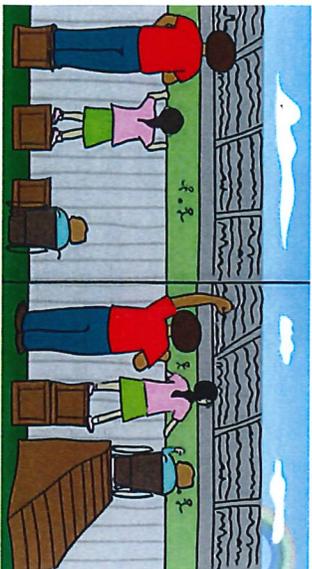


Equality vs. Equity



Equality provides the same resources and opportunities to all, whereas **Equity** recognizes these institutional and structural barriers and provides everyone with what they need to thrive.

What is Racial Equity?

Racial equity seeks to undo years of structural, institutional, and individualized racism by providing a level playing field for all. While our society often recognizes racism on an individual level manifested in events such as hate crimes or discriminatory comments, it is crucial to illuminate institutional and structural racism as well.

Richmond Racial Equity Team

Hours:

Monday - Friday 9am-5pm

Phone: 510.620.6861

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<http://www.ci.richmond.ca.us/3701/GARE>

<https://www.racialequityalliance.org/>

Questions or Suggestions?

Please contact the GARE Team Lead:

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Richmond Racial Equity Team

**Advancing racial equity,
diversity, and inclusion
for all Richmond residents.**

440 Civic Center Plaza
Richmond, CA 94804
Phone: 510.620.6861

WHAT IS GARE?

In January 2016, Richmond joined the Government Alliance of Race and Equity (GARE) Cohort. As a joint project of the Haas Institute for a Fair & Inclusive Society and Race Forward, GARE is a national network of government agencies working toward advancing racial equity and opportunities for all. GARE provides a pathway for jurisdictions to begin racial equity work.

Government has the potential to leverage significant change in this area.

The Richmond GARE Team and the City of Richmond Seeks to:

1. Inform and train city officials and employees about race equity
2. Develop a racial equity toolkit to assess: policies, initiatives, programs, and budget issues.
3. Improve City services by using a racial equity tool to weigh impacts of programs on community.
4. Strengthen the City's community engagement efforts to increase transparency and trust to provide authentic spaces for information sharing.
5. Integrate a racial equity lens into city services to foster a healthy and inclusive community for all.

RACIAL EQUITY FOR RICHMOND

While we understand that all people are created equally and racial makeup should not decide outcomes, we live in a society where race continues to decide life outcomes. Disparities, like difference in life expectancy depicted below, arose due to both outward and implicit racial discrimination on an institutional and structural level.

We envision a Richmond where life expectancies are not years lower than those of surrounding cities, where we have equitable access to resources, and where we, together, can achieve justice.

Richmond's Racial Equity Statement

In an effort to improve quality of life and provide fair outcomes for all Richmond residents regardless of race, we must hold ourselves accountable to acknowledge and correct disparities caused by a history of inequitable policy decisions. Our goal is to integrate a racial equity lens into all city services to foster a healthy and inclusive community for all.

EQUITY WORK IN THE CITY

Richmond's interdepartmental GARE team participated in an extensive year-long training program to address the complexities of racial equity in a government system.

The Richmond community has long strived to achieve racial diversity and inclusiveness in its neighborhoods, workforce, city government, policy decisions, and programs. Now a majority minority community, Richmond - famous for its World War II history and Rosie the Riveter - also boasts being the first large city in the United States to have an African-American man as mayor, George Carroll, who assumed mayoralty in 1964 during a height of the Civil Rights Movement. Richmond has made strides in working toward equity.

City and Community Partnerships Working to Achieve Equity

1. Community Policing Initiatives, RPD
2. Health in All Policies (HiAP)
3. Literacy for Every Adult Program
4. Love Your Block - Cities of Service
5. Richmond Food Census, Mayor's Ofc
6. Richmond Promise
7. Richmond Rent Program
8. Environmental Community Investment Agreement (ECIA)

Indicators of Improved Equitable Outcomes as defined by the GARE Goals

1. City employees understand and are committed to achieving race equity.
2. Residents view Richmond as effective & inclusive in engaging the community.
3. The city is a racially equitable employer and promotes racial equity in contracting and procurement.
4. Healthy life outcomes are increased and racial disproportionalities are reduced.