



# City Council Retreat: Advancing Racial Equity

City of Waco

May 23, 2019



## The House We Live In Part 1

- <https://www.youtube.com/watch?v=Y8MS6zublaQ&list=PLt6nX4f8WjdWgeomQQ3oLzVH5EoahlcQB>





## Today's Objectives:

- Outline the foundational vision for an equitable Waco
- Share the History and Data of Waco
- Identify Transformational Change for the Future
- Identify Resources and Groups for the Future
- Strategize with City Council about Specific Priorities of Interest



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## Our Vision for an Equitable Waco:

- Visioning Project
  - Mission: Celebrating Life on the Banks of the Brazos, We Engage Our Community to Enhance Economic Opportunities with Rich Recreational and Cultural Experiences For All
  - Motto: " Many Voices. One Vision"
- UpJohn Report
  - "Full community effort"



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## Our Vision for an Equitable Waco:

- Community Development Plans
- NRN Final Report



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## The House We Live In

<https://www.youtube.com/watch?v=QHo8AKNfB68>



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## What This is Not

- An affirmative action/promise to hire program solely on race, without thought to qualifications.
- A removal or reversal to our commitment to support private property owners or businesses and their decision-making rights
- Launch of a plan for future payments to people of color



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## What This Is

- A recognition that disparities in outcomes exist
- An acknowledgment that the City can, through its values and activities, encourage people to understand the root causes of those disparities
- An attempt to limit the ways the City of Waco, as an institution, fosters more of the same. To do so, we have to....
  - Target strategies to focus improvements for those worse off
  - Move beyond services and focus on changing policies, practices



