

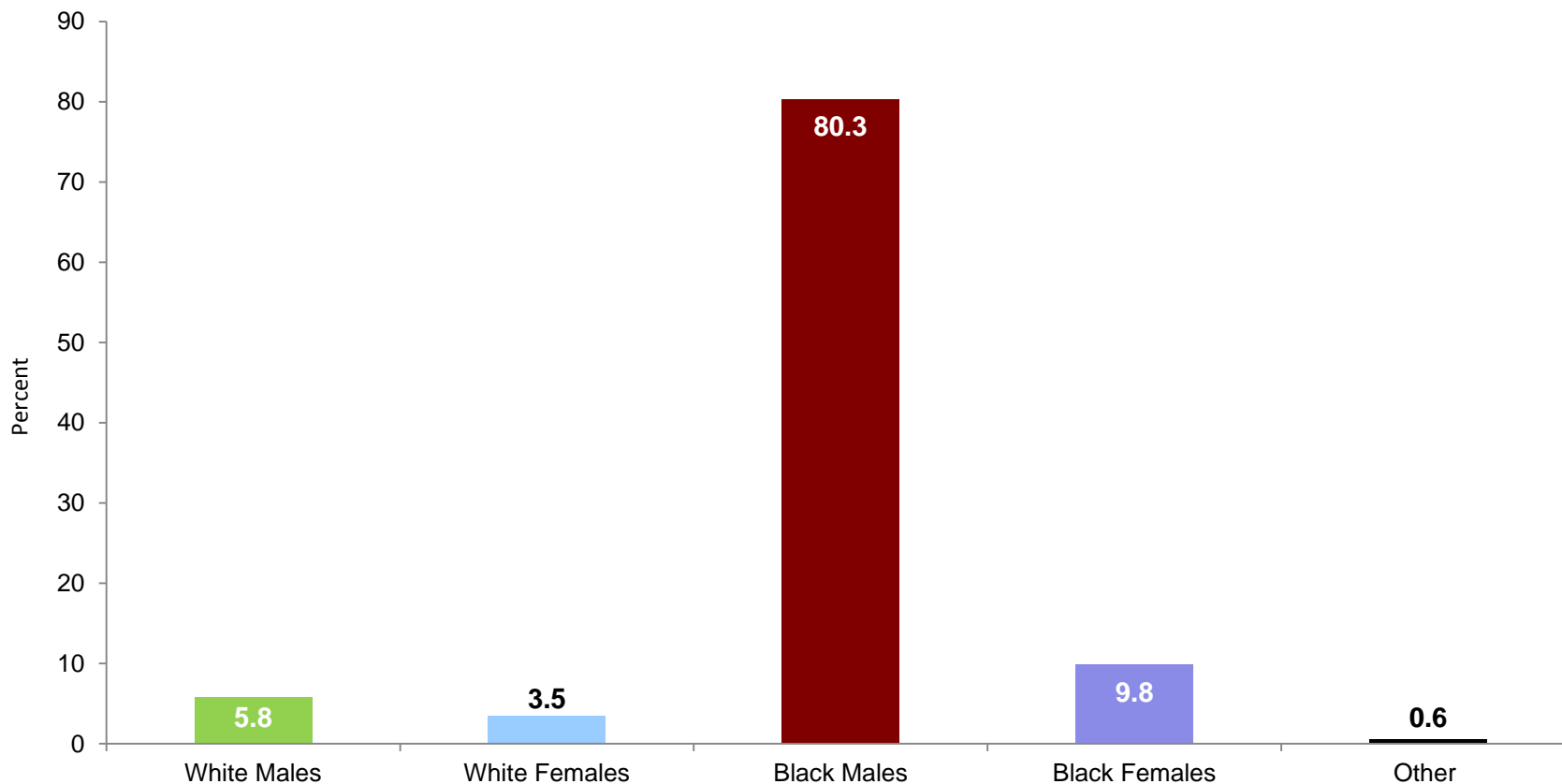
REAL RACE, EQUITY AND LEADERSHIP



November 2015

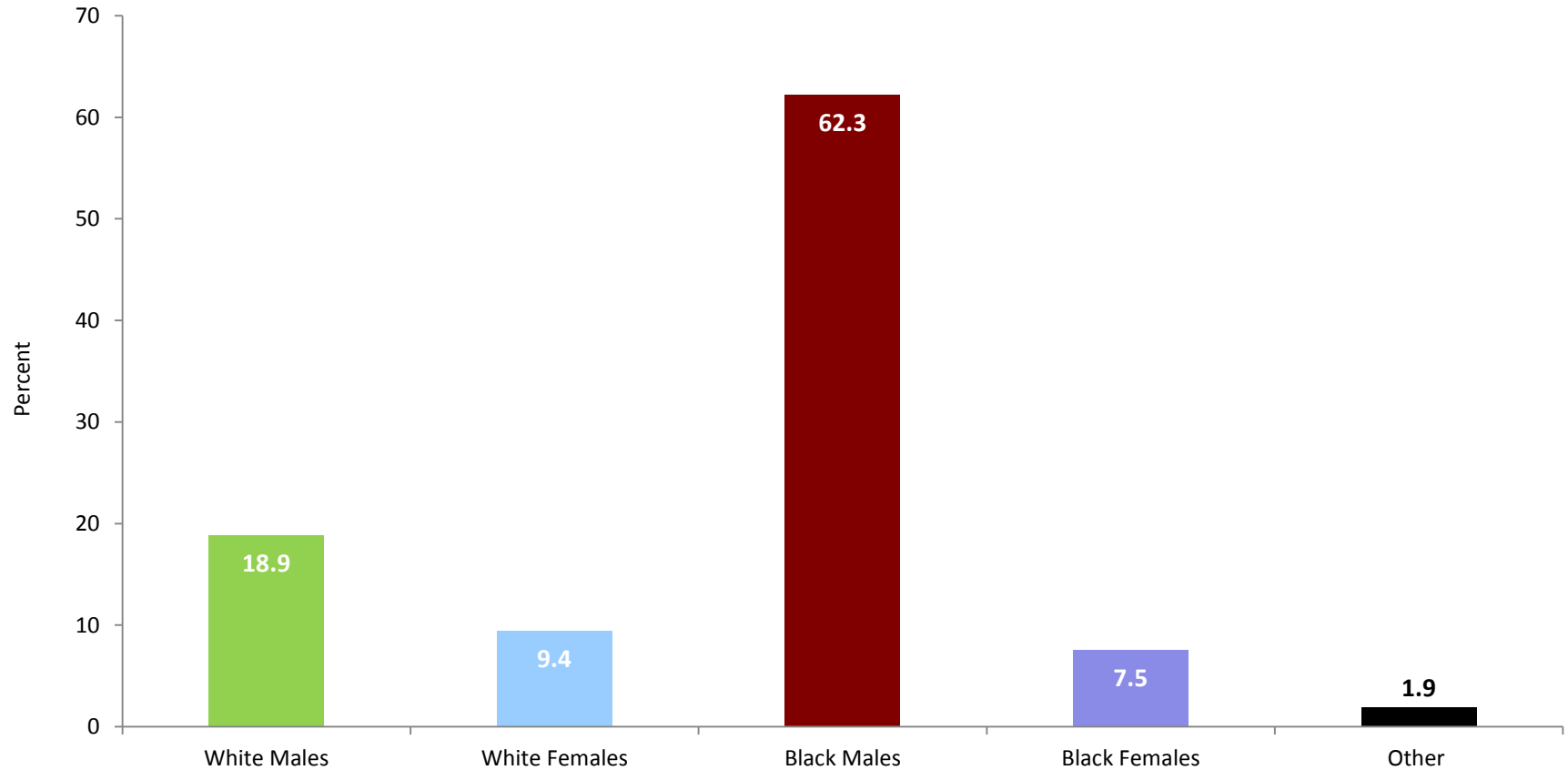
Michigan Black Caucus LEO

Homicide Victims by Race and Gender: BALTIMORE



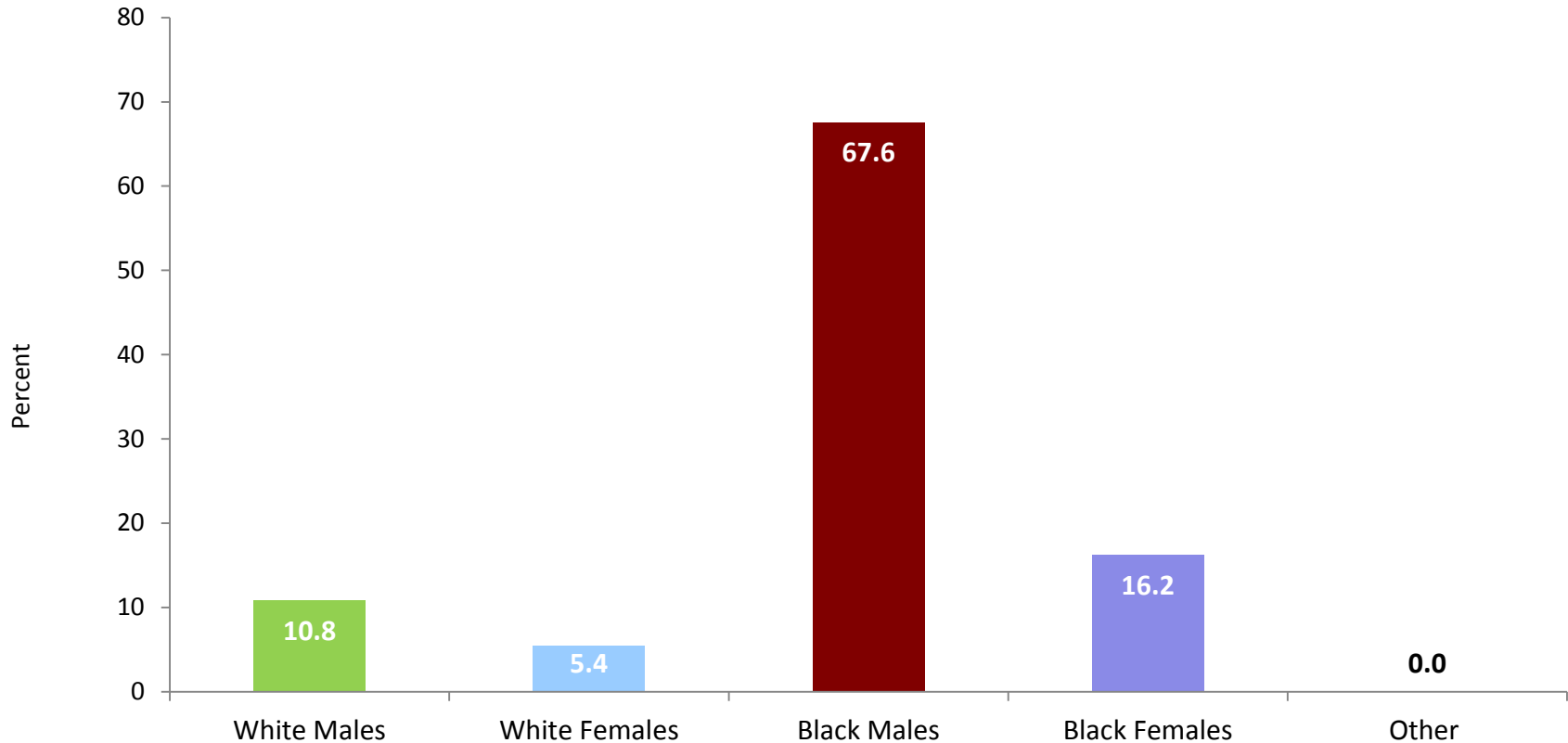
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: BOSTON



