

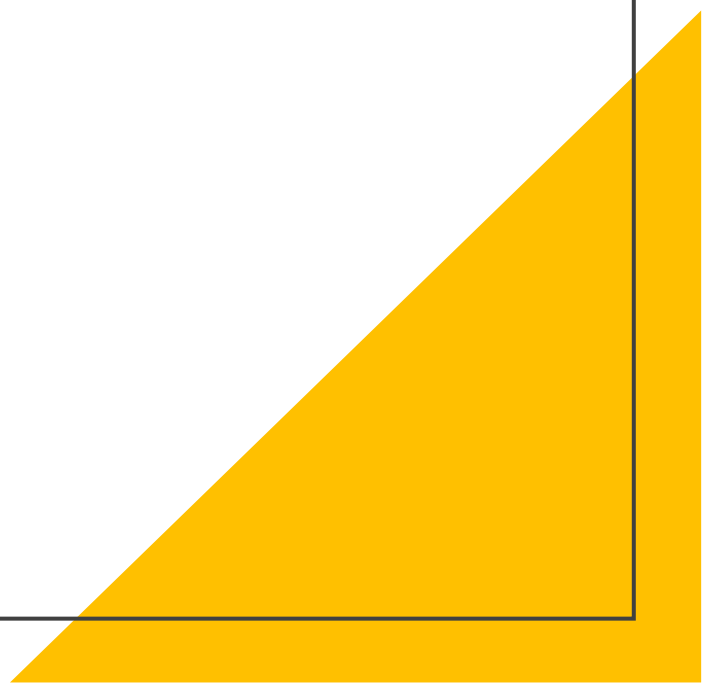
Racial Equity Skill Introduction 2 – OFCY Grantees, 10/18/24



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Department of Race and Equity

**“The arc of the moral universe
may bend toward justice, but it
does not bend on its own.”
President Barack Obama**

Presentation Objectives

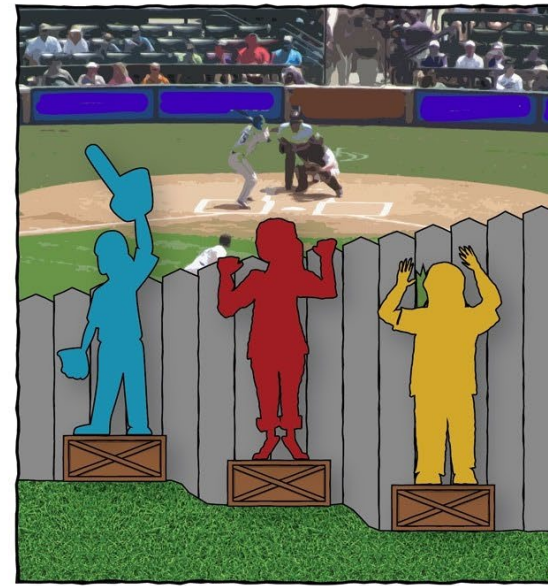
- Reminder on what is equity
 - How the equity framework leads us to determine the best approach to achieve conditions in which our youth and children can thrive
 - Introduction to Racial Equity Impact Analysis
 - Introduction to Results-Based Accountability
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City Equity Commitment

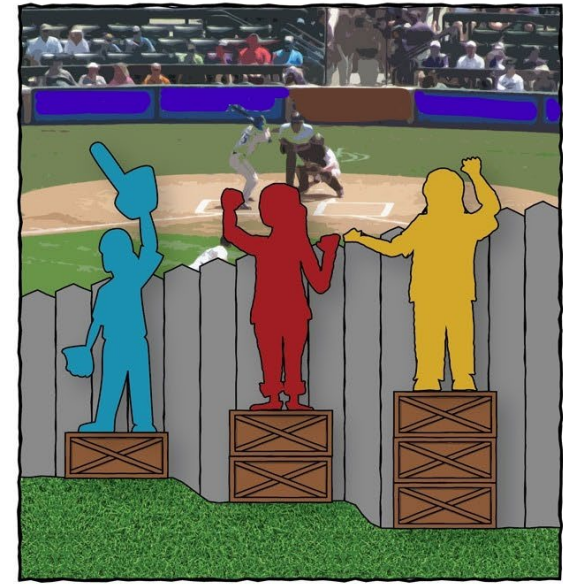
- City of Oakland Municipal code [2.29.170.1](#) specifies that “the City of Oakland will intentionally integrate, on a Citywide basis, the principle of 'fair and just' in all the City does in order to achieve equitable opportunities for all people and communities. (Ordinance 14-0457, OMC)
- Administrative Instruction (AI) 580 clarifies roles and responsibilities
- AI 6802 clarifies policy, process, and responsibilities for community engagement and outreach
- City Council Agenda Report Template revised to require inclusion of summary of Racial Equity Impact Analysis in the Analysis section
- Department of Race and Equity created to work with all departments

