

# Racial Inequity 101: Current Challenges

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THE OHIO STATE UNIVERSITY

KIRWAN INSTITUTE FOR THE  
STUDY OF RACE AND ETHNICITY

**Racial Inequity 101: Current Challenges**

# The Kirwan Institute: Our Approach

## RACE AND COGNITION

The role of individual-level thoughts and actions in maintaining discrimination.

## STRUCTURAL RACIALIZATION

The influence of our country's racial history on policies, practices and values that perpetuate racial inequity.



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# How Kirwan Defines Implicit Bias

“Attitudes or stereotypes that **affect our understanding, actions, and decisions** in an unconscious manner.”



# Implicit Bias and Disparate Outcomes

Implicit bias creates racially disparate outcomes in a variety of settings:

- Hiring Decisions (Bertrand & Mullainathan, 2004)
- Evaluation of Writing Samples (Reeves, 2014)
- School Discipline Outcomes (Okonofua & Eberhardt, 2015)
- Child Welfare & Mental Health (Lee, Bell, & Ackerman-Brimberg, 2015)



# Limitations of an “Implicit Bias Only” Approach

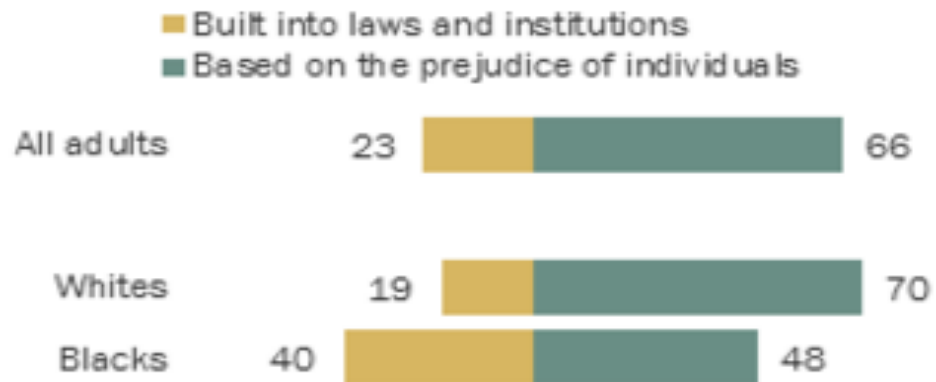
- Potential to “excuse” or ignore bias because it may be unintentional
- Easier to label bias as unintended, when that may not always be the case
- Diverting resources away from institutional equity reform efforts



