

Journeying Toward Racial Equity

A Presentation for Racial Equity Collaborative



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President and CEO

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EQUAL
MEASURE

FINDING
PROMISE
FUELING
CHANGE



The Past 40 Years

1980s	1990s	2000s	2010s	2020s
<ul style="list-style-type: none">• OMG Center for Collaborative Learning founded at University of Pennsylvania's Wharton School• Capacity building for issues such as education, housing, jobs	<ul style="list-style-type: none">• Increased sector commitment to independent evaluators• More complex methodologies; OMG offers strategic planning, evaluation, capacity building	<ul style="list-style-type: none">• More emphasis on place-based systems change• Major multi-year projects in education and diversity, equity, and inclusion	<ul style="list-style-type: none">• OMG becomes Equal Measure• Services help clients go even deeper in social change; cross-sector work continues in complexity	<ul style="list-style-type: none">• Equal Measure hires its first Black president and CEO• Focus on racial equity and intersectionality to shift systems and create more inclusive communities



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

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The Need for Greater Equity

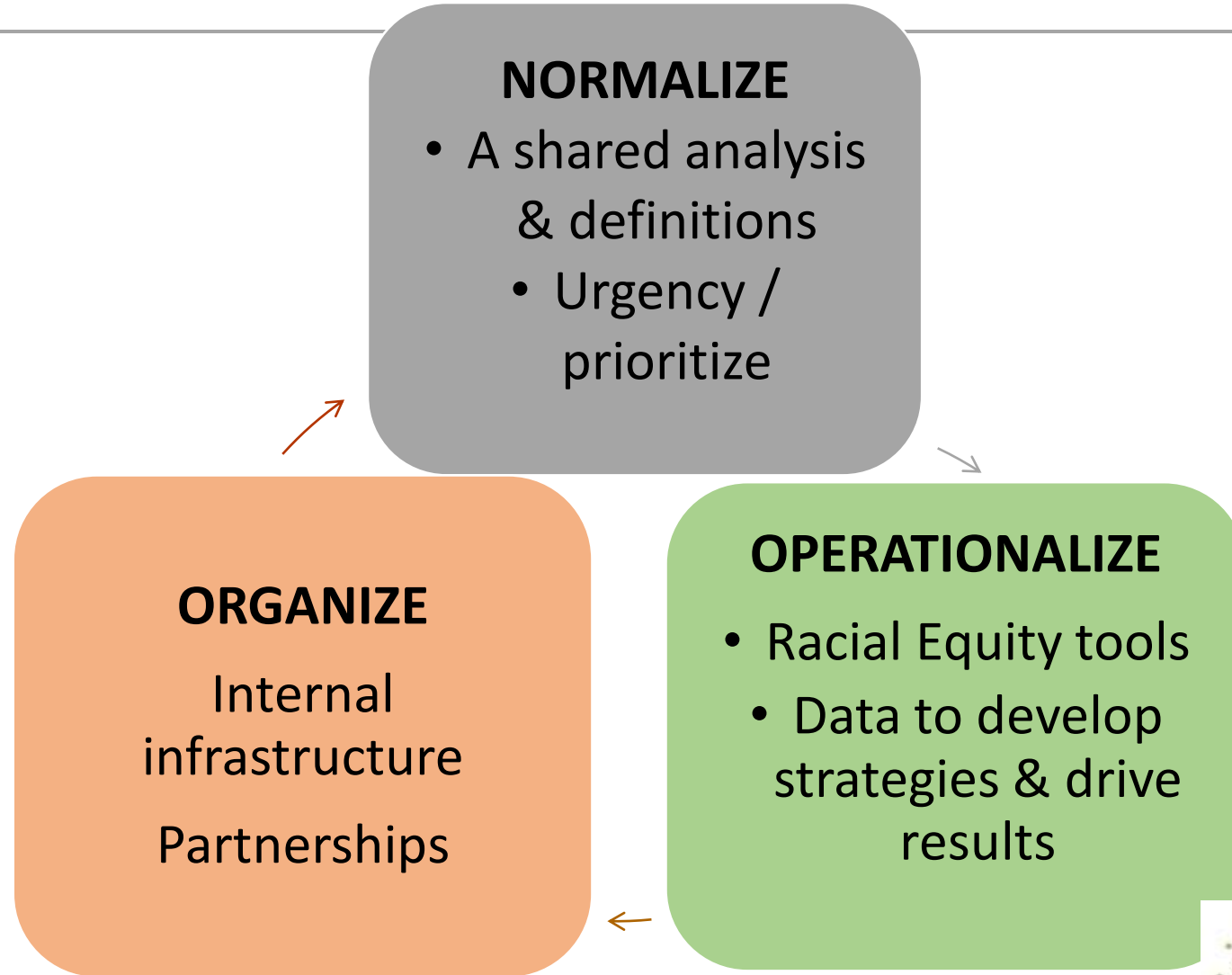
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Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.

