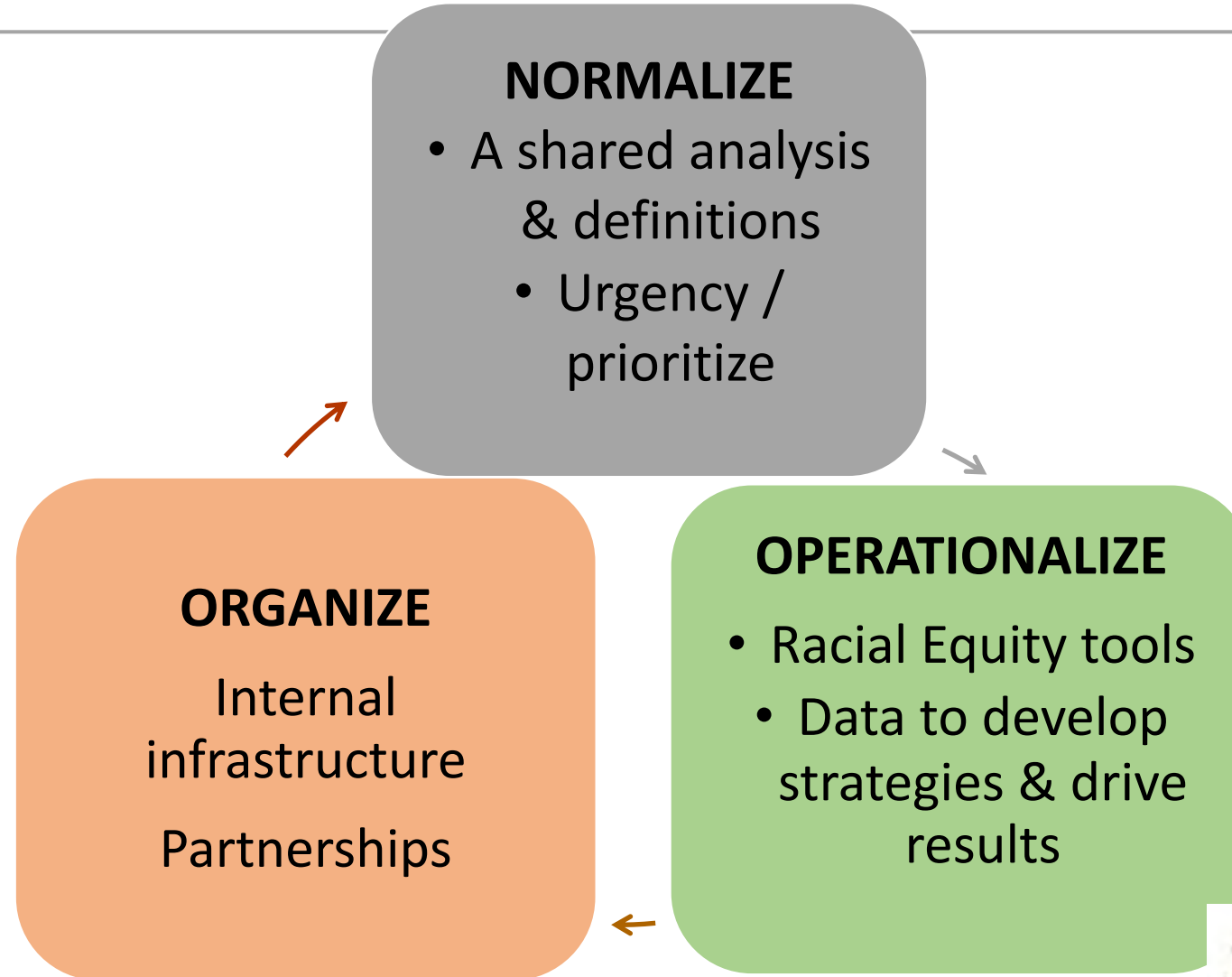


- “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.
- Targeted strategies to focus on improvements for those worse off.
- Move beyond “services” and focus on root causes by changing policies, institutions, and systems.





# Effective National Practices



# REAL Theory of Change

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Change happens when people recognize:

1. Why the change is needed
2. Potential of proposed solutions
3. Shared urgency



# Why is Change Needed?



**Kevin Malone**

All this a ploy to get media coverage and get them off their back. Why the Hell should Starbucks shut down for an entire day over the stupidity and ignorance of a couple people in one of their stores?

1h Like Reply



**Starbucks** ✓

Because systemic racism and bias is bigger than one partner, one store or one company. We are shutting our stores for this training because we recognize that we have the responsibility to be part of the solution.

