Eliminating Racial Inequity: Are we making a difference?

Governing for Racial Equity
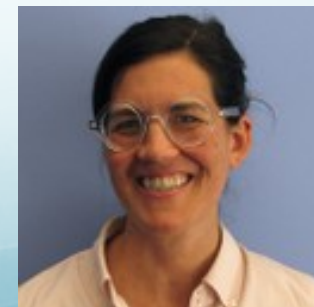**Seattle, WA**
December 13, 2012

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Critical Issues Forum
Marking Progress: Movement Toward Racial Justice

http://www.racialequity.org/criticalissues.html

How does one best evaluate work aimed at Structural Racism?

- Includes Essays by:
  - Quinn Delaney
  - Lori Villarosa
  - Maya Wiley
  - john powell
  - Rinku Sen
  - Soya Jung
  - Sally Leiderman
  - Michelle Fine
  - Maggie Potapchuk

- Interviews with:
  - Western States Center
  - National Network for Immigrant and Refugee Rights
  - Miami Workers Center

Philanthropic Initiative for Racial Equity

CRITICAL ISSUES FORUM
Marking Progress:
Movement Toward Racial Justice
Volume 3 • July 2010

LEVELS OF RACISM[102]

LEVEL	DESCRIPTION
Individual/ Internalized Racism	Racial bias within individuals—one's beliefs, attitudes and prejudices about race.
Interpersonal Racism	Racial bias between individuals— public expression of bigotry and hate.

LEVEL	DESCRIPTION
Institutional Racism	Racial bias within institutions such as schools and hospitals. Disparate outcomes reveal institutional racism, whether or not there is racist intent on the part of individuals within that institution.
Structural Racism	Racial bias among institutions and across society. Structural racism is the cumulative effects of history, ideology, and culture and the result of institutions and policies that favor whites and disadvantage people of color.

Adapted from Applied Research Center

Approaches to racial justice differ in type of racial analysis and scale of impact

Type of Racial Analysis

Scale of Impact	Implicit	Explicit
Individual	*Universal Direct Service*	*Targeted Direct Service*
Institutional	*Universal Policy Change Within one Sector*	*Targeted Universal Policy Change Within one Sector*
Structural	*Universal Policy Change Across Multiple Sectors*	*Targeted universal Policy Change Across Multiple Sectors*

Use this framework to inform discussion:

What is the distribution of our current work?

Are we too reliant on too few (or the wrong) approaches for the issues we care about?

Will impact of change in one sector/institutional system be reduced or strengthened by challenges or changes in related sector/system?

What unintended consequences should we consider?

Example: Seattle Race and Social Justice Community Roundtable

Addressing structural racism

Working to eliminate race-based disparities in our community and promote race and social justice across Seattle institutions.
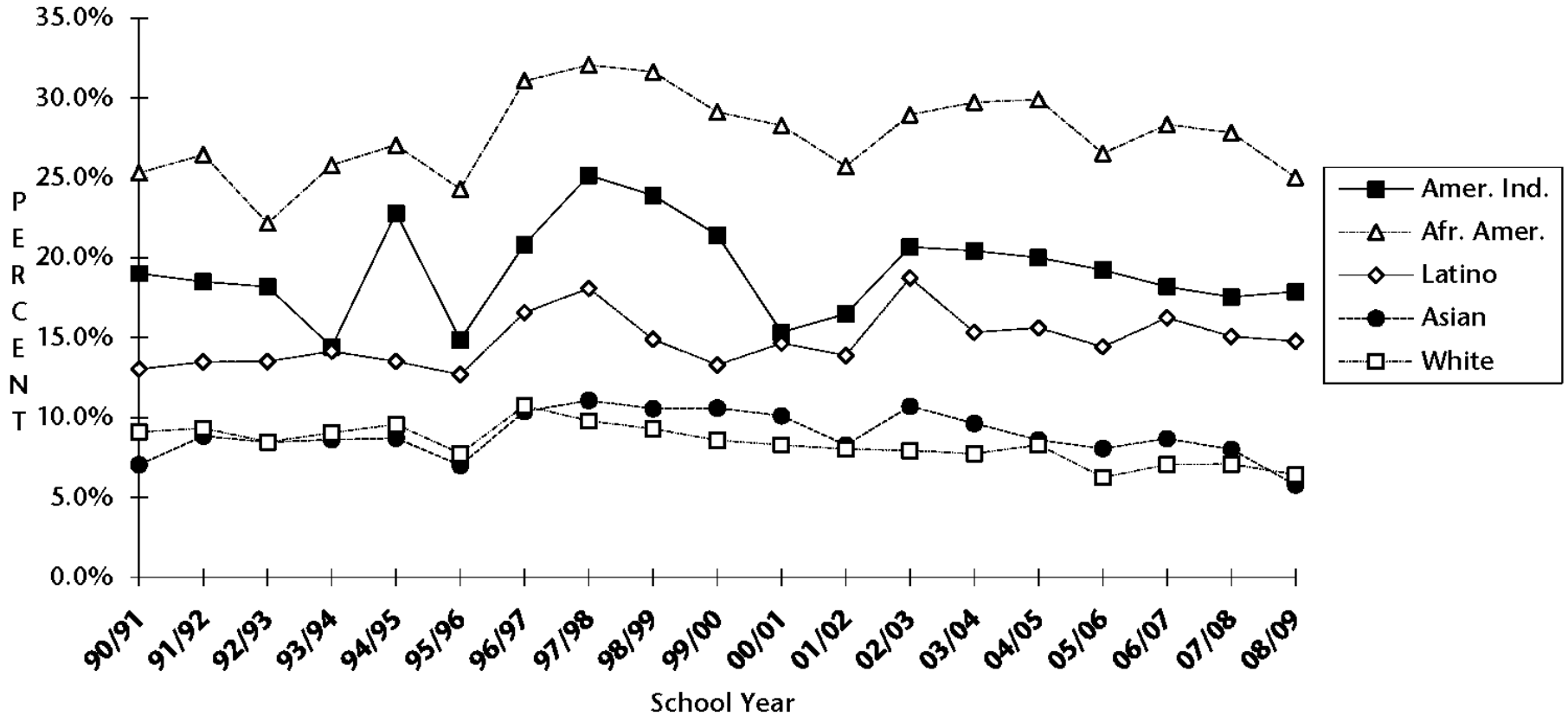
We are leading with education because it is a leverage point that has the potential to dramatically influence other areas of inequity.

