



# *The Race Ahead*

Dr. J. Bruce Stewart

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**Racing Ahead to the Future...Together**



2004 Indian Ocean Tsunami  
over 250,000 people killed..



# 9.1 Earthquake Preceded Tsunami

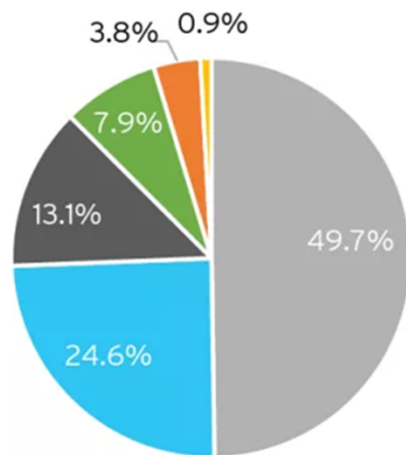


The Coming Demographic  
Tsunami:

We Have to Change Our  
Mental and Physical Maps



Racial profile of U.S. population, 2045



White\* Hispanic Black\* Asian\* Multiracial\* Other\*

\* Non-Hispanic members of race

## 2045 Census Demographic Projection: Our Map Challenge

# Linda Brown

Subject of famous  
school desegregation  
case of Brown Vs Board  
of Education

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"All the News  
That's Fit to Print"

# The New York Times.

LATE CITY EDITION

Fair and cool today. Mostly sunny,  
continued cool tomorrow.  
Temperature Range Today—Max., 68; Min., 52  
Temperature Yesterday—Max., 69; Min., 61  
Full U. S. Weather Bureau Report, Page 31

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NEW YORK, TUESDAY, MAY 18, 1954.

Times Square, New York 26, N. Y.  
Telephone LACKAWANNA 4-3000

FIVE CENTS

## HIGH COURT BANS SCHOOL SEGREGATION; 9-TO-0 DECISION GRANTS TIME TO COMPLY

### McCarthy Hearing Off a Week as Eisenhower Bars Report

#### SENATOR IS IRATE

President Orders Aides  
Not to Disclose Details  
of Top-Level Meeting

President's letter and excerpts  
from transcript, Pages 24, 25, 26.

By W. H. LAWRENCE

Special to The New York Times.  
WASHINGTON, May 17—A  
secretive directive by President  
Eisenhower resulted today in an  
abrupt recess for at least a week  
of the Senate's Army-McCarthy  
hearings.

Democratic and Republican

#### Communist Arms Unloaded in Guatemala By Vessel From Polish Port, U. S. Learns

State Department Views  
News Gravely Because  
of Red Infiltration

Special to The New York Times.

WASHINGTON, May 17—The  
State Department said today that  
it had reliable information that  
"an important shipment of arms"  
had been sent from Communist-  
controlled territory to Guatemala.

It said the arms, now being  
unloaded at Puerto Barrios, Guate-  
mala, had been shipped from  
Stettin, a former German Baltic  
seaport, which has been occupied  
by Communist Poland since World



The New York Times May 18, 1954  
Site of arms arrival (cross)

Embassy Says Nation of  
Central America May Buy  
Munitions Anywhere

Barrios last Saturday, the State  
Department reported, carrying a  
large shipment of armament con-  
signed to the Guatemalan Gov-  
ernment.

The State Department did not  
divulge the exact quantity of the  
arms, their nature or where they  
had been manufactured.

Reliable sources told The New  
York Times, however, that ten  
freight car loads of goods listed  
in the manifest as "hardware"

#### REACTION OF SOUTH

'Breathing Spell' for  
Adjustment Tempers  
Region's Feelings

By JOHN N. POPHAM

Special to The New York Times.  
CHATTANOOGA, Tenn., May

17—The South's reaction to the  
Supreme Court's decision outlaw-  
ing racial segregation in public  
schools appeared to be tempered  
considerably today.

The time lag allowed for car-  
rying out the required transitions  
seemed to be the major factor in  
that reaction.

