



**KIRWAN INSTITUTE**  
for the Study of Race and Ethnicity

**Annual Report**

**July 1, 2007 to June 30, 2008**

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## BACKGROUND

The Kirwan Institute for the Study of Race and Ethnicity (originally conceived as “The Institute for the Study of Race and Ethnicity in the Americas”) was established at The Ohio State University in May of 2003. The overarching mission, rationale and a basic structure for the Institute was articulated in a March 2002 proposal authored by an Ad Hoc Committee representing the College of Humanities, the Moritz College of Law and the College of Social and Behavioral Sciences. This group envisioned an Institute that would establish the University as a national leader in an emerging interdisciplinary field with significant opportunities for both academic recognition and external funding. In the articulation of a mission statement, the Ad Hoc Committee established a framework in which the Institute’s energy would be focused in the following ways:

- fostering critical and creative thinking and concepts about race and ethnicity
- examining hierarchies and systems of control, domination and oppression
- exploring the interrelatedness of race and ethnicity to other foci such as gender and class
- examining the cultural, economic, political, and social experiences of racial and ethnic minority groups in the Americas
- interrogating the material conditions of life and achievement among groups who are systematically subjected to systems of domination and oppression.

The Institute is named for William E. “Brit” Kirwan, former President of The Ohio State University, in recognition of his significant and successful efforts to champion diversity at the University. In a June 2000 letter announcing the University Diversity Action Plan, President Kirwan and then Provost Edward J. Ray told the university community that “...Support for diversity is an affirmation of each individual’s intrinsic value and of that person’s potential and actual contribution to social/political/economic improvement. Moreover, a diverse environment tests, shapes, and educates each of us to more fully realize our potential.” Since leaving OSU in 2002, President Kirwan has continued to support the Institute.

### The Kirwan Institute Mission and Vision

The principal goals of the Kirwan Institute are to contribute meaningfully to the field of research and scholarship on race, ethnicity and social justice, to assist in reframing the way that we talk about, think about and act on race and ethnicity and to elevate diversity so that we can envision and realize a society that is fair and just for all people, where opportunity is not limited by race, ethnicity or class, where democratic ideals inform social policy, and where all people recognize and embrace the universal responsibility that each person has for the welfare of every other person. We embrace the insight that a healthy fair society requires both personal and social responsibility. From day to day we are concerned about the internal workings of the Institute, but the real measure of our success must be the impact of our work in bringing about this vision of a true democratic society. For this reason, all of our research and scholarship is intended to have

an implicit or explicit impact on policies in the real world.

The Institute also focuses on the interrelatedness of race and ethnicity with other factors such as gender, class, and culture and how these are embedded in structures and systems. Collaboration with other institutions and organizations around the world and ongoing relationships with real people, real communities and real issues are a vital part of our work. These relationships serve a dual function: they ensure that the Institute's research is relevant and informed by those actively engaged in applied work, and they enable us to make our research available to those who can directly apply it to policy change.

The Institute employs many approaches to fulfilling its mission: original research, publications, comparative analyses, surveys, convenings and conferences. We work to build ongoing relationships with the media to bring our mission and work to the greater public through editorials, letters to the editor and press releases, and by serving as topic experts for articles. The staff frequently engages local and national audiences through public presentations and participation on panels and in forums, conferences and community meetings. These engagements contribute to our understanding of the structures and policies that enhance and retard a fair, just, inclusive society. The Institute is also part of the rich intellectual community at The Ohio State University and draws upon the insight and energy of the faculty and students.

As we work deliberately and strategically to deepen the understanding of the conditions that create isolation and social injustice for people who are marginalized and disadvantaged by race and ethnicity, we strive to demonstrate how the consequences of these conditions are harmful to all people—not just people of color. As we move forward, we endeavor to transmit the knowledge we gain through research and scholarship to our external audiences so that policy makers, educators, business leaders, community leaders, and other citizens will have the information and awareness that are required to bring about transformative change, to permanently improve the quality of the social, political and economic environments in the United States and in the global community.

We believe that the process of social change can be enhanced if we are successful in demonstrating the tangible—yet often invisible—connections between multiple dimensions of inquiry. For example, our work on the consequences of segregation and concentrated poverty supports the argument that where one lives can dramatically influence one's destiny: segregated housing leads to segregated schools; segregated schools almost always produce diminished educational outcomes when the segregated population is poor, black or brown; weak educational outcomes limit employment opportunities and other life choices; limited employment opportunities impact the quality of the individual's life. We are aware that causation is both cumulative and interactive. We are confident that our core work on structural racialization, "opportunity communities" and diversity combined with our investigation of the causes and consequences of and solutions to disparities in education, health care and other critical life areas have the potential to stimulate and energize significant change.

We are also calling for a more democratic way to measure and reward merit in our society. For example, the way that merit has traditionally been measured in college admissions policies does not adequately support the democratic mission of many institutions of higher education. Students who will emerge from college with the capacity and the will to support democratic

norms for all citizens and to champion social justice are not necessarily those who measure up to traditional selective admissions criteria. We are currently investigating the relationship between the democratic mission of the academy and the way in which democratic merit is measured and valued in college admissions policies.

The Institute brings together a diverse and creative group of scholars and researchers from various disciplines to focus on the histories, present conditions, and the future prospects of racially and ethnically marginalized people. The Institute's work is focused on understanding the complex interactions between structures and institutions that serve to create and reinforce inequality. This work is approached through a multi-disciplinary framework. Informed by real world needs, our work strives to meaningfully impact policies and practices that have a disparate effect not only on people of color, but ultimately on all members of society.

We are aware that much of this work is reflected in both institutional design and cultural meaning. This approach takes us beyond simplistic causation and false duality and invites an examination of how systems, institutions, and people interact. Questions like, "is it race or class," or "is it structure or culture" are reframed to capture the relationships between what are commonly thought of as static polarities. Too often discussions about race and ethnicity are mistakenly understood to be of concern mainly, or exclusively, to people of color, or to pit the interests of people of color against those of whites. Race-based discrimination has been seen traditionally as a phenomenon of psychological distortion representing arbitrary decision making by hostile perpetrators whose bias causes them to depart from what would otherwise be expected of reasonable men or women. This thinking leads us to believe that racialized outcomes always require racist actors and that we can mitigate the consequences of racism by curing racial animus. Our work at the Institute tells us that this conceptual frame is incomplete.

By creating a research-based structural lens to look at racism, we are shifting not only the way that racism is conceptualized, but also the way we conceive of strategies to counteract its impact. In shifting the way we talk about, think about and act on race, we hope to give new meaning to the proposition that human destinies are intertwined.

### **Structural Racialization**

The word “racism” is commonly understood to refer to instances in which one individual intentionally or unintentionally targets others for negative treatment because of their skin color or other group-based physical characteristics. This individualistic conceptualization is too limited. Racialized outcomes do not require racist actors. “Structural racialization” refers to a system of social structures and organizational arrangements that produce cumulative, durable, race-based inequalities. It is also a method of analysis that is used to examine how historical legacies, individuals, structures, and institutions work interactively to distribute material and symbolic advantages and disadvantages along racial lines.

### **Transformative Agenda Around Race**

We understand that it is critical to have an analysis about race, ethnicity, and other forms of hierarchy. We also understand that this analysis is not a communications strategy or a framing strategy. It is not enough to say that we must talk about race. That is only the first step. We must also learn through research how to talk about race in a transformative way so that race is no longer seen as a necessary divide but something that can help define and release our collective creative capacity. For example, we have discovered that just talking about disparities based on race and ethnicity may have a negative impact on efforts to generate support for race conscious programs.

Our research also shows how racialized meaning has been used to harm all people and distort our democratic ideal and our economic vitality. The impact of racial oppression retards the life chances of whites as well as blacks, although not in equal measure. We are aware that racial justice is in everyone’s interest and consistent with strong democratic ideals. Shifting the way that we think about, talk about and act on race can have a significant positive impact on social justice. To facilitate this shift, we have initiated an innovative research and scholarship focus that we call a “transformative agenda around race.” This new focus, which encompasses all of our research and policy efforts, is marked by a search for the keys to sustaining a collaborative and inclusive dialogue about race, ethnicity and social justice.

