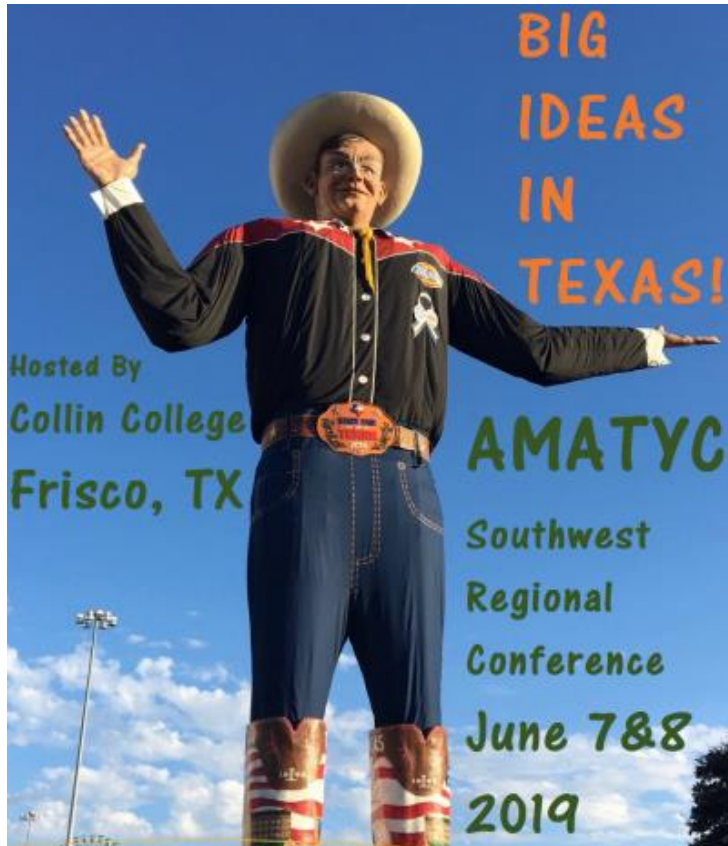
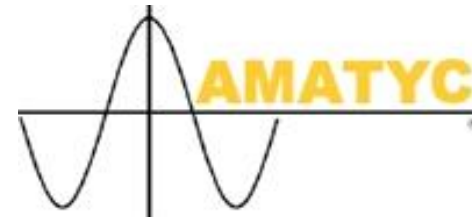


*Integrating Equity and Social
Justice Topics in the College
Mathematics Classroom*



Jim Ham



<http://bit.ly/SWregional2019JH>

Social Justice and Equity:

- Inequities in completion rates in higher education
- Inequities in the U.S. death penalty
- Inequities in U.S. Poverty
- Inequities in U.S. incarceration rates
- 2018 Tax Cuts and Jobs Act
- Traffic Stops - Racial Profiling?
- LGBT and inequity
- Inequity from climate change
- The Gender Pay Gap
- Immigration and DACA recipients

Social Justice

Health Care

Education

Social justice is the equal access to wealth, opportunities, and privileges within a society.

Legal Representation

Employment

Housing

Social justice is the fair distribution of advantages and disadvantages within a society.

Poverty

Incarceration

Social justice is a concept of fair and just relations between the individual and society.

Politics

Wealth & Income

To remember when talking about topics of equity and social justice:

- We are not experts in social justice and equity. We learn along with our students.
- Our understanding and views about social justice and equity are evolving.
- We will make mistakes when talking about equity and social justice. We will say the wrong thing. Let's understand this, and not let it stop us from integrating social justice topics in our teaching of mathematics.
- It is important to help our students to understand that inequities exist, why they exist, and what can be done to eliminate these inequities. **Awareness is the first step.**

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

What do you notice? What do you wonder?



NATIONAL COUNCIL OF
TEACHERS OF MATHEMATICS

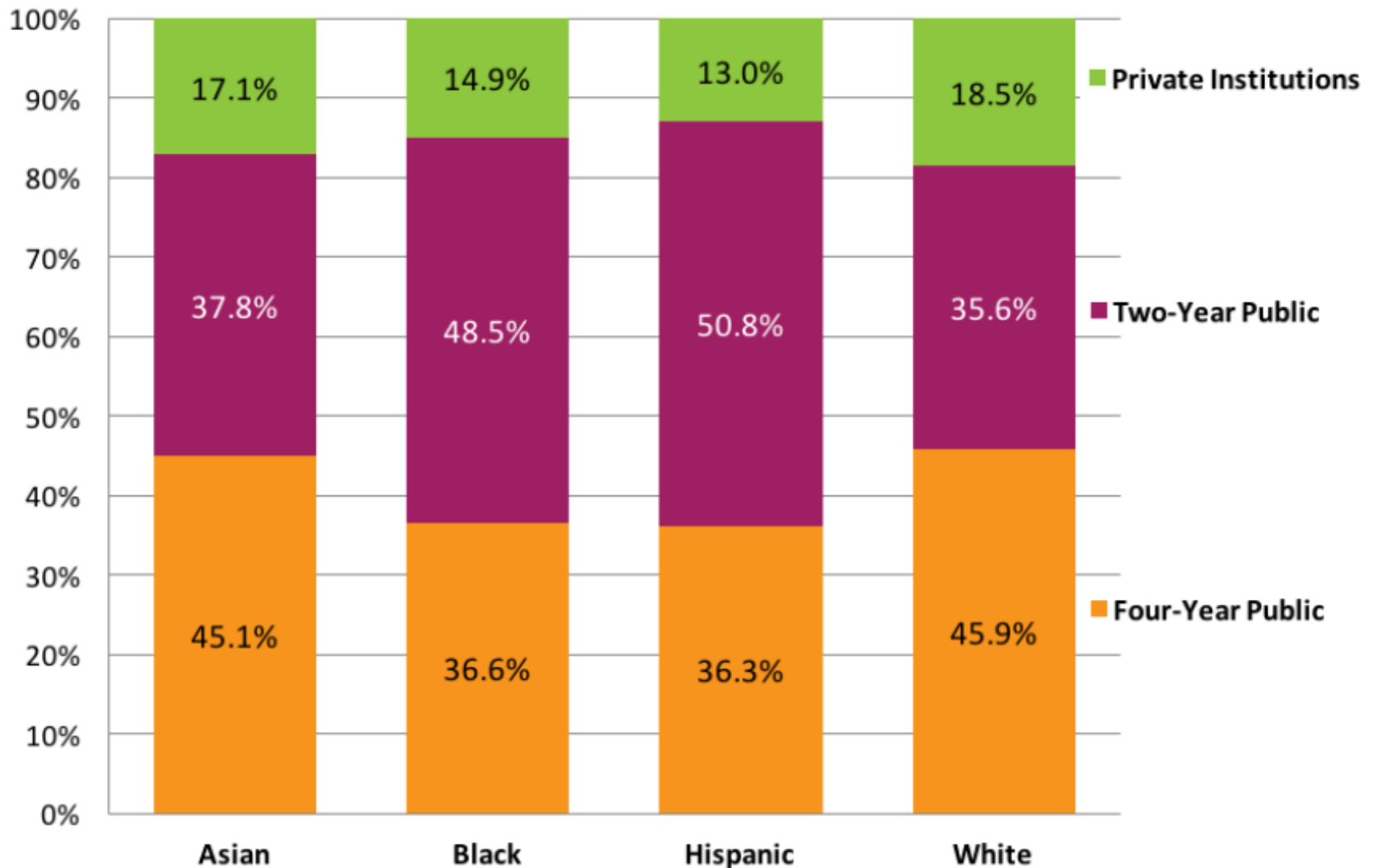
What is going on with this graph?

The New York Times

Four-Year Public

Distribution of College Students

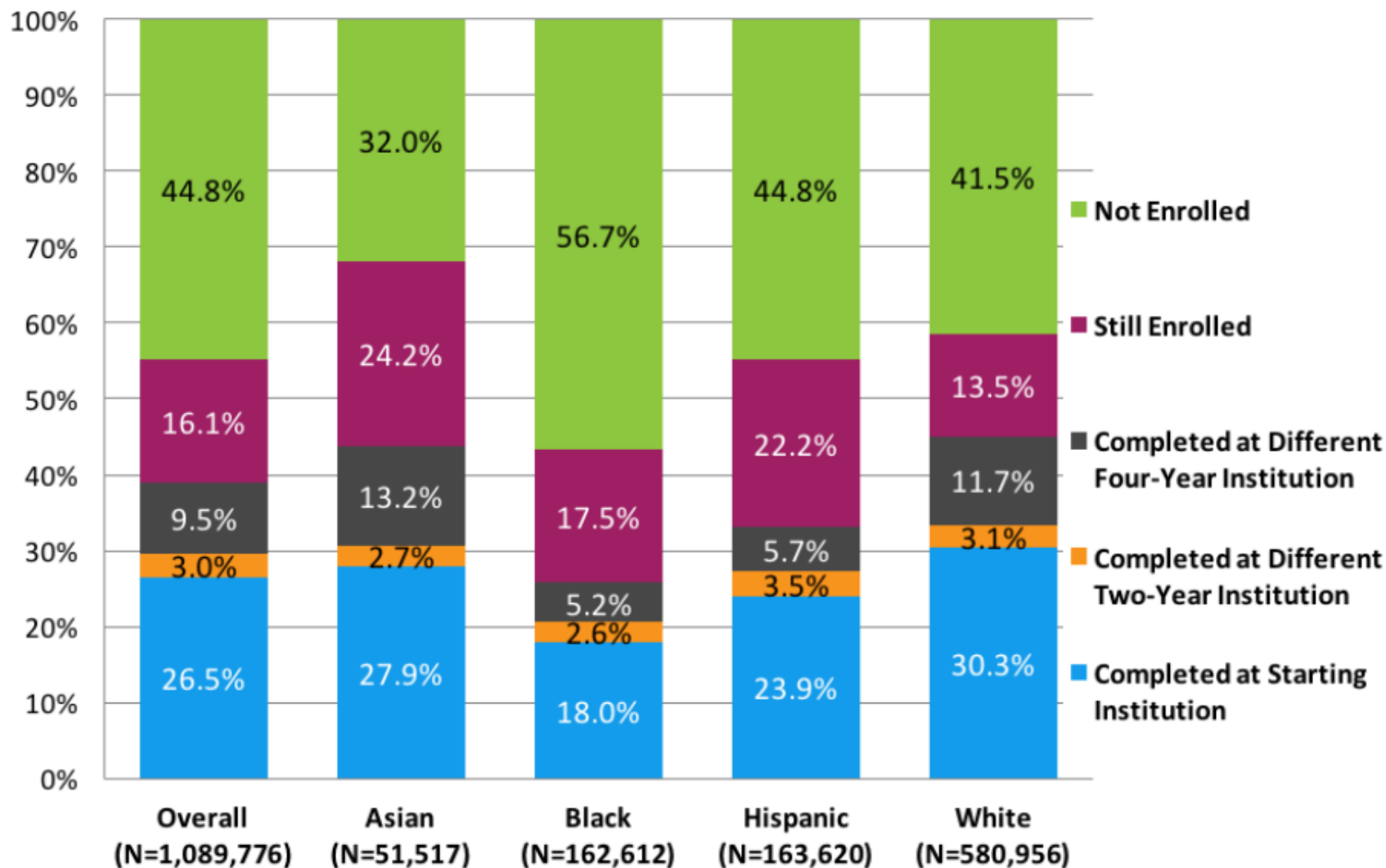
Fall 2010 Cohort by Race and Ethnicity and Starting Institution Type



Suggested Citation: Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.

Status of Two-year College Students after 6 years

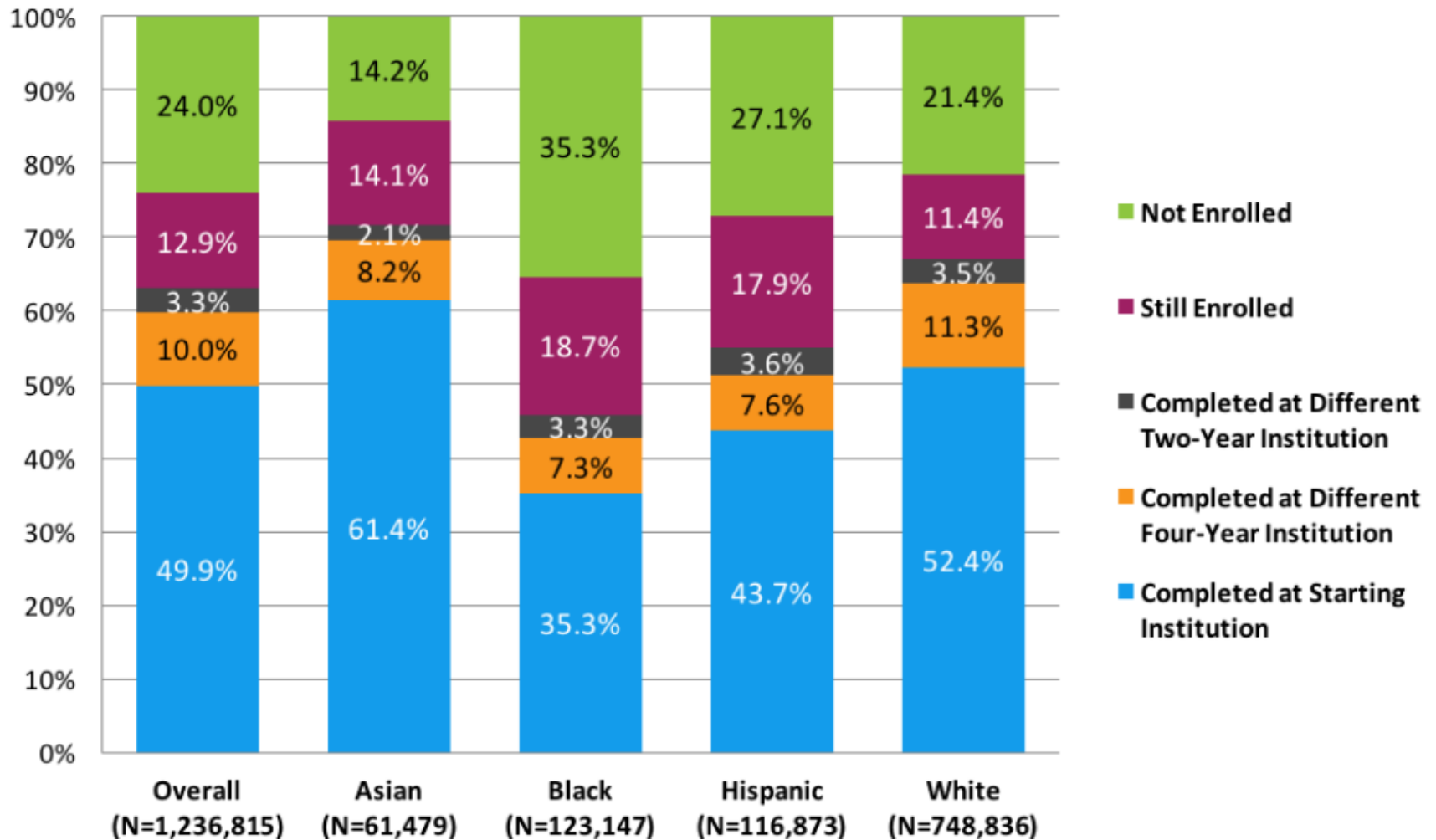
Six-Year Outcomes and First Completion for Students Who Started at Two-Year Public Institutions by Race and Ethnicity (N=1,089,776)*



Suggested Citation: Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.

Status of Four-year College Students after 6 years

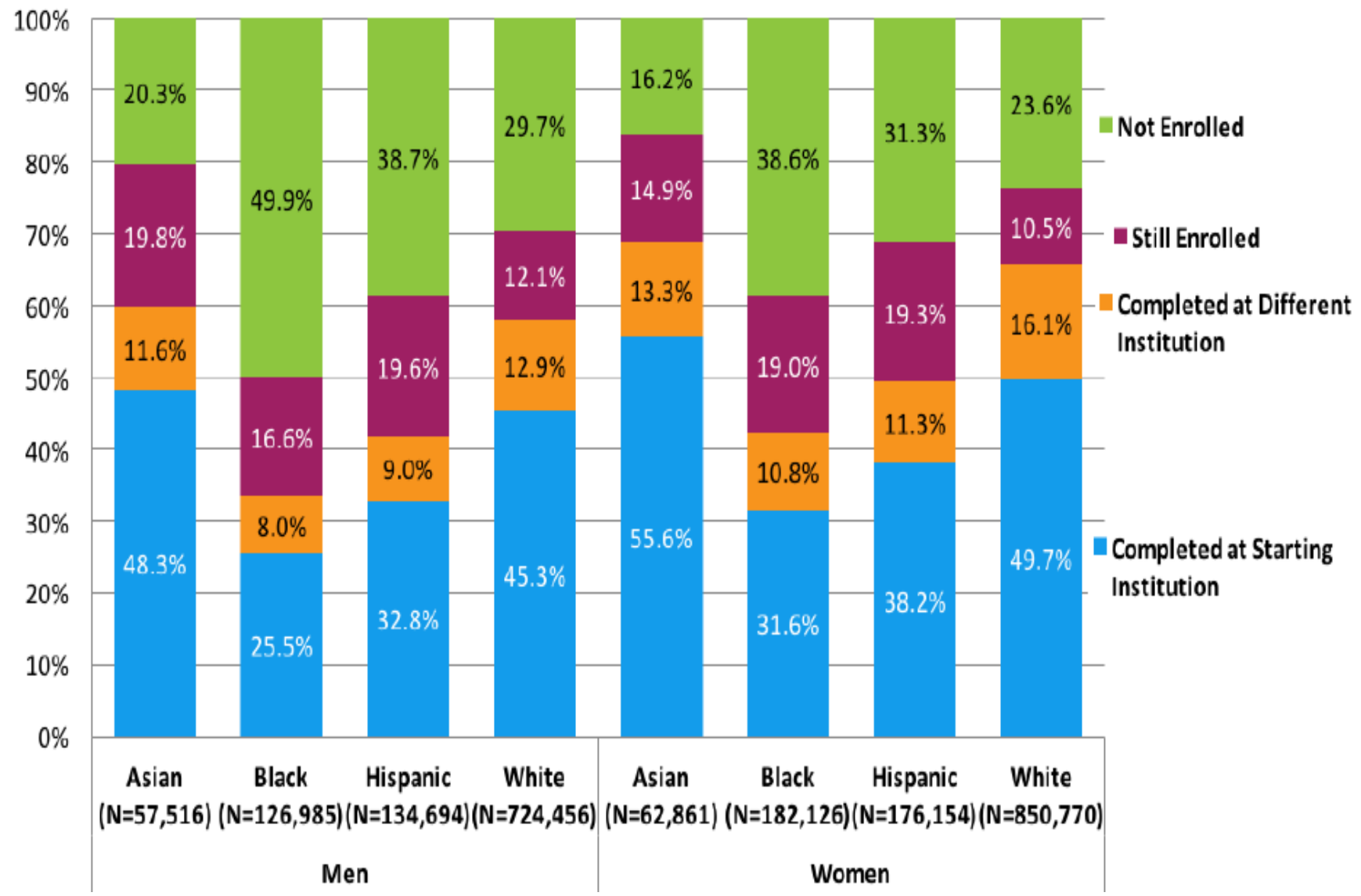
Six-Year Outcomes for Students Who Started at Four-Year Public Institutions by Race and Ethnicity (N=1,236,815)*



Suggested Citation: Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.

Status of College Students after 6 years

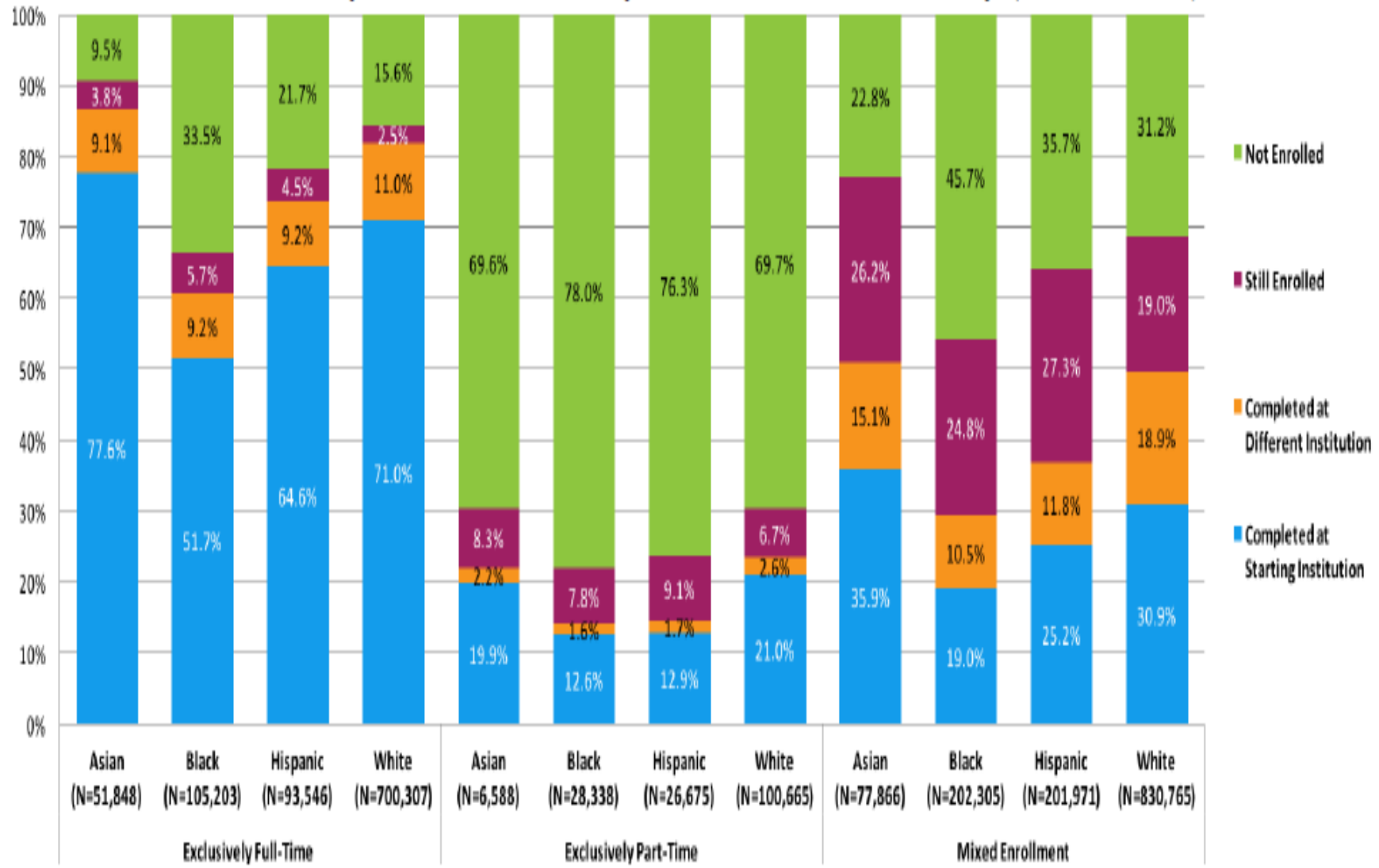
Six-Year Outcomes by Race and Ethnicity and Gender (N=2,315,562)



Suggested Citation: Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.

Status of College Students after 6 years

Six-Year Outcomes by Race and Ethnicity and Enrollment Intensity (N=2,426,077)



Suggested Citation: Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.

Racial inequities in the death penalty

- Equity awareness
- Statistical graphs
- Empirical probabilities
- Hypothesis Testing
- Simpson's Paradox

Questions about the Death Penalty in the U.S.

What is
your
Equity IQ?

