

Acknowledging Our Shared Inheritance: Government-Sanctioned Bias, Systemic Racism, and a Renewed Demand for Change

Sacramento Continuum of Care (CoC) Board Racial Equity Training Series
Developed and Presented by Tamu Green, PhD
March 25, 2021

Welcome! Please type into the chat your name, organization and pronouns. Please indicate if you are a CoC Board member or Racial Equity Committee member. We are NOT recording.



Guidelines for our brave space

Be Present

Step Up, Step Down

Confidentiality - Share the Learning, Not the Person

Disagreement is Okay, Animosity is Not

Amnesty - Kindness to Self and Others

You will need a notepad (paper or electronic)

Tasty snacks and warm beverages are highly encouraged!



The CoC Training Series

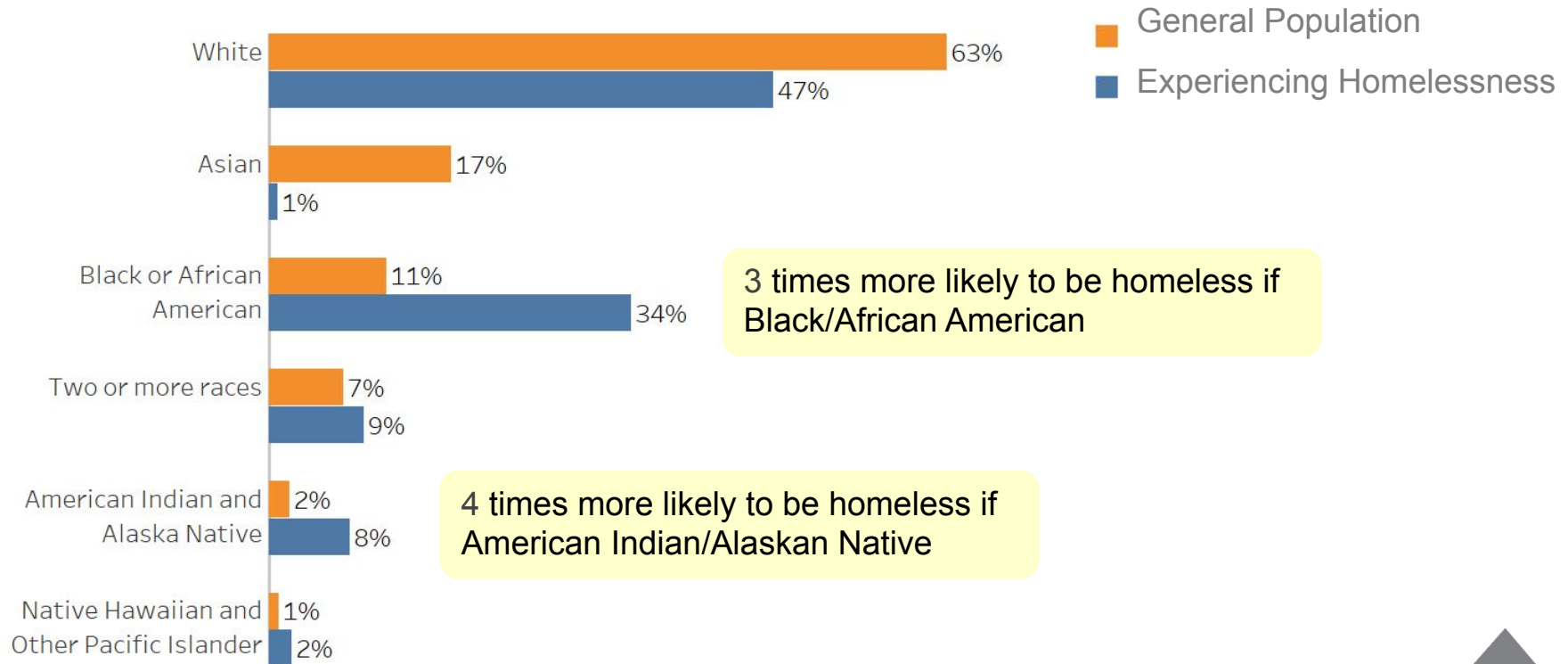
February I Am a Good Person: I Can't Possibly Have Bias. And Other Myths About How Our Brains Work.

March Acknowledging Our Shared Inheritance: Government-Sanctioned Bias, Systemic Racism, and a Renewed Demand for Change

May Bringing It All Together: Aligning Our Heads, Our Hearts, and Our Institutions for Equity - Scheduled for 5/25 12-1:30



General Population vs. Population Experiencing Homelessness by Race



Sources: American Community Survey 2019 (5-year), Sacramento PIT Count January 31, 2019

Sacramento Populations

Black/African American

More likely to experience homelessness

American Indian/Native Alaskan
Native Hawaiian/Pacific Islander
Two or more races

More likely to experience homelessness
AND
Less likely to be engaged in system



Inequality

Unequal access to opportunities

1



Equality?

Evenly distributed tools and assistance

2



Equity

Custom tools that identify and address inequality

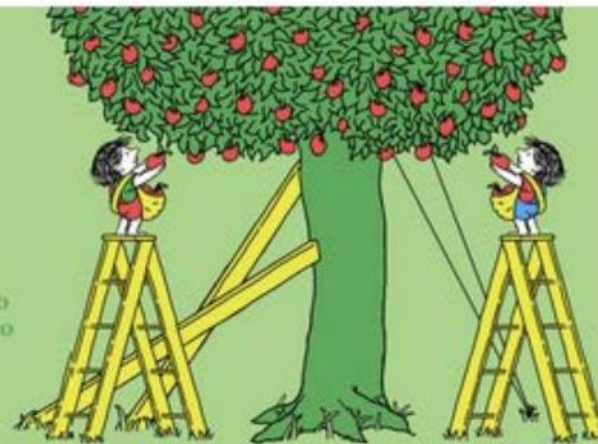
3



Justice

Fixing the system to offer equal access to both tools and opportunities

4



What is racial equity?

