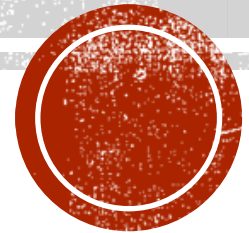


FACULTY FRIDAYS: ANTI-RACISM DISCUSSION

Angela Odoms-Young & Renee Taylor



DISCUSSION GUIDELINES

- Presentation is based on scientific data and findings
- Presentation is consistent with an anti-racism perspective
- Goal is positive change – eliminating racism at all levels, with a focus on systemic racism
- An inherently uncomfortable subject for many - content may make some people uncomfortable
- Goal is not to feel guilt, to debate these issues, but to look at what positive change we can make together to benefit those in our college – faculty, staff, and students.



THE URGENCY OF NOW

“We have also come to this hallowed spot to remind America of the fierce urgency of Now. This is no time to engage in the luxury of cooling off or to take the tranquilizing drug of gradualism. Now is the time to make real the promises of democracy. Now is the time to rise from the dark and desolate valley of segregation to the sunlit path of racial justice. Now is the time to lift our nation from the quicksands of racial injustice to the solid rock of brotherhood. Now is the time to make justice a reality for all of God's children.” – I Have a Dream, Dr. Martin Luther King, 1963.



THOUGHT QUESTION

Would anyone feel comfortable sharing how you have been feeling during this time of grieving, change, and civil unrest?



Stereotype and bias in the media



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man **walks** through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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• [Looting Takes Place in View of La. Police](#) AP - Ti



AFP/Getty Images - Tue Aug 30, 3:47 AM ET

Two residents **wade** through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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Bias May be Conscious or Unconscious

- Explicit bias: *the **conscious** attribution of particular qualities to a member of a certain group.*
 - occurs as the result of deliberate thought
 - can be consciously regulated
- Implicit / unconscious / hidden bias: *the **unconscious** attribution of particular qualities to a member of a certain group.*
 - occurs without one's awareness or intention
 - may occur under stress, exhaustion, or forced quick decision making





Shift in conceptualization of stereotype & bias

Biased thoughts and actions are habits that we all have; breaking these habits requires more than good intentions.





Key Ideas

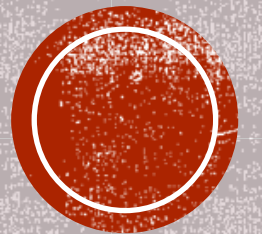
“We don't see things as they are, we see them as we are.” (Anais Nin)

- Our minds are more than the sum of the conscious parts.
- Unintended thoughts can contradict our personal values and beliefs.
- Acting consistently with our beliefs can require more than good intentions.



**“If you want to
know the end, look
at the beginning.”**

Chamian Proverbs



ROOT CAUSES OF INEQUITY

Structural Racism:

- A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.
- It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.
- A feature of the social, economic and political systems in which we all exist.

White Privilege

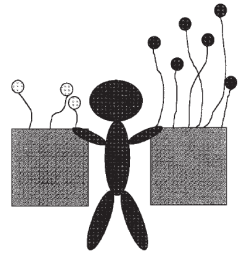
White privilege, or “historically accumulated white privilege,” refers to whites’ historical and contemporary advantages in access to quality education, decent jobs and livable wages, homeownership, retirement benefits, wealth, etc.

White supremacy

- Belief system
 - 1) whites should have dominance over people of other backgrounds, especially where they may co-exist;
 - 2) whites should live by themselves in a whites-only society;
 - 3) white people have “culture” that is superior to other cultures;
 - 4) white people are genetically superior to other people. As a full-fledged ideology, white supremacy is far more encompassing than simple racism or bigotry. Most white supremacists today

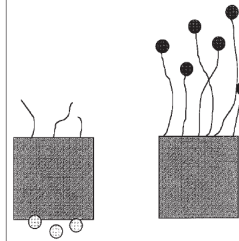


Who is the gardener?



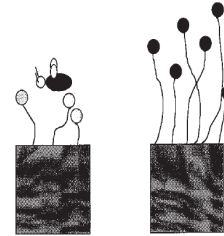
- Government
- Power to decide
 - Power to act
 - Control of resources
- Dangerous when
- Allied with one group
 - Not concerned with equity

Personally mediated racism



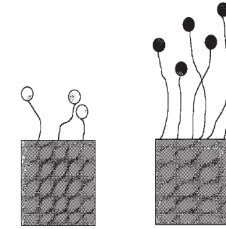
- Intentional
- Unintentional
- Acts of commission
- Acts of omission
- Maintains structural barriers
- Condoned by societal norms

Internalized racism



- Reflects systems of privilege
- Reflects societal values
- Erodes individual sense of value
- Undermines collective action

Institutionalized racism



- Initial historical insult
- Structural barriers
- Inaction in face of need
- Societal norms
- Biological determinism
- Unearned privilege

