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

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

- Institutional and structural racism create the conditions for poverty to exist

- Implicit bias affects every aspect of poverty
Equality vs. Equity
Dismantling Structural Barriers to Equity
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.
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

Step 1: First Mtg.
Participants meet, commit to tasks, understand role in process and set racial equity outcomes

Dec.

Step 2: Gather and analyze data and conduct multiple listening sessions

Prior efforts - July

Step 3: Identify burdens and benefits: what is and isn’t working to eliminate disparities?

Jan - July

Step 4: Develop Strategies to minimize harm and maximize benefits

Step 5: Evaluation and Raise Racial Awareness

Ongoing

Step 6: Report out and Accountability: Are we advancing?

Prior efforts - July
Listening Sessions, Focus Groups and Interviews

Listen 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

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<tr>
<th>Session</th>
<th>Date</th>
<th>Discussion Topic</th>
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<tbody>
<tr>
<td>1</td>
<td>January</td>
<td>Steering Committee update; Racial Equity Capacity Building; Early Education Presentation</td>
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<td>2</td>
<td>February</td>
<td>Steering Committee update; Racial Equity Capacity Building; ??????? Presentation</td>
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<td>3</td>
<td>March</td>
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<td>April</td>
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<td>6</td>
<td>June</td>
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<td>7</td>
<td>July</td>
<td>Recommendations</td>
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<td>8</td>
<td>August</td>
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<td>9</td>
<td>September</td>
<td>Report Discussion</td>
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<td>3rd Tuesday of Month</td>
<td>3rd Wednesday of Month</td>
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THANK YOU