Promoting Racial Equity

With a Structural Change Approach

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

PBS NEWS HOUR

Institutions – are vehicles

- That provide services conditionally - if you can qualify or have resources (pay to play)
- They structure access to society's resources
- Institutions have high impact on life outcomes
- Typical institutions are not designed to produce equitable outcomes – but they can *change*

Examples

- Healthcare
- Childcare
- Education
- Employment
- Food Supply
- Criminal Justice
- Social Service

- Housing
- Recreation
- Political Participation
- Environmental
- Transportation
- Financial

john a powell – Opportunity Structures; where life happens

https://www.youtube.com/watch?v=a92CK_CBHpk

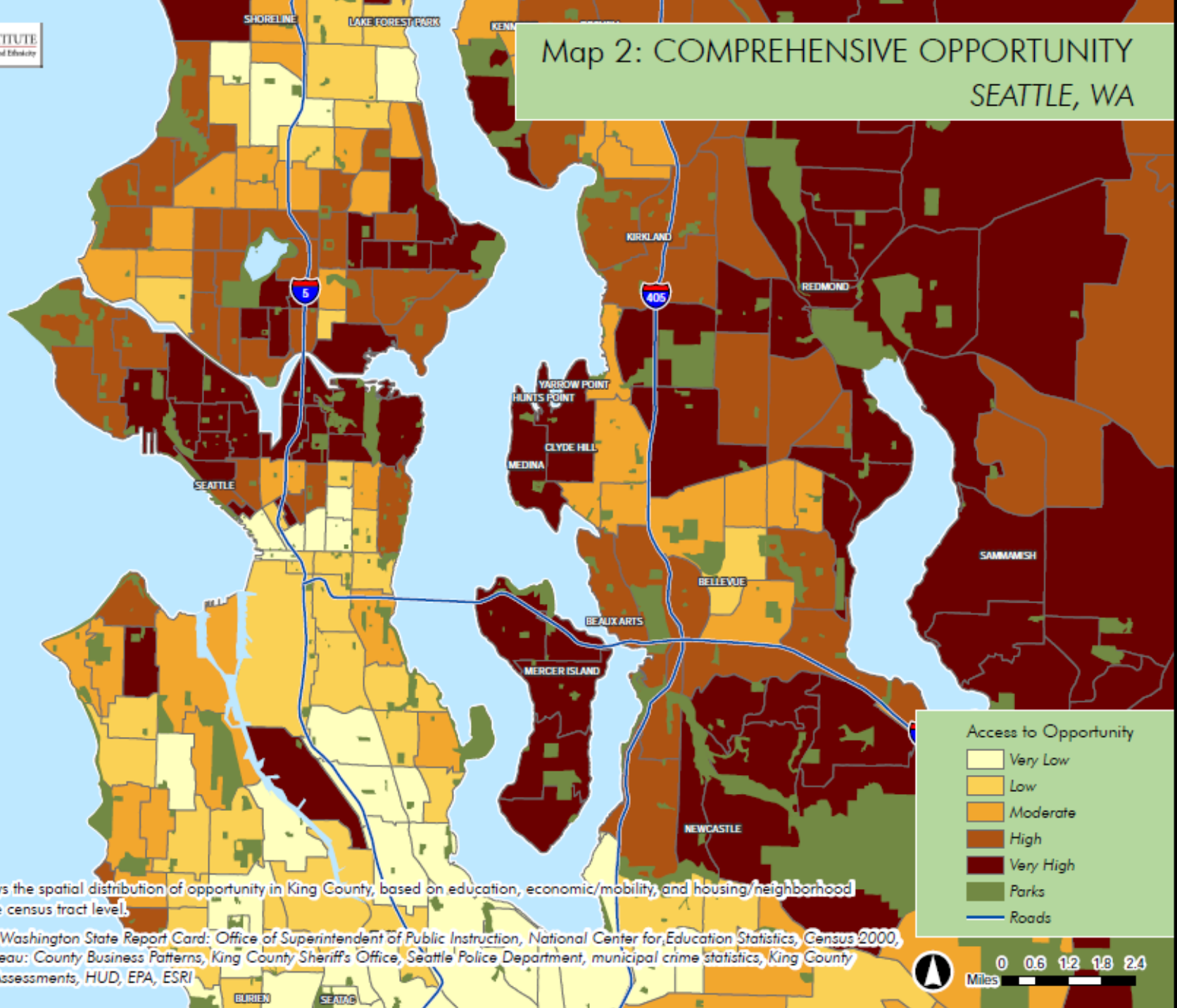# Assumed Potential for Mastery

Low Opportunity Workshop

Assumed Individual Deficit

Knowledge Challenges Assumptions

https://www.youtube.com/watch?v=vX_VzI-r8NY