Southern leaders of both races



#### 1896 RULING UPSET

'Separate but Equal'  
Doctrine Held Out of  
Place in Education

Text of Supreme Court decision  
is printed on Page 15.

By LUTHER A. HUSTON

Special to The New York Times.  
WASHINGTON, May 17—The  
Supreme Court unanimously out-  
lawed today racial segregation in  
public schools.

Chief Justice Earl Warren read  
two opinions that put the stamp  
of unconstitutionality on school



**DAY**

**NIGHT**



*Vox*

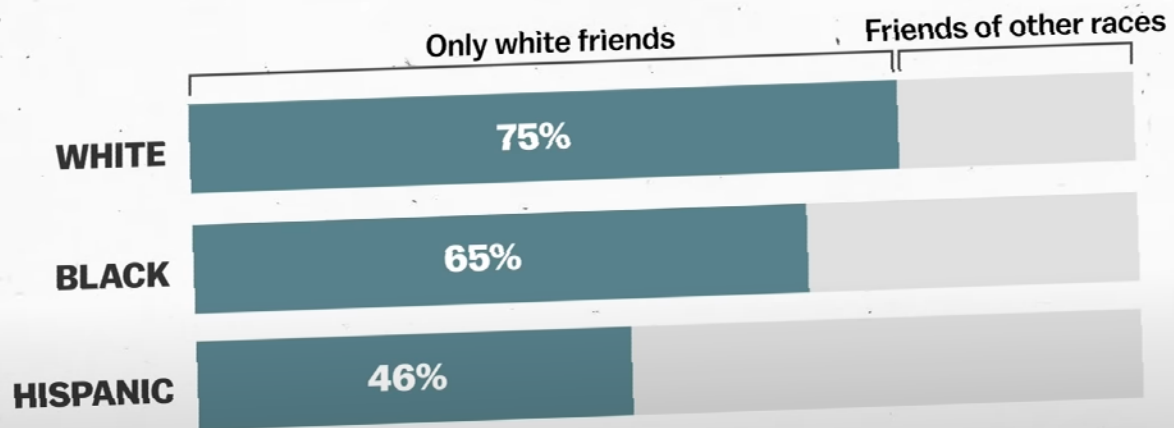


American segregation, mapped at day and night



# Who are your friends?

2014 PRRI social network survey



## Thomas Schelling Segregation Model



- IN MANY (AMERICAN) CITIES, RACES SEGREGATE.
- THIS HAS UNWANTED CONSEQUENCES.
- WHY DOES THIS HAPPEN, AND WHAT CAN WE DO ABOUT IT?

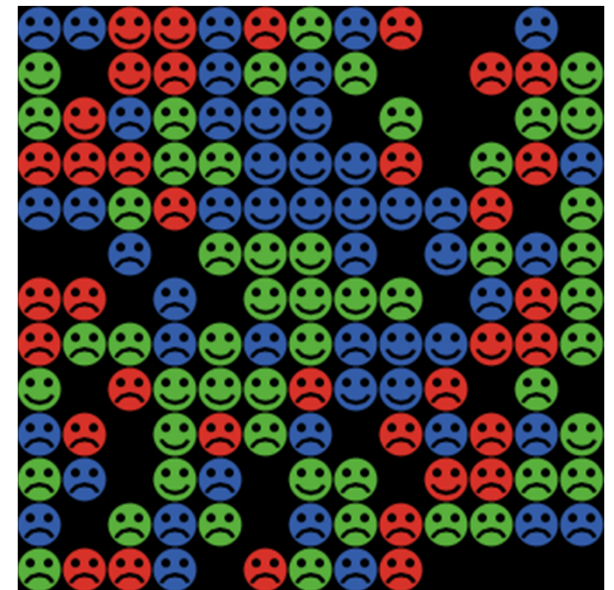
### Main Idea

This is not entirely because people don't like each other. If this were true, high-tolerance cities would have lower segregation than low-tolerance cities, but...empirically this does not hold.

