

# **W. HAYWOOD BURNS INSTITUTE**

## **CJC – RACIAL DISPARITIES SUBCOMMITTEE**

**DECEMBER 18, 2019**

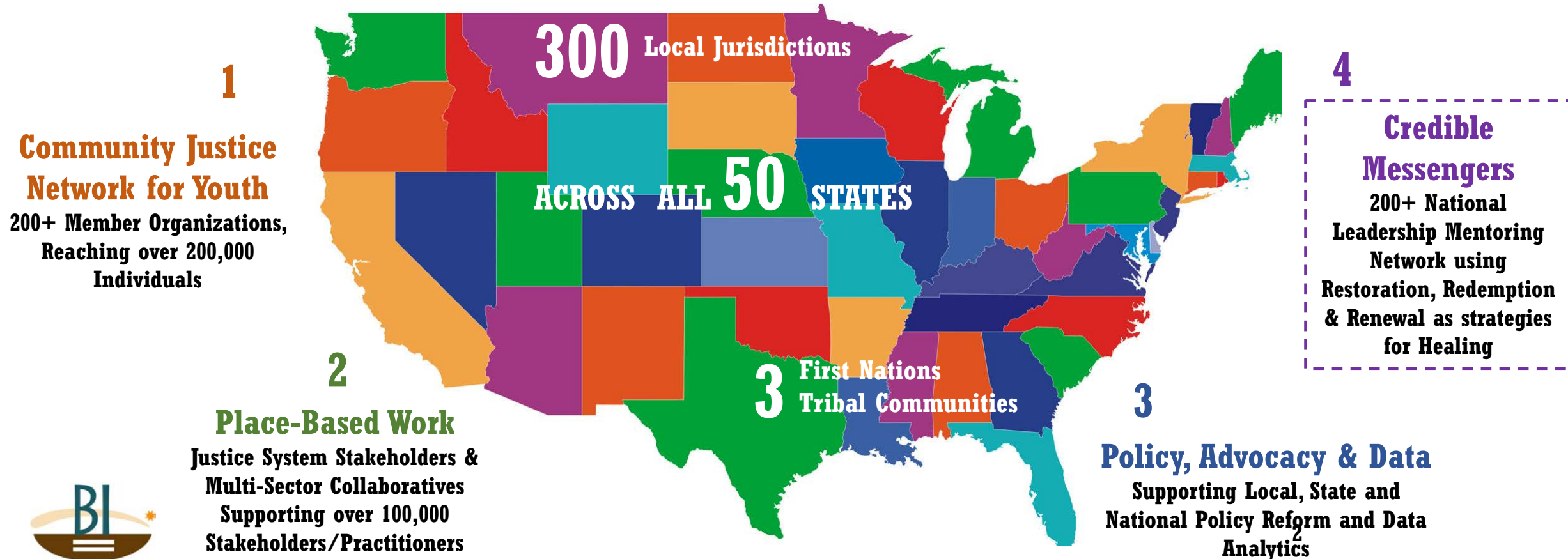
**MADISON, WISCONSIN**



THE W. HAYWOOD  
**BURNS INSTITUTE** FOR JUSTICE FAIRNESS & EQUITY

# W. HAYWOOD BURNS INSTITUTE (BI)

W. HAYWOOD BURNS INSTITUTE (BI) is a Black-led, national think-tank, technical assistance and training provider that works to eliminate racial and ethnic disparities by building community-centered responses that promote safety through equitable and restorative practices. Using **3 strategic program** areas, & adding a 4<sup>th</sup>, the BI bridges gaps between systems and communities across the country.



# JUSTICE REFORM MUST TRANSCEND JUSTICE

*“The persistent and seeming intractable nature of race and ethnicity in the justice apparatus presents significant dangers for communities of color. Genuine and lasting solutions for change require deep dives into the local institutional and community cultural norms that affect each local justice apparatus. It is in this space beyond data that the BI’s new agenda is engaging.”*

- James Bell

After decades of racial justice reform efforts, BI works with multi-sector collaboratives to address these 4 persistent barriers to advancing racial justice...



1 Negotiating the principle that justice is **colorblind and race-neutral** thereby negating the necessity to address policies and practices that reflect racialized social control.

3 Government is not structured to promote flexible **cross-sector responses** to complex human services problems that involve public safety.

