



Office of Equity and Engagement

CITY OF GRAND RAPIDS

Anishinaabe land

Ojibwe, Odawa and
Bodéwadmi people, also
known as the People of
the Three Fires



Today's Learning Goals

1. Shared understanding of **diversity, equity, inclusion** (DEI), and **equality** definitions and how these concepts differ, intersect and reinforce each other. (Pre-work)
2. Why the City of Grand Rapids focuses on **racial equity**
3. **Concept of situatedness** and why a **targeted universal** approach is needed to achieve equity
4. Shared understanding of why and how equity is embedded into the City's Strategic Plan (Pre-work)
5. Reflection on how each board member can lead with equity.
6. Overview of next steps

Community Agreements

(Pre-Work)

Be

Be Present

Speak

Speak your truth & respect other people's truths

Listen

Listen attentively with your ears, eyes and heart

Notice

Notice moments of discomfort and stay curious

Believe

Believe in your own capacity and the capacity of others to change with experience, time or information

Voice

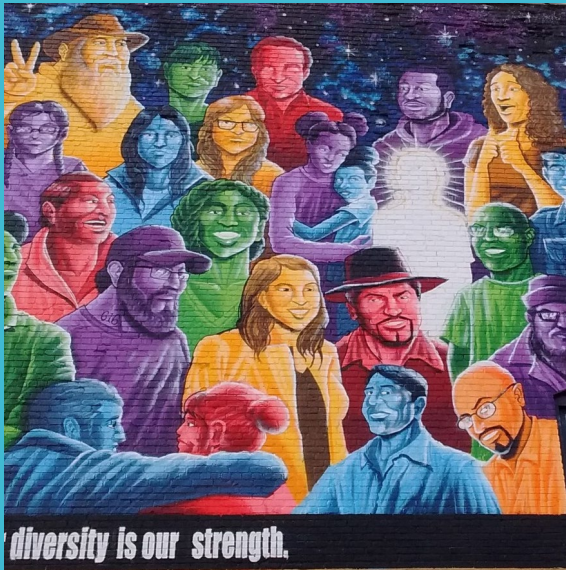
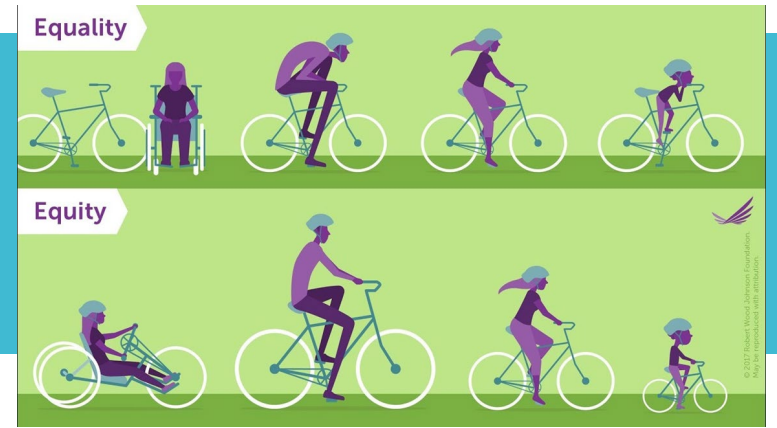
Create space for all voices to be shared.

Share

Keep confidentiality; Share the learning

Self-Care

Take care of yourself



- Diversity
- Inclusion
- Belonging
- Equality
- Equity
- Targeted Universalism



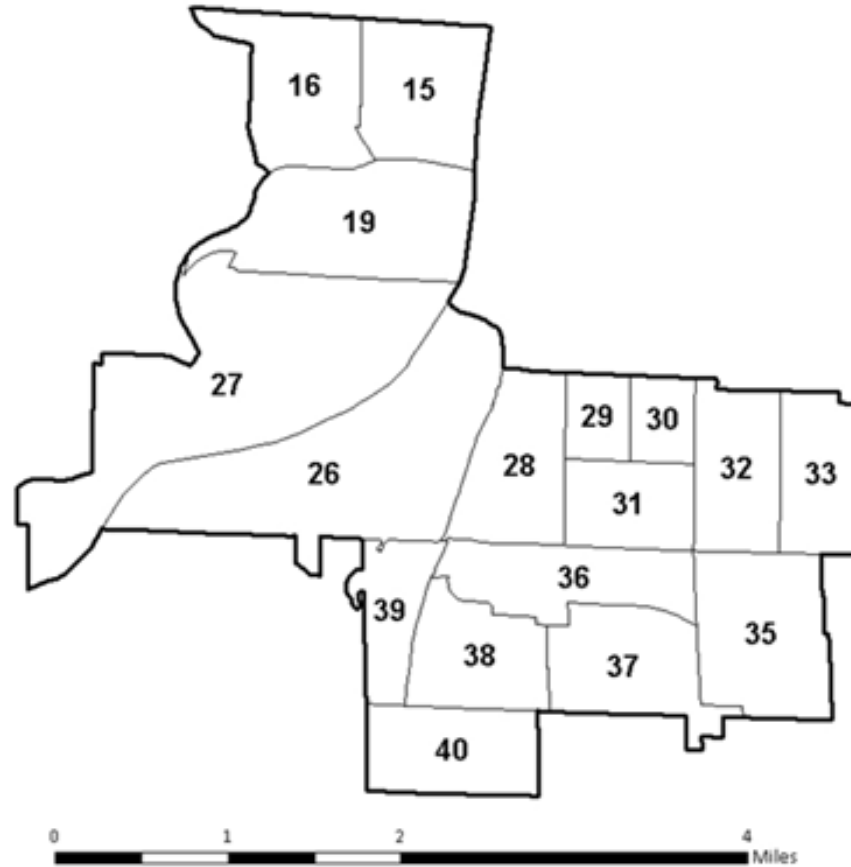
Pre-Work: DEI Concepts

What is a
NOF?

