

Our Compelling Interests: The Value of Diversity for Democracy and a Prosperous Society

OUR COMPELLING INTERESTS

The Value of Diversity for Democracy
and a Prosperous Society

EDITED BY
Earl Lewis and Nancy Cantor

“Throughout my younger years my parents only spoke Creole to me, so when I started school I did not speak or understand English. As a result I took an ESL class, which I enjoyed. After one year of ESL I was able to take regular classes. All my life I had to work really hard in school because I did not receive help at home with my school work... I work really hard for the things I want in life, because quitting is never the answer. Although the world we live in makes it easy to fail and hard to become successful, [I] will refuse to let failure consume my life. So I leave you with a quote so dear to me, ‘Your future depends on what you do today’ —Mahatma Gandhi.”

Louvanie Pomplilus

- **Civil Rights**
- **Social Connectedness**
- **Full Economic Participation**

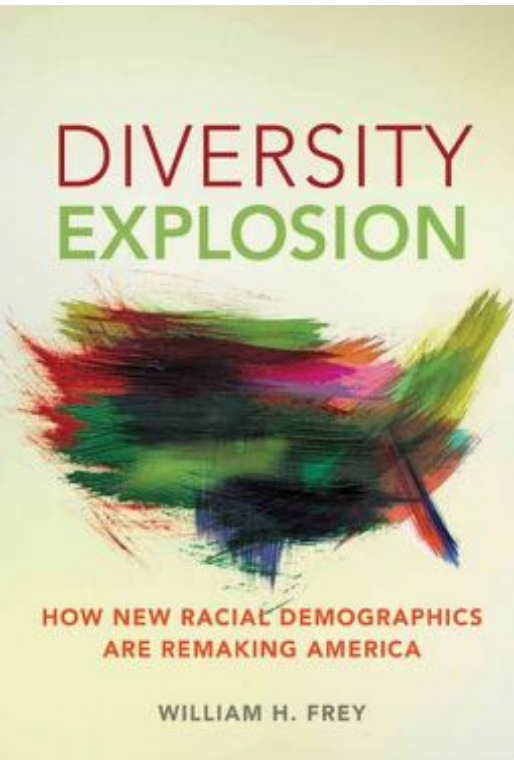
Nancy Cantor
Chancellor
Rutgers University – Newark

Council of New Jersey Grantmakers
Annual Meeting
December 15, 2017

The Diversity Explosion

“America reached an important milestone in 2011. That occurred when for the first time in the history of the country, more minority babies than white babies were born in a year ... Soon most children will be racial minorities – Hispanic, blacks, Asians, and other nonwhite races ... Sometime after 2040, there will be no racial majority in this country.”

William H. Frey



New Jersey

- 3rd most dense immigration state
- 40% are immigrants or children of immigrants
- 30% of those five years of age or older speak a language other than English at home
- Millennials are already the first generation in NJ without a white majority—and this will be true of the entire state’s population by 2028

NEWEST AMERICANS



We Came and Stayed: Coyt Jones/ Ras Baraka



American Sueño

A series investigating how different immigration statuses are producing different life options and limits within a single Mexican-American family

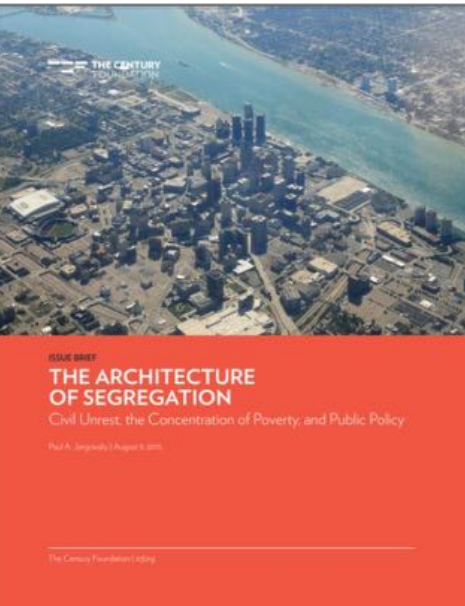


From Where I Stand

Audio essays created by students in a Narrative Journalism class in response to the prompt "From Where I Stand..."



