



County of Los Angeles
**Anti-Racism,
Diversity,
& Inclusion**

CREATING AN LA COUNTY
WHERE WE ALL THRIVE

Government-Led and Community-Oriented Collaborations for Undoing Systemic Racism:

LA County's Anti-Racism, Diversity, and Inclusion (ARDI) Initiative



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Land **Acknowledgement**

Agenda

Welcome

Understanding and Contextualizing Government's Role in Structural Racism

- *De facto* and *de jure* policies

The Anti-racism, Diversity and Inclusion (ARDI) Initiative

- Planning Framework
- Stakeholder Engagement Efforts

Racial Equity Strategic Plan

- Strategic Goals & Strategies
- Enabling Environment

Anti-Racism in Action

- Return of *Bruce's Beach*
- Key Legislative Findings



Understanding and Contextualizing Government's Role in Racism

Contextualizing Racism and Structural Racism: Definitions

- “**Racism**” refers to “prejudice, discrimination, or antagonism directed against other people because of their race or ethnicity.”
- “**Structural Racism**” describes how racism is built into the social structures of society.
There are three “pillars” that are used to describe how racism is made “structural,” including: **institutional, spatial, and relational.**

Contextualizing Racism and Structural Racism: Definitions

- **Institutional:** refers to “formal” institutions, particularly public organizations (i.e., governments) and private ones (e.g., businesses) as well as the markets in which they operate, including the laws and policies that govern them. These institutions structure the social environment in which individual lives evolve and acquire features that endure over long stretches of historical time.
- **Relational:** The relational pillar refers to social interactions and the social networks that emerge from them and are sustained by them over time and space. Social networks are largely spatialized and racialized.
- **Spatial:** The spatial pillar refers to how people and things are sorted into different places, how those spatial arrangements came to be, and the effects places have on the people residing there.

Contextualizing Racism and Structural Racism: Definitions

Together, these three pillars - institutional, spatial, and relational - form the **essential structural foundations** by which **racism of the past and present** operates to **systematically produce gaps in life outcomes**.

- They tend to operate in **reinforcing ways** - institutional decisions shape the spatial environment, which, in turn, shapes the formation of social networks.
- This then influences role occupancy and **decision-making** within institutions.
- **The processes** by which these structural pillars produce gaps in life outcomes can be referred to as **exclusion, exploitation, and control**.

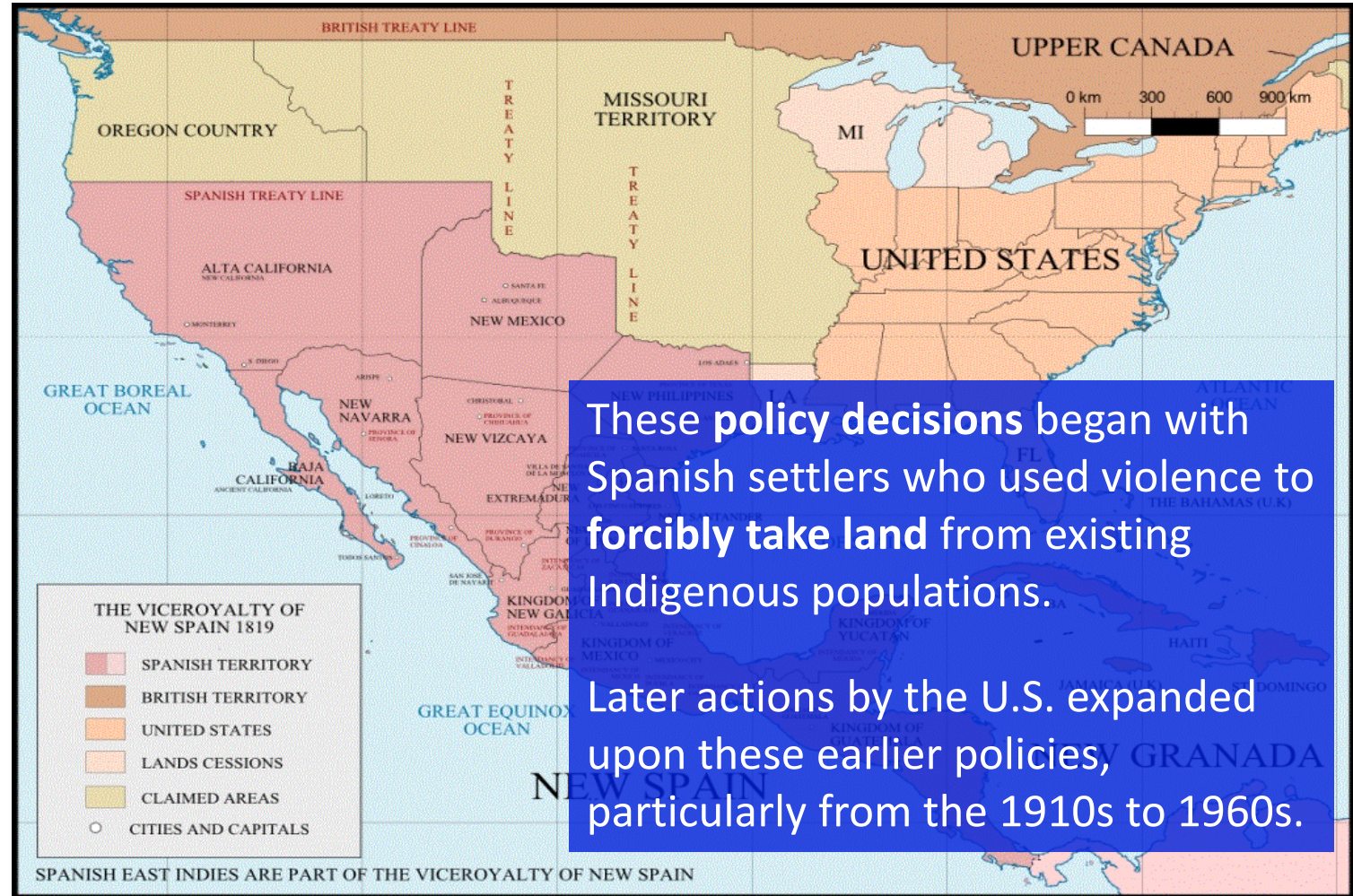
Contextualizing Racism and Structural Racism: Definitions

