

To: RI State House Rules Committee HouseRules@rilegislature.gov
 From: Jessica Holden Sherwood, PhD jessicaHsherwood@yahoo.com
 Date: 01/15/2025
 Re: **Supporting** H5010 on Equity Impact Statements

The *New York Times* noted that "[Books on Race Filled Best-Seller Lists](#)" in 2020. Since then, all sorts of people have been learning that racial-ethnic **inequalities come not just from people's prejudice and discrimination, but also from our national history.**

Every U.S. state has a history of institutional discrimination. Skim the **Research** below – or even just the titles! – and you get a sense of it.

So, now we know that institutions bear responsibility for creating racial-ethnic disparities. This means that **institutions bear responsibility for mitigating disparities, for closing gaps.**

It is for this reason that I am proud to support H5010 and urge you to support it too.

This bill gives Rhode Island an opportunity to go beyond talking the talk of opposing racism and sexism. Equity Impact Statements will help us all to walk the walk.

Thank you for your consideration.

Context Sample Research on Institutional Discrimination

housing	Brown & Smith 2015, <i>Race and Real Estate</i> Burke 2018, <i>Colorblind Racism</i> Desmond 2016, <i>Evicted: Poverty and Profit in the American City</i> Massey & Denton 1993, <i>American Apartheid: Segregation and the Making of the Underclass</i> Oliver & Shapiro 2006 (2e), <i>Black Wealth / White Wealth: A New Perspective on Racial Inequality</i> Rothstein 2017, <i>The Color of Law: A Forgotten History of How Our Government Segregated America</i> Shapiro 2017, <i>Toxic Inequality: America's Wealth Gap Deepens the Racial Divide, Threatens Our Future</i>
health	Matthew 2015, <i>Just Medicine: A Cure for Racial Inequality in American Health Care</i> Roberts 2012, <i>Fatal Invention: How Science, Politics, and Business Re-create Race in the 21st Century</i>
school	Calarco 2018, <i>Negotiating Opportunities: How the Middle Class Secures Advantages in School</i> Castagno 2014, <i>Educated in Whiteness</i> Diamond & Lewis 2015, <i>Despite the Best Intentions: How Racial Inequality Thrives in Good Schools</i> Hagerman 2018, <i>White Kids: Growing Up with Privilege in a Racially Divided America</i> Lewis-McCoy 2014, <i>Inequality in the Promised Land: Race, Resources, and Suburban Schooling</i> Tatum 2007, <i>Can We Talk About Race?</i> Ware 2018, <i>A Century of Segregation: Race, Class and Disadvantage</i>
work	Flynn 2017, <i>The Hidden Rules of Race: Barriers to an Inclusive Economy</i> Stainback 2012, <i>Racial and Gender Segregation in Private Sector Employment Since the Civil Rights Act</i> Tomaskovic-Devey 1993, <i>Gender and Racial Inequality at Work</i>
criminal justice	Alexander 2012, <i>The New Jim Crow: Mass Incarceration in the Age of Colorblindness</i> Forman 2017, <i>Locking Up Our Own</i> Harris 2016, <i>A Pound of Flesh: Monetary Sanctions as Punishment for the Poor</i> Hinton 2016, <i>From the War on Poverty to the War on Crime: The Making of Mass Incarceration in America</i>