



# **JUST OR BUST**

**How Racial Equity is Critical to the Future of VT Towns**

**October 02, 2020**

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Executive Director of Racial Equity  
State of Vermont**

## Demographics

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

## Area Descriptions

*click to select*

### Selections from the 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)





## Area Descriptions

*click to select*

Selections from the Area Descriptions

**D5**

The neighborhood is considered to be "tough" and juvenile delinquency is a definite problem.

(Clarifying Remarks)

**C11**

Market limited to Jewish buyers

(Area Characteristics)

**B8**

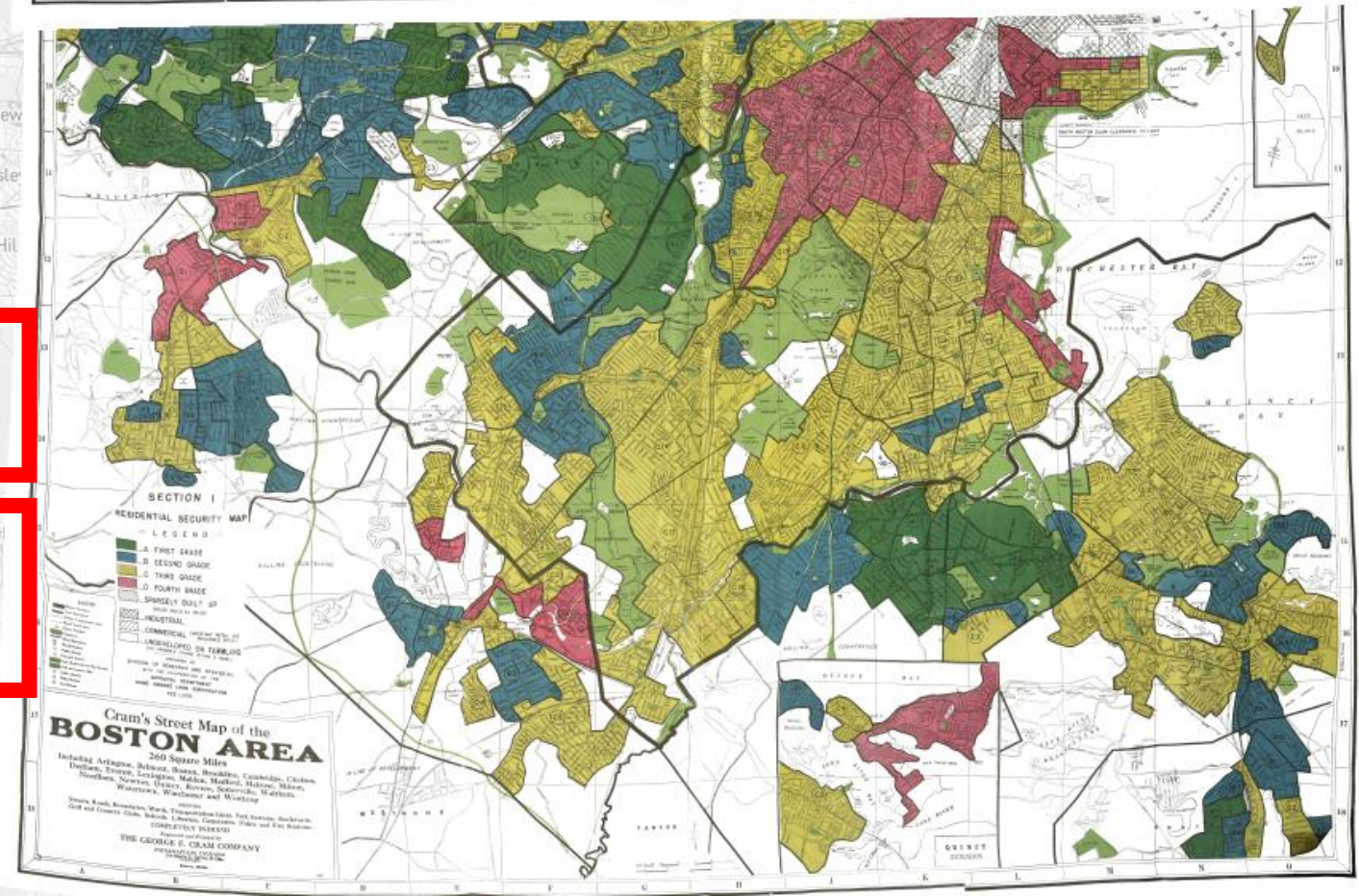
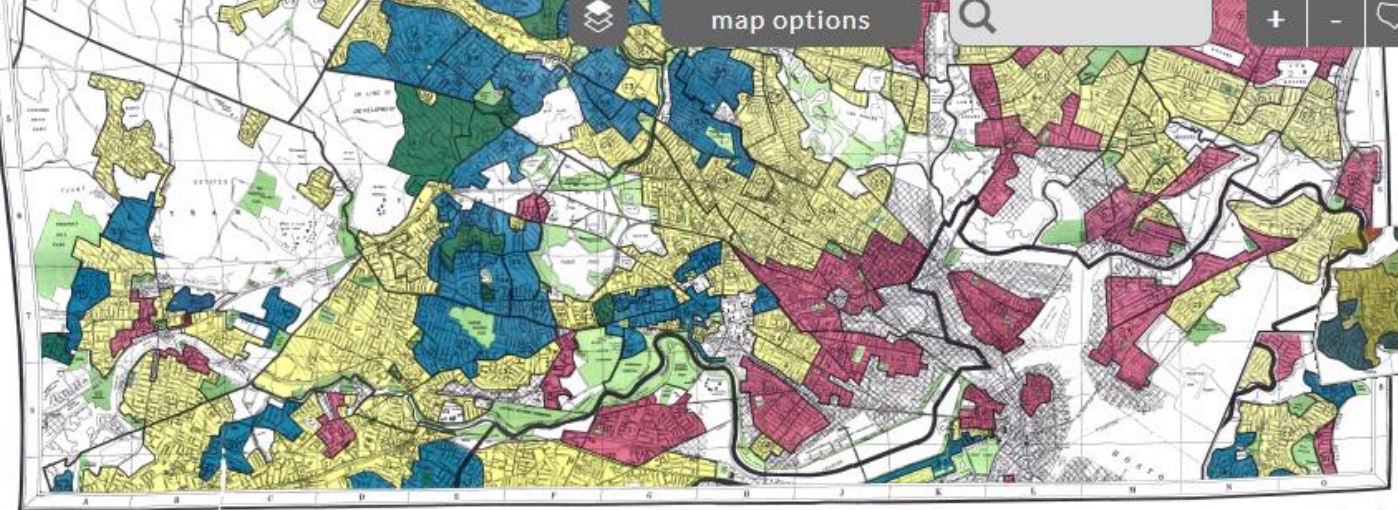
Threatening Jewish infiltration into area.

