

“IF YOU HAVE COME TO HELP ME,
YOU ARE WASTING YOUR TIME. BUT
IF YOU HAVE COME BECAUSE YOUR
LIBERATION IS BOUND UP WITH
MINE, THEN LET US WALK
TOGETHER.”

-LILA WATSON



OVERCOMING RACISM - TIMELINE OF CHILD WELL-BEING POLICY



OVERCOMING
RACISM

X



PRESENTED BY: MATTHEW KINCAID



A TIMELINE OF CHILD WELLBEING POLICY

Timeline of Child-Wellbeing

1600s –early 1900s The Deserving v. Undeserving Poor

Poverty seen as a moral failing only certain families, usually white, widowed, or disabled were deemed worthy.

1900s–1950s The Worthy White Mother

Early welfare systems framed white mothers as virtuous caregivers needing support, while Black, immigrant, and Indigenous mothers were surveilled, or routed into punitive systems

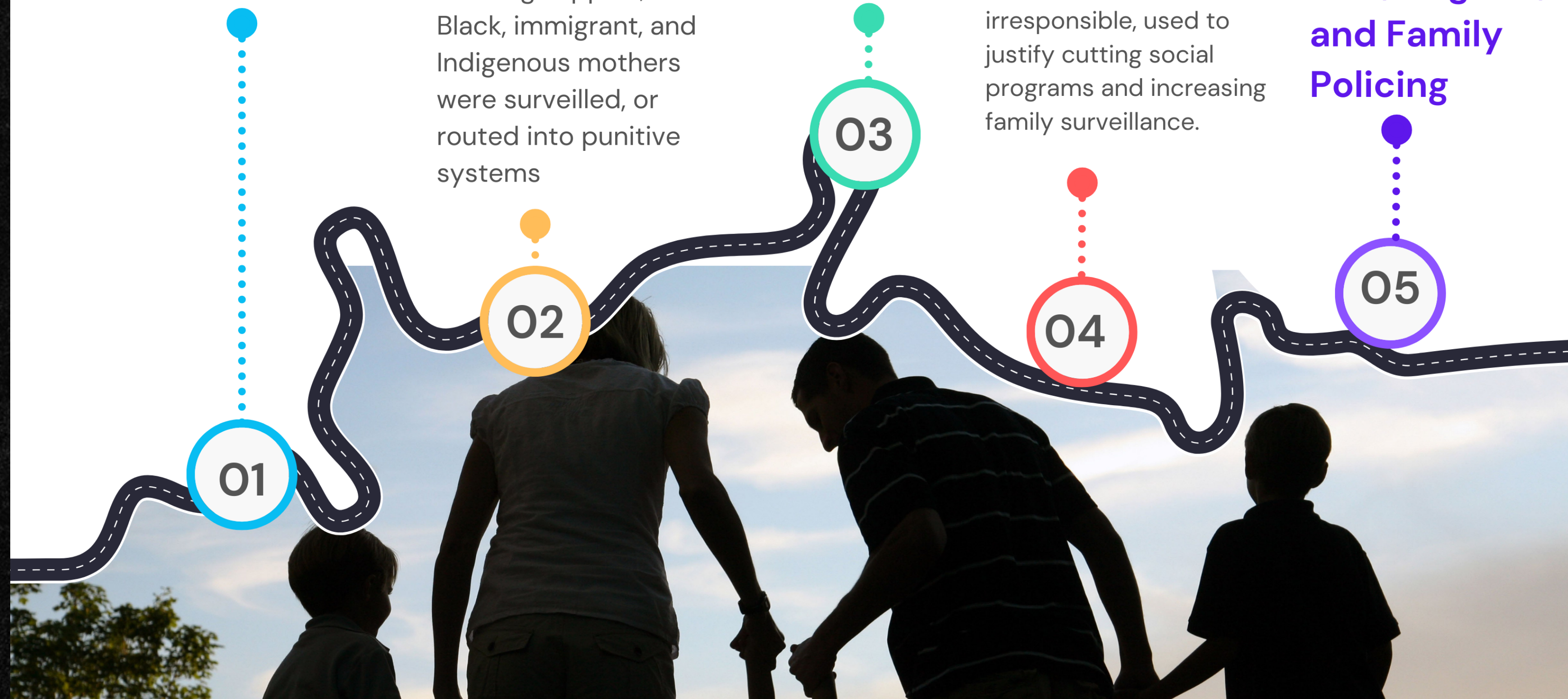
1950s–1970s The Problem Family

As civil rights gains opened welfare to families of color, public rhetoric shifted to blaming poor Black households.

1970s–1990s The Welfare Queen

A racially coded stereotype depicting poor Black mothers as fraudulent and irresponsible, used to justify cutting social programs and increasing family surveillance.

1990s–Present Risk, Neglect, and Family Policing



Timeline of Child Wellbeing Policy

Massachusetts passes the Adoption of Children Act

1851 - Massachusetts creates the first modern adoption law.

- Required **judicial review** to verify adoptive parents ability to raise the children.
- Focus shifts from **adult-centered** policy making (labor/indenture) to **child well-being centered** policy making.
- Provided **formal and legal standing for adoption**. Creates a model for other states across the country.



Timeline of Child Wellbeing Policy

Mid 1854 - 1929: Orphan Trains

- Precursor to the modern foster care system. Sent 250,000 children, mostly from New York, to families in the midwest via train.
- While the program sought “loving families” there was effectively no oversight to this end.
- The program excluded orphans of color.



The Orphan Trains,” *American Experience*, PBS, aired November 27, 1995

Indigenous Boarding Schools and Labor Camps



- Federal schools removed indigenous children from their families in an effort to erase their culture and force assimilation through loss of language, identity, and family. Many endured harsh conditions and abuse



- In the north Black children were excluded from mainstream child-saving efforts. They were segregated, institutionalized, and bound out as labor.
- In the south Black orphans were subject to “black codes” in which their mere existence was a crime. These children were arrested and leased out to plantations, the state, and private businesses as free labor.

Timeline of Child Wellbeing Policy

1935 - Aid to families with Dependent Children

Created as a part of the social security act of 1935. This policy provided financial assistance to families in need with children.

- Federally funded but administered at the state level.
- Many states created arbitrary requirements to shut out Black mothers.
- “Suitable home” policies denied aid to mothers who were deemed “morally unfit” to receive assistance.



Social Context - New Deal Policies

Child Wellbeing



- Creates welfare assistance for white mothers.
- Policies created across the south to shut Black families out of benefits.
- Redlining policies create disparities in school funding.

Financial Protections



FDIC is created to provide insurance for bank deposits. Black banks shut out of this. Many families of color shut out of FDIC insured banks.

Social Security act provides access to old-age pensions, unemployment insurance and disability coverage. Domestic and agricultural workers excluded.

Veterans Benefits



G.I Bill provides access to jobs, college and home loans. Most black WWI and WWII veterans are shut out of benefits.

Public Works



Programs aimed to reduce unemployment. Provided jobs constructing dams, bridges, schools, hospitals, and other public work projects. Many of these jobs across the north and south were racially restricted.

Social Context - New Deal Policies

Housing



Between 1934-1968 the federal government invested \$120,000,000 in housing. Less than 2% of these benefits went to people of color.

Employment



- SS benefits based on earnings but families of color faced wage discrimination.
- Labor rights and job protections passed. Many jobs that were associated with workers of color, namely Black and Latino workers were shut out of access to unions and minimum wage benefits.



Timeline of Child Wellbeing Policy

1960s - Women of color gain access to welfare funds 30 year later

Civil rights activism provides access to federal welfare programs for women of color.

