



# Structural Racism



Puget Sound Regional Council



## The region's vision for equity...

All people have the means to attain the resources and opportunities that improve their quality of life and enable them to reach full potential. Differences in life outcomes cannot be predicted by race, class, or any other identity. Communities of color, historically marginalized communities, and those affected by poverty are engaged in decision-making processes, planning, and policy-making.



# Different Dimensions of Racism



## Internalized Racism

Private beliefs and biases about race, influenced by our culture (e.g., prejudice towards others of a different race; negative beliefs about oneself by people of color).



## Institutional Racism

Discriminatory policies and practices of particular institutions (e.g., department of housing) that produce inequitable outcomes for people of color and advantages for white people.



## Interpersonal Racism

Bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.



## Structural Racism

Cumulative effects of history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

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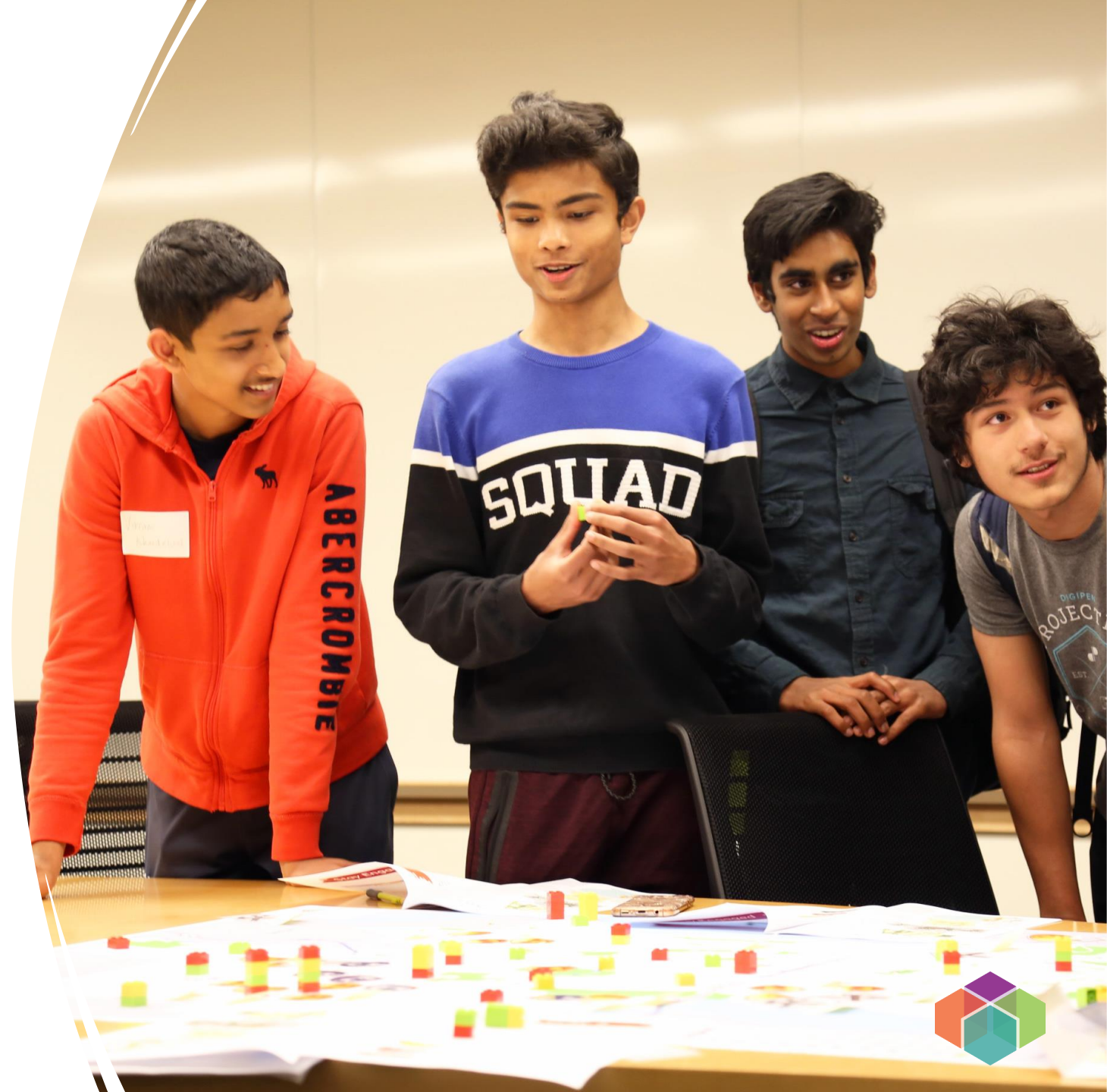
## Structural Racism


Cumulative effects of history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

# Today's Goals

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- Develop a deeper and shared understanding of institutional and structural racism
- Understand relevance to our work
- Increase confidence incorporating equity in work of the agency



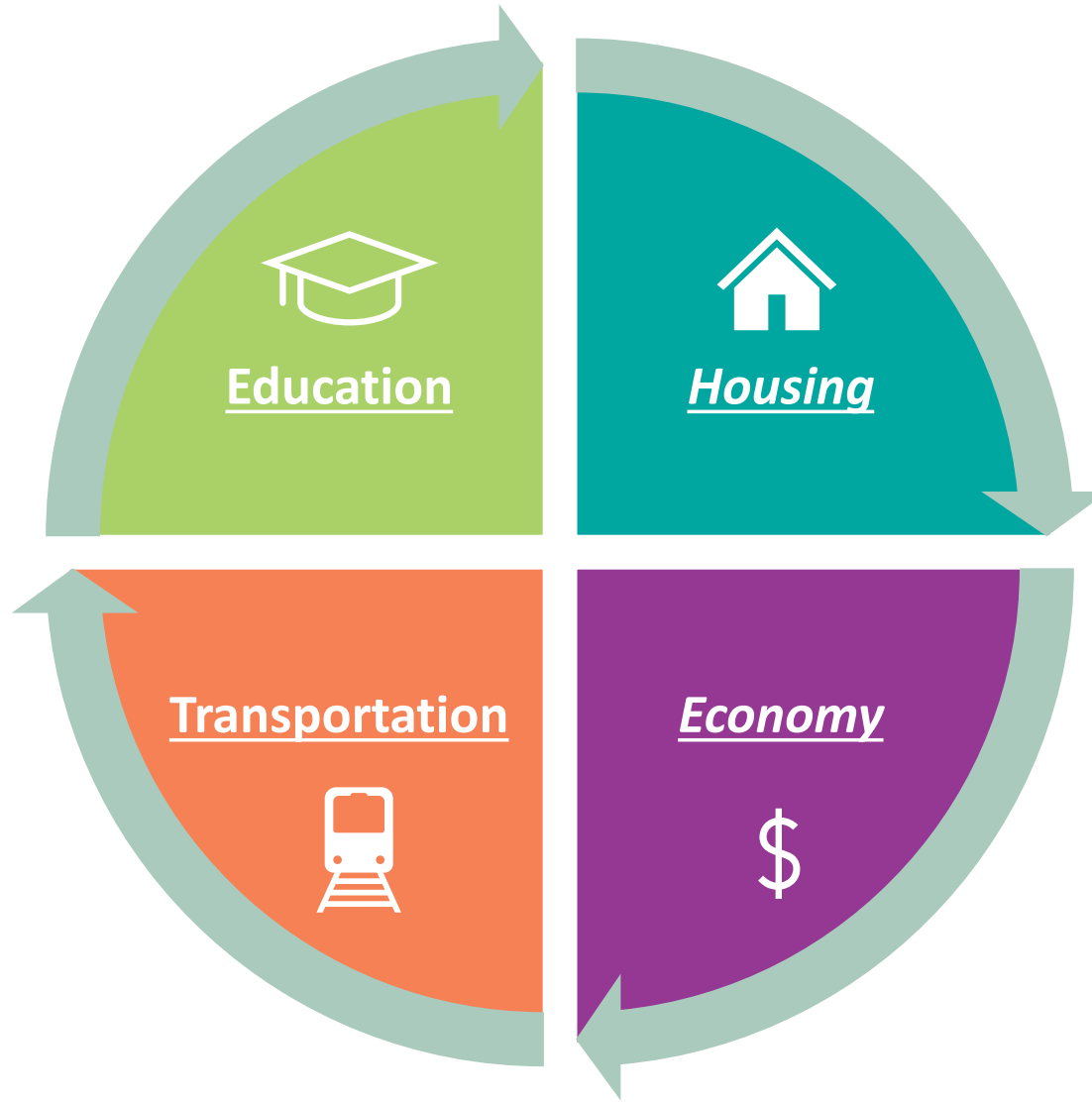
An aerial photograph of a suburban neighborhood. The scene is filled with residential houses of various styles, many with green lawns and mature trees. A baseball field is visible on the right side of the image. A semi-transparent white box is overlaid on the left side of the image, containing text.

**The last time you moved, what factor was the most important for your decision?**



# What are Institutions? Structures?

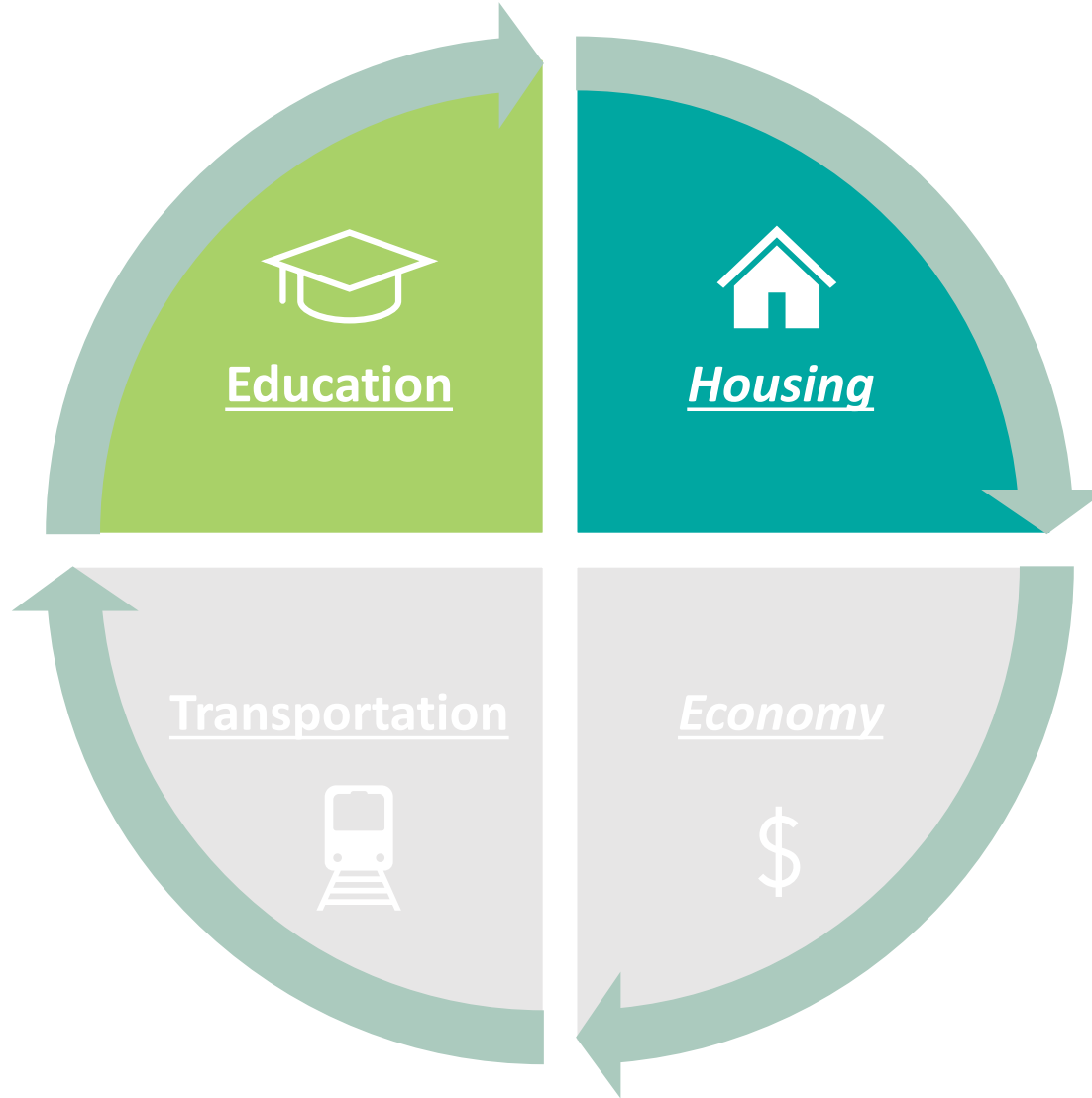
Institutions (e.g., housing, transportation system) combined create structures and determine the health of people and whole communities



