



# Racial Equity for Black Washingtonians

Data-based view on current status of equity in Washington State

OCTOBER 2020

# We looked at current state for Black Washingtonians across five dimensions



## Healthcare

Outcomes in health and quality of life



## Education

Early childhood, K-12 and post-secondary



## Criminal Justice

Law enforcement & criminal justice system



## Corporate Workplace

Hiring, retention, promotion in corporations



## Personal finance

Incl. income, wealth, business ownership, etc.

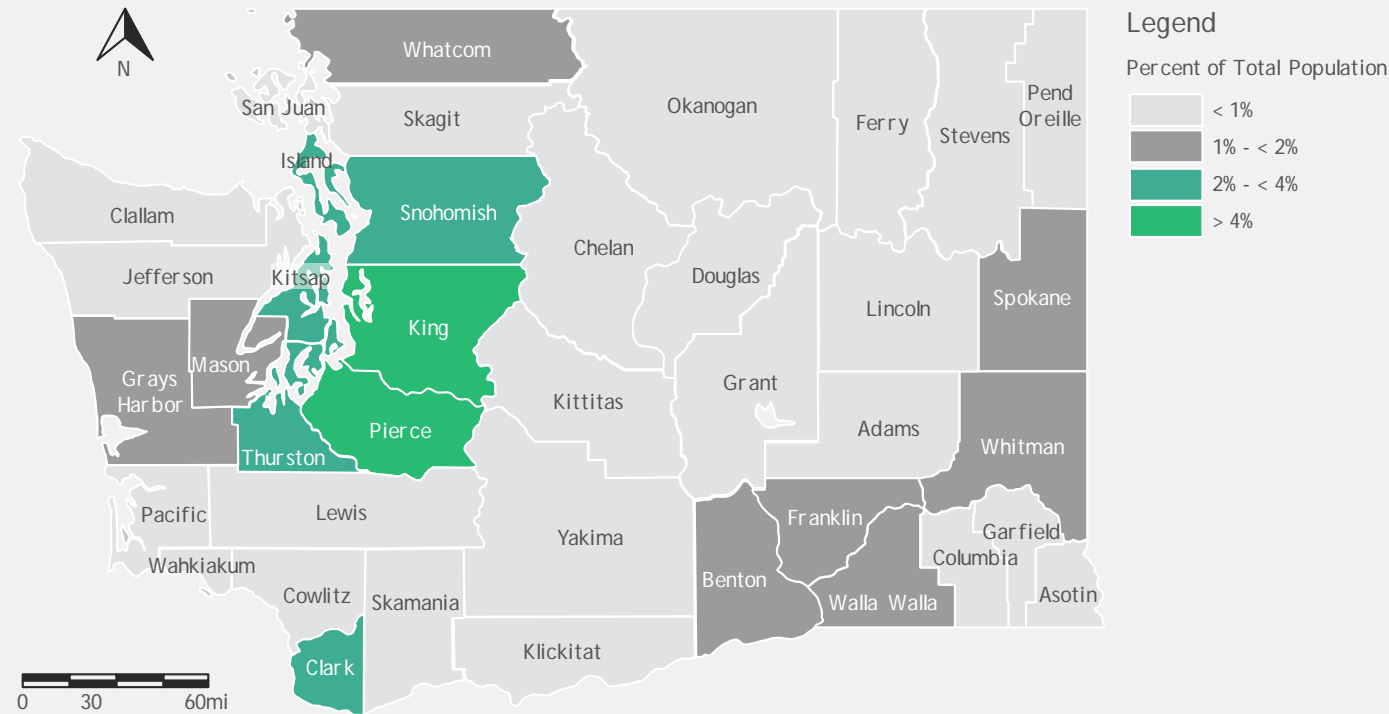
## Definition of Racial Equity

"The condition that would be achieved if one's **racial identity no longer predicted, in a statistical sense, how one fares**"<sup>1</sup>