Between 1965-1970 - The Aid for Dependent Families program expands 110%

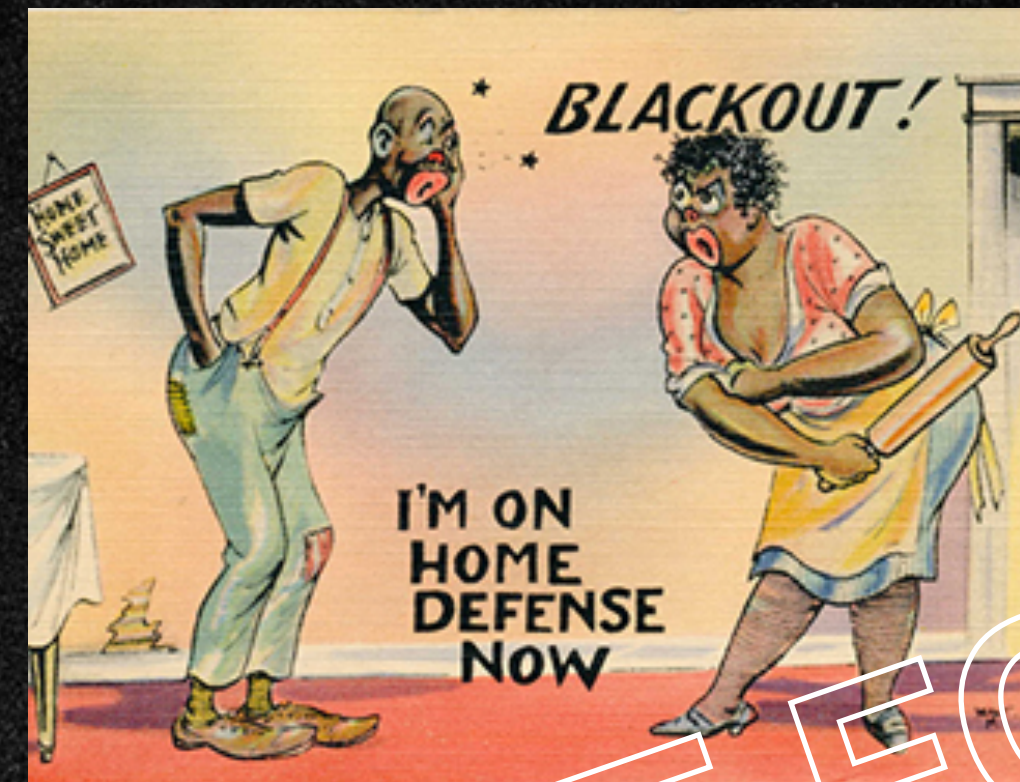
Rather than viewing this as a debt being paid. Politicians targeted activists as opportunists.



Race, Stereotypes and Policy



Jezebel - "Immoral Black Mother"



Matriarch or Sapphire -
"Unwed Black Mother"

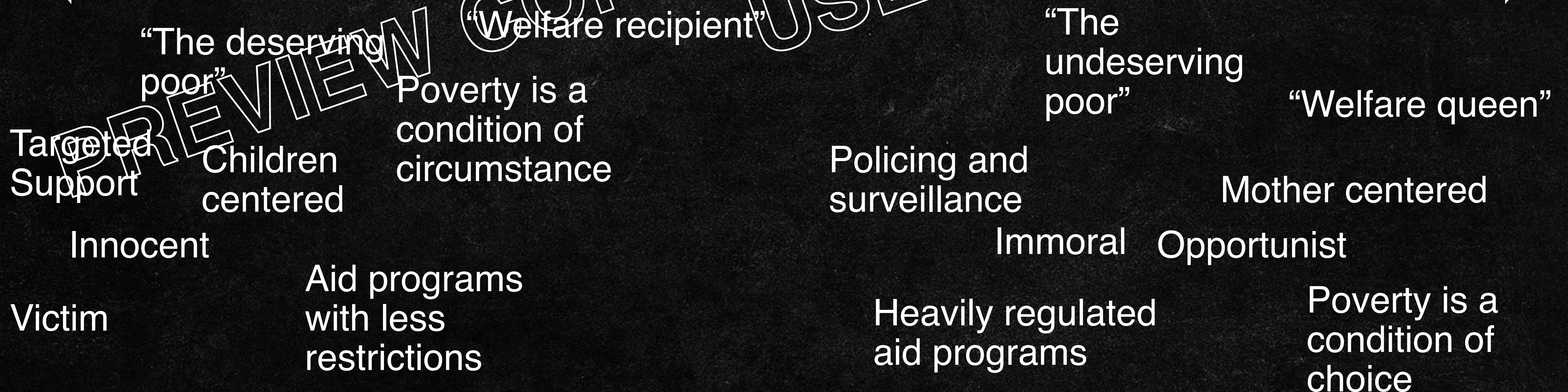


Mammy - "Negligent Black Mother"



Welfare Queen

Race, Stereotypes and Policy



Timeline of Child Wellbeing Policy

1971 - President Nixon vetoes the Comprehensive Child Development Act

This bill would have provided:

- Universal Childcare
- Sliding Scale Payments
- Included education, health and social services support for families with young and teenage children.
- Support for working parents



Timeline of Child Wellbeing Policy

1974 - President Nixon signs the Child Abuse Prevention and Treatment Act

Policy aimed at empowering states to support in the prevention, assessment, investigation and prosecution of activities related to child abuse.

Unintended impacts:

- Conflates poverty with the likelihood to be a bad/abusive parents.
- Disproportionate Reporting
- Inequitable Investigations and Interventions
- Further surveillance of Black Communities.
- Criminalization of Poverty
- Rapid Growth in Children removed from families and placed in foster care.





Voice of Jasmine Wali
Columbia School of Social Work

Timeline of Child Wellbeing Policy

1980s - President Reagan promotes the “Welfare Queen” myth

- Politicians played on white anxieties that their tax dollars were funding social welfare programs that predominantly benefitted people of color.
- Promotes the idea that poverty is the result of individual choices rather than systemic failures.
- Proliferates stereotypes about Black families as lazy, underachieving, and prone to take advantage of federal aid.
- Leads to the reduction of federal aid for all families.



1996 - Congress passes the Personal Responsibility and Work Opportunity Act

- Capitalized on the welfare stereotypes popularized in the 80s as a political strategy.
- Temporary Assistance for Needy Families: Gave states more flexibility in administering aid with stricter requirements.
- Work Requirements
- Time limits - Maximum of five years of assistance
- Welfare to work programs
- Restricted immigrant eligibility - Legal immigrants restricted from welfare access for the first five years of their citizenship.
- Family Caps: Denied additional benefits of children born in families that already receive welfare.



“It is fashionable nowadays to think of racism as a vast impersonal system for which no one is responsible. But this is still another evasion. Racism did not fall from the sky [...] No. racism in America was made by men, neighborhood by neighborhood, law by law, restrictive covenant by restrictive covenant, deed by deed.”

Dr. Lerone Bennet Jr.



“Racial disparities occur at nearly every major decision-making point along the child welfare continuum.”

A study by the NYU Family Defense Clinic found that low-income Black families are reported for neglect at four times the rate of low-income white families living in similar conditions

28% of white children experience an investigation by CPS before the age of 18. The majority of Black children 53% do (Kim et al., 2017).

Black children are twice as likely to spend time in foster care than their white counterparts.

Black children are 50% more likely to be placed into foster care than white children who have the same potential for experiencing subsequent maltreatment.

37% of Latino children experience an investigation by CPS before the age of 18. The majority of Black children 53% do (Kim et al., 2017).

60% of indigenous parents will be investigated by CPS at least once (Wildeman et al., 2020, PNAS)

Relative to other children Black children spend more time in foster care and are less likely to reunify with their families (US Gov accountability office, 2007).

Black, indigenous and Alaska Native children are more likely than other children to be removed from their homes and have a parents rights terminated (Wildeman et al., 2020)

Moral Argument

A moral argument appeals to values, ethics, and principles, emphasizing what is *right, just, or fair*. It frames equity work as a matter of conscience or justice.



Structural Argument

A structural argument focuses on the **systems, outcomes, and evidence-based benefits** of equity work. It demonstrates **how equitable practices lead to better educational, economic, and social outcomes for *all***. It is less about intent and more about *impact and efficacy*.



Nonpartisan framing:

Structural arguments can neutralize ideological resistance by focusing on ***benefits***, not *beliefs*.

Equality Mindset v. Equity Mindset

Equality

Equity

The state or quality of being equal

The condition that would be achieved if a person's identity no longer statistically predicated how that person fairs in a system

INPUT

OUTPUT

Intention Matters

Intentions —> Behaviors —> Outcomes

Good Intentions



Good Outcomes

Weigh the potential impacts of the decisions you make here. Dare to dream and work towards something that is better for all of us.

