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FOR A FAIR AND INCLUSIVE SOCIETY

The Role of Government in Addressing Interpersonal/Institutional/Structural Racialization/Racism/Othering

PRESENTER

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Setting today's conversation:

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I. We need to understand that we are situated in structures.

II. We need to understand how existing structures of inequality were created and maintained through the frameworks of othering and belonging.

III. Moving forward, we need to realign our structures and reframe the conversation of belonging through equity strategies.

UBUNTU

I am because you are.

CIVIL WAR, 1861-65 ➤ UNITE THE RIGHT RALLY, 2017

WHO
ARE
WE?

THE CHALLENGES TO
AMERICA'S NATIONAL IDENTITY
SAMUEL P.
HUNTINGTON
AUTHOR OF
THE CLASH OF CIVILIZATIONS AND THE REMAKING OF WORLD ORDER

We the People

insure domestic Tranquility provide for the common
and our Posterity, do ordain and establish this Constitution
Article 1

JEFF CHANG
Author of Can't Stop Won't Stop: A History of the Hip-Hop Generation

WHO WE BE

THE COLORIZATION
OF AMERICA
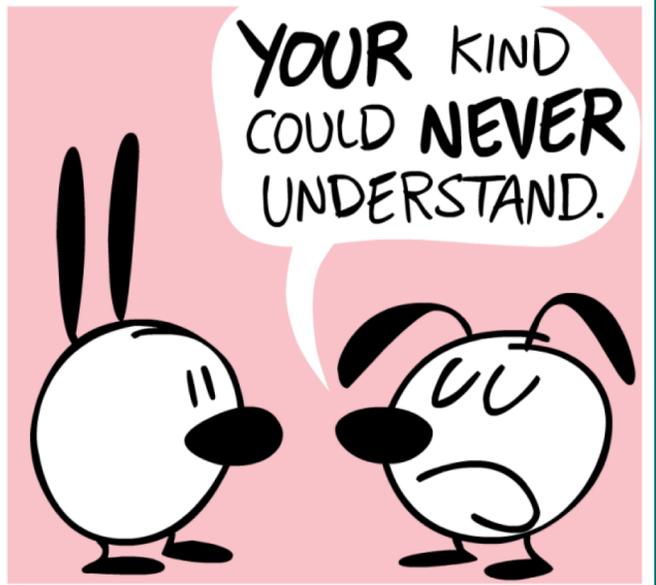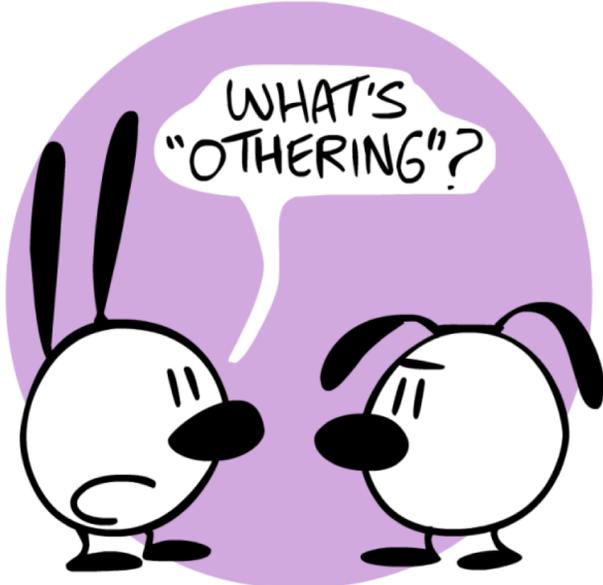
As diversity grows in the United States…

RACIAL/ETHNIC COMPOSITION: 1980, 2000, 2020, 2050
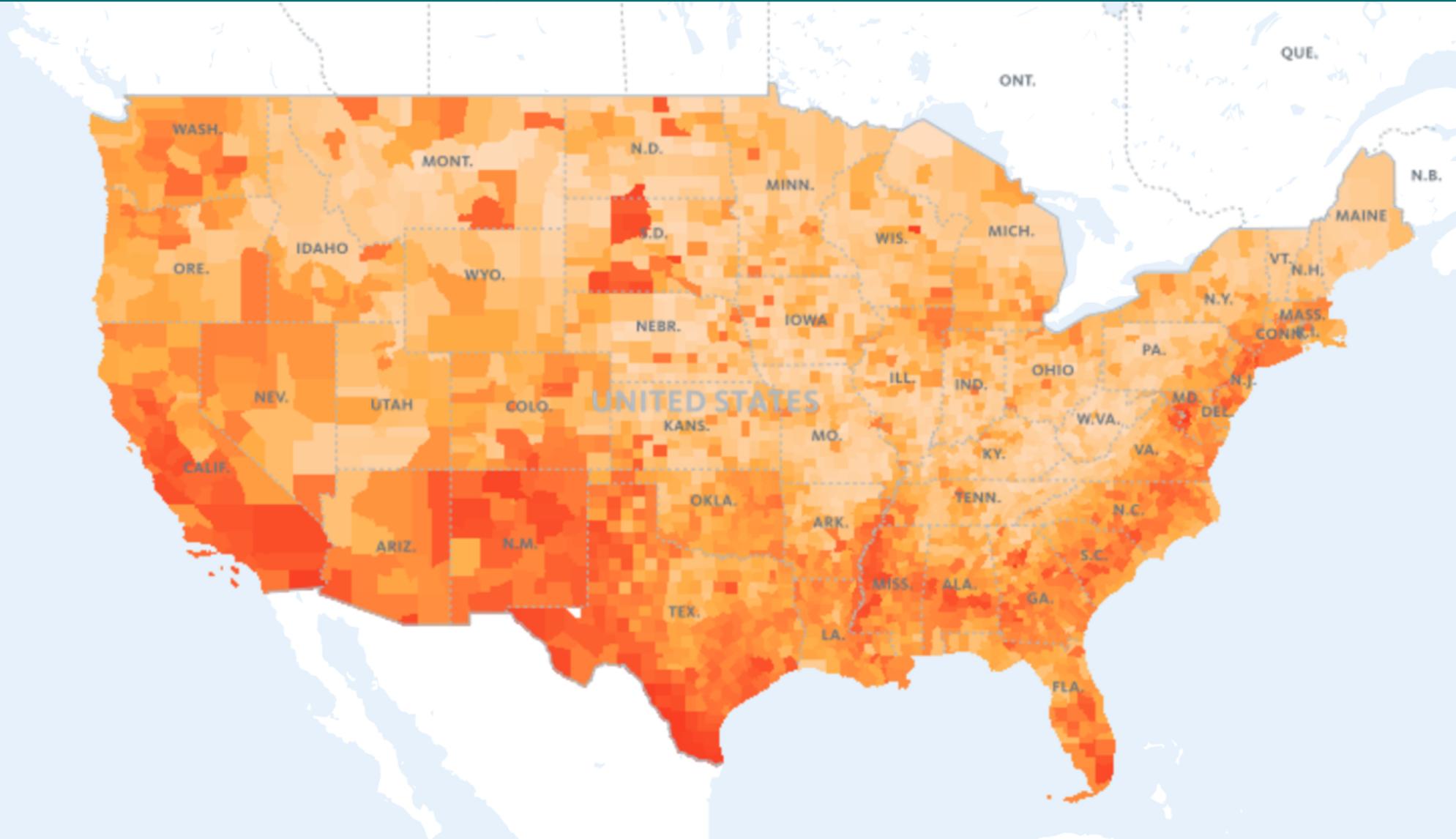
As diversity grows, so does anxiety:

BRIDGE COMMUNITIES

Belonging
Empathy
Inclusion

washington, d.c.

LOOK TO LEADERSHIP TO SET
META-NARRATIVE THAT…

INCREASE IN ANXIETY

INCREASE IN DIVERSITY

BREAK COMMUNITIES

Fear
Anger
Othering

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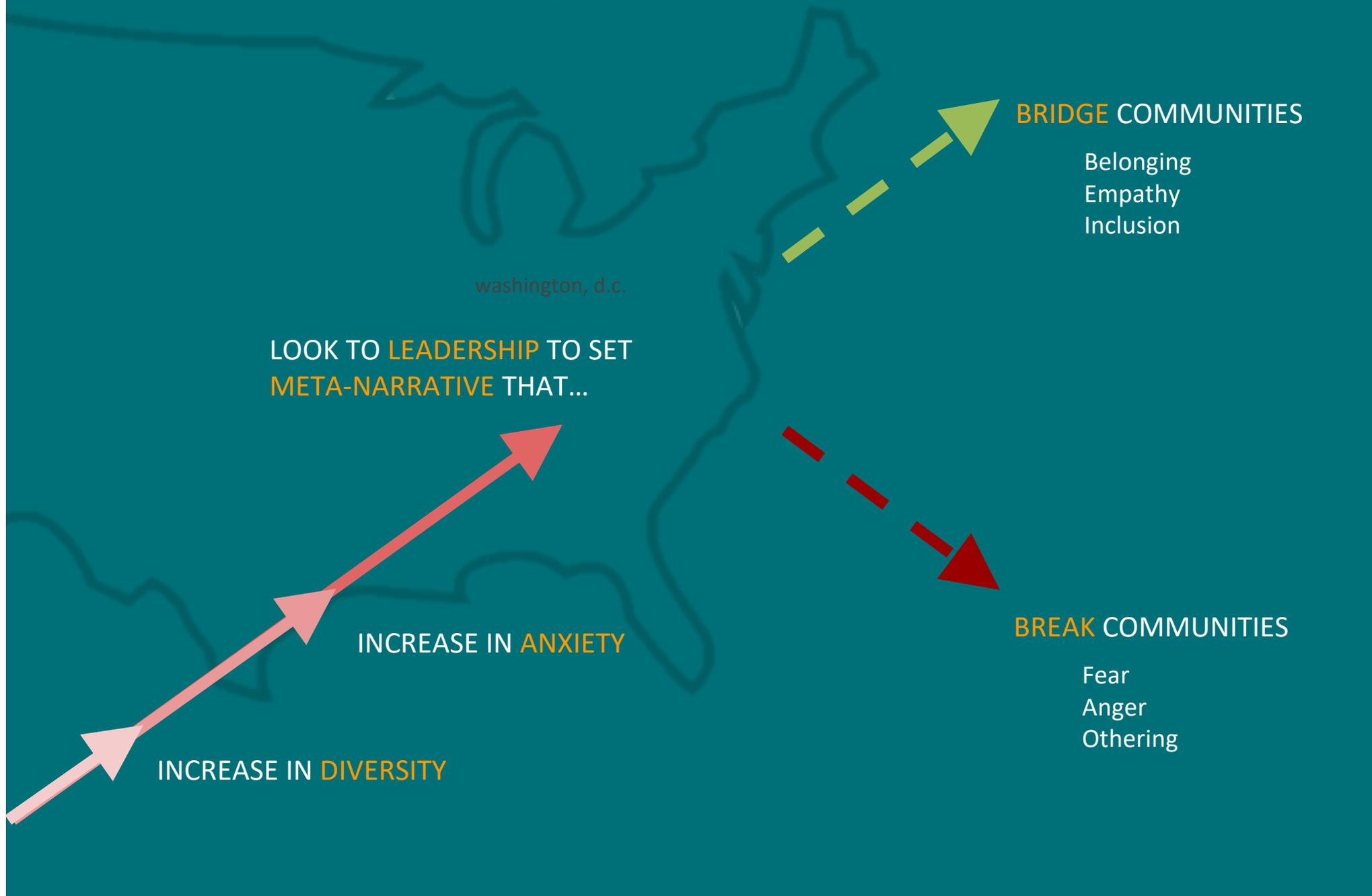
As diversity grows in the US, so does anxiety:

SOURCE: SAMUEL CORUM/ANADOLU AGENCY/GETTY IMAGES

Putnam's types of social capital:

BREAKING

Social ties among an exclusive group who explicitly push away from other groups who are seen as dangerous or a threat.

BRIDGING

Social ties that link people together with others across a cleavage that typically divides society.

