



# Dismantling Systemic Racism

*Making Equity a Reality*

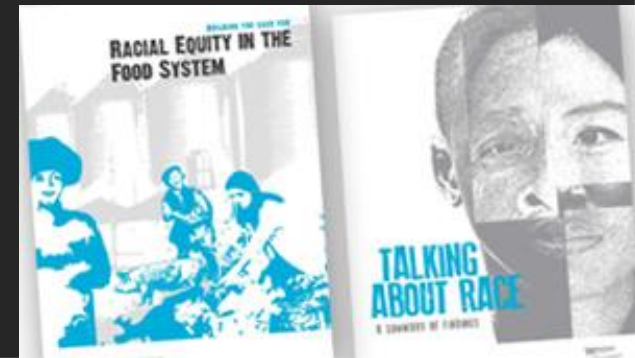
*Glenn Harris, President*

*July 22, 2021*

# About Race Forward

Race Forward catalyzes movement building for racial justice.

In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture.



# Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Membership network – 350+ members
- ✓ Transforming the public sector network
- ✓ Provide tools to put theory into action





**CATALYZING RACIAL JUSTICE**





**IS AMERICA POSSIBLE?**

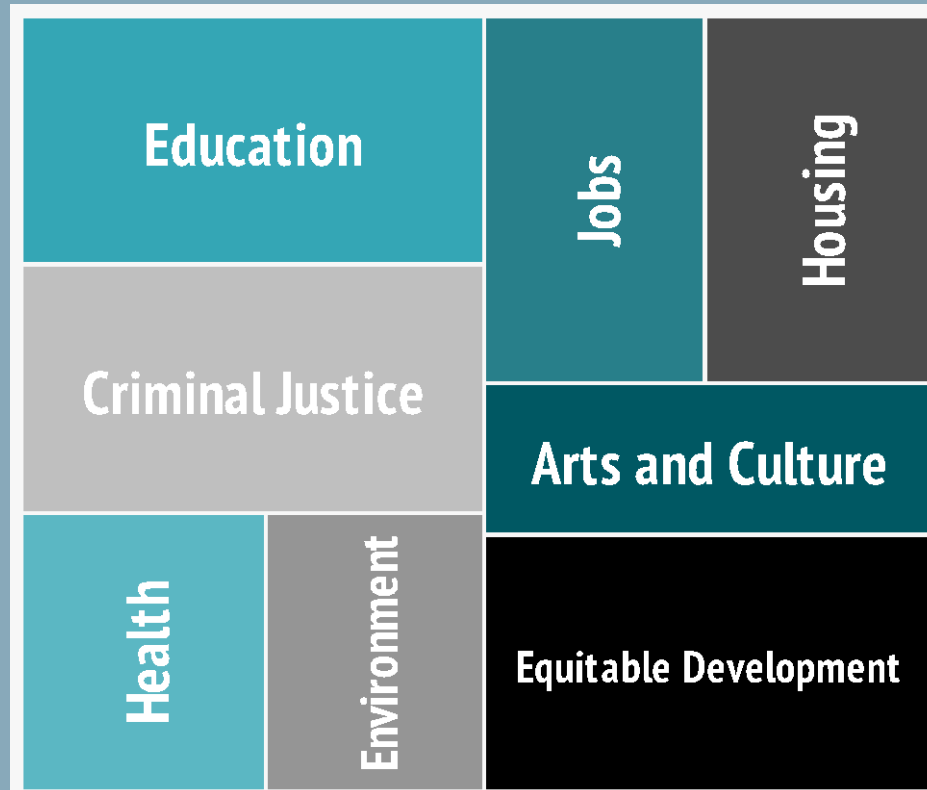




# Tuskegee Experiment



# Racial inequity in the U.S.

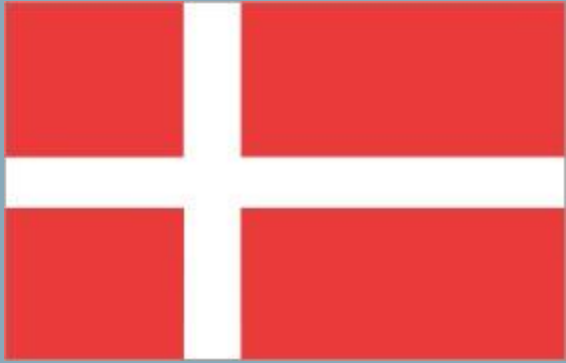




# Laying it on the Line

1. I can define systemic racism.
2. Hiring and promotion decisions should be based solely on merit.
3. I believe we can end racial inequity.

