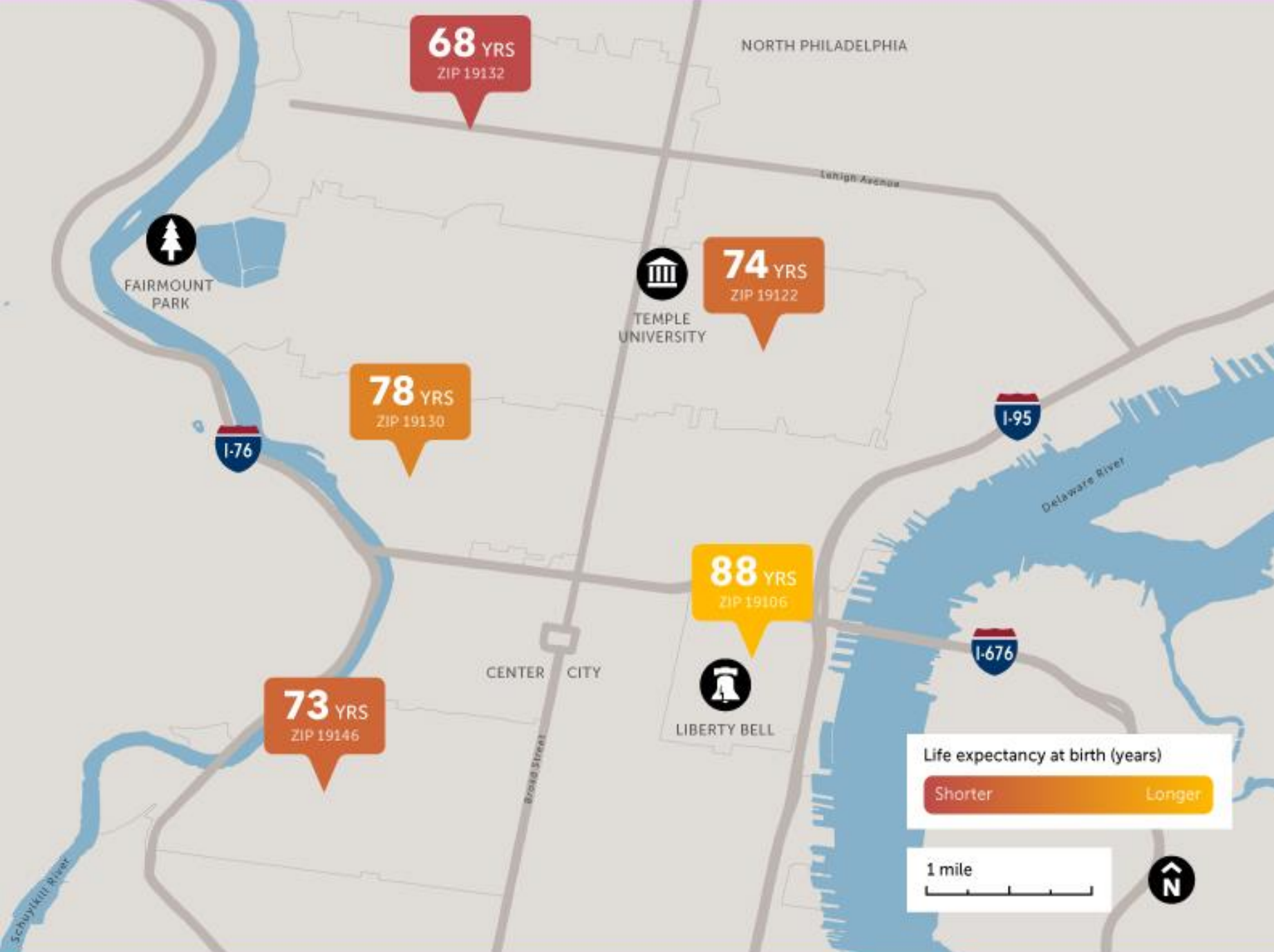


Philadelphia, PA

(A Tale of Two Cities)

- Great Food
- Over 3,000 Murals
- City of Neighborhoods
- Cost of Living
- Great Universities
- Professional Sports Teams
- Museums, Zoo, Park System, Night Life, Culture & History
- Progressive Politics & Social Innovation
- Poorest big city in America
- 1/3 live below the poverty line
- 1 in 4 are food insecure
- African-Americans are 80% more likely to have diabetes
- Racial wealth gap
- Educational attainment
- Incarceration rates
- Environmental disparity





Inequity stems from the **historic and long-standing barriers to rights and opportunities** endured by those whose skin color, ethnicity, gender, immigration status, disability, age, sexual orientation, or zip code **have prevented them from realizing the dignities and liberties** all people deserve.

INDIVIDUAL RACISM V. INSTITUTIONAL RACISM

"When white terrorists bomb a black church and kill five black children, that is an act of individual racism, widely deplored by most segments of the society.

But when in that same city – Birmingham, Alabama – five hundred black babies die each year because of the lack of power, food, shelter and medical facilities, and thousands more are destroyed and maimed physically, emotionally and intellectually because of conditions of poverty and discrimination in the black community, that is a function of institutional racism.

The society either pretends it does not know of this latter situation, or is in fact incapable of doing anything meaningful about it.

