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Glendale Community College

Associated Students of Glendale Community College

Deconstructing Racism

Structural Inequity

An Examination of the Systemic Structural Problems that often Fuel Racism and  
Discrimination

Presenters:

Gordon Alexandre

Mark Maier

Monday, June 15, 2020

5:00 p.m. – 7:00 p.m. PST

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[Webinar commenced at 5:00 p.m.]

>> MICHAEL DULAY: They're there now so we can officially push them out to who's asking.

>> GORDON ALEXANDRE: Decompression thing. It's what happens when you get old. [Laughter] I don't think I thought about it when I was 20.

>> No.

>> MICHAEL DULAY: No. [Laughter].

>> MARK MAIER: Someone want to go to the poll and make sure it's working. I have it activated for the first question.

>> MICHAEL DULAY: I'm happy to. I'm logged in as a normal person.

>> GORDON ALEXANDRE: Jay is the interpreter and Cindy is the captioner. Okay. I'm getting the hang of this. Hi, Jay. I'm Gordon.

>> Hi, Jay.

>> Hi, I think. I think our student moderator is having issues with her Zoom. So I'm going to go ahead with the introductions for today. Welcome, everyone. Today is the second day of our -- sorry, third day of our 7 part lecture series called Deconstructing Racism by GCC Social Sciences Division. The associative student of Glendale Community

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## College and student equity.

Thank you so much for tuning in tonight to learn as a community and help education drive us to action. Before we begin, a few announcements, we have interpretation and closed-captioning available for tonight for Deaf and Hard-of-Hearing attendees. You have the option of pinning the interpreters by clicking the 3 dots where the faces can be found and you can also follow along with the closed-captioning.

A trip will be saved after the event. The lecture will be recorded and published on [glendale.edu/antiracism](http://glendale.edu/antiracism). And today we'll have an one and a half lecture followed by 3 minute Q&A. For GCC students only, we'll have a healing circle after this event to pride students with a safe space to process the heavy topics tonight. Separate link will be sent in the chat.

My name is Kayla Kirsten Regaldo and I'm the outgoing Vice President for the Associated Students of Glendale Community College. And without further ado I like to welcome Gordon Alexandre, Professor of History, Emeritus, and Mark Maier, Professor of Economics.

>> MARK MAIER: Hi, everyone. I'm Mark Maier and I'm thrilled to be with you this afternoon. I'm going to be presenting along with my colleague and friend Gordon Alexandre. Gordon, let me ask you what interested you in doing this presentation even

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though we're bringing you out of retirement?

>> GORDON ALEXANDRE: Yeah, being at a retirement is one thing, but you're never in retirement for life. So I no longer teach at the college, but one thing I always learned and taught my students is that learning leads to action. And action is about trying to promote social justice.

I've always been committed since I was a kid through my parents and then my experiences in the 1960s to appreciate social justice and fight for it. So, I'm thrilled to be here. And part of my activism of course was when I was teaching at Glendale Community College, I was also very active in our teachers union, Mark, as you well know. How about you?

>> MARK MAIER: I think I'm influenced by my father. He was someone who was very concerned about racial justice. We actually had to move twice because we lived in homes where the landlord didn't like the fact that the first time we had an African-American man move in as a border, and second land lady didn't like the fact we had people of color staying with us.

>> GORDON ALEXANDRE: Interesting. Interesting. Interesting.

>> MARK MAIER: I'm proud to try to follow his footsteps. We hope that our presentation today will be somewhat interactive. We want to use something called Poll

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Everywhere. And let me pull up the instructions here. Now, I'm sure everybody on this message is better at it than I am. But you're able to join poll everywhere either on the web or through text on your phones.

And for those who are really web savvy, I put these up right now. They will be on the chat. Every time we do a poll, I will also post these instructions for joining the polling. So shall we get started.

>> GORDON ALEXANDRE: Let's get started. And I've got a question for you, Mark.

>> MARK MAIER: Really.

>> GORDON ALEXANDRE: A friend is worried about not ever being able to buy a house. Especially in L.A. You're an economist. What do you recommend about that?

>> MARK MAIER: Wow, that's something I do get asked and I'm worried about my own children being able to buy a house. What I tell them is they need to start saving more. They need to watch out for their credit rating. They need to not take on too much extra student debt. Make sure they pay their credit cards on time. Does that sound like good advice to you?

>> GORDON ALEXANDRE: It's good advice, Mark. But it's very limit. Very limited.

>> MARK MAIER: Why?

>> GORDON ALEXANDRE: Because the problems we're addressing is systemic in

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nature and not individual in nature and a good place to start is with a book written in 1959 by Wright Mills called the sociological imagination and on the screen, there's a definition of what that means. The awareness of the relationship between the personal experience and the wider society.

What that essentially means is, we follow into a trap just thinking what happens to us is unique to us. But a better way to look at it in terms of seeing the truth and addressing problems is to look at what happens to, you, as a product of what's going on in the wider society. And not just in the wider society, but historically with our institutions, with our culture, with our values, with our systems of governing and systems of policing, for example.

So sociological imagination helps us see outside and beyond ourselves and connecting us to the greater society.

>> MARK MAIER: Wow, that's really helpful. So when my kids come to me, or an individual comes to me and asks me for my advice, what I said is perfectly fine. Get a credit rate safe. Which tells me if we want to change things in society and we want to help everybody, it's not sufficient for everybody. I guess that makes sense. If everybody had a better credit rating, it wouldn't help anybody get a house.

We need to look structurally, look at society. That's really helpful.

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>> GORDON ALEXANDRE: I think that's right.

>> MARK MAIER: Why don't we try that approach looking as it as an economist as a major issue, and that's the distribution of wealth. Who's Rich, who's poor in our society? And let's just begin by thinking carefully what is wealth? Gordon, do you have any wealth?

>> GORDON ALEXANDRE: I have some wealth. I would say I have a car. I have a house. I have a wedding ring.

>> MARK MAIER: Okay.

>> GORDON ALEXANDRE: I have a savings account. That amounts to wealth.

>> MARK MAIER: Let me type those up here. Those are good examples of wealth. As we analyze who's Rich and poor, as an economist, we need to distinguish carefully between wealth and income. Gordon, do you have any incomes?

>> GORDON ALEXANDRE: I do have some income. In fact, most of what I have is income, not wealth. I have, for example, wages that I used to earn, which I now get retirement benefits from. I get a little bit of social security. I have a bank account. I have a checking account. And I have some income.

>> MARK MAIER: Let's summarize where we are then. On the left-hand side, wealth which is a stock variable. It's your car, house, savings account. Income, it's called

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a is a flow. I want to know if?

\$20 a day or an hour? We're going to look at wealth. And the reason is I think wealth is tremendously important for understanding inequity. Wealth, if you think about it, accumulates overtime. Wealth expands overtime, and it's really more important for understanding who's rich and who's poor. I know myself, I'm still working and my income is okay. But I worry about my wealth, how much I'll have when I retire.

So let's look at wealth and see if we can begin to analyze it in terms of understanding inequity. We're going to do that by looking at different ethnic and racial groups. When you listened to the last two sessions Thursday and Friday, we heard over and over again that race is a social construct. So I'm wondering why Gordon why we want to talk about race if it's simply a social construct? Help us out with that please.

>> GORDON ALEXANDRE: Well, it is a social construct. But it's taken on a life of its own. And, in fact, our society views people through racial and ethnic lenses. So because that's the way a lot of people are viewed, it's becomes important that we look at that. And if we do look at it, we can actually glean some useful information from studying it.

>> MARK MAIER: So we are going to look at race. Let's look at how the Census Bureau actually defines race in the current Census. I hope everybody listening has already filled out the Census and one the questions this asks is about your racial



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categories. Are you white? Black or African-American? American-Indian or Alaska native? Asian. Native Hawaiian or other Pacific Islanders.

So you're telling me these categories are socially constructed. They might be different or would be different in a different society. But because we live in this society, it's helpful to think in those terms.

>> GORDON ALEXANDRE: Yes.

>> MARK MAIER: What about ethnicity? Here's what the Census asks. That looks really complicated, Gordon. What's going on here?

>> GORDON ALEXANDRE: Yeah, essentially, the difference between race and ethnicity is relatively simple. Race, of course, has to do with the nature of skin color. Though a social construct in our society, it's important. And ethnicity has to do with nationality where you or your parents come from.

