Race, Equity and Philanthropy
Understanding and Effectively Addressing Racial Inequities in the U.S.

David R. Williams, PhD, MPH
Florence & Laura Norman Professor of Public Health
Professor of African & African American Studies and of Sociology
Harvard University
There are Large Racial Inequities in Health in the U.S.
Infant Mortality in the U.S., 2012

Health United States, NCHS, 2014,
Life Expectancy, Indigenous Men

Maori, Aboriginal, First Nation, Am Indian & Alaskan Native; Bramley et al. 2004
Making Sense of Racial Inequities
There are Large Racial Inequities in SES in the U.S.
Median Household Income and Race, 2015

Racial Differences in Income are Substantial:

<table>
<thead>
<tr>
<th></th>
<th>1 dollar</th>
<th>1.23 dollar</th>
<th>72 cents</th>
<th>62 cents*</th>
<th>59 cents</th>
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<tr>
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<td>Asian</td>
<td><img src="image" alt="1 dollar" /></td>
<td><img src="image" alt="1.23 dollar" /></td>
<td><img src="image" alt="72 cents" /></td>
<td><img src="image" alt="62 cents*" /></td>
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<tr>
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<td><img src="image" alt="1.23 dollar" /></td>
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<td><img src="image" alt="59 cents" /></td>
</tr>
</tbody>
</table>

U.S. Census Bureau: Proctor, Semega, Kollar, 2016; *2013, Native Her. Month, 2014
Median Wealth and Race, 2011

For every dollar of wealth that Whites have, 

Asians have 81 cents  

Blacks have only 6 cents  

Latinos have only 7 cents

U.S. Census Bureau, 2014
Added Burden of Race
Life Expectancy at Age 25 Based on Level of Education

Based on Level of Education

5-year gap overall

6.4-year gap

White

Age 70

5.3-year gap

Black

80 85

Murphy, NVSS 2000; Braveman et al. AJPH; 2010, NLMS 1988-1998
Blacks with a college degree have a lower life expectancy than Whites with only a high school degree.

Murphy, NVSS 2000; Braveman et al. AJPH; 2010, NLMS 1988-1998
Why Does Race Still Matter?

Could *racism* be a critical missing piece of the puzzle to understand the patterning of racial disparities in health?
Individual vs Institutional Racism
Individual Bias: Waiting at Crosswalks

- 3 Black and 3 White males, in Portland, OR
- Males in their 20s, wearing identical clothing
- Male indicates intention to cross
Multiple Cars Twice as likely to Pass Blacks

Average Number of Cars that Passed Without Stopping

<table>
<thead>
<tr>
<th></th>
<th>Black pedestrians</th>
<th>White pedestrians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Number</td>
<td>2.02*</td>
<td>0.98</td>
</tr>
</tbody>
</table>

Tara Goddard, et al., Psychology Faculty Publications, Portland State University, 2014, ( * : p ≤ .05 )
Blacks Wait 32% Longer to Cross the Street

Second elapsed until driver yield

Black pedestrians: 9.79*
White pedestrians: 7.4

Tara Goddard, et al., Psychology Faculty Publications, Portland State University, 2014, (*: p ≤ .05)
Institutional Discrimination is Pervasive
Institutional Discrimination: Waiting to Vote
Average number of minutes, 2012 Presidential Election

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Average Time (min)</th>
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</thead>
<tbody>
<tr>
<td>African Americans</td>
<td>23</td>
</tr>
<tr>
<td>Latinos</td>
<td>19</td>
</tr>
<tr>
<td>Asian Americans</td>
<td>15</td>
</tr>
<tr>
<td>Native Americans</td>
<td>13</td>
</tr>
<tr>
<td>Whites</td>
<td>12</td>
</tr>
</tbody>
</table>

Cooperative Congressional Election Study, 2012
Institutional Processes

• Length of time waiting to vote linked to the residence of the voter and the policies and procedures (budgeting and space constraints and local administrative procedures) linked to place:

• How many voters being served by a polling site?

• How many precincts in a given area?

