



SOCIAL INEQUALITY



1.

RACIAL INEQUALITY

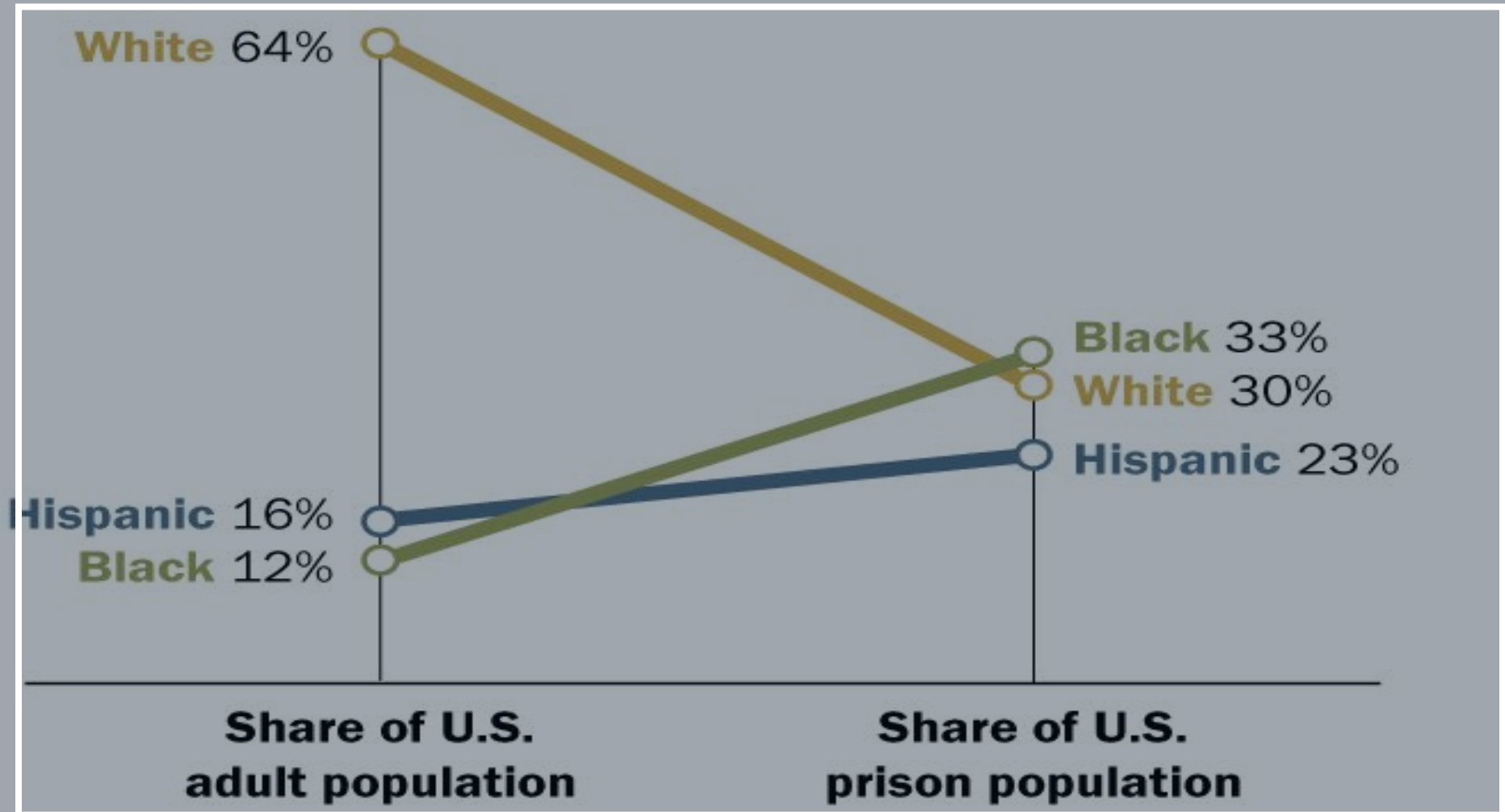
POLICE BRUTALITY

CAUSES

- ✘ 1920s
 - Illinois Crime Survey
- ✘ Broken Windows
 - Adopted 1994
 - Stop-and-Frisk
 - Over-policing
- ✘ Military-grade weaponry
- ✘ Overuse of police

