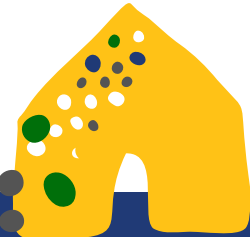


Beyond the Surface: Identifying and Dismantling Systemic Obstacles



Beyond the Surface: Identifying and Dismantling Systemic Obstacles

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The Community
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New Haven
- Leon Bailey, The
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HOW SYSTEMS IMPACT EVERYTHING AND EVERYONE

PRESENTED AT THE CCEH ANNUAL TRAINING INSTITUTE
MAY 21, 2025



PRESENTED BY:

- Karen DuBois-Walton, Ph.D.,
President & CEO, Community
Foundation for Greater New Haven
- Leon Bailey, Jr., MPA, MDIV, DMin,
Sr. Vice President for Human
Resources and Organizational
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AGENDA

- Introductions and Context Setting
- Overview of The Groundwater Effect
- Systemic Barriers Impacting the Housing Sector
- Knowing this, what do we do differently?
- Taking the next steps
- Questions and Answers

INTRODUCTION

- Who's in the room?
- Setting the Context

CONNECTICUT DATA – WEALTH IMBALANCE



CONNECTICUT HAS ONE
OF THE LARGEST RACIAL
WEALTH GAPS IN THE U.S.



THE MEDIAN HOUSEHOLD
WEALTH FOR WHITE
RESIDENTS IS \$139,300,



COMPARED TO \$12,780
FOR BLACK HOUSEHOLDS,



AND \$19,990 FOR
HISPANIC HOUSEHOLDS.

Connecticut Data - Home Ownership Disparity

Home Ownership Disparity

The homeownership rate for white residents in Connecticut is significantly higher than that of Black and Hispanic residents.

The disparity between white homeownership and the racial/ethnic group with the lowest rate is 37%

Connecticut Data – Education Gap



EDUCATION GAP



27% OF HISPANIC RESIDENTS IN CONNECTICUT DO NOT HAVE A HIGH SCHOOL DIPLOMA, COMPARED TO 5% OF WHITE NON-HISPANIC RESIDENTS.



ADDITIONALLY, ONLY 23% OF BLACK RESIDENTS HAVE OBTAINED A BACHELOR'S DEGREE OR HIGHER, COMPARED TO 45% OF WHITE NON-HISPANIC RESIDENTS.

Connecticut Data – Health Gap

Health Gap

Black babies in Connecticut are **four times** more likely to die before their first birthday compared to white babies.

Black residents experience higher rates of chronic illnesses such as asthma and diabetes.

Connecticut Data – Prison Gap

Prison Gap

Black residents in Connecticut are incarcerated at six times the rate of white residents.

Every state in the U.S. incarcerates Black residents at a higher rate than white residents.

Connecticut Data – Housing Gap



HOUSING GAP



CONNECTICUT'S HOUSING REMAINS LARGELY SEGREGATED, WITH PEOPLE OF COLOR DISPROPORTIONATELY LIVING IN URBAN AREAS DUE TO HISTORICAL PRACTICES.



THE AVERAGE WAIT TIME FOR A HOUSING CHOICE VOUCHER IN CONNECTICUT IS 28 MONTHS, WITH WAITLISTS OFTEN CLOSED FOR YEARS.



THESE DISPARITIES HIGHLIGHT SYSTEMATIC INEQUITIES THAT PERSIST ACROSS MULTIPLE SECTORS.

UNDERSTANDING THE GROUNDWATER EFFECT

- CFGNH has been working with the Racial Equity Institute to increase community understanding of the Groundwater Effect
- A tool used to understand how racially structured systems contribute to racial inequities
- It suggests that racism is a deep, systemic problem that effects all levels of society
- Racial inequity isn't simply a matter of individual differences but rather a result of structural biases that operate across systems
 - Racial inequity is consistent across systems
 - Socioeconomic differences don't fully explain racial inequity
 - Inequities are systemically caused

WHAT DOES THIS MEAN IN THE HOUSING SECTOR?

- Systemic barriers are entrenched policies, practices and cultural norms that produce and perpetuate unequal access to resources, opportunities and outcomes – especially for marginalized communities
- Systemic barriers shape who becomes unhoused, how and whether one can exit homelessness, and disproportionately impact people of color, LGBTQIA+ communities and people with disabilities

WHAT DOES THIS MEAN IN THE HOUSING SECTOR?

- Systemic barriers that lead to homelessness and restrict access to housing that is affordable exist across all the sectors
 - Discriminatory homeownership and education policies led to and sustain racial wealth gaps
 - Underpaid and poorly benefitted work
 - Insufficient investment in housing subsidy, development and preservation
 - Housing discrimination
 - Underfunded and inadequate behavioral health system access and services
 - Inadequate renter protections
 - Land use and zoning constraints that perpetuate segregation

KNOWING THIS, WHAT DO WE DO DIFFERENTLY?

“Systems are perfectly designed to achieve the results they get.” – W. Edwards Deming

KNOWING THIS, WHAT DO WE DO

DIFFERENTLY?

- Understand the problem and elevate awareness
 - Data disaggregation and accountability
- Shift power and resource and design new alternatives
 - Centering lived expertise
- Intersectional issues
 - Cross-sector collaboration
- People set policy and determine priorities
 - Policy reform and advocacy
- Be an anti-racist!
 - Anti-racism training

TAKING THE NEXT STEPS

- Register for an upcoming REI workshop being held on June 11 from 9 to 12
- Engage in other anti-racist training
- Conduct a Racial Equity Assessment at your site
- Get proximate to the problems
- Get to know your policy makers – local, state and federal. Tell your story!
- Commit to building a new collaboration/partnership
- Find ways to shift power and resource



From the Racial Equity Institute:

The Groundwater presentation is a three-hour introduction to racial equity. In this virtual presentation, organizers from the Racial Equity Institute will use stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that many find immediately helpful and relevant.

QUESTIONS AND ANSWERS

Thank You!

For any questions email
info@cceh.org

Visit our website cceh.org

