

# ***RACIAL EQUITY AND SOCIAL JUSTICE***



## ***TOWARD A MORE JUST AND INCLUSIVE MINNESOTA***

Union members believe that everyone who works hard, plays by the rules and contributes to their family and community deserves their fair share of the freedoms, security and opportunities our state offers to everyone.

Unfortunately, Minnesota falls far short of that ideal for people of color and people from different places and/or who follow different religions. The disparities, particularly by race, appear in virtually every measure of public life, including housing, employment, incarceration, health, wealth and education.

The 2018 elections are an historic opportunity to unrig the rules and fight the institutional racism that has held back generations of Native Americans and black and brown Minnesotans. The right leaders can enact policies that liberate the human potential that has been limited for decades by bias and discrimination.

Those leaders could enact laws to reduce disparities in employment, housing, health and education. They could work with community leaders to eliminate bias in public institutions and to reform the criminal justice system, reduce penalties for non-violent drug offenses and restore trust in law enforcement.

The changes will start at the ballot box, but they won't end there. Unionists and our allies will hold the leaders we elect accountable, regardless of their party. Our students don't have time to wait.

## ***THREE THINGS TO KNOW***

- Twelve percent of white children live in poverty in Minnesota, but among Latino children, it's 28 percent; among African-American children it's 34 percent; and 34 percent among American Indian children, according to Kids Count, a project of the Anne E. Casey Foundation.
- The incarceration rate for white juveniles in Minnesota is 75 per 100,000. For Latino youths, – 130 per; for African-American youths – 648; for American Indian youths – 899, according to The Sentencing Project, a watchdog group.
- Students of color and American Indian students lag white students by virtually every measure. To cite just one example, in the most recent data from the state, the graduation rate for white students in Minnesota was 88 percent, but only 69 percent of students of color.

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## ***TAKING CHARGE***

- If you support drivers' licenses for undocumented immigrants, you can work together with people of color and new immigrants to elect state legislators to pass the law.
- If you think it's time to bring a \$15 minimum wage to your community, or the whole state, vote for the local and state leaders who will deliver it.
- Debt-free college, single-payer health insurance and other policies to shore up your family finances are possible, but only if you vote for the right people for state and federal offices.
- No matter whom you vote for, hold them accountable through your local union, our allies among communities of color, immigrant rights groups, and civil rights organizations.



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