1. How many U.S. states currently have the death penalty?
(a) 10 (b) 20 (c) 30 (d) 40 (e) 50
2. Approximately how many inmates are currently sitting on death row?
(a) 100 (b) 500 (c) 1000 (d) 3000 (e) 5000
3. What percentage of death row executions since 1976 were male defendants?
(a) 50 (b) 75 (c) 90 (d) 95 (e) 99
4. Approximately how many death row inmates were exonerated since 1976?
(a) 0 (b) 5 (c) 20 (d) 50 (e) 150
5. About 13% of the U.S. population is black. Approximately, what percentage of the U.S. death penalty executions since 1976 were black defendants?
(a) 15 (b) 25 (c) 35 (d) 50 (e) 80

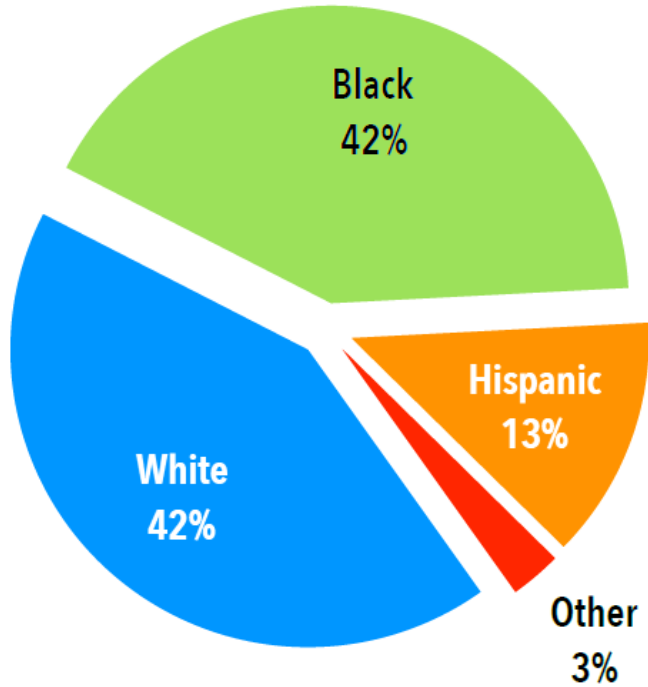
What significant mathematics could be assigned using this data set?

ROSTER OF THE EXECUTED

DATE OF EXECUTION	NAME OF DEFENDANT/ NUMBER IF MULTIPLE VICTIMS	STATE	RACE DEF / VICTIM	VICTIM GENDER
01-17-77	1. Gary Gilmore [*]	UT	W/W	M
05-25-79	2. John Spenkelink	FL	W/W	M
10-22-79	3. Jesse Bishop [*]	NV	W/W	M
03-09-81	4. Steven Judy [*] / 3	IN	W/3W	FFF
08-10-82	5. Frank Coppola [*]	VA	W/W	F
12-07-82	6. Charlie Brooks	TX	B/W	M
04-22-83	7. John Evans	AL	W/W	M
09-02-83	8. Jimmy Lee Gray	MS	W/W	F
11-30-83	9. Robert Sullivan	FL	W/W	M
12-14-83	10. Robert W. Williams	LA	B/B	M
12-15-83	11. John Eldon Smith / 2	GA	W/2W	MF
01-26-84	12. Anthony Antone	FL	W/W	M

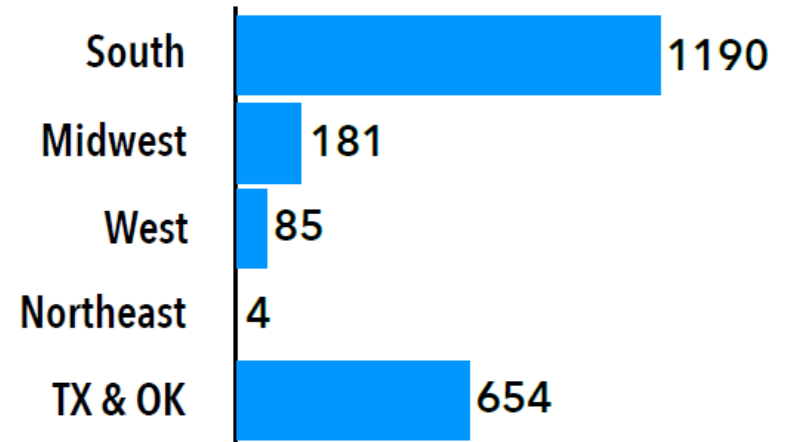
12-06-16	1441. William Sallie	GA	W/W	M
12-08-16	1442. Ronald B. Smith	AL	W/W	M
01-11-17	1443. Christopher Wilkins / 2	TX	W/BL	MM
01-18-17	1444. Ricky Jovan Gray / 2	VA	B/2W	FF
01-26-17	1445. Terry Edwards / 2	TX	B/2W	MF
01-31-17	1446. Mark Christeson / 3	MO	W/3W	MFF
03-07-17	1447. Rolando Ruiz	TX	L/L	F
03-14-17	1448. James Bigby / 2	TX	W/2W	MM

DEATH ROW INMATES BY RACE



The death penalty does not seem to be a deterrent.

EXECUTIONS BY REGION*



*Federal executions are listed in the region in which the crime was committed.

Murder Rates per 100,000 (2014)



		Victim				Total
		White	Black	Latinx	Asian	
Defendant	White	747 94.6%	20 2.5%	17 2.2%	6 0.8%	790
	Black	287 58.7%	167 34.0%	20 4.1%	15 3.1%	489
	Latinx	51 44.7%	3 2.6%	58 50.9%	2 1.8%	114
	Asian	2 28.6%	0 0%	0 0%	5 71.4%	7
TOTAL:		1087	190	95	28	1400

		Victim				Total
		White	Black	Latinx	Asian	
Defendant	White	747 68.7%	20 10.5%	17 17.9%	6 21.4%	790
	Black	287 26.4%	167 87.9%	20 21.1%	15 53.6%	489
	Latinx	51 4.7%	3 1.6%	58 61.1%	2 7.1%	114
	Asian	2 0.2%	0 0%	0 0%	5 17.9%	7
TOTAL:		1087	190	95	28	1400

		Victim				Total
		White	Black	Latinx	Asian	
Defendant	White	747	20	17	6	790
	Black	287	167	20	15	489
	Latinx	51	3	58	2	114
	Asian	2	0	0	5	7
TOTAL:		1087	190	95	28	1400

$P(\text{Executed Defendant was White}) = 790/1400 = .564$

$P(\text{Victim was Latinx}) = 95/1400 = .068$

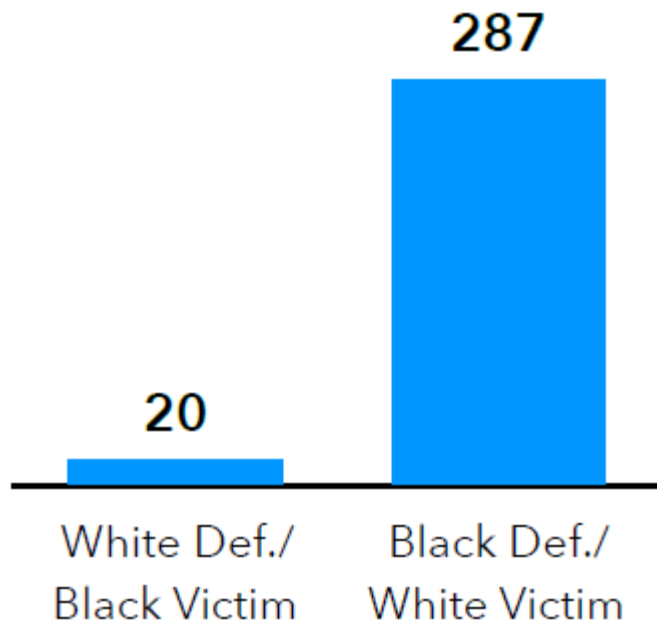
$P(\text{Victim was White} \mid \text{Executed Defendant was Black}) = 287/489 = .587$

$P(\text{Victim was Latinx and Executed Defendant was Black}) = 20/1400 = .014$

$P(\text{Asian Executed Defendant or Asian Victim}) = 30/1400 = .021$

		Victim				Total
		White	Black	Latinx	Asian	
Defendant	White	747	20	17	6	790
	Black	287	167	20	15	489
	Latinx	51	3	58	2	114
	Asian	2	0	0	5	7
TOTAL:		1087	190	95	28	1400

Persons Executed for Interracial Murders



Chi-square Test (w/o Asian)

$$X^2 = 656$$

$$P = .0000$$

Simpson's Paradox

1976-1977 Murder Cases in Florida

		Race of Defendant		Total
		White	Black	
Was indicted defendant sentenced to death?	Yes	19 11.9%	17 10.2%	36
	No	141 88.1%	149 89.8%	290
Total		160	166	326

Simpson's Paradox

		Race of Defendant		Total
		White	Black	
Was indicted defendant sentenced to death?	Yes	19 11.9%	17 10.2%	36
	No	141 88.1%	149 89.8%	290
Total		160	166	326

p=.64

White Victims only		Race of Defendant		Total
		White	Black	
Was indicted defendant sentenced to death?	Yes	19 12.6%	11 17.5%	30
	No	132 87.4%	52 82.5%	184
Total		151	63	214

Black Victims only		Race of Defendant		Total
		White	Black	
Was indicted defendant sentenced to death?	Yes	0 0%	6 5.8%	6
	No	9 100%	97 94.2%	106
Total		9	103	112

p=.35

Simpson's Paradox

		Race of Defendant		Total
		White	Black	
Was defendant indicted on a <u>first degree</u> murder charge?	Yes	128 80.0%	114 68.7%	242
	No	32 20.0%	52 31.3%	84
Total		160	166	326

p=.02

White Victims only

		Race of Defendant		Total
		White	Black	
Was defendant indicted on a <u>first degree</u> murder charge?	Yes	124 82.1%	58 92.1%	182
	No	27 17.9%	5 7.9%	32
Total		151	63	214

Black Victims only

		Race of Defendant		Total
		White	Black	
Was defendant indicted on a <u>first degree</u> murder charge?	Yes	4 44.4%	56 54.4%	60
	No	5 55.5%	47 45.6%	52
Total		9	103	112

p=.06

Inequities in poverty rates

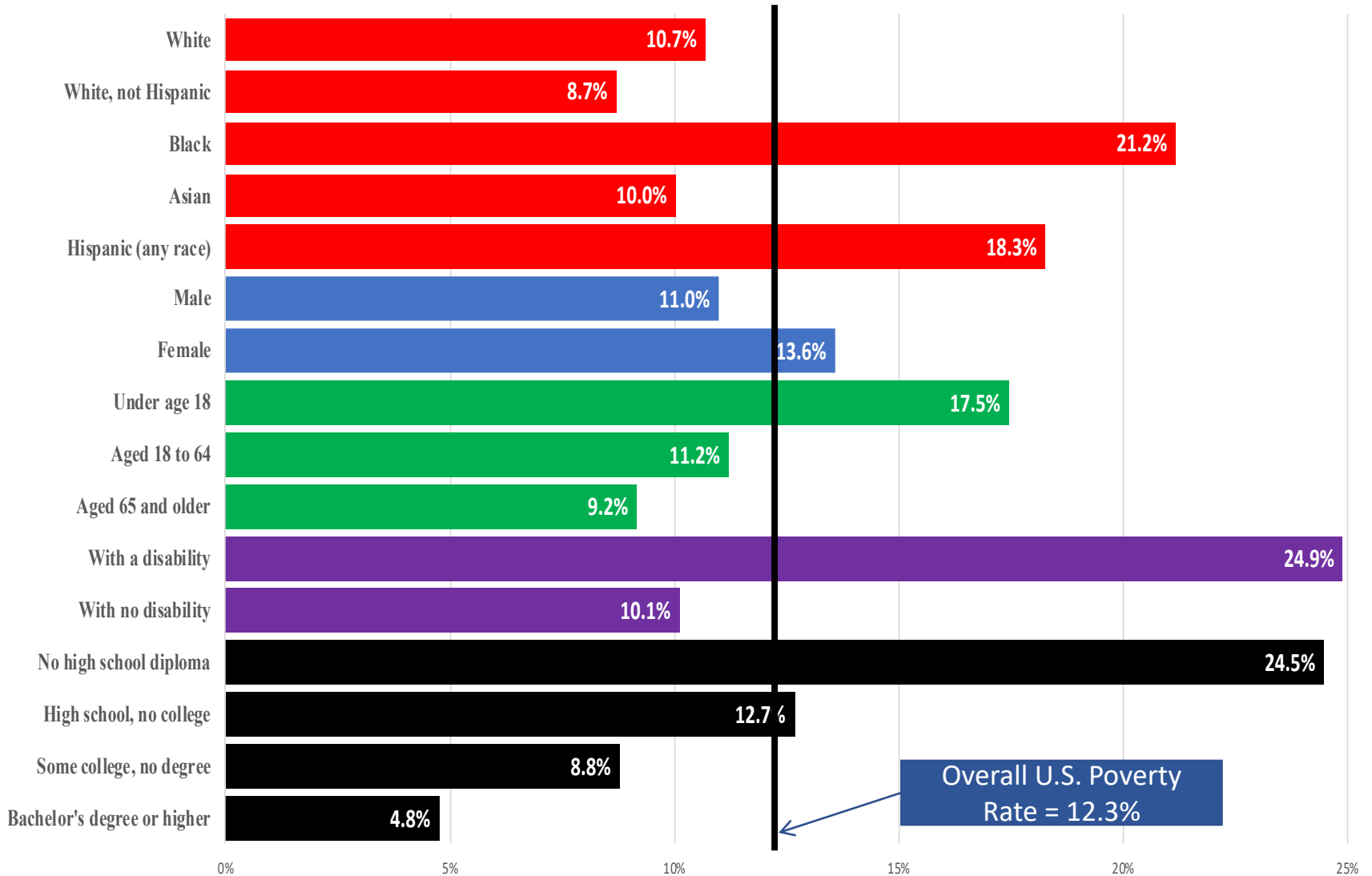
- Poverty awareness
- Statistical graphs
- Empirical probabilities
- Infographic

Questions about Poverty in the U.S.

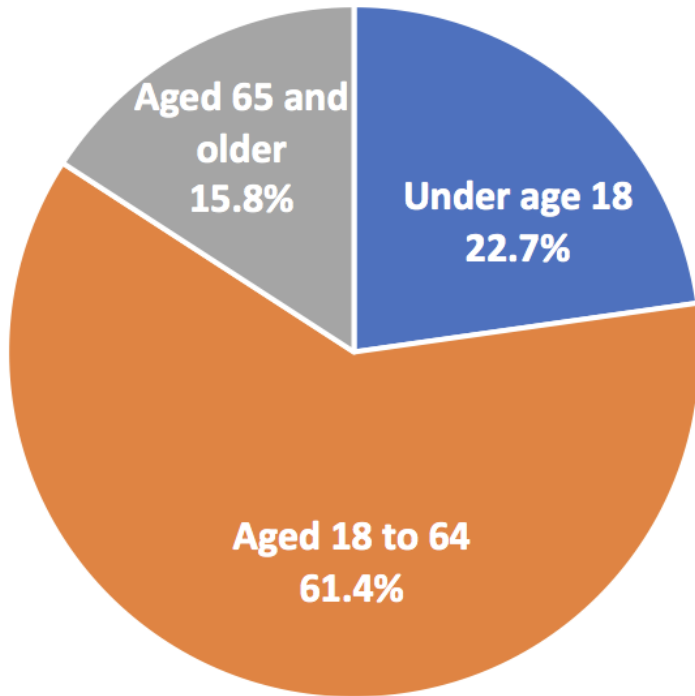
What is
your
Equity IQ?

1. Approximately what percentage of U.S. citizens live in poverty?
(a) 2 (b) 8 (c) 12 (d) 18 (e) 33
2. Approximately what percentage of U.S. children live in poverty?
(a) 2 (b) 8 (c) 12 (d) 18 (e) 33
3. Approximately what percentage of U.S. citizens living in poverty are children?
(a) 2 (b) 8 (c) 12 (d) 18 (e) 33

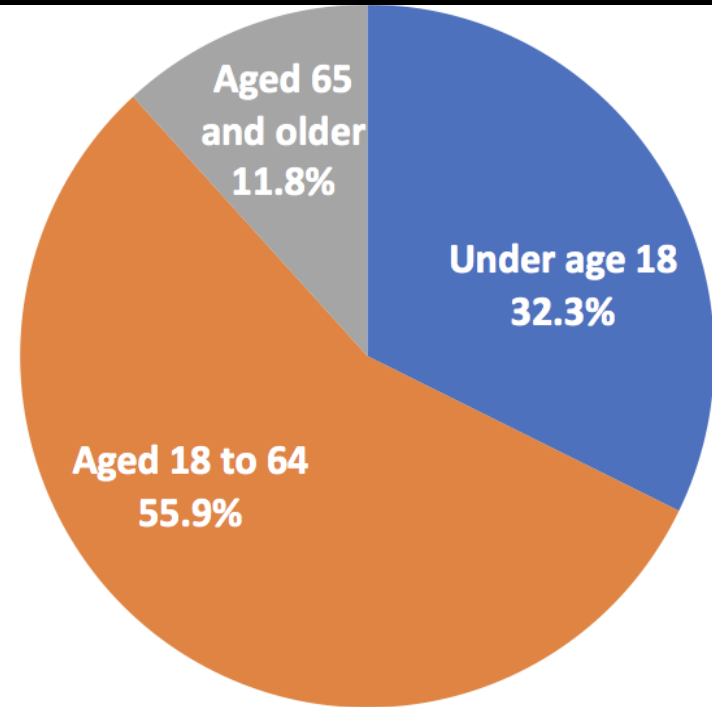
Percent of Americans in various groups living in poverty in 2017



U.S. Population Age Distribution



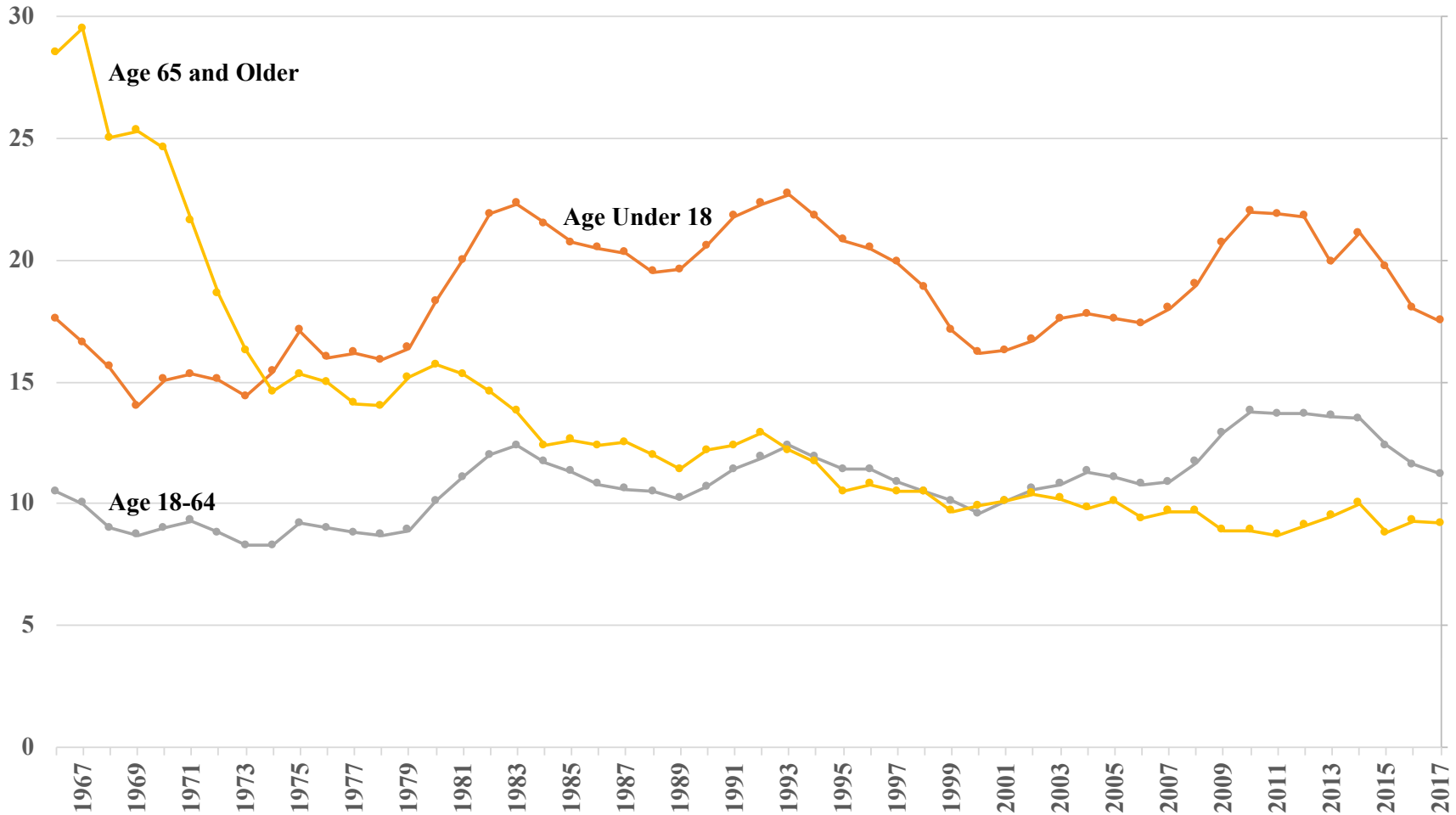
Percent of those in poverty in each age group



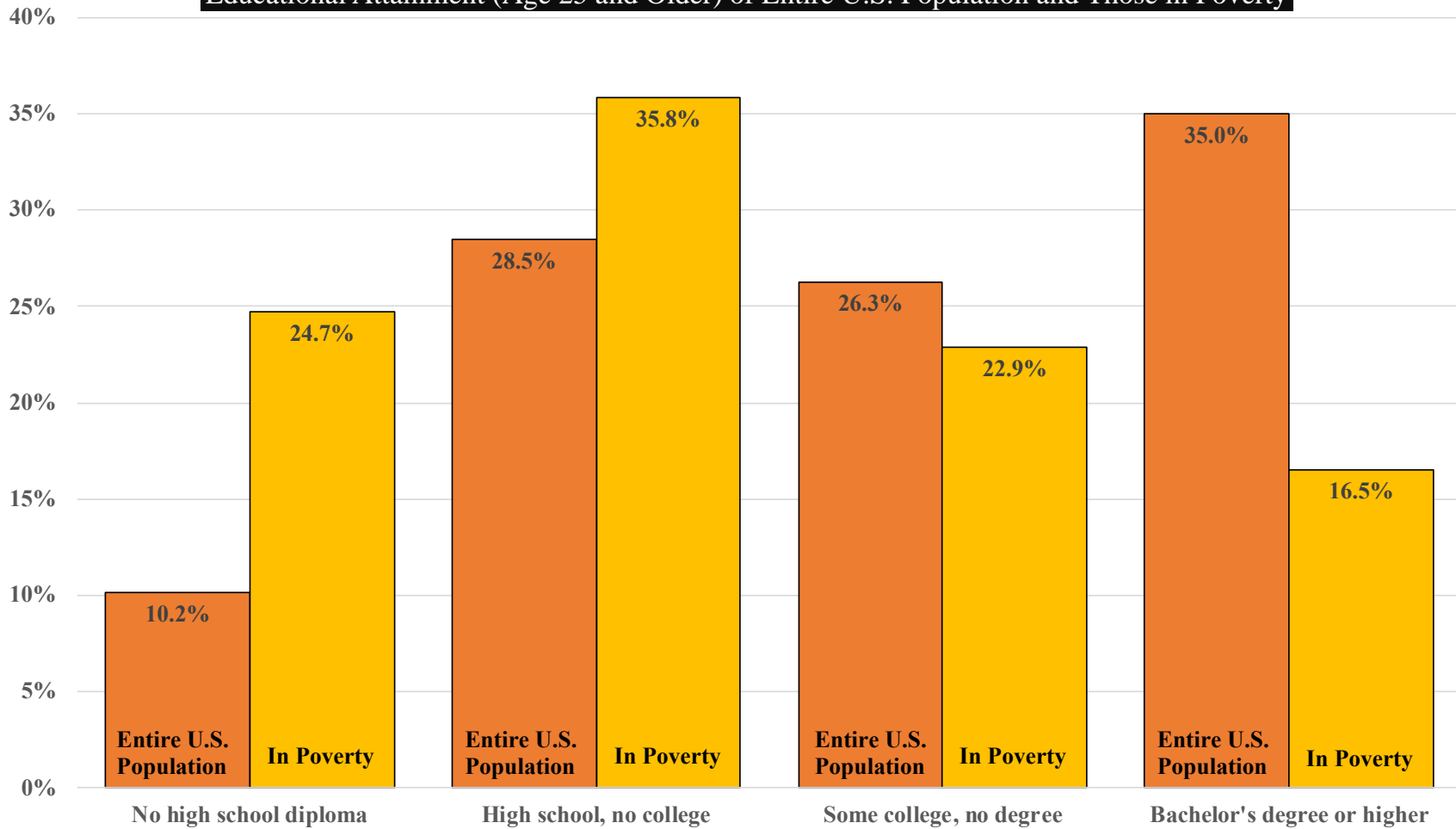
What do you notice?

