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## **RACE & POLICING**

A majority of American adults think that policing in this country is

Americans think police budgets should be left alone. Fifty-four percent say police budgets should remain untouched, compared to 32% who are for reallocation and 14% who are unsure.

The majority of Blacks, however, support reallocation of funds (52%) and only 33% of Blacks are in favor of keeping things as they are. Racial resentment polarizes views on this topic: 91% of racially resentful whites want to keep budgets for the police, while 91% of racially progressive whites want to reallocate them.

When asked about initiatives to curb unfair policing, namely to *crack t*



Our next questions asked Americans about their privileges at work: agency, flexibility, and networking power. Blacks report similar agency, similar levels of flexibility and more networking power than whites.

We first asked whether Americans agree with the statement that they “design important aspects of [their] own work and contribute new ideas.” An affirmative response to this questions indicates that a worker has agency, a privilege, at work. Overall, 23% of Americans agreed strongly that they design important aspects of their work and contribute new ideas, another 40% agreed somewhat, 21% somewhat disagreed and 16% strongly disagreed. Interestingly, Blacks (36%) were more strongly in agreement with this statement than whites (21%). Whites were almost twice as likely to ‘somewhat agree’ with this statement than Blacks (43% compared to 22%). Thus, while Blacks are more likely to strongly agree that they have agency at work, overall, whites report having more slightly overall agency at work (64% for whites, 58% for Blacks).

Next, we asked about flexibility at work by prompting individuals to indicate their agreement with the statement that “I can considerably slow down my pace of work when I want to.” Only 18% of Americans strongly agree and say they can slow down when they want to, 40% somewhat agree, 27% somewhat disagree and 15% say they have no flexibility. When averaging strongly and somewhat agree responses whites (59%) and Blacks (61%) report similar access to a flexible pace of work.

Finally, we asked to what degree Americans agree or disagree with the notion that they can use their professional network to either help themselves or a friend advance their career. Only 10% of all Americans strongly agree that their network can help them or their friends improve their career. Another 32% somewhat agreed. Thus, overall, about 42% or, a little less than half of Americans feel they can take advantage of their professional network. The remainder (58%) either somewhat or strongly disagrees with the idea that they have networking agency.

Blacks feel somewhat more efficacious than whites when it comes to the benefits of networking. Forty-eight percent of Blacks say they either strongly or somewhat agree that they or their friends benefit from their professional networks, compared to 40% of whites who say the same.

What do we make of these results? How can we see that Black respondents report clearly facing more discrimination at work, but also feeling more efficacious when it comes to their work social networks? While we can only speculate, it’s likely that the two are in fact connected. In the face of discrimination, we would hypothesize that Blacks are more likely to develop robust networks and build social capital at work to counteract discrimination.

## **RACE & MARKET INTERACTIONS**

Next we asked a series of questions designed to tap into experiences with systemic racism in every day life. We asked Americans about experiences with discrimination in local shopping, national retail chains and malls, and local entertainment (e.g. bars, restaurants, movie theatres).



Americans say that Black children have the same chance as white children to get a good education, 14% are unsure, and 53% say that Black children are systematically disadvantaged.

Black Americans beg to differ on this issue: More than 4 in 5 Black Americans see education as unequal. Eighty-one percent say Black children are disadvantaged and only 10% say their children have the same chance as white children. Whites are four times as likely to believe America's children start out on equal footing: Forty-one percent of whites believe the quality of education is the same for Black and white students and less than a majority (44%) recognizes education as a cause of inequality.

Racially resentful whites overwhelmingly believe education is equal (81%) compared to racially progressive whites who overwhelmingly think education is a site of systemic disadvantage (94%).

### **EXPERIMENTAL EVIDENCE - PRIVILEGE**

Taken together, this survey suggests that many whites recognize systemic disadvantages that Black Americans face, but our survey shows that this does not mean whites view themselves as benefactors of inequality. Many whites acknowledge discrimination but only half recognize Black oppression as contributing to their privilege.

We embedded an experiment where we randomly assigned half of our survey participants to one of two groups. Random assignment to these two groups means that there are no differences between the two groups in terms of race, age, ideology, etc. We then presented each group with the same question but we varied the question slightly. One groups was asked about discrimination and the other was asked about privilege. When we asked whether "discrimination against Blacks made [them] upset." About half of all respondents 'agreed a lot'. When asked whether "white privilege made [them] upset, only a quarter of all respondents 'agreed a lot.'

This shows that whites do not connect the disadvantages faced by Blacks to a sense of white privilege or white advantage. It also suggests that whites have yet to understand the full extent of the systematic privileges structural racism bestows upon them – which is a crucial prerequisite for change.

It is not surprising that our survey also shows that Americans are quite divided about government action to improve the social and economic condition of Blacks. A slight plurality of people say some help is needed (43%) but the majority are either undecided (20%) or opposed (37%) to systemic help. Blacks are more likely than whites to support government intervention on their behalf (66% vs. 40%) and are half as likely to say no government help is warr(t) Tj[-3(o)] Tj[-16.4(e.)] Tj[4( l)] Tj[4(t)] Tj[11( a)] Tj[2.7(l)] Tj[2Tj[-2.9( h65i] Tj[10

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