

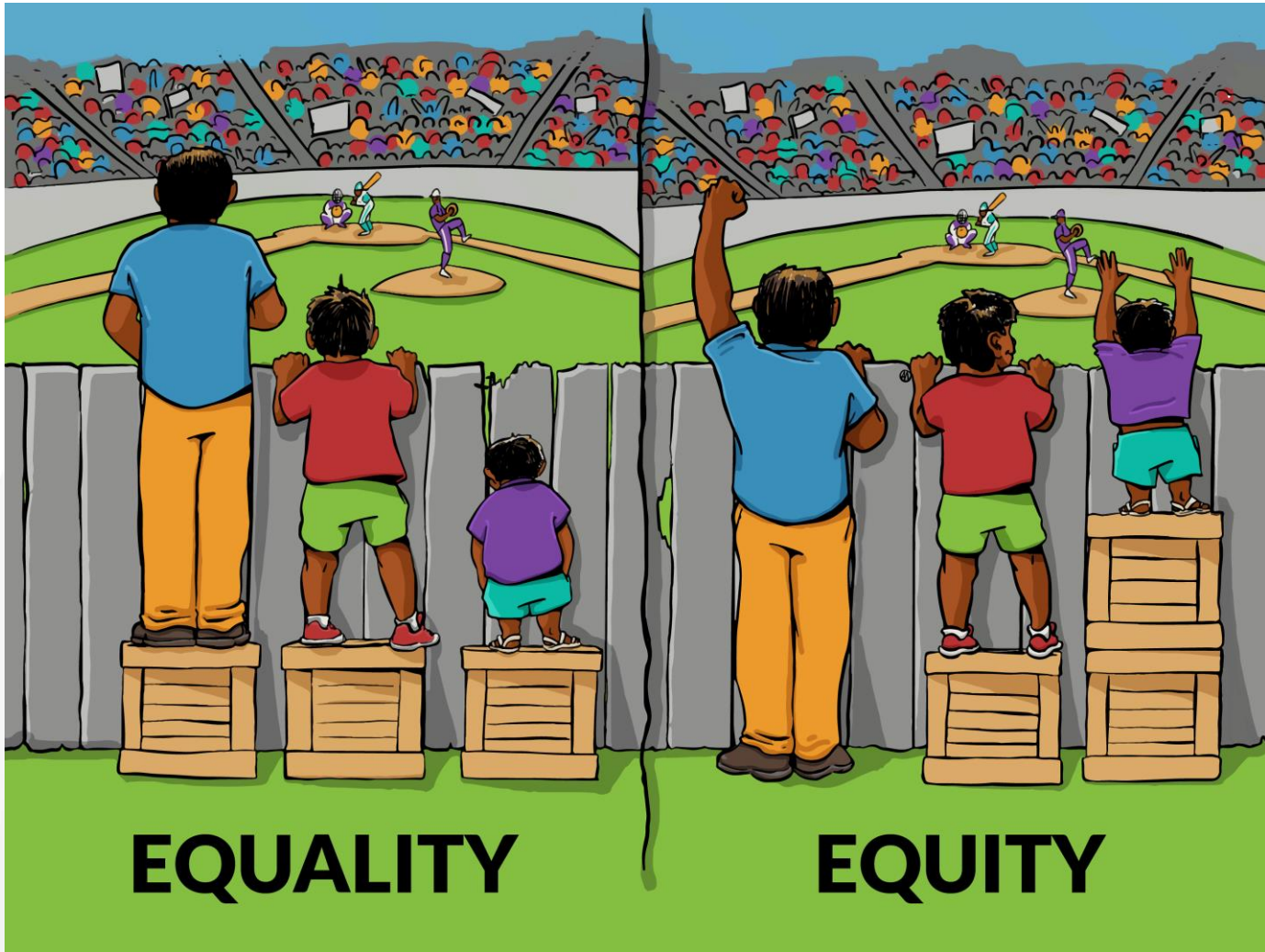


RACIAL EQUITY IN VERMONT:

History, Policy, Urgency

November 13, 2020

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Executive Director of Racial Equity
State of Vermont



EQUITY VS EQUALITY

Equality means treating everyone the same despite their different needs and circumstances.

Equity means treating people fairly by taking systemic and individual privilege and bias into account.

Equality



Equity



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Equity means treating people fairly by taking systemic and individual privilege and bias into account.

Implicit Bias

Timothy Wilson, University of Virginia



“...the human mind takes in 11 million bits of information every second, but is consciously aware of only 40.”

