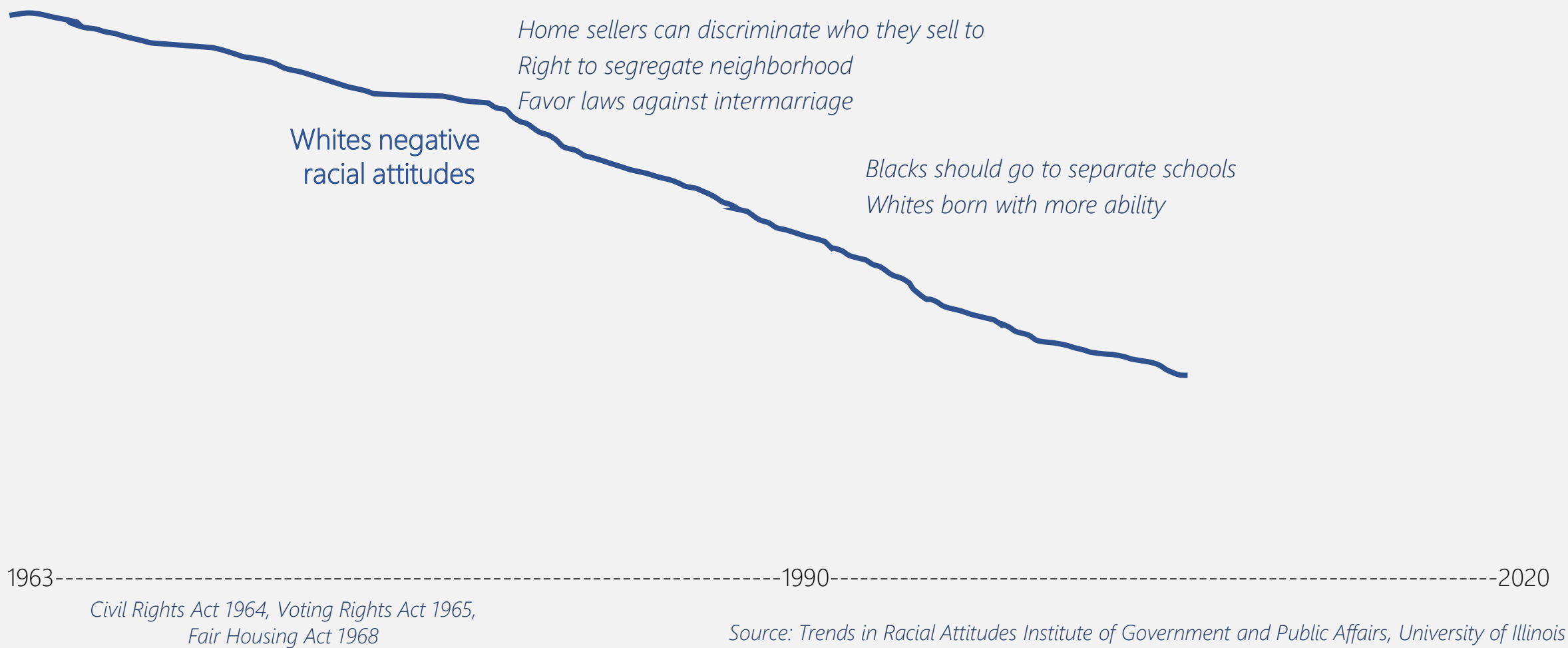


BIGGER THAN RACISM

Understanding Racialization and Structural Advantage

Making Racial Equity Standard Operating Procedure.

How Far Have we Really Come?



How Far Have we Really Come? (cont.)



Persistence of Racial Discrimination in U.S. Hiring

IPR sociologist Lincoln Quillian finds hiring discrimination in the United States has not declined over time

Blacks need to apply for 36% more jobs to get the same number of callbacks as Whites, Hispanics need to apply for 24% more jobs.

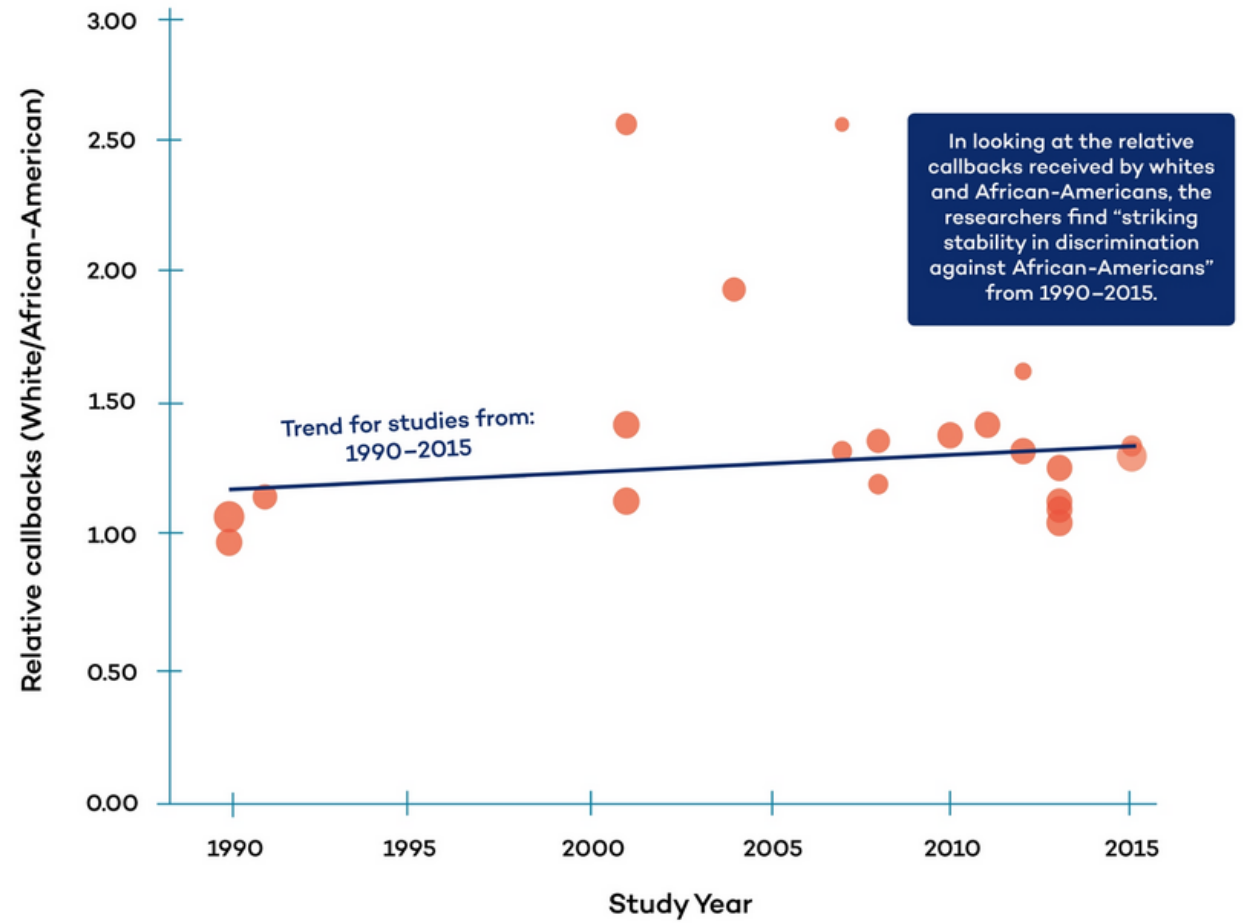
Source: Lincoln Quillian. Northwestern University. 2017. *Meta-analysis of field experiments shows no change in racial discrimination in hiring over time*

The researchers conducted a meta-analysis of:

21
studies of hiring discrimination since 1990

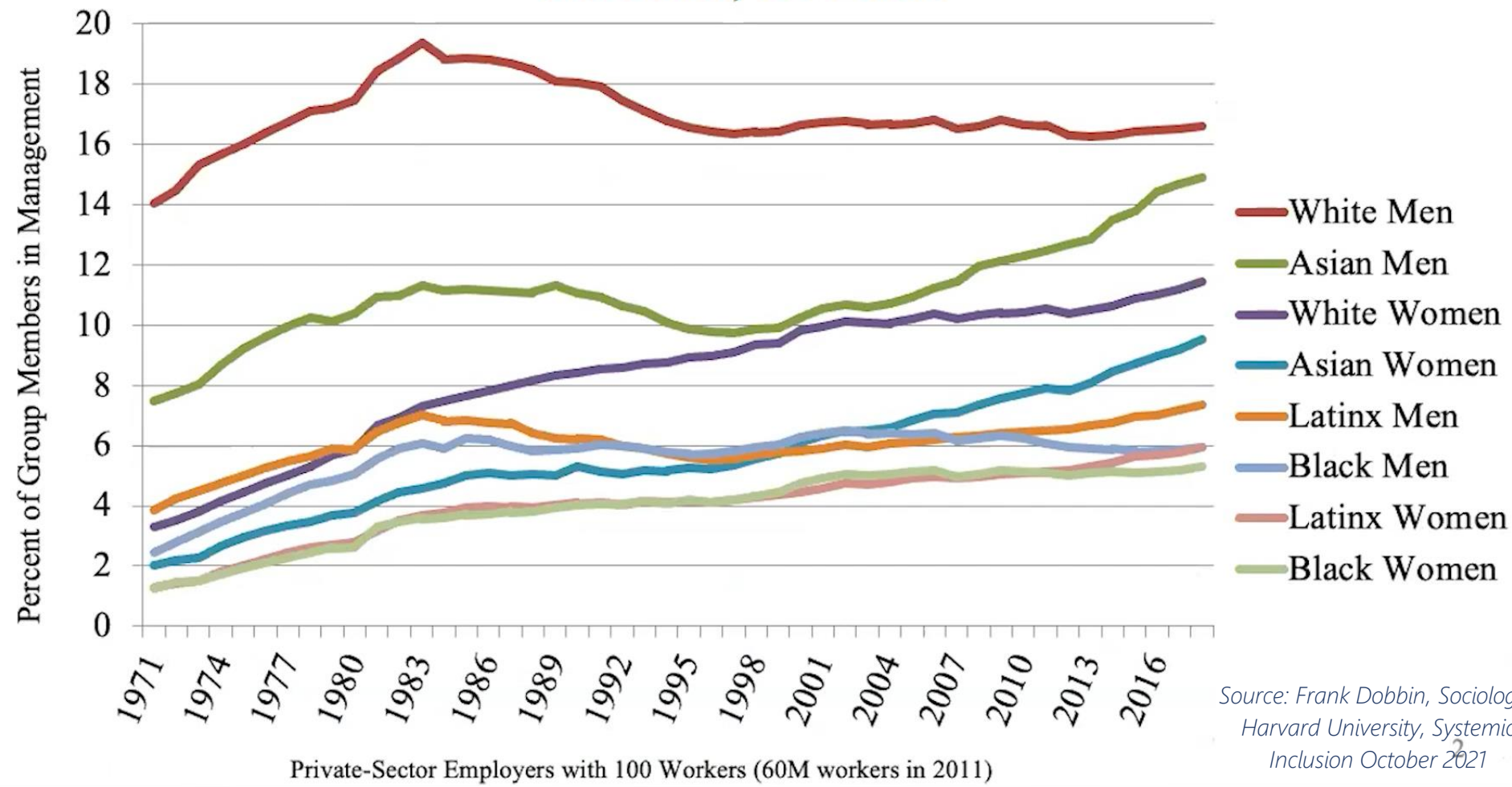
Whites receive
36%
more callbacks than African-Americans on average.