- 1) *Think of a number between 1 and 10*
- 2) *Multiply that number times 9*
- 3) *If it is a two-digit number add them together (for example 32 would be  $3+2=5$ )*
- 4) *Subtract 5*
- 5) *Convert to a letter (a is 1, b is 2, etc.)*
- 6) *Country starts with that letter.*
- 7) *Animal that starts with that letter.*
- 8) *Fruit that starts with that letter.*



# Answers



**70% - 90%**

**Possibilities**

**ONE  
MILLION**



# The Moment

# Attacks on Racial Education

- Trump administration's efforts to dismantle anti-racism training and reverse progress on race equity in America
- Continued echoes across states and school systems
- Proliferation of attacks on Critical Race Theory

# The Opportunities

- The new Administration and Executive Order
- An opening for expansive political imagination
- The Government Alliance on Race and Equity
- Third Reconstruction

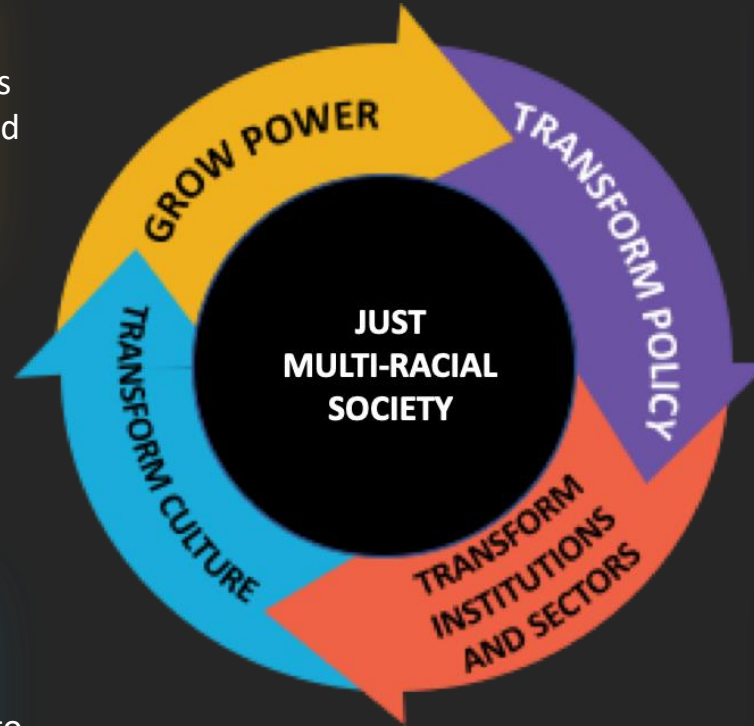
# Creating Change

## GROW POWER

Connect and align networks of people, organizations, and movements to build the collective power.

## TRANSFORM POLICY

Position communities of color as leaders and decision-makers in the policy-making process.



## TRANSFORM CULTURE

Harness the power of narrative, arts, and culture to assert the full humanity of communities of color.

## TRANSFORM INSTITUTIONS

Institutions and sectors must operationalize racial equity in their policies, practices, and outcomes.

# Why we lead with race

- Racial inequities deep and pervasive
- Racial anxiety on the rise – race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters

**Race explicit, but not exclusive**  
always bring an “intersectional” analysis



**Equity? Equality?**  
**What's the difference?**

# Diversity Inclusion

# Equity



## QUANTITY

Different Identities  
and Cultures



## QUALITY

Participation across  
identities and  
cultures



## JUSTICE

Policies, practices, and  
procedures to ensure  
equitable outcomes

# Different Dimensions of Racism

## “SYMPTOMS”/MICRO

Internalized



Interpersonal



## “SYSTEMS”/MACRO

Institutional



Structural



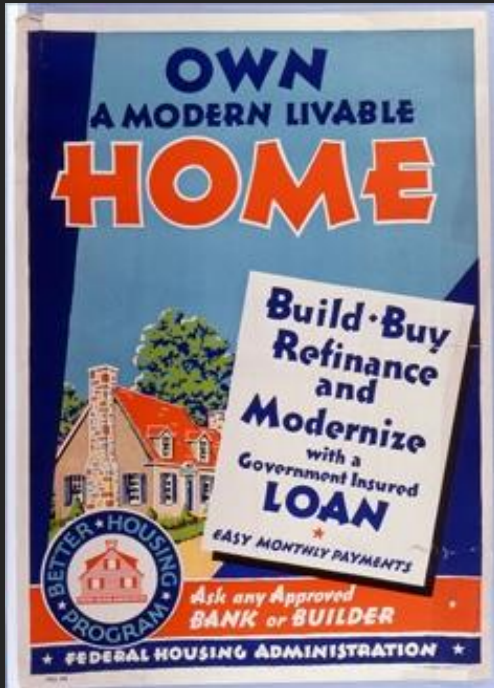
# Racial equity

Racial equity is when 1) **race no longer is a determinant of life outcomes** and 2) in addressing racial inequity directly, we improve outcomes for everyone, including White people

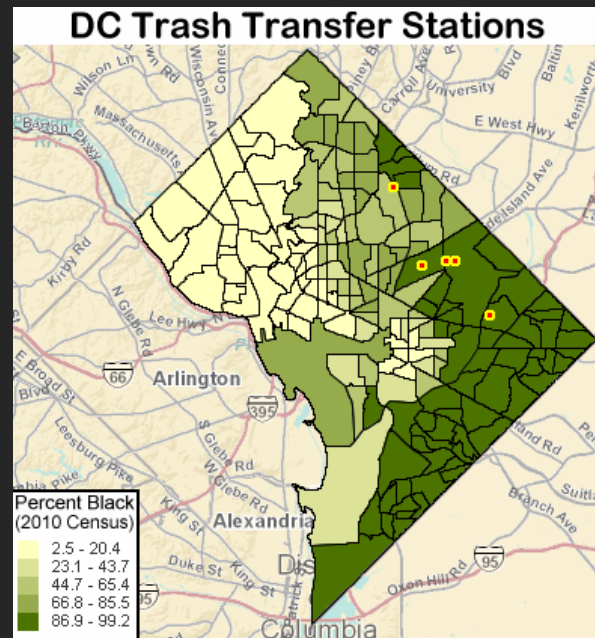
Racial equity is both **our process and the outcome we seek to achieve**. It is an *inclusive* approach to transform structures towards access, justice, self-determination, redistribution, and sharing of power and resources.

