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Samira Salem

Director, FCI's Community
Development Services

Generous support provided by:





Prof. David J. Pate, Jr PhD.

Associate Professor at the University of Wisconsin-Milwaukee,
Helen Bader School of Social Welfare,

And an Affiliated Associated Professor of the Institute for
Research on Poverty at the University of Wisconsin-Madison

A DISCUSSION ON RACIAL INEQUITY AND ECONOMIC INSECURITY THOROUGH A BLACK MALES LENS

Lecture

Forward Community Investments

December 11, 2017

Prof. David J. Pate, Jr.

Acknowledgments

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University of Wisconsin-Milwaukee, Helen Bader School of
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Employ Milwaukee

Center for Economic Development

Center for Family Policy and Practice

250 years of Slavery
90 years of Jim Crow
60 years of separate but equal
25 years of racist housing policy

Ta-Nehisi Coates
The Case for Reparations
The Atlantic, June 2014

SOCIAL CONSTRUCTION OF MALENESS

➤ Three development phases (Pleck)

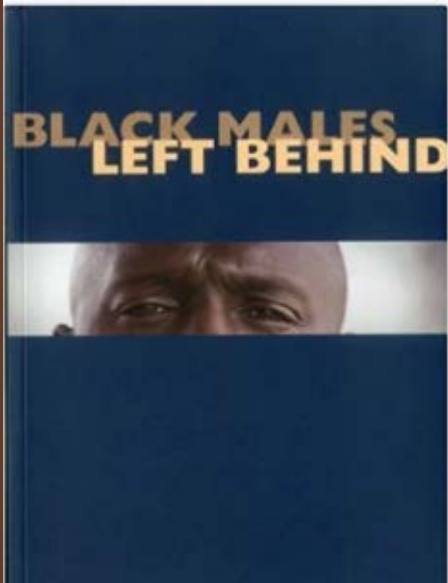
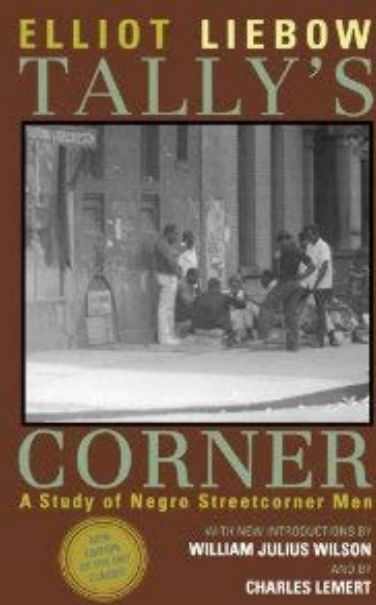
1. Breadwinner
2. Sex role model
3. “Involved” Father

➤ Four periods of fatherhood (Lamb)