Trends in hiring discrimination against African-Americans over time



How Far Have we Really Come? (cont.)

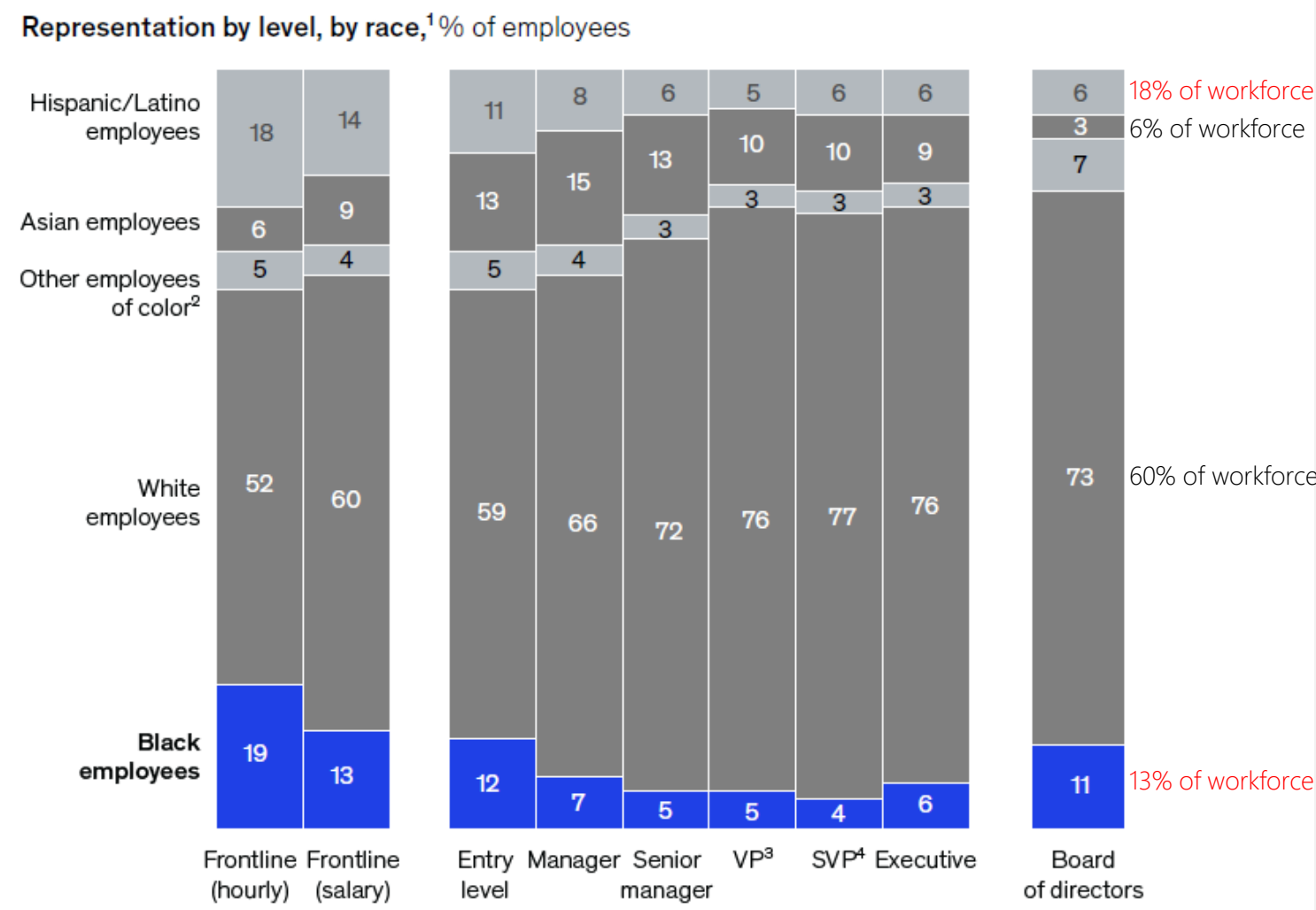
Percent of Workers in Management
U.S. Firms, 1971-2018



Chances of being managers at any level 6% for Black men and 7% for Hispanic men, almost no progress in 40 years.

Source: Frank Dobbin, Sociologist
Harvard University, Systemic
Inclusion October 2021

How Far Have we Really Come? (cont.)



Source: McKinsey Race in the Workplace 2021

¹June 2020 snapshot, aggregated data across 23 companies. ²Other employees of color include Native Hawaiian or Pacific Islander, Indigenous (eg, Aboriginal, First Nation, Native American), and people who identify as two or more races. ³Vice president. ⁴Senior vice president.
Source: Participating company data set; *Race in the Workplace* report, 2021; McKinsey analysis (more explanation of analysis methodology discussed in the technical appendix); average representation calculated as an unweighted average of representation by demographic group at participating companies

Racism (negative *ideas about; they are inferior*)

Prejudice (negative *feelings toward; I don't like them*)

Discrimination (negative *actions against; I won't hire them*)