THANK YOU

CONTACT: [INFO@OVERCOMINGRACISM.COM](mailto:info@overcomingracism.com)

FREEDOM TEACHING

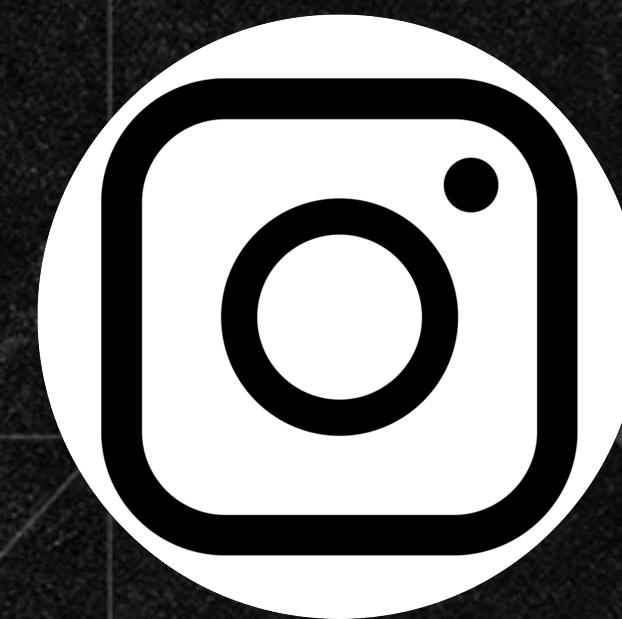
OVERCOMING RACISM
IN EDUCATION
TO CREATE
CLASSROOMS WHERE
ALL STUDENTS SUCCEED

MATTHEW KINCAID

JOSSEY-BASS
A Wiley Brand



@raceequitynola



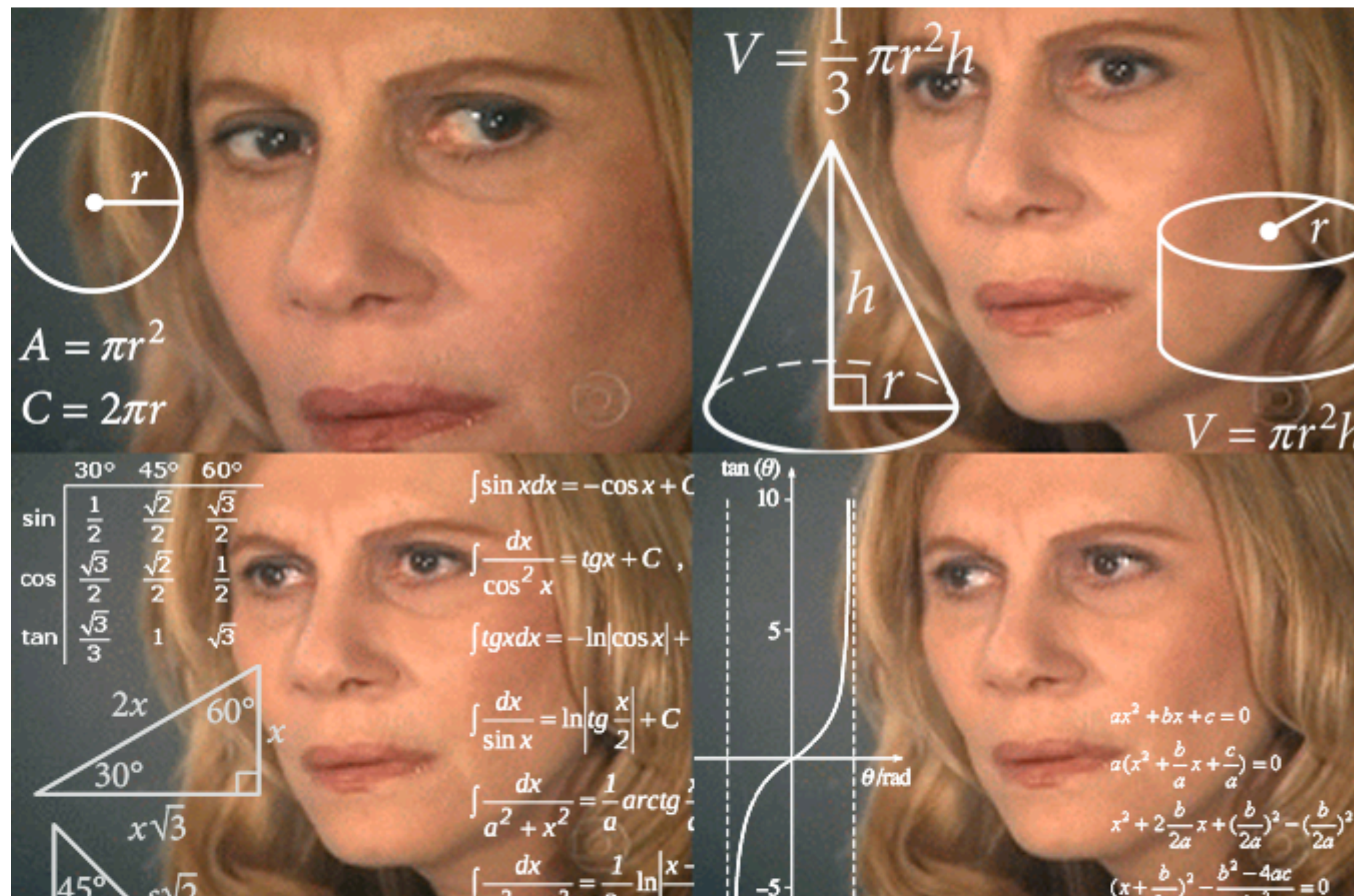
@overcomingracism



Find Us Everywhere

OUT NOW!

THE NUMBERS BEHIND THE DIVIDE

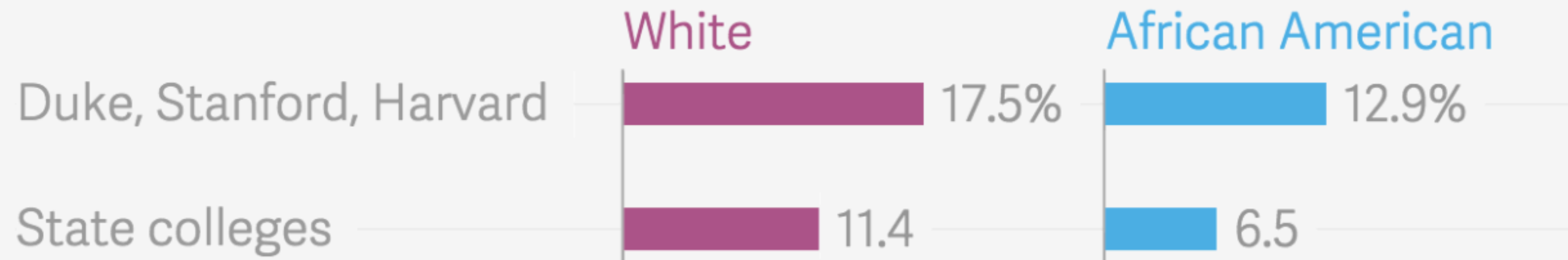


EMPLOYMENT

SYSTEMIC RACISM

Black Harvard graduates have the same shot at a job call-back as white state college grads