BONDING

Social ties that link people together with others who are primarily like them along some key dimension. These are genuinely easier to build than bridging social capital.

Examples of bonding social capital:
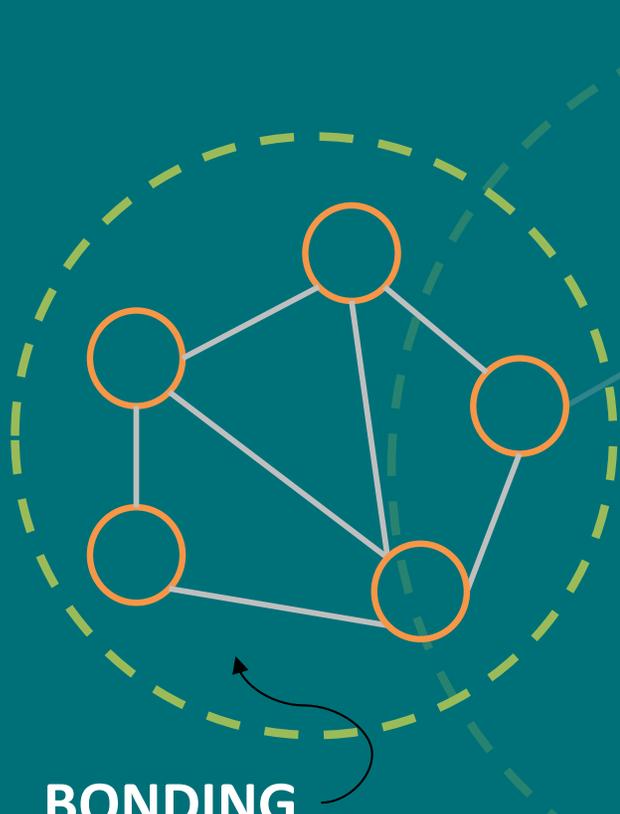
FAMILY

NEIGHBORHOOD

BONDING

Social ties that link
people together with others
who are primarily like them along
some key dimension. These are
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bridging social capital.

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Examples of bridging social capital:

BRIDGING

Social ties that link people together with others across a cleavage that typically divides society.
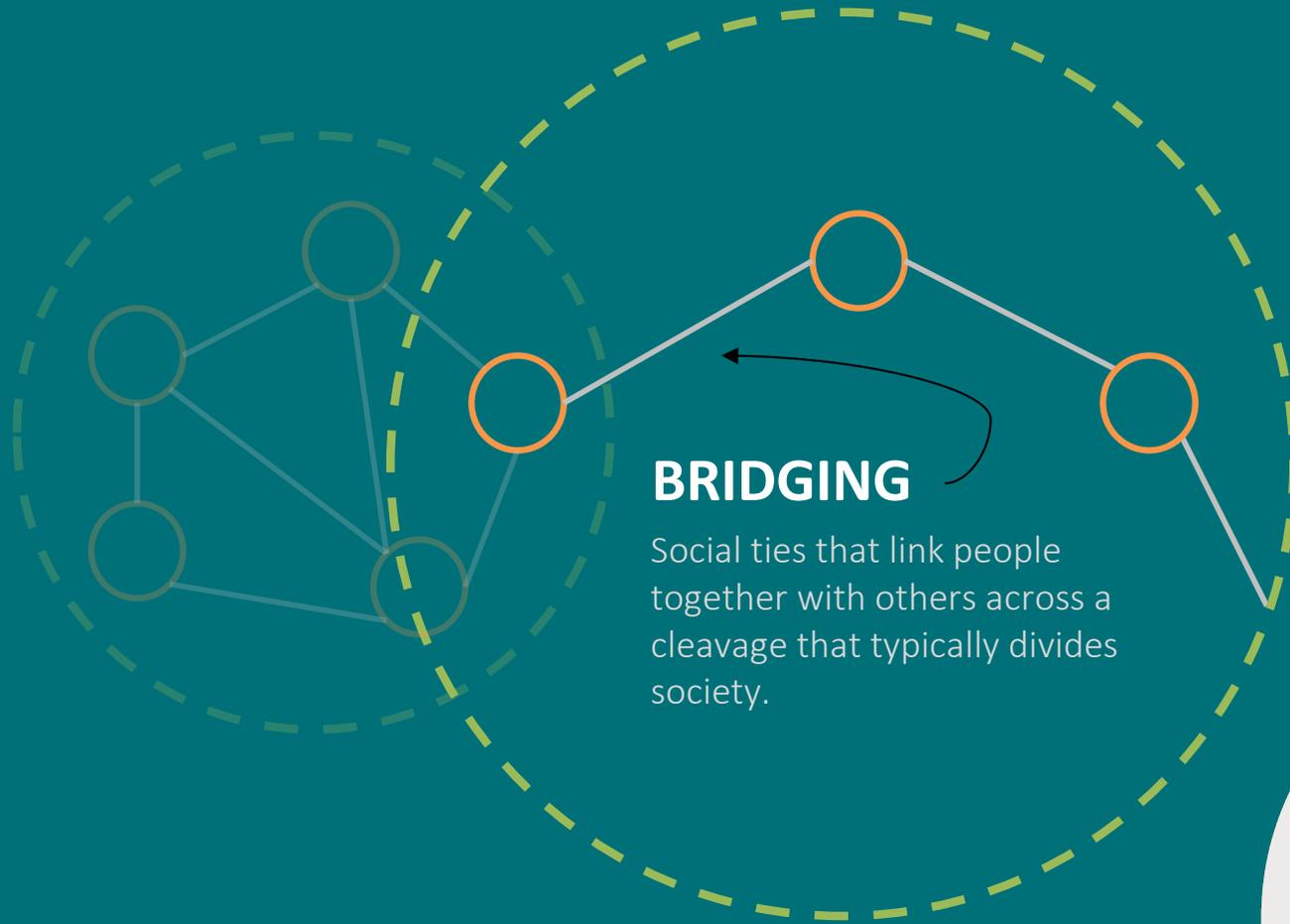
LGBTQ

Examples of breaking social capital:

RWANDAN GENOCIDE, 1994

Tutsi

Hutu

Twa

WHITE NATIONALISM

AMERICA FOR WHITES

BREAKING

Social ties among an exclusive group who explicitly push away from other groups who are seen as dangerous or a threat.
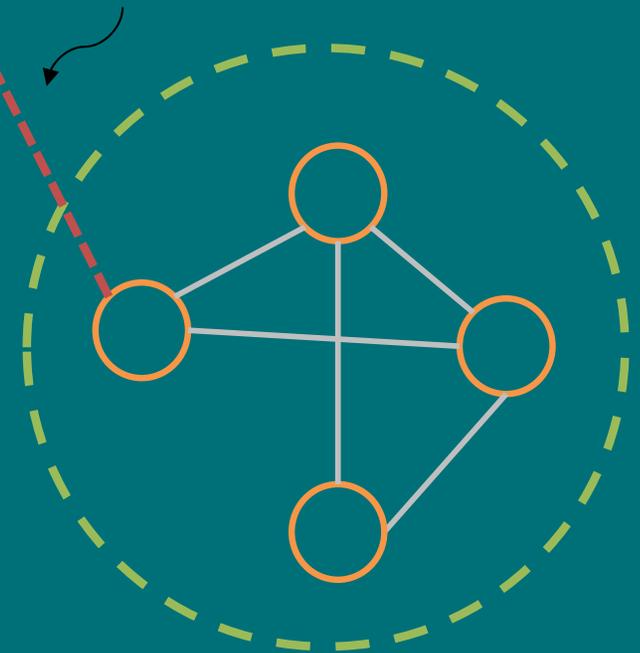
"[Trump] has a good idea: *Keep 'em out.*"

Muslims & Mexicans in the U.S.

Transgender military ban

"I don't see race. I am colorblind."

"All lives matter!"

"You & I are human. We are the same."
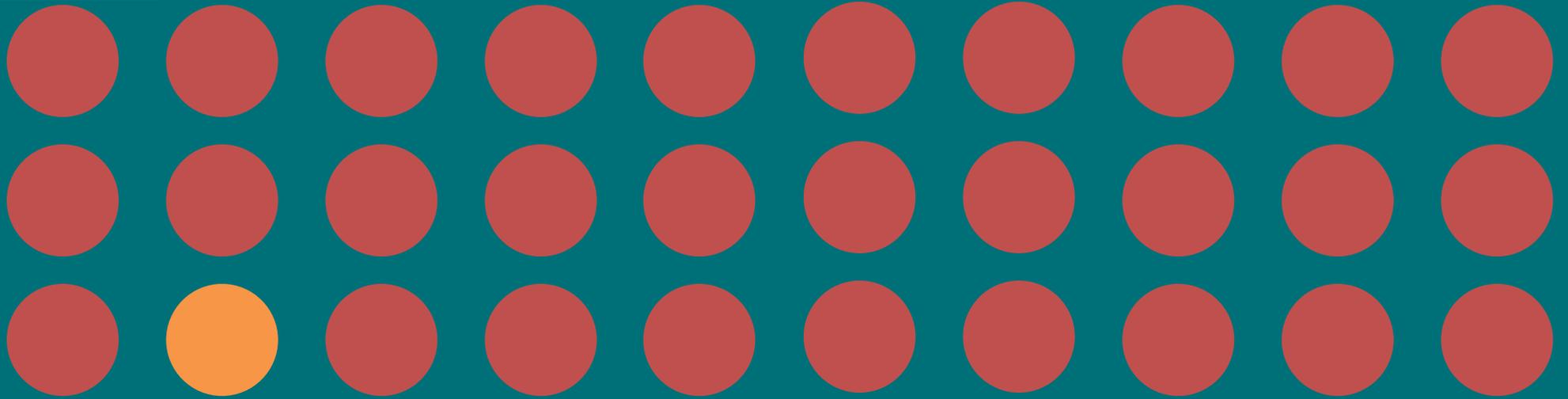
The opposite of Othering is not "saming."
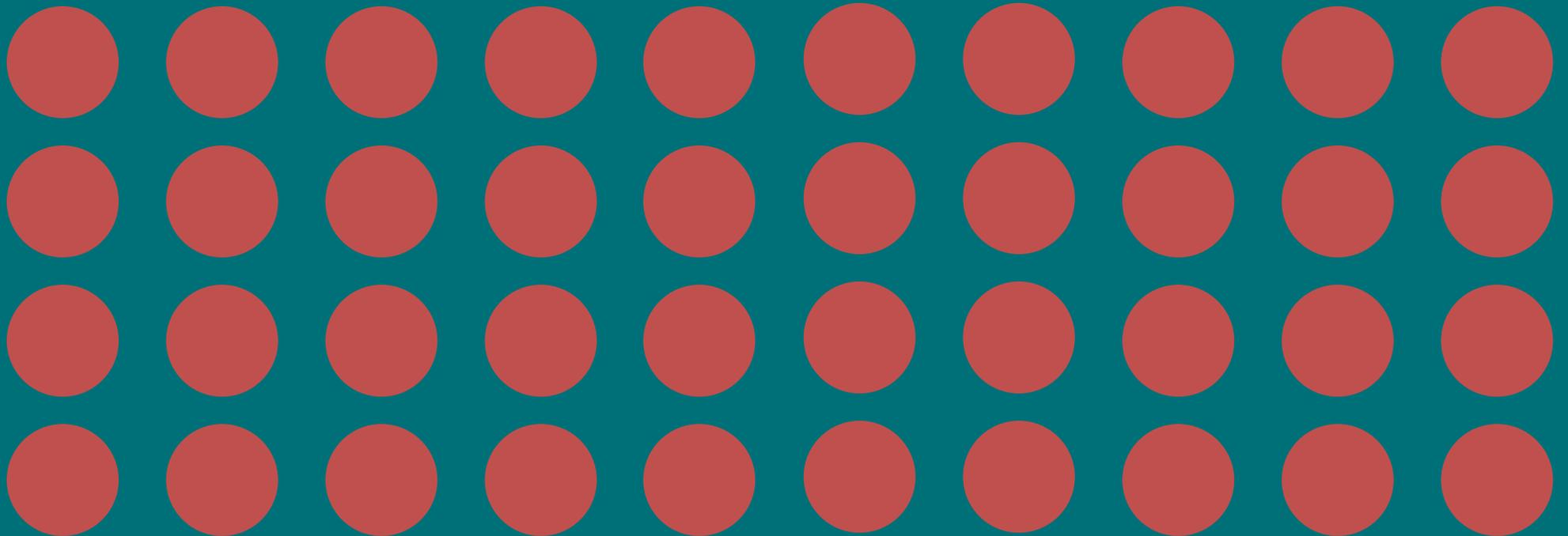
It is belonging.
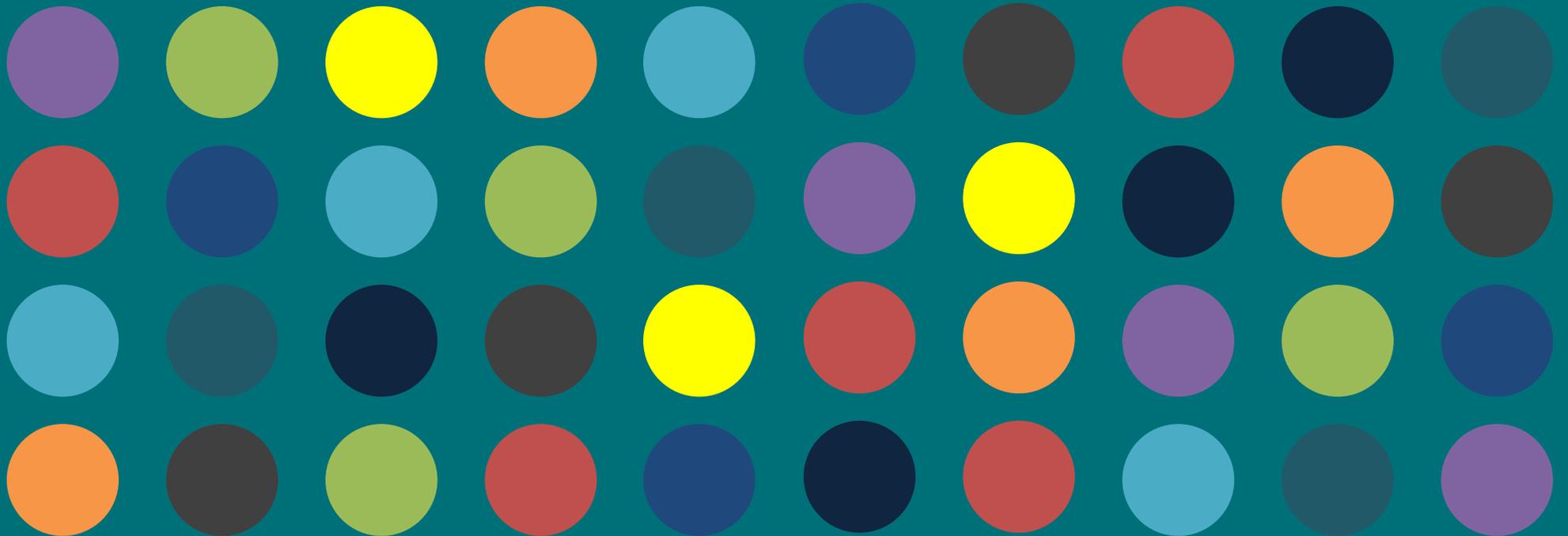
Structural inclusion means to belong

