# Racial Equity and Social Justice Update

City of Madison Food Policy Council April 5, 2017

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# What is Equity?

Equity is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

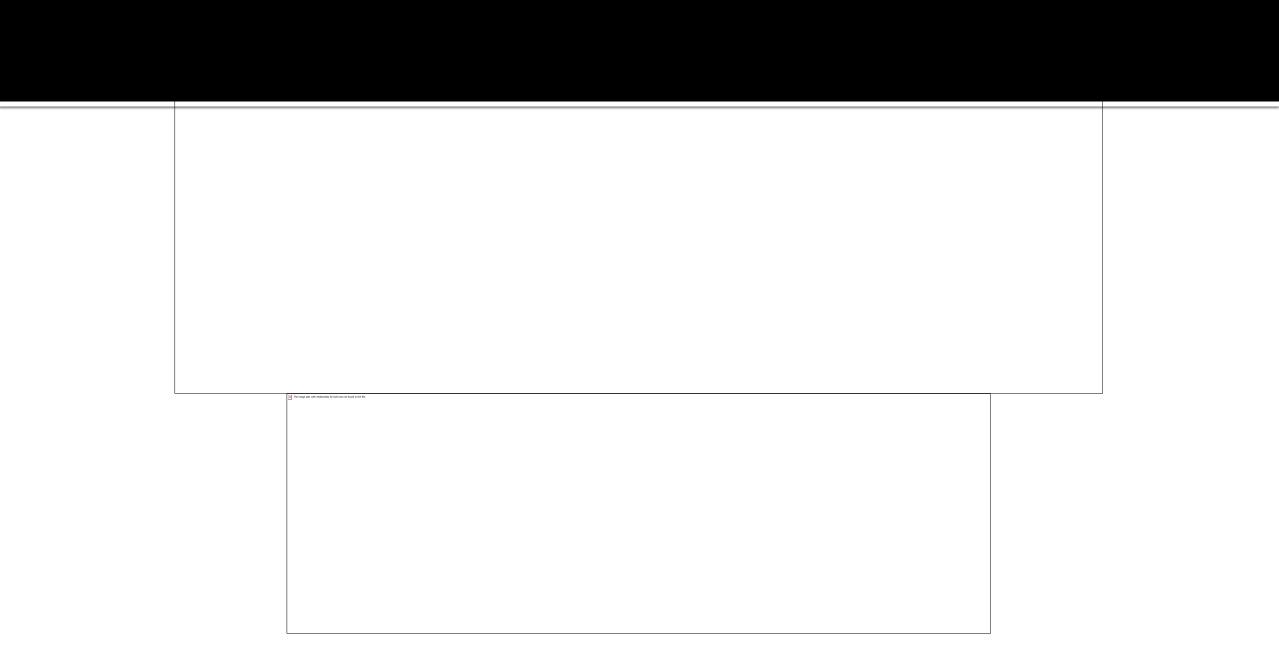
www.policylink.org

# What is Equity?

"Closing the gaps" so that race, gender, disability, income, age, sexual orientation or another group status does not predict one's success, while also **improving outcomes for all**.

#### To do so, we have to:

- Target strategies to focus improvements for those who are marginalized.
- ✓ In addition to services, focus on changing policies, institutions and structures.



### Bias

The evaluation of one group and its members relative to another.

We all carry bias.

Acting on bias can be discriminatory and create negative outcomes for particular groups.



Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

## **How We Think**

Humans need meaning.

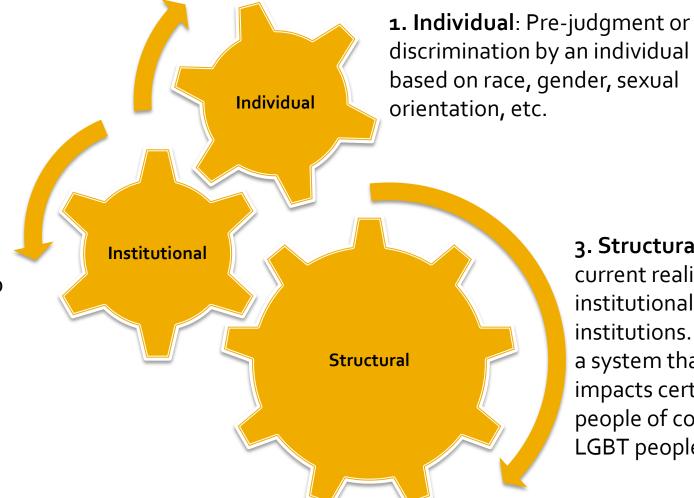
- Individual meaning
- Collective meaning

Only 2% of emotional cognition is available consciously

Biases tend to reside in the **unconscious** network

We unconsciously think about race and other identifying factors even when we do not explicitly discuss them.

