Racial Equity & Social Justice

A Geographic Approach

Clinton Johnson (he/him/his)

Racial Equity & Social Justice

An Empathic Approach

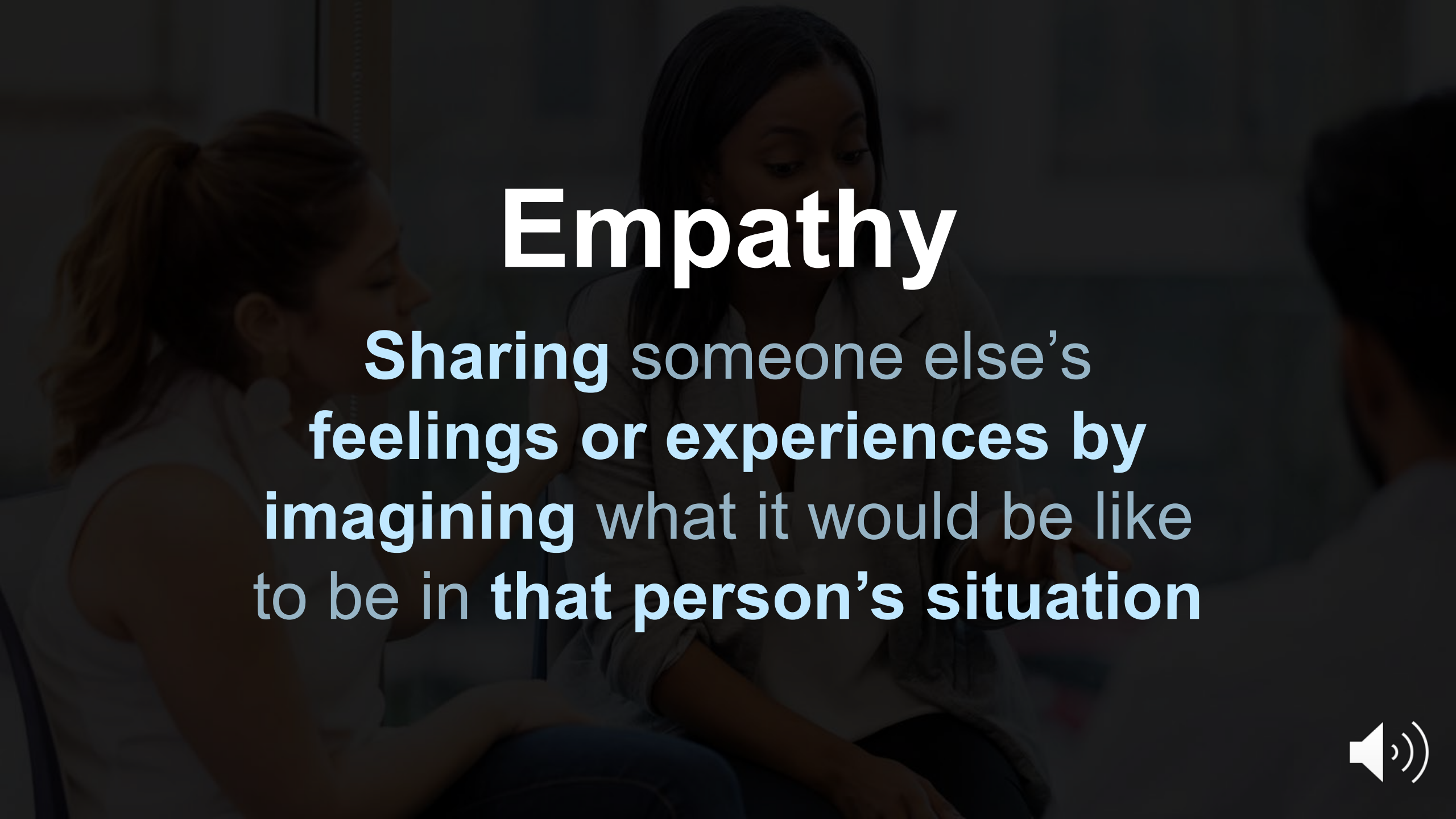
Clinton Johnson (he/him/his)