Map 2: COMPREHENSIVE OPPORTUNITY

SEATTLE, WA

KIRWAN INSTITUTE
for the Study of Race and Ethnicity

SHORELINE
LAKE FOREST PARK
KENM
KIRKLAND
REDMOND
YARROW POINT
HUNTS POINT
CLYDE HILL
MEDINA
SEATTLE
BELLEVUE
BEAUX ARTS
MERCER ISLAND
SAMMAMISH
NEWCASTLE
BURIEN
SEATAC

Access to Opportunity

- Very Low
- Low
- Moderate
- High
- Very High
- Parks
- Roads

This map displays the spatial distribution of opportunity in King County, based on education, economic/mobility, and housing/neighborhood indicators, at the census tract level.

Source: KCGIS, Washington State Report Card: Office of Superintendent of Public Instruction, National Center for Education Statistics, Census 2000, U.S. Census Bureau: County Business Patterns, King County Sheriff's Office, Seattle Police Department, municipal crime statistics, King County Department of Assessments, HUD, EPA, ESRI
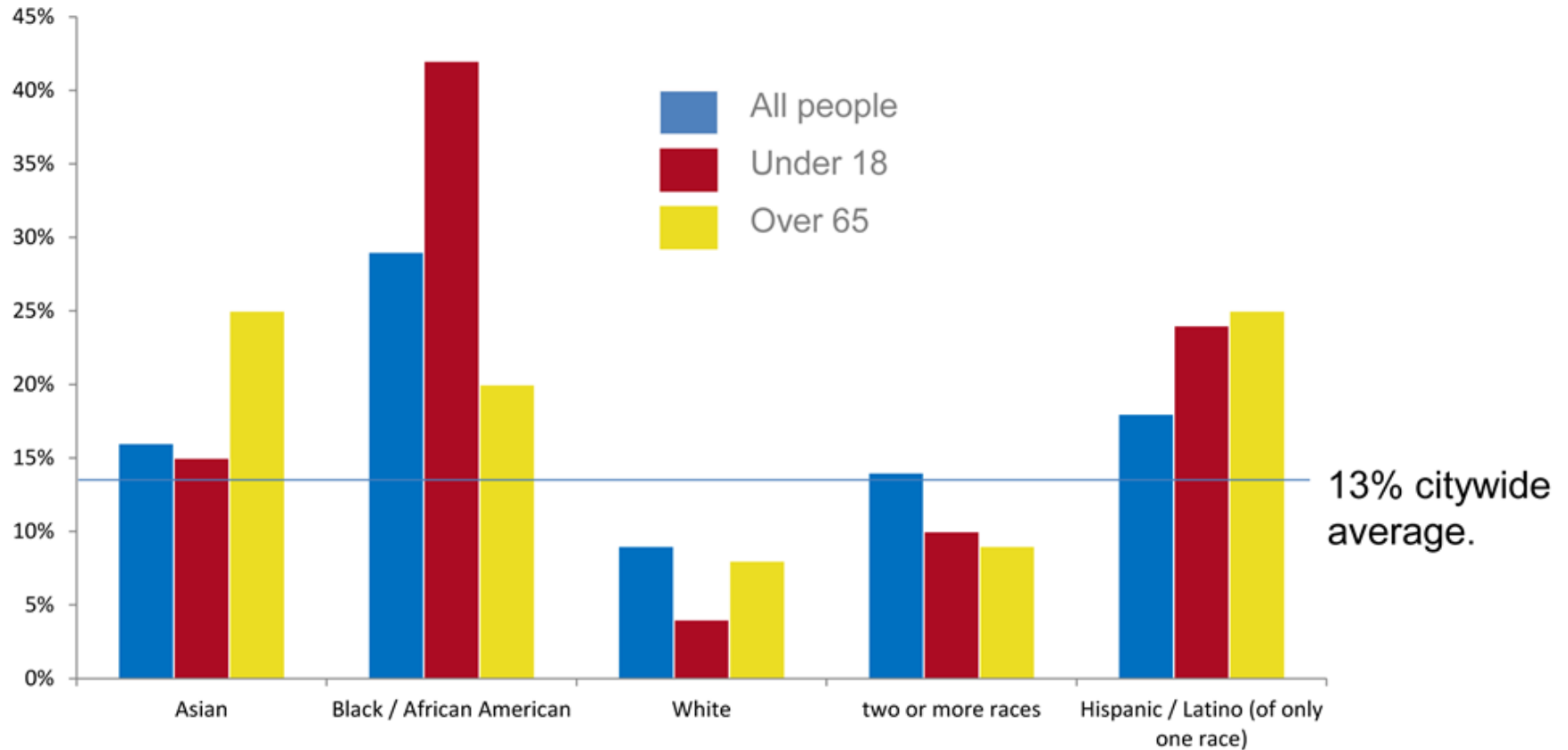
0 0.6 1.2 1.8 2.4
Miles

