JUST OR BUST
How Racial Equity is Critical to the Future of VT Towns

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Xusana R. Davis, Esq.
Executive Director of Racial Equity
State of Vermont
Demographics

77,685 Total Population (1940)
22.4% Foreign-born white

Area Descriptions

C2
Artificial pond for ice cutting at Ohio & Connecticut Aves.
(Detrimental Influences)

D6
Belgians
(Inhabitants)

C1
Large families of small income interested in truck gardening and chickens.
(Clarifying Remarks)
D5
The neighborhood is considered to be "tough" and juvenile delinquency is a definite problem.

C11
Market limited to Jewish buyers

B8
Threatening Jewish infiltration into area.

D7
Area becomes less desirable north of Dover St. with Orientals concentrated in this spot.
VERMONT’S POPULATION PYRAMID

Population pyramids show the distribution of age and sex of a given place. They are used to understand demographic trends and plan for the future of the job sector, the health sector, the education sector, and more.
Median age, ranked: Vermont, All, 2015

IPUMS
Diversity score, ranked: Vermont, 2015

U.S. Census Bureau
Median age: Vermont, 2015

- All: 42
- White: 44
- Black: 25
- Latino: 26
- Asian or Pacific Islander: 27
- Native American: 47
- Mixed/other: 24
- People of color: 27

IPUMS
The economic benefits of equity

Racial economic inclusion is good for families, good for communities, and good for the economy. Nationally, GDP would have been $2.5 trillion higher in 2015 if people of color had earned the same as their white counterparts. We also know millions fewer would have lived in poverty, there would be billions more in tax revenue, and a smaller Social Security deficit overall.

Vermont: In 2015, the economy would have been $0.42 billion larger if there had been no racial gaps in income.
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<th>In Vermont, African Americans are 6.1x more likely to be arrested for misdemeanor marijuana possession than White people.</th>
<th>From 2012 to 2016, about 1 in 3 Indigenous adult Vermonter was diagnosed with depression, compared to 1 in 5 White Vermonter diagnosed.</th>
<th>Vermonters of color had a 48% homeownership rate in 2015, while White Vermonters had a 72% rate of homeownership.</th>
<th>Vermont’s economy would have been $0.42B larger in 2015 if there had been no racial gaps in income.</th>
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<td>In FY19, State of Vermont hired less than half its applicants of color, paid them less, &amp; lost them at higher rates than White employees.</td>
<td>In a National Parks Service survey, 16% of African Americans said they did not visit national parks because they thought the parks were unsafe.</td>
<td>According to the FBI, two-thirds of Vermont’s hate crimes in 2018 were based on race—and this is an undercount.</td>
<td>In Vermont, race data is often unknown due primarily to lack of collection or small sample size.</td>
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“It probably all started back when there was a lot of pressure on banks to make loans to everyone [...] Redlining, if you remember, was the term when banks took whole neighborhoods and said ‘People in these neighborhoods are poor, they’re not going to be able to pay off their mortgages, tell your salesmen don’t go into those areas.’ And then Congress got involved—local elected officials as well—and said ‘Oh that’s not fair, these people should be able to get credit, and once you started pushing in that direction, banks started making more and more loans where the credit of the person buying the house wasn’t as good as you would like.”
AN EIGHTH GRADER AT RIVERSIDE SCHOOL IN LYNDONVILLE WROTE TO HER SENATOR REQUESTING THAT THE STATE CONSIDER ADOPTING A NEW OFFICIAL STATE MOTTO, “STELLA QUARTA DECIMA FULGEAT,” MEANING “MAY THE FOURTEENTH STAR SHINE BRIGHT.”

HERE’S HOW VERMONTERS REACTED.
APPLYING AN EQUITY LENS

- Fiscal Impact
- Equity Impact
- Operational Impact
STRUCTURAL PROBLEMS REQUIRE STRUCTURAL SOLUTIONS
Free breakfast is now one of the U.S. government’s largest “welfare” programs. In 2012, it served breakfast to 12.9M children.

School breakfast had flown under the radar of both nutritionists and public policy theorists, until the Black Panther Party for Self-Defense made it a capstone program.

Access to nutrition enhances a student’s psycho-social wellbeing, reduces aggression and school suspensions, and boosts test scores.
THE MYTH OF RACE NEUTRALITY

EEOC v. Catastrophe Management Solutions

Facts: Catastrophe Marketing Solutions rescinded a job offer from Chastity Jones because of her locs. The Equal Employment Opportunity Commission (EEOC) filed suit. During the hiring process, an HR manager reportedly told Jones that “[Locs] tend to get messy, although I’m not saying yours are, but you know what I’m talking about.” The EEOC said this violated the Civil Rights Act of 1964’s Title VII.

Holding: The company’s “race-neutral grooming policy” was not discriminatory because hairstyles, while “culturally associated with race,” are not “immutable physical characteristics.”

Result: You can legally discriminate against those who wear locs in employment.
THE MYTH OF RACE NEUTRALITY

WORKPLACE INJURY
Claimants are most often white males

WORKPLACE HARRASSMENT
Claimants are most often people of color, people living with disabilities, and/or women
An African-American woman with a Masters degree makes $7 less per hour than a Caucasian man with a Bachelor’s degree.

Latina women and Indigenous women need a Master’s degree before they surpass the wages of a Caucasian man with only a high school degree.

Asian Americans are least likely to be promoted to management positions despite being the most highly educated demographic, reflecting racist stereotypes that they are quiet, meek, and antisocial.
“[T]he work for racial equity is about **undoing** as much as it is about doing. We do not simply build new culture or behavior on top of old, especially in situations that are characterized by oppression. **Some things must be released,** and this letting go does not come easy.”

—Curtis Ogden, Interaction Institute for Social Change
GRACIAS

Xusana.Davis@vermont.gov
racialequity.vermont.gov