Mission

The Racial Justice Commission, empowered with the legal authority of a Charter Revision Commission, will seize the transformative potential of this moment in history to identify and propose structural changes and significant policy reforms that will advance racial justice and equity and begin to dismantle structural racism for all New Yorkers.

This work is necessary because systemic racism has been and continues to shape our reality.
Vision for Racial Equity

The worth, talents, and contributions of all people in society are valued and recognized. Race is not a determinant of economic, political, social, or psychological outcomes, as it neither confers privilege nor denies opportunities.
Systemic racism in America is embedded in structural, institutional, and cultural norms and conditions designed and upheld to deny power, access, and opportunity to Black, indigenous, and people of color in order to maintain an inequitable society that is structured to advantage whiteness.
<table>
<thead>
<tr>
<th>Structural</th>
<th>Institutional</th>
<th>Cultural</th>
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<tbody>
<tr>
<td>Foundational laws and values that set up power, access, and opportunity</td>
<td>Policies, practices, and decision making embedded in the day-to-day workings of agencies</td>
<td>Rooted in broader societal movements and practices</td>
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<td><strong>Approach:</strong></td>
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<td>• Charter revision recommendations that shift the structural foundations</td>
<td>• Major changes NYC agencies should undertake to change approach to policy design, implementation, and assessment of impact</td>
<td>• Recommendations for continuation of reconciliation process begun during the commission’s work</td>
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<td>• Propose or advocate for legislative changes to state or federal law</td>
<td>• This could include changes in admin code, agency rulemaking, or changes that do not require any formal policymaking procedures</td>
<td>• Recommendations for role of other sectors – nonprofit and for-profit – and what they can undertake to facilitate broader cultural change that dismantles systemic racism</td>
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Instruments of Racism

Power
The ability to make and influence decisions that impact people's lives.

Access
The ability to procure and benefit from services, resources and capital.

Opportunity
The ability to take meaningful advantage of power and access to achieve prosperity.
Mission-Supporting Methodology:

- **Creating Capacity**
  Readiness to engage, participate, and take advantage of opportunity, access, and power.

- **Ensuring Accountability**
  Systemic and institutional mechanisms of accountability that ensure changes are made effectively and meaningfully and effect consequences if they are not.
Current Inequitable Systems

Pillars of Our Framework

Outcome: Racial Equity

Starting Point: Systemic Racism

End Point: Racial Equity

Ensure Accountability

Create Capacity

Power

Access

Opportunity

Starting Point: Systemic Racism
Framework for Commission's Charter Revision & Policy Work

In pursuit of racial equity, the Commission will examine the NYC Charter and City agencies to identify structural and institutional laws, regulations, policies, and practices that by design, implementation, or impact enable and perpetuate inequitable power, access and opportunity, and will put forward ballot proposals to both redress these injustices and ensure City adherence.
APPENDIX

The following slides contain the previous versions of definitions presented at the 4/26/2021 Racial Justice Commission Meeting that have been revised in this presentation.
Vision for Racial Equity - PREVIOUS:
Whiteness is not a privilege, and race is not a determinant of outcomes. Government takes responsibility for what is within its power and is held accountable for equitable outcomes.
Systemic racism is embedded in structural, institutional, and cultural norms and conditions designed and upheld to deny power, access, and opportunity to Black, brown, immigrant, and other marginalized communities in order to maintain an inequitable society that advantages white people.