

Let's Talk About: Systemic Racism and Implicit Bias



Life is suffering because of systemic racism and implicit bias.



Tara Umemoto and Marissa Wong

Community Agreements :)

1. One Mic
2. Right Thought and Right View - *Assume Positive Intent*
3. Right Speech - *Our words have power and can negatively impact others*
4. Right Action - *What is shared here stays here; what is learned here leaves here*
5. Right Mindfulness - *Create space, take space*

What else do you need to ensure this is a safe space for everyone?

The Four Noble Truths

1. Life is Suffering

2. Life is Suffering because...

3. How do we stop suffering

4. Follow the 8 Fold Path

- a. Right View
- b. Right Speech
- c. Right Thought
- d. Right Action
- e. Right Effort
- f. Right Livelihood
- g. Right Mindfulness
- h. Right Meditation

Workshop 1: Why Black Lives Matter in a World Full of Suffering

- Slides can be found under Workshop 1 at:
<https://www.youngbuddhisteditorial.com/workshops>

What is Systemic v. Individual Racism?

Systemic Racism: racism goes beyond the individual. Systemic racism is the way racism is built right into every level of our society and negatively impacts the Black community in numerous ways. It is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

Systemic (Structural/Institutional)	Individual (Explicit)
<ul style="list-style-type: none">- the judicial system, the national and global economies, policing, the education system, religion, popular culture and a war machine that predominantly kills non-European peoples around the world.	<ul style="list-style-type: none">- the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways- having an acknowledged prejudice against People of Color- Racist jokes, not dating Black people, etc.

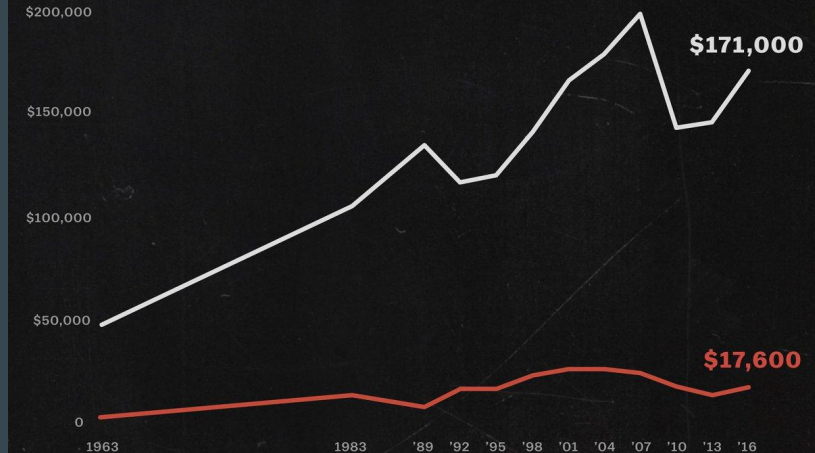
The Wealth Gap

Housing Discrimination/Redlining

- **The Wealth Gap**
 - in 2010 Black Americans made up 13% of the population but had only 2.7% of the country's wealth
 - [What is Systemic Racism? \[VIDEOS\]](#)
- **Housing Discrimination & Redlining**
 - Disparities in homeownership are a major driver of the racial wealth gap
 - **Redlining** is the practice of denying key services (like home loans and insurance) or increasing their costs for residents in a defined geographical area
 - Decades of racist housing policies by the American government, along with decades of racist housing practices by American businesses, had conspired to concentrate African Americans in the same neighborhoods.

Types of Systemic Racism

The median wealth of **white families** is nearly 10X greater than **black families**'.