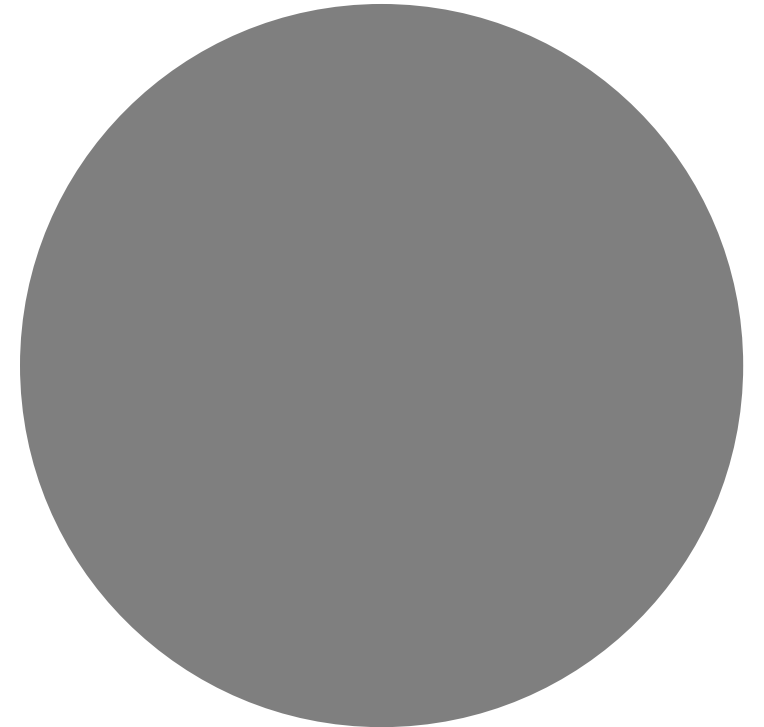
59m Like Reply

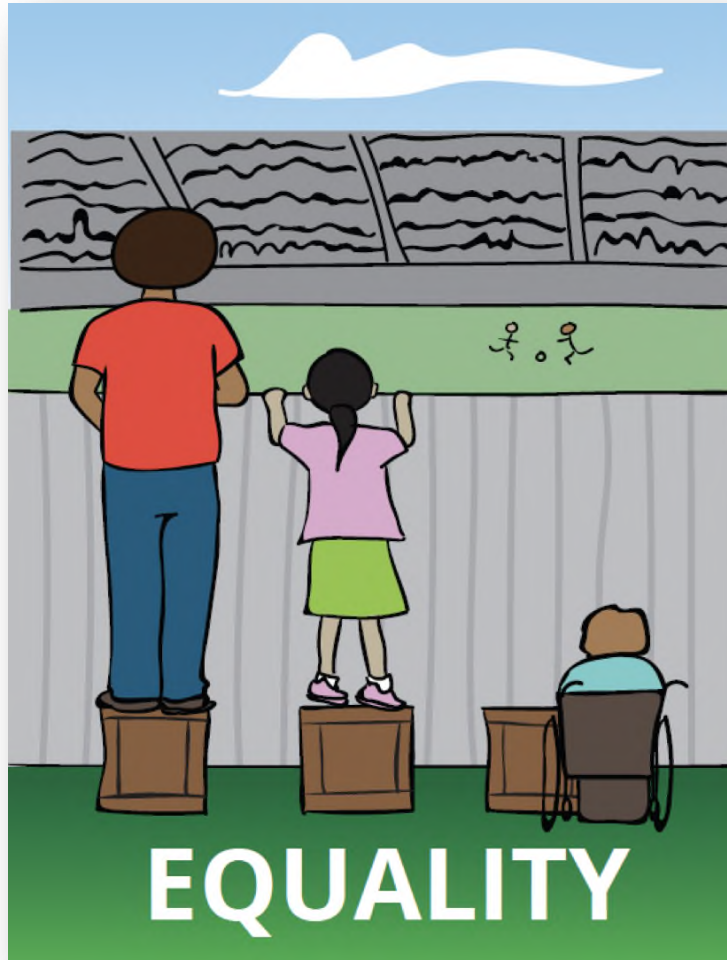


- Create a shared analysis and language about racism and equity
- Foster the urgency of equity to prioritize it in governance

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## **Normalizing Racial Equity**





### Equality = **Sameness**

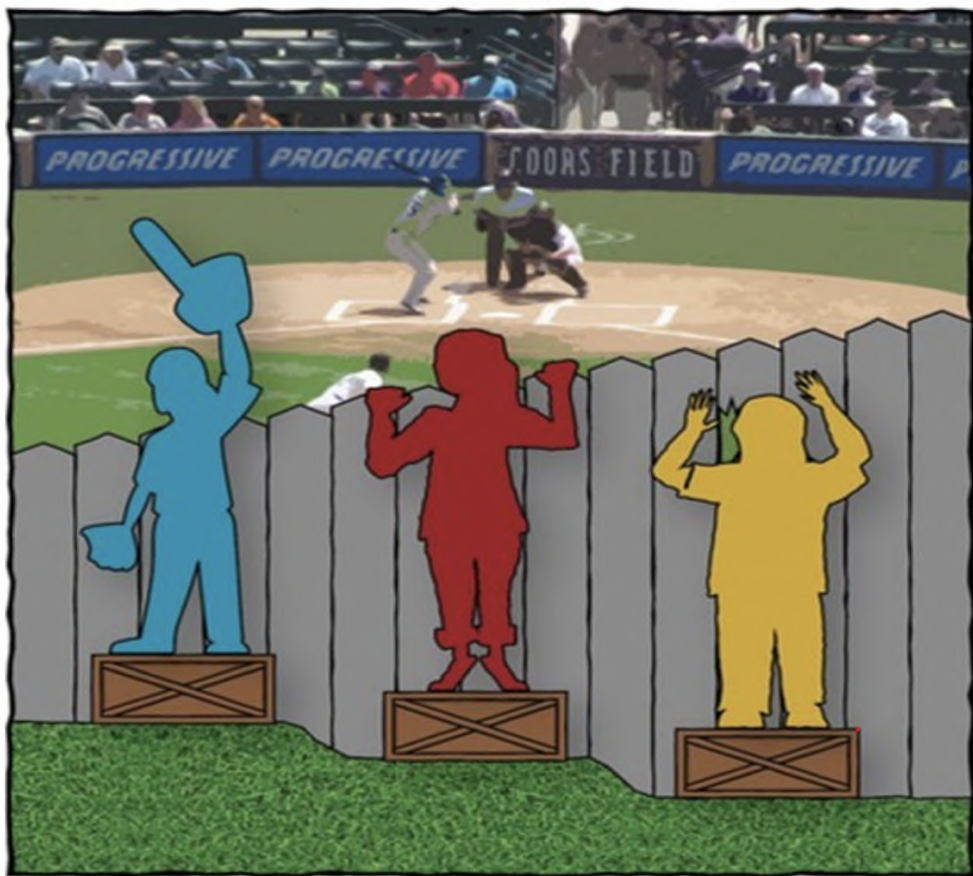
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



