

Breakfast Rotary Presentation

July 29, 2020

Racial Equity: Then and Now

Rev. Derrick M. Hammond

Pastor, Oak Valley Baptist Church

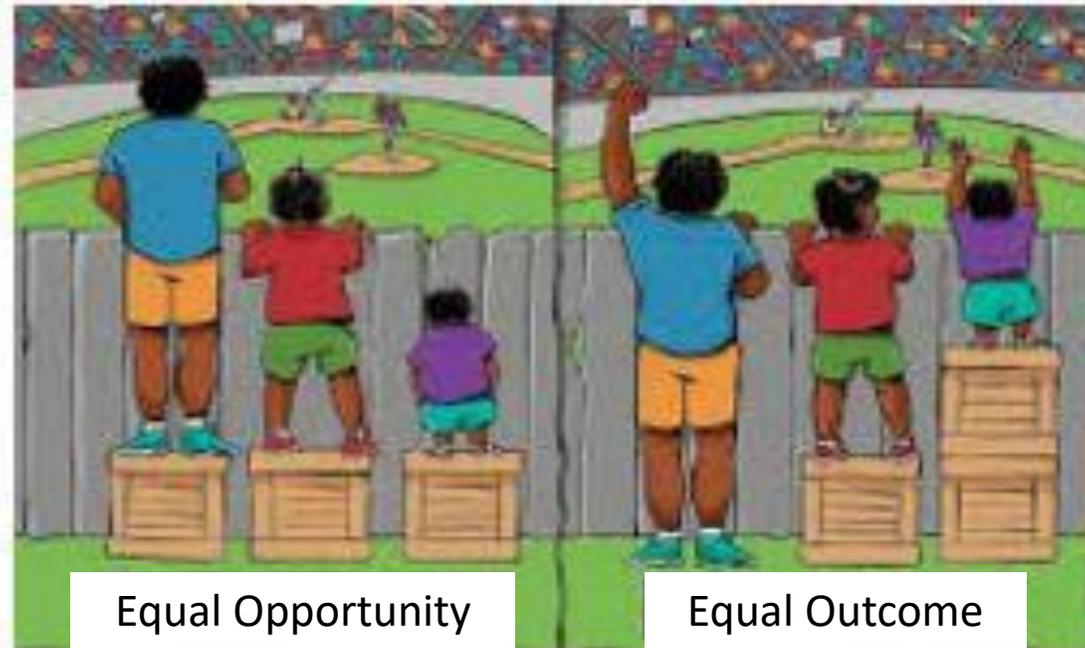
Member, Oak Ridge City Council

What will we discuss this morning?

- What Racial Equity means.
- How Racial Equity factors into whether Violent or Non-Violent Protests are more effective.
- Non-Violent Protests Results: 1960's and Now
- What Fosters Racial Equity.
- The Results of Racial Equity.

