

RACE, RACISM AND THE CULTURAL DIVIDE

Workshop Objectives:

- Create a “safe space” for all participants to learn and participate
- Increase “cultural literacy” of the clergy and parishioners
 - Knowledge of history, contributions, and perspectives of different cultural groups, including one’s own group, necessary for understanding
- Share the fact that the gaps between racial and ethnic groups are greater in the Rochester region than in the United States or New York State as a whole

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American Slavery

The first ship bearing slaves for America landed in 1619, beginning over two centuries of human bondage on the American continent, the bondage which would eventually be called our "peculiar institution." This institution always received theological support from various religious leaders, both in the pulpit and in the classroom.

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Racial Classification

Modern racial classification schemes emerged in the eighteenth century during a period of European colonization and empire building. Racial classifications have been central to state formation, nation building, and the establishment of hierarchies that determine access to power in the form of material, social, cultural, and natural resources.

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Classification Schemes

These classification schemes are not simple reflections of “biological” or natural differences in physical appearance, but power relations that were established during the seventeenth and eighteenth centuries as colonial expansion brought people in diverse regions under the control of Europeans.

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White Supremacy

White supremacy is more than overt displays of racial hatred as seen in the last few years. **It is a system in which white people dominate others and dominate society.** They are the default setting, if you like. They hold the power, even if unwillingly. Institutional racism means that even if a white individual does not embrace a white supremacist view, it's very likely that person benefits from the rigged system.

When white people ask me what to do about race, I urge them to talk to other white people, their white friends, their white family members. White people built white supremacy. They have to play a part in dismantling it.

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What Causes People to be Racist?

“In some ways, it’s super simple. People learn to be whatever their society and culture teaches them. We often assume that it takes parents actively teaching their kids, for them to be racist. The truth is that unless parents actively teach kids not to be racists, they will be,” said Jennifer Richeson, a Yale University social psychologist. “This is not the product of some deep-seated, evil heart that is cultivated. It comes from the environment, the air all around us.”

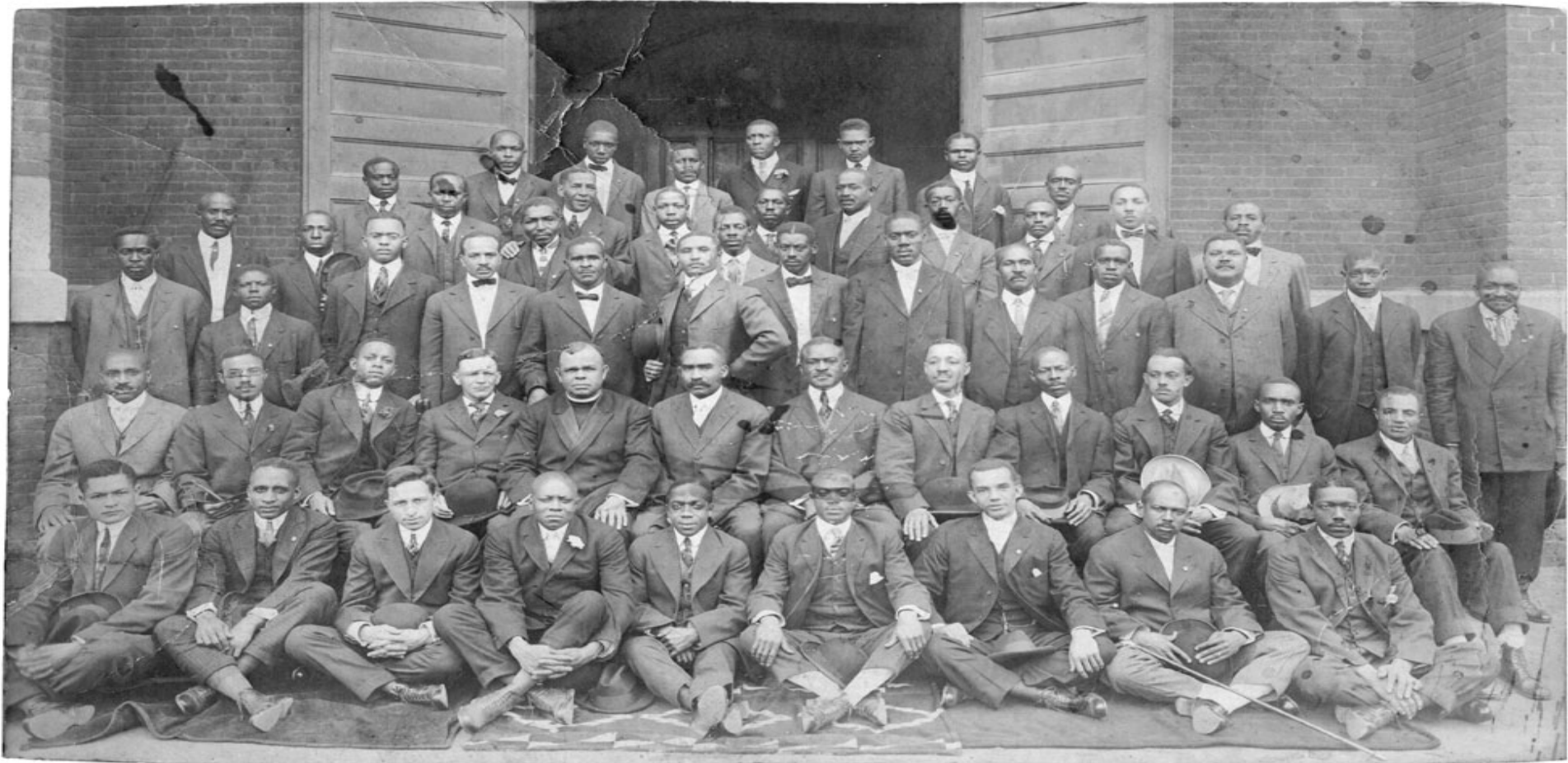
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The Rosewood Massacre



