

# San Jose City Council Study Session



RESIDENTS

BUSINESS

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YOUR GOVERNMENT

NEWS & STORIES

**December 13, 2019**

- Leon Andrews, National League of Cities, Race, Equity And Leadership (REAL)
- Julie Nelson, Race Forward, Government Alliance on Race and Equity (GARE)

# National Partners for Advancing Racial Equity

## ***NLC REAL / Race, Equity And Leadership***

Strengthening local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

## ***Race Forward***

Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences.

## ***Government Alliance on Race and Equity***

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



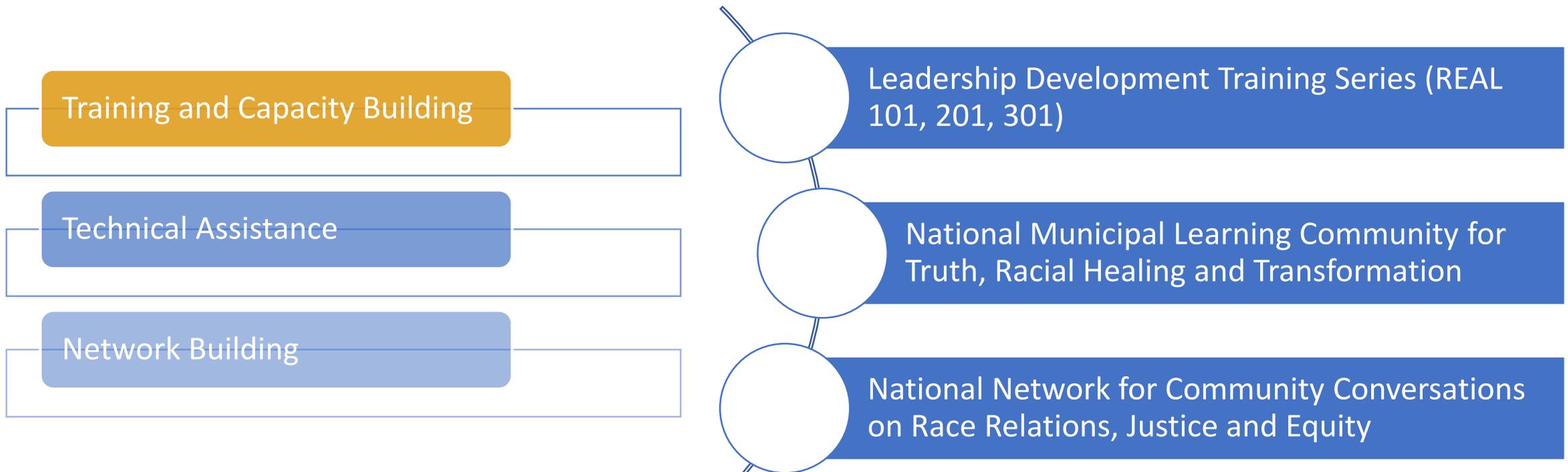
National League of Cities, Race, Equity and Leadership ([NLC.org/REAL](https://www.nlc.org/REAL))

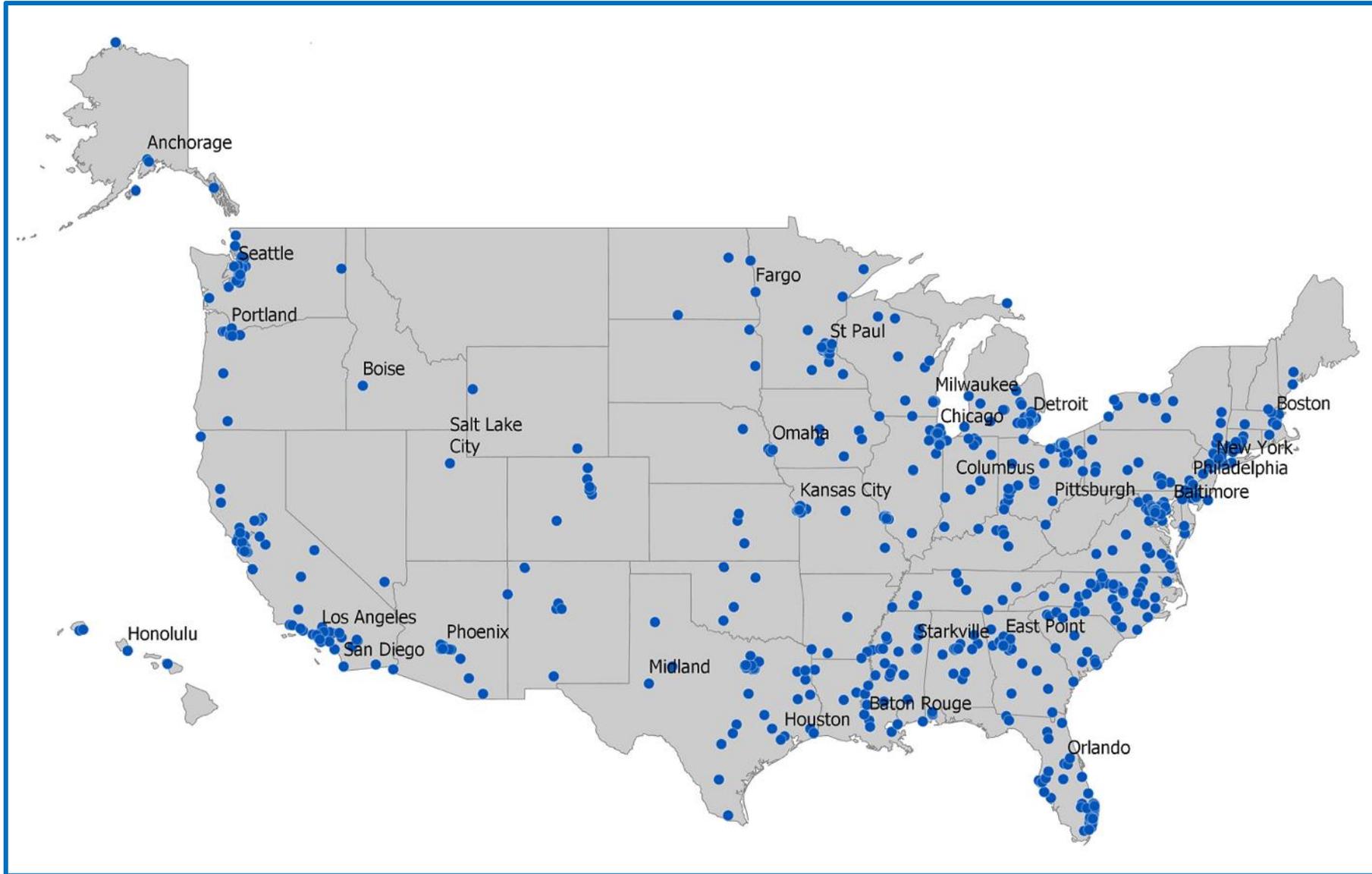
Race Forward, Government Alliance on Race and Equity ([RacialEquityAlliance.org](https://www.RacialEquityAlliance.org))



# Race, Equity And Leadership (REAL)

**REAL** mission: “To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities”





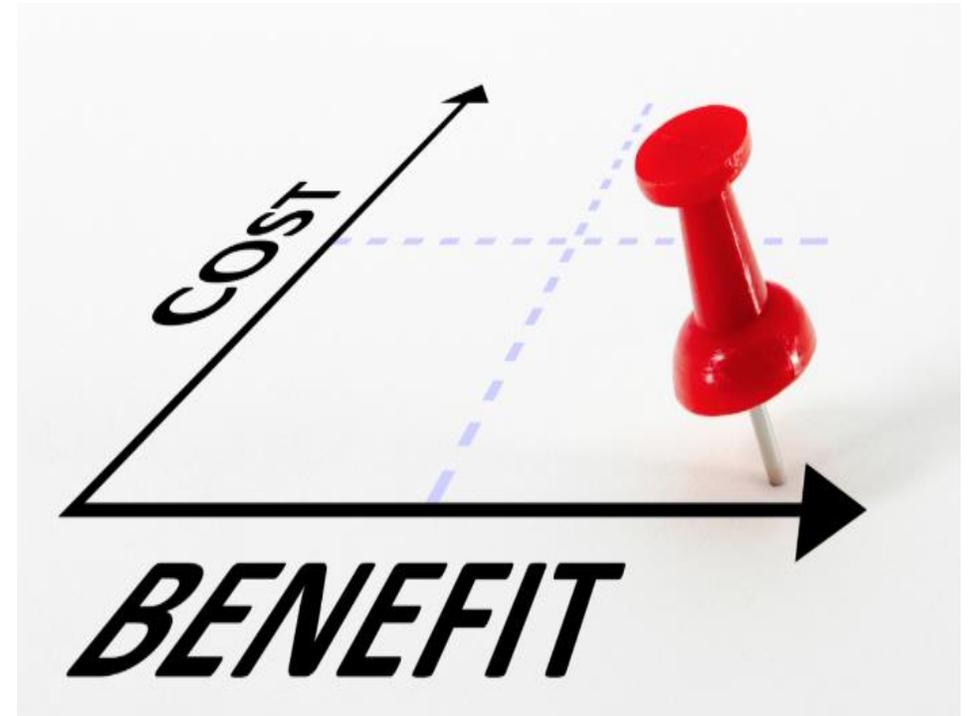
# The REAL Network

# Good Governance and Racial Equity

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Strategy to help you meet key city goals