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## THE PATTERN OF SEGREGATION IS SIMILAR IN CITIES AND WORKPLACES

- Both residential and workplace segregation are in some cases caused by slight preferences for people to which we have a connection.
- Explicit racial discrimination and prejudice are not necessary to create segregation or racial clustering.
- Small unintentional acts of exclusion can create organizations that can seem unfair, exclusionary, and less inclusive.



The central challenge is a Lack of Connection due to our misunderstanding of race



### **Mental Map**

How we see the world



### **Physical Map**

How we live in the world

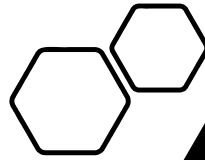
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# The Race Ahead Sequence

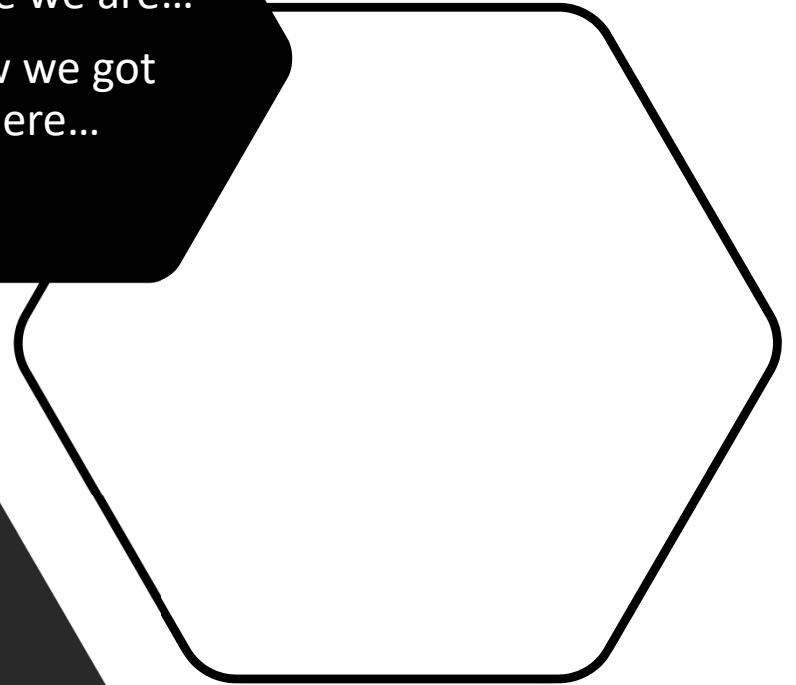
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- History of Now
- Dismantling the 5 Myths that Racialism is Built Upon
- Confronting Reality
- SHIFTing to the Future

