

What Would a Racially Equitable Montgomery County Look Like?

A Community Conversation

October 18, 2017 | 6:00PM – 9:00PM

Silver Spring Civic Building | Ellsworth Room

The Washington Regional Association of Grantmakers’ Racial Equity Working Group and IMPACT Silver Spring brought together funders and residents of Montgomery County to learn about current racial disparities in the county and the historical roots of those disparities. Then, participants discussed the systems of power perpetuating inequity and how they can be interrupted, and individually and collectively envisioned a racially equitable region. This document recaps the major themes that arose through the group conversations and individual reflections.

Systems of Power – Forces Resisting Change – Major Themes

# of Mentions	Systems of Power to be Interrupted
8	Politics / demographic representation / \$ in politics / voting rights x 8
7	Education / School system policies, segregation, etc.
6	Criminal justice/policing
6	Developers / Housing
6	Historical narrative / “American Dream” / school curriculum
5	Philanthropy / Nonprofit industrial complex
5	Racism / Unconscious Bias / White Supremacy
4	Media
4	Culture / dominant cultural norms
3	Economic development / access to capital
3	Employment / pay disparities / workforce
3	Financial institutions/system
3	Health – access to care/healthy food
2	Capitalism
2	Religion x
2	Transportation
2	Zoning bodies / civic associations

Force Field Analysis

Forces Resisting Change	Forces for Change
<p>Housing/Real Estate Developers/Planning & Zoning</p>	<ul style="list-style-type: none"> -give community voice to decide how community gets developed -housing co-ops -growth mindset of where we want to go -Demand mixed and affordable housing -abolition of banking and mortgage system -reparations for denial of/access to affordable housing -ask what is it we value? -community organizing
<p>Schools & Education System</p>	<ul style="list-style-type: none"> -pay equity for teachers -look at school funding formulas -parent empowerment -more teachers of color -Community voice/local watchdog groups
<p>Political Representation & County Govt</p>	<ul style="list-style-type: none"> -end corporate lobbying/promote public financing -voter mobilization & protection -redistricting -supporting candidates of color - hold candidates accountable to racial equity -advocate for govt to get training on racial equity -forcing those in power to take accountability for perpetuating inequities -use an equity lens on every policy/decision
<p>Local economy/Economic Development</p>	<ul style="list-style-type: none"> -create access to capital -cooperative models -community-owned franchise -benefits corporation
<p>Racism/Structural Segregation</p>	<ul style="list-style-type: none"> -reassessing concept of “American Dream” -correcting false narrative of human value -teaching “un-whitewashed” history -understanding our history

Vision Statements for a Racially Equitable Region (Group discussions)

An inclusive and equitable community

We live out the REAL American Dream. Re-write the American Dream that is truly inclusive.

Society with solidarity, free of differences; a society that is democratic, unified, and equitable, without discrimination by gender, race, ethnicity, social position or political or religious differences.

Everyone can define their own purpose and achieve their own success. This will be aided through love, unity, investment, and authentic relationships

Community of neighbors without focusing on race or income.

People see each other as people – not race or where they came from

All people display cultural humility – we're all learning

People recognize and affirm their value

No person believes they are a problem for existing.

A place where everyone is able to be their best selves

This room reproduced outside with same level of respect/dignity shared by all.

We are essential in the success of one another.

Equity in opportunity, access, and outcomes

Equal opportunity: housing, jobs, education

All children have a REAL opportunity to fulfill their potential and purpose

All schools are adept/qualified to teach all students, which would promote neighborhood schools (no busing)

Fully integrated schools, neighborhoods, and businesses

No one goes hungry

No health disparities

Dignified homes and safe neighborhoods

Dismantling racism and white supremacy

We have reparations/Marshall Plan: a proactive investment in communities that have been harmed by past racism.

Progressives/liberals of dominant culture identify their incentive for dismantling racism – the system for which they are the primary beneficiaries and act accordingly.

White people will understand what it means to be white/white supremacy

Deconstruct barriers such that race does not predict one's destiny.

I don't have to teach my black children how to drive safely while black

Political representation

Elected officials have deliberate process for listening

Individual responses to “A racially equitable region would look like....” and “A region free from racism would look like....” (Analysis of common themes)

15% Education/Schools/Kids

Examples:

“All MCPS schools perform well – performance indistinguishable between east and west”

“Integrated neighborhood schools”

“Kids live and learn in environments that help them realize their full potential”

13% Equal access to opportunity/resources

Examples:

“Equal access to public resources for all who make the country home”

“All neighborhoods are clean, safe & people are connected to each other”

“Una región tan excelente en la cual todos tienen oportunidad de igual manera”

9% Housing & Zoning

Examples:

“Housing/neighborhoods would be integrated”

“Affordable housing – people of all income brackets can afford to buy”

“No dumping of subsidized housing and/or less desirable commercial enterprises – liquor stores, auto repair shops, etc.”

