

Racial Equity and Social Justice Update

City of Madison Food Policy Council
April 5, 2017

Nick Heckman
Jordan Bingham

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.



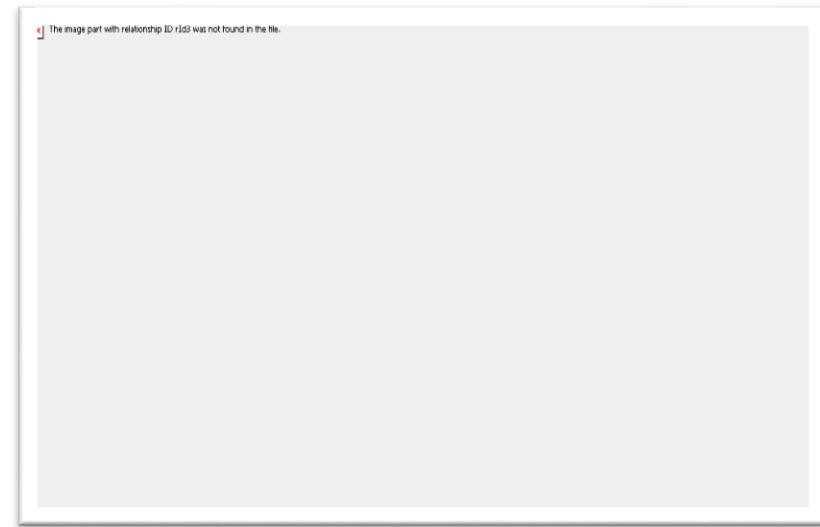
 The image part with relationship ID 103 was not found in the file.

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?

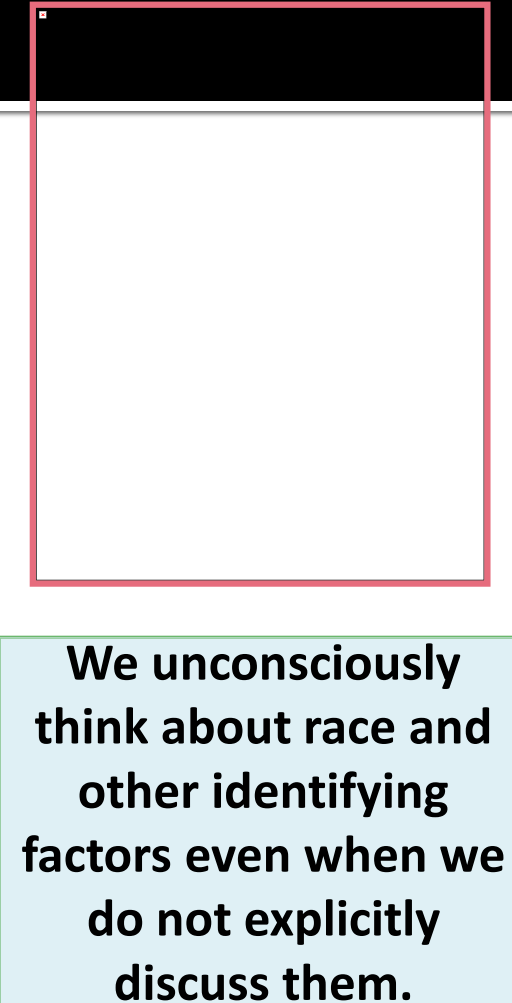
How We Think

Humans need meaning.

