

## Envisioning a Racially Equitable Washington, DC

### *A Community Conversation*

February 11, 2019 | 4pm – 6:30pm

Thurgood Marshall Center

1816 12<sup>th</sup> Street NW

Washington, DC

*The Washington Regional Association of Grantmakers' Racial Equity Working Group convened over 20 DC youth and representatives of community-based organizations to learn about current racial disparities in DC, examine the historical roots of those disparities, and to collectively envision a racially equitable city.*

*This document captures comments and ideas from personal reflections, a group visioning exercise, and a force field analysis of the systems of power that youth identified as perpetuating inequities, and the assets, actions, institutions, and people that could be leveraged to advance racial equity.*

#### What does racial equity mean to you?

- Equal rights for all races
- Fair, equal opportunities for all races
- Racial equity is a process (process of centering, building, etc, people of color's experience noted in history and systems of oppression) and an outcome (that means that race is no longer a signifier of life outcomes)
- Racial equity means additional resources for historically marginalized communities
- Accountability
- When everyone is given what they need to thrive, regardless and not compared to what others have
- Taking into account imbalances of some races and privileges afforded to other races when making decisions
- Everyone has the same opportunity to succeed

#### What does racism mean to you?

- A prejudice or discrimination towards one's race or ethnicity
- Superiority/oppression
- Power and control of institutions (schools, government, etc) that oppresses other races
- Systematic disempowerment that affects all aspects of life – economic, social, geographic, religious
- Racism = racial prejudice + systemic power
- Taking away benefits from people based on race
- A system where one race has systemic, institutional, and social power over another race.
- When races treat other races differently

#### A DC free from racism would mean...

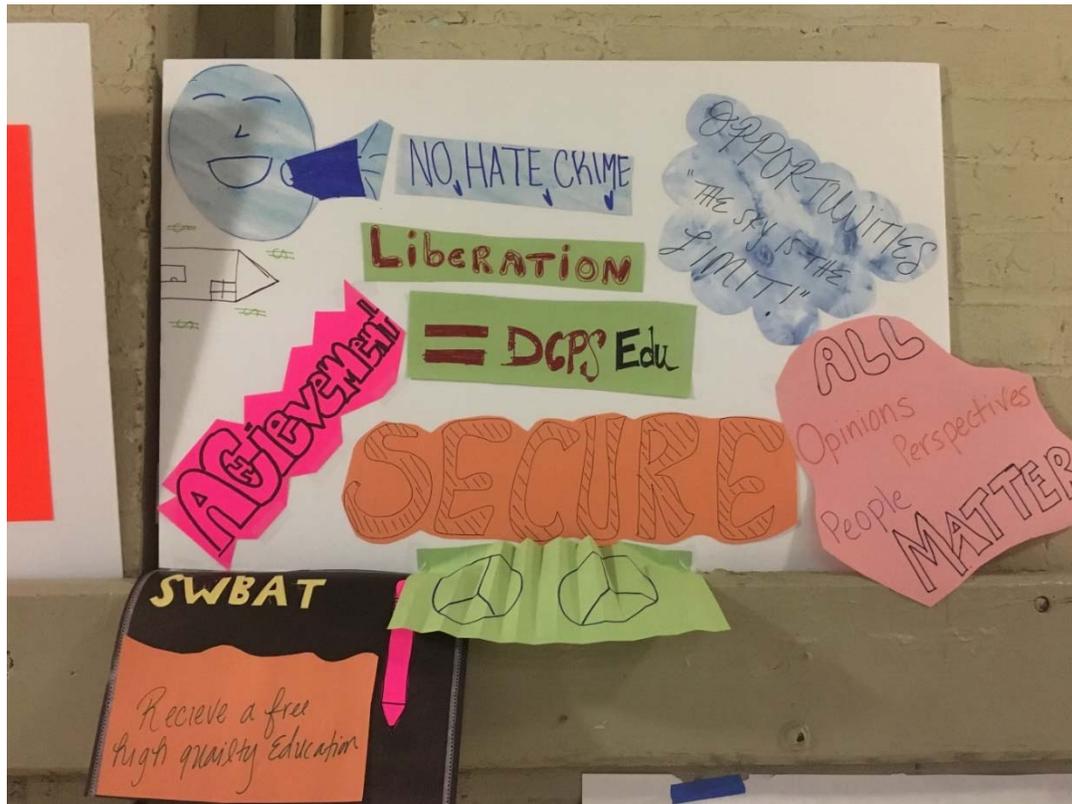
- No violence
- Everyone has a choice of freedom
- No division based on income/wealth in neighborhoods