Durable Inequalities

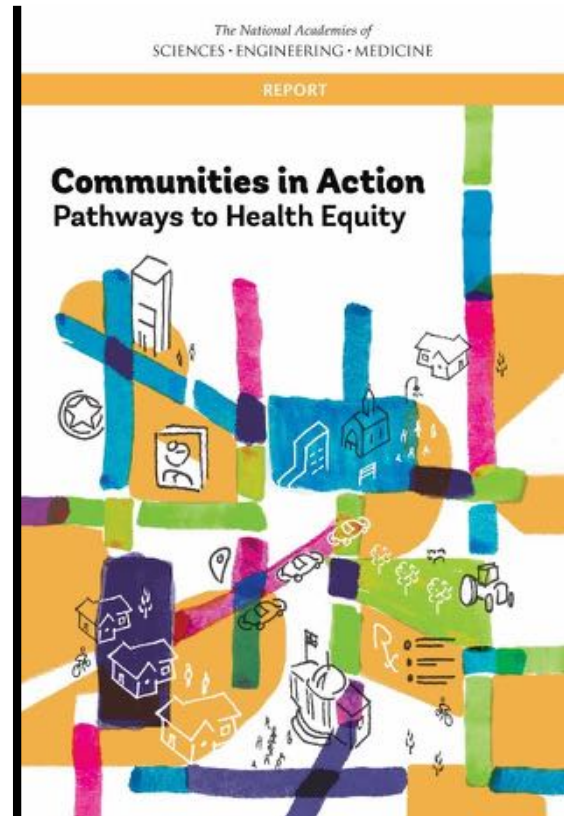
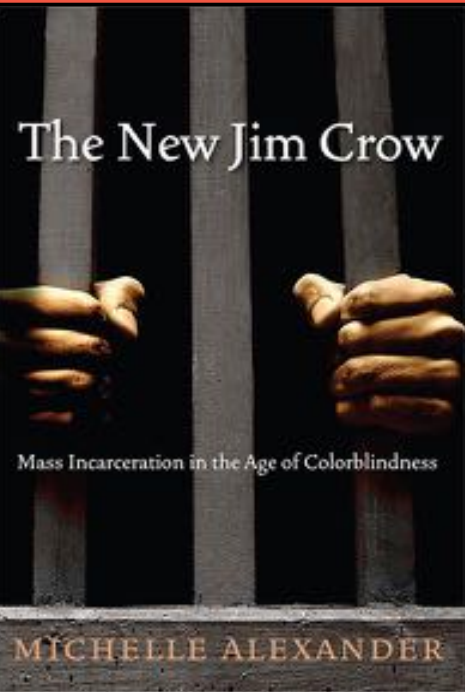


“...the consequences of the ‘birth lottery’ – the parents to whom a child is born – are larger today than in the past.”

Raj Chetty, et al.

“During the past 15 years, the low-income share in New Jersey public schools increased by 10 percentage points. In 2015, segregated schools – both intensely segregated with 0-10 percent whites and apartheid schools with 0-1 percent whites – enrolled a remarkably high percentage of students living in poverty. Specifically, students living in poverty accounted for 77% of enrollment in intensely segregated schools and nearly 80% of the total enrollment in apartheid schools. This double segregation – segregation by race and poverty – exacerbates inequality and creates additional challenges for New Jersey’s schools.”

Gary Orfield, et al.



