

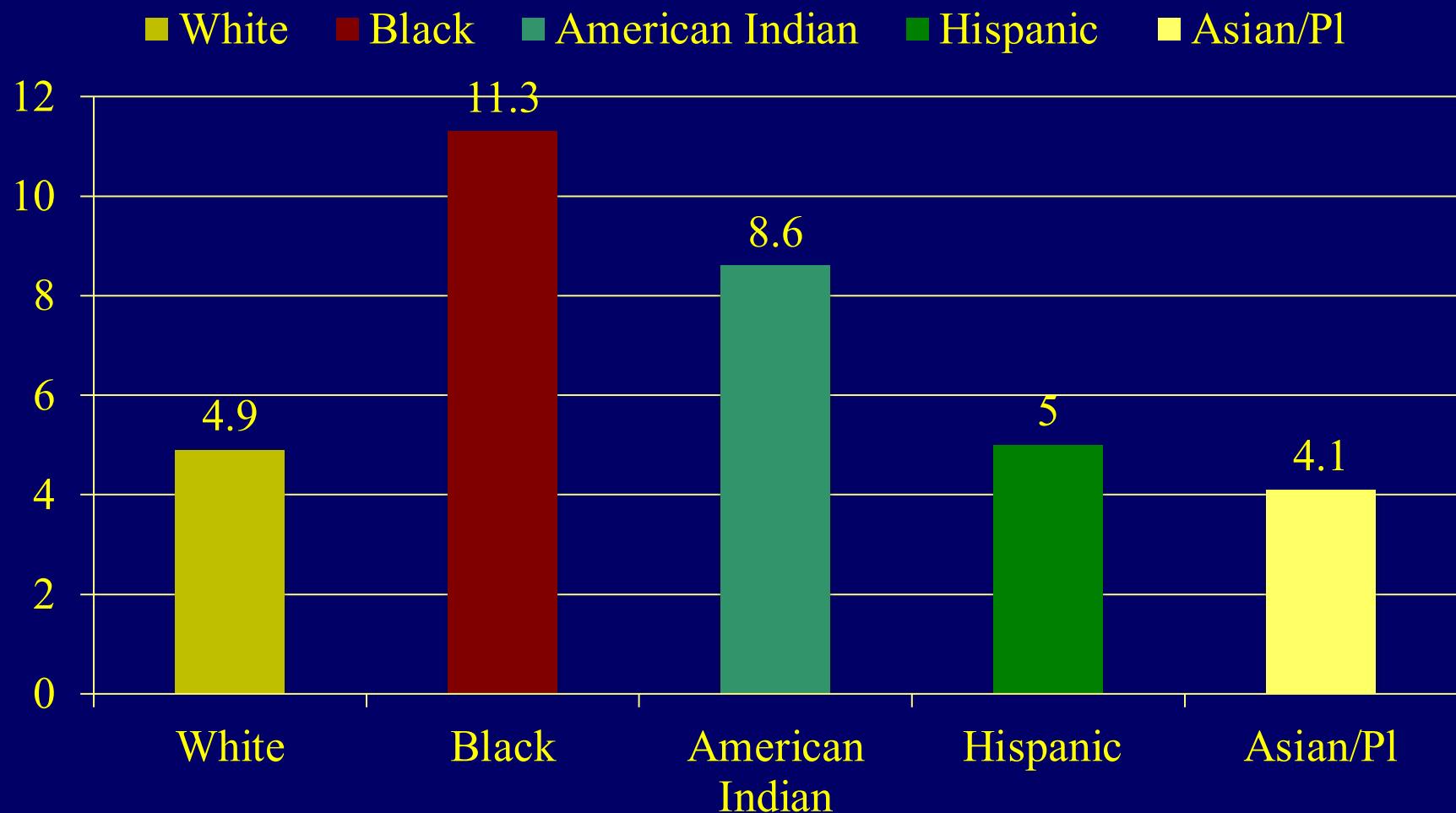
Systemic Racial Inequities: Challenges and Opportunities

David R. Williams, PhD, MPH

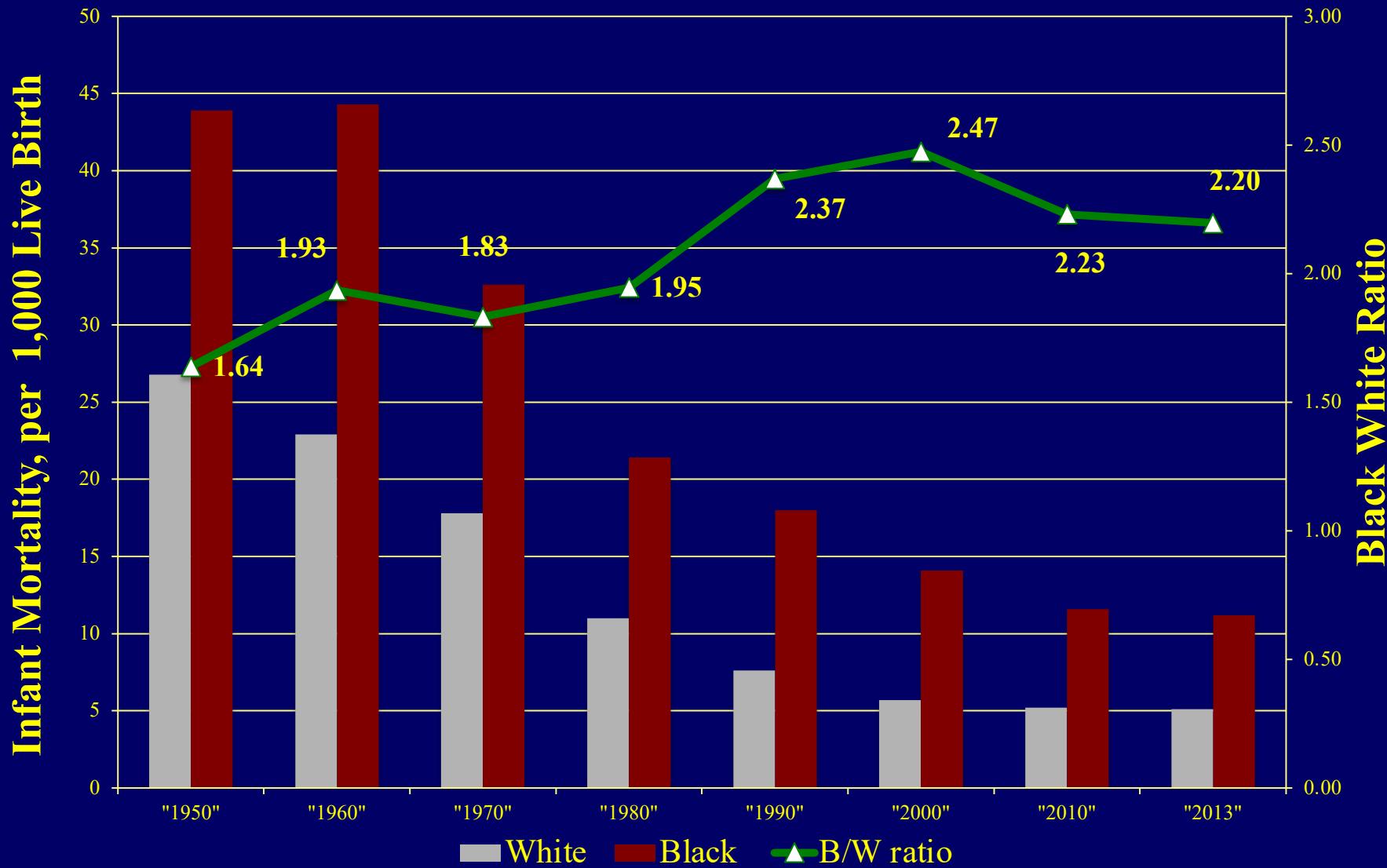
Florence & Laura Norman Professor of Public Health
Professor of African & African American Studies and of Sociology
Harvard University

Challenges with Equity begin
Early in life, and Despite Progress
over time, they are Strikingly
Persistent

Infant Mortality in the U.S., 2015



Infant Mortality Rates, 1950 - 2013



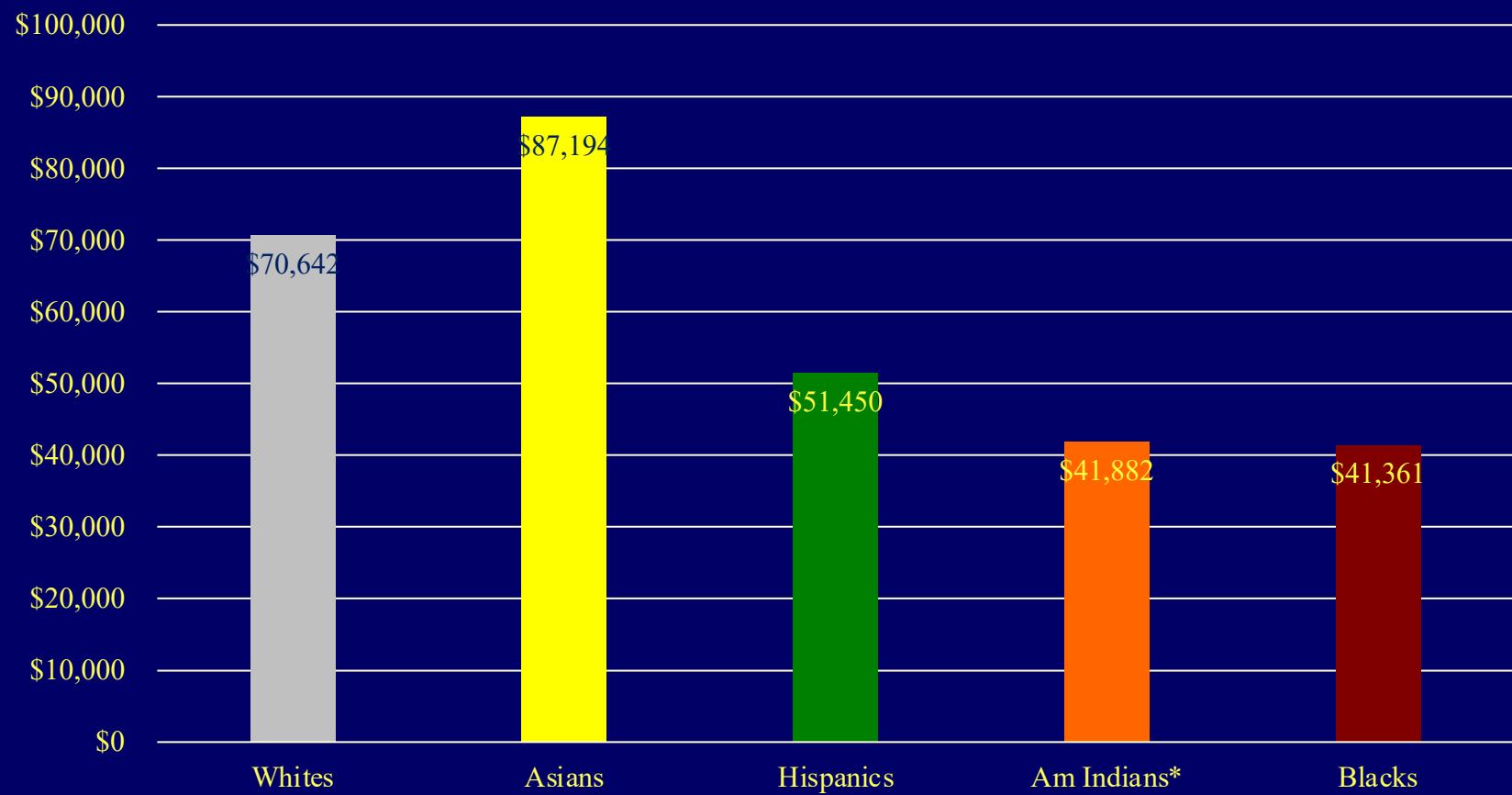
Making Sense of Racial Inequities

**Socioeconomic Status (SES) is a
central determinant of the
distribution of valuable
resources in society**

There are Large Racial/Ethnic
Differences in Socioeconomic Status

Median Household Income and Race, 2018

Racial Differences in Income are Substantial:



U.S. Census Bureau, Semega et al., 2019; *for 2017; US Census Bureau, ACS, 2017

Median Household Income and Race, 2018

Racial Differences in Income are Substantial:

1 dollar



1.23 dollar



73 cents



59 cents



59 cents



Whites

Asians

Hispanics

Am Indians*

Blacks

Large racial gaps in income
markedly understate the racial gap
in economic status

Wealth versus Income

- Home ownership
- Other real estate
- Checking, savings, money market accounts, CDs
- Vehicles
- Businesses
- IRA/Keogh, stocks, bonds, mutual funds, treasury bills
- Subtracting mortgages and debt



Median Wealth and Race, 2016

For every dollar of wealth that Whites have,



Blacks have 10 cents



Latinos have 12 cents



Other Races have 38 cents



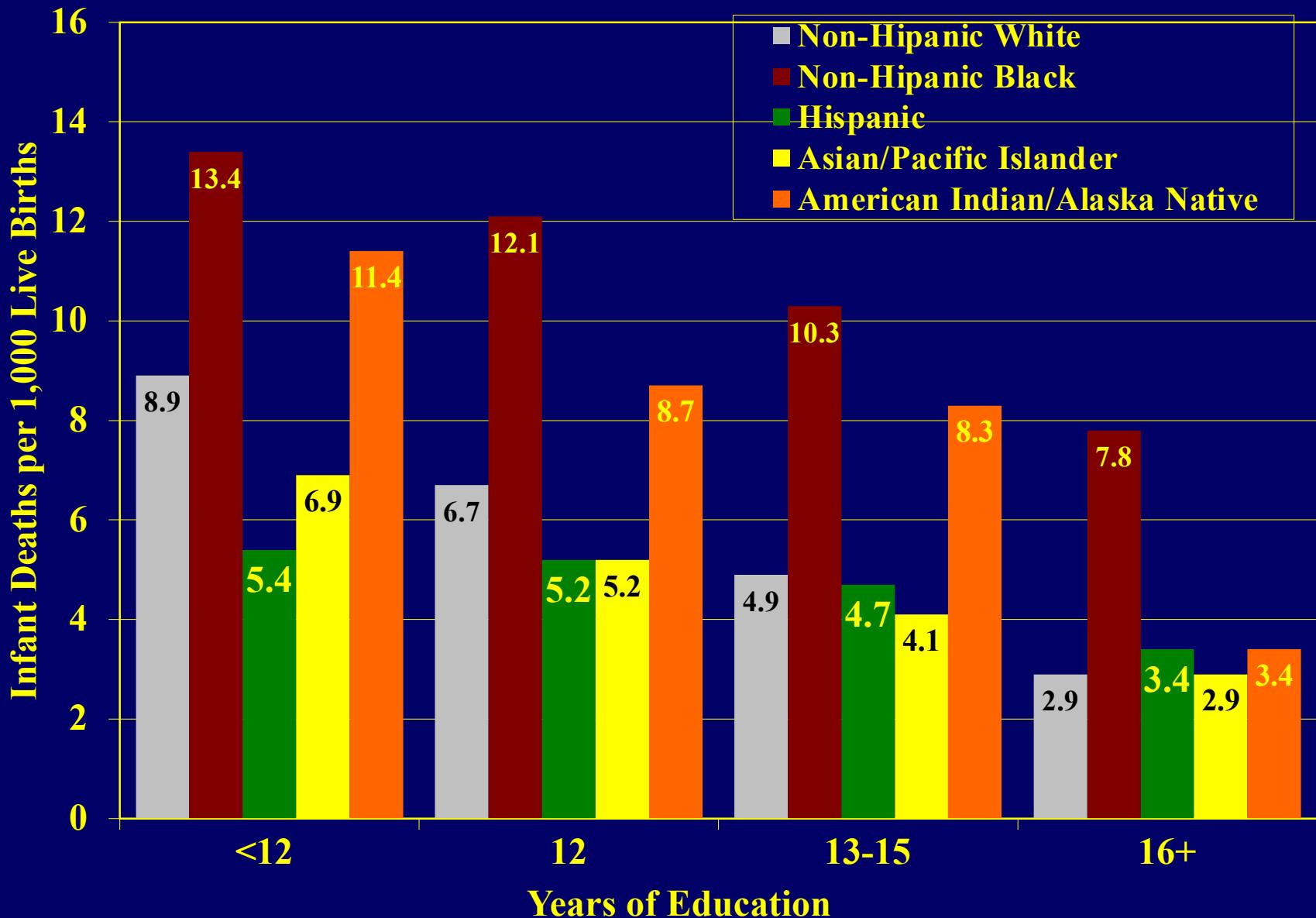
What Low Economic Status Means

We are in the same storm but in different Boats



Added Burden of Race

Infant Mortality by Mother's Education



Why Does Race Still Matter?

Could racism be a critical missing piece of the puzzle to understand the patterning of racial disparities in health?

Racism Defined

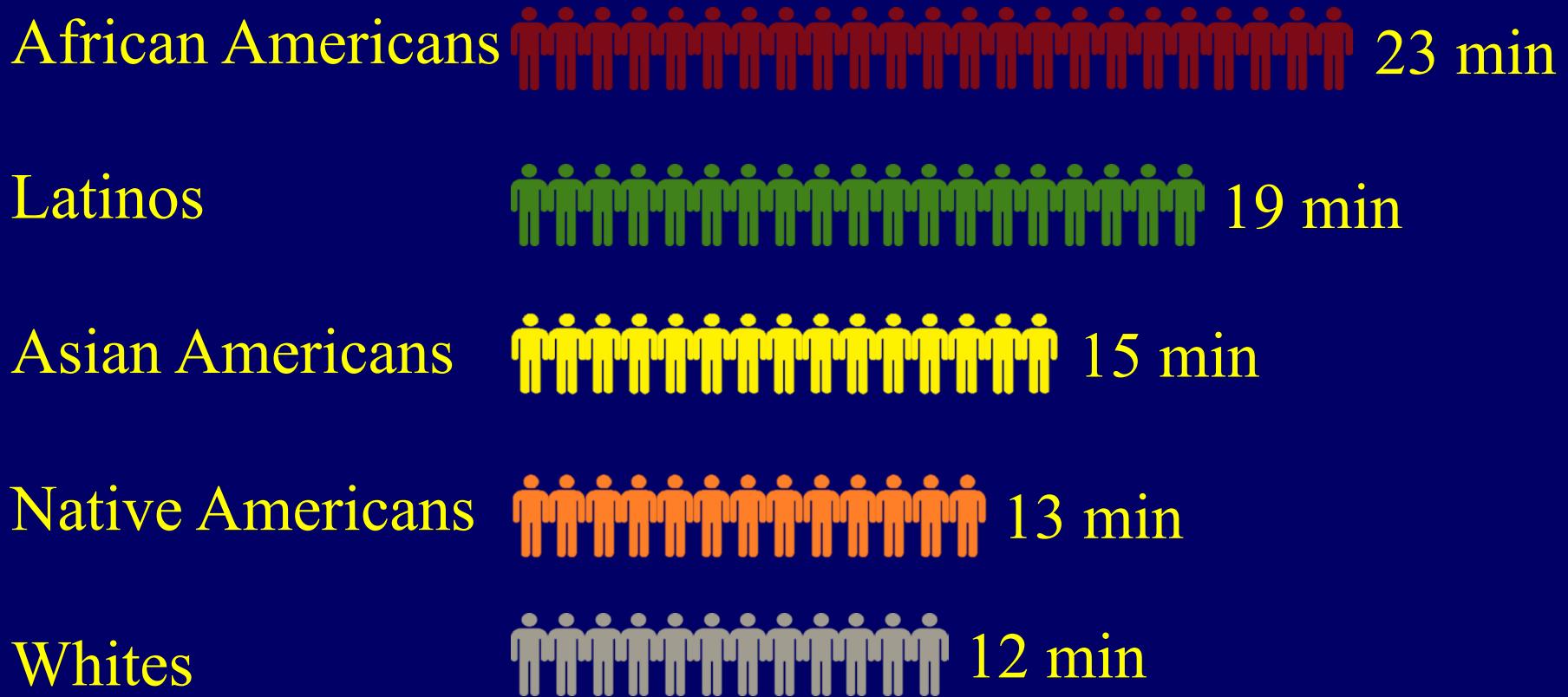
- Racism: an organized system that,
 - categorizes and ranks
 - devalues, disempowers, and
 - differentially allocates opportunities/resources
- The development of racism is typically undergirded by an ideology of inferiority in which some population groups are regarded as being inferior to others
- This leads to the development of
 - negative attitudes/beliefs (prejudice and stereotypes) to out-groups, and
 - differential treatment (discrimination) by individuals and social institutions

Bonilla-Silva, 1996; Williams 2004

*Individual vs
Institutional/Structural/Systemic
Discrimination*

Institutional Discrimination: Waiting to Vote

Average number of minutes, 2012 Presidential Election



Institutional Processes

- Length of time waiting to vote linked to the residence of the voter and the policies and procedures (budgeting and space constraints and local administrative procedures) linked to place:
- How many voters being served by a polling site?
- How many precincts in a given area?
- Staffing of a precinct affects how long it takes to vote

