

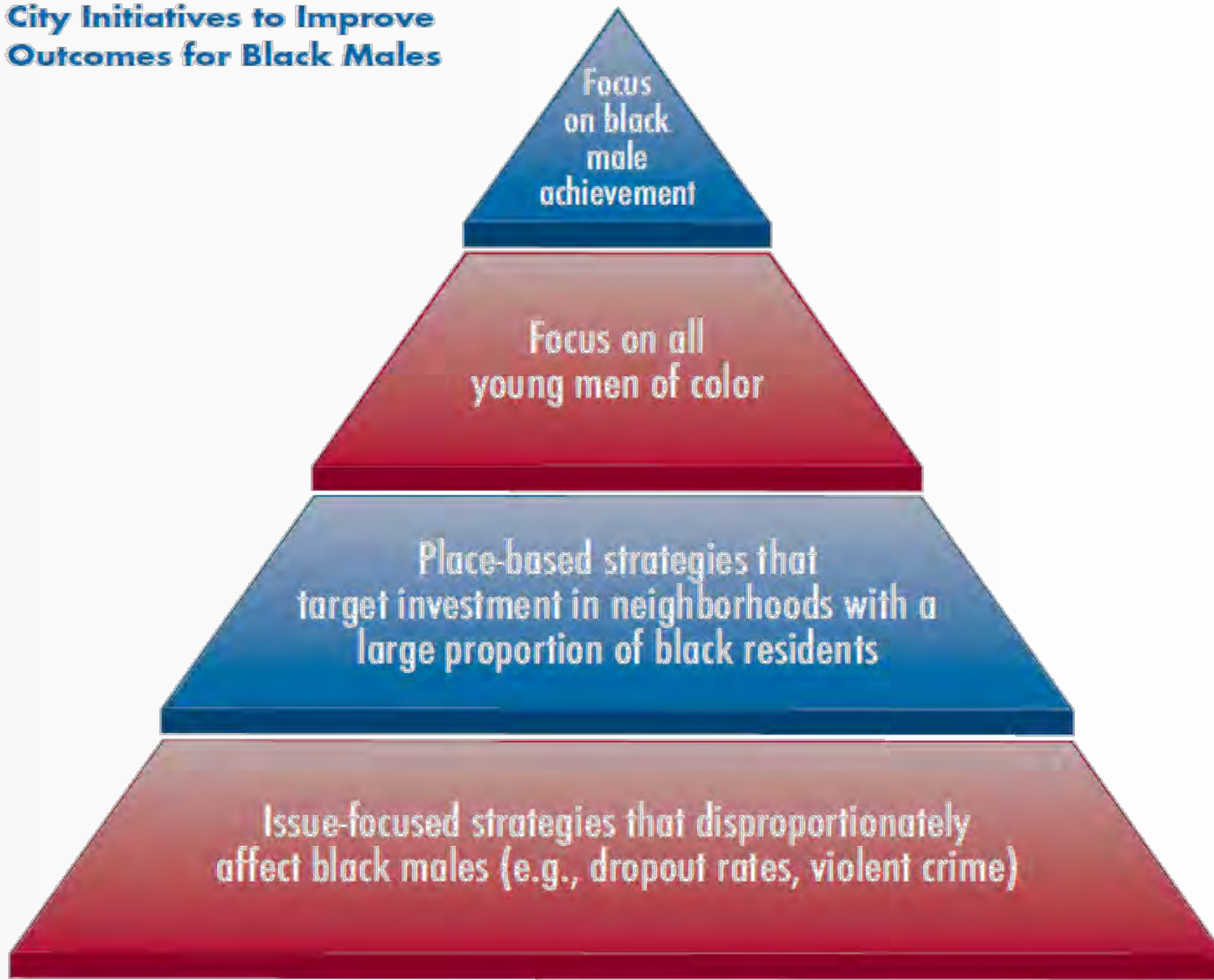
Race, Equity And Leadership: Race & Law Enforcement in the Urban Community