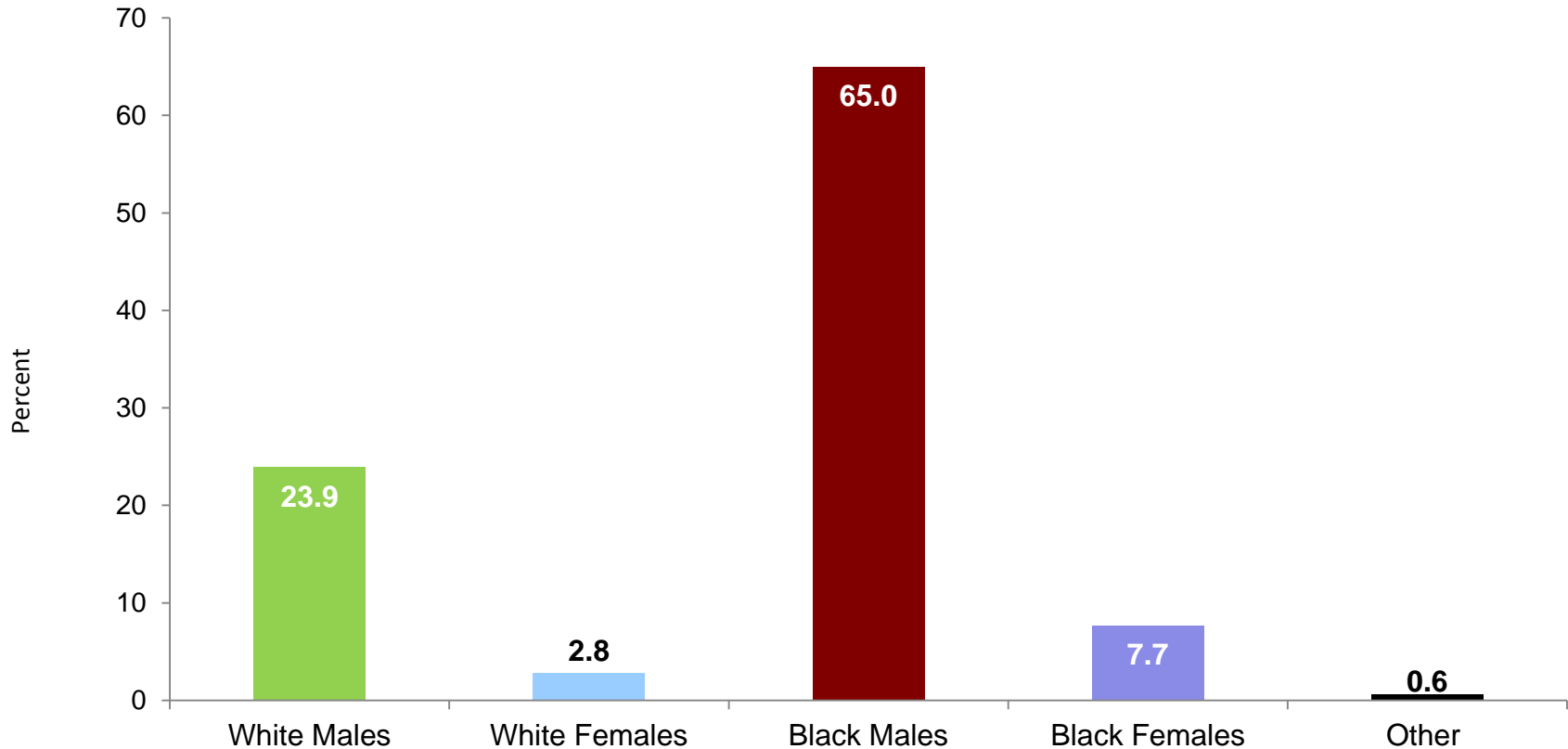
Source: Authors analysis of data from Bureau of Justice Statistics,
United States Department of Justice and Census Bureau, 2009

Homicide Victims by Race and Gender: BUFFALO



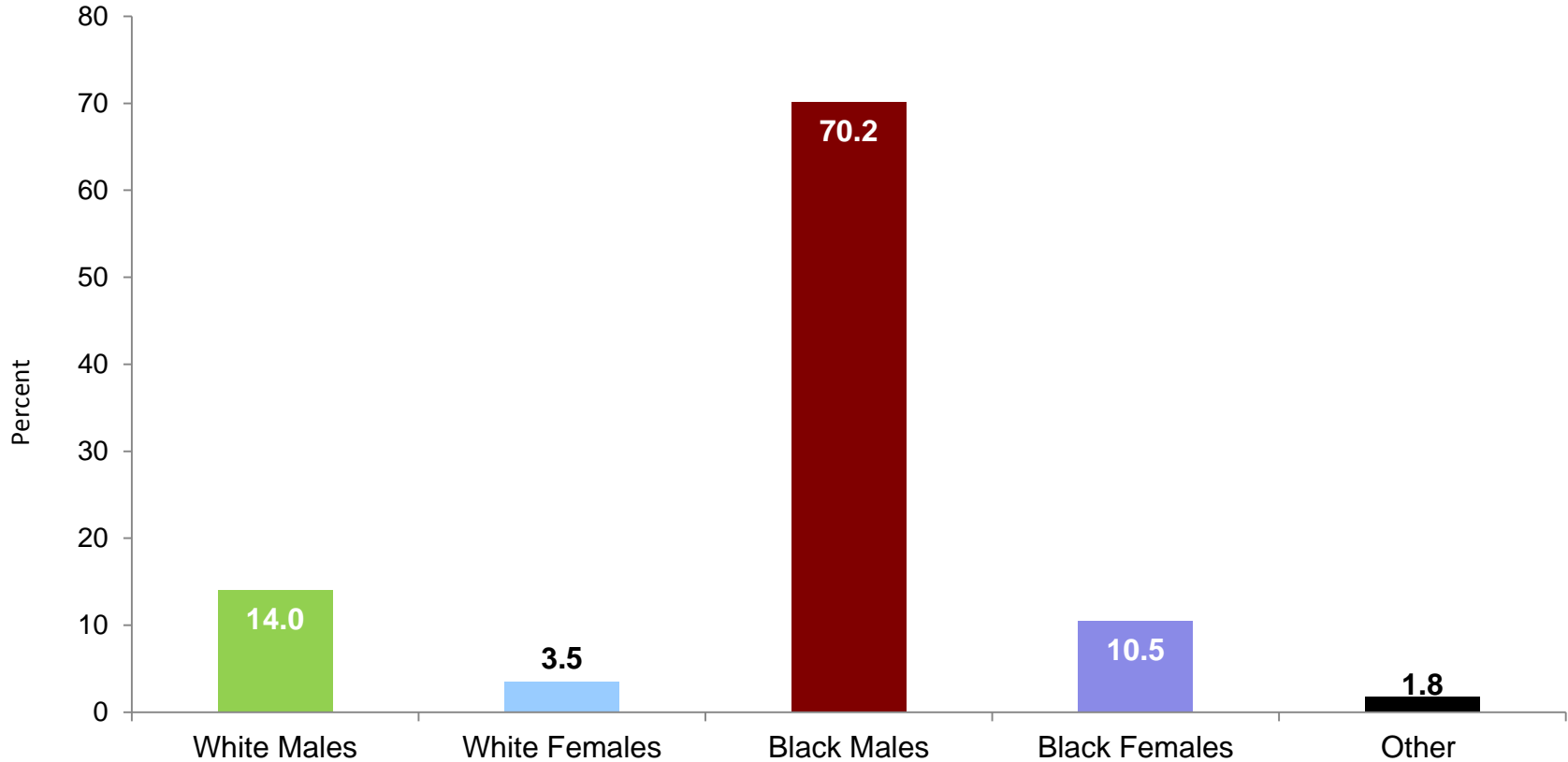
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: CHICAGO



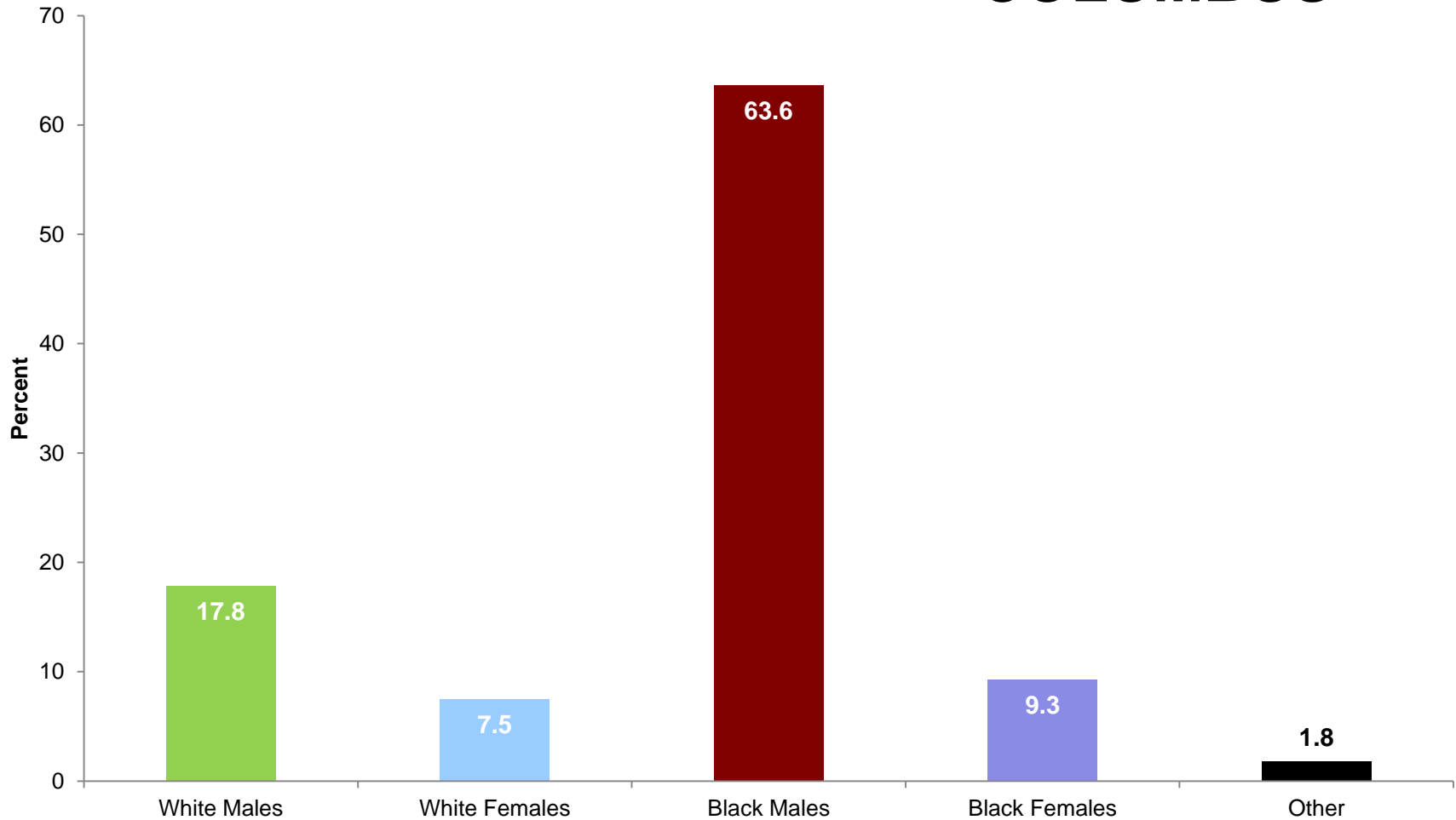
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: CLEVELAND



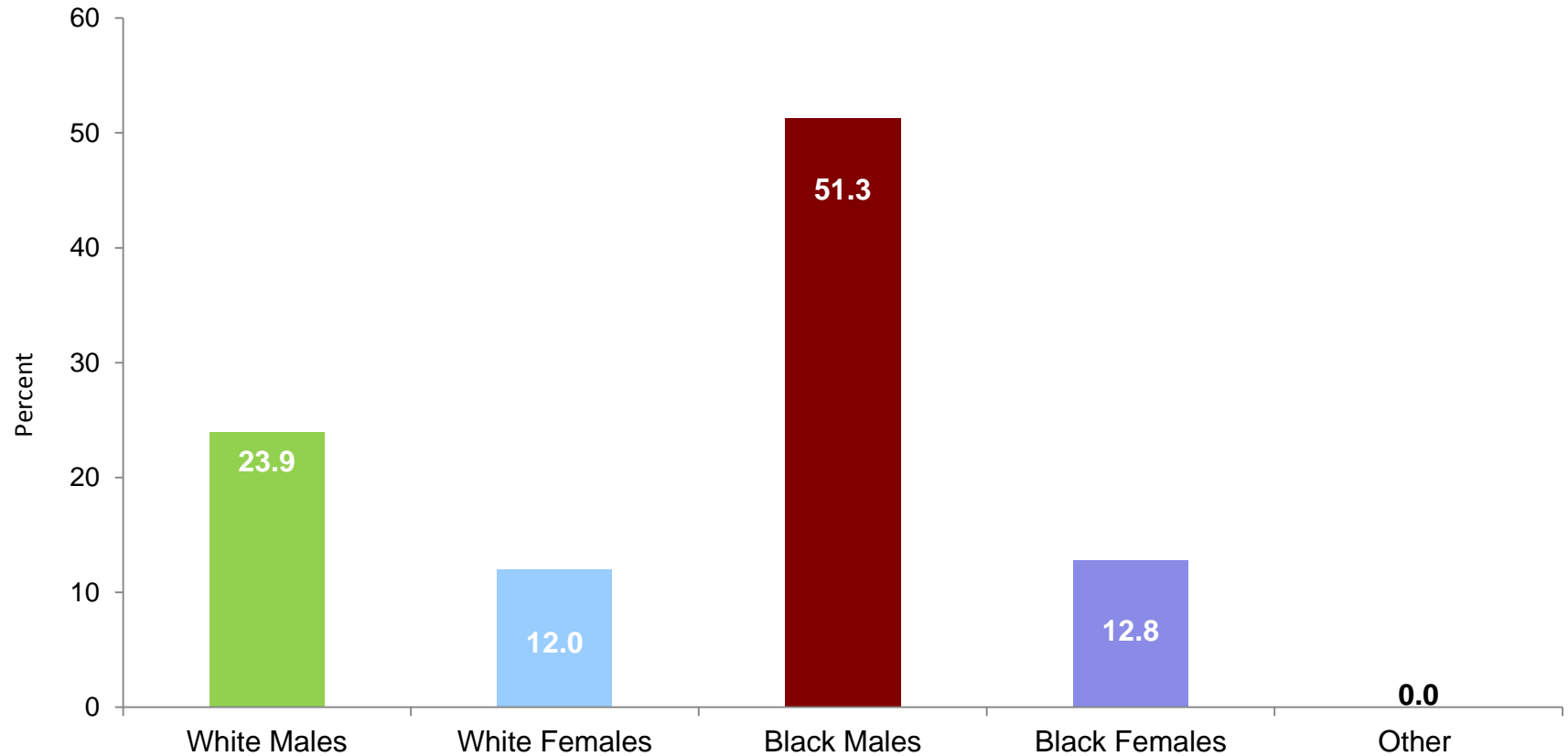
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: COLUMBUS