>> MARK MAIER: Let's look at the data. I pulled from the Census the data from Glendale. And you can see the City of Glendale in the last Census, most people identified themselves as White. Smaller numbers of Blacks or African-Americans, even smaller numbers of the other group. And not a huge number, but more and more people are identifying they're actually come from backgrounds that have two or more races.

So the Census data does allow us to break that down as well. But most people

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did choose a single race. We're going to focus in this our talk, African-Americans or Blacks, and Hispanics or Latinos. Why focus on those two groups? Because in Glendale, there's lots of other ethnicities certainly. Why are we focusing today on Blacks, African-Americans, Latinos, and Hispanics? Can you help us with that?

>> GORDON ALEXANDRE: I think the reason for that, Mark, in our society, the largest numbers of racial and ethnic minorities tend to be black or Hispanic. It's not to ignore other groups. But as compared to other groups, black and Hispanic toned standout in terms of percentages.

For example, 13% of all Americans are African-American. And I'm not quite sure what the percentage of Hispanic or Latino Americans are. But, again, it's very significant.

>> MARK MAIER: Okay. That makes sense. Okay. Let's start our analysis. We said we're going to look at wealth in our country and look at how it's divided equally or unequally. I guess what we first need to understand with wealth is that it's tremendously unequally divided. Let's look at an amazing statistic here that I have up here on the screen.

We're going to look at top 1/1,000th of people in our country. That's .1%. That's 1 in 1,000 and what the chart here shows is they own exactly the amount of wealth owned by the bottom 90%. Let's think about that. 1 in 1,000 have as much wealth as 90% of us.

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Go ahead, Gordon.

>> GORDON ALEXANDRE: I was going to say that's truly astounding.

>> MARK MAIER: It is. So that's something we need to keep in mind. But as we're analyzing how wealth is distributed among different groups, let's go down to reality. Let's talk about the lower class and the middle-class. So this includes, I'm sure, everybody who's in on this call. Let's look at what happens to African-Americans and Hispanics. And what I like to propose is to take a poll.

Again, this is the poll everywhere link that we have. I'll give people time to enter it. It should be activated. I hope it's working. And what I'd like you to do is make a prediction for us. Do you think that White House hold wealth is more than 10 times of the African-American Americans Senate bill the 8 times more than Hispanics? Or maybe 5 times of African-Americans. 3 times wealth of Hispanics. Or about the same. I'll stop for 30 seconds here.

And allow everybody to do the polls. I see the poll coming in quickly. This group is really better than I am at doing these things online.

>> GORDON ALEXANDRE: I wonder whether it's going to be A, B, or C.

>> MARK MAIER: I'm watching the results come in. So the other polls, I'll show the results. But this one is coming in overwhelmingly. So far, 83% of you have correctly

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identified answer number A. Let's look at that more closely. Let's look at the data here and let's look at what's happened historically.

You'll see that indeed, the gap between white median family income and Black family income is a factor of 10. Let's think about what those numbers mean. The median, that means the middle. Half above, half below. In White families, typically White family has 750,000 built in wealth. For black, it's 17,000. For Hispanic, the gap isn't quite as wide, but it's still a huge gap.

And let's look at what's that's done overtime. The gap has grown. Now, you might notice there are some zig zags. During recession, wealth does fall, including for White families. But proportionately, it falls even more for Blacks and Hispanics. Now, what we're looking at here is what's called a median. That's half above, half below. You might remember from your statistics class we also could measure the average or the mean.

That would lead to an even more exaggerated amount. Again, remember that the top 1 in 1,000 have so much wealth. In fact, their average wealth is \$400 millions. It would not fit on the chart. If we're talking about 1 in the 1,000, they would be way off this chart here. By looking at the median, we're looking at more typical families and here we see a huge gap and one that has been growing overtime.

Why is that happening? Let's think a little bit about that. Well, economists have

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studied this. And one of the reasons is, as we talked about, unlike income, wealth accumulates overtime. If you're Rich to begin with, you can reinvest that wealth and it expands. Latino? African-American families have typical wealth and they share it. They're much more likely to share it with family and friends.

So each individual family has less, but I'm certainly impressed by that generosity. We're going to study these other issues, certainly education plays into this, housing plays into this significantly and health plays into it. We'll be looking at those items as we go through our presentation.

>> GORDON ALEXANDRE: So, Mark, what can be done about this?

>> MARK MAIER: Yeah, that's really the big question. We don't want to stop just by presenting problems. Let's think about what we can do in terms of wealth. And here, let me make sure I turn this on for everybody. Sorry here. I need to go to a different computer. Hold on for a second here. What I'm going to ask you to do, you can't vote yet. But to choose between these policies.

I have listed here and I'll talk about them in a second here. I want to make sure that the poll can be activated. Now, you should be able to vote. And the question is what should we do about wealth? One thing we could do is tax inheritances. You can change your poll the way I have set up as we talk through these. Right now in our country, very

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people have inheritances tacked.

The tax doesn't start until high-level of wealth and wealthy people have ways to avoid the inheritance tax. We can raise taxes on high income earners and that's what Barack Obama did when he was President. Right now, the biggest deduction in our tax system is homeowner interest. Which really favors people who have bigger homes, and they even have second homes.

One of the reasons people worry about their wealth, I certainly do, is making sure they can retire comfortably. So maybe you like all of these policies, but which one do you think is the most single policy that we need the most? I'll stop for 30 seconds and give everybody a chance to vote. And what I want to try to do is actually try to show you the results. I'll be sharing that screen in a second here. So you have 20 more seconds to vote.

I'm eager to show, because I think the results are quite interesting. 10 seconds. I'm counting down. I will lock it. And then I'm going to do an experiment of going to this other screen here. Okay. 5... 4... 3... 2... 1. It is locked. And bear with me as we go to a new screen here. That was the last one you did. And let's go -- are you seeing my screen of poll everywhere? Okay. Good.

any guess which one was the host? It was raising taxes for high income earners.

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67% thought of you that was the best. And 13%, retirements benefit for everyone, only a few people wanted to [Static Interference].

>> GORDON ALEXANDRE: Say that again, Mark?

>> MARK MAIER: What do you think about those results?

>> GORDON ALEXANDRE: They make sense. I think one of the reasons why taxing higher income owners overwhelmingly was voted on by folks because that's the one that's get most attention. Elisabeth Warren, for example, has proposed a wealth tax. And a lot of people are talking about increasing and making the income tax much more progressive and increasing the taxes on the highest income and wealth even more. So I think it's gotten the most attention.

>> MARK MAIER: Well, wealth isn't everything in our society. Let's make sure to talk about other issues. Let's talk a little bit about education. Gordon, I had people tell me the U.S. public school system is the best in the world. Can you tell us a little bit? Is that true?

>> GORDON ALEXANDRE: Yes and no, Mark.

>> MARK MAIER: Yes and no, okay.

>> GORDON ALEXANDRE: There's a lot of miss out there that we accept as being true, which in fact aren't when you take a second look. As a historian, let me make the

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following comment. Historically, beginning about 1820, and going through the second World War, the United States did have a significant education advantage over other countries, especially, European countries.

Who happened to be the United States major competitor on the world stage. And this advantage in education is really one of the key factors that spurred the Industrial Revolution. Which by 1920, made the United States, the richest country in the world and essentially, the most powerful. Though that didn't show up significantly until World War II.

But having said that, it's not true for African-Americans, for example. During the time that the United States had the best education system in the world, that wasn't true for African-Americans. Remember for much of that time, go ahead, Mark.

>> MARK MAIER: What's your evidence for that Gordon? Do you have any specific evidence?

>> GORDON ALEXANDRE: I do. For much of that time, African-Americans were enslaved. And, therefore, prevented from getting an education. In the late 1800, through the 1950s, there was legal segregation. And education for African-Americans was minimal. So even though by 1945, there was Universal education public school K-12 for white folks in this country. But that wasn't true for African-American.



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Only 30 to 40% of African-Americans, by end of World War II, 1945 received a secondary education. And as you said regarding wealth, this stuff is accumulated. So if you're starting off behind with no education or not a good education, the tendency is to get further behind. So today, for example, if you look at the slide up on the screen. I just put four of the interesting statistics.

In preschool, African-American kids make up 18% of all students. But 50% of all schools suspensions. In K-12, 18% of all students enrolled, but 31% of all school arrests. Black students are twice as likely to dropout as compared to white students. In fact, if you look at the first two bullet points, you can see why the third one makes sense.

