

Advancing Racial Equity

Tools and Technology

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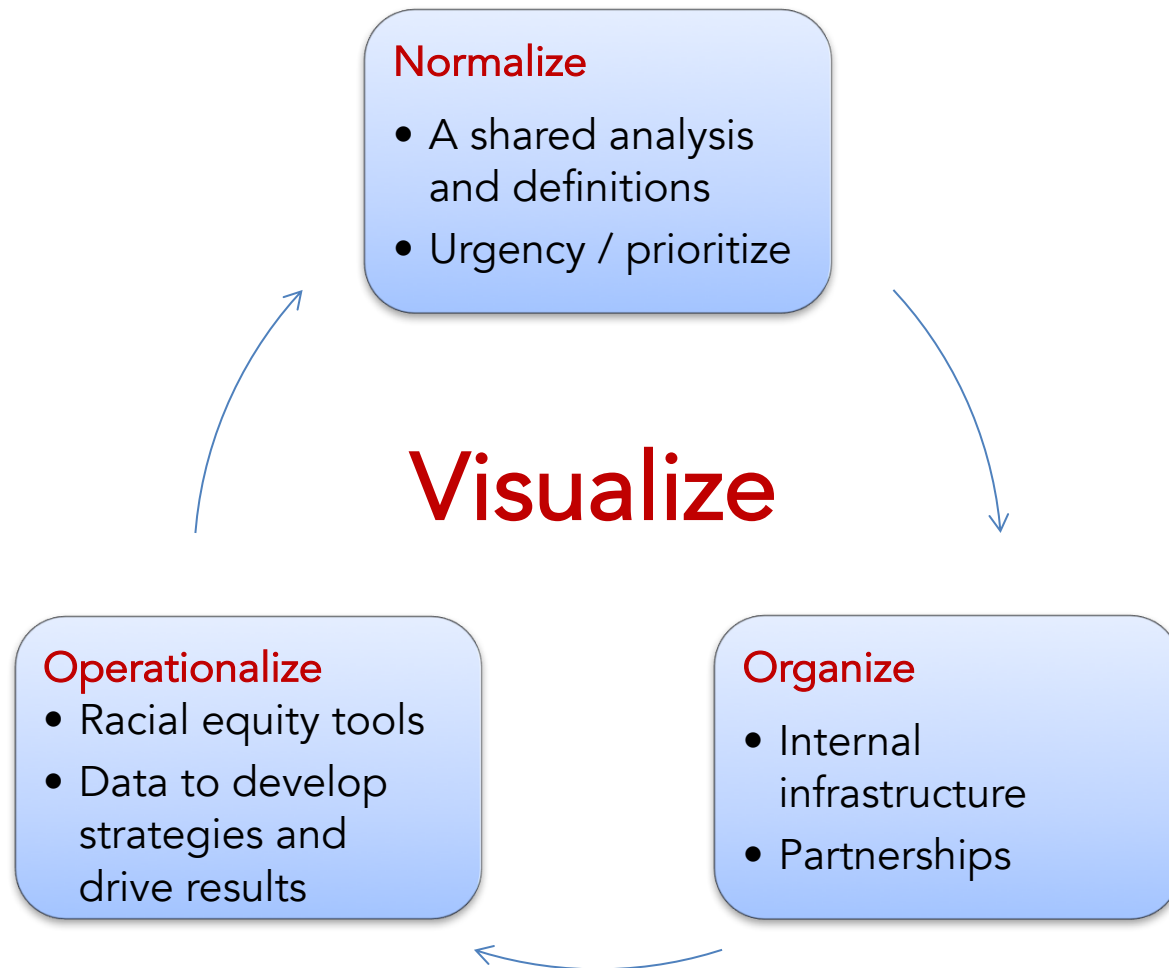
Manager Racial Equity Here