• Staffing of a precinct affects how long it takes to vote
Institutional Racism: Segregation

Residential Segregation is a striking legacy of racism

- As is the forced removal and relocation of indigenous peoples
- The institutionalized isolation and marginalization of racial populations has adversely affected life chances in multiple ways
Why Place Matters

Where you live determines access to:

• High-quality schools
• Job opportunities
• Safe, affordable & healthy housing
• Fresh produce & nutritious food
• Safe to exercise, walk or play outside
• Nearby Nature
• Toxins (from highways, factories & other)
• Quality primary care and good hospitals
• Affordable, reliable, public transit
• Social cohesion and social capital
Racial Differences in Residential Environment

In the 171 largest cities in the U.S., there is not even one city where whites live in equal conditions to those of blacks.

“The worst urban context in which whites reside is considerably better than the average context of black communities.”

Sampson & Wilson 1995
Segregation Contributes to Large Racial/Ethnic Differences in SES
A study of the effects of segregation on young African American adults found that the elimination of segregation would erase black-white differences in:

- Earnings
- High School Graduation Rate
- Unemployment

And reduce racial differences in single motherhood by two-thirds

Cutler, Glaeser & Vigdor, 1997
Where Racial Inequities in SES are Born

Large Racial/Ethnic Differences in SES that are consequential for life:
-- They are not acts of God
-- They are not random events
-- They reflect successful implementation of social policies

Racism has produced a truly “rigged system”
The Pervasiveness of Discrimination

Discrimination

Getting a job
- Receiving a promotion
- Getting insurance
- Hailing a taxi
- Renting an apartment
- Purchasing a car
- Pulled over by police
- Arrested for drug–related crimes

Buying a home
- Hailing a taxi
- Renting an apartment

Cost of bail
- Quality of medical care
- Suspended from preschool
- Obtaining bank loans

Cost of bail
- Quality of medical care
- Obtaining bank loans
- Suspended from preschool
Percent of Job Applicants Receiving a Callback

<table>
<thead>
<tr>
<th>Criminal Record</th>
<th>White</th>
<th>Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>34%</td>
<td>14%</td>
</tr>
<tr>
<td>Yes</td>
<td>17%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Devah Pager; Am J Sociology, 2004
Race, Criminal Record, and Entry-level Jobs in NY, 2004

Positive Response (%)

- White felon: 17%
- Latino (clean record): 15%
- Black (clean record): 13%

Devah Pager et al Am Soc Review, 2009; 169 employers
### Job Channeling - Blacks

<table>
<thead>
<tr>
<th>Original Job Title</th>
<th>Suggested Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blacks Channeled Down</td>
<td></td>
</tr>
<tr>
<td>Server</td>
<td>Busser</td>
</tr>
<tr>
<td>Counter Person</td>
<td>Dishwasher/Porter</td>
</tr>
<tr>
<td>Server</td>
<td>Busboy</td>
</tr>
<tr>
<td>Assistant Manager</td>
<td>Entry fast-food position</td>
</tr>
<tr>
<td>Server</td>
<td>Busboy/Runner</td>
</tr>
<tr>
<td>Retail Sales</td>
<td>Maintenance</td>
</tr>
<tr>
<td>Counter Person</td>
<td>Delivery</td>
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<tr>
<td>Sales</td>
<td>Stockboy</td>
</tr>
<tr>
<td>Sales</td>
<td>Not specified</td>
</tr>
</tbody>
</table>

*Devah Pager et al Am Soc Review, 2009*
Experiences of discrimination are a source of Toxic Stress
Every Day Discrimination

In your day-to-day life how often do these happen to you?

- You are treated with less courtesy than other people.
- You are treated with less respect than other people.
- You receive poorer service than other people at restaurants or stores.
- People act as if they think you are not smart.
- People act as if they are afraid of you.
- People act as if they think you are dishonest.
- People act as if they’re better than you are.
- You are called names or insulted.
- You are threatened or harassed.

