SAVE OUR CITIES

POWERING THE DIGITAL REVOLUTION

STATE OF BLACK AMERICA® 2018

ABOUT THE NATIONAL URBAN LEAGUE

The National Urban League is a historic civil rights and urban advocacy organization. Driven to secure economic self-reliance, parity, power and civil rights for our nation's marginalized populations, the National Urban League works towards economic empowerment and the elevation of the standard of living in historically underserved urban communities.

Founded in 1910, and headquartered in New York City, the National Urban League has improved the lives of more than two million people annually through direct service programs that are run by local affiliates in 36 states and the District of Columbia. The National Urban League also conducts public policy research and advocacy work from its Washington, D.C. bureau.

The National Urban League is a BBB-accredited organization and has earned a 4-star rating from Charity Navigator, placing it in the top 10 percent of all U.S. charities for adhering to good governance, fiscal responsibility and other best practices.

*Visit **www.stateofblackamerica.org** to access all things 2018 State of Black America! Find complete articles, entire data sets + expert analysis, digital influencer surveys and more*

CONTENTS

ABOUT THE STATE OF BLACK AMERICA®

The *State of Black America*®, the National Urban League's seminal annual publication, now in its 42nd edition, has become one of the most highly-anticipated benchmarks and sources for thought leadership around racial equality in America across economics, employment, education, health, housing, criminal justice and civic participation. Each edition of the *State of Black America* contains thoughtful commentary and insightful analysis from leading figures and thought leaders in politics, the corporate arena, the nonprofit sector, academia and popular culture.

The *State of Black America* includes the National Equality Index™, a quantitative tool for tracking racial equality in America. This year's report includes the 14th edition of the Black–White Equality Index and the ninth edition of the Hispanic–White Equality Index.

In a nod to our 21st century reality, the theme of this year's report is *Save our Cities: Powering the Digital Revolution*. New to this year's edition is the Digital Inclusion Index which benchmarks and measures the inclusion of African Americans in the digital economy. The index is built on three pillars of the digital economy: digital skills and occupations, including the percentage of STEM degrees conferred by race; digital access, including the prevalence of technology incubators targeted for minority startups; and digital policy, including smart city projects.

The National Urban League has stood at the forefront of every significant movement, societal shift and industrial revolution that have impacted our mission-driven pursuit of liberty, justice and economic empowerment for all. Today, we stand on the digital horizon poised to secure and safeguard access to the promised benefits and opportunities of emerging technology for our nation's historically underserved urban communities.

We also shine a well-deserved spotlight on the innovative, tech-oriented programming offered by the National Urban League's nationwide network of affiliates. Some are retraining the workforce for the new collar jobs of the future. Some are introducing seniors to technology and middle school students to STEM/STEAM. Some are harnessing the power of social media to highlight initiatives and podcasts to deliver unfiltered messages and new voices on critical issues. But all National Urban League affiliates understand the power of emerging technology, adopting it to serve the present and prospective needs of their constituents.

To access all that the *State of Black America* has to offer, including complete author essays that will also feature contributions from sister civil rights organizations; entire data sets and expert analysis of the 2018 National Equality Index and Digital Inclusion Index; a ready-for-download version of the report's executive summary; and—new feature alert—surveys completed by your favorite digital influencer on the state of tech, join us at *www.stateofblackamerica.org.*

UNDERSTANDING THE 2018 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 gives us a way to document progress toward this mission for Black and Hispanic Americans relative to whites.

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.

THE 2018 EQUALITY INDEX OF BLACK AMERICA IS 72.5%. WHAT DOES THAT MEAN?

That means that rather than having a whole pie (100%), which would mean full equality with whites in 2018, African Americans are missing about 28% of the pie (Figure 1A). Similarly, a Hispanic Index of 79.3% indicates that about 21% of the pie is missing for Hispanics (Figure 1B).

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 category, we use nationally representative statistics to calculate a sub-index that captures how well African Americans and Hispanics are doing relative to whites. Each category is weighted, based on the importance that we give to each. The weighted average of all five categories is then calculated to get the total Equality Index.

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 58.2% for the economics category for African Americans in 2018 means that African Americans are missing close to half of the economics mini-pie. Figure 1A and Figure 1B summarize the total 2018 Equality Index and the index in each category for African Americans and Hispanics.

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

Yes. The National Urban League has published the Equality Index of Black America and all the variables used to calculate it annually since 2005. The Hispanic Equality Index goes back to 2010 (Figure 2B). The Black Equality Indices for 2005 (the first year) and 2018 (the current year) are shown in Figure 2A.

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 it happens, making the index an important tool for driving the 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, whites and Hispanics. 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 (not included this year, but available for prior years).

○○○

KEY / WEIGHTED INDEX CATEGORIES

★ Equality Index   ● Economics **30%**   ● Health **25%**   ● Education **25%**   ● Social Justice **10%**   ● Civic Engagement **10%**

FIGURE 1A. BLACK–WHITE EQUALITY INDEX BY CATEGORY

Economics **58.2%**
Health **79.3%**
Education **78.5%**
Social Justice **55.9%**
Civic Engagement **99.7%**