1. Definition of Racial Equity from the Center for Assessment and Policy Development

# Snapshot: Demographics of Black Washingtonians (I/II)

Washington's Black population is concentrated in King and Pierce counties



4%

Black Washingtonians comprise 4% of the state's working age population



87%

A large majority of the working age population (87%) live in the greater Puget Sound region<sup>1</sup>; King County is 7% Black



Seattle's Black population is the lowest since 1960's; the Central District was 75% Black in the 70's and is only 15% Black today

1. The Puget Sound region includes; King, Snohomish, Pierce, Kitsap, Thurston, Skagit, Island, and Mason counties. Sources: Washington State Environmental Health Disparities Map - 2019 Population, WA State Office of Financial Management, Center for Employment Equity, ACS 1-Year Estimates (2018)

In WA, we looked at disparities across many dimensions of the Black experience...





# Significant disparities can be observed in data across all elements of Black Washingtonians' life experiences

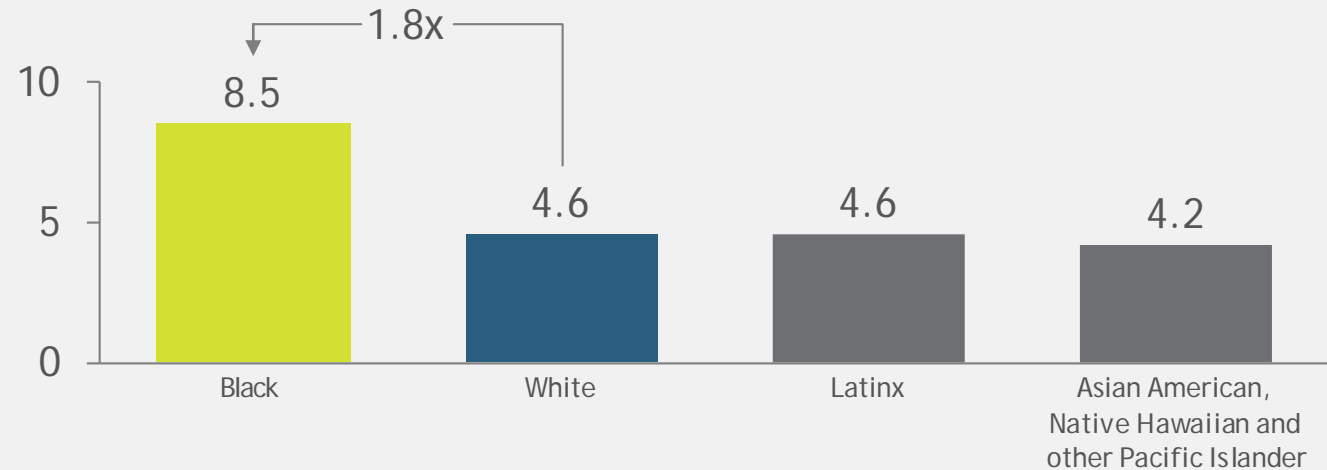


## Worse health outcomes

- Infant mortality: ~1.8x higher than Whites<sup>1</sup>
- Access: more Blacks uninsured than Whites (6.7% vs. 4.9%)<sup>1</sup>
- Prevalence of chronic disease: Asthma (3% higher), Diabetes (4% higher), HIV (5x higher)<sup>1</sup>

## Infant mortality: ~1.8x higher than Whites<sup>1</sup>

Number of deaths per 1,000 live births in WA



1. 2018 State and Territorial Efforts to reduce Health Disparities, US Dept of HHS; American Indian / Alaska Native - suppressed due to small numbers and Multi-Racial or Other not collected



