

# Racial Equity, Session 1

**Western Massachusetts Network**

**3.7.19**



## **The National Innovation Service**

is an end-to-end service for creating equitable social systems that actually work.



# Agenda

1. Introductions
2. (re)Definitions: race & equity
3. Structural racism and its history
4. Lunch
5. Structural racism today
6. Racism and health

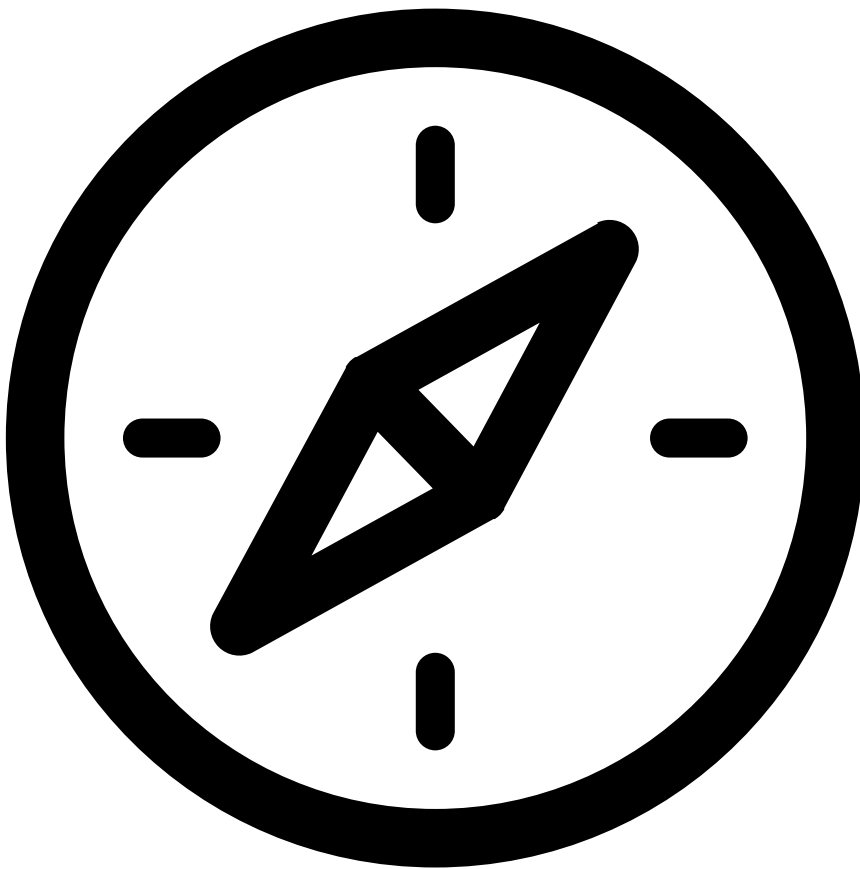
How are we  
going to do **this**?



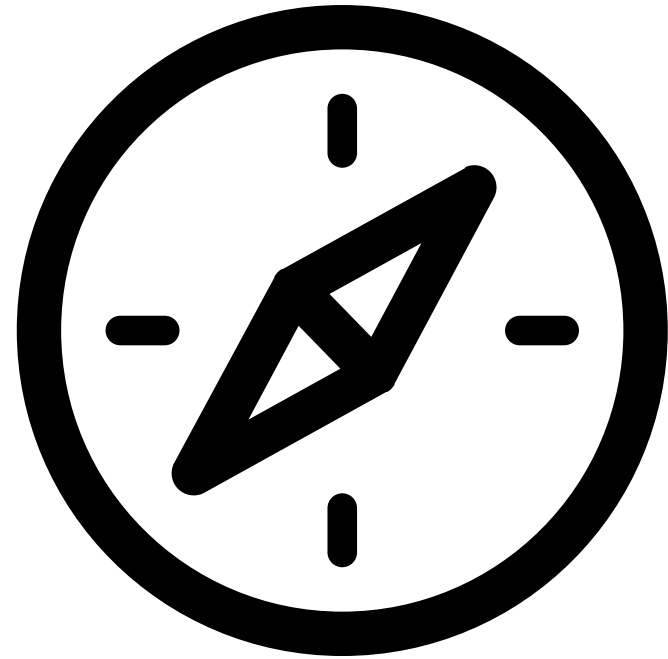
# Human Camera







Lost

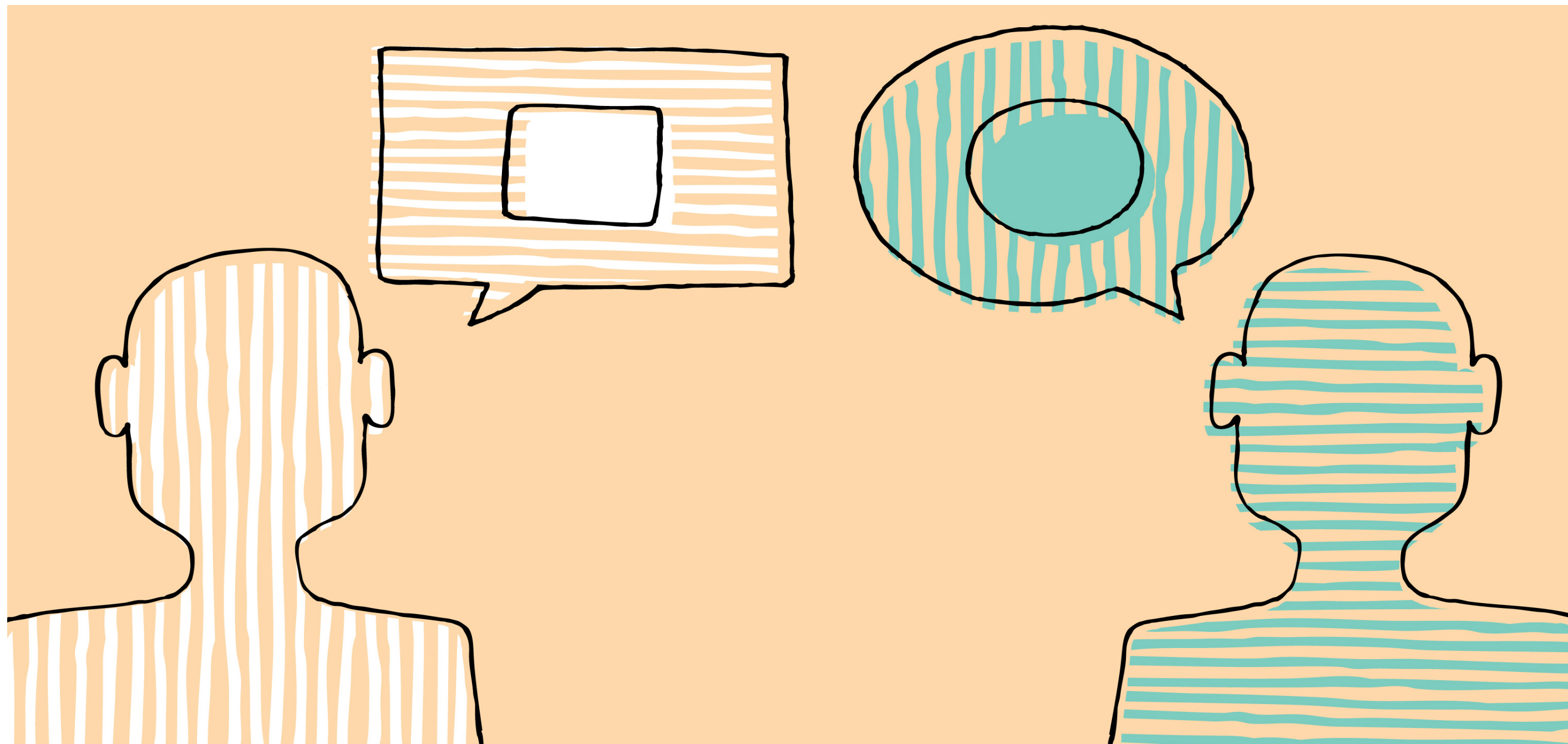


1. How did you find your way back?
2. What did you do?
3. What didn't you do?
4. What did you notice?
5. What skills helped you find your way?



The single biggest problem in  
communication is the illusion that  
it has taken place.

—George Bernard Shaw





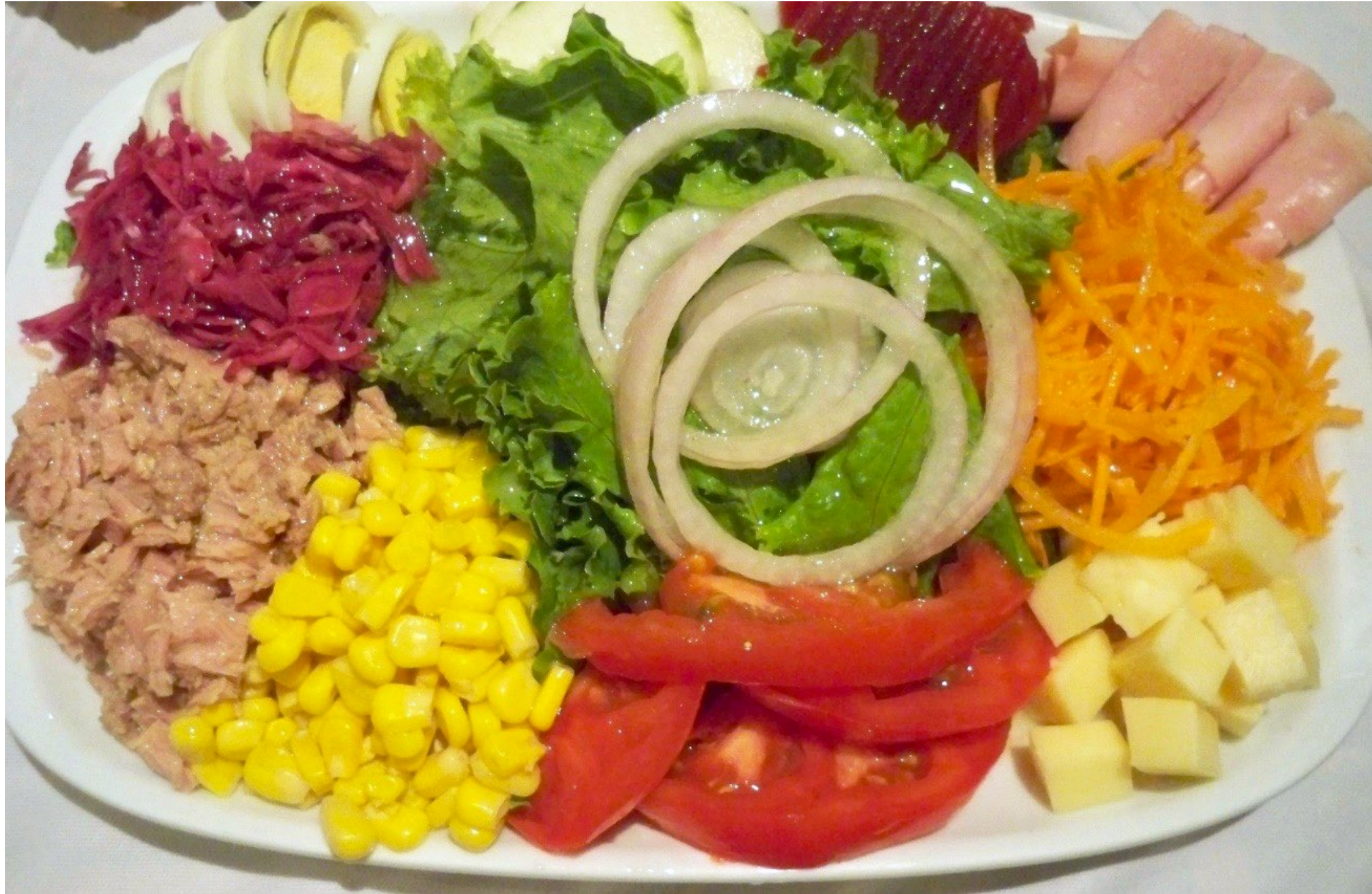
# Ground Rules

1. Stay on topic, on time
2. Step up, step back
3. Wait, why am I talking
4. Agree to disagree
5. Honor experience
6. Assume good intent
7. Stay curious
8. Stay racially explicit

