The Kirwan Institute would like to thank our partners, funders and collaborators for their support of our work over the last 15 years.

It is during times like these, that we are evermore aware of the importance of partnership and collaboration in the pursuit of true equity for all people. As we have sought to uplift research and data for the purpose of enhancing critical conversations around race and equality, we have been fortunate to have some truly phenomenal partners along the way.

The Kirwan Institute would like to thank our funders for their support of our work, and for their commitment to increasing opportunity and improving life outcomes for our country’s most marginalized individuals.
Our Mission

The Kirwan Institute for the Study of Race and Ethnicity is an interdisciplinary, university-wide engaged research institute. We work to understand the causes of, and solutions for, racial and ethnic disparities, and to bring about a society that is fair and just for all people.

Our research is designed to be actively used to solve problems in society. Our expertise is shared through a national network of colleagues and partners, ranging from researchers to grassroots activists to policy-makers to community leaders, who can put our research into action.
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Dear Colleagues, Partners, and Supporters

It has been my great pleasure to serve as the Interim Director of the Kirwan Institute since May of this year, and I am even more honored to have stepped into this role at a time when there is so much to celebrate.

2018 marks the 15th Anniversary of the Kirwan Institute. In 2003, Kirwan revolutionized the concept of the “geography of opportunity,” developing the “Opportunity-Based Housing Model” as a legal remedy for Thompson V. HUD in 2003. Piloting the term “opportunity-mapping” under the leadership of John Powell, the Kirwan Institute changed the way researchers and practitioners approached community development.

15 years later, keeping structural racialization as a core lens through which our work is approached, Kirwan has expanded its portfolio to not only highlight the reality of the geography of opportunity, but the way that systematic racism has disparate impacts in education, health outcomes, food access and more.

In addition to structural racialization, in the last five years Kirwan has recognized “race and cognition” as another important lens through which we should be approaching racial equity. Race and cognition refers to how implicit and explicit mental processes—that are both altered by and contribute to mental racial inequities—affect individuals’ decisions, behaviors and lived experiences. 2018 marks five years of the Institute’s annual State of the Science: Implicit Bias Review, a collection of the year’s most important research on implicit bias, compiled in an accessible way that can be utilized as
Kirwan has expanded its portfolio to not only highlight the reality of the geography of opportunity, but the way that systematic racism has disparate impacts in education, health outcomes, food access and more.”

As always, we are deeply grateful for your partnership and support of the Kirwan Institute. It truly energizes us in what can often-times be challenging work.

*I look forward to celebrating this 15th anniversary with all of you!*

–Kathy Lechman
The Kirwan Worldview

When most people describe how racism is present in society, they usually mention individual, conscious, and discrete acts of bigotry. However, research tells us that racial inequity impacts the way that we see and interact with the world, and how we configure our institutions, laws, and social norms. At the Kirwan Institute, we work to understand how racism operates in holistic and systemic ways in people’s lives. Kirwan utilizes three lenses when pursuing and applying our research: race and cognition, structural racism, and civic environment.

Though these lenses describe specific contexts for race in our lives, they also affect how race is positioned within the other lenses; how we think about race determines how we interact with others and make community decisions, and what decisions we make—and specifically who makes them—has an effect on how race is viewed within the structure of our society. Moreover, those same structures influence how we interact with race and racism, which has an impact on how we think about racism.

RACE AND COGNITION

Our cognitive processes represent our attempt to make sense out of our sometimes complex and hectic world. Race plays a part in that sense making process because of the collective narratives about it that we have all experienced. ‘Race and Cognition’ refers to how implicit and explicit mental processes—that are both altered by and contribute to racial inequities—affect individuals’ decisions, behaviors, and lived experiences.

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CIVIC ENVIRONMENT

The term ‘Civic Environment’ refers to how racism is at play in our interpersonal interactions regarding civic decision-making. The lens encompasses factors such as the immediate social settings, activities, power dynamics, and cultural narratives that influence the opportunities people of color have to play a meaningful role in determining policies and programming in their communities.

See Page 30
STRUCTURAL RACIALIZATION

Our society is comprised of a complex system of organizations, institutions, individuals, processes, and policies. Often, these factors govern where we live, how wealth is obtained, and how government and business interact with different groups of people. One can see how these factors interact to create and perpetuate social/economic/political arrangements that are harmful to people of color and to our society as a whole. Housing, education, and health care are just a few examples of how material and symbolic advantages and disadvantages are still often distributed along racial lines.

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“Research tells us that racial inequity has an impact on the way that we see and interact with the world”
When the Kirwan Institute published its first State of the Science Implicit Bias Review in 2013, the concept of “unconscious” or “implicit” bias had yet to break into common parlance, though the brain science work that explored the myriad ways in which implicit biases operate had been underway for decades. Under my leadership, the Kirwan Institute made the judgment that this body of research was simply too important to remain known only to a small segment of the academy.

We were fortunate to have an enormously talented Senior Researcher on staff at the time, Cheryl Staats, who took on an assignment to change that, without a full sense of all that would come of it, guided only by the goal of making the esoteric writings of academic researchers more accessible to the public. Our hope was that opening up this area of research to the public would broaden willingness to engage around issues of racial bias in particular, in a world resistant to suggestions that race impacts judgments and decision-making.

After months of solitary research, Cheryl Staats completed her work and dropped a stack of pages on my desk for review. I knew at once that, what we had originally conceived of as a “lit” review, was actually much, much more, and with the creative talents of Jamaal Bell, Kirwan’s Communications Director at the time, the first edition of the *State of the Science: Implicit Bias Review* was born.

As an applied research institute, the preference of the Kirwan Institute is always to make the results of its work widely available.

**Sharon L. Davies**
Former Executive Director, Kirwan Institute; Provost and Vice President for Academic Affairs, Spelman College
to assist as many people as possible. Thus, Kirwan posted that first and each subsequent publication of the State of the Science: Implicit Bias Review on its website, and allowed those who found their way to the work to download it freely without charge. We also printed a limited number of hard copies of the annual publication for use with discrete audiences. Almost overnight, we realized that we had grossly underestimated the number of hard copies we would need to meet the demand for it—the response from the public was simply tremendous—signaling increasing public openness to the idea that we may not be as objective in our evaluations of others as we would like to be.