Seattle Public Schools
Student Discipline Trend Data by Ethnic Group
Short Term Suspensions

Percent of Short-Term Suspensions by Ethnic Group
All Middle School Students/Grades 6-8
1990-1991 to 2008-2009

Let's use this framework to consider approaches to address school discipline and student drop out rates

Type of Racial Analysis

Scale of Impact	Implicit	Explicit
Individual	*A program for youth who have been suspended to complete school assignments*	A program for African American young men that includes tutoring and racial equity organizing
Institutional	***Developing a restorative justice policy for school discipline***	***Developing a restorative justice policy for school discipline using the Racial Equity Toolkit***
Structural	***Create linkages between school districts and juvenile justice to return youth to school***	***Creating partnerships across institutions with communities of color to shut down the school to prison pipeline and eliminate racial inequity in graduation rates***

Use this framework to your evaluate the analysis and scale of impact of the interventions of your own system or organization.

Type of Racial Analysis

Scale of Impact	Implicit	Explicit
Individual		
Institutional		
Structural		

Use this framework to inform discussion:

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9

Racial Equity Lens:
4 Key Steps

1. Analyze the data and information about race and ethnicity

2. Understand the disparities – and learn why they exist

3. Look at problems and their root causes from a structural standpoint

4. Name race explicitly when talking about the problem AND solution.

Racial Equity Lens for Strategy Development

1. Analyze the data and information about race and ethnicity

2. Understand the disparities– and learn why they exist

3. Look at problems and their root causes from a structural standpoint

4. Name race explicitly when talking about the problem AND solution.

Racial Equity Lens for Evaluation

1. What information do we have access to in regards to race and ethnicity?

2. What do the disparities show us? Who have we talked to in order to understand the disparities?

3. Have we considered the structural barriers that create the disparate outcomes? What structures are collaborating to create the disparate outcomes?

4. Have we been explicit about race in our solution?

Why Does Evaluation Matter?

- Measure progress over time – is the intervention working?

- Constrained resources – work smarter with less

- Create greater political will for race explicit solutions to address persistent racial disparities

What does it Mean to Measure the Transformation of Race?

