



# Wealth Gap and Employment

Topic Guide for Let's Talk Race Facilitators

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## How to use a topic guide

- A topic guide is a tool that provides Let's Talk Race facilitators with a plan for how LTR conversations will go.
  - Some places, delineated with **blue font**, indicate suggested directions to facilitators.
  - Other places, delineated with *italicized font*, indicate places where you will need to add in talking points that are specific to you / your organization.
  - Copy this document (File → Copy) and share the copy with your co-facilitators or copy and paste text into the conversation guide template.
  - Make adjustments or changes to the plan in your own copy.
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In this topic, we are going to explore the topic of systemic racism. The guiding questions of our conversation are: What is systemic racism? What are some examples of systemic racism?

Let's watch a quick video that explains systemic racism.

- Use slide 1 of [this deck](#) to watch the video

Systemic racism is a form of racism that is embedded in our lives across institutions and society. It manifests in areas such as employment, housing, incarceration, along with many others. During our time together, we are going to explore different forms of systemic racism. In order to do this, we're going to show a series of videos created by Race Forward. Race Forward "brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity." Please visit their website to learn more about this organization.

- If virtual, share the website in the chat box. <https://www.raceforward.org/about>

To spark a meaningful conversation after each video, ask the following questions:

- What have you heard about this form of systemic racism? Please share anything that you've heard about this topic, not necessarily what your thoughts are.
- What are some of the ways to address this form of systemic racism?

If in-person, ask participants to break out into small groups to discuss each video.

If virtual, consider putting participants into breakout rooms for a video.

# LET'S TALK RACE



## Wealth Gap:

The first example of systemic racism that we're going to look at is the Wealth Gap. Is it a real thing? Let's watch the video and learn. After watching the video, we're going to discuss it.

- Use slide 2 of [this deck](#) to watch the video (runtime: 1:07)
- Transcript: "Did you know that in 2010 Black Americans made up 13% of the population, but had only 2.7% of the country's wealth? That the median net worth for a white family was \$134,000, but the median net worth for a Hispanic family was \$14,000, and for a Black family it was \$11,000? That the median wealth for a single white woman has been measured at \$41,000, while for Hispanic women it was \$140, and for Black women, \$120? Did you know that? Do you know what that's called? Systemic Racism, and yes, it's really a thing."

## Employment:

The next example of systemic racism that we're going to look at is about Employment. Is it a real thing? Let's watch the video and find out. After watching the video, we're going to have a discussion.

- Use slide 3 of [this deck](#) to watch the video (runtime: 1:02)
- Transcript: "Did you know that no matter what else is going on in America, year in and year out for the last 60 years, Black unemployment is always about twice as high as white unemployment? And even if you just look at Black college graduates, they're still almost twice as likely to be unemployed as white college graduates? And if you just apply for a job with a white sounding name, you're 50% more likely to get a callback than with a Black sounding name?"