As an **outcome**, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

As a **process**, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

When we achieve racial equity:

- ▶ People, including people of color, are owners, planners, and decision-makers in the systems that govern their lives.
- ▶ We acknowledge and account for past and current inequities, and provide all people, particularly those most impacted by racial inequities, the infrastructure needed to thrive.
- ▶ Everyone benefits from a more just, equitable system.



Transforming the conditions in which people are
BORN, GROW, LIVE, WORK and AGE
for optimal health, mental health & well-being.



FIGURE 4: Achieving Health & Mental Health Equity At Every Level

Source: California Department of Public Health, Office of Health Equity, as inspired by World Health Organization, Robert Wood Johnson Foundation, and many others.



Economic realities hurt regardless of race

For **every dollar** that
incomes have increased since 2000,
combined housing and transportation
costs have risen **\$1.75**



Income



Costs

Source: The Center for Housing Policy



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But historic wealth accumulation and discrimination have enduring racial impacts

Black families in America earn just \$57.30 for every \$100 in income earned by white families, according to the Census Bureau's Current Population Survey. For every \$100 in white family wealth, black families hold just \$5.04.

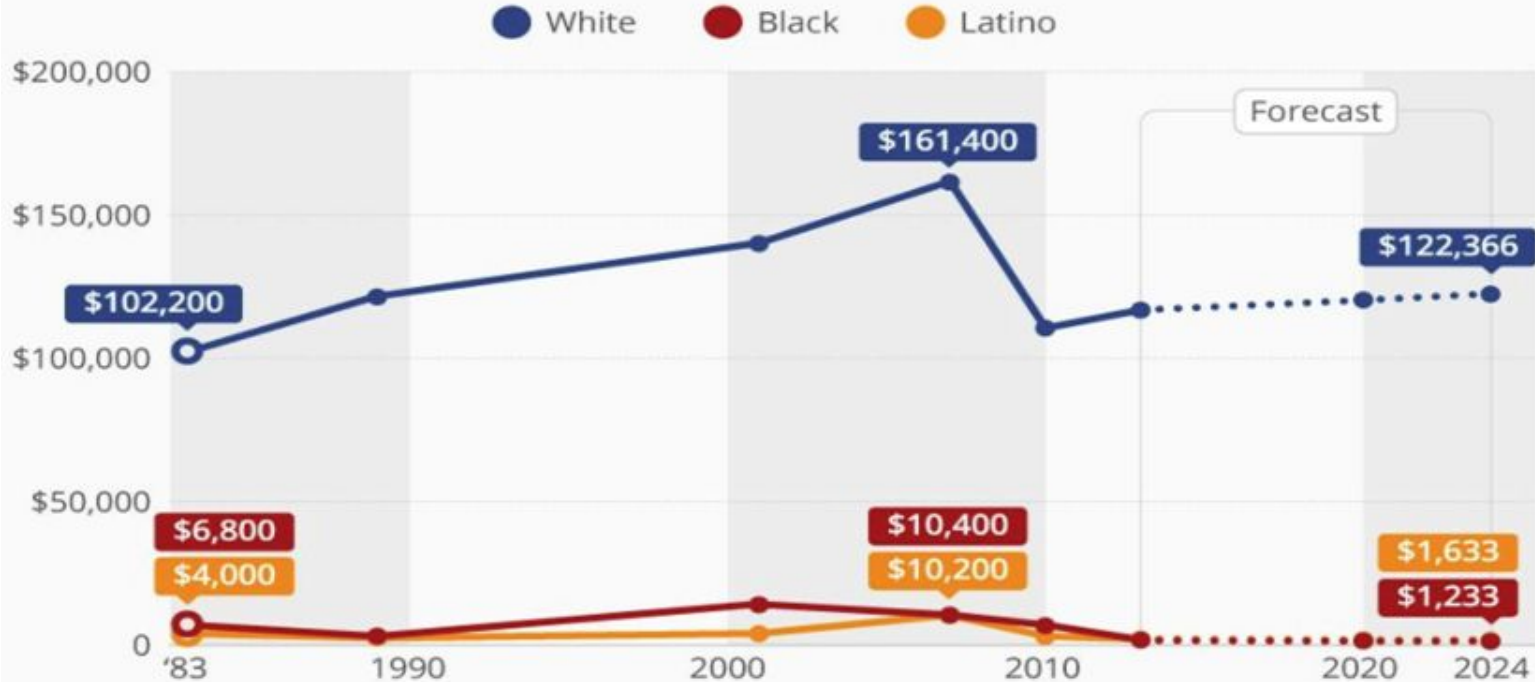
<https://www.nytimes.com/interactive/2017/09/18/upshot/black-white-wealth-gap-perceptions.html>



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Racial Wealth Inequality Is Rampant In The U.S.

Median household wealth by race/ethnicity in the United States (1983–2024)



@StatistaCharts Source: Prosperity Now & Institute For Policy Studies

Forbes statista

https://blogs-images.forbes.com/niallmccarthy/files/2017/09/20170914_Racial_Wealth_Divide-1.jpg



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Poll: How do we close the
racial wealth gap?



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Our nation's underlying economic structure is supported by harmful narratives and unequal access to assets which begets unequal opportunities to preserve or increase wealth to be passed on to subsequent generations.