Timothy A. Evans, REAL Senior Associate, National League of Cities

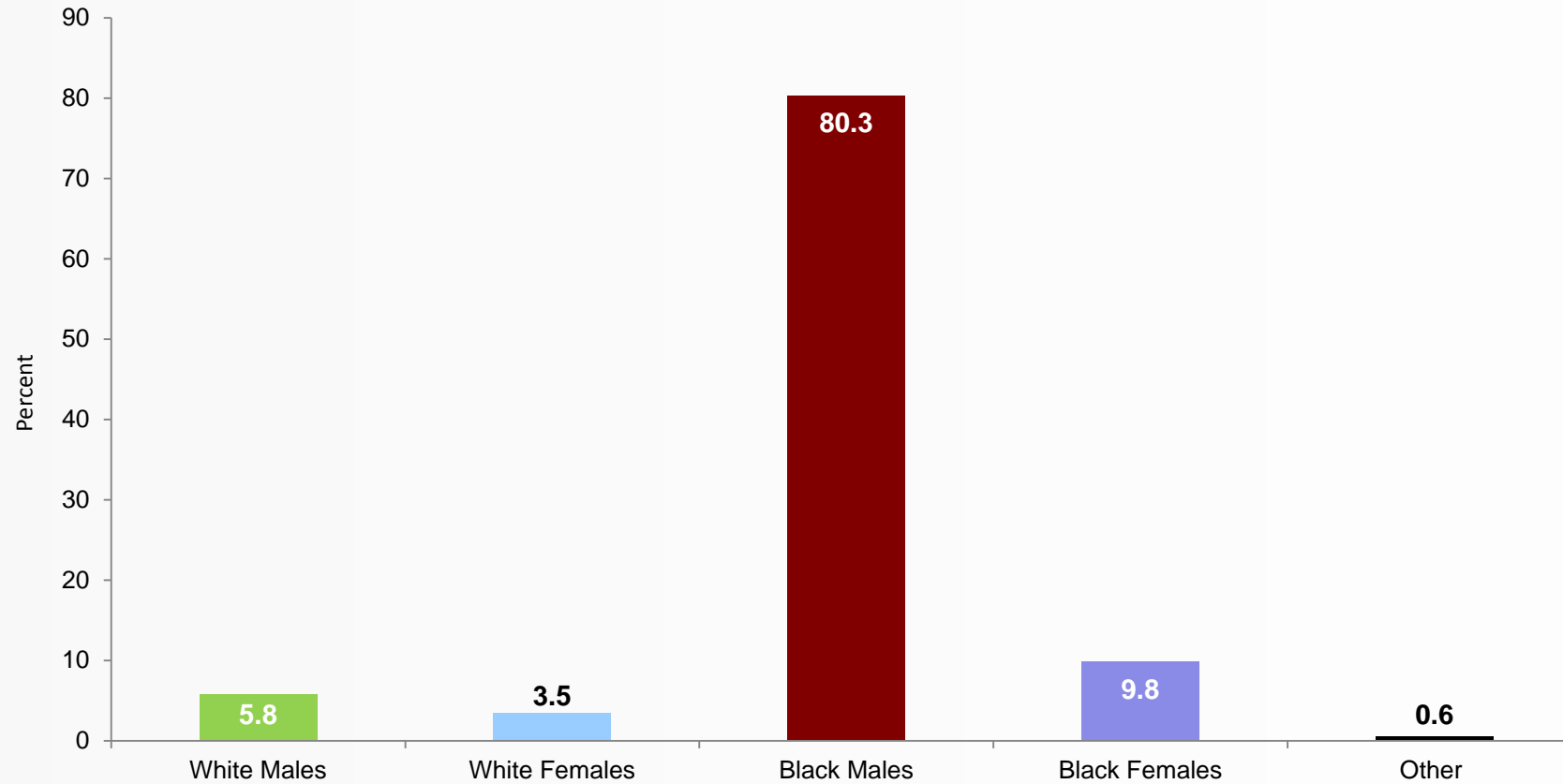
NLC NATIONAL
LEAGUE
OF CITIES

CITIES STRONG TOGETHER

**City Initiatives to Improve
Outcomes for Black Males**

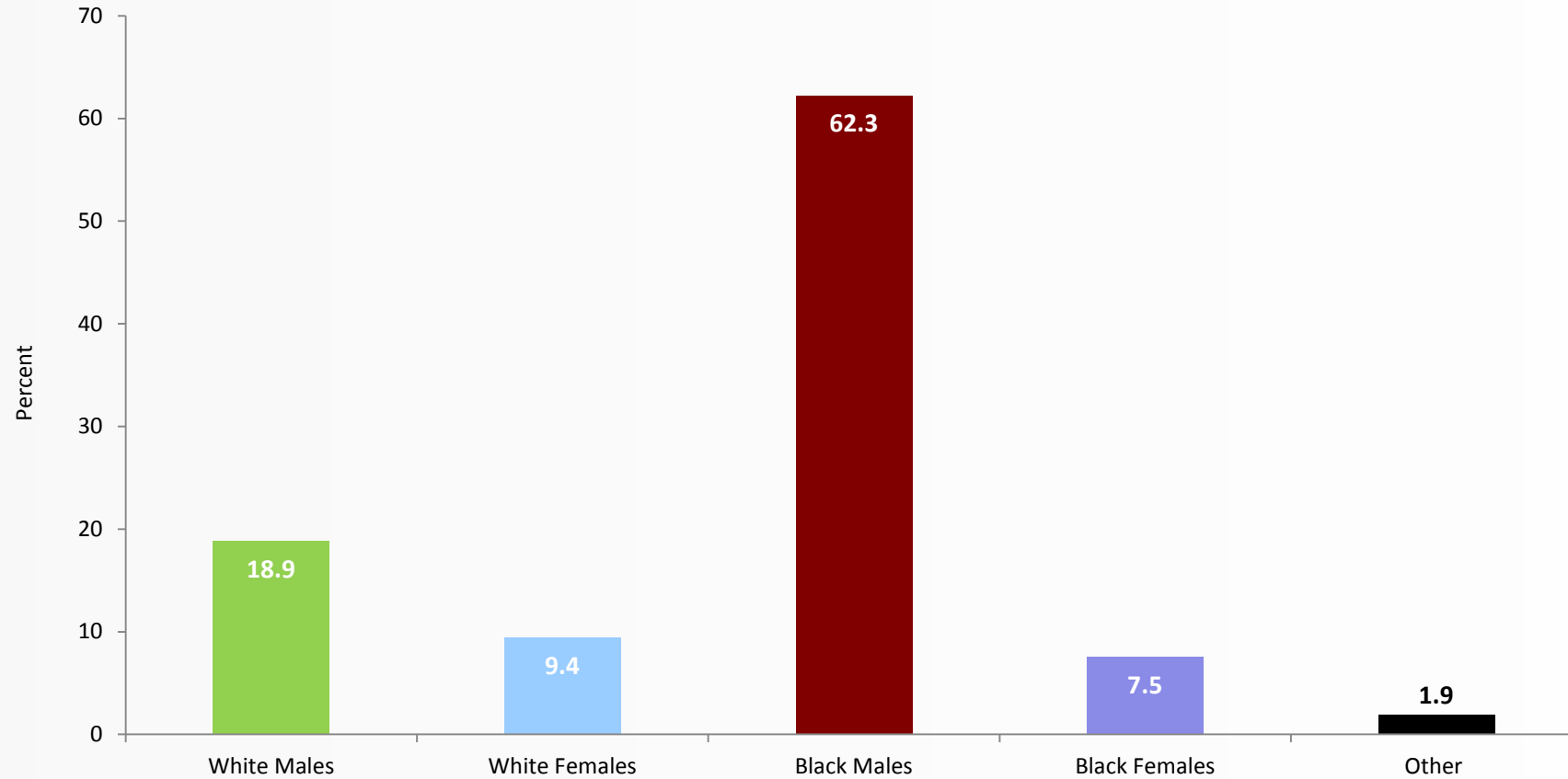


Homicide Victims by Race and Gender: BALTIMORE



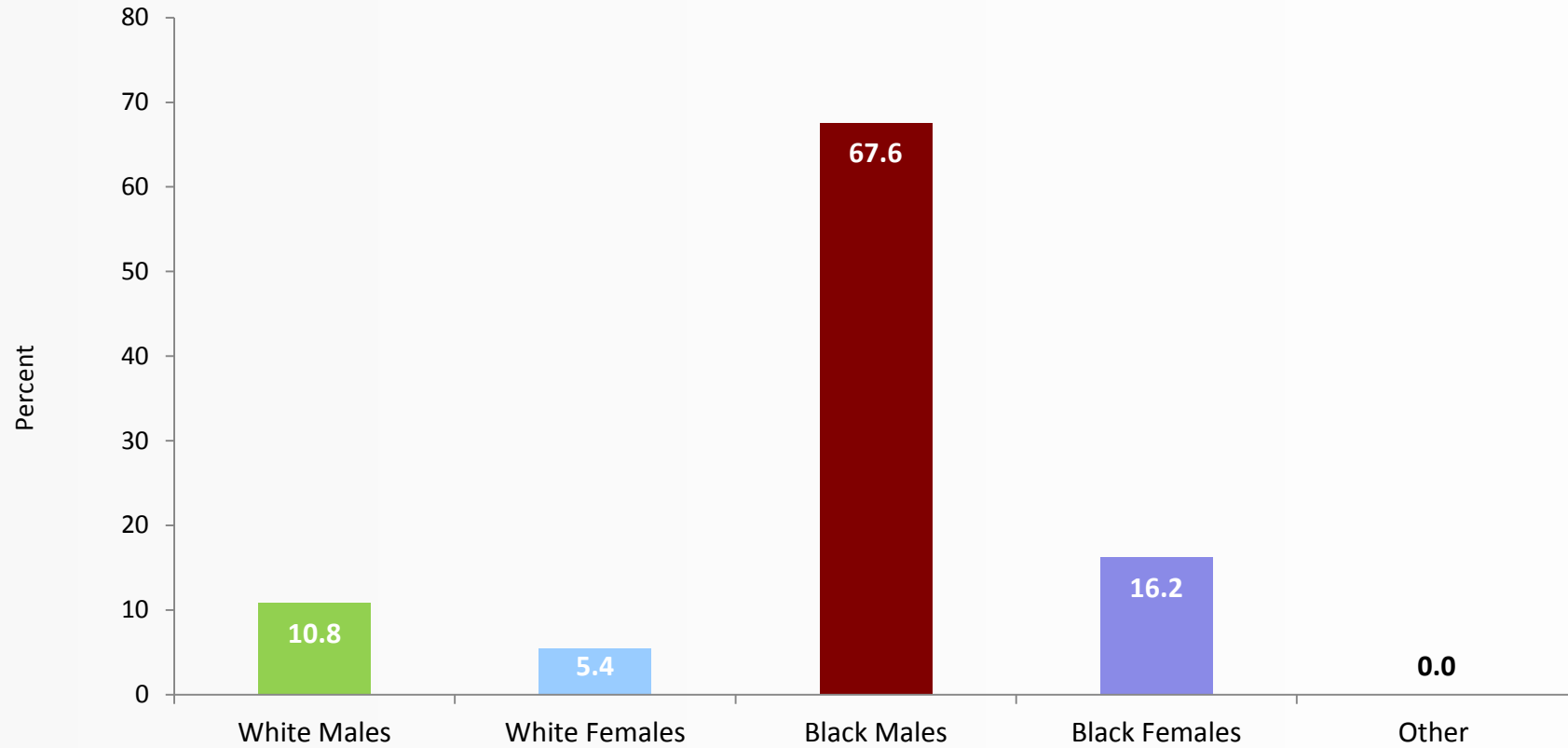
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: BOSTON



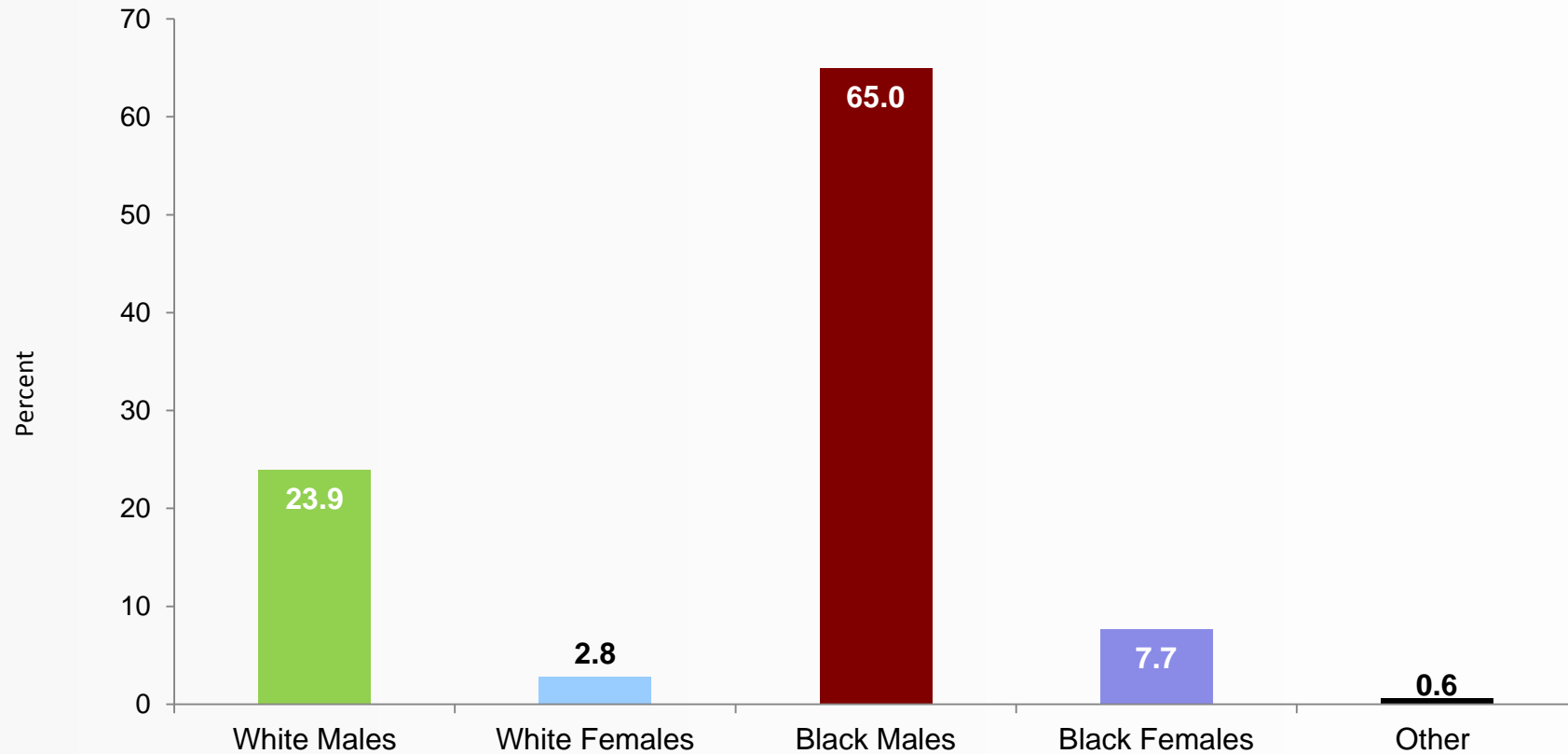
Source: Authors analysis of data from Bureau of Justice Statistics,
United States Department of Justice and Census Bureau, 2009

Homicide Victims by Race and Gender: BUFFALO



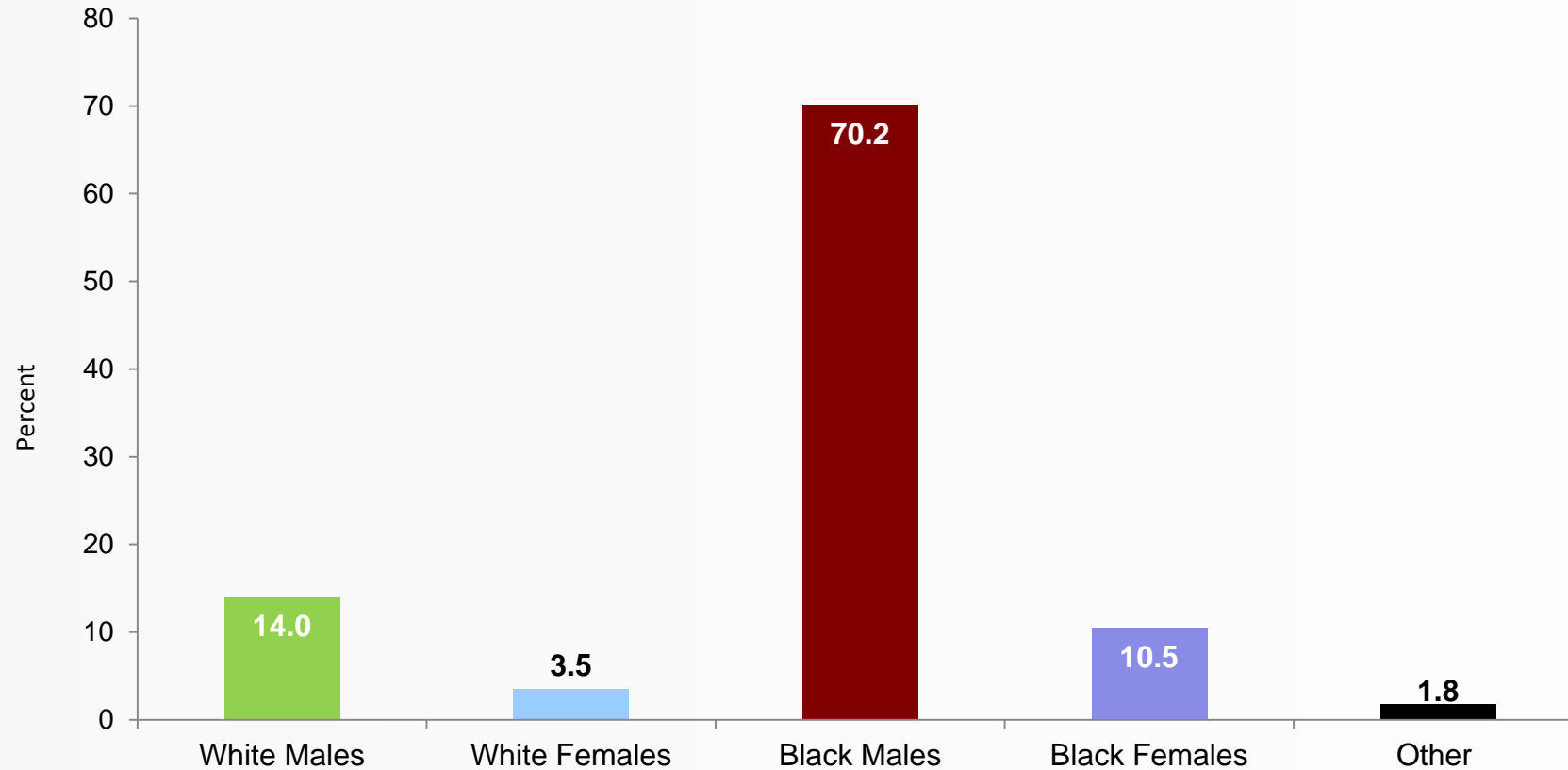
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: CHICAGO