**What do DEI terms mean?**



# Diversity



# Inclusion





# Terms

1. Race
2. Disparities
3. Racism
4. Inequities
5. Equity
6. Diversity
7. Inclusion

# Terms

1. Structural racism
2. Internalized racism
3. Institutional racism
4. Interpersonal racism

**Exercise 1.1:** Take a sheet of paper or a page in your notebook and respond to the following:

**How do the terms we've discussed  
show up in your life?**

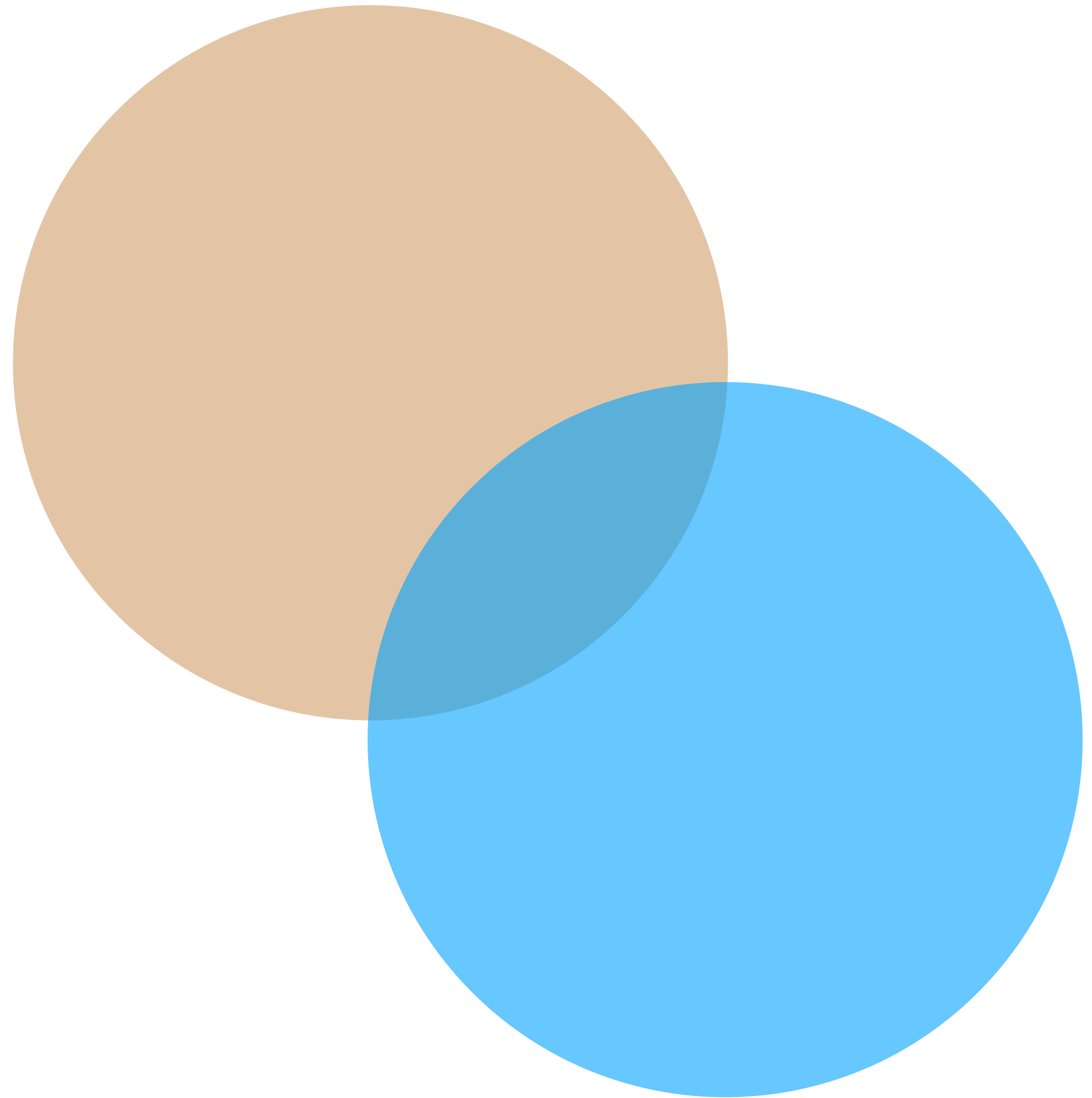
**Exercise 1.2:** Continue with your reflections by responding to the following:

**What are the privileges or challenges associated with your identities?**

# BEYOND CULTURAL COMPETENCE

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Understanding the  
Intersection of Racism and  
Homelessness





**Homelessness is not  
just about ...**

- 1.** Housing
- 2.** Healthcare
- 3.** Employment
- 4.** Services



**Homelessness is  
also about ...**

- 1.** Poverty
- 2.** Justice
- 3.** Oppression
- 4.** Racism



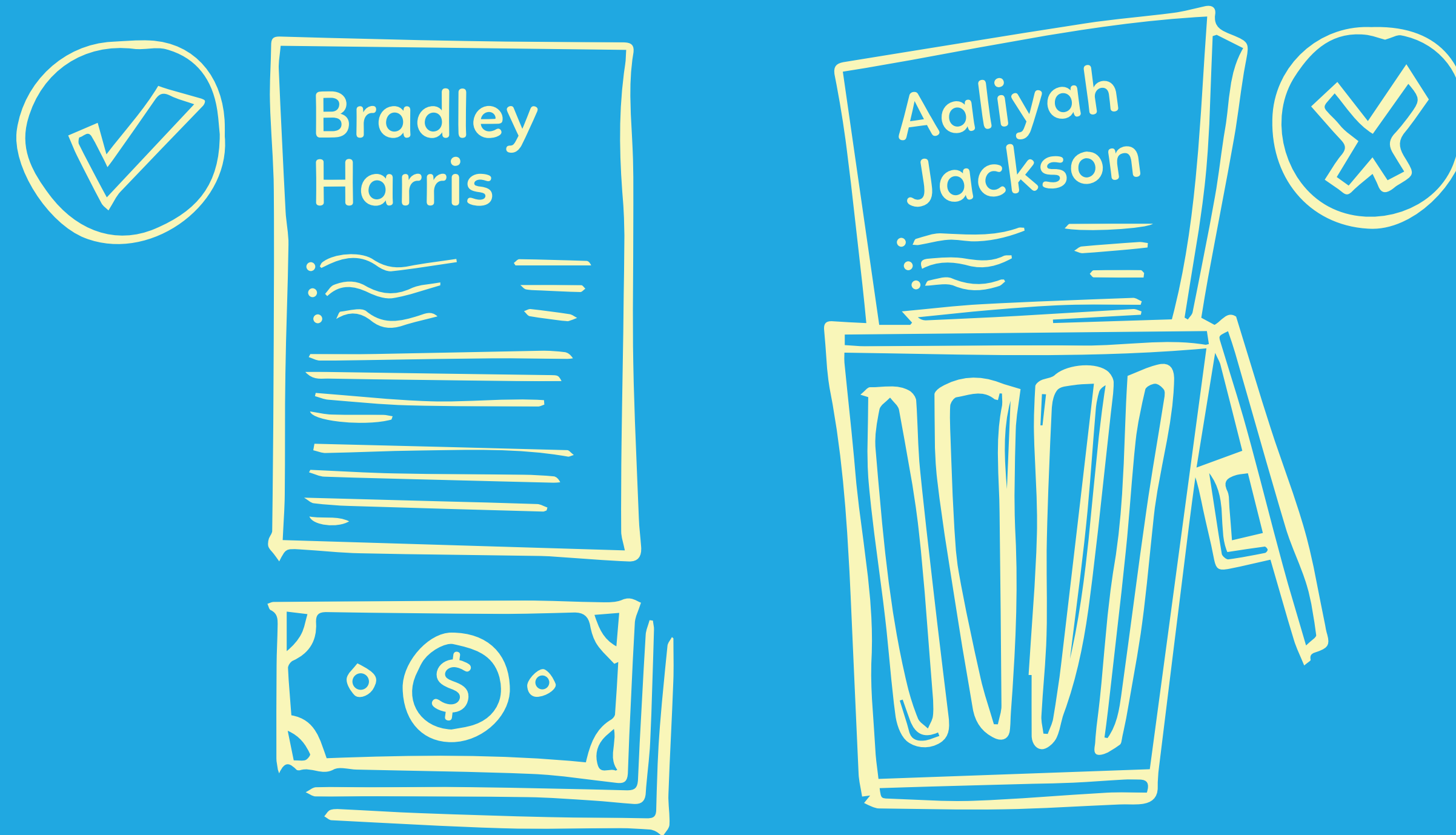
**It is time to name  
the problem we all  
know exists.**

**It is no accident that people  
of color are more likely to  
become homeless.**

**It is the result  
of racism.**

# Race and Homelessness

# Employment Discrimination

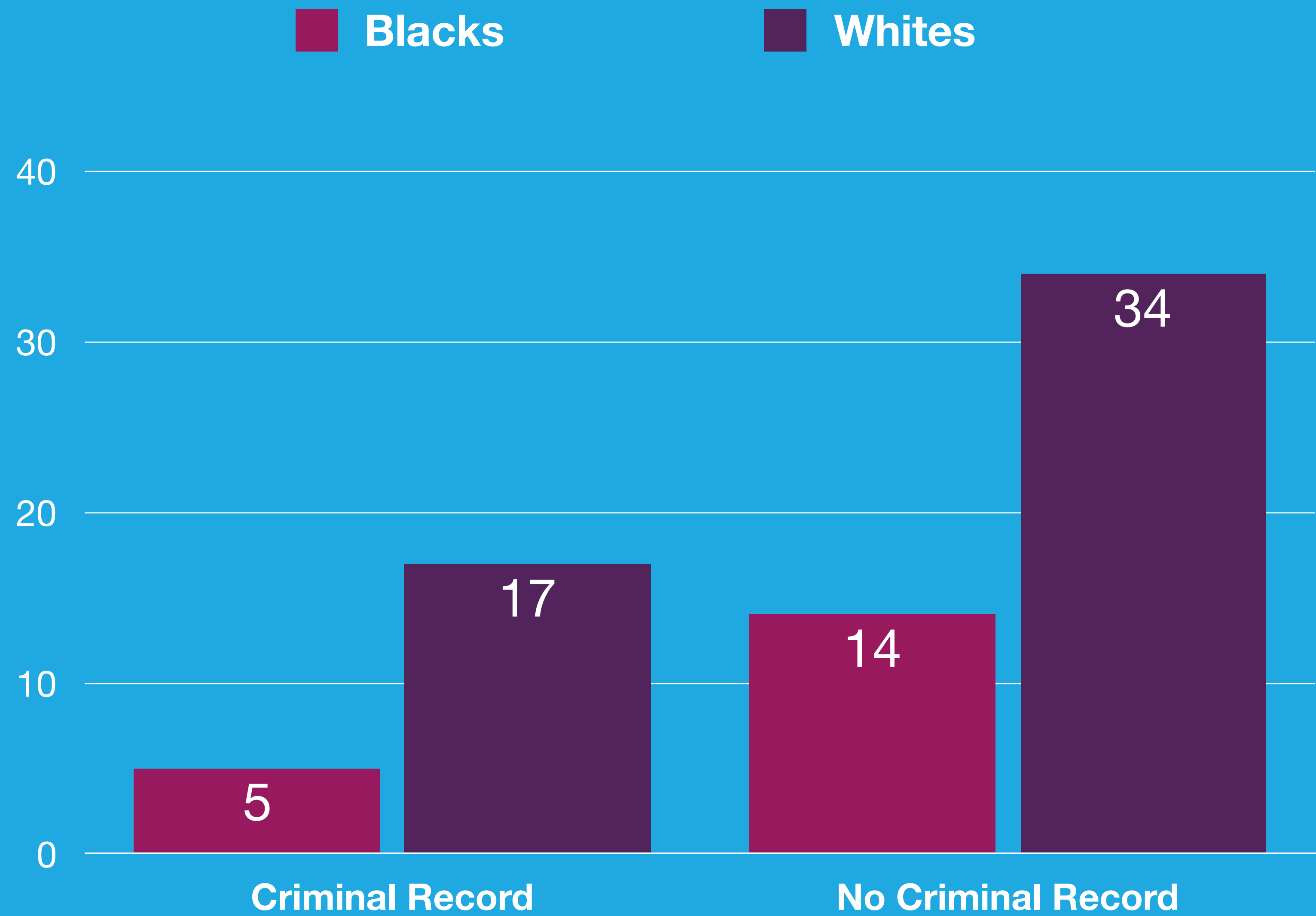


**Applicants with White names have a 50% higher  
chance of getting a callback than applicants with  
Black names**

(Bertrand & Mullainathan, 2004)

