City Of Oakland

Advancing Racial Equity

DEPARTMENT OF
RACE AND 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.

What is Equity?

EQUALITY

EQUITY

Eq-ui-ty (*ek-wi-tee*), noun

EQUALITY

EQUITY

- 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 Insitutional 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.

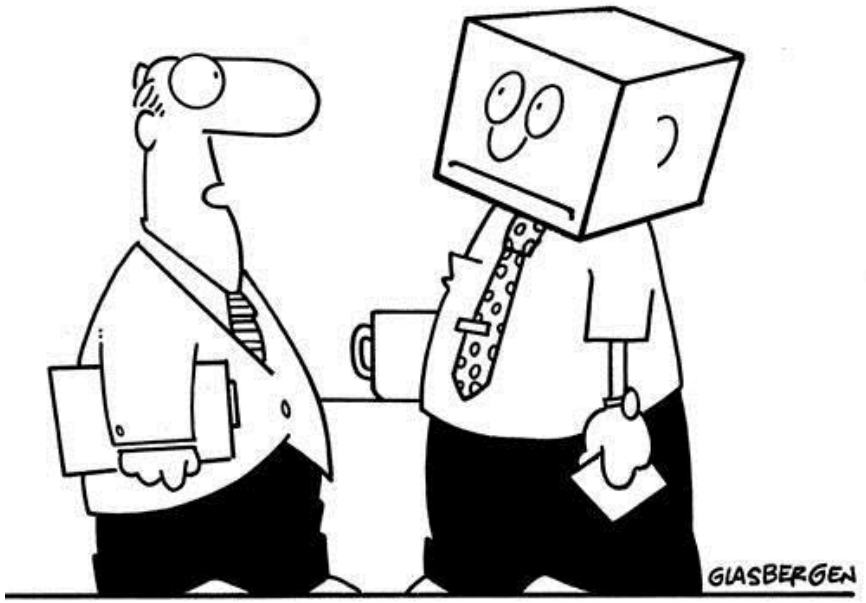
Vision: To create a city where racial disparities have been eliminated and racial equity has been achieved.

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



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

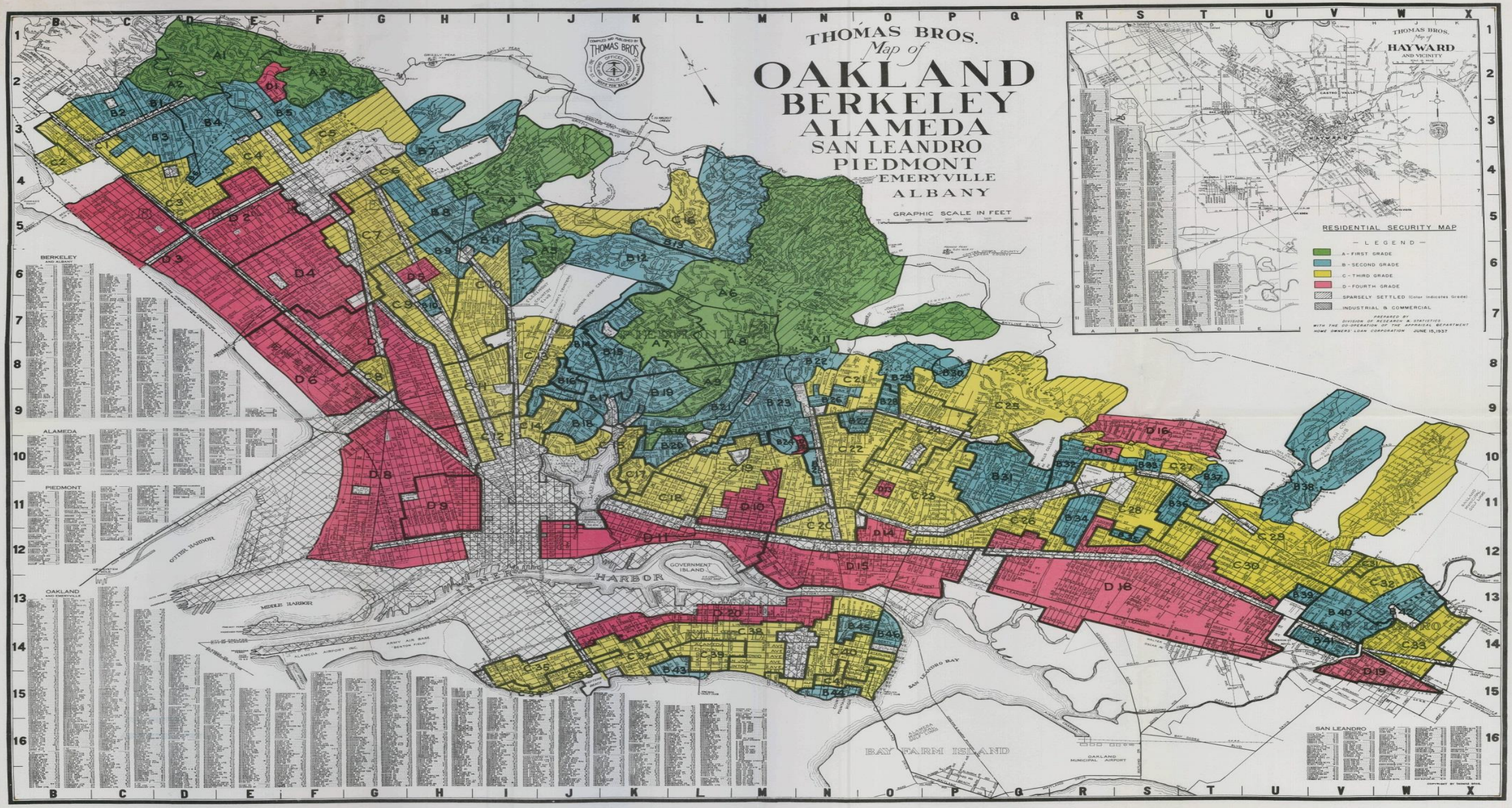
Credit to the RACE MATTERS Toolkit, researched and funded by Annie E. Casey Foundation

