

2016 STATE OF BLACK AMERICA

# LOCKED OUT

EDUCATION, JOBS & JUSTICE  
BLACK-WHITE EQUALITY INDEX™



A NATIONAL URBAN LEAGUE PUBLICATION  
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**UNDERSTANDING THE**

**2016 EQUALITY INDEX™**

## **WHY DOES THE NATIONAL URBAN LEAGUE PUBLISH AN EQUALITY INDEX™?**

Economic empowerment is the central theme of the National Urban League's mission. The Equality Index<sup>®</sup> gives us a way to document progress toward this mission. This year—the 40th anniversary of the *State of Black America* report—in addition to the Equality Indices of Black and Hispanic America, the National Urban League introduced a 40-year retrospective of key Black-White Equality Index numbers.

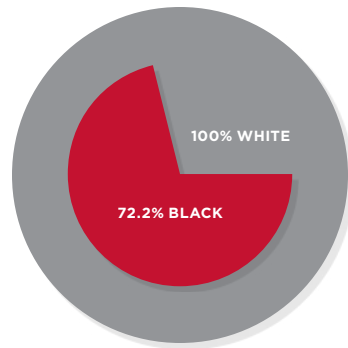
## **WHAT IS THE EQUALITY INDEX TRYING TO DO?**

Imagine if we were to summarize how well African Americans and Hispanics are doing, compared to whites, in the areas of economics, health, education, social justice and civic engagement, and represent that by a pie. The Equality Index measures the share of that pie which African Americans and Hispanics get.

Whites are used as the benchmark because the history of race in America has created advantages for whites that continue to persist in many of the outcomes being measured.

## 2016 EQUALITY INDEX OF BLACK AMERICA IS 72.2%. WHAT DOES THAT MEAN?

That means that rather than having a whole pie (100%), which would mean full equality with whites in 2016, African Americans are missing about 28% of the pie (Figure 1). Similarly, a Hispanic Index of 77.8% indicates that more than 20% of the pie is missing for Hispanics.

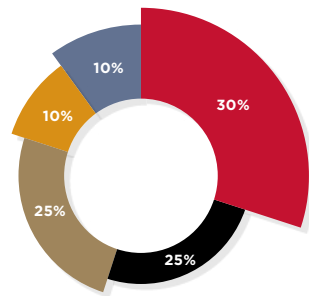


**FIGURE 1**  
2016 Black-White Equality Index is 72.2%

## HOW IS THE EQUALITY INDEX CALCULATED?

The categories that make up the Equality Index are economics, health, education, social justice and civic engagement. In each, we calculate how well African Americans and Hispanics are doing relative to whites and add them to get the total Equality Index.

Each category is weighted, based on the importance that we give to each (Figure 2).



**FIGURE 2**  
Different Categories that Make Up the Equality Index  
Economics 30% Health 25% Education 25%  
Social Justice 10% Civic Engagement 10%

## IS IT POSSIBLE TO SEE HOW WELL AFRICAN AMERICANS AND HISPANICS ARE DOING IN EACH OF THE CATEGORIES?

Yes. We show this in the tables included with the Equality Index.

We estimate an index for each category that can be interpreted in the same way as the total Equality Index. So, an index of 56.2% for the economics category for African Americans in 2016 means that African Americans are missing close to half of the economics mini-pie. The table below summarizes the total 2016 Equality Index and the index in each category for African Americans and Hispanics.

**FIGURE 3**

2016 Equality Index

CATEGORY	BLACK-WHITE	HISPANIC-WHITE
<b>TOTAL EQUALITY INDEX</b>	<b>72.2%</b>	<b>77.8%</b>
<i>Economics</i>	56.2%	61.8%
<i>Health</i>	79.4%	105.5%
<i>Education</i>	77.4%	74.2%
<i>Social Justice</i>	60.8%	75.9%
<i>Civic Engagement</i>	100.6%	67.6%

## IS IT POSSIBLE TO SEE HOW WELL AFRICAN AMERICANS AND HISPANICS ARE DOING OVER TIME?

Yes. The National Urban League has published the Black-White Equality Index and all the variables used to calculate it annually since 2005.

The Hispanic-White Equality Index was first published in 2010. We have noted the Black-White Equality Indices for 2005, 2009 (President Barack Obama's first year in office) and 2016 below (*Figure 4*).

**FIGURE 4**

Black-White Equality Index for 2005, 2009 and 2016



CATEGORY	2005	2009	2016
<b>EQUALITY INDEX</b>	<b>72.9%</b>	<b>71.2%</b>	<b>72.2%</b>
<i>Economics</i>	56.8%	57.4%	56.2%
<i>Health</i>	76.2%	76.8%	79.4%
<i>Education</i>	77.2%	77.0%	77.4%
<i>Social Justice</i>	67.5%	57.2%	60.8%
<i>Civic Engagement</i>	108.1%	97.6%	100.6%

## **IT DOESN'T LOOK LIKE THERE'S BEEN MUCH IMPROVEMENT IN THE EQUALITY INDEX—WHAT'S THE POINT?**

Since the Equality Index is made up of a lot of different parts, improvements in one area are sometimes offset by losses in another area, leaving the overall index unchanged.

Change often happens slowly. The Equality Index offers solid evidence of just how slowly change happens, making it an important tool for driving policies needed in the ongoing fight against inequality.

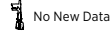
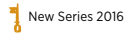
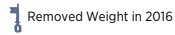
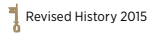
## **NOT ALL AFRICAN AMERICANS ARE DOING POORLY AND NOT ALL WHITES ARE DOING WELL. WHY DOESN'T THE EQUALITY INDEX CAPTURE CLASS DIFFERENCES?**

The national Equality Index was created to capture racial inequality. Most of the data points are reported as averages for African Americans, Hispanics and whites. An average is the easiest way to summarize a large amount of information, but can mask class differences within each group. While the Equality Index does not detail class differences, it does highlight regional differences in racial inequality through our rankings of metro area unemployment and income inequality. Additional Equality Index data for about 80 metro areas with large African American and Hispanic populations are available upon request.

**NATIONAL URBAN LEAGUE**

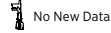
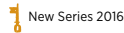
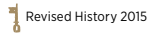
**2016 BLACK-WHITE  
EQUALITY INDEX™**

IHS Global Insight



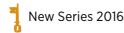
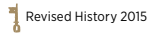
<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
<b>Total GII Equality Weighted Index</b>					<b>72.2%</b>	<b>0.002</b>
<b>ECONOMICS (30%)</b>						
<b>MEDIAN INCOME (0.25)</b>						
Median Household Income (Real), Dollars	ACS	2014	35,481	59,622	60%	(0.01)
Median Male Earnings, Dollars	ACS	2014	37,570	53,267	71%	(0.01)
Median Female Earnings, Dollars	ACS	2014	33,772	41,585	81%	(0.01)
<b>POVERTY (0.15)</b>						
Population Living Below Poverty Line, %	ACS	2014	27	10.8	40%	(0.00)
Population Living Below 50% of Poverty Line, %	ACS	2014	12.7	4.9	39%	0.01
Population Living Below 125% of Poverty Line, %	ACS	2014	33.6	14.4	43%	(0.00)
Population Living Below Poverty Line (Under 18), %	CPS ASEC	2014	37.1	12.29	33%	0.05
Population Living Below Poverty Line (18-64), %	CPS ASEC	2014	22.6	10.03	44%	0.03
Population Living Below Poverty Line (65 and Older), %	CPS ASEC	2014	19.2	7.84	41%	(0.01)
<b>EMPLOYMENT ISSUES (0.20)</b>						
Unemployment Rate, %	BLS	2015	9.6	4.6	48%	0.01
Unemployment Rate: Male, %	BLS	2015	10.3	4.7	46%	0.01
Unemployment Rate: Female, %	BLS	2015	8.9	4.5	51%	0.01
Unemployment Rate Persons Ages 16-19, %	BLS	2015	28.4	14.8	52%	(0.00)
Percent Not in Workforce: Ages 16-19, %	BLS	2015	71.9	63.6	88%	0.01
Percent Not in Workforce: Ages 16 and Older, %	BLS	2015	38.5	37.2	97%	0.02
Labor Force Participation Rate, %	BLS	2015	61.5	62.8	98%	0.01
LFPR 16-19, %	BLS	2015	28.1	36.4	77%	0.02
LFPR 20-24, %	BLS	2015	68.2	72.7	94%	0.03
LFPR Over 25: Less Than High School Grad., %	BLS	2015	37.5	46.7	80%	(0.02)
LFPR Over 25: High School Grad., No College, %	BLS	2015	58.8	56.7	104%	0.01
LFPR Over 25: Some College, No Degree, %	BLS	2015	68.7	63.3	109%	0.00
LFPR Over 25: Associate's Degree, %	BLS	2015	73.3	70.1	105%	0.02
LFPR Over 25: Some College or Associate Degree, %	BLS	2015	70.2	65.9	107%	0.01
LFPR Over 25: College Grad., %	BLS	2015	77.7	74.0	105%	(0.01)
Employment to Pop. Ratio, %	BLS	2015	55.7	59.9	93%	0.02
<b>HOUSING &amp; WEALTH (0.34)</b>						
Home Ownership Rate, %	Census	2014	43.0	72.6	59%	0.00
Mortgage Application Denial Rate (Total), %	HMDA	2014	30.1	10.8	36%	0.02
Mortgage Application Denial Rate (Male), %	HMDA	2014	28.1	12.5	44%	0.02
Mortgage Application Denial Rate (Female), %	HMDA	2014	31.5	12.2	39%	0.02
Mortgage Application Denial Rate (Joint), %	HMDA	2014	30.1	9.1	30%	0.01
Home Improvement Loans Denials (Total), %	HMDA	2014	61.6	32.2	52%	0.03
Home Improvement Loans Denials (Male), %	HMDA	2014	61.4	36.7	60%	0.01
Home Improvement Loans Denials (Female), %	HMDA	2014	65.2	39.4	60%	0.02
Home Improvement Loans Denials (Joint), %	HMDA	2014	50.8	24.3	48%	0.04