# What are Institutions? Structures?

Example: If you can't afford a home in affluent neighborhoods ...

this may limit access to high-quality schools.



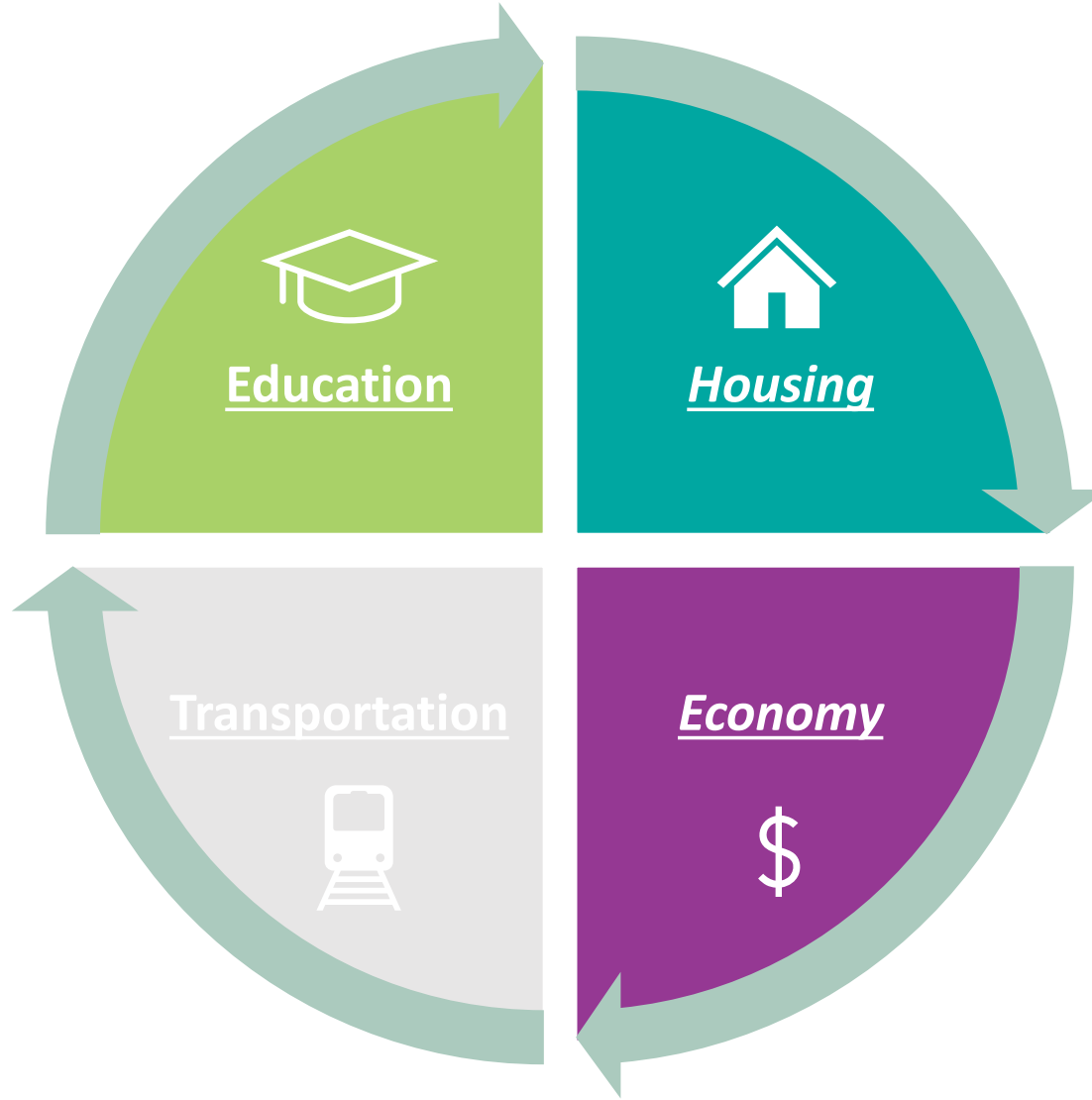


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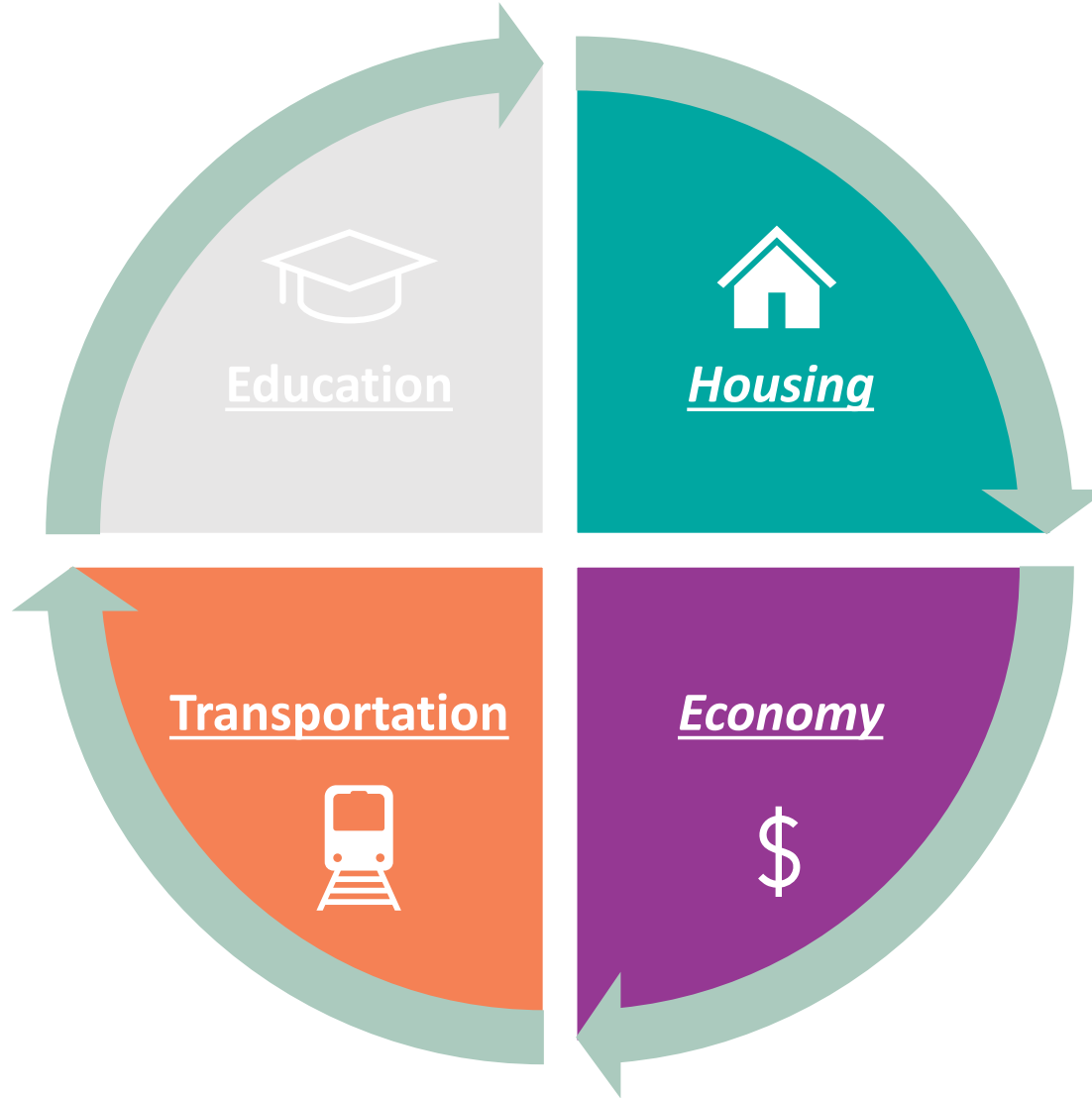
And limits employment opportunities