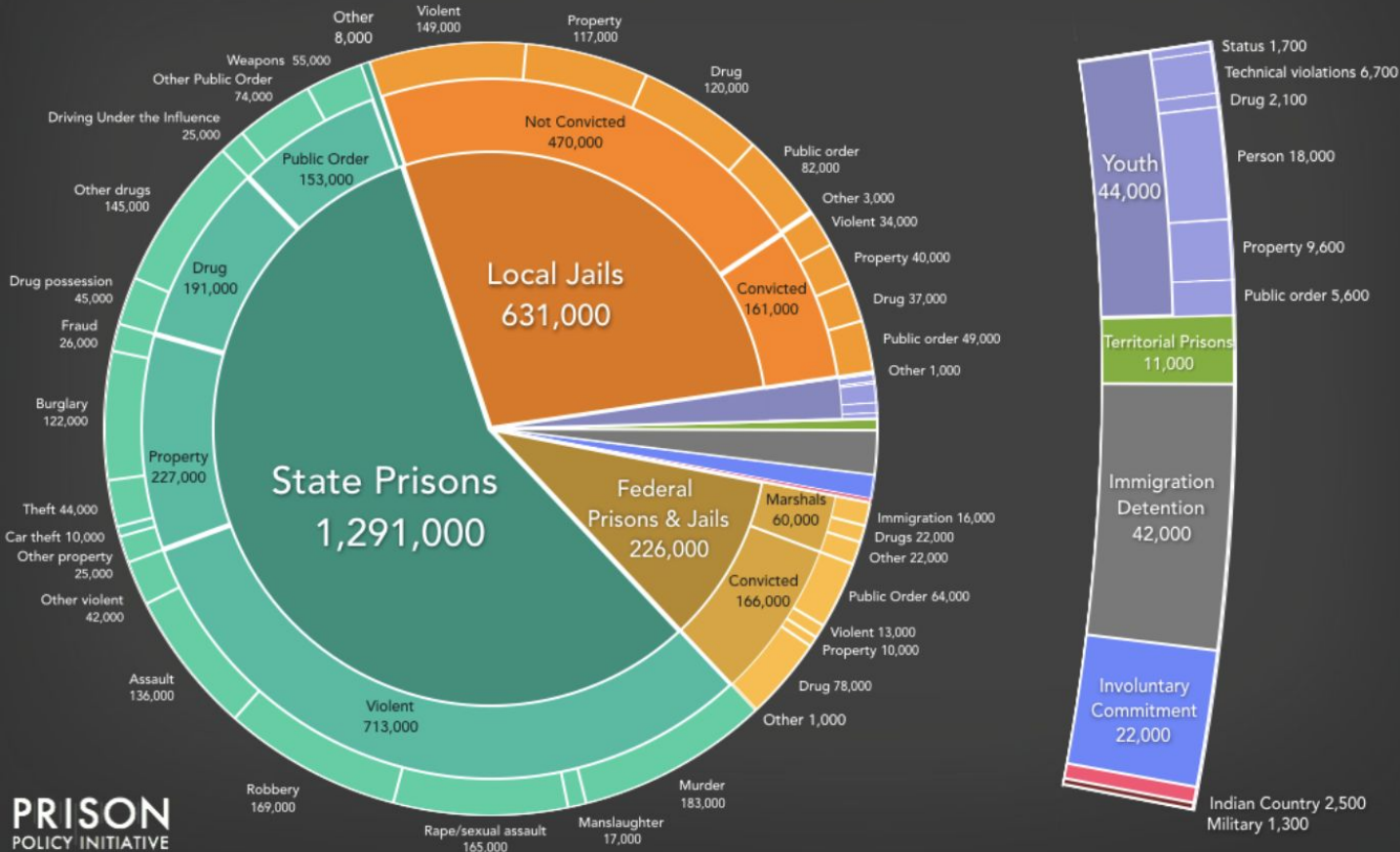
SOLUTIONS

- ✘ Protest
- ✘ Racial bias training
- ✘ Legislation
 - Chokeholds
 - Civil penalties
 - No-knock warrants
- ✘ Defund
 - Calls for service
 - Social services
 - Decriminalization



How many people are locked up in the United States?