1. Moral teacher
2. Breadwinner
3. Sex-role model
4. Nurturing father

- Complex structural and personal responsibility

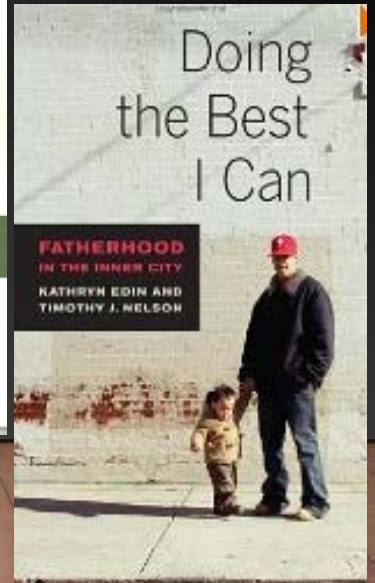
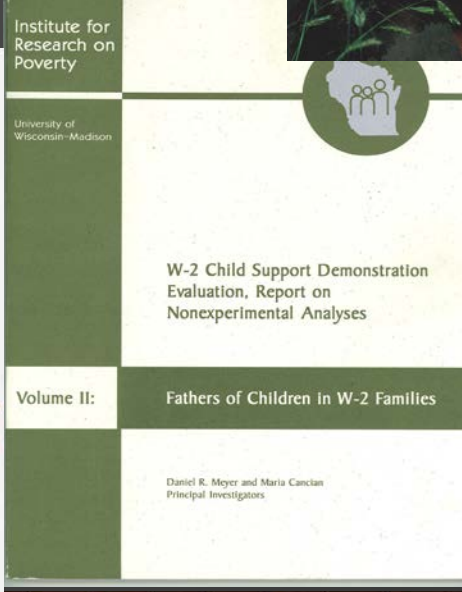
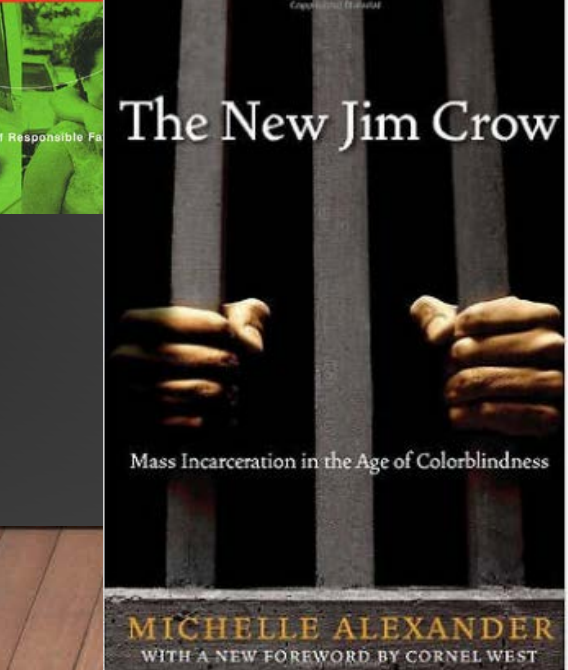
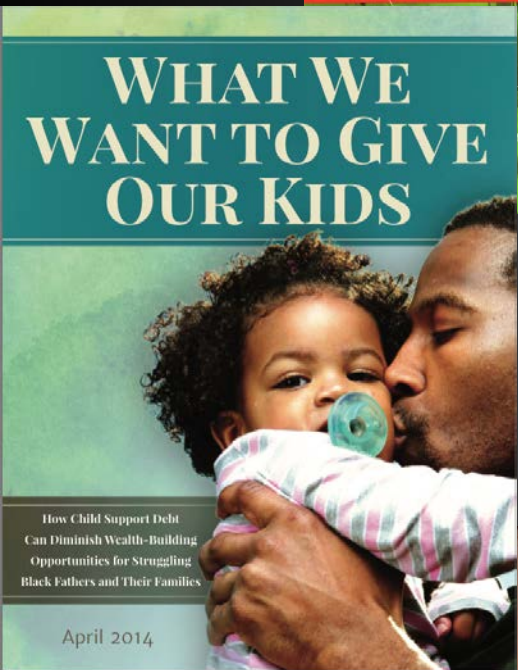
“I'm not trying to say men are innocent. But, I mean, women get a lot more help than guys here. Um, guys tend to struggle a lot more. Um, and really, pretty much the system just looks at [you as] either you in a gang, you know, or sell drugs, you know, that type of atmosphere. If you live on this side of town, pretty much everyone over here does the same exact thing, you know. The police is just like, they sweat you for pretty much anything, you know... when I [was] growing up, I used to see that a lot. I never done anything, you know, growing up . . . I mean, they, they do have things for guys, but it's kind of limited, you know, because they look at you as a male. You should be able to provide for yourself, you know, so.”



The Atlantic
250 years of slavery.
90 years of Jim Crow.
60 years of separate but equal.
35 years of state-sanctioned redlining.
Until we reckon with the compounding moral debts of our ancestors, America will never be whole.
THE CASE FOR REPARATIONS
BY TA-NEHISI COATES



MAKING FATHERS COUNT



THEORETICAL PARADIGM

Essential Elements

1. Chronological age marks developmental time as a simple index of stage in the process of growing older.
2. Social age identifies age patterns in social roles and timetables
3. Historical time enters through a concern with birth year as it relates to a specific cohort to the experience of history and social change.

Life Course Perspective (Elder and Johnson, 2000)

THE GOVERNMENT AND THE GENERAL PUBLIC PLACE A HIGH PREMIUM ON PERSONAL RESPONSIBILITY AND SELF-RELIANCE.

Transition to adulthood

Leaving home

Completing school

Entering the Workforce

Getting married

Having children

~varies by race, gender, ethnicity and social class

(Settersten and Ray, Spring, 2010)

PRACTICALLY, BOTH PARENTS NEED:

- Family-sustaining employment
- affordable housing
- food security
- health care
- reliable transportation
- mental health services

