

NYC FOR RACIAL JUSTICE

AN INTERIM REPORT FROM THE RACIAL JUSTICE COMMISSION STAFF

THE OPPORTUNITY

The Racial Justice Commission (RJC) has the power of a Charter Revision Commission, including the ability to propose changes to the NYC Charter—the foundation of how the City functions and governs. The Commission will examine the NYC Charter to identify barriers to power, access, and opportunity for Black, Indigenous, Latinx, Asian, Pacific Islander, Middle Eastern and all People of Color* in New York City and will put forward ballot proposals to address the underlying causes of racial injustice and advance racial equity. New Yorkers will vote on these proposed changes in November 2022.

The staff of the Racial Justice Commission compiled NYC for Racial Justice for New Yorkers to learn about the work of the Commission so far and get involved in shaping the future of New York City. The content in this report reflects input the Commission has received from the general public, leaders in racial justice work, and experts in a variety of disciplines. This report does not include the proposals the Commission is interested in pursuing—this will come at a later date.

**We will name Black, Latinx, Indigenous, Asian, Pacific Islander, Middle Eastern, and all People of Color whenever possible. We understand that each group is diverse and has varied historical and current experiences with racial inequality*

INSIDE THE REPORT

What the Racial Justice Commission heard from New Yorkers and what you need to know about how the Commission is beginning to dismantle structural racism in the NYC Charter.

Criteria for NYC Charter Revisions

The Commission aims to create the broadest, boldest, long-term change through **structural changes** that impact the underlying causes of racial inequity and begin to dismantle structural racism.

Structural change includes additions, changes, or deletions to the foundational laws of government. Structural change will be evaluated on the degree to which it can increase power, access, and opportunity for BIPOC communities in their day-to-day lives, as well as advance a vision where race is not a determinant of outcomes. Other factors that influence the Commission's approach to structural change include sufficient capacity and accountability measures that ensure the intended racial equity impact can be achieved. A few examples of structural change are:

- **Transforming** how government uses power or makes decisions;
- **Redefining** the relationship between government and society;
- **Eliminating** contradictions between the values of the people, such as racial justice, and government structures that undermine those values; and
- **Addressing** outdated values that do not honor the current reality – that NYC is a diverse, multi-racial city.



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SIX PATTERNS OF INEQUITY

From the public input shared, Commission staff identified how barriers to power, access, and opportunity result in six patterns of inequity for BIPOC* New Yorkers.

The Racial Justice Commission will prioritize and pursue proposals to address the root cause of these patterns of inequity:

- 1** Inequity in Quality Services that Promote Social and Emotional Wellbeing
- 2** Inequity in Work, Advancement, and Wealth Building
- 3** Inequity Within and Across Neighborhoods that Inhibits Thriving Individuals, Families, and Communities
- 4** Marginalization and Over-Criminalization of BIPOC Persons and Communities
- 5** Inequity in Representation in Decision-making
- 6** Enforcement and Accountability of Government and Entities

What to Expect from the Commission

The Commission will conclude the first half of its two-year mandate by December 2021 and expects to provide the public with the following by then:

- Manageable number of high impact ballot proposals to revise the NYC Charter
- Proposed "Preamble" to establish a set of values that guide how the government serves New York City residents
- Racial Justice Roadmap including recommendations beyond Charter Revision, such as ideas for city, state, and federal law makers

After December 2021, the Commission is expected to begin a voter education campaign up until the general election on November 8, 2022 when New Yorkers will decide if the ballot proposals to advance racial equity become law.

YOUR POWER IN THE PROCESS

Every New York City resident, of any age, immigration status, or race, has the opportunity to help the Commission boldly re-build the constitution of the city on a foundation of racial equity and justice. This is a chance to demand that the law ensure the City serves **ALL** New Yorkers.

MAKE YOUR VOICE HEARD! VISIT [NYC.GOV/RACIAL JUSTICE](https://nyc.gov/racial-justice)



Share your input through
December 2021

Join a virtual or in-person
public input session