Advancing Racial Equity
Alternatives to Incarceration Work Group
Using a Racial Equity Tool

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WE HAVE UNITED

race forward & CSI

CENTER FOR SOCIAL INCLUSION
Government Alliance on Race and Equity

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

✓ Lead network – 140+ members
✓ Expand network – 30 states / 200+ jurisdictions
✓ Provide tools to put theory into action
National effective practice

Normalize
• A shared analysis and definitions
• Urgency / prioritize

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Organize
• Internal infrastructure
• Partnerships

Visualize
Quick refresher – Normalizing
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
History of government and race

Initially explicit

Government explicitly creates and maintains racial inequity.

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

Government for racial equity

Proactive policies, practices and procedures that advance racial equity.
Why GARE leads 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

Race focused, but not exclusive always bring an “intersectional” analysis
Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...
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
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 African Americans than whites.
Institutional / Explicit

Policies which explicitly discriminate against a group.

Example: Police department refusing to hire people of color.

Institutional / Implicit

Policies 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.
**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.
Questions about key concepts?
Operationalizing
Racial Equity Toolkit
An Opportunity to Operationalize Equity

http://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
What is a Racial Equity Tool process?

1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation plan
6. Communications and accountability
Key Measurement Principles

Population level
- Data
  - Community indicators

Desired results
- What you hope to see in communities

Organization level
- Outcomes
  - What you aim to achieve with an action
- Data
  - Performance measures
Example: “Get Moving” program

**Population level**
- Youth in school are healthy and ready to learn.

**Desired results**
- % of students exercise as recommended
- % of students walking to school

**Data**
- Pass “Safe Routes to School” leg
- Students in “Get Moving” program have better health outcomes

**Outcomes**
- # of students participating
- % of students with improved health or education status

**Organization level**

* Disaggregate all data by race
Development of strategies

- Focus on impact in the community
- Data informed
- Community-driven
- Move beyond treating symptoms to addressing root causes
Root causes analysis –
Understanding the “WHY?”

Why are there racial disproportionalities?
Why else?
Why else?
Why else?
Why else?

Example

What are the explanations at an individual, institutional and structural level?
Example

**Result** – Increase healthy life outcomes

- **Indicator** – Overall rate of unhealthy weights decreases from 18% to 5% in ten years, and the disproportionality by race is eliminated
- **Indicator** – Disproportionality in life expectancy is eliminated (current gap is 10 years)

**Outcomes** – Increased access to healthy foods, parks and open space in neighborhoods where access is lacking

- **Performance measure** – Pass “healthy retail” legislation
- **Performance measure** – Increase “safe routes to school,” the % of students walking to school
Communicating about race
It’s more than just talk – ACT

- **Affirm**
  - Start with the heart
  - Explain why we are all in this together

- **Counter**
  - Explain structural roots and realities
  - Take on race directly

- **Transform**
  - Reframe winners and losers
  - End with heart and a solution
Example
Juvenile Justice – court appearances

• “No shows” were resulting in youth going further into school-to-prison-pipeline
• First attempt to address (without a Racial Equity Tool) – sent reminder letters in the mail
• Overall result successful – increased court appearances!
• However, – racial disproportionality increased – a strategy that didn’t work for youth of color.
Juvenile Justice – court appearances

- Back to the drawing board, used a Racial Equity Tool
- Youth engagement – new strategies included reminder texts and transit assistance.
- **Overall result** – court appearances increased even further
- **Racial equity result** – decreased racial disproportionality
Transforming policies
Small group discussion

- What are the results and outcomes you are trying to achieve?
- What’s the data and what have you learned from community engagement?
- What strategies and actions emerge from the data and community engagement?
Large group discussion

• What worked well?
• Where did you have challenges?
• What questions do you have?
Visioning
If the Alternatives to Incarceration Working Group is successful, how will things will be different for...

1. Communities most impacted by the carceral system
2. People in L.A. County
3. Government institutions
4. The criminal justice system
Closing
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Outcomes

Participants

• Grasp key racial justice concepts and terms
• Understand the Racial Equity Tool as a methodology, with specific components/steps
• Practice using the Racial Equity Tool with one issue identified by their ad hoc committee.
• Support using the Racial Equity Tool to guide the work of ad hoc committees and the larger work group.