

EQUITY.

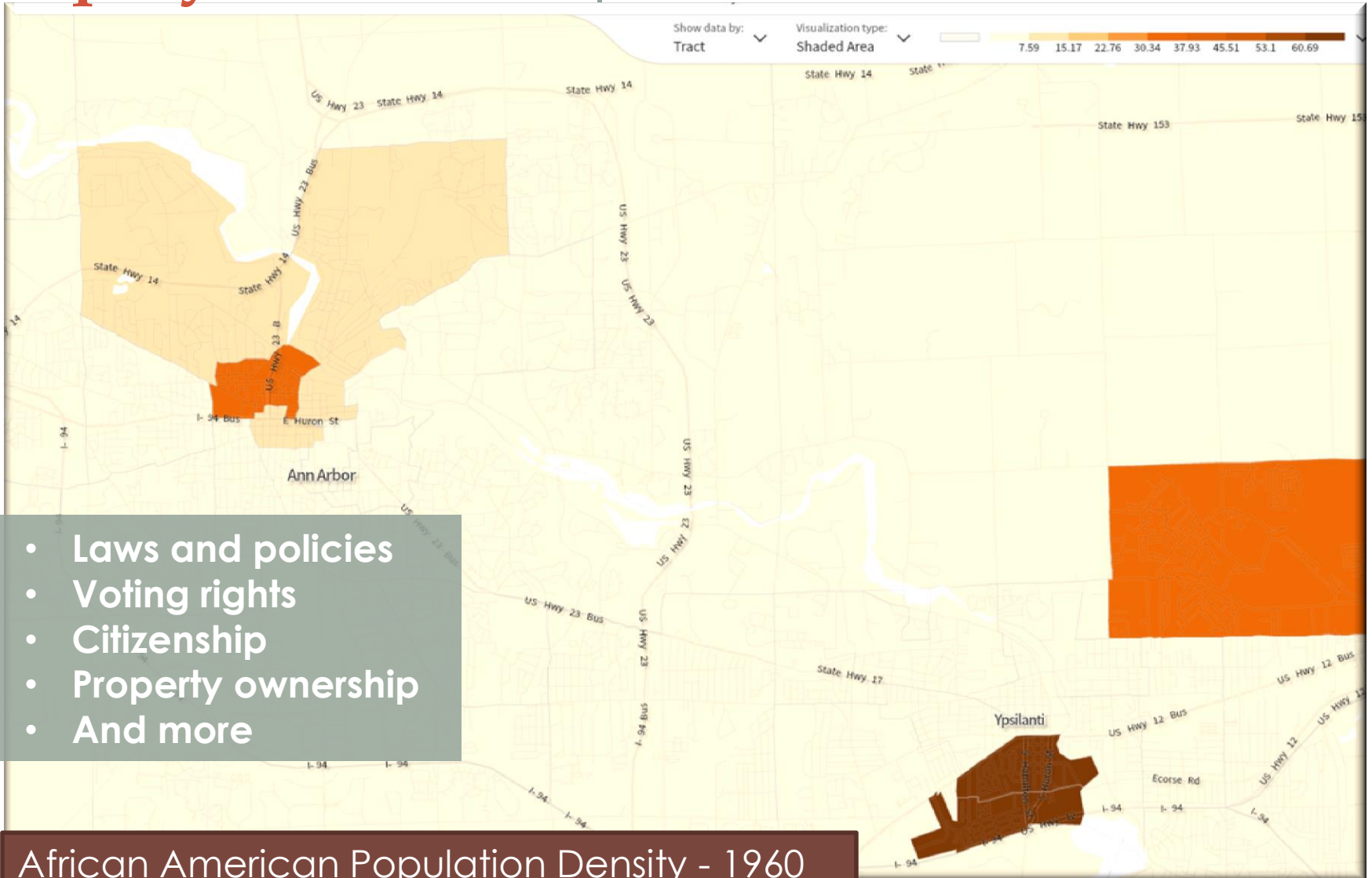
How Washtenaw County can champion change

What is Equity?

Equity is when neither a person's race nor a person's address can predict their outcomes in life.

Why Does Equity Matter?

Both government and institutions created the inequity we experience today through:



African American Population Density - 1960

Why does Equity Matter?

*“Many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion. Institutions and structures have continued to create and perpetuate inequities, **despite the lack of explicit intention.**”*

Without intentional intervention, institutions and structures will continue to perpetuate racial inequities.”

- GARE

Why does Equity Matter?

Racial healing and racial equity are essential for creating and strengthening the conditions in which families succeed.

We seek to dismantle racial and structural inequities that limit opportunities and hold many in our community back.

But isn't Ann Arbor the BEST?



We ARE doing great...



...but are we ALL doing great?

Martin Prosperity Institute

2015 8th Most Economically Segregated City: Ann Arbor, MI



HARVARD UNIVERSITY

2015 Bottom 8% for Upward Income Mobility: Washtenaw County, MI



Robert Wood Johnson Foundation

County Health Rankings & Roadmaps
A Healthier Nation, County by County

2015 5th Worst for Income Inequality in Michigan: Washtenaw County, MI



Investing in People. Investing in Places.

