

---

# OVERVIEW OF THE HOUSE SELECT COMMITTEE ON RACIAL JUSTICE FINAL REPORT

PRESENTATION TO THE HOUSE WAYS AND MEANS COMMITTEE, CHAIR RENA MORAN  
MONDAY, JANUARY 25, 2021

Presentation prepared by Ways and Means Committee staff

# HISTORY OF THE SELECT COMMITTEE – ENABLING RESOLUTION HR 1, 2<sup>ND</sup> SPECIAL SESSION, 2020 LEGISLATURE (ADOPTED 7/20/2020)

- Declares racism to be a public health crisis affecting all Minnesotans
- Authorizes the Select Committee on Racial Justice
- Establishes several avenues through which the House of Representatives can actively dismantle racism:
  - Collaborate with agencies and community to ensure equitable administration of public safety
  - Review and reform existing House policies and practices to advance equity with measurable goals
  - Assess all internal House processes related to human resources and vendor selection
  - Enhance data-driven education on impacts of racism
  - Support local, regional, and federal initiatives to dismantle systemic racism
- Encourages adoption of similar resolutions by the Governor and Senate

# HISTORY OF THE SELECT COMMITTEE – MEETINGS

- Six informational hearings, September-December 2020
- Co-Chairs, Rep. Rena Moran and Rep. Ruth Richardson; Vice Chair, Rep. Lisa Demuth
- Discussions on definitions, historical framework, and current data regarding systemic racism and disparities
- Expert and public testimony from across Minnesota and the United States
- Focus on disparities in specific policy fields for Black, Indigenous and People of Color (BIPOC) communities:
  - Economics
  - Housing
  - Education
  - Health
  - Public Safety
- Draft report released at last hearing on 12/22/2020, final report released today (1/25/2021)

---

## DEFINITIONS

“If I had an hour to solve a problem I'd spend 55 minutes thinking about the **problem** and 5 minutes thinking about **solutions**.” – *Albert Einstein*

## DEFINITIONS – RACISM



- How to frame constructive discussions about race and racism
  - Individualized definitions → systemic interpretations
  - Not a simple question of who is “racist” and who is not
- “**Racism is a system**, not an individual character flaw or a personal moral failing. It is a system of power that structures opportunity (education, housing, jobs, justice) and assigns value (worthy or unworthy, full of potential or full of menace) based on so-called “race”, the social interpretation of how we look.”

*-American Public Health Association<sup>1</sup>*

<sup>1</sup>Racism and Health, American Public Health Association, <https://www.apha.org/topics-and-issues/health-equity/racism-and-health>

## DEFINITIONS – RACISM (cont.)



- Systemic racism has three critical impacts on society<sup>2</sup>
  1. Unfairly disadvantages some individuals and communities
    - <sup>^^^</sup>Most visible and understood impact
  2. Unfairly advantages other individuals and communities
    - <sup>^^^</sup>Often an unspoken impact, framed as privilege
  3. Saps the strength of a whole society by wasting human resources
    - <sup>^^^</sup>Structural gap in advantage and opportunity resulting from the first two impacts

<sup>2</sup>“How Racism Makes People Sick: A Conversation with Camara Phyllis Jones, M.D., M.P.H., PhD.,” Kaiser Permanente Institute for Health Policy (blog), Aug. 2, 2016; <https://www.kpihp.org/blog/how-racism-makes-people-sick-a-conversation-with-camara-phyllis-jones-md-mph-phd/>

## DEFINITIONS – RACISM (cont.)



### ■ Internalized Racism

- How we absorb social messages about race, adopting them as personal beliefs and biases
- Can create feelings of superiority, entitlement, and prejudice; BUT
- People can also internalize oppression by believing negative messages about their own racial group

### ■ Institutional Racism

- Racial inequity within institutions and systems of power (employment, government, social services, etc.)
- Can take the form of unfair policies, discriminatory treatment, or inequitable opportunities and outcomes

## DEFINITIONS – RACISM (cont.)



“We are all adversely impacted by the system of racism, and we all play a role in addressing the adverse impacts.”