With the generous support of the W. K. Kellogg Foundation, the Kirwan Institute was able to produce subsequent issues of the State of the Science: Implicit Bias Review to respond to the clear and growing thirst for more knowledge about implicit bias scientific studies. The talented staff needed to produce a new issue each year grew quickly as well, as daily requests flooded in for workshops and other help understanding the brain science. By the publication of the fifth anniversary issue of the review, the authors wrote that the phrase “implicit bias” had become a “buzzword” in our communities.

The public’s thirst for more information about how associations deeply-embedded in our brains can affect our thoughts, judgments, decision-making, sense of ease or states of anxiety, is a critically important statement about who we are, and the people we strive to be. Brain science has shown that implicit biases are pervasive. Without our full awareness, they can influence a teacher’s decision to expel a child from a classroom rather than to settle on a lesser punishment. They can affect a doctor’s decision to order or forgo a set of tests for a patient experiencing chest pains. They can affect a judge’s choice of a period of incarceration, and a jury’s evaluation of the strength of a prosecutor’s evidence. They can make a wallet look like a gun.

In an age of increasing racial and ethnic diversity, and all of the witting and unwitting anxieties that it can produce, a people committed to equality and fairness have an obligation to learn more about how implicit biases contribute to the enduring inequities that challenge and weaken our society.

–Sharon L. Davies
AUGUST 15, 2018
KIRWAN WORLDVIEW:
RACE AND COGNITION

Since 2013, the Kirwan Institute’s Race and Cognition division has not only served as a hub for our Implicit Bias work, but has also provided another lens through which we assess inequity in our society. By identifying and acknowledging the ways in which our brain influences and perpetuates oppression and disparity, and vice versa, the Kirwan Institute has changed the way individuals can converse on issues related to bias, while also offering opportunities for mitigating and advocating against these unconscious patterns that so strongly impact an individual’s life experience.

Beginning with the inaugural State of the Science: Implicit Bias Review, the Race and Cognition portfolio has now expanded to include annual publications, a targeted body of work around school discipline, and facilitated trainings that have taken place locally and nationally.

Our Impact: Implicit Bias Trainings

11 STATES PLUS WASHINGTON, DC
6,994 PARTICIPANTS
102 SESSIONS
State of the Science: Implicit Bias Review

In recent years, the concept of implicit bias has gained momentum both in public discourse and in academic communities. The five-year anniversary of this signature annual publication continues our commitment to illuminating the multifaceted ways in which unconscious associations can create unintended outcomes. In this issue, we highlighted key selections from academic literature published in 2016 as it relates to the domains of criminal justice, health and health care, employment, education, and housing.

Criminal Justice: Understanding how the criminal justice system perpetuates racial inequities in incarceration by examining both psychological and structural barriers. For communities of color, internal biases can have an effect on processes like plea bargaining or sentencing in a case. Additionally, factors outside of the experience in the criminal justice system also play a role.

Education: Examining research which compared disciplinary trends among female students, which found that Black girls were 3.16 times more represented among the disciplined female population than they were among the total female population. The research discusses how dynamics like unconscious confirmation bias—the tendency to unconsciously seek out things that align with one’s conscious beliefs while ‘overlooking’ things that do not—contribute to overrepresentation of minorities in school discipline.

Health: Overview of findings from the Diversity and Inclusion Innovation Forum that discussed unconscious bias and medicine, including the role of implicit bias in medical school admissions and in treatment of minority patients.

Housing and Neighborhood Dynamics: Exploring how implicit bias in mortgage lending can result in disparate housing outcomes such as preferential treatment of mortgage inquiries from individuals with white sounding names, or higher instances of neighbors calling the police on minority community members for doing ordinary activities.

The latest edition of this publication, along with those from previous years, can be found at kirwaninstitute.osu.edu/implicit-bias-review.
School Discipline

In 2016, Kirwan released *Implicit Bias and School Discipline*. The report, authored by Cheryl Staats, took a closer look at the data on school discipline disparities in Ohio and nationally, while also addressing the serious implications of these disparate outcomes on non-White students.

Understanding these disparities, particularly in disciplinary actions that exclude students from school, is crucial, as students who are “pushed out” of the classroom are denied educational opportunities. Research in the report sought to shed light on racialized discipline disparities and disrupt the school-to-prison pipeline by focusing specifically on implicit racial bias as a contributing factor to persistent discipline disproportionalities in schools.

With generous support from the Annie E. Casey Foundation and W. K. Kellogg Foundation, Kirwan has continued this research over the last two years, culminating in the release of a suite of resources aimed at mitigating implicit racial bias, but also designed to uplift the recent data on this disturbing trend in our schools.

In September, the Kirwan Institute hosted the #booksnotbias online campaign, which featured recent research articles, blogs and data on school discipline disparities. The campaign was designed to foster inclusive dialogue, while also bringing awareness to the long-term consequences of implicit racial bias in the education system.

Alongside the new Implicit Bias Modules, which serve as a relatable and accessible training opportunity for all audiences, the Institute's research and reports on school-discipline are intended to be educational tools and resources for educators, policy-makers and administrators seeking to ensure all children are given the opportunity to succeed in schools.

For information and downloads from the Kirwan Institute’s research on racialized discipline disparities in K–12 public education, visit kirwaninstitute.osu.edu/school-discipline.

Interventions to Address School “Push Out”

- Look beyond specific disciplinary incidents to address broader climate issues
- Implement restorative justice practices
- Limit police involvement in schools while increasing parental involvement
- Tracking discipline data at the district or state level
- Increase training for school personnel
While all other racial groups’ disciplinary actions remained relatively consistent—34 or fewer per 100 in the years shown—the range for non-Hispanic Blacks varied between approximately 62 and 83 disciplinary actions per 100 students.