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**

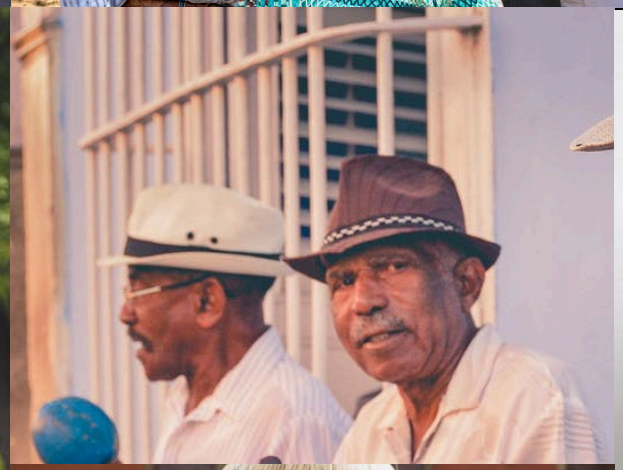
Empathy

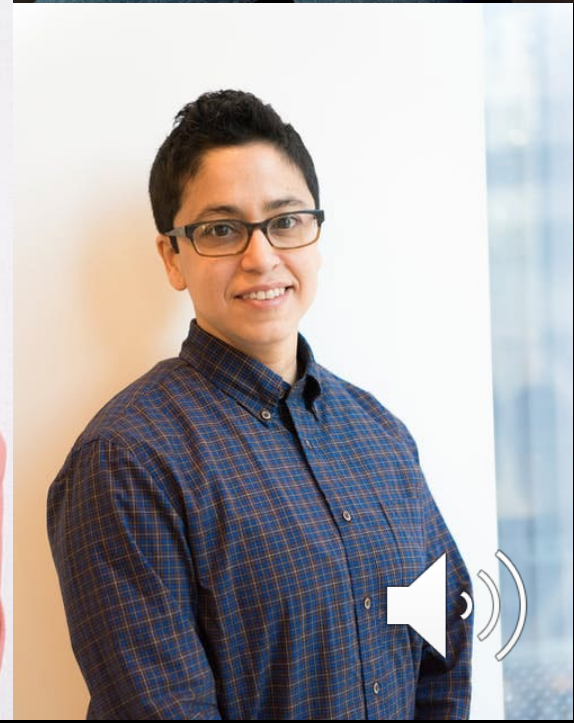
Understanding the impact of policies and actions on:

- **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
Islamaphobia

Homophobia

Ableism

Racial Justice

Ageism

Racism

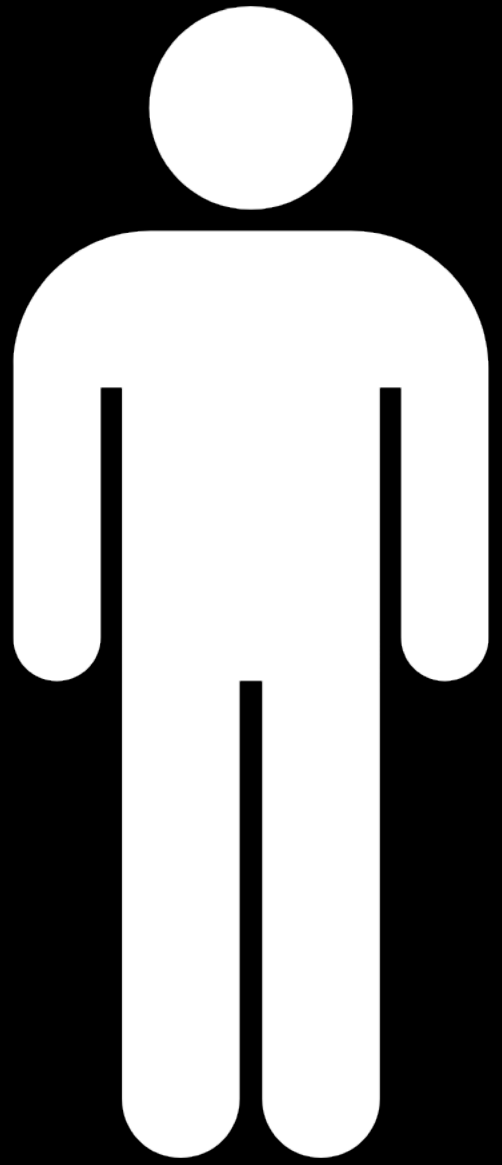
Sexism

Classism

Islamophobia

Racial Justice

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



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Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
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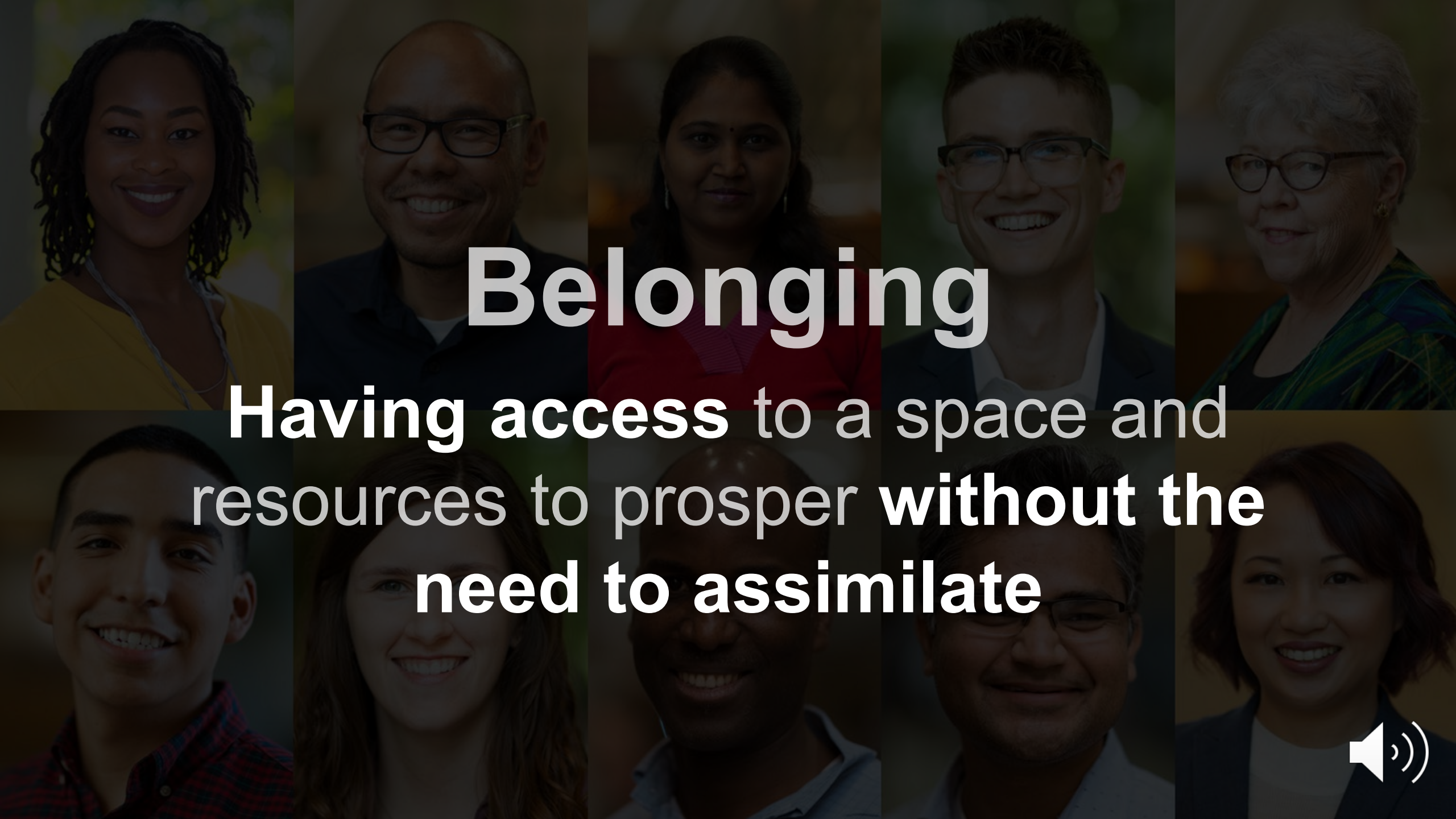
Global Geospatial Community