An example of
situatedness
(impact of
systemic
oppression)

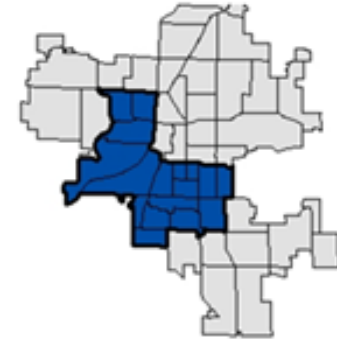
Near-South & West Neighborhoods

Map of Census Tracts
Grand Rapids, Kent County, Michigan



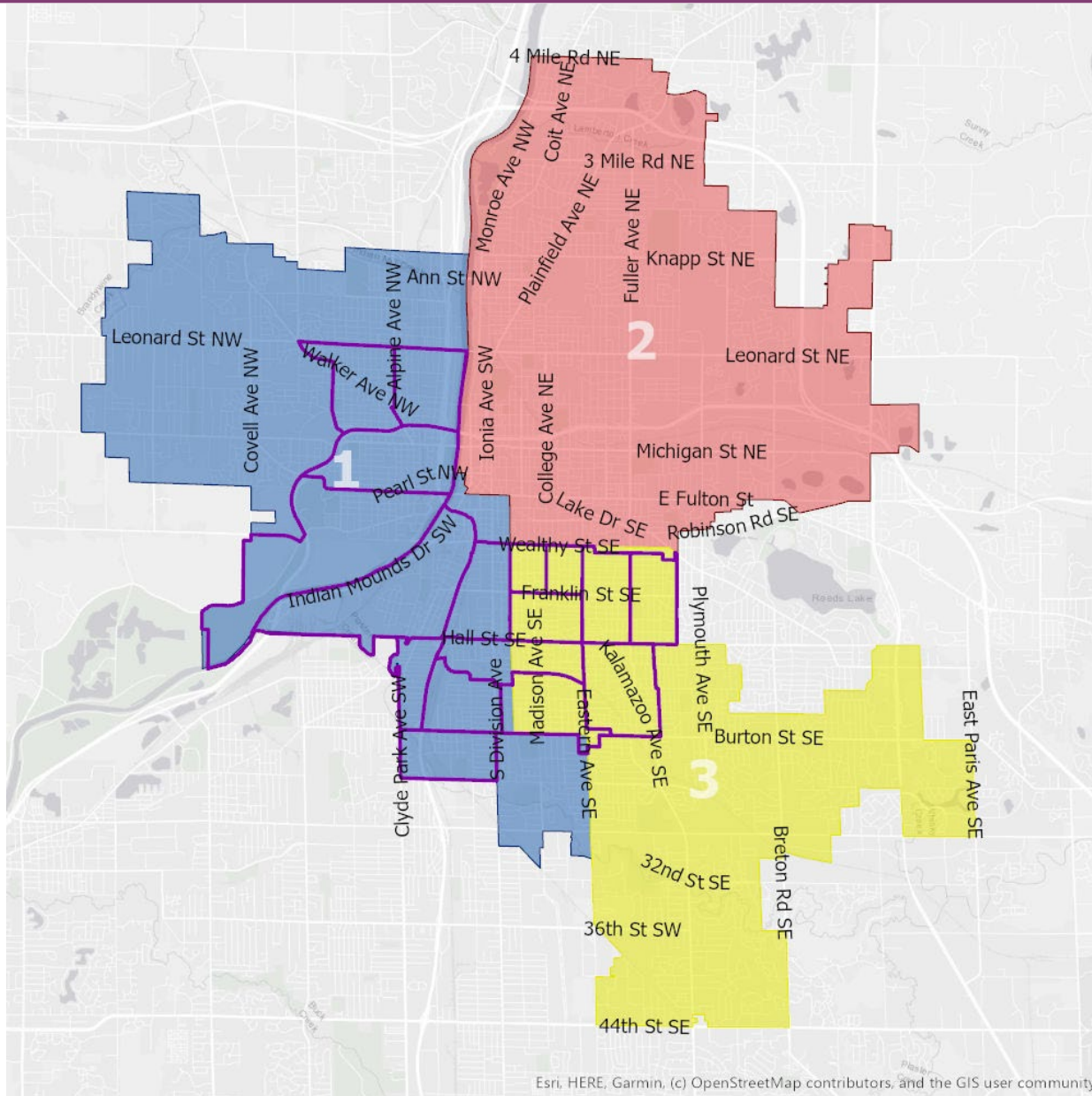
2013, American Community Survey, U.S. Census Bureau

City of Grant Rapids

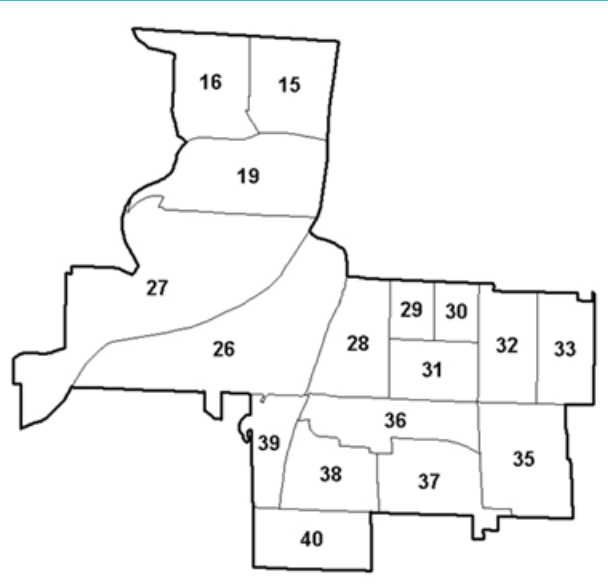


Kent County, Michigan





Neighborhoods of Focus (NOF)



- 17 Census Tracts home to 64,237 residents.
- 32.6% of the City's total population
- 10% of Kent County's total population
- 32.4% in NOF below poverty line (21.2% in GR below poverty line)
- African American residents >2x as likely to be unemployed than white residents
- Quantifiable gentrification

Race & Ethnicity in Kent County, GR and NOF (2018 Data)

Geography	Native American	Asian	Black/ African-American	Hispanic/ Latino	White (Non-Hispanic)
Kent County	0.4%	3.0%	9.7%	10.4%	75.4%
Grand Rapids	0.4%	2.3%	19.2%	15.9%	59.4%
NOF	0.6%	1.0%	27.6%	34.5%	33.5%