— *Maya Angelou*

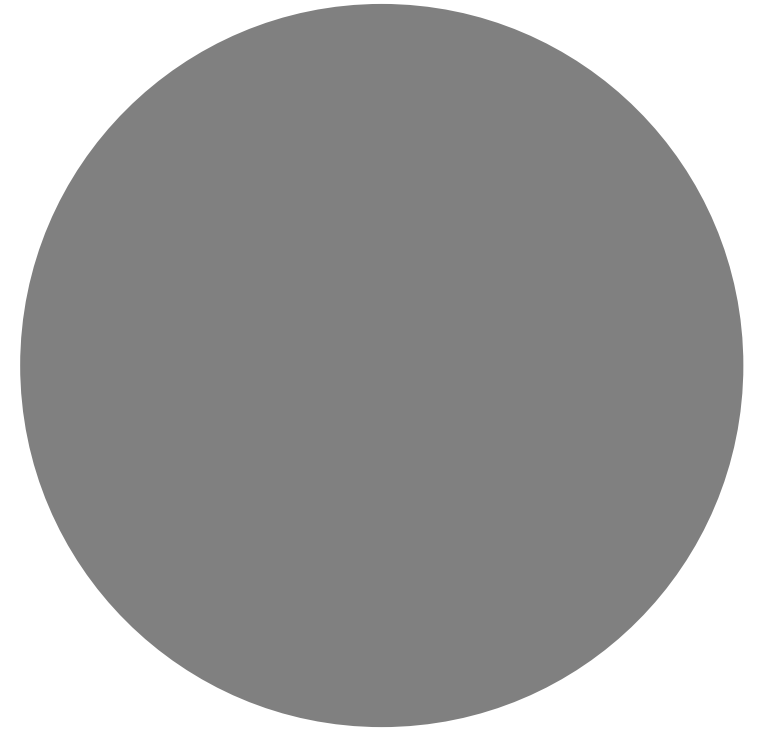


Effective National Practices



- Foster the urgency of equity to prioritize it in governance

Normalizing Racial Equity





Racial Disparities

From infant mortality to life expectancy, *race* predicts how well one will do.





Racial Disparities

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

Black Mothers Keep Dying After Giving Birth. Shalon Irving's Story Explains Why

December 7, 2017 · 7:51 PM ET
Heard on All Things Considered

NINA MARTIN, PROPUBLICA RENE E MONTAGNE

[Listen · 12:11](#) [+ Queue](#) [Download](#) [Embed](#) [Transcript](#)





Racial Disparities

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%

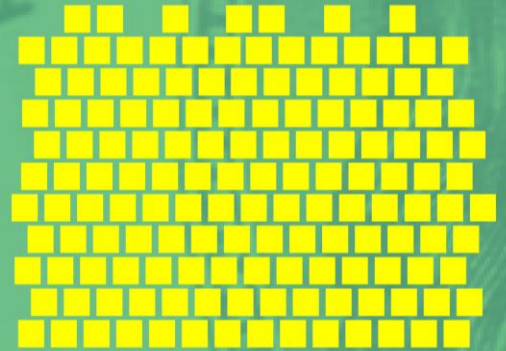
of Blacks and Latinos
spend more than 30%
of their income on
housing costs





The Racial Wealth Gap is Stark and Worsening

MEDIAN FAMILY WEALTH TODAY:



**WHITE
FAMILY:
\$147,000**



**LATINO
FAMILY:
\$6,600**



**BLACK
FAMILY:
\$3,600**



What Does Racial Equity *Require*?

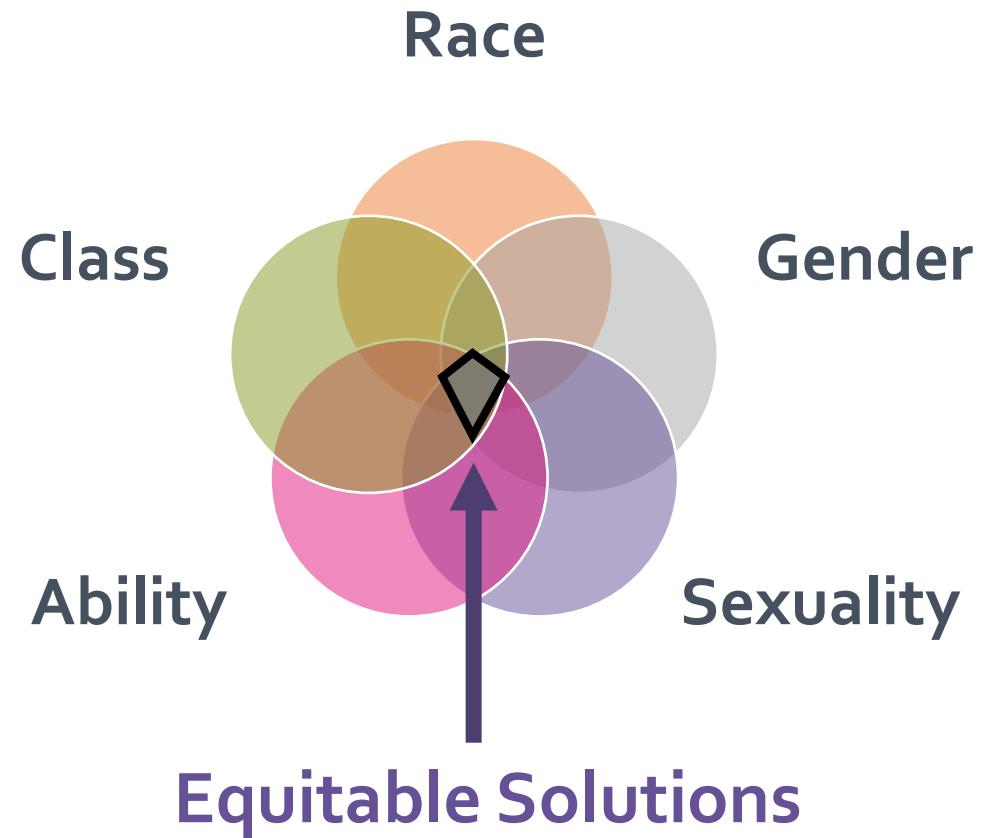
- “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all
- Targeted strategies to focus on improvements for those worse off
- Moving beyond “services” and focus on root causes by changing policies, institutions, and systems



