Puget Sound Regional Council Growth Management Policy Board

Equity in VISION 2050

Government Alliance on Race and Equity
Nora Liu
WE HAVE UNITED

race forward & CSi
CENTER FOR SOCIAL INCLUSION
Government Alliance on Race & Equity

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

✓ Core network – 59, 67, 78, 104 members and growing!
✓ Local jurisdictions, regional entities, and state agencies
✓ Expanded network - 30 states / 150+ cities
✓ Provide tools to put theory into action
What is the GARE Network?

• We are a membership network of jurisdictions working to achieve racial equity – Our network shares effective practices, tools, and resources to build a national movement for racial equity.

• We offer pathways for new jurisdictions to begin racial equity work – GARE tools and resources developed over the past decade can position new jurisdictions for success.

• We support and build local and regional collaborations that are broadly inclusive and focused on achieving racial equity – To eliminate racial inequities, it is necessary to develop a collective approach firmly grounded in community.
A National Practice
GAREs Theory of Change

Normalize
• A shared analysis and definitions
• Urgency / prioritize

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Organize
• Internal infrastructure
• Partnerships

Visualize
Values and realities

• 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

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.
Why GARE leads with race

- 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

Race focused, but not exclusive always bring an “intersectional” analysis
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**
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from Census 2010
Race and Ethnicity
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Detroit

Red is **White**
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from Census 2010
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
Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...
Equity? Equality?
What’s the difference?

ALL GENDER RESTROOM
Anyone can use this restroom, regardless of gender identity or expression
Racial Equity

- Race does not predict one’s success, while also improving outcomes for all

- We must:
  - Target strategies to focus improvements for those worse off
  - Move beyond “services” and focus on changing policies, institutions and structures
Achieving the Vision

Systemic approach to drive equitable outcomes: A clear policy framework to develop, implement and measure

- Fair and just inclusion of all residents in a region’s economic, social and political life.
- Authentically engage, listen to historically impacted community
- Structural changes to address the history of inequality.
Operationalize
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
What is a Racial Equity Tool process?

1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation plan
6. Communications and accountability
What are your desired community results, and internal action outcomes?
Example

**Desired Community Result** – Increase healthy life outcomes

- **Indicator** – Overall rate of obesity decreases from 18% to 5% in ten years, and the disproportionality by race is eliminated (currently ranges from 11.6% of Asians to 22% of Latinos)

- **Indicator** – Disproportionality in life expectancy is eliminated (current gap – is 10 years)

**Desired Internal Action Outcome** -- Increase access to healthy foods, parks and open space in neighborhoods where access is lacking

- **Performance Measure** -- Pass “healthy retail” legislation

- **Performance Measure** -- Increase “safe routes to school” % of students walking to school
The Central Question

Ask the question:

Who benefits and who is burdened by the decision?
The challenge & opportunity before us
Puget Sound 2050

- Projected growth 1.8 million people
- Current conditions
  - Unmet housing demand and supply
  - Difficulty in accessing jobs
  - Economic and cultural displacement
  - Inequitable access to opportunity
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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