People of Color, the Covid-19 Pandemic, and Police Violence Against Unarmed African Americans: The Epicenter of the Epicenter

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CRITICAL RACE THEORY IN ACTION



In order to understand the brutality of American capitalism, you have to start on the plantation.

By Matthew Desmond

AUG 14 2019

Introduction

How structural racism translates into the devastating impact of Covid-19 on African Americans

Next steps: Dismantling Structural Racism

AGENDA

Types of Ra

Institutional racism:

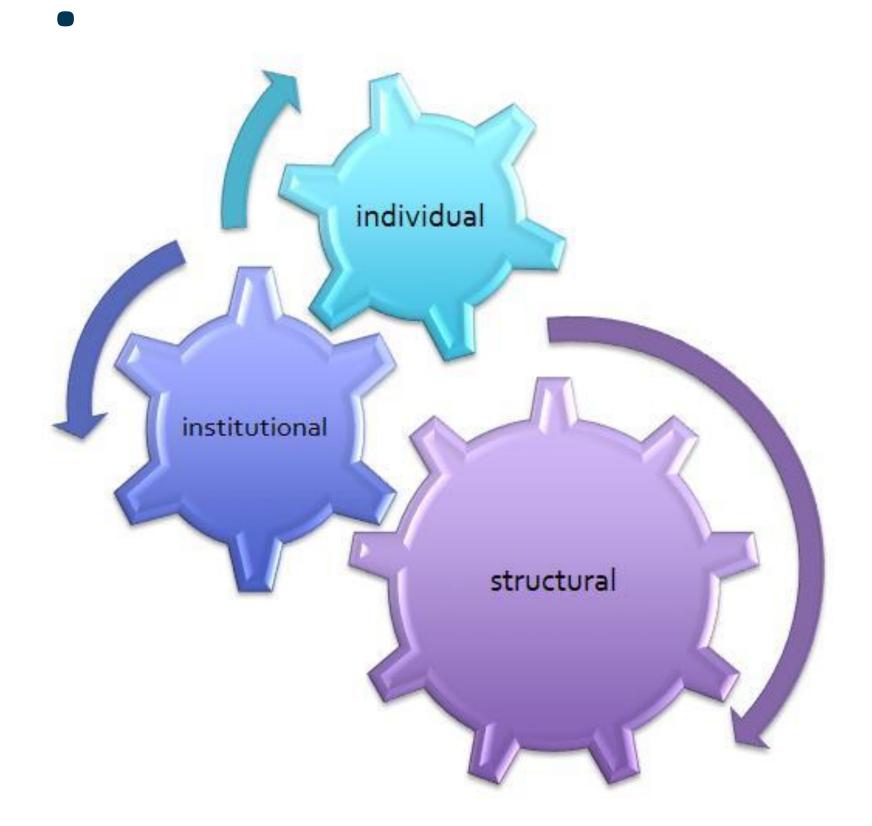
 Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

 A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Individual racism:

 Pre-judgment, bias, or discrimination by an individual based on race.

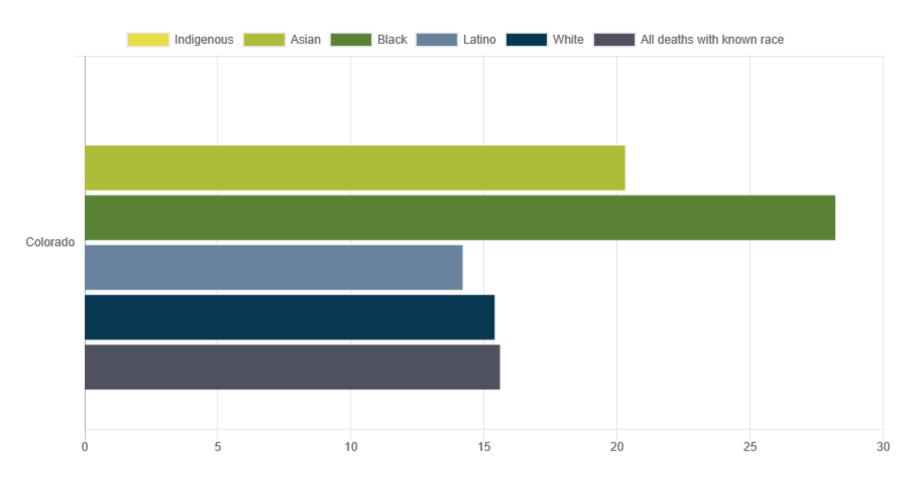


Fast Fact

 African Americans are three times more likely to be killed by the police than white people.

