

Chronic Disparity: Strong and Pervasive Evidence of Racial Inequalities

POVERTY OUTCOMES

Structural Racism

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For the

Race and Public Policy Conference

2004

Structural Racism

Definition: Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy – the preferential treatment, privilege and power for white people at the expense of Black, Latino, Asian, Pacific Islander, Native American, Arab and other racially oppressed people.

Scope: Structural Racism encompasses the entire system of white supremacy, diffused and infused in all aspects of society, including our history, culture, politics, economics and our entire social fabric. Structural Racism is the most profound and pervasive form of racism – all other forms of racism (e.g. institutional, interpersonal, internalized, etc.) emerge from structural racism.

Indicators/Manifestations: The key indicators of structural racism are inequalities in power, access, opportunities, treatment, and policy impacts and outcomes, whether they are intentional or not. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually producing new, and re-producing old forms of racism.

Individual Racism: Individual or internalized racism lies *within individuals*. These are private manifestations of racism that reside inside the individual.

Examples include prejudice, xenophobia, internalized oppression and privilege, and beliefs about race influenced by the dominant culture.

Institutional Racism

Institutional racism occurs *within and between institutions*. Institutional racism is discriminatory treatment, unfair policies and inequitable opportunities and impacts, based on race, produced and perpetuated by institutions (schools, mass media, etc.). Individuals within institutions take on the power of the institution when they act in ways that advantage and disadvantage people, based on race.

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Example: A police officer treats someone with racial bias, engages in institutional racism, representing a law enforcement institution.

Racial Justice

Definition: Racial Justice is the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Indicators: Equitable impacts and outcome across race is the key indicator off racial justice.

Interpersonal Racism: Interpersonal racism occurs *between individuals*. Once private beliefs come into interaction with others, the racism is now in the interpersonal realm.

Examples include public expressions of racial prejudice, hate, bias and bigotry between individuals.

Structural Racism

Structural Racism lies *underneath, all around and across society*. It encompasses: (1) history, which lies *underneath* the surface, providing the foundation for white supremacy in this country. (2) culture, which exists *all around* our everyday lives, providing the normalization and replication of racism and, (3) interconnected institutions and policies, they key relationships and rules across society providing the legitimacy and reinforcements to maintain and perpetuate racism.

Examples include racist history, dominant cultural representations, popular myths, and compounded and chronic inequities, etc.

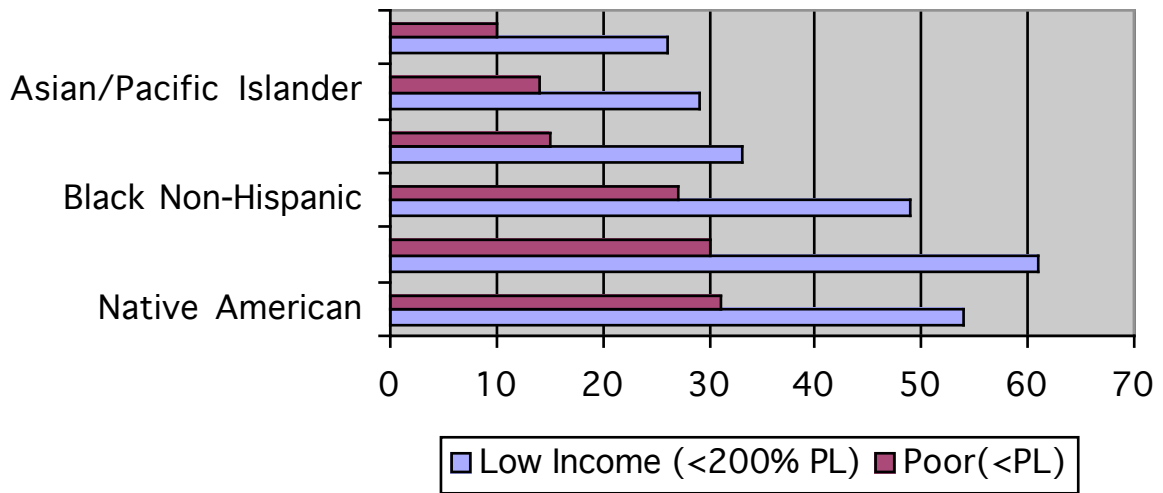
Racial Justice

Racial Justice \neq Diversity
(Diversity = Variety)

Racial Justice \neq Equality
(Equality = Sameness)

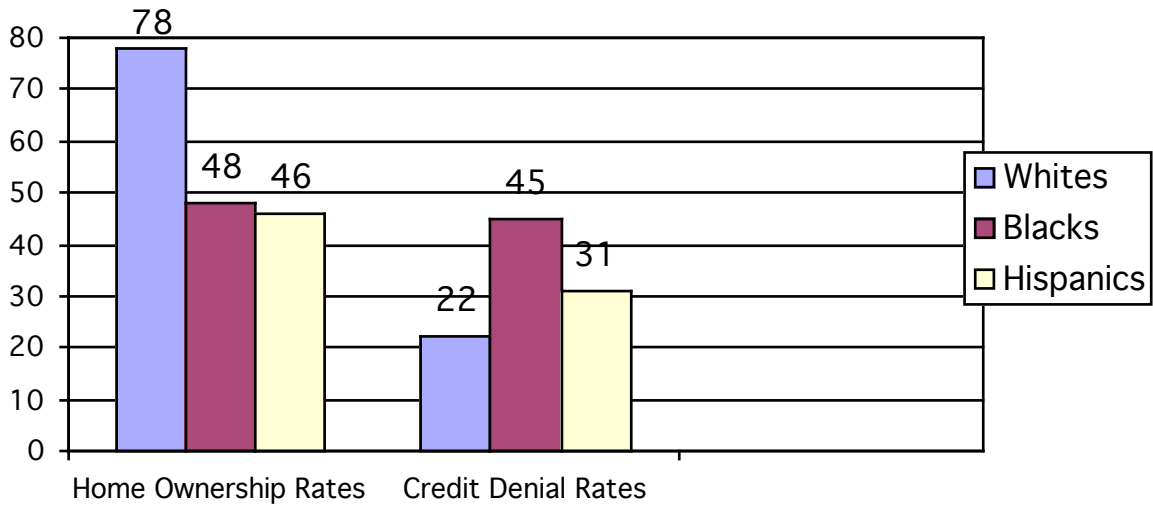
Racial Justice = Equity
(Equity = Fairness, Justice)

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PL for a family of 4: \$18,100
 (Us Dept. of HHS, 2002)

PATTERNS IN H & HOME OWNERSHIP AND ACCESS TO CREDIT
For Individuals With The Same Incomes



Source: Institute on Race and Poverty, 2000

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