



# BIGGER THAN RACISM

## Understanding Racialization and Structural Advantage

Making Racial Equity Standard Operating Procedure.



**Shared understanding of why inequities exist and persist.**

**Shared language when discussing solutions.**

**Shared approach for advancing IDEA Town-wide.**

# Inclusion

intentionally engaging and valuing diverse people by removing barriers to equal opportunity and including diverse people into key policy and decision-making processes.

# Diversity

characteristics that make one individual or group different from another.

# Equity

monitoring and reducing inequities between diverse groups to ensure equal opportunity and wellbeing for all groups.

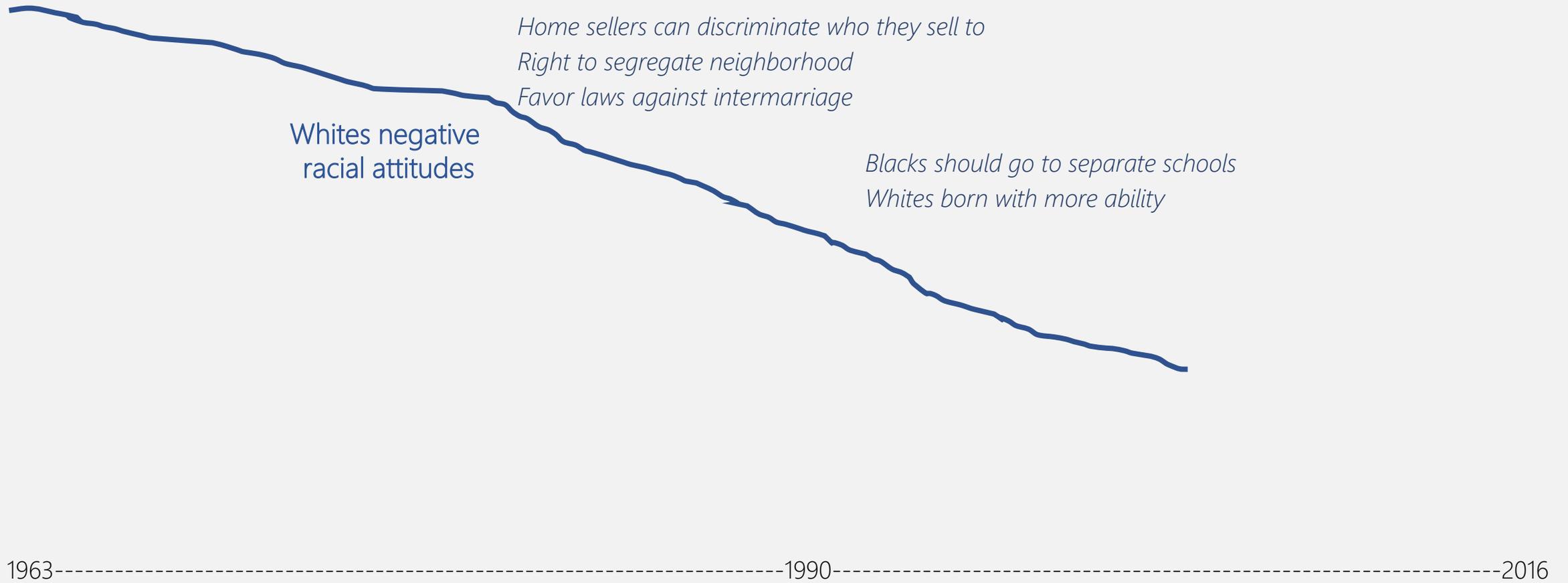
# Anti-racism

actively opposing racism and racial discrimination by advocating for changes in policies and practices that produce or sustain racial inequities.

# IDEA Mindset

habits of thinking and acting to identify and remove barriers to equal opportunity and cultivate an inclusive environment of fairness, respect, and belonging for all people

# How Far Have we Really Come?

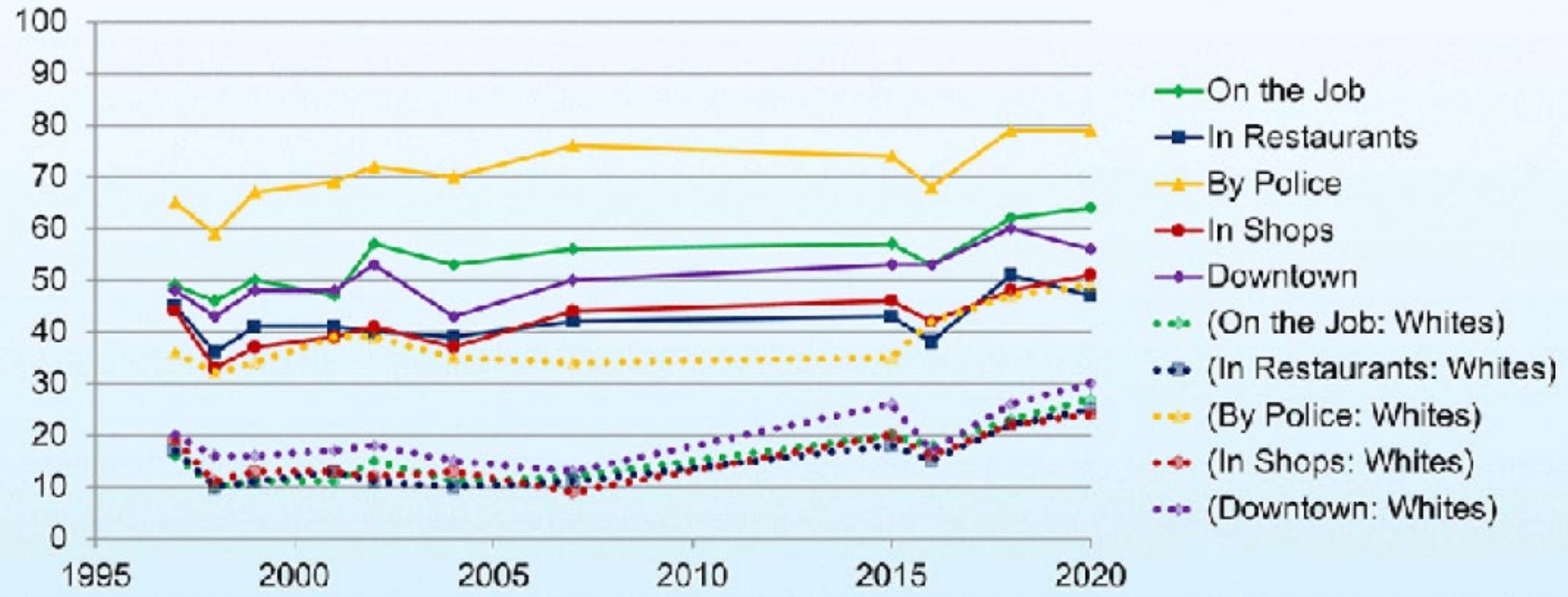


Civil Rights Act 1964, Voting Rights Act 1965,  
Fair Housing Act 1968

Source: Trends in Racial Attitudes Institute of Government and Public Affairs, University of Illinois

# How Far Have we Really Come? (cont.)

Fig 7: Blacks treated unfairly in various settings



*Unfair treatment of blacks in community:* "Just your impressions, are blacks in your community treated less fairly than whites in the following situations? How about: on the job or at work?...In restaurants, bars, theaters or other entertainment places?...In stores downtown or in the shopping mall? In dealing with the police, such as traffic incidents?"

# How Far Have we Really Come? (cont.)



## Persistence of Racial Discrimination in U.S. Hiring

*IPR sociologist Lincoln Quillian finds hiring discrimination in the United States has not declined over time*

Blacks need to apply for 36% more jobs to get the same number of callbacks as Whites, Hispanics need to apply for 24% more jobs.

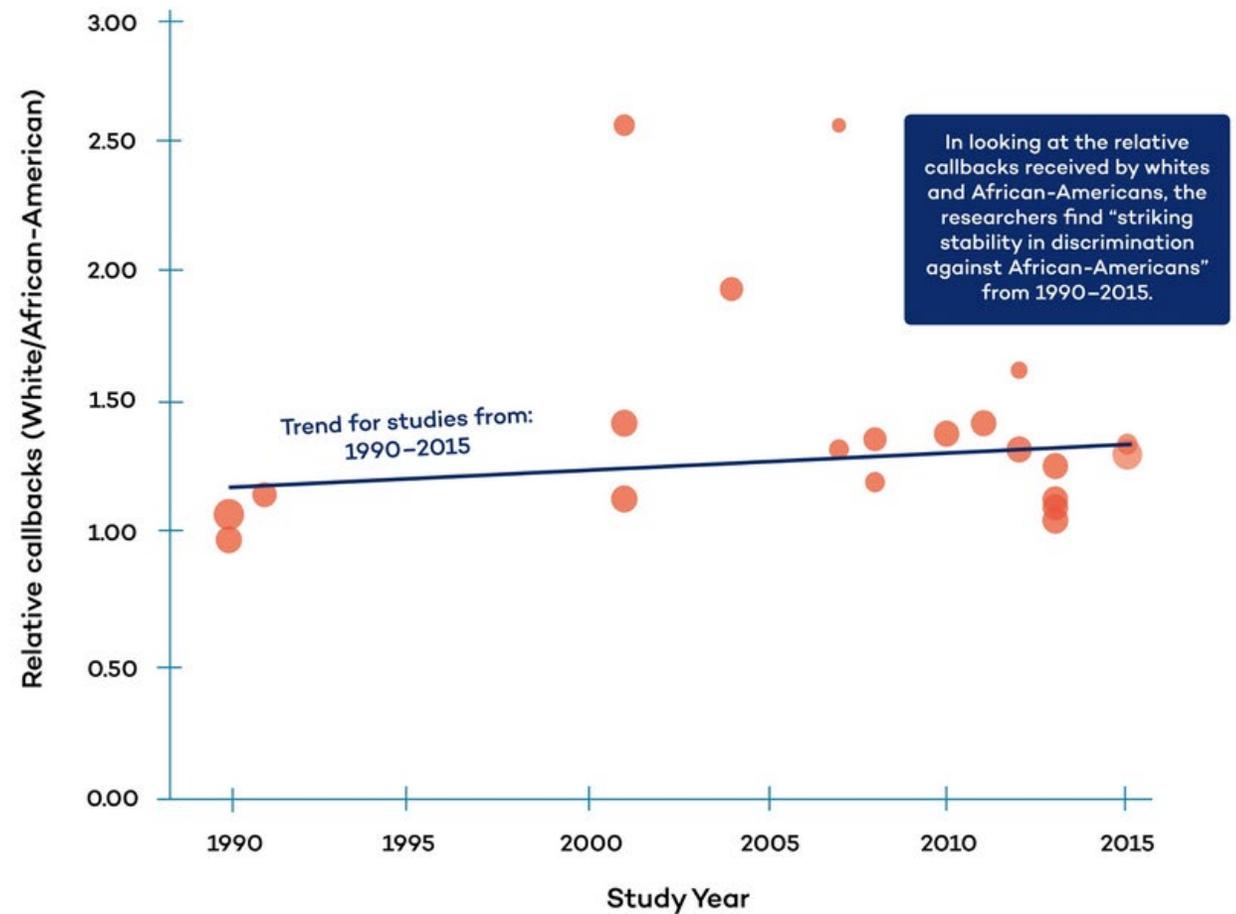
The researchers conducted a meta-analysis of:

**21**  
studies of hiring discrimination since 1990

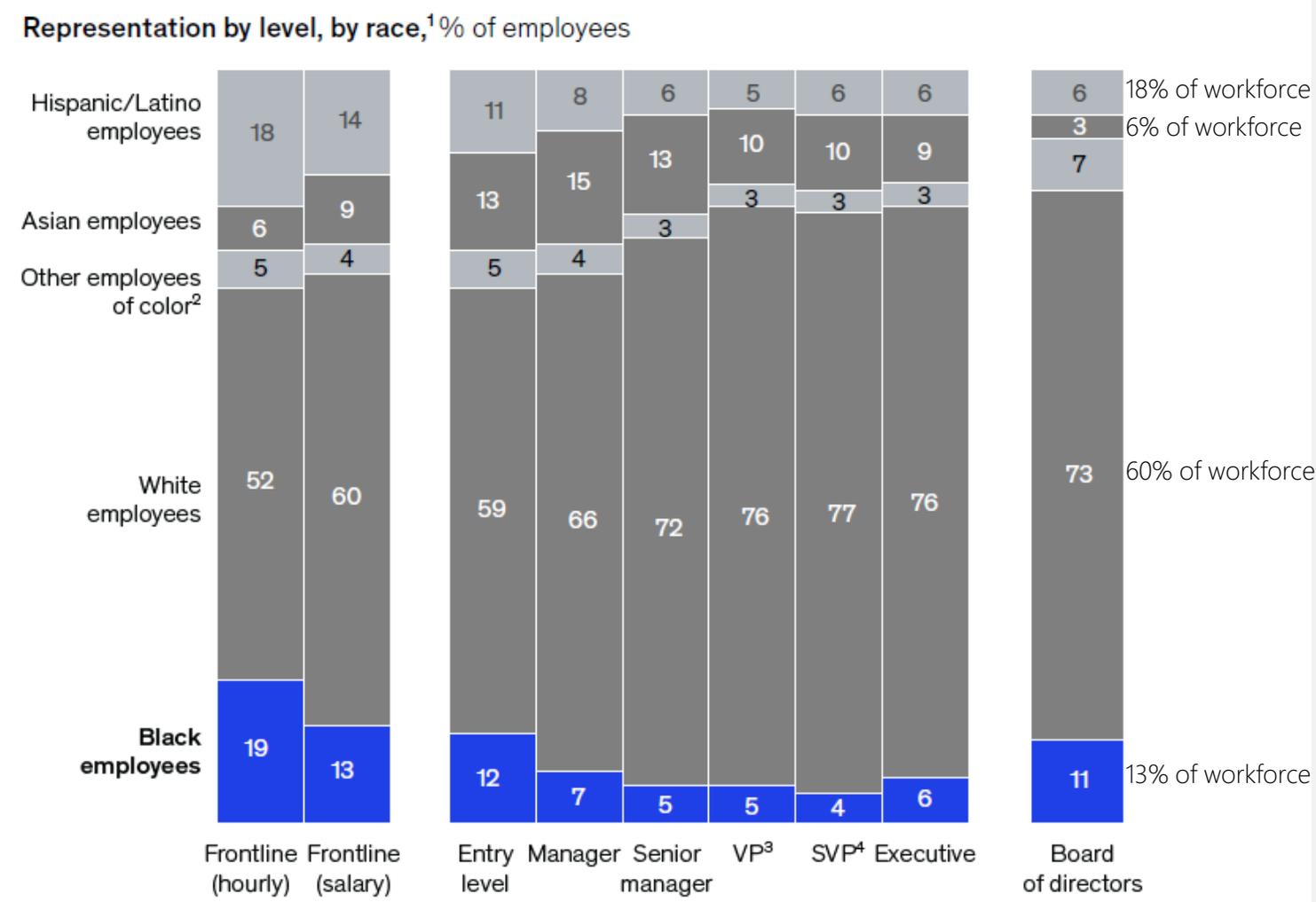
Whites receive **36%** more callbacks than African-Americans on average.