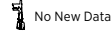
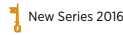
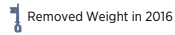
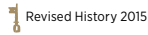


<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
Percent of High-Priced Loans (More Than 3% Above Treasury)	HMDA	2014	7.7	3.0	39%	(0.08)
Median Home Value, 2000 Dollars	Census	2000	80,600	123,400	65%	0.00
Median Wealth, 2010 Dollars	Census SIPP	2011	6,314	110,500	6%	0.00
Equity in Home, Dollars	Census SIPP	2011	50,000	85,000	59%	0.00
Percent Investing in 401(K), %	Census	2011	31.7	46.4	68%	0.02
Percent Investing in IRA, %	Census	2011	11.2	35.4	32%	0.01
U.S. Firms By Race (% Compared to Employment Share)	Census	2007	7.1	83.4	9%	0.00
<b>DIGITAL DIVIDE (0.05)</b>						
Households With Computer at Home, %	Census	2014	83.7	91.1	92%	0.11
Households With the Internet, %	Census	2014	68.4	83.4	82%	0.07
Adult Users With Broadband Access, %	Census	2014	67.9	82.7	82%	0.07
<b>TRANSPORTATION (0.01)</b>						
Car Ownership, %	Census	2011	70.5	88.3	80%	0.00
Means of Transportation to Work: Drive Alone, %	ACS	2013	72.1	79.9	90%	0.00
Means of Transportation to Work: Public Transportation, %	ACS	2013	11.1	3.1	28%	0.02
<b>Economic Weighted Index</b>					<b>56.2%</b>	<b>0.007</b>

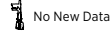
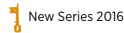
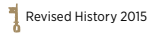
<b>HEALTH (25%)</b>						
<b>DEATH RATES &amp; LIFE EXPECTANCY (0.45)</b>						
Life Expectancy at Birth	CDC	2013	75.1	78.9	95%	0.00
<i>Male</i>	CDC	2013	71.8	76.5	94%	0.00
<i>Female</i>	CDC	2013	78.1	81.2	96%	0.00
Life Expectancy at 65 (Additional Expected Years)	CDC	2013	18	19.3	93%	(0.00)
<i>Male at 65</i>	CDC	2013	16.1	17.9	90%	(0.01)
<i>Female at 65</i>	CDC	2013	19.4	20.4	95%	0.01
Age-Adjusted Death Rates (Per 100,000): All Causes	CDC	2013	885.2	747.1	84%	(0.01)
Age-Adjusted Death Rates (Per 100,000): Male	CDC	2013	1,083.3	876.8	81%	0.00
Age-Adjusted Death Rates (Per 100,000): Female	CDC	2013	740.6	638.4	86%	0.00
Age-Adjusted Death Rates (Per 100,000): Heart Disease	CDC	2013	215.5	171.8	80%	0.00
<i>Ischemic Heart Disease</i>	CDC	2013	119.9	104.6	87%	0.00
Age-Adjusted Death Rates (Per 100,000): Stroke (Cerebrovascular)	CDC	2013	50.3	35	70%	(0.01)
Age-Adjusted Death Rates (Per 100,000): Cancer	CDC	2013	194.4	167.7	86%	0.00
<i>Trachea, Bronchus, and Lung</i>	CDC	2013	48.2	46.6	97%	(0.00)
<i>Colon, Rectum, and Anus</i>	CDC	2013	19.9	14.5	73%	0.01
<i>Prostate (Male)</i>	CDC	2013	39.6	18	45%	0.03
<i>Breast (Female)</i>	CDC	2013	39.2	20.9	72%	0.01
Age-Adjusted Death Rates (Per 100,000): Chronic Lower Respiratory	CDC	2013	30.2	47	156%	(0.00)



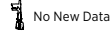
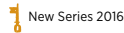
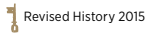
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Age-Adjusted Death Rates (Per 100,000): Influenza and Pneumonia	CDC	2013	17.1	15.9	93%	0.04
Age-Adjusted Death Rates (Per 100,000): Chronic Liver Disease and Cirrhosis	CDC	2013	7.5	10.3	137%	(0.06)
Age-Adjusted Death Rates (Per 100,000): Diabetes	CDC	2013	39.5	18.6	47%	0.00
Age-Adjusted Death Rates (Per 100,000): HIV	CDC	2013	9.2	0.9	10%	(0.00)
Unintentional Injuries	CDC	2013	33.9	44.2	130%	(0.05)
<i>Motor Vehicle-Related Injuries</i>	CDC	2013	11.5	11.5	100%	(0.03)
Age-Adjusted Death Rates (Per 100,000): Suicide	CDC	2013	5.6	15.9	284%	0.13
<i>Age-Adjusted Death Rates (Per 100,000): Suicide Males</i>	CDC	2013	9.7	25.3	261%	0.09
Death Rates (Per 100,000): Suicide Males Ages 15-24	CDC	2013	12.2	21.3	175%	(0.02)
<i>Age-Adjusted Death Rates (Per 100,000): Suicide Females</i>	CDC	2013	2.0	7.1	355%	0.26
Death Rates (Per 100,000): Suicide Females Ages 15-24	CDC	2013	2.7	5.4	200%	0.24
Age-Adjusted Death Rates (Per 100,000): Homicide	CDC	2013	18.8	2.5	13%	(0.00)
<i>Age-Adjusted Death Rates (Per 100,000): Homicide Male</i>	CDC	2013	33.5	3.4	10%	0.00
Death Rates (Per 100,000): Homicide Males Ages 15-24	CDC	2013	70.6	3.8	5%	0.00
<i>Age-Adjusted Death Rates (Per 100,000): Homicide Female</i>	CDC	2013	5.1	1.7	33%	0.00
Death Rates (Per 100,000): Homicide Females Ages 15-24	CDC	2013	7.2	1.5	21%	0.00
Death Rates (Per 100,000) By Age Cohort: >1 Male	CDC	2013	1,192.3	571.5	48%	0.02
Death Rates (Per 100,000) By Age Cohort: 1-4 Male	CDC	2013	43.3	26.9	62%	0.00
Death Rates (Per 100,000) By Age Cohort: 5-14 Male	CDC	2013	20.8	14.4	69%	0.10
Death Rates (Per 100,000) By Age Cohort: 15-24 Male	CDC	2013	143.7	89.6	62%	(0.00)
Death Rates (Per 100,000) By Age Cohort: 25-34 Male	CDC	2013	233	149.9	64%	(0.01)
Death Rates (Per 100,000) By Age Cohort: 35-44 Male	CDC	2013	330.2	223.1	68%	(0.01)
Death Rates (Per 100,000) By Age Cohort: 45-54 Male	CDC	2013	705.6	511.5	72%	0.02
Death Rates (Per 100,000) By Age Cohort: 55-64 Male	CDC	2013	1,672.2	1,069	64%	0.00
Death Rates (Per 100,000) By Age Cohort: 65-74 Male	CDC	2013	3,137.2	2,174.3	69%	0.00
Death Rates (Per 100,000) By Age Cohort: 75-84 Male	CDC	2013	6,501.4	5,582.7	86%	0.00
Death Rates (Per 100,000) By Age Cohort: 85+ Male	CDC	2013	13,959.7	15,485.9	111%	0.00
Death Rates (Per 100,000) By Age Cohort: >1 Female	CDC	2013	1,039	448.5	43%	(0.04)
Death Rates (Per 100,000) By Age Cohort: 1-4 Female	CDC	2013	35.4	20.4	58%	(0.04)
Death Rates (Per 100,000) By Age Cohort: 5-14 Female	CDC	2013	15.7	10.6	68%	(0.01)
Death Rates (Per 100,000) By Age Cohort: 15-24 Female	CDC	2013	43.5	38	87%	0.05
Death Rates (Per 100,000) By Age Cohort: 25-34 Female	CDC	2013	97	70.2	72%	(0.02)
Death Rates (Per 100,000) By Age Cohort: 35-44 Female	CDC	2013	198.6	138.6	70%	0.03
Death Rates (Per 100,000) By Age Cohort: 45-54 Female	CDC	2013	472.6	320.5	68%	0.02
Death Rates (Per 100,000) By Age Cohort: 55-64 Female	CDC	2013	990.8	640.5	65%	(0.01)
Death Rates (Per 100,000) By Age Cohort: 65-74 Female	CDC	2013	1,958.7	1,483.9	76%	0.00
Death Rates (Per 100,000) By Age Cohort: 75-84 Female	CDC	2013	4,524.5	4,142.2	92%	(0.02)
Death Rates (Per 100,000) By Age Cohort: 85+ Female	CDC	2013	12,132.2	13,502.5	111%	0.02