EDUCATION

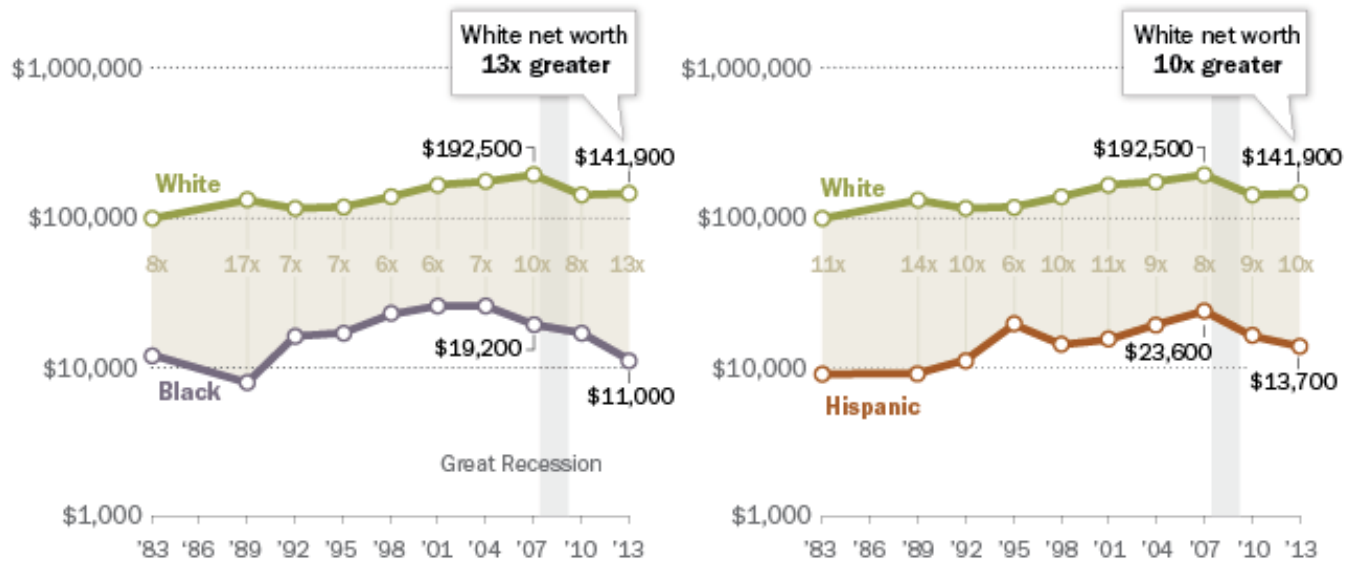
- Black Students are nearly four times as likely to be expelled.
- “Challenging behavior” – children identified as needing the most attention were black boys in a recent study conducted by Yale professor William Gilliam of Yale Child Study Center.
- Recent research published by the American Psychological Association (Phillip Atiba Goff, Ph.D) demonstrates that black boys are viewed as four and five years older than they are .

BLACK MEN

- **Wealth and Assets**
- **Housing**
- **Employment**
- **Health**

Racial, Ethnic Wealth Gaps Have Grown Since Great Recession

Median net worth of households, in 2013 dollars

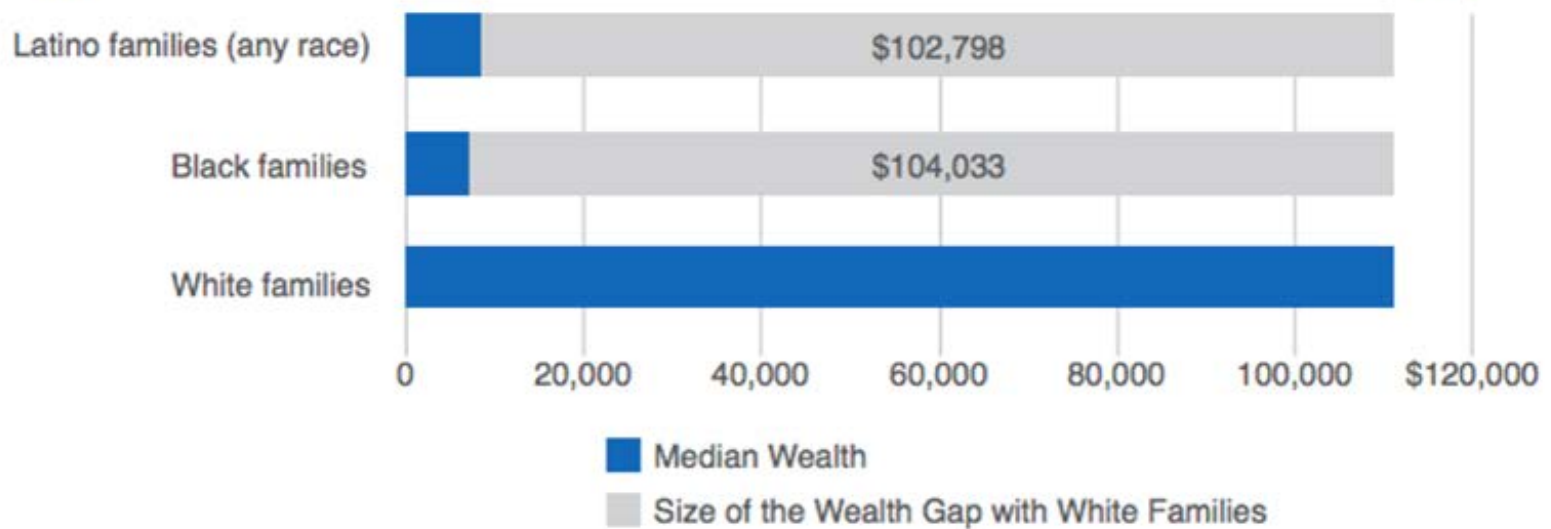


Notes: Blacks and whites include only non-Hispanics. Hispanics are of any race. Chart scale is logarithmic; each gridline is ten times greater than the gridline below it. Great Recession began Dec. '07 and ended June '09.

