

# 2019 REPORT



## DALLAS EQUITY INDICATORS

MEASURING CHANGE TOWARD  
GREATER EQUITY IN DALLAS



City of Dallas



# TABLE OF CONTENTS

<b>4</b>	<b>LETTERS</b>
<b>6</b>	<b>EXECUTIVE SUMMARY</b>
<b>10</b>	<b>SECTION 1: INTRODUCTION</b>
<b>11</b>	Purpose of Report
<b>12</b>	Equity versus Equality
<b>13</b>	Methodology
<b>14</b>	Structure of Equity Indicators
<b>17</b>	<b>SECTION 2: FINDINGS</b>
<b>18</b>	Overview
<b>21</b>	Theme 1: Economic Opportunity
<b>26</b>	Theme 2: Education
<b>31</b>	Theme 3: Neighborhoods and Infrastructure
<b>36</b>	Theme 4: Justice and Government
<b>41</b>	Theme 5: Public Health
<b>46</b>	<b>ABOUT</b>
<b>46</b>	<b>ACKNOWLEDGMENTS</b>
<b>47</b>	<b>APPENDIX</b>
<b>48</b>	Indicator Definitions
<b>50</b>	Summary of Indicators and Scores
<b>52</b>	2018 Data by Indicator
<b>54</b>	2019 Data by Indicator
<b>56</b>	Ratio-to-Score Conversion Table
<b>57</b>	End Notes
<b>61</b>	Equity Resolution



## MAYOR ERIC JOHNSON

I have always called Dallas home, and I am proud of my city and all the resources and opportunities it offers: a strong and diverse economy, nationally recognized schools, world-class health care, and incredible public amenities.

However, not all Dallas residents are able to take advantage of our outstanding assets. The Equity Indicators report details several areas in which we should strive to enhance the lives of people in historically underserved areas of our city.

As the Mayor of Dallas, I am committed to ensuring our city works for every person in every neighborhood. That means we must focus on innovation, and that we must invest in workforce development, transportation, infrastructure, and economic development.

To improve our city, we must understand the challenges we face. It is my hope that this report will help guide us as we dive deeply into root causes and determine equitable, data-driven strategies to create a brighter and more inclusive future for everyone who calls Dallas home.

A handwritten signature in black ink, appearing to read "E. Johnson".



## CITY MANAGER T.C. BROADNAX

I am pleased to present this first report of the Dallas Equity Indicators project and would like to thank the Mayor and City Council, particularly Council Member Casey Thomas and the members of the former Human and Social Needs Committee, for guiding the work and serving as an advisory body as we completed this initial framework.

The Dallas Equity Indicators are a first step toward measuring and advancing equity in the city of Dallas. In conjunction with the Equity Indicators project, we have begun rolling out specific initiatives and actions such as the creation of an Office of Equity and developing the FY 2019-20 budget with an equity lens. Make no mistake, this is painstaking work that requires intentionality, candid conversations, and the scrutiny of existing policies and programs. Many difficult decisions lie ahead because these trends will not reverse themselves. We must all work with the end goal in mind, so all Dallas residents have the resources and services to thrive in our great city.

Restoring trust with all residents and finding solutions to decades-old problems seems like a daunting undertaking; however, I believe this is where the opportunity for true public service lies. As public servants and elected leadership, we can shape the future trajectory of our community and reframe the roles and expectations of local government.

In the spirit of excellence,

A handwritten signature in black ink, appearing to read "T.C. Broadnax".



## LIZ CEDILLO-PEREIRA, CHIEF OF EQUITY & INCLUSION

CITY OF DALLAS

With our team at the City and our community partners, I am committed to ensure this study does not sit on the shelf. We will dig deeply into these indicators, dissect the data, understand the root causes and historical inequities that have brought us to where we are today, and together chart a renewed path to address disparities and dismantle barriers that impede our forward progress.

This work must be done in collaboration with education, health, and social service partners, racial justice advocates, the faith, business, and philanthropic communities and every Dallas resident. I want to thank those visionaries like The Rockefeller Foundation and Communities Foundation of Texas, their supporters who infused this process with financial resources, and our elected officials and colleagues who navigated uncharted waters to reach this pivotal point today.

The Equity Indicators report provides two years of data in five thematic areas of economic opportunity, education, neighborhoods and infrastructure, justice and government, and public health. These indicators provide us the vista to build a city where we are breaking down barriers, closing gaps, widening paths of opportunity, and improving outcomes so every resident has the resources and services needed to thrive across systems. All are welcome to be part of these endeavors.



## SARAH COTTON NELSON, CHIEF PHILANTHROPY OFFICER

COMMUNITIES FOUNDATION OF TEXAS

Communities Foundation of Texas is thrilled to support the publishing of Dallas' inaugural Equity Indicators report, providing Dallasites with a comprehensive tool to help all of us better understand and measure progress toward equity across our community. Yes, you will find that the lift is heavy. Dallas' robust economy and prosperity have masked an expanding poverty trend that is exacerbating economic and social inequity. Without question, this disparity falls sharply along racial and ethnic lines. Many of our communities of color have been trapped for generations in neighborhoods plagued by years of disinvestment and neglect, much of which can be traced to historic practices such as redlining, segregation, and Jim Crow-era laws. It is time to turn the tide on that historic legacy.

The data featured in this report provide us a clear picture of the disparities that exist across 60 different areas. Knowledge is power: CFT will be using this information to focus our efforts and put our collective muscle and sweat into creating positive change in areas where we can make a difference. We can and must work together strategically and relentlessly, each from our own circles of control and influence, to eliminate the opportunity and outcome disparities apparent in this report. A thriving community for all is possible, when we join each of our small forces together toward mighty results.

Won't you join us?

# EXECUTIVE SUMMARY

The Dallas Equity Indicators project is a collaboration among the City of Dallas, the City University of New York's Institute for State and Local Governance (CUNY ISLG), and the Center for Public Policy Priorities (CPPP). It is intended to be used as a comprehensive tool to help Dallas understand and measure progress toward equity across the various communities it serves.

Decades of institutionalized policies and practices have created disparities in social and economic outcomes for many groups. These complex inequalities will require a sustained commitment by multiple agencies at the local, state, and national level to correct or overcome. All communities are affected by disparity, but certain populations are impacted more than others. This report focuses mainly on racial and ethnic disparities in Dallas.

The inaugural Dallas Equity Indicators report provides a two-year snapshot of disparities in outcomes across five thematic areas: Economic Opportunity, Education, Neighborhoods and Infrastructure, Justice and Government, and Public Health. Each of the five themes is broken down into four topics, and each topic is then subdivided into three indicators, for a total of 60 indicators.

The themes are based on City Council priorities, consultation with the City Manager and leadership, community engagement, and existing planning efforts. The indicators within each theme are based on their current and historical relevance to the city and the availability of reliable, accurate, regularly collected, and publicly available data.

**The tool compares outcomes for each indicator between two population groups (e.g. two racial/ethnic or socioeconomic groups) and assigns a score from 1 to 100 based on the size of the disparity in outcomes between the two groups, with 100 representing no disparity.**

This report includes two years of data—a baseline year (2018) and a second year (2019)—which also allows us to measure change over time. The data comes from sources collected annually (unless otherwise noted) and comes principally from administrative and survey sources such as city, state, and federal government agencies, including the U.S. Census Bureau's American Community Survey.

It is important to keep in mind these scores assess the disparity in outcomes between two groups, not overall outcomes. A high score does not necessarily indicate positive outcomes, just that outcomes are similar for both groups. Similarly, change scores do not imply better or worse conditions overall across groups; they simply show whether disparities are increasing or decreasing. While this report shows some improvements from 2018 to 2019, considerable work still needs to be done to foster a more equitable Dallas.



## City and Theme Highlights

2018 City Score

**38.75**

Out of 100



2019 City Score

**39.77**

Out of 100



Increase of

**1.02**

### 2018 Most Pronounced Disparities

2018



**Justice &  
Government**

2018



**Education**

### 2018 Most Equitable

2018



**Neighborhoods &  
Infrastructure**

### 2019 Most Pronounced Disparities

2019



**Justice &  
Government**

2019



**Education**

### 2019 Most Equitable

2019



**Neighborhoods &  
Infrastructure**

The second year revealed improvements in almost all themes. Disparities were still most pronounced in the Justice and Government theme (32.25), which saw an improvement of only 0.08. Neighborhoods and Infrastructure (47.42) remained the least disparate theme but was the only theme with a negative change score (decreasing by 3.08).

## Economic Opportunity

Although the Business Ownership indicator improved slightly in the second year, White women and people of color still face severe disparities in access to capital to start small, entrepreneurial businesses that can build wealth and financial equity.

The Employment topic score decreased by two, indicating that although the DFW metropolitan area consistently generates some of the highest job growth in the country, not all Dallas residents have access to jobs.

While scores in the Employment and Income topics decreased slightly, the Poverty topic score increased mainly due to child and senior poverty decreasing for the most- and least-advantaged groups.

## Education

Overall, this theme had the largest increase in parity with a positive change score of 6.08.

The Kindergarten Readiness indicator had the largest negative change score in the entire report (-20), a change influenced by more rigorous evaluation standards for all children.

While scores in the Third-Grade Reading Proficiency and Academic Quality indicators improved significantly, Middle School Suspensions had the lowest score of 1 in both years. Black middle school students in Dallas were 15 times more likely than White students to be suspended.

Education in the General Population scored the lowest of all 24 topics in this report, and the Adults with No High School Diploma indicator earned the lowest possible score of 1.

## Neighborhoods & Infrastructure

The Access to Housing and Housing Affordability and Services topics indicate that cost burdens fall disproportionately on people of color.

Black and Hispanic households are around three times more likely than White households to lack internet access, a disparity that increased in the second year.

Transportation was the highest-scoring topic in both years in the entire report, but based on other available data, this may be due to poor outcomes across groups; additional research is needed in this area.

## Justice & Government

This theme includes four indicators that scored a 1, the lowest possible score, showing large racial inequities in Jail Admissions, Juvenile Detentions, Arrests, and Domestic Violence.

In terms of civic life in Dallas, more than two White representatives sit on a board or commission for every White resident, compared to their Hispanic counterparts, who have 0.3 representatives for every resident.

In the biannual Community Survey, residents of all racial and ethnic groups rated the “sense of community” and their overall satisfaction with government services somewhere between “fair and “good” on average, indicating a need for improvement across the board.

## Public Health

Hispanic residents were 2.5 times more likely than White residents to report not having a health care provider and four times more likely not to have health insurance.

White mothers were 60% more likely than Black mothers to access prenatal care during their first trimester. Additionally, Teen Pregnancy, the highest area of disparity in this theme, affected Hispanic teens at a rate six times higher than White teens.

## Next Steps

Overall, the report indicates a need for improvement in every theme to advance equity in Dallas. After publication of this report, City staff will conduct extensive community engagement for public feedback in conjunction with Dallas Truth, Racial Healing & Transformation (TRHT), the Dallas Independent School District’s (DISD) Racial Equity Office, and other Dallas community efforts examining equity. This work will include intentional listening sessions, an examination of institutional racism in governmental policies, and a commitment to timely change.

We are sharing these findings publicly so communities can hold the City accountable for its efforts to advance equity. The City of Dallas is committed to increasing transparency through regular analysis and publication of these findings, providing a clear view into disparities in our community and how they change over time. The findings from the Equity Indicators can be used by residents, businesses, educators, nonprofit leaders, public health and local government administrators, and elected officials to focus public policy efforts on creating opportunities and improving outcomes for all residents.

A vibrant water play area at a park. In the foreground, a large, colorful archway (red, orange, yellow, green, blue) frames a young boy in a grey tank top and dark shorts who is running through a spray of water. Other children are visible in the background, some playing under large overhead water structures. The ground is blue and white striped. A white canopy in the background has the text "Dallas Park & Recreation" on it. The word "INTRODUCTION" is overlaid in white, bold, sans-serif font in the center of the image.

# INTRODUCTION

# PURPOSE OF THE REPORT

The Dallas Equity Indicators project was developed through a collaboration among the City University of New York's Institute for State and Local Governance (CUNY ISLG), the City of Dallas, and the Center for Public Policy Priorities (CPPP) as a comprehensive tool to help Dallas understand and measure progress toward equity in our community. We are also grateful to The Rockefeller Foundation and the Communities Foundation of Texas (CFT) for their support of this project.

The Equity Indicators report was developed in conjunction with the Resilient Dallas Strategy (RDS), as part of Dallas' participation in 100 Resilient Cities—Pioneered by The Rockefeller Foundation. The RDS is structured around seven essential goals, the first of which is advancing equity in Dallas.<sup>1</sup> The Equity Indicators have been integrated into the goals, initiatives, and actions of the RDS and serve as a measurement and accountability tool as the City pursues the necessary work of furthering equity for all Dallas residents.

The Equity Indicators are designed to measure disparities in outcomes across 60 indicators grouped into five thematic areas:

**Economic Opportunity**

**Education**

**Neighborhoods and Infrastructure**

**Justice and Government**

**Public Health**

The framework was developed through a collaborative, iterative process with data experts from local universities and nonprofit service providers under the guidance of CUNY ISLG and was refined in the data analysis phase of the project.

The findings from the Equity Indicators can be used by residents, businesses, nonprofit leaders, City administrators, and elected officials to focus public policy efforts on creating opportunities and improving outcomes for all residents.

We are sharing these findings publicly so communities can hold the City accountable for its efforts to improve outcomes for all our residents. The City of Dallas is committed to increasing transparency through regular analysis and publication of these findings, providing a clear view into disparities in our community and how they change over time.

Several outcomes assessed for this initiative are not entirely under the City's control but fall within the purview of other governmental agencies such as school districts, the state legislature or state agencies, quasi-governmental agencies, nonprofit service providers, or private businesses. However, all groups and individuals experiencing the disparities reported in this study are residents of Dallas (or Dallas County when we could not access data at the city level). It is our responsibility to work together to combat these disparities and advance equity.

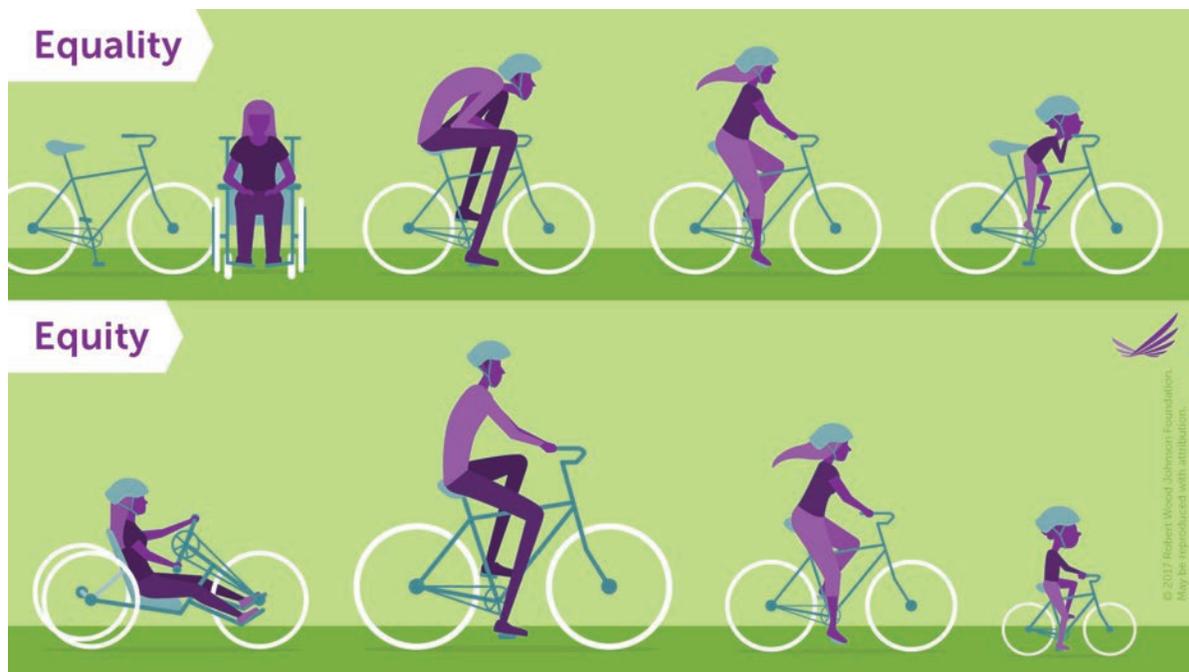


# EQUITY VERSUS EQUALITY

In its initial conception of the Equality Indicators, CUNY ISLG drew on the United Nations Universal Declaration of Human Rights, which holds that “all human beings are born free and equal in dignity and rights.” For this reason, CUNY ISLG used the term “equality” and defined it in this way: “Everyone has the same economic, educational, health, housing, justice, and service outcomes regardless of race, ethnicity, disability, sexual orientation, gender, single parenthood, age, immigration status, criminal record, place of residence, and other characteristics.”<sup>2</sup>

While the City shares this goal, we also want to explicitly encourage *equitable* policies and practices to achieve greater parity in outcomes. Many stakeholders conflate equality and equity, but equity, unlike equality, takes into account histories and the unique needs of people based on their identities or social circumstances. To capture this nuance, we have chosen to name the Dallas project the Equity Indicators.

The illustration below demonstrates the distinction between equity and equality. In the first frame, all four individuals have the same bicycle, but context or circumstance may prevent some of them from enjoying a bicycle ride. In the second frame, the individuals still have bicycles, but each bicycle is appropriate to the individual, allowing everyone to get the best use of their bicycle.



## Why Equity Indicators Matter

- They allow the public to learn and understand where inequities exist within our community
- They provide change agents, including City officials, with the data necessary to focus attention on areas that need intervention through targeted efforts
- They track disparities over time to demonstrate whether outcomes are improving or worsening

Inequity is inherently systemic, meaning unfair or unjust social and economic outcomes are frequently, if not always, the result of institutional policies and practices. Historically ingrained practices and policies have produced complex and complicated disparities that will require a sustained commitment by multiple agencies at the local, state, and national level to correct or overcome.

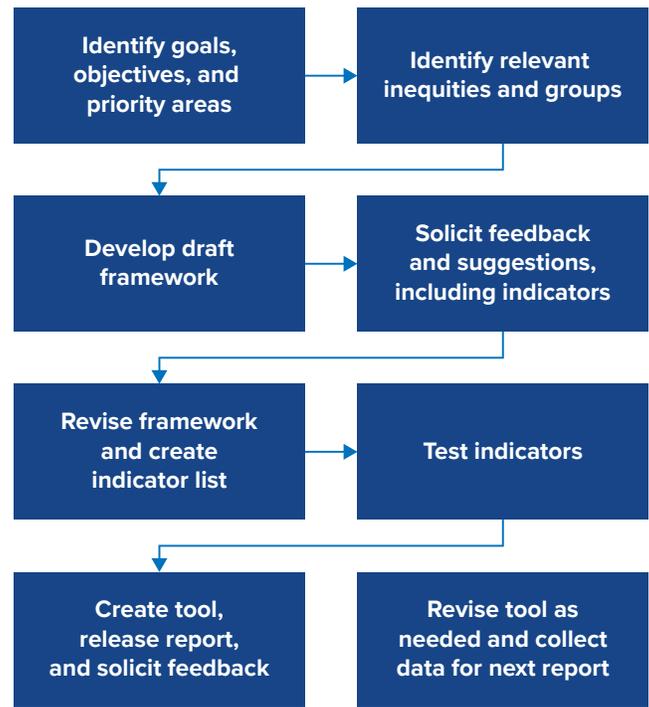
Valuing equity means researching and acknowledging historical policies and actions that have shaped inequitable conditions present today and committing to provide the resources and services necessary to address them.

# METHODOLOGY

Dallas is one of five U.S. cities selected for the Equality Indicators Project, first developed by CUNY ISLG to help cities create local frameworks for measuring progress toward parity in communities over time. CUNY ISLG developed the original methodology and has released New York City's Equality Indicators annually since 2015. Dallas used CUNY ISLG's methodology to develop and implement a local Equity Indicators tool.

## Developing the Framework

City staff began developing Dallas' Equity Indicators tool in fall 2017 in collaboration with CUNY ISLG. After consulting with the City Manager's leadership team, the research team identified the key themes based on City Council priorities, community engagement, and existing planning efforts, such as the RDS. With guidance from CUNY ISLG, the City and CPPP then carefully selected the topics and indicators within each theme based on their current and historical relevance to the city and the availability of reliable, accurate, regularly collected, and publicly available data.<sup>3</sup>



This report includes two years of data: a baseline year (2018) and a second year (2019), where we begin measuring change over time. After publication of this report, City staff will begin extensive community engagement for public feedback in conjunction with Dallas Truth, Racial Healing & Transformation (TRHT), the Dallas Independent School District's (DISD) Racial Equity Office, and other Dallas community efforts examining equity. The mission of Dallas TRHT, housed at CFT, is to create a radically inclusive city by addressing race and racism through narrative change, relationship building, and equitable policies and practices. This work will include intentional listening sessions, an examination of institutional racism in governmental policies, and a commitment to timely change. The City will analyze and score indicators regularly to measure change over time.

## Populations Impacted by Inequity

The Dallas Equity Indicators measure and score disparities in outcomes for groups according to either race/ethnicity or socioeconomic status. Where possible, outcomes compared by sex/gender are included for additional context.

Annually collected data is limited for many marginalized and disadvantaged populations such as LGBTQ people or immigrants. This lack of readily available data restricts our ability to measure outcomes for important groups. Without enough reliable data, the full range of inequities and challenges faced by marginalized groups is unknown. Subsequent releases of this report will identify specific needs for nuanced data collection regarding underreported groups.

Although most of the indicators that compare outcomes by race/ethnicity use individual-level data, this data was unavailable in some instances. For those indicators, neighborhoods (defined by census tracts or zip codes) are used as a proxy. In this report, we compare neighborhoods according to their majority (more than 50%) racial/ethnic makeup. If no majority exists, we label that neighborhood "racially diverse."<sup>4</sup> In Dallas, the following majority racial/ethnic groups for neighborhoods are used: White, Black, and Hispanic. No neighborhoods were majority-Asian in either year.

Socioeconomic classifications are based on the poverty threshold defined by the U.S. Census Bureau, resulting in three categories: households with income less than 100% of the poverty threshold, households with income equal to 100%-185% of the poverty threshold, or households with income greater than 185% of the poverty threshold. For this report, we refer to these groups as the lowest income group, the middle income group, and the highest income group, respectively. The poverty thresholds are important because many federal agencies use a simplified version, known as the poverty guidelines, to determine financial eligibility for certain government assistance programs. 185% of the poverty guidelines, for example, is the income eligibility threshold for programs such as Medicaid, the Supplemental Nutrition Assistance Program (SNAP), the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), and free or reduced lunch.<sup>5</sup> The current guidelines can be accessed at [aspe.hhs.gov/poverty-guidelines](https://aspe.hhs.gov/poverty-guidelines).

## Data Sources

The data used in this report comes from sources collected annually (unless otherwise noted) and comes principally from administrative and survey sources such as city, state, and federal government agencies, including the U.S. Census Bureau’s American Community Survey.

Each year of the report uses the most recently collected annual data available at the time of analysis, and those years vary by source. Some of the findings in this report are based on data from 2018 and 2017, but in most instances, the most recent data available is from 2017 and 2016 or earlier. All data found in this report will be publicly available on the City of Dallas’ Office of Equity website.

It is important to note the language choices made throughout the report, which are based on the available data. We have opted to use the following categories for race and ethnicity: non-Hispanic White, non-Hispanic Black, non-Hispanic Asian, non-Hispanic of some other race, and Hispanic of any race. In this report, we use the terms White, Black, Asian, people of other races/ethnicities, and Hispanic to refer to these categories.<sup>6</sup> In some instances, data was not reliable for non-White racial/ethnic categories because of their population size. In these cases, the groups are combined and categorized as “people of color” to ensure reliable data. Only two sex/gender categories are used in the report due to data collection limitations: men and women.