### Equity = **Justice**

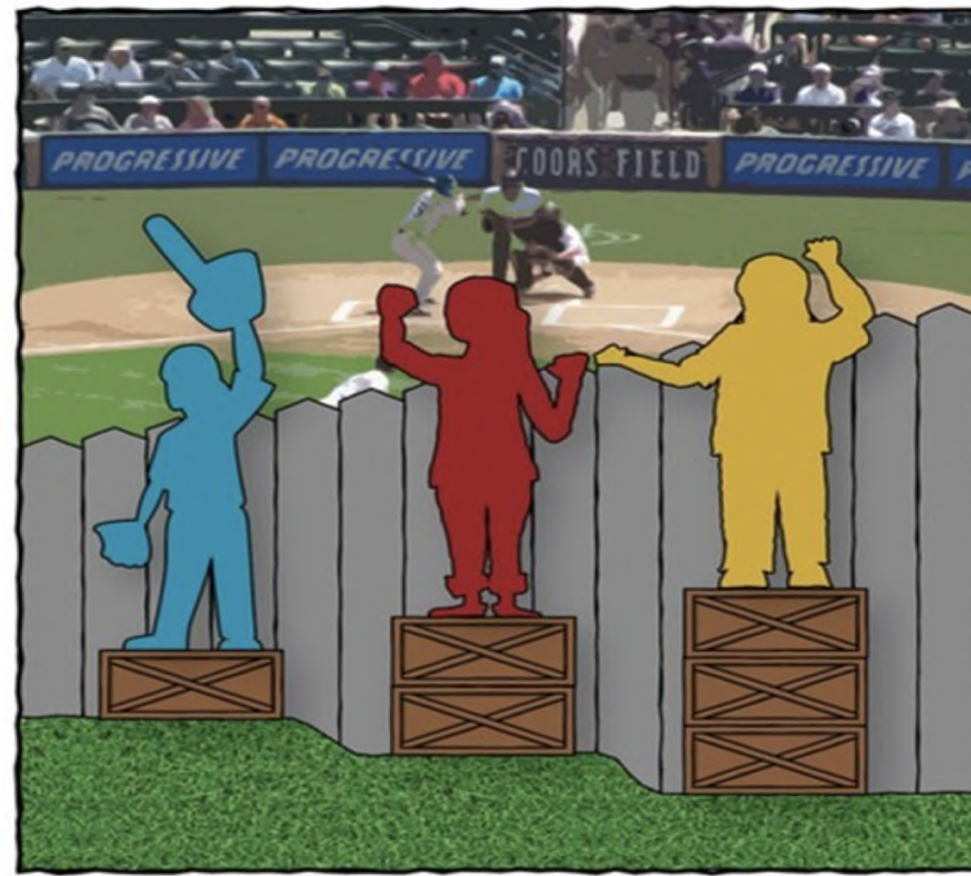
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.





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# What is Bias?

- The evaluation and association of one **group** and its members relative to another.
- **Inescapable** reality of humanity
- We do have choice over how much we let bias influence our **actions**.
- Acting on bias can be discriminatory and create negative **outcomes** for particular groups

## Explicit

Expressed directly

Aware of bias / operates consciously

Example:

Sign in the window of an apartment building noting

“Mexicans need not apply”

## Implicit

Expressed indirectly

Unaware of bias / operates sub-consciously

Example:

A property manager doing criminal background checks on black applicants and not white applicants.

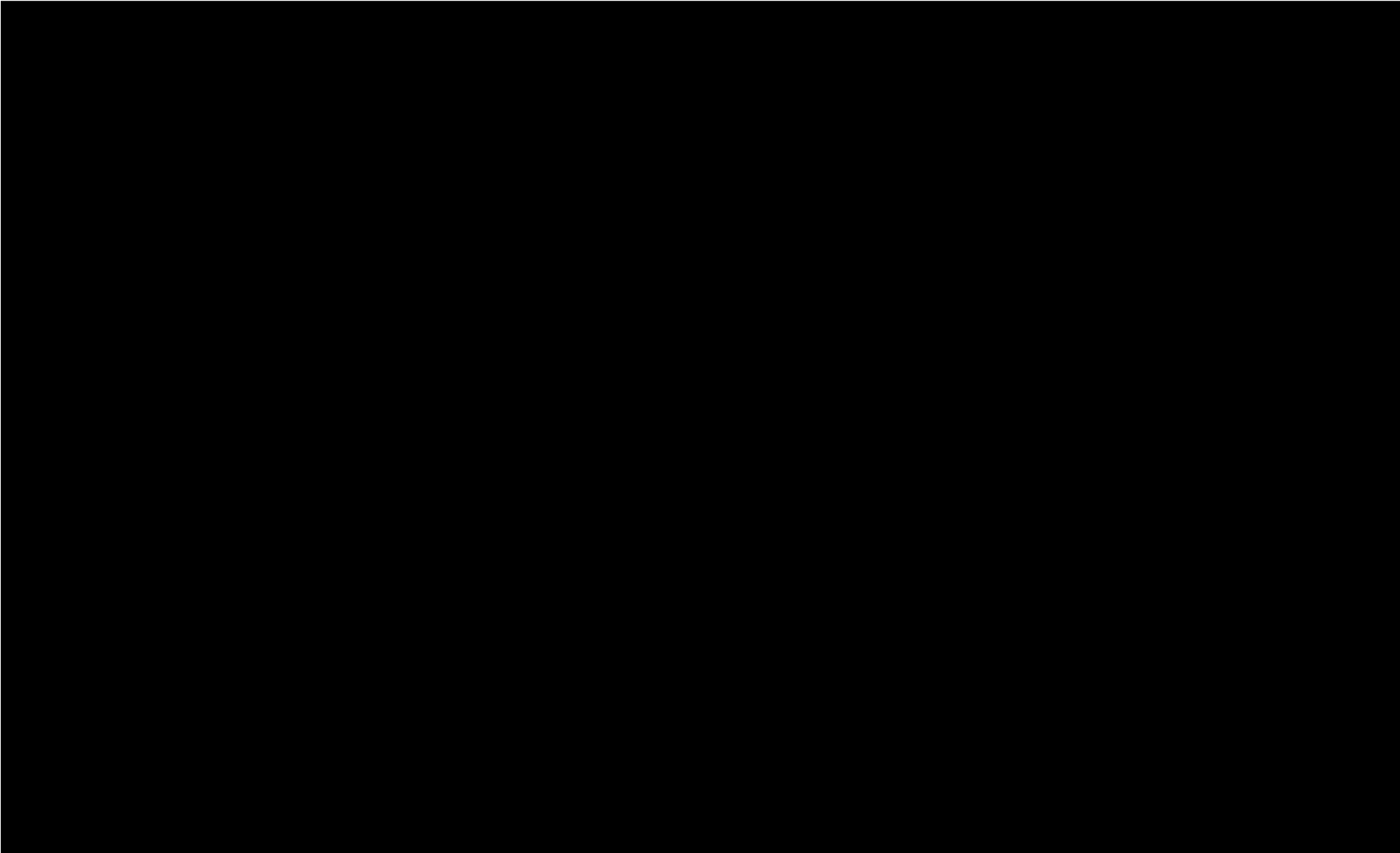
# The Unconscious Mind

- Schemas: the “frames” through which our brains help us understand and navigate the world
- They are shaped by our environment and largely reside in the sub-conscious.
  - 1) Sort into categories
  - 2) Create associations
  - 3) Fill in the gaps





**Count how many passes the white team makes**



# What Color are the Lines of Text?

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- Cvr zxyq brm
- Xoc jbn oew mne
- Vqeb peow ytro
- Vqeb peow ytro

- Black
- Red
- Blue
- Green



- Green
- Black
- Yellow
- Blue

# Bias in Institutions = Inequitable Outcomes

a.