Source: Lincoln Quillian. Northwestern University. 2017. *Meta-analysis of field experiments shows no change in racial discrimination in hiring over time*

Trends in hiring discrimination against African-Americans over time



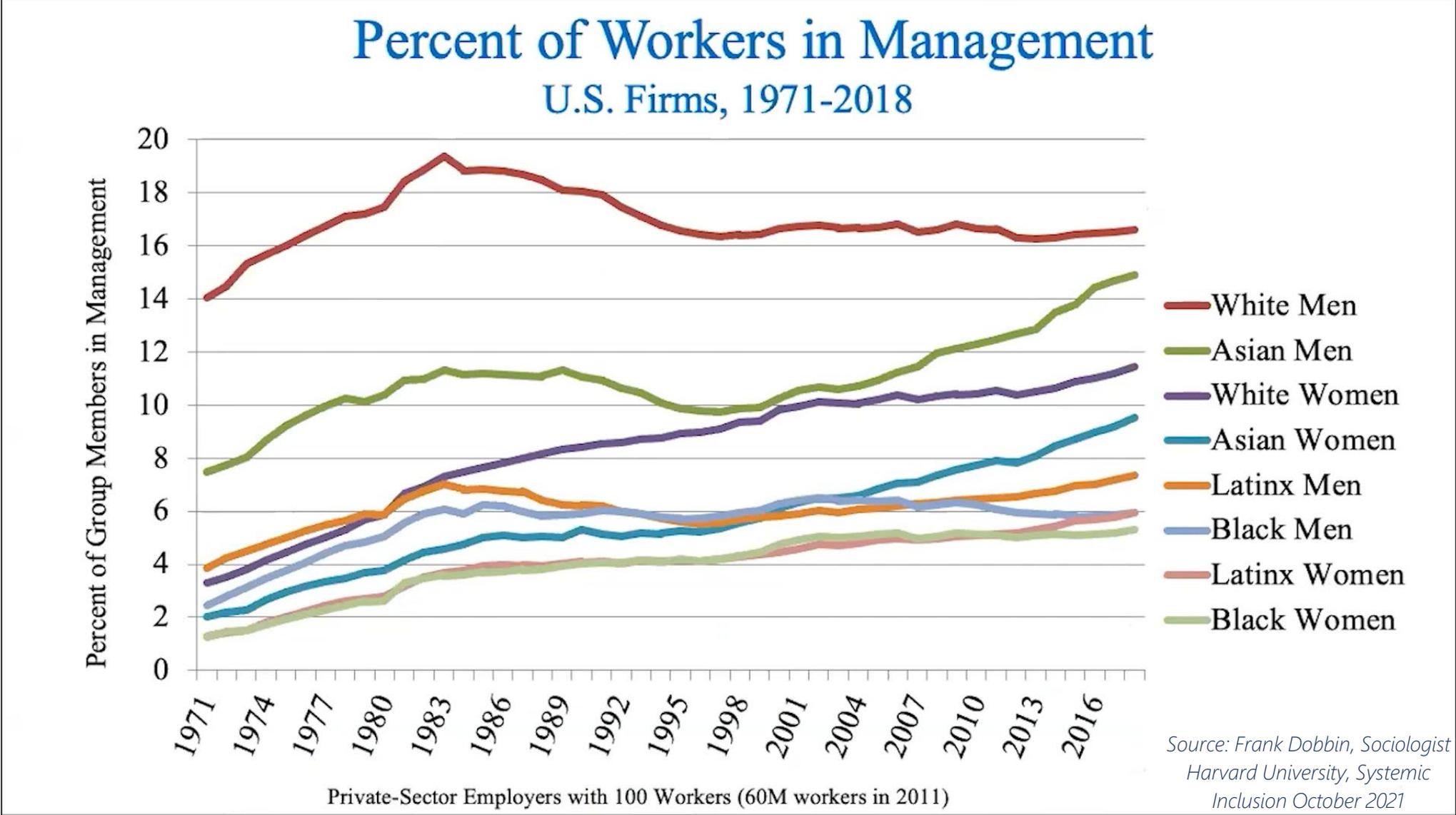
# How Far Have we Really Come? (cont.)



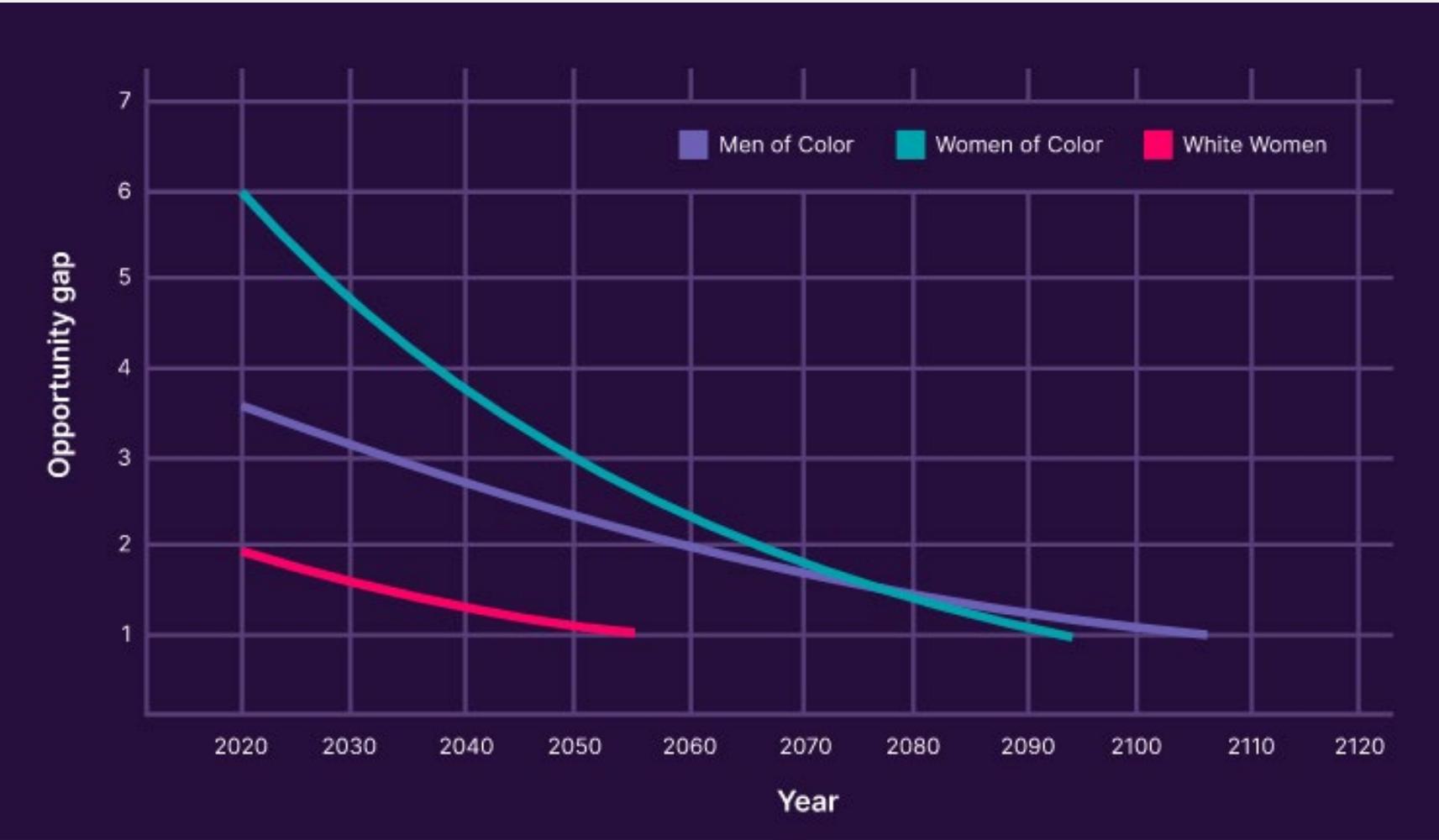
Source: McKinsey Race in the Workplace 2021

<sup>1</sup>June 2020 snapshot, aggregated data across 23 companies. <sup>2</sup>Other employees of color include Native Hawaiian or Pacific Islander, Indigenous (eg, Aboriginal, First Nation, Native American), and people who identify as two or more races. <sup>3</sup>Vice president. <sup>4</sup>Senior vice president. Source: Participating company data set; *Race in the Workplace* report, 2021; McKinsey analysis (more explanation of analysis methodology discussed in the technical appendix); average representation calculated as an unweighted average of representation by demographic group at participating companies

# How Far Have we Really Come? (cont.)



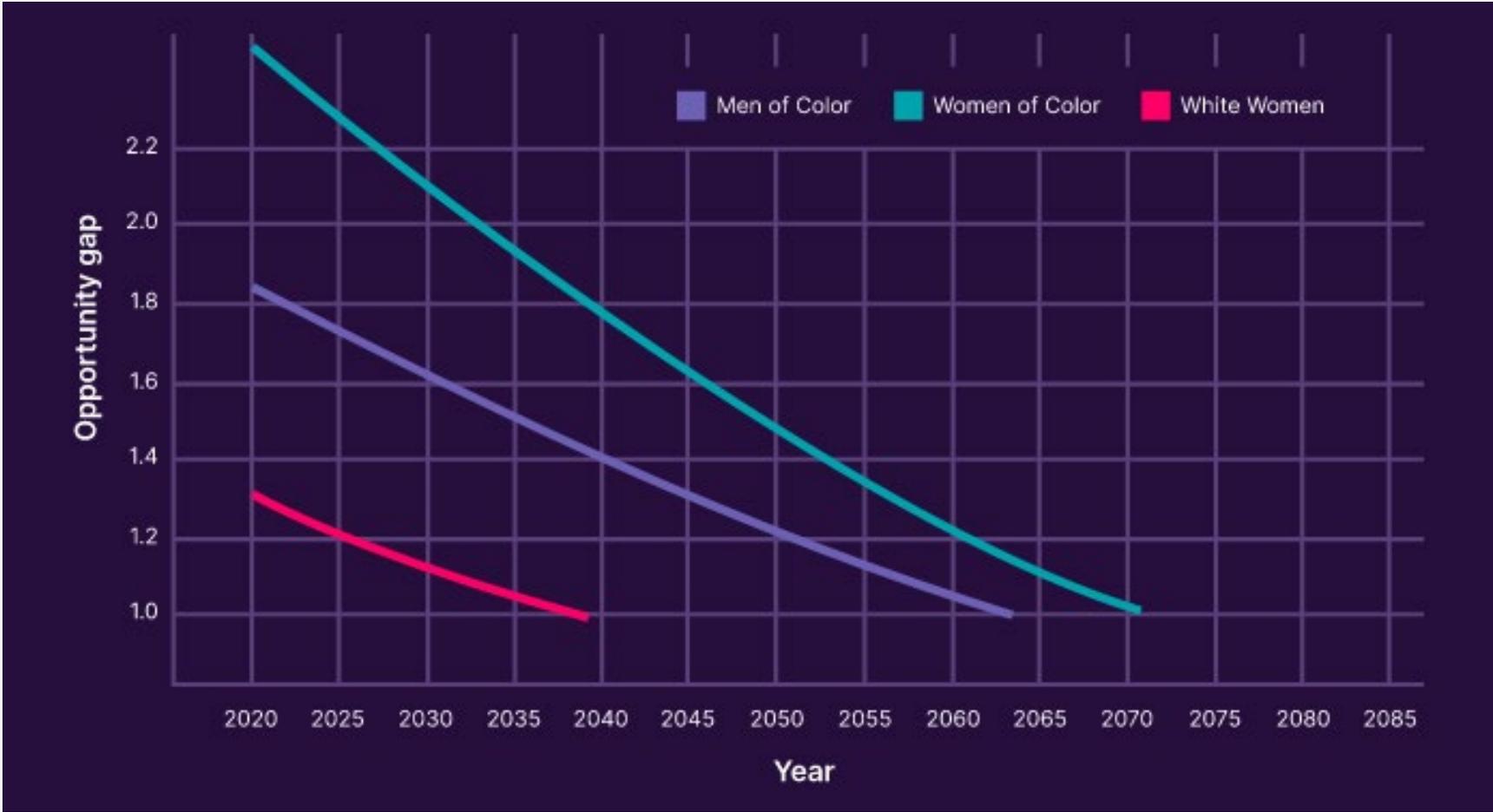
# How Far Have we Really Come? (cont.)



When will White women, people of color achieve parity or representation in *executive roles* equal to the rate of White men, based on availability?



# How Far Have we Really Come? (cont.)



When will White women, people of color achieve parity or representation in *first-mid level management roles* equal to White men, based on availability?



