Racial Impact Statements

HOW TO USE THE RIS TOOL TO ELIMINATE DISPARITIES AND DISPROPORTIONALITY

BEYOND THE BENCH CONFERENCE DECEMBER 2, 2013

Facilitators

- Michael Roosevelt, Chair, Workgroup to Eliminate Disparities & Disproportionality, Administrative Office of the Courts
- Rita Cameron Wedding, Ph.D., Chair, Women Studies and Ethnic Studies, California State University Sacramento
- Shalinee Hunter, Field Representative, Board of State and Community Corrections
- Autumn Valerio, Program Coordinator, California Institute for Mental Health

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
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

- 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
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

- Individual level
- System level
- Agency level

Transfer of Learning
Roadmap of Unintended Consequences

Individual Decision Making

Agency Level Policies and Programs

Systemic Disparities and Disproportionality

Key Resources

- State Interagency Team – Workgroup to Eliminate Disparities and Disproportionality Website: https://sites.google.com/site/sitwged/home

Contact Information

- Rita Cameron Wedding, Ph.D.
  drrcamwed@aol.com (916) 956-1462
- Shalinee Hunter, Board of State and Community Corrections
  Shalinee.hunter@bscc.ca.gov (916) 322-8081
- Autumn Valerio, California Institute for Mental Health
  avalerio@cimh.org (916) 379-5302
- Michael Roosevelt, Administrative Office of the Courts
  Michael.roosevelt@jud.ca.gov (415) 865-7820
Thank you!