In higher education, access to college depends mostly on your parent's income. The Richer your parents, the more likely you're likely to go to college. Since you explained before, Mark, African-Americans don't have a lot of wealth. 10 times less wealth than White families. Only 25% of the poorest families have kids that go to college. But 90% of the richest families have their children going to college.

Now, let me add one thing to that as by way of conclusion. Adds if that's not enough in higher education, black students are disadvantaged because of what's called legacy admission. Legacy admissions is if your parents went to a certain school, you were entitled to then go to that same school. So if your folks went to Yale, even if you didn't

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have the grade, but your parents went there, you too went to Yale.

And on top of that, wealthy parents cheat. Laura Laughlin, for example. Felicity Hoffman. Bribed officials to get their children into the best colleges who did not meet the standards. So not only are African-American students behind as result of discriminatory education, but they're behind because of the advantages that wealthy white parents have on top of that.

>> MARK MAIER: Wow, what do we do about all of this, Gordon? You laid out pretty severe situation. Do we have any solutions?

>> GORDON ALEXANDRE: Well, there are some solutions. And I would just list a few off the top. There needs to be much more investment in education. And investment in the poorest schools and minority schools. There needs to be an affirmative action policy that places a priority on making up for past discrimination and segregation. In California, for example, there's a measure on the ballot.

I think it's this coming November to do away with proposition 209 which was passed a number of years ago, which banned affirmative action as a criteria for college admissions. If you're fortunate enough or if you're African-American to go to college while you're parents are not generally as wealthy, after college, you're facing more debt. So I listed here debt relief on student loans. And I would have it merit-based rather than

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across-the-board.

Personally, I don't see why the child of a wealthy family who accrues some debt in college should have that paid by taxpayers. But clearly, I do see why it should be for others.

>> MARK MAIER: Let's see what everybody thinks. I'll give 30 seconds. Please go to Poll Everywhere. And let's poll the idea. You gave a strong answer for each one. Let's see what everybody thinks is the most important. 30 seconds to vote here. Votes are coming in quickly.

Based on the early returns, it do see look like there's a winner. And I'm counting down. 10 seconds. 9... 8... 7... 6... 5. 4... 3... 2... 1. I'm locking it and let's see if I can now go to the results. I'm getting better at this. Let's go to the poll we just did. How can we address racism in education? And the results are coming up here.

And overwhelming votes for more investment in education. But significant numbers for the other two. I think these would be really fascinating questions for us to discuss in the Q&A we'll have at the end of presentation.

>> GORDON ALEXANDRE: Correct.

>> MARK MAIER: What do you think about the results?

>> GORDON ALEXANDRE: I think it will be good for the Q&A, because there's

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some things to say about each of these.

>> MARK MAIER: Good.

>> GORDON ALEXANDRE: Now, Mark, let's move on now and talk about how --

>> MARK MAIER: I'm talking while I bring this back to our presentation here.

>> GORDON ALEXANDRE: Sorry. We're trying to get this right.

>> MARK MAIER: Right. Okay. Go ahead.

>> GORDON ALEXANDRE: So we talked about wealth. And we talked about education as to how that leads to systemic problems for people of color and for folks with different ethnic groups. But, Mark, what about housing? Isn't there also a major problem with housing? And how does that fit into the bigger picture we're discussing?

>> MARK MAIER: Yeah, you were actually very helpful in the beginning when you were asking me what would I tell an individual worried about buying a house. And I gave you a whole list of thing I would tell one person. Get a good credit rating, start saving, pay off your credit card. Don't take on additional debt. But you pointed out an important thing, if everybody did that, that wouldn't solve the housing problem.

It would just mean everybody would have a better credit rating. You suggested we use the sociological imagination and look at structural issues. Can you repeat that for us to make sure we're all on the same page?

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>> GORDON ALEXANDRE: It's a good place to go back to the beginning because we looked at 3 examples. Wealth and education and we're going to be looking at housing right now and healthcare and policing. So at this point, sort of in the middle, it's a good idea to go back to what our major focus is and that is to look at these problems as societal, as systemic, rather than individual.

Because certain kids can do everything you said they can do and they're still not going to get ahead. And that gets to what C. Wright Mills said in 1959. These are institutional problems. They're structural problems. You can still have racism without having a racist. You can still have -- not to go off topic. Sexism without having a single sexist. Because that's built into the society.

And that's what Mills is talking about.

>> MARK MAIER: Well, living in Los Angeles, we live in a fairly segregated area. I know it's a little difficult to see here. But I pulled out a map where blue areas are Caucasians and white. Red representing Asians. Green representing African-Americans. And Latinos orange spread all over the map. And the question is why it this arise?

It's not just individual choices. It really has to do with history. I'm not a historian, but if you go back in history, think about Native-Americans. They were literally disposed from their lands. If I understand in L.A., there was really a despicable heritage dealing

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with Chinese-Americans. Can you tell us about that, Gordon?

>> GORDON ALEXANDRE: We can talk about this more in the Q&A if folks want to. But the Chinese in California in particular, and on the West Coast, California in general, and the West Coast in particular faced significant discrimination. Similar to the legal segregation that African-Americans faced in the south for about the same period of time. One need only to remember in 1983, Congress passed the Chinese exclusion act to keep Chinese out of the the United States.

And now it's at the assistance of California Irish working man's party interesting enough. The Chinese continue to face segregation relative to marriage, relative to employment, housing all the way through World War II. So for all those folks who just like to point finger at legal segregation in the south, I suggest we take another look at how Chinese in particular were treated here in Southern California and in California in general.

>> MARK MAIER: Wow, that's horrible history. It's also true for African-Americans. In this area, and throughout L.A., there were things call covenants and I have one from Palos Verdes. Take a minute to read the language there. It didn't matter how good-hearted you were, were you not allowed to sell house to anyone who was not white or Caucasian and they added a caveat, you can allow them on the property but

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only if they were chauffeurs, gardeners, or domestic services.

>> GORDON ALEXANDRE: How do you allow them to buy wealth and passing it on to their children?

>> MARK MAIER: During the Great Depression, it was recognized we wanted more people to buy homes. So there was something called the homeowners loan corporation set up in 1934. But what it did it worked through banks. And banks wanted to be assured people pay back their loans. So they studied different areas in places like Los Angeles. And created what's called red lining. Red lined area and the next map actually shows what areas were red lined in Los Angeles.

You can see red areas there. Which were low-income areas. This is back in want 1930s, the red lines were set up. But it still has practice today, because people who live in those areas and those are still poor areas were not able to get loans. Essentially, it disenfranchised African-Americans, Hispanics, and you're telling Chinese they're not allowed to own land in the first place.

Even if you're allowed to own land, if you couldn't get a loan through this program, you were in real trouble. That leads to heritage overtime and leads to a legacy that we still see today. In fact, red lines are now largely Latino in Los Angeles. We'll talk in a minute about what can be done about that. What has that meant in terms of home

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ownership by different groups?

Here's what to my mind, one of the more remarkable graphs we're going to look at. It's by race and ethnicity. You can see that white home ownership has been pretty steady. At around 65% to 70%. Black home ownership and Hispanic home ownership has not increased. We're going back to 1976. Stayed absolutely remarkable. And we can see the structural issue and historical issues.

In fact, there's been a decline in the last few years. It's been really difficult for blacks and Hispanics to enter this market. Why is that? We don't have the kind of horrible legislation that we talk about existing today. But there still are barriers to these groups. It's illegal to discriminate. But people go out to real estate agents and watch what happens how they treat different ethnic groups and different racial groups.

And it's subtle. What happens, and maybe inter unconscious. Real estate agents will show homes to white buyers. They will show homes in what are traditionally been white neighborhoods. And they will steer people toward other neighborhoods. And that's been demonstrated to be happening today. Be the second thing is now people use social media to buy homes and I was shocked when I read this.

Facebook is being sued by housing and urban development for engaging in discrimination. You may not know this, but Facebook ads can be aimed towards certain



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groups. And I guess that makes sense. If you're an advertiser and you want to sell to the elderly, you don't want young people to see your ads. But this allows you to choose a racial or ethnic group who will see your ads.