# Institutional or Individual Racism?

## More see individual, rather than institutional, racism as a bigger problem

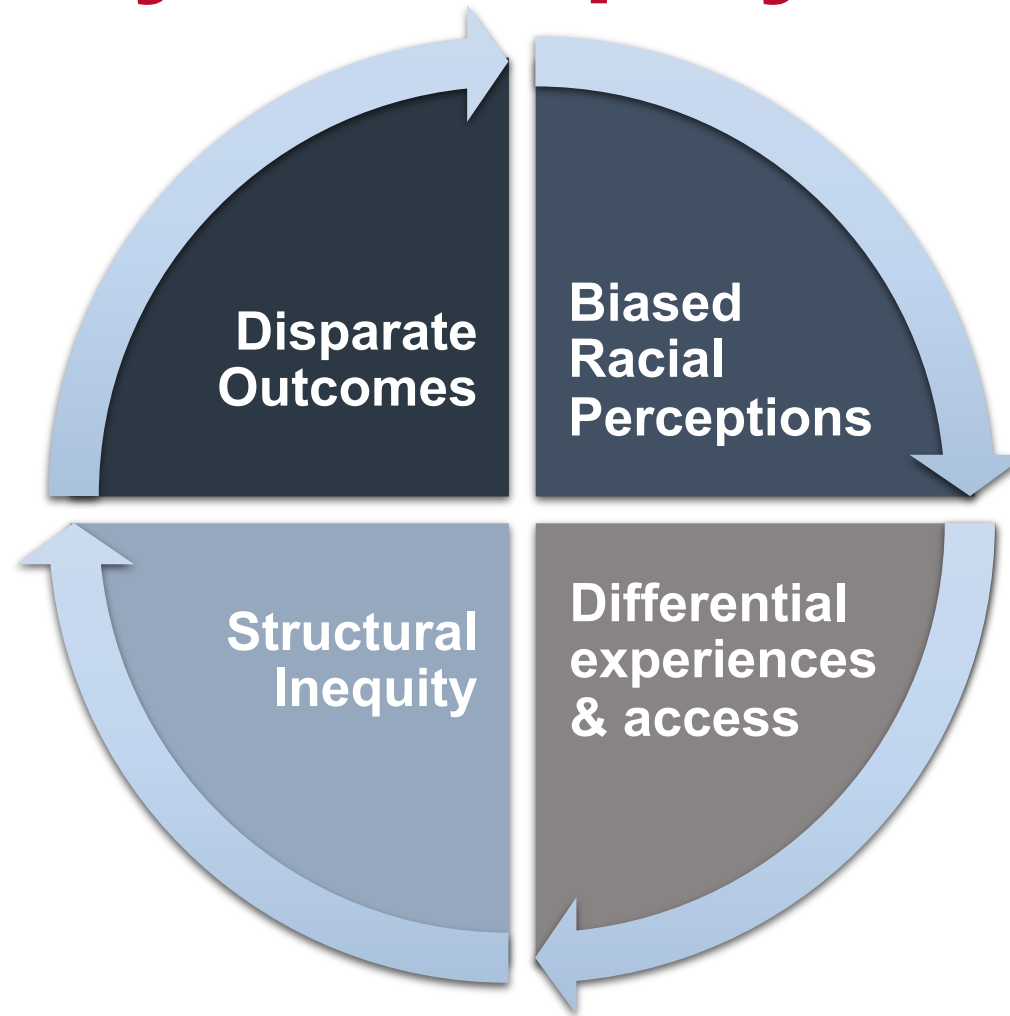
*% saying discrimination \_\_\_\_ is the bigger problem when it comes to discrimination against black people in the U.S. today*