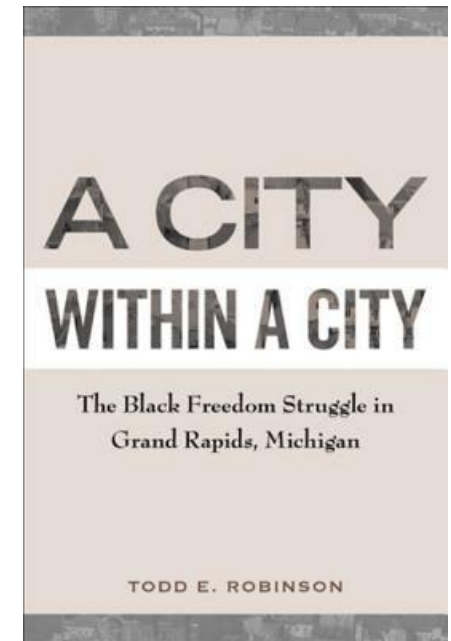
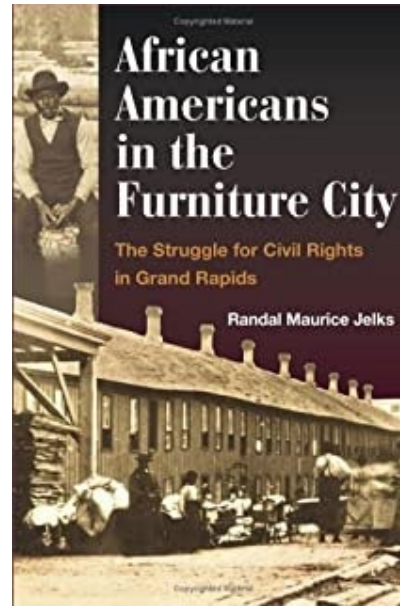
Poverty Rates by Race & Ethnicity (2018 Data)

Geography	All	Asian	Black/ African-American	Hispanic/ Latino	White (Non-Hispanic)
Kent County	12.6%	11.9%	26.3%	26.3%	8.6%
Grand Rapids	21.2%	22.7%	29.6%	35.6%	14.4%
NOF	32.4%	30.3%	33.8%	38.9%	28.8%

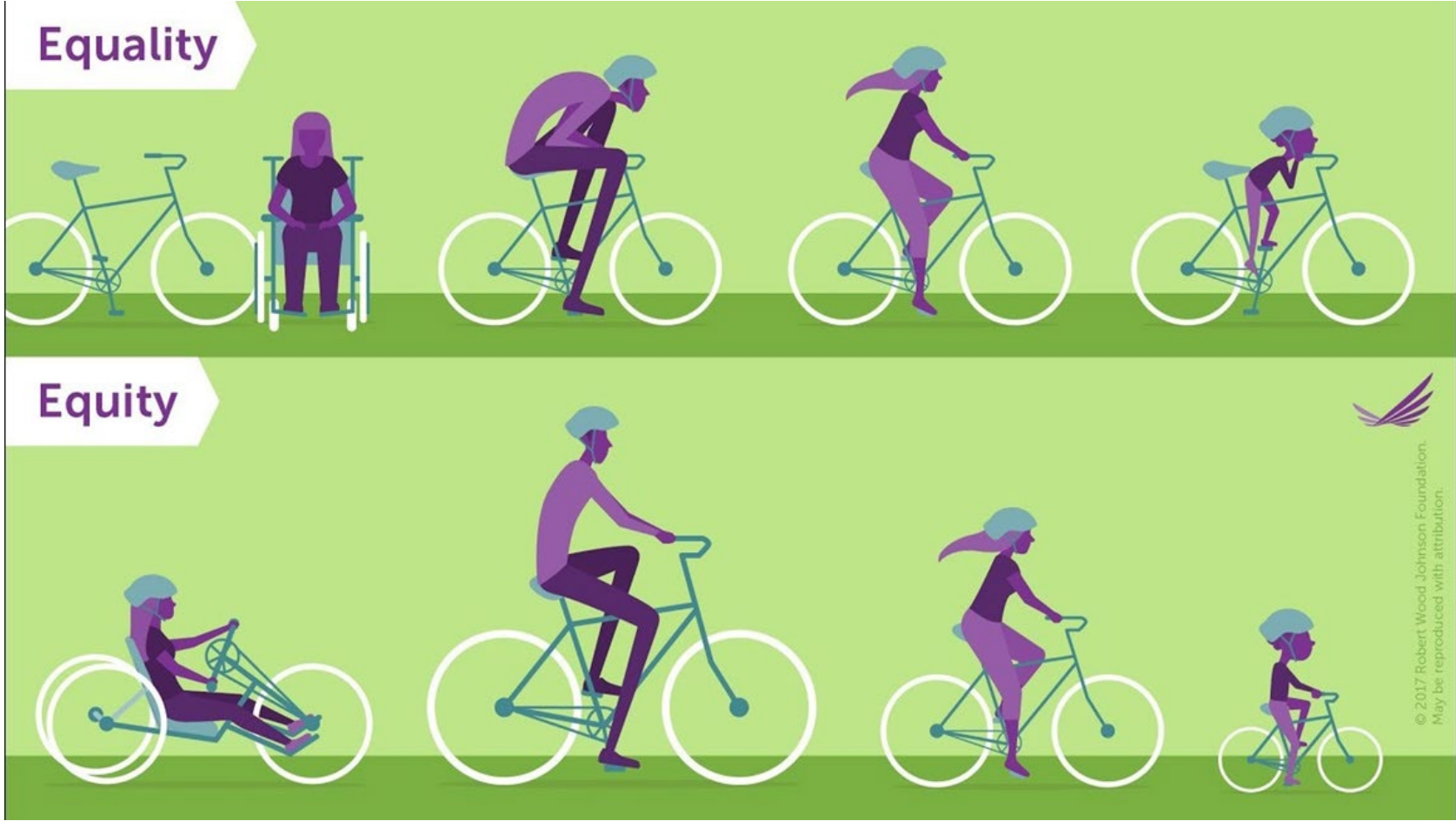
Situatedness (inequities) in Grand Rapids