- 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

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Community Organizing in GIS

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

NorthStar of GIS

Creating **a racially-just world**

through **a racially-just GIS**

As a 501c3 Nonprofit

NorthStar of GIS Board of Directors

Clinton Johnson

Aisha Jenkins

Rhesha Moreau

Leslie Fountain

Jacqueline Scott

Yolanda Richards

Falon Williams

G Erica Phillips

Community Systems

- 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

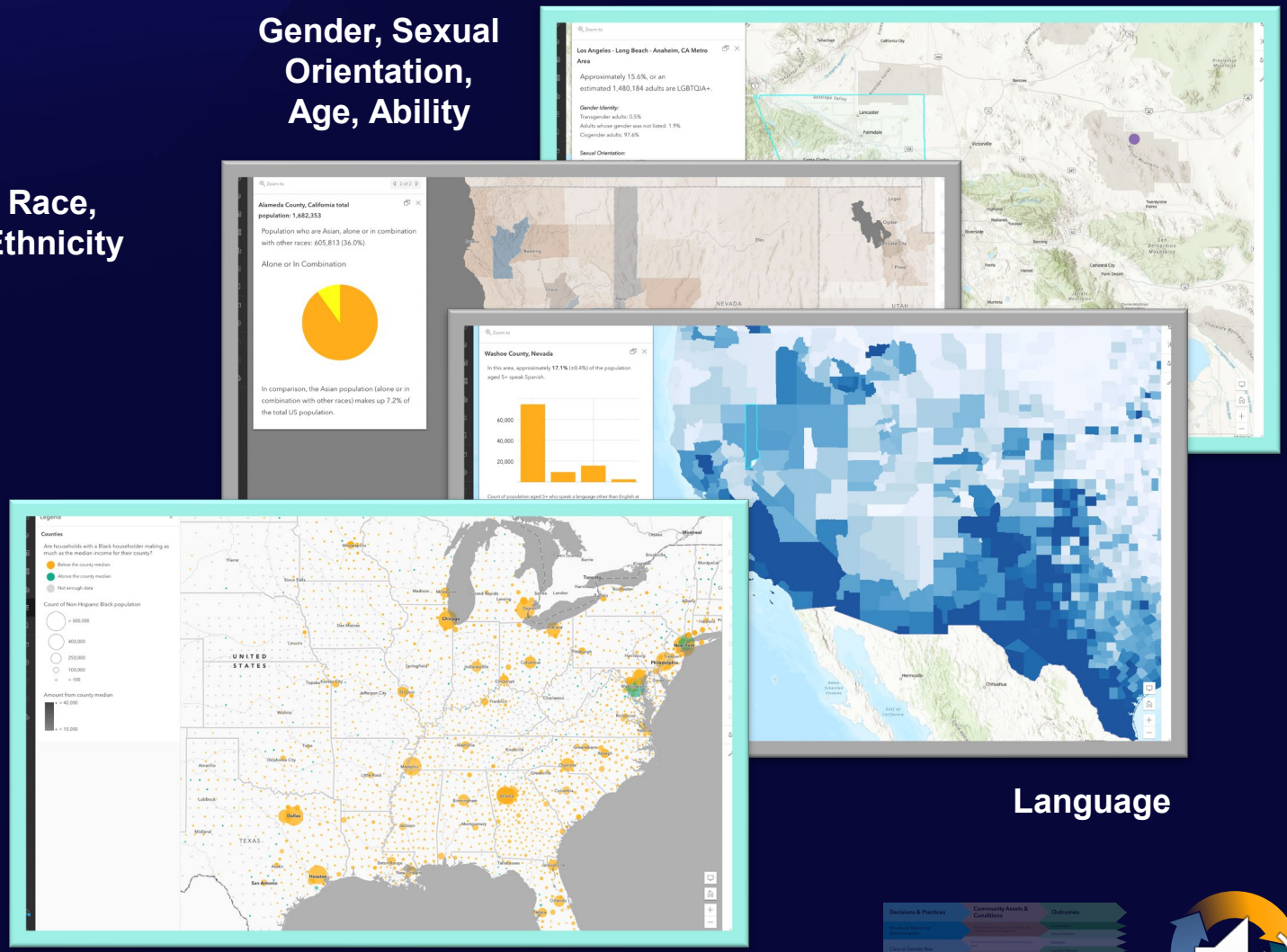