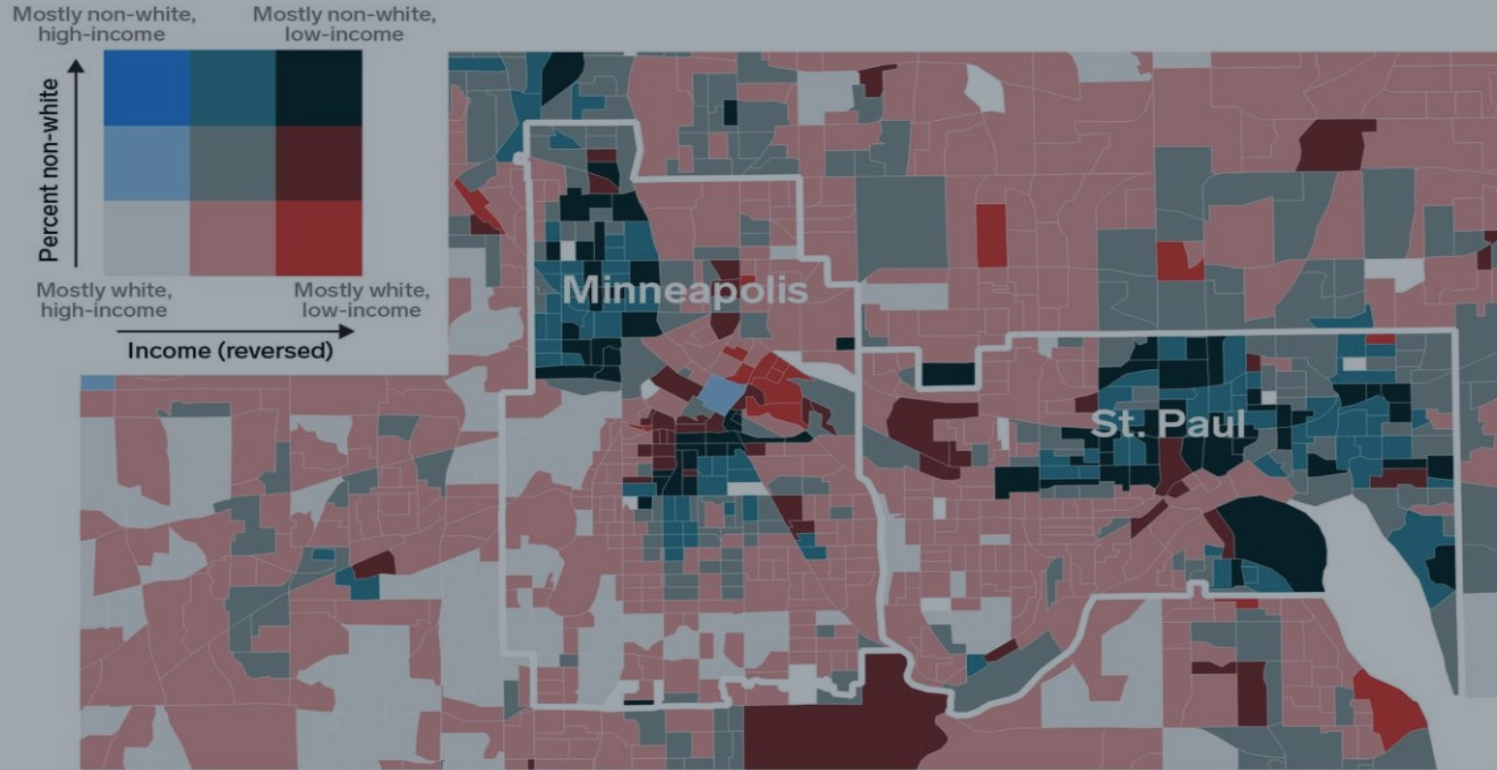
The U.S. locks up more people per capita than any other nation, at the staggering rate of 698 per 100,000 residents.
But to end mass incarceration, we must first consider *where* and *why* 2.3 million people are confined nationwide.



SOLUTIONS

- ✗ Decriminalization
- ✗ Mental health resources
- ✗ Recidivism prevention
 - Halfway houses
 - Rehabilitation centers
- ✗ Medication assisted treatment
- ✗ Systemic reevaluations

Minneapolis–St. Paul



Source: US Census Bureau, 2014–2018 American Community Survey

BUSINESS INSIDER

ENVIRONMENTAL RACISM

- ✘ EPA National Center for Environmental Assessment
 - POC in proximity to pollution
 - Particulate matter
- ✘ Healthcare
 - Carcinogens
 - Birth complications
- ✘ Associated with racial segregation


HEALTHCARE INEQUALITIES

CAUSES

- ✘ Eugenics
 - Misinformation
- ✘ Early exploitation, devaluation
 - Henrietta Lacks
- ✘ Racial biases
 - Maternal mortality
- ✘ COVID-19

SOLUTIONS

- ✘ Implicit bias training
 - Medical schools
- ✘ Hospital programs

A woman's hand is visible in the foreground, holding a white rectangular sign. The sign has the text "I'M WITH HER" written in pink, blocky, hand-drawn letters. Surrounding the text are several black arrows pointing in various directions: up, down, left, right, and diagonally. The background is a blurred crowd of people, many of whom are wearing bright pink hats, suggesting a Women's March rally or similar event. The entire image is framed by a thin white border.