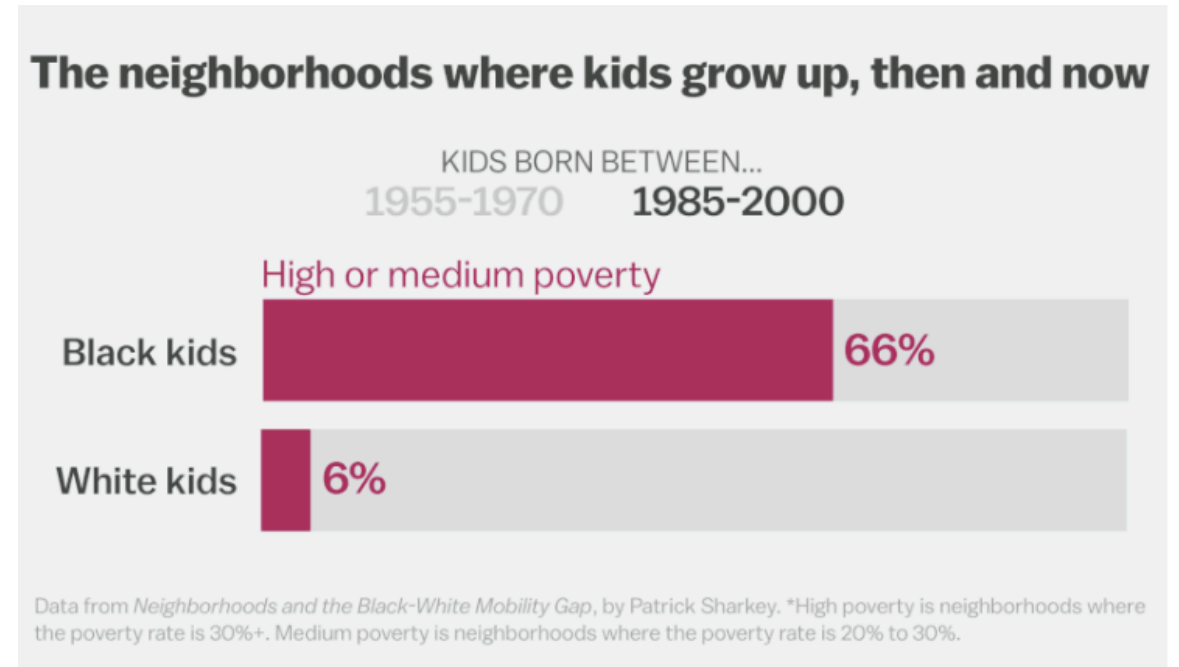
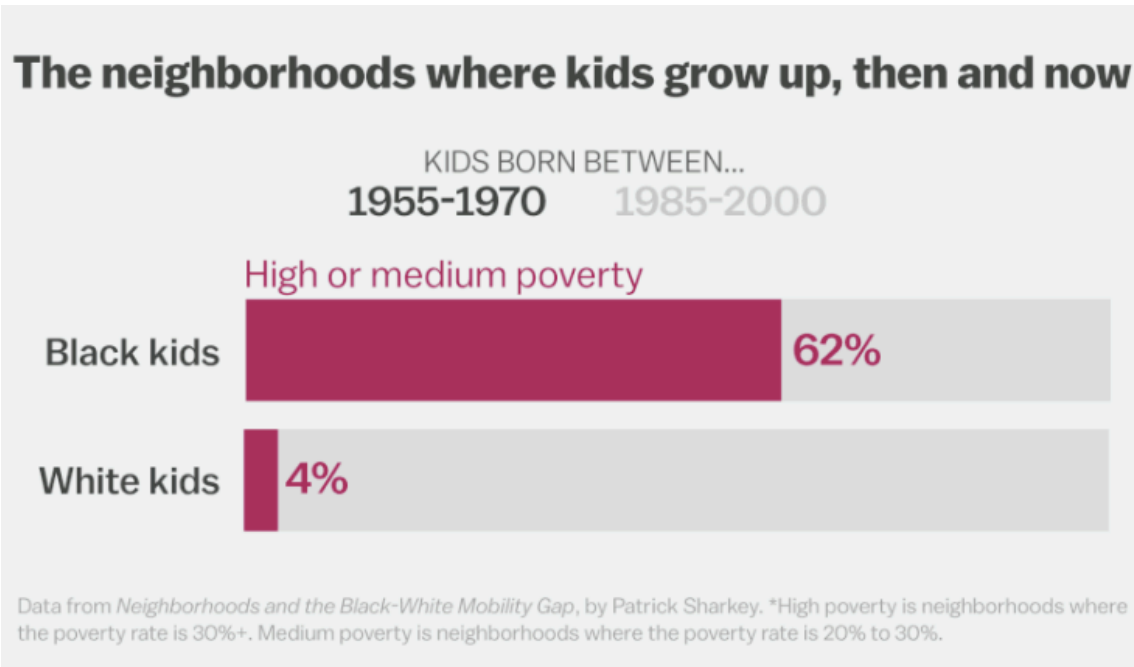
Note: "All adults" includes adults of all races. Whites and blacks include only non-Hispanics. Voluntary responses of "Both," "Neither/There is no discrimination" and "Don't know/Refused" not shown.



# Individual-level bias is only part of the American story of inequity



# Black children are more likely to grow up in poor neighborhoods than they were 50 years ago.





# Racial Wealth Gap

- In 2016, White families had **7 times** more wealth than black families and **5 times** more wealth than Hispanic families.
- Black households hold less than **seven cents** on the dollar compared to white households.
- White households living near the poverty line typically have about **\$18,000 in wealth**, compared to black households in similar circumstances have a **median wealth near zero**.