**Racism** (negative *ideas about; they are inferior*)

**Prejudice** (negative *feelings toward; I don't like them*)

**Discrimination** (negative *actions against; I won't hire them*)

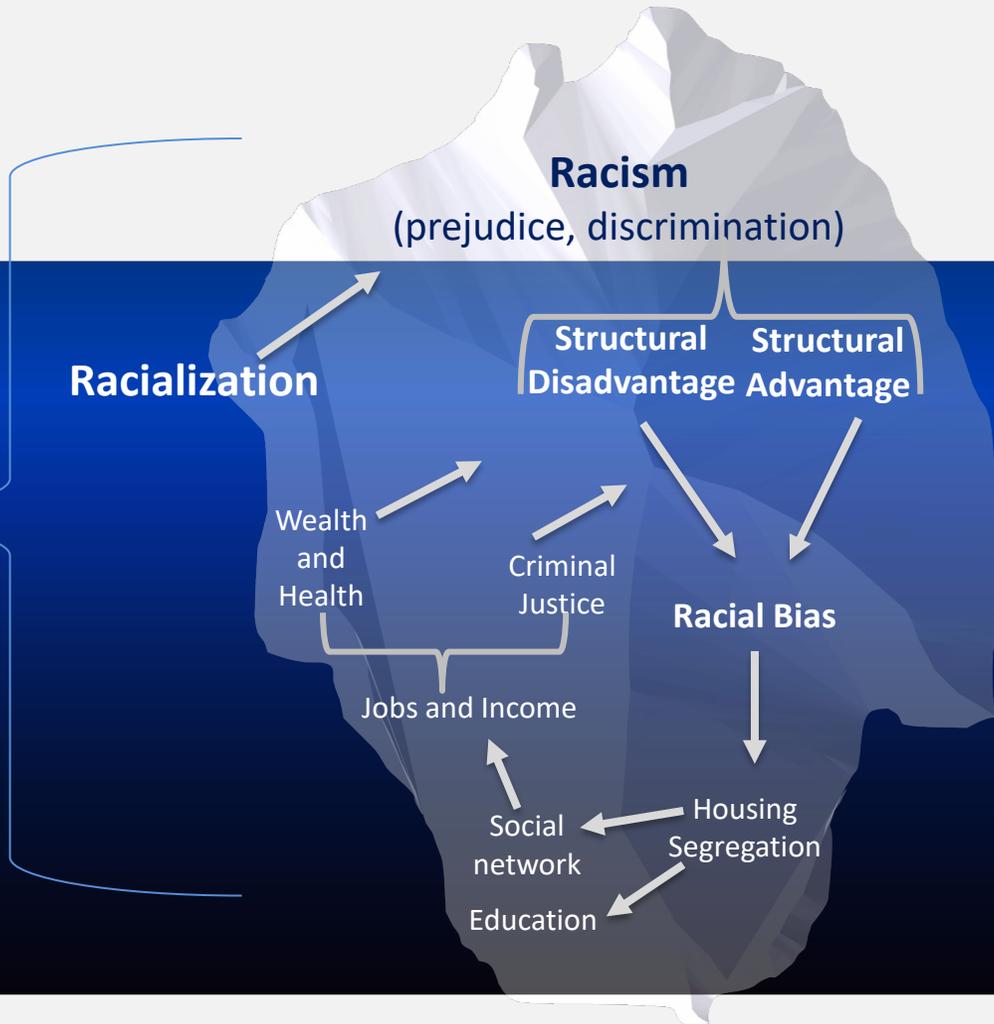
# Deepening our Understanding of Racial Inequity

25%

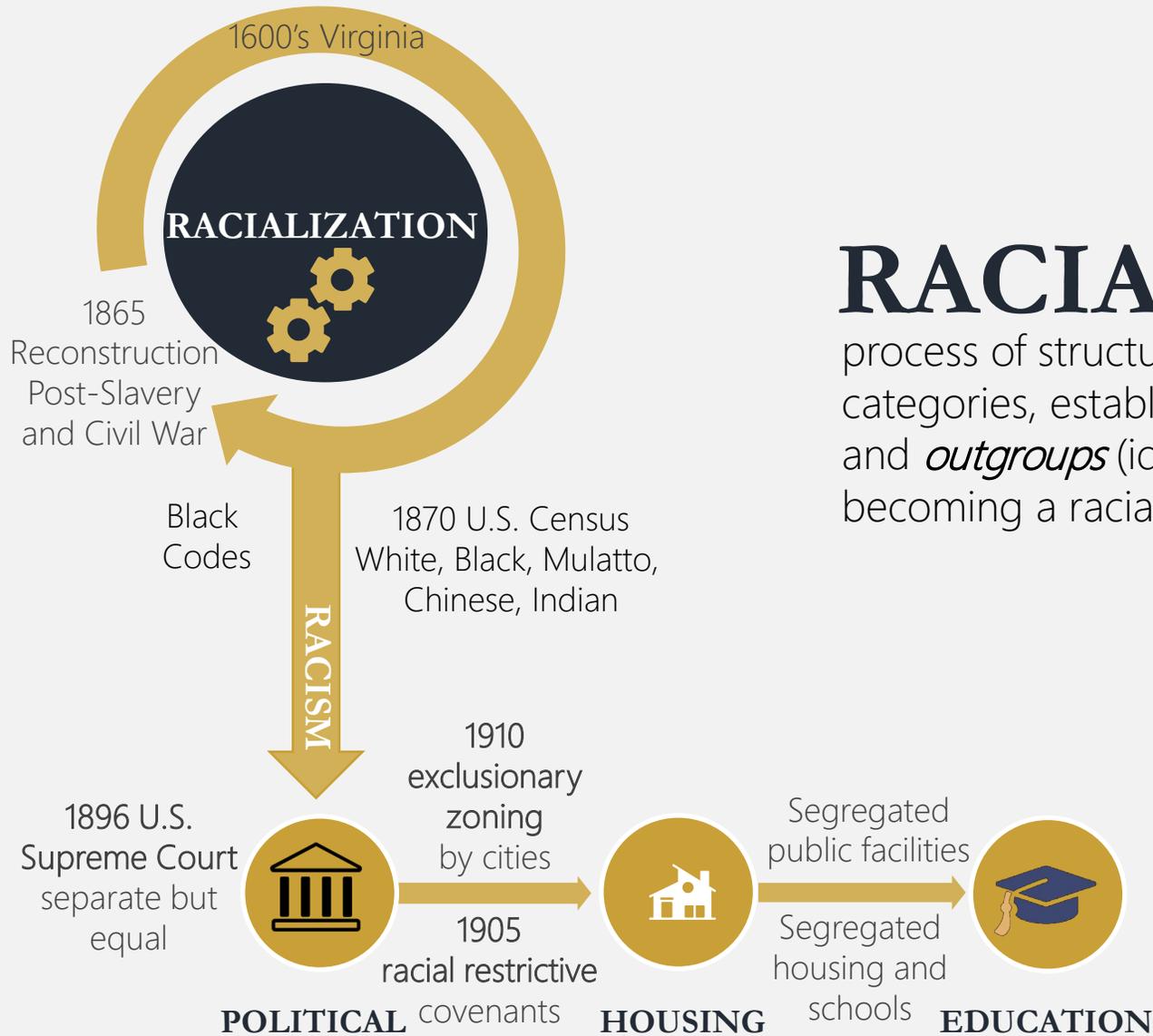
75%

IT'S BIGGER THAN  
RACISM

THE RACIALIZED  
SYSTEM



***The Racialized System produces and sustains racial inequities with or without Racism.***



# RACIALIZATION

process of structuring society with people classified by racial categories, establishing racial *ingroups* (identify belong to) and *outgroups* (identify others belong to), social practices and becoming a racialized system.

# RACISM

policies and practices throughout a society that intentionally harm (e.g. deny, exclude) a racial group.

# Everyone became “Situated” in Social Structures



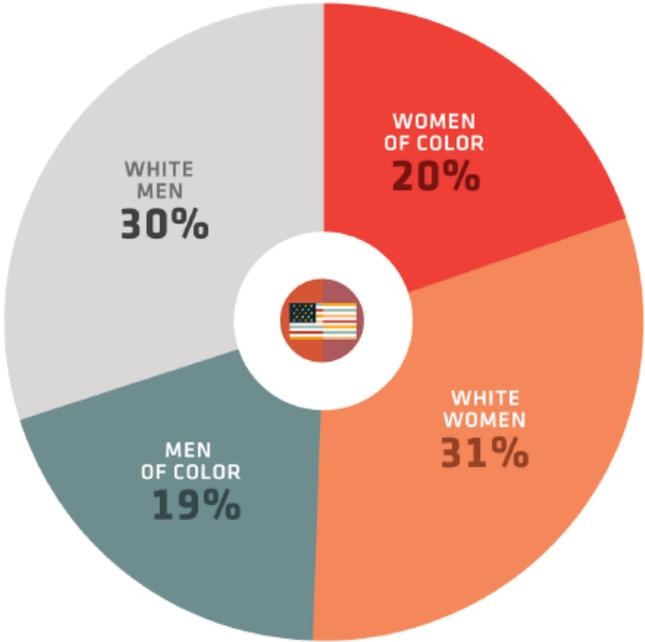
- › Everyone (all racial groups) became situated or ***positioned differently*** in social institutional structures based on racialization, racist policies and practices.
- › **Institutions:** essential components of society to function effectively and advance life, liberty, and happiness.
- › **Major institutions:** Housing, Education, Economy, Government, Criminal Justice System
- › ***Political structure most critical. Housing is structure is*** foundational.

***Politics shapes everything.  
But some groups are “politically powerless”***

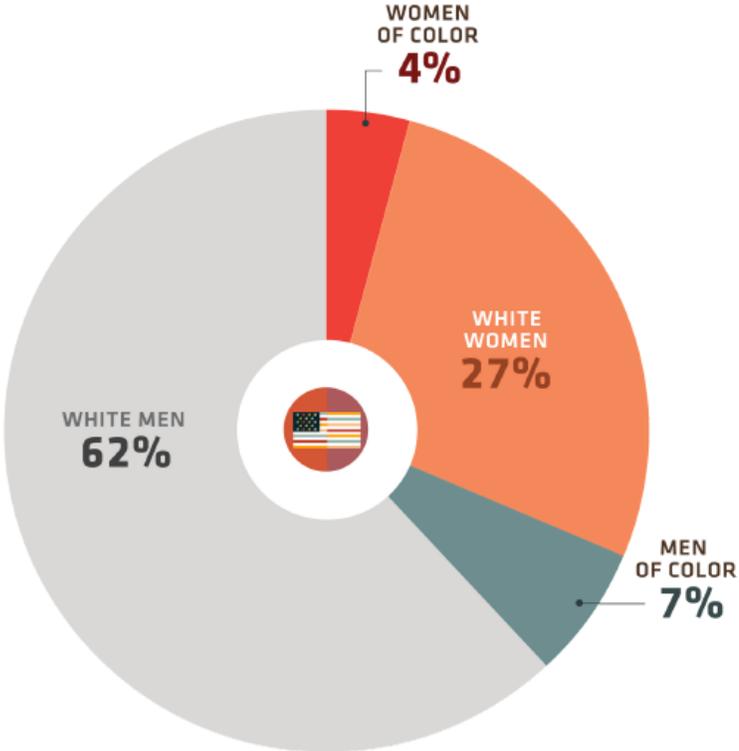
# Evidence from the Political Structure

## 2019: Demographics of Political Power

US Census



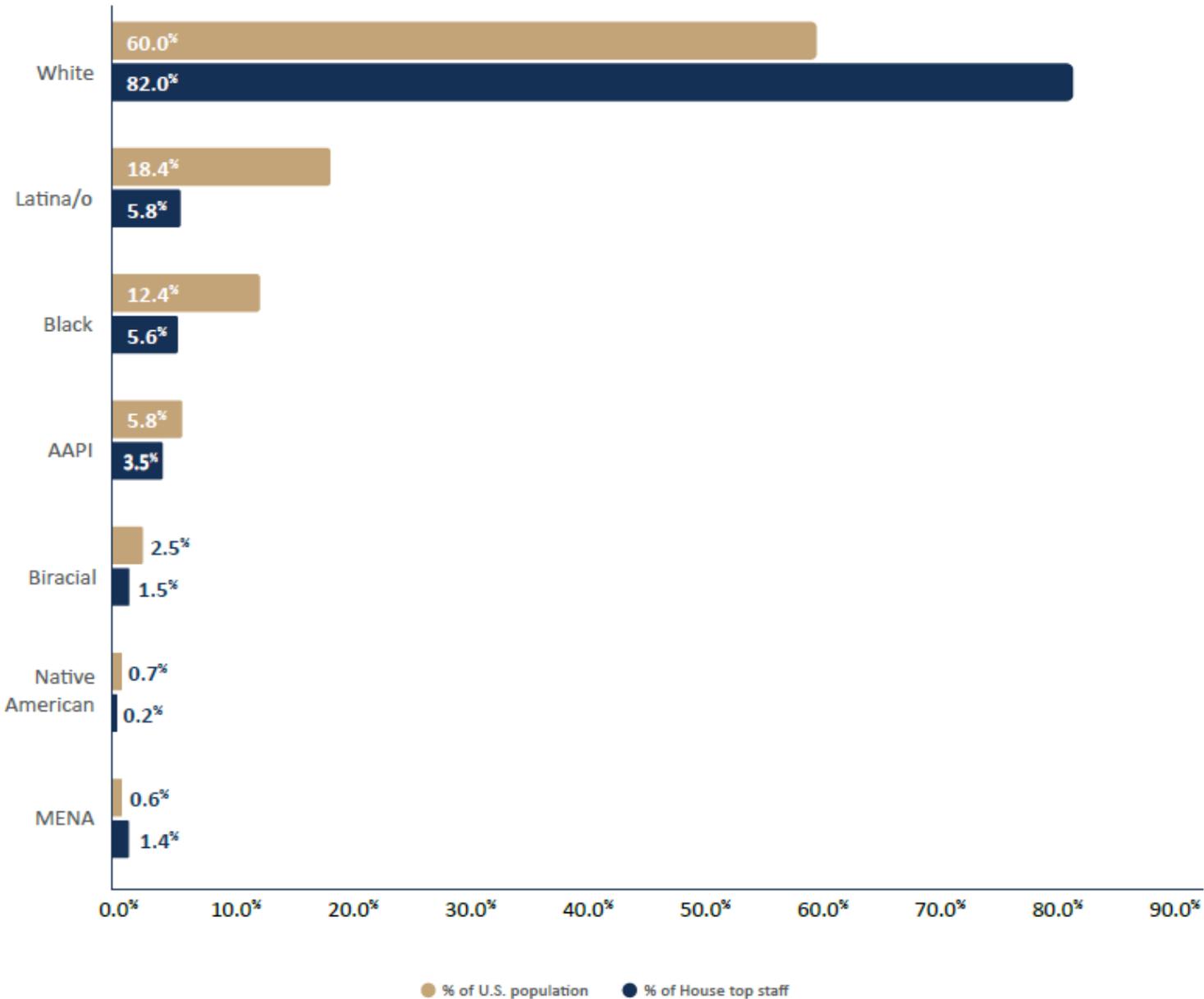
US Elected Officials



At 30% of the population, White men hold 62% of elected offices at the *local, state, and federal level*

Throughout this report, with the exception of "In America's Big Cities, Women Are Making Mayoral Inroads," our findings refer to data at the federal, state and county levels. Additional data on cities is available at WhoLeads.Us.