Eq-ui-ty (*ek-wi-tee*), noun

- Just and fair inclusion.
- An equitable society is one in which all can participate and prosper.
- The goals of equity must be to create conditions that allow all to reach their full potential.
- In short, equity creates a path from hope to change.



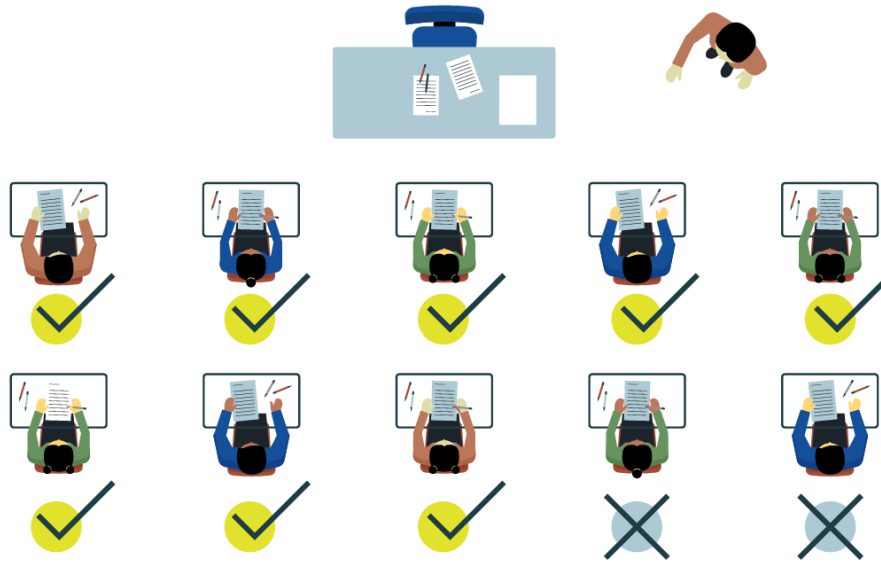
EQUALITY



EQUITY