### **Opportunity Communities**

Opportunities in our society are geographically distributed and often clustered throughout metropolitan areas, creating clusters of “high” and “low” opportunity neighborhoods. A person’s location within this “web of opportunity” plays a decisive role in determining his or her life-long potential. These opportunities exist in a complex web and are often reinforcing. For example, good schools produce higher home values and attract higher income residents who are targeted by businesses seeking a well educated work force and residents who have significant discretionary income. These reinforcing relationships magnify conditions in both high- and low-

opportunity areas. Unfortunately, fair access to these opportunity structures is limited by spatial arrangements and regional dynamics such as exclusionary zoning, poverty concentration, fragmentation, and sprawl. A central goal of our regional equity work is to strengthen the connection between people of color and other low-income people and the many opportunity structures that exist throughout metropolitan areas. The term “opportunity structures” refers to the essential mechanisms and resources that lead to stability and personal advancement in society. These include high-performing schools, sustainable employment opportunities, safety from crime, environmentally safe neighborhoods, parks and open space, opportunities to build home equity and wealth, and efficient, affordable transportation.

### **Diversity**

Our research and scholarship on diversity is stimulated by the understanding that while diversity is essential to a healthy democracy and economy in the United States, America’s public and private institutions have not yet achieved full, meaningful diversity, and the gains that have been made are under attack. For example, despite the critical 2003 Supreme Court decision approving the University of Michigan Law School’s admission system, which was designed to admit a critical mass of non-white male and female students, diversity foes are aggressively attacking scholarship and mentoring programs and other strategies to make colleges and universities more diverse. The Institute’s research and scholarship on diversity has three main goals: Developing strategies to illuminate the value of diversity in our society; developing strategies to counteract attacks on affirmative action; and, connecting merit to Democratic principles in higher education.

### **K-12 Education and School Integration**

Studies have consistently shown that the more racially isolated a school is, the fewer resources it has. Segregation is directly correlated with low student performance and low graduation rates, yet time after time, strategies that would redress the problems associated with segregation—metro-wide school districts, tax-sharing plans, mobility strategies and fair-share housing programs—are strongly resisted. Policies that contribute to the concentration of poverty, the segregation of communities by race, and the diminished hope that results from lack of choice and opportunity must be replaced with a renewed commitment to equality and fairness in our society as a whole. The issues of school and housing segregation need to be linked and addressed on a regional and national level. The Kirwan Institute uses its expertise in research, policy analysis, geographic analysis and communication to illustrate the severity of economic and racial segregation in our schools and the causes and consequences of this segregation for our families and our future.

### **International Program**

The Kirwan Institute has developed an internationally oriented program to complement and expand our current focus on the United States. The overall objective of this project is to work in the cross-cutting field of marginalized groups and effective participation. In the first phase of this program we will assess mechanisms that can empower marginalized groups to influence political action at local, regional, national and international levels and to gain equitable access to jobs,

education, health care, security and other basic services. In this context, we will also explore strategies to manage and mitigate conflicts over language, religion, culture, ethnicity, and race. We will also address the challenging question of how to successfully build inclusive, culturally diverse societies.

International attention to racism needs to be changed in its focus. In previous decades, international action to combat racism has focused on injustices such as apartheid, segregation, and [n]azism that are grounded in an ideology of racial superiority—one group over another. While doctrines of racial superiority continue, the way that racism manifests in society today is often more complex and diverse. Consequently, the fight against racism today is not as strong as when the international community was united in the fight against these injustices and although the mandate to eliminate racism does resonate today in the public domain, it seems to be less pressing. Addressing this gap presents a great challenge for us all.

In developing the international program at the Kirwan Institute, we seek to combine scholarly research with the input of affected groups, and the practical experience of grassroots organizations. As the program gains momentum, we will build on existing research related to the consequences of racial hierarchy in Brazil and South Africa (see John Powell, “Transformative Action: A Strategy for Ending Racial Hierarchy and Achieving True Democracy” in *Beyond Racism: Race and Inequality in Brazil, South Africa, and the United States*, 2001).



JULY 1, 2007 to JUNE 30, 2008

STRUCTURAL RACIALIZATION

African American Male Project— Final Report (With Support from the W.K. Kellogg Foundation)

With quality of life indicators showing durable and alarming inequalities for African American males in health, education, employment, and mental health, it becomes increasingly important to have a comprehensive understanding of the current research literature on males to inform directions for new research that will promote intellectual discourse and social change. Over the last year in the “African American Male Project,” we conducted a comprehensive review of the research literature on the social, psychological, economic, and political dynamics that impact African American males. We examined gaps in the research literature, identified areas of investigation that show promise but need greater attention for increased understanding, and investigated dynamics that account for success in males. The project report was completed for the Kellogg Foundation in June of 2008. The report is available at:

[http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/AAMaleInitiative KelloggReport April2008.pdf](http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/AAMaleInitiativeKelloggReportApril2008.pdf)

The Structural Racism Report to the CERD Committee of the United Nations

In preparation for an upcoming U.N. review of United States’ compliance with the international race discrimination treaty, The Kirwan Institute for the Study of Race and Ethnicity has joined a coalition of more than 250 civic groups and scholars in a report detailing the continuing problem of racial discrimination. The U.S. has not taken seriously the duty under Article 2 of CERD to affirmatively address racial discrimination. Instead, the U.S. has rationalized racial discriminatory effects as not covered by U.S. law. Sometimes these effects are caused by explicit government policies; at other times they are caused by private actors. Frequently, it is a combination of both. The United States must look at how racial discrimination manifests as a consequence of policies and practices in multiple domains.

The report, titled *The Structural Racism Report to the CERD Committee*, was submitted to the U.N. Committee on the Elimination of Racial Discrimination (CERD) in December of 2007 in preparation for the CERD Committee’s February 2008 review of U.S. compliance with the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD). The U.S. ratified the CERD treaty in 1994, and the U.S. State Department issued its most recent report to the CERD Committee this past April – over four years late. The Institute’s report acknowledges that there are programs at every level of U.S. government designed to address racial discrimination in domains such as housing, education, health care, employment, transportation and so on. However, these programs are not appropriately linked. Pursuant to CERD, the U.S. should monitor these programs to incorporate feedback, and make adjustments and

improvements to nullify policies that continue to perpetuate racial discrimination. This is one of more than a dozen reports on criminal justice, education, health, poverty and voting rights submitted to the CERD Committee by the U.S. Human Rights Network on the occasion of International Human Rights Day, to highlight the growing importance of international human rights standards in the U.S. The report is available at: [http://www.kirwaninstitute.com/publications/ki\\_pub\\_docs/cerd\\_final.pdf](http://www.kirwaninstitute.com/publications/ki_pub_docs/cerd_final.pdf)

### **Structural Racism Anthology (with the Structural Racism Caucus)**

In collaboration with partners in the Structural Racism Caucus, the Institute continues work on the “Structural Racism Anthology.” This book will be composed of previously published work that illuminates the concept of structural racialization for social justice activists, advocates, and practitioners. The chapters will be between 5,000 and 10,000 words. The book will include five sections: 1) Introduction & Theory; 2) Applied Analysis; 3) Talking about Race; 4) Race and Coalition; 5) Conclusion. The introduction chapter will be written by Professor John A. Powell and Dr. Andrew Grant-Thomas. Dr. Grant-Thomas and Hiram José Irizarry Osorio, Kirwan Institute Research Associate, are writing the concluding chapter.