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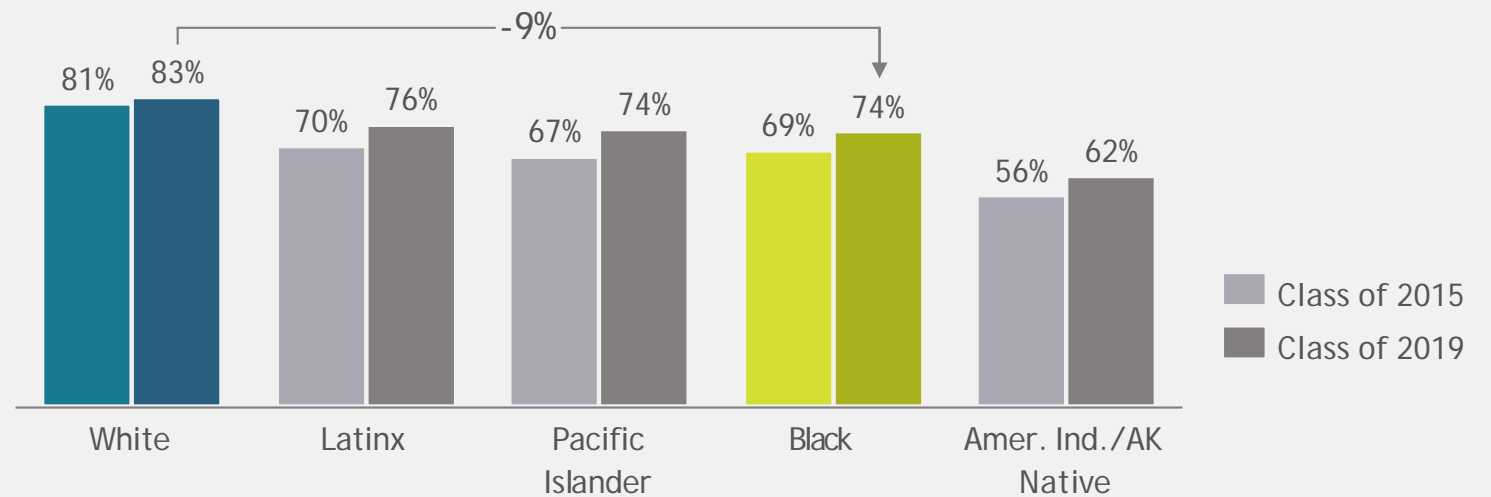


## Worse education: Lower degree completion and quality of learning

- HS graduation rate: 74% for Black students vs. 83% for White students<sup>1</sup>
- SAT scores: Average score of 928 vs 1122 for Whites (21% higher)<sup>2</sup>
- Credential attainment: 29% of Black students vs. 41% of White<sup>3</sup>

## High school graduation rates show a positive trend, but still lag behind White peers

High school graduation rates by race, Classes of 2015 & 2019<sup>1</sup>



1. WA OSPI Diversity Report Card, 2019; High school graduation rate is defined as percentage of students who entered 9th grade and completed all graduation requirements within four years 2. CollegeBoard SAT Assessments Report, WA, 2019 3. Washington Roundtable



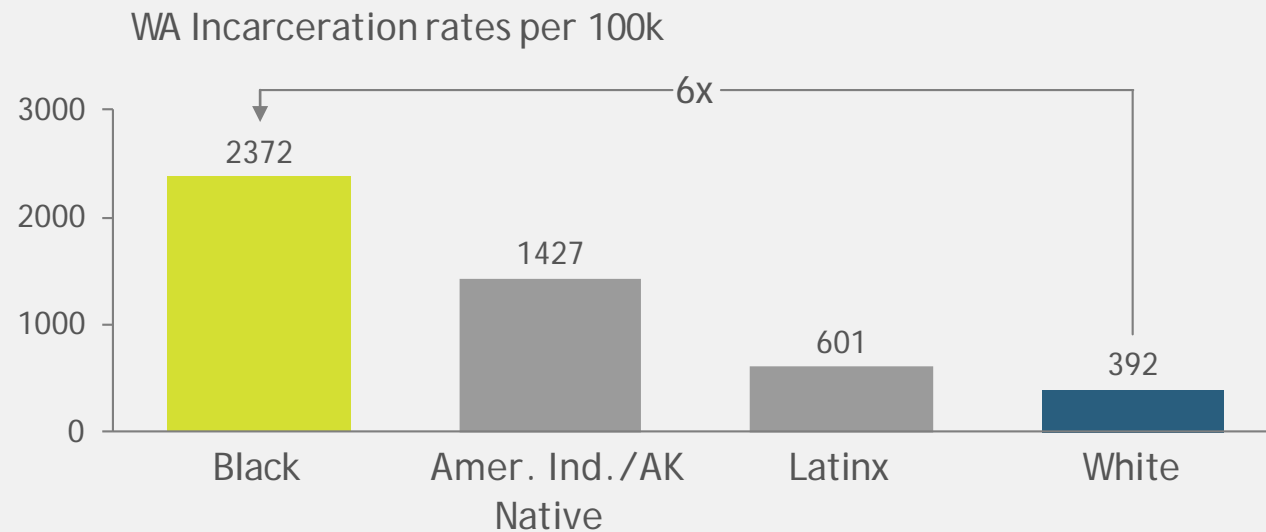
# Significant disparities can be observed in data across all elements of Black Washingtonians' life experiences