Durable Inequalities in Newark

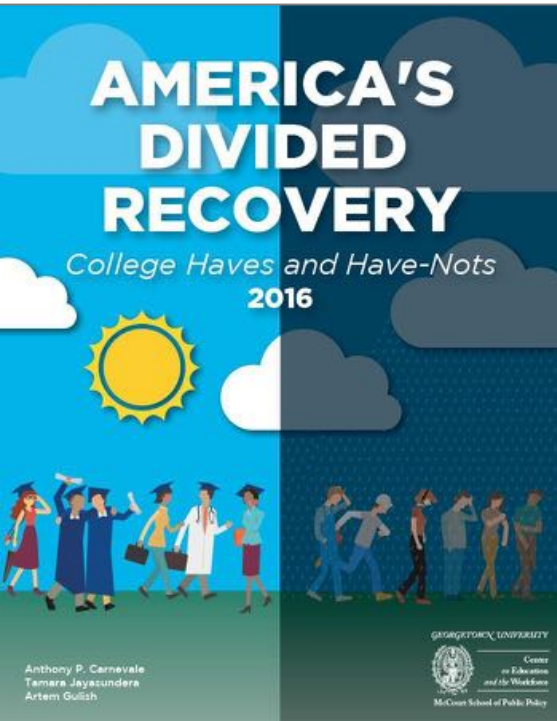


“How does a working-class city in the midst of economic interest from a fast-growing metropolitan region harness newfound resources to grow in ways that ensure the maximum amount of inclusion and opportunity for its current and future residents?” – David Troutt, Center for Law in Metropolitan Equity

Essex County: Newark with majority minority population has median income of \$33,139 whereas neighboring Milburn with a majority white population has a median household income of \$165,603; 48% of black third graders in Essex County attend schools that perform in the bottom 10% of NJ schools, whereas .04% of white third graders attend similarly low performing schools in the same county.

- **Residents hold only 18% of jobs in the city**
- **Of people employed in Newark, 60% are white**
- **Poverty rate twice national average**
- **42% of children below poverty line**
- **Newark residents with associate’s degree or higher = 18.1%**
- **4,000 “disconnected” youth**
- **Violent crime concentrated on 20% of Newark streets (largely residential neighborhoods)**
- **Childhood asthma rate 3X higher than NJ average**

Educational Attainment



- American economy added 11.6 Million jobs since January 2010
- Only 80,000 went to those with a high school diploma or less
- Only 36% of Hispanics and 57% of African Americans have some form of post-secondary education, compared to 70 percent of whites (Carnevale and Smith)



50.2 % of New Jersey's workers have some level of education or training beyond high school—well short of the 65% economists say will be needed by 2025 to meet the demand for a skilled labor workforce equipped with high-quality, industry-valued post-secondary credentials



Seeking to increase the percentage of Newarkers with a high-quality post-secondary credential from 18% to 25% by 2025

The Diversity Bonus

THE DIVERSITY [BONUS]



How Great Teams Pay Off in the
Knowledge Economy

SCOTT E. PAGE

“What we want today are high-ability people who think in different ways and can function together, playing off each other and maximizing the emergent properties of diverse, inclusive, well-functioning teams.”

Lewis and Cantor

The Economic Value of Diversity

“Available research shows that diversity has positive consequences for business outcomes in the postindustrial service economy ... It seems intuitively obvious that a diverse workforce in an increasingly diverse society is simply good business—increasing productivity, efficiency, competitiveness, and innovation.”

Carnevale and Smith

“It is important to recognize that diversity is hard. Diversity bonuses do not automatically emerge simply by putting diverse groups together... The people have to engage with one another in some meaningful ways to garner the benefits of that diversity.”

Katherine Phillips

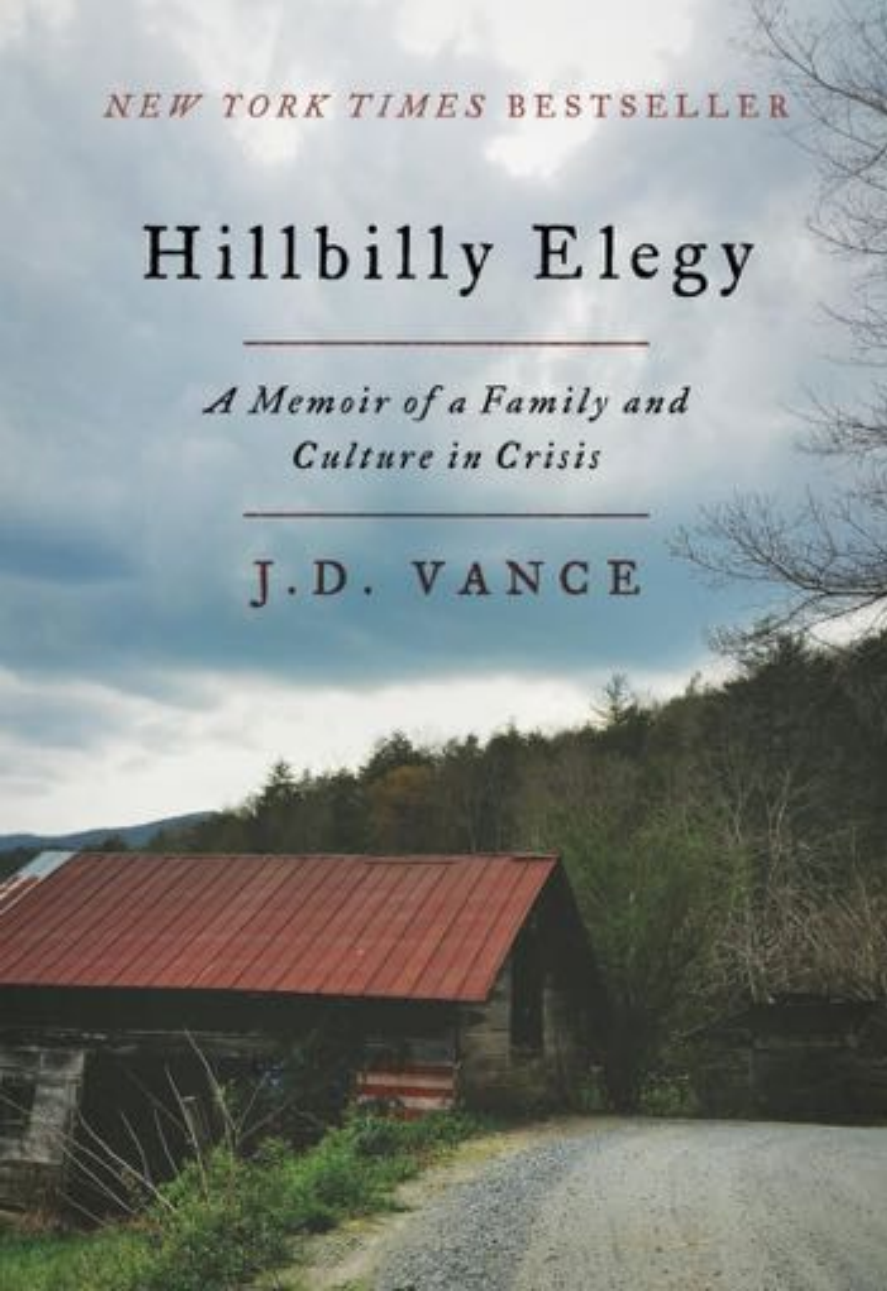
Zero Sum

NEW YORK TIMES BESTSELLER

Hillbilly Elogy

*A Memoir of a Family and
Culture in Crisis*

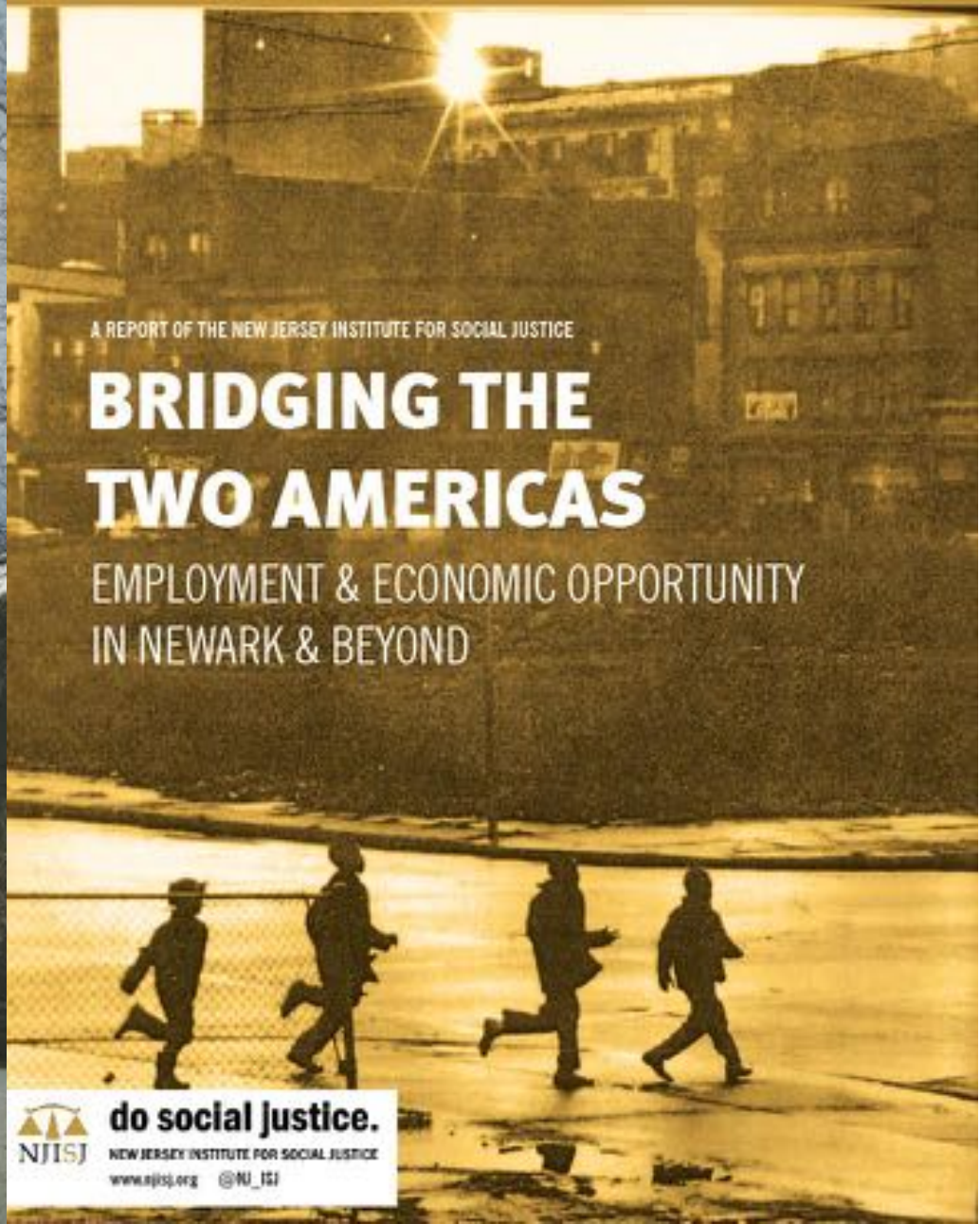
J. D. VANCE



A REPORT OF THE NEW JERSEY INSTITUTE FOR SOCIAL JUSTICE

BRIDGING THE TWO AMERICAS

EMPLOYMENT & ECONOMIC OPPORTUNITY
IN NEWARK & BEYOND



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Fears of Displacement

“We stay away from the interpersonal level where bigotry implicates us all... we are stunned when something happens to awaken that resting, hibernating bigotry.”