Implicit Bias

Timothy Wilson, University of Virginia

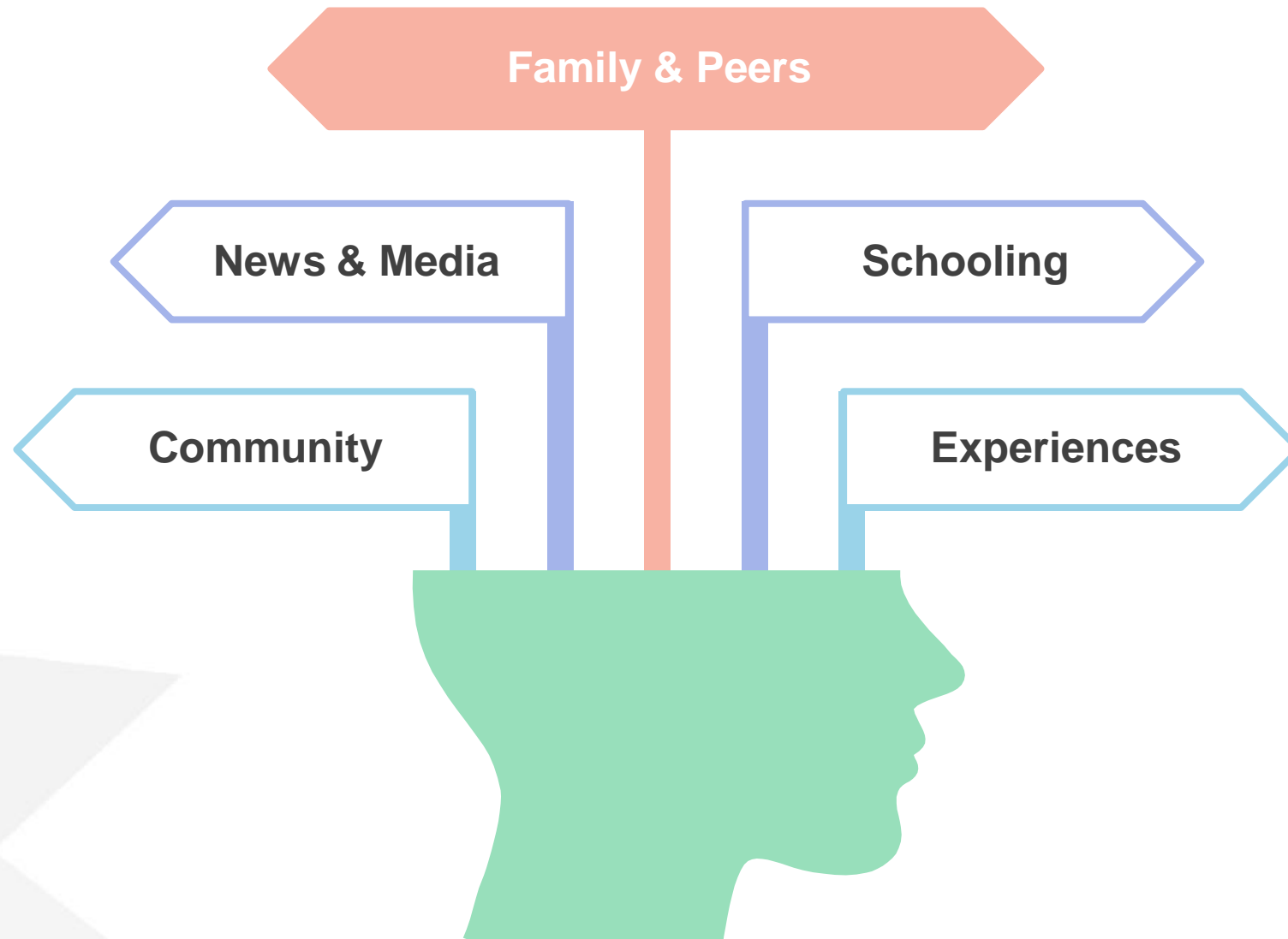
Brain cannot effectively process 11 million bits of information a second