Readers should use caution when interpreting changes in data over time or between groups. The data used in this report comes from a variety of sources with varying levels of detail, so we are unable to conduct statistical analyses or test for statistical significance in differences from one year to the next or across race/ethnicity or gender groups. All data presented here should be used as a starting point for discussion and further work.

## STRUCTURE OF THE EQUITY INDICATORS

The Dallas Equity Indicators framework is composed of five broad themes: **Economic Opportunity, Education, Neighborhoods and Infrastructure, Justice and Government,** and **Public Health.** Each of the five themes is broken down into four topics. For example, the Economic Opportunity theme is divided into Business Development, Employment, Income, and Poverty. Each topic is then subdivided into three indicators. For example, Business Development is subdivided into Business Establishments, Business Ownership, and Long-Term Business Vacancies.

The table below illustrates how the themes, topics, and indicators are structured, using Economic Opportunity as an example:

THEME	TOPICS	INDICATORS
ECONOMIC OPPORTUNITY	Business Development	Business Establishments
		Business Ownership
		Long-Term Business Vacancies
	Employment	Labor Force Non-Participation
		Unemployment
		High-Growth, High-Paying Employment
	Income	Median Full-Time Income
		Median Hourly Wage
		Median Household Income
	Poverty	Child Poverty
		Senior Poverty
		Working Poverty

## How Scores Are Reported

The Equity Indicators are scored in two ways. Static scores capture findings for a given year, and change scores capture changes from the baseline to the most recent year.

### Static Scores

For each indicator, the tool compares the outcomes between two population groups (e.g. two racial/ethnic or socioeconomic groups) and provides a static score from 1 to 100 based on the size of the disparity in outcomes, or ratio, between the two groups, with 100 representing no disparity.

Typically, the two groups being compared represent the most and least advantaged groups for the indicator. The exception to this is the “Other” category—because of ambiguity in reporting, “Other” can include people who identify as a race or ethnicity not included in the available options or those who identify as multiracial. This group is also small compared to other racial/ethnic categories, often resulting in unreliable data. Additionally, in some places, sources differed on how they defined the “Other” category. Following this logic, in instances where analysis showed “Other” as the most or least advantaged group, we used the next most or least advantaged group for the comparison. These methodological exceptions are noted where relevant, and data is still presented for all available groups in the “More Findings” section of the data tables for each indicator, as well as in the appendix. The comparison groups used for the baseline year are also used for the second year, even if the most or least advantaged group changed in the second year.

Static indicator scores within each topic are averaged to produce topic scores, and topic scores within each theme are then averaged to produce the five theme scores. Finally, the five theme scores are averaged to produce the citywide score. The scoring method standardizes reporting of different types of data measured and collected in different ways. Theme and topic scores were calculated to two decimal points.

### Change Scores

Change scores at all levels represent the difference between the baseline and the current years’ static scores. For themes and topics, change scores were also calculated to two decimal points because change scores at these levels tended to be smaller numbers.

### How to Read the Scores

Scores allow policymakers and other change agents to quickly and easily identify red flags, i.e. areas that may require focused attention to reduce disparities, without having to sift through enormous amounts of underlying data. Additionally, as noted by CUNY ISLG, they allow for aggregation of findings at successively higher levels. Without this scoring methodology, the only results reported would be the individual outcomes for all 60 indicators.

As a reminder, static and change scores assess the disparity in outcomes between two groups, not overall outcomes. A high static score does not necessarily indicate positive outcomes, just that the examined outcomes are similar for both groups. Similarly, change scores do not imply better or worse conditions overall across groups; they simply show whether disparities are increasing or decreasing. For example, the percentage of both Asian and Hispanic individuals employed in high-growth, high-paying occupations increased from baseline, but because the gap between the two also increased, it earned a change score of -3. For this reason, it is important to look at the underlying data in interpreting individual scores.

We caution readers against deriving too much meaning from change scores in an individual year. Small year-over-year fluctuations may smooth out over time, and seemingly large changes may be due to small sample sizes or other features of the underlying data. For example, High School Dropouts had the largest positive change score in the entire report because of a decrease in dropout rates for the highest group (Asian students) and an increase for the lowest group (White students). These changes, however, are the result of changes in a small population, with 12 Asian student dropouts in the second year (six fewer than the baseline year) and fewer than five White student dropouts. With that in mind, we also note that institutional change is usually incremental, and positive changes should still be celebrated and researched for possible replication.

In addition to static and change scores, each indicator description includes the analyzed data, narrative, and methods that are useful for contextualizing the quantitative findings. The table below provides an example of an indicator and its definition, scores, and additional findings:

### Indicator 10: Child Poverty

34 +1

#### Definition

Ratio between the percentages of Black and White children living at or below 100% of the poverty threshold.

#### Results

**2018:** Black (B): 39.71% White (W): 12.91%  
**B-to-W ratio = 3.08, score 33**

**2019:** Black (B): 35.16% White (W): 11.88%  
**B-to-W ratio = 2.96, score 34**

#### Rationale

Child poverty is consistently related to worse physical, social, emotional, and educational outcomes.<sup>30</sup>

#### More Findings

Black children had the highest poverty rate of all racial/ethnic groups in the baseline year (39.71%), followed closely by Hispanic children (30.90%). White children had the lowest poverty rate (12.91%). The child poverty rate decreased for all groups from baseline, but the disparity between Black children and White children remained almost unchanged.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Poverty thresholds are defined by the U.S. Census Bureau and updated annually. Data was unreliable for Asian children and children of other races/ethnicities for both years.

The Child Poverty indicator—within the Poverty topic and Economic Opportunity theme—compares poverty rates between Black and White children. The ratio of 3.08 in the baseline year means Black children were over three times more likely than White children to live at or below 100% of the poverty line (39.71% compared to 12.91%), resulting in a static score of 33. Again, the lower the score, the greater the disparity. In the second year, child poverty rates decreased for all groups, but the disparity in outcomes remained large (ratio of 2.96), so the static score (34) improved by only one point, thus the change score of +1. Refer to the appendix for the conversion table used to calculate the scores for each ratio.



# FINDINGS

# OVERVIEW

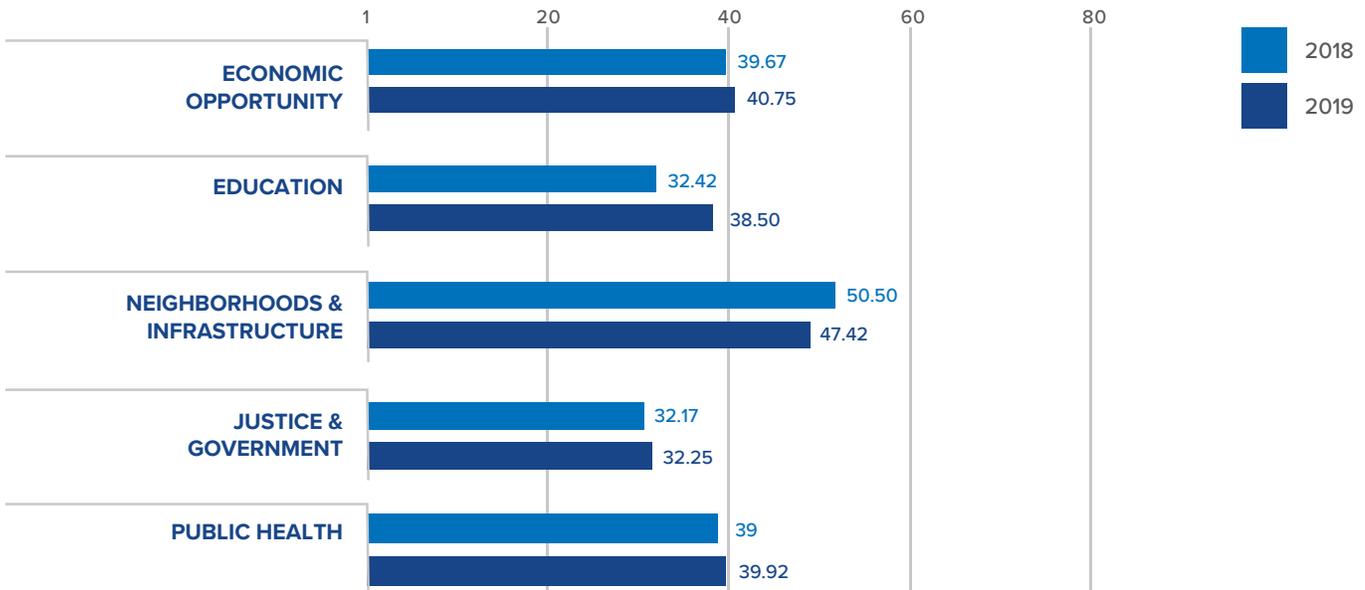
The 2018 City Score for Dallas was 38.75 out of a possible 100. The 2019 City Score was 39.77, an increase of 1.02. Clearly, much work still needs to be done. As described in the next section, these scores should be examined within the context of the change scores for each theme.

## Theme Scores

For the baseline theme scores, the disparities are most pronounced in the Justice and Government theme (32.17), followed closely by Education (32.42). The next two themes are somewhat less disparate and scored similarly—Public Health (39.00) and Economic Opportunity (39.67). Neighborhoods and Infrastructure (50.50) is the highest scoring theme, although certain indicators within this theme lag.

2019 revealed improvements in almost all themes. Disparities were still the most pronounced in the Justice and Government theme (32.25), which saw an improvement of only 0.08. Education followed at 38.50, an improvement of 6.08 from the baseline year. Public Health (39.92) and Economic Opportunity (40.75) both improved slightly from the baseline year by 0.92 and 1.08, respectively. Neighborhoods and Infrastructure (47.42) remained the least disparate theme but was the only theme with a negative change score (decreasing by 3.08), meaning the change scores revealed increased disparity.

Even though two topic scores within Neighborhoods and Infrastructure decreased, the theme still scores the highest overall, and the improvement within the Education theme from 2018 to 2019 (6.08) is the largest change for any theme. As elaborated in the previous section, however, some large change scores may result from limitations in the available data (e.g. small sample sizes), rather than being indicative of sharply increasing or decreasing disparity. It may be more informative to examine change over a longer period of time to see whether consistent trends emerge.



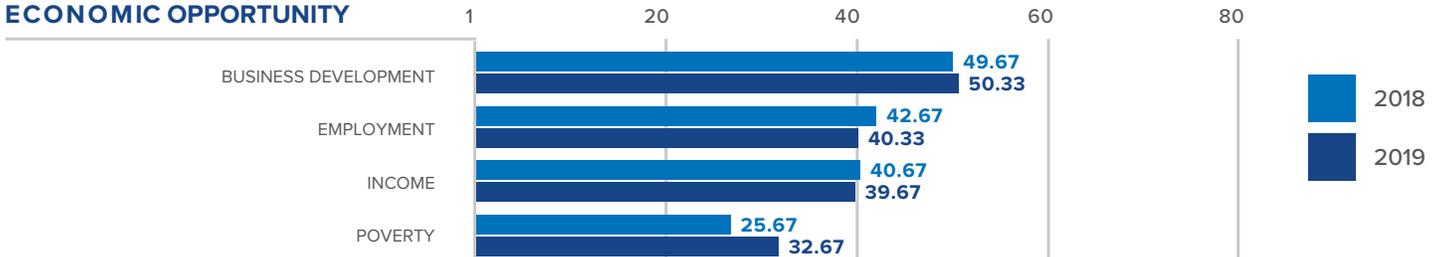
## Topic Scores

Baseline topic scores range from a high of 75.33 (Transportation) to a low of 16.00 (Education in the General Population). Sixteen of the 20 topics scored 50 or below, with eight topics scoring below 30, indicating significant disparities across many areas.

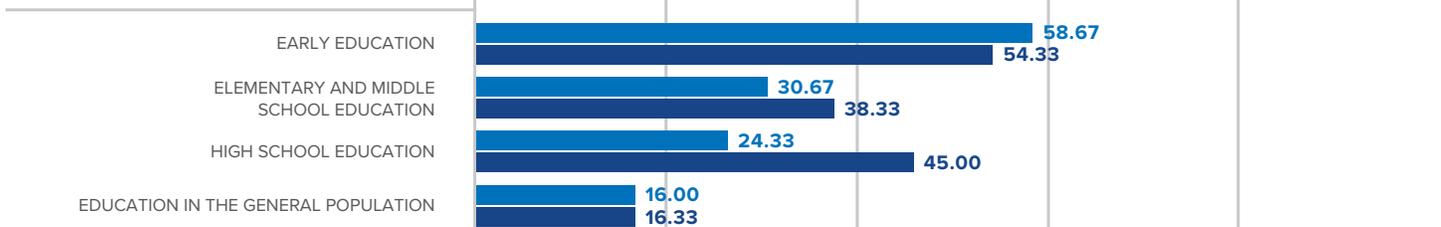
2019 topic scores indicate that disparity generally did not change dramatically from the baseline year. Transportation (74.00) and Education in the General Population (16.33) remained the highest- and lowest-scoring topics. Fifteen of the topics scored 50 or below, with six topics scoring below 30, indicating slight improvement from the baseline year in a handful of topics.

High School Education and Elementary and Middle School Education had the largest positive change scores: 20.67 and 7.67, respectively. Poverty also had marked improvement (7.00). Housing Affordability and Services had the largest negative change score (-6.33), followed by Early Education (-4.33) and Access to Housing (-3.00).

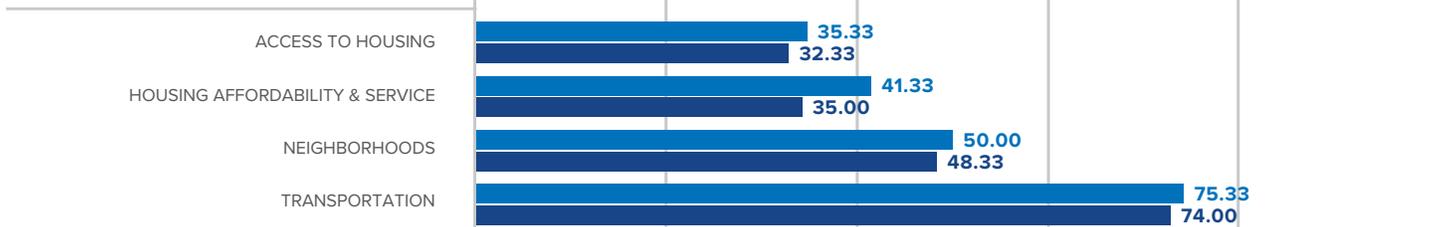
### ECONOMIC OPPORTUNITY



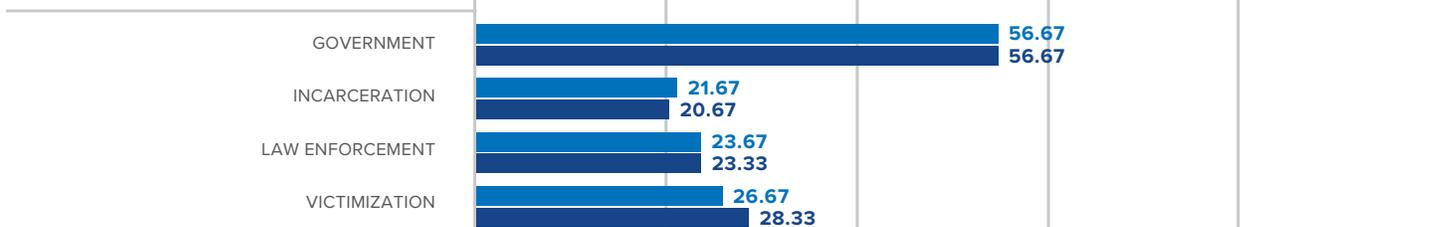
### EDUCATION



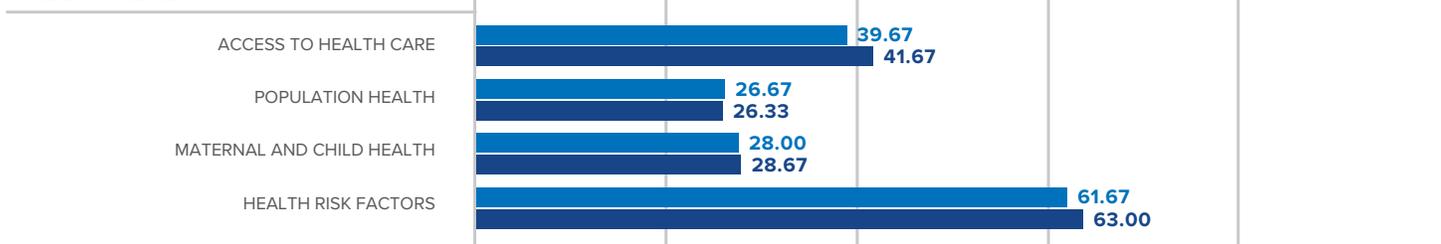
### NEIGHBORHOODS & INFRASTRUCTURE



### JUSTICE & GOVERNMENT



### PUBLIC HEALTH



## Indicator Scores

At the indicator level, baseline scores ranged from 1 to 97. Overall, seven indicators scored 6 or below, six of which received a score of 1, the score indicating the most disparity. Four of the six indicators with a score of 1 were within the Justice and Government topic.

INDICATOR #	INDICATOR NAME	2018 SCORE	2019 SCORE
18	Middle School Suspensions	1	1
22	Adults with No High School Diploma	1	1
41	Jail Admissions	1	1
42	Juvenile Detentions	1	1
43	Arrests	1	1
48	Domestic Violence	1	1
56	Teen Pregnancy	6	7

On the other end of the scale, three indicators scored at least 80, indicating much less disparity:

INDICATOR #	INDICATOR NAME	2018 SCORE	2019 SCORE
32	Street Quality	91	87
37	Sense of Community	80	80
60	Smoking	97	100

In 2019, the seven indicators that scored the lowest in the baseline year revealed little change, with all six indicators that initially scored a 1 persisting. The other indicator, Teen Pregnancy, improved by 1, from 6 to 7. Similarly, the three indicators that scored 80 or above in the baseline year were the highest-scoring indicators in 2019. Indicator #60 Smoking had a score of 100 in 2019, indicating almost no disparities by race in reported smoking rates.

Eight indicators had change scores of 5 or greater in the second year, compared to five indicators with change scores of -5 or worse. Of the indicators with the highest positive change scores, six were within the Education theme. High School Dropouts (+38) had the sharpest increase, then College Readiness (+15), Elementary and Middle School Academic Quality (+13), Third-Grade Reading Proficiency (+10), Distinguished Achievement Program (DAP) Graduation (+9), and Early Education Enrollment by Income (+7). The other two indicators were Senior Poverty (+18), from the Economic Opportunity theme, and Violent Crime (+5), within the Justice and Government theme.

Of the five indicators with the highest negative change scores, four were within the Neighborhoods and Infrastructure theme. The indicator with the largest negative change score, Kindergarten Readiness (within the Education theme), decreased 20 points from the baseline year, followed by Evictions (-8), Housing Cost Burden (-7), Utility Expenses (-7), and Internet Access (-5).

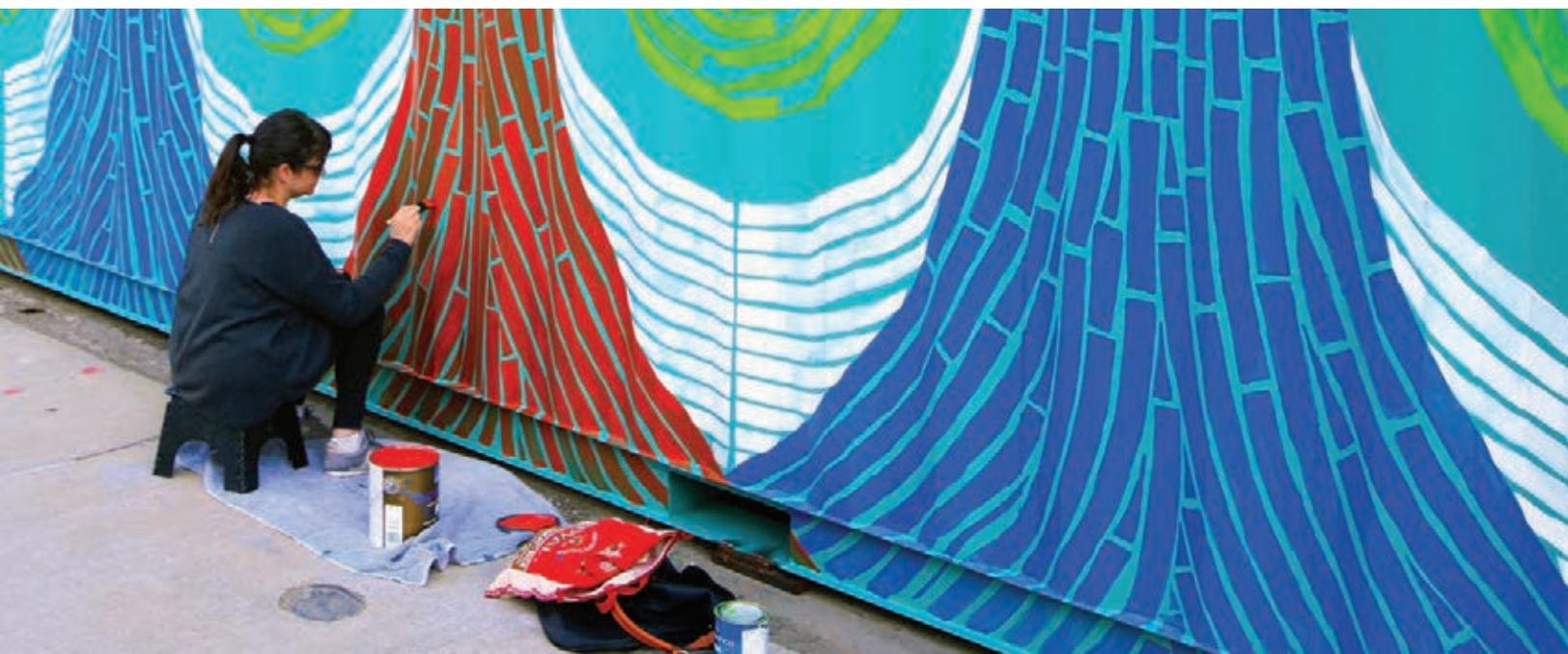
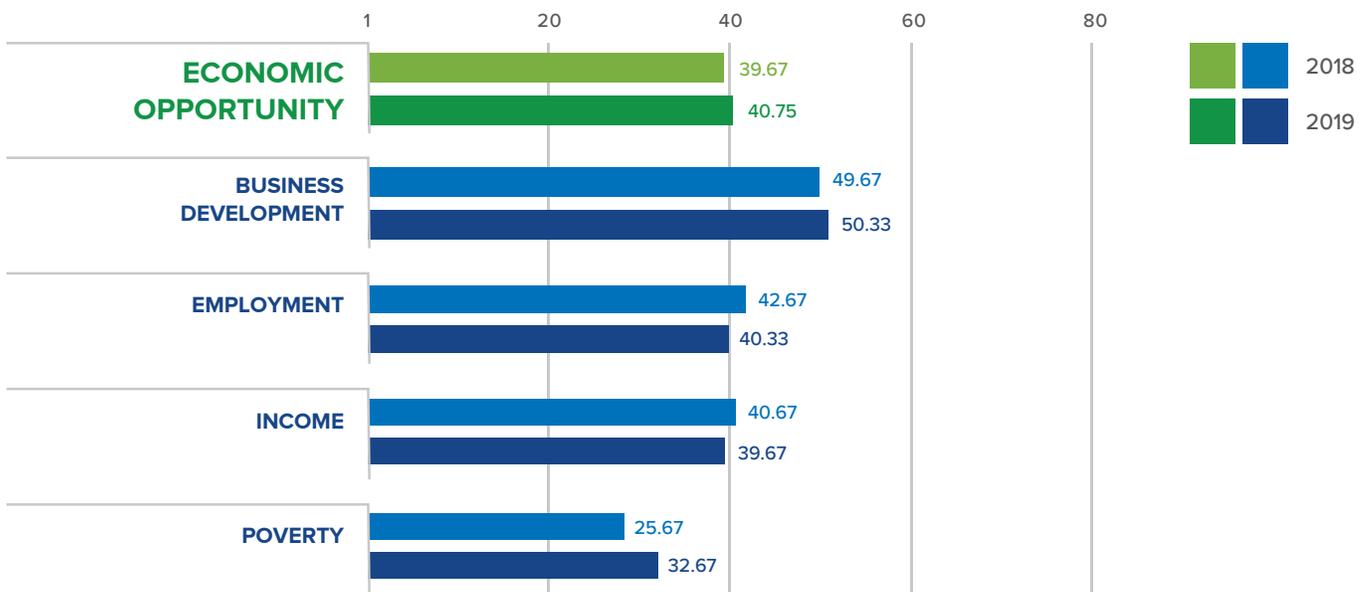
The concentration of these high and low change scores for indicators in specific themes are particularly interesting in context, given that the Education theme was the second-lowest scoring theme in the baseline year and Neighborhoods and Infrastructure had the highest overall score in both the baseline and second year. Even though the Neighborhoods and Infrastructure theme had the only negative change score, it still had the least disparity of any theme. Conversely, the improvement in the Education theme score (which still ranks secondlowest among the five themes) may be artificially inflated due to a high indicator score that does not reflect shrinking disparities (see Indicator #20 High School Dropouts on page 29), while also potentially offset by the presence of the indicator with the largest negative change score (see Indicator #15 Kindergarten Readiness on page 27).