Source: Pew Research Center tabulations of Survey of Consumer Finances public-use data

PEW RESEARCH CENTER

Figure 1. Wealth Accumulation and Size of the Racial Wealth Gap, 2011

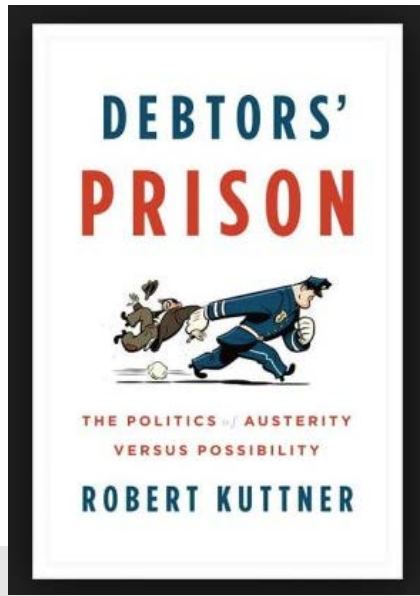


Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

CRIMINAL JUSTICE DEBT:
A BARRIER TO REENTRY

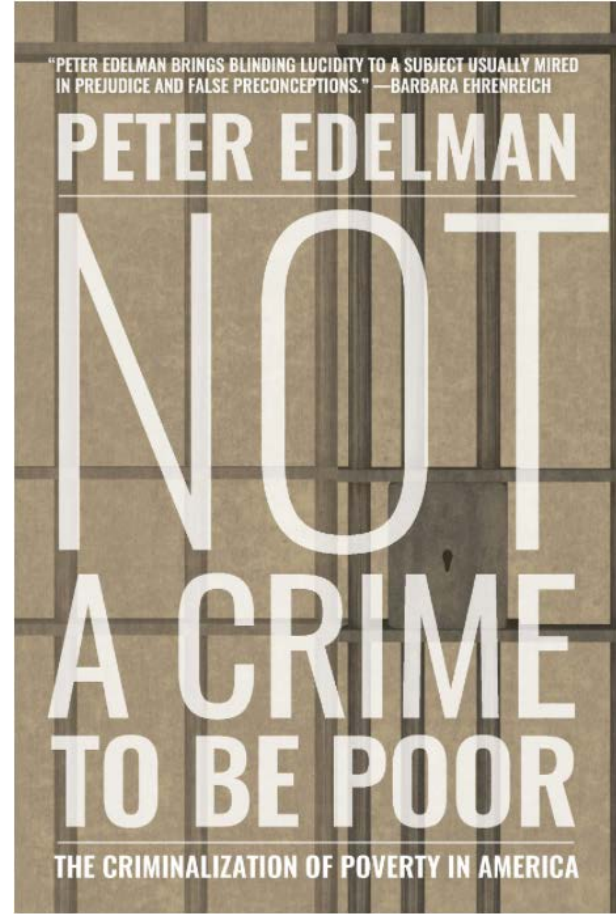
Alicia Bannon
Mitali Nagrecha
Rebekah Diller

Brennan Center for Justice at New York University School of Law



IN FOR A PENNY

The Rise of America's New Debtors' Prisons



Debtors' Prisons Are Alive and Well in America

Incarceration of child support debtors is part of a broader set of policies that, in the words of Ehrenreich, "rob the poor."

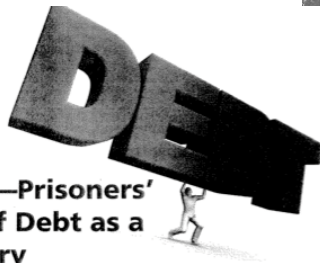
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A A A EMAIL PRINT

July 30, 2013 | The concept of a debtors' prison is usually deemed a thing of the past, something out of a Dickens novel. But just this past June and July, New Jersey counties conducted one of their twice-annual raids to arrest people who are behind in child support payments. After the raids several New Jersey county sheriffs' offices issued press releases proudly announcing the number of deadbeat parents they'd locked up.



Photo Credit: Kalim/ Shutterstock.com



Debtors' Prison—Prisoners' Accumulation of Debt as a Barrier to Reentry

By Kirsten D. Levingston and Vicki Turetsky

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In the old days, when people were too poor to pay a debt we sent them to "debtors' prison." Of course, the practice of jailing people for having empty pockets was always unconscionable and, eventually, found to be unconstitutional. Today we have revived the nexus between prison and debt—albeit with a twist. Today "debtor's prison" describes the buildup of debt during a person's prison stay. Most people are poor when incarcerated. Once behind bars, they accumulate significant additional debt due to criminal financial and child support obligations. Courts, corrections departments, and parole and probation agencies levy a range of cost-recovery and punitive sanctions, while parents in prison face mounting child support obligations that they lack the ability to pay. While sending a person to prison because of the person's poverty is unconstitutional, there is no proscription against jailing on debt during a prison stay.



A report by the
American Civil Liberties Union

OCTOBER 2010

Debtors Prison

- The simple definition of a debtors prison is incarcerating a person who is unable to pay their debt. Time period: Colonization to 1833
- The law requires that, before jailing anyone for unpaid fines, courts must determine whether an individual is too poor to pay (or determine their ability to pay). Jailing a person who is unable to pay violates the law.