Housing • Wealth
Creation • Education •
Health

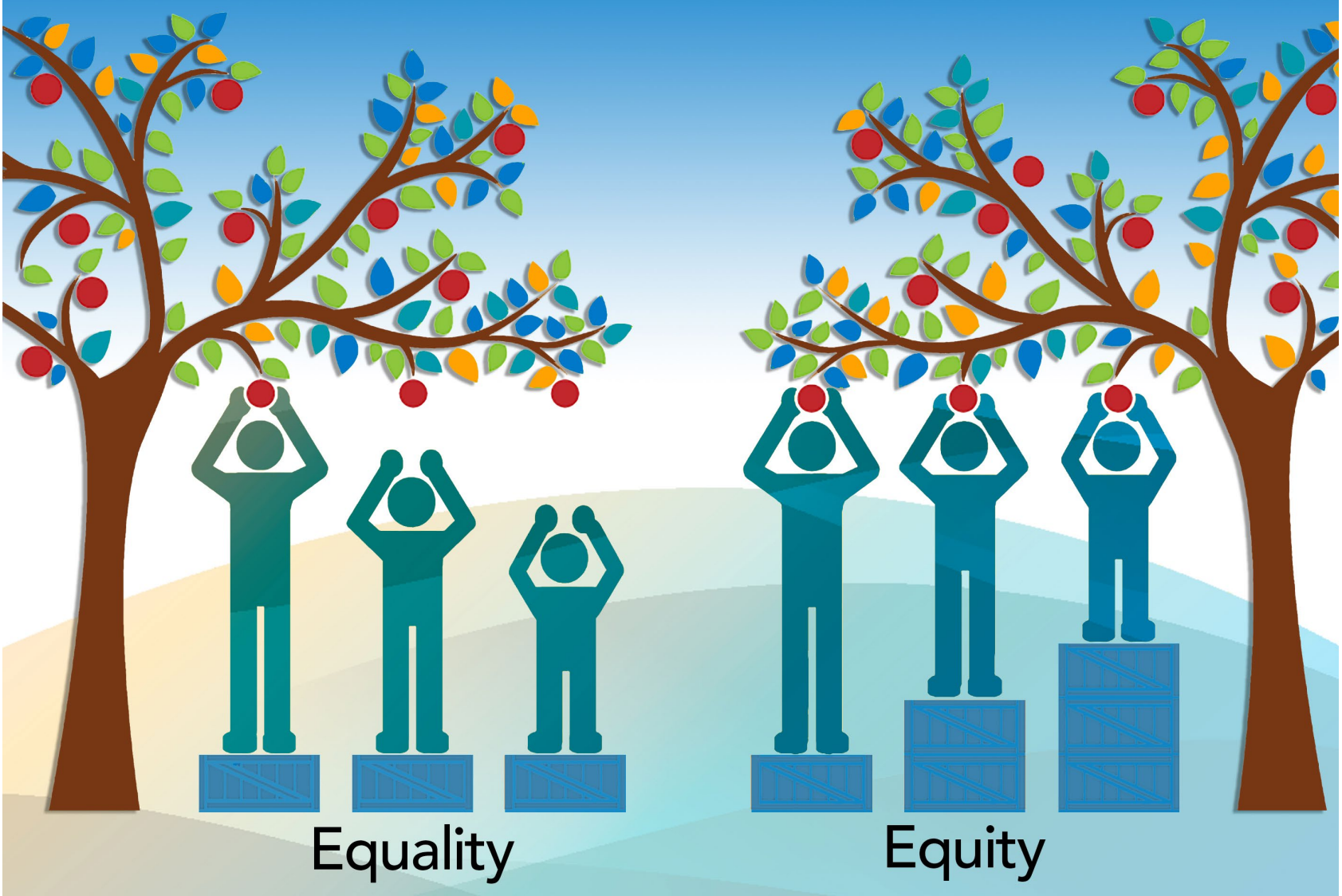
Must Reads



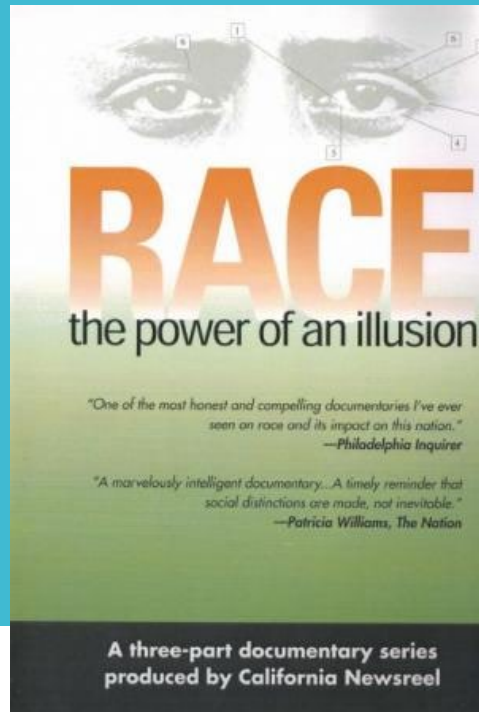
How is Equity different from Equality?

