



Racial Equity Update

March 17, 2022

Racial Equity Update



1. Introduction to Racial Equity
2. Statewide Context
3. Racial Equity Action Planning



Why lead with race?

Stark outcomes
based on race
persist



Black Americans make up **13% of the population** in the US
Black Americans make up **more than 40%** of those experiencing homelessness



73.7% of white households are homeowners
44% of black households are homeowners

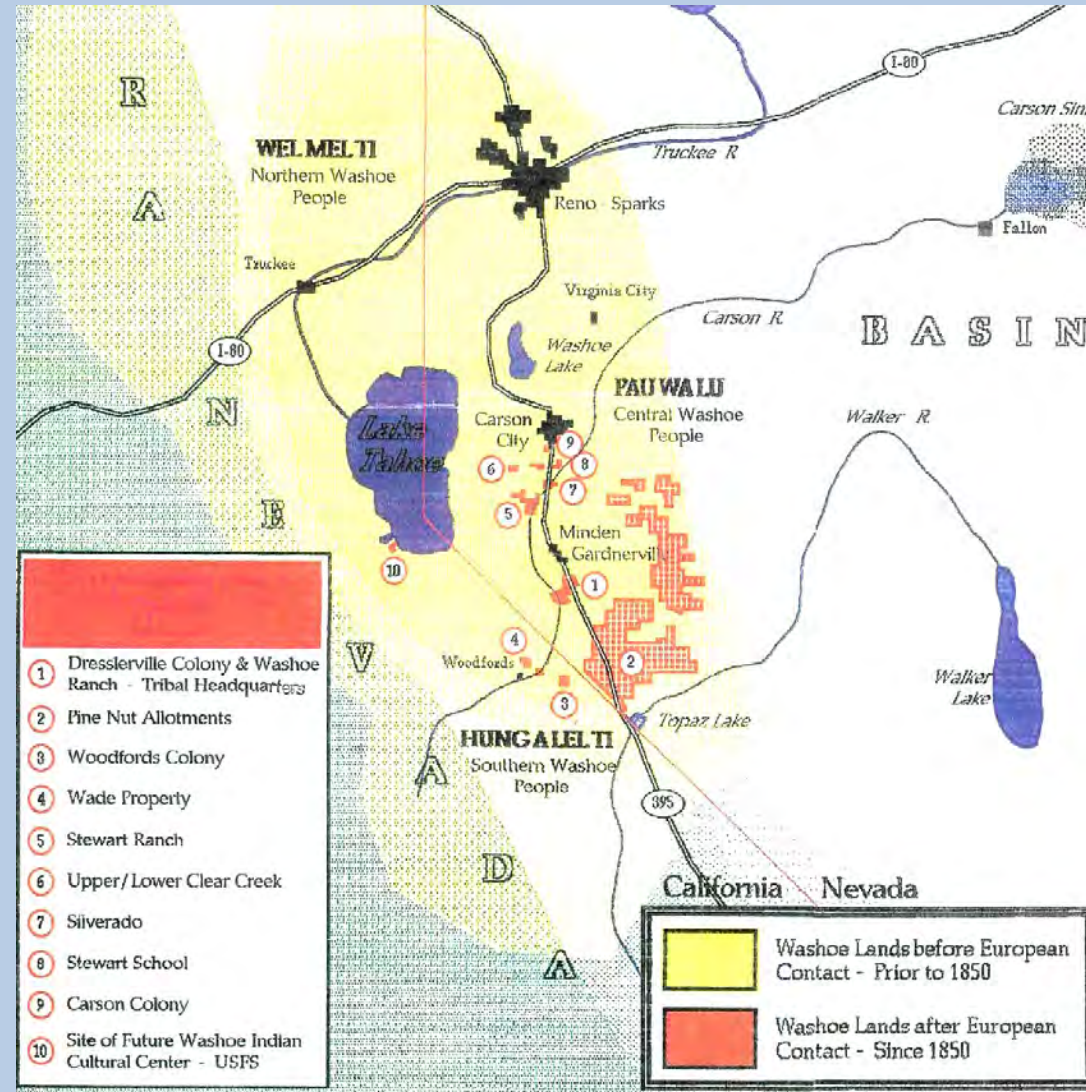
73% of Hispanic or Latinx students enrolled in South Lake Tahoe schools are socio-economically disadvantaged.

31% of white students in South Lake Tahoe schools are socio-economically disadvantaged.