2 Investment in communities that most populate the justice sector is outside the justice sector’s purview. **Disinvestment** is a structural issue that is larger than the justice sector can handle alone.

4 It is very difficult for elected and appointed officials to **share power** with each other and communities most in need of human service interventions.



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# THE FRAMEWORKS

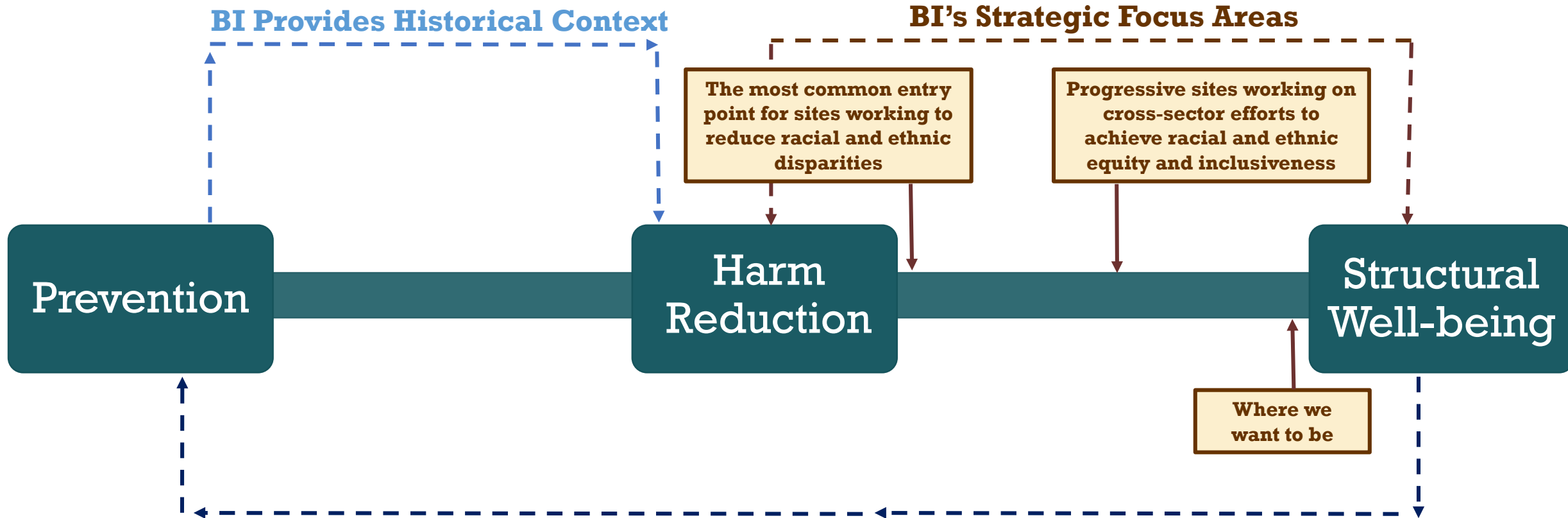
## ***Harm Reduction Framework:***

- Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to justice system involvement, particularly secure detention.

## ***Structural Well Being Framework:***

- Facilitate community and cross sector stakeholders through a values driven process, using qualitative and quantitative data aimed at deconstructing structural racism while reimagining a cross system and community response structured to promote well being.

# EVOLUTION OF JUSTICE



**The Deepest Reform:**  
A reimagined justice response anchored in structural well-being naturally becomes the most effective prevention strategy.



# BI Strategy for Reducing Racial and Ethnic Disparities

Ongoing process

## 1. Identify Disparities

- Identify whether and to what extent racial and ethnic disparities exist

## 2. Identify, Analyze and Strategize around a “Target Population”

- Identify target population to focus the work.
- “Dig deeper” into target population to learn more about policy, practice, and/or procedure and other factors contributing to disparities.
- Strategize around how policy, practice, and/or procedure change might result in reductions in disparities.
- Pilot or adopt policy change

## 3. Measure Progress

- Monitor Effectiveness of Policy Change
- Document changes in disparities



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# STRUCTURAL WELL-BEING

**A system of public policies, institutional and inclusive practices, cultural representations, and other norms that work to strengthen families, communities and individual well-being for positive life outcomes.**