Apply Intersectional Equity Lenses

Gender, Sexual Orientation, Age, Ability

Race, Ethnicity

Income, Poverty, Home Ownership

Language



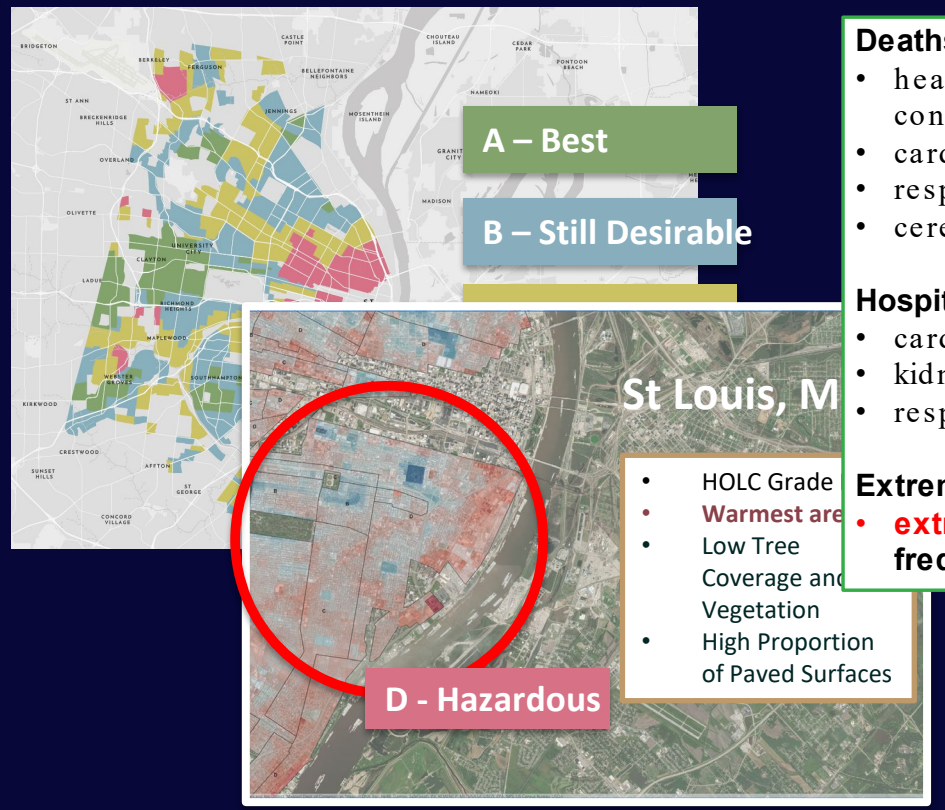
Root Cause Approach

Community Impact Stream

Decisions & Practices → **Community Assets & Conditions** → **Outcomes**

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

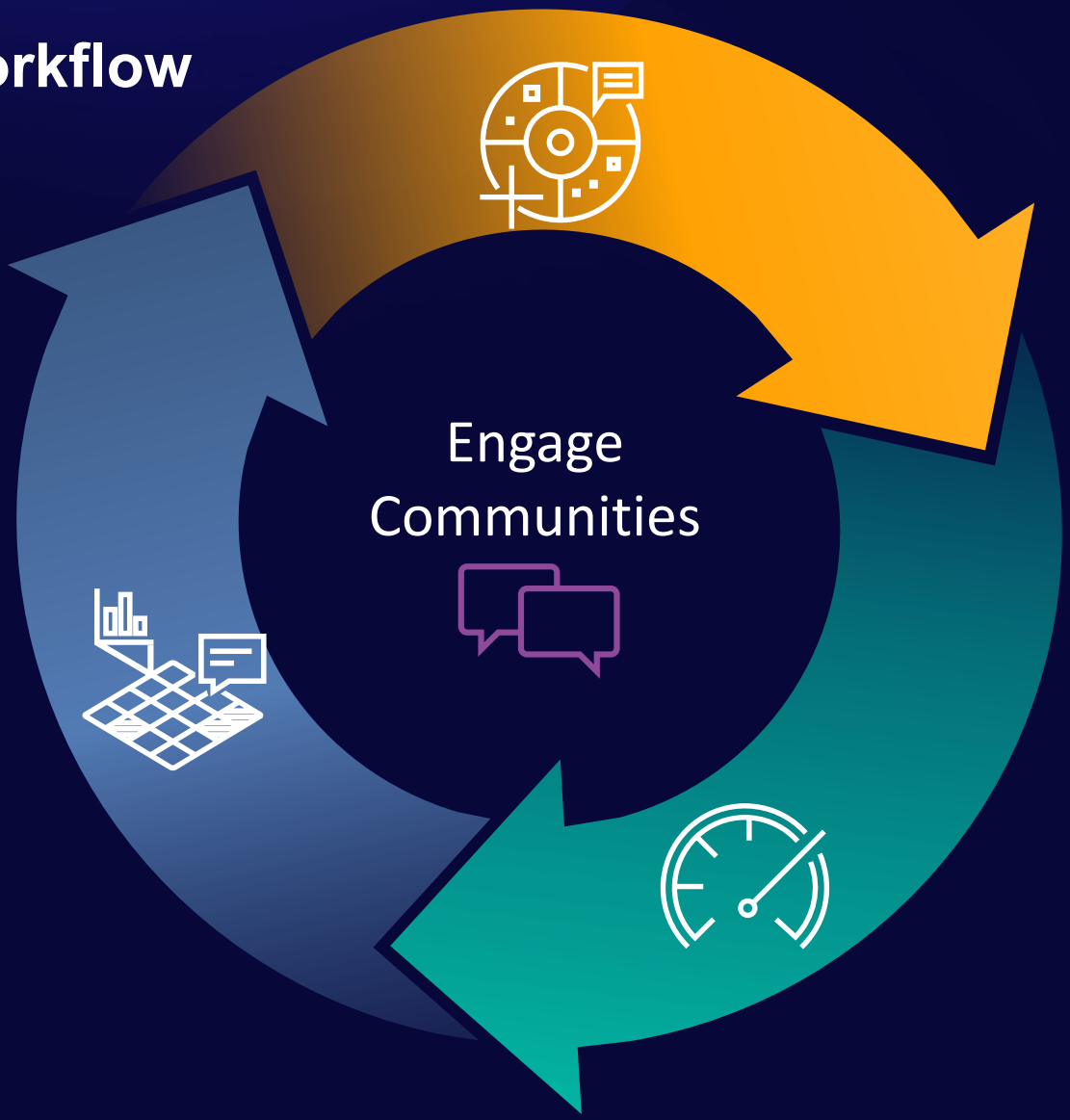


Deaths from
- heat stroke and related conditions
- cardiovascular disease,
- respiratory disease, and
- cerebrovascular disease.

Hospital admissions for
- cardiovascular,
- kidney, and