Racial Disparities

Poverty Rates by Major Racial Category and Hispanic/Latino Ethnicity

Poverty rates vary greatly for different races and ethnicities, especially among children and seniors.

Legend:
- All people
- Under 18
- Over 65

13% citywide average.

Categories: Asian, Black / African American, White, two or more races, Hispanic / Latino (of only one race)

Source: US Census. 2010 decennial Census.

Narrative about Disparities Matters

Dominant Frame

- Personal/cultural failure

- They deserve to be poor

- Highly racialized

Equity Frame

- Structural failure

- Inequitable access to opportunity

- Cycles of poverty

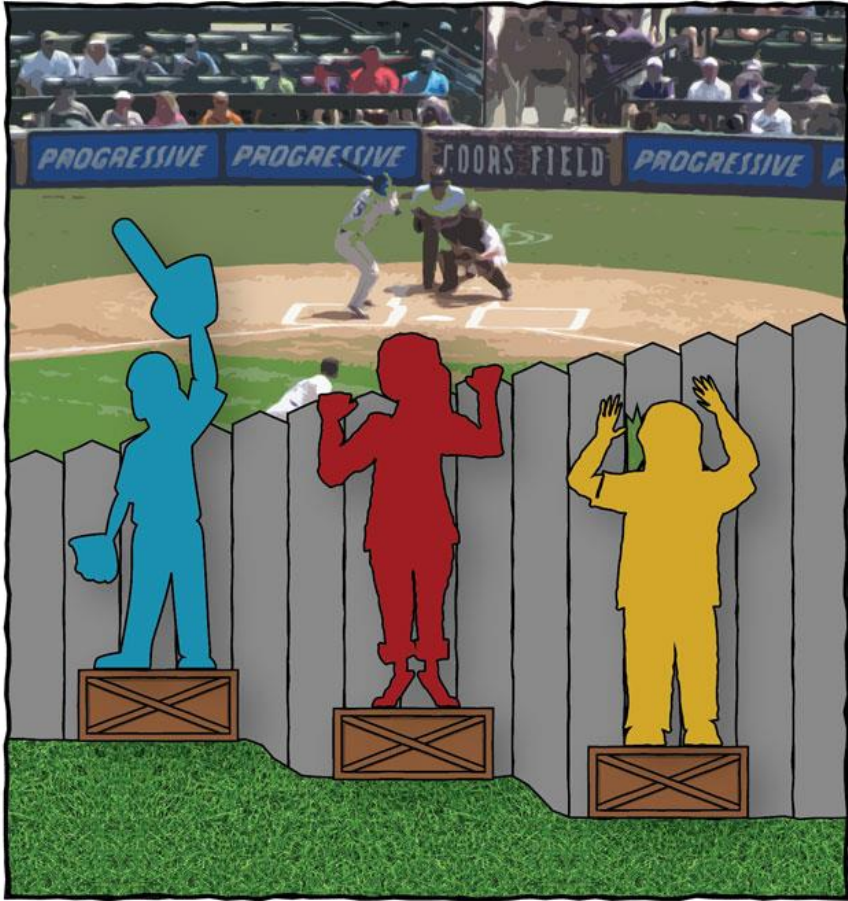(Adapted from work by john a. powell)

The Dominant Narrative

"This [dominant] 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

What is Equity?

What is Equity?