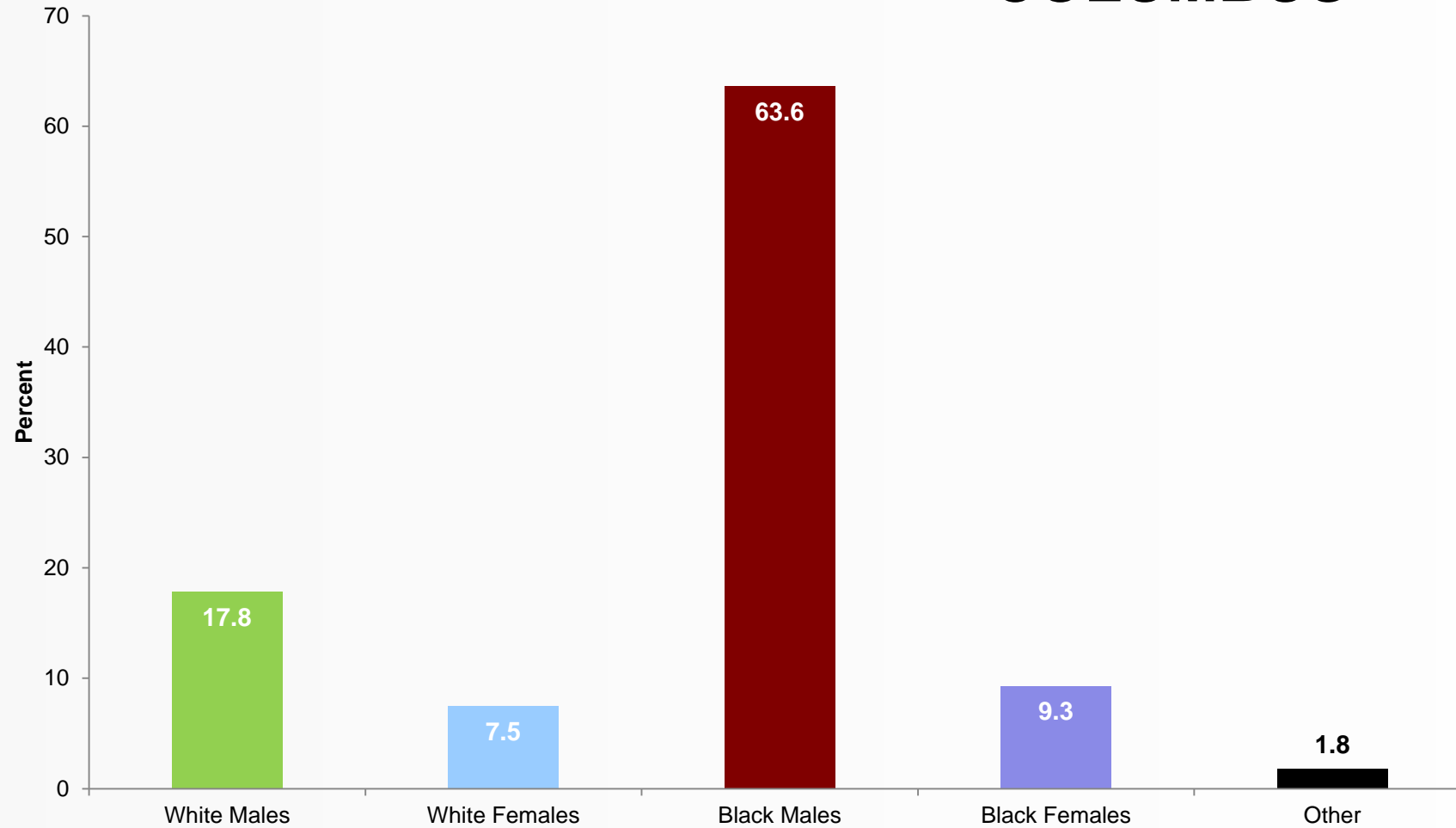
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: CLEVELAND



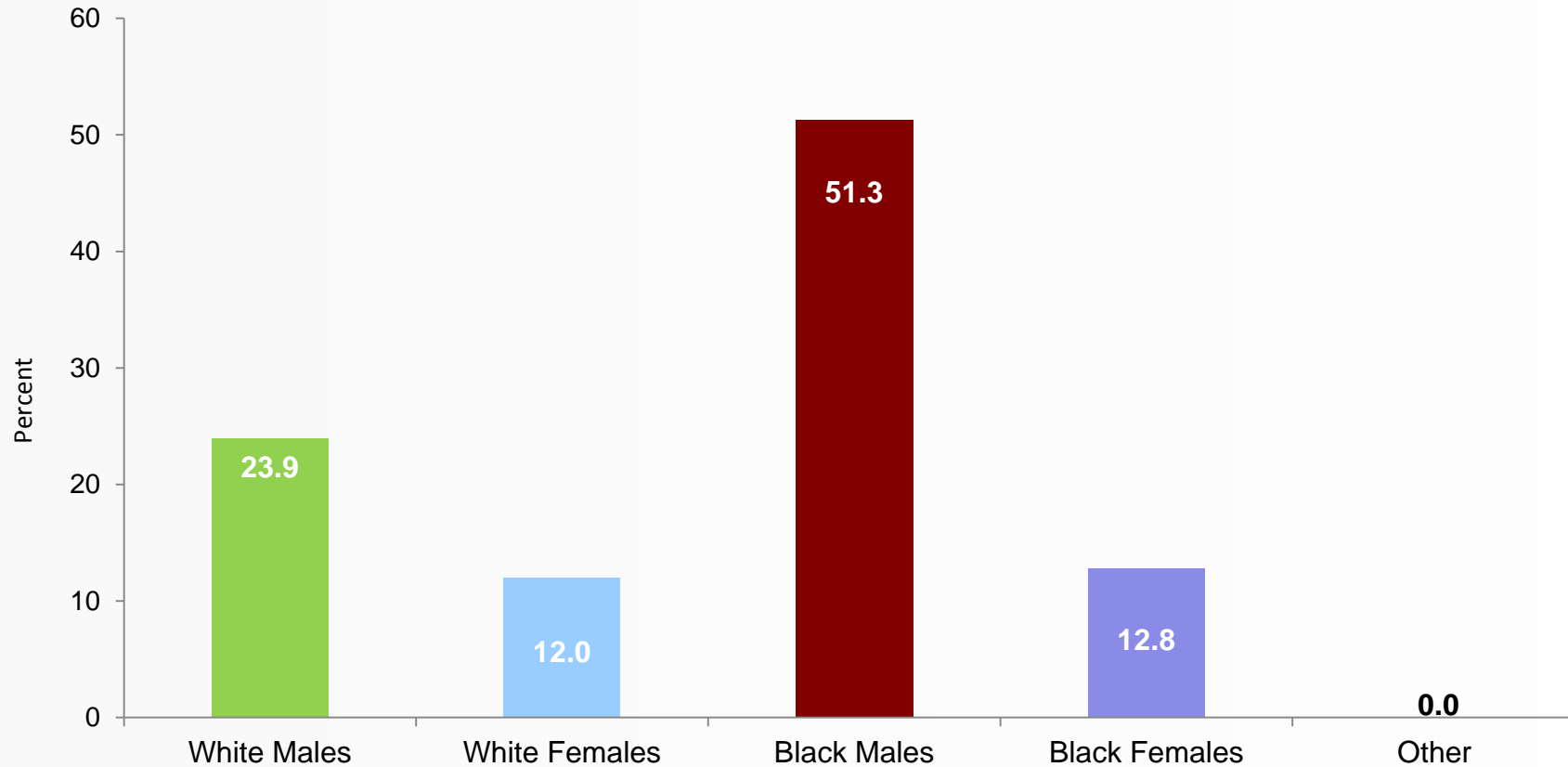
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: COLUMBUS



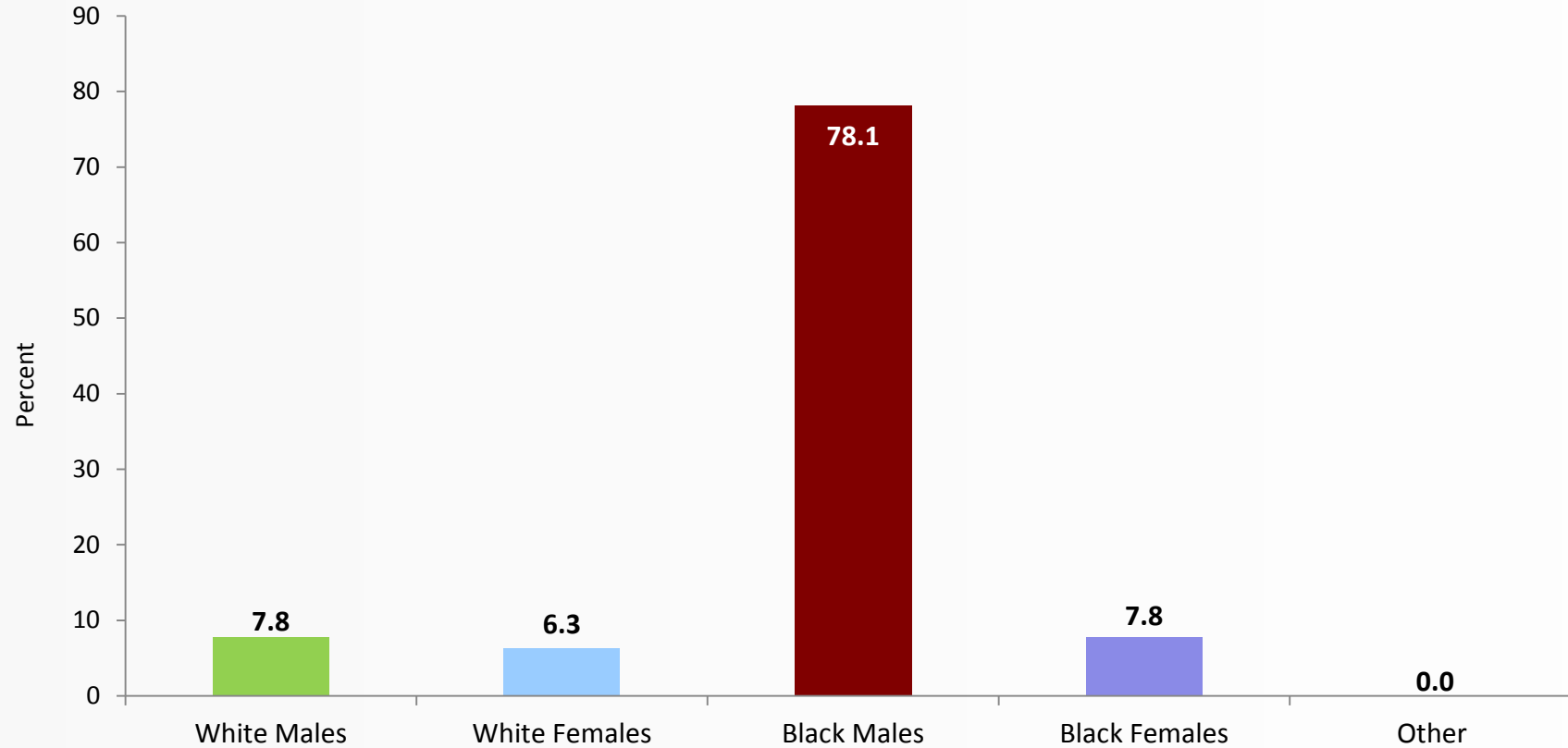
Source: Author's analysis of Bureau of Justice Statistics, United States Department of Justice (2009 homicide data) and Census Bureau