### **Systems Theory**

Since the start of 2008, we have analyzed and explicated the connection between systems theory and structural racialization, operating on the premise that a deep understanding of the dynamics of structural racialization is assisted by an understanding of systems theory. We use systems as a unit of analysis to highlight the degree to which, and means by which, inter-institutional arrangements themselves shape very important results. Systems theory recognizes that the explanation for certain racialized outcomes is found in the system’s structure. Systems theory helps us to both visualize and understand the process of structural racialization and allows us to break out of a linear, cause-and-effect frame so that we can construct and conceptualize the interactions and interconnections within structures that yield racialized results. Moreover, we are better equipped to understand solutions and craft effective interventions to racialized problems.

## DIVERSITY

### **Continuing Collaboration in the Diversity Advancement Project (with Support from The Ford Foundation)**

The Institute is collaborating with the Center for Social Inclusion (New York) and other organizations and individuals to advance progress on diversity and affirmative action. This project, supported by a \$200,000 grant from the Ford Foundation, seeks to broaden public understanding of and support for the importance of racial and ethnic diversity in our public and private institutions. This includes developing methods to persuade the public to support affirmative action policies and programs by the creation of tools to assist the field in effectively opening up a productive dialogue on racial equity with “skeptical but convincible” constituency groups.

### **Continuing Work on the Democratic Merit Project (with Support from Public Interest Projects, Fulfilling the Dream Fund)**

The overarching goal of the “Democratic Merit Project” (funded as “A New Paradigm for Affirmative Action: Targeting Within Universalism”) is to create a new framework for innovative thinking and action around affirmative action policies specifically, and racial justice, more generally. Within this objective, the project is designed to:

- Reconnect colleges and universities with their public mission (focus on selective institutions).
- Stimulate a substantive conversation about access to higher education and the public mission of the academy.
- Establish the essential role of racial and gender diversity in fulfilling the academy’s public mission.
- Equip the academy with the intellectual resources and public accountability it needs to meet Justice O’Connor’s challenge: to eliminate the need for using race in college admissions by achieving true school integration within 25 years after Grutter.
- Identify the administrative infrastructure needed to prototype and disseminate the transformative application of a new paradigm of democratic merit to link affirmative action to the democratic mission of higher education.

The Democratic Merit Project challenges institutions to operationalize “merit” in a way that promotes the conditions necessary for a thriving democracy and to define and use merit as an incentive system to reward those actions that a society values. One principal objective of the project is to link affirmative action with the democratic mission of higher education. This objective is stimulated by several fundamental problems in the American society: First, institutions of higher education are not uniformly meeting their responsibility to promote diversity by admitting students who have the will to advance a democratic society and equipping all students with the resources they need to become productive citizens capable of helping to solve the persistent social ills that infect our entire society. In measuring merit among applicants, for example, colleges and universities too often focus on traditional “objective measures of

excellence” based on who students are and what they have done before they enroll in the academy. This strategy assists in reinforcing the selectivity of some institutions while ignoring what graduates might produce or contribute to the larger society after they graduate—a transformative way of looking at merit.

Over the last year, in the Democratic Merit Project, we have: 1) analyzed the public mission and admissions policies at selective colleges and universities to identify institutions where admissions criteria are closely aligned with the democratic goals of the institution; 2) reviewed and compiled information on K-12 educational “pipeline” programs that prepare students for the rigor of college and connect colleges to primary and secondary schools in their cities; 3) analyzed the effectiveness of the Texas Ten Percent Plan in achieving greater diversity in K-12 schools; 4) analyzed the mission statements of selective colleges and universities and identified the most common elements; 5) summarized the consequences of anti-affirmative action measures in California, Florida and Washington (state); 6) contracted with Professor Susan Sturm at Columbia University to conduct interviews with key stakeholders and to organize a national convening.

### **Affirmative Action Project**

The Institute is serving as a facilitator and a contact between several national groups and individuals within the states where Ward Connerly is pursuing his initiative strategy to ban affirmative action. The Institute has gathered materials and contact information from all of these groups, and has set up two central websites (one public and one private) to make this information available to those working on the affirmative action campaigns.

On each website, the Kirwan Institute provides affirmative action information and materials, news updates, and information about the current status of each state campaign that is working to defeat Connerly’s initiative. We have drawn together and posted information on strategies to effectively communicate about race and affirmative action from some of our own research and from the work of others in that area. While much of the same information is available on the public website, we maintain the private website as a place which also holds more sensitive documents. The Kirwan Institute has the responsibility of maintaining and updating the information on both websites as developments occur. The public website can be accessed through the Kirwan Institute front page at [www.kirwaninstitute.org](http://www.kirwaninstitute.org).

In this project we hope to learn from the experiences in the five states that Connerly has targeted for the 2008 election in order to discover which legal and campaign strategies are most effective at defeating these types of initiatives. We can then employ this knowledge in future campaigns. Also, from our own research on affirmative action, it has become apparent that long-term coalitions organized around affirmative action advocacy are the best way to beat back attacks on affirmative action. Thus, another of the Institute’s long-term goals is to support affirmative action campaigns and the building of long-term coalitions working in this area.

### **Diversity in Higher Education Project**

Colleges and universities are recognized as environments that have the potential to narrow the opportunity gap between Whites and students of color, and affluent and low income populations. However, most institutions of higher education lack substantial numerical diversity,

or even when this is achieved, they lack representative (transformative) diversity, that is, the infusion of diversity in every aspect of college life. There are a number of programs aimed at addressing these challenges but these often operate in isolation without awareness of similar efforts across the country. Similarly, they often work to address the lack of diversity on only one front.

The principal goals of the Diversity in Higher Education Project, started in May of 2008, are:

- Identify the catalogue diversity practices and programs throughout the country
- Highlight programs within each category that are particularly promising
- Lift up programs that have shown considerable success through documented research

## TRANSFORMATIVE AGENDA AROUND RACE

### National Conference and Film Festival – Toward a Transformative Agenda Around Race, November 30 – December 2, 2007

In and beyond the United States, rhetoric and action around race and ethnicity are too often used to exaggerate, exacerbate, and distort our differences, with harmful consequences not only for marginalized communities of color, but for all communities. Our main goal in conceptualizing and organizing this national conference was to challenge scholars, activists, and practitioners to explore ways of thinking about, talking about, and “acting” on, race that will reveal and highlight our linked fates as people, notwithstanding our racial, ethnic, and even ideological differences. The conference brought together presenters and participants who are doing important work on how our minds process information about race and how we talk about race, with a focus on framing. Many sessions featured exciting examinations of how societal institutions and structures impact us all in racialized, albeit different ways, and to different degrees. The breadth of topics offered, the depth of expertise reflected in the plenaries, panels and workshops, and the enthusiastic feedback received from presenters and attendees all suggest that our initial goals were met. Ultimately we have to work to ensure that this effort supports a real transformation. We eagerly anticipate collectively building on this work.

The conference featured four plenary sessions, 44 panels and workshops, seven full-length films, and three short films workshops. Registration figures indicate that roughly 500 people participated in the conference itself, with hundreds more involved in the twelve films and seven panel discussion sessions around which the festival was organized. Audiences for both events included a rich mix of academics, college and graduate students, university faculty and staff, policymakers, activists, funders, and community members.

The overall goal of the film festival was to illustrate structural racism through a medium that would not only reach a broader audience but would transform the way activists, academics, policymakers, and other interested individuals talk about and do work around race and other issues of social justice. We wanted to demonstrate how film can be used as a communication tool to help examine, rethink, and change our ideas about race and racism. A structural analysis examines how historical legacies, individuals, structures, and institutions work interactively to distribute material and symbolic advantages along racial lines. For this reason, we selected films of both domestic and foreign origin that dealt with issues such as race, gender, class, identity, image, politics, education, and other social and structural forces that intersect to shape the lives of us all.

(For a list of conference sessions and film titles, descriptions, and participants, please visit our conference and film festival sites at [www.KirwanTransformativeRaceConf.org](http://www.KirwanTransformativeRaceConf.org) and [KirwanFilmFestival.com](http://KirwanFilmFestival.com).)

