



University of
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2020 Pitt STRIVE Retreat

Cultural Competency:

*Higher Education as the Path Toward
Racial Equity and Social Justice*

U.S. Steel Dean James R. Martin II



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A Little History

SLAVERY
1619 - 1865



JIM CROW
1877 - 1960s

COLORED
WAITING



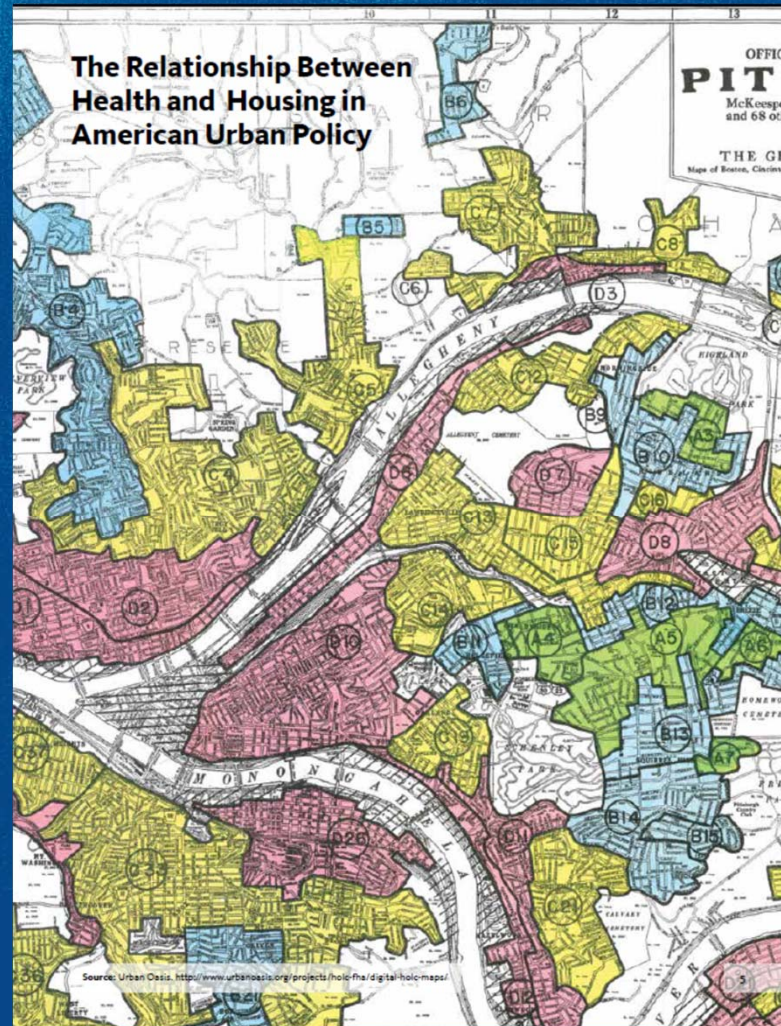
