

Race Relations In Your Cities and Towns

7 Ways City Leaders Can Address Racial Inequities

A nighttime photograph of a city skyline with various skyscrapers and buildings illuminated against a dark blue sky. The image is partially obscured by a blue diagonal graphic on the left side.

NLC NATIONAL
LEAGUE
OF CITIES

CITIES STRONG TOGETHER

REAL Vision



REAL envisions a nation in which every local official is equipped to effectively lead and serve an inclusive, thriving and healthy community.

Inclusive, Thriving and Healthy Communities are safe places where people from all racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

REAL Mission



To strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities.

65%

or less Black or Latino men graduated, while 80% of White males graduated in 2012-13 school year



Blacks and Native Americans consistently have an unemployment rate

2X

that of Whites

More than

57%

of Black and Hispanic/Latino households spend more than 30% of their household income on housing cost making them the demographic with the highest housing burden



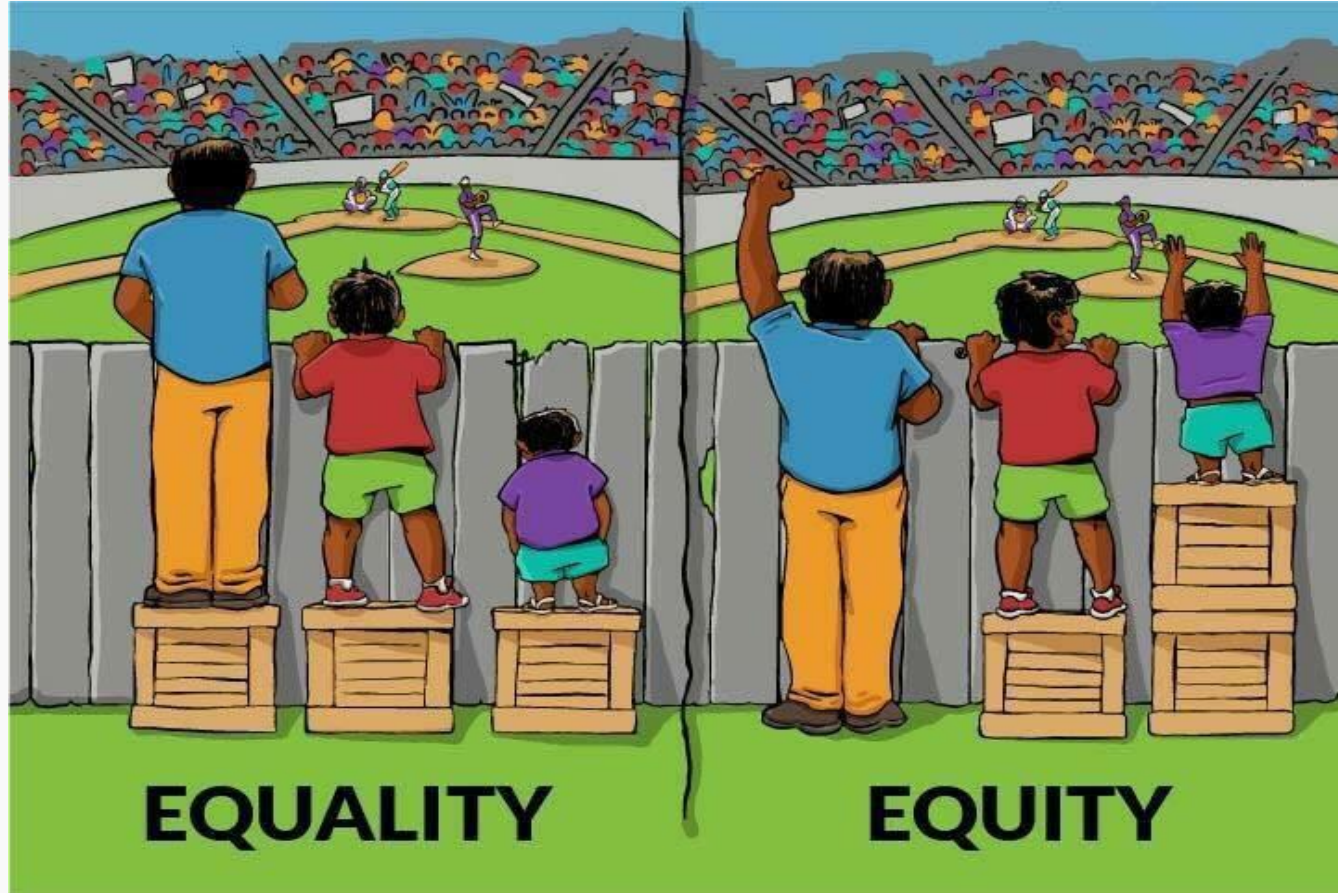
6 in 10

prisoners are Blacks and Latinos; however, together they comprise only 30% of the US population.



Changing policies and institutions so that race does not predict one's success, while also improving outcomes for all

- ✓ **Target strategies to focus improvements for those worse off**
- ✓ **Move beyond “services” and focus on changing policies, institutions and structures**