## OPPORTUNITY COMMUNITIES

### Columbus Neighborhood Revitalization Assessment

Many opportunity-deprived, inner-city neighborhoods are struggling to revitalize in the face of significant structural challenges. Kirwan researchers synthesized the trends, challenges and opportunities for Columbus's distressed core communities at the request of The Columbus Foundation. The study's findings are based on both quantitative and qualitative research, including demographic analysis, interviews with key stakeholders, meta-analysis of plans written for core communities, and review of best practices literature. The study provides an initial assessment of the issues, dynamics and opportunities for neighborhood revitalization. The study provides both strategy and policy recommendations to promote continued neighborhood revitalization in Columbus's core neighborhoods.

### Atlanta Opportunity Mapping and Neighborhood Revitalization Study

The Institute is currently preparing an opportunity analysis for the Atlanta metropolitan region, the City of Atlanta and the neighborhoods of Vine City and English Avenue. The analysis will include an assessment of neighborhood indicators of opportunity in the context of minority businesses, subsidized and affordable housing, economic opportunities, educational opportunities, poverty, public transportation and neighborhood trends.

### Subprime Lending Project

The Institute is investigating the subprime lending crisis with a particular focus on how this crisis is impacting communities of color. Subprime lending, surging foreclosures and instability in the housing market threaten to severely widen racial disparities and damage the entire US economy. Over two million foreclosures are expected in the next two years and over \$350 billion in adjustable rate mortgages will reset between March and June of 2008. Housing values have grown stagnant or depreciated in response to the unraveling of the US housing sector. Although the entire economy and all Americans are impacted by the subprime/foreclosure crisis, communities of color are disproportionately burdened. Given the devastating impacts of the subprime lending/foreclosure crisis, policymakers, advocates, community development specialists, economists and financial institutions are rapidly trying to respond to the crisis to prevent further instability in the housing market and economy. Foreclosures are directly impacting families, while the geographic concentration of foreclosures threatens neighborhoods, cities, and entire states.

Specific research questions that drive this investigation include:

- What structural and institutional factors contributed to the growth of subprime lending and growing foreclosure? What does the crisis teach us about how to respond to structural problems and institutional racism and discrimination?
- What are the appropriate multi-faceted responses (or strategic interventions) needed to address the crisis?

- What solutions to predatory and subprime lending will still provide access to credit in disadvantaged communities?
- How can we avoid subprime and predatory loans while encouraging homeownership and access to credit for marginalized populations?
- How should the next White House administration respond to the crisis in a systematic way? What collective platform of reform measures and interventions could be adopted by the advocacy community and embraced by the federal government?

The Institute is working with experts in the fields of housing, lending, finance and community development from across the US to identify answers to these research questions. The Institute has commissioned several papers as part of the initiative and will host a national convening of experts in October of 2008.

### **State of Black Ohio**

The Institute is engaged in a two-year investigation of the trends, opportunities and challenges facing the African American community in Ohio. This research initiative is supported by The State of Ohio and will comprehensively assess conditions in the areas of education, housing, neighborhoods, economic opportunity, public safety and many other critical topics for African Americans in Ohio. The project will look at trends impacting the African American community, analyze how Ohio's African American community is faring in respect to other states and identify policies and best practices to improve conditions for African Americans in Ohio. The two-year project began in January of 2008 and will be finished in December of 2009.

### **Neighborhood Opportunity and African American Males**

In conjunction with the Institute's African American Male research initiative, an opportunity mapping analysis was conducted for several major metropolitan regions, with an emphasis on neighborhood opportunities in relation to African American males. The ongoing research initiative explored where high opportunity communities exist in seven metropolitan areas and assessed if African American males were connected (or disconnected) to those communities.

### **Ohio Educational Opportunity Mapping**

The Institute developed a model for mapping impediments to educational opportunity for the State of Ohio. This research is in collaboration with the Economic Access Initiative at The Ohio State University.

### **GIS and Research Assistance to Sustainable Pittsburgh and HUD**

The Institute assisted Sustainable Pittsburgh and HUD's Pittsburgh office by mapping the connection between affordable housing and economic opportunity and other housing conditions in the Pittsburgh region. The final maps from this analysis were posted in January of 2008.

### **Opportunity Mapping Workshops for Social Justice Advocates**

The Institute is engaged in training workshops on “opportunity mapping” for social justice advocates. These workshops introduce participants to the Institute’s opportunity mapping initiatives and methods. The workshops also capitalize on the extensive expertise of participants and develop discussion on strategies and techniques to promote social justice through neighborhood based mapping. In the past year the Institute conducted workshops in Columbus, Boston, and Toronto.

### **Mapping Strategies to Promote Public Health (with Opportunity Agenda)**

The Institute has been commissioned by Opportunity Agenda to take part in a collaborative research initiative studying the use of mapping to promote healthy communities. As part of a multi-disciplinary effort funded by the California Endowment, the Institute is exploring the role universities have played in spreading mapping technology into communities for the purpose of social justice. The Institute is examining what factors make community mapping initiatives successful by conducting case studies of mapping initiatives across the nation.

### **GIS Research Assistance and Mapping for The Ohio State University Western Reserve Reading Project**

During the last year, the Institute assisted researchers with The Ohio State University’s Western Reserve Reading Project by using mapping to explore the relationship between neighborhood/school conditions and reading outcomes for K-12 students.

### **Neighborhood Revitalization and Communities of Opportunity in West Baltimore**

The Kirwan Institute collaborated with neighborhood leaders in the Rosemont-Walbrook Neighborhood in West Baltimore to identify potential strategies for revitalizing the community. The research examined university-neighborhood partnerships for revitalization and leadership development strategies to help bring opportunity back to the distressed West Baltimore neighborhood. The Institute released a framing paper for neighborhood leaders in June of 2008; the paper has been used to spark collaborative discussions with Coppin State, a local historically black college in West Baltimore and has sparked interest in a new Neighborhood University Initiative.

### **Regional Equity and Opportunity Based Housing for Michigan**

The Institute was commissioned to prepare a framing paper and conduct research to aid the Michigan Round Table for Diversity and Inclusion. The Michigan Roundtable seeks to build public support for social justice and race conscious policies in Michigan. The framing paper analyzes the connection between social inequity and broader economic/societal challenges facing Detroit and the State of Michigan. The research analyzed the connection between African Americans and neighborhoods of opportunity, the historical and contemporary role of housing segregation in reinforcing disparities, and equitable policy solutions needed to promote housing integration in the region. The analysis for Michigan and Southeast Michigan illustrates how

inequities damage the social and economic vitality of the entire State. The framing/research paper advocates transformative opportunity oriented policies to promote social and racial justice.

### **Regional Equity and Neighborhood Revitalization in Ohio**

The Institute is a partner in the Restoring Prosperity to Ohio collaborative, led by Greater Ohio and the Brookings Institution. This initiative recognizes that Ohio's cities already have the educational and medical institutions, historic neighborhoods, natural amenities, and other assets critical to overcoming the challenges they face – should they receive adequate support in the form of a constructive set of state policies. Effective state policies and practices will support proposed and ongoing revitalization efforts in many cities, and the partnership's efforts will help cities leverage their assets and propel the State into a more prosperous era.

### **Massachusetts Neighborhood Opportunity Mapping Initiative**

Over the last year, the Institute conducted a state-wide neighborhood opportunity analysis for the State of Massachusetts. The "opportunity mapping" analysis was commissioned by the Massachusetts Law Reform Institute and funded by the Massachusetts Legal Assistance Corporation. A committee of representatives from the Legal Aid community for the State of Massachusetts worked with The Kirwan Institute to conduct the analysis. The goal of this project is to understand how low income groups and racial and ethnic populations are situated in Massachusetts's geography of opportunity. This initiative provides a tool to support advocacy and policy reform and also provides an analytical lens to view the challenges and potential remedies for legal aid clients in the State of Massachusetts.