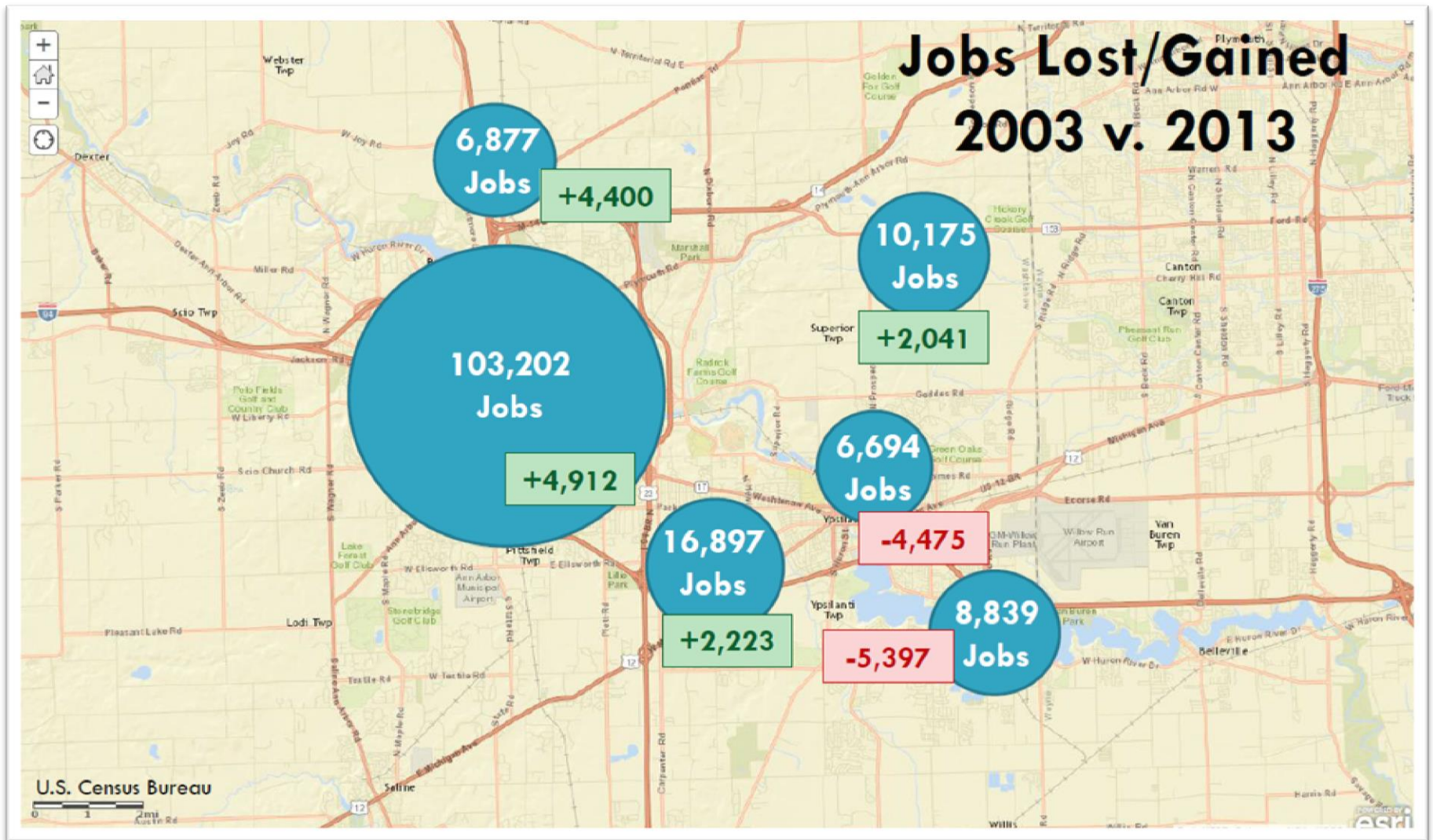
OUT OF REACH



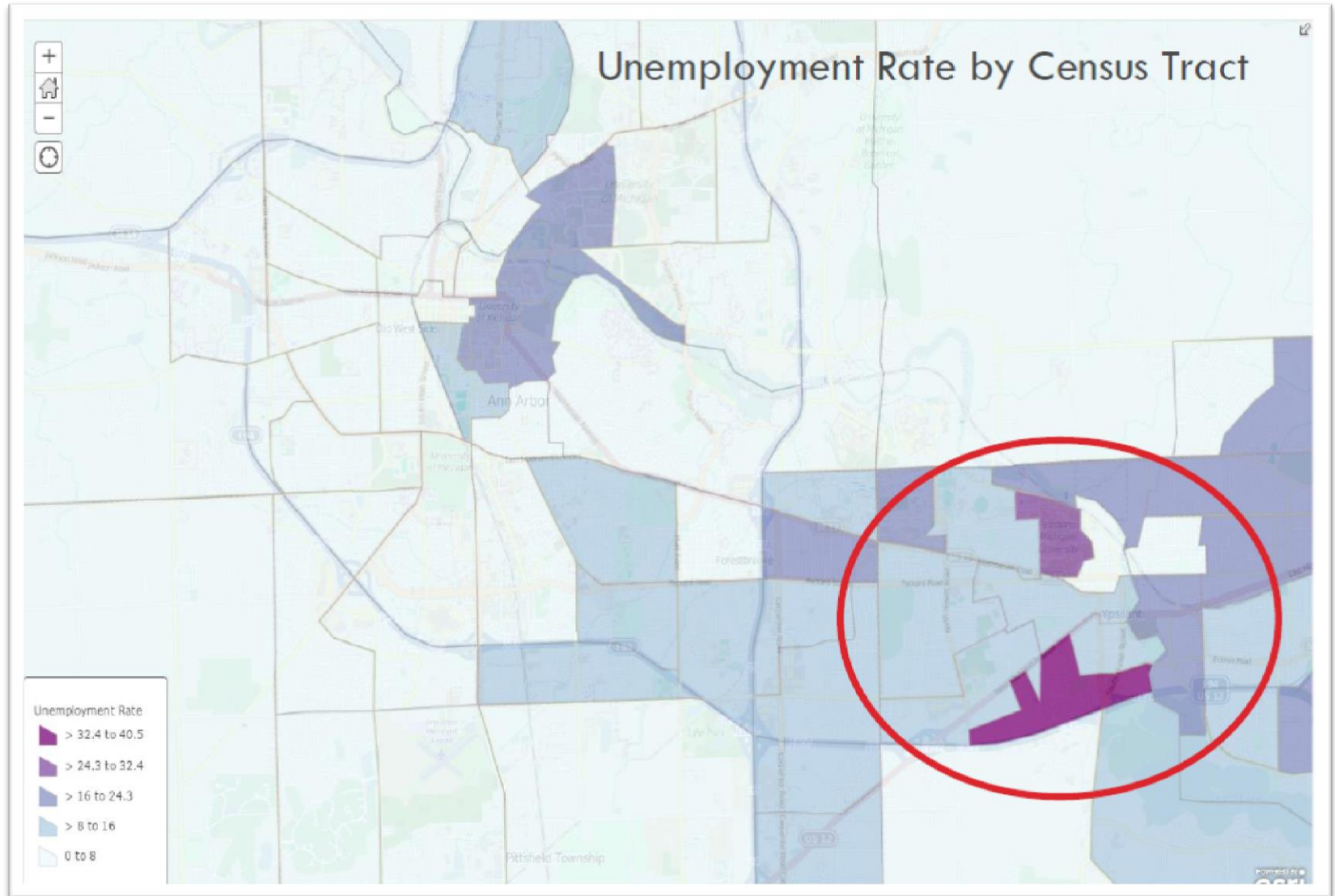
NATIONAL LOW INCOME HOUSING COALITION

2013 #1 Most Expensive Rental Market in Michigan: Washtenaw County, MI