What do you wonder?

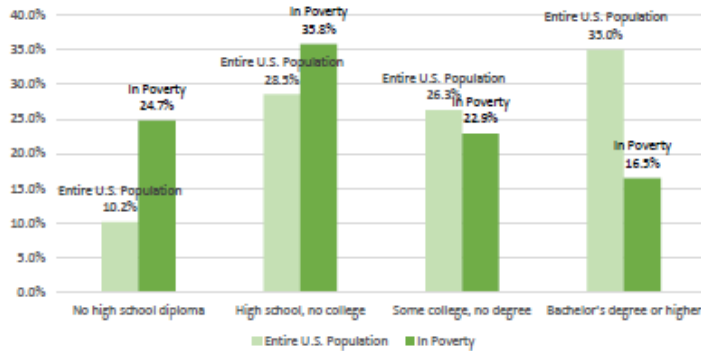
Percent of Age Groups in Poverty over Time in the U.S.



Educational Attainment (Age 25 and Older) of Entire U.S. Population and Those in Poverty



Educational Attainment (Age 25 and Older) of Entire U.S. Population and Those in Poverty

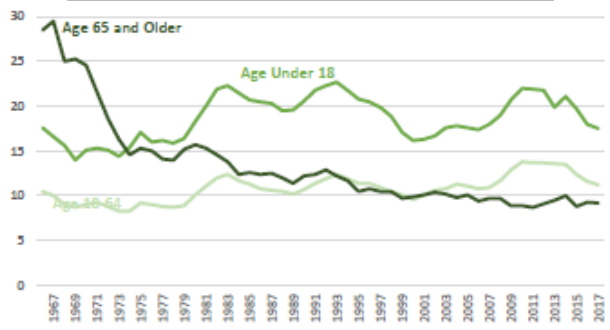


24.7% of Americans without a high school diploma are in poverty.

Out of the 35% of Americans with a Bachelor's degree of higher 16.5% of them live in poverty.

Of the 28.5% of Americans who graduated college 35.8% of them live in poverty.

Percent of Age Groups in Poverty over Time in the U.S.



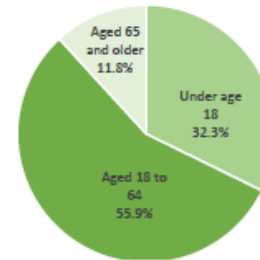
Poverty in the age group 65 and older has dropped from 28% to 8% in 50 years.

In the age group 18 and under 20% of Americans were in poverty in 1997.

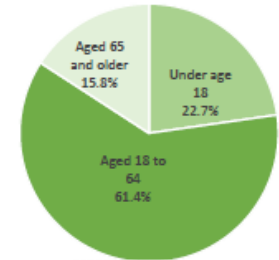
In 2005 10% of Americans in the age group 18-64 were in poverty.

Poverty in the United States

Percent of Age Group in U.S. Population in Poverty



U.S. Population Age Distribution



22.7% of U.S. Population is under the age of 18, and 32.3% of them are in poverty.

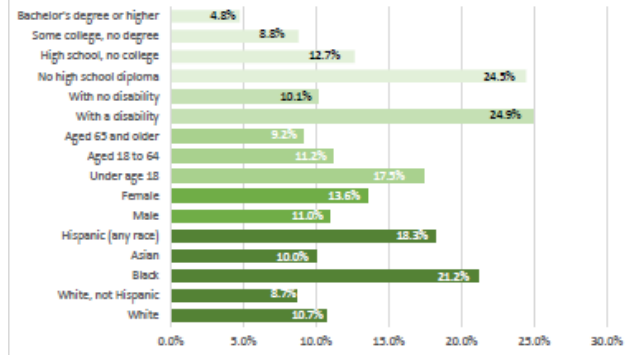


61.4% of the U.S. Population are ages 18-64 and 55.9% of them are in poverty.



Of the 15.8% in the U.S. Population who are 65 or older, 11.8% of them are in poverty.

Percent of Americans in various groups living in poverty in 2017



A Female in America is more likely to be in poverty than a male.

A person with a bachelor's degree has a 4.8% chance of living in poverty.

A person with a disability has double the chance of living in poverty than someone who is not disabled.

1 in 4 children in rural areas live in poverty

Women are more likely to live in poverty than males

25% of single moms live in poverty

9.3% of senior citizens live in poverty

39.7 million Americans live in poverty

Poverty is most common in Kentucky

1 in 8 Americans are considered poor

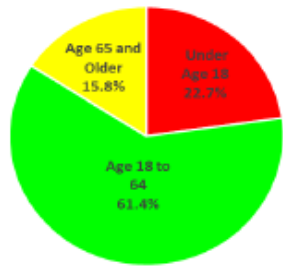
U.S. African Americans have the highest poverty rates of any ethnic group at 27.4%

1 in 5 children live in poverty

21.2% percent of children are in poverty

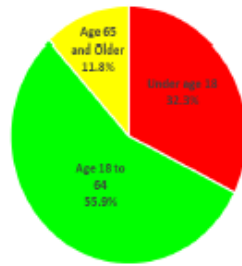
United States Poverty Statistics:

U.S. Population Age Distribution



In 2016, the poverty rate for single-parent families with no wife present was 13.1%, while single-parent families with no husband present was 26.6%

Percent of Age Groups in U.S. Population in Poverty



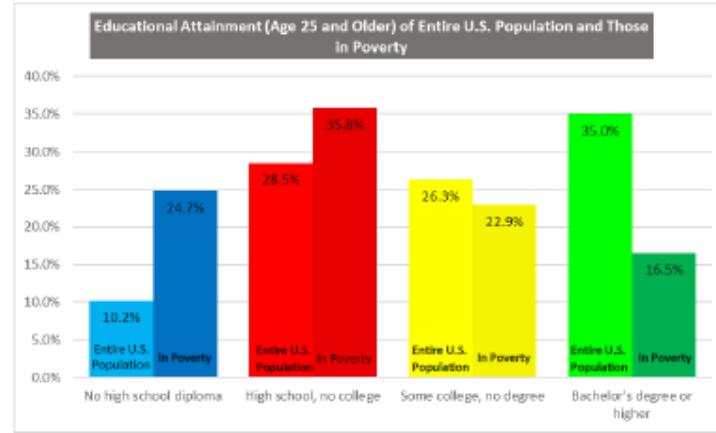
In 2016, 40.6 million people lived in Poverty USA.
Almost 1 out of every 5 children lived in poverty as of 2016.

According to the 2016 US Census Data, the highest poverty rate by race is found among Native Americans (27.6%), with Blacks (26.2%), and Hispanics (23.4%).

15.8% of those living in the U.S. are over the age of 65, and 11.8% of them live in poverty.

61.4% of those living in the U.S. are 18-64 years of age, and 55.9% of them live in poverty

22.7% of those living in the U.S. are under the age of 18, and 32.3% of them live in poverty.



Out of the entire U.S. population, 10.2% have no high school diploma. Of that 10.2%, 24.7% live in poverty.

Out of the entire U.S. population, 28.5% have high school experience, but no college experience. Out of that 28.5%, 35.8% live in poverty.

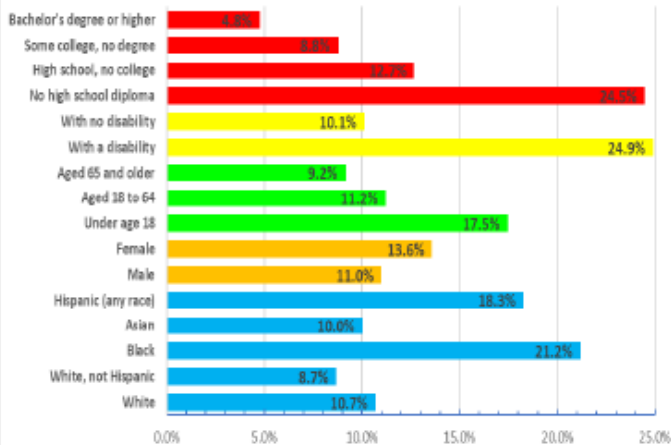
Out of the entire U.S. population, 35.0% have a bachelor's degree. Of that 35.0%, 16.5% live in poverty.

In 2016 the median income for family households was \$75,062, while the median income for nonfamily households was \$35,761.

In 2016 approximately 15.6 million households had difficulty providing enough food for their families due to lack of resources.

The official poverty rate is 12.3%, based on the U.S. Census Bureau's 2017 estimates, which is an approximated 39.7 million Americans whom lived in poverty.

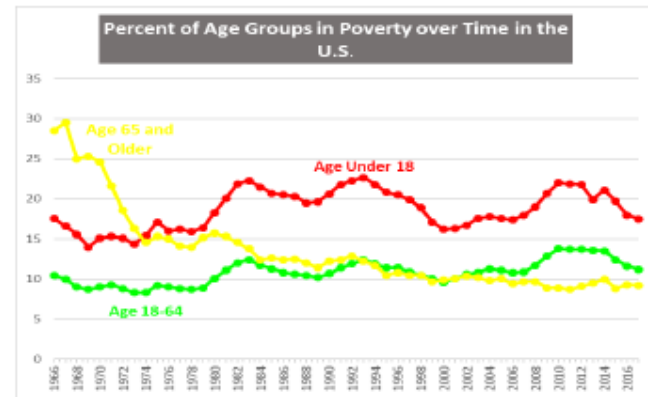
Percent of Americans in Various Groups Living in Poverty in 2017



Those living in the U.S. without a high school diploma are more likely to live in poverty than those who have a bachelor's degree.

When compared to other races, Hispanics and African American's are more likely to live in poverty.

There is a higher percentage of those living in poverty in the U.S. under the age of 18 than other age groups.



Poverty levels have decreased over a 50-year span for those aged 65+, from 28.5% in 1966 to 9.2% in 2017.

From 1982-1996, poverty levels for those under the age of 18 increased to the 20% range.

Poverty levels have stayed fairly consistent for the group 18-64, as levels have been between 8-15% over the course of 50 years.

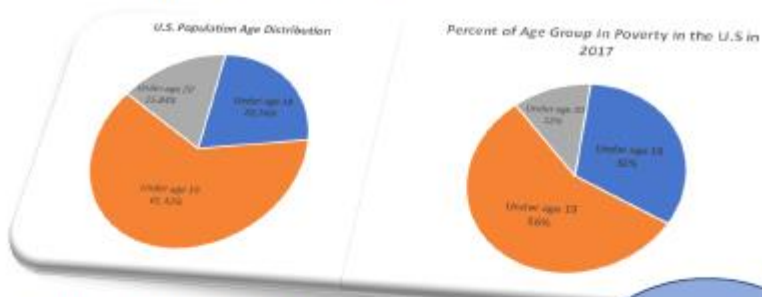
According to the U.S. Census Bureau, the following states had the highest poverty percentages in 2017:

- 1.) Mississippi
- 2.) New Mexico
- 3.) Alabama
- 4.) Louisiana
- 5.) West Virginia

U.S. Poverty Thresholds:
 Three people: \$19,105
 Four people: \$24,563
 Five people: \$29,111
 Six people: \$32,928

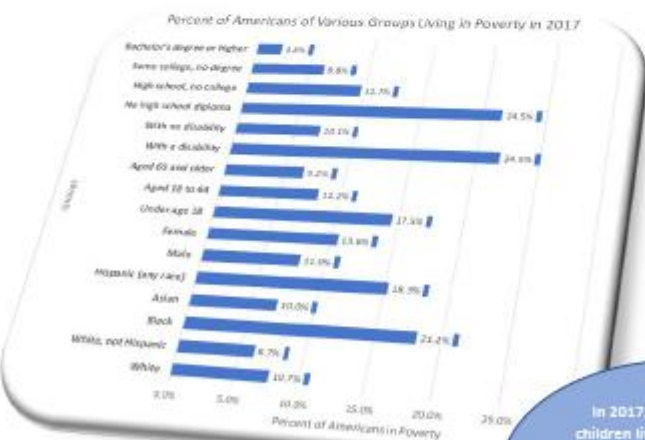
21.3 million people live in deep poverty, with incomes below 50% of their poverty thresholds.

Poverty Trends in America



The pie charts emphasize that poverty is directly proportional to age. As people get older, there are fewer people in poverty. In 2017, people in poverty under 20 years old was almost 3 times less than under age 19.

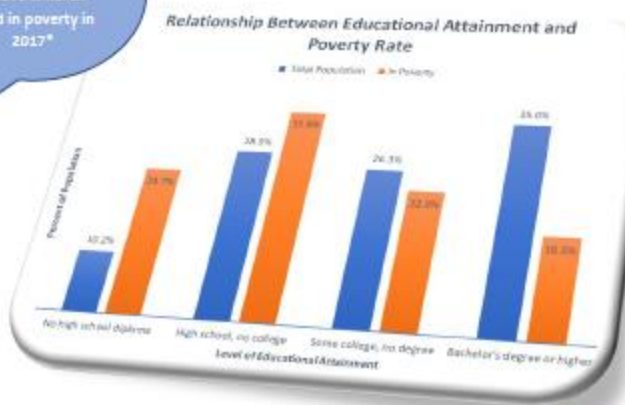
Poverty is defined as an annual income below \$25,283 for a family of four in 2017*.



Clearly, Whites lived in lower poverty levels than 9 other groups represented. Educated people experience less poverty while the disabled, Blacks, and uneducated have high rates of poverty. Disabled Americans have a rate of poverty two and a half times that of non-disabled Americans in 2017.

In 2017, 38.2% of all poor children lived in single-mother families while 33.5% lived in married couple families and only 8.3% of poor children lived in single-father families*.

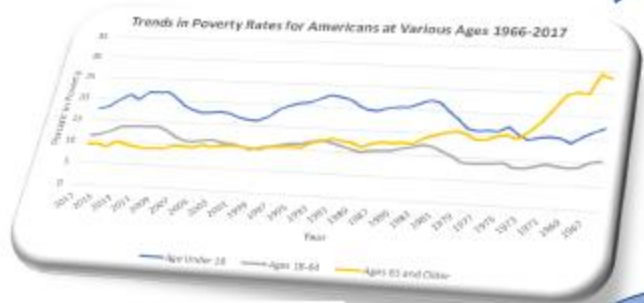
36.2% of American Indian/Alaska Native children lived in poverty in 2017*.



Here, educated people above a high-school level consists of 61.3% of the population but 39.4% of the poverty rate. Almost 39% of the population has no higher education but consists of 60.5% of the poverty rate. Even having some education above the high school level improves chances of not living in poverty.

33.7% of Black children under age 5 lived in poverty in 2017*.

The median income of White families with children in 2017 was \$89,462 while Black families with children had a median income of \$43,243; nearly half of Whites*.



Over time, the poverty level of people ages 65 and older fell dramatically. Trends of poverty of people ages 18-65 were mostly stagnant. There does seem to be a trend of Americans under 18 maintaining a fairly high poverty rate.

In 2017, nearly 1 in 5 (19.6%) infants, toddlers, and preschoolers lived in extreme poverty*.

*Additional reference: Children's Defense Fund

Inequities in incarceration rates

- Inequity awareness
- Statistical graphs (Constructing and Interpreting)
- Percentages in a context

Incarceration Rates in the U.S.

What is
your
Equity IQ?

1. About 13% of the U.S. population is black. Approximately what percent of those incarcerated in the U.S. are black?

(a) 10 (b) 15 (c) 25 (d) 35 (e) 40

2. Approximately what percent of the U.S. black population is incarcerated?

(a) 2 (b) 7 (c) 12 (d) 17 (e) 33

3. The incarceration rate for blacks is _____ times higher than whites.

(a) 2 (b) 3 (c) 5 (d) 7 (e) 10

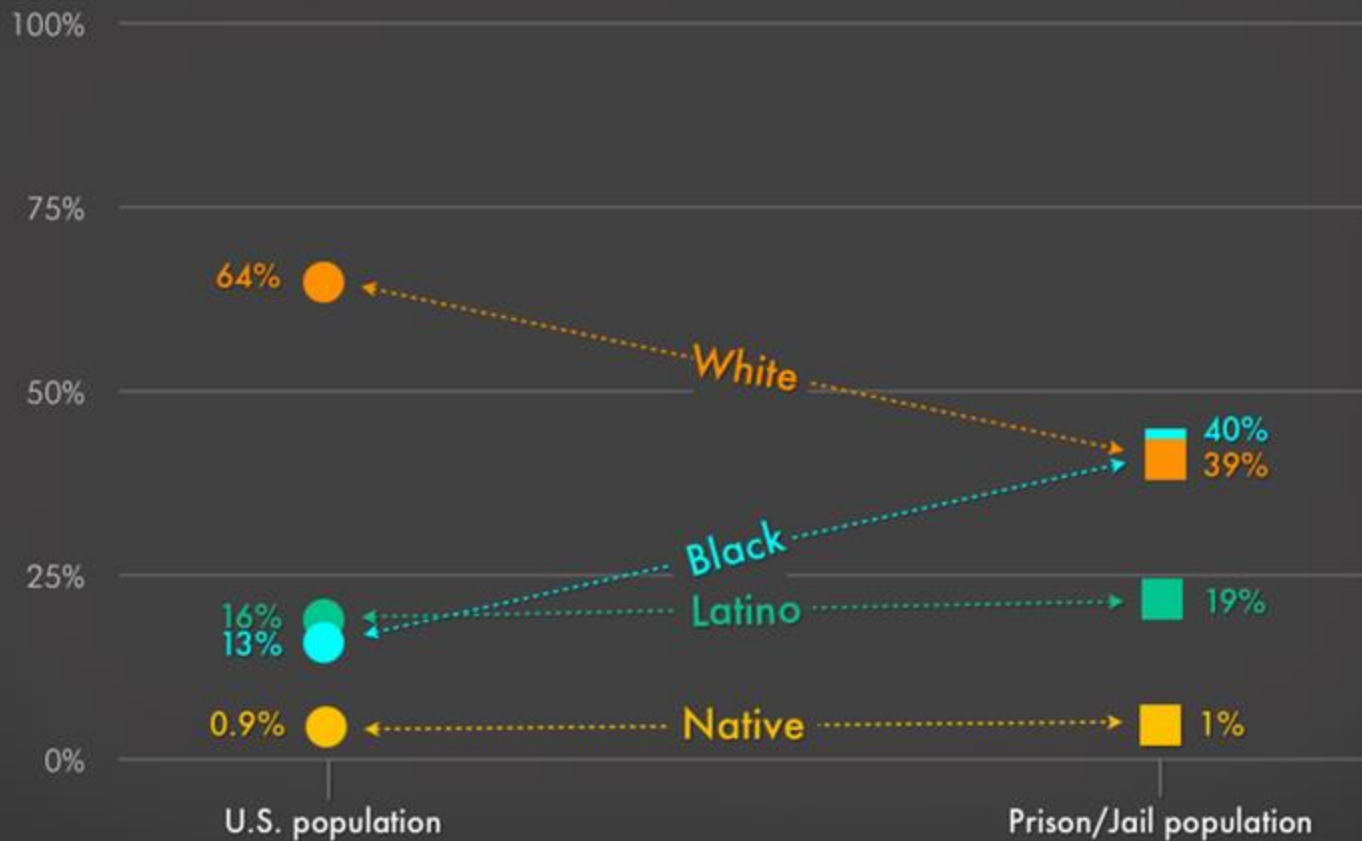
4. 38% of U.S. citizens are people of color (non white).

Approximately what percent of juveniles serving life without parole are people of color?

(a) 15 (b) 40 (c) 50 (d) 70 (e) 80

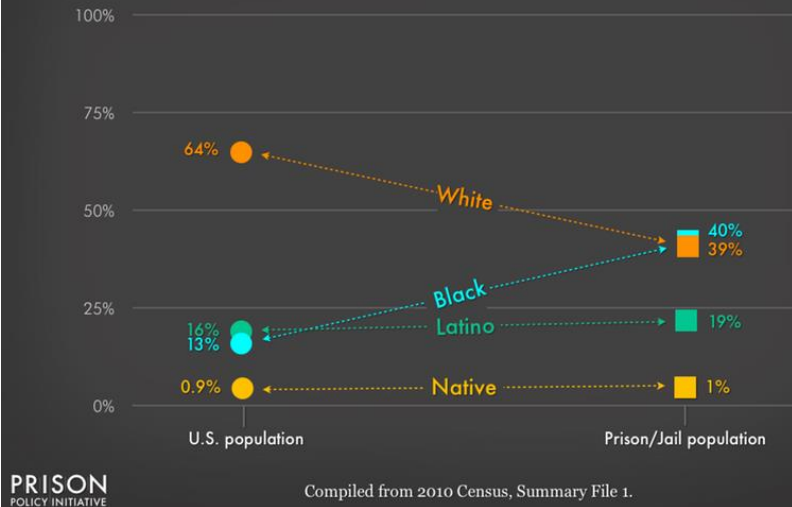
Racial and ethnic disparities in prisons and jails

Whites are underrepresented in the incarcerated population while Blacks are overrepresented.



Racial and ethnic disparities in prisons and jails

Whites are underrepresented in the incarcerated population while Blacks are overrepresented.



Based on this graph, which racial group makes up the largest percent of the total U.S. population? Approximately what percent is this?

Which racial group makes up the largest percentage of people currently incarcerated?

In 2000, there were approximately 265,000,000 total people in the U.S., and 2,185,000 of them were in prison. Based on the graphs:

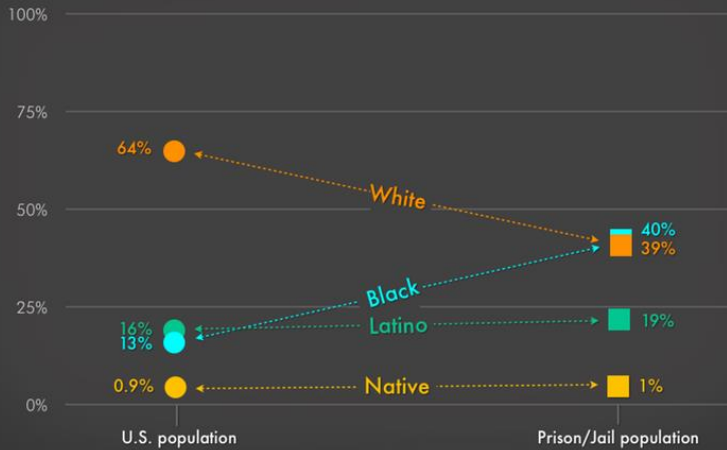
Estimate how many people of each race there were in the U.S. in 2000.

Estimate how many people of each race there were in prison in 2000.

For each race, determine what percent of their total population is currently incarcerated.

Racial and ethnic disparities in prisons and jails

Whites are underrepresented in the incarcerated population while Blacks are overrepresented.



PRISON
POLICY INITIATIVE

Compiled from 2010 Census, Summary File 1.

For each race, determine what percent of their total population is currently incarcerated.

