

Foundations in Equity



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WELCOME!

THE FOLLOWING **TRAINING** HAS BEEN APPROVED FOR ALL AUDIENCES

THIS TRAINING HAS BEEN RATED

BF

BLAME-FREE

IT REQUIRES AN OPEN MIND AND CRITICAL THINKING

**THIS TRAINING IS NOT ABOUT PLACING BLAME OR MAKING ANYONE FEEL GUILTY,
IT IS ABOUT TAKING RESPONSIBILITY FOR IMPROVING THE ORGANIZATION**

Racism: Institutional and Systemic

Moving the Race Conversation Forward





Why Race?

A History of Race, Ethnicity, and Immigration



1787

SLAVERY IS LEGAL



1862

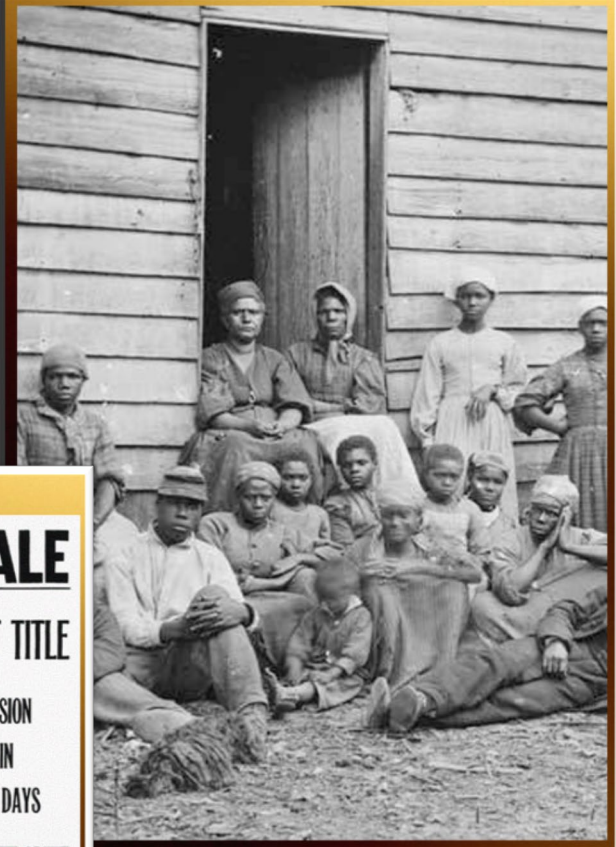
HOMESTEAD ACT

THE U.S. SELLS NATIVE
AMERICAN LAND TO
SETTLERS



1844

OREGON SAYS, "NO"
TO SLAVERY



INDIAN LAND FOR SALE

GET A HOME
OF
YOUR OWN

EASY PAYMENTS



PERFECT TITLE

POSSESSION
WITHIN
THIRTY DAYS

FINE LANDS IN THE WEST

IRRIGATED
IRRIGABLE

GRAZING

AGRICULTURAL
DRY FARMING

Location.	Acres.	Average Price per Acre.	Location.	Acres.	Average Price per Acre.
Colorado	5,211.21	\$7.27	Oklahoma	34,664.00	\$19.14
Idaho	17,013.00	24.85	Oregon	1,020.00	15.43
Kansas	1,684.50	33.45	South Dakota	120,445.00	16.53
Montana	11,034.00	9.86	Washington	4,879.00	41.37
Nebraska	5,641.00	36.65	Wisconsin	1,069.00	17.00
North Dakota	22,610.70	9.93	Wyoming	865.00	20.64

For information as to the character of the land write for booklet, "INDIAN LANDS FOR SALE," to the Superintendent U. S. Indian School at any one of the following places:

CALIFORNIA: Bangs COLORADO: Ignacio IDAHO: Lapwai KENTUCKY: Burlingame RAVENS: Pawnee	MINNESOTA: Ogish MISSOURI: Crow Agency IDAHO: Lapwai KENTUCKY: Burlingame RAVENS: Pawnee	NORTH DAKOTA: Fort Totten Fort Yates IDAHO: Lapwai KENTUCKY: Burlingame RAVENS: Pawnee	OKLAHOMA - Coe Fort Totten Fort Yates IDAHO: Lapwai KENTUCKY: Burlingame RAVENS: Pawnee	SOUTH DAKOTA: Cheyenne Agency Crow Creek Greenwood Lower Brule Pine Ridge Rosebud Sioux Sioux	WASHINGTON: Fort Simcoe Fort Stevens Tulsa Yakima WISCONSIN: Oconto Oconto
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WALTER L. FISHER,
Secretary of the Interior.

ROBERT G. VALENTINE,
Commissioner of Indian Affairs.

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law court of record, in
for the term of one y
of such court, that he
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ed States, which



1864

**13TH CONSTITUTIONAL
AMENDMENT
ABOLISHES SLAVERY**



1866

**CIVIL RIGHTS ACT
OF 1866**



1870

**NATURALIZATION ACT
OF 1870**

**EXCLUDES ASIANS AND
NATIVE AMERICANS**





1878

SUPREME COURT
RULES THAT CHINESE



1887

DAWES ACT

DISSOLVES TRIBES
AND PROVIDES PARCELS
TO INDIVIDUALS



1896

PLESSY v. FERGUSON

UPHOLDS "SEPARATE,
BUT EQUAL" LAWS





1917

**IMMIGRATION ACT
OF 1917**

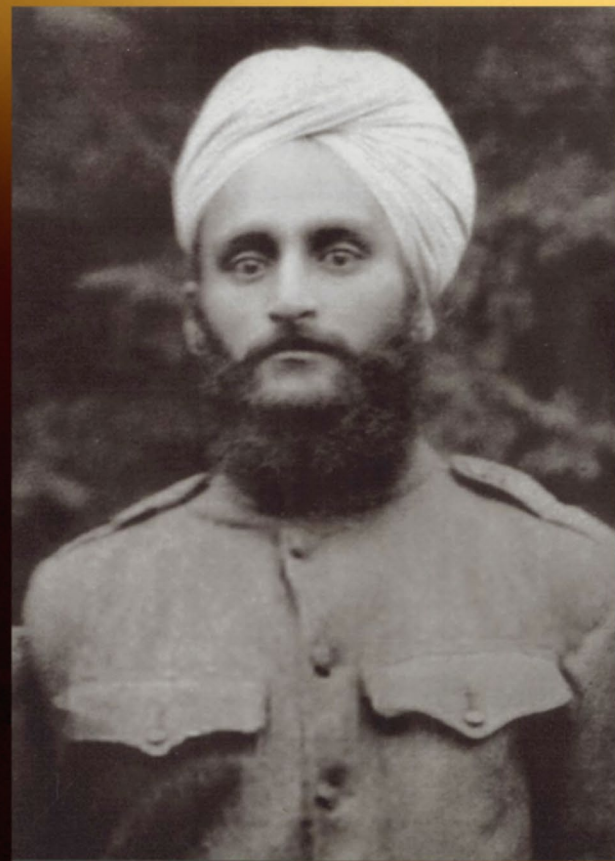
BARS ASIANS AND
IMMIGRANTS OVER
AGE OF SIXTEEN WHO
ARE ILLITERATE



1923

**U.S. v.
BHAGAT SINGH THIND**

WORLD WAR I VETERAN
DENIED CITIZENSHIP:
ALTHOUGH CAUCASIAN,
NOT CONSIDERED WHITE
IN THE "TRADITIONAL
SENSE"



