



# One Community:

ADVANCING RACIAL EQUITY IN WASHTENAW COUNTY

# What is Equity?

## ***Equity***

*when neither a person's race nor a person's address can predict their outcomes in life.*

## ***Racial Equity***

*the development of policies, practices, and strategic investments to reverse racial disparity trends, eliminate institutional racism, impact structural racism and ensure that outcome and opportunities for all people are no longer predictable by race.*

# What Creates Racial Inequity?

## Individual racism:

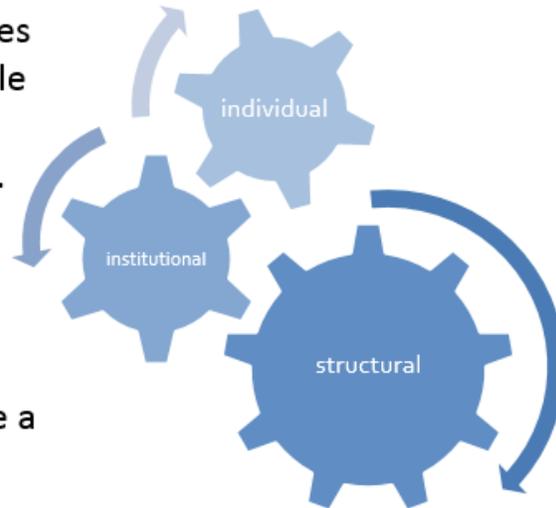
- Pre-judgment, bias, or discrimination by an individual based on race.

## 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.

# Institutional Racism

## ▶ Manifestations

- ▶ Jobs
- ▶ Housing
- ▶ Healthcare
- ▶ Criminal justice
- ▶ Environment
- ▶ Arts & Culture
- ▶ Education
- ▶ Equitable Development

## ▶ Impacts

- ▶ Financial
  - ▶ Lack of funds
  - ▶ Inability to invest
  - ▶ Lack of economic mobility
- ▶ Emotional
  - ▶ Trauma
- ▶ Physical
  - ▶ Health
  - ▶ Safety
- ▶ Social
  - ▶ Networks
  - ▶ Neighborhoods



# Why Washtenaw County?

## TWO FUTURES ONE COMMUNITY

Washtenaw County #1  
county in Michigan for  
health factors



Washtenaw County  
ranked 80/83 for income  
inequality

Ann Arbor - #1 Most  
educated city in  
America



Racial gap of more than  
30-40 points in student  
test scores

#6 Cities that are  
secretly great for tech  
grads



Ann Arbor 8th most  
economically  
segregated city

#3 hottest market  
housing market in the  
country



Washtenaw County #1  
most expensive rental  
market in Michigan

#5 green cities for  
families & #1 city for  
millennials



Bottom 8% for upward  
income mobility

- 60% of African-Americans live in low opportunity areas
- 9 yr. difference in life expectancy between 48104 and 48198; 16 yrs for Latino men.
- African-American babies are twice as likely to be born at a low birth weight and 6x more likely to grow up in poverty.
- Latino children are 3 times more likely to grow up in poverty.

# Overview

## 2015

- ▶ County-led Work
  - ▶ OCED released a *Housing Affordability and Economic Equity Analysis*
  - ▶ Washtenaw County [Opportunity Index](#) published
  - ▶ Equity Summit
- ▶ Community Efforts
  - ▶ My Brother's Keeper
  - ▶ United Way Alice Project
  - ▶ Growing Together Task Force
  - ▶ Coordinated Funding

## 2016

- ▶ Working Board Session
- ▶ Racial Equity Ordinance Discussion
- ▶ Joined Government Alliance on Race & Equity (GARE)



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**

# Government Alliance on Race and Equity (GARE)

- ▶ A national network of government working to achieve racial equity and advance opportunities for all.
  - ▶ Use a racial equity framework
  - ▶ Build organizational capacity
  - ▶ Implement racial equity tools
  - ▶ Be data-driven
  - ▶ Partner with other institutions
  - ▶ Operate with urgency and accountability



# Overview (cont'd)

## 2017

- June 8: BOC Working Session Overview of GARE
- June 9: County Department Heads + City of Ann Arbor leadership
- *June 10: BOC, County-wide electeds, Ann Arbor City Council & Highest Elected Officials from all other municipalities*
- *July 12: Per resolution #17-111, the Board of Commissioners affirmed the County's commitment*

## 2018: Phase II

One Community: Advancing Racial Equity in [Ann Arbor &] Washtenaw County

- GARE Trainings
- Racial Equity Analyst
- Staff Survey & Results
- Teams & Working Groups
  - Action Team
  - Workforce
  - Train-the-Trainer
- Equity Policy Passed
- Racial Equity Office

# Equity Policy & Office

- ▶ Equity Policy
  - ▶ 3 levels of change
  - ▶ Internal focusing policy; direct-service provider
  - ▶ Racial Equity Action Plans for all departments
  - ▶ Systems of transparency and accountability for staff & community
  - ▶ Future partnerships build-out
- ▶ Racial Equity Office & Hiring
  - ▶ 5 sessions for community and staff
  - ▶ Specific Core Competencies
  - ▶ Posting in December; currently in hiring process
  - ▶ Officer will then hire Manager role to begin the Office

# Contact Info

- ▶ Racial Equity Analyst, Anna Lemler
  - ▶ [Lemlera@washtenaw.org](mailto:Lemlera@washtenaw.org)
  - ▶ Phone: 734-222-6748
  
- ▶ Commissioner Felicia Brabec
  - ▶ [brabecf@Washtenaw.org](mailto:brabecf@Washtenaw.org)
  - ▶ Phone: 734-548-3179