By William Darity Jr., Darrick Hamilton, Mark Paul, Alan Aja, Anne Price,
Antonio Moore, and Caterina Chiopris

Samuel DuBois Cook Center on Social Equity

Insight Center for Community Economic Development

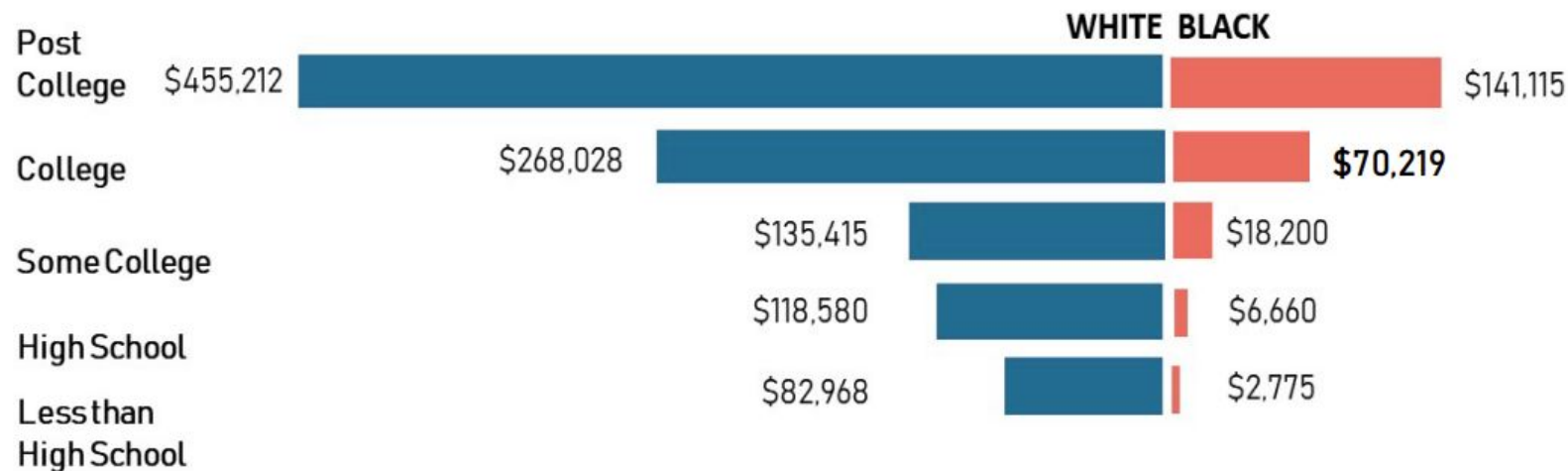
April 2018

<https://socialequity.duke.edu/wp-content/uploads/2020/01/what-we-get-wrong.pdf>



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Figure 1: Median Household Net Worth by Race and Education

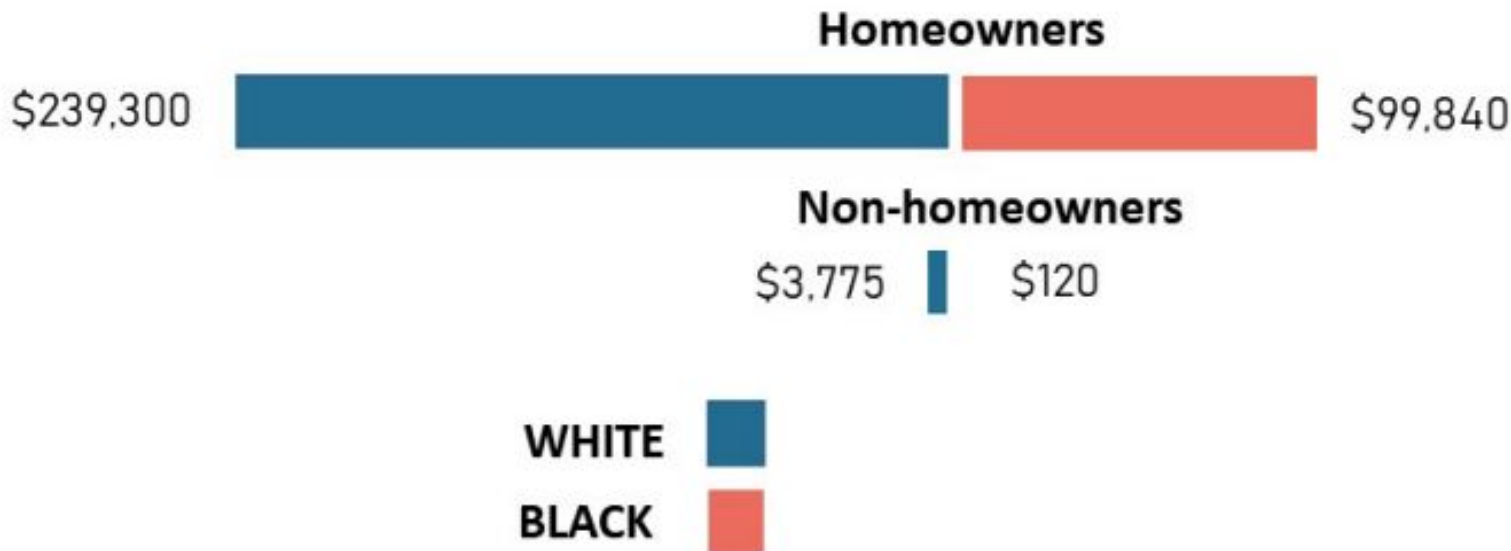


Source: Authors' calculations, Survey on Income and Program Participation (SIPP) 2014.

Note: Many of these figures were updated from a prior report entitled *Umbrellas Don't Make it Rain: Why Studying Hard and Working Hard Isn't Enough for Black Americans* (Hamilton et al. 2015).

