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Our values vs. our realities

All men are created equal…

…was revolutionary at the time, but when Jefferson spoke these words, they applied to White male property owners.

Of the people, by the people, and for the people…

…yet our elected leaders and the leaders of businesses, schools, foundations and non-profits don't come close to the diversity of our communities.

EXPLICITLY RACIST

As slavery was formalized, explicit structural racism crystallized in the form of laws, policies and practices that restricted People of Color from many of the rights of the new colonists.

By the "Jim Crow" era there were hundreds of explicitly racist laws and policies in active use governing who could vote, marry, own property, be property, be a citizen, and many other rights.

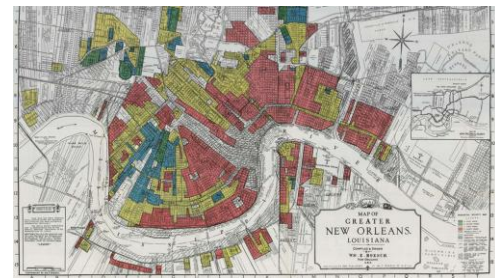**GO DEEPER:**
- 2 minute clip: The Rise and Fall of Jim Crow

LOCAL AND REGIONAL
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RACE & EQUITY

HISTORY OF RACISM IN THE U.S.

"RACE-NEUTRAL"

Through **organizing efforts led by People of Color (which were largely met with resistance and violence), many explicitly racist laws and practices were overturned**. But while the 20th century brought policy triumphs like the 13th amendment, which abolished slavery, and the Civil Rights Act, **"race-neutral" laws — many of which continue to drive worse outcomes for People of Color — became the norm**.

GO DEEPER:
- [Explore redlining in your community](#)

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WHERE DO WE GO FROM HERE?

EXPLICITLY RACIST

"RACE-NEUTRAL"

EXPLICITLY ADVANCING RACIAL EQUITY

We can create a future in alignment with our values by **explicitly, proactively advancing racial equity** through rigorous, data-driven strategies. The Racial Equity Here commitment is centered around these strategies, **like using a racial equity tool.**

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Caption: Two residents wade through chest-deep water after finding bread and soda from a local grocery.

Caption: A young man walks through chest deep flood water after looting a grocery store in New Orleans.

Bias

▪The evaluation of one group and its members relative to another.

- We all carry bias, or prejudgment. Acting on biases can be discriminatory and can create negative outcomes for particular groups.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

Examples of Racial Bias

Replicated Study done by Southampton University

19,000 emails to public service departments including Libraries, Schools, Sheriffs, County Treasurers and Clerks Offices

Identical email requests apart from names.

Black sounding names – 4% less likely to receive a response

White sounding names – more likely to have a cordial respectful response

Susan Smith

LaKesha Washington

Racial Discrimination in Local Public Services:
A Field Experiment in the US

Areas of Concentrated Poverty

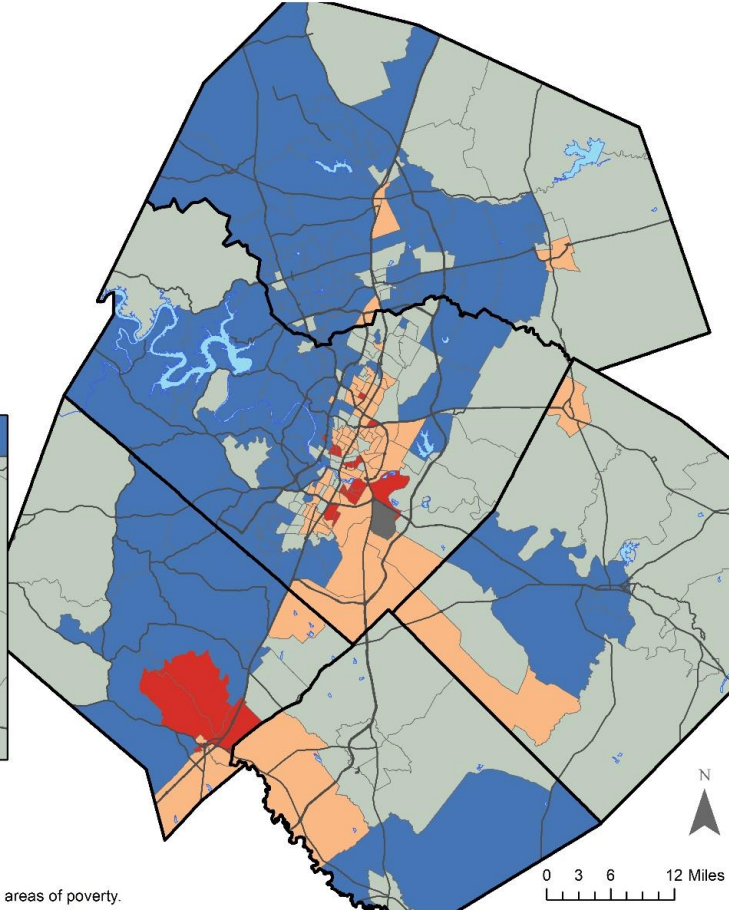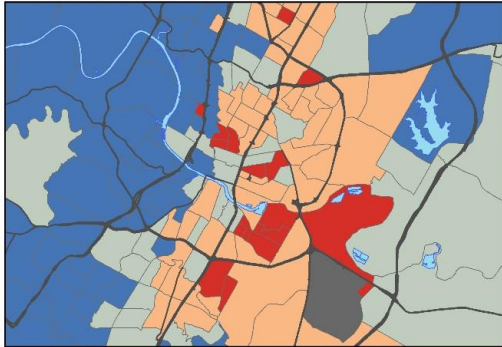Percent Poverty by Census Tract, Austin MSA, 2010-2014, ACS 5-Year Data