And that's allowed for continued racial discrimination in housing. So people from African-Americans and Hispanics face real estate agents who steer them away. They face difficulty in social media. They also face difficulty when they get a loan from the bank. And people of color wind up paying 8 bases points more. That raises their interest rate by 2%. Which may seem like a small amount.

But for a mortgage over 30 years can be tens of thousands of dollars. So these things cycle together. I think they cause a efficiency cycle and that's the cause we.

saw for home ownership by black and Hispanics. We're talking about half an industry.

>> GORDON ALEXANDRE: It seems overwhelming Mark, but there has to be something that has to be done about it.

>> MARK MAIER: Let's do this one more time as a poll. Which I do have set up here. And let me talk about the four things. Which was passed in 1968. And it was actually extended in 1988. There's been some attempts by administration to push it back on it. We could allow them to do more enforcement. Some people argue that

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enforcement works better on local level.

Others have argued that if you wait for individuals to make complaints, nothing is going to change. We need to send out investigators to make sure fair housing is happening and two candidates running for presidents proposed a fourth solution and it's a 100 million program that's available to those people living in the red line areas to help them with the down payment or closing cost in buying a house.

30 seconds now, let's see. This time I can seat votes are coming in much more split. Let's see which one you think is the best policy. Counting. Again, we're going to.

>> GORDON ALEXANDRE: That's the education one.

>> MARK MAIER: I need to go ahead to the next one here. Let me pull it up. Let's go to housing and see how everybody voted. Okay. Much more of a split vote. That was put forward by the candidates Harris and Elisabeth warn have slightly different programs to give households people in the red line areas. And in L.A., that would actually help Latinos significantly.

They're the majority group in those red line areas. There was more enforcement of the housing act. Surprised by that Gordon?

>> GORDON ALEXANDRE: Not exactly.

>> MARK MAIER: So we looked at wealth, we looked at housing. What about

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health Gordon? Does health matter in terms of inequity in our country?

>> GORDON ALEXANDRE: Significantly Mark. And participants in this are starting to realize the burden is overwhelming on Black people to the benefit of White people whether it's wealth or housing or education. Or healthcare. Which gets out at what we've been talking about these problems are systematic. They're not personal. They're not individual. But they have to be looked at systematically.

So it shouldn't surprise you that Black people in this country, and Latinos have less access and receive worse healthcare outcomes than White people. And I just did my research on the screen. In L.A. County, black make up the -- I'm sorry, black life expectancy is significant. And 8 years less than whites. 30% of black adults have high blood pressure, 10% whites.

Death rates for breast cancer and so on and so forth. Not to go everything in a lot of detail, but the last one as we know from having lived in this middle of this pandemic, the last 3 or 4 months, Blacks and Latinos are twice as likely to die from COVID-19 than whites. And I just want to read to you something that the Director of The L.A. County health services said. Her name is Barbara Ferreira. And she said this in L.A. Times just a few days ago.

Their real impact of the justices plays out every day and amplifies why racism is a

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public health issue. She goes on. And the disproportionately higher number of deaths from COVID-19 amongst black and Brown people is an indication of impact of racism. Show goes on we must look at the structure, systems, and practices in our society to understand the root cause of these inequities.

And I think we've all been privy to the disparity between white and people of color relative to the horrendous impact of COVID-19.

>> MARK MAIER: Do you have any idea for solutions? This is a bleak picture you're painting here. What kind of solutions would you recommend?

>> GORDON ALEXANDRE: It's a bleak picture. But bleak pictures requires thinking outside of the box even more. The more bleaker the picture, the more we have to think big. So I suggested here is we must have another war on poverty. Because one of the biggest indicator and access to healthcare, it's wealth and income and poverty.

So war on poverty would do a lot of things, including improving minority healthcare. We need to end segregated neighborhoods. Because in segregated neighborhoods that are red lined and so forth like you said, mark, the living and housing conditions tend to be more dense. They tend to be less healthy. They tend to be neighborhoods that are close to manufacturing sites with toxic wastes.

So ending segregated neighborhoods would also do a lot. Access to healthcare

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and I would argue middle-class, but we're focusing on certain communities of color. We need Universal healthcare. I don't care what you call it. You can call it Universal healthcare. You can call it MediCare for All. You can call it government-run health insurance. The fact of the matter is, it's only the government that can provide healthcare for all Americans as a right and not a privilege.

And at a affordable cost and again, we can talk about this more in the Q&A if people want to. And I thought lastly, I would put in something that may be a lot of you folks haven't thought about. And that is the greatest distrust that African-Americans often have towards seeking healthcare. And as I was doing research, I came across a study and experiment that. So you are familiar with.

I was familiar wit too. But not in this context. And that's the infamous Tuskegee experiment on 600 Black men from 1932 to 1972, which trace just how bad syphilis got in African-American men without treatment to sort of mark the progress of the disease to better help White people in the future. So the African-Americans, by the healthcare system in this case, were used as guinea pigs.

And there were thousands of African-American women that have been forcefully sterilized by white doctors as a solution to family issues. As a result, there is more a chance that African-Americans will not seek healthcare when it's needed. And this

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contributes to more of the underlying conditions. High blood pressure, heart disease and so forth that African-Americans have to deal with than white folks have to deal with.

>> MARK MAIER: That's an important story. We're not going to do a poll on this one, but Gordon, let me put you on the spot. If you had to vote for one of these peer advising of candidates, which ones should we stress the most and start with?

>> GORDON ALEXANDRE: I have a holistic approach. The problem is so great, it's hard to separate one out from the other. Universal healthcare, I've argued in my classes for 30 years. A war on poverty goes back to the 60s and a new deal, for example, goes back to the '30s. I think we need them all.

>> MARK MAIER: That's fair enough. Fair enough.

>> GORDON ALEXANDRE: I had to get a drink. Now, we talked about wealth. And a little bit about income. But let's go back to income.

>> MARK MAIER: Again, wealth is a stock variable. My car is worth \$2,000. Income is a flow variable. You need to measure these overtime for them I wages are again \$20. It's \$20 a minute, \$20 a minute, \$20 a day. It's measured as the flow. And wealth is important for inequity. But income is with a contributes to that wealth inequity. So let's look at that and, again, let's make sure we do this in a structural way. Again, if a friend came to me and how to increase my income.

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I might tell him write a better resume. But if everybody does that, that's not going to help improve income overall in our country. We need to have a structural. We need to have a social approach as Gordon pointed out earlier. So let's try to do that for income. First thing we need to do though is realize that income is also incredibly unequally distributed. Not as bad as welfare.

But let's look at the statistics there for the distribution of family income in the United States going back to 1963. What you'll see is two charts here. What shows is what happens to the 90th percentile. In other words, if your income is higher than 90% of all income earners, your income over this time period has approximately doubled. If you're on the bottom 10%, your income has stayed relatively flat.

The gap has approximately doubled. And the same thing is true if you're in the middle. The gap has expanded between the middle family income and 90th percentile. So the top are doing really well. But we've been focusing on lower and middle class people. So let's thinking carefully what's what happened to those income and how it's been different for both ethnic groups and different racial groups.

>> GORDON ALEXANDRE: That's good.

>> MARK MAIER: First thing we need to think about, there's been a different experience for men and for women. Let's look at that over the last two years. And what

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we'll see is that two paycheck families are doing okay. But the reason is that women's earnings have gone up relatively much more in the last 20 years than men's earnings. Men's earnings have been relatively flat. Women are doing somewhat better.

But we have to recognize women started over overall 20% lower. So households are better off over the last 20 years, but it's mostly because more women are working and they're earning somewhat more.

So we need to, as we analyze family incomes, look at what's happening both to men and then women. That's the overall picture. But what happens if we look at this by racial groups and I think this shows a startling picture.

Since 2000, men's earnings are marked down 2%. Women's earnings are up. But only up by 3%. What that means is African-American families are falling behind White families.

>> GORDON ALEXANDRE: Further down.

>> MARK MAIER: Remember they started off, men earning 27% below White men. African-American women started 39% below White men. And African-Americans have stagnating family income. African-American women doing better, but not much better. That's concerning. If women overall are earning so much more, African-American women are not.



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And it has to do with occupations. Many African-American women work in education. They work in domestic household situations. And those incomes have not kept up with everyone else. And, therefore, they had not the gains that other women have had. Similarly for African-American men, we said that overall, men's earnings are up a tiny bit. But not for African-American men. And it's the occupation that have stagnated over the last 20 years.

