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Justice Initiative; Beginning Seattle's Race and Social Justice Initiative; Implementing Seattle's Race and Social Justice Initiative; Acknowledging Institutional Racism
Citywide Employee Training on Race and Racism
Developing Agency Plans; Results from the Race and Social Justice Initiative; Sustaining the Work; Conclusion; References; 6. Assessing Agency Performance: The Wisconsin Experience; Public Administration and Social Equity; Assessing Social Equity in Governmental Services; Contemporary Welfare Policy and Race; Findings from Wisconsin Works; Conceptual Model for Racial Disparities Analysis Within Agencies; Conclusion; Appendix 6.1. Interview Protocol; Notes; References; 7. Making Racial Equity Work Visible: The U.S. Environmental Protection Agency About the EPA
Establishing the Office of Environmental Justice; EPA Mission, Leadership, and Strategic Planning; Implementing the Work: Operational Structure, Programs, and Activities; Environmental Justice 2.0: Environmental Justice in Action; Conclusion; References; 8. Assessing Racial Equity in Government; Racial Equity Analysis; Assessing Racial Equity in Government; Evaluating Racial Equity Performance; Conclusion; References; 9. Beyond the Diversity Plan: Overcoming Racial Nervousness Within MPA Programs; NASPAA Standards; Culture vs. Climate; Performing a Cultural Audit Focusing on Program Specifics
Conclusion; Notes; References; 10. Nervousness in a Comparative Context; Government Apologies; Comparative Nervousness; Racial Discrimination and the United Nations; Conclusion; References; 11. Principles for Conquering Nervousness in Government; Principle 1; Principle 2; Principle 3; Principle 4; Principle 5; Principle 6; Principle 7; Principle 8; Principle 9; Principle 10; References; Index; About the Author

Sommario/riassunto

In this compelling book the author contends that social equity--specifically racial equity--is a nervous area of government. Over the course of history, this nervousness has stifled many individuals and organizations, thus leading to an inability to seriously advance the reduction of racial inequities in government. The author asserts that until this nervousness is effectively managed, public administration social equity efforts designed to reduce racial inequities cannot realize their full potential.