<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
<b>PHYSICAL CONDITION (0.10)</b>						
Overweight: 18+ Years, % of Population	CDC	2013	34.4	35.8	104%	0.00
Overweight: Men 20 Years and Over, % of Population	CDC	2009–2012	31.7	38.7	122%	0.00
Overweight: Women 20 Years and Over, % of Population	CDC	2009–2012	24.3	28.6	118%	0.00
Obese, % of Population	CDC	2013	37.9	27.3	72%	0.00
Obese: Men 20 Years and Over, % of Population	CDC	2009–2012	37.3	34	91%	0.00
Obese: Women 20 Years and Over, % of Population	CDC	2009–2012	57.2	32.4	57%	0.00
Diabetes: Physician Diagnosed in Ages 20+, % of Population	CDC	2009–2012	13.8	6.6	48%	0.00
AIDS Cases Per 100,000 Males Ages 13+	CDC	2014	43.7	5.4	12%	0.01
AIDS Cases Per 100,000 Females Ages 13+	CDC	2014	19.5	0.9	5%	0.00
<b>SUBSTANCE ABUSE (0.10)</b>						
Binge Alcohol (5 Drinks in 1 Day, 1X a Year) Ages 18+, % of Population	CDC	2013	14.3	27.5	192%	(0.11)
Use of Illicit Drugs in the Past Month Ages 12+, % of Population	CDC	2013	10.5	9.5	90%	0.09
Tobacco: Both Cigarette & Cigar Ages 12+, % of Population	CDC	2013	27.1	27.7	102%	(0.05)
<b>MENTAL HEALTH (0.02)</b>						
Students Who Consider Suicide: Male, %	CDC	2013	10.2	11.4	112%	(0.30)
Students Who Carry Out Intent and Require Medical Attention: Male, %	CDC	2007	2.5	0.9	36%	0.00
Students That Act on Suicidal Feeling: Male, %	CDC	2007	5.5	3.4	62%	0.00
Students Who Consider Suicide: Female, %	CDC	2013	18.6	21.1	113%	0.08
Students Who Carry Out Intent and Require Medical Attention: Female, %	CDC	2007	2.1	2.1	100%	0.00
Students That Act on Suicidal Feeling: Female, %	CDC	2007	9.9	7.7	78%	0.00
<b>ACCESS TO CARE (0.05)</b>						
Private Insurance Payment for Health Care: Under 65 Years Old, % of Distribution	CPS ASEC	2014	55.9	76.3	73%	0.06
People Without Health Insurance, % of Population	CPS ASEC	2014	11.8	7.6	65%	(0.05)
People 18 to 64 Without a Usual Source of Health Insurance, % of Adults	CPS ASEC	2014	16.3	10.5	64%	(0.07)
People 18 to 64 and in Poverty Without a Usual Source of Health Insurance, % of Adults	Census CPS ASEC	2014	25.3	24.1	95%	(0.05)
Population Under 65 Covered By Medicaid, % of Population	Census CPS ASEC	2014	32.8	15.7	48%	0.07
<b>ELDERLY HEALTH CARE (0.03)</b>						
Population Over 65 Covered By Medicaid, % of Population	CPS ASEC	2014	12.9	4.5	35%	(0.01)
Medicare Expenditures Per Beneficiary, Dollars	CDC	2010	23,047	16,474	71%	0.00
<b>PREGNANCY ISSUES (0.04)</b>						
Prenatal Care Begins in 1st Trimester	CDC	2011	80.9	85.7	94%	0.00
Prenatal Care Begins in 3rd Trimester	CDC	2007	6.0	2.3	38%	0.00
Percent of Births to Mothers 18 and Under	CDC	2013	3.2	1.2	38%	(0.00)
Percent of Live Births to Unmarried Mothers	CDC	2013	71.5	29.3	41%	0.00
Infant Mortality Rates Among Mothers With Education 9–12th Grade, No Diploma	CDC	2013	13.6	9.0	66%	0.04



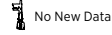
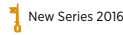
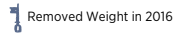
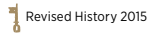
<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
Infant Mortality Rates Among Mothers With HS Diploma or GED	CDC	2013	11.4	6.6	58%	0.08
Infant Mortality Rates Among Mothers with 12 or More Years of Education	CDC	2013	10.5	4.9	46%	0.10
Mothers Who Smoked Cigarettes During Last 3 Months of Pregnancy, %	CDC	2011	6.9	22	319%	0.00
Low Birth Weight, % of Live Births	CDC	2013	13.1	7.0	53%	0.00
Very Low Birth Weight, % of Live Births	CDC	2013	2.9	1.1	38%	(0.00)
<b>REPRODUCTION ISSUES (0.01)</b>						
Abortions, Per 1,000 Live Births	CDC	2012	365	114	31%	(0.03)
Women Using Contraception, % of Population	CDC	2011-2013	57.9	65.3	89%	0.06
<b>DELIVERY ISSUES (0.10)</b>						
All Infant Deaths: Neonatal and Post, Per 1,000 Live Births	CDC	2012	11.2	5.0	45%	(0.01)
<i>Neonatal Deaths, Per 1,000 Live Births</i>	CDC	2012	7.5	3.3	44%	(0.01)
<i>Postneonatal Deaths, Per 1,000 Live Births</i>	CDC	2012	3.7	1.7	46%	0.01
Maternal Mortality, Per 100,000 Live Births	CDC	2007	23.8	8.1	34%	0.00
<b>CHILDREN'S HEALTH (0.10)</b>						
Babies Breastfed, %	CDC	2012	66.4	83	80%	0.04
Children Without a Health Care Visit in Past 12 Months (up to 6 Years Old), %	CDC	2012-2013	5.0	4.2	84%	(0.07)
Vaccinations of Children Below Poverty: Combined Vacc. Series 4:3:1:3:1:4, % of Children 19-35 Months	CDC	2013	60	61	98%	(0.10)
Uninsured Children, %	CPS ASEC	2014	4.9	4.8	97%	0.24
Overweight Boys 6-11 Years Old, % of Population	CDC	2009-2012	27.6	12.9	47%	0.00
Overweight Girls 6-11 Years Old, % of Population	CDC	2009-2012	25	14.2	57%	0.00
AIDS Cases Per 100,000 All Children Under 13	CDC	2014	0.9	0.0	1%	0.01
<b>Health Weighted Index</b>					<b>79.4%</b>	<b>(0.002)</b>
<b>EDUCATION (25%)</b>						
<b>QUALITY (0.25)</b>						
<b>TEACHER QUALITY (0.10)</b>						
Middle Grades: Teacher Lacking at Least a College Minor in Subject Taught (High Vs. Low Minority Schools), %	ET	2000	49.0	40	85%	0.00
HS: Teacher Lacking An Undergraduate Major in Subject Taught (High Vs. Low Poverty Secondary Schools), %	ET	2007-2008	21.9	10.9	88%	0.00
Per Student Funding (High [30%] Vs. Low [0%] Poverty Districts), Dollars	SFF	2012	10,703	10,762	99%	(0.03)
Teachers With <3 Years Experience, %	NCES	2007-2008	12.9	10	78%	0.01
Distribution of Underprepared Teachers (High Vs. Low Minority Schools), % (California Only)	SRI	2008-2009	5.0	1.0	20%	0.00
<b>COURSE QUALITY (0.15)</b>						
College Completion, % of All Entrants	NCES	2006	40.2	62.5	64%	0.00
College Completion, % of Entrants with Strong HS Curriculum (Algebra II Plus Other Courses)	ET	1999	75	86	87%	0.00



