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The Veiled and Cumulative Pipeline of Persistent and Interconnected Institutional Racism



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We Are All In This Together

Community Action Agencies labor daily to dismantle the barriers that stand in the way of opportunity and economic security for America's families and communities.

Look to the North Star

- As a network, Community Action Agencies know what it is like navigate complex realities in the face of adversity. In the early 1960's though our network was born amidst various social tensions, we learned to look towards the North Star as we sought the path of opportunity and stability for our families and communities who were being held captive by poverty.

Today may the notion of the "North Star" still inspire us to ***collectively look in the right direction*** towards the path of opportunity and towards a thriving reality for everyone in our communities...

We Care About the Entire Community

As the Community Action Network aims to effectively eradicate the causes and conditions of poverty, we understand that racial inequity is one of those causes of poverty that rests at the intersection of multiple barriers that impede access to economic security for children, families and communities.

The Promise of Community Action

*Community Action changes people's lives,
embodies the spirit of hope,
improves communities, and
makes America a better place to live.*

*We care about the entire community and
we are dedicated to helping people
help themselves and each other.*

Presenter

W.K Kellogg Foundation

Truth, Racial Healing and Transformation (TRHT) Initiative

Michael Wenger



The Veiled and Cumulative Pipeline of Persistent and Interconnected Institutional Racism

Presentation Prepared for Community Action
Partnership

By
Michael Wenger

Interracial Interactions That Fuel The Pipeline

- ▶ White Privilege
- ▶ Negative Racial Stereotyping
- ▶ Implicit Bias
- ▶ Intentional Bias
- ▶ Laissez-Faire Racism

Laissez-Faire Racism

- ▶ A belief in negative racial stereotypes.
- ▶ A belief that opportunities are equal for all people, regardless of skin color or national origin.
- ▶ A belief that if someone fails it is their own fault or responsibility.
- ▶ A conviction that government assistance in any form is unwarranted.
- ▶ Consequence: We have a belief in the principles of fairness and justice, but we fail to implement policies to match these principles. Thus, we lock in the existing inequalities and perpetuate an ideology of opportunity, personal responsibility, and the fairness of inequality.

The Stages of the Pipeline

- ▶ Socio-Economic Conditions at Birth
- ▶ Education
- ▶ Career and Employment
- ▶ Legacy

STAGE I: SOCIO- ECONOMIC CONDITIONS AT BIRTH:

**Institutional
Barriers**

The Making of a Segregated Society

- ▶ Slavery
- ▶ Jim Crow Racism and Its Northern Counterpart
- ▶ Plessy v. Ferguson
- ▶ Administration of President Woodrow Wilson
- ▶ Administration of President Franklin D. Roosevelt
- ▶ The Southern Strategy

Neighborhoods of Concentrated Poverty

- ▶ Health
- ▶ Safety
- ▶ Security
- ▶ School Readiness

STAGE II: EDUCATION:

Institutional Barriers

The Four E's and Segregation

- ▶ Expectations
- ▶ Expenditures
- ▶ Environment for Learning
- ▶ Exclusion from the Curriculum
- ▶ Segregation

STAGE III: EMPLOYMENT:

Institutional Barriers

The Three I's

- ▶ Implicit Bias
- ▶ Intentional Bias
- ▶ Invisibility

STAGE IV: OUR LEGACY:

Institutional Barriers

The “Saw” Effect

- ▶ Self-Confidence
- ▶ Aspirations
- ▶ Wealth Gap

NAVIGATING THE JUSTICE SYSTEM

The Challenges to Justice

- ▶ Anger and Frustration
- ▶ Profiling
- ▶ Incarceration
- ▶ Profiteering
- ▶ Brutality and Shooter Bias

The Challenges to Our Society

- ▶ Economic
- ▶ Political
- ▶ Social
- ▶ Moral

Clarifying Our Values

▶ The Choices We Make

- ▶ Are our choices made freely, from among alternatives, after careful consideration?

▶ The Feelings We Express

- ▶ Do we prize and cherish our choices, and are we willing to express them clearly and without apology?

▶ The Actions We Take

- ▶ Are we willing to act on our choices, and act on them repeatedly so they become patterns in our lives?

Interrupting the Pipeline

- ▶ Clarify our Values.
- ▶ Visualize a New Future.
- ▶ Acknowledge our Complicity.
- ▶ Atone for the Past.
- ▶ Address the Wealth Gap.

TRUTH, RACIAL HEALING, AND TRANSFORMATION

- ▶ What will you do to make a difference?
- ▶ When will you do it?
- ▶ What outcomes do you anticipate?
- ▶ Who will you need as allies?
- ▶ How will you make them allies?

THE “LEADERR” CONCEPT

- ▶ Learn
- ▶ Educate and Engage Others
- ▶ Act Collaboratively
- ▶ DEbrief
- ▶ Revise
- ▶ Repeat

TRUTH, RACIAL HEALING, AND TRANSFORMATION

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Questions?



Please submit any additional questions you may have for Michael Wenger at: wengerjm@verizon.net

National Webinar Series

Learning with the Learning Community: Rural IMPACT

March 21, 2017 at 2 pm ET

Alleviating the causes and conditions of poverty is the "heart" of what Community Action does. Because the needs of low income families are ever evolving, Community Action approaches to eradicating poverty must be adaptive, innovative and impactful. Attend this webinar event for an opportunity to explore emerging anti-poverty approaches as it relates to *rural generational poverty* through our work with the **Rural IMPACT demonstration project**. Hear from participating agencies about their success and challenges, and also learn about how their agencies can engage with the Partnership's Learning Community to build capacity to fight poverty effectively.

Please Give Us Your Feedback!

<https://www.surveymonkey.com/r/StructuralRacism>

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2017 Annual Convention



Community Action: Transforming Communities, Changing Lives

August 29th – September 1st

Join us in Philadelphia for valuable training, legislative information, timely program updates, and unparalleled networking!

Philadelphia Downtown Marriott - Philadelphia, PA



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