



The Council for Health &  
Human Service Ministries  

---

United Church of Christ

# Closing Plenary

---

CHHSM 84th Annual Gathering

March 10, 2022

*2022 CHHSM 84th Annual Gathering: **Forward Together***

# Welcome and Introduction

---

Michelle Just, Board Chair

# Beliefs, Bias and Behaviors: Making the Case for Racial Equity

---

  
HARPER SLADE  
A RACIAL EQUITY ADVISORY FIRM

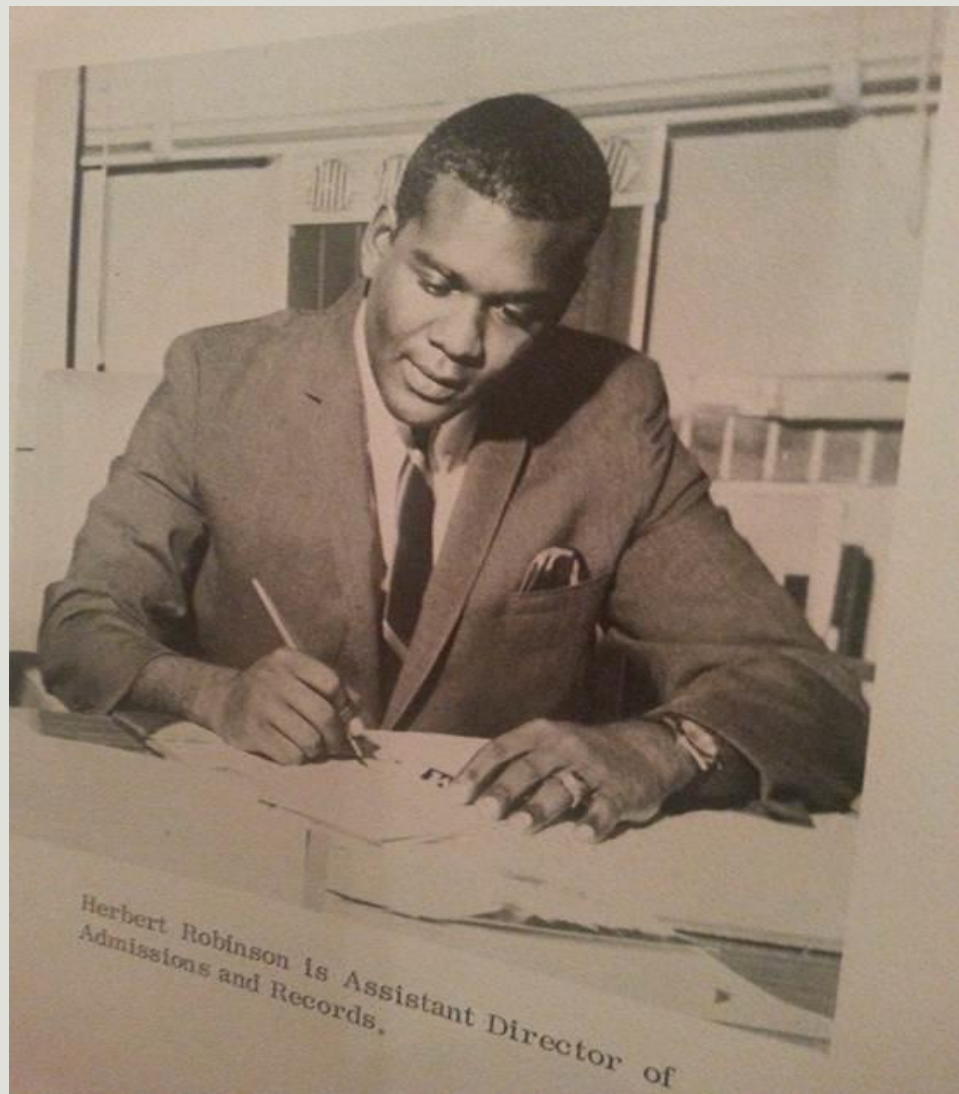
Nikki R. Lanier

---

CEO of Harper Slade Racial Equity Advisory

---

CHHSM Conference  
Louisville, KY  
March 10, 2022



Herbert Robinson is Assistant Director of  
Admissions and Records.