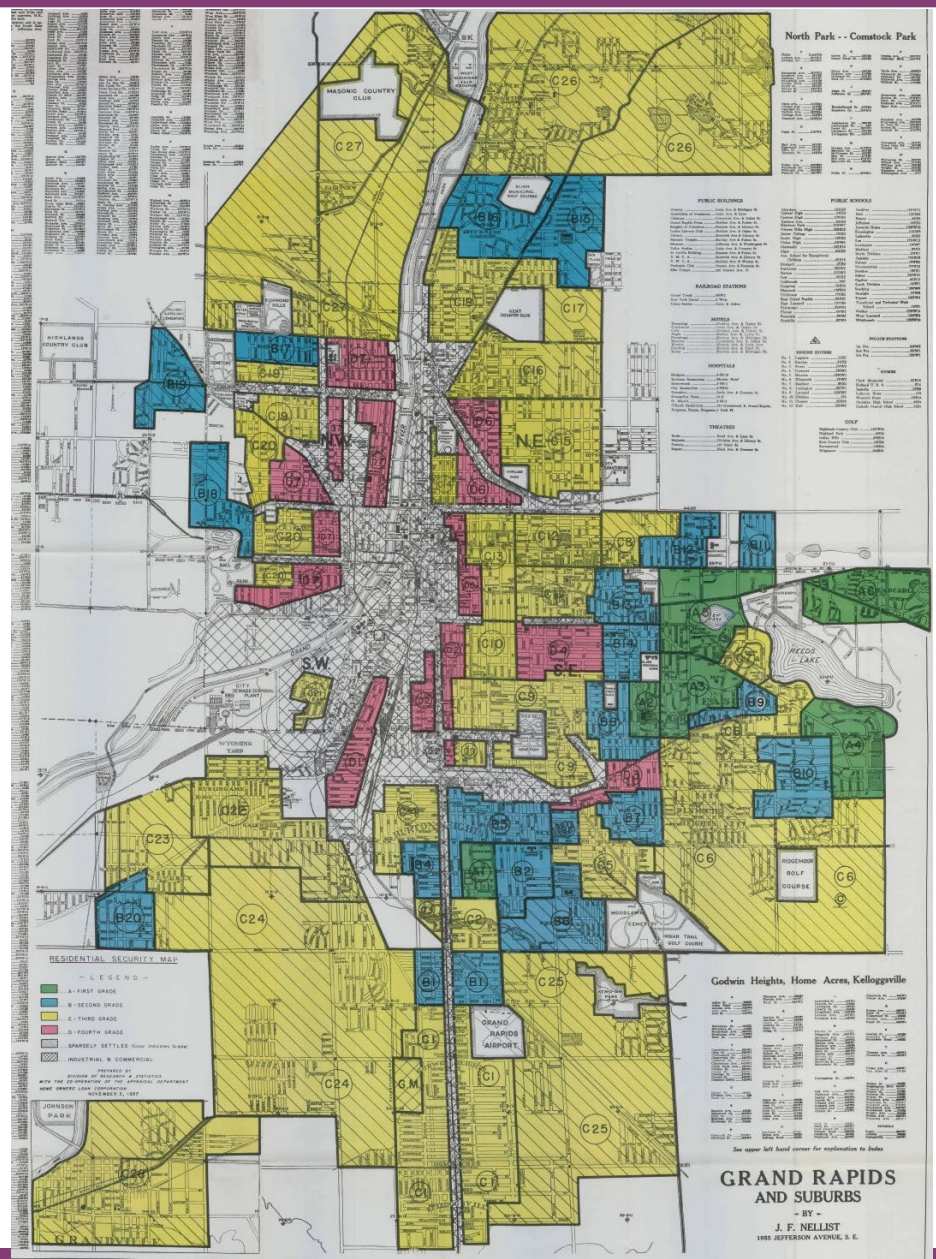
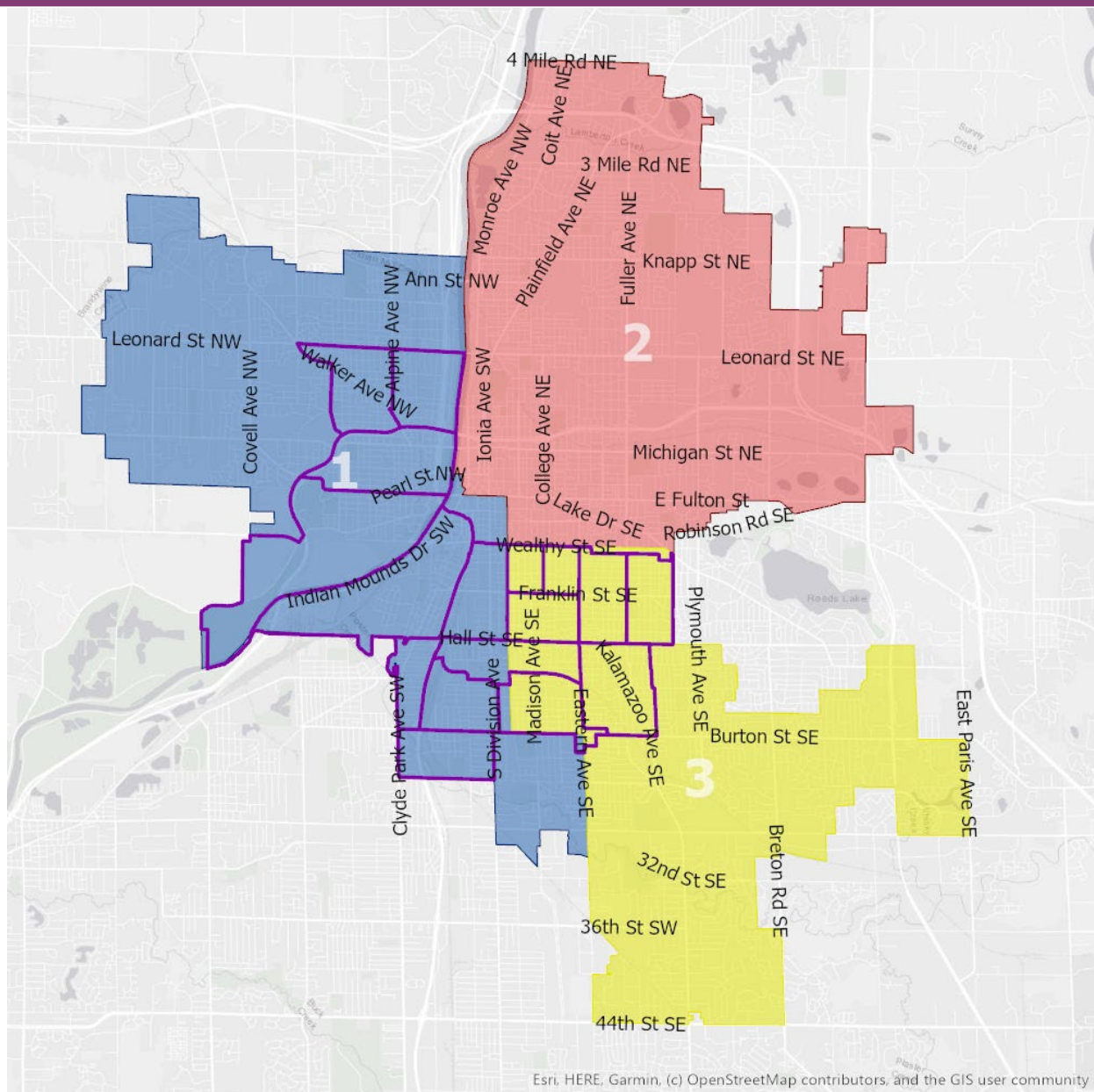


