

Race, Equity, and Leadership (REAL)

NLC NATIONAL
LEAGUE
OF CITIES

CITIES STRONG TOGETHER

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REAL Mission



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

REAL Theory of Change

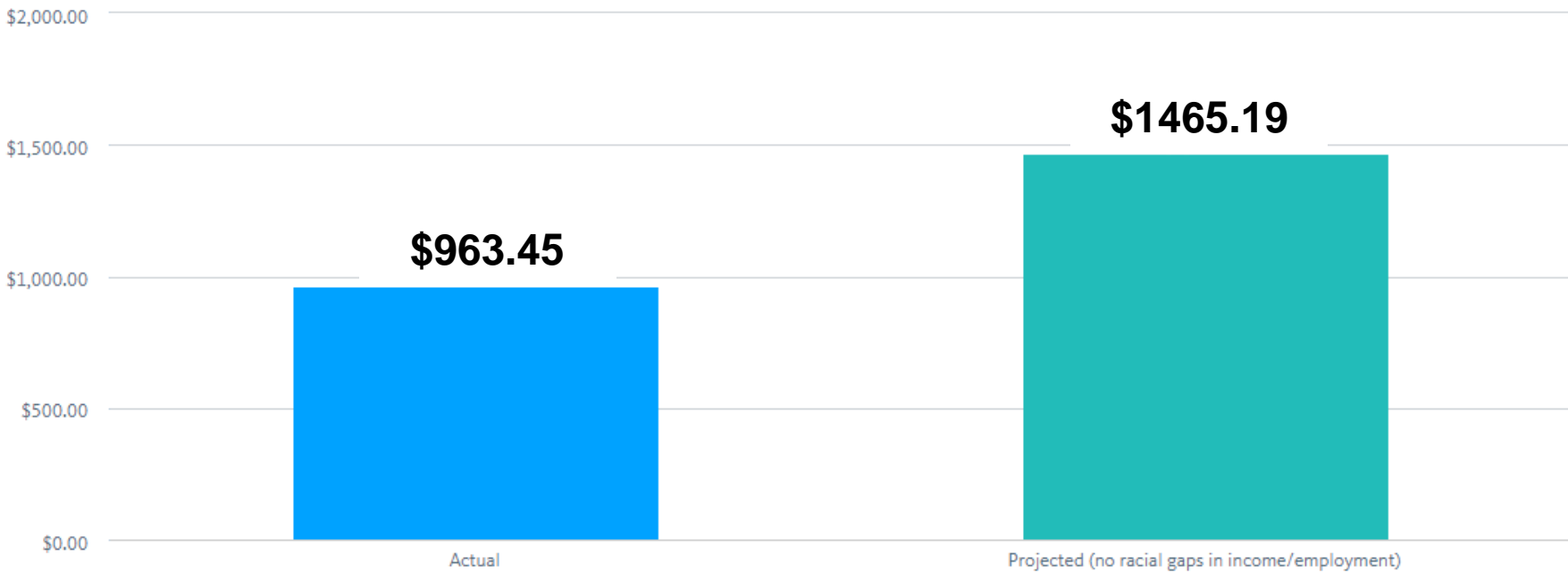
Change happens when people recognize:

1. Why the change is needed
2. Potential of proposed solutions
3. Shared urgency

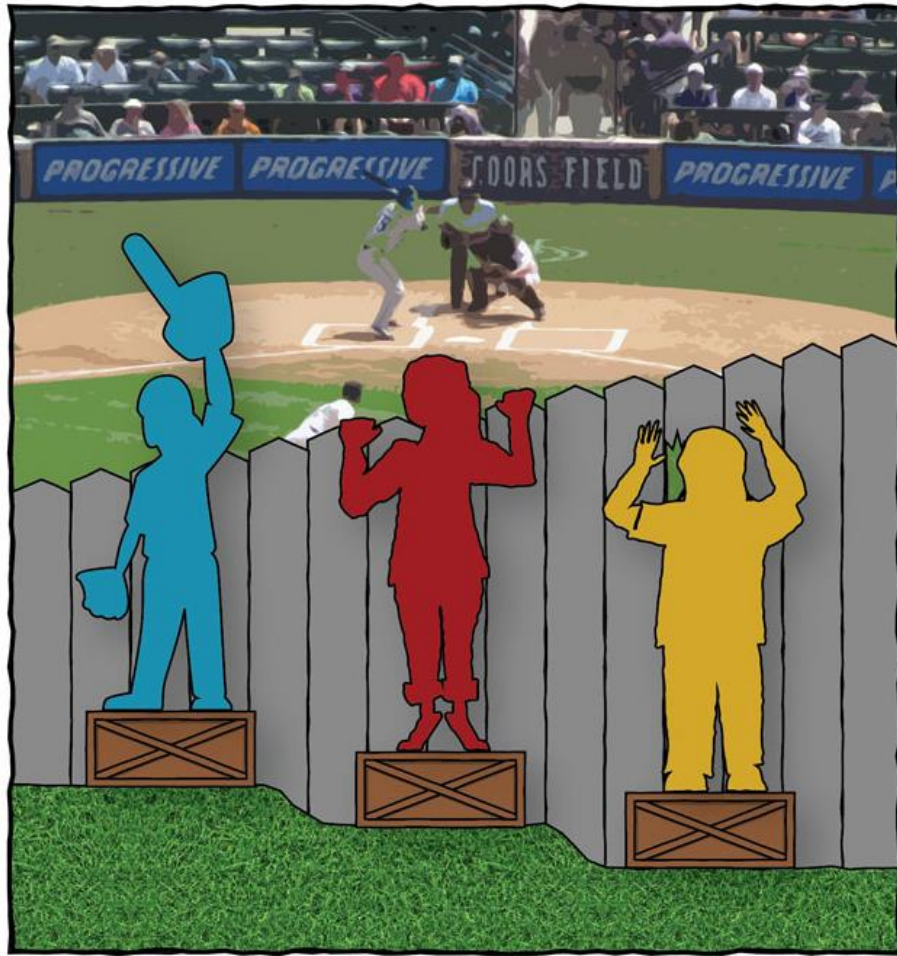
**Racial
Inequity
Costs
Everybody**

GDP gains with racial equity ? Los Angeles-Long Beach-Santa Ana, CA Metro Area

Breakdown:
Actual GDP and estimated GDP with racial equity in income (billions): Los Angeles-Long Beach-Santa Ana, CA Metro Area, 2015