### **Collaboration with the Insight Center for Community Development: Eliminating the Wealth Gap through Housing**

Kirwan researchers collaborated with the Insight Center for Community Development to assist with the National Housing & Home Lending Working Group on Closing the Racial Wealth Gap. The collaboration and working group's goal was to compile recommendations for boosting minority wealth through housing reform.

## **K-12 EDUCATION AND SCHOOL INTEGRATION**

### **School Integration Project**

The Kirwan Institute has been awarded a grant by the Open Society Institute to work with five other major institutions and organizations to develop, test, and share model K-12 student assignment plans with school districts seeking to foster integration and success since the Seattle/Louisville Supreme Court ruling limiting the ability of school districts to classify students by race in student assignment. As part of our charge, the Kirwan Institute has been asked to collaborate and coordinate this work with our project partners. These partners include the Legal Defense Fund, the Charles Hamilton Houston Institute for Race and Justice, the Opportunity Agenda, and the Civil Rights Project at UCLA.

As part of this effort, the Kirwan Institute plans to (1) conduct outreach and assessment of school district needs; (2) develop and evaluate model student assignment plans; (3) formulate and prepare legal strategies; and (4) frame discourse around the importance and benefits of true integration. This is a multi-year project. If we are successful, we will assist school districts in overcoming the limitations imposed by the Supreme Court.

### **Initiative for New Orleans Educational Reform**

The Institute is assisting several organizations including Bright Moments, Children’s Defense Fund, Citizens for a Better New Orleans, Education Foundation, Louisiana Justice Institute, Policy Link, and Urban League of Greater New Orleans to promote educational reform in the City of New Orleans. The purpose of this effort is to convene a comprehensive, citywide process for the people of New Orleans to develop a shared vision for a unified system of excellence and equity for public education in New Orleans. PolicyLink and the Kirwan Institute will assist the partners as they analyze the information and data gathered from these sessions, along with past reports, studies and plans that have been done on the New Orleans school system.

### **Middle College Multicultural Educational Exchange Program (MCMEEP)**

The existing Middle College Multicultural Educational Exchange Program is designed to reduce racial, ethnic, class, and gender stereotyping and conflict among participating high school juniors and seniors by offering students a chance to earn free college credit while taking demanding college-level courses in integrated classrooms. The Institute is working closely with the Social Science Research Center at Old Dominion University and the Wayne County Community College District, based in Detroit, to expand the program by developing additional college-level courses, training additional instructors at pilot sites, rigorously evaluating student outcomes, and further developing the curriculum for dissemination to new sites.

### **Digital Inequality Project**

This emerging project addresses the issue of digital inequality and its relevance to unequal distribution of educational, economic, health, governance, and public safety benefits for low income, marginalized populations. In this project the Institute is investigating the causes and

effects of digital inequality in (re)producing unequal opportunities for people in the U.S. Project research will look at the status of digital inequality in Franklin County (Ohio) schools and assess how schools with similar/different technology resources in similar/different neighborhoods use technology differently for teaching and learning. Objectives of this project include the following:

- Investigate the status of the digital inequality in the State of Ohio by developing a digital opportunity map
- Examine the patterns and potential of digital opportunities in school settings using different technological resources
- Make policy recommendations for reducing digital inequality in the U.S.

## COMMUNICATION

### Communication Director Search

In our ongoing effort to build communication capacity and develop a strategic communication plan for the Institute, we opened a search for a Communications Director in April of 2008 and have interviewed six candidates. The position has been offered and accepted and our new Communication Director will start in September of this year. We also renewed a contract with McKinney Associates, Inc., a Washington D.C. public relations firm. This contract provides needed assistance with communication and media functions.

### Journal

In early 2007 the Institute, in collaboration with the Office of Minority Affairs, created a new interdisciplinary journal, *Race/Ethnicity: Multidisciplinary Global Contexts*. This peer-reviewed journal, published by Indiana University Press, endeavors to produce comprehensive investigations of sustained and emergent themes in the global field of race and ethnic studies by positioning current scholarship in conversation with “classic” pieces. Mac A. Stewart, Vice Provost and Chief Diversity Officer at OSU, and John Powell serve as principal editors of the journal. Over the last year, we published the inaugural issue, Volume 1 - Number 1 (Transnational Race, Migration and Citizenship) and Volume 1 – Number 2 (Race and Coalition).

### Newsletter

Over the last year, the Kirwan Institute newsletter, UPdate, was published in the fall of 2007 and in the winter of 2008. UPdate may be viewed on the Institute website at the following URL: [http://www.kirwaninstitute.org/publications/newsletters/Kirwan\\_Update\\_au06wi07.pdf](http://www.kirwaninstitute.org/publications/newsletters/Kirwan_Update_au06wi07.pdf)

### Kirwan Institute Reports

During the last year, the following **reports** were published by the Institute, either independently or in collaboration with other organizations:

*Opportunity For All: Inequity, Linked Fate and Social Justice in Detroit and Michigan* - July 2008

*Pathways to Opportunity: Partnership and Collaboration to Revitalize the Rosemont-Walbrook Neighborhood* - July 2008  
[http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/Final\\_report\\_NUI.pdf](http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/Final_report_NUI.pdf)

*The Geography of Opportunity: Building Communities of Opportunity in Massachusetts* - July 2008

*African American Male Initiative Report* - June 2008

[http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/AAMaleInitiative\\_KelloggReport\\_April2008.pdf](http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/AAMaleInitiative_KelloggReport_April2008.pdf)

*The Structural Racism Report to the CERD Committee* – December 2007  
<http://www2.ohchr.org/english/bodies/cerd/docs/ngos/usa/USHRN2.doc>

*Talking About Race: Toward a Transformative Agenda – Resource Notebook* - November 2007  
[http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/Final\\_report\\_NUI.pdf](http://4909e99d35cada63e7f757471b7243be73e53e14.gripelements.com/publications/Final_report_NUI.pdf)

*Addressing 21st Century Poverty – Transformational Strategies for Talking, Thinking and Acting on Issues of Poverty: A Framing Paper for The Northwest Area Foundation* – March 2008

*Columbus Neighborhood Revitalization Assessment, Phase I* – October 2007

*Columbus Neighborhood Revitalization Assessment, Phase II* – December 2007

*K-12 Diversity: Strategies for Diverse & Successful Schools* – July 2008

### **Website Redesign**

In April of 2008, we completed an extensive overhaul of the Kirwan Institute website. The redesigned site is more accessible and easier for visitors to navigate.  
[www.kirwaninstitute.org](http://www.kirwaninstitute.org)

### **Kirwan Institute Blog**

The Kirwan Institute blog complements and supplements the ongoing work of the Institute. Over the last year, more than 50 original articles were posted on the blog.

### **Articles, Essays, Book Chapters and Other Publications**

See **Appendix A** for a list of publications by John A. Powell and other Kirwan Institute staff for the period July 1, 2007 to June 30, 2008.

### **Presentations**

See **Appendix B** for a list of invited presentations delivered by John A. Powell and other Kirwan Institute staff between July 1, 2007 and June 30, 2008

## STAFFING AND INFRASTRUCTURE

Over the last year, the Institute hired a new Development Officer, one Research Assistant, a part-time assistant in our fiscal operations area, six Graduate Research Associates, and six Summer Interns. In March of 2008 we conducted a comprehensive search for a new Postdoctoral Research Fellow, but, regrettably, the top two candidates took other offers. A new Communication Director will join the Institute staff in September of this year. As of June 30, 2008, the Kirwan Institute staff is comprised of:

Full-time staff at OSU: 19  
Part-time staff at OSU: 2  
Graduate Research Associates: 6  
Staff in other locations: 3  
Joint faculty appointments: 3  
Postdoctoral Fellows: Vacant  
Summer Interns (2008): 8

Necessary expansion of the Kirwan Institute staff is outpacing the availability of space at our main location in Mendenhall Lab. To address this problem, the Institute acquired additional office space in a second location.