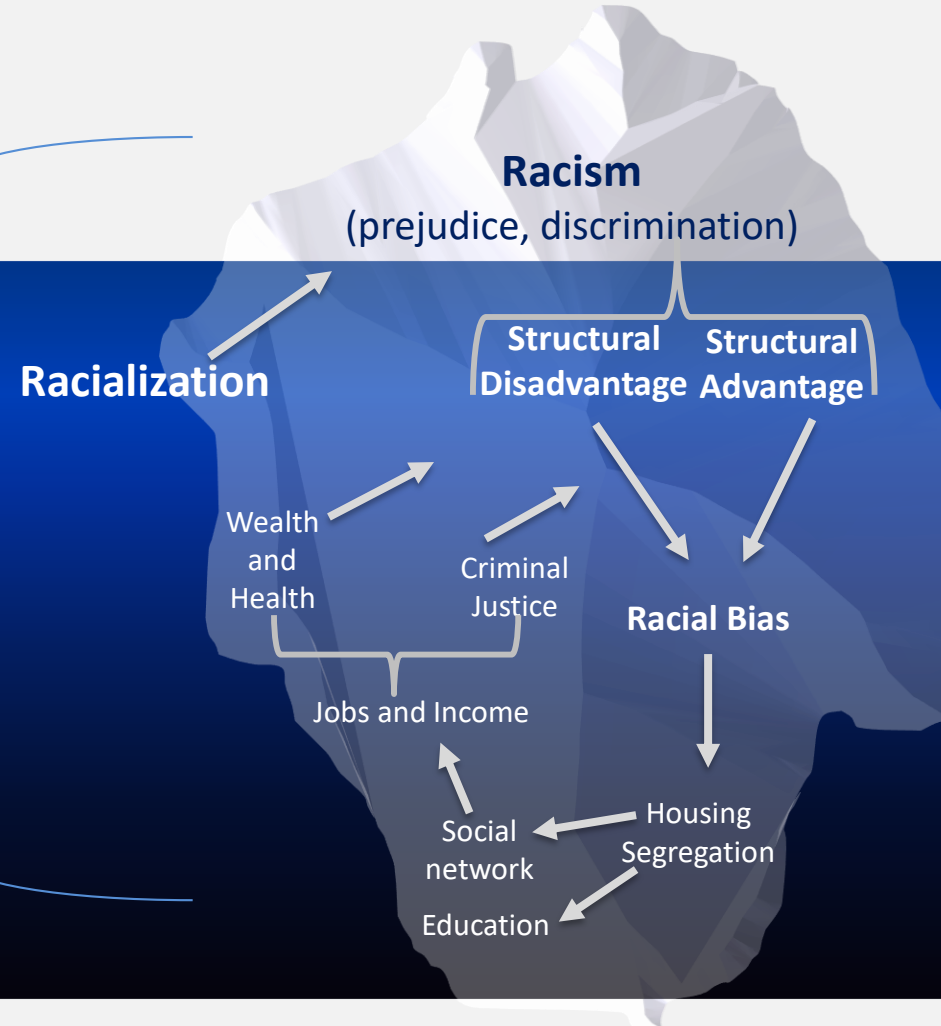
Deepen Understanding of Racial Inequity

IT'S BIGGER THAN
RACISM

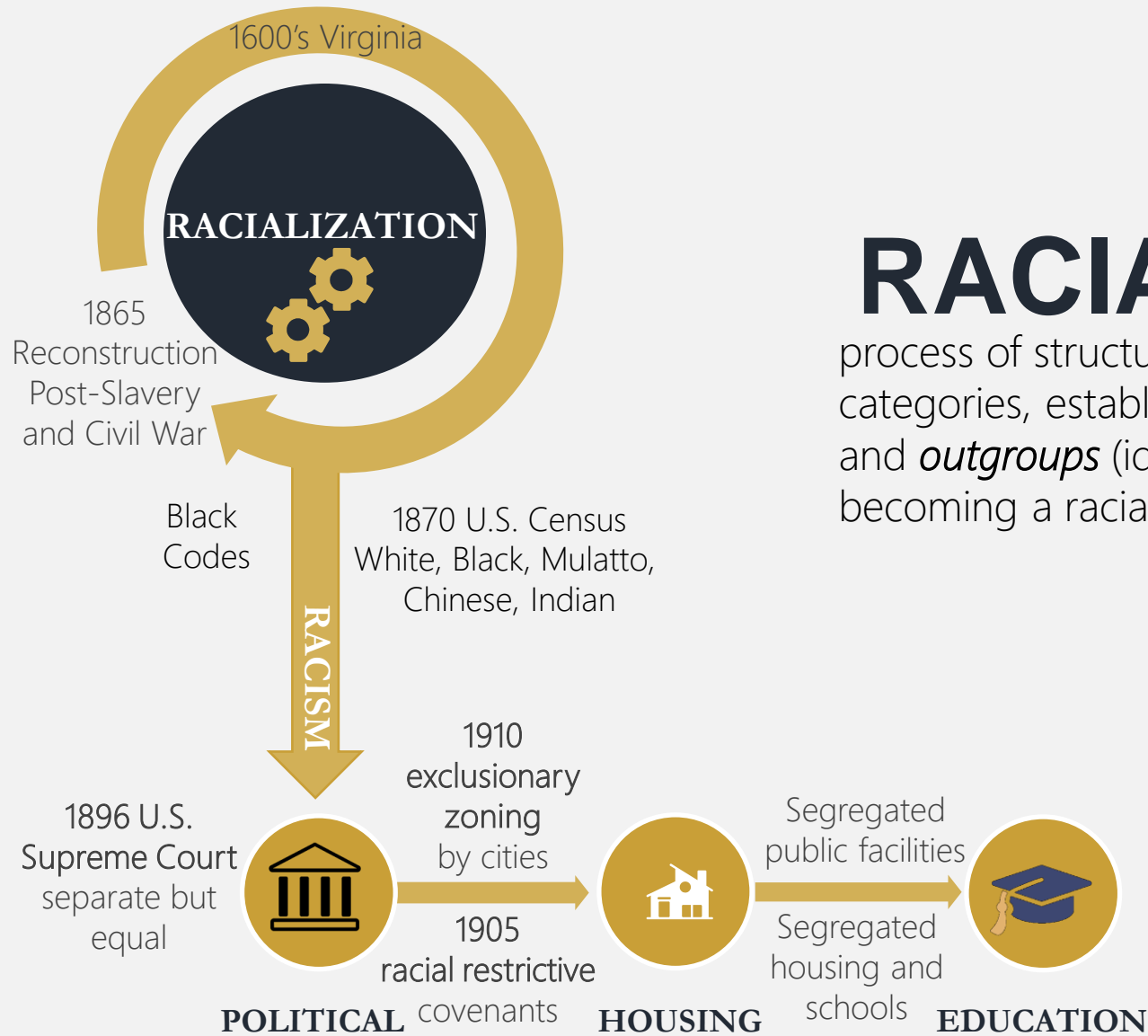
25%

75%

THE RACIALIZED
SYSTEM



The Racialized System produces and sustains racial inequities **with or without Racism.**



RACIALIZATION

process of structuring society with people classified by racial categories, establishing racial *ingroups* (identify belong to) and *outgroups* (identify others belong to), social practices and becoming a racialized system.

RACISM

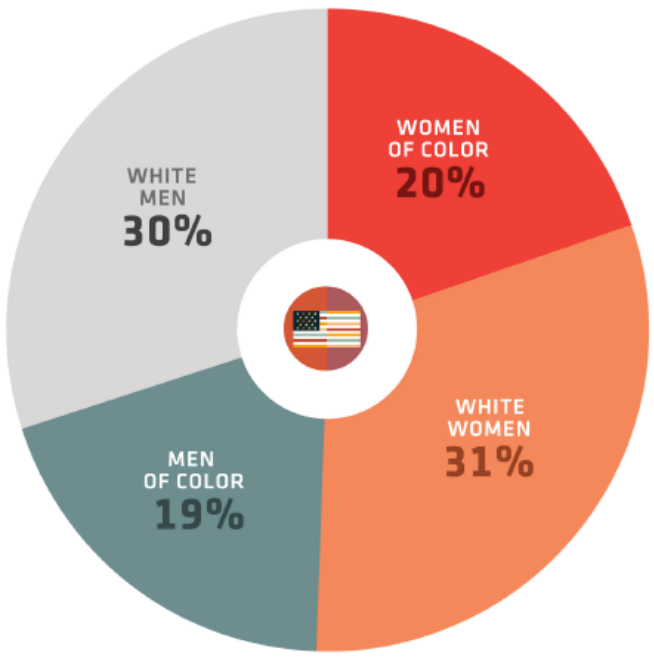
policies and practices throughout a society that intentionally harm (e.g. deny, exclude) a racial group.

***Politics shapes everything.
But some groups are “politically powerless”***

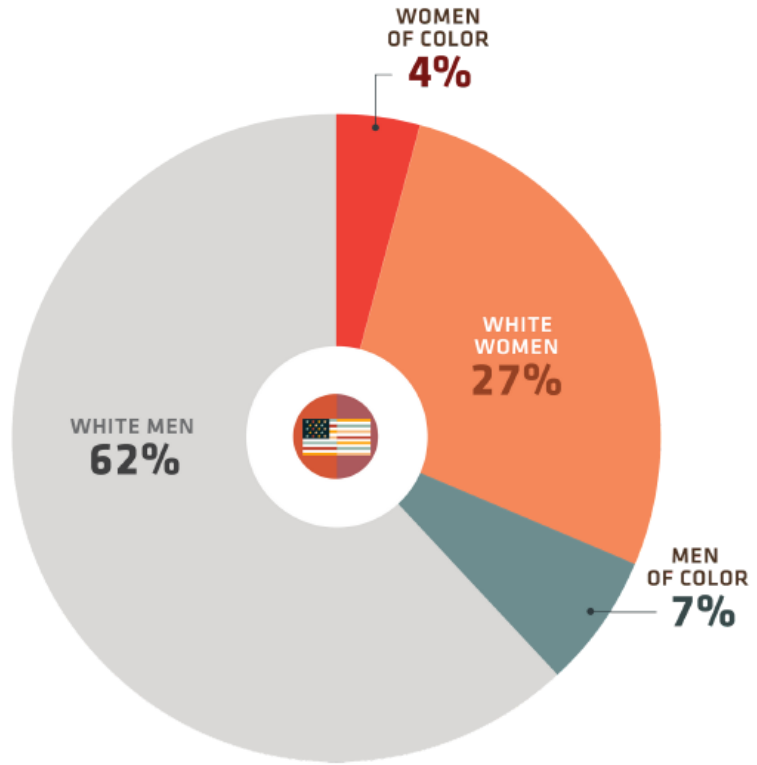
Evidence from the Political Structure

2019: Demographics of Political Power

US Census



US Elected Officials



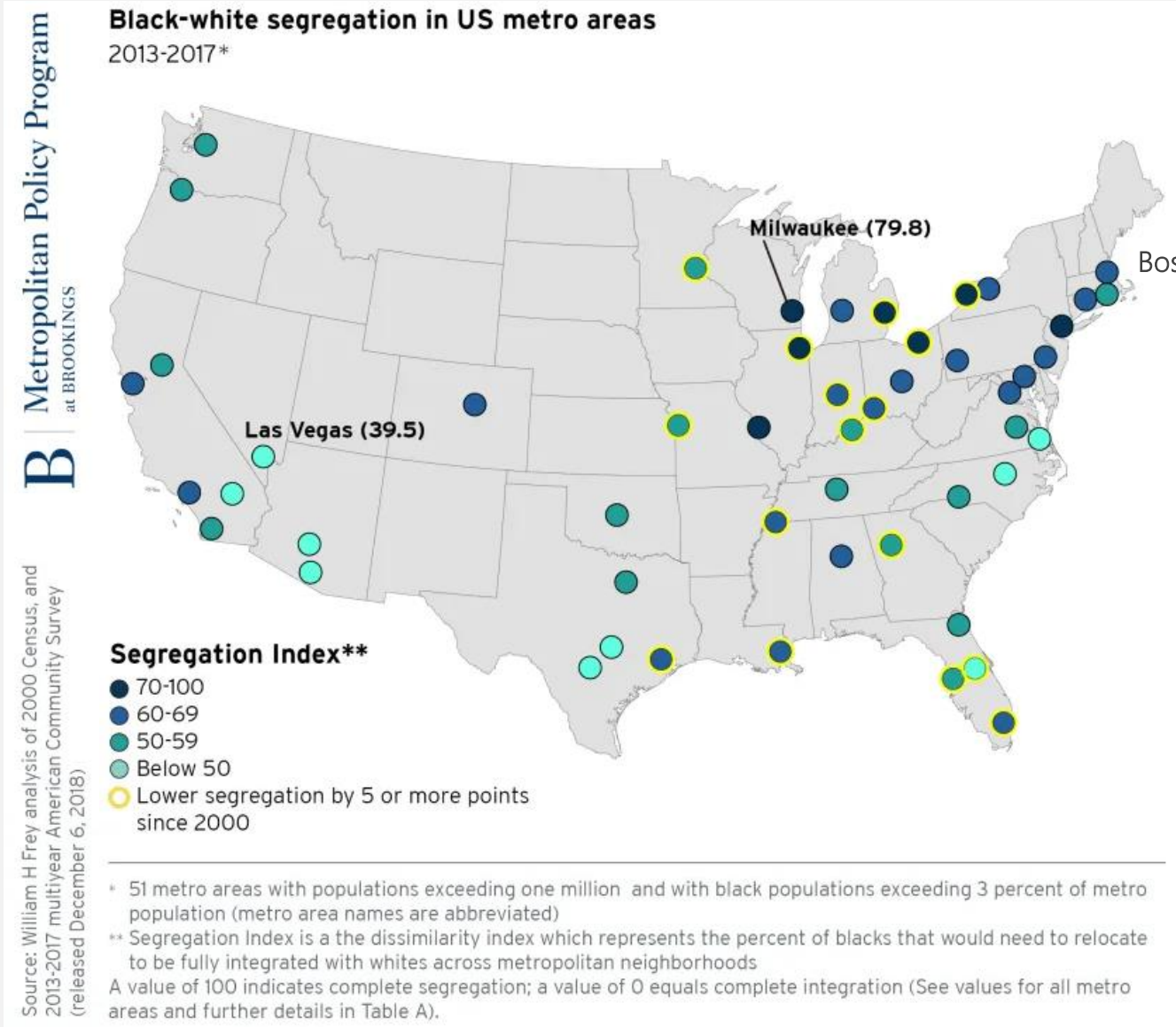
Throughout this report, with the exception of "In America's Big Cities, Women Are Making Mayoral Inroads," our findings refer to data at the federal, state and county levels. Additional data on cities is available at [WhoLeads.U.S.](#)