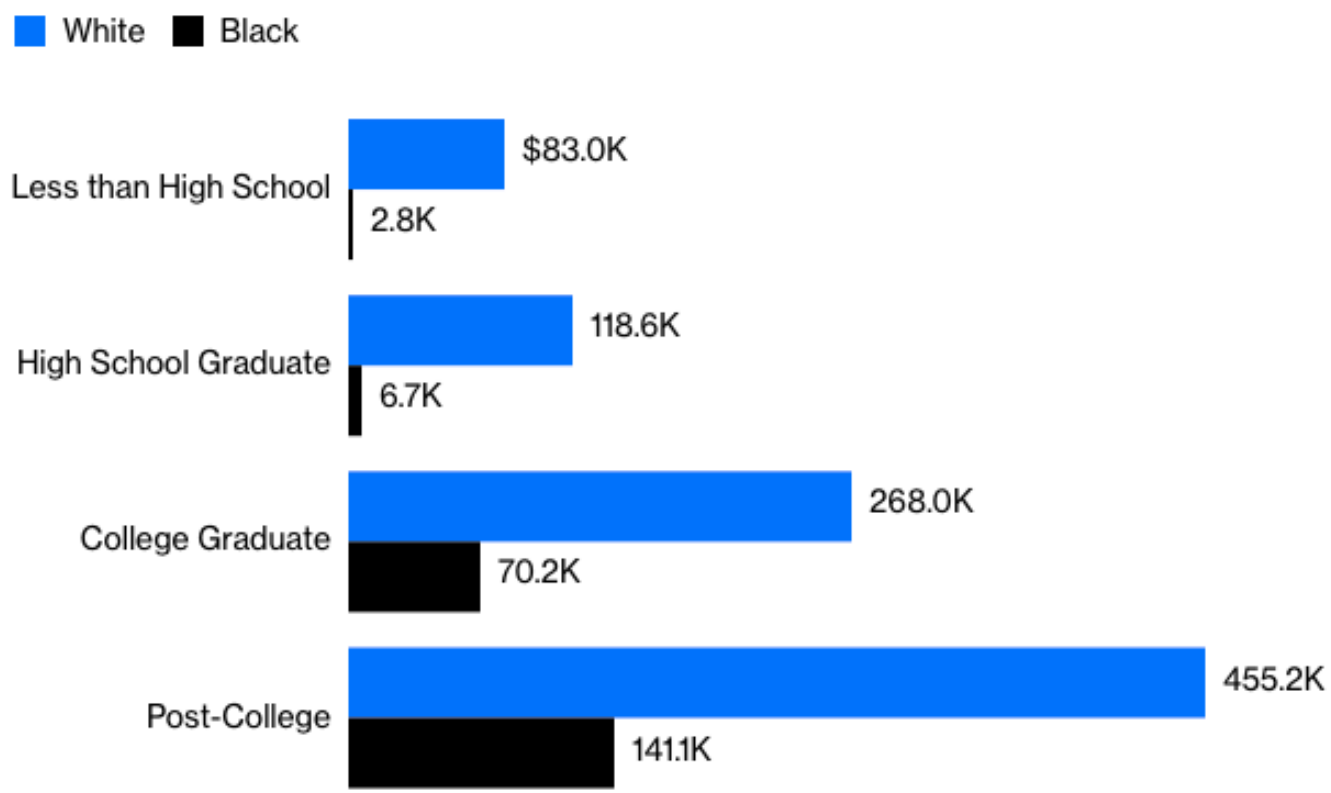


**It's not just a “class” issue.**

***We must also talk about race.***



# Median Household Net Worth by Education & Race



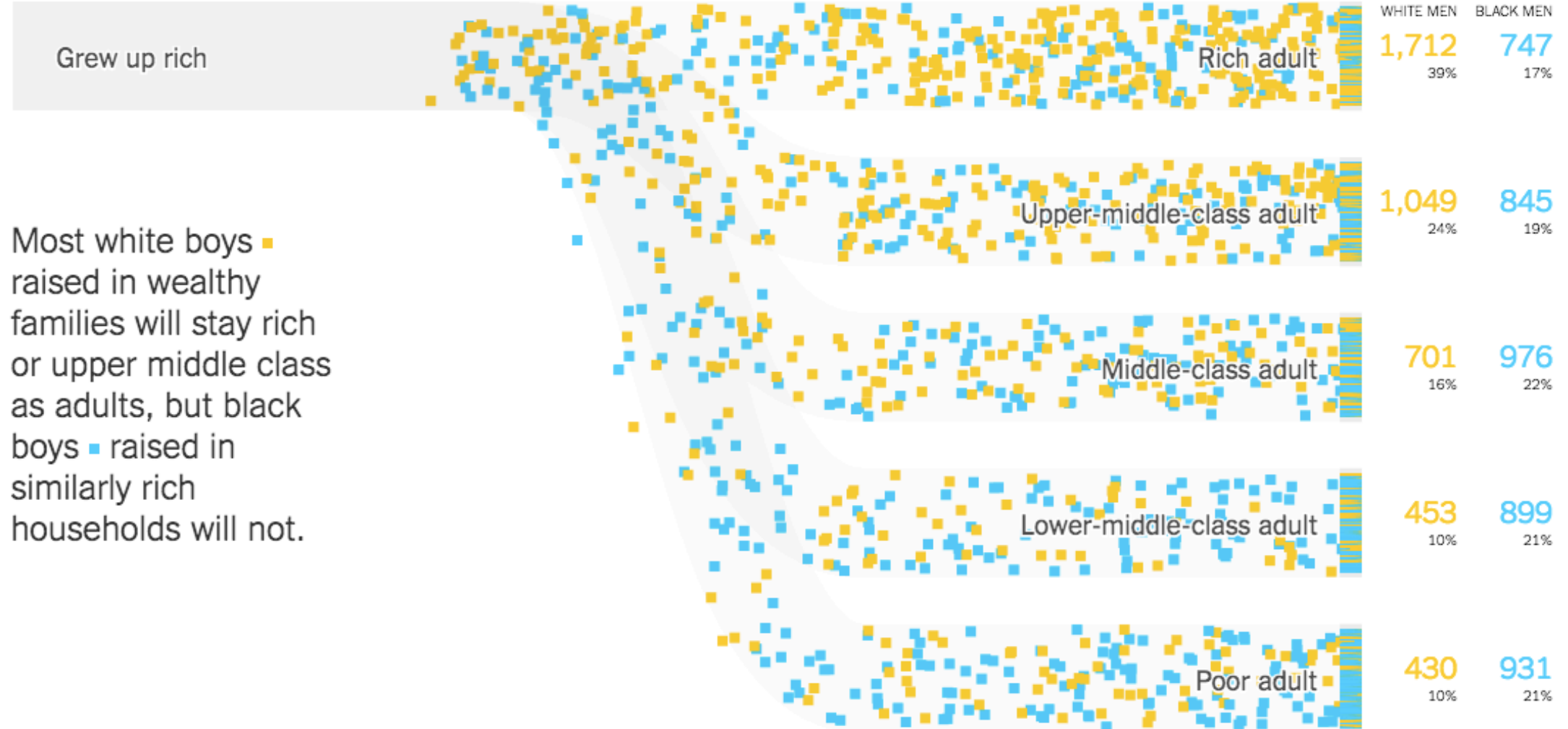
What We Get Wrong About Closing the Racial Wealth Gap," William Darity Jr. et al. Samuel DuBois Cook Center on Social Equity



# Race & Economic Opportunity

Follow the lives of 10,000 boys who grew up in rich families ...

