

# Understanding the History of Racism and Racial Bias to Move Forward with Improving Student Outcomes

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Chief Innovation Officer

Children's Services Council of Broward County



1.9  
Million



400,000

56%

\$75  
Million

6th



## Good News

- Graduation rates UP
- Juvenile Arrests DOWN
- Teen Pregnancy DOWN

# Work to Be Done

- 75% of youth arrested are Black
- Black children disproportionately removed from their families
- Black children disproportionately in special education



# Origin & Evolution of Racism in the US

## Bacon's Rebellion

1674

- Slave Codes
- Violence to maintain racial hierarchy
- Message – Blacks are not human
- Protests & Resistance

## Civil War

1864

- Black Codes (Jim Crow)
- Violence to maintain racial hierarchy
- Message – Blacks should be separate
- Protests & Resistance

## Civil Rights

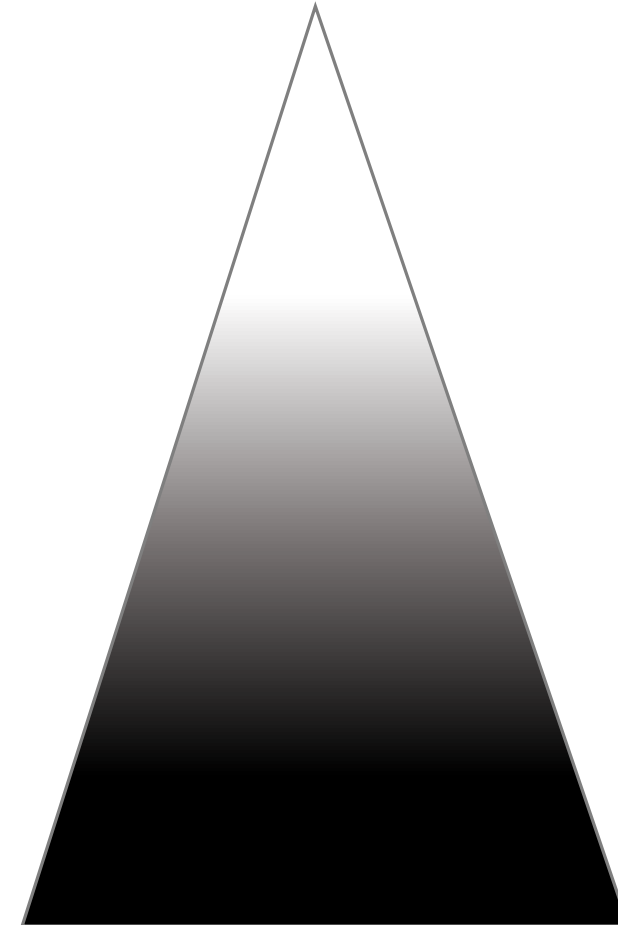
1964

- Race Neutral Policies
- Violence to maintain racial hierarchy
- Message – Blacks behavior is wrong
- Protests & Resistance

Economic & Political Elites  
create racial discrimination to  
build wealth and power, self-  
interest

Racist ideas & messaging

Ignorance and hate



Kendi, Ibram (2016) Stamped from the Beginning

[www.cscbroward.org](http://www.cscbroward.org)

# History of Segregation & Resistance in Fort Lauderdale



## 1920s

- **1920s**
  - White leaders decided it was bad business to mingle the races
  - White tourists did not want to see Blacks except as help.
- Use of Eminent Domain - many Black families forced to sell houses East of US 1 for less than value
- **1922**
  - Dr. James Sistrunk- Black Physician arrived
- Planning officials created city grid that solidified segregation
- City officials restricted where black families could live and set curfews at 8pm or needed permission from White people
- Jim Crow practices in effect: black & white entrances, water fountains, Blacks not able use library, hospital
- Black Beach- substandard open 2 days/week, need ID card. Owners not wanting to see Blacks on the beach
- White Business forced to leave Colored Town
- Police force and White Vigilante justice created fear and mistrust
- Black children only allowed to go to school 3 months of the year once Black only school built in 1924