## Institutional / Explicit

- Policies which explicitly discriminate against a group.

### **Example:**

U.S. Court Rules Dreadlock Ban During Hiring Process Is Legal

b.

## Institutional / Implicit

- Policies that negatively impact one group unintentionally.

### **Example:**

Police department using “stop and frisk” style racial profiling.

c.

## Individual / Explicit

- Prejudice in action – discrimination.

### **Example:**

A restaurant owner threatens to call ICE on Spanish speaking customers

d.

## Individual / Implicit

- Unconscious attitudes and beliefs.

### **Example:**

Employer not calling back applicant with “black” sounding name.



“**IF YOU HAVE A BRAIN,  
YOU HAVE A BIAS.**”

- FEMI OTITOJU  
[cbc.ca/tapestry](http://cbc.ca/tapestry)

What to Do with Bias?

Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

**Be Accountable:** Take the time to examine your actions or beliefs.

**Take Action:** Increase contact with people outside of your own demographics, experiences, and thought groups.



# Levels of Racism

## Individual racism

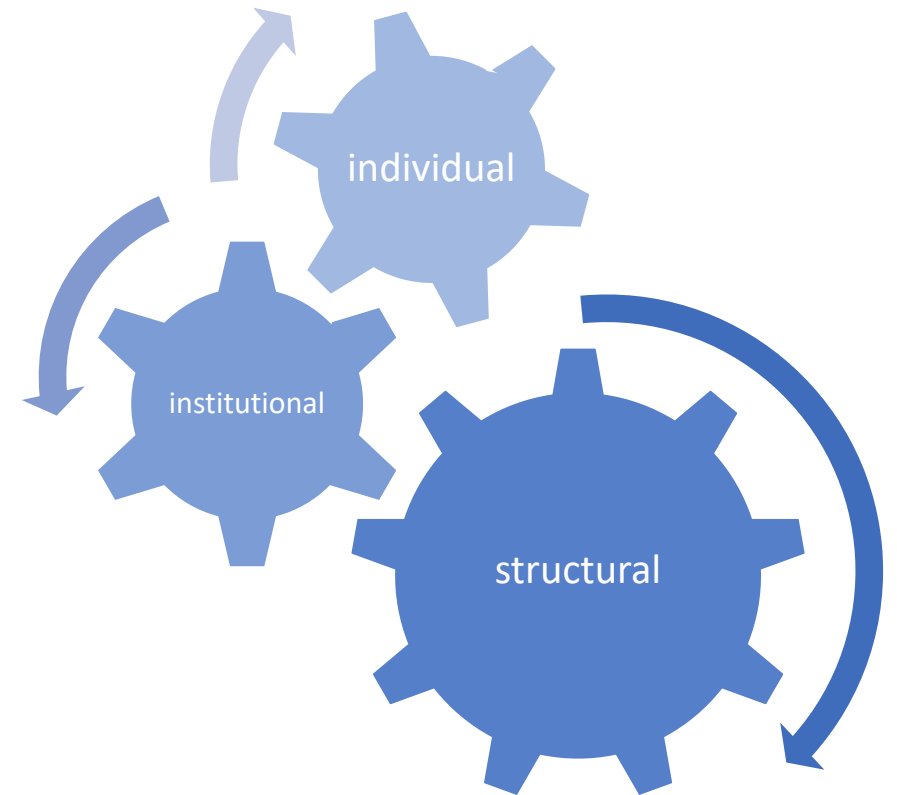
Pre-judgment, bias, or discrimination by an individual based on race.

