



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

From the Inside and the Outside: ***Tools and Strategies for Change***

Goals for the Session:

- Clarifying the roles of community based organizations (outside) and government and other institutions (inside) for moving a racial justice agenda.
- Developing strategies for addressing structural racism.

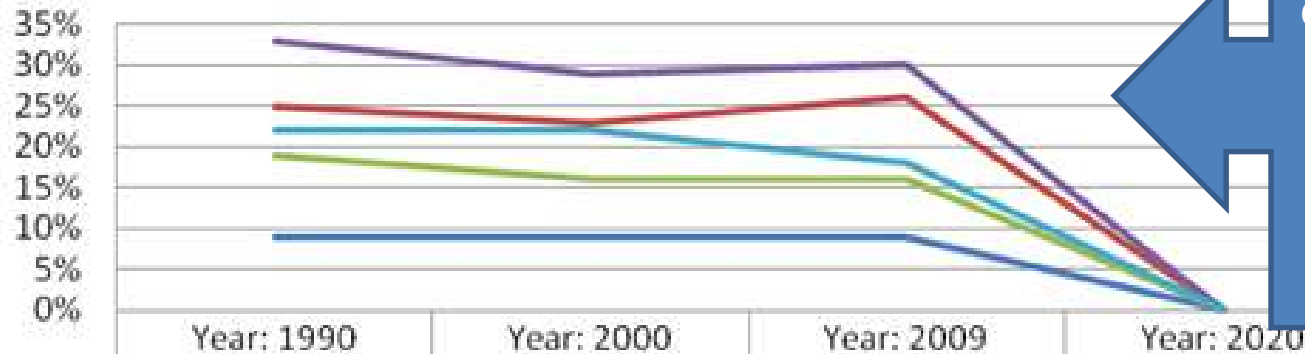
“Laying it on the Line”

1. The election of Barack Obama as the first African American president is proof that we are moving toward a post-racial society
2. People should be hired or promoted based solely on merit.
3. I believe we can end racial inequity.

Racial inequities in Seattle:

1. Education
2. Equitable development
3. Jobs
4. Criminal justice
5. Health
6. Housing
7. Environment

Poverty Rate by Race



Increase
opportunity
for all,
eliminate
racial
inequity

	Year: 1990	Year: 2000	Year: 2009	Year: 2020
White	9%	9%	9%	0%
African American	25%	23%	26%	0%
Asian	19%	16%	16%	0%
Native American	33%	29%	30%	0%
Latino	22%	22%	18%	0%

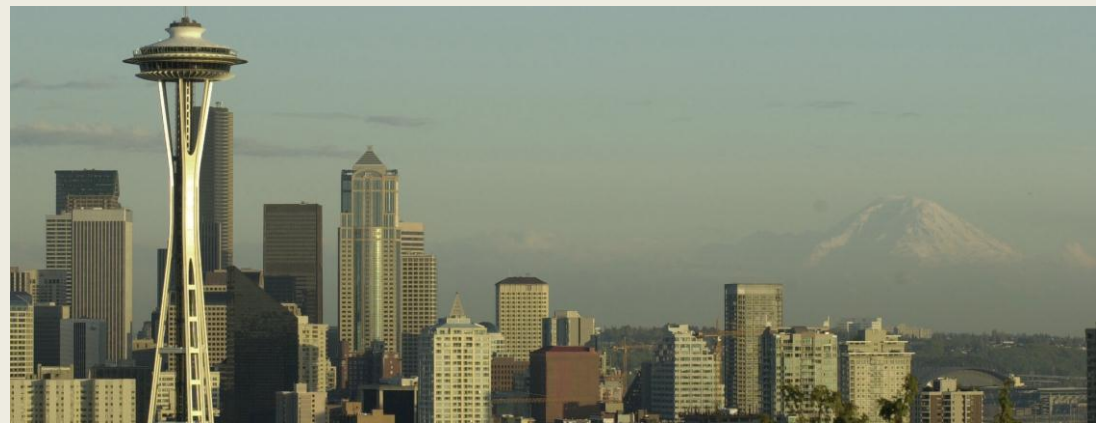


Vision:

- Racial disparities have been eliminated and racial equity achieved.

