

**Recognizing and Addressing Systemic and Structural Racism:
A Data-Driven, Evidence-Based Approach to Social and Economic Well-Being**
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Using as the standard, the U.S. Three-Fifths Compromise of 1787, which counted enslaved Africans (Black Americans/New Africans) as “three-fifths” of a person, the National Urban League’s semi-annual Equality Index of the social and economic status of Black Americans relative to whites would be at 100% full equality. The National Urban League, a historic civil rights organization dedicated to Black economic empowerment, reports in its 2022 Equality Index of the social and economic status of Black Americans relative to whites, that Blacks are 73.9%, only slightly up from the the revised 2020 Index of 73.7%; i.e. still “three-fifths” that of whites.

The Urban League's Equality Index is a data-driven device that provides objective measures of progress, stagnation, and regression. The categories that make up the Equality Index are: economics, health, education, social justice, and civic engagement. In each category, they use nationally representative statistics to calculate a sub-index that captures how well African Americans are doing relative to whites.

According to contributing economist, Rhonda Vonshay Sharpe of the Women's Institute for Science, Equity, and Race, who analyzed the 2022 Equality Index for the report. “These metrics, illustrate how precarious social and economic gains are for Black Americans. It is also evidence of how vulnerable Black Americans are to economic and public health crises. The Equality Index is an aggregate analysis of centuries of structural racism that can be a starting point for crafting policy to dismantle anti-Black racism in America.”

Using data and analysis from research partner, The Brennan Center for Justice, this year’s edition of The State of Black America exposes the four main tactics employed to politically disenfranchise Black Americans: gerrymandering, voter suppression, misinformation, and intimidation. Evidence of how vulnerable Black Americans are to civic disengagement and democratic participation.

The field of public health has identified racial health disparities as a chief concern for decades. Although there has been a myriad of published articles in which researchers describe the severity and complexity of these disparities, they persist into present day relatively unchanged. We believe this lack of progress can be explained, in part, by a failure to acknowledge that racism is at the root of these racial disparities.

Black women are three times more likely to die from a pregnancy-related cause than White women. Multiple factors contribute to these disparities, such as variation in quality healthcare, underlying chronic conditions, structural racism, and implicit bias. Social determinants of health prevent many people from racial and ethnic minority groups from having fair opportunities for economic, physical, and emotional health.

Black children's educational opportunities are sharply diminished by over policing, racial hostility, cultural incompetence, underfunding of predominantly Black school and poverty. As a result Black youth are exponentially more likely to drop of school, experience high unemployment or low paid jobs, suffer entanglement with the criminal punishment system, and shorter life spans.

RECOMMENDATION:

1. Fully fund collection, racially, and ethnically disaggregated data for all publically funded programs.
2. Have data anylized and solutions propounded by impacted communities.
2. Monitor, evaluate, upgrade with directly impacted input and execution.

SOURCES:

UNDERSTANDING THE 2022 EQUALITY INDEX

<https://soba.iamempowered.com/sites/soba.iamempowered.com/files/State-of-Black-America-2022-Black-White%20Index.pdf>

2022 State of Black America Outlines Coordinated Campaign to Dismantle Voting Rights By National Urban League Published 06 AM EDT, Fri May 12, 2023

<https://nul.org/news/2022-state-black-america-outlines-coordinated-campaign-dismantle-voting-rights>

Racism as a Root Cause Approach: A New Framework

<https://publications.aap.org/pediatrics/article/147/1/e2020015602/33421/Racism-as-a-Root-Cause-Approach-A-New-Framework?autologincheck=redirected>

Working Together to Reduce Black Maternal Mortality

<https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>

Education: Why Are So Many Preschoolers Getting Suspended?

The frequency of punishment has a troubling racial skew. By Melinda D. Anderson

<https://www.theatlantic.com/education/archive/2015/12/why-are-so-many-preschoolers-getting-suspended/418932/>