

Racial Impact Statements

HOW TO USE THE RIS TOOL TO
ELIMINATE DISPARITIES AND
DISPROPORTIONALITY

BEYOND THE BENCH CONFERENCE
DECEMBER 2, 2013

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

Origin of the Racial Impact Statement

- Originated in the United Kingdom over a decade ago
- Established a "general duty" for public authorities to:
 - eliminate unlawful racial discrimination;
 - promote equality of opportunity between persons of different racial groups; and,
 - promote good relations between persons of different racial groups.
- Purpose was to pre-empt negative policies

Implementation in Other States

- Iowa: Minority Impact Statements of sentencing laws before passage assess effect on racial makeup of state prison population.
- Connecticut: Racial and Ethnic Impact Statement required for bills that could increase or decrease the pretrial or sentenced prison population.
- Washington, Illinois, and Oregon

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

California State Interagency Team

- California State Interagency Team (SIT) for Children and Youth
- Created in 2003 to coordinate policy, services and strategies for children, youth, and families in California
- State agencies represented on the SIT include the Departments of Social Services, Education, Public Health, Health Care Services, Mental Health, Alcohol and Drug Programs, Corrections and Rehabilitation, Developmental Services, and Employment Development, as well as the Health and Human Services Agency, Emergency Management Agency, the California Children and Families Commission, the Workforce Investment Board and the Administrative Office of the Courts

Workgroup to Eliminate Disparities and Disproportionality

- Established by the SIT in 2006 in an effort to eliminate disparities and disproportionality within and across systems and make progress toward fairness, equity, and quality of services for California's culturally, linguistically, racially and ethnically diverse populations
- Tasked with making recommendations to the SIT for improving outcomes and making progress toward fairness, equity, and quality of services for California's culturally, linguistically, racially, and ethnically diverse populations

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

<ul style="list-style-type: none">• Public Policy<ul style="list-style-type: none">○ Legislative Action• Policy<ul style="list-style-type: none">○ Departmental Policies & Procedures○ Legislative Analysis○ Regulations• Administration<ul style="list-style-type: none">○ Fiscal Management & Budget○ Grants and RFPs○ Contracts○ Staffing & Human Resources○ Staff Development• Programs<ul style="list-style-type: none">○ Design, Development, Implementation, and Evaluation	<ul style="list-style-type: none">• Stakeholder Involvement<ul style="list-style-type: none">○ Advisory Committees○ Community Planning Processes• Research & Evaluation<ul style="list-style-type: none">○ Data Collection○ Data Informed and Evidence-Based Practices○ Outcomes & Indicators• Compliance & Monitoring<ul style="list-style-type: none">○ Audits○ Enforcement• Public Relations<ul style="list-style-type: none">○ Marketing○ Social Media
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Description of the WGED Tool

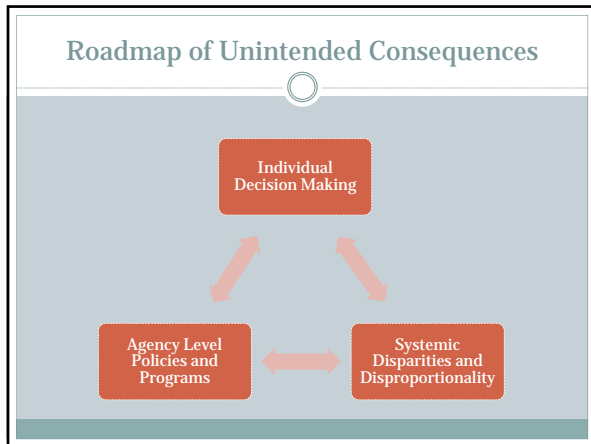
- Overview and Preamble
- Part I: Project Details
- Part II: Determining the Impact for Racial and Ethnic Populations
- Part III: Certification of Racial Impact Statement
- Part IV: Recommendations

Addresses Disparate Impacts at Multiple Levels

The diagram consists of three interlocking gears. The top gear is labeled 'Individual Level', the bottom-left gear is labeled 'Agency Level', and the bottom-right gear is labeled 'System level'. Arrows on the gears indicate a clockwise flow of interaction between them.

Transfer of Learning

DISCUSSION



- ### 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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