More encounters with criminal justice system & worse outcomes

- Youth commitment/detention rates: ~5.5x higher vs Whites<sup>1</sup>
- Incarceration rates: ~6x higher vs Whites<sup>2</sup>
- Unemployment rate of formerly incarcerated: 2x higher for Black vs White<sup>2</sup>

In WA, Black people are 6x more likely to be incarcerated than White people<sup>2</sup>



1. Black Disparities in Youth Incarceration, The Sentencing Project 2. Prison Policy Initiative



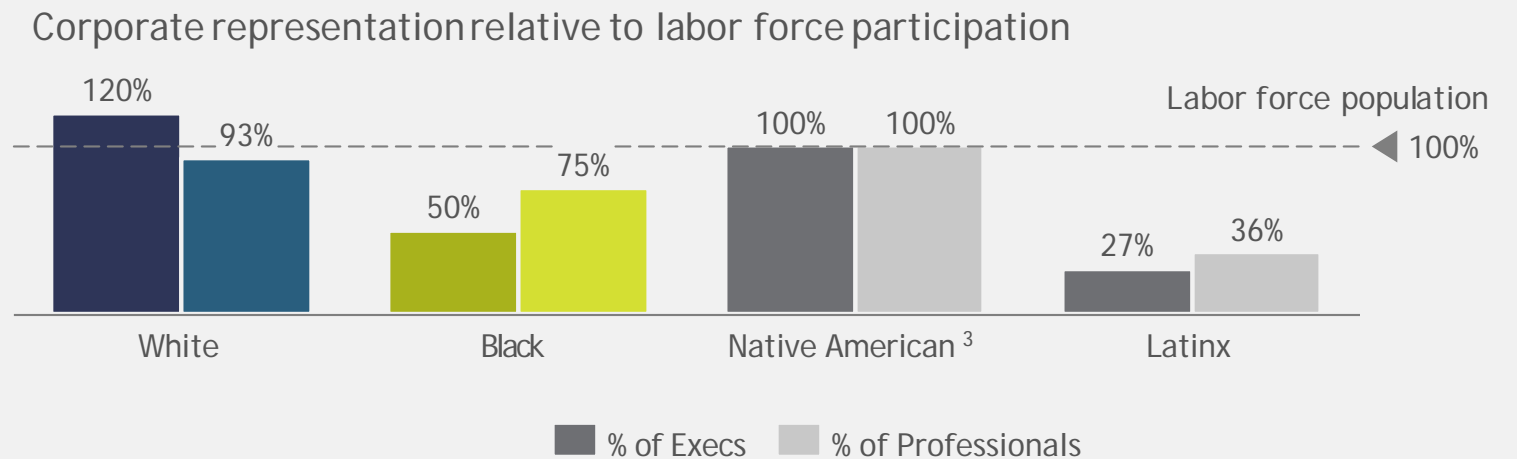
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Less representation, more negative experiences in corp. workplaces

