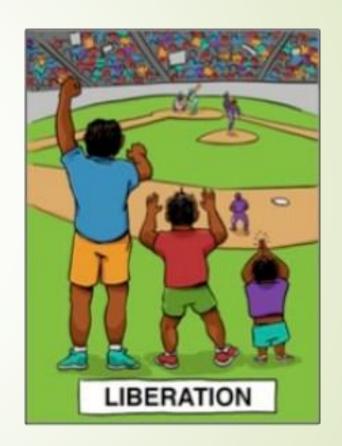
# Systemic Racism:



Move?

# Systemic Racism

NAACP President Derrick Johnson defined systemic racism, also called structural racism or institutional racism, as "systems and structures that have procedures or processes that disadvantages African Americans."



## Systemic Racism

Glenn Harris, president of Race Forward and publisher of Colorlines, defined Systemic Racism as "the complex interaction of culture, policy and institutions that holds in place the outcomes we see in our lives.

Harris said systemic racism creates disparities in many "success indicators" including wealth, the criminal justice system, employment, housing, health care, politics and education.

The concept dates back to work done by scholar and civil rights pioneer W. E. B. Du Bois, but the concept was first named during the civil rights movement of the 1960s and was further refined in the 1980s.

# Systemic Racism: Built into the Fibers of our Society

# Examples of institutional racism in Ferguson

- While ¾ of the population of Ferguson is black, the Mayor is white, and 5 out of 6 city council members are white.
- Only 3 of 53 police agents in Ferguson are black

#### Institutional/Explicit

Policies which explicitly discriminate against a group.

#### Example:

Police department refusing to hire people of color.

#### Institutional/Implicit

Policies that negatively impact one group unintentionally.

#### Example:

Police department focus on street level drug arrests.

#### Individual/Explicit

Prejudice in action – discrimination.

#### Example:

Police officer calling someone an ethnic slur while arresting them.

#### Individual/Implicit

Unconscious attitudes and beliefs.

#### Example:

Police officer calling for back-up more often when stopping a person of color.



		Stages of Structural Racism Awareness						
Complete Unawar	•	Defensive & Denial	Acknowledges Extreme Forms Interpersonal Racism	Acknowledges Racism, Denies Privilege	Begins to see the Structural Inequity	Connects the dots between Inequity and Privilege	Leaning in, Comfortable with the Discomfort	Being the Change and Making the Change
	Unaware				Aware			

"I don't see color."

"It's about poverty."

"We use race neutral tools!"

"I'm not racist. Some of my best friends are..." "I had nothing to do with that. Get over it."

"Prove it."

"I'm not racist. Some of my best friends are..." Identifies & disapproves of a racist person's action.

"I'm not racist.
Some of my
best friends
are..."

"I feel personally attacked by this conversation"

"My family has

struggled."

"All Lives

Matter!"

This awareness comes with disappointment as this new reality contradicts my worldview.

> "I feel personally really angry, guilty and upset."

"My privilege doesn't reflect my morality, but "Now that I

my response

to it does."

"Now that I see structural racism, I will never un-see it." "I understand that we need to close the racial/ethnic gaps that structural racism produces and create more equitable opportunities!"

# George Floyd killed by 'systemic racism', Minneapolis curfew extended to stop out-of-town rioters: Minn. leaders

Minnesota's governor and the Mayors of the Twin Cities pledged their support to fight against the "systemic racism" that they said led to the death of George Floyd after another night of violent rioting in Minneapolis and other metropolitan areas around the country.

Source: Fox News Live, May 31, 2020

#### Systemic racism didn't kill George Floyd

It's time to realize and accept this: Every time a politician, protester or policymaker cites "systemic" racism as the cause for violence and breaking the law, it gives pause to offenders.

Be very cautious, though. Do not deliberately slip down the blindfold of Justice since we've become accustomed to covering our mouths and labeling everything systemic racism. Systemic racism didn't kill George Floyd. Derek Chauvin did.

...Let's simply compartmentalize racist behavior so that the onus is on individualism and not the Whole.

Washington Post, Deborah Simmons at dsimmons@washingtontimes.com. June 1, 2020

#### Systemic racism didn't kill George Floyd

Since our most recent racial unrest, the debate over systemic racism has spread across the nation and around the world. Trump's Administration has repeatedly denied that discrimination against black Americans is embedded in the political, economic and social structure of the country.

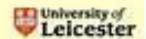
His National Security Adviser, Robert O'Brien, said racist police are just a "few bad apples," adding, "we need to root them out." Attorney General William Barr warned against "automatically assuming that the actions of an individual necessarily mean that their organization is rotten."

is to deny that racism exists.