- Individual meaning
- Collective meaning

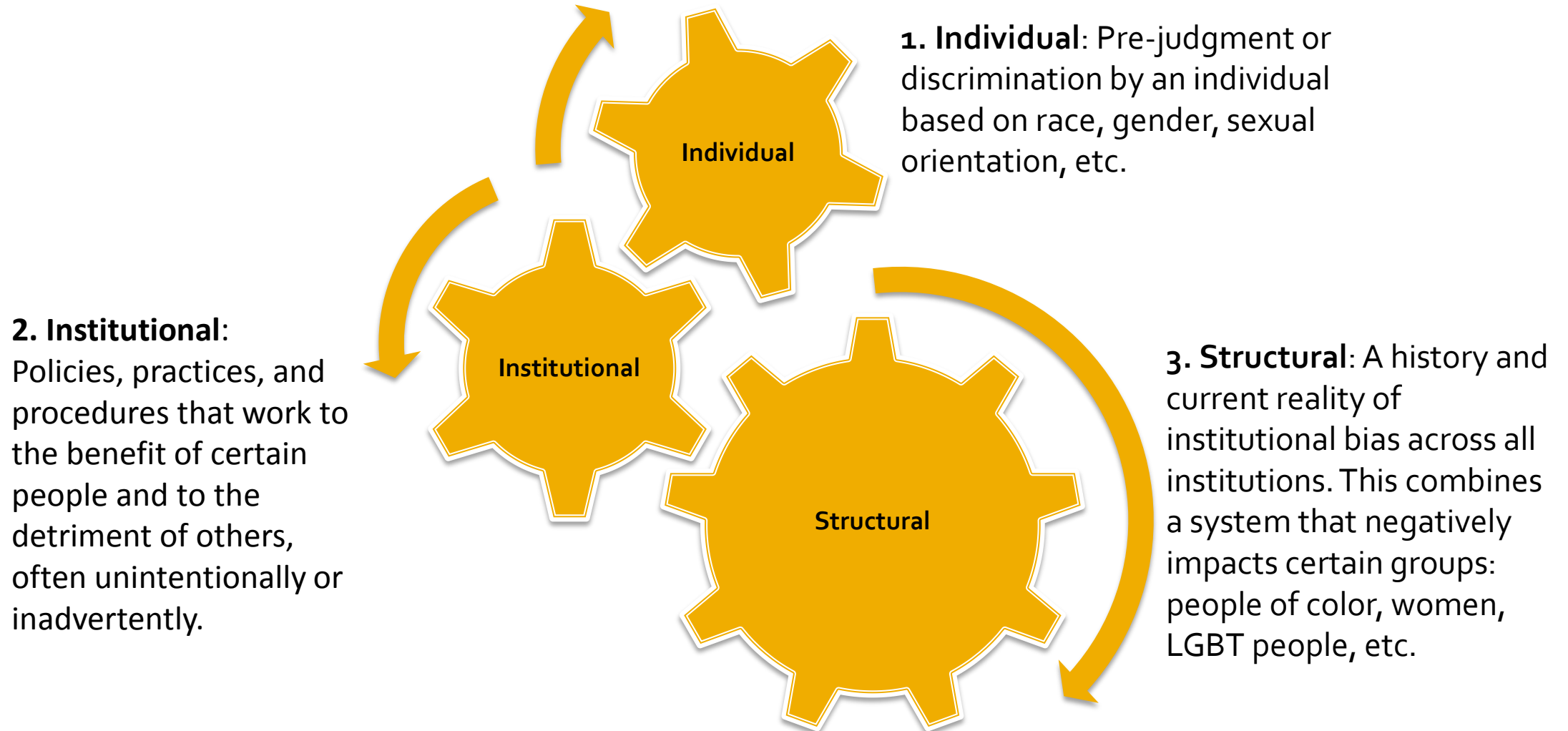
Only **2%** of emotional cognition is available consciously