- Prosperity
- Health
- Safety
- Accountable government



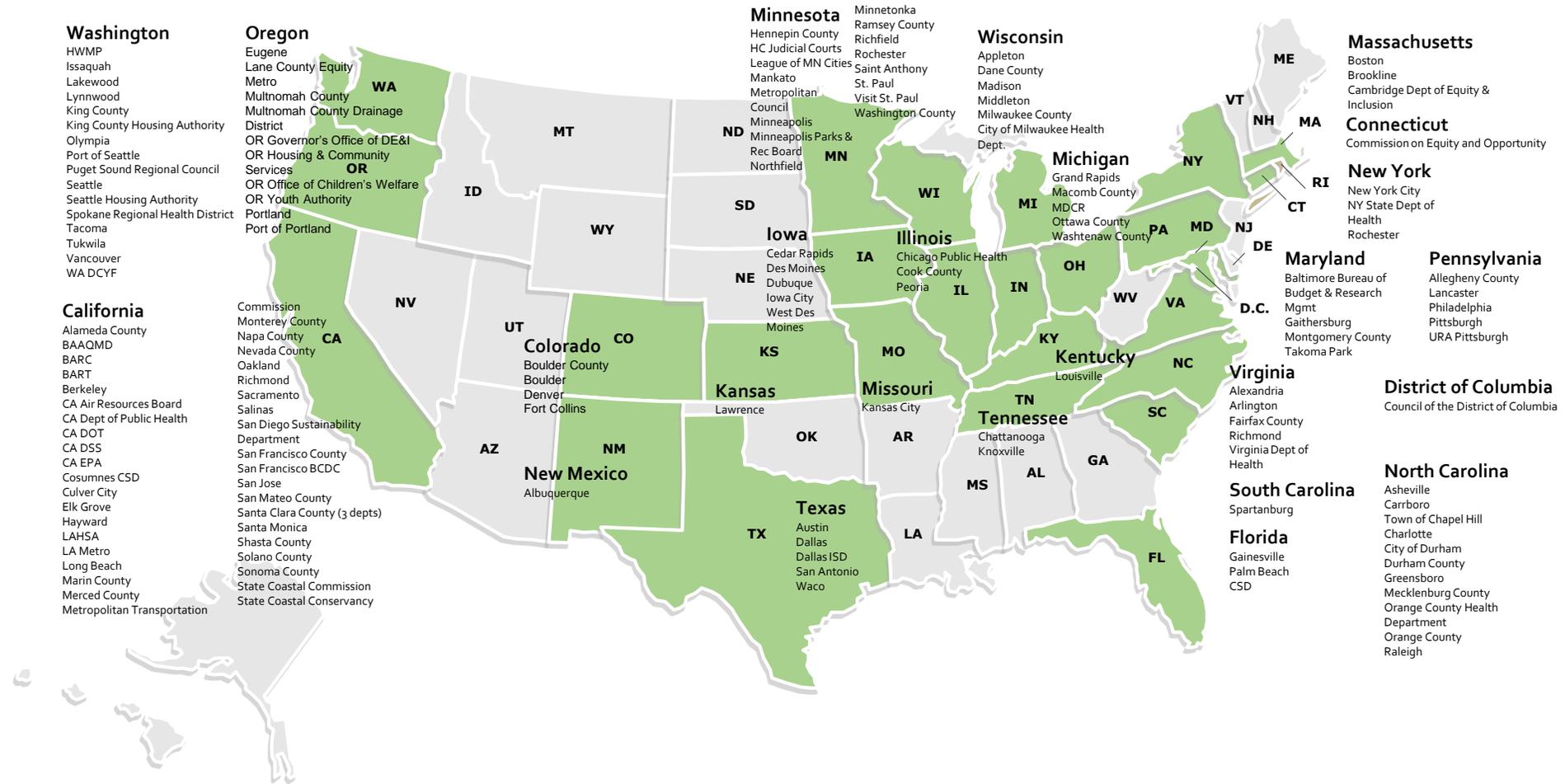
# Government Alliance on Race & Equity

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

- ✓ Core network – 180 members and growing, doubling in size every year
- ✓ Cities, counties, regions and states
- ✓ Expanded network - 30 states / 300+ cities
- ✓ Provide tools to put theory into action



# Government Alliance on Race and Equity



Acknowledging the Land:

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We stand on  
*Muwekma Oholone*  
land

# American **Values** vs. **Realities**

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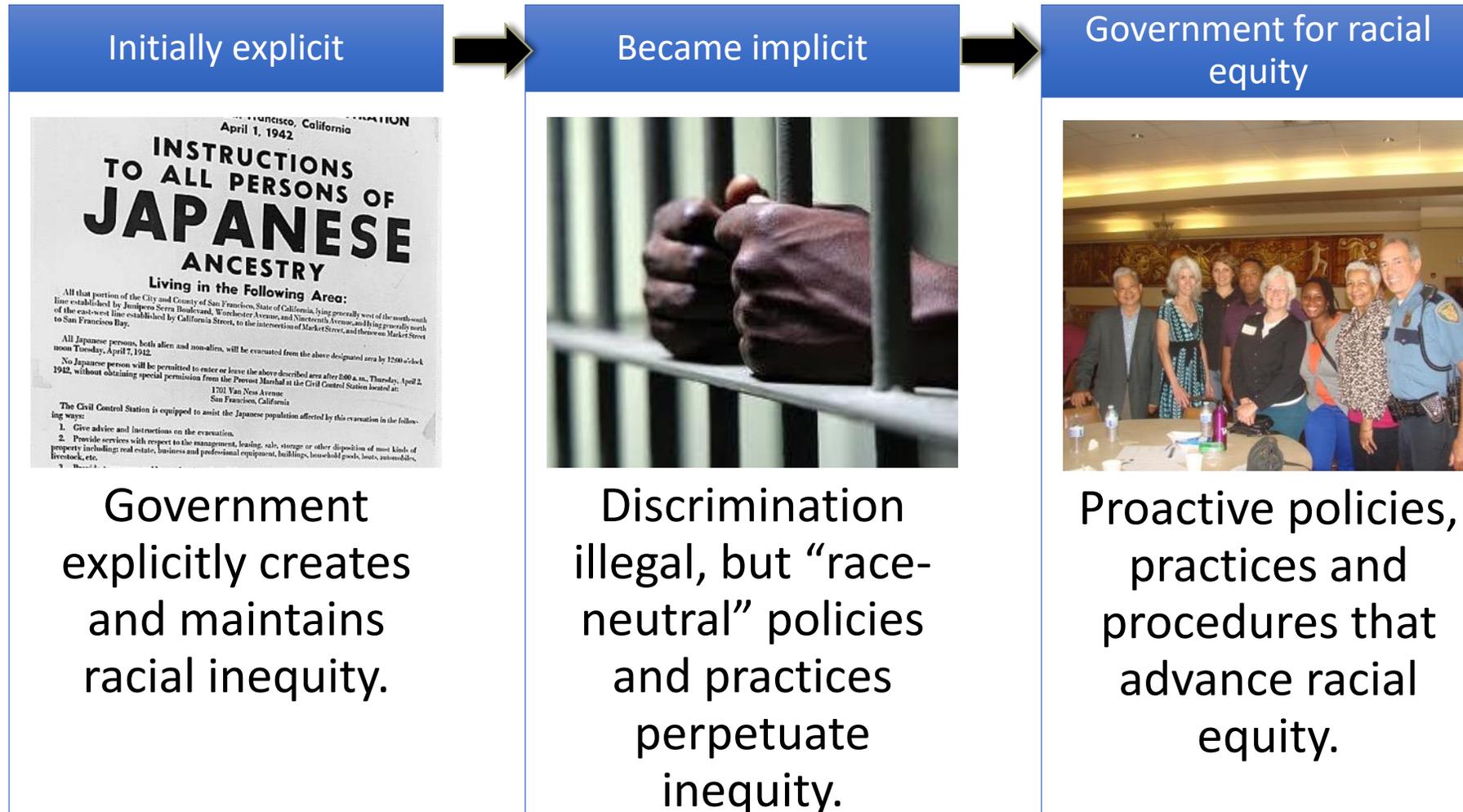