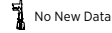
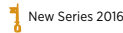
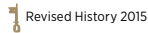
<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
HS Students: Enrolled in Chemistry, %	NCES	2009	65.3	71.5	91%	0.00
HS Students: Enrolled in Algebra II, %	NCES	2009	70.6	77.4	91%	0.00
HS Students: Enrolled in: Precalculus, %	NCES	2009	22.7	37.9	60%	0.00
HS Students: Enrolled in: Calculus, %	NCES	2009	6.1	17.5	35%	0.00
Students Taking: Physics, %	NCES	2009	26.9	37.6	72%	0.00
Students Taking: English Composition, %	CB	2009	31	43	72%	0.00
<b>ATTAINMENT (0.30)</b>						
Graduation Rates, 2-Year Institutions Where Students Started As Full Time, First Time Students, %	NCES	2009	26.4	30.2	87%	0.03
Graduation Rates, 4-Year Institutions Where Students Started As Full Time, First Time Students, %	NCES	2006	40.2	62.5	64%	0.001
NCAA Div. I College Freshmen Graduating Within 6 Years, %	NCAA	2008	56	71	79%	0.15
Degrees Earned: Associate, % of Population Aged 18-24 Yrs	NCES	2012-2013	2.9	3.5	82%	0.00
Degrees Earned: Bachelor's, % of Population Aged 18-29 Yrs	NCES	2012-2013	2.5	4.1	62%	0.00
Degrees Earned: Master's, % of Population Aged 18-34 Yrs	NCES	2012-2013	0.9	1.1	79%	0.00
Educational Attainment: at Least High School (25 Yrs. and Over), % of Population	Census	2014	85.8	93.1	92%	0.01
Educational Attainment: at Least Bachelor's (25 Yrs. and Over), % of Population	Census	2014	22.2	35.6	63%	0.01
Degrees Conferred, % Distribution, By Field						
<i>Agriculture/Forestry</i>	NCES	2012	0.4	1.7	24%	0.00
<i>Art/Architecture</i>	NCES	2012	0.3	0.7	47%	0.00
<i>Business/Management</i>	NCES	2012	25.7	18.9	136%	0.00
<i>Communications</i>	NCES	2012	3.8	3.9	99%	0.00
<i>Computer and Information Sciences</i>	NCES	2012	2.5	2.1	119%	0.00
<i>Education</i>	NCES	2012	10.3	12.6	82%	0.00
<i>Engineering</i>	NCES	2012	2.4	4.9	49%	0.00
<i>English/Literature</i>	NCES	2012	1.7	2.7	62%	0.00
<i>Foreign Languages</i>	NCES	2012	0.4	1.0	39%	0.00
<i>Health Sciences</i>	NCES	2012	11.8	11.9	99%	0.00
<i>Liberal Arts/Humanities</i>	NCES	2012	2.5	1.9	134%	0.00
<i>Mathematics/Statistics</i>	NCES	2012	0.4	0.9	47%	0.00
<i>Natural Sciences</i>	NCES	2012	3.6	5.4	67%	0.00
<i>Philosophy/Religion/Theology</i>	NCES	2012	0.4	0.6	66%	0.00
<i>Psychology</i>	NCES	2012	6.3	5.2	121%	0.00
<i>Social Sciences/History</i>	NCES	2012	6.7	7.5	89%	0.00
<i>Other Fields</i>	NCES	2012	22.4	19.2	117%	0.00
<b>SCORES (0.25)</b>						
<b>PRESCHOOL 10% OF TOTAL SCORES (0.015)</b>						
Children's School Readiness Skills (Ages 3-5), % With 3 or 4 Skills* <i>*Recognizes all letters, counts to 20 or higher, writes name, reads or pretends to read</i>	NCES	2005	44.1	46.8	94%	0.00

Updated Revised History 2015 Removed Weight in 2016 New Series 2016 No New Data

2016 EQUALITY INDEX OF BLACK AMERICA	Source	Year	Black	White	Index	Diff. ('16-'15)
<b>ELEMENTARY 40% OF TOTAL SCORES (0.06)</b>						
Average Scale Score (out of 500) in U.S. History, 8th Graders	NCES	2014	251	277	91%	(0.01)
Average Scale Score (out of 500) in U.S. History, 4th Graders	NCES	2010	198	224	88%	0.00
Average Scale Score (out of 500) in Math, 8th Graders	NCES	2015	260	292	89%	(0.00)
Average Scale Score (out of 500) in Math, 4th Graders	NCES	2015	224	248	90%	0.01
Average Scale Score (out of 500) in Reading, 8th Graders	NCES	2015	247	274	90%	(0.02)
Average Scale Score (out of 500) in Reading, 4th Graders	NCES	2015	206	232	89%	0.00
Average Scale Score (out of 300) in Science, 8th Graders	NCES	2011	129	163	79%	0.00
Average Scale Score (out of 300) in Science, 4th Graders	NCES	2009	127	163	78%	0.00
Writing Proficiency at or above Basic, 8th Graders, % of Students	NCES	2011	65	87	75%	(0.09)
Writing Proficiency at or above Basic, 4th Graders, % of Students	NCES	2002	77	90	86%	0.63
Science Proficiency at or Above Proficient, 4th Graders, % of Students	NCES	2009	11	47	22%	0.00
Reading Proficiency at or Above Proficient, 8th Graders, % of Students	NCES	2015	16	44	36%	0.01
Reading Proficiency at or Above Proficient, 4th Graders, % of Students	NCES	2015	18	46	39%	0.01
Math Proficiency at or Above Proficient, 8th Graders, % of Students	NCES	2015	13	43	30%	(0.02)
Math Proficiency at or Above Proficient, 4th Graders, % of Students	NCES	2015	19	51	37%	0.04
Writing Proficiency at or Above Proficient, 8th Graders, % of Students	NCES	2011	11	34	32%	0.00
Writing Proficiency at or Above Proficient, 4th Graders, % of Students	NCES	2013	17	45	38%	0.00
<b>HIGH SCHOOL 50% OF TOTAL SCORES (0.075)</b>						
Writing Proficiency at or Above Basic, 12th Graders, % of Students	NCES	2011	61	86	71%	0.00
Average Scale Score (out of 300) in Science, 12th Graders	NCES	2010	120	156	77%	0.00
Average Scale Score (out of 500) in U.S. History, 12th Graders	NCES	2010	268	296	91%	0.00
Average Scale Score (out of 500) in Reading, 12th Graders	NCES	2013	268	297	90%	0.00
High School GPAs for Those Taking the SAT	CB	2009	3.0	3.4	88%	0.00
SAT Reasoning Test: Mean Scores	CB	2015	1,277	1,576	81%	(0.00)
<i>Mathematics, Joint</i>	CB	2015	428	534	80%	(0.00)
Mathematics, Male	CB	2015	435	551	79%	0.00
Mathematics, Female	CB	2015	422	518	81%	(0.00)
<i>Critical Reading, Joint</i>	CB	2015	431	529	81%	0.00
Critical Reading, Male	CB	2015	428	532	80%	0.00
Critical Reading, Female	CB	2015	434	526	83%	0.00
<i>Writing, Joint</i>	CB	2015	418	513	81%	0.00
Writing, Male	CB	2015	408	506	81%	0.00
Writing, Female	CB	2015	427	519	82%	0.00
ACT: Average Composite Score	ACT	2014	17	22.3	76%	0.00