## 1930s

- Dillard School went up to 10<sup>th</sup> grade but had no funding for supplies.
- Black students had to walk from Oakland Park & Dania to get to school because buses were only for White children
- Black neighborhoods had no sidewalks and limited sanitation services
- Violence by whites against blacks was common place in the 30s including hangings, shooting, cutting to death.
- Attempt to organize Ft. Lauderdale's Black businessmen failed because there was not enough Black capital.
- **1937**
  - Dr. Von D. Mizell arrived
- **1938**
  - James L. Bass 1st Black dentist arrived
- **1939**
  - Ft. Lauderdale's 1st public housing project build



## 1940s

- Dr. Mizell requested Library, park, and beach access, sanitary sewage system, increase police protection; not granted until 1960s"
- **1940**
  - Segregated Hospital was created (Provident) – Black doctors were not allowed to do surgery in White hospitals and Blacks could not receive treatment in White hospitals
- **1941**
  - 1<sup>st</sup> year black children get 9 months of school- whites fought it wanted them to work in the fields
- **1945**
  - Dr. Mizell founded the Ft. Lauderdale NAACP chapter to fight against police practice of arresting black people at random and making them work in the fields when they could not pay fines.
- **1946**
  - Federal Government mandated 9 month school year for Black children
- **1947**
  - First 2 Black cops were hired



## 1950s & 1960s

- **1950s** Sit ins due no access to restaurants, libraries and beaches.
- **1961**
  - Voting barriers were in place for Blacks
- **1963**
  - Blacks had the legal right to swim anywhere, yet it took years to integrate, not allowed in restaurants or hotels
- **1964**
  - Integration of hospitals was mandated- Blacks received poorer service in White hospital, Black doctors not allowed to work in White hospital, Black doctors lost jobs
- **1966**
  - Confederate flag in Fort Lauderdale flown at protest of Blacks for poor prison conditions.
  - NCAAP protested "colored men & women signs" at Fort Lauderdale middle school
  - 1960s - Alcyee Hastings sued hotels and restaurants to integrate
  - 1969 Fort Lauderdale Riot



## 1970s

- Civil rights movement prevalent in Ft. Lauderdale
- KKK maintained a strong presence & responded violently to freedom rides, sit-ins, & mass demonstrations
- **1973**
  - Andrew DeGraffenreidt elected 1<sup>st</sup> black City Commissioner.
- **1972**
  - Thomas J. Reddick appointed 1st black Circuit Court Judge.
- **1974**
  - K.C.W. (Kathleen C. Wright), first Black female, elected to school board
  - 1970s - residential segregation increases as middle class whites abandoned urban residential areas for new developments in suburbs.

