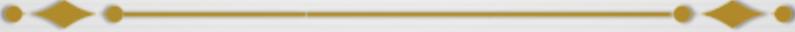
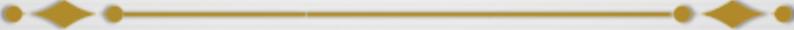


Objectives



- ✦ Implicit bias
- ✦ What systems are affected by implicit bias
- ✦ Media's effect of implicit Bias
- ✦ Policies that have had an impact on the criminal justice system
- ✦ Structural issues that causes racial disparities
- ✦ Meaningful Solutions

What is Implicit Bias?



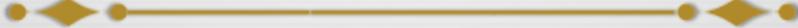
- ✦ The National Center for State Courts (NCSC): Unlike *explicit bias* (which reflects the attitudes or beliefs that one endorses at a conscious level), *implicit bias* is the bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control (Courts, 2012, p. 1).

Healthcare system



- ✦ The Institute of Medicine defines disparities as “racial or ethnic differences in the quality of health care that are not due to access-related factors or clinical needs, preferences, and appropriateness of intervention.” Racial and ethnic minorities tend to receive poorer quality care compared with non-minorities, even when access-related factors, such as insurance status and income, are controlled.
- ✦ The sources of racial and ethnic health care disparities include differences in geography, lack of access to adequate health coverage, communication difficulties between patient and provider, cultural barriers, provider stereotyping, and lack of access to providers. In addition, disparities in the health care system contribute to the overall disparities in health status that affect racial and ethnic minorities.

Employment



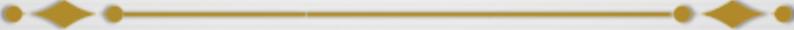
- ✦ The “mark” of a criminal record tarnishes employment prospect, contributes to aggregate levels of racial economic inequality, and can bar individuals from welfare benefits, food stamps, public housing, access to public parks and voting (Ghandnoosh, Ph.D., 2014, p. 34).
- ✦ A White male with a criminal record is **5%** more likely to get a job than an equally qualified person of color with a clean record.
- ✦ MIT study on ethnic names which put black vs. white names indicated in applying for jobs black were 2 times LESS likely to get a call back with all thing being exactly the same other then the name.

Education system



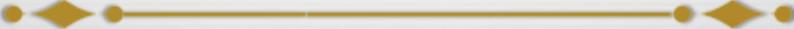
- ✦ Central Florida school districts and police departments have not made curbing arrests a priority, as some communities have done. Orange County schools, for example, last year had **1,048** arrests, nearly double the number in Miami-Dade County schools — though the South Florida district enrolls nearly **twice as many** students (Postal, 2013).
- ✦ Blacks are suspended and expelled at **three times** the rate of white students.
- ✦ Research indicates students in low income areas, predominately black, have teachers with lower educational credentials, a higher student teacher ratio and substantially lower levels of funding per student.
- ✦ Blacks make up **16 percent** of school enrollment, but account for **32 percent** of students who receive in-school suspensions, **42 percent** of students who receive multiple out-of-school suspensions and **34 percent** of students who are expelled.
- ✦ Black students are arrested more and are referred to law enforcement more (Cook, 2015).

Housing System



- ✦ Black and Latinos face housing discrimination an estimate **4 millions** times each year.
- ✦ Practices such a redlining, in which banks designate certain low-income neighborhoods where they won't lend for home purchases or where they charge higher interest rates than similarly priced homes in non-redlined neighborhoods.
- ✦ In 2009, bailed banks such as Wells Fargo and many other large banks were found to have pushed minority borrowers who qualified for prime loans into subprime loans, which can add as more then **\$100,000** in interest payments to a mortgage over the life of the loan.
- ✦ Housing discrimination is inextricably linked with wealth accumulation and the growing wealth gap between whites and blacks; **over the last 25 years, that wealth gap has tripled** (Tucker, 2015, pp. 21-22).

Media Statistics



- ✦ Media reinforces the public's racial misconceptions about crime by presenting blacks and Latinos differently than whites – both quantitatively and qualitatively (Ghandnoosh, Ph.D., 2014, p. 3).
- ✦ Television news programs and newspapers over-represent racial minorities as crime suspects and whites as crime victims.
- ✦ **37%** of the **suspects** portrayed on television news stories about crime were black, although blacks made up only **21%** of those arrested in the city (Ghandnoosh, Ph.D., 2014, p. 23).
- ✦ Whites represented **43%** of **homicide** victims in the local news, but only **13%** of homicide victims in crime reports (Ghandnoosh, Ph.D., 2014, p. 23).
- ✦ **10%** of victims of **crime reports** were whites who had been victimized by blacks, these crimes made up **42%** of televised cases (Ghandnoosh, Ph.D., 2014, p. 23).
- ✦ According to a study in Canada, **non-white women** who go missing receive **27 times less** media coverage than white women (Tucker, 2015, p. 21).