- respiratory disorders.

Extreme summer heat (US)
- **extreme heat events more frequent and intense**

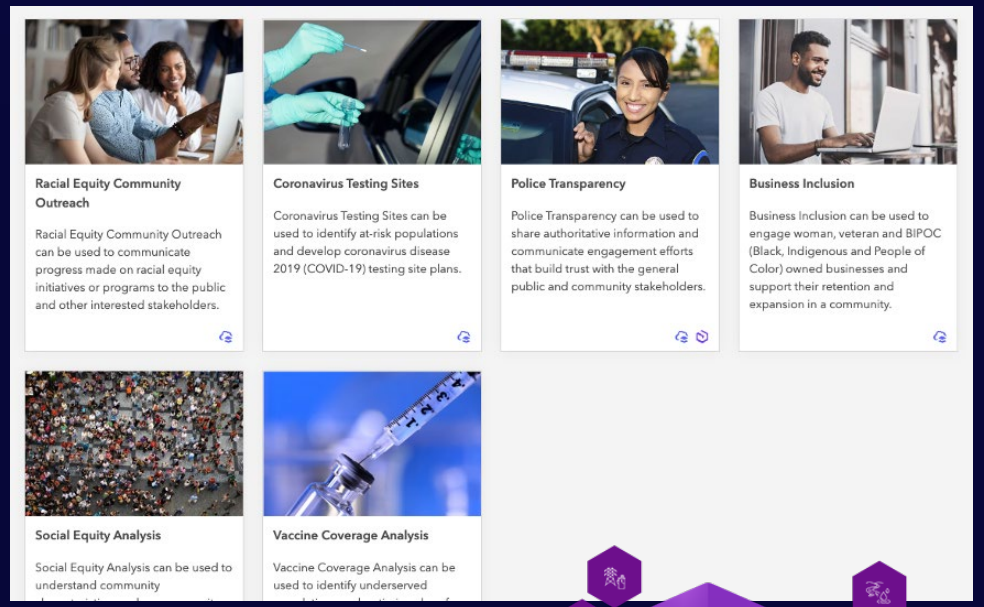
Racial Equity and Social Justice Workflow



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

Racial Equity & Social Justice Workflow

Intersectional Racial Equity & Social Justice

A Geographic Approach

Apply intersectional Equity Lenses

INTERSECTIONAL

Root Cause Approach

OUTCOME-FOCUSED

Racial Equity & Social Justice Workflow

SYSTEMATIC

SYSTEMATIC

INTERSECTIONAL

OUTCOME-FOCUSED

Thank You

Keep Supporting Justice, Equity, and Belonging