Louis M. Sirois is an associate professor of English  
and speech. He joined the staff in 1962.



Ernestine Slade Robinson is an instructor in the  
department.



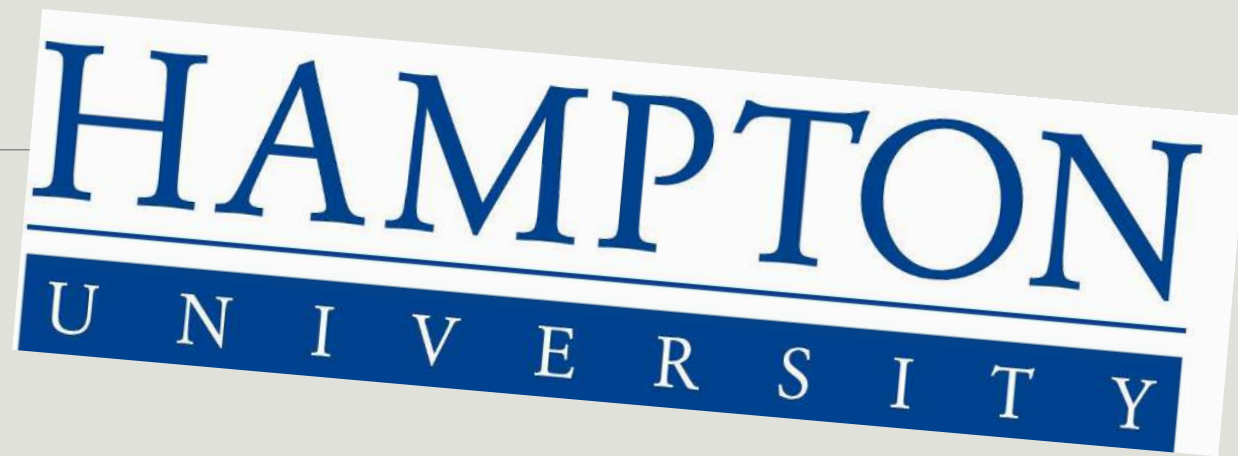


- Geeky
- Violinist
- Champion Hopscotcher
- Boy Repellant
- Day Dreamer
- #hotmess

“We hold these truths to be self-evident, that all men are created equal, that they are endowed, by their Creator, with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness.

---



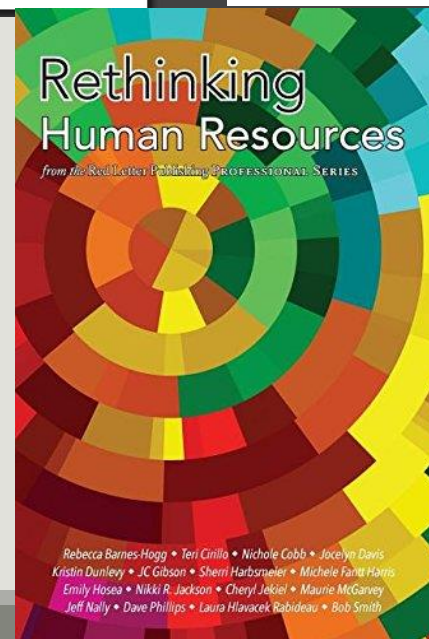
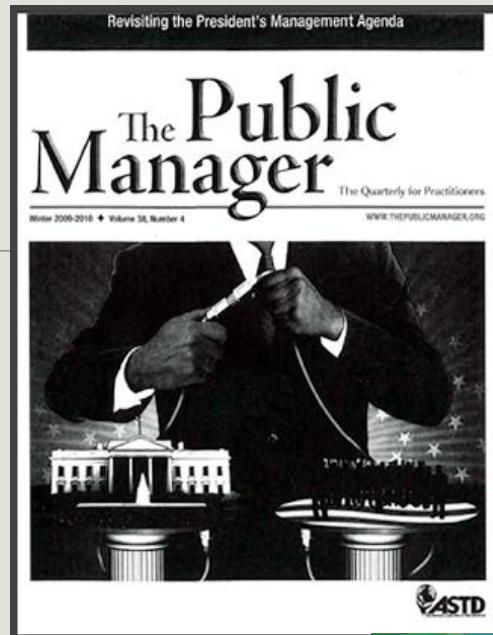
