Development in Response to Race

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


THOMAS BROS.
Map of
OAKLAND
BERKELEY
ALAMEDA
SAN LEANDRO
PIEDMONT
EMERYVILLE
ALBANY
GRAPHIC SCALE IN FEET
THOMAS BROS.
Map of
HAYWARD
AND VICINITY
RESIDENTIAL SECURITY MAP
— LEGEND —
A - FIRST GRADE
B - SECOND GRADE
C - THIRD GRADE
D - FOURTH GRADE
SPARSELY SETTLED (Color Indicates Grade)
INDUSTRIAL & COMMERCIAL
PREPARED BY
DIVISION OF RESEARCH & STATISTICS
WITH THE CO-OPERATION OF THE APPRAISAL DEPARTMENT
HOME OWNERS' LOAN CORPORATION JUNE 15, 1937
BERKELEY
AND ALBANY
ALAMEDA
PIEDMONT
OAKLAND
AND EMERYVILLE
SAN LEANDRO
INNER HARBOR
OUTER HARBOR
MIDDLE HARBOR
GOVERNMENT ISLAND
BAY FARM ISLAND
OAKLAND MUNICIPAL AIRPORT
ARMY AIR BASE
"BENTON FIELD"
SAN LEANDRO BAY

Historical Roots of Racial Residential Segregation and Persistent Poverty

Discriminatory mortgage underwriting by the FHA and VA

Disinvestment and concentrated poverty in urban centers

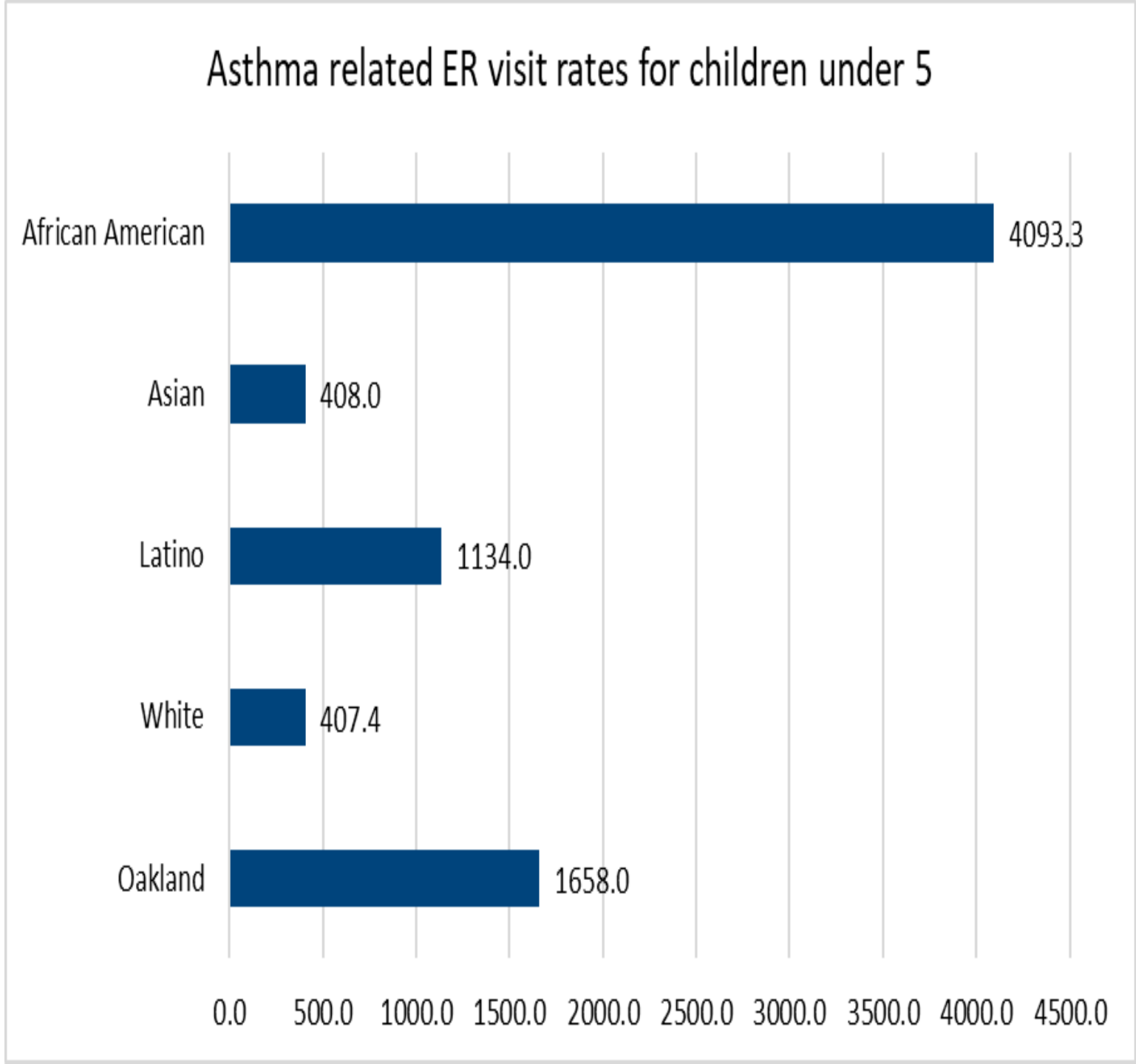
Redlining practices by banks and home insurance agents