# Do Current Policies and Legislation force people to behave differently?

#### Institutional racism and law

- Anti-discrimination legislation tends to focus on individual acts of discrimination
  - proving who is at fault
  - compensating identified victims
- reactive
- depends upon litigation



#### Institutional Racism and Health

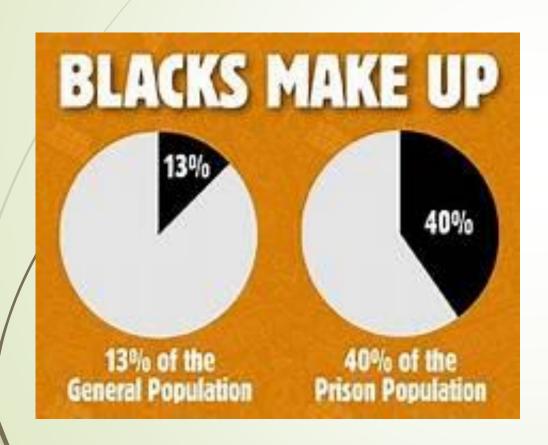
- Racial segregation
  - Restrict social mobility by limiting access of education
  - Reduces access to employment opportunities
  - Poorer quality houses
  - Neighborhood environments that are deficient in resources including medical care

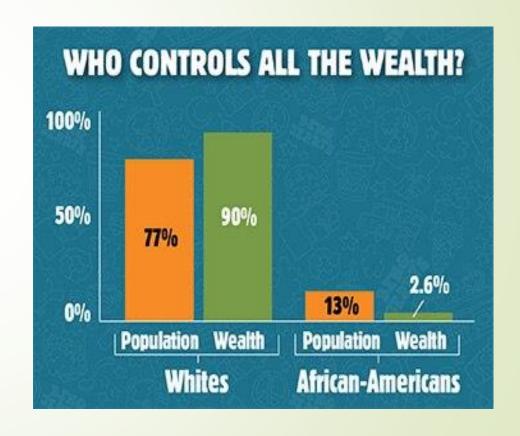
RESULT: lower access and poorer quality of health care and higher rates of violent crime and homicide

Are Policies and Legislation rooted in Systemic Racism?

# Systemic racism doesn't simply 'rear its ugly head'. It's voted on, enacted with policies, and used to disenfranchise.

# Systemic Racism





#### **Deaths by Race/Ethnicity:**

# Racial Disparities and COVID-19

Data from 91,800 deaths. Race/Ethnicity was available for 74,456 (81%) deaths. CDC COVID Data Tracker.

	Race/Ethnicity	Percentage	Count
	Hispanic/Latino	14.5	13278
P P P H	American Indian / Alaska Native, Non-Hispanic	0.4	378
	Asian, Non-Hispanic	3.8	3484
	Black, Non-Hispanic	18.9	17355
	Native Hawaiian / Other Pacific Islander, Non- Hispanic	0.1	79
	White, Non-Hispanic	39.5	36245
	Multiple/Other, Non- Hispanic	4	3637
	Unknown	18.9	17344

# Cases by Race/Ethnicity: Data from 1,985,073 cases. Race/Ethnicity was available for 953,326 (48%) cases. CDC COVID Data Tracker.

Race/Ethnicity Hispanic/Latino	Percentage 16.5	Count 325213
American Indian / Alaska Native, Non- Hispanic	0.7	13116
Asian, Non-Hispanic	1.8	35791
Black, Non-Hispanic	10.2	201093
Native Hawaiian / Other Pacific Islander, Non- Hispanic	0.2	3070
White, Non-Hispanic	16.7	328655
Multiple/Other, Non- Hispanic	2	39858
Unknown	52	1024666

Author Bakari Sellers: Systemic racism is manifesting itself in the public lynchings of Ahmaud Arbery and George Floyd, as well as the state violence against Breonna Taylor. Black folk are also dying at startling numbers to COVID-19 due to systemic racism. One virus (systemic racism), two manifestations.

National Post June 5, 2020



#### **Environmental racism**

A concept in the **environmental justice** movement, which developed in the United States throughout the 1970s and 1980s. The term is used to describe environmental injustice that occurs within a **racialized context** both in **practice and policy**. In the United States, environmental racism criticizes inequalities between urban and **exurban** areas after **white flight**.

Wikipedia

#### **Environmental Racism**

A type of discrimination where people of low-income or minority communities are forced to live in close proximity of environmentally hazardous or degraded environments, such as **toxic waste**, pollution and **urban decay**.

Cases of environmental racism have been documented around the world, with one of the first <a href="https://documented.org/line-profile">high-profile</a> cases occurring in the 1980s in Warren County, North Carolina, when a <a href="https://documented.org/line-profile">hazardous</a> waste <a href="https://documented.org/line-profile">landfill</a> was constructed in the small, predominately African-American community.

www.urbandictionary.com/define.php?term..

#### **Environmental Racism**

People protesting the water crisis in Flint, Michigan, which disproportionately affects people of color and low-income communities.



