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
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
Global Geospatial Community

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

Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
  - Justice, Equity, Diversity, Inclusion, Belonging, & Access
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
Community Organizing in GIS

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

Global Geospatial Community

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Racial Equity & Social Justice

- Geospatial Capabilities to Advance:
  - Justice, Equity, Diversity, Inclusion, Belonging, & Access
Creating a racially-just world through a racially-just GIS

As a 501c3 Nonprofit
NorthStar 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
- Religion
- Class, Income, Home Ownership, etc.
- Race, Ethnicity, Caste, Tribe, Indigeneity

Gender, Sexual Orientation, Age, Ability

Race, Ethnicity

Income, Poverty, Home Ownership

Language
Root Cause Approach

Community Impact Stream

**Decisions & Practices**
- Structural Racism or Discrimination
- Class or Gender Bias
- Lack of Access to Resources & Power
- Intergenerational Inequities

**Community Assets & Conditions**

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

**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

St Louis, MO

- HOLC Grade D
- Warmest area
- Low Tree Coverage and Vegetation
- High Proportion of Paved Surfaces

A – Best
B – Still Desirable
D - Hazardous
Racial Equity and Social Justice Workflow

Operationalize Positive Practices

Engage Communities

Map and Analyze Equity

Manage Performance
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

Decisions & Practices
- Structural Racism & Discrimination
- Class or Gender Bias
- Lack of Access to Resources & Power
- Intergenerational Inequities

Community Assets & Conditions
- Education
- Health
- Security
- Food
- Housing

Outcomes
- School Absence
- Diabetes
- Suicide
- Unemployment
- Housing

Location
- Class
- Income
- Home Ownership
- Race
- Ethnicity
- Caste
- Tribe
- Indigeneity
- Religion
- Language
- Immigration Status
- Nationality
- Country of Origin
Intersectional Racial Equity & Social Justice

A Geographic Approach

Apply intersectional Equity Lenses

Root Cause Approach

Racial Equity & Social Justice Workflow

INTERSECTIONAL

OUTCOME-FOCUSED

SYSTEMATIC
Global Geospatial Community

Racial Equity & Social Justice

Community Organizing in GIS

SYSTEMATIC

INTERSECTIONAL

OUTCOME-FOCUSED
Thank You

Keep Supporting Justice, Equity, and Belonging