<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
<b>ENROLLMENT (0.10)</b>						
School Enrollment: Ages 3–34, % of Population	Census	2014	56	54.4	103%	(0.02)
<i>Preprimary School Enrollment</i>	Census	2014	66.6	67.3	99%	(0.01)
<i>3 and 4 Years Old</i>	Census	2014	57.5	57.6	100%	0.00
<i>5 and 6 Years Old</i>	Census	2014	94.5	93.4	101%	0.00
<i>7 to 13 Years Old</i>	Census	2014	98.2	97.4	101%	0.02
<i>14 and 15 Years Old</i>	Census	2014	98.9	97.8	101%	0.01
<i>16 and 17 Years Old</i>	Census	2014	91.8	93.4	98%	(0.01)
<i>18 and 19 Years Old</i>	Census	2014	65.2	69.3	94%	0.02
<i>20 and 21 Years Old</i>	Census	2014	41.1	56.1	73%	(0.14)
<i>22 to 24 Years Old</i>	Census	2014	24.5	29.9	82%	(0.11)
<i>25 to 29 Years Old</i>	Census	2014	14.6	12.9	113%	(0.16)
<i>30 to 34 Years Old</i>	Census	2014	9.1	6.3	144%	0.12
<i>35 and Over</i>	Census	2014	3.8	1.4	259%	0.67
College Enrollment (Graduate or Undergraduate): Ages 14 and Over, % of Population	Census	2014	9.1	6.7	136%	0.05
<i>14 to 17 Years Old</i>	Census	2014	2.1	1.2	173%	1.12
<i>18 to 19 Years Old</i>	Census	2014	40.7	50.5	81%	0.13
<i>20 to 21 Years Old</i>	Census	2014	38.4	55	70%	(0.12)
<i>22 to 24 Years Old</i>	Census	2014	23.5	29.3	80%	(0.09)
<i>25 to 29 Years Old</i>	Census	2014	13.7	12.7	108%	(0.18)
<i>30 to 34 Years Old</i>	Census	2014	8.7	6.2	140%	0.12
<i>35 Years Old and Over</i>	Census	2014	3.6	1.4	259%	0.76
College Enrollment Rate As a Percent of All 18- to 24-Year-Old High School Completers, %	NCES	2012	36.4	42.1	86%	0.04
Adult Education Participation, % of Adult Population	NCES	2004–2005	46.0	46	100%	0.00
<b>STUDENT STATUS &amp; RISK FACTORS (0.10)</b>						
High School Dropouts: Status Dropouts, % (Not Completed HS and Not Enrolled, Regardless of When Dropped Out)	Census	2012	7.5	4.3	57%	0.00
Children in Poverty, %	Census	2014	43	13.6	32%	0.04
Children in All Families Below Poverty Level, %	Census	2014	37	11.9	32%	0.06
Children in Families Below Poverty Level (Female Householder, No Spouse Present), %	Census	2014	52.7	35.7	68%	0.05
Children With No Parent in The Labor Force, %	AECF	2013	49	25	51%	0.00
Children (Under 18) With a Disability, %	Census	2014	5.0	4.1	82%	0.02
Public School Students (K–12): Repeated Grade, %	NCES	2007	20.9	8.7	42%	0.00
Public School Students (K–12): Suspended, %	NCES	2006	15	4.8	32%	(0.13)
Public School Students (K–12): Expelled, %	NCES	2006	0.5	0.1	30%	0.02
Center-Based Child Care of Preschool Children, %	NCES	2012	65.3	58.5	90%	0.01
Parental Care Only of Preschool Children, %	NCES	2012	15.3	18.5	83%	0.02
Teacher Stability: Remained in Public School, High Vs. Low Minority Schools, %	NCES	2009	83.4	85.6	97%	0.00
Teacher Stability: Remained in Private School, High Vs. Low Minority Schools, %	NCES	2009	77	78.9	98%	0.00

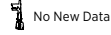
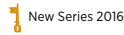
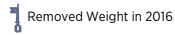
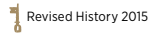


<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
Zero Days Missed in School Year, % of 10th Graders	NCES	2002	28.3	12.1	234%	0.00
3+ Days Late to School, % of 10th Graders	NCES	2002	36.4	44.4	122%	0.00
Never Cut Classes, % of 10th Graders	NCES	2002	68.9	70.3	98%	0.00
Home Literacy Activities (Age 3 to 5)						
<i>Read to 3 or More Times a Week</i>	NCES	2007	78	90.6	86%	0.00
<i>Told a Story at Least Once a Month</i>	NCES	2007	60.9	85	72%	0.00
<i>Taught Words or Numbers Three or More Times a Week</i>	NCES	2007	81.2	88.1	92%	0.00
<i>Visited a Library at Least Once in Last Month</i>	NCES	2007	24.6	40.8	60%	0.00
<b>Education Weighted Index</b>					<b>77.4%</b>	<b>0.014</b>

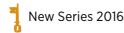
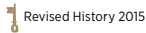
**SOCIAL JUSTICE (10%)****EQUALITY BEFORE THE LAW (0.70)**

Stopped While Driving, %	BJS	2008	8.8	8.4	95%	0.00
<i>Speeding</i>	BJS	2002	50.	57	114%	0.00
<i>Vehicle Defect</i>	BJS	2002	10.3	8.7	84%	0.00
<i>Roadside Check for Drinking Drivers</i>	BJS	2002	1.1	1.3	118%	0.00
<i>Record Check</i>	BJS	2002	17.4	11.3	65%	0.00
<i>Seatbelt Violation</i>	BJS	2002	3.5	4.4	126%	0.00
<i>Illegal Turn/Lane Change</i>	BJS	2002	5.1	4.5	88%	0.00
<i>Stop Sign/Light Violation</i>	BJS	2002	5.9	6.5	110%	0.00
<i>Other</i>	BJS	2002	3.7	4.0	108%	0.00
Mean Incarceration Sentence (In Average Months)	BJS	2006	42	37	88%	0.00
Average Sentence for Incarceration (All Offenses): Male, Months	BJS	2006	45	40	89%	0.00
<i>Average Sentence for Murder: Male, Months</i>	BJS	2006	266	265	100%	0.00
<i>Average Sentence for Sexual Assault</i>	BJS	2006	125	115	92%	0.00
<i>Average Sentence for Robbery</i>	BJS	2006	101	89	88%	0.00
<i>Average Sentence for Aggravated Assault</i>	BJS	2006	48	42	88%	0.00
<i>Average Sentence for Other Violent</i>	BJS	2006	41	43	105%	0.00
<i>Average Sentence for Burglary</i>	BJS	2006	50	41	82%	0.00
<i>Average Sentence for Larceny</i>	BJS	2006	23	24	104%	0.00
<i>Average Sentence for Fraud</i>	BJS	2006	27	27	100%	0.00
<i>Average Sentence for Drug Possession</i>	BJS	2006	25	21	84%	0.00
<i>Average Sentence for Drug Trafficking</i>	BJS	2006	40	39	98%	0.00
<i>Average Sentence for Weapon Offenses</i>	BJS	2006	34	34	100%	0.00
<i>Average Sentence for Other Offenses</i>	BJS	2006	25	26	104%	0.00
Average Sentence for Incarceration (All Offenses): Female, Months	BJS	2006	25	26	104%	0.00
<i>Average Sentence for Murder</i>	BJS	2006	175	225	129%	0.00
<i>Average Sentence for Sexual Assault</i>	BJS	2006	32	72	225%	0.00
<i>Average Sentence for Robbery</i>	BJS	2006	54	61	113%	0.00