Residential Segregation is an example of Structural/Institutional Racism that has pervasive adverse effects on health and development

Place Matters

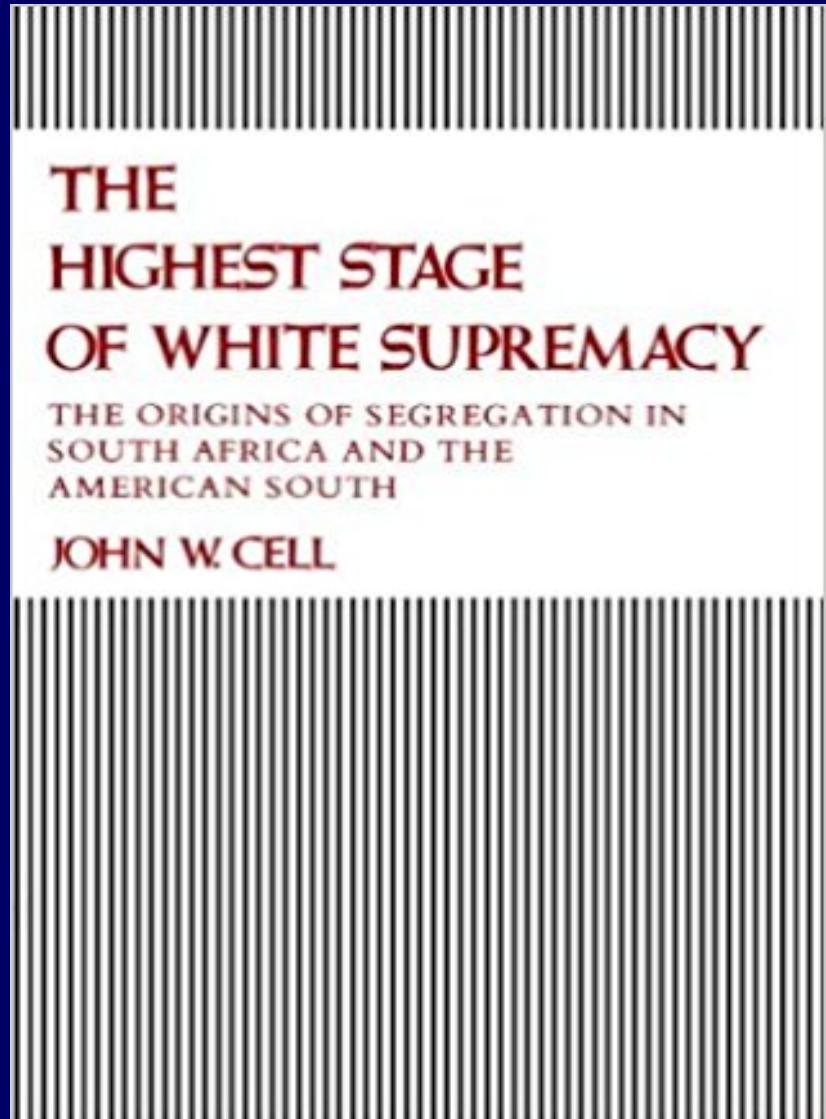
Residential Segregation is a striking legacy of racism



- As is the forced removal and relocation of indigenous peoples
- The institutionalized isolation and marginalization of racial populations has adversely affected life chances in multiple ways

Racial Segregation Is ...

- One of the most successful domestic policies of the 20th century
- "the dominant system of racial regulation and control" in the U.S



John Cell, 1982

How Segregation Works

Segregation is like a burglar at mid-night. It slips into the community, awakens no one, but soon valuables disappear:

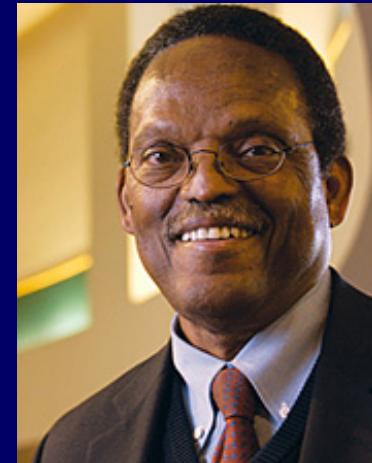
- Quality Schools
- Safe playgrounds
- Good jobs
- Healthy environment
- Safe housing
- Transportation
- Healthcare



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Racial Differences in Residential Environment

In the 171 largest cities in the U.S., there is not even one city where whites live in equal conditions to those of blacks



“The worst urban context in which whites reside is considerably better than the average context of black communities.”



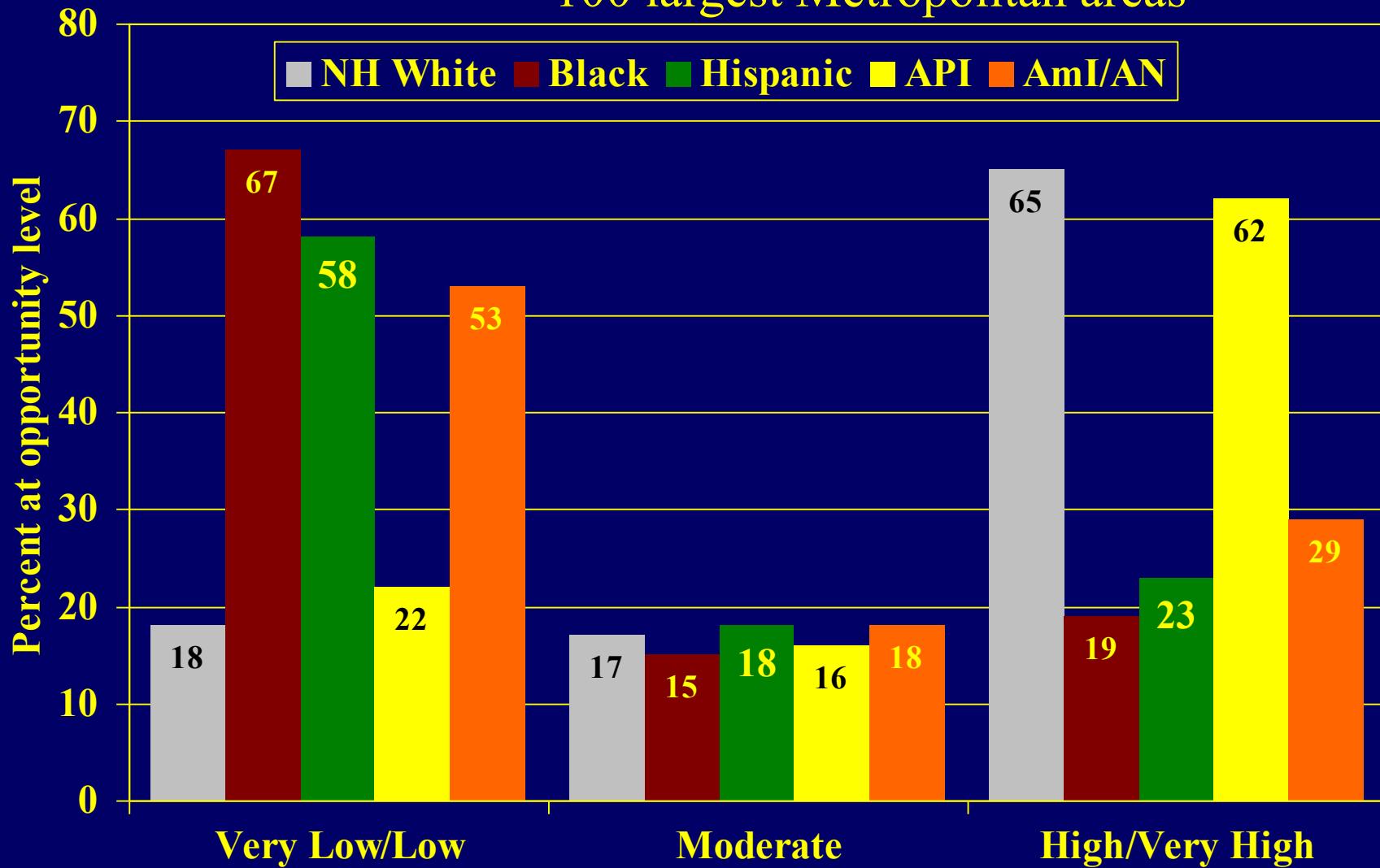
Neighborhood Opportunity Index

1. Institutions: number & quality of schools, early childhood centers
2. Influences shaping norms and expectations: (high school graduation rate, adults with high skill jobs)
3. Economic Resources: income, home ownership, employment, public assistance
4. Environmental Quality: air, water, soil pollution, hazardous waste sites
5. Resources for health: green space, healthy food outlets, walkability



Percentage of Children at Neighborhood Opportunity Level

100 largest Metropolitan areas



*Segregation Contributes to Large
Racial/Ethnic Differences in SES*

Residential Segregation and SES

A study of the effects of segregation on young African American adults found that the elimination of segregation would erase black-white differences in:

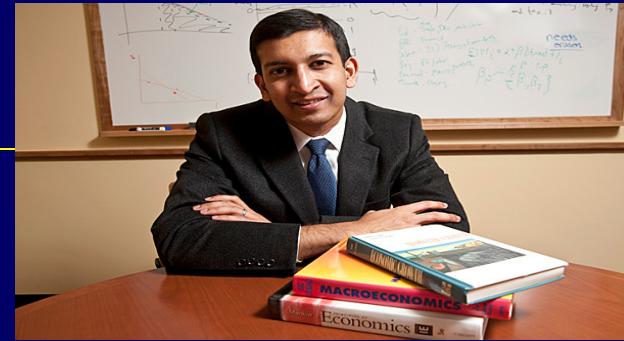


- Earnings
- High School Graduation Rate
- Unemployment

And reduce racial differences in single
motherhood by two-thirds

An Intergenerational Study

- Inequity usu. studied in one generation
- Intergenerational analysis, linking parents & kids, US pop, 1989-2015
- Black boys have lower earnings than white boys in 99% of Census tracts in America (controlling for parental income)
- Why? They live in neighborhoods that differ in access to opportunity
- Black boys do well in neighborhoods with good resources (low poverty) *and* good race-specific factors (high father presence, less racial bias)
- The problem: there are essentially no such neighborhoods in America



Inequities by Design

- Racial inequities in SES that matter for life & health do not reflect a broken system
- Instead, they reflect a carefully crafted system, functioning as planned – successfully implementing social policies, many of which are rooted in racism
- They are not accidents or acts of God
- Racism has produced a truly “rigged system”



Research Implications

- We need to routinely capture data on geographic location of study participants
- We need to link neighborhood context (through resources such as Diversity Data Kids) to biomarkers and other outcomes
- We need an enhanced understanding of how structural/institutional racism, especially in longitudinal studies with repeated measures, is associated with changes in biomarkers, risks and resilience factors in children over time

Experiences of discrimination as a
source of Toxic Stress?