# The History of Now

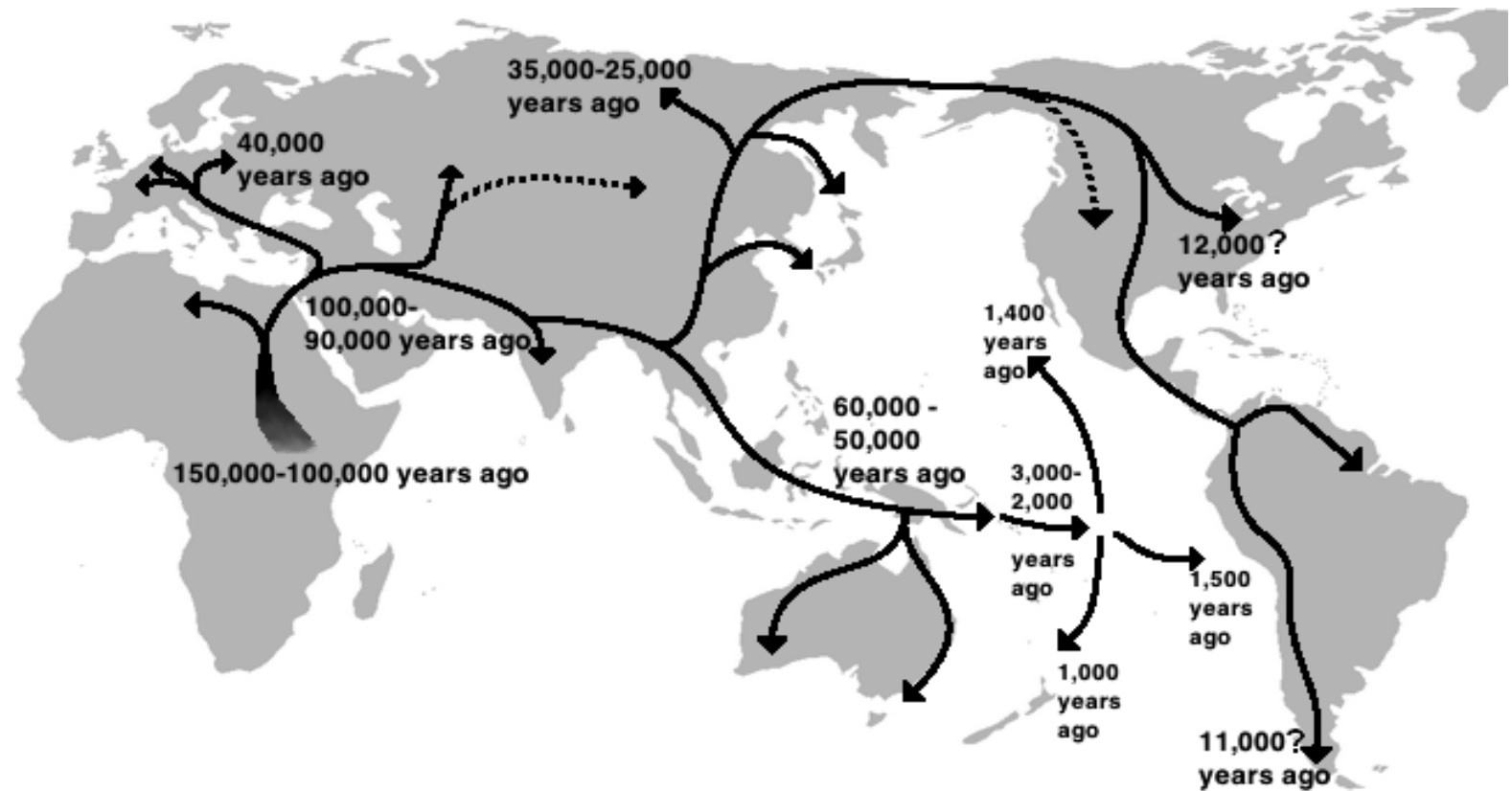


Where we are...  
How we got  
here...



# The History of US

- 100 to 150,000 years ago our ancestors migrated out of sub-Saharan Africa
- Skin color related to proximity of equator
- 99.9% same DNA
- We are all related