Employment

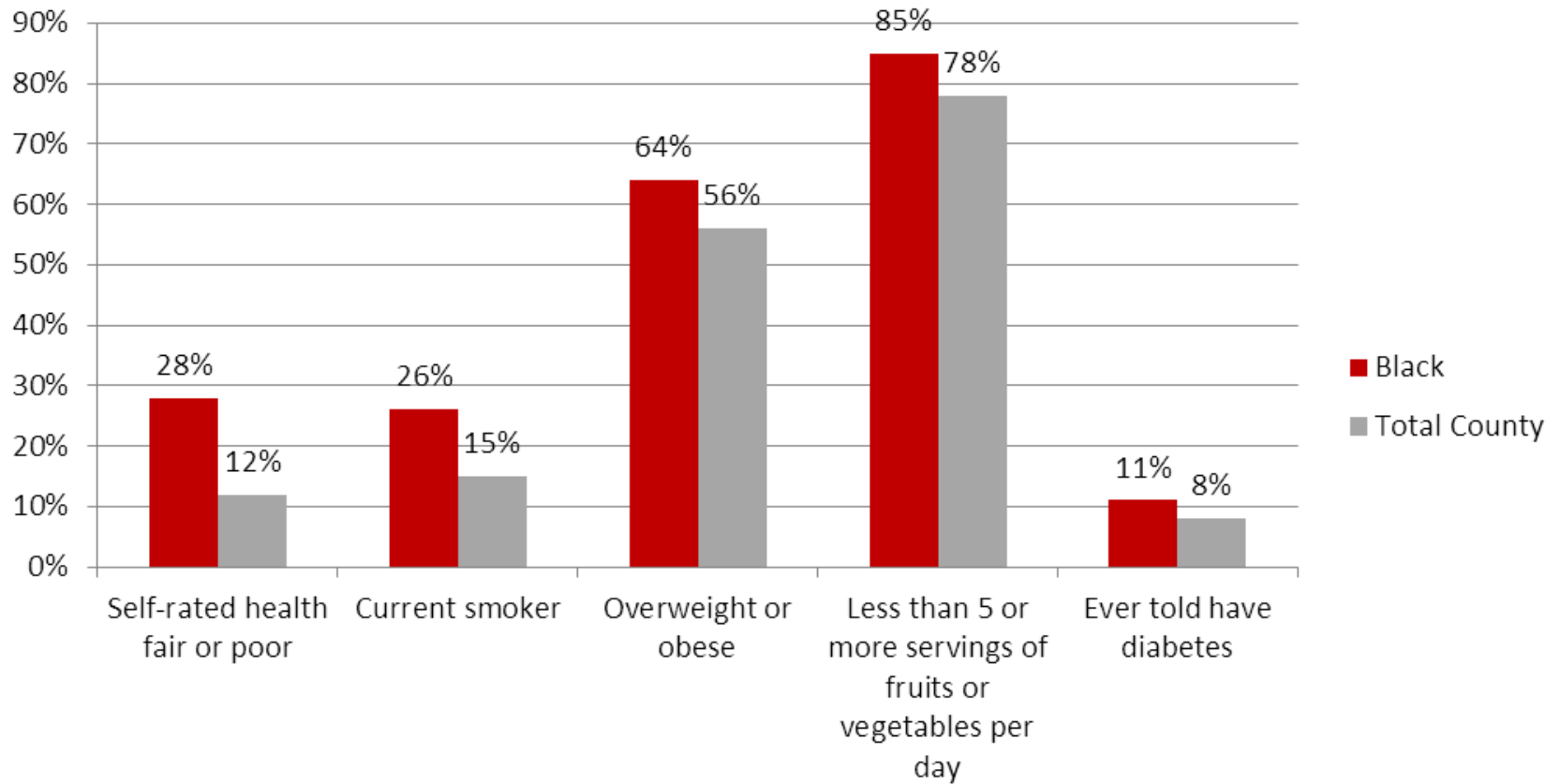


Unemployment



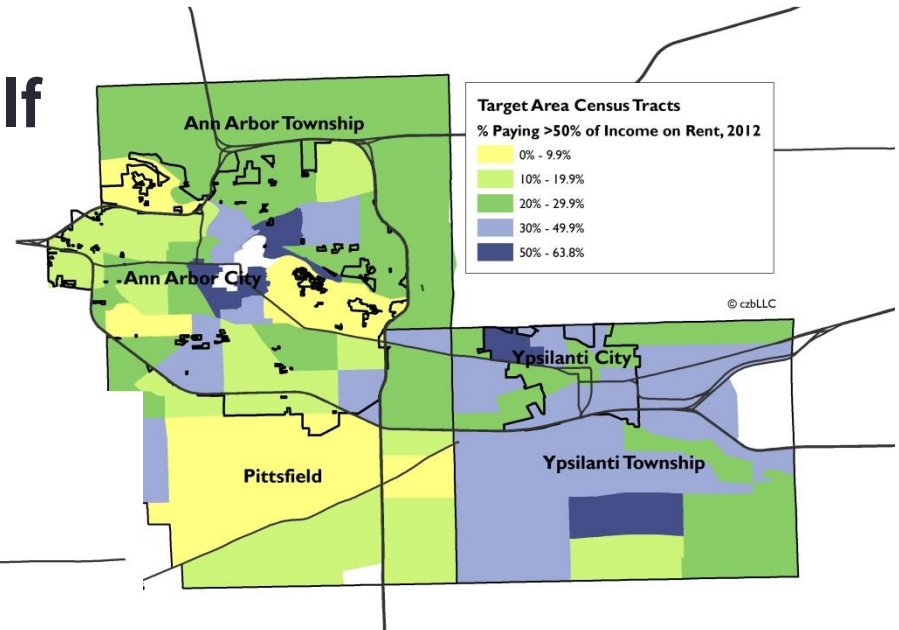
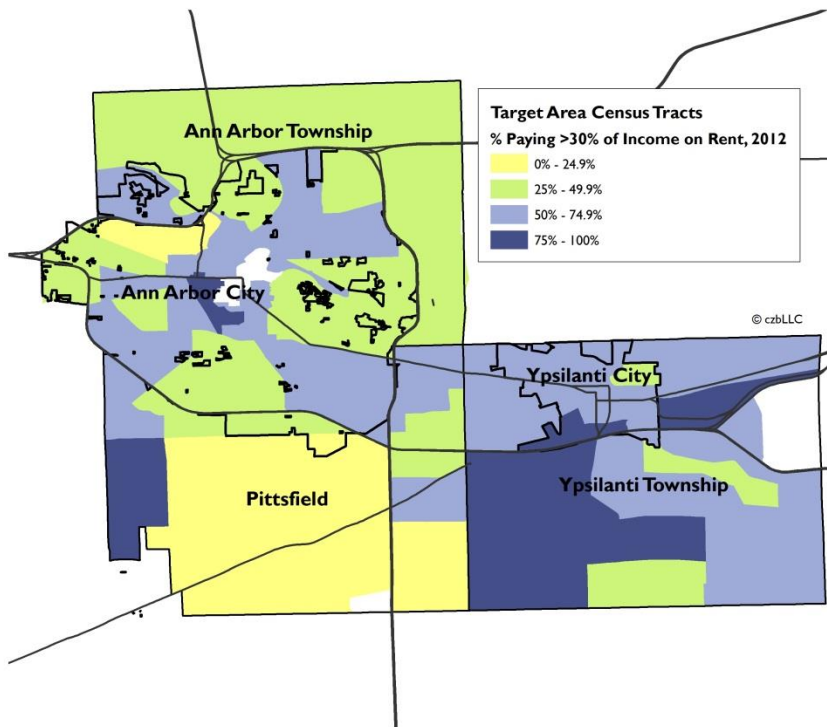
Health

Selected Results 2015 Health Improvement Plan (HIP)