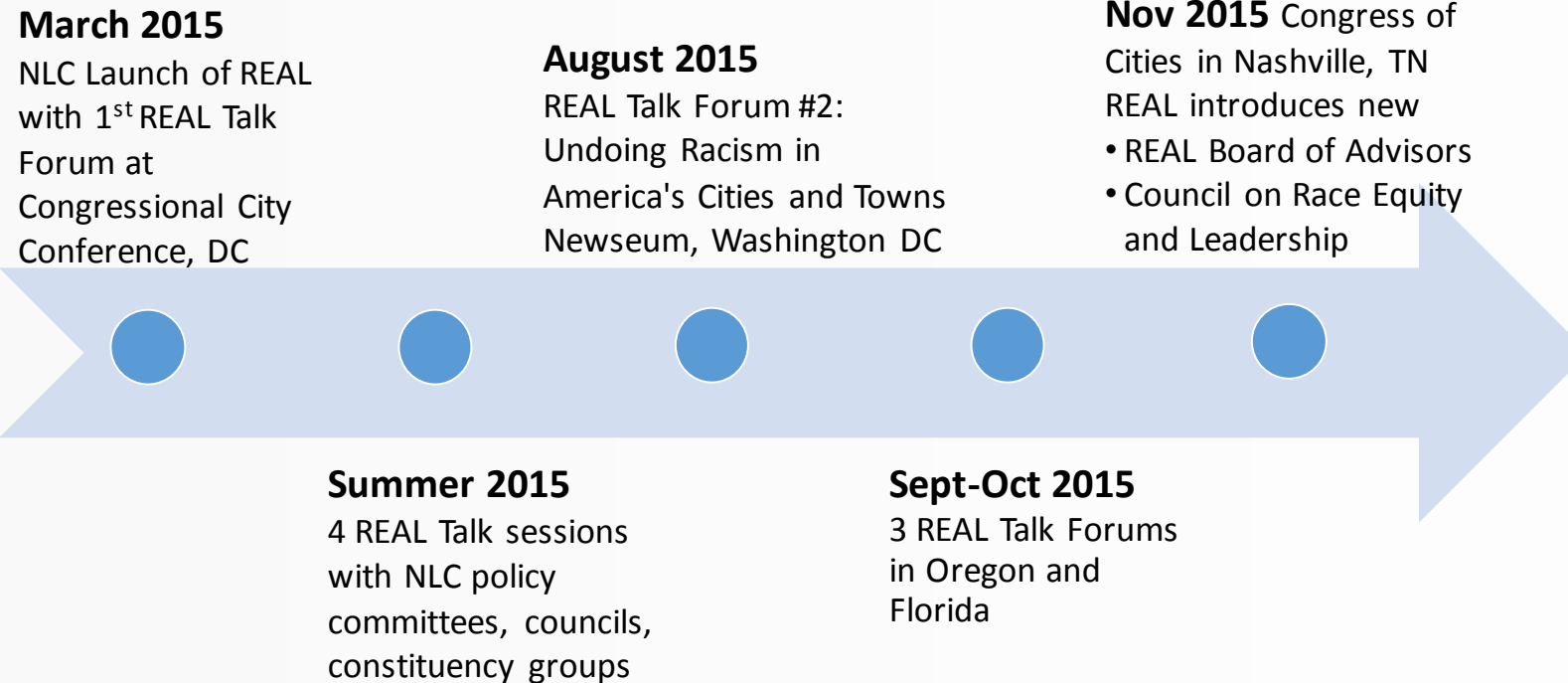
Equality = Sameness

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

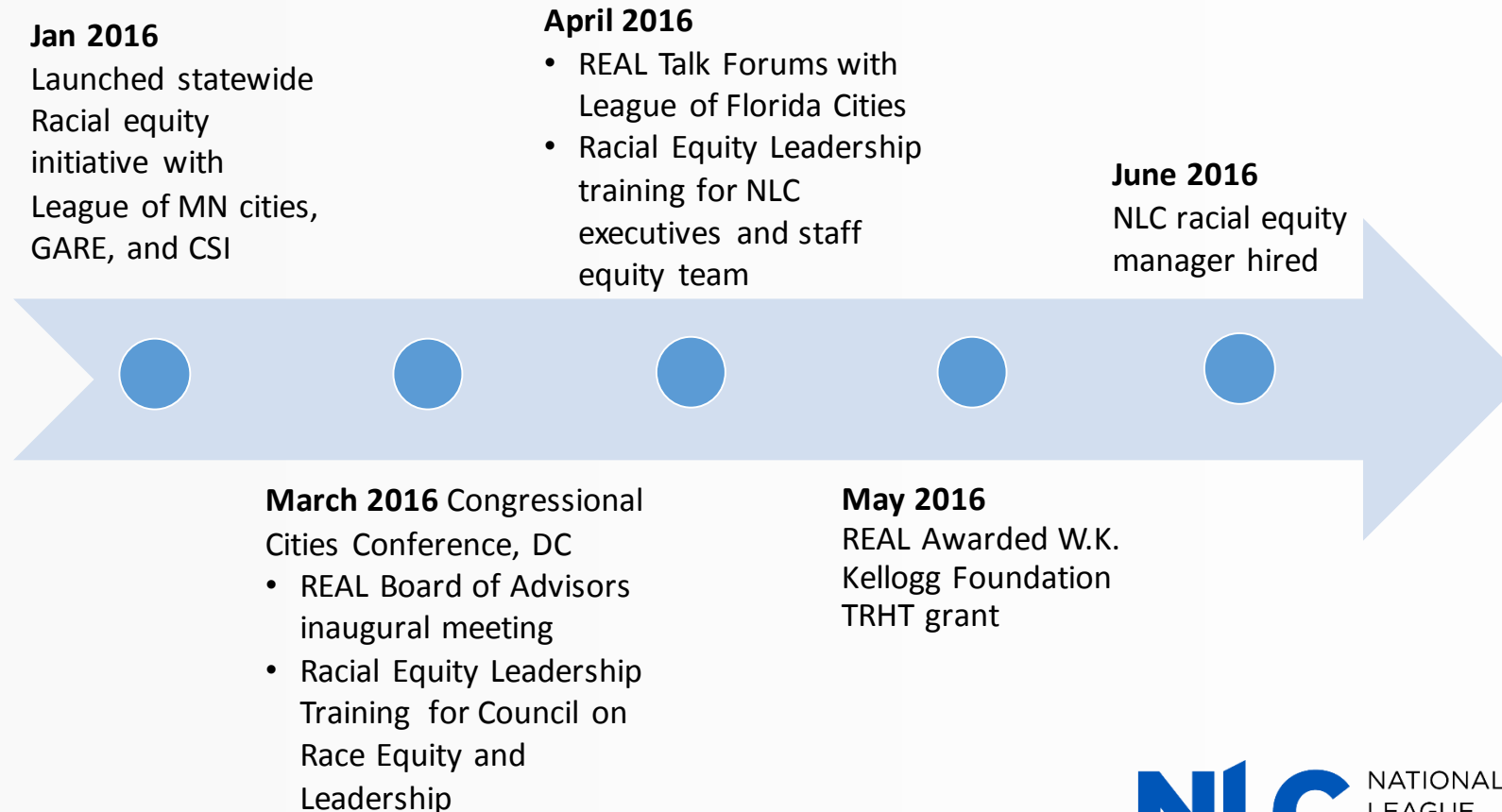
Equity = Justice

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

2015 REAL



2016 REAL



REAL Talk Forum



- [REAL Talk from Tim Wise](#) (3 minutes on institutional and structural racism)

Racial Inequality in the U.S.

Individual racism

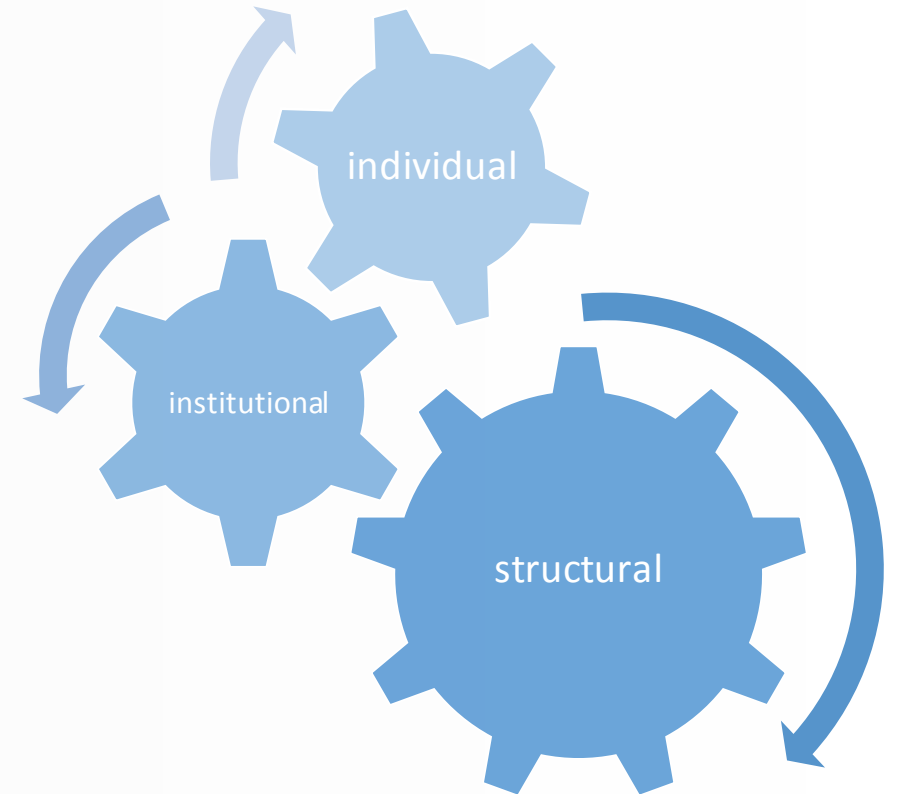
Pre-judgment, bias, or discrimination by an individual based on race.

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.



INCLUSIVE, THRIVING AND HEALTHY COMMUNITIES:

Safe places where equitable treatment helps people from different racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

STRENGTHEN
local leaders' knowledge and capacity to address issues of race and equity

CHANGE
the narrative around race and equity

SHOWCASE
best practices and leading solutions

PRIORITIZE
needed systems and policy changes

Taking Action

“I do not want to gloss over the fact that not only are there very real problems, but there are still deep divisions about how to solve these problems,” he said. “We have to, as a country, sit down and just grind it out, solve these problems. And I think if we have that kind of sustained commitment, I’m confident we can do so.”