# ECONOMIC OPPORTUNITY

The Economic Opportunity theme is composed of four topic areas: Business Development, Employment, Income, and Poverty. The findings in this theme underscore the immense challenges confronting Hispanic and Black residents seeking to improve their economic status. When taken together, the topics and indicators within this theme depict an entrenched and expanding economic divide. A recent study funded by the Communities Foundation of Texas, the Dallas Economic Opportunity Assessment, reports the average household income for the highest quintile in Dallas County increased by 5% from 2006 to 2015.<sup>7</sup> In stark contrast, the average household income for the lowest quintile declined by 7% during the same period.<sup>8</sup> This growing disparity has swollen the ranks of the working poor and created barriers to economic mobility for many residents.

Theme Score  
**40.75**  
Out of 100

+1.08 Change Score



## Business Development

The Business Development topic explores the racial/ethnic disparities that exist on an individual and neighborhood level for three indicators: Business Establishments, Business Ownership, and Business Vacancies. While the Business Vacancies indicator score is somewhat high, Business Establishments and Business Ownership show relatively large racial/ethnic disparities, although Business Ownership did improve slightly in the second year. White women and people of color face severe disparities in access to capital to start small, entrepreneurial businesses that can build wealth and financial equity.<sup>10</sup> Disparities in the number of business establishments in a neighborhood are linked to worse outcomes for the whole community, such as lower property values.<sup>11</sup> The disparities demonstrated in this topic point to a need for more inclusive economic models for nontraditional business development programs that can facilitate local economic development in underserved communities and enable business ownership by underrepresented groups.



+0.67

### Indicator 1: Business Establishments

40

+0

#### Definition

Ratio between the average number of businesses in racially diverse and majority-Black neighborhoods.

#### Results

**2018:** Racially diverse (R): 1,652.75  
Majority-Black (B): 801.25  
**R-to-B ratio = 2.06, score 40**

**2019:** Racially diverse (R): 1,684.00  
Majority-Black (B): 821.63  
**R-to-B ratio = 2.05, score 40**

#### Rationale

Retail and commercial establishments provide essential goods and services, as well as employment opportunities for residents. The number of businesses present in a neighborhood is indicative of the economic health of the area.<sup>12</sup>

#### More Findings

Racially diverse neighborhoods had the highest number of business establishments in the baseline year (1,652.75), followed closely by majority-White (1,569.00) and majority-Hispanic neighborhoods (1,195.73). Majority-Black neighborhoods had the lowest number of business establishments (801.25). While the number of business establishments increased for all groups in the second year, the disparity between racially diverse and majority-Black neighborhoods remained unchanged.

#### Data

##### Sources

Reference USA (accessible through public or university libraries)

##### Notes

Refer to page 13 for methodology of neighborhood analysis.

##### Years Collected

2018 Report: 2017 2019 Report: 2018

### Indicator 2: Business Ownership

37

+4

#### Definition

Ratio between the percentages of White and Black adults aged 25-64 who are self-employed (i.e. own an incorporated or unincorporated business).

#### Results

**2018:** White (W): 12.06% Black (B): 3.79%  
**W-to-B ratio = 3.18, score 33**

**2019:** White (W): 10.70% Black (B): 4.18%  
**W-to-B ratio = 2.56, score 37**

#### Rationale

Business ownership provides opportunities for residents to overcome barriers to the traditional labor force and increase their earnings. Personal wealth, access to capital, entrepreneurial skills, and educational attainment may be factors that limit success in this indicator.<sup>13</sup>

#### More Findings

White residents had the greatest rate of business ownership of all racial/ethnic groups in the baseline year (12.06%), followed closely by residents of other races/ethnicities (10.07%). Asian (8.90%) and Hispanic residents (8.03%) had similar business ownership rates. Black residents had the lowest business ownership rate (3.79%). The business ownership rate decreased in the second year for White residents, but rates increased for Asian (9.83%), Hispanic (9.22%), and Black residents (4.18%). The disparity between Black and White business ownership still exists, but the score did increase from the baseline year.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Second-year data was unreliable for adults of other races/ethnicities.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 3: Long-Term Business Vacancies

74

-2

#### Definition

Ratio between the percentages of long-term business vacancies in majority-Hispanic and racially diverse neighborhoods.

#### Results

**2018:** Majority-Hispanic (H): 11.44%  
Racially diverse (R): 9.59%  
**H-to-R ratio = 1.19, score 76**

**2019:** Majority-Hispanic (H): 11.86%  
Racially diverse (R): 9.66%  
**H-to-R ratio = 1.23, score 74**

#### Rationale

Long-term business vacancies are detrimental to the economic vibrancy of neighborhoods. Areas with large shares of vacant businesses may be economically distressed or have rents too high for businesses to afford them.<sup>14</sup>

#### More Findings

Majority-Hispanic neighborhoods had the highest long-term business vacancy rate of all neighborhoods in the baseline year (11.44%), followed closely by majority-Black (10.24%) and majority-White neighborhoods (10.23%). Racially diverse neighborhoods had the lowest business vacancy rate (9.59%). The long-term business vacancy rate increased for all groups in the second year except for majority-White neighborhoods, which decreased slightly (10.09%). The disparity between majority-Hispanic neighborhoods (11.86%) and racially diverse neighborhoods (9.66%) remains, and the score worsened slightly.

#### Data

##### Sources

U.S. Department of Housing, U.S. Postal Service Vacancy Data

##### Notes

Long-term vacancies are addresses identified as vacant by the U.S. Postal Service for two or more years.

##### Years Collected

2018 Report: December 2017  
2019 Report: December 2018

## Employment

This topic explores the racial/ethnic disparities on an individual level for three indicators: Labor Force Non-Participation, Unemployment, and High-Growth, High-Paying Employment. Although the DFW metropolitan area consistently generates some of the highest job growth in the country, not all Dallas residents have access to jobs.<sup>15</sup> The Dallas Economic Opportunity Assessment found that people of color have a harder time finding a job than White residents. Among other things, Black residents with bachelor's and post-graduate degrees have the same unemployment rates as White residents with associate and bachelor's degrees, respectively.<sup>16</sup> Our findings in this topic echo that report, showing that the job growth Dallas is experiencing may not be reaching all eligible workers in the city.



**-2.33**

### Indicator 4: Labor Force Non-Participation

**62** -3

#### Definition

Ratio between the percentages of Black and White adults aged 25-64 who are not in the labor force.

#### Results

**2018:** Black (B): 23.18% White (W): 16.50%  
**B-to-W ratio = 1.41, score 65**

**2019:** Black (B): 25.31% White (W): 17.29%  
**B-to-W ratio = 1.46, score 62**

#### Rationale

This indicator captures individuals who are not working and who are not looking for work. Some can be classified as discouraged workers who have given up on seeking work due to prolonged unemployment or a lack of opportunities that match their skills, education, age, or ability. Other individuals not in the labor force include retired persons, students, and those taking care of family members.<sup>17</sup>

#### More Findings

Nearly one-fourth of Black adults were not participating in the labor force in the baseline year (23.18%), followed by Asian (23.05%) and Hispanic (21.36%) adults. White adults (16.50%) and adults of other races/ethnicities (15.48%) had the lowest rates of non-participation of all racial/ethnic groups. Additionally, women of all races/ethnicities (27.32%) did not participate at more than twice the rate of men (12.70%). In the second year, the disparity between Black (25.31%) and White adults (17.29%) grew. Asian adults (20.85%) and adults of other races/ethnicities (15.38%) experienced slightly lower rates, while rates for Hispanic adults (21.58%) and women (29.00%) increased.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Adults of other races/ethnicities had the lowest rates of labor force non-participation in both years, but because of this category's size and ambiguity, this report uses White adults as the most-advantaged group.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 5: Unemployment

**39** -1

#### Definition

Ratio between the percentages of Black and White adults aged 25-64 who are unemployed.

#### Results

**2018:** Black (B): 6.09% White (W): 2.84%  
**B-to-W ratio = 2.14, score 40**

**2019:** Black (B): 7.39% White (W): 3.27%  
**B-to-W ratio = 2.26, score 39**

#### Rationale

Employment allows individuals to participate in the economy and reduces the likelihood of living in poverty. The unemployment rate captures adults who are looking for work but not working.<sup>18</sup>

#### More Findings

Black residents had the highest unemployment rate of all racial/ethnic groups in the baseline year (6.09%). Hispanic residents (2.88%) had unemployment rates slightly higher than White residents (2.84%). While the unemployment rate increased for all racial/ethnic groups in the second year, the disparity between Black and White residents experiencing unemployment also grew.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Baseline year data was unreliable for Asian adults and adults of other races/ethnicities.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 6: High-Growth, High-Paying Employment

**20** -3

#### Definition

Ratio between the percentages of Asian and Hispanic adults aged 25-64 in high-growth, high-paying occupations.

#### Results

**2018:** Asian (A): 53.29% Hispanic (H): 11.56%  
**A-to-H ratio = 4.61, score 23**

**2019:** Asian (A): 61.85% Hispanic (H): 11.94%  
**A-to-H ratio = 5.18, score 20**

#### Rationale

Employment in high-growth, high-paying jobs indicates labor force competitiveness in the 21st-century knowledge economy.<sup>19</sup>

#### More Findings

Asian residents were employed in high-growth, high-paying jobs at the highest rate in the baseline year (53.29%). White residents (45.95%) follow, while residents of other races/ethnicities (39.23%) and Black residents (24.67%) are employed in these jobs at lower rates. Hispanic residents (11.56%) are employed in these positions at the lowest rates, which increased only slightly in the second year (11.94%). Rates increased most for Asian residents (61.85%) and marginally for White residents (46.53%), while residents of other races/ethnicities (37.12%) experienced a slight decrease. Rates dropped precipitously for Black residents (17.20%), an area for further research. Ultimately, these changes increased the disparity between Asian and Hispanic residents.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

For this report, high-growth, high-paying occupations are those in which the mean annual wage was \$70,000 or greater.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

## Income

This topic explores the racial/ethnic disparities that exist at the individual and household level for three indicators: Median Full-Time Income, Median Hourly Wage, and Median Household Income. During the past three decades, the wealth divide has increased between White households and Black and Hispanic households.<sup>20</sup> Wage inequality is on the rise, which can worsen the already-present wage gaps by race and gender.<sup>21</sup> For both Median Full-Time Income and Median Hourly Wage, the most substantial differences occurred between White and Hispanic adults, while for Median Household Income, the greatest disparity occurred between White and Black households.



-1.00

### Indicator 7: Median Full-Time Income

40 +0

#### Definition

Ratio between the median annual incomes for currently employed White and Hispanic adults aged 25-64 working 30+ hours per week.

#### Results

**2018:** White (W): \$60,455.28  
Hispanic (H): \$28,212.46

**W-to-H ratio = 2.14, score 40**

**2019:** White (W): \$62,693.72  
Hispanic (H): \$30,335.67

**W-to-H ratio = 2.07, score 40**

#### Rationale

Wages are the main source of income for most people, and higher income typically allows for greater opportunity and provides a foundation for longer-term financial security.<sup>22</sup>

#### More Findings

White residents had the highest median full-time income of all racial/ethnic groups in the baseline year (\$60,455), followed by Asian residents (\$54,410) and residents of other races/ethnicities (\$50,379). Black (\$33,956) and Hispanic residents (\$28,212) had the lowest median full-time incomes. Although median full-time income increased for all racial/ethnic categories in the second year, the disparity between Hispanic (\$30,336) and White residents (\$62,694) remained, leaving the score unchanged.

#### Data

#### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 8: Median Hourly Wage

41 -2

#### Definition

Ratio between the median hourly wages for White and Hispanic adults aged 25-64 employed part-time or full-time.

#### Results

**2018:** White (W): \$24.79 Hispanic (H): \$12.84  
**W-to-H ratio = 1.93, score 43**

**2019:** White (W): \$26.27 Hispanic (H): \$13.22  
**W-to-H ratio = 1.99, score 41**

#### Rationale

There is a positive relationship between wages and job tenure, meaning workers earning low wages often have less job stability and change jobs more frequently, leading to more stress.<sup>23</sup> Rising wage inequality can create rising wage gaps by race/ethnicity.<sup>24</sup>

#### More Findings

White residents had the highest median hourly wage of all racial/ethnic groups in the baseline year (\$24.79), with Asian residents (\$22.23) and residents of other races/ethnicities (\$21.40) a few dollars behind. Black (\$14.82) and Hispanic residents (\$12.84) made around \$10 and \$12 less per hour, respectively. In the second year, the median hourly wage increased for all racial/ethnic groups, but it increased more for White residents (\$26.27), increasing the disparity compared to Hispanic residents (\$13.22).

#### Data

#### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Notes

This indicator includes part- and full-time employees to look at a wider representation of people's earning power.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 9: Median Household Income

38 -1

#### Definition

Ratio between the median household incomes for White and Black households.

#### Results

**2018:** White (W): \$78,592 Black (B): \$35,769  
**W-to-B ratio = 2.20, score 39**

**2019:** White (W): \$78,569 Black (B): \$33,673  
**W-to-B ratio = 2.33, score 38**

#### Rationale

Median full-time income and median hourly wages are measures for individuals. Household income reflects all income available to a family—including children and those members who are not in the labor force—and is used to determine if a household is in poverty or not.<sup>25</sup>

#### More Findings

White households had the highest median incomes in the baseline year (\$78,592). Asian households (\$60,455) had the second-highest, about \$18,000 less than White households. Hispanic households (\$54,410) and households of other races/ethnicities (\$42,319) experienced higher incomes than Black households (\$35,769). In the second year, median income for White households (\$78,569) decreased fractionally. However, Black households (\$33,673) and Hispanic households (\$47,526) saw much larger decreases in their median income during the same period. The disparity between Black and White households remains, and the score decreased from the baseline year.

#### Data

#### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Notes

Race/ethnicity of the household is determined by the reported race/ethnicity of the head of household or the person who completes the American Community Survey for the household.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

## Poverty

This topic explores racial/ethnic disparities at the individual level across vulnerable populations using three indicators: Child Poverty, Senior Poverty, and Working Poverty. During the past 15 years, the number of people living in poverty in Dallas increased by 42%, outpacing the city's population growth.<sup>26</sup> Dallas' poverty rate in 2017 was 18.5%, higher than the national average of 13.4%.<sup>27</sup> Today, about 21% of Hispanic and Black residents (230,417 individuals) live below the poverty line.<sup>28</sup> More than 28% of all children live in poverty in Dallas<sup>29</sup>, with notable differences based on race—the Child Poverty indicator shows nearly 40% of Black children live in poverty, about three times the percentage of White children. The other two indicators, Senior Poverty and Working Poverty, also reveal immense racial disparities.



### Indicator 10: Child Poverty

34

+1

#### Definition

Ratio between the percentages of Black and White children living at or below 100% of the poverty threshold.

#### Results

**2018:** Black (B): 39.71% White (W): 12.91%  
**B-to-W ratio = 3.08, score 33**

**2019:** Black (B): 35.16% White (W): 11.88%  
**B-to-W ratio = 2.96, score 34**

#### Rationale

Child poverty is consistently related to worse physical, social, emotional, and educational outcomes.<sup>30</sup>

#### More Findings

Black children had the highest poverty rate of all racial/ethnic groups in the baseline year (39.71%), followed closely by Hispanic children (30.90%). White children had the lowest poverty rate (12.91%). The child poverty rate decreased for all groups from baseline, but the disparity between Black children and White children remained almost unchanged.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Poverty thresholds are defined by the U.S. Census Bureau and updated annually. Data was unreliable for Asian children and children of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 11: Senior Poverty

47

+18

#### Definition

Ratio between the percentages of Hispanic and White adults aged 65+ living at or below 100% of the poverty threshold.

#### Results

**2018:** Hispanic (H): 20.20% White (W): 5.50%  
**H-to-W ratio = 3.67, score 29**

**2019:** Hispanic (H): 15.76% White (W): 8.61%  
**H-to-W ratio = 1.83, score 47**

#### Rationale

Older adults living in poverty struggle with rising housing costs and health care bills, diminished savings, and job loss.<sup>31</sup>

#### More Findings

Hispanic seniors had the highest poverty rate of all racial/ethnic groups in the baseline year (20.20%), with Black (18.61%) and Asian seniors (18.09%) close behind. White seniors experienced the lowest rates of poverty (5.50%). In the second year, the poverty rate increased moderately for White seniors (8.61%) and considerably for Black seniors (25.74%), while decreasing for Hispanic seniors (15.76%). Although increased poverty for any group is an undesirable outcome and merits further research, the score did increase from the baseline year by almost 20 points largely because of a decrease in poverty for the least-advantaged group.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Black seniors became the least-advantaged group in the second year of data. Refer to page 15 for methodology of comparison groups. Data was unreliable for Asian seniors in the second year and for seniors of other races/ethnicities in both years.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 12: Working Poverty

17

+2

#### Definition

Ratio between the percentages of Hispanic and White adults aged 25-64 currently employed 30+ hours per week and living at or below 200% of the poverty threshold.

#### Results

**2018:** Hispanic (H): 38.84% White (W): 6.07%  
**H-to-W ratio = 6.40, score 15**

**2019:** Hispanic (H): 34.40% White (W): 5.95%  
**H-to-W ratio = 5.78, score 17**

#### Rationale

Many jobs provide insufficient income to enable workers to meet their basic needs for daily living, including safe and decent housing, transportation, and food. The working poor often work more than one full-time job and/or rely on government assistance to survive.<sup>32</sup>

#### More Findings

Hispanic residents who are full-time employees had higher poverty rates than all other racial/ethnic groups in the baseline year (38.84%). Black residents working full-time also had higher rates of poverty than other groups (26.20%). In the second year, poverty rates for Hispanic (34.40%) and Black employees (26.40%) were still high, with a slight decrease for White employees (5.95%). Although both groups saw an improvement, the disparity between Hispanic and White full-time employees is still large, and the score increased only slightly from the baseline year.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Poverty for this indicator was defined at 200% of the poverty guidelines rather than 100% because of unreliable data for the racial/ethnic categories at 100%.

##### Years Collected

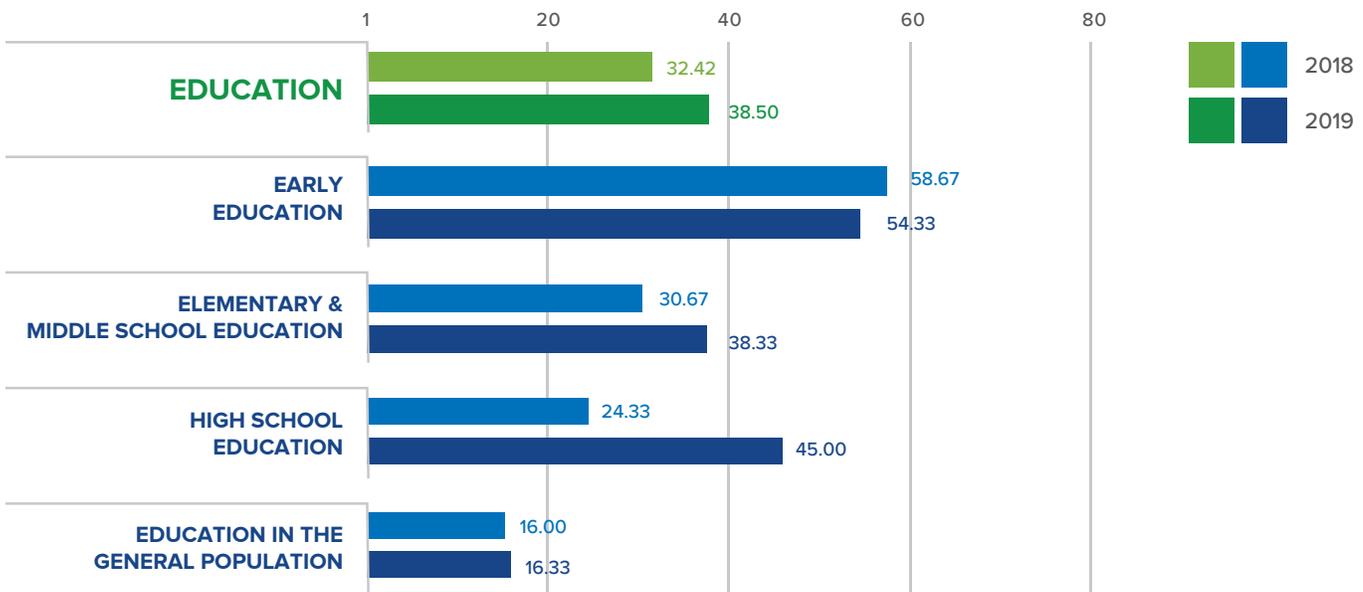
2018 Report: 2016 2019 Report: 2017

# EDUCATION

The Education theme comprises four topics: Early Education, Elementary and Middle School Education, High School Education, and Education in the General Population. Educational attainment is a predictor of lifelong earnings and quality of life. A recent study by the Federal Reserve Bank of Dallas found job polarization trends that have left low-skilled workers with fewer and fewer opportunities.<sup>33</sup> The topics and indicators in this theme reveal differences in educational outcomes for current or recent students as well as for the general population. The report emphasizes the need for career pathways to middle-wage jobs through education and training beyond a high school diploma, such as community college degrees, industry certifications, internships and mentoring, or other workforce credentials.

Theme Score  
**38.50**  
 Out of 100

+6.08 Change Score



## Early Education

The Early Education topic explores the racial/ethnic and income disparities that exist on an individual level for three indicators: Early Education by Race, Early Education by Income, and Kindergarten Readiness. Participation in a quality early childhood education program not only improves performance throughout a child's academic career, but also provides positive social outcomes for children as they mature into young adults.<sup>34</sup> Although programs such as Head Start have proven to have significant benefits on multiple levels, not all families are accessing these resources.<sup>35</sup> For example, the first indicator in this topic, Early Education Enrollment by Race, reveals White and Black students were nearly twice as likely to participate in early education programs as their Hispanic counterparts. Kindergarten Readiness has the largest negative change score in the entire report, a change that may have been influenced by more rigorous evaluation standards for all children beginning in the baseline year.