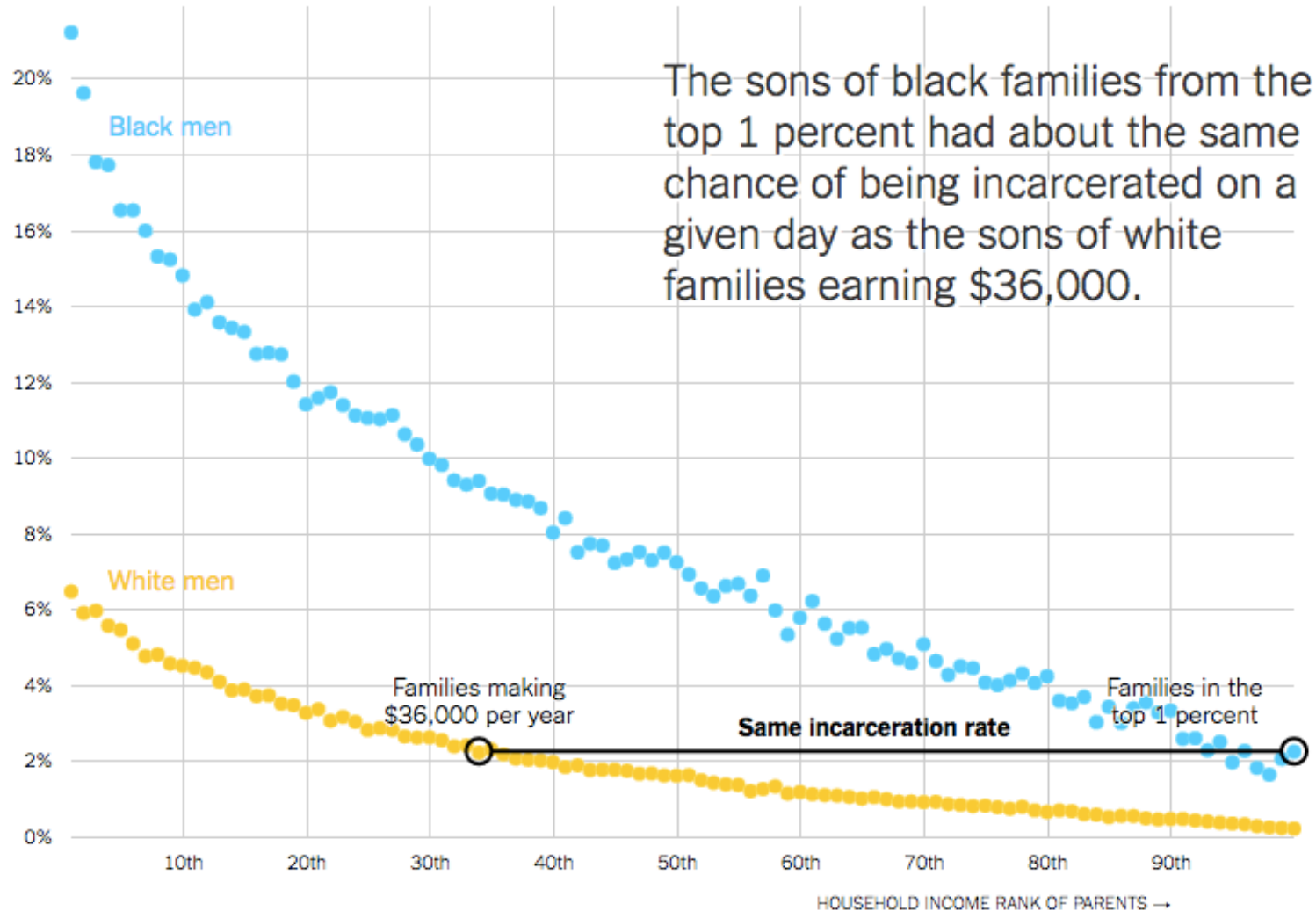
...and see where they end up as adults:



Adult outcomes reflect household incomes in 2014 and 2015.

# Race, Wealth, and Incarceration

Share of the men incarcerated on April 1, 2010



Includes men who were ages 27 to 32 in 2010.