Georgia Deprives Children As Indigent Parents Languish In Debtors' Jail For Inability To Pay Child Support



ACLU

AMERICAN CIVIL LIBERTIES UNION

BECAUSE FREEDOM

KEY ISSUES

ACTION

[HOME](#) › [CRIMINAL LAW REFORM](#)

Court Takes Swift Action to End Debtors' Prison

Share



Ohio Supreme Court Creates Bench Card After ACLU Investigation Found Courts Jailing People Too Poor to Pay Fines

February 5, 2014

HOMEOWNERSHIP

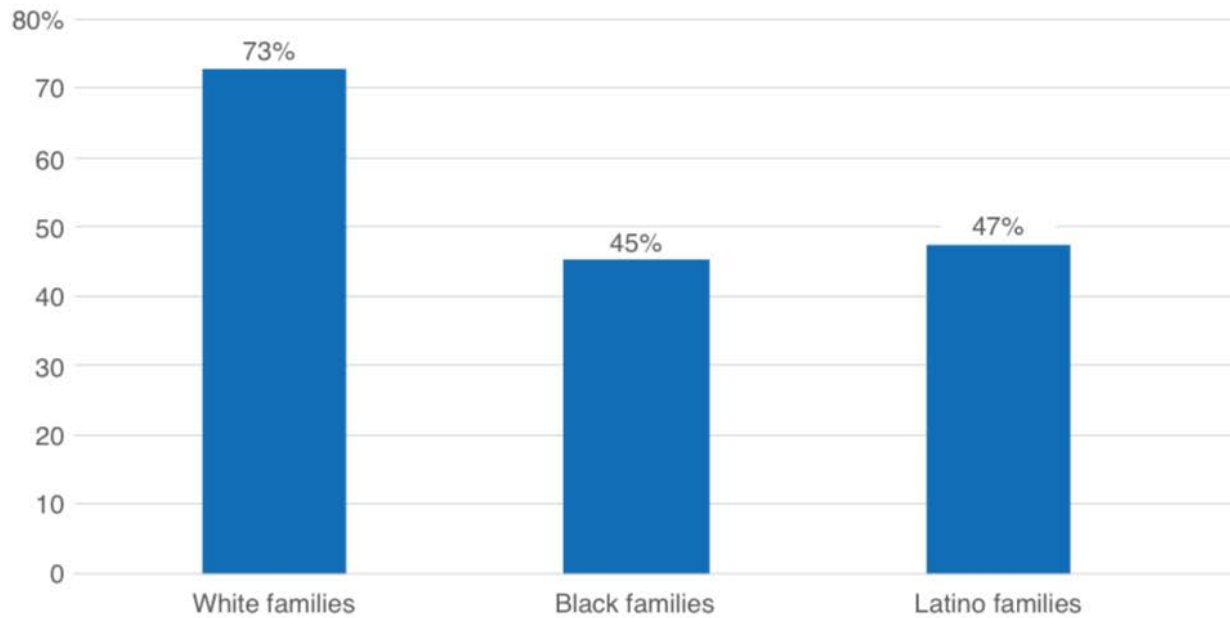


GOVERNMENT POLICY

- **WORLD WAR II (GI BILL)**
- **National Housing Act of 1934**
- **Fair Housing Act of 1968**

Source: *The Color of Law* (2017) Richard Rothstein: *A Forgotten History of How Our Government Segregated America*. (published by Liversight)

Figure 2. Homeownership Rates



Source: Survey of Income and Program Participation (SIPP), 2008 Panel Wave 10, 2011

**FROM THE REPORT: THE RACIAL WEALTH GAP: WHY POLICY MATTERS
(DEMOS AND INSTITUTE FOR ASSETS & SOCIAL POLICY (2015))**

EMPLOYMENT



UNMEMPLOYMENT RATES

- Overall : 4.1% unemployment rate
- By Race (Adult men)
- WHITES: 3.7%
- BLACKS: 7.3%
- ASIANS: 3.0%
- HISPANICS: 4.7%

Racial Disparities in Employment Rates for Working-Age Males: Metropolitan Milwaukee, 1970-2010

(percentage of males, ages 16-64, employed)

YEAR	BLACK	WHITE	HISPANIC
1970	73.4	85.9	80.4
1980	61.6	83.8	72.9
1990	55.9	84.8	70.8
2000	52.4	84.0	65.9
2007	48.9	81.4	77.1
2010	44.7	77.4	65.0

Source: U.S. Bureau of the Census, *Census of Population, 1970-2000*; *American Community Survey, 2007, 2010*

**Percentage of Employed Males Holding Production Jobs:
By Race, Metropolitan Milwaukee, 1970-2009**

YEAR	BLACK	WHITE	HISPANIC
1970	54.3	23.2	46.7
2000	20.4	14.7	31.2
2007-09	14.7	13.0	23.4

Source: U.S. Bureau of the Census, *American Community Survey, 2007-09*; U.S. Bureau of the Census, *1970 Census of Population and Housing*; and U.S. Bureau of the Census, *American Factfinder, Census 2000*

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Levine, Marc V. (January, 2012) "Race and Male Employment in the Wake of Great Recession: Black Male Employment Rates in Milwaukee and the Nations Largest Metro Areas 2010" Center for Economic Development: UW-Milwaukee.