**-4.33**

### Indicator 13: Early Education Enrollment by Race

**48** +0

#### Definition

Ratio between the percentages of White and Hispanic three- and four-year-olds enrolled in pre-K.

#### Results

**2018:** White (W): 64.48% Hispanic (H): 35.60%  
**W-to-H ratio = 1.81, score 48**

**2019:** White (W): 62.58% Hispanic (H): 34.66%  
**W-to-H ratio = 1.81, score 48**

#### Rationale

Participation in early childhood education programs is associated with improved educational outcomes.<sup>36</sup> Educational attainment, in turn, is associated with increased employment opportunities and lower poverty rates.<sup>37</sup>

#### More Findings

White children were enrolled in pre-K at higher rates than all other racial/ethnic groups in the baseline year (64.48%). Black children are enrolled in pre-K at rates close to White children (57.64%), but the enrollment rate for Hispanic children (35.60%) is almost half that of their White counterparts. In the second year, Asian (73.06%) and White children (62.58%) had the highest rates of enrollment. Around half of Black children (55.44%) and children of other races/ethnicities (47.33%) were enrolled, and the low rates of enrollment for Hispanic children (34.66%) persisted.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Baseline year data was unavailable for Asian children or children of other races/ethnicities. Pre-K enrollment includes public and private pre-K programs.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 14: Early Education Enrollment by Income

**75** +7

#### Definition

Ratio between the percentages of three- and four-year-olds in the top and middle income groups enrolled in pre-K.

#### Results

**2018:** Above 185% (A): 55.12%  
Between 100-185% (B): 40.67%  
**A-to-B ratio = 1.36, score 68**

**2019:** Above 185% (A): 52.96%  
Between 100-185% (B): 43.86%  
**A-to-B ratio = 1.21, score 75**

#### Rationale

Participation in early childhood education programs is associated with improved educational outcomes.<sup>38</sup> Educational attainment, in turn, is associated with increased employment opportunities and lower poverty rates.<sup>39</sup>

#### More Findings

Children in the higher income group were enrolled in pre-K at higher rates (55.12%), compared to children in the lower (41.04%) and middle income groups (40.67%) in the baseline year. In the second year, the enrollment rate for children in the lower income group (32.49%) declined. Children in the middle income group (43.86%) experienced a slight increase in enrollment, while children in the higher income group (52.96%) had a slight decrease. The disparity between the two income levels decreased.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Texas public school districts are required to offer pre-K if 15 or more children in the district are eligible. This includes children eligible for the federal free or reduced lunch program, which has a household income cutoff of 185% of the poverty threshold. Children above this threshold can participate in pre-K at the district's discretion.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 15: Kindergarten Readiness

**40** -20

#### Definition

Ratio between the percentages of White and Black Dallas ISD students testing as kindergarten-ready.

#### Results

**2018:** White (W): 79.66% Black (B): 52.89%  
**W-to-B ratio = 1.51, score 60**

**2019:** White (W): 63.54% Black (B): 31.52%  
**W-to-B ratio = 2.02, score 40**

#### Rationale

It is appropriate to assess whether children are "ready" for school, entering with the developmental knowledge and skills they need to succeed.<sup>40</sup>

#### More Findings

White children had the highest rates of readiness (79.66%), followed by children of other races/ethnicities (61.79%). Hispanic (58.84%) and Black children (52.89%) experienced lower rates of readiness. In the second year, White children were still considered ready most often (63.54%), followed by Hispanic children (49.37%) and children of other races/ethnicities (38.00%). Black children (31.52%) experienced the lowest readiness rates, and the score worsened by 20 points.

#### Data

##### Sources

Texas Education Agency, Texas Public Education Information Resource: Public Kindergarten Readiness Data

##### Notes

The Texas Kindergarten Readiness System evaluates the effectiveness of pre-K, Head Start, and other licensed child care programs in preparing children for kindergarten by analyzing data from participating programs and from reading tests administered at the beginning of the year. Data was unavailable for Asian children in both years.

##### Years Collected

2018 Report: 2016-2017 school year  
2019 Report: 2017-2018 school year

## Elementary and Middle School Education

This topic explores the racial/ethnic disparities on an individual level for three indicators: Third-Grade Reading Proficiency, Elementary and Middle School Academic Quality, and Middle School Suspensions. Educational performance in elementary and middle school is a strong predictor of academic success during a student's high school and college years. The impact of reading proficiency and the quality of the learning environment on performance cannot be overstated.<sup>41</sup> In addition, disciplinary experiences like suspensions have lasting negative impacts, such as students being held back or dropping out later.<sup>42</sup>

These indicators are based on data from all elementary and middle schools in Dallas and Richardson Independent School Districts (ISDs). The analysis excludes schools from other districts, even if they are within city limits, because DISD and RISD give enough coverage to make sound policy decisions.



**+7.67**

### Indicator 16: Third-Grade Reading Proficiency

**63** +10

#### Definition

Ratio between the percentages of White and Black third graders approaching grade level in reading.

#### Results

**2018:** White (W): 87.41% Black (B): 51.80%  
**W-to-B ratio = 1.69, score 53**

**2019:** White (W): 91.03% Black (B): 62.79%  
**W-to-B ratio = 1.45, score 63**

#### Rationale

Students who are proficient in reading by the third grade have better academic success later in their educational career.<sup>43</sup> Children not reading proficiently by the end of third grade are four times more likely not to graduate from high school.<sup>44</sup>

#### More Findings

White third graders (87.41%) had the highest rates of reading proficiency in the baseline year, followed by Asian (77.36%), Hispanic (65.65%), and Black students (51.80%). In the second year, proficiency increased for all students, and the disparity between White (91.03%) and Black students (62.79%) declined, resulting in a 10-point improvement in the score.

#### Data

##### Sources

Texas Education Agency, Texas Academic Performance Reports

##### Notes

The State of Texas Assessments of Academic Readiness (STAAR) test measures whether a student can apply concepts and skills expected at each grade level. Data was unavailable or unreliable for third graders of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016-2017 school year  
2019 Report: 2017-2018 school year

### Indicator 17: Elementary and Middle School Academic Quality

**51** +13

#### Definition

Ratio between the percentages of White and Black students attending high-quality elementary or middle school campuses.

#### Results

**2018:** White (W): 60.74% Black (B): 24.90%  
**W-to-B ratio = 2.44, score 38**

**2019:** White (W): 65.33% Black (B): 37.38%  
**W-to-B ratio = 1.75, score 51**

#### Rationale

This indicator is an assessment of a school's ability to prepare students for a successful transition to high school.<sup>45</sup>

#### More Findings

White students attended high-quality schools at higher rates than other students in the baseline year (60.74%). Asian (32.46%), Hispanic (28.70%), and Black students (24.90%) attended these schools at much lower rates. These rates increased for all students in the second year, considerably reducing the disparity between White (65.33%) and Black (37.38%) students.

#### Data

##### Sources

Texas Education Agency, Accountability System Designation Files

##### Notes

"High-quality" campuses are those that have earned a post-secondary distinction designation from the TEA. To earn this designation, an elementary or middle school must be in the top 25% of their campus comparison group when looking at the percentage of students at Meets Grade Level or above, per student STAAR test scores.<sup>46</sup> Data was unavailable or unreliable for students of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 18: Middle School Suspensions

**1** +0

#### Definition

Ratio between the suspension rates for Black and Asian middle school students.

#### Results

**2018:** Black (B): 335.32 Asian (A): 21.17  
**B-to-A ratio = 15.84, score 1**

**2019:** Black (B): 289.82 Asian (A): 26.34  
**B-to-A ratio = 11.00, score 1**

#### Rationale

Suspensions and expulsions are related to lower academic performance and lower high school graduation rates.<sup>47</sup>

#### More Findings

335 out of every 1,000 Black students were suspended in the baseline year, nearly 16 times the rate of Asian students (21.17). White (219.96) and Hispanic students (174.50) were suspended less than Black students, but also were suspended much more often than Asian students. In the second year, Black (289.82), White (212.60), and Hispanic students (149.90) were suspended less often, and Asian students (26.34) experienced a slight increase in suspensions, but the disparity is still so large that the score remained at 1.

#### Data

##### Sources

Texas Education Agency, Discipline Action Group Summary Report Data

##### Notes

Suspension rates are based on in- and out-of-school suspension actions per 1,000 students in grades 6-8. Data was unavailable or unreliable for students of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016-2017 school year  
2019 Report: 2017-2018 school year

## High School Education

This topic explores the racial/ethnic disparities on an individual level for three indicators: College Readiness, High School Dropouts, and Distinguished Achievement Program (DAP) Graduation. Students who do not graduate from high school, or those who are not college-ready, may not be able to capitalize on the many economic opportunities that exist in North Texas' thriving economy. While DAP graduation rates for White and Asian students were only nominally higher than those of Black or Hispanic students, White students were five times as likely to be rated college-ready as their Hispanic peers. Interestingly, Asian and Black students experience higher dropout rates than White or Hispanic students.

These indicators are based on data from all high schools in Dallas ISD, unless otherwise noted. The analysis excludes schools from other districts, even if they are within city limits, because DISD gives enough coverage to make sound policy decisions.



**+20.67**

### Indicator 19: College Readiness

**35** +15

#### Definition

Ratio between the percentages of White and Hispanic students rated college-ready in English and math.

#### Results

**2018:** White (W): 62.83% Hispanic (H): 12.00%  
**W-to-H ratio = 5.24, score 20**

**2019:** White (W): 67.36% Hispanic (H): 24.26%  
**W-to-H ratio = 2.78, score 35**

#### Rationale

This indicator is a measure of potential post-secondary academic success and/or workforce readiness.<sup>48</sup> A lack of college readiness influences low college graduation rates, as the majority of students who begin in remedial courses never finish their degrees.<sup>49</sup>

#### More Findings

White students (62.83%) had the highest rates of college readiness, followed by Asian students (40.07%). Black (14.00%) and Hispanic students (12.00%) experienced the lowest rates of college readiness. Rates for all groups increased in the second year, but White students (67.36%) still had the highest rates of college readiness. Asian students (41.51%) followed behind, while Hispanic (24.26%) and Black students (17.60%) still experienced the lowest rates. However, given that Hispanic student college readiness increased by more than 12%, the score improved by 15 points.

#### Data

##### Sources

Texas Education Agency, Texas Academic Performance Reports

##### Notes

College readiness is based on performance on the Texas Success Initiative Assessment, the SAT, or the ACT. This indicator also includes data from Lake Highlands High School in Richardson ISD, which is within Dallas city limits. Data was unavailable or unreliable for students of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2015-2016 school year  
2019 Report: 2016-2017 school year

### Indicator 20: High School Dropouts

**78** +38

#### Definition

Ratio between the four-year dropout rates for Asian and White high school students.

#### Results

**2018:** Asian (A): 11.10% White (W): 5.50%  
**A-to-W ratio = 2.02, score 40**

**2019:** Asian (A): 8.60% White (W): 7.50%  
**A-to-W ratio = 1.15, score 78**

#### Rationale

Students who drop out of high school may see decreases in employment opportunities, lifetime earnings, and physical health.<sup>50</sup>

#### More Findings

High school dropout rates were highest for Asian students (11.10%), followed by Black (8.30%) and Hispanic students (7.40%). White students experienced the lowest dropout rates (5.50%). Black (7.90%) and Asian students (8.60%) saw decreases in dropout rates in year two, while Hispanic students (7.40%) experienced no change and rates for White students (7.50%) increased. Although increased dropout rates for any group is an undesirable outcome, the disparity in dropout rates between Asian and White students declined, improving the score by nearly 40 points.

#### Data

##### Sources

Texas Education Agency, Texas Academic Performance Reports

##### Notes

The TEA defines a dropout as a student in grades 7-12 who does not return to school in the fall, is not expelled, and does not graduate, receive a GED certificate, continue school outside the public school system, or begin college.<sup>51</sup> Data was unavailable or unreliable for students of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2015-2016 school year  
2019 Report: 2016-2017 school year

### Indicator 21: Distinguished Achievement Program Graduation

**22** +9

#### Definition

Ratio between the percentages of Asian and Black students who graduated under the Distinguished Achievement Program.

#### Results

**2018:** Asian (A): 24.83% Black (B): 3.55%  
**A-to-B ratio = 6.99, score 13**

**2019:** Asian (A): 21.77% Black (B): 4.54%  
**A-to-B ratio = 4.80, score 22**

#### Rationale

Students who graduate under the Distinguished Achievement Program are better prepared for college-level coursework and have more opportunity to attend college and access financial aid.<sup>52</sup>

#### More Findings

Asian students had the highest DAP graduation rates of any group (24.83%), followed by White students (21.67%). Hispanic (4.48%) and Black (3.55%) students graduate under DAP at a fifth of that rate. DAP rates increased for White (26.32%), Hispanic (6.78%), and Black students (4.54%) in the second year, while Asian student rates decreased (21.77%), reducing the disparity between Asian and Black students.

#### Data

##### Sources

Texas Education Agency, Student Graduate Reports

##### Notes

DAP completion allows students to compete for top 10% automatic admissions eligibility at any Texas public university, can position them for TEXAS Grants to help pay college tuition and fees, and gives them the tools to be more competitive applicants at top universities. DAP requires more math, science, and social studies courses than the minimum requirements, providing students with a firm educational foundation.<sup>53, 54</sup> Data was unavailable or unreliable for students of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2015-2016 school year  
2019 Report: 2016-2017 school year

## Education in the General Population

This topic explores the racial/ethnic disparities on an individual level for three indicators: Adults with No High School Diploma, High School Graduates Living in Poverty, and College-Educated Adults. Education in the General Population scored the lowest of all 24 topics in this report, and Adults with No High School Diploma earned the lowest possible score of 1. Disparities in educational attainment can hamper individuals' ability to access higher earnings and improve their quality of life, ultimately limiting a region's ability to achieve economic growth and social progress.<sup>55,56</sup>



+0.33

### Indicator 22: Adults with No High School Diploma



#### Definition

Ratio between the percentages of Hispanic and White adults aged 25-64 with no high school diploma.

#### Results

**2018:** Hispanic (H): 44.94% White (W): 4.39%  
**H-to-W ratio = 10.24, score 1**

**2019:** Hispanic (H): 44.58% White (W): 3.77%  
**H-to-W ratio = 11.83, score 1**

#### Rationale

Lower educational attainment makes it more likely a person will only be eligible for low-skill, low-wage employment.<sup>57</sup>

#### More Findings

Hispanic adults were most likely to lack a high school diploma (44.94%). Rates were much lower for Asian (12.48%), Black (9.80%), and White adults (4.39%). Rates decreased for all groups in the second year, but Hispanic adults still had the highest rate (44.58%). The disparity between Hispanic and White adults (3.77%) worsened, but this indicator already has the lowest possible score.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Data was unreliable for adults of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 23: High School Graduates Living in Poverty



#### Definition

Ratio between the percentages of Black and White adults aged 25-64 with at least a high school diploma who are living below 100% of the poverty threshold.

#### Results

**2018:** Black (B): 19.40% White (W): 5.36%  
**B-to-W ratio = 3.62, score 30**

**2019:** Black (B): 19.33% White (W): 6.27%  
**B-to-W ratio = 3.08, score 33**

#### Rationale

People who obtain at least a high school diploma are less likely to live in poverty. However, the impact of a diploma is more protective for some racial/ethnic groups than others.<sup>58</sup>

#### More Findings

Black adults had the highest rate of high school graduates living in poverty (19.40%), followed by Hispanic (12.58%) and Asian adults (11.65%). White adults (5.36%) experienced rates three times lower than Black residents. In the second year, Black adults still experienced the highest rates of poverty (19.33%). Rates improved slightly for Hispanic (11.17%) and Asian adults (8.27%). The disparity between Black and White adults (6.27%) persisted, but the score improved in the second year.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Data was unreliable for adults of other races/ethnicities for both years.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 24: College-Educated Adults



#### Definition

Ratio between the percentages of Asian and Hispanic adults aged 25-64 with a bachelor's degree or higher.

#### Results

**2018:** Asian (A): 66.00% Hispanic (H): 11.03%  
**A-to-H ratio = 5.98, score 17**

**2019:** Asian (A): 68.73% Hispanic (H): 10.90%  
**A-to-H ratio = 6.31, score 15**

#### Rationale

Educational attainment is a strong predictor of employment opportunities, income, and wealth.<sup>59</sup> Full-time employees with bachelor's degrees earn, on average, two-thirds more and experience unemployment rates nearly half of employees with only a high school diploma.<sup>60</sup>

#### More Findings

Two-thirds of Asian adults had a bachelor's degree or higher (66.00%), followed by White adults (60.23%) and adults of other races/ethnicities (47.38%), and all three groups saw increases in the second year. Black (21.37%) and Hispanic adults (11.03%) had the lowest percentages of adults with bachelor's degrees in the baseline year, and rates decreased for both groups in the second year, increasing the already large disparity between Asian and Hispanic adults.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Years Collected

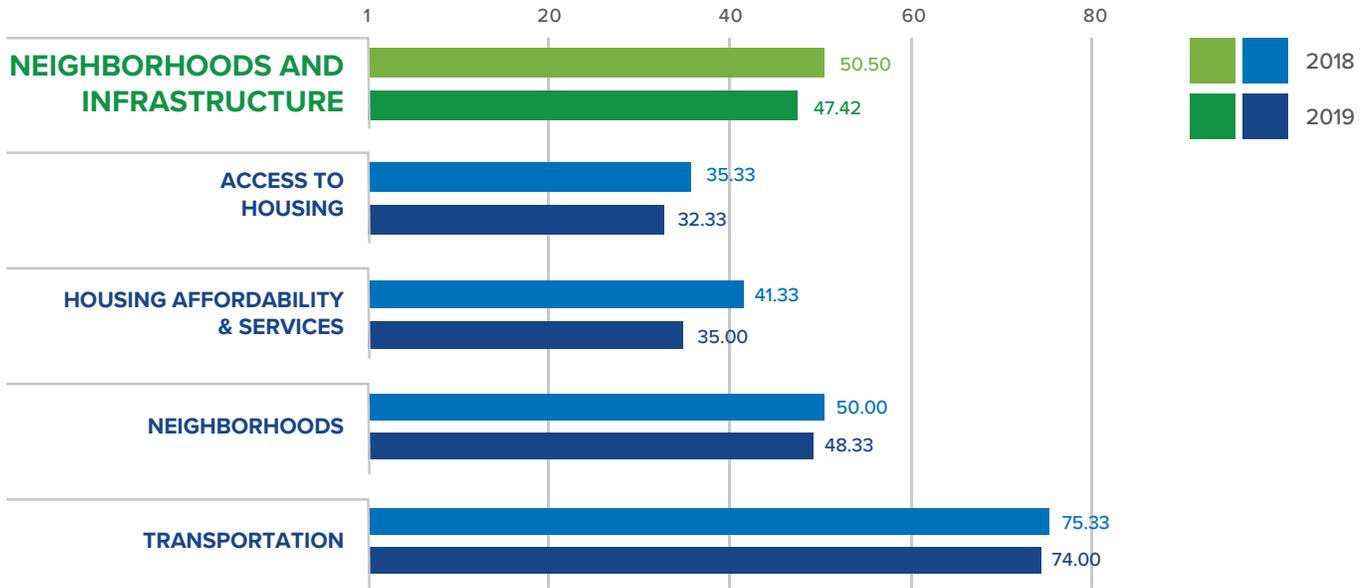
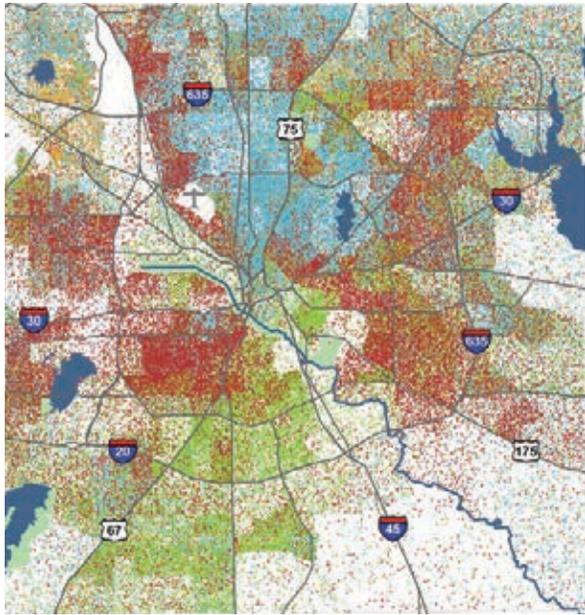
2018 Report: 2016 2019 Report: 2017

# NEIGHBORHOODS AND INFRASTRUCTURE

The Neighborhoods and Infrastructure theme is made up of four topic areas: Access to Housing, Housing Affordability and Services, Neighborhoods, and Transportation. Although neighborhood appeal is often a matter of individual preference, most people can agree on the basic components of a healthy neighborhood, such as housing affordability, housing quality, and the availability of goods, services, and community resources. Unfortunately, economic segregation in Dallas mirrors current and historical racial segregation. Decades of disinvestment in Black and Hispanic neighborhoods have culminated in substantial differences in basic housing conditions, neighborhood quality, and access to amenities.<sup>61</sup> The indicators in this theme demonstrate deep disparities along racial/ethnic lines, particularly in Access to Housing and Housing Affordability and Services—disparities that have worsened since the baseline year.



**-3.08 Change Score**



## Access to Housing

This topic explores the racial/ethnic disparities at the individual and neighborhood level for three indicators: Homeownership, Evictions, and Home Loan Denials. Owning a home is the largest investment most Americans will ever make, and homeownership is still a reliable way to build wealth for individuals and families.<sup>62</sup> Low rates of homeownership may point to challenges in accessing credit, and access to reasonable credit is a key factor in purchasing a home. If a person or family cannot secure financing for a home then they are locked out of homeownership opportunities, including the ability to build equity and secure stable living arrangements. The lack of affordable housing, especially for renters, contributes to an array of social and economic problems. It has become harder for low-income renters to keep up with rent and other bills, making them vulnerable to eviction.<sup>63</sup>



**-3.00**

### Indicator 25: Homeownership

**39**

-1

#### Definition

Ratio between the percentages of White and Black households who own their home.

#### Results

**2018:** White (W): 56.98% Black (B): 27.61%  
**W-to-B ratio = 2.06, score 40**

**2019:** White (W): 56.40% Black (B): 24.56%  
**W-to-B ratio = 2.30, score 39**

#### Rationale

Homeownership continues to be a reliable vehicle to build wealth. Additionally, mortgage payments are often more predictable and stable than rental payments.<sup>64</sup>

#### More Findings

More than half of White households in Dallas own their home (56.98%), followed by Hispanic (45.10%), Asian (45.05%) and Black (27.61%) households. All rates were lower than the statewide average in 2017 of 62.8%.<sup>65</sup> Homeownership rates were similar in the second year, with a slight increase in Asian homeownership (45.63%) and slight decrease in Hispanic homeownership (44.39%). The disparity between White (56.40%) and Black households (24.56%) grew, and the score decreased slightly.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Homeownership includes homeowners with a mortgage and those who own their home outright. Race/ethnicity of the household is determined by the reported race/ethnicity of the head of household or the person who completes the American Community Survey for the household. Adults of other races/ethnicities had the lowest rates of homeownership in both years, but because of this category's size and ambiguity, this report uses Black adults as the least-advantaged group.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 26: Evictions

**21**

-8

#### Definition

Ratio between the eviction rates in majority-Hispanic and majority-White neighborhoods.