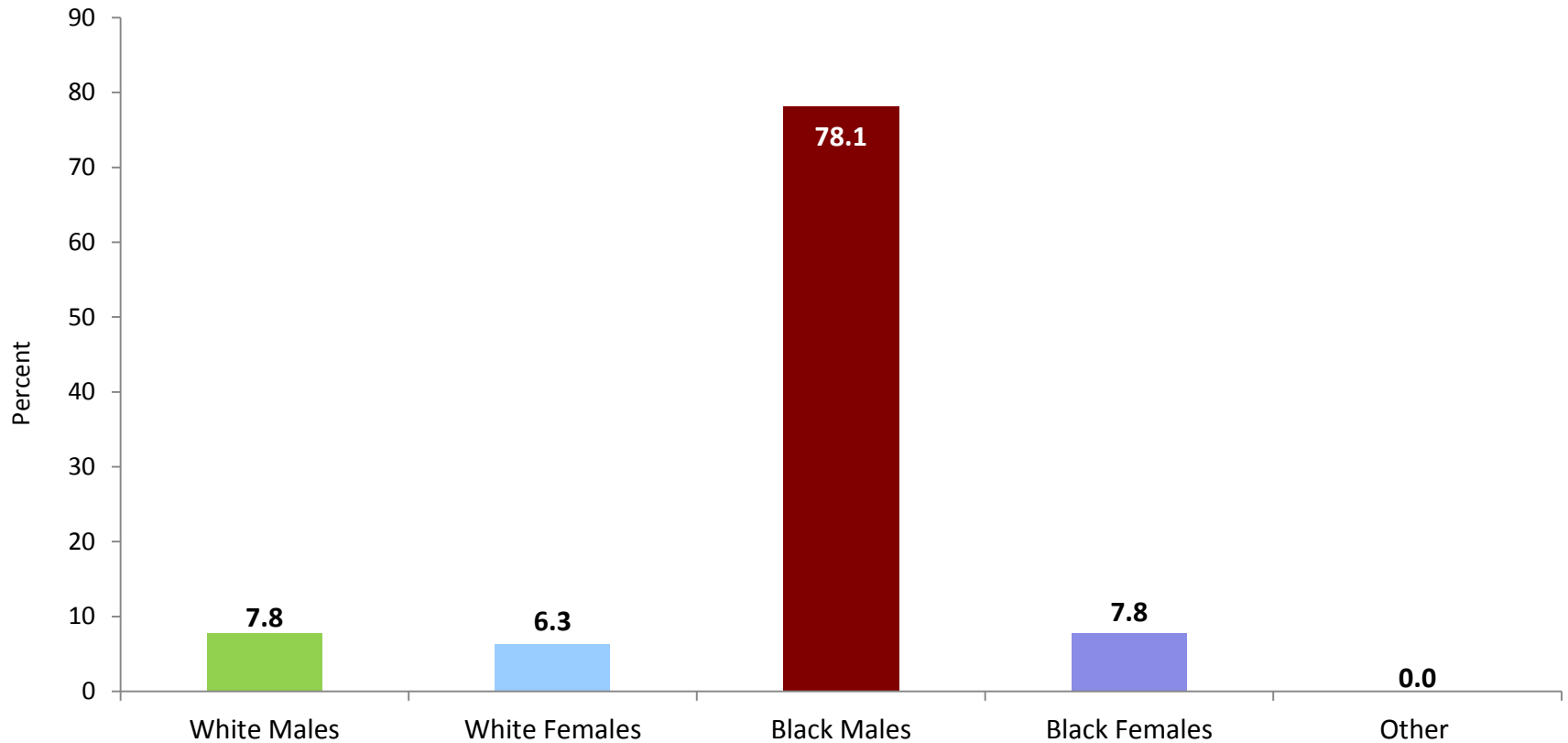
Source: Author's analysis of Bureau of Justice Statistics, United States Department of Justice (2009 homicide data) and Census Bureau

Homicide Victims by Race and Gender: INDIANAPOLIS



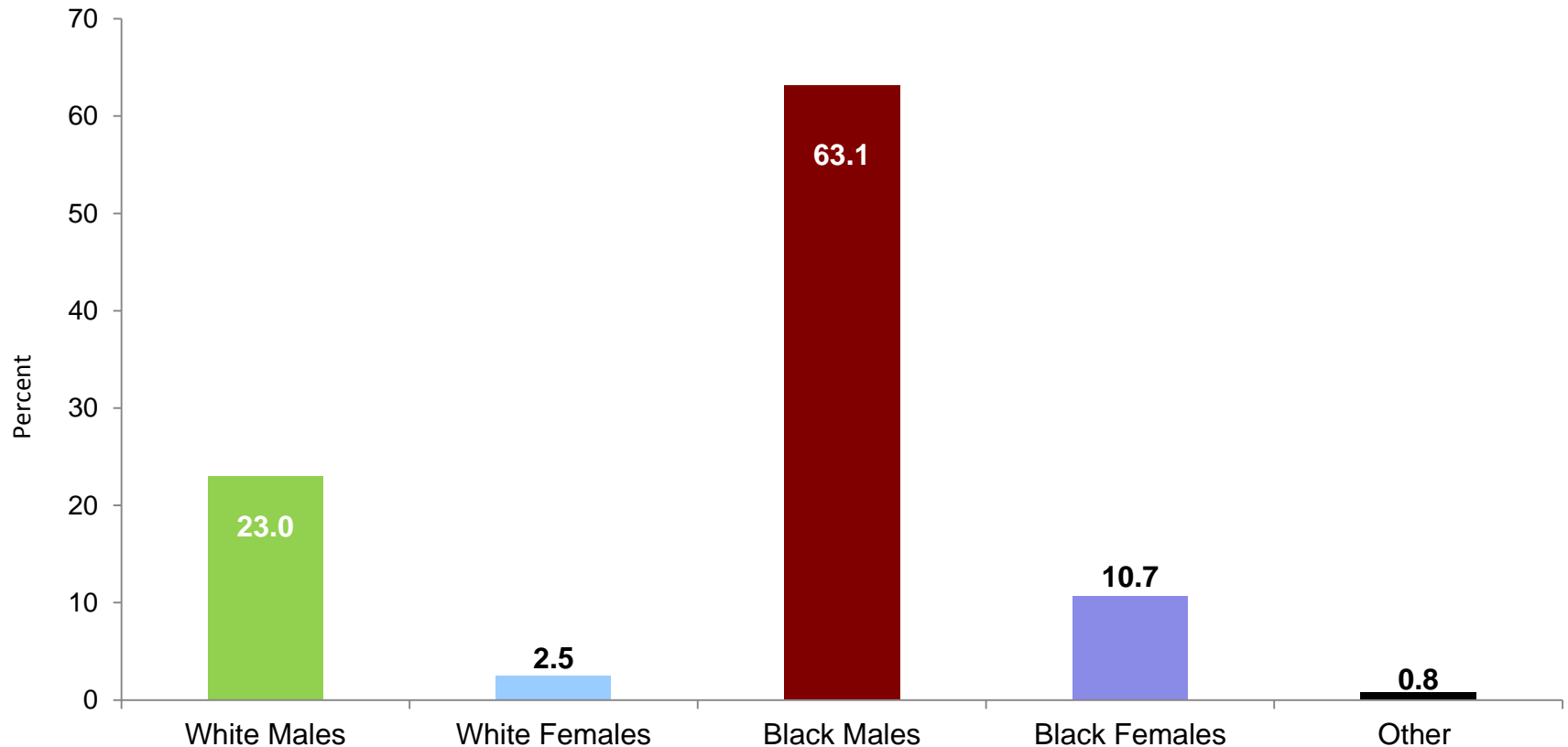
Source: Authors analysis of data from Bureau of Justice Statistics,
United States Department of Justice and Census Bureau, 2009

Homicide Victims by Race and Gender: JACKSON, MS



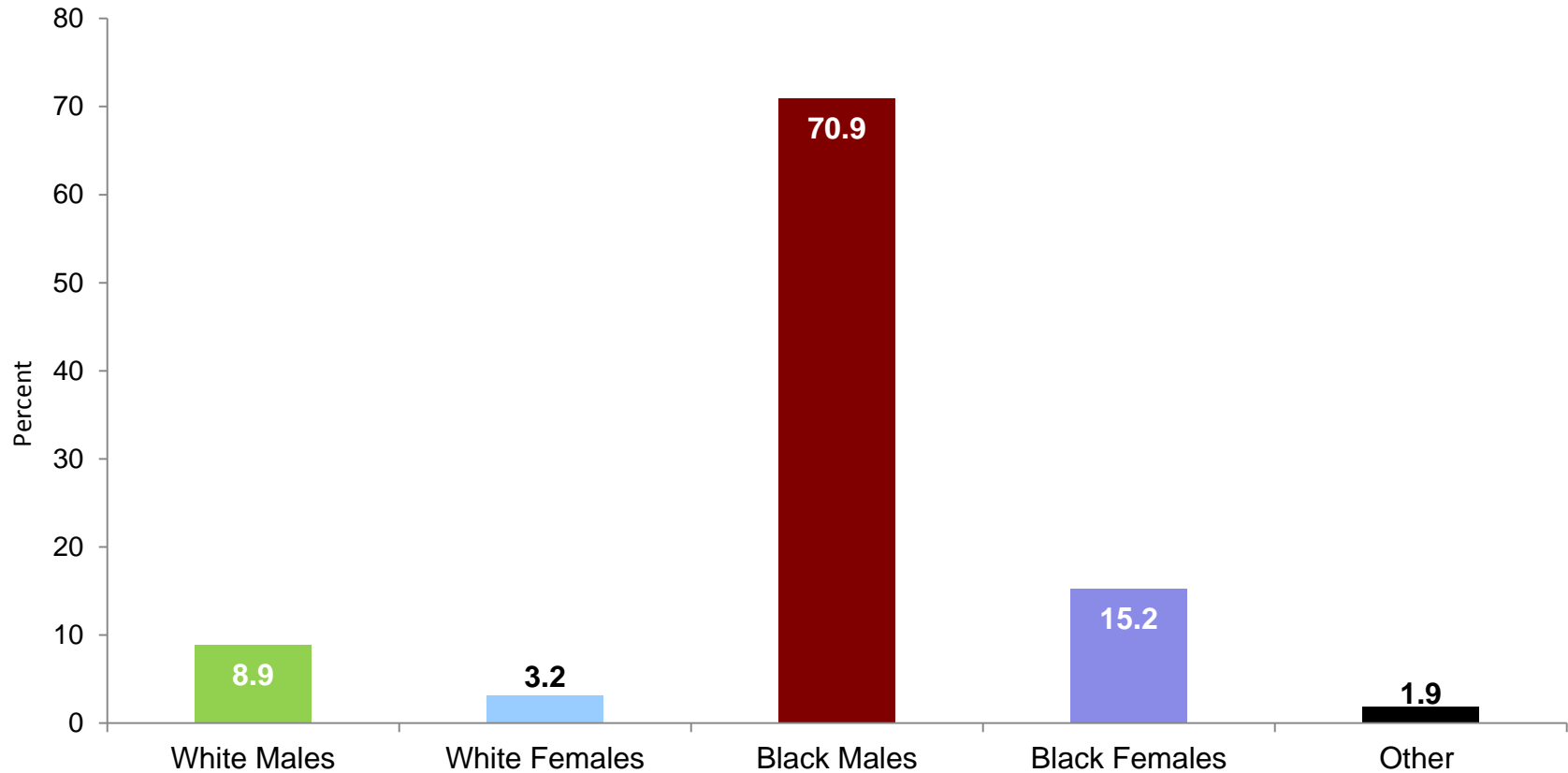
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: KANSAS CITY



