

Measuring Racism, Overcoming Discrimination

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Mesurer le racisme vaincre les discriminations

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Disons-le d'emblée : aucun pays n'a inventé de système parfait permettant de lutter contre le racisme et les discriminations. L'enjeu est d'imaginer un nouveau modèle, transnational et universaliste, qui replace la politique antidiscriminatoire dans le cadre plus général d'une politique sociale et économique à visée égalitaire et universelle, et qui assume la réalité du racisme et des discriminations – pour se donner les moyens de les mesurer et de les corriger, sans pour autant figer les identités, qui sont toujours plurielles et multiples.

Seuil 

A
BRIEF
HISTORY
of
EQUALITY
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Capital and Ideology and Capital in the Twenty-First Century*

Contents of the book

- Chapter 1. The Movement toward Equality: The First Milestones
- Chapter 2. The Slow Deconcentration of Power and Property
- Chapter 3. The Heritage of Slavery and Colonialism
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- Chapter 5. Revolution, Status, and Class
- Chapter 6. The “Great Redistribution”: 1914–1980
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- **Chapter 8. Real Equality against Discrimination**
- Chapter 9. Exiting Neocolonialism
- Chap. 10. Toward a Democratic, Ecological & Multicultural Socialism

This (short) book: two main points

- 1. Before discussing positive discrimination, we should ensure that all forms of negative discrimination have been repealed & we should aim for the highest possible level of socio-economic equality between social classes on the basis of universal policies**
- 2. In order to measure racism and overcome discrimination, we should use flexible socio-racial categories (based upon parental income & country or region of birth of parents and ancestors) rather than rigid ethno-racial categories (Whites vs Blacks vs Arabs vs Asians etc.)**

1. Before thinking about positive discrimination, we should ensure that all forms of negative discrimination have been repealed & we should aim for the highest possible level of socio-economic equality between social classes on the basis of universal policies

- E.g. in France per capita spending is 3x larger in elitist higher education tracks than in regular university tracks. Before designing algorithms so as to allow more lower-class & foreign-origin students to access elite tracks, one should ensure that we have basic equality of funding, e.g. by multiplying by 3 regular university funding

2. In order to measure racism & overcome discrimination, we should use flexible socio-racial categories (based upon parental income & country or region of birth of parents and ancestors) rather than rigid ethno-racial categories (Whites vs Blacks vs Arabs vs Asians etc.)

- **Large-scale testing** with random CVs sent to employers, racial profiling by police force, etc. should be conducted annually by **National Discrimination Observatory** in order to measure the evolution of discrimination & variations by region & sector
- **But such testing surveys alone will never suffice:** they will never be large enough to monitor local-level discrimination & guide jurisdictional action

- Information about country or region of birth of parents (& possibly of ancestors: « **According to your knowledge, do you have ancestors born in South Europe? North Africa? Sub-Saharan Africa? South Asia? etc.** ») should be asked in censuses, so that the information can be automatically and anonymously combined with administrative wage/occupation data & track down the fine evolution of discrimination by region & sector
- Rigid ethno-racial categories used in US (& UK since 1991 census) & colonial empires (Rwanda, Mali, India, etc.) are not necessary to fight discrimination and can actually backfire

- **There is also ample evidence that a large fraction of individuals with North African or Mediterranean origins do not like to be assigned to one rigid ethno-racial category (≠ US Black-White context)**
- With 30-35% intermarriage rate at each generation, ~75% of individuals with at least one North-African grand-parent have at least one grand-parent with no North-African origin
- Same basic proposal as Héran Report 2010, except that it is based upon census information rather than information about parental origins transmitted to employer
- **Can this unlock the French debate?**
This will be experimented in 2022 census with new question on parental country of birth in a census subsample