CHART 1: RACIAL DIVERSITY OF TOP STAFF IN PERSONAL OFFICES OF VOTING MEMBERS VS. U.S. POPULATION



Congressional staffers are tasked with drafting policies, planning legislative rollouts, monitoring staff pay rates and scheduling committee hearings.

Source: Joint Center Political and Economic Studies, *Racial Diversity Among Top Staff in U.S. House 2022*

# Evidence from the Political Structure (cont.)

**Racial Demographics Among Senate Personal Office Top Staff**

	Chief of Staff	Percentage	Legislative Director	Percentage	Communications Director	Percentage
White	91	91.9%	85	85.9%	84	89.4%
Black	4	4.0%	4	4.0%	1	1.1%
Latina/o	3	3.0%	4	4.0%	4	4.3%
AAPI	1	1.0%	3	3.0%	4	4.3%
Native American	0	0.0%	0	0.0%	0	0.0%
MENA	0	0.0%	1	1.0%	0	0.0%
Biracial	0	0.0%	2	2.0%	1	1.1%
Total	99	100%	99	100%	94	100%

Note: Percentages may not add up to 100 percent due to rounding. Also, the number of chiefs of staff, legislative directors, and communications directors do not add up to 100 due to vacancies at the time of data collection. See methodology section for more detail.

SOURCE: Joint Center for Political and Economic Studies. *Racial Diversity Among Top Staff in Senate Personal Offices*



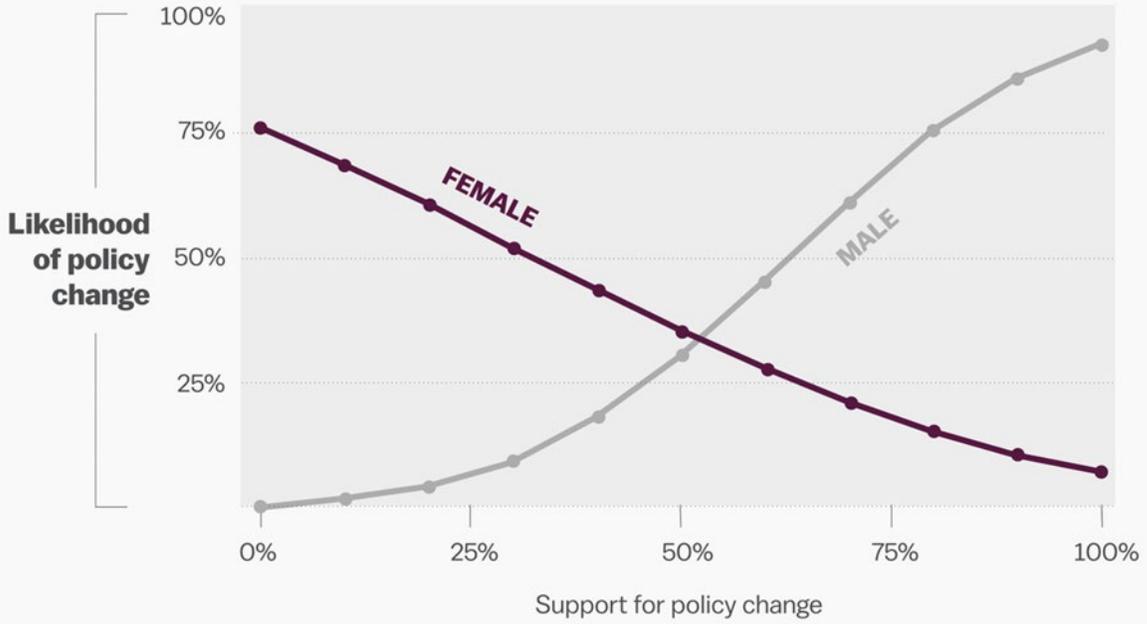
Congressional staffers are tasked with drafting policies, planning legislative rollouts, monitoring staff pay rates and scheduling committee hearings.

Source: Joint Center Political and Economic Studies, *Racial Diversity Among Top Staff in Senate Personal Offices 2020*

# Evidence from the Political Structure (cont.)

## Women have dramatically less political power than men

When men and women disagree on federal policy, men get their way

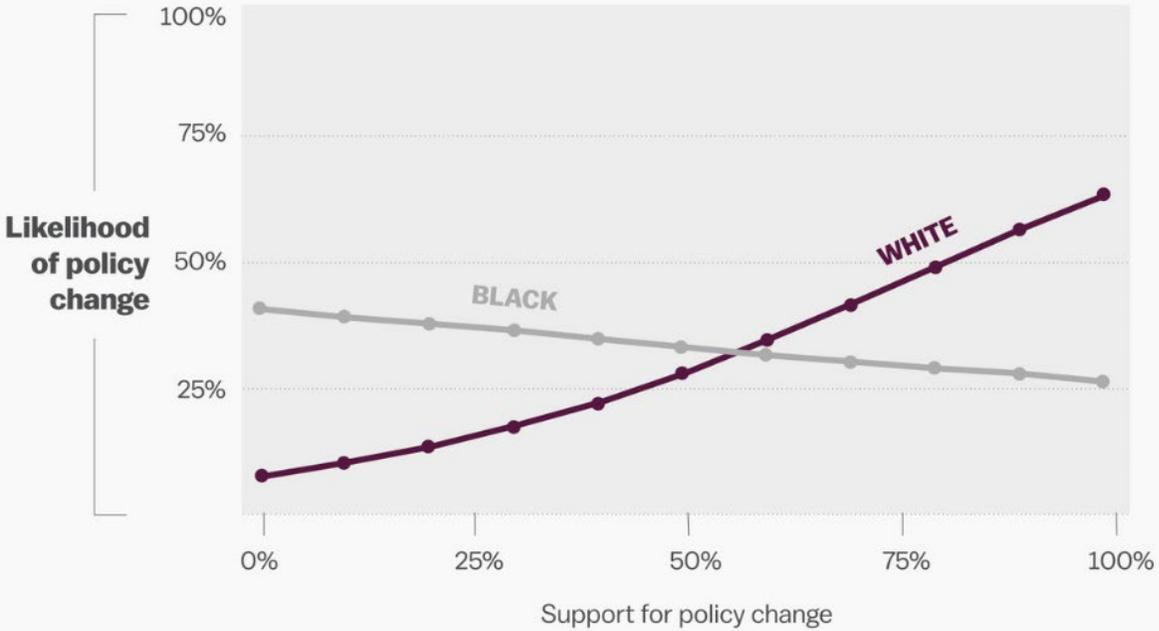


From an analysis of federal policies on which men and women disagreed by at least 10 points  
Source: Nicholas Stephanopoulos/University of Chicago Law School



## How US policy responds to preferences of whites vs. African Americans

When white and black Americans disagree on US policies, white preferences prevail

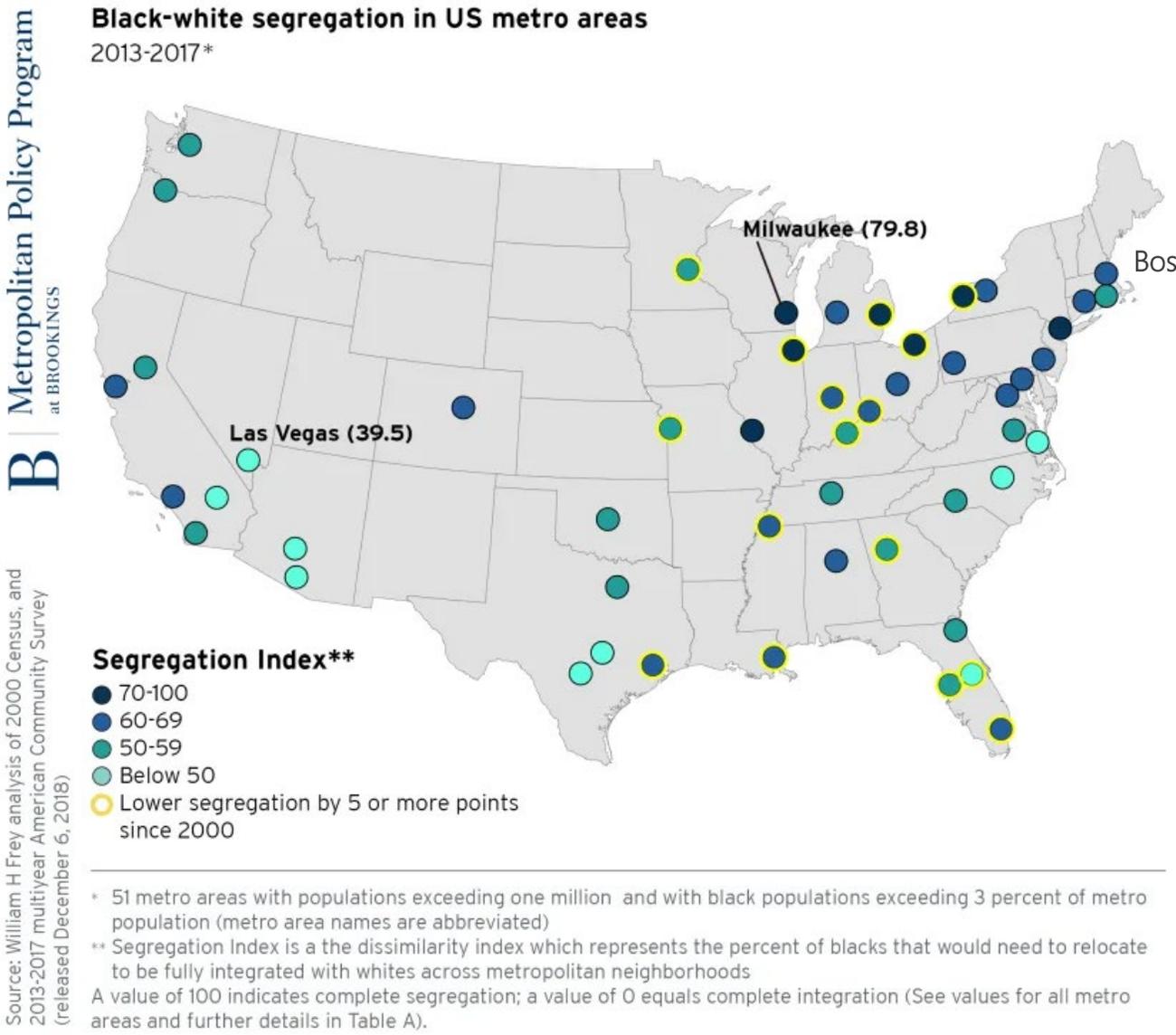


From an analysis of federal policies on which black and white people disagreed by at least 10 points  
Source: Nicholas Stephanopoulos/University of Chicago Law School



***place (where you live) matters,  
in a racialized society, place is linked to race***

# Evidence from the Housing Structure

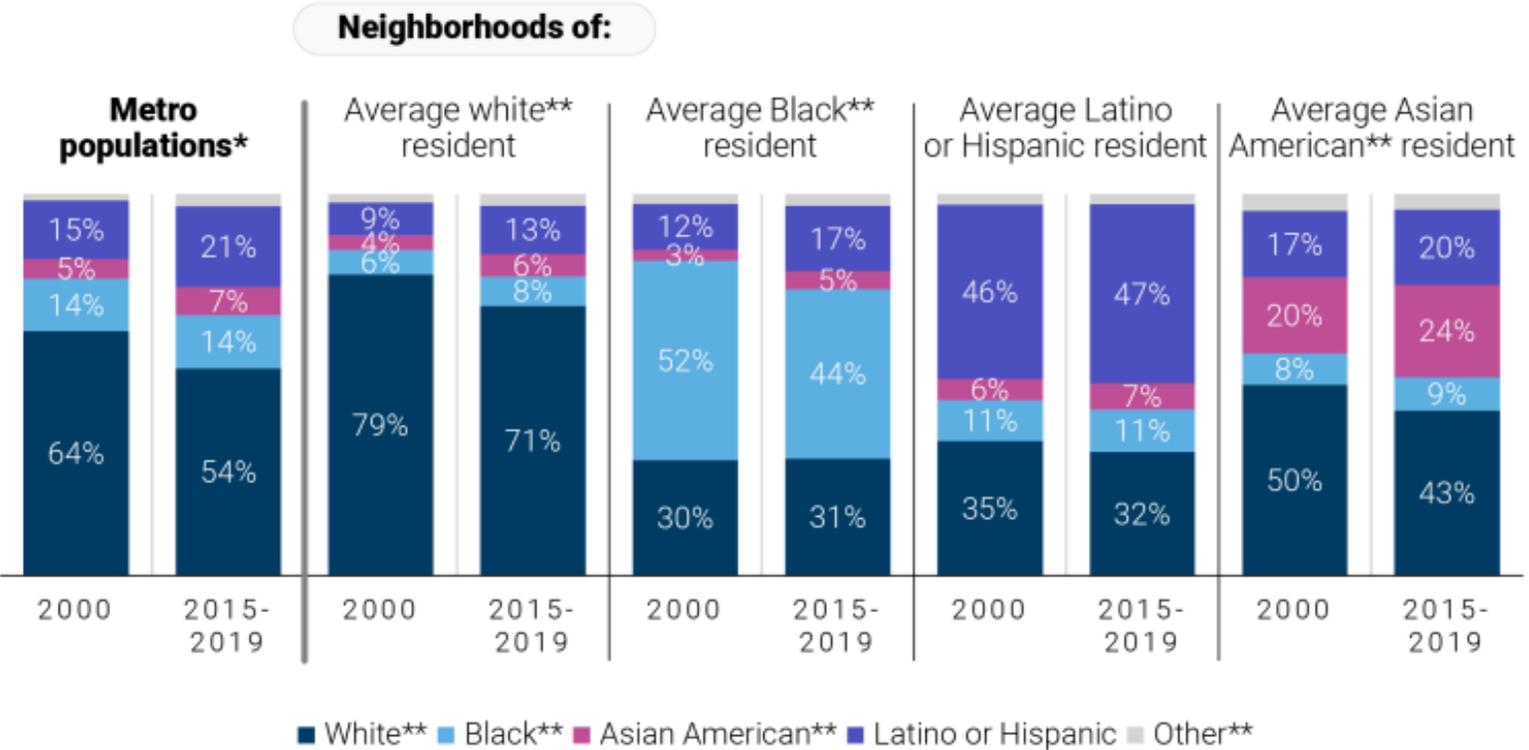


Measuring Segregation

- High: >60
- Moderate: 30 to 59
- Low: <30

# Evidence from the Housing Structure (cont.)

**Figure 1. Race-ethnic makeups of metropolitan areas, and neighborhoods of different groups 2000 and 2015-2019**



\* Combined population of 100 largest metropolitan areas  
 \*\* Pertains to non-Latino or Hispanic members of racial group  
 Source: William H Frey analysis of 2000 Census 2015-2019 multiyear American Community Survey.