## COLLABORATION AND OUTREACH

### Kirwan Institute Small Grants Program

The Kirwan Institute Small Grants Program is designed to encourage, stimulate, promote and support research and scholarship that will enhance the Institute's central mission: Deepening the understanding of the causes and consequences of and solutions to racial and ethnic disparity and hierarchy within the University, the city, the region, the country and the international community. Ohio State University faculty, staff, and students who are involved in or planning research projects that focus on marginalized racial and ethnic groups are eligible to apply for funding from the Small Grants Program. Financial support may be used for research, conferences and other convenings, research-related travel and other activity deemed appropriate by the Kirwan Institute Small Grants Review Committee. Over the last year, the following Kirwan Institute Small Grants have been awarded:

**Ahmad Sikainga, Ph.D.**, Department of History, Department of African American and African Studies, College Humanities, The Ohio State University. **"Understanding Darfur Conflict: Listening to Sudanese Voices."** July 2007. \$5,000.

**Clair Robertson, Ph.D.**, Departments of History and Women's Studies, College of Humanities, The Ohio State University. **"The Saint Lucia Oral History Project: Preserving the Past to Inspire the Future."** May 2008. \$5,000.

**Madhuri Sharma, Doctoral Candidate**, Department of Geography, College of Social and Behavioral Sciences, The Ohio State University. **"Spatial Integration and Neighborhood Diversity in US MSAs, 1990-2000: A Mixed-Methods Approach."** May 2008. \$7,500.

### Senior Faculty Fellows Program

In an effort to capture the insight and intellectual energy of senior faculty at OSU, the Institute developed the Senior Faculty Fellows Program. The principal goals of this program are to:

- Support research and scholarship projects that enhance the ongoing work of the Kirwan Institute.
- Create and energize collaborations that will continue beyond the fellowship experience.
- Stimulate cross-disciplinary research and scholarship at the University.
- Provide short-term opportunities for senior faculty to engage in research with full or partial relief from the added responsibility of teaching.
- Assist in building the organizational capacity of the Kirwan Institute.
- Support faculty in developing new pedagogy around race, ethnicity and social justice.
- Build a cadre of senior faculty who can serve in an advisory capacity (either formally or informally) with the Institute on research and scholarship.

The Fellowship Program was announced to university Deans in January of 2007. In May of 2007 the first Senior Faculty Fellowship was awarded to Professor Sharon L. Davies, J.D., John C. Elam/Vorys Sater Designated Professor of Law and former Dean of Faculty at the OSU Moritz College of Law. Professor Davies has used the fellowship to continue work on a book writing project that explores a dramatic story involving race, religion and justice in America in the 1920s. In the last year, Fellowship designation was awarded to Charles Hancock, Professor and Associate Dean for Diversity, Urban, International/Global Affairs, College of Education and Human Ecology. Professor Hancock's research focuses on the impact of an intervention model called "Each One Teach One," designed to increase the number of African American males in urban education and human ecology careers.

### **Sponsor Support**

Over the last year, the Institute supported the following events through co-sponsorship:

- "A Right To Care," by Sarah Jones. Wednesday, July 11, 2007, Hyatt Regency Columbus, OH.
- Two Years After Katrina: Have We Made Progress? Wednesday, August 29, 2007, Knowlton Hall, The Ohio State University, Columbus, OH.
- "About Race, About Justice," Applied Research Center's 25th Anniversary Celebration. September 20, 2007, the Oakland Museum of California, Oakland, CA.
- The Legends & Legacies Award Ceremony. October 11, 2007, King Arts Complex, Columbus, OH.
- "Health and Tobacco Advocacy: Improving Health Outcomes in the African American Community." November 9, 2007, King Arts Complex, Columbus, OH
- "The School Desegregation Cases and the Uncertain Future of Racial Equality." Ohio State Law Journal 2007-08 Symposium, February 21 & 22, 2008, Saxbe Auditorium, Drinko Hall, Moritz College of Law, The Ohio State University, Columbus, OH.
- Film: *Princesas* by Fernando León de Araona, 11th Annual Ohio State University Symposium on Hispanic and Luso-Brazilian Literatures, Cultures, and Linguistics. Friday, April 18<sup>th</sup>, Hagerty Hall, The Ohio State University, Columbus, OH.
- "Jews & Turks: Model of Coexistence," lecture by Dr. Kemal Karpat. April 24, 2008, Dreese Lab, The Ohio State University, Columbus, OH.
- Film: *Tie a Yellow Ribbon*, directed by Joy Dietrich. April 30, 2008, Frank W. Hale, Jr. Black Cultural Center, The Ohio State University, Columbus, OH.
- Films: *Race to Execution & Juror Number Six*. May 22, 2008, Landmark Gateway Theatre, Columbus, OH.

## INTERNATIONAL PROGRAM

### Social Inclusion Project

Work continues on our efforts to understand and describe the degree to which marginalized groups are included in the social structures of their countries. The central goals of this project are:

- To assess mechanisms that empower marginalized groups to influence political action and gain equitable access to jobs, education, healthcare, security and other basic services.”
- To correlate available indices of inclusion to determine a general ranking of countries making strides toward the reduction of racial and ethnic injustice. These quantitative indicators will be presented alongside critical analyses of social inclusion within a country.
- Create a Kirwan Institute international “Inclusion Index.”

This project pivots around an assessment of inclusion, interconnectedness, and access to opportunity. The research focus is on the relationship between the pluralities of the society, historical trends of conflicts, income inequality, level of poverty, and education and health outcomes for each country.

## EXTERNAL FUNDING

### Grants Received or Renewed from July 1, 2007 to June 30, 2008

Ford Foundation- \$500,000 (two years): General Operations

The State of Ohio (and the Office of Minority Affairs, The Ohio State University) - \$500,000 (two years): The State of Black Ohio Project

Ford Foundation - \$400,000 (two years): Diversity Advancement Project

Open Society Institute - \$350,000 (one year): School Desegregation Project

Democracy Alliance – \$327,700: General Operations

Kellogg Foundation - \$175,000: Racial Disparities Project

Public Interest Projects, Fulfilling the Dream Fund - \$100,000 (one year): Democratic Merit Project

Massachusetts Legal Assistance Corporation - \$66,000: MA Opportunity Mapping Initiative

The Columbus Foundation - \$48,000: Neighborhood Revitalization Initiative

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Individual Gifts - \$85,000



## APPENDIX A

### Book Chapters, Articles, Essays and Other Publications

July 1, 2007 to June 30, 2008

#### john powell

"The Impact of Societal Systems on Black Male Violence." Journal of Aggression, Trauma and Maltreatment (Special Issue). Forthcoming.

"Minority is a Problem Concept." Poverty and Race. May/June 2008.

"Why All Deliberate Speed?" The Promise of Justice: Essays on Brown v. Board of Education. Ed. Mac Stewart. Columbus: The Ohio State University Press, 2008.

"Structural Racism: Building Upon the Insights of John Calmore." North Carolina Law Review 86 (2008): 791.

"Structural Racism and Spatial Jim Crow." The Black Metropolis in the Twenty-First Century: Race, Power, and the Politics of Place. Ed. Robert Bullard. Lanham, MD: Rowman and Littlefield Publishers, 2007.

"The Race and Class Nexus: An Intersectional Perspective." Law & Inequality 25 (2007): 355.

#### Other Kirwan Staff

Grant-Thomas, Andrew, and john powell. "Culture, Structures and the Fate of U.S. Blacks." Milwaukee Journal Sentinel November 3, 2007.

Grant-Thomas, Andrew, and john powell. "Toward a Structural Racism Framework." Poverty & Race 15 (6), pp. 3-6.

Irizarry Osorio, Hiram J. "Remembering Betances and Ruiz Belvis: 19th Century struggles and today" ¿Qué Pasa OSU? Spring 2008.

Irizarry Osorio, Hiram J. "A Critique to Putnam's Article on Diversity and Community in the 21st Century" ¿Qué Pasa OSU? Winter 2008.

Irizarry Osorio, Hiram J. "What's the Purpose Behind Any Label?" Letter to the editor, Colorlines Magazine Nov. 2007.

Irizarry Osorio, Hiram J. Review of *Imágenes de un imperio: Estados Unidos y las formas de representación de América Latina*, by Ricardo D. Salvatore, The Latin Americanist Vol. 51, no. 2 (2008).



## Invited Presentations and Other Speaking Engagements

July 1, 2007 to June 30, 2008

john powell

Presentation at Center for Community Change Staff Leadership Development Program. Montana - Friday, June 27, 2008. "Structural Racialization, Progressive Politics, Systems..."

Presentation at 2008 National Charter School Conference. New Orleans, LA - Tuesday, June 24, 2008. "Yes, This Room is Too White: Understanding Why Race Matters in the Charter Movement."

Keynote address at NLADA Litigation and Advocacy Directors Conference. San Francisco, CA - Sunday, June 22, 2008. "Structural Racialization and Implicit Social Cognition."

Plenary panel remarks at Soros Justice Fellows Annual Conference. San Francisco, CA - Tuesday, June 17, 2008. "Clearing Pathways to Opportunity: Challenges for Justice Reinvestment."

Presentation at "Uniting for Power": Turning Our Learning into Action conference sponsored by Gamaliel/African American Leadership Commission. Detroit, MI - Friday, June 13, 2008. "Anchoring Communities Through Education."

Presentation to Detroit Anti-Defamation League "Weaving Our Community" speaker series. Detroit, MI - Thursday, May 29, 2008. "Impact of a Community Divided: Moving Forward."

Speaking engagement at "Just Health: Creating a Transformative Health Agenda for MN" symposium on health equity sponsored by ISAIAH/SEIU. St. Paul, MN - Monday, May 12 - Tuesday, May 13, 2008

Presentation to faculty and staff of the OSU College of Public Health. OSU. Columbus, OH - Friday, May 9, 2008

Keynote at "Provincial Forum on Racialization of Poverty" sponsored by Karuna Community Services. Toronto, CAN - Monday April 28-Tuesday April 29, 2008. "The Colour of Poverty."

Closing address at the Law School Diversity Professionals Conference. The Ohio State University. Columbus, OH - Friday, April 25, 2008.

Presentation to students at the African American Leadership Academy. Columbus, OH - April 24, 2008.

Plenary presentation at the Tenth Annual "National Education Policy Institute" sponsored by the National Alliance of Black School Educators. Arlington, VA – Monday, April 14, 2008. "Education is a Civil Right: Concept to Reality."

Presentation at "Unity Summit," sponsored by the Center for Civic Participation. Flint, MI - Saturday, April 12, 2008.

Panel presentation at the First Annual "Freedom's Voice" conference sponsored by the Community Voices Initiative at the National Center for Primary Care, Morehouse School of Medicine. Atlanta, GA - Wednesday, April 9-Thursdays, April 10, 2008

Presentation at Social Justice Resource Center, University of Wyoming. Laramie, WY - Monday, April 7, 2008. "Equity and Access: Thinking Transformatively about Race, Opportunity and Social Justice."

Presentation at "Litigation Strategies in the Era of the Roberts Court" conference sponsored by Duke University School of Law. Durham, NC - Saturday, April 5, 2008. "Structural Racialization and the Subprime Mortgage Crisis. "

Presentation at symposium celebrating the 40th anniversary of passage of the Fair Housing Act. Indiana University Law Review. Bloomington, IN - Friday, April 4, 2008. "Reflections on the Past, Looking to the Future: The Fair Housing Act at 40."

Presentation at Funders' Network for Smart Growth and Livable Communities, 2008 Special Conference Session. Denver - March 30, 2008. "Community, Race, and Leadership."

Presentation at the National Center for Institutional Diversity. Ann Arbor, MI - Monday, March 10, 2008. "Diversity, Merit, and Higher Education: Implications for Comprehensive Admission, Pipeline, and Retention Strategies."

Panel remarks at 2008 Education Summit sponsored by the Louisville Urban League. Louisville, KY - Saturday, February 23, 2008.

Presentation at the National Underground Railroad Freedom Center. Cincinnati, OH - Thursday, February 7, 2008. "Equity and Access in a Post-Affirmative Action Environment."

Presentation at University of Louisville Law Review's Symposium on the School Integration Cases. Louisville, KY - Friday, January 18, 2008.

Panel remarks at Civil Rights Symposium, Charles Hamilton Houston Institute for Race and Justice, Harvard Law School. San Francisco - Wednesday, January 17, 2008.

Presentations to WK Kellogg Foundation staff and Trustees. Kalamazoo, MI - Tuesday and Wednesday, January 15-16, 2008.

Presentation at National ACORN Annual Year-End Meeting. New Orleans, LA - Friday, December 15, 2007. "Race, Poverty, and Opportunity: Strategies to Frame and Organize to Promote Social Justice."

Panel remarks at the First Suburbs Project Summit, Bryn Mawr College. Philadelphia, PA – Friday, December 7, 2007.

Panel presentation at NAACP Legal Defense and Education Fund Annual Civil Rights Training Institute. Warrenton, VA - Friday, November 16, 2007.

Panel remarks at Annual Equity Symposium. The Campaign for Educational Equity, Teachers College, Columbia University. New York, NY - November 12-13, 2007.

Panel remarks at Open Society convening, "Conversation on New Directions for U.S. Programs." New York, NY - Monday, November 5, 2007.

Presentation at Poverty Symposium sponsored by the Milwaukee Social Development Commission. Milwaukee - Thursday, October 25, 2007. "Pathways Out of Poverty: True Integration Through Coalition Building and Public Solidarity."

Presentation at ERASE Racism conference, Touro College Law Center. Islip, NY - Thursday, October 18, 2007. "Race and Racism: Impact on Institutions and Our Daily Lives."

Panel participation at Calmore Housing Conference. Chapel Hill, NC - Friday, October 12, 2007.

Panel presentation at symposium on *Cooper v. Aaron*, Saint Louis University School of Law. Saint Louis, MO - Friday, October 5, 2007.

Presentation to Neighborhood Funder's Group, 2007 Annual Conference. Cleveland - Monday, October 1, 2007. "People, Place and Policy: Reconnecting Communities."

Opening plenary presentation at LAUNCH conference sponsored by the Center for Community Change. Washington, D.C. - Monday, September 24, 2007.

Presentation at Open Society Community Forum. Maplewood, N.J. - Tuesday, September 8, 2007. "Integration Matters."

Presentation at Seattle-Louisville Post-decision Strategy Meeting, Harvard Law School. Thursday, September 6, 2007.

Panel participation at 98th Annual Convention of the National Association for the Advancement of Colored People. Economic Empowerment Panel. Detroit, MI - Monday, July 9, 2007.

### Presentations By Other Kirwan Staff

Grant-Thomas, Andrew and Sandra Smith. Presentation at Which Way Forward Meeting. Chicago, IL. August 16, 2007. "Towards a Community Methodology and Tool Box: A Columbus, OH Case Study."

Grant-Thomas, Andrew and Jason Reece. Presentation at The Society of Professional Journalists Convention & National Journalism Conference. Washington, D.C. October 6, 2007. "Investigating Opportunity: Toward Cutting-edge Reporting on Race and Ethnicity."

Irizarry Osorio, Hiram J. Lecture presented at The Research Network on Racial and Ethnic Inequality Spring Research Conclave of the Terry Sanford Institute of Public Policy, Duke University, Durham, NC, March 30-31, 2008. "The Intersectional Effects of Regional and Racial Cleavages on Twentieth Century Taxation Outcomes: The Cases of Argentina and Brazil"

Irizarry Osorio, Hiram J. A discussion of "Brincando el charco: Portrait of a Puerto Rican" by Frances Negrón-Muntaner, "The Four-Storeyed House Africans in the Forging of Puerto Rico's National Identity" by José Luis González, and "Imagining Puerto Rican Queer Citizenship: Frances Negrón-Muntaner's 'Brincando el charco: Portrait of a Puerto Rican' by Alberto Sandoval-Sánchez, at The Ohio State University with Honors undergraduate students of the Program for Advising in Scholarship & Service, The College of the Arts & Sciences, February 26, 2008.