REDLINING
1934 - 1968



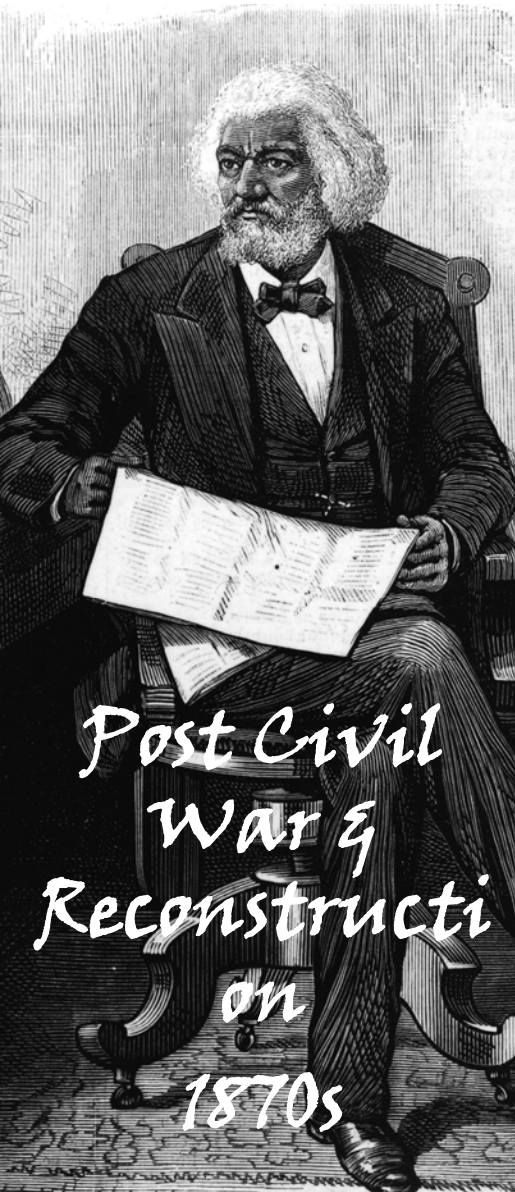
MASS INCARCERATION
1970s - present



FHA Redlining Example: Pittsburgh 1934



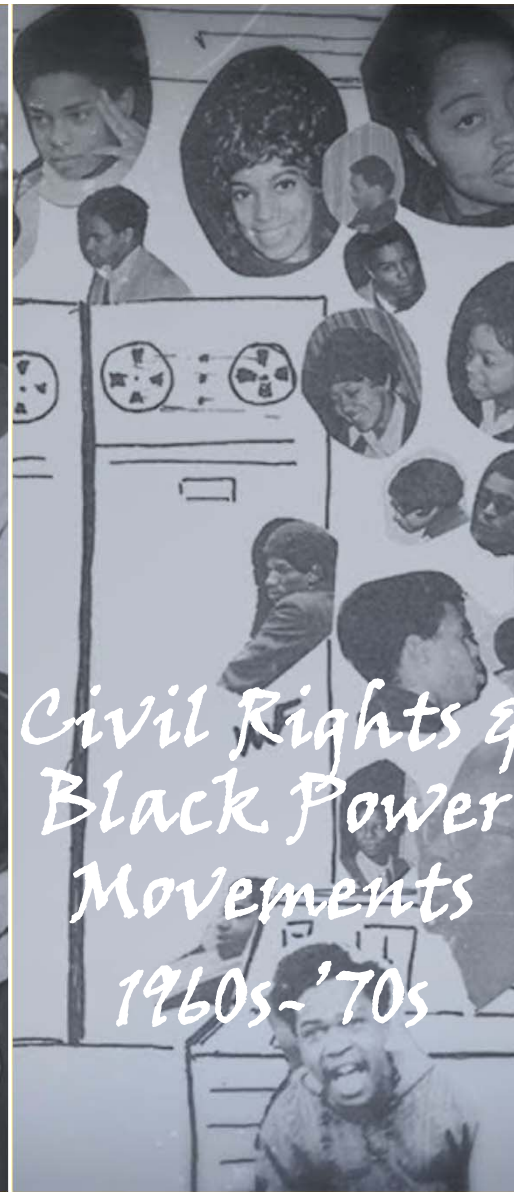
Red: areas of "highest risk"



Post Civil
War &
Reconstructi
on
1870s



Black
Innovation &
Harlem
Renaissance
Early 1900s



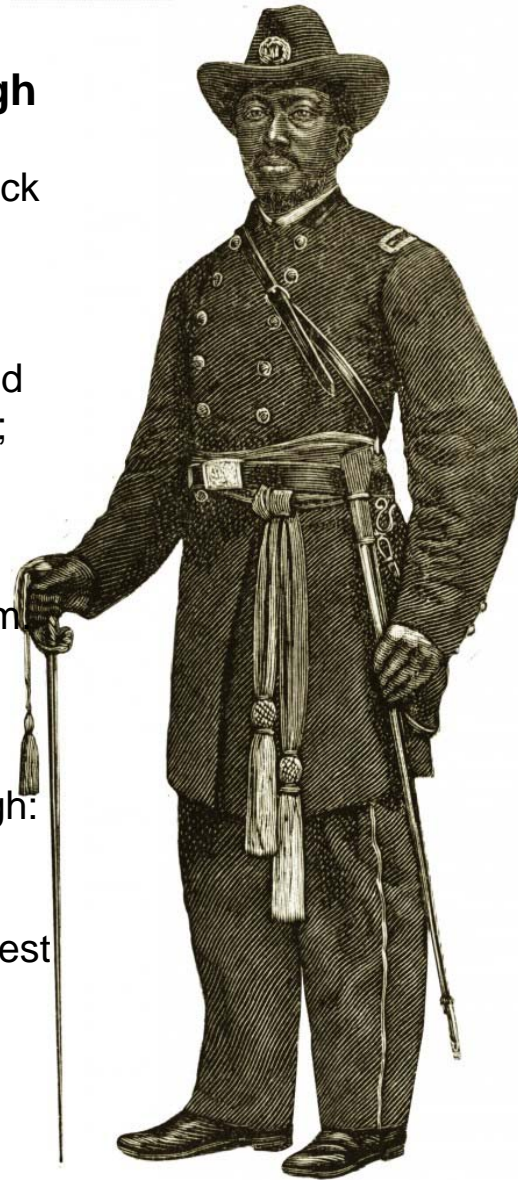
Civil Rights &
Black Power
Movements
1960s-'70s