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


Asthma related ER visit rates for children under 5
African American
4093.3
Asian
408.0
Latino
1134.0
White
407.4
Oakland
1658.0
0.0
500.0
1000.0
1500.0
2000.0
2500.0
3000.0
3500.0
4000.0
4500.0

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."

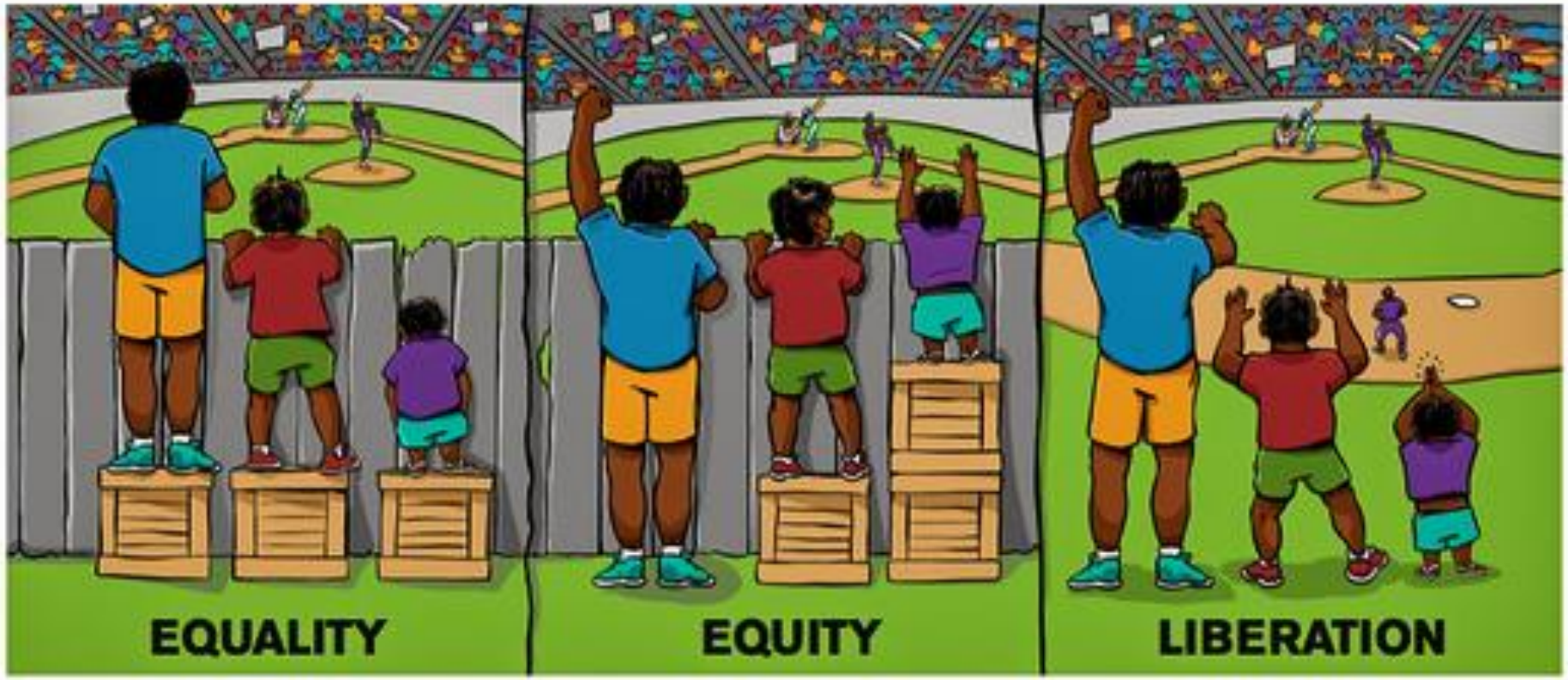
Where do we see elements of an equity frame in our work?