Takes mental short cuts

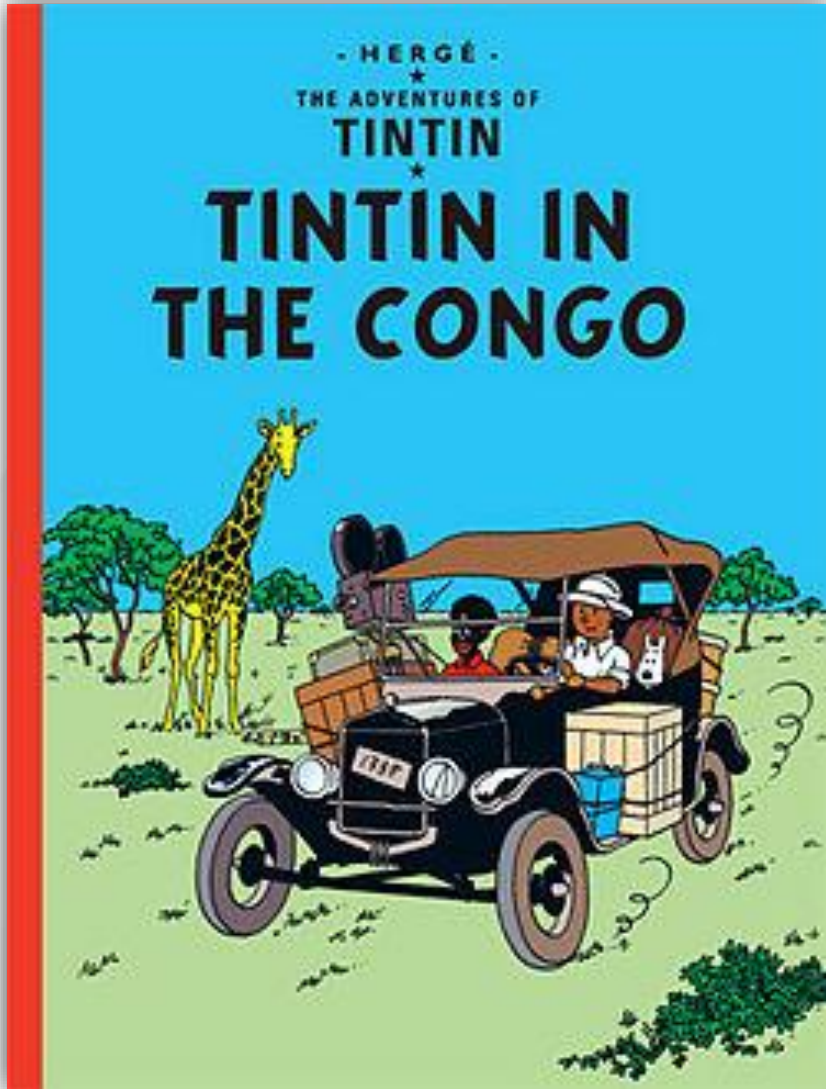
Implicit Bias

Sources of Biased Attitudes



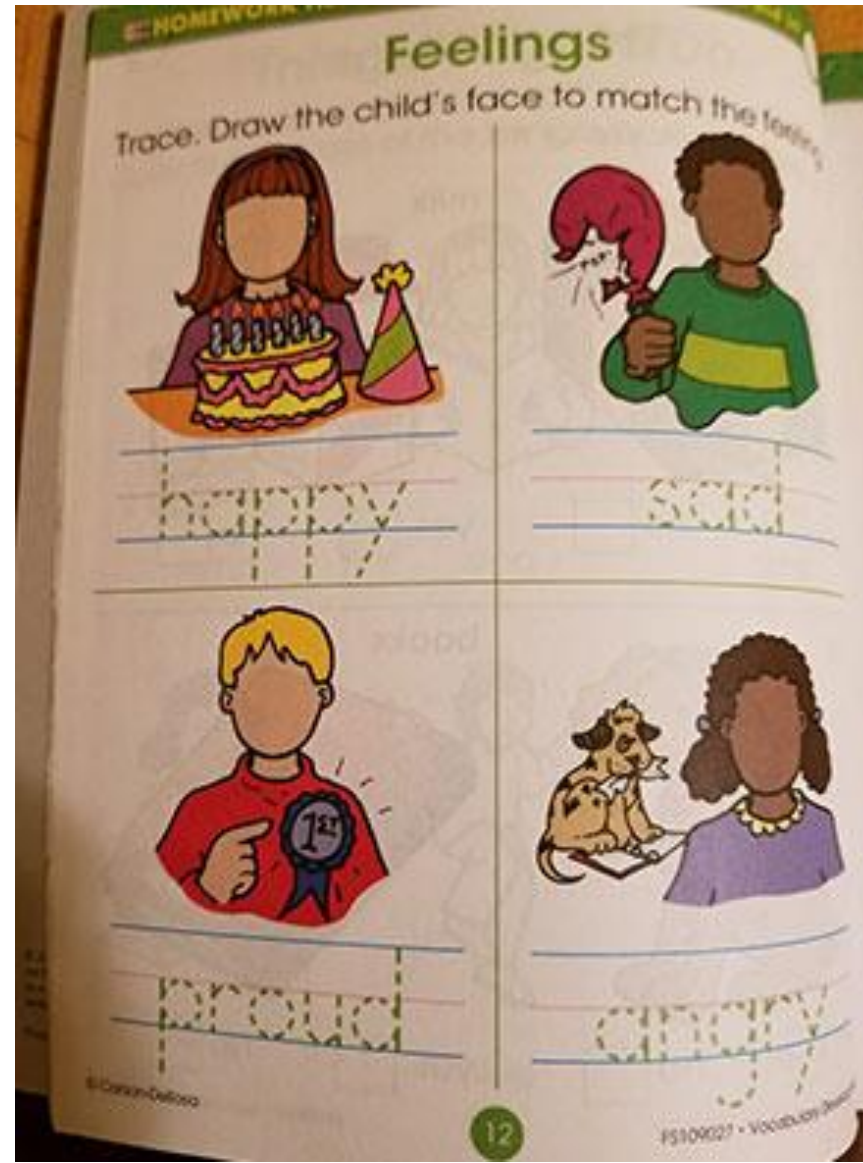
Implicit Bias

Sources of Biased Attitudes



Implicit Bias

Sources of Biased Attitudes



Impacts of Implicit Bias



01

One Inch

In the workplace, each inch above average may be worth \$789 more per year

02

One Shade

Being one shade lighter has about the same effect as having an additional year of education on wages for immigrants

03

Walking and Thinking

People living with physical disabilities are often presumed to have cognitive or developmental disabilities also

04

Straight or Curly

Curly-haired professionals are often taken less seriously at work than their straight-haired peers

Dehumanizing Black Children



Black boys as young as 10 are more likely to be mistaken as older, be perceived as guilty and face police violence if accused of a crime than white boys.

Black boys are more often viewed as “responsible for their actions at an age when white boys still benefit from the assumption that children are essentially innocent”

Phillip Atiba Goff: The Essence of Innocence: Consequences of Dehumanizing Black Children Journal of Personality and Social Psychology®.

Kenneth and Mamie Clark



Psychologists Active in Civil Rights

Kenneth Clark was the first black president of the American Psychological Association

Brown v. Board of Education of Topeka

Testified as expert witnesses in *Briggs v. Elliott* (1952), one of five cases combined into *Brown v. Board of Education* (1954).

Doll Experiments

Investigated children's self-perception related to race. Exposed internalized racism and self-hatred in African-American children.

Coloring Tests

Investigated the development of racial identity in African American children. Children tended to favor skin colors that were lighter than their own.



a conversation about race

Racial Equity

Curtis Ogden, Interaction Institute for Social Change



“[T]he work for racial equity is about undoing as much as it is about doing. We do not simply build new culture or behavior on top of old, especially in situations that are characterized by oppression. Some things must be released, and this letting go does not come easy.”