Equality

Equity



Equal Opportunity

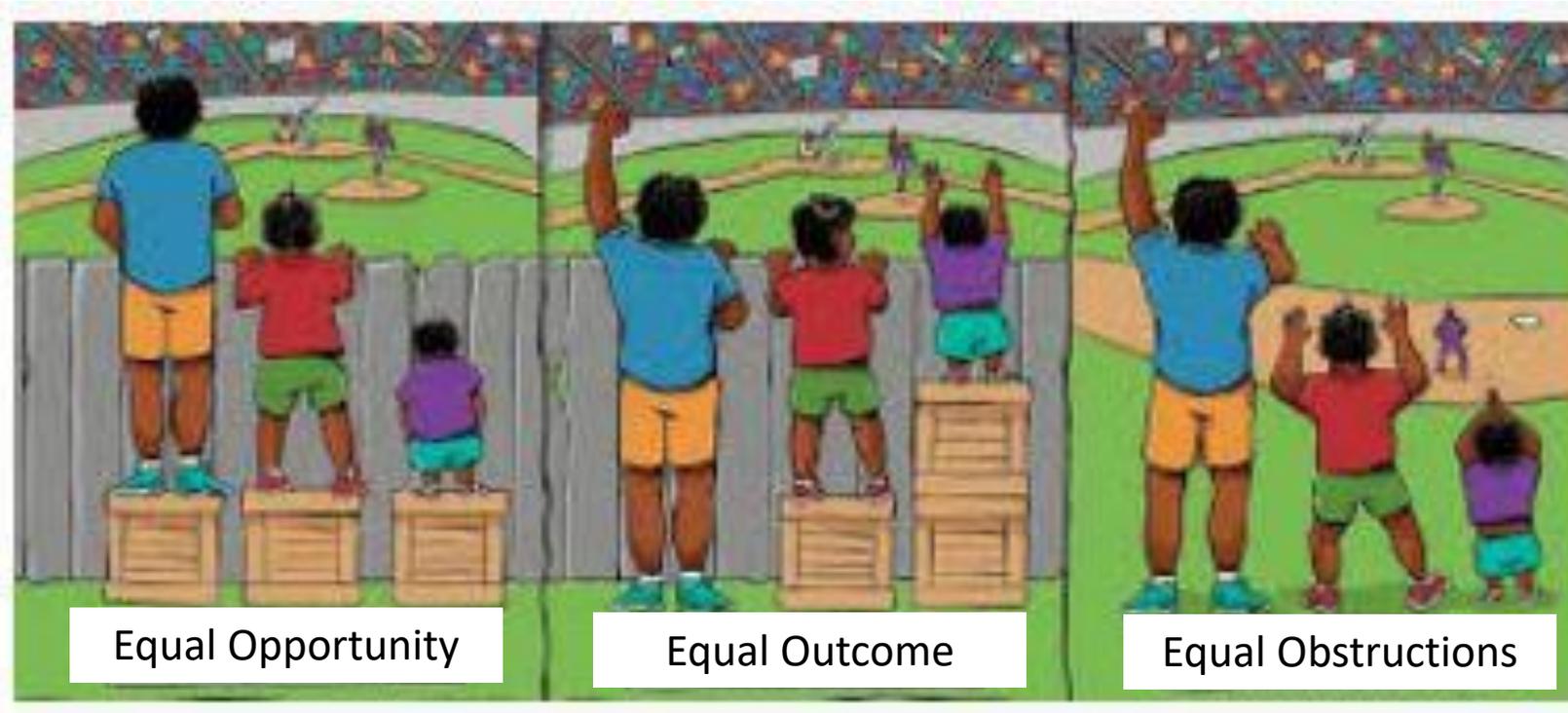
Equal Outcome

What is Racial Equity?

Equality

Equity

Racial Equity



Equal Opportunity

Equal Outcome

Equal Obstructions

What is Racial Equity?

The Wall of White Supremacy

“The great evil of American slavery wasn’t the involuntary servitude; it was the fiction that black people aren’t as good as white people, aren’t the equals of white people, and are less evolved, less human, less capable, less worthy, and less deserving than white people”.



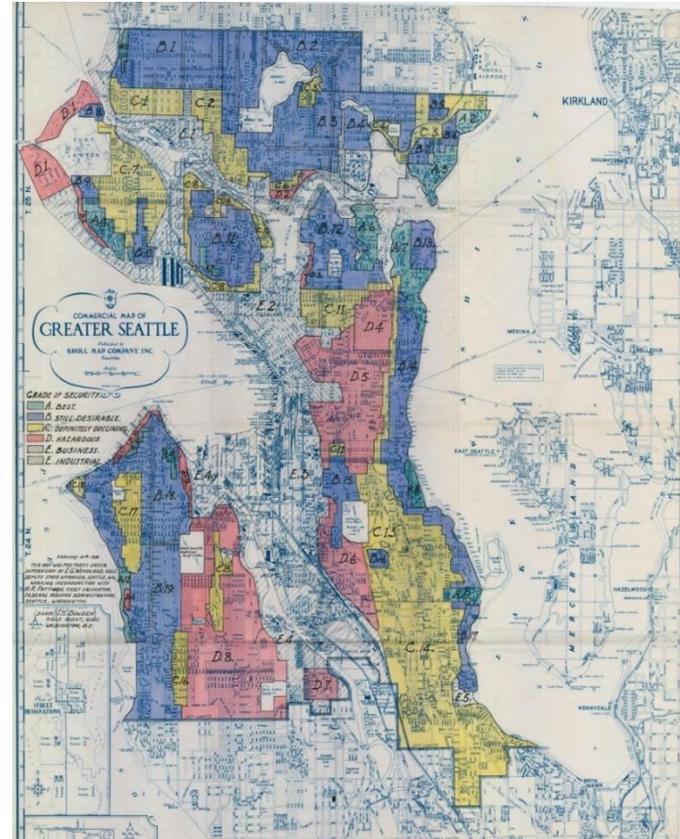
**ABOUT 76% OF THE YOUNGER WHITE CHILDREN
POINTED TO THE 2 DARKEST SKIN TONES.**

STRUCTURAL RACISM

Historically redlined areas are today's areas of low opportunity and/or at risk of gentrification.