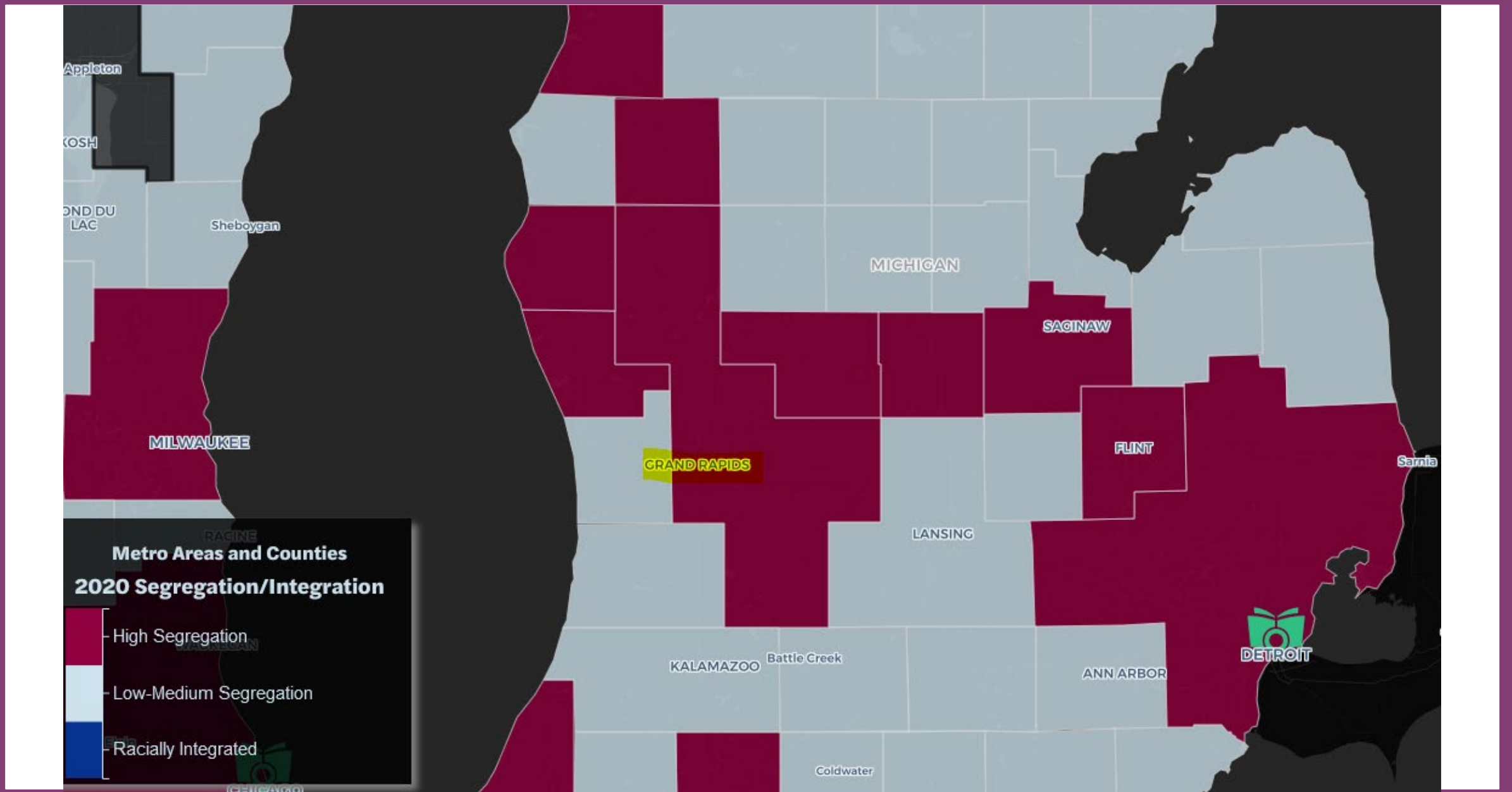
Equity



Part 3: The House We Live In

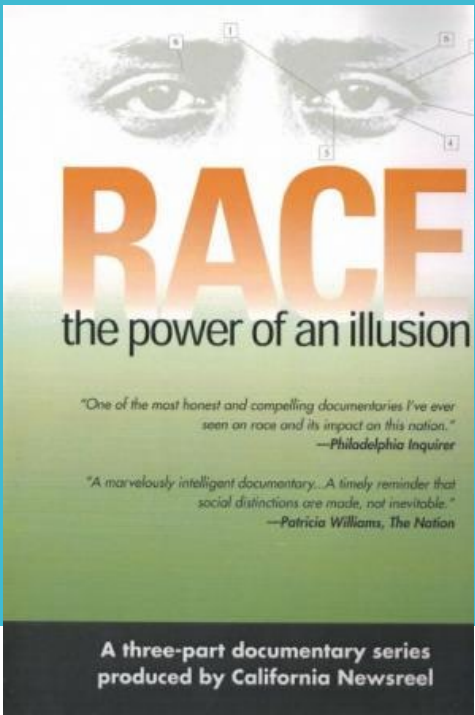






Mapping Race in America – Othering and Belonging Institute

Part 3: The House We Live In



Reflections

....connecting to our work.

Why *Racial* Equity?

Race Matters

We aren't just talking about individual acts of bigotry, we are talking about institutions and systems that perpetuate inequity. We are all a part of institutions and systems.