– Stokely Carmichael 1966

WHITE DOMINANT/SUPREMACY CULTURE

The idea that white people's ideas, thoughts, beliefs, and actions are standard & superior. It is tied to institutions (media, the education system, western science, Christian church, etc.)

WHITE FRAGILITY

Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

RACISM IS DEEPLY BAKED-IN

Racism is so American that when you protest it people think you are protesting America.

ANTI-RACISM

It's not enough to be "not racist." Focused and sustained beliefs and action that are work to change a system or an institutional policy, practice, or procedure which has racist effects. A process and an outcome.

EQUITY

Everyone gets what they need in order to have access, opportunities, and a fair chance to succeed by understanding root causes, eliminating barriers & targeting resources. A value and desired outcome.



Why Focus on Racial Equity?

1

The pervasive and deep disparities faced by people of color

Race is consistently a primary indicator of a person's success and wellness in society.

2

To maximize impact, focus and specificity are necessary.

Recognizing that other groups of people are still marginalized, focusing on racial equity can provide a framework, tools and resources that can also be applied to other areas of marginalization.

3

The structural interplay between racism and other forms of oppression.

An intersectional approach that recognizes people experience multiple oppressions and the interconnected ways in which marginalization takes place will help to achieve greater outcomes and unity across communities.

Applying an Equity Lens

1

Explicit Focus: Name inequities and develop specific solutions aimed at eliminating them.

What are the differential outcomes experiences that people are having? Does race, gender, position, have something to do with it?

2

Root Causes: Go beyond naming inequities and uncover and identify the mechanisms that create and perpetuate inequities [systemic analysis].

1. Historical and socio-political context: Understand how the landscape has evolved over time.

2. Relational inequality: Recognize who has power and who lacks power, who benefits and who is harmed.

3. Structure: Identify policies, systems, and practices that maintain inequities.

3

Inclusion and Giving Voice: Listen, validate, and align your analysis with those who have been most impacted.

How can we listen, validate and align our understanding and analysis with those who are most impacted/directly experiencing inequities?

4

Action: Call out and counter exclusionary narratives, policies, and practices that further inequities (even if they are well intentioned).

What policies, practices and social relationships do we need to build or implement to meaningfully and intentionally support and sustain equitable outcomes?

How to Advance Equity

1

Target the distribution of resources and access to opportunity to people and communities that have experienced systemic and institutional discrimination and oppression.

2

Eliminate systemic barriers that have produced historical and contemporary inequities based on race, gender, class, sexual orientation, geography and other forms of difference.

3

Create new systems, policies, and practices that support and sustain equitable, transformational change.

Equality



Equity



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Knowing our history is a critical component for understanding racial inequalities and structural racism.

[illegible]

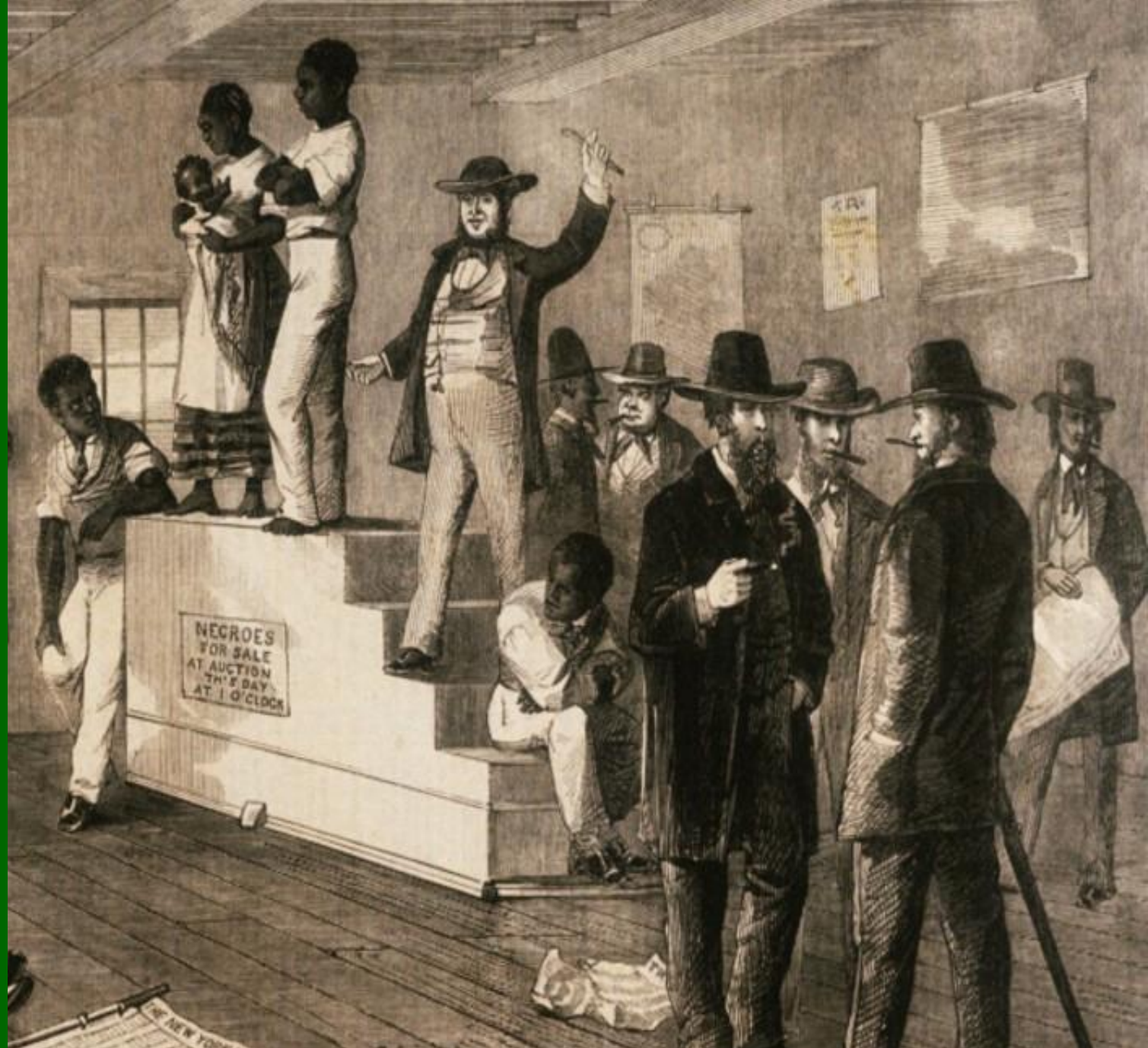
European
Settlement
in the U.S.
began in
1492



