Discrimination and Racism Research Project

Team Members

- Jose Ayala (co-leader)
- Fred Barnett
- Esther Campos (co-leader)
- Tony Fernandez
- Will Lopez
- Martha Ortega
- Thure Nilmeier (co-leader)
Executive Summary

Discrimination/Racism Team
Project Goals

- Collect information and data about discrimination and racism:
  - People’s reaction to discrimination and racism
  - Who are affected by discrimination and racism
- Develop a solution that will help:
  - Decrease discrimination and racism

Research Questions

- How is discrimination / racism experienced in Watsonville?
- How do those in the community define / operationally discrimination and racism?
- How pervasive is discrimination and racism in our community?
- How has the community dealt with discrimination and racism?
Responsibilities

- Thure Nilmeier – Co-Leader
  - Needs
- Jose Ayala – Co-Leader
  - Executive Summary
- Esther Campos – Co-Leader
  - Need
- Fred Barnett – Needs
- Martha Ortega – Solutions
- Tony Fernandez – Solutions
- Will Lopez – Solutions

Data Collection

- Surveyed 174 people
- Surveys distributed in Santa Cruz County
  - John Muir charter school
  - Youth Build construction site
  - Shopping centers – Kmart, Target, local stores
  - Ramsey Park
  - Central Plaza in Watsonville
  - Cabrillo College
    - Aptos Campus
    - Watsonville Campus
Background of Respondents

- **Age:**
  - 39% over 31 years old
  - 6% between 26-29 years old
  - 21% between 21-25 years old
  - 32% 20 years old and under

- **Gender:**
  - 44% women and 56% men

- **Ethnicity:**
  - 76% Latino
  - 20% White
  - 1% Asian
  - 1% African American
  - 8% Other

The Need

Discrimination/Racism Research Team
Summary of Problems Discovered

1. Discrimination and racism in our community is often focused on one’s own race (Latino on Latino)
2. A small percentage surveyed have college degrees (lack of education promotes racism / discrimination)
   - Citizens in Watsonville need to understand the importance of a college education
   - Most people surveyed do not understand that there are resources available for attending college
3. Lack of civic participation (Latino’s are not well represented in State and National politics)

First Problem Discovered

1. Discrimination and racism is focused on one’s own race (Latino on Latino)
   - In particular, Latino’s against Latino’s for example:
     - Newly arrived Mexicans (field workers)
     - People that speak a little English
     - People with strong accents
     - Dress:
       - campesino hats, boots; baggy clothing, colors and tatoos
     - People with people (on the streets)
     - People within themselves (internalized racism)
     - People in institutional roles towards their own race (e.g. customer service, admissions and records, help desks, etc.)
Who have you seen engaged in discrimination/racist behavior?

- Latinos 68%
- Whites 53%
- Other 20%
  - African American 8%
  - All 11%

Note people picked more than one answer, and then wrote a qualitative answer.

Has discrimination/racial tension affected your community?

Of the yes answers
- Discrimination toward own race
- Affected in stores
- Separates the community
- Illegal immigrants not seeking help because of there legal status

Note: 56% yes, 44% no.
Do you think discrimination and racism is evident in our community?

- Yes: 57%
- No: 8%
- Not sure: 14%

Since 9/11 has discrimination/racism increased or decreased?

- 55% increase
- 22% decrease
- 16% other
- 17% remains the same
What kind of behaviors do you see that are evidence of discrimination and racism?

- Increase in harassment
  - Being followed around in stores
  - Being pulled over by the police
- No effort of community support
- Making fun of gay people

Who is most affected by the change in discrimination/racism?

- Arabs - 53 %
- Latinos - 45 %
- Teenagers - 29 %
- Women - 22 %
- Others - 22 %
  - All races - 19%
  - Middle Eastern - 3%

Many people felt very strongly about this issue and said that everyone is affected by this problem
- There were no Arab/Middle Eastern people who filled out our surveys
Second Problem Discovered

2. A small percentage have college degrees
   – Racism and discrimination may be related to a lack of education

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Education Level

- Some College 32%
- High School Diploma 22%
- Some High School 22%
- College Diploma 12%
- Primary school 9%
- Middle School 2%
Third Problem Discovered

3. Lack of civic participation (Latino’s are not well represented in State and National politics)
   - People not voting
   - Political under-representation of Latinos statewide & nationwide

U.S. Citizens

- 72% of respondents where U.S. citizens
- 28% non Citizens
Did you vote in the last election?

