

SPUR

Ideas + Action for a Better City

learn more at SPUR.org

tweet about this event:

@SPUR_Urbanist

#OaklandEquity



City of Oakland

**MEASURING
CHANGE TOWARD
GREATER RACIAL
EQUITY**

**2018 OAKLAND EQUITY
INDICATORS REPORT**

This report has been made possible thanks to
funding from:



PIONEERED BY THE
ROCKEFELLER FOUNDATION

100



CITIES

AND SUPPORT FROM:

Oakland community members and organizations

The Department of Race and Equity

Former Resiliency Officer Ethan Guy and Jeanette Wickelgren, Data Analyst

OVERVIEW

**THE ONLY REASON
RACE MATTERS IS
BECAUSE OF RACISM**

CHIMAMANDA NGOZI ADICHIE


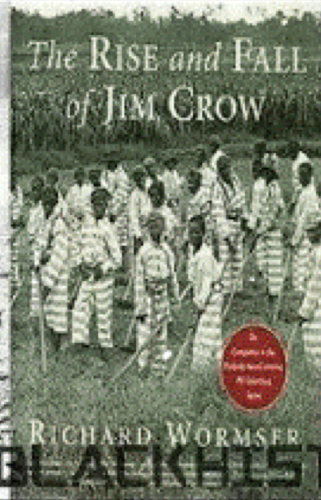



OVERVIEW

**THE ONLY REASON
RACE MATTERS IS
BECAUSE OF RACISM**

CHIMAMANDA NGOZI ADICHIE

THE VARIOUS PHASES OF SLAVERY

1ST PHASE SLAVERY	2ND PHASE SLAVERY	3RD PHASE SLAVERY
		
OUTRIGHT KIDNAPPING	CONVICT LEASE SYSTEM	INDUSTRIAL PRISON COMPLEX "PRISONS FOR PROFIT"

SLAVERY HAS NEVER ENDED

AMERICA IS ADDICTED AND DEPENDENT UPON FORCED SLAVE LABOR. NEVER HAS THERE BEEN A TIME IN AMERICAN HISTORY WHERE SHE HAS EXISTED WITHOUT SLAVERY (FREE LABOR) !

WWW.BLACKHISTORYCAFE.COM

OVERVIEW

**THE ONLY REASON
RACE MATTERS IS
BECAUSE OF RACISM**

CHIMAMANDA NGOZI ADICHIE

Chinese Exclusion Act

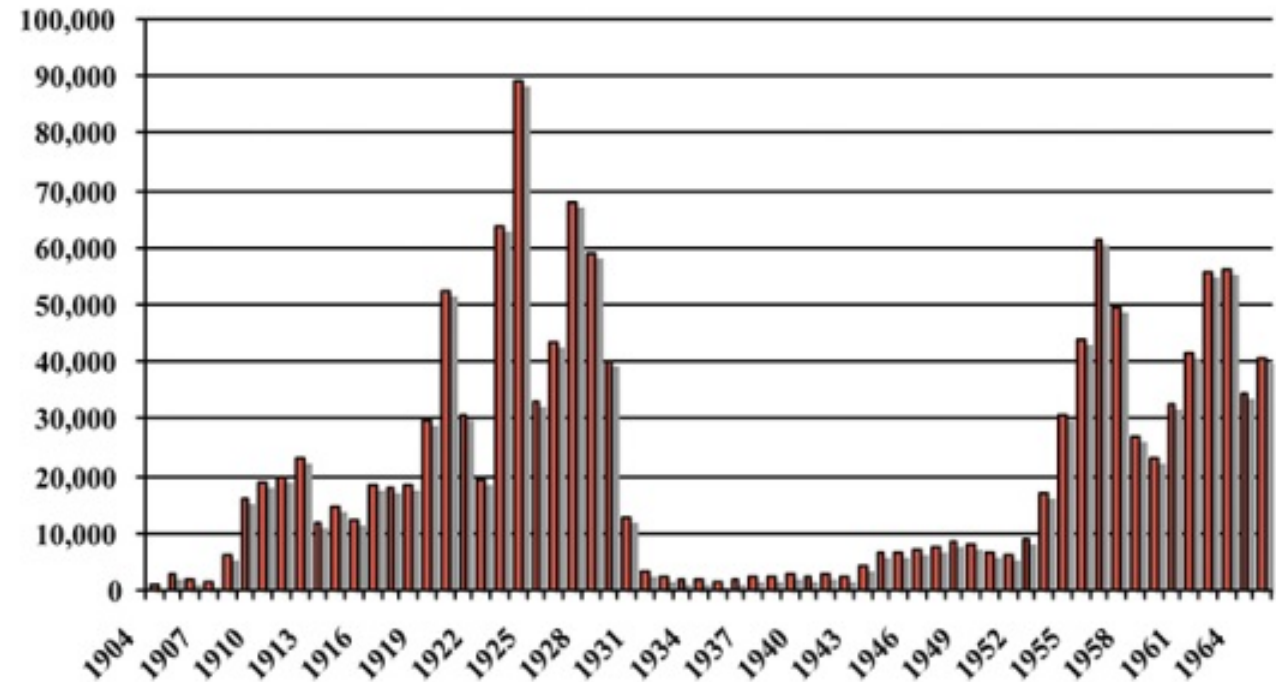
- Racism and the loss of jobs fuels Anti-Chinese sentiment in California.
- In response to California labor unions, the U.S. government bans all Chinese laborers from entering the country in 1892!
- This and other Chinese restriction laws remain in effect until 1965!