Homicide Victims by Race and Gender: INDIANAPOLIS



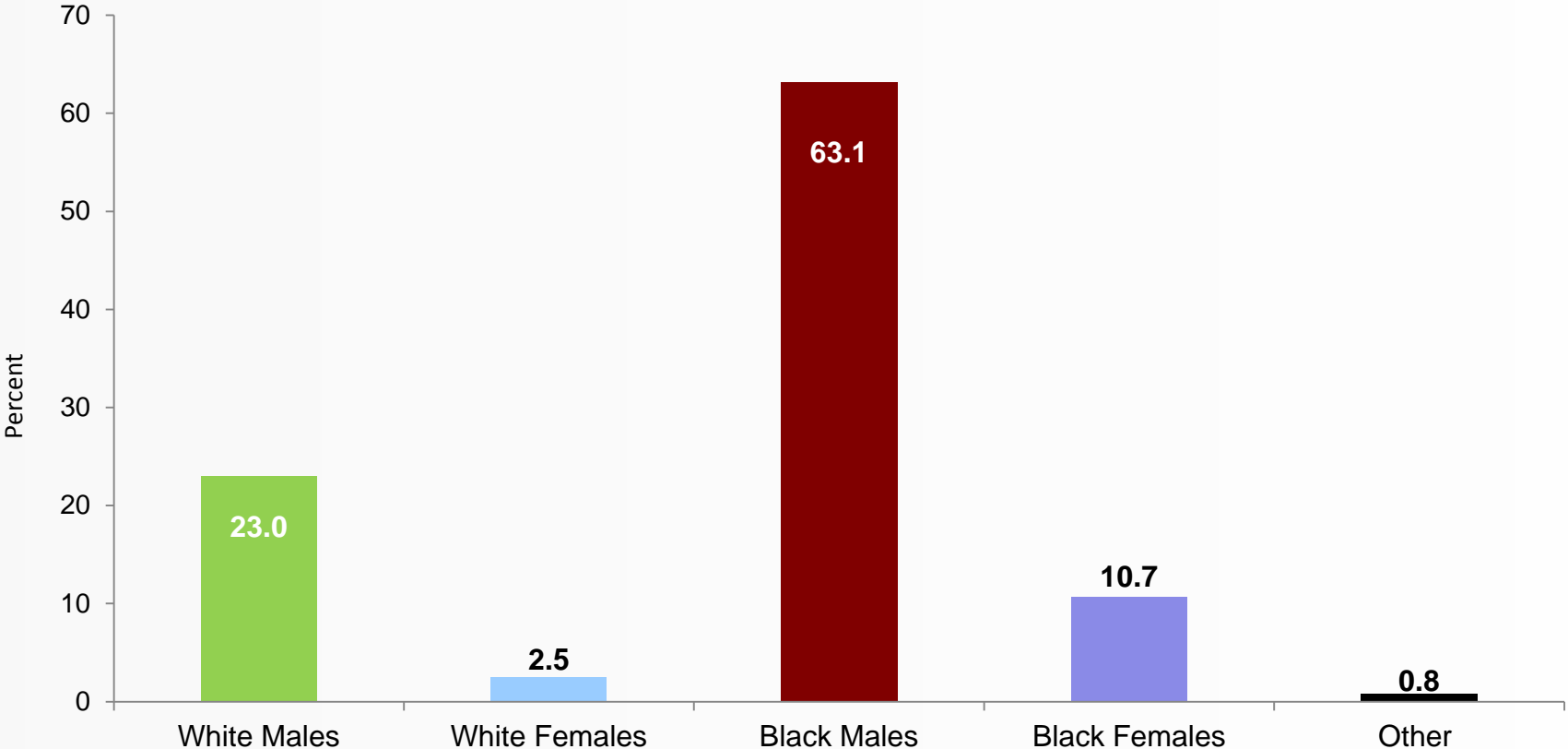
Source: Authors analysis of data from Bureau of Justice Statistics,
United States Department of Justice and Census Bureau, 2009

Homicide Victims by Race and Gender: JACKSON, MS



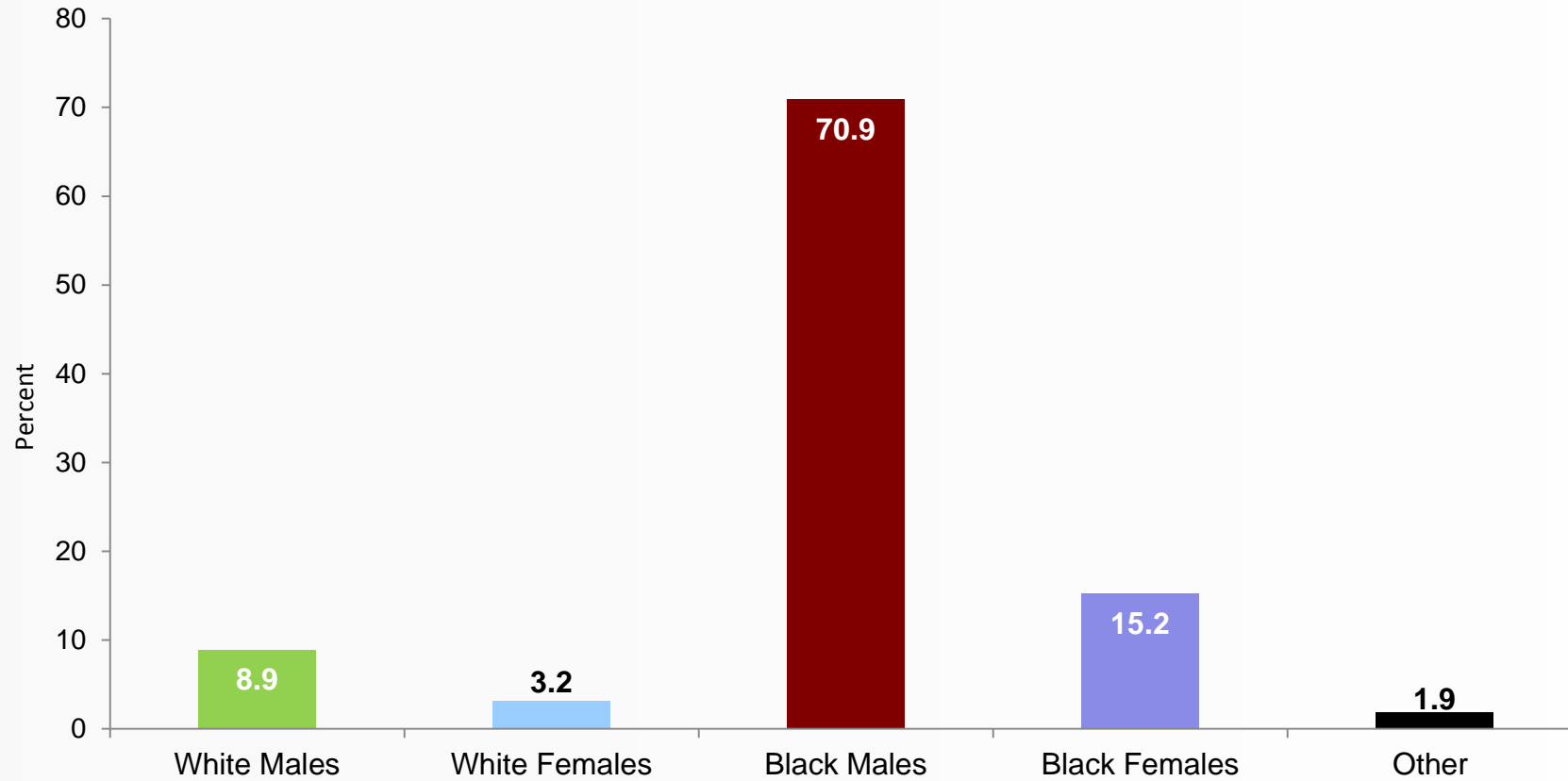
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: KANSAS CITY



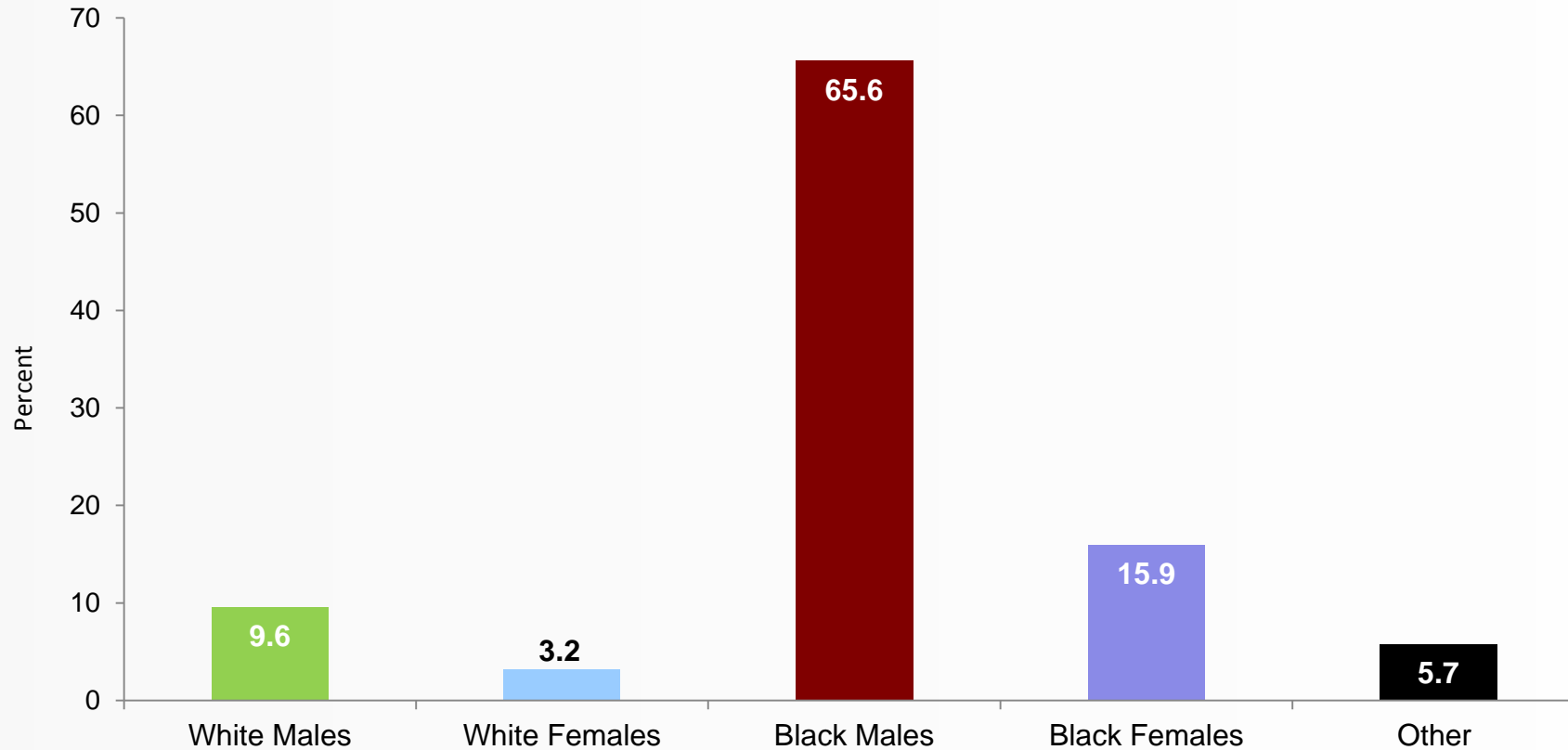
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: MEMPHIS