Rupert Nacoste

RUPERT W. NACOSTE

TAKING ON DIVERSITY

HOW WE CAN MOVE FROM ANXIETY TO RESPECT
A Diversity Doctor's Best Lessons from the Campus



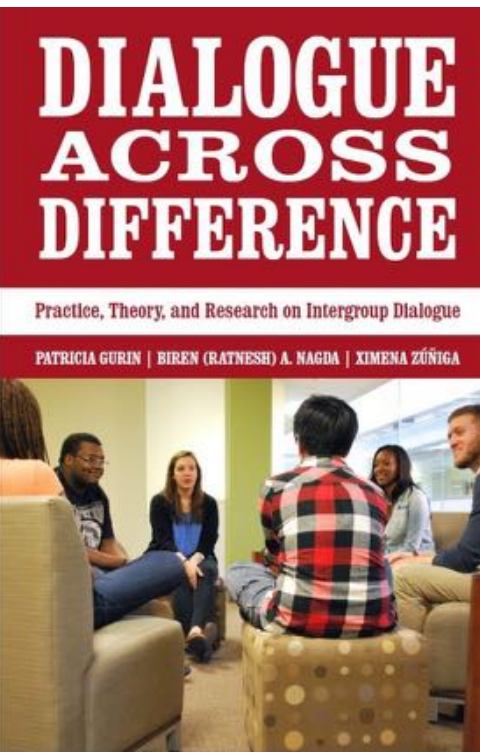
Stop Jerry Shi & Falguni Patel
From taking over our School Board

**The Chinese and Indians are taking over our town!
Chinese school! Indian school! Cricket fields!
Enough is Enough!!**

Social Connectedness

“Achieving a connected society does not require that individuals shed cultural specificity. Instead it requires that we scrutinize how institutions build social connections with a view to ensuring that there are multiple, overlapping pathways connecting the full range of communities in a country to one another. The ideal of a connected society contrasts to an idea of integration through-assimilation by orienting us toward becoming a community of communities.”

Danielle Allen



Collective Impact



“Neighbor is not a geographic term. It is a moral concept. It means our collective responsibility for the preservation of man’s dignity and integrity.”

Newark Rabbi Joachim Prinz
March on Washington, 1963

Anchor Institutions Task Force



A flattening, shrinking world has made interdependence a reality of the twenty-first century ... we know that, in any major city, wide networks – government, universities, corporations, hospitals, community-based organizations, and others – are required to forge a vibrant environment ... strong partnerships are necessary in order to effect significant positive change.



Ask Us...
We lay our heads down here at night

Collaborating for Innovation



Americans for the Arts

In 2015 in 341 diverse communities and regions across the country, the nonprofit arts and culture industry generated some \$166.3 billion of economic activity for those communities

ARTS & ECONOMIC PROSPERITY 5

THE ECONOMIC IMPACT OF NONPROFIT ARTS & CULTURAL ORGANIZATIONS & THEIR AUDIENCES

CREATING JOBS.
GENERATING COMMERCE.
DRIVING TOURISM.



NATIONAL ACADEMY OF MEDICINE

“Anchor institutions (such as universities, hospitals, and businesses) make expanding opportunities to promote health equity in their community a strategic priority.”

City Dividends:

Gains from Improving Metropolitan Performance



Total City Dividends
\$166 Billion Annually

CEOs for Cities

Joe Corbridge,
Impress Consulting

Leveraging Diversity for Democratic Prosperity

Significant societal problems cannot be solved without full inclusion

Full inclusion will result in better solutions and a better society

Anchor institution – community engagement is a good way to realize full inclusion

Adapted from Harkavy, Cantor & Burnett, 2014

“...we have taken democracy for granted...it has to be enacted anew in every generation, in every year and day, in the living relations of person to person in all social forms and institutions.”

John Dewey