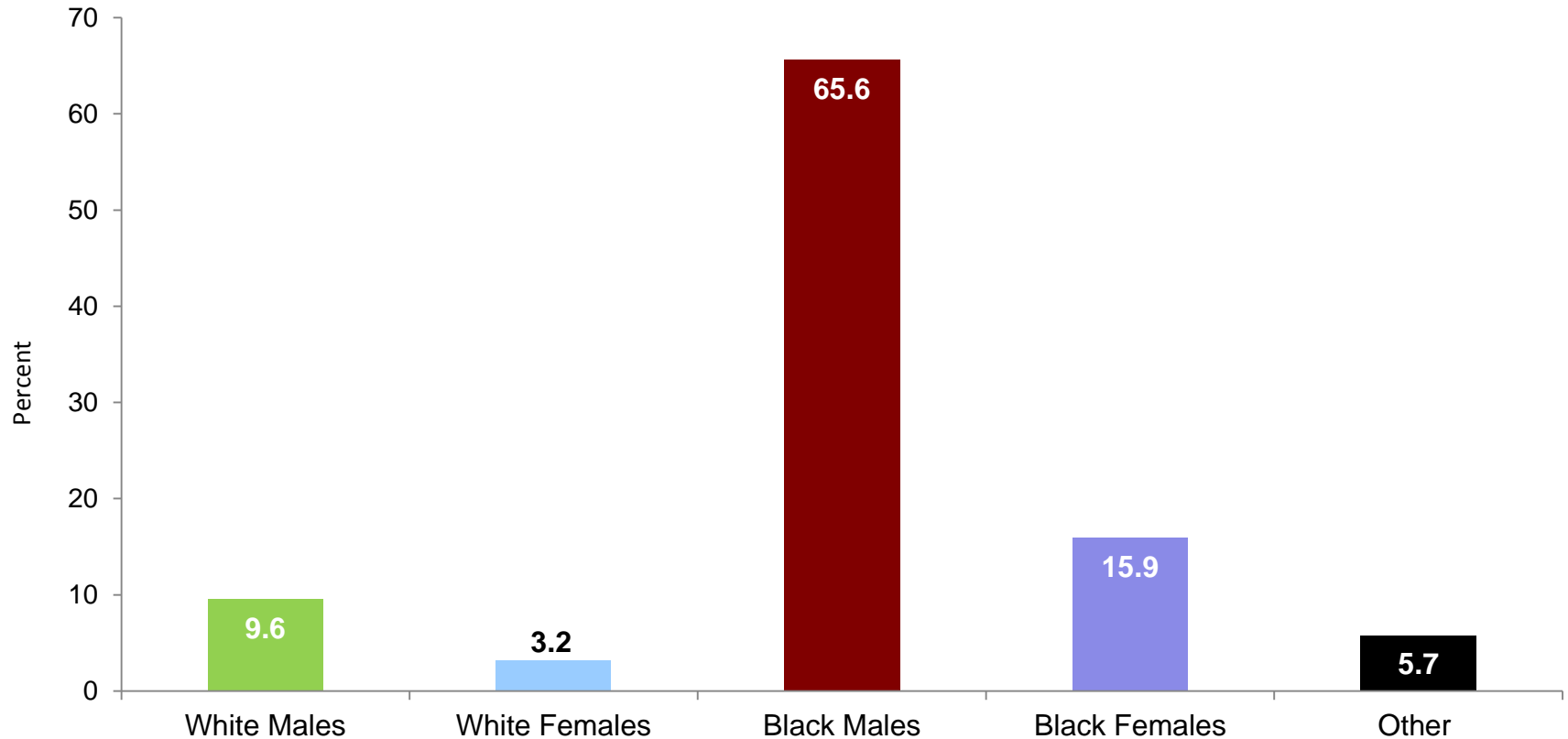
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: MEMPHIS



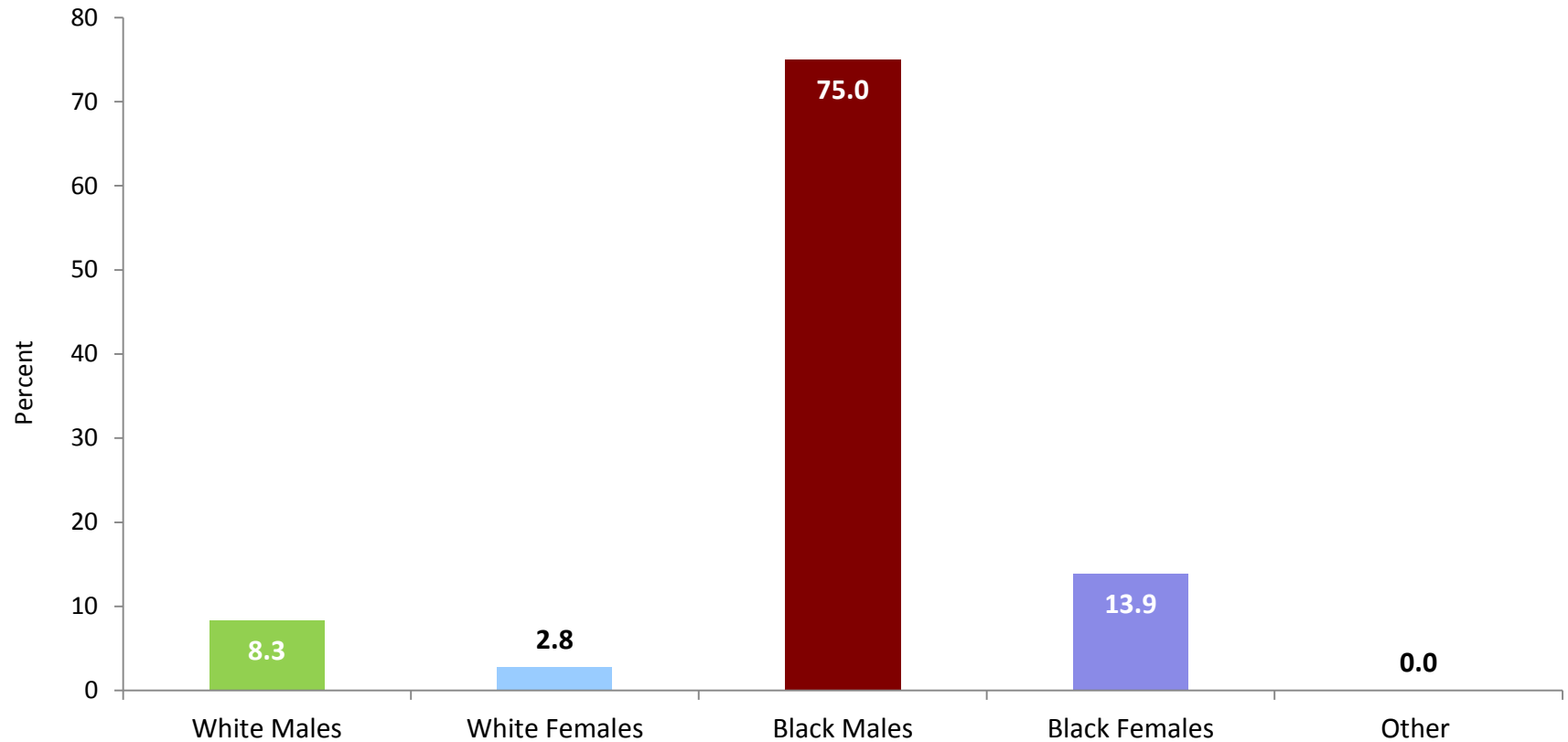
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: MINNEAPOLIS



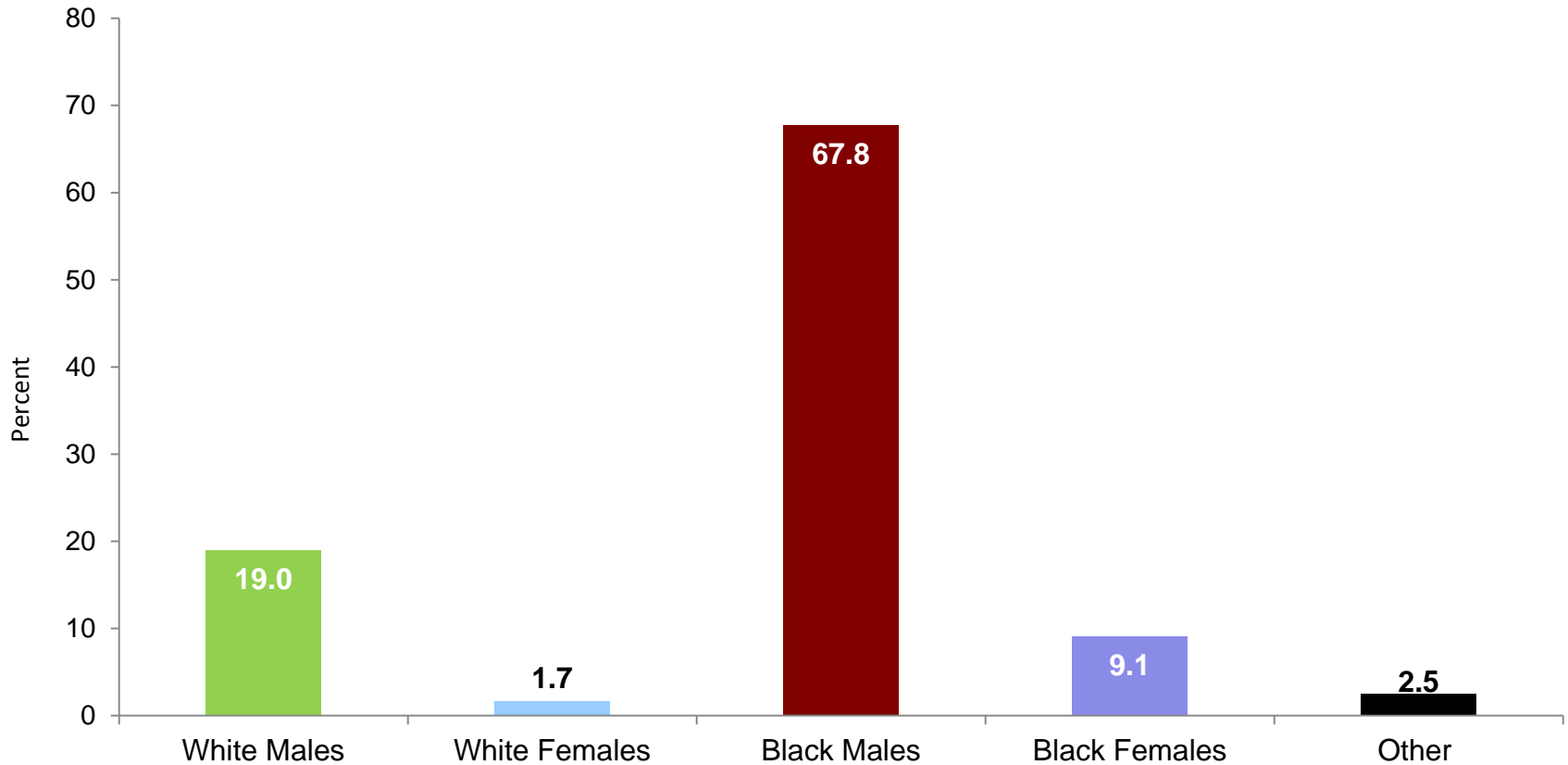
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: NEWARK, NJ



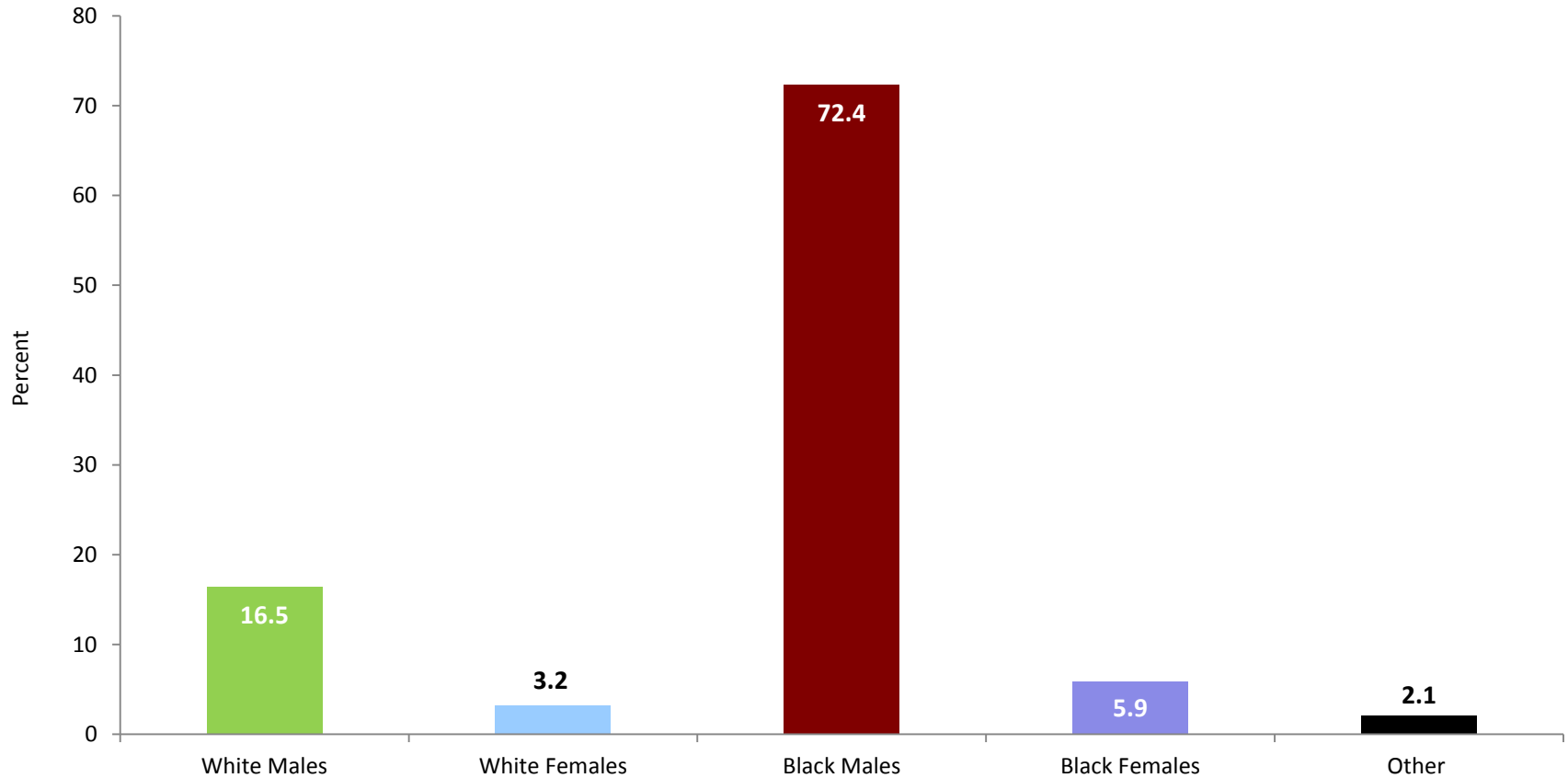
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: OAKLAND



