

Going From Conversation to Action: Diversity and Inclusion

November 15, 2018

Shawna Davie | Race Forward

Carol Lilly | Lil Associates

Moderator: Debra Campbell | City of Charlotte

Going from Conversation to Action: Diversity and Inclusion

Government Alliance on Race and Equity
Race Forward

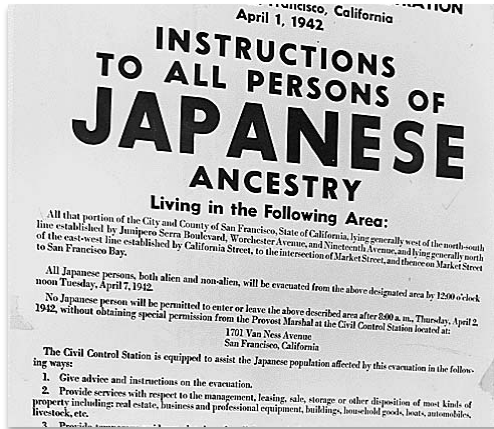
Shawna Davie

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Urban Land Institute-Charlotte

History of government and race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

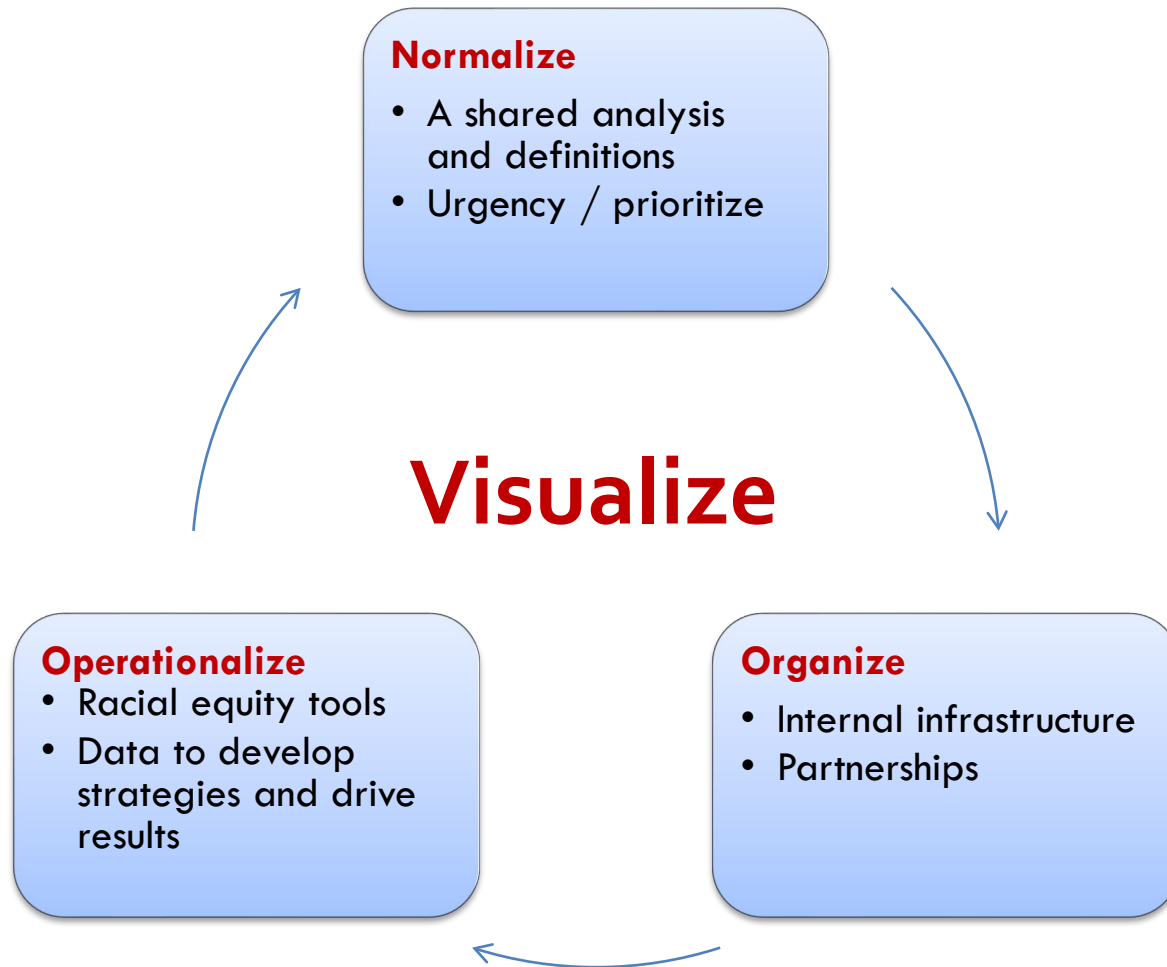


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RACE & EQUITY**

National best practice





Equity? Equality? What's the difference?



Diversity, Equity and Inclusion

DIVERSITY ●●▶ INCLUSION ●●●●●●●●▶ EQUITY



Quantity

Different identities & cultures



