

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.

Doctrine of Discovery



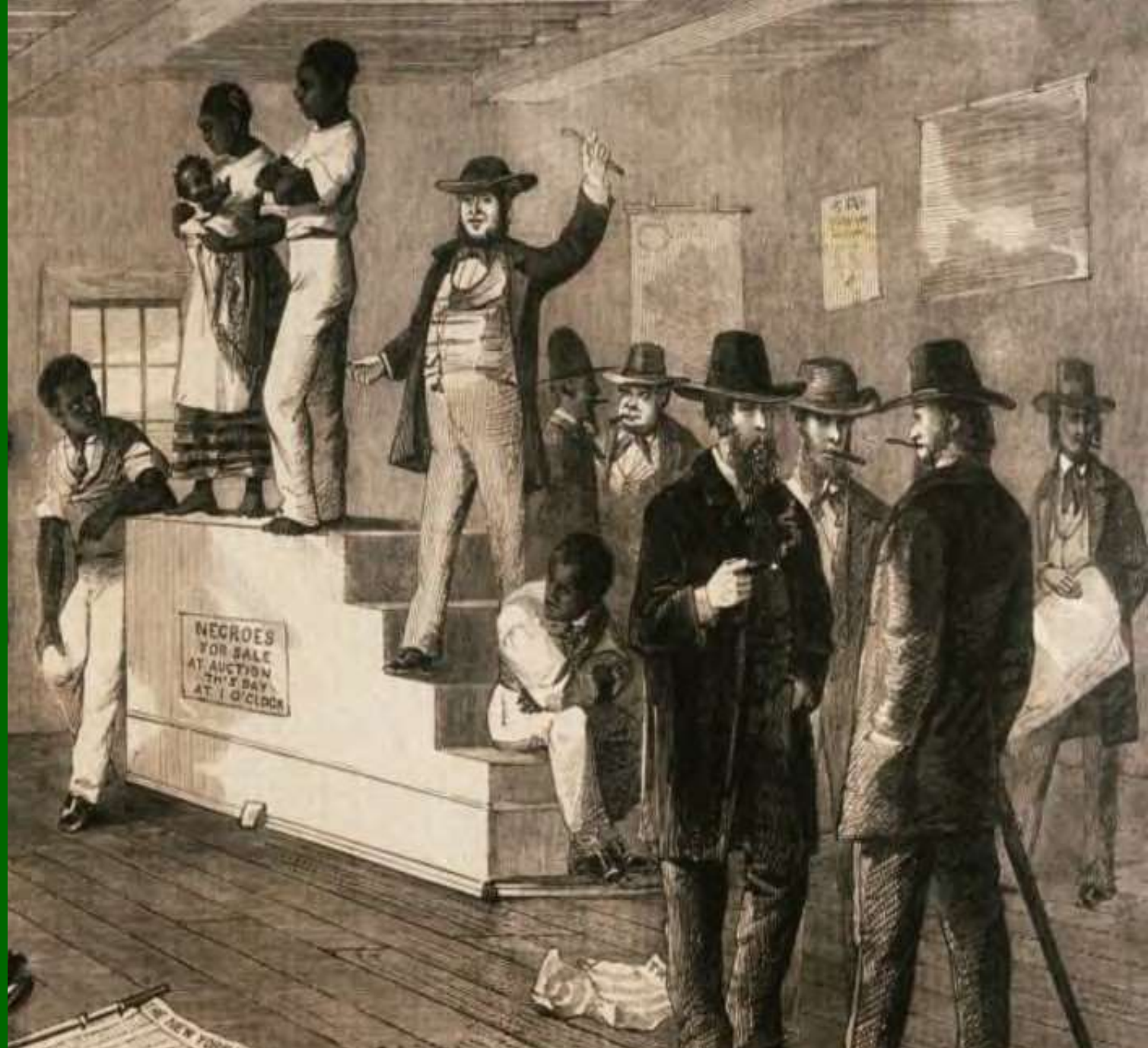
European
Settlement
in the U.S.
began in
1492