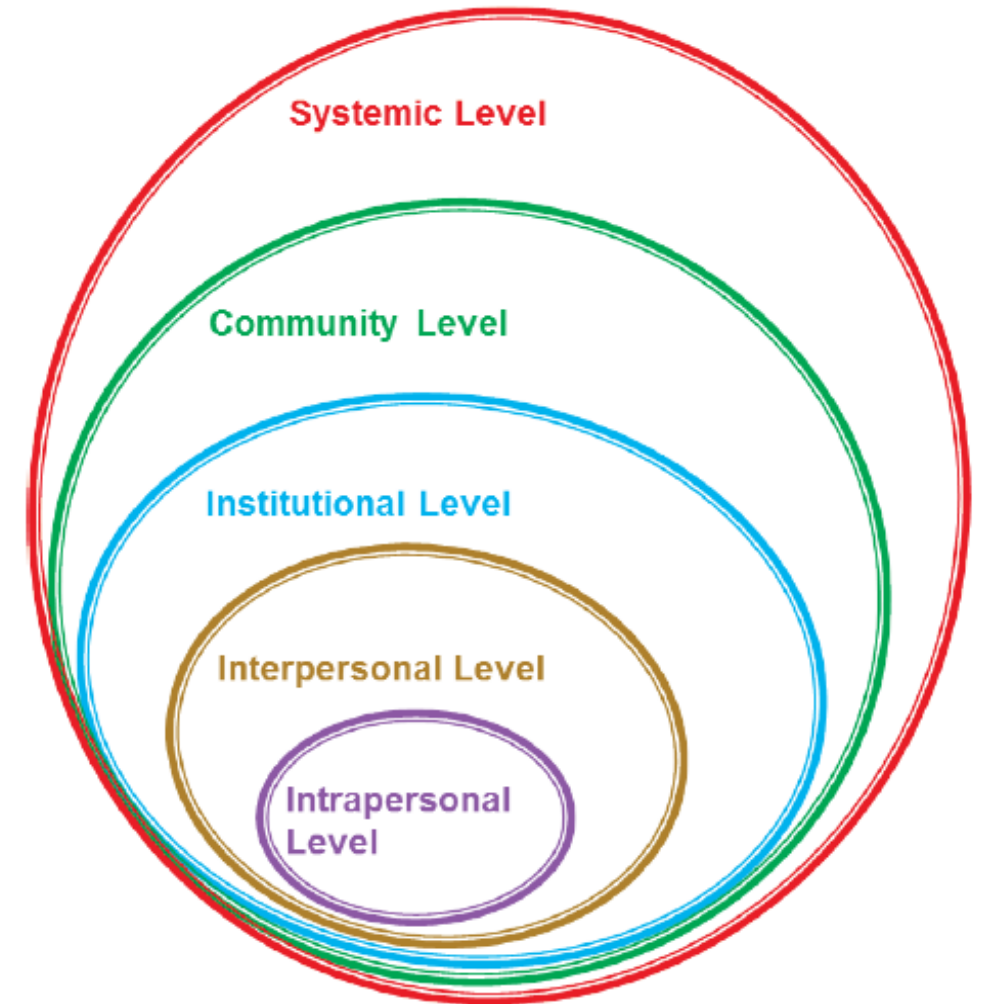
Racism: A Gardener's Tale (Jones, 2000)

Pathways

- Racial discrimination includes 2 components:
 - (1) “Differential treatment on the basis of race that disadvantages a racial group” (disparate treatment)
 - “Disparate treatment,” studies have shown that racial discrimination limits people of color’s access to educational and employment opportunities, resulting in social and economic consequences
 - (2) “treatment on the basis of inadequately justified factors other than race that disadvantages a racial group” (disparate impact).
 - “Disparate impact,” also has implications for creating racial/ethnic disparities (e.g. incarceration).

COMMUNITIES IN ACTION: PATHWAYS TO HEALTH EQUITY (NAS, 2017)