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

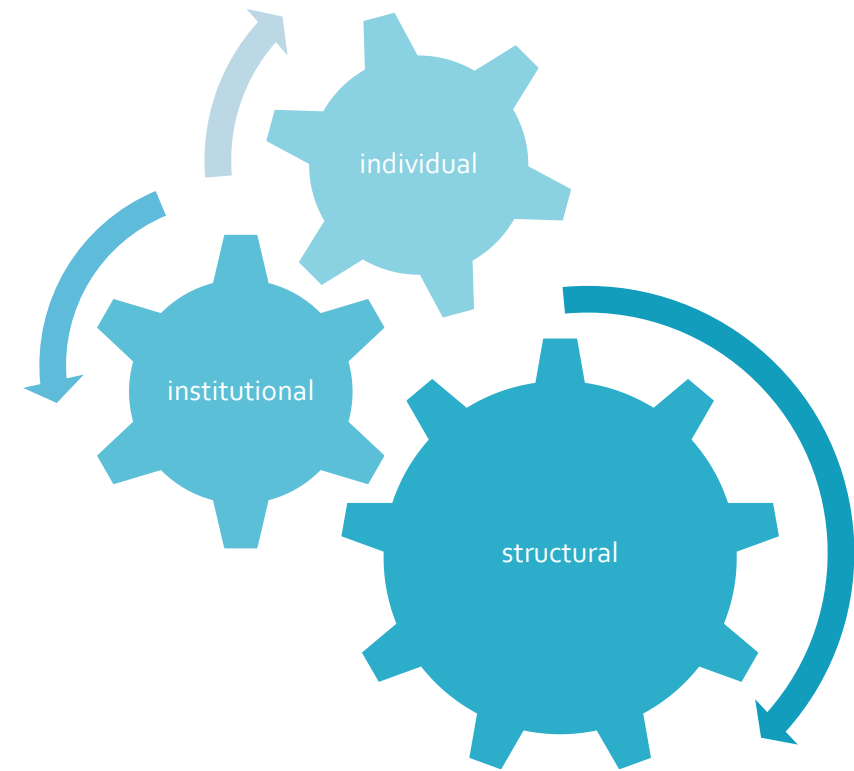
Pre-judgment, bias, or discrimination by an individual based on race

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

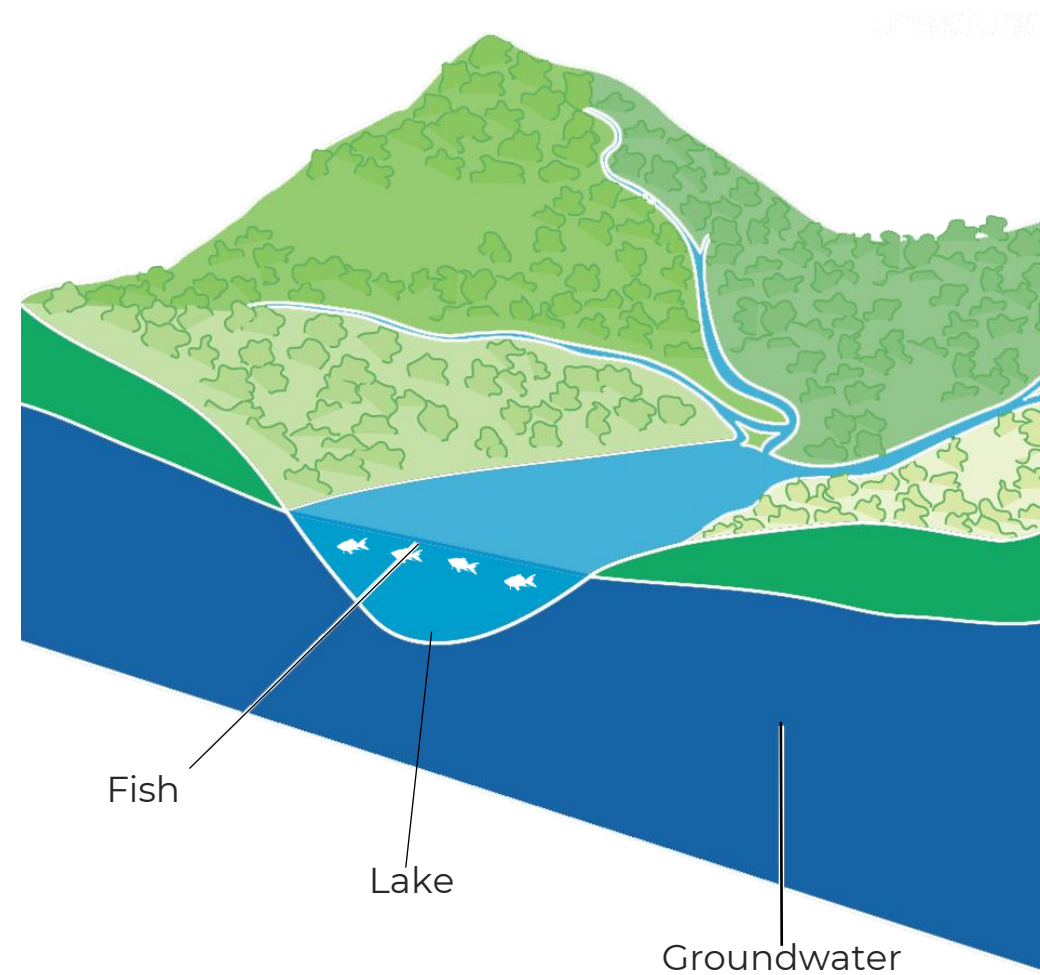


A **system** of power and oppression that creates race and racial hierarchy to advantage white people and disadvantage Black, Indigenous, and people of color