Mission:

- End institutional racism in City government.
- Promote inclusion and full participation of all residents.
- Partner with the community and other institutions to create racial equity.





**A multi-layered
collaborative
approach for a
collective impact**

EQUITY STRATEGIES

#1: Applying racial equity to programs and projects

#2: Building racial equity into policies and citywide initiatives

#3: Partnering with other institutions and the community

RACIAL EQUITY IN:

Housing
Jobs
Education
Health
Criminal justice
Community Development
Environment



Why we focus on race

- Deep and pervasive racial inequities
- Community organizing
- Specificity of strategy



RSJI Employee Survey

- Over 4,000 employees (86%) believe that it is valuable to examine the impact of race in our work and 70% said they can identify examples of institutional racism.
- Nearly two-thirds (65%) of employees stated they are actively involved in promoting RSJI changes in their workplace.
- Nearly 60% of employees believe their department and the City as a whole is making progress on Race and Social Justice.



Individual racism:

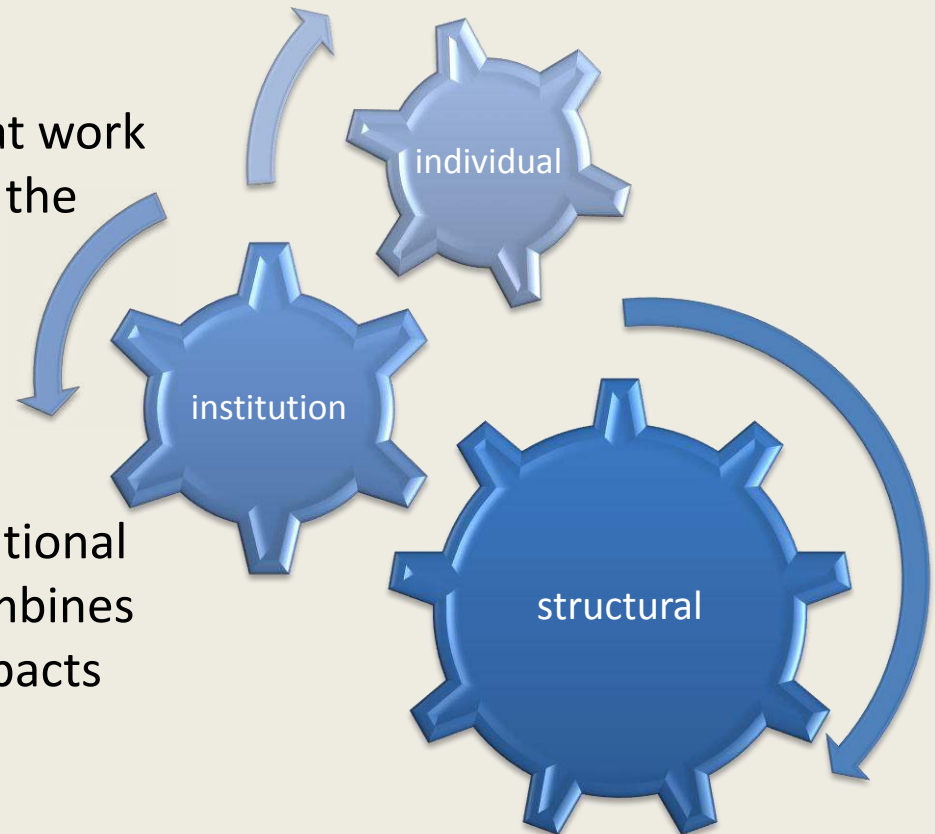
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work to the benefit of white people and to the detriment of people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.





Institutional/Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional/Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual/Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual/Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.



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Inside/Outside Strategies – Modes of community participation



Tend toward –

Informal
Local interest
Voluntary
Issue/identity Focused
Collective Decision Making

Tend toward –

Formal
Broad Interests
Professional
Geographic Focus
Hierarchical



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What is Power?



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What is Politics?



