MOBILIZING FOR RACIAL EQUITY

MARLO WILLIAMS
"All men are created equal...."
RACIAL DISPARITY IN WEALTH

NATIONAL average net worth

- $144,200 WHITE
- $14,000 LATINO
- $11,200 AFRICAN-AMERICAN
LIKELIHOOD OF HAVING A BAD OUTCOME COMPARED TO WHITES IN THE U.S.

Relative Rate Index (times more likely than a white person to have a bad outcome)

- Infant death
- Death from diabetes
- Below proficient in 4th grade
- Suspended in K-12
- Searched on a routine traffic stop
- Incarcerated as an adult
- Identified as a victim in child welfare
- In foster care
- Denied a loan
- Don't own a home
“We take risks, catalyze fresh thinking and test new approaches in order to creatively disrupt the status quo.”
RACIAL EQUITY IS

Outcome
Condition when race no longer determines one’s socioeconomic outcomes

Process
we apply racial equity when those most impacted by structural racial inequity are meaningfully involved
GARE FRAMEWORK

Normalize
- A shared analysis
- Urgency / prioritization

Operationalize
- Racial Equity Tools
- Data to develop strategies & drive results

Organize
- Internal Infrastructure
- Partnerships
Sparkplugs

Advocates for racial equity
Build internal capacity
Participate in early trainings
Able to navigate & move systems
Adept at building coalitions
1. Desired racial equity results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation plan
6. Evaluation, Accountability, Communication

[Diagram showing a cyclical process with arrows between the steps]
Organize

Prioritize

Mobilize

WIN!

WE’RE BUILDING THE WORLD WE NEED

FIGHT RACISM

FREEDOM JUSTICE VOICE POWER

In the Community, at Home, & at Work