Black Lives
Matter &
George Floyd
2020

Black History in Pittsburgh

Major Martin Delaney, first Black U.S. Army Field Officer (commissioned by Abraham Lincoln); one of first Blacks admitted to (but later dismissed from) Harvard Medical School; he and team of Black nurses treated victims of cholera epidemic in the city. First proponent of Black Nationalism



Established by Black Pittsburgh:

- Pittsburgh Crawfords
- Homestead Grays
- The Pittsburgh Courier (oldest Black newspaper in U.S.)
- NAACP
- Urban League



John B. Vashon, War of 1812 Veteran, richest black man in Pittsburgh in early 19th century



William Hunter Dammond
BSCE 1893



Lena Horne, Early Jazz in Pittsburgh's Little Harlem (Hill District).

Jazz was brought via the rivers from New Orleans to Pittsburgh, which would become of the country's historic jazz centers of innovation and culture.



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Social Dynamics

(with thanks to Vice Provost John Wallace)

13% of the U.S. population is African American



40% of the homeless population is African American



[U.S. Census Bureau, 2013; HUD, 2013]

Black men and women



Make up

12%

of the labor force

Own

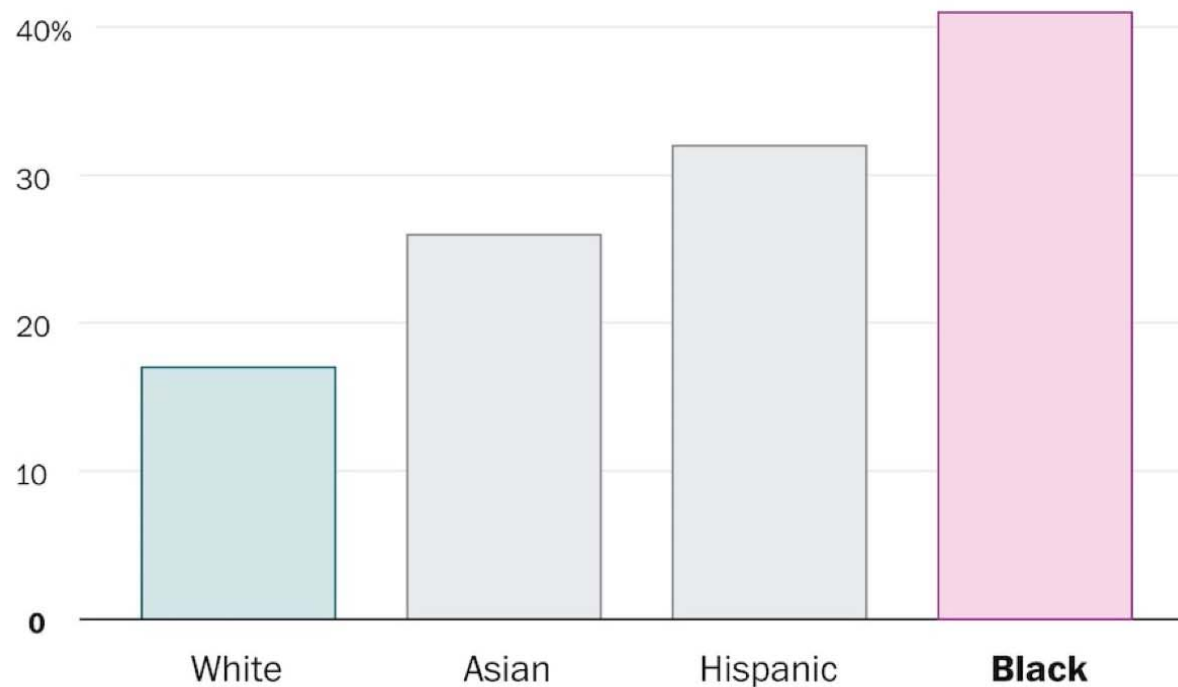
2%

of businesses

U.S. Small business impact during COVID-19

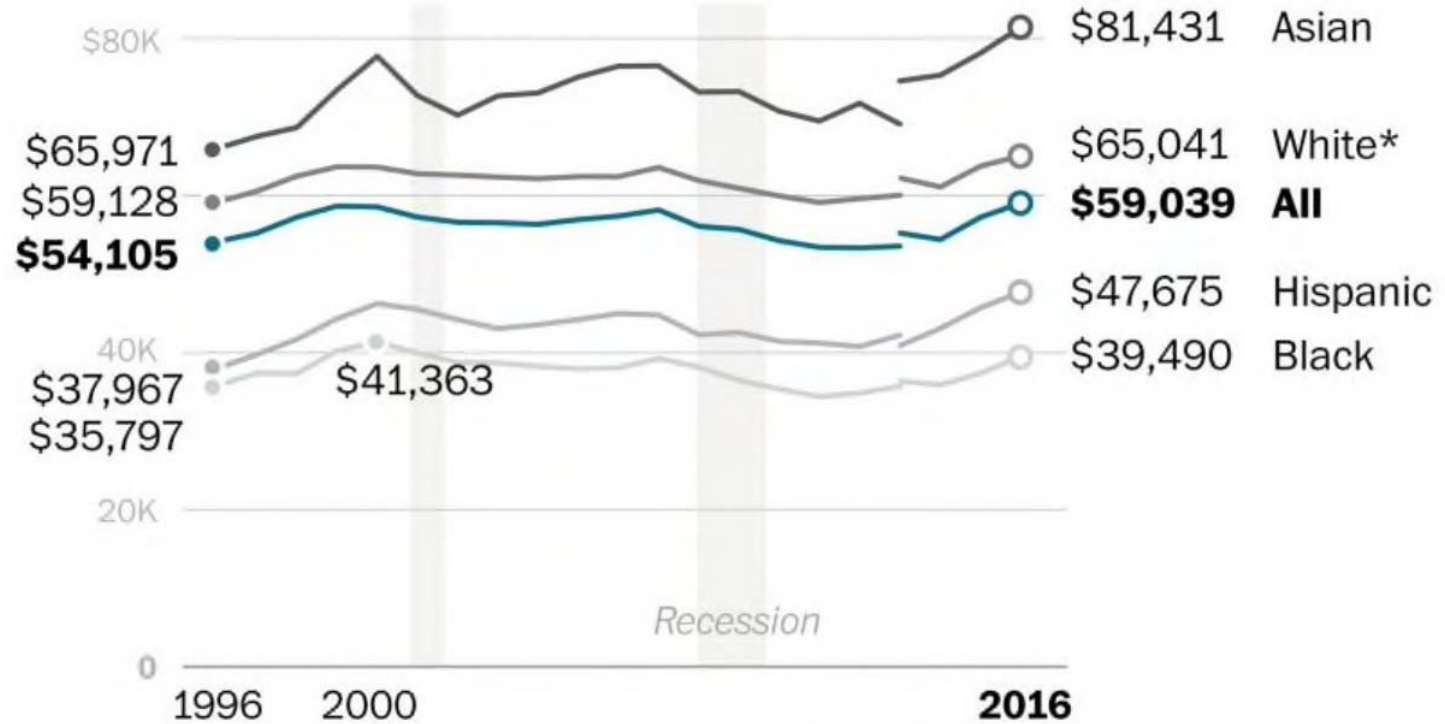
Black small businesses hit twice as hard as white ones

U.S. small business owners and self-employed workers who weren't working in April 2020, shown as a share of February's total



Source: Labor Department data analyzed by Robert Fairlie of the University of California, Santa Cruz
THE WASHINGTON POST

African American's income has declined since 2000



*Non-Hispanic

Note: The Census Bureau adjusted how it measures income in 2014.