Responses to job applications, by college and race of the applicant



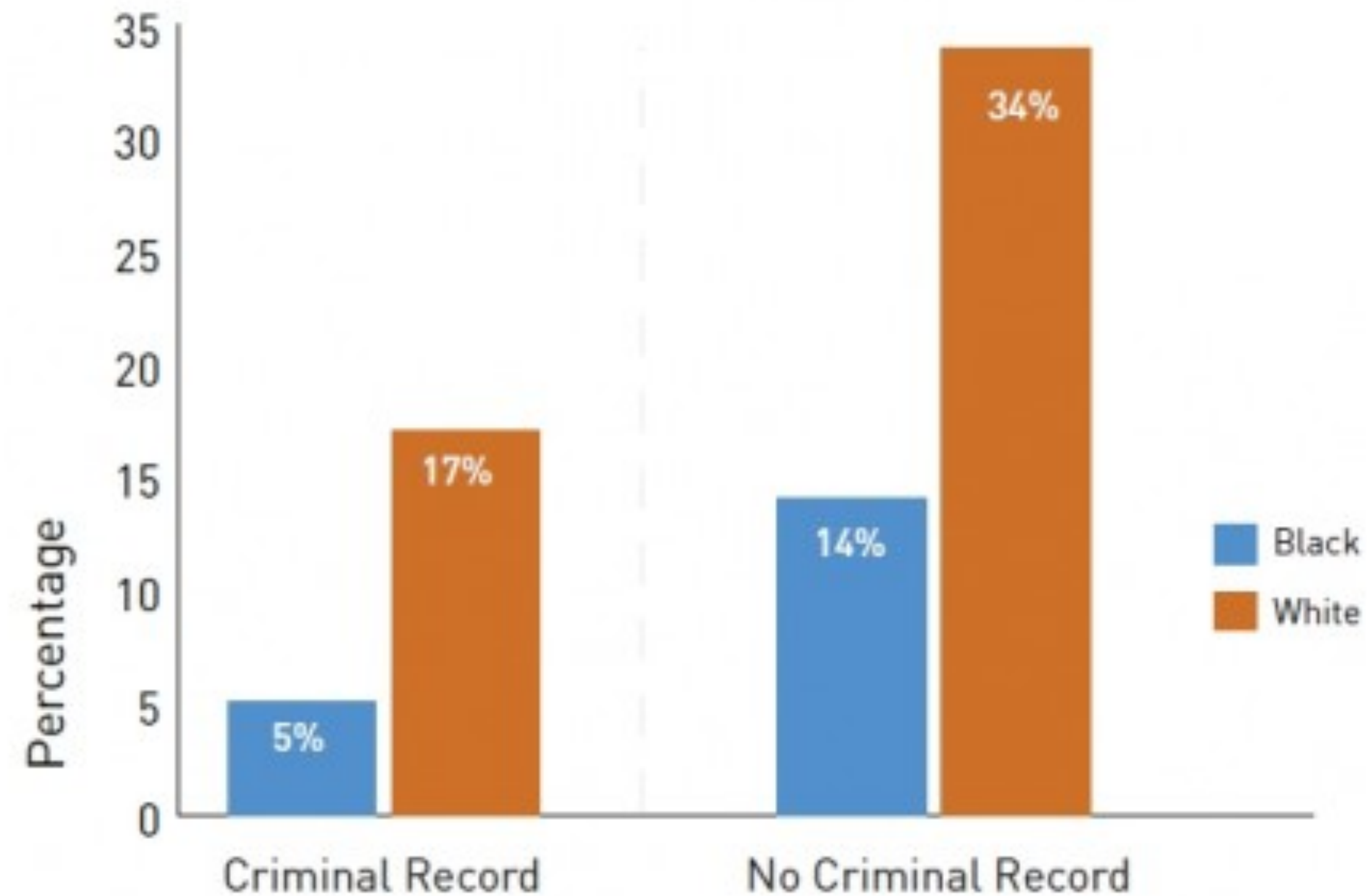
Quartz | qz.com

Data: Oxford Journals, Social Forces

EMPLOYMENT

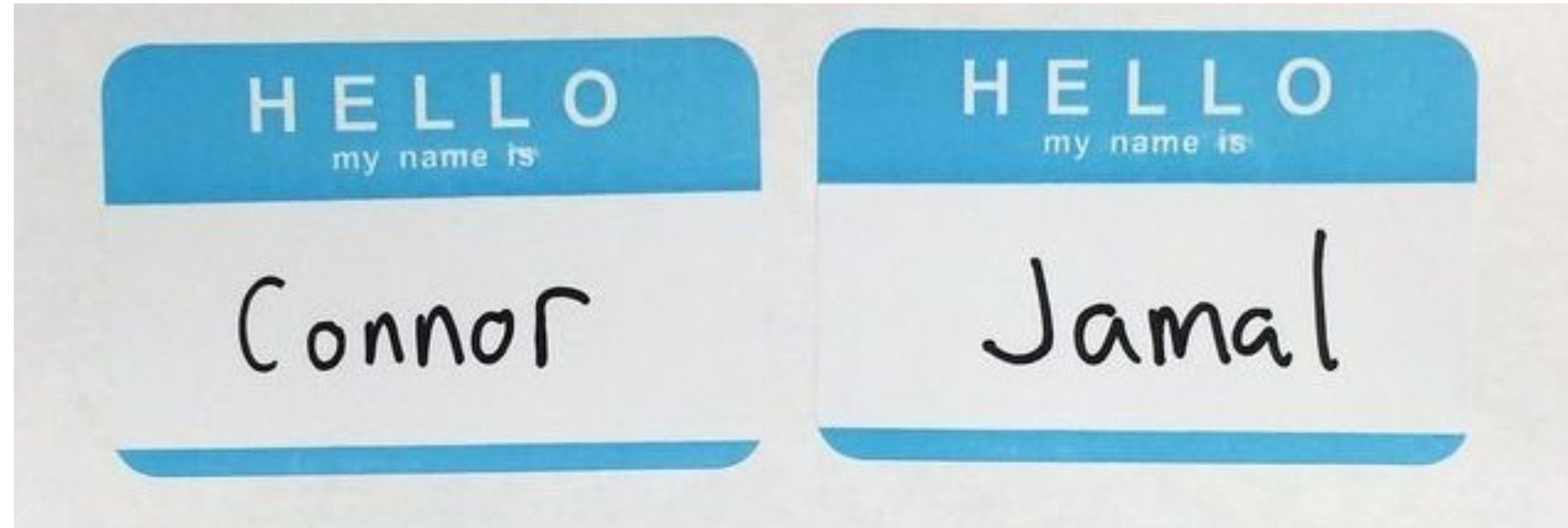
STUDY FOUND THAT WHITES WITH A CRIMINAL CONVICTION HAD A HIGHER LIKELIHOOD OF RECEIVING A JOB INTERVIEW THAN BLACKS WITHOUT ONE WITH SIMILAR CREDENTIALS.

Fig. 9. Racial Impact of a Criminal Record on Interview Callbacks, 2003



Source: Devah Pager, "The Mark of a Criminal Record", *American Journal of Sociology*, Vol. 108, No. 5 (March 2003), Figure 6, p. 958.

EMPLOYMENT



STUDY SHOWS THAT RESUMES WITH
“WHITE SOUNDING” NAMES RECEIVE
50% MORE CALL BACKS FOR
INTERVIEWS. THE RACIAL GAP IS
UNIFORM ACROSS OCCUPATION,
INDUSTRY, AND EMPLOYER SIZE

Author(s): Marianne Bertrand and Sendhil Mullainathan Source: The American Economic Review, Vol. 94, No. 4, (Sep., 2004), pp. 991-1013

WAGE DISCRIMINATION

“WOMEN EARN 79 CENTS TO EVERY DOLLAR THAT MEN EARN”