- Must be multidimensional, examining complex institutional and social relationships, policies and practices.
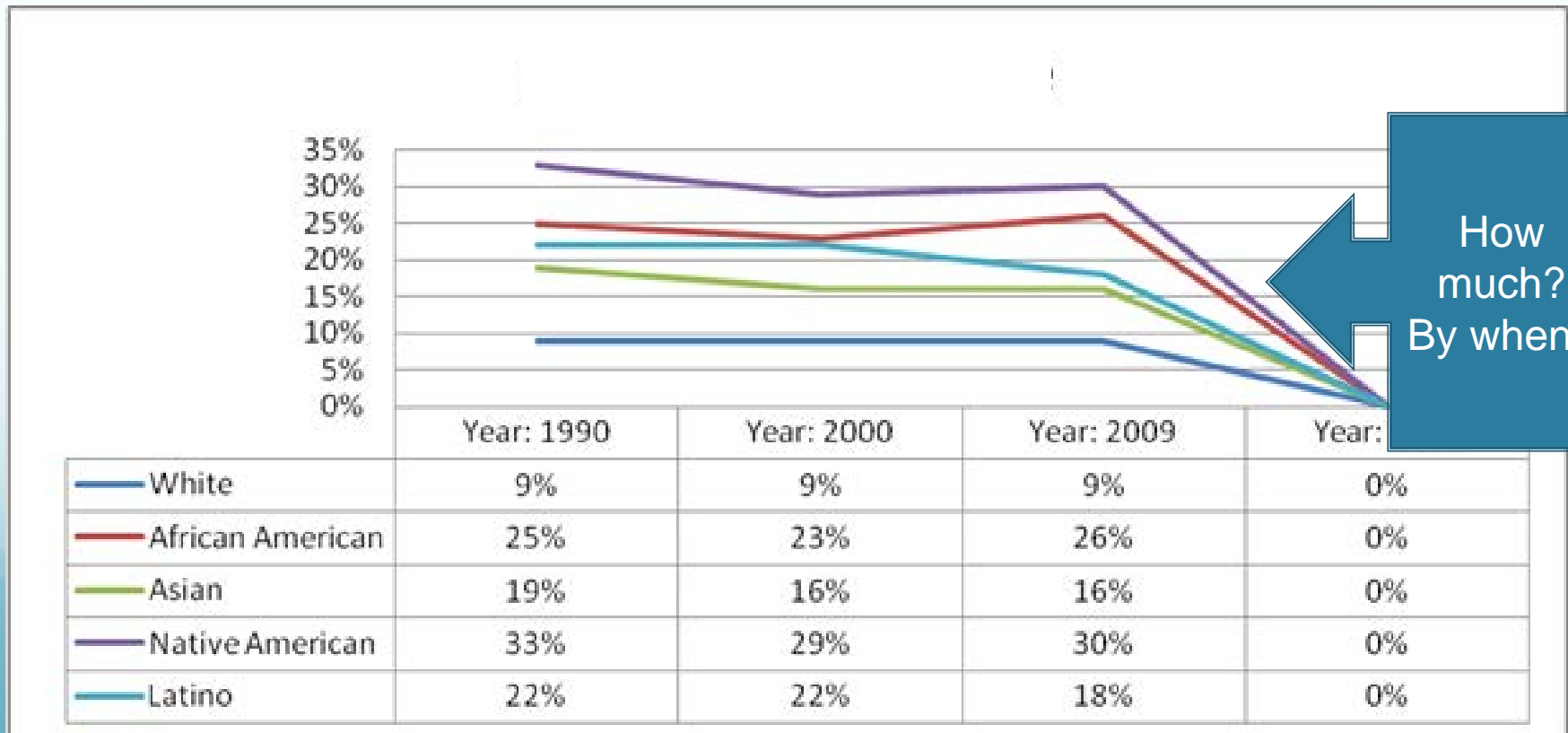
- Nonlinear

