

League of Minnesota Cities Race Equity Initiative

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League of Minnesota Cities (LMC)
ICMA Conference Presenter





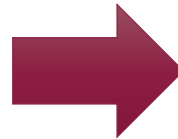
Jamar Clark | November 15, 2015



4th Precinct | Minneapolis, MN



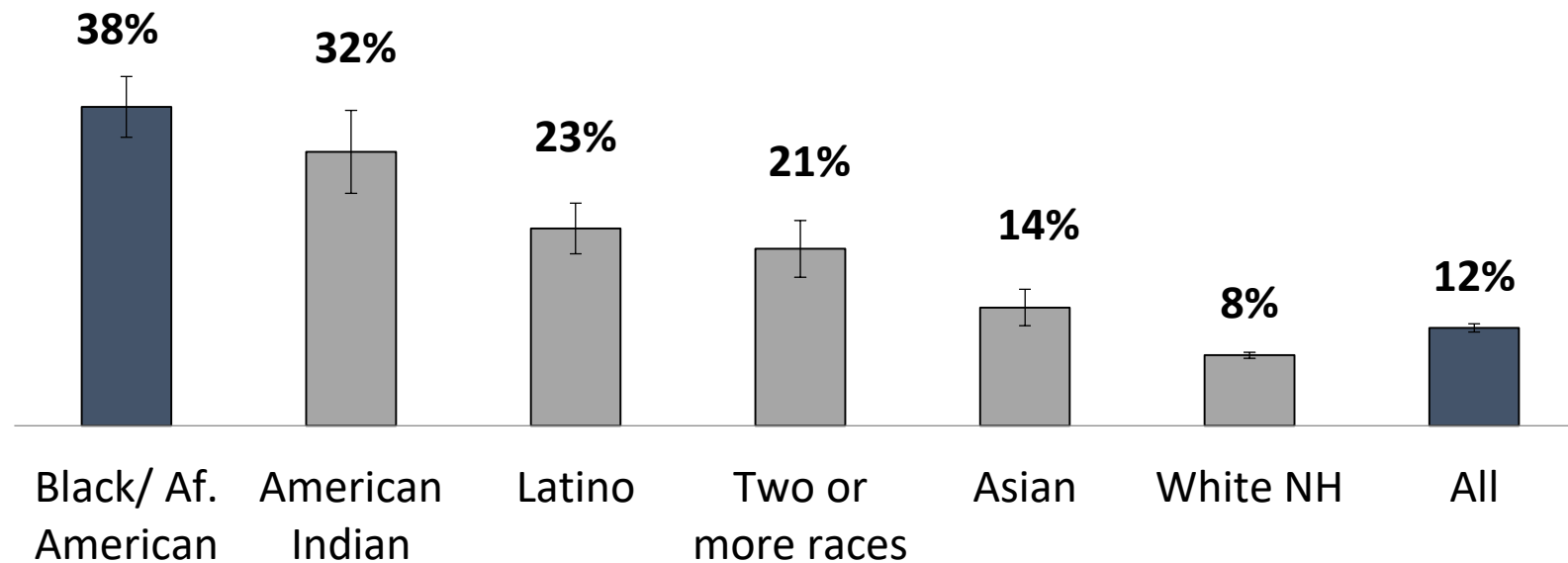
Philando Castile | July 6, 2016



Governor's Mansion | St. Paul, MN

Rate of Poverty for Black Minnesotans: Three Times the Rate for All Residents

Percent in Poverty
Minnesota, 2014





LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

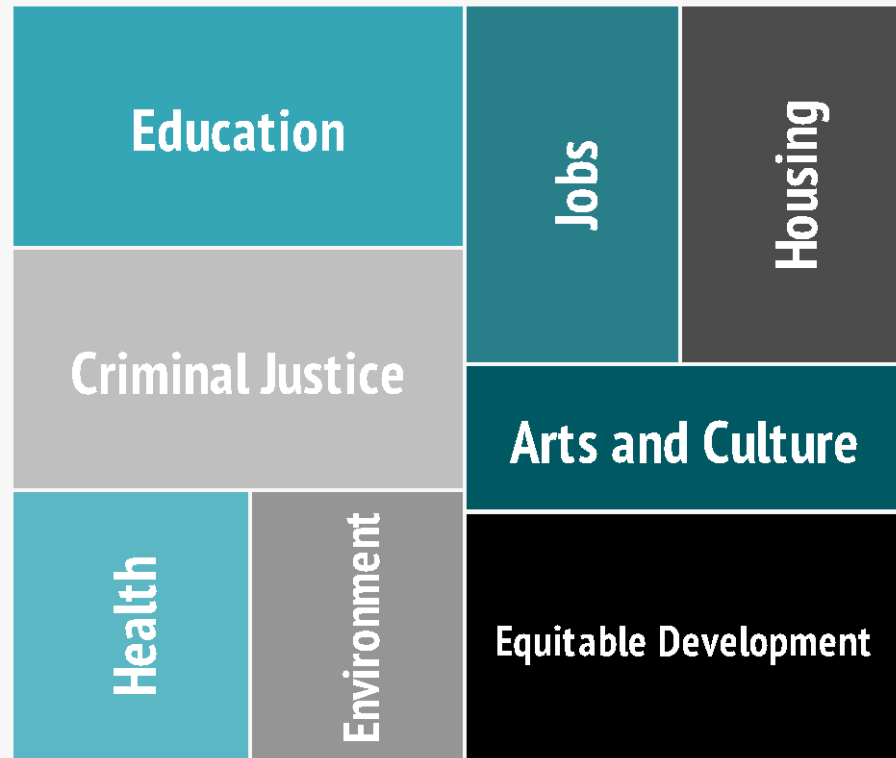
Involvement with Government Alliance on Race and Equity (GARE)