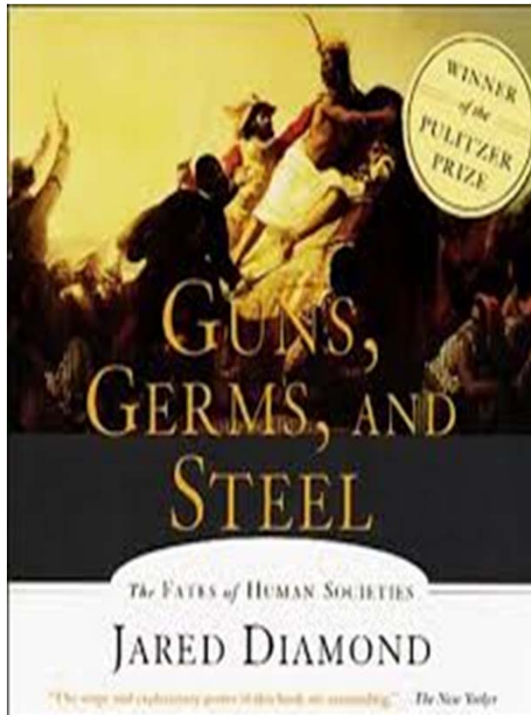




# ANTHROPOLOGIST JARED DIAMOND

PAPA NEW GUINEA





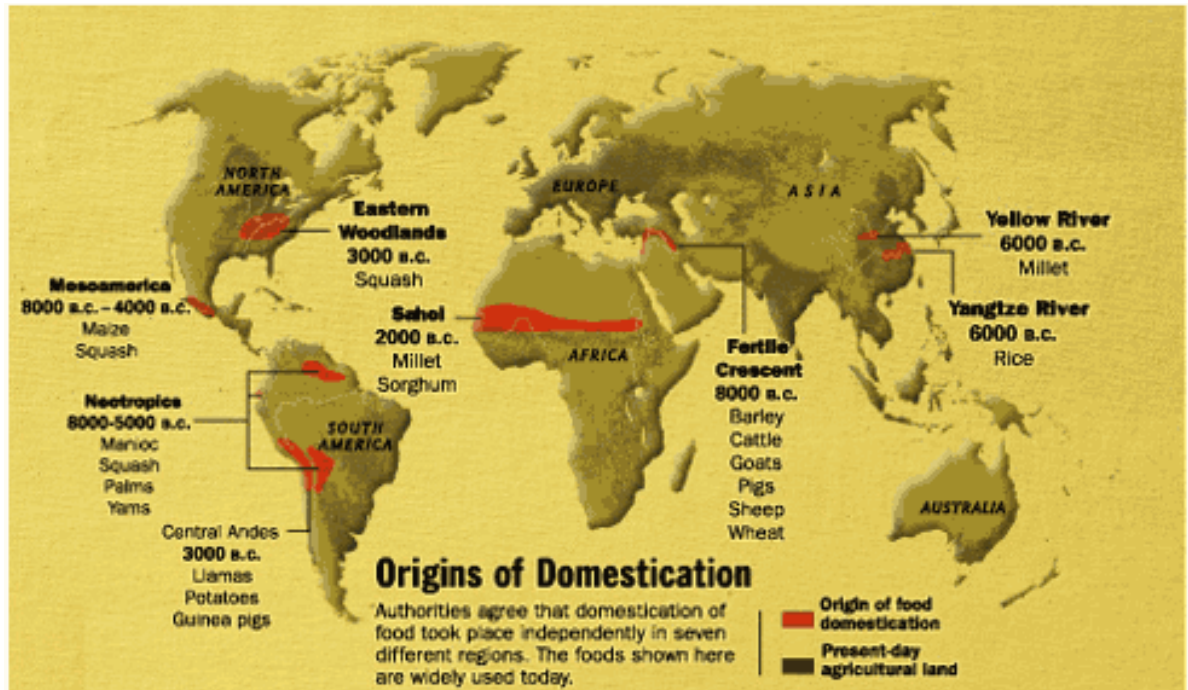
## Yali's Question



- Yali, a New Guinea politician asked
- "Why is it that you white people developed so much **cargo** and brought it to New Guinea,
- but we black people had little cargo of our own?"

# GEOGRAPHICAL LUCK

- Jared Diamond argues that environmental differences rather than inherent differences between races are responsible for some cultures becoming dominant in the modern world.
- the invention of agriculture is what allowed Europeans to conquer other colonies worldwide.



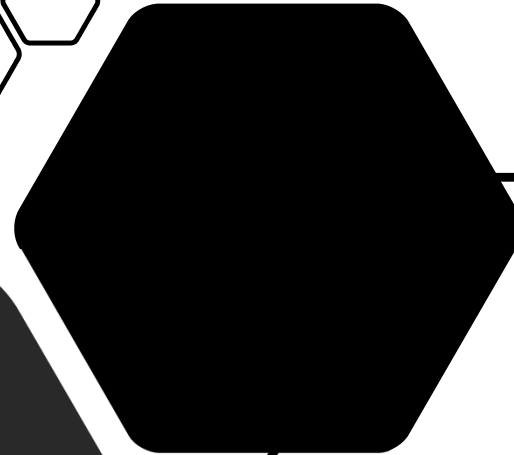
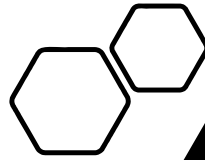
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## **BACON'S REBELLION 1676**

- Multi racial militia led by Francis Bacon
- Attacked and burned Jamestown Va to the ground
- Initiated the division of poor whites from nonwhites thereby creating the modern age of racialism
- The laws introduced were called “Color Codes” and made it against the law for nonwhites to intermingle with white



# Dismantling the Myths



Race  
Intelligence  
Meritocracy  
Character  
Rationality



## The Problem In One Picture...

The girls on the left are fraternal twins. They have the same mom and dad...