*-Select Committee on Racial Justice Final Report*

## DEFINITIONS – EQUALITY vs EQUITY<sup>3</sup>



- **Equality:** Providing every person with the same things to enjoy full, healthy lives
- **Equity:** Understanding and providing what each person needs to enjoy full, healthy lives.
- Both models promote fairness and justice, BUT...
- Equality only succeeds if everyone starts with the same opportunities

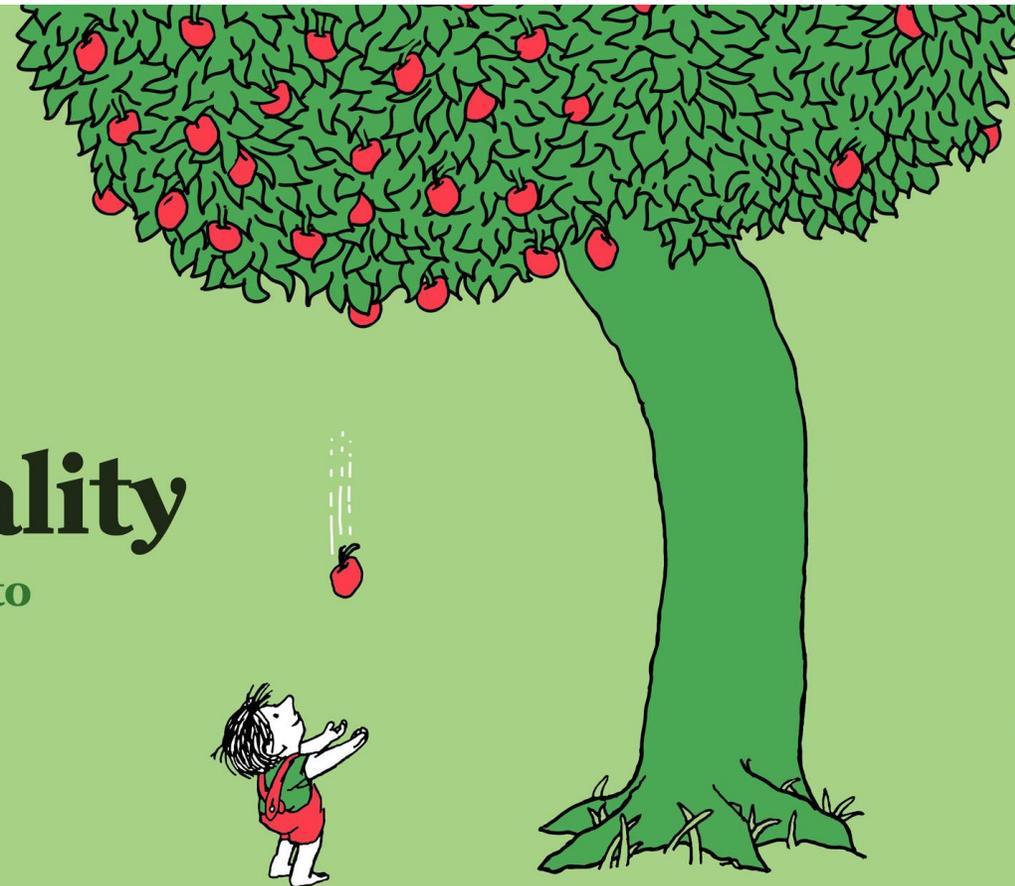
<sup>3</sup>“Equity vs. Equality and Other Racial Justice Definitions” The Annie E. Casey Foundation (blog), Aug. 24, 2020; <https://www.aecf.org/blog/racial-justice-definitions/#:~:text=Equity%20vs.-,Equality,to%20enjoy%20full%2C%20healthy%20lives>