**W. Haywood Burns Institute (BI)**

# BI STRATEGY FOR ADVANCING WELLBEING

## 1. Establish Cross System Collaborative

- Structure
- Priorities

## 2. Awareness of Structural Racism

- Historical Competence
- Shared Language
- Self Reflection

## 3. Anchor the Work

- Building Trust
- Working Agreements/Group Norms
- Shared Values

## 4. Cross Sector Data

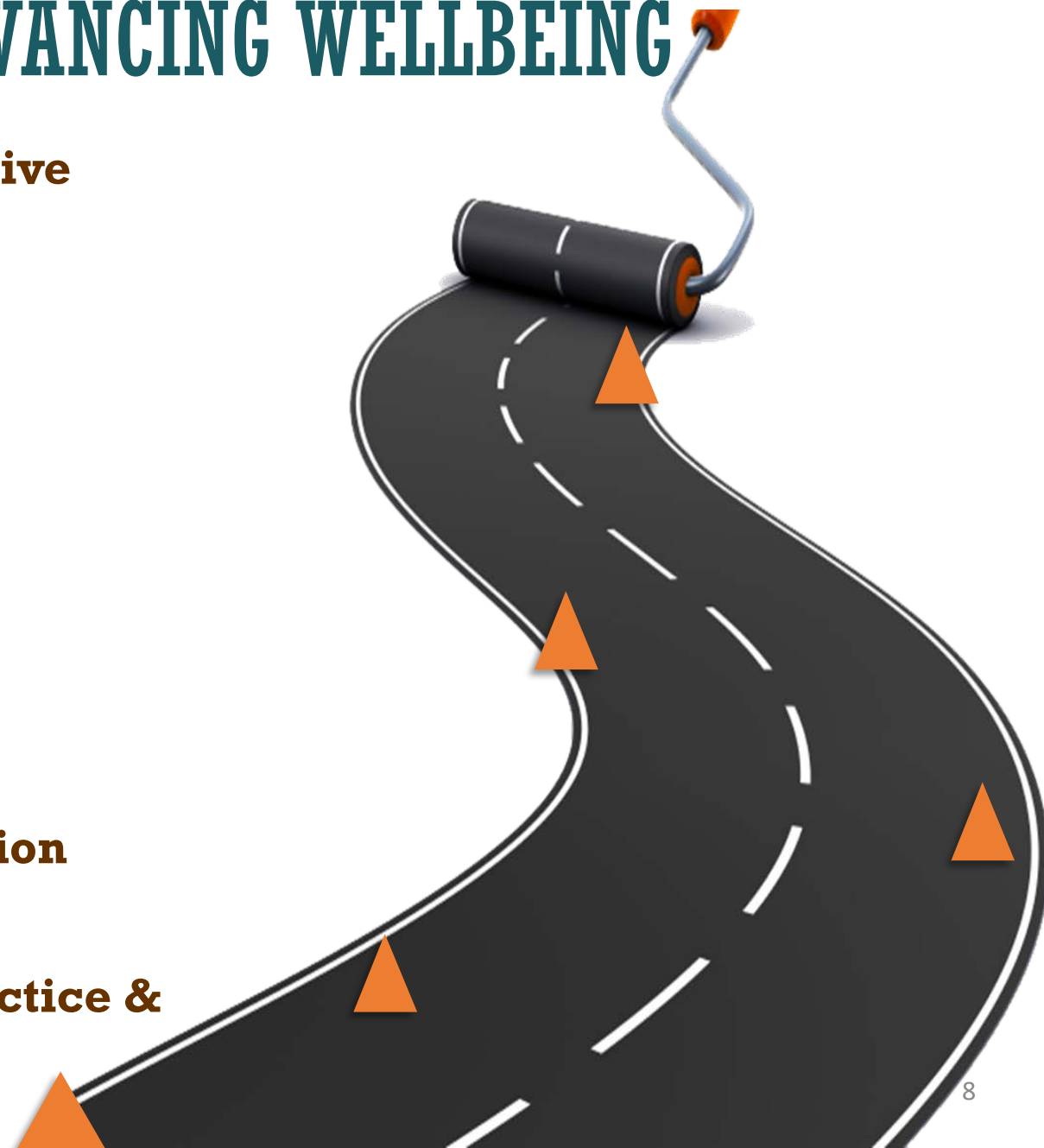
- Data Analysis and Points of Intersection
- Stories