Every Day Discrimination

In your day-to-day life how often do these happen to you?

- You are treated with less courtesy than other people.
- You are treated with less respect than other people.
- You receive poorer service than other people at restaurants or stores.
- People act as if they think you are not smart.
- People act as if they are afraid of you.
- People act as if they think you are dishonest.
- People act as if they're better than you are.
- You are called names or insulted.
- You are threatened or harassed.

What do you think was the main reason for these experiences?

Everyday Discrimination and Health

Incident
-Metabolic
Syndrome
-CVD outcomes
-Breast cancer
-Type 2 diabetes

Adult onset asthma
Nocturnal amb. BP
Cognitive function
Increases in SBP,
DBP

Waist circumference
Obesity
Weight gain

Nicotine dependence
Binge eating
Smoking & drug use
At-risk drinking

Sleep duration
Sleep quality

Breast cancer screening
Cervical cancer screening
Lower adherence
Delays in seeking
treatment

CAC (coronary artery calcification)
IMT (intima media thickness)
Visceral fat
HRV
Atrial fibrillation

Inflammation (CRP, IL-6, e-
selectin)
Cortisol
Telomere length
Allostatic load

DSM Disorders
Emotional Distress
Well-being
Changes in personality

Interpersonal Discrimination and Early Childhood

Vicarious Discrimination (maternal and paternal) and Child Health

Discrimination and Pregnancy Outcomes



- Significant associations in 79% (14) of tests
- Maternal discrimination predicts having a very low birth weight child and preterm birth
- In one study, adjusting for racial discrimination, reduced the black-white gap in preterm delivery and low-birth weight to non-significance

Parent's Discrimination and Child Behavior

- 138 Mexican Immigrant parents of 3- 5 yr olds complete daily survey for 2 weeks
- On days when fathers experience bias, both parents report more externalizing child behaviors, and mothers report fewer positive child behaviors
- On days when mothers report discrimination, they report more externalizing child behaviors; & fathers report more internalizing child behaviors



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Discrimination and Infant Development

- Longitudinal Study of 704 poor, Black, & Latina urban teen moms;
during pregnancy and one year postpartum
- Everyday discrimination reported during pregnancy prospectively predicted greater
 - inhibition/separation problems at 6 months and one year (Infant-Toddler Social Emotional Assessment, ITSEA)
 - negative emotionality at 6 months and one year



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Vicarious Discrimination (maternal) and biological processes

Maternal Discrimination & Child Inflammation

- Study of 54 mother-child dyads
- Biomarkers assessed via hair (cortisol) and saliva (CRP, IL-1 β , IL-6, IL-8, TNF)
- Discrimination (number and frequency) predicted increased IL-6 in 4 to 9 yr olds
- Study underpowered but the first to examine biomarkers linked to maternal experiences



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Personal Experiences of Discrimination and biological processes in Children

Discrimination and Cardiometabolic Risk

- Study of 124 Australian students (av. age 11.4 yrs)
- 64% indigenous or ethnic minority
- Discrimination (2+ incidents from peers, school staff, and society) associated with
 - Increased BMI
 - Waist circumference
 - Systolic BP
 - IL-6
 - TNF α (marginal)
- Unrelated to IL-1 β , IL-8, diastolic BP



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Stressors in early life and adulthood may
be passed to future generations

Child Stress & Epigenetic Changes

- In studies of humans, exposure to:
 - childhood sexual abuse
 - childhood physical abuse
 - Mental disorders
 - Intimate partner violence



have been associated with epigenetic changes in children

- In animal studies, changes in mother's nurturing behaviors can lead to epigenetic changes in the first week of life that persists into adulthood.

Stress and Epigenetic Changes

- Study of Dutch Famine in 1940s showed reduced birth length and poor health in later life of the children and grandchildren of pregnant women during famine
- Persons prenatally exposed to famine have epigenetic changes that are still evident 6 decades later
- Exposure to prenatal maternal stress (1998 Quebec ice storm) was associated with genome wide changes (offspring methylation in 957 genes linked to immune function)

Intergenerational Epigenetic Mechanisms

- Holocaust exposure was associated with epigenetic alterations that were evident both in the exposed parent and offspring (compared to demographically comparable controls)
- This intergenerational epigenetic priming of the physiological response to stress may contribute to the increased risk of psychopathology in the next generation



Research Questions

- Are there long-term epigenetic changes that predict risk of disease linked to
 - Historical trauma?
 - Slavery and its sequelae?
 - The colonial traumas and abuses experienced by Indigenous people?
 - Present-day Discrimination and Institutionalized racism?

Race/Ethnicity, Stress and Health

Lower economic status,
living in disadvantaged,
segregated, neighborhoods
and exposure to racism leads
to higher levels of:

1. Economic Stressors
2. Psychosocial Stressors
3. Racial Discrimination
4. Physical & Chemical Stressors



Online Discrimination and Mental Health

- Study of 264 youth, aged 14 to 18
- Victimization in texts, chats, forums, online games, social network sites, etc
- After adjustment for age, gender, ethnicity, other adolescent stress, and offline discrimination

- Online individual discrimination was positively related to depression and anxiety symptoms



Exposure to Traumatic Videos

- Study of black and Latinx adolescents (11-19 years old)
- Assessed viewing race-related, traumatic images or videos online: seeing persons from own ethnic group 1) beaten, 2) arrested or detained, or 3) being shot by the police
- Exposure to online traumas in prior year linked to higher PTSD and depressive symptoms
- Need to assess and facilitate coping with race-related materials



Police Violence and Health

- Frequent media reports of incidents of police violence directed to black, Latino, and Native American communities
- These are stressors that negatively affect health of larger community
- Recent national, quasi-experimental study:
- Police killings of unarmed blacks lead to declines in mental health among blacks in general population for 3 months after event
- No effect on whites



The Consequences

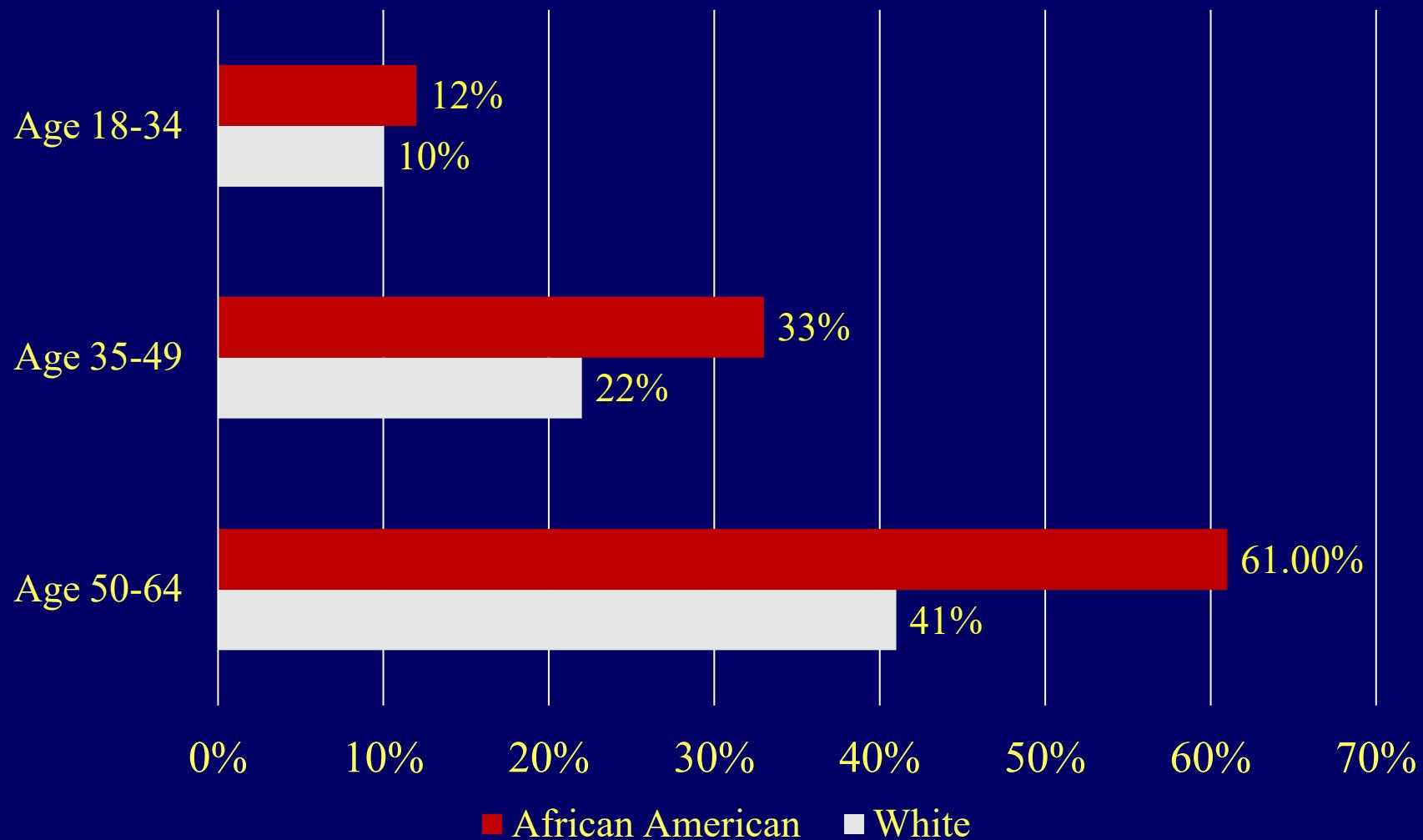
“*Accelerated Aging*”

“*Premature Aging*”

