INSTITUTIONAL RACISM: IT’S THE FOREST, NOT THE TREES.

The City of Seattle’s Race and Social Justice Initiative

David Bayard | 5/23/17
A citywide effort to realize the vision of racial equity, working within City Government to get to the root cause of racial inequity: institutional racism.
EQUALITY OR EQUITY?

Equality: The state or quality of being equal

Equity: The quality of being fair or impartial
“each according to their need”
“CAN’T SEE THE FOREST FOR THE TREES”

• Individual Racism
  o Pre-judgement, bias, stereotypes or generalizations about an individual or group based on race. (City of Seattle, RSJI)
“CAN’T SEE THE FOREST FOR THE TREES”

• Institutional Racism
  o Policies, practices or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently. (City of Seattle, RSJI)

  • “Colorblind” decision making
  • “Squeeky-wheel” customer care policies
  • One-size-fits-all aid distribution
  • English-only outreach and communication strategies
  • Disciplinary processes (education)
  • Policing by Profile
“CAN’T SEE THE FOREST FOR THE TREES”

• Why focus on Race?
  
  o Race has defined the story of the United States

  o All other cultural/societal disparities are magnified by race

  o Racism hurts everyone
RACIAL EQUITY AND URBAN FORESTRY: SEATTLE CITY LIGHT

Tree Removal/Replacement Analysis:

Appendix 5: Average Monthly Incidents Prior to Cycle Trimming-Non Storm

2014-2015 Seattle City Light Strategic Tree Planting Location Analysis

2014-2015 Seattle City Light SE District Urban Forestry Plan
RACIAL EQUITY AND URBAN FORESTRY: SEATTLE CITY LIGHT

Outreach:

- “Translation available” in 12 languages
- Post-transaction surveys can be anonymous
- Added pictures to door-hangers
RACIAL EQUITY AND URBAN FORESTRY: SEATTLE CITY LIGHT

Training:

• All City of Seattle employees undergo 8-hour “Race: The Power of an Illusion” training

• Race and Customer Communication training for all contract Tree Trimmers, Arborists, Notifiers, Forepersons and Supervisors (Facilitated by SOCR)

• Veg. Mgmt. staff involved in City Light Change Team leadership and City of Seattle Core Team
THANK YOU!

David Bayard
Vegetation Management Supervisor
Ph: 206-386-1902  David.Bayard@Seattle.Gov
www.seattle.gov/light/vegetation