Part 2: Transformed Relationships

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August 16, 2020
Why did you choose to join today’s conversation?
What is necessary for these conversations to be loving spaces where we can all learn and grow into being anti-racist?
Break Out Groups

What have you been reflecting on since our last conversation?

OR

What are you reflecting on related to racial injustice that is being revealed daily in our country?

*Ask someone in your group to take notes and report back.*
Intent vs. Impact

“Even well-intended people cause harm. As such, people will often make statements which they intend or perceive to be supportive or complimentary, yet end up becoming problematic.”

– Mara Cullen, 35 Dumb Things Well-intended People Say
Microaggressions

- Unconsciously delivered, pervasive & automatic in conversations and interactions
  - asking person of color “where are you from?”
  - mistaking a person of color for a service worker

- Often dismissed and glossed over as being innocent and innocuous

- Detrimental to people of color because they
  - Impair performance
  - Sap spiritual energy
  - Create inequities
“With God All Things Are Possible.”

“We need to remove the phrase ‘not racist’ from our vocabulary.

...We are either ‘racist’ or ‘anti-racist’.”

- Ibram X. Kendi

Each of us has the ability to interrupt and dismantle racism:

- Individually
- Culturally,
- Institutionally, and
- Systemically.
What factors impact how, when, and where we relate to one another?
“**Income** measures the flow of money and assets during a given period of time.

**Wealth** measures the stock of money and assets accumulated as of a certain point in time.

- A household with an income of $100,000 that saves $5,000 each year would have $25,000 of additional wealth at the end of five years.

**Net worth** is the difference between a household’s assets and its debt.

- For example, if a household has $10,000 in its checking account, $40,000 of student debt, and $5,000 of credit card debt, then it has a net worth of -$35,000.”

Break Out Groups

What are the ways you and your family have created wealth or are creating wealth?

(*Afterwards, make a list for yourself.*)

*Be ready to share when we come back together.*
<table>
<thead>
<tr>
<th>White, not Hispanic</th>
<th>Hispanic (any race)</th>
<th>Black</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>$162,770</td>
<td>$21,360</td>
<td>$16,300</td>
<td>$102,000</td>
</tr>
<tr>
<td>10% of White households have zero or negative net worth</td>
<td></td>
<td>25% households have zero or negative net worth</td>
<td>Native Americans – not measured since 2000, $5,700</td>
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<tr>
<td></td>
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<td>Asian households have higher net worth than White households; however, wealthiest Asian households have 168 times the wealth as the poorest</td>
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How does wealth get created?
And debt minimized to increase net worth?

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Record examples from the group here...
On your personal list, put an * by the ways you or your family has generated wealth has been based on historic policies rooted in racism and White Supremacy.
Native Americans forcibly removed from their land – treaties and homesteaders – and culture of interdependence on each other and land torn apart

1848 Treaty of Guadalupe Hidalgo gave the United States half of Mexico’s land and ushered in a huge transfer of land from Mexican landowners to Anglos

Until the 13th Amendment was passed in 1865, slavery legally prevented Black people from building wealth

Japanese were interned from 1942-1946 – homes and businesses were confiscated destroying equity and generational wealth

Rescission Act 1947 stripped recognition of Filipino soldiers who fought under US control during WWII and barred “rights, privileges, and benefits”
1930s Federal Housing Programs Spur Suburban Growth

• $120 billion worth of new housing subsidized by the government between through 1962
• Less than 2 percent went to nonwhite families.

In 1944, the G.I. Bill of Rights guaranteed veterans loans for housing, education, and businesses.

• Between 1944 and 1971, it spent $95 billion on benefits. States administered and Black veterans excluded.

In 1964, Seattle voters defeated an “open housing” ordinance that would have let anyone live anywhere.

• Restrictive covenants began in early 1900s. “Areas ranging from parts of Alki ...all the way through the alphabet to ...Wedgwood were restricted to ‘whites and Caucasians only,’ or banned ‘Jews’ and ‘Hebrews,’ ‘Negroes’ or ‘Ethiopians,’ ‘Asiatics,’ Chinese, Japanese, ‘Hindus’ or ‘Malays’ (Filipinos) from owning property or residing there.”

1977 – WA Governor Dixy Lee Ray signed bill prohibiting Redlining

• banks and other lending institutions could no longer refuse to provide loans or require higher interest rates and larger down payments because of zip code

Neighborhood often determines quality of schools because funded through property taxes.

- Nationally, schools are more segregated now than before Brown v. Board of Education (1954) ruled segregation illegal.
- “Seattle public schools are attended disproportionately by students of color—nearly 60 percent are minorities—while many whites have opted for private schools.”

*Lau v. Nichols (1974)* ruled a school that accepted federal funds and did not provide adequate English courses or other educational benefits to students of Chinese ancestry, who did not speak English, violated Title VI of the Civil Rights Act of 1964 (California)

Legacy – being admitted to a school because a family member attended. Higher education was reserved (with some exceptions) for affluent White men until the GI Bill guaranteed loans.
Retirement, Pensions & Social Security

Social Security Act of 1935 excluded agricultural workers and domestics workers who were predominantly African American, Mexican and Asian.

1935 Wagner Act legalized unionizing – better wages & benefits, and excluded people of color.

Until Civil Rights Act of 1964, jobs and pay were restricted for people of color.

United Steelworkers v. Weber (1979) held that Title VII of Civil Rights Act permitted private sector employers and unions to implement voluntary affirmative action plans to remedy past discrimination (Louisiana).
Employment

Wages – earn enough to save?

Level of Education determines access

Employer Provided Benefits

- Health insurance – Medical bills #1 cause of bankruptcy
- Retirement
- Sick Leave
- Family Leave
- Study Leave/Paid Tuition
- Life Insurance
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<td>Between 1983 – 2013:</td>
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<tr>
<td>White household net worth <strong>increased</strong> 14%</td>
<td>Hispanic household net worth <strong>decreased</strong> 50%</td>
<td>Black household net worth <strong>decreased</strong> 75%</td>
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Recent Policies Increasing Wealth Gap
Recent & Current Policies that Widen the Racial Wealth Gap

**Sub-prime Mortgages** – have rising interest rates, which makes them more expensive
- In 2011, the Center for Responsible Lending reported that 52.9 percent of blacks received subprime mortgages. That was double the 26.1 percent sub-primes given to whites.
- The Pew Research Center found that black communities lost 53 percent of their wealth, compared to a 16 percent loss for white communities.

**Mass Incarceration**
- 1994-2010 Drug Kingpin Law – same 5 year mandatory sentence for 5 grams of crack cocaine and 500 grams of powder (100:1 NOW 18:1)
- Incarcerated because cannot pay fines or traffic violations

**Immigration**
- Increased deportation and detention of immigrants (documented and undocumented)
- Undocumented Immigrants contribute to but cannot collect Social Security

**Tax policies**
- $400 Billion tax cuts annually
  - 34% benefit homeowners & promote home ownership
  - Census survey found that
    - 72 percent of non-Hispanic Whites owned equity in their own home
    - 42 percent of Black/African Americans
    - 47 percent of Hispanics
    - 58 percent of Asians.
How many people are locked up in the United States?

The U.S. locks up more people per capita than any other nation, at the staggering rate of 698 per 100,000 residents. But to end mass incarceration, we must first consider where and why 2.3 million people are confined nationwide.

Results Of Mass Incarceration

Local Jails 631,000
State Prisons 1,291,000
Federal Prisons & Jails 226,000

Sources and data notes: See https://www.prisonpolicy.org/reports/pie2020.html
Being Anti-racist

- Movements to ensure educational equity
- Movements to organize farmworkers for better wages, living and working conditions
- Movements to push for the passage of the Civil Rights Act
- Movements to stop over policing Black and Brown communities
- Movements to rid housing communities of restrictive covenants
- Movements to push for accountability and non-discrimination in lending
- Movements to provide protected status to DREAMERS
- Movements to ensure health care for people in medically underserved communities
- Movements to stop environmental racism – power plants and waste incinerators in predominantly Black and Brown communities
Transforming Relationships

Intent v Impact

- Liberation movements are changing because we are realizing that significant groups of people have been historically excluded

How is God calling you to transform yourself so that your relationships reflect the Beloved Community?