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# City of Waco Stats

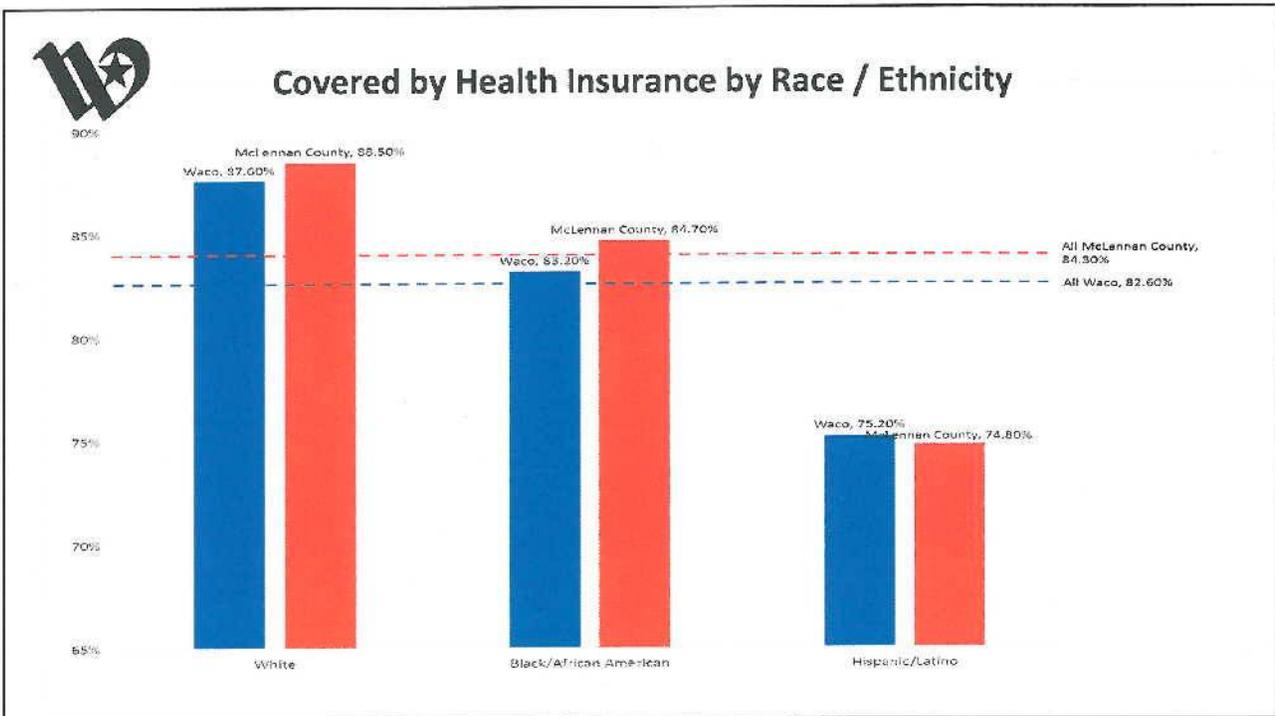
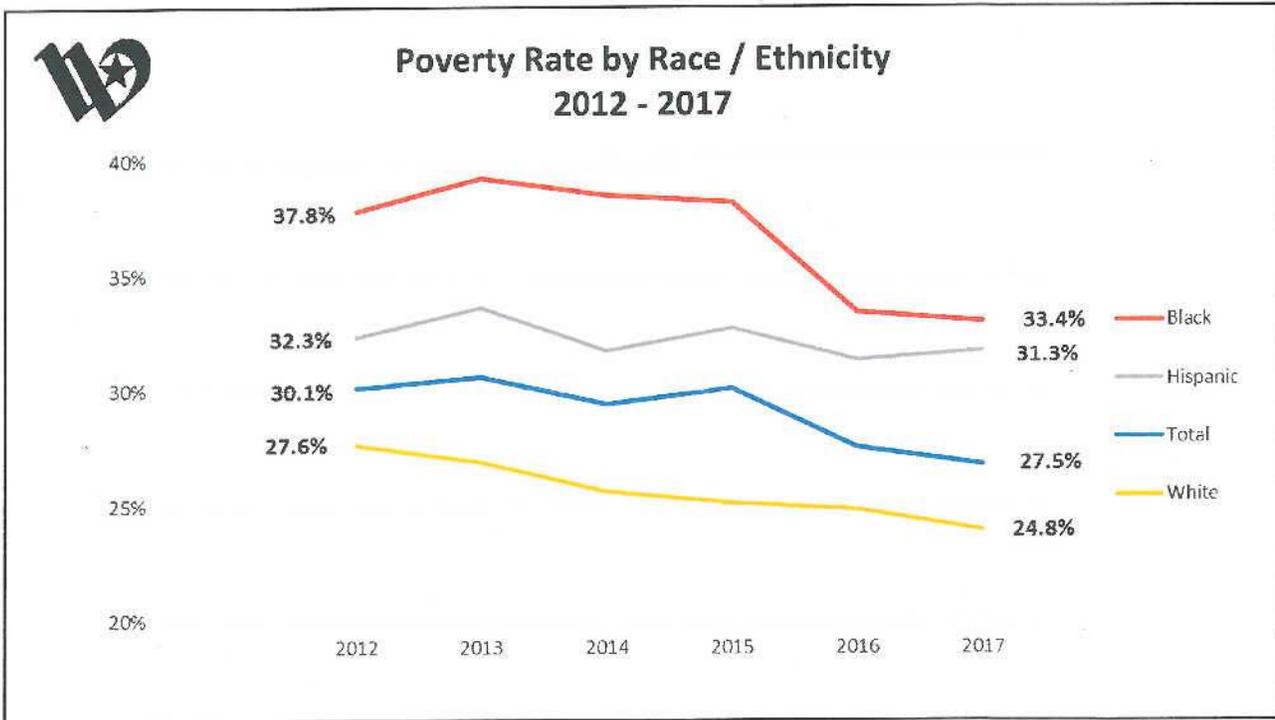