**“A White name yields as many more callbacks  
as eight years of experience on a resume”**

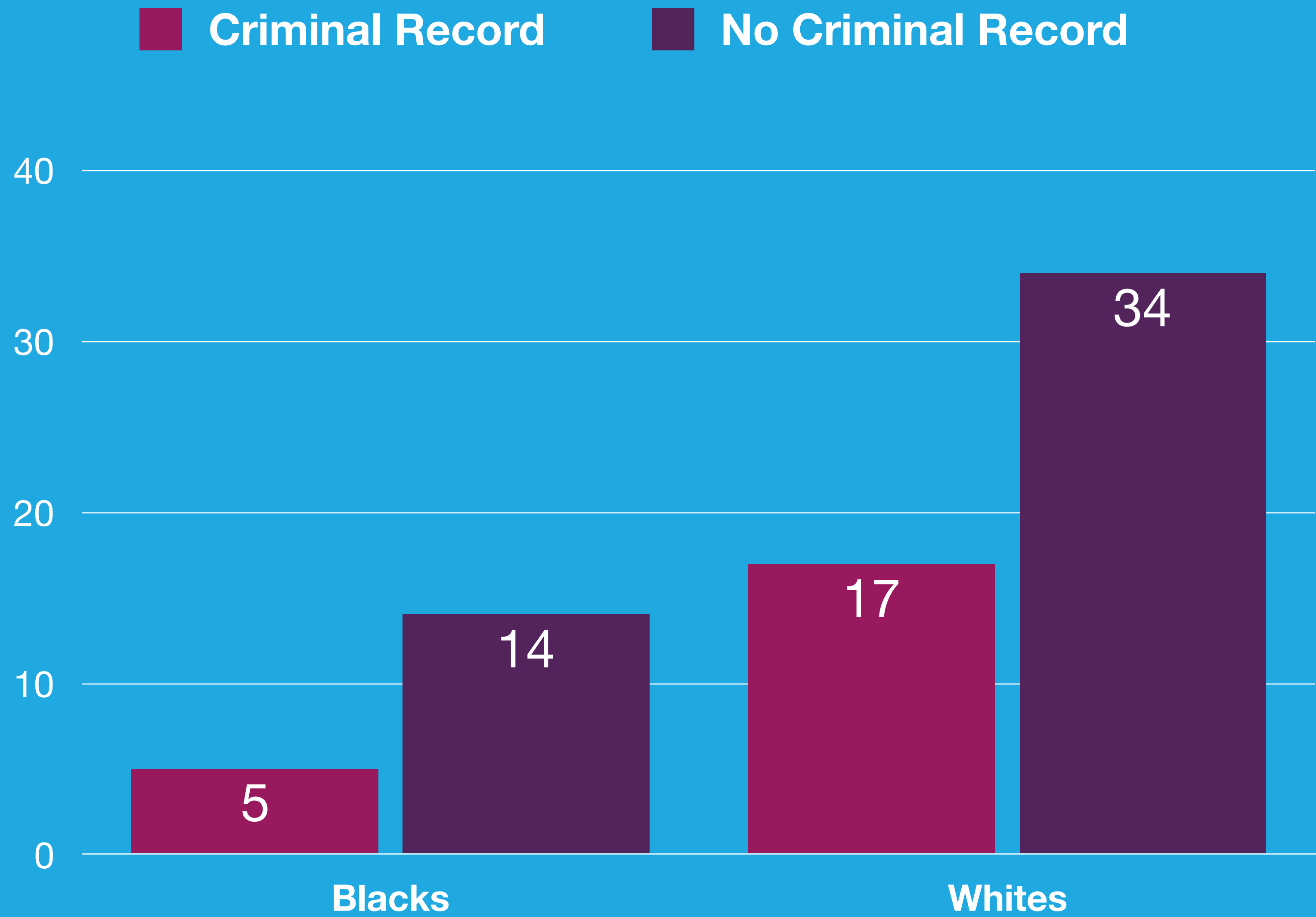
(Bertrand & Mullainathan, 2004)



Call Back Rates

(Pager, 2003)

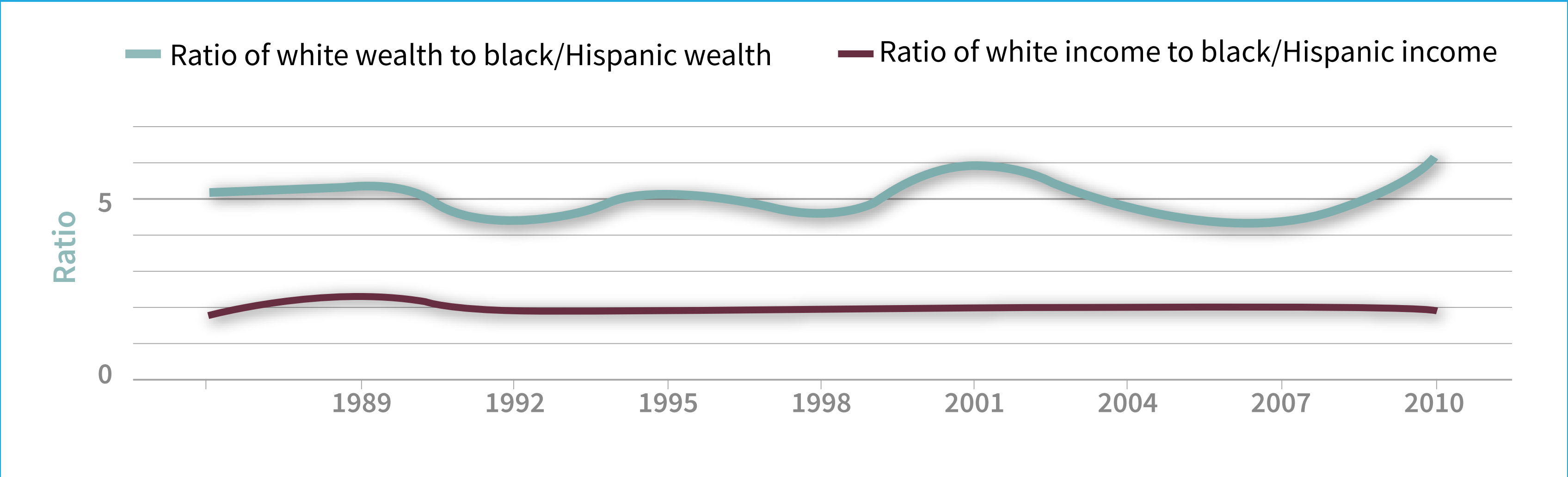




Call Back Rates

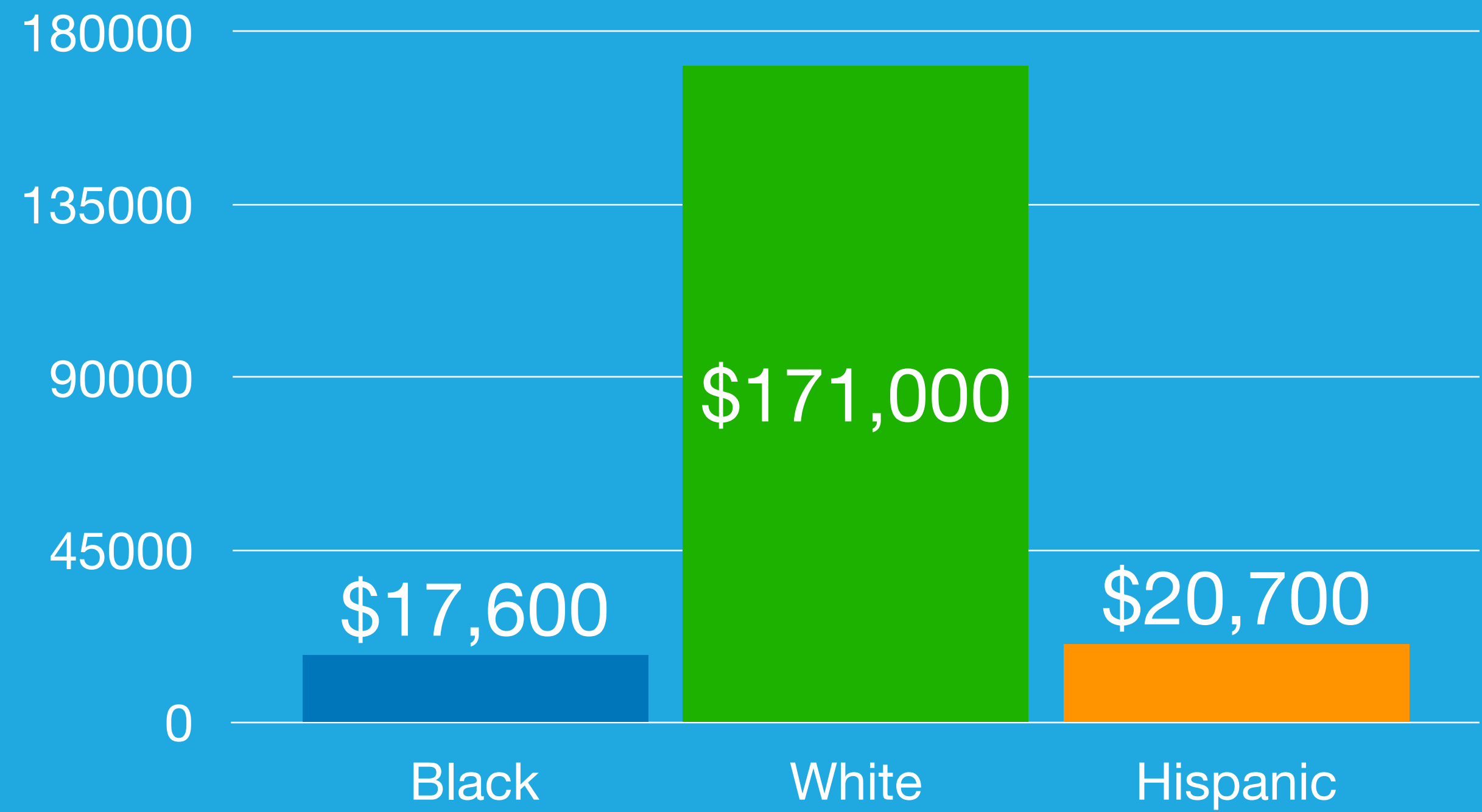
(Pager, 2003)

# Racial Wealth/Income Gap



(Urban Institute, 2013)

# Median Household Net Worth by Race



- Federal Reserve, 2016

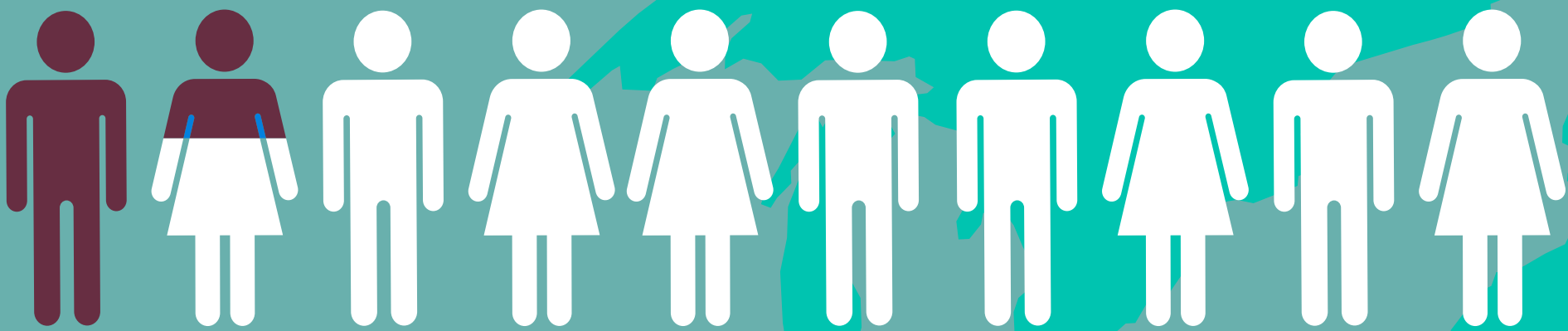
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# SHELTER USAGE

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# According to HUD

**13%**  
of the U.S.  
population is  
African American



**40%**  
of the homeless  
population is  
African American



[U.S. Census Bureau, 2013; HUD, 2013]

# One study found that



Black men remain homeless longer than white men—  
with an average duration of homelessness at 3 years for  
black men compared to 2.4 years for white men.