On average people with a skin tone similar to or darker to the child on the right are:

- Likely to earn less income over their lifetime
- More likely to die during childbirth
- Less likely to own their house
- More likely to have student debt
- Less likely to be assigned to a gifted class
- More likely to be denied a housing loan
- More likely to be arrested for smoking weed
- More likely to be followed in a store
- Less likely to get a call back for job interview
- Two and a half times more likely to be fatally shot by police
- Less likely to be a lead actor in a big budget movie
- Less likely to have a mentor at work or at college

# Dismantling the Myth of Race

## The Invention of Race: In the Beginning...

- 100 to 200,000 years ago our ancestors migrated out of sub-Saharan Africa
- Skin color related to proximity of equator
- 99.9% same DNA
- We are all related



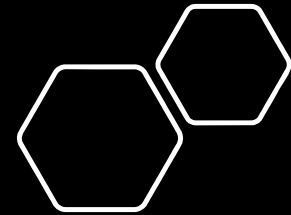
- The human races were invented by anthropologists like Johann Friedrich Blumenbach back in the eighteenth century in an attempt to categorise new groups of people being encountered and exploited as part of an ever expanding European colonialism.

EVERYONE IS  
**AFRICAN**



HOW SCIENCE EXPLODES  
THE MYTH OF RACE

DANIEL J. FAIRBANKS



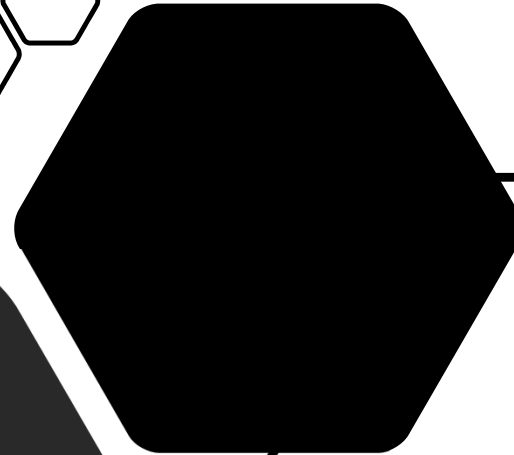
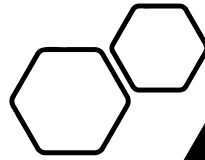


# The Racial Myth

*Vox*



# Confronting Reality



Biological  
Habitual  
Mathematical  
Demographical  
Geographical

An NPR Best Science Book Pick

The Hidden Patterns Behind Everything We Do,  
From Your Email to Bloody Crusades

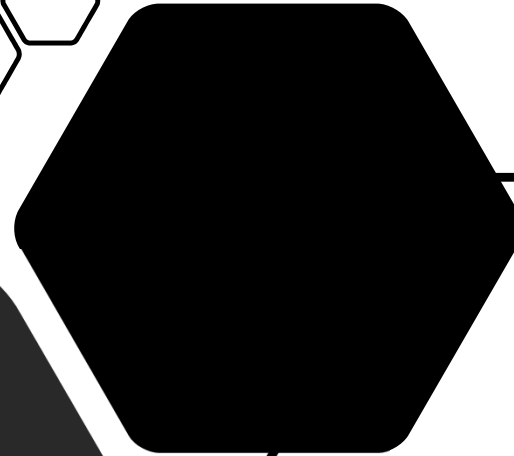
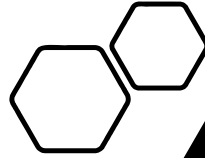
90% of our movements  
are based on regular  
patterns or routines