Government Alliance on Race and Equity

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

National best practice



Operationalize

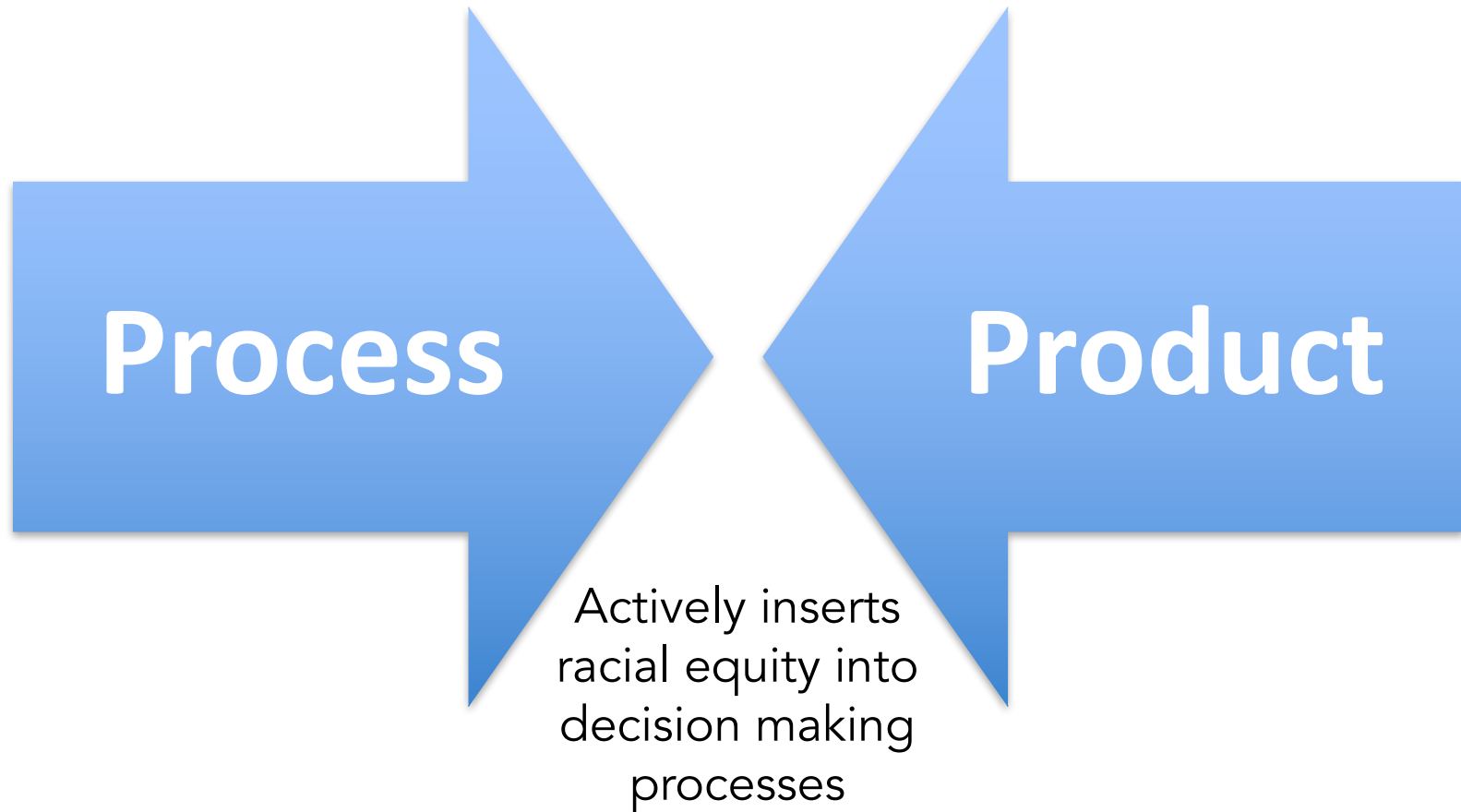
Turning theory to action

Racial equity tools

What is a Racial Equity Tool process?



What is a Racial Equity Tool?



Transactional approaches

- Issue-based
- Help individuals negotiate existing structures.
- Solutions “transact” with institutions
- Short-term gains for communities, but leave the existing structure in place

Transformative approaches

- Cut across multiple institutions
- Focus on policy and organizational culture
- Alter the ways institutions operate
- Shifting cultural values and political will to create racial equity

Who should use a Racial Equity Tool?



Elected officials



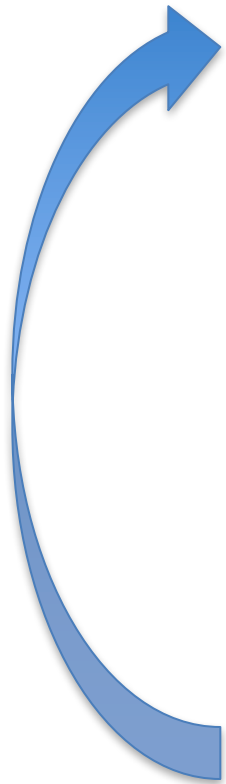
Government staff



Community



What is a Racial Equity Assessment?



Case Study – Source of Income Protections

Policy: Prohibit discrimination against renters who pay rent using subsidies and other non-wage sources of income such as childcare, disability payments, Section 8, etc.

Racial equity goal: Increase ability for low income people of color to retain housing in Seattle (anti-displacement).
Decrease racial inequities in housing cost burden.