# The "Machine" of Bias



2. Institutional:

Policies, practices, and procedures that work to the benefit of certain people and to the detriment of others, often unintentionally or inadvertently.

3. Structural: A history and current reality of institutional bias across all institutions. This combines a system that negatively impacts certain groups: people of color, women, LGBT people, etc.

Adapted from City of Seattle Race and Social Justice Initiative

# Example – Food Assistance Programs

#### **Institutional / Explicit**

Policies which explicitly discriminate against a group.

#### Example:

Denial of eligibility for assistance programs based on past criminal record

#### **Institutional / Implicit**

Policies that negatively impact one group unintentionally.

#### Example:

Creation of nutrition standards based on dominant culture traditions

#### Individual / Explicit

Prejudice in action – discrimination.

#### Example:

Checkout clerk using derogatory language toward a customer using food assistance

#### Individual / Implicit

Unconscious attitudes and beliefs.

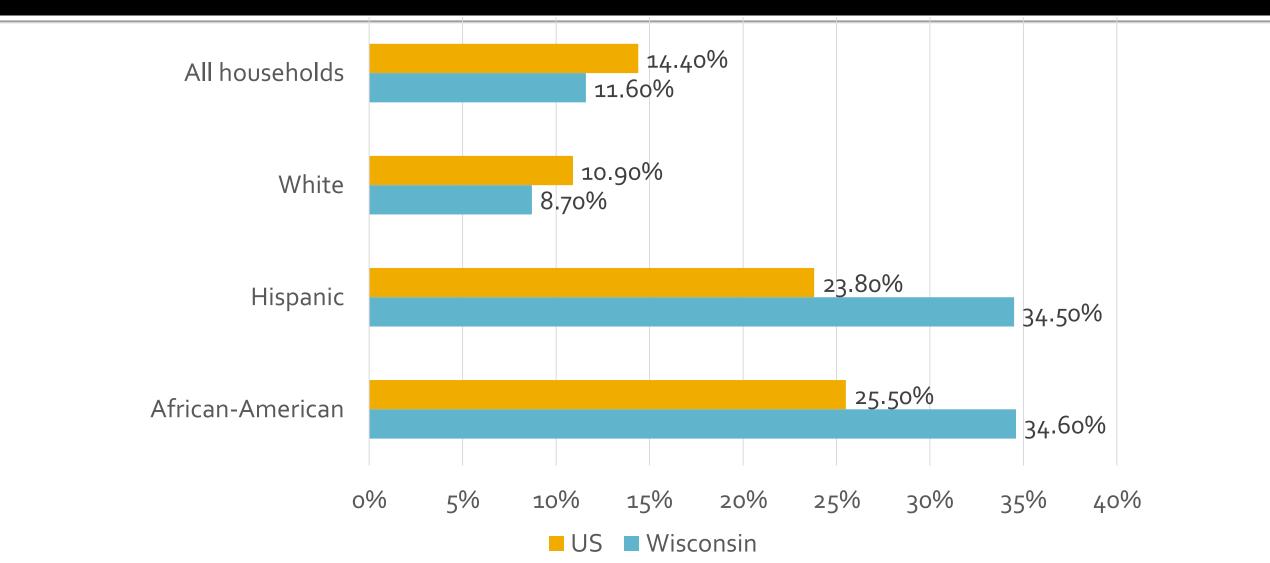
#### Example:

Assumptions about people who use food assistance programs

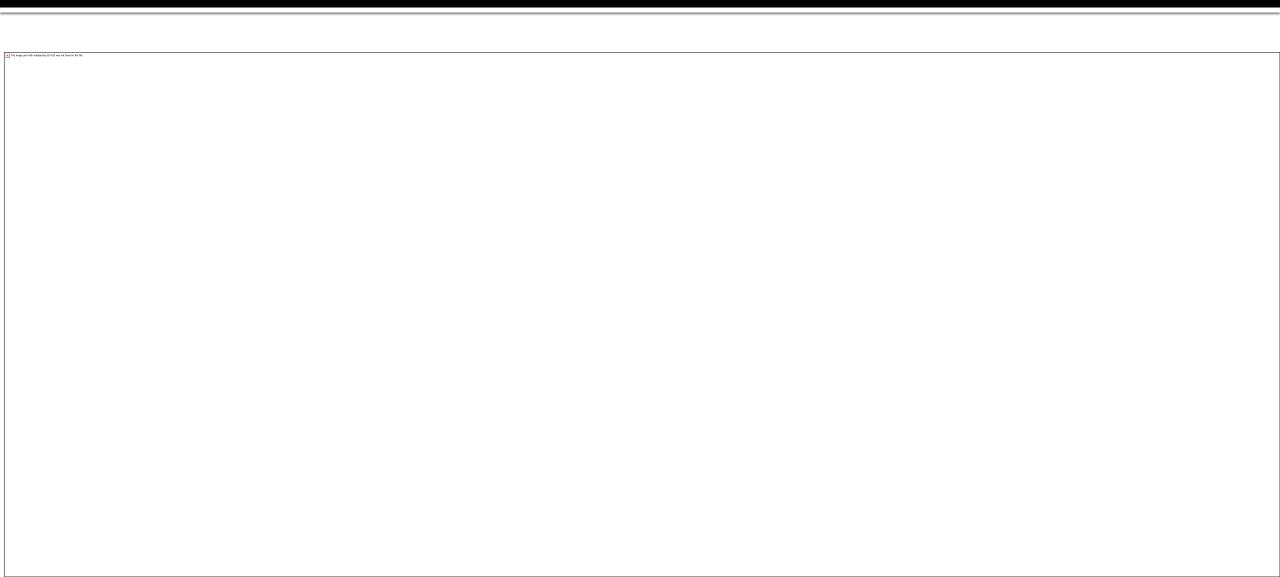
# Equity in health and the food system



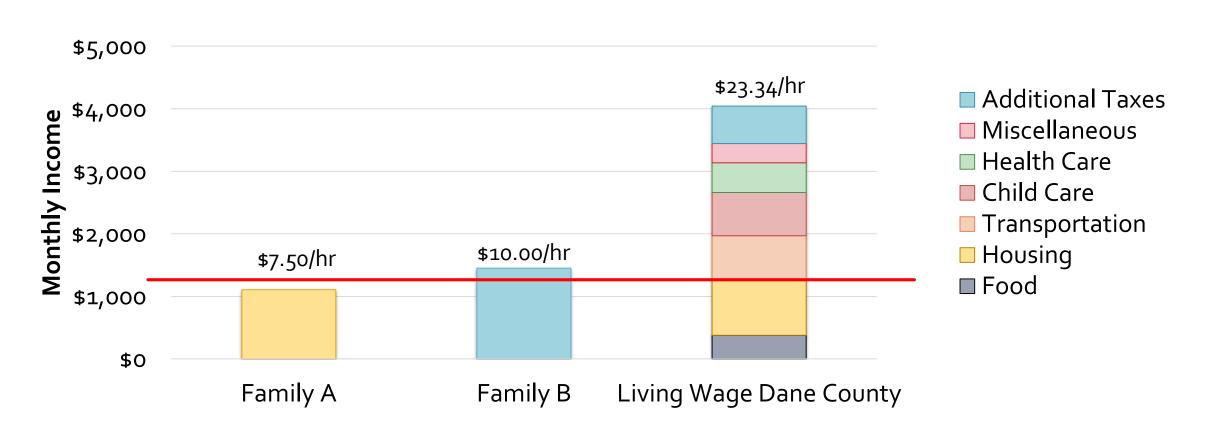
# Food Insecurity in the US and Wisconsin by Race and Ethnicity