The media's impact on Implicit Bias?

Media Consolidation: THE ILLUSION OF CHOICE

Media has never been more consolidated. **6 media giants** now control a staggering **90%** of what we read, watch, or listen to.

1 CONSOLIDATION



In 1983, 90% of American media was owned by **50 companies**



In 2011, that same 90% is controlled by **6 companies**

THESE SIX COMPANIES ARE:



GE
Notable Properties:
COMCAST
NBC
UNIVERSAL PICTURES
FOCUS FEATURES



NEWS-CORP
Notable Properties:
FOX
WALL STREET JOURNAL
NEW YORK POST



DISNEY
Notable Properties:
ABC
ESPN
PIXAR
MIRAMAX
MARVEL STUDIOS



VIACOM
Notable Properties:
MTV
NICK JR
BET
CMT
PARAMOUNT PICTURES



TIME WARNER
Notable Properties:
CNN
HBO
TIME
WARNER BROS



CBS
Notable Properties:
SHOWTIME
SMITHSONIAN CHANNEL
NFL.COM
JEOPARDY
60 MINUTES

232 MEDIA EXECUTIVES CONTROL THE INFORMATION DIET OF 277 MILLION AMERICANS

That's **1 media exec** to **850,000 subscribers**



An audience *the size of San Francisco*

TOTAL 2010 REVENUE FOR THE BIG SIX WAS

\$275.9 BILLION



That's **\$36 billion more** than Finland's GDP...



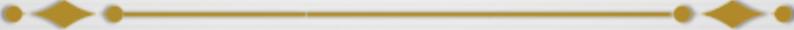
... enough to buy every **NFL team 12 times...**



... and **5x the government bailout** of General Motors

(Lutz, 2012)

Criminal Justice System



- ✦ Blacks serve virtually as much time in prison for a **drug offense** (58.7 months) as whites do for a **violent offense** (61.7 months).
- ✦ Federal prosecutors are **twice** as likely to charge black defendants with offenses that carry mandatory minimum sentences than otherwise-similar whites.
- ✦ In setting bail terms, sentences, or departing from sentencing guidelines, judges often favor whites over racial minorities, and wealthier defendants over the disadvantaged.
- ✦ A growing proportion of pre-trial release requires money bond, and Blacks and Latinos are **more likely** than whites to be denied bail or to be imposed a bond that they cannot afford.

Criminal Justice System

Cont.



- ✦ Racial minorities are often assessed to be **higher safety or flight risk** because of their lower socioeconomic status, criminal records, and because of their race.
- ✦ Pre-trial detention increases the odds that defendants will accept less favorable plea deals (Ghandnoosh, Ph.D., 2014, pp. 25-26).
- ✦ Research only shows that punishment was reduced for Blacks if the victim was also black (Ghandnoosh, Ph.D., 2014, p. 21).

Disproportionate Minority Contact / Racial Ethnic Disparity Benchmark Report FY 2014-15

Overview

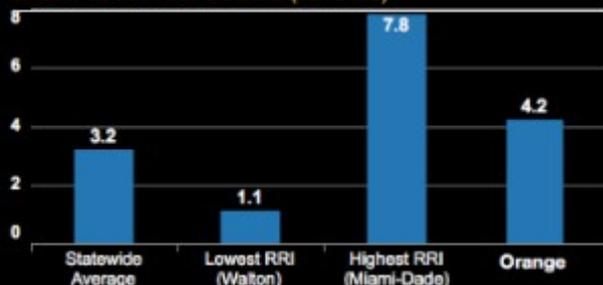
Relative Rate Index

Methodology

Definitions

Orange County FY 2014-15

Black Youth RRI Scores (Arrests)



Population of Youth 10 - 17 Years of Age

837 250,017

Click on the map to filter by county

Arrest RRI	Ranking
4.2	16

White Black Hispanic Other Click bars to filter by race

Category	Total	White	Black	Hispanic	Other
Juvenile Population (Age 10 - 17)	132,244	35.4%	24.6%	34.3%	5.7%
Juvenile Arrests	6,974	20.2%	58.9%	20.3%	
Petitions	2,529	17.6%	61.3%	20.6%	
Adjudications	1,637	17.3%	61.5%	20.8%	
Diverted	1,139	26.7%	47.3%	24.1%	
Probation Supervision	1,313	18.3%	60.2%	21.0%	
Residential Commitment	255	11.8%	69.8%	18.0%	
Transfer to Adult Court	104	14.4%	62.5%	23.1%	
Secure Detention	1,875	13.7%	67.0%	19.1%	



Videos to Consider



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- ✦ 13th (Documentary), 2016

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