### All Disciplinary Actions by Race Per 100 Ohio Students, 2005–2013

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<tbody>
<tr>
<td>White, Non-Hispanic</td>
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<tr>
<td>Asian</td>
<td>68.9</td>
<td>65.1</td>
<td>71.7</td>
<td>63.4</td>
<td>65.1</td>
<td>65.3</td>
<td>65.1</td>
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<tr>
<td>Hispanic</td>
<td>13.7</td>
<td>17.0</td>
<td>14.9</td>
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<tr>
<td>Black, Non-Hispanic</td>
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<tr>
<td>Pacific Islander</td>
<td>4.8</td>
<td>6.7</td>
<td>5.6</td>
<td>4.6</td>
<td>6.7</td>
<td>6.6</td>
<td>6.7</td>
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Source: Ohio Department of Education - Interactive Local Report Card
Being An Active Bystander

It can be difficult to know what to say when a family member, friend, colleague, or acquaintance makes problematic comments. However, we will only be able to dismantle racism in its overt forms if we are brave enough to challenge racism in its most common forms. The Kirwan Institute invites you to utilize the strategies highlighted in this resource in order to empower yourself to speak out in response to biased comments. In the words of Audre Lorde, "When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak." Below are some strategies for speaking out:

**Be literal/refuse to rely on the assumption being made.**
- “That’s so gay!” “I didn’t know that ____ could have a sexual orientation. How does that work?”
- “That stereotype gets me every time! I don’t understand why so many people think that stereotyping an entire group makes any sense.”
- “I don’t get the joke. Can you explain it to me?” If they say that “it was just a joke” or that “you can’t take a joke” you can say, “I know that you think it’s just a joke but I don’t find it funny.”

**Ask questions that invite discussion.**
- “What do you mean when you say that?”
- “Do you know what that phrase actually means and where it came from?” Most people have no idea that it actually has an offensive meaning.

**State that you are uncomfortable.**
- “That phrase makes me uncomfortable. Could you please not use it around me?”
- “Assumptions about an entire group of people make me uncomfortable. I don’t think that we can take that assumption for granted or make our decisions based off of it.”

**Key Steps to Being an Active Bystander**
- Identify the emergence of bias.
- Decide to address the situation.
- Take action.
- Continue the conversation.

**Use humor.**
- “What are you?” “Human! How about you?”
- “Your English is so good!” “I hope so! It’s the language I have been speaking my entire life!”

**Use direct communication.**
- Speak honestly and from the heart, using “I” statements to communicate how you are feeling, why and what could be done.
- “I know that you aren’t intending to stereotype anyone, but as your friend I wanted to let you know that you said could be easily interpreted that way. Since I know you’re a good person who cares about others, I would hate for you to accidentally say it again without realizing how it can come across.”

For additional information or questions, please contact Lena Tenney, MPA, MEd., Coordinator of Public Engagement, at tenney.39@osu.edu or (614) 292-3891.
Implicit Bias
Online Modules

After years of offering classic corporate and organizational trainings, The Kirwan Institute is now offering an online training to help viewers better understand and mitigate implicit bias.

With a focus on the K-12 education system, Kirwan's interactive Implicit Bias Training website houses resources aimed at helping those who work in and with this system better understand the biases that shape our behaviors and the effects those biases have on a child's access to an equitable education. These engaging lessons also help users uncover their own biases and also learn strategies for addressing them.

Four separate modules include videos introducing core concepts related to implicit bias, as well as review sessions and assessments at the conclusion of lessons to reinforce comprehension. The modules include Understanding Implicit Bias, Real-World Implications, Understanding Your Own Biases, and Mitigating Unwanted Biases.

Additionally, the site houses links to external resources, including various versions of the Implicit Association Test (IAT), which measures an individual's positive or negative attitudes toward a particular concept or social group. Various reports produced by the Kirwan Institute, as well as content on the Kirwan Institute website, create a well-rounded and effective tool for anyone seeking to better understand the implications of implicit bias.

Now available for free online! The Kirwan Institute's Implicit Bias Modules can be found at kirwaninstitute.osu.edu/implicit-bias-training.
Why do our neighborhoods look so different from each other? Why are our cities so segregated? Why do we see so many persistent disparities between groups in the United States? These are the questions which motivated the work of the Kirwan Institute. The Institute has always focused on illuminating the systems, structures, policies, practices and historical legacies which explain so much of our world today.

Structural racialization is a model for us to identify and hopefully remedy the structures which marginalize people in our society today. During my 14 year tenure with the Institute, I developed our “opportunity communities” program, an initiative which focused on the intersection of place, race and opportunity. The opportunity communities program worked to identify the way structural racialization has a geographic footprint, creating a “tale of two cities” in most of urban America.

As our work evolved, we began to more deeply see the long term impacts of geographic inequities as not only impacting wages, employment or education, but producing deep impacts on health. Health outcomes, such as chronic disease rates, infant mortality and life expectancy have
a geographic footprint, a footprint which coincides with the patterns of segregation found in our metropolitan regions. This realization fueled the development of the health equity program. In collaboration with public health, philanthropic and non-profit partners, the program explored the role of “place” in driving health inequity. More importantly, working with partners we were able to identify policy solutions, which leveraged this “place based” perspective.

The Institute brought three distinct perspectives into health equity work. First, an appreciation of the role of geographic analysis to identify and remedy health disparities. Second, leveraging our experience in community development, we worked with public health stakeholders to look at how “place” can become a stage for addressing the various social determinants of health which impair communities. Finally, the Institute brought a distinct historical analysis of structural racism, inspired by critical race theory, but intersecting with concepts such as “life course” and epigenetics in public health.

In collaboration with our partners we have had the opportunity to inform policy and practice. Working with Celebrate One and the City of Columbus, analysis of infant mortality “hot spots” informed new programs and investment to support infant and maternal health in several neighborhoods. Beginning with a partnership with Cuyahoga County Place Matters, the Institute led a community research initiative to examine the relationship between the HOLC maps, the use of race-restrictive covenants, urban renewal and construction of highways, and current spatial disparities in infant mortality, lead poisoning, diabetes, toxic release sites, and other critical public health factors. An effort which directly informed the Health Improvement Plan for Cuyahoga County.