[Carter, 2011]

# One study found that

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**16x**

Blacks were 16x more likely than whites to live in shelters.



**29x**

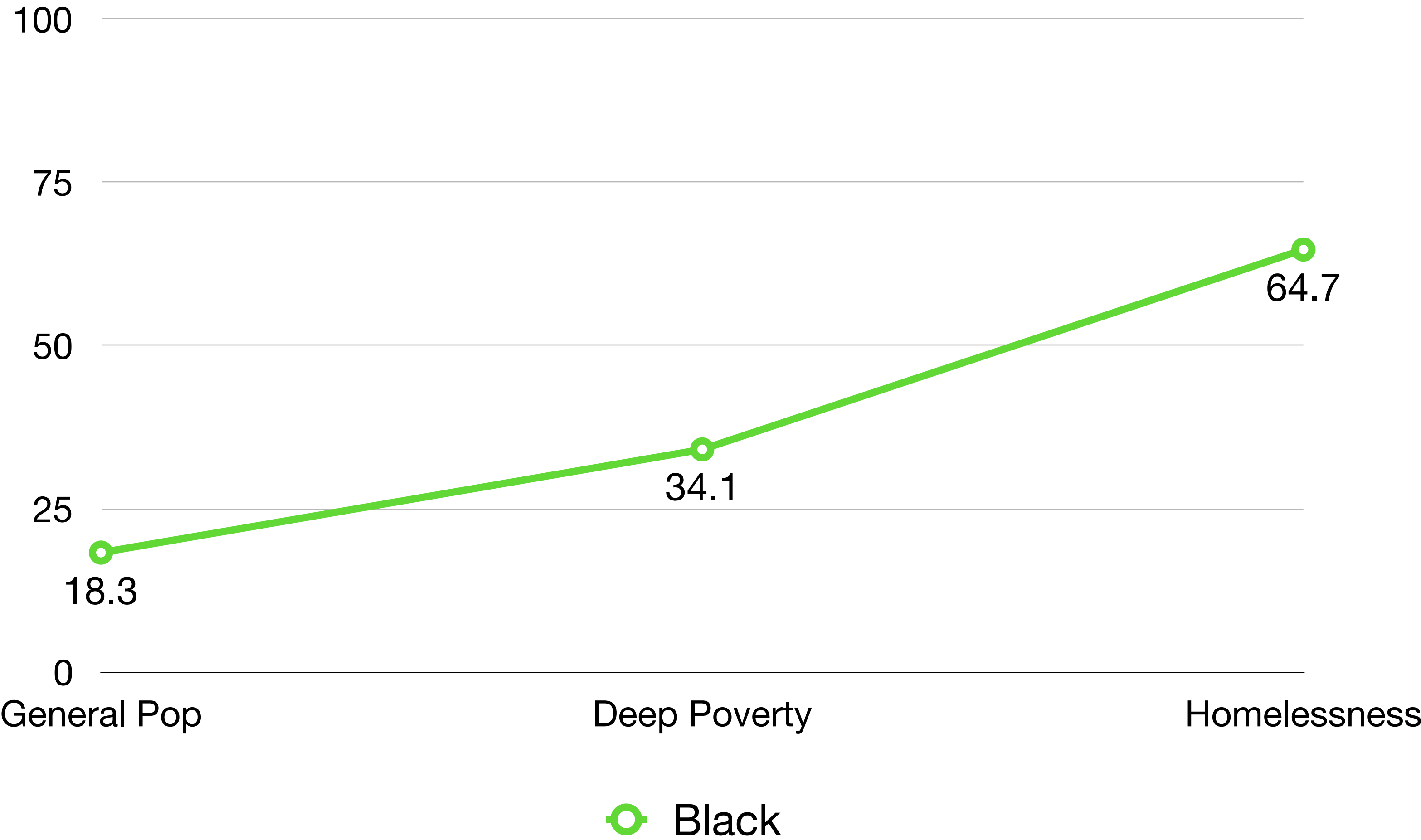
Black children under 5 were 29x more likely than white children to end up in shelters.

# Among Black Folks...

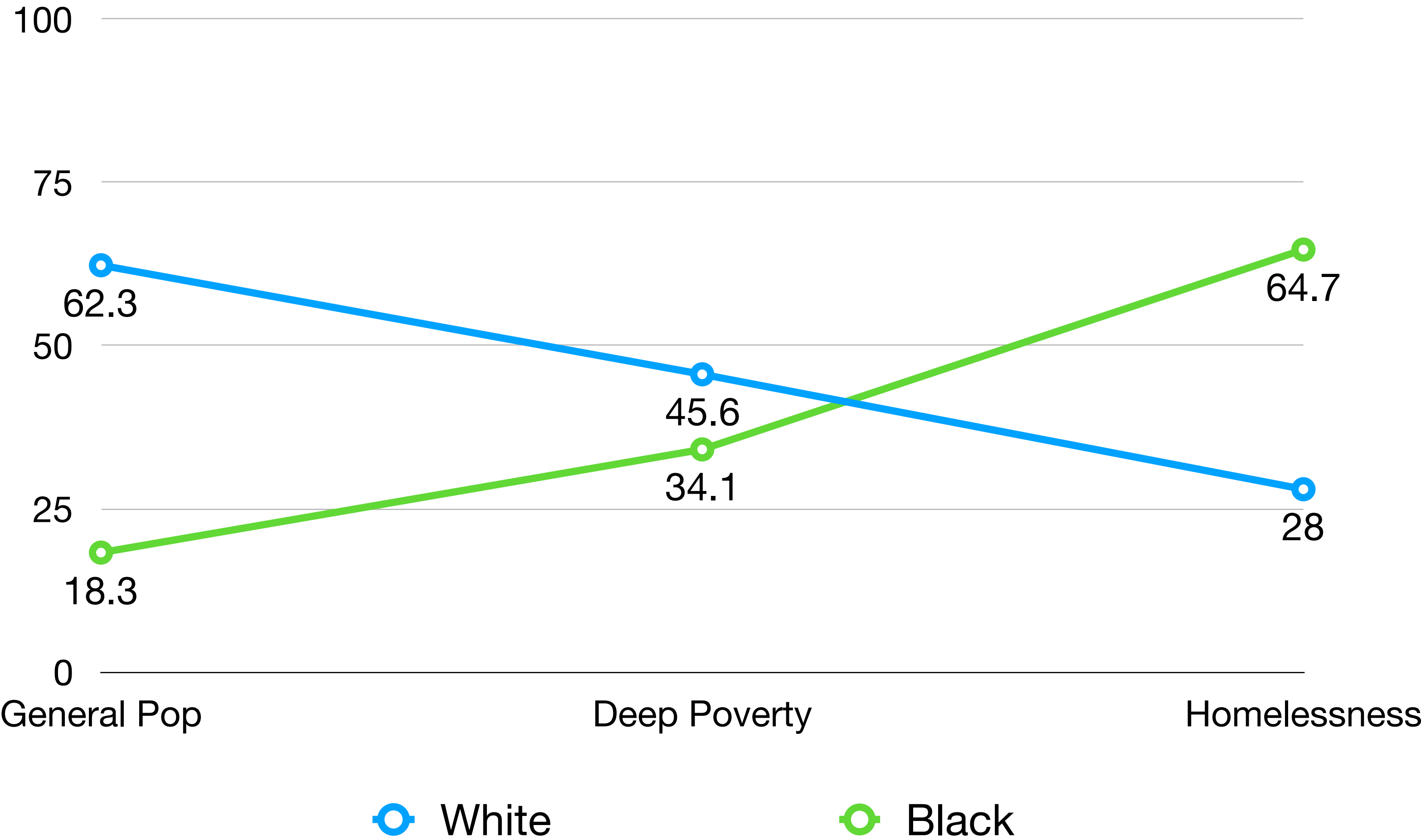
National Population	Poverty Population	Homeless Population
12.8%	27%	41% total 56% for families



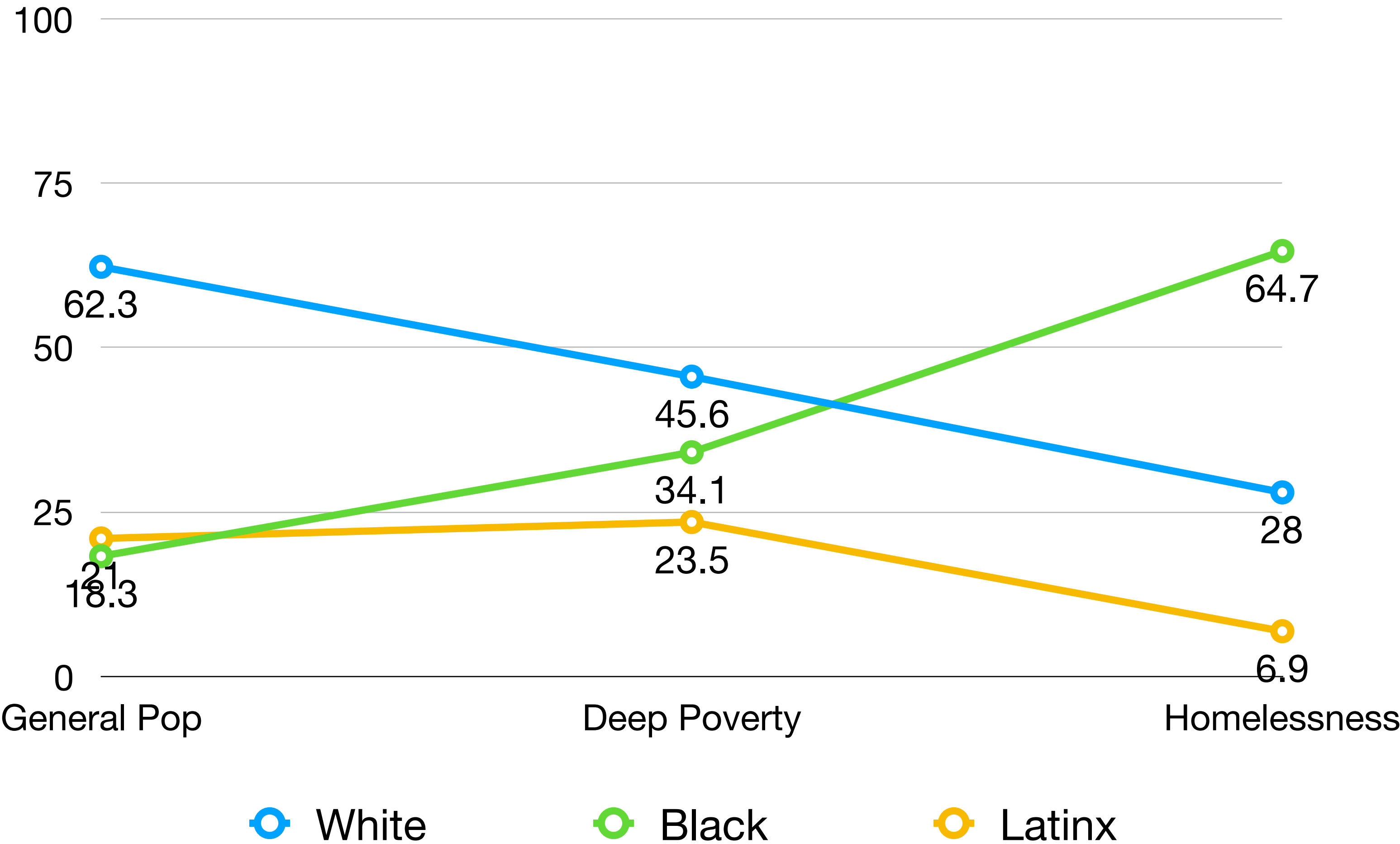
# SPARC Community Comparison by Race/Ethnicity



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# SPARC Community Comparison by Race/Ethnicity