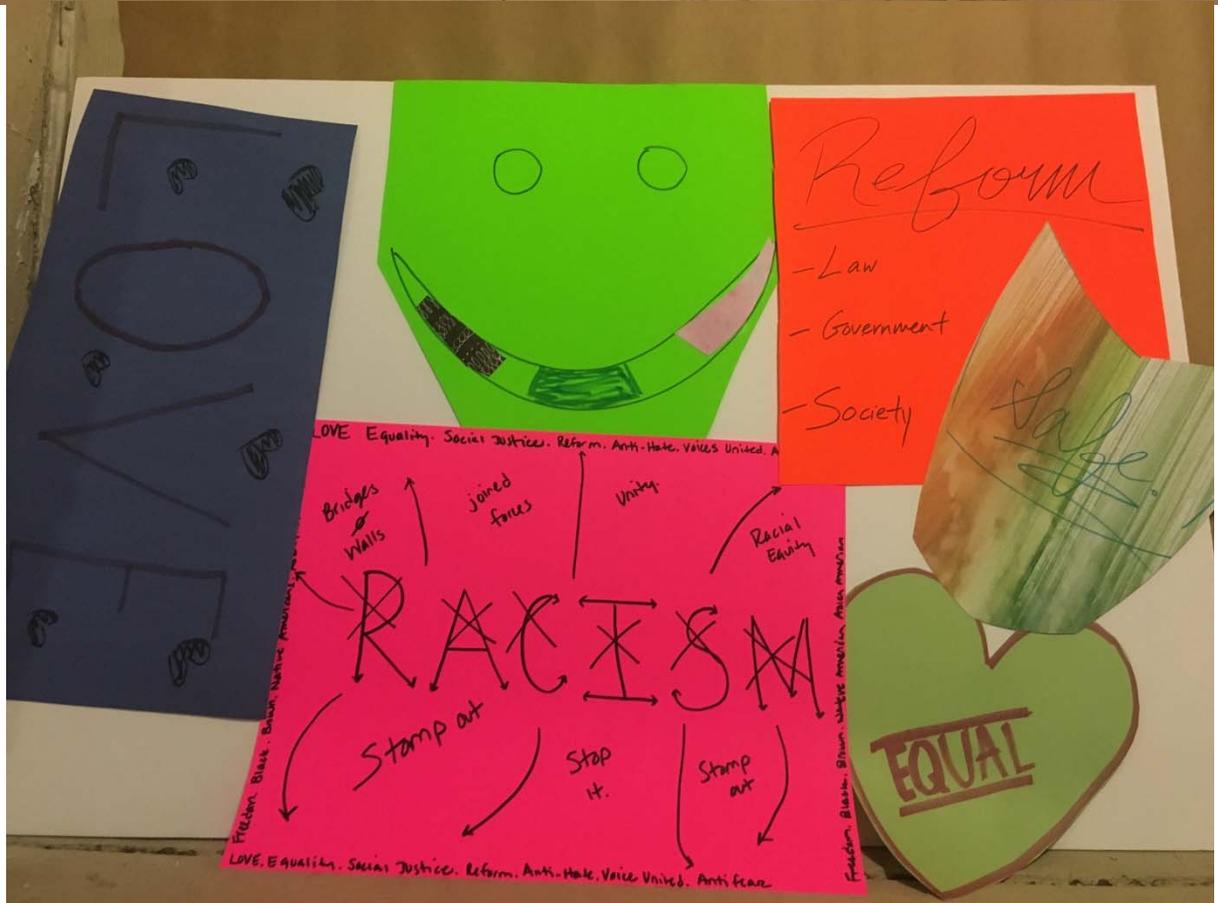
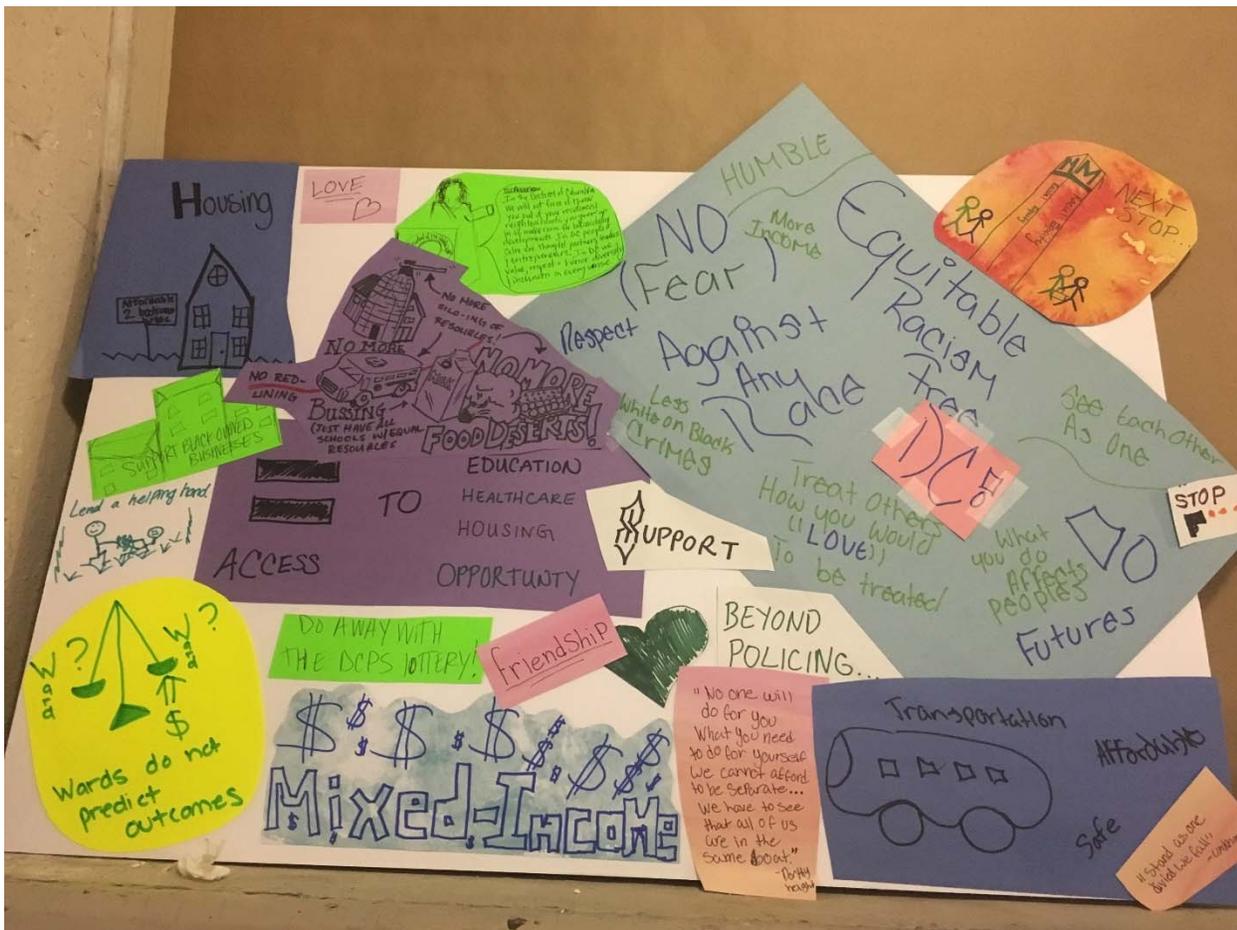
- High quality education for all students
- Equal pay & opportunities
- Rent control
- Investment in economic growth of SE
- Safety
- Black and Brown kids can live free from violence and oppression
- White people wouldn't feel uncomfortable around Blacks and they don't feel the need to clutch their purse in fear around a Black male
- Diverse wards and housing that residents can afford as well as wages that can help residents buy homes
- People wouldn't see other persons as less than equal
- Fully integrated communities (inclusionary zoning)
- Resources no longer monopolized by NW (e.g., schools, groceries/food)
- There will be less violence and people will not feel bad about their skin color
- No race-related crimes happening