The Institute’s work has explores the fundamental paradox of inequity in the United States. Our nation is founded on principles of equality of opportunity, but our nation has a long legacy of disenfranchising and exploiting communities of color and other marginalized groups. As we look at the landscape of our society today, this history is powerfully important in understanding the disparities we see today. The Institute plays an important role as an organization which bridges scholarship and knowledge with practitioners; working to support marginalized communities through research analysis, capacity building, and developing policy and legal solutions which support civil and human rights.

“Structural racialization is a model for us to identify and hopefully remedy the structures which marginalize people in our society today”

–Jason Reece
The concept of structural racialization is one of the primary lenses through which the Kirwan Institute approaches its work. Structural racialization is a structural/systems approach used to investigate the causes and consequences of racial hierarchy and disparity and develop policy solutions. At its core, this approach explores the historical policies and systems that were implemented to intentionally disparage groups of people based on race. These same policies and systems were also designed to increase the opportunity, wealth and power for the dominant groups. As a result, decades later we are seeing racialized disparate outcomes in the fields of health, education, housing, the criminal justice system and more.

Rooted in data and research, the Kirwan Institute utilizes the structural racialization lens to address disparities in health, housing, food access and overall community opportunity.

Community Assessment and Metropolitan Change

The Kirwan Institute’s Community Assessment and Metropolitan Change (CAMC) was created to build cross-unit, interdisciplinary, and community-university collaborations to better understand dynamic community relationships in partnership with communities and agencies. Employing assessments and mapping, survey design and analysis, and ethnography, CAMC produces transformative scholarship aimed at developing partnerships with a vision for community and metropolitan transformation.
Ohio Housing Finance Agency

The Ohio Housing Finance Agency (OHFA) is responsible for allocating Low Income Housing Tax Credits (LIHTC) in the State of Ohio, which are awarded based on a point system determined by the biannual Qualified Allocation Plan (QAP).

Kirwan worked in partnership with OHFA to inform the placement of LIHTC properties in areas of opportunity for the 2016-2017 and 2018-2019 QAPs by introducing our Opportunity Framework and Mapping into the Family Housing Pool.

This work led to the creation of a ground-breaking Urban, Suburban, Rural (USR) typology which is currently being reworked by Social Researcher Michael Outrich for use in the Diversity Data Kids Nationwide Opportunity Index, a state-of-the-art research project which helps understand factors that determine child outcomes and how we can improve opportunities for those children most at risk.

“The Ohio Housing Finance Agency strongly values our partnership with the Kirwan Institute. Together, we have pioneered innovative research and used those findings to inform development of our state’s affordable housing policies and allocation of resources while redefining success for the families we serve. The byproduct of this work isn’t only awards and accolades, it’s the knowledge that our collaboration is resulting in actionable efforts to end the intergenerational cycle of poverty. It’s the recognition that children’s lives are being immediately and permanently realigned for the better because of this partnership.”

-Carlie J. Boos, Program & Policy Manager, Ohio Housing Finance Agency
Miami Valley Regional Planning Commission

The Kirwan Institute partnered with The Miami Valley Regional Planning Commission (MVRPC) to develop an Equity Profile to explore and provide insight on issues related to access to opportunity in the Miami Valley Region.

The conclusions, which were presented in the form of an interactive online tool, show that many ‘distressed’ areas have become even more isolated and challenged during the past thirty years. As the population in the Miami Valley Region grew, the areas of high opportunity shifted, widening the equity gap.

“The Kirwan Institute has been a dream come true for Serving Our Neighbors (SON) Ministries. They have introduced us to key community partners and original statistical data on local trends. This data has allowed us to understand, communicate and explain the community needs and trends around families facing suburban poverty. This understanding has equipped us to strive toward overcoming poverty, one child, one family at a time.”

-Kim Emch, Son Ministries
FEAST Partner

Weinland Park

Interventions and investments in the Weinland Park neighborhood by local government and philanthropic partners have led to measurable physical, social, and economic change in the area since 2010. The Kirwan Institute surveyed more than 400 Weinland Park residents on their perceptions and perspectives about the conditions of the neighborhood. What was found was a snapshot of a diverse and vibrant community in the midst of change. The report, *A Portrait of Weinland Park*, not only paints a picture of the changes occurring in this community, but sets the table for conversations about the future of Weinland Park and other community revitalization efforts in Columbus and the United States.

Food-mapping for Empowerment, Access, and Sustainable Transformation

Food-mapping for Empowerment, Access, and Sustainable Transformation (FEAST) is a community-university collaborative with 18 community and 20 university members representing a diverse array of disciplines and community-organizations.

Using mapping technology, FEAST seeks to understand and address differences in access to healthy food at the community level.

FEAST represents the merging of two distinct food mapping collaboratives at OSU: The Food Mapping Team (FMT), led by Michelle Kaiser from the College of Social Work, who launched an assessment of ten zip codes in Franklin County in 2014 and the Food Opportunity Research Collaborative (FORC), who sought to understand the lived experience of food insecurity through implementation of a modified HEAL MAPPSTM participatory mapping approach.

Demonstrating the value of interdisciplinary university-wide collaboration, FEAST aligns with the University’s ‘Discovery Themes’ initiative, which connects individuals and programs across the community to collaborate and produce innovative and significant solutions to the problems we face.

Working under the Initiative for Food and AgriCultural Transformations (InFACT) Discovery Theme, FEAST receives funding to accurately map access to food in Columbus communities so that influencers and decision-makers can better address inequality.

**FEAST has three goals:**

1) **Build an online, interactive, and publicly accessible health and food environment database for Central Ohio at the neighborhood level.** Through the implementation of a large-scale survey we can better understand which neighborhoods have needs, informing policy.

2) **Participatory Mapping.** FEAST seeks to document and better understand the lived experience of food insecurity and how it differs by the following identifiers: race, ethnicity, immigration status, community typology (urban, suburban, rural), level of food insecurity throughout the lifespan, level of food insecurity throughout the benefits cycle, households with children and differences between when school is in session and breaks. The collaborative seeks to achieve this understanding by implementing a participatory mapping approach in partnership with 12 Central Ohio communities. This approach will fill a gap in the literature and inform our understanding of how identity and place intersect, telling us what types of barriers people in certain places or with certain identities might face, which can ultimately inform policy.

