

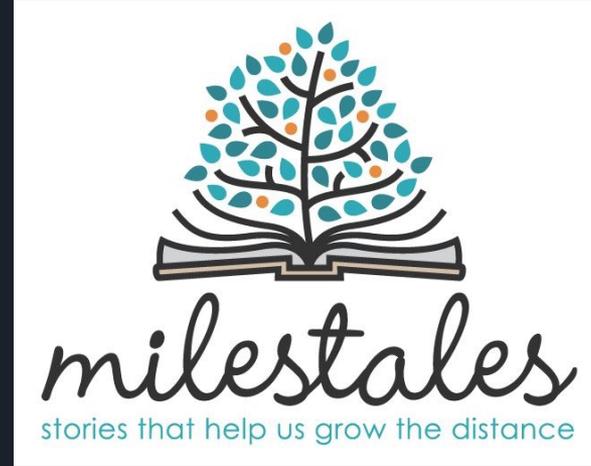


# Seizing Our Power to Create a More Inclusive Community

## Agenda

- Introduction
- Diversity Storytelling
- Diversity and Inclusion Definitions
- Understanding Institutional Racism
- Understanding Implicit Bias and Microaggressions
- Seizing Your Power
- Conclusion

# Introduction: Ama Karikari-Yawson, Esq.

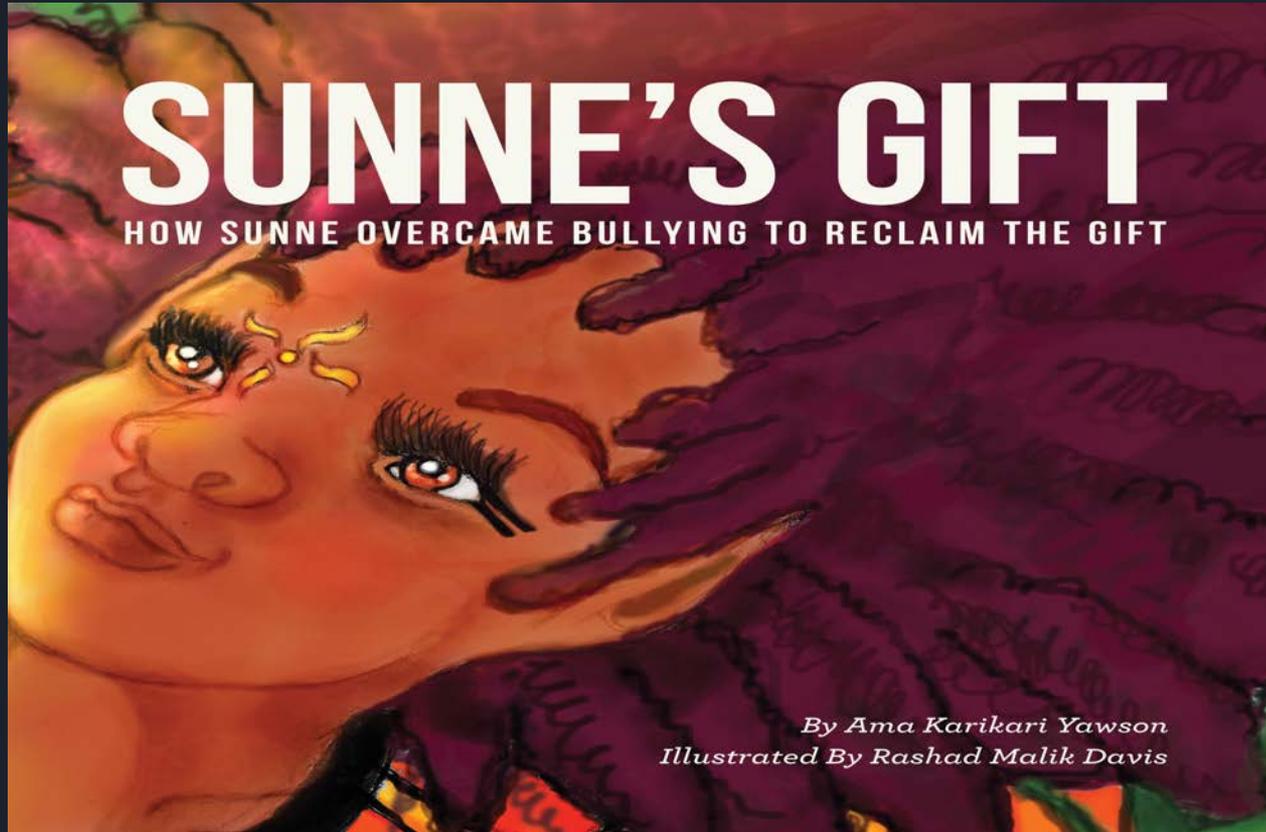


*Founder, Milestones Publishing and Training*

*Diversity and Inclusion Trainer, Speaker, and Consultant*

☰

*Sunne's Gift*





## What does this story mean?

*Most of us are interested in a diverse national and global community in which human beings are able to thrive and use their gifts and talents for the benefit of the world regardless of their race, religion, nationality, ability, gender, nuero-wiring, and other characteristics.*



## Definitions: Diversity

*The state of possessing unlikeness with respect to any dimension that can be used to create a distinction between human beings.*



# Definitions: Diversity

Biological Sex	Gender or Gender Identity	Sexual Orientation	Socioeconomic Status
