

What happens when we turn on the **Power** and **Equity** moves like electricity through our homes, streets, neighborhoods and cities?



## RACIAL EQUITY STATEMENT OF PRINCIPLE

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### DEFINITION

**Racial Equity** is the fair, just distribution of resources, explicitly targeting and prioritizing racial groups who have the greatest need due to being systematically disenfranchised and using these resources to address both historical and contemporary injustices and their consequential burdens.

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### VISION

**Racial Equity** is achieved by intentionally eliminating inequities, disparities, and burdens disproportionately and adversely impacting marginalized people in a just and fair society. Equity is achieved when disadvantaged people have the opportunity to achieve optimal life outcomes, reach their full potential and no one is deprived from achieving their full potential due to their race, gender, sex, economic position or other socio-economic determinants. Racial equity is an answer to the historical and contemporary injustices experienced by Black and Brown people in our society.

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### GUIDING PRINCIPLES

#### **Equity $\neq$ Equality**

Racial Equity is not the same as Racial Equality. Equality means everyone has access to the same resources. Equity, in contrast, means people receive resources based on their needs and their potential to benefit.

### **Distribution of Resources**

Racial Equity requires the equitable, fair and just distribution of resources (power, access, capital, programs, services, etc.), prioritizing the racialized communities and people who are in a disadvantaged position as those who should receive the most resources due their needs and potential to benefit.

### **Racism, Oppression & Privilege**

Racial Equity necessitates the public acknowledgment of structural, institutional and systemic racism in our society and their role in creating racialized inequity. Racial equity is a public, operational commitment to addressing, redressing and ultimately dismantling racism in a way which is direct and honest. Inequity experienced by some people is accompanied by unfair privilege for others who are not burdened by the same disadvantage and who benefit from a relative position of greater power than oppressed communities. Achieving racial equity requires the elimination of racially unfair privilege that has been gained via historical oppression and at the disadvantaged position of others.

### **Access to Resources as a Human Right**

Racial Equity decrees it is a human right to have unfettered access to the resources necessary to achieve optimal life outcomes. Marginalized people have the human right to participate fully in all our society has to offer, throughout the US and around the world. Disenfranchised people have the human right to fully enjoy the inherent personal and community benefits associated with the fruits of our collective efforts. Disadvantaged people have the human right to fully engage in all societal activities in a manner which is safe and secure, free from the risk of structural violence. Black and Brown people have the human right to fully access the complete range of societal resources, ensuring we prosper in a country we built from the ground up.

### **Community Ownership**

Racial Equity commands Black and Brown people are empowered to own and shape the societal, institutional strategies designed to transform lives and improve neighborhoods, as we are the people who are the most adversely, disproportionately impacted by racial inequities across policy areas, sectors, geographies. This shift in ownership creates empowering opportunities for neighborhood residents to express an authentic voice in the decision-making process surrounding how resources are delivered in our neighborhoods and our cities. Ownership at the neighborhood-level commands respect for the needs, concerns, culture and history of Black and Brown people. As a result of respecting our neighborhoods and the people who live there, a greater level of engagement and investment from Black and Brown people is achieved.

## **Diversity & Inclusion**

Racial Equity demands a public commitment to intentional diversity and radical inclusion within our society and its institutions. Racial equity is the promise to reflect diversity in a way which is intentional, deliberate, operational, and systemic. This means achieving real inclusion is something that is beyond the realm of normal effort and is the extra effort and sustained commitment required to be inclusive of racial groups who have traditionally been marginalized, disadvantaged, and disenfranchised in our society.

## **Local Innovation**

Racial Equity dictates the respect and empowerment of local innovators and local community leaders as national leaders, highlighting, elevating, energizing and investing in the transformative work being done at the neighborhood level, respecting this wisdom and expertise, and valuing their central role in creating authentic, relevant, and sustainable solutions to address problems at all levels in our society. Racial equity obligates that institutions and systems in our society are not extractive in our neighborhoods and communities, ensuring local innovators are informed, valued, and compensated. Racial equity impels that institutions and systems establish partnerships with local innovators when research, insights, and strategies gleaned from our neighborhoods are commodified or integrated into the products and services offered by programs, organizations, businesses, and institutions.

## **Public Policy**

Racial Equity compels the development and implementation of public policies and legislation designed to equitably direct resources where they are needed the most and where they will cause the most benefit. Racial equity obliges that public policies are informed by the affected constituency. Racial equity forces the removal of historical, structural barriers, that are then replaced with systemic solutions. Comprehensive racial equity legislation at the municipal, state and federal levels is necessary for establishing a framework around requiring racial equity assessments, training staff on anti-racism and implicit bias, instituting racial equity-focused performance metrics, achieving racially equitable outcomes, and offering full public accountability.

## **Inequities, Disparities and a Racial Equity Strategy**

Racial inequities are the racialized differences in life outcomes that are avoidable, remediable, unfair and unjust. Inequities are caused, in part, by social, economic, environmental conditions; by the racist, discriminatory, biased policies and laws; and by the inequitable distribution of resources.

Dissimilarly, racial disparities are simply the differences in life outcomes among the various racialized groups of people.

A racial equity strategy begins with, and operationalizes, an understanding of the root causes of racial inequities and disparities - structural racism and implicit bias. A racial equity strategy is measurable

outcomes-driven, working directly to eliminate inequities and disparities, requiring short- and long-term actions, particularly focusing on the racial groups that have experienced major, structural barriers, obstacles, and burdens associated with socio-economic disadvantages as well as historical and contemporary injustices - Black and Brown people in our society.

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***Racial Equity** is the way forward, toward freedom for Black and Brown people, contributing to the creation of a society where we all participate, prosper and reach our full potential.*

***Racial Equity** requires a power source. And, this power source rests in Black and Brown neighborhoods. Power plus equity is greater than racism, bias, and oppression.*

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## THE EQUITICITY RACIAL EQUITY MOVEMENT

Power + Equity >