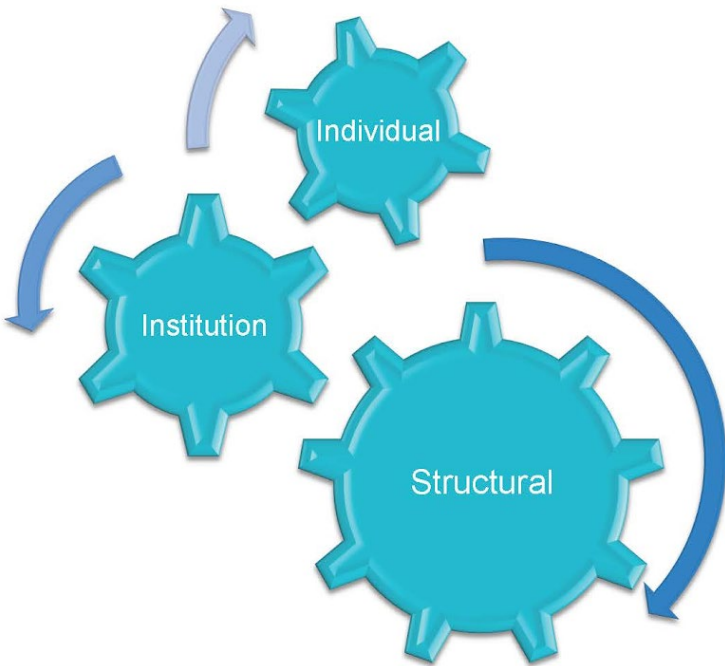
We have a responsibility (and an excellent opportunity) to advance racial equity.

Types of Racism

Individual Racism: Racial bias/prejudice plus institutional power that confers privileges to some and not others.

Active or Passive.

Conscious or Unconscious.





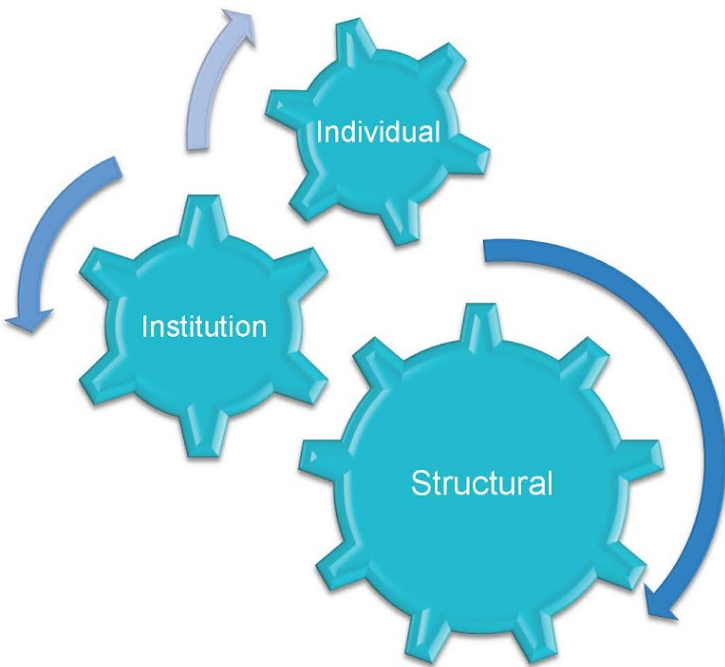
The opposite of "racist" is not "not racist."

-Ibram X. Kendi

Types of Racism

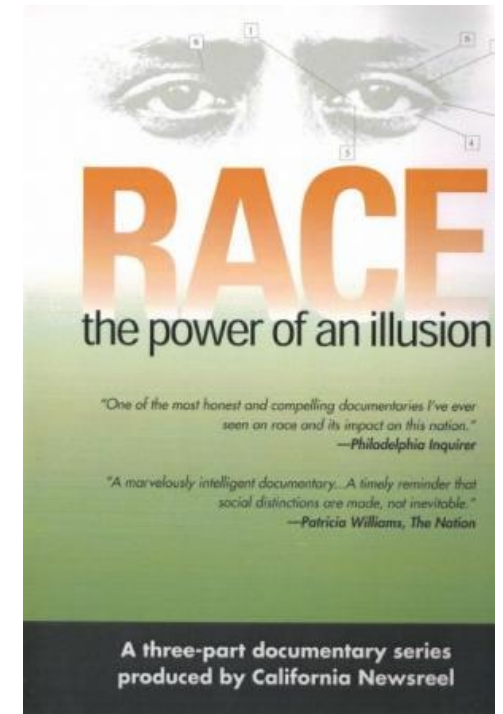
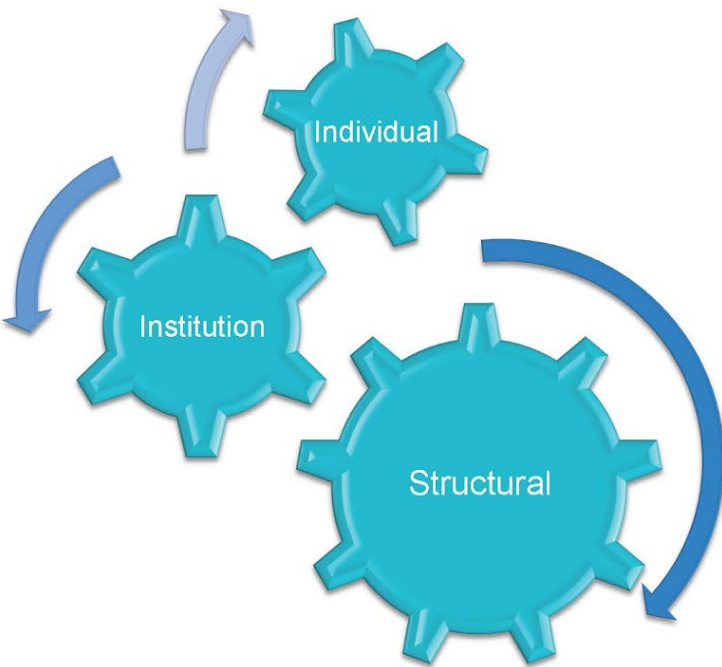
Institutional Racism: Policies, practices and procedures that work better for white people than for people of color.

Intentionally, unintentionally or inadvertently.