**FIVE
"CIVILIZED TRIBES"**

CHEROKEE, CHICKASAW,
CHOCTAW, CREEK, AND
SEMINOLE

DENIED CITIZENSHIP:
SUPREME COURT DOES
NOT CONSIDER HIM
CAUCASIAN OR WHITE





1924

**INDIAN
CITIZENSHIP ACT**



1930-1940

**U.S. DEPORTS 600,000
MEXICANS, INCLUDING
AMERICAN CITIZENS**



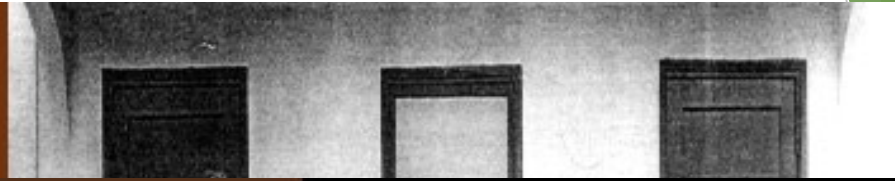
1924

**IMMIGRATION ACT
OF 1924**

**DENIES LEGAL U.S.
ENTRY TO MEXICANS**



1930



By 1930,
Mexican-American
students
were
segregated

1930's



1935

**NATIONAL LABOR
RELATIONS ACT
PROTECTS
WORKERS' RIGHTS**

EXCLUDES FARM
WORKERS





1942



1954

BROWN v. BOARD OF
EDUCATION
TOPEKA, KANSAS

DECLARES SEPARATE
SCHOOLS FOR BLACK
AND WHITE STUDENTS
UNCONSTITUTIONAL

1948

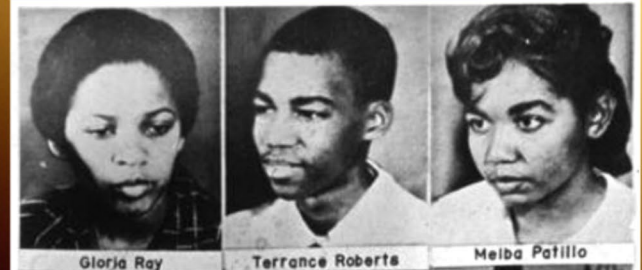


1957



1964

CIVIL RIGHTS ACT
OF 1964



Gloria Ray

Terrance Roberts

Melba Pattillo





1965

VO

OUTL
DISC
PRAC

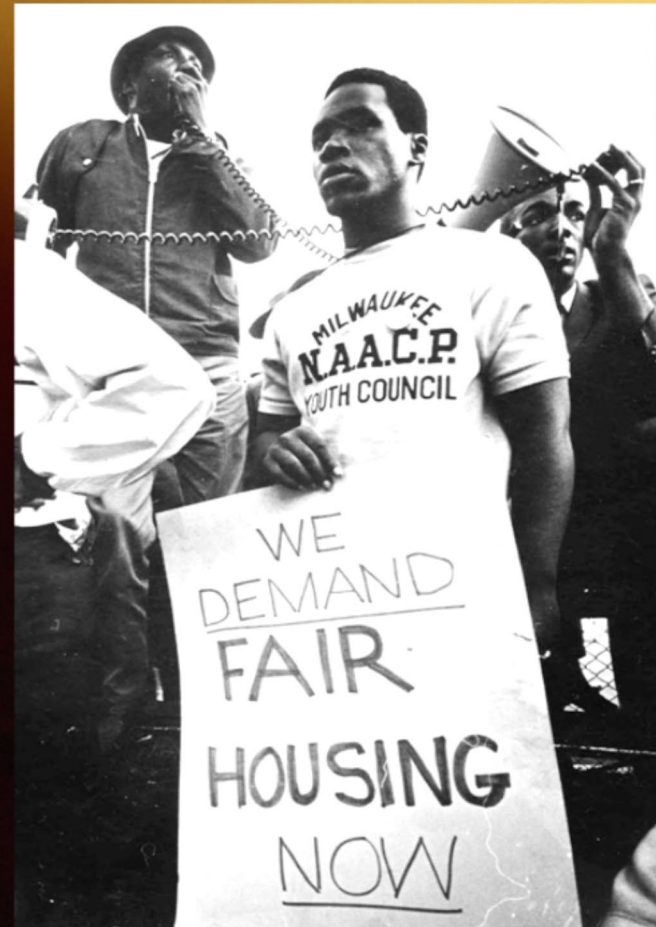
LOVING
INVALID
PROH
INTER
MAR



1968

CIVIL RIGHTS ACT
OF 1968

OUTLAWS HOUSING
DISCRIMINATION





198



2018

THE SUPREME COURT UPHOLDS A BAN ON SIX
PREDOMINANTLY MUSLIM, PEOPLE OF COLOR,
COUNTRIES

CO
VOTING
STRUC
U.S. SUP

GR
TO
IN
W



We Can Undo Racism

“If racism was constructed, it can be undone if people understand when it was constructed, why it was constructed, how it functions, and how it is maintained.”