“Race”	Ethnicity or Nation of Origin	Immigration Status	Skin Tone or Hair Texture
Religion or Ethical System	Political Beliefs	Parental or Marital Status	Age
Educational Background	Mental Ability or Brain Wiring	Physical Ability or Attributes	Personality Traits (Introvert vs. Extrovert)



## Definitions: Inclusion

*The extent to which the inherent value of diverse individuals is acknowledged and the degree to which diverse individuals are welcomed, accepted, integrated, empowered, and or equitably treated within a group, organization, or institution.*



## Definitions: Equity

*The state of fairness and similar opportunity for distinctly positioned individuals. This presupposes natural justice, fair conduct, and impartiality with respect to outcomes for individuals with unique backgrounds.*



# Diversity and Inclusion Takes Center Stage

- George Floyd

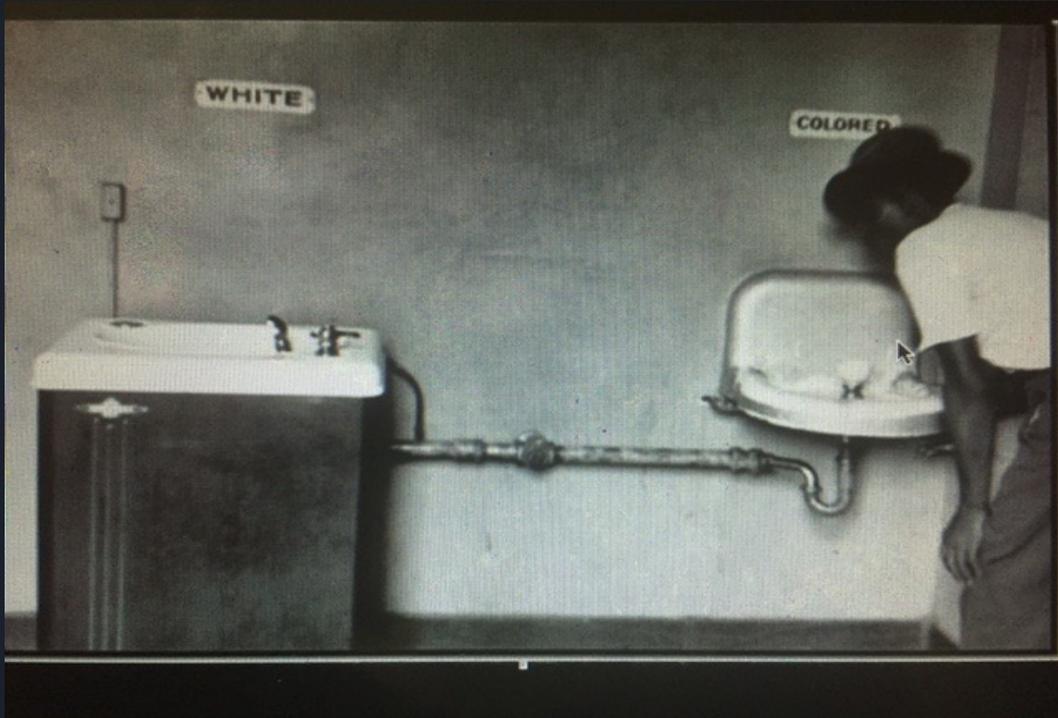
- Ahmaud Arbery

- Beonna Taylor

- Black Lives Matter Movement

- Special focus on anti-Black racism, institutional racism, and both explicit and implicit bias.