Global Racial Equity Strategist  
Sr CHRO  
Federal Reserve Executive  
Labor Attorney  
Board Director  
Keynote Speaker



Nikki R. Lanier

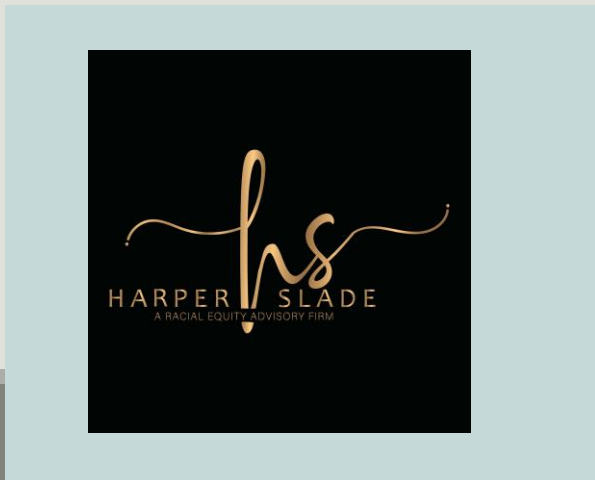
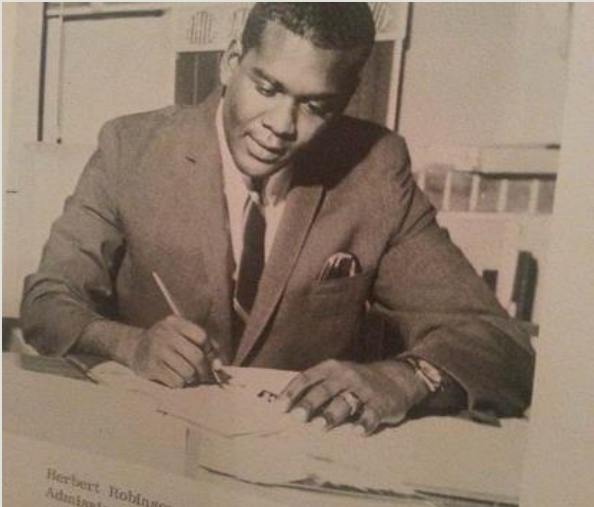


HARPER SLADE  
A RACIAL EQUITY ADVISORY FIRM



ADVANCING RACIAL EQUITY FOR  
SOME AND EQUALITY FOR ALL

[www.HARPERSLADE.com](http://www.HARPERSLADE.com)





The Pursuit of Equality  
will (and has)  
hampered the US  
economy and is  
defacto Inequitable.



**Age  
Discrimination  
Act of 1975**



**Americans with  
Disabilities Act (ADA)  
of 1990**



**Pregnancy  
Discrimination  
Act of 1978**



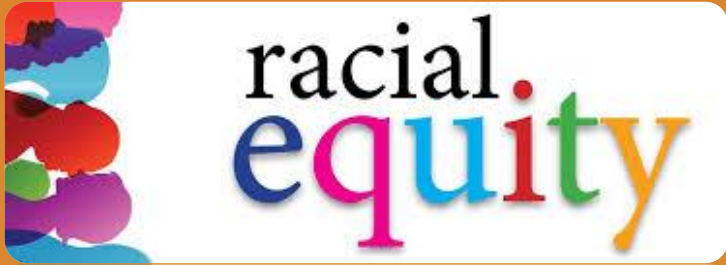
**Equal Pay Act of 1963**

**Title VII of the Civil  
Right Act (CRA) of  
1964**

**Voting Rights Act of  
1965**



# The Urgency of Demography



The browning of the working-class world, by 2045, will require bold & unprecedented ascension of people of color into the middle class and beyond. This "fix" happens at work. This is a conundrum that transcends the "right thing to do" argument of the past and requires our demonstrative correction of the lingering impact of difference equating to deficit.

Racism is one of the most significant economic issues we face today and therefore must be addressed in every system, structure and organization where it thrives.

# *Did you know?*

According to Pew Research, a household **with an income between two-thirds of and double the median household income** is considered middle class.