-Peoples Institute for Survival and Beyond

What is Equity?

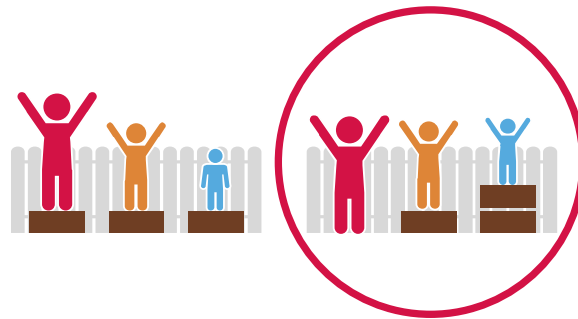
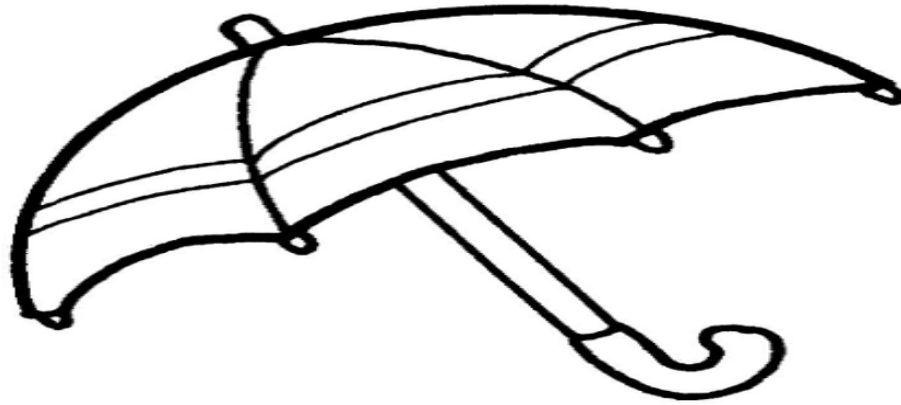


Equity is realized when identity - such as race, gender, ethnicity, age, disability, or sexual orientation—has no detrimental effect on the distribution of resources, opportunities, and outcomes for group members in a society.

What is Equity?

Equity is achieved
when one's
identity
cannot predict the
outcome





Equity is the Umbrella
under which
Diversity and Inclusion reside

What is Bias?



Bias is the tendency to favor or disfavor-
the evaluation of one group or its members
in relation to another.

The implicit biases we hold do not
**necessarily align with our declared
beliefs** or even reflect stances we would
explicitly endorse.



Two Brains at Work All the Time!

The Unconscious Brain

It collects 11 million bits of information PER SECOND!. It operates automatically and extremely fast.



The Conscious Brain

It processes 40 bits of information PER SECOND and requires effortful, deliberate concentration





99.9% of decisions we make are governed by the unconscious mind

This is designed to allow the mind to focus on the most important decisions that need our complete, conscious focus.



