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
Sacramento Populations: Race

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

General Population vs. Population Experiencing Homelessness by Race

<table>
<thead>
<tr>
<th>Race</th>
<th>General Population</th>
<th>Experiencing Homelessness</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>63%</td>
<td>47%</td>
</tr>
<tr>
<td>Asian</td>
<td>17%</td>
<td>1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>11%</td>
<td>34%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>American Indian and Alaska</td>
<td>2%</td>
<td>8%</td>
</tr>
<tr>
<td>Native Hawaiian and Other</td>
<td>1%</td>
<td>2%</td>
</tr>
</tbody>
</table>

3 times more likely to be homeless if Black/African American

4 times more likely to be homeless if American Indian/Alaskan Native
# Sacramento Populations

<table>
<thead>
<tr>
<th>Population</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/African American</td>
<td>More likely to experience homelessness</td>
</tr>
<tr>
<td>American Indian/Native Alaskan</td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>More likely to experience homelessness</td>
</tr>
<tr>
<td>Two or more races</td>
<td>AND</td>
</tr>
<tr>
<td></td>
<td>Less likely to be engaged in system</td>
</tr>
</tbody>
</table>
Inequality
Unequal access to opportunities

Equality?
Evenly distributed tools and assistance

Equity
Custom tools that identify and address inequality

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

Source: The Center for Social Inclusion
Transforming the conditions in which people are BORN, GROW, LIVE, WORK and AGE for optimal health, mental health & well-being.

- Prevention
- Mental Health Services
- Culturally/Linguistically Appropriate and Competent Services
- Income Security
- Housing
- Neighborhood Safety/Collective Efficacy
- Environmental Quality
- Health Care
- Child Development, Education, and Literacy Rates
- Food Security/Nutrition
- Built Environments
- Discrimination/Minority Stressors
Economic realities hurt regardless of race

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

Source: The Center for Housing Policy
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.

Racial Wealth Inequality Is Rampant In The U.S.
Median household wealth by race/ethnicity in the United States (1983–2024)

- White
- Black
- Latino

- Forecast

[Graph showing wealth distribution over time, with key data points and forecasted values for 2020 and 2024.]

Source: Prosperity Now & Institute For Policy Studies

Poll: How do we close the racial wealth gap?
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.

Figure 1: Median Household Net Worth by Race and Education

<table>
<thead>
<tr>
<th>Education</th>
<th>Median Net Worth</th>
<th>White Net Worth</th>
<th>Black Net Worth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post College</td>
<td>$455,212</td>
<td></td>
<td>$141,115</td>
</tr>
<tr>
<td>College</td>
<td>$268,028</td>
<td></td>
<td>$70,219</td>
</tr>
<tr>
<td>Some College</td>
<td>$135,415</td>
<td></td>
<td>$18,200</td>
</tr>
<tr>
<td>High School</td>
<td>$118,580</td>
<td></td>
<td>$6,660</td>
</tr>
<tr>
<td>Less than High School</td>
<td>$82,968</td>
<td></td>
<td>$2,775</td>
</tr>
</tbody>
</table>

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

Homeowners

$239,300 $99,840

Non-homeowners

$3,775 $120

WHITE  
BLACK

Source: Authors’ calculations, SIPP, 2014.
Share of homeowner families with negative equity

Source: Triennial Survey of Consumer Finances

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

<table>
<thead>
<tr>
<th>Age</th>
<th>No Bachelor’s Degree</th>
<th>With Bachelor’s Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Married</td>
<td>Single</td>
</tr>
<tr>
<td>Black</td>
<td>White</td>
<td>Black</td>
</tr>
<tr>
<td>20-29</td>
<td>$4,000</td>
<td>$13,000</td>
</tr>
<tr>
<td>30-39</td>
<td>$12,000</td>
<td>$33,450</td>
</tr>
<tr>
<td>40-49</td>
<td>$22,501</td>
<td>$60,000</td>
</tr>
<tr>
<td>50-59</td>
<td>$38,000</td>
<td>$155,000</td>
</tr>
<tr>
<td>60+</td>
<td>$89,500</td>
<td>$344,700</td>
</tr>
</tbody>
</table>

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

Where are BIPOC overrepresented?

Black Children Continue to Be Disproportionately Represented in Foster Care

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
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).

**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:

The 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.

**Systemic racism in higher education**

Though minorities make up 32 percent of our population, minority business ownership represents only 18 percent of the population.
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.
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://gettingaroundsac.files.wordpress.com/2020/04/holc-scan.jpg
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.
‘Restricted To Persons Of The Caucasian Race Forever’: Racist Language In California Property Records Could Finally Be Erased

by Scott Rodd

Wednesday, August 5, 2020 | Sacramento, CA

Authentically Decrease Segregation

Change Biased NIMBY Attitudes

Provide Homes to a Population Vastly Overrepresented by Black and Indigenous People Experiencing Homelessness

Transform Communities into Hubs for Economic Mobility and Stability

Increase Community Cohesion and Civic Engagement

Raise Standards and Expectations for Vendors and the Industry

Overall
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
Small group discussions

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

Please help us by completing a short survey:

https://forms.gle/cvhastkH78T3bkcP6
Thank you!