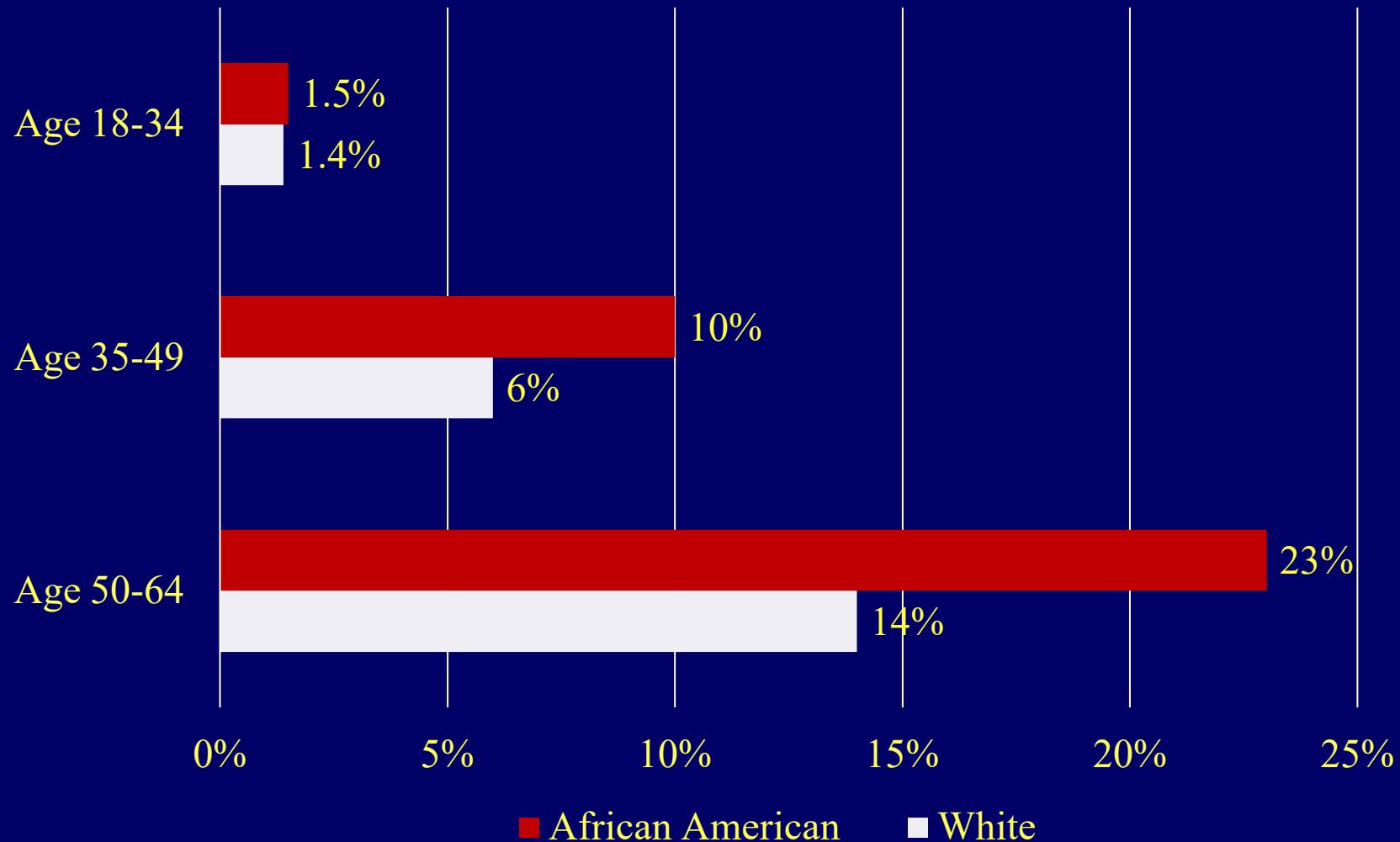
Biological “Weathering”

Earlier Onset of Chronic Disease

Earlier Onset of High Blood Pressure



Earlier Onset of Diabetes



Negative stereotypes about race remain deeply embedded in our culture

Negative Stereotypes Trigger Racial Discrimination

*Where do these Negative Stereotypes
come from?*

Racial Stereotypes in Our Culture

- BEAGLE Project
- 10 million words
- Sample of books, newspapers, magazine articles, etc. that average college-level student would read in lifetime
- Allows us to assess how often Americans have seen or heard words paired together over their lifetime

Stereotypes in Our Culture

BLACK	poor	.64	WHITE	wealthy	.48
BLACK	violent	.43	WHITE	progressive	.41
BLACK	religious	.42	WHITE	conventional	.37
BLACK	lazy	.40	WHITE	stubborn	.32
BLACK	cheerful	.40	WHITE	successful	.30
BLACK	dangerous	.33	WHITE	educated	.30
<hr/>					
FEMALE	distant	.37	MALE	dominant	.46
FEMALE	warm	.35	MALE	leader	.31
FEMALE	gentle	.34	MALE	logical	.31
FEMALE	passive	.34	MALE	strong	.31

Stereotypes in Our Culture

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BLACK	cheerful	.40	WHITE	successful	.30
BLACK	dangerous	.33	WHITE	educated	.30
BLACK	charming	.28	WHITE	ethical	.28
BLACK	merry	.28	WHITE	greedy	.22
BLACK	ignorant	.27	WHITE	sheltered	.21
BLACK	musical	.26	WHITE	selfish	.20

Unconscious Discrimination

- When one holds a negative stereotype about a group and meets someone who fits the stereotype s/he will discriminate against that individual
- Stereotype-linked bias is an
 - Automatic process
 - Unconscious process
- It occurs even among persons who are not prejudiced

Implicit Biases are:

- Normal, natural, subtle and often subconscious
- Universal: all humans have them
- Developed naturally through routine social interactions and exposure to culture (media, etc.)
- Guide our expectations and interactions with others
- Can become harmful when assumptions and generalizations about a group affect our interactions with an individual
- Even the most well-meaning individual can harbor deep-seated biases
- Not the only type of discrimination

Preschool Suspensions

- Blacks, especially Black boys, are suspended and expelled from preschool at a high rate
- Compared to White preschoolers, Blacks are 3.6 times as likely to receive one or more suspensions
- Black children make up 19% of preschoolers, but are 47% of preschoolers suspended one or more times
- Boys are three times as likely as girls to be suspended one or more times.



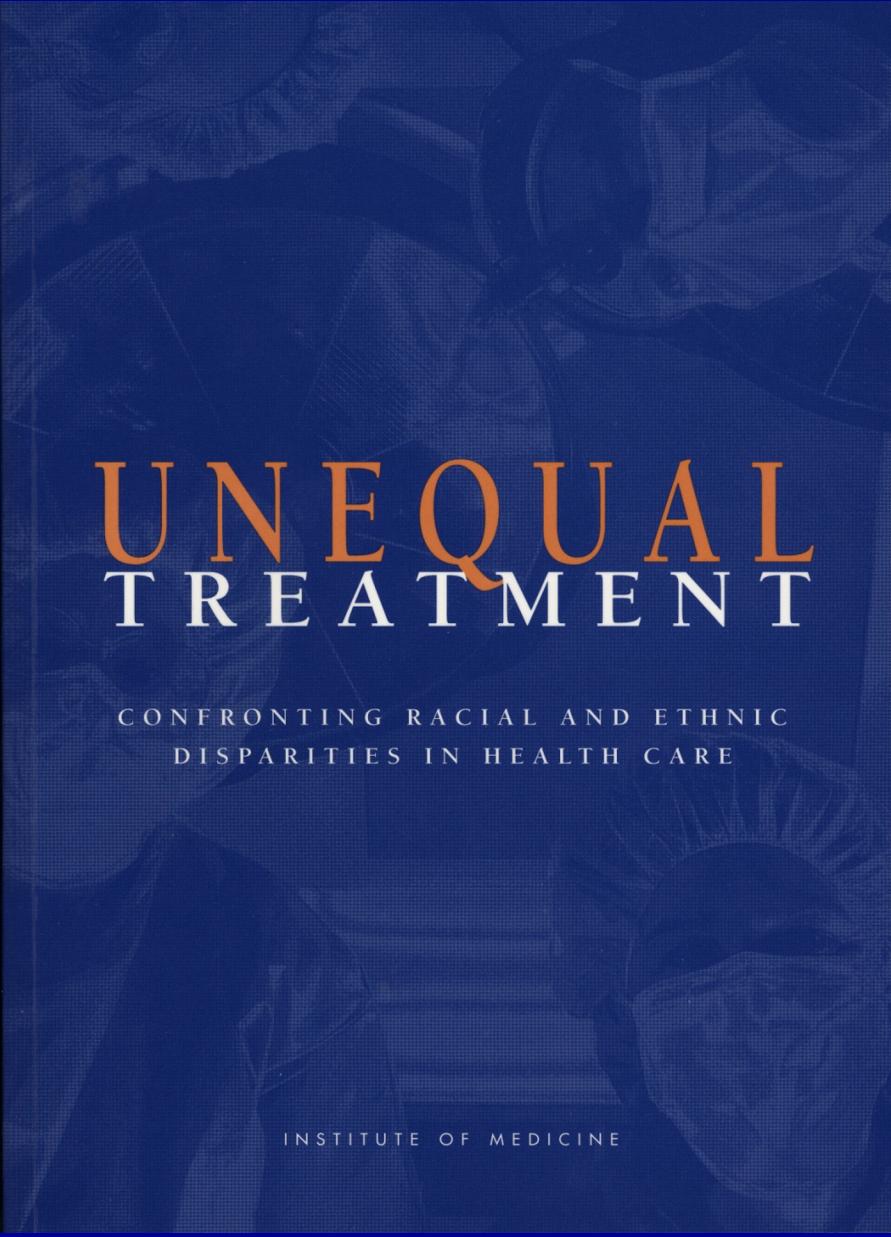
Bias in Preschool?

- At a conference, 135 pre-K teachers watch 12 short videos and asked to detect challenging behavior in classroom *“Sometimes this involves seeing behavior before it becomes problematic...Some clips may or may not contain challenging behavior”*
- 4 children in each video



Bias in Pre-School!

- Participants to identify the child who would require the most attention
- Eye-tracking data identifies how much time spent gazing at each child
- Teachers focus more on black children
- Teachers spent more time gazing at black boys than any other children
- Pattern true for Black and White teachers
- When asked which children required most attention, 42% indicated the black boy (68% more than expected by chance alone)



UNEQUAL TREATMENT

CONFRONTING RACIAL AND ETHNIC
DISPARITIES IN HEALTH CARE

INSTITUTE OF MEDICINE

Racial Bias in Medical Care

Internalized Racism:

Acceptance of society's negative characterization
can adversely affect health

Stereotype Threat

- When a stigma of inferiority is activated for African Americans under experimental conditions, performance on an examination is adversely affected (Steele, 1997).
- Simply writing down their race produces the result
- Women who were told that they perform more poorly than men and white men told that they do worse than Asians, had lower scores on an examination than control groups (Fischer et al., 1996; Steele, 1997)

Stereotype Threat - 2

- Asian American women, making gender salient reduces academic performance but making their race salient enhances it (Shih et al., 1999)
- Black Caribbean immigrants told that blacks perform poorly improved their performance, but making race salient reduced performance for their children (Deaux et al 2007)



What Can We Do?

Implicit (unconscious) Bias

Can be reduced under certain conditions

Propranolol Intervention?

