City Of Oakland
Advancing Racial Equity
Department of Race & Equity

The Department of Race and Equity of the City of Oakland will intentionally integrate, on a citywide basis, the principle of “fair and just” in all the City does in order to achieve equitable outcomes for all people and communities.

“WE CAN’T EXPECT THE WORLD TO GET BETTER BY ITSELF. WE HAVE TO CREATE SOMETHING WE CAN LEAVE THE NEXT GENERATION.”

Gwen Ifill, 1955 - 2016
What is Equity?

**EQUALITY**

**EQUITY**
**Equity** (*ek-wi-tee*), noun

- Just and fair inclusion.

- An equitable society is one in which all can participate and prosper.

- The goals of equity must be to create conditions that allow all to reach their full potential.

- In short, equity creates a path from hope to change.
Systemic [Institutional] Racism
https://www.youtube.com/watch?v=7WlVnFPVvsY
Systemic and Institutional Racism

A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.
WELCOME!

THE FOLLOWING TRAINING HAS BEEN APPROVED FOR
CITY OF OAKLAND EMPLOYEES
BY THE DEPARTMENT OF RACE AND EQUITY

THE TRAINING HAS BEEN RATED

BF

BLAME-FREE

REQUIRES AN OPEN MIND AND CRITICAL THINKING

THIS TRAINING IS NOT ABOUT PLACING BLAME OR MAKING ANYONE FEEL GUILTY. IT IS ABOUT TAKING RESPONSIBILITY.
Vision: To create a city where racial disparities have been eliminated and racial equity has been achieved.

Goals:

• Identify and eliminate systemic causes of racial disparities in City Government.

• Promote inclusion and full participation for all residents of the City.

• Reduction of race-based disparities in our communities.
Working Assumptions

• Race matters. Almost every indicator of well-being shows troubling disparities by race

• Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity

• It’s possible-- and only possible-- to close equity gaps by using strategies determined through an intentional focus on race

• If opportunities in all key areas of well-being are equitable, then equitable results will follow

• Given the right message, analysis, and tools, people will work toward racial equity

Credit to the RACE MATTERS Toolkit, researched and funded by Annie E. Casey Foundation
Development in Response to Race

**Diversity**
- Quantity: Different identities & cultures

**Inclusion**
- Quality: Participation across identities & cultures

**Equity**
- Justice: Policies, practices, & procedures to ensure equitable outcomes
Race and Equity Change Process

• Prepare advocates and leadership to advance equity

• Build infrastructure and political will to support the change

• Apply new skills/tools

• Develop action plans focused on change in policies, procedures and practices

• Measure progress and recognize accomplishments
Building Capacity and Will to Focus on System Change – Change the Narrative
Historical Roots of Racial Residential Segregation and Persistent Poverty

Discriminatory mortgage underwriting by the FHA and VA

Redlining practices by banks and home insurance agents

Disinvestment and concentrated poverty in urban centers

Middle class and White flight to the suburbs

Racial steering and block-busting practices by real estate agents

Displacement caused by federal highway construction and urban renewal projects

Source: ACPHD 2014, 12
Replace Common Narrative about Disparities

**Dominant Frame**
- Individualism - winners/losers
- Personal merit or deficit
- People get what they deserve
- Backed with highly racialized assumptions

**No Change**
“*This narrative will always produce durable, persistent and racialized poverty; built around just accepting and tolerating this societal problem by framing it as an individual issue.*”
~ john a. powell

Where do we see elements of the dominant worldview in ourselves and in our work?
Advancing Equity Requires Narrative Change

*Equity Frame*  
• The individual develops in the context of access to opportunity  
• Government has a role in addressing structural barriers  
• Replace community marginalization with agency  
• Community involved solutions necessary for transformation  

*Transformation*  
“Liberty and Justice for all.”

Where do we see elements of an equity frame in our work?  
(Adapted from work by john a. powell & the Grassroots Policy Project)
High Opportunity Workshop
Low Opportunity Workshop
Don’t just tell a different version of the same story.

EQUALITY
EQUITY
LIBERATION

Change the Story!
Building skills and infrastructure for change
Tools to Advance Racial Equity

- Racial Equity Analysis Worksheet
- Racial Equity Implementation Guide
- Inclusive Outreach and Engagement Guide
Applying New skills to develop action plans focused on change in policies, procedures and practices
Measure progress and recognize accomplishments

- Set a base line
- Set meaningful benchmark to measure progress towards racial equity
- Be a model for other local governments to advance equity
Questions, etc.
Brian Stevenson’s Remarkable Speech Video