Targeted Universalism

<https://www.youtube.com/watch?v=a0At2xbQB7w>

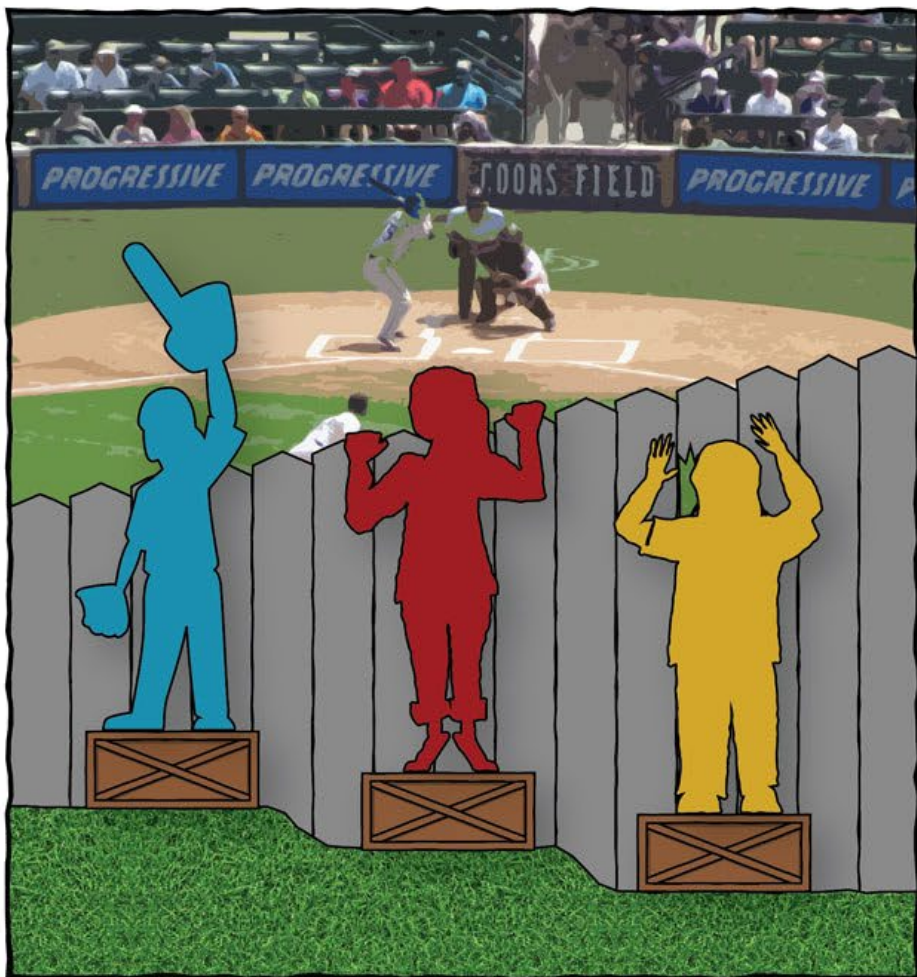


Universal goals

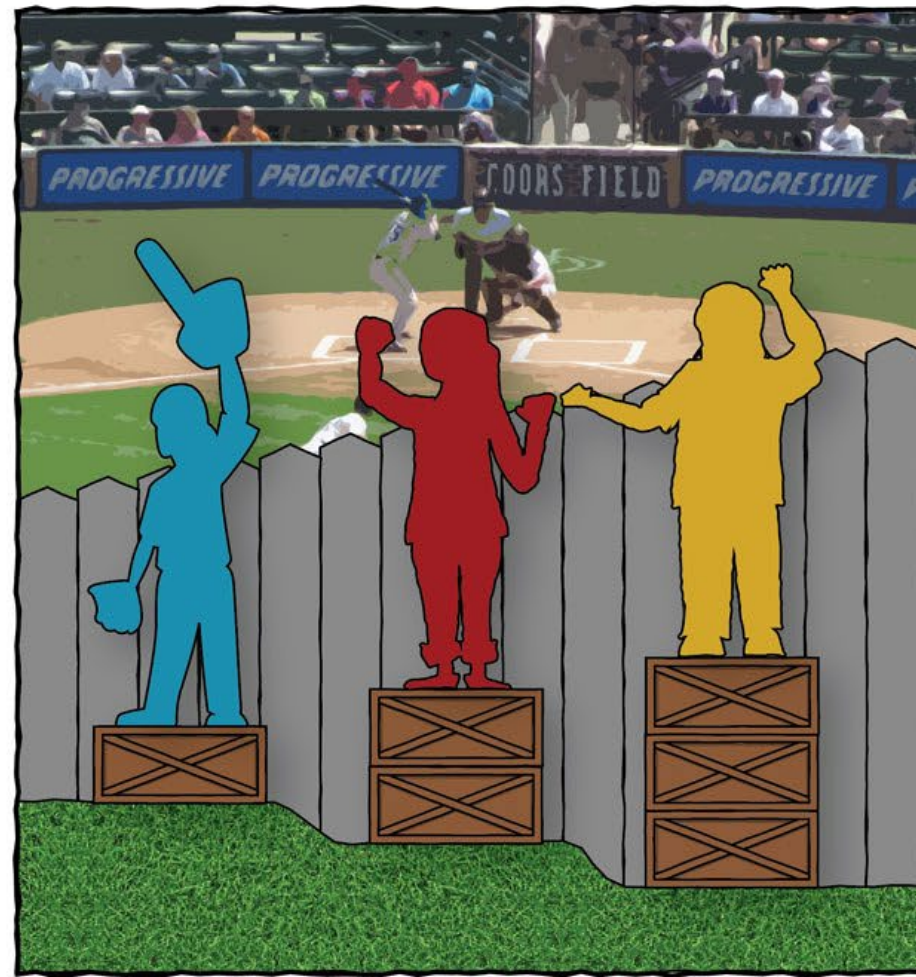
+

Targeted processes to achieve those goals

Solution: address root causes, with targeted strategies that remove barriers to opportunity, for those most impacted by racial disparities.