# What are Institutions? Structures?

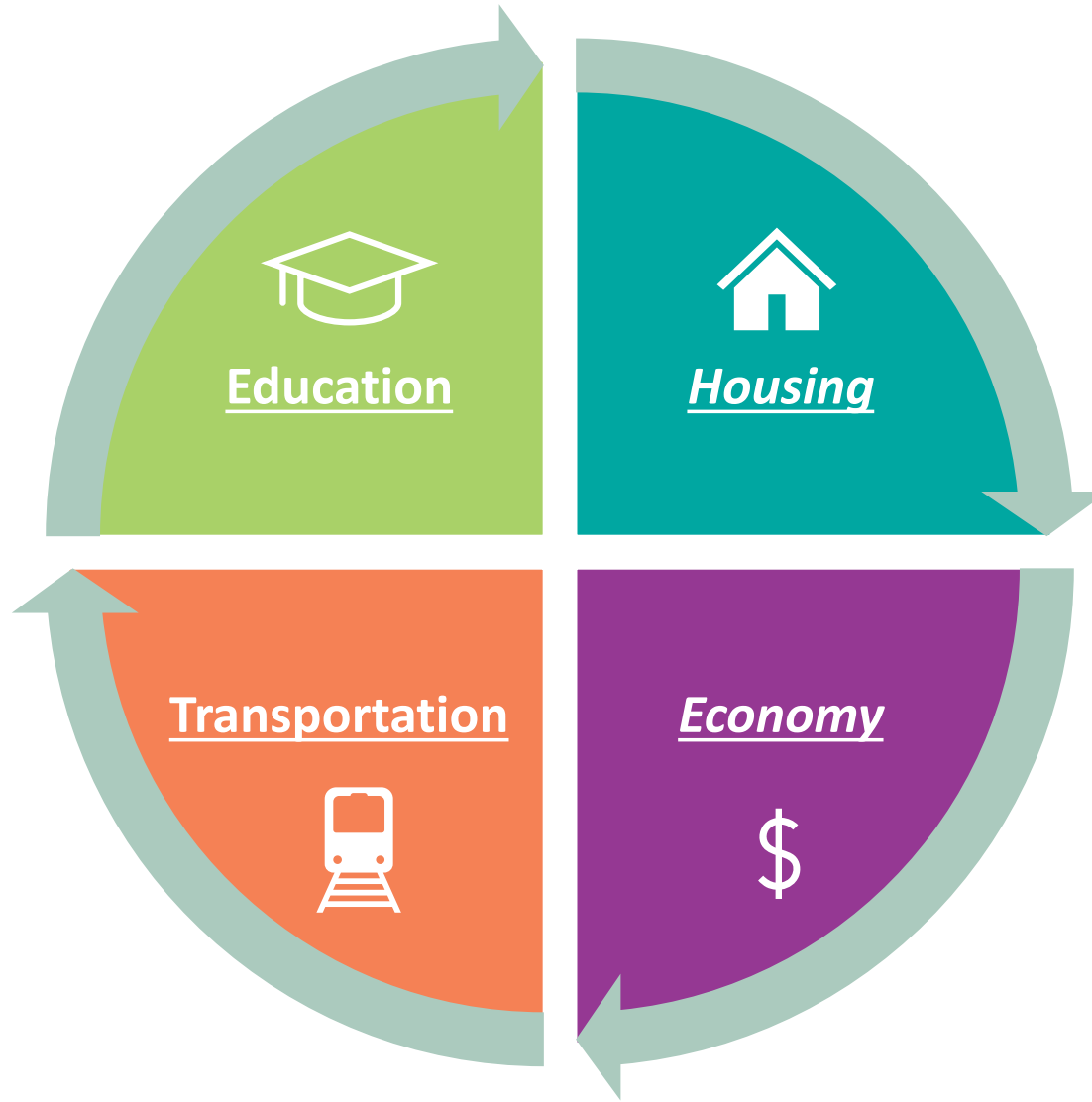
Example: If you can't afford a home in transit rich neighborhoods ...

this may limit access to jobs.



# What are Institutions? Structures?

Institutions (e.g., housing, transportation system) combined create structures and determine the health of people and whole communities

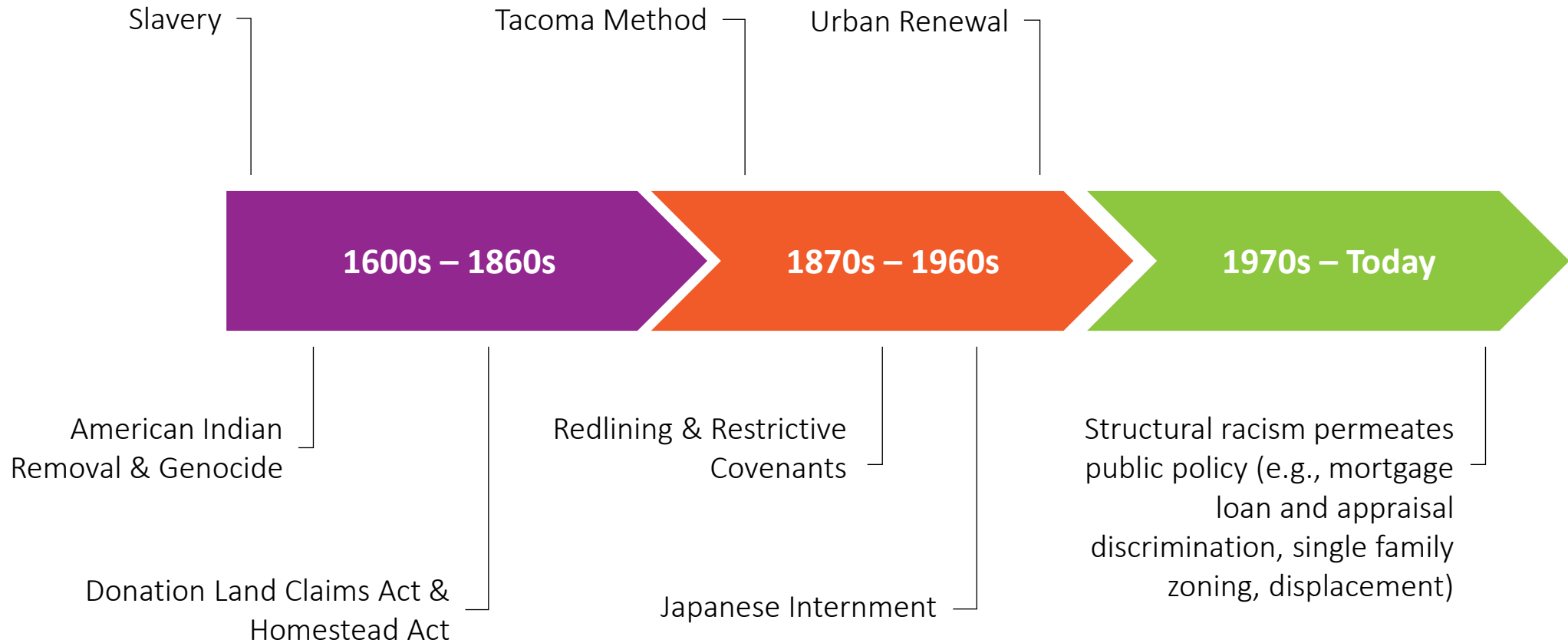


# Institutional / Structural Racism

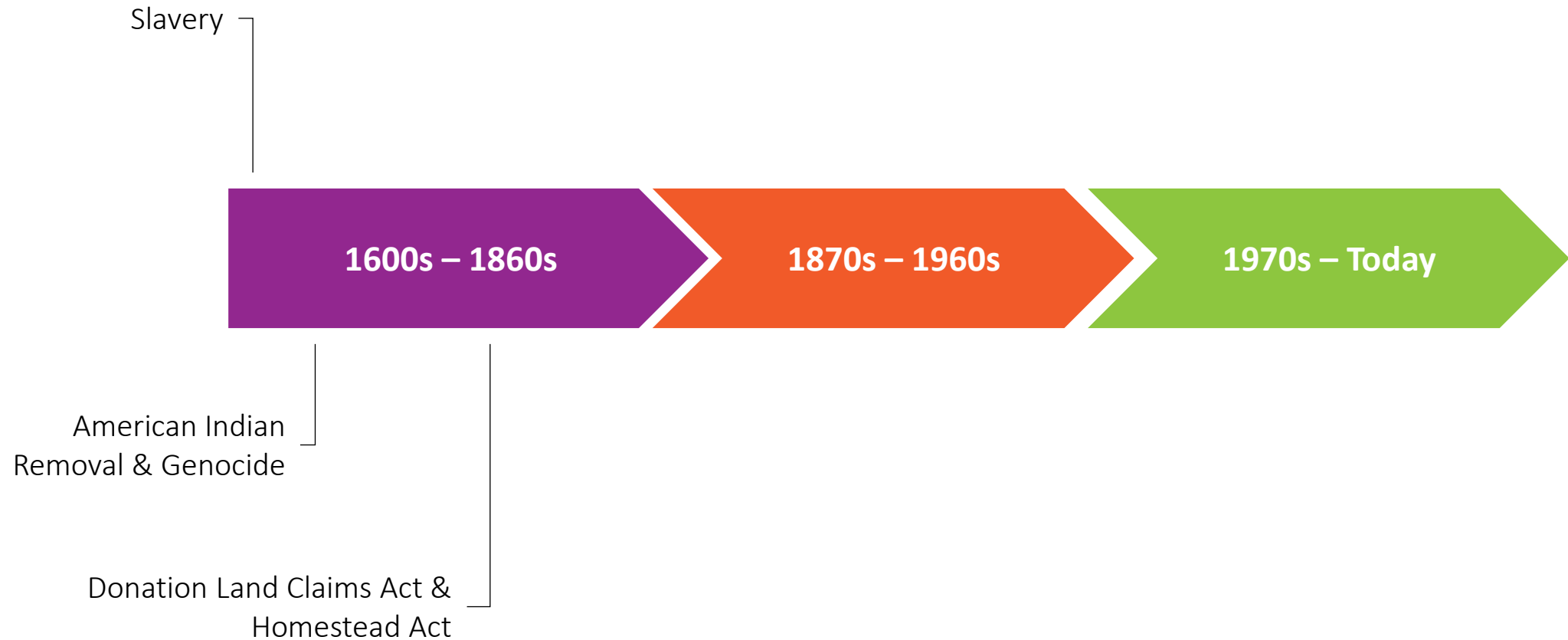
- Singular institution / multiple institutions interact to perpetuate racially inequitable outcomes
- Neutral policies that don't mention race but perpetuate and exacerbate racial disparities rooted in racist history
- Racially inequitable outcomes can exist even if there is good intent behind policies, or an absence of racist actors



# A Chain of Discriminatory Policies



# A Chain of Discriminatory Policies



# Donation Land Claims Act & Homestead Act

Donation Land Claims Act (1850) allowed white male citizens to claim 320-acres of land taken from Native Americans in the Oregon Territory, which included the state of Washington. White married couples could double their acreage (i.e., square mile of land or 640 football fields).

The Donation Land Claims Act ended in 1853 but served as a model for the Homestead Act in 1862, which offered white residents similar amounts of land across the country.

White families passed these advantages down to their children.