2.
GENDER INEQUALITY

EQUAL RIGHTS AMENDMENT

BACKGROUND

- ✘ 14th Amendment
 - Frontiero v. Richardson
- ✘ 1972-81
 - 35 states
 - Illinois, Nevada, Virginia
- ✘ House of Rep
 - Oh, Mitch McConnell

BENEFITS

- ✘ Violence Against Women Act (VAWA) 2000, 2005, 2013, 2018
- ✘ Title IX 1972
 - Oh, Betsy DeVos
- ✘ Wage Discrimination
- ✘ Pregnancy Discrimination
- ✘ Reproductive health

9 THINGS TO KNOW ABOUT TITLE IX

1 Title IX is a civil right that prohibits sex discrimination in education.

2 Title IX applies to all students regardless of gender identity.

3 Schools may not retaliate against someone filing a complaint and must keep complainants safe from other retaliatory harassment.

4 Schools should ensure that no student has to share campus spaces (such as dorms, classes, and workplaces) with their abuser.

5 Schools can issue no-contact directives to prevent accused students from approaching or interacting with you.

6 Schools must be proactive in ensuring that your campus is free from sex discrimination.

7 Schools cannot discourage you from continuing your education.

8 All schools receiving federal funding, including public K-12 schools and the majority of colleges, are subject to Title IX.

9 Schools must have an established procedure for handling complaints of sexual discrimination, harassment, and violence.



TITLE IX

- ✘ Education Amendments of 1972
 - Programs receiving federal financial assistance
- ✘ Includes sexual harassment
- ✘ 2011 Obama “Dear Colleague Letter”
 - “Preponderance of the evidence” standard
- ✘ Trump Administration
 - “Clear and convincing evidence”
 - Presumption of innocence
 - Cross examination
 - Definition of sexual assault

SEXUAL HARASSMENT

ISSUES

- ✘ Rape Culture
- ✘ Threat to mental health and physical safety
- ✘ Economic security issues
- ✘ Leadership gap
- ✘ Doxxing

SOLUTIONS

- ✘ #MeToo
 - Information campaigns
 - Corporate deterrents and policies
 - Accessible legal pathways
 - Public perception

