MEASURING RACIAL EQUITY: A GROUNDWATER APPROACH
SESSION OVERVIEW

1. A Groundwater Approach: The Case for a Structural Approach

2. Origins: Some Thoughts On How We Got Here
OUR EXPECTATIONS

(thanks to Bryan Stevenson, author of *Just Mercy*)

- Get closer to the problem
- Change the narrative
- Willingness to be uncomfortable
- Maintain hope
“THE FISH AND THE LAKE”
“If you don’t measure it, you can’t improve it.”

P. Drucker
A “GROUNDWATER APPROACH” IS BASED ON SEVERAL KEY OBSERVATIONS ABOUT RACIAL INEQUITY

1. Racial inequity looks the same across systems
2. Socio-economic difference does not explain the racial inequity
3. Systems contribute significantly to disparities
In fact, racial disparity persists in every system across the country, without exception

<table>
<thead>
<tr>
<th>System</th>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child welfare</td>
<td>Disproportionality</td>
<td>Refers to the proportion of ethnic or racial groups of children in child welfare compared to those groups in the general population.¹</td>
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<tr>
<td>Health</td>
<td>Health Disparity</td>
<td>Healthcare disparities refer to differences in access to or availability of facilities and services. Health status disparities refer to the variation in rates of disease occurrence and disabilities between socioeconomic and/or geographically defined population groups.²</td>
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<tr>
<td>Juvenile justice</td>
<td>Disproportionate minority contact (&quot;DMC&quot;)</td>
<td>Refers to the disproportionate number of minority youth who come into contact with the juvenile justice system. ³</td>
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<tr>
<td>Education (Achievement)</td>
<td>Achievement gap</td>
<td>When one group of students (such as, students grouped by race/ethnicity, gender) outperforms another group and the difference in average scores for the two groups is statistically significant ⁴</td>
</tr>
<tr>
<td>Education (Special Ed.)</td>
<td>Disproportionate Representation</td>
<td>Refers to the “overrepresentation” and “underrepresentation” of a particular demographic group in special education programs relative to the presence of this group in the overall student population. ⁵</td>
</tr>
<tr>
<td>Economic Development</td>
<td>Historically Underutilized Businesses</td>
<td>Businesses that are disadvantaged and are deemed in need of assistance to compete successfully in the marketplace. ⁶</td>
</tr>
</tbody>
</table>

Blacks are two to five times more likely to have bad outcomes across systems in NC

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina

...The same holds true in Indiana...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Indiana
...in Texas...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Texas

Source: State of Texas FY 05 - FY 10 Comparison of Stages 2 & 11.xls; Texas Cross Systems data.pdf
...Massachusetts...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Massachusetts

Sources: MA DPH, MA DOE, Prison Policy Initiative, MA JDAI (Juvenile Detention Alternative Initiative), Nat. Council of Juvenile and Family Court Judges, MA Community and Banking Council, Kirwan Institute, Economic Policy Institute, Annie E. Casey Foundation
...and in Travis County (Home of UT)...

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in Travis County

Note: * indicates data for AISD only (disciplinary removals) or all of Central TD (HS grads completing post-secondary). All others Travis County.

Very premature birth (≤ 32 weeks) **Death from diabetes 3rd graders below reading proficiency level No high school diploma Jail Incarceration rate On food stamps Below 125% poverty Unemployment

Health Education Criminal Justice Economic

Akron MSA
Relative rate index for measures across health, education, criminal justice, and economic well-being in Akron MSA.

Caucasian African American
... in Cleveland...

Cleveland-Elyria MSA
Relative rate index for measures across health, education, criminal justice, and economic well-being in Cleveland-Elyria MSA.

- Very premature birth (≤ 32 weeks)
- *Death from diabetes
- 3rd graders below reading proficiency level
- No high school diploma
- Jail Incarceration rate
- On food stamps
- Below 125% poverty
- Unemployment

Caucasian  African American

Health  Education  Criminal Justice  Economic
In California, Blacks are about 2-9x more likely to experience a negative outcome compared to Whites.

A fifteen-year trend analysis to determine if conditions in measures such as infant mortality, poverty levels, fifteen-year high school dropout rates, and so on, have improved, remained the same, or worsened.

There is not a single indicator in which African Americans’ well-being is on par with that of white Charlestonians.

Funded and prepared by:
... and nationally racial inequities across systems.

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in the U.S.

Note: All data is national population data between 2011 – 2015, except police stop and search data, which was a nationally representative survey conducted by BJS.
Said another way, whites have only 25% - 60% as much of a chance of having a bad outcome.

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina.

Said another way, whites have only 25% - 60% as much of a chance of having a bad outcome.

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina.
Controlling for socio-economic status does not eliminate the effect of race

Selected Sources:

Available at: http://www.cdc.gov/nchs/data/hus/hus06.pdf


Washington Post Coverage available at:
In fact, ‘race causes class’ in today’s economy

Selected Sources