President Obama, July 13



Taking Action



Change happens when people recognize both *why the change is needed* and the *potential of the proposed solution*.

Video: [“Equity Matters: City-wide Racial Equity Goals and Strategies”](#)

Collaborate with NLC's REAL



What does REAL provide to cities?

Advice and
Support

Resources

Toolkits

Lessons
Learned

Promising
Practices

7 Ways City Leaders Can Address Racial Inequities

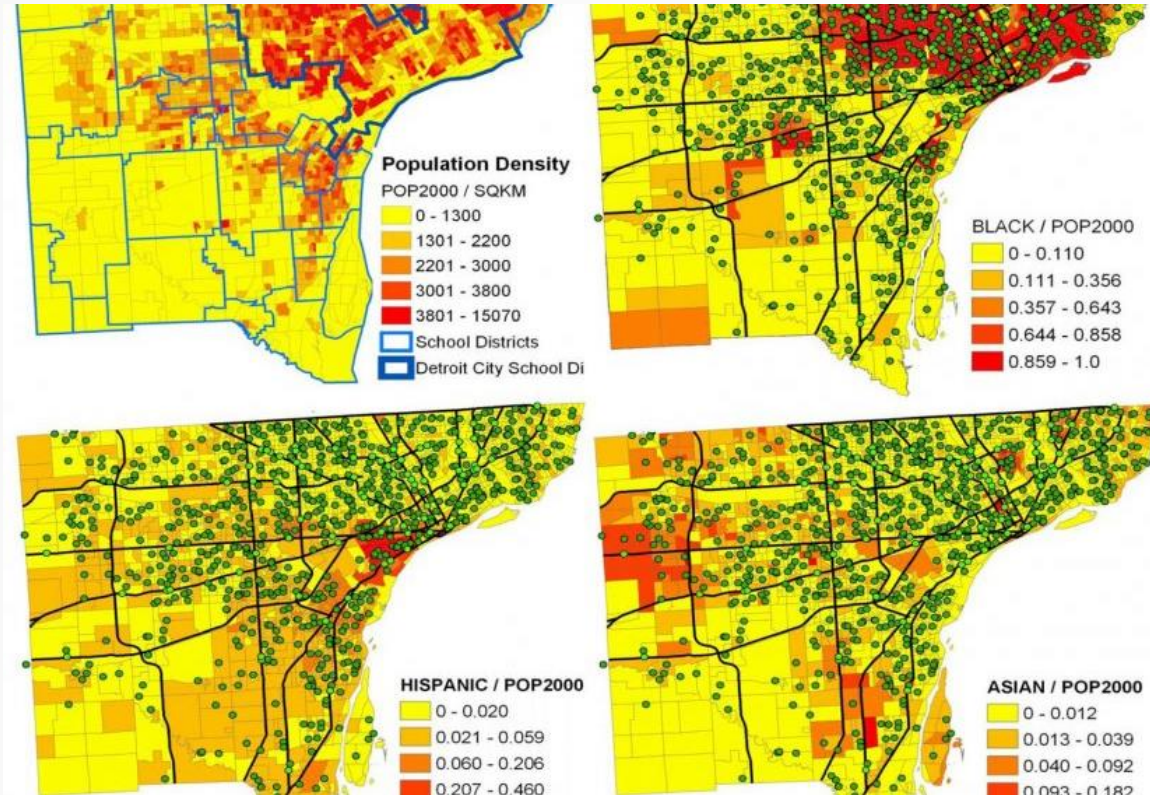


1. Build Trust



Community engagement must not be reactionary, but part of a larger strategy

2. Get the Facts



Get real data about health, education, housing, income, criminal justice, economic development, etc. disaggregated by race and ethnicity.