Blacks and Hispanics live in neighborhoods that are majority Black and Hispanic.

Asians live in neighborhoods that are majority White and Asian.

Whites most segregated of all racial groups, living in neighborhoods that are 71% White



# Evidence from the Housing Structure (cont.)

TABLE 2	Whites living in 90%+ white tracts		Extreme Affluent in very high income tracts	
	Number	Pct	Number	Pct
Atlanta	234,952	8.7	48,177	46.7
Baltimore	402,080	24.8	37,088	48.7
<b>Boston</b>	<b>1,483,586</b>	<b>43.5</b>	<b>71,452</b>	<b>44.2</b>
Chicago	805,054	15.5	81,669	38.2
Detroit	1,227,760	42.1	30,933	48.0
Houston	32,352	1.4	68,006	51.9
Los Angeles	47,304	1.2	109,385	35.6
Miami	167,338	8.6	25,312	26.4
Minneapolis	978,526	37.8	30,491	40.0
Philadelphia	1,151,049	29.7	67,332	46.4
Phoenix	285,152	11.6	27,126	43.3
St. Louis	1,148,885	54.4	23,166	52.0
San Francisco	18,286	1.0	92,003	46.4
Seattle	201,790	8.6	33,166	36.7
Washington DC	176,791	6.5	166,294	60.8
<b>Sample average</b>	<b>557,394</b>	<b>19.8</b>	<b>60,773</b>	<b>44.4</b>

RCAA: census tract 90% or greater White and median household income exceeding four times the cost-of-living adjusted poverty level for MSA (metropolitan statistical area).

Boston : 43.5 percent of Whites live in census tracts 90% or more White and median household income four times cost-adjusted poverty level for MSA. 77 RCAAs most nationwide

Boston= Boston MSA Cambridge-Quincy, MA-NH; Essex County, Middlesex County, Norfolk County, Plymouth County, Rockingham County, Strafford County, Suffolk County

Extreme Affluent = income > \$200,000  
Source: ACS

Edward Goetz, University of Minnesota, *Racially Concentrated Areas of Affluence: A Preliminary Investigation 2017*



# **Breakout Discussion:**

**Why do you think we are segregated by  
race/ethnicity in where we live?**

**Personal income?**

**Personal preference?** (e.g. Chinatowns)

**Policies?**

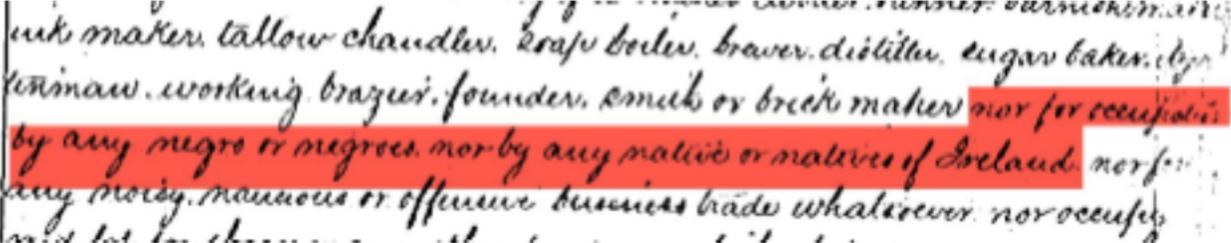
**Policies: racial restrictive covenants, HOAs, redlining.**

**Terrorism: bombings, violence, threats from homeowners.**

**All of the above historically have shaped incomes  
and preferences and policies today.**

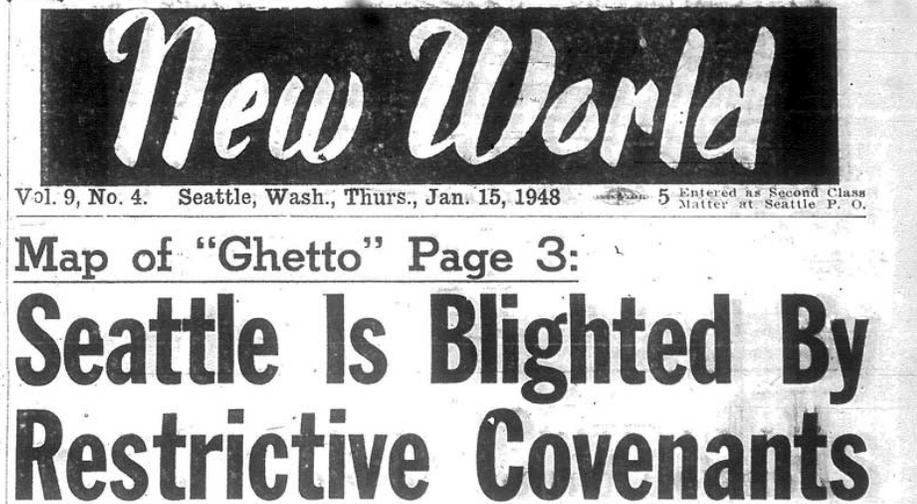
# Evidence from the Housing Structure (cont.)

“is subject to the following restrictions and conditions, viz: that the said Bean his heirs and assigns shall never erect or place upon said land any building or part thereof which shall be used for the trade or calling of a butcher currier, tanner, varnish maker, ink maker, tallow chandler, soap boiler brewer, distiller, sugar baker, dyer, tinman, working brazier, founder, smith, or brick maker nor for occupation by any negro or negroes nor by any native or natives of Ireland nor for any noisy nauseous or offensive business trade whatsoever nor occupy said lot for these or any other purposes which shall tend to disturb the quiet or comfort of the neighborhood....”



ink maker, tallow chandler, soap boiler, brewer, distiller, sugar baker, dyer, tinman, working brazier, founder, smith or brick maker nor for occupation by any negro or negroes, nor by any native or natives of Ireland, nor for any noisy, nauseous or offensive business trade whatsoever, nor occupy

Source: Ken Liss, Brookline MA Historical Society, 1855 deed from Amos A. Lawrence to Ivory Bean for the house that is now 47-49 Monmouth Street.



**Are you familiar with “warning out?”**

**Boston metro-area Towns**

# Evidence from the Housing Structure (cont.)

24. The town of Lincoln, for example, began "warning out" black families 10 years after its incorporation as a town. See Town Records of Lincoln, Mass., 1757-1762.

The new black population did not find itself in socially neutral territory. The early history of the Boston area shows that local communities had long practiced the "warning out" of black families who had established residence, where community representatives or selectmen would confront black families whom the town believed would become public dependents and warn them to move out of town.<sup>24</sup> It was in Boston in 1849 where

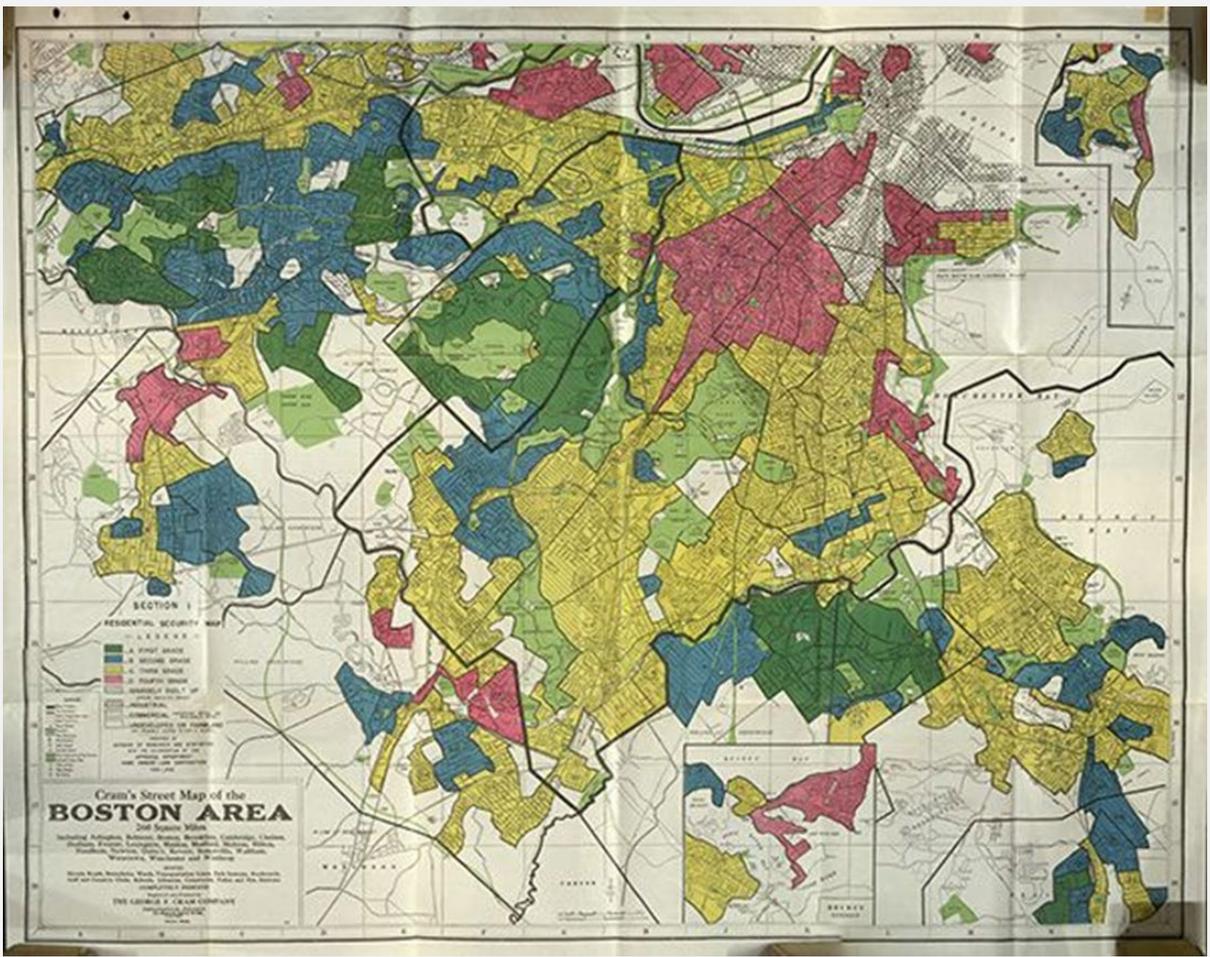
The Boston Urban Foundation survey of the black community in 1967 indicated about 30 percent of those surveyed were interested in finding residence in the suburbs.<sup>94</sup> The Boston Survey report in 1969 also reported that 37 percent of Boston's blacks would be looking for housing in the suburbs if they had to move.<sup>95</sup>

"many Boston Blacks were afraid treatment of kids, not welcome and being accepted."

Source: 1975, *Boston's Road to Segregation*, Massachusetts Advisory Committee to the U.S. Commission on Civil Rights and the Massachusetts Commission against Discrimination



# Evidence from the Housing Structure (cont.)



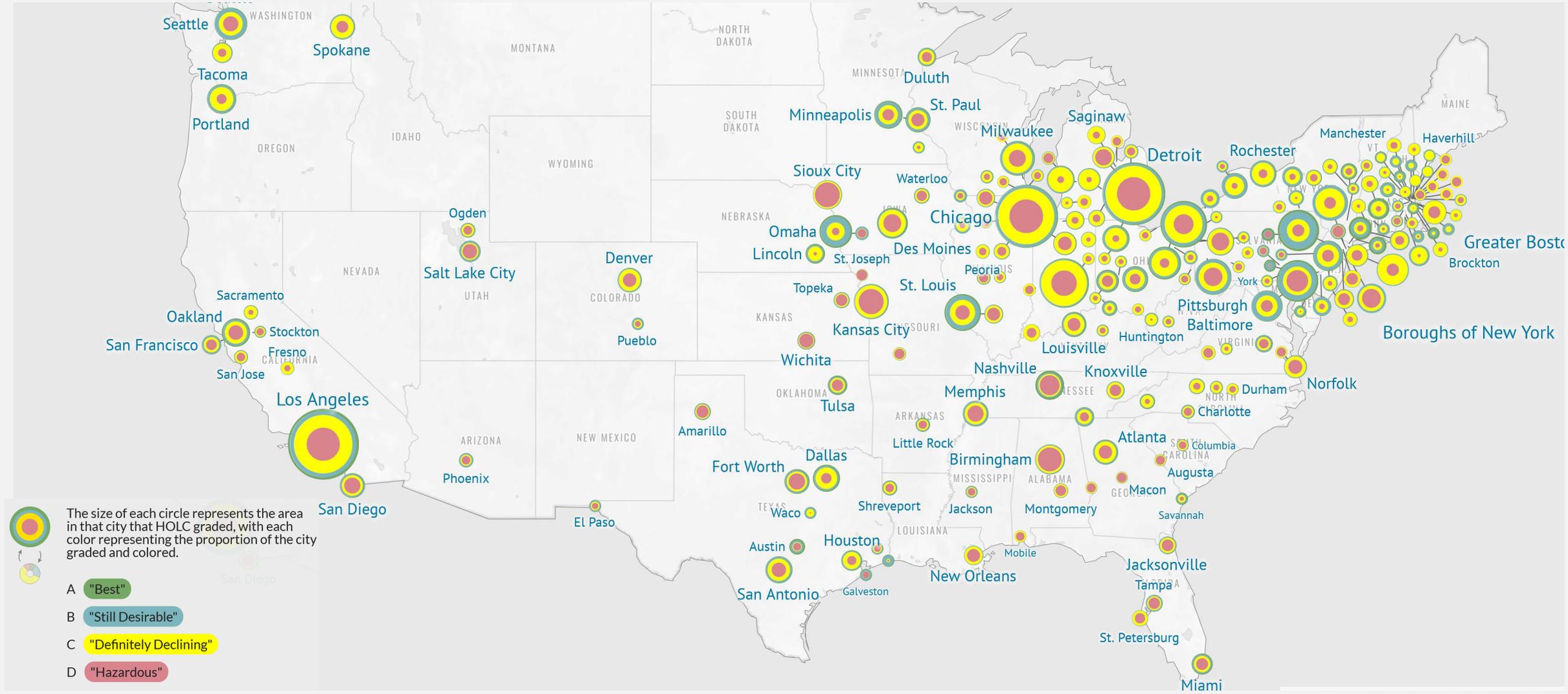
- › **Redlining**: policy adopted by Federal government 1934 (FHA). blue and green meant safe to invest for banks and government
- › Red was high risk. Yellow was declining (Blacks and non-Whites)
- › Map colors **became appraisal system** based on racial and nationality demographics and **shaped investment and de-investment**, quality of housing, conditions
- › "hazardous neighborhoods" eight decades ago are still low-to-moderate income racial minority neighborhoods today

Source: Mapping Inequality, <https://dsl.richmond.edu/panorama/redlining/>

29% D "Hazardous"

HOLC described D areas as "characterized by detrimental influences in a pronounced degree, undesirable population or an infiltration of it." They recommended lenders "refuse to make loans in these areas [or] only on a conservative basis."