History of Government and Race

WASHOE LANDS

Present And Pre-European Contact Lands Of The
Washoe Indian Tribe Of Nevada And California





History of Government and Race

Government Actions Were Explicit

INDIAN LAND FOR SALE

GET A HOME
OF
YOUR OWN



PERFECT TITLE
*
POSSESSION
WITHIN
THIRTY DAYS

FINE LANDS IN THE WEST

IRRIGATED
IRRIGABLE

GRAZING

AGRICULTURAL
DRY FARMING

IN 1910 THE DEPARTMENT OF THE INTERIOR SOLD UNDER SEALED BIDS ALLOTTED INDIAN LAND AS FOLLOWS:

Location.	Acres.	Average Price per Acre.	Location.	Acres.	Average Price per Acre.
Colorado	5,211.21	\$7.27	Oklahoma	34,664.00	\$19.14
Idaho	17,013.00	24.85	Oregon	1,020.00	15.43
Kansas	1,684.50	33.45	South Dakota	120,445.00	16.53
Montana	11,034.00	9.86	Washington	4,879.00	41.37
Nebraska	5,641.00	36.65	Wisconsin	1,069.00	17.00
North Dakota	22,610.70	9.93	Wyoming	865.00	20.64

FOR THE YEAR 1911 IT IS ESTIMATED THAT **350,000** ACRES WILL BE OFFERED FOR SALE

For information as to the character of the land write for booklet, "INDIAN LANDS FOR SALE," to the Superintendent U. S. Indian School at any one of the following places:

CALIFORNIA: Hopai.

COLORADO: Ignacio.

IDAHO: Lolo.

KANSAS: Fort Hays.

MINNESOTA: Onigum.

MONTANA: Crow Agency.

NEBRASKA: Macy.

NORTH DAKOTA: Fort Totten.

OKLAHOMA: Shawnee.

SOUTH DAKOTA: Cheyenne Agency.

WASHINGTON: Fort Simcoe.

WISCONSIN: Fort Snelling.

WYOMING: Cheyenne Agency.

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Government Actions Became Implicit

Government Addresses Racial Equity

Asking Different Questions

Instead of this

Blame

Who is a racist?

Intentions

What did they mean?

What was their attitude?

Prejudice

What beliefs made them do it?

Grievance

How can we fix what just happened?



Focus on this

CAUSES

What is causing racial inequities?

EFFECTS

What were the actions?

What are the impacts?

SYSTEMS

What institutions are responsible?

SOLUTIONS

What proactive strategies and solutions?

What do we mean by equity?

Racial equity means:

- Closing the gaps so that race does not predict one's success, while also **improving outcomes for all.**
- Target strategies to focus improvements for those worse off.



Statewide Context



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Home | Initiatives | **Justice, Equity, Diversity and Inclusion**

A banner image showing a diverse group of people of various ages and ethnicities smiling and looking up at the camera.

Commitment to Justice, Equity, Diversity and Inclusion

Incorporating Justice, Equity, Diversity and Inclusion (JEDI) as a framework for how the California Natural Resources Agency fulfills its mission is an initiative that must be woven throughout everything we do.

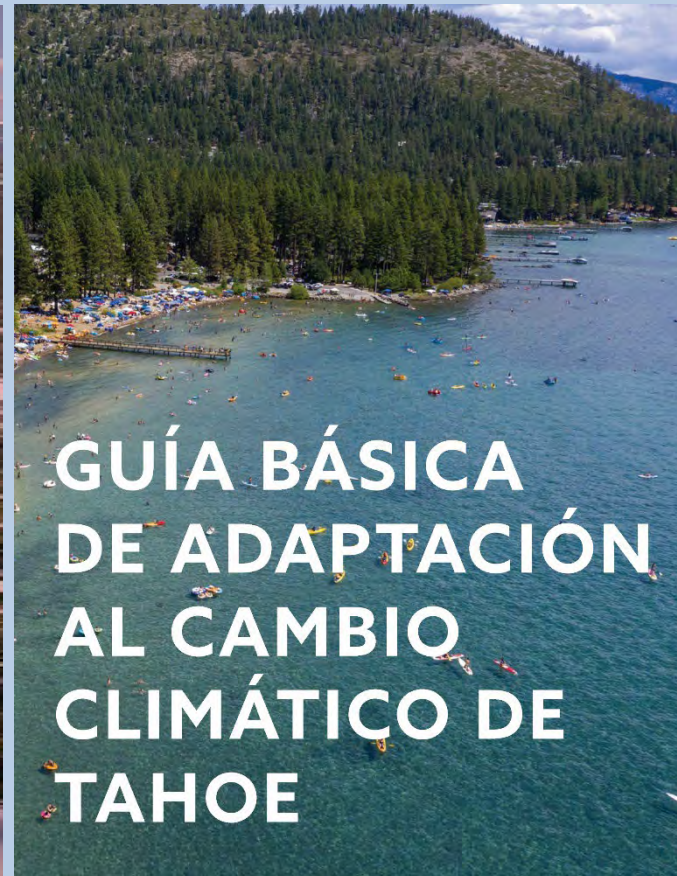
Racial Equity at Tahoe



Capitol Collaborative on Race and Equity



Examples of Current Conservancy Actions



Conservancy Racial Equity Action Planning

1. Engage the community and conduct participatory research



Conservancy Racial Equity Action Planning

2. Enhance collaboration with California Native American Tribes, including the Washoe Tribe



Photo by John Peltier

Conservancy Racial Equity Action Planning

3. Integrate racial equity actions into the Conservancy's operations



Discussion