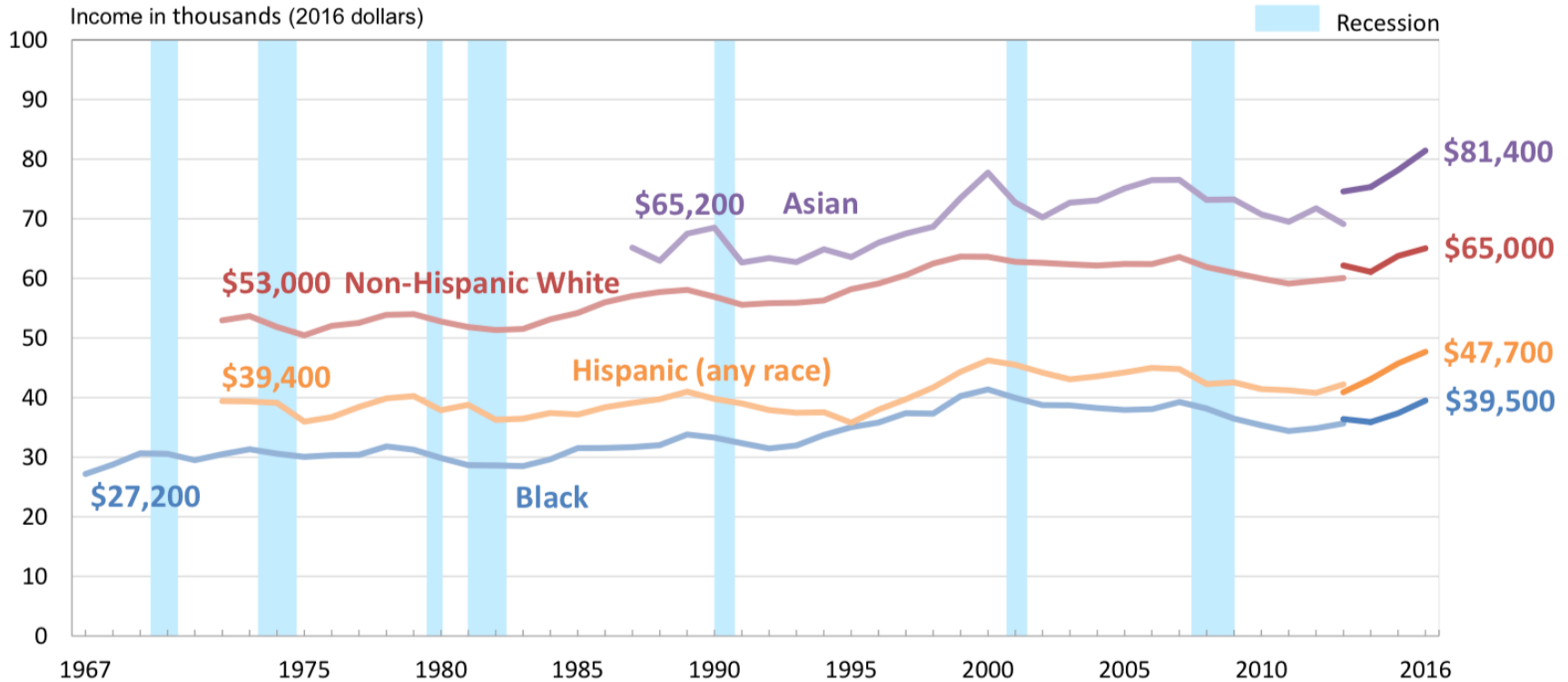
Male Employment Rates in Metropolitan Milwaukee: 2010

Percentage employed, by Race, Ethnicity, and Age

AGE CATEGORY	BLACK	WHITE	HISPANIC
Young Adults (ages 16-24)	26.8	59.2	49.5
Prime Working Age (25-54)	52.7	85.1	72.6
All Working Age (16-64)	44.7	77.4	65.0

Source: *American Community Survey, 2010*

Real Median Household Income by Race and Hispanic Origin of Householder: 1967 to 2016



from 1997 study on Non-Custodial Fathers

- Although one-half of the men were currently employed, for many of these fathers their jobs were unstable or paid low wages. Several fathers worked in the informal economy to meet their basic needs.

“This job might be long term. After ninety days you are supposed to be hired. But then the company can work you eighty-nine days, and say we don’t need you. So then you into a job, get settled into it, think this is going to be it. Then boom. You back on the unemployment list waiting on another job.”

WHO'S BEHIND BARS

A sampling of incarceration rates by various demographics. Additional information available in Appendix A-6.

According to data analyzed for this report, as of Jun. 1, 2006 more than 1 in every 100 adults is behind bars.



For the most part, though, incarceration is heavily concentrated among men, racial and ethnic minorities, and 20- and 30-year olds. Among men the highest rate is with black males aged 20-34. Among women it's with black females aged 35-39.

MEN

White men ages 18 or older **1 in 106**



All men ages 18 or older **1 in 54**



Hispanic men ages 18 or older **1 in 36**



Black men ages 18 or older **1 in 15**

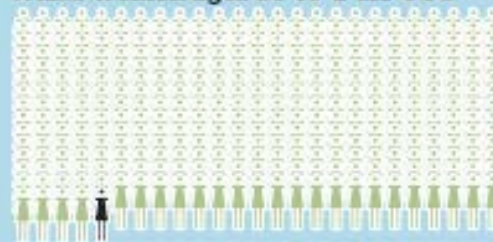


Black men ages 20-34 **1 in 9**



WOMEN

White women ages 35-39 **1 in 355**



Hispanic women ages 35-39 **1 in 297**



All women ages 35-39 **1 in 265**



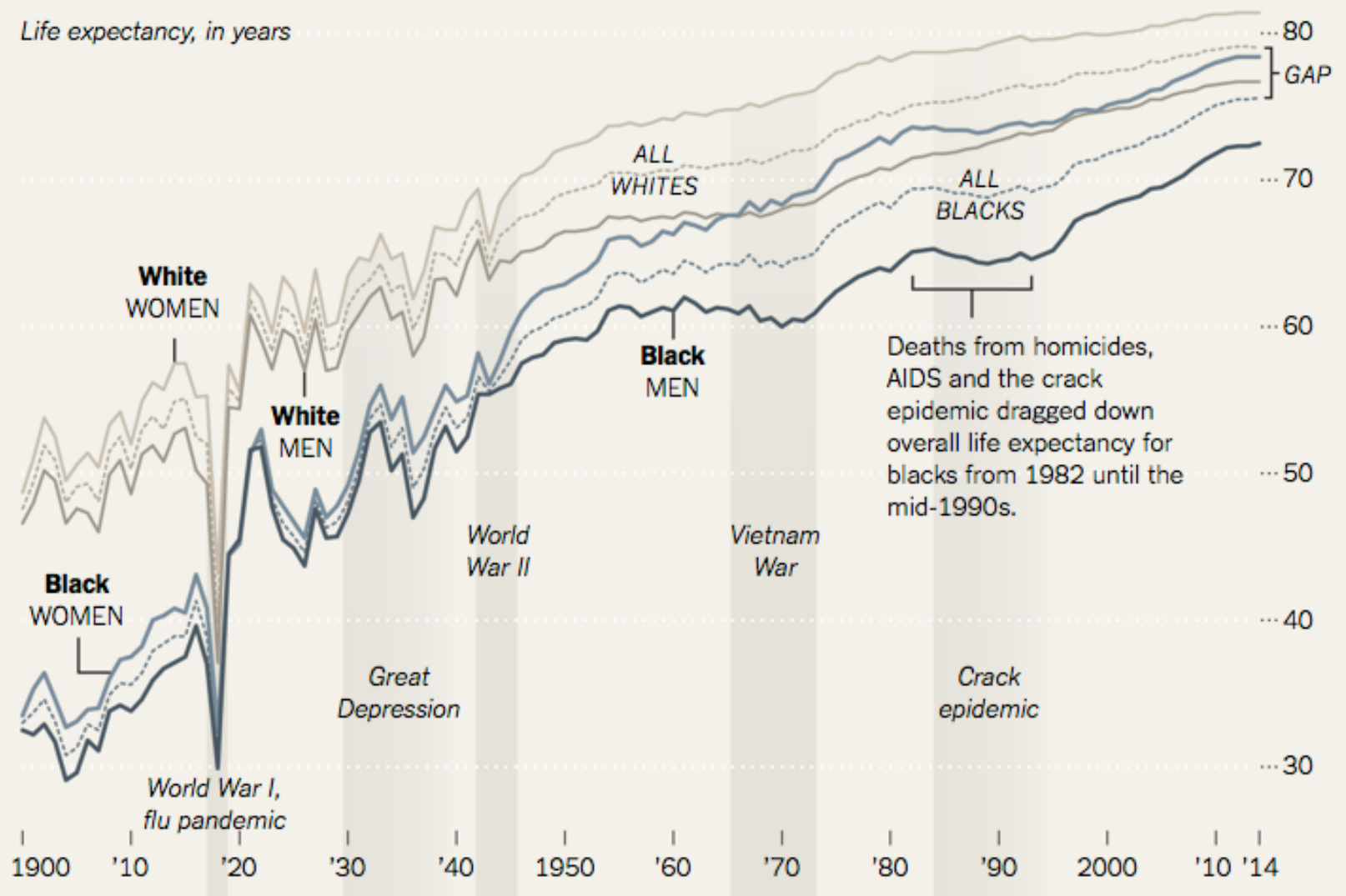
Black women ages 35-39 **1 in 100**



HEALTH



Life expectancy, in years



Sources: Centers for Disease Control and Prevention; National Center for Health Statistics; National Vital Statistics System

