

Initial assumptions about the possibility of systemic racism	Level of proof needed to conclude racially discriminatory intent
Endemic	Observed disparities in everyday life Official inaction to rectify observed disparities Documented disparate impact through official statistics and research-based studies Official inaction to rectify disparities documented by official statistics and research-based studies Circumstantial evidence: historical background, sequence of events, legislative or administrative history Direct evidence: official statements, semantic content of the law
Virtually nonexistent	