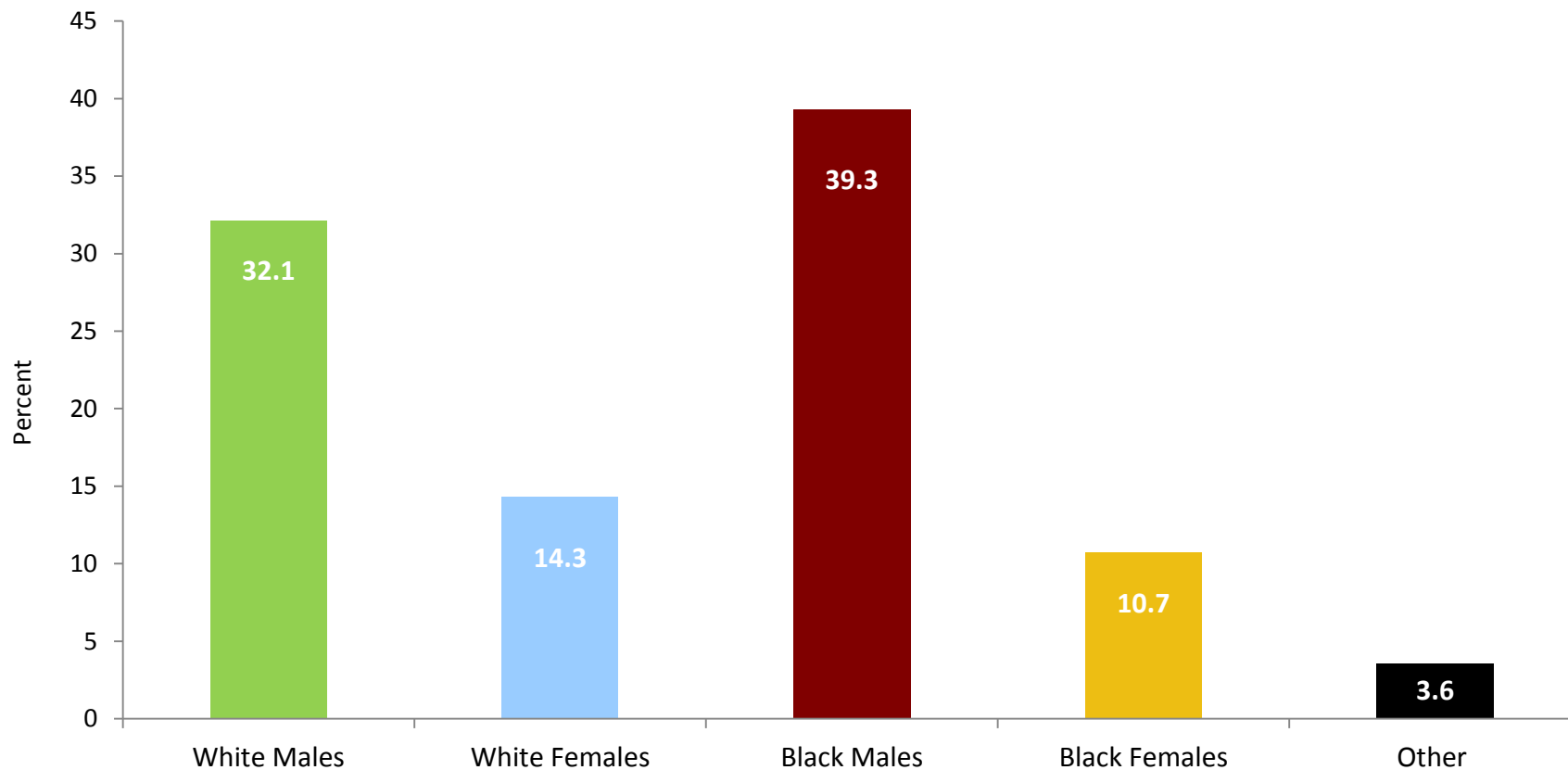
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

Homicide Victims by Race and Gender: PHILADELPHIA



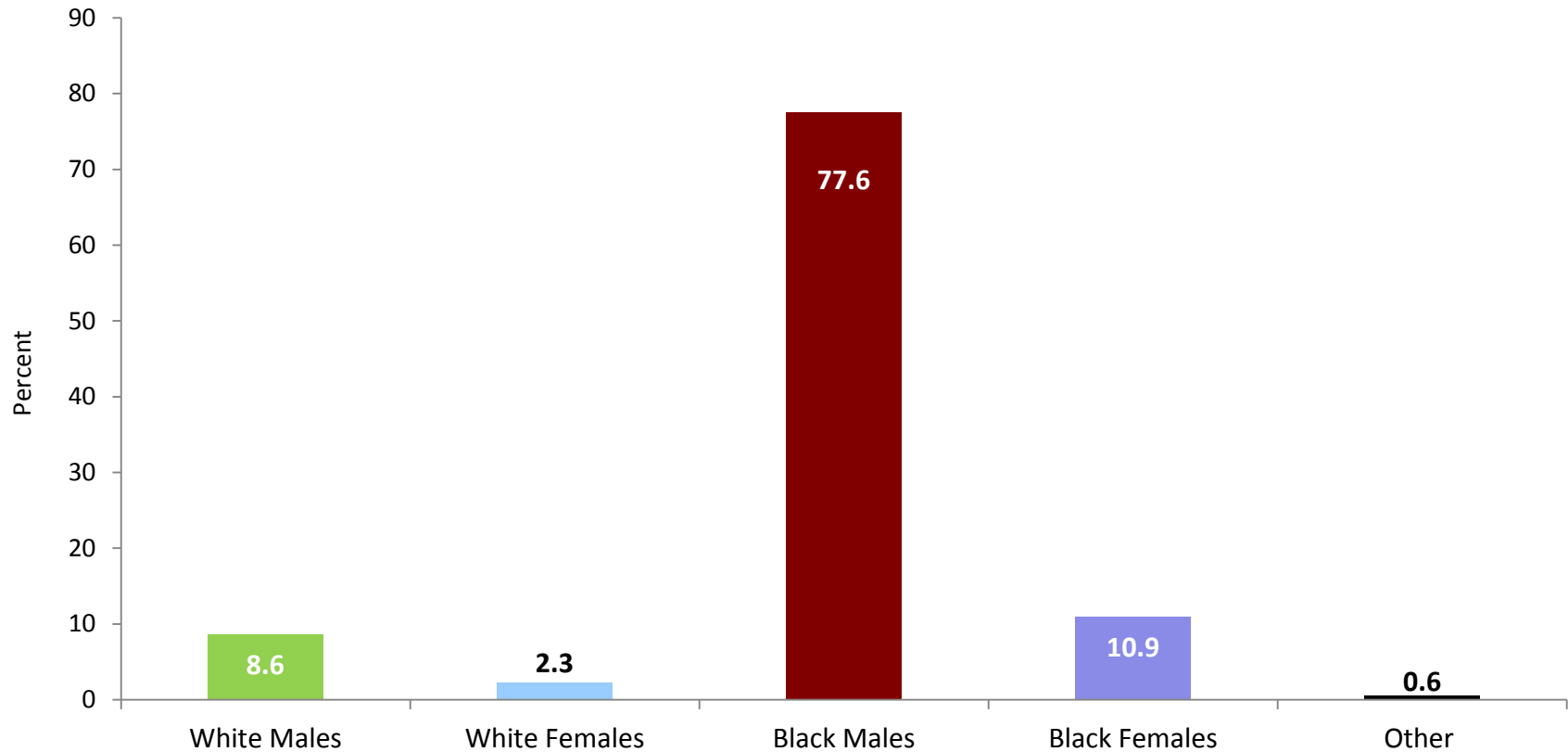
Source: Authors analysis of data from Bureau of Justice Statistics, United States Department of Justice (2009 Homicide Data) and U.S. Census Bureau

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

- Armed with this knowledge, many communities still take a universal approach to violence prevention strategy, programming, and evaluation.
- “Universal approaches that are not sensitive to the needs of the particular have uneven impact (Powell, 2011).”
 - False universalism assumes that targeted policies that address the needs of certain populations become a divisive wedge.
 - False universalism also assumes that everyone benefits from universal approaches. But universal approaches that are not sensitive to the needs of the particular are never truly universal; they tend to have an uneven impact, and can even exacerbate racial inequality at times.
 - We need to be universal in our goals but not in our process.

Cities United Belief Statement

Black men and boys ***matter*** and are assets to our nation, which should not be squandered.

Cities United Mission Statement



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 Vision Statement



500 mayors by **2025** partner to implement plans that realize a **50%** national reduction of violence and violence related deaths of Black men and boys.

Cities United Partner Cities – 76 Mayors

- **The City of Akron, OH** - Mayor Donald L. Plusquellic
- **The City of Allentown, PA** - Mayor Ed Pawlowski
- **The City of Anniston, AL** - Mayor Vaughn Stewart
- **The City of Auburn, WA** - Mayor Pete Lewis
- **The City of Baltimore, MD** - Mayor Stephanie Rawlings-Blake
- **The City of Beaumont, TX** - Mayor Becky Ames
- **The City of Birmingham, AL** - Mayor William A. Bell
- **The City of Boston, MA** - Mayor Martin J. Walsh
- **The City of Brooklyn Park, MN** - Mayor Jeffrey Lunde
- **The City of Denver, CO** - Mayor Michael Hancock
- **The City of Durham, NC** - Mayor William Bell
- **The City of Camden, NJ** - Mayor Dana L. Redd
- **The City of Charleston, SC** - Mayor Joseph R. Riley
- **The City of Charlottesville, VA** - Mayor Satyendra Singh Huja
- **The City of Chester, PA** - Mayor John Linder
- **The City of Chicago, IL** - Mayor Rahm Emanuel
- **The City of Cleveland, OH** - Mayor Frank G. Jackson
- **The City of Columbia, SC** - Mayor Steve Benjamin
- **The City of Columbus, OH** - Mayor Michael Coleman
- **The City of Dallas, TX** - Mayor Mike Rawlings
- **The City of Evanston, IL** - Mayor Elizabeth Tisdahl
- **The City of Fort Wayne, IN** - Mayor Tom Henry
- **The City of Gary, IN** - Mayor Karen Freeman-Wilson
- **The City of Grand Rapids, MI** - Mayor George Heartwell
- **The City of Greenville, MS** - Mayor John Cox
- **The City of Hampton, VA** - Mayor George Wallace
- **The City of Harrisburg, PA** - Mayor Eric Papenfuse
- **The City of Houston, TX** - Mayor Annise Parker
- **The City of Indianapolis, IN** - Mayor Gregory A. Ballard
- **The City of Jackson, TN** - Mayor Jerry Gist
- **The City of Jacksonville, FL** - Mayor Alvin Brown
- **The City of Kansas City, MO** - Mayor Sly James
- **The City of Knoxville, TN** - Mayor Madeline Rogero
- **The City of Las Vegas, NV** - Mayor Carolyn Goodman
- **The City of Lexington, KY** - Mayor Jim Gray
- **The City of Little Rock, AR** - Mayor Mark Stodola
- **The City of Los Angeles** - Mayor Garcetti
- **The City of Louisville, KY** - Mayor Greg Fischer

Cities United Partner Cities – 76 Mayors

- **The City of Madison, WI**- Mayor Paul Soglin
- **The City of Memphis, TN** - Mayor A.C. Wharton, Jr.
- **The City of Miami Gardens, FL** - Mayor Oliver G. Gilbert, III
- **The City of Milwaukee, WI** - Mayor Tom Barrett
- **The City of Minneapolis, MN** - Mayor Betsy Hodges
- **The City of Nashville, TN** - Mayor Karl F. Dean
- **The City of New Orleans, LA** - Mayor Mitch Landrieu
- **The City of New York, NY** – Mayor Bill de Blasio
- **The City of Newport News, VA** - Mayor McKinley Price
- **The City of Newton, MA**- Mayor Setti Warren
- **The City of North Chicago, IL**- Mayor Leon Rockingham, Jr.
- **The City of Oakland, CA**- Mayor Libby Schaaf
- **The City of Oklahoma City, OK**- Mayor Mick Cornett
- **The City of Omaha, NE** - Mayor Jean Stothert
- **The City of Orlando, FL**- Mayor Buddy Dyer
- **The City of Pasadena, CA** - Mayor Bill Bogaard
- **The City of Paterson, NJ** - Mayor Jeffery Jones
- **The City of Patterson, LA** – Mayor Rodney Grogan
- **The City of Philadelphia, PA** - Mayor Michael Nutter
- **The City of Pittsburgh, PA** - Mayor Bill Peduto
- **The City of Portland, OR** - Mayor Charlie Hales
- **The City of Providence, RI** - Mayor Jorge Elorza
- **The City of Riviera Beach, FL** - Mayor Thomas Masters
- **The City of Rochester, NY** - Mayor Lovely Warren
- **The City of Saint Paul, MN** – Mayor Chris Coleman
- **The City of Salisbury, MD** - Mayor Jim Ireton
- **The City of San Antonio , TX** - Mayor Ivy Taylor
- **The City of Savannah, GA** - Mayor Edna Branch Jackson
- **The City of Seattle, WA** - Mayor Ed Murray'
- **The City of Shaker Heights, OH** - Mayor Earl Leiken
- **The City of South Bend, IN** - Mayor Pete Buttigieg
- **The City of Southfield, MI - Mayor Brenda Lawrence**
- **The City of Springfield, IL** - Mayor J. Michael Houston
- **The City of Tacoma, WA** - Mayor Marilyn Strickland
- **The City of Tampa, FL** - Mayor Bob Buckhorn
- **The City of University City, MO** - Mayor Shelley Welsch
- **The City of Washington, DC** - Mayor Muriel Bowser
- **The City of West Palm Beach, FL** - Mayor Geraldine Muoio