# Institutional Racism





# Institutional Racism

## Definition

Solid Ground defines Institutional Racism as “the systematic distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of people of color.” Present-day racism was built on a long history of racially distributed resources and ideas that shape our view of ourselves and others. It is a hierarchical system that comes with a broad range of policies and institutions that keep it in place.



# Institutional Racism

## Housing

Local, state and federal housing policies that mandated segregation. Author of *The Color of Law*, Richard Rothstein, notes that the Federal Housing Administration, which was established in 1934, promoted segregation by refusing to insure mortgages in and near African-American neighborhoods — a policy known as "redlining" At the same time, the FHA was subsidizing builders who were mass-producing entire subdivisions for whites — with the requirement that none of the homes be sold to African-Americans. The government did not attempt to remedy this until the Fair Housing Act of 1968.

According to the Federal Reserve, the net worth of a typical white family is \$171,000, which is 10 times greater than that of a black family.

## Criminal Justice

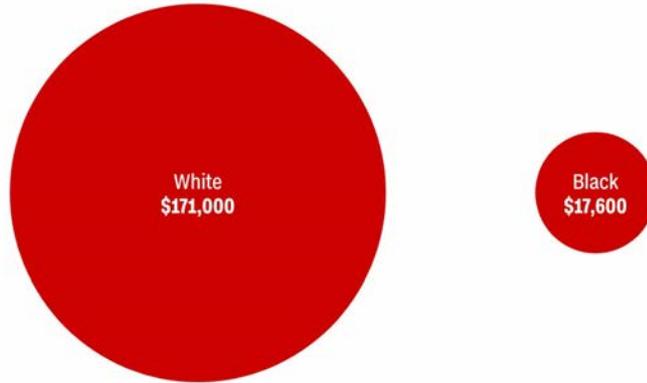
Another drug war policy that deeply affected the black population was the 100-to-1 disparity in sentencing for crack vs. powder cocaine, in which possession of only five grams of crack cocaine triggered the same mandatory minimum sentence as possession of 500 grams of powder cocaine. There was a strong racial component to the disparity as crack arrestees were far more likely to be black. On August 3, 2010, President Obama signed the Fair Sentencing Act, legislation that reduces the discriminatory ratio (to 18-1) and eliminates a mandatory minimum sentence—in this case for simple possession of crack cocaine.

# Institutional Racism

## Wealth

### White families have substantially more wealth than black families

The median net worth of white households is about 10 times the median net worth of black households.



**Note:** Figures are for non-Hispanic whites and non-Hispanic blacks

Source: Federal Reserve Survey of Consumer Finances, 2016

Graphic: Curt Merrill, CNN

The typical non-Hispanic black household has accumulated only about one-tenth [the wealth](#) of a typical non-Hispanic white family. That gap stems in part from lower rates of home ownership and smaller inheritances among blacks.

# Institutional Racism

## Income

**White families typically have higher incomes than black families**

The median income for black households is a little less than 60% of that of white households.