*“All men are created equal...”*

*“...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

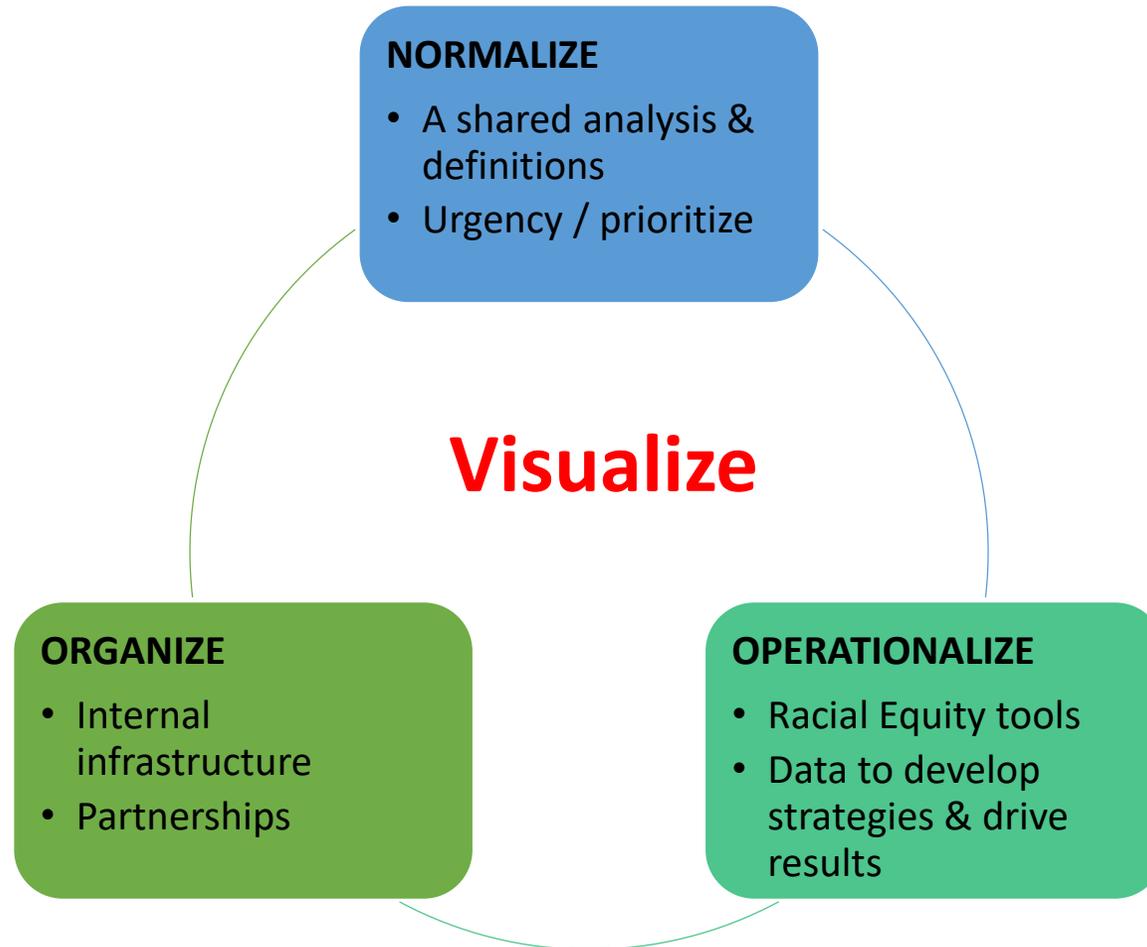


# Why we lead with race

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- 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

# Effective National Practices



# Normalizing Racial Equity

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- Create a shared analysis and language about racism and equity
- Foster the urgency of equity to prioritize it in governance

