

# *Introduction to....* **Institutional Racism**

**Graduate College of Social Work  
University of Houston**

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*Presenters:*

Jean Latting, DrPH, LMSW  
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V. Jean Ramsey, PhD



August 8, 2020

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What we are going to talk about

# Institutional racism

Definitions

Causes

Factors that keep in place

Proposed solutions

# About us

# Jean Kantambu Lattung



# Trigger Warning



**NO** **DOGS**  
**NEGROES**  
**MEXICANS**  
LOWE'S RESTAURANT AGEN.  
Dallas, Texas

**REST ROOMS**  
**WHITE** **COLORED**  
↙ ↘  
**L&N** B&J SIGNS 192

**COLORED**  
**SEATED IN REAR**  
B & B SIGN CO. AUGUST 1, 1928







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# V. Jean Ramsey









## Jean Kantambu Latting

DrPH, LMSW-IPR

**Jean Kantambu Latting, DrPH, LMSW-IPR** is President of Leading Consciously, LLC, and Professor Emerita at the Graduate College of Social Work, University of Houston. As a consultant, coach, researcher, and educator, Jean specializes in helping people capitalize on their strengths and achieve their goals. Specialties include leadership development and coaching, workplace diversity and inclusion, and organizational change. While at GCSW, she was honored with the Jean Kantambu Latting College Professorship of Leadership and Change, an endowment established in her name by the renowned philanthropist, Maconda Brown O'Connor. Latting received her master's in social work from Columbia University, and doctorate from the University of North Carolina in health administration. She is the co-author with V. Jean Ramsey of *Reframing Change: How to Deal with Workplace Dynamics, Influence Others, and Bring People Together to Initiate Positive Change*, published by Praeger. Her website is [www.leadingconsciously.com](http://www.leadingconsciously.com)

## V. Jean Ramsey

PhD



**V. Jean Ramsey, PhD** joined the Jesse H. Jones School of Business at Texas Southern University as Professor of Management in 1990 and retired in 2009. She served as Associate Dean during the time the School re-attained AACSB accreditation, was named Texas Southern University Teacher of the Year in 1997, was recognized for teaching excellence numerous times in the School of Business. She co-authored two books: *Reframing Change* (Praeger, with Jean Kantambu Latting), *Teaching Diversity* (Jossey Bass, with Joan V. Gallos) and edited *Preparing Professional Women for the Future* (University of Michigan). Much of her research and writing was on teaching and issues related to diversity. She currently resides in the mountains of southern New Mexico.

Register for the webinar at <https://houstonalumni.com/event/qcsw-annual-meeting/>



**M****The Startup** 

# Race is Fake and Racism is Real: Analyzing the Race Construct



Eze Ihenetu

[Follow](#)

Aug 5, 2019 · 15 min read ★

# Key Definitions

## Individual racism

Actions and beliefs of individuals that support culturally accepted oppression of targeted racial groups

## Institutional racism

Invisible network of structures, policies, and practices that create advantages and benefits for a privileged group and discrimination, oppression, and disadvantage for targeted racial groups.

# Systemic racism explained



📍 UNITED STATES

Systemic Racism Explained

- [https://www.youtube.com/watch?v=YrHIQIO\\_bdQ&t=3sv](https://www.youtube.com/watch?v=YrHIQIO_bdQ&t=3sv)