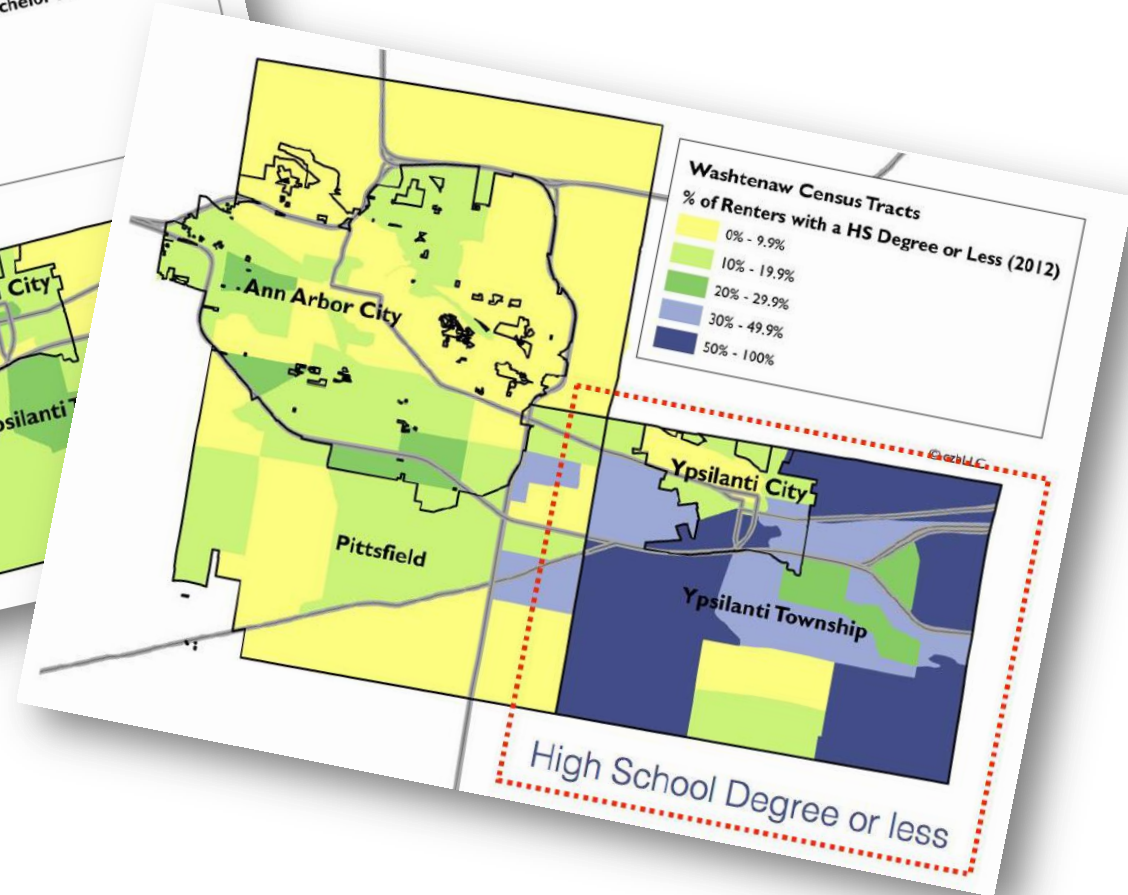
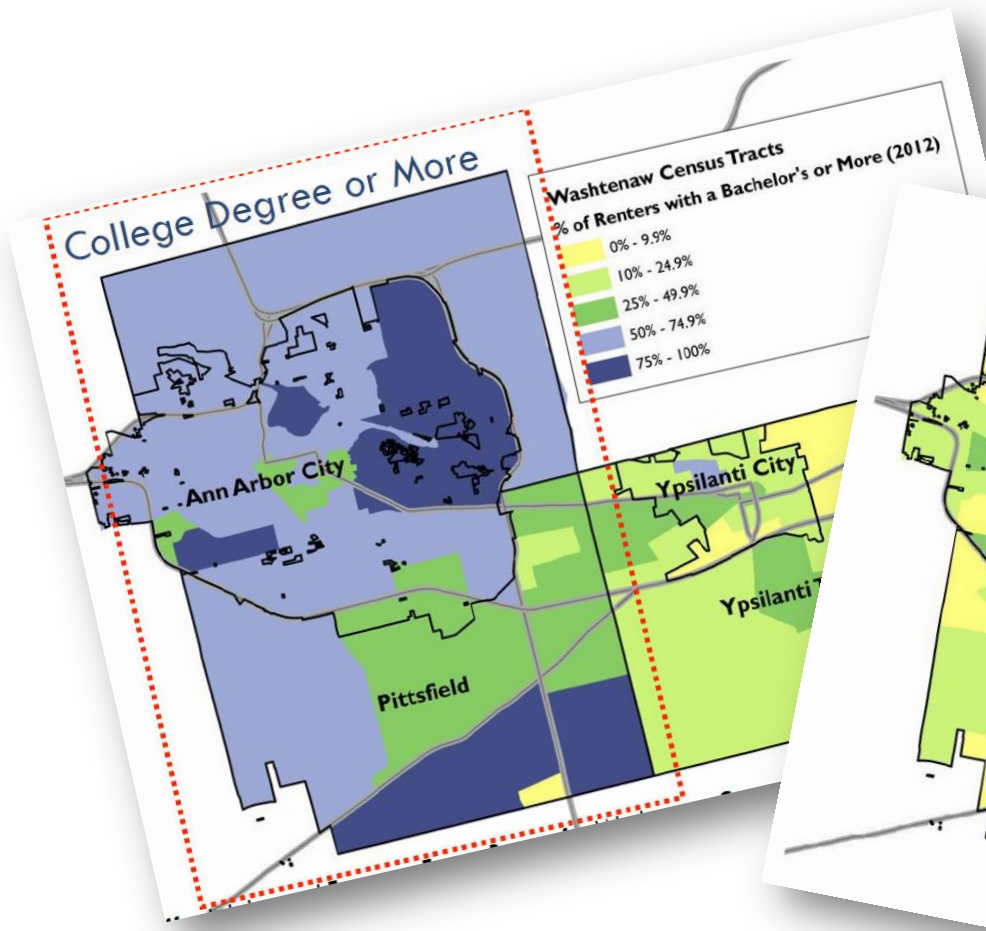
Housing

In the target area, **over half (56%)** of all renters pay more than 30% of their income on housing.



In the target area, **one third (32%)** of all renters pay more than 50% of their income on housing.

Education



Income

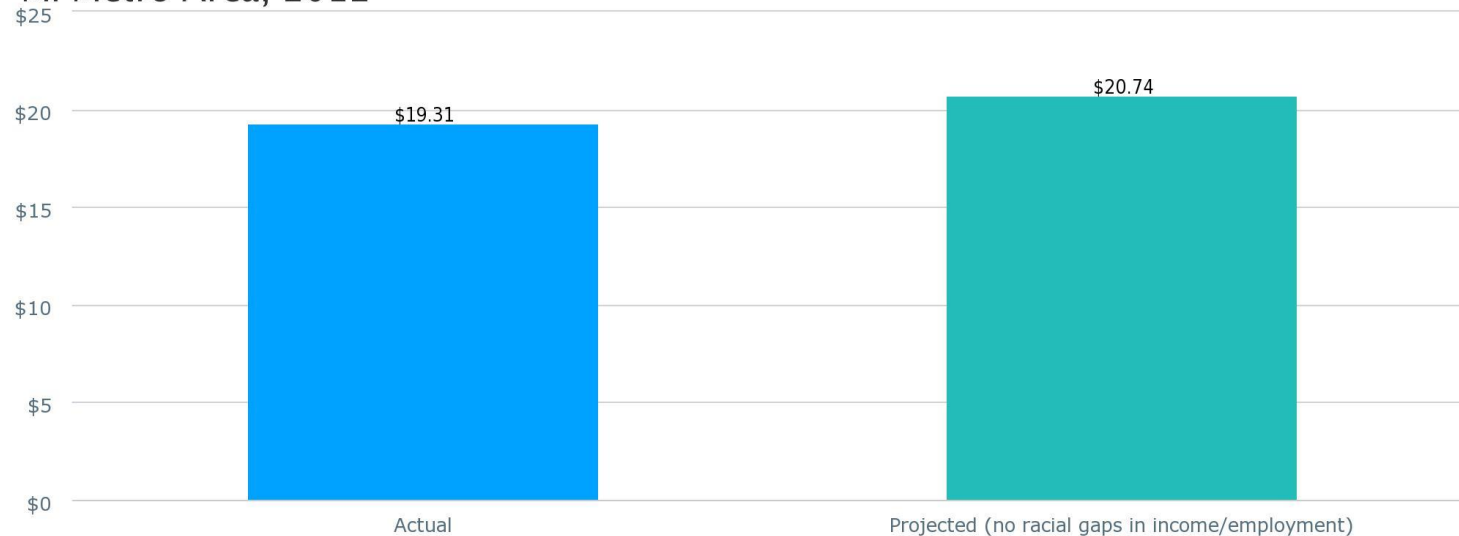
Race and economic inequity are costing us.

