Race: Let’s Talk About It

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Presenters

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Land Acknowledgement

We gratefully acknowledge the Indigenous Peoples on whose ancestral homelands we gather, including the Ute (for whom this land was named), the Paiute, the Goshute, and the Shoshone Nations, and we honor the diverse and vibrant Indigenous communities that make their home here today.
## Building a Relational Culture

<table>
<thead>
<tr>
<th>Cooperation &amp; Strength through Trust in the Collective</th>
<th>Individualism; Progress is Bigger, More</th>
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</thead>
<tbody>
<tr>
<td>Appreciation, Experimentation &amp; Learning</td>
<td>Perfectionism</td>
</tr>
<tr>
<td>Spaciousness, Flexibility &amp; Planning</td>
<td>Sense of Urgency</td>
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<tr>
<td>Multiplicity of Wisdom &amp; Realities</td>
<td>Worship of the Written Word</td>
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<tr>
<td>Embracing the Both/And &amp; Complexity</td>
<td>Either/Or Thinking</td>
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<tr>
<td>Respect for Real Talk and Resilience through Conflict</td>
<td>Fear of Open Conflict</td>
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</table>
Community Agreements

We accept the RSJI Truths and commit to achieving justice for all, while centering those most harmed by racism. As we do this work within our ADS community, we agree to:

- Learn, engage, make mistakes, experience discomfort.
- Listen for understanding with open minds and hearts; show empathy and compassion.
- Call each other in, hold each other accountable, acknowledge impact, do our own work.
- Be brave, vulnerable, honest, authentic.
- Give each other time and space to reflect, process, and speak.
- Trust and accept that our stories and experiences are different and real; believe BIPOC voices.
- Assume positive intent; give grace, be kind, and help each other.
- Recognize we are in different places; not everyone will feel safe; support BIPOC in opting out.
AAA Vision, Mission & Values

• Our internal operations “North Star”:
  • Lead with Race
  • Center Community
  • Stronger Together
• New Vision statement, revised Mission and Values statements
• Explicit about racial equity
Our Philosophy

People of color should not experience disparities.

Our Goal

People of color do not experience disparities.
Disparate Outcomes by Race & Ethnicity

“Across the lifespan, Black residents in King County face systemic racism and disadvantages that disproportionately impact physical, mental and social health as well as the educational and economic opportunities of Black communities.”

— “The Race Gap,” Public Health—Seattle & King County, October 2020 [tinyurl.com/TheRaceGap]
Disparate Outcomes by Race & Ethnicity

Disparities start in the delivery room ...

Black women die 3 times more often giving birth

Pregnancy-related deaths per 100,000 live births

White women

13

Black women

41

SOURCE: Centers for Disease Control and Prevention.
Acknowledging Discomfort

“Uncomfortable conversations are where solutions live.”

—Regina King
Books by Dr. Robin DiAngelo

www.robindiangelo.com
• Launched in 2004
• Codified into law in 2023
• Authorizes establishment of a Citywide accountability structure

www.seattle.gov/rsji
RSJI Racial Equity Toolkit

- Set outcomes
- Involve stakeholders
- Analyze data
- Determine benefit and/or burden
- Advance opportunity or minimize harm
- Evaluate
- Raise racial awareness
- Be accountable, and
- Report back
RSJI Racial Equity Toolkit
Set Outcomes

Step 1. Set outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue? (Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads, and Change Team.)

1b. Which racial equity opportunity area(s) will the issue primarily impact?

- Education
- Community Development
- Health
- Environment
- Criminal Justice
- Jobs
- Housing

1c. Are there impacts on:

- Contracting Equity
- Workforce Equity
- Immigrant and Refugee Access to Services
- Inclusive Outreach and Public Engagement

Please describe:
RSJI Racial Equity Toolkit

Creating Effective Community Outcomes

Outcome = the result that you seek to achieve through your actions.

*Racially equitable* community outcomes = the specific result you are seeking to achieve that advances racial equity in the community.

When creating outcomes think about:

- What are the greatest opportunities for creating change in the next year?
- What strengths does the department have that it can build on?
- What challenges, if met, will help move the department closer to racial equity goals?