72.5% BLACK
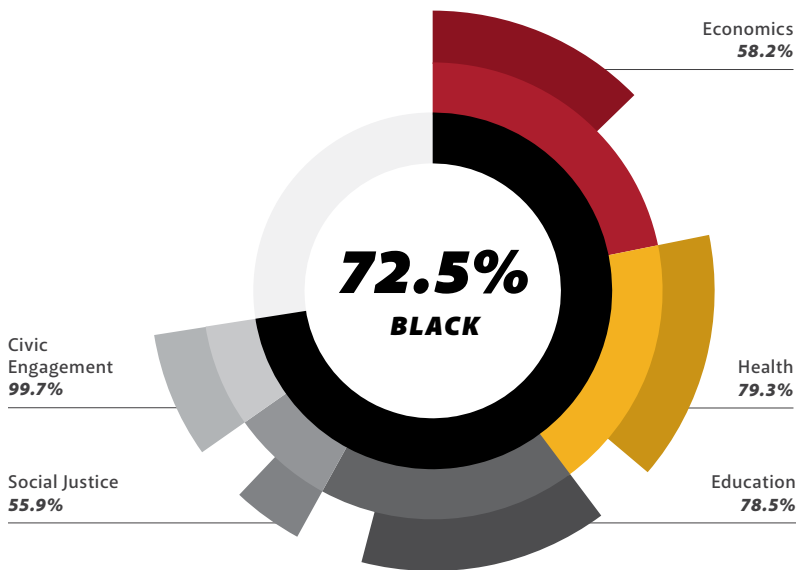
FIGURE 2A. BLACK–WHITE EQUALITY INDEX COMPARISON / 2005 VS 2018

'05 **72.9%** / '18 **72.5%**
'05 **56.8%** / '18 **58.2%**
'05 **76.2%** / '18 **79.3%**
'05 **77.2%** / '18 **78.5%**
'05 **67.5%** / '18 **55.9%**
'05 **108.1%** / '18 **99.7%**

PERCENT (%) YEAR 0 ... 100
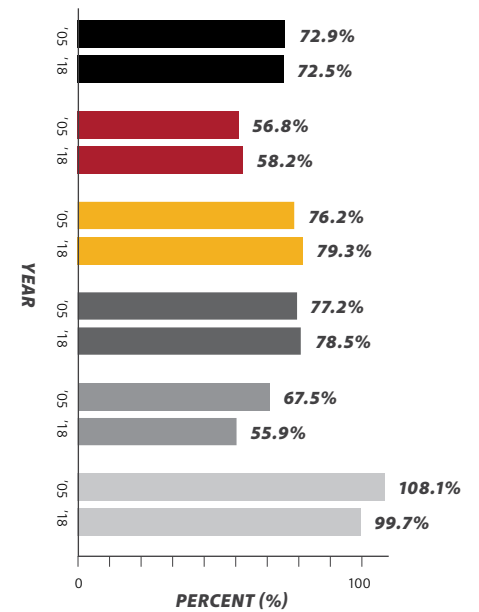
FIGURE 1B. HISPANIC–WHITE EQUALITY INDEX BY CATEGORY

Economics **64.9%**
Health **108.6%**
Education **76.4%**
Social Justice **64.5%**
Civic Engagement **70.9%**
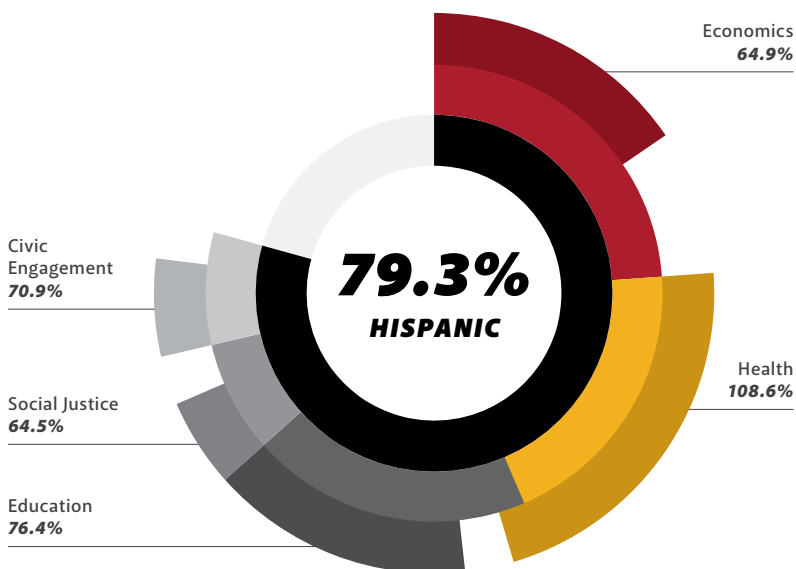
79.3% HISPANIC

FIGURE 2B. HISPANIC–WHITE EQUALITY INDEX COMPARISON / 2010 VS 2018

'10 **76.8%** / '18 **79.3%**
'10 **60.9%** / '18 **64.9%**
'10 **104.9%** / '18 **108.6%**
'10 **75.2%** / '18 **76.4%**
'10 **63.4%** / '18 **64.5%**
'10 **71.7%** / '18 **70.9%**

PERCENT (%) YEAR 0 ... 100
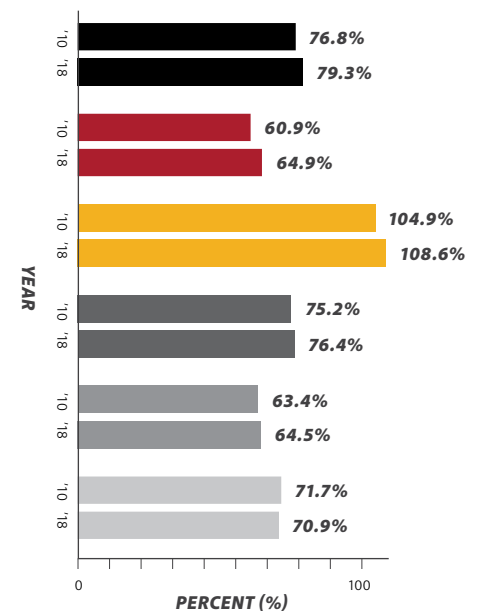
|||||| FROM THE PRESIDENT'S DESK

BY MARC H. MORIAL, PRESIDENT & CEO, NATIONAL URBAN LEAGUE

The first State of Black America®, published in 1976, was painstakingly typed on typewriters. There were no easy fixes for mistakes. Today's backspace or delete key options were yesteryear's liquid white out or white out ribbon.