>> GORDON ALEXANDRE: Mark, this is another area where the problem, the effects of race seem overwhelming. But once again, there's got to be something that can be done about this.

>> MARK MAIER: Right, one thing to realize the situation we look back and we saw wages were rising overall. That was true in the '70s, and a little bit in the '80s. And stagnation has occurred recently especially for African-Americans. So let's think about what can be done. And let's do one last survey here. Here, I have 5 different possibilities. I do have the survey open. People who are in union organized professions are doing better.

But it's become much more difficult for people to join unions in our country. Maybe we need to reverse that. Maybe we need to tax higher incomes. We could have affirmative action programs that Gordon talked about. Or maybe the money needs to be

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poured into education as Gordon talked about.

Or given the opposing of none of these. So time for everyone to vote. I see votes coming in. 30 seconds. Let's see what everyone decides. It's like election night. The votes keep changing. I promise I'll show everybody here in a second. We do have votes for everything. 10 seconds. 10, 9, 8, 7, 6, 5, 4, 3, 2, 1. Okay. Bear with me while I pull up the polls. Okay. Let's go to the new poll here.

>> GORDON ALEXANDRE: I'm curious about the results for this one.

>> MARK MAIER: I am too. And here we go. Much more split results this time.

Taxing higher income one, but it did not have a majority. More educational support. Close in second is affirmative action and few people voted to form unions and couple of people voted none of these are needed. Gordon, which one would you have voted for and why?

>> GORDON ALEXANDRE: I would have voted for one that got very few votes. Not to the exclusion of others, but I hinted at in my introduction, I'm a big union guy. I read the information and I've read the studies. If you have a union job, you are likely to make about 33 or 1/3 percent more than the same job in a non-union manufacturing establishment.

You are also much more likely to have, not only health benefits, but good

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benefits, mostly paid by the employer. If not all. Mark and I come from a place of a strong union where all the health benefits are paid by the employer. You're also apt to have an employer who is much more willing to look at health and safety issues in the factory or plant because of the union's strength.

Now, not all unions are equal and I understand that. But the problem is, and there's a direct correlation with the decline in income. In the last 40 years, since 1980, and today, and the decline unionization. As of today, right now, only 7% of workers in the private sector are unionized. And that's been the sector where we've seen the steepest decline in wages relative to prices.

>> MARK MAIER: What about the issue of equality and ethic equality?

>> GORDON ALEXANDRE: Well, it's interesting. Some unions early on when you got started were part of the same society that discriminated against African-Americans. So in some places, African-Americans are hesitant to join unions and afraid to seek out healthcare because unions have not always been open to African-Americans. That has to change significantly.

Polls have been done that a majority of non-union workers do want to form unions. The problem is its so difficult. National Labor Relations Board regulations, which require election and fair election often aren't enforced. Employers use stall and delayed

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tactics as to not negotiate and bargain in good faith. Workers would join unions if it was more possible to do that.

But right now, workers feel there aren't a lot of protections given the current state of things. And with how difficult it is, you know have only 7%. And, by the way, there was never a majority of private sector works of union in this country. Highest ever was was after World War II when third of all workers in private sectors were members of unions.

And interestingly enough, the best time for jobs and income and, so, on was right after World War II when union membership was highest through the 1960s.

>> MARK MAIER: Well, Gordon, there's a major issue we've not covered and it's been in the news. And that involves policing and the criminal justice system. Can you help us out with that? Has that been a long-standing problem? Is that one we need to look at social and structural solutions to?

>> GORDON ALEXANDRE: Absolutely, Mark. And I'm feeling we're sort of overwhelming the participants in this lecture with how the cards are stacked and in favor of White people and how they're stacked against people of color. It's obviously to people, given the George Floyd, the Brianna Taylor, and what it means to be black in this country facing the police and the criminal justice system. And one of the reasons --

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>> MARK MAIER: Can you give us --

>> GORDON ALEXANDRE: Yeah, I think the reasons for this, obviously, are systemic and go back to the very, very beginning. You have to go back to 1619 when Black people were brought here from Africa as slaves. So policing for Black people was never to protect and serve them as you read on the side of police cards "To protect and serve." Policing Black people with slavery was always about controlling and containing part of the population that never wanted to come here.

Never wanted to be enslaved and sought their freedom and that has continued from the beginning until now.

>> MARK MAIER: Give us a history lesson please, Gordon.

>> GORDON ALEXANDRE: Yeah, I don't know if we have a slide on this or not.

>> MARK MAIER: Here we go.

>> GORDON ALEXANDRE: We can talk more about this in Q&A if you want. But the history of Black people's relationship to criminal justice and policing goes all the way back to the first form of policing during slavery called slave patrols. Went back to laws when we were part of the British colonial system. They were called black codes which restrict the movement of slaves.

Not only on, but between plantations. It went back to the Constitution which

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defines Black Americans as 3 fifth. And denying Black people their rights under the Constitution.

During slavery, there were also fugitive slavery laws to return the runaway slaves. Upon receiving quote-unquote "Freedom and rights" with the end of the Civil War with the 13th and 14th, and 15th amendments to the Constitution. Those things were quickly not enforced. And what was enforced in the south was Jim Crow segregation committing the Blacks in the south to being tortured and victim killed by lynchings.

Over 4,000 African-Americans were lynched in the south from 1880 to 1930. And including the Ku Klux Klan to restore white power and other organizations called by name such as the Knights of the White Camilla and some were called Mississippi Gun Clubs and legal lynchings. These are trials, generally Black men by all white juries. Where the outcome is pre-ordained.

I think what happened to George Floyd was an extra legal lynching, not with a rope but with a knee to the neck I can't breathe. And as a mass incarceration and the drug war. And the continuance of the police brutality that begins with slavery and continues to the very day.

>> MARK MAIER: Wow, that is a horrendous history. But what's happening today? Can you talk about what's happening in today's world?

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>> GORDON ALEXANDRE: I can briefly. And what I've tried to do is just identify a few areas where the criminal justice system still doesn't work for, but against African-Americans. And other minorities, but focus here is on African-Americans. So the first category I put up there is policing and racial profiling. I'll give you within statistic. Black people are 13% of the population. But 58% of the use of force incidents occur with Black Americans.

In terms of petty crime. In California, for example, in 2020, looking at the 8 largest police agencies in California, African-Americans were two and a half times higher rate of being stopped by police than white folks. Two and a half times greater chance of being stopped in the 8 largest police departments in California.

In terms of petty crimes, African-Americans are much more likely to be stopped by police or investigated by police or arrested by police for marijuana possession, vagrancy or jaywalking. They're two times more likely to be arrested than white folks. In the two ACLU reports in New Jersey, Black people were anywhere 3 or 10 times more likely to be pulled over by police for mechanical problem with their car.

Mechanical problem as an excuse to pull back people over the and the result of being pulled over can lead to murder. We just had another example in Atlanta where a African-American fellow in his car ended up dead being roused and murdered by the

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police. The Atlanta police fired the policeman.

The drug war ended being a war for African-American as we know. Presidential candidate Biden is now backing off of the kind of mass incarceration policy. Followed in the '90s that he was a part of. But it did exist. And here's the interesting statistic. Both black and white use and sell drugs at the same rate. But Blacks are much more likely to be arrested.

In a 2020 report, African-Americans are 3 times more likely to be arrested for marijuana possession. And in New York City, 8 times more likely to be arrested for marijuana possession than whites. With judges, for example, judges are much more likely to sentence African-American defendants to longer terms in prison. In fact, the statistics show that African-Americans found guilty of the same crime that white Americans are found guilty of get a 20% longer prison sentence.

And, finally, oh, sorry, I didn't mention the death penalty. Death penalty as most of you know, there's a debate whether it should be or shouldn't be, but states still have it. But it's used discriminatorily. And no one is relatively sentenced to death for killing a Black person. 80% of those African-Americans on death row have killed a White person. And most of those on death row are African-American men who have found guilty of killing a white woman.



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In Washington, D.C., jurors are 5 times more likely to impose the death penalty on African-American men than on White men convicted of the same crime. I might conclude by saying African-Americans arrested and tried are less likely to be offered a plea bargain. They're 12 times more likely to be convicted of a crime they did not commit.

And I recommend the movie to you that you can stream called "Just mercy" how African-American men there are on death row who did not commit the crime they were accused of. And, finally, school suspensions also lead directly to the prison pipeline. In Chicago, for example, black high school students were 5 times more likely to get suspended.

