Where We’ve Been & Where We Can Go: A Brief History of STL & the Path to Equity

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Our Time Together

- Where We’ve Been
- Where We Are
- Where We Can Go
A Brief History of St. Louis
A Few Sobering Highlights

❖ Freedom Suits (1807-1860s)
❖ Dred Scott (1846-1857)
❖ Civil War (1861-1865)
❖ Missouri Constitution of 1865
❖ Political End of Reconstruction (1877)
❖ Restrictive Covenants - Shelley Vs. Kraemer
❖ Brown vs. Board of Education (1954)
❖ Voluntary Interdistrict Choice Corp (1981, upd 1999)
St. Louis Today
Setting the Stage: Shared Language

- Diversity
- Inclusion
- Equality
- Equity

- Stereotype
- Social Construct
- Bias
- Unconscious Bias
Diversity, Inclusion and Equity in St. Louis

- Demographics

- St. Louis-isms
  - What high school did you go to?
  - Fragmentation
  - Recent shift towards consolidation

- Regional tries at creating equal outcomes for all
Ferguson Uprising

BLACK LIVES MATTER
What is Racial Equity Anyway?

**Outcome**
Racial Equity is a state where outcomes can no longer be predicted by someone’s race.

**Lens**
- Intentional evaluation of project, proposal or process examines how its implementation will sustain, narrow or expand racial inequities in the region
- “Shortcut areas” for evaluating equity

**Process**
- Proactively designing activities to account for historical inequalities
- Ensure full representation of marginalized voices
- Seek to understand role of non-social justice organization in DEI work
Forward Through Ferguson: A Path Toward Racial Equity
Advancing Positive Change Toolkit
STL #2039 Action Plan
State of the Report

01. TO LIVE AND DIE IN SAINT LOUIS

If you live in St. Louis City and are White, you can statistically expect to live 75.7 years. If you are Black, your life expectancy is 70.6 years.

If you live in St. Louis County, the numbers are better, but the gap is worse: 79.9 years if you are White, 73.3 if you are Black. But those numbers don’t tell the whole story.

This graphic shows life expectancy for six St. Louis-area ZIP codes, and illustrates how dramatic the differences between neighboring communities can be.

This is life and death in St. Louis.
This is what racial inequity looks like.
Other Resources

https://implicit.harvard.edu

- Weapons (Weapons - Harmless Objects)
- Weight (Fat - Thin)
- Gender (Gender-Career)
- Arab-Muslim (Arab Muslim - Other People)
- Sexuality (Gay - Straight)
- Asian American (Asian - European American)
- Race (Black - White)
- Religion (World Religions)
- Disability (Disabled – Abled)
- Skin-tone (Light Skin – Dark Skin)
- Gender (Gender-Science)
- Age (Young - Old)
- Native American (Native - White American)
“Justice will not be served until those who are unaffected are as outraged as those who are.” - Thomas Jefferson

“Fairness does not mean everyone gets the same. Fairness means everyone gets what they need.” - Rick Riordan

“Life is very short and what we have to do must be done in the now.” - Audre Lorde
THANK YOU

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