

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

Missouri City and County Managers Association
October 28, 2021

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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?

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Diversity



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

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Inclusion

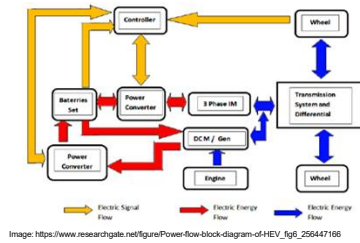


Image: https://www.researchgate.net/figure/Power-flow-block-diagram-of-HEV_fig6_256447166

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Justice



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

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Belonging



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

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Why does racial equity matter for cities and counties?

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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)**

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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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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?
- 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

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A solution exists for your city/ county



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Questions?

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Thank you!
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