And when you're suspended from school, not only are you not learning, but you're suspended off into the streets where the most common sense thing for you to do to support your family is to get involved, perhaps, with drugs. In 2018 study, 1 in 23 Black people were on parole or probation while only 1 in 81 whites were on parole or on probation.

>> MARK MAIER: Wow, this is a complex picture. I bet the solutions are complex as well. Can you take us through what you think needs to be done for the criminal justice system?

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>> GORDON ALEXANDRE: Mark, I'm glad you asked that. The solution to all these things we're talking about are multi-faceted, interconnected, and varied. I'm not going to spend a lot of time talking on short-term solutions. These are solutions which even some Republicans are talking about. But you can hear in the Biden campaign. You can hear from Senator is Beth Warren and Cory Booker.

And there will be some police departments that will be doing many and not some of these kinds of things. So I think this is where the discussion is at. But, and here's the but. These problems are systemic. They're structural. They're institutional. And racial profiling, for example, will not end the burden that the criminal justice system has on African-American Americans and other minorities.

I am not saying these things are necessary. They are, they're just not enough. So what I want to focus on is the next slide. And that is the long-term solutions. And these long-term solutions can go alongside by side with the short-term. It's not either/or. You can do both. It's just that the longer term ones will take a longer time. And I have couple of things to suggest here. One is and you're hearing about this. And we need more conversation about it.

We need to reallocate some of the funds that go to existing police budgets to do other thing to go into job training, education, healthcare and housing. The police do not

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need more money to militarize. The money they have should be used to de-escalate.

And the way he de-escalate is not necessarily the point of contact between the police and citizen. But to get at the cause of why there's the problem.

So if folks have more and better jobs. If there's better education. If there's access to healthcare. If there's decent housing. People are going to be happier. They're not going to break the law. They're not going to get involved as much with the police. And, so, you can redirect the funds to things that meet people's long-term needs rather than simply containing and controlling a population. I would go further. You need to reduce police budget. But you do this while you also take away things from the police. You reduce the budget appropriately. So, for example, you don't need the police to intervene in non-violent drug offenses. You don't need the police to do homeless sweeps. You don't need the police to get involved in non-violent crimes like vagrancy and truancy. You need social workers. Mental health professionals. Negotiation experts.

That's where the money needs to go. And those things need to be taken away from the police so that the police do what police should do, which is to be involved in violent crimes. No one that I know or that you know is arguing that we don't need police. We just need police to be involved with armed robberies, rapes, homicides, things of that sort.

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So when you hear some on the right-wing, use the term defund the police to say all those radicals on the left want to eliminate the police. That's not true. Defunding essentially means what I suggested. Now, personally, I would rather have the term defund the police be changed so that there's no mistaking in what it means. The term I like is re-imagining policing rather than defunding the police. And if we begin to think outside the box and re-imagine policing, I think we can begin to help solve what has been a 401-year-old problem.

>> MARK MAIER: I like that term. Re-imagining the police. That's really helpful. We've done a really nice job of staying on schedule here. Yeah, but let's think about what the big take away is. I'll tell you what it is for me. It's okay to look at things individually. When we started off, when a friend comes and asks what can I do to buy a house, I need to give him or her individual advice.

To tell that person to vote for a different candidate is not the going to help them buy a house. But what you suggested, Gordon, is that if we're really going to change things in society, if we only make individual changes, we often have no effect. If everybody gets better credit rating it's not going to make a difference. We need to make structural changes in our society did I phrase that okay?

>> GORDON ALEXANDRE: You're absolutely right. I think that's the only way,

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Mark, to make the promise of America open to all Americans. Because when Thomas Jefferson wrote the Declaration of Independence and all and then women were created equal, he wasn't saying what existed. He was saying what he hoped. In his case, he was myopic because he opened slaves.

But you have to take these issues on systematically if not just personally.

Whether people succeed or not in our society is not so much about their personal character whether they're lucky, or whether they work hard. It's really about the weight of a system, whether it be housing, wealth, or income, or education, or criminal justice affecting different groups of people differently.

And in our society, since race has played such a big role, White people have always benefited from the system. Now that doesn't mean all White people. Let's not look at it individually but as a group, have benefited while Black people have not. And I don't mean not all Black people. I'm looking although it systematically. And that's a real problem.

It's the bedrock upon which American democracy has failed. Former Senator Bill Bradley said right after the insurrection with Rodney King. And I think it's unfortunately true today. But we can do something about it. So keep hope alive. We can do something about this. If we want to. That's the question.

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>> MARK MAIER: I want to thank everybody for bearing with this for this hour and 20 minutes. The questions have been posed to the facilitator. And Gordon and I guess will stay online. And we hope the facilitator will feed questions and we can continue this discussion more informally and more back and forth over the next few minutes. So I'm going to hand it back to our coordinator and facilitator for the next step.

>> Hi, Mark. So we are going to -- I can show my video. So we are going to -- I'm going to ask some questions. If you want to continue to add questions, you may. That folks shared with us.

>> GORDON ALEXANDRE: Do we have a lot of questions?

>> We have hopefully we'll have enough time to get to all of them. We have 8 right now.

>> Yes, I'm sorry. I'm Mary Jane Carrie and I'm an instructor at Glendale College.

>> MARK MAIER: And you'll be on the presentation tomorrow?

>> Wednesday night. Yes, we'll be talking about antibias and diversity in education for children and adults. First question. ABC's Bachelors have announced they have cast the first African-American bachelor. In your opinion, is this politics, progress, patronizing? And that's second part of the question?

>> GORDON ALEXANDRE: Do you want to?

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>> MARK MAIER: I don't watch the Bachelor. But it's certainly a positive step. But if you think about what we've been talking about, does it really change the structure for African-American bachelor? We haven't changed anything why this hasn't happened in the past?

>> It's been on for like 19 years. It's now in its third season.

>> GORDON ALEXANDRE: They finally gotten their first African-American on the show. I'm likening it to Jim Mathis criticizing Trump. Well where were you two years or three years ago. It's good, but it's too little, too late to have any real impact. That would be my response.

>> Wonderful. Thank you. So the next question. Are inequity and racism interchangeable? And more specifically, is inequity and education based on wealth and legacy admissions the same as racism?

>> GORDON ALEXANDRE: You want me to take that? Well, you can obviously chime in. Here's the problem. In our society, there's such an external link between class and race.

That's been historic for reasons we've discussed. So when you're talking about poverty, even though there's more poor White people than Black people, by percentage, that's not true. And, so, when you're talking about poverty and race, relative to

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education, you're really talking about improving one that improves the other. So if Black people obtain a fair chance at education, disparity is an education fall outcome that will also change.

I remember Al Sharpton eulogy at a funeral of George Floyd. I can't do it Al Sharpton because I'm not black and a preacher. But Al Sharpton said we're not asking anything that White people don't have. We're not asking for a handout. We're not asking for advantages. We're just asking you to get your knee off our necks. And that statement is both true in the George Floyd case.

But metaphorically, symbolically, just get your knee off our necks and we can succeed like anybody else. But as long as there's system racism, it will show itself up in education, housing, healthcare, and, et cetera, et cetera.

>> I definitely that answers the questions. So this was going back to when were you talking about housing discrimination. Is it true that there was -- no, sorry. It is true that there was discrimination against Chinese people. What happened? What did the Chinese do?

>> GORDON ALEXANDRE: You know that's an interesting question. I think what happened was the end of World War II. So what happened at the end of World War II extensively, it was a war against racism. Now, Nazism was more than anti-Semitism and



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racism. But one of the things that Americans went off to fight against was a racist regime and anti-Semitic regime in Germany.

When black GIs came back, for example, and came back to the south, it spurred on the Civil Rights Movement when they saw in their homes exactly what they went to war to fight. And I think the same ended up being true of the Chinese. That as a product of World War II, racism was no longer en vogue in the sense that it was acceptable.

Obviously, it was still carried out and it was still put forward. But I think second World War gave rise to a sense on that there was an opening to do something about it. So end of segregation in the south, one of the long-term causes with you end of World War II.

I think that spurred on the Civil Rights Movement. It's one of the causes of the women's movement. As women were told to go back into the home after having worked quote-unquote "Rosie." And remember the Japanese during the World War II in turn, were in prison camps. What a lot of people don't know and what they do know is the argument made that it was to "Protect" us from Japanese-Americans.

