A fire
A path
A fork in the road
SMALL FIRE AT KING’S CROSS
I am gravely concerned. I cannot urge too strongly that clear instructions be given that on any suspicion of fire, the Fire Brigade be called without delay. This could save lives.
“You know, all that paint might pose a fire hazard. Maybe we should remove the old layers before we paint a new one.
a thorough, wide-ranging and unflinching study of the social and economic conditions that impede progress, equality and safety in the St. Louis region.
COMMISSION BY THE NUMBERS

Start
Full Commission Meetings
Working Group Meetings
Venture Cafe Meetings
Report Released
COMMISSION BY THE NUMBERS

- Learned from more than 80 subject matter experts
- More than 100 working group participants
- More than 3,000 community members
Commissioners, working group members, and other citizens contributed more than

30,000 Hours
COMMISSION BY THE NUMBERS

189 Calls To Action

47 Signature Priorities
“the data suggest, time and again, that our institutions and existing systems are not equal, and that this has racial repercussions. Black people in the region feel those repercussions when it comes to law enforcement, the justice system, housing, health, education, and income.”
01. TO LIVE AND DIE IN SAINT LOUIS

If you live in St. Louis City and are White, you can statistically expect to live 75.7 years. If you are Black, your life expectancy is 70.6 years.

If you live in St. Louis County, the numbers are better, but the gap is worse: 79.9 years if you are White, 73.9 if you are Black.

But those numbers don’t tell the whole story.

This graphic shows life expectancies for six St. Louis-area ZIP codes, and illustrates how dramatic the differences between neighboring communities can be.

This is life and death in St. Louis.

This is what racial inequity looks like.

---

City/County life expectancy data: Missouri Information for Community Assessment (MICA), 2004-2012
ZIP code life expectancy data: For the Sake of All, 2015
Demographic data: United States Census Bureau/American Fact Finder, 2014
02. TO BE BORN IN SAINT LOUIS

From 1967-1976, the infant mortality rate for White babies in St. Louis County was 13.6—meaning for every 1000 live births, 13.6 died before the age of one. For Black babies, the rate was 19.4.

Today, thanks to advances in public health and medical technology, the infant mortality rate for Black babies in the County has come down—to the level it was for White babies five decades ago.

In St. Louis City, the rate for Black babies has come down, too—but is still higher than it was for White babies in the City four decades ago.

This is life and death in St. Louis.

This is what racial inequity looks like.

INFANT MORTALITY RATE:

SAINT LOUIS COUNTY

Deaths before age one per 1000 live births

SAINT LOUIS CITY

Deaths before age one per 1000 live births

1967–1976—Perinatal Mortality and Prematurity in Missouri, Missouri Center for Health Statistics (MCDS) Pub No. 4. 14 Nov. 1979
1986–1995—Missouri Maternal and Infant Health Status Indicators (December 1996 Edition); MCDS Pub No. 6.11

Special thanks to Material, Child & Family Health Coalition for research assistance.
03. BORN SMALL IN SAINT LOUIS

Babies born underweight are more likely to spend their first days in the neonatal intensive care unit (NICU) fighting to survive. They're more likely to suffer from respiratory distress, digestive disorders, and heart malformations, and in childhood are at increased risk for neurological, physiological, and developmental disabilities.

As adults, they're more likely to experience diabetes, heart disease, high blood pressure, and obesity. And in St. Louis, Black babies are more than two times as likely as White babies to be born underweight. This difference can't be explained away by education or income, factors that often impact birth outcomes.

In fact, studies have shown wealthy, educated Black mothers have worse birth outcomes than poor, uneducated White mothers. Why? Many researchers now point to the ongoing stress of being a Black woman in the United States. This is life and death in St. Louis. This is what racial inequity looks like.