Cities United: Key Partners

Principals

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

Core Planning Team

- Association of Black Foundation Executives
- John S. and James L. Knight Foundation
- U.S. Conference of Mayors
- Millennial leaders across the country



Cities United Inaugural CEO: Anthony Smith

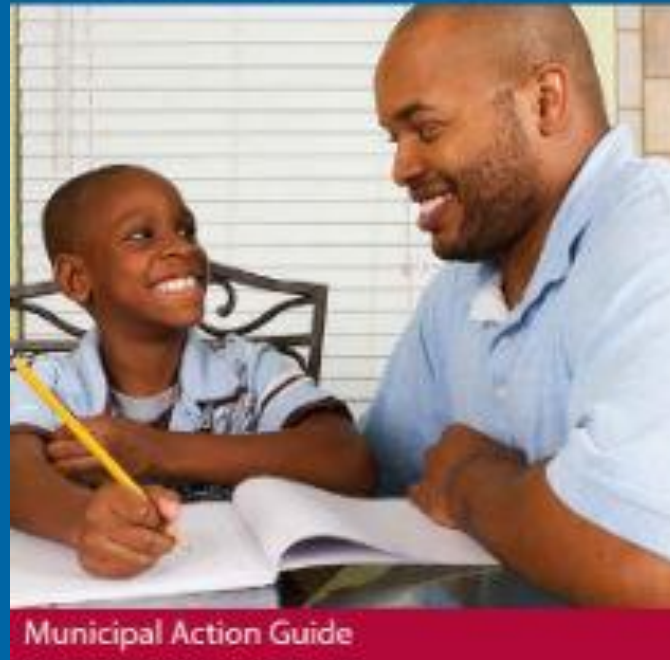


- Director for Safe and Healthy Neighborhoods in the office of Mayor Greg Fischer in Louisville, KY
- Seasoned leader with over 20 years of experience organizing, facilitating, managing, mobilizing, and building networks

“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 Technical Assistance Initiative

CITY LEADERSHIP TO PROMOTE
BLACK MALE ACHIEVEMENT



NATIONAL
LEAGUE
of CITIES





City Leaders to Promote Black Male Achievement: Phase 1 -- Five Areas

**STRONG COMMITMENT
BY CITY LEADERS TO
FRAME AND RAISE
VISIBILITY**

**DEVELOPMENT OF
STRONG PARTNERSHIP
STRUCTURE**

**EFFECTIVE UTILIZATION
OF DATA**

**IMPLEMENTATION OF
COMPREHENSIVE
STRATEGIES**

**AUTHENTIC
ENGAGEMENT OF YOUNG
BLACK MEN**

City Leaders to Promote Black Male Achievement: 11 Cities Selected

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

BMA Framework:

TA Areas for BMA Cities



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

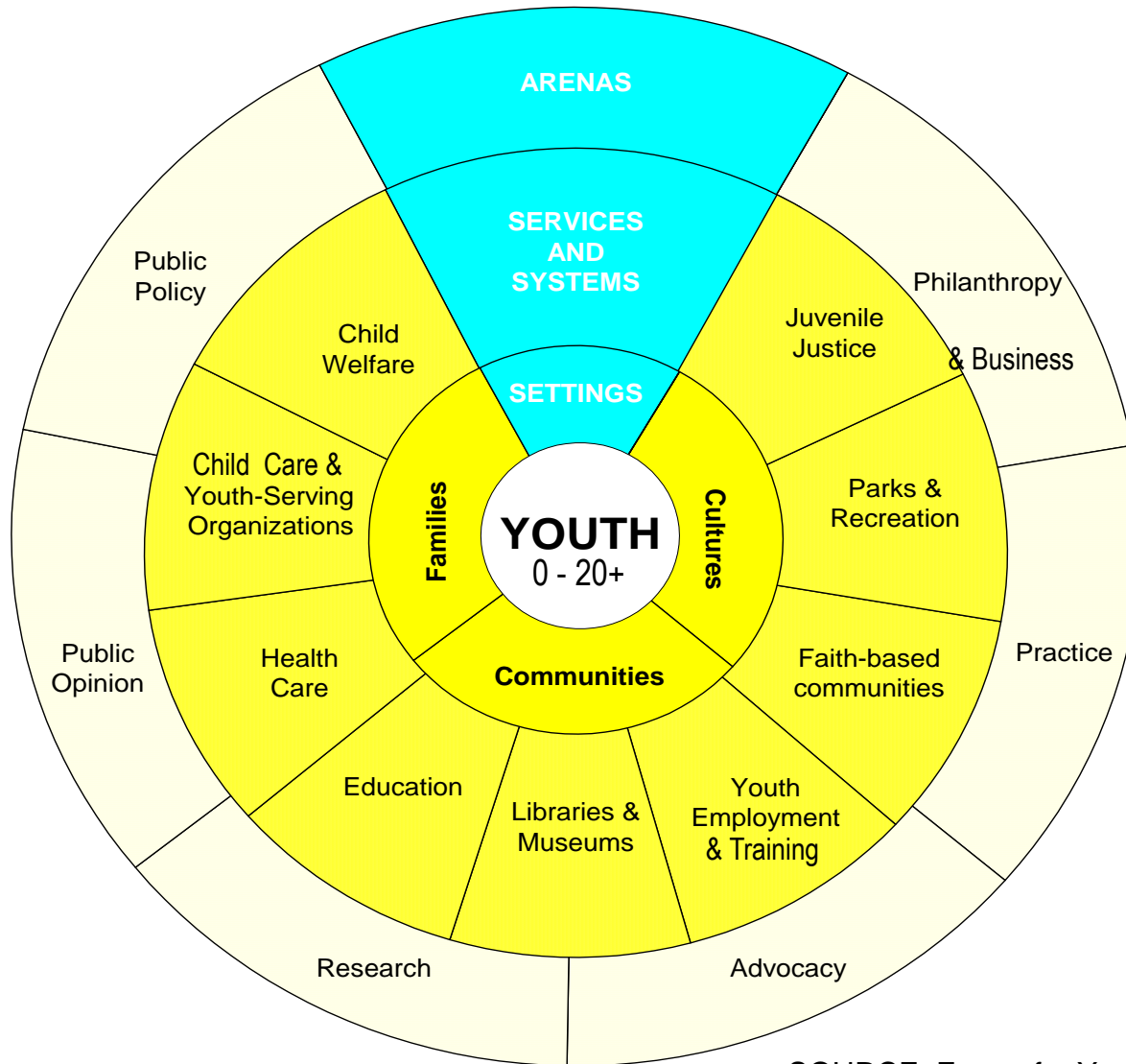
**Engage Diverse
Stakeholders**

**Define and
Implement
Comprehensive
BMA Strategies**

**Share
Accountability,
Data and
Outcomes**

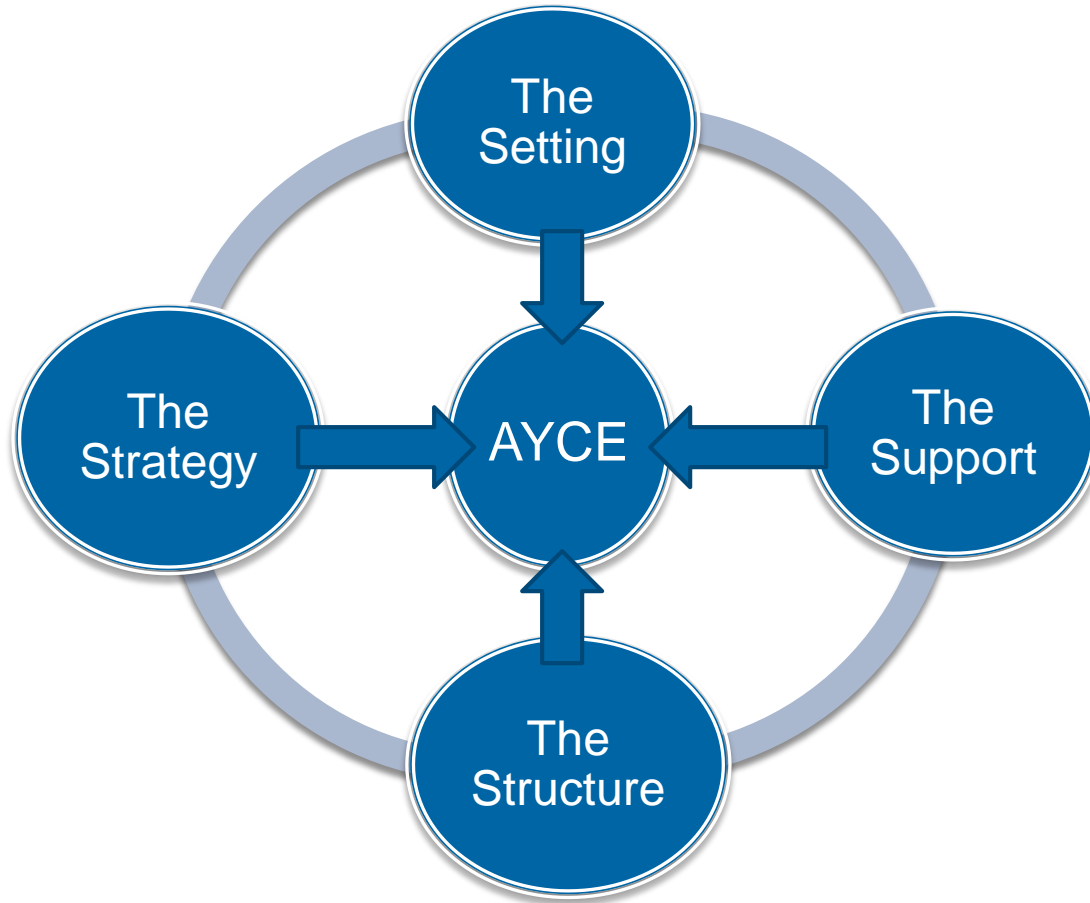
**Create and
Sustain Local
Infrastructures**

BMA Component: ENGAGING DIVERSE STAKEHOLDERS



SOURCE: Forum for Youth Investment Ready by 21™

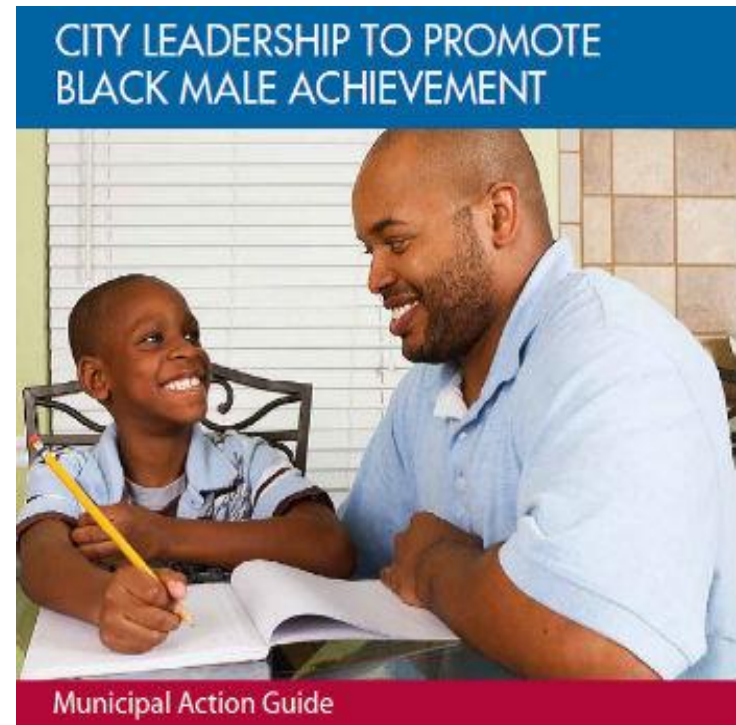
BMA Component: The AYCE Framework



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 Framework: Cross-System Collaboration Strategies