The same year that the National Urban League began tracking racial equality in America, Steve Jobs and Steve Wozniak founded Apple computers. Over the ensuing four decades, publishing the *State of Black America* has become remarkably easier and efficient, thanks to today's advances in technology—but the goal of racial equality in America can often feel as far-fetched a reality as the dream of pocket-sized, portable phones in 1976.

Despite the undeniable—yet slow—gains of African Americans and Hispanics, a significant portion of the equality pie is missing. Income disparities remain a distressing hallmark of our economy with African Americans and Hispanics earning a median household income of $38,555 and $46,882, respectively, compared to a white median household income of $63,155. People of color are persistently under or unemployed. Nationally, African Americans have the highest unemployment rate at 7.5 percent, followed by Hispanics at 5.1 percent.

The work we do today to narrow our nation's long existing racial gaps in income, wealth and educational attainment will be powered and profoundly shaped by the global 21st century digital revolution; success will be determined by our access to and strategic use of emerging technologies.

Historically, while great industrial breakthroughs have profited our nation, African Americans have often been exploited, rather than elevated by these advancements. Blacks could not participate in the farming revolution at its start because they were enslaved. During Reconstruction (roughly from 1865–1877), free Blacks struggled to keep the property they owned and were largely unable to afford farming's new and expensive tools. While white farmers increased crop yields and cultivated their wealth, Blacks were relegated to the sidelines, watching as opportunities for economic self-reliance and generational wealth building passed them by.

The industrial revolution, highlighted by the rapid development of railroads, steel mills and advanced manufacturing, would be the next great era. Despite the period's economic opportunity, African Americans—once again—found themselves on the outside looking in. As the Great Migration relocated Blacks from the rural South to the North's bustling cities with no housing, access to jobs and little more than the clothes on their backs, the National Urban League and its mission of economic empowerment was born.

Struggling to establish their place in the burgeoning economy, Black migrants encountered the exclusionary effect of racial segregation laws and codes in the North. To make matters worse, as the growing Black community began to establish a toehold into America's robust industrial economy, manufacturers abandoned the cities for suburbs and shed jobs through automation, initiating the shift to today's digital revolution.

Fortunately, this third revolution is still in its youth—and ripe with potential for Black Americans. While it has positioned itself such that the barriers of entry are few and low, the findings of the National Urban League's 2018 Digital Inclusion Index are unambiguous: we *must* separate the signal from the noise.

The great promise of the digital age to right the historical wrongs visited on African Americans during previous industrial eras will be an empty one until our private, government and corporate sectors focus on minority ownership, workforce hiring, management positions, and increased racial and gender representation in c-suites and on boards of directors. We are doomed to repeat history if we throttle the bandwidth to key drivers of economic opportunity and mobility.

African Americans have proven to be eager, early adopters of technology, leading influencers and content creators in social media—as evidenced by the power of "Black Twitter." Yet, nearly one-third of low-income families with school-aged children have no access to broadband at home. Lacking this vital tool, many students are left with few realistic options to access the internet, leaving them digitally undeveloped and vulnerable to low earning outcomes.

While Blacks and Hispanics are avid consumers of digital technology, they are grossly underrepresented in the digital workforce.

Young, Black entrepreneurs tap into technology to solve everyday challenges—and become wealthy in the process. But the latest Equal Employment Opportunity reports filed by Google, Facebook and Twitter showed that out of a combined workforce of 41,000 employees, only 758, or 1.8 percent were Black. C-suite executives of tech firms publicly espouse the gospel of racial and gender diversity and inclusion, but these spaces do not reflect our nation's demographic diversity. Only increased representation from top to bottom will drive corporate change that prioritizes equity.

Our findings show that in the majority of tech companies, fewer than five percent of the workforce is African American, while at least half of the workforce is white. The tech sector is a fast growing one in which people with high school degrees are averaging annual salaries in excess of $80,000. This represents an opportunity for advancing the workforce participation of women and people of color and reducing the income inequality gap.

Digital technology is changing the way we interact, seek and receive services, obtain information, fall in love, complete homework and apply for work. In the midst of this change,

the National Urban League continues to push for jobs, promote entrepreneurship and advocate for justice and equality on behalf of still marginalized communities.

The National Urban League has entered into memorandums of understanding (MOUs) with telecommunications giants Charter Communications and Comcast and NBC Universal, ensuring that both would expand diversity and inclusion initiatives in their workforce, corporate governance and programming, among other areas. We are a member of the Federal Communications Commission (FCC) Advisory Committee on Diversity and Digital Employment and have entered into a contract with the Department of Labor to develop apprenticeships in the wireless infrastructure industry.

Historically, while great industrial breakthroughs have profited our nation, African Americans have often been exploited, rather than elevated by these advancements.

We are taking our calls to action to the world wide web, streaming our priorities with *For The Movement*, a weekly podcast that discusses policy, civil rights and social issues relevant to African Americans and communities of color. And our growing affiliate network is plugged in, providing constituents with tech-oriented programming, workforce training and business incubation.

This ain't your grandparents' industrial-revolution-era civil rights organization.

The stakes are high. If we do not strategically leverage this moment for the broader goals of justice, equity and economic opportunity for all, new technology will widen the cavernous opportunity gap still faced by African Americans and communities of color.

Without full, equitable inclusion into the digital economy, communities of color will continue to be forced to the fringes of every marker of well-being. Therefore, the National Urban League stands on the digital horizon, poised to secure the promise of the digital future.

And there is no app for that.