Legend

- County
- Highways
- Water
- Airport

**Percent Poverty
by Census Tract**

- Less than 10%
- 10% to 20%
- 20% to 40%
- Over 40%

Inset: Central Travis County

Map produced by CAN from U.S. Census Bureau,
5-Year, 2010-2014, American Community Survey data.
(Table C17002: Ratio of Income to Poverty Level in Past 12 Months)
Census tracts with high student populations tend to correlate with high areas of poverty.

0   3   6   12 Miles

Brookings reports people
living in concentrated
poverty face

- higher crime rates

- poorer physical health

- low-performing
  schools

- higher drop out rates

- poor job-seeking
  networks

can

Utilizing Equity Assessment Tools

What Does Equity Look Like to You?

COA Equity Statement

Racial equity is the condition when race no longer predicts a person's quality of life outcomes in our community.

The City recognizes that race is the primary determinant of social equity and therefore we begin the journey toward social equity with this definition.

The City of Austin recognizes historical and structural disparities and a need for alleviation of these wrongs by critically transforming its institutions and creating a culture of equity.

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EQUALITY   EQUITY

Government's Opportunity to Drive Equity

Key Areas of Departmental CHOICE

- **Planning:** What to change and prioritize in programs?

- **Budgeting:** what items do we add or cut and what initiatives get the funding?

- **Personnel:** who to hire, retain, promote, or develop as leaders

- **Policy** Development: what to propose or modify?

- **Practices:** routines/habits and or expectations to set

The cumulative impacts of small choices can lead to BIG influence on outcomes and equity

Methodology
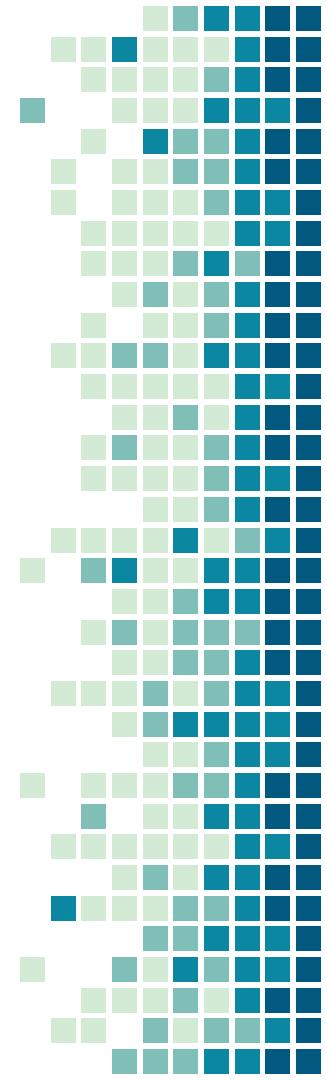
How was the equity tool developed?

- ○ Equity Action team members logging nearly 900 hours of volunteer time

- ○ 6 Steps for Building Racial Equity- Government Alliance on Race and Equity (GARE)

- ○ Council's Six Strategic Priority Outcomes

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Equity Assesment Analysis Areas

What does an equity tool cover?

1. Department Culture
2. Community Engagement
3. Budgeting
4. Alignment with Advancing Equity
5. Unintended Outcomes

Relevance to Law Departments

- Hiring Employees

- Hiring Outside Counsel

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Equity Assessment Process

1. **Create a Team**
2. **Attend a Training**
3. **Communicate to Department**
4. **Send Survey**

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Equity Assessment Insights

- Policy v. Law

- Internal v. External Clients

- Land Development / Housing

- Social Justice Ordinances