Quality

Participation across identities & cultures



Justice

Policies, practices, & procedures to ensure equitable outcomes



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Racial inequity in the U.S.

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





Racial equity means:

Closing the gaps so that race does not predict one's success, while also **improving outcomes for all**

- To do so, have to:
 - ✓ **Target strategies** to focus improvements for those worse off
 - ✓ Move beyond services and focus on changing **policies, institutions and structures**



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Individual racism:

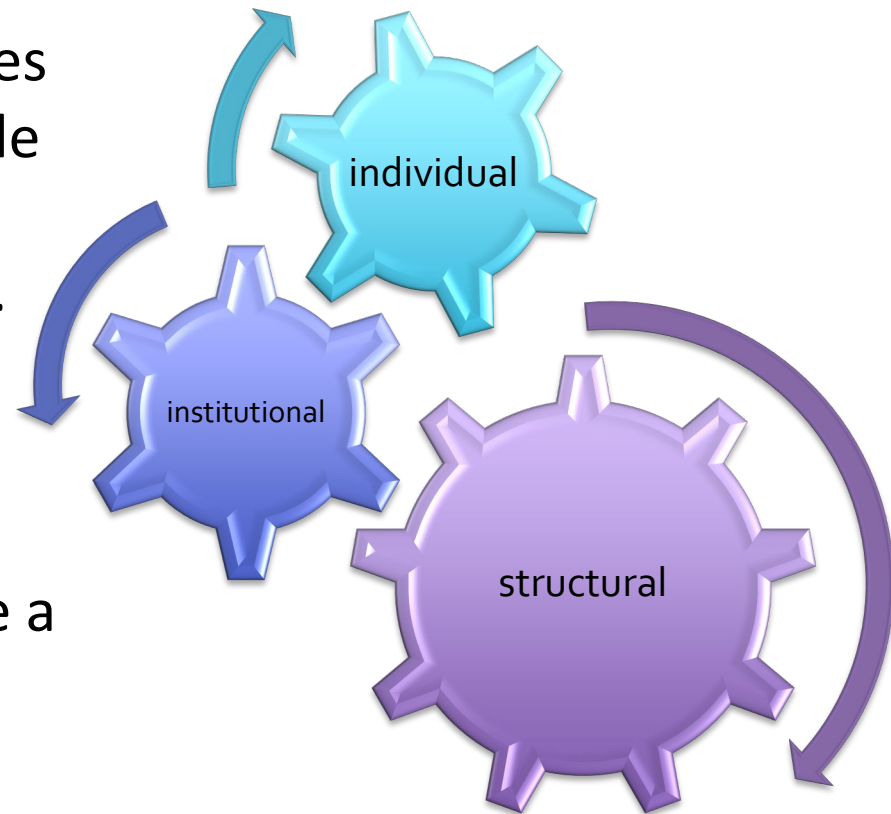
- Bigotry or discrimination by an individual based on race.

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.