# DEFINITIONS – EQUALITY vs EQUITY



## Inequality

Unequal access to opportunities



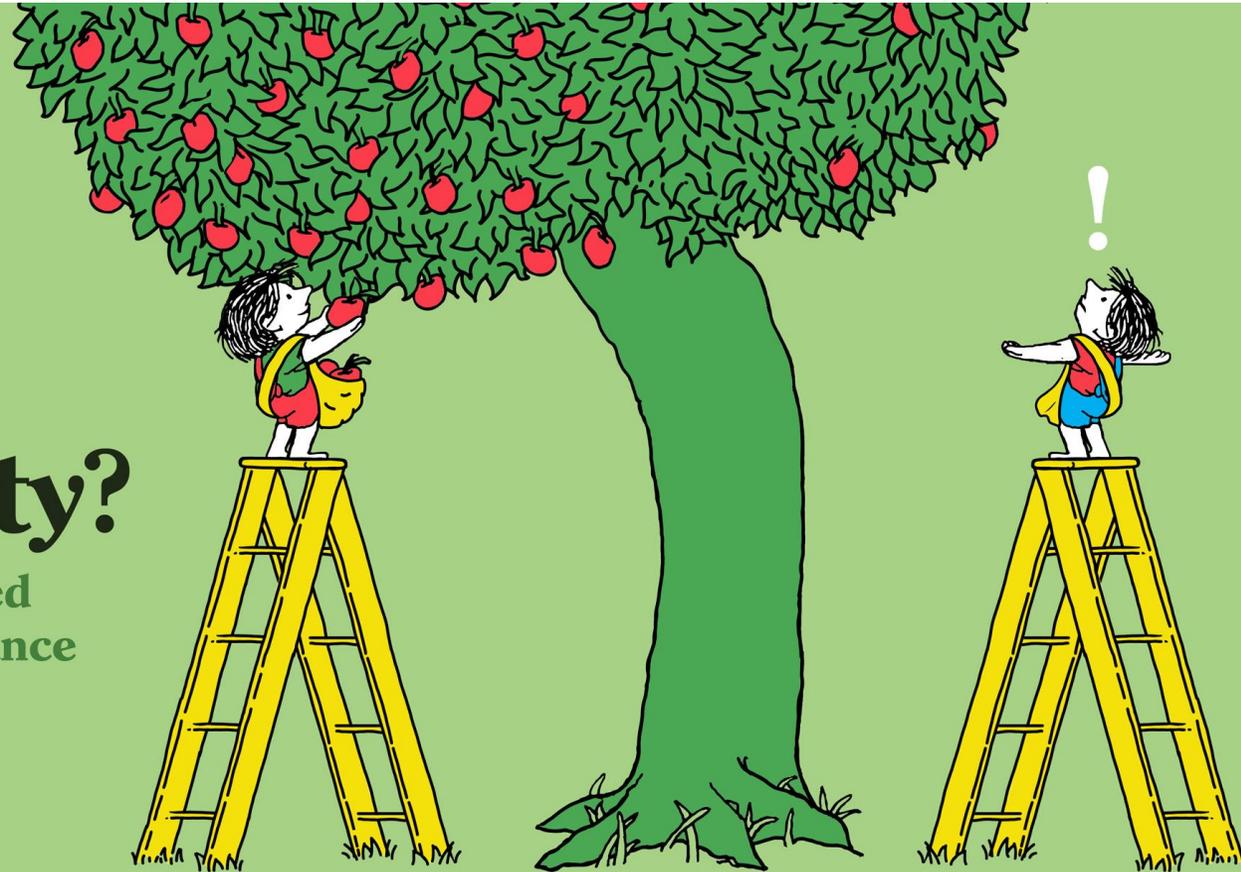
By @lunchbreath  
based on Shel Silverstein's *Giving Tree*  
for John Maeda's 2019 *Design In Tech* Report

# DEFINITIONS – EQUALITY vs EQUITY



**Equality?**

Evenly distributed  
tools and assistance



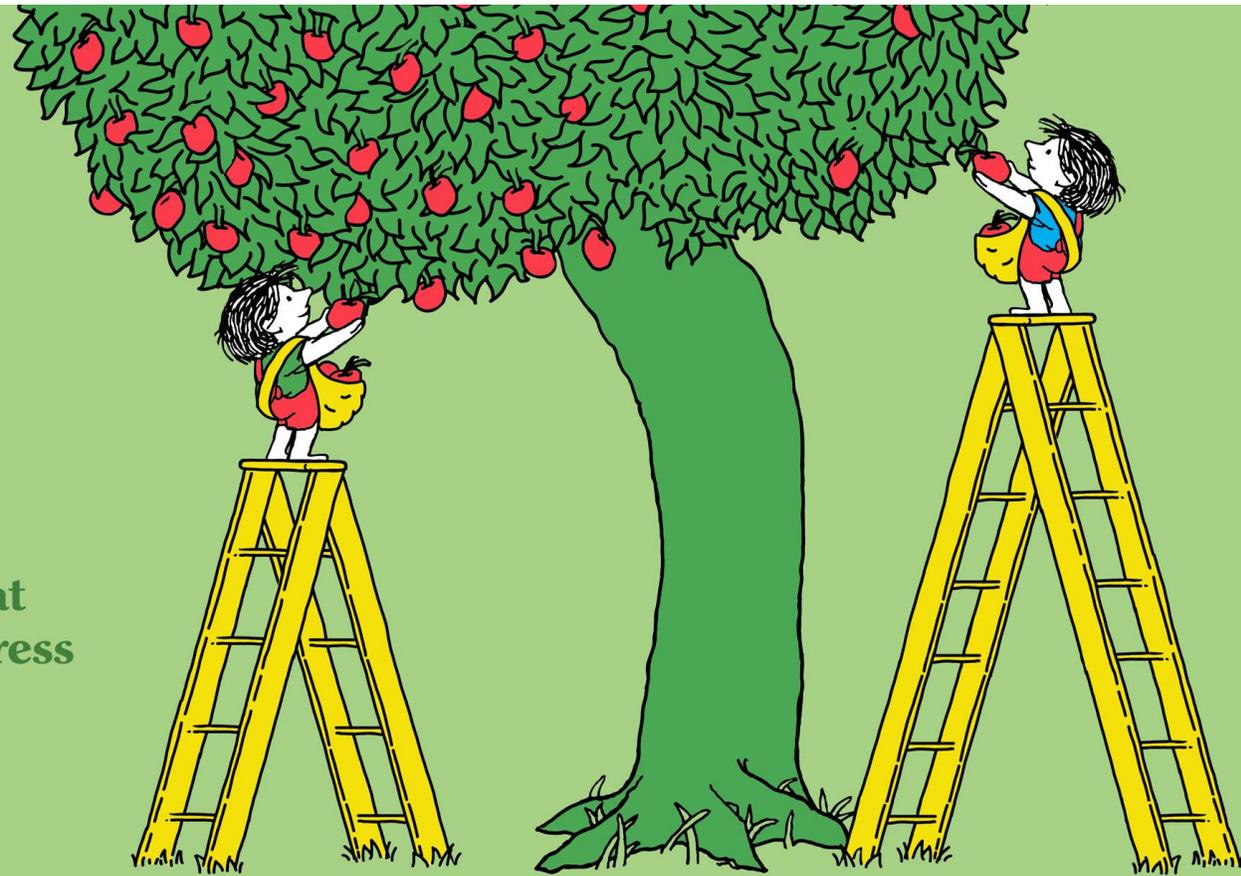
By @lunchbreath  
based on Shel Silverstein's *Giving Tree*  
for John Maeda's 2019 *Design In Tech* Report

# DEFINITIONS – EQUALITY vs EQUITY



## Equity

Custom tools that  
identify and address  
inequality



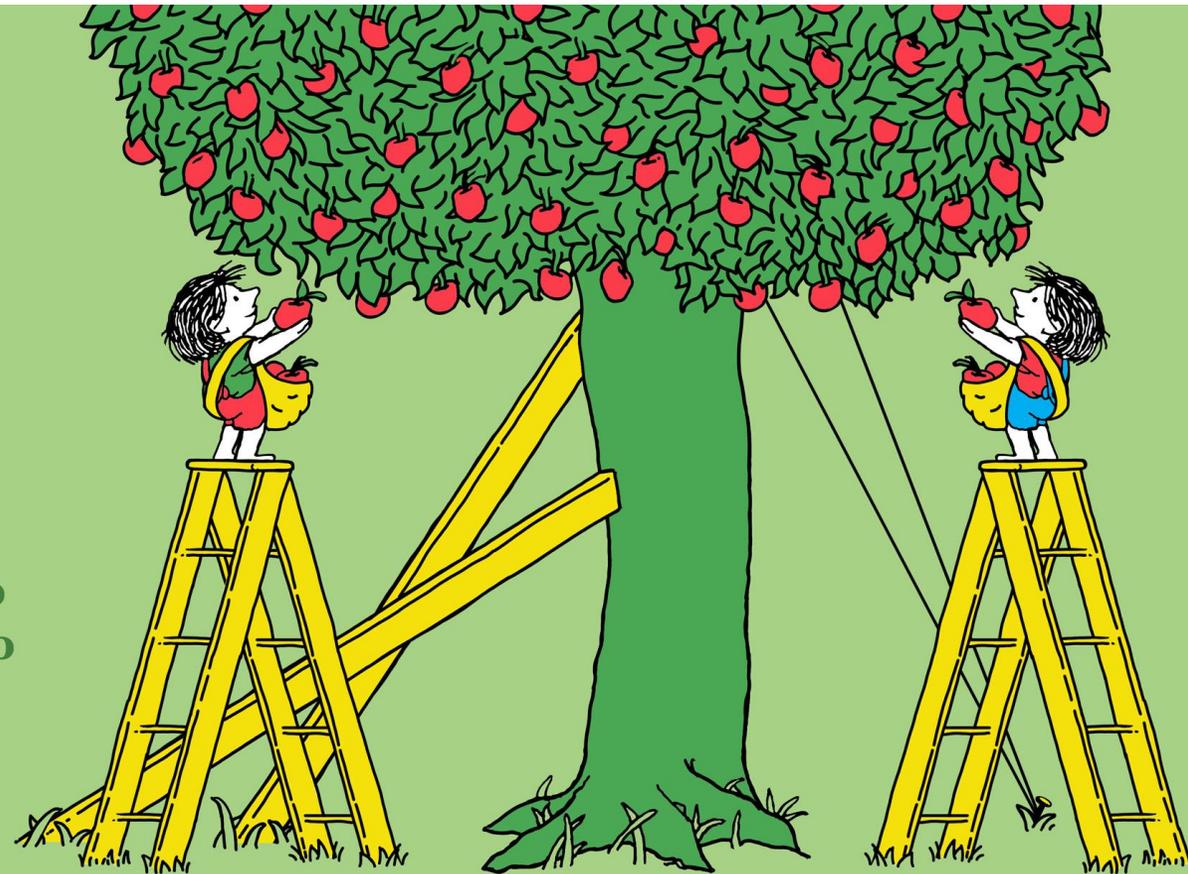
By @lunchbreath  
based on Shel Silverstein's *Giving Tree*  
for John Maeda's 2019 *Design In Tech* Report

# DEFINITIONS – EQUALITY vs EQUITY



## Justice

Fixing the system to offer equal access to both tools and opportunities



By @lunchbreath  
based on Shel Silverstein's *Giving Tree*  
for John Maeda's 2019 *Design In Tech* Report

## DEFINITIONS – INCLUSION



“Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, **inclusion involves authentic and empowered participation and a true sense of belonging.**”

*- The Annie E. Casey Foundation<sup>4</sup>*

<sup>4</sup>“Equity vs. Equality and Other Racial Justice Definitions” The Annie E. Casey Foundation (blog), Aug. 24, 2020; <https://www.aecf.org/blog/racial-justice-definitions/#:~:text=Equity%20vs.-,Equality,to%20enjoy%20full%2C%20healthy%20lives>

---

## RACIAL DISPARITIES – “THE MINNESOTA PARADOX”

“...the tale of two states with specific groups of Minnesotans experiencing a high quality of life and other groups of Minnesotans experiencing poor outcomes and persistent racial disparities.”

*-Select Committee on Racial Justice Final Report*



## RACIAL DISPARITIES – “THE MINNESOTA PARADOX”



- The Select Committee on Racial Justice Final Report highlights:
  - Persistent and unacceptable racial disparities in Minnesota
  - Research findings on the rates of racial disparities and the underlying causes
  - Historical context of government-sanctioned policies and practices that facilitate an unequal playing field
  - Solutions to reduce and eliminate racial disparities

## RACIAL DISPARITIES – “THE MINNESOTA PARADOX”



- Racial disparities are not statistics
- Racial disparities are the lived stories of Minnesotans in BIPOC communities
- Racial disparities are the real harms and trauma inflicted by historical law and policies
- Racial disparities are a multigenerational legacy

# RACIAL DISPARITIES – SOLUTIONS: “FROSTING” VS “BUTTER”



- Sustainable solutions require ground-floor investments, not band-aid fixes
- Racial equity is a lens through which we can view all policy and budget decisions
- There are opportunities to tackle disparities throughout the state budget
- “It’s not the frosting on top of the cupcake. It’s the butter in the batter.”



