

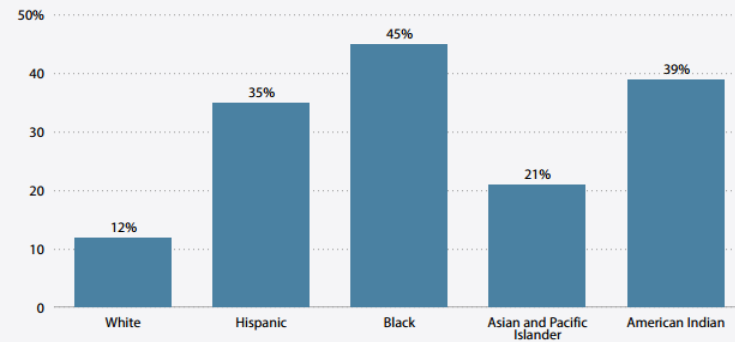
Structural Racism

Refers to a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” or non-whiteness to endure and adapt over time. Recognizing this system normalizes and legitimizes an array of dynamics that advantage white people and produce adverse effects and outcomes for people of color (Aspen Institute Roundtable on Community Change, 2004).

Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

What the conversation might look like

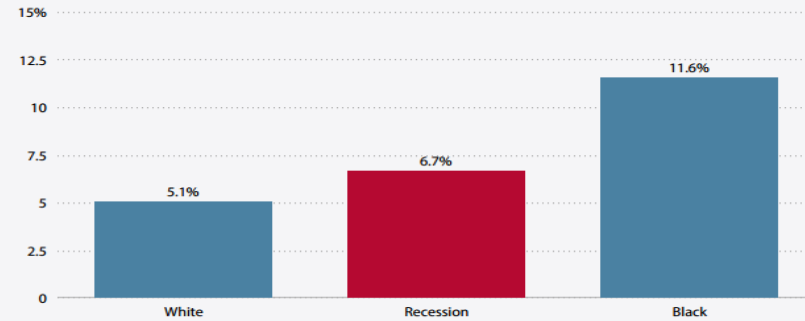
Percent of poor children living in areas of concentrated poverty, by race/ethnicity, 2006–2010 average



Notes: "Concentrated poverty" is defined as a census tract with a poverty rate of 30 percent or higher.
Source: Kids Count (2012)

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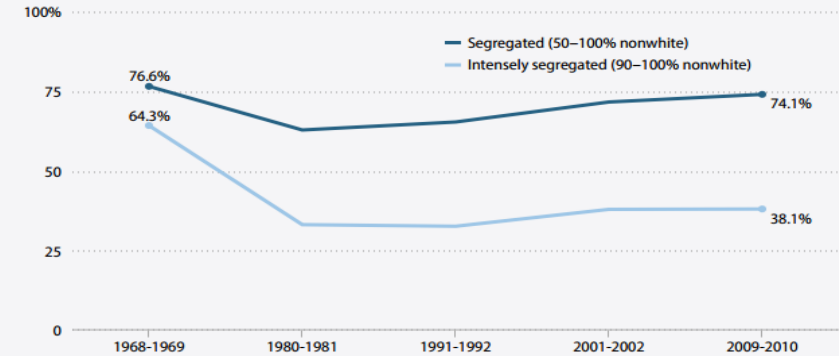
Annual unemployment rate of whites and blacks (1963–2012 average) compared with average annual national unemployment rate during recessions since 1963



Note: White and black data before 1979 include Hispanics.
Source: Data from 1963 to 1966 come from the Statistical Abstract of the United States (U.S. Census Bureau 1968); "black" is "nonwhite" data. Data from 1967 to 1971 come from the Statistical Abstract of the United States (U.S. Census Bureau 1973); "black" is "Negro and other" data. Data from 1972 to 1978 come from the Bureau of Labor Statistics Current Population Survey public data series. Data after 1978 are based on the author's analysis of basic monthly Current Population Survey microdata.