At 30% of the population, White men hold 62% of elected offices at the *local, state, and federal level*

***place (where you live) matters,
in a racialized society, place is linked to race***

Evidence from the Housing Structure



Boston (65.0) vs. (80) in 1980

Measuring Segregation

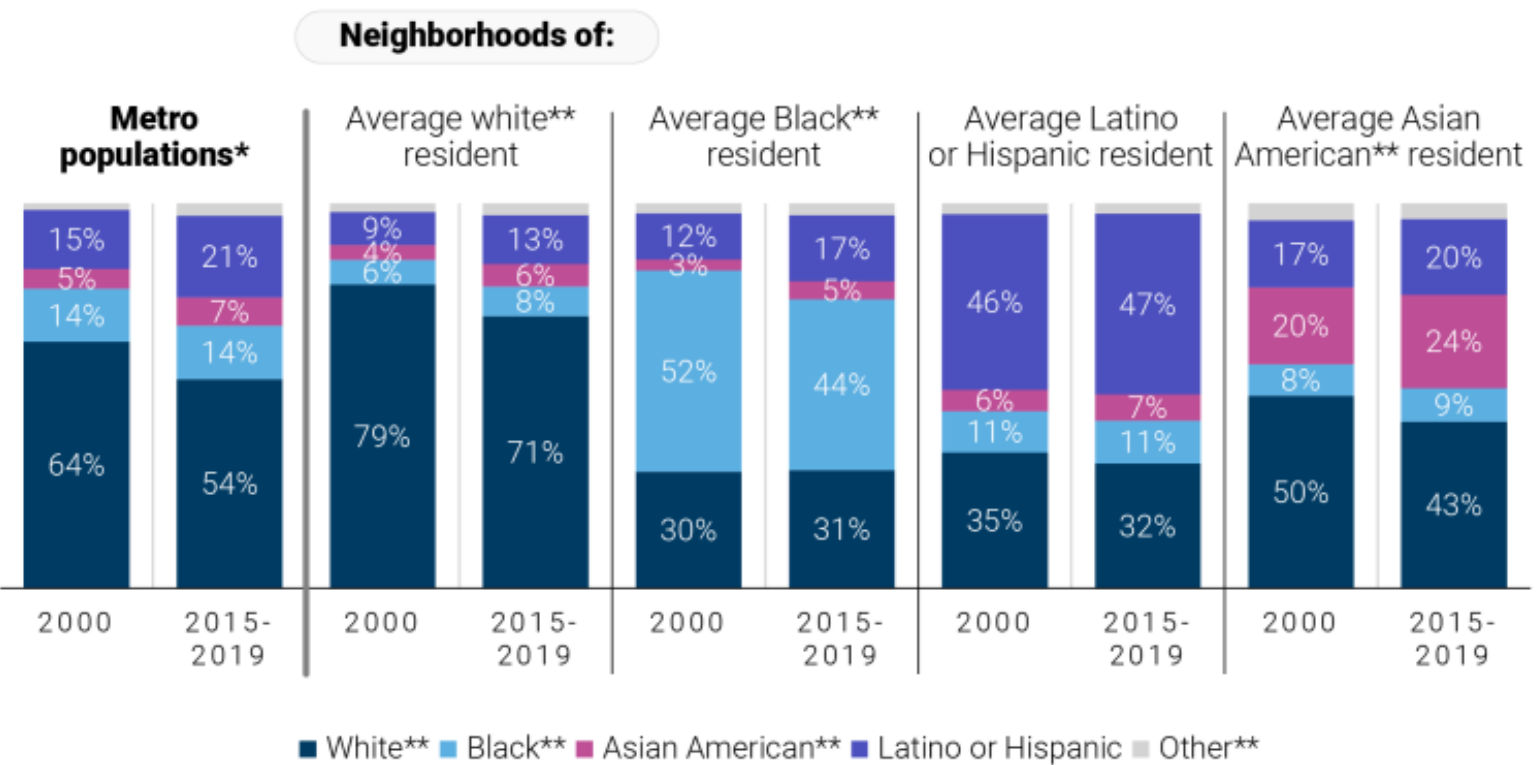
High: >60

Moderate: 30 to 59

Low: <30

Evidence from the Housing Structure (cont.)

Figure 1. Race-ethnic makeups of metropolitan areas, and neighborhoods of different groups
2000 and 2015-2019



* Combined population of 100 largest metropolitan areas
** Pertains to non-Latino or Hispanic members of racial group
Source: William H Frey analysis of 2000 Census 2015-2019 multiyear American Community Survey.

Blacks and Hispanics live in neighborhoods that are majority Black and Hispanic.

Asians live in neighborhoods that are majority White and Asian.

Whites most segregated of all racial groups, living in neighborhoods that are 71% White

Evidence from the Housing Structure (cont.)

TABLE 2	Whites living in 90%+ white tracts		Extreme Affluent in very high income tracts	
	Number	Pct	Number	Pct
Atlanta	234,952	8.7	48,177	46.7
Baltimore	402,080	24.8	37,088	48.7
Boston	1,483,586	43.5	71,452	44.2
Chicago	805,054	15.5	81,669	38.2
Detroit	1,227,760	42.1	30,933	48.0
Houston	32,352	1.4	68,006	51.9
Los Angeles	47,304	1.2	109,385	35.6
Miami	167,338	8.6	25,312	26.4
Minneapolis	978,526	37.8	30,491	40.0
Philadelphia	1,151,049	29.7	67,332	46.4
Phoenix	285,152	11.6	27,126	43.3
St. Louis	1,148,885	54.4	23,166	52.0
San Francisco	18,286	1.0	92,003	46.4
Seattle	201,790	8.6	33,166	36.7
Washington DC	176,791	6.5	166,294	60.8
Sample average	557,394	19.8	60,773	44.4

Extreme Affluent = income > \$200,000

Source: ACS

Edward Goetz, University of Minnesota, *Racially Concentrated Areas of Affluence: A Preliminary Investigation* 2017

Boston metro : 43.5 percent of Whites live in census tracts 90% or more White and median household income four times cost-adjusted poverty level for MSA. 77 RCAAs most nationwide

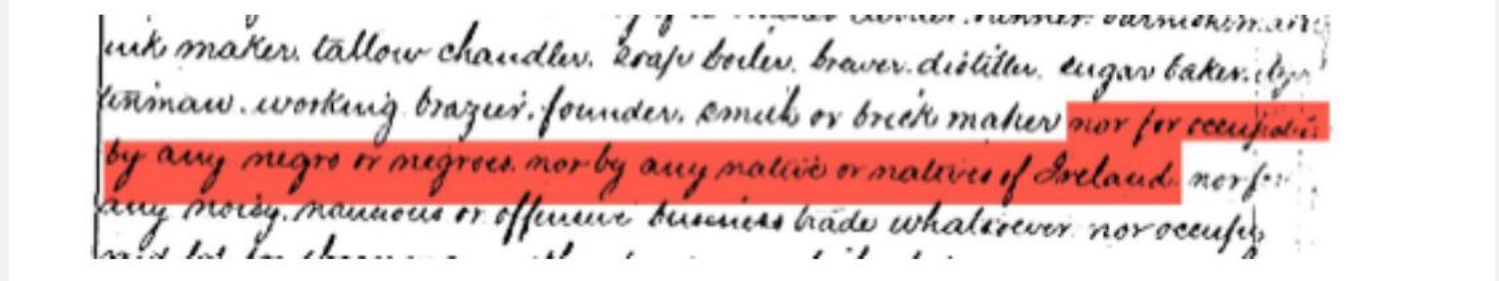
Boston= Boston MSA Cambridge-Quincy, MA-NH; Essex County, Middlesex County, Norfolk County, Plymouth County, Rockingham County, Strafford County, Suffolk County

Why are we segregated by race/ethnicity in where we live?

Evidence from the Housing Structure (cont.)

1st Racial Restrictive Covenant, Brookline MA 1855

“is subject to the following restrictions and conditions, viz: that the said Bean his heirs and assigns shall never erect or place upon said land any building or part thereof which shall be used for the trade or calling of a butcher currier, tanner, varnish maker, ink maker, tallow chandler, soap boiler brewer, distiller, sugar baker, dye, tinman, working brazier, founder, smith, or brick maker nor for occupation by any negro or negroes nor by any native or natives of Ireland nor for any noisy nauseous or offensive business trade whatsoever nor occupy said lot for these or any other purposes which shall tend to disturb the quiet or comfort of the neighborhood....”



Source: Ken Liss, Brookline MA Historical Society, 1855 deed from Amos A. Lawrence to Ivory Bean for the house that is now 47-49 Monmouth Street.



Are you familiar with “warning out?”

Boston metro-area Towns

Evidence from the Housing Structure (cont.)

24. The town of Lincoln, for example, began "warning out" black families 10 years after its incorporation as a town. See Town Records of Lincoln, Mass., 1757-1762.

The new black population did not find itself in socially neutral territory. The early history of the Boston area shows that local communities had long practiced the "warning out" of black families who had established residence, where community representatives or selectmen would confront black families whom the town believed would become public dependents and warn them to move out of town.²⁴ It was in Boston in 1849 where

The Boston Urban Foundation survey of the black community in 1967 indicated about 30 percent of those surveyed were interested in finding residence in the suburbs.⁹⁴ The Boston Survey report in 1969 also reported that 37 percent of Boston's blacks would be looking for housing in the suburbs if they had to move.⁹⁵

"many Boston Blacks were afraid treatment of kids, not welcome and being accepted."