- **Exclusion** or “opportunity hoarding,” in short, amounts to keeping certain advantages to certain groups. In the context of structural racism, it refers to the process by which a dominant group denies less powerful groups access to scarce resources like good jobs, decent housing, and good schools.
- **Exploitation** is the process by which one group expropriates a resource produced by another group preventing “them from realizing the full value of their effort in producing it.” Examples range from slavery to land theft, predatory lending, and monetary sanctions.
- **Control** is a process by which coercion, force, and punishment—among other things—are used to deny less powerful groups freedoms enjoyed by the dominant group. Examples include slavery, American Indian genocide, mass incarceration, and racially biased police violence.



Los Angeles County's inequitable geography is the result of intentional policy decisions.

- Broken treaties with Native American/ American Indian Tribal Nations
- Wide-ranging efforts led by the real estate industry
- Policies endorsed by White voters and residents in LA County





5. That the said land or buildings thereon shall never be rented, leased or sold, transferred or conveyed to, nor shall same be occupied exclusively by person or persons other than of the Caucasian Race.

Racially restrictive covenants were also written into housing deeds, to ensure that homes could not be sold to (or occupied by) people not considered to be White.

In response, activists organized, strategized, and galvanized public support for legal remedies.

None of the said lands, interests therein or improvements thereon shall be sold, resold, conveyed, leased, rented to or in any way used, occupied or acquired by any person of Negro blood or to any person of the Semitic race, blood, or origin which racial description shall be deemed to include Armenians, Jews, Hebrews, Persians or Syrians.

JEWISH
HISTORICAL SOCIETY OF
GREATER WASHINGTON

Come! See! Hear!



SENATOR
EUGENE McATEER



ASSEMBLYMAN
W. BYRON RUMFORD

AND

Tarea Hall Pittman

Regional Secretary NAACP

SPEAK ON THE CAMPAIGN FOR

A FAIR HOUSING LAW IN CALIFORNIA

and Other Human Rights Legislation

IN 1963

FRIDAY, MARCH 22, 1963 - 7:30 p.m.

Ben Franklin Junior High School

GEARY AND SCOTT STREETS, SAN FRANCISCO

Ample Parking

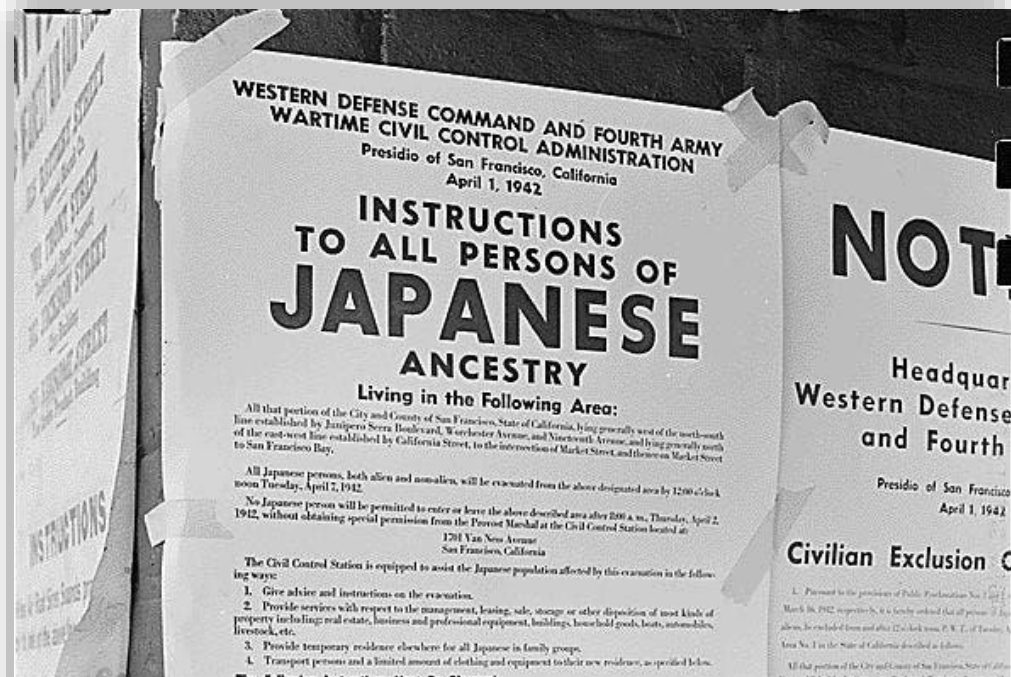
**California Committee
for Fair Practices**

C. L. Dellums, Chairman
William Becker, Secretary
Terry A. Francois, Meeting Chairman

Sponsoring Organizations:

S. F. Branch NAACP
S. F. Committee for Fair Housing
Catholic Interracial Council
Community Service Organization

Benefit: California Committee for Fair Practices — 2940 16th St., San Francisco — MA 1-7742



Redlining, racial covenants, and legal dispossession through acts such as the Japanese Internment during World War II, changed the landscape of Los Angeles County.