## Institutional racism

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



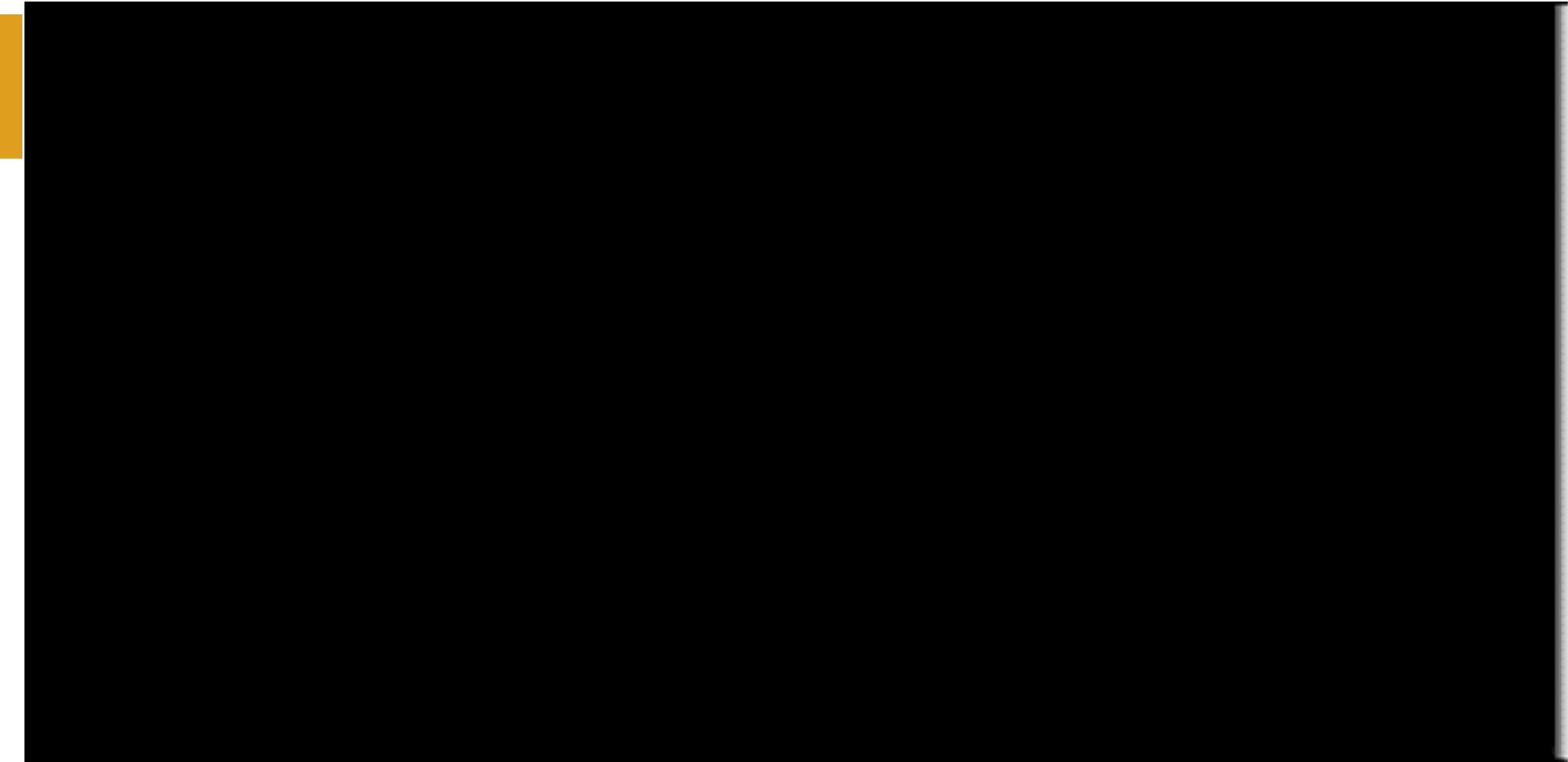


**The  
House We  
Live In**

**Blockbusting**

**Racial  
Covenants**

**Redlining**

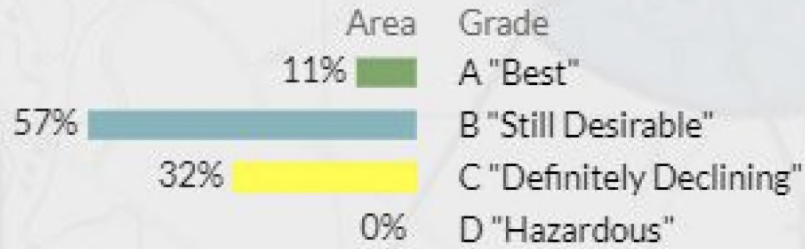




# Redlining of Arlington: 1938

PREPARED BY  
 DIVISION OF RESEARCH AND STATISTICS  
 WITH THE CO-OPERATION OF THE  
 APPRAISAL DEPARTMENT  
 HOME OWNERS' LOAN CORPORATION  
 FEB. 1, 1938

## Areas by Grade



### Selections from the Area Descriptions

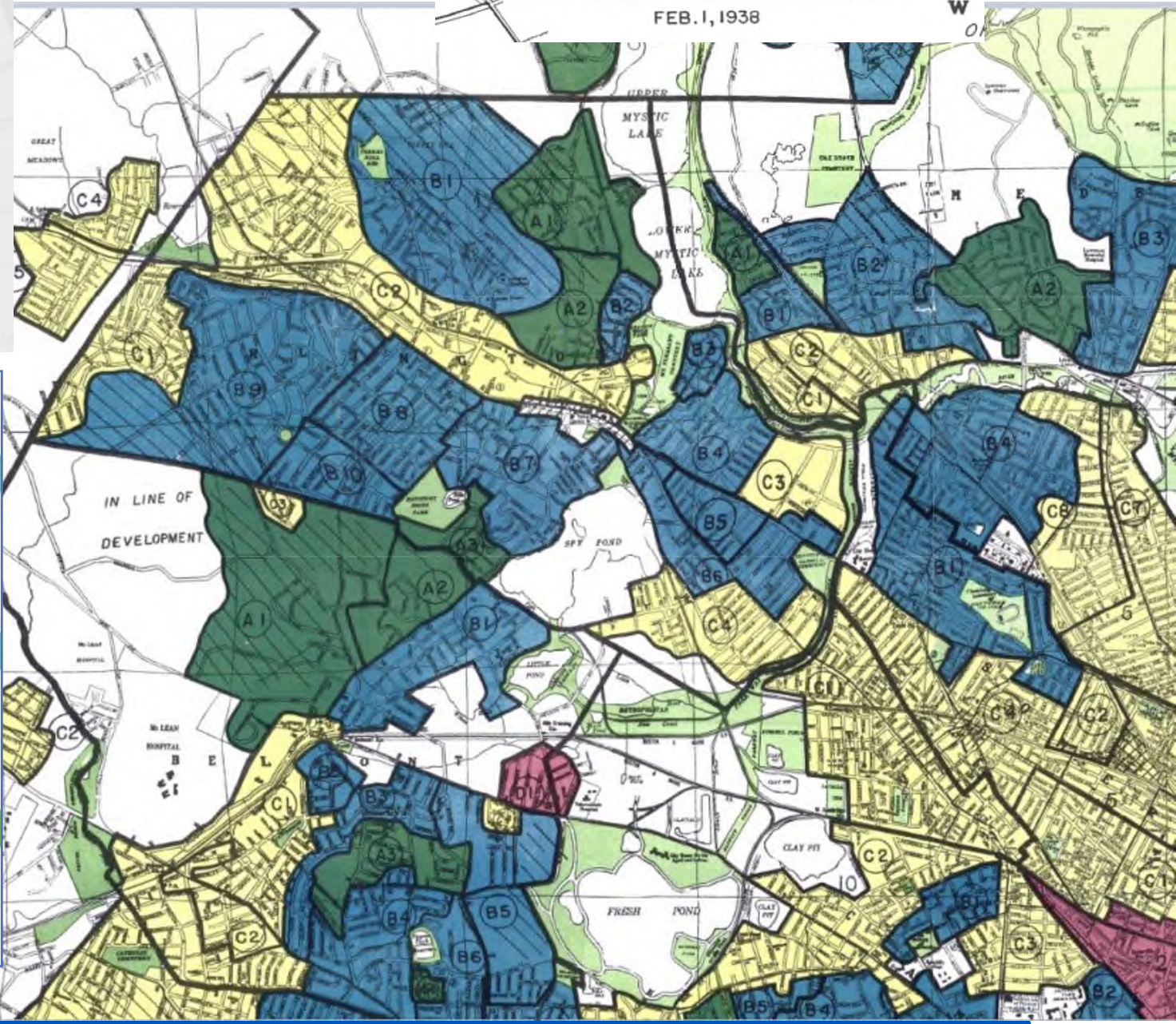
**FOREIGN INFILTRATION  
 WILL COME IN THE NEXT  
 FIVE YEARS FROM THE  
 ADJOINING THIRD GRADE  
 AREA**