# How It Shows Up: Forms of Institutional Racism

## **Economy**

Income inequality

Wealth inequality

Access to credit

Food insecurity

## **Employment**

Unemployment rates

Recruitment

Hiring

Advancement

## **Housing**

Home ownership

Residential segregation

Mortgage rates

## **Education**

Access to quality

Graduation rates

School-to-prison pipeline

## **Criminal Justice**

Incarceration rates

Sentencing differentials

Police violence

## **Health (including Mental Health)**

Access to health insurance

Inequities in access to health care

Inequities in quality of care

Maternal death rate

Covid-19 hospitalization and deaths

Generational trauma

## **Voting Rights**

Gerrymandering

Strict voter ID laws

Cutting voting times

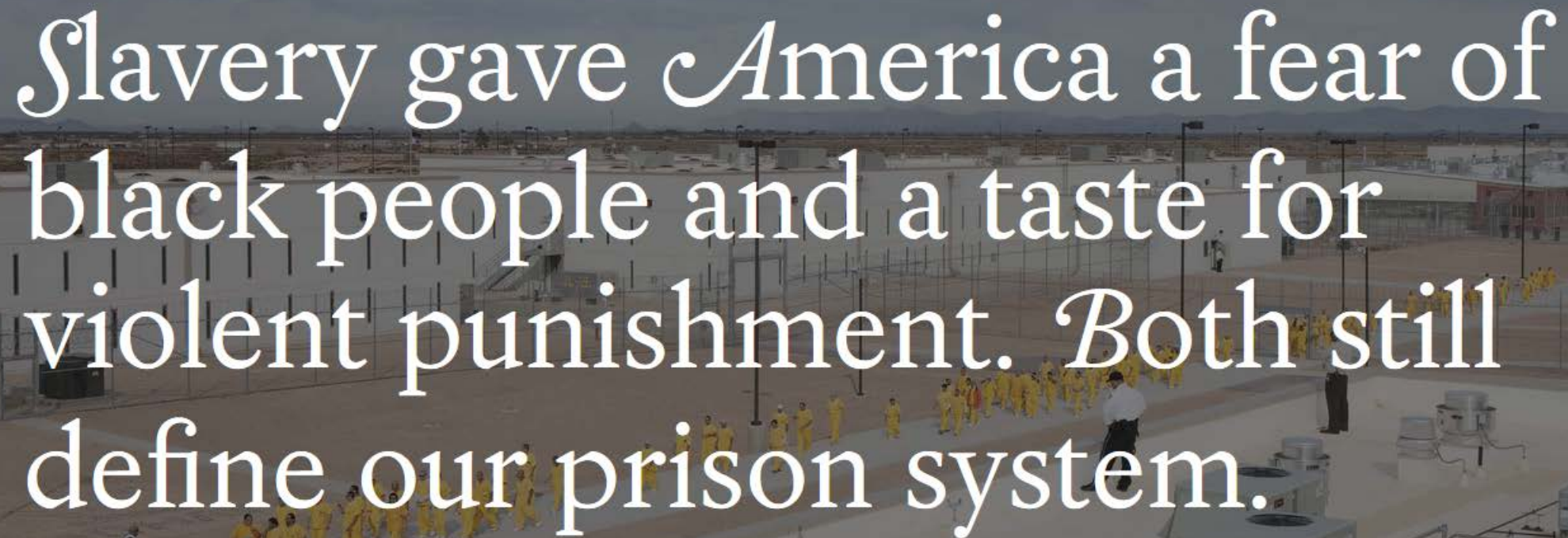
Restricting registration

Purging voter rolls

What causes institutional racism?

# An Economy Built on Slavery & Jim Crow





Slavery gave America a fear of black people and a taste for violent punishment. Both still define our prison system.

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Essay by Bryan Stevenson

# Jim Crow

- White racial violence against Blacks
  - Triggering events: Black economic progress, defense of White women
    - Wilmington massacre of 1898,
    - Atlanta riot of 1906,
    - Tulsa riot of 1921 (Destruction of Black Wall Street
    - Detroit riot of 1943.

# Black Wall Street, Tulsa, OK, 1921



Smoke billowing over Tulsa, Oklahoma during 1921 race riots, now commonly referred to as a massacre. Library of Congress



# Jim Crow

1882-1968: 3446 African Americans lynched



# Religious Justification: Curse of Ham





# Why haven't African Americans pulled themselves up like European and Asian immigrants?

- Immigrants arrived with trades, some literacy, and contacts back home for financial help
- Slaves were not allowed to read
- Most slaves were emancipated with no financial help
- Those fortunate enough to have learned trades did enter middle class
- Whites bought from European and Asian small businesses
- Whites generally do not buy from Black small businesses
- White race riots – destroyed manifestations of Black prosperity

*“If you're White, you're alright. If you're brown, stick around.  
If you're Black, get back.”*

# Dehumanization through Pseudo-Science



*"The Races of Man" From Herbert W. Morris. Present Conflict of Science with the Christian Religion; or, Modern Skepticism Met on Its Own Ground. Philadelphia: P. W. Ziegler & Co. 1876.*

# Oppression against Asians

## More Economics: Railroads and Gold Mines

- Between 19<sup>th</sup> and 20<sup>th</sup> centuries, over 600 separate pieces of anti-Asian legislation passed limiting citizenship for Asians
- No rights
- Could be killed with impunity
- Could not testify in court

# 1942: EXECUTIVE ORDER 9066



# Dehumanization

Classification of Races (1866, Frederick Farrar)

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Savage

Africans

Indigenous people

People of color (except Chinese)

Semi-civilized

Chinese (once civilized, but society now in arrested development)

Civilized

European

Aryan

Semitic

---

# Manifest Destiny

God-given destiny of White U.S. Americans to control and dominate the continent.



# United States Department of the Interior

## 1911 Advertisement

### INDIAN LAND FOR SALE

GET A HOME  
OF  
YOUR OWN  
\*  
EASY PAYMENTS



PERFECT TITLE  
\*  
POSSESSION  
WITHIN  
THIRTY DAYS

wikipedia • www.CALIE.ORG

### FINE LANDS IN THE WEST

IRRIGATED      GRAZING      AGRICULTURAL  
IRRIGABLE      DRY FARMING

IN 1910 THE DEPARTMENT OF THE INTERIOR SOLD UNDER SEALED BIDS ALLOTTED INDIAN LAND AS FOLLOWS:

Location.	Acres.	Average Price per Acre.	Location.	Acres.	Average Price per Acre.
Colorado .....	5,211.21	\$7.27	Oklahoma .....	34,664.00	\$19.14
Idaho .....	17,013.00	24.85	Oregon .....	1,020.00	15.43
Kansas .....	1,684.50	33.45	South Dakota .....	120,445.00	16.53
Montana .....	11,034.00	9.86	Washington .....	4,879.00	41.37
Nebraska .....	5,641.00	36.65	Wisconsin .....	1,069.00	17.00
North Dakota .....	22,610.70	9.93	Wyoming .....	865.00	20.64

FOR THE YEAR 1911 IT IS ESTIMATED THAT **350,000 ACRES** WILL BE OFFERED FOR SALE

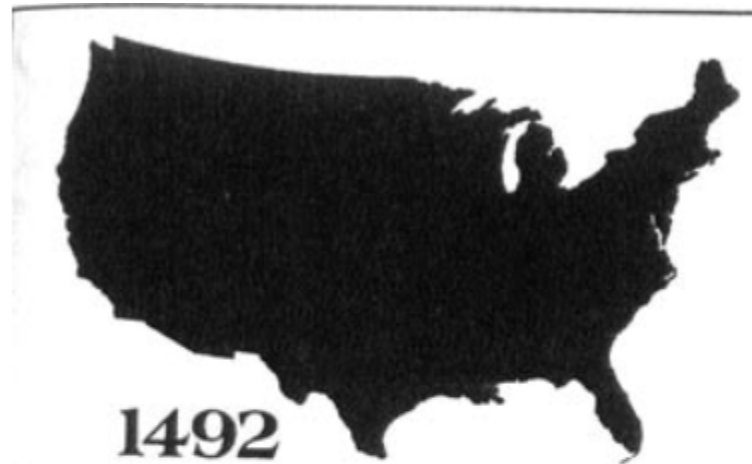
For information as to the character of the land write for booklet, "INDIAN LANDS FOR SALE," to the Superintendent U. S. Indian School at any one of the following places:

CALIFORNIA:	MINNESOTA:	NORTH DAKOTA:	OKLAHOMA—Con.	SOUTH DAKOTA:	WASHINGTON:
Hoopa.	Onigum.	Fort Totten.	Sac and Fox Agency.	Cheyenne Agency.	Fort Simcoe.
COLORADO:	MONTANA:	Fort Yates.	Shawnee.	Crow Creek.	Fort Spokane.
Ignacio.	Crow Agency.	OKLAHOMA:	Wendotte.	Greenwood.	Tekoa.
IDAHO:	NEBRASKA:	Anadarko.	OREGON:	Lower Breid.	Tulalip.
Lapwai.	Macy.	Carloument.	Klamath Agency.	Pine Ridge.	WISCONSIN:
KANSAS:	Santee.	Colony.	Pendleton.	Rosebud.	Oneida.
Horton.	Winnabago.	Darlington.	Roseburg.	Sisseton.	
Nadeau.		Mankagon.	Siletz.		
		Pawnee.			

WALTER L. FISHER,  
Secretary of the Interior.

ROBERT G. VALENTINE,  
Commissioner of Indian Affairs.

*These maps show the amount of land that Native Americans controlled over the passage of time – detailing the massive scale of expropriation justified by “Manifest Destiny.”*