- Historical and Political
- Persist over the Life Course



Systemic Level

- Immigration policies
- Incarceration policies
- Predatory banking

Community Level

- Differential resource allocation
- Racially or class segregated schools

Institutional Level

- Hiring and promotion practices
- Under- or over-valuation of contributions

Interpersonal Level

- Overt discrimination
- Implicit bias

Intrapersonal Level

- Internalized racism
- Stereotype threat
- Embodying inequities

Historical Forces Have Left a Legacy of Racism and Segregation

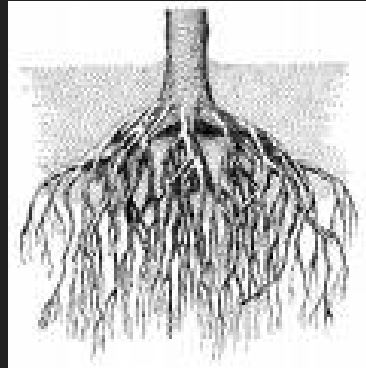


Historical Roots of Present-Day Inequities

Discriminatory mortgage underwriting by the FHA/VA

Redlining practices by banks and home insurance agents

Racial steering and block-busting practices by real estate agents



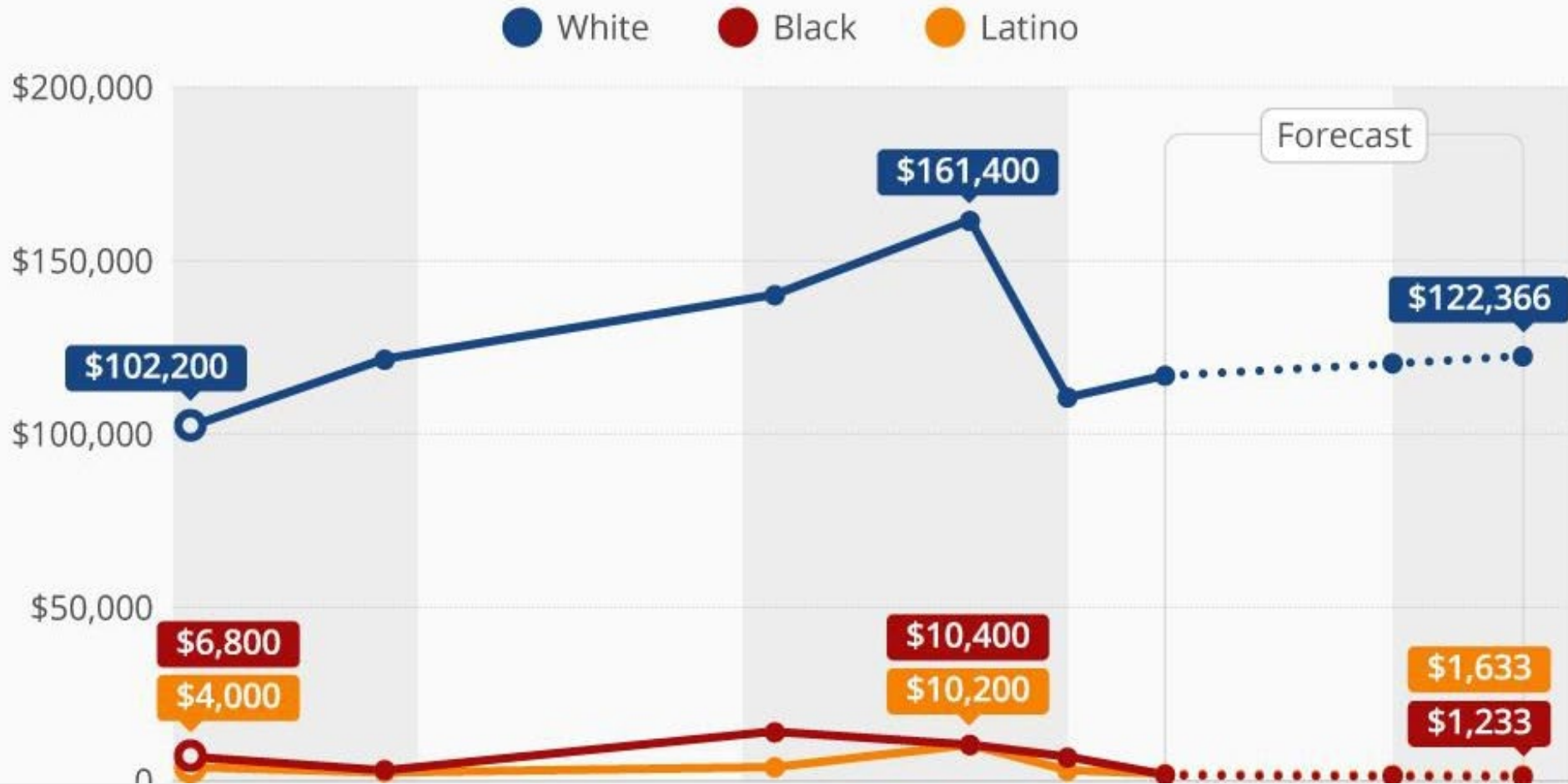
Disinvestment and concentrated poverty in urban centers and rural areas of color

Gentrification

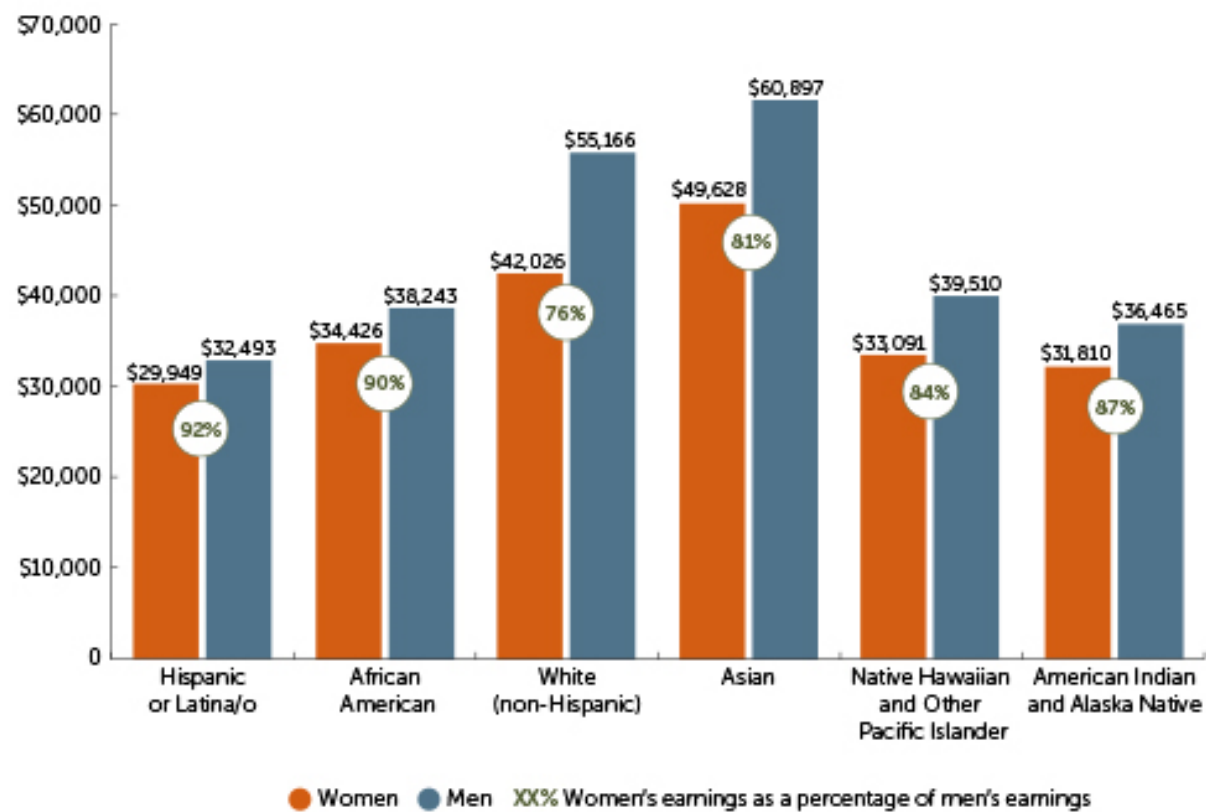
Displacement caused by federal highway construction and other urban renewal projects

Racial Wealth Inequality Is Rampant In The U.S.

