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.

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<thead>
<tr>
<th>Institutional / Explicit</th>
<th>Institutional / Implicit</th>
<th>Individual / Explicit</th>
<th>Individual / Implicit</th>
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</thead>
<tbody>
<tr>
<td>Policies which explicitly discriminate against a group.</td>
<td>Policies that negatively impact one group unintentionally.</td>
<td>Prejudice in action – discrimination.</td>
<td>Unconscious attitudes and beliefs.</td>
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<td><strong>Example:</strong> Police department refusing to hire people of color.</td>
<td><strong>Example:</strong> Police department focusing on street-level drug arrests.</td>
<td><strong>Example:</strong> Police officer calling someone an ethnic slur while arresting them.</td>
<td><strong>Example:</strong> Police officer calling for back-up more often when stopping a person of color.</td>
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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?

- 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)
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
  - Phone: 734-222-6748

- Commissioner Felicia Brabec
  - brabecf@Washtenaw.org
  - Phone: 734-548-3179