<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
<i>Average Sentence for Aggravated Assault</i>	BJS	2006	29	30	103%	0.00
<i>Average Sentence for Other Violent</i>	BJS	2006	17	55	324%	0.00
<i>Average Sentence for Burglary</i>	BJS	2006	34	29	85%	0.00
<i>Average Sentence for Larceny</i>	BJS	2006	19	17	89%	0.00
<i>Average Sentence for Fraud</i>	BJS	2006	23	22	96%	0.00
<i>Average Sentence for Drug Possession</i>	BJS	2006	15	17	113%	0.00
<i>Average Sentence for Drug Trafficking</i>	BJS	2006	27	26	96%	0.00
<i>Average Sentence for Weapon Offenses</i>	BJS	2006	24	24	100%	0.00
<i>Average Sentence for Other Offenses</i>	BJS	2006	20	22	110%	0.00
Convicted Felons Sentenced to Probation, All Offenses, %	BJS	2006	25	29	86%	0.00
<i>Probation Sentence for Murder, %</i>	BJS	2006	3.0	4.0	75%	0.00
<i>Probation Sentence for Sexual Assault, %</i>	BJS	2006	16	16	100%	0.00
<i>Probation Sentence for Robbery, %</i>	BJS	2006	12	15	80%	0.00
<i>Probation Sentence for Burglary, %</i>	BJS	2006	20	25	80%	0.00
<i>Probation Sentence for Fraud, %</i>	BJS	2006	35	35	100%	0.00
<i>Probation Sentence for Drug Offenses, %</i>	BJS	2006	25	34	74%	0.00
<i>Probation Sentence for Weapon Offenses, %</i>	BJS	2006	25	23	109%	0.00
Incarceration Rate: Prisoners Per 100,000	BJS	2014	1,365	256	19%	0.01
<i>Incarceration Rate: Prisoners Per 100,000 People: Male</i>	BJS	2014	2,738	465	17%	0.00
<i>Incarceration Rate: Prisoners Per 100,000 People: Female</i>	BJS	2014	109	53	48%	0.03
Prisoners as a % of Arrests	FBI, BJS	2013	21.2	8.2	39%	0.02
<b>VICTIMIZATION &amp; MENTAL ANGUISH (0..20)</b>						
Homicide Rate Per 100,000	BJS	2011	17.3	2.8	16%	0.00
<i>Homicide Rate Per 100,000: Firearm</i>	NACJD	2013	14.4	1.9	13%	0.00
<i>Homicide Rate Per 100,000: Stabbings</i>	NACJD	2013	1.5	0.5	33%	(0.00)
<i>Homicide Rate Per 100,000: Personal Weapons</i>	NACJD	2013	0.6	0.3	43%	(0.02)
Homicide Rate Per 100,000: Male	CDC	2013	33.1	3.3	10%	0.00
Homicide Rate Per 100,000: Female	CDC	2013	4.9	1.7	35%	0.01
Murder Victims, Rate Per 100,000	USDJ	2014	15.4	2.7	18%	0.00
Hate Crimes Victims, Rate Per 100,000	USDJ	2014	5.1	0.4	7%	0.01
Victims of Violent Crimes, Rate Per 1,000 Persons Age 12 or Older	BJS	2014	23	20	87%	(0.01)
Delinquency Cases, Year of Disposition, Rate Per 100,000	NCJJ	2013	3,675	1,697.3	46	(0.04)
Prisoners Under Sentence of Death, Rate Per 100,000	BJS	2013	4.3	1.0	24%	0.00
High School Students Carrying Weapons on School Property	CDC	2013	3.9	5.7	146%	0.00
High School Students Carrying Weapons Anywhere	CDC	2013	12.5	20.8	166%	0.00
Firearm-Related Death Rates Per 100,000: Males, All Ages	CDC	2014	31.5	17.3	55%	0.55
<i>Ages 1-14</i>	CDC	2014	1.9	1.2	63%	0.63
<i>Ages 15-24</i>	CDC	2014	68.9	15.4	22%	0.22
<i>Ages 25-44</i>	CDC	2014	57.4	19.4	34%	0.34
<i>Ages 25-34</i>	CDC	2014	71.3	19.2	27%	0.27
<i>Ages 35-44</i>	CDC	2014	41	19.7	48%	0.48



<b>2016 EQUALITY INDEX OF BLACK AMERICA</b>	Source	Year	Black	White	Index	Diff. ('16-'15)
<i>Ages 45-64</i>	CDC	2014	16.9	23.4	138%	1.38
<i>Age 65 and Older</i>	CDC	2014	10.9	29.9	274%	2.74
Firearm-Related Death Rates Per 100,000: Females, All Ages	CDC	2014	3.2	3.4	106%	1.06
<i>Ages 15-24</i>	CDC	2014	6.2	2.6	42%	0.42
<i>Ages 25-44</i>	CDC	2014	5.3	4.6	87%	0.87
<i>Ages 45-64</i>	CDC	2014	2.1	5.2	248%	2.48
<i>Age 65 and Older</i>	CDC	2014	1.4	2.9	207%	2.07
<b>Social Justice Weighted Index</b>					<b>60.8%</b>	<b>0.003</b>

<b>CIVIC ENGAGEMENT (10%)</b>						
<b>DEMOCRATIC PROCESS (0.4)</b>						
Registered Voters, % of Citizen Population	Census	2014	63.4	68.1	93%	(0.06)
Actually Voted, % of Citizen Population	Census	2014	39.7	45.8	87%	(0.17)
<b>COMMUNITY PARTICIPATION (0.3)</b>						
Percent of Population Volunteering for Military Reserves, %	Census	2010	0.8	1.0	80%	0.00
Volunteerism, %	BLS	2014	19.7	26.7	74%	0.06
<i>Civic and Political</i>	BLS	2014	3.7	5.5	67%	(0.18)
<i>Educational or Youth Service</i>	BLS	2014	21	25	84%	(0.18)
<i>Environmental or Animal Care</i>	BLS	2014	0.7	2.9	24%	0.07
<i>Hospital or Other Health</i>	BLS	2014	6.2	7.5	83%	0.14
<i>Public Safety</i>	BLS	2014	0.3	1.2	25%	(0.25)
<i>Religious</i>	BLS	2014	44	32.4	136%	(0.03)
<i>Social or Community Service</i>	BLS	2014	15.1	14.4	105%	0.24
Unpaid Volunteering of Young Adults	NCES	2000	40.9	32.2	127%	0.00
<b>COLLECTIVE BARGAINING (0.2)</b>						
Members of Unions, % of Employed	BLS	2015	13.6	10.8	126%	0.02
Represented By Unions, % of Employed	BLS	2015	14.7	12	123%	(0.00)
<b>GOVERNMENTAL EMPLOYMENT (0.1)</b>						
Federal Executive Branch (Nonpostal) Employment, % of Adult Population	OPM	2008	1.2	0.8	145%	0.00
State and Local Government Employment, %	EEOC	2009	4.0	2.5	158%	0.00
<b>Civic Engagement Weighted Index</b>					<b>100.6%</b>	<b>(0.034)</b>

SOURCE	ACRONYM
American Community Survey	ACS
U.S. Bureau of Justice Statistics	BJS
U.S. Bureau of Labor Statistics	BLS
College Board	CB
Centers for Disease Control and Prevention	CDC
U.S. Census Bureau	Census
Current Population Survey — Annual Social and Economic Supplement	CPS ASEC
Employee Benefit Research Institute	EBRI
U.S. Equal Employment Opportunity Commission	EEOC
Economic Policy Institute	EPI
The Education Trust	ET
Home Mortgage Disclosure Act	HMDA
Monitoring the Future	MTF
National Archive of Criminal Justice Data	NACJD
National Center for Education Statistics	NCES
National Center for Juvenile Justice	NCJJ
National Telecommunications and Information Administration	NTIA
Office of Personal Management	OPM
SRI International	SRI
Statistical Abstract of the United States	Stat. Ab.
State of Working America	SWA
U.S. Decennial Census	USDC
U.S. Department of Defense	USDD
U.S. Department of Justice	USDJ

