The Race Ahead
Dr. J. Bruce Stewart
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
2045 Census
Demographic Projection:
Our Map Challenge
Linda Brown

Subject of famous school desegregation case of Brown Vs Board of Education
HIGH COURT BANS SCHOOL SEGREGATION; 9-TO-0 DECISION GRANTS TIME TO COMPLY

McCarthy Hearing Off a Week as Eisenhower Bars Report

COMMUNIST ARMS UNLOADED IN GUATEMALA
By Vessel From Polish Port, U. S. Learns

State Department Views News Gravely Because of Red Infiltration

Embassy Says Nation of Mexico May Buy Munitions Anywhere

REACTION OF SOUTH

Breathing Spell' for Adjustment Tempers Region's Feelings

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 ruled
on Monday that racial segregation
in public schools is unconstitutional.
Chief Justice Earl Warren read
two opinions that put the stamp of
unconstitutionality on school
 segregation.
Who are your friends?
2014 PRRI social network survey

<table>
<thead>
<tr>
<th></th>
<th>Only white friends</th>
<th>Friends of other races</th>
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</thead>
<tbody>
<tr>
<td>WHITE</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td>BLACK</td>
<td>65%</td>
<td></td>
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<tr>
<td>HISPANIC</td>
<td>46%</td>
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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.
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
The Race Ahead Sequence

- 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?"
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.
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
Confronting Reality

Biological
Habitual
Mathematical
Demographical
Geographical
90% of our movements are based on regular patterns or routines
SHIFT to the Future

- Story
- Habits
- Influence
- Feedback
- Transparency
SHIFT Model of Transformation

Change Narrative

Hack the Habits

Be Visible by Speaking Up

Impact your Network

INFLUENCE

Measure Progress

TRANSPIRENCY

FEEDBACK

STORY

HABITS.
It Starts With You…

Diversity ignites creativity, problem solving and innovation.