Structural Problems



Structural Problems
require
Structural Solutions

not Individual Solutions



Addressing Structural Problems

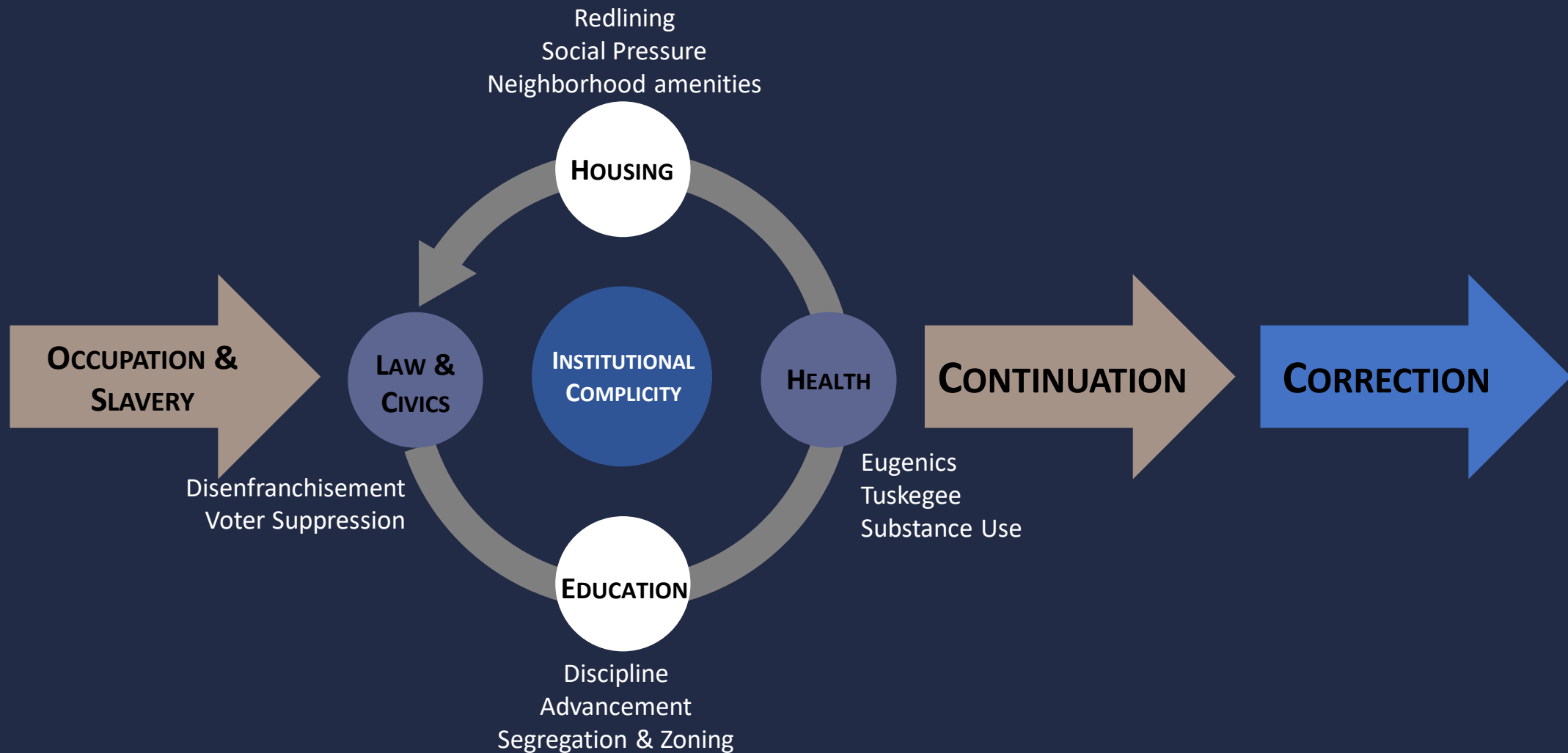
Structural Solutions versus Individual Solutions



Addressing Structural Problems

Structural Solutions versus Individual Solutions





Area Descriptions

click to select

Selections from the Area Descriptions

D5

The neighborhood is considered to be "tough" and juvenile delinquency is a definite problem. (Clarifying Remarks)