Justice that upends longstanding, structural inequities requires movements, strategy and steadfastness. There is no hardware to purchase, software to download or social media platform that can bend the arc of history towards that long awaited goal.

NATIONAL URBAN LEAGUE 2018 EQUALITY INDEX™

OVERVIEW

BY VALERIE RAWLSTON WILSON, PH.D.

This year marks the 50th anniversary of several milestones in the long pursuit of racial equality in America. Fifty years ago, in April of 1968, Martin Luther King Jr. was assassinated while in Memphis to support the city's striking sanitation workers. Given Dr. King's prominence as a leader in the civil rights movement, to many, his assassination felt like a direct attack against Black America, leading to an outbreak of riots in cities across the country.

That same year, the Civil Rights Act of 1968, outlawing housing discrimination, was signed into law and the National Advisory Commission on Civil Disorders, better known as the Kerner Commission, delivered a bold and profound report to President Lyndon B. Johnson. After spending several months gathering data and directly witnessing conditions in urban America, the report concluded that "white racism" was to blame for the "pervasive discrimination in employment, education and housing." These conditions, together with widespread mistreatment and abuse of Black citizens at the hands of the police, were cited as causes of poverty and civil unrest in segregated Black communities.

While a lot has changed for African Americans and other people of color in this country since 1968, many things have not. Even after the historic two-term election of the first African-American president of the United States, full racial equality remains a distant goal. Further, progress toward this goal must currently be pursued under the national leadership of a president whose rhetoric and actions have done more to fan the flames of racism and divisiveness rather than inspire greater equality.

As the National Urban League continues to press the case for closing the divide in economic opportunity, education, health, social justice and civic engagement, the 2018 National Urban League Equality Index is the 14th edition of this critical quantitative tool for tracking Black–white racial equality in America and the ninth edition of the Hispanic–White Index. In addition to these national indices for America's largest racial and ethnic groups, this year's Equality Index also includes a Digital Inclusion Index that measures how African Americans are faring in the digital economy.

○○○

BLACK–WHITE INDEX

OVERVIEW

72.5%
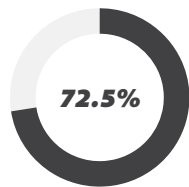
The 2018 Equality Index of Black America stands at 72.5 percent, unchanged from the revised 2017 index.

Revisions to the previous year's index are done for greater comparability across years and reflect data points that have been corrected, removed from the current year's index or re-weighted so that less emphasis is placed on older data. Though there was very little change in each of the five categories included in the Equality Index (all changes were less than 1 percentage point), there were small increases, indicating greater equality, in the areas of economics (from 57.8 percent to 58.2 percent) and education (from 78.2 percent to 78.5 percent), but small decreases, moving toward less equality, in the areas of civic engagement (from 100.6 percent to 99.7 percent) and health (from 80 percent to 79.3 percent). The social justice index was unchanged at 55.9 percent.

The largest single factor driving the increase in the Black–white economics index was an improvement in the median household income gap between Blacks and whites—up to 61 percent this year from 60 percent last year. Although this is a relatively small change, it has a significant impact because income is weighted more heavily in the average economic index. *Other improvements included greater equality in teen labor force participation—now with an index of 82 percent, up from 78 percent last year*—and continued progress in narrowing the digital divide. The index for the share of households with an internet connection increased to 88 percent (from 83 percent), and the index for the share of adult users with broadband access increased to 89 percent (from 83 percent).

The increase in the Black–white education index included mixed results on college degree attainment trends and SAT scores, with clear improvements in high school completion and college enrollment. *While there was greater equality in graduation rates from two-year institutions (an index of 73 percent, up from 69 percent) and among NCAA Division I college freshmen graduating within six years (an index of 85 percent, up from 79 percent), because African-American students still complete two- and four-year degrees at lower rates than white students, there was actually less equality in the percentage of young adults with associate's and bachelor's degrees.* Also, while the mean SAT scores of Black and white students are more similar this year than in last year's Equality Index, the mean scores for both groups are down.

For the second consecutive year, the Black–white education index received a positive boost from a decline in high school dropout rates among African-American students and an increase in teenage college enrollment. After the share of African-American 14 to 17 year-olds enrolled in college was cut in half over the previous two years, it ticked up slightly to 1.2 percent this year (from 1.0 percent last year) and actually surpassed the share of white 14 to 17 year-olds enrolled in college, which was just 0.9 percent this year (down from 1.2 percent last year).

The increase in the Black–white health index reflects greater equality of outcomes for Blacks and whites as it relates to death rates, but with the unfortunate caveat that this greater equality comes at the expense of higher death rates for both groups. The age-adjusted death rate (from all causes) for African Americans is up to 876.1 (from 870.7) per 100,000 people, and the rate for whites is up to 753.2 (from 742.8) per 100,000 people. An important improvement in the health index included greater equality in the share of people between the ages of 18 and 64 and in poverty without a usual source of health insurance. The rate is down to 12.7 percent (from 20.2 percent) for African Americans, while the rate among whites fell to 13.6 percent (from 19.6 percent).

On the other hand, there are measures of the Black–white health index that indicate less equality, in spite of positive progress for both groups. *For example, although the percent of children without a health care visit in the past 12 months was the same for Blacks and whites last year and declined for both groups this year, the fact that this number fell faster for whites resulted in a sharp decline in the related index (down to 74 percent from 100 percent).*

The decline in the Black–white civic engagement index involved less equality in collective bargaining and public sector employment. These lower index values were driven by relatively small absolute changes for both groups; however, African Americans retained the advantage, being more likely to be a member of a union or represented by a union (index of 119 percent for both measures), and more likely to be a government employee (index of 149 percent for federal employment and 164 percent for state or local employment).