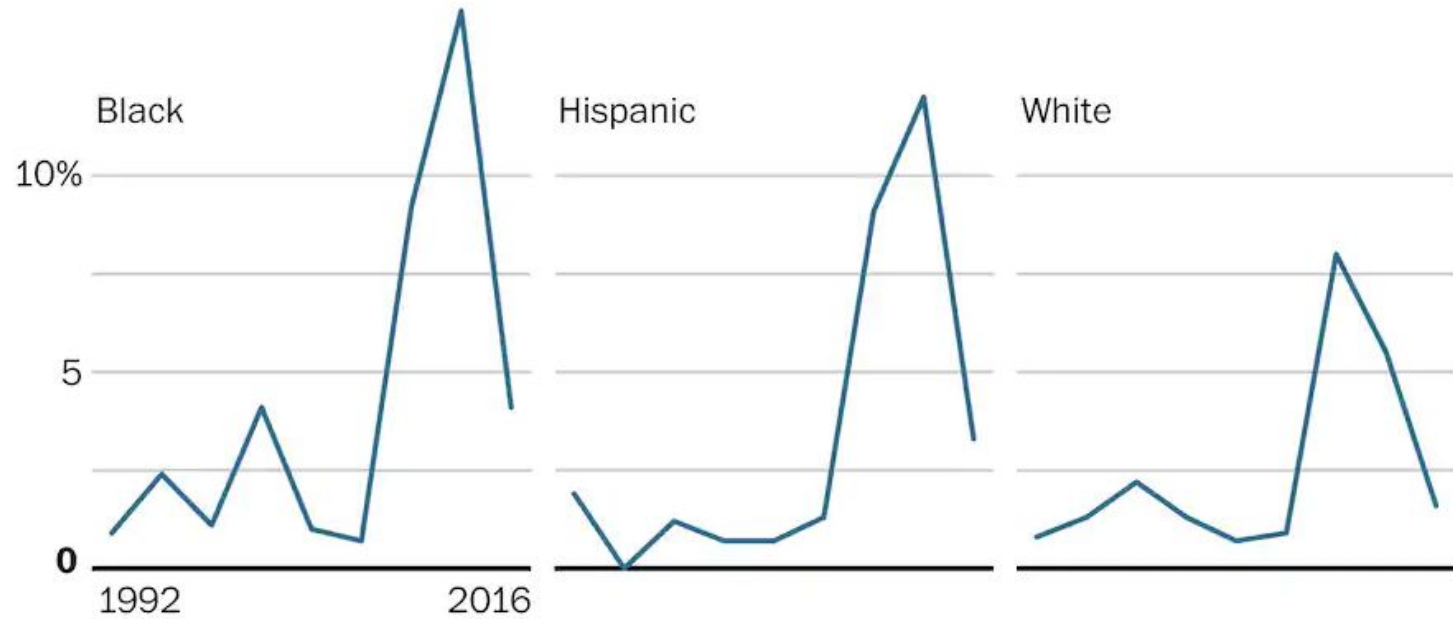


Figure 4: Median Household Net Worth by Race and Homeownership



Source: Authors' calculations, SIPP, 2014.

Share of homeowner families with negative equity



Source: Triennial Survey of Consumer Finances

THE WASHINGTON POST



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Figure 5: Median Household Net Worth of Women by Age, Family Structure, College Education and Race, 2013

	No Bachelor's Degree				With Bachelor's Degree			
	MARRIED		SINGLE		MARRIED		SINGLE	
AGE	BLACK	WHITE	BLACK	WHITE	BLACK	WHITE	BLACK	WHITE
20-29	\$4,000	\$13,000	\$0	\$2,000	\$7,700	\$18,700	\$-11,000	\$3,400
30-39	\$12,000	\$33,450	\$0	\$0	\$-20,500	\$97,000	\$0	\$7,500
40-49	\$22,501	\$60,000	\$1,000	\$3,006	\$12,000	\$195,000	\$6,000	\$25,000
50-59	\$38,000	\$155,000	\$2,000	\$8,200	\$198,000	\$430,000	\$9,500	\$117,500
60+	\$89,500	\$344,700	\$12,000	\$60,000	\$424,000	\$778,000	\$11,000	\$384,400

Source: Zaw, Khaing, Jhumpa Bhattachayra, Anne Price, Darrick Hamilton and William Darity, Jr. *Women, Race and Wealth* Samuel DuBois Cook Center for Social Equity and the Insight Center for Community Economic Development 2017.



What's the difference with these proposals?

- Stricter enforcement of housing anti-discrimination laws
- Authorizing Fannie Mae and Freddie Mac to reduce mortgage principal and make other loan modifications for struggling homeowners
- Leaving the cap on the mortgage interest tax deduction
- Investing in universal, high-quality preschool education
- Making K-12 education funding more equitable
- Recommitting to racially integrated schools, colleges and universities
- Establishing an affordable college compact
- Establishing a direct federal job creation program
- Raising the minimum wage
- Making it easier for workers to form unions

<https://www.forbes.com/sites/laurashin/2015/03/27/10-proposals-for-eliminating-the-racial-wealth-gap/?sh=54bdfd48>

7ead



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A PUBLIC HEALTH FRAMEWORK FOR REDUCING HEALTH INEQUITIES
BAY AREA REGIONAL HEALTH INEQUITIES INITIATIVE