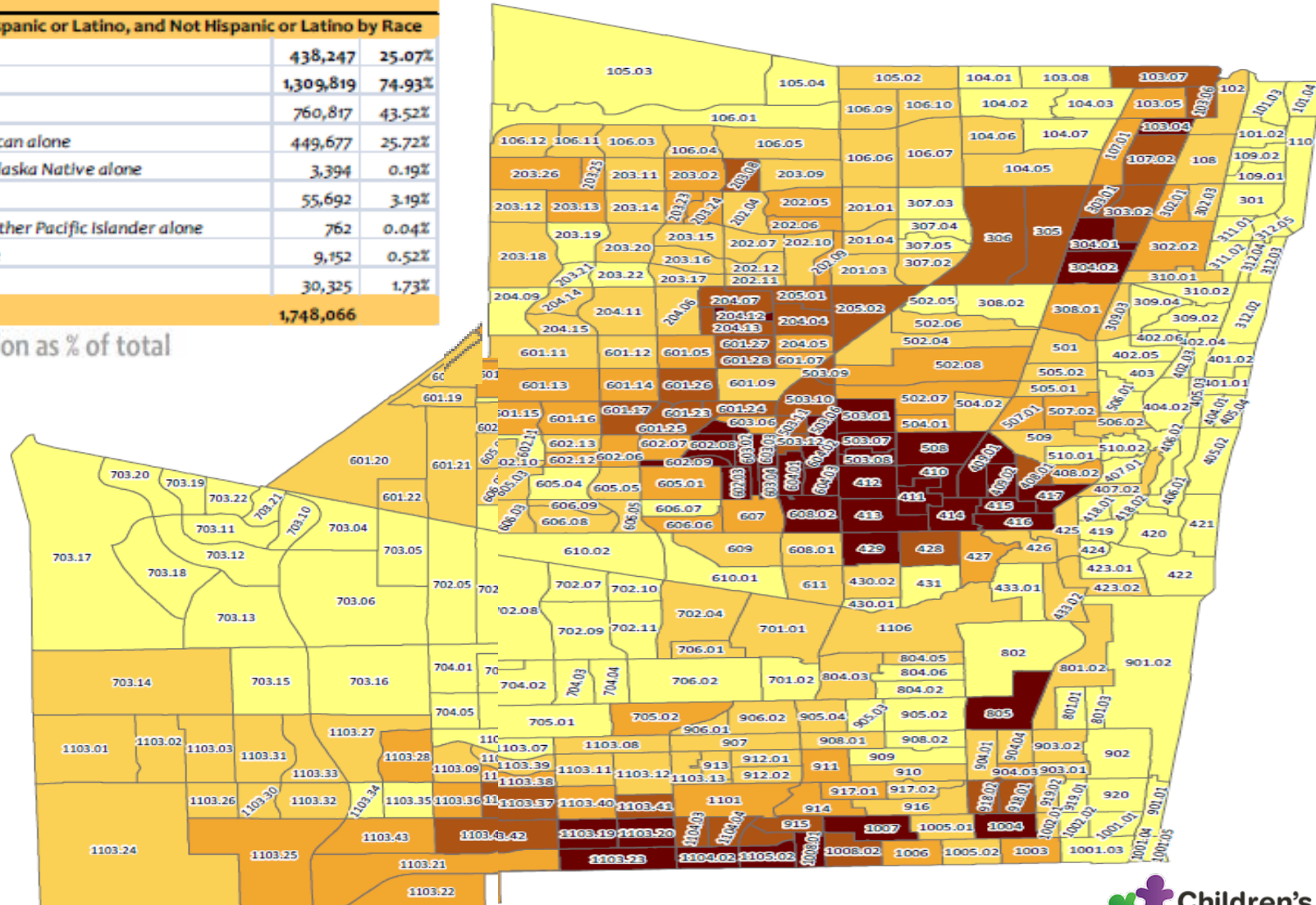
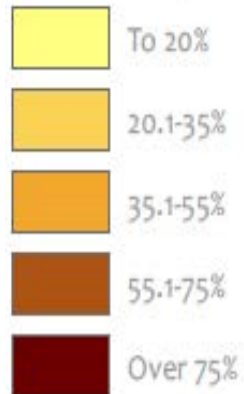


## Population by Race and Ethnicity

### Census Tracts, Broward County, FL 2010

Broward County		
Census 2010 Table P2. Hispanic or Latino, and Not Hispanic or Latino by Race		
Hispanic or Latino	438,247	25.07%
Not Hispanic or Latino:	1,309,819	74.93%
White alone	760,817	43.52%
Black or African American alone	449,677	25.72%
American Indian and Alaska Native alone	3,394	0.19%
Asian alone	55,692	3.19%
Native Hawaiian and Other Pacific Islander alone	762	0.04%
Some Other Race alone	9,152	0.52%
Two or More Races	30,325	1.73%
<b>TOTAL</b>	<b>1,748,066</b>	

Minority Population as % of total



Data Source: 2010 Census, Redistricting Data, Table P2.