○○○
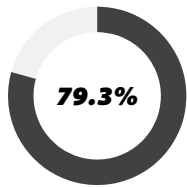
2018 MEDIAN HOUSEHOLD INCOME

$38,555
BLACK HOUSEHOLDS

$63,155
WHITE HOUSEHOLDS

Index of 61% (+1.5% from 2017)

HISPANIC–WHITE INDEX

OVERVIEW

79.3%

The 2018 Equality Index of Hispanic America stands at 79.3 percent compared to a revised 2017 index of 78.5 percent.

The increase in the Hispanic–White Index resulted from a major improvement in the civic engagement index (from 67.3 percent to 70.9 percent) and smaller gains in the education (from 75.3 percent to 76.4 percent) and economics indexes (from 63.8 percent to 64.9 percent). There were losses in the social justice (from 65.9 percent to 64.5 percent) and health (from 108.8 percent to 108.6 percent) indexes.

The large increase in the Hispanic–white civic engagement index was the result of dramatically increased Hispanic voter participation in 2016. *While Hispanics were still less likely to vote than whites and African Americans, in 2016, 47.6 percent of Hispanic citizens voted.* This was nearly twice the 27 percent of Hispanics who voted in 2014. The share of white citizens who voted in 2016 increased to 65.3 percent (from 45.8 percent in 2014).

Similar to the Black–white education index, the rise in the Hispanic–white education index can be traced to trends in college degree attainment and college enrollment. *Nearly equal percentages of NCAA Division I Hispanic and white college freshmen graduate within six years, as indicated by an index of 95 percent (up from 90 percent).* Hispanics also continue to gain ground on educational attainment as the share of the adult population (age 25 or older) with a high school diploma (index of 73 percent, up from 71 percent) or bachelor's degree (index of 44 percent, up from 43 percent) rises; however, significant gaps relative to whites remain in these areas. With regard to college enrollment, a greater share of 14 to 17 year-old Hispanic youth than white youth were enrolled in college—2.2 percent and 0.9 percent, respectively—increasing the index for this measure to 245 percent from 96 percent last year.

The increase in the economics index came from equality gains in men's median earnings and poverty rates. *The index for men's median earnings increased to 62 percent (from 59 percent), while the poverty rate index increased to 48 percent (from 46 percent).*

The decline in the Hispanic–white social justice index was related to less equality in the incarceration rate and prisoners as a percentage of arrests. *While the incarceration rates for both Hispanics and whites declined this year, the rate fell faster for whites, resulting in a lower index of 38 percent (down from 40 percent).* By contrast, the index for prisoners as a percentage of arrests declined to 27 percent (from 33 percent) due to an increased rate for Hispanics and a decreased rate for whites.

○○○

2018 HOMEOWNERSHIP RATE

46%

OF HISPANIC AMERICANS ARE HOMEOWNERS

WHILE 71.9% OF WHITE AMERICANS ARE HOMEOWNERS

Index of 64% (+0.6% from 2017)

DIGITAL INCLUSION INDEX

OVERVIEW

Computers, smart phones and tablets have become such a routine part of everyday life that few of us can imagine getting through a day without them. According to the 2018 National Urban League Equality Index™, there is a computer in nearly every American household—93.6 percent of white homes and 89.3 percent of African-American homes.

However, the concept of digital inclusion goes beyond whether every home has a computer and internet access. Rather, the more relevant question is: "Are the new job, business and educational opportunities created by increased digitization of our world being equally shared?"

To answer this question, the 2018 *State of Black America* includes a stand-alone Digital Inclusion Index that is calculated using the same methodology for the Equality Index. Total or overall digital equality is measured across three basic areas: digital skills and occupations (35% of total), digital access (35% of total), and digital policy (30% of total).

Based on these markers, the total 2018 Digital Inclusion Index is 74.1 percent, but the range of indicators used to calculate the index includes both areas where African Americans exceed whites (an index value over 100) as well as those characterized by stark inequality (an index value between 0 and 50). The companion table includes the full set of data points gathered to compile the Digital Inclusion Index. The following are a few key indicators with below or above average equality relative to the overall Digital Inclusion Index of 74.1 percent.

Areas of Below Average Digital Equality

The percentage of Blacks and whites with STEM degrees and certificates or employed in the tech industry are areas where there is less equality than measured by the overall Digital Inclusion Index. The Bureau of Labor Statistics collectively defines the tech industry as any industry in which at least 14.5 percent of jobs are in STEM occupations. STEM workers include various types of engineers, IT workers, scientists, postsecondary teachers and managers of these employees. Only 8.2 percent of all degrees conferred to Blacks in 2015–2016 were in STEM fields and just 5.7 percent of total Black employment in 2017 was in the tech industry. By contrast, 12.8 percent of degrees and certificates conferred to whites were in STEM, and 8.5 percent of white workers were employed in the tech industry.

Racial diversity in social media and technology companies is an area where the equality gap is starkly wider. As reported in the Digital Inclusion Index, in the vast majority of companies, fewer than five percent of the workforce is African American. By contrast, at least half of the workforce in these companies is white.