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**political
concept**



**political
action**

Van Jones's "Heart Space/Head Space Grid"
from Rebuild the Dream (2012)

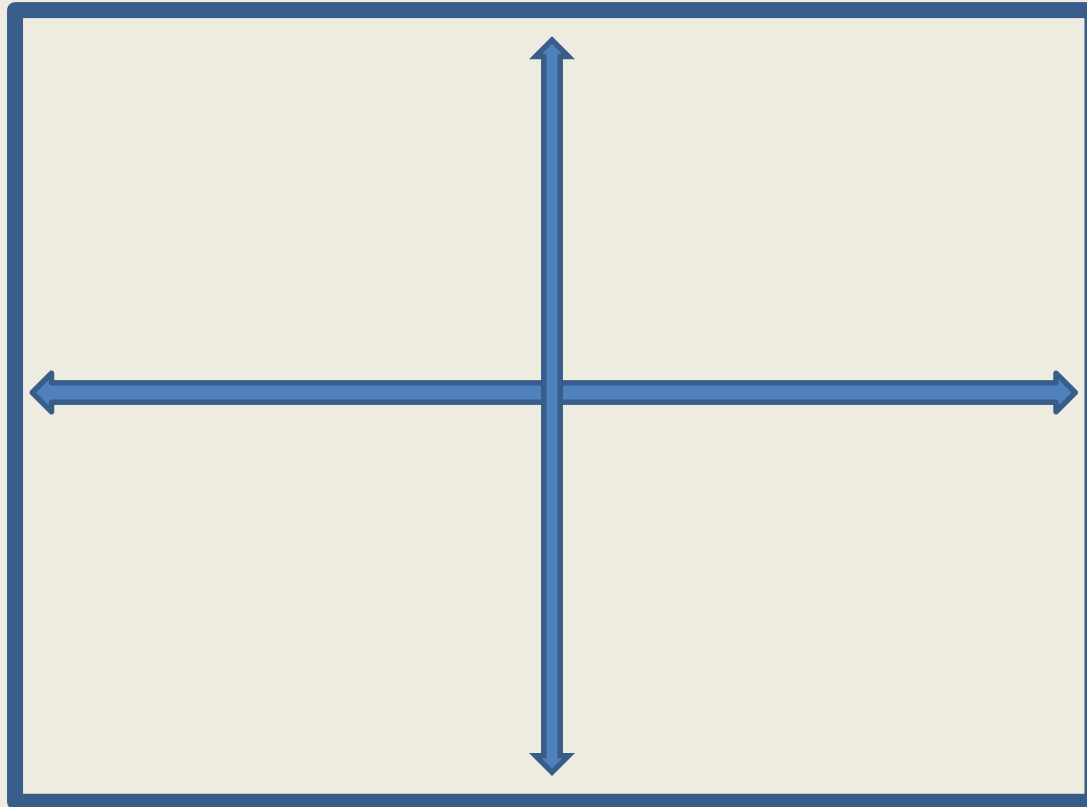


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Rational

Political
concept



Political
action

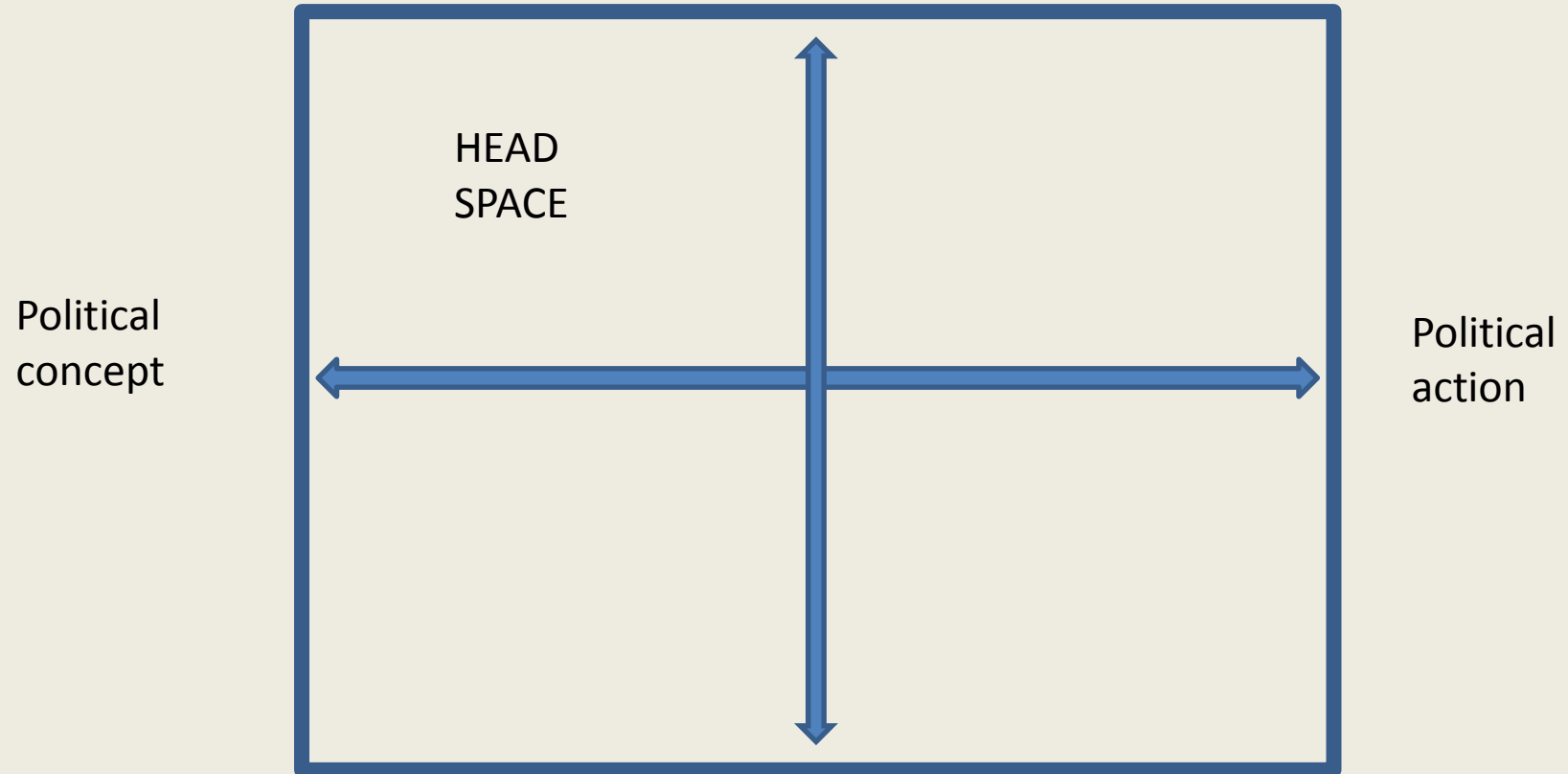
Emotional



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Rational



Political
concept

Political
action

Emotional



Head space

- Where Rational + Conceptual meet
- Think tanks, academics and policy wonks
- Facts and rational arguments
- One cannot make meaningful, effective, and lasting change without a sober view of the data combined with sound policy prescriptions