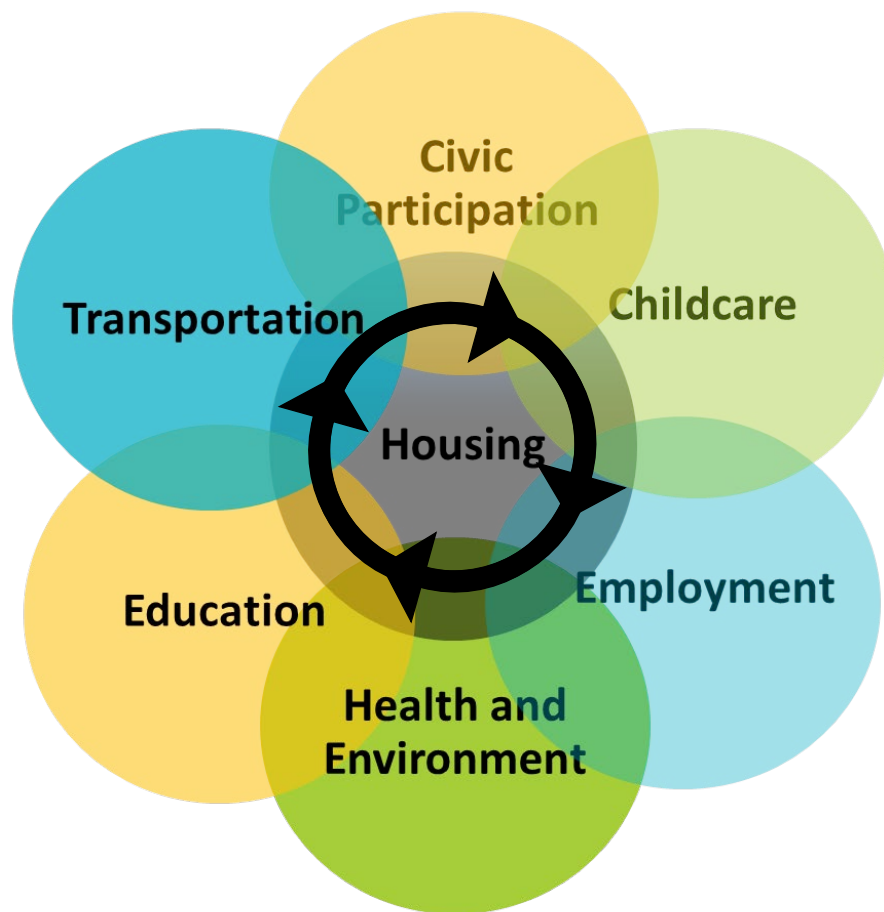
What We Mean by Structural Racial Inequity:

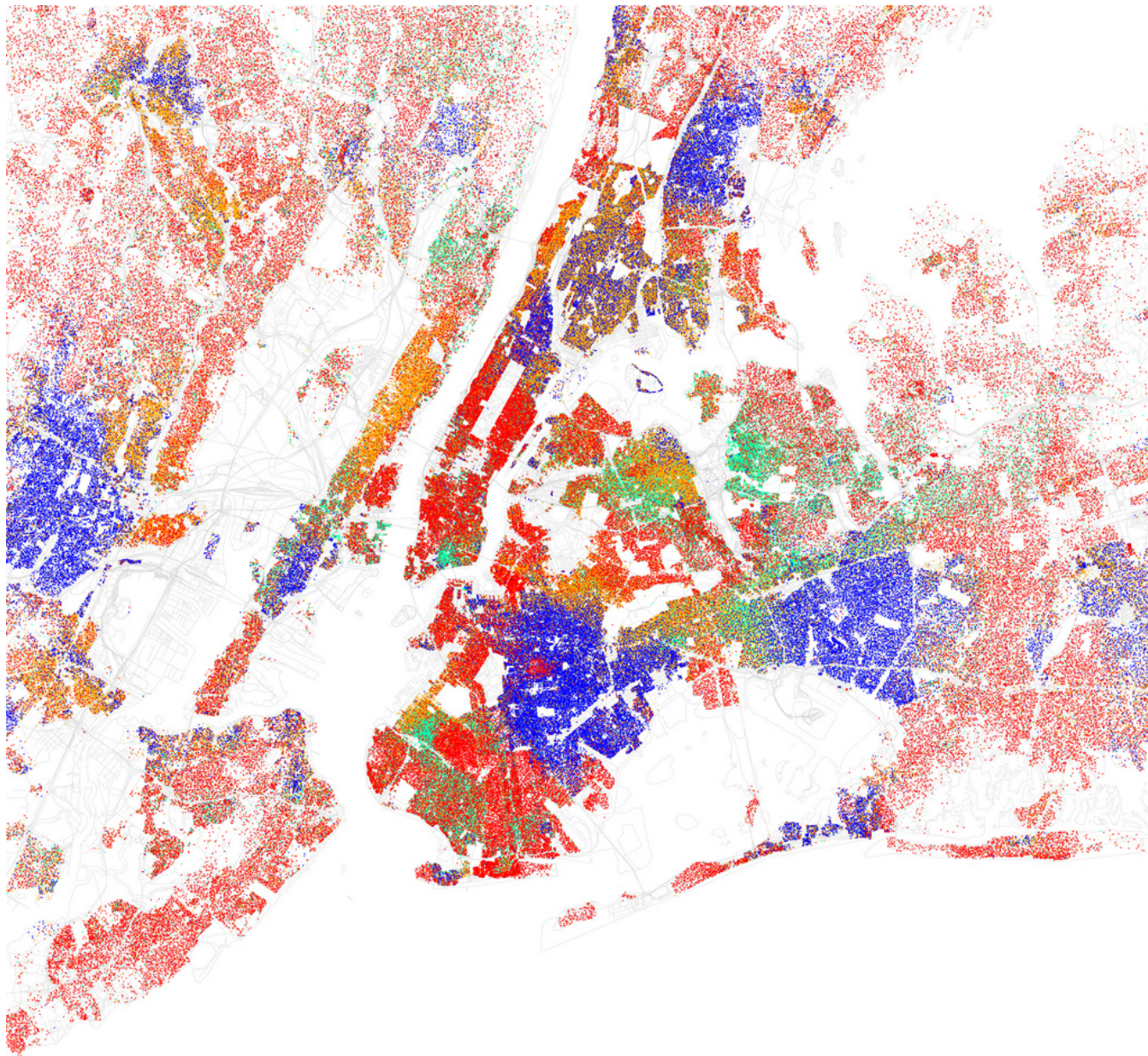
“Structural Racism” points to multiple institutions

The ways our public and private institutions interact to produce barriers to opportunity and racial disparities.

Intent to discriminate is largely irrelevant

Structures just do what they do, often invisibly, and reinforce disinvestment and disparities.





Race and Ethnicity
by Eric Fischer:

New York

Red is **White**

Blue is **Black**

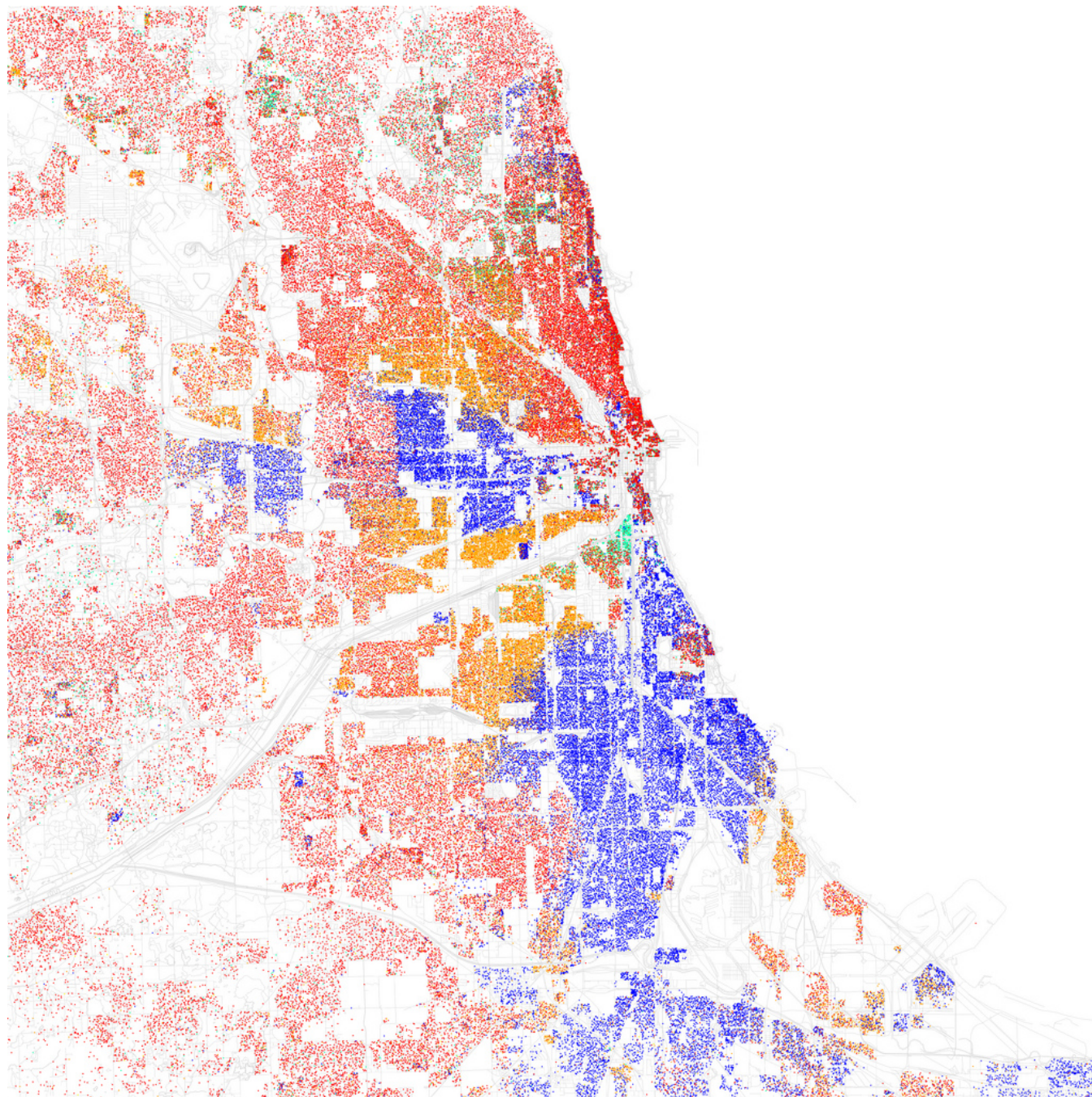
Green is **Asian**

Orange is **Hispanic**

Gray is Other

Dot = **25 people**

from Census 2010



Race and Ethnicity
by Eric Fischer:

Chicago

Red is **White**

Blue is **Black**

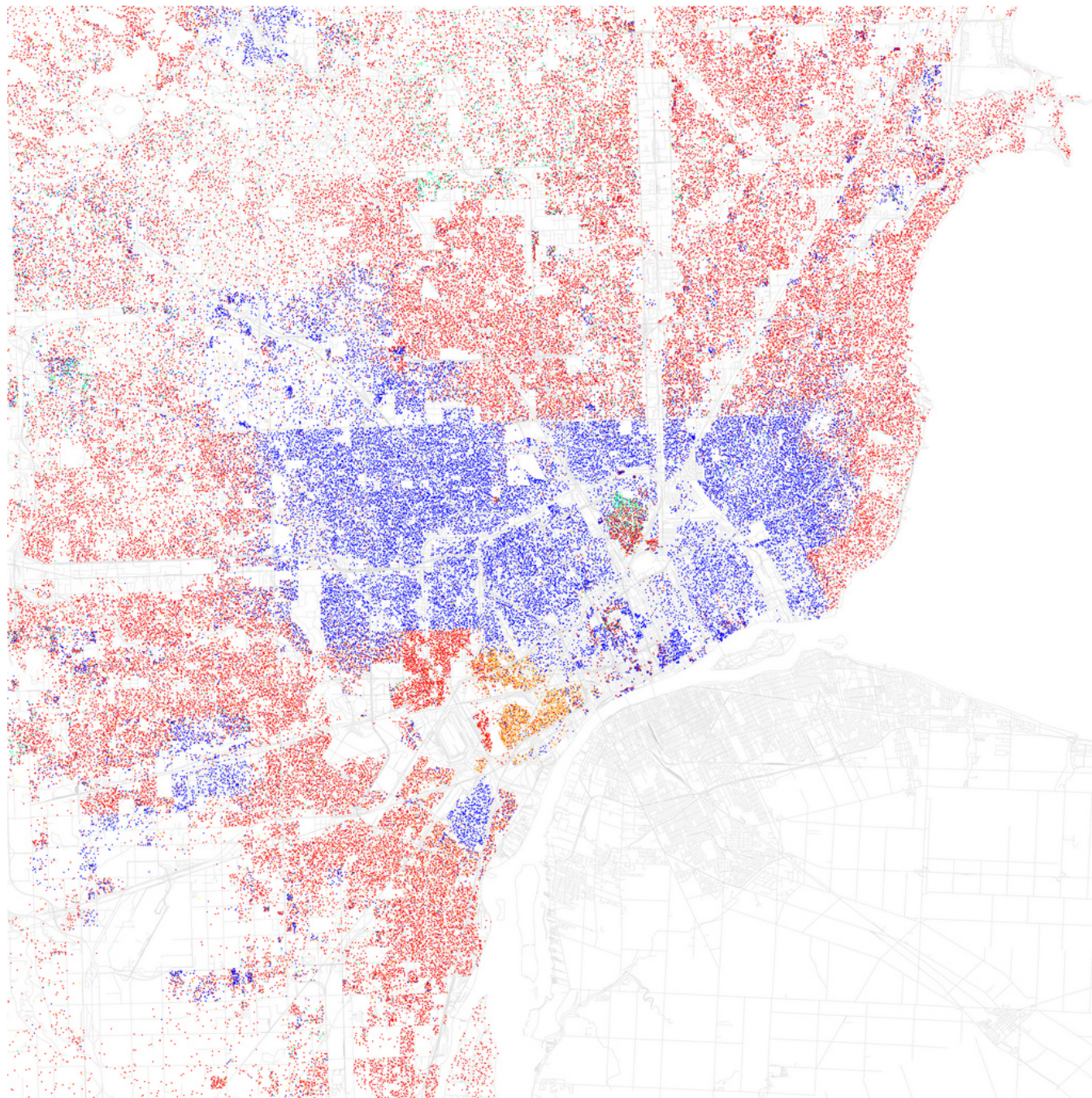
Green is **Asian**

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Race and Ethnicity
by Eric Fischer:

Detroit

Red is **White**

Blue is **Black**

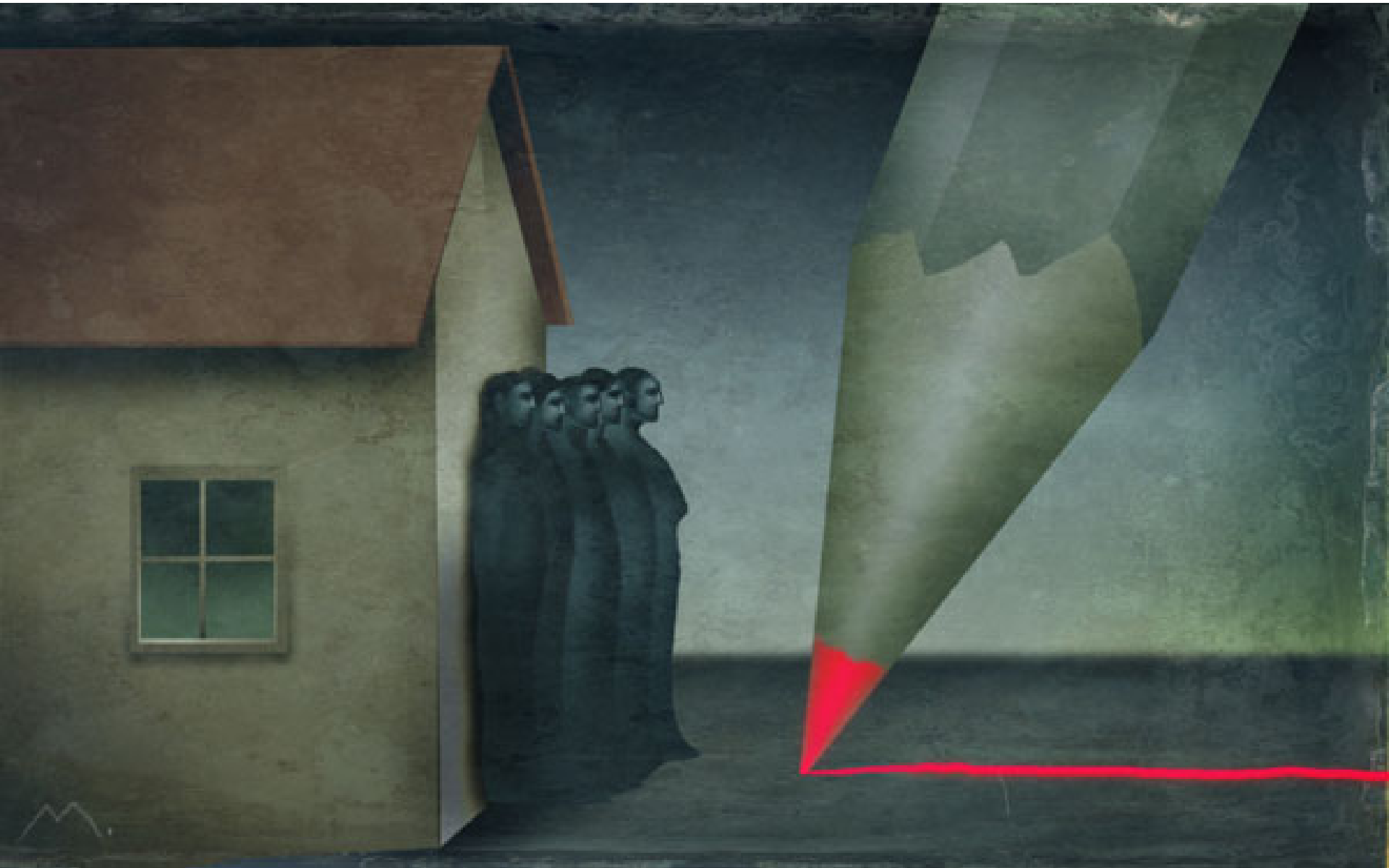
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Seattle's Neighborhoods with Race Covenants

Alki Ballard/Sunset Hill Beacon
Hill Bitter Lake Blue Ridge
Broadmoor Broadview Bryant
Capitol Hill Duwamish Eastlake
Greenlake Greenwood Haller
Lake Hawthorne Hills Hillman
City Lake City Lakeridge
Laurelhurst Loyal Heights



Detroit's Physical Barrier

Madrona Magnolia Maple Leaf
Matthews Beach Montlake
Olympic Hills North Beach/Blue
Ridge North College Park
Northgate Pinehurst Queen Anne
Queen Anne, lower Queen Anne,
north Ravenna Sandpoint
Sheridan Beach Squire Park
Victory Heights View Ridge
Wedgewood West Seattle/High
Point Windermere

Race in institutional policies

Federal Housing Administration



Interstate System



Streetlights





What is a Racial Equity Tool process?



Equitable Development Implementation Plan

April 2016



Equitable Development: Financial Investment Strategy

June 2016



Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means



All communities are able to determine their own futures

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*Not everything that is faced can be changed, but
nothing can be changed until it is faced.*

James Baldwin

*Faith is taking the first step even when you don't see
the whole staircase.*

Martin Luther King, Jr.

Contact information

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