Source: 1975, *Boston's Road to Segregation*, Massachusetts Advisory Committee to the U.S. Commission on Civil Rights and the Massachusetts Commission against Discrimination

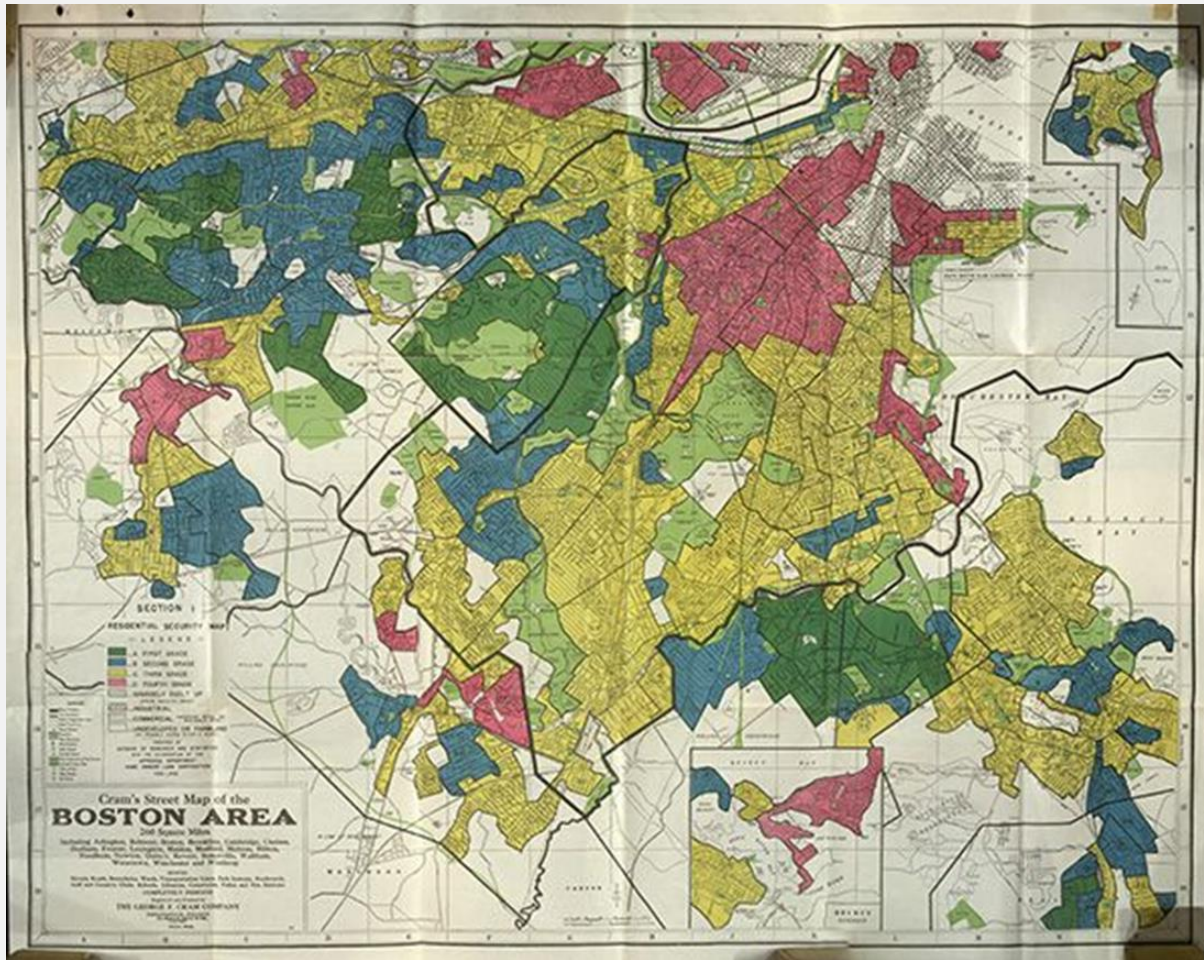
Evidence from the Housing Structure (cont.)

During the 1950's, the more affluent towns near the road responded to the possibility of immigration by enacting large-lot zoning ordinances. This had an additional effect on the already rising land values. Towns like Lincoln and Weston, threatened with a massive inrush for single-family housing on their graceful stretches of farmland, were among the first to protect themselves in this way. For other towns like Waltham, 128 answered the need for an improved tax base, and they set about zoning for industry; some towns, including Lexington, did both almost simultaneously.

Although communities accommodated the higher population densities, it became increasingly difficult to build new housing for the low- and moderate-income group without special

Source: 1975, *Boston's Road to Segregation*, Massachusetts Advisory Committee to the U.S. Commission on Civil Rights and the Massachusetts Commission against Discrimination

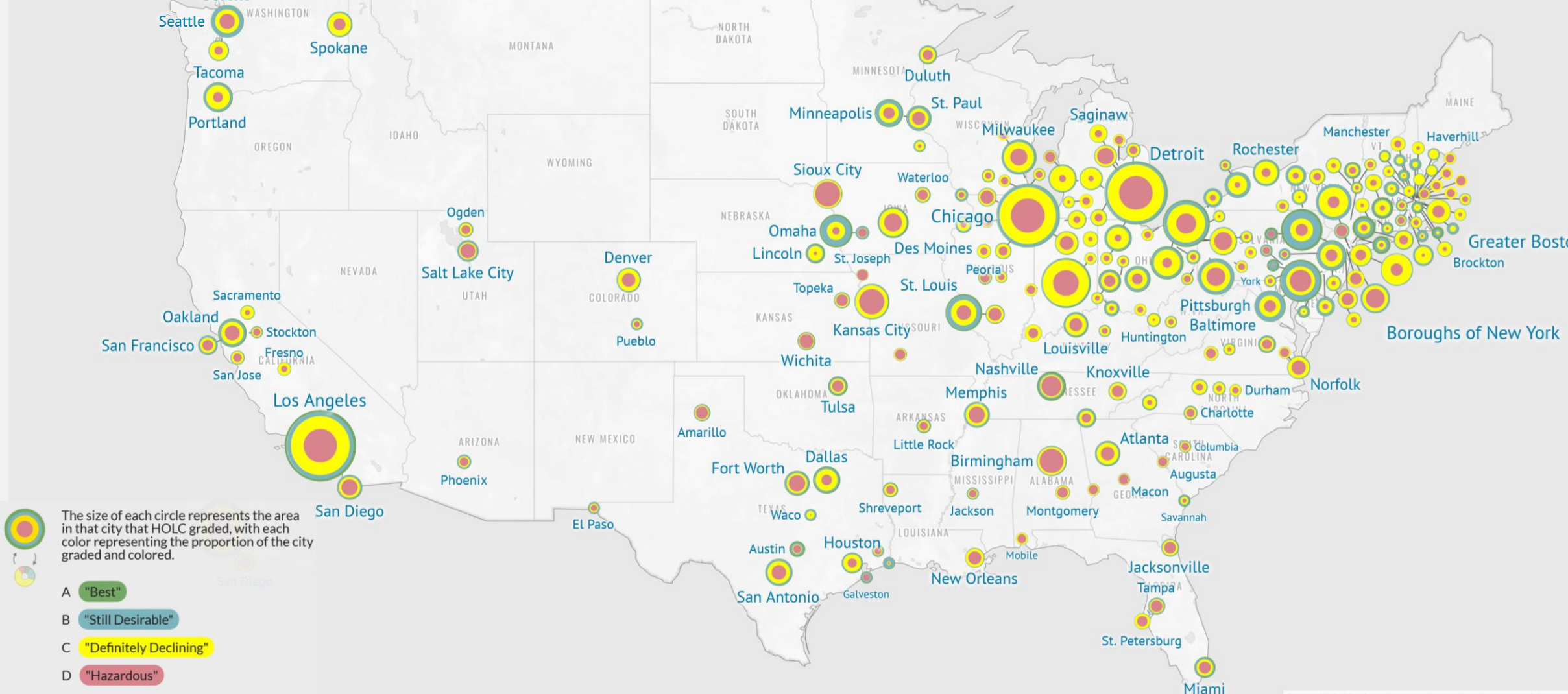
Evidence from the Housing Structure (cont.)



- › **Redlining**: policy adopted by Federal government 1934 (FHA). blue and green meant safe to invest for banks and government
- › Red was high risk. Yellow was declining (Blacks and non-Whites)
- › Map colors **became appraisal system** based on racial and nationality demographics and **shaped investment and de-investment**, quality of housing, conditions

Source: Mapping Inequality, <https://dsl.richmond.edu/panorama/redlining/>

Evidence from the Housing Structure (cont.)



Source: Mapping Inequality, <https://dsl.richmond.edu/panorama/redlining/>

Map does include all cities with racial restrictive covenants, HOLC only created maps for cities with populations of 40,000, however redlining and restrictive covenants may have still occurred (e.g. Albuquerque, New Mexico)

**Racism was intentional, but evolved from
explicit to more discreet.**

Evidence from the Housing Structure (cont.)

**“Can you eliminate colored people
in the zoning plan?”**

National Association of Real Estate Boards Annual Convention 1921

**“I wish we could, but every decision of the courts
makes it extremely dangerous to suggest anything
about race in a zoning ordinance. Certain kinds of
zoning districts eliminates most of the colored people
by setting requirements above what they can afford.”**

George B. Ford, leading zoning administrator in the U.S., founder of Technical Advisory Group
Source: *Freedom to Discriminate*, Gene Slater, 2022

Black families make up 93% of the 157 households with Section 8 vouchers living in Providence Village who may be evicted.

A neighborhood’s new anti-Section 8 rules will push many Black residents out of a North Texas suburb

Landlords in Texas don’t have to accept renters who receive federal housing assistance, but a Denton County community is taking it a big step further: making most of the town off limits to Section 8 tenants.

BY JOSHUA FECHTER JULY 21, 2022 5 AM CENTRAL

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Massachusetts High School Investigates Racist Facebook Messages

By Caroline Connolly • Published September 1, 2016



BOSTON'S MORNING NEWSLETTER

In wake of Wellesley incident, Mass. high school sports official calls racist slurs a persistent problem

February 14, 2023 By [Nik DeCosta-Klipa](#)



[Schools](#)

Wellesley Superintendent On Racist Email Sent To Teacher

Superintendent David Lussier said the community has work to do to make sure incidents like this don't happen again.



