How Racial Equity May Improve Fiscal Health and Well-Being for All Residents

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How Racial Equity May Improve Fiscal Health and Well-Being for All Residents
NLC's Race, Equity And Leadership (REAL)

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NLC Race, Equity And Leadership - http://NLC.org/REAL
Objectives

Shed light on the ways in which existing racial disparities harm communities, pose risk, and challenge the fiscal health of cities, towns, and villages.

Provide insight into how a collective approach to racial equity can lead to improvements in quality of life for all within municipalities.
| REAL MISSION | To build local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities. |
| REAL VISION | REAL envisions a nation in which every local official is equipped to effectively lead and serve an inclusive, thriving and healthy community. |
Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences.

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

Race matters

None of us created the inequities we see today – We ALL have a responsibility to solve them

We ALL benefit from the work of Racial Equity – No matter our background

We engage in this work to serve our members/municipalities, and we do so because we're ALL driven to serve our people

Separate the interpersonal/person from the institutional/issue

We can't solve something we can't talk about

We must apply an intersectional lens
NATIONAL PRACTICES TO ACHIEVE RACIAL EQUITY

Normalize
- A shared analysis & definitions
- Urgency / prioritization

Operationalize
- Racial Equity Tool
- Sustainability

Organize
- Internal Infrastructure
- Partnerships
- Racial Equity Tool

Visualize
What Does Racial Equity Mean?

RACIAL INEQUITY
• Outcome gaps between people of different races based on historical or current factors or structures

RACIAL EQUITY
• Eliminates race-based outcome gaps so that race cannot predict one's success and improving outcomes for all
Equality = **Sameness**
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = **Justice**
Equity is about fairness and providing people with the resources and opportunities they need, given their history and set of circumstances.
### Shift Questions from Individuals To Systems

<table>
<thead>
<tr>
<th>From</th>
<th>To</th>
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</thead>
<tbody>
<tr>
<td><strong>Blame:</strong> Who’s a racist?</td>
<td><strong>Causes:</strong> What’s causing the racial inequities?</td>
</tr>
<tr>
<td><strong>Intentions:</strong> What did they mean?</td>
<td><strong>Effects:</strong> What were the actions?</td>
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<td>What was their attitude?</td>
<td>What are the impacts?</td>
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<tr>
<td><strong>Prejudice:</strong> What beliefs made them</td>
<td><strong>Systems:</strong> What institutions are</td>
</tr>
<tr>
<td>do it?</td>
<td>responsible?</td>
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<tr>
<td><strong>Grievance:</strong> How can we fix what</td>
<td><strong>Solutions:</strong> What proactive strategies</td>
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<tr>
<td>just happened?</td>
<td>and solutions?</td>
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NLC Race, Equity And Leadership - http://NLC.org/REAL
Impacts of Racial Disparities on Municipalities
How much money has racial discrimination cost the U.S. economy since 2000?

$16 Trillion
Lack of affordable housing depresses communities over time

Drives up homelessness – placing more burden on government services

Desire for more affordable housing cuts across political and demographic lines

% saying that the availability of affordable housing is ______ in their local community

<table>
<thead>
<tr>
<th></th>
<th>A major problem</th>
<th>A minor problem</th>
<th>NET</th>
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<tbody>
<tr>
<td>Total</td>
<td>49</td>
<td>36</td>
<td>85</td>
</tr>
<tr>
<td>Men</td>
<td>44</td>
<td>40</td>
<td>84</td>
</tr>
<tr>
<td>Women</td>
<td>52</td>
<td>34</td>
<td>86</td>
</tr>
<tr>
<td>White</td>
<td>44</td>
<td>39</td>
<td>83</td>
</tr>
<tr>
<td>Black</td>
<td>57</td>
<td>31</td>
<td>88</td>
</tr>
<tr>
<td>Hispanic</td>
<td>55</td>
<td>33</td>
<td>88</td>
</tr>
<tr>
<td>Asian*</td>
<td>55</td>
<td>33</td>
<td>88</td>
</tr>
<tr>
<td>Ages 18-29</td>
<td>55</td>
<td>33</td>
<td>88</td>
</tr>
<tr>
<td>30-49</td>
<td>55</td>
<td>32</td>
<td>87</td>
</tr>
<tr>
<td>50-64</td>
<td>44</td>
<td>40</td>
<td>84</td>
</tr>
<tr>
<td>65+</td>
<td>39</td>
<td>41</td>
<td>80</td>
</tr>
</tbody>
</table>

Source: Pew Research Center
Lack of affordable housing depresses communities over time

Drives up homelessness – placing more burden on government services

Desire for more affordable housing cuts across political and demographic lines

Source: Pew Research Center
Redlining Map vs. 2018 SVI Map
Impacts Of Redlining/Housing Discrimination

Wealth Gap
- 52% less in home equity
- 44% black home ownership rate (74% for white families)

Education
- Under-funding of public schools

Health
- Worse rates of chronic health conditions

Climate
- Average 10 degrees hotter

Life Expectancy
- Average 3.6 years lower
$93 billion in excess medical costs per year

Higher uninsured rates
- 6.4% White
- 11.4% Black
- 28% Latinx/Hispanic

Source: WK Kellogg Foundation
POLLUTION EXPOSURE BY POPULATION (2003–2015)