(Clarifying Remarks)

**D7**

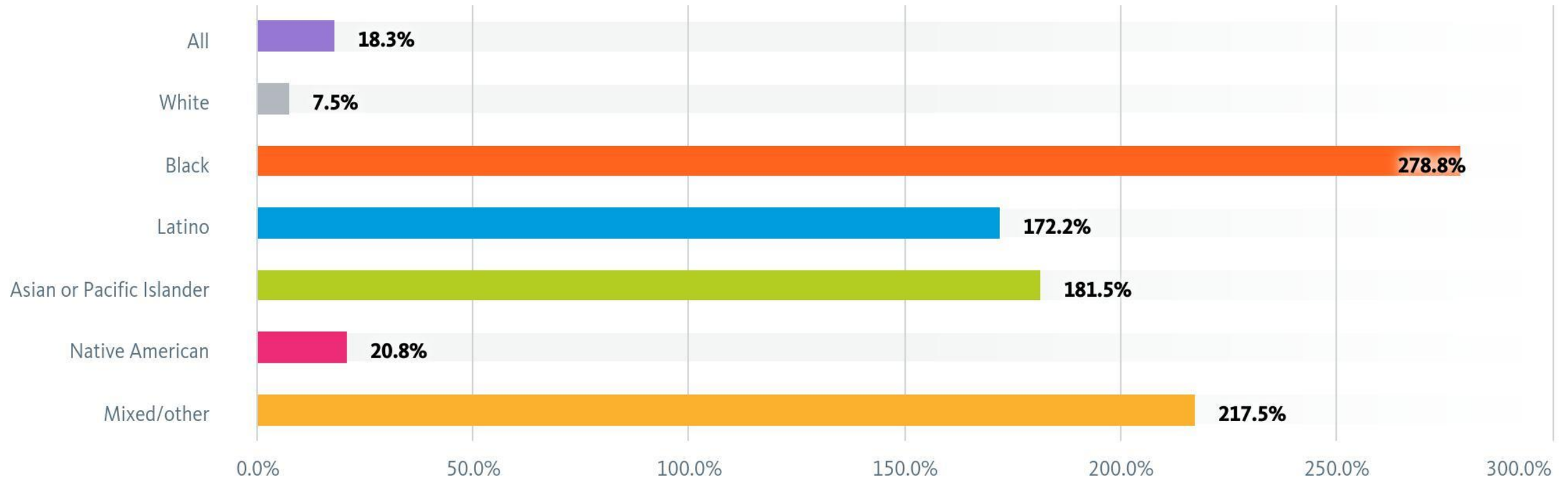
Area becomes less desirable north of Dover St. with Orientals concentrated in this spot.