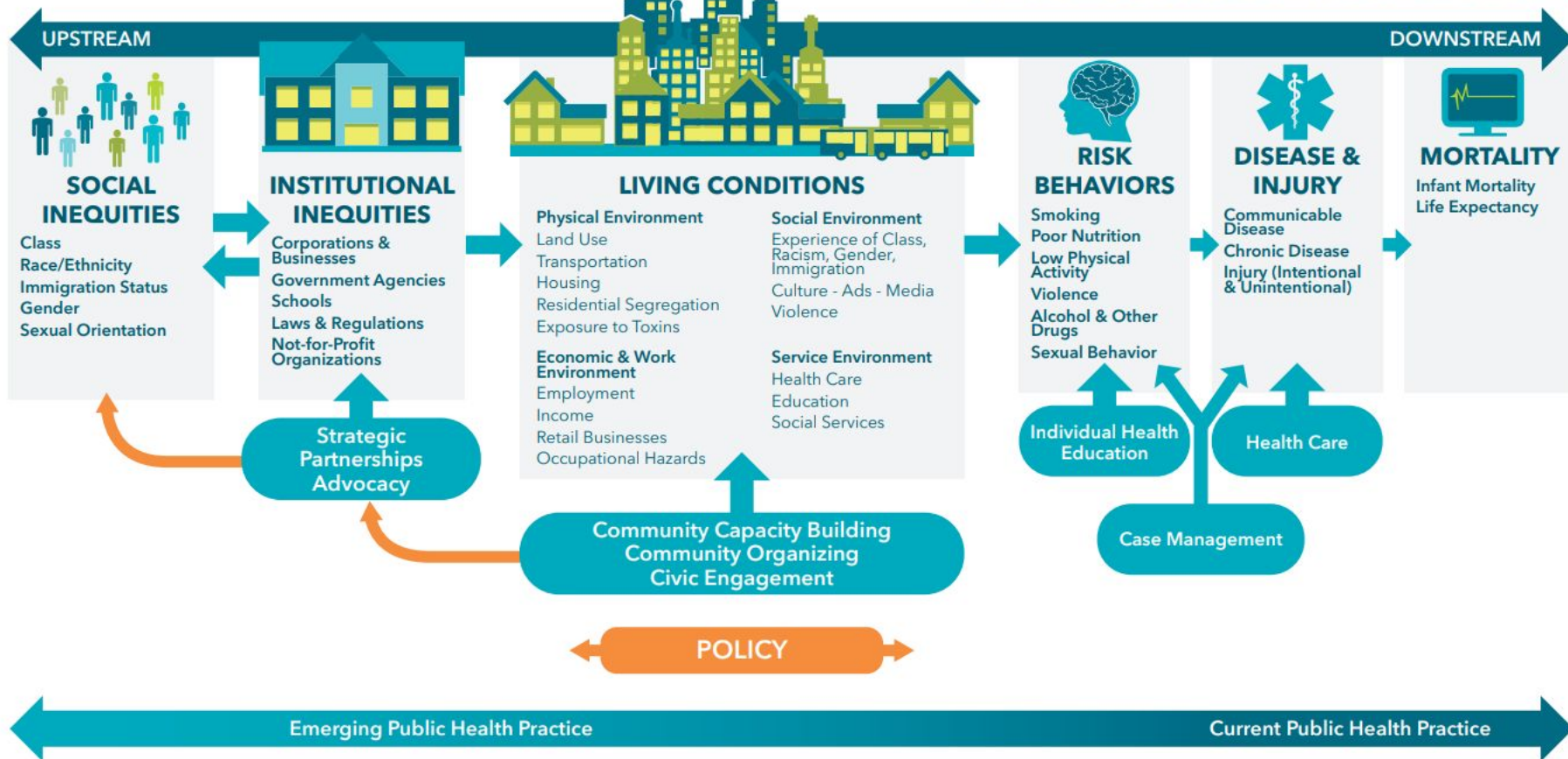


FIGURE 3: Bay Area Regional Health Inequities Initiative (BARHII) Conceptual Framework, 2006.

Where are BIPOC overrepresented?

Black Children Continue to Be Disproportionately Represented in Foster Care

Obesity

76%

more likely to be obese
(Native Hawaiian and other
Pacific Islanders)⁶

COVID-19 Widens Disparities for Black, Indigenous, and Other Workers of Color

Black, Indigenous and People of Color (BIPOC) are overrepresented in homelessness statistics due to the historical legacy and persistence of structural racism.

BIPOC are overrepresented in the criminal justice system, as the system overlays race with criminality. Statistics show that over 50% of those incarcerated have mental health concerns.

Stanford professor's study finds gentrification disproportionately affects minorities



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Where are BIPOC underrepresented?

WELL-BEING COMPARISONS:

The top-scoring racial/ethnic group on the American HD Index is **Asian Americans** (7.21), followed by **whites** (5.43), **Latinos** (4.05), **African Americans** (3.81), and **Native Americans** (3.55).

African Americans, American Indians/Alaska Natives, and Latinos are particularly underrepresented in the fields of science, technology, engineering, and mathematics (STEM).

Systemic racism in higher education

Racial Disparities in Home Appreciation

Segregation and racial disparities in home appreciation put African Americans at a disadvantage in their ability to build equity and accumulate wealth.

The gap in the homeownership rate between black and white families in the US is bigger today than it was when it was legal to refuse to sell someone a home because of the color of their skin.

The U.S. has a “racial tech gap” problem

gap could eventually mean large numbers of Black and Hispanic American workers could be disqualified or underprepared for 86% of jobs in the U.S. by 2045.