Belonging connotes something fundamental about both how groups are structurally positioned within society as well as how they are perceived and regarded.
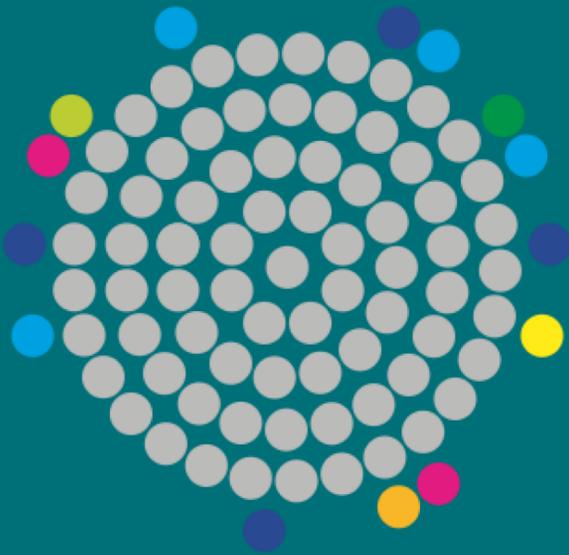
EXCLUSION
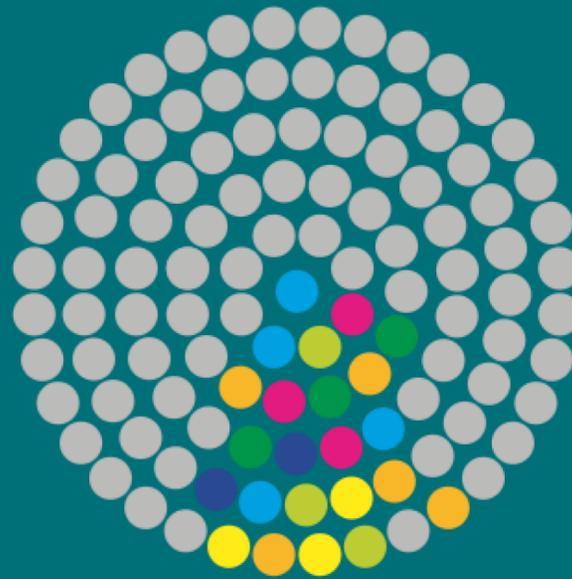
INTEGRATION

INCLUSION

Belonging in the United States: California as a beacon of hope

1. Climate change conflict
2. Sanctuary state (and city) showdowns
3. Protecting immigrants
4. Border wall boycotts
5. Russian interference and tax returns
6. Protecting legal marijuana markets
7. Grassroots movements and protests