Jimmy Bentley, Patch Staff

Posted Thu, Mar 7, 2019 at 3:54 pm ET | Updated Thu, Mar 7, 2019 at 3:58 pm ET



ASHLAND SOURCE

Government

MetroWest SOURCE

Real Estate

Social Justice

State & Federal Government

Mass Attorney General's Office Settles Section 8 Discrimination Cases in Ashland, Boston, Canton & Wellesley

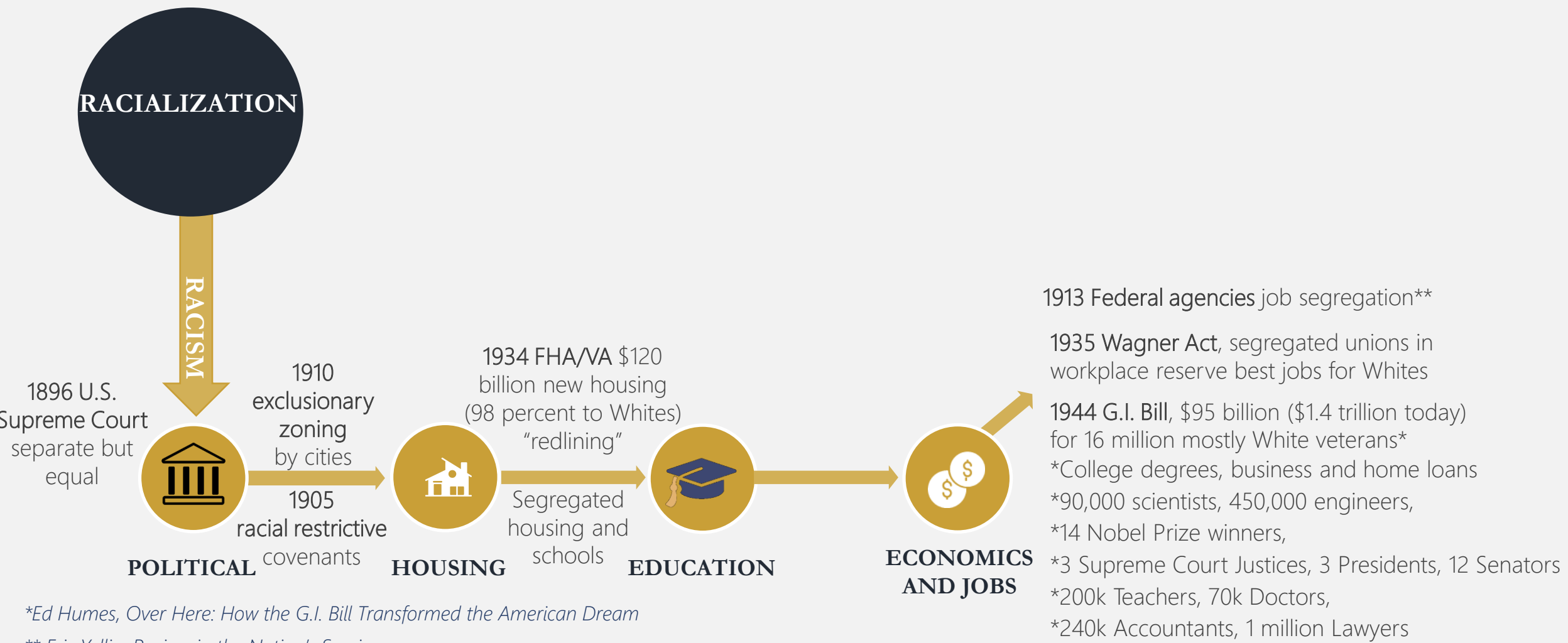
April 7, 2022 editor Ashland Source, MetroWest Source, Realty Executives Boston West

Within this context of significant racial inequality, perceptions of racial discrimination among the region's most disadvantaged groups—African Americans and Hispanics—remain very high. This finding emerges from a poll of over 400 African American and Hispanic adults in Metro Boston. Our major findings:

- Eighty percent of African Americans and half of Hispanics in our poll say that racial discrimination in Metro Boston is a somewhat or very serious problem.
- Extremely high shares of minorities—especially African Americans—believe that fear of resident antipathy prevents members of their group from moving into communities around the region. Almost 70 percent of Hispanics and an overwhelming 85 percent of African Americans believe that members of their group miss out on good housing because they fear they will not be welcome in a particular community.

*Source: Metro Boston Equity Initiative,
We Don't Feel Welcome Here: African Americans and Hispanics in Metro Boston, 2005*

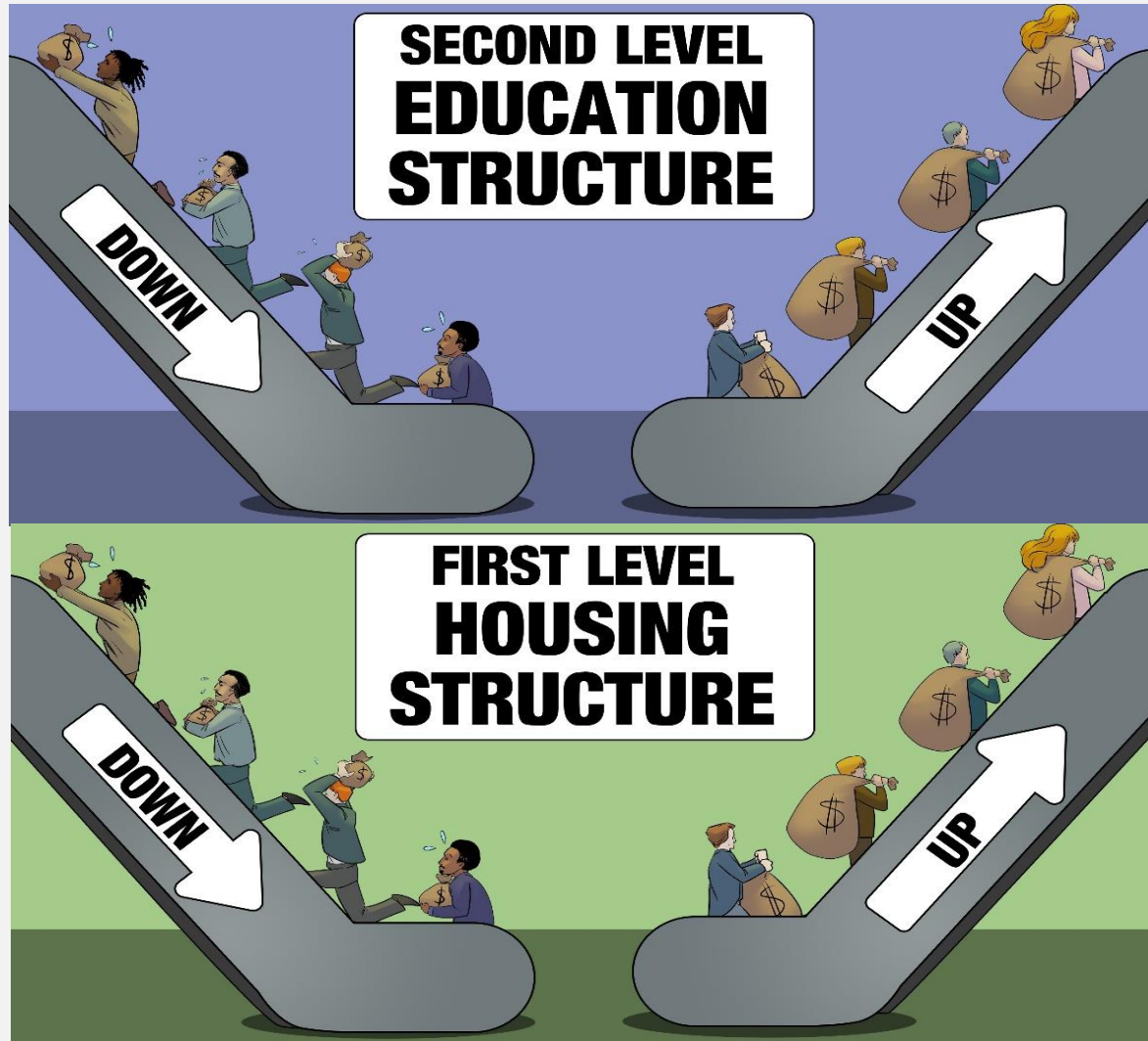
Racism Created Structural Advantage and Disadvantage



*Ed Humes, *Over Here: How the G.I. Bill Transformed the American Dream*

** Eric Yellin, *Racism in the Nation's Service*

Compounding of Structural Advantage and Disadvantage



- › Structures (escalators) distribute *advantages* and *disadvantages* based on how people are “situated” or positioned in social structures

Structural Advantage

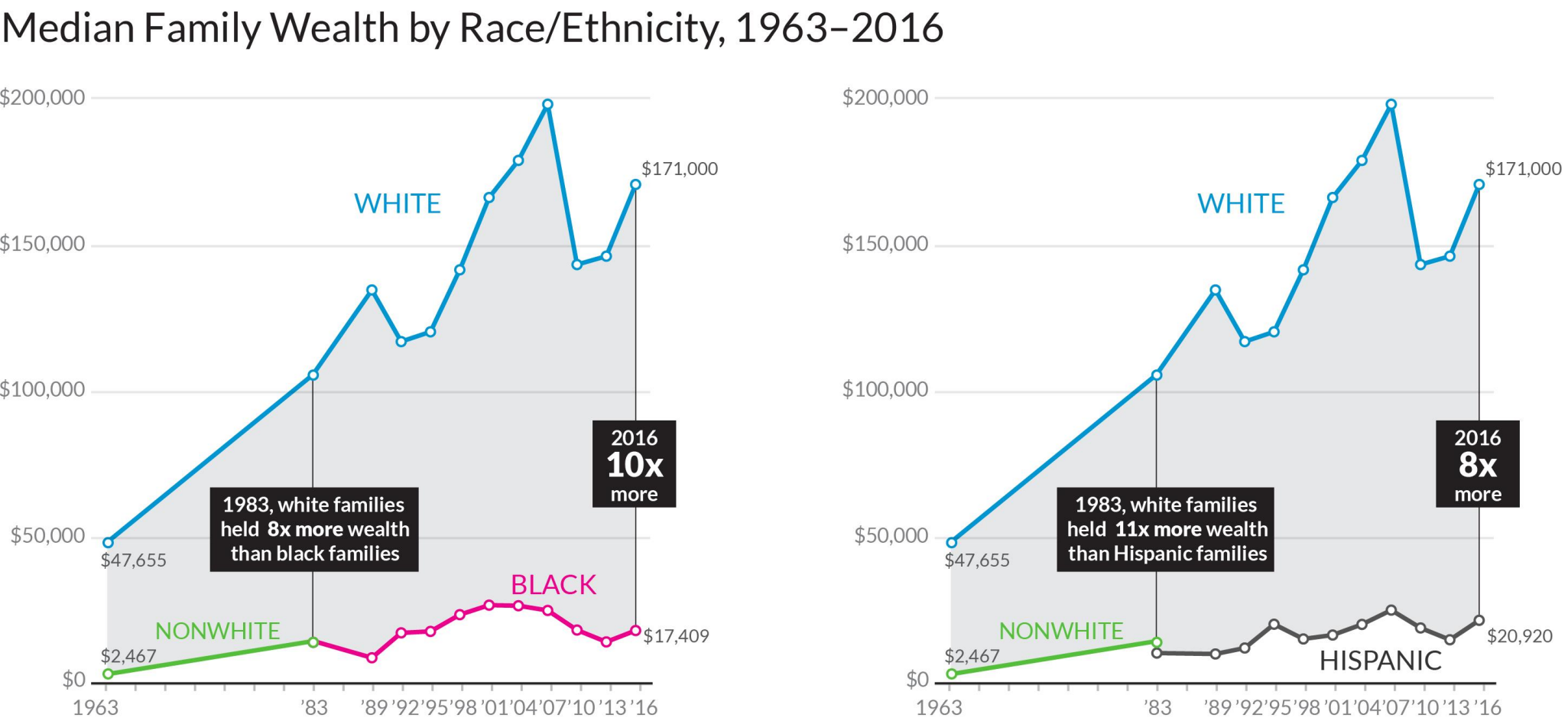
the advantage of a racial ingroup throughout society, resulting from racism, that produce and sustain inequities without racism or racial discrimination.