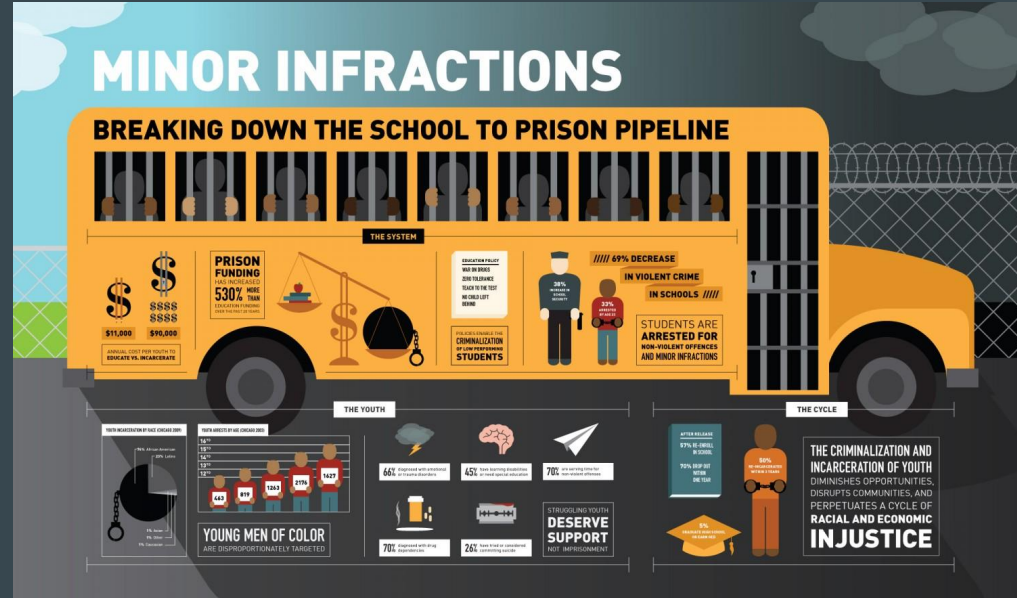
Vox

explained
NOW
STREAMING | NETFLIX

Education

- The School-to-Prison pipeline
 - Concerns about crime led schools to adopt zero tolerance policies
 - Schools have outsourced discipline to Juvenile courts and officers in schools (SROs)
 - Black students are more likely to be disciplined
 - Even when schools aren't deliberately sending children into the juvenile system, disciplining them makes it more likely they'll end up there
- Inequitable school funding

Types of Systemic Racism contd.

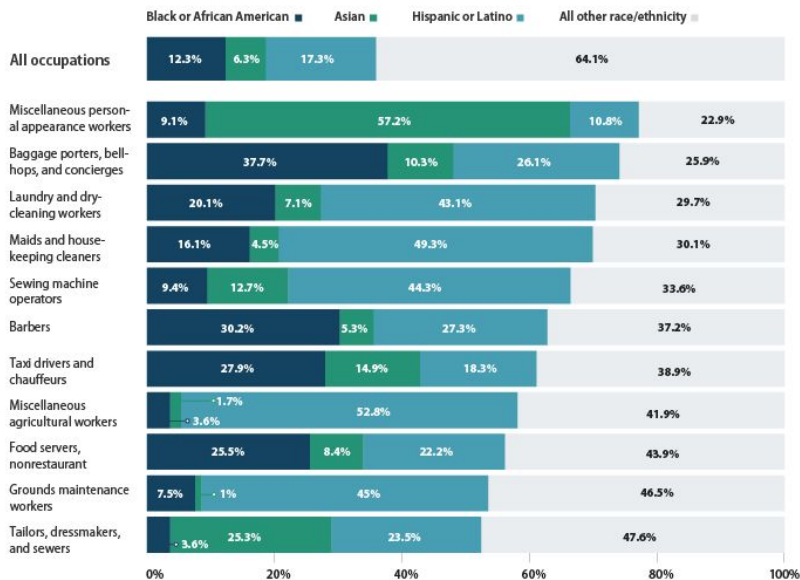


Employment

FIGURE 1

People of color remain overrepresented in some of the lowest-paying agricultural, domestic, and service vocations

Shares of total employed people by occupation, race, and ethnicity, 2018



Source: U.S. Bureau of Labor Statistics, "Labor Force Statistics from the Current Population Survey: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity," available at <https://www.bls.gov/cps/cpsaat11.htm> (last accessed June 2019).

