SYSTEMIC RACISM

deeper dive into DEI concepts

Watch & Read: What is Systemic Racism?

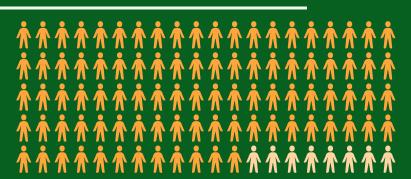
Articles:

- <u>5 Examples of Systemic Racism in the United States</u>
- Systemic Racism: 64 Practical Examples of the Challenges that Face Black Americans
- A Lesson on Critical Race Theory
- Systemic Racism in STEMM

Videos:

- What is systemic racism in America?
- The symbols of systemic racism -- and how to take away their power

BLACK MEN AGE 18-19 ARE 12.4 TIMES MORE LIKELY TO BE IMPRISONED THAN WHITE MEN OF THE SAME AGE.



Read:

School to Prison Pipeline: Time to Shut it Down <u>Dismantling the School to Prison Pipeline</u>

Based on income figures from 2021, it would take the median Black woman worker 264 extra days into a new year to earn what a median white male worker made in the previous year.



BLACK FEMALE EARNINGS Median weekly earning for Black women is 85.6% of the median weekly earning for white women.



BLACK MALE EARNING Median weekly earning for Black men is 74.4% <u>of the median weekly</u> <u>earning for white men.</u>

Read "Getting to Diversity" by Frank Dobbin & Alexandra Kalev for more data on income disparities (PDF Available)

What YOU Can Do:

Engage in Research:

- Identifying Systemic Inequity in Higher Education and Opportunities for Improvement - DOI: 10.1371
- Beyond Allyship: Motivations for advantaged group members to engage in action for disadvantaged groups - DOI: 10.1177/1088868320918698
- Constructing Allyship and the Persistence of Inequality DOI: 10.1093/socpro/spaa003
- How artificial intelligence can help combat systemic racism
- MIT's Initiative on Combatting Systemic Racism

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Support Minority Businesses:

- Black-Owned Businesses Directory
- 2021 Cambridge Business Diversity Directory
- Minority, Women & LGBTQ+ Owned Businesses