Cultural Diversity/Unconscious Bias and Housing Policies

Building Sustainable and Racially Equitable Communities - Part I

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Dane County - Tamara D. Grigsby Office for Equity and Inclusion

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MONONA TERRACE CONVENTION CENTER - MADISON, WISCONSIN
The Tamara D. Grigsby Office for Equity & Inclusion Background

- Previously titled the Office of Equal Opportunity, in 2015 after a racial equity analysis was conducted, the Office for Equity and Inclusion was created.
- The department was renamed The Tamara D. Grigsby Office for Equity and Inclusion after its first Director, Tamara Grigsby passed away in March 2016.

Staff
- Director
- Manager of Policy and Program Improvement
- Manager of Equal Employment Opportunity
- Contract Compliance Specialist
- Diversity Recruitment Specialist
- American with Disabilities Act (ADA) Coordinator
- Bi-lingual Clerk
REALISTIC TRAINING EXPECTATIONS

- Discussing unconscious and conscious biases can be an uncomfortable topic of conversation with others.
- There is not a magic wand to eliminate unconscious biases in the workplace.
- You put into the training what you want to get out of it and there are no judgments in the training.
- There are no stupid questions.
- However, there are things you can actively do or engage in to minimize it and be aware of it in yourself and in spaces.
What is Culture?

It’s How We Do What We Do!

Beliefs
Language
Values
Thought patterns
Style
Communication
Folklore
“Truths”
Etc.
Culture groups: In Groups vs Out Groups
Social scientists believe children begin to acquire prejudices and stereotypes as toddlers. Many studies have shown that as early as age 3, children pick up terms of racial prejudice without really understanding their significance.
TWO TYPES OF BIAS: CONSCIOUS BIAS

THE FIRST

- ALSO KNOWN AS EXPLICIT BIAS - The person is very clear about his or her feelings and attitudes, and related behaviors are conducted with intent. The person may even verbalize.

- Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.
The Second

Unconscious bias is also known as Implicit or Hidden Bias. It is the learned social stereotypes/beliefs/prejudices towards a group or groups of people that persons form and are subconsciously apply when working with persons who identify with the group or the person is assigned to a group based one’s personal assumption of the person.

It is triggered automatically and is able to influence one’s behavior or attitude towards a group(s) of individuals. Unconscious bias affects ones understanding, actions and decisions in a subconscious automatic pervasive mental process which directly impacts the way one perceives, reasons and remembers incidents.
BIASES CAN BE BASED ON

- skin color
- age
- introversion versus extroversion
- marital and parental status
- socioeconomic status
- gender
- height
- weight
- disability status
- demographics

AND/OR

a number of other traits or characteristics...etc.
WHO TOLD YOU THAT:
Where are Biases Learned?

- Home – Parents, Grandparents, Siblings, Uncles, Aunts, Friends and conversations
- School – Principal, teacher, staff, friends
- Church – Beliefs
- Television/Theatre – News, Shows, Movies (Perpetuated by Omission as well)
- Books and Magazines / Newspaper – Beauty and Image
- Music/Videos – lyrics and objectification
- Advertisement - Billboards
- Social Media – FB, Instagram, Pin Interest

We are **bombarded** all the time and unconsciously we take it in on a daily basis.
Scientists estimate that we are exposed to as many as 11 million pieces (bits) of information at any one time, but our brains can only functionally (consciously) process with about 40 bits.

**IN OTHER WORDS**

Human Beings process the remaining information received every moment unconsciously which is **upwards of 95%** of all information processed!
ROOT CAUSES OF UNCONSCIOUS BIASES

○ FEAR
  ○ Loss of power
  ○ Ostracism
  ○ Being bullied/teased for choices

○ IGNORANCE
  ○ Unknown, so assumptions are made
    ○ Someone speaking a different language in your presence
Implicit/hidden bias has the power to influence policies and conditions in real time and can have a detrimental impact on opportunities for individuals in various aspects in society.

It is one of the leading causes of inequity.

Leads to discrimination - behavior that treats people unequally because of their group membership(s).

Leads to racial profiling.

Leads to humiliating and mistreatment.
Implicit bias and the effects have been studied over the past 2 to 3 decades in numerous areas including but not limited to:

- Education
- Health Care
- Criminal Justice
- Human Services
- Housing
Federal, state and local designed and enacted policies to explicitly segregate areas in cities across the U.S. This was not by accident. In essence, the federal government endorsed segregation.

Under FDR’s 1930s New Deal Program civilian public housing program demolished integrated neighborhoods to erect segregated public housing.

Provided housing for white middle-class, lower-middle class families in suburban communities.
The Federal Housing Administration, which was established in 1934, furthered the segregation efforts by refusing to insure mortgages in and near African-American neighborhood.

Maps were divided up along racial lines by colors. Black neighborhoods were color red - a policy known as “redlining” which only became illegal after the Fair Housing Act of 1968.

FHA subsidize suburbs on the condition that homes were sold ONLY to white families and that the deeds prohibited the sell of those homes to African Americans.

Federal Policies sanctioned legalized housing discrimination and the creation of Ghettos.
Dane County was impacted by racially bias policies.