OVERVIEW

**THE ONLY REASON
RACE MATTERS IS
BECAUSE OF RACISM**

CHIMAMANDA NGOZI ADICHIE

Table 1. Mexican Immigrants to the United States, 1904–1967

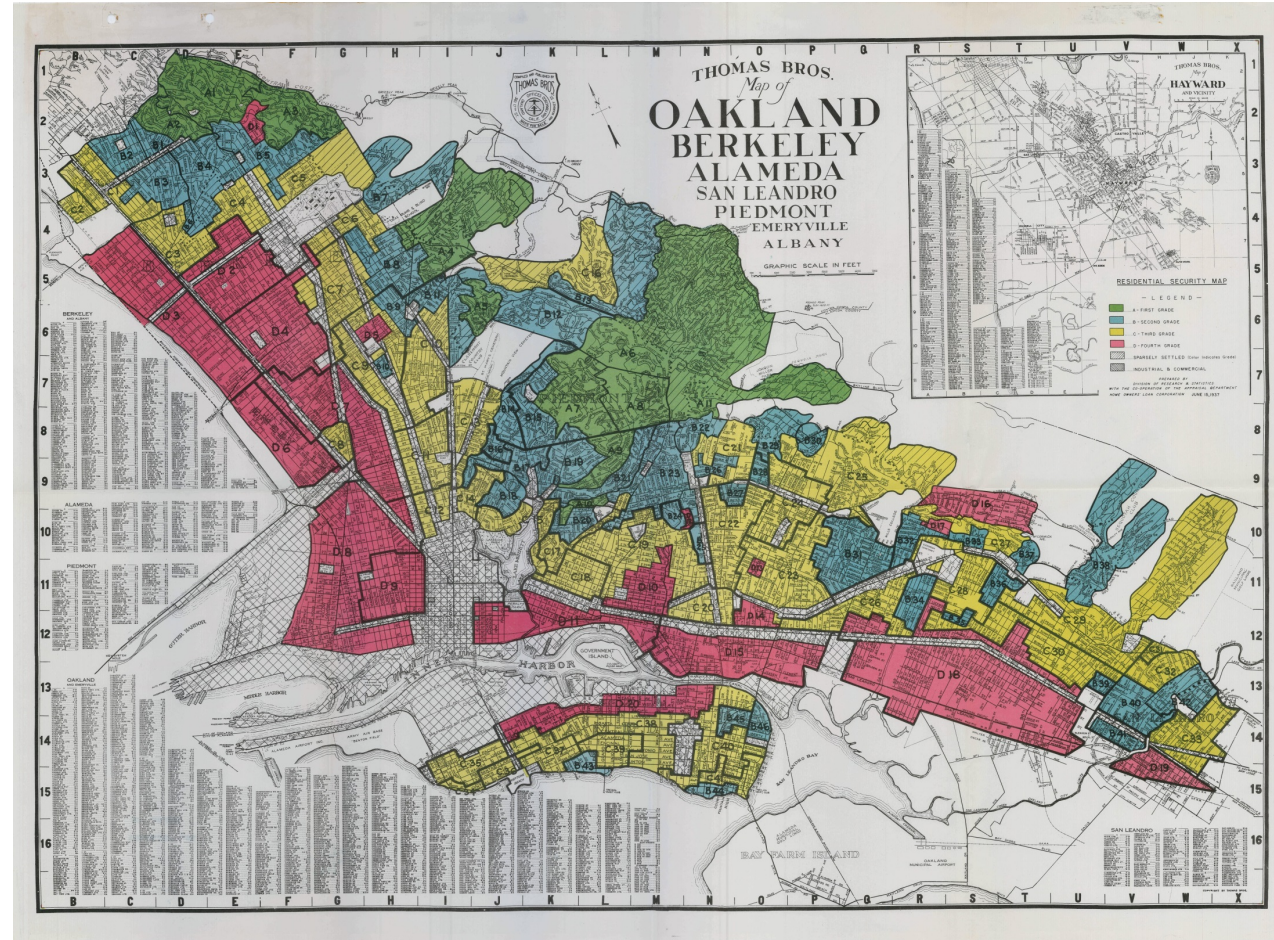


Source: *Historical Statistics of the United States*, 2006.

OVERVIEW

**THE ONLY REASON
RACE MATTERS IS
BECAUSE OF RACISM**

CHIMAMANDA NGOZI ADICHIE



WHY EQUITY INDICATORS?