Examples of Types of Bias

Confirmation Bias

The unconscious tendency to seek information that confirms our pre-existing beliefs, even when evidence exists to the contrary



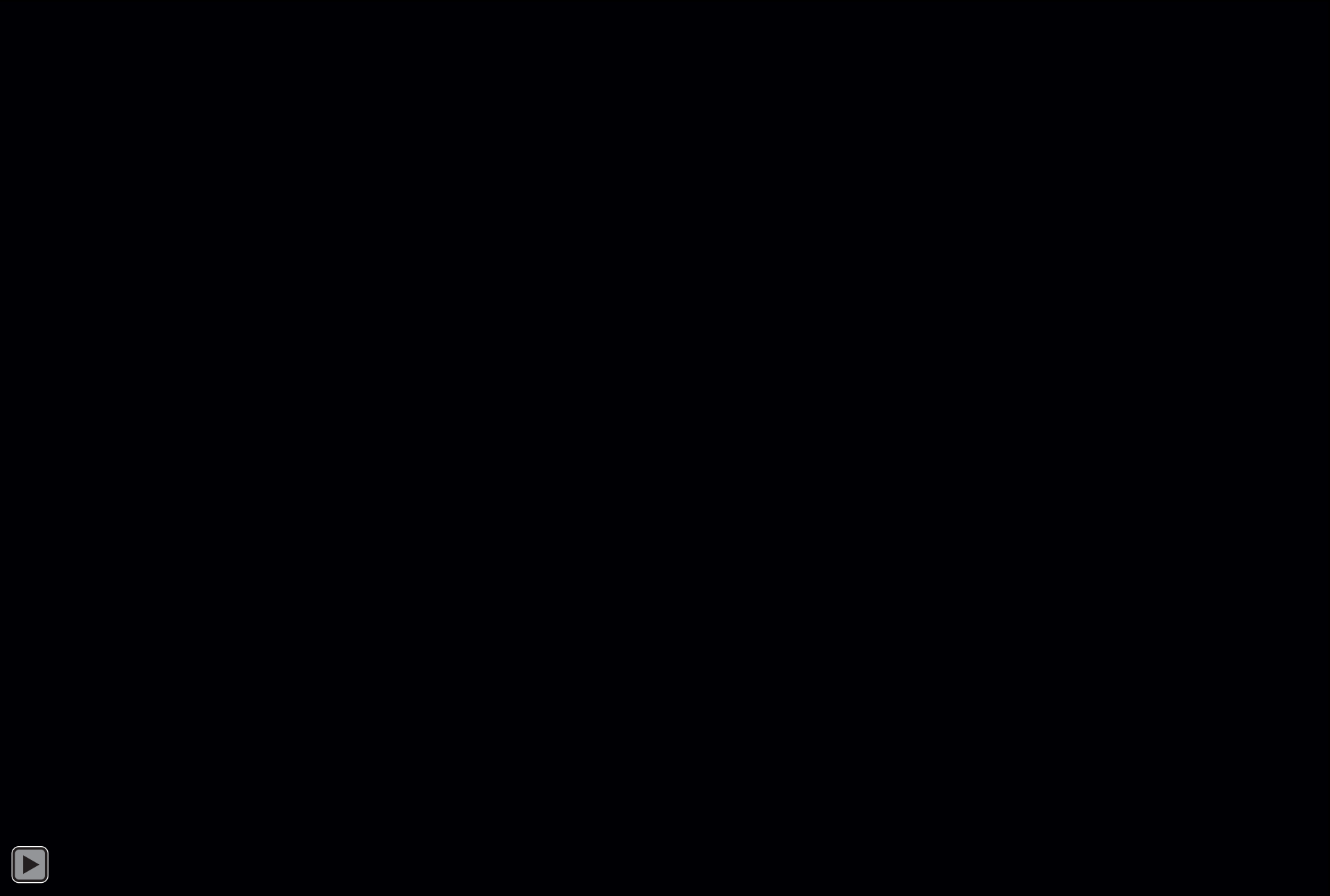
This often is seen in Performance Evaluations. We see more errors when we expect to see errors, and see fewer when we do not expect to see errors

Affinity Bias

Affinity bias occurs when we see someone we feel we have an affinity with (e.g. we attended the same college, we grew up in the same town, or they remind us of someone we know and like)



This is often seen in recruitment and/or hiring





So....
What do we do?