Types of Racism

Structural/Systemic Racism: A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



Government's Role

- Government had a key role in creating systems and policies that contribute to inequities. We have a responsibility and are positioned to address them.
- Race Neutral and “Colorblindness” are myths. People are situated differently due to historic and current reality of institutional & systemic racism.
- Serve all and do no harm.
- Know better. Do better.
- Strategic Plan
- Answering the call for transformation

Leading with Equity: The City's Strategic Plan

(Pre-Read)

- **Vision:** Equitable city
- **Value:** Leveraging City influence to **intentionally** remove and prevent barriers created by systemic and institutional injustice.
- **1st Objective:** Embed Equity Throughout Government Operations
- **Disaggregated Data:** City's [Guide](#) to Collecting Demographic Data.

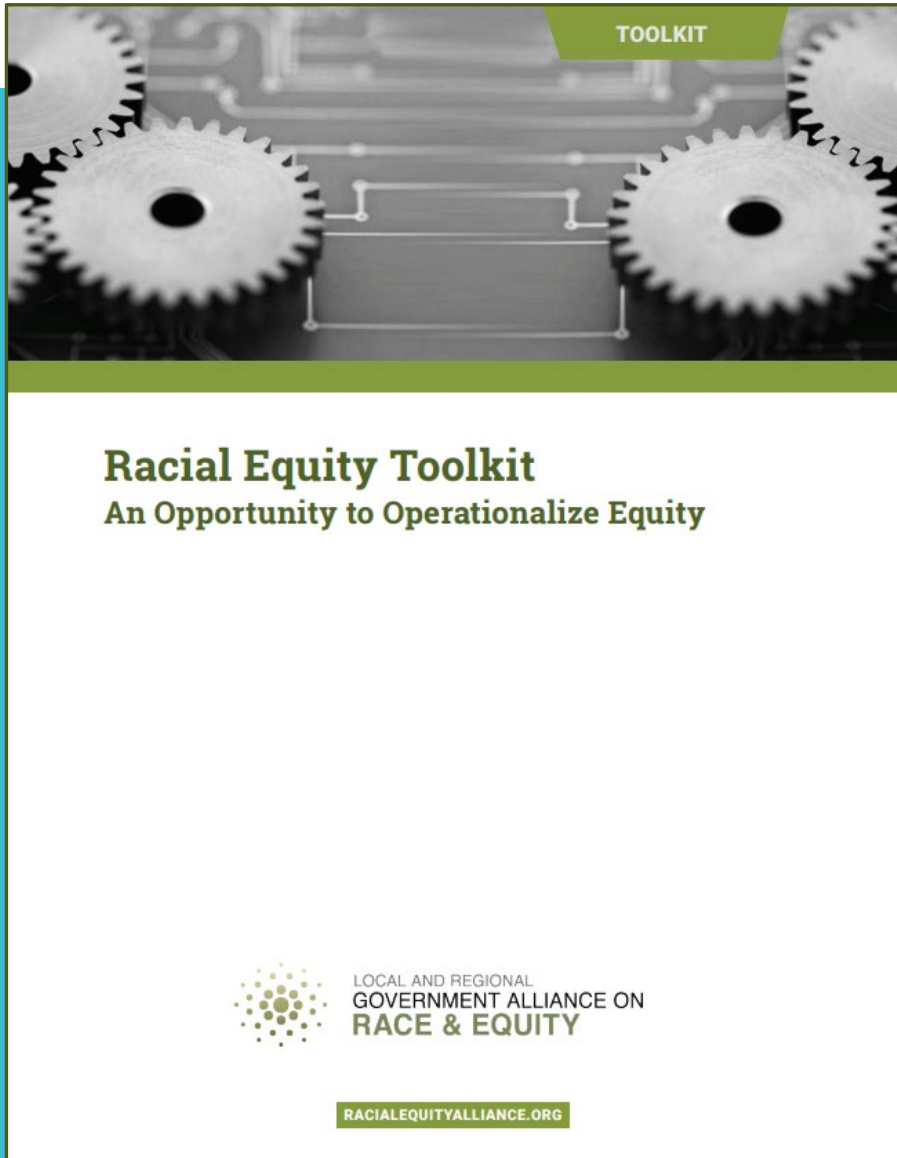
Racial Equity

- Focuses on changing systems, institutional practices, policies and outcomes
- Is proactive – develops and promotes equitable strategies and solutions
- Requires ongoing attention to consciousness and strategic action – cannot be “colorblind” or silent.
- Must include addressing power – power to make decisions and influence real change.
- Courageous Leadership

Racial Equity

- Racial Equity is both a condition and an approach.
- Racial equity is a condition or achieved when one's race or ethnicity does not predict (in a statistical sense) one's success.
- We have to 1) have target strategies to focus improvements for those worse off and 2) move beyond "services" and focus on changing policies, institutions and structures. The approach includes analyzing decisions through a series of questions outlined in the GARE Racial Equity Toolkit.

www.racialequityalliance.org



The Racial Equity Tool is a simple set of questions:

- 1. Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
- 2. Data:** What's the data? What does the data tell us?
Disaggregation of Data
- 3. Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
- 4. Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
- 5. Implementation:** What is your plan for implementation?
- 6. Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

Advancing on the Journey

- Be courageous
- Question out loud
- Make a mistake? Acknowledge it, learn from it and keep trying.
- Additional learning spaces
- Who benefits from the narrative you are hearing or sharing?
- Normalize talking about race, ethnicity, justice, & equity
- Google! So many resources

Advancing on the Journey

- Equity and Justice requires action
- What action or step will you take next to advance equity on this board?

Next Steps

- Slides with links will be emailed
- Read Pre-Work that was for today (if applicable)
- Watch [Unequal Opportunity Race](#) video (4 min.)
- Read GARE Racial Equity Toolkit (p.3 – 13)
- **Write out your plan** – What steps will you take to advance equity on this board and in this work? What do you want your chapter to say about your work and efforts? We will discuss as a group at the next meeting, as well as how we might incorporate the Toolkit as a formal role on the board.
- Extra Credit 😊 Watch full [Part 3](#) of Race: The Power of Illusion (1 hour)

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