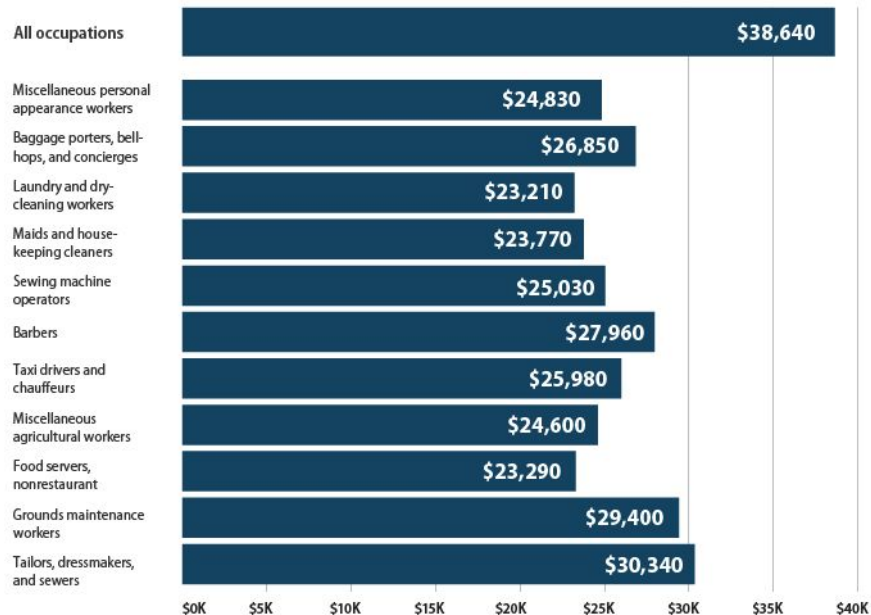


Types of Systemic Racism contd.

FIGURE 2

Occupations with high concentrations of people of color often pay less

Annual median wage by occupation, 2018



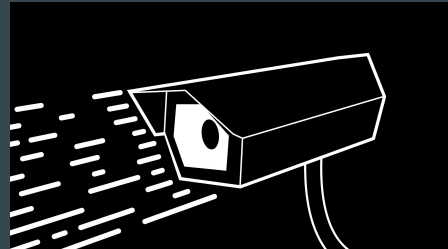
Source: U.S. Bureau of Labor Statistics, "Occupational Data Statistics: May 2018 National Occupational Employment and Wage Estimates," available at <https://www.bls.gov/oes/tables.htm> (last accessed June 2019).



Government Surveillance

Types of Systemic Racism contd.

- Surveillance is a tool of institutional racism
- Facial recognition algorithms: work best on middle-aged white men's faces and have the highest rates of error on Black women
- The use of facial recognition technology tied into mugshot databases exacerbates racism in a criminal legal system that already disproportionately polices and criminalizes Black people
- Police spy on Black activists and BLM protestors
- [Article: The Police Have Been Spying on Black Reporters and Activists for Years. I Know Because I'm One of Them](#)



Incarceration

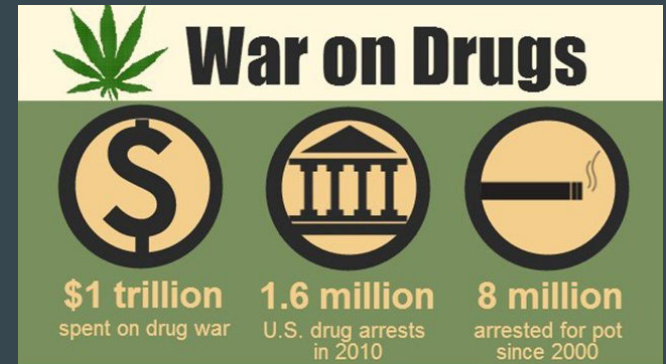
Types of Systemic Racism contd.

- There are more African Americans under correctional control today — in prison or jail, on probation or parole — than were enslaved in 1850, a decade before the Civil War began.
- Out of every 100,000 Americans about 700 are incarcerated, but out of every 100,000 Black men over 4,000 are incarcerated
- Due to felony disenfranchisement laws, 13% of Black American men are denied their right to vote
- New York's stop-and-frisk policy is racist and was found unconstitutional
- We recommend reading *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- <https://www.sentencingproject.org/issues/racial-disparity/>

Drug arrests

Types of Systemic Racism contd.

- In June 1971, President Nixon declared a “war on drugs.” He dramatically increased the size and presence of federal drug control agencies, and pushed through measures such as mandatory sentencing and no-knock warrants.
- The presidency of Ronald Reagan marked the start of a long period of skyrocketing rates of incarceration, largely thanks to his unprecedented expansion of the drug war. The number of people behind bars for nonviolent drug law offenses increased from 50,000 in 1980 to over 400,000 by 1997.
- This war has been almost exclusively waged in poor communities of color- those who live in white communities have little clue to the devastation wrought.
- The drug war has never been focused on rooting out drug kingpins or violent offenders. What gets rewarded in this war is sheer numbers of drug arrests
- The results have been predictable: People of Color rounded up en masse for relatively minor, non-violent drug offenses.
- The number of people behind bars for nonviolent drug law offenses increased from 50,000 in 1980 to over 400,000 by 1997

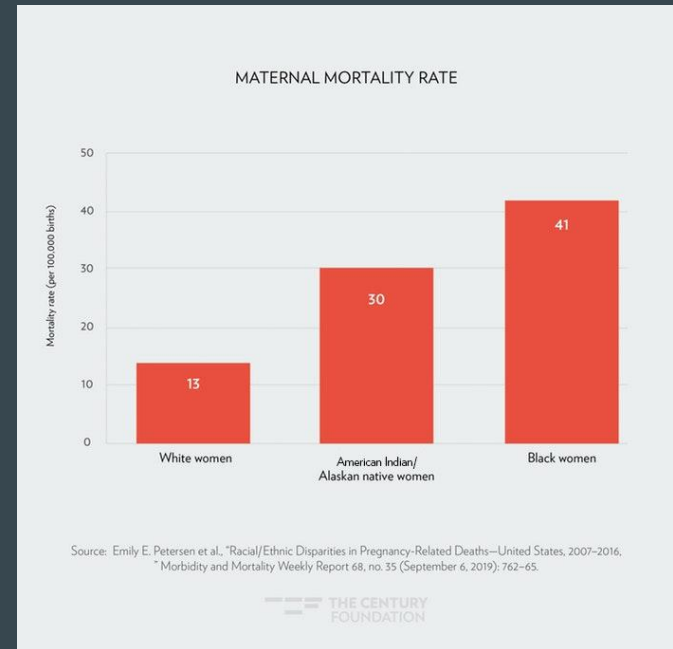


Healthcare & Infant Mortality

Types of Systemic Racism contd.

“Of all the inequalities that exist, the injustice in health care is the most shocking and inhuman.” - Martin Luther King Jr.

- African Americans have worse health outcomes than Whites in nearly every illness category
- Implicit biases in healthcare professionals- Black Americans are systematically undertreated for pain relative to white Americans, particularly in the ER
- Black babies are almost 2.5 times more likely to die before reaching their 1st birthday
- Black mothers are 3 three times as likely to die during childbirth
- Black and Hispanic mothers are more than twice as likely not to receive proper prenatal care.



Racism and anti-Blackness are rooted in all of our institutions and inform our policies, even if we don't notice it.

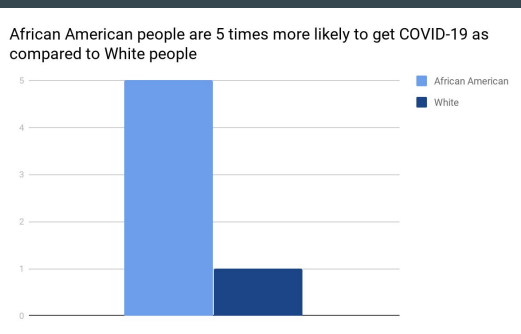
Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist.

Debunking Myths and FAKE news

Myth	Fact Check
<p data-bbox="125 305 859 425">✘ There are more white people in prison Black people.</p> <p data-bbox="125 436 917 485">✘ What about Black on Black crime?</p> <p data-bbox="125 502 801 556">✘ More Black people use drugs</p> <div data-bbox="227 584 869 999"><p data-bbox="357 649 743 966">These are ways to deflect away from the issue... Why do we know / think these things?</p></div>	<ul data-bbox="994 311 1806 889" style="list-style-type: none"><li data-bbox="994 311 1806 420">● Black people are disproportionately affected<li data-bbox="994 442 1806 551">● White on white crime rates are almost identical<li data-bbox="994 573 1806 682">● White people use drugs at around the same rate.<li data-bbox="994 704 1806 889">● War on drugs - Crack v. Cocaine, policing and surveillance in Black communities

What is disproportionality?

Disproportionality: something that is not proportional or an over or under representation of a certain population.



[COVID-19 in communities of Color](#)

2019 NYPD “Stop-and-Frisk” data:
59% were black (24% of population).
9% were white (42.7% of population).

[New York Stop and Frisk Data](#)
[United States Census](#)

“African Americans are incarcerated in state prisons at a rate that is **5.1** times the imprisonment of whites.

“In five states (Iowa, Minnesota, New Jersey, Vermont, and Wisconsin), the disparity is more than **10 to 1.**”

[The Sentencing Project - Incarceration rates by race](#)

*We must use the numbers to inform us, and
then we need to look beyond the numbers and
see the people and their stories.*

This is a safe space!
We would love for everyone to share during discussions and activities but if you feel uncomfortable you do not have to.

A reminder: We are constantly learning and mistakes are okay! We are all here to help each other grow :)

Let's Talk About... *Systemic Racism and Disproportionality*

- Is there anything new you learned?
- What are other examples of Systemic Oppression that you see in your life or on the news?
- Are there any instances you notice that someone is treated differently because of the color of their skin?
- What does this tell us?

What is implicit bias?

- What is bias: bias is a preconceived and unreasoned tendency
- Implicit bias: "thoughts about people you didn't know you had" the ones we can't see

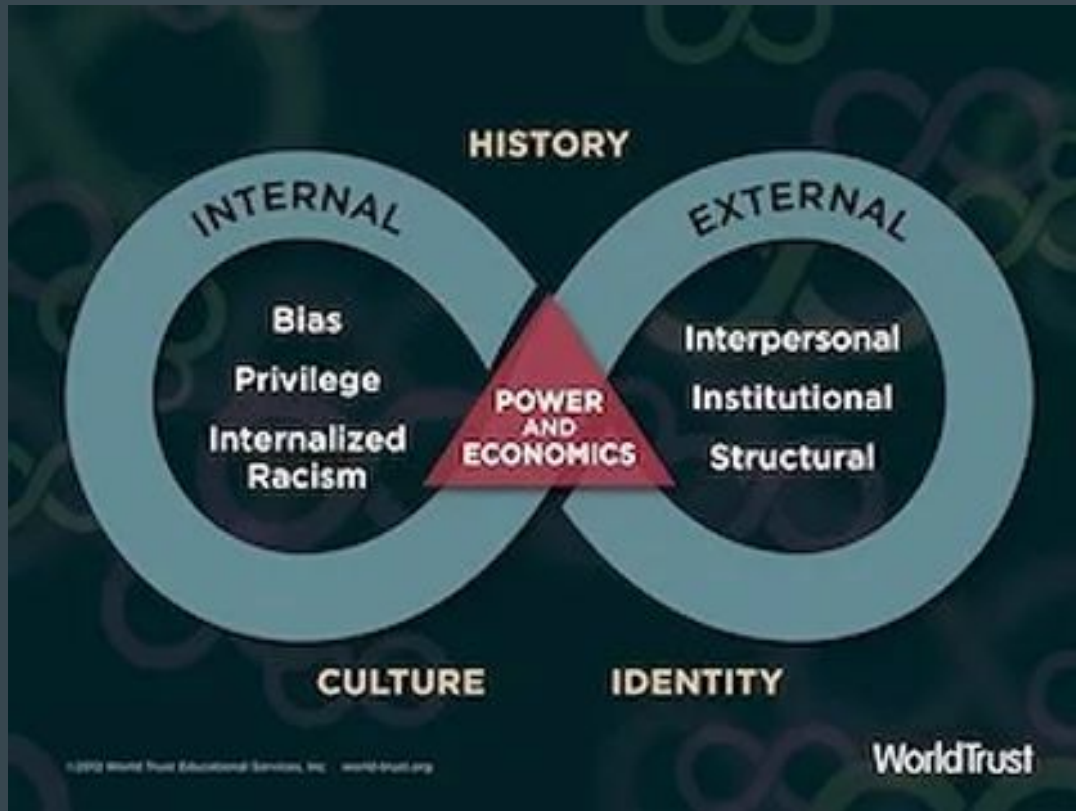
Experiences,
stories,
television, news,
FaceBook,
friends, school,
family, culture



PERSPECTIVE -
how we see the
world,
AUTOMATIC
THOUGHTS and
ASSOCIATIONS



BIAS -
subconscious
tendencies,
words,
actions



<https://www.world-trust.org/>

Why do we associate black or dark with “bad” and white or light with “good?”

Write or type your automatic thoughts or associations with the word “bad” and the word “good.” What color do you automatically associate with “bad” and what color do you automatically associate with “good?”

What color do we associated with “bad” or “good?”

Bad	Good
<ul style="list-style-type: none">● Darkness● We wear black at a funeral● DARTH Vader wore black● Dark magic● Black cat● Black widow● Blacklist	<ul style="list-style-type: none">● Light● White wedding dress● Luke Skywalker wore white● Angels

Now let's rethink that...

Write down / Type when something black or dark is associated with something good or an instance when one of your black “bad” things were good.

Now let's rethink that...

- Batman is good
- Black Panther is good
- Brown rice or wheat bread is healthy for you
- Chocolate is yummy
- Black light makes things look cool
- Black Friday (being in the black is being in the positive \$\$)

What stereotypes do we think about?

- Write down stereotypes or assumptions that exist in our common culture (whether you believe them or not) for the group you know the most about the group you know the least about.
 - Black people
 - White people
 - Asian people
 - Latinx people

Now let's rethink that...

Think of a time that someone or multiple times when someone contradicted that stereotype.

Now think...WHY do we have those stereotypes or assumptions?

Experiences,
stories,
television, news,
FaceBook,
friends, school,
family, culture



PERSPECTIVE -
how we see the
world,
AUTOMATIC
THOUGHTS and
ASSOCIATIONS

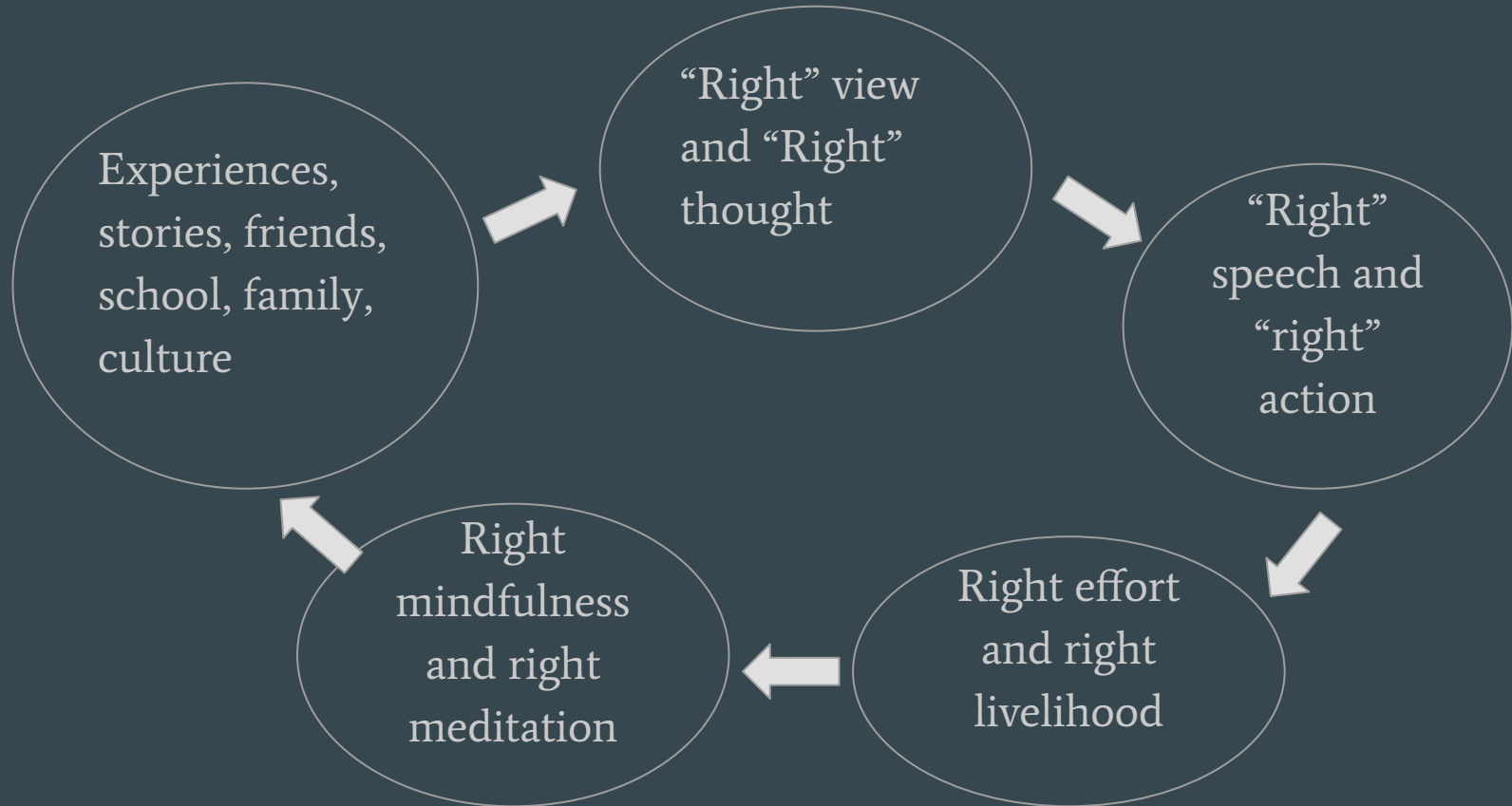


BIAS -
subconscious
tendencies,
words,
actions

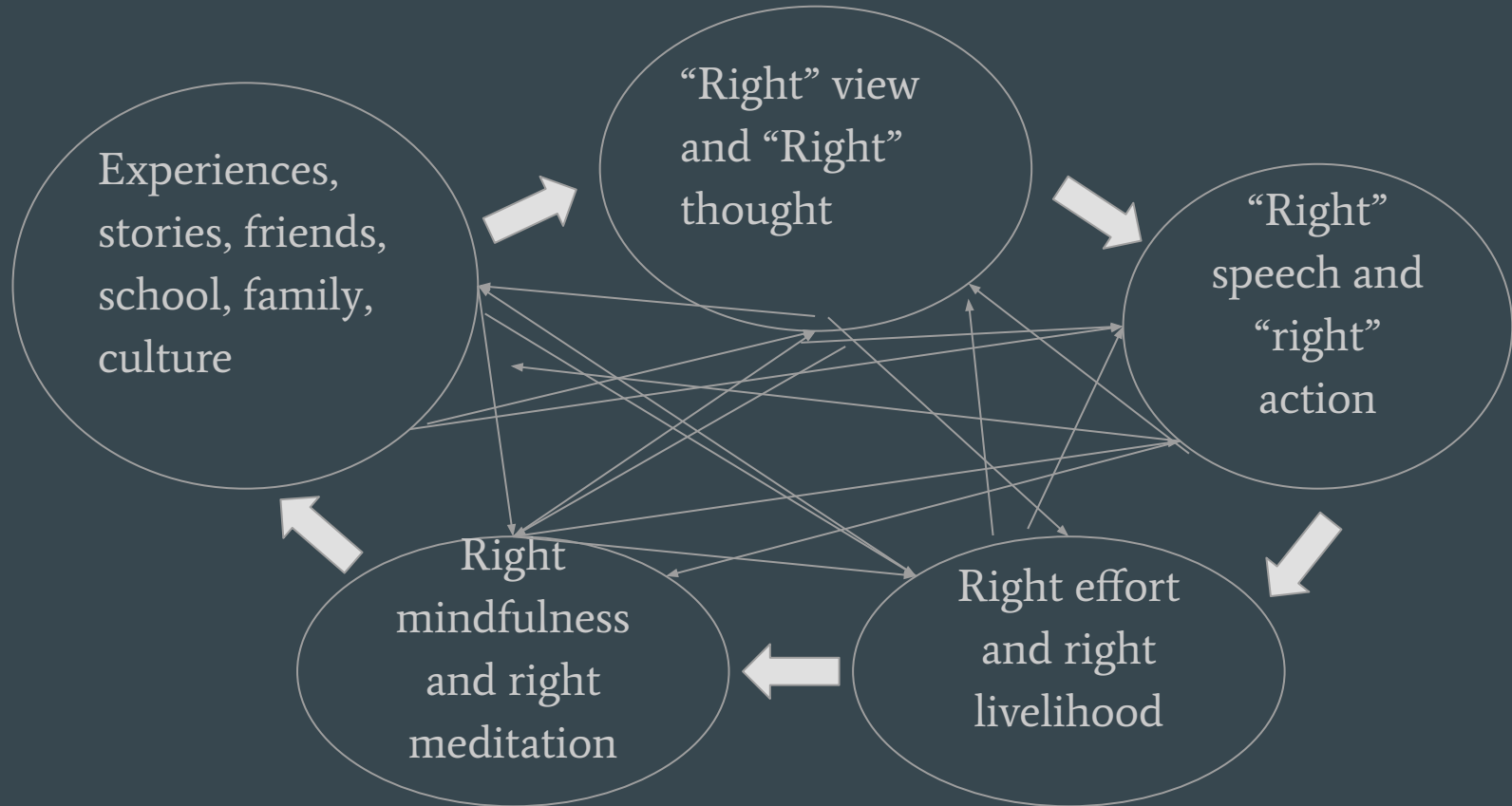
Implicit Bias and Me and Buddhism!

- There is structural racism, there is implicit bias... that feels daunting.
- We all have bias!
 - So...what DO I have control over? What can I do? Why did I think or say or do that?
- Buddhism challenges us to self-reflect
 - “Therefore, you should reflect up on our own faults, even when another becomes furious with you. You should consult with others, even when you think that you are right.” ~From Rev. Matsumoto’s presentation - A free rendering of Article Ten of the Seventeen Article Constitution

What is implicit bias and Buddhism?



What is implicit bias and Buddhism?



Let's Talk About... *Implicit Bias*

- What biases do you recognize for yourself?
- What is one thing that you can do differently to address bias?
- How does Buddhism inform these changes?

Next steps :)

1. Be **CURIOUS** and think **CRITICALLY** - ask questions, ask “why am I feeling this way, why did I do that or say that?” ask “how come that is the statistic?” .. “tell me more”
 - Question everything - yourself, your biases, and about information and statistics and news
2. Being more reflective and **MINDFUL** is **HARD**
3. **ALWAYS** be a **LEARNER**
 - [National Equity Project on Systemic Oppression](#)
 - [Race Forward information about Systemic Oppression](#)
 - [Check our Bias to Wreck our Bias by New York Times](#)
 - Watch “13th” ([Watch 13th on YouTube](#) or Netflix)

Sources

- <https://www.raceforward.org/videos/systemic-racism>
- [Substance Abuse and Mental Health Services Administration](#)
- [US Department of Justice - Victim and Offender of Violent Crime by Race](#)
- Goode, E. (2015). A history of drug control. Drugs in American Society (9th ed., pp. 31-63). New York, NY - McGraw-Hill, Inc.
- [COVID-19 in communities of Color](#)
- [New York Stop and Frisk Data](#)
- [United States Census](#)
- [The Sentencing Project - Incarceration rates by race](#)
- [Implicit Bias and Peanut Butter and Jelly - New York Times](#)
- <https://www.world-trust.org/>
- <http://www.theatlantic.com/business/archive/2015/09/prison-labor-in-america/406177/>
- http://www.huffingtonpost.com/michelle-alexander/the-new-jim-crow-how-the_b_490386.html
- <https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>
- <https://www.thedailybeast.com/how-we-built-the-ghettos>
- <https://www.racialequitytools.org/fundamentals/core-concepts/racism>

Thank you for learning with us!

Please fill out our feedback form- <https://www.youngbuddhisteditorial.com/feedback>

Join us for our next workshop: August 1 (and 15) at 10:00 am!

Let's Talk About: A Future Without Suffering

Facilitators: John Mullins and Marissa Wong

<https://www.youngbuddhisteditorial.com/workshops>