



City of Oakland Department of Race and Equity

Equity Indicators Community Briefing # 4 8.28.2018

Present:	65 Community members
City Staff:	Darlene Flynn, Director, DRE, Jacque Larrainzar, DRE Analyst
Elected Officials:	None in attendance
Next meeting:	We are considering organizing another meeting in collaboration with or community partners. In response to request from community members that were unable to attend this meeting. We are also considering a briefing in Spanish for the Latinix community.

Announcements

The Grassroots Racial Equity Task Force is gathering 500 stories from community members to document their life experiences around racial disparities and the equity indicators. To participate please contact the project coordinator Donna Anderson via email at: danderson@in-advance.org

Neighborhood Candidate Night

Sequoia Elementary School

3730 Lincoln Ave, Oakland, CA 94602

Sept 13, 2018

6:30 PM

Come to ask candidates how they see themselves playing a role in advancing racial equity in Oakland. This event is sponsored by Neighbors for Racial Equity (N4RE)

Equity Indicators Community Briefings

- Dimond Briefing – Per East and West Oakland suggestions our department worked in collaboration with two local organizations: Showing Up for Racial Equity (SURJ) and Dimond Neighbors for Racial Justice (N4RJ) to offer a briefing for folks in the hills.

Briefing

The meeting started with a brief welcome by SURJ. The meeting was attended by 60 community members as well as a reporter from the Oakland North Newspaper.

Director Flynn walked the group through the executive summary of the report.

Then SURJ and N4RJ walked us through a couple of interactive exercises. The first one focused in helping the audience understand the differences between equality and equity. The second one was a visioning exercise to help us imagine how Oakland would be different if we had racial equity and finally brain storm action steps at the personal, neighborhood and city levels.

Summary of Director Flynn presentation:

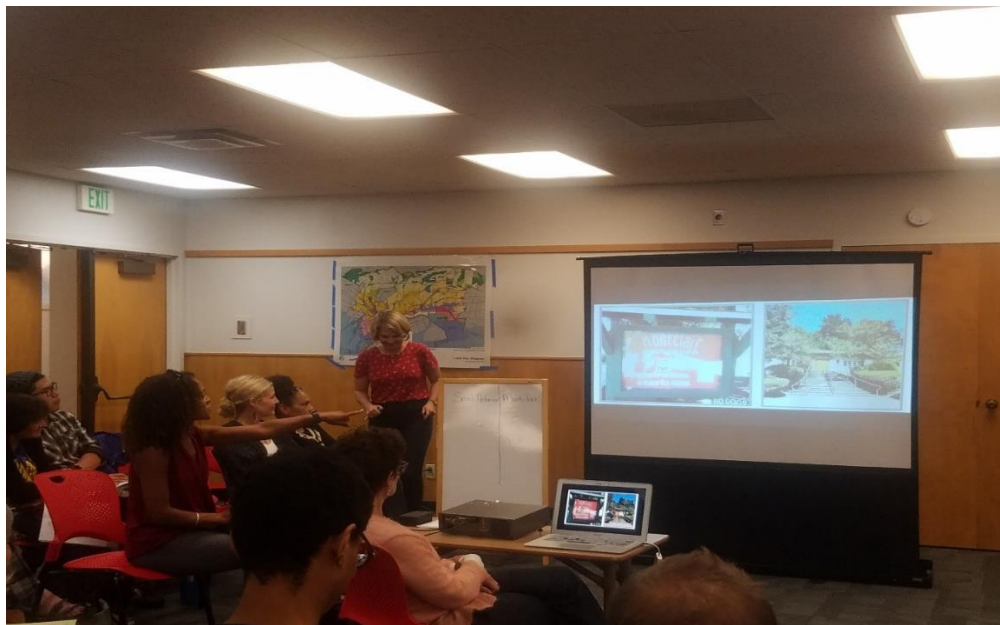
- This briefing is in response to request from those most impacted form the disparities in the report to bring the conversation about how to address racial disparities outside of their communities.
- The Equity Indicators report is just the first step in what the City of Oakland is doing to evaluate our own performance and efforts to change these outcomes.
- The report is a baseline that will help us to prioritize and focus on the issues that have the greatest disparities.
- We need the community to work with us to create real changes and address these disparities.
- One thing you can do is help us to start finding “our community” others like you, who are not satisfied with the current outcomes and who are interested in working with us to make racial equity a reality in Oakland.

Interactive sessions

Dimond Neighbors for Racial Justice (N4RJ) walked participants through a couple of interactive exercises. The first one, helped participant to learn the difference between equity an equality. The exercise started by having participants look at the pictures of two parks in Oakland and compare them. One park is in the hills and one in the flats.



Participants were surprised by the differences they identified and shared their impressions about the impacts of years of policies and practices that have resulted in different outcomes for each park. The conclusions drawn by the exercise: Equality will not address the impacts of structural racism for communities of color. To address inequities, we need to do focus on equity and do something different. Center those who are the most impacted by the disparities when we look for solutions.



What would Oakland feel and look as an Equitable City?

The second activity was a conversation in small groups of six. The question participants were asked to answer in their discussions was: How will our city look when we achieve racial equity? Participants discussed the actions they could take at the personal, neighborhood and city levels to make racial equity a reality in Oakland. The small groups shared highlights of their conversations with everyone in the room. SURJ and city staff wrote the comments and actions identified to make their commitment to racial equity real. We all agreed that these would be shared in DRE's web site and with SURJ and N4RJ.



Some of the highlights shared by participants were also questions or concerns that had come up for them as we discuss the Equity Indicators. These comments were summarized as follows:

Key take-aways from small group conversations and sharing.

Questions

How can we be part of the efforts you are doing internally?

How can we stand with DRE and support its work?

Concerns

Participants concerns at this briefing reflected the following themes:

- 1. City Transparency and Accountability**
- 2. Re-distribution of Wealth**
- 3. The Role of the Community in Advancing Racial Equity**
- 4. Systemic Barriers to Advance Racial Equity**

Key comments:

City Transparency and accountability

- Access to information is key to have an equitable city at the municipal level.
- To be able to have honest conversations about the history of Oakland.

Redistribution of wealth

- Reparations and healing as a vision for Racial Equity in Oakland.
- Wealthier communities need to sacrifice.
- Changing funding of schools.
- Experienced teachers need to go to where the greater need is.
- Walkable city

The Role of the Community in Advancing Racial Equity

- Keep on the City to make sure work/improvements get done with an equity lens and on time.
- Use the report findings in your workplaces

Systemic Barriers to Advance Racial Equity

- More equitable voting districts
- Eliminate disproportionality in representation (hills vs flats)

Actions

Personal

- Make sure elected official know community members support racial equity and DRE.
- Ask hard questions of candidates
- Use report findings at work
- Name disparities with friends/family in casual conversation.
- Join N4RJ
- Understand the history of where you live and how your actions contribute to oppression or equity.
- Run for office

Neighborhood

- Neighborhood Council Candidate Night - Attend and ask questions about racial equity from the candidates.
- Discuss how neighborhoods located in the green belt- where cannabis business are located- will benefit.
- Build power in the community

City

- Support the work of the Department of Racial Equity.
- Support Racial Equity work.

How to make the next briefings better:

- Consider videotaping the briefings and having live audio so people who cannot attend the meeting can see it on line.

Materials Provided

- Equity Indicators Executive Summary
- 2 Sample Indicators: Parks and abandoned trash.