Crestwood Subdivision

Carson Gulley - 5522 University Ave.
African American families were prohibited from buying homes in the suburbs in the 1940s and 50s, and even into the 1960s, by the Federal Housing Administration. African Americans were limited to where they could rent or buy homes. African Americans and other people of color could not get insured loans, local governments enforced the policies, and the justice system said that restricted deeds did not violate the constitution because they were private agreements. White Flight - the large-scale migration of people of European ancestry from racially mixed urban regions to more racially homogeneous regions.
A RAISIN IN THE SUN

- Play by the late Lorraine Hansberry.

The story tells of a black family's experiences in "Clybourne Park", a fictionalized version of the Washington Park Subdivision in Chicago's Woodlawn neighborhood, as they attempt to improve their financial circumstances with an insurance payout following the death of the father.
The segregation of our metropolitan areas today leads ... to stagnant inequality, because families are much less able to be upwardly mobile when they're living in segregated neighborhoods where opportunity is absent.

- GENTRIFICATION OF NEIGHBORHOODS
  - NIMBYISM
  - HOMELESSNESS and the NEW HOMELESS
Resources

Conferences
- YWCA Racial Justice Summit - [https://www.ywcamadison.org/what-were-doing/race-gender-equity/racial-justice-summit/](https://www.ywcamadison.org/what-were-doing/race-gender-equity/racial-justice-summit/) - Annual
- Madison Regions Economic and Diversity Summit - Annually in May

Books and Videos
- The Color of Law by Richard Rothstein (Companion Video Segregated by Design - [https://www.segregatedbydesign.com/?mc_cid=598e82c1e9&mc_eid=aeb9d9522c](https://www.segregatedbydesign.com/?mc_cid=598e82c1e9&mc_eid=aeb9d9522c))
- The Warmth of Other Sun’s by Pulitzer Prize winner Isabel Wilkerson
- Evicted: Poverty an Profit in American City by Matthew Desmond
- Race the Power of an Illusion by PBS
- Cracking the Code by Dr. Shakti Butler

Organizations
- Government Alliance on Race and Equality GARE [https://www.racialequityalliance.org/](https://www.racialequityalliance.org/) and Race Forward - [https://www.raceforward.org/about](https://www.raceforward.org/about)
- National Association for the Advancement of Colored People (NAACP) - [http://www.naacpofdaneco.org/](http://www.naacpofdaneco.org/)
- Equity and Results - [https://www.equityandresults.com/what-is-equity-results-1](https://www.equityandresults.com/what-is-equity-results-1)
- Center for Policing Equity - [https://policingequity.org/](https://policingequity.org/)
Do treat people as your equal

- Show respect whether in your personal life or professional life.

Platinum rule: Treat people how they want to be treated!
Not forgetting to: Treat people how you'd like to be treated either!
CULTURALLY INCLUSIVE WORLD

Recognizing and understanding one’s own unintended preferences, enables each of us to take full control of business decisions, embrace the potentials of diversity and build imaginatively creative teams.
THANK YOU!

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Analysis of Impediments to Fair Housing Choice

Context and Introduction into Summary Findings

Prepared for Dane County Housing Summit | October 10, 2019
Analysis of Impediments to Fair Housing Choice

- Requirement of Participating/Entitlement Jurisdictions through the Consolidated Plan process
  - As a condition of receiving Federal CDBG/HOME funds, the City must certify that it will affirmatively further fair housing
  - Affirmatively Furthering Fair Housing is certified by
    - Conducting an Analysis of Impediments to Fair Housing Choice
    - Taking appropriate actions to overcome the effects of impediments identified in the Analysis of Impediments
    - Maintaining records reflecting the analysis and actions
- Affirmatively Furthering Fair Housing is a legal obligation
- AI is meant to be a practical document that identifies impediments to fair housing choice and creates systemic plan to remove them
Strategies & Actions to Overcome Impediments to Fair Housing

• 41 Impediments Identified

• 9 Impediment Areas
  • Race & Ethnicity
  • Age
  • Disability
  • Income & Affordability
  • Housing Stock
  • Lending
  • Education
  • Public Sector
  • Legislative

• Many Strategies & Actions Shared with 2013 AI, Biennial Housing Report, White House Housing Development Toolkit, and/or Imagine Madison
Fair Housing

Effect in the Present
Racial Dot Map
Integration in Contrast
Homeownership
Obstacles and Opportunities
Obstacles in Ownership

Ownership and High Income Status

Ownership by Income Level

Homeownership Rate by Race
Rental
Obstacles and Opportunities
Segregation of Opportunity
Racial Segregation of Opportunity
Racial Segregation of Opportunity
Racial Segregation of Opportunity
Racial Segregation of Opportunity
Educational

Obstacles and Opportunities
Education and Earning Potential

Educational Attainment

MMSD Completion Rate

Less than High School | High School Diploma | Some College / Associate’s | Bachelor’s or Higher

White | Black/AA | Asian | Hispanic/Latino


White | Black/AA | Asian | Hispanic/Latino | Multiracial
Education and Earning Potential