(Clarifying Remarks)





## Percent change in population: Vermont, 2010-2050

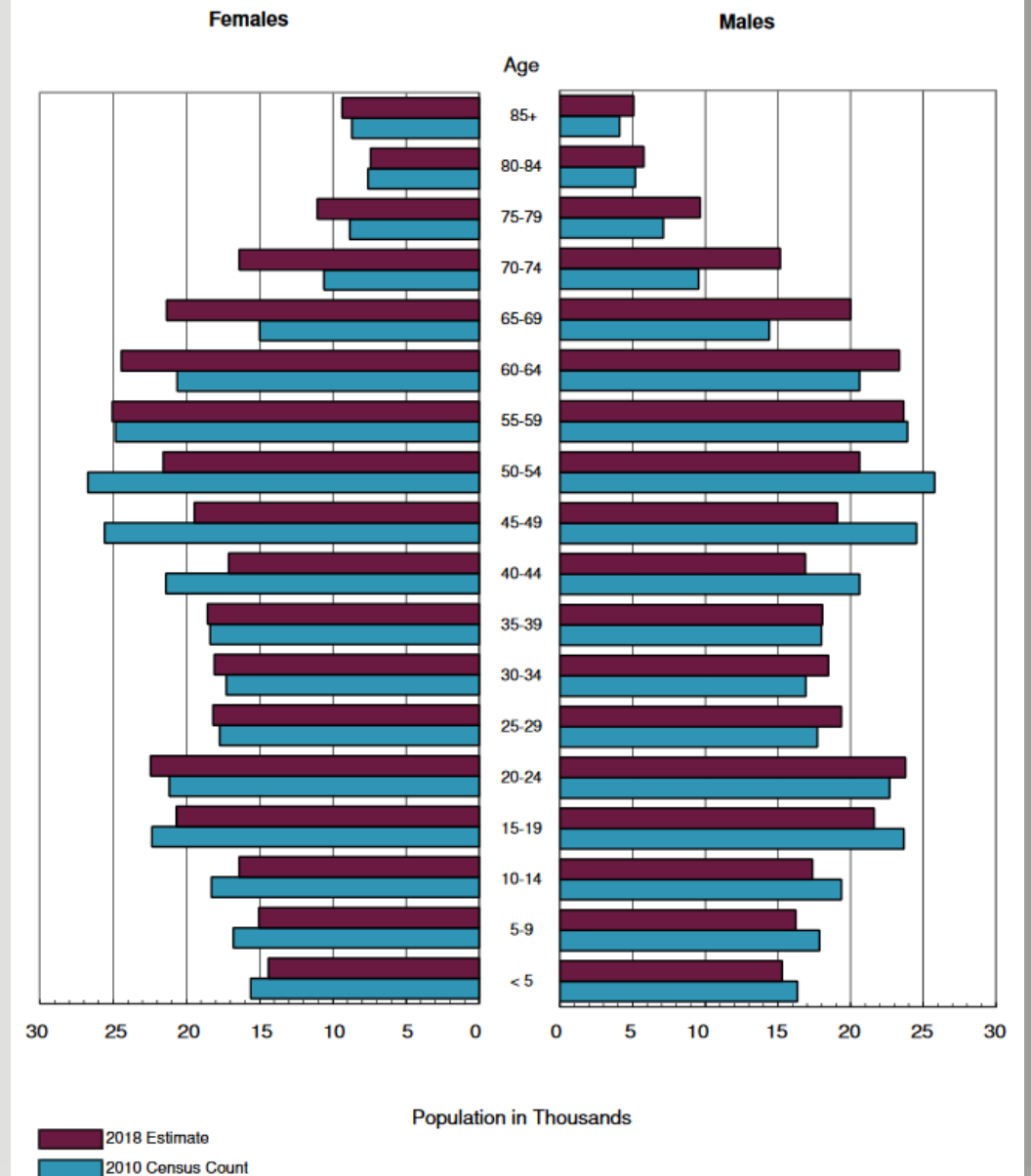


U.S. Census Bureau; Woods & Poole Economics, Inc.  
PolicyLink/PERE National Equity Atlas, [www.nationalequityatlas.org](http://www.nationalequityatlas.org)