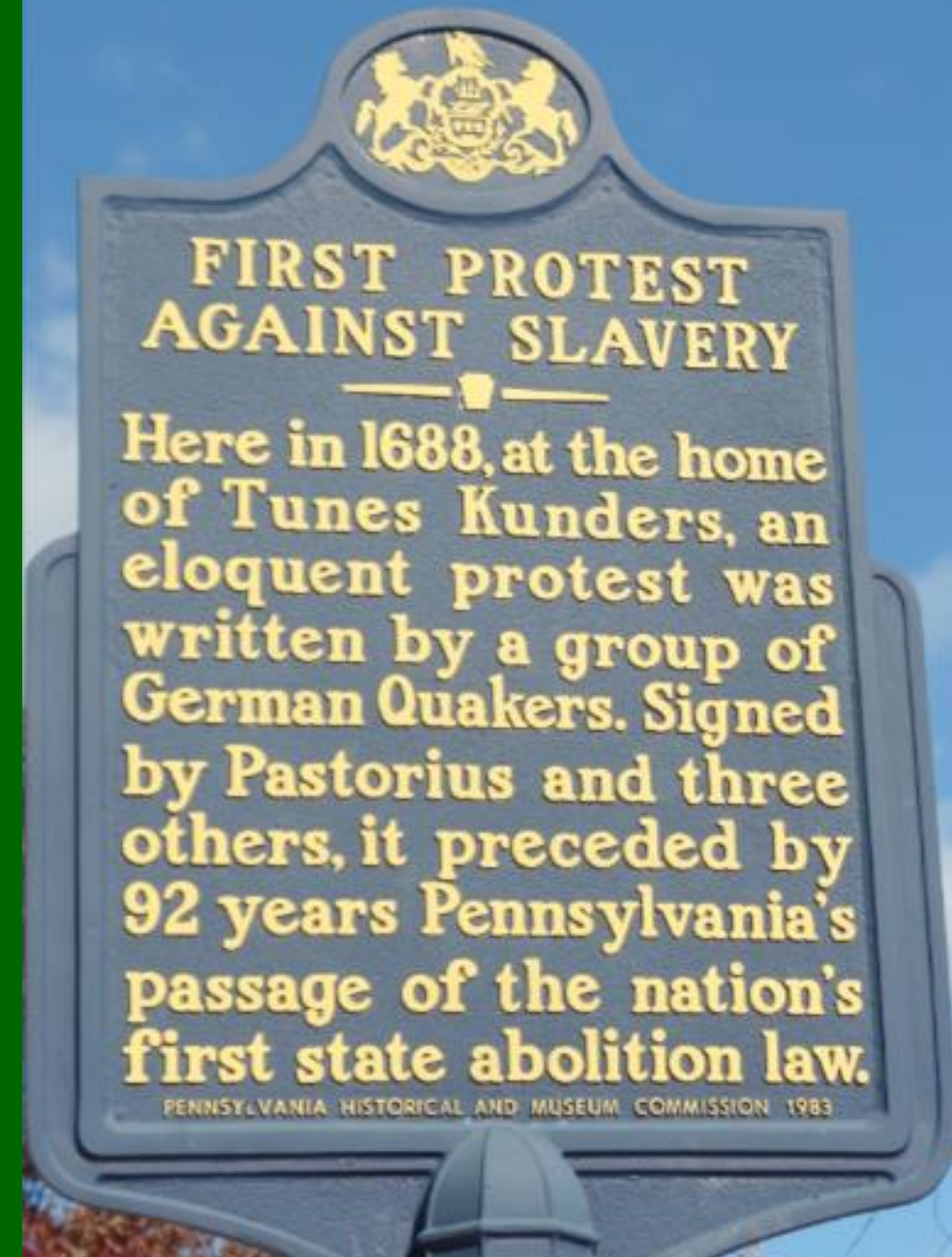
The Lenape



Trans-Atlantic Slave Trade



The 1688 Germantown Quaker Petition Against Slavery



Manifest Destiny



Source: Library of Congress, painting by John Gast

1790 Naturalization Act



Richard Allen and Absalom Jones



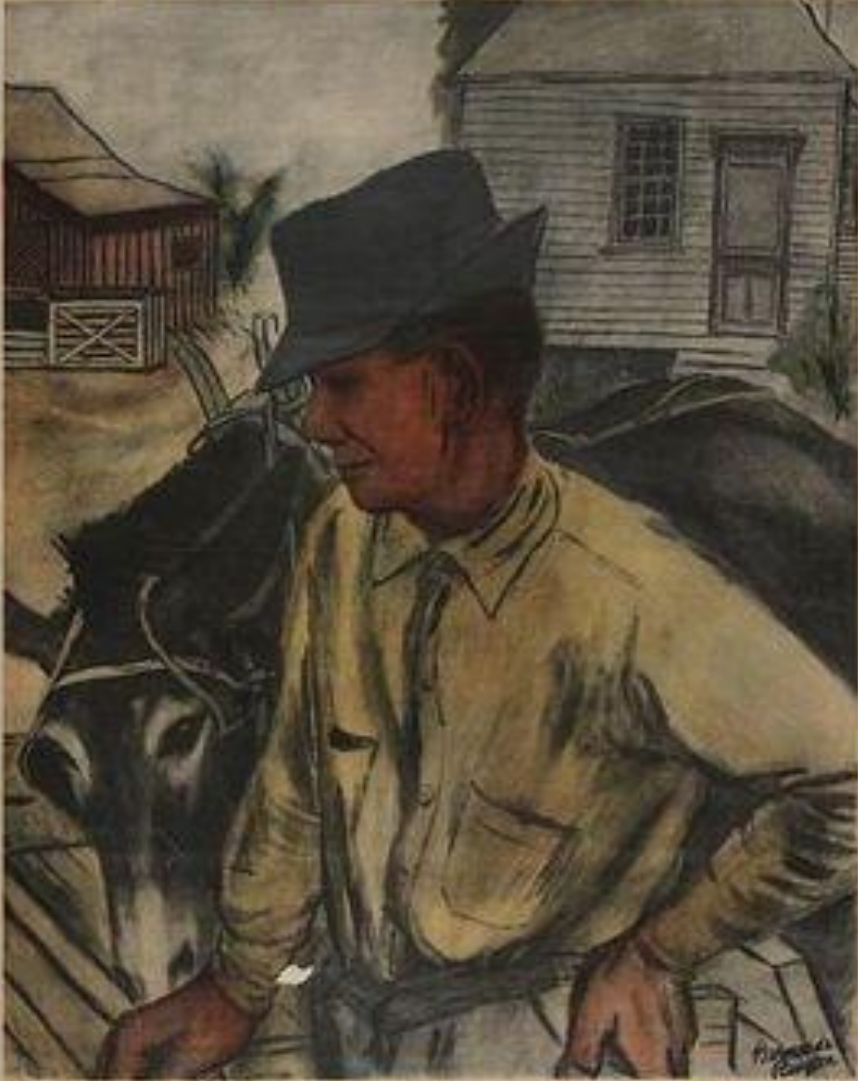