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Rational

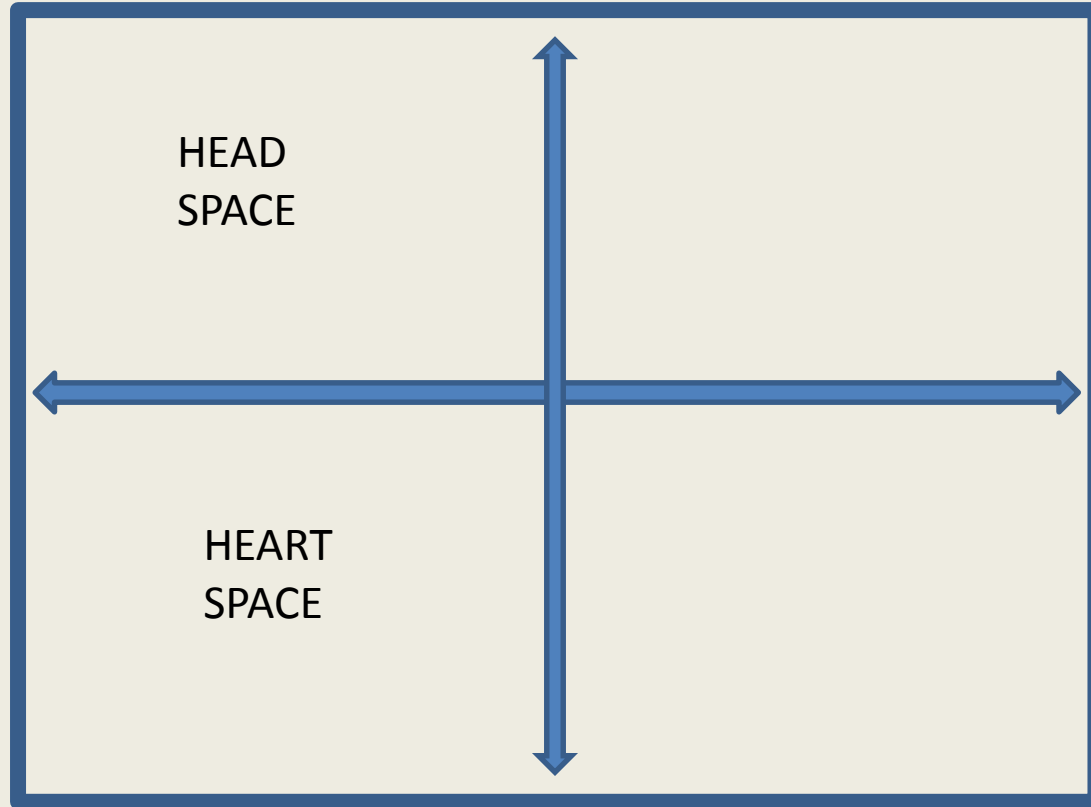
HEAD
SPACE

Political
concept

Political
action

HEART
SPACE

Emotional





Heart Space

- Here emotions have sway
- Great storytellers, artists, preachers, and other resonant communicators
- Energizing emotions shared: feelings of love and rage, contempt and compassion, pride and shame
- Needed for inspiration and motivation

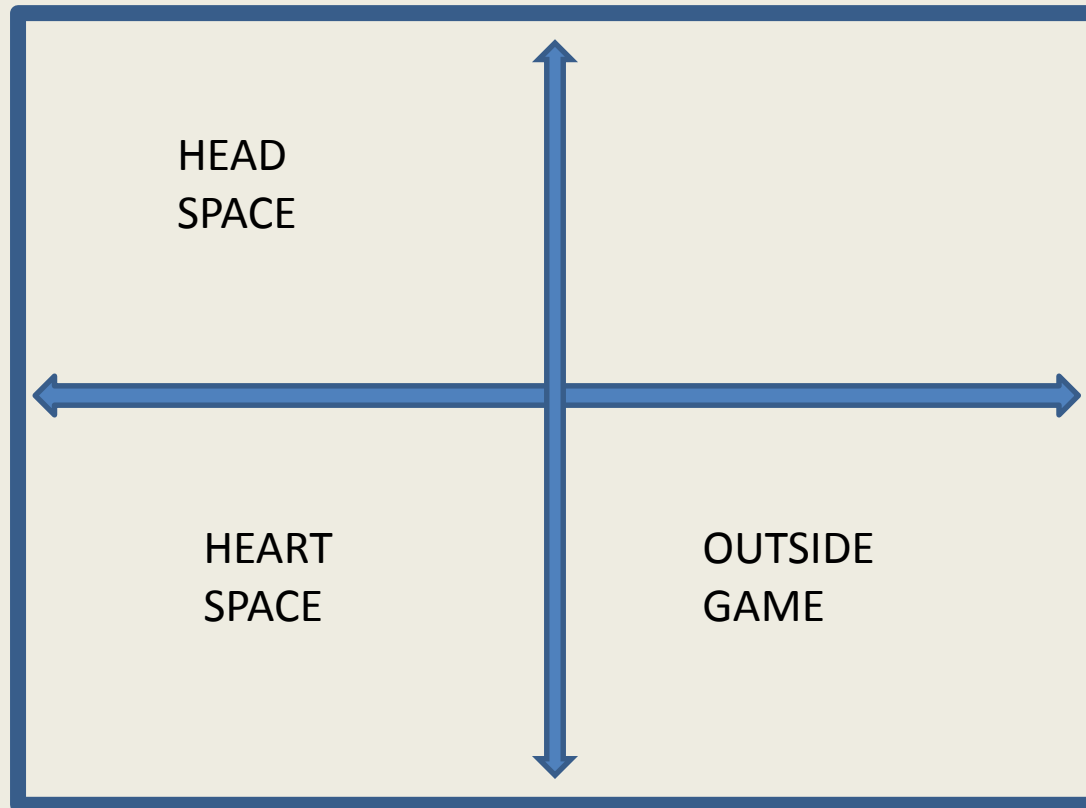


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Rational

Political
concept



Political
action

Emotional



Outside game

- Where emotion and action meet
- Activists, organizers and volunteers
- Action not based on their immediate, rational self interest, but on what feels right- what moves their heart