Black people are significantly overrepresented in the criminal justice system which then impacts other systems.

Working full time does not close the racial wealth gap.*



**The Asset Value of Whiteness: Understanding the Racial Wealth Gap*
Brandeis University and Demos (2017)

INEFFECTIVE STRATEGIES

EQUALITY – Do not account for historical and present context, desired outcomes for those most impacted

EQUITY – Assume positive outcomes “for all” are implicit

Class Mobility by Race

Race	% likelihood will move from bottom 1/5 to top 1/5 by age 40
White	16%
Black	3%

Lack of Class Mobility by Race

Race	% likelihood will <u>still</u> be counted among poorest by age 40
White	23%
Black	51%

“You can’t understand these present-day issues without understanding the persistent refusal to view black people as equals. That history...has created this presumption of dangerousness and guilt.”

**Brian Stevenson, civil-rights lawyer,
founder of Equal Justice Initiative**

Violent vs. Non-Violent Protests?

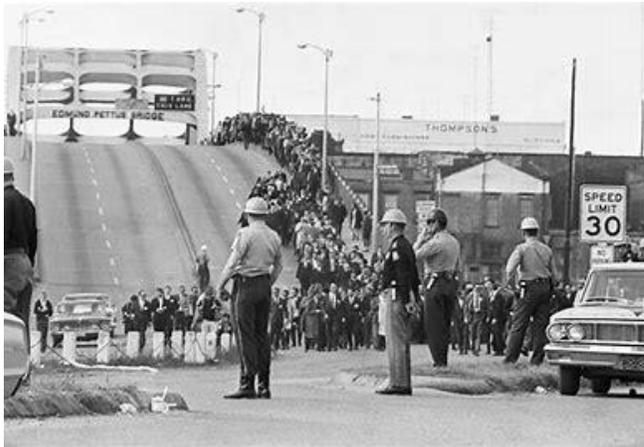
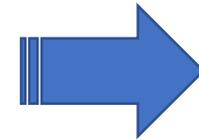
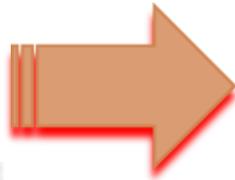
- Nonviolent protests can be very effective if:
 - They can get media attention,
 - There is a very strong relationship between media coverage and public concern about whatever issues those protesters are raising.
 - But there is a conditional effect of violence: groups that are the object of state violence can get particularly sympathetic press—and a large amount of media coverage.
- If protesters engage in violence, often in a very understandable response to state repression, that tends to work against their cause and interests, and mobilizes or becomes fodder for the opposition to grow its coalition.

Source: “How Violent Protests Change Politics”, by Isaac Chotiner of The New Yorker. May 29, 2020. Based on interview of Omar Wasow, a professor of politics at Princeton University.

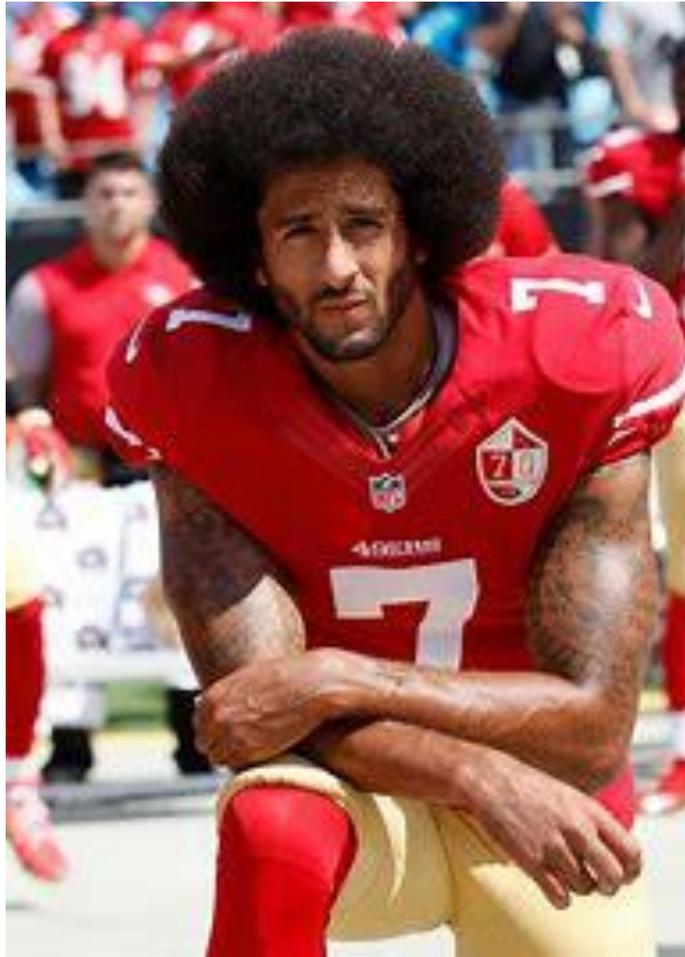
1960's Civil Rights Protest Strategy

- Civil Rights Activist Goal: To advance racial equality, and capture the attention of often indifferent or hostile white moderates outside of the South, and at the same time grow a coalition of allies?
- Over time the strategy that evolved was one of nonviolent protest, which actively sought to trigger police chiefs like Bull Connor [in Birmingham, Alabama,] to engage in spectacles of violence that attracted national media and would, in the language of the nineteen-sixties, “shock the conscience of the nation.” So it isn’t just nonviolence that was effective, but nonviolence met with state and vigilante brutality.
- Civil-rights leaders picked Birmingham and Selma specifically because they had police chiefs with hair-trigger tendencies toward violence. **So there was a strategic use of violence by the civil-rights movement, but it was to be the object of violence, not the instigators of violence.**

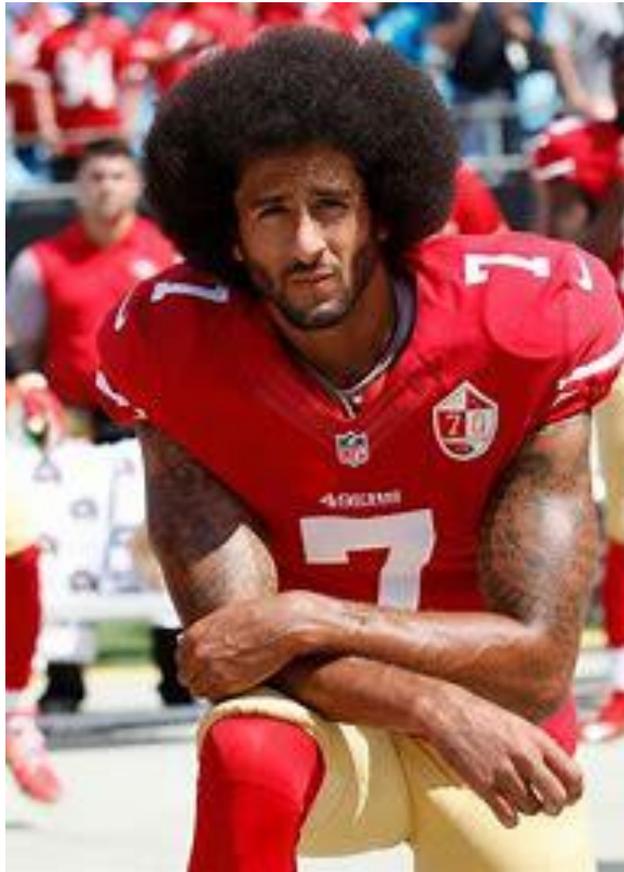
1960's Non-Violent Civil Rights Protest



2016 Non-Violent Civil Rights Protest



The Result?



2020 Non-Violent Civil Rights Protest



The Result?



Maggie Haberman 
@maggieNYT

Tear gas has been fired outside the White House at protesters who, on TV, appeared to have their hands raised or were not being aggressive, just chanting.

6:36 PM · Jun 1, 2020 · [Twitter Web App](#)

11.1K Retweets 36.3K Likes



So, why loot?

- For many Americans watching the country erupt in protests, the looting is the rub.
If only they would just march peacefully, and not loot, we'd be fine with this.
- Looting is a lashing out against capitalism, a system that has failed them.
"Widespread looting, then, may perhaps be interpreted as a kind of mass protest against our dominant conceptions of property... a bid for the redistribution of property."
- Looting can be a form of empowerment—a way to reclaim dignity after decades of abuse at the hands of police and other authorities.
"When you have the ability to gain some of that power back, people take the opportunity"
- Looting and vandalism can be the only way to make their voices heard when peaceful protests haven't created change.
"In Baltimore, they've been saying for generations how bad the Baltimore Police Department was, but nobody listened... And then Freddie Gray got killed, and nobody listened. And then they started protesting; nobody listened. But as soon as the CVS burned in Baltimore, the whole world watched."

So, why violence?

The actions of police and protesters tend to mirror each other. When police use rubber bullets, flash bombs, and pepper spray on peaceful protesters, protesters are then also spurred to aggression—including, in some cases, inciting fellow protesters to looting.

“To have a very large police presence with riot gear during the day is antithetical to what you want”

To fully eliminate looting, you’d have to eliminate the conditions that make people upset enough to protest.

Christian Davenport, a political-science professor at the University of Michigan, says, “the best way to prevent looting is to provide individuals with a living wage, provide for their basic needs, treat them with human dignity, and facilitate a life that is about thriving.”

Source: *ibid.*

So what was it about George Floyd?



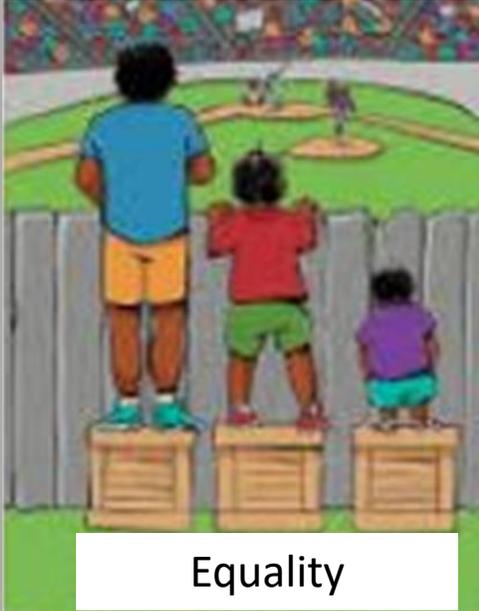
George Floyd's murder fundamentally shifted the narrative by eliminating the typical reasons offered for the negative experiences of black people (i.e. the wall).

"He faced an insurmountable obstacle that whites never would have faced, and nobody deserves that...I don't care WHAT he did!"



In effect, a black man (and thus blacks), were experientially seen as equal instead of just theoretically.

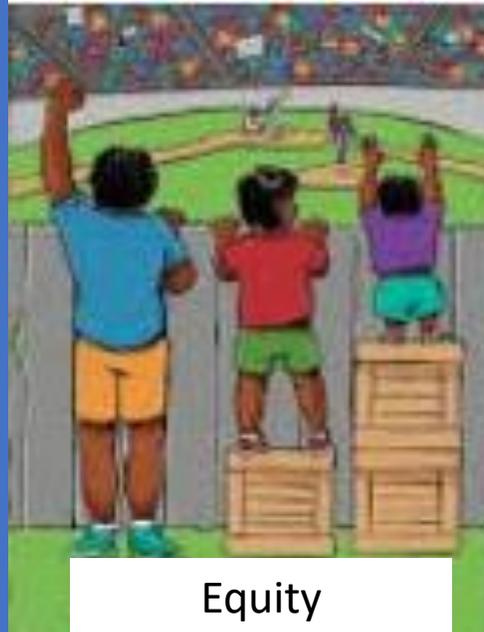
DOMINANT NARRATIVE



Consciously or unconsciously seeking or avoiding individual blame.