Since 1979, Washtenaw County Households:

In the 90th percentile have seen wages *increase* 18.8%

In the 10th percentile have seen wages *decrease* 14.4%

Actual GDP and estimated GDP with racial equity in income (billions): Ann Arbor, MI Metro Area, 2012



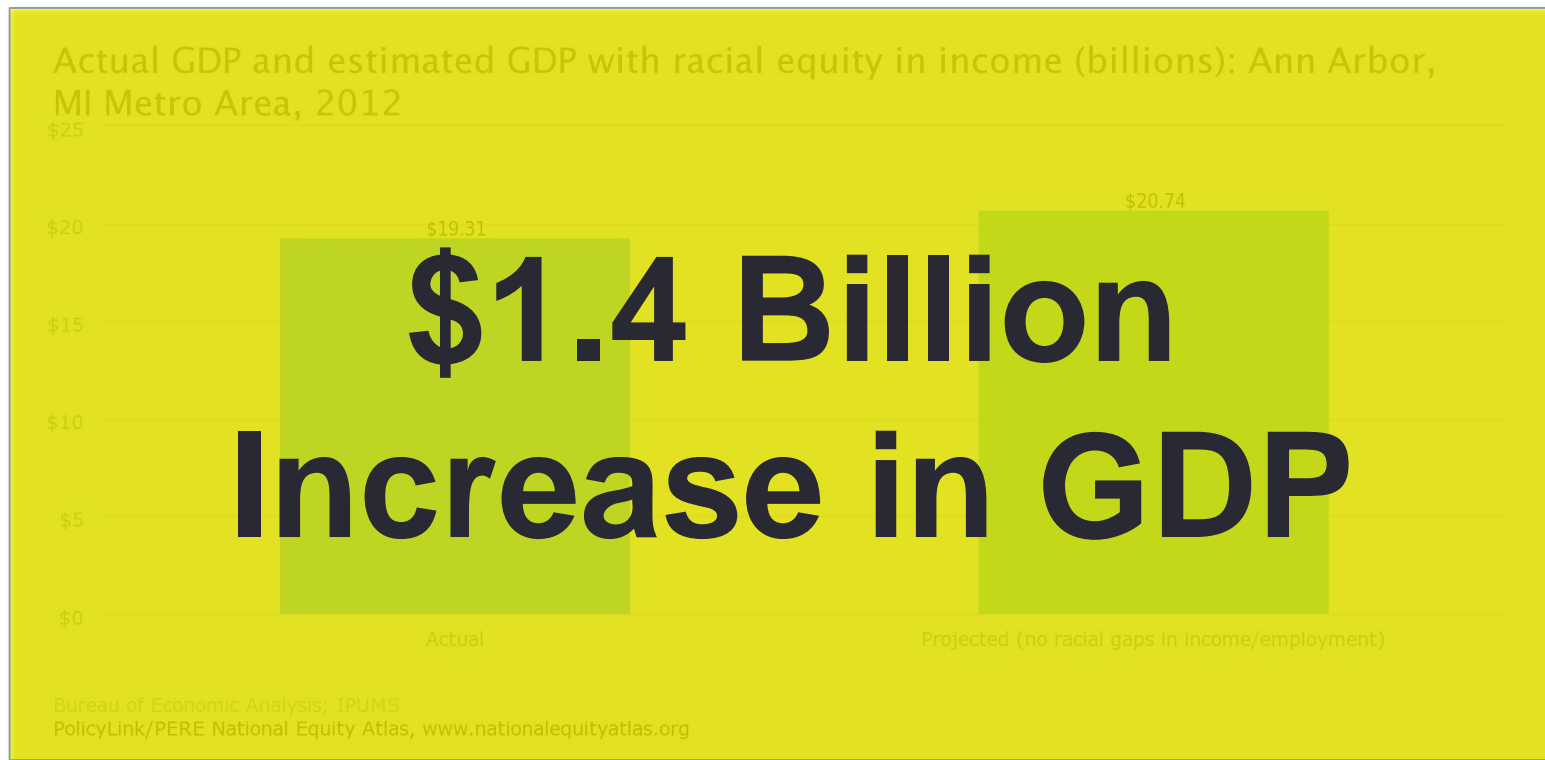
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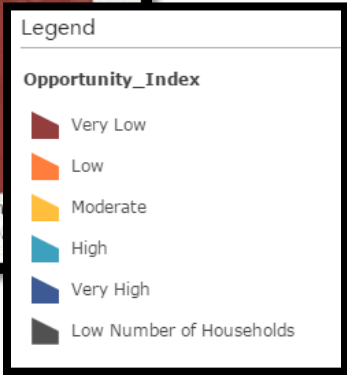
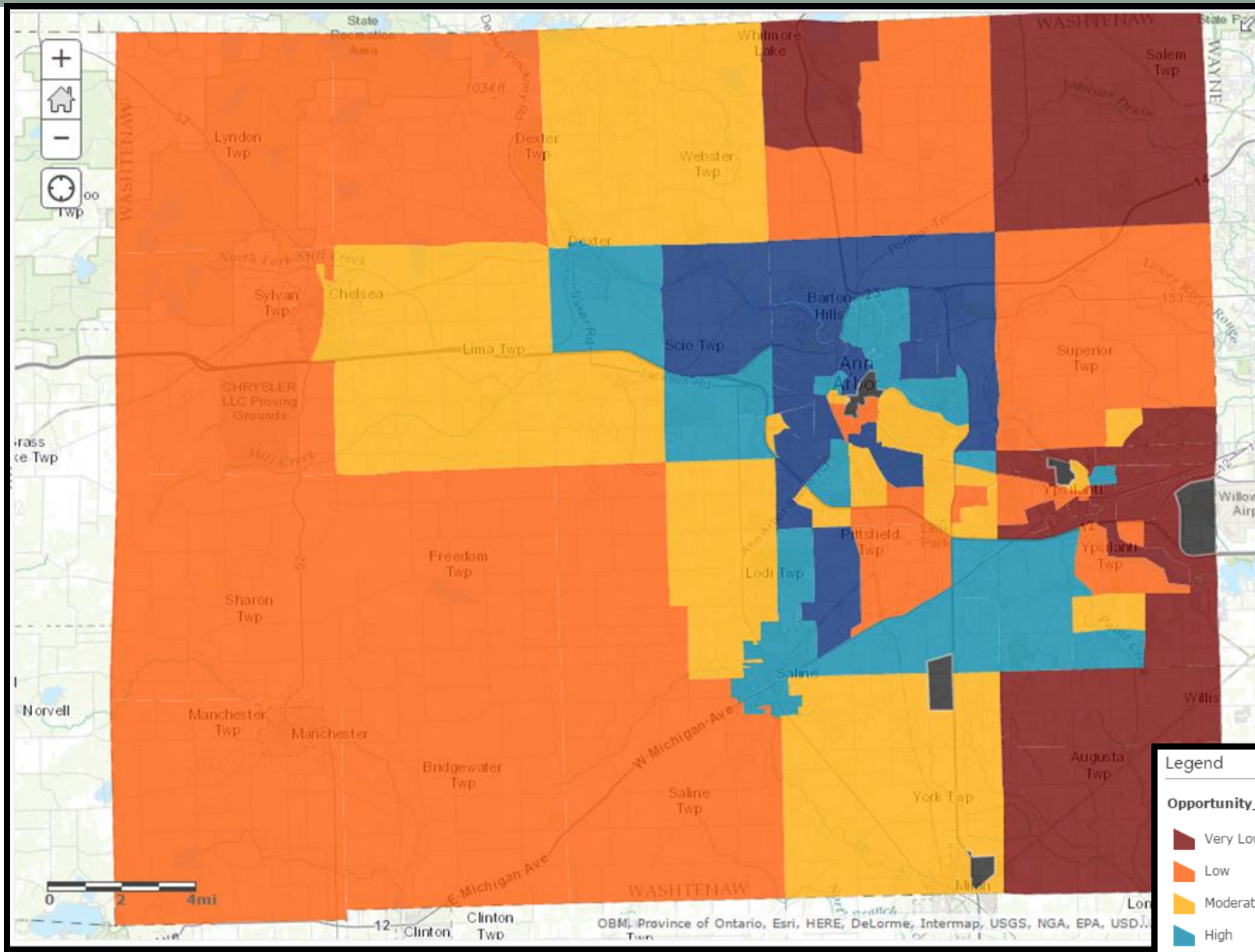
Bringing it all together...



