
Racial Equity: Why it Matters and What You Can Do About It

Missouri City and County Managers Association
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What do we mean by racial equity?

- Outcomes can't be predicted by background
 - Recognizing a range of experiences and correcting for important differences
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**How do we talk about our
efforts to address race,
discrimination, and bias?**

Diversity



Image: <https://www.edutopia.org/article/how-sesame-streets-muppets-became-revolutionaries>

Inclusion

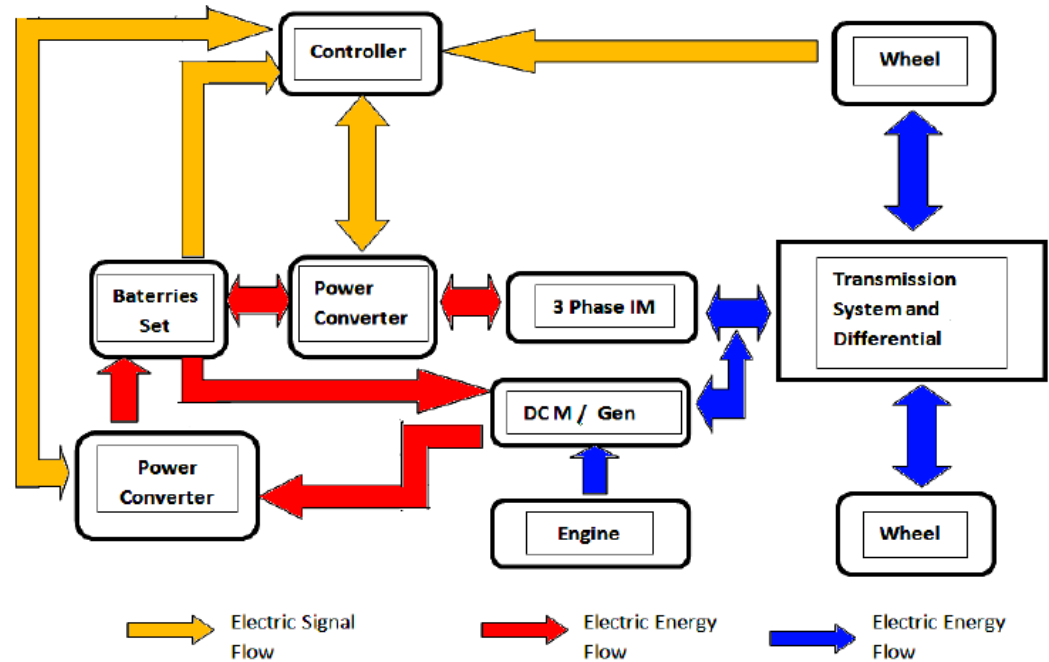


Image: https://www.researchgate.net/figure/Power-flow-block-diagram-of-HEV_fig6_256447166

Justice



Image: <https://www.cbr.com/worst-justice-league-betrayals/>

Belonging



Image: <https://screenrant.com/netflix-baby-sitters-club-every-main-character-ranked-intelligence-kristy-claudia/>

**Why does racial equity matter
for cities and counties?**

Outcomes by race

- Black motorists
 - Property values and appraisals in non-white neighborhoods
 - Black and Latinx youth
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What happens if we don't get it right?

- Disengagement and low participation in democracy and governance
 - Disinvestment and lack of connection to our neighborhoods and cities
 - Economic mobility and income decline
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**So what can we do?
(Like, right now)**

Ask different questions

- What does the charter say?
 - How will this affect residents?
 - What will residents think? (Will this be unpopular?)
 - How will we pay for it?
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 - How will this affect residents?
 - What will residents think? (Will this be unpopular?)
 - How will we pay for it?
 - Who was at the table when our city made this decision?
 - Who is at the table now? Who is missing?
 - How will this affect people with the least amount of power?
 - Can all of our residents afford the solution? Can we afford not to do it?
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Let's talk about examples

A solution exists for your city/county



Tall



Grande



Venti

Questions?



Thank you!

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