What’s equity have to do with it? Ensuring inclusive participation
CONCEPTS
• “Race” as a social construct
• Racial equity
• Applying racial equity lens
The “Race” Construct

- There is no scientific basis for “race”
- No connection between physical/biological traits and intelligence, success or failure, or character
Sociologists also agree that “race” is a social construct.
The “Race” Construct

“Race” perpetuates White privilege and power, and determines structures of benefits and opportunities.
The “Race” Construct
Structural Racism
## Structural Racism

### Home ownership disparities (2010):

<table>
<thead>
<tr>
<th>PERCENTAGE OF HOME-OWNING HOUSEHOLDS BY &quot;RACE&quot; OR ETHNICITY</th>
<th>PERCENTAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. TOTAL</td>
<td>66.9%</td>
</tr>
<tr>
<td>WHITE (NON-LATINO/HISPANIC)</td>
<td>71%</td>
</tr>
<tr>
<td>AFRICAN AMERICAN/BLACK</td>
<td>45.4%</td>
</tr>
<tr>
<td>LATINO/HISPANIC</td>
<td>47.5%</td>
</tr>
<tr>
<td>NATIVE/AMERICAN INDIAN</td>
<td>52.3%</td>
</tr>
<tr>
<td>ASIAN/PACIFIC ISLANDER</td>
<td>58.9%</td>
</tr>
</tbody>
</table>
### Structural Racism

**Net worth disparities:**

<table>
<thead>
<tr>
<th>Median Household Net Worth (in 2009 dollars)</th>
<th>2005</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whites</td>
<td>$134,992</td>
<td>$113,149</td>
</tr>
<tr>
<td>Latinos/Hispanics</td>
<td>$18,359</td>
<td>$6,325</td>
</tr>
<tr>
<td>African Americans</td>
<td>$12,124</td>
<td>$5,677</td>
</tr>
</tbody>
</table>
## Structural Racism

### Educational attainment disparities (2010):

<table>
<thead>
<tr>
<th>“RACE” OR ETHNICITY (Ages 25+)</th>
<th>HIGH SCHOOL DIPLOMA</th>
<th>COLLEGE DEGREE OR MORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>White (non-Latino/Hispanic)</td>
<td>87.6%</td>
<td>30.3%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>84.2%</td>
<td>19.8%</td>
</tr>
<tr>
<td>Latino/Hispanic</td>
<td>62.9%</td>
<td>13.9%</td>
</tr>
</tbody>
</table>
African Americans are incarcerated at nearly six times the rate of whites.

African Americans serve virtually as much time in prison for a nonviolent drug offense (58.7 months) as whites do for a violent offense (61.7 months).
Structural Racism

Achievement Gap
or
Opportunity Gap?
Structural Racism

Personal Beliefs, Attitudes and Actions
- Individual
- The person may act intentionally or without knowing it.

Formal and Informal Practices
- Make White normal
- Behaviors or customs that lead to advantages to some and disadvantages to others
- May not be intentional

Policies and Procedures
- Create advantages for whites and disadvantages for people of color.
- May not mention race or have been created to produce the racial disadvantage
- Personal, local, and national racial history may cause unequal or unintended results

Achievement Gap

Personal

Cultural

Institutional
Personal Beliefs, Attitudes and Actions
- A teacher only recommends White and Asian students for the program even though she has African and Latino students who have the grades to get in. She doesn’t believe they have the right attitude for the program.
- Many African American students do not apply for the program because they will be teased by their friends as “acting white.”

Formal and Informal Practices
- The information sent home about the program is written in very formal and educational language that many parents do not understand.
- Information meeting about the program are done in large-scale settings that intimidate many parents.

Policies and Procedures
- Parents must write an in-depth application for their child to get in to the program. Many parents are unable to complete the application.

Example

Issue: Low percentage of African American and Latino students in Gifted and Talented elementary school magnet programs
What is “Racial Equity?”
What do we mean by “Racial Equity Lens?”

Key questions in an equity lens analysis:

- **What** groups are affected by this particular practice, policy, decision or law?
- **Are** the groups that are affected at the table, represented equitably, and have a voice?
- **How** will this particular practice, policy, decision, or law impact the affected group(s)?
What do we mean by “Racial Equity Lens?”

Depending on the above answers, what changes need to happen to the particular practice, policy, decision or law to ensure equity?
Best Practices

Relationships

Inclusion

Power
Best Practices

Build RELATIONSHIPS first
Best Practices

Organize for INCLUSION
Best Practices

Share POWER
Best Practices

Relationships

Inclusion

Power