**WHAT IS LOW BIRTH WEIGHT?**

- **AVERAGE BIRTH WEIGHT**
  - About 8 pounds

- **LOW BIRTH WEIGHT**
  - < 5 pounds, 8 ounces

- **VERY LOW BIRTH WEIGHT**
  - < 3 pounds, 4 ounces

**LOW BIRTH WEIGHT IN SAINT LOUIS**

<table>
<thead>
<tr>
<th></th>
<th>WHITE BABIES</th>
<th>BLACK BABIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Birth Weight</td>
<td>5.7</td>
<td>11.2</td>
</tr>
<tr>
<td>Very Low Birth Weight</td>
<td>1.0</td>
<td>3.2</td>
</tr>
</tbody>
</table>

**WHAT DOES LOW BIRTH WEIGHT COST?**

- **Uncomplicated newborn hospital stays averaged:**
  - $600
  - 19 days

- **Low birth weight newborn hospital stays averaged:**
  - $15,100
  - 35 days

**WHAT IS THE IMPACT OF LOW BIRTH WEIGHT?**

For newborns, low birth weight can cause:

- Breathing Problems
- Bleeding In The Brain
- Heart Problems
- Feeding Problems

Later in life, low birth weight can cause:

- Diabetes
- Heart Disease
- High Blood Pressure
- Obesity


SEEING INEQUITY: VISUALIZING RACIAL DISPARITIES IN SAINT LOUIS
AREAS OF FOCUS

Justice for All
AREAS OF FOCUS

Justice for All

Opportunity to Thrive
AREAS OF FOCUS

Justice for All

Opportunity to Thrive

Youth at the Center
AREAS OF FOCUS

Racial Equity

Justice for All

Youth at the Center

Opportunity to Thrive
AREAS OF FOCUS

Racial Equity

Justice for All

Youth at the Center

Opportunity to Thrive
Now what?
FORWARD through FERGUSON
A Path Toward Racial Equity
Anchored in the collaborative, unflinching, and community-driven principles that guided the Ferguson Commission, Forward Through Ferguson is a catalyst for leading the St. Louis region on a path toward Racial Equity.
A VISION FOR RACIAL EQUITY

- Set expectations, vision and articulation of what Racial Equity is and what it could look like in St. Louis
A VISION FOR RACIAL EQUITY

- Set expectations, vision and articulation of what Racial Equity is and what it could look like in St. Louis
- Be responsive to organizations and people who step forward with buy-in, asking for help, guidance
A VISION FOR RACIAL EQUITY

- Set expectations, vision and articulation of what Racial Equity is and what it could look like in St. Louis
- Be responsive to organizations and people who step forward with buy-in, asking for help, guidance
- Show and set examples of 1 and 2 (primarily by engaging with organizations from 2)
“Racial Equity:

A state in which outcomes are no longer predictable by race.
Develop an awareness of how race as a social construct impacts experiences and outcomes for others
RACIAL EQUITY REQUIRES THAT WE:

- Develop an awareness of how race as a social construct impacts experiences and outcomes for others
- Examine how systems and institutions create and perpetuate inequities on the basis of race
RACIAL EQUITY REQUIRES THAT WE:

- Develop an awareness of how race as a social construct impacts experiences and outcomes for others
- Examine how systems and institutions create and perpetuate inequities on the basis of race
- Transform our institutions so that within and across we can no longer predict outcomes by race.
A PATH TO RACIAL EQUITY

<table>
<thead>
<tr>
<th>Awareness of Inequity</th>
<th>Understanding of Why Inequity Exists</th>
<th>Transforming Towards Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Regional</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Institutional</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Individual</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Working On

- **Awareness**
  - Education
  - "Lifting the veil"

- **Understanding**
  - Uncomfortable:
    - Learnings
    - Explorations
    - Considerations
    - History

- **Transforming**
  - Focus on data and outcomes
  - New and intentional:
    - Habits
    - Policies
    - Choices
    - Behavior

- **Common Language**
  - Diversity, Inclusion, Tolerance, Cultural Competency, Race as a social construct
  - Institutional racism, Intersectionality, Internalized oppression, Internalized superiority
  - Disaggregated data, Racial Equity Lens, Structural Racism, Equity-driven strategy, Liberation