# RACIAL DISPARITIES

# ECONOMIC SECURITY

“When we talk about systemic racism ‘sapping the strength of the whole society’ that includes the reality that systemic racism is expensive.”

*-Select Committee on Racial Justice Final Report*

Taste of Rondo Bar and Grill  
Owner Charles Carter  
Source: Star Tribune



Mural art from the Native  
American Cultural  
Corridor, Minneapolis  
Source: MPR Photo

El Burrito Mercado  
owner Milissa Silva-Diaz  
Source: MSPmag.com



# RACIAL DISPARITIES – ECONOMIC SECURITY CHALLENGES



- National economic impact of discrimination over last twenty years<sup>5</sup>:
  - \$16 trillion of forfeited economic production (GDP)
  - 6.1 million jobs were not created
- Racial disparities create a \$287 billion wealth gap for BIPOC Minnesotans<sup>6</sup>
  - \$22 billion in lost income from wage gap
  - \$174 billion in lost lifetime earnings from educational opportunity and skill gaps
    - Twin Cities household earnings: median Black family income = \$38,178 / median White family income = \$84,459
  - \$24 billion from lower homeownership rates, higher rent, and higher property taxes
  - \$67 billion in lost business revenue from a capital gap
- Disparities persist in state procurement and contracting for minority-owned businesses

<sup>5</sup> Dana M. Peterson and Catherine L. Mann, “Closing the Racial Inequality Gap: The Economic Cost of Racial Inequality in the U.S.,” Citi Global Perspectives and Solutions, Sept. 2020, <https://www.citivelocity.com/citigps/closing-the-racial-inequality-gaps/>

<sup>6</sup> Bruce Corrie, “The Minnesota Solution to Close the \$287 Billion Racial Economic Gap,” Empowering Strategies, <https://empoweringstrategies.org/the-minnesota-solution-to-close-the-287-billion-racial-economic-gaps/>

# RACIAL DISPARITIES – ECONOMIC SECURITY CHALLENGES

## CASE STUDY – MINNEAPOLIS REDLINING



Link: <https://www.youtube.com/watch?v=ymOaiWla3DU>

# CONCLUSIONS

“It is imperative on the Minnesota Legislature to make amends for past and present harms by prioritizing the enactment of laws and policies designed to address racial disparities and expand access to opportunity to build a prosperous state for all Minnesotans.”

*-Select Committee on Racial Justice Final Report*



Gov. Tim Walz signs bipartisan legislation allowing Minnesotans to directly petition for reestablishing parental rights (2019)

Source: Insight News

# CONCLUSIONS



- In reviewing history and data, the Select Committee on Racial Justice concludes that:
  - (1) Systemic racism exists.
  - (2) Systemic racism is harmful.
  - (3) Systemic racism must be addressed.

## CONCLUSIONS (cont.)



- The Select Committee's recommendations are not a checklist to end systemic racism
- Improving racial equity is a perpetual goal, not a one-and-done solution
- Committees should view report as a springboard for FY2022-23 budget discussions
- Make space in agendas to consider proposals that acutely address disparities
- Assess legislation through a lens of intersectional racial equity
- Be aware of how budget choices could disproportionately impact specific communities

# QUESTIONS?

“And yes, we are far from polished, far from pristine, but that doesn’t mean we are striving to form a union that is perfect. We are striving to forge our union with purpose. To compose a country committed to all cultures, colors, characters, and conditions of man. And so we lift our gazes not to what stands between us, but what stands before us. We close the divide because we know, to put our future first, we must first put our differences aside. We lay down our arms so we can reach out our arms to one another. We seek harm to none and harmony for all.”

*-Amanda Gorman, ‘The Hill We Climb’*