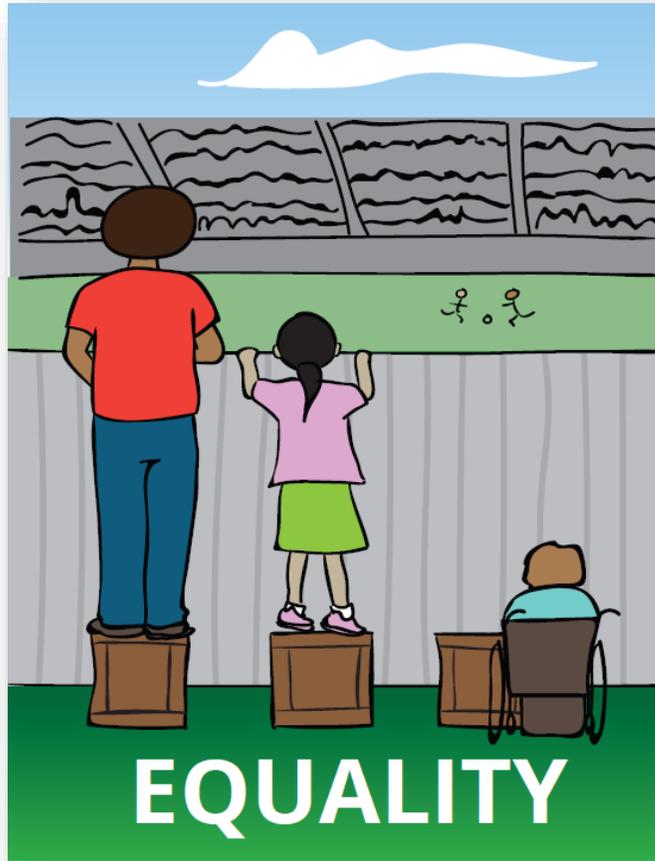
NATIONAL LEAGUE  
of CITIES



REAL

Race  
Equity  
And  
Leadership





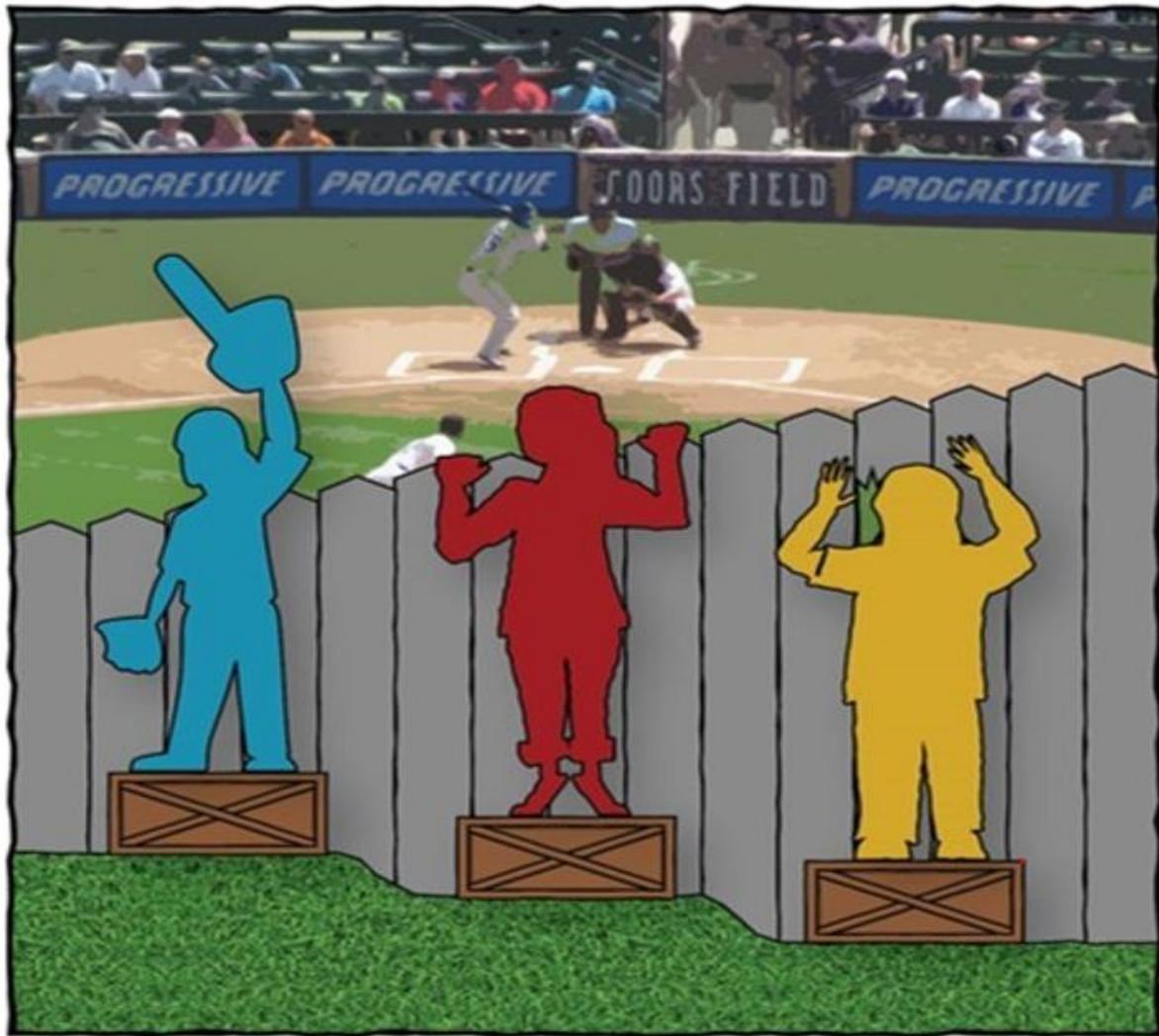
EQUALITY = **SAMENESS**

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



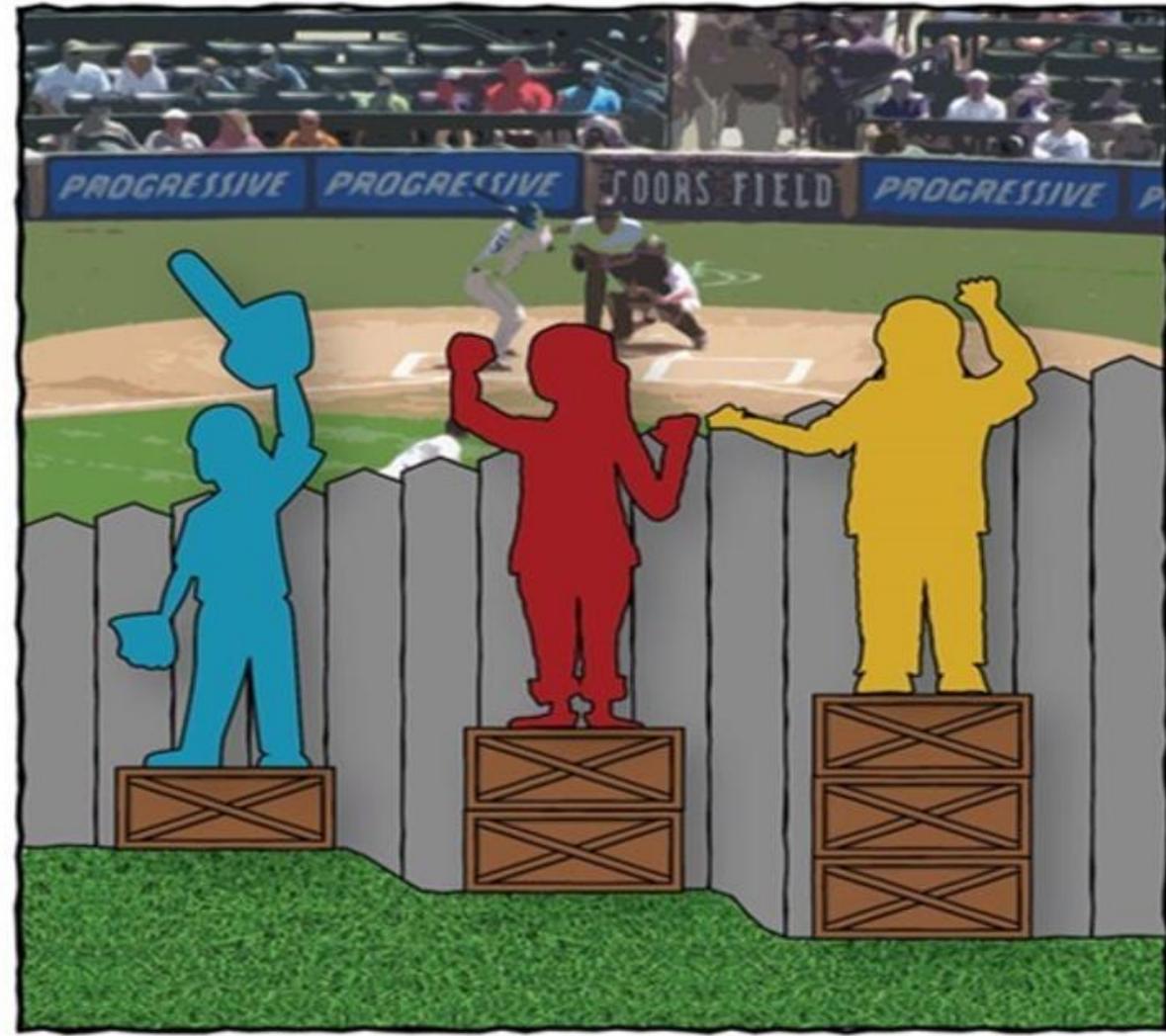
EQUITY = **JUSTICE**

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.



## Equality = **Sameness**

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



## Equity = **Justice**

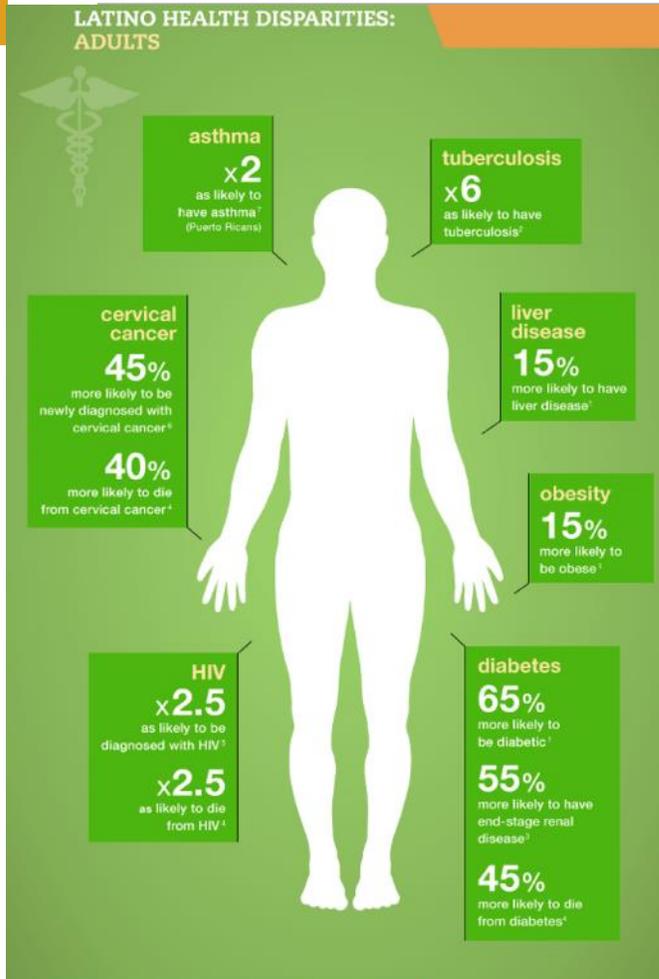
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

# Racial Disparities

From infant mortality to life expectancy, race predicts how well you will do.



# Ignoring Race is Literally Lethal



## Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to [the CDC](#), black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women's health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a [national study](#) of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.

## Black women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)



Source: [Centers for Disease Control and Prevention](#)

## Black Mothers Keep Dying After Giving Birth. Shalon Irving's Story Explains Why

December 7, 2017 · 7:51 PM ET  
Heard on All Things Considered

NINA MARTIN, PROPUBLICA RENEE MONTAGNE

[Listen](#) - 12:11 [+ Queue](#) [Download](#) [Embed](#) [Transcript](#)



# Racial Disparities

6 in 10

of U.S. prisoners  
are Black/Latino

*(yet only comprise 30%  
of the U.S. population)*



65%

Black or Latino men  
**graduate** from High  
School

*(80% of White males  
will)*



Black and Native  
American  
**unemployment** is

2x

that of Whites

57%

of Blacks and  
Latinos spend more  
than 30% of their  
income on  
**housing costs**



# What Does Racial Equity Require?

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- “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.
- Requires us to:
  - ✓ Targeted strategies to focus on improvements for those worse off.
  - ✓ Move beyond “services” and focus on root causes by changing policies, institutions, and systems.

# How We Think

Humans need meaning:

- Individual meaning
- Collective meaning

Only 2% of emotional cognition is available consciously

Racial bias tends to reside in the unconscious network



We unconsciously think about race even when we do not explicitly discuss it.

