

The relevance and examples of racial equity initiatives in the US today

Lit Review Summary

- Racial equity is implemented in a myriad of forms throughout the United States today.
- Systemically, institutionally, socially, and practically.
- Most prevalent examples of racial equity policies are utilized through efforts such as Affirmative Action, Diversity, Equity and Inclusion initiatives, reparations, Critical Race Theory, and criminal justice reformations.

Presentation of Data

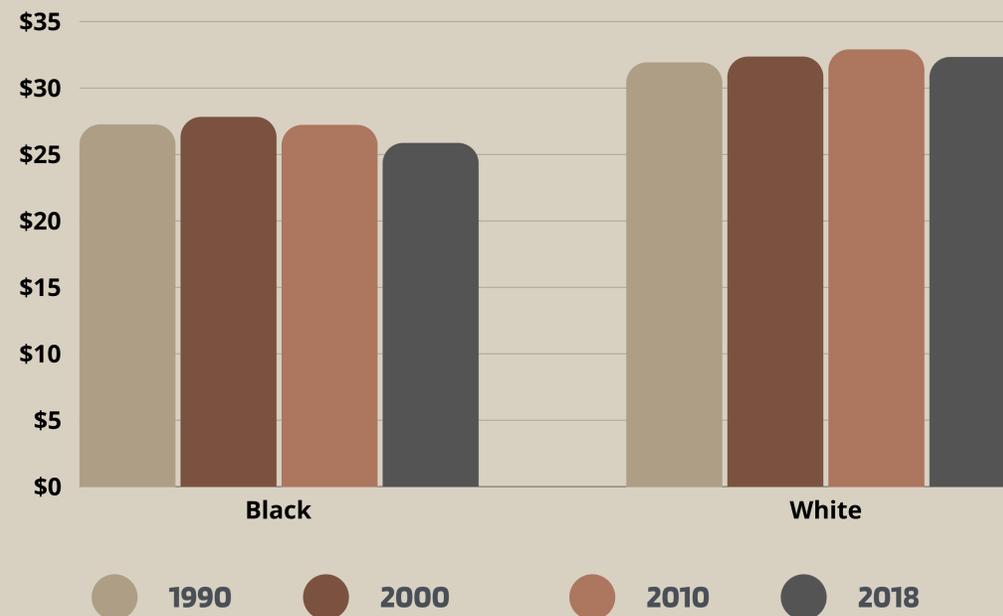
- This data set highlights the median wages for US college graduates with a B.A.
- The racial wage gap is highly prevalent today, despite same levels of education. Higher education alone does not eliminate wage inequalities.
- If racial income gaps were closed, the typical Black worker would see roughly a 20% change of income.

Where is the need for contemporary racial equity initiatives?

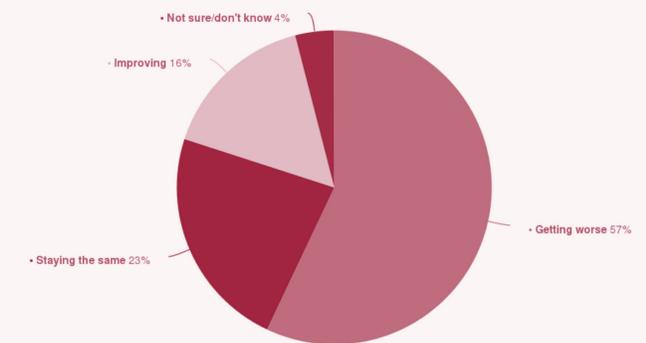
How should we interpret this information, and utilize it to become agents of change?

Median wages for US college graduates by race

\$ PER HOUR



In the last five years, do you think the relations between racial groups in the U.S. are improving, staying the same, or getting worse?



Source: The Asian American Foundation. Additional Information: United States; February 9 to March 13, 2023; 5,235 respondents; 16 years and older; Online. © Statista 2023

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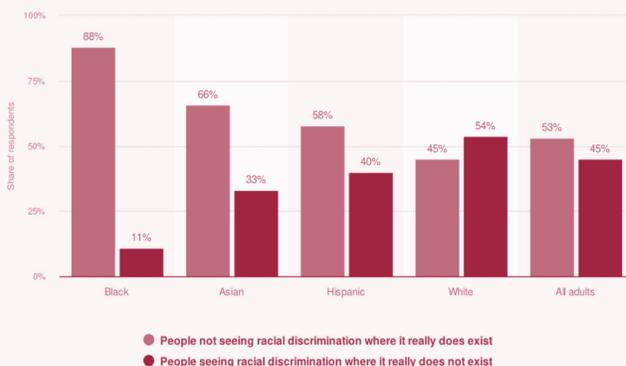
Analysis

- Though the majority of Americans acknowledge the disparities between race relations contemporarily, many are unaware of the significant severity of this issue and how prevalent it is.
- The influx of backlash against prominent efforts of racial equity further disadvantage People of Color and hinder them from achieving necessary justice and reconciliation.
- The implementation of racial equity initiatives is imperative even today due to the self-reinforcing negative feedback loops caused by the history of slavery, systemic discrimination, and racial economic disparages imbedded in the history and foundations of the United States.

Ethics and Responsibility

- As Children of God, we are to model the example that Jesus set in place for us. Christ loved those who were treated poorly and called out institutions that exercised power unjustly. We are to be agents of change.

Share of Americans with various beliefs on what is the bigger problem in terms of racial discrimination in the United States in 2023, by race



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Cherish K. Hawkins



DEPARTMENT OF
PSYCHOLOGY, CRIMINAL
JUSTICE AND SOCIOLOGY