



# Addressing Racism in Sustainable Community

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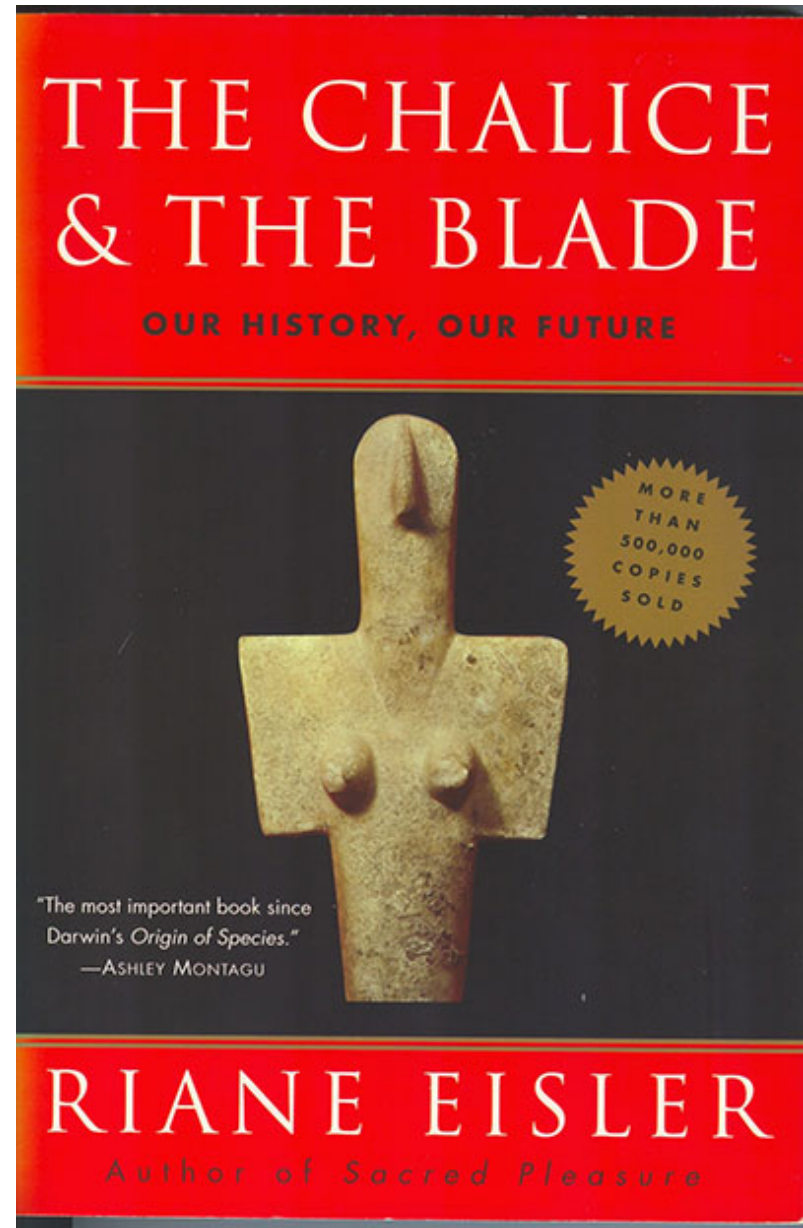


## Cultural Background

Dominator vs. Partnership  
Cultures

Most of human history is  
characterized by Partnership  
Cultures

Dominator Cultures became  
prominent and dominant  
around 5000 years ago

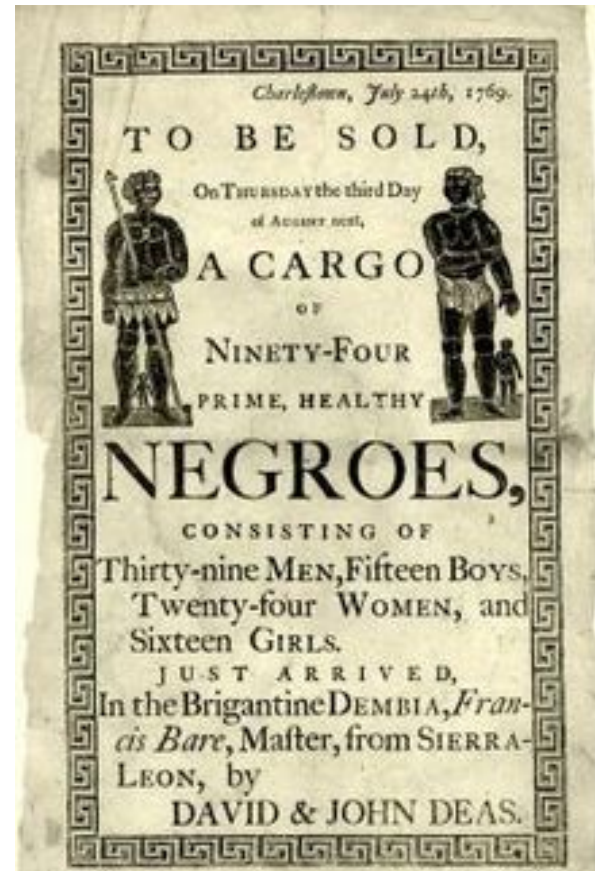
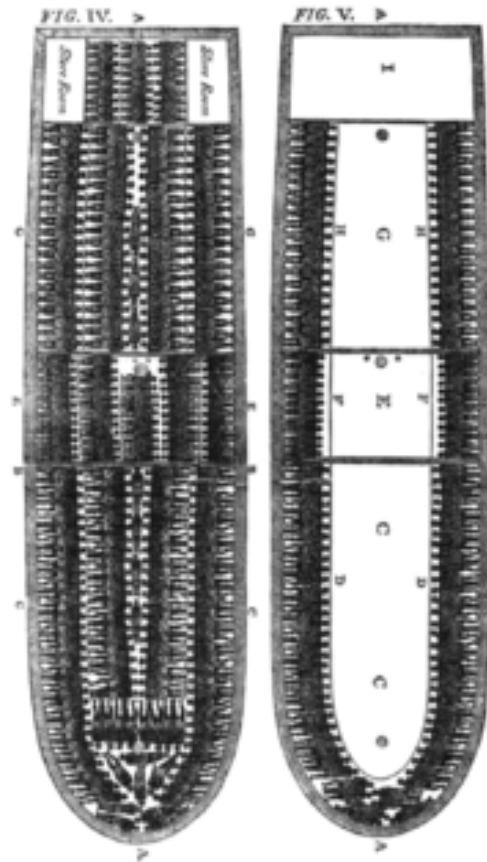


## European Colonialism A.D. 1500-2000





# Legacy of Colonialism: Slavery





# Enslaved Africans working on Virginia tobacco plantation, 1670







# British Colonialism and Slavery

Cecil Rhodes spanning  
Africa



Drawing by Edward Sambourne

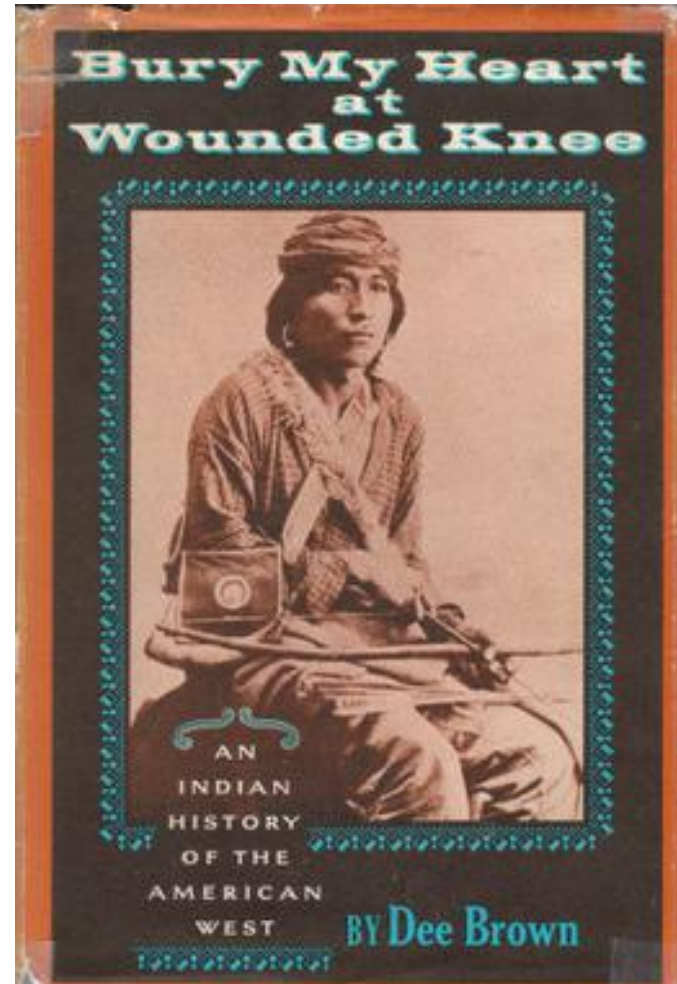
Upon Abolition of Slavery in  
British Colonies in 1833, Britain  
paid \$22 billion dollars (today's  
equivalent) in Compensation to  
Slave Owners



Painting by Amelia Opie

# + Conquest and Removal of Native Americans

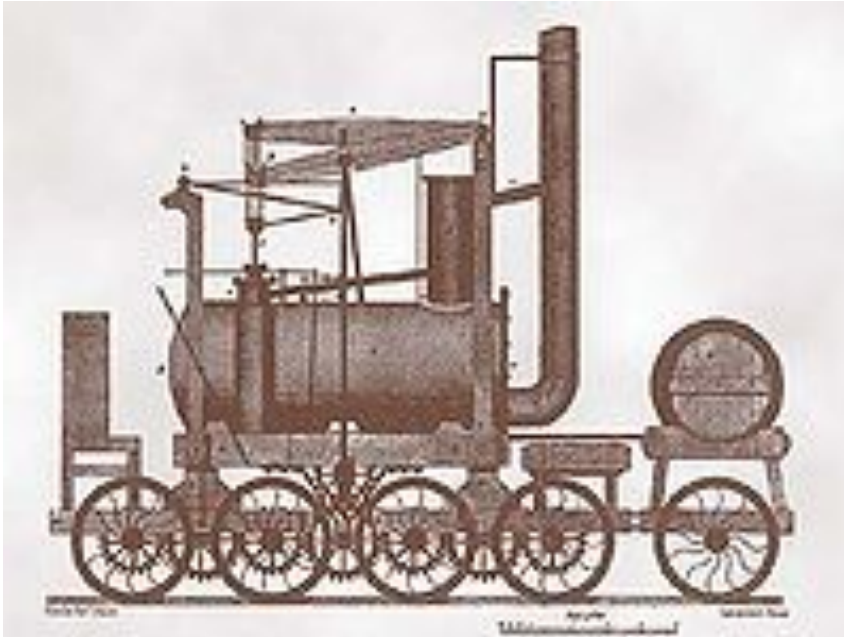
Shawnee







# Colonial Context for Industrial Revolution



Funds for investment in new technologies came from slave trade and colonialism



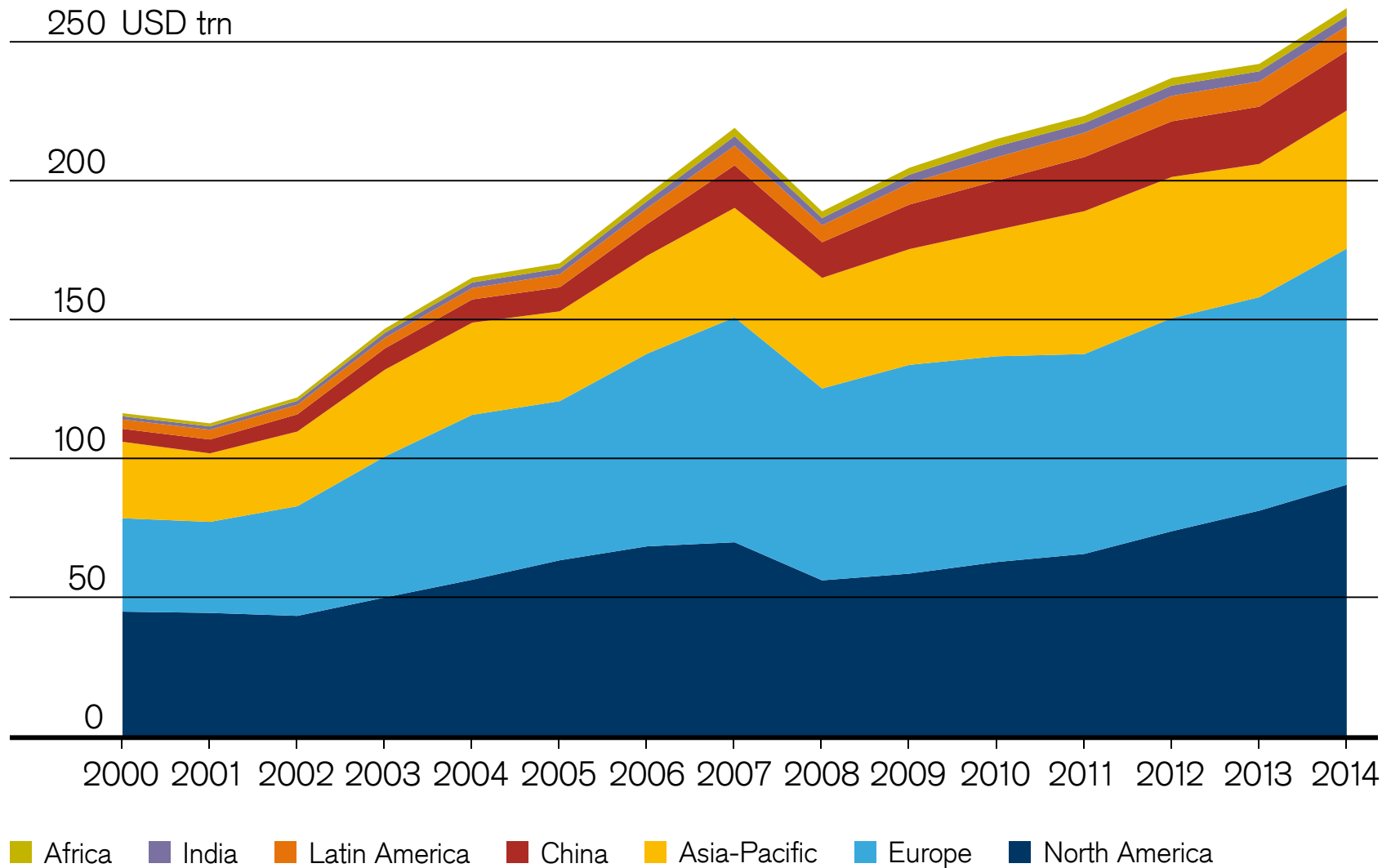
Impoverished and landless populations were willing to seek work in new factories, or settle abroad as indentured servants

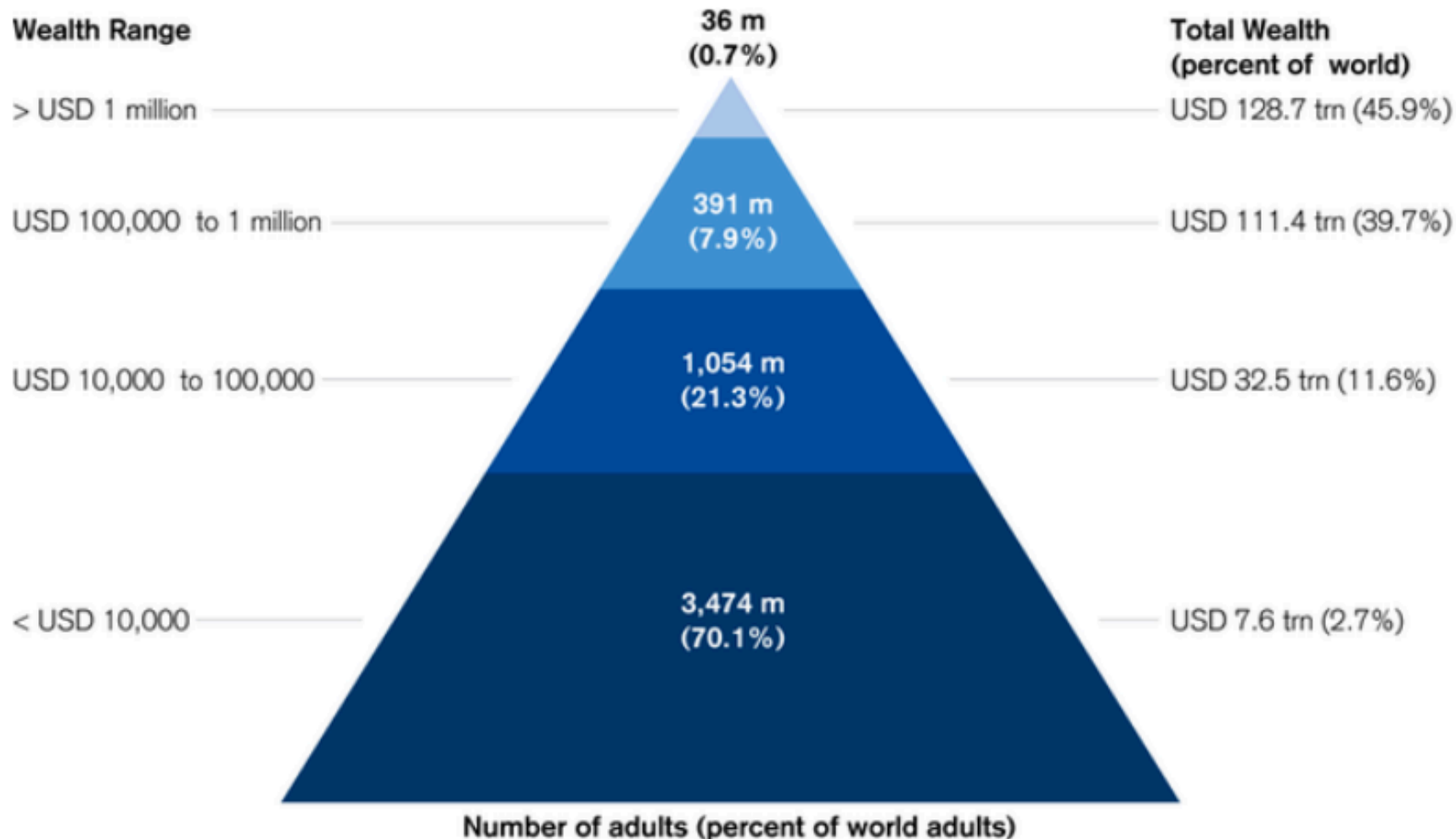


Figure 1

## Total global wealth 2000–2014, by region

Source: James Davies, Rodrigo Lluberas and Anthony Shorrocks, Credit Suisse Global Wealth Databook 2014





## The Global Wealth Pyramid 2017

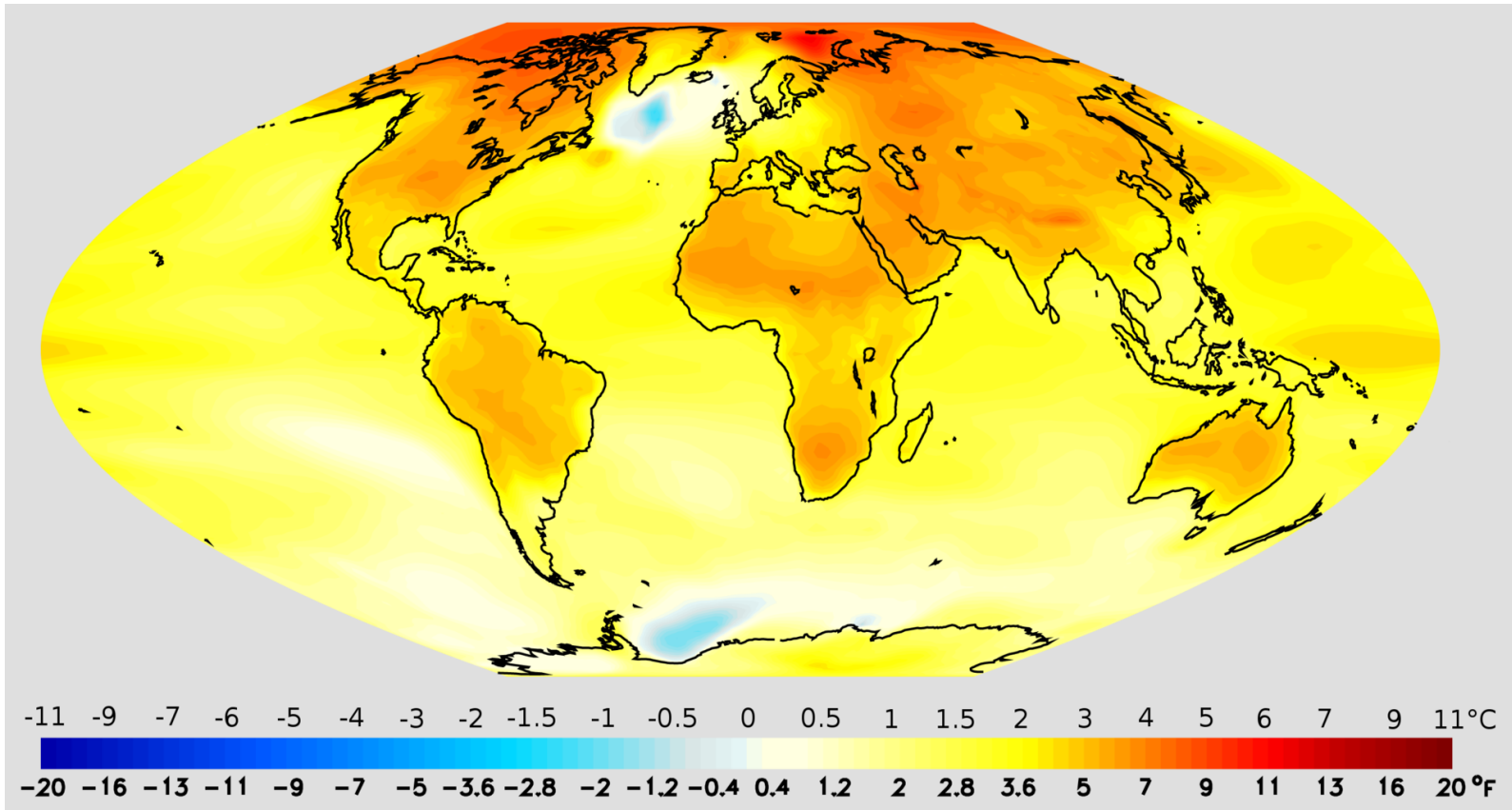
Source: Credit Suisse Global Wealth Databook 2017



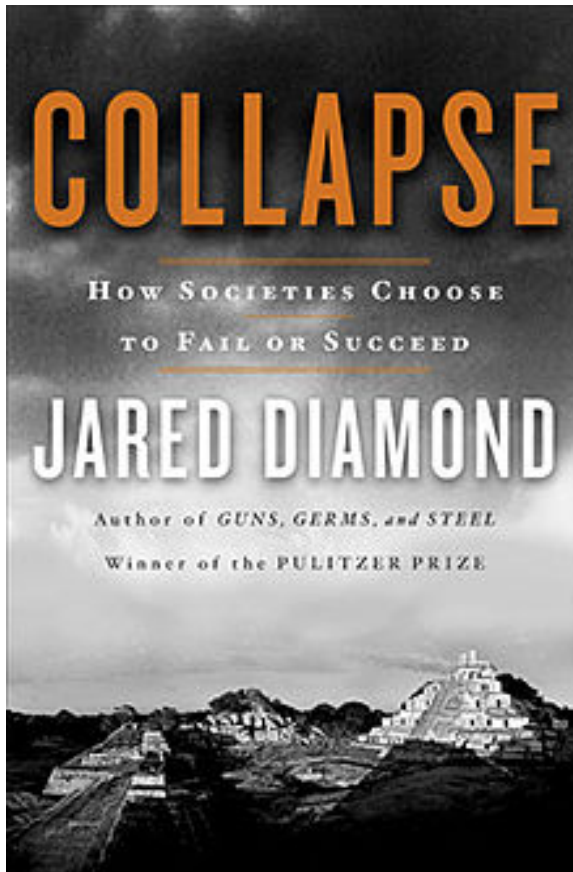


# Projected Temperature Rise

*Late 20<sup>th</sup> to Mid 21<sup>st</sup> Century*



# + Environmental Limits



- Global Warming due to human activity
- Greatest period of species extinction for 65 million years
- Hitting biophysical limits to sustain life due to industrial development
- Resources in decline





## + Sustainability

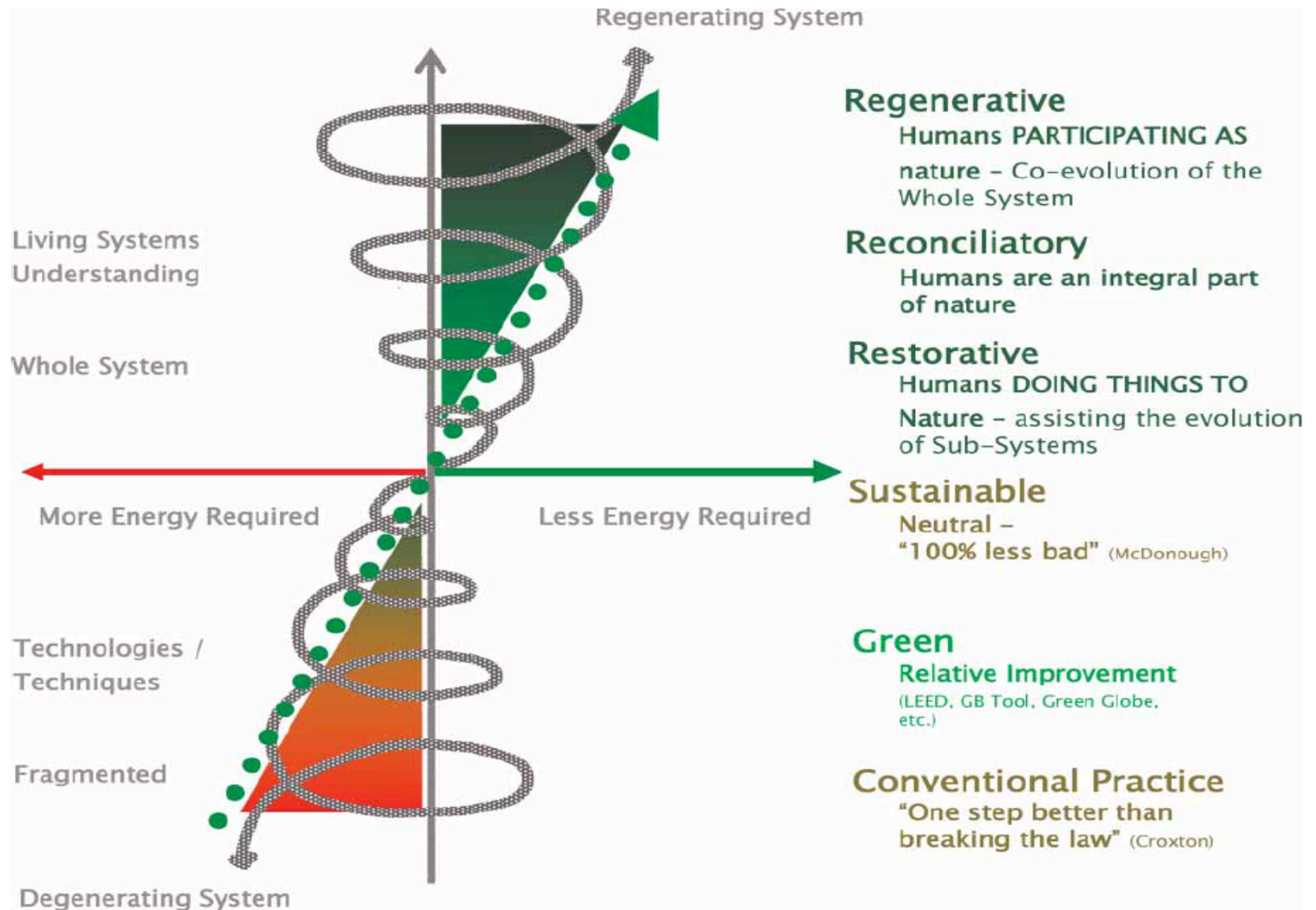
“Sustainability concerns the global, long-term impact of our practices, relationships, and institutions because we live in a connected world.” (*Sustainability*, Thiele, pg. 3)

# 4-D Framework

for Integrative Whole Systems Design for Sustainability







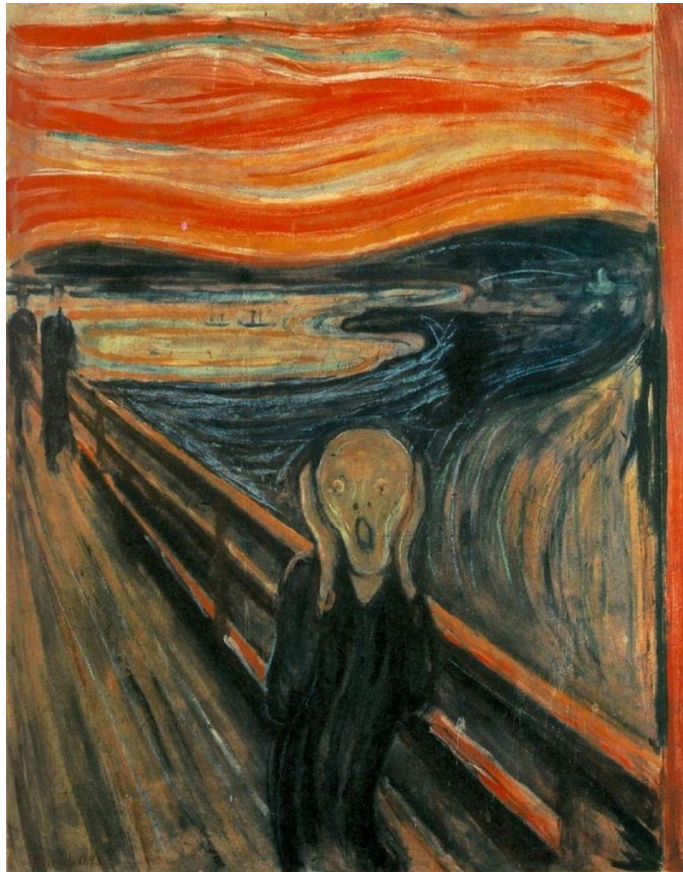


# Why Discuss Racism in the Sustainable Community Movement?

To truly address issues of Diversity, Equity, Sustainability, and Justice, we need to address the legacy of Racism in the U.S.

# + Emotional Impact of Discussing Racism

- The subject and history of Racism in the U.S. is distressing—in some cases, extremely distressing and traumatic
- All Feelings are Welcome
- Expect Discomfort, Sadness, Anger, Grief
- Feelings are evidence of connection
- Practice Excellent Self-Care
- Understanding Racism is a long-term process



Painting by Edvard Munch



Racial Diversity of Asia's peoples, illustration by G. Mutzel



+

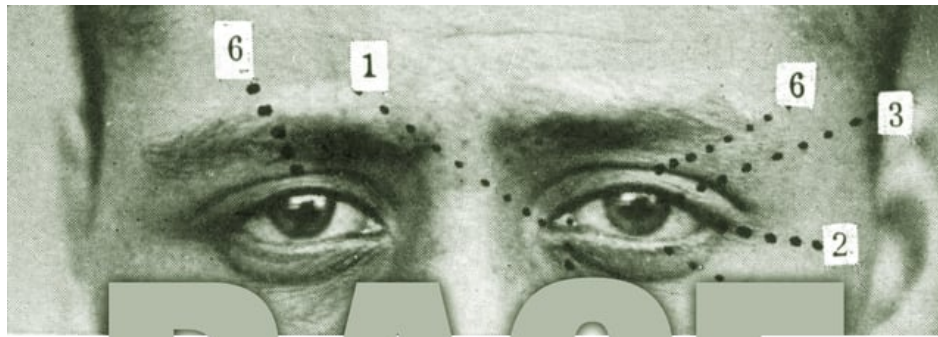
## The Construction of Race and Racism

Race has no biological basis

Race is a cultural/social construction, not a scientific category

Ideas of “race” are usually connected to ethnicity and culture

Racial categories still have a major impact on quality of life and outcomes



the power of an illusion

The categories of Race were created in the Colonial period by European powers to justify slavery and colonialism

“Whiteness” created in 1600s-1700s to divide and conquer poor whites and people of color

Racial Prejudice is different from Systematic Racism

# Oppression, Race, and Racism



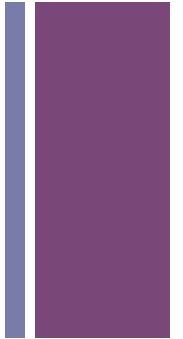
Painting by Jacob Lawrence

*Oppression:* The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. (Rita Hardiman and Bailey Jackson)

*Racism:* systematic social power plus race prejudice; institutional oppression based on racial categories



# + Elements of Institutional Racism in U.S.



- Slavery 1610s-1865
- Segregation and Jim Crow 1860s-1960s
- Lynching and police brutality
- Social Security didn't initially cover jobs held by most blacks and Latinos
- Minimum wage didn't initially apply to jobs held by most blacks and Latinos
- GI Bill after WWII: almost all educational benefits went to whites
- Federal Housing loans and subsidies for home ownership went almost exclusively to whites 1930s-1970s
- Exclusion of blacks from most colleges and universities until 1960s/70s
- Mass incarceration
- Bad outcomes across systems

# + Racial Wealth Gap in the U.S.

FIGURE 1

## Median and average wealth, by race

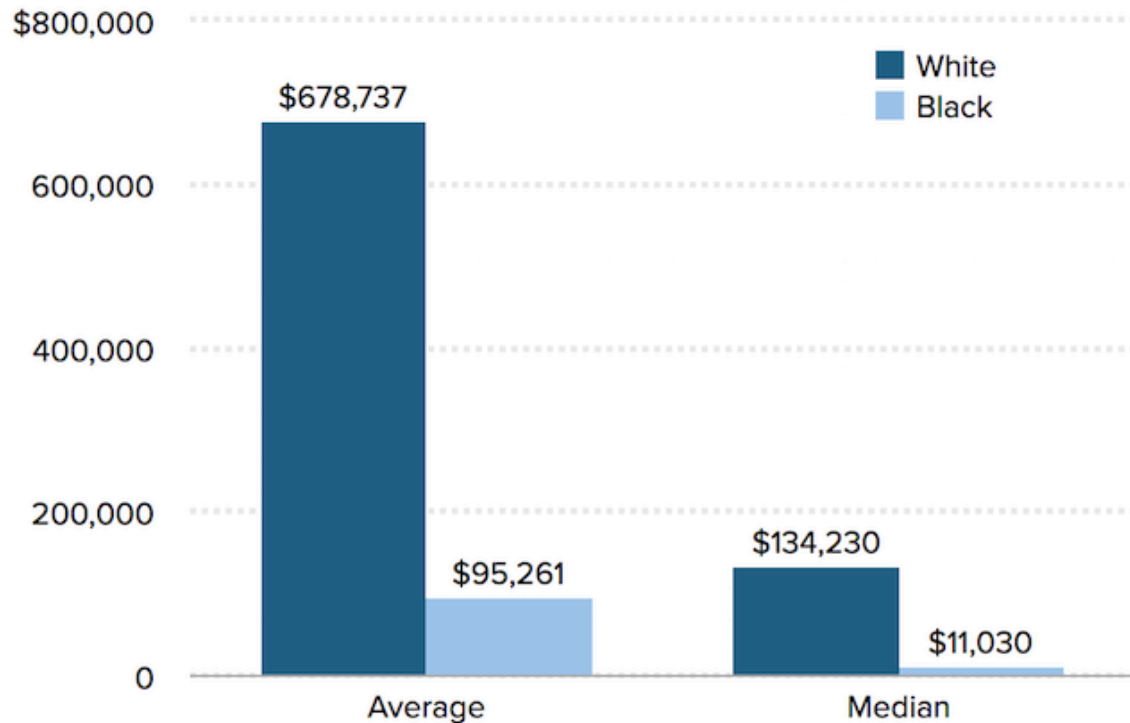
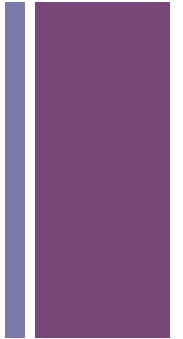


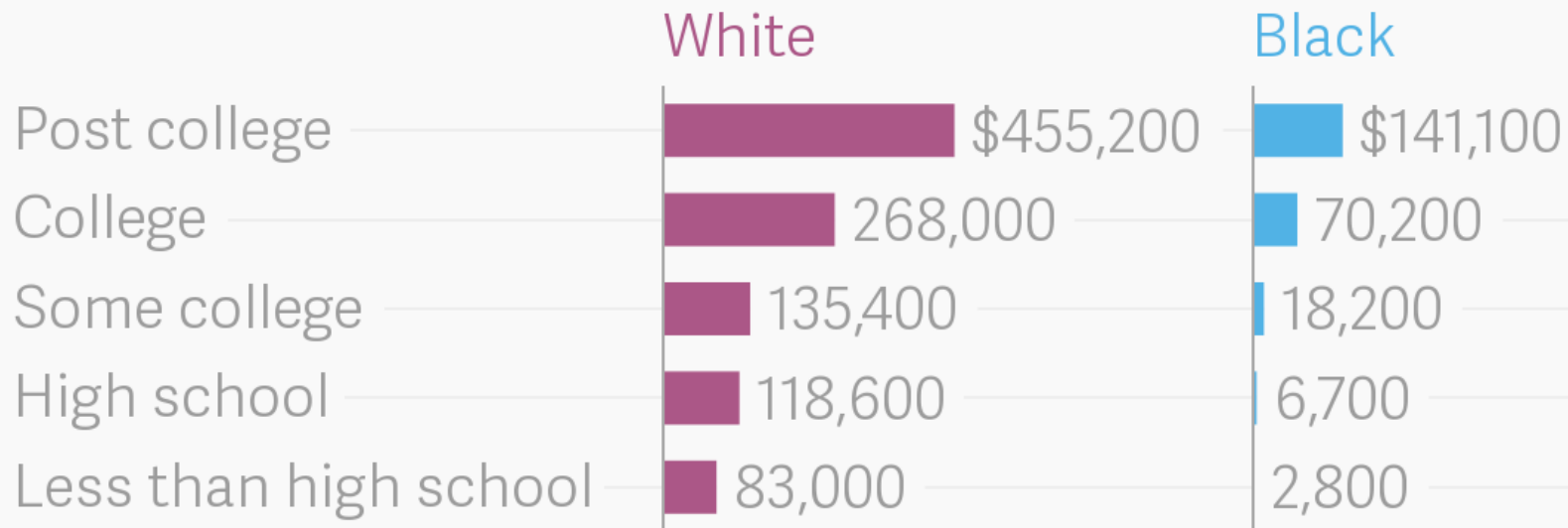
Chart Data

**Source:** Survey of Consumer Finance Combined Extract Data, 2013.

# + Racial Wealth Gap in the U.S.



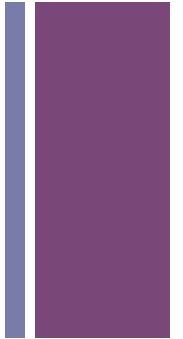
## US median household net wealth by race and education



△ T L △ S | Data: Darity Jr., Hamilton, et al (2018)



# +Mass Incarceration in the U.S.



- Since 1970, the prison population has grown from 325,000 to more than 2.3 million today.
- Whites are more likely to violate drug laws than people of color, yet in some states black men have been sent to prison on drug charges at rates 20-50 times greater than white men.
- African Americans constitute 15% of drug users in the United States, yet 90% of those incarcerated for drug use.
- Former prisoners are caught in a web of laws and regulations that make it difficult or impossible to secure jobs, education, housing and to vote or serve on juries.

LIKELIHOOD OF HAVING A BAD OUTCOME COMPARED TO WHITES IN THE U.S.

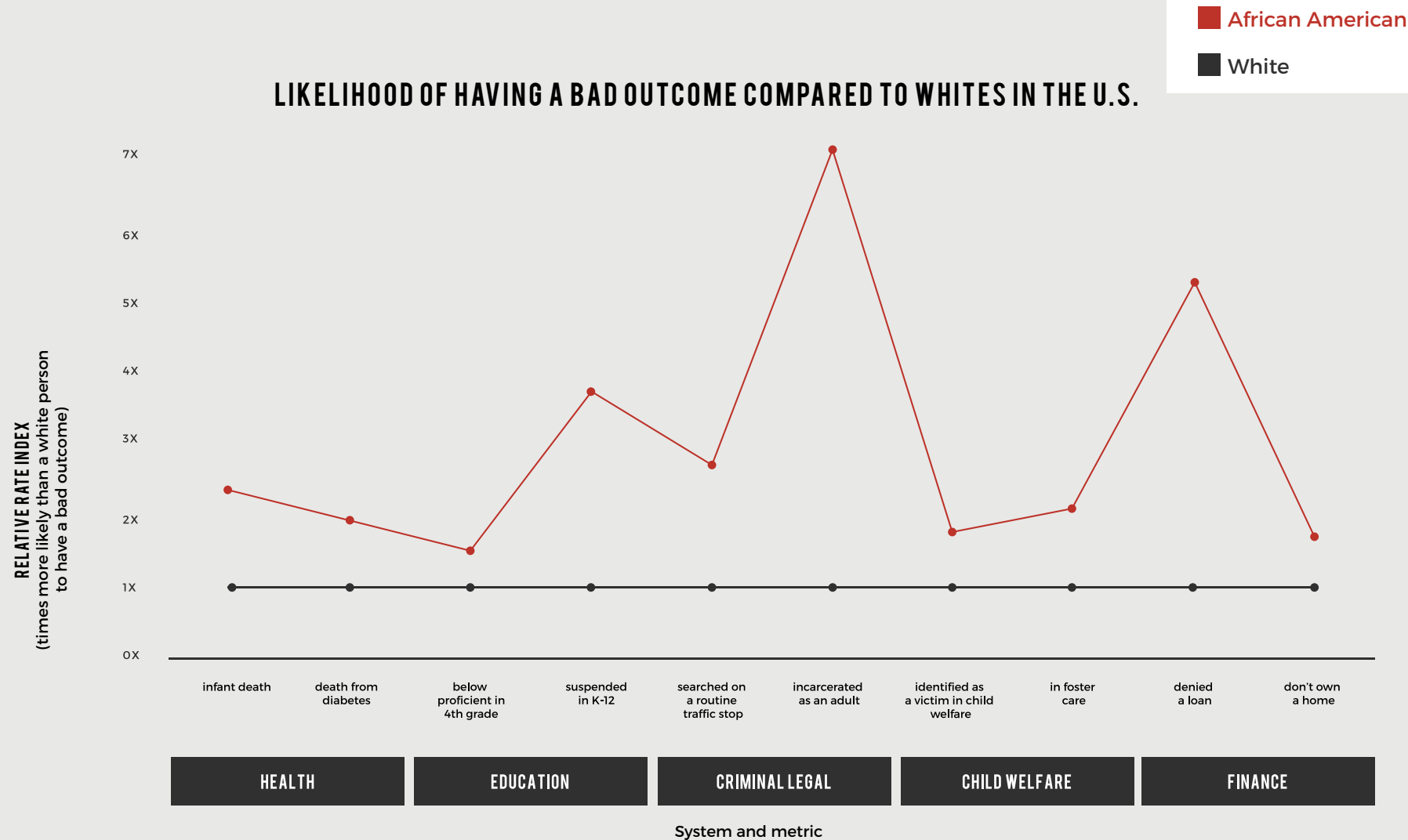


Figure 1: “African Americans are 1.5 to 7 times as likely to have a bad outcome across systems” (sources in text on page 6).

<b>Dominant (White) Organizational Culture in U.S.</b>
<b>INTRINSIC VALUES</b>
Object Oriented
Reason
Statistics
Rules
Single Issue (Fragmentation)
Linear
Technology
Dichotomous
Quick Fix
Professionalism
Expertise
Individualism
Efficiency
<i>A culture that values <u>only</u> these qualities may result in:</i>
<b>HIERARCHY</b>
<b>BUREAUCRATIC CONTROL</b>
<b>WHITE PRIVILEGE</b>

**ANY VALUE CAN BECOME  
OPPRESSIVE WHEN IT IS SEEN  
AS THE "BEST" OR "ONLY"  
VALUE AND IS IMPOSED ON  
OTHERS BY THE DOMINANT  
CULTURE .**

<b>Relational Culture</b>
<b>INTRINSIC VALUES</b>
Relationship Oriented
Emotion
Stories
Creativity
Analysis (Whole Picture)
Circular
Process
Diunital
Long-term Relationships
Grassroots Knowledge
Leadership Development
Collective
Effectiveness
<i>A culture that <u>includes</u> these values may result in:</i>
<b>COMMUNITY</b>
<b>ACCOUNTABILITY &amp; EMPOWERMENT</b>
<b>SOCIAL EQUITY</b>

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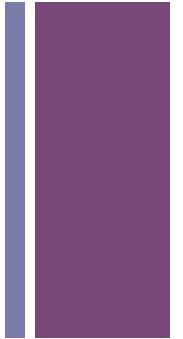


## + The Power of Community: Sustainable Community and Racial Equity as a Way Forward

- Diversity and Community not enough as values to address these challenges
- Deeper focus on Sustainability, Cooperative Culture, and Racial Equity and Justice
- Practical steps to address racism and work for racial equity in community



# Steps Communities can take to address Racism and work for Equity



- Responsibility for Self-Education: Cultivate Resources and a Shared Vocabulary
- Expand Community Values to include Racial Equity; Acknowledge Racism and commit to working on it
- Co-Liberation: Racism harms white people, Racial Justice is healing and liberating for all
- Values, Facts, and Feelings conversations are all important
- Be Aware of Pitfalls and Challenges
- Listen to People of Color, Invite Feedback, Repair Damage
- Build Relationships with Racial Justice organizations
- Grieve the Painful Legacy and Ongoing Reality of Racism