CALIFORNIA

Paying attention to structures and systems: Recognizable structures for belonging

EDUCATION

ECONOMY

TRANSPORTATION

FOOD

HOUSING

HEALTHCARE

JUSTICE

COMMUNICATIONS

Paying attention to structures and systems: Recognizable structures for belonging

- These structures are not neutral
- The implicit/unconscious helps to create them
- Structures are systems
- Systems are non-linear, complex, and function through feedback

Paying attention to structures and systems: Uneven situations within structures
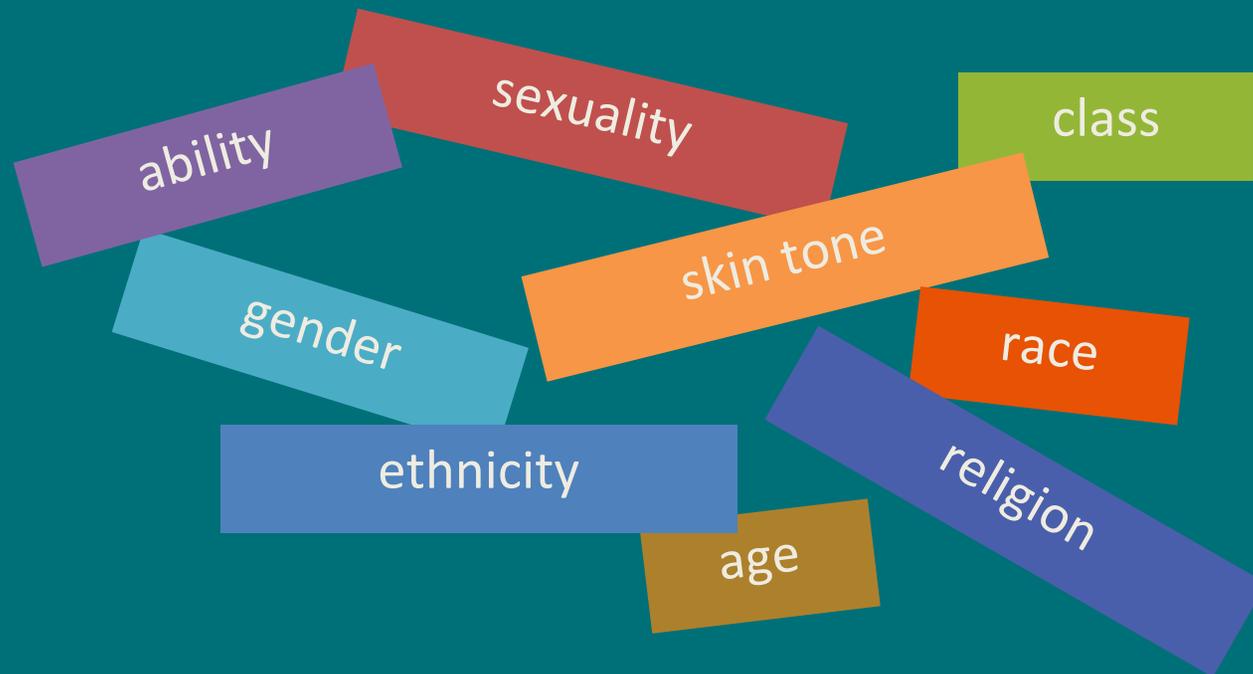
- How are women situated vis-à-vis men in the job market?
- How are people with disabilities positioned within transportation?
- How are undocumented immigrants positioned in the justice system?

Structural racialization: Mechanisms of marginalization

- There are similar mechanisms of marginalization within structures that work across social groups (women, immigrants, blacks, people with disabilities, Native Americans)

- However, these social groups are not uniformly positioned in structures

Structural racialization:
# A working definition

- **Structural racialization** is when systems and processes produce and reproduce unequal outcomes along racial lines with or without intent

- It is a relational process (i.e. groups are racialized in relation to other groups)

- To go beyond the "Black-White" binary, we need to look at the "field of racial positions" (Kim 1999) that includes the public representation and groups relative positioning

EDUCATION

NEIGHBORHOODS

SOCIAL NETWORKS

POLITICAL INSTITUTIONS

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Structural racialization: Difference and inequity

- An individual's particular "co-formation" of race, ethnicity, gender, sexuality, class, language, religion, citizenship status, able-bodiedness, and geographic location marks how they are positioned in these structures as well as in concepts and stories

- We can always refer to structural marginalization along multiple axes of difference (i.e. structural gender marginalization)