**“Not everything that is faced can be changed,
but nothing can be changed until it is faced.”**

James Baldwin

REPORT STRUCTURE



Oakland Equity Indicators

Citywide

The Citywide framework consist of 6 themes that cover broad areas of people's lives.

Themes

1. Economy
2. Education
3. Public Health
4. Housing
5. Public Safety
6. Neighborhood and Civic Life.

Topics

Within each theme there are 4 topics.
Whithin each topic there are 3 indicators, for a total of 12 indicators per theme and 72 indicators in the whole framework.

Indicators

Indicators represent the best proxy we could find for the complex disparities we set out to measure.
Every indicator receives a score, created by calculating the ratio between the outcomes for the least and most advantaged racial/ethnic group.

Ratios & Scores

The ratio is then converted to an Equity Score using an algorithm developed by CUNY ISLG.

Scores & Scales

Scores are on a scale from 1 to 100.
1 represents the highest possible level of **inequity**.
100 represents the highest possible level of **equity**.

RESULTS

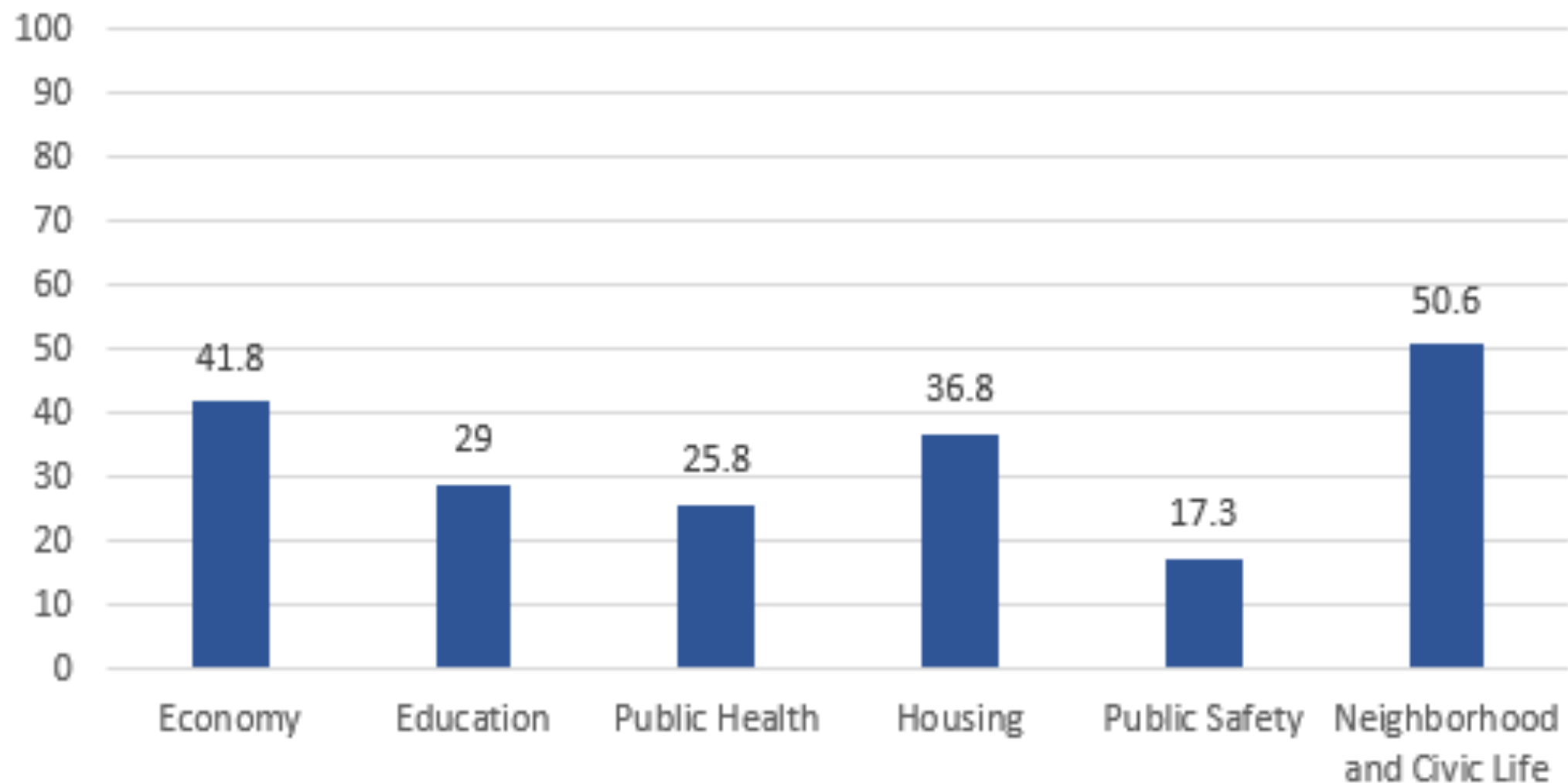
Overall Score: 33.5

Equity Indicators 2018 Report



City of Oakland

2018 Theme Scores



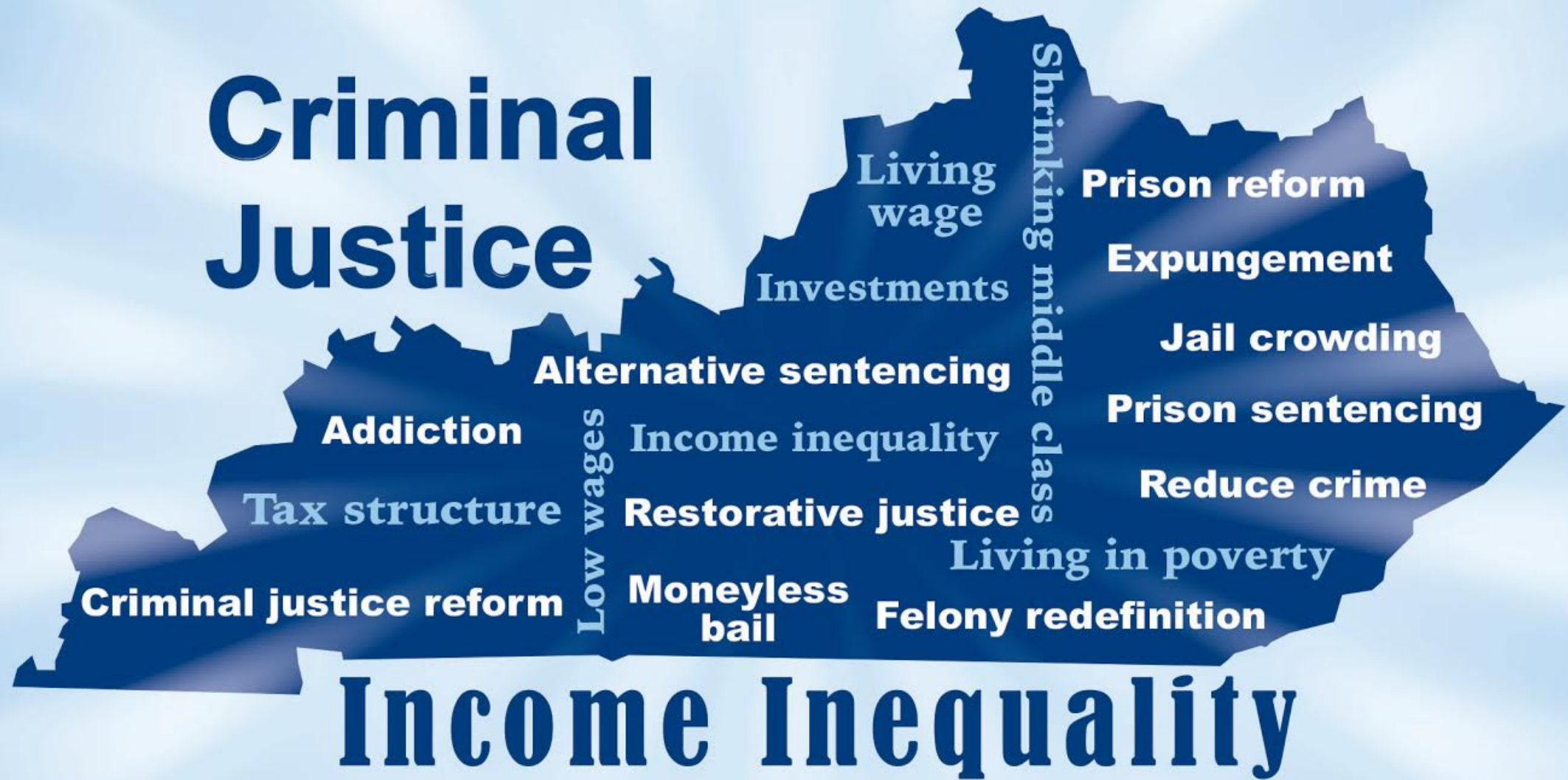
Highest Scoring Indicators

- Equal Access Accommodations at 100 (within Neighborhood and Civic Life Theme: Civic Engagement Topic),
- Adopt a Drain at 80 (within Neighborhood and Civic Life: Civic Engagement),
- Homeownership with Mortgage at 78 (within Housing: Displacement),
- Life Expectancy at 77 (within Public Health: Mortality),
- and tied for fifth highest scoring were Labor Force Participation (within Economy: Employment) and Participation in Workforce Development Programs (within Economy: Job Quality), both at 72.


