Racial Equity in Public Systems:
Tools for Action
2Gen Summit
7-21-21

8-1-21 Note: this deck has been updated from what was shared at the Summit. It now includes examples, links, and other information that was shared during the presentation.

Welcome & Overview

- Introductions
  - One thing you are hoping to learn today
- Organizations
  - Racial Equity in Public Systems
  - Tools for Action
  - Benefits and Application
- Take aways?

Quick Introduction

- Acknowledge my own privilege
- Grateful for the work of Clair Minson of Sandra Grace Consulting
  - https://www.sandragracellc.com
  - Informed my thinking, grew my knowledge, & challenges me to do better
- Recognize this is daily work in every part of our lives
- This content informed by my own training, reading, and experiences as well as content developed by Clair for sessions earlier this year

Race, Racism, & the Human Services Sector*

1. Our country was built upon a foundation of institutional and structural racism.

2. There is no way to avoid racism in our government structures and systems.
   a. Personal
   b. Interpersonal
   c. Institutional
   d. Structural

3. There are multiple levels of racism.
   a. Individual racism—internalized and interpersonal
   b. System level—institutional and structural

*Understanding the history, complexity, and impacts of race and racism across systems requires an investment of time and a willingness to the work. This deck offers a snapshot and is not all inclusive of all terms/theories.

Why Explore Race & Human Services?

Most human and social service programming was developed from a race-neutral perspective – assumes equal access, equal opportunity, equal starting points. This:

a. **Perpetuates myth of meritocracy** – *ex: if you work hard enough, you will be successful.*

b. **Does not consider the systems and structures that impact and dictate how certain groups of people engage with programming and services** – *how might a Black young adult feel if uniformed security is the first point of contact at service provider?*

c. **Ignores the power embedded in these systems and how they are perpetuate**d – *prohibition of natural hair at work (CROWN Act in US Senate) and employment discrimination based on Black sounding names.*

Example: workforce development programs have been requiring certain dress, overall presentation, communication styles, and other characteristics based upon white dominant norms.

How does this show up in our work?

1. **How we talk about our work** — *referring to 'the disadvantaged' v. people who have been systemically excluded*

2. **How we do our work** — *rules for programming that are likely to make it harder for certain people to participate (scheduling only during the day, eligibility that includes requirements more likely to impact Black participants)*

3. **The public policies we advance** — *racist policies like redlining; 'race neutral' public policies like Paycheck Protection Act that result in disparate impacts because of historical exclusion.*

4. **Our work with companies/private sector** — *do we engage with companies about equity? Do we ask questions about practices? Do we push back when asked to screen out certain applicants?*

5. **How we engage with funders** — *do we avoid tokenism when sharing 'success' stories? Do we include anti-racism work in proposals and advocate for funding it?*

How can we act against racism?

1. **Educate ourselves:** learn about key concepts—racial equity, implicit bias, systemic racism etc.
2. **Practice talking** about race and racism in your work—acknowledge discomfort, be willing to accept feedback, challenge your own assumptions
3. **Use available tools** to apply anti-racist strategies to our own work, our organizations, and the systems we exist within.

Tool 1
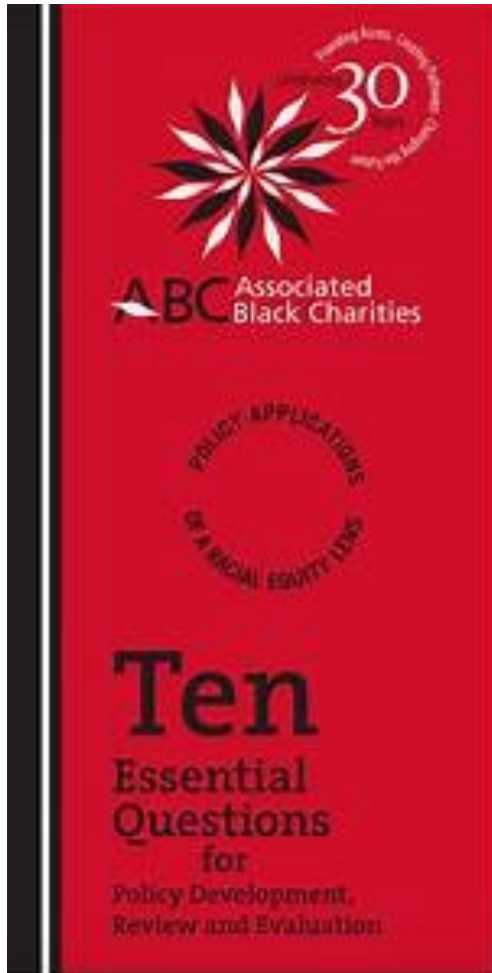
1. [Ten Essential Questions for Workforce Development from the Associated Black Charities in Baltimore](#)
   a. Designed to help workforce development professionals acknowledge race in program design and implementation
   b. Uses 10 Questions to help guide work
   c. Offers programmatic considerations and larger picture questions

Tool 2

1. [Racial Equity Readiness Assessment Tool from Race Forward](#)
   a. Comprehensive tool exploring different elements of programming
   b. Offers detailed questions to consider
   c. Asks users to assess key areas: Mission/Vision/Culture, Data Tracking, Curriculum/Program Materials, Leadership/Staff Morale, and External Relationships

READY FOR EQUITY IN WORKFORCE DEVELOPMENT
Racial Equity Readiness Assessment Tool

race forward CSi

Tool 3

3. [Racial Equity Impact Analysis from Race Matters](#)

   a. Applies a racial equity lens to key decisions, policies, and practices
   b. Offers a simple framework of five questions
   c. Can be applied very specifically (marketing materials) or to more more complex questions (hiring processes)

There is also a [Racial Equity Impact Assessment Tool](#) available through Race Forward.

Tool 4

4. [Choice Points from Race Forward](#) (page 24)
   a. Acknowledges the role of choice in how individual, organizational, and systemic decisions are made
   b. Individual choices: How do you choose to allocate volunteer time or charitable donations? How do you vote? How do you educate your children?
   c. Organizational/Institutional: Hiring, budgeting, vendor selection etc.

Follow-Up

Links to the tools will be shared with follow-up materials

Questions?

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