Having a representative number of People of Color in your workforce is critical, but not enough.

People and Perspectives

Power and Voice

Results and Process

Racial equity is about policies and practices that create fairer outcomes, where race is no longer determinative of how one fares.

Equity ≠ Equality

Inequity ≠ Inequality

Disparity

JUSTICE
**EQUITY ≠ Equality ≠ Inequality ≠ Disparity**

**Equity** means providing every person the same resources.

**Equality** means ensuring every person has the resources they need to produce outcomes and opportunities and build power.

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**WEALTH INEQUITY by RACE**

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**RACIAL EQUITY**

When race no longer determines one’s outcomes. Proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.
The IAT measures the ease with which people associate words or pictures representing either of two contrasting groups—such as white people and black people or men and women—with positive or negative meanings. (Bower, 2006)

$23 billion more funding goes to school districts that serve predominantly white students compared with districts that serve mostly students of color. (EdBuild, 2019)
STRUCTURAL RACISM

• Structural Racism (or racialization) refers to the ways in which the joint operation of institutions produce racialized outcomes (e.g. racial inequities).
• Structures matter and are not neutral. They unevenly distribute benefits, burdens, and racial inequities.
  
  Bias FOR white people and whiteness
  Bias AGAINST People of Color and Native/Indigenous People

IT IS NOT...

- biology
- racial slurs
- good/bad intentions

IT IS...

- Structural and Institutionalized
- Cultural
- Internalized (i.e. implicit bias, subconscious, acted out unintentionally)

= Oppression by race

OTHER EXAMPLES OF RACIAL BIAS

- Doctors less likely to recommend African-American patients to specialists
- Managers less likely to call back or hire members of a different ethnic group or those with ethnically associated names
- Judges found to grant dark-skinned defendants sentences up to 8 months longer than light-skinned defendants for identical offenses
- Native American and African American children are removed from their families at greater rates than other races and stay in foster care longer, where they are often abused, neglected, and then severed from their families forever.
1. 2015 Civil Legal Needs Study – WA State Supreme Court
2. Special Equity & Justice Duty of the Justice System
3. Belongingness within the Circle of Human Concern

Systemic injustice proves we do not consider all people in our communities as full members of society – based on our policies, practices, and how structural forces operate.

Professor John A. Powell, Haas Institute

ADRESSING MODEL

To reflect on our lived experience of privilege and marginalization.
ADRESSING MODEL

Motivation
Exposure
Environment
Procedural Changes

MOTIVATION

Twitter
### PROCEDURAL CHANGES: OPERATIONALIZING EQUITY

<table>
<thead>
<tr>
<th>Status Quo: Implicit Bias</th>
<th>Culture Change: Explicit Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unaware of choice points</td>
<td>Builds in decision-making guides that evoke consideration of equity</td>
</tr>
<tr>
<td>Excludes communities most affected</td>
<td>Fosters active engagement and partnership with communities most affected</td>
</tr>
<tr>
<td>Ignores barriers to access</td>
<td>Supports and implements strategies to remove racialized barriers</td>
</tr>
<tr>
<td>Not attentive to race, gender, income and other inequities</td>
<td>Gives distinct, specific and sufficient attention and strategies to address specific inequities</td>
</tr>
<tr>
<td>Does not consider racial impacts</td>
<td>Systematically analyzes impacts on disadvantaged groups (i.e., communities of color)</td>
</tr>
</tbody>
</table>
VISION + FRAMEWORK

We share a vision of a community free from bias, systemic unfairness and oppression, where everyone is treated with dignity and respect.

We recognize that our social, economic, legal, civic, and political structures reflect, produce and maintain racialized outcomes, meaning that the structures and systems we have created systematically bar certain racial groups from fully participating in society, target them for discrimination, and take away power and resources. Our work is about ending these historic patterns.

Acknowledgment 1

In America, policies, structures, and systems exist that deny individuals and communities of color what is necessary for a full and fair life. Since their inception, these structurally racialized systems have been marked by conscious and unconscious racial bias that pervades our society, to the benefit of white people and to the disadvantage of people of color.

Commitments 1 & 2

Work together with, take guidance from, be part of, and hold ourselves accountable to community-based movements in communities most affected by structural racialization and structurally racialized systems (e.g. Black, Indigenous, People of Color).

Change structures, policies, processes, and practices in the law, legal profession, and justice system that allow harm and disparate outcomes for communities of color to continue unabated.
Why does WSBA care?

Why you should care?

REMINDER: RESOURCES ARE AVAILABLE FOR YOU

Visit the JustLead Washington website
www.justleadwashington.com

Visit the Washington Race Equity & Justice Initiative website
www.wareji.org

Read the Access to Justice Board’s State Plan for the Coordinated Delivery of Civil Legal Aid to Low-Income People
www.allianceforequaljustice.org

REJI Organizational Race Equity Toolkit
Designed to help organizations, particularly equity and justice-oriented legal organizations, understand and incorporate race equity into their work.

View & Download at:
justleadwa.org/learn/rejitoolkit

Includes the REJI Organizational Assessment focusing on:
- Securing an Organizational Commitment
- Creating More Equitable Organizational Culture
- Recruitment, Hiring, & Retaining a Diverse Workforce
- Developing Accountability to and Partnerships with Communities of Color
- Applying an Anti-Racism Lens to Programs, Advocacy & Decision-Making

Interested in being a REJI Partner? Email us at omidb@justleadwa.org
REJI Organizational Race Equity Toolkit

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Now includes additional sections focused on:

• Caucuses as a Racial Justice Strategy for Legal Organizations

• Pro Bono Training Guide on Race Equity & Cultural Competency Curriculum for Volunteer Attorneys