By The New York Times

HEALTH STATUS OF AFRICAN AMERICAN MEN IN THE UNITED STATES

SOURCE: "BLACK AMERICANS SEE GAINS IN LIFE EXPECTANCY" (NYT, MAY 8, 2016)

- Life expectancy (74.6 years)
- Death rate
 - Heart Disease (Blood Pressure)
 - HIV/AIDS ↓
 - Cancers (Prostate, Colon and Lung) ↓
- Homicide (18 and 34) over two decades ↓

SOCIAL DETERMINANTS OF HEALTH

- Socioeconomic Status and Health
 - Education
 - Place of Residence
- Criminal Justice System
 - Three times the rate of Hispanics and Seven times the rate of non-Hispanic White
 - Related to stable housing, employment, mental health and;
 - Other physical, sexual, and emotional illnesses.

RECENT RESEARCH

Examining the Intersection of Health
Status and Workforce

Survey Measures

Assessed Physical, Mental, and Behavioral health outcomes

One measure of general health

Short Form-36 Health Survey (36 item scale)

Two measures of behavioral health

CDC cigarette smoking items and **DAST** (Drug Abuse Screening Test) One measure of mental health

The Brief Symptom Inventory (BSI) (53 item scale)

analyze two subscales: *depression and anxiety*

Adverse Childhood Experiences (ACES)

a modified 11-item version of the original scale.

Assessment of issues **related to Self-Sufficiency** including employment problems and incarceration.

DEMOGRAPHICS

- Ages 18 to 63 (all fall within the government working age)
- African American (94.5%)
- 6% were married
- 36% reported fathering no children
- 60% reported fathering 1 or more children
- 45% completed high school
- 75% of the men reported earning less than \$10,000 a year income

Research Questions: Survey

- What is the health status of African American men seeking job services in Milwaukee, as indicated by measures of physical, mental, and behavioral health outcomes?
- What is the prevalence of various adverse childhood experiences among African American men seeking job services in Milwaukee?

QUANTITATIVE FINDINGS

Problems with Self-Sufficiency due to Job History or Incarceration History

52.3%

JOB HISTORY

50.3%

INCARCERATION HISTORY

Health Outcomes

MEAN RATES

SITE ONE (MAWIB)

US AVG

PHYSICAL HEALTH

Short form-36 Health Survey (Scale 0-100)	66.2	75
--------------------------------------------------	-------------	-----------

BEHAVIORAL HEALTH

Regular Cigarette Smoking	44.2%	19.0%
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Drug Abuse Problems (> DAST clinical cutoff)	38.2%	10.0%
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Mental Health

Brief Symptom Inventory (Scale 0-4)		
--------------------------------------------	--	--

Depression	0.84	0.28
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Anxiety	0.67	0.35
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Individual ACEs, Prevalence (%)	ACE Study* (N = 3,955)	Site One (N = 199)	Site Two (N = 213)
Abuse:			
Verbal	7.8	38.2	21.6
Physical	27.9	41.2	33.3
Sexual	17.1	21.6	17.4
Neglect:			
Emotional	12.5	38.2	4.2
Physical	10.7	29.1	32.4
Household dysfunction:			
Battered mother	12.1	29.6	36.2
Household substance	11.2	48.2	46.0
Mental illness in household	14.3	19.1	39.4
Parental separation or divorce	22.6	60.8	66.7
Incarcerated household member	5.0	51.3	49.8

*Data from male respondents (Dube et al., 2001)

ACE Index Score, Prevalence (%)	ACE Study* (N = 3,955)	Site One (Milwaukee) (N= 199)	Site Two (St. Louis) (N= 213)
0	37.7	15.6	4.7
1	27.6	11.6	20.8
2	15.2	17.1	15.1
3	8.2	8.0	16.0
4 or more	11.4	47.0	43.41

*Data from male respondents (Dube et al., 2001)

RESEARCH QUESTIONS: INTERVIEWS AND FOCUS GROUPS

- How do African American men seeking job services in Milwaukee characterize their early life experiences, current life status, and employment-related challenges?

THEMES

- Violence
- Sense of Hopelessness
- Work History
- Housing
- Job Insecurity
- Transportation

- “My rent is \$500 a month. And, you know, I know she needs to get her money to survive as well. She's a retired person, and she's been a bless[ing] to me, she's one of my mother's good friends, so she's been giving me that last little bit of leg to hold onto. But, you know, right now, I felt bad, because I haven't been able to “man up” to go talk to this lady, she told me don't never be embarrassed or scared to come talk to me, but, you know, when I got this transitional job offer, I went and told her about that.”

THANK YOU!

pated@uwm.edu



THANK YOU!

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WWW.FORWARDCI.ORG

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