---

**FORWARD THROUGH FERGUSON**
Levels of Change
Levels of Change

Individual

Toward Equity
Levels of Change

Institutional
Levels of Change

Regional
Steps on the Path

Awareness of Inequity

Regional
Institutional
Individual

Working On

Common Language

Awareness
Education
“Lifting the veil”

Diversity, Inclusion,
Tolerance,
Cultural Competency,
Race as a social construct
Steps on the Path

Understanding of Why Inequity Exists

Regional
Institutional
Individual

Working On

Uncomfortable:
• Learnings
• Explorations
• Considerations
History

Common Language

Institutional racism,
Intersectionality,
Internalized oppression,
Internalized superiority
Steps on the Path

Transforming
Towards Equity

Regional
Institutional
Individual

Working On

Focus on data and outcomes
New and intentional:
- Habits
- Choices
- Policies
- Behavior

Common Language

Disaggregated data,
Racial Equity Lens,
Structural Racism,
Equity-driven strategy,
Liberation
PATH TOWARD RACIAL EQUITY

EXAMINE YOUR CURRENT STATE
PATH TOWARD RACIAL EQUITY

EXAMINE YOUR CURRENT STATE

Examine your data
PATH TOWARD RACIAL EQUITY

EXAMINE YOUR CURRENT STATE

Examine your data
Examine your language
PATH TOWARD RACIAL EQUITY

1

EXAMINE YOUR CURRENT STATE

Examine your data
Examine your language
Examine your culture
PATH TOWARD RACIAL EQUITY

1. EXAMINE

2

REACH OUT TO OTHERS
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2

REACH OUT TO OTHERS
Share what you’ve learned
PATH TOWARD RACIAL EQUITY

1. EXAMINE

2

REACH OUT TO OTHERS

Share what you’ve learned
Seek input
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT

3

PLAN YOUR STEPS
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT

PLAN YOUR STEPS

Choose your words
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT

PLAN YOUR STEPS

Choose your words
Create space for the work

FORWARD through FERGUSON
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT

PLAN YOUR STEPS
Choose your words
Create space for the work
Determine success criteria
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT

PLAN YOUR STEPS

Choose your words
Create space for the work
Determine success criteria
Develop a systemic strategy
PATH TOWARD RACIAL EQUITY

1. EXAMINE  2. REACH OUT  3. PLAN

TAKE ACTION
PATH TOWARD RACIAL EQUITY

1. EXAMINE
2. REACH OUT
3. PLAN

TAKE ACTION
Implement your strategy
PATH TOWARD RACIAL EQUITY

1. EXAMINE  2. REACH OUT  3. PLAN

TAKE ACTION

Implement your strategy
Check and adjust
Resources

bit.ly/racialequityresources

• G.A.R.E. — Government Alliance on Race & Equity
  • Racial Equity Toolkit: Operationalizing Equity
• Local and Regional Commissions and Reports
  • Report of the Oregon Supreme Court Task Force on Racial/Ethnic Issues in the Judicial System
  • Ferguson Commission Report
• Courting Justice listening tour — Tavis Smiley
A CULTURE OF TRYING
“In trying, new coalitions will be built, and a new sense of community will be developed. As the region tries together, people will learn new things from each other, and generate new ideas they never would have come up with if they’d said, “That’s too risky to try,” or, “Better to leave well enough alone,” or worst of all, “That’ll never work here.”
PRINCIPLES OF PARTNERSHIP
Apply (and model) a Racial Equity Lens
Apply (and model) a Racial Equity Lens
Commit to radical listening
○ Apply (and model) a Racial Equity Lens
○ Commit to radical listening
○ Focus on policy
Apply (and model) a Racial Equity Lens
Commit to radical listening
Focus on policy
Foster collaboration
We are the ones we’ve been waiting for.
forwardthroughferguson.org

@stlchange    @david_dee4

facebook.com/stlchange