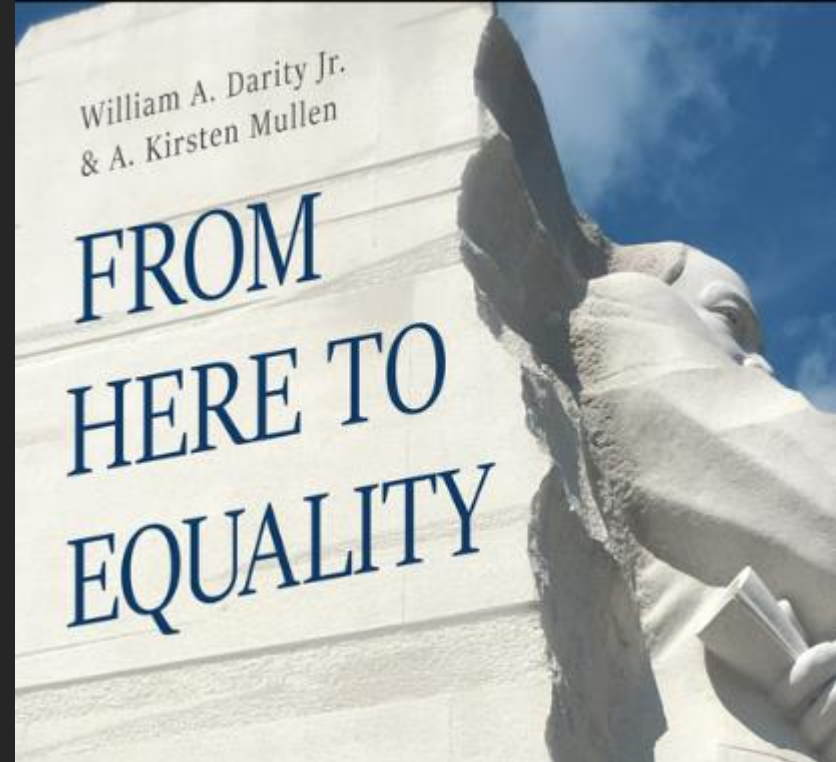


# Donation Land Claims Act & Homestead Act

Racial wealth disparities (e.g., for every \$1 a white family has, a Black family has 10¢) effectively capture and allow us to understand the cumulative impact of structural racism.

The Homestead Act enriched more than 1.6 million white families (native-born and immigrant). In 2000, there were 46 million descendants of these families (i.e., a quarter of the U.S. adult population).

White families are more likely to be in a financial position where they can provide their children with wealth-related intergenerational advantages (pay for college, live in high opportunity communities, leave an inheritance, etc.)

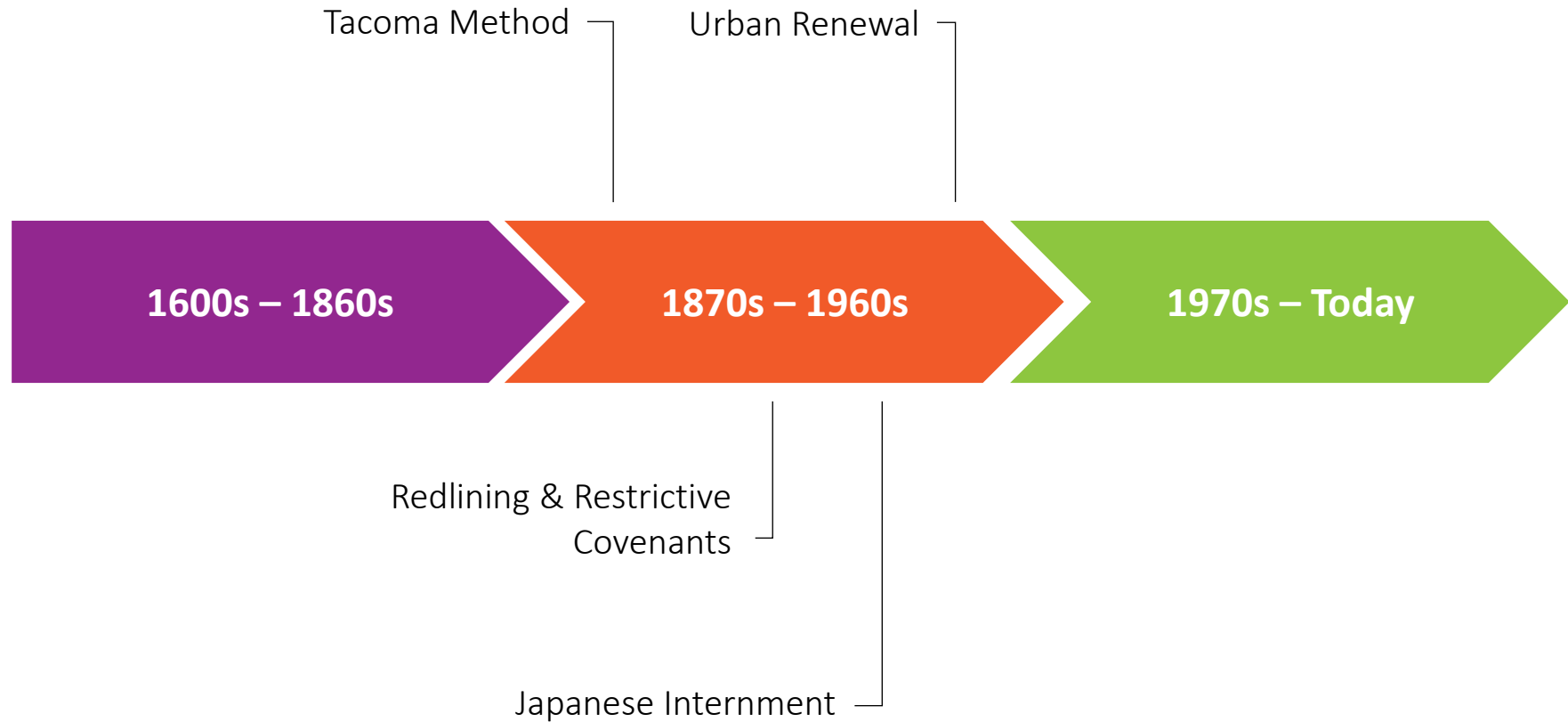




# Poll Questions



# A Chain of Discriminatory Policies



# Tacoma Method

White residents felt that their economic well being was being threatened by Chinese residents.

In response, Tacoma City Council passed ordinances that forbid hiring Chinese residents. Residents also boycotted Chinese workers and businesses.

Chinese residents were ordered to leave within 30 days. Those that remained were violently removed, while their homes were burned to the ground.

These tactics sparked similar actions across the western United States.



# Redlining

Maps designed to show where households were denied mortgage loans.

Communities of color denied loans, making it difficult to purchase homes and consequently less likely to develop wealth.



# Restrictive Covenants

## Pierce County

G. No part or parcel of land or improvement thereon shall be rented or released to or used or occupied, in whole or in part, by any person of African or Asiatic descent, nor by any person not of the white or Caucasian race, other than domestic servants domiciled with an owner or tenant and living in their home.

## King County

### RESTRICTIONS

NO LOT OR PORTION OF A LOT IN THIS PLAT SHALL BE DIVIDED AND SOLD OR RESOLD, OR OWNERSHIP CHANGED, OR TRANSFERRED, WHEREBY THE OWNERSHIP OF ANY PORTION OF THIS PLAT SHALL BE LESS THAN THE AREA REQUIRED FOR USE DISTRICT STATED ON THIS PLAT; NAMELY, 6000 SQUARE FEET FOR RESIDENCE USE - ACCORDING TO KING COUNTY RESOLUTION No. 6494 AS NOW IN FORCE OR AS AMENDED HEARFTER. A LOTS IN THIS PLAT ARE RESTRICTED TO R-1 RESIDENCE DISTRICT USE. ONLY PERSONS OF THE CAUCASIAN RACE SHALL USE OR OCCUPY ANY DWELLING ON ANY LOT IN THIS PLAT, EXCEPT THAT THIS COVENANT SHALL NOT PREVENT OCCUPANCY BY SERVANTS OF DIFFERENT RACE EMPLOYED BY ANY OWNER OR TENANT. NO TEMPORARY DWELLING SHALL BE PERMITTED. ALL DWELLINGS SHALL HAVE NOT LESS THAN 850 SQUARE FEET OF GROUND FLOOR AREA. ALL STRUCTURES HAVING A WOODEN EXTERIOR, EXCEPTING THOSE

## Snohomish County

lots shall be at the discretion of "The Owners".

### 9. Racial Restrictions.

No race or nationality other than the White or Caucasian race shall use or occupy any building on any lot, except that this covenant shall not prevent occupancy by domestic servants of a different race or nationality employed by an owner or tenant.

### 10. Invalidation.

Invalidation of any one of these covenants by judgment



# Restrictive Covenants

Zoom Meeting | You are viewing PSRC, Laura Benjamin (she/her)'s screen | View Options

Recording

## Draft Regional Housing Strategy – Potential Changes

*Executive Board feedback not shown in draft strategy*

- **Racially Exclusionary Practices**
  - Add language in text detailing racially exclusionary housing practices, such as redlining, covenants, and federal financing practices, including outcomes of discriminatory housing policies and practices and relevant data (Balducci)
- **Strengthen Supply Language**
  - In the “Supply” section beginning on page 4, delete “Allows for” and substitute “Encourage” (Erickson)
- **State Action**
  - Add “Review existing laws and pass new legislation to encourage housing construction” in the State Capacity column of the table starting on page 10 (Erickson)

Glen Bachman, Commissioner

1:31:48 / 1:55:41 | Audio | Stop Video | Participants | Chat | Share Screen | Record | Live Transcript | Reactions | Apps | Leave | CC



# Japanese Internment

Japanese Americans sent to internment camps after attack on Pearl Harbor.

Many residents forced to sell belongings and homes for small sums of money.

Many who did not sell returned after 3 years to find homes looted.



# Urban Renewal

Urban renewal (i.e., slum clearance) shifted people of color from downtown areas so white patrons wouldn't be exposed to them.

One tool of urban renewal was the construction of highways that destroyed communities of color (e.g., construction of I-5 and I-90 expansion).

This eroded wealth building in communities of color and saddled households of color who remained with health issues from emissions exposure due to their proximity to highways.





# Poll Questions



# A Chain of Discriminatory Policies



Structural racism permeates public policy (e.g., mortgage loan and appraisal discrimination, single family zoning, displacement)



# Home Appraisal Discrimination

Racial bias leads to discrimination and racial disparities in home appraisals.

This discrimination exacerbates racial wealth disparities and limits opportunities for communities of color.



# Single Family Zoning

Replaced redlining, artificially driving up housing prices by restricting lower cost, higher density housing.

Lack of intergenerational wealth resulting from Donation Land Claims Act, redlining, urban renewal etc., limits people of color's ability to afford homes in these communities.

Disproportionately limits people of color's access to schools, parks, jobs, etc.



# Gentrification and Displacement

Historical policies created patterns of disinvestment in communities of color, leading to lack of homeownership and wealth, and increased susceptibility to gentrification and displacement.

Moderate income households purchase low-cost homes near city centers with jobs and public transit, increasing rents.

Lack of effective anti-displacement policies leads to long-time residents being displaced, unable to enjoy benefits of new investments.

Separates people from their jobs and communities, creating longer commutes.