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

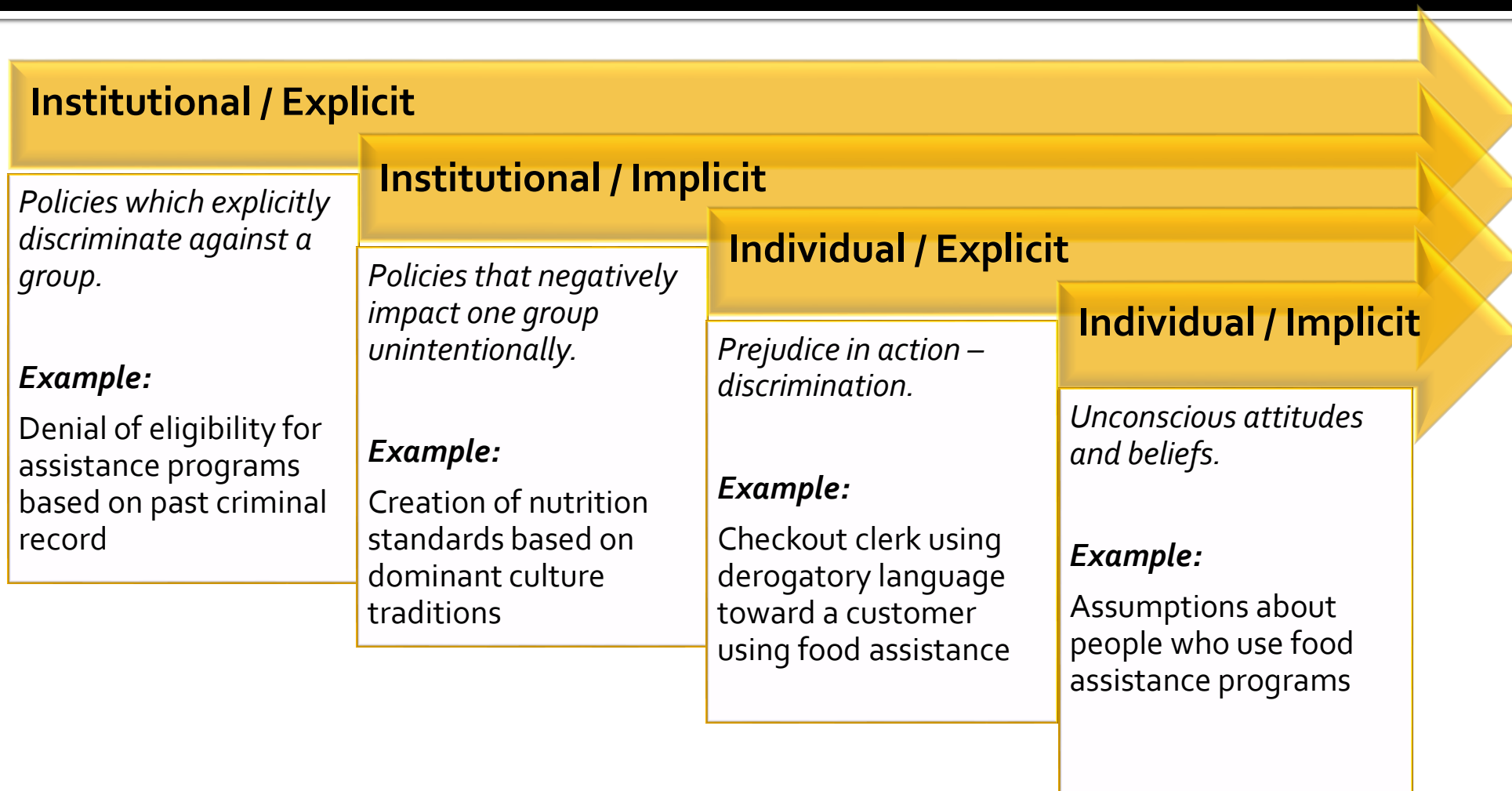


We unconsciously think about race and other identifying factors even when we do not explicitly discuss them.