- The Government Alliance on Race and Equity is a national network of governments working to achieve racial equity and advance opportunities for all.
- Work with GARE Began as a City/County Managers workshop (2015)

Racial inequity in the U.S.

The GARE Model:

- From infant mortality to life expectancy, race predicts how well you will do.
- We need to get to better outcomes; not different by race
- Government can solve all the problems by itself, but has to be part of the solution



Individual racism:

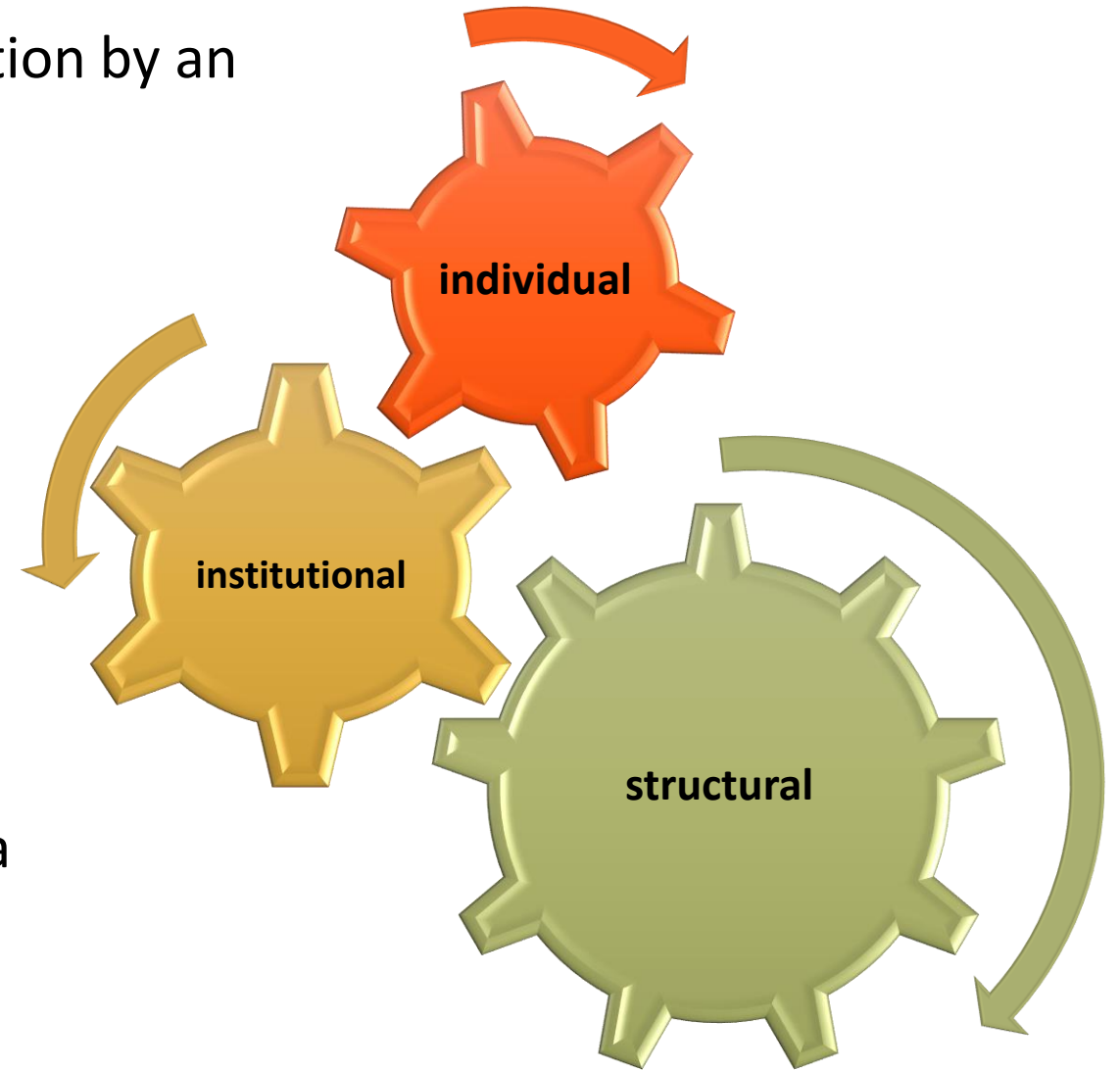
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional / Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

