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, Equality Justice Institute
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 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
<table>
<thead>
<tr>
<th><strong>Exclusive Exclusionary Institution</strong></th>
<th><strong>Passive Club Institution</strong></th>
<th><strong>Symbolic Change A Compliance Org</strong></th>
<th><strong>Identity Change An Affirming Inst.</strong></th>
<th><strong>Structural Change A Transforming Inst.</strong></th>
<th><strong>Fully Inclusive Anti-Racist Multicultural Org in a Transformed Society</strong></th>
</tr>
</thead>
<tbody>
<tr>
<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>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</td>
<td>Often declares, &quot;We don't have a problem.&quot;</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>
</tr>
<tr>
<td></td>
<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>
</tr>
<tr>
<td></td>
<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>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>