The “Machine” of Bias

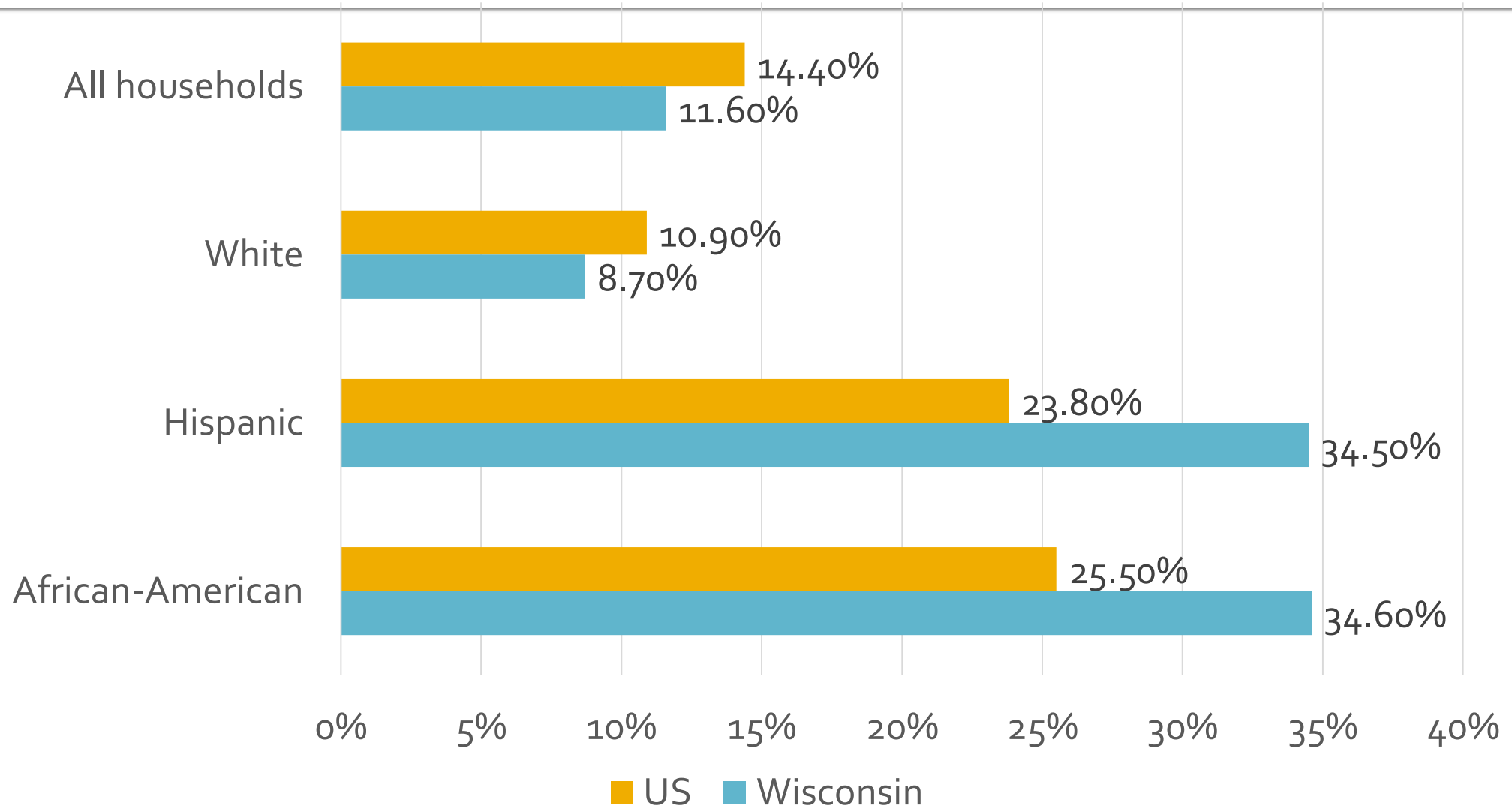


Example – Food Assistance Programs



Equity in health and the food system

Food Insecurity in the US and Wisconsin by Race and Ethnicity

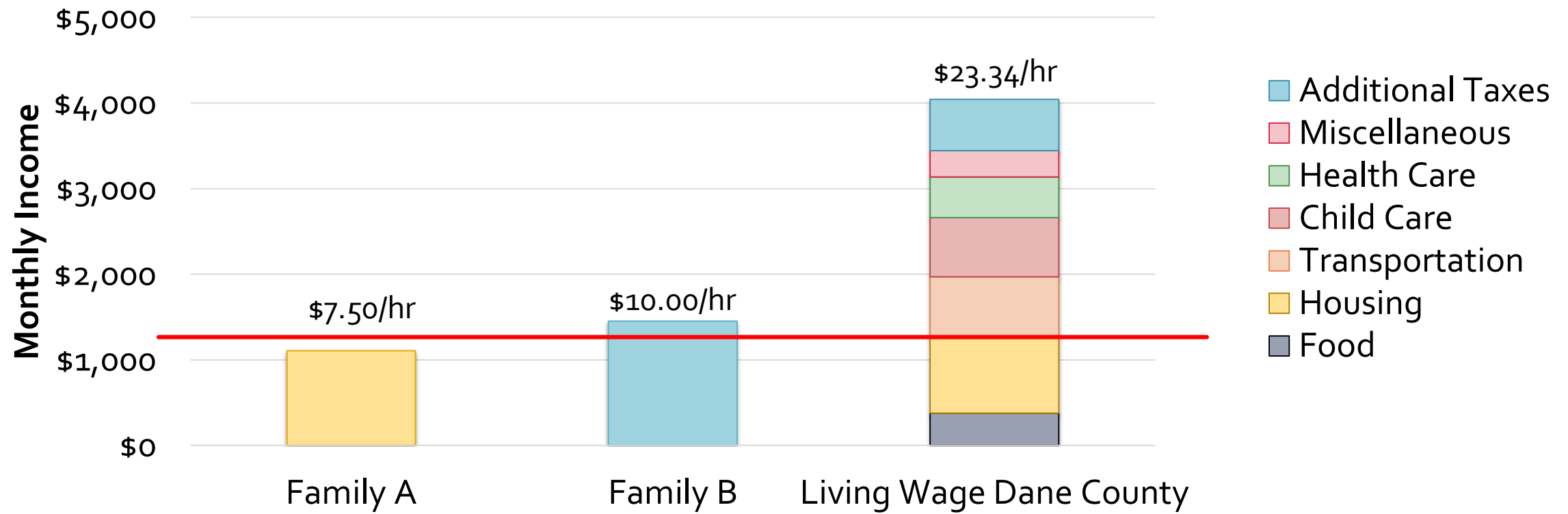


Food Security: Four legs of a table

