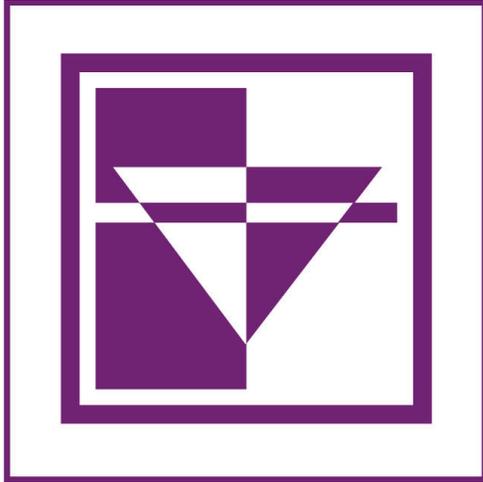


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E D U C A T I O N
R E S E A R C H
A D V O C A C Y &
S U P P O R T T O
E L I M I N A T E

RACISM

NEW HORIZONS FOR LONG ISLAND: Undoing Institutional Racism and Overcoming Regional Inequities

Conference Presentation

June 5, 2002

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Race – Link to Racism

- 99.9% of the basic human genetic material is the same in everyone, regardless of so-called race differences.
- 18th century scientists and intellectuals pronounced that race determined the status and potential of every human being.



Slavery – Link to Racism

- Slavery was the institutionalization of racism in America.



White Privilege – Link to Racism

- Institutionalized white privileges became part of the fabric of America.
- Invisible



Institutional Racism - Definition

- Shapes systems and structures to bring advantage to whites and disadvantage to blacks and other people of color.
- Does not require overt bigotry.



Institutional Racism – How to Track It

- Measure inequalities of access and outcome based on race.
- Discrimination
- Segregation



Institutional Racism – How to Undo It

- Identify “invisible systems”.



Fighting Racism – False Starts

- The condition of the black population is steadily improving and it will continue to improve without drastic changes in our approach to the problem.
- Poverty and racism are best fought *within* the black community.



Fighting Racism – False Starts

- Not recognizing that racism is structural and systemic.
- Silences and denial of white privilege.



Fighting Racism – False Starts

- Try to “fix” communities vs. undo structures, policies and practices, which perpetuate institutional racism.



Fighting Racism – Grounded In History

246 years

-

Slavery

12 years

-

Reconstruction

87 years

-

de jure discrimination;
including 43 yrs of
lynching

38 years

-

de facto discrimination



ERASE Racism – Goals

- Perpetuating institutional racism is unthinkable.
- Public understands institutional racism.
- Through Study-Action Groups help organizations change status quo, i.e. new laws, new policies, new practices.



Undoing Institutional Racism: ERASE Racism Study-Action Groups

- Collaborative fact finding process
- Research and documentation
- Action Plan
- Collaborative Implementation



Study-Action Group Highlights

Housing Finding #1

Land use planning and municipal codes, policies and enforcement practices often create and perpetuate racially segregated housing patterns.



Study-Action Group Highlights

Housing Finding #2

Some practices of realtors, housing developers, and landlords, notably “racial steering”, “blockbusting”, selective advertising, and removing housing from the market based on the race of the applicant, limit choice.



Study-Action Group Highlights

Housing Finding #3

People of color are often denied conventional mortgage loans, charged additional fees and/or steered into higher mortgage lending rates, by some mortgage companies.



Study-Action Group Highlights

Housing Finding #4

“There-goes-the-neighborhood” mentality and discomfort with racial diversity fuel behaviors by Long Islanders that perpetuate racially segregated housing patterns and make black and other people of color feel unwelcome. Frequently, citizens and civic political leaders either remain silent or perpetuate racial myths and misinformation that create fear and intolerance of racial differences.



Study-Action Group Highlights

Housing Strategies for Change:

1. Increase fair housing and lending testing and prosecution.
2. Increase housing production by non-profit developers in all LI communities.
3. Buy existing predatory loans before people default under the burden of high costs.
4. Organize a constituency for change.



Study-Action Group Highlights

Housing Strategies for Change:

5. Educate people to navigate housing and finance decisions.
6. Educate citizens concerning planning process.
7. Enact progressive policies e.g. inclusionary zoning, fair share polices, multi-use zoning.
8. Spotlight success stories.
9. Recruit allies.
10. Dispel myths.



Study-Action Group Highlights

Housing Implementation Approaches:

1. Approach problem in a systemic and comprehensive way.
2. Address access issues and not just affordability issues.
3. Include State & Federal level advocacy when appropriate.



Study-Action Group Highlights

Housing Implementation Approaches:

4. Encourage local governments to take leadership for ensuring access to housing for all Long Islanders, e.g. via public housing authorities.
5. Develop strategies that ordinary people can understand and embrace.



Study-Action Group Highlights

Public School Education Finding #1

Public school districting patterns, funding patterns and funding levels are not designed to ensure satisfactory student achievement for all students regardless of race. Other external factors impacting achievement include lack of transportation and other access and support barriers that limit the enrichment experiences from educational and cultural resources outside of school, such as libraries and museums.



Study-Action Group Highlights

Public School Education Finding #2

Staff hiring, training and development policies and practices, as well as teaching methods do not support a learning environment that ensures satisfactory student achievement for all students regardless of race. Standards and expectations of students and staff may vary based on race.



Study-Action Group Highlights

Public School Education Findings #3

In severely segregated schools that have a student population whose families are disproportionately poor, people of color face barriers to effective community and parent involvement and support, especially given the history of personal and political disempowerment. Schools must create opportunities that fit the abilities, interests and availability of parents in varying situations.



Study-Action Group Highlights

Public School Education Strategies for Change:

1. Districting and Funding

- Consolidate school districts, perhaps with a combination of county-wide funding with local governance and local control.
- Change the distribution of commercial and industrial taxes to spread the benefit beyond the small jurisdiction where the facility is physically located.



Study-Action Group Highlights

Public School Education Strategies for Change:

2. Staffing and Teaching

- Train teachers to teach to the varied abilities and learning styles of students.
- Enact mechanisms to ensure that all teachers, regardless of color, understand the impact of institutional racism on them and their students.



Study-Action Group Highlights

Public School Education Strategies for Change:

2. Staffing and Teaching

- Provide teachers with the tools to deliver equitable instruction that is culturally appropriate to all of the students.
- Encourage a dialogue among teachers and other professionals in the field.



Study-Action Group Highlights

Public School Education Strategies for Change:

3. Community Involvement

- Encourage parent involvement.
- Investigate proportional representation.
- Link with universities.



Study-Action Group Highlights

Economic Development Preliminary Findings:

1. Regional economic prosperity bypasses African American communities creating concentrated poverty.
2. Government policies, land use planning, municipal and investment decisions have not helped.



Study-Action Group Highlights

Economic Development Preliminary Findings:

4. Business practices and investment decisions have not helped.
5. Village centers/downtown economies suffer.
6. Mismatch between job locations and people who need work.
7. How effective are household focused efforts to improve economic well being?



Conclusion

ERASE Racism – A Catalyst for Change

- Informed and self-conscious public.
- Help organizations do what they do best.
- Change the “climate of opinion”.
- Create New Horizons for Long Island.
- Make perpetuating institutional racism not only illegal but unthinkable on LI.

