Journeying Toward Racial Equity
A Presentation for Racial Equity Collaborative

PRESENTED BY:
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President and CEO
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### The Past 40 Years

<table>
<thead>
<tr>
<th>1980s</th>
<th>1990s</th>
<th>2000s</th>
<th>2010s</th>
<th>2020s</th>
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<tbody>
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<td>• OMG Center for Collaborative Learning founded at University of Pennsylvania’s Wharton School</td>
<td>• Increased sector commitment to <strong>independent evaluators</strong></td>
<td>• More emphasis on <strong>place-based systems change</strong></td>
<td>• OMG becomes Equal Measure</td>
<td>• Equal Measure hires its first Black president and CEO</td>
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<td>• Capacity building for issues such as education, housing, jobs</td>
<td>• More <strong>complex methodologies</strong>; OMG offers strategic planning, evaluation, capacity building</td>
<td>• Major <strong>multi-year projects</strong> in education and diversity, equity, and inclusion</td>
<td>• Services help clients go even deeper in social change; <strong>cross-sector work</strong> continues in complexity</td>
<td>• Focus on <strong>racial equity and intersectionality</strong> to shift systems and create more inclusive communities</td>
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Who is Equal Measure?

Equal Measure is a national, non-profit racial equity firm. Celebrating our 40th year, we prioritize place-based systems change.

**OUR MISSION**
We strengthen the knowledge and capacity of our partners to transform systems, eliminate racial disparities, and build equitable communities.

**OUR VISION**
We envision a society where race no longer predicts life outcomes.

**OUR SUPERPOWERS**
- Strategy
- Evaluation
- Capacity Building
- Technical Assistance
- Communications
Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.

— Maya Angelou
Effective National Practices

NORMALIZE
- A shared analysis & definitions
- Urgency / prioritize

ORGANIZE
- Internal infrastructure
- Partnerships

OPERATIONALIZE
- Racial Equity tools
- Data to develop strategies & drive results
Foster the urgency of equity to prioritize it in governance
From infant mortality to life expectancy, *race* predicts how well one will do.
Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to the CDC, black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women’s health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a national study of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.

Black women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)

Source: Centers for Disease Control and Prevention
6 in 10 of U.S. prisoners are Black/Latino (yet only comprise 30% of the U.S. population)

65% Black or Latino men graduate from high school (80% of white males will)

Black and Native American unemployment is 2x that of whites

57% of Blacks and Latinos spend more than 30% of their income on housing costs
The Racial Wealth Gap is Stark and Worsening

MEDIAN FAMILY WEALTH TODAY:

WHITE FAMILY: $147,000
LATINO FAMILY: $6,600
BLACK FAMILY: $3,600

REPORT: DREAMS DEFERRED 2019
What Does Racial Equity Require?

• “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all
• Targeted strategies to focus on improvements for those worse off
• Moving beyond “services” and focus on root causes by changing policies, institutions, and systems
Compound Inequities

Systems of oppression overlap to produce compound inequities.

• Race is the primary predictor of success in most areas of daily life.
• However, racism overlaps with classism, sexism, queerphobia, and ableism to produce *compound inequities*.
• Examining the overlap of these inequities is called *intersectionality*. 
Levels of Racism

**Individual racism**
Pre-judgment, bias, or discrimination by an individual based on race

**Institutional racism**
Policies, practices, and procedures that work better for white people than for people of color, often unintentionally or inadvertently

**Structural racism**
A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color

A *system* of power and oppression that creates race and racial hierarchy to advantage white people and disadvantage Black, Indigenous, and people of color
Groundwater Application

• **FISH: Individuals**
  - Fixing, improving, or helping

• **LAKE: Systems and institutions**
  - Culture
  - Practices
  - Policies
  - Structures

• **GROUNDWATER: Root cause**
  - Racial history and its legacy
  - Narratives

Source: Racial Equity Institute
Redlining of Denver and mountain communities starts during the 1940s

Denver’s redlining map included the areas of Five Points, Elyria Swansea, and Sunnyside
Denver Neighborhoods: 2016 Census Track Data

Denver is made up of a majority of children who reported to be of a race/ethnicity other than non-Hispanic white. In other words, children of color, mixed race/ethnicity, and others made up 66 percent (93,300) of the total child population in Denver in 2016. Not unlike other urban centers, Denver has a higher proportion of children of color than Colorado and the United States.

The map highlights the areas in Denver and the surrounding counties where children of color make up more than half of the child population over age 18.

Swipe the vertical bar left and right to view change in the percentage of children of color over time by neighborhood.

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[Graph showing Children of Color percentages for 2007, 2012, 2017:
- Denver: 68%, 68%, 60%
- Colorado: 43%, 44%, 44%
- United States: 33%, 33%, 33%]
• Racial equity tools

• Data to help identify strategies that will yield different results to reduce racial inequities
Intent vs. Impact

- Fairness and Justice
- What does it mean to look at impact rather than intent in policy?
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
What is the **Process for Racial Equity?**
Philosophy and Principles of Equitable Evaluation Approach at EqM

- Writing Proposals
- Designing a Project
- Conducting a Project
- Sharing Data
- Producing Thought Leadership

Building Relationships with Colleagues & Interacting with Clients
• Developing capacity for racial equity across all departments
• Resourcing the work through partnership, training, intentional structure & process

Organizing for Racial Equity
Racial Equity Leadership Team – senior leadership

- Accountability agreements
- Departmental work plans
- Performance reviews
- Racial Equity Tools
- Institution-wide work plans

Core Team
- leadership development and capacity building

Interdepartmental Teams
- contracting equity, workforce equity, community engagement

Housing, Transit, Police, Parks, Courts
ORGANIZING AROUND GROUPS

1) ADVOCATES = SUPPORTER
2) FOLLOWERS = SHOW UP/ BUT NOT ACTIVE
3) SKEPTICS = HAVE MANY QUESTIONS
4) RESISTORS = OPPONENTS

1) ADVOCATES = SUPPORTER
2) FOLLOWERS = CONVERT TO ADVOCATES/SUPPORTERS
3) SKEPTICS = CONVERT TO ADVOCATES/SUPPORTERS → USE A.C.T. TOOL
4) RESISTORS = IF NOT CONVERT, MAKE LESS RESISTANT
Messaging: Good Governance and Racial Equity

• Strategy to help you meet key city goals
  • Prosperity
  • Health
  • Safety
  • Accountable government
“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.”

— Angela Y. Davis