Median household wealth by race/ethnicity in the United States (1983-2024)

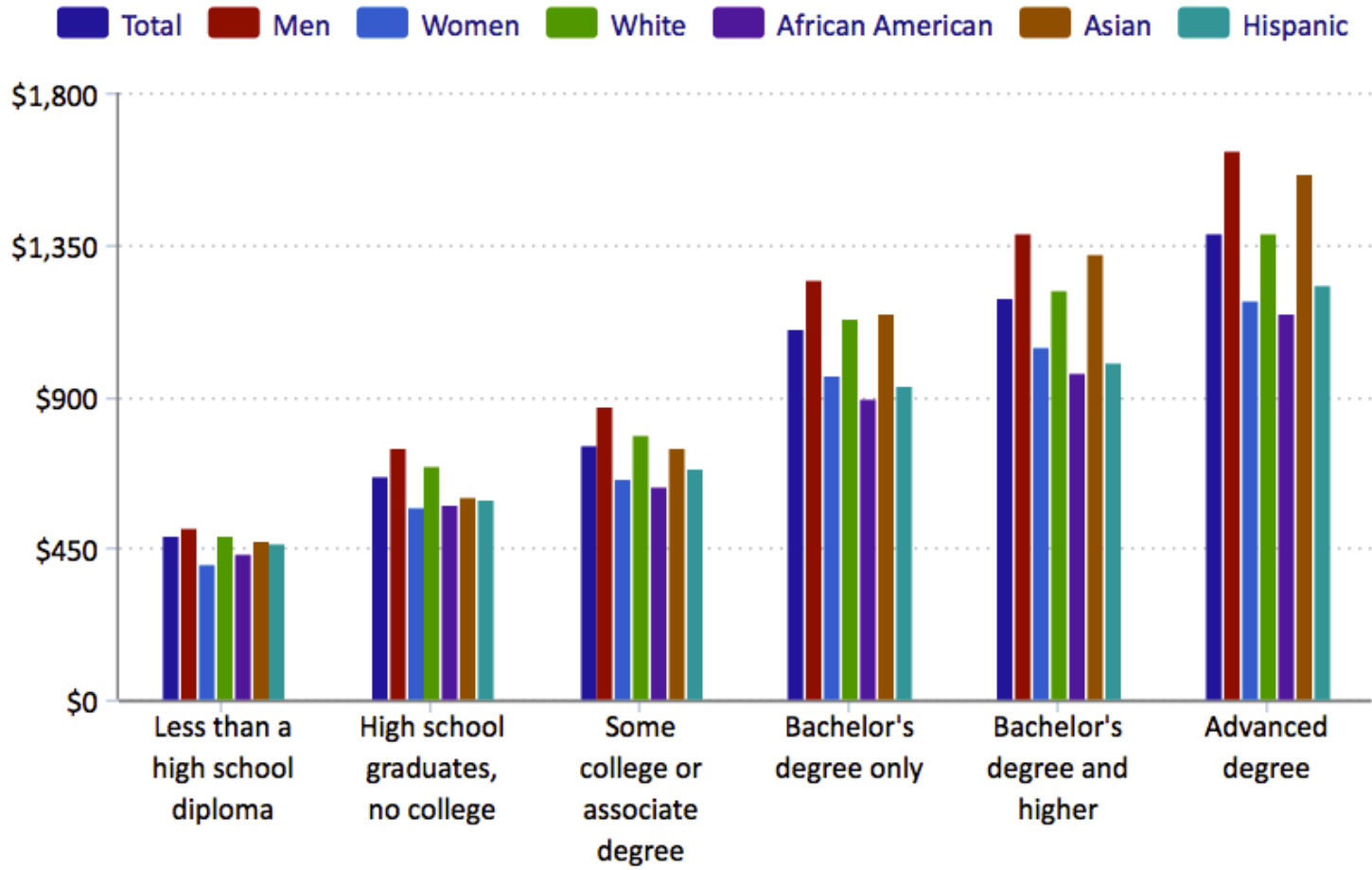


Median Annual Earnings, by Race/Ethnicity and Gender, 2015



Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates

Median usual weekly earnings of full-time wage and salary workers age 25 and older by educational attainment, 2014 annual averages



Source: U.S. Bureau of Labor Statistics.

7



“MASS INCARCERATION DID NOT COME ABOUT BECAUSE OF SUBSTANTIAL INCREASES IN CRIME, BUT RATHER BECAUSE OF A SET OF POLICY CHOICES THAT THE NATION HAS MADE.”

“A BRIEF HISTORY OF THIS SYSTEM OF MASS INCARCERATION REVEALS A CONFLUENCE OF FACTORS THAT PRODUCE PSYCHOSOCIAL TRAUMA AND ECONOMIC DISADVANTAGE. THE PUNITIVE PREDILECTION FOR CRIMINALIZING POOR PEOPLE AND PEOPLE OF COLOR AND LOCKING THEM UP IN RECORD NUMBERS ACCELERATED IN THE 1980S WITH THE WAR ON DRUGS, DEINDUSTRIALIZATION, AND NEOLIBERAL COUNTERREVOLUTION”

Crutchfield and Weeks, 2015; Sbicca, 2016

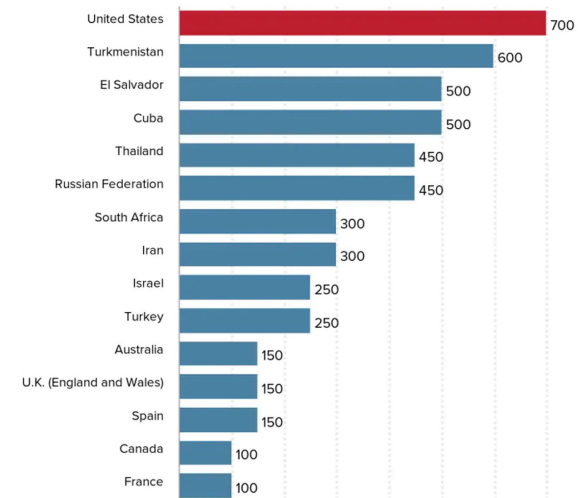


MORE PEOPLE INCARCERATED

- The United States has less than 5 percent of the world's population, yet nearly 25 percent of its prisoners.
- the U.S. incarceration rate is nine times higher than Germany, eight times higher than Italy, five times higher than the U.K., and 15 times higher than Japan.

