

Racial (In)Equity

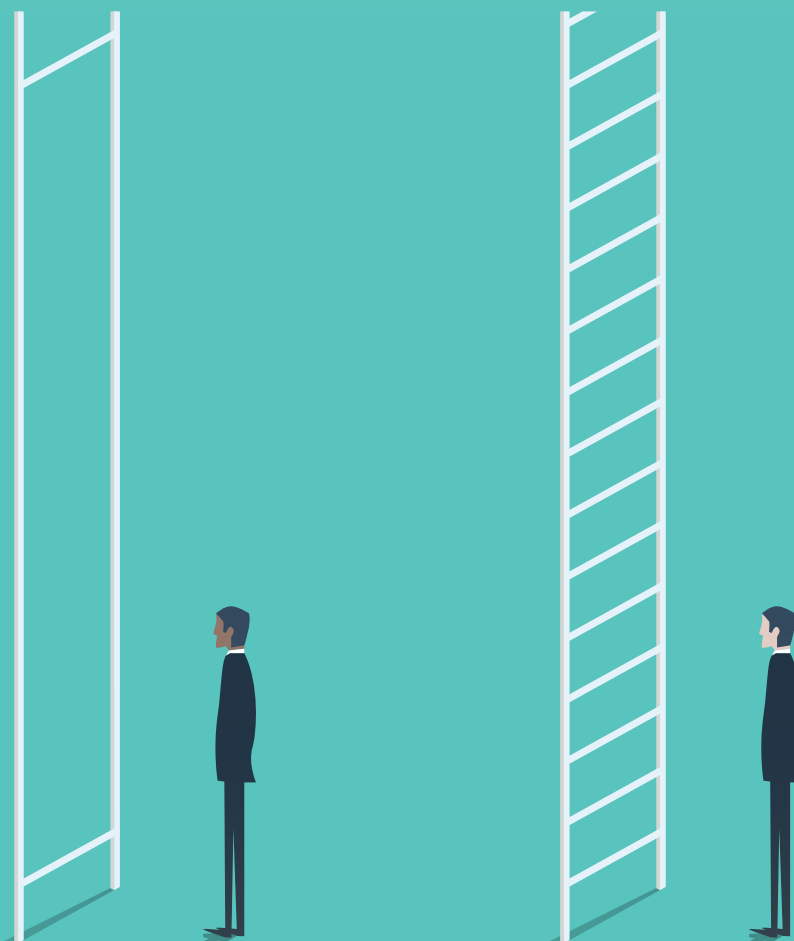
WHY is it important?

More than half
of children
born in the U.S.
are non-White

-U.S. Census Bureau
2015

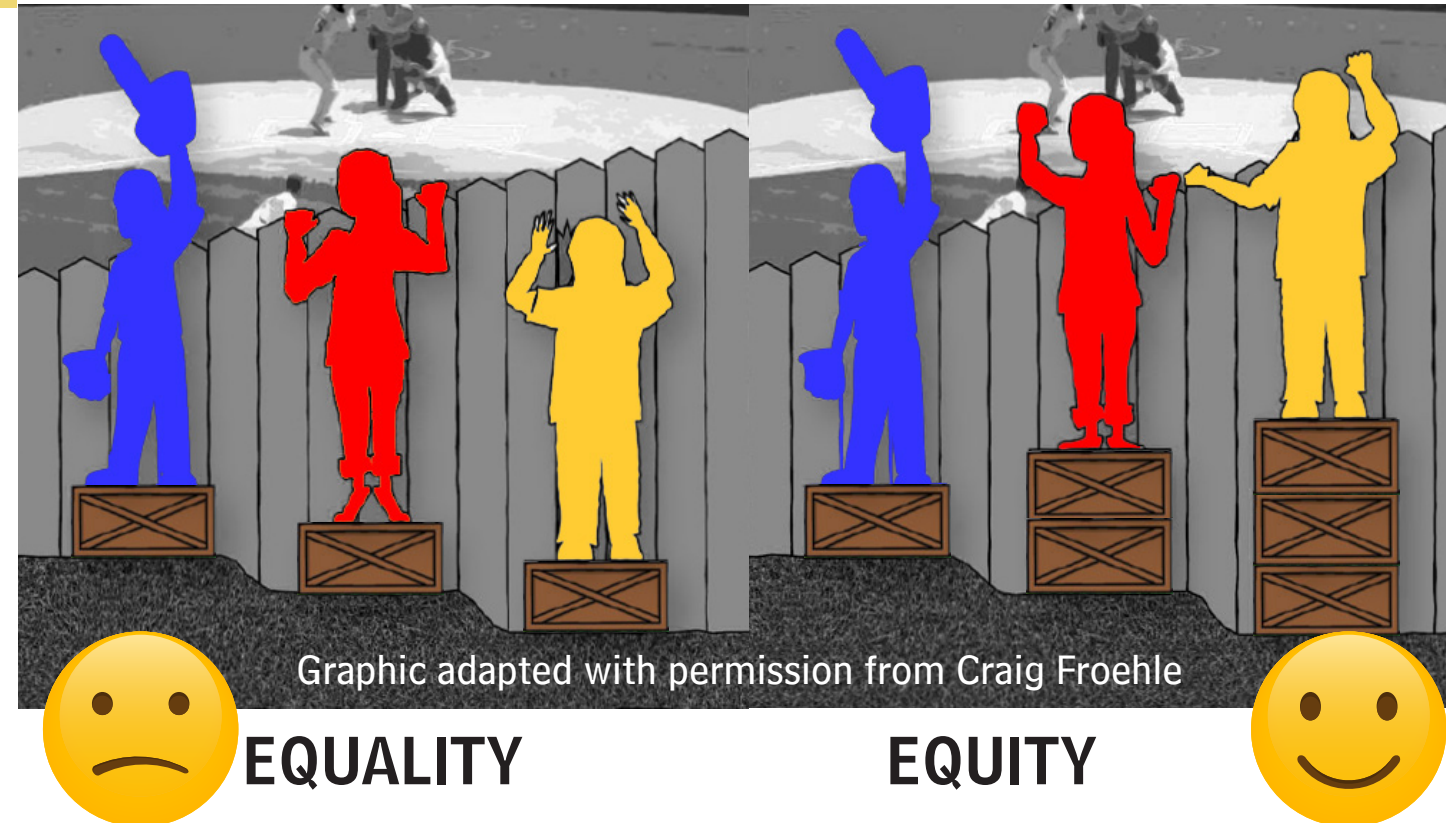
America will not be able to continue to compete on a global scale without decreasing racial disparities and improving outcomes for young children of color, a major part of our future workforce.