In higher education, historically Black college and universities (HBCUs) receive fewer research and development (R&D) dollars per student and spend less on R&D per student compared to other universities. While one might expect total R&D dollars to be lower at HBCUs than non-HBCUs based on the fact that on average HBCUs are smaller schools, the wide gap in per student dollars is troubling. The average HBCU receives just 10.2 percent of the federal per student R&D funds that go to non-HBCUs and spends just 7.9 percent of what the average non-HBCU spends on R&D per student.
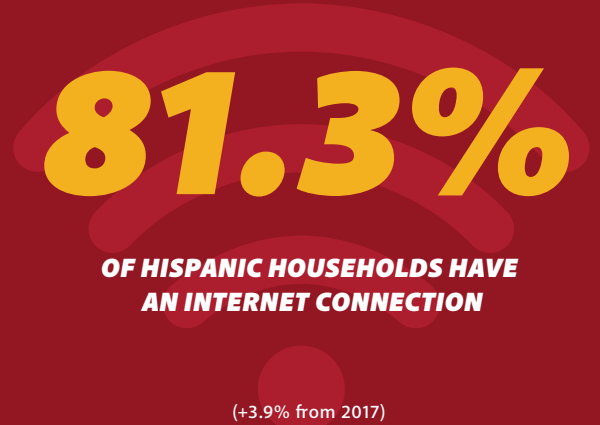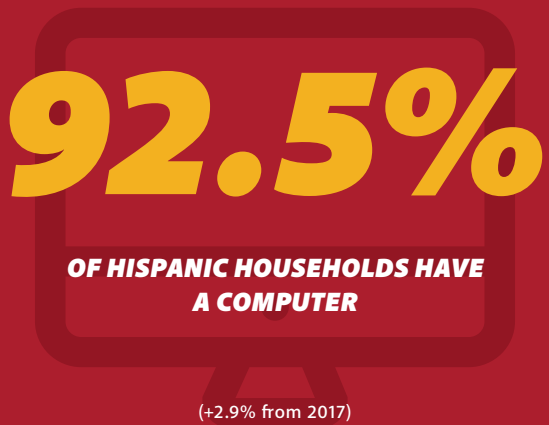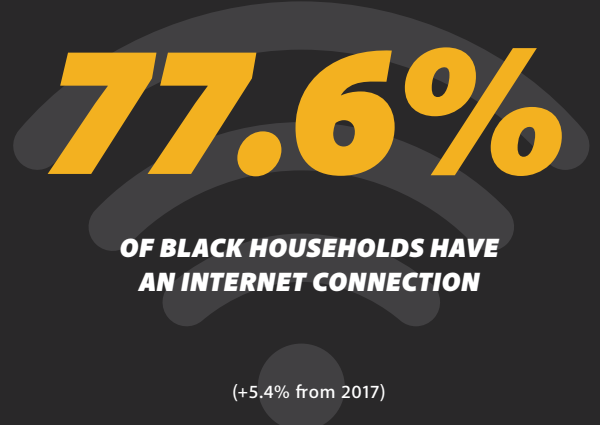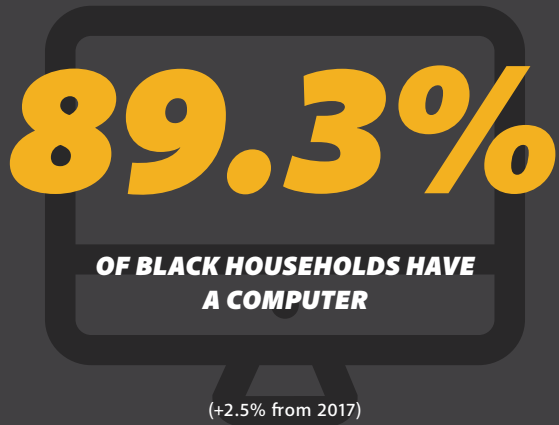
Areas of Above Average Digital Equality

Although African Americans are less likely than whites to receive STEM degrees in general, one particular kind of STEM degree is actually more common among African Americans than whites. In 2015–2016, 2.8 percent of African Americans and 2.6 percent of whites earned degrees in computer and data science.

While African Americans with doctoral degrees in science and engineering don't have the same outcomes as their white counterparts, they are closer to parity than the average worker. For example, the median salary of full-time employed African-American doctoral scientists and engineers in computer/information science occupations is 92.8 percent that of whites. They are also nearly as likely to be employed as associate professors—2.6 percent of Blacks and 2.8 percent of whites (index of 95.1 percent). However, larger gaps exist at the full professor (index of 79.8 percent) and assistant professor (index of 64.5 percent) levels. Since research is essential to career success at this level, the ability to secure funding is critical. 24.6 percent of African-American doctoral scientists and engineers receive federal support, compared to 28.8 percent of whites.

Finally, based on the geography of the country's technological infrastructures, cities where over half the residents are African American are more likely than cities where a majority of residents are white to have lower monthly costs of high speed broadband, better mobile speeds and reliability (as measured by the percentage of dropped calls) and Smart City projects. Examples of majority Black cities include New Orleans, LA, Montgomery, AL and Savannah, GA. Examples of majority white cities include Scottsdale, AZ, Saline, MI and Fort Collins, CO. It is important to note that majority Black or majority white cities may not be representative of where most of the population lives; therefore, national access could be very different than indicated by these measures. Further, given the segregated nature of most American cities, the presence of these various forms of technological infrastructure in a city does not necessarily guarantee equal access to them.

○○○

89.3%

**OF BLACK HOUSEHOLDS HAVE
A COMPUTER**

(+2.5% from 2017)

77.6%

**OF BLACK HOUSEHOLDS HAVE
AN INTERNET CONNECTION**

(+5.4% from 2017)

92.5%

**OF HISPANIC HOUSEHOLDS HAVE
A COMPUTER**

(+2.9% from 2017)

81.3%

**OF HISPANIC HOUSEHOLDS HAVE
AN INTERNET CONNECTION**

(+3.9% from 2017)

CONTRIBUTORS & ARTICLE EXCERPTS

JOBS

"This year's State of Black America® highlights the unique opportunity to marry new tech advancements seen in corporate America with the innovative solutions that are required to overcome the challenges of economic and social inequality in our cities."

Embracing and Engaging the Possibilities of the Digital Revolution

By Michael Neidorff, *Chairman, President & CEO, Centene Corporation; Board Chair, National Urban League*

"Automation without strategic intervention will increase the skills gap, the wage gap, and increase economic inequality."