All these **policies and tactics** combined to create a spatial distribution of advantage and disadvantage in Los Angeles County that continues to shape the **life outcomes** of children born here today.

Six key tools constructed the County's inequitable geography.

These created a **history shaped by intimidation, disinvestment, and exclusion** over time, that continues to have repercussions today.

- Racially restrictive covenants
- “Redlining” and “Yellowlining”
- Violence organized by collective groups
- “Urban renewal”
- Siting of public housing
- Siting of toxic-emitting industrial plants

How A Predatory Real Estate Practice Changed The Face Of Compton



View redlining maps for your neighborhood at Mapping Inequity



Scan to view How Anti-Mexican Racism in L.A. Caused the Zoot Suit Riots



Scan to view Beneath The Santa Monica Freeway Lies The Erasure Of Sugar Hill





The Anti-Racism, Diversity, and Inclusion (ARDI) Initiative

Role of Government

Recognizing Role in
Systemic Racism

Commitment to
Changing Systems,
Organizational
Structures, Policies
and Practices

Co-Creating
Solutions with
Populations Most
Affected by
Adverse Outcomes

Utilizing a Racial
Equity Lens in
Future
Decision-Making

Possible Interventions Can Aim To:

1

Desegregate
neighborhoods

2

Improve school
quality

3

Lower poverty
rates

4

Increase
economic
mobility

5

Promote
alternatives to
incarceration

6

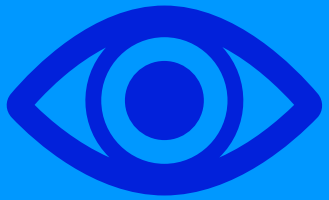
Advance health in
environmentally-
disadvantaged
areas

ANTI-RACISM, DIVERSITY, & INCLUSION (ARDI) INITIATIVE



In July 2020, the Board of Supervisors passed a motion that created the Board's Eighth-Board directed priority known as the Anti-racism, Diversity, & Inclusion (ARDI) Initiative. The Board's motion boldly articulated an anti-racist agenda that will guide, govern, and increase the County's ongoing commitment to fighting racism in all its dimensions.

LA County Vision for Racial Equity & ARDI Mission



Vision: Los Angeles County is a place where **all residents are healthy, experience justice and thrive.**

Mission: To end structural racism and its consequences in Los Angeles County.



- To boldly articulate an anti-racist agenda that will guide, govern, and increase the County's ongoing commitment to fighting systemic and institutional racism in all its forms and dimensions.
- To direct this effort, by building capacity for, and sustaining the development of equitable policy, workforce culture, data analysis, and resource distribution.

Countywide Equity Guiding Principles

- Reduce racial disparities in life outcomes as well as disparities in public investment to shape those outcomes.
- Develop and implement strategies that identify, prioritize and effectively support the most disadvantaged geographies and populations.
- Authentically engage community residents, organizations and other community stakeholders to inform and determine interventions (e.g., policy and program) and investments.
- Seek to improve long-term outcomes both intergenerationally and multi-generationally.
- Use data to effectively assess and communicate equity needs and support timely assessment of progress.
- Disaggregate data and analysis within racial/ethnic and other demographic subgroup categories.
- Work collaboratively and intentionally across departments as well as across leadership levels and decision-makers.
- Act urgently and boldly to achieve tangible results.
- Align policies, processes, and practices to effectively address equity challenges throughout the County's workforce (personnel, contractors, and vendors).
- Intervene early and emphasize long-term prevention



The Countywide Racial Equity Strategic Plan shares what the County wants to do (life course outcomes) and how it's going to do it (strategies).

ARDI will coordinate across the County to implement the plan in partnership with Departments and external stakeholders.