#### Results

**2018:** Majority-Hispanic (H): 3.05%  
Majority-White (W): 0.81%  
**H-to-W ratio = 3.77, score 29**

**2019:** Majority-Hispanic (H): 2.09%  
Majority-White (W): 0.42%  
**H-to-W ratio = 4.98, score 21**

#### Rationale

Evictions not only cause families to lose their homes, but also regularly result in disrupted education, lost possessions, court records that prevent families from finding new safe and affordable housing, job loss, and poor mental health.<sup>66</sup>

#### More Findings

Majority-Hispanic neighborhoods experience eviction rates higher than other racial/ethnic groups (3.05%), followed by racially diverse neighborhoods (2.78%). Majority-White neighborhoods experienced the lowest rates of eviction (0.81%), and majority-Black neighborhoods had similarly low rates (0.97%). Eviction rates decreased for all groups in the second year, but the disparity between majority-Hispanic (2.09%) and majority-White neighborhoods (0.42%) grew, decreasing the score.

#### Data

##### Sources

Desmond, M., et al. Eviction Lab National Database: Version 1.0. Princeton: Princeton University, 2018, www.evictionlab.org.

##### Years Collected

2018 Report: 2015 2019 Report: 2016

### Indicator 27: Home Loan Denials

**37**

+0

#### Definition

Ratio between the percentages of home loan application denials to Black and White applicants.

#### Results

**2018:** Black (B): 19.59% White (W): 7.79%  
**B-to-W ratio = 2.52, score 37**

**2019:** Black (B): 19.74% White (W): 7.89%  
**B-to-W ratio = 2.50, score 37**

#### Rationale

Access to credit determines most individuals' ability to purchase a home and build wealth through equity.<sup>67</sup>

#### More Findings

Home loan applications from Black applicants were denied most often (19.59%), followed by Hispanic (12.96%) and Asian (11.70%) applicants. White applicants experienced the lowest rate of denials (7.79%). In the second year, home loan denial rates increased for all groups, but the disparity between Black (19.74%) and White applicants (7.89%) was almost unchanged and the score remained the same.

#### Data

##### Sources

Federal Financial Institution Examination Council, Home Mortgage Disclosure Act Data

##### Notes

Data was not available for residents of other races/ethnicities.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

## Housing Affordability and Services

This topic explores the racial/ethnic disparities individuals and households face for three indicators: Housing Cost Burden, Internet Access, and Utility Expenses. The term “housing cost-burdened” refers to people who spend more than 30% of their household income on rent or mortgage payments.<sup>68</sup> In Dallas, housing and utility cost burdens fall disproportionately on people of color, who are more likely to pay well over this threshold. High housing and utility costs reduce the ability for low-income residents to pay for other necessary services, such as transportation, child care, health care, or food.<sup>69</sup> Availability of basic services such as internet access impacts the quality of life for all residents who live there. Black and Hispanic households are around three times more likely to lack internet access, revealing an important disparity given modern day reliance on the internet for communication, education, entertainment, social connections, and employment opportunities.<sup>70</sup>



**-6.33**

### Indicator 28: Housing Cost Burden

40

-7

#### Definition

Ratio between the percentages of Black and White households with housing costs exceeding 30% of income.

#### Results

**2018:** Black (B): 32.89% White (W): 17.99%  
**B-to-W ratio = 1.83, score 47**

**2019:** Black (B): 39.63% White (W): 19.23%  
**B-to-W ratio = 2.06, score 40**

#### Rationale

Households paying more than 30% of income on rent or mortgage payments have less disposable income for other necessities.<sup>71</sup>

#### More Findings

Black households experienced the greatest housing cost burden (32.89%), followed by households of other races/ethnicities (25.61%), Hispanic (25.52%) and Asian households (24.77%). White households were least likely to be housing cost-burdened (17.99%). Rates increased for Black households (39.63%), households of other races/ethnicities (27.02%), Hispanic (26.03%) and White households (19.23%), while Asian households (23.81%) saw a slight decrease. The disparity between Black and White households grew, and the score worsened.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 29: Internet Access

23

-5

#### Definition

Ratio between the percentages of Black and White households without access to the internet.

#### Results

**2018:** Black (B): 32.07% White (W): 8.18%  
**B-to-W ratio = 3.92, score 28**

**2019:** Black (B): 27.32% White (W): 5.96%  
**B-to-W ratio = 4.58, score 23**

#### Rationale

Internet access is a basic 21st-century need for education and employment, as well as entertainment and social interaction.<sup>72</sup>

#### More Findings

Black households (32.07%) lack internet access at greater rates than all other groups, although Hispanic households are similarly situated (27.28%). The rate for White households is much lower (8.18%). Access increased for all groups in the second year, but Black (27.32%) and Hispanic households (20.70%) still lacked access at higher rates than White households (5.96%). The disparity between Black and White households also grew, and the score worsened.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Notes

Includes households without paid or unpaid access to the internet. Data was unreliable for Asian households and households of other races/ethnicities.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 30: Utility Expenses

42

-7

#### Definition

Ratio between the percentages of household income going to electricity, gas, heating fuel, and water in Hispanic and Asian households.

#### Results

**2018:** Hispanic (H): 4.57% Asian (A): 2.55%  
**H-to-A ratio = 1.79, score 49**

**2019:** Hispanic (H): 4.28% Asian (A): 2.18%  
**H-to-A ratio = 1.97, score 42**

#### Rationale

Households paying more for utility expenses have less disposable income for other necessities.<sup>73</sup>

#### More Findings

Hispanic households spent a larger percentage of their income on utility expenses (4.57%) in the baseline year, followed closely by Black households (4.28%). Households of other races/ethnicities (2.82%) and White (2.59%) and Asian households (2.55%) all spent similar, but smaller percentages of their household income. In the second year, this percentage decreased for Hispanic (4.28%), White (2.47%), and Asian households (2.18%), while increasing for Black households (4.46%) and households of other races/ethnicities (3.11%). However, the disparity between Hispanic and Asian households still increased, causing the score to worsen.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

##### Years Collected

2018 Report: 2016 2019 Report: 2017

## Neighborhoods

This topic explores the racial/ethnic disparities at the neighborhood level for three indicators: Long-Term Residential Vacancies, Street Quality, and Access to Parks. Long-term vacancies in a neighborhood can have negative spillover effects on communities and contribute to reduced property values, worse economic and health outcomes, and increased costs to the municipality.<sup>74</sup> Majority-Black neighborhoods were six times more likely to experience long-term residential vacancies than majority-White neighborhoods. A neighborhood's built environment, such as street quality or availability of parks, can also have lasting impacts on residents' access to a variety of services, from options for physical activity to supermarkets.<sup>75</sup>



**-1.67**

### Indicator 31: Long-Term Residential Vacancies

**15** -1

#### Definition

Ratio between the percentages of long-term residential vacancies in majority-Black and majority-White neighborhoods.

#### Results

**2018:** Majority-Black (B): 5.16%  
Majority-White (W): 0.86%  
**B-to-W ratio = 6.02, score 16**

**2019:** Majority-Black (B): 5.15%  
Majority-White (W): 0.80%  
**B-to-W ratio = 6.46, score 15**

#### Rationale

Long-term residential vacancies can have a negative impact on the safety and quality of neighborhoods and can contribute to neighborhood blight.<sup>76</sup>

#### More Findings

Majority-Black neighborhoods had the highest rates of long-term residential vacancies (5.16%), followed by majority-Hispanic (2.13%) and racially diverse neighborhoods (1.37%). Majority-White neighborhoods had the lowest rates of long-term residential vacancies (0.86%). In the second year, the rates of long-term residential vacancies were similar, and the disparity between majority-Black (5.15%) and majority-White (0.80%) neighborhoods continued. The score was effectively unchanged.

#### Data

##### Sources

U.S. Department of Housing, U.S. Postal Service Vacancy Data

##### Notes

Long-term vacancies are addresses identified as vacant by the U.S. Postal Service for two or more years. Refer to page 13 for methodology of neighborhood analysis.

##### Years Collected

2018 Report: 2017 2019 Report: 2018

### Indicator 32: Street Quality

**87** -4

#### Definition

Ratio between the average pavement condition index (PCI) ratings in racially diverse and majority-White neighborhoods.

#### Results

**2018:** Racially diverse (R): 66.62  
Majority-White (W): 63.66  
**R-to-W ratio = 1.05, score 91**

**2019:** Racially diverse (R): 67.01  
Majority-White (W): 62.76  
**R-to-W ratio = 1.07, score 87**

#### Rationale

Pavement condition impacts the safety of those using the street. As pavement condition deteriorates, it becomes increasingly expensive to repair, impacting future public infrastructure investments.<sup>77, 78</sup>

#### More Findings

PCI ratings were similar across all racial/ethnic groups. Racially diverse neighborhoods had the highest average ratings (66.62) in the baseline year, and majority-White neighborhoods had the lowest (63.66). Majority-Black (65.76) and majority-Hispanic neighborhoods (64.13) fell in the middle. In the second year, PCI ratings decreased slightly for all groups except racially diverse neighborhoods (67.01), increasing the disparity and lowering the score.

#### Data

##### Sources

City of Dallas Public Works Department

##### Notes

A PCI is a rating of the pavement condition from 0-100, with 100 being the best possible condition. The ratings are based on internationally accepted standards (ASTM D6433). Refer to page 13 for methodology of neighborhood analysis.

##### Years Collected

2018 Report: 2017 2019 Report: 2018

### Indicator 33: Access to Parks

**43** N/A

#### Definition

Ratio between the average number of parks in majority-Black and racially diverse neighborhoods.

#### Results

**2018:** Majority-Black (B): 1.84  
Racially diverse (R): 0.95  
**B-to-R ratio = 1.94, score 43**

**2019:** Majority-Black (B): 1.84  
Racially diverse (R): 0.95  
**B-to-R ratio = 1.94, score 43**

#### Rationale

Parks are community assets that provide numerous advantages linked to physical and emotional health, environmental benefits, and opportunities for social interaction.<sup>79</sup>

#### More Findings

Majority-Black neighborhoods (1.84) had the highest average number of parks, followed by majority-White (0.99) and majority-Hispanic neighborhoods (0.99). Racially diverse neighborhoods (0.95) had the lowest average number.

#### Data

##### Sources

City of Dallas Park and Recreation Department

##### Notes

Data is as of April 2018 (report was generated April 2019). 2018 data was used for both years and will be updated annually in future reports. Refer to page 13 for methodology of neighborhood analysis.

##### Years Collected

2018 Report: 2018 2019 Report: 2018

## Transportation

This topic explores the racial/ethnic disparities at the individual and neighborhood level for three indicators: Private Vehicle Availability, Commute Time, and Transit Frequency. For residents without access to a car, efficient and accessible public transportation is necessary to connect to jobs, educational opportunities, health care, goods and services, and other necessities that may not be available close to home.<sup>80</sup> This topic, scoring 75.33 in the baseline year and 74 in the second year, was the least disparate topic in both years in the entire report. However, a study from the Center for Transportation Equity, Decisions, and Dollars (CTEDD) at the University of Texas at Arlington found immense disparities in transit access for transit-dependent residents of Dallas, indicating a need for further research.<sup>81</sup>



-1.33

### Indicator 34: Private Vehicle Availability

72 -3

#### Definition

Ratio between the average number of vehicles available per person aged 16+ in White and Black households.

#### Results

2018: White (W): 1.01 Black (B): 0.83  
W-to-B ratio = 1.21, score 75

2019: White (W): 1.02 Black (B): 0.81  
W-to-B ratio = 1.26, score 72

#### Rationale

In an automobile-dependent city such as Dallas, the number of vehicles available to a household may indicate dependence on alternative modes of transportation, including public transit.<sup>82</sup>

#### More Findings

White households had the highest average number of vehicles available per person (1.01), followed by households of other races/ethnicities (0.93), Hispanic (0.91), and Asian (0.86) households. Black households (0.83) had the lowest number of vehicles available per person. Little changed in the second year for any category, but the disparity between White (1.02) and Black households (0.81) increased slightly, causing the score to worsen.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Notes

Race/ethnicity of the household is determined by the reported race/ethnicity of the head of household or the person who completes the American Community Survey for the household.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 35: Commute Time

76 -2

#### Definition

Ratio between the average time spent commuting one way to work (in minutes) for Hispanic and White adults aged 25-64.

#### Results

2018: Hispanic (H): 28.49 White (W): 24.90  
H-to-W ratio = 1.14, score 78

2019: Hispanic (H): 30.29 White (W): 25.45  
H-to-W ratio = 1.19, score 76

#### Rationale

Commute time can affect health outcomes, earning potential, and the amount of time an individual can dedicate to other needs.<sup>83</sup>

#### More Findings

Hispanic residents had the longest one-way commute time (28.49), followed by Black residents (27.88), residents of other races/ethnicities (26.60), and Asian residents (26.44). White residents experienced the shortest commute time (24.90). Hispanic (30.29), Black (30.86), and White residents (25.45) all experienced longer commute times in the second year, but the disparity between Hispanic and White residents increased slightly and the score worsened.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 36: Transit Frequency

74 +1

#### Definition

Ratio between the average number of public transit trips available to majority-Hispanic and majority-Black neighborhoods on Monday between 4:30 a.m. and midnight.

#### Results

2018: Majority-Hispanic (H): 79.33  
Majority-Black (B): 63.80  
H-to-B ratio = 1.24, score 73

2019: Majority-Hispanic (H): 79.04  
Majority-Black (B): 64.19  
H-to-B ratio = 1.23, score 74

#### Rationale

Frequency of public transit increases access to employment opportunities, particularly for public transit-dependent residents.<sup>84</sup>

#### More Findings

Majority-Hispanic neighborhoods had the greatest number of public transit trips available (79.33), followed by majority-White (78.62), racially diverse (77.23), and majority-Black neighborhoods (63.80). In the second year, trips increased slightly for majority-White (79.21) and majority-Black neighborhoods (64.19), while majority-Hispanic (79.04) and racially diverse neighborhoods (77.48) remained nearly unchanged. The disparity between majority-Hispanic and majority-Black neighborhoods also changed very little, with effectively no change in the score.

#### Data

##### Sources

General Transit Feed Specification (GTFS) data

#### Notes

The timeframe of 4:30 a.m. to midnight is based on the Dallas Area Rapid Transit (DART) weekday schedule. Public transit trips are trips by bus, shuttle, or light rail.

#### Years Collected

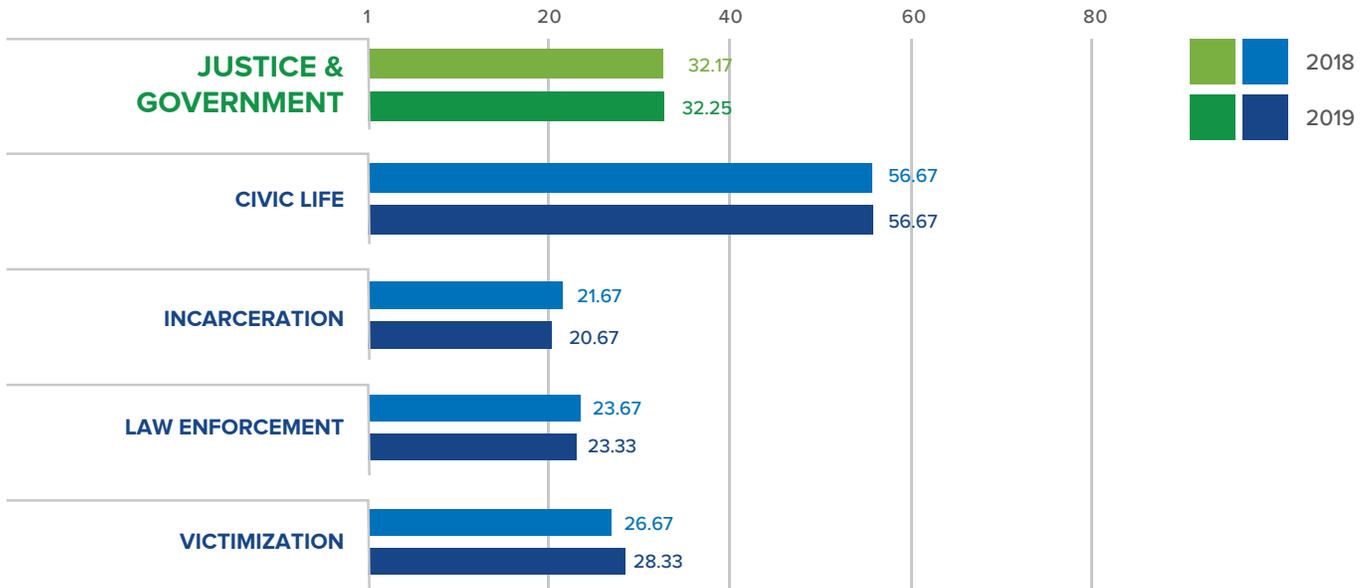
2018 Report: 2016 2019 Report: 2017

# JUSTICE AND GOVERNMENT

The Justice and Government theme comprises four topic areas: Civic Life, Incarceration, Law Enforcement, and Victimization. The topics and indicators in this theme examine disparities in how individuals and communities experience and participate in government. Although the City aims to serve all residents equitably, these indicators show how resident interactions with government may vary widely depending on an individual's race or ethnicity. Civic participation in government is a cornerstone of representative democracy, but individuals may experience barriers to participation, excluding them from important decisions that impact their lives. Seemingly simple contacts with the police, such as traffic stops or involvement in the criminal response system for minor offenses, can and do have life-altering impacts—family disruption, reduced income from fines and fees, time in detention preventing attendance at work or school, or the social and economic stigma of a court record are just a few. Beyond individuals, if neighborhoods develop reputations for high crime or dangerous conditions, residents and businesses may begin to leave, triggering a cycle of disinvestment and decline.

Theme Score  
**32.25**  
Out of 100

+0.08 Change Score



## Civic Life

This topic explores the racial/ethnic disparities on an individual level for three indicators: Sense of Community, Representation in Government, and Government Service Satisfaction. Government works best when every member of the community has a seat at the table, yet in Dallas, more than two White representatives sit on a board or commission for every one White resident, compared to their Hispanic counterparts, who have 0.3 representatives for every resident. Additionally, in the biannual Community Survey, residents of all racial and ethnic groups rated the “sense of community” and their overall satisfaction with government services somewhere between “fair and “good” on average, indicating a need for improvement.



+0.00

### Indicator 37: Sense of Community

**80** N/A

#### Definition

Ratio between the average scores reported by Asian and Black residents for “sense of community” on the City’s biannual Community Survey.

#### Results

**2018:** Asian (A): 2.65 Black (B): 2.40  
**A-to-B ratio = 1.10, score 80**

**2019:** Asian (A): 2.65 Black (B): 2.40  
**A-to-B ratio = 1.10, score 80**

#### Rationale

A strong sense of community can improve well-being, feelings of safety, and participation in community and civic responsibilities.<sup>85</sup>

#### More Findings

Residents responded to the survey question: “How would you rate the sense of community as it relates to Dallas as a whole?” on a four-point scale from poor (1) to excellent (4). Asian residents rated Dallas’ sense of community the highest (2.65), followed by White (2.51), Hispanic (2.44), and Black residents (2.40).

#### Data

##### Sources

City of Dallas, 2018 Community Survey<sup>86</sup>

#### Notes

The Community Survey is administered every two years, so 2018 data was used for both years. Data was unavailable for residents of other races/ethnicities.

#### Years Collected

2018 Report: 2018 2019 Report: 2018

### Indicator 38: Representation in Government

**12** N/A

#### Definition

Ratio between the proportional representation of White and Hispanic residents on boards and commissions.

#### Results

**2018:** White (W): 2.23 Hispanic (H): 0.31  
**W-to-H ratio = 7.19, score 12**

**2019:** White (W): 2.23 Hispanic (H): 0.31  
**W-to-H ratio = 7.19, score 12**

#### Rationale

Diversity in government increases its ability to serve residents of all backgrounds and experiences and may lead to more equitable policy outcomes for represented groups.<sup>87</sup>

#### More Findings

White residents were significantly overrepresented on boards and commissions in the baseline year (2.23). Black (0.83) and Asian residents (0.81) are underrepresented at similar rates, followed distantly by Hispanic residents (0.31) and residents of other races/ethnicities (0.25). Men of all races/ethnicities were represented at greater rates (1.31) than their proportion in the population, compared to women (0.70), who were underrepresented.

#### Data

##### Sources

City of Dallas City Secretary’s Office, by request

#### Notes

Only 2017 data was available at the time of publication, but data will be requested annually in the future.

#### Years Collected

2018 Report: 2017 2019 Report: 2017

### Indicator 39: Government Service Satisfaction

**78** N/A

#### Definition

Ratio between the average local government satisfaction scores reported by Asian and Hispanic residents on the City’s biannual Community Survey.

#### Results

**2018:** Asian (A): 2.86 Hispanic (H): 2.48  
**B-to-H ratio = 1.15, score 78**

**2019:** Asian (A): 2.86 Hispanic (H): 2.48  
**B-to-H ratio = 1.15, score 78**

#### Rationale

Public perceptions are reflective of and can inform improvements in the quality of government services. Racial/ethnic disparities in perceptions of government services may be indicative of different problems facing different communities.<sup>88</sup>

#### More Findings

Residents responded to the survey question: “How would you rate the quality of services provided by the city of Dallas?” on a four-point scale from poor (1) to excellent (4). Asian residents reported the highest levels of satisfaction with government services (2.86), followed by Black (2.55), White (2.54), and Hispanic residents (2.48).

#### Data

##### Sources

City of Dallas, 2018 Community Survey<sup>89</sup>

#### Notes

The Community Survey is administered every two years, so 2018 data was used for both years. Data was unavailable for residents of other races/ethnicities.

#### Years Collected

2018 Report: 2018 2019 Report: 2018

## Incarceration

This topic explores the racial/ethnic disparities on an individual level for three indicators: Fines and Fees, Jail Admissions, and Juvenile Detentions. Fines and fees can create a cycle of debt for residents; missed payments can lead to suspension of a driver's license or extended probation for unpaid debt.<sup>90</sup> Jails have a broader impact on the community than prisons because more people go to jails (confinement facilities run by local law enforcement) than to prisons (confinement facilities run by the state or federal government and segregated by security level).<sup>91</sup> Jail admissions can have detrimental impacts on job opportunities, housing, and physical and mental health.<sup>92</sup> Juvenile detention can have lasting negative effects on young people's mental and physical well-being and their future education and earnings over their lifetime.<sup>93</sup> Black residents fare the worst in every indicator in this topic, mirroring the national overrepresentation of Blacks in the criminal response system.<sup>94</sup>



-1.00

### Indicator 40: Fines and Fees

60 -3

#### Definition

Ratio between the average amounts of fines and fees paid by Black and Asian defendants for cases adjudicated guilty by City of Dallas Municipal Courts.

#### Results

**2018:** Black (B): \$369.90 Asian (A): \$256.77  
**B-to-A ratio = 1.44, score 63**

**2019:** Black (B): \$368.72 Asian (A): \$243.85  
**B-to-A ratio = 1.51, score 60**

#### Rationale

High fines and fees may reduce low-income defendants' ability to pay for other essential needs, such as housing, transportation, or food. Alternatively, fines and fees may be prohibitively expensive, increasing the likelihood of defendants remaining in detention or taking on debt to secure their release.<sup>95</sup>

#### More Findings

Black defendants (\$369.90) paid the highest average cost in fines and fees in the baseline year, followed by White (\$301.51), Hispanic (\$292.42), and defendants of other races/ethnicities (\$284.81). Asian defendants (\$256.77) paid the lowest average amount. In the second year, Black (\$368.72), White (\$288.23), Hispanic (\$267.20), and Asian defendants (\$243.85) saw a decrease in average fines and fees, but defendants of other races/ethnicities (\$318.76) saw an increase of about \$30. Black defendants still experienced the highest average costs, and the score worsened by three points.

#### Data

##### Sources

City of Dallas City Attorney's Office

##### Notes

Data was coded in 10 racial/ethnic categories, which this report combines as follows: Black, Asian [+Indian], Hispanic, White [+Caucasian], and defendants of other races/ethnicities [Native American, Middle Eastern, Unknown, and blank].