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Share of black children in segregated and intensely segregated schools, 1968–2010



Note: The trend lines reflect a linear interpolation using data points from 1968–1969, 1980–1981, 1991–1992, 2001–2002, and 2009–2010.
Source: Orfield, Kucsera, and Siegel-Hawley (2012, 34)

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Poverty

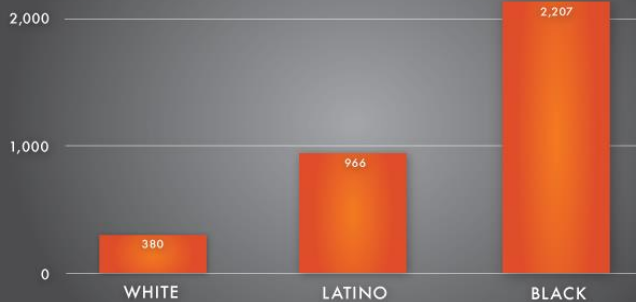
Unemployment

Segregated

Schools

INCARCERATION RATES BY RACE & ETHNICITY, 2010

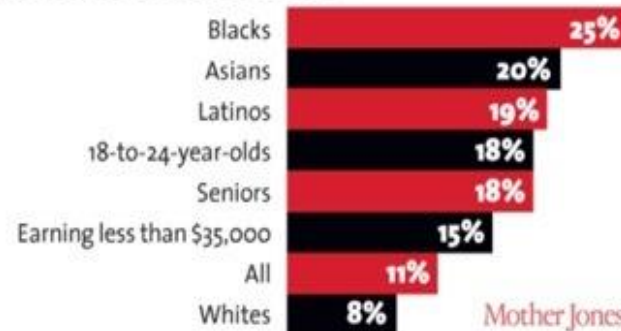
(Number of people incarcerated per 100,000 people in that group)



Source: Calculated by the Prison Policy Initiative from Bureau of Justice Statistics, Correctional Population in the United States, 2010 & U.S. Census 2010 Summary File 1.

PRISON POLICY INITIATIVE

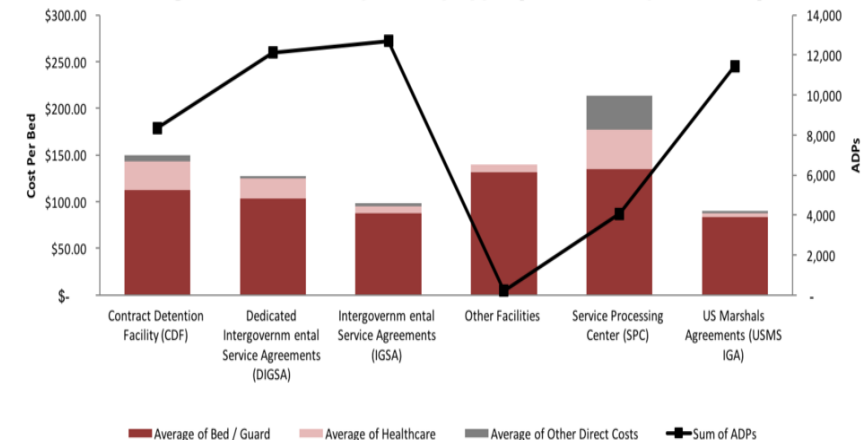
Adults Without Valid Photo ID



Sources: Brennan Center for Justice; Gabriel R. Sanchez, Stephen A. Nuño, and Matt A.

Barreto

Immigrants Detained by Facility Type (FY18 PB Request ADPs)



How campus members are showing up?



How BIPOC are showing up?



14 yr old Ahmed Mohammed, arrested for building clock meanwhile 14 yr old Taylor Wilson is recognized and even offered help and encouragement by Homeland Security for building a nuclear fusion reactor.