What do you think was the main reason for these experiences?
Everyday Discrimination: positively associated with:

-- coronary artery calcification (Lewis et al., Psy Med, 2006)
-- C-reactive protein (Lewis et al., Brain Beh Immunity, 2010)
-- lower birth weight (Earnshaw et al., Ann Beh Med, 2013)
-- cognitive impairment (Barnes et al., 2012)
-- poor sleep [object. & subject.] (Lewis et al, Hlth Psy, 2012)
-- visceral fat (Lewis et al., Am J Epidemiology, 2011)
Discrimination and Allostatic Load

- 331 Blacks (20 year olds), 9 rural counties in Georgia
- Discrimination assessed at age 16, 17, and 18
- Allostatic load assessed at age 20; overnight cortisol, epinephrine, norepinephrine, SBP, DBP, CRP, BMI
- 79% of sample had low and increasing levels of discrimination; 22% had stably high levels
- Stably high levels of discrimination as a teen linked to higher allostatic load at age 20
- Association increased when adjusted for CES-D, life stress, socioeconomic risk and unhealthy behavior.

Gene Brody et al., 2014., Child Development
Undoing Racism

Effectively Addressing Racial Inequity in the U.S.

10 Point Action Plan
Action #1

Philanthropy should lead in raising awareness levels of the reality of racial inequities in America
Discrimination Against Whites as Big a Problem as for Blacks and Others, 2015

Public Religion Research Institute, 2015 Values Survey
Discrimination Against Whites as Big a Problem as for Blacks and Others, 2015

Public Religion Research Institute, 2015 Values Survey

Republicans: 64%
Tea Party: 68%
Independents: 45%
Democrats: 28%
U.S. Has Made Needed Changes to Give Blacks Equal Rights, 2015

Public Religion Research Institute, 2015 Values Survey
U.S. Has Made Needed Changes to Give Blacks Equal Rights, 2015

Public Religion Research Institute, 2015 Values Survey
Action #2

Philanthropy can play a leadership role in helping to establish a credible voice in our current environment that is anti-elite, anti-authority and has little trust in social institutions.
“Post-fact’ and “Post-truth” World

Key Characteristics of this Brave New World:

- Brazen disregard for facts
- Distrust of what is presented as fact, especially if it is uncomfortable
- What counts as a fact is simply a view that someone feels to be true
- Anyone can make up opposing (and deceptive) facts
- Instead of an informed public, we have moved to a misguided mob
- Outrageous behavior becomes normalized

Action #3

Philanthropy can play a leadership role in convening all of the relevant stakeholders and experts to establish a coordinated and sustained mass media campaign to re-define race in American culture and society.
Negative Racial Images so deeply embedded in our minds...

....they are very easily activated and shape our attitudes and behavior
Where do these Negative Stereotypes come from?
Racial Stereotypes in Our Culture

• BEAGLE Project

• 10 million words

• Sample of books, newspapers, magazine articles, etc. that average college-level student would read in lifetime

• Allows us to assess how often Americans have seen or heard words paired together over their lifetime

Verhaeghen et al. British J Psychology, 2011
<table>
<thead>
<tr>
<th>Group</th>
<th>Trait</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLACK</td>
<td>poor</td>
<td>.64</td>
</tr>
<tr>
<td>BLACK</td>
<td>violent</td>
<td>.43</td>
</tr>
<tr>
<td>BLACK</td>
<td>religious</td>
<td>.42</td>
</tr>
<tr>
<td>BLACK</td>
<td>lazy</td>
<td>.40</td>
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<tr>
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<td>dangerous</td>
<td>.33</td>
</tr>
<tr>
<td>FEMALE</td>
<td>distant</td>
<td>.37</td>
</tr>
<tr>
<td>FEMALE</td>
<td>warm</td>
<td>.35</td>
</tr>
<tr>
<td>FEMALE</td>
<td>gentle</td>
<td>.34</td>
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<tr>
<td>FEMALE</td>
<td>passive</td>
<td>.34</td>
</tr>
<tr>
<td>WHITE</td>
<td>wealthy</td>
<td>.48</td>
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<tr>
<td>WHITE</td>
<td>progressive</td>
<td>.41</td>
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<tr>
<td>WHITE</td>
<td>conventional</td>
<td>.37</td>
</tr>
<tr>
<td>WHITE</td>
<td>stubborn</td>
<td>.32</td>
</tr>
<tr>
<td>WHITE</td>
<td>successful</td>
<td>.30</td>
</tr>
<tr>
<td>WHITE</td>
<td>educated</td>
<td>.30</td>
</tr>
<tr>
<td>MALE</td>
<td>dominant</td>
<td>.46</td>
</tr>
<tr>
<td>MALE</td>
<td>leader</td>
<td>.31</td>
</tr>
<tr>
<td>MALE</td>
<td>logical</td>
<td>.31</td>
</tr>
<tr>
<td>MALE</td>
<td>strong</td>
<td>.31</td>
</tr>
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Verhaeghen et al. British J Psychology, 2011
## Stereotypes in Our Culture