Compounding of Structural Advantage

Watch what happens to this penny over thirty days!

Day 1	\$.01	Day 16	\$327.68
Day 2	\$.02	Day 17	\$655.36
Day 3	\$.04	Day 18	\$1,310.72
Day 4	\$.08	Day 19	\$2,621.44
Day 5	\$.16	Day 20	\$5,242.88
Day 6	\$.32	Day 21	\$10,485.76
Day 7	\$.64	Day 22	\$20,971.52
Day 8	\$1.28	Day 23	\$41, 943.04
Day 9	\$2.56	Day 24	\$83,886.08
Day 10	\$5.12	Day 25	\$167,772.16
Day 11	\$10.24	Day 26	\$335,544.32
Day 12	\$20.48	Day 27	\$671,088.64
Day 13	\$40.96	Day 28	\$1,342,177.28
Day 14	\$81.92	Day 29	\$2,684,354.56
Day 15	\$163.84	Day 30	\$5,368,709.12

Compounding of Structural Advantage and Disadvantage (cont.)



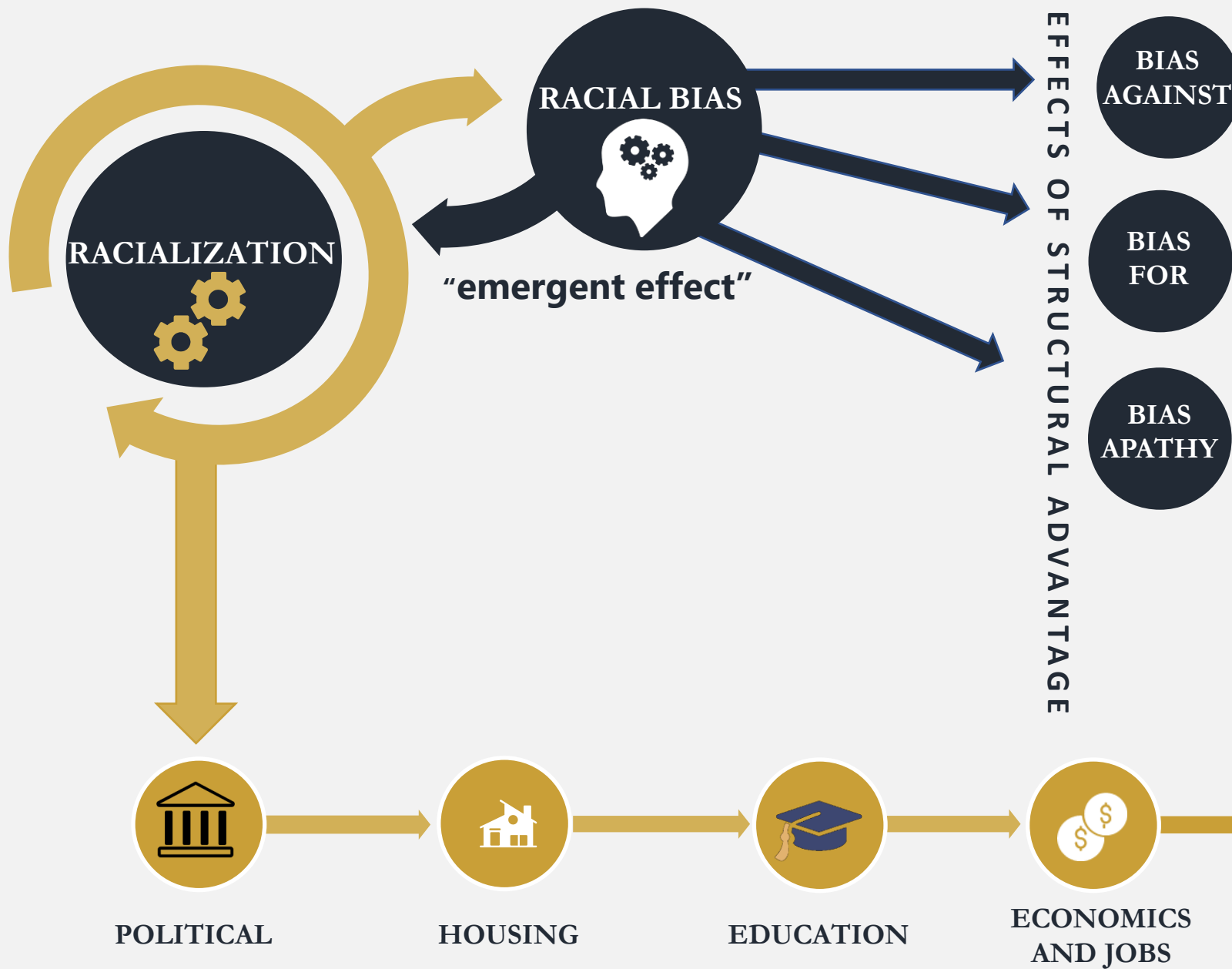
Source: Urban Institute calculations from Survey of Financial Characteristics of Consumers 1962 (December 31), Survey of Changes in Family Finances 1963, and Survey of Consumer Finances 1983–2016.

Notes: 2016 dollars. No comparable data are available between 1963 and 1983. Black/Hispanic distinction within nonwhite population available only in 1983 and later.

URBAN INSTITUTE



Racial Equity Group




EFFECTS OF THE RACIALIZED SYSTEM

"biases:" automatic mental associations that categorize people, inform conscious thoughts, and shape interactions and decisions.

What does an administrative assistant look like?


What does a CEO of a corporation look like?

Racism and Sexism Structured Workplaces, Biases Maintain the Structure

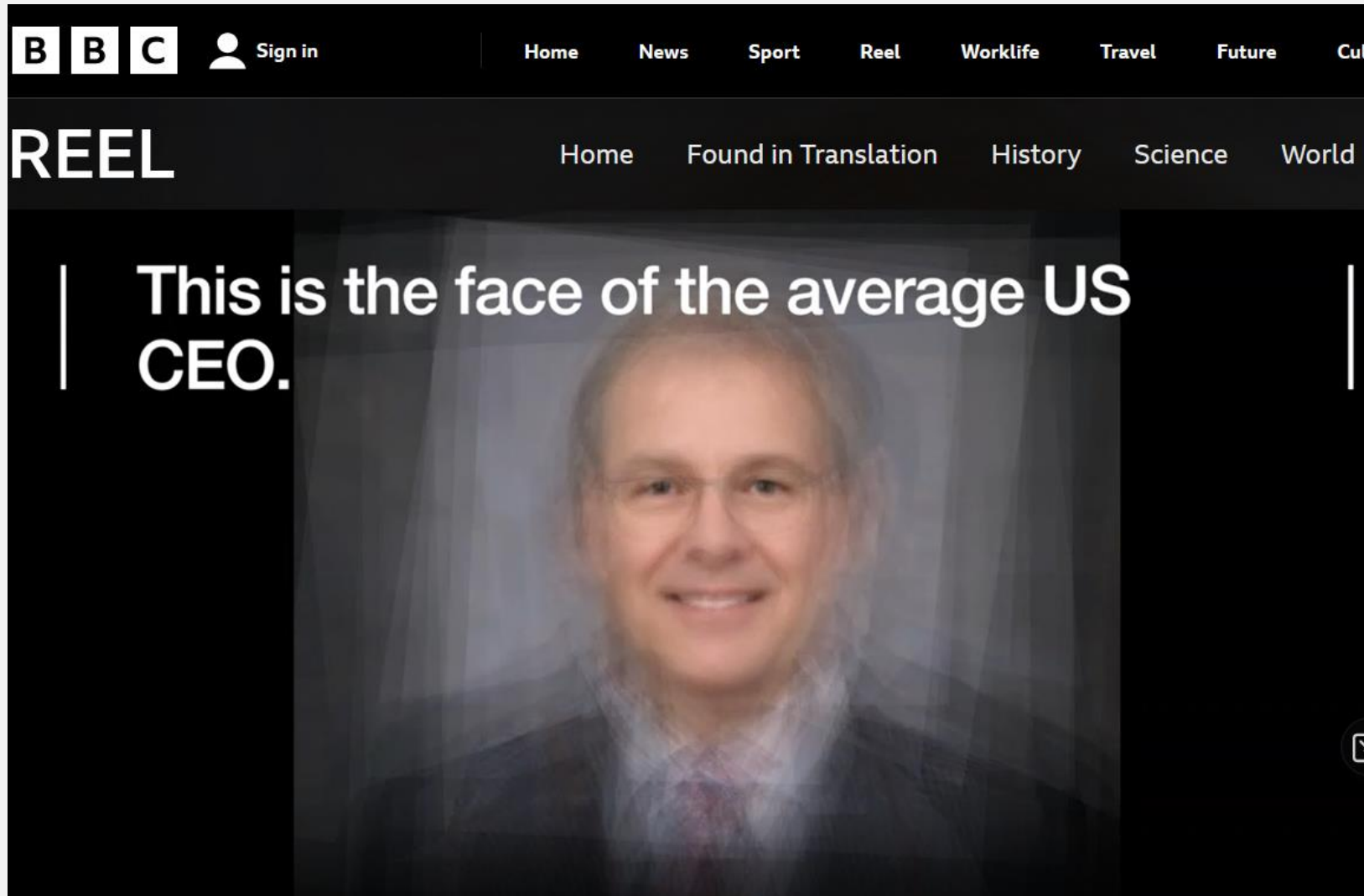
[Partners](#)[Researchers](#)[Educators](#)[Survey Respondents](#)[News](#)[NAICS Codes](#)[Jobs](#)[About Us](#)[Contact](#)

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Recognizing Nation's 2.78 Million Administrative Professionals



Racism and Sexism Structured Workplaces, Biases Maintain the Structure



"Relative to their participation in the state's labor market, White men are **overrepresented in executive jobs in every state**"

Donald Tomaskovic-Devey & Eric Hoyt, University of Massachusetts

Racism and Sexism Structured Workplaces



3 Jobs—Male Interest 3

Mgmt. Trainee

ARE YOU FRUSTRATED?

or bored with your present surroundings? P. F. Collier Inc. is now hiring people that want to further themselves in the business world. Marketing and sales promotional work—could lead to management if you qualify \$175 per week if you meet our preliminary requirements. Must be able to start immediately. For interview, call Mr. Ames, 281-8398. Incentive basis awarded also.