Irizarry Osorio, Hiram J. Lecture given at The Ohio State University to undergraduate students in an introductory sociology course by Professor Townsend Price-Spratlen, February 20, 2008. "Intersectionality."

Irizarry Osorio, Hiram J. Presentation to undergraduate students in a survey course of Latino/a Literature in the U.S by Professor Ignacio Corona, October 10, 2007. "La problemática puertorriqueña."

Irizarry Osorio, Hiram J. Lecture at The Ohio State University to undergraduate students in a literature in Spanish course by Instructor Diana Ruggiero, July 2007. "Luis Palés Matos & Luis Rafael Sánchez: Race and Coloniality."

Menendian, Stephen. Panel presentation at Case Western Reserve University School of Law, February 6, 2008. "Diversity and Desegregation: The Roberts Court and the Future of Race-Based Remedies"

Menendian, Stephen. Moderated opening Plenary Session, Howard University Law School Conference, "Civil Rights, Human Rights and Race: An Applied Legal Scholarship," December 14, 2007.

Menendian, Stephen (with John A. Powell). Presentation at "The Future of School Integration in America" symposium sponsored by University of Louisville Law Review. Louisville, KY, January 18, 2008.

Reece, Jason. Panel presentation at The Department of City and Regional Planning, The Ohio State University. Columbus, OH. August 28, 2007. "Two Years After Katrina."

Reece, Jason. Presentation at the Statewide Sweeney Land Use Conference, Ohio State University Extension. Columbus, OH. September 14, 2007. "Sprawl, Inequity and Economic Opportunity in Ohio."

Reece, Jason and Christy Rogers. Presentation at the OPC State Planning Conference: Innovations in Planning. Columbus, OH. September 20, 2007. "Race, Social Equity and Planning."

Reece, Jason. Presentation at the Center for Legal Aid Education, Structural Racism Convening. October 15, 2007. "Opportunity Mapping: Mapping as an Analytical Tool to Address Inequity and Structural Disadvantage."

Reece, Jason. Panel presentation at the Ohio Grantmakers Forum. Columbus, OH. October 18, 2007. "Immigration in Ohio."

Reece, Jason. Guest Lecture for Geography 240: Urban Economic Geography, The Department of Geography, The Ohio State University. Columbus, OH. October 18, 2007. "Race, Place and Social Equity."

Reece, Jason. Keynote presentation at the YWCA Racial Justice Summit. Madison, WI. October 30, 2007. "Creating Communities of Opportunity for Social Justice."

Reece, Jason. Presentation at the Faculty Lecture Seminar Series, The Department of City and Regional Planning, The Ohio State University. Columbus, OH. November 2, 2007. "Growing Together: Regionalism and Social Equity in Northeastern Ohio."

Reece, Jason & Gambhir, Samir. Workshop sponsored by The Kirwan Institute for the Study of Race & Ethnicity. Columbus, OH. November 30th 2007. "Opportunity Mapping Training and Workshop."

Reece, Jason. Presentation to The Cincinnati Chapter of the Society of Professional Journalists. Cincinnati, OH. January 16, 2008. "Race(ing) the News: Fair Housing, Opportunity and Equity."

Reece, Jason. "Race, Place and Social Equity." Guest Lecture. Geography 240: Urban Economic Geography. The Ohio State University. January 16, 2008

Reece, Jason. Guest Lecture for the Ohio State Honors Program Social Justice Immersion Course. The Ohio State University. Columbus, OH. January 30, 2008. "Inequity and Access to Educational Opportunity."

Reece, Jason. Presentation to Massachusetts Law Reform Institute. Boston, MA. February 11, 2008. "Applying Opportunity Mapping to Social Justice Goals and Policy."

Reece, Jason. Presentation to Massachusetts Law Reform Institute. Boston, MA. February 11, 2008. "Introduction to Opportunity Mapping."

Reece, Jason. Guest Lecture for City & Regional Planning 815: Case Studies in Affordable Housing. The Ohio State University. Columbus, OH. February 19, 2008. "Race, Regionalism and Affordable Housing: Case Study of Baltimore & Thompson v. HUD."

Reece, Jason. Presentation to Program for Advising in Scholarship and Service (PASS). The Ohio State University. Columbus, OH. February 19, 2008. "Will you be my neighbor? Housing and Neighborhood Diversity in the US."

Reece, Jason. Presentation for Policy Link Regional Equity Summit 2008, Workshop Series 4: Effective Strategies, Creating Tactics for Action, Session: Assessing and Developing Racially Equitable Policies. New Orleans, LA. March 7, 2008. "Neighborhood Opportunity Mapping for Regional Equity."

Reece, Jason. Presentation for The Opportunity Agenda's Mapping for Health Equity Initiative. Los Angeles, CA. March 21, 2008. "Mapping for Advocacy."

Reece, Jason. Presentation to the New York Press Association Spring Convention 2008. Albany, NY. April 4 2008. "Communities of Opportunity: Reporting on Fair Housing, Opportunity and Equity."

Reece, Jason. Workshop Presentation for the Colour of Poverty Provincial Forum on the Racialization of Poverty. Ryerson University, Toronto, Ontario, Canada. April 29 2008. "Opportunity Mapping: Mapping to Advocate and Promote Social and Racial Justice."

Reece, Jason & Gambhir, Samir. Workshop sponsored by Massachusetts Legal Assistance Corporation. Boston, MA. May 14, 2007. "Opportunity Mapping Training and Workshop."

Reece, Jason. Presentation for The Opportunity Agenda's Mapping for Health Equity Initiative. Oakland, CA. June 9 2008. "The Kirwan Institute's Mapping for Advocacy."

## Talking About Race: Thinking Transformatively

Traditional View	Transformative View
Affirmative action is not needed, and it leads to “reverse discrimination.”	Affirmative action continues to be a vital—if imperfect—tool for removing discriminatory obstacles that confront women and people of color. The goal of affirmative action is to give ALL PEOPLE equal access to opportunities in education and employment.
Talking about race is divisive and polarizing; colorblindness is the answer.	There are unifying transformative ways to talk about race. Even when race is not talked about, people see race and make racialized decisions and policies. Not talking about race masks racial disparities and inhibits movement toward social justice.
The real issue is class, not race.	Race and class are intertwined. A strictly class-based movement will ultimately fragment because of race.
We get what we deserve in life. If some racial groups aren’t doing as well as others, people just need to work harder.	While individual effort matters, our well-being is also powerfully shaped by institutional conditions/arrangements and opportunity structures.
People like Tiger Woods, George Lopez, and Oprah Winfrey are proof that anyone can be successful in America.	Cumulative structural inequality has its greatest impact on groups, not individuals. There have always been exceptionally successful people from all races and ethnicities.
Racism is about blatant, intentional bigotry.	The consequences of structural/institutional racialization are significantly greater than those of personal racial animus.
The kind of overt racial bias and discrimination that we saw in the past does not exist today.	While research indicates that implicit (subconscious) racial bias is more pervasive than explicit bias, overt discrimination in sectors like housing and lending tells us that racial prejudice is still alive.
Segregation exists because African Americans and other people of color prefer to live among “their own.”	Segregated “racialized” space is created by structural racialization and discrimination. Our choices are informed by structures, institutional arrangements and our sense of what is possible. People do not choose to live in low-opportunity communities.
What happens outside my family and friendship circles doesn’t have much to do with me.	We share a “linked fate.” The consequences of structural racialization impact the entire society— not just people of color— and threaten our democracy.