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<tr>
<td>BLACK</td>
<td>charming</td>
<td>.28</td>
<td>WHITE</td>
</tr>
<tr>
<td>BLACK</td>
<td>merry</td>
<td>.28</td>
<td>WHITE</td>
</tr>
<tr>
<td>BLACK</td>
<td>ignorant</td>
<td>.27</td>
<td>WHITE</td>
</tr>
<tr>
<td>BLACK</td>
<td>musical</td>
<td>.26</td>
<td>WHITE</td>
</tr>
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Verhaeghen et al. British J Psychology, 2011
Media Can Have a Huge Impact

- The media can influence our worldviews, normative expectations, attitudes and stereotypes.
- The media can also affect our emotions and the degree of empathy we feel towards particular groups.
- Societal-wide reductions in prejudice, stereotypes and discrimination will require large-scale adoption and implementation of strategies to alter deeply embedded cultural beliefs about race.
- Strong incentives would need to be put in place to encourage leaders across multiple organizational contexts to make improvements in tolerance central to their organizational missions.
The Devine Solution

• Non-black adults can be motivated to increase their awareness of bias against blacks, their concerns about the effects of bias and to implement strategies which were effective in producing substantial reductions in bias that remained evident three months later.

• Implicit biases viewed as deeply engrained habits that can be replaced by learning new prejudice-reducing strategies including stereotype replacement, counter-stereotype imaging, individuation, perspective taking and increasing opportunities for interracial contact.

Action #4

Philanthropy should play a leadership role in raising awareness levels of deeply embedded, subtle forms of prejudice (implicit biases) that are pervasive and unrecognized. Currently, we don’t even know we have a problem.
Museum of Tolerance in Los Angeles

- Visitors see two doors: “Prejudiced” & “Unprejudiced”
- If one tries to enter the unprejudiced door it is locked and a message appears:
  - Museum communicating that, more than we normally acknowledge, we are all prejudiced.
  - We are affected by our culture and the stereotypes in larger culture
Action #5
Philanthropy should play a critical and desperately needed role to build the political will to address racial inequities in America.
Most Americans are not in favor of the government helping Blacks
Support for Government Intervention

Giving businesses and industry special tax breaks for locating in poor and high unemployment areas

OR

largely black areas
Support for Government Intervention

Lawrence Bobo et al., Social Trends in American Life, 2012
Action #6
We need to invest in communication strategies to build a science base that tells us exactly what framings we should use and what is the optimal language for building political will.
We know that small differences in language and framing can make a big difference
Affirmative Action Framing

A quasi-experimental study asked U.S. white adults:

‘Suppose that two candidates, one white and one black, apply for a job at a company that has a workforce that is 97 per cent white. They take an examination and both get the same high score. The company decides to hire the black applicant to address the lack of diversity of its workforce. Do you agree or disagree with that decision? . . .