## 5. Community Engagement & Inclusion

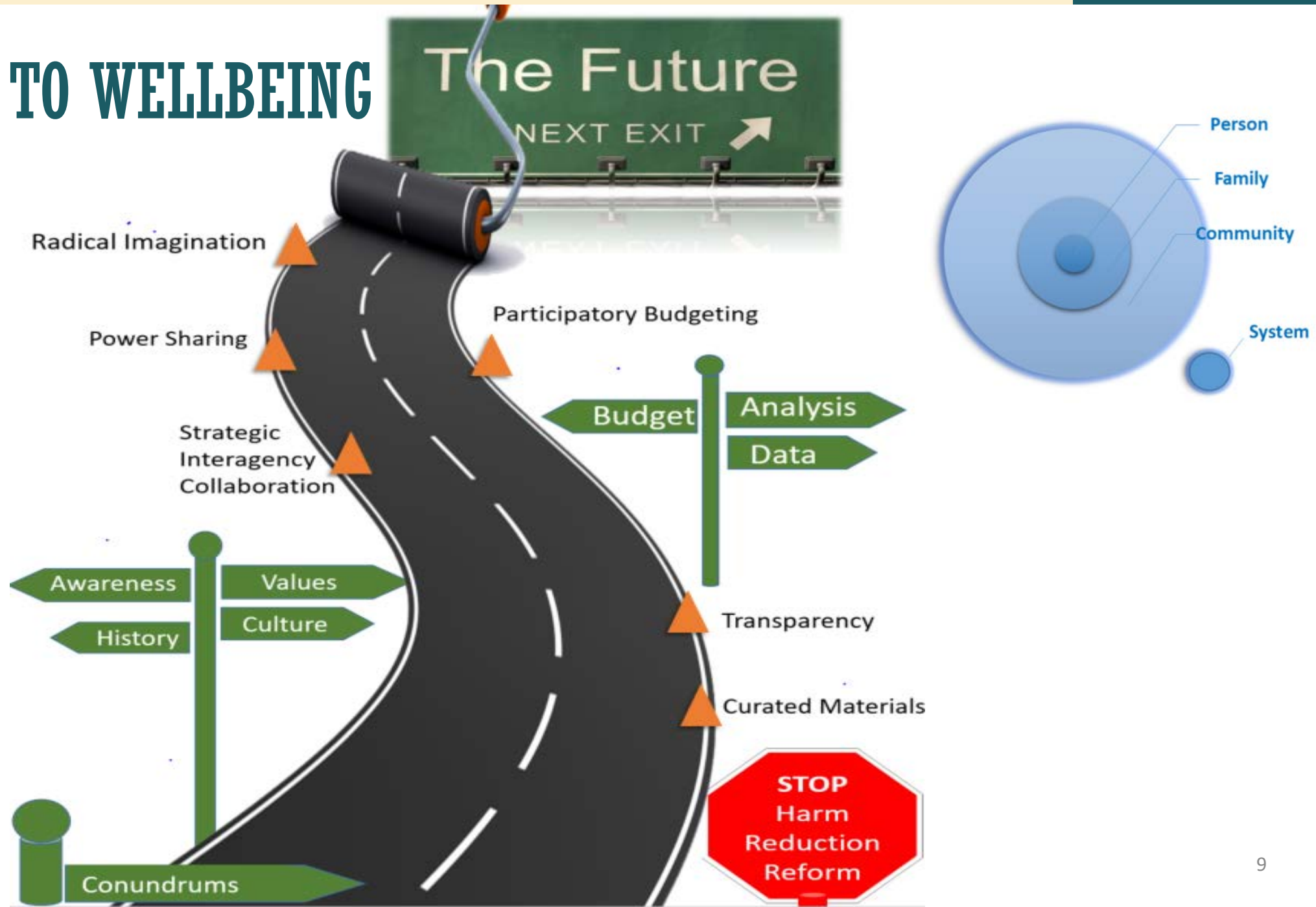
- Impacted Communities
- Power Sharing

## 6. Identify Policy & Inter-agency Practice & Structural Change

- Power sharing



# ROADMAP TO WELLBEING



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