Education



Health & Food



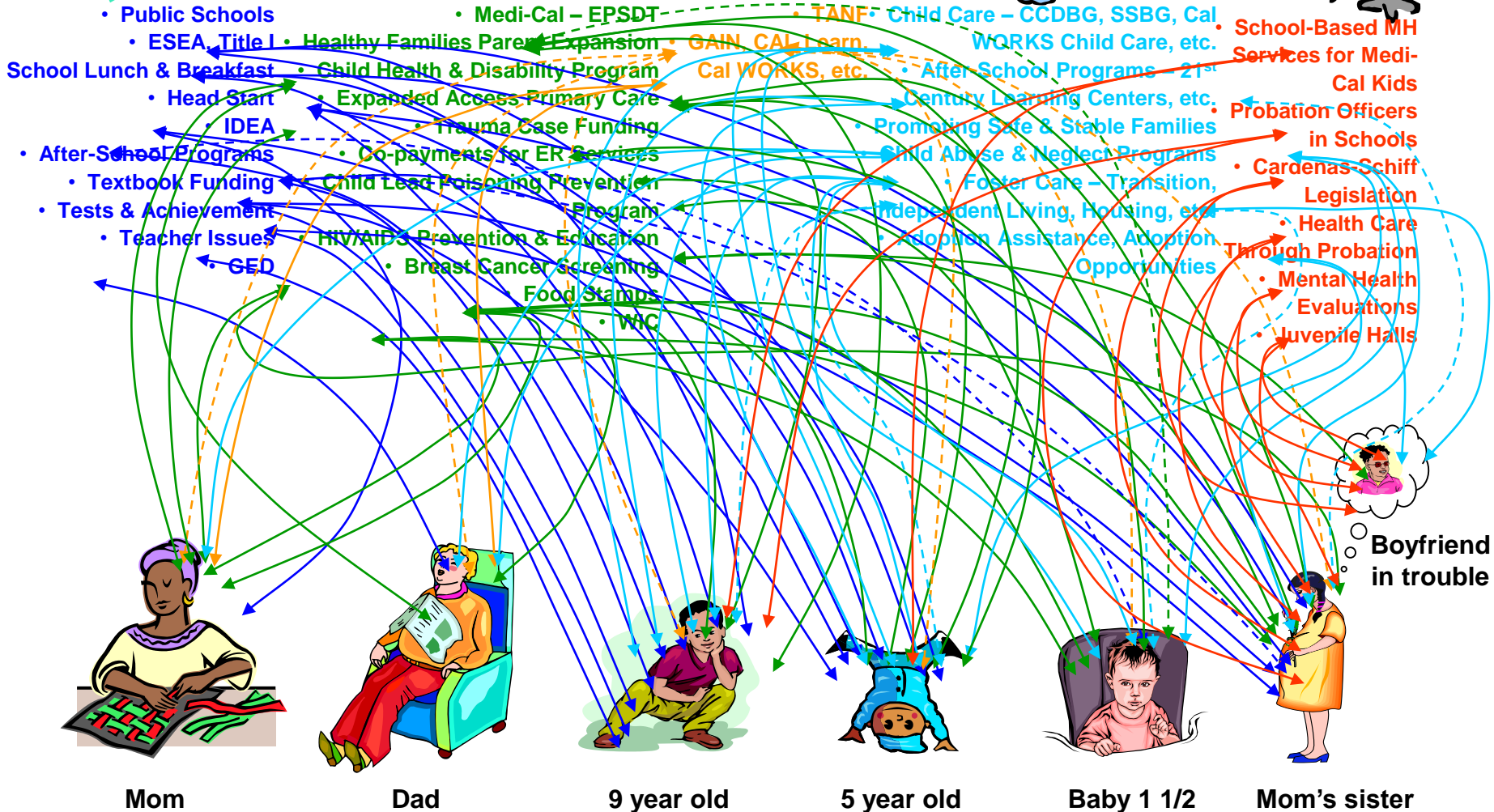
Social Services

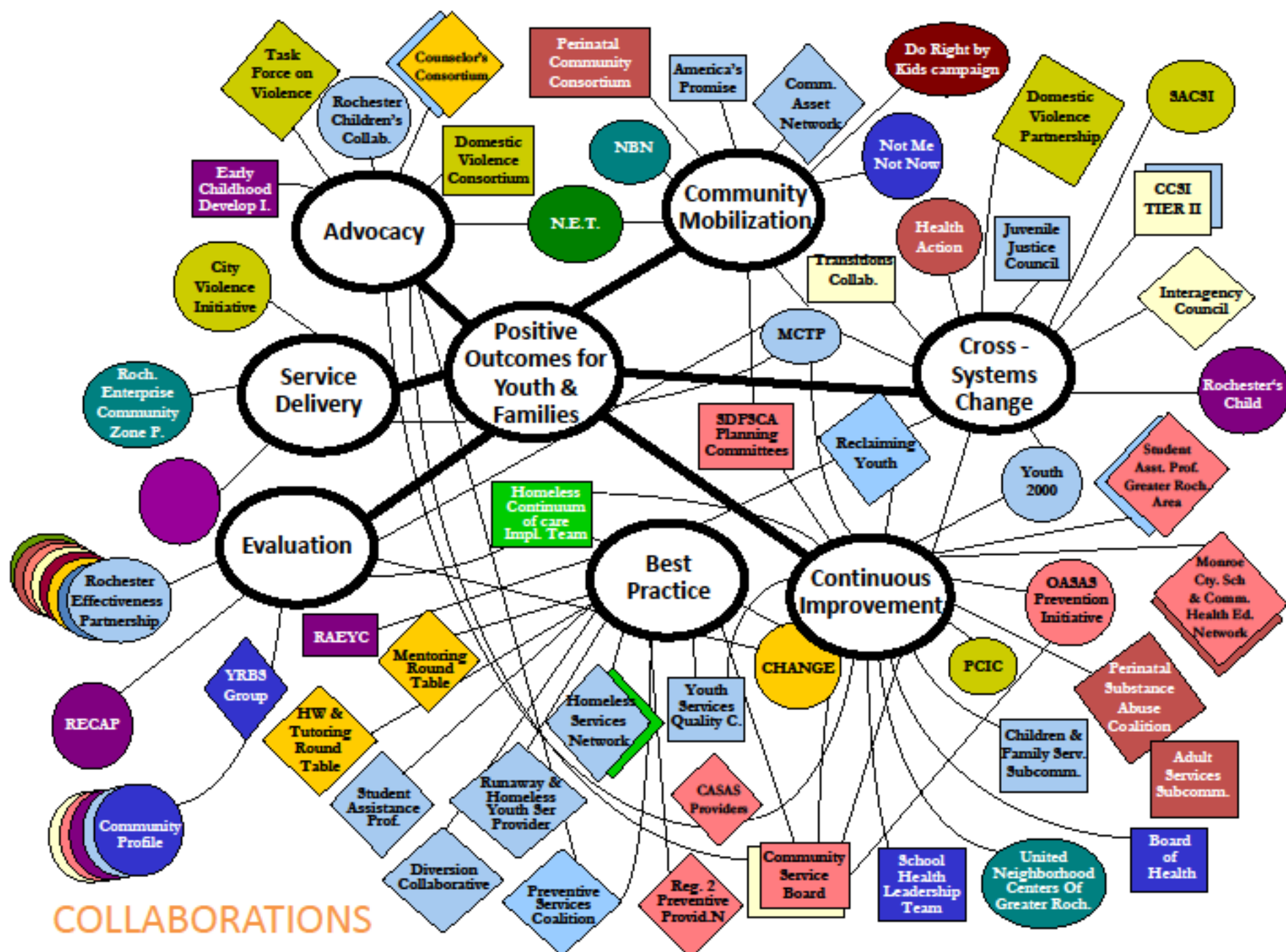


Child & Family Services



Mental Health & Probation





In just the last several years...



Houston, TX – Robby Tolan December 2008



Oakland, CA – Oscar Grant January 2009 (Fruitvale Station)



Courtesy of Johnson Family



Sanford, FL– Trayvon Martin

February 2012



Jonesboro, AR – Chavis Carter

July 2012



Los Angeles, CA– Alesia Thomas

August 2012



Jacksonville, FL – Jordan Davis

November 2012 (3 ½ Minutes)



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

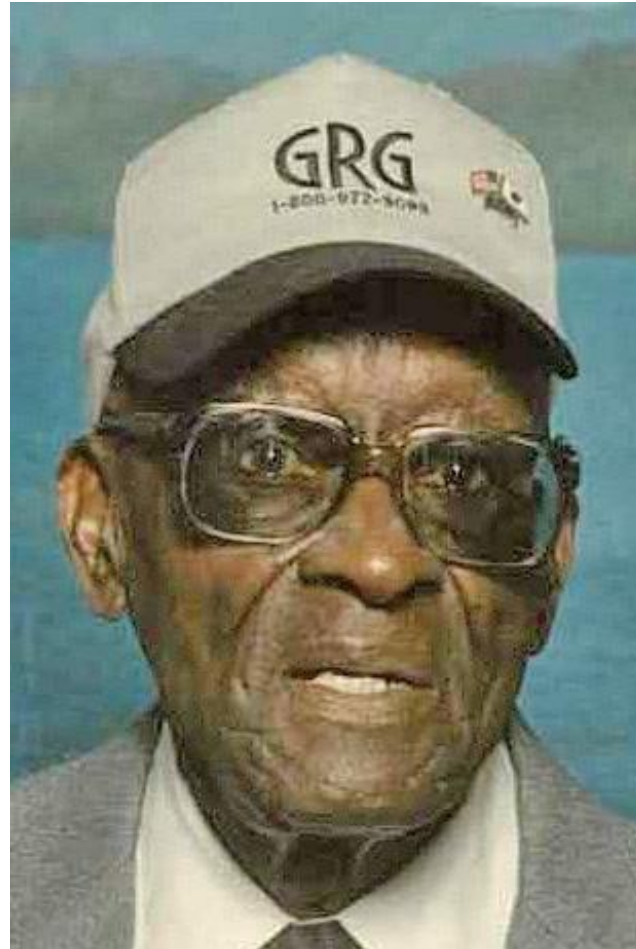


Ferguson, MO– Michael Brown – August 2014



Pine Bluff, AR – Monroe Isadore

September 2014



Cleveland, OH – Tamir Rice– November 2014



Fairfield, VA – Natasha McKenna

January 2015



Tulsa, OK – Monroe Bird

February 2015



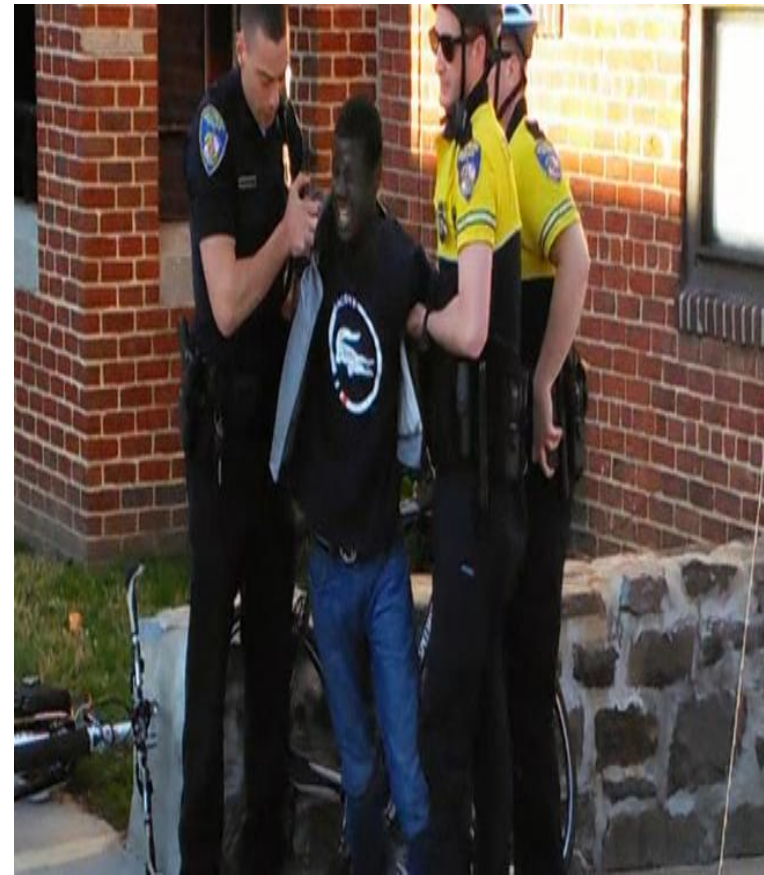
North Charleston, SC – Walter Scott – April 2015



Tulsa, OK – Eric Courtney Harris– April 2015



Baltimore, MD– Freddie Gray– April 2015



McKinney, TX, Harassment at Pool

- June 2015



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



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)



What is REAL?

Race, Equity and Leadership

REAL: New Opportunity, Not New Issue



Examine implicit and explicit bias in our individual lives, communities, policies, systems and structures



Za'Khari Waddy
– 13 years old
Yorktown, PA

To who it may concern,
Yesterday on the football bus coming from our football game a kid named [redacted] saying racist things to me. He then started saying he does not like blacks and he told me 200 years ago my ancestors hung from a tree and after he said that he said I should hang from a tree. That made me super mad so in the locker room I told him not to call me [redacted] and that I should be hung on a tree. The coaches took me away from the kid because I was really mad and they think I was gonna fight him but I want someone to do something about it because im tired of boys messing with me because of my skin. Im at my boiling point with this. Please do something about this because whenever I bring it to the office/Principle you do nothing about it and im tired of the racism.

RACE AND EQUITY

“ [Equity] does not mean everyone gets the same. [Equity] means everyone gets what they need.”

Rick Riordan

REAL Mission



To strengthen the leadership capacity of local elected officials in addressing the impact of race and equity issues in their communities.

REAL Vision



A nation in which every local official is equipped to effectively lead and serve an inclusive, thriving and healthy community.