EQUALITY

EQUITY

Treatment

Cure

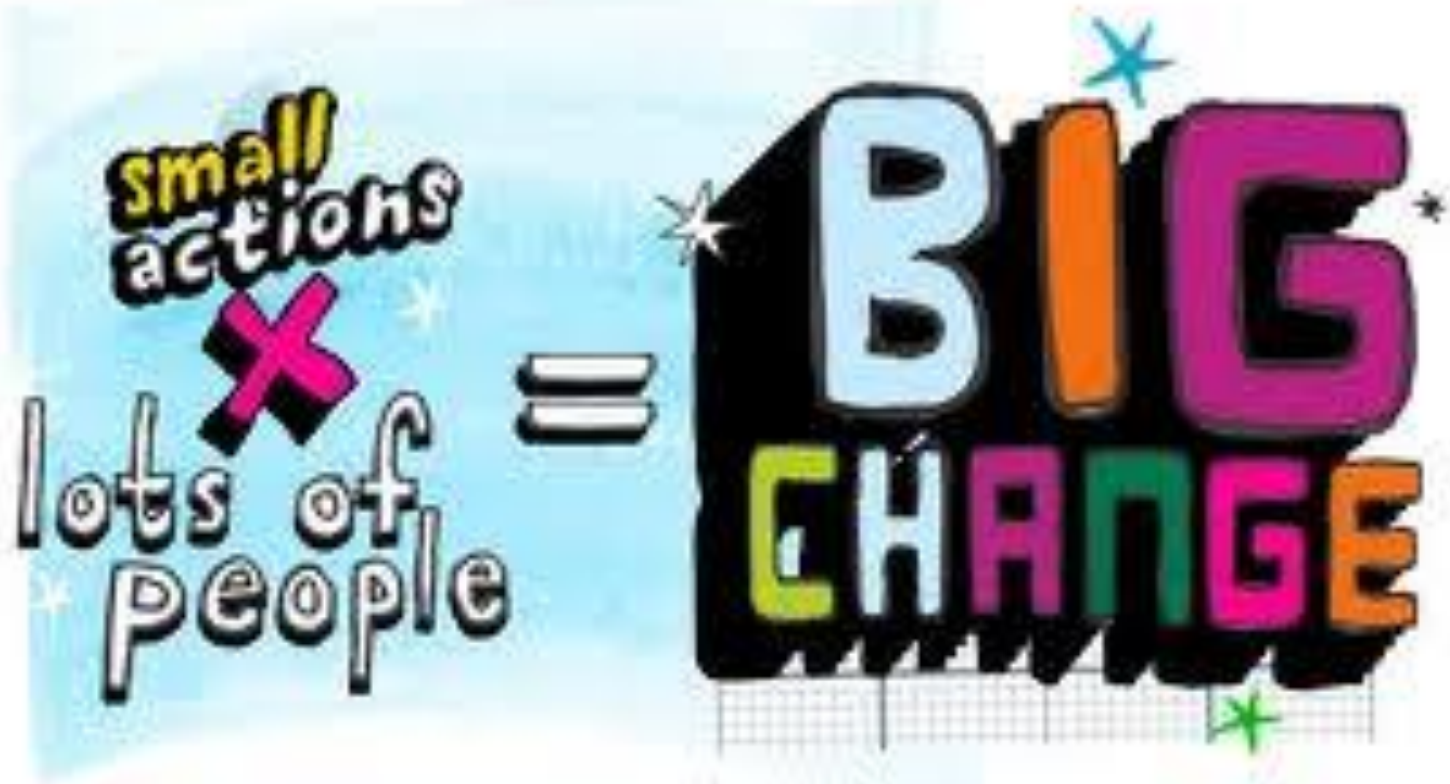
Charity
(Transactional)

provides direct service:
food, clothing, shelter

directed at
the effects
of injustice
(symptoms)

short-term
relief

Justice
(Transformational)

promotes social change
in institutions

directed
at the root
causes of
injustice

long-term
solutions

Promote Social Change

Think systemically

Harness the power the collective

Your Activities and Racial Equity

Be intentional - shape your approach to become a force for social justice:

> ~ Change the Narrative
>
> ~ Address implicit bias
>
> ~ Change Policies and Practices
>
> ~ Change the Culture
>
> ~ Track Outcomes/repeat as necessary!

Changing the Narrative

https://www.youtube.com/watch?v=MFwNeG_Wxwk