Leading for Racial Equity

Today's objectives:

1. Explore how PSC can use its position and platform to advance racial equity
2. Introduce BPS policies for inclusive community engagement and equitable growth

Defining terms:

1. **Racial equity** is when 1) race no longer is a determinant of life outcomes and 2) in addressing racial inequity directly, we improve outcomes for everyone, including White people
   Racial equity is both our process _and_ the outcome we seek to achieve. It is an _inclusive_ approach to transform structures towards access, justice, self-determination, redistribution, and sharing of power and resources.
2. **Under-served** means people and places that historically and currently do not have equitable resources, access to infrastructure, healthy environments, housing choice, etc.
3. **Under-represented** recognizes that some communities have historically and currently not had equal voice in institutions and policy-making.
   The terms focus action and implementation attention toward:
   a. People/Communities of color
   b. Low-income populations

Why we lead with racial equity

1. Racial inequities are deep and pervasive
2. Racial anxiety on the rise – race is often an elephant in the room
3. Learning an institutional and structural approach can be used with other areas of marginalization
4. Specificity matters
5. Moral, legal, and economic imperative

How to lead with racial equity

Competency	Leadership Skill and Ability
Leading for racial equity	• **Lift up voices and expertise of people of color in decision making** • **Providing accountability for new equitable growth and engagement policies** • Accurately describe and advocate for BPS's racial equity work and resources • Capacity building to advance the practices of equity planning • Bringing people together to break down and work across institutional silos • Maintain focus and positive attitude, providing hope and inspiration to others • Rewarding those who support the necessary changes
Communicating about racism	**Clearly articulate the vision, urgency and benefit to BPS of eliminating institutional and structural racism** Communicate about race in a way that counters implicit bias and interrupts stereotypes.
Using government to advance racial equity	Use a racial equity lens at influential points in decision making Explain historical and present day causes of current racial disparities, including governments' role in creating those disparities and its responsibility to advance racial equity.
Accounting for unconscious bias	Self-reflect and challenge your own unconscious bias Identify and interrupt unconscious bias

Discussion: How can the PSC use its position and platform to advance racial equity?

New policies and approaches for planning and engagement with racial equity

Comp Plan Equity Principle: Promote equity and environmental justice by reducing disparities, minimizing burdens, extending community benefits, increasing the amount of affordable housing, affirmatively furthering fair housing, proactively fighting displacement, and improving socio-economic opportunities for under-served and under-represented populations.

Intentionally engage under-served and under-represented populations in decisions that affect them. Specifically recognize, address and prevent repetition of the injustices suffered by communities of color throughout Portland's history.

Equitable development without displacement	Community empowerment that lifts up voices and expertise of people of color in decision making
Some new approaches: • Plan and invest to reduce disparities • Equitably distribute costs and benefits • Create opportunities for community wealth building • Increase housing affordability through funding and regulations • Create regulations that acknowledge that one size does not fit all • Use an equity lens on policy decisions for their impact on different communities • Identify ways to mitigate potential harm, and maximize opportunity for underserved and under-represented groups • Analyze and prevent economic displacement • Include under-served and under-represented populations in decisions that affect them.	Some new approaches: • Know the community • Be accessible and responsive to diverse communities • Appropriately support staff and community capacity • Build effective partnerships • Scope the project with community • Continuously apply an equity lens • Evaluate and report results of engagement

Reflections and notes: