



SESSION OVERVIEW

- 1. A Groundwater Approach: The Case for a Structural Approach**
2. Origins: Some Thoughts On How We Got Here

OUR EXPECTATIONS

(thanks to Bryan Stevenson, author of *Just Mercy*)

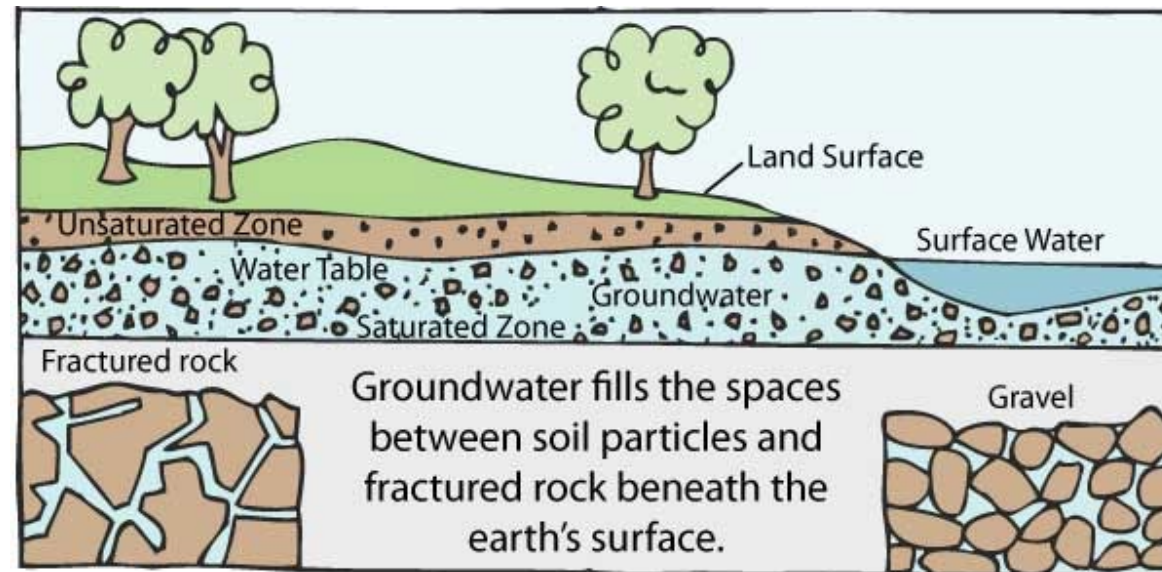
- Get closer to the problem
- Change the narrative
- Willingness to be uncomfortable
- Maintain hope

“THE FISH AND THE LAKE”



**“If you don’t
measure it,
you can’t
improve it.”**

P. Drucker



A “GROUNDWATER APPROACH” IS BASED ON SEVERAL KEY OBSERVATIONS ABOUT RACIAL INEQUITY

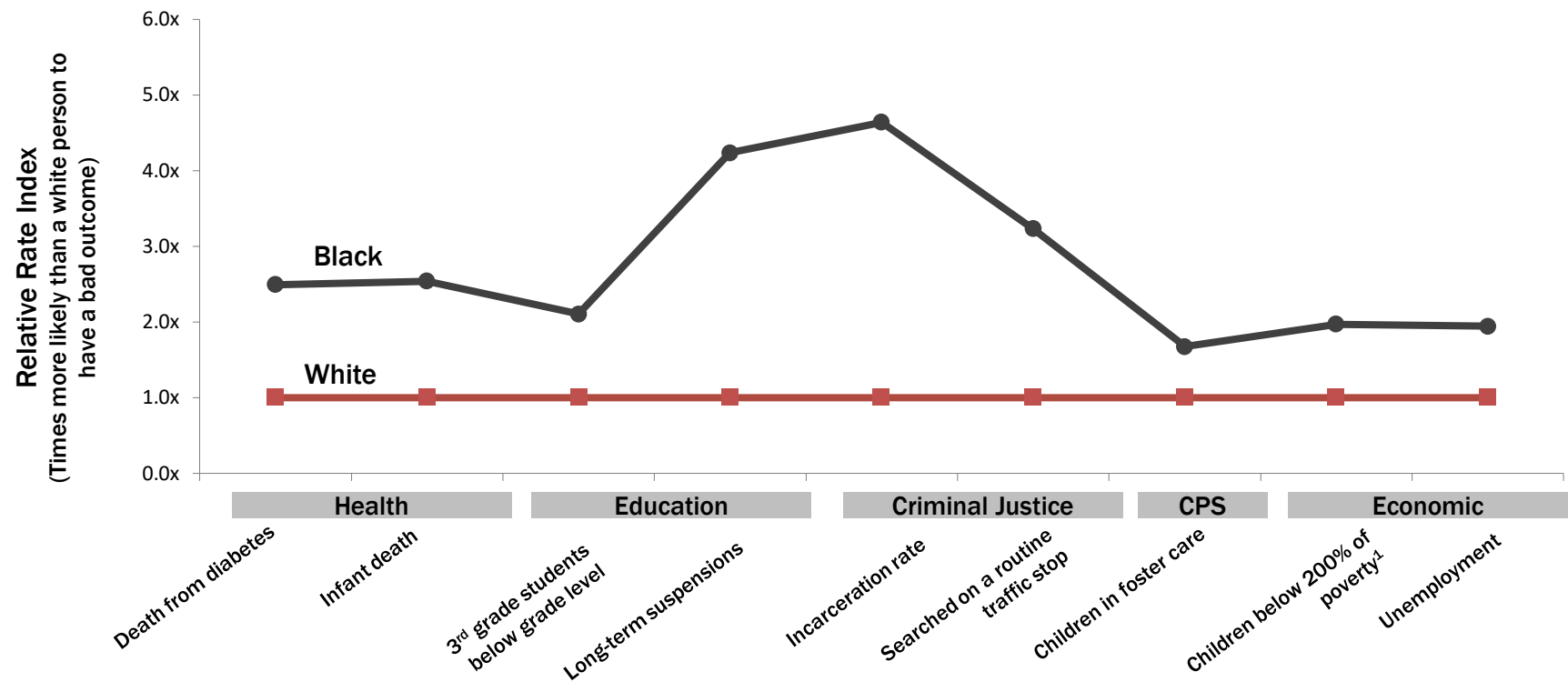
1. Racial inequity looks the same across systems
2. Socio-economic difference does not explain the racial inequity
3. Systems contribute significantly to disparities

In fact, racial disparity persists in every system across the country, without exception

System	Term	Definition
Child welfare	Disproportionality	Refers to the proportion of ethnic or racial groups of children in child welfare compared to those groups in the general population. ¹
Health	Health Disparity	Healthcare disparities refer to differences in access to or availability of facilities and services. Health status disparities refer to the variation in rates of disease occurrence and disabilities between socioeconomic and/or geographically defined population groups. ²
Juvenile justice	Disproportionate minority contact ("DMC")	Refers to the disproportionate number of minority youth who come into contact with the juvenile justice system. ³
Education (Achievement)	Achievement gap	When one group of students (such as, students grouped by race/ethnicity, gender) outperforms another group and the difference in average scores for the two groups is statistically significant ⁴
Education (Special Ed.)	Disproportionate Representation	Refers to the "overrepresentation" and "underrepresentation" of a particular demographic group in special education programs relative to the presence of this group in the overall student population. ⁵
Economic Development	Historically Underutilized Businesses	Businesses that are disadvantaged and are deemed in need of assistance to compete successfully in the marketplace. ⁶

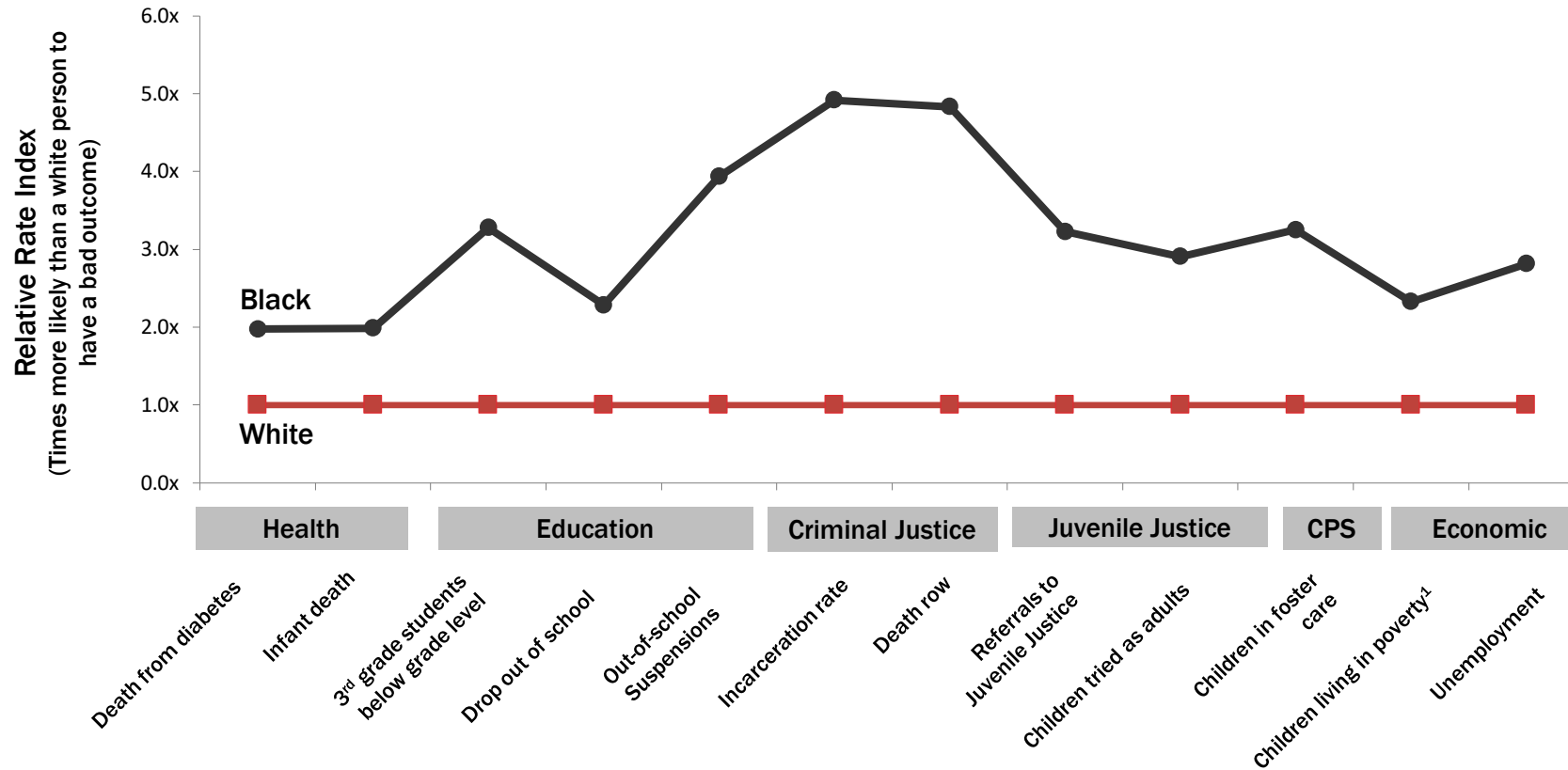
Blacks are two to five times more likely to have bad outcomes across systems in NC

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina



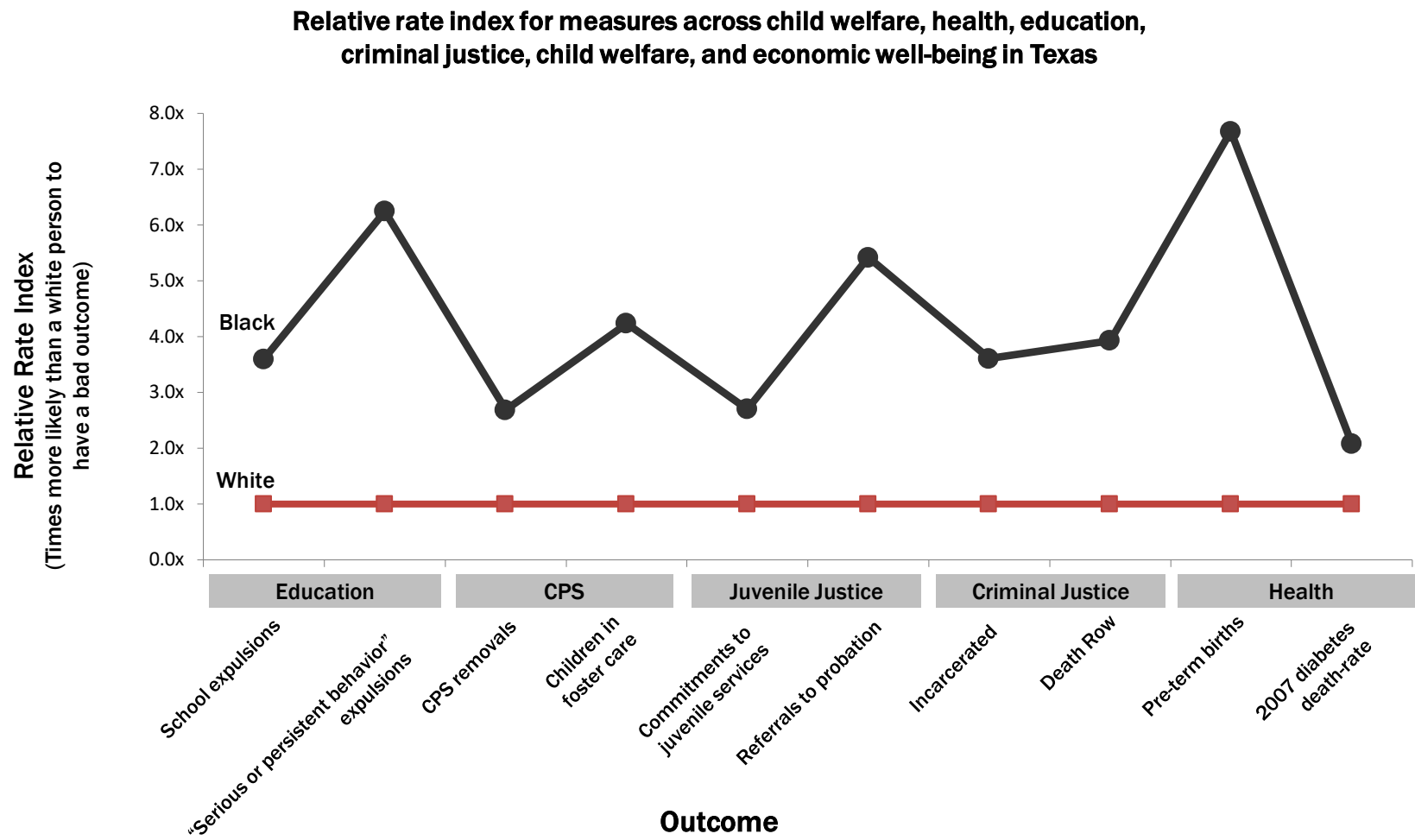
...The same holds true in Indiana...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Indiana



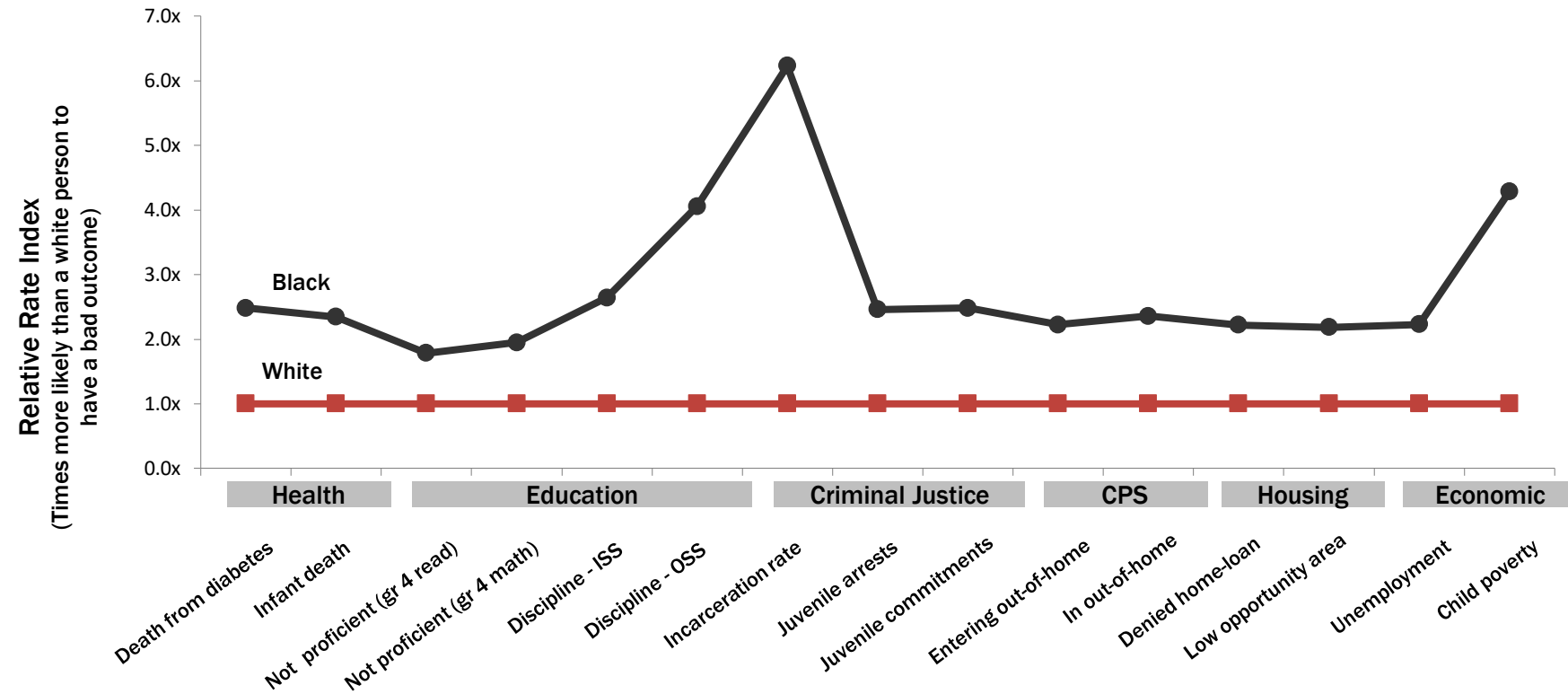
Sources: 1) Kaiser Family Foundation, State Health Facts, available at kff.org/other/state-indicator/diabetes-death-rate-by-raceethnicity/#notes; 2) IN Department of Education School and Corporation Reports, available at www.doe.in.gov/accountability/find-school-and-corporation-data-reports; US Department of Education Civil Rights Data Collection, available at ocrdata.ed.gov/StateNationalEstimations/Estimations_2011_12; The Sentencing Project State by State Data, available at www.sentencingproject.org/the-facts/#detail?state1Option=Indiana&state2Option=0; Clark County Prosecuting Attorney Indiana Death Row Statistics, available at www.clarkprosecutor.org/html/death/rowstats.htm; "Identifying Disproportionate Minority Contact in Indiana," Center for Criminal Justice Research at Purdue University Indianapolis, 2012, available at www.in.gov/cji/files/Y_DMC_Study_Phase_I.pdf; "Disproportionality Rates for Children in Foster Care," National Council of Juvenile and Family Court Judges, 2011, available at www.ncjfcj.org/sites/default/files/Disproportionality%20TAB1_0.pdf; Annie E. Casey Foundation Kids Count Data Center, available at datacenter.kidscount.org/; Bureau of Labor Statistics

...in Texas...



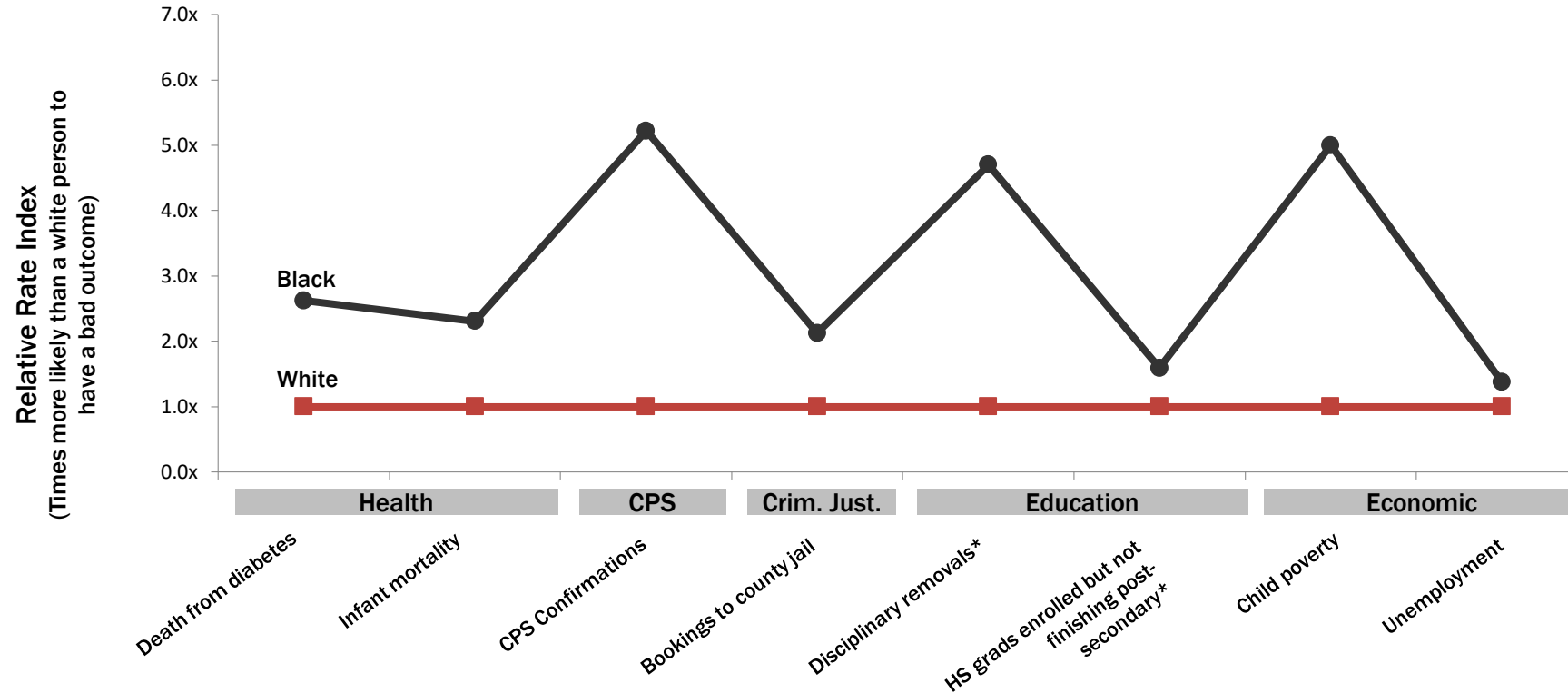
...Massachusetts...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Massachusetts



...and in Travis County (Home of UT)...

Relative rate index for measures across child welfare, health, education,
criminal justice, child welfare, and economic well-being in Travis County

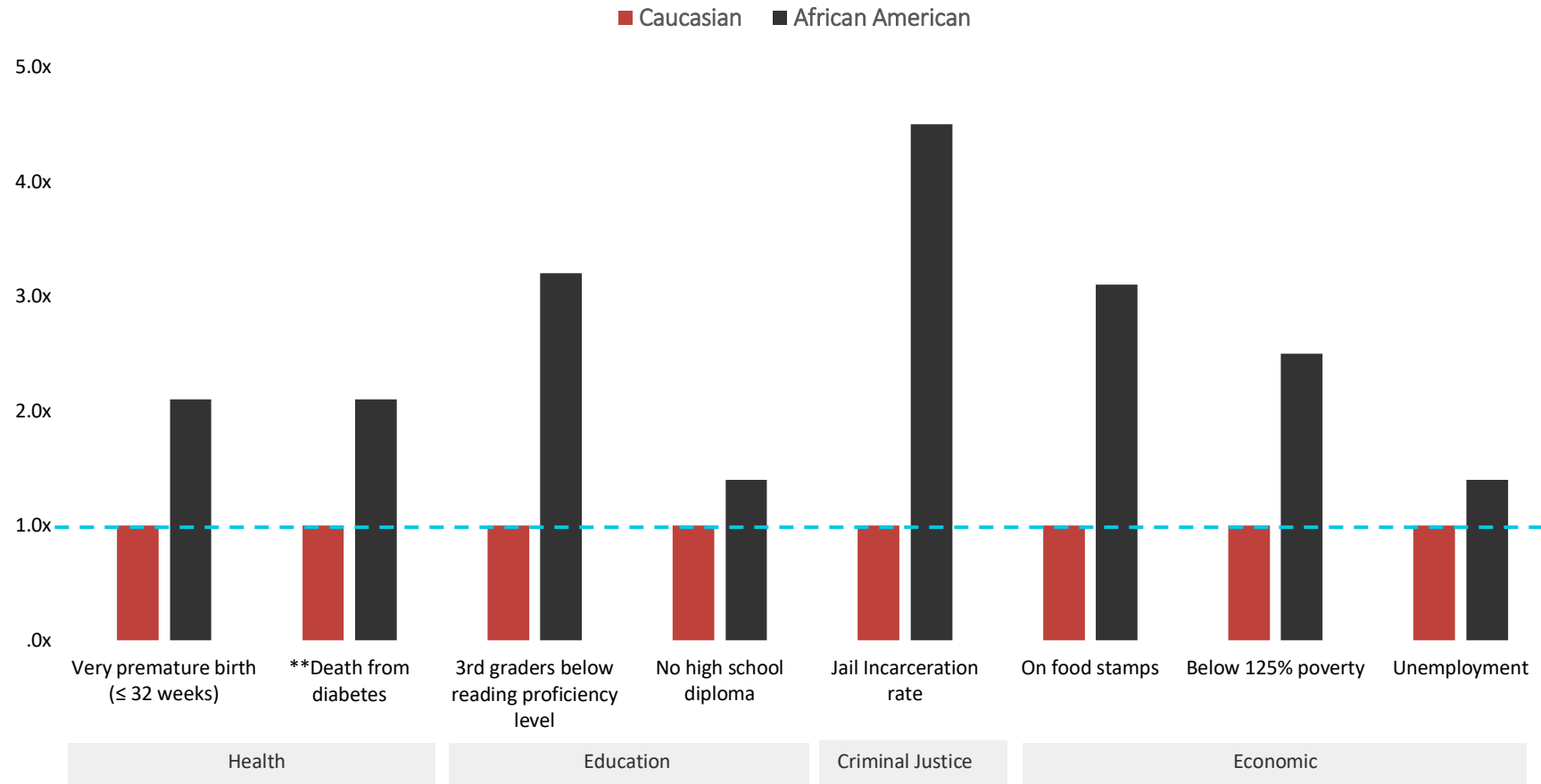


Note: * indicates data for AISD only (disciplinary removals) or all of Central TD (HS grads completing post-secondary). All others Travis County.

... in Akron...

Akron MSA

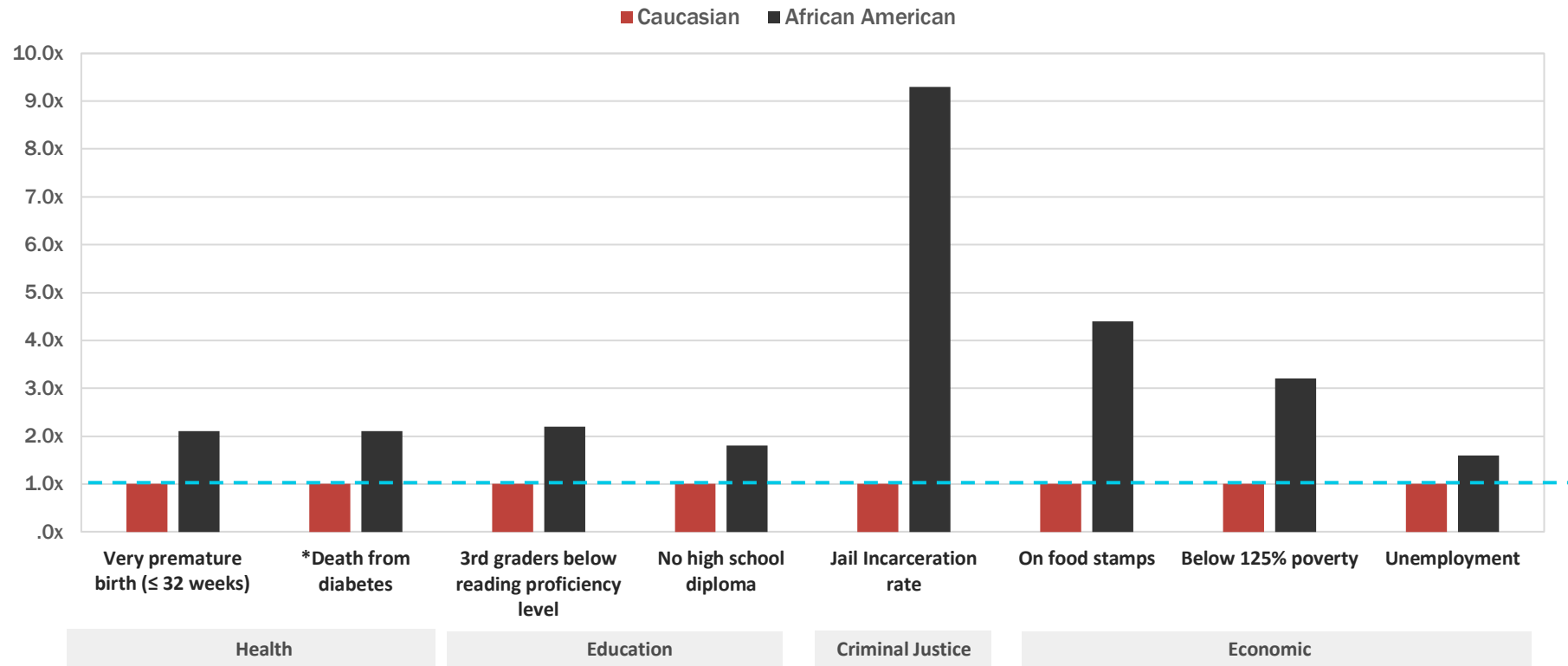
Relative rate index for measures across health, education, criminal justice, and economic well-being in Akron MSA.



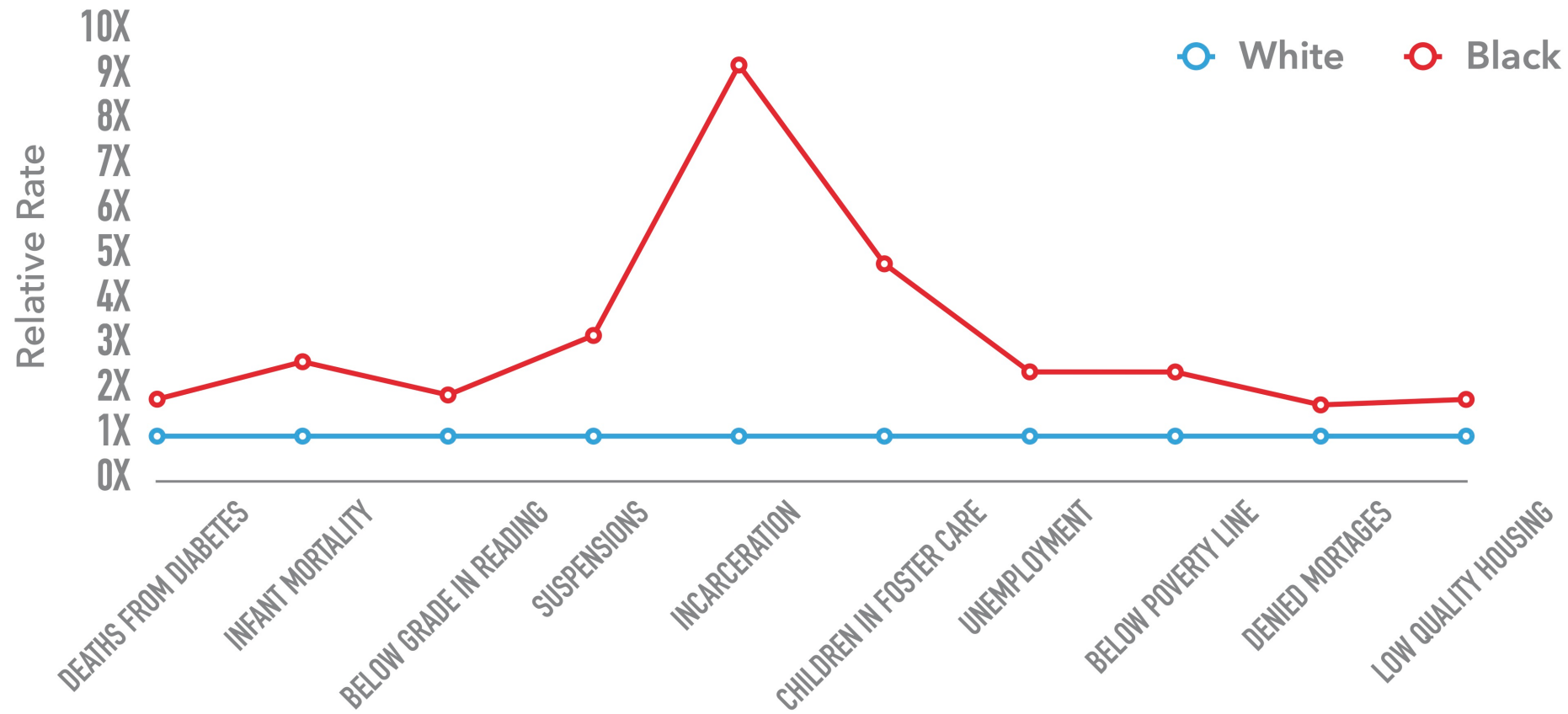
... in Cleveland...

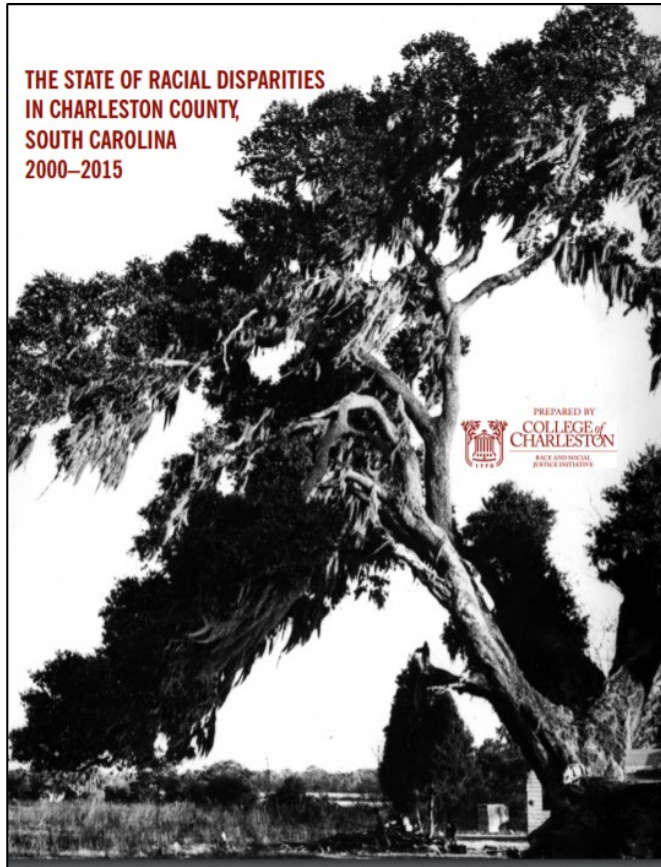
Cleveland-Elyria MSA

Relative rate index for measures across health, education, criminal justice, and economic well-being in Cleveland-Elyria MSA.



In California, Blacks are about 2-9x more likely to experience a negative outcome compared to Whites





The State of Racial Disparities in Charleston County, SC, 2000 – 2015

A fifteen-year trend analysis to determine if conditions in measures such as infant mortality, poverty levels, fifteen-year high school dropout rates, and so on, have improved, remained the same, or worsened.

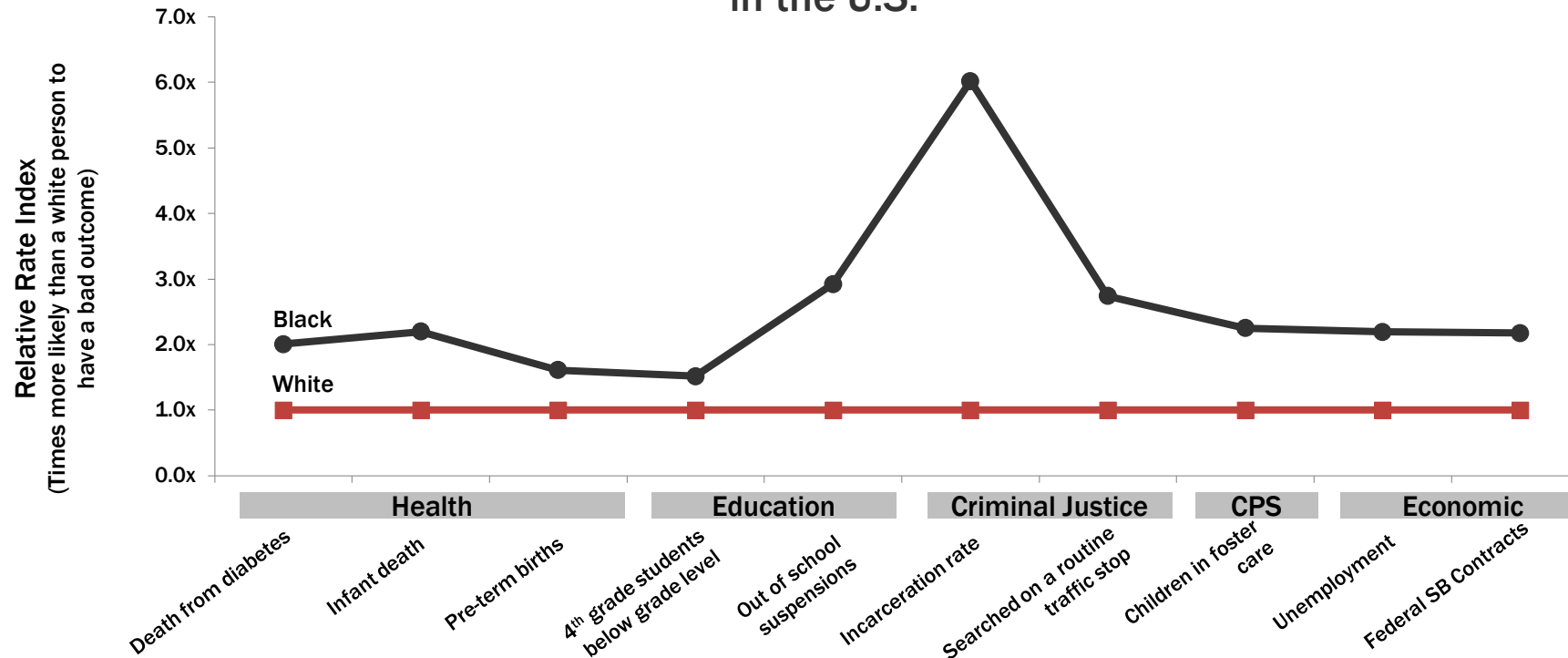
There is not a single indicator in which African Americans' well-being is on par with that of white Charlestonians.

Funded and prepared by:



... and nationally racial inequities across systems.

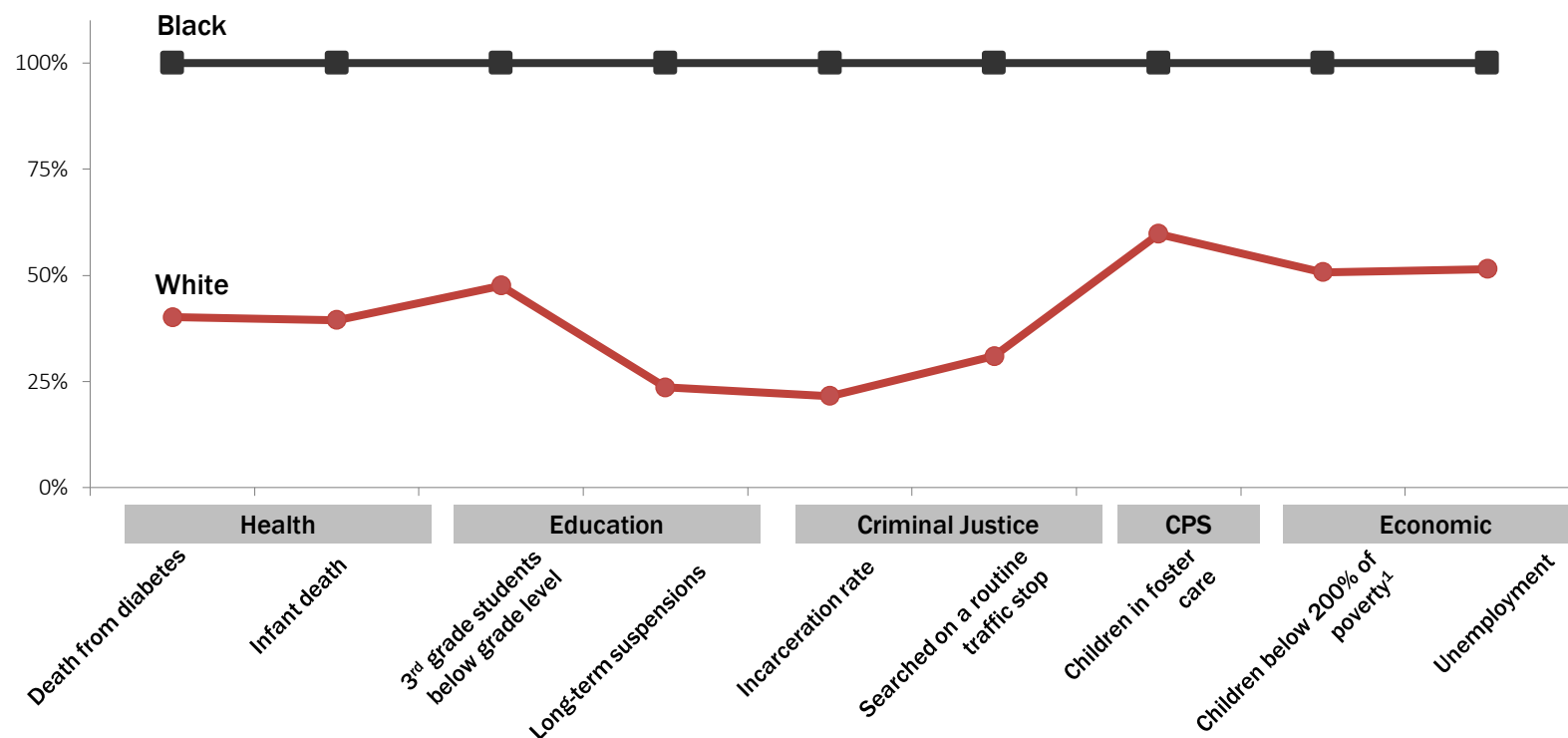
Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in the U.S.



Note: All data is national population data between 2011 – 2015, except police stop and search data, which was a nationally representative survey conducted by BJS.

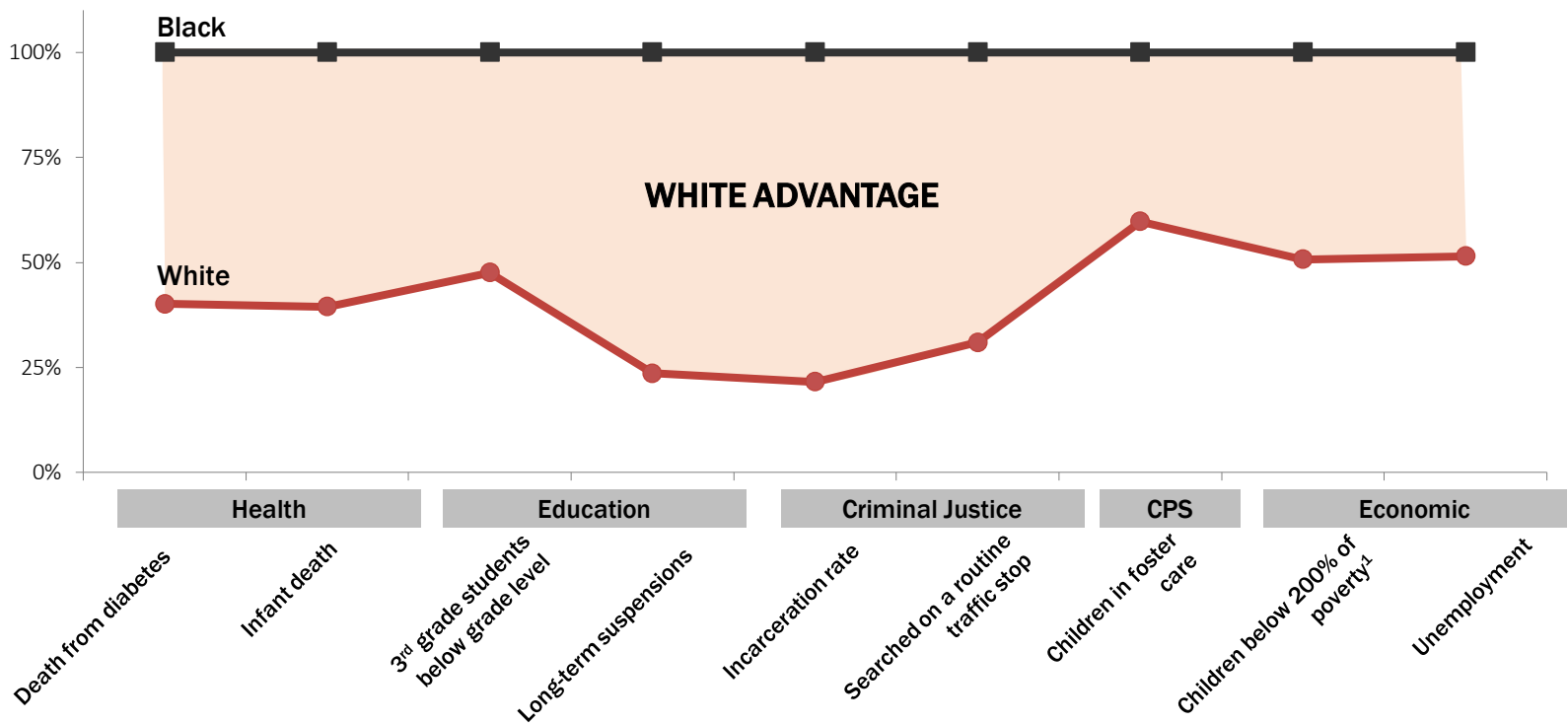
Said another way, whites have only 25% - 60% as much of a chance of having a bad outcome

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina



Said another way, whites have only 25% - 60% as much of a chance of having a bad outcome

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina



Controlling for socio-economic status does not eliminate the effect of race

Selected Sources:

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Auguste, Bryon, Bryan Hancock, and Martha Laboissiere. "The Economic Impact of the Achievement Gap in America's Schools." (2009): 5. Available at:

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Zaw, Khaing, Darrick Hamilton, and William Darity Jr. "Race, Wealth and Incarceration: Results from the National Longitudinal Survey of Youth." Race and Social Problems 8.1 (2016): 103-115. Available at:

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Washington Post Coverage available at:

<https://www.washingtonpost.com/news/wonk/wp/2016/03/23/poor-white-kids-are-less-likely-to-go-to-prison-than-rich-black-kids/>

In fact, 'race causes class' in today's economy

Selected Sources

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Gaddis, S. Michael. "Discrimination in the credential society: An audit study of race and college selectivity in the labor market." Social Forces (2014): sou111. Available at:

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Pager, Devah. "The Mark of a Criminal Record." American journal of sociology 108.5 (2003): 937-975.. Available at: http://scholar.harvard.edu/files/pager/files/pager_ajs.pdf