EQUALITY



EQUITY

The most **DANGEROUS** phrase in the language is



Equity in Action Drives System Change, is Data Driven, Outcome Focused, is Accountable



To Design Action for Equitable Outcomes



Name the desired equity outcome/future condition – *All residents of the City of Oakland are securely housed and living in thriving, healthy communities; including communities historically most impacted by racial disparities.*



Use disparity data to understand current conditions – *African American, Latinos and some Asian groups are over-represented in poverty, unemployment/underemployment, limited earning capacity and housing insecurity/homelessness.*



Work with the impacted community - *to deepen understanding of the problem with knowledge of lived experience, identify barriers to and root causes that limit access as the community experiences them.*



Design equity approaches with rigorous performance measures – *to address systemic causes of disparities, remove barriers to access, or design solutions to mitigate the impacts of barriers (identify what partnerships needed to respond comprehensively).*



Repeat Steps 2 - 5 as needed – *in a continuous improvement loop until desired future conditions from Step 1 are achieved.*

Intro to Results-Based Accountability

Initial Equity Assumption

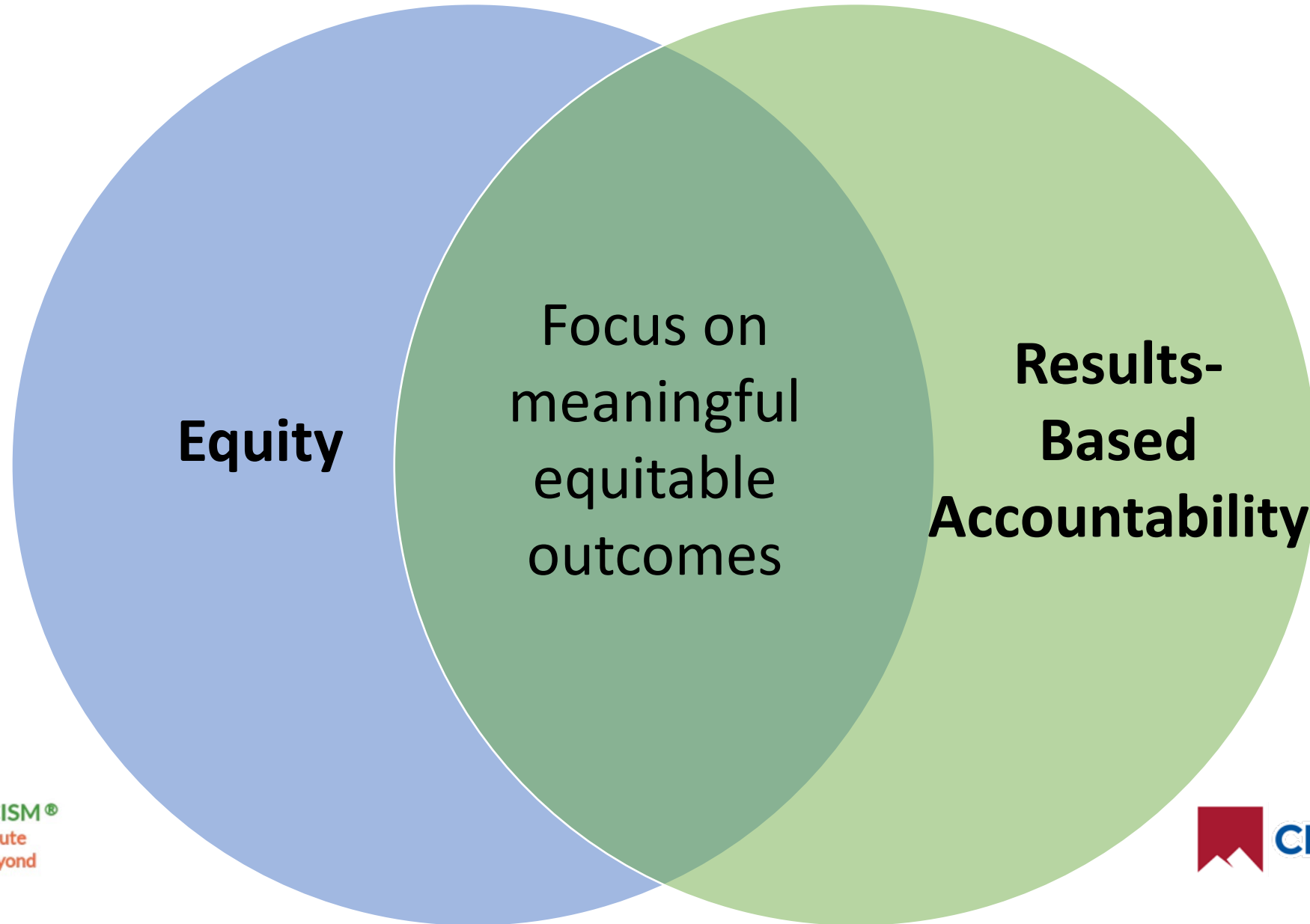
Work, done with the best intentions, does not produce the racial equity we demand in our communities ...

or it would have already.