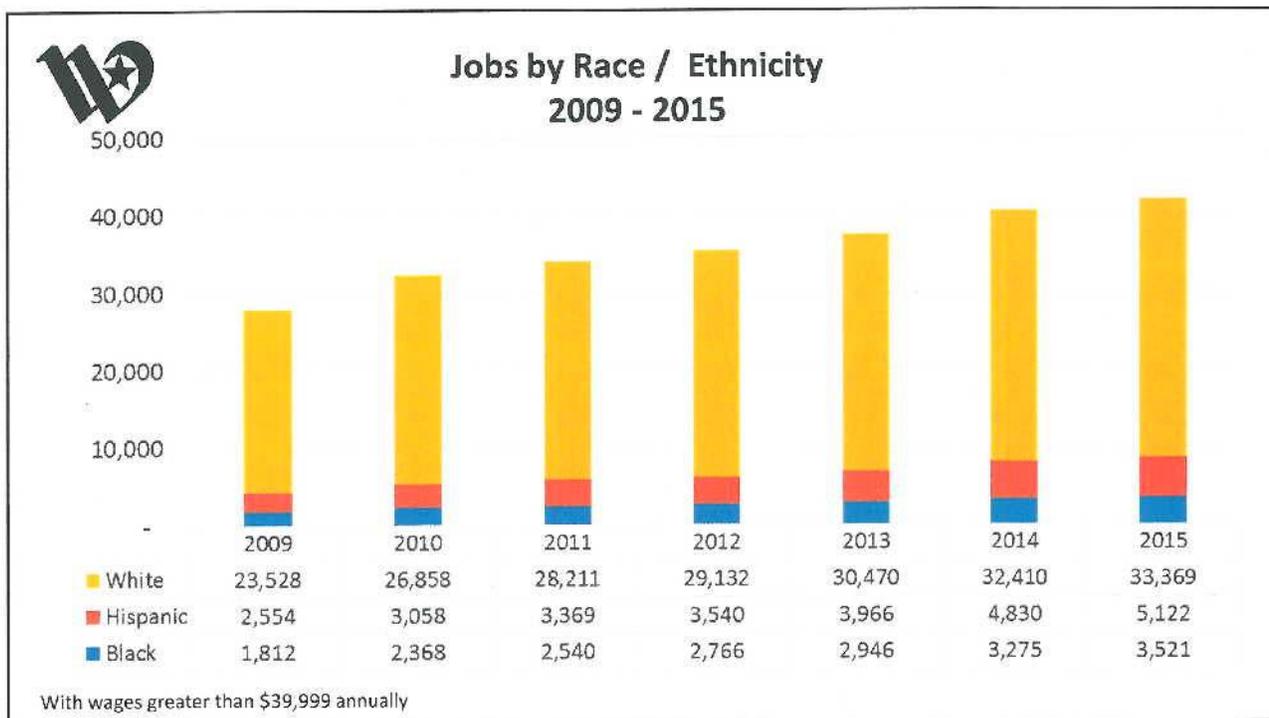
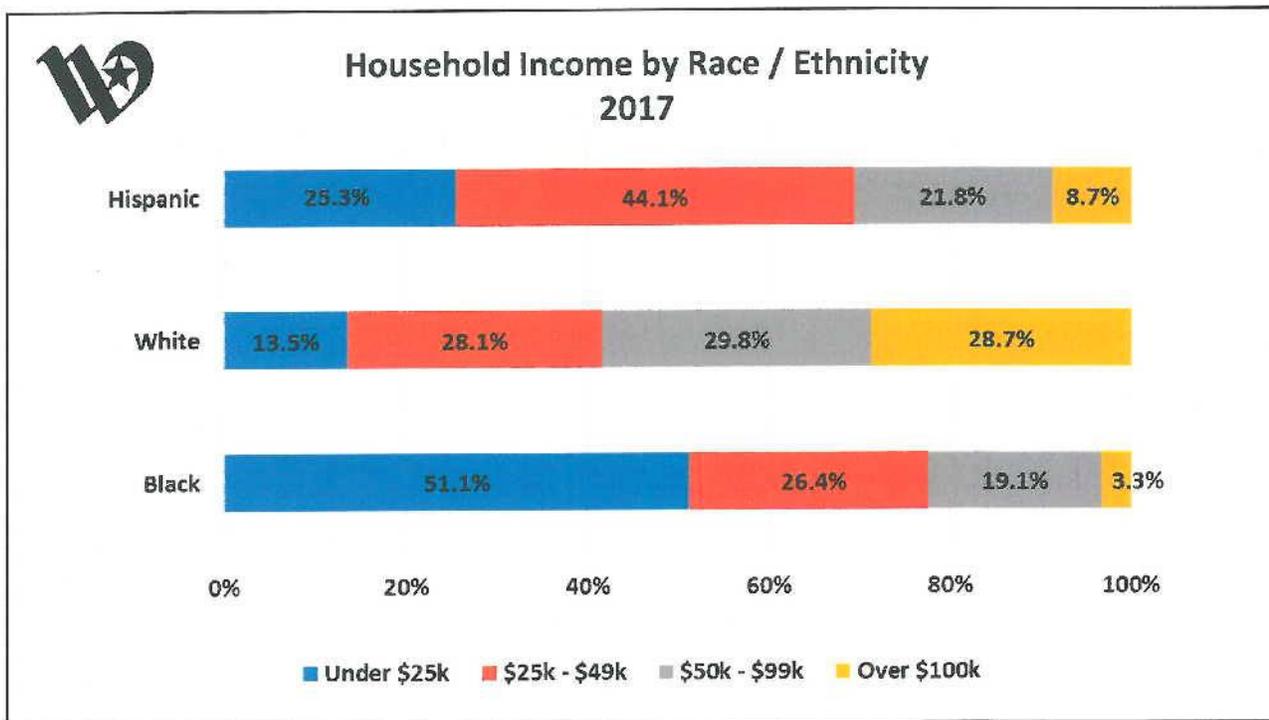
## Race/Ethnicity Breakdown