The Intentionality of an Equitable Organization:

- Raises the collective awareness about institutional racism, unconscious bias, and their effects
- Evaluates the everyday decisions made and how they can be “unbiased”
- Courageously, unapologetically and deliberately works to create and maintain a culture shift of awareness and harm reduction or elimination

OVERALL APPROACH AND PROCESSES

- ✓ **Training**
- ✓ **Assessment**
- ✓ **Document and Policy Reviews**
- ✓ **Equity Committees**
- ✓ **Racial Equity Plans**
- ✓ **Budget Equity Processes**

Challenges you will face

- There is no racism/sexism/ableism, etc. here. We are an organization based on merit.
- Workforce Questions: Why do have to do this racial equity stuff?
- White staff feeling guilty, blamed, left out, or being afraid to make mistakes or say the wrong thing
- It takes too much time, we don't have the resources, we are doing our best.....

Success

- ✓ Creation of common language and understanding throughout the organization
- ✓ Creation of an equity plan for the organization
- ✓ Changes to existing policies and practices
- ✓ Shift in climate and culture (conversations become normalized)
- ✓ Changes in outcomes: e.g., hiring/retention, community engagement, service provision
- ✓ Follow up surveys show shifts in perceptions and outcomes
- ✓ TRUE shift in institutionalizing equity throughout the organization and its operations

Strategies for Implementation

- ▶ Operate with urgency and accountability
- ▶ Use a racial/gender, etc. framework
- ▶ Be data driven
- ▶ Build organizational capacity
- ▶ Partner with other organizations and institutions

[illegible]

- ▶ Often the most difficult place to start
- ▶ Improving diversity IS NOT NECESSARILY IMPROVING EQUITY
- ▶ Education Equivalents
- ▶ Hiring Criteria
- ▶ Bias Training for Hiring Panels
- ▶ Job Description Language re: Multicultural Workforce

Law Enforcement



- ▶ What data is collected?
- ▶ What does it show
- ▶ Who is addressing it?
- ▶ Who is asking about outcomes/policy changes?
- ▶ What is their training regarding “21st Century Policing” “Community Policing” “De-escalation/Disengagement”
- ▶ What is their scenario-based training?

Public Works Water/Wastewater/Transportation/ Permits



- ▶ Is data collected, even by geography?
- ▶ Is work done more rapidly in one geographic area?
- ▶ How are priorities decided? Is there an equity component to prioritization of capital projects?
- ▶ Illegal dumping, road repair, fire hydrant repair, regular maintenance processes, payment plans
- ▶ Is everything in English, accessible only downtown, M-F, 9-5?

Budget



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- ▶ Is there any consideration of equity in budgeting?
- ▶ Are there equity questions asked during the budget process - by council or Mayor/CAO?
- ▶ How are priorities decided? Is there an equity component to prioritization?
- ▶ Do budget analysts use an equity lens in their recommendations on budgets?
- ▶ Is there a budget map that can show where money is being spent in areas of the city?

Boards and Commissions



- ▶ Is the process centralized?
- ▶ Are the demographics known?
- ▶ How is information about openings disseminated?
- ▶ What is the pipeline for new members?
- ▶ Is there adequate training for community members who are new to the “Roberts Rules of Order” style of meetings?

Community Engagement by City Departments



- ▶ Is it outreach or engagement and do people understand the difference
- ▶ Is the engagement authentic?
- ▶ Is there Engagement in budgeting
- ▶ Is there Engagement in Strategic Planning
- ▶ Are they building community capacity or always reaching out to the same folks who are often too busy to participate?
- ▶ Is it on-going?

How to Begin Asking the Right Questions

- ▶ What are the assumptions underlying this policy, practice, procedure?
- ▶ How could this policy, procedure or practice burden communities of color?
- ▶ How do we involve those most impacted in the decision process?
- ▶ What are some strategies for reducing negative impacts?

LLC

PEOPLE-CENTERED SOLUTIONS FOR THE 21ST CENTURY

