

CLASP

Policy solutions that work for low-income people

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Advocacy through a Racial Equity Lens

Seizing the Moment for SNAP and Medicaid Access

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Cascading Impact: Culture>Policy>Systems>Outcomes

- Policies, and the systems they create, have been shaped by white, middle class perspectives about the “right” pathways to education, child bearing, and careers.
- Systemic and individual racism such as (but not limited to) discrimination in educational opportunities, employment, access to financial products, mortgages, and insurance, as well as criminal justice and immigration status, have obstructed the ability of families of color to build wealth, own homes, and pass wealth on to their children.
- Public policy programs and the institutions that administer these programs reflect these views and as such can hinder the success of communities of color.
- This context is critical when discussing disproportionate outcomes because **they do not occur in a vacuum.**

Disproportionate Outcomes & Equity

Family income is a strong indicator of a wide range of child outcomes but the racial wealth gap has limited the transfer of family resources within and across generations, negatively impacting intergenerational mobility.

Systemic Racism

Stifled wealth building

Racial wealth gap

Limited generational wealth transfer

More low-wage work and debt

Less successful outcomes

CLASP's Racial Equity Approach

Internal

Goal: Build CLASP staff's capacity to understand, analyze, and apply a racial equity lens

- Identify areas of opportunity
- Org wide trainings, individual development, and personal accountability
- Embed in every aspect of our organization including recruiting, onboarding, internal policy development, performance management, etc.
- Development of tools and resources specific to our organization/work for internal and external use
- Continued capacity building (this never stops!)

External

Goal: transform systems that negatively and disproportionately affect communities of color

- Use of an intersectional equity lens
- Combat negative stereotypes about communities of color
- Make evident the historical and structural history of policies and programs that have harmed communities of color
- Use asset based language when speaking about communities of color
- Go beyond highlighting disparities

PACTT: Parents and Children Thriving Together

- Two year project
- Partnership with National Governor's Association Center for Best Practice
- Two-Generation State Policy and Systems Change
- Cross Agency/Cross-System
- 5 States: NJ, CO, GA, OR, MN
- RFP and Grant Agreement advocated for states to apply a racial equity lens to their work

PACTT Lessons Learned: MN and OR

1. An intentional focus on diverse and marginalized communities is an important first step, but don't rest on it.

PACTT Lessons Learned: MN and OR

2. Consider developing a Racial Equity Principle Statement that guides the team's work.

PACTT Lessons Learned: MN and OR

3. Racial Equity is about process, not just product.

PACTT Lessons Learned: MN and OR

4. Applying a racial equity lens improves administrative advocacy.