Race, Equity And Leadership:
Race & Law Enforcement in the Urban Community

Timothy A. Evans, REAL Senior Associate, National League of Cities
City Initiatives to Improve Outcomes for Black Males

- Focus on black male achievement
- Focus on all young men of color
- Place-based strategies that target investment in neighborhoods with a large proportion of black residents
- Issue-focused strategies that disproportionately affect black males (e.g., dropout rates, violent crime)
Homicide Victims by Race and Gender: BALTIMORE

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: BOSTON

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice and Census Bureau, 2009
Homicide Victims by Race and Gender: BUFFALO

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: CHICAGO

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: CLEVELAND

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: COLUMBUS

Source: Author’s analysis of Bureau of Justice Statistics, United States Department of Justice (2009 homicide data) and Census Bureau
Homicide Victims by Race and Gender: INDIANAPOLIS

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice and Census Bureau, 2009
Homicide Victims by Race and Gender: JACKSON, MS

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: KANSAS CITY

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender:
MEMPHIS

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: MINNEAPOLIS

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: NEWARK, NJ

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: OAKLAND

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: PHILADELPHIA

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: SEATTLE

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
Homicide Victims by Race and Gender: ST. LOUIS

Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau
False Universalism: Reducing Violent Deaths Among Black Males
Mission Statement

Develop and implement plans in partnership with communities, families, youth, philanthropy, government officials, and other stakeholders dedicated to reducing the epidemic of murders among Black men and boys.
<table>
<thead>
<tr>
<th>The City of Grand Rapids, MI</th>
<th>The City of Lansing, MI</th>
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<tr>
<td>Mayor Rosalynn Bliss</td>
<td>Mayor Virgil Bernero</td>
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<td>The City of Detroit, MI</td>
<td>The City of Southfield</td>
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<td>Mayor Mike Duggan</td>
<td>Mayor Kenson J. Siver</td>
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<td>The City of Flint, MI</td>
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<td>Mayor Karen Weaver</td>
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Cities United: Founding Principals

Principals
• City of Philadelphia
• City of New Orleans
• Open Society Foundations
• Campaign for Black Male Achievement
• Casey Family Programs
• National League of Cities
Cities United Inaugural CEO: Anthony Smith

Director for Safe and Healthy Neighborhoods in the office of Mayor Greg Fischer in Louisville, KY

Seasoned leader with over 20 years of experience organizing, facilitating, managing, mobilizing, and building networks

“While I am sad to see him leave, I could not be more proud of him achieving this new leadership role that gives him the chance to advocate for men and boys of color and safer communities on the national stage. We look forward to working with him in his new capacity. The entire country will now get to see the superstar we have had here in Louisville.” (Mayor Fischer)
City Leaders to Promote Black Male Achievement: 11 Cities Selected

1. City of Charlottesville, VA – Former Mayor Satyendra Huja and Councilwoman Kristin Szakos
2. City of Chicago, IL - Mayor Rahm Emanuel
3. City of Fort Wayne, IN - Mayor Tom Henry
4. City of Jacksonville, FL – Former Mayor Alvin Brown
5. City of Louisville, KY - Mayor Greg Fischer
6. City of Milwaukee, WI - Mayor Tom Barrett
7. City of Oakland, CA – Former Mayor Jean Quan
8. City of Omaha, NE- Mayor Jean Stothert
9. City of Orlando, FL – Mayor Buddy Dyer
10. City of Philadelphia, PA – Former Mayor Michael Nutter
11. City of Portland, OR – Former Mayor Charlie Hales
BMA Framework:
TA Areas for BMA Cities

- Establish and Promote a Shared Vision for BMA
- Engage Diverse Stakeholders
- Define and Implement Comprehensive BMA Strategies
- Share Accountability, Data and Outcomes
- Create and Sustain Local Infrastructures
BMA Framework:
DEVELOP AND IMPLEMENT STRATEGIES & POLICIES

Comprehensive Strategies:

- Strengthening families
- Improving educational achievement
  - School Suspension policies
- Expanding job opportunities
  - Local/targeted hiring policies
- Reducing violence and violence-related deaths
  - Ban the Box policy
ENGAGING DIVERSE STAKEHOLDERS

BMA Component:

SOURCE: Forum for Youth Investment Ready by 21TM
In just the last few years...
Houston, TX – Robby Tolan
December 2008
Oakland, CA – Oscar Grant
January 2009
Sanford, FL – Trayvon Martin
February 2012
Jonesboro, AR – Chavis Carter
July 2012
Los Angeles, CA– Alesia Thomas
August 2012

Unnecessary Death?
Jacksonville, FL – Jordan Davis
November 2012
Gardena, CA – Ricardo Diaz-Zeferino
June 2013

Video released shows police killing unarmed man in LA suburb
New Iberia, IL – Victor White
March 2014
Staten Island, NY – Eric Garner
July 2014
Los Angeles, CA – Ezell Ford
August 2014
Ferguson, MO– Michael Brown
August 2014
Cleveland, OH – Tamir Rice
November 2014
North Charleston, SC – Walter Scott
April 2015
Baltimore, MD— Freddie Gray
April 2015
McKinney, TX, Harassment at Pool
June 2015
Charleston, SC – Mother Bethel AME
June 2015
Cincinnati, OH—Sam DuBose
July 2015

BODY CAM: OFFICER KILLS UNARMED DRIVER
Walla County, TX – Sandra Bland
July 2015
Baton Rouge, LA – Alton Sterling
July 2016
Falcon Heights, MN – Philando Castile
July 2016
And so many more….

Aiyana Jones (7)  
Kenneth Chamberlain, Sr. (68)  
Rekia Boyd (22)  
Timothy Russell (43)  
Malissa Williams (30)  
Jonathan Ferrell (24)  
Renisha McBride (19)  
Dontre Hamilton (31)  
John Crawford III (22)  
Akai Gurley (28)  
Antonio Martin (18)  
Tony Robinson (19)  
Meagan Hockaday (26)  
Gregory Gunn (58)  
Akiel Denkins (24)  
Samuel DuBose (43)  
Brendon Glenn (29)  
Natasha McKenna (37)  
Walter Scott (50)  
Christian Taylor (19)
Rising Tensions
The Need for Greater Equity

“Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.”
—Maya Angelou
Racial Disparities

From infant mortality to life expectancy, race predicts how well you will do.
Racial Disparities

6 in 10 of U.S. prisoners are Black/Latino (yet only comprise 30% of the U.S. population)

35% of Black or Latino men won’t graduate from High School (80% of White males will)

Black and Native American unemployment is 2x that of Whites

57% of Blacks and Latinos spend more than 30% of their income on housing costs
Racial Equity Outcomes

Improving outcomes for all: The economic benefits of equity

In this region of Michigan

In 2012, the economy would have been $39 billion larger if there had been no racial gaps in income.

http://nationalequityatlas.org/data-summaries
REAL Goal

To strengthen local leaders’ knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities.
Racial Inequality in the U.S.

**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.
Equality versus Equity

Equality = Sameness
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Adapted by the City of Portland, Office of Equity and Human Rights from the original graphic: http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg
Cities Advancing Racial Equity

Community Conversations
- sustained
- diverse stakeholders
- Racial reconciliation and healing

Issues
- Transportation
- Health
- Economic development
- Education
- Others

Population
- Boys and Men of Color
- MBK

City wide racial equity plans
- Racial equity tools
- State league partnerships
Cities Taking a REAL Lead

Four Ways To Build More Inclusive Communities

• Community Conversations
• Supporting Specific Populations
• Focusing on key city issues
• Taking a holistic approach
President Obama’s Call to Hold Community Conversations

- Good first step
- More than 105 cities
- Potential partners: State Leagues
Start with a specific group of people

Identify and Provide Additional Resources to Individual Groups

• Starting with the most underserved communities

• Example: Boys and Men of Color

• Potential partner: Kresge Foundation and MBKA
Closing the gaps and increasing access

- Education
- Transportation
- Health
- Economic Development
- Potential partners: NLC staff
Take a Holistic Approach

Use a Racial Lens

It’s about paying disciplined attention to race and ethnicity while

- Analyzing problems,
- Looking for solutions,
- And defining success.

Potential partners: State Leagues, CSI/GARE
Conclusion– What can *you* do?
REAL Resources

Please check out additional REAL resources for your community at: www.nlc.org/REAL

Or reach out to the team:

Leon Andrews
Director of REAL
Email: Andrews@nlc.org
Phone: 202.626.3039

Timothy Evans
Senior Associate
Email: evans@nlc.org
Phone: 202.626.3014