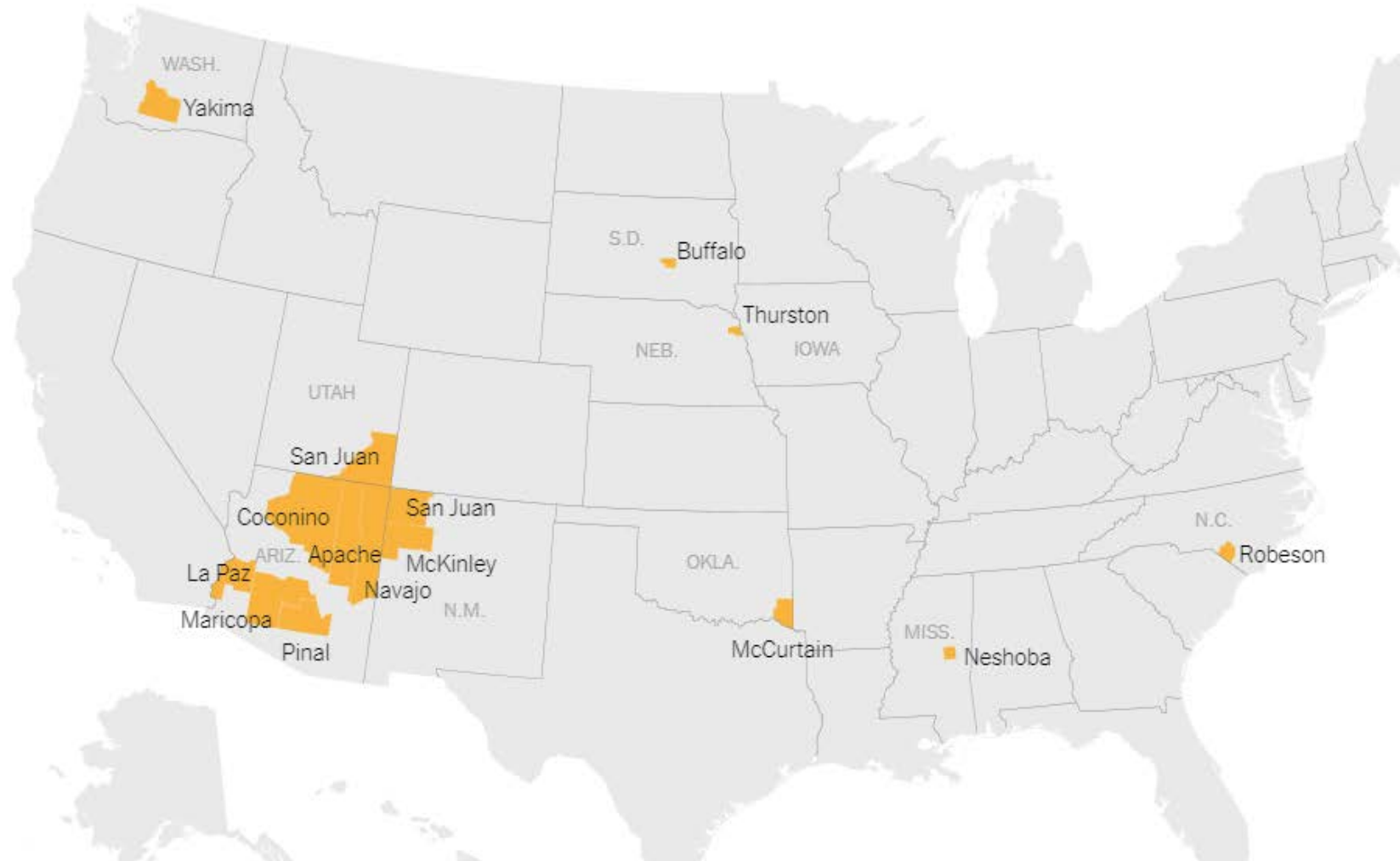


# Dehumanization & Genocide: Indigenous Peoples

- Trail of Tears
- 1830: Indian Removal Act
- 60,000 Native Americans forced to relocated from Southeast to west of Mississippi River
- Suffered from exposure, disease and starvation en route
- 4,000 died before reaching destination or shortly after from disease

