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### RACE & POVERTY



### 2015 WASHINGTON STATE CIVIL LEGAL NEEDS STUDY UPDATE

Civil Legal Needs Study Update Committee  
Washington State Superior Court - December 2015

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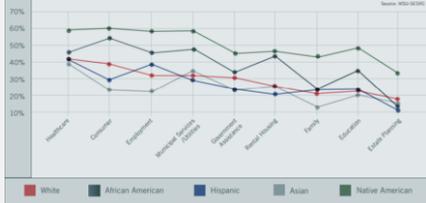
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PREVALENCE OF LEGAL PROBLEMS BY RACE




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**DIVERSITY**    **INCLUSION**    **EQUITY**

**People and Perspectives**  
Having a representative number of People of Color in your workforce is critical, but not enough.

**Power and Voice**  
People of Color as leaders and decision-makers in addition to ensuring diverse representation.

**Results and Process**  
Racial equity is about policies and practices that create fairer outcomes; where race is no longer determinative of how one fares.

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**EQUITY** ≠ Equality  
**INEQUITY** ≠ Inequality  
**Disparity**

**EQUALITY**                      **EQUITY**

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**JUSTICE**

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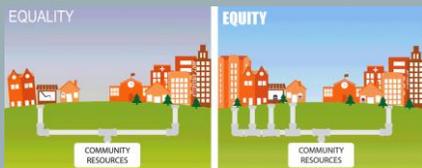
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EQUITY  $\neq$  Equality  
 INEQUALITY  $\neq$  Inequality  
 Disparity

Equality means providing every person the same resources

Equity means ensuring every person has the resources they need to produce outcomes and opportunities and build power




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### WEALTH INEQUITY by RACE

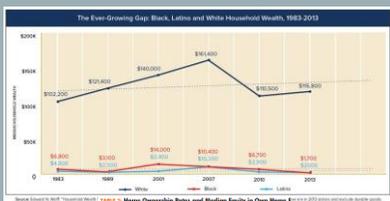


TABLE 3. Home Ownership Rates and Median Equity in Own Home # of 100,000+ networth households

Own Home (%)	Year		
	2003	2009	2011
Total	42.2%	42.2%	41.3%
White	61.2%	61.3%	60.4%
Black	44.1%	42.3%	41.7%
Asian	39.2%	37.1%	38.4%
Hispanic	47.1%	42.7%	42.6%

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### RACIAL EQUITY

When race no longer determines one's outcomes. Proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.




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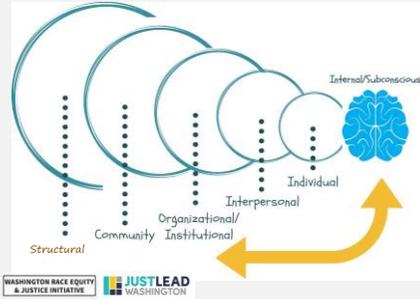
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### The Levels of Race Equity Work




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Project Implicit®

*The IAT measures the ease with which people associate words or pictures representing either of two contrasting groups – such as white people and black people or men and women – with positive or negative meanings. (Bower, 2006)*

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EDUCATION **npr**

### Why White School Districts Have So Much More Money

February 26, 2019 - 2:00 PM ET

**\$23 billion** more funding goes to school districts that serve predominantly white students compared with districts that serve mostly students of color (EdBuild, 2019).



1954. Brown versus Board of Education  
Did we reach educational equity?

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### STRUCTURAL RACISM



- Structural Racism (or racialization) refers to the ways in which the **joint operation of institutions produce racialized outcomes (e.g. racial inequities).**
- **Structures matter and are not neutral.** They unevenly distribute benefits, burdens, and racial inequities.
  - Bias **FOR** white people and whiteness
  - Bias **AGAINST** People of Color and Native/Indigenous People

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### STRUCTURAL RACISM

- ...is **NOT** biology
- ...is **NOT** racial slurs
- ...is **NOT** good/bad intentions



- IT IS...**
- Structural and Institutionalized
  - Cultural
  - Internalized (i.e. implicit bias, subconscious, acted out unintentionally)
- = Oppression by race**

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### OTHER EXAMPLES OF RACIAL BIAS

- Doctors less likely to recommend African-American patients to specialists
- Managers less likely to call back or hire members of a different ethnic group or those with ethnically associated names
- Judges found to grant dark-skinned defendants sentences up to 8 months longer than light-skinned defendants for identical offenses
- Native American and African American children are removed from their families at greater rates than other races and stay in foster care longer, where they are often abused, neglected, and then severed from their families forever.