(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.



Change the Story!

CENTER FOR STORY-BASED STRATEGY
storybasedstrategy.org

Interaction Institute for Social Change
interactioninstitute.org

Original illustration by Angus Maguire
madewithangus.com

Building skills and infrastructure for change

Tools to Advance Racial Equity

CITY OF OAKLAND

RACIAL EQUITY IMPLEMENTATION GUIDE

City of Oakland Municipal code 2.29.170.1 *specifies that* "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 opportunities for all people and communities.

Equity practice focuses on developing systemic approaches to addressing racial disparities in life outcomes for residents of Oakland. The 2018 Oakland Equity Indicators Report showed Black residents to be the most extremely impacted by racial disparities in most indicators of well-being, with significant degrees of impact for other communities of color as well. To implement change that will improve these outcomes in our communities of color, your department will need to analyze policies, procedures, and practices to identify elements that have, or could contribute to, or improve these conditions. This worksheet will help guide your project or program planning and implementation process by explicitly naming equity outcomes, identifying and engaging those most impacted by disparities and taking a structured, analytical approach to designing and implementing community informed equity solutions.

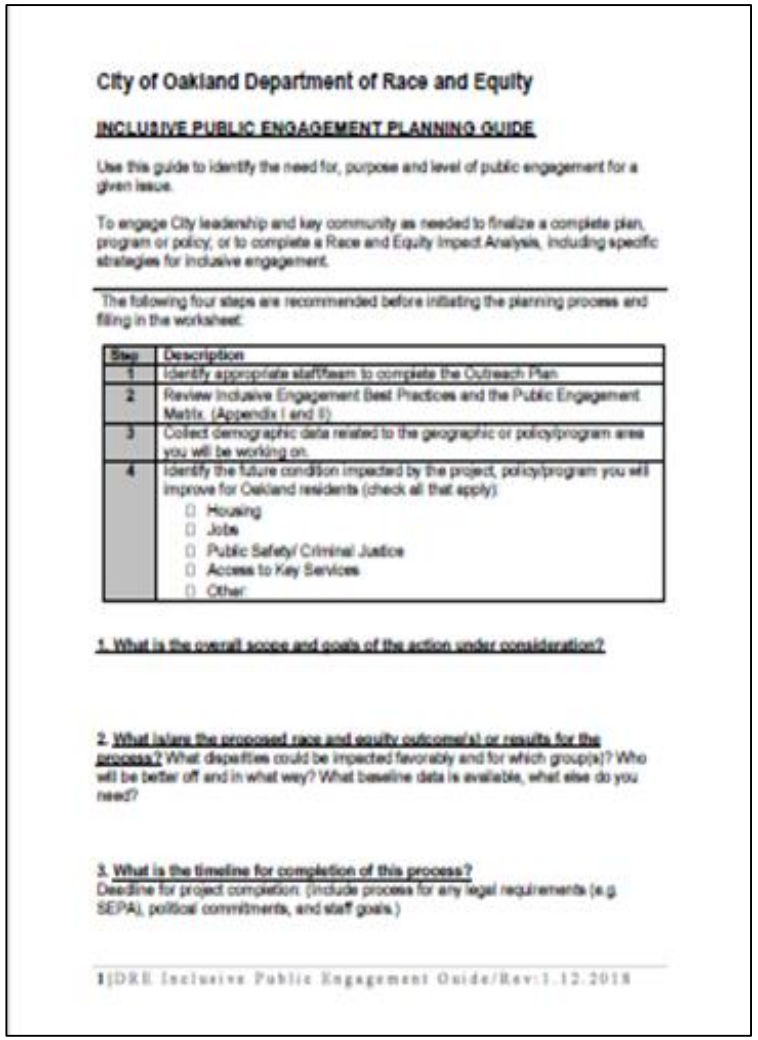
1. **Racial Equity Outcome(s)**- *What is the racial equity outcome for this effort?* Your stated goal, or description of improved future conditions for residents should include addressing the needs of those most impacted by racial disparities. Use relevant disparity data to start to define specific focus for outcomes. (Example of data to guide equitable housing policy development – housing cost burden, average median income, eviction rates, and homelessness data, disaggregated by race.)

2. **Identify and plan to engage stake holders** - *What is the best way to inform, outreach and engage community members most impacted by racial disparities?* Strategize to remove barriers to community engagement in your equity process. (Use Inclusive Outreach and Engagement Guide for planning outreach that will engage those most impacted by disparities as well as other key stakeholders needed for development and implementation of policy and program recommendations.)

3. **Gather supplemental information/qualitative data** – *What are the systemic issues driving disparities?* Identify root causes that drive related disparities and possible solutions, centering the observations of communities most impacted by racial disparities, to deepen City awareness and understanding of current conditions and needed action.