Berry and Bonilla-Silva, Ethnic & Racial Studies, 2008
Support Varies by Framing

- 72% of whites would support hiring the black candidate (for diversity reasons) when his assessment scores are identical to a white candidate (Tie-break situation)

Berry and Bonilla-Silva, Ethnic & Racial Studies, 2008
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- If the reason for hiring is re-framed: “to make up for past discrimination by the company” support falls to 44% (when scores are identical).

- Support fell to 25% if the white applicant scored “slightly higher than the black applicant, although both do well”.

Berry and Bonilla-Silva, Ethnic & Racial Studies, 2008
How Should We Talk About Race?

• Frameworks Institute has been doing research on how best to enhance understanding of racial inequities and to build support to address them.

• This research shows that dominant frames about race are activated by the mention of disparities in outcomes.

• These dominant frames block the building of the needed support to address disparities.

Davey 2009; Talking about Disparities; Frameworks Institute
Dominant Frames About Race

• U.S. society has made dramatic progress on race in recent decades
• Changes in laws and policies have eliminated racism, except at the level of the individual,
• Individual racism is as common in whites as in minorities
• Personal responsibility (and character, values, and effort) are the drivers of success in life; discrimination does not play a role
• Whites and non-whites have separate fates because of differences in core American values

Davey 2009; Talking about Disparities; Frameworks Institute
Framings That Do Not Work

Several framing strategies that are widely used are ineffective, including,

• Framing diversity as a strength
• Arguing that racial disparities are early warning indicators (canaries in a coal mine)
• Framing disparities as due to white privilege
• Framing disparities as structurally driven

In each of these cases, the dominant racial framing obscures, this alternative viewpoint

Davey 2009; Talking about Disparities; Frameworks Institute
Framings That Work

Framings that have the potential to build support for addressing disparities need to focus less on racial disparities, and emphasize widely shared American values (like enhancing opportunity for all and ingenuity) and that link communities in a sense of shared fate. For example:

• Give primacy to effective solutions and innovation
• Emphasize opportunity for all
• Highlight the interdependence of all communities
• Stress preventing community problems before they occur
• Emphasize fairness between places (not individuals)

Davey 2009; Talking about Disparities; Frameworks Institute
Action #7

Relatedly, Philanthropy should invest in developing the knowledge base to reduce and eliminate the ‘empathy gap’
“The most difficult social problem in the matter of Negro health is the peculiar attitude of the nation toward the well-being of the race. There have... been few other cases in the history of civilized peoples where human suffering has been viewed with such peculiar indifference”

Lack of Empathy, Evident Early in Life

- Mainly white 5-, 7- and 10-year-olds rate pain of black and white children
- No racial bias at age 5
- Children show weak bias (blacks feel less pain) at age 7
- By age 10 children rate pain of black child less than white one (strong, reliable racial bias)
- Unrelated to social preference (would like to be friends with)
- We may need to start empathy training very very young

http://www.huffingtonpost.com/2013/10/17/racial-empathy-gap_n_4118252.html

R. Dore et al, Br J Dev Psych, 2014
Recent research suggests that we think with our hearts.

The role of emotion is central in interracial interactions and preferences for policy.
We need to identify how to tell the story of the plight of the disadvantaged in ways that resonates with the public.
Action #8

At the level of local communities, charitable and philanthropic organizations can lead in creating psychosocial environments for the promotion of inter-racial contact and creating the conditions and “safe contexts” where inter-racial contact will flourish so that we can begin healing
1. *We are in an era of increasing hate*

The impact of the *election of Barack Obama*
Increase in Racial Resentment & Division

- Obama’s election led to:
  -- 1 in 3 whites feeling ‘troubled’ that black man was the president
  -- Rise of the Tea Party (with racist rhetoric)
  -- Resentment of Democrats and loss of white support in 2008 & 2012
  -- Less white support for addressing racial inequity
  -- Increase of Congressional polarization (least productive congresses in 70 years)
  -- Increase in belief among whites, especially conservatives, that racism no longer exists
  -- No change in implicit biases against blacks

Christopher Parker, Ann Rev of Sociology, 2016
Since 2008, Democrats have Lost ….

