



# GOVERNOR INSLEE'S POVERTY REDUCTION WORKGROUP

## Racial Equity Toolkit Training

PATRICIA LALLY

# Today's Agenda

- ▶ The Committee's Call to Action
- ▶ Racial equity tools we can use to eliminate racial inequities and achieve racially equitable results
- ▶ Setting our Racial Equity Outcome
- ▶ Our plan going forward

# Meeting Agreements

- Listen actively -- respect others - please avoid using your phone.
- Talking about poverty and racism can be painful.
- Challenge ideas and perspectives not people.
- Everyone's voice matters.
- The goal is not to agree -- it is to gain a deeper understanding.
- Make space for all voices: If you are a talker, sit back and listen. If you are usually quiet, speak up.

# The Problem

**One of every four residents  
struggles to make ends meet.**

# Our Call to Action

In our State, close to two million people, including over 500,000 children, live in poverty. We will work to identify root causes, racial and other inequities that result in people living without sufficient resources to maintain healthy and vibrant lives.

## What We Need to Know to Address Poverty in Washington State

- ✓ Poverty in Washington State is pervasive
- ✓ People of Color are more apt to live in poverty than White people
- ✓ We must examine the root causes in order to create meaningful solutions
- ✓ We can't do this work alone but we can start and model how to effectively address root causes and racial inequities
- ✓ We need to understand how institutional and structural racism works to the detriment of people of color
- ✓ Why implicit bias - what goes on in our unconscious – makes this work even more challenging

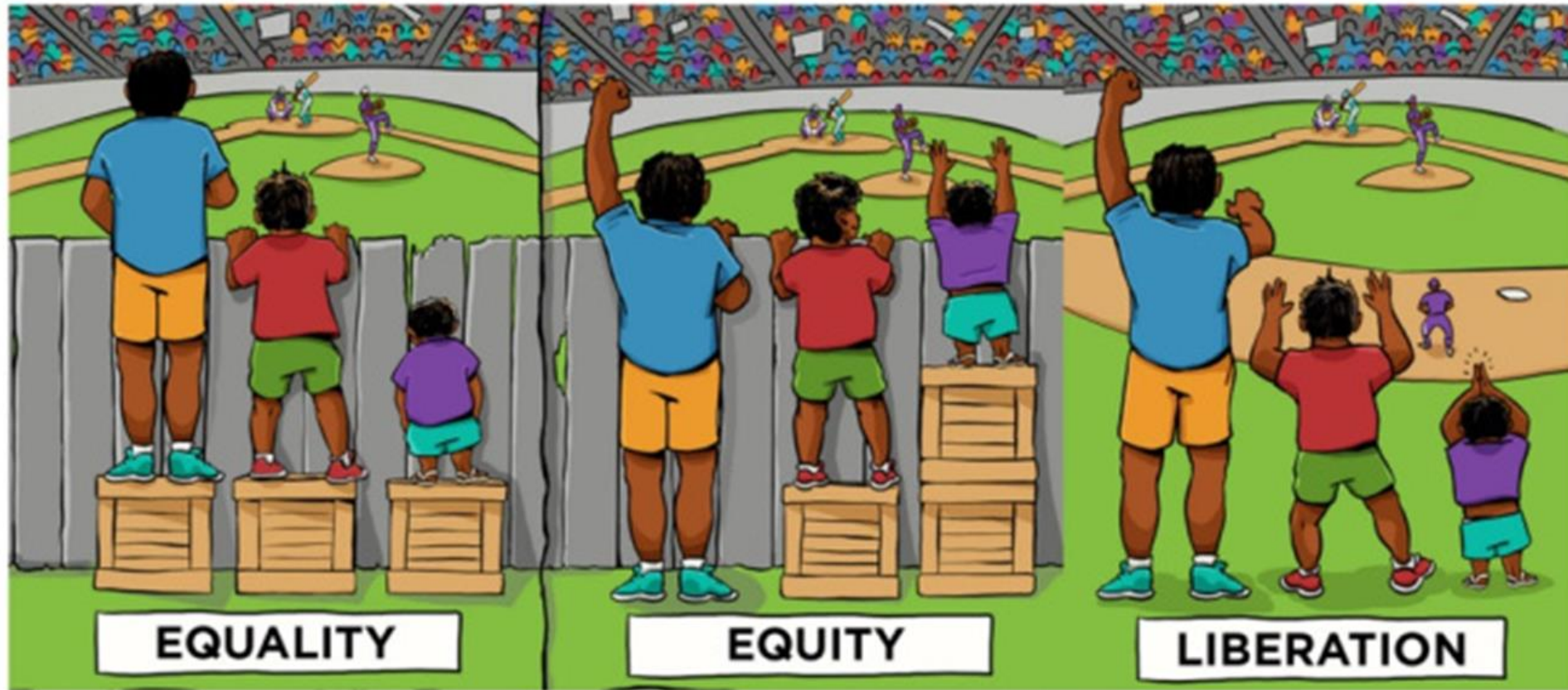
# Systemic Concerns & Implications

- ▶ Institutional and structural racism create the conditions for poverty to exist
- ▶ **IMPLICIT BIAS AFFECTS EVERY ASPECT OF POVERTY**

- Lack of living wage jobs
- Over Incarceration
- Educational inequities
- Unemployment
- Lack of affordable housing
- Insufficient Behavioral Health Services
- Domestic violence