# Evidence from the Housing Structure (cont.)



Source: Mapping Inequality, <https://dsl.richmond.edu/panorama/redlining/>

Map does not include all cities with racial restrictive covenants, HOLC only created maps for cities with populations of 40,000, however redlining and restrictive covenants may have still occurred (e.g. Albuquerque, New Mexico)

**Racism was always intentional, but evolved from explicit to more subtle and discreet.**

# Evidence from the Housing Structure (cont.)

**“Can you eliminate colored people  
in the zoning plan?”**

National Association of Real Estate Boards Annual Convention 1921

**“I wish we could, but every decision of the courts makes it extremely dangerous to suggest anything about race in a zoning ordinance. Certain kinds of zoning districts eliminates most of the colored people by setting requirements above what they can afford.”**

George B. Ford, leading zoning administrator in the U.S., founder of Technical Advisory Group  
Source: *Freedom to Discriminate*, Gene Slater, 2022

# Racism Created Structural Advantage and Disadvantage

## Structural Advantage

the advantage of a racial ingroup throughout society, resulting from racism, that produce and sustain inequities without racism or racial discrimination.



*Decreasing Home Values, Equity = No Wealth  
No Wealth = less opportunities*

*Increasing Home Values, Equity = Wealth  
More Wealth = more opportunities*

# Racism and Sexism Created Structural Advantage and Disadvantage (cont.)



Racist policies and practices (1865-1964) created structural advantage for racial ingroups (Whites) and disadvantage for outgroups (non-Whites).

Sexist policies created structural advantage for gender ingroups (men) and disadvantage for gender outgroups (women).

1896 U.S. Supreme Court separate but equal



**POLITICAL**

1910 exclusionary zoning by cities  
1905 racial restrictive covenants



**HOUSING**

1934 FHA/VA \$120 billion new housing (98 percent to Whites) "redlining"  
Segregated housing and schools



**EDUCATION**



**ECONOMICS AND JOBS**

1900 Marriage bars: policies adopted by firms and local school boards from 1900's to 1950, to fire single women when they married and not hire married women

1913 Federal agencies job segregation\*\*

1935 Wagner Act, segregated unions in workplace reserve best jobs for Whites

1944 G.I. Bill, \$95 billion (\$1.4 trillion today) for 16 million mostly White veterans\*

\*College degrees, business and home loans

\*90,000 scientists, 450,000 engineers,

\*14 Nobel Prize winners,

\*3 Supreme Court Justices, 3 Presidents, 12 Senators

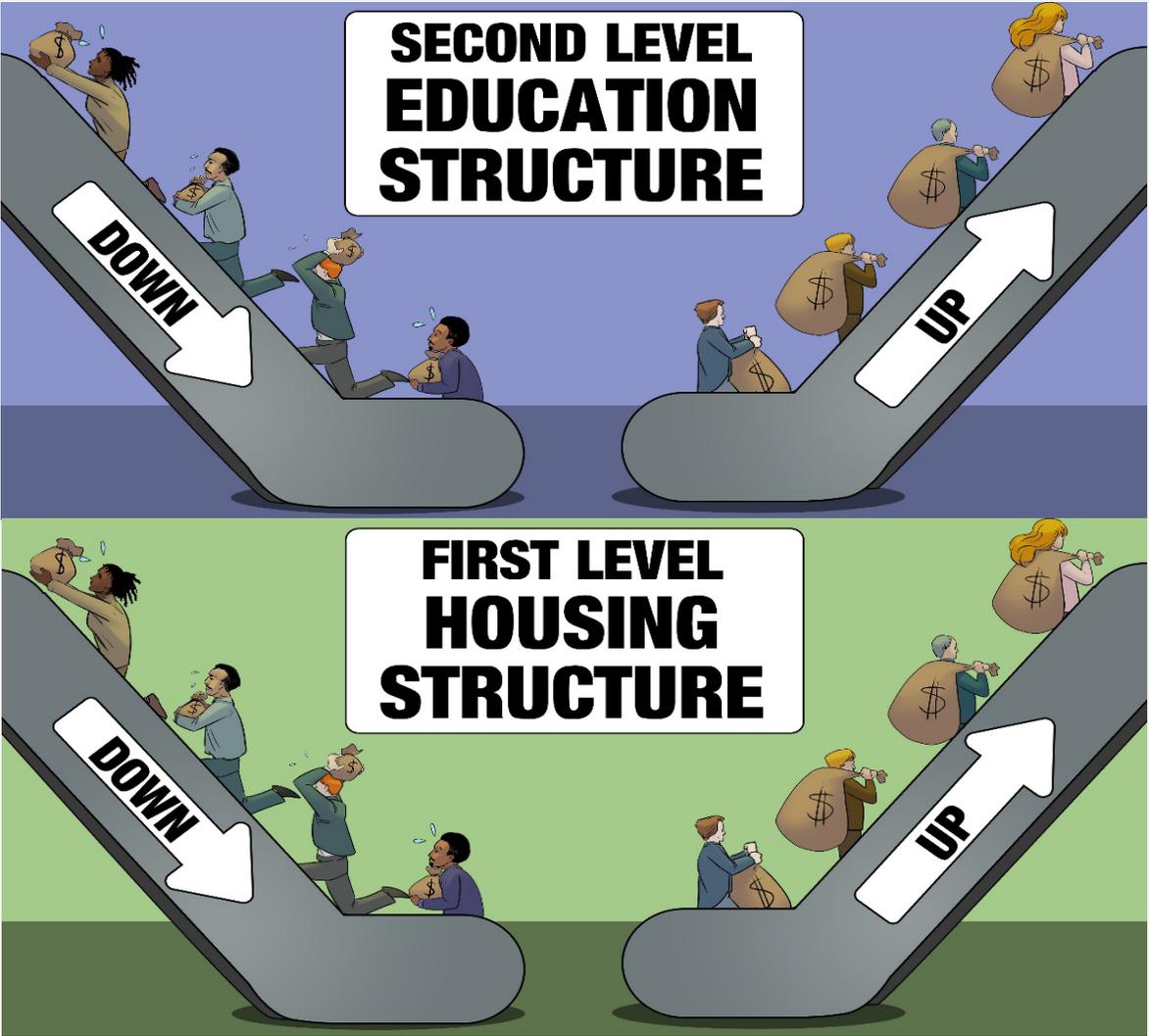
\*200k Teachers, 70k Doctors,

\*240k Accountants, 1 million Lawyers

\*Ed Humes, *Over Here: How the G.I. Bill Transformed the American Dream*

\*\* Eric Yellin, *Racism in the Nation's Service*

# Compounding of Structural Advantage and Disadvantage



- › Structures (escalators) distribute *advantages* and *disadvantages* based on how people are “situated” or positioned in social structures



RACISM

# THE RACIALIZED SYSTEM



routine functioning of a racialized society where structural advantage operates for the advantaged racial ingroup, with or without the advantaged racial ingroup actively engaging in hostility or exclusionary behavior against racial outgroups.



POLITICAL



HOUSING



EDUCATION



ECONOMICS AND JOBS



CRIMINAL JUSTICE

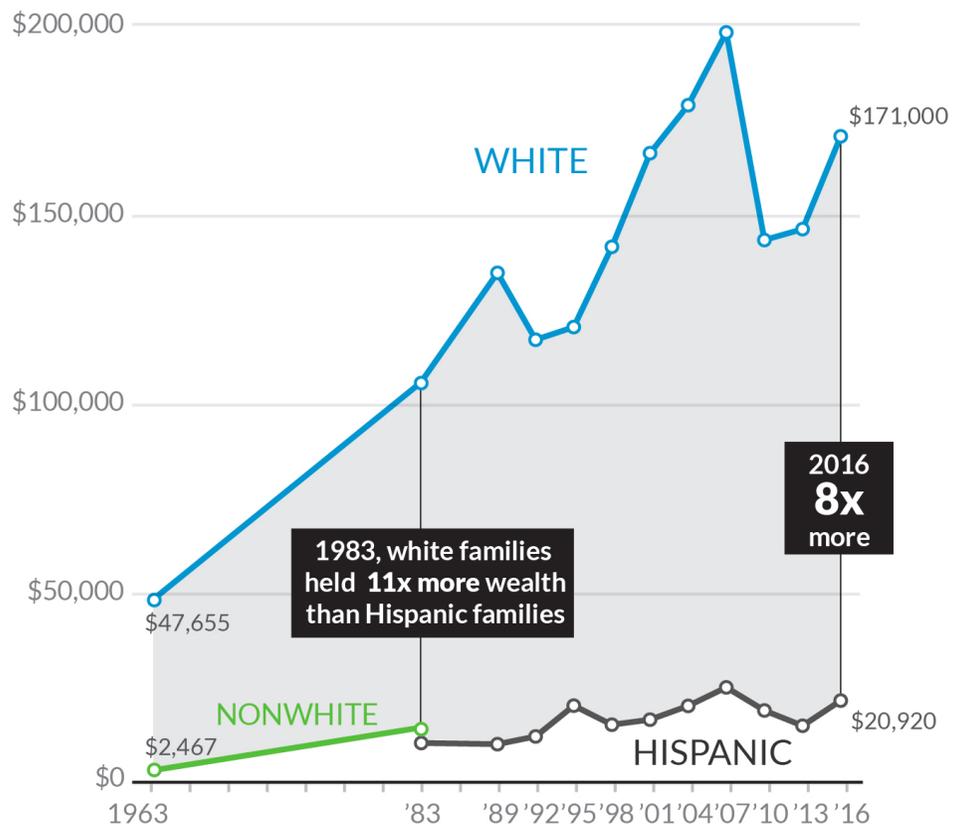
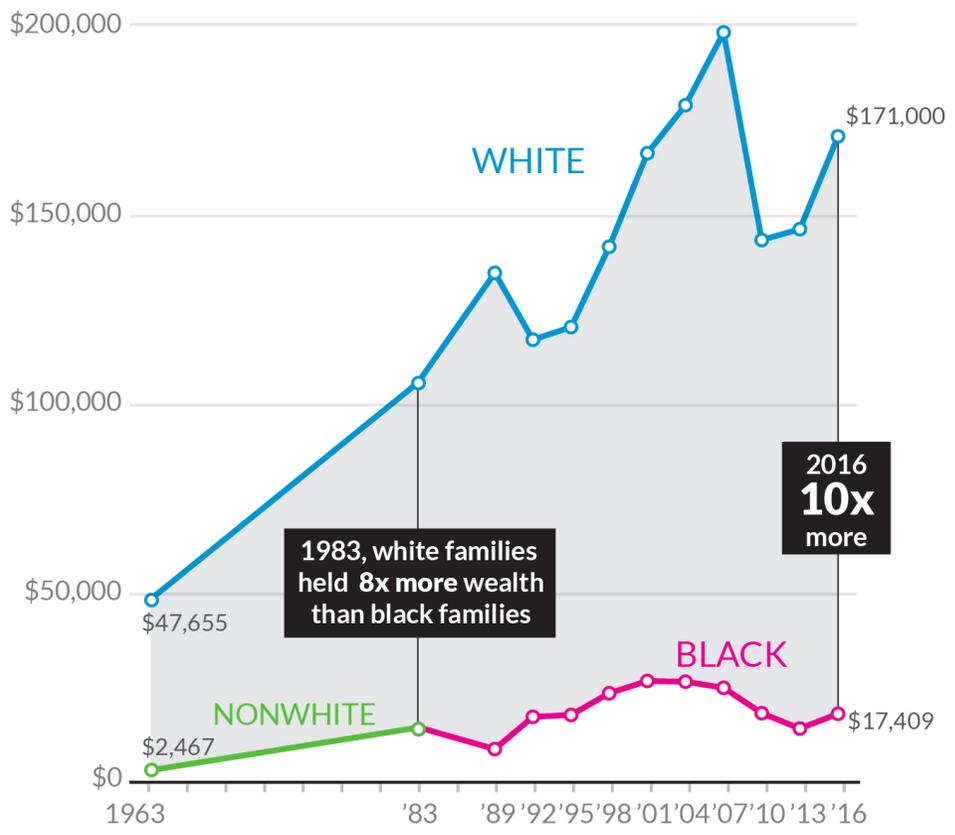
# Compounding of Structural Advantage

Watch what happens to this penny over thirty days!