	Total Population	Incarcerated	% Incarcerated
White	169,600,000	852,150	0.5%
Black	37,100,000	874,000	2.4%
Latino	42,400,000	415,150	0.9%
Native	2,385,000	21,850	0.9%
Total	265,000,000	2,185,000	

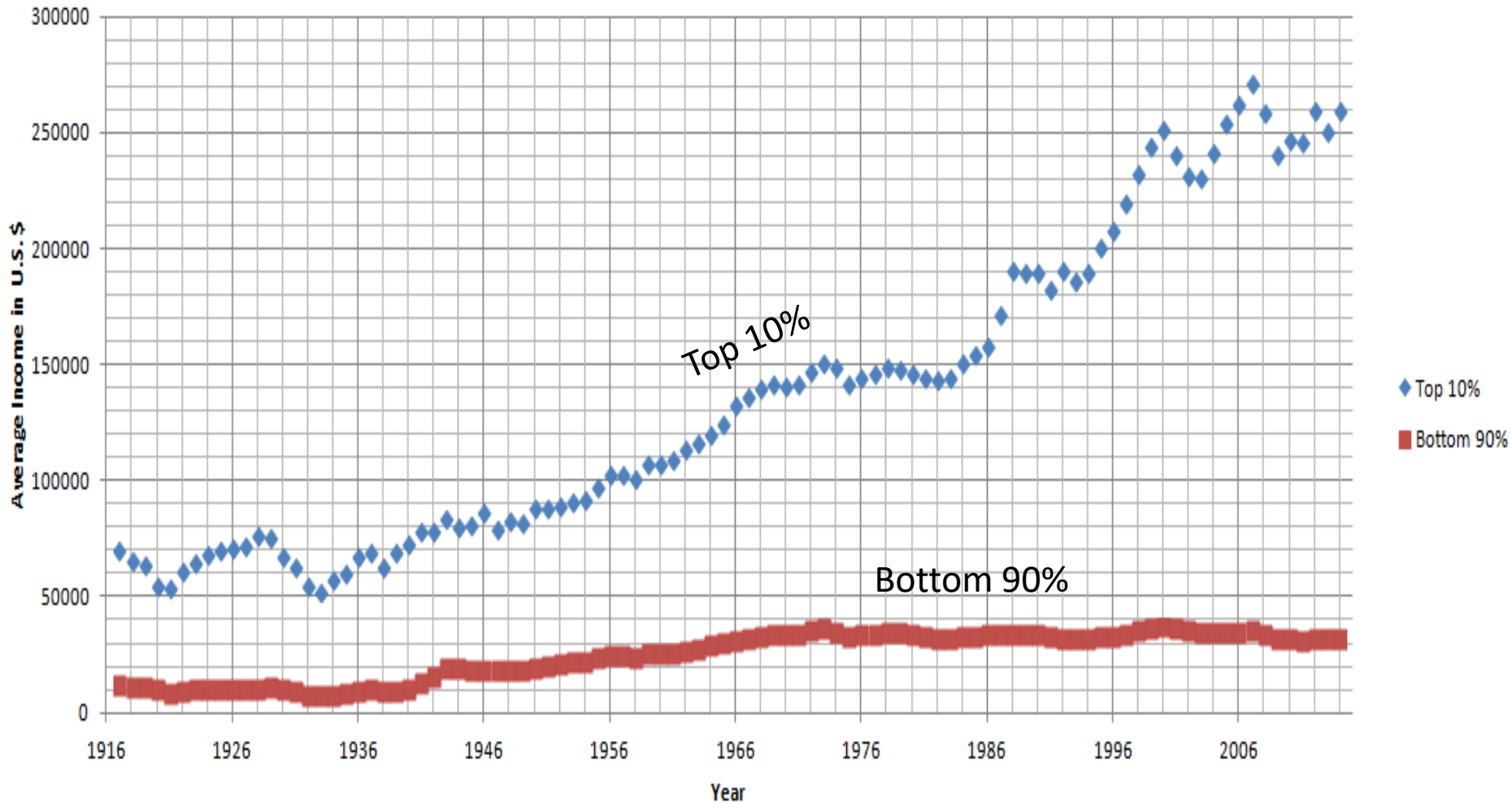
Economic Inequities

- Awareness: Inequities in wealth
- Statistical graphs (Constructing and Interpreting)
- Expected value

What do you notice?

What do you wonder?

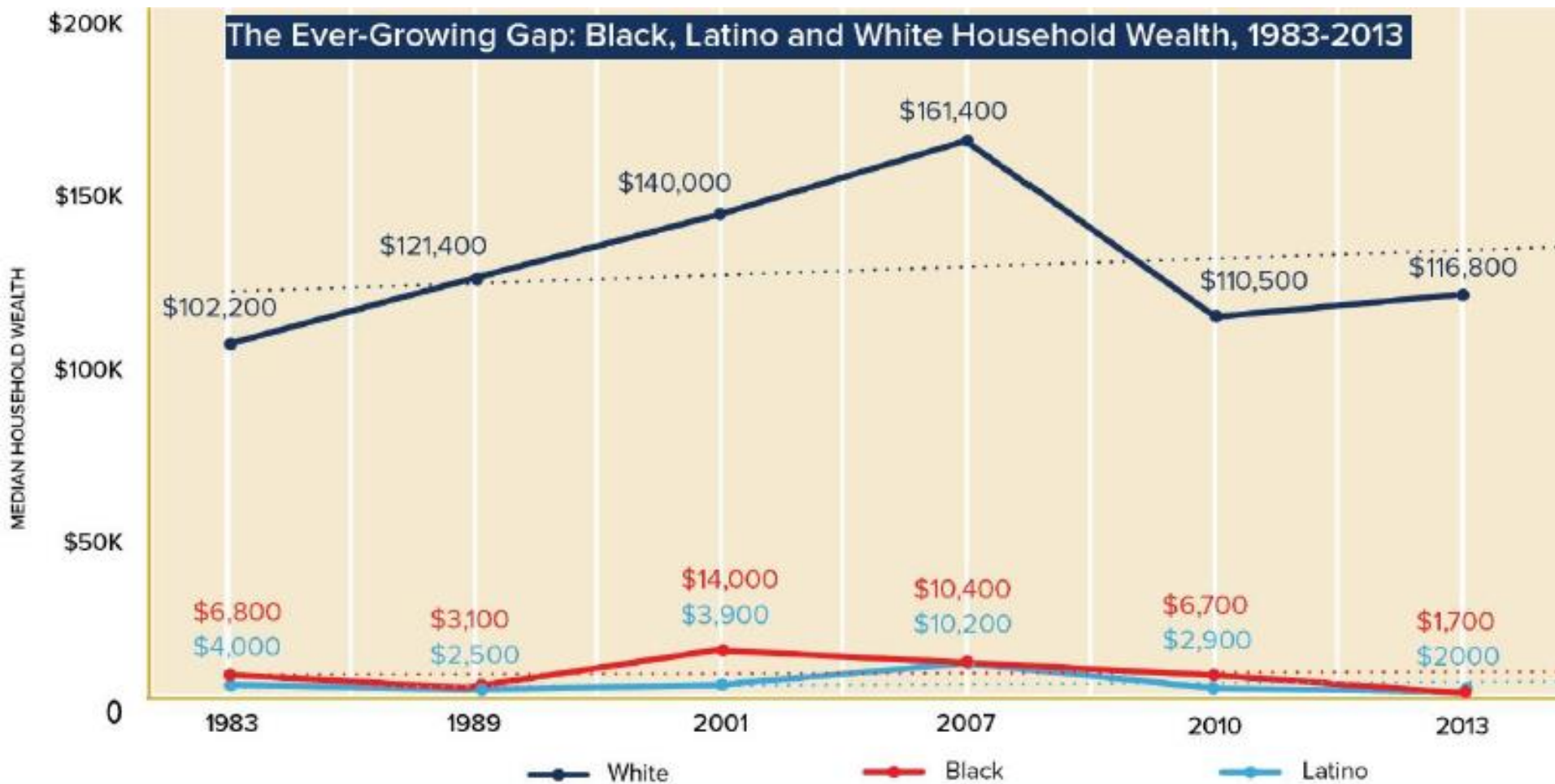
A comparison between the Top 10% and Bottom 90%, Average Income in the U.S.



The accelerating decline in wealth over the past 30 years has left many Black and Latino families unable to reach the middle class. Between 1983 and 2013, the wealth of median Black and Latino households decreased by 75% (from \$6,800 to \$1,700) and 50% (from \$4,000 to \$2,000), respectively, while median White household wealth rose by 14% (from \$102,200 to \$116,800).

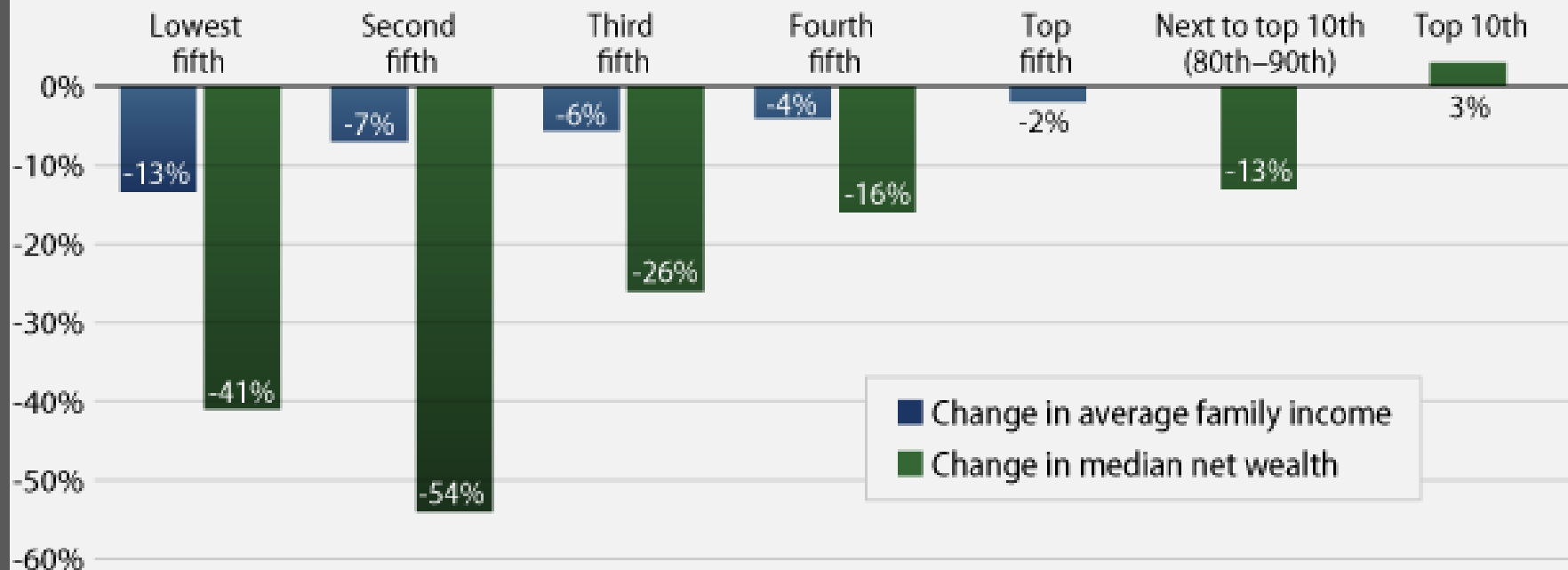
Draw a graph that displays the information above.

The accelerating decline in wealth over the past 30 years has left many Black and Latino families unable to reach the middle class. Between 1983 and 2013, the wealth of median Black and Latino households decreased by 75% (from \$6,800 to \$1,700) and 50% (from \$4,000 to \$2,000), respectively, while median White household wealth rose by 14% (from \$102,200 to \$116,800).



Low- and middle-income families have lost ground in both income and wealth

Percentage change in average family income and median net wealth between 2001 and 2013, by income quintile



Note: For wealth data, families are grouped into income quintiles by the Federal Reserve using the Survey of Consumer Finances' concept of "usual" before-tax income. For income data, families are grouped into income quintiles by the Census Bureau using the Current Population Survey's concept of before-tax "money" income.

Sources: Income data from U.S. Bureau of the Census, *Current Population Survey* (U.S. Department of Commerce, 2014), Table F3, Historical Income. Net wealth data from Federal Reserve System, "Survey of Consumer Finances" (2014), Table 4, Historic Tables Based on Internal Data.

TAX CUTS & JOBS ACT

Are all single taxpayers treated equitably in the 2018 tax relief law?

What would be the 2018 income tax savings for a single person with no dependents who has a gross income of \$75,000, adjustments of \$4,000, one exemption, \$2,475 in itemized deductions, and no tax credits?

2017 Tax Bracket	2017 Income Range	Your 2017 tax is ...
10%	\$0-\$9,325	10% of your taxable income
15%	\$9,326-\$37,950	\$932.50 plus 15% of your income above \$9,325
25%	\$37,951-\$91,900	\$5,226.25 plus 25% of your income above \$37,950
28%	\$91,901-\$191,650	\$18,713.75 plus 28% of your income above \$91,900
33%	\$191,651-\$416,700	\$46,643.75 plus 33% of your income above \$191,650
35%	\$416,701-\$418,400	\$120,910.25 plus 35% of your income above \$416,700
39.60%	\$418,401 and above	\$121,505.25 plus 39.6% of your income above \$418,400

2018 Tax Bracket	2018 Income Range	Your 2018 tax is ...
10%	\$0-\$9,525	10% of your taxable income
12%	\$9,525-\$38,700	\$952.50 + 12% of the amount over \$9,525
22%	\$38,700-\$82,500	\$4,453.50 + 22% of the amount over \$38,700
24%	\$82,500-\$157,500	\$14,089.50 + 24% of the amount over \$82,500
32%	\$157,500-\$200,000	\$32,089.50 + 32% of the amount over \$157,500
35%	\$200,000-\$500,000	\$45,689.50 + 35% of the amount over \$200,000
37%	Over \$500,000	\$150,689.50 + 37% of the amount over \$500,000

Compute the 2018 tax cut or tax savings for the individual with the gross income of \$75,000.

	2017	2018
Adjusted Gross Income	\$71,000	\$71,000
Exemptions	\$4,050	\$0
Deductions	\$6,350	\$12,000
Taxable Income	\$60,600	\$59,000
Marginal Tax Bracket	25%	22%
Tax Owed	\$10,888.75	\$8,919.50
Savings	\$1,969.25	

TAX CUTS & JOBS ACT

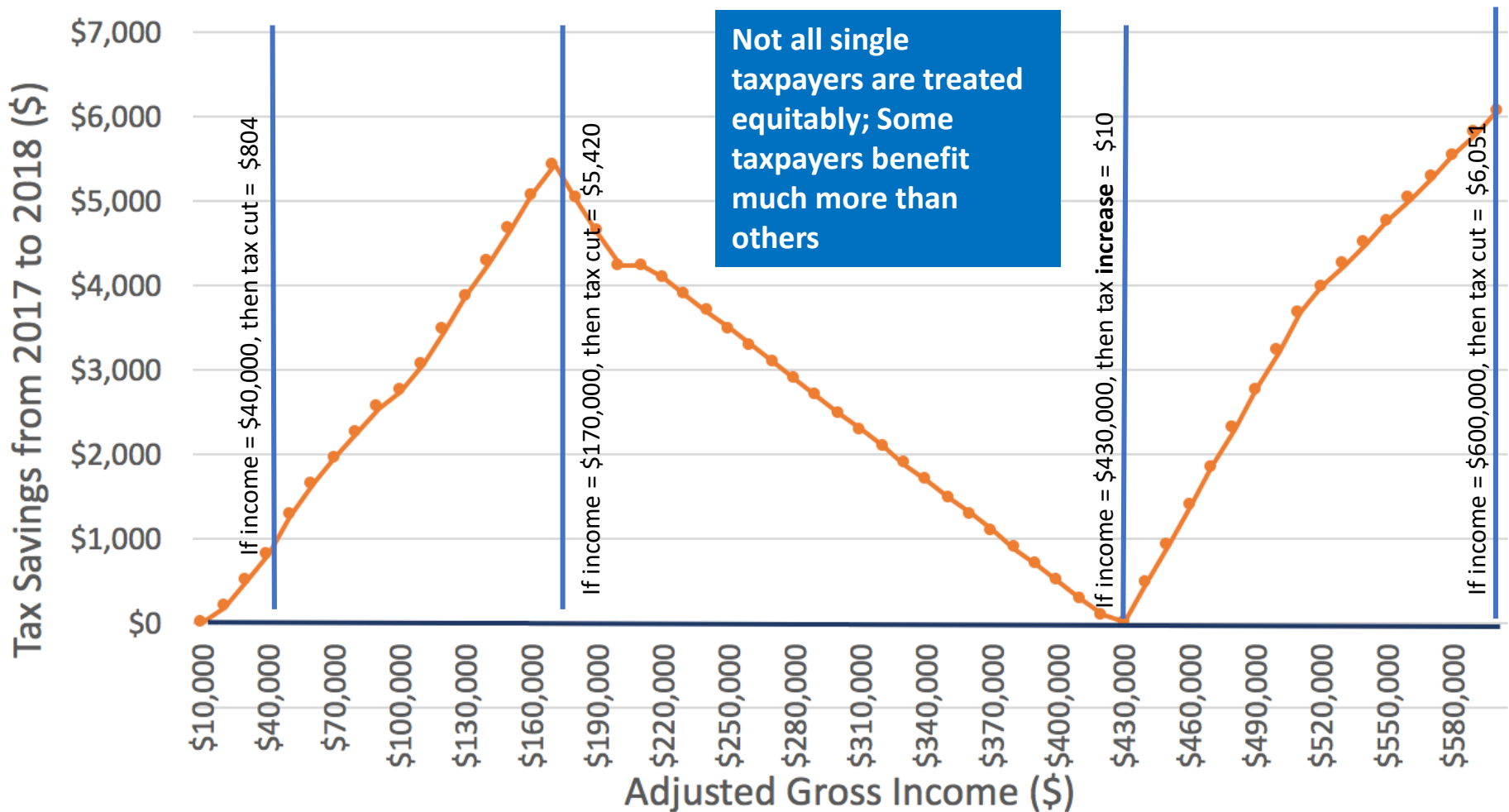
Effect of the new tax bracket on individual filers

Gross Income	2018 Tax Savings
\$10,000	\$0
\$20,000	\$174
\$30,000	\$504
\$40,000	\$804
\$50,000	\$1,269
\$60,000	\$1,639
\$70,000	\$1,939
\$80,000	\$2,239
\$90,000	\$2,539
\$100,000	\$2,729
\$110,000	\$3,060
\$120,000	\$3,460
\$130,000	\$3,860
\$140,000	\$4,260
\$150,000	\$4,660
\$160,000	\$5,060
\$170,000	\$5,420
\$180,000	\$5,020
\$190,000	\$4,620
\$200,000	\$4,220
\$220,000	\$4,078
\$240,000	\$3,678

Gross Income	2018 Tax Savings
\$250,000	\$3,478
\$280,000	\$2,878
\$300,000	\$2,478
\$320,000	\$2,078
\$340,000	\$1,678
\$360,000	\$1,278
\$380,000	\$878
\$400,000	\$478
\$420,000	\$78
\$440,000	\$451
\$460,000	\$1,371
\$480,000	\$2,291
\$500,000	\$3,211
\$550,000	\$4,751
\$600,000	\$6,051
\$700,000	\$8,651
\$800,000	\$11,251
\$900,000	\$13,851
\$1,000,000	\$16,451
\$2,000,000	\$42,451
\$3,000,000	\$68,450