# Moving Forward

Direct relationship between historical patterns of discrimination and today's community equity challenges

## Implications: Upstream

- Policy's explicit role in shaping community inequities
  - Policy must be a tool to revitalize communities
- Relationship between values, biases and policy
  - Whose values are reflected in our policies today in relation to equity?
- Incentives for restorative investment in communities (policy-driven)



# Moving beyond “Diversity & Inclusion”



*Dr. Dafina-Lazarus Stewart. Image created by Sheri Atkinson, Ed. D.*

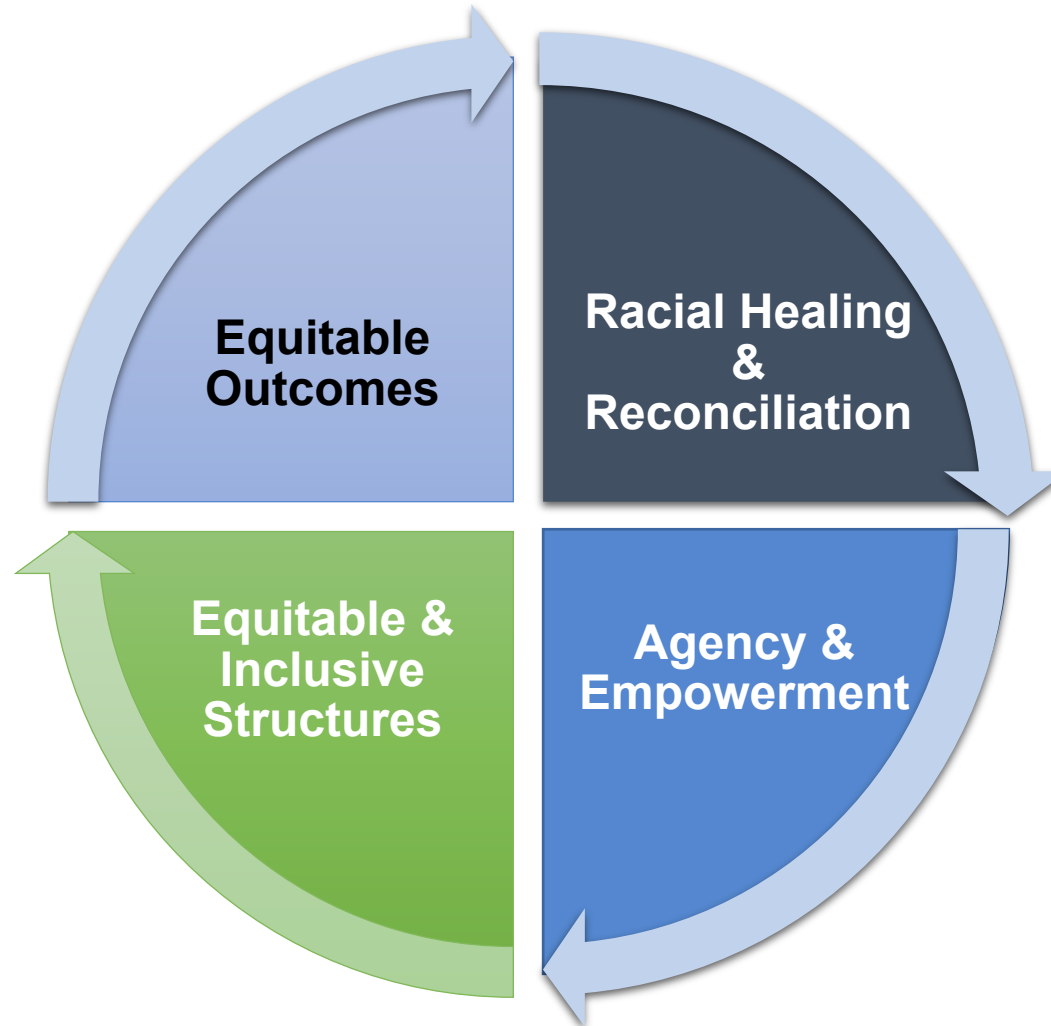


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# Creating a Cycle of Equity



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**“250 YEARS OF SLAVERY. 90 YEARS OF  
JIM CROW. 60 YEARS OF SEPARATE BUT  
EQUAL. 35 YEARS OF RACIST HOUSING  
POLICY.**

**UNTIL WE RECKON WITH OUR  
COMPOUNDING MORAL DEBTS, AMERICA  
WILL NEVER BE WHOLE.”**

Ta-Nahesi Coates, *The Case for Reparations*

# THANK YOU!

- Questions?
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