Your Zip Code shouldn't define your chances in life.

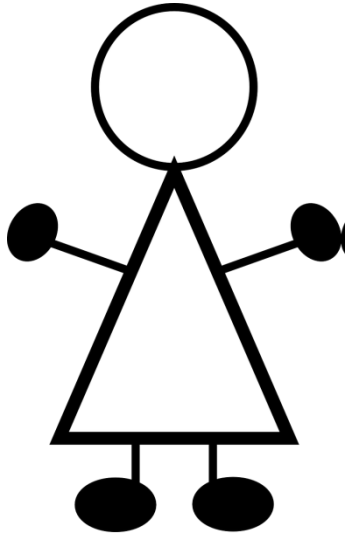
Washtenaw Opportunity Mapping

The tough reality is that often it does. It matters for long-term health, for educational opportunity, for access to jobs, and economic vitality of households and neighborhoods. Washtenaw County is one of the wealthiest in Michigan, with high incomes and high rankings as one of the most economically vibrant, educated, healthy, and best places to live in the state. But once you look a little harder, you'll see some **stark disparities**, ones that are also making us rank **high in inequity** in the same areas we get accolades. The 2015 Opportunity index is a tool to benchmark opportunity in the community. The data is important to grasp the breadth of the problem, but only advocacy, education and action will allow us to collectively make progress toward more equity in Washtenaw County.



www.opportunitywashtenaw.org

What might the future hold for these two?



**Scio Township
(north of 94)**

Life Expectancy
83 years

All children live above
the poverty line

85% of 3rd graders
are reading
proficient

4 in 5 adults over 25
have a college
degree

Unemployment
Rate is 6.6%

83% of registered
voters vote in
presidential
elections

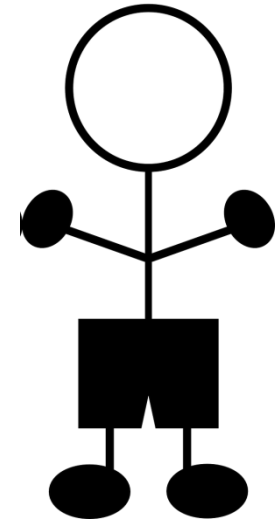
37% of children live
in poverty

21% of 3rd graders
are reading
proficient

1 in 7 adults over 25
have a college
degree

Unemployment
Rate is 17%

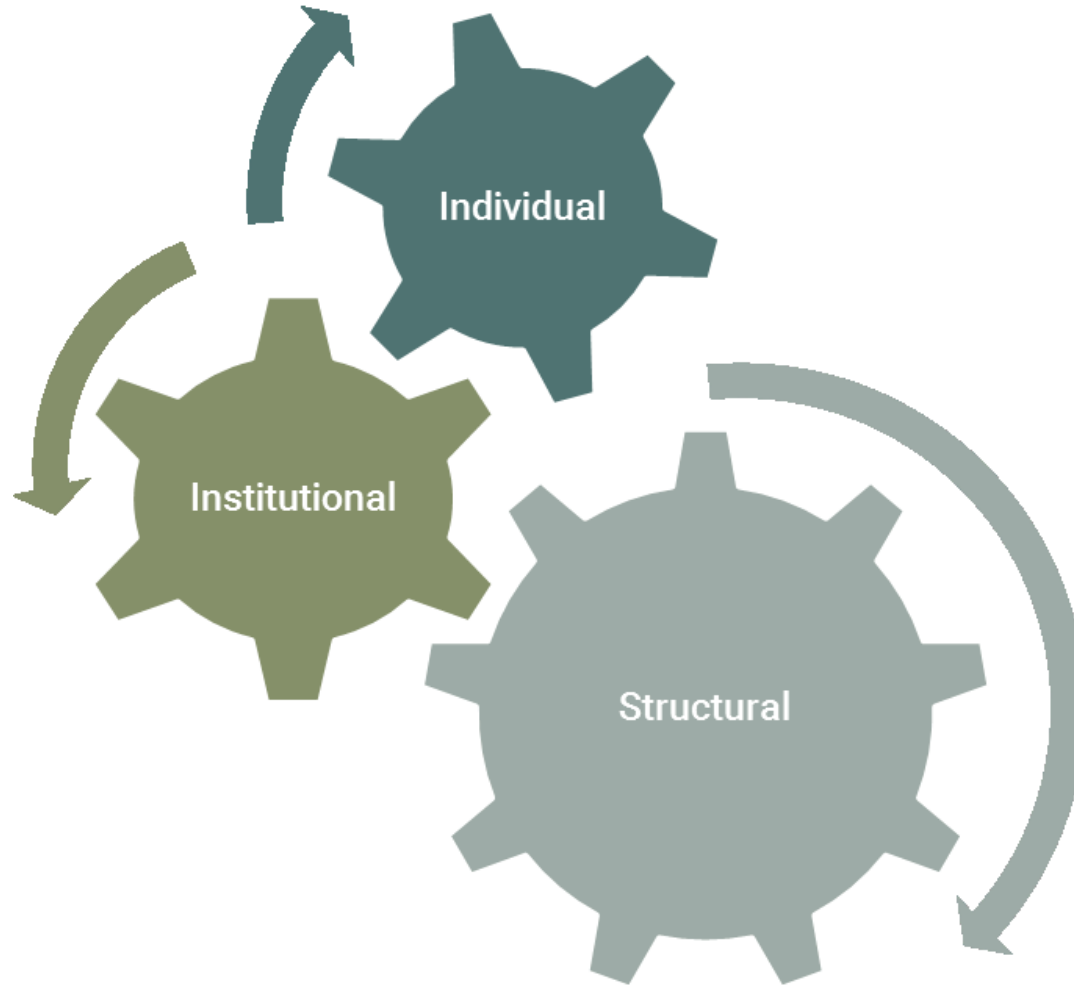
46% of registered
voters vote in
presidential
elections



**Sugarbrook & nearby
neighborhoods**

Life Expectancy
79 years

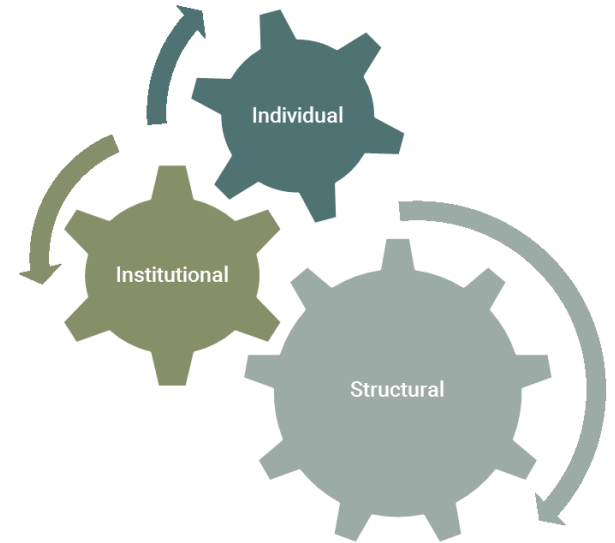
What can we do?