##### Years Collected

2018 Report: 2017 2019 Report: 2018

### Indicator 41: Jail Admissions

1 +0

#### Definition

Ratio between the number of Black and Asian adults per 1,000 booked into jail by the Dallas Police Department.

#### Results

**2018:** Black (B): 68.37 Asian (A): 4.02  
**B-to-A ratio = 17.01, score 1**

**2019:** Black (B): 70.88 Asian (A): 4.51  
**B-to-A ratio = 15.72, score 1**

#### Rationale

Jail admissions can result in lost wages, worsened physical and mental health, and possible loss of work, housing, and child custody.<sup>96</sup>

#### More Findings

Black adults (68.37 per 1,000) were booked into jail at the highest rates in the baseline year, followed by White (29.09) and Hispanic adults (19.83). Asian adults had the lowest jail admissions rate (4.02), about 17 times less than Black adults. In the second year, jail admissions increased for Black (70.88) and Asian adults (4.51), while rates decreased slightly for White (28.11) and Hispanic adults (18.86). The disparity between Black and Asian adults worsened, but this indicator already has the lowest possible score.

#### Data

##### Sources

Dallas County Sheriff's Department

##### Notes

The data for this indicator is for Dallas County.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 42: Juvenile Detentions

1 +0

#### Definition

Ratio between the number of detentions, internal placements, and external placements of Black and Asian juveniles (under age 18) per 10,000.

#### Results

**2018:** Black (B): 124.25 Asian (A): 2.73  
**B-to-A ratio = 45.51, score 1**

**2019:** Black (B): 125.24 Asian (A): 2.91  
**B-to-A ratio = 43.04, score 1**

#### Rationale

The long-lasting and damaging effects of juvenile detention include negative impacts on mental and physical well-being and increased risk of recidivism and/or dropping out of school.<sup>97</sup>

#### More Findings

Black juveniles had the highest juvenile detentions (124.25 per 10,000), a rate almost 46 times greater than that of Asian juveniles (2.73). In the middle were Hispanic (44.24) and White juveniles (26.62). All racial/ethnic groups experienced an increase in the second year. The disparity between Black (125.24) and Asian juveniles (2.91) decreased slightly, but this indicator still has the lowest possible score.

#### Data

##### Sources

Dallas County Juvenile Department

##### Notes

The data for this indicator is for Dallas County.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

## Law Enforcement

This topic explores the racial/ethnic disparities at the individual level for three indicators: Arrests, Police Force Diversity, and Traffic Stops and Searches. The relationship between communities and law enforcement agencies sworn to protect them is one of the defining issues of our time. Arrests are related to underemployment, financial challenges, difficulty obtaining housing, diminished physical or mental well-being, and increased legal risks such as loss of child custody or deportation.<sup>98</sup> A law enforcement agency that mirrors the community it serves can help ease tensions in the community that may exist from a complex policing history.<sup>99</sup> Currently, White residents are proportionally represented in the Dallas Police Department at almost three times the rate of Hispanic residents.



-0.33

### Indicator 43: Arrests



#### Definition

Ratio between the number of Black and Asian individuals per 1,000 arrested by the Dallas Police Department.

#### Results

**2018:** Black (B): 83.26 Asian (A): 7.30  
**B-to-A ratio = 11.41, score 1**

**2019:** Black (B): 82.30 Asian (A): 6.77  
**B-to-A ratio = 12.16, score 1**

#### Rationale

Arrests can limit employment and housing opportunities, contribute to negative physical and emotional health outcomes, and weaken family cohesion.<sup>100</sup>

#### More Findings

Black individuals were arrested at the highest rates (83.26 per 1,000) in the baseline year, followed by White (30.57) and Hispanic individuals (24.98). Asian individuals were arrested at the lowest rates (7.30). In the second year, all racial/ethnic groups experienced a decrease, but the considerable difference between Black (82.30) and Asian individuals (6.77) remained, and the score was unchanged.

#### Data

##### Sources

Dallas Police Department Arrest Data

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 44: Police Force Diversity



#### Definition

Ratio between the proportional representation of White and Hispanic residents in the Dallas Police Department.

#### Results

**2018:** White (W): 1.57 Hispanic (H): 0.53  
**W-to-H ratio = 2.96, score 34**

**2019:** White (W): 1.52 Hispanic (H): 0.55  
**W-to-H ratio = 2.76, score 35**

#### Rationale

Police departments should be reflective of their communities in racial, cultural, and gender diversity. Diversity of the department can aid in navigating cultural or religious differences and decrease tensions between the community and the police.<sup>101</sup>

#### More Findings

In the baseline year, White (1.57) and Black individuals (1.21) were overrepresented in the department, while Asian (0.66) and Hispanic individuals (0.53) were underrepresented compared to their proportion in the population. Women of all races/ethnicities (0.53) were similarly underrepresented, while men (1.47) were overrepresented at rates nearly that of White personnel. Representation increased for every group except White individuals (1.52) and men of all races/ethnicities (1.46) in the second year, decreasing the disparity slightly between White and Hispanic representation (0.55) and increasing the score by one point.

#### Data

##### Sources

Dallas Police Department Annual Report

##### Notes

This includes sworn and non-sworn personnel.<sup>102</sup> The proportion of officers of other races/ethnicities was highest compared to their proportion in the general population, but because of this category's size and ambiguity, this report uses White individuals as the most-advantaged group.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 45: Traffic Stops and Searches



#### Definition

Ratio between the percentages of traffic stops of Black and Asian drivers that result in a search.

#### Results

**2018:** Black (B): 16.86% Asian (A): 6.22%  
**B-to-A ratio = 2.71, score 36**

**2019:** Black (B): 16.16% Asian (A): 5.40%  
**B-to-A ratio = 2.99, score 34**

#### Rationale

Traffic stops are the most common interaction between police and residents, and these first interactions can and do lead to arrests, fines and fees, or other negative outcomes.<sup>103</sup>

#### More Findings

Black drivers experienced the highest rates of traffic stops resulting in searches (16.86%), followed by White (10.94%), Hispanic (10.38%), and Asian drivers (6.22%) in the baseline year. In the second year, all racial/ethnic categories saw a slight decrease. Black residents (16.16%) still experienced the highest rates, followed by White (10.10%), Hispanic (9.23%), and Asian residents (5.40%). The disparity between stops and searches of Black and Asian residents increased, and the score worsened.

#### Data

##### Sources

Dallas Police Department Racial Profiling Report

##### Notes

Data was not included for residents of other races/ethnicities because the Texas Commission on Law Enforcement removed "Other" as an allowable category for race in 2017.

##### Years Collected

2018 Report: 2016 2019 Report: 2017

## Victimization

This topic explores the racial/ethnic disparities at the individual and neighborhood level for three indicators: Property Crime, Violent Crime, and Domestic Violence. Victimization rates by type of crimes can lend insight into the frequency and type of crime different groups experience while residing in or visiting Dallas. Violent crime affects people of color and low-income neighborhoods disproportionately.<sup>104</sup> However, we note the 2018 Community Survey found that of the 19% of respondents who indicated they (or someone in their household) were the victim of a crime, nearly one-quarter did not report the crime to police.<sup>105</sup> This percentage has remained steady for the last four iterations of the survey (since 2013). As a result, some property and violent crimes are likely to be underreported. Domestic violence, which most often affects women and children, can have lasting impacts on long-term physical and psychological health.<sup>106</sup> Victims of domestic violence are also less likely than victims of other kinds of violence to call the police due to privacy concerns, fear of retaliation, and (sometimes) a desire to protect the offender—accordingly, domestic violence statistics are often impacted by underreporting.<sup>107</sup>



+1.67

### Indicator 46: Property Crime

54 +0

#### Definition

Ratio between the number of property crimes reported per 1,000 residents living in majority-Black and racially diverse neighborhoods.

#### Results

**2018:** Majority-Black (B): 42.59

Racially diverse (R): 25.81

**B-to-R ratio = 1.65, score 54**

**2019:** Majority-Black (B): 39.60

Racially diverse (R): 23.85

**B-to-R ratio = 1.66, score 54**

#### Rationale

Property crime rates shape residents' perceptions of public safety and personal safety in their own neighborhoods.<sup>108</sup>

#### More Findings

Majority-Black neighborhoods had the highest reported property crime rate in the baseline year (42.59 per 100,000), followed by majority-Hispanic (28.60), majority-White (26.50), and lastly racially diverse neighborhoods (25.81). In the second year, the disparity between majority-Black (39.60) and racially diverse neighborhoods (23.85) was similar, and there was no change in the score.

#### Data

##### Sources

Dallas Police Department Incident Data

#### Notes

This data is at the neighborhood level and does not get at the race/ethnicity of the individual perpetrator of the property crime; instead, it provides an insight into where property crime has taken place.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 47: Violent Crime

30 +5

#### Definition

Ratio between the number of violent crimes reported by Black and Asian individuals per 1,000 residents.

#### Results

**2018:** Black (B): 13.53 Asian (A): 3.13

**B-to-A ratio = 4.32, score 25**

**2019:** Black (B): 13.84 Asian (A): 3.90

**B-to-A ratio = 3.55, score 30**

#### Rationale

Exposure to violent crime affects the health and development of victims, their families, and their communities. Low-income people and racial/ethnic minorities are disproportionately affected by violent crime, which is often geographically concentrated.<sup>109</sup>

#### More Findings

Black individuals reported the highest rates of violent crimes (13.53 per 1,000), followed by Hispanic (6.80) and White individuals (4.39). Asian individuals were more than four times less likely than Black individuals to be victims of violent crime (3.13). In the second year, all races/ethnicities experienced an increase in violent crime rates. The disparity between Black (13.84) and Asian victims (3.90) decreased slightly, increasing the score by five points, but Black individuals were still 3.6 times more likely to experience violent crime.

#### Data

##### Sources

Dallas Police Department Incident Data

#### Notes

Other races/ethnicities were excluded due to small victimization rates at the city level.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 48: Domestic Violence

1 +0

#### Definition

Ratio between the number of domestic violence incidents reported in Black and Asian neighborhoods per 1,000 residents.

#### Results

**2018:** Black (B): 25.58 Asian (A): 1.70

**B-to-A ratio = 15.05, score 1**

**2019:** Black (B): 24.97 Asian (A): 1.89

**B-to-A ratio = 13.21, score 1**

#### Rationale

Domestic violence has long-term physical and psychological effects on victims, who are most often women and children. Environments characterized by domestic violence are more turbulent and associated with increased risks.<sup>110</sup>

#### More Findings

Black residents (25.58 per 1,000) reported domestic violence at a rate more than three times that of any other racial/ethnic group in the baseline year. Hispanic residents were a distant second (7.71), followed by White residents (6.09). Residents of other races/ethnicities (2.12) and Asian residents (1.70) had the lowest rates. In the second year, victimization rates dropped slightly for Black (24.97) and Hispanic (7.56) residents and by almost half for residents of other races/ethnicities (1.12). Rates rose somewhat for White (6.19) and Asian residents (1.89), so the disparity decreased slightly between Black and Asian residents' victimization rates. However, the persistent large disparity between the groups led to no change in the score.

#### Data

##### Sources

Texas Department of Public Safety, Crime in Texas Report (Dallas County), by request

#### Years Collected

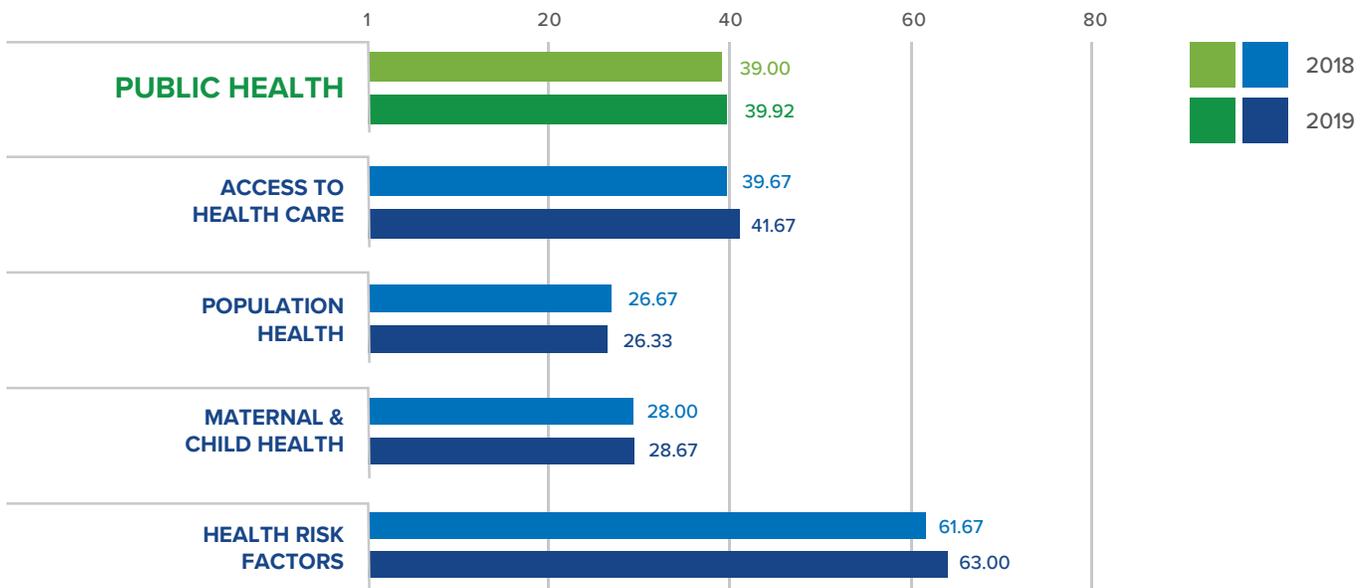
2018 Report: 2016 2019 Report: 2017

# PUBLIC HEALTH

The Public Health theme is composed of four topic areas: Access to Health Care, Population Health, Maternal and Child Health, and Health Risk Factors. Public health outcomes are inextricably linked to race and socioeconomic status. Research on the social determinants of health has long established that race, education levels, poverty, and safety are reliable predictors of a person's health and well-being.<sup>111</sup> Moreover, community health is heavily impacted by the adverse conditions present in higher-poverty neighborhoods. A recent study by UT Southwestern Medical Center, for example, found that although average life expectancy for Dallas County was 78.3 years, life expectancy at the zip code level was as low as 67.6 years (75215) and as high as 90.3 years (75204).<sup>112</sup> The topics and indicators in this theme explore how race and ethnicity intersect with access to health services, as well as important community health indicators.

Theme Score  
**39.92**  
Out of 100

+0.92 Change Score



## Access to Health Care

The health of a community can be assessed on a variety of factors, including the indicators in this topic: Health Care Provider, Health Insurance, and Prenatal Care. Regular checkups can help manage or prevent more costly health issues, while health insurance can help individuals access care for their basic health needs and provide a buffer from the financial strain caused by health care costs.<sup>113</sup> Barriers to health care can include high costs, inadequate insurance coverage, lack of access to health services, and lack of culturally competent care.<sup>114</sup> In Dallas, Hispanic residents were 2.5 times more likely than White residents to report not having a health care provider and four times more likely not to have health insurance. In the case of prenatal care, White mothers were 60% more likely than Black mothers to access care during their first trimester.



+2.00

### Indicator 49: Health Care Provider

40 +3

#### Definition

Ratio between the percentages of Hispanic and White residents who report not having a personal doctor or health care provider.

#### Results

**2018:** Hispanic (H): 58.80% White (W): 23.50%  
**H-to-W ratio = 2.50, score 37**

**2019:** Hispanic (H): 46.50% White (W): 23.00%  
**H-to-W ratio = 2.02, score 40**

#### Rationale

Individuals who see a doctor regularly are more likely to receive preventive care and less likely to be hospitalized for preventable conditions.<sup>115</sup>

#### More Findings

Hispanic residents (58.80%) were more likely than other racial/ethnic groups to report not having a regular doctor. Black (28.40%) and White residents (23.50%) were much less likely to report the same. The percentage of individuals who reported not having a doctor decreased in the second year slightly for White residents (23.00%) and considerably for Hispanic residents (46.50%). While the disparity between Hispanic and White residents remains, the score improved.

#### Data

##### Sources

Texas Behavioral Risk Factor Surveillance System (BRFSS), Center for Health Statistics, Texas Department of State Health Services, by request

#### Notes

Data was unavailable for Asian residents or residents of other races/ethnicities for both years. Data was unreliable for Black residents for the second year due to sample size.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 50: Health Insurance

29 +3

#### Definition

Ratio between the percentages of Hispanic and White residents without health insurance.

#### Results

**2018:** Hispanic (H): 33.21% White (W): 8.09%  
**H-to-W ratio = 4.11, score 26**

**2019:** Hispanic (H): 35.78% White (W): 9.48%  
**H-to-W ratio = 3.77, score 29**

#### Rationale

Lack of health insurance reduces access to preventive care, increases health care costs, and can result in poor health outcomes.<sup>116</sup>

#### More Findings

Hispanic residents had the highest uninsured rates of all racial/ethnic groups in the baseline year (33.21%). Black (19.10%), Asian residents (12.50%), and residents of other races/ethnicities (14.30%) had uninsured rates higher than White residents (8.10%). Although uninsured rates increased for both Hispanic (35.80%) and White residents (9.50%) in the second year, the disparity improved slightly.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 51: Prenatal Care

56 +0

#### Definition

Ratio between the percentages of live births for which White and Black mothers sought prenatal care in their first trimester.

#### Results

**2018:** White (W): 71.03% Black (B): 43.93%  
**W-to-B ratio = 1.62, score 56**

**2019:** White (W): 72.84% Black (B): 44.98%  
**W-to-B ratio = 1.62, score 56**

#### Rationale

Prenatal care is important for the health of both mother and child and can prevent complications during pregnancy and birth.<sup>117</sup> Disparities in this indicator may point to issues of access to care for certain populations.

#### More Findings

Nearly three-quarters of White mothers sought prenatal care during their first trimester in the baseline year (71.03%), compared to around half of Hispanic mothers (53.50%) and mothers of other races/ethnicities (55.70%). In the second year, the disparity between White (72.84%) and Black mothers (44.98%) remained the same, resulting in no change to the score from the baseline year.

#### Data

##### Sources

Texas Department of State Health Services, Center for Health Statistics

#### Notes

Race/ethnicity is based on the race/ethnicity of the mother as identified on the child's birth certificate. Data was unavailable for Asian mothers.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

## Population Health

The indicators in this topic—Chronic Disease, Mortality, and Opioid-Related Deaths—provide some insight into the overall health of the community and of particular populations. Chronic diseases such as cardiovascular disease and chronic lower respiratory diseases (COPD) are leading causes of death in Texas,<sup>118</sup> and this topic seems to indicate higher chronic disease rates for White residents than for residents of color. However, as the previous topic revealed, people of color are less likely to report having a health care provider or health insurance, likely resulting in fewer chronic disease diagnoses. Disparities in mortality rates may also be impacted by the relative average age of each racial/ethnic category. Further research should be done to investigate the indicators in this topic.



**-0.33**

### Indicator 52: Chronic Disease

35

-I

#### Definition

Ratio between the percentages of White adults and adults of color diagnosed with a chronic disease.

#### Results

**2018:** White (W): 24.70%  
People of color (P): 9.00%  
**W-to-P ratio = 2.74, score 36**

**2019:** White (W): 20.20%  
People of color (P): 7.30%  
**W-to-P ratio = 2.77, score 35**

#### Rationale

Chronic diseases (cardiovascular disease, cancer, stroke, and COPD) place a tremendous burden on a person's long-term physical, emotional, and financial well-being.

#### More Findings

In Dallas, White residents (24.70%) experienced higher rates of chronic disease compared to residents of color (9.00%) in the baseline year. The disparity continued in the second year, with White residents 2.7 times more likely to be diagnosed with a chronic disease. Although chronic disease rates dropped for both groups, the score decreased for this indicator from the baseline year.

#### Data

##### Sources

Texas Behavioral Risk Factor Surveillance System (BRFSS), Center for Health Statistics, Texas Department of State Health Services, by request

#### Notes

Data was unreliable when disaggregated into Black, Hispanic, Asian, and adults of other races/ethnicities, so this data is aggregated into one category titled "People of color" to enhance data reliability.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 53: Mortality

17

+I

#### Definition

Ratio between the percentages of deaths for White and Hispanic residents.

#### Results

**2018:** White (W): 1.21% Hispanic (H): 0.20%  
**W-to-H ratio = 6.05, score 16**

**2019:** White (W): 1.24% Hispanic (H): 0.21%  
**W-to-H ratio = 5.91, score 17**

#### Rationale

Disparities in mortality rates may indicate disparities in the quality of preventive physical and mental health care services or in living habits.<sup>119</sup>

#### More Findings

Mortality rates are highest for White residents (1.21%), followed by Black residents (0.73%). Hispanic residents (0.20%) and residents of other races/ethnicities (0.27%) had the lowest mortality rates. All groups experienced a slight increase in the second year. The disparity between White (1.24%) and Hispanic (0.21%) residents still exists, but the score increased.

#### Data

##### Sources

Deaths by county of residence, Texas Department of State Health Services, Tables 15A: Deaths to White and Black Texas Residents, 2014 and 2015 and 15B: Deaths to Hispanic and Other Texas Residents, 2014 and 2015<sup>120, 121</sup>

Dallas County population data, Texas Demographic Center

#### Notes

Mortality rates were calculated at the county level due to unreliable data at the city level. Data was unavailable for Asian residents.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

### Indicator 54: Opioid-Related Deaths

27

-I

#### Definition

Ratio between the percentages of opioid-related deaths for Hispanic and Black residents aged 15-65.

#### Results

**2018:** Hispanic (H): 2.40% Black (B): 0.61%  
**H-to-B ratio = 3.93, score 28**

**2019:** Hispanic (H): 1.57% Black (B): 0.39%  
**H-to-B ratio = 4.03, score 27**

#### Rationale

The U.S. opioid epidemic continues to evolve. Opioids are currently the main driver of drug overdose deaths across the nation.<sup>122</sup>

#### More Findings

Opioid-related deaths affected Hispanic residents (2.40%) more than all other racial/ethnic groups, followed by White residents (1.08%). Black residents (0.61%) had the lowest rate of opioid-related deaths. In the second year, all groups experienced a decrease in opioid-related deaths, but the disparity between Hispanic (1.57%) and Black residents (0.39%) and the resulting score remained essentially unchanged.

#### Data

##### Sources

Opioid-related deaths, Texas Department of State Health Services, Center for Health Statistics, by request

Deaths by county of residence, Texas Department of State Health Services, Tables 15A: Deaths to White and Black Texas Residents, 2014 and 2015, and 15B: Deaths to Hispanic and Other Texas Residents, 2014 and 2015<sup>123, 124</sup>

#### Notes

Data was unavailable for Asian residents or residents of other races/ethnicities.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

## Maternal and Child Health

The indicators in this topic—Infant Mortality, Teen Pregnancy, and Low Birth Weight—are important gauges of the health of Dallas' most vulnerable residents. Teen pregnancy, the highest area of disparity in this theme, affected Hispanic teens at a rate six times higher than White teens. This is particularly concerning because of the risks for teen mothers and babies, including higher maternal mortality rates (compared to adult pregnant women) and risk of premature birth, lower educational attainment, and poverty.<sup>125</sup> Infant mortality rates are indicative not only of the risk of infant death, but also the health of a community, quality of and access to health services, and poverty or socioeconomic status of a community.<sup>126</sup> Infant mortality rates were 2.46 times higher for Black babies than Hispanic babies. Black babies were also almost twice as likely as Hispanic babies to be born at a low birth weight. Babies born with low birth weights can become sick in the first few days or suffer from longer-term problems such as delayed motor and social development or learning disabilities.<sup>127</sup>



+0.67

### Indicator 55: Infant Mortality

38 +1

#### Definition

Ratio between the percentages of Black and Hispanic infant deaths within one year of birth.

