

# Institutional Racism


Racism embedded as normal practice within society or an organization

The U.S. is built on  
**OPPRESSION**

**FIGHT  
THE  
SYSTEM**

YEAH, THANKS..

HEY! TAKE THIS FLYER!



HEY MOM, DAD. THIS FLYER I GOT ON THE WAY HOME SAYS SOMETHING ABOUT 'REDLINING'. WHAT'S THAT?

WHY CAN'T WE JUST SAVE UP AND GET A BETTER HOUSE?

WELL JOHN, OUR NEIGHBORHOOD IS RUN DOWN SINCE US BLACK FOLK OFTEN CAN'T GET MORTGAGES ON NICE HOUSES BECAUSE OF RACIAL BIASES.

WE CAN'T DO THAT, WE HAVEN'T EVEN HAD THE MONEY TO GO TO COLLEGE. IT'S BIGGER THAN US.



Juvenile court cases are confidential (name won't be in the paper)

Juvenile records have more protections than adult records

DYS has banned the use of solitary confinement and is still able to work effectively with the 18-20 year olds in their care

Education programs are mandatory, as well as rehabilitative programming

DYS staff are trained to work with young people through age 20


Adult court cases are not confidential

Adult records have few protections

Far too often, young adults in jail or prison end up in solitary after behavior to protect/prove themselves or "for their own protection"

Services are available, but without any requirement or incentives for young adults to participate

Prison staff are trained to work with adults



HEY BRO, HOW  
HAVE YOU  
BEEN? HOW'S  
PRISON?

I'M GETTING BY. IT'S  
BAD OUT HERE. THEY  
TREAT US LIKE  
GARBAGE, ESPECIALLY  
SINCE MOST OF US  
ARE MEN OF COLOR.

I KNOW YOU CAN GET  
THROUGH THIS. I MISS  
YOU. WE ALL MISS YOU.  
PLEASE LEWIS, TELL ME  
HOW DID YOU END UP  
HERE?

-BLACK AMERICANS MAKE UP 12.6% OF THE GENERAL POPULATION, BUT ARE 27% OF ALL ARRESTS. BLACK MALES BETWEEN AGES 18 AND 19 ARE 11.8 TIMES MORE LIKELY TO BE INCARCERATED THAN WHITE MEN OF THE SAME AGE. BLACK FEMALES ARE TWICE AS LIKELY TO BE IMPRISONED THAN WHITE FEMALES.  
(NATIONAL CONFERENCE OF STATE LEGISLATURES)

SENDING OLDER TEENS INTO THE ADULT SYSTEM MAKES THINGS WORSE BECAUSE EXPOSURE TO THE TOXIC ENVIRONMENTS OF ADULT PRISONS INCREASES CHANCES OF COMMITTING MORE CRIME.

CDC RESEARCH SHOWS THE RECIDIVISM RATE FOR ADOLESCENTS IN JUVENILE SYSTEM IS 34% LOWER THAN IN THE ADULT SYSTEM  
-MOST YOUNG PEOPLE ARE ABLE TO STAY ON TRACK WITH REHABILITATION PROGRAMS THAT ARE APPROPRIATE TO THEIR NEEDS  
(RAISE THE AGE MA)



MOM AND DAD HAD BEEN PESTERING ME TO GET A JOB, AND I REALLY TRIED. BUT NO ONE WANTS TO HIRE SOMEONE WITH A FIGHT ON THEIR RECORD, EVEN IF IT WAS FROM MIDDLE SCHOOL.

"'JAY' WAS CONVICTED OF INVOLUNTARY MANSLAUGHTER AND SENTENCED TO 38 MONTHS IN STATE PRISON... 'I HAVE HAD NUMEROUS INTERVIEWS AND SENT OUT MORE THAN 200 RESUMES FOR JOBS WHICH I AM MORE THAN QUALIFIED. I HAVE HAD DENIAL AFTER DENIAL BECAUSE OF MY FELONY.' JAY'S STORY IS NOT UNUSUAL." (NATIONAL INSTITUTE OF JUSTICE)

## Employment Application

REJECTED

SOMETHING YOU DID SO LONG AGO SHOULDN'T AFFECT YOU NOW. YOU WERE YOUNG.

I DON'T THINK IT'S FAIR EITHER, JOHN, BUT THAT'S JUST HOW THE WORLD IS FOR PEOPLE LIKE US.





I HAD TO STEAL SO THAT WE WOULDN'T STARVE... BUT THEY ARRESTED ME

# GROCERY



THERE ARE BLANKET BANS FROM OCCUPATIONAL LICENSING FOR "VIOLENT" CONVICTIONS. EX. AUTOMATIC REJECTION FROM "ASSAULT" ON A PERSON'S RECORD WITHOUT KNOWING THE CIRCUMSTANCES [AGE, FREQUENCY, CONTEXT] (NATIONAL CONFERENCE OF STATE LEGISLATURES)



### Criminal records (national data)



**77,000,000**  
 Approximate number of American adults  
 — 1 in 3—with a criminal record  
 Source: Bureau of Justice Statistics, 2016

**600,000**  
 Inmates released each year

### Incarceration: Communities of color most affected

- Ages 18 to 19: 11.8 times more likely to be imprisoned than white male same age
  - African-American females: twice as likely as white females to be imprisoned
  - Hispanics: 856 per 100,000
- Source: Bureau of Justice Statistics: Prisoners, 2016

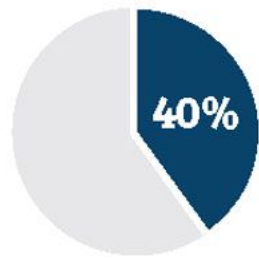
### Occupational licensing provisions of law

Across the 50 states and federal system, the National Inventory of Collateral Consequences of Conviction catalogs more than

**15,000**

provisions of law (contained both in statutory and regulatory codes) that limit occupational licensing opportunities for individuals with criminal records.