- Propranolol is a beta blocker that reduces emotional conditioning and amygdala responses to visual emotional stimuli (e.g. facial expressions)
- Randomized double blind, parallel group, placebo controlled design of a single oral dose of Propranolol (40mg) of 36 whites in the U.K.
- Compared to placebo, propranolol eliminated implicit bias and reduced heart rate, but had no effect on explicit bias (measured by feeling thermometer: warmth to blacks, whites, homosexuals, Muslims, Christians, drug addicts)



Reducing Racial Bias Among Health Care Providers: Lessons from Social-Cognitive Psychology

Diana Burgess, PhD^{1,2}, Michelle van Ryn, PhD, MPH^{1,3}, John Dovidio, PhD⁴, and Somnath Saha, MD, MPH⁵

Multiple Prejudice-reducing Strategies:

- Stereotype replacement
- Counter-stereotype imaging
- Individuation
- Perspective taking
- Increasing interracial contact

The Devine Solution

- Implicit biases viewed as deeply engrained habits that can be replaced by learning multiple new prejudice-reducing strategies
- Non-black adults were motivated to:
 - ✓ Increase their awareness of bias against blacks
 - ✓ Increase their concerns about the effects of bias
 - ✓ Implement multiple strategies
 - ✓ These were effective in producing substantial reductions in bias that remained evident three months later

Structural Competence

Beyond Diversity Training

- Racism that is deeply embedded in our culture operates not only at the individual level
- It has shaped our social institutions, policies, and procedures that initiated and sustain racial inequality
- Effectively addressing implicit bias requires identifying and dismantling its institutional legacies and social consequences
- Policy change across multiple domains is necessary to reduce the negative impact of implicit bias

Strategy

Create Communities of Opportunity to minimize, neutralize and dismantle the systems of racism that create inequities in health



Communities of Opportunity

Invest in early Childhood

High/Scope Perry Preschool

Program: Black children, living in poverty & at risk of school failure

- Random assignment
- Daily classes and weekly home visits



At age 40, those who received the program:

- Were more likely to graduated from high school
- Had higher employment, income, savings, home ownership
- Had fewer arrests for violent, property and drug crimes
- Cost-benefit: \$17 return to society for every dollar invested

Intergenerational Impact

Children of people in intervention group (vs. control) had:

- fewer school suspensions
- lower levels of crime
- higher levels of education and employment
- Effects stronger for children of male participants
- Effects due to better childhood home environment
- Effects exist even though intervention families live in similar or worse neighborhoods than controls
- Positive effects also for siblings (especially males) of participants in program



Communities of Opportunity

Utilize Resilience Resources to reduce
the Negative Effects of Discrimination
on health

Discrimination, Social Support, Biomarkers

- 331 Black adolescents in 9 rural counties in Georgia
- Discrimination assessed at age 16, 17, and 18
- Stably high levels of discrimination as a teen linked to higher biomarkers (overnight cortisol, epinephrine, norepinephrine, SBP, DBP, CRP, BMI) at age 20
- Social support: 11 item caregiver emotional & instrumental support and 4 item measure of peer support
- High social support (caregiver and peer) erased the negative effect of high discrimination on biomarkers



Religion & Discrimination: A Balm in Gilead?

- Prospective analyses of the National Study of Black Americans found that multiple aspects of religious engagement:
 - religious attendance
 - church-based social support
 - seeking religious guidance in everyday life
- reduced the negative effects of experiences of discrimination on mental health



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Protest, Advocacy, Empowerment

- Native youth in Canada have one of highest rates of youth suicide globally
- But between 1987-1992, more than half of 196 First Nation communities had no youth suicides
- Study identifies 5 markers of challenging the government for
 - ✓ titles to land
 - ✓ right of self-governance
 - ✓ control over services (education, healthcare, police and fire)
- and having a building for cultural activities



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Protest, Advocacy, Empowerment - II

The study found:

1. Each indicator of advocacy, protest, empowerment and cultural affirmation was associated with lower risk of youth suicide and,
2. A strong dose-response relationship between the number of markers and the prevalence of suicide



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Building Psychological Resilience

We can improve health through interventions that improve educational performance:

- Self-Affirmation Interventions
- Social Belonging Interventions

Self-Affirmation Intervention

- Two randomized double-blind experiments with black and white 7th-graders
- Intervention: students identify their most important value, write a paragraph on why it is important to the student
- Goal: affirm sense of adequacy and self-worth



Self-Affirmation Results

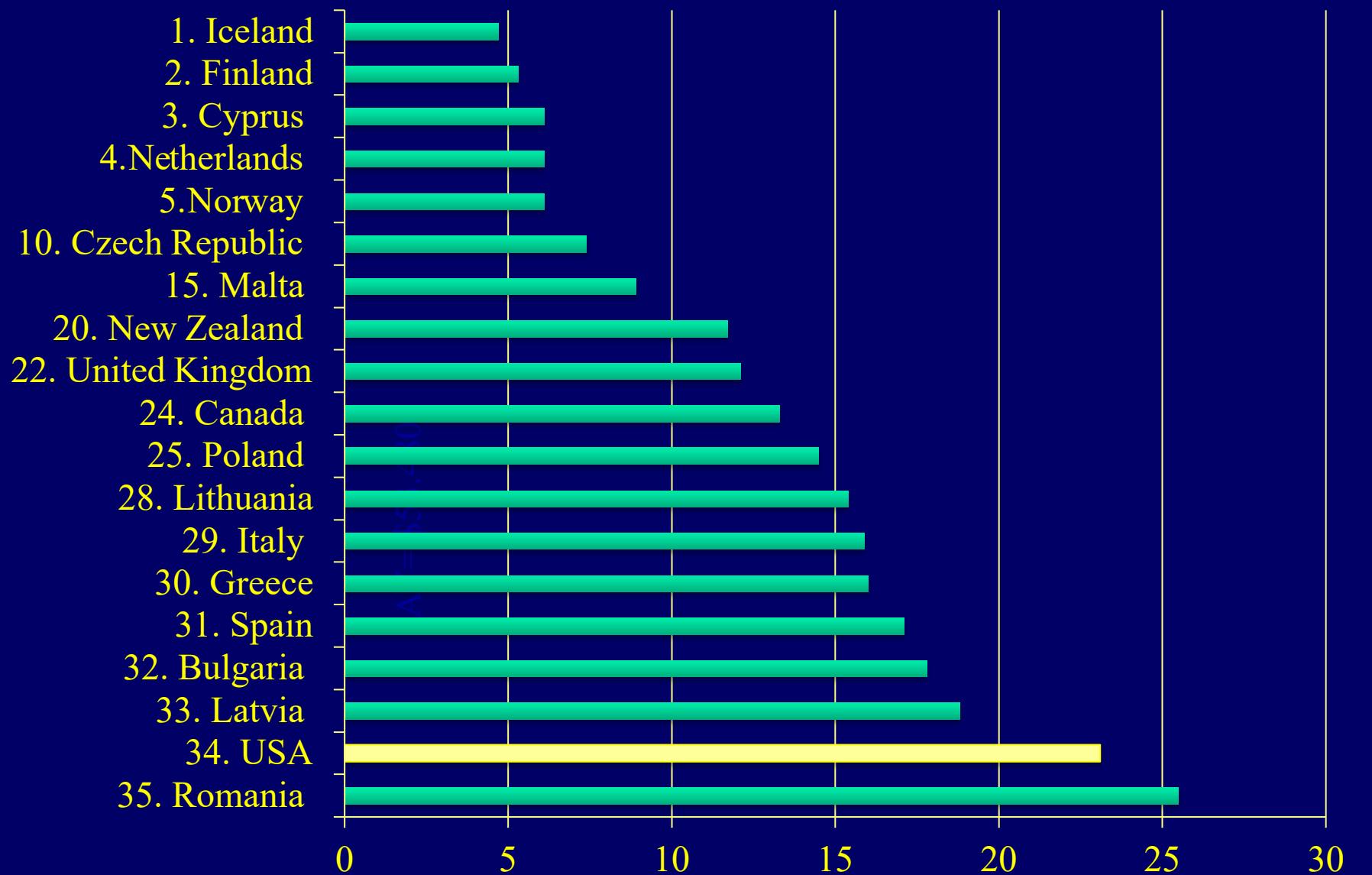
- Black students in the affirmation condition earned higher grades in targeted course
- They also earned higher grades in their other courses
- Improved grades evident for 70% of Blacks.
- One or two administrations work equally well
- Racial achievement gap reduced by 40%
- No effect of the intervention among whites.

Resilience
Not Just a Characteristic of Individuals
How do we Create Environments that are
more Resilient?
The Role of Social Policies