MINORITY ENTREPRENEURS

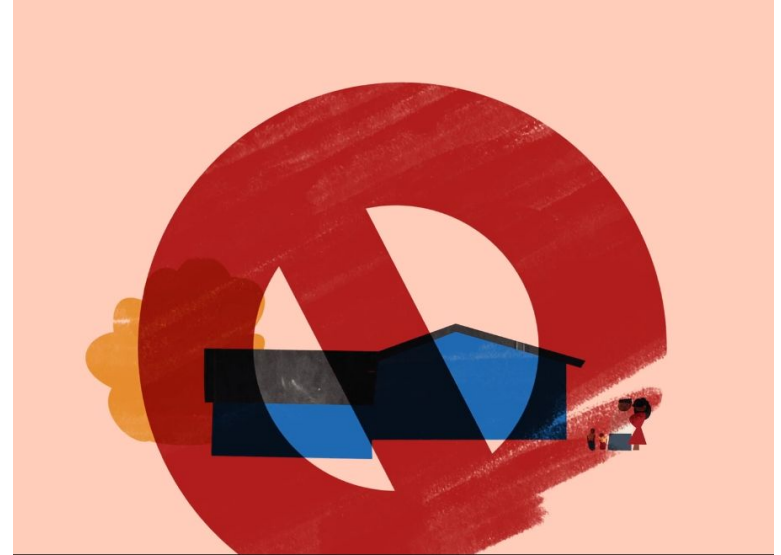
Though minorities make up 32 percent of our population, minority business ownership represents only 18 percent of the population.

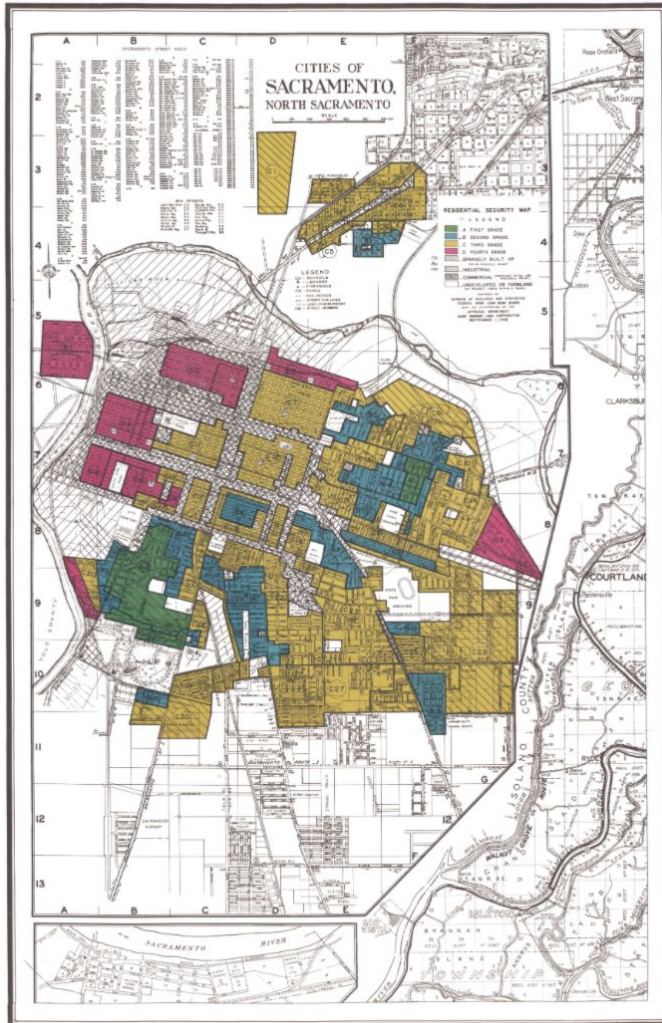


Legacies of segregation

A new short film, called *Segregation by Design*, documents and illustrates the history, and ongoing effects, of segregation in U.S. communities.

Richard Rothstein, author of *The Color of Law: A Forgotten History of How our Government Segregated America*, both co-authors and narrates the film.





NS FORM 8
10-1-37

AREA DESCRIPTION - SECURITY MAP OF Sacramento

1. AREA CHARACTERISTICS:

a. Description of Terrain. Level with no construction hazards.

b. Favorable Influences.

Convenience to transportation, schools, churches, trading and recreational area. Adjacency to higher-grade areas and main High School and convenience to Junior College are all stabilizing factors.

c. Detrimental Influences.

Danger of subversive racial infiltration and encroachment of business. Age and obsolescence of improvements.

...and of desirability next 10-15 yrs. slow

A portion of a 1937 area description for Oak Park shows the Home Owners Loan Corporation's description of a "danger of subversive racial infiltration." *HOME OWNERS LOAN CORPORATION VIA MAPPING INEQUALITY*

<https://www.sacbee.com/news/local/sacramento-tipping-point/article-240318511.html>

<https://gettingaroundsac.file.s.wordpress.com/2020/04/holc-scan.jpg>



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d. Percentage of land improved 75 %; e. Trend of desirability next _____

2. INHABITANTS: Common laborers to upper

a. Occupation bracket white collar ; b. Estimated annual family income \$ 1500-2400

workers.

c. Foreign-born families 10 %; Latin predominating; d. Negro Few ; scattered %

e. Infiltration of Possible ; f. Relief families Few

g. Population is increasing very slowly decreasing _____ ; static _____

3. BUILDINGS:

PREDOMINATING	%	OTHER TYPE	%	OTHER TYPE	%
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A portion of a 1937 area description for Oak Park shows a racial and economic analysis of the region.
 HOME OWNERS LOAN CORPORATION VIA MAPPING INEQUALITY

- Redlined communities did not get resources and were usually the places governments decided to build highways that now carry air-polluting chemicals.
- Exposure to traffic pollution increases the chance a child will develop asthma and makes symptoms worse; decreases lung function; and increases the likelihood of death from cardiovascular disease.