The U.S. incarcerates more of its people than other nations

Approximate number of people in jail or prison per 100,000 population



Note: Many widely circulated reports provide more specific numbers than the approximate numbers shown here. For example, commonly reported estimates of current U.S. incarceration rates are 693 and 707 per 100,000. But methodologies vary, and rather than arbitrarily using the specific estimates of only one such report, we use approximate numbers here because it is the magnitude of differences that is important, not the specific estimates.

Source: Peter Wagner and Alison Walsh, "States of Incarceration: The Global Context," Prison Policy Initiative, 2016

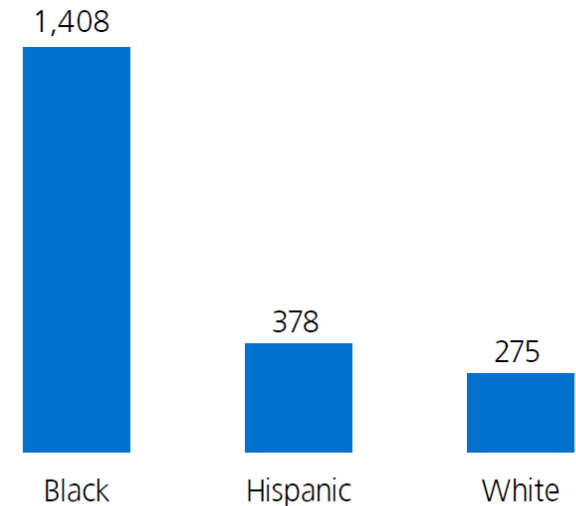
Economic Policy Institute



RACE AND INCARCERATION

- African Americans are incarcerated in state prisons at a rate that is 5.1 times the imprisonment of whites. In five states (Iowa, Minnesota, New Jersey, Vermont, and Wisconsin), the disparity is more than 10 to 1.
- In twelve states, more than half of the prison population is black: Alabama, Delaware, Georgia, Illinois, Louisiana, Maryland, Michigan, Mississippi, New Jersey, North Carolina, South Carolina, and Virginia. Maryland, whose prison population is 72% African American, tops the nation.
- In eleven states, at least 1 in 20 adult black males is in prison.
- In Oklahoma, the state with the highest overall black incarceration rate, 1 in 15 black males ages 18 and older is in prison.
- States exhibit substantial variation in the range of racial disparity, from a black/white ratio of 12.2:1 in New Jersey to 2.4:1 in Hawaii.
- Latinos are imprisoned at a rate that is 1.4 times the rate of whites. Hispanic/white ethnic disparities are particularly high in states such as Massachusetts (4.3:1), Connecticut (3.9:1), Pennsylvania (3.3:1), and New York (3.1:1).
- Although rates of drug use and sales are similar across racial and ethnic lines, black people are far more likely to be criminalized than white people.

Figure 1. Average rate of incarceration by race and ethnicity, per 100,000 population



Data source: United States Department of Justice. Office of Justice Programs. Bureau of Justice Statistics. National Prisoner Statistics, 1978-2014. Bibliographic Citation: ICPSR36281-v1. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2015-10-09; U.S. Census Bureau (2013). *2013 Population Estimates*. Annual estimates of resident population by sex, race, and Hispanic origin for the United States, states and counties: April 1, 2010 to July 1, 2013. Washington, DC: U.S. Census Bureau.



RACIAL INEQUITY IN INCARCERATION AND IMPACT ON FAMILIES

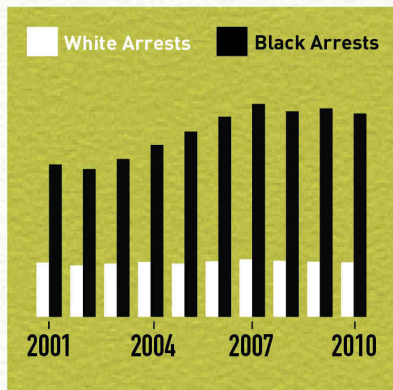
- An African American child is six times as likely as a white child to have or have had an incarcerated parent.



TARGETING COMMUNITIES OF COLOR

ACLU

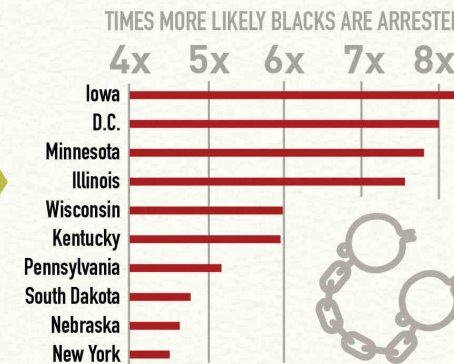
BLACKS HAVE BEEN NEARLY
FOUR TIMES
MORE LIKELY THAN WHITES
TO BE ARRESTED FOR
MARIJUANA POSSESSION



