

# Racial Equity & Social Justice

## A Geographic Approach

Clinton Johnson (he/him/his)



The background features a stylized globe with green and blue landmasses and oceans. Overlaid on the globe are several thick, curved, translucent arcs in shades of purple, blue, and pink. To the right of the globe, there is a vertical band with a gradient from purple to orange, containing a pattern of small, semi-transparent squares.

# Racial Equity & Social Justice

## **An Empathic Approach**

Clinton Johnson (he/him/his)

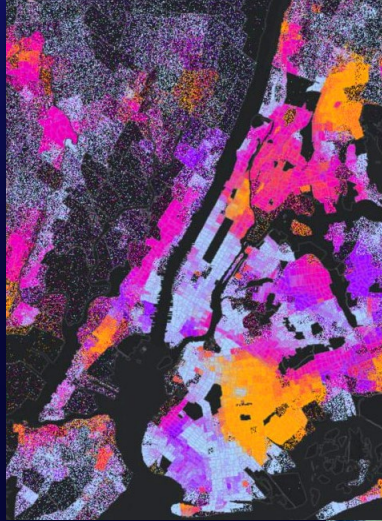


Is your  
Geographic Approach  
**An Empathic Approach?**



## Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
  - Justice, Equity, Diversity, Inclusion, Belonging, & Access





# Empathy



# Empathy

**Sharing** someone else's  
**feelings or experiences by**  
**imagining** what it would be like  
to be in **that person's situation**



# Empathy

Understanding the impact of policies and actions on:

- **Access / Exposure**
- **Experiences**
- **Outcomes**

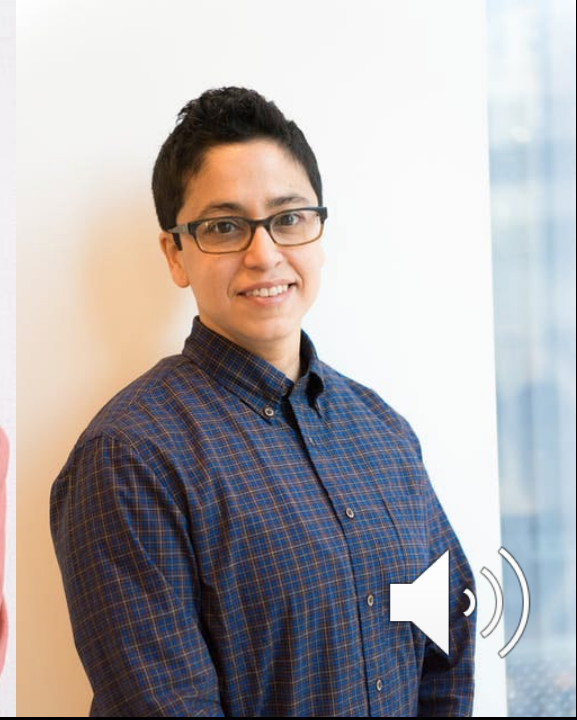


# Empathy

**Creating diverse teams that  
bring their lived experiences  
into the ways they leverage their  
professional expertise**









Homophobia

Ableism

Ageism

Racism

Sexism

Classism

Islamophobia



# Racial Justice



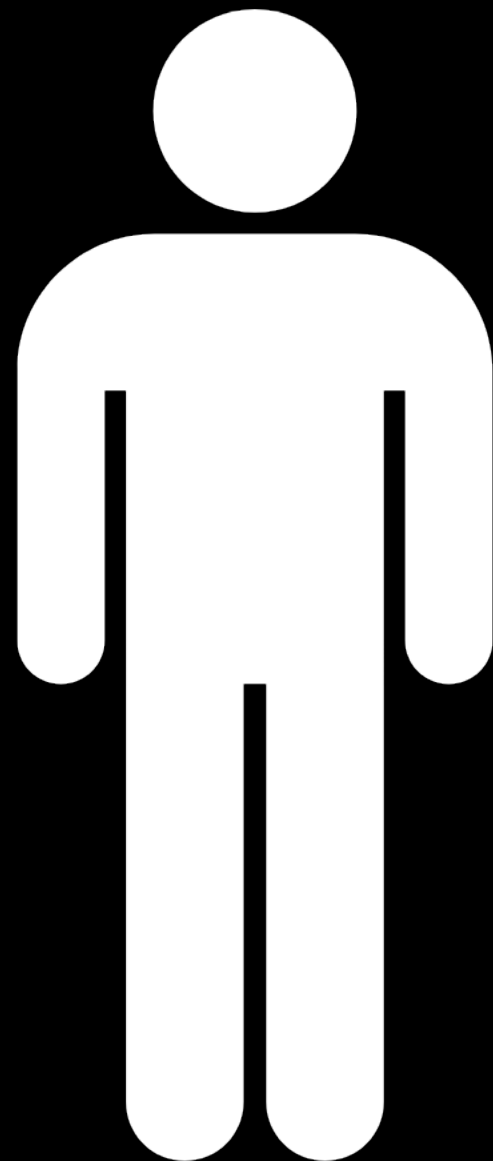


# Racial Justice

**Systematic** fair treatment of  
people of all races, resulting in  
**equitable opportunities and  
outcomes for all**















