



## OAKLAND, CA / DEMOGRAPHICS

### RACE And ETHNICITY

American Indian and Alaska Native	3,040	0.8%
Asian	65,811	16.8%
Black or African American	109,471	28.0%
Hispanic or Latino (of any race)	99,068	25.4%
Some other race	53,378	13.7%
Two or more races	21,877	5.6%
White	134,925	34.5%

**Vision:** A city where our diversity is maintained, racial disparities have been eliminated and racial equity has been achieved.

### Department Mission

The Department of Race and Equity in the City of Oakland will intentionally integrate, on a citywide basis, the principle of “fair and just” in all the City does to achieve equitable opportunities for all people and communities.

### Background and History

The Department of Race and Equity was created by a city ordinance in 2015. The creation of the Department reflects the city’s recognition and acknowledgment that troubling racial disparities exist and that it is time to provide focus and support for their elimination. The Department supports all City departments and decision makers to address systemic causes of inequities, and remove barriers that restrict access to fair service from city government.

### City-wide, Data Driven, Systemic Focus

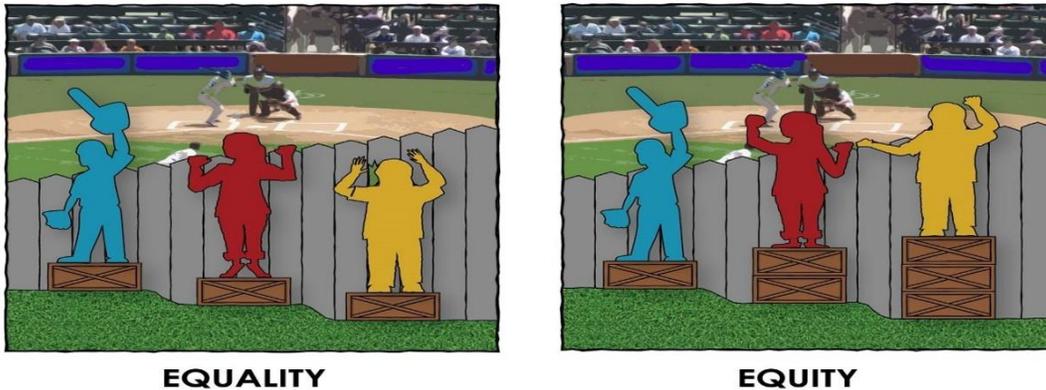
In Oakland’s not so distant past, housing, policing, employment policies, and community disinvestment, like elsewhere in the U.S., were explicitly racist. The impacts of these past institutional policies and practices are apparent in the current conditions in marginalized communities, and can be found imbedded in public policies that contribute, often inadvertently, to ongoing race-based disparities. Based on [the 2018 Equity Indicators report](#), the data makes it clear that one’s identity, certainly one’s race, can still absolutely predict life outcomes for Oakland residents. All departments and levels of the City government have a role to play; examining the outcomes of their policies, practices and procedures on marginalized communities, and to identify actions to advance racial equity through how they structure and

implement their lines of business. The Department of Race and Equity provides the messaging, analysis approach, tools and technical support for that activity.

### What is *Equity*?

**Equality** means giving everyone the same thing, regardless of outcomes. An equality approach works when everyone starts from the same place.

**Equity** is fairness. It's ensuring that all people have access to opportunity and services that meet their needs and take their conditions into consideration. If opportunities in all key areas of well-being are equitable, then equitable results will follow and one's identity will not predict life outcomes.



### Why focus on *Race*?

Race matters, it has a profound and overarching impact on life outcomes. So, for example, when examining the impacts of class, the equity analysis would be incomplete without looking at racial disparities within low income populations. Evidence of disparities steers the process to identify root causes that impact people of color to account for the differences, in addition to addressing barriers impacting poor people in general. If the analysis does not take the impacts of race into account, it will fail to reveal needs specific to people of color, the resulting action will likely not address those issues and will leave the people of color behind. This outcome would hold the achievement of class equity back by not effectively removing barriers for all racial groups. In the City of Oakland equity work is race work; this is an intersectionality approach to achieving social justice.

### Strategic Goals

- Eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

### Leadership

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