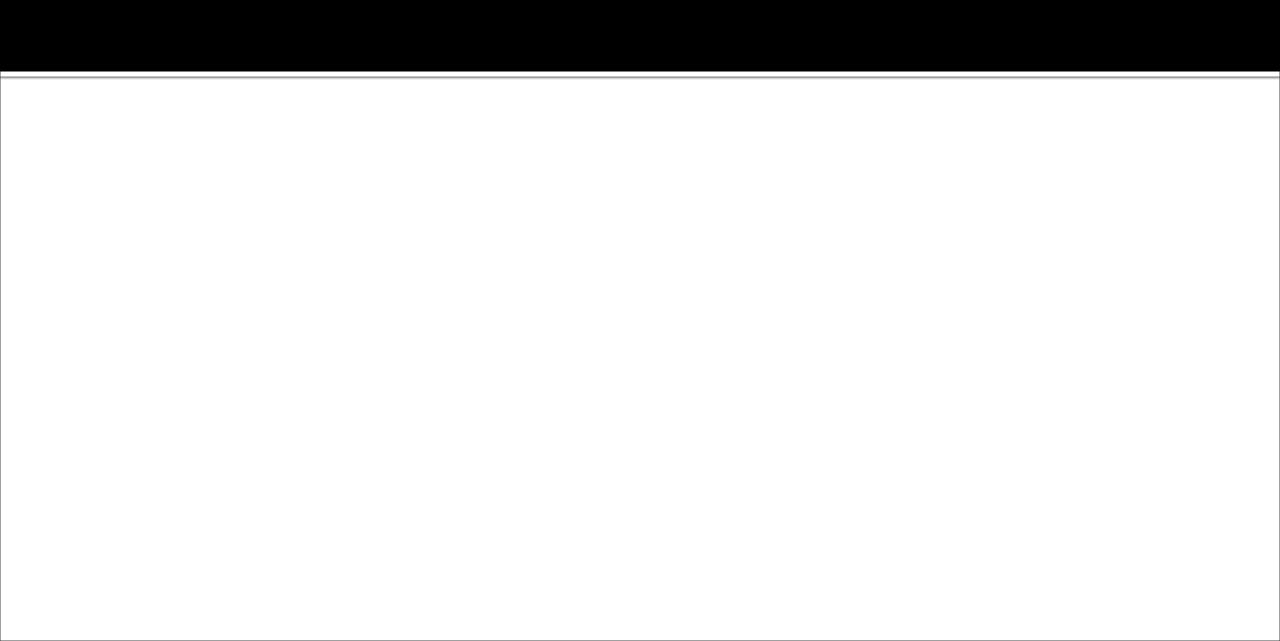


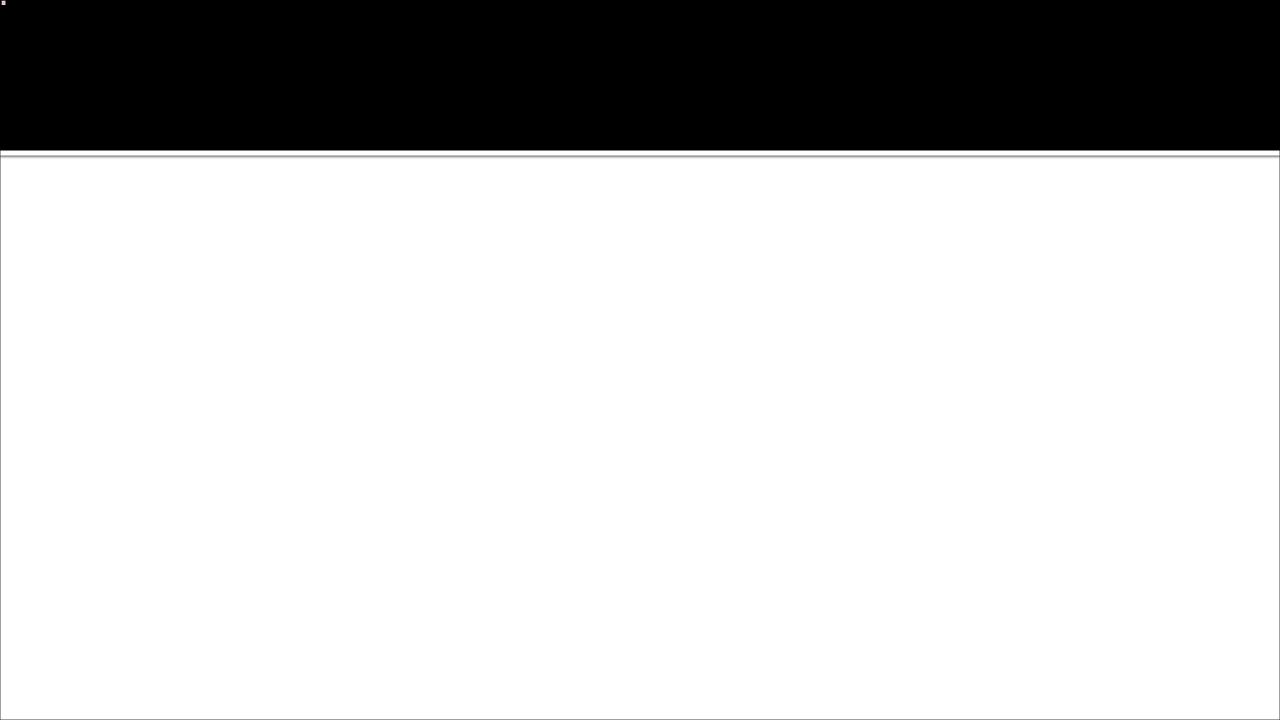
# Food Security: Four legs of a table



# Making Ends Meet in Dane County 1 adult + 1 child







# City of Madison RESJ Tool

- WHAT does the policy, plan, or proposal seek to accomplish?
- WHO could be impacted?
- WHY: Are there any unintended consequences?
- WHERE: Are there impacts on specific neighborhoods or geographic areas?
- HOW: Develop recommendations and strategies to achieve them

## Discussion

How are we going to make sure this shows up in our work?

# What can we do day-to-day?

- Check biases and beliefs implicit bias assessment
- Get engaged with racial equity and social justice work
- Ask questions
- Commitment
- Continuous learning
- Self-care
- Actively work towards dismantling systems and structures of inequity in your home, work, and community