Race/Ethnicity

	<u>Waco</u>	<u>McLennan County</u>
White	43.01%	56.75%
Black/African American	20.90%	14.19%
Hispanic or Latino	32.06%	25.64%
Other	4.03%	3.42%

Data Source: ACS 2012-2017

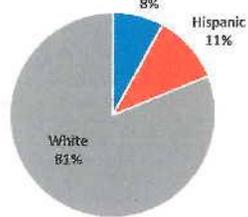




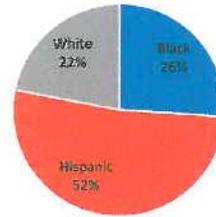


### Job Category in Waco by Race / Ethnicity 2017

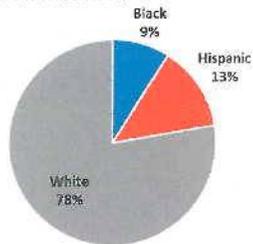
Executives and Managers



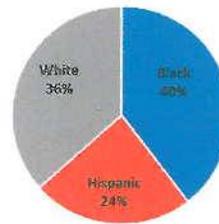
Laborers



Professionals and Technicians

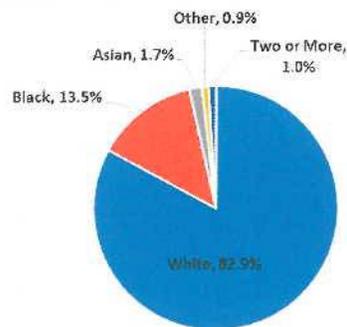


Service Workers

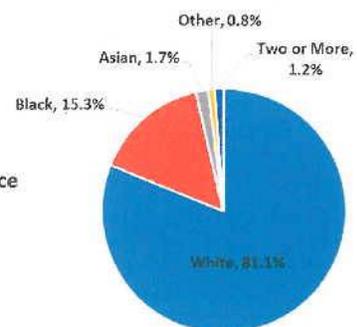


### Jobs by Race Comparison

Quality Jobs by Race  
2010

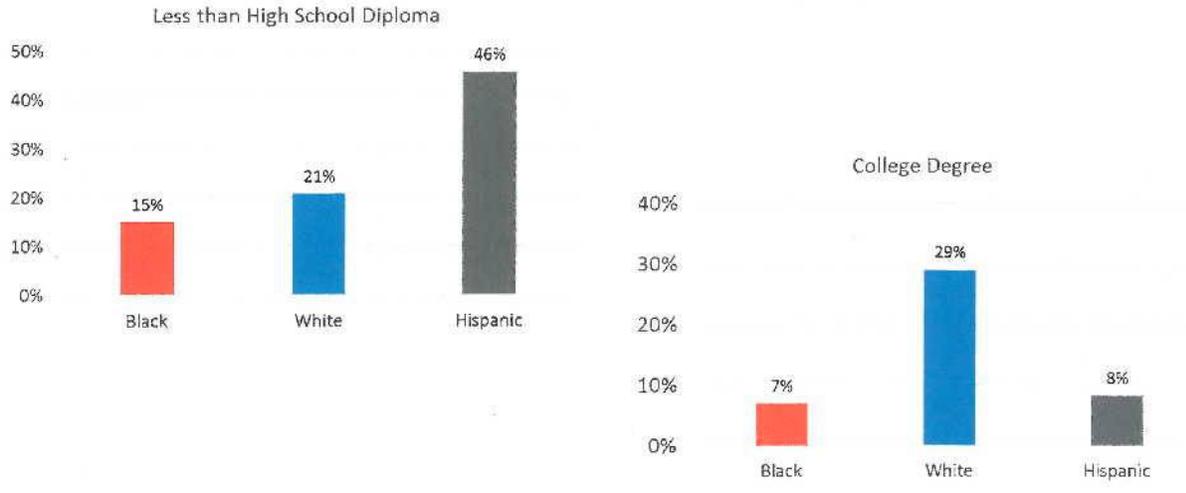


Quality Jobs by Race  
