

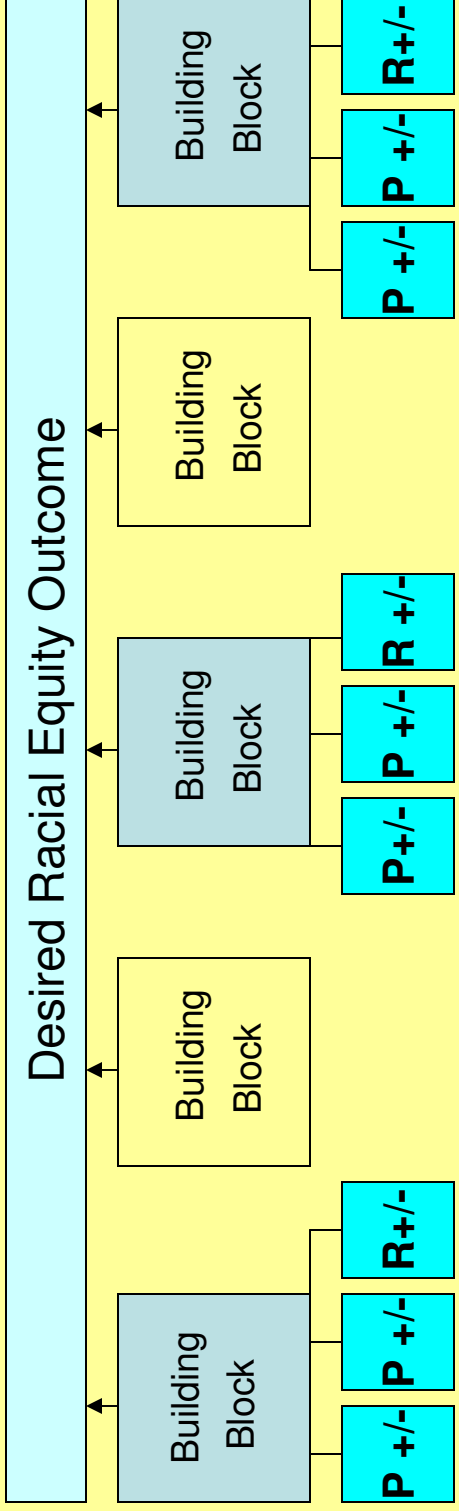


Developing a Racial Equity Theory of Change

The Aspen Institute
Roundtable on Community Change



What we want



Our priorities

What helps, hinders

What we must know

- Who has most power, influence to shape PPRs
- Possible sources of retrenchment
- How governance works in our context

What we must do

- Assess our organizational capacity realistically
- Given our capacities, decide role we can play, set strategic priorities, identify allies
- Take action!!

What we want

Elimination of racial disparities in juvenile sentencing in (my city/county/region) by the year 2011."

Our priorities

Similar arrest rates for white, black and brown youth in the same community or region for any given offence.

Preventive rather than aggressive community policing

A wider menu of positive recreational options for local youth

Culturally competent police officers, juvenile justice officials

Alternative sentencing options for local judges – more proportionate to crimes committed

Our priorities

Similar arrest rates for white, black and brown youth in the same community or region for any given offence.

What helps, hinders

Zero tolerance urban public school disciplinary policies

“Stop-and-frisk” urban community policing

Media depictions of black, brown males as violent; gang-bangers

A wider menu of positive recreational options for local youth

P +/-

P +/-

R+/-

Alternative sentencing options for local judges – more proportionate to crimes committed

P +/-

P +/-

R+/-

What we must know

Who has most power, influence to shape PPRs

(i.e., school disciplinary policies, police anti-crime strategies and tactics; media depictions of young men of color)

Key decisionmakers, gatekeepers, authorizers in the:

- Education bureaucracy --Local media --Police department --Corporate business arena
- Legislature --Civic sector

Possible sources of retrenchment

The local legislative, institutional history relating to a specific policy or practice

Main supporters and opponents in govt, business, civic sectors

How governance works in our context

Who in community exercises leadership on these issues

How the “sausage gets made” – the formal and hidden relationships that make up governance

Important legislative, regulatory and administrative developments regarding these policies, practices; what’s “in the pipeline.”

***What we
must do***

Assess our organizational capacity realistically

Be sure there's:

- **internal will to really take on race ...deeply.**
- **a useful working consensus on the nature of the race challenge**
- **honest appraisal of functional strengths, weaknesses**

Given our capacities, decide role we can play, set strategic priorities, identify allies

**Keeping the REO, building blocks, and PPRs in mind,
and knowing our capacities, we must make strategic choices, based on**

- **where can we be directly effective and really “add value**
- **where is it better to support allies**

Take action!!

Define a clear first step; set action priorities; specify what you want to accomplish in the first year

IT WON'T BE EASY, SO KEEP YOUR EYES ON THE PRIZE!!