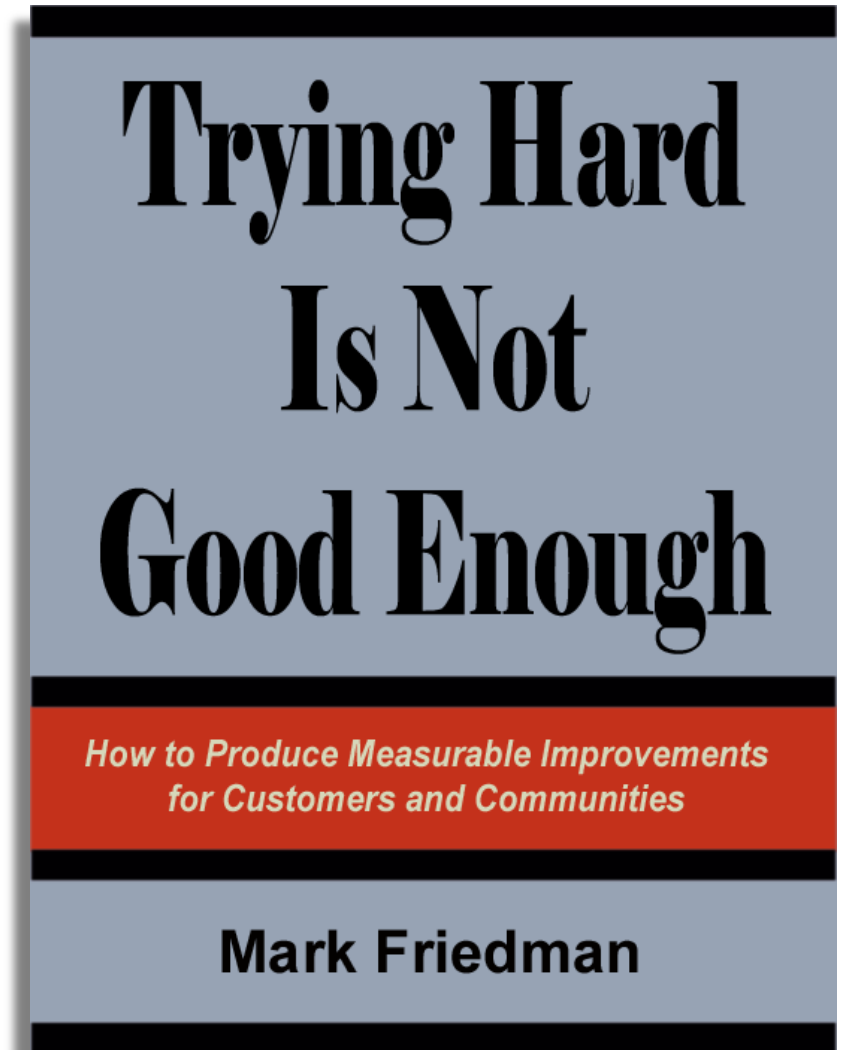
“You can’t be neutral on a moving train” – Howard Zinn

The train will take us where it always has unless we build new pathways to equity.



Result Based Accountability

- Data-driven decision-making
- Start with ends/works backward to means
- Establish results/outcomes of community well-being
- Use desired results to drive decision-making and budgeting
- Identify performance measures for programs, agencies, and service systems
- Use performance measures to track/improve performance



Developing Performance Measures

How much did we do?

**# organizations/
people served**

**# activities
(by type of
activity)**

How well did we do it?

% common measures

e.g. workload ratio, staff composition,
% staff fully trained/culturally competent
% services in language spoken,

% activity-specific measures

e.g. % timely
% people completing activity/training
attendance rate,
% correct and complete

Is anyone better off?/Who? How do we know?

#/% skills/knowledge

e.g. Job-based skill knowledge

Job search skills

Career advancement skills

#/% conditions and life outcomes

e.g. Got a living wage job, Stabilized housing, Other basic needs met

Participant stories documenting changes in life conditions

Questions? Insights? Comments?

