Advancing Racial Equity: The Role of Government

"Using the A.C.T. Framework"

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CCCMA's Emerging Manager's Summer Camp

Government Alliance on Race and Equity
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Quién soy? (Who am I?)

Roberto brings nearly 20 years of corporate, higher education, and governmental experience to Race Forward. Before joining the Race Forward team Roberto worked for the City and County of Denver as the Manager of Diversity and Engagement at the Denver International Airport (DEN). During his time with the DEN Roberto worked on numerous initiatives that focused on race and social justice with the goal of elevating equity and enabling engagement. He has also taught several undergraduate and graduate courses at the University of Colorado Denver in the School of Education that focus on the social foundations of race in education and society. He is the founder and CEO of the Praximity Group, a diversity and equity consulting firm that focuses on the intersection of theory, practice, and place.

Roberto hosts a podcast called Theory Heads, serves on the advisory board for the Denver Agency for Human Rights and Community Partnerships, and is a member of the United States Tennis Association Colorado's Hispanic Engagement Initiative Task Force. He has twelve peer-reviewed publications focusing on Latino Critical Race Theory, Educational Equity, Speculative Race Fiction, and Critical Race Parenting. Roberto holds a B.S. in Political Science from Colorado Mesa University, an M.A. in Ethnic Studies from Regis University, and is a Ph.D. Candidate at the University of Colorado Denver.

LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON RACE & EQUITY

race forward & CSi CENTER FOR SOCIAL INCLUSION

Today's Objectives:

- Gain awareness of government's role in creating racial inequity

- Clarify key terms and concepts to support the normalizing of racial equity

- Introduce GARE's A.C.T. Framework

- Be motivated to start taking action

Creating a learning environment:

- Take space, make space

- What is said here, stays here…

- ….and what is learned here, leaves here

- Brave space

- Offer what you can, ask for what you need

- One mic, one conversation

Quick Poll

Overview and Assumptions

- Race matters

- We aren't just talking about individual acts of bigotry.

- Institutions rely upon processes and procedures that can perpetuate inequity. We are all a part of institutions and systems.

- We have a responsibility for advancing racial equity.

The Role of Government

Values and realities

- All men are created equal

- With liberty and justice for all

- Government of the people, by the people, for the people, shall not perish from the earth

Why GARE leads with race

- Racial inequities deep and pervasive

- Racial anxiety on the rise – race is often an elephant in the room

- Learning an institutional and structural approach can be used with other areas of marginalization

- Specificity matters!

When Leading with Race, we are…

….Race *explicit,* <u>not exclusive</u>
always bring an "intersectional" analysis
Race *and*
- Gender
- Ethnicity
- Disability status….
- income / class
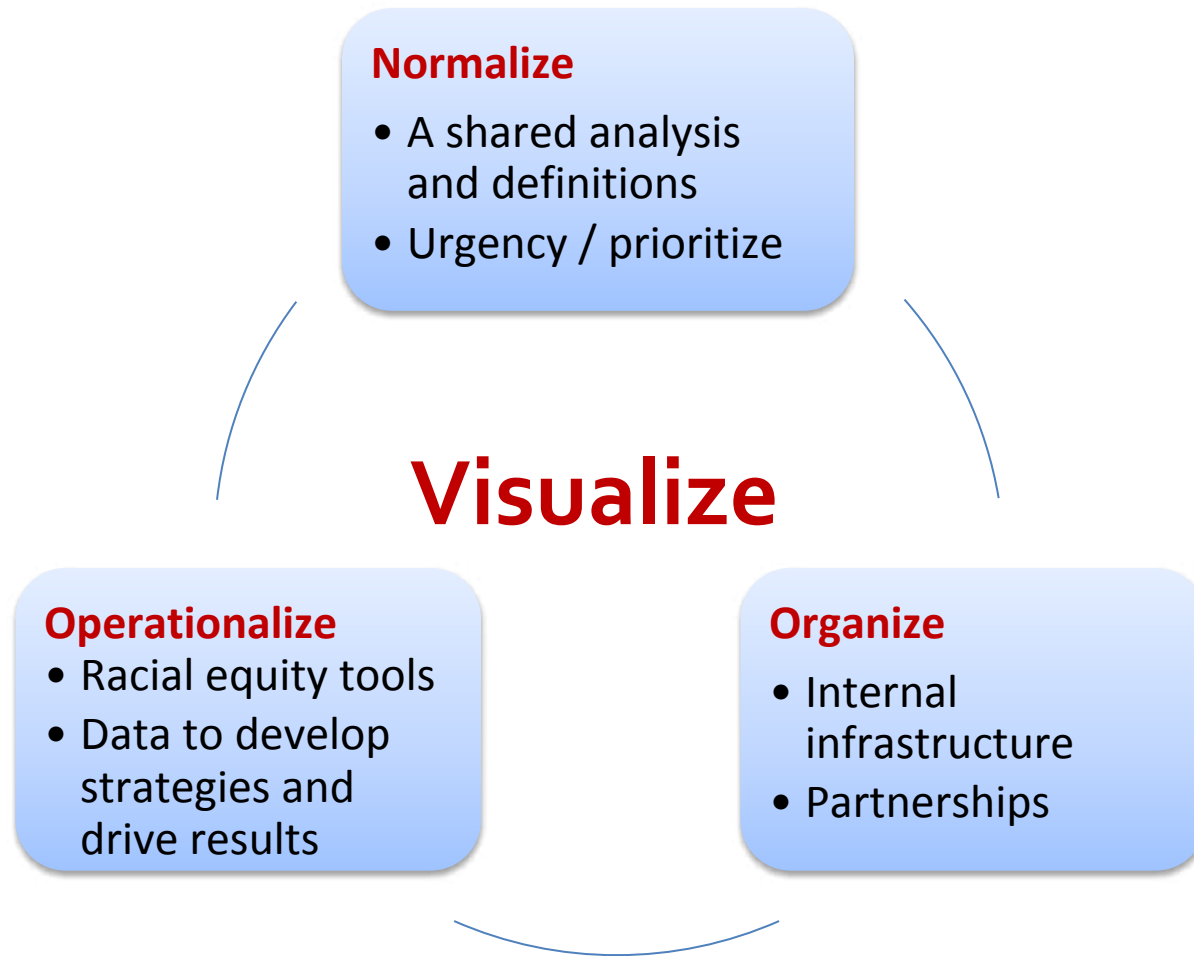- Religion
- sexual orientation

