



CONNECTING PEOPLE &
PLACES TO OPPORTUNITY

POLICY SUMMIT 2019

June 19-21, 2019 | Hilton Cincinnati Netherland Plaza

The Government Alliance on Race and Equity

Gordon F. Goodwin, Midwest Region Manager



WE HAVE UNITED

race forward 

&

Csi CENTER FOR
SOCIAL INCLUSION

Government Alliance on Race & Equity

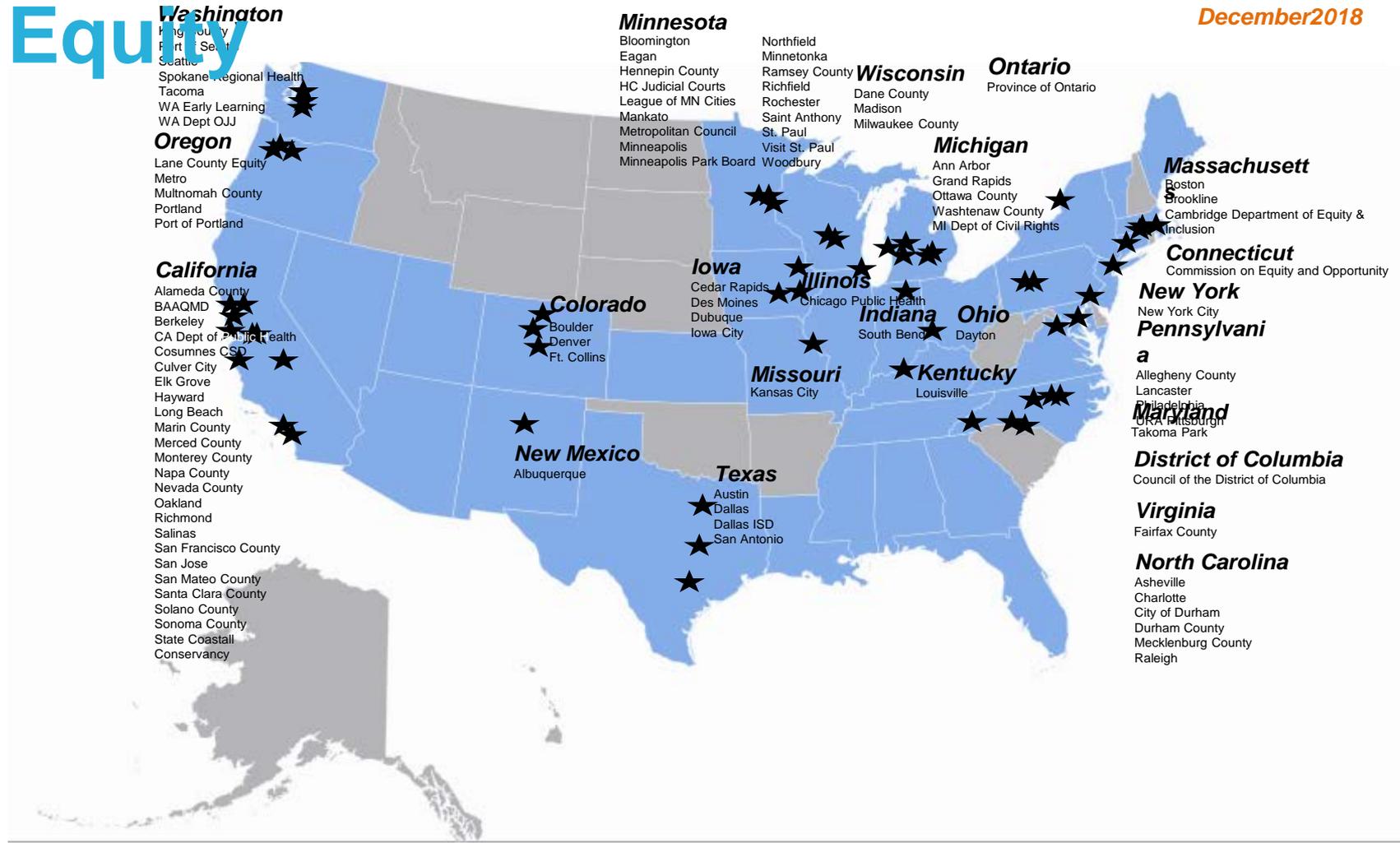
A national network of government working to achieve racial equity and advance opportunities for all.