Emancipation Proclamation



The Freedman's Bureau



A MULE AND A PLOW



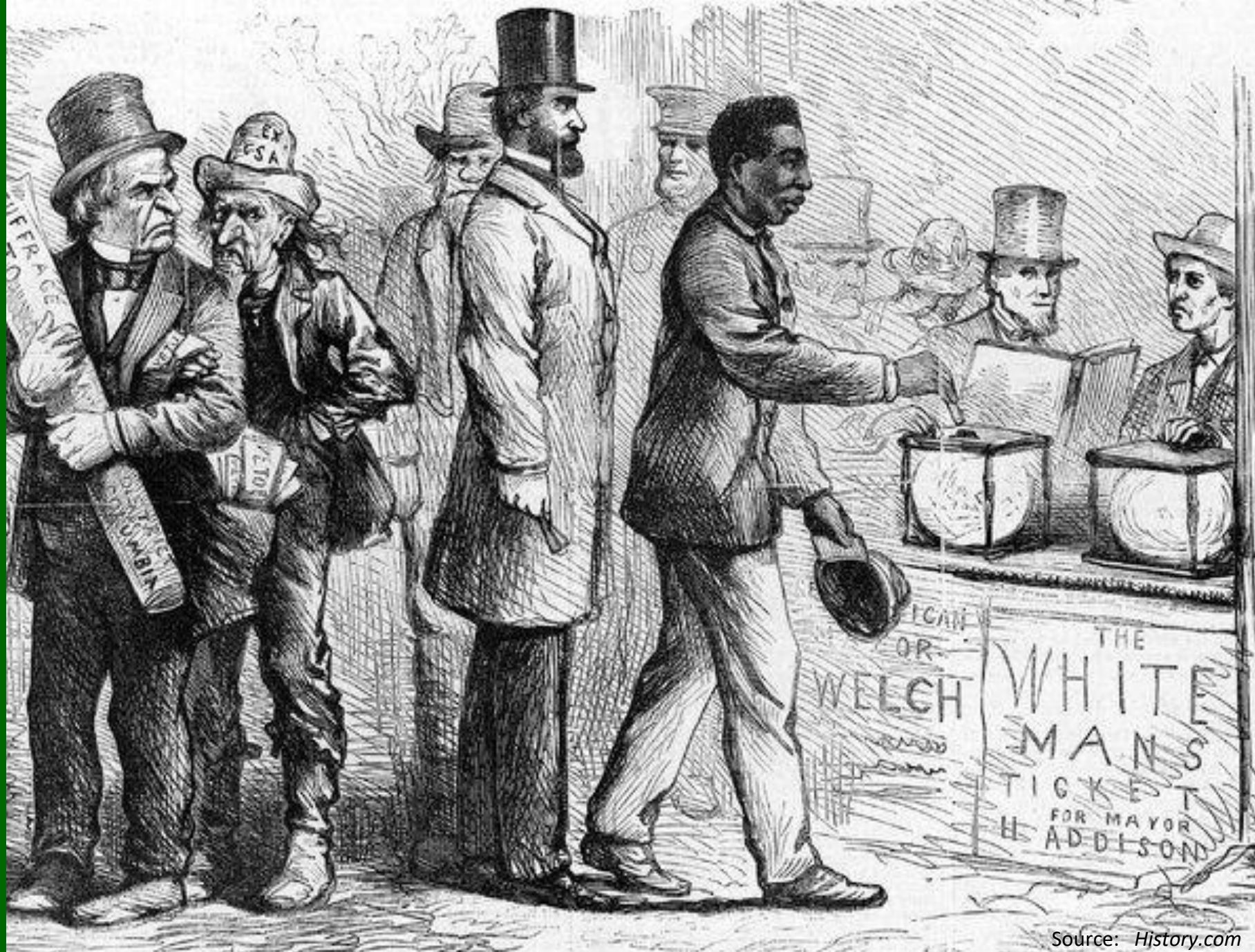
RESETTLEMENT ADMINISTRATION
Small Loans Give Farmers a New Start

Forty Acres and a Mule



Black Codes

The Naturalization Act of 1870 & the 15th Amendment



Source: [History.com](https://www.history.com)