### A racially equitable DC would look and feel like...

- Equal opportunities, right choices, and pride of culture
- Quality public education
- Would look as if everyone has what they need and there's less poverty, people help people if they're struggling. Also instead of looking at each other's race treat others as one.
- Inclusionary zoning/affordable housing programs all throughout DC so that all people and cultures can live and grow together in harmony. No one would look at different cultures and feel uncomfortable or threatened.
- Community accountability
- Everyone will have everything that they need
- It would look and feel normal and no one would have anything to set them back.

### Envisioning a Racially Equitable DC – Vision Boards







- DC free from Racism**
- More Education for Police officers
  - Equal opportunities for Education
- Racially Equitable DC**
- Affordable Housing
  - School Integration
  - Better Job opportunities in Disenfranchised Communities
  - Would Be peaceful (people communicating, being there for each other)
  - Better Access to Amenities

**Systems of Power Analysis**

Forces Resisting Change	Forces for Change
<p><b>Criminal Justice System</b></p> <ul style="list-style-type: none"> <li>- police shootings</li> <li>- racial profiling</li> <li>- racist &amp; ageist judges and court systems</li> <li>- under-resourced defenders</li> <li>- juries</li> <li>- private prison industrial complex</li> </ul>	<p><b>ACTIONS</b></p> <ul style="list-style-type: none"> <li>- Voter education</li> <li>- Educating offenders</li> <li>- Fairly upholding constitutional rights</li> <li>- Educating social media companies on disinformation/fact-checking social media</li> <li>- End police quotas</li> <li>- Ban the Box</li> <li>- Abolish juvenile “justice” system</li> <li>- Cultural educating/training</li> <li>- Rally more black students and introduce them to the political process</li> <li>- Implore more under Clean Slate Act of 2017 for youth offenders</li> <li>- Build CBO and community capacity and ownership of justice alternatives</li> <li>- End felon disenfranchisement</li> </ul> <p><b>ASSETS</b></p> <ul style="list-style-type: none"> <li>- Community-based re-entry programs</li> <li>- PAC &amp; community-based advocacy organizations</li> </ul> <p><b>PEOPLE</b></p> <ul style="list-style-type: none"> <li>- People on the opposite side wanting better for the community as a whole and in doing so being fair and taught correctly</li> <li>- Judges</li> <li>- Policymakers – DC Council; House of Representatives</li> </ul>

<p><b>Education System</b></p>	<p><b>INSTITUTIONS</b></p> <ul style="list-style-type: none"> <li>- PTA</li> <li>- Office of the State Superintendent for Education (OSSE)</li> <li>- SchoolTalk DC</li> <li>- US Department of Education</li> </ul> <p><b>ACTIONS</b></p> <ul style="list-style-type: none"> <li>- Allocating more funding towards public schools</li> <li>- Identify barriers and challenges amongst students based on demographics</li> <li>- Change the curriculum, making what kids learn the same across the board; create grade-level and challenging curriculum</li> <li>- Hire better teachers in all schools</li> <li>- Introduce students to career and professional development</li> <li>- Evidence-based mentorship &amp; tutoring</li> <li>- Abolish standardized testing</li> <li>- Stop targeting kids</li> </ul> <p><b>ASSETS</b></p> <ul style="list-style-type: none"> <li>- Foundations</li> <li>- University &amp; research base</li> </ul> <p><b>PEOPLE</b></p> <ul style="list-style-type: none"> <li>- Community</li> <li>- Students, community organizers, education providers, federal government</li> </ul>
<p><b>Media</b></p>	<p><b>ACTIONS</b></p> <ul style="list-style-type: none"> <li>- Educate minorities on how we're seen on TV and then kill the stereotypes; abolish stereotypes</li> <li>- More Black shows</li> <li>- Network accountability</li> <li>- More representation</li> </ul> <p><b>ASSETS</b></p> <ul style="list-style-type: none"> <li>- Organizations dedicated to highlighting positive images</li> <li>- Technology</li> </ul> <p><b>PEOPLE</b></p> <ul style="list-style-type: none"> <li>- Anchors, actors, artists, influencers</li> </ul>

## INSTITUTIONS

- Warner Brothers
- Fox News Company
- Entertainment companies

### Graphic Recording of the Convening by Mark Korsak:



### About WRAG's Racial Equity Working Group

Washington Regional Association of Grantmakers' Racial Equity Working Group is a group of 40 local funders interested in better understanding how structural racism affects our region and taking strategic actions to dismantle it. This event is one in series of community conversations they are convening around the region to gather input from community on a vision for a racially equitable region. Learn more at [www.washingtongrantmakers.org](http://www.washingtongrantmakers.org).

### Thank you to the following organizations for their participation in this event:

- Asian American LEAD
- Black Swan Academy
- BYP100
- Critical Exposure
- Global Kids
- Richard Wright Public Charter School
- ScholarCHIPS
- Thurgood Marshall Academy PCHS
- Washington Area Women's Foundation's Young Women's Advisory Council
- The W.I.R.E. (Women Involved in Reentry Efforts)

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