## Native Americans at Risk

Counties with large Native American populations with expected infection rates above 1500 cases per 100,000 residents.



# Native Americans and Covid-19

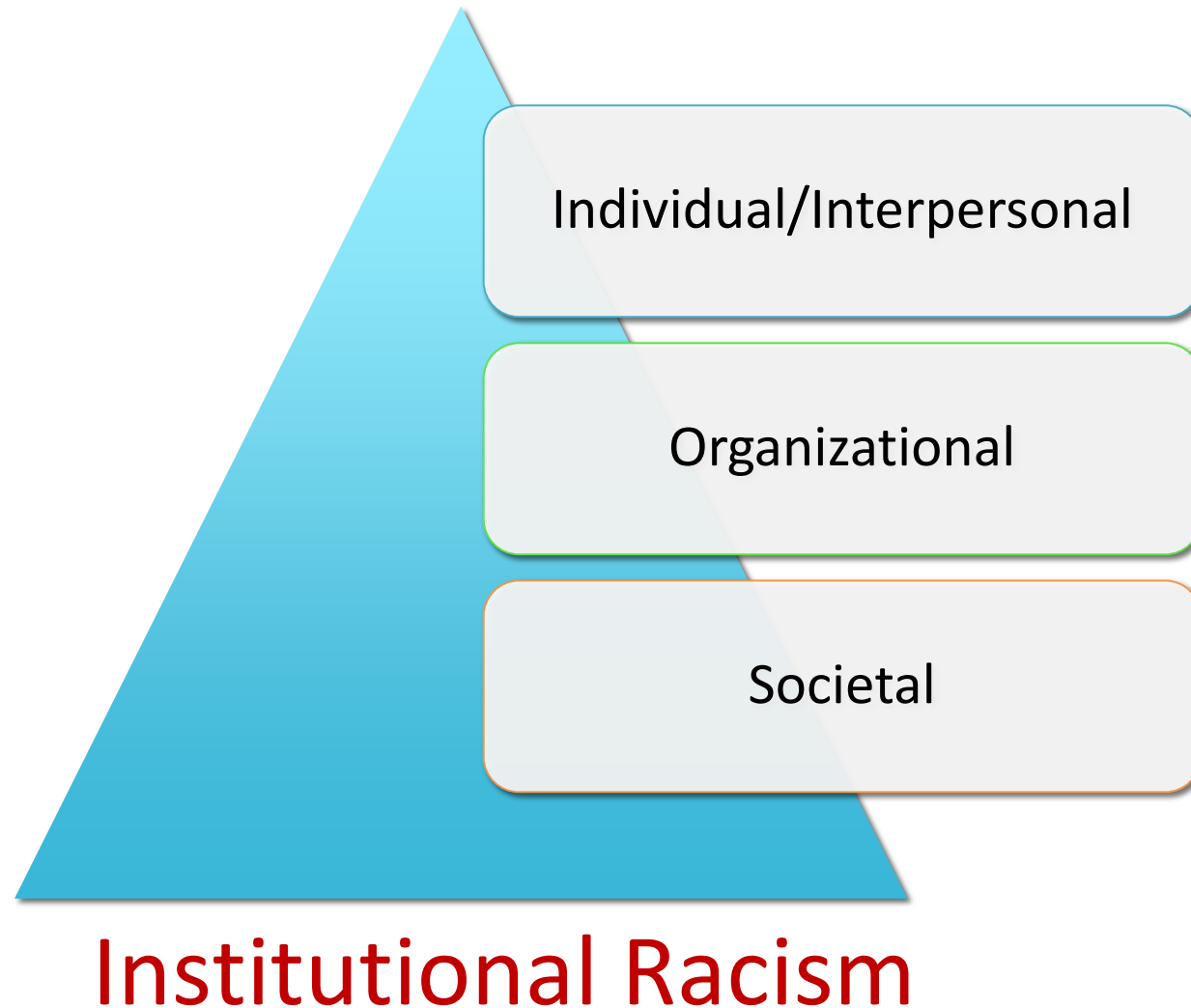
- 9% of population
- 36% of Covid-19 cases
- More deaths per capita than any U.S. state
  