C11

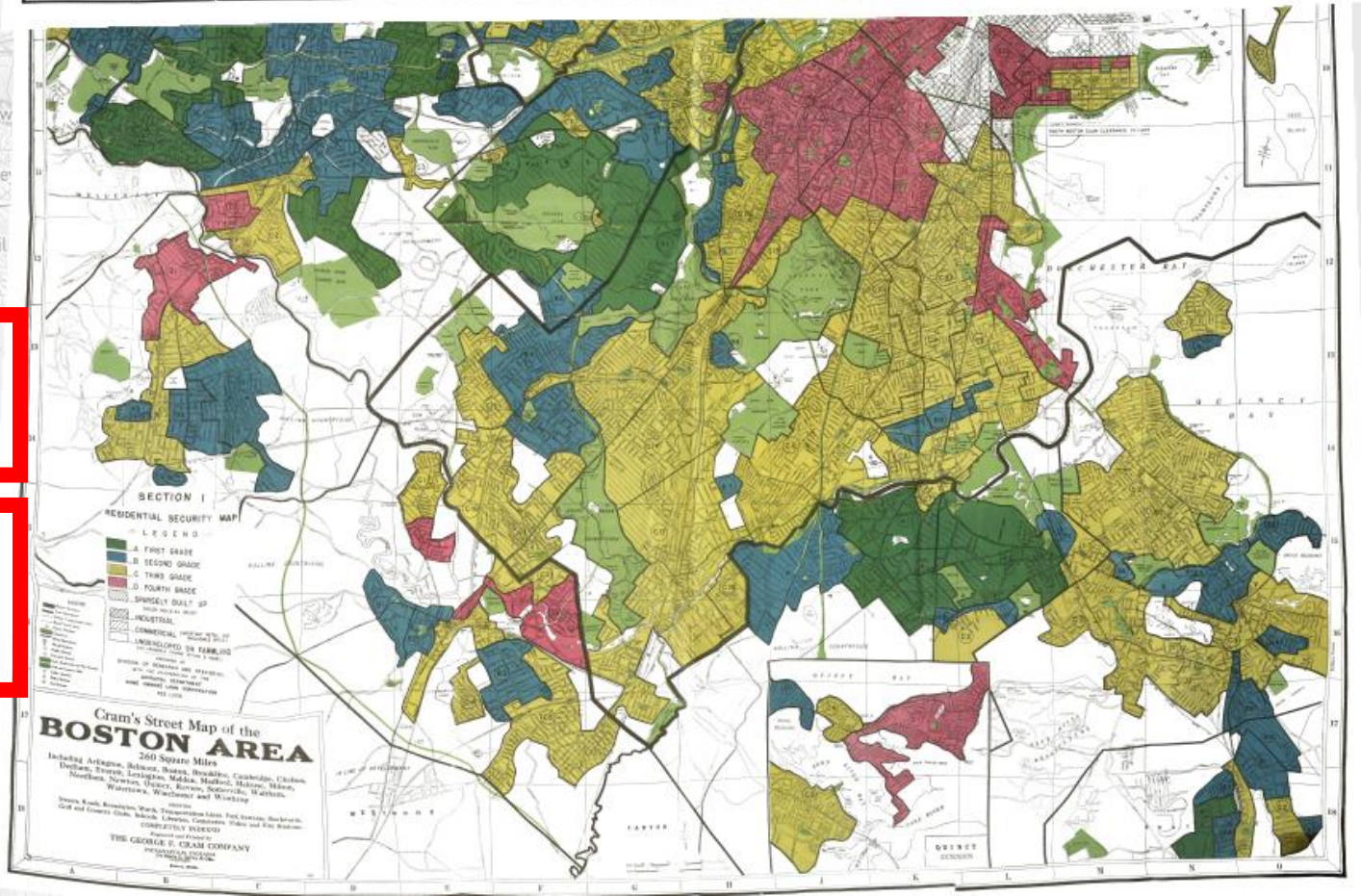
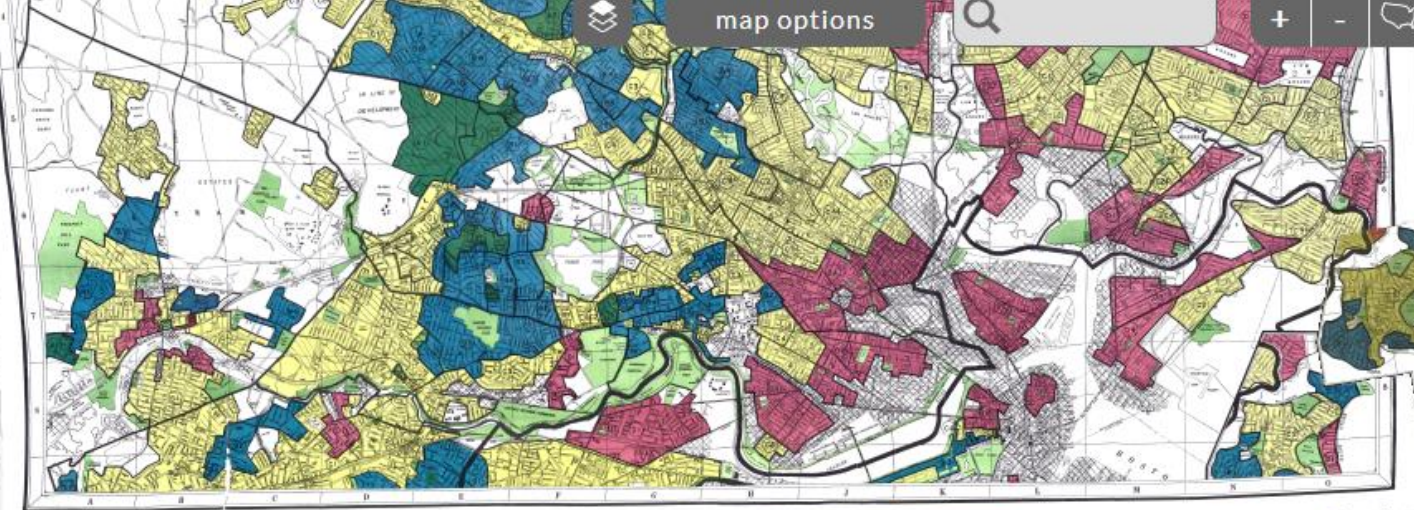
Market limited to Jewish buyers (Area Characteristics)

B8

Threatening Jewish infiltration into area. (Clarifying Remarks)

