

# Establishing a Foundation for Racial Equity

Oregon City/County Management Association

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Presenters:

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# Our goals for our time together

- ▶ Revisit or learn terms and concepts often used in the equity field
- ▶ Exploring how these terms show up in real life situations through an activity focusing on how we're positioned to succeed in life
- ▶ Introducing a Targeted Universalism framework and how we can apply this framework to our work as local government leaders in Oregon

Let's take a walk together...

# How to Take the Privilege Walk

1. We're going to divide roughly into halves. Everyone on the left side of the room stand and form a straight line across the room about an arms length apart, leaving space in front and from behind.
2. Those of you on the other side form a similar line on your side of the room.
3. Listen to the following statements, and follow the instructions given.
4. For example, when I read "If you have blue eyes, take one step forward," only people with blue eyes will move and everyone else will stand still. Each step should be an average length step.
5. This activity should be done in silence and if anyone feels uncomfortable stepping forward and backward on any statement I read, then please stay where you are, but remember the statement read.
6. This is an introspective exercise and it's important for you to understand how privilege affects your life, but it is not designed to make you share things which you don't wish to share.

# Reflections?

- ▶ What felt impactful for you while you engaged in this activity?
- ▶ What did you notice or learn?
- ▶ How do you feel you can apply the lessons from this activity to your work or life moving forward?

# Key Equity Terms and Concepts

- ▶ **Racial Equity:** The condition where one's racial identity has no influence on how one fares in society.
- ▶ **Equality:** The effort to treat everyone the same or to ensure that everyone has access to the same opportunities, even though people have different starting points.
  - ▶ **Equality** means each individual or group of people is given the same resources or opportunities.
  - ▶ **Equity** recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.
- ▶ **Race Equity Culture:** A culture focused on proactive counteraction of social and race inequities inside and outside of an organization.

# Key Equity Terms and Concepts

## ▶ Colorblindness

Belief that people should be regarded and treated as equally as possible, without regard to race or ethnicity.

Ignores the manifestations of policies which perpetuate racial inequities.

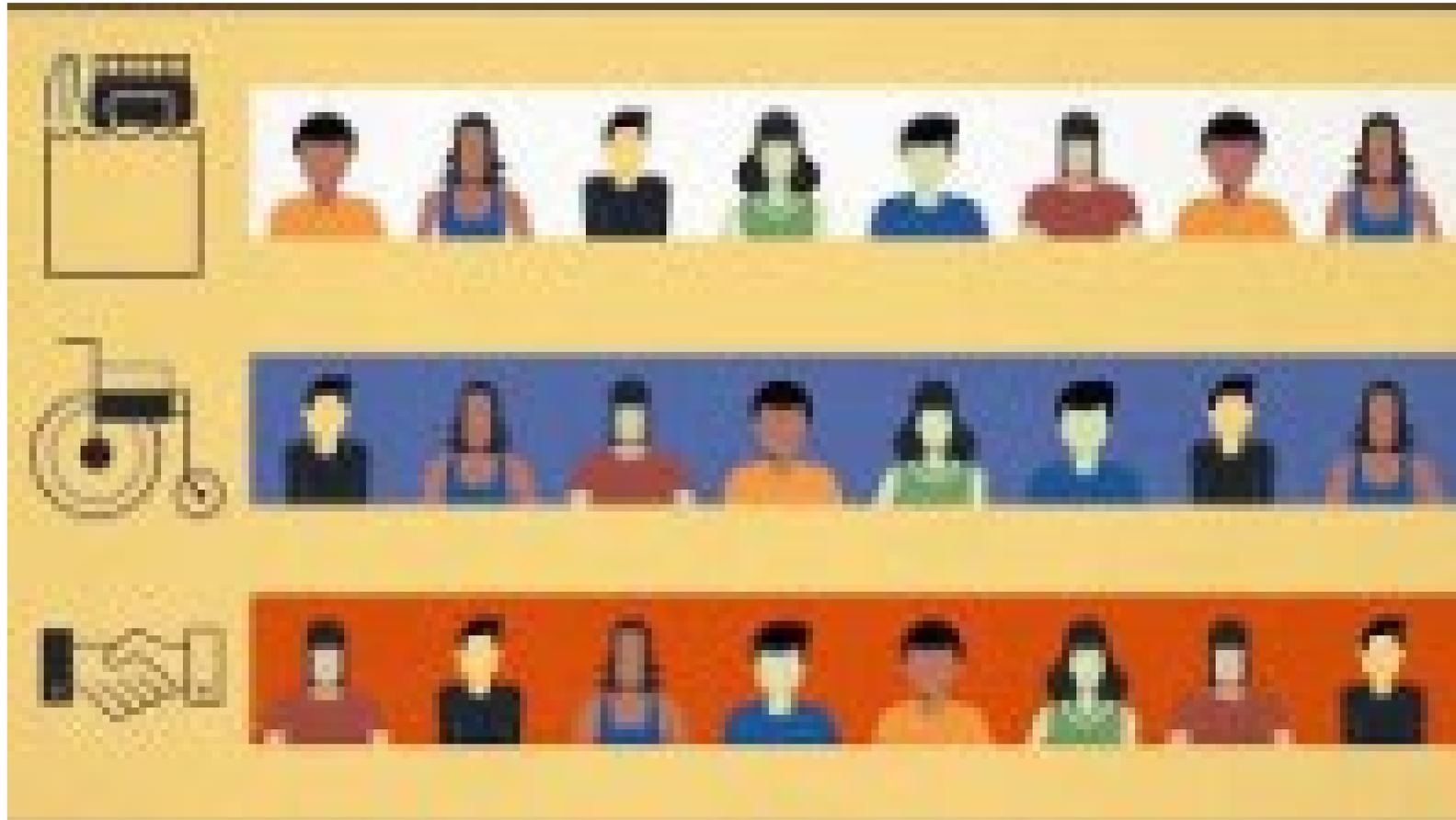
Pretending race doesn't exist is not the same as creating equity and will not end racism or racial inequity.

## ▶ Race Consciousness: Recognition that all marginalized groups experience systemic inequity, and those laws, policies, and practices are necessary to explicitly address the deep and pervasive racial inequities.

# Key Equity Terms and Concepts

- ▶ Zero-sum thinking: Says that progress for people of color will take away what white people already have, when, in fact, racial equity seeks the same outcomes for everyone.
- ▶ Diversity: Emphasizes how many of a type of person is represented in a group, organization, etc. and is not a commitment to quotas, but alone does nothing to change racial inequities or lack of inclusion.
- ▶ Inclusion: Environment where persons of different backgrounds and identities have a sense to come as they are and be accepted as decision-makers and collaborators rather than feeling the need to assimilate.
- ▶ Intersectionality: Understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.

# Targeted Universalism



# Closing: Call to Action

One of the most difficult things to do in any learning situation is to implement the ideas that were presented. Often this is because so many valid ideas are presented that it is nearly impossible to do something about each one – or even to remember what all of them were. The key is to focus on the most important idea presented and decide to act on it.

**T:** What is the most important **thing** you learned from this session?

**A:** What **action** would you like to take on that idea?

**B:** What **barriers** stand in the way of you taking action?

**B:** What are the results, rewards, and **benefits** you would receive if you did take the action?

Promise yourself that you will take action on what you have learned. Write all promises as positive statements. Check back on yourself at the end of ten days. Write the goal and a way to reward yourself on your calendar.