Racial Equity Strategic Plan



Executive Summary

Introduction

Historical Context of Racial Inequity in LA County

County's Efforts to Address Racial Inequity

Overview of Framework and Planning Process

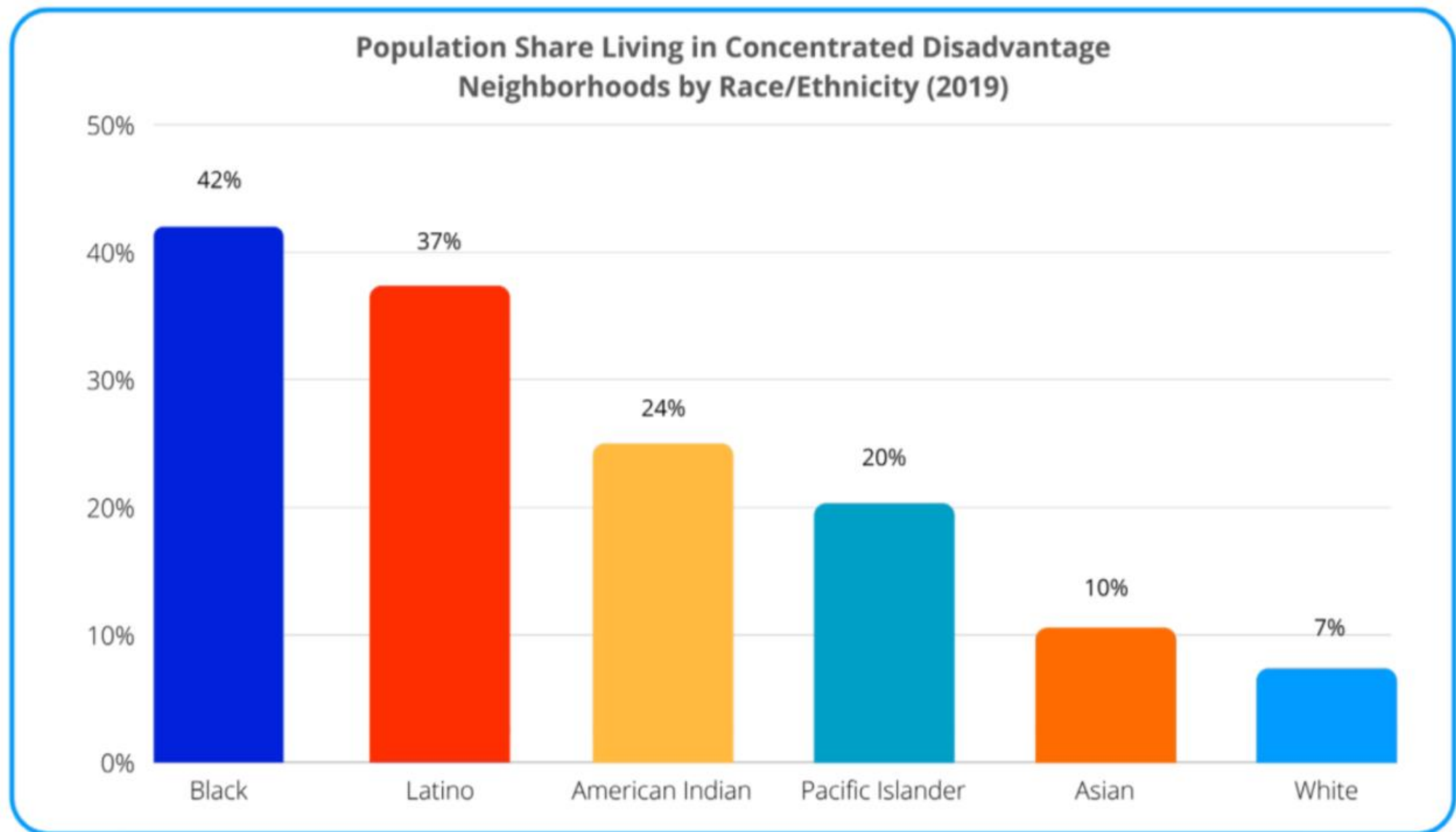
Strategic Goals and Strategies

Implementation Plan

Creating an Enabling Environment

Conclusion

Acknowledgements and Appendices



In addition, having higher incomes does not insulate Blacks and Latinos (and likely American Indians) from exposure to high levels of neighborhood disadvantage.

4 Criteria Used in Prioritizing Strategic Goals

Criterion	Description	Rationale
1. Has large <u>Racial Gaps</u>	...exhibits large racial gaps, particularly for African Americans	Guiding principle #1 calls for reducing racial gaps in outcomes
2. Has a higher <u>Prevalence</u>	<p>directly affects a larger number of people. Does it affect hundreds, thousands, millions?</p> <ul style="list-style-type: none"> • <u>High prevalence ex.:</u> H.S. dropout • <u>Low prevalence ex.:</u> infant mortality 	<ul style="list-style-type: none"> • Less prevalent does not mean less important • Touches a larger number of people so there's a larger built-in constituency/sense of impact • Statistically rarer events are harder to predict and influence
3. Has higher <u>Leverage</u>	<p>...substantially changes subsequent life course outcomes or "alters trajectories."</p> <ul style="list-style-type: none"> • <u>High leverage ex.:</u> College graduation • <u>Low leverage ex.:</u> School absence 	<ul style="list-style-type: none"> • Provides bigger bang for the buck. Influences multiple outcomes. • More likely to tangibly change people's lives
4. Has lower <u>Redundancy</u>	<p>...can't be mostly accounted for by another North Star outcome. Another North Star outcome absorbs its long-term effects.</p> <ul style="list-style-type: none"> • <u>Redundancy examples:</u> <ul style="list-style-type: none"> • School absences are redundant for high school graduation. School absences don't matter much if one graduates from high school 	<ul style="list-style-type: none"> • Focusing on non-redundant North Star Outcomes provides focus and efficiently allocates effort and attention

5 Racial Equity Strategic Goals



Reduce Infant Mortality



Increase the Percentage of Families with Incomes above 250% Federal Poverty Level (FPL) for a Family of Four



Increase the Attainment of Postsecondary Credentials with Significant Labor Market Value



Increase Stable Full-Time Employment Among Individual Adults with Incomes at or Above 250% Federal Poverty Level (FPL)

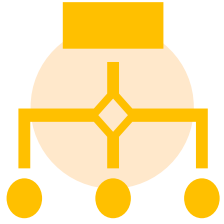


Reduce Adult First-Time Felony Convictions

What is an “Enabling Environment”?

