Racial Inequity 101: Current Challenges

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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.
How Kirwan Defines Implicit Bias

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

- Built into laws and institutions
- Based on the prejudice of individuals

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<thead>
<tr>
<th></th>
<th>All adults</th>
<th>Whites</th>
<th>Blacks</th>
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<tr>
<td></td>
<td>23</td>
<td>19</td>
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<td>66</td>
<td>70</td>
<td>48</td>
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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

- Disparate Outcomes
- Biased Racial Perceptions
- Structural Inequity
- Differential experiences & access
Black children are more likely to grow up in poor neighborhoods than they were 50 years ago.

**The neighborhoods where kids grow up, then and now**

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<th>KIDS BORN BETWEEN...</th>
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<tr>
<td>Black kids</td>
<td>High or medium poverty</td>
<td>62%</td>
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<td>White kids</td>
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<td>4%</td>
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Data from Neighborhoods and the Black-White Mobility Gap, by Patrick Sharkey. *High poverty is neighborhoods where the poverty rate is 30%. Medium poverty is neighborhoods where the poverty rate is 20% to 30%.

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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
Most white boys raised in wealthy families will stay rich or upper middle class as adults, but black boys raised in similarly rich households will not.
Race, Wealth, and Incarceration

The sons of black families from the top 1 percent had about the same chance of being incarcerated on a given day as the sons of white families earning $36,000.

“Extensive Data Shows Punishing Reach of Racism for Black Boys” by E. Badger, C. Miller, A. Pearce, & K. Quealy.
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”

DIVERSITY ASKS...

“Who’s in the room?”

EQUITY RESPONDS...

“Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”

INCLUSION ASKS...

“Has everyone’s ideas been heard?”

JUSTICE RESPONDS...

“Whose ideas won’t be taken as seriously because they aren’t in the majority?”

Dr. Dafina-Lazarus Stewart. Image created by Sheri Atkinson, Ed. D.
Creating a Cycle of Equity

- Equitable Outcomes
- Racial Healing & Reconciliation
- Equitable & Inclusive Structures
- Agency & Empowerment

Racial Inequity 101: Current Challenges
“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?
• Contact: strickland.95@osu.edu