### Education



■ Licensing often requires a minimum level of education (plus additional training).  
 40 percent of ex-offenders do not have a high school degree.

Source: Turning Shackles into Bootstraps, Center for the Study of Economic Liberty, 2016


BLACKS MAKE UP JUST 13 PERCENT OF THE US POPULATION, BUT SOME 40 PERCENT OF ITS PRISON POPULATION; ALTHOUGH BLACKS ARE LESS LIKELY TO SELL DRUGS THAN WHITES, THEY ARE AROUND THREE TIMES AS LIKELY TO BE ARRESTED FOR THAT CRIME.

MOST OF THE PEOPLE GOING TO PRISON ARE FROM ECONOMICALLY DEPRESSED PLACES, SUCH AS LAWRENCE AND FALL RIVER, WITH POPULATIONS UNDER 100,000.

THE IMPACT ON THESE COMMUNITIES CAN BE STINGING: FAMILIES ARE DEPRIVED OF INCOME AS PRIMARY WAGE EARNERS SERVE TIME, FORMER INMATES BRING IN THOUSANDS LESS THAN THEIR PEERS (UP TO 9 PERCENT LESS FOR BLACK MEN), AND CHILDREN OF PRISONERS ARE MORE LIKELY TO BE SUSPENDED FROM SCHOOL (23 PERCENT VERSUS 4 PERCENT)







HEY GRANDMA,  
GRANDPA, I FOUND ALL  
THIS INFORMATION  
ABOUT INSTITUTIONAL  
RACISM. BUT WHAT DO I  
DO WITH IT? I FEEL SO  
POWERLESS.

BACK IN OUR DAY, THESE  
THINGS THAT YOU  
RESEARCHED, WE SAW WITH  
OUR OWN EYES. YOU  
SHOULD BECOME AN  
ACTIVIST AND FIGHT.

APRIL 23, 1965: MARTIN  
LUTHER KING JR CAME TO  
ROXBURY TO LEAD THE FIRST  
CIVIL RIGHTS MARCH IN THE  
NORTHEAST. HE AND MORE  
THAN 20,000 PEOPLE  
MARCHED FROM ROXBURY  
DOWN COLUMBUS AVENUE TO  
BOSTON COMMON.

YOUR GRANDMOTHER AND I  
ACTUALLY MET COMMUNITY  
ORGANIZING IN 1965!

DESEGREGATE  
OUR  
SCHOOLS



IT  
WAS 1974, AND ME  
AND YOUR  
GRANDMOTHER MET WHILE  
FIGHTING AGAINST  
SEGREGATION.

U.S. DISTRICT JUDGE ARTHUR GARRITY STATED THAT BOSTON'S GEOGRAPHICALLY SEGREGATED SCHOOLS DISCRIMINATED AGAINST BLACK CHILDREN. HE ORDERED THE BUSING OF BLACK STUDENTS TO WHITE SCHOOLS AND WHITE STUDENTS TO BLACK SCHOOLS.

THE BUSING BEGAN IN SEPTEMBER AND WAS MET WITH MASSIVE PROTESTS, PARTICULARLY IN SOUTH BOSTON. IN OCTOBER, THE NATIONAL GUARD WAS MOBILIZED TO ENFORCE THE FEDERAL DESEGREGATION ORDER.

OH WAIT, AN ACTIVIST  
GAVE ME THIS FLYER  
EARLIER



I HAVE A **FUTURE**

**YOUTH JUSTICE RALLY**

**August 20, 2020**  
**10:30 am-3 pm**

End mass incarceration!

Support youth employment!

[ihaveafuture.ma](http://ihaveafuture.ma)

[ihaveafuturema@gmail.com](mailto:ihaveafuturema@gmail.com)



Rehabilitation  
**NOT**  
Incarceration

I Have A Future  
Youth Justice Rally

Invest in  
**JUSTICE**  
not prisons

Support  
youth  
jobs

THANKS, GRANDPA,  
GRANDMA!





NOW I GET IT! I UNDERSTAND WHY/ HOW INSTITUTIONALIZED RACISM NEGATIVELY IMPACTS PEOPLE OF COLOR. I'VE GOT TO USE THIS INFORMATION I LEARNED TO HELP FIGHT FOR LEWIS AND PEOPLE LIKE HIM.



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## Credits

Project supervisor: Sarah Lawton

Visuals: Sara Colorado, Catherine Le

Research: Catherine Le, Sara C, Jonathan Narsjo

Script and Text: Jonathan Narsjo

Editing: Catherine Le

Publishing: Mer Wade

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