- On Navajo Reservation, 30% of homes have no running water and over 50% lack broadband access
- 13 grocery stores on land the size of West Virginia
- Underlying health conditions of diabetes, heart disease, obesity

“We didn’t cross the border. The border crossed us.”

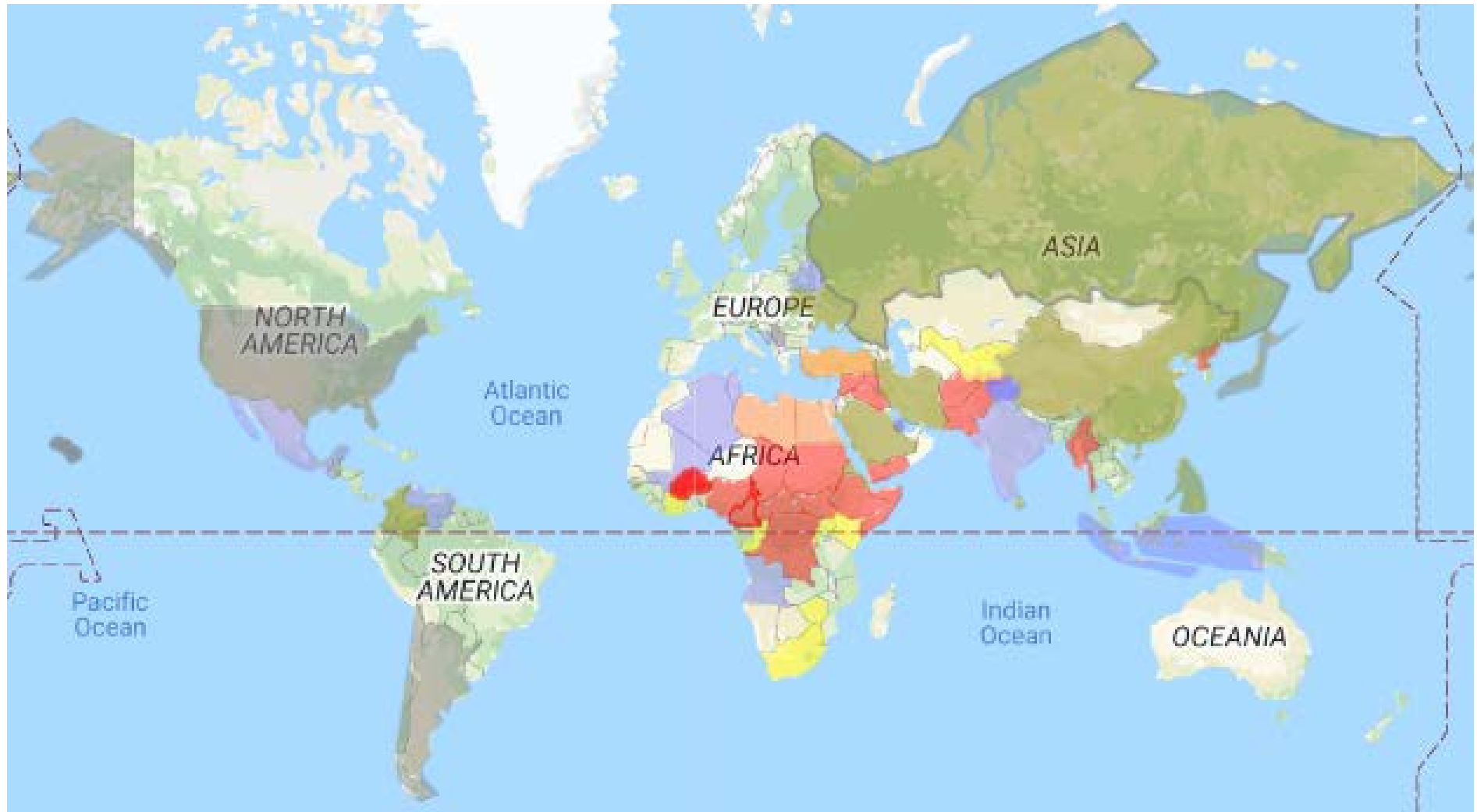


*The Treaty of Guadalupe-Hidalgo annexed California, New Mexico, Nevada and parts of Colorado, Arizona and Utah.*

# What factors keep institutional racism in place



# World Map Stages of Genocide



# Process of Genocide

United States is classified at 5<sup>th</sup> and 10<sup>th</sup> stage by Genocidewatch.com

1. Classification	Classify the world into us versus them.
2. Symbolization	Nazi yellow star
3. Dehumanization	Name-calling so that eliminating them is actually seen as “cleansing” the society, rather than murder.
4. Organization	When hate groups, armies, and militias organize.
5. Polarization	When moderates are targeted who could stop the process
6. Preparation	Perpetrators are trained and armed, victims are identified, transported and concentrated.
7. Extermination	Genocide intentional destruction, in whole or in part, of a national, ethnic, racial, or religious group.
8. Denial	Attempt to destroy the victim group psychologically and culturally, deny members even the memory of the murders of their relatives.

# What keeps it in place? US Society

## Societal attitudes

- Myth of meritocracy
- Success to the successful
- Social dominance → White supremacy
- Blame the victim
- Denial of impact – difficulty of seeing systems
- Scarcity myth – the more you get, the less for me





Jeff Bezos, Bill Gates and Warren Buffett



## The Racial Wealth Divide Has Grown Over Three Decades

*Median wealth by race, 1983 and 2016*



*Figures adjusted to 2018 Dollars*

# Homeownership Advantage

- **White families buy homes and start acquiring equity eight years earlier** than black families.
- Due to historical wealth advantages, white families are far more likely to receive **family assistance or an inheritance for down payments.**
- The ability to make **larger up-front payments by white homeowners lowers interest rates.**
- **Residential segregation** places an artificial ceiling on home equity in non-white neighborhoods
- Based on these and other historical factors, the home ownership rate for white families is **28 percent higher.**

Heller study



## Louisiana Supreme Court upholds Black man's life sentence for stealing hedge clippers more than 20 years ago

By Kay Jones and Leah Asmelash, CNN

🕒 Updated 6:15 PM ET, Thu August 6, 2020



Louisiana Supreme Court upheld Fair Wayne Bryant's life in prison sentence.

### *Relevant Myths:*

Meritocracy myth

Success to the successful

Blame the victim

Denial

# Commissioner blames Black people for virus, uses racial slur

*A northern Michigan county official has been heard using a racial slur prior to a public meeting to describe African Americans in Detroit whom he blamed for spreading the coronavirus*

By **The Associated Press**

August 6, 2020, 5:13 PM • 3 min read

# What keeps it in place? **US Society**



# What keeps it in place?

## Organizational

- Workplace policies & practices
  - Similarity bias in recruitment, hiring, mentorship, promotion
  - Racial/Class biases (e.g. Covid “essential workers” )
  - Promoting efficiency over inclusion (“Don’t have time”)
  - Pretending to be color-blind -> not knowing how to talk about race
  - Emotional tax – People of color stay silent

# US: Racial Progress-Retrenchment Cycle

(Myth of linear racial progress)

Private Interests	Disrupter	Public (Fed. Govt.) Interests
Slavery	Civil war	Reconstruction
Jim Crow White race riots, lynchings	WW I and II	New deal, unions
Jim Crow White race riots, lynchings	Lawsuits; Civil rights protests Urban riots	Civil rights legislation Expanded "Protected classes" "War on Poverty"
Law & order; criminalization of African Americans & Latinx War on Drug Ghettoization of cities Business deregulation Wealth inequality accelerates	Demographic shifts Crash of 2009	Obama era
Rise of Trumpism	<b>Covid19; George Floyd</b> Protests	Overhaul of DEI in orgs Anti-racism emphasis Racial education and dialogues



# *PROMISING SOLUTIONS*



By [Neil Vigdor](#)

July 16, 2020

# *North Carolina City Approves Reparations for Black Residents*

The measure passed by the City Council of Asheville, N.C., would provide funding to promote homeownership and business opportunities, but stopped short of stipulating direct payments.