(RE)DEFINING RACE, DIVERSITY, AND INCLUSION

Community 5	General Population	Deep Poverty	Homeless
White	74.8%	64.5%	47.2%
Black	6.6%	10.6%	26.3%
American Indian and Alaska Native	1.1%	2.6%	2.9%
Asian	6.1%	6.5%	1.6%
Native Hawaiian and Other Pacific Islander	1.4%	1.5%	4.3%
Two or more races	7.2%	9.5%	16.6%
Hispanic/Latinx (of any race)	9.9%	15.1%	12.9%

United States	General Population	Deep Poverty	Homeless
White	73.8%	59.7%	48.6%
Black	12.4%	23.5%	42.6%
American Indian and Alaska Native	0.8%	1.6%	2.5%
Asian	5.2%	4.6%	0.8%
Native Hawaiian and Other Pacific Islander	0.2%	0.2%	1.1%
Two or more races	3.0%	3.9%	4.6%
Hispanic/Latinx (of any race)	17.2%	24.3%	16.9%



# Structural Racism

**Exercise 2:** Respond to the following:

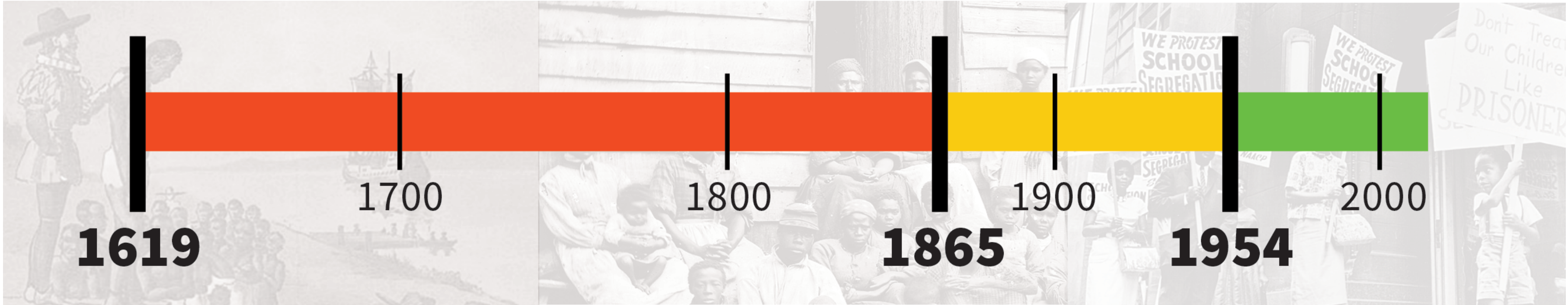
**How do the terms we've discussed  
show up in your work?**



STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

*American Slavery*  
246 YEARS

*Segregation*  
89 YEARS



# *American Slavery*

246 YEARS





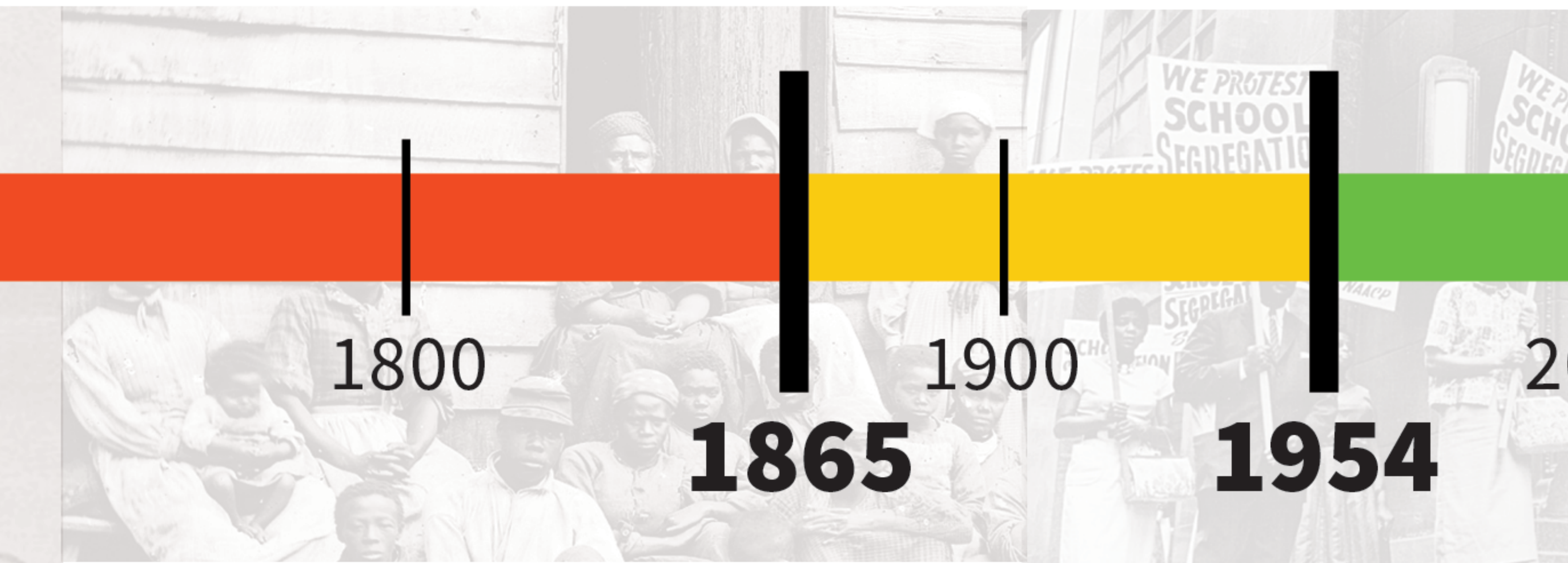
STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

