**Resiliency Toolkit Case Study**

# BACKGROUND

The Michigan Racial Equity Toolkit offers guidance for public organizations and local governments to implement practices that are just, equitable, and racially conscious. This toolkit aims to encourage open conversation surrounding the difficult topic of race and to help organizations understand how they can support and amplify voices that have historically been silenced. It also creates a user-friendly guide to implementable actions and measurable outcomes that create more resilient and equitable communities.

# WHY IT MATTERS

- "People" is defined in the MEDC Resilience Toolkit as one of the four pillars of community resiliency for a reason. Creating safe and equitable spaces where people live, work, and play are at the foundation of strong communities. Racial equity is a major component of this.
- A large majority of hate crime in Michigan relates to race, ethnicity, ancestry, and religion. Through focused efforts on goal setting and open communication, trust and community can be built and transcend generations, reducing the perpetuation of racism and actions that lead to harm.
- Our past experiences, the people with whom we surround ourselves, and the media we consume can influence us into making decisions that unintentionally cause harm to others. Raising awareness about unconscious bias can help us make more informed, intentional decisions.
- Agencies of local governments have a direct line to the people in their communities. As such, they possess a unique and significant role in advancing racial equity.

# CONNECTION TO RRC BEST PRACTICES

- This toolkit can help to identify social vulnerabilities and prevent costly damages that may occur in the event of a disaster (RRC Resiliency Toolkit: People Pillar).
- Recognizing how systemic racism works its way through a community can prevent compounding problems across the four resilient pillars. For example, systemic disinvestment in minority groups creates economic disparities; a lack of equity to invest in housing can contribute to intergenerational trauma, perpetual poverty, etc. (RRC Resiliency Toolkit: Place, People, Infrastructure, and Economy Pillars).
- Embracing multiculturalism can help organizations assess issues from multiple vantage points. This encourages innovation and helps fortify a community against risks brought about by groupthink (RRC Resiliency Toolkit: People Pillar).
- The toolkit outlines methods and tools to create inclusive, safe spaces for engagement (BP 1.4: Public Participation Plan).