Lowest Scoring Indicators

- Education: Program Access – Suspensions
- Education: Teachers – Representation of Student Population
- Public Health: Child Health – Childhood Asthma Emergency Department Visits
- Public Health: Physical and Mental Health – Substance Abuse Emergency Department Visits
- Housing: Displacement - Homelessness
- Public Safety: Incarceration – Adult Felony Arrests
- Public Safety: Incarceration – Jail Incarceration
- Public Safety: Incarceration – Prison Incarceration
- Public Safety: Law Enforcement – Use of Force
- Public Safety: Community Stressors – Homicides
- Public Safety: Community Stressors – Juvenile Felony Arrests
- Neighborhood and Civic Life: Built Environment – Pedestrian Safety

Criminal Justice



RACIAL EQUITY IS OUR RESPONSIBILITY

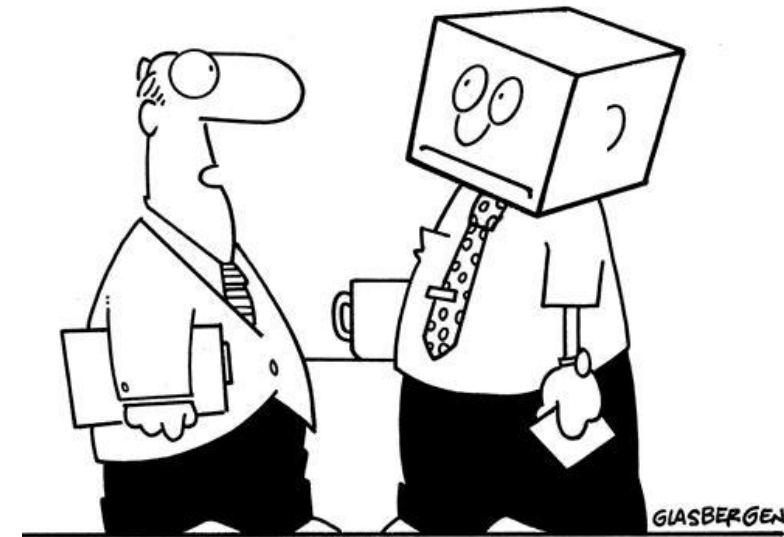


“The arc of the moral
universe may bend toward
justice, but it does not
bend on it’s own.”
President Barack Obama

Working Assumptions

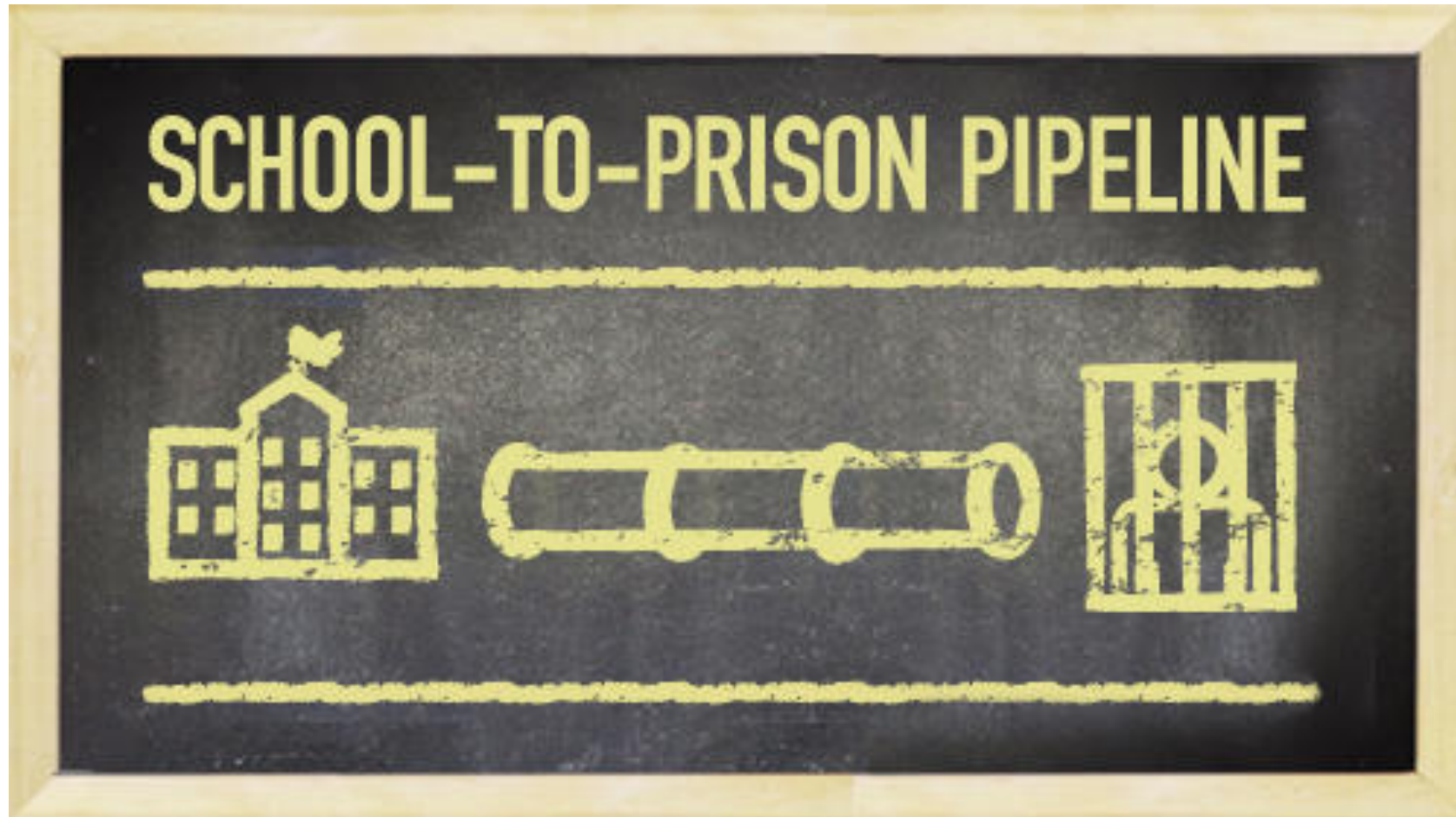
- **Race matters.** Almost every indicator of well-being shows troubling disparities by race
- **Disparities are often created and maintained inadvertently** through policies and practices that contain barriers to opportunity
- **It's possible-- and only possible-- to close equity gaps by using strategies 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**