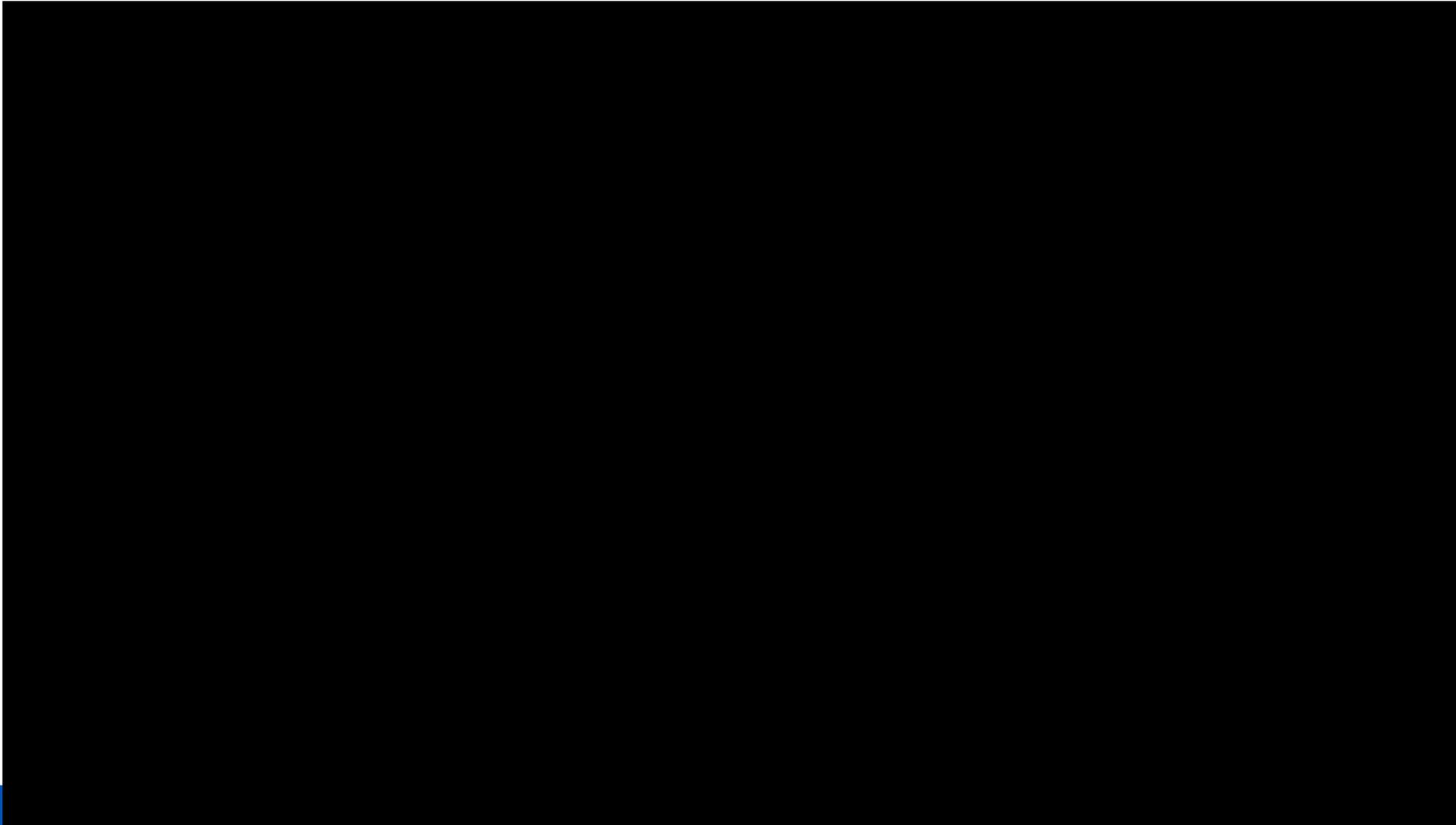
# The Unconscious Mind

- Schemas: the “frames” through which our brains help us understand and navigate the world
  - They are shaped by our environment and largely reside in the sub-conscious.
1. Sort into categories
  2. Create associations
  3. Fill in the gaps



Count how many passes the white team makes

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# What Color are the Lines of Text?

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- Cvr zxyq brmm
- Xoc jbnioew mne
- Vqeb peow ytro
- Vqeb peow ytro

- Black
- Red
- Blue
- Green

- Green
- Black
- Yellow
- Blue

# Types of Bias

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## Explicit bias

Expressed directly

Aware of bias / operates consciously

Example – Sign in the window of an apartment building – “whites only”