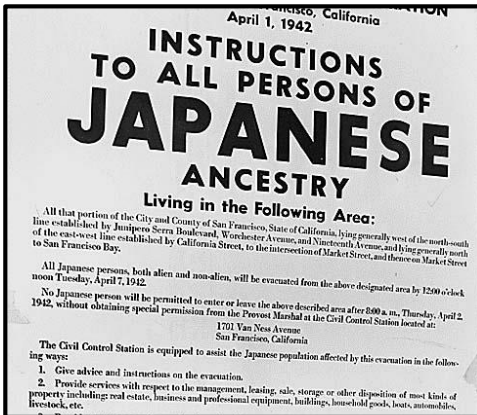
Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.

History of Government and Race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

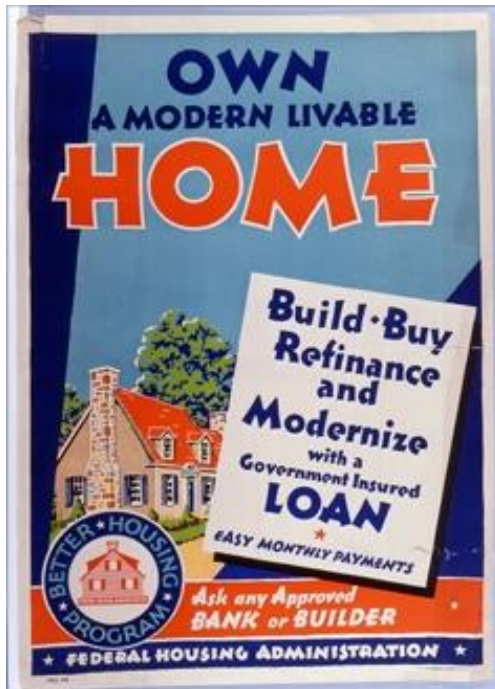
Government for racial equity



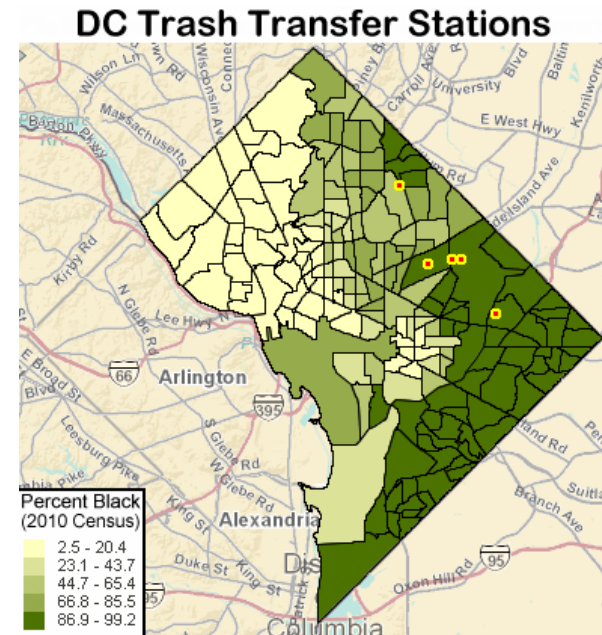
Proactive policies, practices and procedures that advance racial equity.