Source: Census Bureau

THE WASHINGTON POST

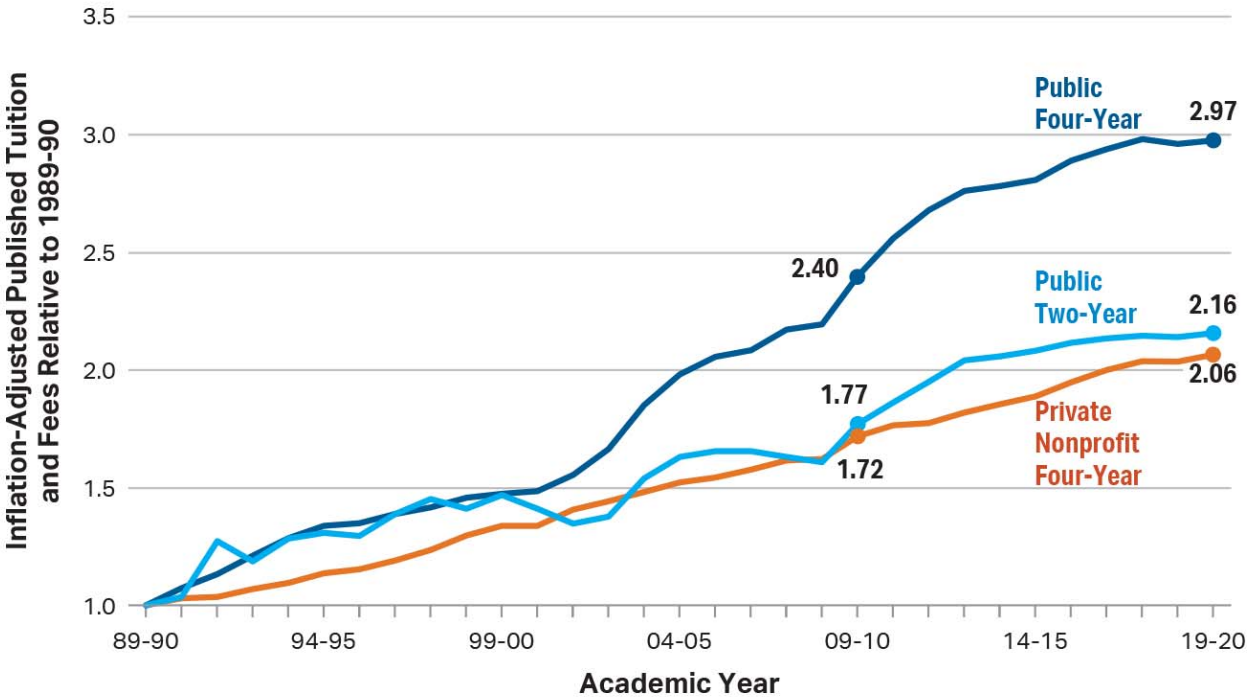


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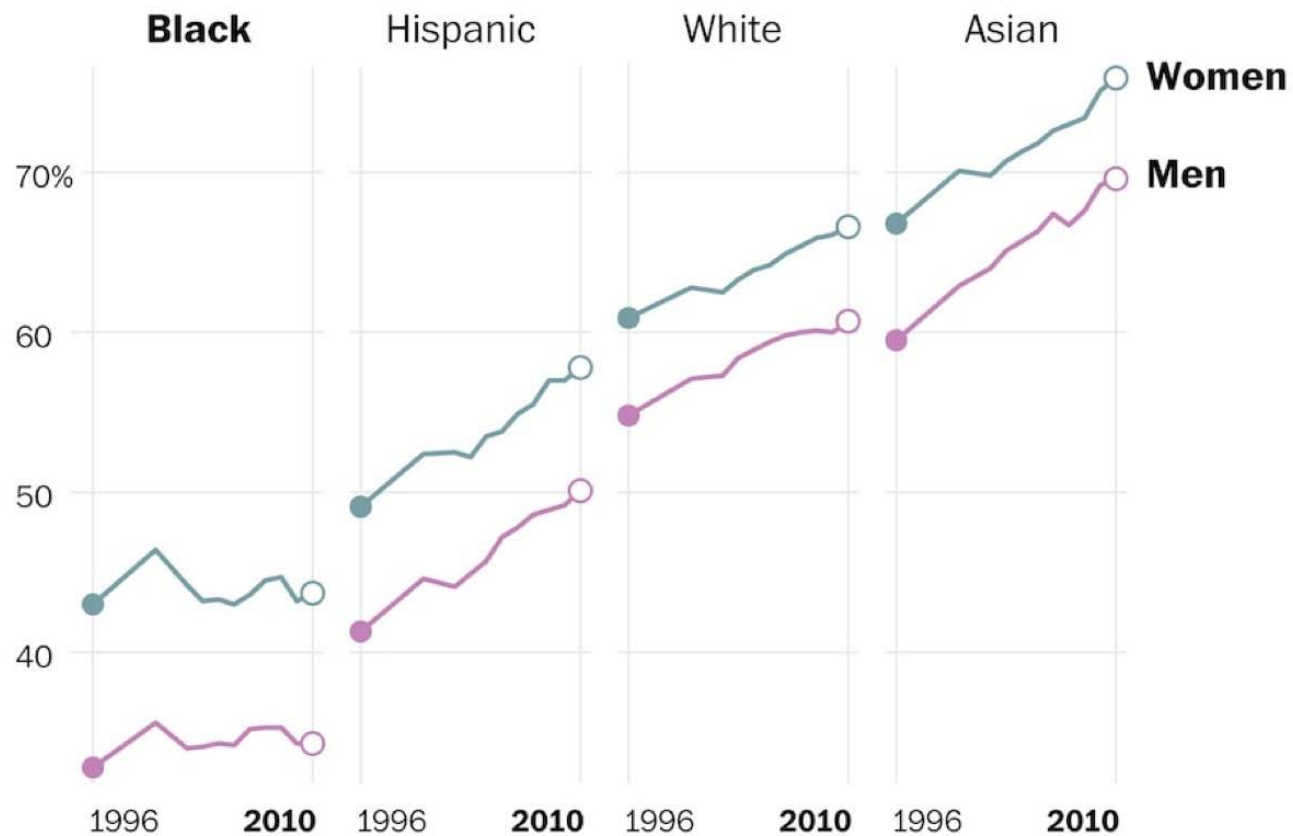
Higher Education Statistics

Inflation-Adjusted Published Tuition and Fees Relative to 1989-90, 1989-90 to 2019-20 (1989-90 = 1.0)



Source: The College Board, Trends in College Pricing 2019, Figure 4B.

African American college students' six-year graduation rates are stagnant while others' rates are increasing



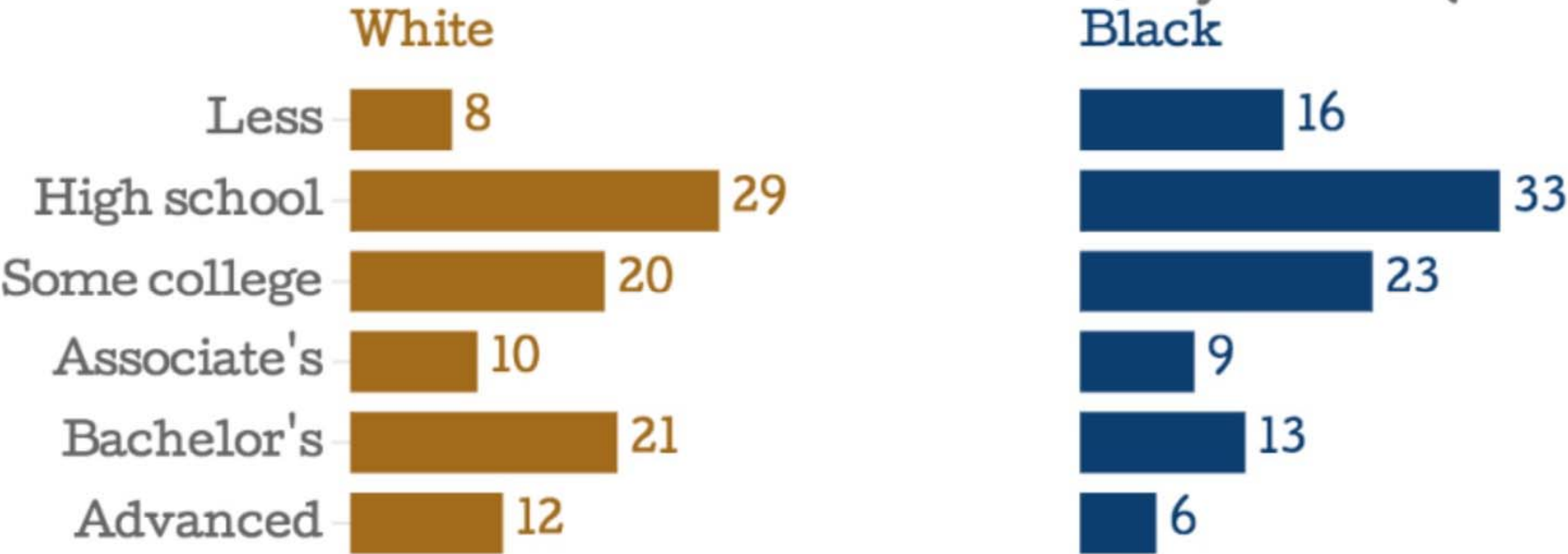
Note: Asian includes Pacific Islanders

Source: National Center for Education Statistics