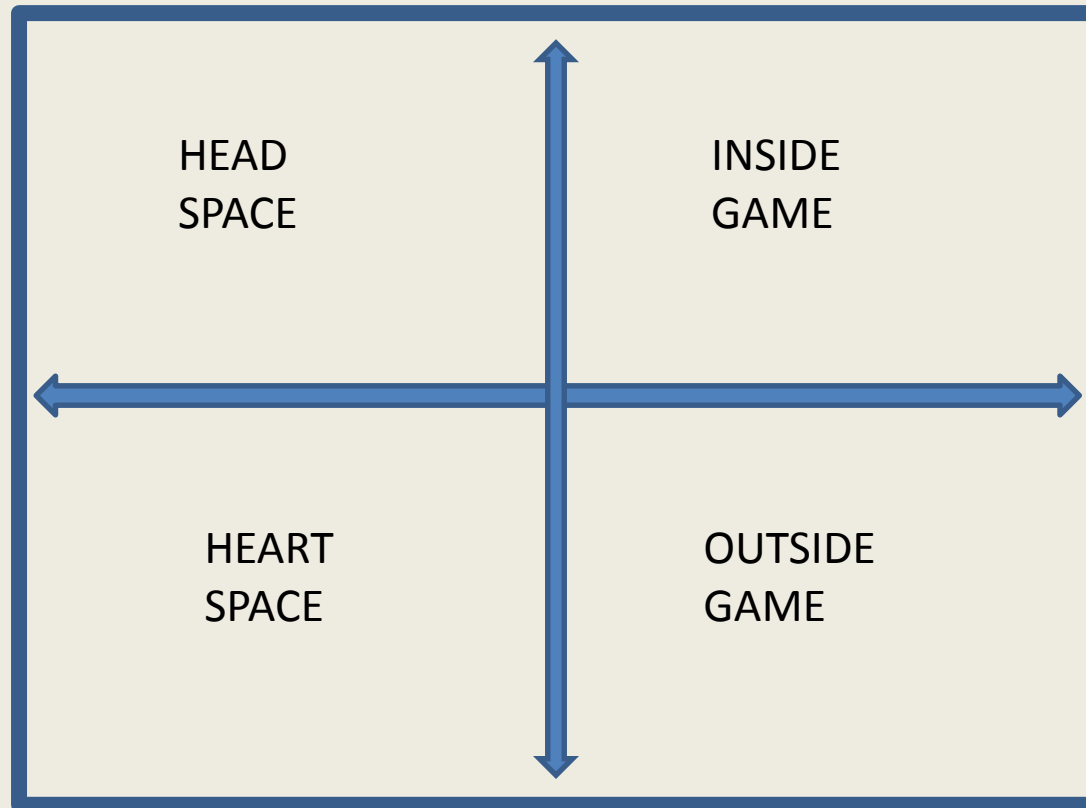


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Inside game

- Where reason meets action
- Elected officials, paid lobbyists, party operatives, staff members at legislative and bureaucratic levels
- People who have enough power, standing, access or influence to impact the behavior of the decision makers
- Natural home of the deal maker- cold blooded maneuver and necessary compromise



Head and heart

- All four quadrants are important depending on the stage of making change.
- The key is a dynamic balance.



“Aligning Inside/Outside Strategies”

Outside Alignment	Inside Alignment
Organizing community	Organizing staff and leadership
Build inside capacity- having a strategy to support inside change agents	Build community capacity by leveraging resources and sharing inside information
Mobilizing community to share their case	Creating avenues for dialogue between outside and inside voices



Resources and Evaluation

www.seattle.gov/rsji/