EDUCATION

NEIGHBORHOODS

SOCIAL NETWORKS

POLITICAL INSTITUTIONS

Structural racialization

SPHERES OF SYSTEMIC RACIALIZATION

STRUCTURAL:
Dynamic, cumulative among institutions, durable

INSTITUTIONAL:
Bias in policies & practices in a school, agency, etc

INTERPERSONAL:
Bigotry and implicit bias between individuals

INTERNALIZED:
Beliefs within individuals, including stereotype threat
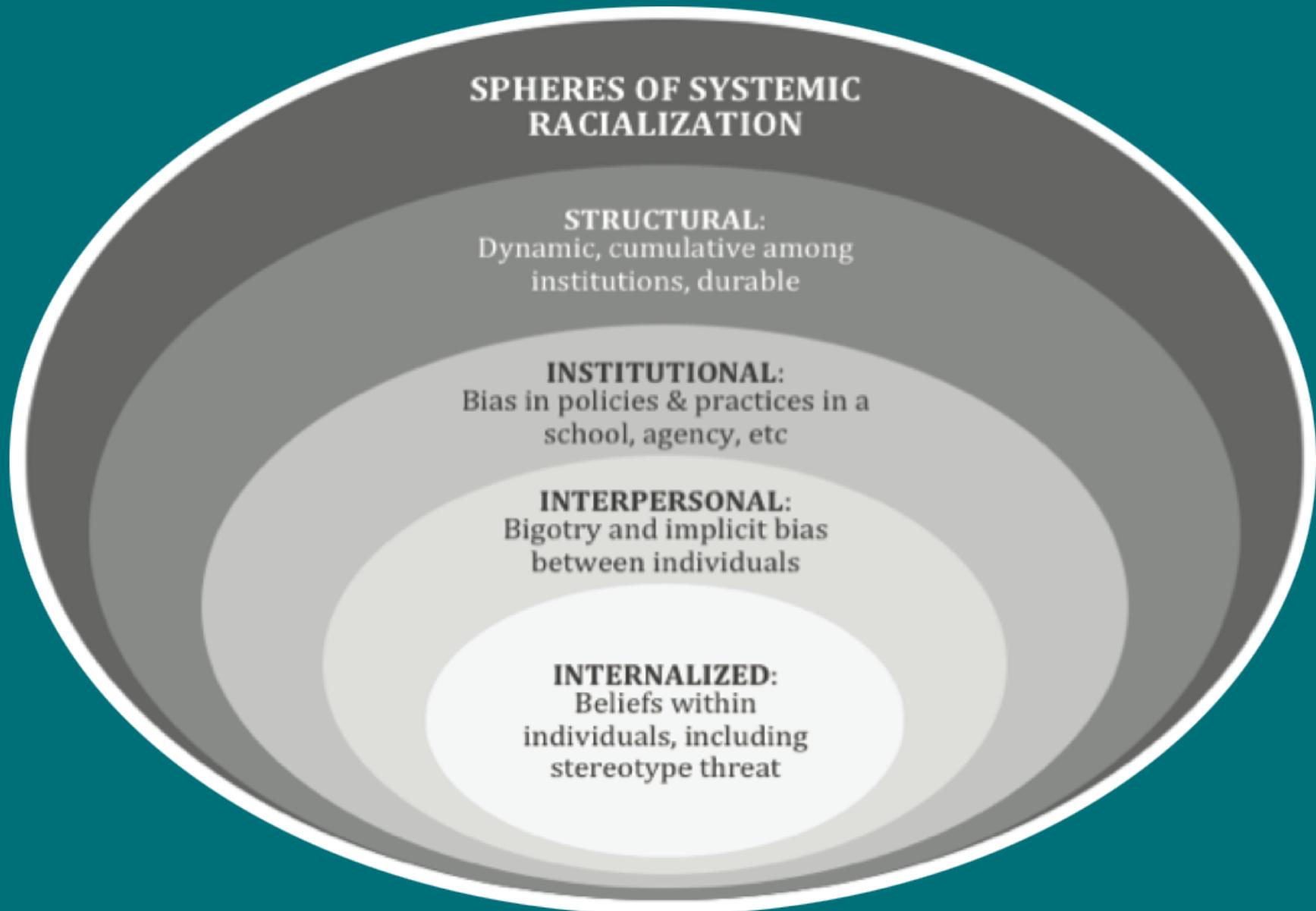
Othering in America – the perfect storm:

CORPORATE RIGHT

RELIGIOUS RIGHT

ALT-RIGHT
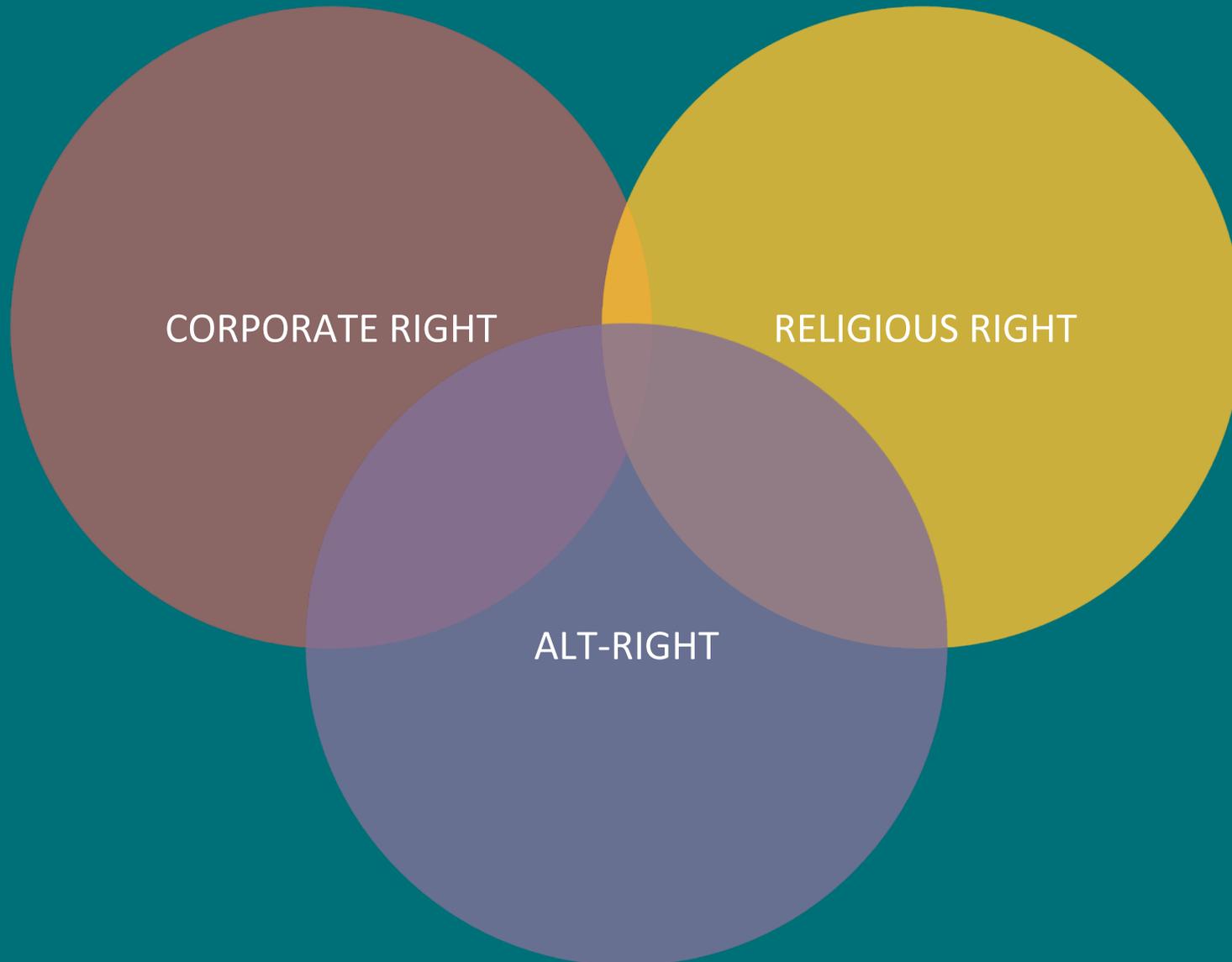
# Othering breaks the bridge to opportunity