Copyright 2005 by Randy Glasbergen. www.glasbergen.com



"Thinking outside of the box is difficult for some people. Keep trying."

SYSTEMS PRODUCE CERTAIN OUTCOMES AS A RESULT OF THEIR DESIGN



SYSTEMIC/INSTITUTIONAL RACISM



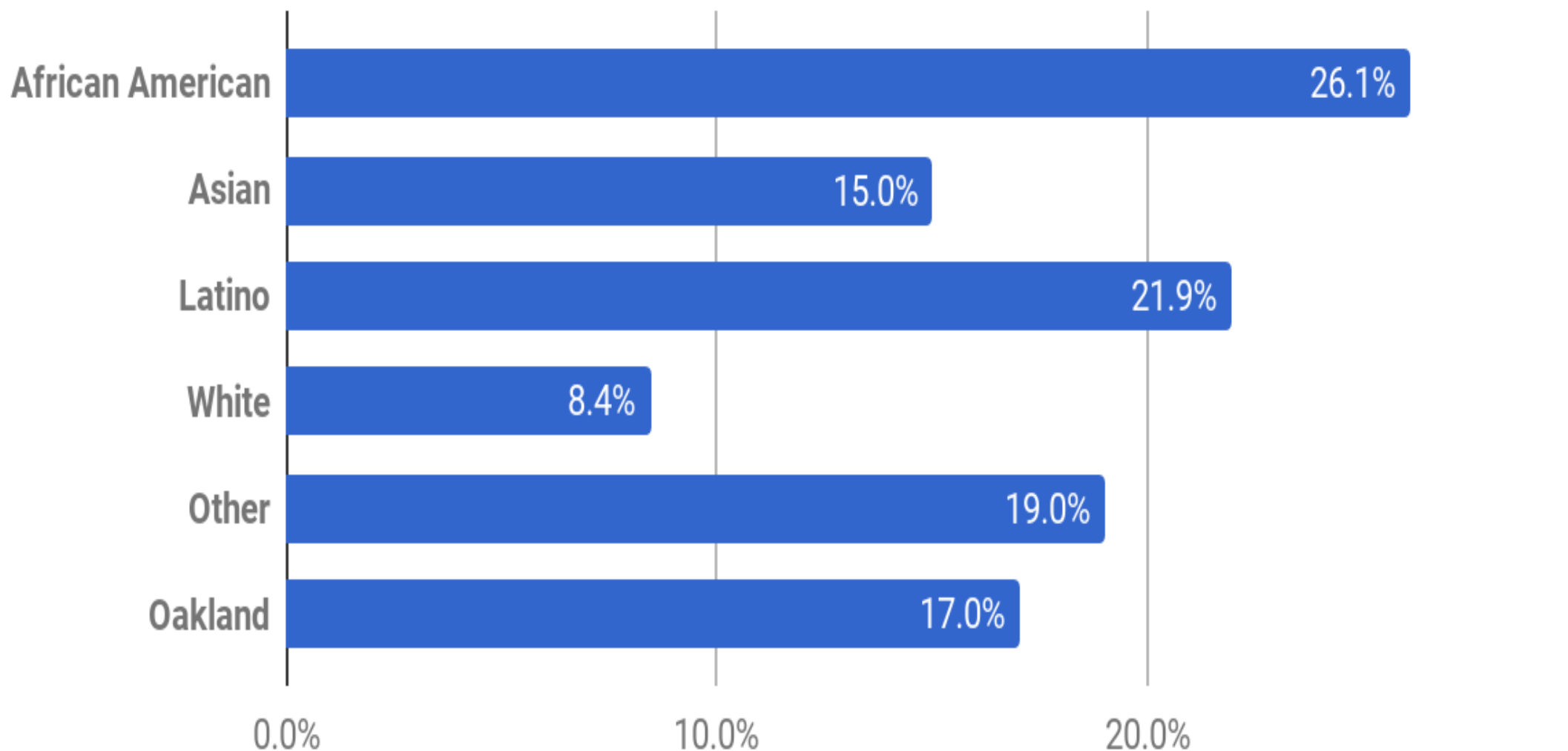
A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.