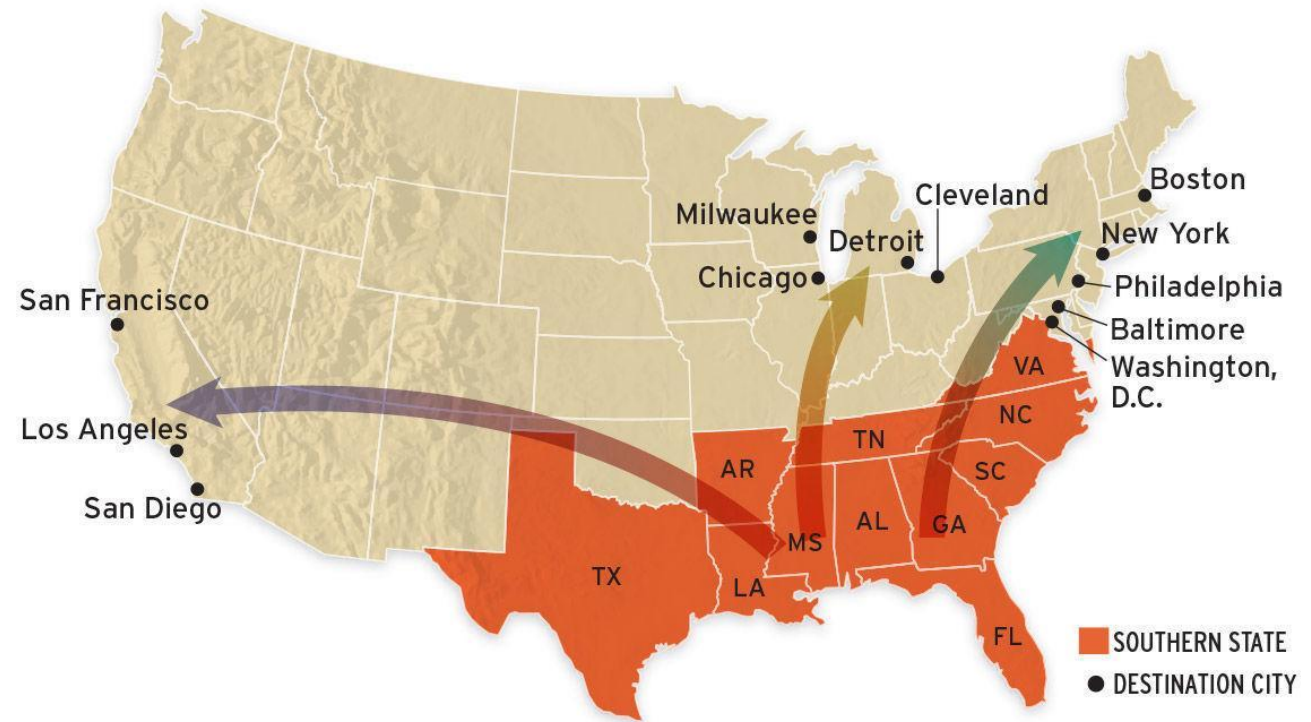


Chinese Exclusion Act of 1882

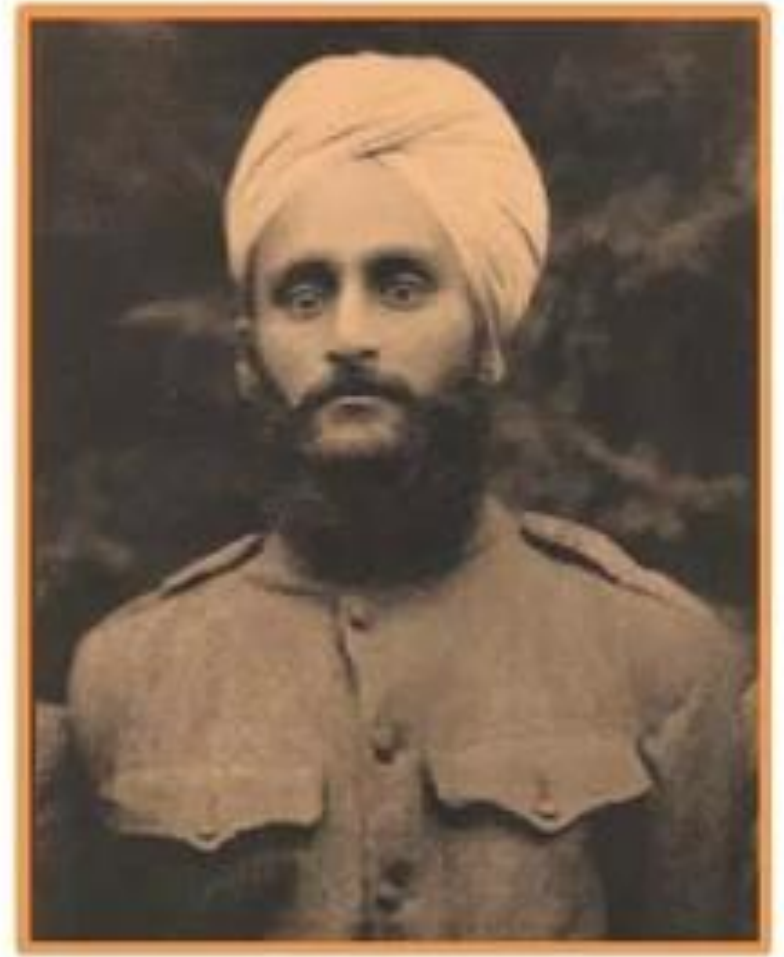
