

Livonia Citizens Caring About Black Lives

An Overview



OUR MISSION

To unite our community through education, anti-racist action and alliances for equity and peace

OUR PRIMARY LENS

Livonia Citizens Caring About Black Lives uses race as a primary lens for our diversity, equity, and inclusion work for several reasons:

1. Legacy of institutional racism

Despite the responsibility of public institutions to serve all, across history race and skin color has been a basis for exclusion and discrimination against communities of color. Particular to Livonia is an unfortunate history as one of our country's largest "Sundown Towns" - communities that practiced a form of segregation by excluding Black people and other minorities through a combination of discriminatory local laws, intimidation, policing, and violence.

2. Demographic shift

Livonia is experiencing a demographic shift and is a more vibrant and diverse city than it has ever been. This shift has not yet been reflected in the makeup of city decision-makers. In order to be a responsive local government and move forward successfully as the community we are today, we must increase access and opportunities for historically underrepresented communities to play an integral role in shaping our future.

3. Disparities

Tragically, research shows that in the U.S., race remains one of the most powerful predictors of wellbeing and success. Across indicators of health, education, housing, income, poverty, criminal justice and more, people of color face systemic disparities that prevent them from thriving at the same rates as the white community. Good intentions are not enough; we must intervene boldly to change outcomes.

4. Intersectionality

The concept of intersectionality allows us to understand that people and forces of oppression are multidimensional and interconnected. This means that we can have a primary lens of race while also positively impacting other marginalized identity groups.

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OUR CRITERIA

We used the following criteria to establish 3 priorities that we believe will bring out the most impactful and the most immediate change:

1. City Jurisdiction: In order to implement effective monitoring and accountability measures, we prioritized items that are actionable and accountable to the City of Livonia
2. Measurability: Priorities have specific goals and indicators to measure progress.
3. Based on collective experience: The priorities included here are a reflection of collective experiences of marginalized communities, often missed or not included in official data.

OUR PRIORITIES/FOCUS AREAS

Priority 1: Public Engagement & Education

Communications: Celebrate and reflect Livonia's diversity, promote welcoming and access for all.

Outreach & engagement: Build relationships to reduce barriers, increase trust and promote civic engagement.

Education: Prioritize the LPS Engagement in Equity anti-racism and equity work within our schools

Leadership development: Invest in new leaders and lay the groundwork for engagement in local government.

Reflective government: Shape policymaking and advisory boards to reflect the community.

Priority 2: Public Safety for All

Reflective police force: Recruit and retain an increasingly diverse police force across all positions.

Culturally responsive public safety staff: Demonstrate cultural responsiveness in public safety interactions.

Community engagement: Build trust and long term relationships between police and diverse communities.

Transparency: Be responsive and operate with maximum accountability and transparency.

Safety for vulnerable communities: Protect vulnerable populations and actively address issues impacting them.

Priority 3: Community Building & Inclusion

Multicultural Community Center: Lay a foundation for establishing a cultural resource center.

Cultural celebration: Promote the celebration and sharing of culture through community events.

Acknowledge diversity in public spaces: Recognize communities of color and shared history.

Welcoming city: Promote Livonia as a welcoming city and support cross-cultural relationship building.