- Wealthier neighborhoods like Land Park, East Sacramento and River Park enjoy more tree cover than less affluent places, a fact that improves air quality, shields people from extreme heat and boosts property values.
- Researchers mapped the HOLC grades onto census tracts in Fresno, Los Angeles, Oakland, Sacramento, San Diego, San Jose, San Francisco and Stockton. Then they measured race, ethnicity, poverty, diesel emissions and asthma-related visits to the emergency room.
- In the eight cities studied, the number of asthma visits were more than two times higher in redlined tracts compared to those that fell in the lowest rating group.

n. 1935 Rent range \$17.00-20.00
 o. 1938 Rent range \$22.50-27.50 99% \$ _____ %
 p. Rental demand \$All prices good \$ _____ \$ _____
 q. Activity Good
 4. AVAILABILITY OF MORTGAGE FUNDS: a. Home purchase Ample; b. Home building Ample
 5. CLARIFYING REMARKS: Composed of 35 or more subdivisions which date from 1887 to 1925, the majority opened between 1900 and 1910. Deed restrictions have expired. Zoned multi-family in northeast portion, 2-family in balance of area. Dwellings are cheap to medium quality of construction and are generally well maintained. Realtors state that the few scattered Negro families (six known) are old residents and do not affect values beyond adjoining property. The southern part of area is sparsely settled and with proper treatment might develop into a higher grade. The area is well established as an old, middle-class district with a generally harmonious population. Although there is a steady demand for both purchase and rental properties in the area, owing to age and obsolescence, it is not deemed feasible to accord higher than a "low yellow" grade.
 6. NAME AND LOCATION Oak Park (proper) and Highland Park SECURITY GRADE C AREA NO. 22

The clarifying remarks of a 1937 area description for Oak Park in which the author writes about if black families are affecting the area's property values. *HOME OWNERS LOAN CORPORATION VIA MAPPING INEQUALITY*



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'Restricted To Persons Of The Caucasian Race Forever': Racist Language In California Property Records Could Finally Be Erased

Scott Rodd

Wednesday, August 5, 2020 | Sacramento, CA



LISTEN

1:53



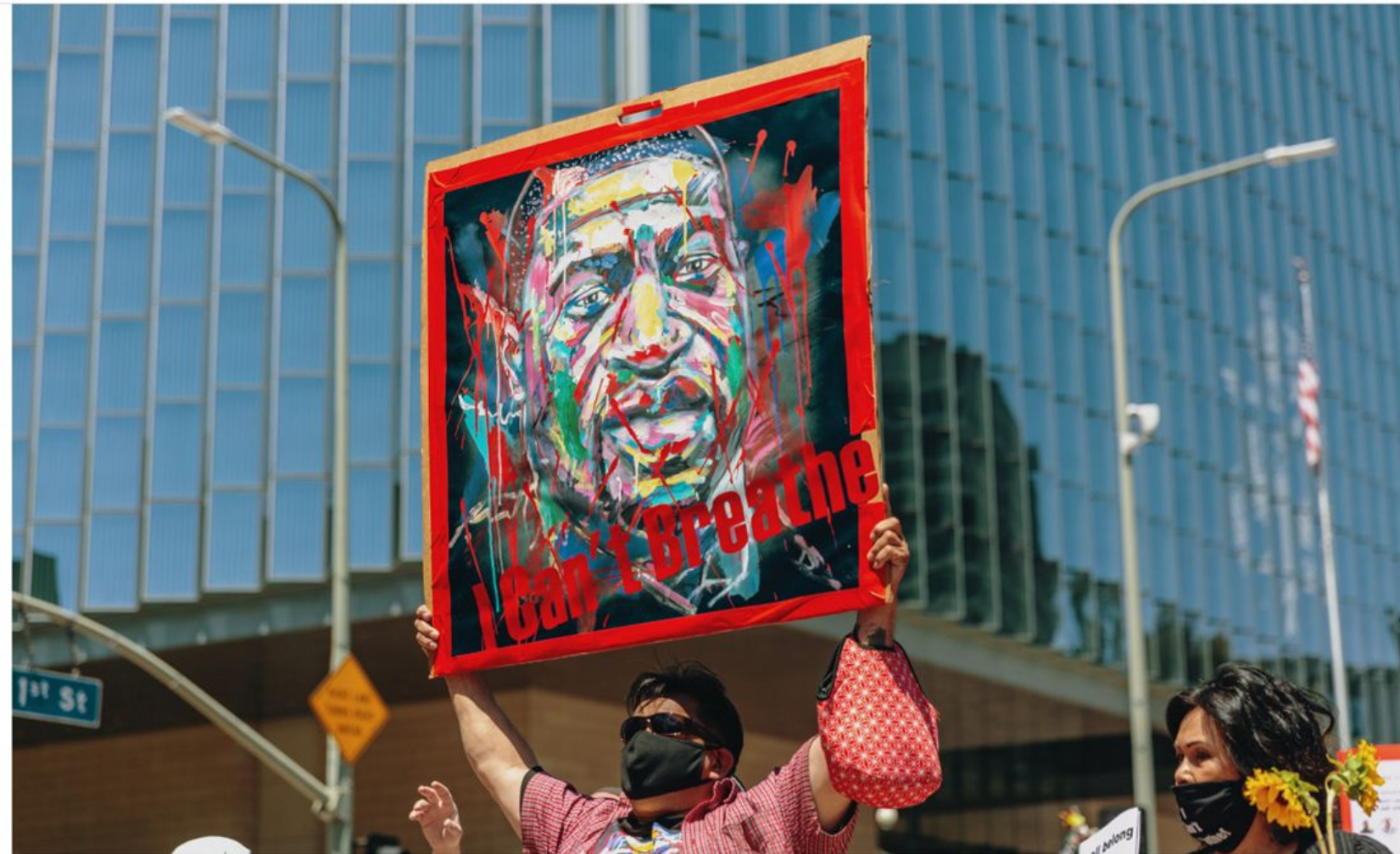
Faye Wilson Kennedy with the Sacramento Area Black Caucus in her Southeast Village neighborhood. The home she and her husband purchased in 1995 had a racial covenant connected to the deed.