GENDER WAGE GAP

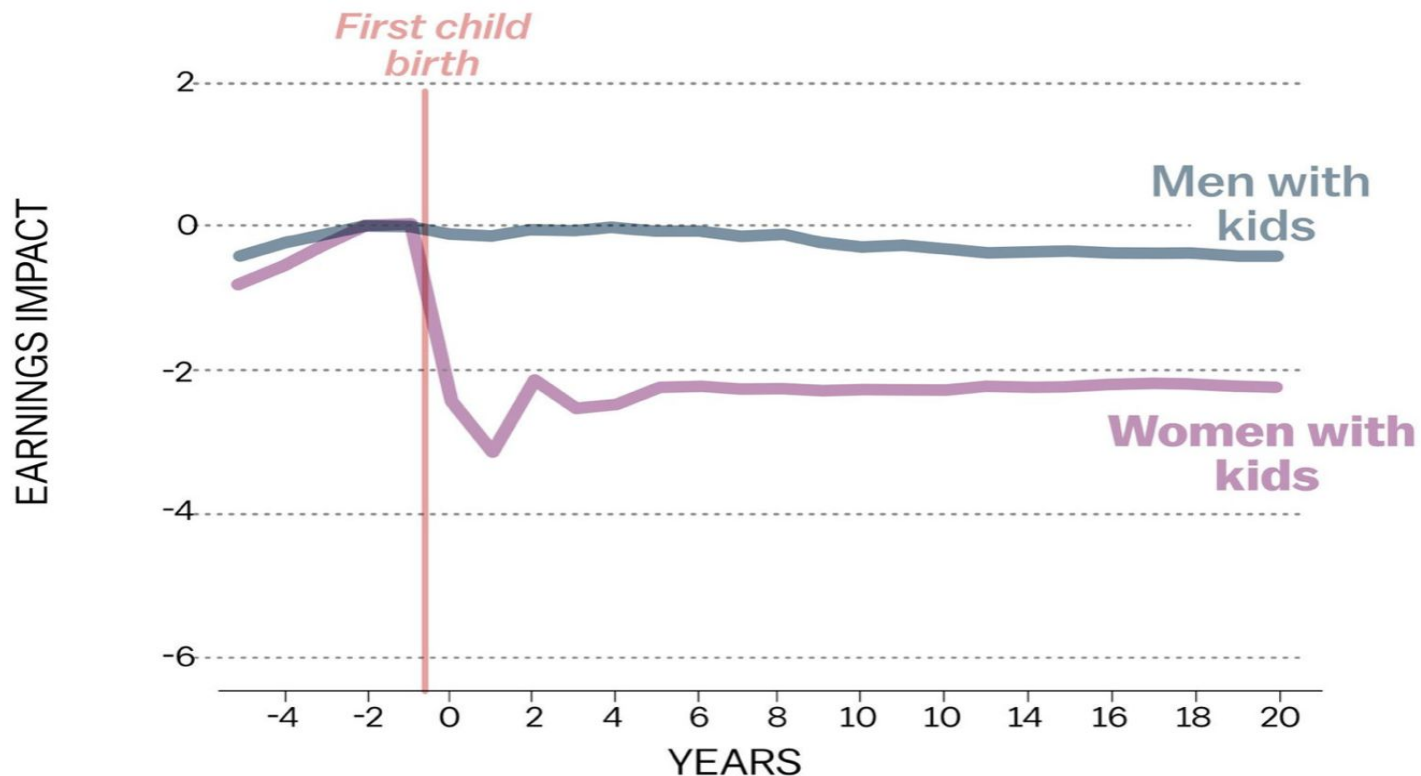
CAUSES

- ✘ Occupational sorting
- ✘ Discrimination
 - Exacerbated for women of color
- ✘ Child care penalties

SOLUTIONS

- ✘ Prior salary history
- ✘ Transparency
 - Publishing salary information
- ✘ Maternity protection
 - Guaranteed leave

Women's earnings drop significantly after having a child. Men's don't.

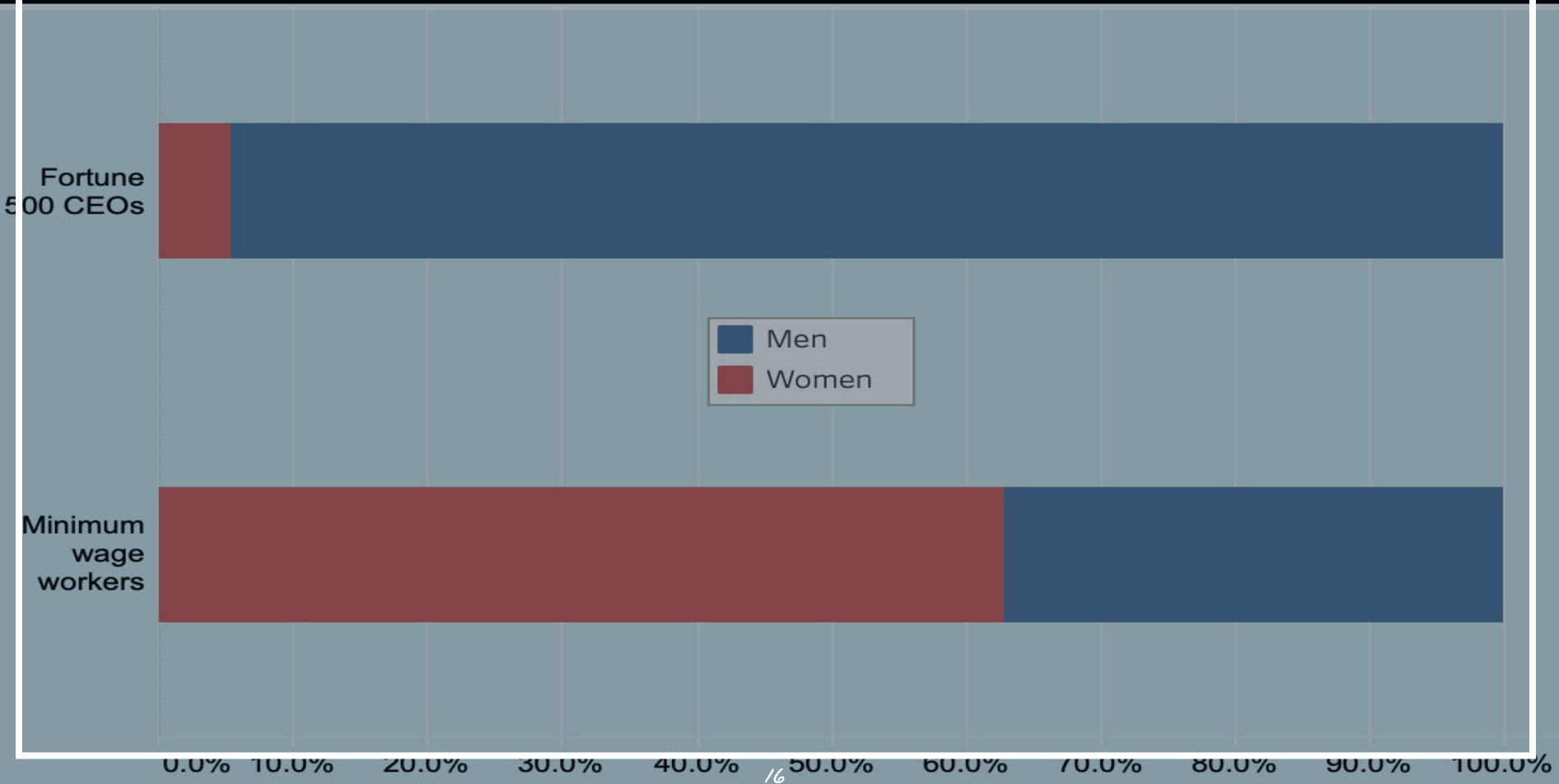


Source: "Children and gender inequality: Evidence from Denmark," National Bureau of Economic Research