3) **Build local capacity for sustainable food systems transformation.** FEAST is working in partnership with community task forces to build local solutions to barriers to food access, create implementable and sustainable plans to implement these solutions, and provide seed investments in these solutions.
Housing

Housing has always been used as a sorting mechanism, and for this reason, housing has and always will be one of the most important planks of civil rights, both in terms of denying or providing opportunity for financial stability and sustained and transferable wealth generation. We also recognize the connection between being able to develop and hold power in the political/civic sphere and retaining wealth for people of color. We seek to better understand how we can give people the ability to shape the economic destinies of themselves, their families and their communities. We pursue these objectives through research, policy analysis and engagement. Our Housing and Civic Engagement Team is led by Senior Research Associate, Jillian Olinger, a committed advocate bringing expertise in fair housing and fair credit, and the intersection of housing with other important life domains and community engagement.

Housing opportunity has been an organizing principle for Kirwan since its inception. We have led the field in thinking through how housing matters: how Structural Racism, Implicit Bias, and the Civic Environment influence housing opportunity. Kirwan has been a long sought-after partner to help organizations and communities think through the “housing question.” From revolutionizing the understanding of the geography of opportunity through the development of our Opportunity-based Housing Model to highlighting racial contours of the Subprime and Foreclosure Crisis of 2007, our journey with housing and engagement has spanned 15 years and we remain just as committed to uplifting the connections between persistent racial disparities in opportunity and historically discriminatory housing practices.

On the heels of our growing implicit bias work, Kirwan released *Challenging Race as Risk*, a report examining the how implicit bias manifests in the housing and lending markets, partly due to a historical and deeply rooted association between race and risk. By applying the lens of racial cognition—how race impacts the way individuals think and behave - to the existing racial disparities in housing and credit outcomes today, the report uncovers the influence of implicit racial bias in housing and lending.

Along with examining the structural elements such as redlining, racial covenants, and subprime lending, the report also discusses the intersection of implicit bias and neighborhood dynamics, and the history of White avoidance, resistance to integration, NIMBYism, and the negative association with “affordable housing.” In its recommendations, the Kirwan Institute gives detailed assertions that implicit bias and structural inequity must be addressed jointly at an institutional and a personal level.

In early 2018, report authors Kelly Capatosto and Jillian Olinger presented on the connections between implicit bias and housing discrimination at the Fair Housing Conference hosted by the Fair Housing Center for Western Michigan.
ChangeLab Blog Series
The Weight of Lead: Housing and Lead Poisoning

Research has repeatedly shown that the ability to access stable and quality housing is one of the best ways to ensure an individual’s ability to pursue opportunity. This access is perhaps most important for children, ensuring not just a healthy start but with myriad implications for future success, including better education and economic outcomes.

However, far too many of our country’s most vulnerable children—poor children of color—are exposed to environments that ensure anything but a safe and healthy place to call home. As a public health issue, efforts to reduce exposure to lead have been a federal regulatory priority for decades, and yet, exposure to this neurotoxin in vulnerable communities of color remains high. Lead poisoning’s effects on the developing brains and bodies of young children are permanent and severe, resulting in lost intellectual capacity, poor impulse control in school-age children, and lost income and productivity in their adult years, among other insults and injuries.

At Kirwan, our research and engagement seeks to highlight the link between health and housing by not only diagnosing the issues that can arise when this link is ignored or unrealized (in this case, the effects of lead poisoning), but also to engage with and uplift promising strategies and efforts in mitigating consequences and promoting equity. Since 2014, Kirwan staff have been working to shed light on the prominence of lead poisoning in vulnerable communities of color, and assisting in efforts to remedy this injustice. One such effort, our work in Toledo, OH, was featured in a 2-part blog series on ChangeLab.org. This series documents the historic link between health and housing quality, and how discriminatory policies of the past gave rise to present-day poisoning of children of color by lead; and our partnership with advocates in Toledo, OH who have been working tirelessly—and continue to do so—to interrupt this cycle of devastation.
Health Equity

With its roots in structural racialization, Kirwan’s Health Equity works remains critical to the conversation on racial equity and improved life outcomes. Since its creation in 2012, Kirwan’s health equity portfolio has grown rapidly, with the Institute forging new partnerships with experts in the fields of medicine and public health each year. From our continued commitment to decreasing infant mortality rates for Black babies, to our recent work on lead poisoning and its disparate impacts on children of color in Toledo, Kirwan has uplifted its foundations in opportunity mapping, systems-theory and place-based interventions to support equitable health policy and practice and ultimately improve health outcomes for marginalized individuals and communities.

Diversity Data Kids

In 2012, Kirwan partnered with the Institute for Child, Youth and Family Policy at Brandeis University to produce Diversity Data Kids, an interactive database featuring Child Opportunity Maps for the 100 largest metropolitan cities in the United States. Completed in 2014, the Child Opportunity Index used in Diversity Data Kids is a measure of relative opportunity using 19 indicators in three domains: education; health and environment; and social and economic. In 2017, the Institute was asked to expand on this project by providing additional indicators and mapping for the entire United States.
Infant and Maternal Health

**Reducing Infant Mortality**
Kirwan’s opportunity maps and research have been instrumental to the work of the Greater Columbus Infant Mortality Task Force. By framing infant mortality in the context of the social determinants of health, Kirwan’s maps and analysis helped the Task Force identify the crucial neighborhoods where they would initiate their work to reduce infant mortality. Kirwan also continues to engage in an advisory capacity with CelebrateOne, Columbus’s city-wide initiative aimed at reducing infant mortality. Moving forward, the Institute will continue to focus on the role of place-based analysis and intervention in addressing structural social determinants in marginalized communities, with the ultimate goal of increasing safe and supportive spaces for all mothers and infants.