# EQUALITY-HISTORICAL & STRUCTURAL RACISM-EQUITY

## Idea of Equality



*Full Potential*

Quality housing / home ownership	Quality housing / home ownership
Good paying jobs & benefits	Good paying jobs & benefits
Access to high quality healthcare	Access to high quality healthcare
Effective education	Effective education
Fair justice system	Fair justice system

Historical Racism	Current Structural Racism
No access to affordable loans, Redlining	Segregated neighborhoods
No social security for domestic & agriculture 75% of blacks	Racial wealth disparities
Denied access to white hospitals	Racial health disparities
Colored schools with few resources	Racial education disparities
White policing violence to enforce segregation & racist practices	Racial justice disparities

## Need for Equity Solutions



*Full Potential*

Quality housing / home ownership	Quality housing / home ownership
Good paying jobs & benefits	Good paying jobs & benefits
Access to high quality healthcare	Access to high quality healthcare
Effective education	Effective education
Fair justice system	Fair justice system

# Structural Racism & White Privilege

## **Historical Legacy**

(Conditions, Policies, Practices & Perceptions)

+

## **Institutional Racism**

Following all the rules without question  
(Wedding)

Inaction in the face of need (Jones)

+

## **Implicit Bias & Racial Anxiety**

(Use of Unconscious Bias in Decision Making)

# Implicit Bias (Sears & Henry, 2003)

- Most Americans believe in racial and gender equality and reject discrimination in any form. Yet, stereotypes embedded in our brains, shaped over time by history and culture, can lead us to view the world through a biased lens and behave contrary to our deeply held egalitarian values. (Perception Institute, 2015)

*Implicit Bias* – “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner”  
(Kirwan Institute, 2015).

White  
Supremacy  
Structures

White Supremacy  
Consciousness

Equitable  
Structures

Equity Consciousness

# White Supremacy/Racism Quicksand



Race Neutral,  
Colorblind, Implicit Bias

**KKK, Explicit Racism, Neo-Nazi, Hate**



# Lifting ourselves out of white supremacy/racism

Local History of  
Racism and Resistance

Common Language


Centering  
Lived  
Experience



Local Map of Residential  
Segregation

Implicit Bias Research

Institutional Racism  
Questions



Integrated Data  
System

Community Participatory  
Action Research

# The Power of the Brain

According to a research study at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself, but the word as a whole.

Adapted from [www.policingequity.org](http://www.policingequity.org) , 2016

# Implicit Bias in Education

- **Disproportionality in discipline:** Policies that appear racially neutral on their face, but result in the over-representation of students of color -- particularly black boys -- in suspensions, expulsions, and referrals for subjective infractions like "defiance"
- **Disproportionality in special education:** Misguided placements that result in the over-representation of culturally and linguistically diverse students in special education programs
- **Teacher mindsets and beliefs:** Underestimating the intellectual capacity of culturally and linguistically diverse students, and often girls, inside the classroom
- **Tracking:** School policies that automatically place students of color in remedial or low-track courses
- **Dominant discourse:** Ways of thinking and talking about students and families that diminish, underestimate, or even pathologize them

**Kirwan Institute**

# Learning Outcomes

What do we want to  
learn together?

# Social Service and Social Change

social  
service  
and social  
change:

A Process Guide

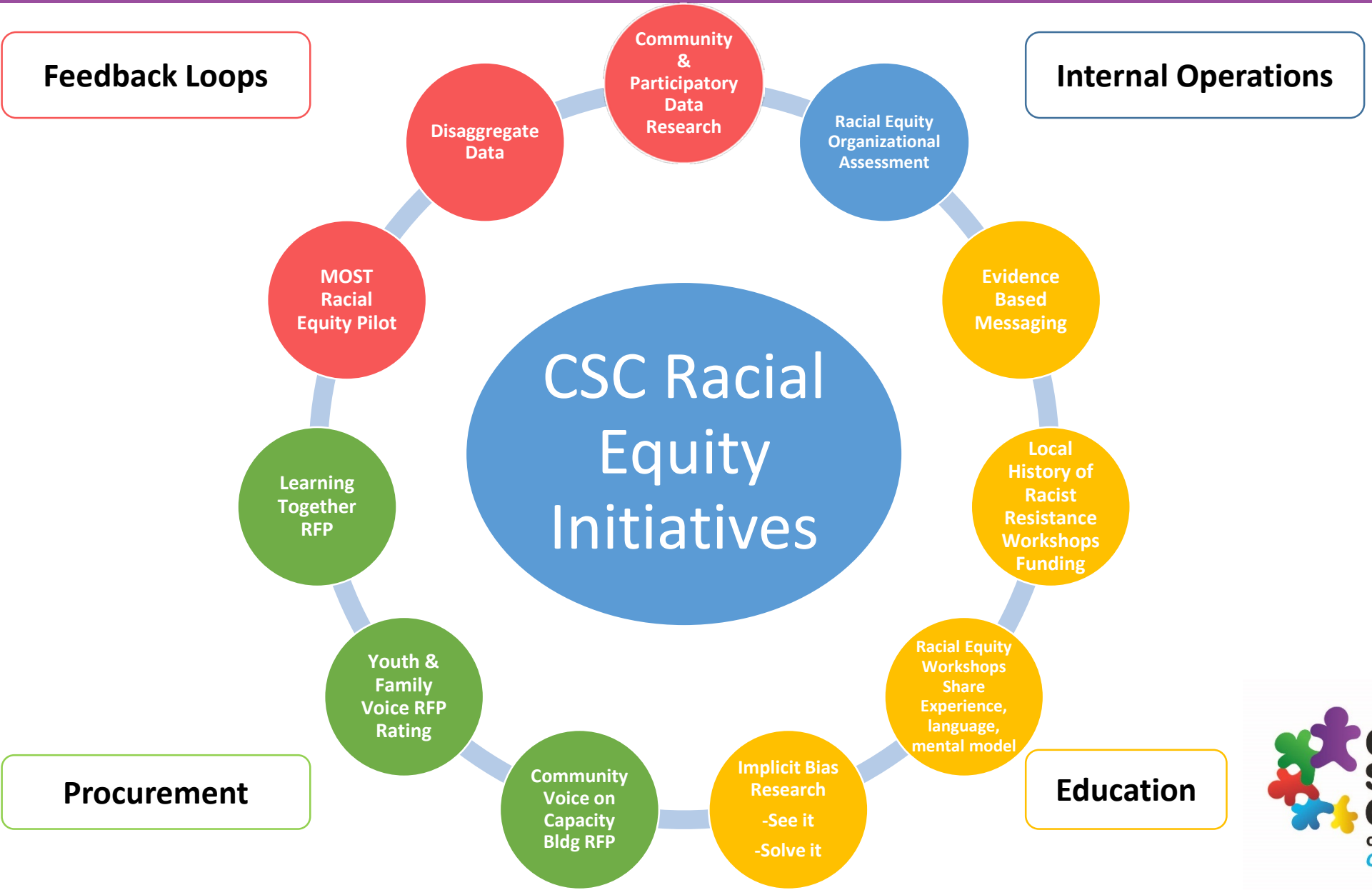




# Strategies to Reduce Implicit Bias

- 1. Become aware of your biases so that you can interrupt them.*
- 2. Study and teach colleagues about implicit bias.*
- 3. Pay attention to gap-closing teachers.*
- 4. Stop tone policing.*
- 5. Tune into implicit bias in your school.*

*(adapted from Shane Safir's 5 Keys to Challenging Implicit Bias <https://www.edutopia.org/blog/keys-to-challenging-implicit-bias-shane-safir>)*



# Action Plan

ACTION PLAN			
WHO	WHAT	WHEN	HOW

## Contact Us

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