The Government Alliance on Race and Equity
Gordon F. Goodwin, Midwest Region Manager
WE HAVE UNITED

race forward®

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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 – 152 members and growing!
- Two dozen state agencies
- Expanded network - 30 states / 150+ cities
- Provide tools to put theory into action
GARE Midwest Region – 40 Core Members

Who’s Missing?
- Ohio (Cleveland? Cincinnati? Akron? Toledo?)
- Indiana
- Missouri
- The Dakotas
- Nebraska
Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...
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.
WHAT IS RACIAL EQUITY?

Racial equity is realized when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.
Achieving racial equity requires us to.

....Target strategies to focus improvements for those worse off

....Move beyond service provision to focus on changing policies, institutions and structures
When Leading with Race, we are...

....Race *explicit*, not *exclusive*
always bring an “intersectional” analysis

Race and...
• ....gender
• ....religious affiliation
• ....disability status
• ....income
What racism are we focusing on?

**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.
## Examples

<table>
<thead>
<tr>
<th>Institutional Racism</th>
<th>Structural Racism</th>
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<tbody>
<tr>
<td>• “Stop and frisk” policies</td>
<td>• Wealth gap</td>
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<tr>
<td>• Differential sentencing laws</td>
<td>• School to prison pipeline</td>
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<td>• Hiring and recruitment</td>
<td>• Mass deportation</td>
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<td>• Organizational discipline</td>
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Asking Different Questions

**FROM:**

- Blame
  - Who’s a racist?
- Intentions
  - What did they mean?
  - What was their attitude?
- Prejudice
  - What beliefs made them do it?
- Grievance
  - How can we fix what just happened?

**TO:**

- Causes
  - What’s causing the racial inequities?
- Effects
  - What were the actions?
  - What are the impacts?
- Systems
  - What institutions are responsible?
- Solutions
  - What proactive strategies and solutions?
What makes a difference?
National best practice

**Normalize**
- A shared analysis and definitions
- Urgency / prioritize

**Operationalize**
- Racial equity tools
- Data to develop strategies and drive results

**Organize**
- Internal infrastructure
- Partnerships

**Visualize**