**Franklin County Tobacco Cessation Initiative**
Earlier this year, Kirwan provided support to Franklin County Public Health as they launched a new program aimed at smoking reduction. Funded by the Ohio Department of Health (ODH) and facilitated in partnership with several local public, non-profit and healthcare agencies, the Community Cessation Initiative (CCI) will offer free and accessible smoking cessation counseling to individuals in Franklin County, with a particular emphasis on pregnant women, individuals facing mental health challenges and those with low socioeconomic status. As part of this initiative, the Kirwan Institute developed a gap analysis by providing maps highlighting the proximity of the target populations to smoking cessation resources. Kirwan staff also provided cultural humility training to new cessation providers.

Lead Poisoning

Cleveland and Toledo are the two worst Ohio cities for lead poisoning. For four years, the Kirwan Institute has worked with the Toledo Lead Poisoning Prevention Coalition and Advocates for Basic Legal Equality (ABLE) to pass a lead-safe ordinance in that city. The Toledo ordinance requires rental property owners to inspect their properties for lead paint hazards, apply interim measures to eliminate any hazards that exist, and certify their property as lead-safe. Kirwan’s analysis of lead poisoning data from the Ohio Department of Health, coupled with residential parcel data from the Lucas County Auditor and population data from the Census, was instrumental in passing the ordinance by demonstrating the disparate impact of lead on Black children in Toledo. In the upcoming year, Kirwan will be applying the knowledge learned in Toledo to an analysis of lead presence in Cleveland to support legal aid advocates seeking to reduce similar disparate outcomes regarding lead poisoning in their city.
At Kirwan, we see civic engagement as more than just a discrete set of activities and experiences. Rather we see these experiences as an interconnected web of conversations, actions, and decisions that collectively determine who has access to civic power, and how that civic power is used. From our experiences, we have seen how the civic environment—or the specific set of conditions that make up the interpersonal nature of our communities—bring some people closer to accessing civic power, and push others further away from it. These conditions, ranging from social settings, socioeconomic status, dominant social frameworks, and cultural identity can illuminate new connections between racial inequality and civic inequality.
Columbus’ Southside Revitalization

In 2014, the Kirwan Institute joined the United Way of Central Ohio (UWCO), Nationwide Children’s Hospital, Community Development for All People, and other partners to find solutions for equitable revitalization on Columbus’ Southside. Historically, the Southside was a collection of stable, working class neighborhoods, but over the past few decades, the area has fallen on hard times. However, with new investment from a number of community partners, the Southside has been undergoing a period of revitalization marked by new residents, new businesses, and new assets like the Reeb Avenue Center and the All People's Fresh Market. Kirwan has been working with residents and other stakeholders to develop new ideas to ensure that the community’s traditional residents were able to remain in the neighborhood and add their assets to the revitalization through affordable housing support, community leadership development, and inclusive placemaking.

Neighborhood Leadership Academy

In partnership with the United Way of Central Ohio and Church for All People, Kirwan helped develop the first place-based version of UWCO’s citywide Neighborhood Leadership Academy called the South Side Neighborhood Leadership Academy. Kirwan assisted in developing a curriculum that has helped over 80 community members from all walks of life develop their natural leadership talent while introducing them to important community leadership skills and teachers.

Core curriculum components included:

- Community Storytelling
- Asset-Based Community Development
- Navigating Local Government
- Building Diverse Relationships
- Structural Racism
- Implicit Bias

The South Side Neighborhood Leadership Academy served as a model for two other academies on the Near East Side and in Linden, with over 130 individuals participating in one of the three leadership programs.

Third Places

As part of the Southside revitalization efforts, Kirwan also gathered community input in order to develop a comprehensive map of "third places"—inclusive community-oriented locations—on the Southside. Residents identified almost 80 individual locations. This map was featured in the South Side Columbus Third Places Activity Book & Guide, which introduced the concept of third places and gave suggestions for inclusive activities based on categories of locations.
Principles of Equitable Civic Engagement

The Principles of Equitable and Inclusive Civic Engagement represents both the culmination of our years of work and research with communities and the cornerstone document of our perspective on creating a civic environment where all people can have a meaningful impact on their communities regardless of their background. Through the principles, Kirwan recognizes that creating this environment is more than merely a transactional exercise, but requires a transformational change to the underlying assumptions behind many of our civic engagement practices.

We believe that civic engagement describes the practices, principles and socioeconomic conditions that comprise the environment in which people interact with their community and come together to make and implement community decisions that provide opportunity for all members. In our more disadvantaged communities, decades of neglect and disinvestment, along with economic and racial inequality, have robbed these communities of healthy civic engagement. This results in bleak engagement environments that often separate vulnerable residents from opportunities to make a difference in their communities. Inadequate support for engagement also weakens their ability to influence the policies that drive future community investment.

In our work, we have identified three fundamental transformations that often need to occur in the community engagement environment to move from superficial interventions towards truly transformational remedies to community challenges: a change in the structure of the civic engagement environment, a change in how communities measure successful civic engagement, and a change in the motivations for engagement.

“The publication represents both the culmination of our years of work and research with communities and the cornerstone document of our perspective on creating a civic environment where all people can have a meaningful impact on their communities.”

Download the full book from kirwaninstitute.osu.edu/civic-engagement-a-transformative-guide/.
Get to Know The Six Principles of Equitable Civic Engagement

**Diverse Gifts**
A healthy and equitable civic engagement environment built around the assets of community members can capitalize on the benefits of a diverse set of gifts. Building strong communities starts with recognizing the power that already exists in typically undervalued people and neighborhoods.

**Recognizing Race**
Civic engagement doesn’t occur in a historical vacuum, and we have found that it is counterproductive to attempt to ignore or minimize history in our community conversations. When community members become more aware of how historical inequities affect the engagement patterns of our communities today, a common understanding is formed, validating the experiences of all stakeholders and inviting everyone to more thoughtfully create a new future for the community.

