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

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?

JustStrategies.org
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.

JustStrategies.org
Knowing our history is a critical component for understanding racial inequalities and structural racism.
Doctrine of Discovery
European Settlement in the U.S. began in 1492
The Lenape
Trans-Atlantic Slave Trade
The 1688 Germantown Quaker Petition Against Slavery
Manifest Destiny
1790
Naturalization Act

Source: The magic washer, manufactured by Geo. Dee, Dixon, Illinois. The Chinese must go
Richard Allen and Absalom Jones
Emancipation Proclamation
The Freedman’s Bureau
Forty Acres and a Mule
Black Codes
The Naturalization Act of 1870 & the 15th Amendment
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

Source: PBS, Equal Justice Institute, JustStrategies.org
The G.I. Bill
Operation W*etback
Brown v. Board of Education
Education
Segregation
White Flight & Resistance
The Rizzo Years & MOVE
Pantheonization in the 1970s & 1980s
The AIDS Epidemic
Anti-Immigrant Sentiment
Pigford v. Glickman
The Browning of America
A Post-Racial America?
1.9M INFECTION & 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
COVID-19 A GREAT EQUALIZER?
Movement for Black Lives
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<td>Intentionally and publicly excludes or segregates POC and other groups</td>
<td>Tolerant of a limited number of “token” POC and select others</td>
<td>Sees itself as &quot;non-racist&quot; institution with open doors to POC</td>
<td>Consciousness of institutionalized white power and privilege &amp; becoming anti-racist</td>
<td>Restructuring, based upon anti-racist analysis and identity</td>
<td>Vision of an org &amp; community that has overcome systemic racism and all other forms of oppression.</td>
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<td>Intentionally and publicly enforces the racist status quo maintains dominant group’s power &amp; privilege</td>
<td>Formally maintains white power on all levels of org life</td>
<td>Intentional efforts to recruit POC in committees and staff</td>
<td>Begins to develop accountability to racially oppressed communities</td>
<td>Audits and restructures all aspects of institutional life, including POC world-view, culture and lifestyles</td>
<td>Org reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices</td>
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<td>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</td>
<td>Often declares, “We don’t have a problem.”</td>
<td>Token placements in staff positions: must assimilate into organizational culture</td>
<td>Actively recruits and promotes members of groups have been historically denied access and opportunity</td>
<td>Commits to dismantle racism in community, society.</td>
<td>A sense of restored community and mutual caring.</td>
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<td>Ways of dominant culture viewed as the “right” way &amp; business as usual”</td>
<td>Diversity includes other groups but not those who make waves.</td>
<td>But... Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</td>
<td>Anti-racist multicultural diversity becomes an institutionalized asset</td>
<td>Allies with others in combating all forms of social oppression</td>
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<td>Engages issues of diversity and social justice only on club member’s terms and within their comfort zone</td>
<td>No big change and unaware of continuing patterns of privilege, paternalism and control</td>
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