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





The House We Live In



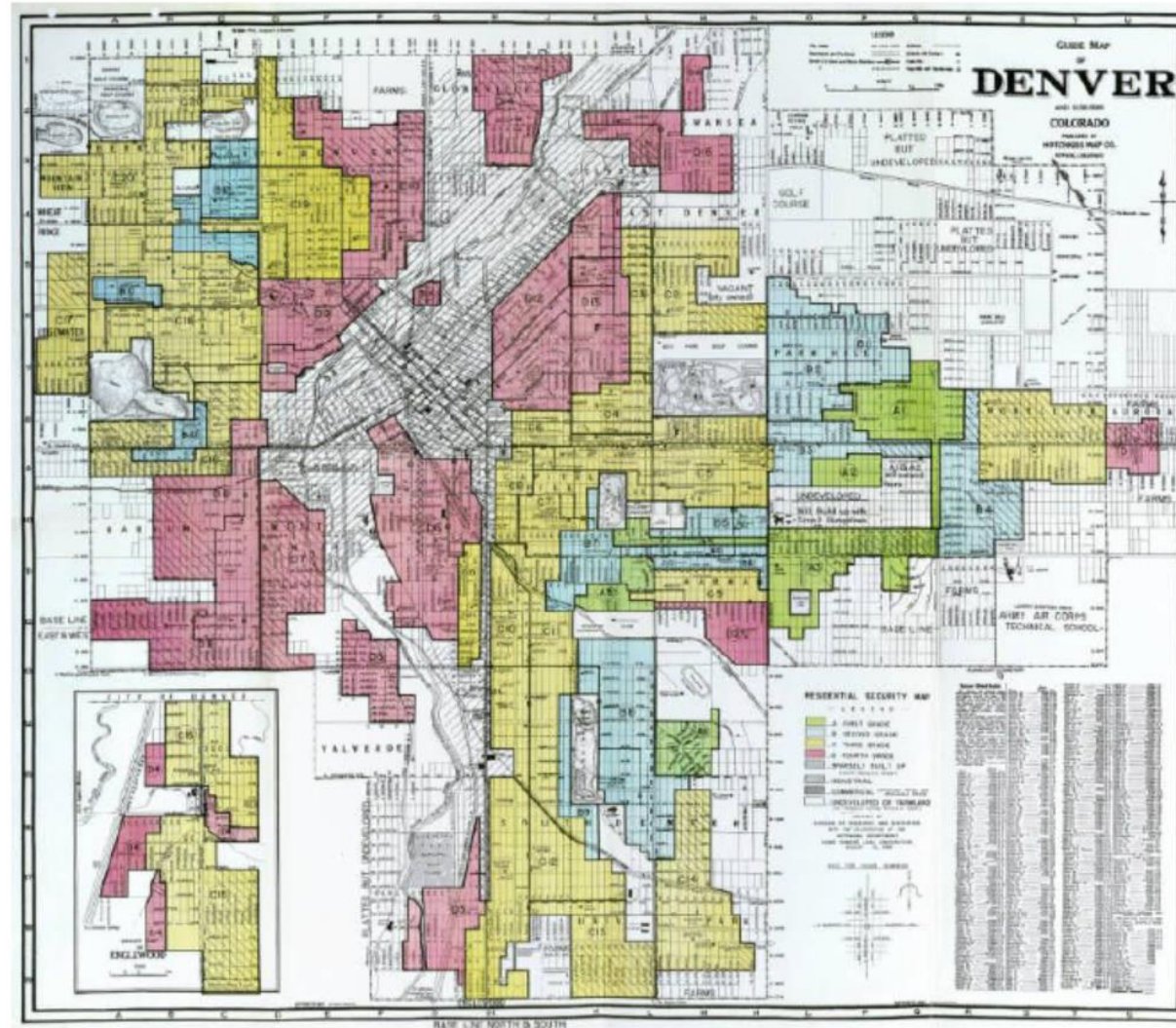
Blockbusting

*Racial
Covenants*

Redlining

Redlining of Denver and mountain communities starts during the 1940s

Denver's redlining map included the areas of Five Points, Elyria Swansea, and Sunnyside