**Inviting and Listening**
Building communities where everyone feels a sense of belonging and ownership does not happen accidentally. Inclusion needs to be intentional, particularly in the case of the most vulnerable members of our communities. Civic engagement derives its importance from its impact on people beyond the meeting, hearing, or vote. To be relevant to people’s lives, the civic engagement environment must be seen as a space for people to share their voices honestly and have a meaningful impact on community developments. Real hospitality requires a determined dedication to inclusion, a commitment to the idea that when the community comes together, everyone is represented.

**Building Trust**
A sense of trust is tied to a feeling of empowerment. When those who are the least privileged in the community are able to demonstrate their skills and abilities in a meaningful way, the community dialogue becomes a setting where mutual trust can grow. Strong community involvement will help ensure that agreements between stakeholders are honored, and foster continued support for community initiatives.

**Adapting**
Navigating change as a community means acknowledging the difficult emotions inherent in change. Nonetheless, if we navigate change intentionally, we can move forward with trust, openness, and shared opportunity. Likewise, navigating change can be equally as challenging for organizations.

**Disagreement**
When public engagement avoids controversial topics for fear of conflict, individuals tend to produce the very conflict they hoped to avoid. Community challenges cannot be met while withholding our differences. Differences between people will ultimately surface, and then the community is left without the tools to productively navigate them. In order to discuss our differences constructively, authentic forms of dissent must be seen as a form of care, not resistance. Authentic statements of doubt shift the culture of our engagement towards openness and honesty, while building accountability and commitment among residents. A climate of open listening is the backbone of a healthy engagement process.
Youth of Color

Renewing Our Call to Action

In an effort to bring the community together around youth initiatives, the City of Columbus and the Department of Neighborhoods commissioned the Kirwan Institute to develop a report to learn more about the local landscape of youth vulnerability. The report, which was also designed to offer a better understanding of existing assets and resources for boys and young men of color at the neighborhood level, serves as the second phase of the City of Columbus’ My Brother’s Keeper (MBK) local action plan.

Released in December of 2017, Renewing Our Call to Action provides a portrait of youth vulnerability and resources across Columbus, and outlines how we can work together to raise the bar and close achievement gaps in order to ensure that all youth in Columbus have the opportunity to succeed.

Following the report’s release, Columbus City Council announced an MBK grants program to support organizations working with boys and young men of color. In July 2018, the City of Columbus distributed $100,000 in grants to six organizations throughout the city. The Kirwan Institute expects to continue working closely with the City of Columbus to expand the work of the My Brother’s Keeper Initiative.

MBK Ohio

2018 also marks the launch of My Brother’s Keeper Ohio (MBK Ohio), a statewide network that seeks to build capacity, provide technical assistance, coordinate resources, and share best practices among local MBK chapters throughout the state.

In 2014, President Obama launched the My Brother’s Keeper (MBK) initiative and called on communities across the country to take action to address persistent opportunity gaps faced by boys and young men of color and ensure all youth reach their full potential. Nearly 250 communities, including many cities throughout Ohio, accepted the call to action by launching local-based initiatives.

Since 2015, U.S. Senator Sherrod Brown has helped local leaders launch MBK chapters in more than 10 regions throughout the state. In order to build upon our statewide commitment to create opportunities for all Ohio youth to achieve their dreams, Senator Brown has invited the Kirwan Institute to lead the coordination of a statewide MBK network, coordinate statewide MBK activities with community stakeholders, and represent the state and local chapters in discussions with the Obama Foundation.

Kirwan’s body of work speaks to our longstanding alignment with the values and mission of the National MBK Alliance and partnering chapters across the state of Ohio. Moreover, the Kirwan Institute’s national reputation as a leader in youth racial equity research and engagement demonstrates our commitment to coordinate MBK initiatives to close educational and economic gaps among Ohio’s youth.
I Am My Brother’s Keeper

In 2014, in response to a call to action from President Barack Obama, Franklin County Department of Job and Family Services accepted the challenge to invest in boys and young men of color in their communities. Stemming from the White House’s national My Brother’s Keeper Initiative, I Am My Brother’s Keeper (IAMBK) was founded to increase opportunity and life outcomes for boys of color between the ages of 9 and 17, residing on the South Side of Columbus.

Funded by Franklin County Department of Job and Family Services and facilitated in partnership with key local stakeholders like The Columbus Urban League, Community Development for All People, Nationwide Children’s Hospital, and Local Matters, I Am My Brother’s Keeper has served over 200 boys and their families in the last four years. With the collective-impact, two-generational and trauma-informed approaches as core models for programming, IAMBK staff members utilized a combination of Saturday experiential learning activities and in/out-of-school interventions to improve school attendance and foster the development of socio-emotional skills among their participants.

Within the last year, the young men of IAMBK have engaged in a multitude of activities and workshops intended to strengthen their neighborhood connections, while also allowing them to develop skills in leadership, relationship-building and self-care. With experiential learning opportunities at Local Matters, the YMCA and iResolve Fitness, participants learned how to nourish and exercise their bodies in ways that are exciting and accessible. Other sites, such as Transit Arts (housed by Central Community House) and Jui Jitsu at Barack Recreation Center encouraged participants to express themselves and process their experiences in creative and productive ways.

This summer, in collaboration with Friends of the Metro Parks, IAMBK participants engaged in a host of outdoor-based activities at many of the city’s surrounding parks. These activities included hiking, kayaking, and rock climbing! They finished the summer with a trip to Washington D.C., where participants visited Howard University, as well as other national landmarks.

Earlier this year, IAMBK was recognized with an achievement award from the National Association of Counties (NaCo) for demonstrating “innovative and effective county programming that strengthens services for residents.” With four years of successful implementation, including increases in academic performance and socio-emotional skills, Kirwan is proud to have contributed to such a critical initiative and looks forward to supporting additional city and county programming around youth of color.
The Kirwan Institute was first introduced to the events depicted in Free To Ride in 2011, when the attorneys of Advocates for Basic Legal Equality (ABLE) in Dayton reached out about an administrative complaint they were preparing to file on behalf of an organization known as Leaders for Equality and Action in Dayton (LEAD). The Institute, still under the leadership of its founding director, John A. Powell, was still in its first decade of existence, and had yet to develop the research and multi-media storytelling capacity that would give birth to the production of an award-winning documentary film over five years later. Given that reality, Kirwan staff members simply worked together to produce a series of maps showing which neighborhoods would be most negatively impacted by a recent vote of the city council of Beavercreek, Ohio.