An enabling environment includes all the elements -- policies, platforms, networks, funding mechanisms, capacities, etc. -- that advance or impede progress towards shared priorities.

An Enabling Environment: Strategies



Increase Organizational Capacity Through Coordination and Collaboration



Imbed Equity In County Contracting and Procurement



Strengthen and Diversify Governance



Offer Education and Training Throughout the Region



Change Hearts and Minds. Build a Culture of Equity



Create a Regional Collaborative



Host an Annual Summit



Center Community Leadership and Strengthen Partnerships

HOW WE INTEGRATE THIS WORK

IMPLEMENT

Procedures, Policies & Practices

Adopting Racial Equity
Lens

Operationalizing Equity
Action Plans

Workplace Climate and
Culture

MEASURE PROGRESS

Transparent Data & Evaluation

Harnessing the
Power of Data

Equity Explorer
Mapping Tool

Engaging in Participatory
Mapping

Equity Scorecard

Metrics & Measures
of Progress

Evaluation and Planning

EXPAND IMPACT

Alignment & Partnerships

Building on Existing
Initiatives

Working in Partnership
Across the Region



ANTI-RACISM IN ACTION



View of *Bruce's Beach* on day that LA County completed return of coastal land to its rightful owners. July 2022.

Photo credit: CNN.

An aerial photograph showing a large parking lot filled with cars in the foreground. Behind the parking lot is a row of trees and some buildings. In the background, a wide sandy beach stretches across the frame, with people and umbrellas visible. The ocean is in the distance under a cloudy sky.

NEW TONIGHT

**LOS ANGELES COUNTY RETURNS BEACH PROPERTY SEIZED
FROM BLACK OWNERS DURING JIM CROW ERA IN 1924**



DON LEMON TONIGHT

View of *Bruce's Beach* on day that LA County completed return of coastal land to its rightful owners. July 2022.

Photo credit: CNN.

ARDI played an important role in the *Bruce's Beach* return.

What were some of our key steps?

NEW TONIGHT

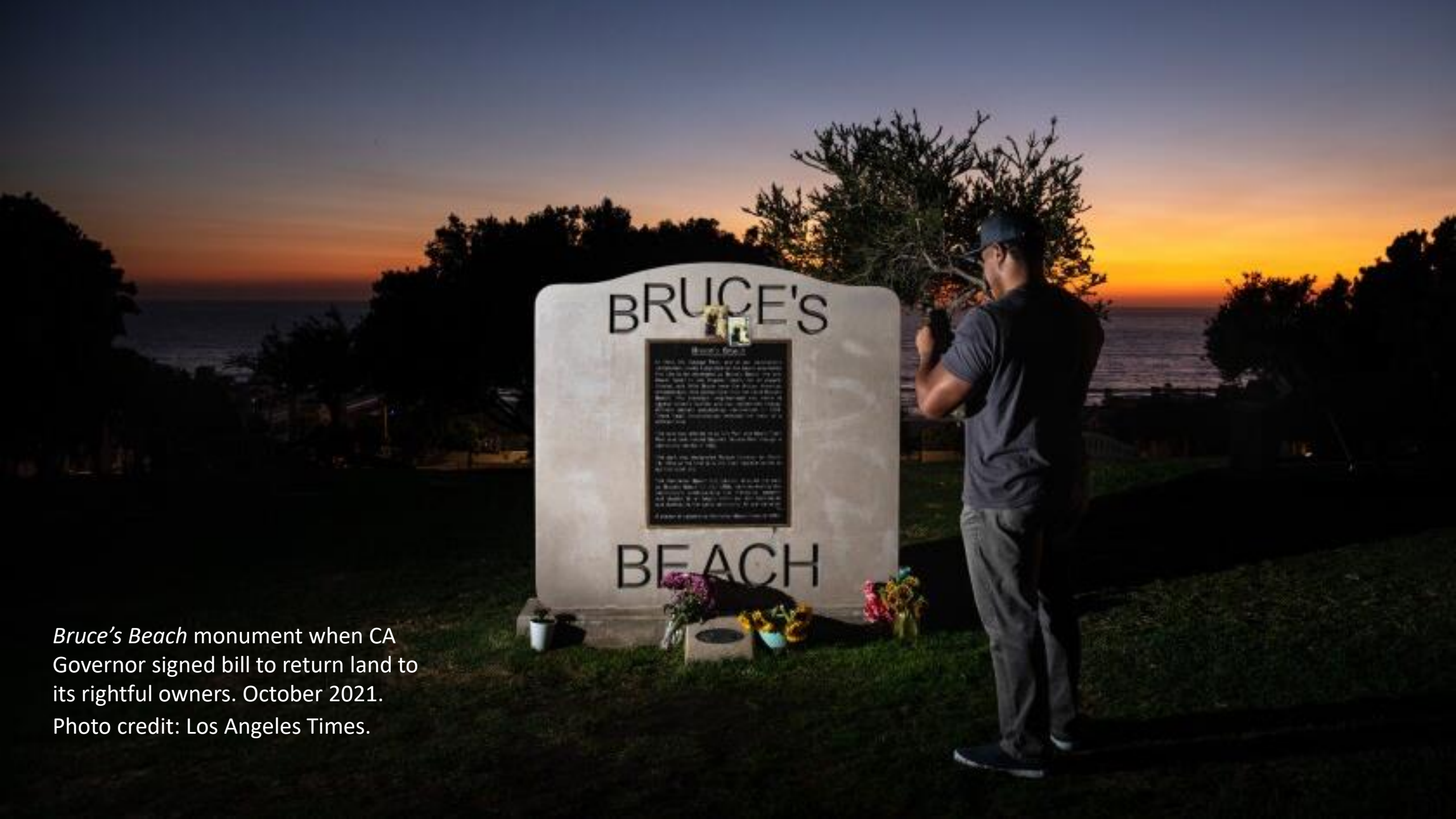
**LOS ANGELES COUNTY RETURNS BEACH PROPERTY SEIZED
FROM BLACK OWNERS DURING JIM CROW ERA IN 1924**



