

Racial Justice

Racial Justice is the *systemic* fair treatment of people of all races that results in equitable opportunities and *outcomes* for everyone.

Shifting the Focus

FROM



TO

Causes	“Who’s a Racist/Sexist?”	“What’s Causing the Racial/Gender Inequities?”
Effects	Attitudes and Intentions	Actions and Impacts
Systems	Personal Prejudice	Institutional Inequity
Solutions	Reactive Focus on Grievances	Proactive Strategies and Solutions

Implicit Bias

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. (Kirwan Institute)



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Which of these two people is
a convicted felon?

Implicit Bias: The Bad News

- Implicit biases are pervasive
- People are often unaware of their implicit bias
- Implicit biases predict behavior
- People differ in levels of implicit bias

-- Project Implicit (www.projectimplicit.net)

Options for Disrupting Bias

Priming the brain -- primes

Removing the Opportunity -- protocols

Stop and Think – prompts and protocols

Racial Equity Impact Assessment

A tool for facilitating a thorough race-conscious analysis of proposed or existing policies, practices or programs

Serves as a **prime** (a reminder that evokes consideration and consciousness of impacts and equity) thereby helping to counteract unconscious bias.

Equity Primes as Debiasing Tools

- Judicial Bench Cards
- Equity Impact Assessments
 - Equity-Driven Planning
- Pocket Guide to Budgeting

REIA in Policymaking

- **Highlight Positive and Negative Racial Impacts** (e.g. Legislative Report Cards on Racial Equity, State Budget Analysis, Equity Policy Agenda))
- **Example: Iowa and Connecticut Criminal Justice Laws**
In 2008, Iowa passed legislation authorizing “Minority Impact Statements” for criminal justice bills. That same year, Connecticut approved a similar statute aimed at assessing the impact of proposed legislation on the racial composition of the state’s prison population.



Pratt Elementary School, Minneapolis Racial Equity Impact Assessment

