RACIAL EQUITY IN VERMONT:
History, Policy, Urgency
November 13, 2020

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State of Vermont
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 means treating everyone the same despite their different needs and circumstances.

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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

- Family & Peers
- News & Media
- Schooling
- Community
- Experiences
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”

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

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
“[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 require Structural Solutions not Individual Solutions
Addressing Structural Problems

Structural Solutions versus Individual Solutions

Financial Literacy Classes
Seek out information

Stricter Budgeting
Forego smartphones, internet, dining out, “nice” clothes...

Get More Jobs
Work as many hours as needed to be financially stable

Allocate Costs & Taxes Fairly
Offer accessible, adequate services at all wealth levels

Set & Enforce Fair Wages
You can simply impress your audience and add a unique zing.
Addressing Structural Problems

Structural Solutions versus Individual Solutions

Avoid Casual/Cultural Dress
Blend in with dominant groups

DashCams & Receipts
Document all interactions with officials & track movements

Prep Loved Ones For The Worst
Always think the unthinkable

Identify & Disrupt Implicit Bias
Let people be who they are

Truly Enforce Fair Protocols
Demonstrate integrity by punishing official misconduct

Lookbacks & Redress
Make amends for previous systemic wrongs

Criminal Justice
**Occupation & Slavery**
- Disenfranchisement
- Voter Suppression

**Law & Civics**
- Social Pressure
- Neighborhood amenities

**Institutional Complicity**
- Redlining
- Eugenics

**Education**
- Discipline
- Advancement
- Segregation & Zoning

**Health**
- Tuskegee
- Substance Use

**Continuation**
- Disenfranchisement
- Voter Suppression

**Correction**
Demographics
77,685  Total Population (1940)
22.4%  Foreign-born white

Area Descriptions

Selections from the Area Descriptions

C2
Artificial pond for ice cutting at Ohio & Connecticut Aves.
(Detrimental Influences)

D6
Belgians
(Inhabitants)

C1
Large families of small income interested in truck gardening and chickens.
(Clarifying Remarks)
### Area Descriptions

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
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<tbody>
<tr>
<td>D5</td>
<td>The neighborhood is considered to be &quot;tough&quot; and juvenile delinquency is a definite problem.</td>
</tr>
<tr>
<td>C11</td>
<td>Market limited to Jewish buyers</td>
</tr>
<tr>
<td>B8</td>
<td>Threatening Jewish infiltration into area.</td>
</tr>
<tr>
<td>D7</td>
<td>Area becomes less desirable north of Dover St. with Orientals concentrated in this spot.</td>
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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.
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

- All: 42
- White: 44
- Black: 25
- Latino: 26
- Asian or Pacific Islander: 27
- Native American: 47
- Mixed/other: 24
- People of color: 27

IPUMS
In Vermont, African Americans are 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.
“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.”
“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.
“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.”
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
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

- Fiscal Impact
- Equity Impact
- Operational Impact
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 inequality, agencies across the state can craft budgets and programmatic proposals that align with the State’s values and meet its goals and shared goals.

Instructions: Complete this form as thoroughly as possible and submit with any supporting documentation to your municipal agency. For questions regarding the form, contact Racial Equity Director Kenda Stoller or Policy & Legislative Affairs Director Kendal Smith.

At a minimum you must answer the titled questions: 1-6, 12, 14-15, 17, 21-22, 24-25

PROPOSAL BACKGROUND
1. Briefly describe the proposal. Include background information regarding the problem the proposal is intended to address.
2. Is the proposal related to COVID-19 response or recovery?
   a. If so, is there federal or other COVID-19-related funding that may support the proposal?
3. What are the intended outcomes of the proposal?
4. What are the consequences of not implementing this proposal?
5. Are there fiscal implications or new demand for this proposal or department? If yes, please describe.
6. Is the proposal consistent with the Vermont Strategic Plan?

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

INTER-Agency or Multi-Sector Collaboration
12. Who other agencies (OWV or non-OWV) may have an interest in this proposal or its outcomes?
13. Does the proposed encourage or prioritize contracts held by members of marginalized groups?
   a. If yes, include them in your proposal.
   b. If no, why not?

STATE OF VERMONT EQUITY IMPACT ASSESSMENT TOOL

- **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 Ogdens, 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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