



Racial Equity Update

Operationalizing a Racial Equity Framework

February 22, 2021

Overview

- Provide a definition for Racial Equity in Government
- Connecting Equity to City Council Goals
- REDI Committee and D&I Committee Implementation
- Update from the Equity and Empowerment Commission

Racial Equity in Government

Racial equity is a process and outcome. As government we have to look at the policies and practices that drive outcomes.

- **As an outcome:** We achieve racial equity when **race no longer determines one's socioeconomic outcomes**; when everyone has what they need to thrive, no matter where they live.
- **As a process:** We apply racial equity when those most impacted by structural racial inequity are **meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.**

Racial equity is not race exclusive.

Centering race improves outcomes for all.



City Council Goals



Invest in City Infrastructure and Facilities



Enhance Community Development and Job Creation Citywide



Expand Affordable Housing Options



Ensure Equity in All City Operations



Stabilize Long-term City Finances

Mission Statement

The City of Evanston is committed to promoting the highest quality of life for all residents by providing fiscally sound, responsive municipal services and delivering those services equitably, professionally, and with the highest degree of integrity.

Vision Statement

Creating the Most Livable City in America

Organizational Values

- Excellent Customer Service
- Continuous Improvement
- Integrity
- Accountability

Racial equity is the process through which we implement City Council goals



Racial Equity Initiatives and Trainings

Legislative actions (2017-2020)

- Environmental Justice Resolution (72-R-20)
- Establishing a City of Evanston Funding Sources Devoted to Local Reparations (126-R-19)
- Commitment to End Structural Racism and Achieve Racial Equity (58-R-19)
- Creation of Equity and Empowerment Commission (85-O-17)
- Welcoming City Ordinance (156-O-16) and 2017 Amendment (112-O-17)

Community and City-wide trainings (2017-2019)

- Beyond Diversity Training
- YWCA Equity Institute Trainings
- National SEED Project (Seeking Educational Equity and Diversity) Training

Racial Equity Impact Assessment of the City's Social Services (2019)

Example of Racial Equity Practices

Language Access Guidelines

- Developed with the input of external and internal stakeholders (2018-2019)
- Provides step by step guidance on how to engage non-English speaking and non-verbal individuals.
- Secured vendor for over-the-phone and video interpretation requests
- Ongoing training of staff
- Staff continues to actively build relationships with non-English speaking population

INDIVIDUAL-LEVEL RACISM

INTERNALIZED RACISM lies within individuals. These are our private beliefs and biases about race and racism, influenced by our culture. Internalized racism can take many different forms including racial prejudice toward other people of a different race; internalized oppression, the negative beliefs about oneself by people of color; or internalized privilege, beliefs about superiority or entitlement by white people. An example is a belief that you or others are more or less intelligent, or beautiful, because of your race.

INTERPERSONAL RACISM occurs between individuals. These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions. Examples include racial slurs, bigotry, hate crimes, and racial violence.

SYSTEMIC-LEVEL RACISM

INSTITUTIONAL RACISM occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities. An example is a school system that concentrates people of color in the most overcrowded schools, the least-challenging classes, and the least-qualified teachers, resulting in higher dropout rates and disciplinary rates compared with that of white students.

STRUCTURAL RACISM is racial bias among institutions and across society. It involves the cumulative and compounding effects of an array of societal factors including the history, culture, ideology, and interactions of institutions and policies that systematically privilege white people and disadvantage people of color. An example is the overwhelming number of depictions of people of color as criminals in mainstream media, which can influence how various institutions and individuals treat people of color with suspicion when they are shopping, traveling, or seeking housing and employment – all of which can result in discriminatory treatment and unequal outcomes.

Two layered approach to organizational learning and performance improvement

Racial Equity and Inclusion (REDI) Committee Cohort

Purpose: Build the capacity of staff to identify, analyze and improve internal processes that are barriers to achieving racial equity goals that the City has declared as priorities.

Diversity & Inclusion (D&I) Committee

Purpose: Create a space for staff to discuss and plan cultural awareness events to celebrate the diversity within City staff.

REDI Committee 2021 Goals

- Learn core concepts and approaches to identifying how racial equity connects to internal department goal setting and decision-making.
- Develop pilot projects in a rapid design-centered approach to identify racial equity operational projects that are viable and impactful.
- Develop a cycle of measurement, collection and analysis grounded in a racial equity impact framework for internal process improvement.
- Incorporate racial equity impact analysis into internal operations.

D & I Committee 2021 Goals

- Establish resources and training that will provide a way for employees to share their thoughts and opinions, while also fostering different cultures, history, ideas and innovations.
- Internal events and programs planned throughout the year to increase diverse engagement.

Capacity-building through partnerships

YWCA Evanston/Northshore

UIC Great Cities Institute

Government Alliance on Race and Equity (GARE)

Bloomberg Philanthropies' What Works Cities

Northwestern University

Cradle to Career

Evanston Public Library

Equity and Empowerment Commission

- **Purpose:** “identify and eradicate inequities”
- **Work**
- **Mission statement**

2021-2022 EEC Mission Statement

The Equity and Empowerment Commission's mission is to develop shared recognition and language of the history and impact of structural racism in Evanston, and develop tools and practices to achieve racial equity for all residents.

EEC focus on Boards, Committees, Commissions, Task Forces

- Impact of decisions, recommendations
- Impact of experience, leadership
- Opportunity to support the City's equity goals