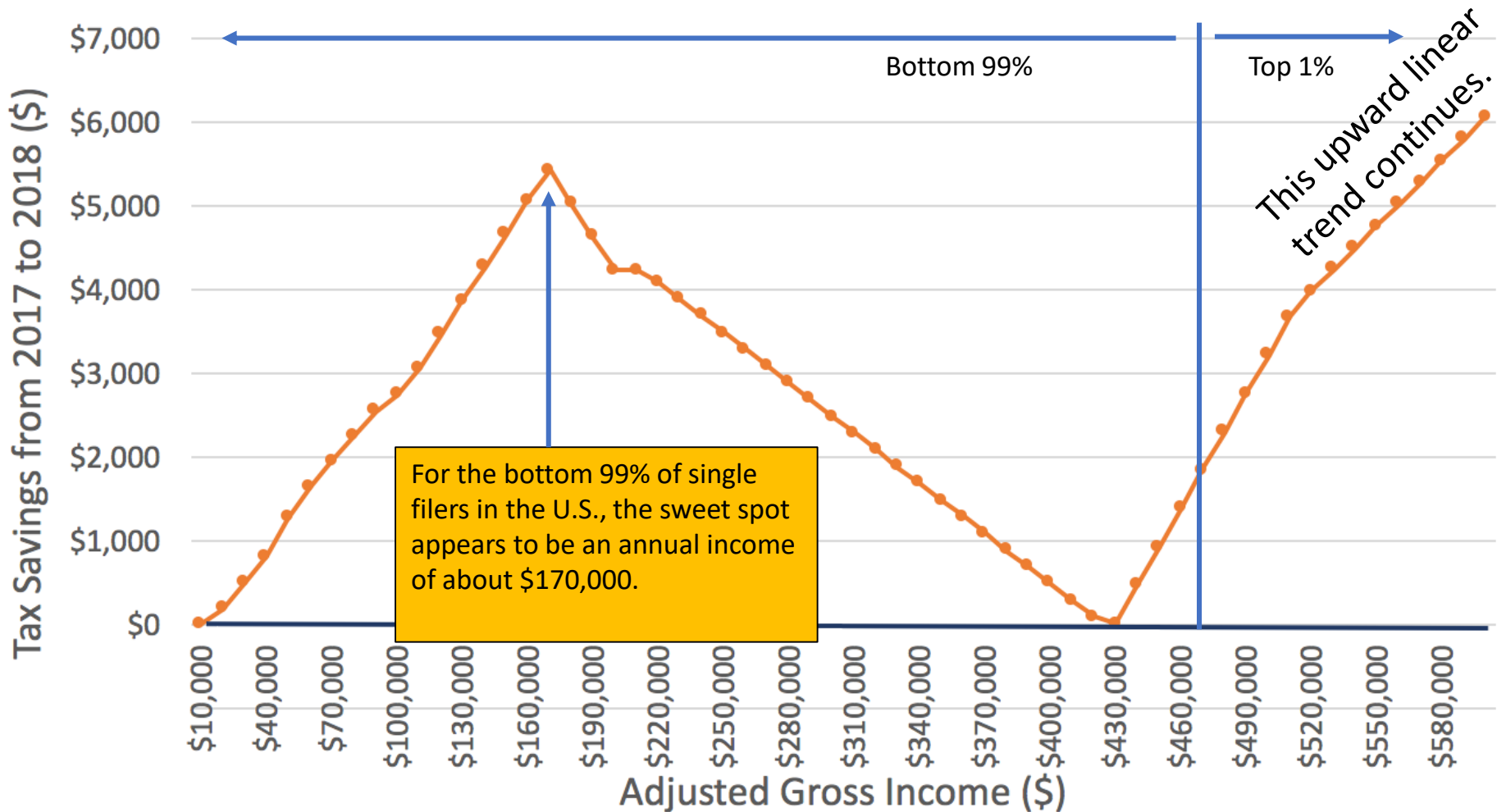
TAX CUTS & JOBS ACT

2018 Tax Savings for Individual Filers by Income



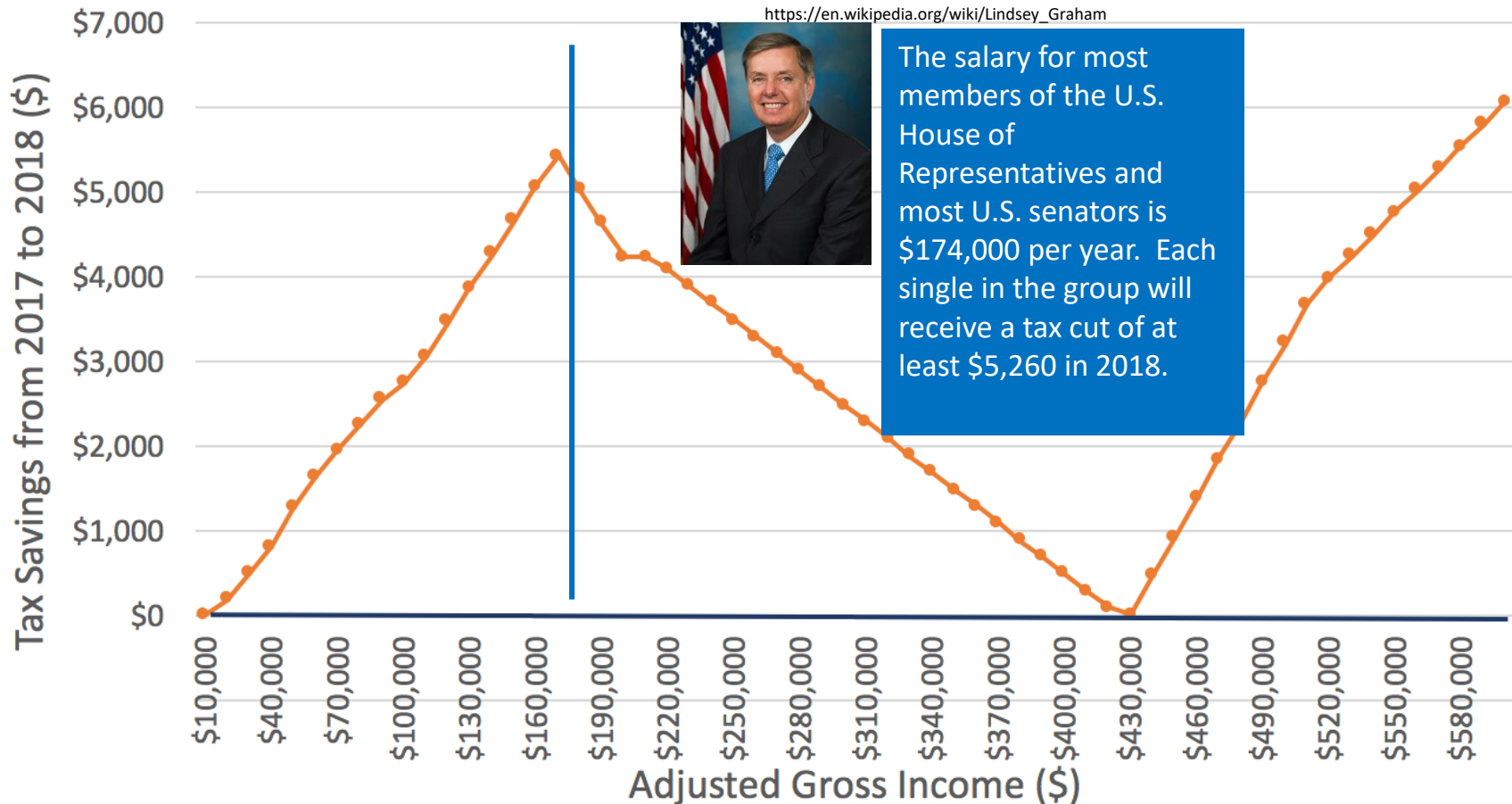
TAX CUTS & JOBS ACT

2018 Tax Savings for Individual Filers by Income



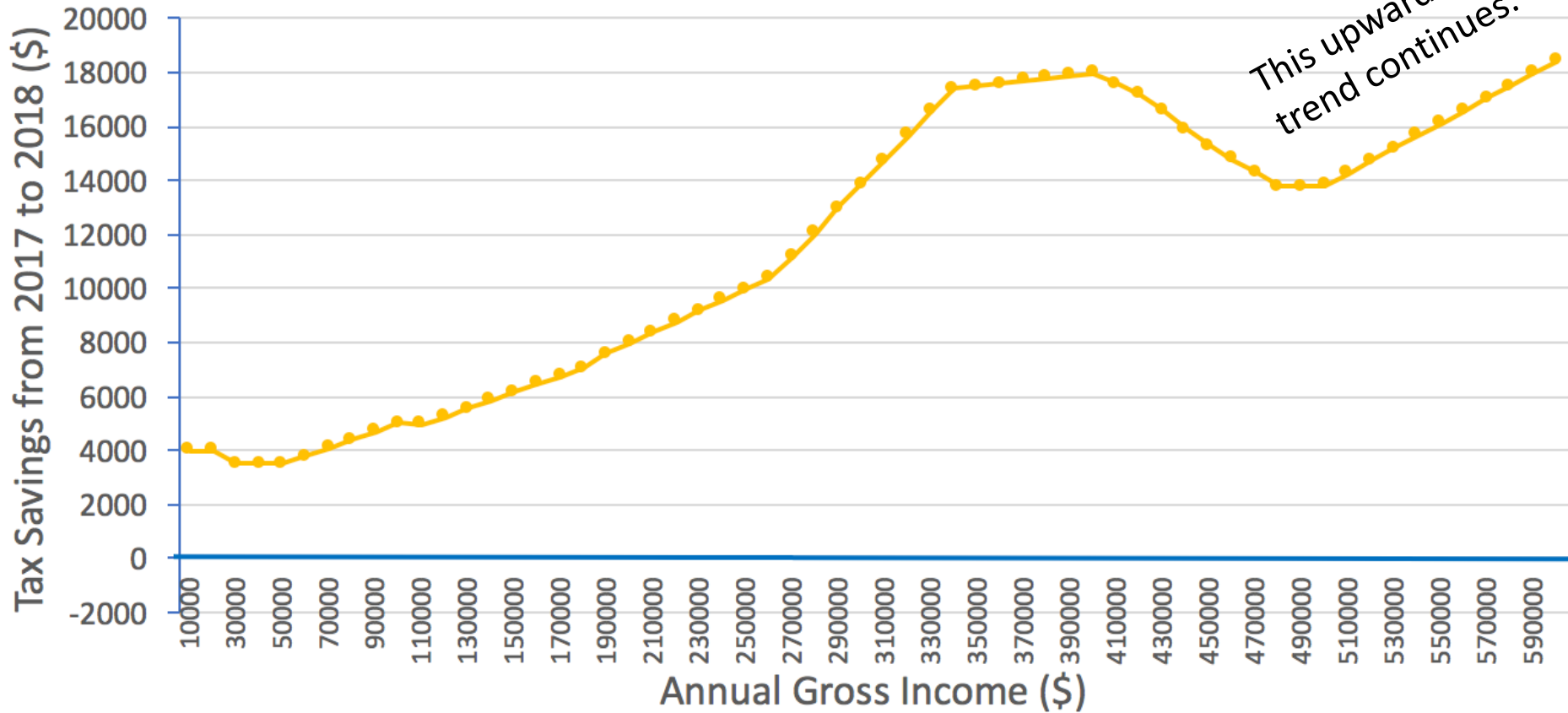
TAX CUTS & JOBS ACT

2018 Tax Savings for Individual Filers by Income



TAX CUTS & JOBS ACT

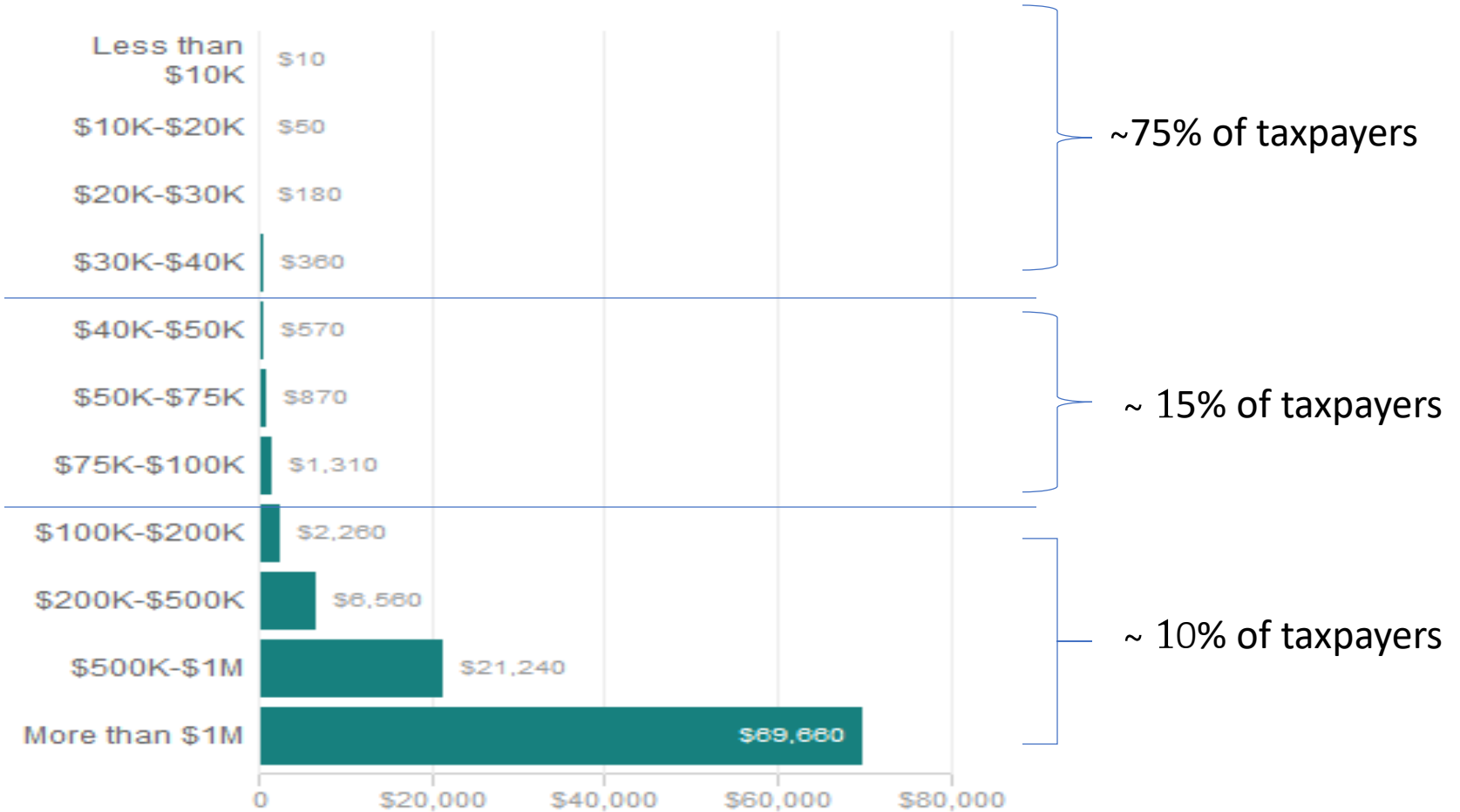
2018 Tax Savings of Married Couples with 2 Children by Gross Income



Tax credit doubles to \$2,000 per child for most tax payers.

TAX CUTS & JOBS ACT

AVERAGE BENEFIT FROM TAX BILL



Source: Tax Policy Center

Credit: Danielle Kurtzleben & Katie Park/NPR

<https://www.npr.org/2017/12/19/571754894/charts-see-how-much-of-gop-tax-cuts-will-go-to-the-middle-class>

Gross Household Income Range	Midpoint of Income Class	Average Tax Cut in 2018	Percent of the Households in the Income Range
\$0-\$10,000	\$5,000	\$10	6%
\$10,001-\$20,000	\$15,000	\$50	11%
\$20,001-\$30,000	\$25,000	\$180	11%
\$30,001-\$40,000	\$35,000	\$360	9%
\$40,001-\$50,000	\$45,000	\$570	8%
\$50,001-\$75,000	\$62,500	\$870	18%
\$75,001-\$100,000	\$87,500	\$1,310	17%
\$100,001-\$200,000	\$150,000	\$2,260	14%
\$200,001-\$450,000	\$325,000	\$7,100	5%
\$450,001+	\$1,200,000	\$41,800	1%

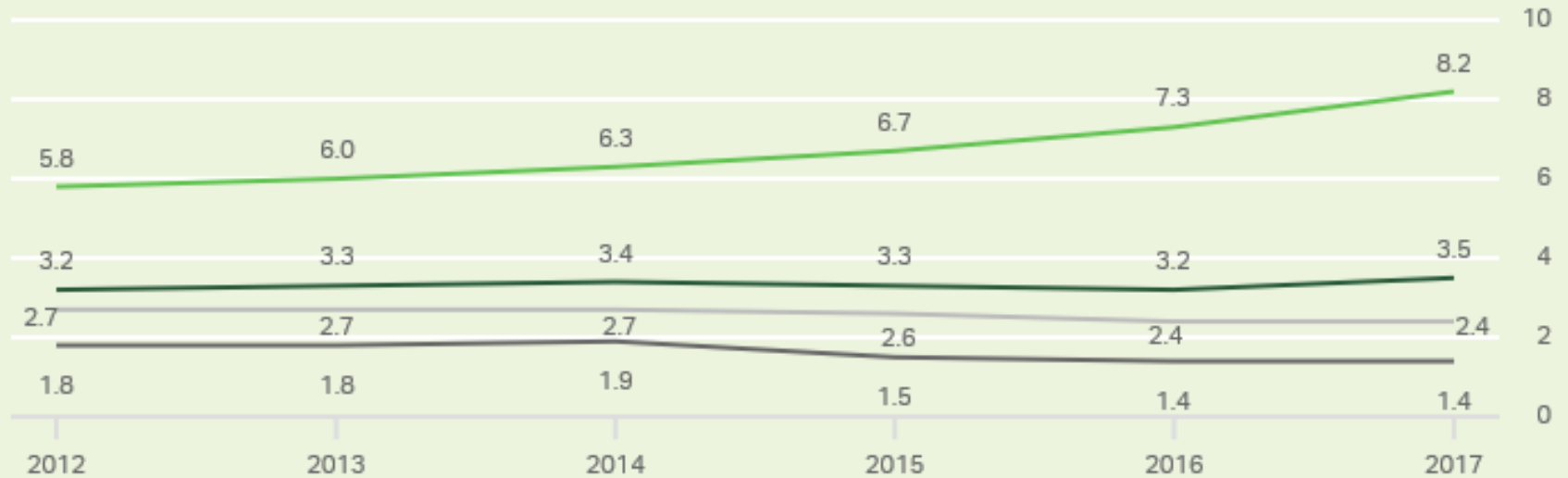
Average (expected) Tax Cut = \$1,573

Inequities – Sexuality/LGBT

- Awareness: Where do we find inequities in the LGBT community?
- Statistical graphs (Constructing and Interpreting)
- Percent increase/decrease
- Hypothesis testing

Percentage of Americans Identifying as LGBT, by Birth Cohort

■ % Millennials (1980-1999)
 ■ % Generation X (1965-1979)
 ■ % Baby boomers (1946-1964)
 ■ % Traditionalists (1913-1945)



Percentage of U.S. Adults Identifying as LGBT by Gender 2012-2017

	2012	2013	2014	2015	2016	2017
	%	%	%	%	%	%
Gender						
Male	3.4	3.5	3.6	3.7	3.7	3.9
Female	3.5	3.6	3.9	4.1	4.4	5.1

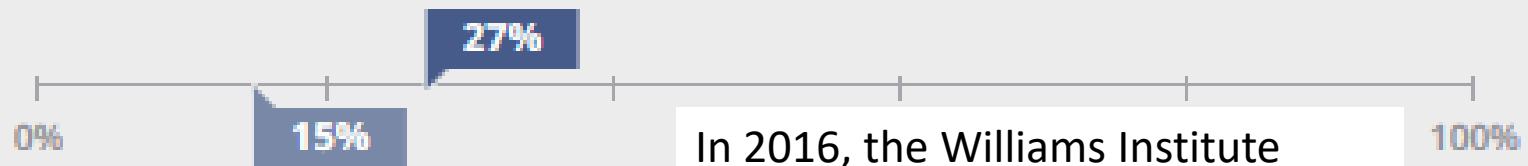
Who Are Unemployed



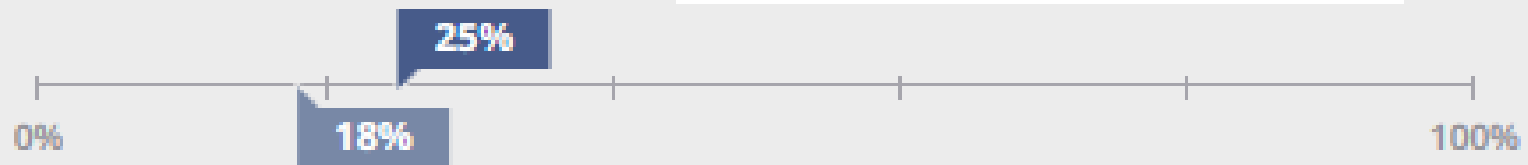
Who Are Uninsured



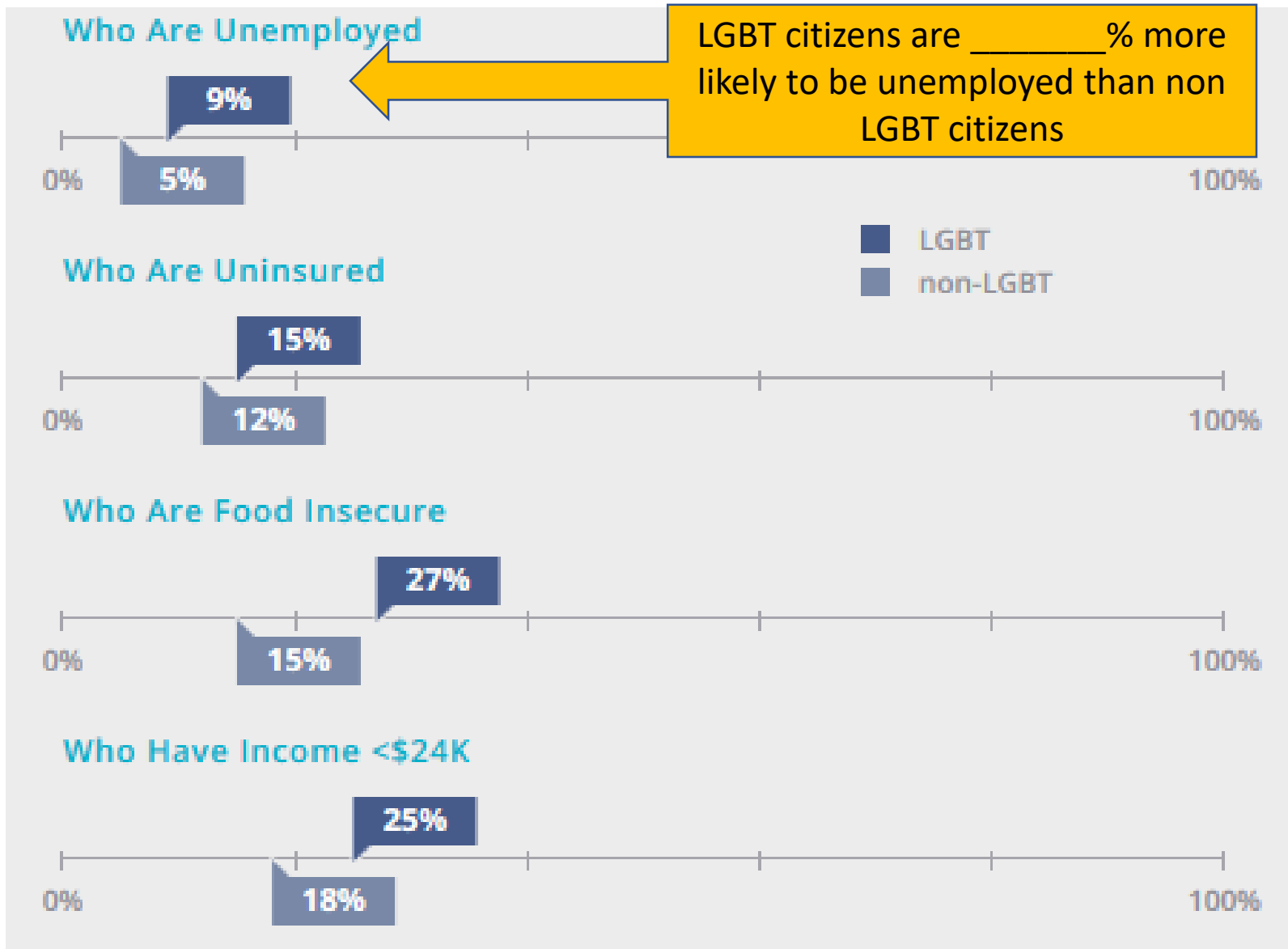
Who Are Food Insecure



Who Have Income <\$24K



In 2016, the Williams Institute found that 0.6% of U.S. adults identify as transgender.



Who Are Unemployed



Who Are Uninsured



In a random sample of 980 LGBT citizens, 15% were uninsured. In a random sample of 800 non LGBT citizens, 12% were uninsured. Test the claim that LGBT citizens are more likely to be uninsured.

Who Are Food Insecure



Who Have Income <\$24K



Gender Pay Gap

- Awareness: Is the gender pay gap really a thing?
- Ratios
- Times series graphs (Constructing and Interpreting)
- Regression (Making predictions from trend lines.)
- Other statistical graphs

The Gender Pay Gap in the U.S.

What is
your
Equity IQ?

What is the ratio of women's median earnings to men's median earnings in the U.S.? _____

- (a) .70:1 (b) .75:1 (c) .80:1 (d) .90:1 (e) .95:1

For every dollar a white man earns, an Hispanic woman will earn _____ cents.

- (a) 43 (b) 53 (c) 63 (d) 73 (e) 83

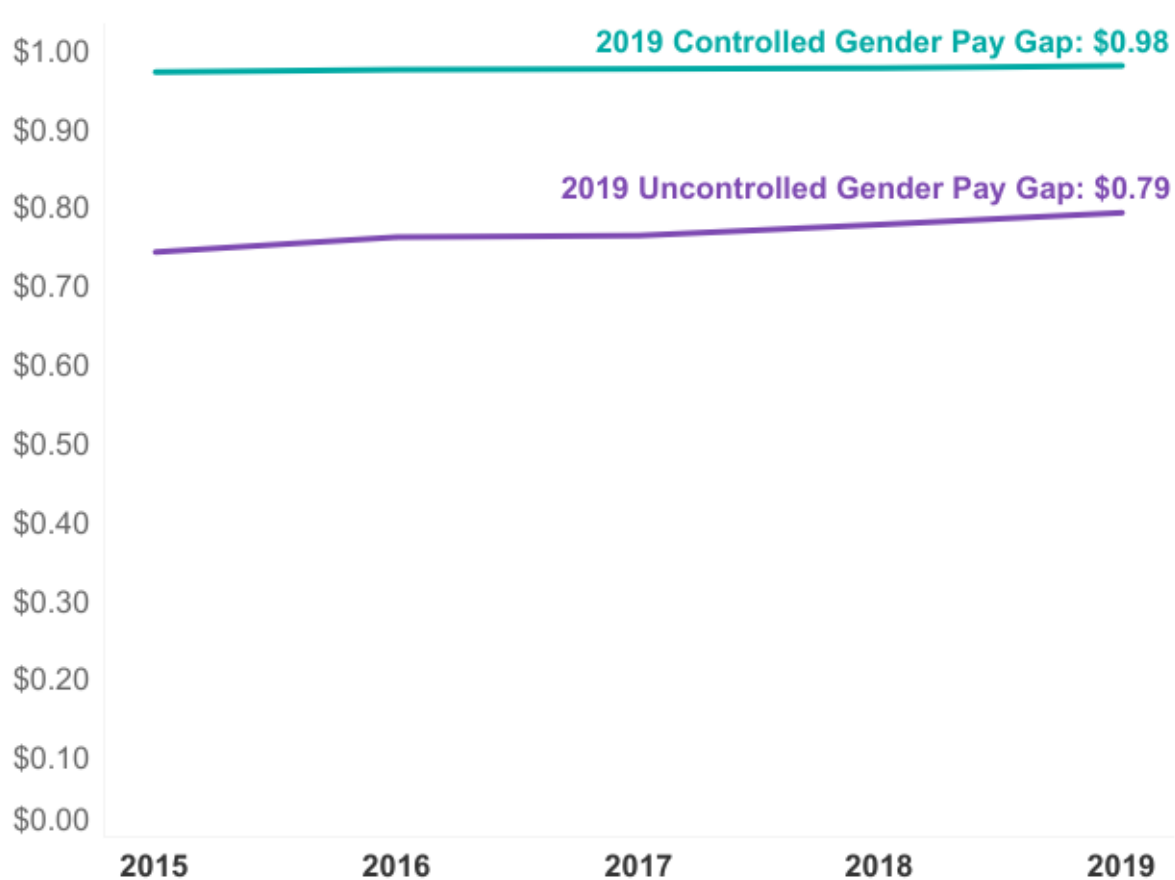
$$\text{EARNINGS RATIO} = \frac{\text{WOMEN'S MEDIAN EARNINGS}}{\text{MEN'S MEDIAN EARNINGS}}$$

$$\text{2017 EARNINGS RATIO} = \frac{\$41,997}{\$52,146} = 80\%$$

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

The Gender Pay Gap Over Time

Using PayScale's crowdsourced compensation data

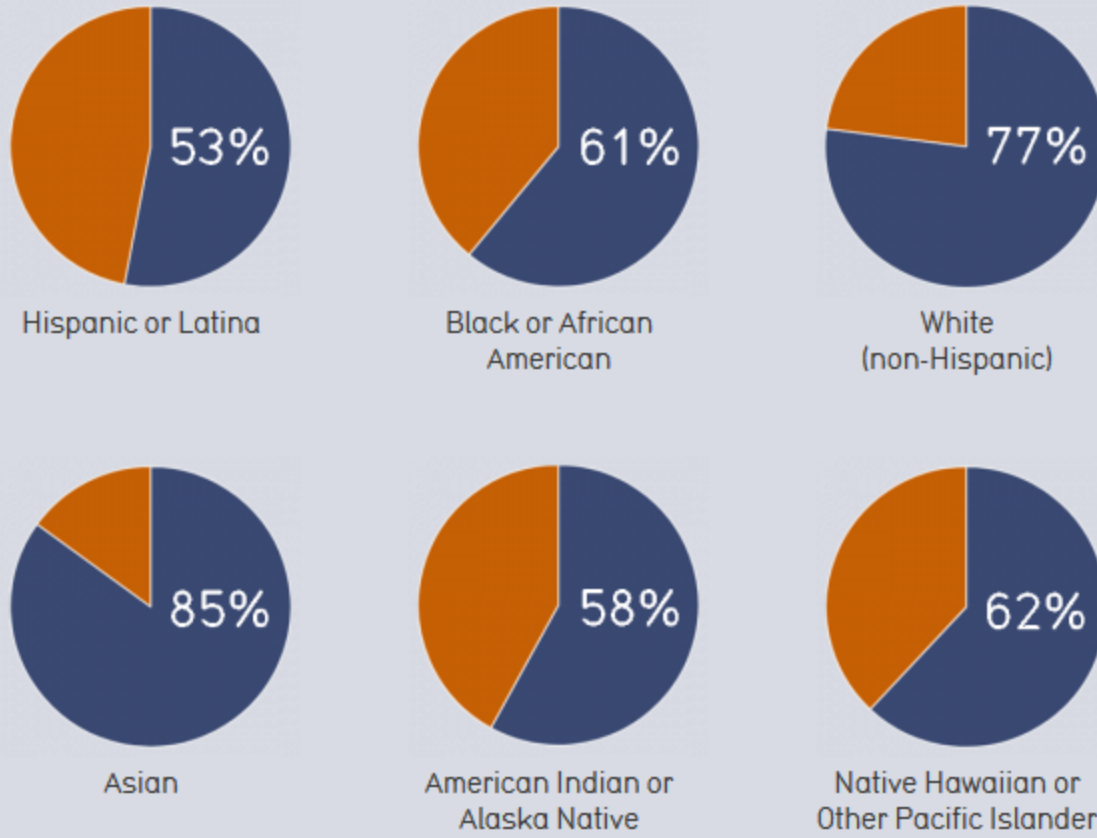


Uncontrolled Gender Pay Gap: Measures median salary for all men and all women regardless of job type, seniority, location, industry, years of experience, etc.

