Sustaining Community & Government Racial Equity Initiatives

July 2019
National Association for Court Management
TODAY'S PRESENTATION

- Session Objectives
- Learning Environment
- Key Concepts
- Racial Equity Tool in Practice
- How to Get Started
- Q&A
OBJECTIVES

Understand key concepts of racial equity

Become familiar with tools and resources to advance racial equity

Identify effective practices to set a racial equity initiative up for success
Take space, make space

What is said here, stays here; what is learned here, leaves here

Brave space

Offer what you can, ask for what you need

One mic, one voice
What is racial equity?
Race matters

We aren’t just talking about individual acts of bigotry, we are talking about institutions and systems that perpetuate inequity. We are all a part of institutions and systems.

We have a responsibility for advancing racial equity.
WHY RACE?

Creation and perpetuation of racial inequities ‘baked’ into government

Racial inequities are deep and pervasive across all indicators of success

Focus on race provides opportunity to create tools applicable to other areas of marginalization

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**Lifetime Likelihood of Imprisonment of U.S. Residents Born in 2001**

- **All Men:** 1 in 9
- **White Men:** 1 in 17
- **Black Men:** 1 in 3
- **Latino Men:** 1 in 6

- **All Women:** 1 in 56
- **White Women:** 1 in 111
- **Black Women:** 1 in 18
- **Latina Women:** 1 in 45

VALUES

REALITIES
“We haven’t really talked much about the legacy of racial bias. I think there’s a kind of smog in the air that’s created by the history of slavery, and lynching, and segregation. And I don’t think we’re going to get healthy — I don’t think we can be free, until we address this problem. But to get there, we’re going to have to be willing to tell the truth.”

Bryan Stevenson
Sameness is not fairness

EQUALITY doesn't mean EQUITY
Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...
#2 State in Black/White Inequality

**Median Household Income**
- Black: $30,306
- White: $66,979

**Unemployment Rate**
- Black: 8.8%
- White: 3%

**Homeownership Rate**
- Black: 21.7%
- White: 76%

**Incarceration Rate (per 100,000)**
- Black: 1,219
- White: 111

Aug. 2017, “Black and White Inequality in All 50 States” - 24/7 Wall St.
Closing the gaps
So that race does not predict one’s success, while also improving outcomes for all

To do so, we have to:

• Target strategies to focus improvements for those worse off

• Move beyond “services” and focus on changing policies, institutions and structures
Diversity

Justice

Inclusion

Equity
Individual Racism:
Bigotry 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.
What is a race equity tool?
What is a racial equity tool?

PROCESS

PRODUCT

Actively inserts racial equity into decision making processes
1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation Plan
6. Communication and accountability
RACE EQUITY TOOL

1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation Plan
6. Communication and accountability
COMMUNITY ENGAGEMENT
What does this look like in practice?
Examining our juries
LESSONS LEARNED
NATIONAL EFFECTIVE PRACTICE

Normalize

Organize

Operationalize
Our Racial Equity Action Plan

Organize
A racial equity infrastructure exists

Operationalize
Our recruitment processes advance racial equity

Normalize
Our employees understand and are committed to racial equity
Normalizing / Developing Internal Support

Engaging Leadership

Using the tool / The Power of Pilots

Addressing institutional pushback and resistance

Community Engagement / Building External Support
How can we get involved?
FIVE FUNCTIONS

Narrative Shift

Institutional & Sector Change

Movement & Capacity Building

Policy Development

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

Work in over 170 local and regional governments

City, County, State government

Subject-area Focus Groups
Any questions?
THANK YOU!

Shoreé Ingram  
Diversity and Outreach Specialist  
shoree.ingram@courts.state.mn.us

Aaron Williamson  
Criminal Court Projects Manager  
aaron.williamson@courts.state.mn.us