Racial Equity Update for City Council
Sharon Williams, Equity & Inclusion Manager | February 28, 2020
Agenda

1. What and Why of Racial Equity
2. Where We Started
3. Where We Are Now
4. Where We’re Going
What is Racial Equity

Racial Equity
When racial identity cannot be used to predict individual or group life outcomes (e.g. wealth, income, employment, criminal justice, housing, health care, education, etc.) and outcomes for all groups are improved (GARE).
Why Racial Equity

1. Government has played a role in creating and maintaining racial inequities.

2. Policies and practices have created disparate results, even when the intention to discriminate was not present.

3. Today, racial inequities exist across every indicator for success (e.g. health, criminal justice, education, jobs, housing).

4. The most disadvantaged in terms of equitable opportunities are people of color.
The Approach We Adopted
GARE Model

NORMALIZE
Create Common Understanding

OPERATIONALIZE
Develop and Implement Plans

ORGANIZE
Build Capacity
Where We Started
Implementation of the GARE Model

Organize: Created a shared vision and language: Core team drafted vision/mission/language and conducted an org assessment (2019/2020)

Organize: Put a core team in place to build capacity - Racial Equity Core Team established - 22 members representing 19 departments. (2019)

Normalize: Named Racial Equity as a strategic imperative: City Council and City Leadership established racial equity as a priority (2019)

Organize: Put People in Place to Lead: EOEA Dept. becomes Equity & Inclusion, Racial Equity Manager added (2019)
Work Completed Thus Far

Racial Equity Vision and Mission

**Vision**

Durham is a vibrant community in which all residents and employees thrive with power and purpose. Racial equity is an embedded principle, shared economic prosperity is a reality, and race is not a predictor of outcomes.

**Mission**

The City of Durham intentionally identifies racial inequities, engages the community, and uses a collaborative approach in creating solutions, to ensure race no longer stands as a determinant of outcomes and opportunities.
Work Completed Thus Far

Draft List of Key Terms

1. **Racial Equity**: When racial identity cannot be used to predict individual or group life outcomes and outcomes for all groups are improved.

2. **Institutional Racism**: Beliefs and behaviors that result in the creation of policies, practices, processes and procedures that work better for white people than for people of color.

3. **Structural Racism**: Institutional racism across multiple institutions, combining to create a system that negatively impacts communities of color.

4. **Implicit Bias**: Treating people differently or making decisions about them, at the subconscious level, based on their group membership.

5. **Inclusion**: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, decision and policy making.
Work Completed Thus Far
Organizational Assessment

- ORGANIZE
- OPERATIONALIZE
- NORMALIZE

Create Common Understanding
Build Capacity
Develop and Implement Plans
Where We Are Now
Building A Racial Equity Action Plan

- A plan to drive institutional and structural change to achieve a collective vision of racial equity
- A structure to achieve meaningful and measurable results, inclusive of timelines, accountability and performance measures
- A process to equip staff with training, knowledge and tools to integrate racial equity into their work and the organization as a whole
Where We Are Now

Building Our Racial Equity Action Plan

- Collecting and Analyzing Data continuous
- Shared Language Drafted (Jan)
- Core Team participating in local and GARE training (Monthly)

- Conducting 1st Racial Equity survey (March)
- Organizational Assessment and Vision/Mission Drafted (Dec)
Where We’re Going

- Engage employees - Benchmark Racial Equity Survey – (March)
- Complete Racial Equity Action Plan (May)
- Present Racial Equity Action Plan (June)
- Establish Priorities/ Begin Implementing (1Q21)
City of Durham Racial Equity Action Planning Team
Questions
Thank You