Two-thirds of the Japanese entered camps were American citizens and one of the main reasons for turning them in was not for safety, but was to steal their land. Consistent what they did with Native American and others. So all the land that Japanese

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owned in the Central Valley was taken away from the United States government as they were in turn in prison camps.

But it did rise to a Progressive Movement for change afterwards.

>> MARK MAIER: One thing we have not emphasized enough, when nothing changed, it's not because the government or the oppressing class, white supremacy [Static Interference] [Audio fading in and out]

>> GORDON ALEXANDRE: Can you hear Mark? That was strange.

>> MARK MAIER: [Audio fading in and out] [Static Interference]

>> Oh, no. We lost mark.

>> Hold on, can you talk again?

>> MARK MAIER: Are you not hearing me?

>> If you can repeat your answer. I went ahead and stopped your video so it's easier on your bandwidth.

>> MARK MAIER: Shall I say it all over again? It's an important point so I'll say it twice. It didn't come from above of change came from activism so, why did Chinese-Americans suddenly gain these rights? It's not because the privilege classes thought oh, my God, what we did is wrong. It's because those groups got together and actively pushed for change and that's certainly true for Black Americans or Latinos.

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When groups get organized and push for change, that's when it occurs. It doesn't come from above. It comes from below.

>> GORDON ALEXANDRE: Power is not given up by those who have it.

>> MARK MAIER: Worth saying twice.

>> GORDON ALEXANDRE: Agreed.

>> Thank you. So the next kind of comment question. It's worthwhile to note is that machine learning and general algorithm for credit scores and worthiness, et cetera only serve to sustain home ownership and jail inequity in general. It is difficult for fair number of approach to not reflect the injustices in our communities.

>> GORDON ALEXANDRE: You take that Mark.

>> MARK MAIER: There's been interesting books written on this on how algorithms have biased. They seem like they're just a computer program. I cannot --

>> GORDON ALEXANDRE: It's doing it again.

>> MARK MAIER: [Audio fading in and out] Algorithm and fascinating stuff on this.

>> GORDON ALEXANDRE: Say it again.

>> You lagged again.

>> MARK MAIER: I just said there's some wonderful literature on this. Google

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algorithm and discrimination, there's some fascinating studies that seems like computers are just fair and neutral. But in fact, as the questioner pointed out,, it leads to major discrimination.

>> So the next question is how do we overcome this mistrust of the system itself?

Offer free college and free healthcare and debt forgiveness? Many believe there's a catch and will end up worse off. About it

>> GORDON ALEXANDRE: That may be true. But you can only do what you can do. I do know this, if you don't think big and look although these things structurally, you're never going to even attempt to solve a problem. And just get closer to a fair society. I'm just what we're looking for is getting closer to justice. Getting closer to fairness. I, for one, would not think it's perfect because you cannot run completely away from your history.

But you can make strides to live up to the promises of your history. And the promise of our history has the been denied. Not individual tweaks in the system. But overall radical, I think magnitude of the problem results in the magnitude of the solution. And the more great, I think the more bold solution, you're more apartment to get closer to it.

When Barack Obama was President, I said he should have started off with

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MediCare for All and ended up with a public option for healthcare. If you only start off what's keeping health insurance in the private sector and a public option, you're going to end up with something a lot less. The Affordable Care Act, which is still too expensive and still has 30 million without health insurance and 40 million who are under insured.

Is it better than the old way, yeah, but we should have thought bigger.

>> Thank you.

>> GORDON ALEXANDRE: I have my little kitty cat here.

>> So the next question, and I think I may have gotten to this. But were there right answers to the polls?

>> MARK MAIER: Certainly not. The first one didn't have a numerical answer. I just wanted to kickoff with that. But it's interesting, as Gordon pointed out, we need to start somewhere and start on our priorities what's the best start for this solution. I think every one of these proposals, I would agree with.

>> GORDON ALEXANDRE: Yeah, me too. is Mark still there?

>> Yes, Mark is still here I think.

>> MARK MAIER: I'm still here. Go ahead Mary Jane.

>> GORDON ALEXANDRE: Mary Jane?

>> The importance and value of unions and recognizing the pitfall of some

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unions, such as the way many police unions currently operate, which also makes them difficult to change. Bore gore I'll take that one because I'm the one who made the comment about unions. Yeah, it's something that's often ignored when I used to teach. I used to to spend a lot of time talking about the union movement in the United States. Starting in the late 1800 and going into today. The police union is interesting.

Obviously, I'm a big supporter of union as I mentioned in my argument previously. I think bargaining collectively is what a union does and the only way workers will get ahead. Even trying to catch up. And if evenly 7% of folks in the private sector are in unions it's hard had to imagine which headway increasing income and health benefits. And making it easier to form unions.

Now the question of police unions are interesting. Because I'm very critical of police unions and yet, I'm a big fan of unions. But what I'm critical of police unions of is enforcing practices that harm citizens. I'm not against the idea of a police union. The other thing I'm critical is the idea that no matter what, some of the strongest unions always support the top who's being investigated.

Or fired, or terminated. Let me back up one minute. For most of the 340 years I was at Glendale Community College I was a chief negotiator or President of the local union. Over the 20 of the 30 years, I was very active. And it was difficult, as it should be

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to fire someone. You don't want the employer to be arbitrary or use unilateral power or play favoritism in how they treat employees.

But what I always used to argue with my employer was if you want to fire somebody, you can. Be sure you have a paper trail. Be sure they've been evaluated. Be sure you have the evidence. Be sure you have crossed your t's and dotted your I's because I'm not going to resign you terminate who you think is doing a bad job. You have to prove it. In couple of instances, we went along with the employer. Most of the time not, because most of the time they were wrong.

But in a few instances, we were open-minded enough if they had done their homework to go along with their opinion. But it requires them doing their homework.

It always requires not having a knee-jerk reaction to defend everything, members of your unions do, especially a police union when what they do sometimes is murder African-American men and others. That's indefensible.

>> MARK MAIER: It looks like our questioner is muted. Are you there Mary Jane?

>> Yes, I'm here. Sorry about that.

>> GORDON ALEXANDRE: Sorry about that.

>> Thank you. So the next question, Gordon, this is for you. What are your experiences protesting for Civil Rights? Any advice for protesters now?

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>> GORDON ALEXANDRE: When I was teaching, I didn't make up the course but I initiated the course of social protest movement in the 1960s which is still taught at Glendale college. Not by me, but it's still taught. And I was an activist in the 1960s. And I suggest for some of you, if you want to read about activism in the '60s and social protest, pick up the new book released in April this year by Mike Davis and John Wiener.

It's called "Set the night on fire in L.A. in the 1960s" and it talks about activism in the '60s in Los Angeles. And the thing I would say is, every generation needs to carve its own way. I was approached a number of years ago from students who were at Glendale who transferred to UCLA and said we want to form a new SDS chapter. Students for Democratic society. It's an organization of the 1960s.

And I said, no, you don't. However, flattering that may be, for folks interested in the nostalgic 60s, what you need to do is form your own organization with your own set of principles, with your own style of leadership. And not to repeat. A lot of the mistakes we made in the '60s. I think in the 60s, we were often too anarchy. And we didn't build alliance and coalitions with folks who we should have worked with more.

We were too up against the wall, mother... and you fill in the rest and that was a mistake. So to today's activist, whether it would be Black Lives Matter or any other organizations, yeah, try to tap into the wisdom of some of us in the '60s. But don't do



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what we did. Do what you decide to do and it will move us a lot forward.

>> MARK MAIER: Somebody asked earlier about algorithm. And I did recall the name of the book. It's called "Algorithm of oppression." Fascinating work called "Algorithms of Oppression." A book worth looking at.

>> Thank you. So another question that somebody posed I heard Trump and Biden plan to increase the police budget. What options do we have to address this?

>> MARK MAIER: Most police budgets are local.

>> Okay.

>> MARK MAIER: Right now, the Pasadena city council is meeting as we sit here to decide what to do with the police budget. L.A. City reduced it by small amount. I see really positive trends. And what I see Gordon pointed out, it not just reduced spending but what you do. Re-imagining what police can do. Re-imagining what officers or the state can do when they come to a situation that needs a social answer not just a gun answer.