ADVANCING EQUITY = SYSTEMS CHANGE



Oakland Poverty Rate by Race/Ethnicity

Percentage of individuals living at or below the poverty line



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

Equity Frame



Transformation

“Liberty and Justice for all.”

- 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

(Adapted from work by John A. Powell & the Grassroots Policy Project)



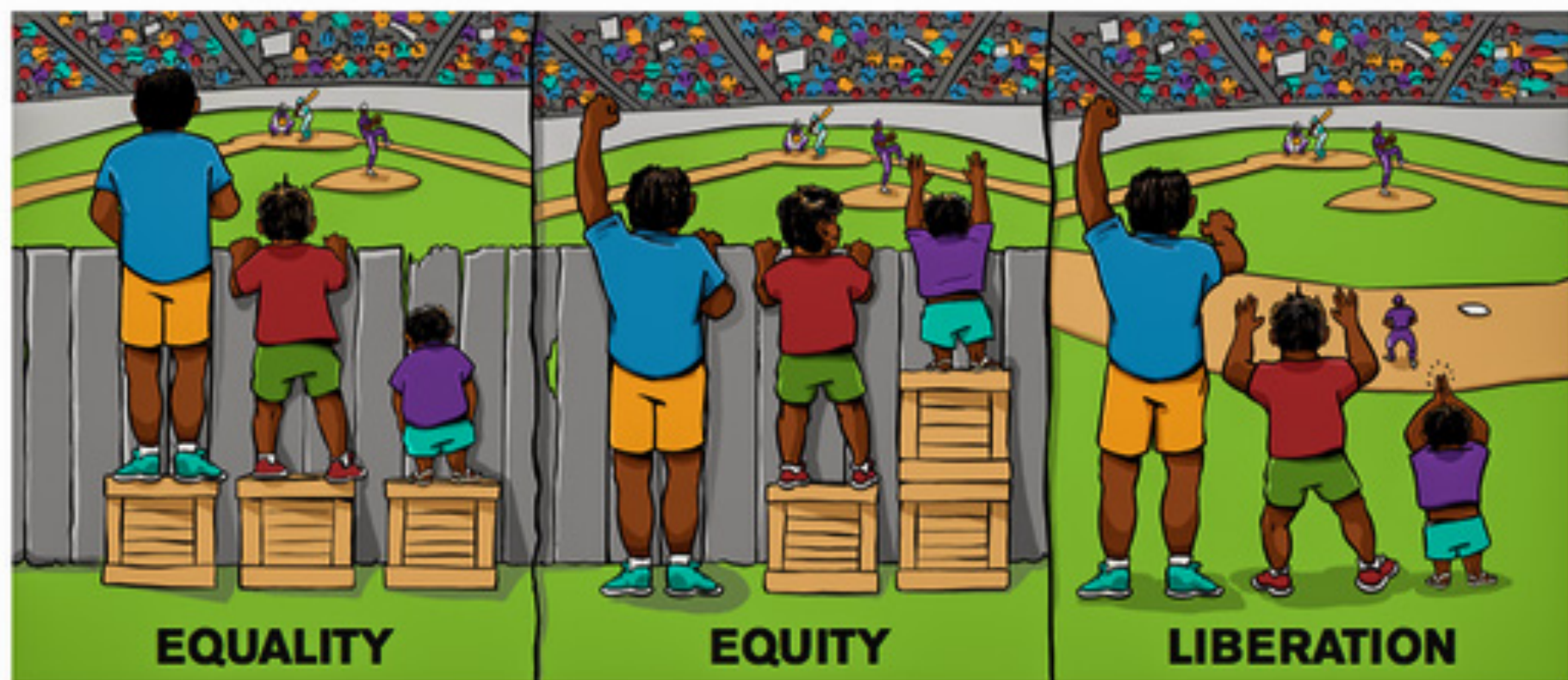


High Opportunity Workshop



Low Opportunity Workshop

**Don't just tell a different version
of the same story.**



Change the Story!

PROGRAM DESIGN FOR EQUITABLE OUTCOMES

Step 1

Name the desired future condition – *All residents of the City of Oakland are economically secure and living in thriving, healthy communities.*

Step 2

Use disparity data to understand current conditions – *African American, Latinos and some Asian groups over represented in poverty, unemployment/underemployment, living with poor health outcomes and shorter life expectancy.*

Step 3

Work with the impacted community - *to complete a root cause analysis to deepen understanding of the problem, and to determine what partnerships are needed to respond comprehensively.*

Step 4

Design equity approaches with rigorous performance measures – *to address root causes of disparities and to remove barriers to economic security.*