WORST DISPARITIES IN 2010

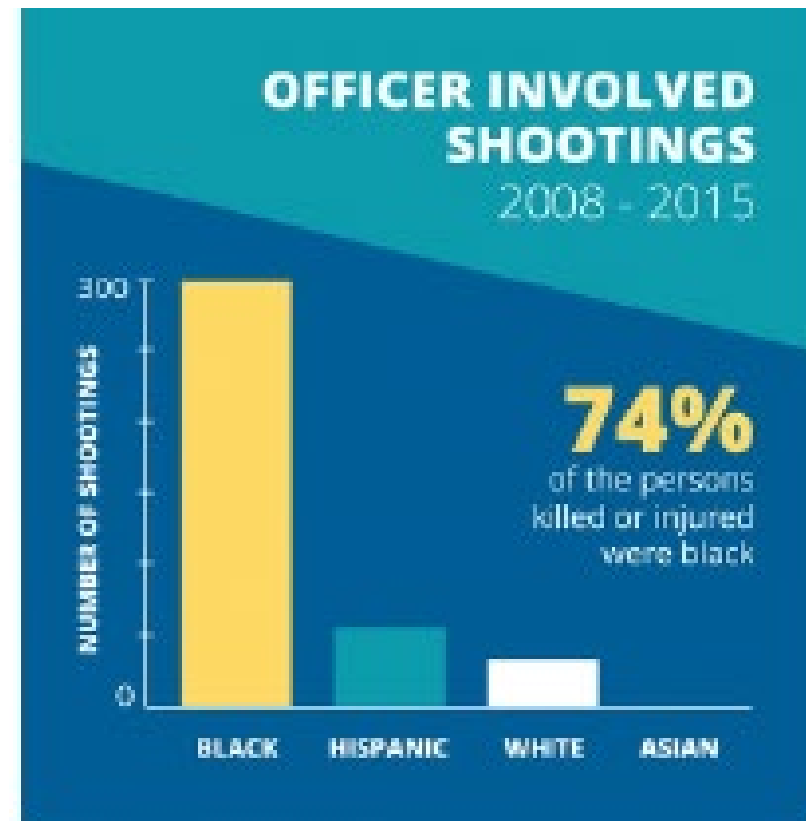
ACLU

IN IOWA, D.C., MINNESOTA,
& ILLINOIS – BLACKS WERE
7.5 TO 8.5 TIMES
MORE LIKELY THAN WHITES TO
BE ARRESTED FOR HAVING WEED.



OVER POLICING OF BLACK COMMUNITIES

- Police Officers Shoot African-Americans At Alarming Rates: Of the 404 shootings between 2008-2015
 - 74% or 299 African Americans were hit or killed by police officers, as compared with
 - 14% or 55 Hispanics;
 - 8% or 33 Whites
 - 0.25% Asians.
- For perspective, citywide, Chicago is almost evenly split by race among whites (31.7%), blacks (32.9%) and Hispanics (28.9%).

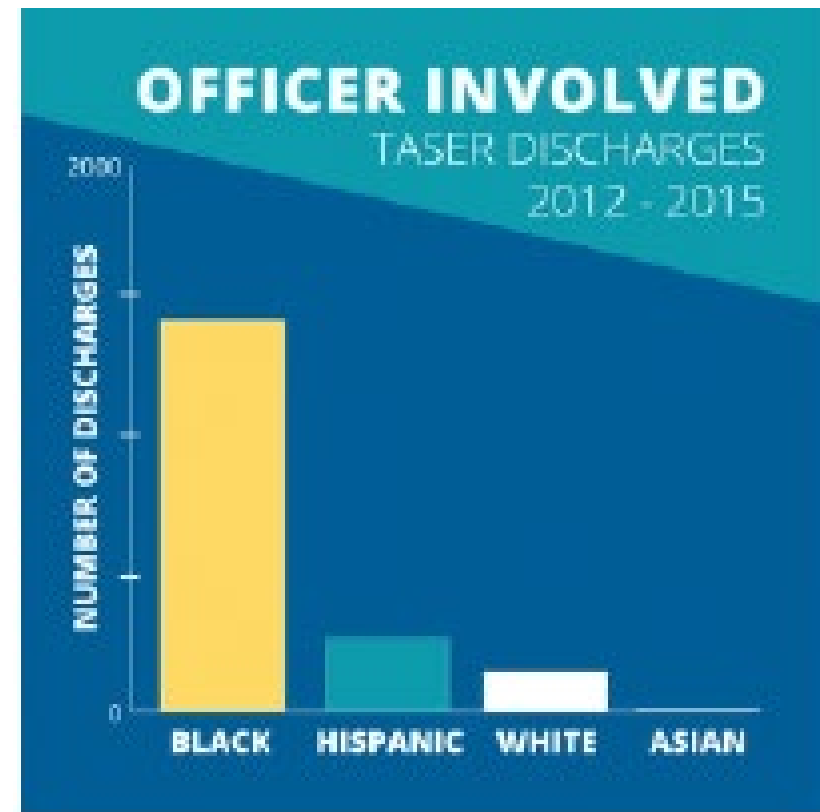


Police Accountability Taskforce, 2016



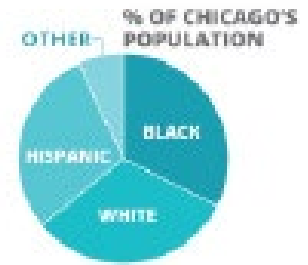
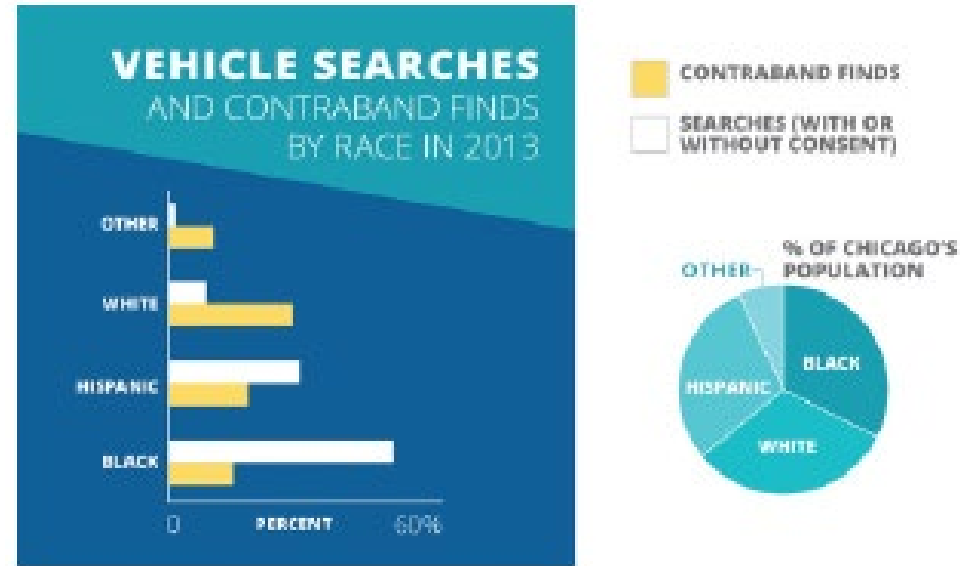
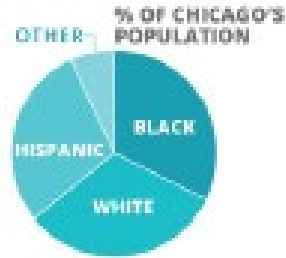
OVER POLICING OF BLACK COMMUNITIES