# METRO AREA UNEMPLOYMENT EQUALITY

## BLACK-WHITE

<b>RANKING OF METRO AREAS FROM MOST TO LEAST EQUAL</b>	<i>2016 Rank</i>	<i>Black Rate</i>	<i>White Rate</i>	<i>Black-White Index</i>	<i>2015 Rank</i>	<i>Black</i>	<i>White</i>	<i>Index</i>
Providence-Warwick, RI-MA	1	9.9	6.8	68.7%	1	13.0	8.5	65%
Chattanooga, TN-GA	2	10	6.7	67.0%	51	16.3	6.5	40%
Greensboro-High Point, NC	3	9.5	5.9	62.1%	5	13.1	7.7	59%
Lakeland-Winter Haven, FL	4	13.1	8	61.1%	22	18.1	8.7	48%
Riverside-San Bernardino-Ontario, CA	5	15.9	9.7	61.0%	4	18.3	10.8	59%
San Antonio-New Braunfels, TX	6	8.3	4.9	59.0%	49	11.1	4.5	41%
Oklahoma City, OK	7	8.3	4.9	59.0%	30	9.9	4.6	46%
Augusta-Richmond County, GA-SC	8	13.1	7.7	58.8%	13	16.5	8.7	53%
Little Rock-North Little Rock-Conway, AR	9	9.5	5.2	54.7%	18	11.5	5.8	50%
Las Vegas-Henderson-Paradise, NV	10	15.6	8.3	53.2%	41	21.1	9.6	45%
Baton Rouge, LA	11	8.5	4.5	52.9%	20	11.0	5.3	48%
Greenville-Anderson-Mauldin, SC	12	11.4	6.0	52.6%	9	12.4	6.9	56%
Jacksonville, FL	13	13.4	7.0	52.2%	39	16.4	7.5	46%
Durham-Chapel Hill, NC	14	10.6	5.5	51.9%	35	12.6	5.8	46%
Orlando-Kissimmee-Sanford, FL	15	11.8	6.1	51.7%	6	13.4	7.8	58%
Tampa-St. Petersburg-Clearwater, FL	16	12.0	6.2	51.7%	17	15.0	7.6	51%
Seattle-Tacoma-Bellevue, WA	17	10.0	5.1	51.0%	7	11.7	6.6	56%
Birmingham-Hoover, AL	18	12.6	6.2	49.2%	38	12.9	5.9	46%
Sacramento-Roseville-Arden-Arcade, CA	19	16.3	8	49.1%	23	21.4	10.2	48%
Dallas-Fort Worth-Arlington, TX	20	10.0	4.9	49.0%	34	11.7	5.4	46%
Virginia Beach-Norfolk-Newport News, VA-NC	21	11.3	5.5	48.7%	48	12.7	5.3	42%
Phoenix-Mesa-Scottsdale, AZ	22	12.6	6.1	48.4%	2	10.0	6.4	64%
Portland-Vancouver-Hillsboro, OR-WA	23	13.9	6.7	48.2%	15	15.3	8.0	52%
New York-Newark-Jersey City, NY-NJ-PA	24	12.0	5.7	47.5%	24	14.2	6.7	47%
Miami-Fort Lauderdale-West Palm Beach, FL	25	13.5	6.4	47.4%	27	16.0	7.5	47%
Los Angeles-Long Beach-Anaheim, CA	26	14.4	6.8	47.2%	33	17.3	8.0	46%
Buffalo-Cheektowaga-Niagara Falls, NY	27	11.2	5.2	46.4%	57	17.4	6.3	36%
Denver-Aurora-Lakewood, CO	28	8.4	3.9	46.4%	19	11.3	5.6	50%
Houston-The Woodlands-Sugar Land, TX	29	9.3	4.3	46.2%	52	12.6	5.0	40%
New Haven-Milford, CT	30	15.2	7.0	46.1%	21	15.8	7.6	48%
Columbia, SC	31	11.3	5.2	46.0%	45	15.7	6.7	43%
Boston-Cambridge-Newton, MA-NH	32	11.4	5.2	45.6%	32	13.4	6.2	46%
Charlotte-Concord-Gastonia, NC-SC	33	14.7	6.7	45.6%	43	16.5	7.1	43%
Austin-Round Rock, TX	34	9.0	4.1	45.6%	3	9.2	5.8	63%
San Diego-Carlsbad, CA	35	13.7	6.1	44.5%	11	14.4	7.9	55%

<b>RANKING OF METRO AREAS FROM MOST TO LEAST EQUAL</b>	<i>2016 Rank</i>	<i>Black Rate</i>	<i>White Rate</i>	<i>Black-White Index</i>	<i>2015 Rank</i>	<i>Black</i>	<i>White</i>	<i>Index</i>
Atlanta-Sandy Springs-Roswell, GA	36	12.4	5.5	44.4%	36	14.8	6.8	46%
Louisville/Jefferson County, KY-IN	37	12.2	5.4	44.3%	46	14.6	6.2	42%
Bridgeport-Stamford-Norwalk, CT	38	13.7	6.0	43.8%	29	17.3	8.1	47%
Tulsa, OK	39	9.9	4.3	43.4%	40	11.6	5.3	46%
Nashville-Davidson--Murfreesboro--Franklin, TN	40	11.8	5.1	43.2%	10	10.8	6.0	56%
Albany-Schenectady-Troy, NY *	41	11.8	5.0	42.4%	14	12.8	6.7	52%
Richmond, VA	42	11.5	4.8	41.7%	50	13.2	5.3	40%
Memphis, TN-MS-AR	43	13.4	5.5	41.0%	58	16.2	5.8	36%
Raleigh, NC	44	10.7	4.3	40.2%	31	12.5	5.8	46%
Grand Rapids-Wyoming, MI *	45	13.0	5.2	40.0%	67	20.1	6.3	31%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	46	14.9	5.9	39.6%	28	16.0	7.5	47%
Washington-Arlington-Alexandria, DC-VA-MD-WV	47	10.9	4.3	39.4%	54	11.5	4.5	39%
Omaha-Council Bluffs, NE-IA	48	10.2	4.0	39.2%	16	7.5	3.8	51%
Kansas City, MO-KS	49	11.5	4.5	39.1%	53	12.6	5.0	40%
St. Louis, MO-IL	50	14.5	5.6	38.6%	59	17.2	6.1	35%
Columbus, OH	51	11.4	4.4	38.6%	25	11.5	5.4	47%
Charleston-North Charleston, SC	52	12.0	4.6	38.3%	8	12.4	6.9	56%
Hartford-West Hartford-East Hartford, CT	53	15.2	5.8	38.2%	62	19.4	6.6	34%
New Orleans-Metairie, LA	54	12.6	4.8	38.1%	26	13.0	6.1	47%
Baltimore-Columbia-Towson, MD	55	12.4	4.5	36.3%	42	11.9	5.4	45%
Winston-Salem, NC	56	18.9	6.8	36.0%	37	15.9	7.3	46%
San Francisco-Oakland-Hayward, CA	57	14.2	5.1	35.9%	64	19.0	6.2	33%
Akron, OH	58	16.2	5.8	35.8%	12	15.8	8.5	54%
Detroit-Warren-Dearborn, MI	59	17.9	6.4	35.8%	55	20.3	7.6	37%
Indianapolis-Carmel-Anderson, IN	60	16.0	5.7	35.6%	56	18.0	6.7	37%
Dayton, OH	61	17.1	6.0	35.1%	44	17.5	7.5	43%
Pittsburgh, PA	62	15.6	5.4	34.6%	61	18.0	6.3	35%
Cincinnati, OH-KY-IN	63	15.9	5.4	34.0%	47	15.6	6.6	42%
Jackson, MS	64	11.2	3.7	33.0%	70	14.0	3.9	28%
Chicago-Naperville-Elgin, IL-IN-WI	65	18.6	5.8	31.2%	65	21.4	6.8	32%
Toledo, OH	66	18.0	5.5	30.6%	60	22.6	8.0	35%
Rochester, NY	67	17.7	5.3	29.9%	63	18.8	6.2	33%
Minneapolis-St. Paul-Bloomington, MN-WI	68	12.8	3.7	28.9%	66	14.2	4.5	32%
Cleveland-Elyria, OH	69	20.0	5.4	27.0%	68	20.4	6.0	29%
Milwaukee-Waukesha-West Allis, WI	70	17.3	4.3	24.9%	69	17.6	5.1	29%

Source: Census ACS 2014 1 year estimates (2016 Metro Index) and ACS 2013 1 year estimates (2015 Metro Index); Black is Black or African American alone, not Hispanic