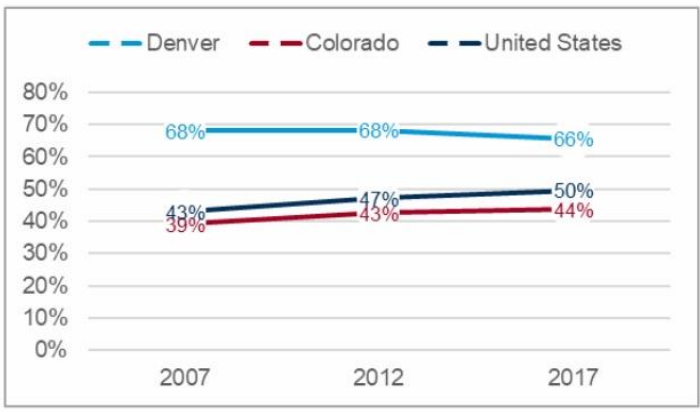


Denver Neighborhoods: 2016 Census Tract Data

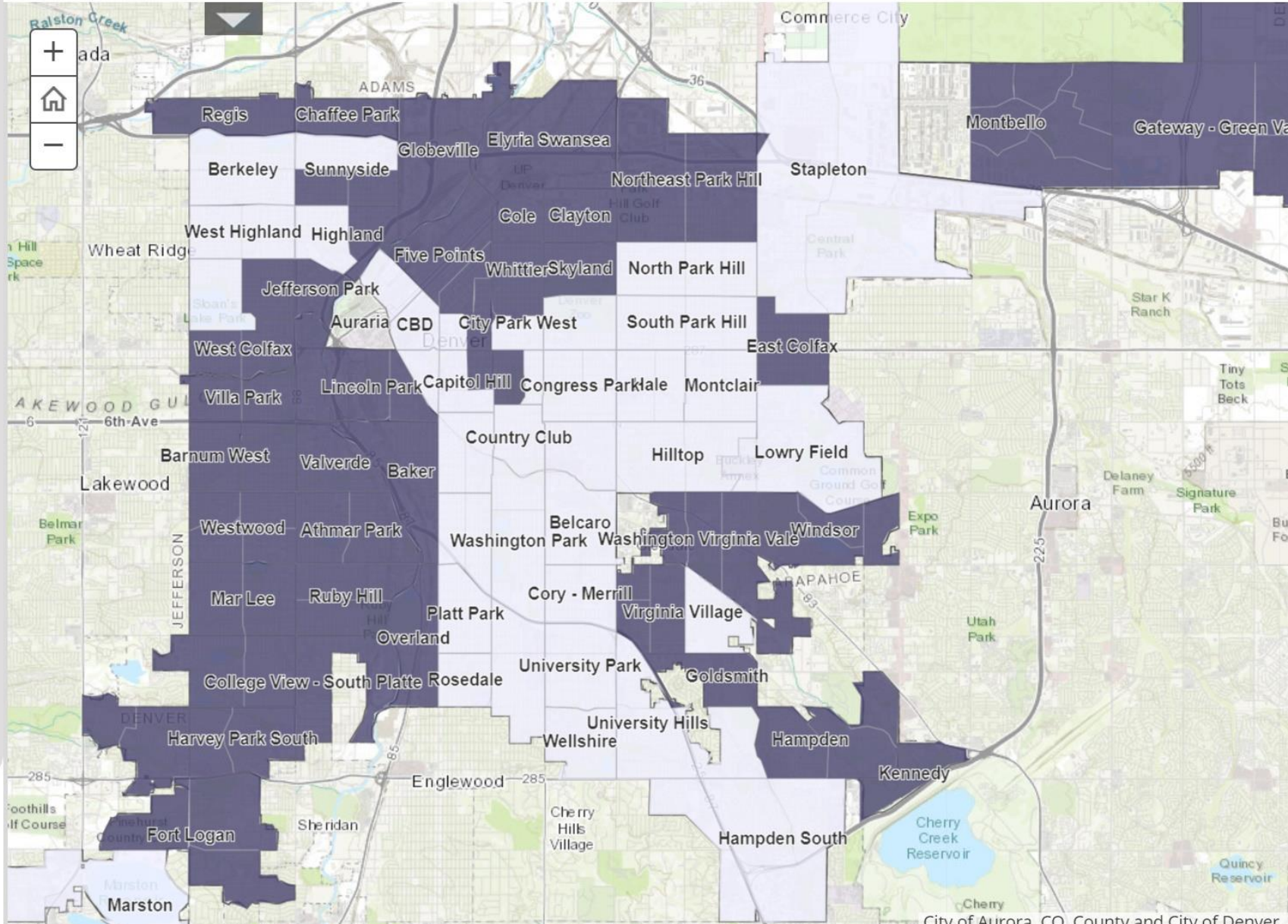
Denver is made up of a majority of children who reported to be of a race/ethnicity other than non-Hispanic white. In other words, children of color, mixed race/ethnicity, and others made up 66 percent (93,300) of the total child population in Denver in 2016. Not unlike other urban centers, Denver has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

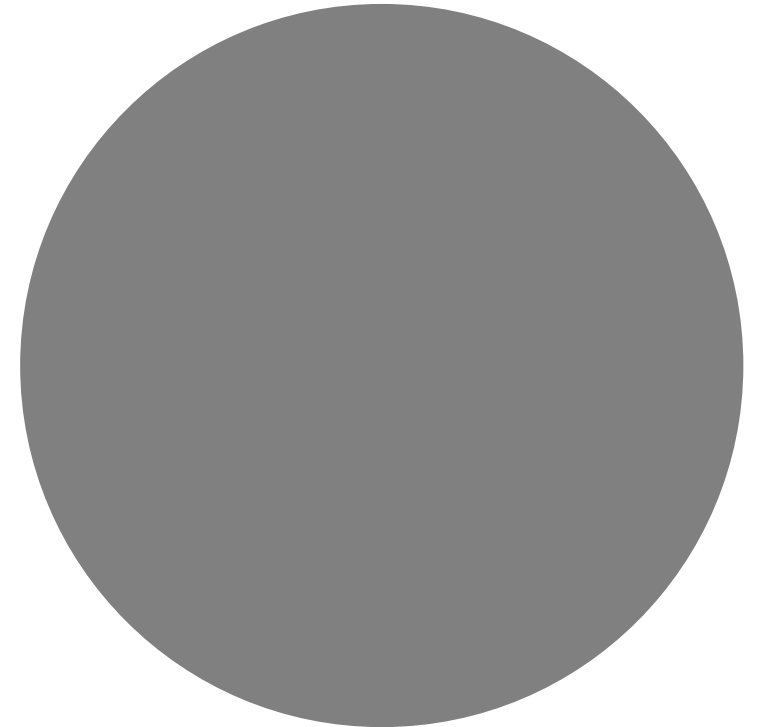


Children of Color



- Racial equity tools
- Data to help identify strategies that will yield different results to reduce racial inequities