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



Revised July 8, 2020

WHAT is racial equity?



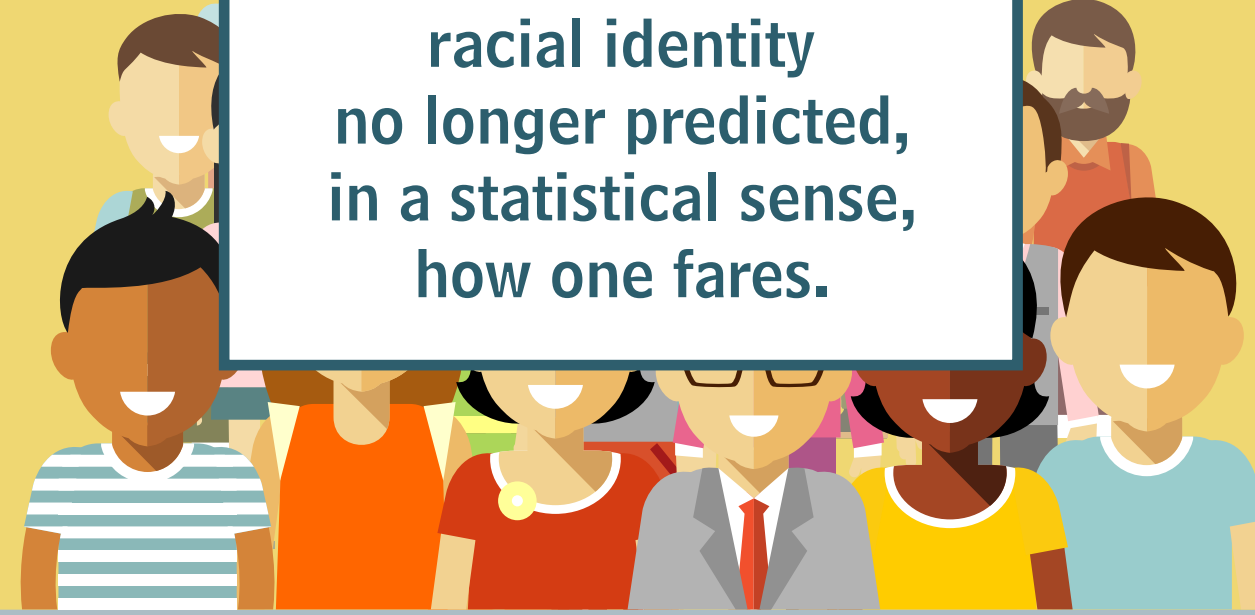
Equality = sameness

Equity = fairness

In the picture on the left, everyone gets the same size box, yet they still don't have a view of the game. Equality promotes fairness by giving everyone the same thing, one box. BUT, it can only work if everyone starts from the same place.