The national median income in 2021 is \$79,900, which would mean an individual would fall squarely in the middle class with an income between \$53,266 and \$159,800.





A person is shown from the chest up, holding their hands up in front of their face. The left hand has the word 'STOP' written on the palm in red, and the right hand has the word 'RACISM' written on the palm in black. The person is wearing a blue shirt. The background is blurred.

Real median household income among:

❑ Asian households \$98,174

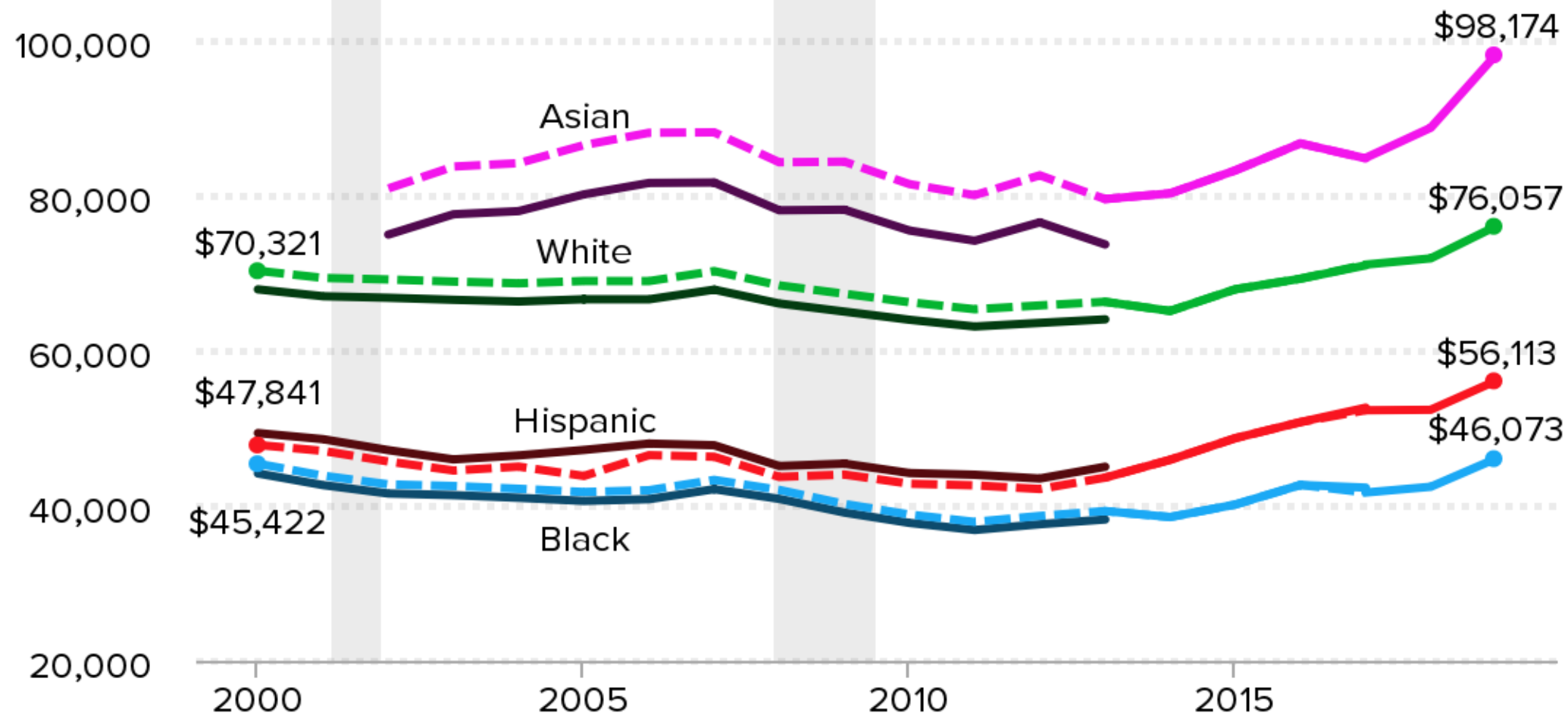
❑ non-Hispanic white households \$76,057