Homophobia

Ableism

Ageism

Racism

Sexism

Classism

Islamophobia



## Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
  - Justice, Equity, Diversity, Inclusion, Belonging, & Access

## Global Geospatial Community

- Workplace Equity and Belonging for Black People
  - Employee Community
  - User Community











# Belonging







# Belonging

Having access to a space and  
resources to prosper **without the  
need to assimilate**







# Workplace

# Equity







# Workplace Equity

Equity in **Representation**

Equity in **Experience**

Equity in **Recognition**



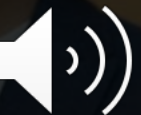


# Workplace Equity

Equity for **Employees**

Equity for **Customers**

Equity for **Guests**





## Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
  - Justice, Equity, Diversity, Inclusion, Belonging, & Access

## Global Geospatial Community

- Workplace Equity and Belonging for Black People
  - Employee Community
  - User Community

## Community Organizing in GIS

- NorthStar of GIS: People of Black/African Descent
  - Advancing Intersectional Racial Justice





# Creating a racially-just world through a racially-just GIS

As a 501c3 Nonprofit







**Clinton Johnson**



**Aisha Jenkins**



**Rhesha Moreau**



**Leslie Fountain**



**Jacqueline Scott**



**Yolanda Richards**



**Falon Williams**



**G Erica Phillips**







# Community Systems

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- Food Systems
- Health & Human Services
- Education & Early Childhood Development
- Community & Public Safety
- Transportation & Mobility
- Economic & Workforce Development
- Family & Individual Housing
- Natural Resource & Environmental Management
- Parks & Recreation
- Utilities & Infrastructure
- Land Development