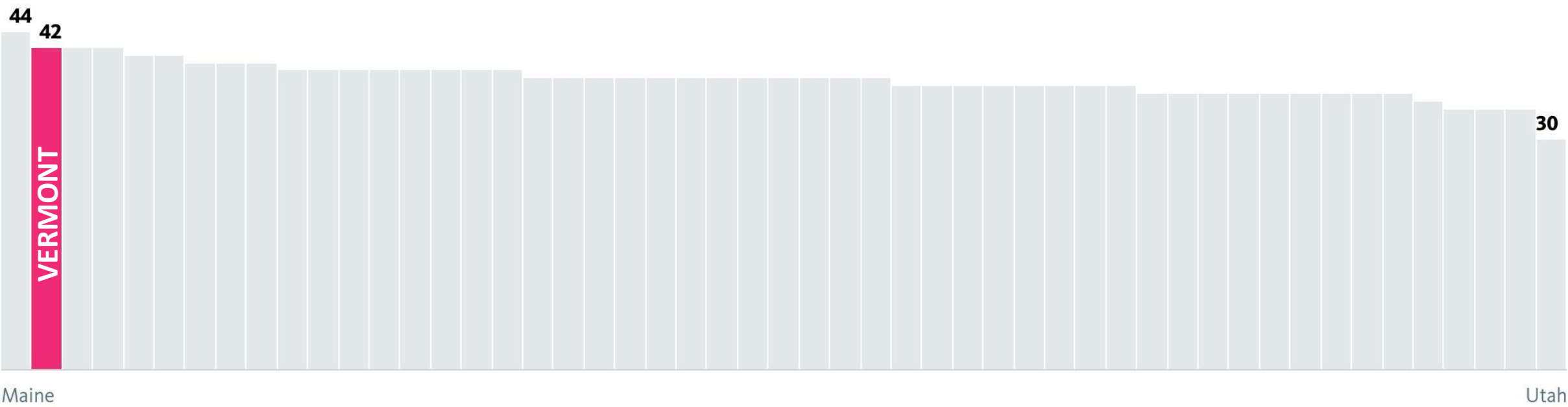
## VERMONT'S POPULATION PYRAMID

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.

Figure 2. Population Age-Sex Distribution of Vermont, 2010, 2018.