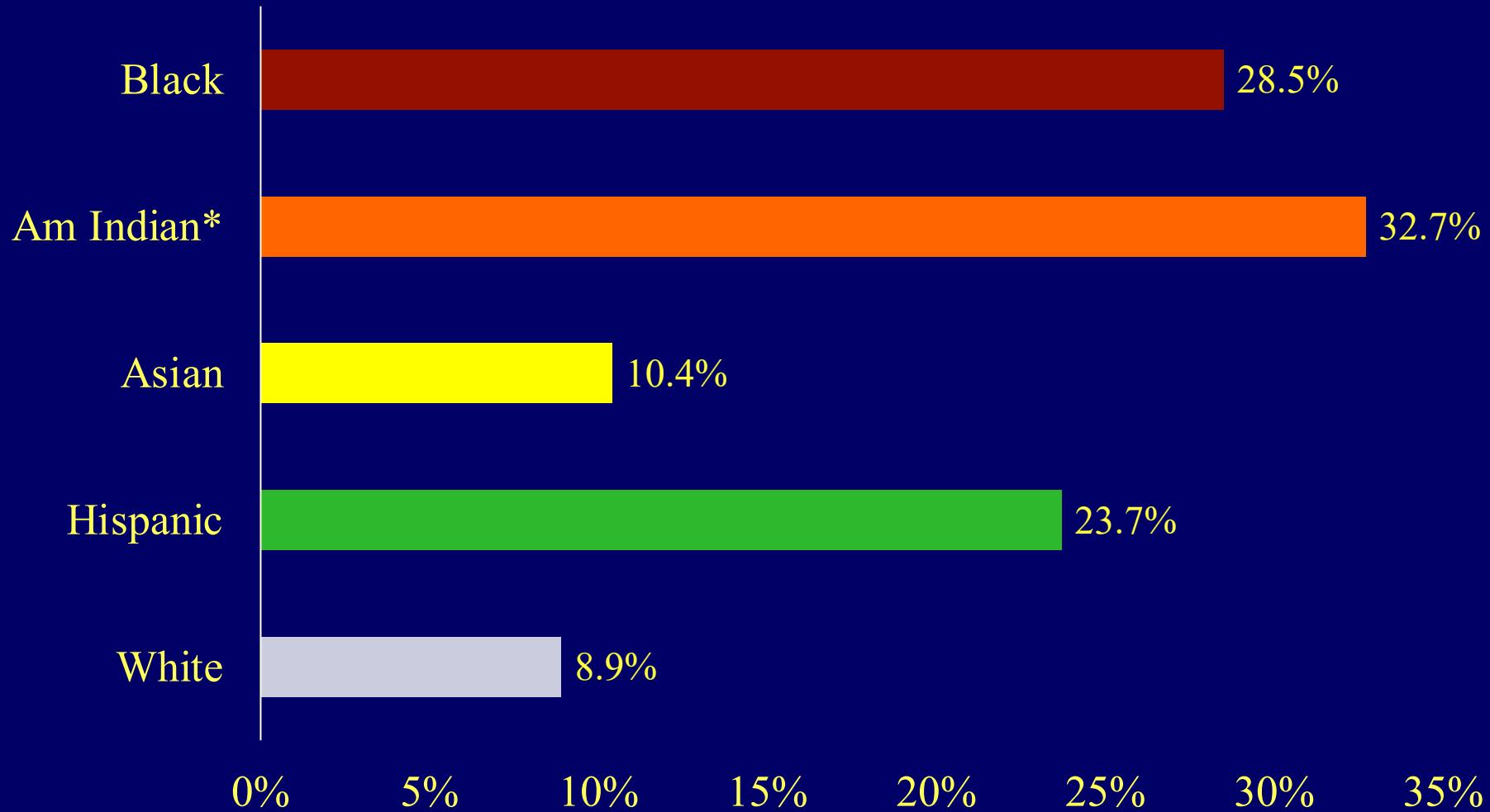
Communities of Opportunity

Reduce Childhood Poverty

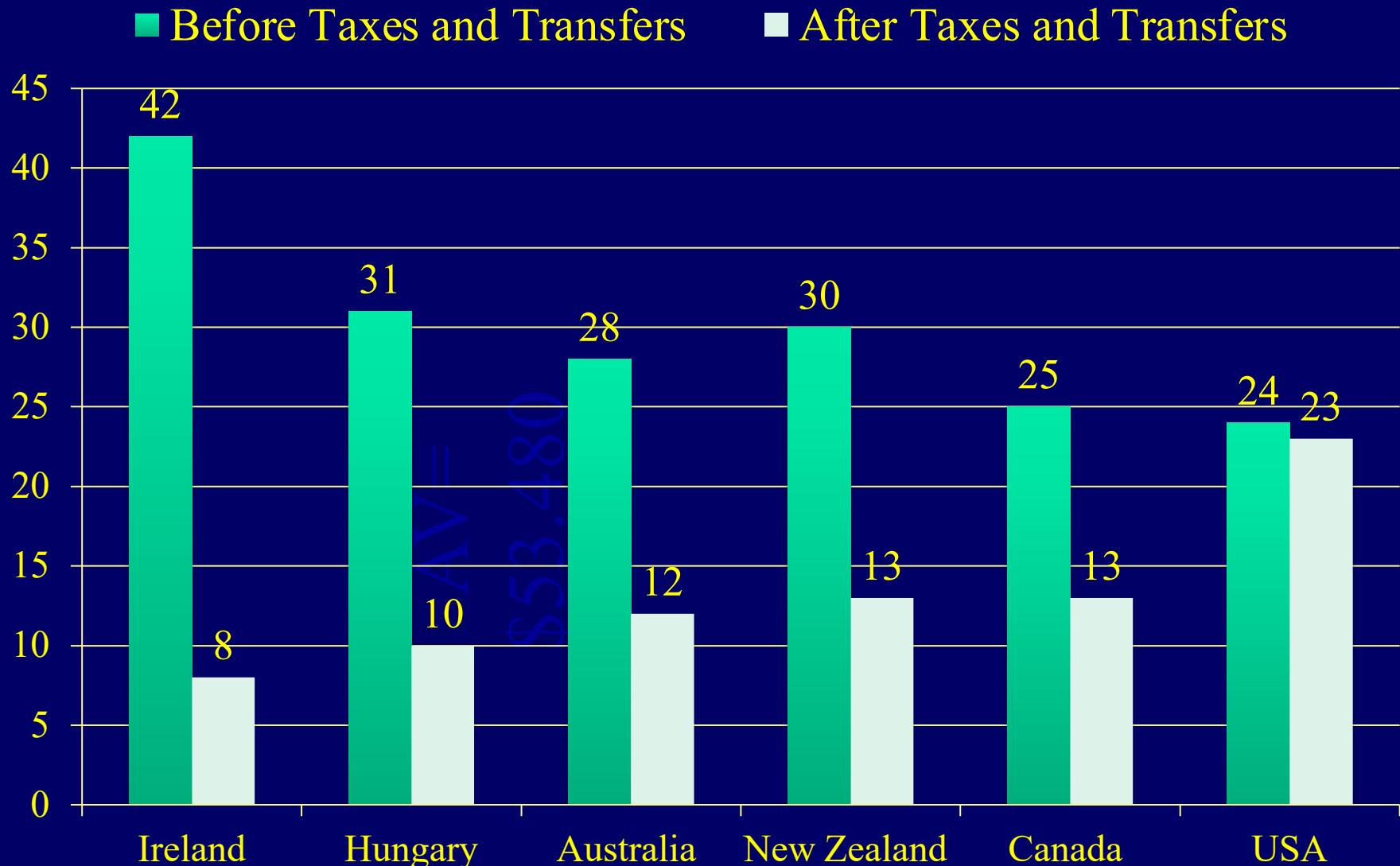
Child Poverty Rate



Childhood Poverty and Race, 2018

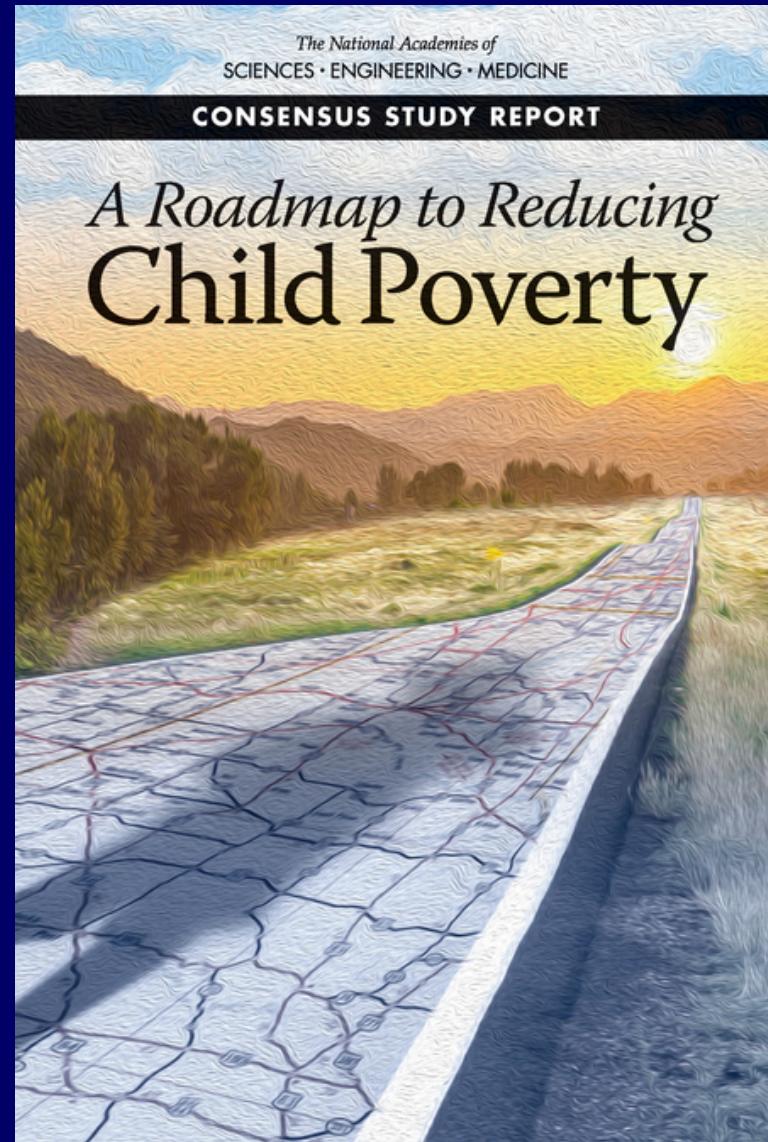


Child Poverty Rate



Reducing Child Poverty by 50%

- Earned Income Tax Credits
- Expand Housing Vouchers
- Expand SNAP
- Child Allowances
- Child & Dependent Care Tax Credit
- Work-based Programs
- Government & Tax transfers
- Public Health Insurance



“There can be no keener
revelation of a society's
soul than the way in
which it treats its
children”



Nelson Mandela

Communities of Opportunity

Enhance Income and Employment
Opportunities for Youth and Adults

Increased Income Leads to Improved Health

- Civil Right Policies
- Earned Income Tax Credits (EITC)
- Social Security implementation and cost of living adjustments
- Conditional Cash Transfer Programs
- Additional Income to Native American Communities



Minimum Wage and Infant Mortality

- Study of the effects of state-level minimum wage for each of the 50 states by month from 1980-2011
- Using quasi-experimental difference-in-differences research design
- The study found that a dollar increase in the minimum wage above the federal minimum was associated with a 1% to 2% decrease in low birth weight and a 4% decrease in postneonatal mortality
- If all states in 2014 had increased their minimum wage by 1 dollar, there would have been 2,790 fewer low birth weight births and 518 fewer postneonatal deaths for the year

Communities of Opportunity

Building Strong Families

Family structure: how do we intervene?

Determinants of Family Structure

- Economic marginalization of males (high unemployment & low wage rates) is a central determinant of high rates of female-headed households.
 - Marriage rates are positively related to average male earnings.
 - Marriage rates are inversely related to male unemployment



The Military & Economic Well-Being?