No action:
Maintains status quo

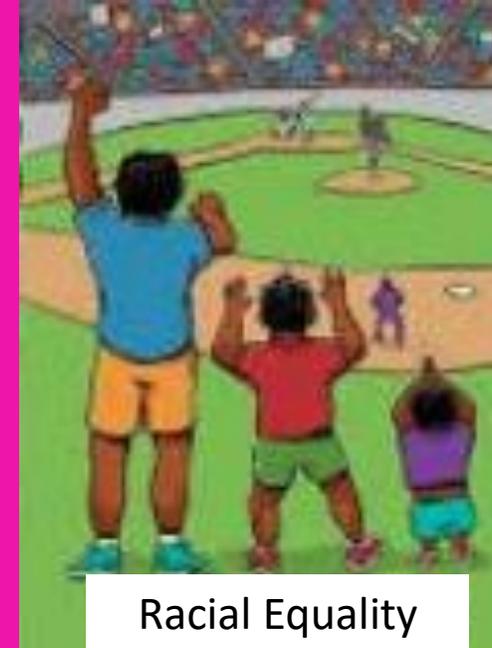
DIVERSITY, ACCESS & INCLUSION NARRATIVE



Calls the work “equity” while providing solutions focused on access and diversity. Is well-intended but focuses on preserving personal/institutional comfort. Tokenizing. Resistant. Afraid to challenge norms or be unpopular.

Transactional:
Maintains status quo

RACE & SOCIAL JUSTICE NARRATIVE



Seeks structural solutions that build collective power; transforms institutions and systems. Is ethical and moral. Uses racial equity as a strategy to eliminate white supremacy and overcome racism in all forms.

Transformational:
Power shifts

The Results?

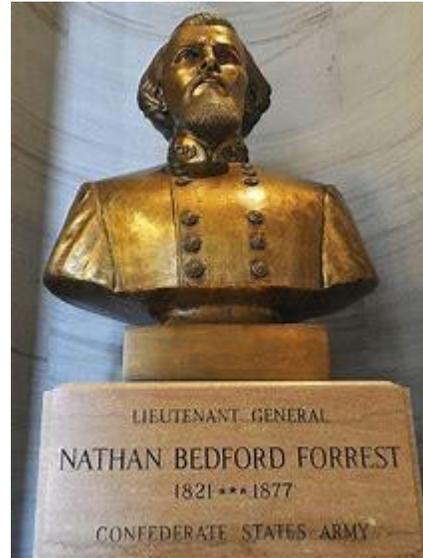
Karen: I have a complain...
Manager: Get out
Karen:



Drew Brees @drewbrees · Jun 5
To @realdonaldtrump

Through my ongoing conversations with friends, teammates, and leaders in the black community, I realize this is not an issue about the American flag. It has never been. We can no longer use the... [instagram.com/p/CBE4y_9Hj2S/](https://www.instagram.com/p/CBE4y_9Hj2S/)

27.9K 30.8K 130.4K



NFL will allow players to kneel during national anthem - NY Daily News

CONFEDERATE GENERAL AND ARMY BASES

A look at the generals for whom the Army bases are named.

Start Exploring



NASCAR STATEMENT

ON CONFEDERATE FLAG

"...NASCAR supports the position that South Carolina Governor Nikki Haley took on the Confederate Flag on Monday. As our industry works collectively to ensure that all fans are welcome at our races, NASCAR will continue our long-standing policy to disallow the use of the Confederate Flag symbol in any official NASCAR capacity..."

NASCAR STATEMENT THE TESTING BUMPY RIDE FINAL THOUGHTS NASCAR AMERICA

WASHINGTON

FOOTBALL TEAM, EST. 1932

April Sims
Yesterday at 10:06pm

Black people are outrageous! They are more like animals, they never know how to act, just loud Always causing problems. I can count on 1 hand the black people I know who don't have for brains!!!

4 likes · 31 comments

NEWS 10:01

SUMMARY

- 1) Racial equity is not about the presence of opportunity or outcomes but the absence of obstacles.
- 2) There was strategic use of violence by the non-violence civil-rights protesters, but it was to be the object of violence, not the instigators.
- 3) This effective dynamic can still be seen today.
- 4) The George Floyd situation was highly significant because it has shifted the narrative from diversity/inclusion to one of racial & social justice.
- 5) The results of racial equity are widespread and staggering, but there is still much work to be done.

QUESTIONS/ DISCUSSION