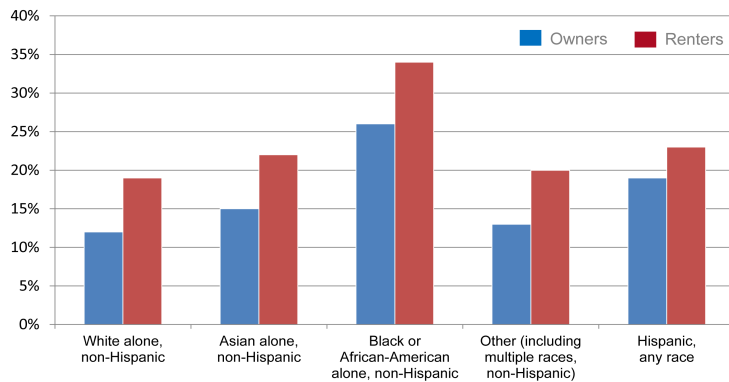
Case Study – Source of Income Protections

What was the community calling for? What did we know from data?



Severe Housing Cost Burden by Race/Ethnicity

Over 25% of Black/African American owners, and close to 35% of Black/African American renters, pay more than half of their incomes for housing.



Source: U.S. Department of Housing & Urban Development, CHAS, 2006-2010 5-Year American Community Survey, Seattle city.



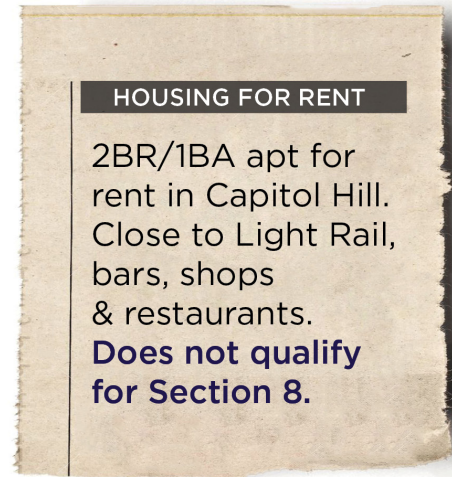
Case Study – Source of Income Protections

Benefit: Given Seattle's increasing unaffordable housing market, this legislation is a critical part of a larger anti-displacement strategy.

Potential burden: Tenants not seeking remedy due to fear of retaliation. Housing instability resulting in lack of time or capacity to file a charge of discrimination.

Strategies: Strong enforcement that doesn't rely on the individual to come forward, but takes proactive efforts to educate landlords, conduct testing and monitor compliance. Partner with community orgs to provide outreach and education.

LOOK FAMILIAR?



You have the right to pay your rent with different sources of income, such as Social Security, housing vouchers, child support, unemployment and more.

Source of Income Discrimination is illegal in Seattle.

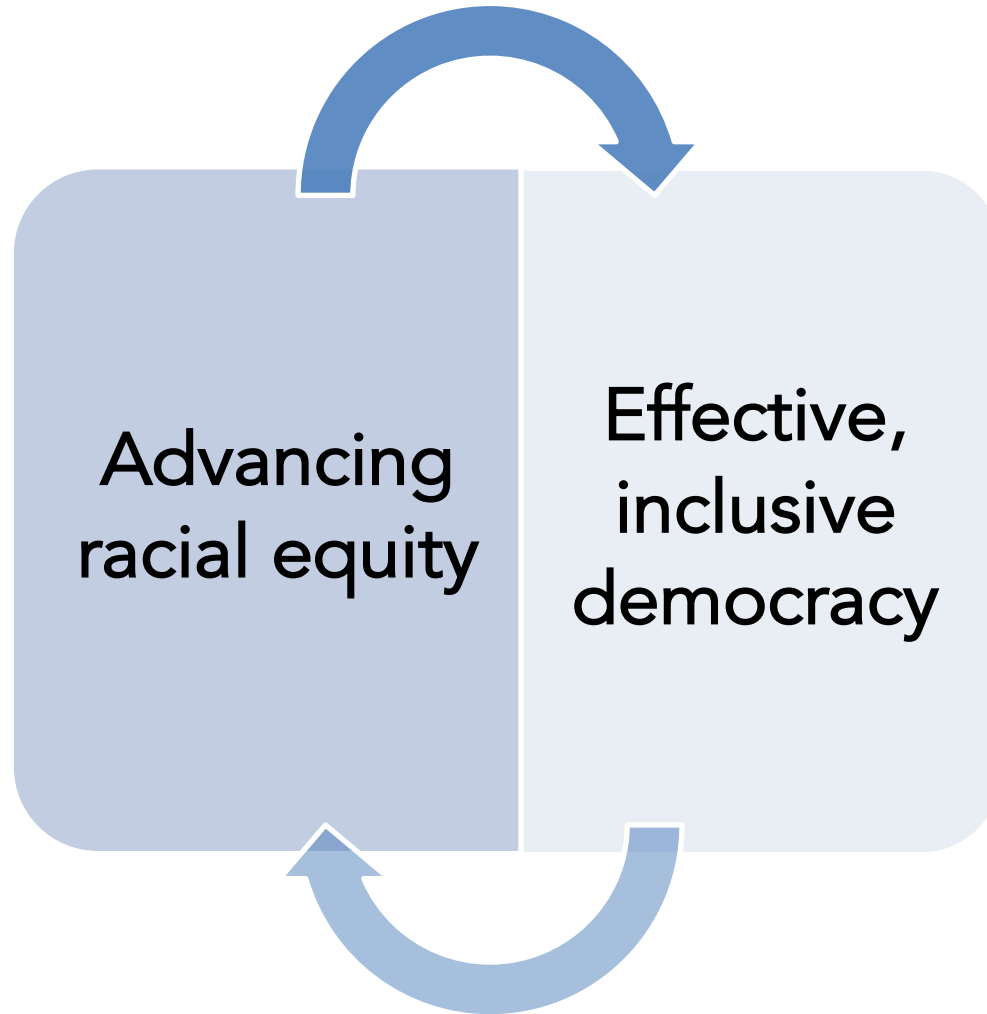
Contact the Seattle Office for Civil Rights if you think you've been the target of housing discrimination.