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Black Wall Street



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Dropping Fire Bombs On The Black Community



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Racism and Its Impact

Nationally, leaders and others ponder the question of why African American incomes are only 62% those of white residents.

Our challenge is even greater: In our nine-county region, the corresponding number is dramatically lower at 48%.

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Racism and Its Impact

African American children in our region are more than 4 times as likely as whites to be in poverty, and Latino children experience poverty at a rate of more than 3 ½ times that of non-Latino white children.

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Racism and Its Impact

Median household incomes of African Americans in our region are less than half that of whites. For Latinos, salaries are only slightly more than half the level of non-Latino whites.

On the other end of the economic well-being scale, both African Americans and Latinos experience poverty at rates that are more than 3 times that of white residents.

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Social and Economic Outcomes

Social and economic outcomes for African Americans and Latinos in the greater Rochester region are demonstrably worse than those of the same groups in New York State and the nation as a whole.

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Indicator: Nine county Region, New York State, United States

- Child Poverty Rate: African Americans¹ 50% 33% 38%
- Child Poverty Rate: Latinos¹ 42% 34% 32%
- Grade 3 ELA Proficiency: African Americans² 13% 31% NA
- Grade 3 ELA Proficiency: Latinos² 19% 30% NA
- Grade 8 Math Proficiency: African Americans² 4% 14% NA
- Grade 8 Math Proficiency: Latinos² 5% 16% NA

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Indicator: Nine county Region, New York State, United States

- Median Household Income: African Americans¹ \$27,078 \$41,615 \$35,695
- Median Household Income: Latinos¹ \$29,991 \$40,824 \$42,651
- Poverty Rate: African Americans¹ 36% 23% 27%
- Poverty Rate: Latinos¹ 34% 26% 24%
- Homeownership Rates: African Americans¹ 33% 31% 42%
- Homeownership Rates: Latinos¹ 35% 24% 46%

Sources:

1. U.S. Census – American Community Survey for 2011-15.
2. NY State Department of Education, student assessments for 2016.
ELA = English Language Arts (sometimes referred to simply as “reading”)

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Home Ownership

Both African Americans and Latinos are less than half as likely to own their home as their white counterparts. Homeownership contributes to family quality of life, and is also one of the most significant means of transferring assets between generations.

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Structural Racism

These “Hard Facts” should make it impossible for anyone to ignore the profound entrenchment of structural racism throughout our region!

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Criminal Justice and Race

- Racial disparities in the criminal justice system have been in the news for the last several years following a series of high-profile instances of black Americans killed by police, like Eric Garner in New York City, Michael Brown in Ferguson, Tamir Rice in Cleveland, Freddie Gray in Baltimore and Philando Castile in Minnesota.
- A CNN/ORC poll, taken in the midst of several of these police shootings in 2015, showed that a broad three in four blacks (76%) believed the country's criminal justice system favors whites, while only 19% said the races were treated equally. But among whites, the sides flip: a plurality of whites -- 49% said the race were treated equally vs. 42% who said whites were favored.