What can we do?

Change how we do business!

- Think about the WHO:
 - What bias do we carry?
 - Who gets to make decisions?
 - Who is at the table?
 - How do we BUILD diversity and inclusion?
- Think about the WHAT & HOW:
 - What are we doing to impact these disparities?
 - How do our policies and process impact equity?
 - How does each action taken – no matter how insignificant – further or hinder equity?



Build on Existing Work

County-led work

- Health Improvement Plan – focus on health disparities since 1995
- Housing Affordability & Equity Access
- Equity Summit & Opportunity Index
- Economic Development Coordinating Committee

Community efforts

- My Brother's Keeper
- United Way Alice Project – Focus on financial hardships
- Growing Together Task Force
- Coordinated Funding

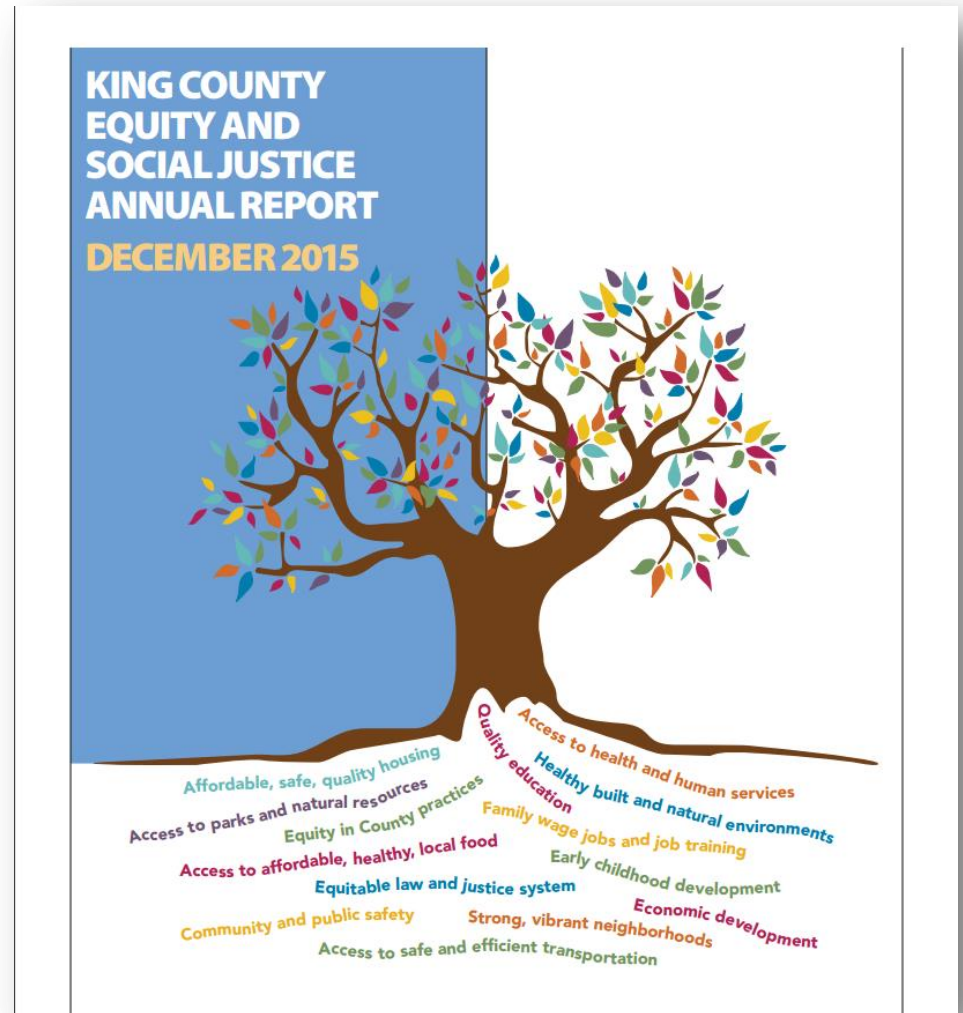
Learn from Others

- Madison, Wisconsin – Equitable Hiring Checklist
 - Hired more candidates of color in government positions
- Multnomah County, OR (Portland) – Equity Budget Tool
 - Expanded healthy birth and healthy aging programs for Native-American and African-American communities
- Seattle, Washington – Equity Policy Analysis Tool
 - Job Assistance Ordinance – regulated the use of criminal records in employment
- Boston, MA – Health Impact Assessment Tool
 - Evaluated potential redevelopment of affordable housing for community health and wellness



King County, WA

- Ordinance requiring all strategic planning & budget decisions to detail how they are advancing racial equity
- Internal training program for employees to talk about racial bias and anti-racism
- County administrator's office maintains office of racial equity
- Annual departmental goals around equity
- Community engagement strives for racial, gender and geographic inclusion



Example of department action based on Equity review and goal development

Madison, WI

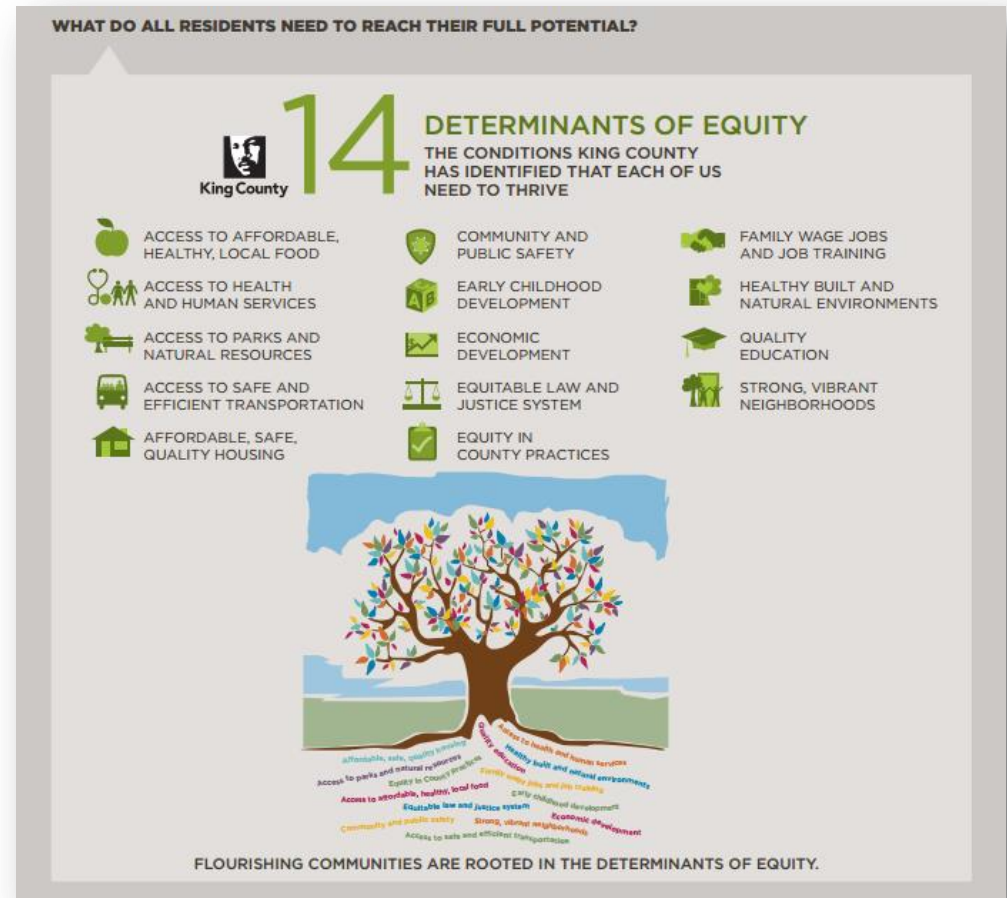
- Clerk's office – Adopted new mission, vision, work plan and evaluation plan with racial equity goals
- Parks Division – Expanded engagement in developing a new part to include both the Hmong and disability community as both groups would be impacted. Utilized Racial Equity and Social Justice Tool to ensure engaged participation by both groups and other stakeholders.