...holding up the entire area. Home  
 (Clarifying Remarks)

Foreign infiltration will come in the next five years from the adjoining  
 third grade area.  
 (Clarifying Remarks)

A2

There is a large farm in the center of this section which is open for  
 development when land prices improve.  
 (Clarifying Remarks)

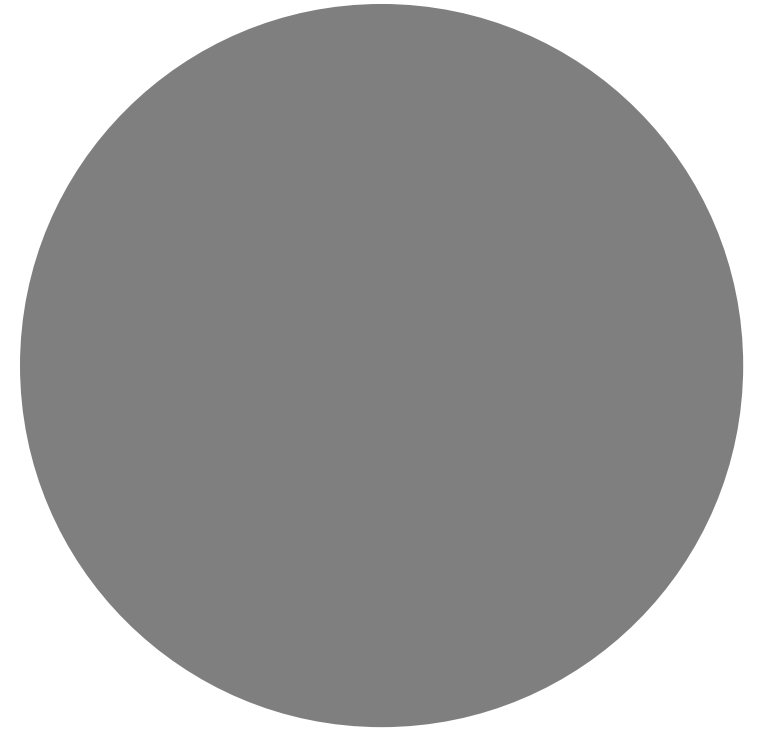




- Racial equity tools
- Data to help identify strategies that will yield different results to reduce racial inequities

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**Operationalizing is Action**



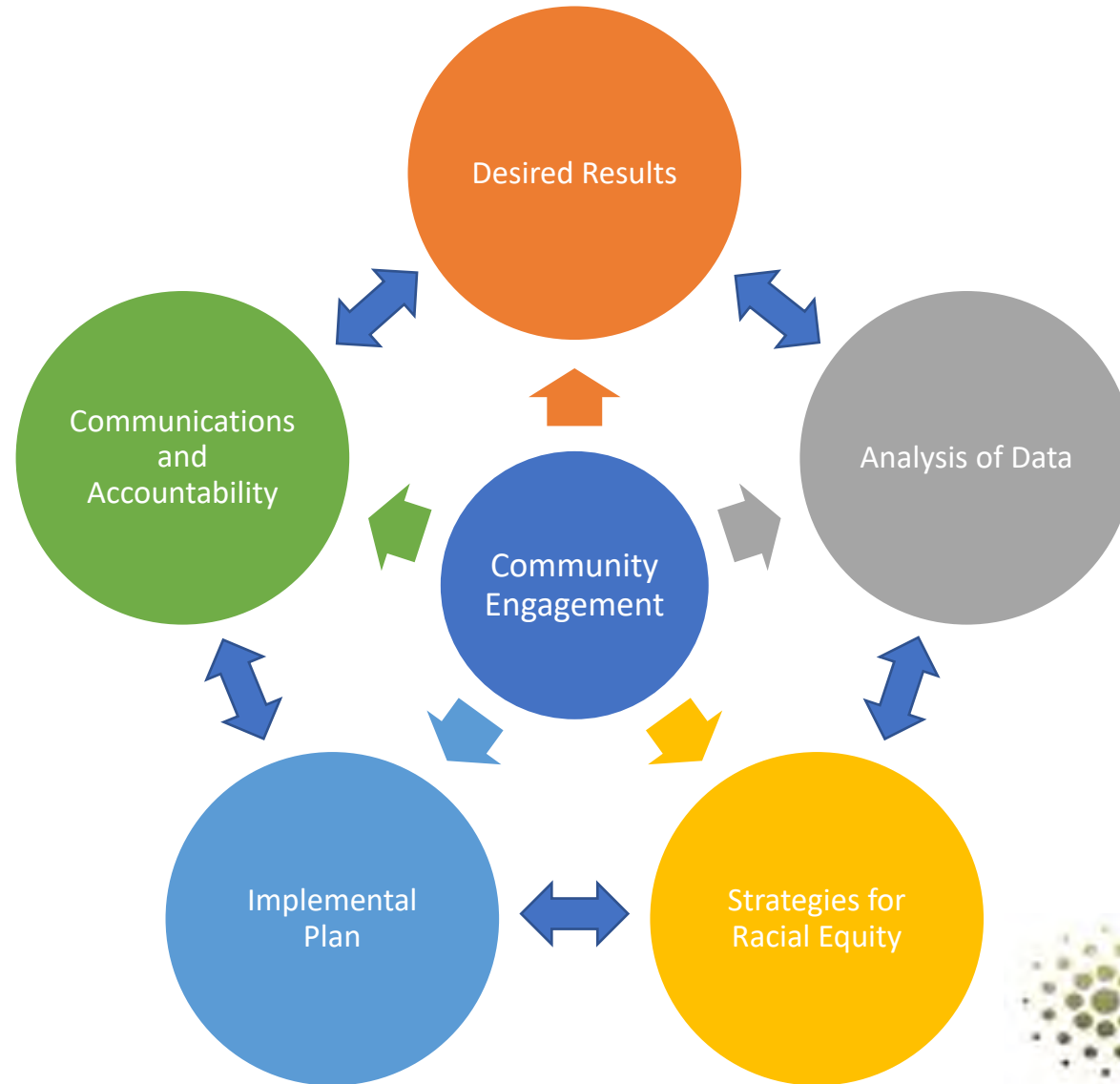
# Intent vs. Impact



- Fairness and Justice
- What does it mean to look at impact rather than intent in policy?