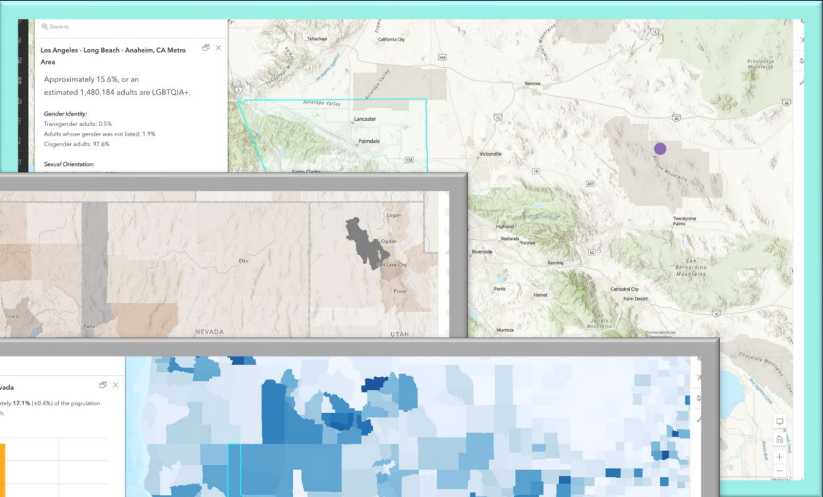




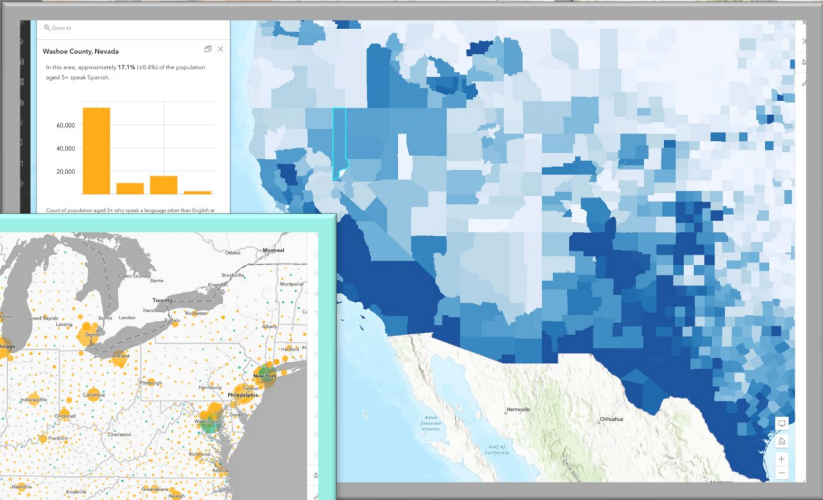
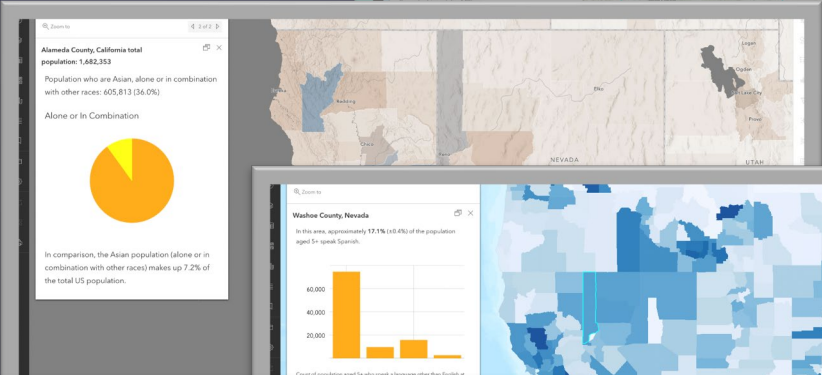
# Apply Intersectional Equity Lenses



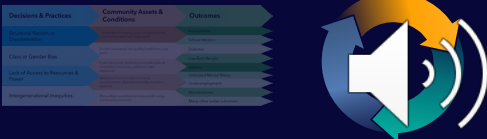
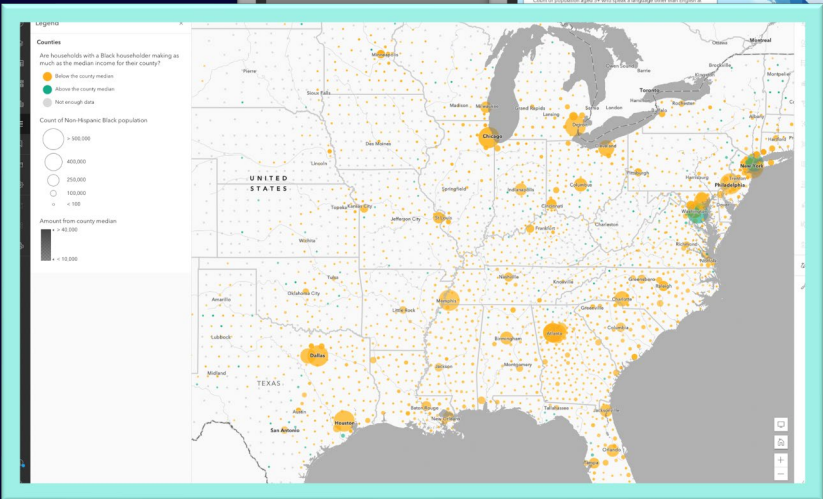
Gender, Sexual Orientation, Age, Ability



Race, Ethnicity



Language



# Root Cause Approach

## Community Impact Stream

### Decisions & Practices

Policies, programs, systems, messaging, and budget decisions that drive downstream community conditions, assets and outcomes

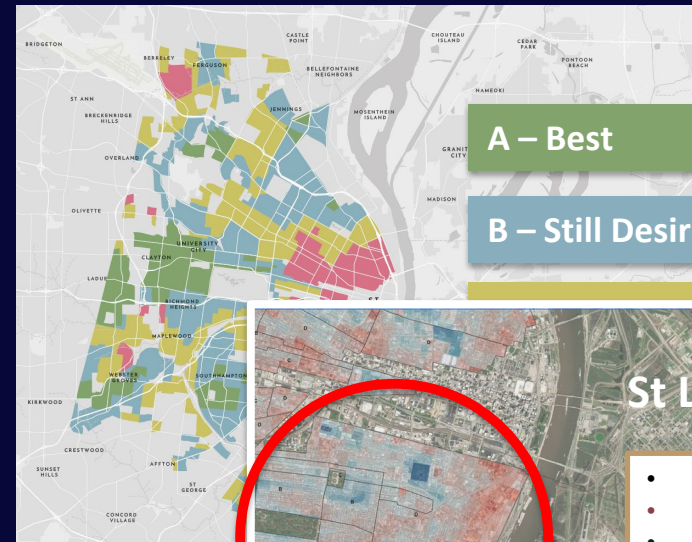
Structural Racism or Discrimination

Class or Gender Bias

Lack of Access to Resources & Power

Intergenerational Inequities

### Community Assets & Conditions



### Outcomes

#### Deaths from

- heat stroke and related conditions
- cardiovascular disease,
- respiratory disease, and
- cerebrovascular disease.