Controlled Gender Pay Gap: Measures pay for men and women with the same job and qualifications.

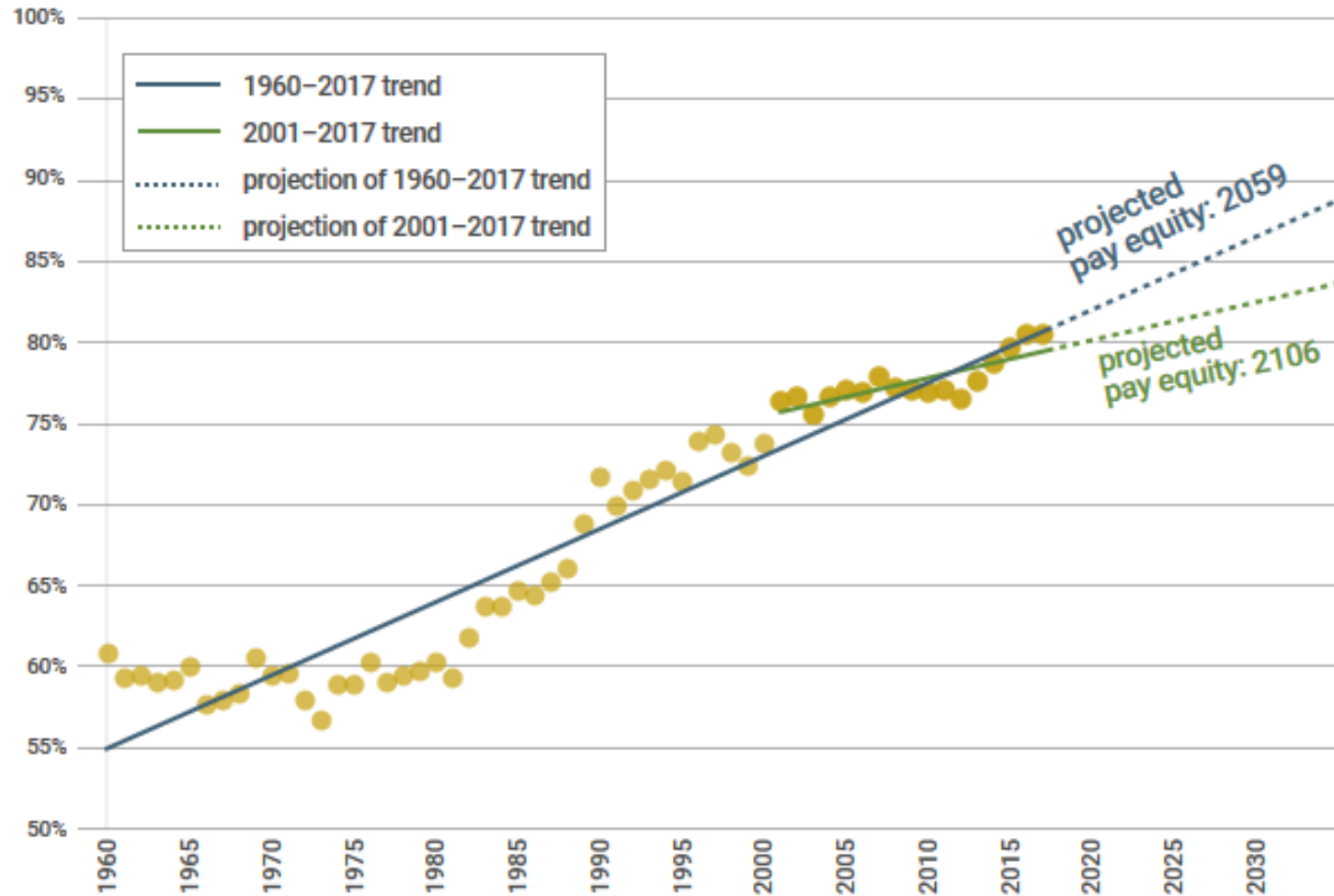


Women's Earnings as a percentage of White Men's Earnings, by Race/Ethnicity, 2017



<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

Women's Median Annual Earnings as a Percentage of Men's for Full-time, Year-round Workers, 1960–2017 and Projections



<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

10 Occupations Where Women Collectively Lose the Most Money

	Women Employed	Men's Earnings	Women's Earnings	Pay Ratio	Profession Gap
Financial managers	554,104	\$100,575	\$65,237	65%	\$19,581,000,000
Physicians and surgeons	274,511	\$243,072	\$171,880	71%	\$19,543,000,000
Accountants and auditors	1,014,827	\$77,320	\$60,280	78%	\$17,293,000,000
First-line supervisors of retail sales workers	1,177,835	\$47,774	\$35,217	74%	\$14,790,000,000
Registered nurses	2,092,489	\$71,590	\$65,612	92%	\$12,509,000,000
Marketing and sales managers	383,998	\$100,288	\$71,066	71%	\$11,221,000,000
Lawyers	320,159	\$140,270	\$106,837	76%	\$10,704,000,000
Chief executives	266,890	\$148,867	\$111,236	75%	\$10,043,000,000
Medical and health services managers	456,984	\$87,451	\$67,129	77%	\$9,287,000,000
Education administrators	500,325	\$83,383	\$64,989	78%	\$9,203,000,000

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

10 Largest Pay Gaps for Women

	Women Employed	Men's Earnings	Women's Earnings	Pay Ratio	Profession Gap
Securities, commodities, and financial services sales agents	60,572	\$101,423	\$61,936	61%	\$2,392,000,000
Financial managers	554,104	\$100,575	\$65,237	65%	\$19,581,000,000
Personal financial advisors	109,105	\$108,199	\$71,154	66%	\$4,042,000,000
Production, planning, and expediting clerks	162,744	\$60,836	\$41,040	67%	\$3,222,000,000
Credit counselors and loan officers	150,841	\$77,214	\$52,257	68%	\$3,765,000,000
Inspectors, testers, sorters, samplers, and weighers	242,910	\$46,955	\$32,280	69%	\$3,565,000,000
Retail salespersons	644,453	\$40,182	\$27,800	69%	\$7,980,000,000
First-line supervisors of housekeeping and janitorial workers	71,736	\$43,968	\$30,461	69%	\$969,000,000
Insurance sales agents	212,096	\$61,768	\$42,951	70%	\$3,991,000,000
Sales and related workers, all other	83,106	\$67,634	\$47,543	70%	\$1,670,000,000

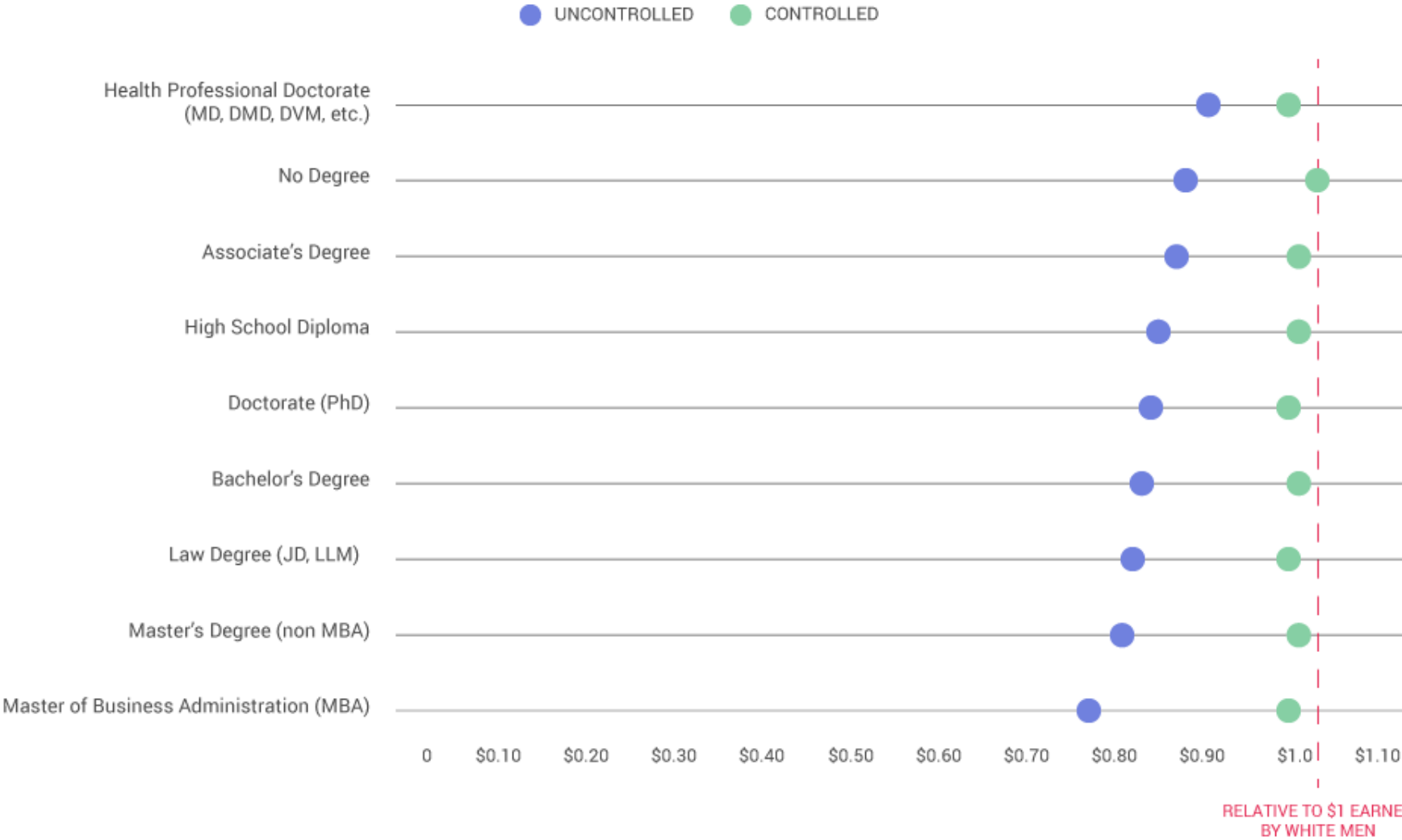
<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

10 Smallest Pay Gaps for Women

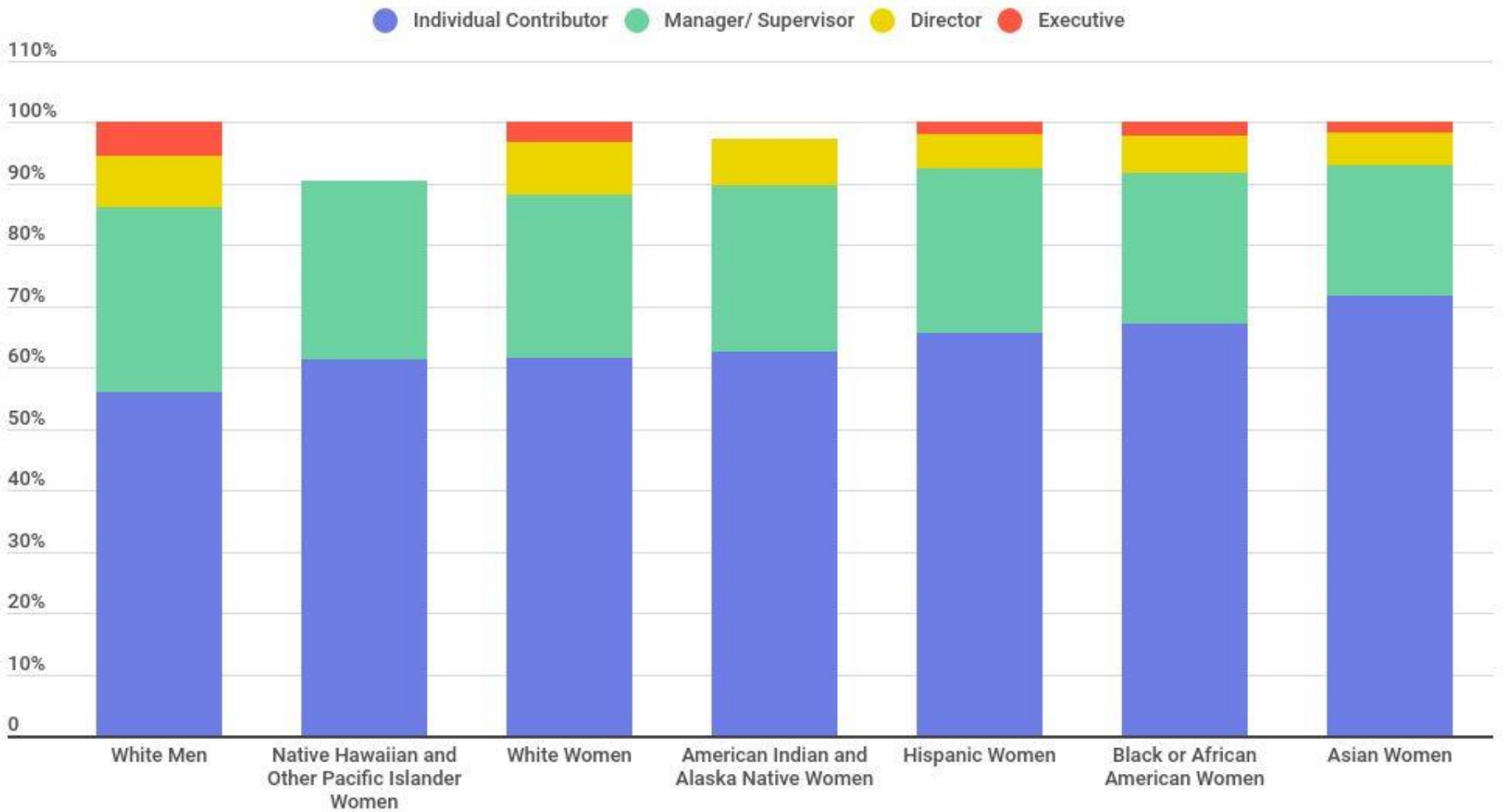
	Women Employed	Men's Earnings	Women's Earnings	Pay Ratio	Profession Gap
Wholesale and retail buyers, except farm products	65,395	\$41,903	\$45,496	109%	-\$235,000,000
Combined food preparation and serving workers, including fast food	87,640	\$20,886	\$20,592	99%	\$26,000,000
Writers and authors	78,568	\$56,059	\$55,092	98%	\$76,000,000
Pharmacists	111,516	\$122,441	\$120,173	98%	\$253,000,000
Counselors	416,330	\$47,207	\$46,104	98%	\$459,000,000
Social workers	586,871	\$46,906	\$45,644	97%	\$741,000,000
Clinical laboratory technologists and technicians	179,012	\$50,108	\$48,241	96%	\$334,000,000
Receptionists and information clerks	617,205	\$30,319	\$28,919	95%	\$864,000,000
Computer occupations, all other	137,341	\$73,301	\$68,923	94%	\$601,000,000
Security guards and gaming surveillance officers	156,280	\$32,003	\$30,072	94%	\$302,000,000

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

GENDER PAY GAP BY EDUCATION LEVEL



WOMEN OF COLOR ARE FAR MORE LIKELY TO REMAIN IN THE INDIVIDUAL CONTRIBUTOR LEVEL THAN WHITE MEN



THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

JOB LEVEL- INDIVIDUAL CONTRIBUTORS



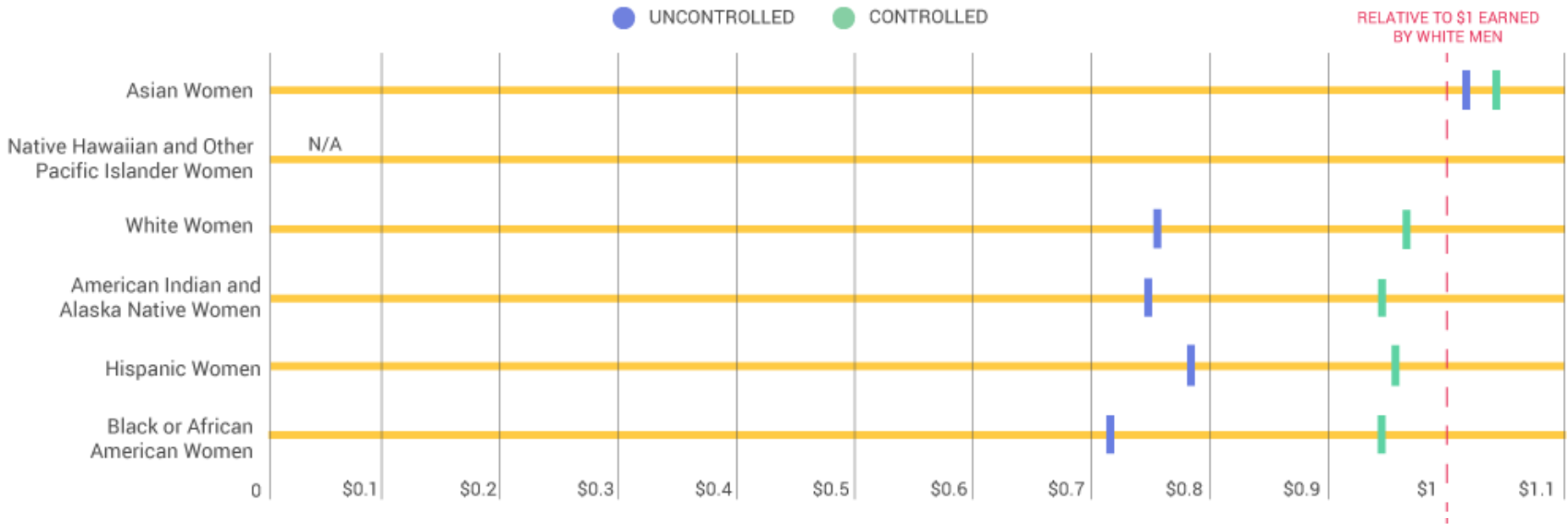
THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

JOB LEVEL - MANAGER/SUPERVISOR



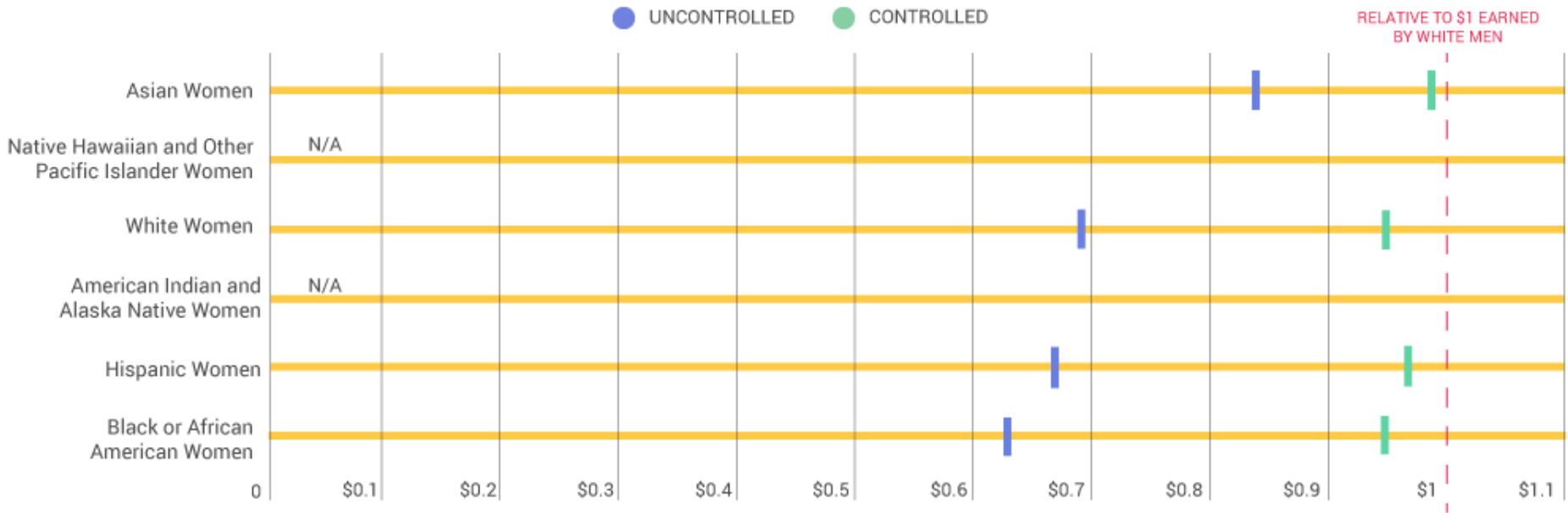
THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

JOB LEVEL - DIRECTOR



THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

JOB LEVEL - EXECUTIVE



Racial Inequities – Traffic Stops

- Awareness: Racial inequities
- Statistical graphs (Constructing and Interpreting)
- Conditional proportions, percentages, probabilities

**LOS ANGELES POLICE DEPARTMENT
FIELD DATA STATISTICS
CITYWIDE**

DESCRIPTION OF ITEM	DRIVER						Total
	White	Black	Hispanic	Asian	Amer. Ind.	Other	
NUMBER OF DRIVERS	10,2873	5,2456	1,20120	24489	608	4354	304640
GENDER							
Male	67158	35003	91369	15491	457	3101	212399
Female	35715	17453	28751	8998	151	993	93261
APPARENT AGE							
1 - 17	1139	624	1870	154	3	65	3865
18 - 25	29903	14789	38877	4876	131	1097	80603
26 - 35	37355	15318	37880	6918	166	1173	83760
36 - 45	24165	10998	24607	5798	157	877	66542
46 - 55	16837	6917	11955	4147	117	629	40587
56+	12479	3800	4936	3101	44	413	24773
INITIAL REASON FOR STOP							
Vehicle Code Moving Violation	67017	26481	65599	15705	348	2634	177384
Vehicle Code Pedestrian Violation	217	168	286	42	1	7	721
Vehicle Code Equipment/Registration Violation	28036	27947	47435	6836	211	1165	106630
Municipal Code Violation	6181	1466	783	2102	45	304	17778
Suspect Flight	11	16	54	4		1	86
Commercial	154	87	188	33		2	464
Call For Service	542	311	1217	116	1	27	2214
Department Briefing (Crime Broadcast, Bulletin, Roll Call)	63	101	219	10		6	399
Penal Code Violation	341	522	1394	88	5	28	2378
Health & Safety Code Violation	186	187	323	18		10	724
Other	125	170	622	35		10	962
DID DRIVER EXIT VEHICLE?							
Yes	933	12820	30512	1990	50	562	55267
No	93540	39636	89608	22499	558	3572	249373
DID YOU ASK DRIVER TO EXIT?							
Yes	5766	10441	25777	1134	35	347	43500
PA T DOWN/RISK SEARCH CONDUCTED?							
Yes	3995	8260	16461	650	14	216	29196
DETAINEE ASKED TO SUBMIT TO CONSENSUAL SEARCH?							
Yes	2017	4638	9023	306	8	117	16109
GRANTED?							
Yes	1869	4419	8625	284	6	110	15313
WAS SEARCH CONDUCTED?							
Yes	4310	8263	20323	775	20	249	33940
IF WARRANTLESS SEARCH CONDUCTED, SEARCH							
Parole/Probation	448	1765	1493	35		24	3765
Order of Contraband	208	451	585	21	1	25	1291
Incident to Put Down/Trink	619	1491	3006	95	4	58	5273
Incident to Arrest	1795	1792	3704	421	5	83	9800
Impound Authority	1132	1397	7827	186	11	47	10780
Vehicle Contraband	133	149	323	14		10	629
Element	1953	4375	8853	289	5	123	15768
Other	30	43	97	4		4	178
IF SEARCH WAS CONDUCTED, WHAT WAS SEARCHED?							
Vehicle	2804	5567	14481	452	14	170	23488
Person	3384	6825	13023	628	9	205	24978
Element	130	129	245	11		8	523
Other	17	20	42	1		1	81
WAS ANYTHING DISCOVERED/SEIZED?							
Yes	1956	7109	10384	313	12	108	15487
IF SEARCH WAS CONDUCTED, WHAT WAS DISCOVERED?							
Weapons	47	87	201	6		5	346
Money	120	124	348	11		6	609
Drugs	487	658	1198	58		40	2446
Alcohol	69	73	301	8		1	457
Other Contraband	86	76	207	7		5	376
Other Evidence of Crime	99	89	319	11		5	523
Other Property	267	350	815	49	1	13	1485
Vehicle	1070	1546	7711	187	11	46	10571
ACTION TAKEN							
Warning	23016	11567	22678	6201	142	871	64437
Citation	77447	37998	90040	17917	453	3241	228396
Arrest - Total	4092	3510	9696	854	18	281	18451

The LAPD publishes their field statistics online.