MANAGEMENT and management trainees for food commissary. Prefer age over 21. Education—thinkers and doers. Selling experience desired but not necessary. Remuneration determined by experience and qualifications. Immediate openings in various parts of the country. Send resume and/or any pertinent information relative to yourself to: Box F 11, Press.

MANAGERS ASSISTANT

In established and growing chain of service restaurants with all benefits—no traveling. Write H 420, Press.

MANAGER

Experienced retail men's wear and footwear. Local chain, excellent opportunity. Apply Joseph B. Green.

Jobs—Male Interest

Photoengraving Photographer

Experienced halftone operator. Color process desirable but not essential. Excellent working conditions. Modern Downtown shop. Daylight hours, 9 to 5. Excellent vacation, holiday, and hospitalization benefits. Phone 391-4350 for personal, confidential interview.

Artcraft Engravers of Pittsburgh

422 First Avenue Pittsburgh, Pa.

PHARMACIST

6 Jobs—Female Interest

MEDICAL FRONT DESK RECEPTIONIST

\$400/MO.

Be acting receptionist for this famed physician as you greet patients, answer phones, arrange appointments, and handle lite typing and correspondence. Call now for personal interview. 391-2855. AMERICAN BUSINESS CENTER, INC. 24 PENN AVE. 4th Fl. Employment Agency.

MEDICAL SECRETARY



Be the secretary executives fight for

...even if you don't write a line of shorthand!

Free booklet tells how Stenotype — the amazing machine shorthand — can make you the big-pay "super secretary" that every man wants. You can learn Stenotype easily — at home — without leaving your present job!

THERE'S A LOT MORE glamour in a secretarial job than the pencils and notepads of old-fashioned shorthand! A lot more money too! Even if you've had no previous shorthand experience, you can be a whiz with Stenotype. Here's the reason why:

Stenotype is a marvelous little machine that does the work for you—takes shorthand faster, easier, and more accurately than you could ever manage with "hooks" and "curves." It's like typing, only simpler. Everything comes out in printed English letters, easy to read back. It helps you do a job you'll be proud of.

When you're a Stenotypist, you can say goodbye to dull routine. You're somebody special. You're wanted for conferences, conventions, legal proceedings. Every day is a happening, with you in the center of things.

How do you learn Stenotype? You don't even have to go back to school! You'll learn it at home!

A woman is shown using a stenotype machine. She is smiling and looking at the camera. The machine is a small, portable device with a keyboard and a display.

AIRLINES

NEED WOMEN!

TRAIN AT HOME!

- HOSTESS
- RECEPTIONIST
- RESERVATIONIST
- TICKET AGENT

A woman in a dark uniform with a white collar and a black hat is smiling and pointing towards the camera. She is wearing a pilot's cap.

WHITE MEN

TO GET OUT RIPRAP

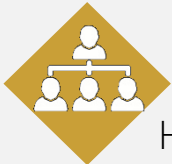
ROCKBREAKERS 45¢ Per Hour

Fascinating Airline Careers Open for Women!
Romance! Adventure! Travel! Good Pay!

Racial and gender discrimination policies created structural advantage and disadvantage for “best” and “worst jobs” for 100 years (1865-1964).

As a result, racial and gender biases emerge and maintain inequities

Biases in Action



BIAS FOR INGROUP (favoritism)

Positive beliefs for ingroup
Seeks out ingroup
Provides insider information
Uses influence
Offers direct opportunity

High quality opportunities to perform
Highly favorable performance ratings
Provided sponsors and visibility
High expectations, assumed competence
Receives benefit of doubt

Help or favor

BIAS APATHY (discrimination)

Unconcerned or indifferent toward
outgroups
Does not provide similar or equal help
to outgroup members

Lower quality opportunities to perform
Less favorable performance ratings
Provided mentors not sponsors
Lower expectations, surprised by
competence and high performance

Absence of Help or less favor

BIAS AGAINST (discrimination)

Negative beliefs against outgroups
Avoids outgroups
Uses influence to exclude
Social interaction insults and incivility

Denied job interview or offer
Excluded from opportunities to perform
Unfavorable performance ratings
Assumed inferiority, no concern, or empathy
Harsher punishment for violations

Harm or unfavorable

STRUCTURAL ADVANTAGE OF SOCIAL NETWORKS

Table 2. Racial and Ethnic Composition of American Social Networks

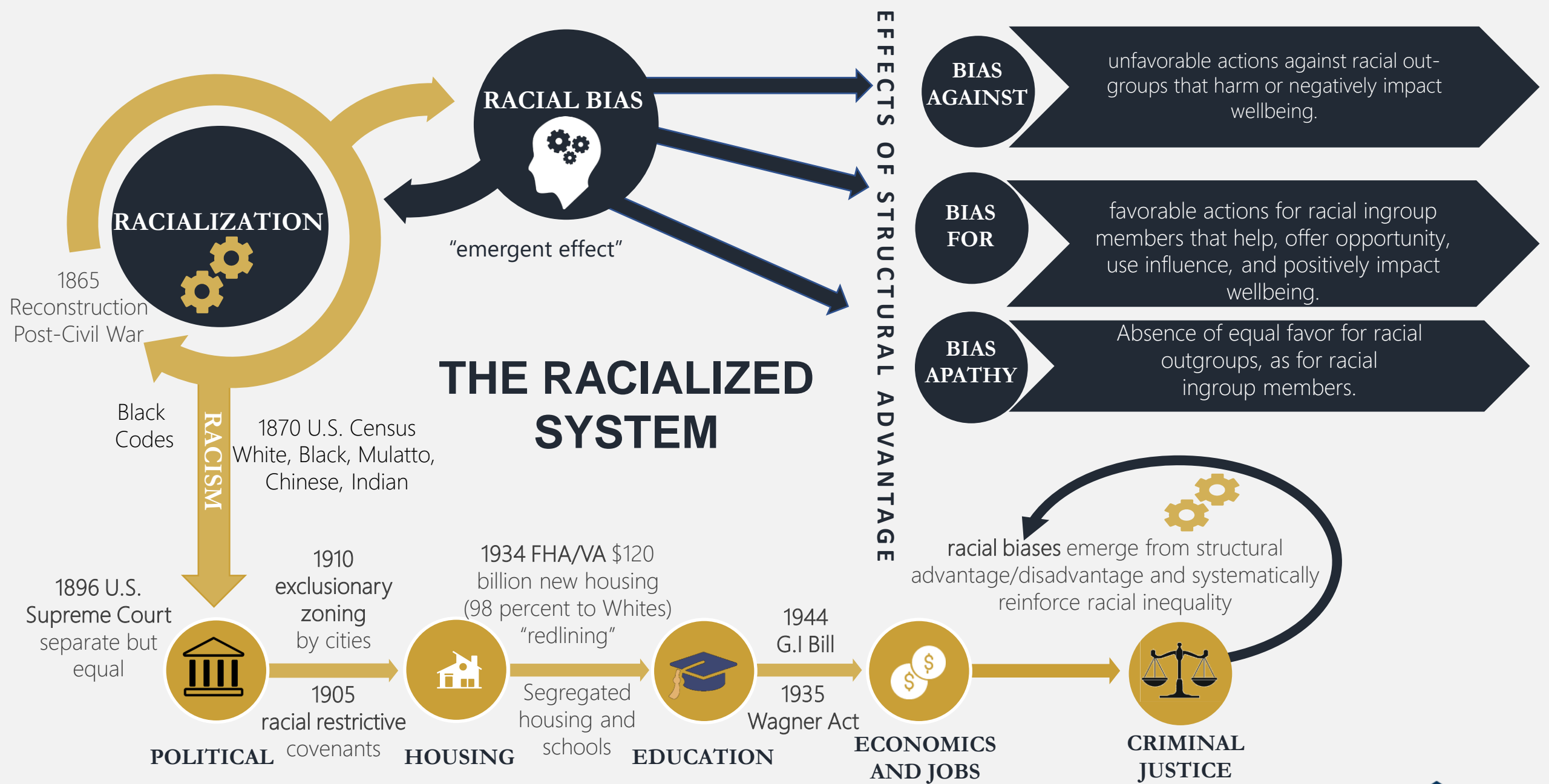
Percentage of Network That Is . . .	All Americans	White Americans	Black Americans	Hispanic Americans	Asian Americans
White	0.71	0.92	0.15	0.33	0.27
Black	0.10	0.02	0.77	0.05	0.02
Hispanic	0.10	0.02	0.03	0.53	0.03
Asian	0.04	0.01	0.01	0.02	0.63
Multi-Race	0.03	0.02	0.04	0.06	0.05
Other	0.01	0.00	0.01	0.01	0.00

“70 percent of the jobs held over a lifetime, found from family, friends, or someone providing inside information, awareness of a job that was not public, using influence to help, or offering direct opportunity.”

Source, Nancy DiTomaso, *An American Dilemma*, "How Social Networks Drive Black Unemployment."



Source: American Values Survey, October 2013; and American National Social Network Survey, August 2020.



How Town's Create More Inclusive Communities



- › Conduct equity audit to identify where “inequities” or disparities resulting from structural advantage and biases, exist and establish baselines using data driven approach
 - › Review Town policies and practices that may unintentionally sustain inequities
 - › Survey to understand lived experiences of all Town stakeholders (e.g. residents, visitors) disaggregated by race/ethnicity, gender, sexual orientation and others
- › Understand best practices for advancing DEI
- › Establish DEI action plan based on equity audit findings
- › Transparency: report goals and results to all stakeholders

Identify which concepts enlightened you and why.

Continue to share and discuss with others.

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