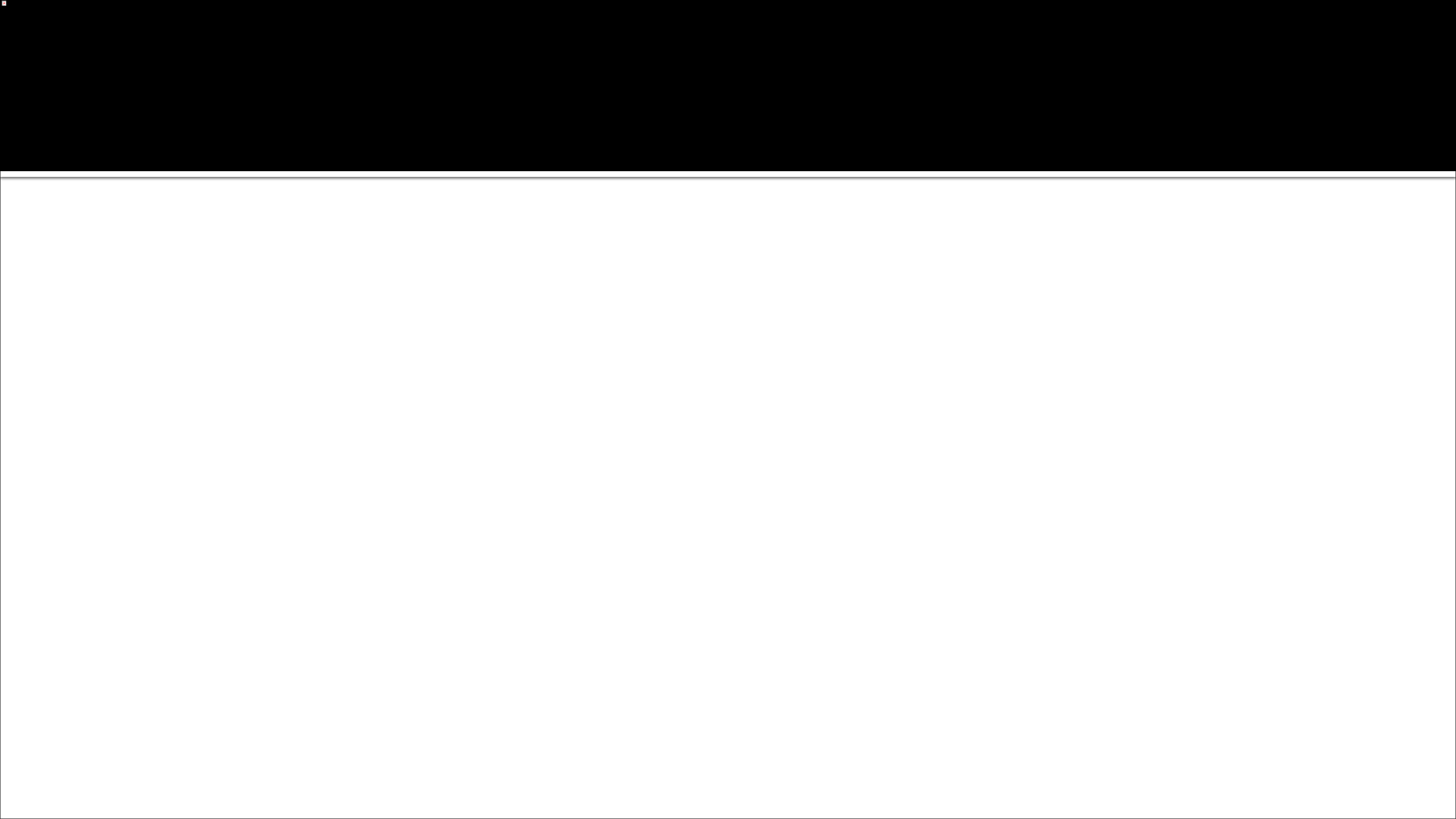
 The image part with subpathing '01-002' was not found in the file.

Making Ends Meet in Dane County

1 adult + 1 child



Source: Glasmeier, A.K., Massachusetts Institute of Technology. <http://livingwage.mit.edu>.



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