❑ Hispanic households \$56,113

❑ **Black households \$46,073**

In 2019, the median Black household earned just 61 cents for every dollar of income the median white household earned while the median Hispanic household earned 74 cents

# Pursuit of Sameness has yielded...



**Note:** Because of a redesign in the CPS ASEC income questions in 2013, we imputed the historical series using the ratio of the old and new method in 2013. Solid lines are actual CPS ASEC data; dashed lines denote historical values imputed by applying the new methodology to past income trends. The break in the series in 2017 represents data from both the legacy CPS ASEC processing and the new methodology. Dashed lines denote historical values imputed by applying the new methodology to past income series using the ratio of the old and new method in 2013. Solid lines are actual CPS ASEC data.

Equal Opportunity laws require us to start or stop doing something that could result in inequality. It does NOT account for what must be done to REMEDY the harm from the inequality that has persisted.

---

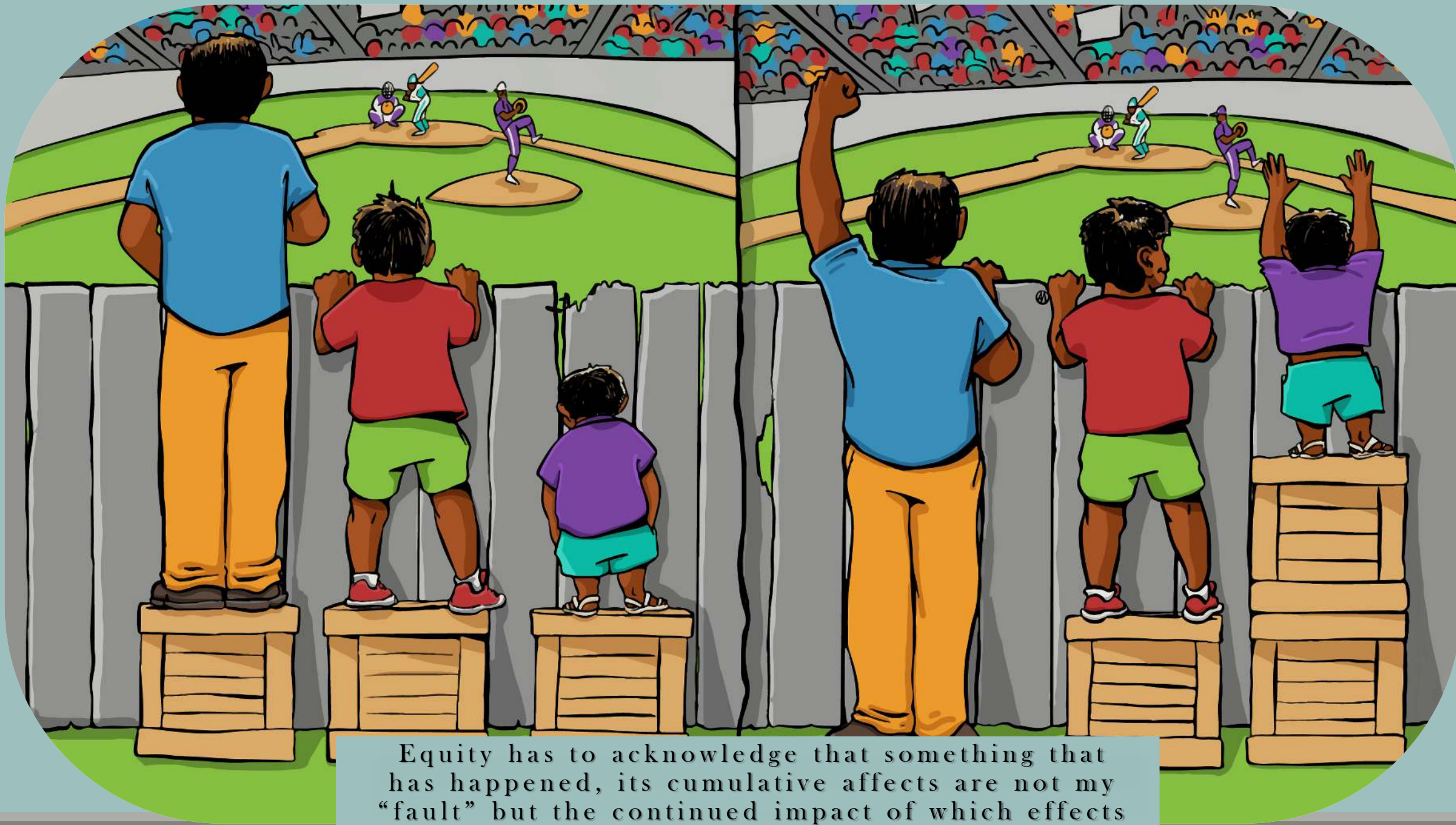
Who remembers Executive Order 11246

**Continued and reinforced the requirement that federal contractors not discriminate in employment and take affirmative action to ensure equal opportunity based on race, color, religion, and national origin.**

My Definition of Racial Equity:  
Proportional Fairness that takes into full account the  
cultural and historic realities facing people of color, as  
distinct from all other people, and works to remedy the  
same. ~**Nikki Lanier**

1





Equity has to acknowledge that something that has happened, its cumulative affects are not my "fault" but the continued impact of which effects more than me.

# Racial Equity



# **Macro-Economic Cost of Inequity**

Closing racial gaps in key areas such as wages, higher education, home ownership, and investment would have generated a \$16 trillion boost to our GDP over the past 20 years, and an additional \$5 trillion over the next five years

.



# Real Implications | Real Costs

Employee turnover due to racial inequity in the workplace has cost U.S. organizations up to \$172 billion over the past five years, according to new research by SHRM (Society for Human Resource Management).

One-third of Black employees faced unfair treatment at work based on race and ethnicity in the past year, and over 2 in 5 Black workers say they have experienced this in the past five years.


Over 2 in 5 Black workers (42%) feel they have faced race or ethnicity-based unfair treatment at work in the past five years.



IMPLICATIONS