2015

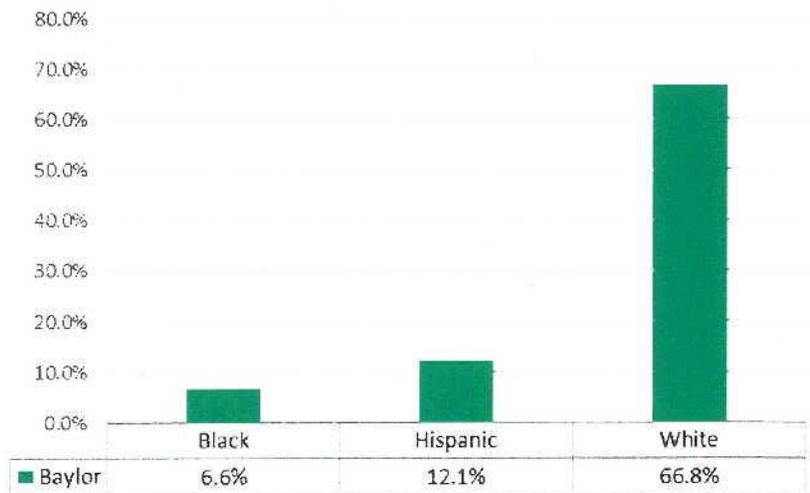




### Educational Attainment of Waco Residents (over 25 years of age)

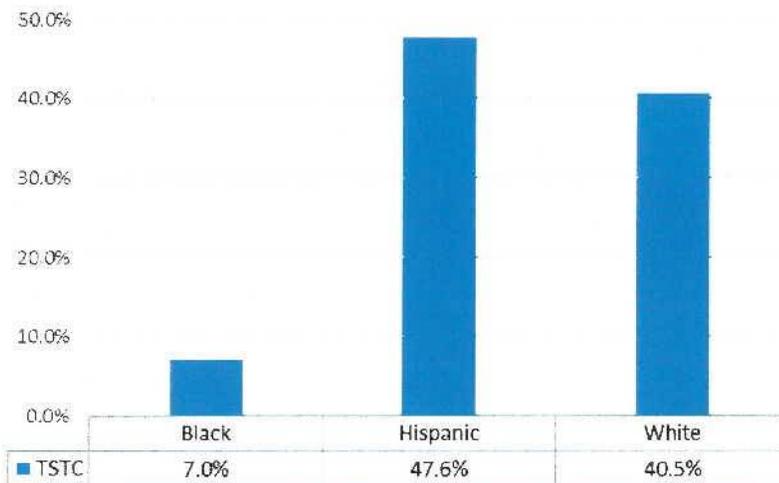


### Race / Ethnicity for Graduating Students at Baylor University

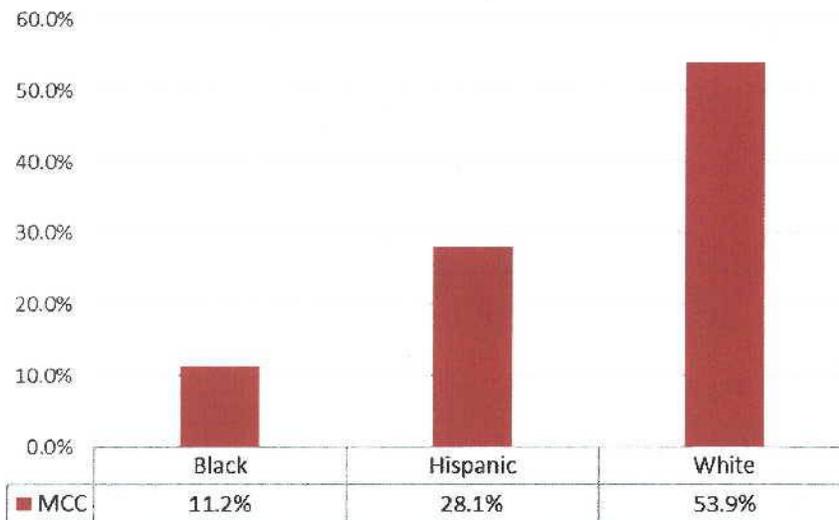


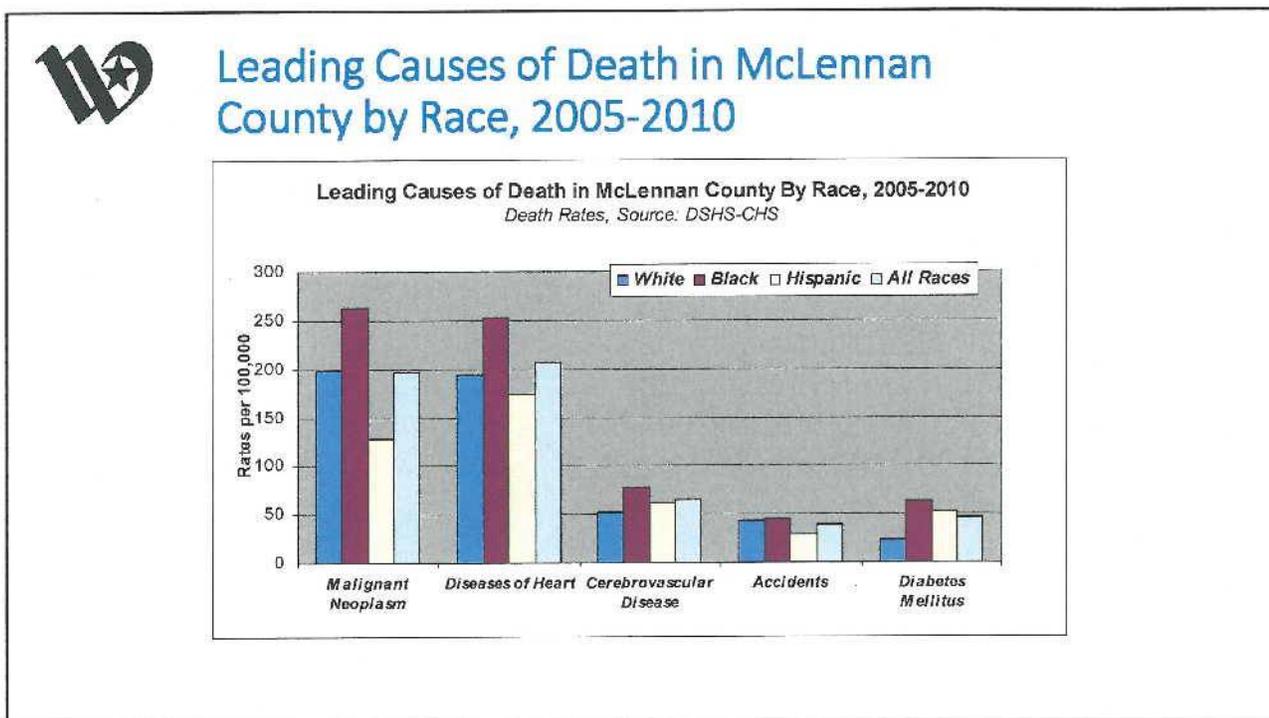
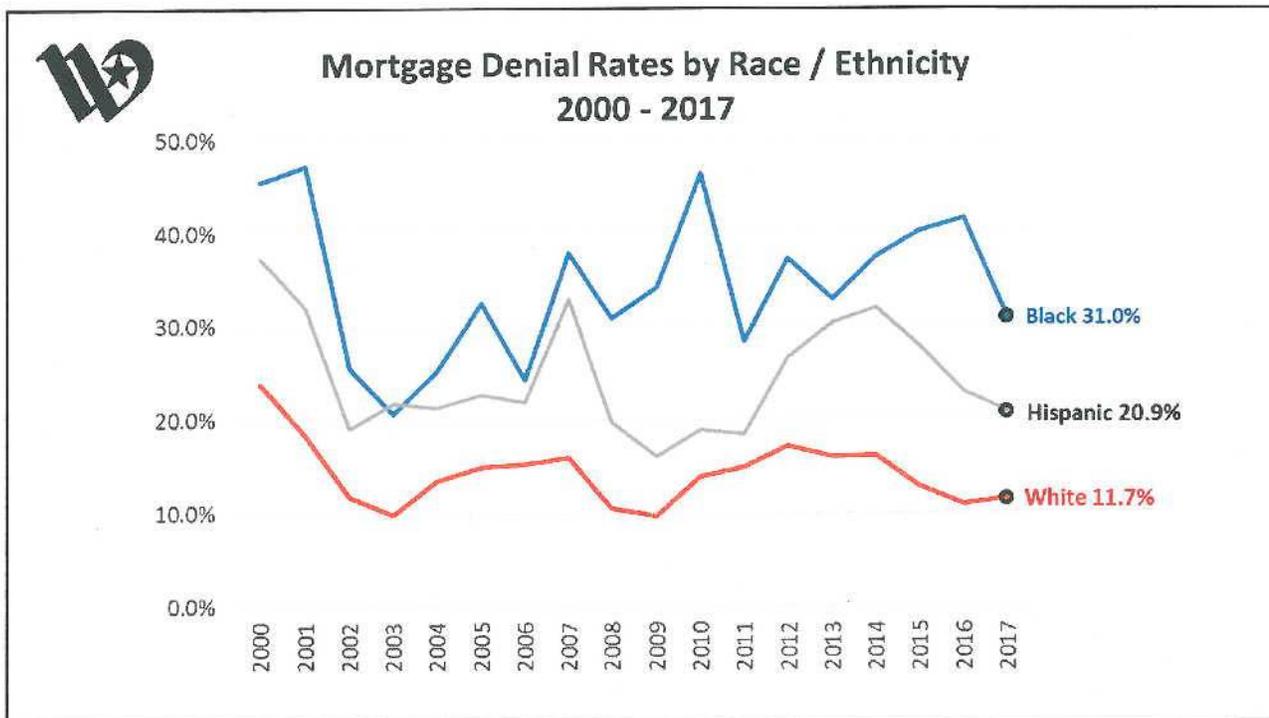