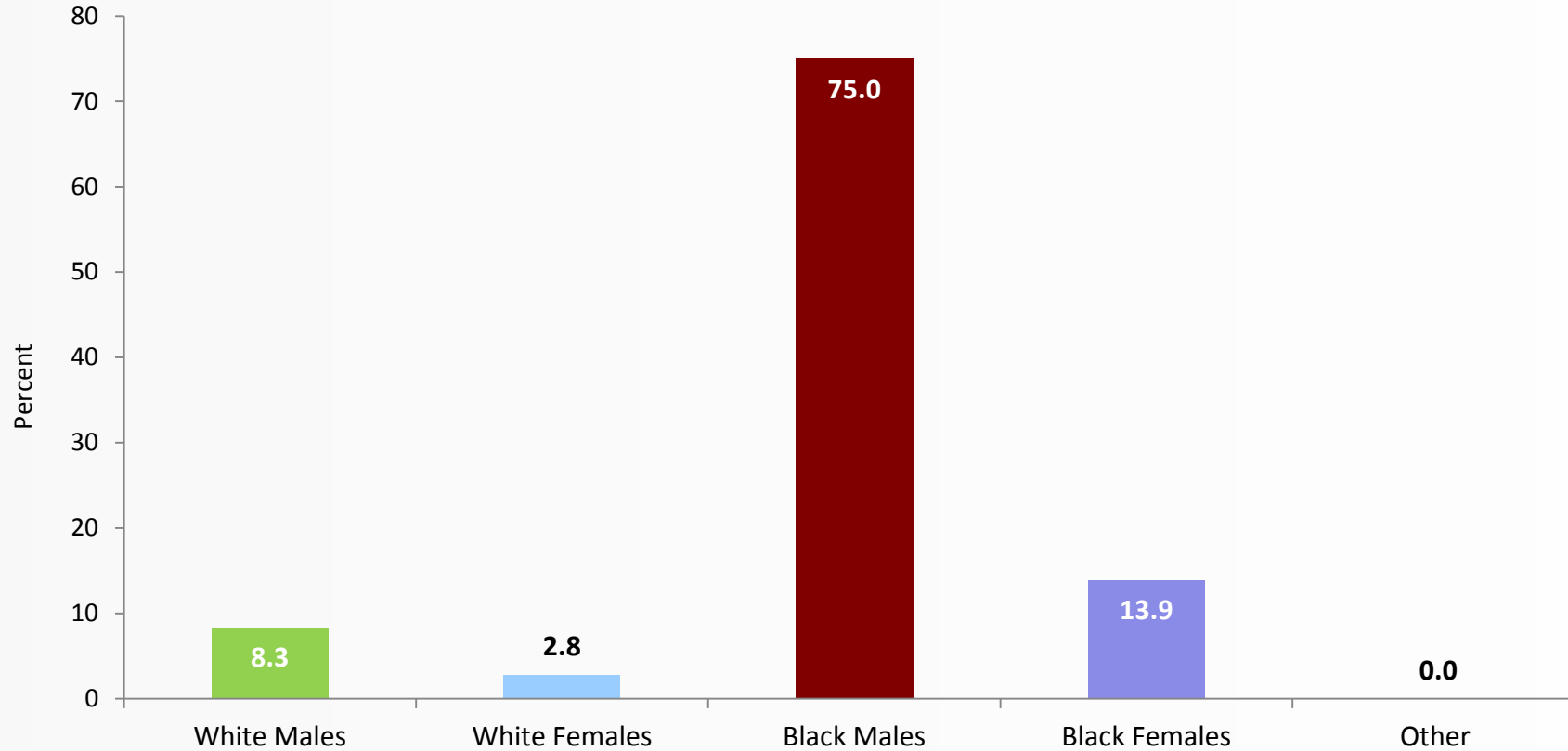
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: MINNEAPOLIS



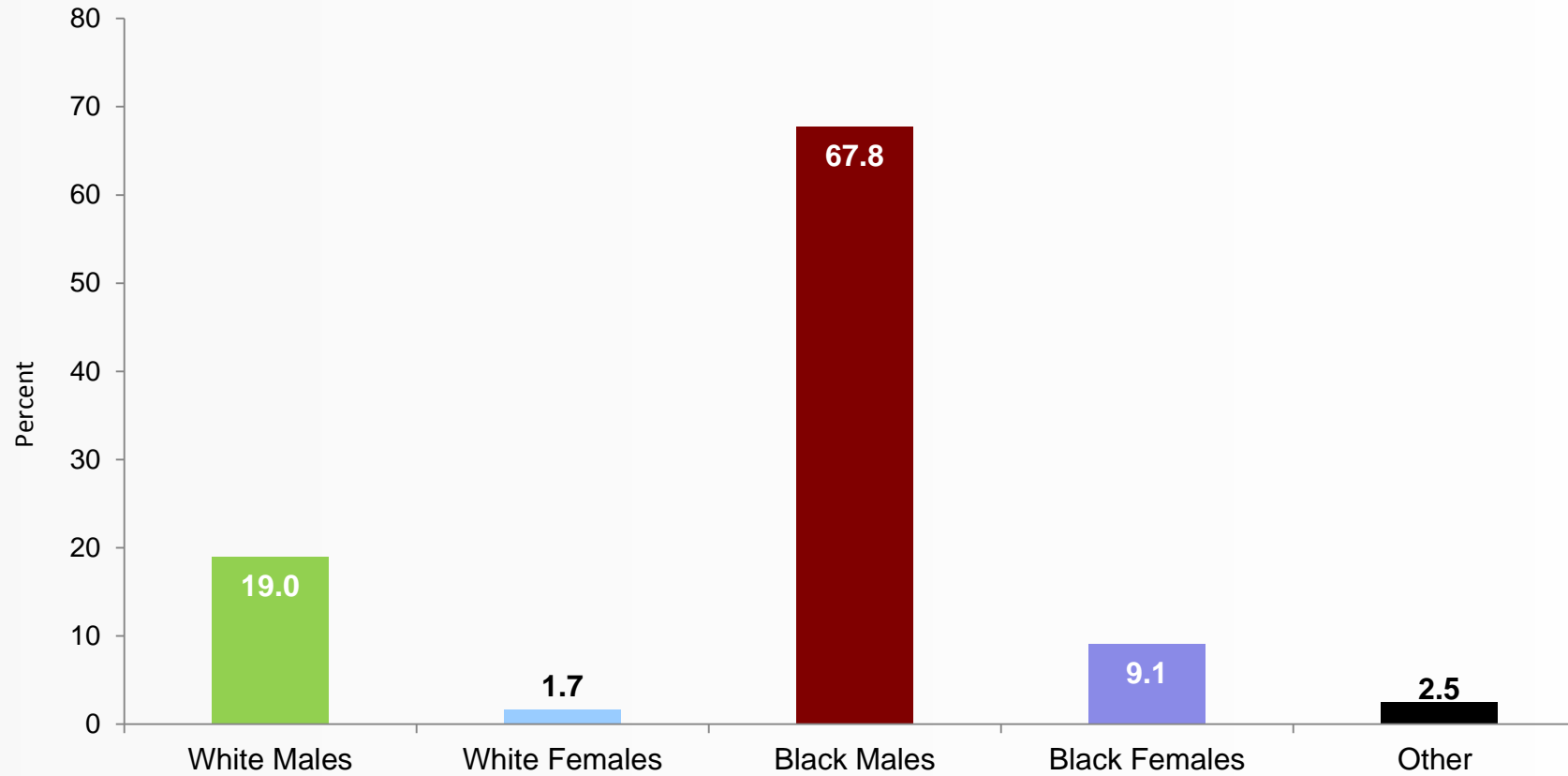
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: NEWARK, NJ