Closing the wage gap between Black and white employees could have added \$2.7 trillion — or 0.2% of GDP each year to the American economy.

The \$16 trillion drag on the U.S. economy since 2000 is particularly felt in the area of capital investment of black-owned businesses. A 2019 Illumen Capital study found that \$35 trillion of capital would be allocated differently, were it not for racial and gender bias.



Over the same period, 26% of Asians, and 21% of Hispanics or Latinos felt they have experienced unfair treatment in the workplace due to their race or ethnicity.

Absenteeism due to anxiety, worry, stress, or frustration stemming from experiencing or witnessing unfair treatment based on race or ethnicity in the workplace may have cost US businesses up to \$54 billion in the past year.

Lost productivity was even more costly, carrying a nearly \$59 billion price tag in the last year.



Since 2020, there's been a 71% increase worldwide in all DEI job listings with the role of "Head of Diversity" growing by more than 107%.

Job openings for diversity, equity and inclusion (DE&I) roles surged after the nationwide protests that followed the death of George Floyd in late May.

DE&I-related job openings have risen by 70 percent since June 8, 2020 after falling by 60 percent at the onset of the coronavirus pandemic in March of 2020, according to data from employment and recruiting site Glassdoor.



# More...

Over the same period, 26% of Asians, and 21% of Hispanics or Latinos felt they have experienced unfair treatment in the workplace due to their race or ethnicity.

Absenteeism due to anxiety, worry, stress, or frustration stemming from experiencing or witnessing unfair treatment based on race or ethnicity in the workplace may have cost US businesses up to \$54 billion in the past year.

Lost productivity was even more costly, carrying a nearly \$59 billion price tag in the last year.

# Take - A- Ways

*Inequity and racism are macro economic issues*

The browning of the country requires a new and acute understanding of black and brown dynamics in (and at) work

Equality and Inequity are NOT the same

Racial Equity IS the workforce forecasting and talent development strategy henceforth

We can't afford to spend any more time "selling" the need for racial equity. We must acknowledge the need to stop and cure AND recognize that it will feel "set-a sidey"

It is in white America's interest that black and brown America thrive.





**Thank You!**



The Council for Health &  
Human Service Ministries  

---

United Church of Christ

# Closing Plenary

---

CHHSM 84th Annual Gathering

March 10, 2022

*2022 CHHSM 84th Annual Gathering: **Forward Together***