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Punished and The Unpunished

- Trayvon Martin and the Irony of American Justice - The Atlantic
- Michael Brown shooting in Ferguson, Mo. - USA Today
- **Eric Gartner killed by New York City Police - NYT**
- Dylann Roof formally sentenced to death – CNN (P)
- Walter Scott shooting: Ex-officer Michael Slager sentenced to 20 years ... (P)
- Emmett Till is murdered - Aug 28, 1955 - HISTORY.com
- **Tamin Rice killed by Cleveland Police**
- **Freddie Gray killed by Baltimore Police**
- **Philando Castile killed by Minneapolis Police**

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Charlottesville, Va – 1917
No - 2017



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Current Day America?

A swift social media response to the images out of Charlottesville was #thisisnotus. Oh yes it is. America's original sin is racism. For black people need look no further than slavery, to Jim Crow laws, to segregation, to today's not-so-invisible hands guiding housing and education policy, the wage gap, health disparities, how banks give loans. One could also add police brutality, food insecurity and disinvestment in black and brown communities.

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UNDERSTAND | ACCEPT | LEVERAGE


Where Are We Now?

Demographic	%Population	%Board Room
White Male	36%	66%
Women	50%	20%
Minorities	37%	16%

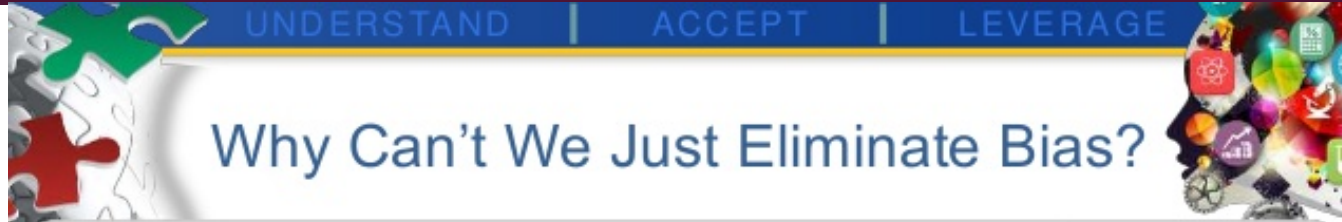
What's going on?

Data is composite from CBS News Report, Wiki-Answers

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- Bias is based on our life experiences, and can be a protective mechanism
- We often do not even recognize our own bias
- It is easy to misinterpret others' bias
- It is very difficult to understand all possible perspectives, and despite our best efforts, we still base our assumptions on perceived 'truths'

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UNDERSTAND | ACCEPT | LEVERAGE

What is Inclusion and Why is It Important?

- **Inclusion** is the process by which we effectively integrate diverse resources into a whole that is more than the sum of its parts.
- We do this by **recognizing** and **leveraging** our **differences** rather than seeking to minimize or ignore them.



The illustration shows two stylized human figures, one silver and one gold, standing on either side of a large puzzle piece. The puzzle piece is shaped like a house, with a grey roof and a white base. The silver figure is holding a red puzzle piece, and the gold figure is holding a blue puzzle piece. The puzzle piece they are holding is a central part of the house shape, symbolizing the integration of diverse resources into a whole.