Scott Rodd / CapRadio

<https://www.capradio.org/articles/2020/08/05/restricted-to-persons-of-the-caucasian-race-forever-racist-language-in-california-property-records-could-finally-be-erased/>

hereinafter referred to as "Owners". WITNESSETH THAT WHEREAS, said "Owners" of lots or portions of lots in that certain tract or parcel of real property in the City of Sacramento, County of Sacramento, State of California (known as and shown on) the Plat of the survey of [REDACTED] for the purpose of enhancing and maintaining the value of said property and each lot or parcel or portion thereof, have mutually agreed each with the other to create, impose and establish on the lots or portions of said lots in said tract, the covenants, conditions, and restrictions, hereinafter set forth. NOW THEREFORE, in consideration of the premises and in consideration of the mutual and individual benefits and advantages accruing unto said "Owners", said "Owners" DO HEREBY CREATE, IMPOSE AND ESTABLISH on each of said lots or portions of lots the following covenants, conditions and restrictions, to-wit:

X That no part of any of said lots shall at any time be rented, leased, sub-leased or sub-let to, or to be occupied or used by any person of either Hindu, African, Japanese, Chinese, or Mongolian descent, but such property shall be restricted to persons of the Caucasian Race forever; but if persons not of the Caucasian Race be kept thereon by a Caucasian occupant, strictly in the capacity of servants or employees actually engaged in domestic service of the occupant, or in the care of the premises for the occupant, such circumstances shall not constitute a violation of this condition. PROVIDED, FURTHER, that each and all of the foregoing conditions, restrictions and covenants, contained herein shall terminate



A protester holds a sign with George Floyd's face during a march Monday in Los Angeles to honor black lives lost to police brutality.

Bethany Mollenkot for NPR

Unique opportunities in the current environment

- ▶ Government Accountability at All Levels
- ▶ Corporate Practices and Policies
- ▶ Targeted Funding
- ▶ DEI Statements and Committees
- ▶ Civic Awareness, Rage, and Engagement
- ▶ Education and Training



LGBTQ community members join Black Lives Matter protesters as they block an intersection laying on the street with their hands behind their backs in West Hollywood, Calif., on June 3, 2020, over the death of George Floyd.



- What might taking responsibility look like for you?
- For the homelessness system of care?
- For your organization?



"The journey of a thousand miles begins beneath one's feet." -
Lao-Tzu



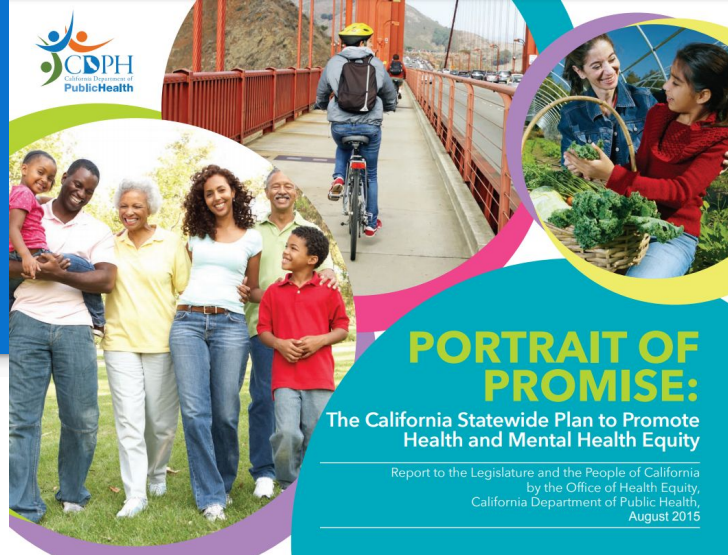
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What will you do now?

- Key learnings and take-aways
- Personal commitments
- Opportunities for growth
- Resources
- Post-Training Professional Development
- Training Survey
- Courageous Conversation Thursday, 4/8/2021 from 12:30 PM to 1:30 PM



Resources



[https://www.cdph.ca.gov/Programs/OHE/CDPH%20Document%20Library/Accessible-CDPH_OHE_Disparity_Report_Final%20\(2\).pdf](https://www.cdph.ca.gov/Programs/OHE/CDPH%20Document%20Library/Accessible-CDPH_OHE_Disparity_Report_Final%20(2).pdf)

<https://socialequity.duke.edu/wp-content/uploads/2020/01/what-we-get-wrong.pdf>

<https://www.forbes.com/sites/laurashin/2015/03/27/10-proposals-for-eliminating-the-racial-wealth-gap/?sh=54bfdf487ead>

<http://www.measureofamerica.org/wp-content/uploads/2013/06/MOA-III.pdf>

<https://www.segregatedbydesign.com/>

<https://www.capradio.org/articles/2020/08/05/restricted-to-persons-of-the-caucasian-race-forever-racist-language-in-california-property-records-could-finally-be-erased/>

<https://www.sacbee.com/news/local/sacramento-tipping-point/article240318511.html>



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Post-Training Professional Development

<https://forms.gle/w8C4n699rafCg7ep8>

A vast wealth gap, driven by segregation, redlining, evictions and exclusion, separates black and white America.

By Trymaine Lee

AUG. 14, 2019



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Training Survey

Please help us by completing a short survey:

<https://forms.gle/cvhastkH78T3bkcP6>



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Thank you!



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