

Moving Forward Together As A City



The City of St. Louis
Park, MN

Working with CSI(Center for Social Inclusion) and League of Minnesota Cities:

- Increase understanding and commitment to racial equity.
- Share effective practices
- Further cross-jurisdictional, cross-community, and cross-sector strategies.
- Foster collaboration and partnerships.

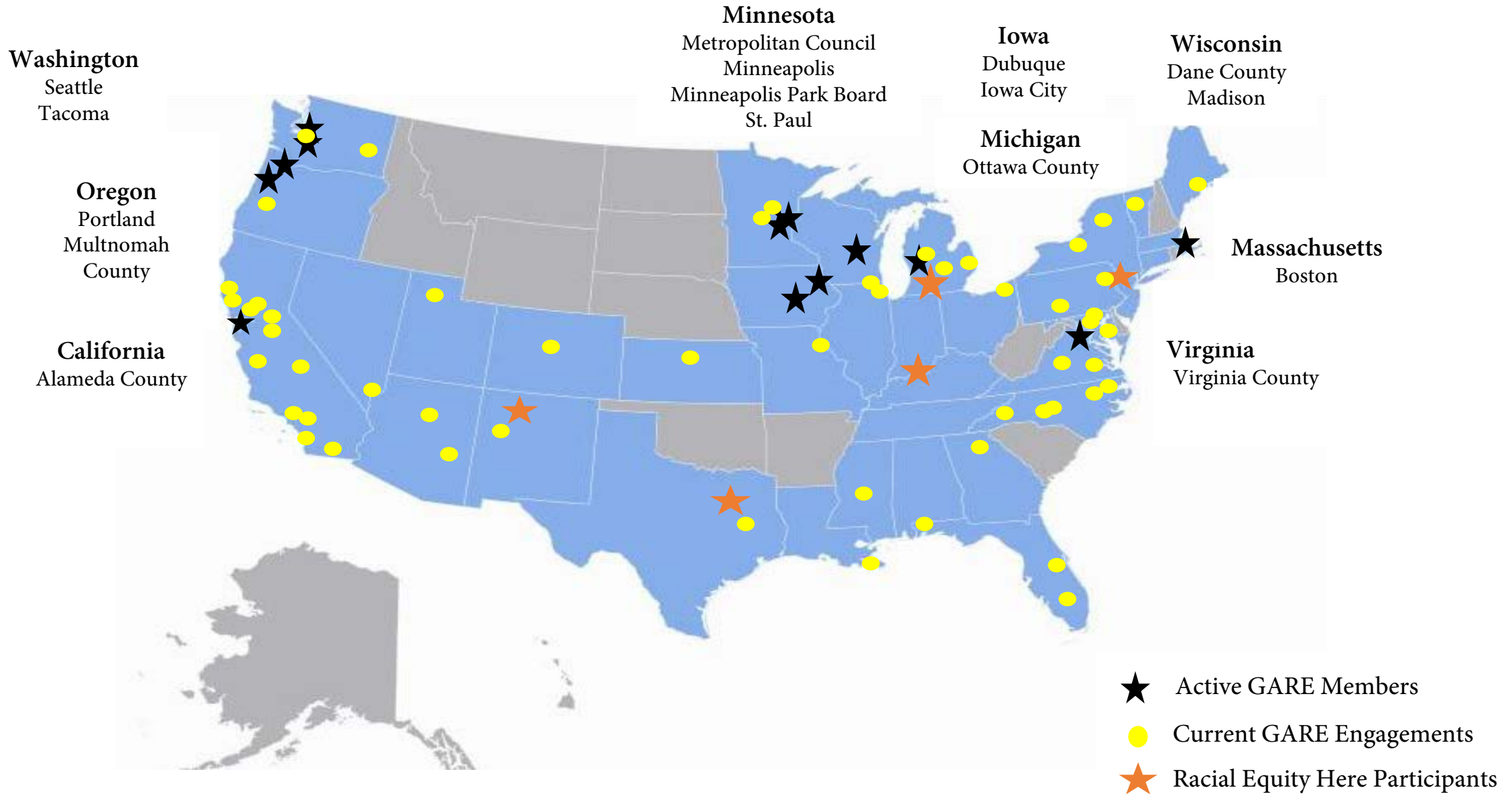
Government Alliance on Race and Equity

- A national network of government working to achieve racial equity and advance opportunities for all.
- Supporting jurisdictions at the forefront
- Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- Providing tools and resources to put theory into action