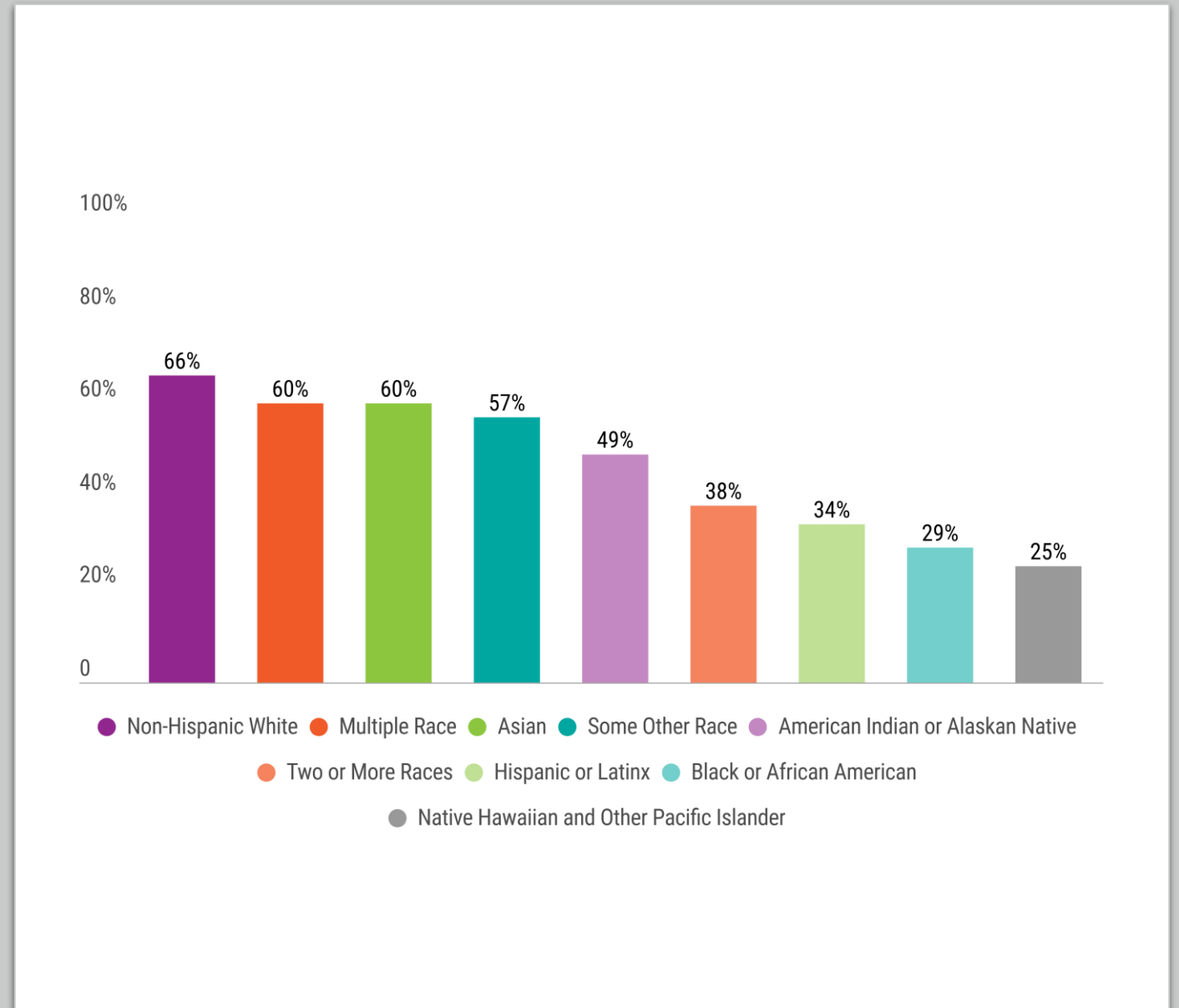


# Poll Questions



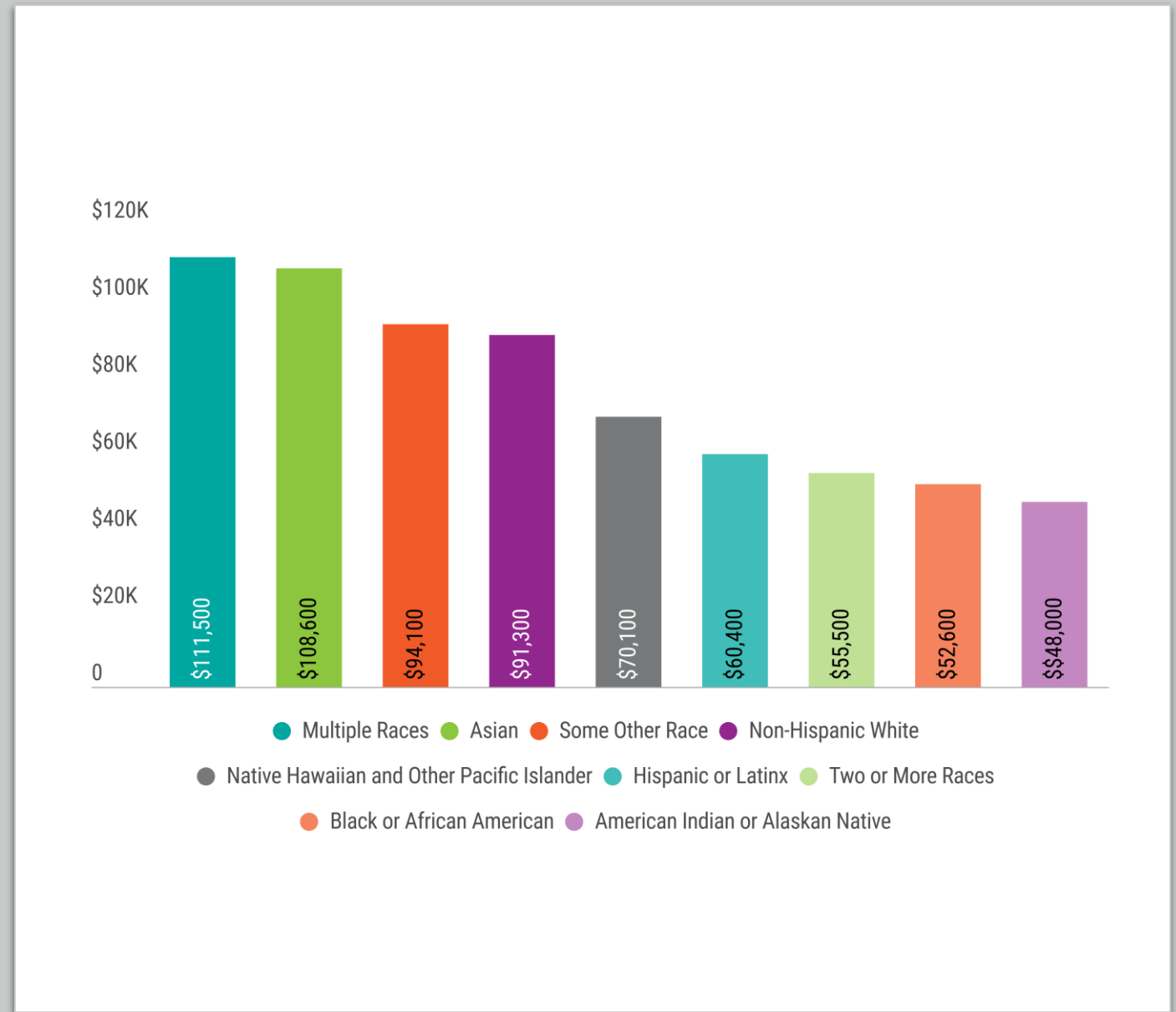
# Home Ownership Rates

- 2 out of 3 of **white** residents own a home (**66%**), while only 1 out of 4 Native Hawaiian / Pacific Islanders own a home (**25%**)
- Wealth advantages resulting from Donation Land Claims Act, redlining, single family zoning, etc., increase likelihood that white families receive family assistance or inheritance for down payment
- Leads to larger up-front payments by white homeowners, lowering monthly payment and increasing affordability



# Median Income

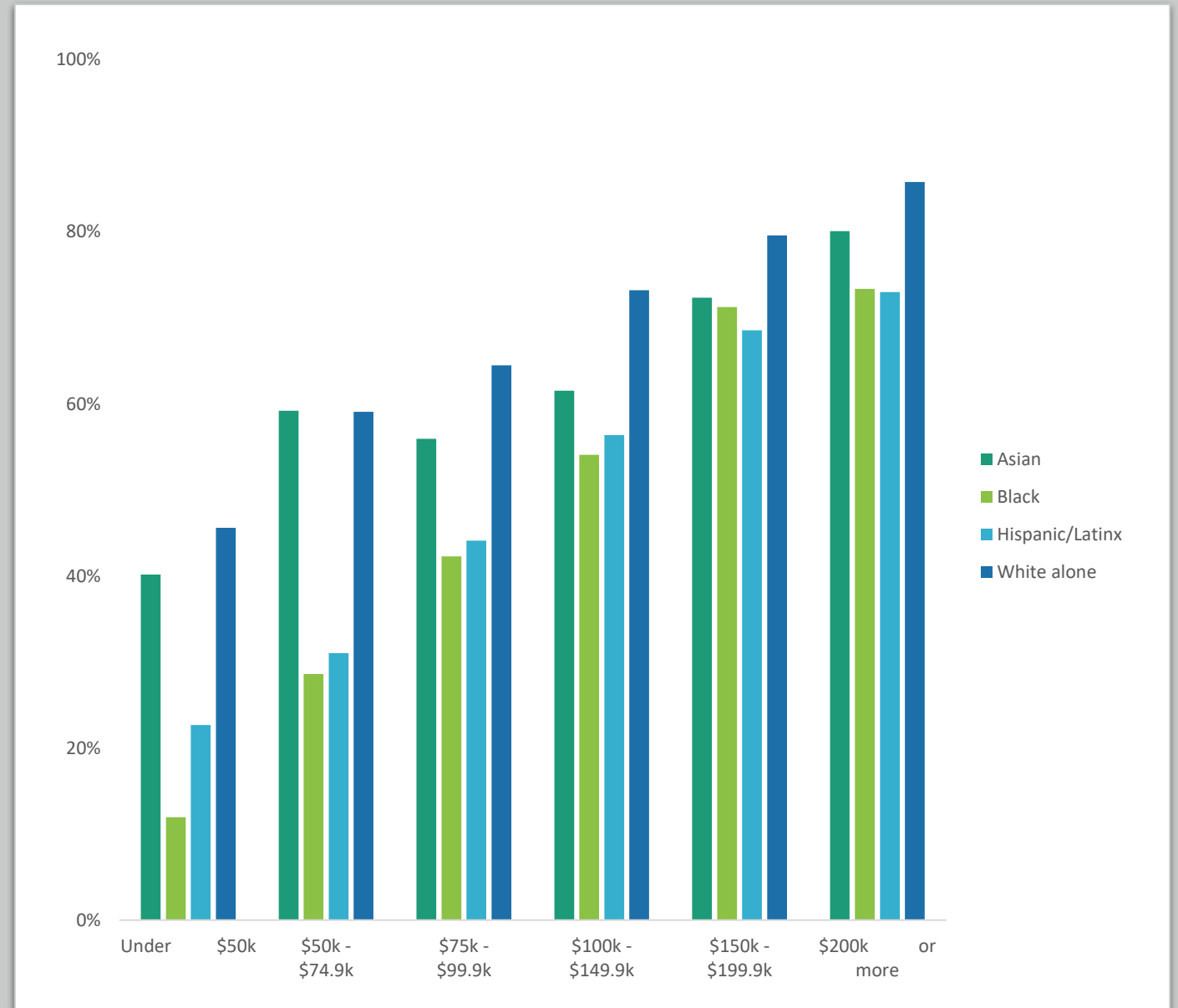
- **White** residents (**\$91,300**) earn almost double what **AIAN** residents earn (**\$48,000**)
- Segregation resulting from redlining, restrictive covenants, single family zoning, etc. has limited access to resources (e.g., quality schools), impeding ability to compete in the labor market