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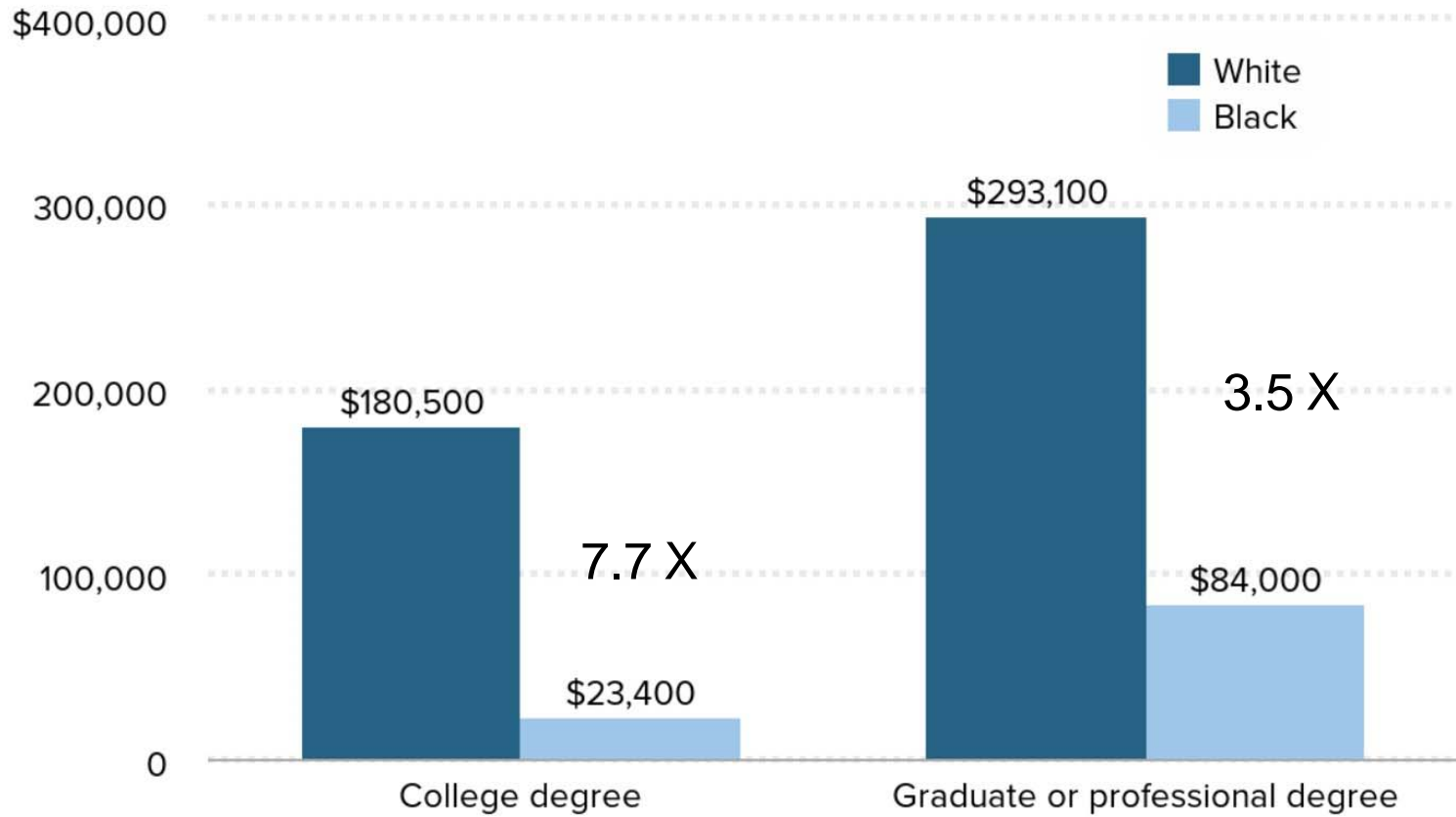
Whites' educational attainment higher than African Americans'

Educational Attainment in U.S., by Race (2013)



Advanced is master's, professional or Ph.D. Lindsey Cook for USN&WR; Source: Census

Median wealth, by degree and race



Source: Survey of Consumer Finance Combined Extract Data, 2013.