DON LEMON TONIGHT



Visitors to *Bruce's Beach* in the 1920s.
Photo credit: Miriam Matthews
Photography Collection, UCLA



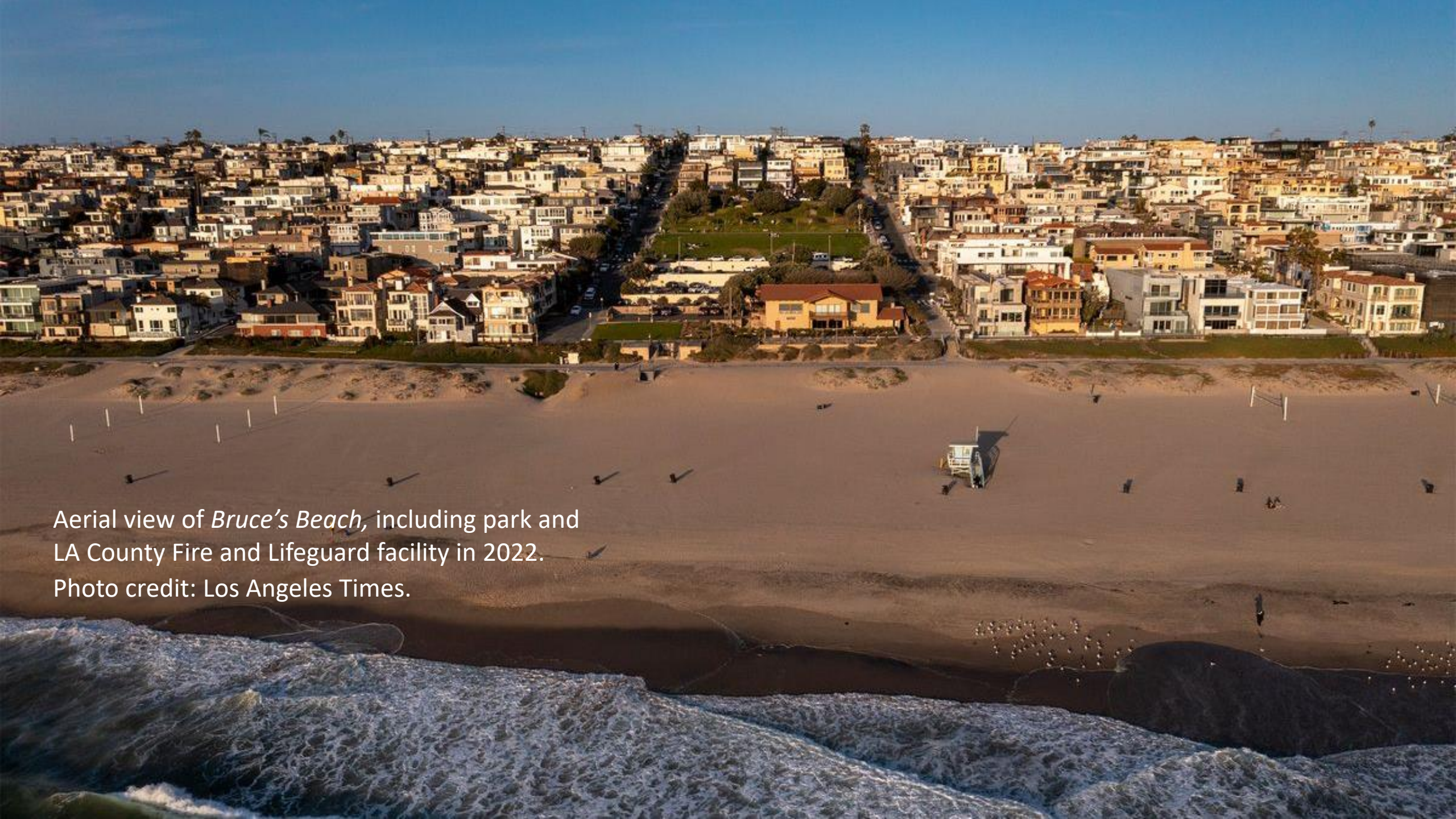
Bruce's Beach monument when CA Governor signed bill to return land to its rightful owners. October 2021.
Photo credit: Los Angeles Times.



From left, State Sen. Steven Bradford (authored state bill), Gov. Gavin Newsom, LA County Supervisor Janice Hahn and family descendant Anthony Bruce at *Bruce's Beach*, when Newsom authorized returning the property to the Bruce family. September 2021.
Photo credit: Jay L. Clendenin/ Los Angeles Times.



Anthony Bruce, a great-great grandson of Charles and Willa Bruce, holds up the title deed of the oceanfront property known as *Bruce's Beach* during a dedication ceremony. He is joined by wife, Sandra, to his right, and LA County officials. July 21, 2022. Photo credit: Jae C. Hong / AP.