3. Listen



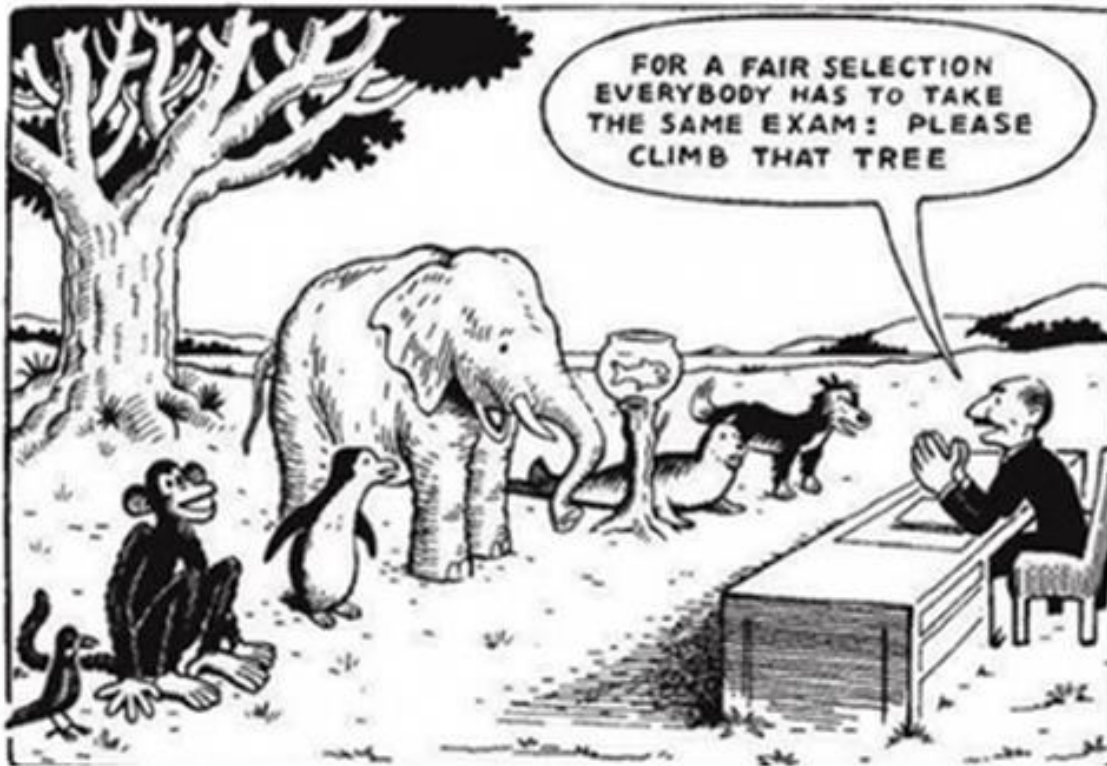
Offer strategic and consistent opportunities to facilitate conversations and include all voices

4. Lead



**Be a vocal proponent in
your community for
racial equity policies,
programs, and practices**

5. Change



Use a racial equity framework to determine and change who benefits and who is burdened by local policies, initiatives, programs and budgets

6. Provide Training



Implicit bias and de-escalation training should be implemented within the department

7. Prioritize Accountability



City agencies should track qualitative & quantitative data indicators, especially in communities of color, and leaders should hold government accountable for achieving more equitable outcomes.

Resources to Help City Leaders Address Racial Inequities Locally



1. BUILD TRUST

- [Project Peace](#): Tacoma, Washington

2. GET THE FACTS

- Webinar: [Achieving Equity with Results Based Accountability](#) at 1:00PM EST.

3. LISTEN

- [New Orleans Welcome Table](#)
- [Charlottesville, Dialogue on Race](#)

4. LEAD

- [TEN Lessons for Taking Leadership on Racial Equity](#)
- [GARE: A Resource Guide to Put Ideas into Action](#)

5. CHANGE

- [Justice in Policing: Policy Reforms](#)

6. PROVIDE TRAINING

- [Police Training Programs](#)
- Racial Equity training at NLC's City Summit in Pittsburgh

7. PRIORITIZE ACCOUNTABILITY

- [Alternatives to Arrest for Young People](#)

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www.nlc.org/REAL