- Leadership: Relative to the labor force participation, 50% execs Black vs. 120% White, 75% professionals Black vs. 93% White<sup>1</sup>
- Culture: 65% Blacks feel they have to work harder than peers to advance (vs. 16% Whites)<sup>2</sup>

Black employees are underrepresented at all levels of Washington's professional labor force



1. Percent of the Black/White workforce 'holding roles of that type, Center for Employment Equity 2. Center for Talent Innovation 'Being Black in Corporate America' 2019 3. Native American includes people who identify as Alaskan Native





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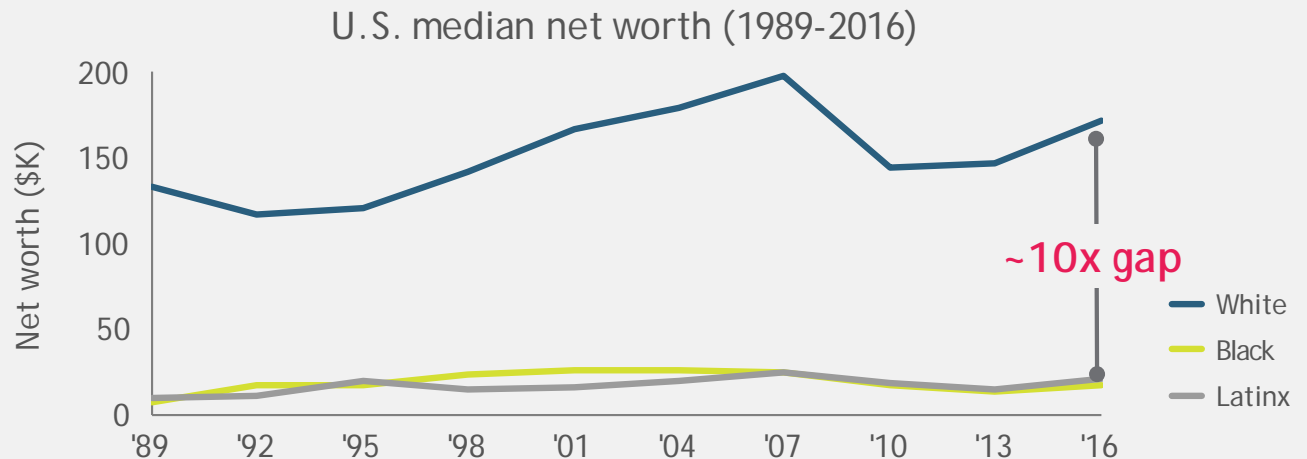
## Lower incomes; less accrual and transfer of wealth

- Income gap: Black households earn \$0.74 for every \$1 Whites earn<sup>1</sup>
- Net worth: White households ~10x higher vs Black households<sup>2</sup>
- Inheriting wealth: Whites 3.3x more likely to inherit wealth<sup>2</sup>

## Fewer, smaller black-owned businesses

- Share of revenue: 0.5% of sales go to Black-owned businesses<sup>3</sup>

## In U.S. net worth of Whites ~10x that of the Black community



# Observed racial disparities persist, even after controlling for education and socioeconomic factors...

College-educated Black women are **more likely** to experience pregnancy-related mortality than high school-educated White women<sup>1</sup>

White households with secondary education are **more than 3x** wealthier than Black households with the same degree attainment<sup>2</sup>



In reviewing fictitious students, teachers of all races were **more likely** to label those with Black-sounding names as disruptive, repeat offenders, and "troublemakers"<sup>3</sup>