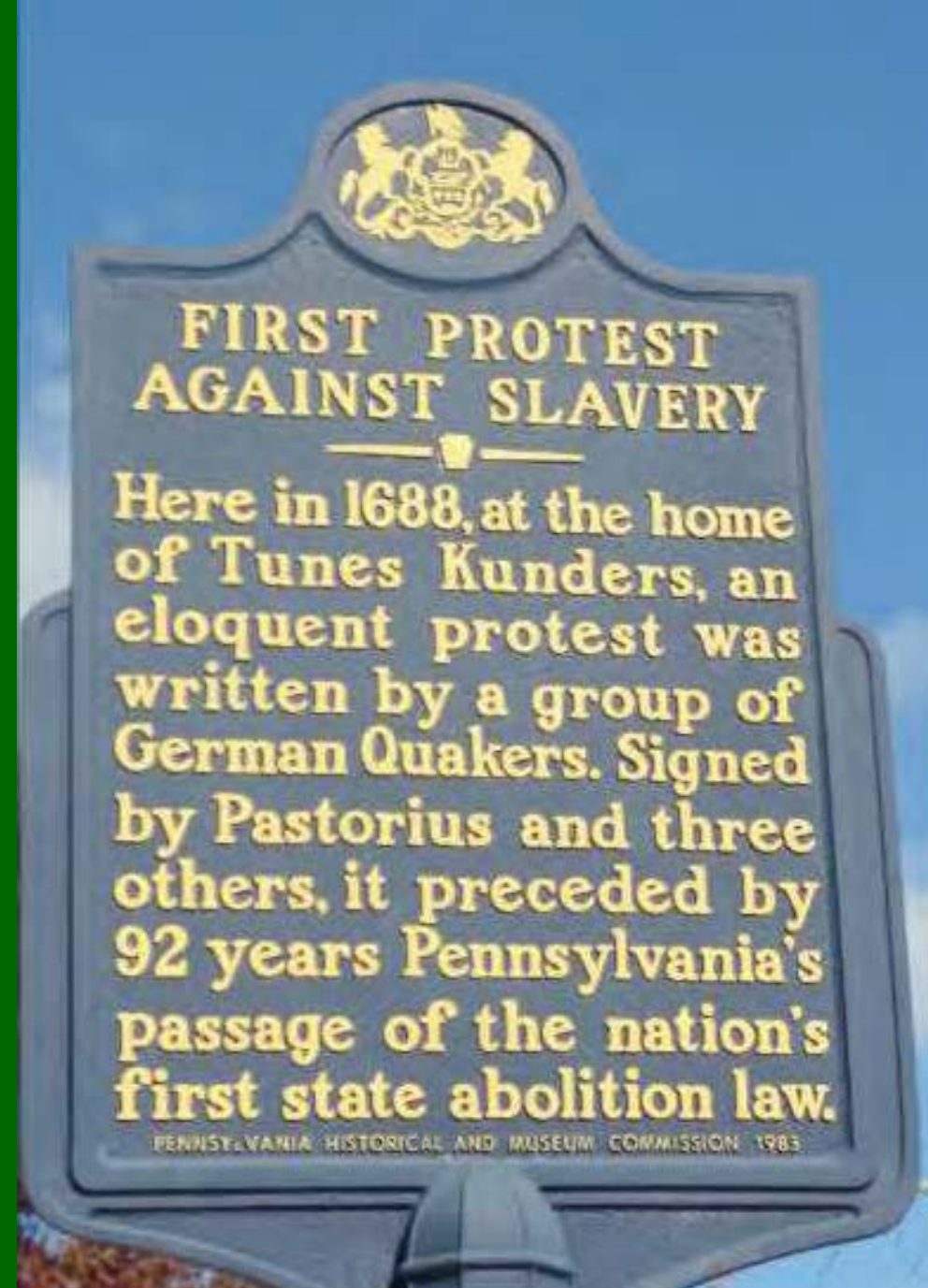
The Lenape



Trans-Atlantic Slave Trade



The 1688 Germantown Quaker Petition Against Slavery



Manifest Destiny



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*