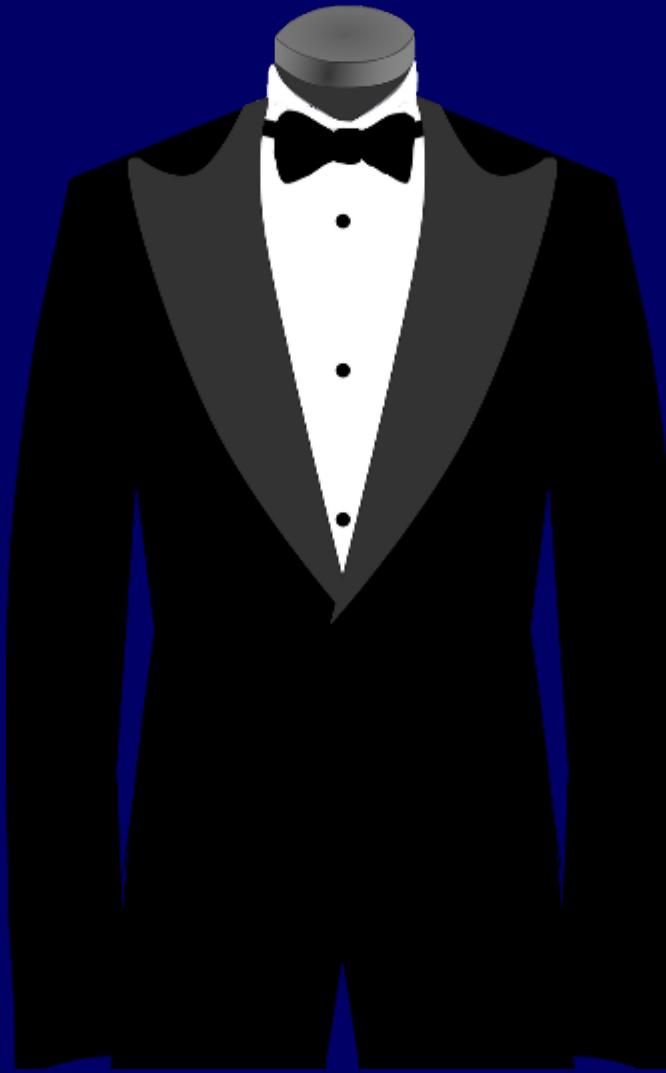
- Black men in the military earn more than civilian peers
- The command and control, bureaucratic structure of the military has created a more race-blind environment than larger society
- Military benefits include family housing, day care centers, school-age activity centers



Learning from the Military

Active duty military service:

1. Promotes marriage over cohabitation
2. Increased the likelihood of 1st marriage
3. Leads to greater stability of marriage.
 - Effects greater for blacks than for whites
 - Economic opportunities can eliminate disparities in marriage



Communities of Opportunity

Improve Neighborhood and Housing
Conditions

Moving to Opportunity

- The Moving to Opportunity Program randomized families with children in high poverty neighborhoods to move to less poor neighborhoods.
- 10 to 15 years later, movers had lower levels of obesity, severe obesity & diabetes risk (HbA1c)



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Purpose Built Communities: Comprehensive

- Based on efforts in Atlanta's East Lake district
- Purpose Built Communities uses integrative strategies including cradle-to-college educational opportunities, mixed-income housing, early child development programs, employment support and recreational opportunities
- Community engagement and philanthropy
- Key: addressing all of the challenges faced by disadvantaged communities simultaneously
- Purpose Built Communities in Atlanta, New Orleans, Indianapolis, Charlotte, among others

Implementing the Purpose Built Model



A Defined Neighborhood



Mixed Income
Housing



Cradle-to-College
Education Pipeline



Community
Wellness

A Strong Lead Organization

Strong local leadership. A proven national model. Best in class partners.

East Lake Meadows - 1995

Safety

- 18x national crime rate
- 90% of families victims of a felony each year
- \$35 million a year drug trade

Housing

- 100% public housing
- 1400 residents in 650 apartments
- 40% of units unlivable

Employment

- 13% employment
- 59% of adults on welfare
- Median income of ~\$4,500

Education

- One of lowest performing schools in Georgia
- 5% of 5th graders meet state math standards
- 30% graduation rate

Villages of East Lake - Present

Safety

- 73% reduction in crime
- 90% lower violent crime

Housing

- High-quality, privately managed housing
- Mixed-income (50% public housing, 50% market rate)
- 1400 residents in 542 apartments

Employment

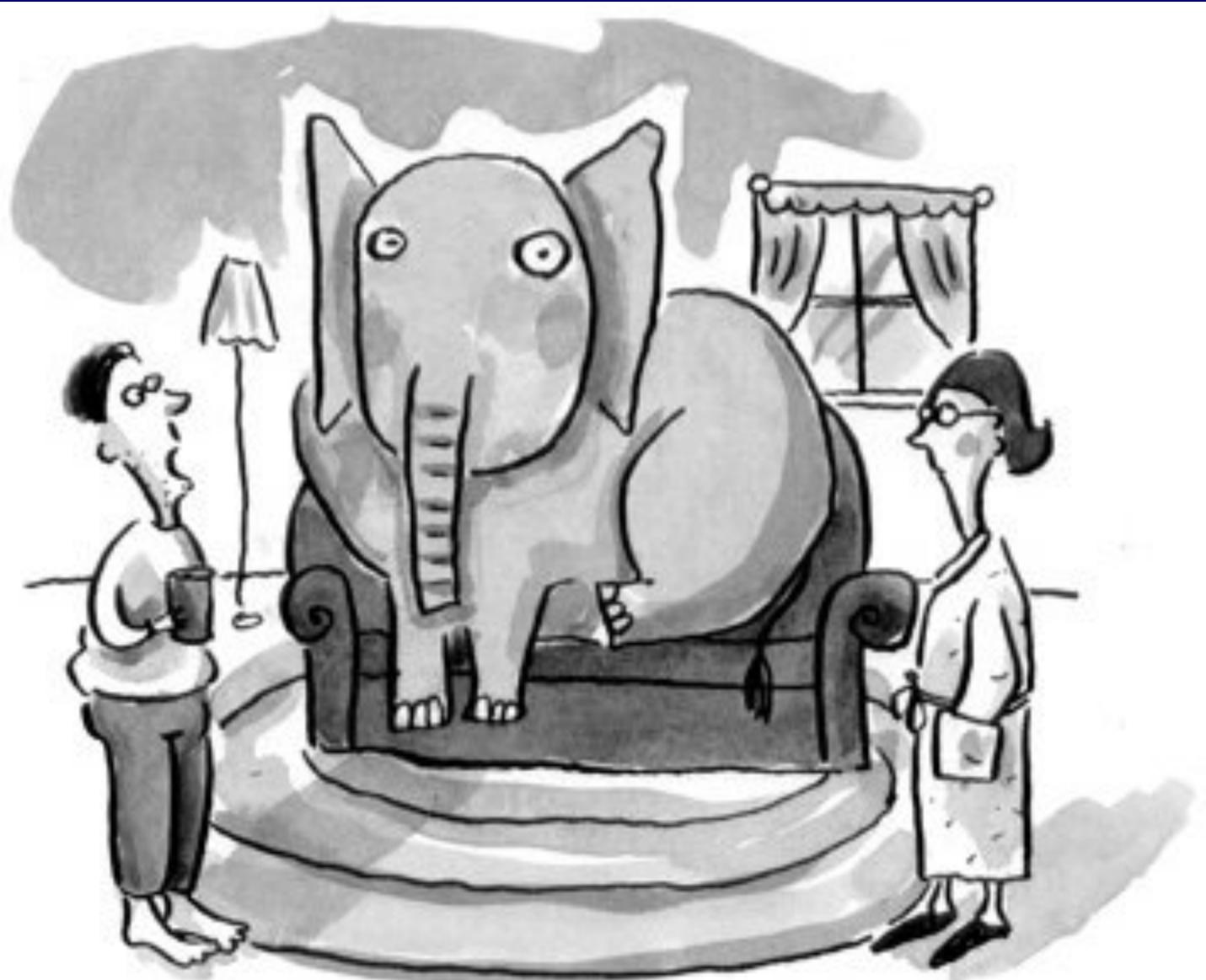
- 75% employment in public housing, remainder in job training, elderly or disabled
- Median income of ~ \$15k in public housing households

Education

- ~1500 in Pre-K through 10th
- 98% meet or exceed state standards
- A top performing school in Atlanta and the state

What Is Holding Us Back?

What are the Barriers we have to Address?



What elephant?

Tomassi

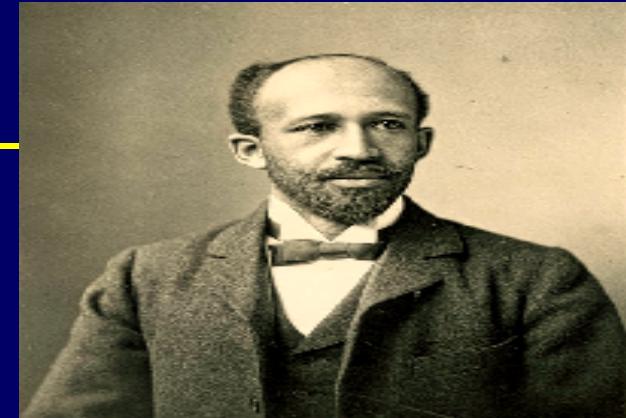
3 Communication Challenges

- We need to raise awareness levels of the problem of inequities in society and in health
- We need to build the science base that will guide us in developing the political will to address racial and SES inequities in health
- We need to build empathy, that is, identify how to tell the story of the challenges of the disadvantaged in ways that resonates with the public

The Real Challenge

An Empathy Gap?

“The most difficult social problem in the matter of Negro health is the peculiar attitude of the nation toward the well-being of the race. There have... been few other cases in the history of civilized peoples where human suffering has been viewed with such peculiar indifference” W.E. B. Du Bois, 1899 [1967] p.163



<https://www.phila.gov/personnel/Jobs/NonCivilServiceJobOpps.html>

Recent Review on Empathy Gap

- Studies of empathic responses in brain activity when viewing suffering of persons of one's own race vs. members of another race
- Racial ingroup bias consistently found in brain imagery studies in Europe, Africa, Asia, and the U.S.
- Stronger empathic neural response to the pain of same race versus other race individuals, using a variety of stimuli
- This racial bias in neural responses more consistent than self-reports of empathy



Lack of Empathy, Evident Early in Life

- Mainly white 5-, 7- and 10-year olds rate pain of black and white children
- No racial bias at age 5
- Children show weak bias (blacks feel less pain) at age 7
- At age 10 children rate pain of black child less than white one (strong, reliable racial bias)
- Unrelated to social preference (would like to be friends with)
- We may need to start empathy training very young



http://www.huffingtonpost.com/2013/10/17/racial-empathy-gap_n_4118252.html

A Call to Equity

Equality



Equity



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“There is nothing so unfair as the equal treatment of unequal people.”

- Plato paraphrased

"True compassion is more than flinging a coin to a beggar; it understands that an edifice which produces beggars needs restructuring."

Dr. Martin Luther King, Jr.