D7

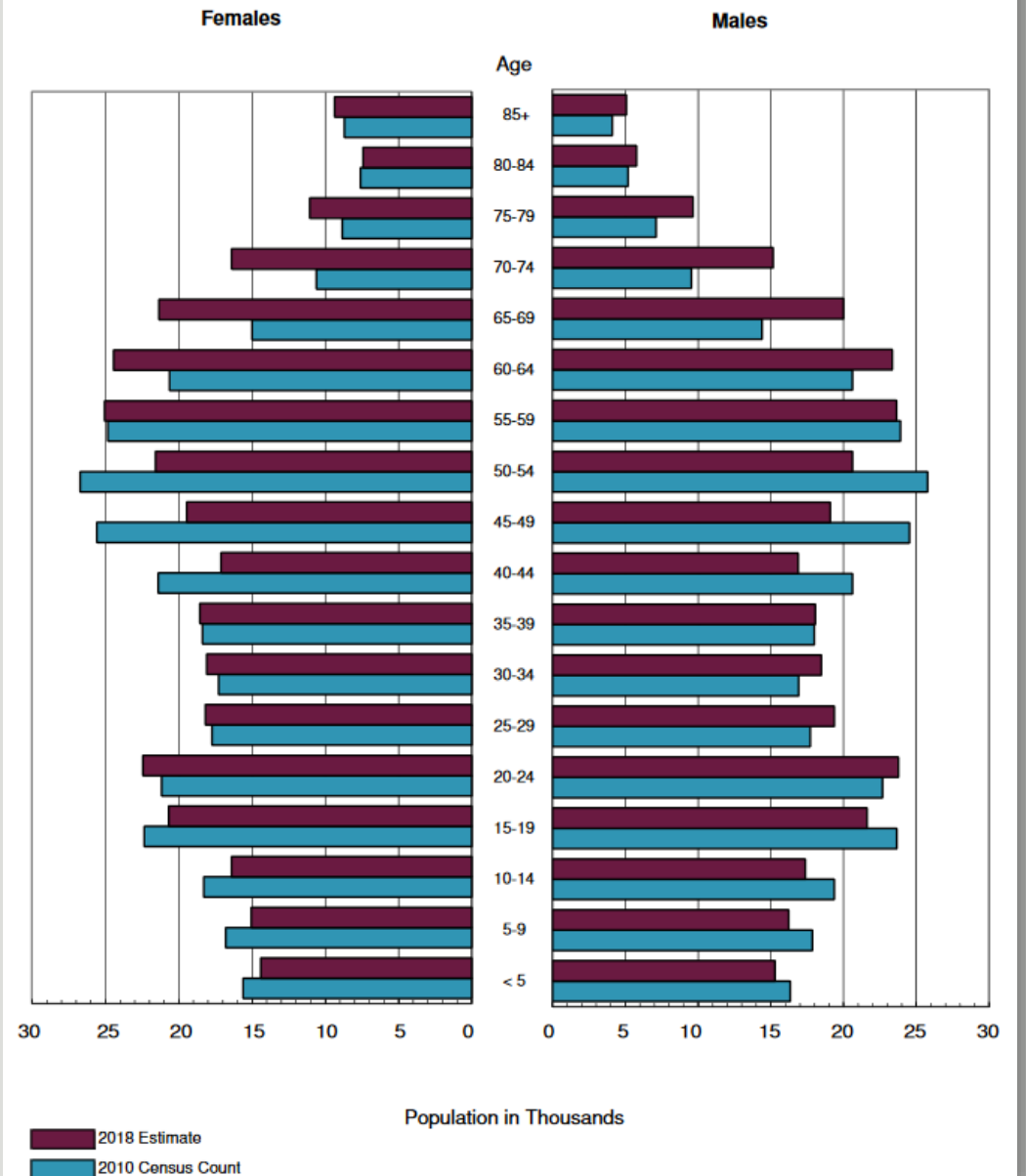
Area becomes less desirable north of Dover St. with Orientals concentrated in this spot. (Clarifying Remarks)



VERMONT'S POPULATION PYRAMID

Population pyramids show the distribution of age and sex of a given place. They are used to understand demographic trends and plan for the future of the job sector, the health sector, the education sector, and more.

Figure 2. Population Age-Sex Distribution of Vermont, 2010, 2018.



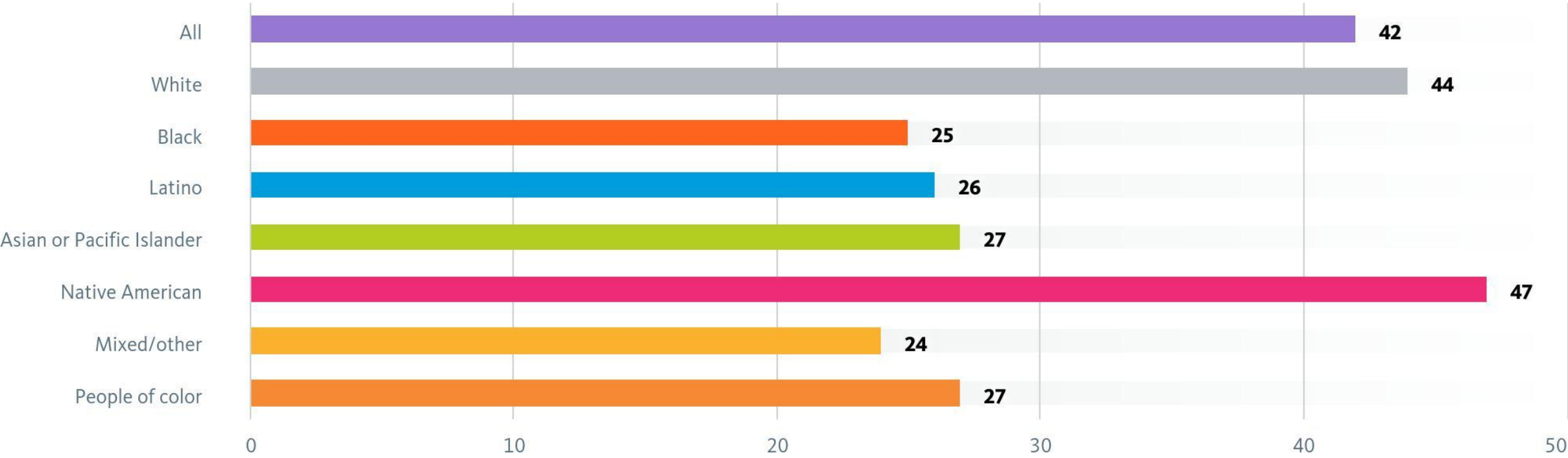
WOMEN UNDER 15 AS A SHARE OF THE POPULATION

This metric is a predictor of future growth.

Relative to its size, Vermont has fewer young women than any other state.



Median age: Vermont, 2015



IPUMS
PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org

In Vermont, African Americans are

6.1x MORE LIKELY

to be arrested for misdemeanor marijuana possession than White people.

From 2012 to 2016,

ABOUT **1 in 3**

Indigenous adult Vermonters was diagnosed with depression, compared to 1 in 5 White Vermonters diagnosed.

Vermonters of color had a

48%

homeownership rate in 2015, while White Vermonters had a 72% rate of homeownership.

Vermont's economy would have been

\$0.42B

larger in 2015 if there had been no racial gaps in income.