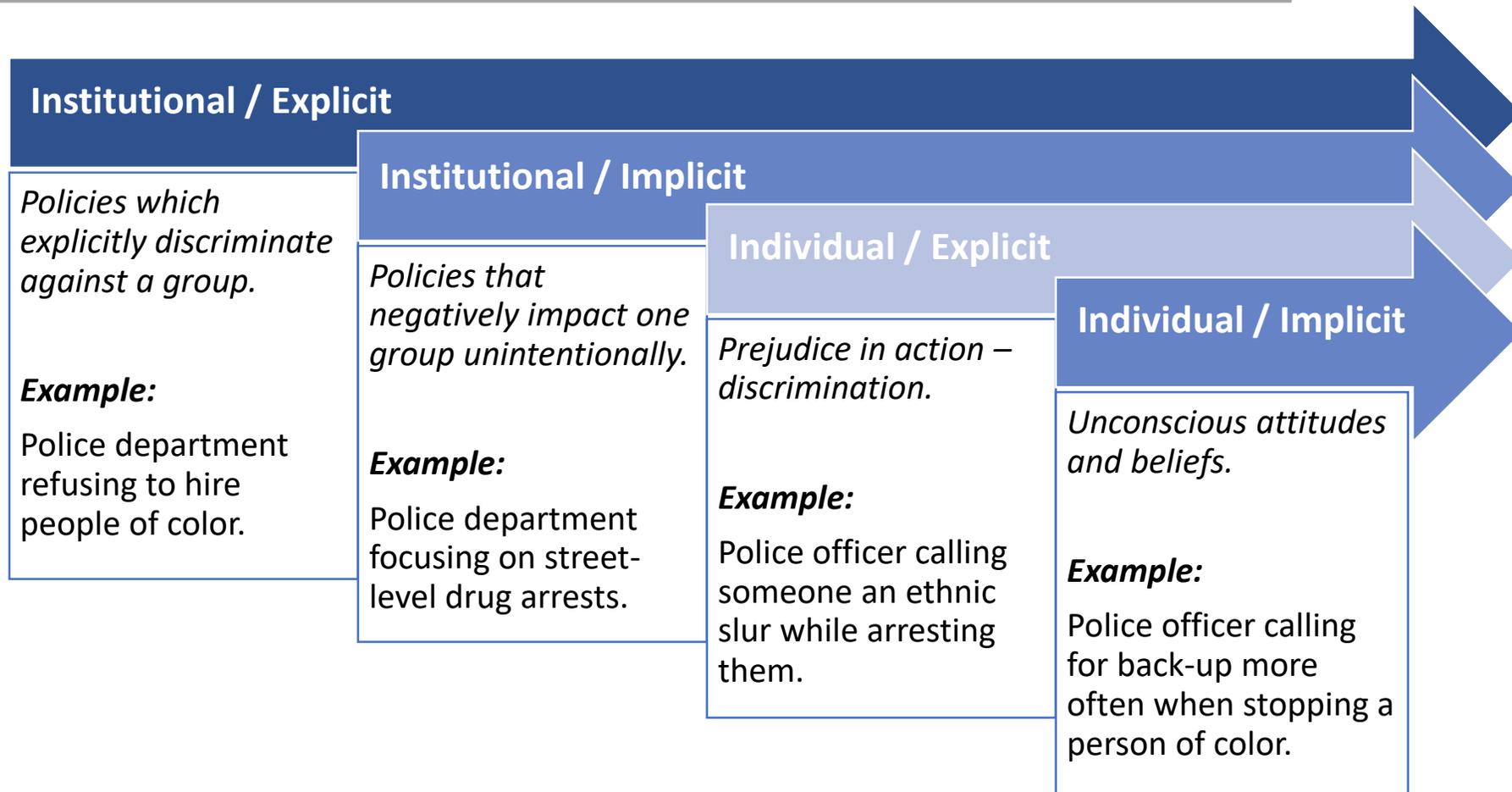
## Implicit bias

Expressed indirectly

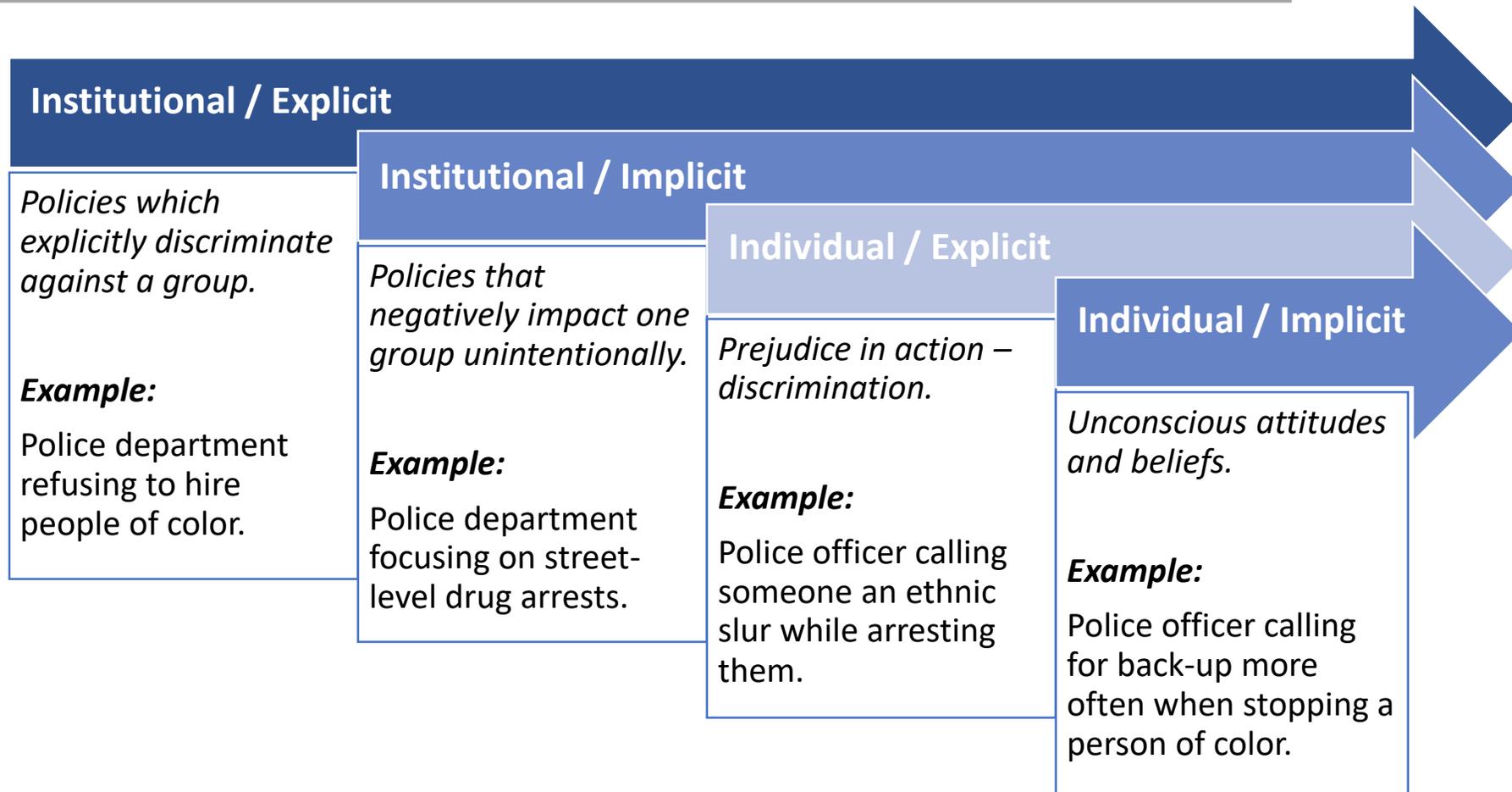
Unaware of bias / operates sub-consciously

Example – a property manager doing more criminal background checks on African Americans than whites.

# Bias – implicit / explicit, individual / institutional



# Any examples from San Jose?



# Levels of Racism

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## Individual racism

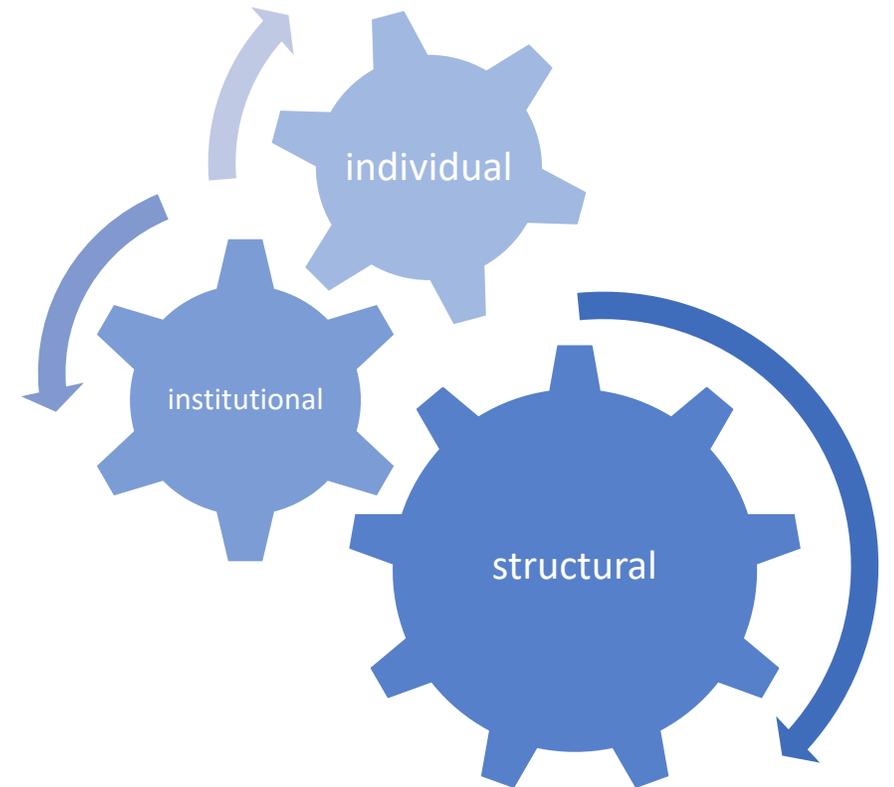
Pre-judgment, bias, or discrimination by an individual based on race.

## Institutional racism

Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

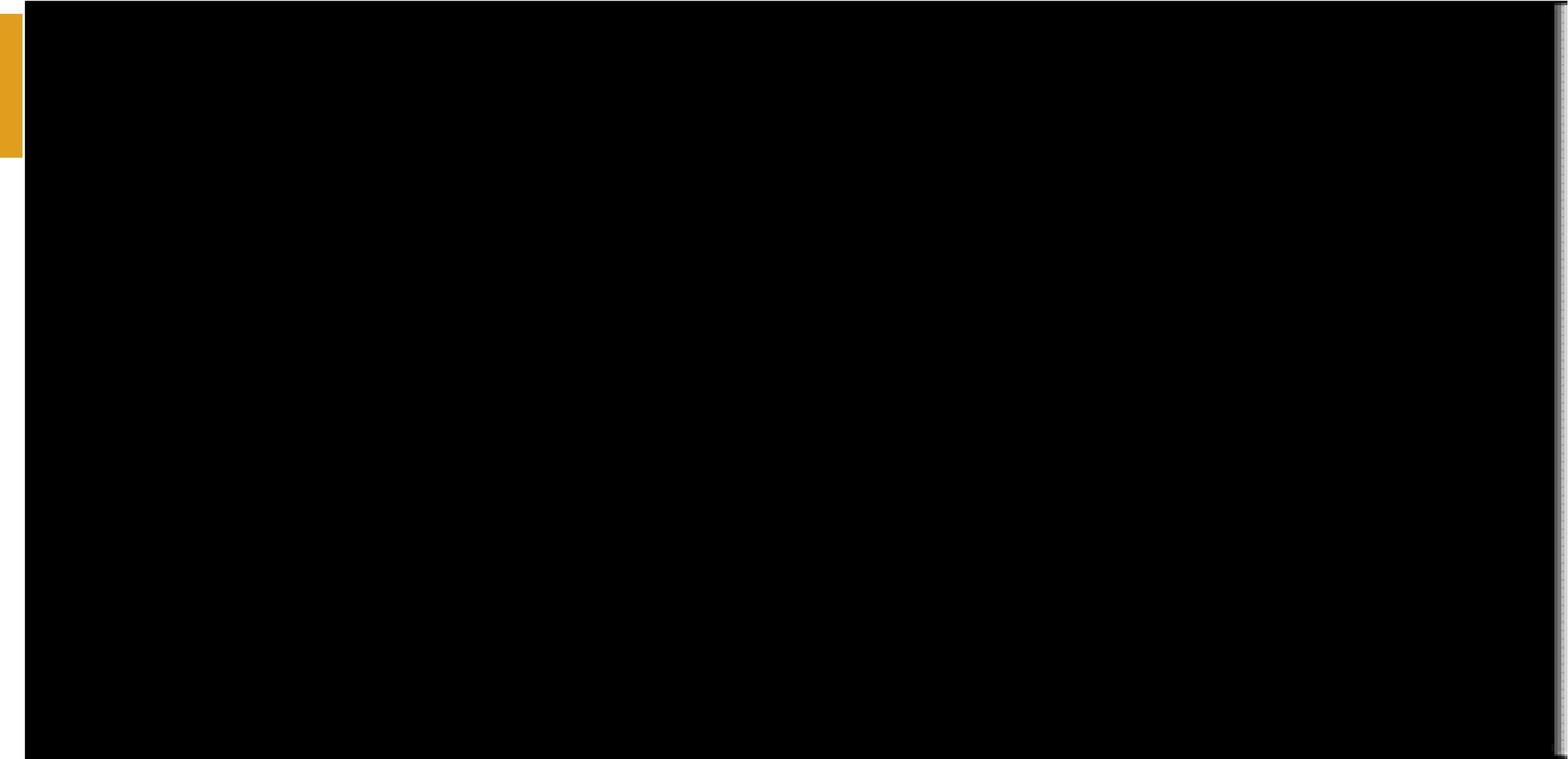
## Structural racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