#### Hospital admissions for

- cardiovascular,
- kidney, and
- respiratory disorders.

#### Extreme summer heat (US)

- **extreme heat events** more frequent and intense



# Racial Equity and Social Justice Workflow

Operationalize  
Positive Practices



Manage  
Performance



Engage  
Communities



Map and Analyze  
Equity

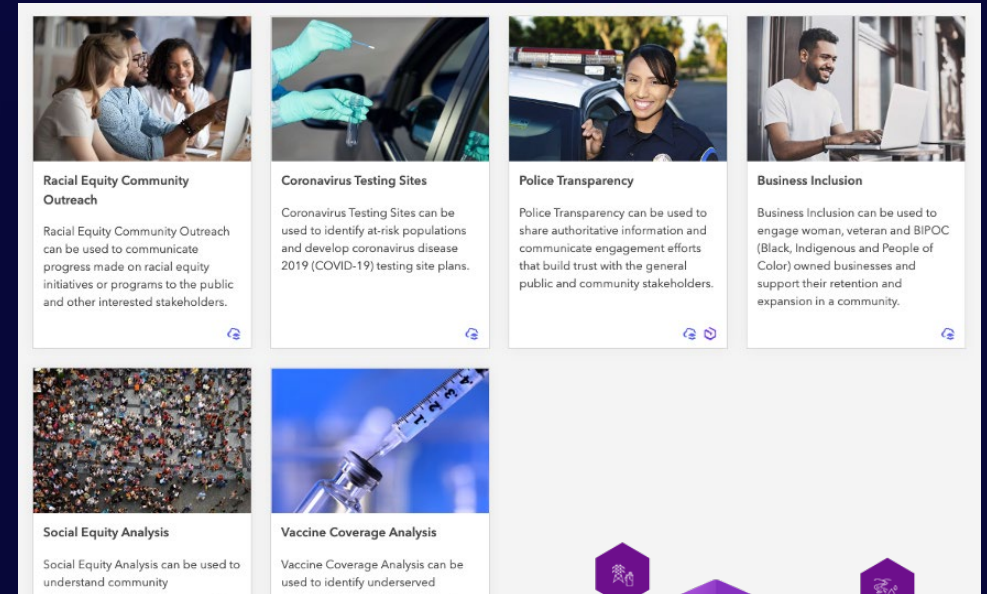




## Intersectional Racial Equity and Social Justice Workflow

 ArcGIS Pro  ArcGIS Field Maps  ArcGIS Solutions

# Racial Equity & Social Justice



Operationalize Positive Practices



# Intersectional Racial Equity & Social Justice

## A Geographic Approach

### Apply intersectional Equity Lenses



### Root Cause Approach

Decisions & Practices	Community Assets & Conditions	Outcomes
Structural Racism or Discrimination	dilapidated housing, poor-quality schools, unemployment, low-wage work	Incarceration School Attrition
Class or Gender Bias	limited insurance, low-quality healthcare, pay gaps	Diabetes Low Birth Weight
Lack of Access to Resources & Power	Food insecurity, limited and unsafe parks & recreation resources, pollution, toxic exposures	Asthma Untreated Mental Illness
Intergenerational Inequities	Absence of community economic development, disproportionality in justice systems Many other conditions across a wide range community concerns	Underemployment Homelessness Many other unfair outcomes

### Racial Equity & Social Justice Workflow



# Intersectional Racial Equity & Social Justice

## A Geographic Approach

Apply intersectional  
Equity Lenses



INTERSECTIONAL

Root Cause  
Approach

Decisions & Practices	Community Assets & Conditions	Outcomes
Structural Racism or Discrimination	Disproportionate housing, poor quality schools, underemployment, low wages, etc.	Incarceration School Attrition
Class or Gender Bias	Limited insurance, low quality healthcare, pay gaps	Diabetes Low Birth Weight
Lack of Access to Resources & Power	Food insecurity, limited and unsafe parks & recreation resources, pollution, toxic exposures	Asthma Untreated Mental Illness
Intergenerational Inequities	Absence of community economic development, disproportionality in justice systems	Underemployment Homelessness
	Many other conditions across a wide range community concerns	Many other unfair outcomes

OUTCOME-FOCUSED

Racial Equity &  
Social Justice  
Workflow



SYSTEMATIC





**SYSTEMATIC**

**Global  
Geospatial  
Community**

**INTERSECTIONAL**

**Racial Equity  
& Social  
Justice**

**Community  
Organizing in  
GIS**

**OUTCOME-FOCUSED**



**Thank You**  
**Keep Supporting Justice,  
Equity, and Belonging**