# What is the **Process** for Racial Equity?



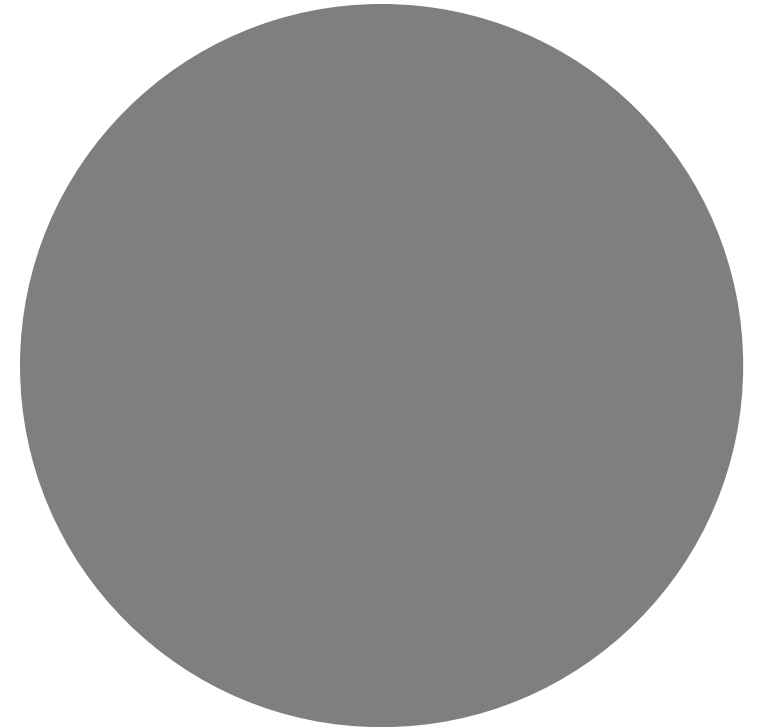
# Decision Making with a Racial Equity Tool

- **STREETLIGHTS / COMPLAINT-BASED SYSTEMS**
- **BAN THE BOX POLICIES**
- **CONTRACTING POLICIES + PROCEDURES**
- **INCREASES TO THE MINIMUM WAGE**
- **POLICING + CRIMINAL JUSTICE + BAIL**
- **INFRASTRUCTURE + TRANSPORTATION**
- **RE-ENTRY + EMPLOYMENT**
- **SCHOOL DISCIPLINARY POLICIES**
- **LOCAL FINES + FEES**
- **ZONING + PERMITTING**
- **PUBLIC + RECREATIONAL SPACES**
- **WHAT ELSE?**

- Developing capacity for racial equity across all departments
- Resourcing the work through partnership, training, intentional structure & process

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## **Organizing** for Racial Equity



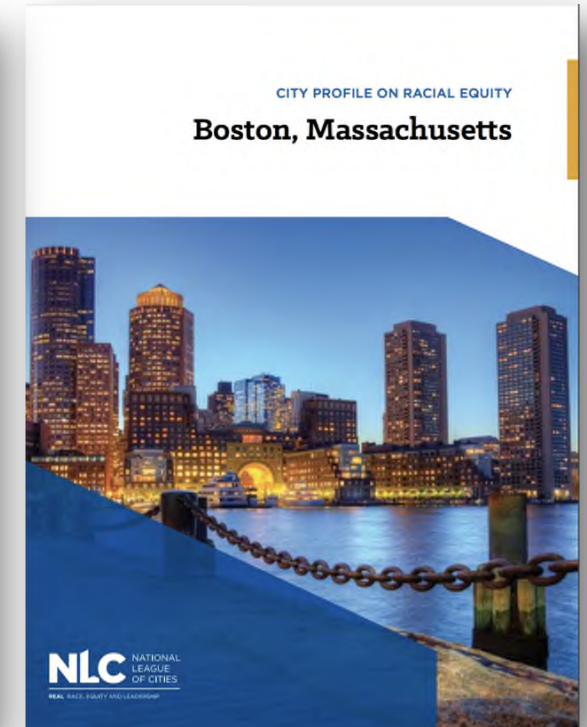
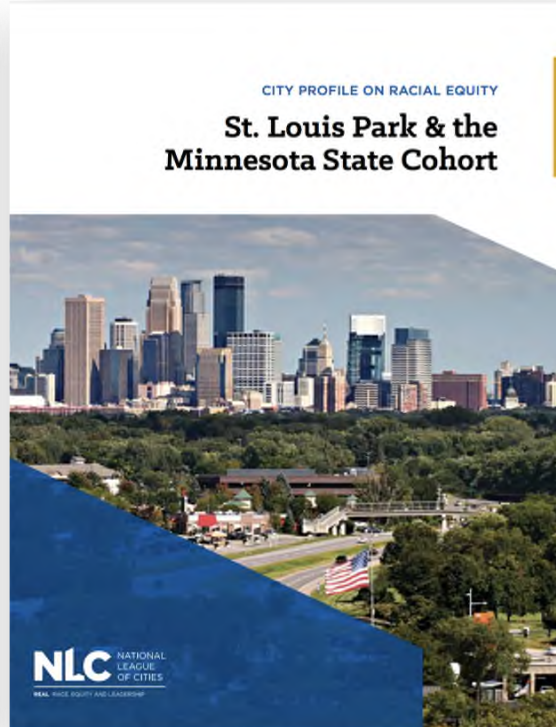
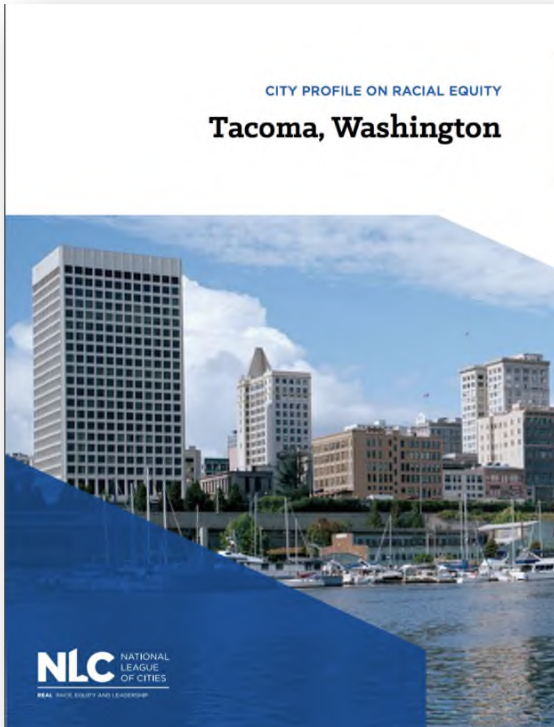
# 6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan





# Highlighting Efforts of Local Leaders

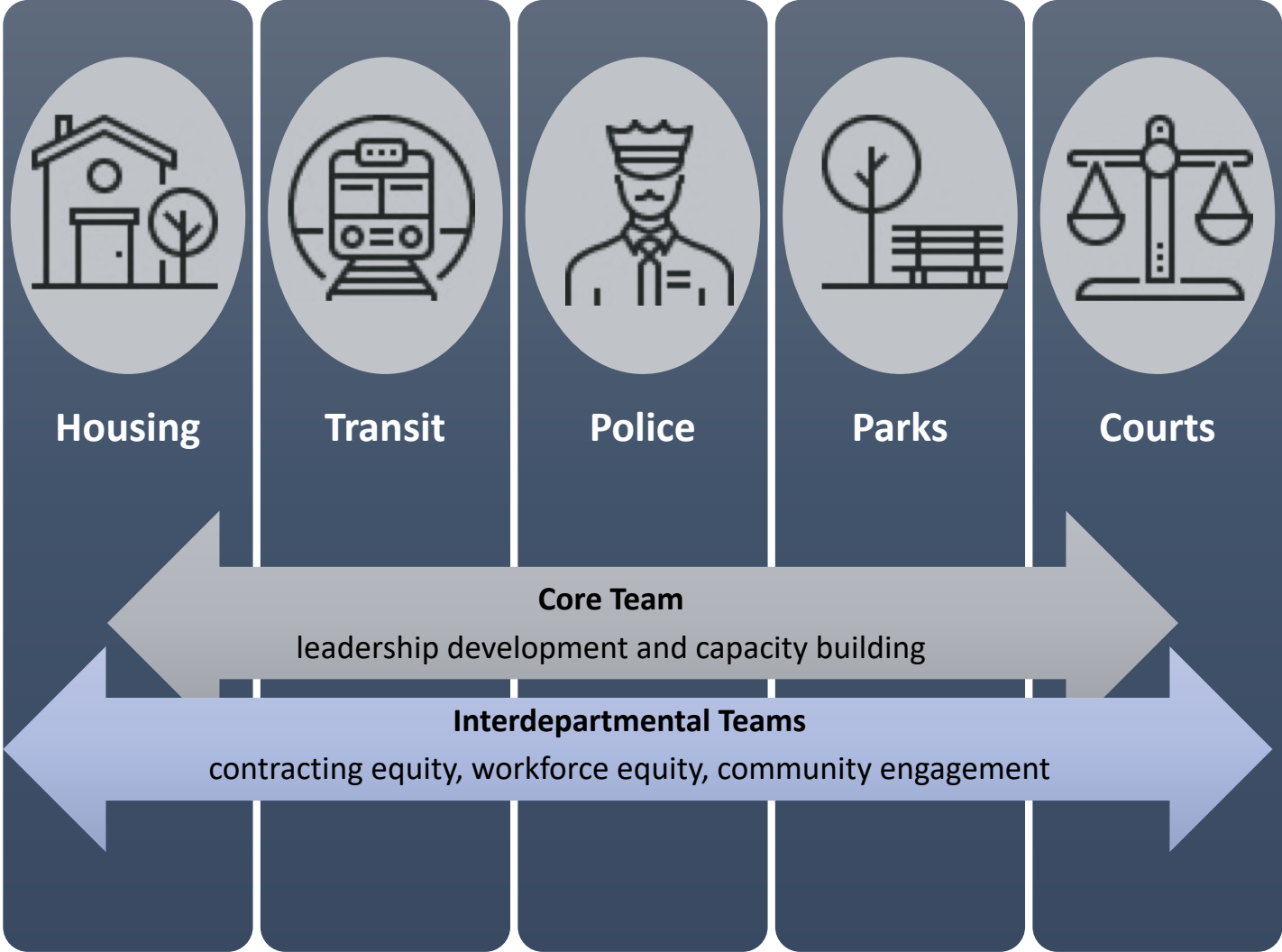




# Getting Started in Arlington, MA



**Racial Equity Leadership Team – senior leadership**



- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

# Good Governance and Racial Equity



- Strategy to help you meet key city goals
- Prosperity
- Health
- Safety
- Accountable government





# Racial Equity Outcomes

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## Improving outcomes for all: The economic benefits of equity

### Boston-Cambridge-Quincy, MA Metro Area

In 2015, the economy would have been **\$45.78** billion larger if there had been no racial gaps in income.

<https://nationalequityatlas.org/data-summaries/Boston-Cambridge-Quincy, MA Metro Area/>

**I am no longer accepting the things I cannot change.  
I am changing the things I cannot accept.  
-Angela Y. Davis**

# REAL Resources

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- Please check out additional REAL resources for your community at:  
[www.nlc.org/REAL](http://www.nlc.org/REAL)
- Or reach out to directly to me:

**Leon Andrews**  
Director of REAL  
**Email: Andrews@nlc.org**  
**Phone: 202.626.3039**