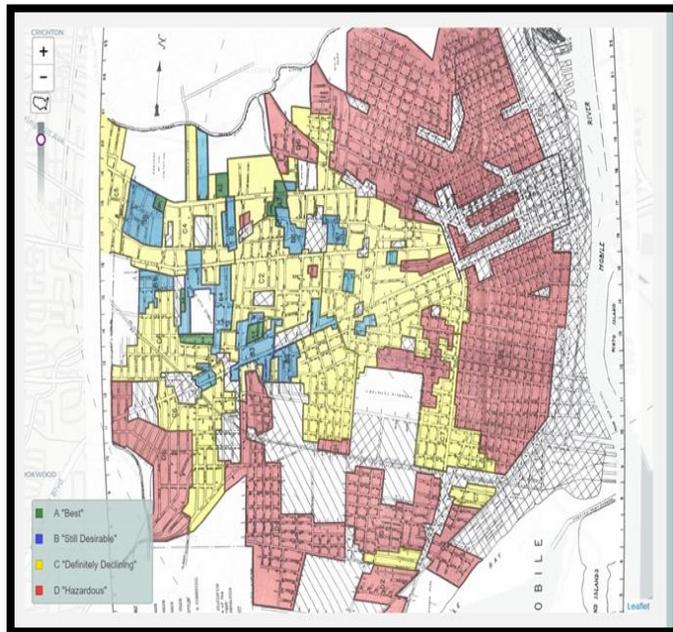
# The **House** You Live In



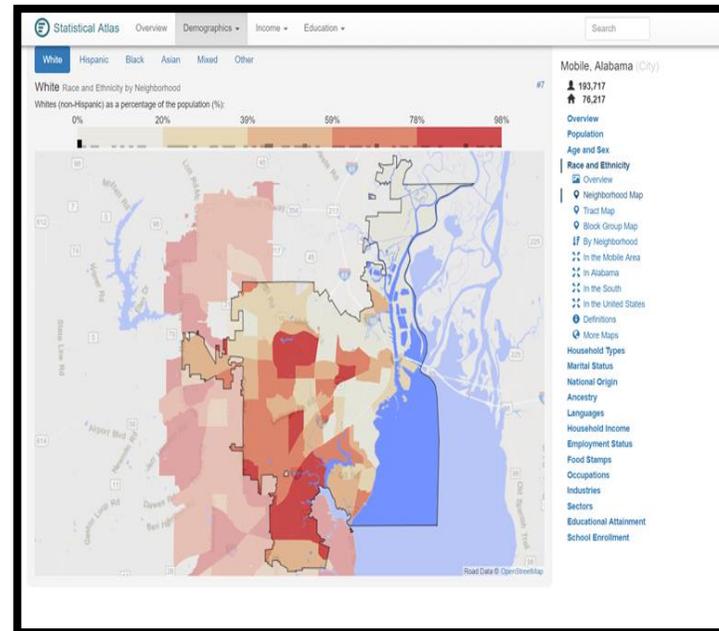


# Effects of Redlining Today in San Jose

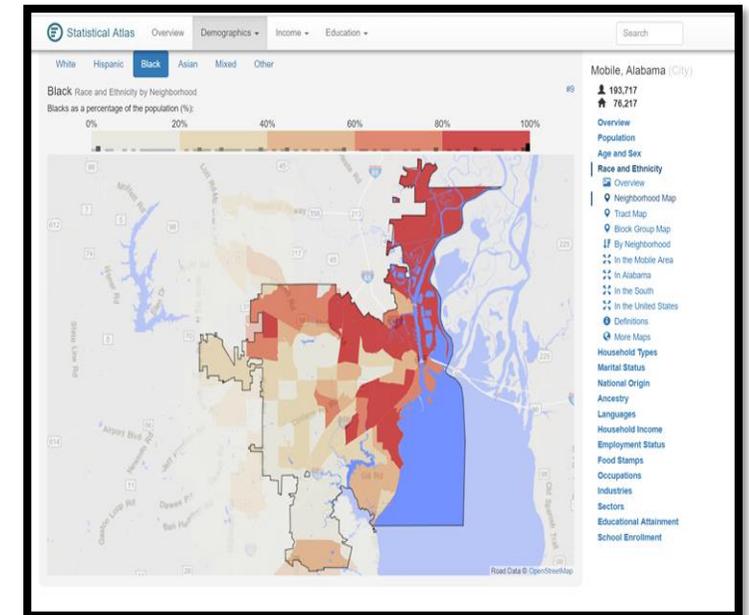
## Mobile, Alabama



1940 Redlining Map



2012 Population Demographic (White)



2012 Population Demographic (Black)

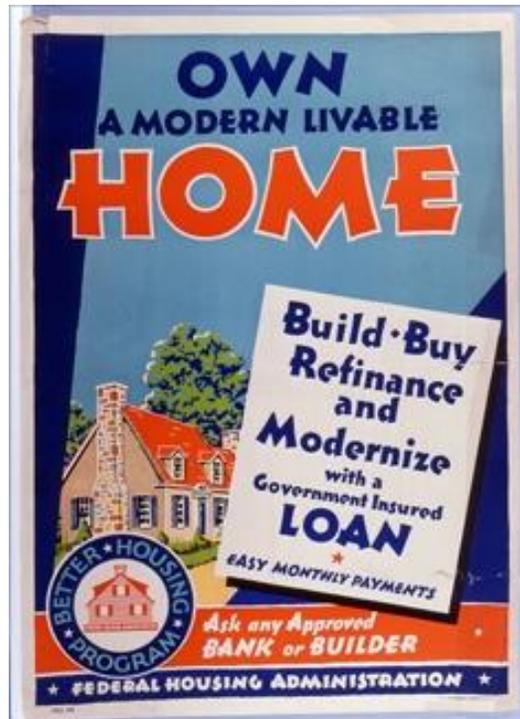
# Operationalizing is Action

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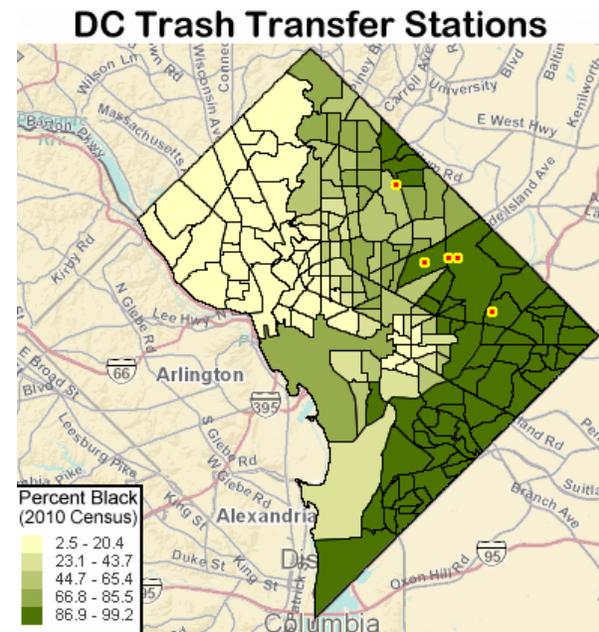
- Racial equity tools
- Data to develop strategies and measure results

# Policy and practice

## Federal Housing Administration



## Location of city facilities



## Streetlighting



# What is a Racial Equity Tool process?



# Local government policy & decision making areas that have racial equity implications

- Streetlights / complaint-based systems
- Ban the box policies
- Contracting policies + Procedures
- Increases to the minimum wage
- Policing + Criminal Justice + Bail
- Infrastructure + Transportation
- Re-entry + Employment
- School Disciplinary Policies
- Local Fines + Fees
- Zoning + Permitting
- Public + Recreational Spaces
- What else?