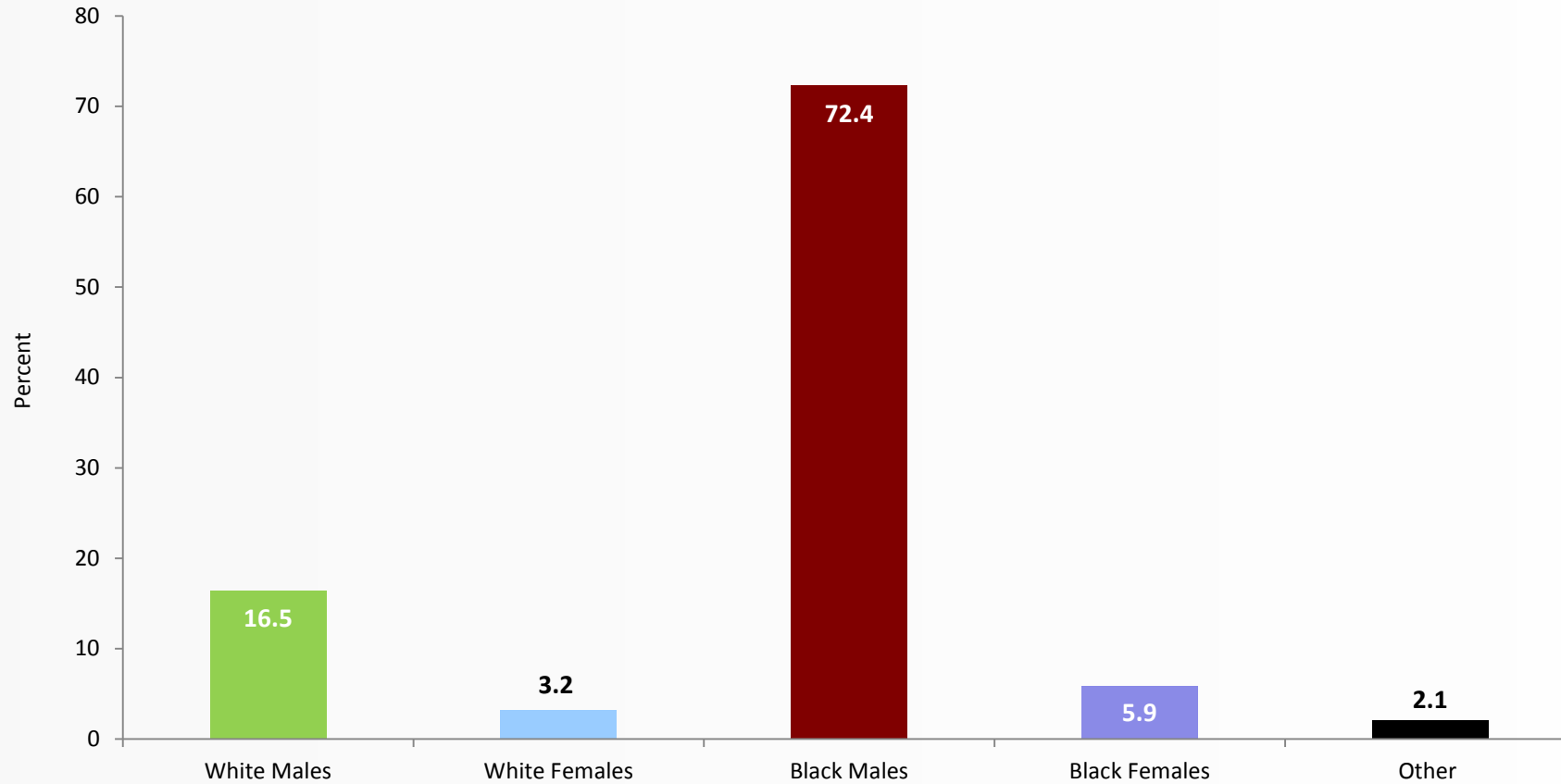
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: OAKLAND



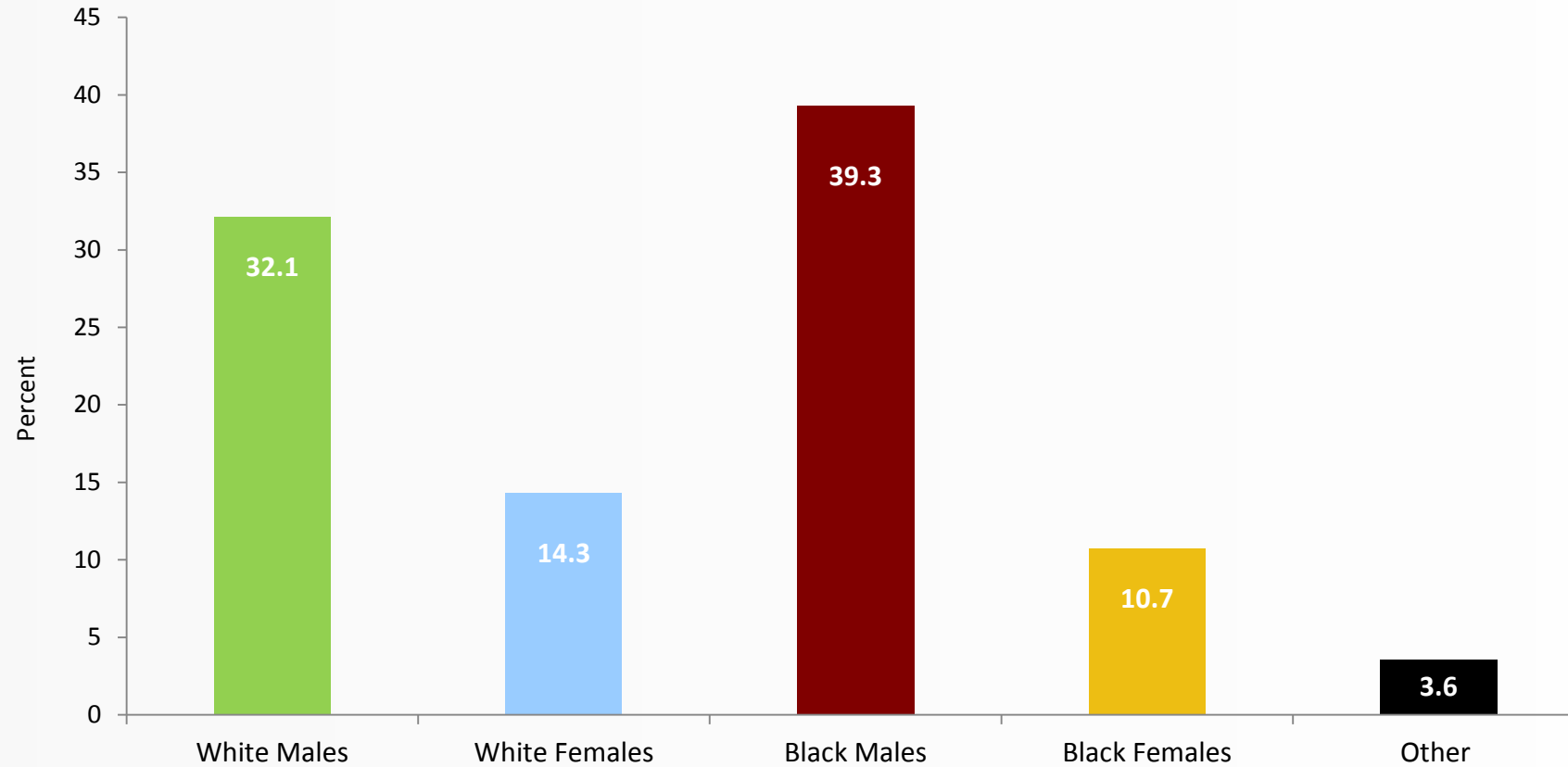
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: PHILADELPHIA



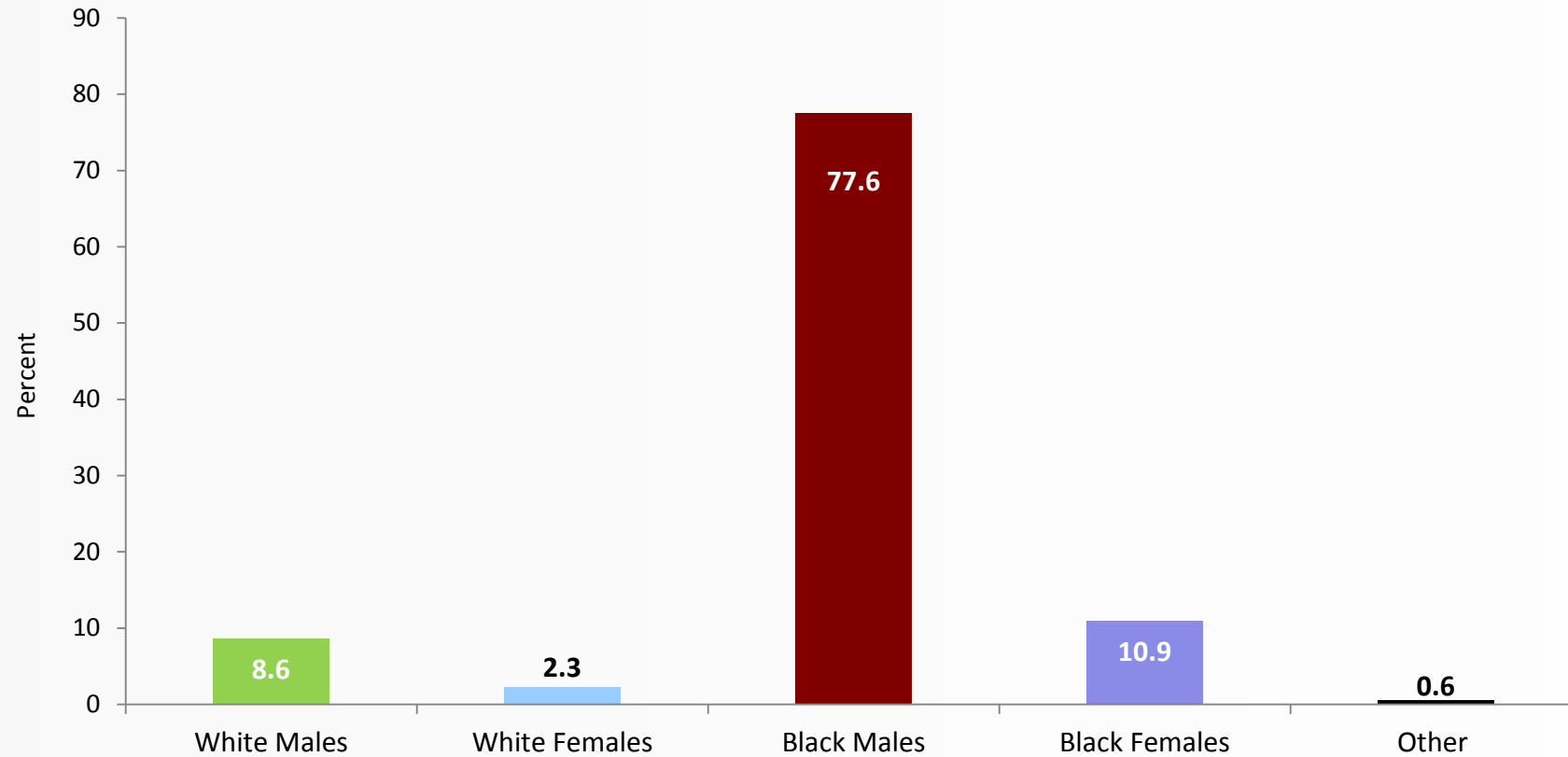
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: SEATTLE



Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: ST. LOUIS



Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

False Universalism: Reducing Violent Deaths Among Black Males

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Mission Statement

a partnership to eliminate
violence-related deaths
of African American males.

cities
united



Develop and implement plans in partnership with communities, families, youth, philanthropy, government officials, and other stakeholders ***dedicated*** to reducing the epidemic of murders among Black men and boys.