EXPOSED TO
63% MORE
POLLUTION THAN
THEY PRODUCE

LATINX
AMERICANS

+63%

BLACK
AMERICANS

+56%

NON-HISPANIC
WHITE AMERICANS

EXPOSED TO
17% LESS
POLLUTION THAN
THEY PRODUCE

Source: Christopher W. Tessum et al., “Inequity in consumption of goods and services adds to racial-ethnic disparities in air pollution exposure,” Proceedings of the National Academy of Sciences (March 2019).
Infrastructure

Tree Canopies

Public Transportation

Safe Water

Street Lights
Fines and Forfeitures Revenues

Cities and townships with population over 300,000, share of own-source general revenue, 2017

Fort Worth, TX  Arlington, TX  Las Vegas, NV  New Orleans, LA  Chicago, IL

0.0%  0.5%  1.0%  1.5%  2.0%  2.5%  3.0%  3.5%  4.0%  4.5%  5.0%

Notes: Own-source general revenue excludes state and federal government transfers and "business-like" government activities.
Flipping the Script

**Why Segregation Is Bad for Everyone**

Even wealthy people in the suburbs.

Emily Badger
May 3, 2013, 6:00 AM EDT

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**US & WORLD**

How immigrants are reviving small towns

Across the U.S., foreign-born residents bring new life to rural communities

Diana Gordon, via Zocalo Public Square
Sep. 7, 2016 | Updated: Sep. 9, 2016 4:51 p.m.

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Dr. King Said Segregation Harms Us All. Environmental Research Shows He Was Right.

Both minorities and whites who live in racially divided communities are exposed to higher levels of pollution than those who live in more integrated areas.

By Kendra Pierre-Louis
April 3, 2018
Resistance to racial equity comes from a belief in zero-sum politics.

Racial animus informs inequity – and vice versa.

Working collectively to advance racial equity increases equity for all communities.
Fight for 15

Lewiston, ME refugee community

Richmond, CA residents shut down plant expansion

What else?
Buffalo is shaking off its 20th century slump.
Energy, enthusiasm, investment, and hope for the future now fill the city’s streets as well as the headlines of news stories shared across the country.

But this report reveals there is a racial equity gap that creates a divide within our community - a divide that prevents all of us from moving forward.

Buffalo is building a new shared future, one with prosperity, equity, and opportunity on every side of Main Street.
Together we are tackling the divisions and disparities that hold us all back.

Buffalo believes in change. The time is now to close the gaps in equity and create a region ready for the future.
A wealth of research informs us that segregation and racial inequity are bad for individuals, society, and the economy. In order to become a truly great city and region, the next chapter of Buffalo’s history must not be a story of contrasts and divisions, of different sides of Main Street, of different levels of opportunity, divided by neighborhood and divided by race.

Because of a web of past and present challenges - formed by the policies and actions of institutions, of ingenuity place-based segregation, and in conscious and subconscious actions and reactions of everyday people - people of color face disadvantage and disparate opportunities compared to their white peers.

Ensuring that racial equity is achieved while we improve outcomes for everyone will be even more important in an increasingly diverse region and nation - as business, culture, and even relationships are ever more connected at a global scale.

Buffalo is committed to progress. Understanding racial equity gaps helps us track our progress as we work to close them.
Racial equity gaps - the disparate opportunities and outcomes experienced by different races - can be witnessed across a host of indicators in education and job readiness, in criminal justice and safety, in quality of life and neighborhoods, and in income and wealth.

Across each person’s lifetime, these equity gaps overlap with disparate opportunities in one area impacting differential outcomes in others. Though trends in some categories are headed in the right direction, setbacks are occurring in others. But substantial gaps remain across all categories for most people of color, and these gaps are often most pronounced for African Americans.

In order to overcome these gaps and improve prosperity for everyone, the region must have an intentional focus on racial equity.

Buffalo is going to benefit, big time. When we close the gaps, we will all benefit.
Buffalo can achieve a Racial Equity Dividend: the benefits that the entire region will see economically, in more vibrant neighborhoods, and in a higher quality of life when all people have access to the same level of opportunity.

Closing the racial equity gap...
- Education and job readiness would mean over 21 billion in increased regional GDP annually.
- Criminal justice would mean nearly 64,000 individuals with reduced barriers and enhanced access to workforce participation over the next decade.
- Our neighborhoods would mean more than 16,000 additional families purchasing a home.
- Income and wealth would mean an additional $12 billion in wealth for area families.

The Racial Equity Dividend: Buffalo’s Great Opportunity.
If We Closed the Gaps

- Educational Achievement: $2.5 Trillion
- Health Disparities: $230 Billion (per year)
- Incarceration: $50 Billion (per year)
Incorporate Racial Equity Incentives

Reforming municipal revenue structures
• Fines and fees

Investing in community services that reduce long-term expenditures
Affordable Housing

- Conduct a racial impact study
- Implement race-specific, anti-displacement policies
- Fund equitable housing developments
- Implement inclusionary housing policies (zoning)
- Develop shared equity homeownership
- Develop comprehensive eviction diversion programs (assisting renters and landlords)
Next Steps
Some Ways to Get Started:

- Draft a racial equity vision statement
- Hire staff or develop an Office of Equity and Inclusion
- Use a Budgeting for Racial Equity tool in your next budget cycle
- Incorporate a Racial Equity tool into your policies/practices/procedures and during strategy development
- Adopt a Racial Equity Action Plan
- Develop a racial equity CORE team
- Engage with the REAL Department at NLC!

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Reflection and Q&A
I am no longer accepting the things I cannot change. I am changing the things I cannot accept.

-Angela Y. Davis
If you're interested in working with REAL and want to learn more about our scope of services, reach out directly to the email below.

Real@nlc.org

REAL Repository