Starting with Race: Not Just a Black-White Issue

65%

or less Black or Latino men graduated, while 80% of White males graduated in 2012-13 school year



Blacks and Native Americans consistently have an unemployment rate

2X

that of Whites

More than

57%

of Black and Hispanic/Latino households spend more than 30% of their household income on housing cost making them the demographic with the highest housing burden



6 in 10

prisoners are Blacks and Latinos; however, together they comprise only 30% of the US population.



Different Levels of Racism

Internalized / Individual



Interpersonal / Individual



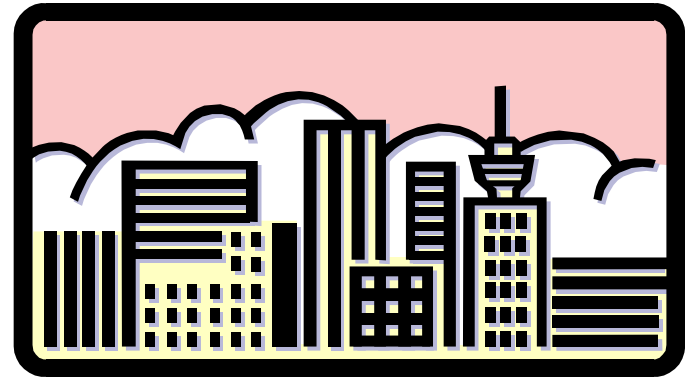
MICRO LEVEL

Institutional



MACRO LEVEL

Structural



DIFFERENT STRATEGIES FOR ADDRESSING RACISM AT DIFFERENT LEVELS

Internalized Racism	<ul style="list-style-type: none">• support groups, racial healing• mentoring, counseling
Interpersonal Racism	<ul style="list-style-type: none">• diversity trainings• cross-cultural dialogues, dinners
Institutional Racism	<ul style="list-style-type: none">• changing policy and practices• creating new institutions
Structural Racism	<ul style="list-style-type: none">• highlighting history, root causes• challenging racist myths, ideologies

RACIAL JUSTICE

Definition: Racial Justice is the creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Indicators: Equitable impacts and outcomes across race is the evidence of racial justice.

Racial Justice:

Related Values and Key Ideas

- Equity / Equitable Outcomes
- Inclusion / Accessibility
- Equal Opportunity
- Dignity / Human Rights
- Fairness / Fair Treatment
- Shared Power and Resources

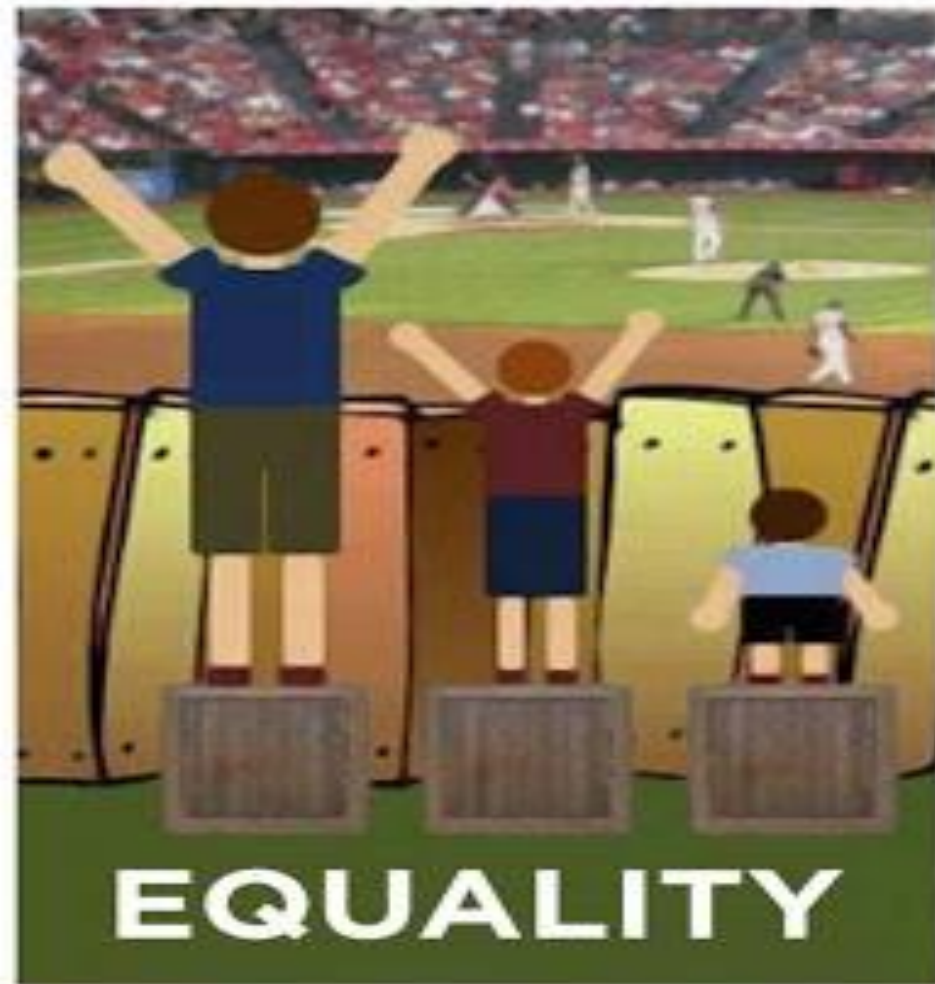
Racial Justice

Racial Justice \neq Diversity
(Diversity = Variety)

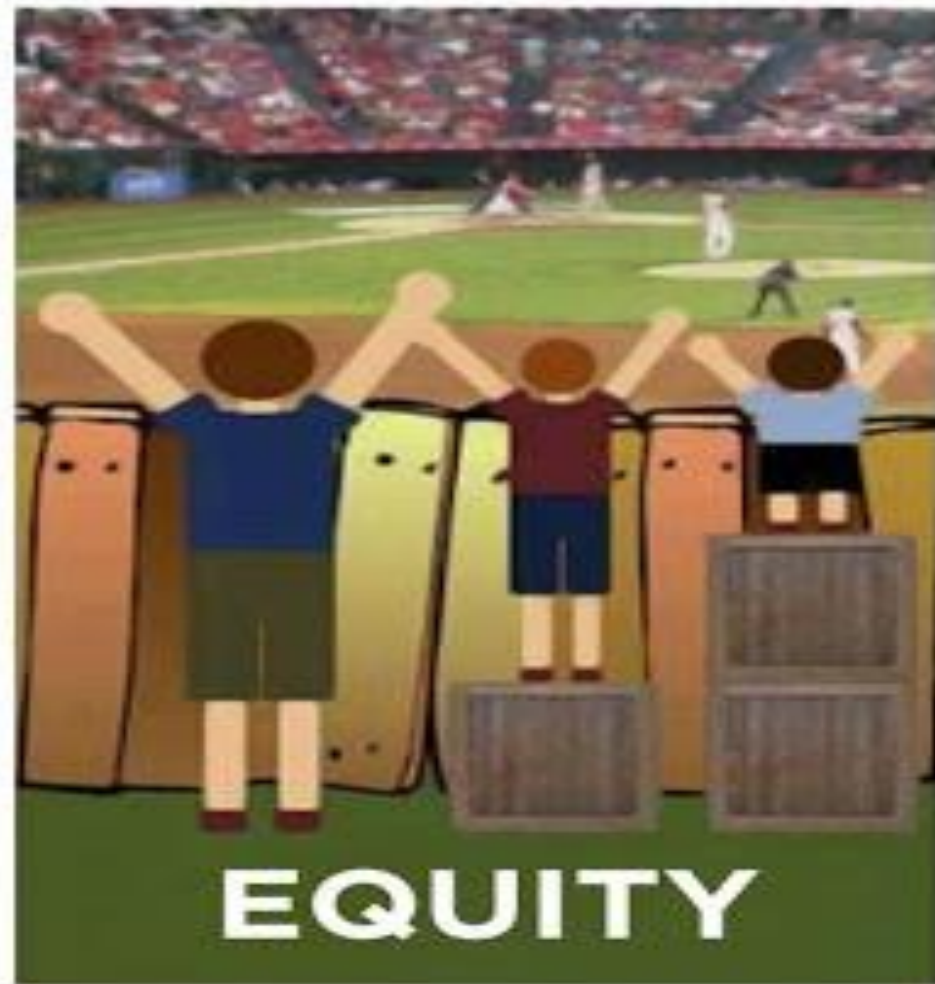
Racial Justice \neq Equality
(Equality = Sameness)

Racial Justice = Equity
(Equity = Fairness, Justice)

Racial Justice = Equity



Equality = Sameness



Equity = Justice

*Note: The above image was 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>*

Racial Justice: Strategy for Change

- Focuses on changing systems, institutional practices, policies and outcomes.
- Cannot just be reactive -- must propose equitable solutions and engage in proactive strategies.
- Requires ongoing consciousness and strategic action. We cannot be “colorblind” or silent.

REAL:

Impact of Systems and Policies

Education



Health & Food



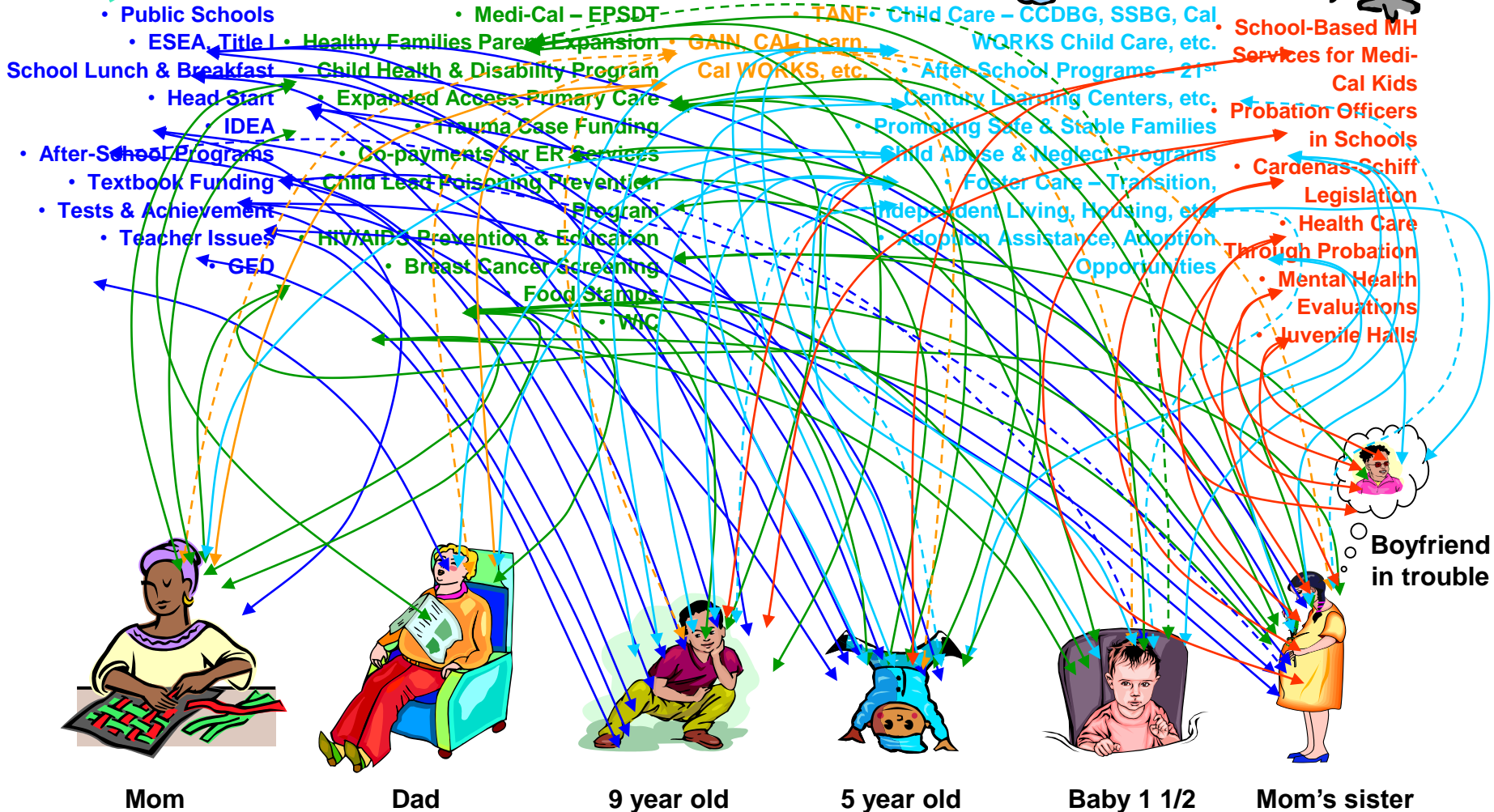
Social Services



Child & Family Services



Mental Health & Probation



Equity and its Implications

Simple Equation



Safe Communities = Healthy Youth

Healthy Youth = Better Students

Better Students = Healthy Communities

Healthy Communities = Healthy Future

National League of Cities Race, Equity, and Leadership (REAL)

□ REAL:

- ▣ #REALcities

- ▣ www.nlc.org/REAL (watch the full REAL video)

□ Contact me:

- ▣ Leon T. Andrews, Jr., (202) 626-3039 or andrews@nlc.org

- ▣ Follow me on Twitter: @LeonTAndrewsJr

REAL RACE, EQUITY AND LEADERSHIP



November 2015

Michigan Black Caucus LEO