13 Senate Seats
69 House Seats
12 Governorships
30 State Legislative Chambers
900+ State Legislative Seats

Worst showing of an incumbent president’s party since Nixon years

David Rutz, Meet the Press, November 8, 2015
Marked Spike in Social Media Racial Animosity

- More than 10,000 hate websites in 2009
- Sample hate groups or Facebook Pages: “I Hate Obama,” “Obama Sucks,” “Michelle Obama looks like a Man,” “I hate Michelle Obama”
- Historical racial stereotypes not in mainstream media are commonplace
- Many animalistic photos of Obama and his family
- Posts are outrageously disrespectful and racist

Mia Moody, J of New Media Culture, 2012
2. *We are in an era of increasing hate*

The presidential campaign of Donald Trump
A Trump Effect?

- Survey of 2,000 K-12 teachers (not a probability sample)
- Since the 2016 presidential campaign began:
  - 67% of teachers report that students (esp., immigrants, children of immigrants and Muslims) express concerns or fears about what might happen to their family after the election
  - More than a third seen increase in anti-Muslim or anti-immigrant sentiment

A Trump Effect? -2

- More than half report an increase in uncivil political discourse
- More than half say students “emboldened” to use slurs and name-calling, and say bigoted and hostile things about minorities, immigrants, and Muslims

3. *We are in an era of increasing hate*

The election of Donald Trump
Making America Hate Again?

Trump’s election has given new legitimacy to hate in America.
Black boys are misperceived as older than they are and prematurely perceived as responsible for their actions, at a stage of development when other boys are assumed to be innocent children.

Goff et al, JPSP, 2014

Wellsville, NY


http://www.onyxtruth.com/2015/12/10/make-america-white-again/
Impact of Trump’s Election

- Across the US, spike in hate crimes & harassment
- 1,094 bias incidents in the 1st 34 days (SPLC)
- Highest count was on day one
- More than a third of incidents referenced Trump, the “Make America Great Again” slogan, or his words about grabbing women by the genitals
- Dec. 6, 2016, NY mayor Bill de Blasio reported a 35% spike in hate crime, since the election
- US hate groups grew in 2016 from 2015
- Anti-Muslim groups increased by 197%

Southern Poverty Law Center; CBS News, Dec 6;
Election Outcome as a Source of Stress

Percent saying it was a ‘very significant’ or ‘somewhat significant’ source of stress

American Psychological Association, Stress in America, 2017
Racial Hostility Matters for Health
Arab American Birth Outcomes

• Well-documented increase in discrimination and harassment of Arab Americans after September 11 terrorist attacks in 2001

• Arab American women in California had an increased risk of low birthweight and preterm birth in the 6 months after Sept. 11 compared to pre-Sept. 11

• Other women in California had no change in birth outcome risk, pre-and post-September 11

Lauderdale, 2006
Action #9

Philanthropy needs to take a leadership role in working with the public, private and voluntary sector to identify and disseminate feasible and optimal strategies to dismantle institutional racism.
Purpose Built Communities: Comprehensive

• Based on efforts in Atlanta’s East Lake district

• Purpose Built Communities uses integrative strategies including cradle-to-college educational opportunities, mixed-income housing, early child development programs, employment support and recreational opportunities

• Community engagement and philanthropy

• Key: addressing all of the challenges faced by disadvantaged communities simultaneously

• Purpose Built Communities in Atlanta, New Orleans, Indianapolis, Charlotte, among others
Implementing the Purpose Built Model

A Defined Neighborhood

Mixed Income Housing

Cradle-to-College Education Pipeline

Community Wellness

A Strong Lead Organization

Strong local leadership. A proven national model. Best in class partners.
East Lake Meadows - 1995

**Safety**
- 18x national crime rate
- 90% of families victims of a felony each year
- $35 million a year drug trade

**Housing**
- 100% public housing
- 1400 residents in 650 apartments
- 40% of units unlivable

**Employment**
- 13% employment
- 59% of adults on welfare
- Median income of ~$4,500

**Education**
- One of lowest performing schools in Georgia
- 5% of 5th graders meet state math standards
- 30% graduation rate
Villages of East Lake - Present