**Note:** Figures rounded to nearest \$1,000

\* Non-Hispanic white

Source: US Census Bureau, 2018

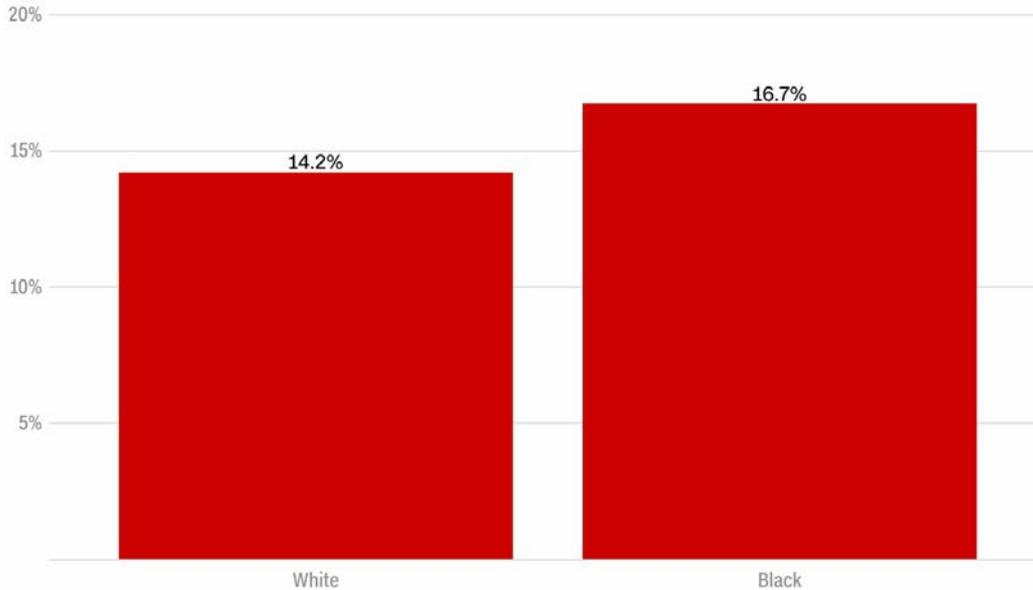
Graphic: Curt Merrill, CNN

Another reason why it's more difficult for black families to save and build wealth is because they typically earn less than whites.

# Institutional Racism

## Unemployment

The unemployment rate for black Americans exceeds that of whites



Source: US Department of Labor, April 2020  
Graphic: Curt Merrill, CNN

# Institutional Racism

## Poverty

### A larger share of black population lives in poverty

The poverty rate for black Americans is more than double that of whites.



Source: US Census Bureau, 2018

Graphic: Curt Merrill, CNN

The nation's poverty rate of 11.8% in 2018 was significantly lower for the first time since 2007, before the Great Recession, according to the most recent Census Bureau data.

The poverty rate for blacks was 20.8%, compared to 8.1% for non-Hispanic whites. Both have trended downward during the economic revival of recent years.

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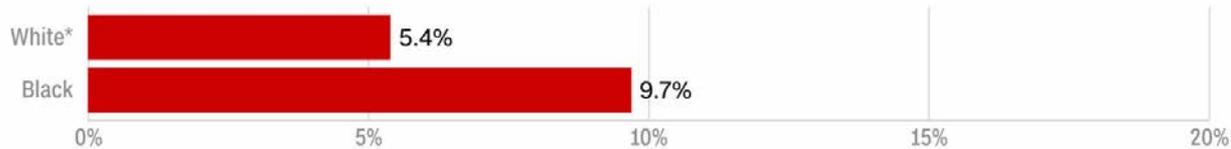
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# Institutional Racism

## Health care

A larger share of black Americans lack health insurance compared to whites



\* Non-Hispanic whites

Source: US Census Bureau, 2018

Graphic: Curt Merrill, CNN

The current pandemic has also laid bare the inequities in the nation's health care system. One reason why black Americans have been **hit harder** is because they are less likely to have **health insurance**.

This holds true even among the employed. Black workers are 60% more likely to be uninsured than white workers, the Economic Policy Institute found.



# Institutional Racism

## Coronavirus

Black people make up a larger share of US Covid-19 deaths

**13%**

of population

**23%**

of Covid-19 deaths

Source: US Centers for Disease Control and Prevention, as of May 28, 2020

Graphic: Curt Merrill, CNN

Along with a lack of coverage, black Americans have higher rates of chronic illnesses, including diabetes, high blood pressure and obesity.

All these conditions contribute to making the [coronavirus pandemic all the more deadly for blacks](#) than for non-Hispanic whites, who account for more than 60% of the population, but only about 53% of the deaths from the virus.



We are all apart of this.