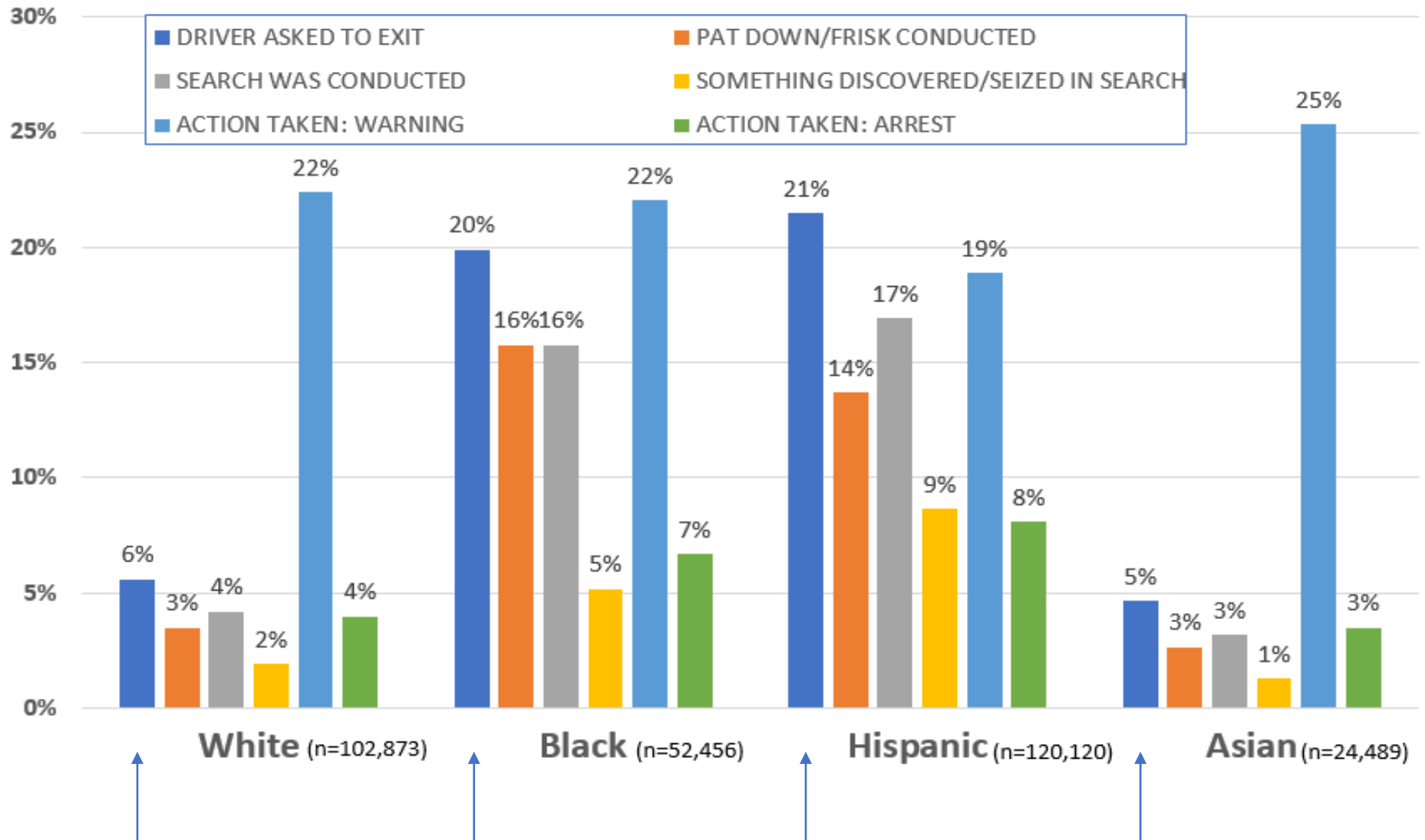
This report summarizes all traffic stops in the City of Los Angeles over the first six months of 2008.



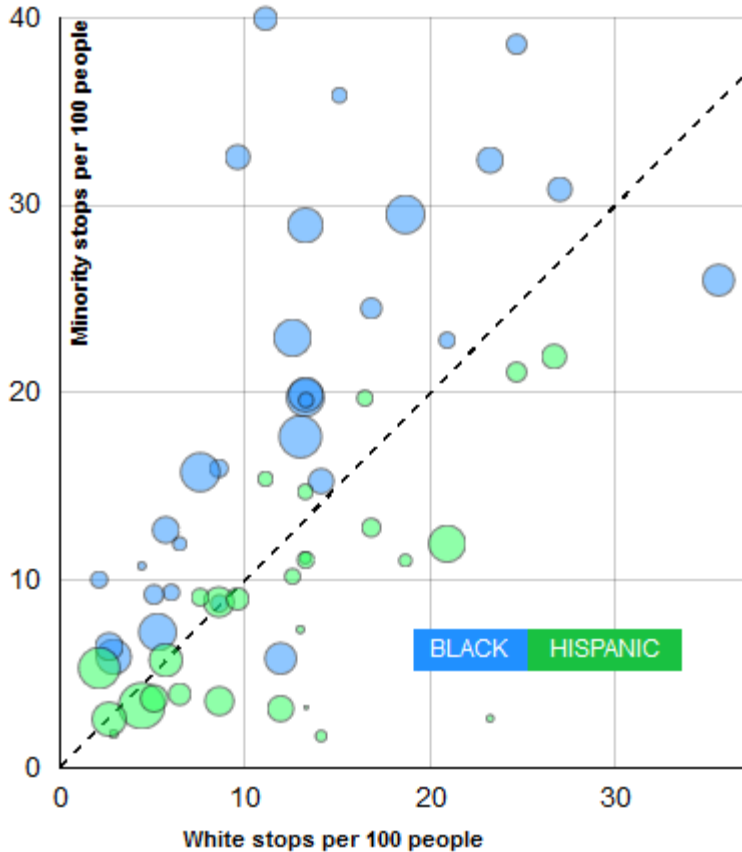
Students compare and contrast the way drivers of different races were treated by police officers during traffic stops. Here is a subset of the data from the LAPD traffic stop summary.

	White	Black	Hispanic	Asian	Amer. Ind.	Other	Total
NUMBER OF DRIVERS STOPPED	102873	52456	120120	24489	608	4094	304640
DRIVER ASKED TO EXIT	5766	10441	25777	1134	35	347	43500
PAT DOWN/FRISK CONDUCTED	3595	8260	16461	650	14	216	29196
SEARCH WAS CONDUCTED	4310	8263	20323	775	20	249	33940
SOMETHING WAS DISCOVERED/SEIZED IN THE SEARCH	1956	2709	10384	313	12	108	15482
ACTION TAKEN: WARNING	23026	11567	22678	6201	142	823	64437
ACTION TAKEN: ARREST	4092	3510	9696	854	18	281	18451

Comparison between Race of Driver and Actions taken at Traffic Stops in Los Angeles



Traffic Stops in the U.S.



**BLACK DRIVERS ARE
30%
MORE LIKELY
TO BE PULLED OVER.**

Officers generally stop black drivers at higher rates than white drivers, and stop Hispanic drivers at similar or lower rates than whites.

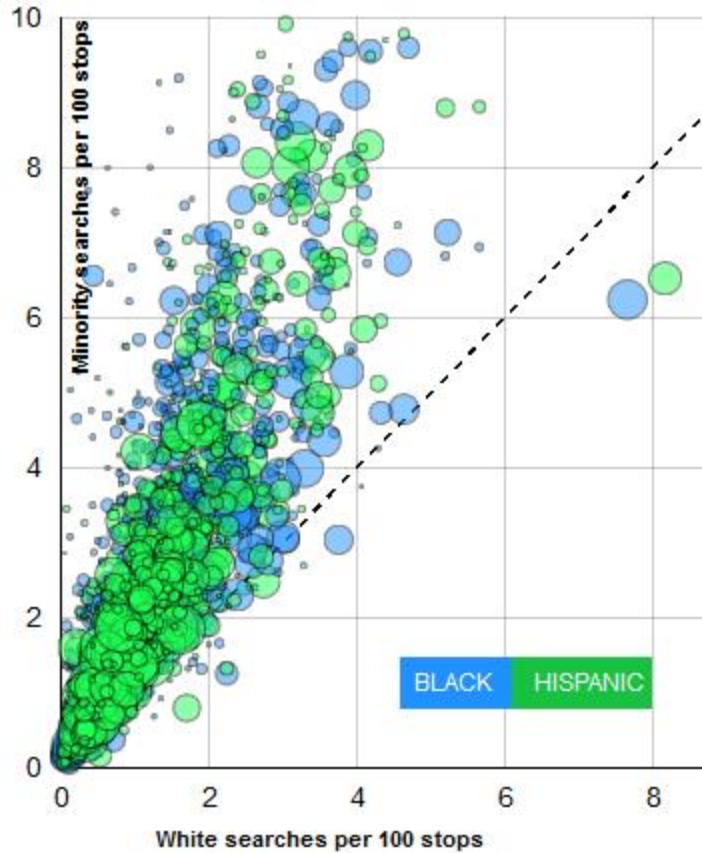
Data from 21 state patrol agencies and 29 municipal police departments, comprising nearly 100 million traffic stops.

What do you notice?

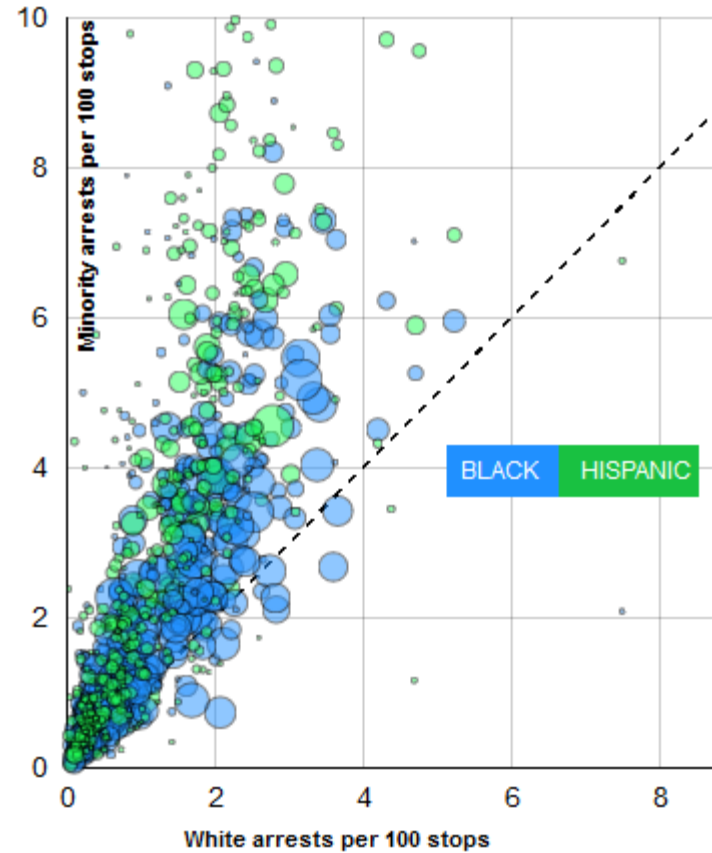
After the Stop

What do you wonder?

Searches



Arrests



Climate Change

- Awareness: What is the connection between climate change and social inequity?
- Times series graphs (Constructing and Interpreting)
- Hypothesis testing

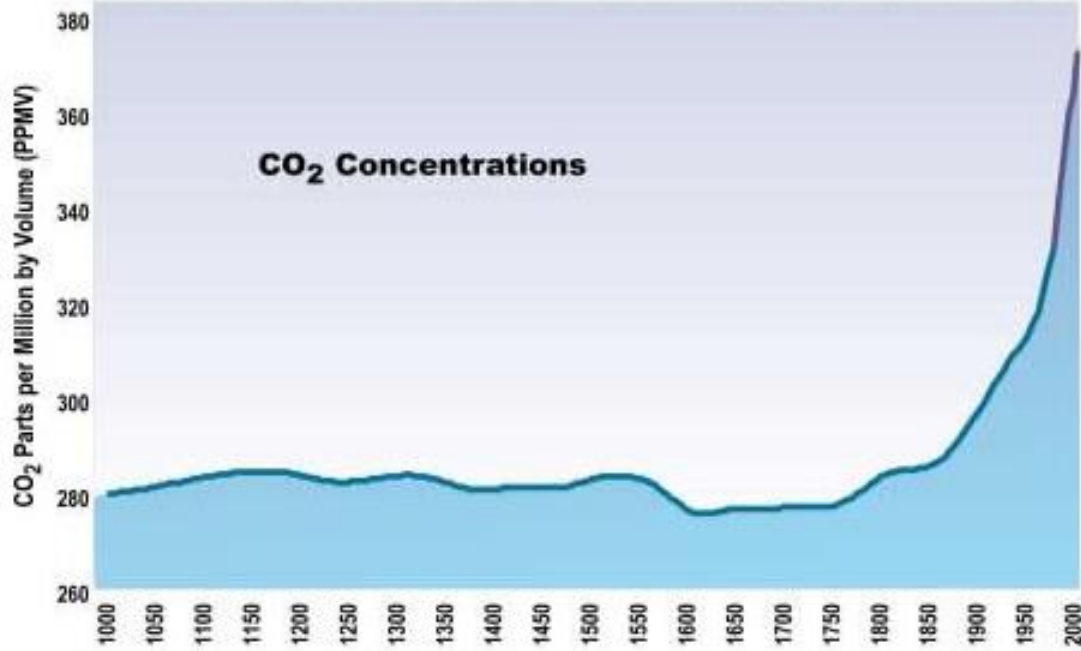
Cities Most Vulnerable to Coastal Flooding by 2050

Top 25 cities and their populations at risk (thousands) within FEMA's 100-year coastal floodplain as augmented by projected sea level rise

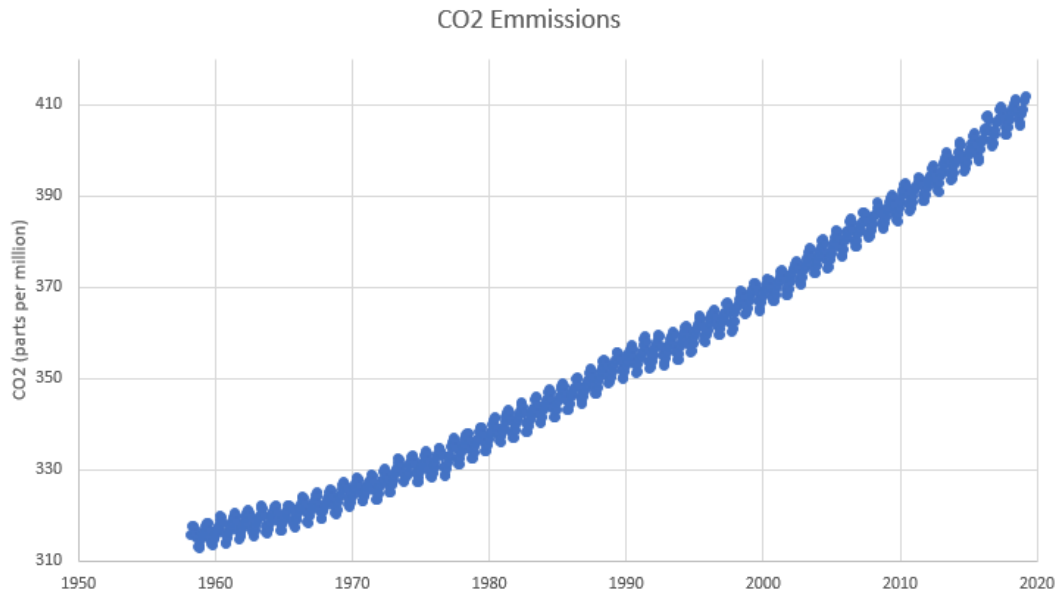
	City	Pop. at Risk (1000s)	% Black	% Hispanic
1	New York	426	24%	27%
2	Hialeah, FL	204	3%	94%
3	Miami	154	19%	68%
4	Fort Lauderdale, FL	127	32%	16%
5	Pembroke Pines, FL	120	20%	41%
6	Coral Springs, FL	119	22%	25%
7	Miramar, FL	100	46%	35%
8	St. Petersburg, FL	91	24%	8%
9	Davie, FL	90	10%	34%
10	Miami Beach, FL	87	4%	53%
11	Charleston, SC	83	23%	3%
12	Pompano Beach, FL	80	32%	19%
13	Sunrise, FL	79	34%	27%

14	Hollywood, FL	76	17%	32%
15	Miami Gardens, FL	72	73%	22%
16	Norfolk, VA	66	42%	7%
17	Lauderhill, FL	66	78%	7%
18	Cape Coral, FL	66	4%	20%
19	Boston	62	25%	16%
20	Tamarac, FL	60	28%	27%
21	Virginia Beach, FL	58	19%	7%
22	Tampa, FL	57	25%	23%
23	Fountainebleau, FL	56	2%	91%
24	Margate, FL	53	27%	24%
25	Kendale Lakes, FL	51	2%	89%

Climate Change: CO2 Emissions



<http://www.gcrio.org/NationalAssessment/overpdf/overview.html>

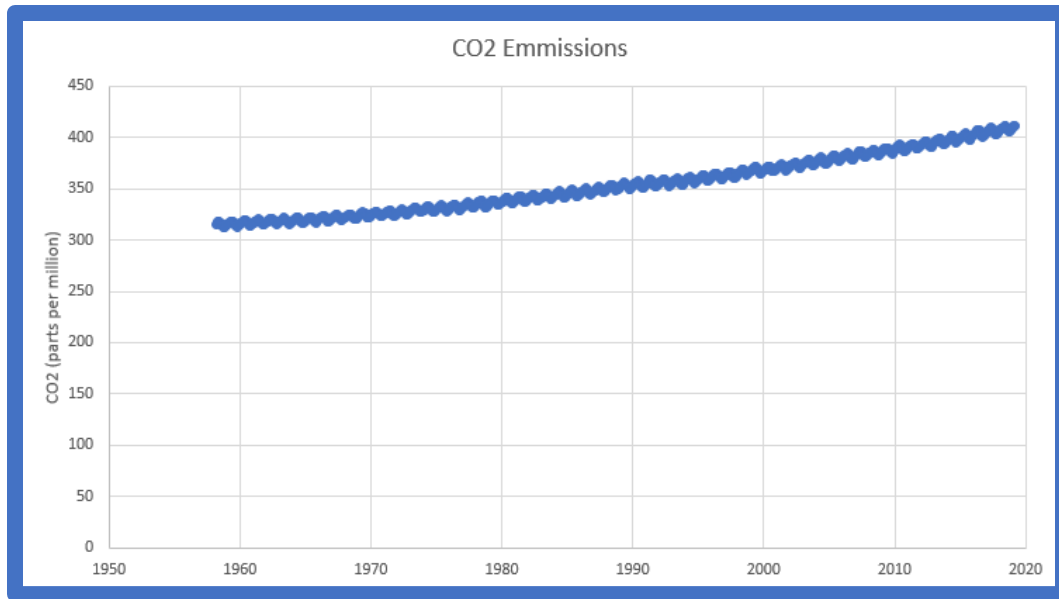
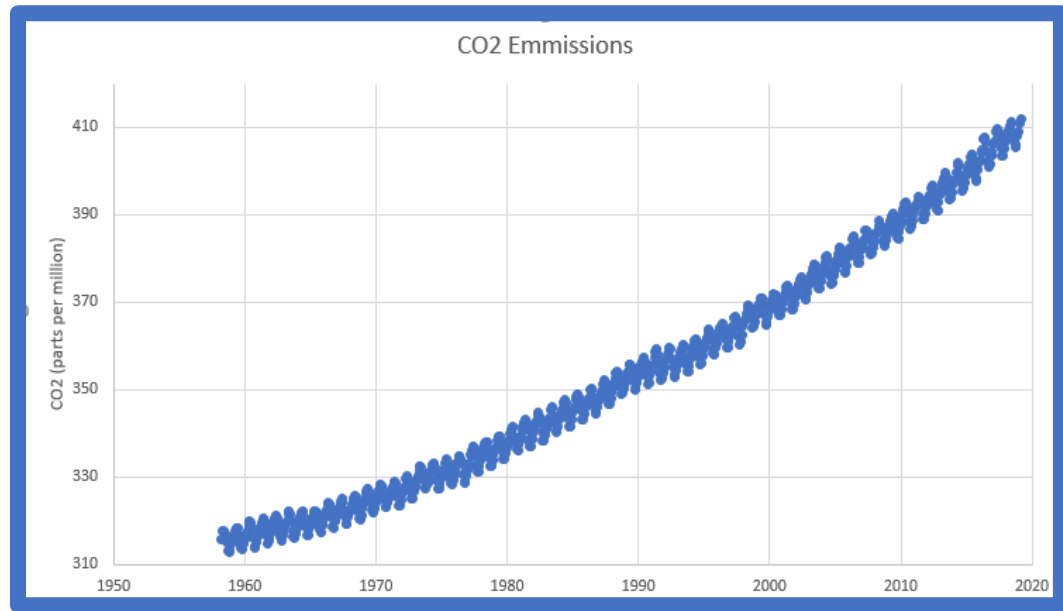


<https://climate.nasa.gov/>

ftp://aftp.cmdl.noaa.gov/products/trends/co2/co2_mm_mlo.txt

Climate Change

Misleading Graph?