# Homeownership Rates by Income and Race/Ethnicity

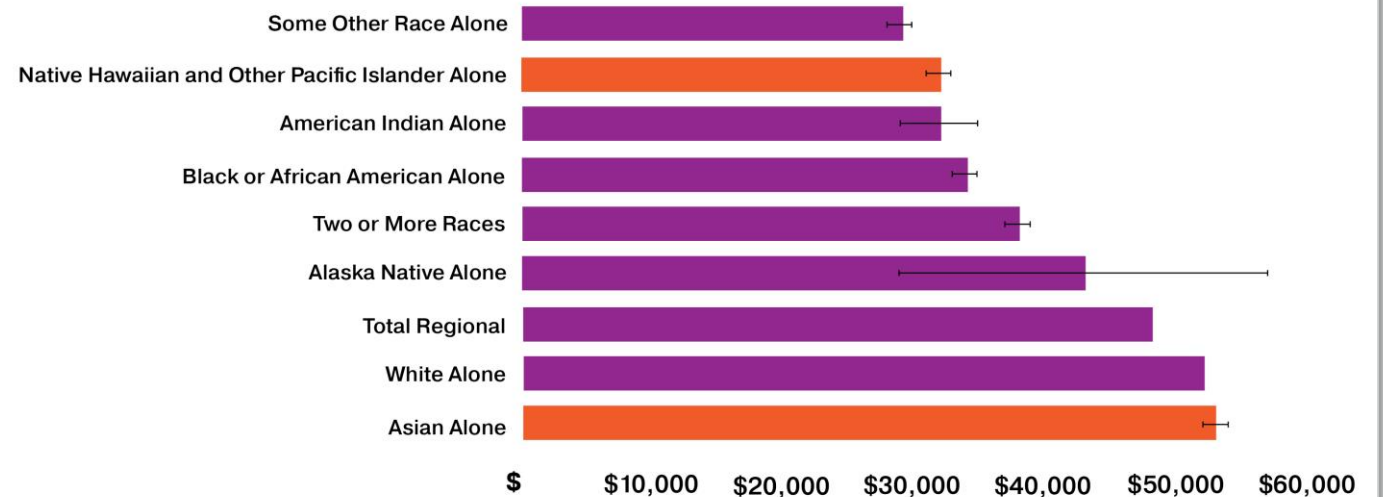
- Homeownership rates for people of color are much lower than rates for white households, even after controlling for household income
- If we solely focused on income, we would not capture these disparities and would never address the factors creating them



# Model Minority Myth

- Racial disparities aren't as wide for Asian Americans (e.g., Asian American residents earn slightly more than white residents)
- Asian Americans as a single group appear to do as well as or better than white residents
- Asian Americans are lumped together and viewed as universally successful

## Median Worker Earnings by Race

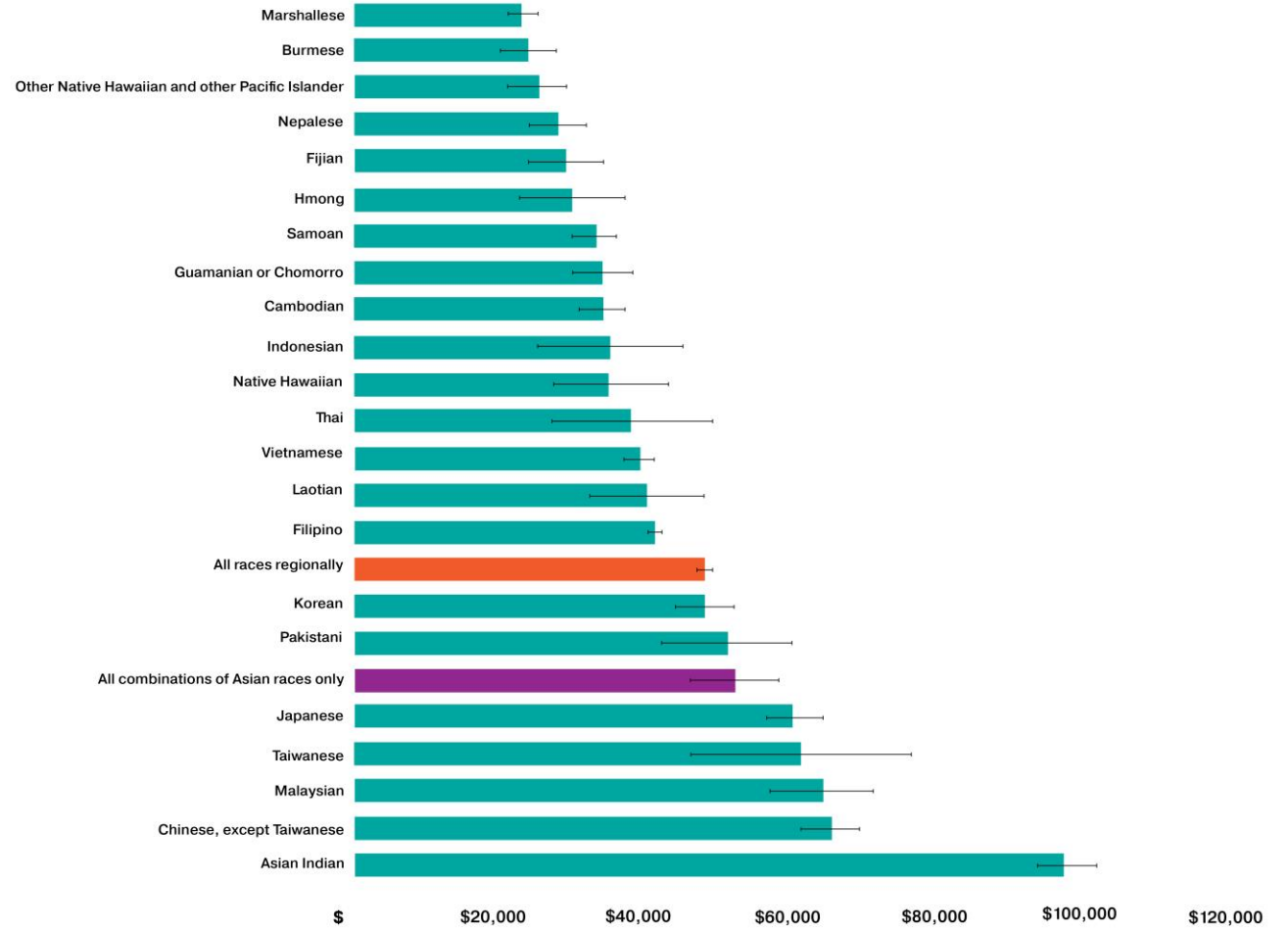


Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2015–2019

# In Reality...

- Not a monolithic group
- Immigrants from many countries for family reunification or as refugees.
- Others arrive through skill-based programs such as the H-1B visa program
- The result is a wide variation in education levels and incomes among Asian residents in the U.S.

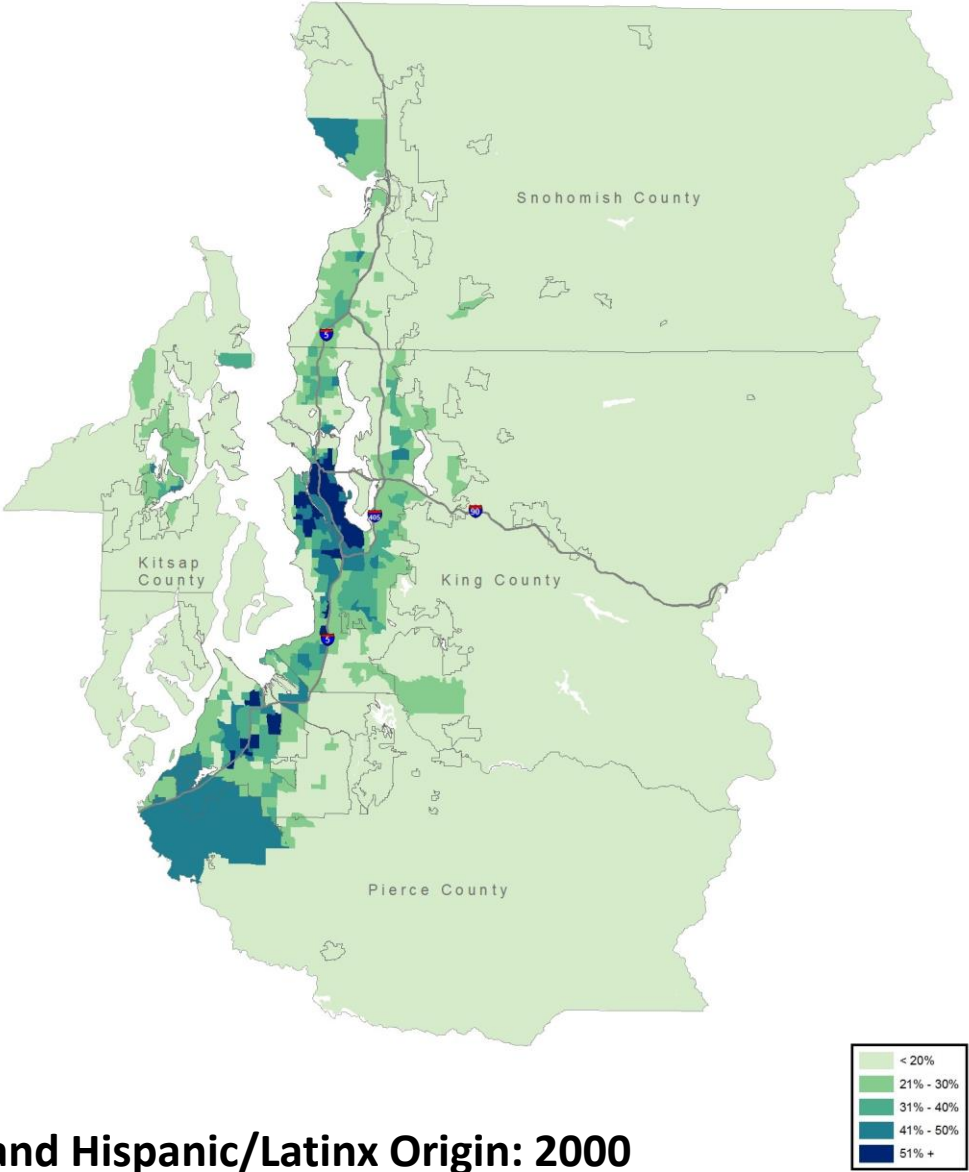
## Median Worker Earnings by Ethnic Group



Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2015–2019

# People of color represent:

24% of region's population in 2000



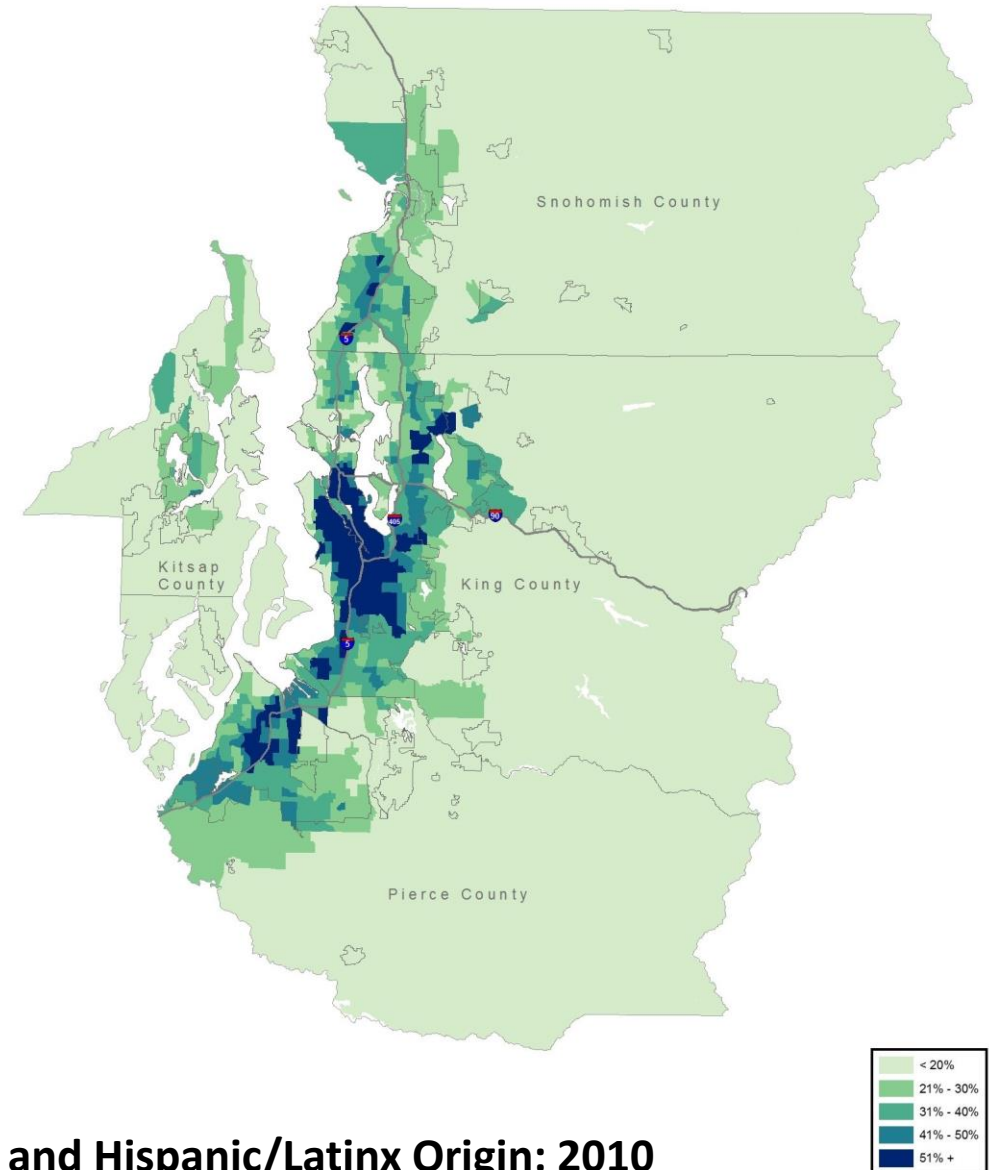
**Population by Race and Hispanic/Latinx Origin: 2000**

Source: American Community Survey, 1995-1999 5-Year Estimates

## People of color represent:

**24%** of region's population in 2000

**31%** of region's population in 2010



**Population by Race and Hispanic/Latinx Origin: 2010**

Source: American Community Survey, 2000-2009 5-Year Estimates

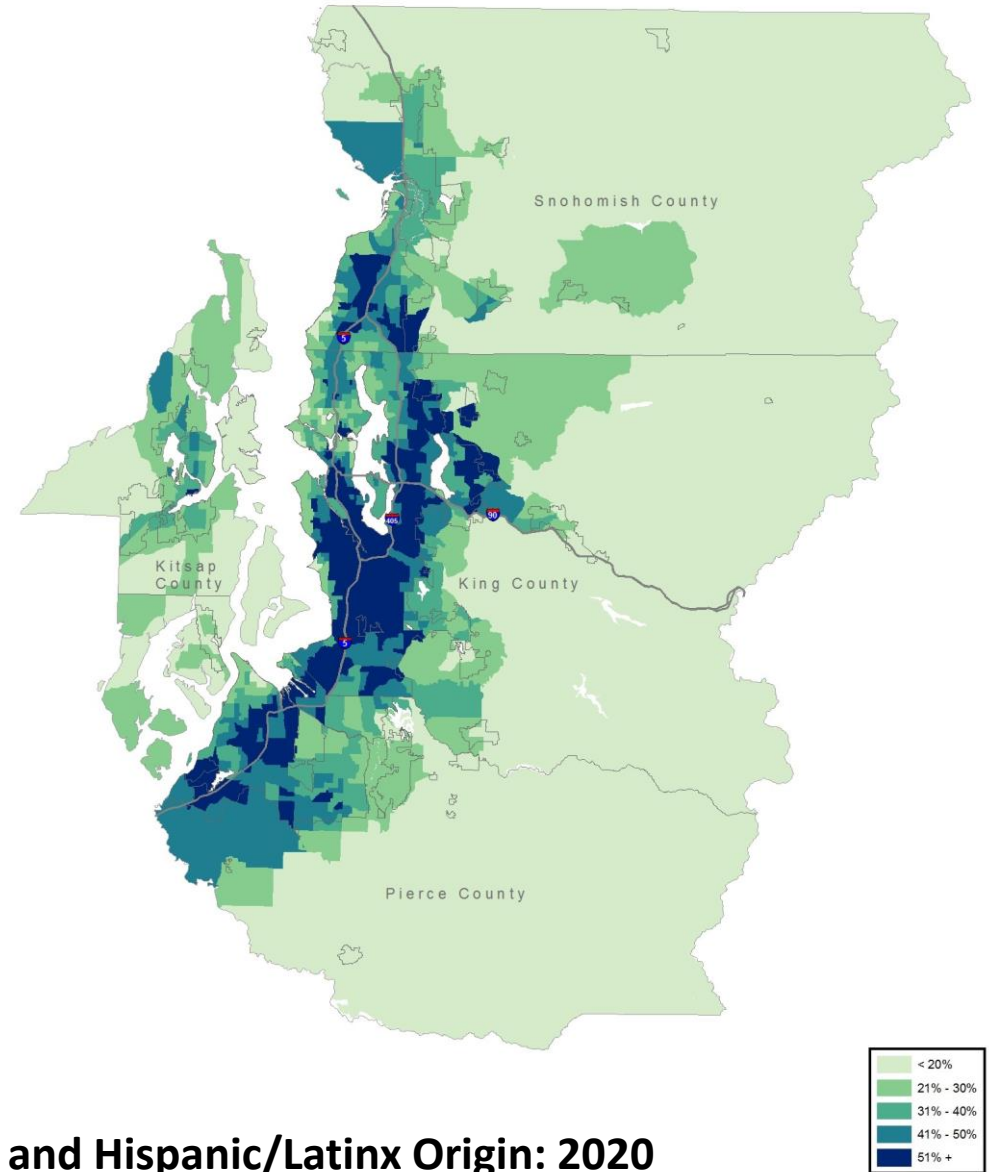
## People of color represent:

**24%** of region's population in 2000

**31%** of region's population in 2010

**41%** of region's population in 2021

**15 cities at 50%+ people of color in 2019**



**Population by Race and Hispanic/Latinx Origin: 2020**

Source: American Community Survey, 2010-2019 5-Year Estimates

# Poll Questions



**Projection for 2050:**

**56%**

**"Source: Woods & Poole Economics, Inc. Washington, D.C. Copyright 2021. Woods & Poole does not guarantee the accuracy of this data. The use of this data and the conclusion drawn from it are solely the responsibility of [Licensee]."**



# Scarcity Myth

- **Myth:**

- The more you get, means less for me.

- **Reality:**

- Regional success is not a zero-sum game. We can expand the pie.
- Equitable policies grow economies (Chetty, 2018; Hsieh et al., 2019).



# Universal strategies don't account for differences in experience and outcomes based on race

- **Lacks an equity lens:** Does not account for historical and present context, desired outcomes for those most impacted
- **Race-neutral/colorblind:** Assume positive outcomes “for all”



# Targeted Universalism

## “Targeted Policies” “Universal Goals”

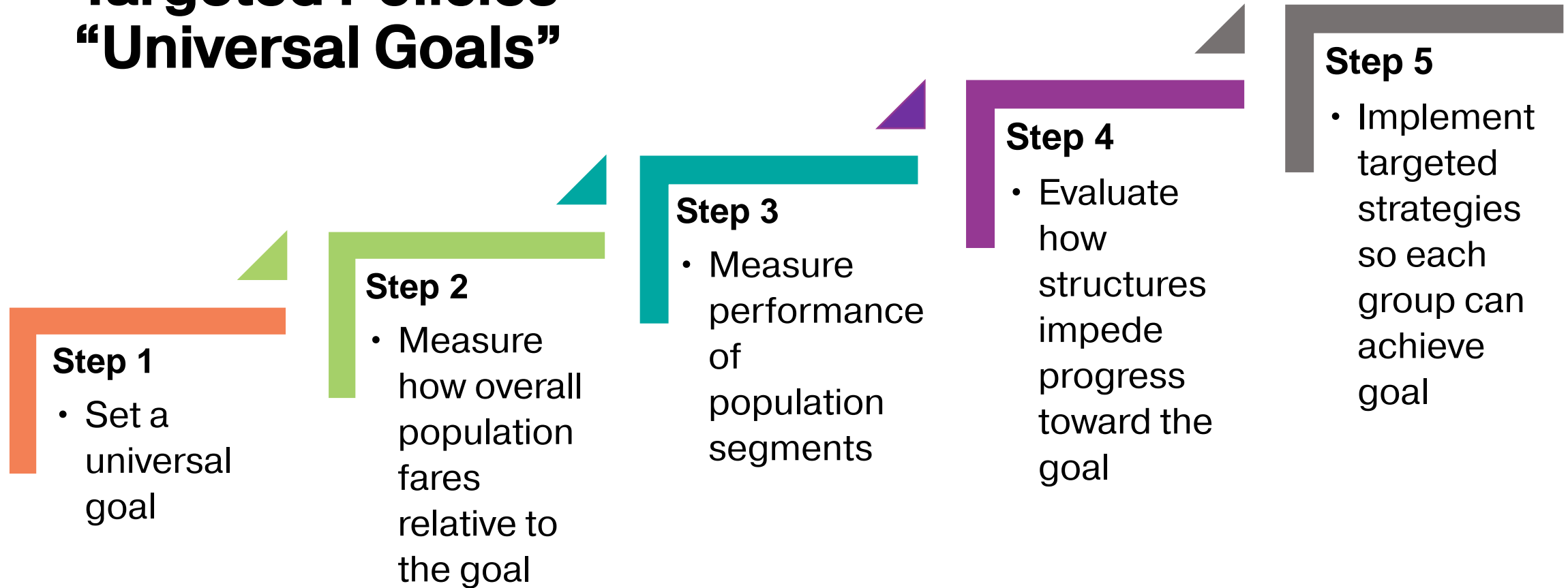
**Equity Lens:** Account for historical and present context, desired outcomes for those most impacted