King County, WA

- Prosecuting Attorney's Office proposed a one year pilot project to expand truancy prevention education and enhance juvenile detention diversion with potential to save money.
- Parks Division will maintain youth recreation programs in White Center, a diverse and low income urban unincorporated area of the County.
- Sheriff's Office will re-open the Skyway and White Center storefronts in response to community concerns in these diverse, low income, unincorporated communities.

King County, WA

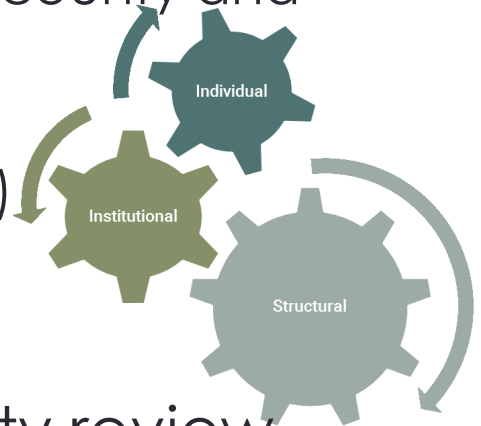
- **Transportation & transit funding** utilizes equity data in planning stages
- Successful **millage for early-childhood** education in 2015
- Review of justice system in spring 2015 providing recommendations for **changes to reduce racial disproportionality**



Equity Framework in Washtenaw

Looking internally

- Look at demographics of who works at the county and who makes decisions on our boards/committees/commissions (gender, race, education, geography, etc.)
- Review internal training offerings



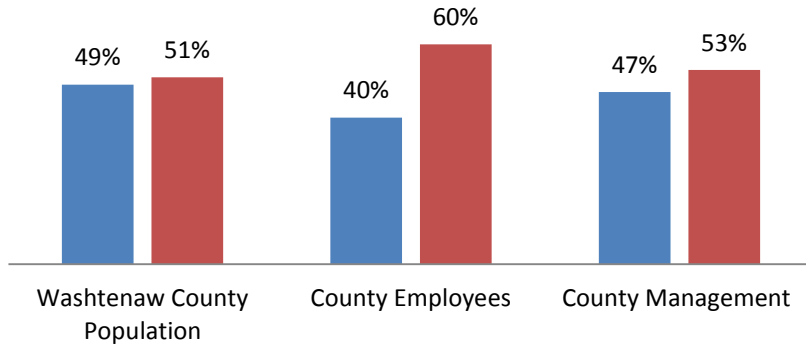
Consider a new ordinance requiring equity review

- Internal review of policies and procedures (including hiring)
- Annual equity goals for all departments
- New training for staff and boards/commissions
- Tool for budget and/or policy requests around equity using the opportunity index as guidance

How are we doing?

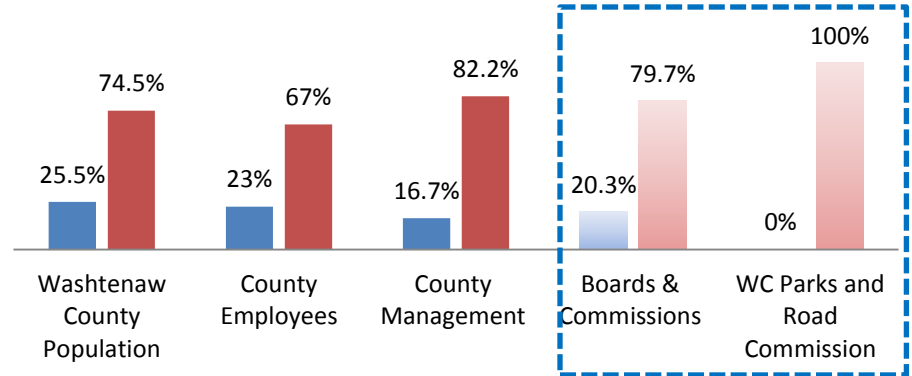
BY SEX

■ Male ■ Female



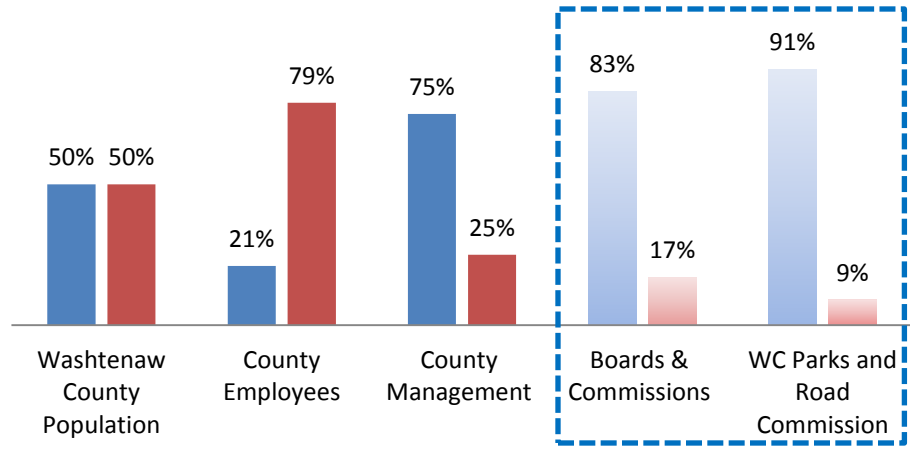
PEOPLE OF COLOR

■ All Other ■ White



HOUSEHOLD INCOME

■ Above AMI ■ Below AMI



Next Steps

Individuals

- Implicit bias training
- Advanced training

Institutional

- Annual department goals to advance equity
- Review processes and policies with a racial equity and inclusion lens

Structural

- Pass an ordinance requiring and reporting on equity
- Requiring all strategic planning & budget decisions to detail how they are advancing racial equity
- Create inter-departmental team to provide support and provide on-going training
- Integrate training into orientations and manager training

Next Steps – what do we do first?

Draft an Ordinance proposing a County Equity Framework

- Explain important of equity to Washtenaw County
- Develop inter-departmental team to develop and implement process
- Review any resources needed to implement

Q&A



www.opportunitywashtenaw.org