9% Celebrating Diversity

Examples:

“See color and celebrate it but not attach negative meaning”

“Region where people have common vision of life, they value diversity, and practice generosity toward all”

“A completely multiracial Silver Spring”

8% Economic Development/Workforce/Poverty

Examples:

“Accessible capital for all”

“More businesses owned by people of color”

“All adults would be able to afford to live in Montgomery with full-time employment”

8% Public safety/Criminal justice

Examples:

“People of color are not afraid of or untrusting of law enforcement and the legal system because they truly don’t ‘see color’”

“Safe, fun play spaces for kids”

“Racial bias training and de-escalation training in police force”

7% Political representation

Examples:

“Government representation racially mixed”

“Leadership would be based more on merit and not on money”

“More people feel empowered to run for office to represent their community”

6% Structural racism/bias/white privilege

Examples:

“No hierarchies – white would just be another color”

“Poor and middle class white neighbors don’t lash out when they see progress in communities of color”

“No more white privilege”

5% Closing gaps/reducing racial disparities/achieving equity

Examples:

“Weaker relationship between race/ethnicity and wealth”

“We won’t be without social ills – but social ills won’t plague groups disproportionately”

“We all actually started at the same starting line”

5% Inclusiveness

Examples:

“Una sociedad sin distinción de nada tomara en cuenta los talentos de todos y respetando los defectos”

“What a community of neighbors would be without focusing on race or income”

“Peace, cooperation, cultural respect”

5% Narrative change

Examples:

“History would be taught differently and everyone’s humanity would be honored in history books”

“Accurate historical curricula taught in schools”

“All people would understand how our country racialized and segregated us”

4% Policy with a racial equity lens

Examples:

“Laws would all account for our racialized history. No laws would be passed without considering slavery, Jim Crow, etc.”

“Decisions and practices and policies would be racially conscious”

“Organic solutions to community issues”

3% Health/food

Examples:

“Healthier people”

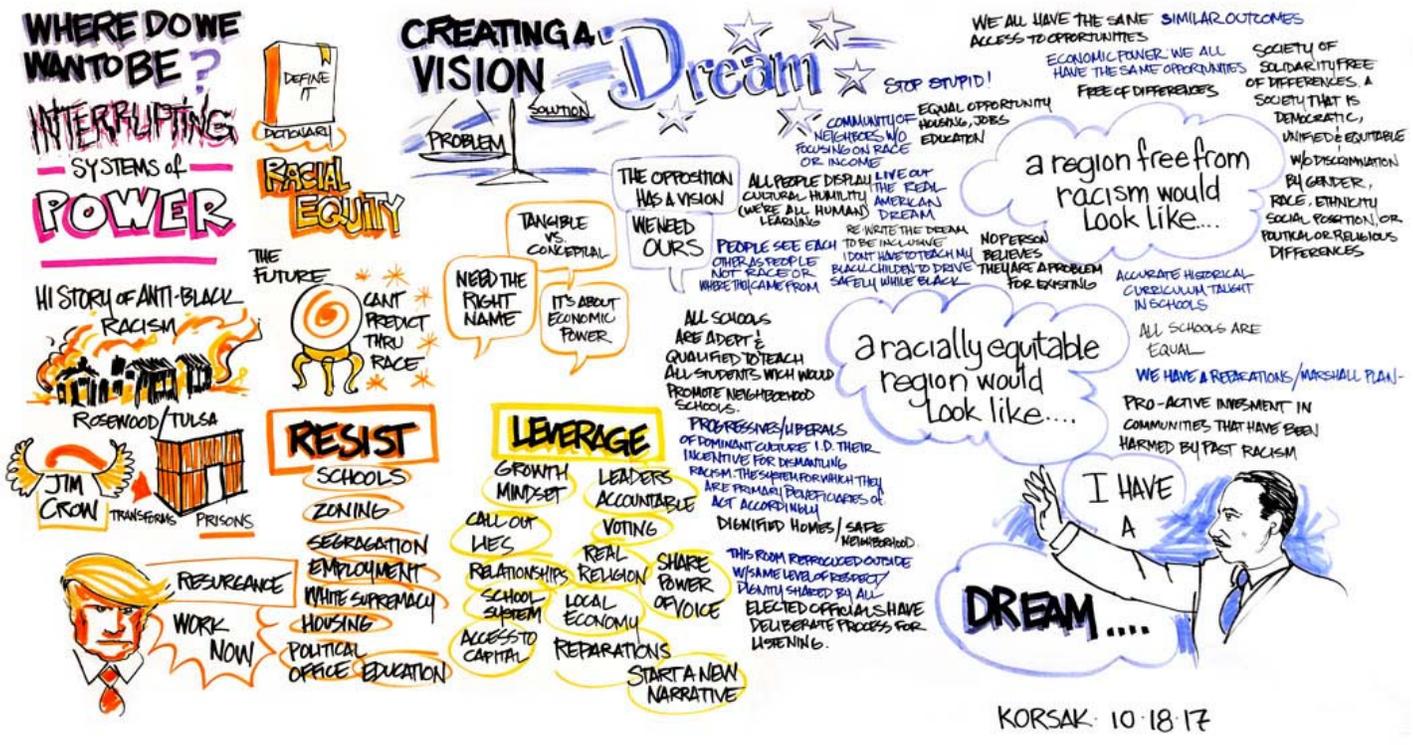
“All people would have access to high quality, comprehensive, complete, and affordable health and wellness services, eradicating health disparities”

“Food insecurity would not be tolerated”

3% OTHER

Graphic Recording of the Event by Mark Korsak





Washington Regional Association of Grantmakers thanks CareFirst BlueCross BlueShield for their support of this event.