**Anti-Racist:** Name, frame and operate using a racial equity lens in order to achieve positive outcomes for all

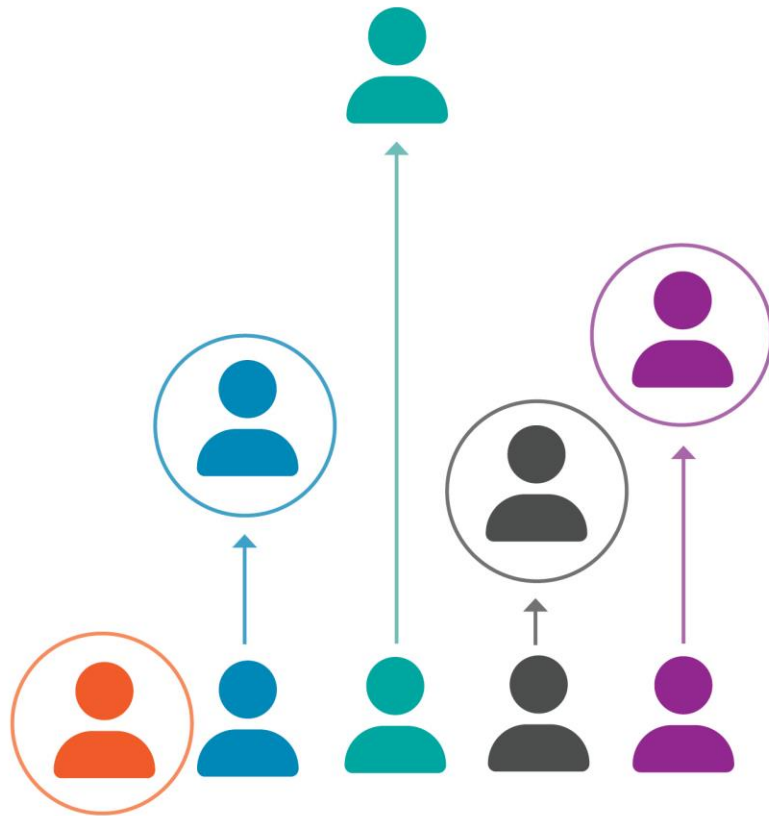


# Targeted Universalism

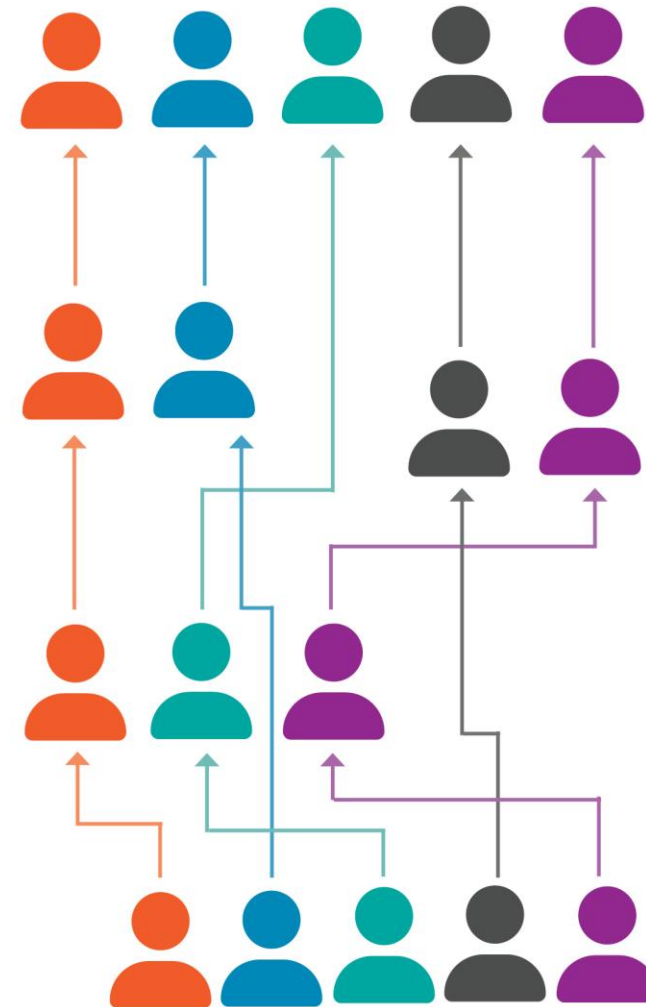
## “Targeted Policies” “Universal Goals”



**Structural inequity produces consistently different outcomes for different communities**



**Targeted universalism responds with universal goals and targeted solutions**



VS





# Racial Equity Impact Assessment



What does the data tell us about disparities between different groups?



What has your engagement process told you about the burdens or benefits for different groups?



What are your strategies for advancing racial equity?



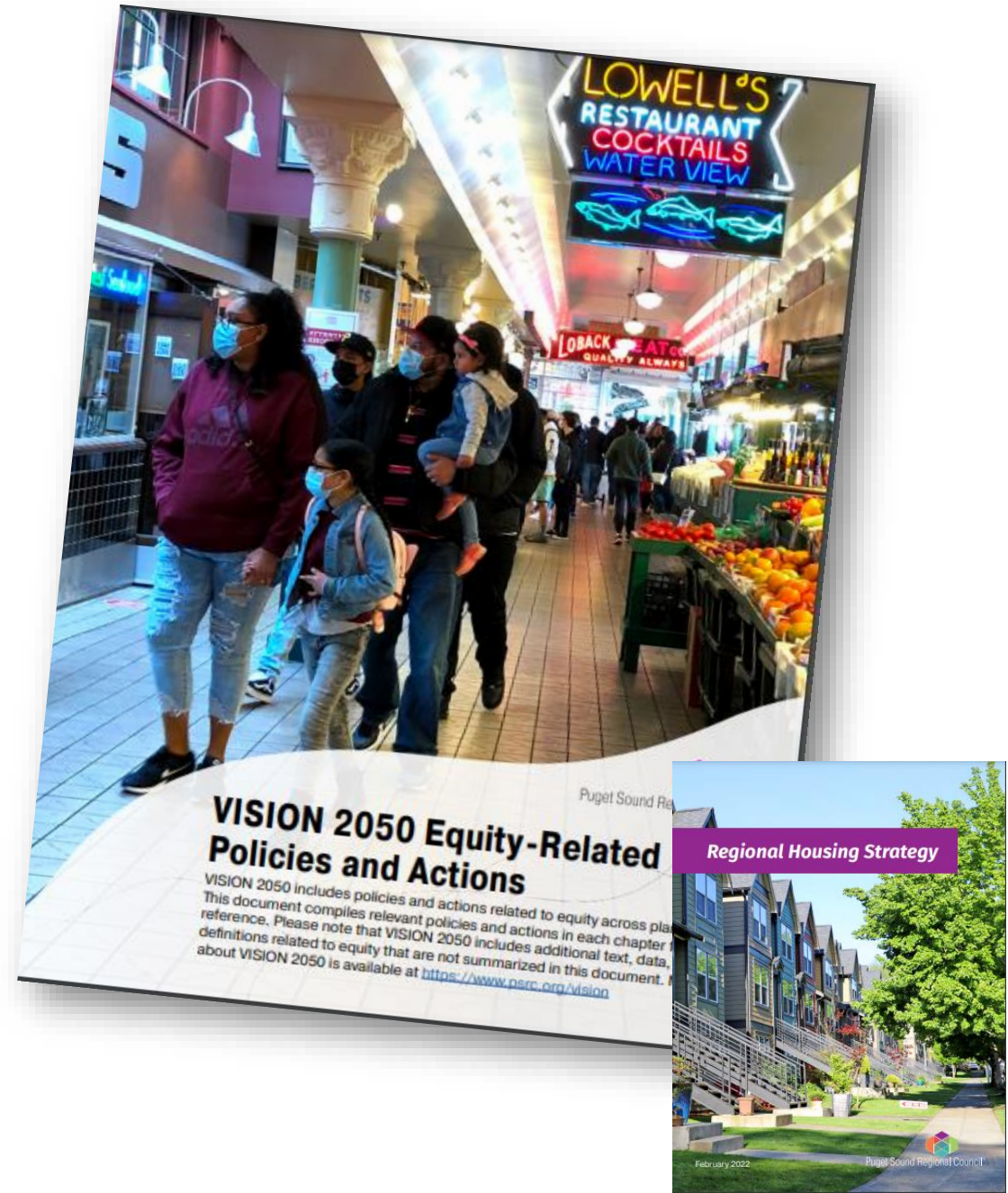
# VISION 2050 and Equity

- Jurisdictions have begun to recognize **need to address equity** in plans and policies
- **Regional guidance** through equity related multi-county planning policies (**MPPs**)



# Equity and Housing

MPP-H-5: Promote homeownership opportunities for low-income, moderate-income, and middle-income families and individuals while **recognizing historic inequities** in access to homeownership opportunities for **communities of color**.





# Equity and Economics

MPP-Ec-12: Identify potential **physical, economic, and cultural** displacement of existing businesses that may result from redevelopment and market pressure. Use a range of strategies to **mitigate displacement impacts** to the extent feasible.



# Equity and Transportation

MPP-T-9: Implement transportation programs and projects that provide **access to opportunities** while preventing or **mitigating negative impacts** to **people of color, people with low incomes, and people with special transportation needs.**



# Today's Takeaways

- Structural Racism: Multiple institutions interact to systematically privilege white people and disadvantage people of color
- There have been a chain of discriminatory policies that continue to cause race to predict life outcomes
- Targeted Universalism: Combats structural racism by focusing on addressing unique barriers, so that race no longer predicts life outcomes



# Thank you.

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