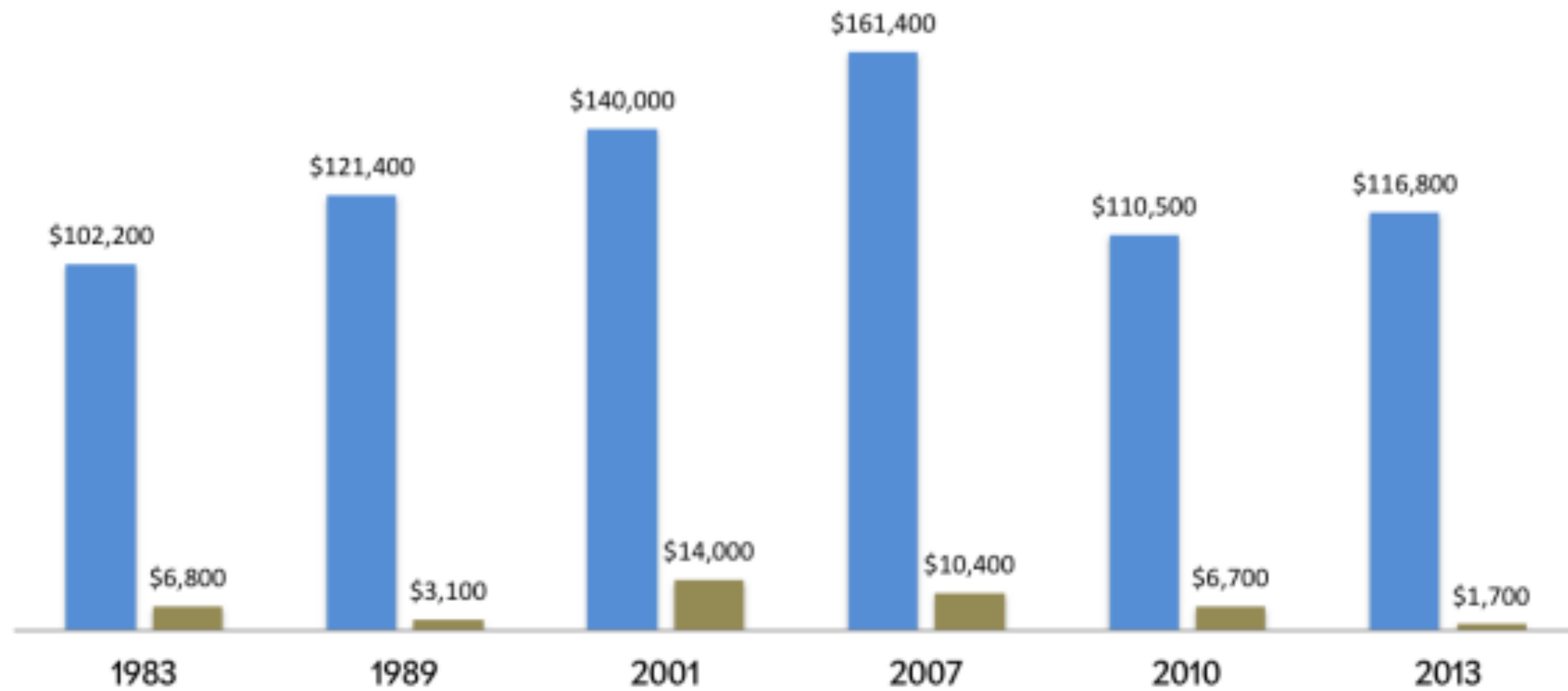


WEALTH

White wealth vs. black wealth

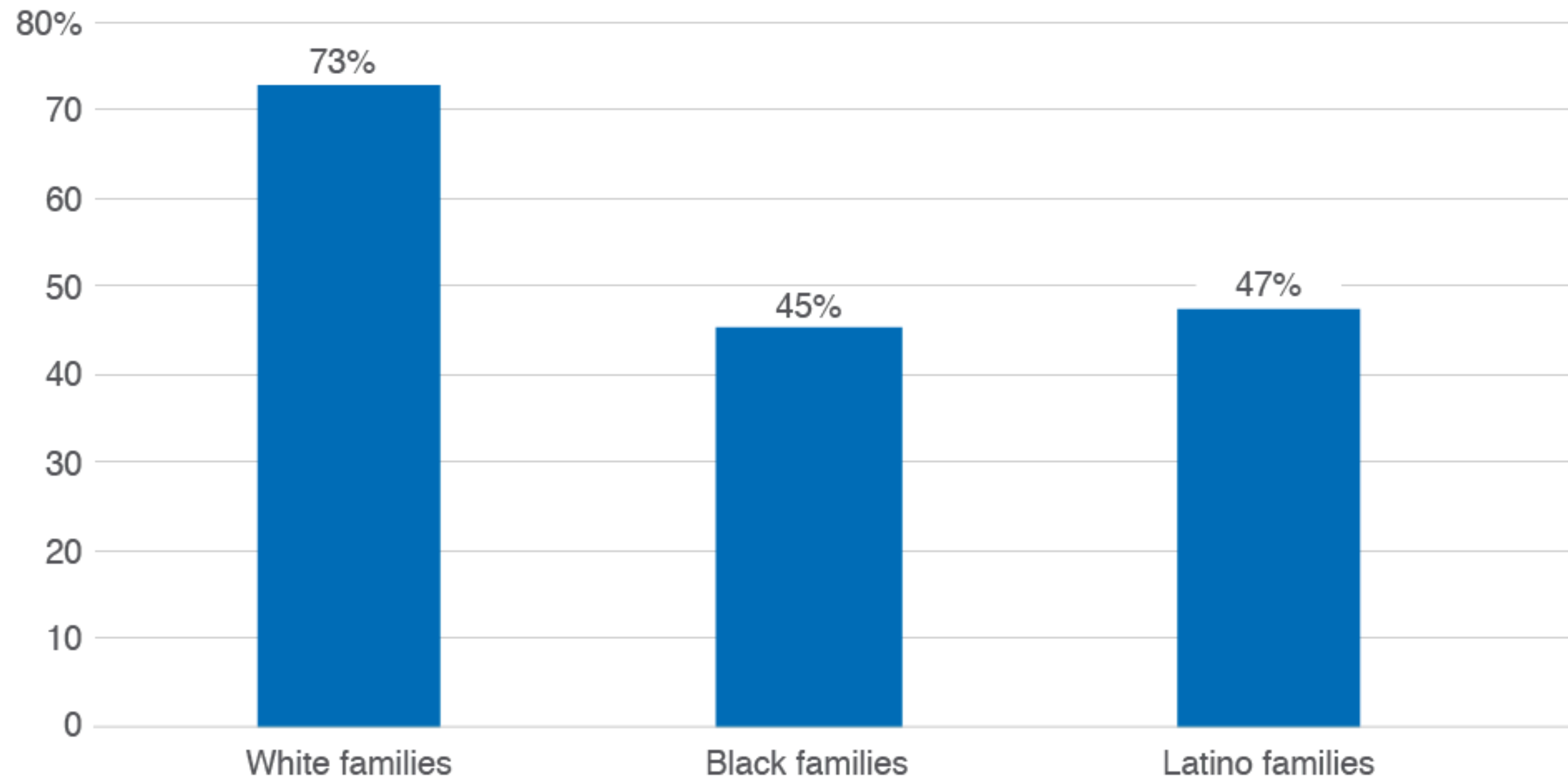
Median net worth of black and white U.S. households in 2013 \$. Edward Wolff, 2014.

