Racial Impact Statements

HOW TO USE THE RIS TOOL TO ELIMINATE DISPARITIES AND DISPROPORTIONALITY

BEYOND THE BENCH CONFERENCE
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Facilitators

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Racial Impact and Implicit Bias

WHY ARE WE HERE TODAY

Workshop Objectives

- To examine the role of implicit bias in the perpetuation of systemic disparities and disproportionality for racial and ethnic populations
- To illustrate the components and application of the Racial Impact Statement tool
- To demonstrate the effectiveness of the Racial Impact Statement as a tool to challenge implicit bias in decision-making

Training Overview

I. Framing the Issue: Implicit Bias

II. Racial Impact Statement: Using the RIS Tool to Address Implicit Bias in Decision-Making

III. Transfer of Learning

Framing the Issue: Implicit Bias

"IN ORDER TO GET BEYOND RACISM, WE MUST FIRST TAKE ACCOUNT OF RACE."

-JUSTICE HARRY A. BLACKMUN

Racial Impact Statements

USING THE RIS AS A TOOL TO ADDRESS IMPLICIT BIAS IN DECISION-MAKING

What are Racial Impact Statements?

- Racial Impact Statements (RIS) provide a mechanism to systematically examine the impact on and unintended adverse consequences for racial and ethnic populations that may arise from proposed actions and/or decision-making processes
- Similar to fiscal or environmental impact statements
- Enables policy and/or decision-makers to anticipate and address racial or ethnic disparities arising from implicit bias and systemic racism and discrimination
- Considers alternative policies to accomplish the goals of proposed legislation without causing or contributing to avoidable racial and ethnic disparities

Implementation Efforts in California

- Developed by the State Interagency Team's Workgroup to Eliminate Disparities and Disproportionality
- Developed over the past 24 months and adopted by the SIT in September 2011
- Purpose: To help decision-makers assess the racial impact of decisions about policies, procedures, and programs

Two Key Questions

1. Are there potential unintended consequences for racial and ethnic populations?
2. What is the appropriate alternative course(s) of action?

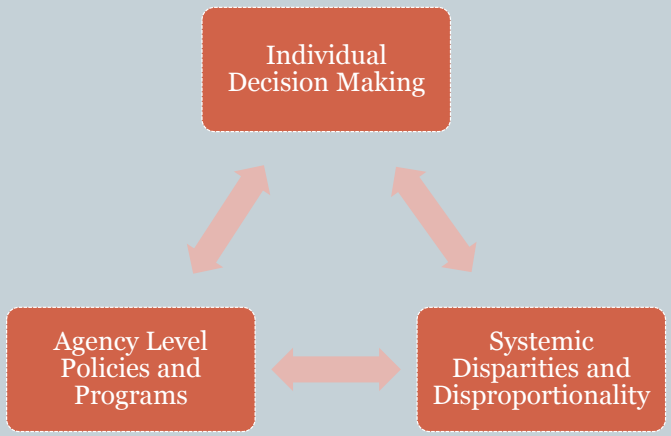
Application Across Organizational Domains

- Public Policy
  - Legislative Action
- Policy
  - Departmental Policies & Procedures
  - Legislative Analysis
  - Regulations
- Administration
  - Fiscal Management & Budget
  - Grants and RFPs
  - Contracts
  - Staffing & Human Resources
  - Staff Development
- Programs
  - Design, Development, Implementation, and Evaluation
- Stakeholder Involvement
  - Advisory Committees
  - Community Planning Processes
- Research & Evaluation
  - Data Collection
  - Data Informed and Evidence-Based Practices
  - Outcomes & Indicators
- Compliance & Monitoring
  - Audits
  - Enforcement
- Public Relations
  - Marketing
  - Social Media

Transfer of Learning

DISCUSSION

Roadmap of Unintended Consequences



Key Resources

- State Interagency Team – Workgroup to Eliminate Disparities and Disproportionality Website: https://sites.google.com/site/sitwged/home
- Applied Research Center- Racial Equity Impact Assessments: An Overview www.arc.org
- King County Equity Impact Review Tool (2010) http://www.kingcounty.gov/exec/equity.aspx
- Annie E Casey Foundation – Race Matters Toolkit http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx
- The Sentencing Project – Racial Impact Statements http://www.sentencingproject.org/doc/rd_abaarticle.pdf

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Thank you!