Aerial view of *Bruce's Beach*, including park and
LA County Fire and Lifeguard facility in 2022.
Photo credit: Los Angeles Times.



Why is it important for
government
to redress & remedy harms?

Aerial view of *Bruce's Beach*, including park and
LA County Fire and Lifeguard facility in 2022.

Photo credit: Los Angeles Times.

Return of Bruce's Beach: Key Legislative Findings

- The legacy of the **intentional structuring of opportunity**, implementation of policies and practices, and **assignment of value based solely on skin color** and other physical characteristics, has created and continues to **create unfair disadvantages for African Americans.**





Return of Bruce's Beach: Key Legislative Findings

- **Racial discrimination** has prevented entire communities **from achieving their full potential** due to the implementation of Black codes and Jim Crow laws, the widespread and condoned practices of **lynching** and **sexually assaulting** African American men and women, **voter suppression**, the myth of separate-but-equal schools...

Return of Bruce's Beach: Key Legislative Findings

- The **fraudulent appropriation of land** from private persons is **against the public interest** and denies individuals and communities the right to enjoyment, the right to own property alone as well as in association with others, control of one's property.



Return of Bruce's Beach: Key Legislative Findings

- That government has a **responsibility** to maintain equal protection under the law and **to ensure that all persons are entitled to security against forced removal, harassment and intimidation** by entities who seek to deprive individuals of their rights to self-determination and dignity **on the basis of their race.**



Return of Bruce's Beach: Key Legislative Findings

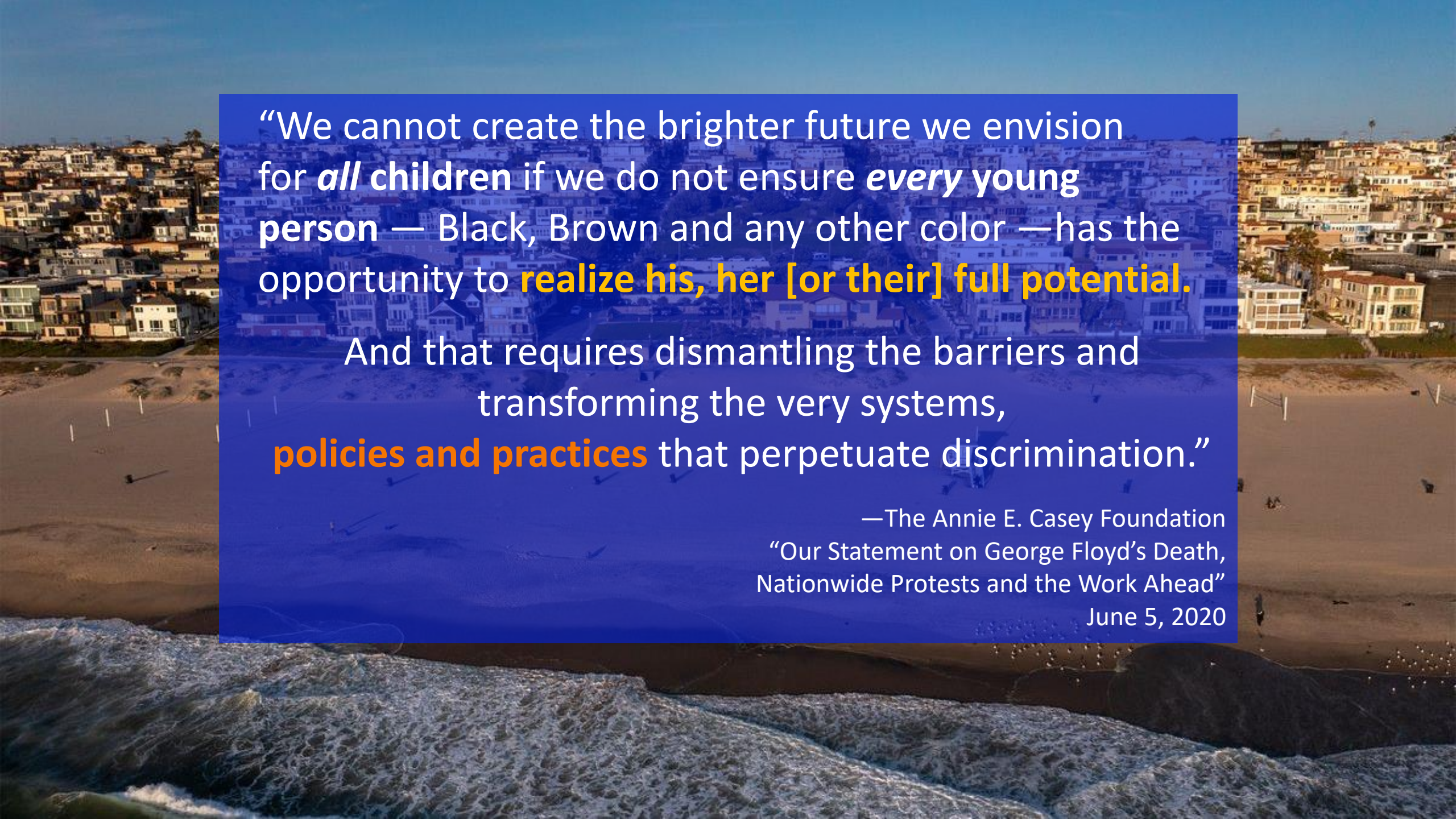
- That states and local governments **must prohibit and eliminate racial discrimination in all its forms** and to guarantee, for all its citizens, the rights of equality before the law, the right to inherit and **the right to housing.**



Return of Bruce's Beach: Key Legislative Findings

- That government must act in the public's interest to ensure that communities can access to justice and an effective remedy including the potential return, restitution, resettlement, rehabilitation and compensation for unlawful displacements.