# Systemic Racism

Federal Housing  
Administration



Location of city facilities



Streetlighting







TOOLKIT

# Racial Equity Toolkit

## An Opportunity to Operationalize Equity



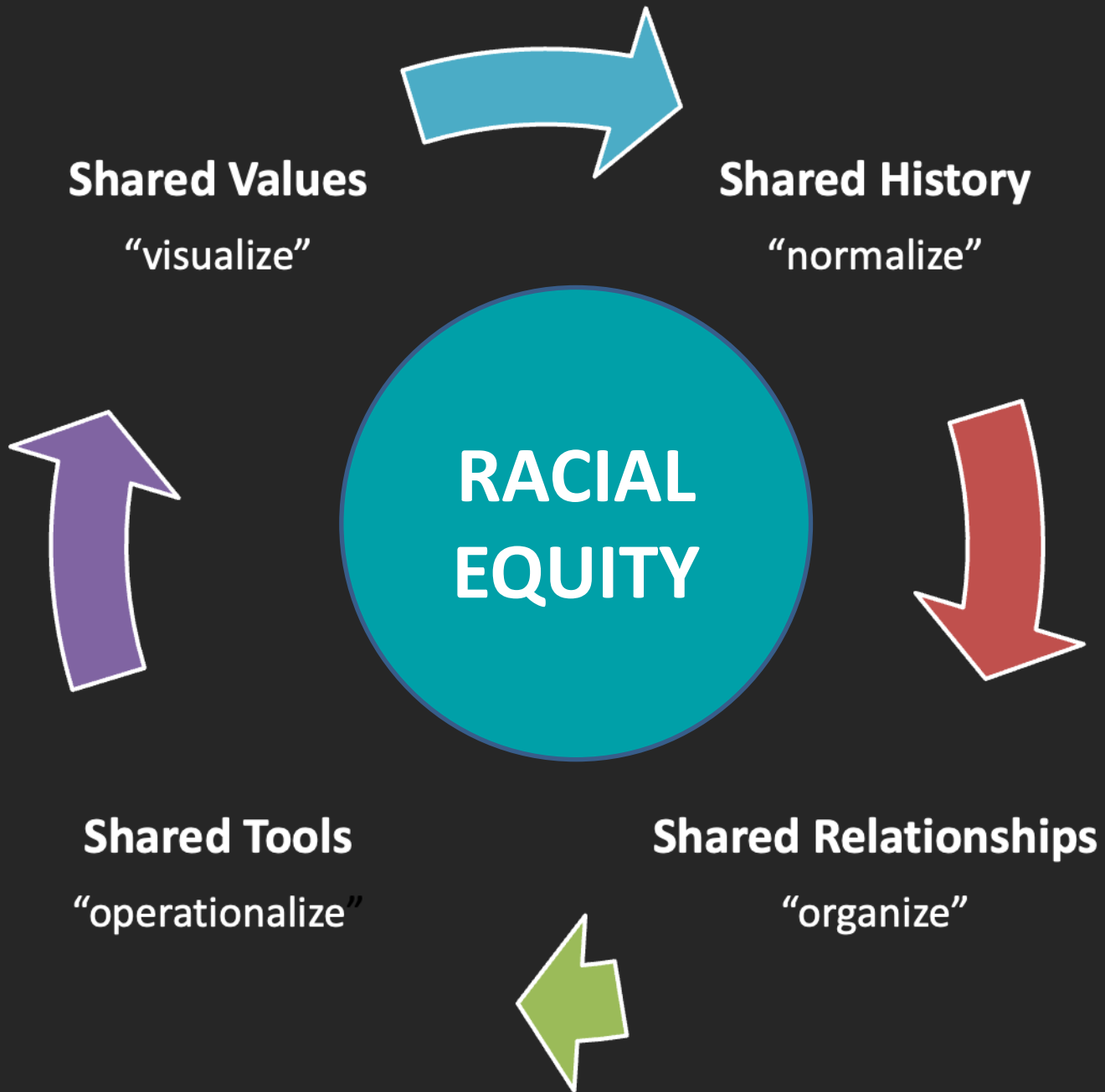
LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**

[RACIALEQUITYALLIANCE.ORG](http://RACIALEQUITYALLIANCE.ORG)



race  
forward

# Making Change



# Asking Different Questions

## Blame

Who's a racist?

## Intentions

What did they mean?  
What was their attitude?

## Prejudice

What beliefs made them do it?

## Grievance

How can we fix what just happened?

## Causes

What's causing the  
racial inequities?

## Effects

What were the actions?  
What are the impacts?

## Systems

What institutions are responsible?

## Solutions

What are proactive strategies  
and solutions?

# Housing Justice

# Housing Race and Equity

**COMMUNITY**  
Power from the  
ground up **CHANGE**



**PolicyLink**



- **America is ready for a national conversation on housing.**
- **people nationwide see a clear role for government, including the federal government.**
- **By using a **basic human needs** framework that emphasizes lived experience, we make potentially game changing progress in fighting individualism and push back against seeing housing as a commodity**
- **Race matters**
- **Link housing policies to economic security and speak from a holistic lived experience place**
- **Organizing around the role of government is crucial**

**When we find solutions that  
work for those most vulnerable  
in our communities, we find  
solutions that work better for  
everyone.**



# Thank You!

Don't forget to join the  
Race Forward, Colorlines  
and GARE email lists!

[raceforward.org/subscribe](http://raceforward.org/subscribe)

[colorlines.com/getemails](http://colorlines.com/getemails)

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