**Recommended articles and discussion questions related to**

**race, social justice, and equity**

**Institutional Racism**

1. [Cracking the Code That Stalls People of Color](https://hbr.org/2014/01/cracking-the-code-that-stalls-multicultural-professionals)

*January 2014 Harvard Business Review guest blog by Sylvia Ann Hewitt on recent research on the dearth of professional executives of color in corporate America.*

1. What is executive presence?
2. Who is on the E-Team and L Teams at SPU?
3. How do both implicit and explicit bias influence leadership decisions?
4. [Discrimination by Design](https://www.propublica.org/article/discrimination-by-design)

*September 2016 ProPublica article on how design plays an integral role in creating and enforcing discrimination.*

1. How does the siting and design of SPU facilities and other public works projects lead to discrimination or inequity?
2. What policies and services does SPU have that contribute to the “design problem”?
3. How has the design of your workspace either been a benefit or a burden?

**White Privilege**

1. [What Does It Mean to be White?](http://old.seattletimes.com/html/opinion/2024273776_robindiangeloopedwhiterace10xml.html)

*August 2014 Seattle Times guest editorial by Robin DiAngelo on white privilege, institutional power, and inequity.*

1. “Whites against racism still benefit from their group’s control” – what does white control look like in Seattle? How do white people in Seattle benefit from white control in city government?
2. How have people – people of color and whites - in Seattle benefitted from the leadership, policies and programs initiated by people of color leaders?
3. What patterns of whiteness D’Angelo describes ring especially true? What other patterns of whiteness do you know or see?
4. [It’s Not About Race](https://thsppl.com/its-not-about-race-fb140bac8f1#.nzrp2emiq)

*September 2016 essay by John Metta and posted on Those People providing historical and contextual background on "Why do Black people think that everything is about race?"*

1. What does white culture look like in the workplace?
2. What values are embedded in white culture?
3. How do those values aid or harm those who work in a white culture setting?
4. What is your experience operating within a white culture workplace?

**Government’s Role to Dismantle or Promote Institutional Racism**

1. [Cities Advance Their Fight Against Rising Inequality](https://www.nytimes.com/2014/04/07/business/economy/cities-advancing-inequality-fight.html?ref=us&_r=1)

*April 2014 NY Times article featuring the role of local government in stemming inequality, with a focus on efforts in Seattle.*

1. What does it mean to be a municipal employee in a city struggling with income inequality?
2. [Social Equity: The Forgotten Leg of Sustainability](http://www.sustainablecitynetwork.com/topic_channels/policy/article_608299f0-8eb5-11e3-9837-0017a43b2370.html)

*February 2014 Sustainable City Network article on the call for social equity in planning efforts.  Be sure to watch the embedded video at the end of the article!*

1. As practiced in Asset Management, do we give equal value to the social bottom line?
2. [Seattle’s Bike Lane Bigotry: Master Planned?](http://crosscut.com/2013/08/bicycle-hell-and-hope-seattles-streets/?page=single)

*An August 2013 Crosscut article on inequity, the Seattle Bike Master Plan, and implementation of bike friendly alternative routes.*

1. What do you think of the City Council aide’s assertion that the public will always demand “safety first, across the board, then connectivity, then equity”? What’s the argument for approaching city infrastructure that way? Against?
2. How does SPU tackle priorities in its infrastructure decisions, and what are the results?
3. [Greening the Hood: Is Clean Energy Reaching Poor Communities?](http://newamericamedia.org/2013/11/greening-the-hood-is-clean-energy-reaching-poor-communities.php)

*A New American Media article that focuses on residential solar energy conversion outreach efforts to low income communities of color in Oakland, CA.  Describes how inequity plays a central role in the effectiveness of the program.*

1. What is our role in combating institutionalized racism?
2. What is environmental justice?
3. What are the connections between race, income and environmental justice?

**The Benefits of Racial Equity**

1. [California’s Tomorrow: Equity is the Superior Growth Model](http://www.policylink.org/sites/default/files/CA_ESGM_FINAL.PDF)

*A 2012 PolicyLink report as California continues to grow more racially and ethnically diverse. This diversity will be the key to that state's future economic success—if its leaders take immediate and decisive action to increase fairness and opportunity.*

1. How does an equity-driven growth model differ from other ways of planning?
2. How do city and utility initiatives (i.e. RSJI) speak to the implementation strategies of an equity-driven growth model?

**VIDEOS**

*EJSE/SPU owns copies of each of the videos listed below (except for “13th” which can be streamed on Netflix). Please contact Natalie Hunter to borrow the videos from the video library. At your request, EJSE can provide discussion questions for each of the videos (mostly developed from educational versions of the films).*

Race the Power of an Illusion, Part 3: The House We Live In

In the final episode of this three part series, “The House We Live In” focuses on the ways U.S. institutions and policies advantage some groups at the expense of others. It demonstrates how benefits quietly and often invisibly accrue to white people, not necessarily because of merit or hard work, but because of the racialized nature of our laws, courts, customs, and perhaps most pertinently, housing. An excellent overview of the historical nature of racial inequities in the United States and their contemporary legacy.

A Village Called Versailles

In a New Orleans neighborhood called Versailles, a tight-knit group of Vietnamese Americans overcame obstacles to rebuild after Hurricane Katrina, only to have their homes threatened by a new government-imposed toxic landfill. *A Village Called Versailles* is the empowering story of how the Versailles people, who have already suffered so much in their lifetime, turn a devastating disaster into a catalyst for change and a chance for a better future.

13th

***13th*** is a 2016 documentary by director [Ava DuVernay](https://en.wikipedia.org/wiki/Ava_DuVernay). The film explores the intersection of race, justice and mass incarceration in the United States. It is titled after the [Thirteenth Amendment to the United States Constitution](https://en.wikipedia.org/wiki/Thirteenth_Amendment_to_the_United_States_Constitution), which freed the slaves and prohibited slavery (unless as punishment for a crime). The movie tracks the criminalization of African Americans from the end of the Civil War to the present day, assailing a broken prison system and other examples of institutionalized racial bias with a measured gaze.

Brooklyn Matters

Brooklyn Matters exposes how, in one community, powerful real estate interests and politicians collaborate to circumvent local laws, seize private property through eminent domain, and manipulate public participation and racial politics to push forward what could become the densest development in the United States. The film raises important questions such as: What role does environmental and economic justice play in government-sponsored projects?

Princess Angeline

Princess Angeline, daughter of Chief Seattle, was one of the few Duwamish people left in Seattle by the 1890s, only thirty-five years after the peace treaty was signed guaranteeing that land would be reserved for the Duwamish people. The film is a dramatic telling of the growth of Seattle and the Duwamish people’s struggle to retain a foothold on their own lands.  With historical photographs, interviews, and narration, this documentary explores the story of the Duwamish people and their unrecognized tribal status. The film is an essential piece to understanding Seattle’s history.

Cracking the Codes

In the U.S. race – more than any other demographic factor – determines levels of individual educational achievement, health and life expectancy, possibility of incarceration, and wealth. This film reveals a self-perpetuating system of inequity in which internal factors play out in external structures: institutions, policy, and law. Designed for dialogue and learning.

[Race & Social Equity: A Nervous Area of Government](http://www.seattlechannel.org/misc-video?videoid=x68388)

Seattle Channel video of a UW Evans School lecture by professor of Public Administration at Virginia Commonwealth University Susan T. Gooden, who has spent most of her career researching social equity and government. She discusses motivations and barriers, history of efforts, and leadership roles.