Operationalizing is Action

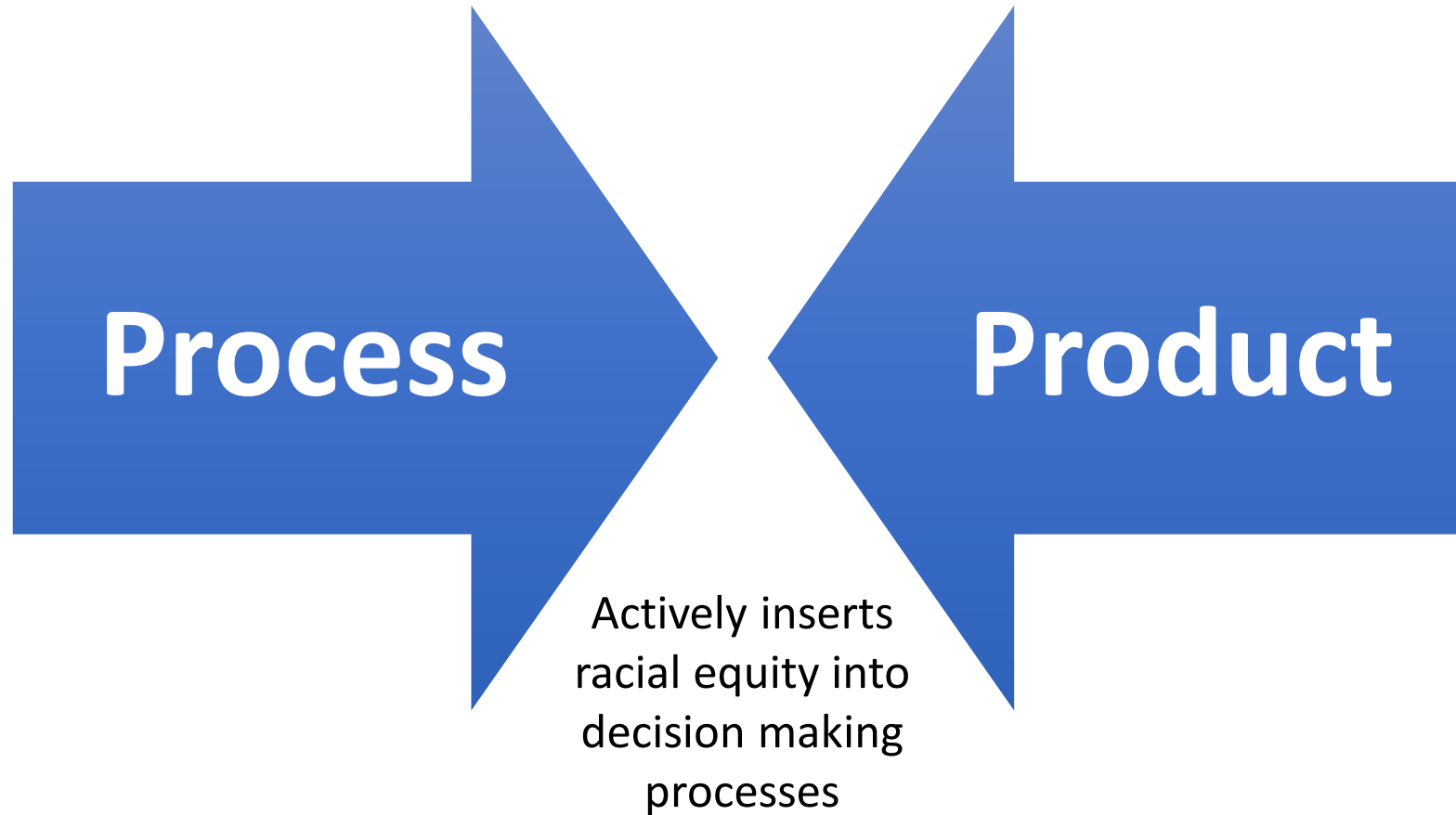


Intent vs. Impact

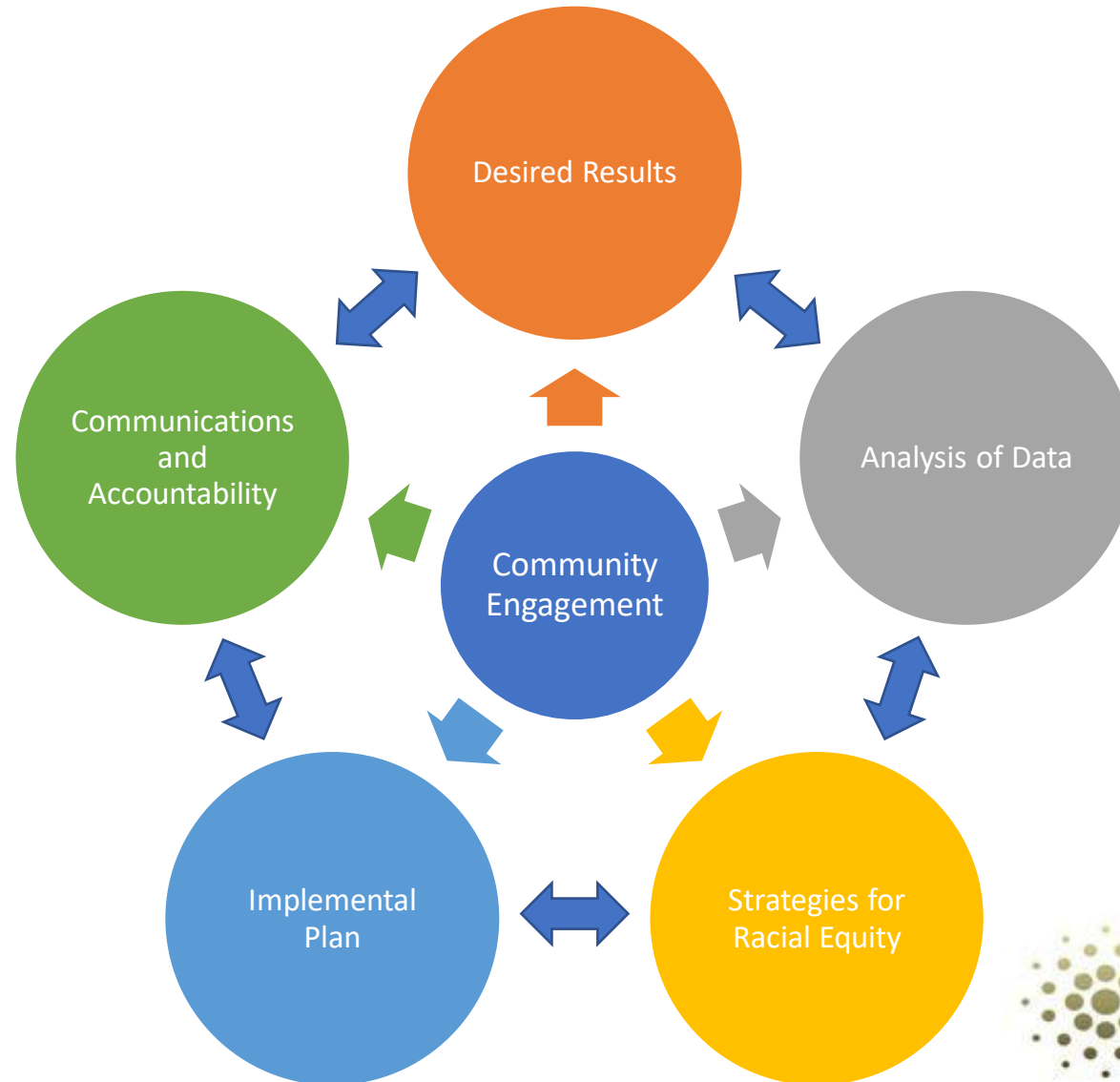


- Fairness and Justice
- What does it mean to look at impact rather than intent in policy?

What is a Racial Equity Tool?



What is the **Process** for Racial Equity?



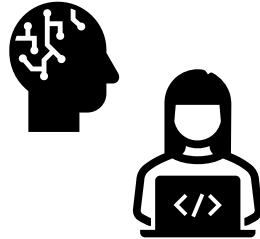
Philosophy and Principles of Equitable Evaluation Approach at EqM