4. **Identify Equity Gaps (burdens and barriers)**- Using data and information gathered from community, identify any current or anticipated barriers and burdens impacting access for those most impacted by racial inequity. (Housing barrier example – affordable housing serving those with income above 30% of AMI excludes most Black residents from accessing that housing based on low median household income data for that group.)

Racial Equity Implementation Guide - Page | 1



City of Oakland Department of Race and Equity

INCLUSIVE PUBLIC ENGAGEMENT PLANNING GUIDE

Use this guide to identify the need for, purpose and level of public engagement for a given issue.

To engage City leadership and key community as needed to finalize a complete plan, program or policy, or to complete a Race and Equity Impact Analysis, including specific strategies for inclusive engagement.

The following four steps are recommended before initiating the planning process and filling in the worksheet:

Step	Description
1	Identify appropriate staff/team to complete the Outreach Plan
2	Review Inclusive Engagement Best Practices and the Public Engagement Matrix. (Appendix I and II)
3	Collect demographic data related to the geographic or policy/program area you will be working on.
4	Identify the future condition impacted by the project, policy/program you will improve for Oakland residents (check all that apply) ☐ Housing ☐ Jobs ☐ Public Safety/ Criminal Justice ☐ Access to Key Services ☐ Other

1. What is the overall scope and goals of the action under consideration?

2. What is/are the proposed race and equity outcome(s) or results for the process? What disparities could be impacted favorably and for which group(s)? Who will be better off and in what way? What baseline data is available, what else do you need?

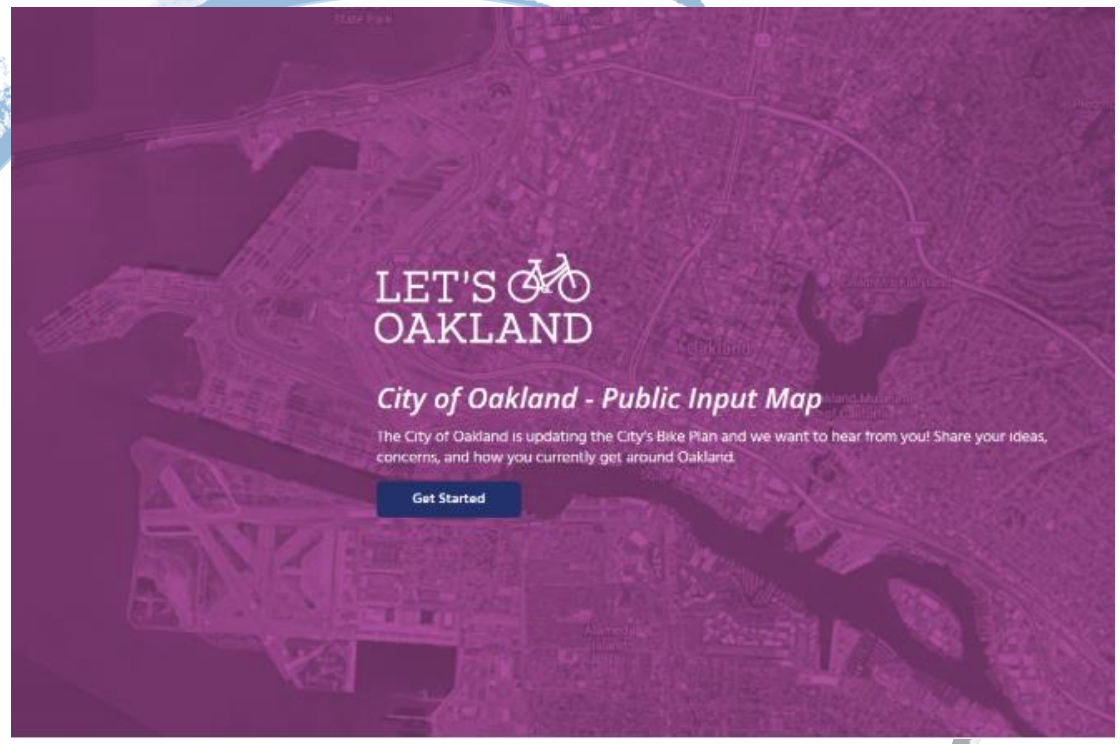
3. What is the timeline for completion of this process?
Deadline for project completion. (Include process for any legal requirements (e.g. SEPA), political commitments, and staff goals.)