Plessy v. Ferguson



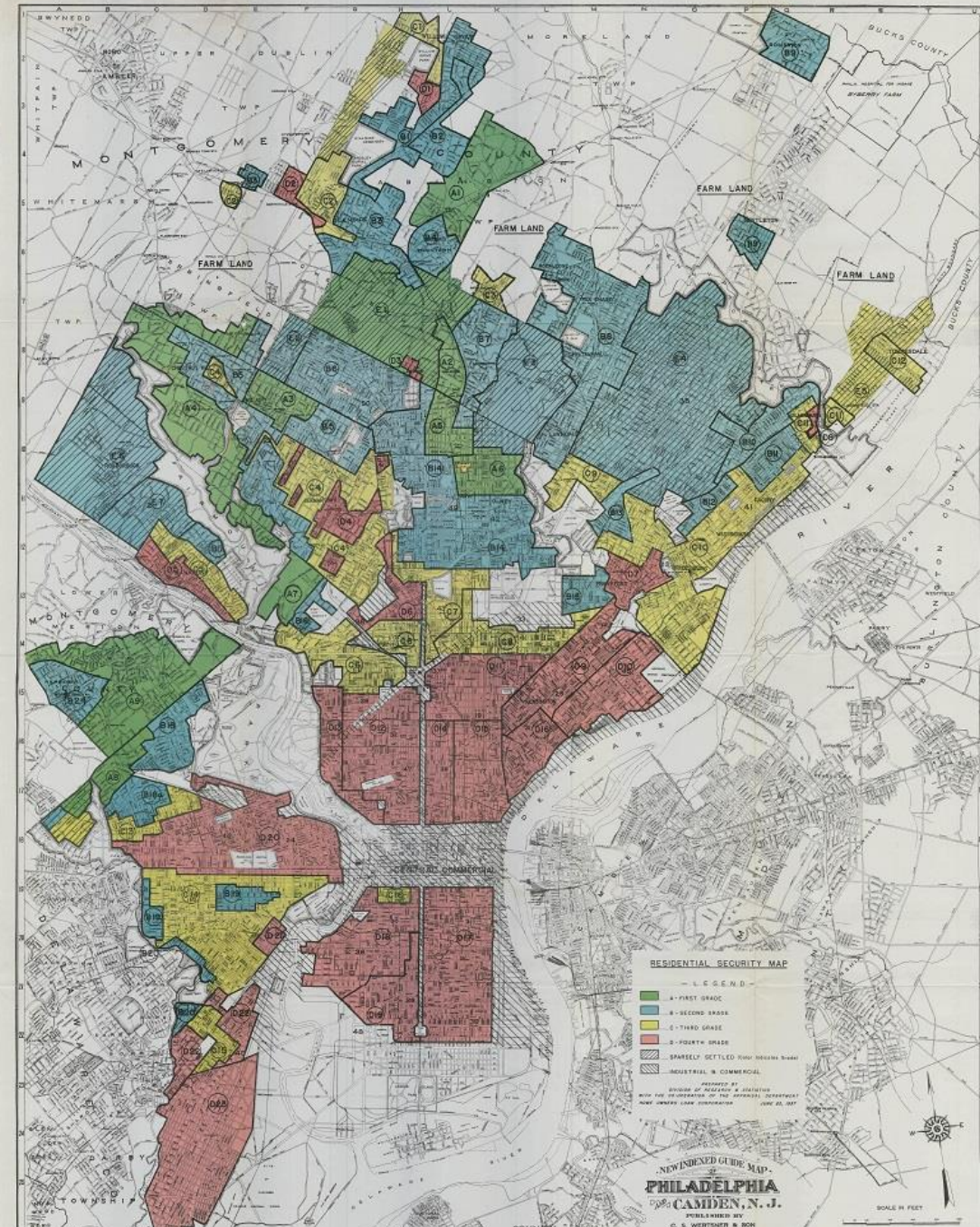
Northern Migration & 1918 Philadelphia Race Riots