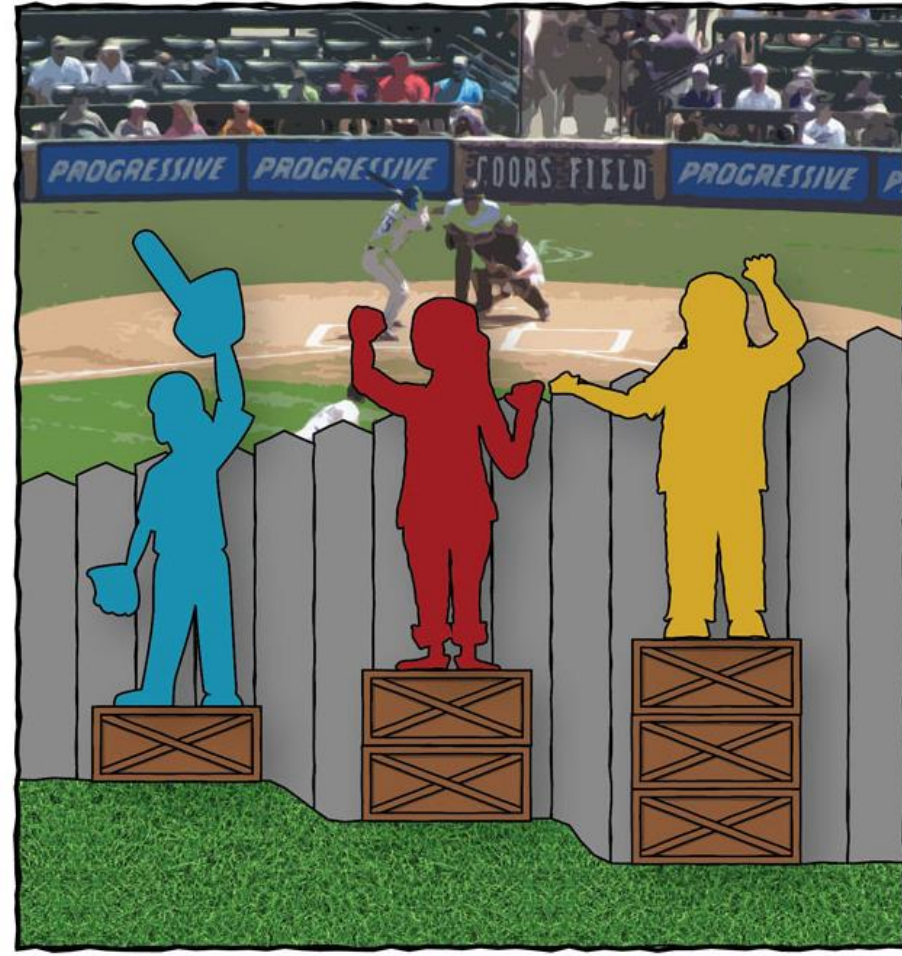


Bureau of Economic Analysis; IPUMS



Equality = Sameness

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

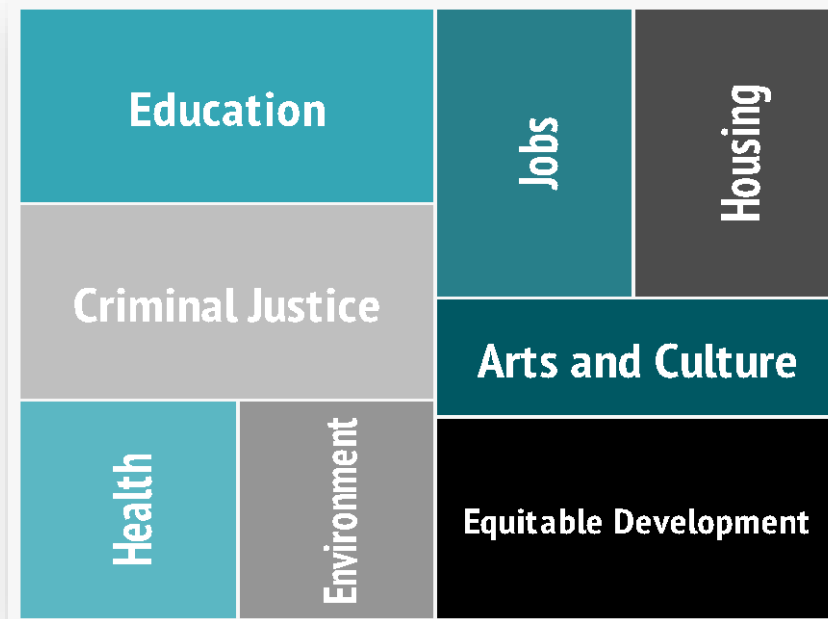


Equity = Justice

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

Why We Lead with Race

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



What Does Racial Equity Require?



“Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.

To do so, we have to:

1. Target strategies to focus on improvements for those worse off.
2. Move beyond “services” and focus on changing policies, institutions and structures.

Calling Out Systemic Racism



What is REAL Doing to Address This?