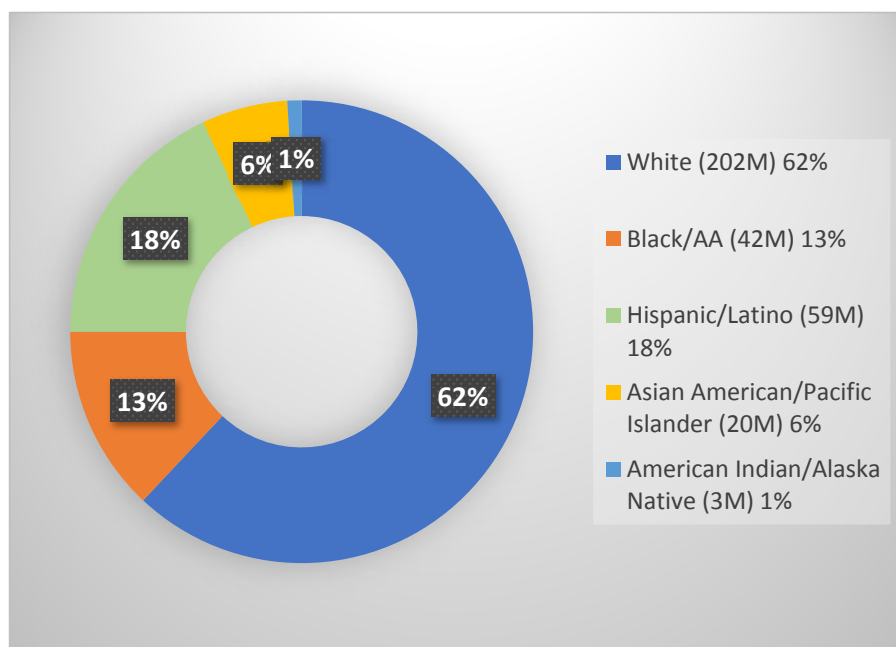
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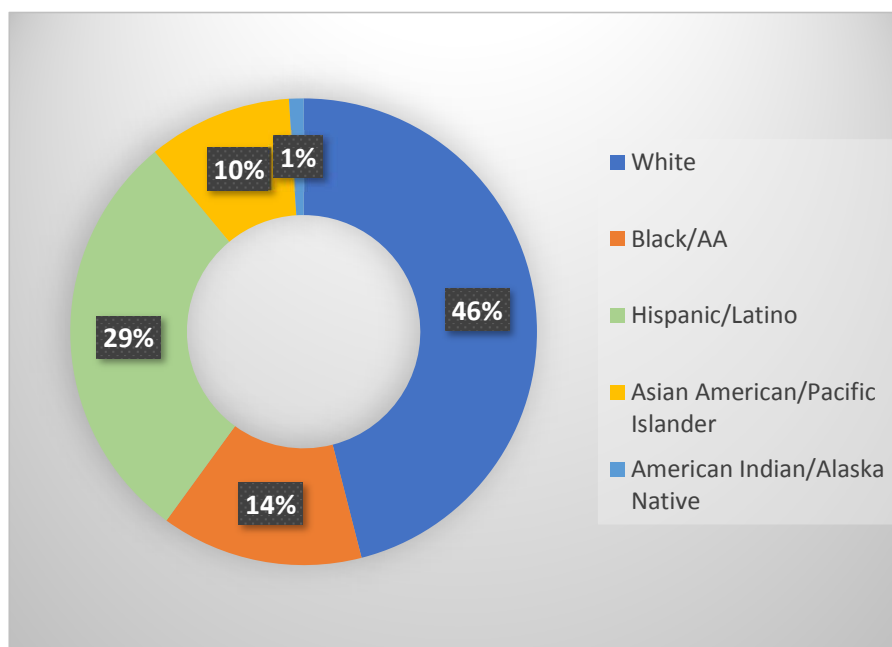
U.S. Workforce of the Future

The New U.S. Workforce Majority - 2050

Current Composition of U.S. Population



2050 Working Age Population

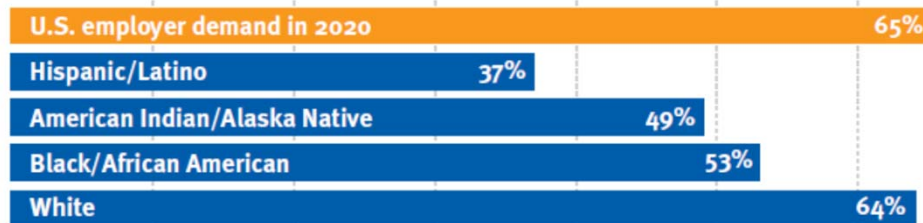


- U.S workforce will be 200 million strong by 2050 (164 million now)
- 67% will require post-secondary education

Where are we in 2020?....

Current U.S. Population with post-secondary education (2020):

Percent of Workforce with Some Post-Secondary Education



Current jail and prison population*:



- Georgia used for example above*
- What is population of Black faculty at GT? Students? Graduate students?*

Closing the educational achievement gap can be one of the most beneficial strategies for producing economic, human, and social gains.

\$8
TRILLION

Estimated increase in the U.S. economy by 2050 if the educational achievement of Black and Hispanic/Latino children was raised to that of White children, according to one study

\$13/1

Long-term return for every \$1 spent on quality early childhood education

500

Estimated number of jurisdictions across the U.S. implementing inclusionary residential zoning practices

“The Business Case For Racial Equity: A Strategy For Growth.” Anni Turner, W.K. Kellogg Foundation | Altarium, 2018.



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What do I mean by
“Cultural Competency?”



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Four New Ideas:

- Assessments other than ACT, SAT, GRE, GPA
- Flex@Pitt model – remove geographic and social barriers
- Personalized Lifelong Learning (i.e., *Higher Learning*, not higher education) informed by AI; focus on >AQ, not GPA
- New “cultural competency” index (AQ?) and goals



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Discussion