Who's White?



The Practice of Redlining



1944 Philadelphia Transit Strike





Japanese Internment

The G.I. Bill



Operation Wetback



Brown v. Board of Education



Education Segregation



White Flight & Resistance



The Rizzo Years & MOVE



Pantheonization in the 1970s & 1980s

The only victim in this case is dead': Mourning for 5-year-old Eric

CRIME

'Superpredators' Arrive

Should we cage the new breed of vicious kids?

BY PETER ANNIN

ON OCT. 13, 1994, 5-YEAR-OLD ERIC Morse and his 8-year-old brother, Derrick, ran into two of the toughest bullies their South Side Chicago neighborhood had to offer. The intimidating boys lured the brothers to a vacant

where is the state supposed to put these two killers? A judge is scheduled to rule in the case next week. Around the country, other states are watching. They have their own predators to worry about.

It wouldn't be a problem if Illinois's special 30-bed "kiddie prison" weren't still un-

'Welfare Queen' Becomes Issue in Reagan Campaign

The Washington Star

WASHINGTON, Feb. 14—Few odds with the facts. The former people realize it, but Linda Tay- California Governor fairly lor, a 47-year-old Chicago wel- bristles with what he calls facts, fare recipient, has become a figures and statistics demon- major campaign issue in the strating what he thinks is New Hampshire Republican wrong with welfare, Big Gov- Presidential primary. ernment and the United States.

Former Gov. Ronald Reagan The national press entourage of California has referred to her following Mr. Reagan usually at nearly every stop, using her is prevented from pinning him as part of his "citizens' press down on the specifics because