Training and Capacity Building

Technical Assistance

Network Building

Special Populations Work

Racial Equity Training Series



101

REAL FUNDAMENTALS
UNDERSTANDING
RACIAL EQUITY IN
LOCAL GOVERNMENT

201

REAL ACTION
ADVANCING RACIAL
EQUITY IN LOCAL
GOVERNMENT

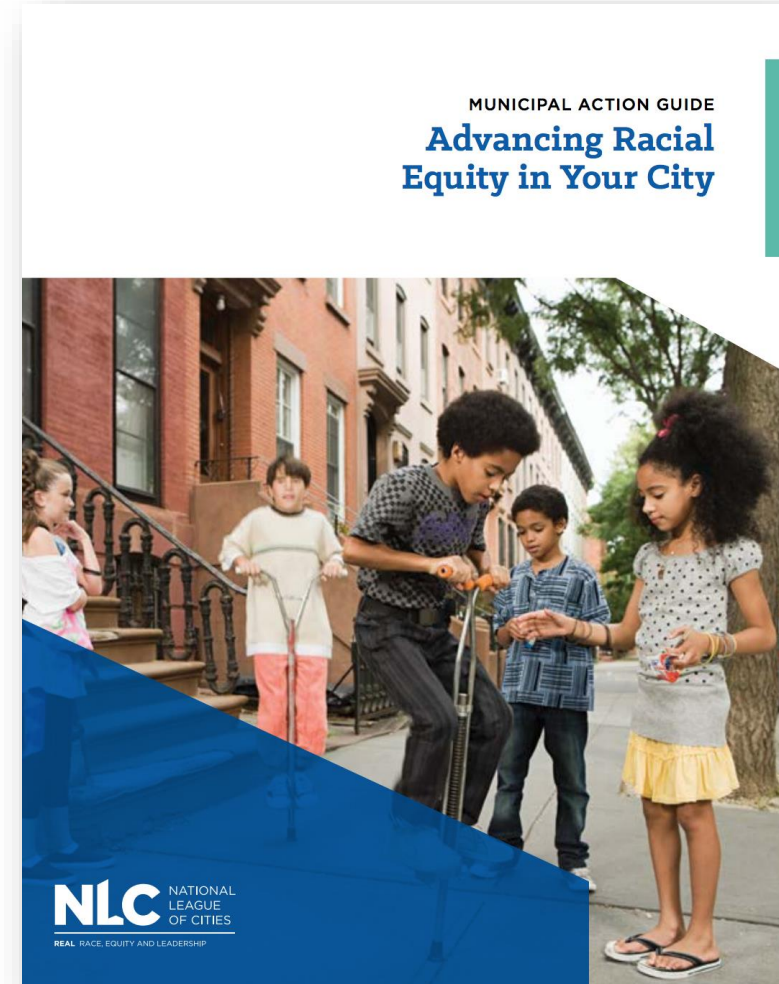
301

FORTHCOMING;
WORKSHOPPING
FOR DIRECT IMPACT

Getting City Leaders Started

SIX STEPS to help city leaders begin improving equity throughout their city

1. Set an Example and Strike the Right Tone
2. Observe and Listen
3. Make a Public Declaration
4. Dedicate Infrastructure to Action
5. Commit to Policy and System Change
6. Create a Racial Equity Plan



CITY PROFILE ON RACIAL EQUITY

Austin, Texas



CITY PROFILE ON RACIAL EQUITY

Takoma Park, Maryland



CITY PROFILE ON RACIAL EQUITY

Louisville, Kentucky



CITY PROFILE ON RACIAL EQUITY

New Orleans, Louisiana



Highlighting Efforts of Local Leaders

Network Building & Technical Assistance



- National Municipal Learning Community for Truth, Racial Healing and Transformation
- Cities for Racial Healing and Racial Equity Technical Assistance Cohort

Boston, MA

Charlotte, NC

Denver, CO

Gary, IN

Long Beach, CA

Louisville, KY

Philadelphia, PA

Pittsburgh, PA

Port St. Lucie, FL

Rochester, NY

San Antonio, TX

St. Louis Park, MN

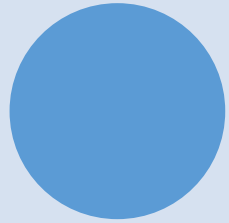
St. Paul, MN

Stockton, CA

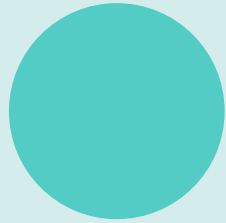
Tacoma, WA

Wichita, KS

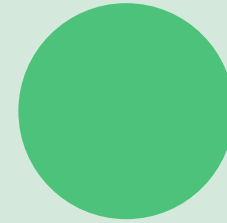
Expanding of **Communities** of Interest Work



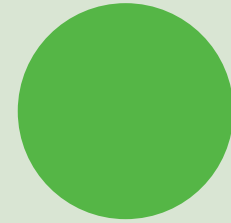
Immigrant
Community



LGBTQ
Community



Religiously
Persecuted



Women and
Girls

Contact



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