■ White households ■ Black households



HOMEOWNERSHIP

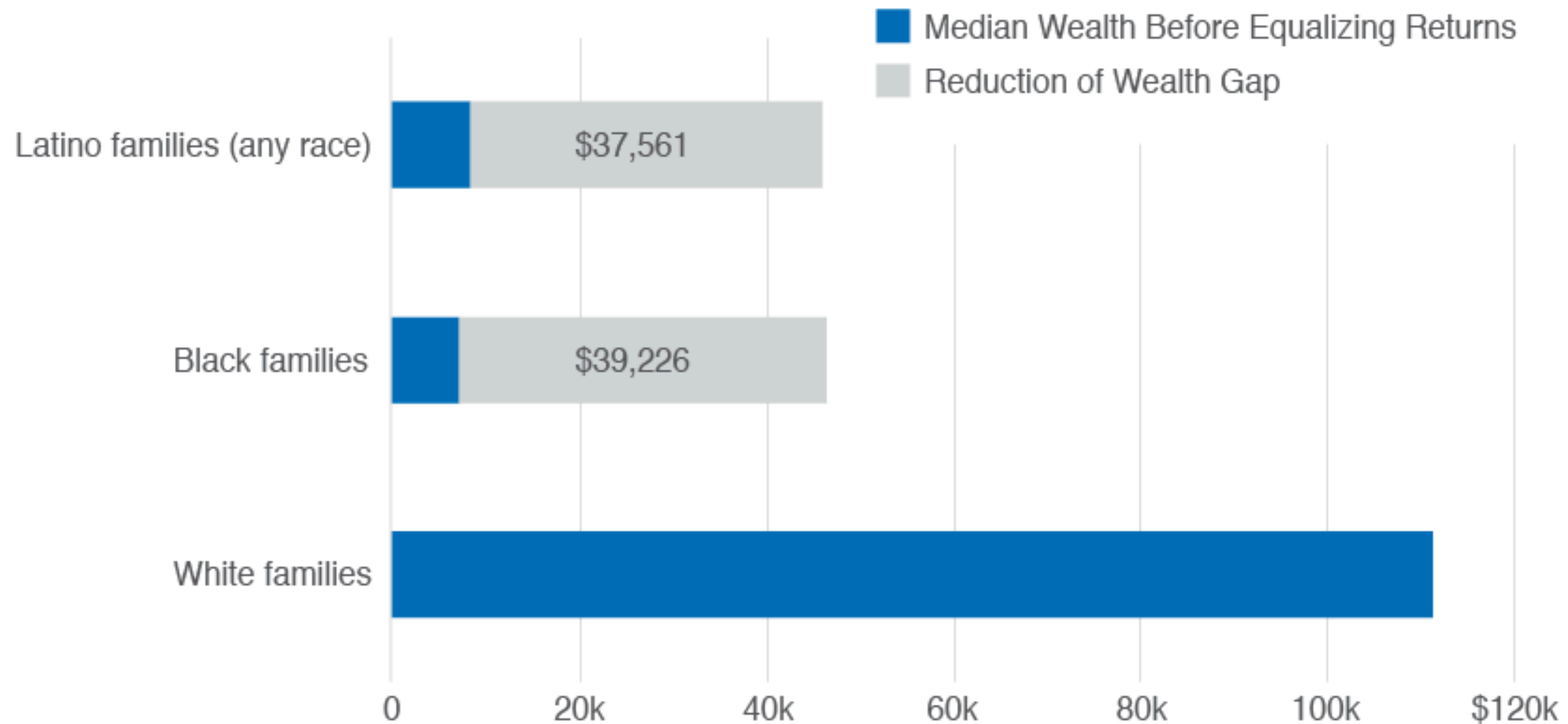
Figure 2. Homeownership Rates



Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

HOMEOWNERSHIP

Figure 3. Reduction of the Wealth Gap After Equalizing Homeownership Rates



Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

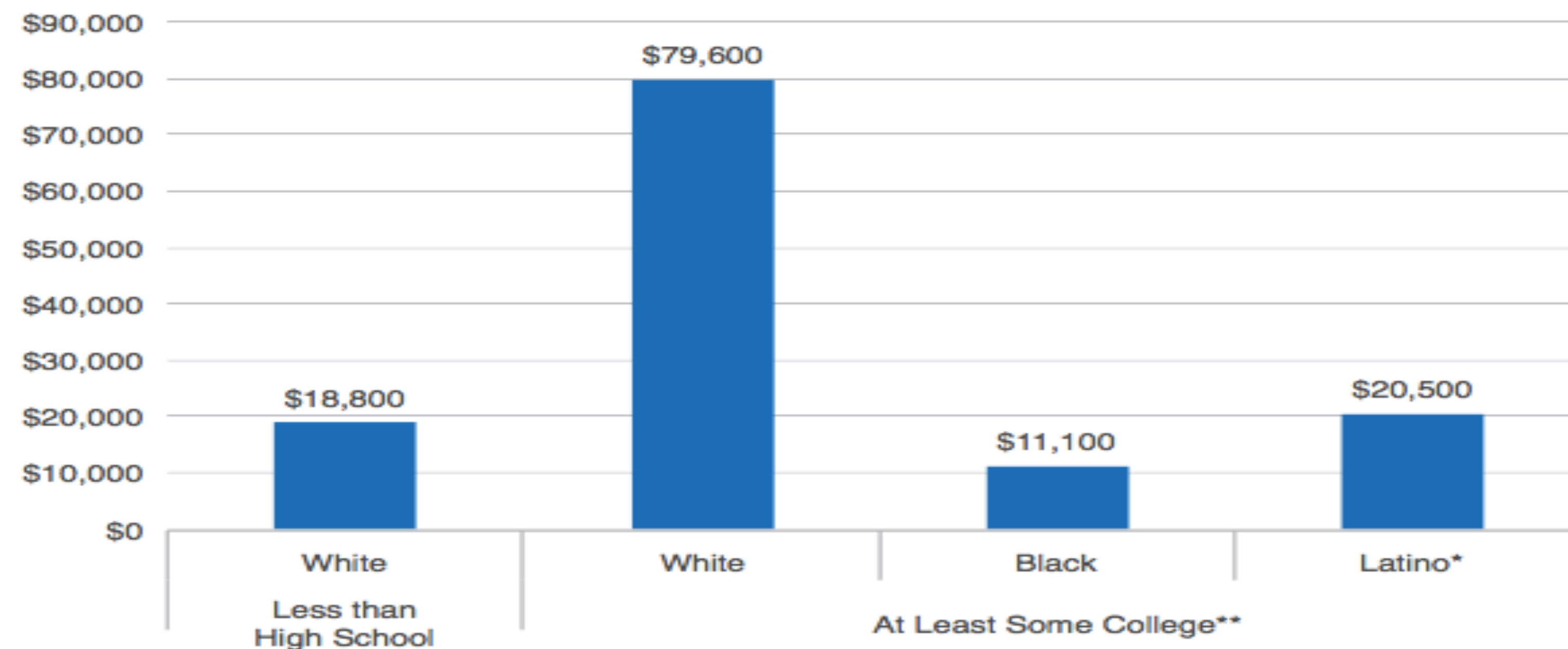
SCHOOL DISCIPLINE

- Across age groups, black students are three times more likely than white students to be suspended.
- While boys make up the large majority of students who are suspended (about eight in 10), about 12 percent of black girls are suspended and 7 percent of Native American girls are suspended. That's a rate higher than that of white boys (6 percent).
- Black students make up about 16 percent of enrolled students, but make up more than a quarter of all students who are referred to the police.



2011 - WHITE PEOPLE WITH LESS EDUCATION HOLD MORE WEALTH.

Figure 1. Median Wealth by Educational Attainment for Working Households under Age 55



Source: Authors' calculations of the Survey of Consumer Finances, 2013

* Latino refers to anyone who identified as Hispanic or Latino on the Survey of Consumer Finances and may be of any race.

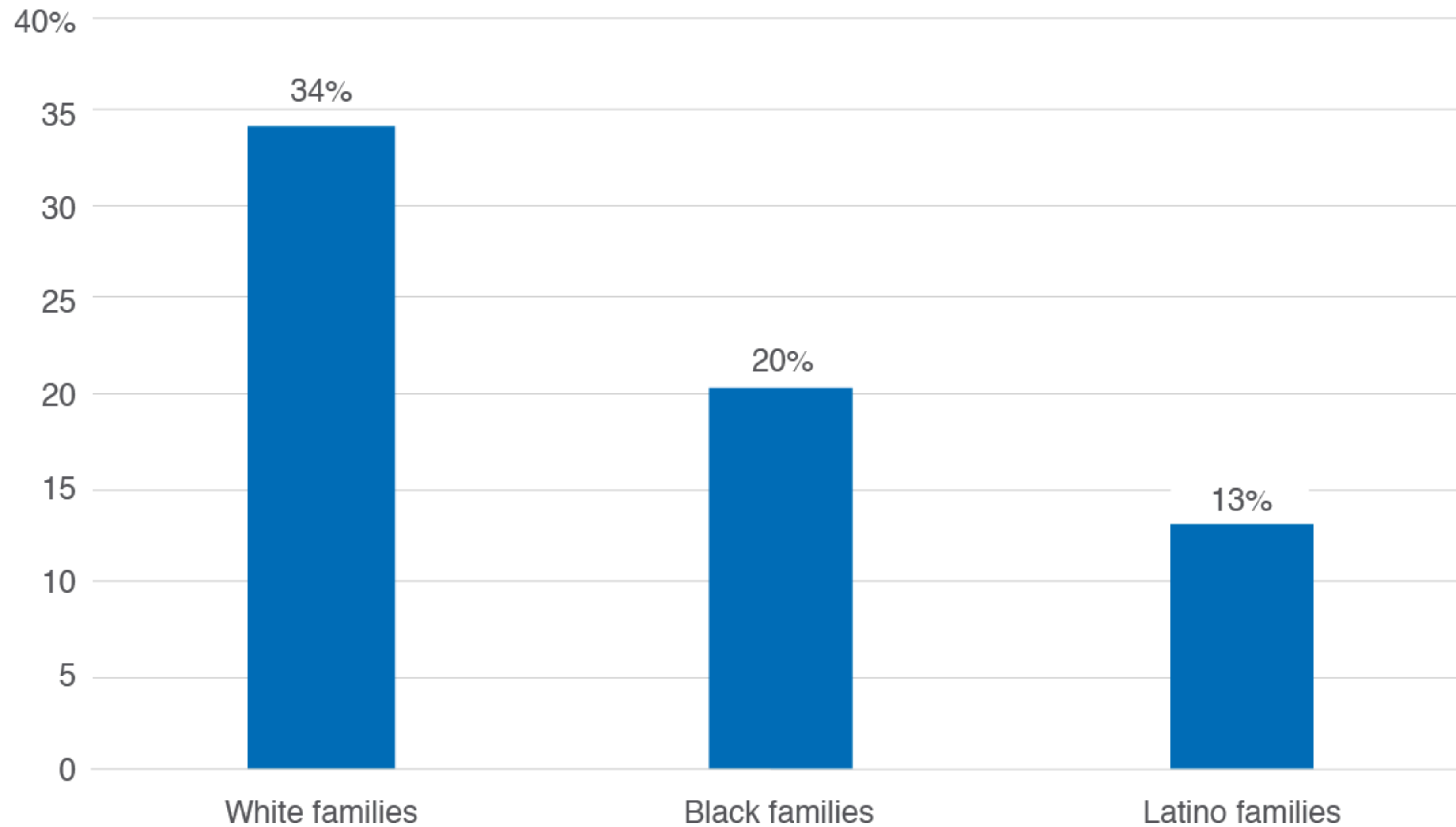
** This group includes households who attended college but attained no degree as well as those with associate's or bachelor's degrees. Households with graduate and professional degrees are not included.