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## **Buncombe County votes for reparations for Black residents, joining Asheville**

[Mackenzie Wicker](#) Asheville Citizen Times

Published 7:51 p.m. ET Aug. 4, 2020 | Updated 7:28 a.m. ET Aug. 5, 2020



# Partial list of policy redress options

## Economy

- Reform tax code
- Post office banking
- Access to capital
- Access to credit

## Employment

- Guaranteed living wage
- Infrastructure jobs

## Health (incl. Mental Health)

- Health care as right
- Policy based on science
- Expand mental health services

## Criminal Justice

- Redirect police funding
- Restorative justice
- Reform criminal justice
- Decriminalize delinquency

## Education

- Decouple public school funding from property taxes
- Empathy training for teachers

## Housing

- Affordable housing
- Residential segregation
- Affordable mortgage rates

## Voting Rights

- Fix gerrymandering
- Automatic voter registration
- Mail-in and Saturday voting
- Restore ex-offender rights

# Reallocation (“defund”) of police funding

**Los Angeles:** \$100 million reallocated away from [LAPD](#) to programs for minority communities.

**San Francisco:** Mayor pledge to work with community groups to reprioritize funding.

**Baltimore:** allocated \$22 million of \$500 million to recreational centers, trauma centers, and forgivable loans for Black-owned businesses.

**Prince George’s County, Maryland:** \$20 million away from a new training facility for its police department and to remove student resource officers from schools.

# Organizational Remedies

**Must be comprehensive to be effective...**

*To include...*

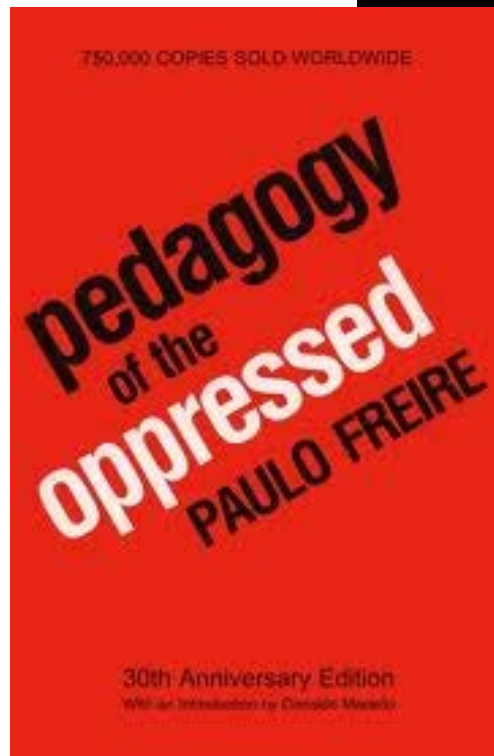
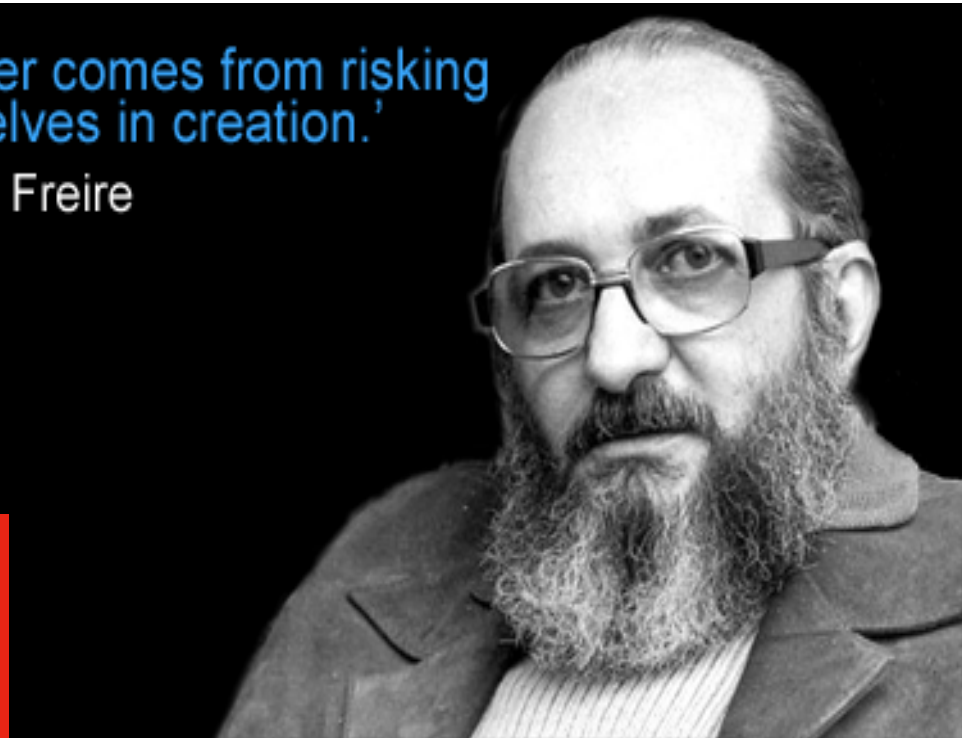
- Buy-in and training of top-level management
- Diversity goals included in performance evaluation
- Expanding the hiring pool; people from diverse backgrounds review applicants
- Cross racial mentorship programs
- Evidence-based diversity and inclusion training
- Evidence-based anti-racism training