With A New Afterword

Albert-László Barabási

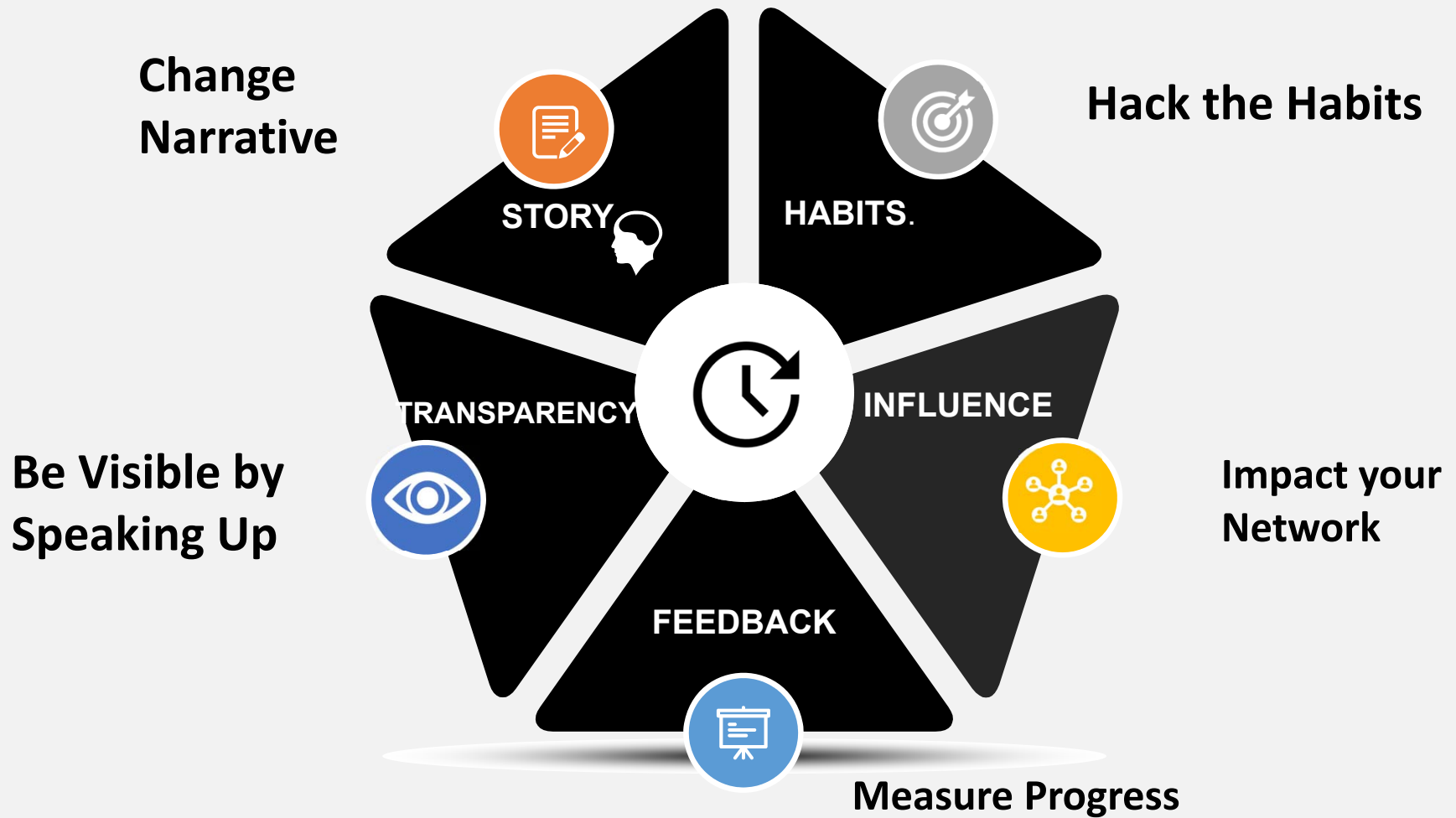
Author of *LINKED*

# SHIFT to the Future



Story  
Habits  
Influence  
Feedback  
Transparency

# SHIFT Model of Transformation



# It Starts With You...