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[HTTP://WWW.DEMOS.ORG/PUBLICATION/RACIAL-WEALTH-GAP-WHY-POLICY-MATTERS](http://www.demos.org/publication/racial-wealth-gap-why-policy-matters)

COLLEGE GRADUATION

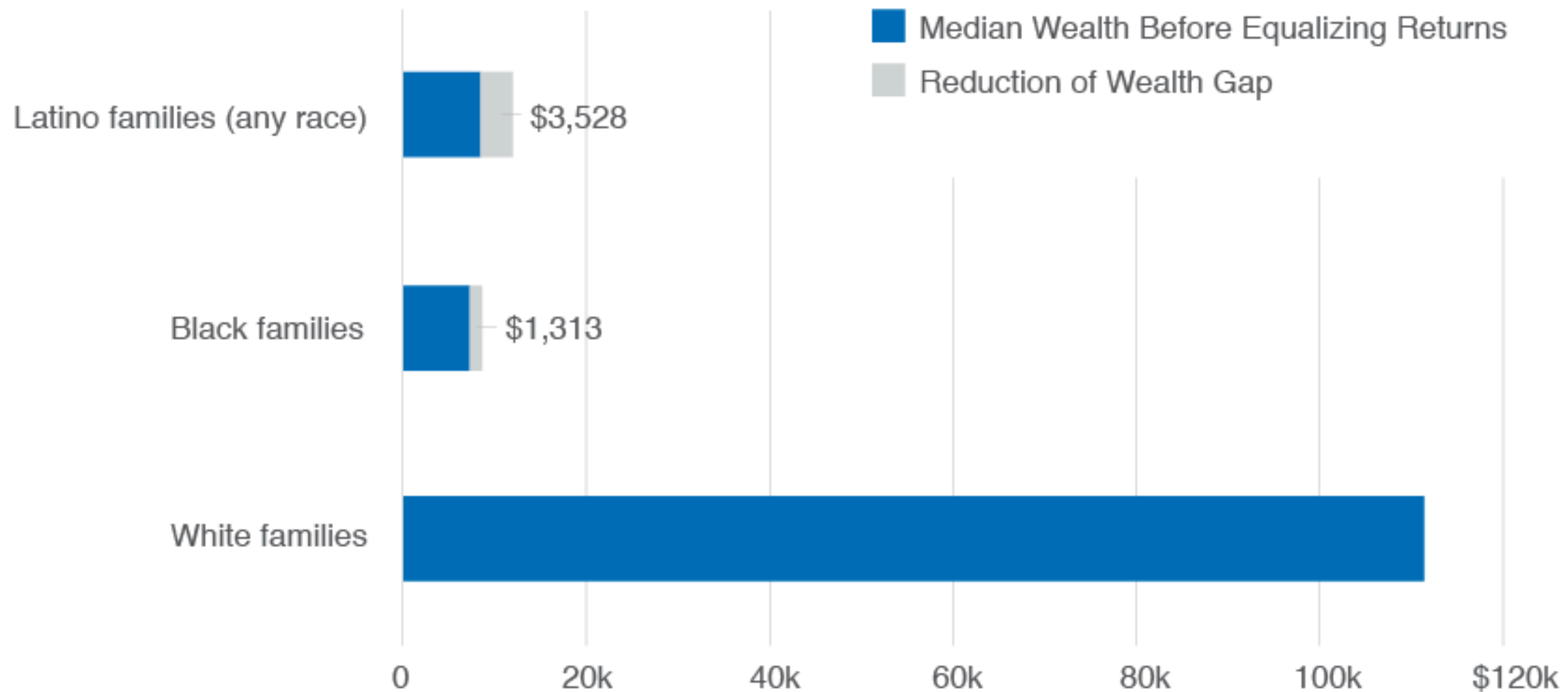
Figure 8. Rates of College Graduation



Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

COLLEGE GRADUATION

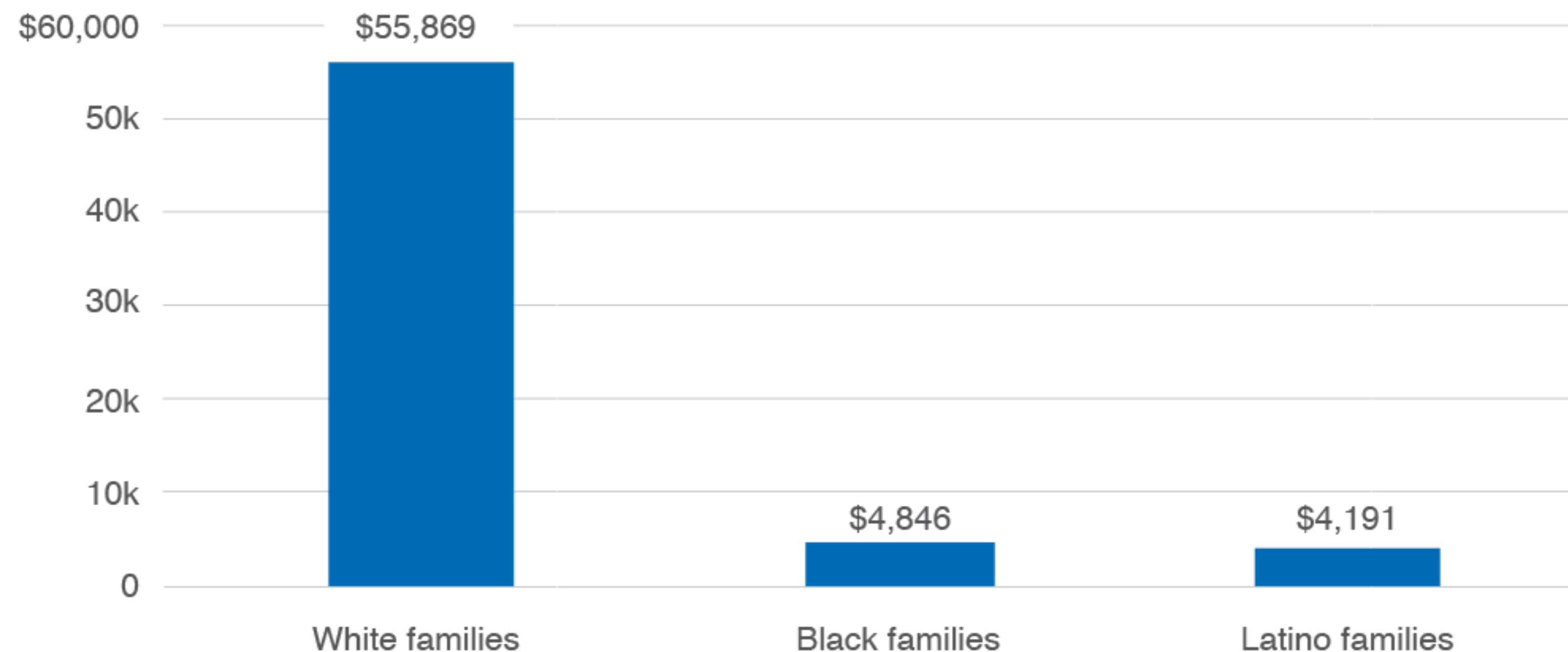
Figure 9. Reduction of the Wealth Gap After Equalizing College Graduation Rates



Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

2011 - WHITE FAMILIES GET A GREATER RETURN ON COLLEGE GRADUATION.