Writing Proposals



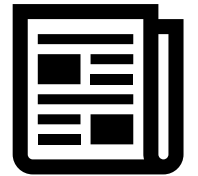
Designing a Project



Conducting a Project



Sharing Data

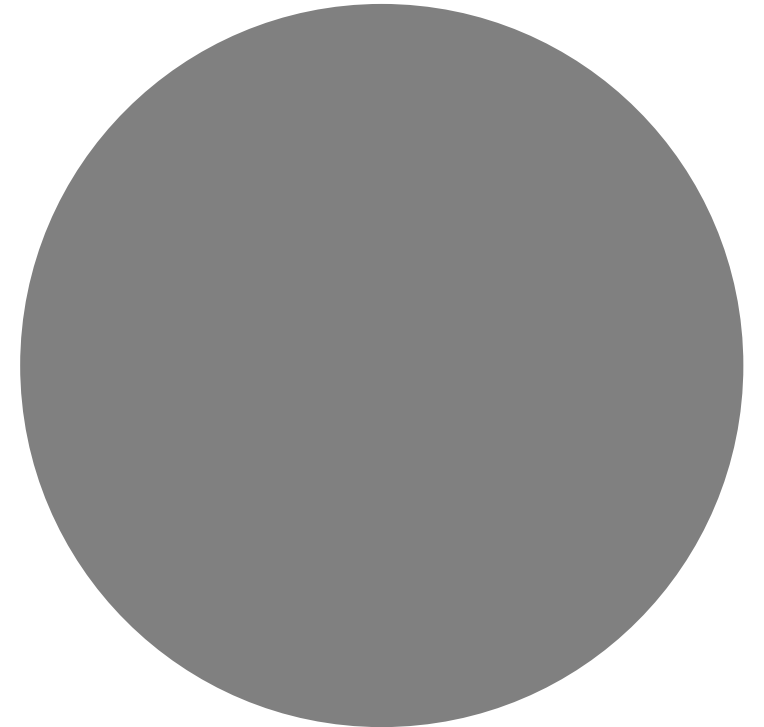


Producing Thought Leadership

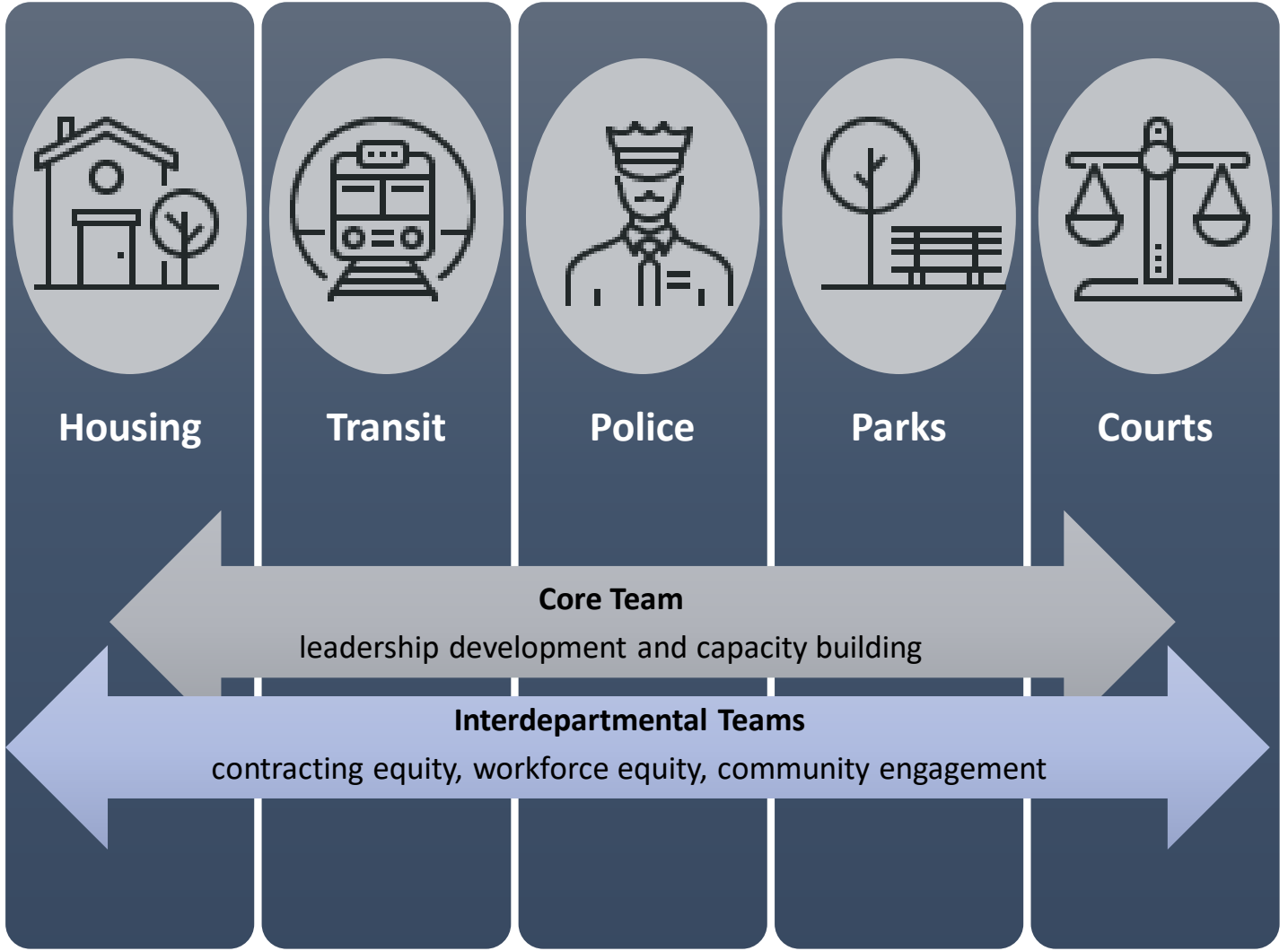
Building Relationships with Colleagues & Interacting with Clients