# *Slavery*

25 YEARS

# *Segregation*

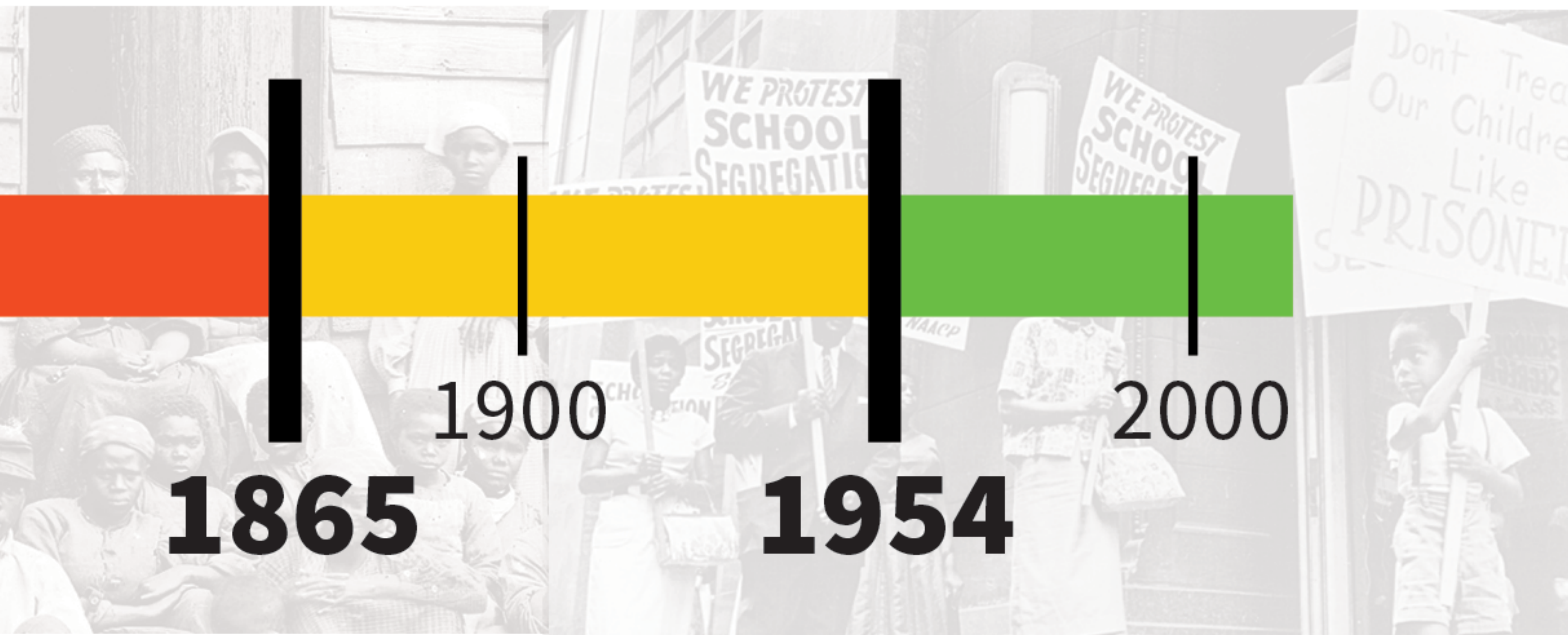
89 YEARS





# *Segregation*

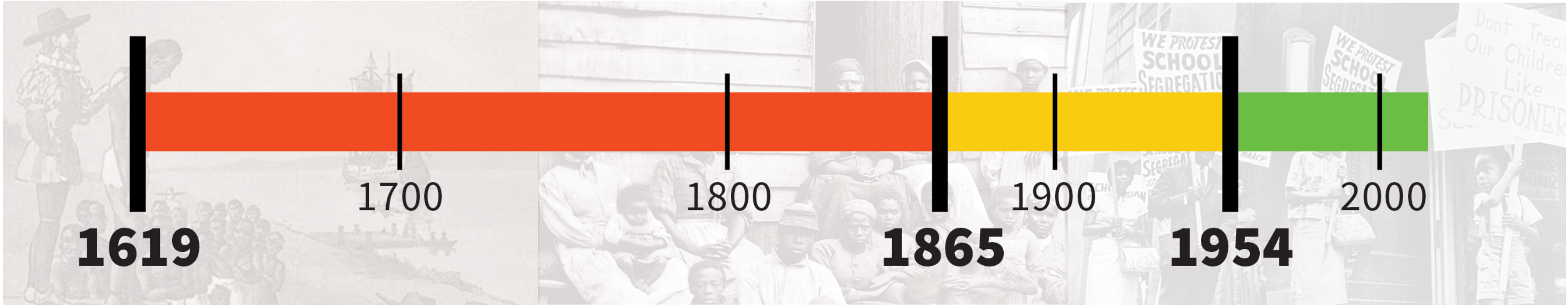
89 YEARS



STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

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246 YEARS

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89 YEARS





# White Privilege





# Housing Segregation in America





## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT



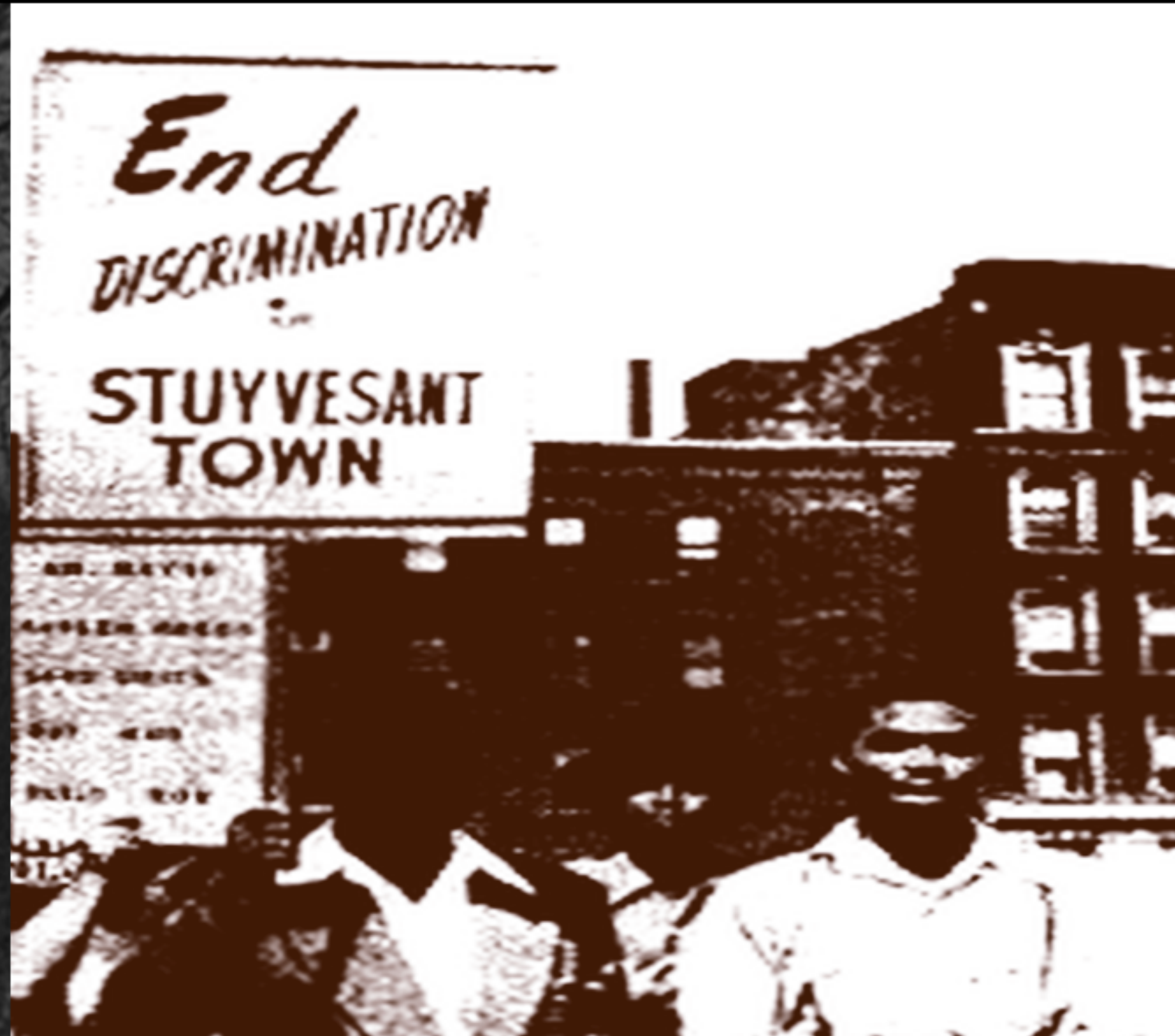
1917 - 1948

*Racially Restrictive Covenants*



1934 - 1968

*Federal Housing Authority Redlining*





## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT



1948 - 1968

*Unenforceable Covenants*

*Disparate*

1968:



1948 - 1968

*Unenforceable Covenants*

*Redlining*

1968:  
*Federal Fair  
Housing  
Act*

1968 - Present

*Disparate Impact of Local Land*

1968 - Present

*Housing Discrimination*





## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT



1968 - Present

*Disparate Impact of Local Land Use Regulations*





1968:  
STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT  
**Federal Fair  
Housing  
Act**

# 1968 - Present

## *Housing Discrimination*





STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT



2007

regulations

*Subprime Mortgage Crisis*



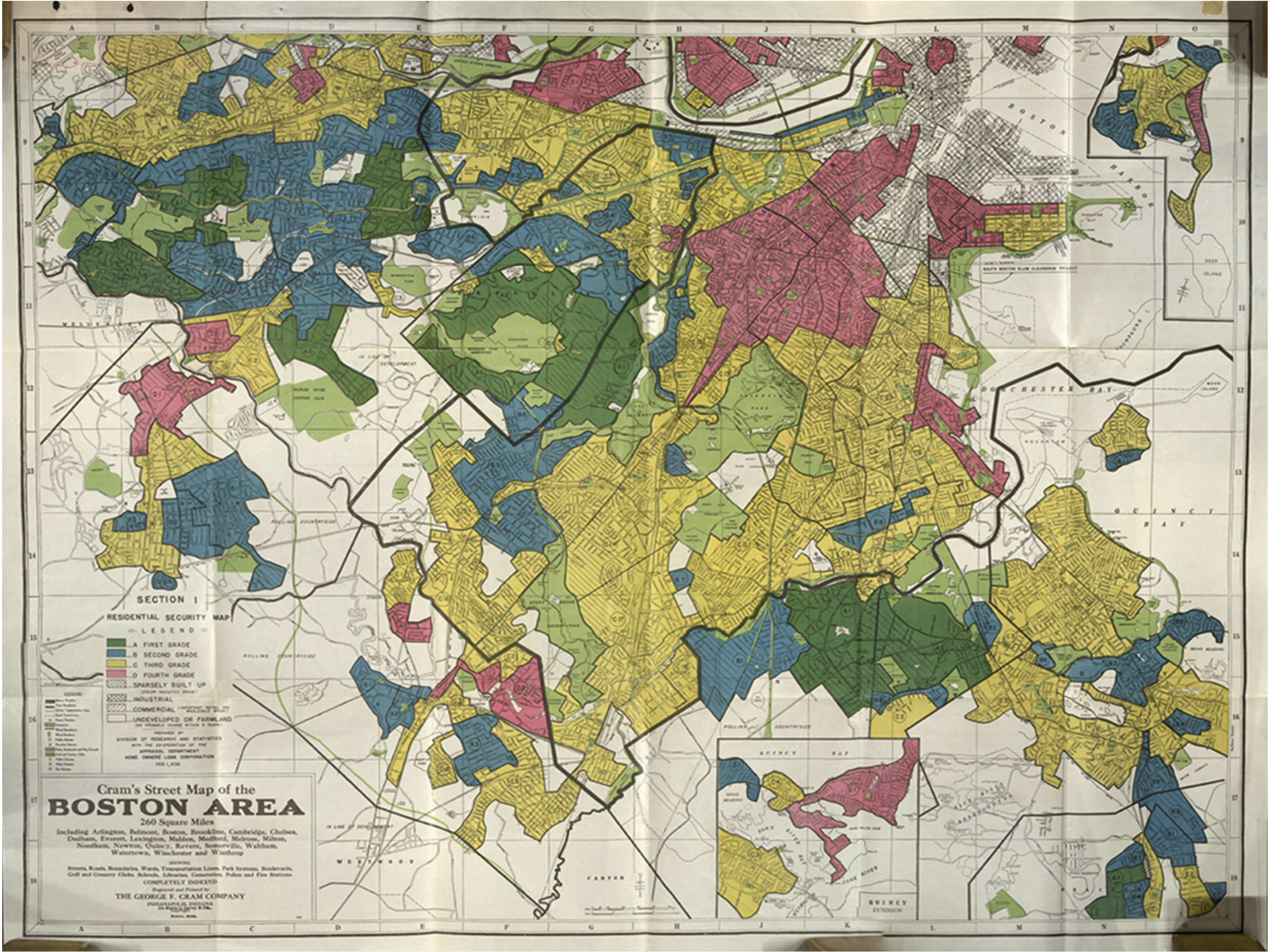
2010

*End of The Great Recession*





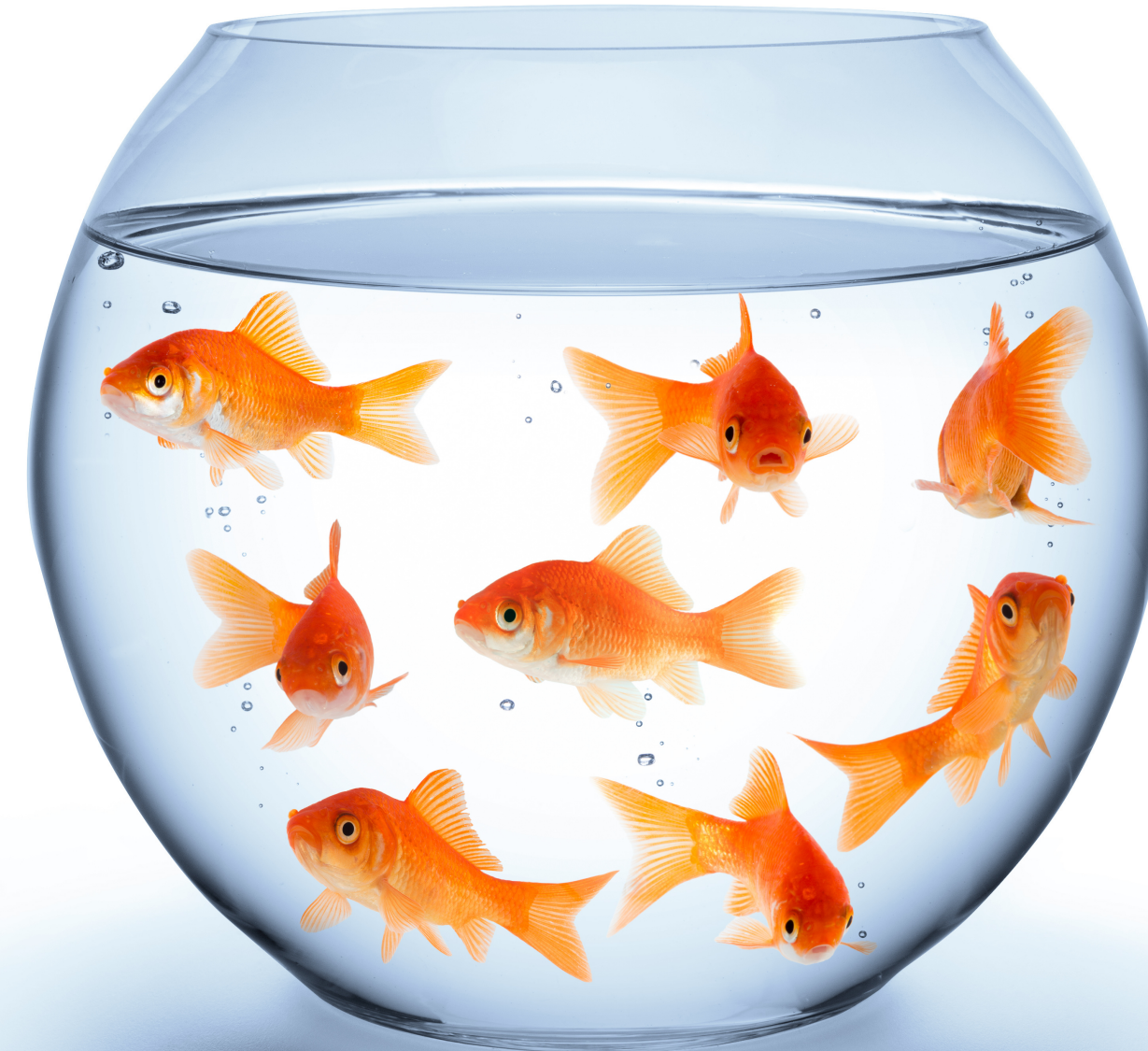
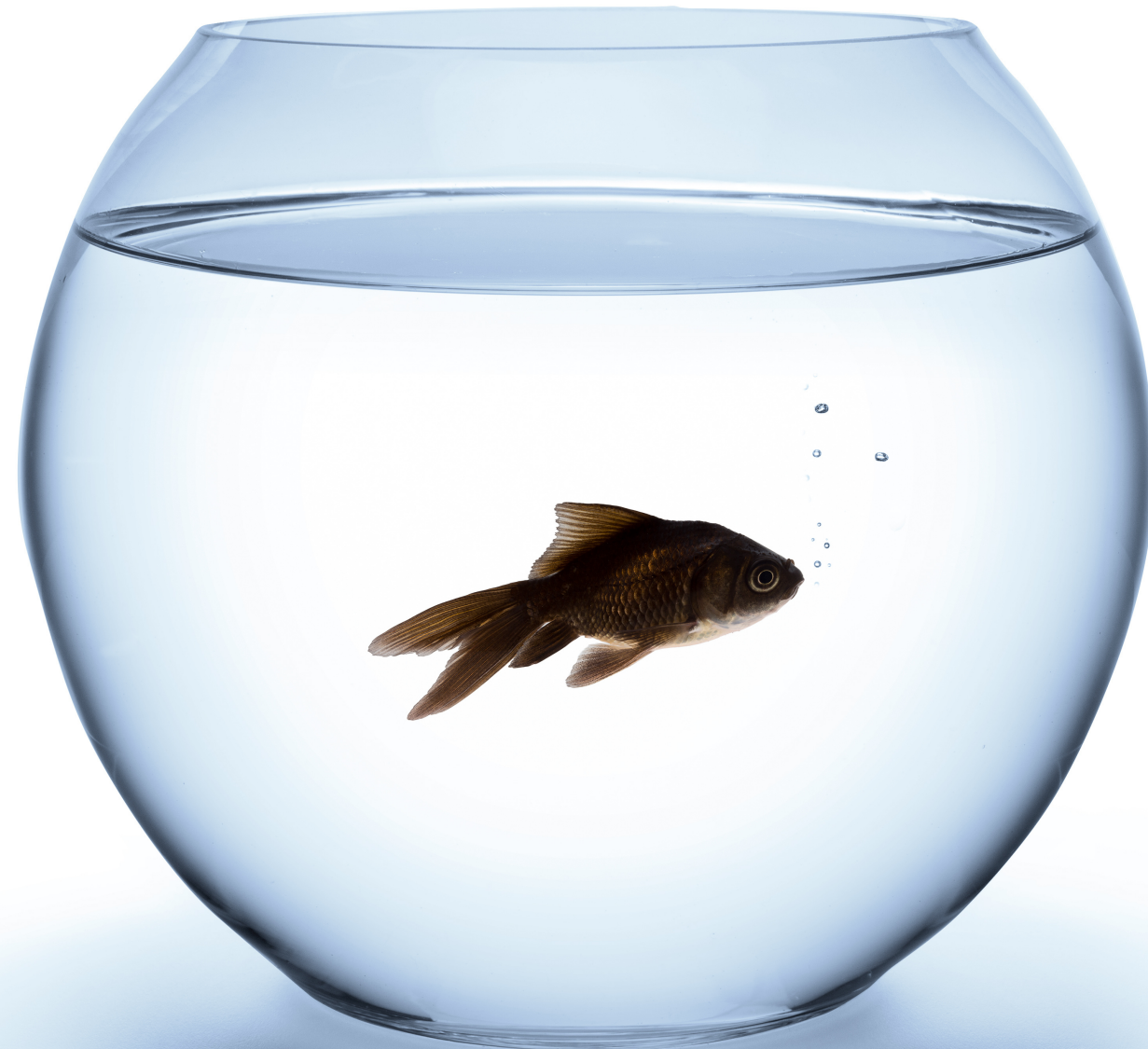
STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT



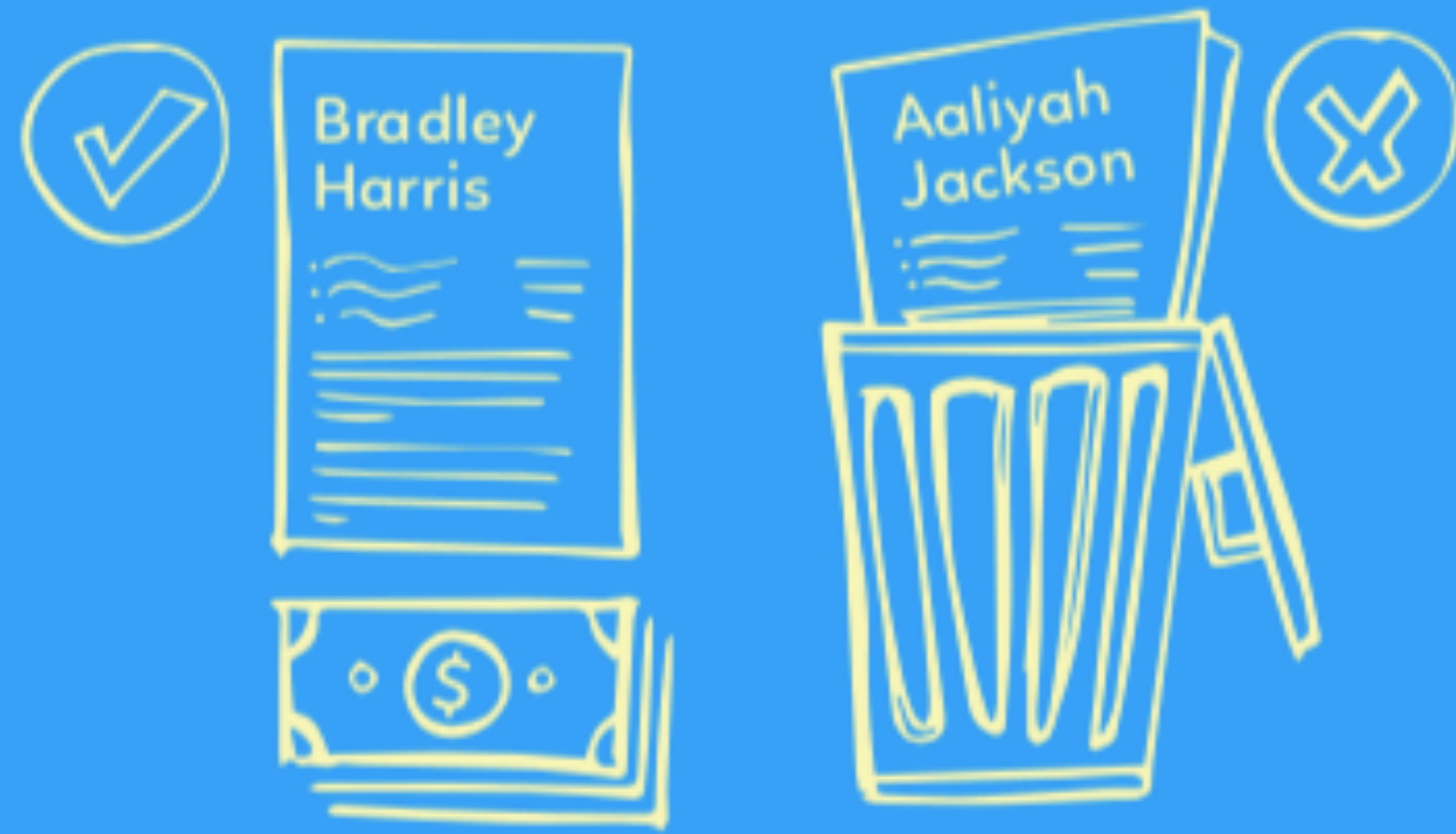


“ Social and racial inequities are  
geographically inscribed. ”

—Powell, 2003







## Network Impoverishment

- lack of capital
- social difficulties
- “vulnerability pooling”

**Exercise 3.1:** Continue with your reflections by responding to the following:

**How do you see structural racism  
play out in the landscape?**

**Exercise 3.2:** Continue with your reflections by responding to the following:

**What are the structures that reinforce these inequitable landscapes?**



## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

**Exercise 3.3:** Write the names or initials of 10 people who exemplify the following on the left side of your page:

**Who do you trust to inform your decisions?**

**Exercise 3.4:** Next to each name answer the following:

**Are your trusted people similar or different from you in the following ways?**



## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

Exercise 3.5: As a group discuss the following:

If your trusted people are more **like you** than **different**, what systems or structures perpetuate this condition?

## STRUCTURAL RACISM AND ITS HISTORICAL CONTEXT

Exercise 3.6: As a group discuss the following:

If your trusted people are more **different** than **like you**, what systems or structures enable this?



**Equality**  
**is not**  
**Equity.**



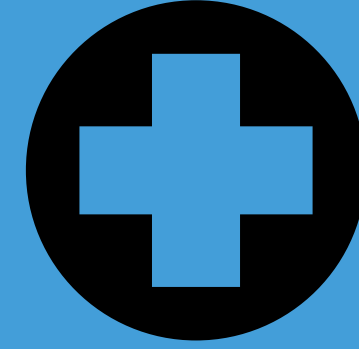












# Racism and Health

# **The Stress Concept**



# The Stress Concept

“

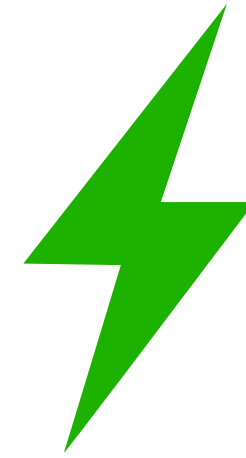
Any condition having the  
potential to arouse the  
adaptive machinery of  
the individual

—Pearlin, 1999

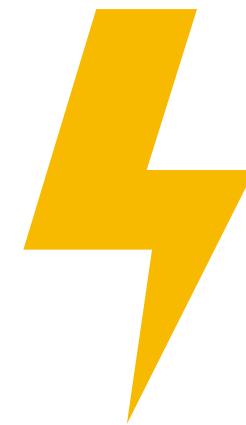
”



# Types of stress



Positive Stress



Tolerable Stress



Toxic Stress



# Toxic Stress

...strong, unrelieved activation of  
the body's stress management system  
in the absence of protective support.



# ACES

Adverse  
Childhood  
EventS

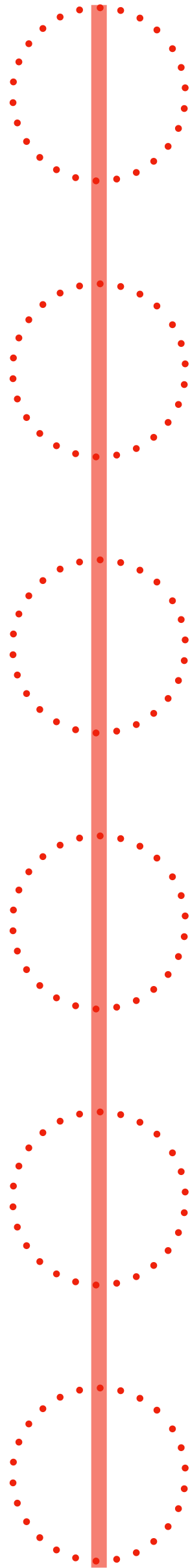
- Collaboration between CDC and Kaiser Permanente
- 17,000 people for more than 10 years
- Looked at effects of trauma experienced in the first 18 years

# ACES

- Parental separation or divorce
- Domestic violence
- Household member with substance use
- Household member with mental health condition
- Incarcerated household member
- Recurrent emotional abuse
- Recurrent physical abuse
- Sexual abuse
- Emotional neglect



RISKS



**Adverse Childhood Events**

**Disrupted Neurodevelopment**

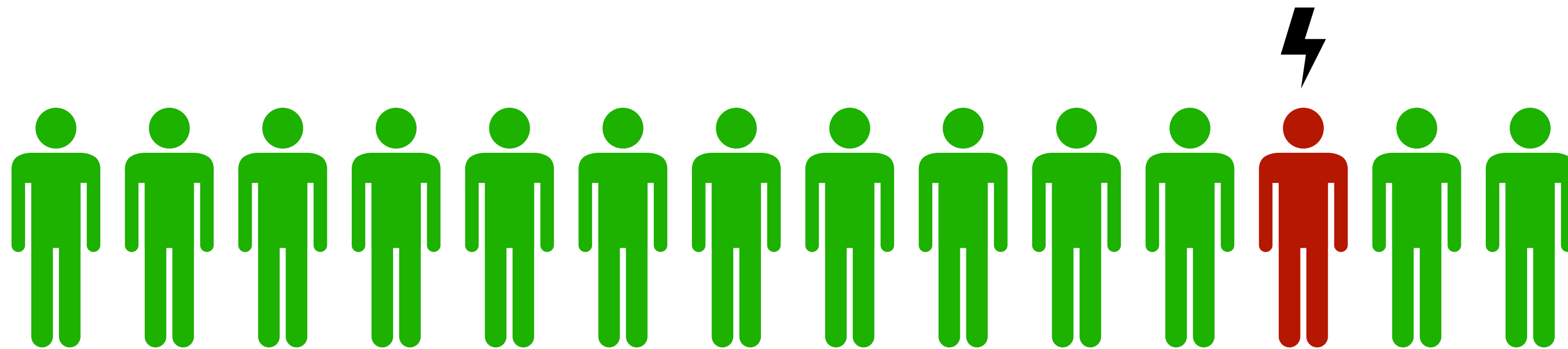
**Social, emotional,  
and cognitive impairment**