# Bias and Stereotypes

*Bias:* unreasonably hostile feelings or opinions about a social group; prejudice

*Implicit bias:* subtle and unconscious attitudes and beliefs that a person, organization, or institution holds toward an individual or a group

*Stereotypes:* a widely held but fixed and oversimplified image or idea of a particular type of person or thing

Implicit beliefs and underlying beliefs in stereotypes often DO NOT coincide with declared or conscious beliefs.

Implicit bias is often revealed through actions or behaviors rather than words.



## Explicit Bias

- Assertion that blacks are intractably, and probably biologically, inferior in intelligence to whites and Asians in the book *The Bell Curve*.
- “We support a national law against the practice of homosexuality, which would include the repeal of gay marriage laws.” (<https://kkk.bz/platform-2/>)
- “America is being overrun by illegal immigrants mostly from nonwhite countries ... Immigration should remain open to all White Christians throughout the world.” (<https://kkk.bz/platform-2/>)

# Implicit Bias

Race/Ethnicity	Stereotype	Consequences
Asian American	<ul style="list-style-type: none"><li>• Perpetual foreigner</li><li>• Brilliant at math, poor social skills, wealthy</li><li>• Wimpy and submissive</li></ul>	<ul style="list-style-type: none"><li>• Japanese internment</li><li>• Hmong/Burmese and other struggling groups ignored</li><li>• Dating disparity/depression</li></ul>
Latin American/Hispanic	<ul style="list-style-type: none"><li>• Illegal alien/foreigner</li><li>• Criminal</li><li>• Sexually deviant</li></ul>	<ul style="list-style-type: none"><li>• Immigration policy/The New Jim Crow</li><li>• 2–5x more likely to be disciplined in schools</li></ul>
African American/Black/African Descent	<ul style="list-style-type: none"><li>• Low intelligence</li><li>• Criminal</li><li>• Universal experience</li><li>• Sexually deviant</li></ul>	<ul style="list-style-type: none"><li>• Slavery</li><li>• The New Jim Crow</li><li>• School discipline</li><li>• Employment</li></ul>
Native American	<ul style="list-style-type: none"><li>• Savages/animalistic</li><li>• Alcoholics/drunkard</li><li>• Low intelligence</li></ul>	<ul style="list-style-type: none"><li>• Denial of land and reservations</li><li>• 2–5x more likely to be disciplined in schools</li></ul>



# Inappropriate Humor Reveals Exposure to Bias



# Microaggressions

- *Microaggressions*: Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, “ability,” or religious slights and insults to the target person or group. – Derald Wing Sue
- Three Types:
  - Microassaults
  - Microinsults
  - Microinvalidations



# Microassaults

*Microassaults:* Conscious, deliberate, and either subtle or explicit racial, gender, or sexual orientation attitudes, beliefs, or behaviors that are communicated through environmental cues, verbalizations, or behaviors.

Examples:

- Noose
- Swastikas
- Cross-Burnings
- Confederate Flags
- Epithets
- Blue Lives Matter Wristbands\*



# Microinsults

*Microinsults:* Interpersonal or environmental communications that convey stereotypes, rudeness, and insensitivity.

Examples:

- Chief Illiniwek at The University of Illinois at Urbana-Champaign
- “You are so articulate.”
- “You are only here because of affirmative action.”
- “You speak English so well!”
- “I mean, you got the first mainstream African American who is articulate and bright and clean and a nice-looking guy. I mean, that's storybook, man.” – Joe Biden during 2007-2008 primaries



# Microinvalidation

*Microinvalidation:* Communications or environmental cues that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of certain groups, such as people of color, women, and LGBT people.

Examples:

- Nonverbal: Neglecting to include the photos or histories of members of a certain group or failing to acknowledge a commemorative month or day that acknowledges certain ethnic groups at the firm.
- Verbal: “When I look at you, I don't see color.”