### Race / Ethnicity for Graduating or Certificate Students at TSTC



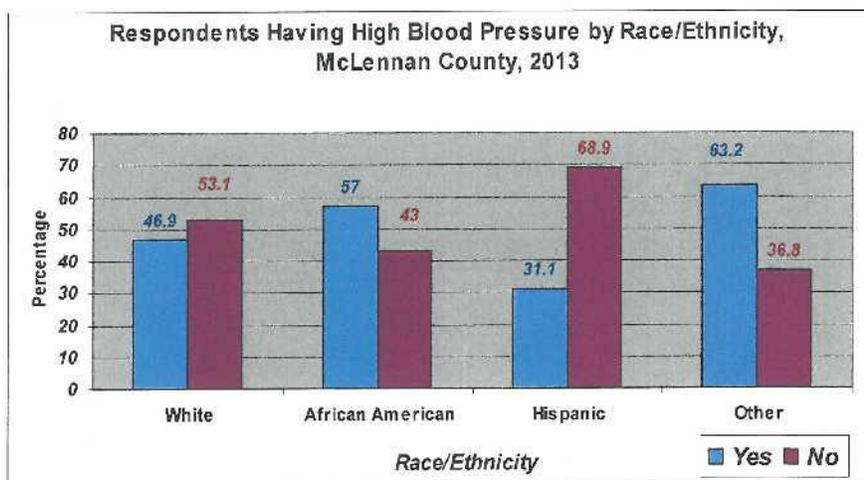
### Race / Ethnicity for Graduating or Certificate Students at MCC







## Findings from the Community Health Needs Assessment



## What We Know

- That there is a link between health, education, financial security and poverty.
- Cycles of poverty not only limit the populations affected by it, but also limit the ability of a community to thrive and compete economically.



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## What We Know

- Demographic projections for our region estimate that the largest population increases in the next 20+ years will be among people of color and that a significant portion of this is through births.



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## What We Know

- Waco's success and sustainability is tied to the success of its residents and businesses
  - Skills gaps, declining labor participation or productivity could mean
    - Reduced or stagnant income levels
    - Stagnant consumer spending
    - Greater dependency on aid and services by residents (typically unfunded mandates)
    - Decreased ability to compete regionally, nationally in the economic marketplace



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## What We Know

- Communities are more likely to thrive when there is alignment across sectors/across systems.
- There are disparities in Waco that are not fully being addressed through regular programming or the work of social services.
- Entrepreneurship and economic development are avenues through which we can foster growth/development that all segments of our community can benefit from.



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The City has an opportunity to  
influence what happens next...



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By engaging in activities that help us understand the economic and social benefits of taking a racial equity stance.



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Racial Equity =

Closing the gap so that race does not predict one's success, while also improving outcomes for all.