**Health risk behaviors**

**Disease and disability**

**Early Death**

# MINORITY STRESS





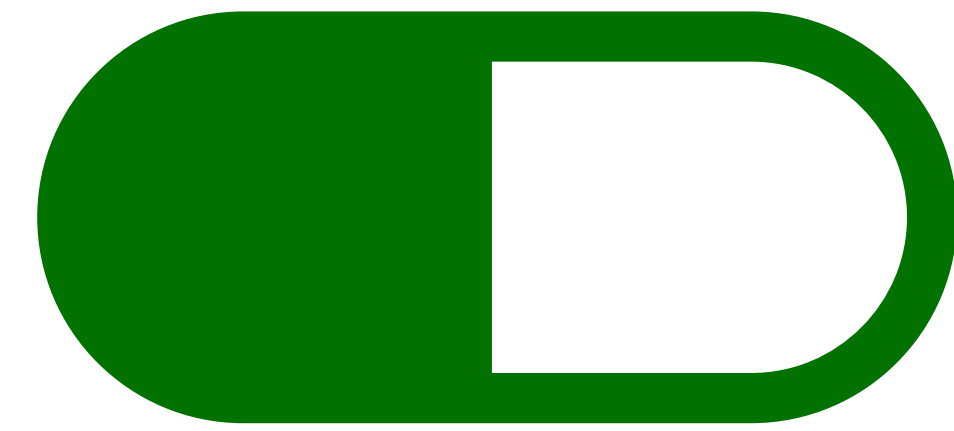


**Interactions with society provide the individual with information on the construction of the world;**

**Health is compromised when such information is incongruent with the minority person's experience in the world.**

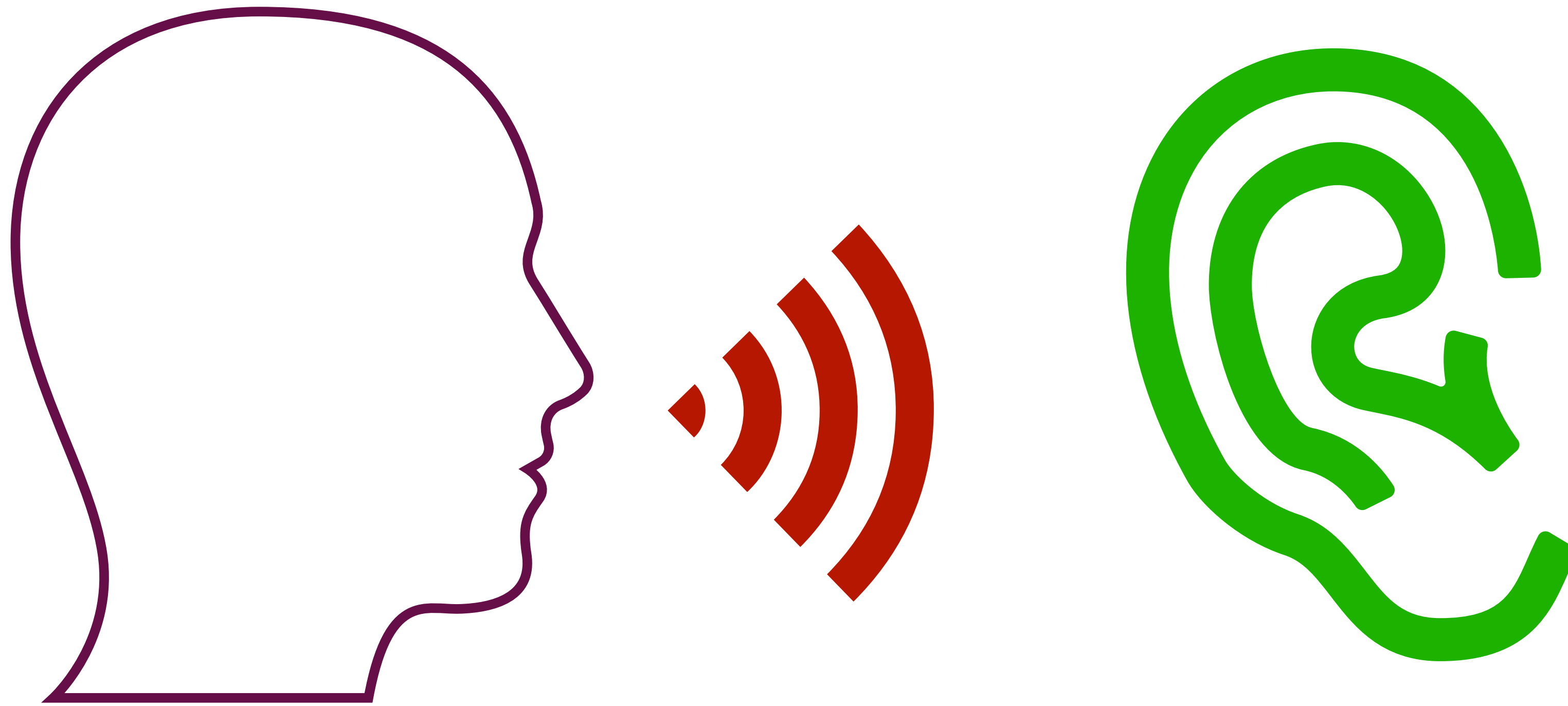


**—Meyer, 2003**



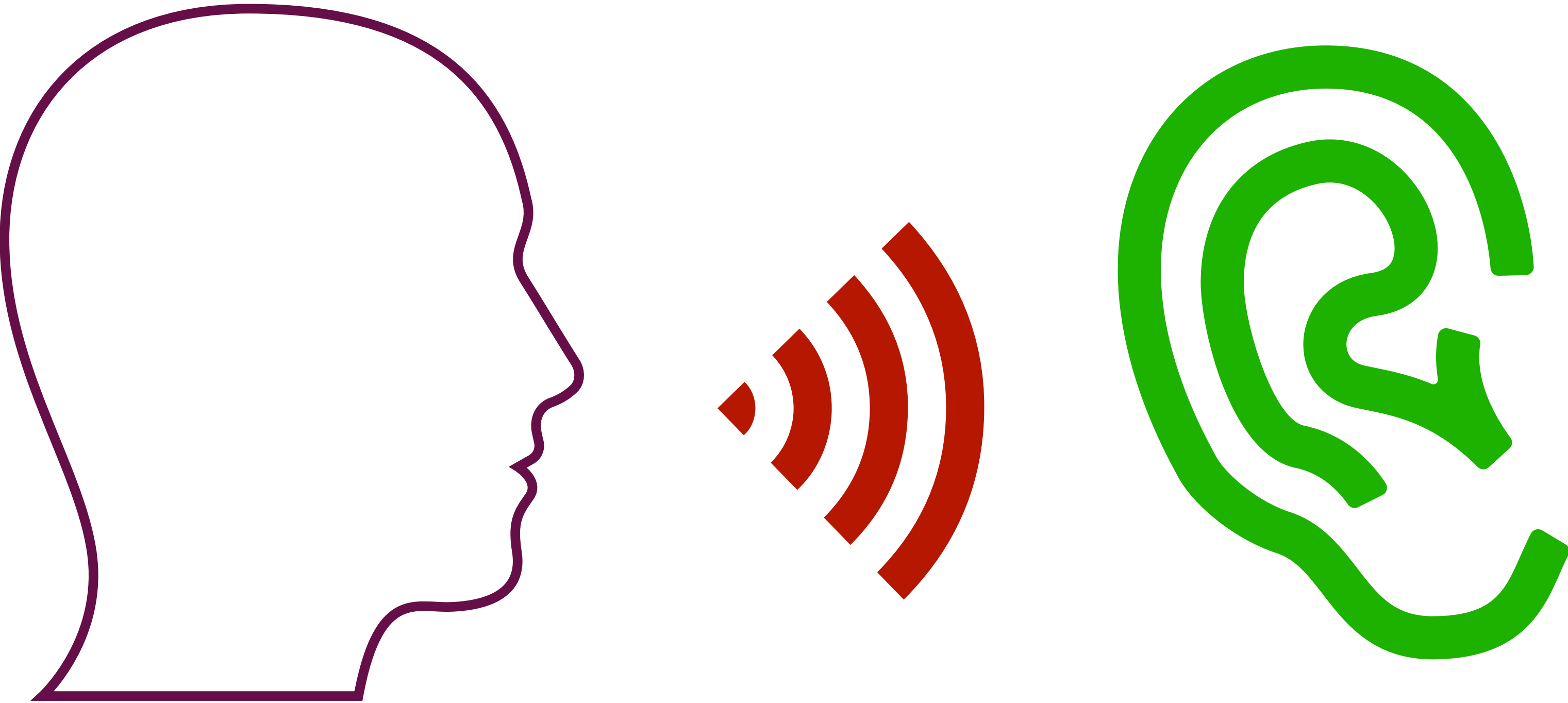
A 2001 review by HHS found that from 1986 to 2001  
not a single controlled clinical trial  
analyzed the efficacy of treatment for bipolar disorder,  
major depression, schizophrenia, or ADHD  
by ethnicity or race.





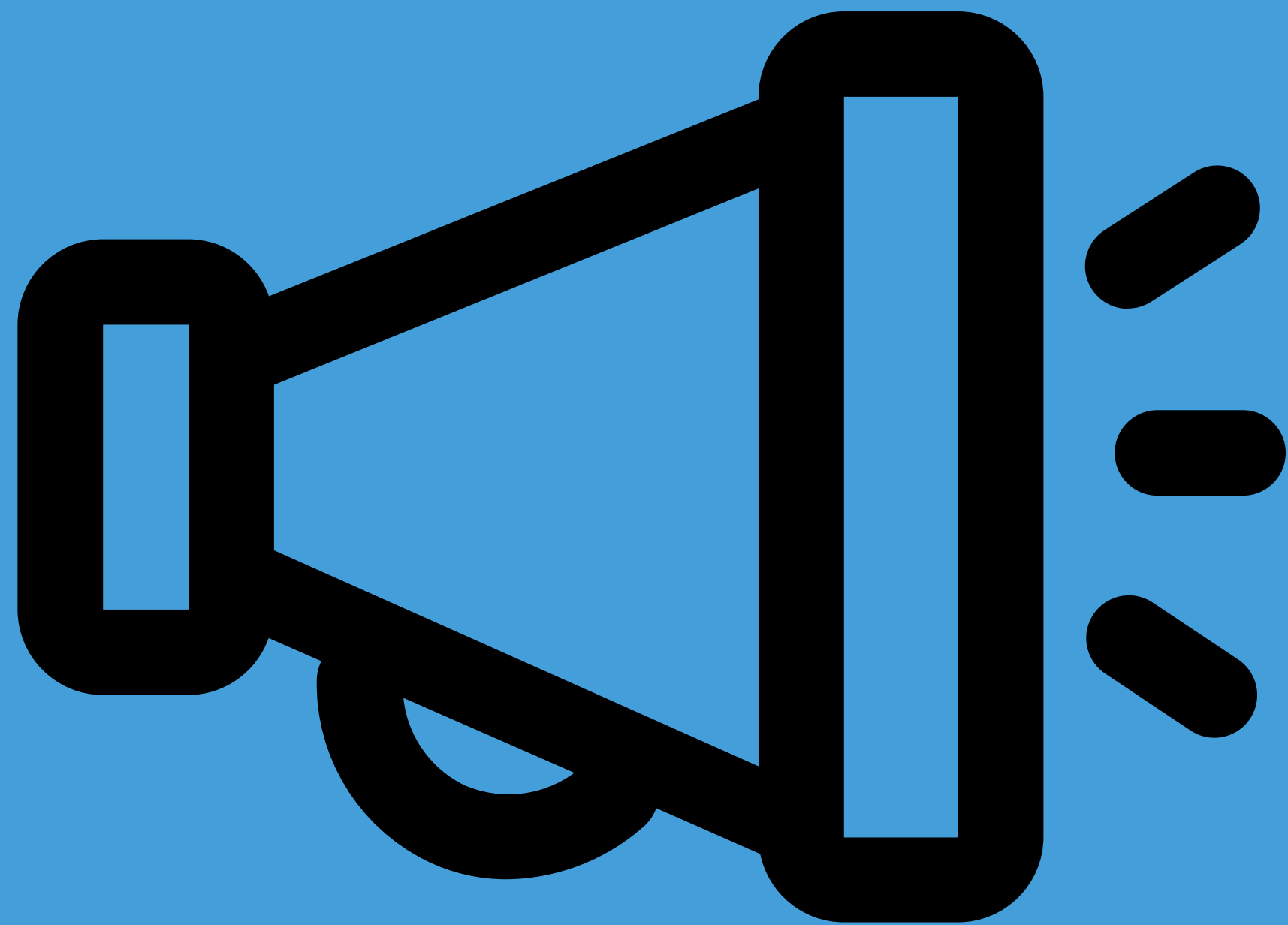
"We know of no psychotherapy treatment research that meets basic criteria important for demonstrating efficacy for ethnic minority populations..."

-Chambless et al., 1996



Let's Listen





**Let's Talk**