#### Results

**2018:** Black (B): 1.35% Hispanic (H): 0.55%  
**B-to-H ratio = 2.46, score 37**

**2019:** Black (B): 1.32% Hispanic (H): 0.56%  
**B-to-H ratio = 2.36, score 38**

#### Rationale

The infant mortality rate is an important marker of the overall health of a society and provides key information about maternal and infant health.<sup>128</sup>

#### More Findings

Infant mortality rates were highest for Black babies (1.35%) in Dallas, while White (0.57%) and Hispanic babies (0.55%) had similar, lower rates. In the second year, Black (1.32%) and White (0.24%) infant mortality rates decreased, while rates for Hispanic babies (0.56%) increased. The disparity between Black and Hispanic babies remained, however, and the score remained relatively unchanged.

#### Data

##### Sources

Infant mortality, Texas Department of State Health Services, Center for Health Statistics, by request

Deaths by county of residence, Texas Department of State Health Services, Tables 15A: Deaths to White and Black Texas Residents, 2014 and 2015, and 15B: Deaths to Hispanic and Other Texas Residents, 2014 and 2015<sup>129,130</sup>

#### Notes

Data was unavailable for Asian infants or infants of other races/ethnicities.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

### Indicator 56: Teen Pregnancy

7 +1

#### Definition

Ratio between the percentages of all live births to Hispanic and White mothers under age 18.

#### Results

**2018:** Hispanic (H): 4.38% White (W): 0.51%  
**H-to-W ratio = 8.59, score 6**

**2019:** Hispanic (H): 4.33% White (W): 0.52%  
**H-to-W ratio = 8.33, score 7**

#### Rationale

Families with children born to teenage mothers face more barriers, such as higher high school dropout rates for mothers and an increased likelihood of living in poverty.<sup>131</sup>

#### More Findings

Hispanic mothers (4.38%) experienced the highest rates of teen pregnancy, followed by Black mothers (3.80%). White mothers (0.51%) experienced the lowest rates of teen pregnancy. Hispanic (4.33%) and Black mothers (3.24%) had slightly lower teen pregnancy rates in the second year, and the disparity between Hispanic and White (0.52%) teen pregnancy rates improved slightly. However, the score remained essentially unchanged.

#### Data

##### Sources

Texas Birth Data, Center for Health Statistics, Department of State Health Services, by request

#### Notes

Race/ethnicity is based on the race/ethnicity of the mother. Data was unavailable for Asian mothers and mothers of other races/ethnicities.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

### Indicator 57: Low Birth Weight

41 +0

#### Definition

Ratio between the percentages of Black and Hispanic live births where the infant is born weighing less than 5.5 pounds.

#### Results

**2018:** Black (B): 13.99% Hispanic (H): 7.07%  
**B-to-H ratio = 1.98, score 41**

**2019:** Black (B): 13.61% Hispanic (H): 6.86%  
**B-to-H ratio = 1.98, score 41**

#### Rationale

Compared to infants of normal weight, infants with low birth weights are at greater risk for many health problems, including infection or longer-term problems such as delayed development.<sup>132</sup>

#### More Findings

Black infants had higher rates of low birth weight than infants in all other racial/ethnic categories (13.99%). Infants of other races/ethnicities (9.45%) and White infants (7.91%) had higher rates than Hispanic infants (7.07%), who had the lowest rates. In the second year, all racial/ethnic categories experienced a decrease in low birth weights. Although good news overall, the disparity between Black (13.61%) and Hispanic infants (6.86%)—and the resulting score—remained unchanged.

#### Data

##### Sources

Texas Birth Data, Center for Health Statistics, Department of State Health Services, by request

#### Notes

Data was unavailable for Asian infants.

#### Years Collected

2018 Report: 2014 2019 Report: 2015

## Health Risk Factors

The indicators examined in this topic—Child Food Insecurity, Physical Activity, and Smoking—show disparities in health risk factors across population groups. Health risk factors are an attribute, characteristic, or exposure that increases the likelihood of developing a disease or injury.<sup>133</sup> Research on health risk factors identifies behaviors, attributes, characteristics, and conditions that can play a role in health outcomes (e.g., quitting smoking decreases the risk for heart disease).<sup>134</sup> While these behaviors are influenced by personal preferences, eligibility for social assistance programs such as SNAP or access to recreational facilities also affect these outcomes. Black households with children are much more likely to report receiving SNAP than their White or Hispanic counterparts. Hispanic residents were less likely to report engaging in physical activity, and residents of color were more likely to report being a current smoker than White residents.



+1.33

### Indicator 58: Child Food Insecurity

20

+1

#### Definition

Ratio between the percentages of Black and White households with children under 18 that received SNAP benefits in the past 12 months.

#### Results

**2018:** Black (B): 34.21% White (W): 6.51%  
**B-to-W ratio = 5.26, score 19**

**2019:** Black (B): 39.54% White (W): 7.72%  
**B-to-W ratio = 5.12, score 20**

#### Rationale

Households that receive food assistance are low-income households that struggle with food insecurity, which has significant effects on child well-being. Children with access to food assistance have better long-term health outcomes and higher high school graduation rates than children without.<sup>135</sup>

#### More Findings

Black households with children (34.21%) had the highest rates of SNAP enrollment, followed by Hispanic households (25.57%) and households of other races/ethnicities (24.20%). White (6.51%) and Asian households (12.88%) enrolled at the lowest rates. Enrollment rates for households headed by men were less than half (13.52%) of those for households headed by women (28.49%). Enrollment decreased slightly for Hispanic households (24.98%) in the second year but increased for Black (39.54%) and White households (7.72%), as well as households headed by men (13.99%) and women (29.74%). Although the disparity decreased slightly, the score remained essentially unchanged in the second year.

#### Data

##### Sources

U.S. Census Bureau, American Community Survey 1-Year Public Use Microdata Sample

#### Notes

Data was unreliable for Asian households and households of other races/ethnicities in the second year.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

### Indicator 59: Physical Activity

69

N/A

#### Definition

Ratio between the percentages of Hispanic and White respondents who report not participating in physical activity or exercise outside of their regular job.

#### Results

**2018:** Hispanic (H): 66.00% White (W): 49.90%  
**H-to-W ratio = 1.32, score 69**

**2019:** Hispanic (H): 66.00% White (W): 49.90%  
**H-to-W ratio = 1.32, score 69**

#### Rationale

Regular physical activity has numerous health benefits, including reducing the risk of cardiovascular disease, diabetes, colon and breast cancer, and depression. Disparities in physical activity may indicate a lack of leisure time or limited access to recreational facilities.<sup>136</sup>

#### More Findings

Hispanic residents (66.00%) reported the highest rates of inactivity or insufficient activity, followed by Black residents (59.50%). White residents reported the lowest rates of inactivity (49.90%).

#### Data

##### Sources

Texas Behavioral Risk Factor Surveillance System (BRFSS), Center for Health Statistics, Texas Department of State Health Services, by request

#### Notes

This data is reported every other year, so 2017 data is used for both years of this report. Data was unavailable for Asian residents or residents of other races/ethnicities.

#### Years Collected

2018 Report: 2017 2019 Report: 2017

### Indicator 60: Smoking

100

+3

#### Definition

Ratio between the percentages of White respondents and respondents of color who report smoking every day.

#### Results

**2018:** People of color (P): 12.30%  
White (W): 12.10%  
**P-to-W ratio = 1.02, score 97**

**2019:** People of color (P): 15.00%  
White (W): 15.60%  
**P-to-W ratio = 0.96, score 100**

#### Rationale

Cigarette smoking greatly increases an individual's risk for lung cancer, coronary heart disease, and stroke. Cigarette smoking is the leading preventable cause of death in the U.S.<sup>137</sup>

#### More Findings

Residents of color (12.30%) reported slightly higher rates of smoking than White residents (12.10%) in Dallas. In the second year, residents of color (15.00%) and White residents (15.60%) reported increases in smoking. However, White residents' reported rate of smoking surpassed that of residents of color slightly in the second year. While an increase in smoking rates is a less desirable outcome, this indicator scored the best possible rating in year two, representing essentially no difference between racial/ethnic groups.

#### Data

##### Sources

Texas Behavioral Risk Factor Surveillance System (BRFSS), Center for Health Statistics, Texas Department of State Health Services, by request

#### Notes

Data was unreliable when disaggregated into Black, Hispanic, Asian, and residents of other races/ethnicities, so this data is aggregated into one category titled "People of color" to enhance data reliability.

#### Years Collected

2018 Report: 2016 2019 Report: 2017

## ABOUT

This report was authored by Cassie Davis, Research Analyst, and Amy Zhang, Research and Planning Intern, of the Center for Public Policy Priorities (CPPP), as well as La Toya Jackson, Assistant Director, and Chelsea Monty, Financial Communication Strategist, from the City of Dallas. Additional data analysis support was provided by Kristie Tingle, Research Analyst, at CPPP.

### About CPPP

At CPPP, we believe in a Texas that offers everyone the chance to compete and succeed in life. We envision a Texas where everyone is healthy, well-educated, and financially secure. We want the best Texas—a proud state that sets the bar nationally by expanding opportunity for all.

CPPP is an independent public policy organization that uses data and analysis to advocate for solutions that enable Texans of all backgrounds to reach their full potential. We dare Texas to be the best state for hard-working people and their families.

## ACKNOWLEDGMENTS

The Equity Indicators report was made possible through the support of our residents, as well as Dallas' academic, nonprofit, faith-based, business, and government communities, our City Council, and City staff. The City of Dallas is thankful for their collective contributions, which were, and will continue to be invaluable in the success of this project. This report is a major milestone in our collaborative engagement, but it is only the beginning. We look forward to greater understanding and healing as our communities work together to advance equity in Dallas.

A photograph of a young man singing into a microphone on stage. He is wearing a white t-shirt, khaki shorts, glasses, and a patterned baseball cap worn backward. In the background, several other young men are seated and playing flutes. The scene is lit with stage lights, and the word "APPENDIX" is overlaid in white text in the center of the image.

# APPENDIX

# INDICATOR DEFINITIONS

**Business Establishments:** Ratio between the average number of businesses in racially diverse and majority-Black neighborhoods

**Business Ownership:** Ratio between the percentages of White and Black adults aged 25-64 who are self-employed (i.e. own an incorporated or unincorporated business)

**Long-Term Business Vacancies:** Ratio between the percentages of long-term business vacancies in majority-Hispanic and racially diverse neighborhoods

**Labor Force Non-Participation:** Ratio between the percentages of Black and White adults aged 25-64 who are not in the labor force

**Unemployment:** Ratio between the percentages of Black and White adults aged 25-64 who are unemployed

**High-Growth, High-Paying Employment:** Ratio between the percentages of Asian and Hispanic adults aged 25-64 in high-growth, high-paying occupations

**Median Full-Time Income:** Ratio between the median annual incomes for currently employed White and Hispanic adults aged 25-64 working 30+ hours per week

**Median Hourly Wage:** Ratio between the median hourly wages for White and Hispanic adults aged 25-64 employed part-time or full-time

**Median Household Income:** Ratio between the median household incomes for White and Black households

**Child Poverty:** Ratio between the percentages of Black and White children living at or below 100% of the poverty threshold

**Senior Poverty:** Ratio between the percentages of Hispanic and White adults aged 65+ living at or below 100% of the poverty threshold

**Working Poverty:** Ratio between the percentages of Hispanic and White adults aged 25-64 currently employed 30+ hours per week and living at or below 200% of the poverty threshold

**Early Education Enrollment by Race:** Ratio between the percentages of White and Hispanic three- and four-year-olds enrolled in pre-K

**Early Education Enrollment by Income:** Ratio between the percentages of three- and four-year-olds in the top and middle income groups enrolled in pre-K

**Kindergarten Readiness:** Ratio between the percentages of White and Black Dallas ISD students testing as kindergarten-ready

**Third-Grade Reading Proficiency:** Ratio between the percentages of White and Black third graders approaching grade level in reading

**Elementary and Middle School Academic Quality:** Ratio between the percentages of White and Black students attending high-quality elementary or middle school campuses

**Middle School Suspensions:** Ratio between the suspension rates for Black and Asian middle school students

**College Readiness:** Ratio between the percentages of White and Hispanic students rated college-ready in English and math

**High School Dropouts:** Ratio between the four-year dropout rates for Asian and White high school students

**Distinguished Achievement Program (DAP) Graduation:** Ratio between the percentages of Asian and Black students who graduated under the Distinguished Achievement Program

**Adults with No High School Diploma:** Ratio between the percentages of Hispanic and White adults aged 25-64 with no high school diploma

**High School Graduates Living in Poverty:** Ratio between the percentages of Black and White adults aged 25-64 with at least a high school diploma who are living below 100% of the poverty threshold

**College-Educated Adults:** Ratio between the percentages of Asian and Hispanic adults aged 25-64 with a bachelor's degree or higher

**Homeownership:** Ratio between the percentages of White and Black households who own their home

**Evictions:** Ratio between the eviction rates in majority-Hispanic and majority-White neighborhoods

**Home Loan Denials:** Ratio between the percentages of home loan application denials to Black and White applicants

**Housing Cost Burden:** Ratio between the percentages of Black and White households with housing costs exceeding 30% of income

**Internet Access:** Ratio between the percentages of Black and White households without access to the internet

**Utility Expenses:** Ratio between the percentages of household income going to electricity, gas, heating fuel, and water in Hispanic and Asian households

**Long-Term Residential Vacancies:** Ratio between the percentages of long-term residential vacancies in majority-Black and majority-White neighborhoods

**Street Quality:** Ratio between the average pavement condition index (PCI) ratings in racially diverse and majority-White neighborhoods

**Access to Parks:** Ratio between the average number of parks in majority-Black and racially diverse neighborhoods

**Private Vehicle Availability:** Ratio between the average number of vehicles available per person aged 16+ in White and Black households

**Commute Time:** Ratio between the average time spent commuting one way to work (in minutes) for Hispanic and White adults aged 25-64

**Transit Frequency:** Ratio between the average number of public transit trips available to majority-Hispanic and majority-Black neighborhoods on Monday between 4:30 a.m. and midnight

**Sense of Community:** Ratio between the average scores reported by Asian and Black residents for “sense of community” on the City’s biannual Community Survey

**Representation in Government:** Ratio between the proportional representation of White and Hispanic residents on boards and commissions

**Government Service Satisfaction:** Ratio between the average local government satisfaction scores reported by Asian and Hispanic residents on the City’s biannual Community Survey

**Fines and Fees:** Ratio between the average amounts of fines and fees paid by Black and Asian defendants for cases adjudicated guilty by City of Dallas Municipal Courts

**Jail Admissions:** Ratio between the number of Black and Asian adults per 1,000 booked into jail by the Dallas Police Department

**Juvenile Detentions:** Ratio between the number of detentions, internal placements, and external placements of Black and Asian juveniles (under age 18) per 10,000

**Arrests:** Ratio between the number of Black and Asian individuals per 1,000 arrested by the Dallas Police Department

**Police Force Diversity:** Ratio between the proportional representation of White and Hispanic residents in the Dallas Police Department Traffic Stops and Searches: Ratio between the percentages of traffic stops of Black and Asian drivers that result in a search

**Property Crime:** Ratio between the number of property crimes reported per 1,000 residents living in majority-Black and racially diverse neighborhoods

**Violent Crime:** Ratio between the number of violent crimes reported by Black and Asian individuals per 1,000 residents

**Domestic Violence:** Ratio between the number of domestic violence incidents reported in Black and Asian neighborhoods per 1,000 residents

**Health Care Provider:** Ratio between the percentages of Hispanic and White residents who report not having a personal doctor or health care provider

**Health Insurance:** Ratio between the percentages of Hispanic and White residents without health insurance

**Prenatal Care:** Ratio between the percentages of live births for which White and Black mothers sought prenatal care in their first trimester

**Chronic Disease:** Ratio between the percentages of White adults and adults of color diagnosed with a chronic disease

**Mortality:** Ratio between the percentages of deaths for White and Hispanic residents

**Opioid-Related Deaths:** Ratio between the percentages of opioid-related deaths for Hispanic and Black residents aged 15-65

**Infant Mortality:** Ratio between the percentages of Black and Hispanic infant deaths within one year of birth

**Teen Pregnancy:** Ratio between the percentages of all live births to Hispanic and White mothers under age 18

**Low Birth Weight:** Ratio between the percentages of Black and Hispanic live births where the infant is born weighing less than 55 pounds

**Child Food Insecurity:** Ratio between the percentages of Black and White households with children under 18 that received SNAP benefits in the past 12 months

**Physical Activity:** Ratio between the percentages of Hispanic and White respondents who report not participating in physical activity or exercise outside of their regular job

**Smoking:** Ratio between the percentages of White respondents and respondents of color who report smoking every day

# SUMMARY OF INDICATORS AND SCORES

Theme	Topic	Indicator Name
Economic Opportunity	Business Development	Business Establishments
		Business Ownership
		Long-Term Business Vacancies
	Employment	Labor Force Non-Participation
		Unemployment
		High-Growth, High-Paying Employment
	Income	Median Full-Time Income
		Median Hourly Wage
		Median Household Income
	Poverty	Child Poverty
		Senior Poverty
		Working Poverty
Education	Early Education	Early Education Enrollment by Race
		Early Education Enrollment by Income
		Kindergarten Readiness
	Elementary and Middle School Education	Third-Grade Reading Proficiency
		Elementary and Middle School Academic Quality
		Middle School Suspensions
	High School Education	College Readiness
		High School Dropouts
		Distinguished Achievement Program (DAP) Graduation
	Education in the General Population	Adults with No High School Diploma
		High School Graduates Living in Poverty
		College-Educated Adults
Neighborhoods and Infrastructure	Access to Housing	Homeownership
		Evictions
		Home Loan Denials
	Housing Affordability and Services	Housing Cost Burden
		Internet Access
		Utility Expenses
	Neighborhoods	Long-Term Residential Vacancies
		Street Quality
		Access to Parks
	Transportation	Private Vehicle Availability
		Commute Time
		Transit Frequency
Justice and Government	Civic Life	Sense of Community
		Representation in Government
		Government Service Satisfaction
	Incarceration	Fines and Fees
		Jail Admissions
		Juvenile Detentions
	Law Enforcement	Arrests
		Police Force Diversity
		Traffic Stops and Searches
	Victimization	Property Crime
		Violent Crime
		Domestic Violence
Public Health	Access to Health Care	Health Care Provider
		Health Insurance
		Prenatal Care
	Population Health	Chronic Disease
		Mortality
		Opioid-Related Deaths
	Maternal and Child Health	Infant Mortality
		Teen Pregnancy
		Low Birth Weight
	Health Risk Factors	Child Food Insecurity
		Physical Activity
		Smoking

Indicator Scores			Topic Scores			Theme Scores			City Scores					
2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change			
40	40	0	49.67	50.33	0.67	39.67	40.75	1.08	38.75	39.77	1.02			
33	37	4												
76	74	-2												
65	62	-3												
40	39	-1												
23	20	-3												
40	40	0												
43	41	-2												
39	38	-1												
33	34	1												
29	47	18												
15	17	2												
48	48	0	58.67	54.33	-4.33	32.42	38.50	6.08						
68	75	7												
60	40	-20												
53	63	10												
38	51	13												
1	1	0												
20	35	15												
40	78	38												
13	22	9												
1	1	0												
30	33	3	16.00	16.33	0.33	50.50	47.42	-3.08						
17	15	-2												
40	39	-1												
29	21	-8												
37	37	0												
47	40	-7												
28	23	-5												
49	42	-7												
16	15	-1												
91	87	-4												
43	43	0	75.33	74.00	-1.33	56.67	56.67	0.00						
75	72	-3												
78	76	-2												
73	74	1												
80	80	0												
12	12	0												
78	78	0												
63	60	-3												
1	1	0												
1	1	0												
1	1	0	21.67	20.67	-1.00	32.17	32.25	0.08						
34	35	1												
36	34	-2												
54	54	0												
25	30	5												
1	1	0												
37	40	3							23.67	23.33	-0.33	39.00	39.92	0.92
26	29	3												
56	56	0												
36	35	-1												
16	17	1												
28	27	-1												
37	38	1												
6	7	1												
41	41	0												
19	20	1												
69	69	0	28.00	28.67	0.67	61.67	63.00	1.33						
97	100	3												

# 2018 DATA BY INDICATOR

#	Indicator Name										
		Asian	Black	Hispanic	White	Other*	Male	Female	< 100% Poverty	100-185% Poverty	> 185% Poverty
1	Business Establishments	-	801.25	1,195.73	1,569.00	1,652.75	-	-	-	-	-
2	Business Ownership	8.90%	3.79%	8.03%	12.10%	10.10%	10.40%	6.90%	-	-	-
3	Long-Term Business Vacancies	-	10.24%	11.44%	10.23%	9.59%	-	-	-	-	-
4	Labor Force Non-Participation	23.05%	23.18%	21.36%	16.50%	15.48%	12.70%	27.32%	-	-	-
5	Unemployment	4.90%	6.09%	2.88%	2.84%	5.00%	3.32%	4.06%	-	-	-
6	High-Growth, High-Paying Employment	53.29%	24.67%	11.56%	45.95%	39.23%	32.50%	28.00%	-	-	-
7	Median Full-Time Income	\$54,410	\$33,956	\$28,212	\$60,455	\$50,379	\$40,304	\$36,273	-	-	-
8	Median Hourly Wage	\$22.23	\$14.82	\$12.84	\$24.79	\$21.40	\$17.78	\$15.81	-	-	-
9	Median Household Income	\$60,455.28	\$35,769.38	\$54,409.75	\$78,591.87	\$42,318.70	\$60,455.28	\$45,341.46	-	-	-
10	Child Poverty	11.80%	39.70%	30.90%	12.90%	18.10%	28.00%	27.30%	-	-	-
11	Senior Poverty	18.09%	18.61%	20.20%	5.50%	12.13%	9.00%	13.00%	-	-	-
12	Working Poverty	14.20%	26.20%	38.80%	6.10%	17.40%	22.60%	22.10%	-	-	-
13	Early Education Enrollment by Race	33.69%	57.64%	35.60%	64.50%	56.30%	45.40%	49.30%	-	-	-
14	Early Education Enrollment by Income	-	-	-	-	-	-	-	41.04%	40.67%	55.12%
15	Kindergarten Readiness	-	52.89%	58.84%	79.66%	61.79%	58.04%	63.11%	-	-	-
16	Third-Grade Reading Proficiency	77.36%	51.80%	87.41%	87.41%	-	-	-	-	-	-
17	Elementary and Middle School Academic Quality	32.50%	24.90%	28.70%	60.74%	-	-	-	-	-	-
18	Middle School Suspensions	21.17	335.32	174.50	219.96	-	-	-	-	-	-
19	College Readiness	40.10%	14.00%	12.00%	62.80%	-	-	-	-	-	-
20	High School Dropouts	11.10%	8.30%	7.40%	5.50%	-	-	-	-	-	-
21	Distinguished Achievement Program (DAP) Graduation	24.83%	3.55%	4.48%	21.67%	-	-	-	-	-	-
22	Adults with No High School Diploma	12.48%	9.80%	44.94%	4.39%	8.34%	22.10%	19.10%	-	-	-
23	High School Graduates Living in Poverty	11.65%	19.40%	12.58%	5.36%	7.38%	-	-	-	-	-
24	College-Educated Adults	66.00%	21.37%	11.03%	60.23%	47.38%	34.30%	34.80%	-	-	-
25	Homeownership	45.05%	27.61%	45.10%	56.98%	27.42%	47.90%	43.50%	-	-	-
26	Evictions	-	0.97%	3.05%	0.81%	2.78%	-	-	-	-	-
27	Home Loan Denials	11.70%	19.59%	12.96%	7.79%	-	-	-	-	-	-
28	Housing Cost Burden	24.77%	32.89%	25.52%	17.99%	25.61%	18.60%	29.30%	-	-	-
29	Internet Access	5.28%	32.07%	27.28%	8.18%	5.90%	17.20%	20.30%	-	-	-
30	Utility Expenses	2.55%	4.28%	4.57%	2.59%	2.82%	3.03%	3.95%	-	-	-