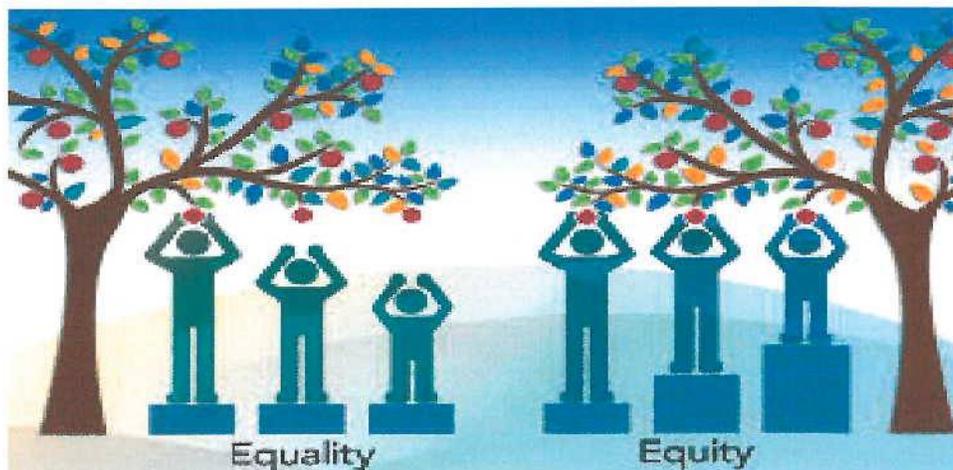
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## What do we want to achieve?

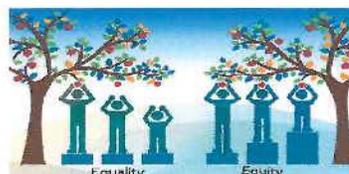


Source: nwhu.on.ca



## What do we want to achieve?

- **Equality** works when everyone begins from the same starting point, has comparable resources and therefore comparable chances of achieving the same results.
- Equality can be helpful, and for many aspects of our work it is essential and necessary,
  - But for the elimination of disparities, it does not achieve what we are attempting to accomplish.

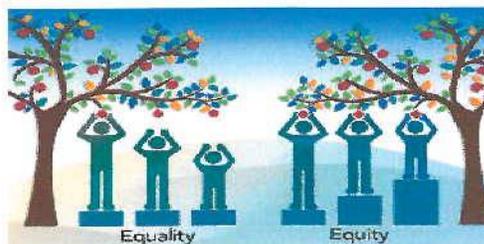


MDCH, Health Equity Learning Labs 2013, provided by Hogan, V., Rowley, D., Bartholome, R. and Thompson, Y. University of North Carolina at Chapel Hill. Adapted from <http://indianfunypicture.com/search/equality+doesnt+mean+justice>



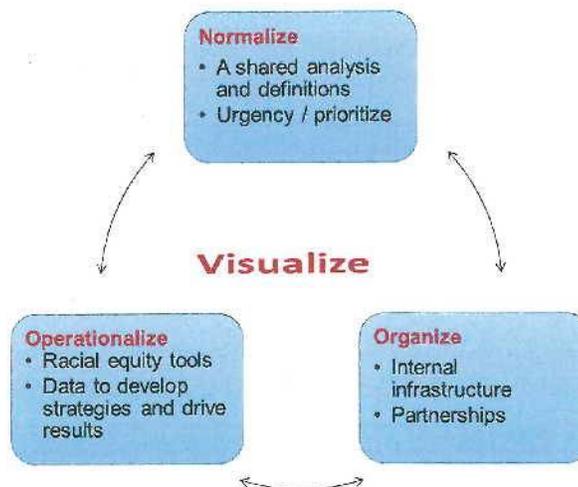
## What do we want to achieve?

- **Equity** addresses the fact that structural and institutional barriers may hinder the success of groups and some may need more help than others



## What will the approach be?

- Normalize
- Organize
- Operationalize







## Example of Equity Projects in Other Communities (GARE)

- Infrastructure placement/rehab decisions
- Community Engagement
- Workforce initiatives
- Economic opportunity supports



## Examples of Current Activities

- Purchasing
- Economic Development
- Housing
- Health



## Possibilities for Waco

- Enhance Development Practices
- Resources to Maintain Affordable Housing
  - Identify additional resources for repair programs
- Economic development supports
  - Funding of CLCHOT loan program
  - Toolkit/framework
  - Identify partner for contractor development program
- Supporting community engagement – fostering more opportunities for residential engagement, participation, etc.
- Working with partners to build local capacity to engage in business opportunities



## Summary/Recap

Based on what we know about our community:

- Are your services equal or equitable for the more vulnerable populations who might need your services most?
- Who is benefitting from our services or incentives?
- Who is being burdened?



## Proposed Next Steps

- Incorporate the Race Equity Tool through GARE
- Continue Training for Key Leaders in coordination with the Foundations
- Continue to attend GARE Annual Membership Meeting



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