>> GORDON ALEXANDRE: And the greatest way to make sure that whatever is spent goes to the ideas I mentioned when I was talking about re-imagining is to keep up the fresh from below. In only two week's worth of protesting, already some cities banned the chokehold. And already banned racial profiling. Minneapolis and Minnesota

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said we're going to start from scratch.

Our police department so I see corrupt. So the real question is is this a moment or movement? What's going to happen when people get tired or get their jobs back from the pandemic or go back to school and these protests aren't happening every day for two weeks? What kind of organization is going to be in place to carry on the fight between protests? Between activities? To keep sure that the pressure is on?

And Mark is right. Funding is a local level and not a federal issue. It's a local issue.

>> We saw changes in New York City today. Yes. Happening locally.

>> Didn't Eric Garcetti, mayor of Los Angeles announced couple of days ago cutting \$150 million from the budget. I think he increased \$170 million or something like that. So he cut it to the amount that was increased. But pressure from below can bring about results for those from the top who without the pressure aren't going to do anything.

>> Next we have a comment. Thank you. We have a comment. The issue with using phrases like re-imagine the police or change the police and similarly broad statements is everyone can claim to have already done this by various reform he was the that have previously been attempted. Which many of us know have largely failed. Although I can understand the reason why some folks don't like the phrase "Defund the

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police."

It was chosen specifically so people can demand of their politicians.

>> GORDON ALEXANDRE: I guess I with have different interpretation. I want less money to go to the police to demilitarize the police and go to social services. I do need there's some funding for police to deal with violent crime. So I'm not an absolutist. And the problem with defund, it can be interpreted to mean taking away all funding from police and I'm not sure anybody beliefs that.

>> Because when I hear "Defunding education" I don't necessarily think taking away all money. But I heard the way I've interpreted from people has the been what you said. The interpretation can be completely defunding it.

>> GORDON ALEXANDRE: You know Mary Jane, it's not one-size-fits-all. And since funding is local, communities have a lot of say so in how that money is used, how much of it is used. What it's used for and what it's not used for. That's really in our hands to help demand and encourage that it be spent in the right way.

>> MARK MAIER: How are we doing for questions?

>> Yeah, some are still being added as we're going. So I'm trying to get to all of them. Next one is please discuss other inequity in other countries. Is America's handling of race more problematic than other countries?

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>> MARK MAIER: Really depends on what other countries you're talking about.

There's many inequities in other countries. But United States is actually near the top of inequity in terms of income and wealth. There are few countries like South Africa that are even more unequal. But they're outliers. Most of Europe has much more income equality, much more wealth equality than United States.

>> GORDON ALEXANDRE: And I would also add approximately 80 or so industrialized countries. United States is right in the middle. In terms of healthcare outcomes. And near the bottom in terms of cost. European countries, often we look to Sweden and Norway and countries like that. But you look at Germany and France and Great Britain, they spend half of what we spend on healthcare, and, yet, their healthcare outcomes, especially in terms of life expectancy, infant more facilitate are so much better than the United States. Life expectancy is going down in the United States. While it's going up to 80 years of age in European country. It's 76 or 77 in the United States. And much less life expectancy for African-American. I don't have the statistics in front of me but much less.

>> MARK MAIER: Question is is there a link to racism. In South Africa, there is a link. United States is more one of the unequal country in the world like South Africa is we have that heritage unfortunately.

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>> GORDON ALEXANDRE: Let me add to that one thing if I could as well. Not every country that has ethnic? Religious problems, difficulties, has the same promise of America. And maybe that's why I hold us up to a standard, which is our own standard that all men and women are created equal. That standard is something to aspire to.

So there are countries for, you know, as we all know, we're sectarian violence based on religion and ethnicity. Or tribal lymph and in places in Africa. Or Shi'ite or Sunni in Iran and Iraq are destroying countries. But those countries have a long and tortured history number one and number two, haven't been stable democracy for 200 some odd years. With the Declaration of Independence that states as our aspiration.

That everybody is equal.

>> Thank you. Next one is inequity same as racism? Specifically, inequity in education. Wait, I got this one already. Sorry.

>> GORDON ALEXANDRE: I would just say, Mary Jane, racism leads to the disparity. The disparate outcome. When black and white when it comes to housing k education, dealing with the police and so forth. It is race which is at the core in this country why thing are so unequal. And why we have to finally tackle that systematically.

>> So this next question, Americans have particular difficulty dealing with complex issues that require complex solutions, preferring simple sound bite solutions.

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And how do we organize in an effective way to tackle these issues?

>> MARK MAIER: I'm not sure in United States we're that much different if you traveled to other countries. We're not the only people looking for systematic answers. Problems are complex, but I don't think the solutions are all that complex. We laid out some fairly straightforward policies that can move us in the right direction.

>> GORDON ALEXANDRE: Mark is right. They're not complex. There's just a lot of resistance. There's special interest and a lot of money in politics. There's police departments that are resistant to change. So it's pressure from below. And ability to organize nationally that keeps the pressure up that ultimately can force those who don't want any change to at least change to a degree.

Hopefully, as much as we want, but if not, to a degree that makes us better off. That makes us more equal.

>> MARK MAIER: And maybe one of the reasons or ways we can move away from sound byte is have to a national decision.

>> GORDON ALEXANDRE: One of the reasons is parties stand for a set of principles. A set of values and platform. Here we have a two-party system which is often the part of system where it's tweedy dee or tweedy dum. And each platform is so closely aligned that most of us don't feel there's much of a choice. So it comes down to negative

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campaigning and gets you to dislike this one person than the other person.

Which Trump was able to do in 2016. When he got through negative campaigning, more people disliked Hillary Clinton disliked him.

>> Going back to earlier in your presentation, you discussed inequity and home ownership and homeless suite. And said nothing about tenants. Would you like to comment on the rental housing market since renters are disproportionately people of color?

>> MARK MAIER: That certainly is true. I think that needs to be addressed. I guess I was disappointed that Kamala Harris and Elisabeth Warren was focused on housing. It's actually a superior option because of the freedom it gets to to move to new locations as job opportunities change. So, yes, we do need to address the rental market significantly. And maybe we should be chastised for not having talked about that enough.

>> GORDON ALEXANDRE: This feeds into Mark, the following, which I think you will agree with. This generation, millennials and, so, on are less likely to have jobs like we have for 30 plus years and much likely to move around and take up 2 to 3 or 4 jobs in a 30 plus career of working.

>> Yeah. So we have time for one last question. There's couple of questions we didn't get to, but I believe we're going to, on Friday, is that the last? I'm off. I think the

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last night for our panel, we're going to have a conversation where we'll hopefully get to some of these questions we haven't gotten to. But your last question to both of you is: One sentence or two, please give us some parting words of wisdom from your years as educator. No pressure.

>> MARK MAIER: Let me say one thing. If anybody wants to continue the discussion, you're welcome to email me at [Mmaier@Glendale.edu](mailto:Mmaier@Glendale.edu). We're going to live in a better world thanks to people like all of you who attend Glendale Community College. I mean that sincerely.

>> GORDON ALEXANDRE: Thing I would say as a takeaway and maybe as an educator in general, you never know the impact you have on students, often at the time they're your student.

Sometime the impact of what we do isn't felt by students until 5, 10, 15, 20 years later. Some students, it may not be felt at all. But a lot of students who have gotten back to me and emailed me, I remember that class you taught. You never know what the end result was of what you do at the time you're doing it. Or you rarely know. Shouldn't say never.

>> MARK MAIER: Thank you, everybody for such wonderful questions.

>> GORDON ALEXANDRE: Thank you. I loved it.



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>> Thank you very much. Okay, I think we're going to have it taken over for a closing statement.

>> Hi, everyone. My name is Erica De Leon and I'm a Senator of activities for the Associative Students of Glendale Community College. Thank you so much for engaging with us tonight and thank you for our presenters moderator and Professor Gordon Alexandre and Mark Maier. If you have questions that was not answered tonight, you can leave additional questions.

We'll address any questions June 19 from 5:00 p.m. to 7:00 p.m. Please join us for our webinars. More information can be found on [Glendale.edu/anti-racism](http://Glendale.edu/anti-racism). If you need a safe place and discuss these heavy topics, we'll host a ceiling circle. Please join us on a separate link that will be sent in the chat. We will end this meeting now to start the healing circle.

Thank you for joining us and have a great rest of your evening.

[End of Session]