In FY19, State of Vermont hired

LESS THAN **HALF**

its applicants of color, paid them less, & lost them at higher rates than White employees.

In a National Parks Service survey,

16% OF AFRICAN AMERICANS

said they did not visit national parks because they thought the parks were unsafe.

According to the FBI,

TWO-THIRDS

of Vermont's hate crimes in 2018 were based on race—and this is an undercount.

In Vermont, race data is often

UNKNOWN

due primarily to lack of collection or small sample size.

Bloomberg Once Linked 2008 Crisis to End of Redlining Bias in Home Loans

The billionaire drew condemnation for his newly surfaced comments on redlining, in which banks discriminated against people of color seeking to borrow money to afford homes.



“It probably all started back when there was a lot of pressure on banks to make loans to everyone [...] Redlining, if you remember, was the term when banks took whole neighborhoods and said ‘People in these neighborhoods are poor, they’re not going to be able to pay off their mortgages, tell your salesmen don’t go into those areas.’ And then Congress got involved—local elected officials as well—and said ‘Oh that’s not fair, these people should be able to get credit, and once you started pushing in that direction, banks started making more and more loans where the credit of the person buying the house wasn’t as good as you would like.’”

INTENT VS IMPACT

“THE STING OF INTENTIONAL PAIN”

Participants received equally strong electric shocks.

Those who thought the shocks were administered intentionally actually experienced them as being more painful than those who thought they were administered by accident.

“INTENTIONAL HARMS ARE WORSE, EVEN WHEN THEY’RE NOT”

Participants read about a CEO who cost his employees part of their paychecks through a bad investment, either because [a] he intentionally wanted them to work harder, or [b] he simply made an unfortunate mistake.

People assigned the CEO more blame in the former condition, and participants saw the loss as “more damaging” to employees and their families in the latter scenario, even though the employees suffered the exact same objective financial loss in both cases.

Why Trump's Effort to Eliminate Disparate Impact Rules Is a Terrible Idea



By [Sarah Hinger](#), Staff Attorney, ACLU Racial Justice Program
JANUARY 9, 2019 | 5:15 PM

TAGS: [Race and Inequality in Education](#), [Racial Justice](#), [Race and Economic Justice](#)



If no one tells you they're discriminating, is it still discrimination?

According to the Trump administration, the answer is no. In a [memo reported by The Washington Post](#) last week, the administration has placed in its cross hairs a civil rights enforcement tool that has for decades been used to counter discriminatory actions when a bias motive is not obvious.



“At its worst, the intent standard reflects the comforting belief among too many that discrimination is perpetuated by villainous characters who use racial slurs, or at the very least the view that discrimination should only be deemed illegal if it emanates from the evil hearts and minds of perpetrators. More importantly, the effects standard reflects a recognition that **acts that perpetuate discrimination are not cleansed simply by benign intentions.**”

Sherrilyn Ifill, NAACP Legal Defense Fund

THE MYTH OF RACE NEUTRALITY

THE NEW DEAL?

Under the National Labor Relations Act of 1935, American workers gained the right to organize and bargain collectively. Later, they established the 40-hour work week, the minimum wage, and overtime protections.

...NOPE, SAME OLD DEAL.

Purposely excluded domestic and agricultural workers, “as a race-neutral proxy for excluding blacks from statutory benefits and protections made available to most whites.”

THE MYTH OF RACE NEUTRALITY

LASTING IMPACTS OF RACIST POLICYMAKING: ALABAMA'S PROPERTY TAX LIMITS

State constitutional conventions in 1875 and 1901 to re-establish white dominance following Reconstruction

Alabama tried to protect white property owners from African-Americans and their allies substantially increasing property tax rates to fund education, etc.

140+ years = cumulative effect. Today, Alabama's property tax revenue as a share of its economy is the lowest of any state in the country.

THE MYTH OF RACE NEUTRALITY

EEOC v. Catastrophe Management Solutions

Facts: Catastrophe Marketing Solutions rescinded a job offer from Chastity Jones because of her locs. The Equal Employment Opportunity Commission (EEOC) filed suit. During the hiring process, an HR manager reportedly told Jones that “[Locs] tend to get messy, although I’m not saying yours are, but you know what I’m talking about.” The EEOC said this violated the Civil Rights Act of 1964’s Title VII.

Holding: The company’s “race-neutral grooming policy” was not discriminatory because hairstyles, while “culturally associated with race,” are not “immutable physical characteristics.”

Result: You can legally discriminate against those who wear locs in employment.