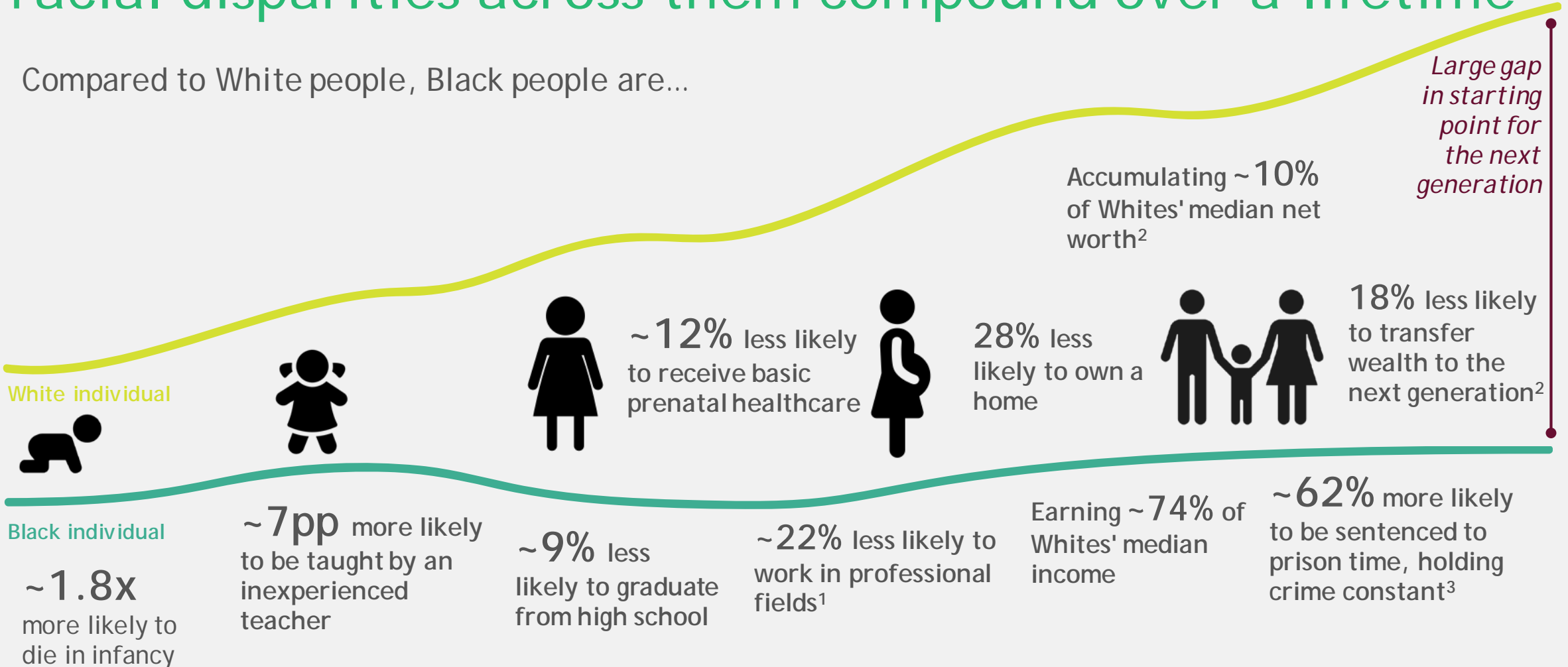
Wealthy Black men are **more likely** to be incarcerated than poor White men<sup>4</sup>

Blacks with a college degree have **very similar** unemployment rates as Whites with a high school diploma<sup>5</sup>

Note: These studies are not Washington specific data. 1. Center for Disease Control 2. Samuel DuBois Cook Center on Social Equity, Duke University 3. Stanford University School of Education 4. Duke University 5. Economic Policy Institute

# These dimensions of experience are intertwined, so racial disparities across them compound over a lifetime

Compared to White people, Black people are...



Large gap in starting point for the next generation

White individual

Black individual

1. Professional workforce includes but not limited to: top executives, first/mid-level managers, nurses, teachers, accountants, and lawyers 2. U.S. Data 3. Black felony drug defendants 62% more likely to be sentenced to prison vs otherwise similar White defendants. Sources: U.S. Office of Minority Health, WA Office of Public Instruction, US Census - Current Population Survey & American Community Survey, Center for Employment Equity, Prison Policy, Federal Reserve Board of Governors, EdBuild, Journal of the American College of Surgeons, ACLU WA

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