<b>Day 1</b>	<b>\$.01</b>	<b>Day 16</b>	<b>\$327.68</b>
<b>Day 2</b>	<b>\$.02</b>	<b>Day 17</b>	<b>\$655.36</b>
<b>Day 3</b>	<b>\$.04</b>	<b>Day 18</b>	<b>\$1,310.72</b>
<b>Day 4</b>	<b>\$.08</b>	<b>Day 19</b>	<b>\$2,621.44</b>
<b>Day 5</b>	<b>\$.16</b>	<b>Day 20</b>	<b>\$5,242.88</b>
<b>Day 6</b>	<b>\$.32</b>	<b>Day 21</b>	<b>\$10,485.76</b>
<b>Day 7</b>	<b>\$.64</b>	<b>Day 22</b>	<b>\$20,971.52</b>
<b>Day 8</b>	<b>\$1.28</b>	<b>Day 23</b>	<b>\$41,943.04</b>
<b>Day 9</b>	<b>\$2.56</b>	<b>Day 24</b>	<b>\$83,886.08</b>
<b>Day 10</b>	<b>\$5.12</b>	<b>Day 25</b>	<b>\$167,772.16</b>
<b>Day 11</b>	<b>\$10.24</b>	<b>Day 26</b>	<b>\$335,544.32</b>
<b>Day 12</b>	<b>\$20.48</b>	<b>Day 27</b>	<b>\$671,088.64</b>
<b>Day 13</b>	<b>\$40.96</b>	<b>Day 28</b>	<b>\$1,342,177.28</b>
<b>Day 14</b>	<b>\$81.92</b>	<b>Day 29</b>	<b>\$2,684,354.56</b>
<b>Day 15</b>	<b>\$163.84</b>	<b>Day 30</b>	<b>\$5,368,709.12</b>

# Compounding of Structural Advantage and Disadvantage (cont.)

## Median Family Wealth by Race/Ethnicity, 1963–2016

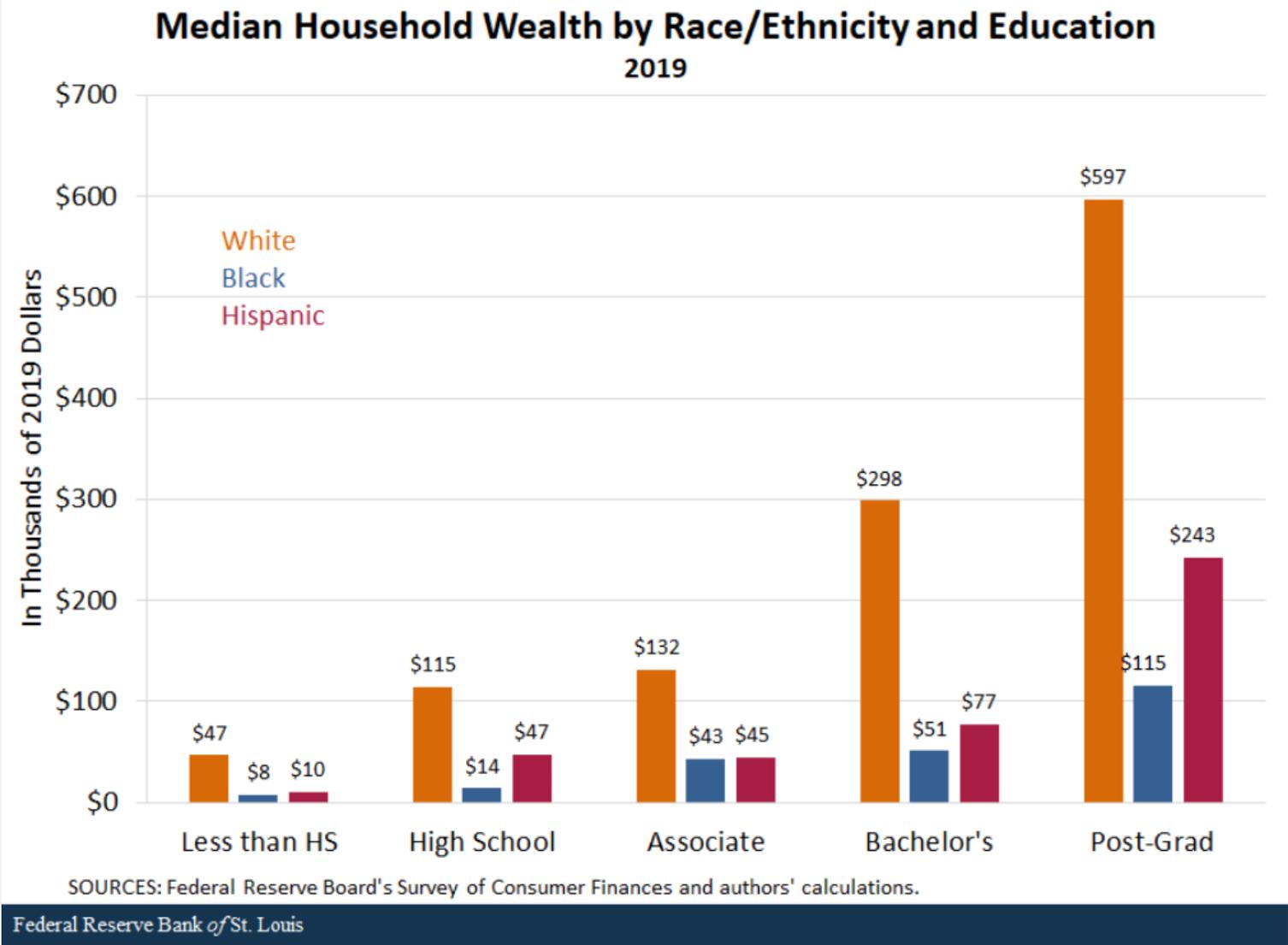


Source: Urban Institute calculations from Survey of Financial Characteristics of Consumers 1962 (December 31), Survey of Changes in Family Finances 1963, and Survey of Consumer Finances 1983–2016.

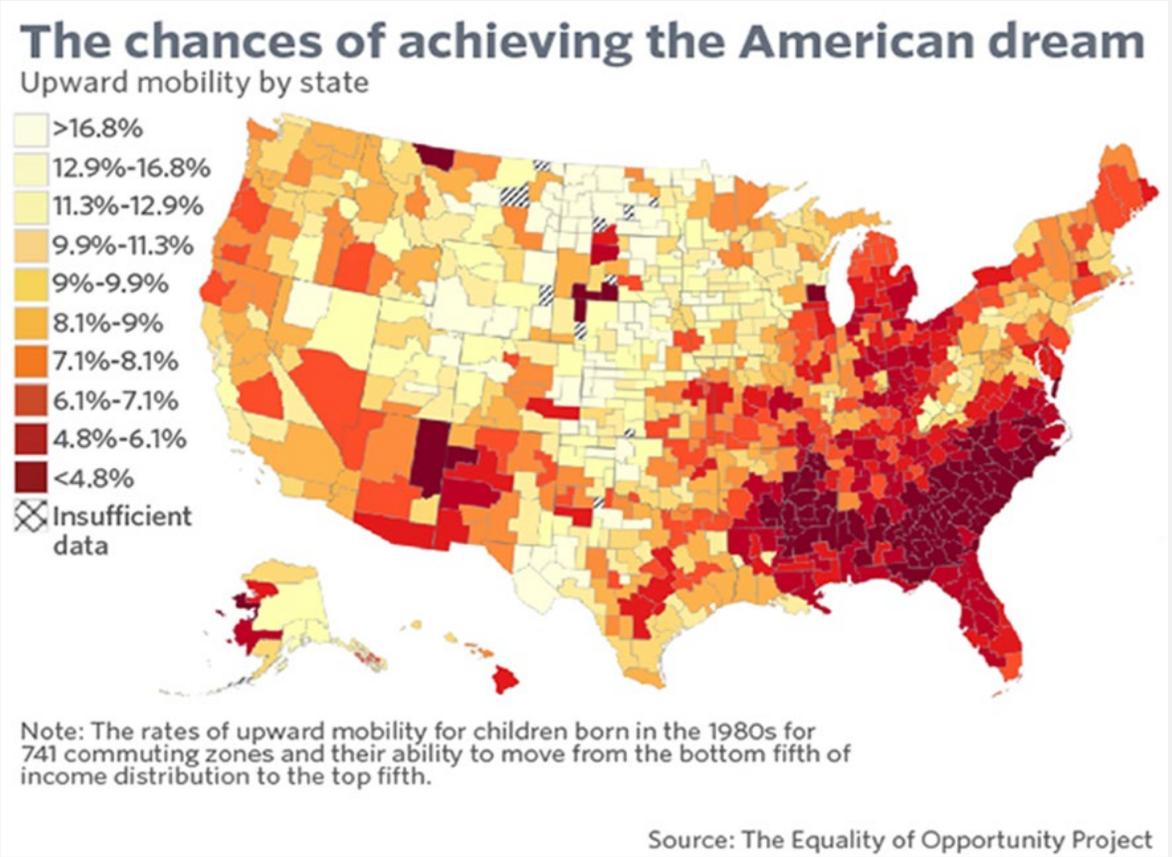
Notes: 2016 dollars. No comparable data are available between 1963 and 1983. Black/Hispanic distinction within nonwhite population available only in 1983 and later.

URBAN INSTITUTE

# Compounding of Structural Advantage and Disadvantage (cont.)



# Racialization of the American Dream



65 percent of Black Americans live in only 16 states (red to dark red areas) where the chances of achieving the American Dream is 2.5 percent. For Whites its 10.6 percent, national average is 8 percent. Harvard Economist, Raj Chetty 2014

## Born Poor, Chances of Achieving American Dream

- › Whites= 10 percent
- › Hispanic/Latino= 7 percent
- › Blacks= 3 percent
- › **Drivers of economic mobility**
  - › less racial residential segregation
  - › higher quality education
  - › larger middle-income earners
  - › More stable family structure
  - › Greater social capital (social and professional networks)

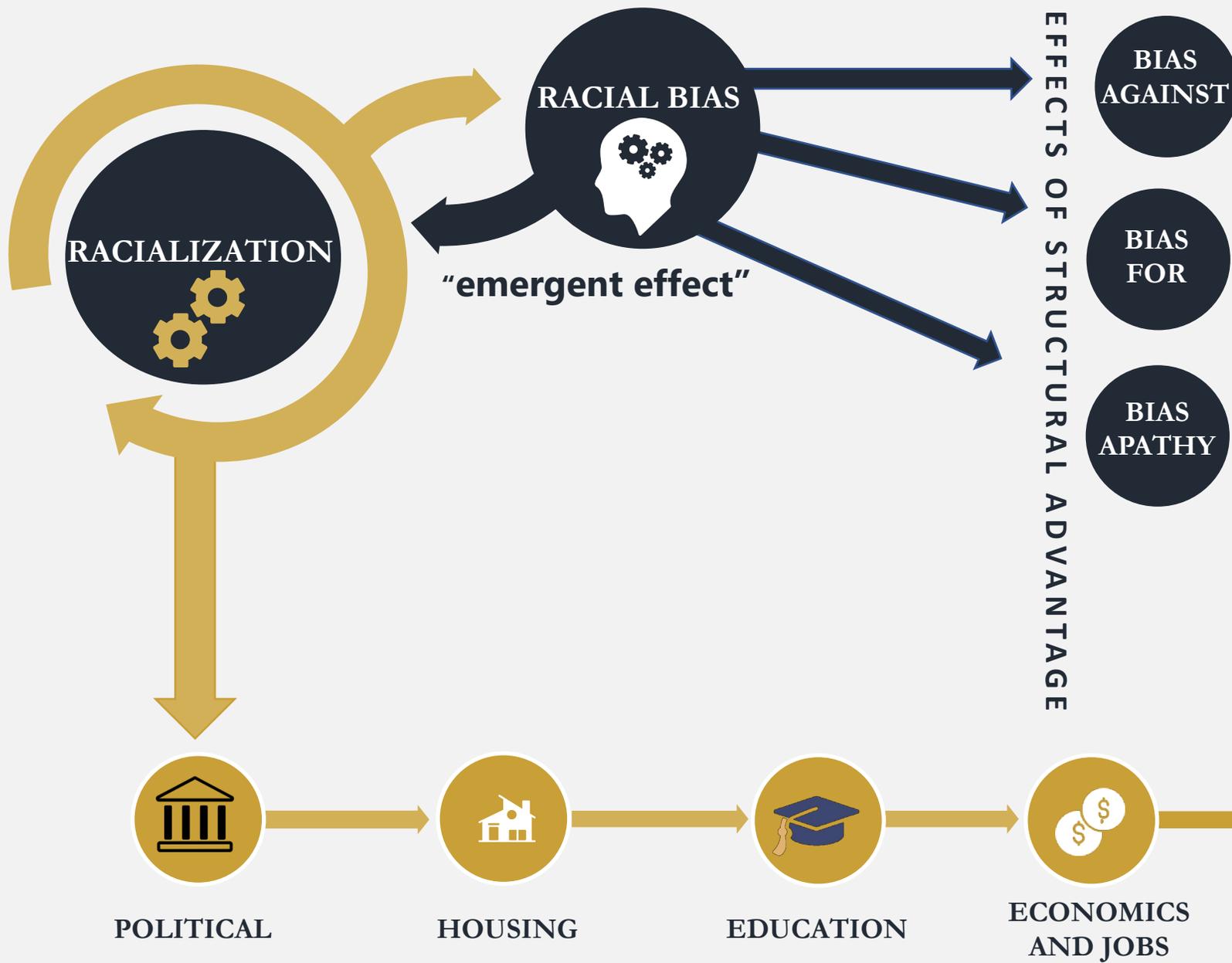
# Breakout Discussion

“As long as you’ve got passion, faith and are willing to work hard, you can do anything and have anything you want in this world.”

- › Discuss your understanding of racialization, racism, and how they both created **structural advantage and disadvantage**, **and** can shape life outcomes of different groups, despite individual behaviors and efforts.

*Discussion ground rules:*

- *Keep an open mind*
- *Focus on facts not feelings*
- *Its okay to agree to disagree*



# EFFECTS OF THE RACIALIZED SYSTEM

**"biases:"** automatic mental associations that categorize people, inform conscious thoughts, and shape interactions and decisions.

**What does an administrative assistant look like?**

**What does a CEO of a corporation look like?**

# Racism and Sexism Structured Workplaces



<p>3 Jobs—Male Interest</p> <p>Mgmt. Trainee</p> <p><b>ARE YOU FRUSTRATED?</b></p> <p>or bored with your present surroundings? P. F. Collier Inc. is now hiring people that want to further themselves in the business world. Marketing and sales promotional work—could lead to management if you qualify \$175 per week if you meet our preliminary requirements. Must be able to start immediately. For interview, call Mr. Ames, 281-8398. Incentive basis awarded also.</p> <p>MANAGEMENT and management trainees for food commissary. Prefer age over 21. Education—thinkers and doers. Selling experience desired but not necessary. Remuneration determined by experience and qualifications. Immediate openings in various parts of the country. Send resume and/or any pertinent information relative to yourself to: Box F 31, Press.</p>	<p>3 Jobs—Male Interest</p> <p>Photoengraving Photographer</p> <p>Experienced halftone operator. Color process desirable but not essential. Excellent working conditions. Modern Downtown shop. Daylight hours, 9 to 5. Excellent vacation, holiday, and hospitalization benefits. Phone 391-4350 for personal, confidential interview.</p> <p>Artcraft Engravers of Pittsburgh, Pa. 422 First A</p>	<p>6 Jobs—Female Interest</p> <p>MEDICAL FRONT DESK RECEPTIONIST \$400/MO.</p> <p>Be acting receptionist for this famed physician as you greet patients, answer phones, arrange appointments, and handle life typing and correspondence. Call now for personal interview. 391-2855. AMERICAN BUSINESS CENTER, INC. 24 PENN AVE. 4th Fl. Employment Agency.</p> <p>MEDICAL SECRETARY</p>
<p>MANAGERS ASSISTANT</p> <p>In established and growing chain of service restaurants with all benefits—no traveling, Write H 420, Press.</p> <p>MANAGER</p> <p>Experienced retail men's wear and footwear. Local chain, excellent opportunity. Apply, Joseph B. Green. PHARMACIST L. Pa.</p>		



## Be the secretary executives fight for

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Free booklet tells how Stenotype — the amazing machine shorthand — can make you the big-pay "super secretary" that every man wants. You can learn Stenotype easily — at home — without leaving your present job!