#	Indicator Name										< 100%	100-185%	> 185%
		Asian	Black	Hispanic	White	Other*	Male	Female	Poverty	Poverty	Poverty		
31	Long-Term Residential Vacancies	-	5.16%	2.13%	0.86%	1.37%	-	-	-	-	-		
32	Street Quality	-	65.76	64.13	63.66	66.62	-	-	-	-	-		
33	Access to Parks	-	1.84	0.99	0.99	0.95	-	-	-	-	-		
34	Private Vehicle Availability	0.86	0.83	0.91	1.01	0.93	0.96	0.90	-	-	-		
35	Commute Time	26.44	27.88	28.49	24.90	26.60	27.90	25.61	-	-	-		
36	Transit Frequency	-	63.8	79.33	78.62	77.23	-	-	-	-	-		
37	Sense of Community	2.65	2.40	2.44	2.51	-	-	-	-	-	-		
38	Representation in Government	0.81	0.83	0.31	2.23	0.25	1.31	0.70	-	-	-		
39	Government Service Satisfaction	2.86	2.55	2.48	2.54	-	-	-	-	-	-		
40	Fines and Fees	\$257	\$370	\$292	\$301.51	\$285	-	-	-	-	-		
41	Jail Admissions	4	68	20	29	-	-	-	-	-	-		
42	Juvenile Detentions	3	124	44	27	-	-	-	-	-	-		
43	Arrests	7	83	25	31	-	-	-	-	-	-		
44	Police Force Diversity	0.66	1.21	0.53	1.57	-	1.47	0.53	-	-	-		
45	Traffic Stops and Searches	6.22%	16.86%	10.38%	10.94%	-	-	-	-	-	-		
46	Property Crime	-	43	29	27	26	-	-	-	-	-		
47	Violent Crime	3	14	7	4	-	-	-	-	-	-		
48	Domestic Violence	1.7	25.58	7.71	6.09	2.12	-	-	-	-	-		
49	Health Care Provider	-	28.40%	58.80%	23.50%	-	-	-	-	-	-		
50	Health Insurance	12.50%	19.10%	33.20%	8.10%	14.30%	22.00%	19.10%	-	-	-		
51	Prenatal Care	-	43.93%	53.45%	71.03%	55.70%	-	-	-	-	-		
52	Chronic Disease	-	-	-	24.70%	9.00%	-	-	-	-	-		
53	Mortality	-	0.73%	0.20%	1.21%	0.27%	-	-	-	-	-		
54	Opioid-Related Deaths	-	0.61%	2.40%	1.08%	-	-	-	-	-	-		
55	Infant Mortality	-	1.35%	0.55%	0.57%	-	-	-	-	-	-		
56	Teen Pregnancy	-	3.80%	4.40%	0.50%	-	-	-	-	-	-		
57	Low Birth Weight	-	13.99%	7.07%	7.91%	9.45%	-	-	-	-	-		
58	Child Food Insecurity	12.88%	34.21%	25.57%	6.51%	24.20%	13.52%	28.49%	-	-	-		
59	Physical Activity	-	59.50%	66.00%	49.90%	-	-	-	-	-	-		
60	Smoking	-	-	-	12.10%	12.30%	-	-	-	-	-		

# 2019 DATA BY INDICATOR

#	Indicator Name								< 100%	100-185%	> 185%
		Asian	Black	Hispanic	White	Other*	Male	Female	Poverty	Poverty	Poverty
1	Business Establishments	-	821.63	1,203.67	1,580.13	1,684.00	-	-	-	-	-
2	Business Ownership	9.83%	4.18%	9.22%	10.70%	7.70%	10.90%	6.50%	-	-	-
3	Long-Term Business Vacancies	-	10.42%	11.86%	10.09%	9.66%	-	-	-	-	-
4	Labor Force Non-Participation	20.85%	25.31%	21.58%	17.29%	15.38%	12.37%	29.00%	-	-	-
5	Unemployment	3.01%	7.39%	3.11%	3.27%	2.28%	3.81%	4.17%	-	-	-
6	High-Growth, High-Paying Employment	61.85%	17.20%	11.94%	46.53%	37.12%	32.20%	26.70%	-	-	-
7	Median Full-Time Income	\$64,716	\$34,380	\$30,336	\$62,694	\$50,559	\$41,257	\$40,448	-	-	-
8	Median Hourly Wage	\$27.76	\$15.17	\$13.22	\$26.27	\$21.81	\$18.00	\$17.43	-	-	-
9	Median Household Income	\$83,928.69	\$33,672.59	\$47,525.88	\$78,569.38	\$60,671.34	\$63,300.43	\$48,334.84	-	-	-
10	Child Poverty	18.10%	35.20%	27.50%	11.90%	19.80%	26.00%	24.20%	-	-	-
11	Senior Poverty	12.29%	25.75%	15.76%	8.61%	9.64%	10.30%	15.80%	-	-	-
12	Working Poverty	11.20%	26.40%	34.40%	5.95%	17.85%	21.30%	19.90%	-	-	-
13	Early Education Enrollment by Race	73.06%	55.44%	34.66%	62.60%	47.30%	48.70%	43.00%	-	-	-
14	Early Education Enrollment by Income	-	-	-	-	-	-	-	32.49%	43.86%	52.96%
15	Kindergarten Readiness	-	31.52%	49.37%	63.54%	38.00%	44.86%	49.14%	-	-	-
16	Third-Grade Reading Proficiency	82.09%	62.79%	74.38%	91.03%	-	-	-	-	-	-
17	Elementary and Middle School Academic Quality	45.92%	37.38%	44.05%	65.33%	-	-	-	-	-	-
18	Middle School Suspensions	26.34	289.82	149.90	212.60	-	-	-	-	-	-
19	College Readiness	41.50%	17.60%	24.30%	67.40%	-	-	-	-	-	-
20	High School Dropouts	8.60%	7.90%	7.40%	7.50%	-	-	-	-	-	-
21	Distinguished Achievement Program (DAP) Graduation	21.77%	4.54%	6.78%	26.32%	-	-	-	-	-	-
22	Adults with No High School Diploma	9.63%	8.42%	44.58%	3.77%	5.91%	22.10%	18.10%	-	-	-
23	High School Graduates Living in Poverty	8.27%	19.33%	11.17%	6.27%	9.30%	-	-	-	-	-
24	College-Educated Adults	68.73%	20.57%	10.90%	60.74%	49.00%	33.00%	35.80%	-	-	-
25	Homeownership	45.63%	24.56%	44.39%	56.40%	30.25%	47.00%	42.30%	-	-	-
26	Evictions	-	0.06%	2.09%	0.42%	1.74%	-	-	-	-	-
27	Home Loan Denials	12.43%	19.74%	14.09%	7.89%	-	-	-	-	-	-
28	Housing Cost Burden	23.81%	39.63%	26.03%	19.23%	27.02%	22.00%	30.40%	-	-	-
29	Internet Access	3.08%	27.32%	20.70%	5.96%	7.58%	14.50%	15.40%	-	-	-
30	Utility Expenses	2.18%	4.46%	4.28%	2.47%	3.11%	2.86%	3.78%	-	-	-

#	Indicator Name										< 100%	100-185%	> 185%
		Asian	Black	Hispanic	White	Other*	Male	Female	Poverty	Poverty	Poverty		
31	Long-Term Residential Vacancies	-	5.15%	2.26%	0.80%	1.48%	-	-	-	-	-	-	
32	Street Quality	-	65.68	63.81	62.76	67.01	-	-	-	-	-	-	
33	Access to Parks	-	1.84	0.99	0.99	0.95	-	-	-	-	-	-	
34	Private Vehicle Availability	0.88	0.81	0.90	1.02	0.96	0.96	0.89	-	-	-	-	
35	Commute Time	26.24	30.86	30.29	25.45	26.33	29.57	26.67	-	-	-	-	
36	Transit Frequency	-	64.19	79.04	79.21	77.48	-	-	-	-	-	-	
37	Sense of Community	2.65	2.40	2.44	2.51	-	-	-	-	-	-	-	
38	Representation in Government	0.81	0.83	0.31	2.23	0.25	1.31	0.70	-	-	-	-	
39	Government Service Satisfaction	2.86	2.55	2.48	2.54	-	-	-	-	-	-	-	
40	Fines and Fees	\$243.85	\$368.72	\$267.20	\$288.23	\$318.76	-	-	-	-	-	-	
41	Jail Admissions	5	71	19	28	-	-	-	-	-	-	-	
42	Juvenile Detentions	3	125	48	29	-	-	-	-	-	-	-	
43	Arrests	7	82	23	28	-	-	-	-	-	-	-	
44	Police Force Diversity	0.71	1.25	0.55	1.52	-	1.46	0.55	-	-	-	-	
45	Traffic Stops and Searches	5.40%	16.16%	9.23%	10.10%	-	-	-	-	-	-	-	
46	Property Crime	-	40	29	31	24	-	-	-	-	-	-	
47	Violent Crime	4	14	7	5	-	-	-	-	-	-	-	
48	Domestic Violence	1.89	24.97	7.56	6.19	1.12	-	-	-	-	-	-	
49	Health Care Provider	-	-	46.50%	23.00%	-	-	-	-	-	-	-	
50	Health Insurance	13.50%	18.50%	35.80%	9.50%	13.00%	24.10%	20.30%	-	-	-	-	
51	Prenatal Care	-	45.00%	53.00%	72.80%	53.70%	-	-	-	-	-	-	
52	Chronic Disease	-	-	-	20.20%	7.30%	-	-	-	-	-	-	
53	Mortality	-	0.74%	0.21%	1.24%	0.28%	-	-	-	-	-	-	
54	Opioid-Related Deaths	-	0.39%	1.57%	1.00%	-	-	-	-	-	-	-	
55	Infant Mortality	-	1.32%	0.56%	0.24%	-	-	-	-	-	-	-	
56	Teen Pregnancy	-	3.20%	4.30%	0.50%	0.90%	-	-	-	-	-	-	
57	Low Birth Weight	-	13.61%	6.86%	6.65%	8.59%	-	-	-	-	-	-	
58	Child Food Insecurity	12.22%	39.54%	24.98%	7.72%	9.48%	13.99%	29.74%	-	-	-	-	
59	Physical Activity	-	59.50%	66.00%	49.90%	-	-	-	-	-	-	-	
60	Smoking	-	-	-	15.60%	15.00%	-	-	-	-	-	-	

# RATIO-TO-SCORE CONVERSION TABLE

RATIO		
FROM	TO	SCORE RANGE
0	1.004	100
1.005	1.009	99
1.01	1.014	98
1.015	1.019	97
1.02	1.024	96
1.025	1.029	95
1.03	1.034	94
1.035	1.039	93
1.04	1.044	92
1.045	1.049	91
1.05	1.054	90
1.055	1.059	89
1.06	1.064	88
1.065	1.069	87
1.07	1.074	86
1.075	1.079	85
1.08	1.084	84
1.085	1.089	83
1.09	1.094	82
1.095	1.099	81
1.1	1.119	80
1.12	1.139	79
1.14	1.159	78
1.16	1.179	77
1.18	1.199	76
1.2	1.219	75
1.22	1.239	74
1.24	1.259	73
1.26	1.279	72
1.28	1.299	71
1.3	1.319	70
1.32	1.339	69
1.34	1.359	68
1.36	1.379	67

RATIO		
FROM	TO	SCORE RANGE
1.38	1.399	66
1.4	1.419	65
1.42	1.439	64
1.44	1.459	63
1.46	1.479	62
1.48	1.499	61
1.5	1.524	60
1.525	1.549	59
1.55	1.574	58
1.575	1.599	57
1.6	1.624	56
1.625	1.649	55
1.65	1.674	54
1.675	1.699	53
1.7	1.724	52
1.725	1.749	51
1.75	1.774	50
1.775	1.799	49
1.8	1.824	48
1.825	1.849	47
1.85	1.874	46
1.875	1.899	45
1.9	1.924	44
1.925	1.949	43
1.95	1.974	42
1.975	1.999	41
2	2.149	40
2.15	2.299	39
2.3	2.449	38
2.45	2.599	37
2.6	2.749	36
2.75	2.899	35
2.9	3.049	34
3.05	3.199	33

RATIO		
FROM	TO	SCORE RANGE
3.2	3.349	32
3.35	3.499	31
3.5	3.649	30
3.65	3.799	29
3.8	3.949	28
3.95	4.099	27
4.1	4.249	26
4.25	4.399	25
4.4	4.549	24
4.55	4.699	23
4.7	4.849	22
4.85	4.999	21
5	5.249	20
5.25	5.499	19
5.5	5.749	18
5.75	5.999	17
6	6.249	16
6.25	6.499	15
6.5	6.749	14
6.75	6.999	13
7	7.249	12
7.25	7.499	11
7.5	7.749	10
7.75	7.999	9
8	8.249	8
8.25	8.499	7
8.5	8.749	6
8.75	8.999	5
9	9.249	4
9.25	9.499	3
9.5	9.749	2
9.75	10.000+	1

# END NOTES

<sup>1</sup> To learn more, visit <http://www.100resilientcities.org/strategies/dallas/>.

<sup>2</sup> <https://nyc.equalityindicators.org>

<sup>3</sup> The University of Texas at Dallas Institute for Urban Policy Research was the primary data partner on an earlier version of this report, which was presented to the City Council Human and Social Needs Committee on June 4, 2018, for review. Since that time, based on additional research and review of the data, the City and CPPP made a number of changes to the framework and indicators in the final version presented here.

<sup>4</sup> Majority racial/ethnic neighborhoods were defined by census tracts or zip codes using U.S. Census Bureau, American Community Survey, 2012-2017 5-Year Estimates, Table B03002.

<sup>5</sup> U.S. Department of Health & Human Services. Office of the Assistant Secretary for Planning and Evaluation. 2017 Poverty Guidelines. <https://aspe.hhs.gov/2017-poverty-guidelines#thresholds>

<sup>6</sup> Perlman, M. (2019). AP tackles language about race in this year. *Columbia Journalism Review*. <https://bit.ly/2vygHZy>

<sup>7</sup> Murphey, D., and Redd, Z. (2014). 5 Ways Poverty Harms Children. *Child Trends*. <https://bit.ly/2V688Dz>

<sup>8</sup> Groves, G., Tingle, K., and Haynes, M. (2018). Dallas Economic Opportunity Assessment. Communities Foundation of Texas. <https://bit.ly/2GgnoEK>

<sup>9</sup> Ibid.

<sup>10</sup> Cabrera, D. et al. (2019). An Economy for All: How Philanthropy Can Unlock Capital for Women Entrepreneurs and Entrepreneurs of Color through Inclusive Investing. New Venture Fund. <https://aneconomyforall.com/Inclusive-Investing-Report.pdf>

<sup>11</sup> Perry, A., Rothwell, J., and Harshbarger, D. (2018). The Devaluation of Assets in Black Neighborhoods – The Case for Residential Property. Brookings Institute – Metropolitan Policy Program. <https://brook.gs/2BFewrO>

<sup>12</sup> Ibid.

<sup>13</sup> Fairlie, R. (2018). Racial inequality in business ownership and income. *Oxford Review of Economic Policy*, 34(4), 597-614.

<sup>14</sup> Housing and Urban Development. (2014). Vacant and Abandoned Properties: Turning Liabilities into Assets. Office of Policy Development and Research. <https://bit.ly/1TfnpL5>

<sup>15</sup> Bureau of Labor Statistics. (2019). Dallas-Fort Worth Area Employment—May 2019. BLS – Southwest Information Office. [https://www.bls.gov/regions/southwest/news-release/areaemployment\\_dallasfortworth.htm](https://www.bls.gov/regions/southwest/news-release/areaemployment_dallasfortworth.htm)

<sup>16</sup> Groves, G., Tingle, K., and Haynes, M.

<sup>17</sup> Bureau of Labor Statistics. (2019). Labor force characteristics from the Current Population Survey – Labor Force. <https://www.bls.gov/cps/lfcharacteristics.htm>

<sup>18</sup> Bureau of Labor Statistics. (2019). Labor force characteristics from the Current Population Survey – Unemployment. <https://www.bls.gov/cps/lfcharacteristics.htm>

<sup>19</sup> Blum, E.S., and Groves, G. (2016). Regional Talent Pipelines: Collaborating with Industry to Build Opportunities in Texas. Federal Reserve Bank of Dallas. <https://bit.ly/2Gps9vP>

<sup>20</sup> Asante-Muhammad, D., Collins, C., Hoxie, J., and Nieves, E. (2016). The Ever-Growing Gap. Institute for Policy Studies and Prosperity Now. <https://bit.ly/2GdPjWS>

<sup>21</sup> Gould, E. (2019). State of Working America: Wages 2018 – Wage inequality marches on—and is even threatening data reliability. Economic Policy Institute. <https://www.epi.org/files/pdf/161043.pdf>

<sup>22</sup> Asante-Muhammad, D., Collins, C., Hoxie, J., and Nieves, E.

<sup>23</sup> Hammida, M. (2004). Job mobility and hourly wages: is there a relationship? *Monthly Labor Review*, 127(5):23-30.

<sup>24</sup> Gould, E.

<sup>25</sup> Lee, J., Deviney, F., Sohn, B.L., Vickery, K. and Tingle, K. (2016). State of Texas Children 2016: Race and Equity. Center for Public Policy Priorities. [http://www.forabettertexas.org/images/KC\\_2016\\_SOTCReport\\_web.pdf](http://www.forabettertexas.org/images/KC_2016_SOTCReport_web.pdf)

<sup>26</sup> City of Dallas. (2018). Resilient Dallas: Dallas' Path to Shared Prosperity. 100 Resilient Cities. <https://bit.ly/2UCX81g>

<sup>27</sup> CPPP analysis of 2017 ACS 1-year estimates. Table B17002.

<sup>28</sup> CPPP analysis of 2017 1-Year American Community Survey (ACS) Public Use Micro Sample (PUMS).

<sup>29</sup> CPPP analysis of 2017 ACS 1-year estimates. Table S1701.

<sup>30</sup> Murphey, D., and Redd, Z.

<sup>31</sup> National Council on Aging. (2016). Fact Sheet: Economic Security <https://www.ncoa.org/wp-content/uploads/NCOA-Economic-Security.pdf>

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# EQUITY RESOLUTION

190804

May 22, 2019

**WHEREAS**, the City of Dallas is the ninth most-populous city in the United States and third in Texas composed of residents of diverse racial, ethnic, cultural and socio-economic backgrounds; and

**WHEREAS**, the average household income for the highest quintile in Dallas County increased by 5% from 2006 to 2015 and by stark contrast, the average household income for the lowest quintile declined by 7% during the same period, per a recent study by the Communities Foundation of Texas; and

**WHEREAS**, the Dallas Equity Indicators project reveals extreme challenges confronting African American and Latino residents seeking to improve their economic status; and

**WHEREAS**, since 2000 the number of people living in poverty in Dallas increased by almost 40%, outpacing a population growth of 7.6% and Dallas' poverty rate in 2016 was almost 23% higher than other large cities in Texas and considerably higher than the national average at 15.1% with 30% of Latinos and African Americans living below the poverty line and Dallas ranking third in child poverty among major U.S. cities; and

**WHEREAS**, the Mayor's Taskforce on Poverty produced maps illustrating the significant correlation between race, income, and geographic location reflecting the impact of decades of disinvestment in African American and Latino communities resulting in substantial inequities in basic housing conditions, neighborhood quality and access to necessary amenities; and

**WHEREAS**, studies have shown that the housing cost burden falls disproportionately on African American, Latino, and female-headed households which pay well over the 30% threshold, leaving relatively little income available for other essential needs such as transportation, child care, health care and food; and

**WHEREAS**, the City Council adopted the Resilient Dallas Strategy and established the Office of Equity and Human Rights, effective October 1, 2018 in an effort to institutionalize and advance equity in City government to provide equitable access and opportunities for success for all Dallas residents; and

May 22, 2019

**WHEREAS**, the Mayor's Task Force on Poverty identified the need for initiatives to increase opportunities for racial minorities and low income residents in the City of Dallas; the Market Value Analysis provides a high level assessment of Dallas neighborhoods that have suffered from a lack of investments and poverty; the Assessment of Fair Housing identified neighborhoods that suffer due to high concentrations of poverty and a high degree of racial segregation; the University of Texas at Arlington Transportation Equity Study identified major transportation equity issues for low income residents in Dallas; the State of Homelessness acknowledges that the homeless population continues to increase with a disproportionate representation of African Americans; the Resilient Dallas Strategy identified the need for strategies to reverse the trend of increasing poverty; the Equity Indicators report provides objective data on inequities such as those cited herein and a road map for improvement; and the FY 2018-19 Adopted Budget recognizes the need for operationalizing equity in all city departments; and

**WHEREAS**, the City of Dallas recognizes that as the City population continues to grow and the economy expands, the City must advance equitable opportunities for all Dallas residents by reversing the trend of increased poverty and seeking improved outcomes among African American, Latino, immigrant and other historically-marginalized low-income communities; and

**WHEREAS**, the City recognizes that institutional policies implemented over decades by various federal, state and local government entities helped create the conditions that exists today; such as, segregation, redlining, inequitable zoning, mass incarceration and discriminatory hiring practices; and

**WHEREAS**, the City of Dallas understands that present-day government leadership is needed to evaluate the impact that existing city policies and practices have on equity, evaluate best practices in other cities and develop human-centered recommendations for addressing current race and socio-economic-based inequities in the city because the well-being of the community increases when everyone in the community has the opportunity to achieve his or her full potential; and

**WHEREAS**, Dallas would benefit from taking steps to implement an equity assessment tool that engages community stakeholders and results in shared decision-making and more equitable outcomes that strengthen the entire city and region; and

**WHEREAS**, while it has long been assumed that there is a trade-off between equity and economic efficiency, new evidence shows that regions working toward equity have stronger and more resilient economic growth - for everyone; and

**WHEREAS**, equity provides a framework to strategically plan and build expectations for removing barriers to the improvement of outcomes and affirming Dallas' commitment to all its residents.

May 22, 2019

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** Context Setting. That the City will establish a baseline of where the organization is as it relates to equity by providing a Citywide Equity Assessment Survey to all City employees. Staff will work with the Race Forward dba Governmental Alliance on Race and Equity (GARE) to analyze and understand survey results.

**SECTION 2.** Equity Training. That the City will provide an equity training to all City employees that will provide a historical foundation and perspective by outlining the history of institutional and systemic racism in the United States. The training will provide an opportunity to develop skills to normalize conversations on race, provide trainings on implicit bias and introduce a racial equity tool.

**SECTION 3.** Equity Core Team. That the City will create an Equity Core Team that will be composed of formal and informal leaders who will be responsible for designing, coordinating and organizing equity plans across the organization. This team will have direct communication access to the City Manager and Executive Leadership Team.

**SECTION 4.** Equity Budget Team. That the City will create an Equity Budget Team composed of staff from the Office of Budget and budgetary staff from other City departments. This team receive training on the utilization of the Equity Tool for budget development purposes.

**SECTION 5.** Equity in Budget. That the City will make every effort possible to commit more resources to areas and populations based on data where needs are greatest, often areas that have been largely ignored for decades.

**SECTION 6.** Equity in Public Policy. That the City will utilize an equity lens as it relates to the drafting, approval and application of policies, procedures, programming, initiatives, and budgetary decision.

**SECTION 7.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly resolved.