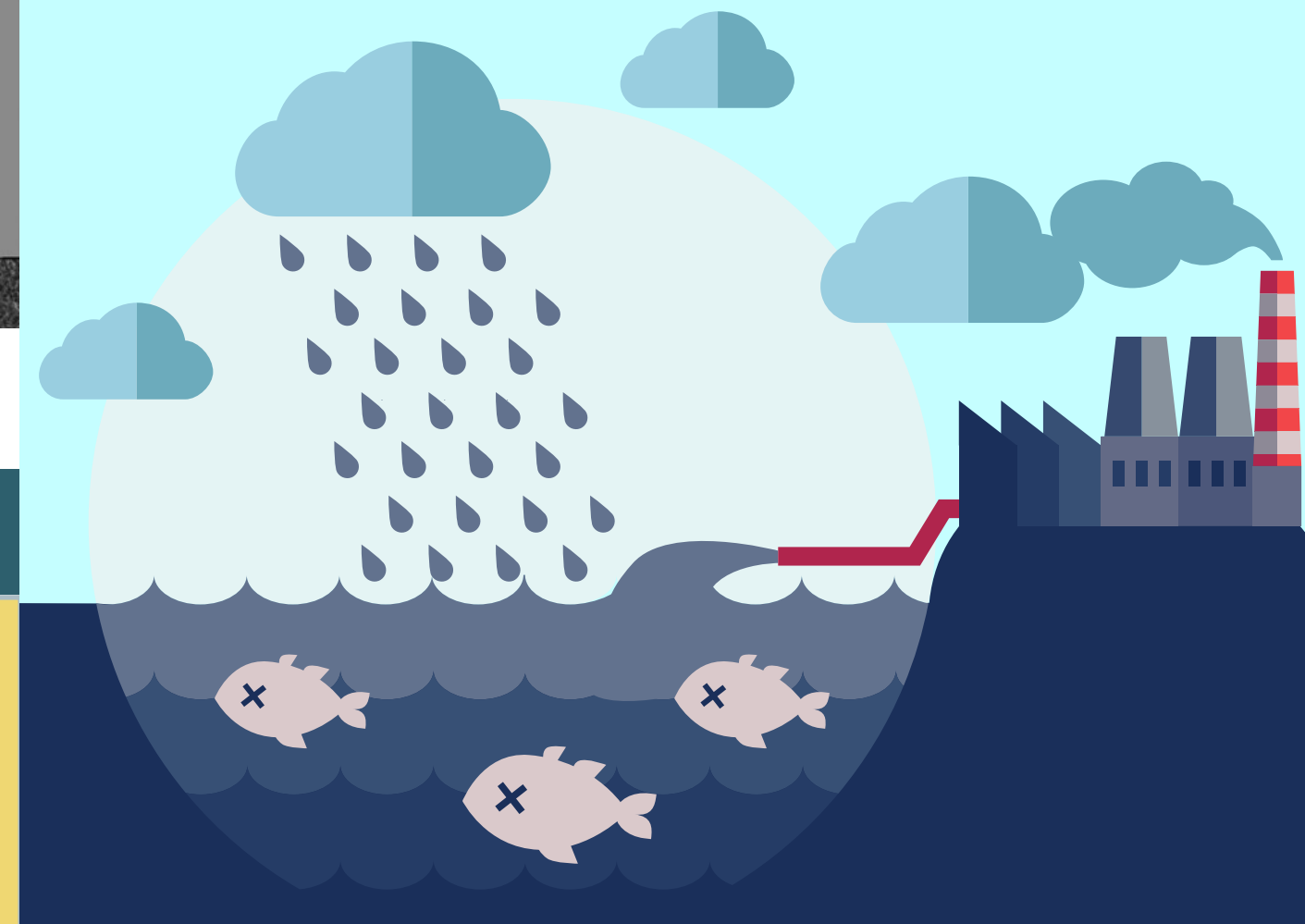
In the picture on the right, each person gets enough boxes to give them a view of the game. We must first ensure EQUITY, everyone with a view of the same. It's about making sure people get access to the same opportunities in a society that has created barriers to participation based on race.

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.



HOW can we change this?

If we see one fish floating face up we might wonder what was wrong with the fish, but if we see all the fish floating face up, maybe we should begin to wonder what is wrong with the water.



- Learn more: go.unc.edu/RacialEquity
- Attend a racial equity workshop
- Pay attention to what is going on in your community – attend board meetings and talk with elected officials
- Read!

Morgan, J. D., De Marco, A. C., Ayankoya, B., LaForett, D. R., Franco, X., Morgan, W., & FPG's Race, Culture, and Ethnicity Committee. (2017, June). *Racial (In)Equity: An Infographic*. Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill. Available at: <https://fpg.unc.edu/sites/fpg.unc.edu/files/resources/other-resources/Racial%20In%29Equity%20infographic.pdf>