THE MYTH OF RACE NEUTRALITY

WORKPLACE INJURY

Claimants are most often white males

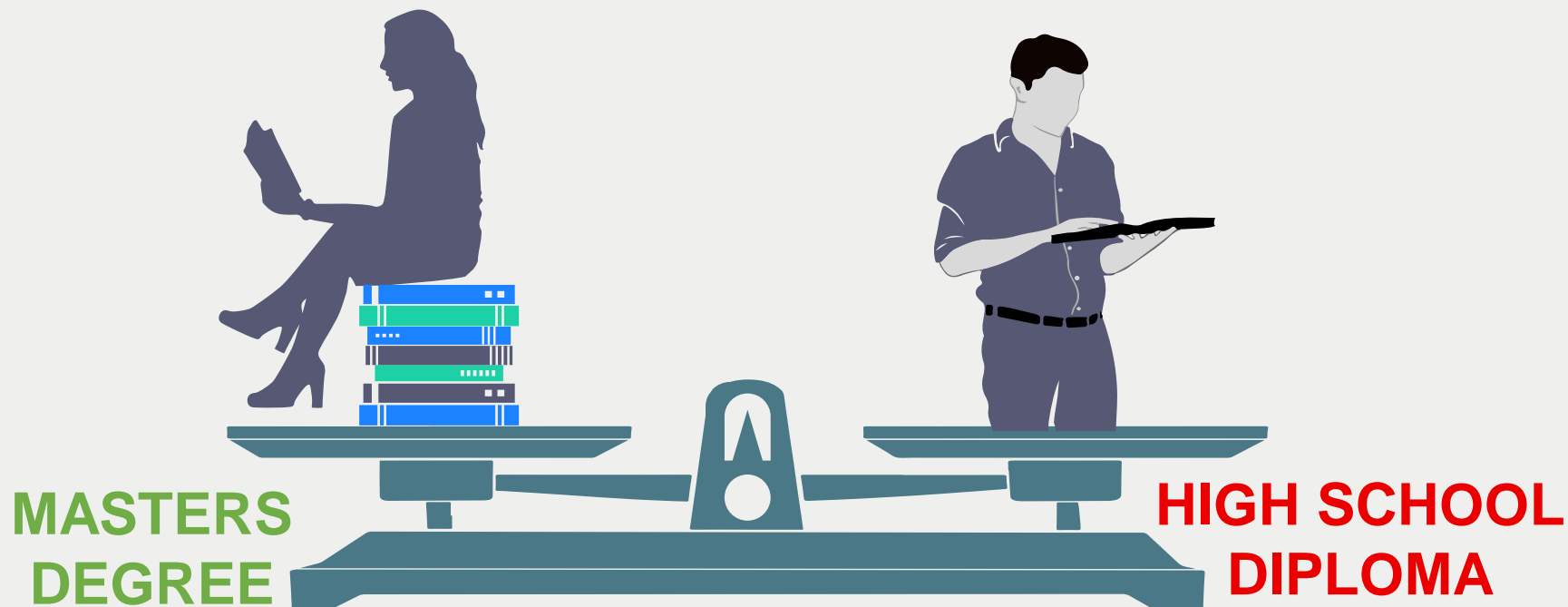


WORKPLACE HARRASSMENT

Claimants are most often people of color, people living with disabilities, and/or women



THE MYTH OF RACE NEUTRALITY



An African-American woman with a Masters degree makes **\$7 less** per hour than a Caucasian man with a Bachelor's degree.

Latina women and Indigenous women **need a Master's degree** before they surpass the wages of a Caucasian man with only a high school degree.

Asian Americans are **least likely to be promoted** to management positions despite being the most highly educated demographic, reflecting racist stereotypes that they are quiet, meek, and antisocial.

**STRUCTURAL
PROBLEMS**

REQUIRE

**STRUCTURAL
SOLUTIONS**

APPLYING AN EQUITY LENS



EQUITY IMPACT ASSESSMENT TOOL

STATE OF VERMONT EQUITY IMPACT ASSESSMENT TOOL

The State of Vermont is committed to advancing equity for all those who live, work, play, and learn in Vermont. Through data-informed program design and careful consideration of compounded historical inequity, agencies across the state can craft budgetary and programmatic proposals that align with the State's values and meet individual and shared goals.

Instructions: Complete this form as thoroughly as possible and submit with any supporting documentation to your reviewer/approver. For questions regarding this form, contact Racial Equity Director Xusana Davis or Policy and Legislative Affairs Director Kendal Smith.

At a minimum you must answer the bolded questions: 1-8, 12, 14-15, 17, 21 -22, 24-25

PROPOSAL BACKGROUND

- Briefly describe the proposal. Include background information regarding the problem the proposal is intended to address.**
- Is the proposal related to COVID-19 response or recovery?**
 - If so, is there federal or other COVID-19-related funding that may support the proposal?**
- What are the intended outcomes of the proposal?**
- What are the consequences of not implementing this proposal?**
- Are there fiscal implications of this bill for the Agency/Department? If yes, please describe.**
- Is the policy evidence-informed?**

STRATEGIC PLAN, METRICS, GOALS, INDICATORS

- Does this proposal advance a strategic goal and/or key performance indicator of your Agency/Department, or State Government, as defined here: <https://strategicplan.vermont.gov/>. If yes, which?**
- Are the desired outcomes specific and measurable?**
- Do you have sufficient population-level data to understand whether the proposal would address or create any racial disparities?
 - If not, what data would be needed?
- If implemented, can you collect disaggregated demographic data, track it, and evaluate it to assess equity impacts?
- Are there staff trained to analyze the data related to the proposal?

Inter-Agency or Multi-Sectoral Collaboration

- Which other agencies (SOV or non-SOV) may have an interest in this proposal or its outcomes?
- Does the proposal encourage or prioritize contractors led by members of marginalized groups? This may include but is not limited to vendors designated as Minority- or Women-Owned Business Enterprises or Disadvantaged Business Enterprises.

1 OF 2

- **Systematic examination** of how different marginalized groups will likely be affected by a proposed action or decision.
- **Used to minimize unanticipated adverse consequences** in proposed policies, institutional practices, programs, plans and budgetary decisions. Reduces risk of discrimination complaints.
- **Maximizes investments and staffing** by anticipating needs, benefits, and harms.
- **Best conducted during the decision-making process, prior** to enacting new proposals. They are used to inform decisions, much like environmental impact statements, fiscal impact reports, and workplace risk assessments.

EARLY ACCESS = EARLY SUCCESS



“[T]he work for racial equity is about undoing as much as it is about doing. We do not simply build new culture or behavior on top of old, especially in situations that are characterized by oppression. Some things must be released, and this letting go does not come easy.”

–CURTIS OGDEN, INTERACTION INSTITUTE FOR SOCIAL CHANGE

NEXT TIME

“What We Say and How We Say It”

- **Coded messaging and biased language/imagery**
- **The role of media in perpetuating stereotypes and damaging misinformation**
- **Ehrlichman, Nixon, and the “War on Drugs”**
- **How, when, and why to engage in dialogue with others**



GRACIAS

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