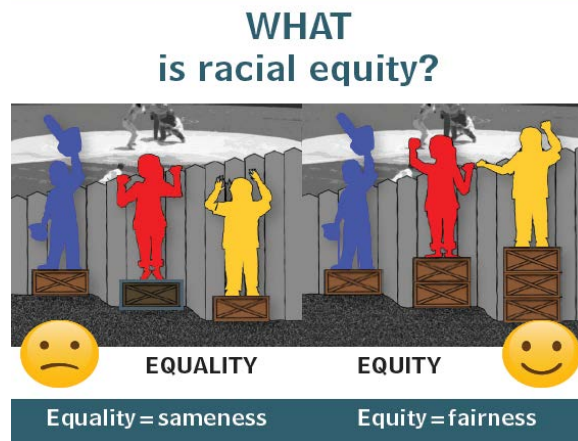# Brief Primer on Racial Equity

What is Racial Equity?

"Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them." (Center for Assessment and Policy Development).

Why is Racial Equity Important?

The U.S. Census Bureau estimates that more than half of children born in the U.S. are non-White. America will not be able to continue to compete on a global scale without decreasing racial disparities and improving outcomes for young children of color, a major part of our future workforce.

The statistical portrait of the US population broken out by race reveals persistent disparities between people of color and white people in almost every indicator of well-being.

These disparities exist because of structural racism – the social, economic, educational, & political forces and policies that operate to foster discriminatory outcomes or give preferences to members of one group over others (Barker, 2003; Soto, 2004).

➢ Historic and current discriminatory policies and practices: Limit access and prevent people of color from attaining education and building wealth
➢ Socialization and implicit bias: The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.
  • Held by everyone
  • Equally likely for non-majority groups
  • More likely among those who consider themselves objective

De Marco. A. C., Morgan, J. D., Ayankoya, B., & FPG's Race, Culture, and Ethnicity Committee. (2017, June). *A Brief Primer on Racial Equity: A Handout.* Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill. Available at: http://fpg.unc.edu/sites/fpg.unc.edu/files/resources/other-resources/Brief%20PrimerRacialEquityHandOut.pdf