Keep in mind that the City is committed to creating racial equity in seven key opportunity areas: *Education, Community Development, Health, Criminal Justice, Jobs, Housing, and the Environment.*
RSJI Racial Equity Toolkit
Creating Effective Community Outcomes

Examples of community outcomes that increase racial equity:

<table>
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<tr>
<th>OUTCOME</th>
<th>OPPORTUNITY AREA</th>
</tr>
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<tbody>
<tr>
<td>Increase transit and pedestrian mobility options in communities of color.</td>
<td>Community Development</td>
</tr>
<tr>
<td>Decrease racial disparity in the unemployment rate.</td>
<td>Jobs</td>
</tr>
<tr>
<td>Ensure greater access to technology by communities of color.</td>
<td>Community Development, Education, Jobs</td>
</tr>
<tr>
<td>Improve access to community center programs for immigrants, refugees, and people of color.</td>
<td>Health, Community Development</td>
</tr>
<tr>
<td>Communities of color are represented in the City’s outreach activities.</td>
<td>Education, Health, Jobs, Environment, Housing, Criminal Justice</td>
</tr>
<tr>
<td>The racial diversity of the Seattle community is reflected in the City’s workforce.</td>
<td>Jobs</td>
</tr>
<tr>
<td>Access to City contracts for Minority Business Enterprises is increased.</td>
<td>Jobs</td>
</tr>
<tr>
<td>Decrease racial disparity in high school graduation rates.</td>
<td>Education</td>
</tr>
</tbody>
</table>
RSJI Racial Equity Toolkit

Involve Stakeholders. Analyze Data.

Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas? [ ] Yes [ ] No
Check all neighborhoods that apply (see map on p.5):

- All Seattle neighborhoods
- Ballard
- North
- NE
- Central
- Lake Union
- Southwest
- Southeast
- Delridge
- Greater Duwamish
- East District
- King County (outside Seattle)
- Outside King County
  Please describe:

2b. What are the racial demographics of those living in the area or impacted by the issue?
RSJI Racial Equity Toolkit

Involve Stakeholders. Analyze Data.

(See Stakeholder and Data Resources pages 5 and 6)

2c. How have you involved community members and stakeholders?
(See page 5 for questions to ask community/staff to ensure their concerns and expertise are part of analysis.)

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people’s lives and should be taken into consideration?

2e. What are the root causes or factors creating these racial inequities?
Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement
RSJI Racial Equity Toolkit

Determine Benefit or Burden

Step 3. Determine benefit or burden.

Given what you have learned from data and from stakeholder involvement...

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department’s community outcomes that were defined in Step 1?
RSJI Racial Equity Toolkit

Advance Opportunity or Minimize Harm

Step 4. Advance opportunity or minimize harm.

4. How will you address the impacts (including unintended consequences) on racial equity?
   - What strategies address immediate impacts?
   - What strategies address root causes of inequity listed in Question 6?
   - How will you partner with stakeholders for long-term positive change?
   - If impacts are not aligned with desired community outcomes, how will you re-align your work?

Program Strategies

Policy Strategies

Partnership Strategies
RSJI Racial Equity Toolkit

Evaluate. Raise Radical Awareness. Be Accountable.


5a. How will you evaluate and be accountable? How will you evaluate and report impacts on racial equity? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about this issue?

5b. What is unresolved? What resources/partnerships do you still need to make changes?
RSJI Racial Equity Toolkit

Report Back


Share analysis and report responses from Question 5a and Question 5b with Department Leadership, Change Team Leads, and Change Team members involved in Step 1.
RSJ Moment

• Examples of AAA Advisory Council discussion topics:
  • RSJ Moment: “Too young, too old, or just a woman?” by Deepa Fernandes and Ashley Locke (WBUR, October 11, 2022)

• Examples of recent ADS Leadership discussion topics:
  • Intersectionality & disability, Keri Gray, the Keri Gray Group (YouTube, 00:02:11)
  • Do you see me? New study examines how women of colour experience invisibility in the workplace (EurekAlert!, March 7, 2023)
Training Tools

- Race: The Power of An Illusion
  racepowerofanillusion.org

- Undoing Racism®/Community Organizing
  pisab.org/undoing-racism-community-organizing-workshop/

- Principles of Undoing Racism
  pisab.org/our-principles/
Discussion
Follow-up Discussion

To participate in a follow-up discussion—a one-hour virtual meeting in August or September (to be arranged)—indicate your interest on the survey form at:

https://forms.office.com/g/6FXdLBLV3h

QR code lands in the same spot >>>>>>>>>>>>
Contact Information

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Web: www.AgingKingCounty.org

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Seattle Human Services Department