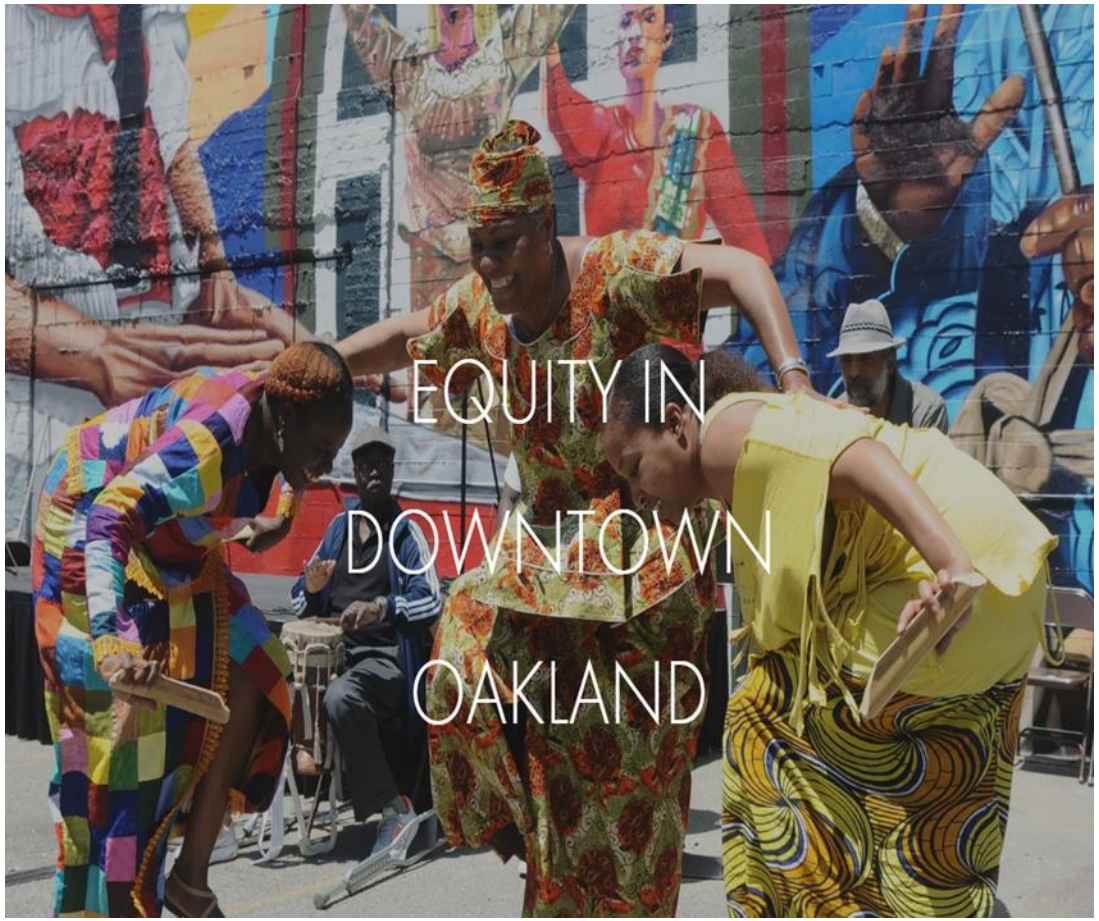
1 | DRE Inclusive Public Engagement Guide/Rev:1.12.2018

- Racial Equity Analysis Worksheet
- Racial Equity Implementation Guide
- Inclusive Outreach and Engagement Guide

OAKLAND
capital improvement program

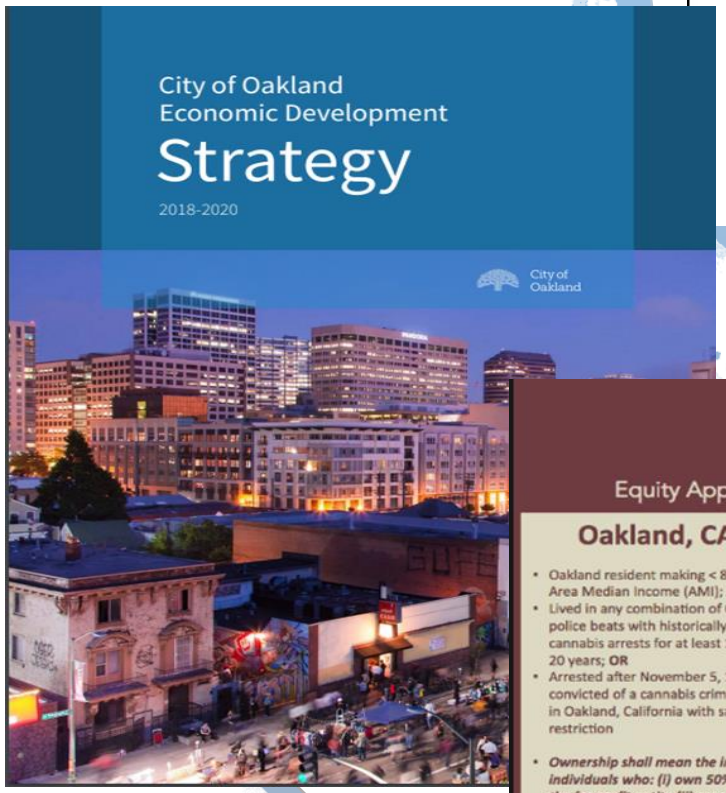
Applying New skills to develop action plans focused on change in policies, procedures and practices