# The Consequences of Implicit Bias

- *Whitened Resume Study by Katherine DeCelles and Co.: Employer callbacks for resumes that were whitened fared much better in the application pile than those that included ethnic information, even though the qualifications listed were identical.*
  - 25% of black candidates received callbacks from their whitened resumes, while only 10% got calls when they left ethnic details intact.
  - Among candidates of Asian ancestry, 21% got calls if they used whitened resumes, whereas only 11.5% heard back if they sent resumes with racial references.
- Job Callback Study by Devah Pager: 34% of whites without criminal record, 17% of whites with a criminal record, 14% of blacks without a criminal record, and 5% of blacks with a criminal record.



# Implicit Bias in Performance Reviews

- Leadership consulting firm Nextion engaged in a study at a law firm. All of the partners received the same memorandum.
- 50% of partners received a memorandum that stated the attorney was a third-year African American associate who had attended NYU.
- 50% received a memorandum that stated the attorney was a third-year Caucasian associate who had attended NYU.
- The exact same memorandum averaged a 3.2/5.0 rating under our hypothetical “African American” Thomas Meyer and a 4.1/5.0 rating under our hypothetical “Caucasian” Thomas Meyer. The qualitative comments on the memoranda, consistently, were also more positive for the “Caucasian” Thomas Meyer than the “African American” Thomas Meyer.



# Seizing Your Power

- *Vote - <https://www.naacp.org/report-cards/>*
- *Advocate - <https://www.usa.gov/elected-officials>*
- Patronize – There are black-owned restaurants, etsy shops, and large MWBEs.
- Donate – There are organizations such as NAACP, Black Live Matter Movement, MLT, Toigo, SEO, ABC, The Oliver Program, and more.
- Recruit – Does your non-profit search outside of its prior networks for new talent.
- Mentor – Are there formal or informal mentoring programs at your non-profit.
- Maintain Mindfulness – Make sure that your whole team is trained and exposed.



# Conclusion

- *The goal is to have law firms that reflect the racial, ethnic, cultural, religious, political, economic, and thought diversity of the country in a way in which diverse legal professionals are a part of the decision-making process and have access to leadership opportunities.*
- *This goal is often being thwarted by implicit bias rather than explicit bias.*
- *Implicit bias deeply impacts both recruiting and retention through:*
  - *Phantom Job Openings*
  - *Implicit Bias in Recruiting*
  - *“Fit” Tests*
  - *Microaggressions at Work*
  - *Biased Performance Reviews*
- *Firms that are serious about achieving diversity, inclusion, and equity objectives should engage in a diversity audit that examines all aspects of recruiting and retention with the ultimate goal of correcting systems in which bias prevails. Additionally, firms should engage in year-round diversity training programs that incorporate holistic practices such as mindfulness.*



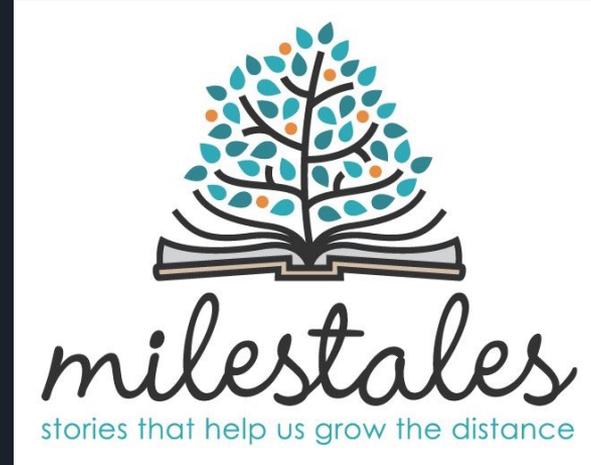
# Conclusion

- *The goal is to have organizations that reflect the racial, ethnic, cultural, religious, political, economic, and thought diversity of the country in a way in which diverse professionals are a part of the decision-making process and have access to leadership opportunities.*
- *This goal is often being thwarted by implicit bias rather than explicit bias.*
  - *Microaggressions are apart of everyday life*
  - *They represent the general cultural landscape in which we have been inculcated with ideas about certain groups*
- *Individuals and organizations have power to change things.*
  - *The words you say*
  - *The hiring decisions that you make*
  - *The businesses that you patronize*
  - *The politicians that for whom you vote*
- *Seize Your Power!*



# Q&A

Contact me for a follow-up session



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