- Upfront

Healthcare

Civic Participation

Transportation

Housing

Employment

Education

Environment
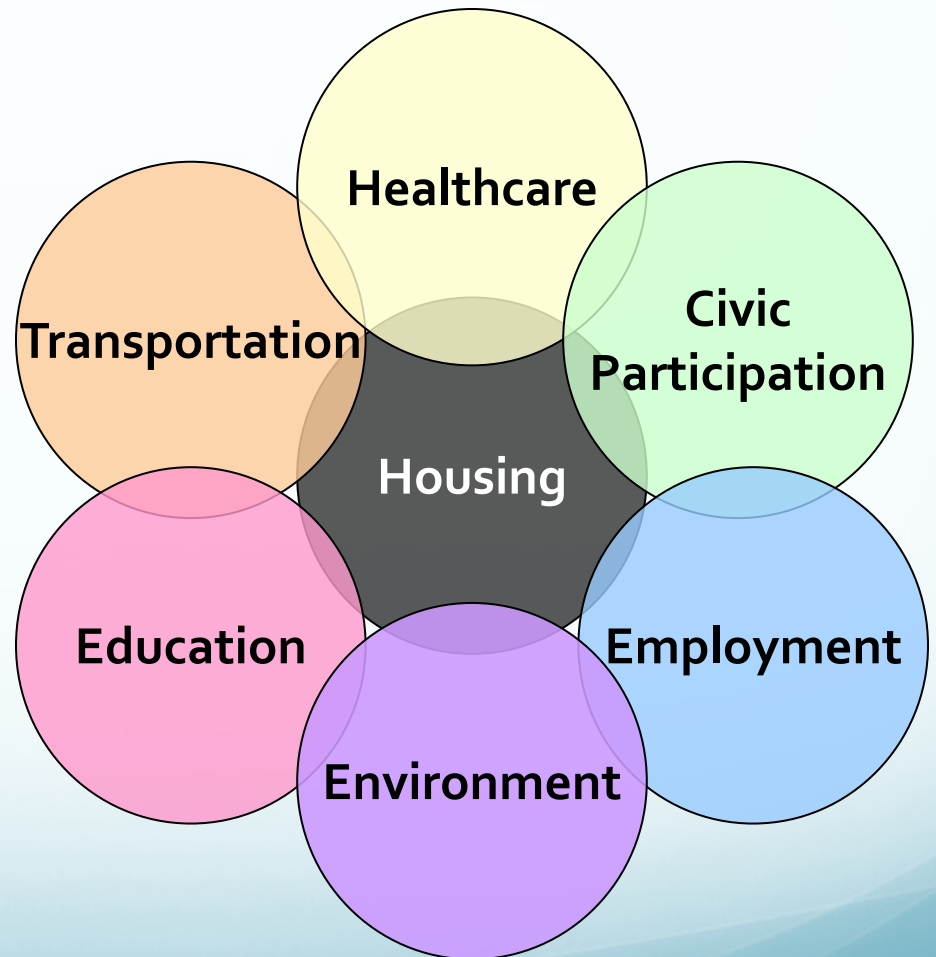
Race-Conscious Evaluation Tools

- *Assess* trends and forces that influence the problem we are trying to solve – including role of race;

- *Identify* the multiple institutions who directly and indirectly influence that change – and the racial status quo we must challenge;

- *Evaluate* the relationship between actions or inactions of "the field" and the outcomes we can observe.

Example: Seattle Race and Social Justice Community Roundtable
Racial Equity Tool

- Assess conditions and set goals for eliminating racial inequity

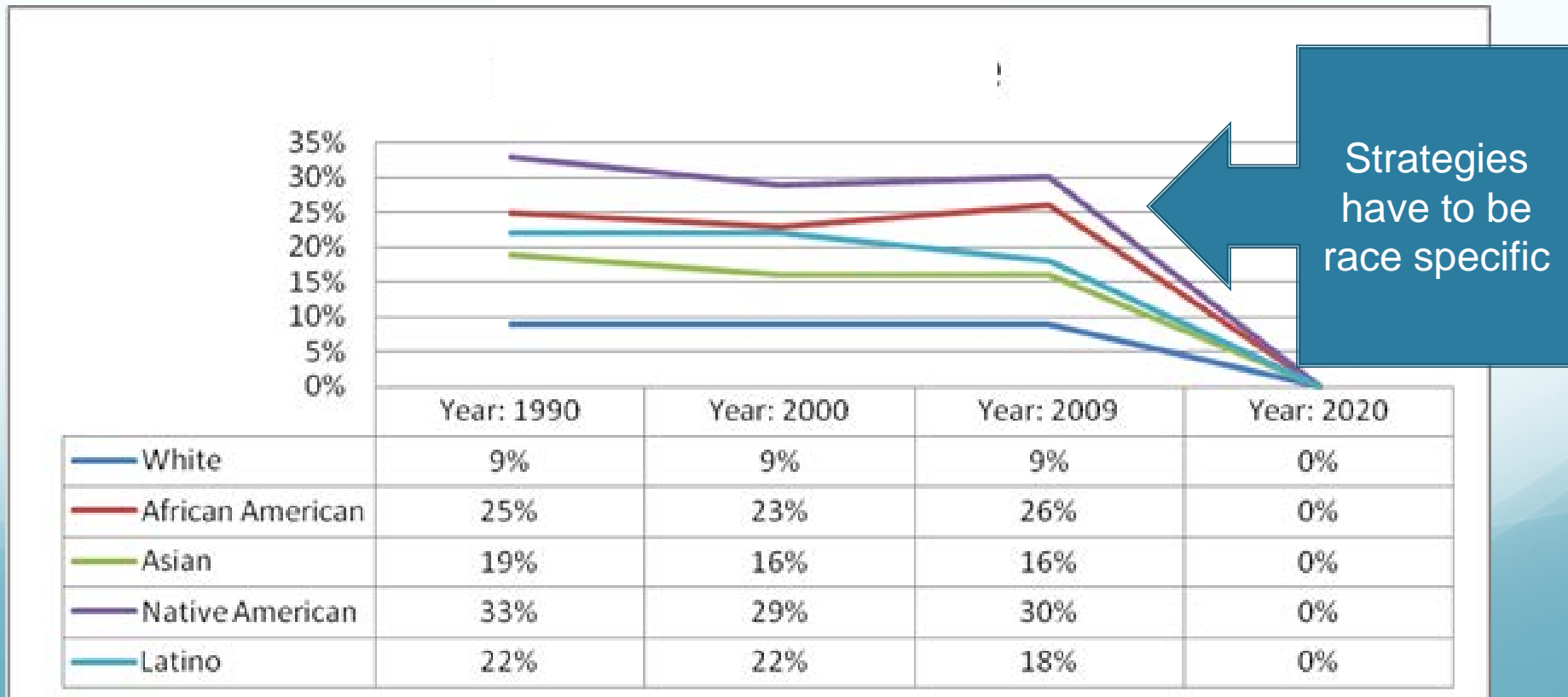|	Year: 1990	Year: 2000	Year: 2009	Year:
White	9%	9%	9%	0%
African American	25%	23%	26%	0%
Asian	19%	16%	16%	0%
Native American	33%	29%	30%	0%
Latino	22%	22%	18%	0%