# Organizing for Racial Equity

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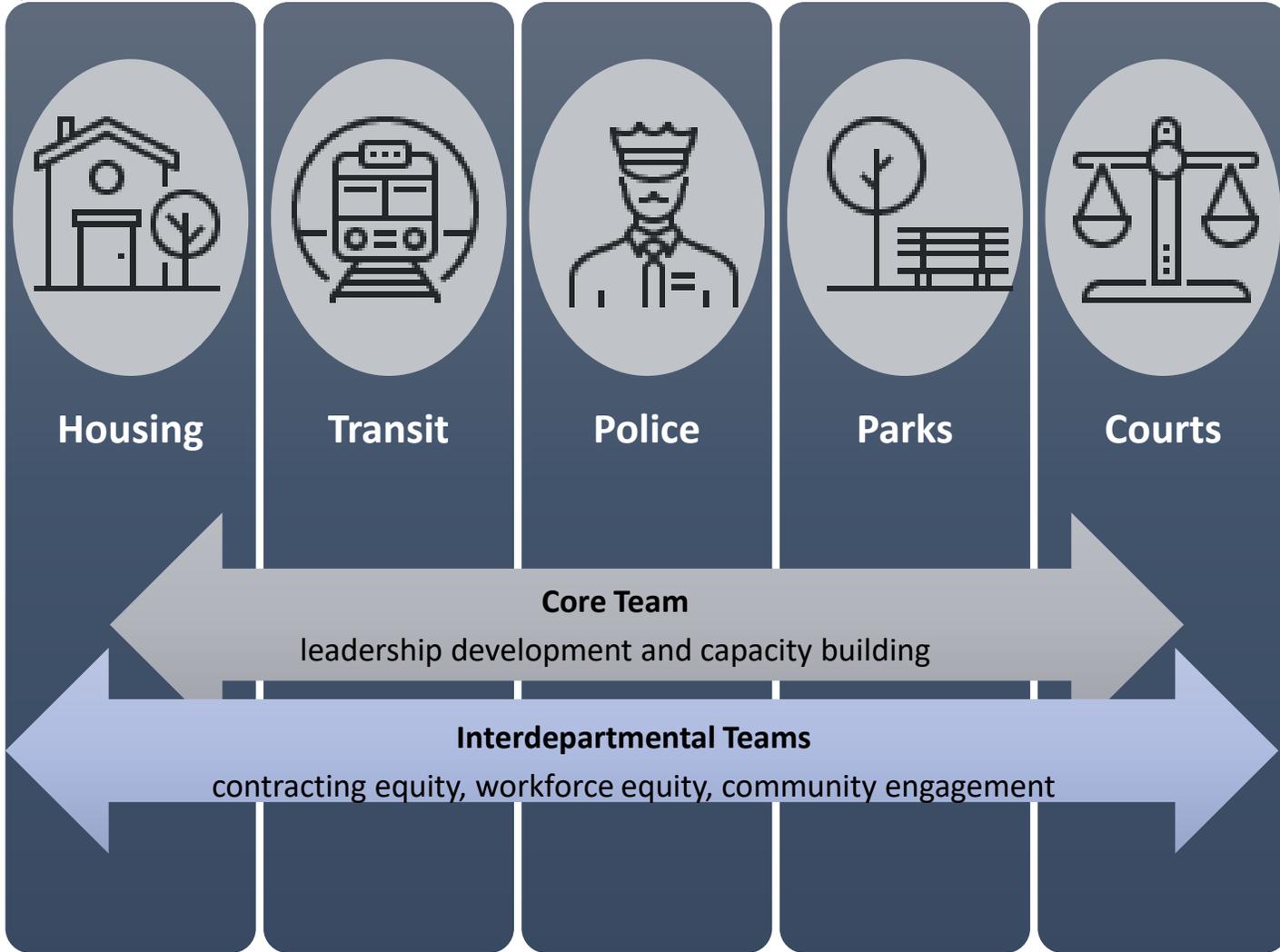
- Developing capacity for racial equity across all departments
- Resourcing the work through partnership, training, intentional structure and process

## 6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan

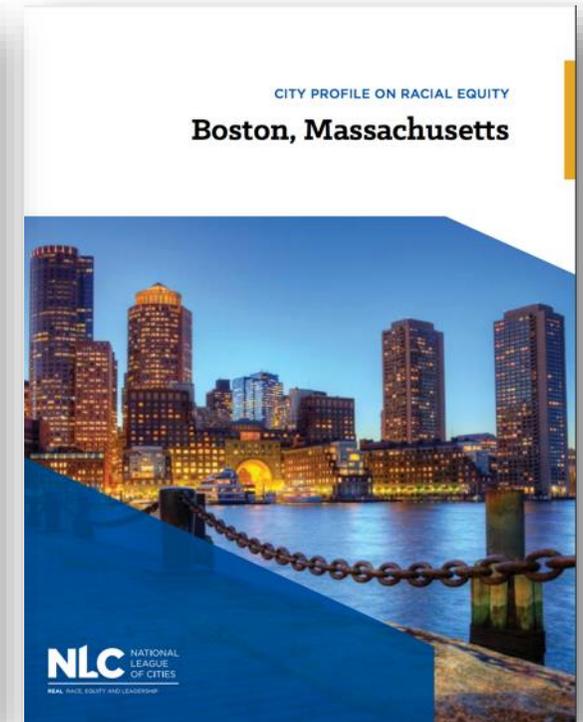
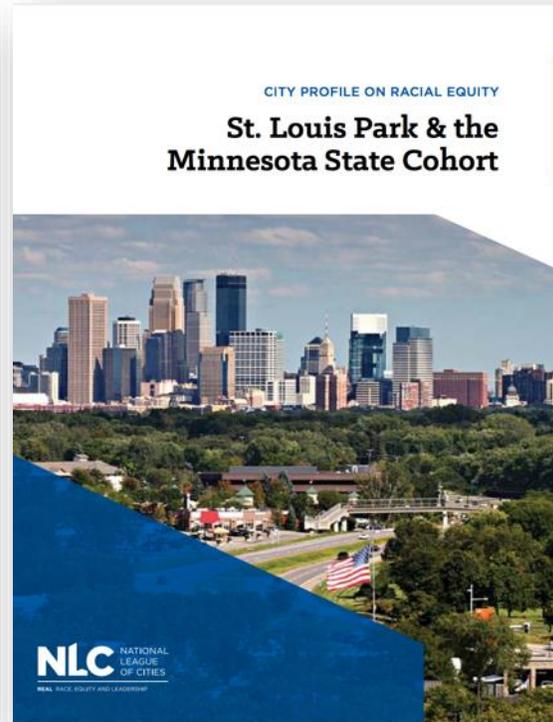
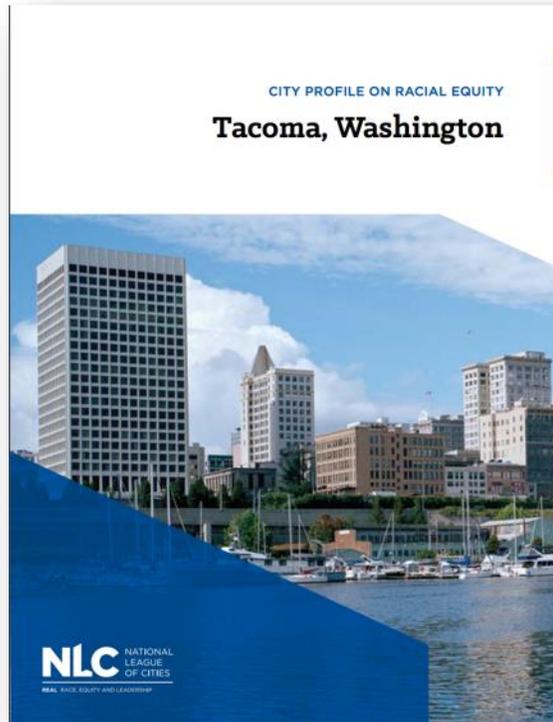


**Racial Equity Leadership Team – senior leadership**



- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

# Highlighting Efforts of Local Government





Started work in Center for Health Equity (CHE) with data



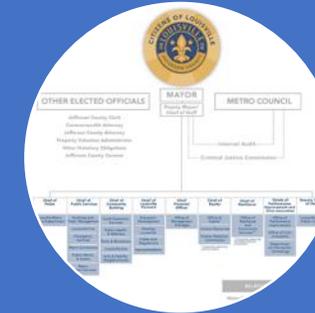
Convened community process with recommendations for Mayor



CHE worked with Human Resources to build training



Racial equity liaisons in each Metro Louisville department



Mayor hired Chief Equity Officer





Shift in council structure to incorporate equitable representation



Council partnered with community to develop equity assessment practices



Mayor formed Office of Equity to institutionalize efforts and carry out assessment tool



Mayor and Council formed task forces to engage community and receive grassroots recommendations



# Contact

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## NLC REAL

### **Leon T. Andrews**

Director of Race, Equity And Leadership

[Andrews@nlc.org](mailto:Andrews@nlc.org)

202.626.3039

Check out our website for more information:

[www.nlc.org/REAL](http://www.nlc.org/REAL)



## GARE

### **Julie Nelson**

Senior Vice President of Programs, Race  
Forward

Co-Director of GARE

[jnelson@raceforward.org](mailto:jnelson@raceforward.org)

206.816.5104

Check out our website for more information:

[www.racialequityalliance.org](http://www.racialequityalliance.org)