Vox

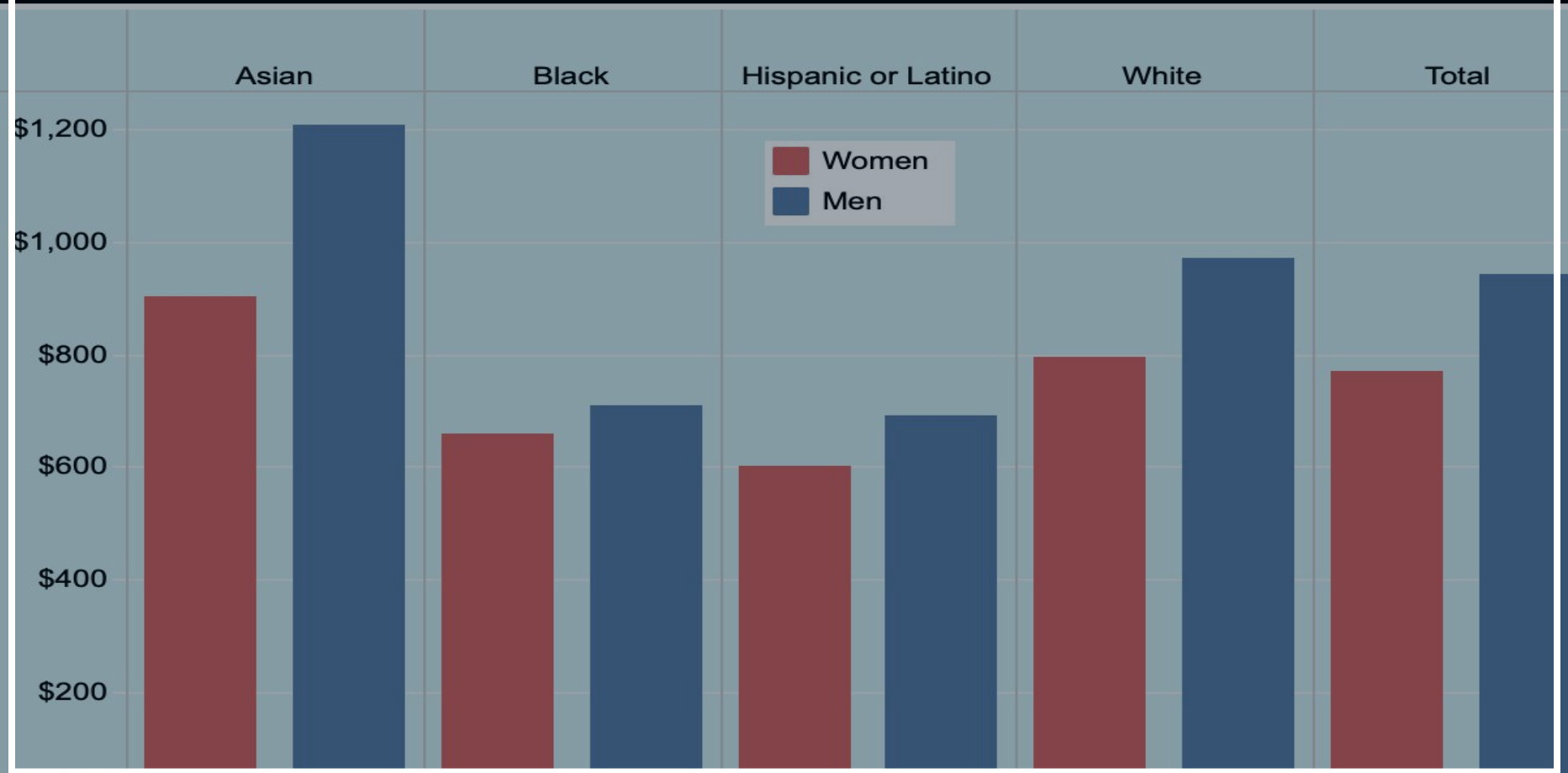
Women Are Scarce at the Top and Overrepresented at the Bottom

U.S. men and women as a share of minimum wage workers and Fortune 500 CEOs, 2016



Gender Pay Gaps Persist in All Racial Groups

Median weekly earnings of full-time U.S. workers, by gender and race, 2017



REPRODUCTIVE RIGHTS

- ✘ ACA
 - Birth control mandate
 - Requires employers to offer contraceptive inclusive insurance
- ✘ Removal of abortion clinics
 - Oh, Alabama
- ✘ Planned Parenthood
 - Women covered by Medicaid couldn't go to PP
- ✘ Global gag rule
- ✘ Pain-Capable Unborn Child Protection Act
- ✘ Conscience and Religious Freedom

A close-up, slightly blurred photograph of a large rainbow flag being held up by a crowd of people. The flag's colors—red, orange, yellow, green, blue, and purple—are prominent. In the background, other people and smaller rainbow flags are visible, suggesting a large-scale pride parade or festival. The overall atmosphere is celebratory and inclusive.

3.
LGBTQ+ RIGHTS

SUPREME COURT

- ✘ Lawrence v. Texas (2003)
 - Official decriminalization, overturning sodomy laws
 - Overturned Bowers v. Hardwick (1986)
- ✘ Obergefell v. Hodges (2015)
 - Marriage equality!
 - Precursor was US v. Windsor (2013)
- ✘ Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission (2018)
 - Baker not required to bake cakes for same-sex couples
 - Freedom of speech and religion
- ✘ 2020
 - Anti-bias laws cover LGBTQ+ workers
 - Title VII of 1964 Civil Rights Act, prohibiting discrimination “because” of sex

FEDERAL GOVERNMENT EMPLOYMENT

- ✘ 1953
 - Homosexuals are banned from working in the federal government
- ✘ 1993
 - 'Don't Ask, Don't Tell' signed by Clinton
- ✘ 2012
 - Obama repeals "Don't Ask, Don't Tell"
 - 2015~ Military Equal Opportunity policy includes gay and lesbian military members
- ✘ 2016
 - Transgender military ban lifted by Pentagon
 - Ban reinstated by Trump in 2017, goes into effect in 2019

HEALTHCARE DISPARITIES

- ✘ Heightened risk
 - Cancer and chronic conditions
- ✘ Mental health disparities
 - Transgender youth are four times as likely to experience depression
 - LGBTQ+ youth are more than twice as likely to feel suicidal
 - Addiction
- ✘ 2020
 - Transgender protections reversed by Trump
 - Nondiscrimination protections relating to health insurance

42% of transgender patients reported having experienced **mistreatment by health care providers.**

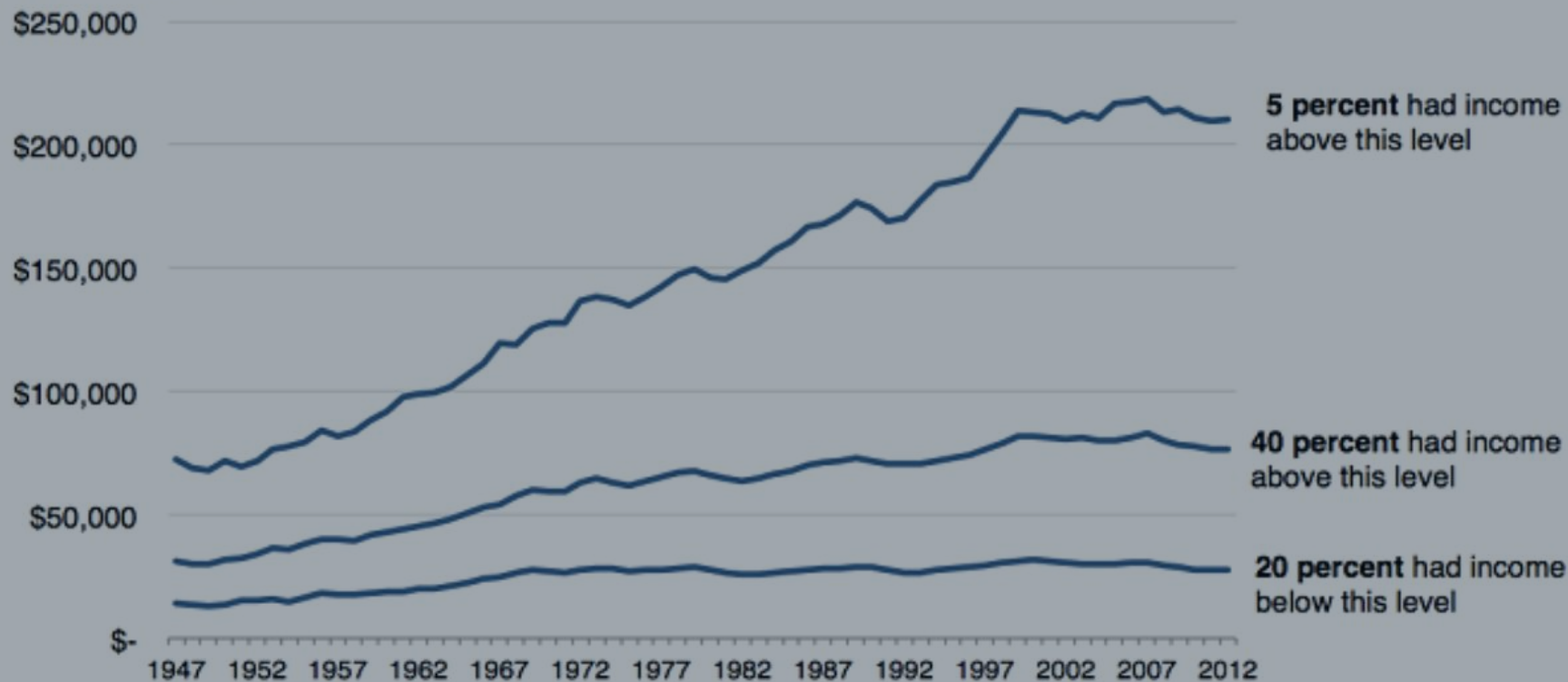
23% of respondents **did not see** a doctor when they needed to **because of fear** of being mistreated as a transgender person.