- Police Officers Disproportionately Use Tasers Against African-Americans:
- Of the 1,886 taser discharges by CPD between 2012 and 2015, African-Americans were the target of those discharges at a very high rate:
 - 76% or 1,435 African-Americans were shot with tasers
 - 13% or 254 Hispanics
 - 8% or 144 Whites
 - 0.21% or 4 Asians.



Police Accountability Taskforce, 2016





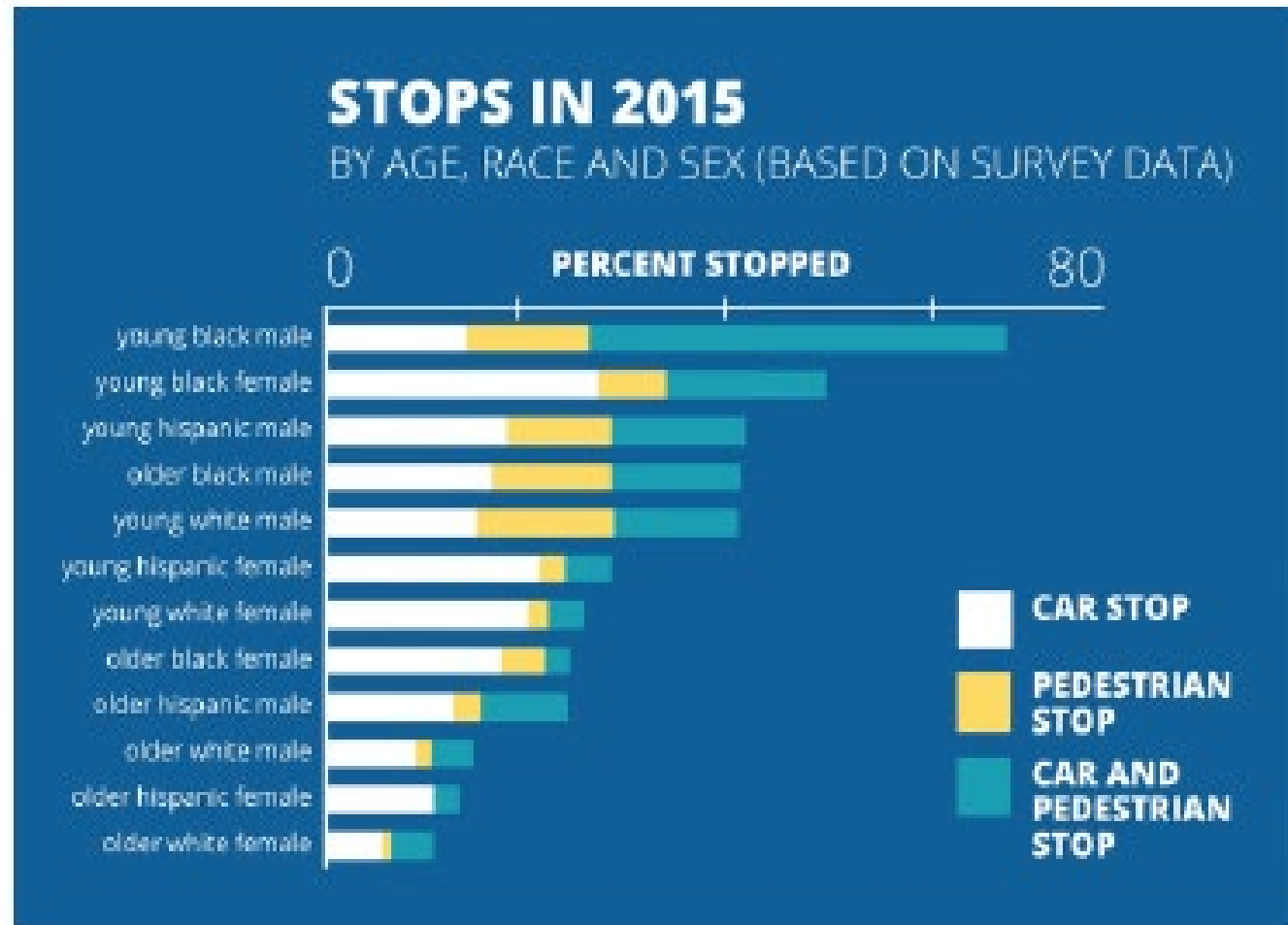
OVER POLICING OF BLACK COMMUNITIES

- Traffic Stops: In 2013,
 - 46% of 100,676 traffic stops involved African-Americans
 - 22% involved Hispanics
 - 27% involved Whites

Moreover, black and Hispanic drivers were searched approximately four times as often as white drivers, yet CPD's own data show that contraband was found on white drivers twice as often as black and Hispanic drivers



- A 2015 survey of 1,200 Chicago residents, ages 16 and older, also found significant racial disparities in the number of police-initiated stops and the perception of abusive police behavior. The survey found that almost 70% of young African-American males reported being stopped by police in the past 12 months, and 56% reported being stopped on foot.