How much? By when?

Example: Seattle Race and Social Justice Community Roundtable Racial Equity Tool

- Develop and implement strategies for eliminating racial inequity

Strategies have to be race specific

	Year: 1990	Year: 2000	Year: 2009	Year: 2020
White	9%	9%	9%	0%
African American	25%	23%	26%	0%
Asian	19%	16%	16%	0%
Native American	33%	29%	30%	0%
Latino	22%	22%	18%	0%

Leadership Development

Transactional

- Number and type of leadership development activities (workshops, training, actions)

- Racial and ethnic diversity of leaders trained and skills gained

- Leaders of color taking on new roles and responsibilities

- Leaders of color participating on City Committees, Boards, and other leadership positions

Transformational/Structural

- Ability to articulate how racial disparities exist within the problem, and racial equity as part of the solution and vision

- Leaders of color feel prepared and empowered to speak up on issues and take action

- Shifts in position and views on racial equity, ability to see connections between communities affected by disparities.

- Leaders of color respected by elected officials and others in City decision making.

Organizational Development

Transactional

- Number and diversity of City department staff

- Leadership growth (turnover and retention) and capacity of leader of color

- Areas of expertise and capacity developed

- Sustainability of funding, trained staff, and leadership

Transformational/Structural

- Ability to form authentic relationships with community groups to optimize capacity

- Capacity for department/team to self-reflect, evaluate and adjust goals and plans in a timely manner

- Ability to innovate and experiment with new racial equity initiatives and approaches

- Ability to be responsive and nimble

Civic Engagement

Transactional

- Participation by people of color in civic education workshops/courses

- Number and reach of phone banks into and in communities of color

- Voter registration, share, and turnout of people of color

Transformational/Structural

- Leaders are informed and can articulate racial equity political and social values, as well as understanding communities of color in their area.

- Shifting of political discourse with a racial equity view

- Power and racial inequity recognized by elected officials and others.

Research and Policy Analysis

Transactional

- Racially and ethnically appropriate research tools developed and implemented

- Number of members and allies and level of involvement in the research design and analysis

- Internal research capacities developed with a racial equity lens

Transformational/Structural

- Ability to develop policy and set the agenda from the bottom-up with voices of communities of color

- Racial equity widely accepted and used in public discourse

- Degree and length of partnerships are racially and ethnically diverse and structured to help equalize power dynamics

Looking Forward

- What barriers are you struggling with to shift your evaluation process to have more explicit racial justice lens in both planning and evaluation?

- What opportunities exist in 2013 to shift your evaluation process to have more explicit racial justice lens in both planning and evaluation?

- If you have already implemented this work, what were the key drivers and preconditions to implementation for your organization or system?

- How can I connect with people in my group about these barriers and opportunities?

Key Resources & Links

City of Seattle Race and Social Justice Initiative
www.seattle.gov/rsji
Applied Research Center
www.arc.org
Center for Social Inclusion
www.thecsi.org
Evaluation Tools for Racial Equity
www.evaluationtoolsforracialequity.org
Public Science Project
http://www.publicscienceproject.org
Philanthropic Initiative for Racial Equity
www.racialequity.org
Western States Center
www.westernstatescenter.org

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