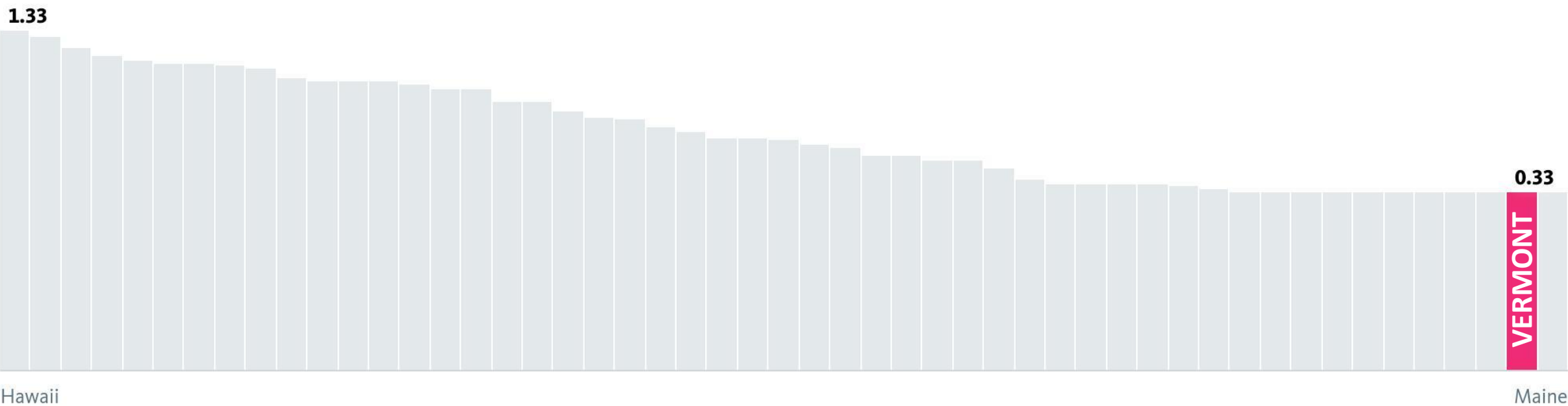


Median age, ranked: Vermont, All, 2015

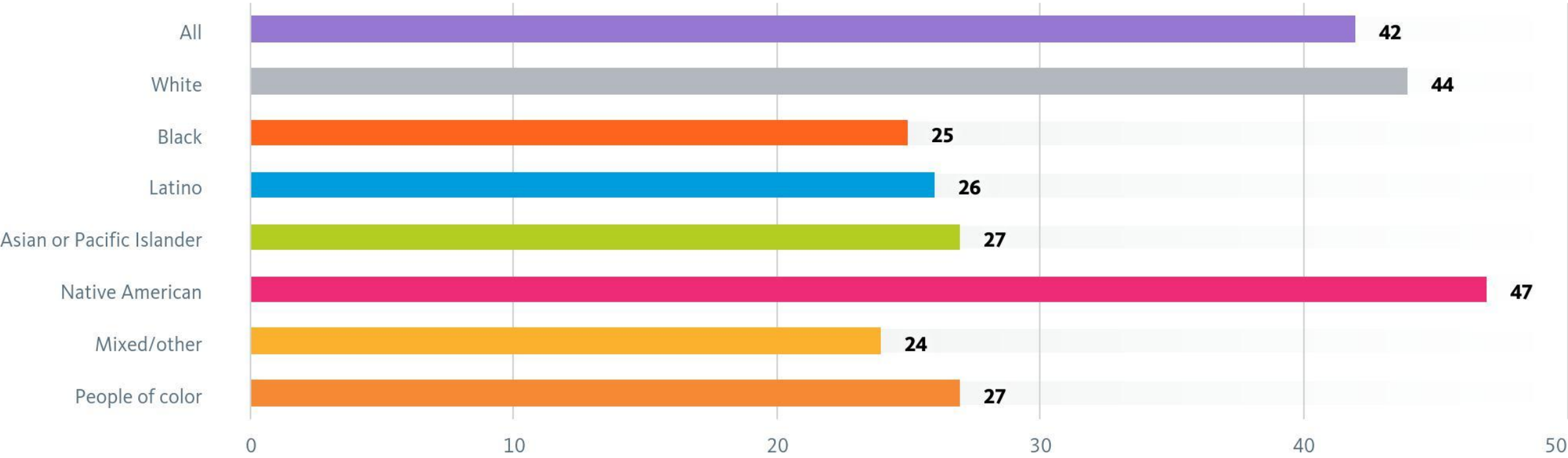


IPUMS  
PolicyLink/PERE National Equity Atlas, [www.nationalequityatlas.org](http://www.nationalequityatlas.org)

# Diversity score, ranked: Vermont, 2015



# Median age: Vermont, 2015



IPUMS  
PolicyLink/PERE National Equity Atlas, [www.nationalequityatlas.org](http://www.nationalequityatlas.org)



## 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.

Actual GDP and estimated GDP with racial equity in income (billions):  
Vermont, 2015



In Vermont, African Americans are

**6.1x** MORE LIKELY

to be arrested for misdemeanor marijuana possession than White people.

In FY19, State of Vermont hired

LESS THAN **HALF**

its applicants of color, paid them less, & lost them at higher rates than White employees.

From 2012 to 2016,

ABOUT **1 in 3**

Indigenous adult Vermonters was diagnosed with depression, compared to 1 in 5 White Vermonters diagnosed.

In a National Parks Service survey,

**16%** OF AFRICAN AMERICANS

said they did not visit national parks because they thought the parks were unsafe.

Vermonters of color had a

**48%**

homeownership rate in 2015, while White Vermonters had a 72% rate of homeownership.

According to the FBI,

**TWO-THIRDS**

of Vermont's hate crimes in 2018 were based on race—and this is an undercount.

Vermont's economy would have been

**\$0.42B**

larger in 2015 if there had been no racial gaps in income.

In Vermont, race data is often

**UNKNOWN**

due primarily to lack of collection or small sample size.