Race, Automation, and the Future of Work in America

By Kristen E. Broady, Ph.D., *Vice Provost for Graduate Studies & Academic Specialization & Full Professor of Business Administration, Kentucky State University*

"Advanced communications networks are rapidly emerging as the foundation upon which more intelligent urban environments will be built. The potential for these systems is enormous."

Smart Cities, Inclusive Growth: Harnessing the Enormous Economic Promise of Next Generation Networks

By Don Cravins, Jr., *Senior Vice President for Policy & Executive Director, National Urban League Washington Bureau*

JOBS *(CONTINUED)*

"Women of color, specifically Black and Latinx women, are the fastest growing group of entrepreneurs in the United States, creating over 80% of the new women-led small businesses since 2007 (AMEX, 2016). Yet, there are only 88 U.S.-based Black women-led tech startups (#ProjectDiane, 2016)."

The Future is Female, Black, and Brown (and We Have the Data to Prove It)

By Kathryn Finney, *Founder & Managing Director, didtechnology/digitalundivided*

"In order to prepare a diverse population of future workers, we aim to ignite an interest in STEM careers through experiential-learning and career exploration."

STEMming the Shortage and Meeting the Demand for STEM Professionals

By Patrick Franklin, *President & CEO, Urban League of Palm Beach County, Inc.*

"In today's economy, the information technology sector offers the best long-term growth and wealth building opportunity."

Minding the Gap: Connecting Diversity with Diverse IT

By Nancy Flake Johnson, *President & CEO, Urban League of Greater Atlanta*

"The digital revolution hasn't reached its full potential because too many of our best and brightest aren't included."

Could Techquity Power a Greater Digital Revolution?

By Congresswoman Robin Kelly, *Illinois–2nd Congressional District*

"Black America's collective response to emerging technology will determine whether it is an opportunity—or an existential threat."

Changing the Narrative: Technology Innovators Versus Technology Consumers

By George H. Lambert, Jr., *President & CEO, Greater Washington Urban League, Inc.*

"Historically, access to robust technological tools, programs and training has been an issue for minority businesses, resulting in less profits and limited growth."

Cashing in on Technological Investments: Growing A Business with the Contractor's Resource Center

By Erika McConduit, Esq., *President & CEO, Urban League of Louisiana*

"STEM is no longer an option; it is an imperative for historically disadvantaged communities to acquire skills that will allow them to become productive members of society."

EXPOsing Our Youth to the Jobs of the Future

By James T. McLawhorn, Jr., *President & CEO, Columbia Urban League, Inc.*

"Tech companies don't seek "one-size-fits-all" solutions when building their products, so why are they being less thoughtful when it comes to integrating their workforces?"

Racial Equity Is Not an Add-On: Getting Diversity Right for Our Communities and Our Economy

By Karla Monterroso, *Acting CEO, Code2040*

By Allison Jones, *Director of Marketing & Communications, Code2040*

JOBS *(CONTINUED)*

"As the infrastructures for new technologies are being developed, we must leverage our political capital to ensure that racial equity is baked into the design and is not simply an afterthought."

Black to the Future: Will Robots Increase Racial Inequality?

By Spencer Overton, *President, The Joint Center for Political and Economic Studies*

"If low-income mothers who are timing out of welfare-to-work programs are not included in tech-focused job training opportunities, they are likely to remain part of our nation's permanent underclass."

From Welfare to the Workforce: Training Low-Income Mothers for 21st Century Success

By Valarie Shultz-Wilson, *President & CEO, Urban League of Southern Connecticut, Inc.*

"Given the global adoption of technology, African Americans, especially those experiencing the additive effects of other demographics, run the risk of digital exclusion where the costs of not being online further perpetuate discrimination and inequality."

Black and Digitally Invisible: The New Divide

By Dr. Nicol Turner-Lee, *Center for Technology Innovation Fellow, Brookings Institution*

"In our never-ending quest to "secure the bag," many of us may have contemplated owning the popular, media darling Bitcoin. But rather than collect these (bit)coins, it would better serve communities of color to own the technology that powers Bitcoin and all other cryptocurrencies."

The ABCs of Black Wealth: Ambition, Black Entrepreneurship, and Cryptocurrencies

By Nnena Ukuku, *Partner, Venture Gained; Owner, Simplicity@Legal; Founder, Black Founders Start Up Community*

"With the tech industry historically lacking in inclusive opportunities for communities of color, corporate programs supporting employees from diverse backgrounds are essential to helping create not only a stronger workforce, but potentially greater profits."

Diversity, Inclusion and Growth Define the Future of the Tech Sector

By Martin Whittaker, *CEO, JUST Capital*

By Hernando Cortina, *Director of Indexes & Analytics, JUST Capital*

"Boston businesses must take proactive steps to increase diversity in tech through educational programs like MSIMBO and fair hiring practices."

Cracking Tech's Diversity Code

By Darnell L. Williams, *President & CEO, Urban League of Eastern Massachusetts*

EDUCATION

"DC/PR STEAM is evidence that where there is a will, and appropriate social and academic support services, the road to success is only steps away."

Making the Grade: STEAM Prepares Students for Success

By Esther L. Bush, *President & CEO, Urban League of Greater Pittsburgh*

"Recognizing that STEM careers can lead to economic self-sufficiency, the Urban League of Rochester offers programs to increase students' interest in and preparedness for STEM-related careers."

STEM Education Offers A Path Out of Poverty

By William G. Clark, *President & CEO, Urban League of Rochester, NY, Inc.*

"The program matches 12 neighborhood-based high schools, typically among the lowest performing, with local companies as a tangible way to connect students to careers, mentors, and in the case of Deonte—the tech industry."