# Equality vs. Equity





# Dismantling Structural Barriers to Equity



# The Racial Equity Toolkit

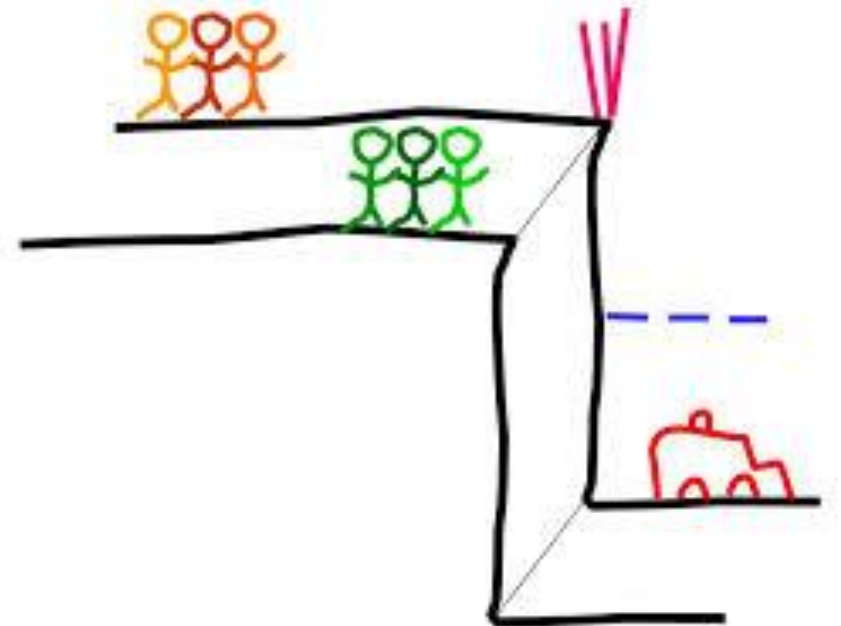


The Racial Equity Toolkit is a set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities. This process is intended to disrupt institutional racism and lead us towards more equitable results.

# Step 1: Set Racial Equity Outcomes

What is the MOST racially-equitable community outcome related to the issue program, policy, practice or budgetary decision that you're assessing?

Be specific and concrete  
Focus on the near-future  
Name race



## A Racial Equity Outcome

Washington residents, including people of color, are free from poverty and have the resources needed to reach their full potential.

## Your Turn

Group Exercise: what is your Racial Equity Outcome for this Working Group effort?

## Step 2: Engage Stakeholders and Analyze Data

Enables us to see and hear from multiple perspectives to understand the problem correctly.

Identifies specific data we need to analyze about our organization's current racial equity outcomes.

From stakeholders we gather information about root causes or factors creating racial and other inequities.



# Example: Listening Session Questions

1. Why do you think people are poor?
2. What three main causes come to mind?
3. What are three steps or changes that you would take to improve the situation, specifically for people of color and other marginalized groups?
4. What services or programs (for those living in financial distress) are working well?
5. What would have kept you from falling into poverty or remaining in poverty?



## Step 3: Identifying Benefits and Burdens

- ▶ Examples:
  - ▶ Burdens
    - ▶ Native American experience the highest rates of poverty
    - ▶ Black people have a higher rate of unemployment
    - ▶ People with criminal justice involvement experience higher rates of unemployment
  - ▶ Benefits
    - ▶ Children that are raised in “Areas of Opportunity” are more likely to exit poverty

# Step 4: Strategies to Maximize Benefits and Eliminate Harm

- ▶ Examples:

- ▶ **Eliminate Burdens**

- ▶ Expunge criminal records for non-violent crimes.
    - ▶ Work with Tribal communities to prioritize poverty-reduction efforts.

- ▶ **Maximize Benefits**

- ▶ Expand low-income family housing in areas of opportunity.

## Step 5: Evaluate and Raise Racial Awareness

- ▶ Evaluate and report impacts on racial equity over time
- ▶ Retain stakeholder participation and ensure internal and public accountability
- ▶ Raise awareness about racial inequity related to this issue
- ▶ Identify resources/partnerships needed to make changes

# Step 6: Report Out

Develop a plan to share analysis and report responses back to leadership and stakeholders

# Workplan and Timeline



# Listening Sessions, Focus Groups and Interviews

Listening sessions will focus on: early education, post-secondary training/career paths, economic stability, health, social capital

Devote time at every Committee meeting for a community listening session update and panel presenters

Partner with interested community orgs to co-host listening sessions on particular focus areas

Seek sessions with experts, community leaders, people with lived experience

# Proposed Meeting Plan

Session	Date	Discussion Topic
1	January	Steering Committee update; Racial Equity Capacity Building; Early Education Presentation
2	February	Steering Committee update; Racial Equity Capacity Building; ??????? Presentation
3	March	Steering Committee update; Racial Equity Capacity Building; ??????? Presentation
4	April	Steering Committee update; Racial Equity Capacity Building; ??????? Presentation
5	May	Steering Committee update; Racial Equity Capacity Building; ??????? Presentation
6	June	Steering Committee update; Racial Equity Capacity Building; ??????? Presentation benefits



# Proposed Meeting Plan

Session	Date	Discussion Topic
7	July	Recommendations
8	August	TBD
9	September	Report Discussion

	3rd Tuesday of Month	3rd Wednesday of Month	3rd Thursday of Month (current schedule)	4th Tuesday of Month	4th Wednesday of Month	4th Thursday of Month
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THANK YOU