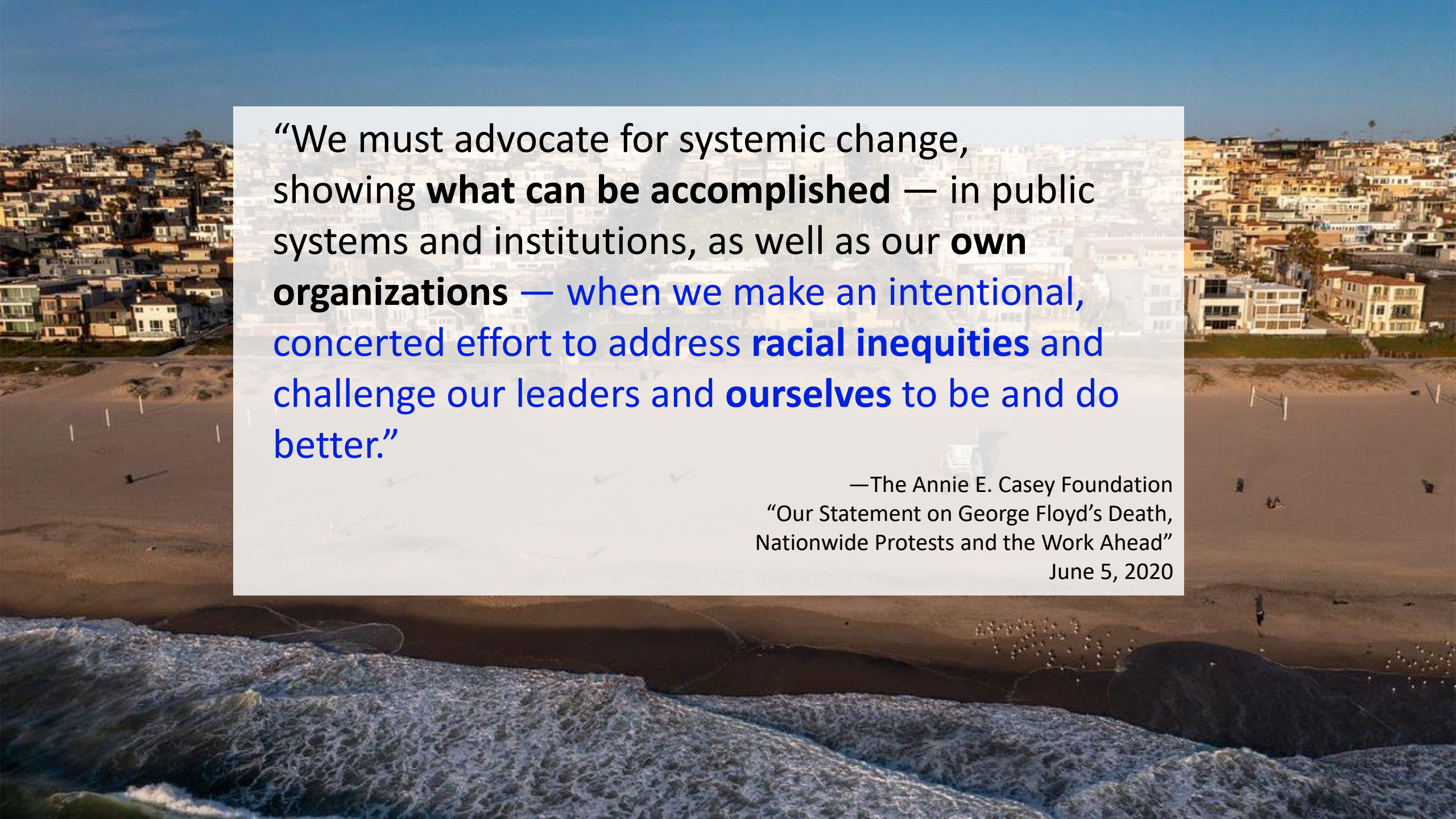


An aerial photograph of a coastal city, likely San Francisco, showing a dense residential area with colorful houses on a hillside overlooking a sandy beach and the ocean. A semi-transparent blue rectangle is overlaid on the center of the image, containing white and yellow text.

“We cannot create the brighter future we envision for ***all* children** if we do not ensure ***every* young person** — Black, Brown and any other color — has the opportunity to **realize his, her [or their] full potential.**

And that requires dismantling the barriers and transforming the very systems, **policies and practices** that perpetuate discrimination.”

—The Annie E. Casey Foundation
“Our Statement on George Floyd’s Death,
Nationwide Protests and the Work Ahead”
June 5, 2020



“We must advocate for systemic change, showing **what can be accomplished** — in public systems and institutions, as well as our **own organizations** — when we make an intentional, concerted effort to address **racial inequities** and challenge our leaders and **ourselves** to be and do better.”

—The Annie E. Casey Foundation
“Our Statement on George Floyd’s Death,
Nationwide Protests and the Work Ahead”
June 5, 2020



Q & A





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