8% of all LGBTQ people and **14%** of those who've experienced discrimination on the basis of their sexual orientation or gender identity —**avoided or postponed needed medical care** because of discrimination from health care staff (2016).

8% of lesbian, gay, and bisexual respondents and **29%** of transgender respondents reported that a health care **provider refused to see them because of their sexual orientation** or gender identity in the past year.

Growth in US Income Inequality 1947-2012

2012 US Dollars



Source: Table F-1 from Census Historical Tables

RESOURCES ON RACIAL INEQUALITY

- ✘ [Smithsonian: 158 Resources to Understand Racism in America](#)
- ✘ [Visualizing Racism](#)

POLICE BRUTALITY

- ✘ [Overview of Police 'Warrior' Training](#)
- ✘ [Explanation of Defunding the Police](#)
- ✘ [The Problem with Broken Windows Policing](#)
- ✘ [Efficacy of Racial Bias Training](#)

INCARCERATION

- ✘ [Democratic Legislation on Police Brutality](#)
- ✘ [Solutions to Mass Incarceration](#)
- ✘ [Failings of the Current Prison System](#)
- ✘ [Prevalence of Mental Illness Amongst Inmates](#)

RESOURCES ON RACIAL INEQUALITY

HOUSING

- ✘ [Segregation Tax Overview](#)
- ✘ [Affordable Housing Crisis Explained](#)
- ✘ [White Flight Never Ended](#)
- ✘ [Maps of Gentrification](#)

ENVIRONMENTAL RACISM

- ✘ [Overview of Environmental Racism](#)

HEALTHCARE

- ✘ [Overview of Scientific Racism](#)
- ✘ [Henrietta Lacks](#)
- ✘ [Discrimination in Healthcare](#)
- ✘ [Disparities in COVID-19](#)
- ✘ [Racism in Medical Training](#)
- ✘ [Disparity in Maternal Mortality](#)

HEALTHCARE

- ✘ [Myths About Physical Racial Differences Still Believed Today by Doctors](#)
- ✘ [Racial Inequality Exacerbated by COVID-19](#)

VOTER SUPPRESSION

- ✘ [Overview and Solutions](#)

RESOURCES ON GENDER INEQUALITY

- ✘ [Views of Gender in the US](#)

EQUAL RIGHTS AMENDMENT

- ✘ [Overview of ERA](#)
- ✘ [House Revives ERA](#)

TITLE IX

- ✘ [Overview of Title IX](#)
- ✘ [Trump Admin Title IX Regulations](#)

SEXUAL HARASSMENT

- ✘ [Workplace Sexual Harassment Overview](#)
- ✘ [Rape Culture Overview](#)

LABOR

- ✘ [Gender Inequality and Women in the Labor Force](#)
- ✘ [Gender Equality Progress Report](#)
- ✘ [Economic Inequality Across Gender Diversity](#)
- ✘ [Childcare Penalty](#)
- ✘ [Origin of Gender Wage Gap](#)

REPRODUCTIVE RIGHTS

- ✘ [Reproductive Health Overview](#)
- ✘ [Reproductive Rights Under Trump](#)
- ✘ [Abortion Clinics Closing](#)

RESOURCES ON LGBTQ+ RIGHTS

- ✕ [Overview of LGBTQ+ Rights](#)
- ✕ [History of LGBTQ+ Social Movements](#)

SUPREME COURT

- ✕ [LGBTQ+ Rights Milestones](#)
- ✕ [Relevant Supreme Court Cases](#)
- ✕ [Recent Decisions](#)

HEALTH DISPARITIES

- ✕ [Mental Health Overview](#)
- ✕ [Healthcare Barriers](#)