Cities United Partner MI Cities – Mayors



The City of Grand Rapids, MI

Mayor Rosalynn Bliss

The City of Lansing, MI

Mayor Virgil Bernero

The City of Detroit, MI

Mayor Mike Duggan

The City of Southfield

Mayor Kenson J. Siver

The City of Flint, MI

Mayor Karen Weaver

Cities United: Founding Principals



Principals

- City of Philadelphia
- City of New Orleans
- Open Society Foundations
- Campaign for Black Male Achievement
- Casey Family Programs
- National League of Cities



Cities United Inaugural CEO: Anthony Smith



**Director for Safe and Healthy
Neighborhoods in the office of
Mayor Greg Fischer in Louisville, KY**

**Seasoned leader with over 20 years
of experience organizing,
facilitating, managing, mobilizing,
and building networks**

“While I am sad to see him leave, I could not be more proud of him achieving this new leadership role that gives him the chance to advocate for men and boys of color and safer communities on the national stage. We look forward to working with him in his new capacity. The entire country will now get to see the superstar we have had here in Louisville.” (Mayor Fischer)

City Leaders to Promote Black Male Achievement: 11 Cities Selected



1. **City of Charlottesville, VA** – Former Mayor Satyendra Huja and Councilwoman Kristin Szakos
2. **City of Chicago, IL** - Mayor Rahm Emanuel
3. **City of Fort Wayne, IN** - Mayor Tom Henry
4. **City of Jacksonville, FL** – Former Mayor Alvin Brown
5. **City of Louisville, KY** - Mayor Greg Fischer
6. **City of Milwaukee, WI** - Mayor Tom Barrett
7. **City of Oakland, CA** – Former Mayor Jean Quan
8. **City of Omaha, NE**- Mayor Jean Stothert
9. **City of Orlando, FL** – Mayor Buddy Dyer
10. **City of Philadelphia, PA** – Former Mayor Michael Nutter
11. **City of Portland, OR** – Former Mayor Charlie Hales

BMA Framework: TA Areas for BMA Cities

**Establish and
Promote a
Shared Vision
for BMA**

**Engage Diverse
Stakeholders**

**Define and
Implement
Comprehensive
BMA Strategies**

**Share
Accountability,
Data and
Outcomes**

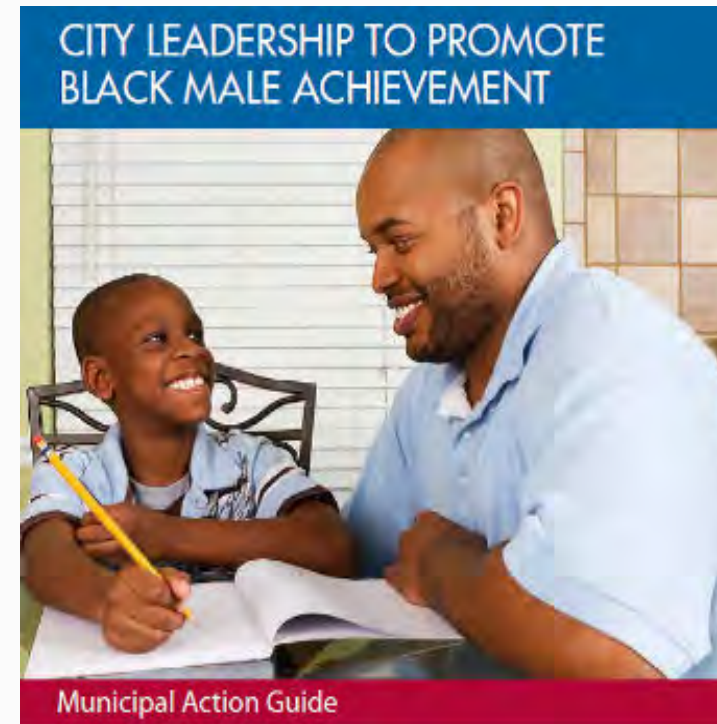
**Create and
Sustain Local
Infrastructures**

BMA Framework: DEVELOP AND IMPLEMENT STRATEGIES & POLICIES

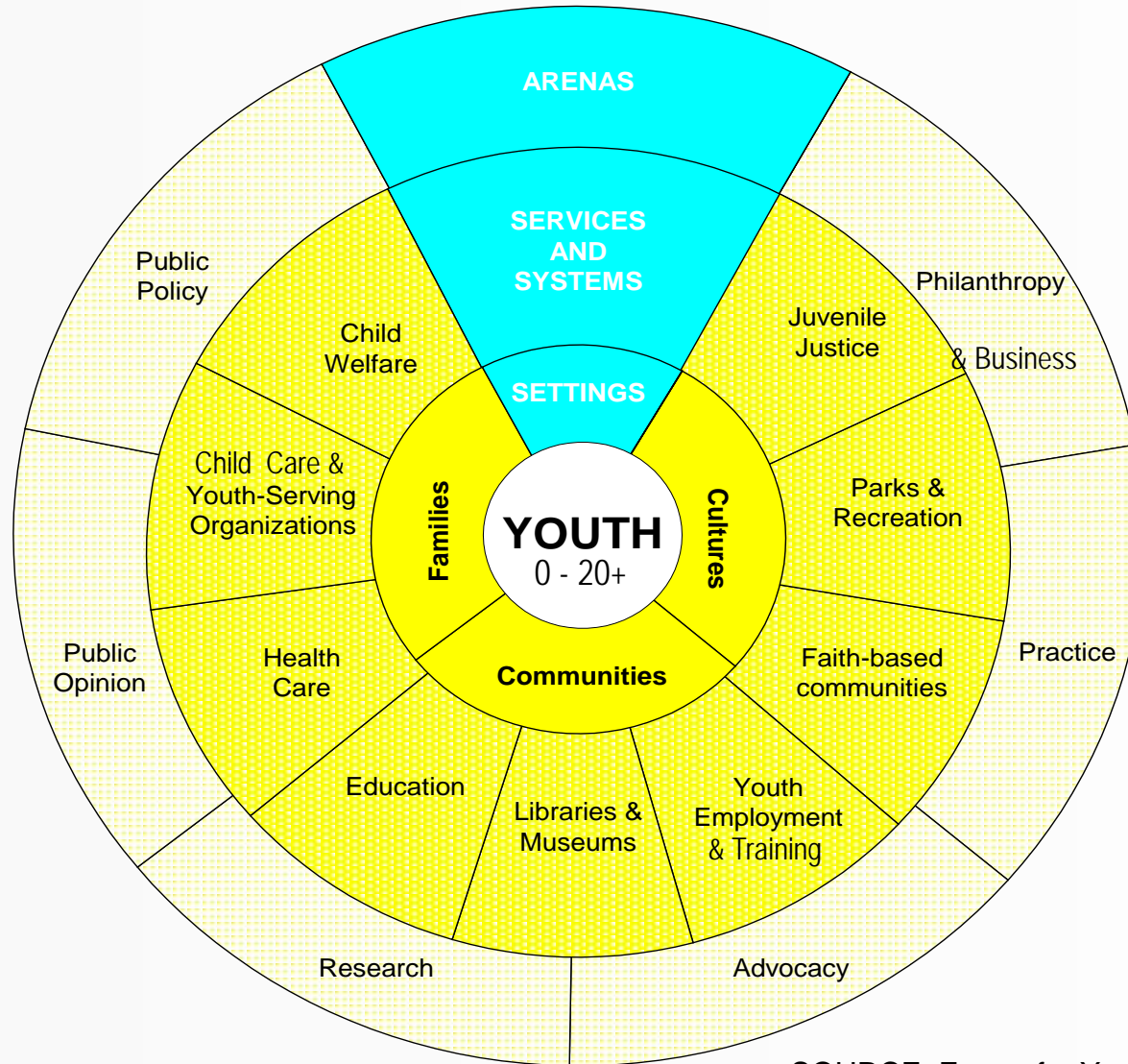


Comprehensive Strategies:

- Strengthening families
- Improving educational achievement
 - **School Suspension policies**
- Expanding job opportunities
 - **Local/targeted hiring policies**
- Reducing violence and violence-related deaths
 - **Ban the Box policy**



BMA Component: ENGAGING DIVERSE STAKEHOLDERS

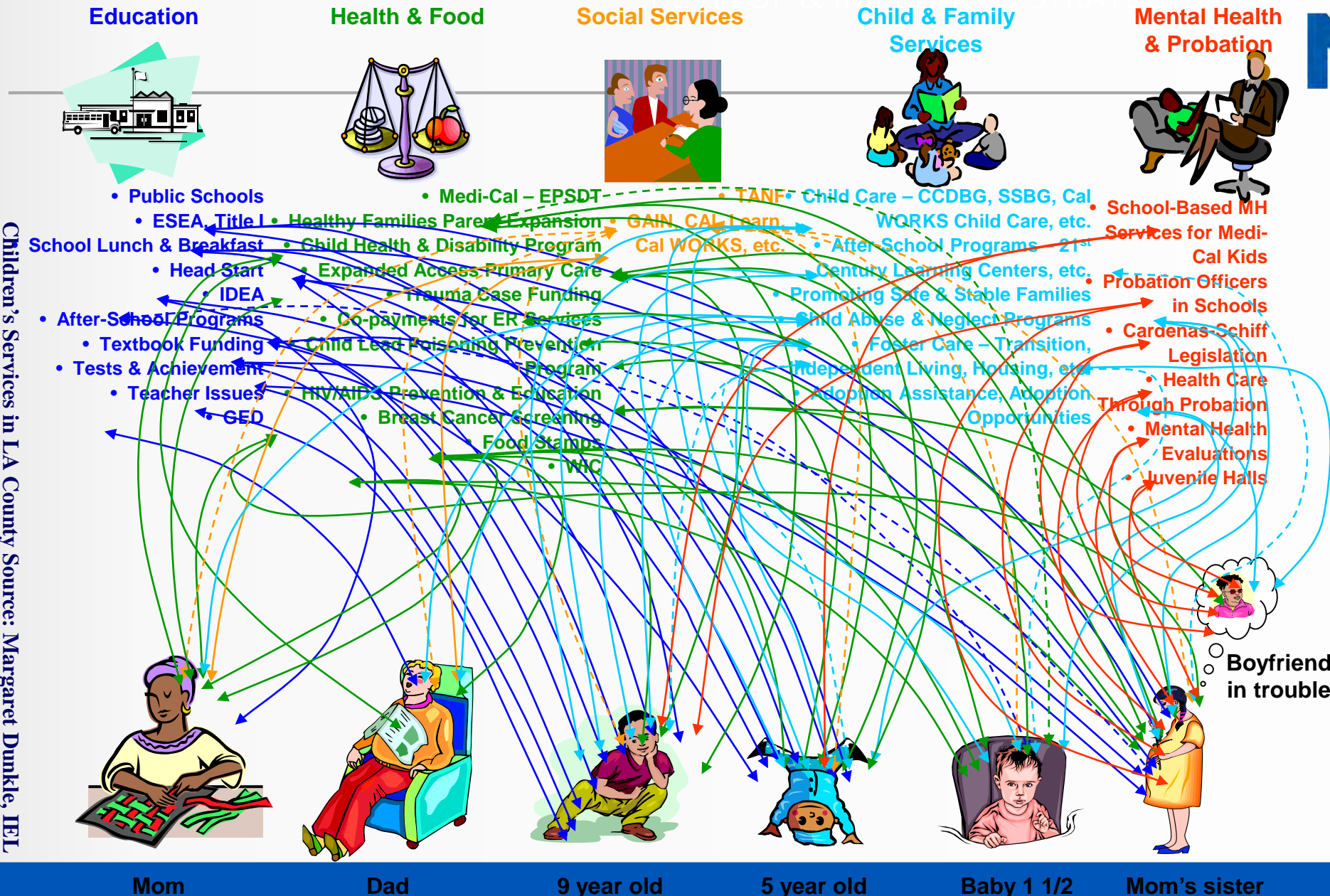


SOURCE: Forum for Youth Investment Ready by 21™

BMA Framework: Cross-System Collaboration Strategies



DEVELOP & IMPLEMENT



Children's Services in LA County Source: Margaret Dunkle, IEL

Mom Dad 9 year old 5 year old Baby 1 1/2 Mom's sister

In just the last few years...