National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Visualize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Racial equity means:

Closing the gaps so that race does not predict one's success, while improving outcomes for all

Achieving racial equity requires us to…

….Target strategies to focus improvements for those worse off

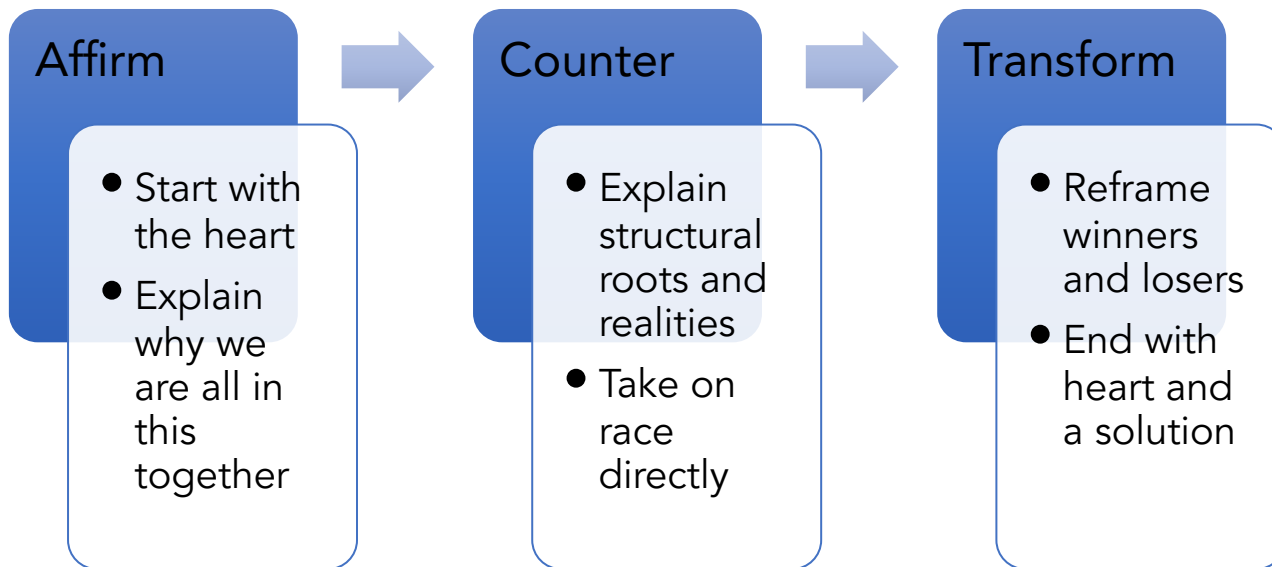….Move beyond service provision to focus on changing policies, institutions and structures

"**Race thought is never easy**—it is full of tension, ripe with contradictions, and needs all the help it can recruit. The analysis should be as complex as the topic itself," (Leonardo, 2013, p. xv).

Leonardo, Z. (2013). *Race frameworks: A multidimensional theory of racism and education*. Teachers College Press.

Communicating about race
It's more than just talk – ACT

Affirm
- Start with the heart
- Explain why we are all in this together

Counter
- Explain structural roots and realities
- Take on race directly

Transform
- Reframe winners and losers
- End with heart and a solution

Example Statements where we can apply ACT:

- Isn't this just about class, why are we talking about race?

- "Why do we need this if we have a diverse staff (or elected officials) already?"

- "Don't ALL lives matter? Why do people say that only Black lives matter?"

Opportunities for Change

- What is one action you can take to help advance racial equity?

- What are the opportunities for institutional actions to advance racial equity?

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