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# The Race Equity Project

*A Special Project of Legal Services of Northern California*

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# Mission / Goals

- Education & Support Materials
  - Be explicit about race-analysis
  - Share & Disseminate
  - Race-Conscious Lens
  - Race-Based Advocacy (RBA) Tools
  - Client empowerment (“race on table”)
  - Change in Law (Intent Doctrine)
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# Overview

- Origins of Race Equity Project (REP)
  - A Practice Informed by Social Cognition
  - RBA Tools
  - Cases & Other Advocacy
  - Lessons Learned
  - Conclusion
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# REP: Origins

- Prop. 54
  - Brown v. Board
  - Clearinghouse Review
  - All Staff Retreat
  - Colorblindness & Personal Responsibility
  - Social Cognition (SoCog)
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# Social Cognition

- Social Frames / Models
  - Implicit Association / Unconscious Bias
  - Fallacy of Content Neutrality
  - Undisputed science; meaning?
  - Breaks “Blame Frame”
  - Combat with Consciousness
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# Implementing SoCog

- Race-Conscious Case Selection / Intake
  - Implicit Association Test (IAT)
  - Cultural Competence / Consciousness
  - Be Explicit About Race
    - Clients
    - Decision-Makers
  - Ratify or Remedy Racial Impact
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# Structural Racism

- Diagnostic Tool
  - Reframing Tool
  - Breaks “Blame Frame”
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# GIS Mapping

- Geographic Information System
  - Diagnostic Tool
    - Mapping client population
  - Reframing / Advocacy Tool
    - Shows race graphically
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# Community Lawyering

- cultivate client advocacy skills
  - client-centered, directed advocacy
  - get out of the office
  - community outreach
    - dialog on race
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# Litigation

- SoCog & Structural Racism in the Courts
  - Part of multi-forum advocacy strategy
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# Casework

- Mental Health Payments
  - Annexation & Municipal Services Denied
  - Inclusionary Zoning Outreach
  - Natural Gas Storage Facility (EJ case)
  - Hmong Mediation Project
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# Lessons Learned

- Teach tools to all advocates & follow them
  - Get out of the office
  - Take the journey with your clients
  - Train periodically and by example
  - Implement change in way that works for you
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# Conclusion

- Our role
- Our obligation
- The REP Website
  - <http://www.lsnc.net/equity>

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