Houston, TX – Robby Tolan December 2008



Oakland, CA – Oscar Grant January 2009



Courtesy of Johnson Family



Sanford, FL– Trayvon Martin February 2012

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Jonesboro, AR – Chavis Carter

July 2012

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Los Angeles, CA– Alesia Thomas August 2012



Jacksonville, FL – Jordan Davis

November 2012



Gardena, CA – Ricardo Diaz-Zeferino

June 2013



Video released shows police killing unarmed man in LA suburb



New Iberia, IL – Victor White

March 2014



Staten Island, NY – Eric Garner

July 2014



Los Angeles, CA – Ezell Ford

August 2014



Ferguson, MO– Michael Brown August 2014

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Pine Bluff, AR – Monroe Isadore September 2014

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Cleveland, OH – Tamir Rice November 2014



Fairfield, VA – Natasha McKenna

January 2015



Tulsa, OK – Monroe Bird February 2015



North Charleston, SC – Walter Scott April 2015

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Tulsa, OK – Eric Courtney Harris

April 2015

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Baltimore, MD– Freddie Gray April 2015



McKinney, TX, Harassment at Pool

June 2015

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Charleston, SC – Mother Bethel AME

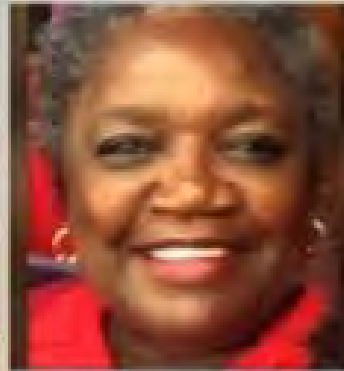
June 2015



CYNTHIA HURD



SUSIE JACKSON



ETHEL LANCE



REV. DEPAYNE
MIDDLETON-DOCTOR



REV. CLEMENTA
PINCKNEY



TYWANZA SANDERS



REV. DANIEL
SIMMONS SR.



REV. SHARONDA
SINGLETON



MYRA THOMPSON

Cincinnati, OH– Sam DuBose July 2015



Walla County, TX – Sandra Bland July 2015



Baton Rouge, LA – Alton Sterling July 2016

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Falcon Heights, MN – Philando Castile

July 2016

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OF CITIES



And so many more....



Aiyana Jones (7)

Kenneth Chamberlain, Sr. (68)

Rekia Boyd (22)

Timothy Russell (43)

Malissa Williams (30)

Jonathan Ferrell (24)

Renisha McBride (19)

Dontre Hamilton (31)

John Crawford III (22)

Akai Gurley (28)

Antonio Martin (18)

Tony Robinson (19)

Meagan Hockaday (26)

Gregory Gunn (58)

Akiel Denkins (24)

Samuel DuBose (43)

Brendon Glenn (29)

Natasha McKenna (37)

Walter Scott (50)

Christian Taylor (19)

Rising Tensions



The Need for Greater Equity



“Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.”
—Maya Angelou



Preventing Further Conflict



Racial Disparities

From infant mortality
to life expectancy,
race predicts how well
you will do.



Racial Disparities

6 in 10

of U.S. prisoners
are Black/Latino

*(yet only comprise 30%
of the U.S. population)*



35%

Black or Latino men
won't graduate from
High School

*(80% of White males
will)*



Black and Native
American
unemployment is

2x

that of Whites

57%

of Blacks and
Latinos spend more
than 30% of their
income on
housing costs



Racial Equity Outcomes



Improving outcomes for all: The economic benefits of equity

In this region of Michigan

In 2012, the economy would have been \$39 billion larger if there had been no racial gaps in income.

<http://nationalequityatlas.org/data-summaries>

REAL Goal



To strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities

Racial Inequality in the U.S.

Individual racism

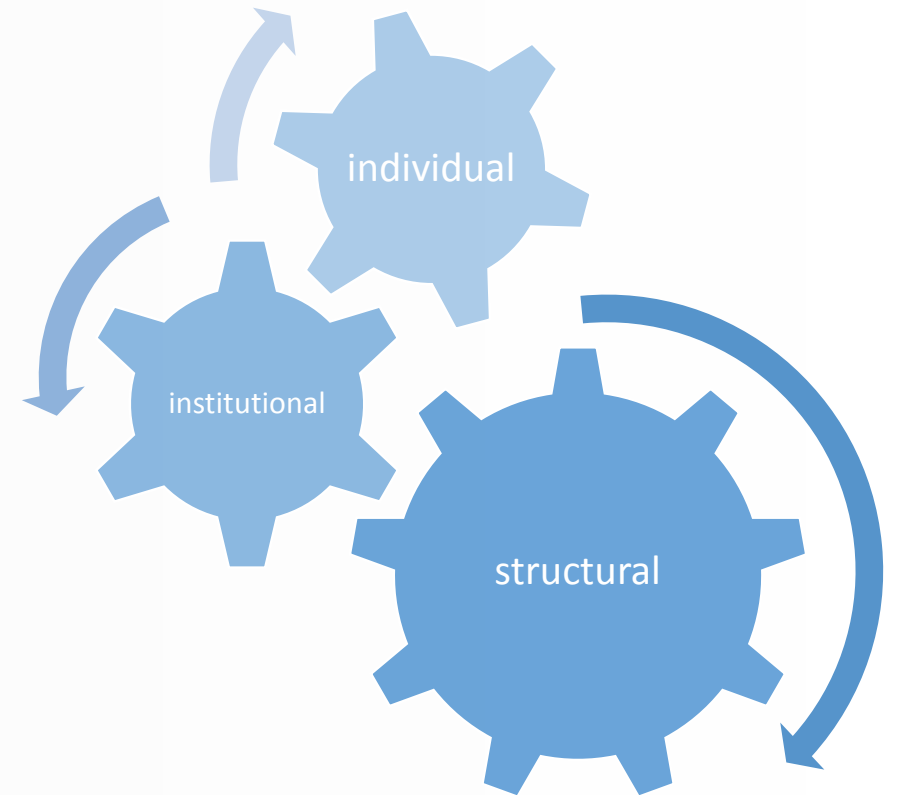
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism

Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism

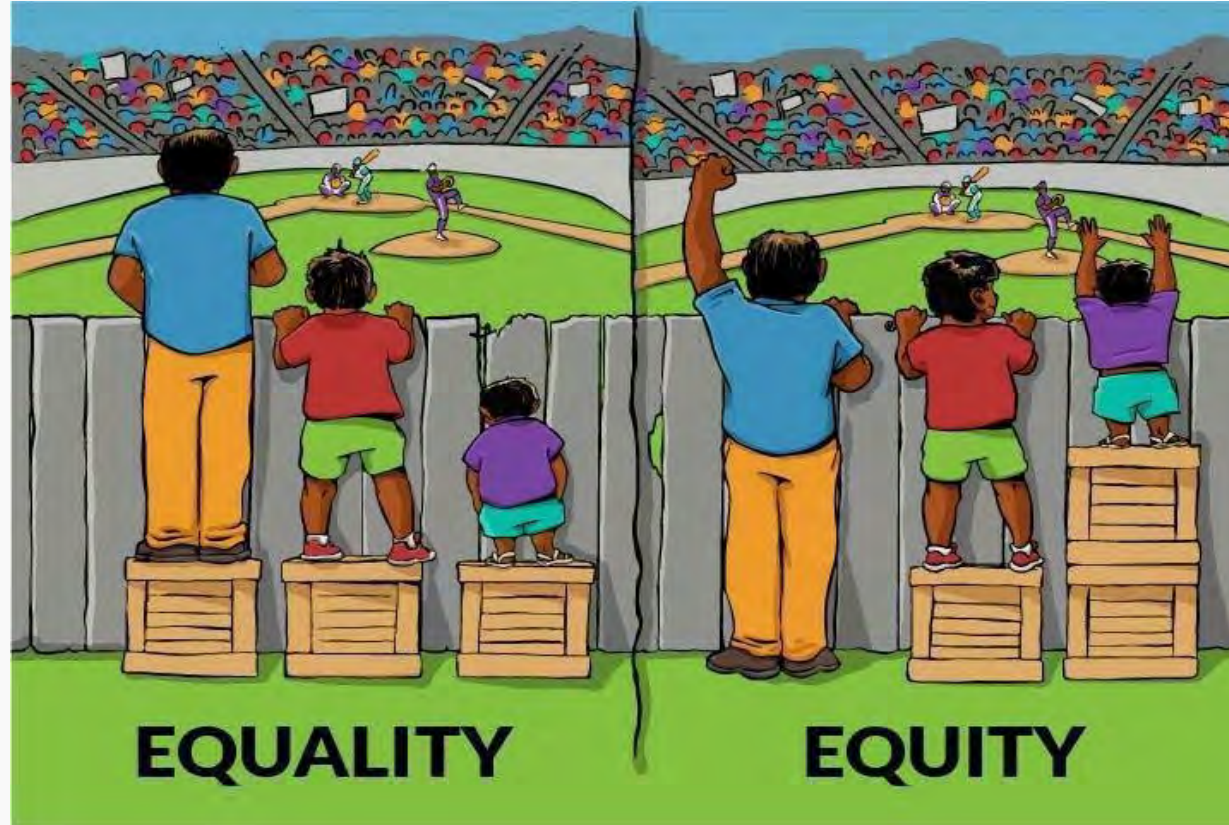
A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



Equality versus Equity

Equality = Sameness

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



Equity = Justice

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

*Adapted by the City of Portland, Office of Equity and Human Rights from the original graphic:
<http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg>*

REAL Today



Key Strategies

Technical Assistance

Networks

Field of Practice

NLC Change

Current Projects

Men and Boys of Color

Community Conversations

Truth, Racial Healing, and Transformation

Individual City Consultation

Cities Advancing Racial Equity



Community Conversations

- sustained
- diverse stakeholders
- Racial reconciliation and healing

Issues

- Transportation
- Health
- Economic development
- Education
- Others

Population

- Boys and Men of Color
- MBK

City wide racial equity plans

- Racial equity tools
- State league partnerships

Four Ways To Build More Inclusive Communities



- **Community Conversations**
- **Supporting Specific Populations**
- **Focusing on key city issues**
- **Taking a holistic approach**

Start Talking

President Obama's Call to Hold Community Conversations

- Good first step
- More than 105 cities
- Potential partners: State
Leagues



Start with a specific group of people



Identify and Provide Additional Resources to Individual Groups

- Starting with the most underserved communities
- Example: Boys and Men of Color
- Potential partner: Kresge Foundation and MBKA



Start with Key Issues

Closing the gaps and increasing access

- Education
- Transportation
- Health
- Economic Development
- Potential partners: NLC staff



Take a Holistic Approach

Use a Racial Lens

It's about paying disciplined attention to race and ethnicity while

- Analyzing problems,
- Looking for solutions,
- And defining success.

Potential partners: State Leagues,
CSI/GARE



Conclusion– What can *you* do?



REAL Resources



Please check out additional REAL resources for your community at:

www.nlc.org/REAL

Or reach out to the team:

Leon Andrews

Director of REAL

Email: Andrews@nlc.org

Phone: 202.626.3039

Timothy Evans

Senior Associate

Email: evans@nlc.org

Phone: 202.626.3014