## ***Bloomberg Once Linked 2008 Crisis to End of Redlining Bias in Home Loans***

The billionaire drew condemnation for his newly surfaced comments on redlining, in which banks discriminated against people of color seeking to borrow money to afford homes.



“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.’”



**Dorothy Lynn Lepisto** It should say "Go back where you came from"

Like · Reply · 6 · January 14 at 4:01pm



**Dan Zucker** The motto is on the language of the foreigners trying to take over the country shood be chinese, since they are more than the mexicans go back to Kenya! i don't speak ATHEIST.

Like · Reply · 1 · January 30 at 8:32am



**Brenda Smolnik** I DON'T THINK SO!!! I hate having to press 1 for English now.

Like · Reply · January 14 at 5:51pm



**Gary Seymour** Hell No!. This is America, not Latin America. When in Rome do as the Romans do.

Like · Reply · 1 · January 15 at 12:31pm

**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



**STRUCTURAL  
PROBLEMS**

**REQUIRE**

**STRUCTURAL  
SOLUTIONS**

# THE ORIGINS OF “RADICAL” POLICY



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

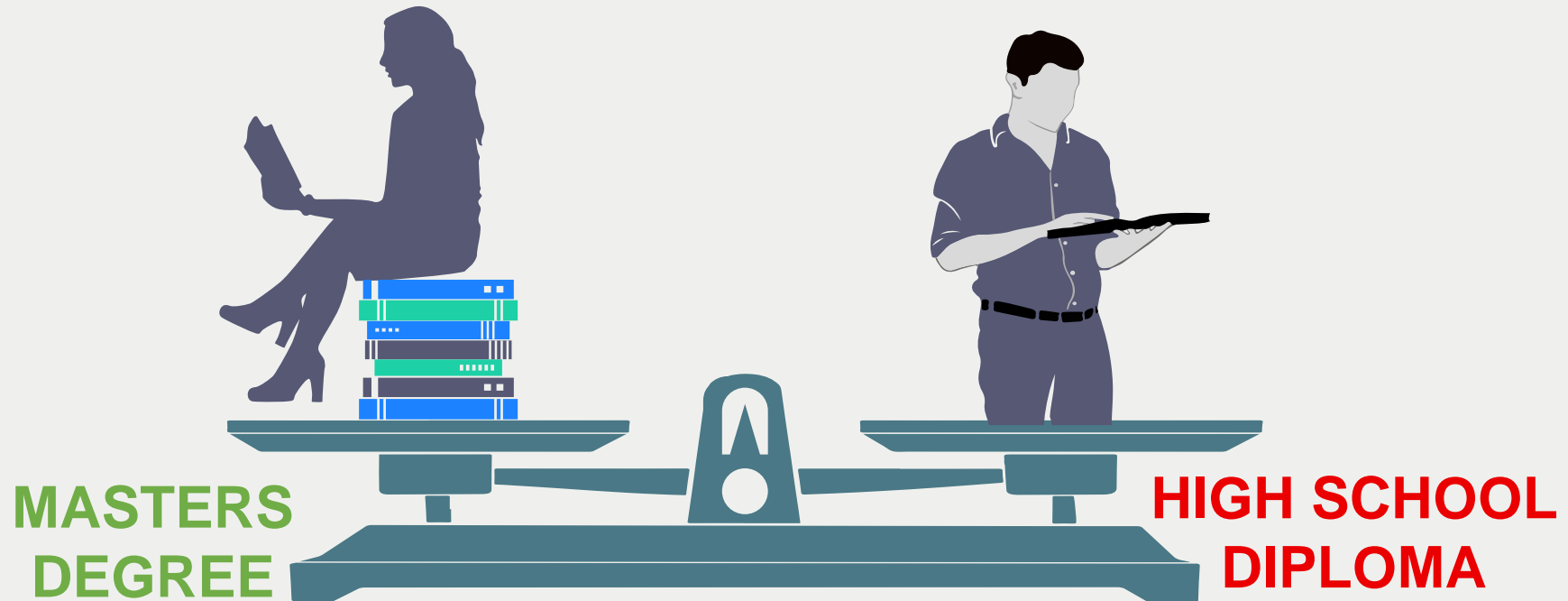


## WORKPLACE HARRASSMENT

Claimants are most often people of color, people living with disabilities, and/or women



# THE MYTH OF RACE NEUTRALITY



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

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