Mappingpoliceviolence.org

COVID-19 DEATHS PER 100,000 PEOPLE OF EACH GROUP, REPORTED THROUGH MAY 19, 2020



 * Latino ethnicity is reported separately from non-Hispanic race groups in Colorado.

Why Center Race and Ethnicity?

HTTPS://WW.APMRESEARCHLAB.ORG/COVID/DEATHS-BY-RACE

Historic & Oppressive Systems



COVID-19 Impact

School Segregation





Quality Education Access

Districts serving mostly students of color receive roughly \$2,000 less per student than districts with the fewest students of color.

Widened Racial Achievement Gaps

 Teachers/Students/Parents do not have access to or familiarity with tech (WiFi, laptops) needed for online learning.

School-to-Prison Pipeline



Anti-Literacy

Laws

Over Policing

- "Zero-tolerance" policies criminalize minor infractions of school rules.
- Police in schools lead to students being criminalized for behavior that should be handled inside the school.

Disproportionate # of COVID19 cases/deaths

 Black Americans are incarcerated more than 5X the rate of White Americans, which increases risk for COVID-19 due to restricted movement, confined spaces, and limited medical care in prisons.



Education

Literacy Gaps

Due to restricted and limited access to information and resources, 46% of White students compared to 17% of Black students scored at or above proficient on the National Assessment of Educational Progress 12th Grade Reading Level Assessment.

Disproportionate # of COVID19 cases/deaths

- Continuous spread of misinformation due to delays and gaps in information sharing.
- Difficulty reading, understanding, and accessing dense prevention guidance and rapidly evolving government policies.



Historic & Oppressive Systems

Modern Inequities

COVID-19 Impact

Red Lining/Housing Discrimination



Homeownership Gap

- White Homeownership
 Rate = 73.7%
- Black Homeownership
 Rate = 44%

Disproportionate # of COVID19 cases/deaths

 Lack of multi-room homes suitable for self-isolating, which puts other family members at risk.

Employment Discrimination



Wealth Gap

- Median White Family Wealth = \$171,000
- Wealth = \$17,600

Disproportionate # of cases, Unemployment and Homelessness

- Due to limited access to highwage jobs, many essential workers (grocery, food-service, custodial) are Black and cannot stay at home.
- Black workers are the last hired and first fired.
- Black families do not have safety nets to sustain them during quarantine and shutdown orders.



Historic & Oppressive Systems

Modern Inequities



COVID-19 Impact

Unethical Medical Experimentation



Medical Distrust

Black Americans report higher levels of medical distrust than White Americans and are less likely to visit a primary care doctor.

Disproportionate # of COVID19 cases/deaths

 Lack of trust in hospitals, doctors, prevention guidance, contact tracing, vaccine, and treatment due to generational experiences and trauma.

Hospital Segregation

Provider Bias/ Discrimination/ Racism

Limited Access to Insurance

Increased Risk for Preventable Diseases

- 72% more likely to have diabetes
- 20% more likely to be obese
- 20% more likely to have asthma
- 8X more likely to be diagnosed with HIV

Disproportionate # of COVID19 cases/deaths

 People of any age who have serious underlying medical conditions are at higher risk for severe illness and death from COVID-19.

Zoning/ Neighborhood Segregation



Limited Access to Essential Resources

- Full-service grocery stores
- Adequately resourced healthcare providers
- Clean Air, Water, and Green Space

Disproportionate # of COVID19 cases/deaths

- More likely to travel farther and more often for groceries and other essential needs.
- More likely to not have testing near home or safe transportation to testing.
- Higher risk for severe symptoms due to underlying conditions.

DEEPER DIVE INTO THE SOCIAL DETERMINANTS OF HEALTH



Four Features of Structural Racism

- Adaptive
- It doesn't require a rogue actor to set it in motion.
- The various systems infected by structural racism (e.g., education, healthcare, financial, housing, law enforcement) reinforce each other.
- While progressive policies have a dampening effect, it continues to thrive.

Dismantling Structural Racism



GUIDING PRINCIPLES

Adaptive Leadership

There are a whole host of problems that are not amenable to authoritative expertise or standard operating procedures. We call these adaptive challenges because they require experiments, new discoveries, and adjustments from numerous places in the organization or community. Without learning new ways changing attitudes, values, and behaviors - people cannot make the adaptive leap necessary to thrive in the new environment. The sustainability of change depends on having the people with the problem internalize the change itself.