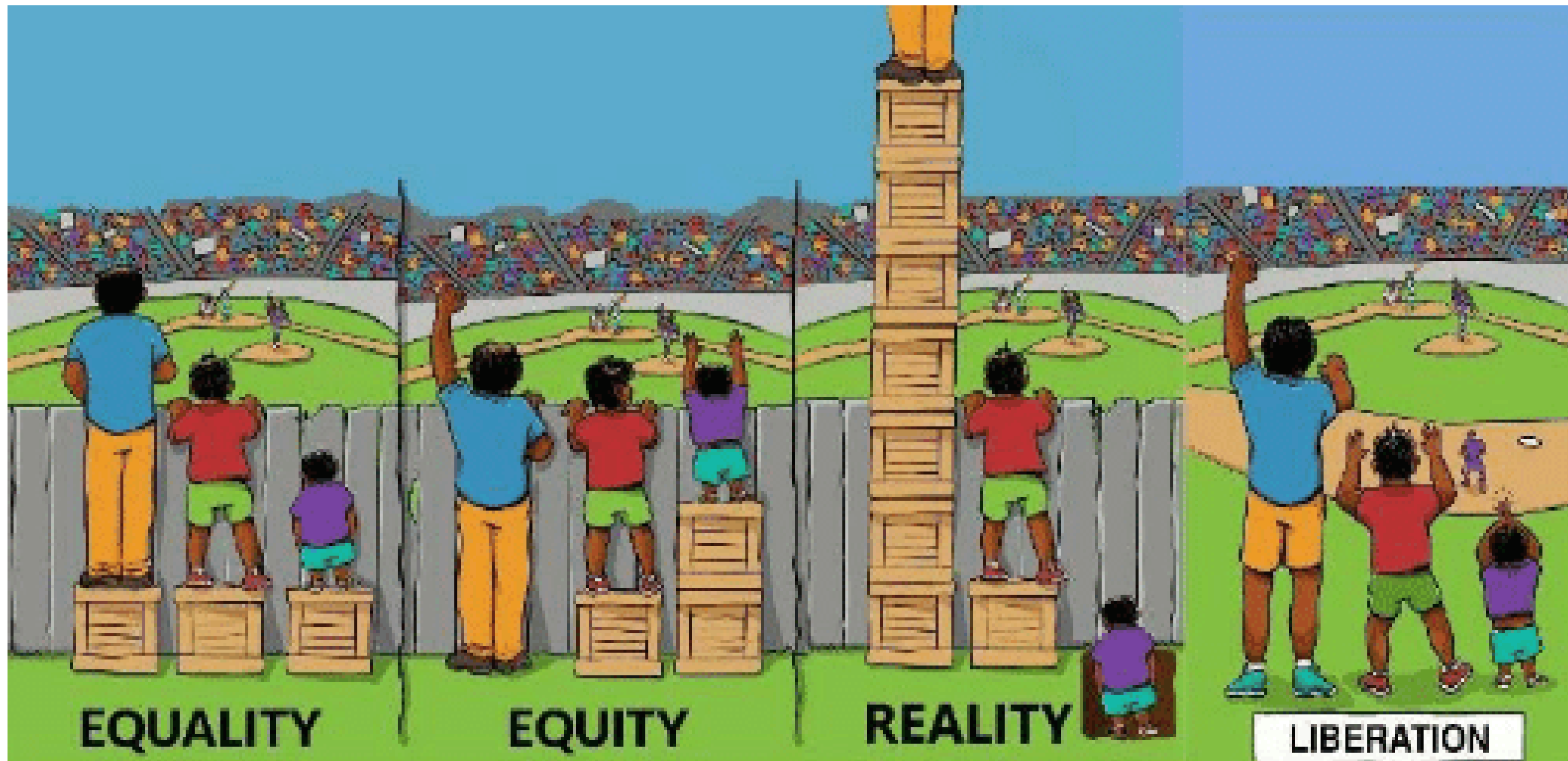
Police Accountability Taskforce, 2016



THOUGHT QUESTIONS

- Would anyone feel comfortable sharing whether they have witnessed an act of racism, over policing, discrimination in any form, or other crime against humanity?
- Would anyone feel comfortable sharing an experience of racism, over policing, or discrimination in any form, or any of these crimes against humanity?





The Federation of Egalitarian Communities:
<https://communelifeblog.wordpress.com/2018/10/19/aspirational-egalitarianism/>



SYSTEMS CHANGE WITH AN EQUITY LENS (BAMDAD AND MANN, BUILDING A MOVEMENT PROJECT)

- 1. **Grounding in shared humanity.** The systems change effort is aligned around a clear vision for change that recognizes the unique and individual needs of everyone in the system. The effort seeks to repair, restore and lift up relationships and connections across people and communities to support shared stewardship for change.
- 2. **Reinforcing and resourcing decisions made by communities affected by injustice.** The systems change effort redistributes and rebalances power. Communities are a part of meaning-making and decision-making rather than simply informed. This includes providing communities with the funding, training and information needed to make decisions that serve them.
- 3. **Shifting the role of power from reinforcing systems of injustice to sparking equitable change.** The approach is grounded in an understanding of how white supremacy and patriarchy have shaped systems and structures to perpetuate inequity. The strategy assesses who/what has power and how we build, redistribute and share power to transform systems and prevent systems from resetting back to the status quo.
- 4. **Addresses the internal condition of the intervener as well as the system.** Effective systems change requires the intervener to look inward and tend to the inner health of the change effort in order to effectively spur change. The systems change effort seeks to alter the dominant and oppressive narratives we tell ourselves and supports people in being grounded and in touch with their emotions so that they can be in relation with one another





The Illusion of Fairness: Paradoxical Effects

- Institutions (like UIC) with organizational diversity structures and systematic accountability systems need to be vigilant to the underestimation of discrimination and to the negative reactions toward those claiming such.
- Those involved in hiring should be informed of this potential for illusion and should use actual data when assessing the effectiveness of their practices.

Dobbin, Schrage, & Kalev (2015); Kaiser, Major, Jurcevic, Dover, Brady, & Shapiro (2013)



THOUGHT QUESTIONS

- What policies exist at the university level that may represent a form of structural racism? (College level? Departmental level?)
- What positive actions may be taken to highlight this and change it?