QUESTIONS TO CONSIDER

1. What work does othering do and for whom?

2. How does it impact where people are situated within our public imagination?

3. How can practices of belonging build the bridge toward more equitable outcomes?

Understanding **yourself** within structures

WHERE YOU LIVE MATTERS

Spatial and racial segregation impact
a number of life opportunities:
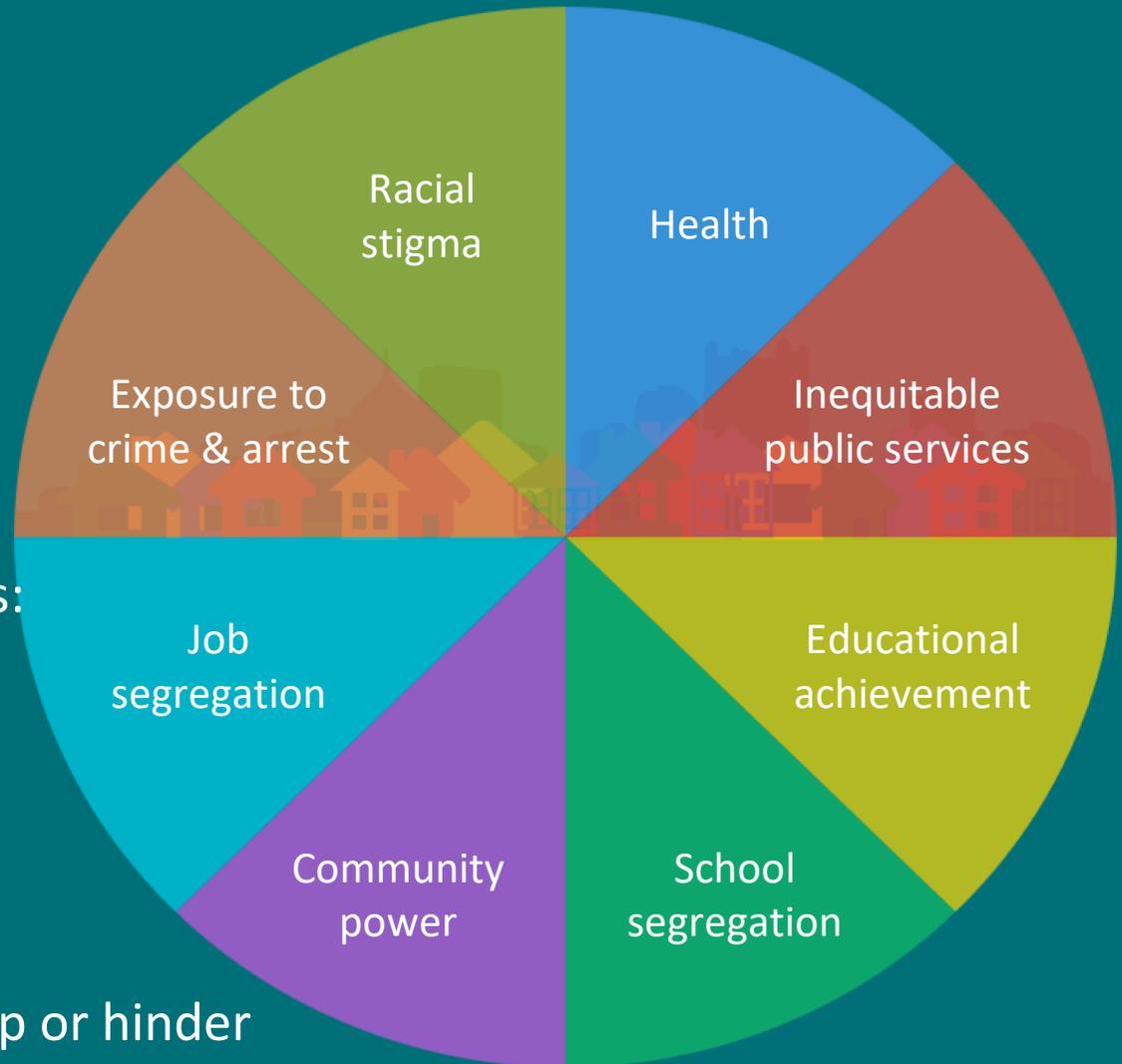
What institutions help or hinder
your constituents?

Racial stigma

Health

Inequitable public services

Exposure to crime & arrest

Educational achievement

Job segregation

Community power

School segregation

Moving towards structural inclusion

SEPARATION
Stairs do not work for people in wheelchairs.

PERMEABLE
Steps advantage some and disadvantage others.

CONNECTION
Acknowledging different groups' needs results in unexpected benefits for the whole community.

We need to create structures and policies that bridge instead of break.

Who is in the circle of human concern?

Expanding the circle of human concern requires:

EMPATHETIC SPACE

Focus on terms that unify people,
rather than those that divide.
Instead of an us/them mentality,
focus on a "we."

UNDERSTANDING OUR LINKED
FATE

We are inextricably linked. We need
to understand the effect structures
have on all individuals.

Do we actively bridge communities?

1. Does your organization's racial equity goals address the individual, institutional, or structural level through which barriers to opportunity can occur?

   a. Do they address more than one level? Why or why not?

1. How do your organization's racial equity goals align with the goals of local leaders, organizations, and institutions in the community you serve?

1. How do your organization's racial equity goals align with and/or support the goals of others in the room working in different levers for change?

Targeted Universalism