THERE'S A LOT MORE glamour in a secretarial job than the pencils and notepads of old-fashioned shorthand! A lot more money too! Even if you've had no previous shorthand experience, you can be a whiz with Stenotype. Here's the reason why: Stenotype is a marvelous little machine that does the work for you — takes shorthand faster, easier, and more accurately than you could ever manage with "hooks" and "curves." It's like typing, only simpler. Everything comes out in printed English letters, easy to read back. It helps you do a job you'll be proud of. When you're a Stenotypist, you can say goodbye to dull routine. You're somebody special. You're wanted for conferences, conventions, legal proceedings. Every day is a happening, with you in the center of things. How do you learn Stenotype? You don't even have to...

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## WHITE MEN

TO GET OUT RIPRAP

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Fascinating Airline Careers Open for Women!  
Romance! Adventure! Travel! Good Pay!

**Racial and gender discrimination policies created racial and gender biases for the “best jobs” and “worst jobs” for over 100 years (1865-1964).**

# Structural Advantages and Disadvantages Remain after Civil Rights Act 1964

Table 2.2 Distribution of Race-Gender Groups Across Major Occupational Categories, 1966

Occupation	White Men	Black Men	White Women	Black Women
Officials and managers	20.5%	1.3%	2.6%	0.4%
Professionals	6.6	1.8	1.5	1.2
Technical	4.0	2.6	2.0	2.5
Sales	13.0	2.1	5.5	3.9
Clerical	7.4	6.7	62.4	27.4
Skilled craft	13.9	7.8	1.8	2.7
Operative	18.8	28.9	10.8	22.8
Laborers	8.5	25.6	4.9	11.9
Service	7.3	23.2	8.5	27.3
Total	100	100	100	100

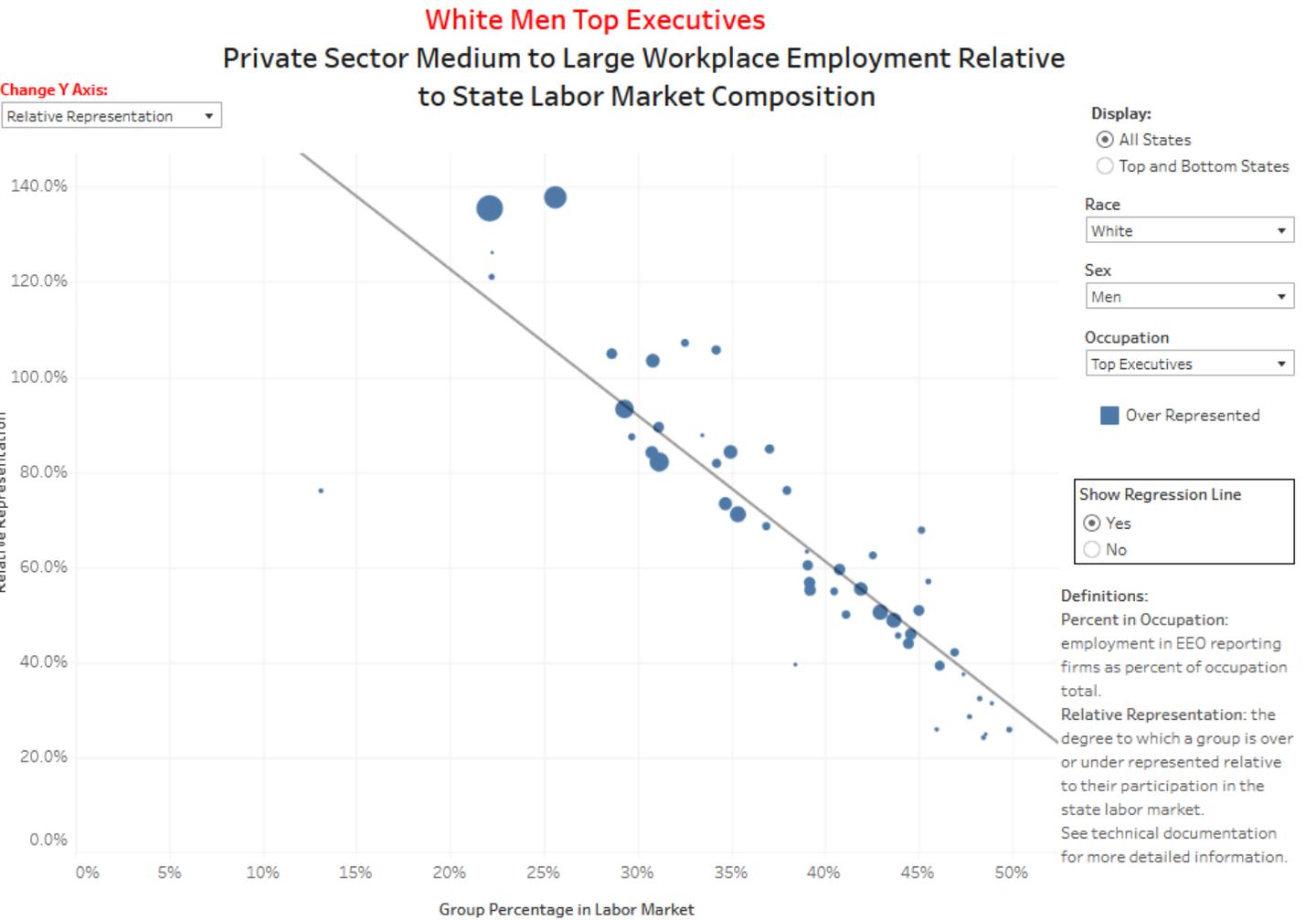
Source: Authors' calculations based on data from EEO-1 surveys (EEOC, various years).

Source: Tomaskovic-Devey, Documenting Desegregation, Dobbin, Inventing Equal Opportunity

## Private sector companies 1966...

- > 40 percent were all White
- > 10 percent were all White men
- > Half employed no Black men
- > 66 percent employed no Black women
- > 60 percent White women employed single category- clerical
- > 78 percent of Black males employed in operative, laborers or service

# Racialized and Gendered Workplaces



5 million companies (EEOC Data)

- › White men disproportionate access to “best jobs” (e.g. managerial, executive)
  - › 1966 to 1972 expanded overrepresentation from 40 to 60 percent
  - › 1973-2016 maintained 40 to 60 percent overrepresentation
- › Racial and gender inequality reproduced by *advantages (bias for)* White men provided each other, more than denying or excluding (*bias against*) *disadvantages to* Blacks and women.
- › Prioritize Race and Gender inequities

Sources: Diversity statistics come from the 2016 EEO-1 workplace reports to the U.S. Equal Employment Opportunity Commission. These reports are filed by all firms with at least 100 employees and for all workplaces with at least 50 employees. Metropolitan area labor force composition includes all currently employed or seeking work and estimates are from the 2011-2015 American Community Survey public use data file. We do not report estimates where particular groups are less than 1% of the metropolitan area’s labor force.

Source: Tomaskovic-Devey, *Documenting Desegregation*



# EXAMPLES OF ACTING ON BIASES

## BIAS FOR INGROUP (favoritism)

Positive beliefs for ingroup  
Seeks out ingroup  
Provides insider information  
Uses influence  
Offers direct opportunity

High quality opportunities to perform  
Highly favorable performance ratings  
Provided sponsors and visibility  
High expectations, assumed competence  
Receives benefit of doubt

Overrepresented in "best jobs"  
Overrepresented power/authority  
Produce and maintain disparities

*Help or favor* (direct or indirect)  
unintentional disparities  
overt, covert, normalized

## BIAS APATHY (discrimination)

Unconcerned or indifferent toward  
outgroups  
Does not provide similar or equal help  
to outgroup members

Lower quality opportunities to perform  
Less favorable performance ratings  
Provided mentors not sponsors  
Lower expectations, surprised by  
competence and high performance

Maintain disparities Overrepresented  
in "worst jobs"

*Absence of Help or favor*  
maintains disparities  
overt and covert, normalized

## BIAS AGAINST (discrimination)

Negative beliefs against outgroups  
Avoids outgroups  
Uses influence to exclude  
Social interaction insults and incivility

Denied job interview or offer  
No opportunities to perform  
Unfavorable performance ratings  
Assumed inferiority, no concern, or empathy  
Harsher punishment for violations

Maintain high levels bias against  
Produce and sustain disparities in  
employment and overrepresentation in  
"worst jobs"

*Harm* (direct or indirect)  
intentional or unintentional disparities  
covert and overt actions

# STRUCTURAL ADVANTAGE OF SOCIAL NETWORKS

## Racial Composition of Social Networks

Percent of social network that identifies as...

	All Americans	White Americans	Black Americans	Hispanic Americans
White	66	91	8	19
Black	11	1	83	2
Hispanic	11	1	2	64
Asian	4	1	0	1
Mixed race	2	1	3	4
Other race	1	1	1	2
Don't know/Refused (VOL.)	4	3	4	9

Source: PRRI 2013 American Values Survey.

“70 percent of the jobs held over a lifetime, found from family, friends, or someone providing inside information, awareness of a job that was not public, using influence to help, or offering direct opportunity.”

Source, Nancy DiTomaso, *An American Dilemma*, "How Social Networks Drive Black Unemployment."

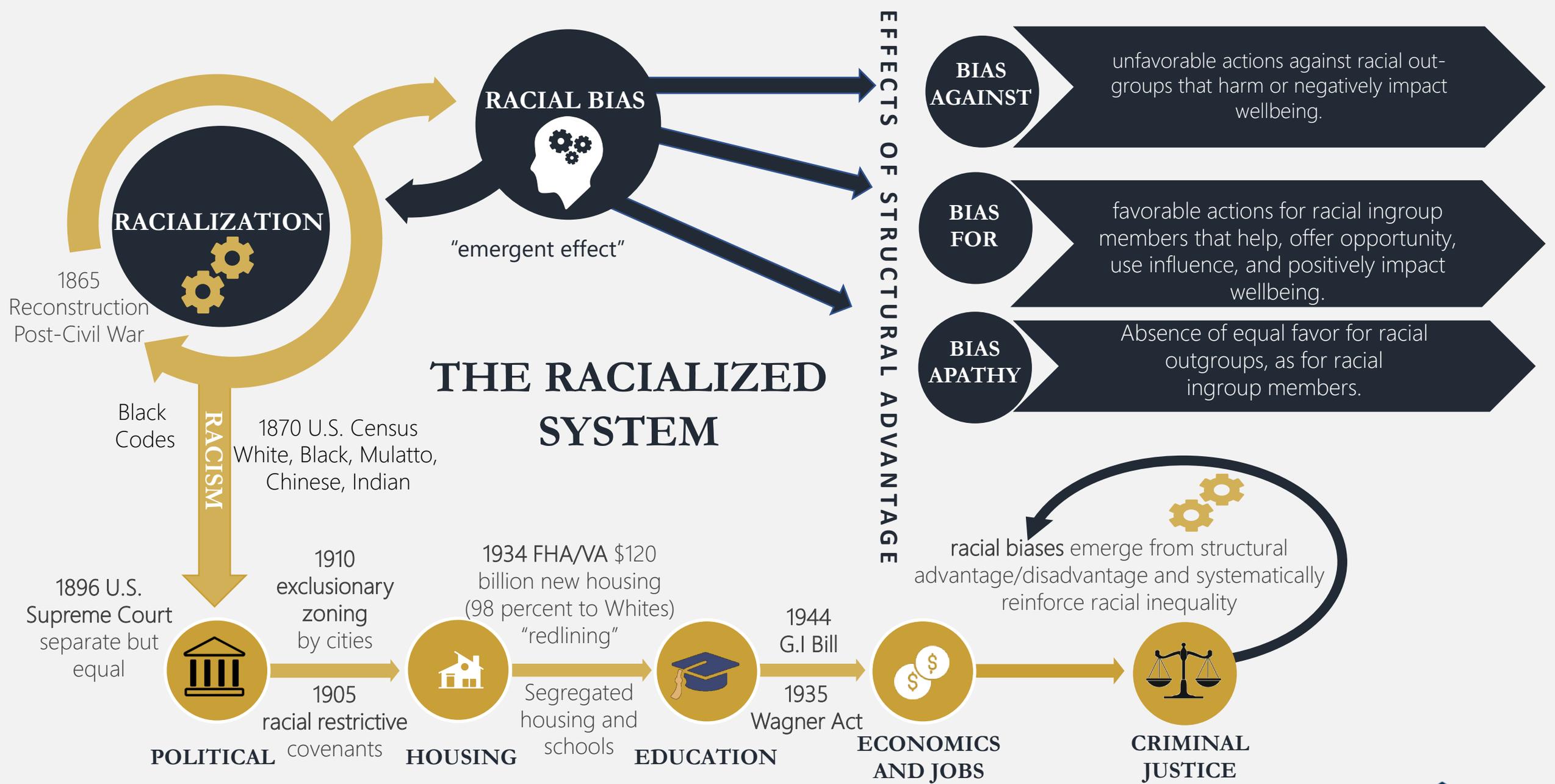
# STRUCTURAL ADVANTAGE OF SOCIAL NETWORKS

**Table 2. Racial and Ethnic Composition of American Social Networks**

Percentage of Network That Is . . .	All Americans	White Americans	Black Americans	Hispanic Americans	Asian Americans
White	0.71	0.92	0.15	0.33	0.27
Black	0.10	0.02	0.77	0.05	0.02
Hispanic	0.10	0.02	0.03	0.53	0.03
Asian	0.04	0.01	0.01	0.02	0.63
Multi-Race	0.03	0.02	0.04	0.06	0.05
Other	0.01	0.00	0.01	0.01	0.00



Source: American Values Survey, October 2013; and American National Social Network Survey, August 2020.



# **Post-training homework**

**Identify which concepts enlightened you and why.**

# Disclaimer

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