# Our top 6: What **YOU** can do for racial justice

1. Educate yourselves. Talk (gently) with your family and friends. Find your niche.
2. Donate to groups that are working to put women of color into elected office, to get out the vote, and to restore voting rights to disenfranchised voters
3. Be honest about our history. One genocide, another genocide, then apartheid. It sucks, but it's true.
4. Understand and share what “defund the police” really means--demilitarize the police and allocate resources into education, social services, and other root causes of crimes.
5. Don't be silent about that racist joke or microaggression. Silence is support.
6. Check out the White Ally Toolkit, which helps white folks become more persuasive in conversations with racism skeptics by empowering and equipping us with best practice communications skills based on listening, storytelling, and compassion.

'Power comes from risking  
ourselves in creation.'

Paulo Freire



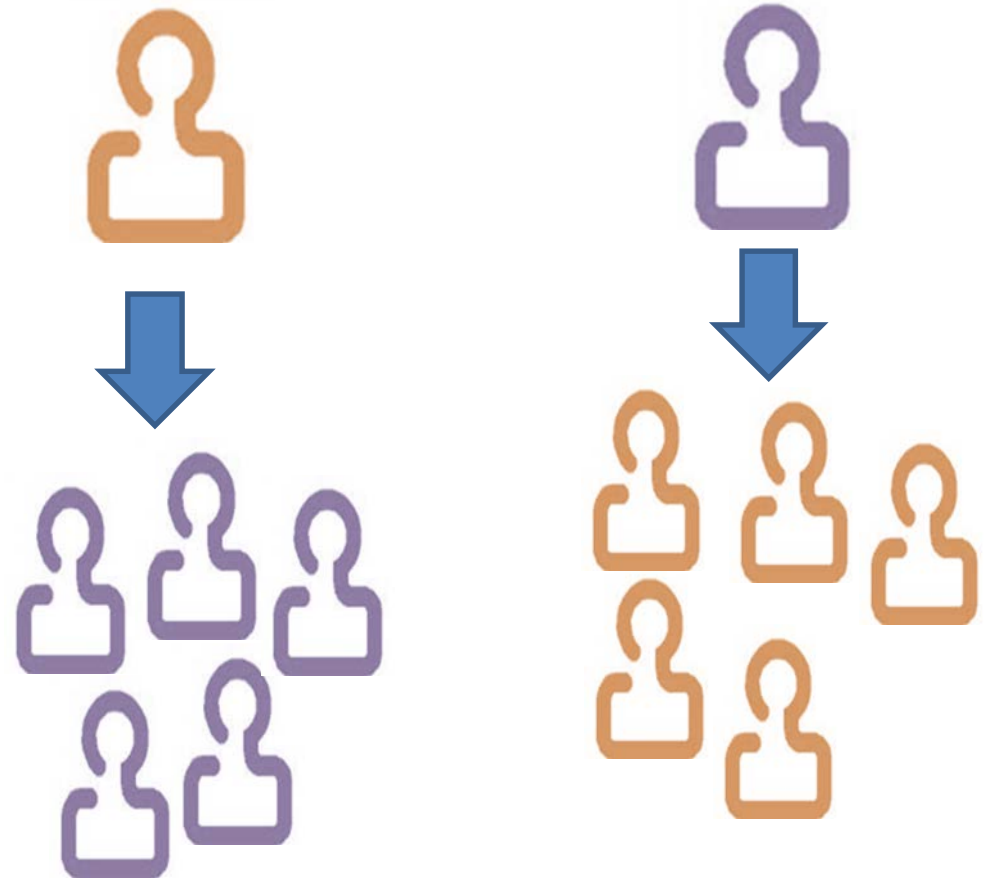
Source: <http://www.esc-film.com/what.asp>

“Sooner or later, being less human leads the oppressed to struggle against those who made them so.

“But almost always, during the initial stage of the struggle, the oppressed, **instead of striving for liberation, tend themselves to become oppressors, or "sub-oppressors."**



“The oppressed,  
instead of striving  
for liberation,  
tend themselves  
to become  
oppressors.”



“If the goal of the oppressed is to become fully human, they will not achieve their goal by merely reversing the terms of the contradiction, by simply changing poles....”

*What to do instead?*

Use effective change strategies

**Call into community**

instead of calling out and expulsion

*Bottom line question: How can I be authentic and contribute?*

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- It's a **journey**, not a destination. You will make missteps.
- Be **compassionate** with yourself and others as you take this journey together.
- Be **brave, speak up**, advocate, and **call people into** community.
- **Practice, practice, practice.**

# Thank You!

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