Measuring Racism, Overcoming Discrimination
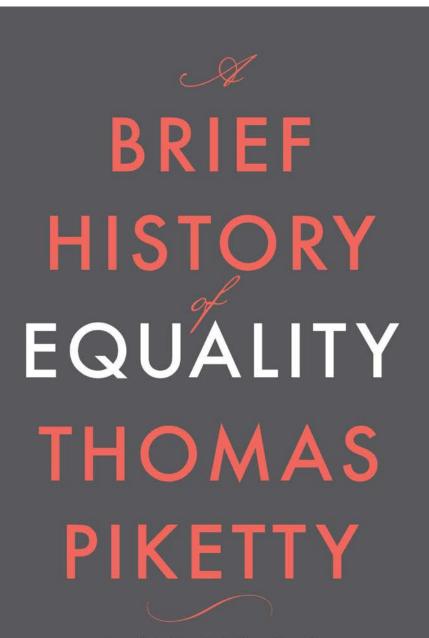
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Torino, June 3 2022

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.

A

BRIEF
HISTORY

of

EQUALITY

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Contents of the book

- Chapter 1. The Movement toward Equality: The First Milestones
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- 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 Before discussing positive discrimination, we should ensure that all forms of negative discrimination have been repealed & we should aim for the highest possible level of socio-economic equality between social classes on the basis of universal policies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 ancesters**) 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 Before thinking about positive discrimination, we should ensure that all forms of negative discrimination have been repealed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-orign 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 ancesters)** 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 ancesters: « **According to your knowledge, do you have ancesters born in South Europe? North Africa? Subsaharan 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 Meditteranean origins do not like to be assigned to one rigid ethno-racial category** (≠ US Black-White context)
- With 30-35% intermariage 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