[Bar chart showing 34% yes and 66% no]

What is the need?

Decrease discrimination/racism in our community by:

- Helping citizens become aware of their racism
- Providing sensitivity training in all places where institutions interact with the public
  - School admissions and records organizations
  - Customer service operations
- Having families become aware of the role of education to overcome internalized racism
  - Being fully supportive of their children's need for higher education (both spiritually and educationally)
- Increasing voter turnout of Latinos in elections
What is required to overcome these problems – 1

Programs to overcome internalized racism
– Citizens in Watsonville need to understand the role of education in overcoming internalized racism
  – Schools to focus on social and moral issues around racism with younger students
  – Community outreach and education about financial resources for college
  – Parents who haven’t gone to college need help motivating their children about the importance of college
  – Educational institutions to provide curriculum

What is required to overcome these problems – 2

Programs to deal with institutional racism in Watsonville
– Sensitivity training for workers who interface with the public
– Systematic approach to understanding the public interface and how to better serve the public

Programs for getting Latino’s to vote
How has discrimination and racism affected our community?

- Discrimination and racism is divisive and discriminatory
  - it hurts everyone on both sides of the issue
- Discrimination and racism is focused on one's own race (Latino vs. Latino)
  - People of own race not helping each other
- Mexicans look like Arabs

What are the consequences of meeting the need?

- Decrease of discrimination and racism in the community through higher awareness
  - Safety & respect for people in the community regardless of family circumstances and background
  - Community involvement to stop behaviors of discrimination and racism
- Community involvement of raising of the youth
  - College being an important role in family values
- More participation in political decisions
Consequences of Not Meeting the Need

- Community division continue to separate us
- Gang violence will increase
- Spiritual awakening will not begin

Root cause

- Children need to understand internalized racism
  - Becoming jaded: watching TV, video games
  - Children have too much unsupervised time
    - Both parents working
    - No one home when kids get home from school
  - Lack of community support and involvement for raising our children ("It takes a village")
  - Need for positive role models
- Community institutions (schools, government, businesses, recreation, etc.) need to increase their sensitivity of workers who work with the public
- Latino’s need to vote and gain political voice
The Solutions

Discrimination & Racism Team

What our Community Needs to Stop Discrimination and Racism

- Develop After-School Programs to Support our Children to Overcome Internalized Racism
- Programs to increase voting
Solution One

- Develop After-School Programs to Support our Children to Overcome Internalized Racism
  - Programs to reach children at a young age to build their self-esteem
  - Digital Bridge Academy type program to start at jr. high and high school level
    - knowing your capacities and your gifts / strengths to contribute to society
    - get students to pursue higher education
  - Understanding multi-cultural issues
    - not just dance, customs and food
    - in addition, social movements, personal stories about experiences with racism, support groups

Solution Two

- Programs to increase voting
  - Free class on voting and what is on the ballots
  - Increase awareness through media
  - Community block parties to unite neighborhoods
Criteria for Selecting Final Solution

1. Is curriculum available
2. Will it work
3. Recruiting
4. Resources needed:
   - Cost to create
   - Level of Participation
   - Volunteers
5. Operating cost

Criteria Table

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<th>Voting Campaign</th>
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Chosen Solution

- **After-School Program to Support Children to Overcome Internalized Racism**
  - A workshop focused on children from ages 10-18
    - knowing your capacities and your gifts / strengths to contribute to society
    - get students to pursue higher education
  - After school program that meets in the afternoons and Saturdays
  - Understanding multi-cultural issues
Goals

1. Decrease discrimination & racism
2. Safer community
3. Community involvement in raising children
4. Increase education and understanding in our community

Solution Outcomes

1. Less kids doing illegal activities
2. More Kids looking forward to higher education
3. More parents involved in community events