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



Government Alliance on Race & Equity

December 2018



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

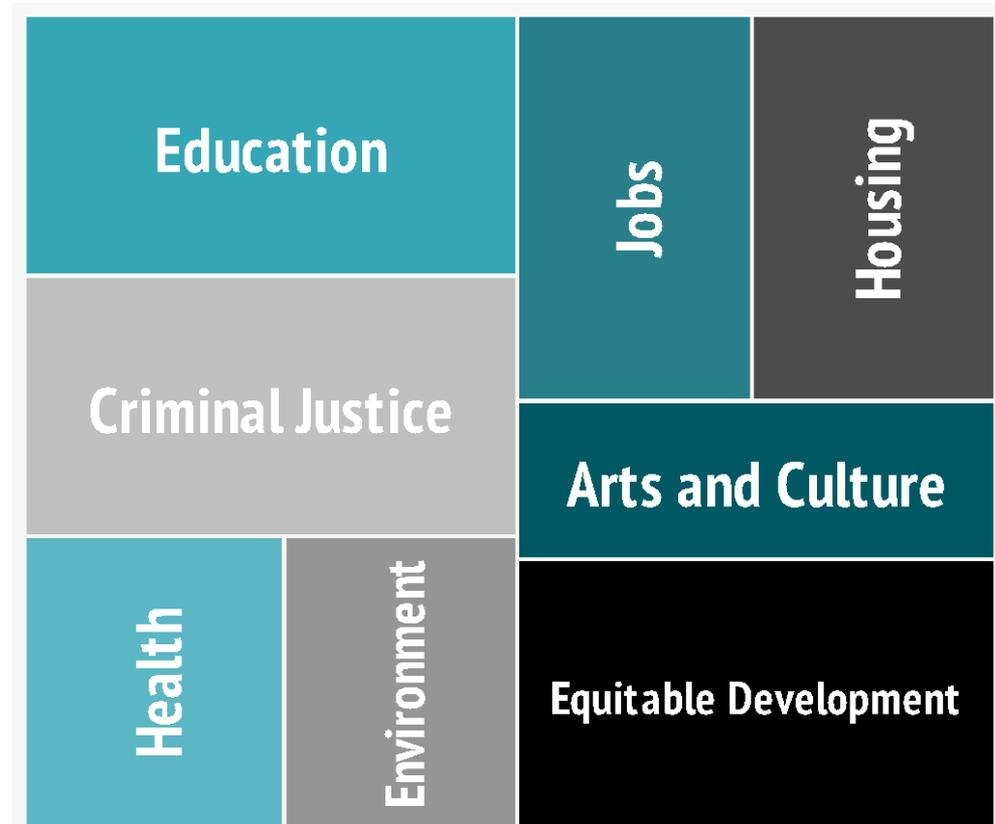
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Racial inequity in the U.S.

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



History of government and race



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:

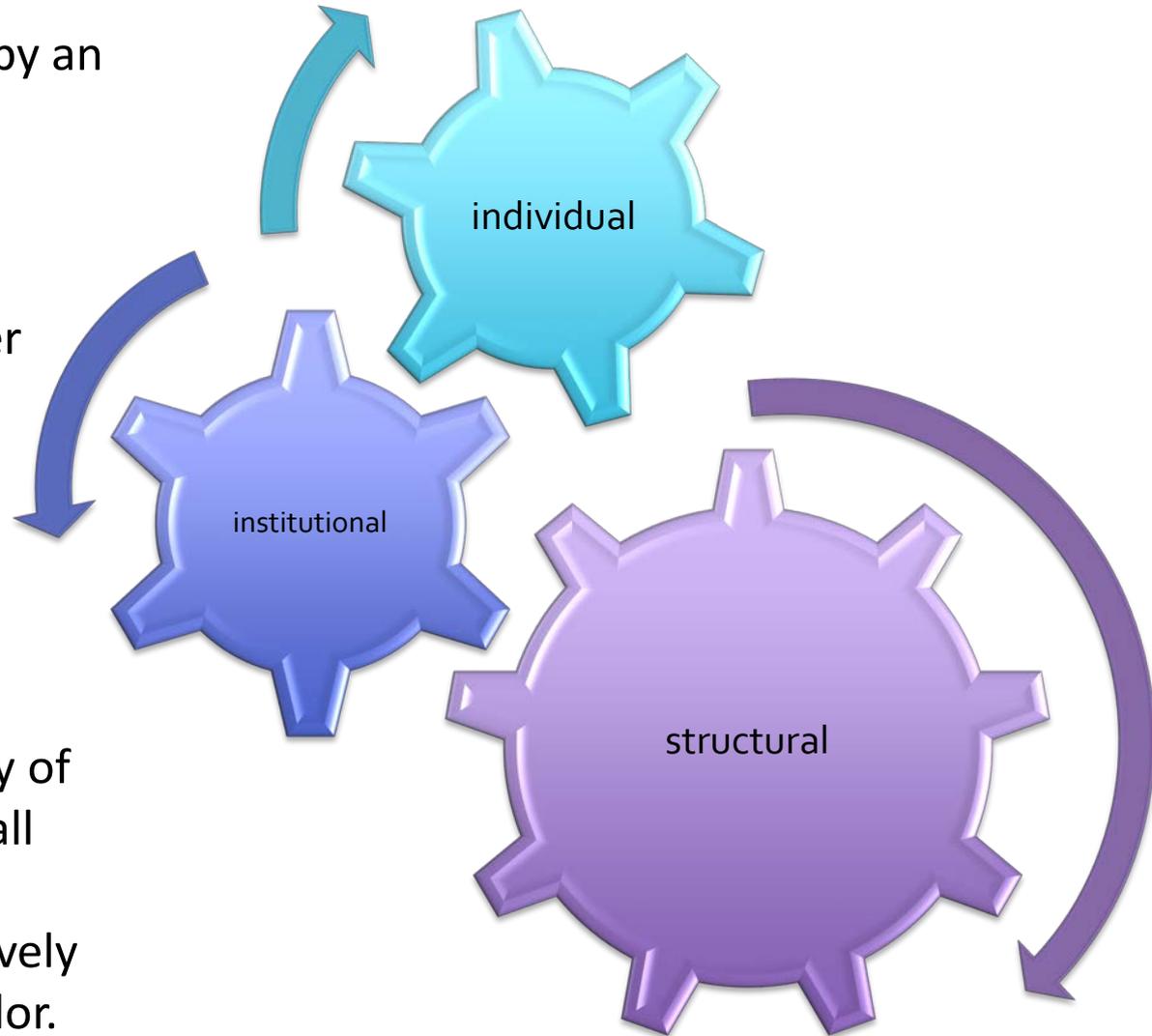
- Bigotry or discrimination by an individual based on race.

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

Institutional Racism

- “Stop and frisk” policies
- Differential sentencing laws
- Hiring and recruitment
- Organizational discipline

Structural Racism

- policies
- Wealth gap
- School to prison pipeline
- Mass deportation

Asking Different Questions

FROM:



TO:

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?

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

