**Court Leader’s Advantage Video Podcast Questions**

**Time Marker Sheet**

March 21, 2023, Episode

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| 1. minutes   40 seconds | The Norton and Somers survey, “Whites See Racism as a Zero-Sum Game That They Are Now Losing” states that the perception of anti-White racism is real. What can and should we say to respond to this perception? |
| 4 minutes  42 seconds | National demographic projections are forecasting that by the year 2043 America will have, collectively, more minority groups than white folks. America will be a majority minority country. Do you think that this point in time will spark change? |
| 8 minutes  17 seconds | In her book The Sum of Us, Heather McGhee describes numerous examples of systemic bias. From “red lining” in home mortgages to the long history of voter suppression, to inequitable school funding. As I read her book, I felt the discrimination seemed to tend more toward class than race. As a society, do we have an antipathy to the poor that is an aversion even stronger than racial bias? |
| 12 minutes  3 seconds | I have not sensed a pronounced movement to partner with other minority groups such as LGBTQ, Latinex, or women’s rights. Am I missing this, or in the alternative why hasn’t there been more movement toward partnering? |
| 18 minutes  35 seconds | There are other specific efforts under way such as “ban the box” (to stop companies from using felony convictions as a bar to employment) and “scrap the paper ceiling” (to stop companies from using a college degree as a requirement for a job). Do these movements help or hurt diversity, equity, and inclusion? |
| 24 minutes  31 seconds | What advice do you have for those tuning to today’s episode? |
| 28 minutes  22 seconds | Final Note |