**Safety**
- 73% reduction in crime
- 90% lower violent crime

**Housing**
- High-quality, privately managed housing
- Mixed-income (50% public housing, 50% market rate)
- 1400 residents in 542 apartments

**Employment**
- 75% employment in public housing, remainder in job training, elderly or disabled
- Median income of ~ $15k in public housing households

**Education**
- ~1500 in Pre-K through 10th
- 98% meet or exceed state standards
- A top performing school in Atlanta and the state
Action #10

Philanthropy needs to develop and sustain structures that will identify, nurture, and mentor the next generation of leaders that will continue to sustain an agenda focused on truth, racial reconciliation and transformation.
Looking to the Future, Learning from the Past

- I am an Affirmative Action Baby: all of my personal hard work, support of family and friends, and divine blessings would not have successfully launched my career, without a UM minority fellowship
- A mentor who cared, and went out of his way to support minorities and women
- A mentor with a vision and commitment
- What structures can philanthropy put in place now to ensure the creation of the leaders of tomorrow?
Creating Tomorrow’s Leaders and Healthcare Providers

It is not enough just to open the gates of opportunity. Everyone, irrespective of social group and background, must have the ability to walk through those gates.
Case of Medicine in the U.S.

How well did Affirmative Action work for women and minorities?
Female Graduation Trends in US Medical Schools, 1965-2010

Female Graduates

6.9 9.2 16.2 24.9 30.8 36 40.9 43.2 47 48.3

Minority Graduation Trends in US Medical Schools, 1950-2010

AAMC: Diversity in Medical Education: Facts & Figures 2012
The Differing Diversity Success and Outcomes for Women Versus Minorities Highlights the Critical Need of Making Investments to Ensure that all Are Enabled to Take Advantage of New Opportunities
Progress (or lack thereof) in Medicine

• In 2014, there were 27 fewer African American males in the first year of Medical School than there had been 36 years earlier, in 1978.

• In the mid-1960s, 2.9% of all practicing physicians in the US were black, and in 2012, 3.8% of all practicing physicians were black (5.2% were Hispanic).

AAMC, Altering the Course, 2015; Deville et al. JAMA Internal Med, 2015
“There is nothing so unfair as the equal treatment of unequal people.”

- Plato (paraphrased)
STOP the Press

Action #11

Philanthropy needs to work towards keeping the Safety Net in Place
A walk down memory lane
Weakening the Social Safety net can have disproportionate negative impact on marginalized racial/ethnic groups.
1981 Cuts in Health & Social Services

- 500,000 persons lost eligibility for AFDC (Aid to Families with Dependent Children)
- 1 million persons dropped from Food-stamps
- 600,000 net loss of Medicaid beneficiaries between 1981 and 1983
- 1982 funding cuts closed over 250 health centers, over a million people lost primary source of care
- 1 million children lost reduced price school meals
- The WIC program had enough funding to serve a third of those eligible

Source: Mary Mundinger, NEJM, 1985
Health Impacts

- Elderly experienced reduced access to care
- Av. Medicare deductible for a hospital stay doubled from 1981 to 1985
- Nationwide increase in women who did not receive prenatal care
- A 143% increase in anemia in pregnant women
- Increase in the incidence of Low birth weight
- Increase in infant mortality, poor areas, 20 states, 1981-82
- Preventable childhood diseases rise in poor populations
- Increase in children with elevated blood lead levels, and lead poisoning
- Increase in chronic disease in adults

Source: Mary Mundinger, NEJM, 1985
Questions for Regional Association of Grantmakers

What will YOU do about all these challenges?

In this unique racial moment in America, how can Regional Association of Grantmakers member organizations be more intentional and impactful in creating racial reconciliation and transformation?
"True compassion is more than flinging a coin to a beggar; it understands that an edifice which produces beggars needs restructuring."

- - Dr. Martin Luther King, Jr.
A Call to Action

“Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”

- Robert F. Kennedy