Race in governmental policies

Federal Housing Administration

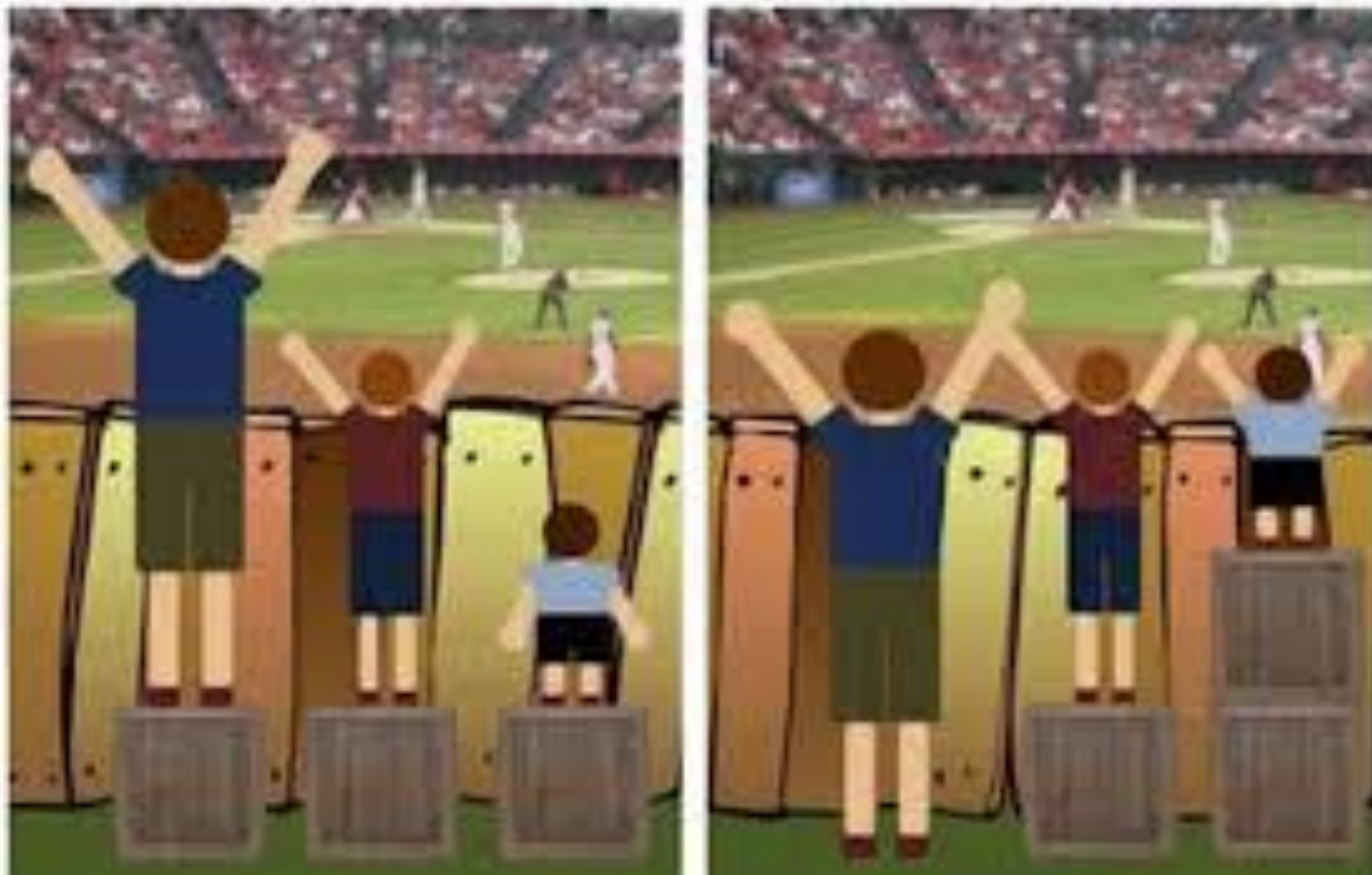


Location of city facilities



Streetlighting





LMC and GARE

Continuing Partnership

- 2016 MN cohort – 13 local governments, 4 state agencies
- 2017 MN cohort
 - Intro – 11 local, LMC itself, libraries, courts, state agencies
 - Advanced – 9 local, 2 state agencies
- 2018 will offer next cohort
- Also have elected official's Community of Practice
- GARE now has full-time staff person located in Minnesota