Center for Social Inclusion

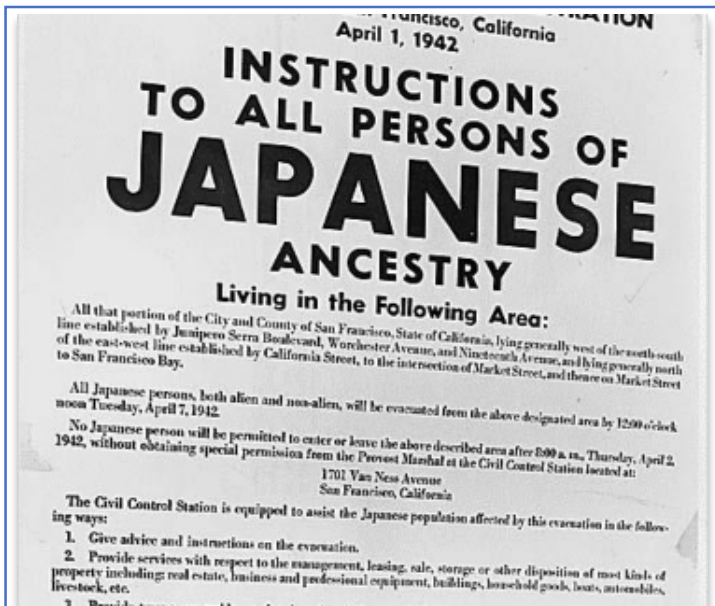
- The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.

Government Alliance on Race and Equity



History of Government and Race

Initially explicit



Government explicitly creates and maintains racial inequity

Became implicit



Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

Racial Inequity in the U.S.

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



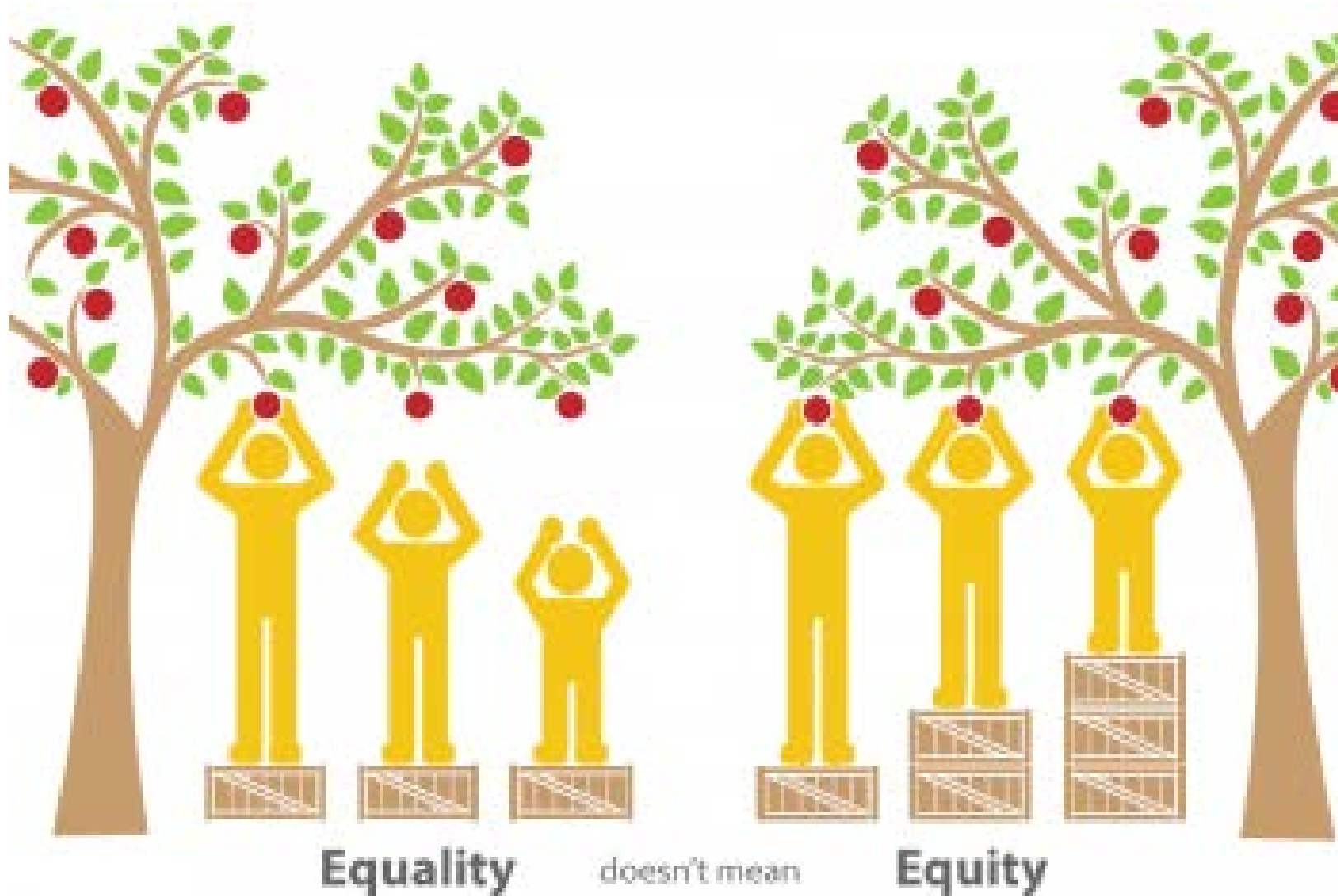
Racial Equity means:

- “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all

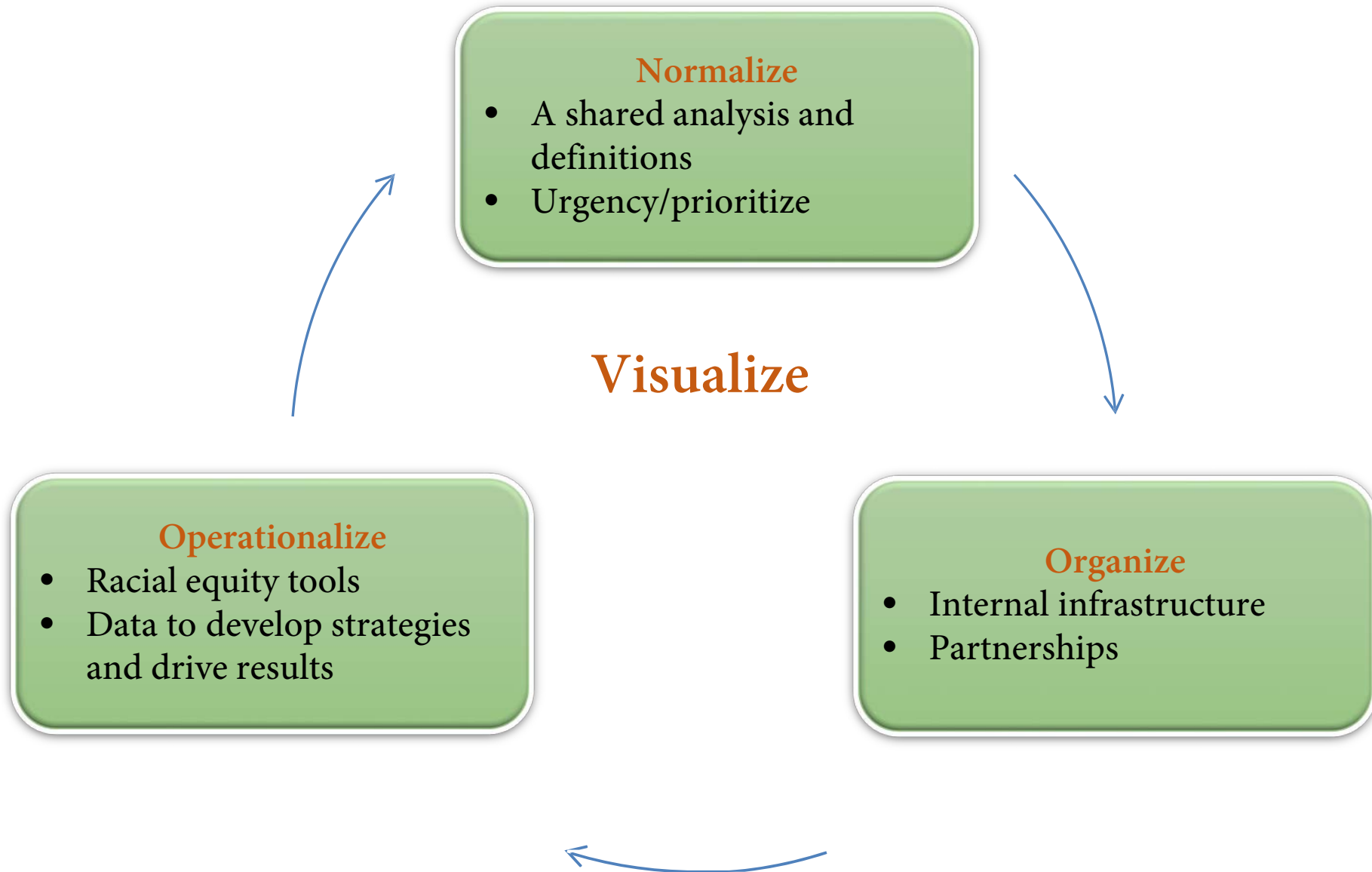
To do so, have to:

- ✓ Target strategies to focus improvements for those worse off
- ✓ Move beyond “services” and focus on changing policies, institutions and structures

Equality verses Equity



National Best Practice



Tools to Advance Racial Equity:

- Racial equity training curriculum
- Trained facilitators to implement training with other employees
- Racial Equity Tool to be used in policy, practice, program and budget decisions
- Example policies and practices that help advance racial equity
- Racial Equity Action Plan

As a Results of the Cohort, All Jurisdictions will:

- Develop and begin to implement a Racial Equity Action Plan
- Develop a racial equity narrative
- Use a Racial Equity Tool in key decisions
- Build the capacity of the breadth and depth of staff within government
- Implement policies and practices that advance racial equity

Questions?