The story of course continued from there, but the conclusion was not relayed back to the Kirwan Institute until the summer of 2013 once the Federal Highway Administration had issued a precedent-setting finding that would reshape the way communities across the country were to think of civil rights compliance. With the seeds of a film project germinated, production began later that year, but the reason Kirwan took the leap of making a documentary film goes back to the way this story so clearly illustrates the persistent impact of historic injustices and contemporary biases on communities of color, in addition to the way it demonstrates the value of social science research far beyond the campus of Ohio State. At the same time, it also shows the power of communities to leverage applied research to make a difference in people’s daily lives. To be sure, the uniqueness of the story wasn’t the racial disparities that existed in the ways different people were traveling to Beavercreek, but in the resilience of those involved in the fight for a route across the hidden boundaries of privilege. They confronted common examples of systemic injustice and personal bias with an uncommon resolve to right the wrongs that had given way to such inequality. Although Kirwan Institute research indeed proved to be useful to

Matt Martin
Former Senior Researcher, Kirwan Institute; Writer and Producer, Free to Ride; Community Research and Grants Management Officer, The Columbus Foundation
In Memory of Willie Righter

On January 28, 2018 Willie Righter, fierce advocate and tireless crusader for equity, passed away. As an instrumental part of the success in Beavercreek and the storytelling in Free to Ride, we dedicate this report and our work to her incredible legacy. May she rest in peace.

“Researchers at The Ohio State University’s Kirwan Institute for the Study of Race and Ethnicity explore the connections between race, class, and transportation inequality in the United States.”

– SOPHIE WEINER FOR FAST COMPANY

the ABLE attorneys and ultimately the people of Dayton, for those involved in the making of the film, the many individuals who played a role in securing transit access to the opportunity along Pentagon Boulevard had an even more profound impact. At a time when land grant universities are being challenged to forge more meaningful relationships centered on lifelong learning with communities across their state, Free To Ride literally puts that dynamic on display.

The crew of Free To Ride was deliberate about producing a film that would challenge people of all political persuasions to think critically about the reality of power structures, civic engagement processes, and hidden biases that shape the world around us. Indeed, it became abundantly clear that in order for the film to have a true and lasting impact on audiences, the story would need to be presented in a thoughtful way that was approachable for people from various perspectives on matters of race and social equity. Unlike so many stories we are bombarded with daily, especially those pertaining to racial injustices, this story has a harmonious array of beautiful, though imperfect, heroines and heroes, and ends with an uplifting example of how justice and opportunity can be experienced. For although there may be no finish line for the work of racial equity in this world, we can gain hope and inspiration from the resolve of the people in Free To Ride in our own efforts to make our communities more just and inclusive places for all.

-Matt Martin
Weekly Forums

In July of 2017, Kirwan began hosting weekly forums to provide a platform where Kirwan researchers, campus faculty, and community experts could present on trending, race-related topics and current research.

Capturing both current events and emerging research, the forums covered a wide variety of topics, including:

- Dialogue, Healing and Connection Post-Charlottesville
- What Does It Mean to Do Intersectional Work?
- Active Bystander Training
- What's Behind the NFL's 'Take-A-Knee Protest'?
- High Eviction Rates in Columbus and the Effects on the Black Infant Mortality Rate

What started as an opportunity for Kirwan to reintroduce its work to the local community, quickly expanded into a weekly dialogue on all the numerous important issues facing our city and nation. Policy experts, social justice advocates, program managers, students and faculty have all come together to share information, learn new perspectives and explore potential collaboration.

Given the success of its inaugural year, the Kirwan Institute is excited to continue these weekly forums through the 2018–2019 academic year. Topics will include maintaining wellness in social justice work, resources and emerging research for LatinX students and social justice issues disproportionately impacting indigenous people.

To review any of the previous presentations or to learn more about Kirwan's weekly forums please visit kirwaninstitute.osu.edu/weeklyforum/
Darrick Hamilton on the Future of Kirwan

My work has focused on identifying and understanding structures and incentives that establish and sustain intergroup inequality, and crafting and implementing innovative routes and policies that break down hierarchy, empower people and move society towards greater equity and civic participation—scholarship and practice that fits well with Kirwan’s long trajectory and excellence in promoting a more equitable society.

The Kirwan Institute provides a research infrastructure that promotes diversity of thought and exchange grounded in the values for economic empowerment, civic engagement, and social inclusion to address our daunting problems of structural inequality. The institute will be rooted in “values,” but constantly and critically evaluating and challenging “ideology.” New ideas present opportunity and innovation beyond the potential of status quo from an already well-developed orthodoxy in which long-term inequality has persisted.

Interdisciplinary collaboration, excellence and community engagement are values that Kirwan Institute will continue to promote. Linking the considerable resources of the university and its community, Kirwan begins with research, and applies this research in practice, and convenes various constituents with the ultimate goal of promoting racial and ethnic inclusion and desired social change.

Our plural world compels inquiry beyond class, and the Kirwan Institute will be a sustained leader in this domain.

Through public engagement, the impact of our work extends beyond the academy. We will engage civic, development, media and private sector organizations to produce public scholarship.

Columbus, and its surrounding area, provides an excellent learning environment (practical laboratory) to examine strategies that promote economic empowerment, civic engagement, and public welfare both locally and as a gateway to the Midwest, the U.S. and the rest of the world.

Going forward, the Kirwan Institute can be integral for data gathering, synthesis and dissemination, especially as they relate to social mobility and civic engagement. Technology is facilitating a data “revolution,” survey platforms are evolving and new modes of information gathering and analysis are emerging. Data collection, analysis, and dissemination are social, political, economic, cultural and technical products. As such we need to address and prepare for existing and emerging privacy, proprietary, and exploitation issues, particularly as they relate to vulnerable populations. The Kirwan Institute will play a leading role, so that data analysis and information gathering are used to empower rather than extract and exploit.