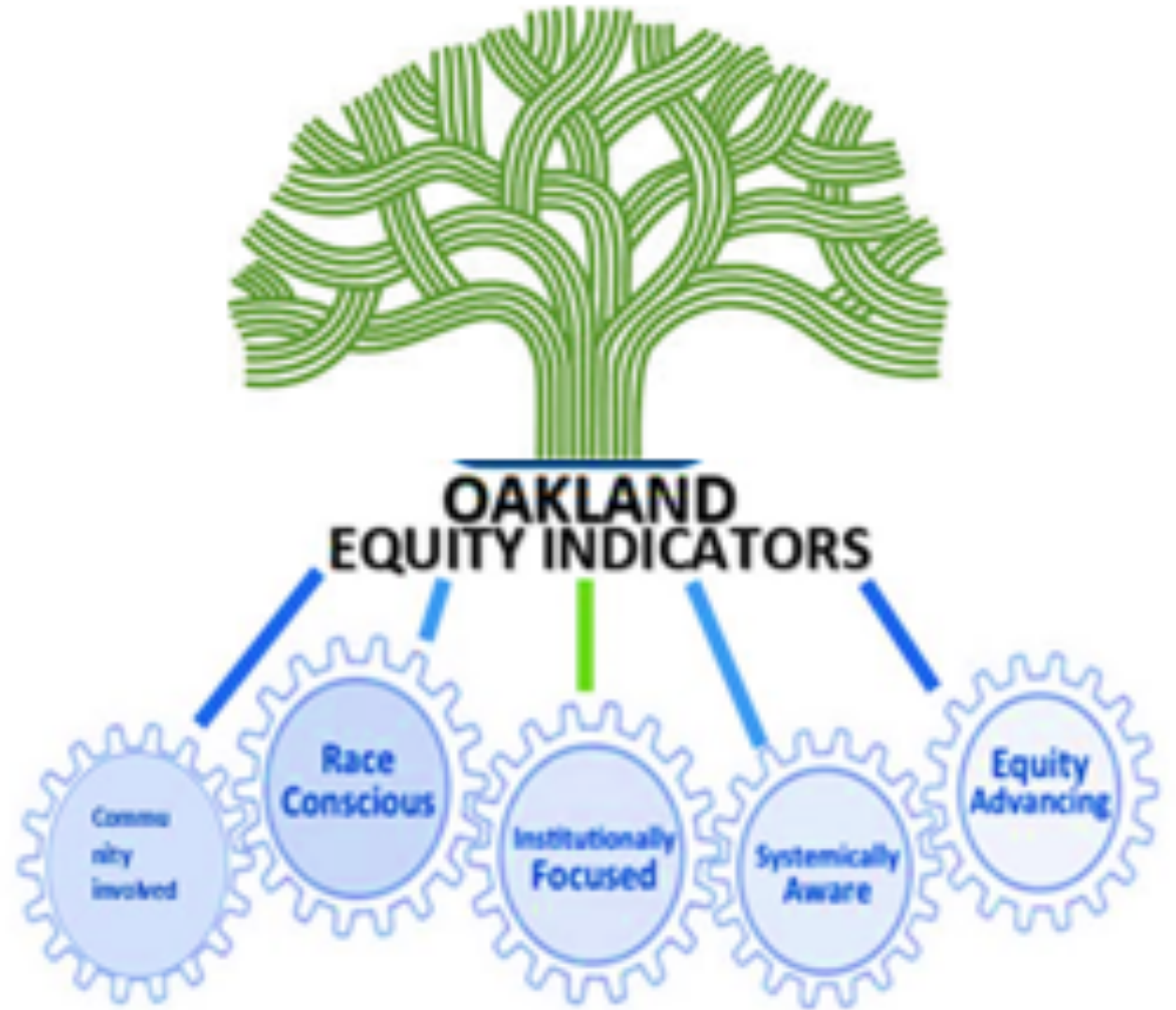
Step 5

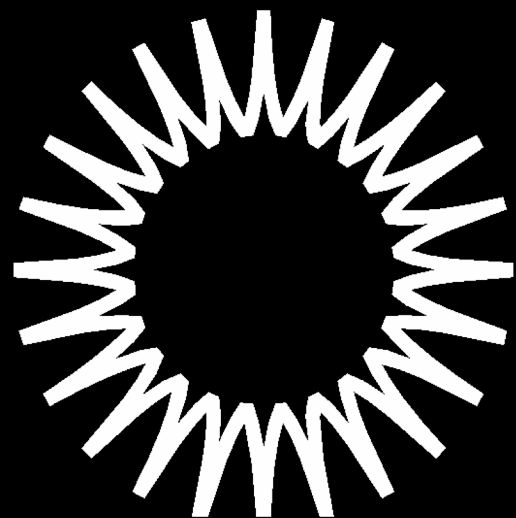
Repeat Steps 2 - 5 as needed – *in a continuous improvement loop until desired future conditions from Step 1 are achieved.*

EQUITY CULTURE CHANGE STRATEGIES

- **Intentionally center a racial equity framework**
- **Build organizational capacity to make structural change**
- **Work with communities most impacted by disparities**
- **Use data; equity impact analysis to advise changes in policies**
- **Work with urgency; take strategic risks to advanced equity**
- **Track outcomes and measure progress – move the needle**

YOUR NEXT STEPS HERE





SPUR

Ideas + Action for a Better City

learn more at SPUR.org

tweet about this event:

@SPUR_Urbanist

#OaklandEquity