Figure 11. Median Wealth Return to College Graduation



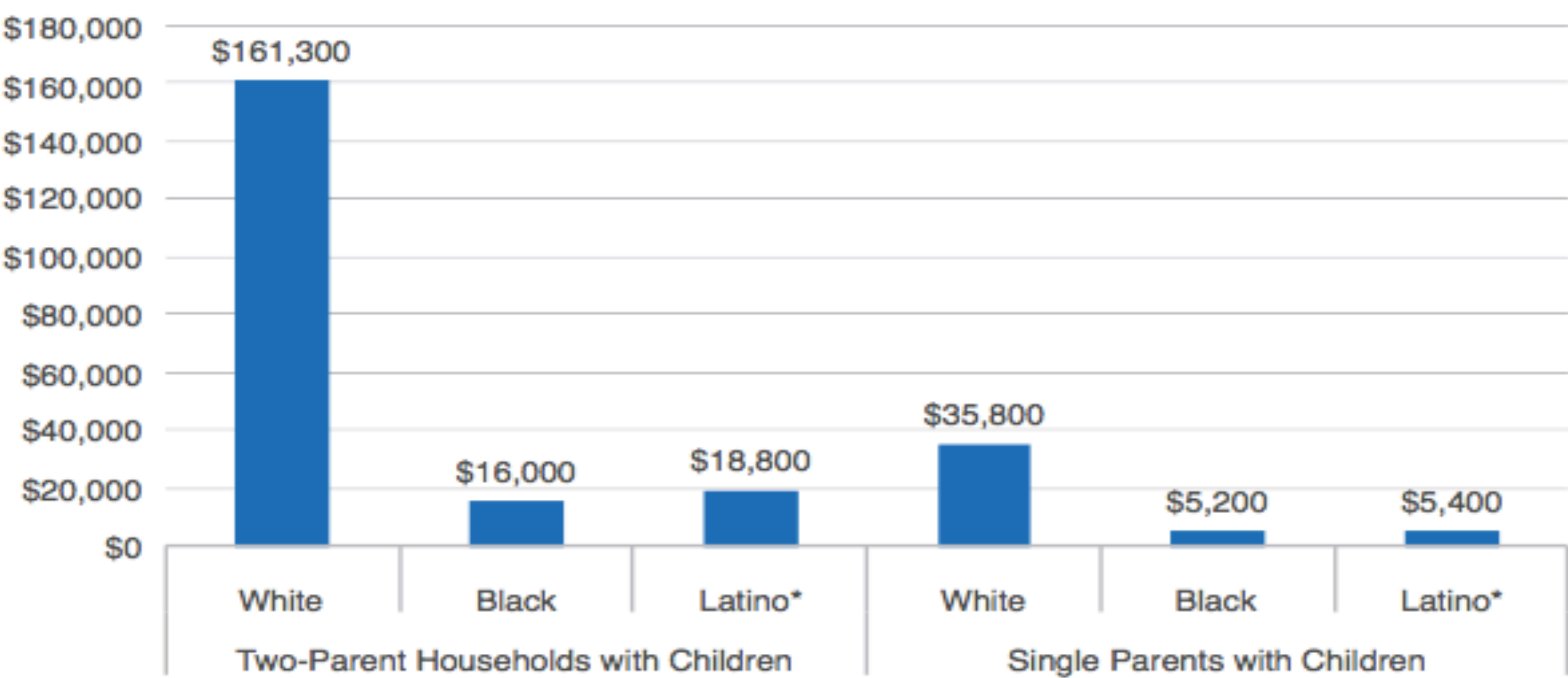
Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

[HTTP://WWW.DEMOS.ORG/PUBLICATION/ASSET-VALUE-WHITENESS-UNDERSTANDING-RACIAL-WEALTH-GAP](http://www.demos.org/publication/asset-value-whiteness-understanding-racial-wealth-gap)

[HTTP://WWW.DEMOS.ORG/PUBLICATION/RACIAL-WEALTH-GAP-WHY-POLICY-MATTERS](http://www.demos.org/publication/racial-wealth-gap-why-policy-matters)

2013 - WHITES HOLD MORE WEALTH DESPITE PARTNERSHIP STATUS.

Figure 2. Median Wealth of Households with Children by Partnership Status

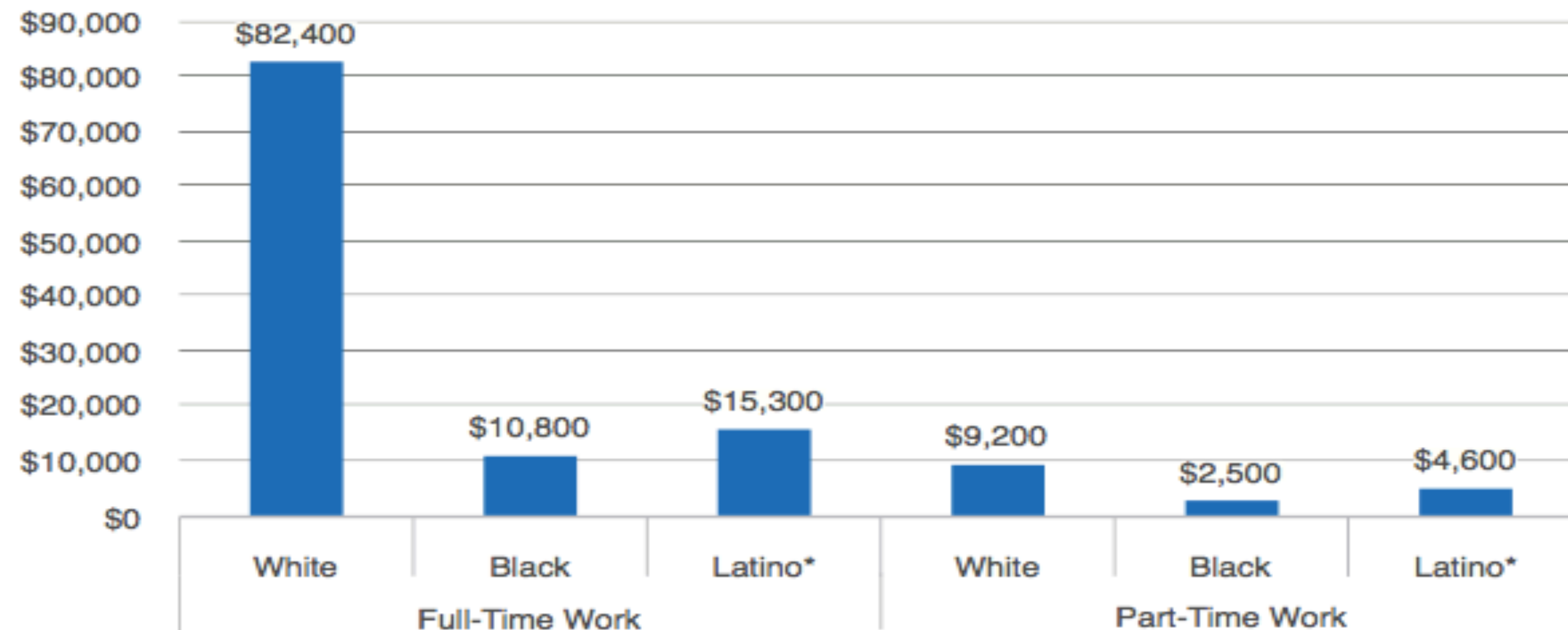


Source: authors' calculations of the Survey of Consumer Finances, 2013

* Latino refers to anyone who identified as Hispanic or Latino on the Survey of Consumer Finances and may be of any race.

2013 - WHITES HOLD MORE WEALTH DESPITE JOB STATUS.

Figure 3. Median Wealth of Full- and Part-Time Workers, for Working Households under Age 55



Source: authors' calculations of the Survey of Consumer Finances, 2013

* Latino refers to anyone who identified as Hispanic or Latino on the Survey of Consumer Finances and may be of any race.