Source: Cooper, 2014. Racial Bias in American Foster Care: The National Debate. [www.opencorefoundations.org/voices/implicit-bias-and-social-justice](http://www.opencorefoundations.org/voices/implicit-bias-and-social-justice)

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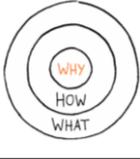
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### THE "WHY"



1. 2015 Civil Legal Needs Study – WA State Supreme Court
2. Special Equity & Justice Duty of the Justice System
3. Belongingness within the Circle of Human Concern

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Systemic injustice proves we do not consider all people in our communities as full members of society – based on our policies, practices, and how structural forces operate

Professor John A. Powell, Haas Institute

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### ADDRESSING MODEL

To reflect on our lived experience of privilege and marginalization.




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ENVIRONMENT



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EXPOSURE



Iranian-American Festival/Seattle Center

The Wuji Fu Huang Fu Lion Dance Team performs during the 2017 Lunar New Year Festivities. (Ben Lombard/The Seattle Times)

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PROCEDURAL CHANGES:  
OPERATIONALIZING EQUITY

Status Quo: Implicit Bias	Culture Change: Explicit Equity
Unaware of choice points	Builds in decision-making guides that evoke consideration of equity
Exclusive of communities most affected	Fosters active engagement and partnership with communities most affected
Ignores barriers to access	Supports and implements strategies to remove racialized barriers
Not attentive to race, gender, income and other inequities	Gives distinct, specific and sufficient attention and strategies to address specific inequities
Does not consider racial impacts	Systematically analyzes impacts on disadvantaged groups (i.e. communities of color)



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# WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

## VISION + FRAMEWORK

We share a vision of a community **free from bias, systemic unfairness and oppression**, where everyone is treated with dignity and respect.

We recognize that our social, economic, legal, civic, and political structures reflect, **produce and maintain racialized outcomes**, meaning that the structures and systems we have created systematically bar certain racial groups from fully participating in society, target them for discrimination, and take away power and resources. **Our work is about ending these historic patterns.**

[www.wareji.org](http://www.wareji.org)

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## Acknowledgment 1



In America, policies, structures, and systems exist that **deny individuals and communities of color what is necessary for a full and fair life.**

Since their inception, these structurally racialized systems have been marked by conscious and unconscious racial bias that pervades our society, to the benefit of white people and to the disadvantage of people of color.

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## Commitments 1 & 2



Work together with, take guidance from, be part of, and hold ourselves accountable to community-based movements in communities most affected by structural racialization and structurally racialized systems (e.g. Black, Indigenous, People of Color).

Change structures, policies, processes, and practices in the law, legal profession, and justice system that allow harm and disparate outcomes for communities of color to continue unabated.

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### WASHINGTON RACE EQUITY & JUSTICE INITIATIVE




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### OUR SHARED COMMITMENTS FOR CHANGE



Access to Justice Board 2018-2020 State Plan for the Coordinated Delivery of Civil Legal Aid to Low-Income People

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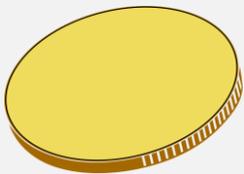
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Side A

Side B




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**THE  
"WHY"**



**Why does  
WSBA care?**

**Why you  
should care?**

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**REMINDER:  
RESOURCES ARE AVAILABLE FOR  
YOU**

Visit the JustLead Washington website  
[www.justleadwashington.com](http://www.justleadwashington.com)

Visit the Washington Race Equity & Justice Initiative website  
[www.wareji.org](http://www.wareji.org)

Read the Access to Justice Board's State Plan for the Coordinated Delivery of Civil Legal Aid to Low-Income People  
[www.allianceforequaljustice.org](http://www.allianceforequaljustice.org)

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**REJI Organizational  
Race Equity Toolkit**

Designed to help organizations, particularly equity and justice-oriented legal organizations, understand and incorporate race equity into their work.

View & Download at:  
[justleadwa.org/learn/rejitookit](http://justleadwa.org/learn/rejitookit)



- Includes the REJI Organizational Assessment focusing on:
- Securing an Organizational Commitment
  - Creating More Equitable Organizational Culture
  - Recruitment, Hiring, & Retaining a Diverse Workforce
  - Developing Accountability To and Partnerships with Communities of Color
  - Applying an Anti-Racism Lens to Programs, Advocacy & Decision-Making

Interested in being a REJI Partner? Email us at [omidb@justleadwa.org](mailto:omidb@justleadwa.org)

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### REJI Organizational Race Equity Toolkit

Designed to help organizations, particularly equity and justice-oriented legal organizations, understand and incorporate race equity into their work.

View & Download at:  
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**Now includes additional sections focused on:**

- **Caucuses as a Racial Justice Strategy for Legal Organizations**
- **Pro Bono Training Guide on Race Equity & Cultural Competency Curriculum for Volunteer Attorneys**

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