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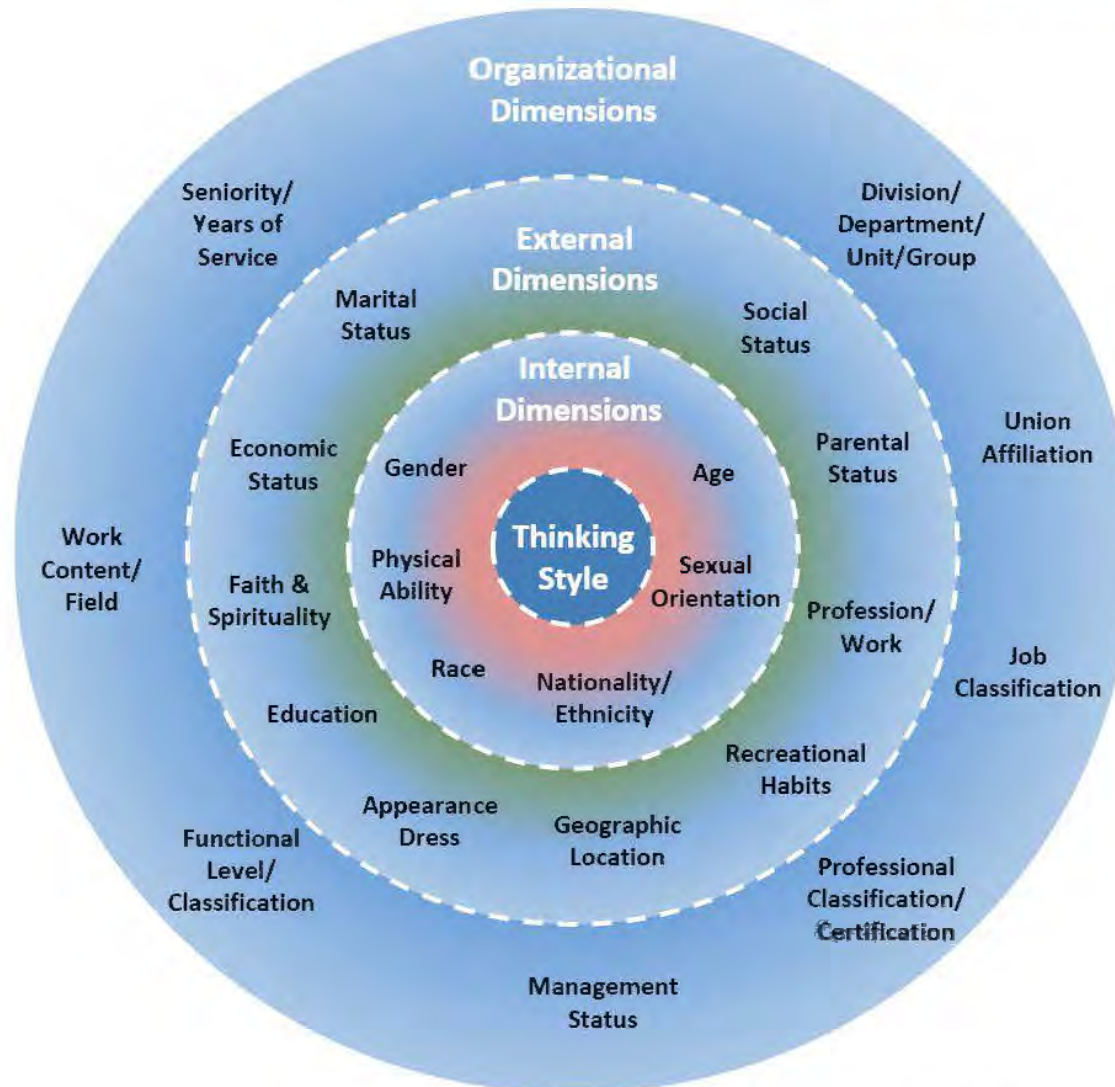
Dimensions of Diversity



Adapted from The Loden Model

The Diversity Wheel

"The mix" of human similarities and differences



4 Layers of Diversity

- **The Core Dimension** is how we think and communicate.
- **Internal Dimensions** are largely out of our control but have a powerful impact on behaviors and attitudes.
- **External Dimensions** are largely within our control and are choices formed by environmental, social and cultural factors and experiences.
- **Organizational Dimensions** are largely defined and influenced by the group or organization in which we work.

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Privilege Walk Statements

- If you are a white male - ***take one step forward.***
- If there have been times in your life when you skipped a meal because there was no food in the house - ***take one step backward.***
- If you have visible or invisible disabilities - ***take one step backward.***
- If you attended (grade) school with people you felt were like yourself - ***take one step forward.***
- If you grew up in an urban setting - ***take one step backward.***
- If your family had health insurance - ***take one step forward.***
- If your work holidays coincide with religious holidays that you celebrate - ***take one step forward.***

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Privilege Walk Statements (continued)

- If you feel good about how your identified culture is portrayed by the media - ***take one step forward.***
- If you have been the victim of physical violence based on your gender, ethnicity, age or sexual orientation - ***take one step backward.***
- If you have ever felt passed over for an employment position based on your gender, ethnicity, age or sexual orientation - ***take one step backward.***
- If you were born in the United States - ***take one step forward.***
- If English is your first language - ***take one step forward.***
- If you have been divorced or impacted by divorce - ***take one step backward.***
- If you came from a supportive family environment - ***take one step forward.***

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Privilege Walk Statements (continued)

- If you have completed high school - ***take one step forward.***
- If you were able to complete college - ***take one step forward.***
- If you are a citizen of the United States - ***take one step forward.***
- If you took out loans for your education - ***take one step backward.***
- If you attended private school - ***take one step forward.***
- If you have ever felt unsafe walking alone at night - ***take one step backward.***

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Questions?

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Thank You!!