- 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

ORGANIZING AROUND GROUPS

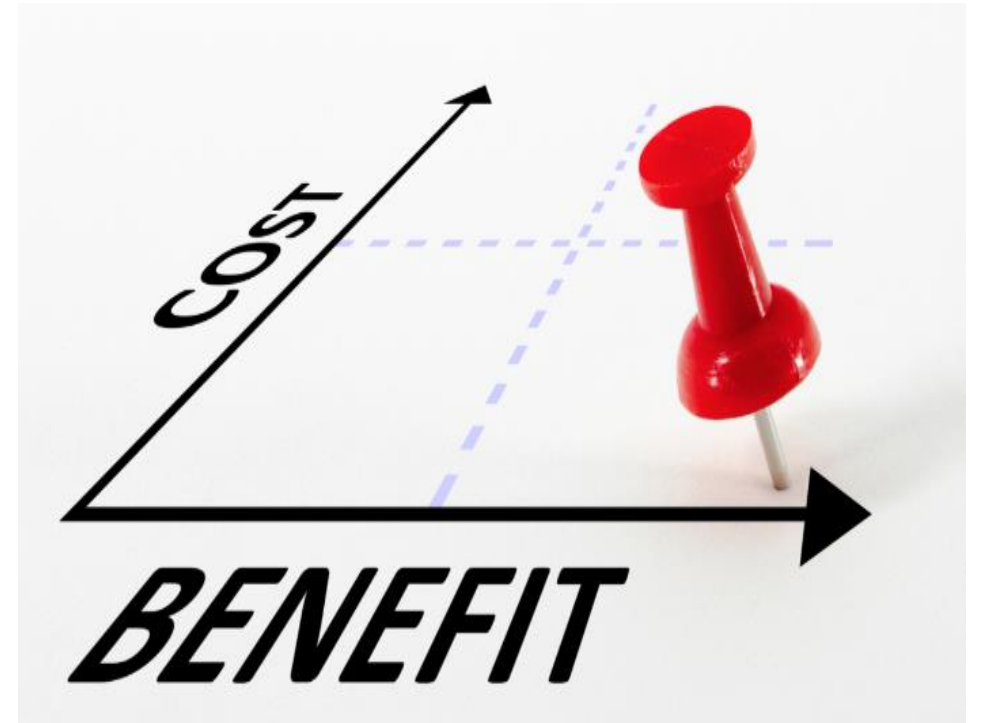
- 1) ADVOCATES = *SUPPORTER*
- 2) FOLLOWERS = *SHOW UP/ BUT NOT ACTIVE*
- 3) SKEPTICS = *HAVE MANY QUESTIONS*
- 4) RESISTORS = *OPPONENTS*



- 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