With water affordability, access and quality challenges—all of which can translate into health impacts—the role of water isn't always one of fostering healthy communities, yet it could and should be.

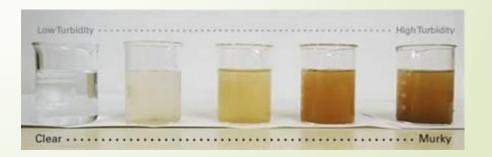
#### **When Governments Fail**

Americans watched when one of the most high-profile environmental justice cases unfold in Flint, Michigan, in 2015 and 2016 when corroded lead pipes poisoned the population.

Laura Paskus, March 23 2020, Water Education Colorado

However, clean water is not truly "accessible" if it is not first affordable. Water infrastructure is more expensive than most other infrastructure costs, such as roads, railroads and bridges. When there is poor water infrastructure, the costs of maintenance or replacement is passed on to the consumer.

Brenda Lawrence, The Hill, 2017



In the 2017 Infrastructure Report Card, the U.S. received a D grade for its Drinking Water. Eighty two percent of states have reported dangerous contamination levels in their drinking water. In the U.S., there are 1.2 million miles of lead pipes for water, many of which need to be replaced.

Our crumbling infrastructure stands to have devastating longterm health consequences when millions of Americans are at risk of dangerous lead poisoning. The American people deserve safe, clean water from their homes, their schools, their jobs and their public spaces.

Brenda Lawrence, The Hill, 2017

The problem of polluted black communities is not a new phenomenon. Historically, toxic dumping and the location of locally unwanted land uses (LULUs) have followed the "path of least resistance," meaning black and poor communities have been disproportionately burdened with these types of externalities.

Environmental racism is an issue of political power: The negative externalities of industrialization—pollution and hazardous waste—are placed where politicians expect little or no political backlash.

Soloman and Ross, 2016

Millions of ordinary Americans are facing rising and unaffordable bills for running water, and risk being disconnected or losing their homes if they cannot pay, a landmark Guardian investigation has found.

Millions of Americans can't afford water as bills rise 80% in a decade

How we can expect those facing poverty to be in positions to afford these rising costs?

Nina Lakhani, The Guardian, 2020

# How are we moving in this new Space of Racial Consciousness?

- ☐ Rise of Racial Consciousness
- White Americans Say They Are Waking Up to Racism.
- Anti-racism activists have detailed concerns that are not only about symbols or slurs but also about entire systems governing how Americans live.
- Large numbers of white Americans have <u>attended</u> racial justice demonstrations, purchased books about racial inequality and registered for webinars on how to raise <u>children</u> who are anti-racist

Amy Harmon and Audra D. S. Burch, June 22, 2020 New York Times

# How are we moving in this new Space of Racial Consciousness?

- The outcry over Mr. Floyd's death has compelled many white Americans to acknowledge the anti-black racism that is prevalent in the United States and to perhaps even examine their own culpability for it. It is as though the ability of white people to collectively ignore the everyday experience of black people has been short-circuited, at least for now.
- In interviews, some white Americans admitted that even the process of reflecting on racism underscored for them how little they grasp the everyday experience of being black in America.
- Research shows there is scant interpersonal contact between white and black Americans: One in five white respondents to a poll from the Public Religion Research Institute last year said that they rarely or never had an interaction with someone of a different race.

## How are we moving in this new Space of Racial Consciousness?

- "Many white Americans have chosen places to live, places to send their children to school, places to vacation, jobs to pursue, in ways that allow them to avoid thinking about racial inequality,"
- Jennifer Chudy, a political scientist at Wellesley College, in her research suggests that only one in five white Americans consistently express high levels of sympathy about racial discrimination against black Americans.



# Are we headed in the Right Direction?

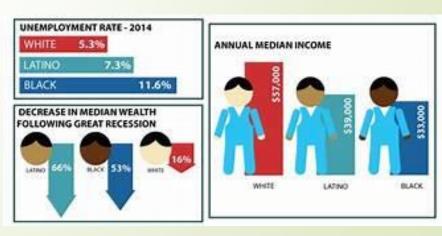
"This is the first time that I think a lot of us have felt that the battle is legitimately joined," the author Ta-Nehisi Coates said on "The Ezra Klein Show" last week. Significant swaths of people in nonblack communities, Mr. Coates said, have come to perceive something of the deep pain and suffering experienced by black Americans. "I think that's different."

One source of angst for white Americans who say they want to dismantle racism, is not knowing precisely where to start. They worry about sounding racist and not sounding sufficiently antiracist.

## Are we headed in the Right Direction?

Will we see....

Political Reform?
Economic and Wealth Reform?
Education Reform?
Community Reform?
Local, State, and Federal Policy and Legislative Reform?
Reparations?



# What does Liberation look like for All and what will be the Cost and Ultimate Sacrifice?



