





# TALKING ABOUT RACE

## *THINKING TRANSFORMATIVELY*



- Acknowledging that racial, gender, class and other hierarchies exist is not the same as condoning them.
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- A country is only as strong as its people are strong. As long as persistent race-based inequality exists, America cannot reach its full potential and remain competitive in the global marketplace.
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- We have created geographic and ideological boundaries around American citizens based on their race and ethnicity. The reality is that “they are us; we are all Americans and our fates are linked...”
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- The opportunity playing field has both improved and worsened, depending on the indicators used to make this assessment. For example, the number of non-whites in business and in higher education is increasing, but there are more African Americans and Latinos in prison and stuck in poor inner-city neighborhoods than at any other time in our history.
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- Class and race are profoundly connected; they cannot be easily separated or reduced to each other. The formation of the working class was a racialized phenomenon that still impacts all of us. However, class is not a proxy for race. While many Americans from all socioeconomic groups are struggling to achieve the American dream, research shows that even when income and education levels are similar, African American and Latino families face greater challenges than White families in education, health care, criminal justice, and other opportunity domains.
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