Crack Babies: The Worst Threat Is

The AIDS Epidemic



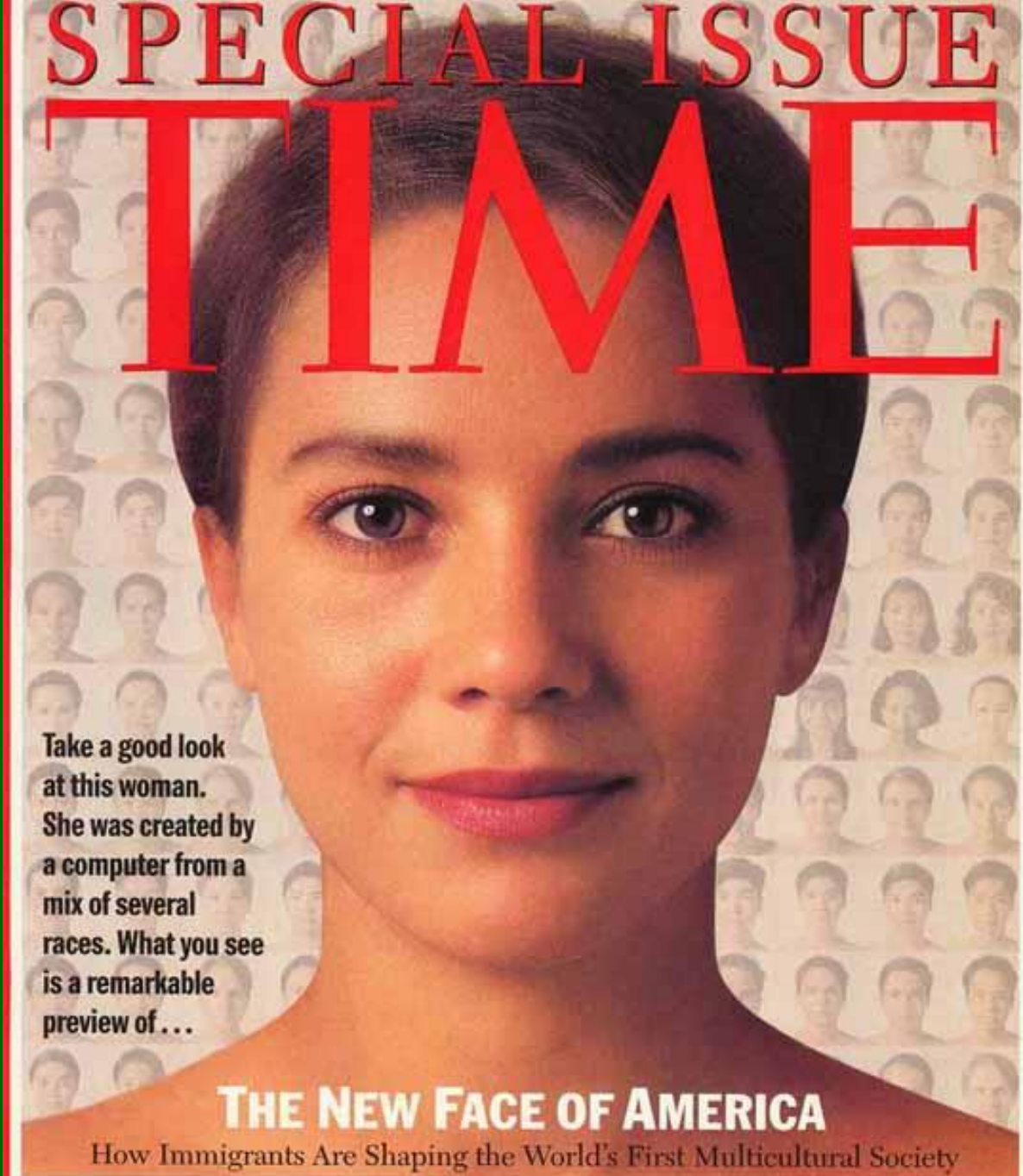
Anti-Immigrant Sentiment



Pigford v. Glickman



The Browning of America



A Post- Racial America?



COVID-19 A GREAT EQUALIZER?



1.9M INFECTED & 109K DEATHS AS OF 06/04/20

AFRICAN-AMERICANS ARE 13% OF THE POPULATION BUT 1/3 OF COVID-19 CASES



DATA ON RACE AND ETHNICITY IS UNKNOWN FOR 1 OF 4 DECEASED.



MORTALITY RATES FOR BLACK AMERICANS ARE 2.5-3 TIMES MORE LIKELY



FOR STATES THAT HAVE RELEASED DATA, BLACK AMERICANS HAVE REPRESENTED 13% OF THE POPULATIONS, BUT HAVE SUFFERED 28% OF DEATHS.



EVIDENCE OF DISPARITIES IN WHO GETS TESTED.



EVIDENCE IN DISPARITIES IN WHO GETS HOSPITALIZED.



WEARING MASKS LEAVING BLACK MEN MORE VULNERABLE TO POLICE BIAS.



LIVING IN DENSELY POPULATED AREAS MAKES SOCIAL DISTANCE MORE OF A CHALLENGE.



ACCESS TO GROCERY STORES AND MEDICAL FACILITIES IS LIMITED.



OVER-REPRESENTATION IN JAILS, PRISONS, AND DETENTION CENTERS AND INFECTED WITH H.I.V.



MORE LIKELY HAVE JOBS THAT PAY LOWER, LACK INSURANCE AND PAID SICK LEAVE, PUT THEM IN HARMS WAY, ETC.



RACISM, BIAS AND DISCRIMINATION EXIST THROUGHOUT SOCIETY

Movement for Black Lives



Crossroads Anti-Racist Continuum

Exclusive Exclusionary Institution	Passive Club Institution	Symbolic Change A Compliance Org	Identity Change An Affirming Inst.	Structural Change A Transforming Inst.	Fully Inclusive Anti-Racist Multicultural Org in a Transformed Society
<p>Intentionally and publicly excludes or segregates POC and other groups</p> <p>Intentionally and publicly enforces the racist status quo maintains dominant group's power & privilege</p> <p>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</p>	<p>Tolerant of a limited number of "token" POC and select others</p> <p>Formally maintains white power on all levels of org life</p> <p>Often declares, "We don't have a problem."</p> <p>Ways of dominant culture viewed as the "right" way" & business as usual"</p> <p>Engages issues of diversity and social justice only on club member's terms and within their comfort zone</p>	<p>Sees itself as "non-racist" institution with open doors to POC</p> <p>Intentional efforts to recruit POC in committees and staff</p> <p>Token placements in staff positions: must assimilate into organizational culture</p> <p>Diversity includes other groups but not those who make waves.</p> <p>No big change and unaware of continuing patterns of privilege, paternalism and control</p>	<p>Consciousness of institutionalized white power and privilege & becoming anti-racist</p> <p>Begins to develop accountability to racially oppressed communities</p> <p>Actively recruits and promotes members of groups have been historically denied access and opportunity</p> <p>But... Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</p>	<p>Restructuring, based upon anti-racist analysis and identity</p> <p>Audits and restructures all aspects of institutional life, including POC world- view, culture and lifestyles</p> <p>Commits to dismantle racism in community, society.</p> <p>Anti-racist multicultural diversity becomes an institutionalized asset</p>	<p>Vision of an org & community that has overcome systemic racism and all other forms of oppression.</p> <p>Org reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices</p> <p>A sense of restored community and mutual caring.</p> <p>Allies with others in combating all forms of social oppression</p>