# METRO AREA INCOME EQUALITY

## BLACK-WHITE

<b>RANKING OF METRO AREAS FROM MOST TO LEAST EQUAL</b>	<i>2016 Rank</i>	<i>Black Income, Dollars**</i>	<i>White Income, Dollars**</i>	<i>Black-White Index</i>	<i>2015 Rank</i>	<i>Black</i>	<i>White</i>	<i>Index</i>
Riverside-San Bernardino-Ontario, CA	1	46,438	60,668	76.5%	1	43,482	61,364	71%
Lakeland-Winter Haven, FL	2	33,227	47,208	70.4%	5	30,258	47,273	64%
San Diego-Carlsbad, CA	3	51,457	75,368	68.3%	3	47,286	71,453	66%
Tampa-St. Petersburg-Clearwater, FL	4	34,097	50,287	67.8%	6	32,151	50,792	63%
Phoenix-Mesa-Scottsdale, AZ	5	40,056	60,233	66.5%	9	37,454	59,550	63%
San Antonio-New Braunfels, TX	6	44,325	67,352	65.8%	4	42,930	66,506	65%
Providence-Warwick, RI-MA	7	40,313	61,624	65.4%	26	36,245	61,973	58%
Orlando-Kissimmee-Sanford, FL	8	36,067	55,806	64.6%	15	34,461	55,984	62%
Austin-Round Rock, TX	9	46,410	72,584	63.9%	18	44,249	72,671	61%
Greensboro-High Point, NC	10	32,061	50,770	63.1%	16	32,564	52,948	62%
Sacramento-Roseville-Arden-Arcade, CA	11	41,779	66,178	63.1%	42	34,255	64,569	53%
Columbia, SC	12	36,220	58,350	62.1%	14	36,478	59,114	62%
Las Vegas-Henderson-Paradise, NV	13	35,668	57,510	62.0%	20	34,727	57,510	60%
Winston-Salem, NC	14	30,613	49,506	61.8%	39	27,184	50,260	54%
Atlanta-Sandy Springs-Roswell, GA	15	42,954	69,485	61.8%	17	42,557	69,718	61%
Little Rock-North Little Rock-Conway, AR	16	33,245	54,774	60.7%	36	32,163	57,369	56%
Miami-Fort Lauderdale-West Palm Beach, FL	17	36,840	60,785	60.6%	10	37,473	59,632	63%
Washington-Arlington-Alexandria, DC-VA-MD-WV	18	66,151	109,460	60.4%	21	65,721	110,026	60%
Charlotte-Concord-Gastonia, NC-SC	19	37,559	62,485	60.1%	11	37,230	59,497	63%
Greenville-Anderson-Mauldin, SC	20	29,881	49,941	59.8%	28	29,748	51,139	58%
Hartford-West Hartford-East Hartford, CT	21	45,676	77,690	58.8%	8	48,268	76,710	63%
Durham-Chapel Hill, NC	22	37,891	64,670	58.6%	12	40,066	64,401	62%
Richmond, VA	23	41,811	71,807	58.2%	27	39,785	68,114	58%
Chattanooga, TN-GA	24	29,219	50,187	58.2%	40	28,214	52,730	54%
Nashville-Davidson-Murfreesboro-Franklin, TN	25	34,101	58,600	58.2%	2	38,375	57,601	67%
Virginia Beach-Norfolk-Newport News, VA-NC	26	40,230	69,288	58.1%	13	41,231	66,547	62%
Seattle-Tacoma-Bellevue, WA	27	43,853	75,581	58.0%	29	41,990	72,873	58%
Jacksonville, FL	28	33,894	58,589	57.9%	33	33,252	58,370	57%
Birmingham-Hoover, AL	29	32,576	56,858	57.3%	25	33,553	57,322	59%
Baltimore-Columbia-Towson, MD	30	47,540	83,200	57.1%	22	48,650	81,892	59%
Raleigh, NC	31	42,000	74,401	56.5%	23	43,050	72,632	59%
Dallas-Fort Worth-Arlington, TX	32	40,859	73,595	55.5%	35	40,917	72,584	56%
Columbus, OH	33	34,270	62,109	55.2%	30	34,256	59,541	58%
Portland-Vancouver-Hillsboro, OR-WA	34	34,211	62,840	54.4%	47	33,167	63,497	52%
Indianapolis-Carmel-Anderson, IN	35	31,834	58,949	54.0%	38	32,111	58,555	55%

<b>RANKING OF METRO AREAS FROM MOST TO LEAST EQUAL</b>	2016 Rank	Black Income, Dollars**	White Income, Dollars**	Black-White Index	2015 Rank	Black	White	Index
Baton Rouge, LA	36	35,507	65,765	54.0%	37	36,058	64,940	56%
Houston-The Woodlands-Sugar Land, TX	37	43,362	80,351	54.0%	44	41,334	78,032	53%
Boston-Cambridge-Newton, MA-NH	38	44,408	82,903	53.6%	19	49,117	81,005	61%
New Haven-Milford, CT	39	37,498	70,093	53.5%	46	37,463	71,517	52%
New York-Newark-Jersey City, NY-NJ-PA	40	45,493	85,819	53.0%	45	44,879	84,823	53%
Oklahoma City, OK	41	31,348	59,191	53.0%	7	35,333	56,123	63%
Louisville/Jefferson County, KY-IN	42	29,079	55,408	52.5%	49	29,282	56,371	52%
Denver-Aurora-Lakewood, CO	43	39,272	74,882	52.4%	24	42,177	71,749	59%
Dayton, OH	44	26,784	51,250	52.3%	34	29,441	52,173	56%
Augusta-Richmond County, GA-SC	45	30,368	58,184	52.2%	31	30,919	53,847	57%
Buffalo-Cheektowaga-Niagara Falls, NY	46	28,943	55,758	51.9%	59	26,564	56,537	47%
Los Angeles-Long Beach-Anaheim, CA	47	40,883	78,973	51.8%	43	41,534	78,396	53%
Akron, OH	48	28,130	54,374	51.7%	41	28,629	53,959	53%
Tulsa, OK	49	28,371	55,108	51.5%	51	27,438	53,816	51%
Kansas City, MO-KS	50	32,395	63,513	51.0%	32	35,837	62,794	57%
Jackson, MS	51	33,018	64,780	51.0%	53	29,579	58,885	50%
St. Louis, MO-IL	52	31,751	62,622	50.7%	52	31,725	62,257	51%
Detroit-Warren-Dearborn, MI	53	30,946	61,205	50.6%	55	30,646	61,062	50%
Omaha-Council Bluffs, NE-IA	54	31,383	62,947	49.9%	63	28,170	61,520	46%
Memphis, TN-MS-AR	55	31,523	64,297	49.0%	54	32,468	64,652	50%
Pittsburgh, PA	56	27,218	55,555	49.0%	48	28,151	54,098	52%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	57	36,496	74,615	48.9%	50	37,404	73,093	51%
New Orleans-Metairie, LA	58	30,088	61,729	48.7%	61	28,350	61,053	46%
Charleston-North Charleston, SC	59	32,016	65,962	48.5%	62	30,287	65,610	46%
Bridgeport-Stamford-Norwalk, CT	60	49,931	102,941	48.5%	68	42,800	100,313	43%
Albany-Schenectady-Troy, NY *	61	31,740	65,886	48.2%	69	27,151	64,530	42%
Chicago-Naperville-Elgin, IL-IN-WI	62	35,169	74,759	47.0%	58	34,882	73,087	48%
Rochester, NY	63	25,018	56,474	44.3%	56	28,934	57,982	50%
Toledo, OH	64	22,386	50,792	44.1%	67	22,054	50,141	44%
San Francisco-Oakland-Hayward, CA	65	44,019	100,172	43.9%	70	40,555	96,845	42%
Grand Rapids-Wyoming, MI *	66	25,495	58,196	43.8%	64	25,912	57,024	45%
Cleveland-Elyria, OH	67	25,439	58,394	43.6%	60	27,063	58,043	47%
Cincinnati, OH-KY-IN	68	25,124	60,989	41.2%	57	29,069	59,741	49%
Milwaukee-Waukesha-West Allis, WI	69	25,571	62,602	40.8%	65	27,874	63,046	44%
Minneapolis-St. Paul-Bloomington, MN-WI	70	28,138	74,455	37.8%	66	32,232	73,193	44%

\*\*Median Household Income, 2014 Dollars; NA: Not available

Source: Census ACS 2014 1 year estimates (2016 Metro Index) and ACS 2013 1 year estimates (2015 Metro Index); Black is Black or African American alone, not Hispanic

## WHAT SHOULD I DO NEXT?

Support the work of the National Urban League as we continue to advance policies and programs to empower African American and other urban communities.



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