Seattle
Office for Civil Rights

www.seattle.gov/civilrights
206.684.4500





Contact information

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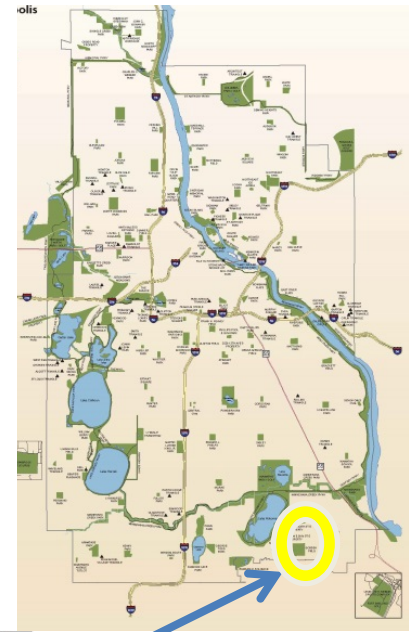
Case Study – Capital Investment Minneapolis - Bossen Field Master Plan

Background:

- \$3+ million for 'Athletic field, playground and site improvements' from 2012-2017
- Two main user groups: neighbors and athletic league participants (mostly adults)

Why this project?

- Small-scale
- Immediate impacts
- Opportunity to better serve neighborhood
- Critical relationships already in place

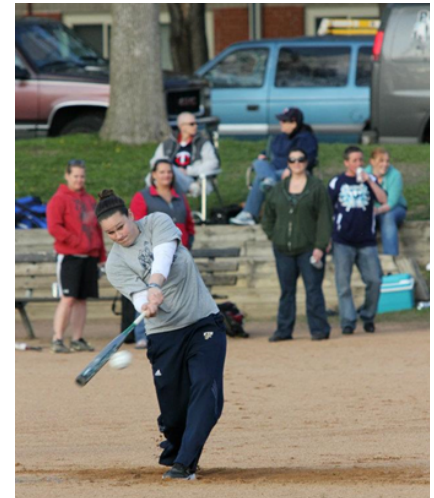
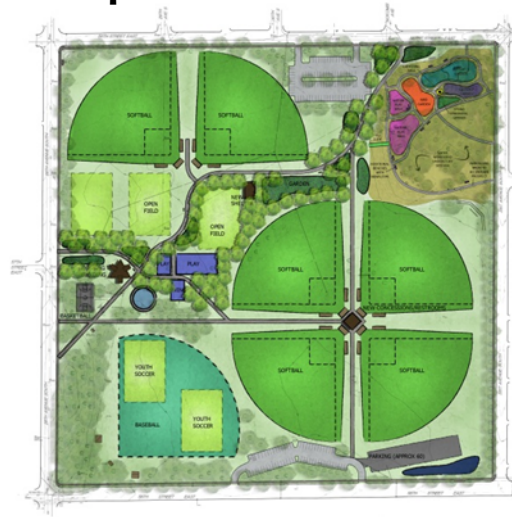


Step 4: Who will benefit from or be burdened? How are you advancing racial equity or mitigating unintended consequences?

Athletics users

Concept B was strongly preferred.

Thought on location was “where it impacted people less.”



Neighborhood

Concept C was strongly preferred.

Location of open field space close to residents was key. Also desired walkways through park, two basketball courts, location of picnic shelter



Why authentic engagement matters

2015 Community-based design concept



2007 Concept without neighborhood input