POLICE ACTIONS ILLUSTRATED

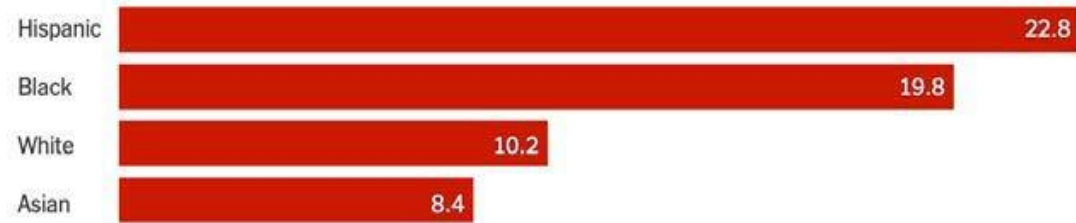
MURDERS: 12  APPREHENDED	MURDERS: 8  APPREHENDED	MURDERS: 0  MURDERED	MURDERS: 0  MURDERED
MURDERS: 6  APPREHENDED	MURDERS: 8  APPREHENDED	MURDERS: 0  MURDERED	MURDERS: 0  MURDERED
MURDERS: 4  APPREHENDED	MURDERS: 4  APPREHENDED	MURDERS: 0  MURDERED	MURDERS: 0  MURDERED

RECOGNISE THE DIFFERENCE. STAND UP FOR WHAT'S RIGHT.

COVID19 and BIPOC

Coronavirus Deaths Per 100,000 People

In New York City, deaths from the coronavirus, adjusted for the size and age of the population, have disproportionately affected Hispanic and black people.



By The New York Times | Source: New York City Department of Health and Mental Hygiene



- BIPOC at the front lines- essential workers
- BIPOC continue to work through the crisis to survive
- Putting themselves at risk to keep their jobs
- Relying on food banks to feed their families
- BIPOC trying to take care of family and loved ones
- Reside in larger households
- Poor access to healthcare
- Have underlying health conditions that makes them a large at-risk community (Diabetes, Obesity, and High Blood Pressure)
- Are less likely to seek out medical assistance and only as a last resort

Microaggressions in Practice

Microinsult: an unconscious insult demeaning a marginalized person's background, make-up, heritage

Microinvalidation: communications that exclude, negate, or nullify a marginalized person's thoughts, feelings or experiential reality

Microassault: verbal attacks, name calling, avoidant behavior or purposeful discriminatory actions

Examples of Different Forms of Microaggressions

Microinsult	<p>A Black male college student at a highly selective university is asked what sport he plays, with the underlying assumption that he did not gain admission based on his academic credentials, but rather his athletic ability.</p> <p>A Latina administrator is described as "spicy," which culturally and sexually objectifies her while diminishing her effectiveness as a leader.</p>
Microinvalidation	<p>An Asian American professor is asked where she is from, and when she replies, "Kansas," her student responds with, "No seriously, what country are you from?" suggesting that she was not born in the U.S.</p>
Microassault	<p>A Muslim student sits in a class where a professor makes Islamophobic comments during his lecture.</p>

Microaggressions

Where are you from? You Speak good English?

Asians are naturally smart. BIPOC are not as intelligent as White

Women are genetically emotional and sensitive

Everyone can succeed if they work hard

“...commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults.”

When I see you I don't see color

I would not want my children to be taught by gay/lesbian

I can't be racist, I have Black friends

Their food stinks. My religion is the right one

Microaggressions = Microinequities

- Introducing one colleague with glowing accolades, the other with just a name
- Leaving someone out of social gatherings
- Feeling like your opinion isn't as valued and you have to push to get heard
- Cutting off someone in mid-sentence
- Phrases: "What she's really trying to say is," or "No, where are you really from?"
- Expecting others to accommodate your time zone
- Calling you by a nickname that you didn't share and others created
- Facial expressions like sighing heavily or rolling eyes
- Omitting someone from an important communication
- Using acronyms others don't understand
- Being impatient because of an accent, or speaking fast or not enunciating with someone in a language that is not their primary language