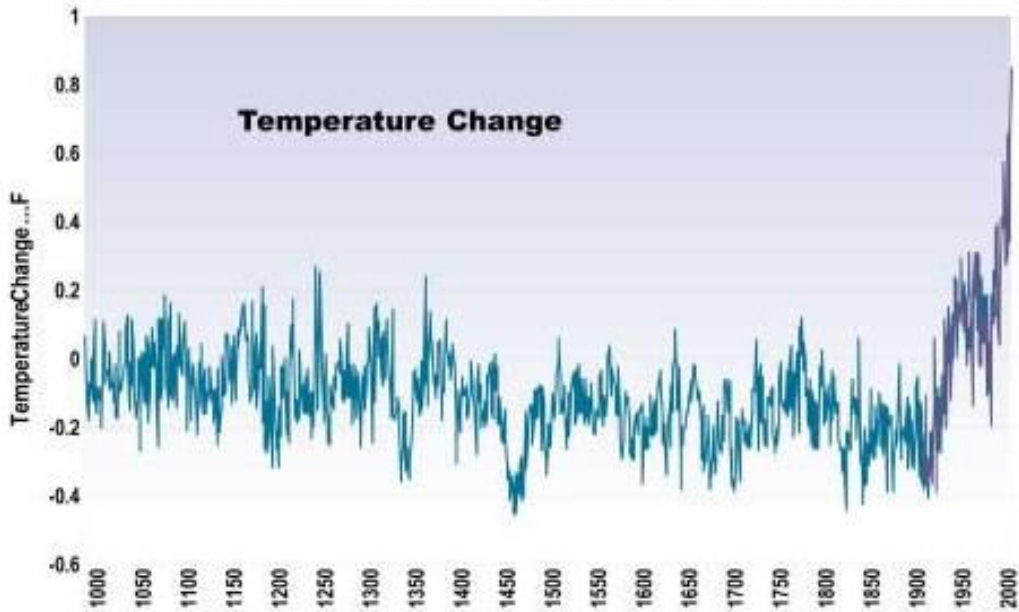


<https://climate.nasa.gov/>

ftp://aftp.cmdl.noaa.gov/products/trends/co2/co2_mm_mlo.txt

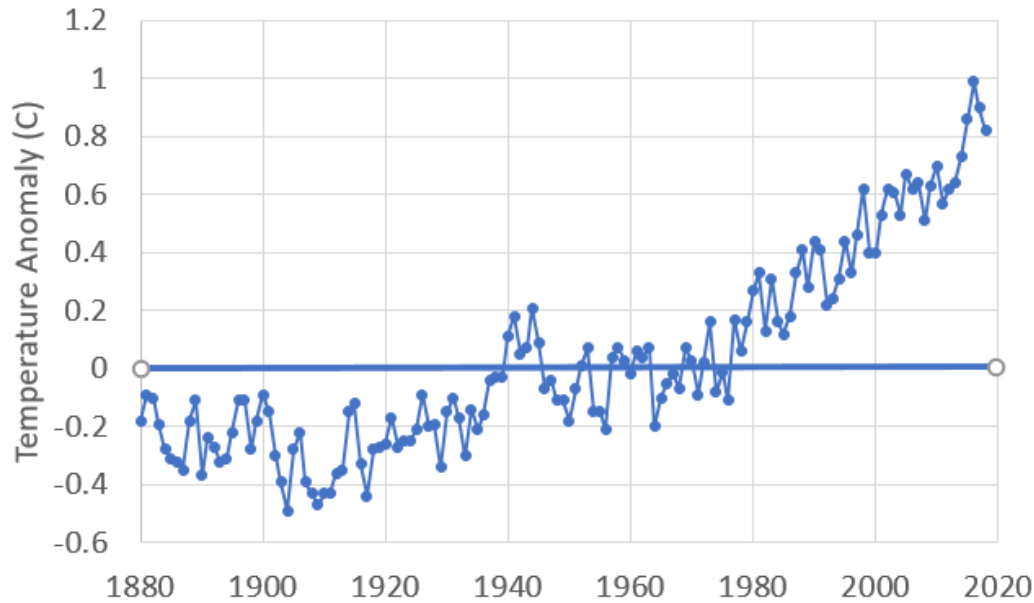
Climate Change: Global Temperature

1000 Years of Global CO₂ and Temperature Change



<http://www.gcrio.org/NationalAssessment/overpdf/overview.html>

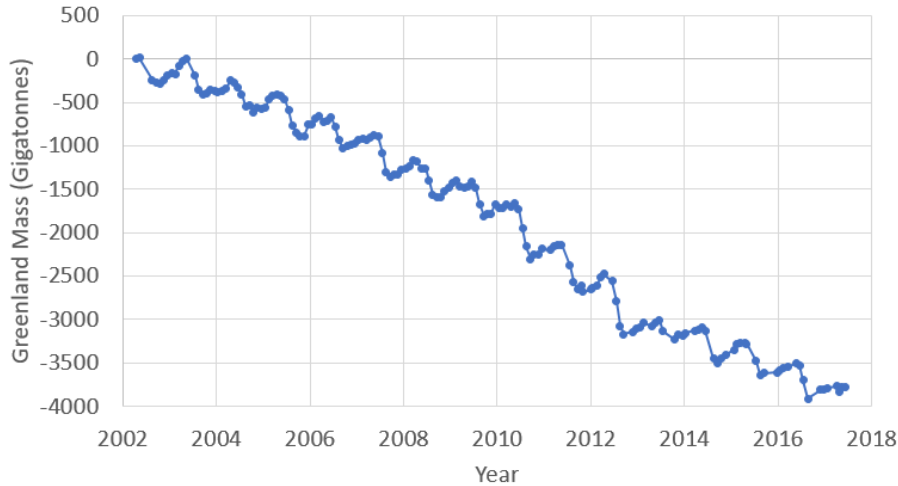
Global Temperature



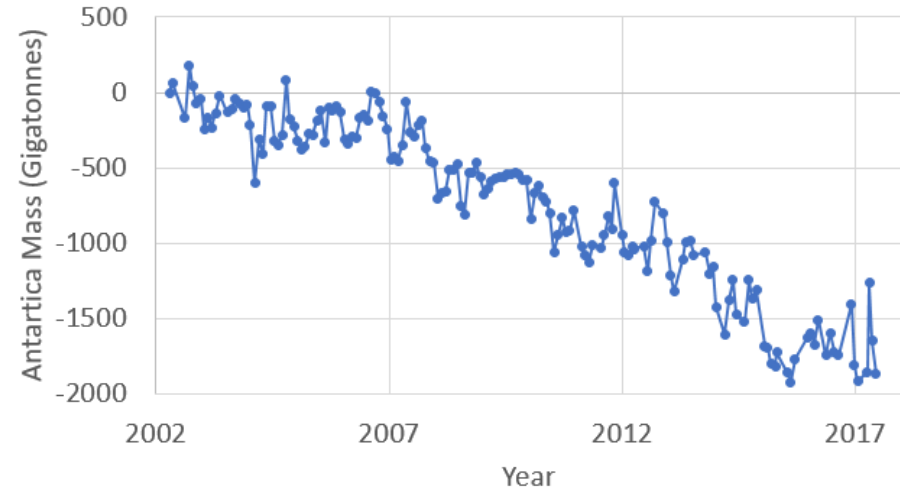
<https://climate.nasa.gov/>

Climate Change

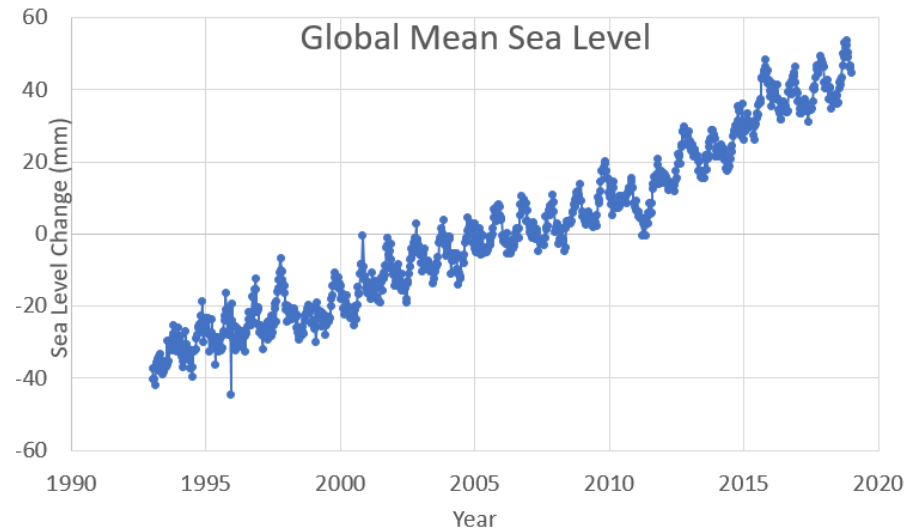
Greenland Glaciers Relative to April 2002



Antarctica Glaciers Relative to April 2002



Global Mean Sea Level



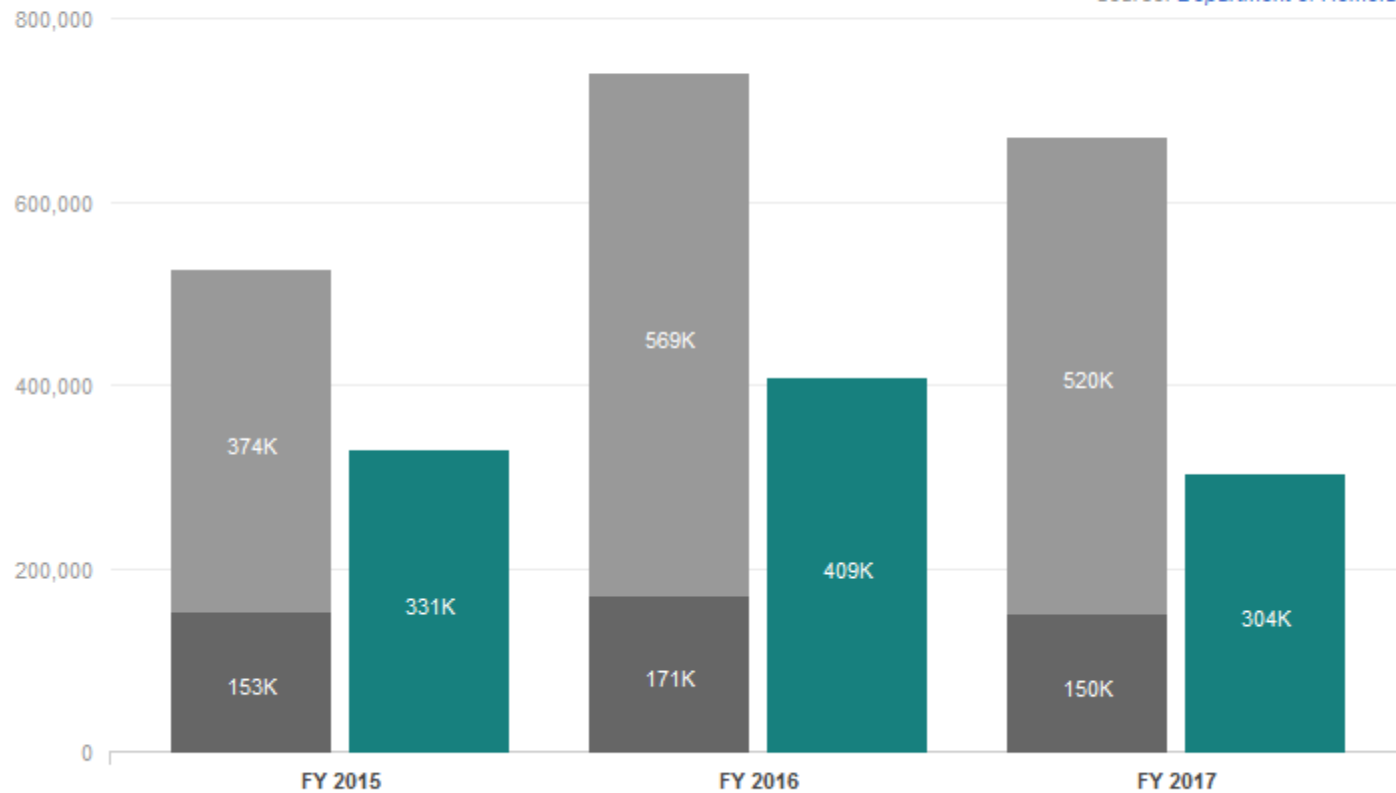
Immigration

Most Illegal Immigration Isn't Coming From The Mexican Border

Visa overstays continue to outpace border apprehensions. In fiscal 2017, the number of immigrants who overstayed their visas was double the number of people caught trying to cross the U.S.-Mexico border.

■ Visa Waiver Program* overstays ■ Other visa overstays ■ Border apprehensions

Source: *Department of Homeland Security*



* The Visa Waiver Program enables people from 38 countries to travel to the U.S. for 90 days or less without a visa. Designated VWP countries include Germany, France, Japan, the United Kingdom and Singapore.

Immigrant population and violent crime by metro area

Change between 1980 and 2016

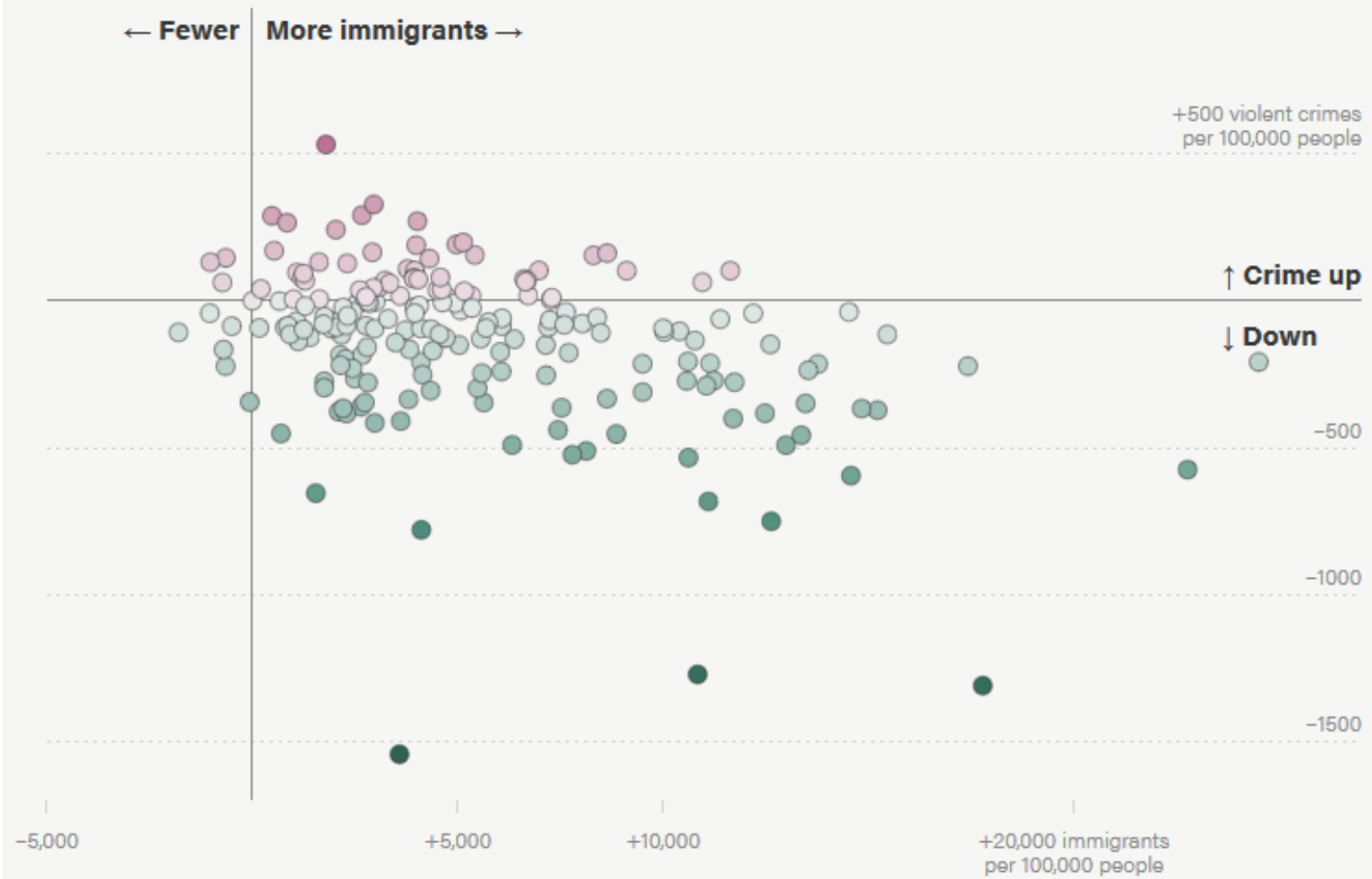
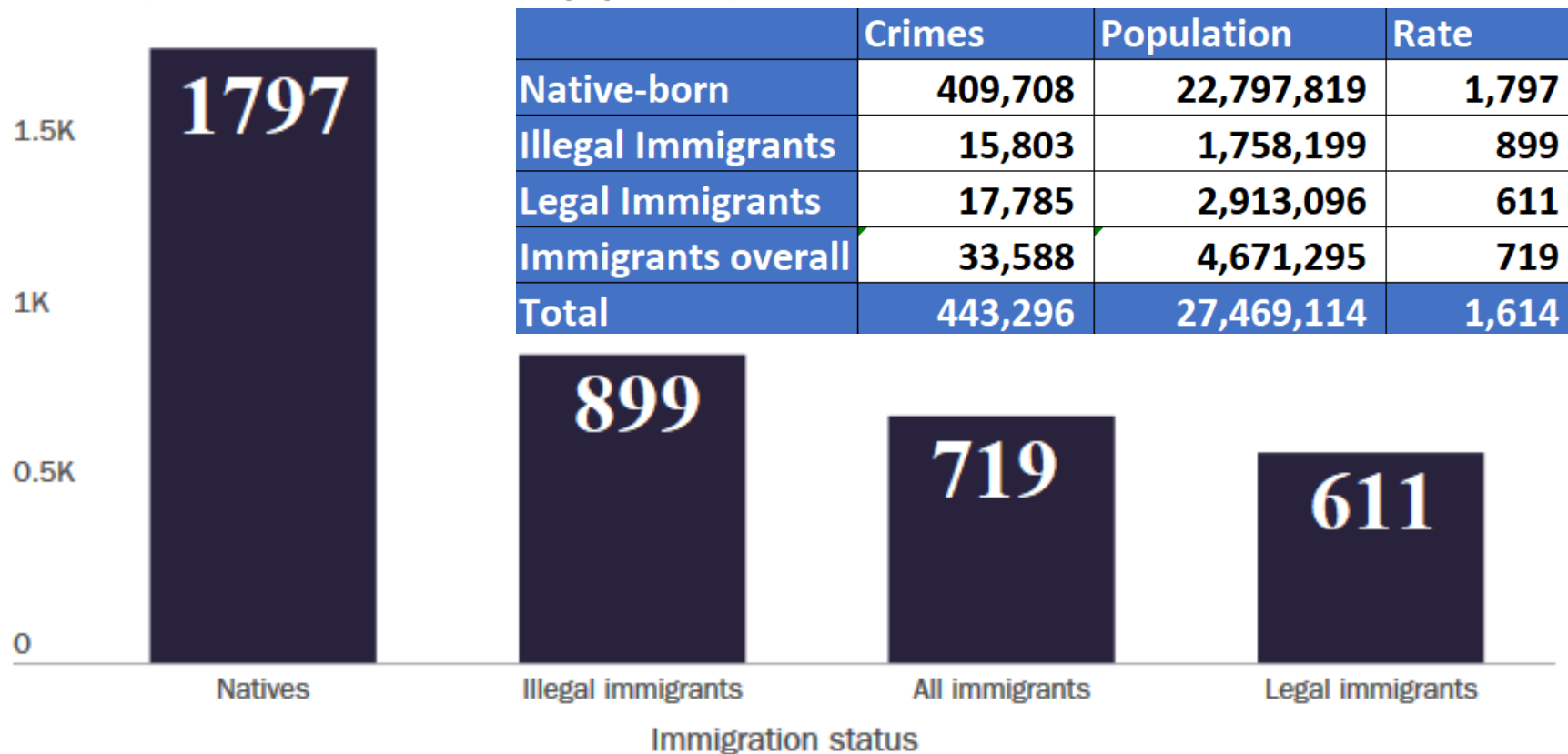


Figure 1: Criminal conviction rates by immigration status in Texas

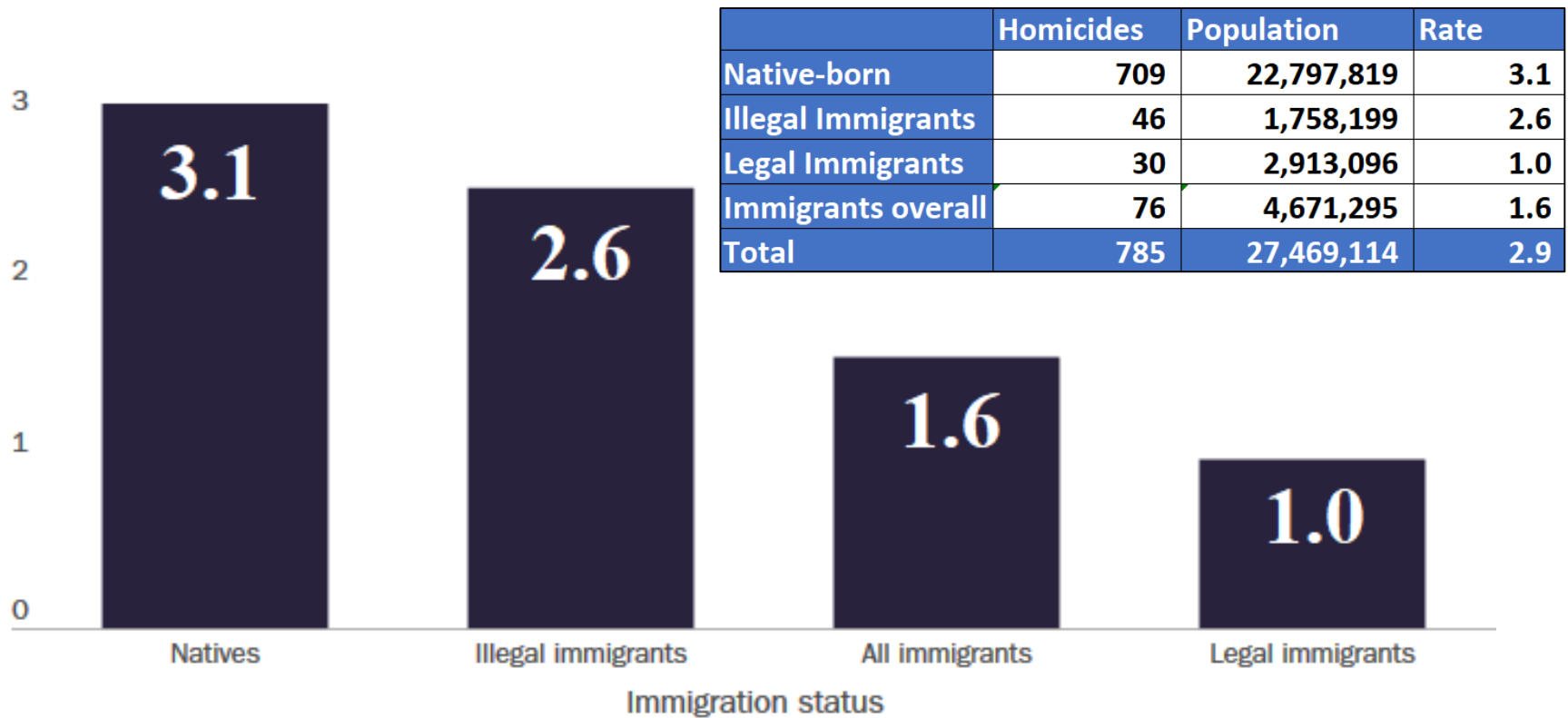
Per 100,000 residents in each subpopulation, 2015



Sources: Author’s analysis of Texas Department of Public Safety data, the American Community Survey, and the Center for Migration Studies.

Figure 2: Homicide conviction rates by immigration status in Texas

Per 100,000 residents in each subpopulation, 2015



Sources: Author's analysis of Texas Department of Public Safety data, the American Community Survey, and the Center for Migration Studies.

Why integrate social justice examples in the classroom?

- Creates an awareness of inequities that exist in the U.S.
- Allows students to determine the validity of statements made in the media
- Makes the mathematics or statistics relevant



Thank You!

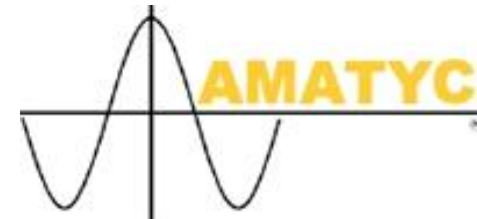
Jim Ham



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45th Annual Conference
November 14-17, 2019
Milwaukee, WI



<http://bit.ly/SocialJusticeDataJH>