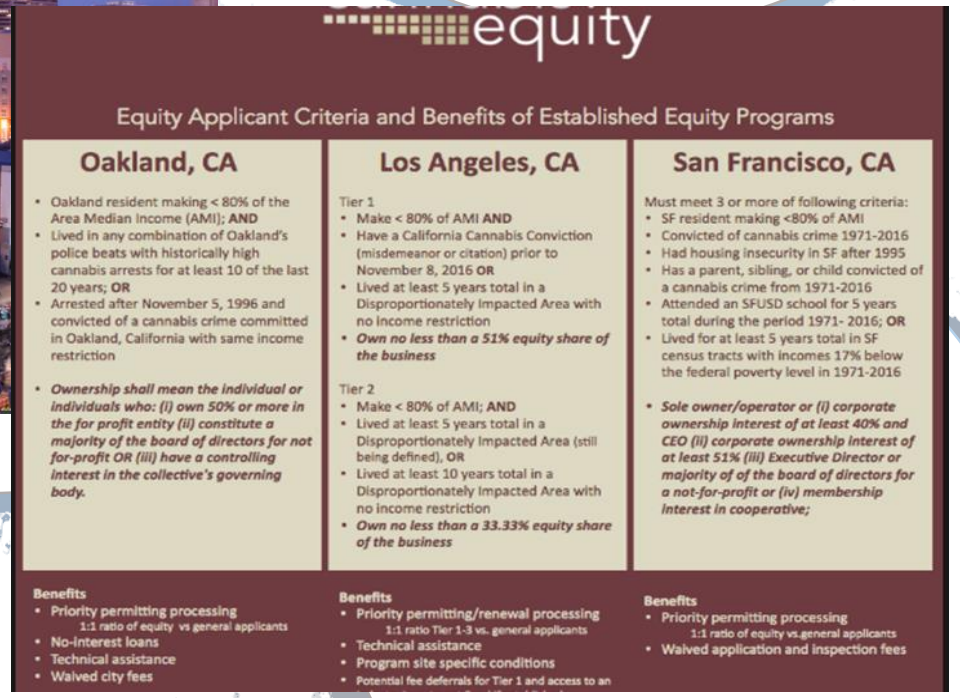




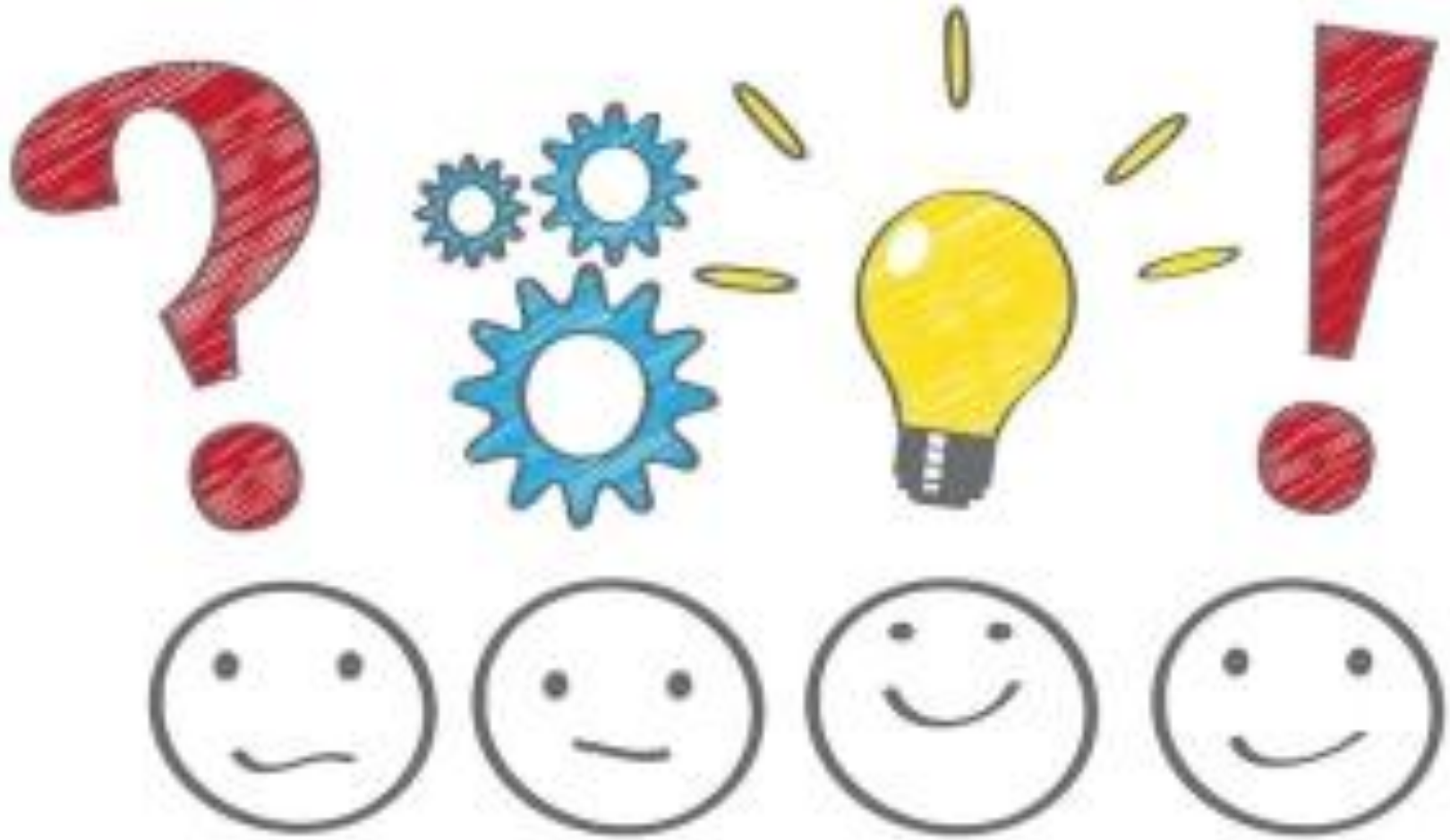
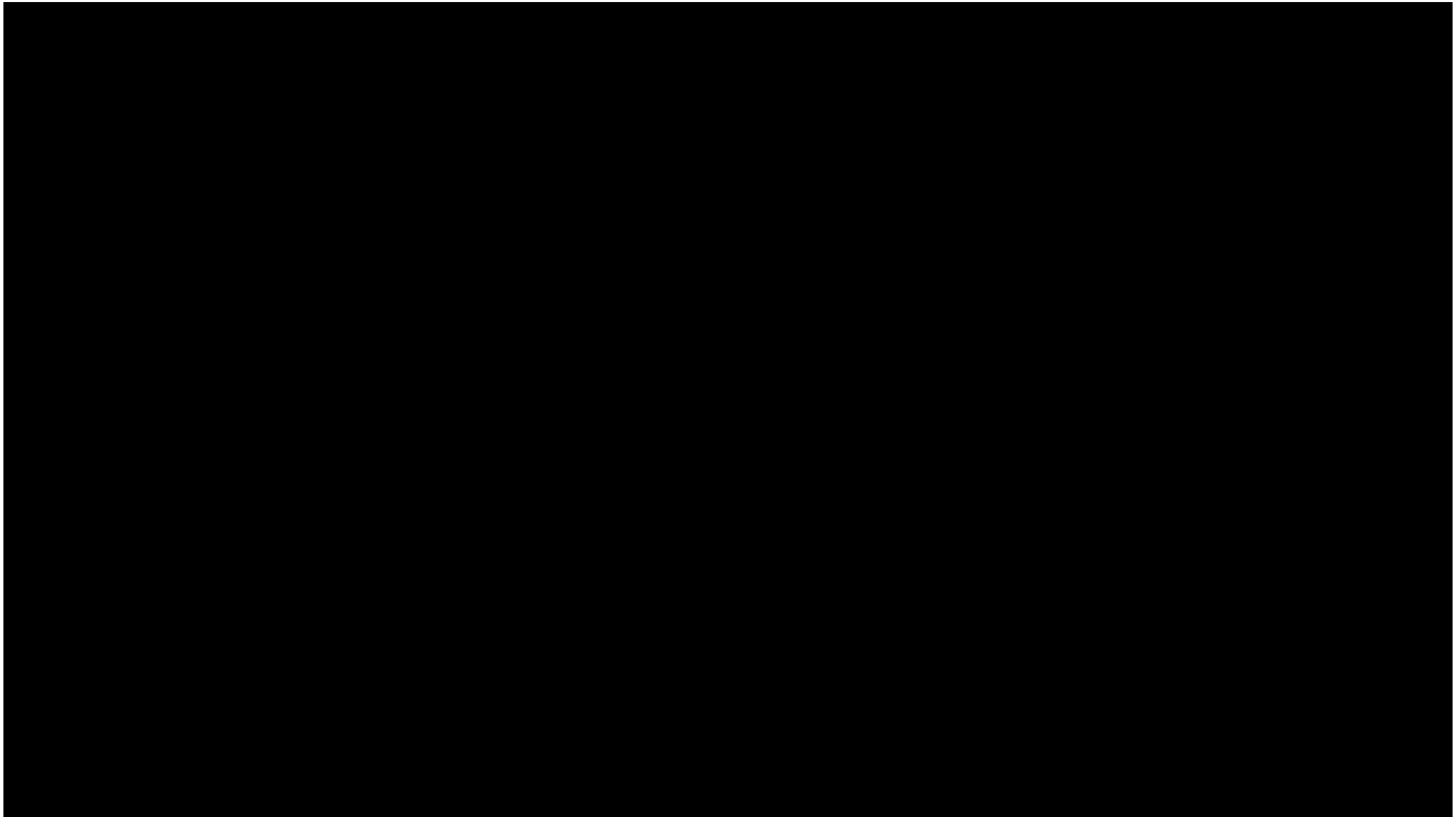
Measure progress and recognize accomplishments

- Set a base line
- Set meaningful bench marks to measure progress towards racial equity
- Be a model for other local governments to advance equity





Questions, etc.



Brian Stevenson’s Remarkable Speech Video