Reviving Aspect's of the Great Society

 The empowerment of citizens on the lower-end of the income spectrum to change their communities in their own vision and for local government to invest in that vision

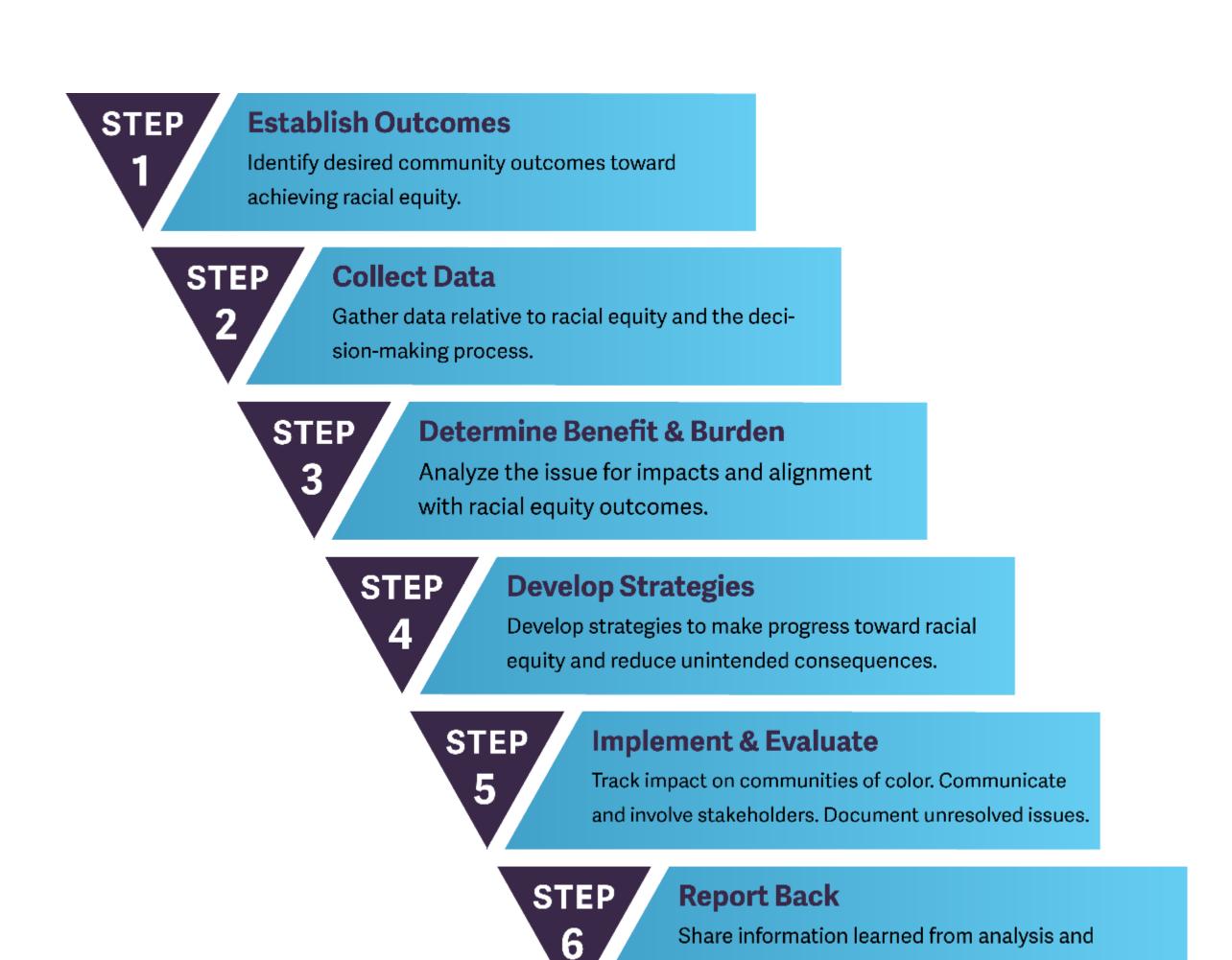
EQUITY LENS



FEELING

The CCAR
Protocol is a
primary tool for
transformational
racial equity
work.

GARE RACIAL EQUITY INSTRUMENT



unresolved issues with project leadership.