Each One Teach One: Gearing Up Our Youth for the Future

By Andrea L. Custis, *President & CEO, Urban League of Philadelphia*

"The jobs of today face almost certain extinction; therefore, access to employment opportunities in the tech sector is the civil rights and economic justice issue of our time."

Preparing Newark's Kids for the Digital Future

By Vivian Cox Fraser, *President & CEO, Urban League of Essex County*

"A tech industry deficient in diversity hurts the earning potential of people of color and robs the sector of fresh voices and talent to drive innovation."

Today's Students are Tomorrow's Scientists, Technicians and Managers

By Theodia B. Gillespie, *President & CEO, Quad County Urban League*

"Rooting students in STEM arms them with the tools that have become prerequisites in our digital world."

Creating an Education Oasis in a Digital Desert

By Nina Harris, *President & CEO, Springfield Urban League, Inc.*

"While the student debt burden has been and will be borne predominantly by people of color, the effects of our moral and political failure to address the student loan crisis will reverberate throughout our society and economy."

Beyond Their Means: Higher Education Loans Bankrupt America's Future

By Wade Henderson, *Founding Board Member, Center for Responsible Lending*

By Ashley Harrington, *Special Assistant to the President; Counsel, Center for Responsible Lending*

"By partnering with senior citizen facilities, churches and schools, the mobile computer lab brings the community together on a vital common interest: technology."

Access on Wheels: A Mobile Computer Lab Drives Through the Technology Gap

By Erin R. Houston, Ph.D., *President & CEO, Shenango Valley Urban League*

EDUCATION *(CONTINUED)*

"Do Black girls rock? Yes, they do! Do Black girls in the Upstate face systemic barriers that keep their talent from shining through? Yes, they do."

Who Runs the World? Urban Girls!

By Jil Littlejohn, *President & CEO, Urban League of the Upstate, Inc.*

"Our vision was to reduce achievement gaps in science, math, and reading for at-risk students and inspire them to consider pursuing a STEM college and career pathway."

The STEM to Success Pipeline: Investing in Youth and Their Future

By Warren E. Logan, Jr., *President & CEO, Urban League of Greater Chattanooga, Inc.*

"Early childhood education is crucial to closing the achievement gap that exists between African-American students and their peers."

A Head Start Increases Science Aptitude and Future Success

By Michael P. McMillan, *President & CEO, Urban League of Metropolitan St. Louis*

"Outreach programs focused on exposing young girls to STEM careers can help bridge the gender gap, allowing more women to make valuable contributions to their field of study."

No More Hidden Figures: Encouraging Girls to Embrace STEM

By Phyllis Y. Nichols, *President & CEO, Knoxville Area Urban League*

"Engaging more girls and people of color in STEAM education and career pipelining is a business imperative."

Full STEAM Ahead: Unlocking the Creativity of The Next Generation

By Arva R. Rice, *President & CEO, New York Urban League*

"For communities of color, especially in our urban areas, we have often been denied the ability to portray ourselves in mainstream media in a positive way."

From Doc McStuffins to Black Panther: On-Screen Diversity Drives Off-Screen STEM/STEAM Success

By Dr. Myiesha Taylor, *Founder, Artemis Medical Society*

"We use our work to teach our students that there are no "men-only" jobs in science and technology."

Picking up STEAM: A Summer Academy Encourages Girls to Pursue Careers in Science and Tech

By Thomas H. Warren, Sr., *President & CEO, Urban League of Nebraska*

HEALTH

"Consistent with the principle of distributive justice, it is imperative that the risks and benefits that may come from precision medicine extend to all populations."

The Precision Medicine Initiative: Prescribing Personalized Care in Communities of Color

By Dr. Wayne J. Riley, *President, State University of New York Health Science Center at Brooklyn Downstate Medical Center*

HOUSING

"We cannot allow America's big cities to become luxury ghettoes. There needs to be a linking of arms across all communities to demand a universal right to shelter."

A Tale of Two Cities: Gentrification and Economic Justice in America

By Michael Weinstein, *President, AIDS Healthcare Foundation*

JUSTICE

"With advancements in technology, the notion of a smart community inspires endless possibilities. However, we must make sure that as our communities transform we are not lost in the digital divide."

Building Smart Cities of the Future With Inclusivity and Connectivity for All

By Congresswoman Yvette D. Clarke, *New York–9th Congressional District*

"By tearing down entrenched regulatory barriers and instituting innovative rules, policies and laws, we enable communities of color to realize their fullest potential."

Digital Equality: Connecting Communities of Color

By Commissioner Mignon Clyburn, *Federal Communications Commission*

"Because African Americans are among the groups of people who have historically been undercounted, and because an undercount can deprive communities of political representation as well as urgently needed resources, achieving a fair and accurate count in the 2020 Census is one of the most important civil rights issues facing Black America."

The Digital Age Census: Potential and Peril for Black America

By Vanita Gupta, *President & CEO, The Leadership Conference on Civil and Human Rights & The Leadership Conference Education Fund*

JUSTICE *(CONTINUED)*

"Today, affordable technology and the rise of social media have democratized the communications landscape—and changed the rules. Today, the people have the power."

Each One Reach One: Telling Untold Stories Online

By James Perry, J.D., *President & CEO, Winston-Salem Urban League*

"We want to make sure that African Americans and other marginalized communities aren't left behind in a nation and world that are becoming increasingly connected."

New Era, Same Struggle: Confronting Fresh and Familiar Challenges in the Digital Age

By Congressman Cedric L. Richmond, *Chairman, Congressional Black Caucus; Louisiana–2nd Congressional District*

"The technological advances of today and tomorrow will further our vision of gaining economic empowerment, providing educational opportunities and guaranteeing civil rights for the underserved."

The Opportunities and Challenges of Civil Rights in the Digital Age

By Judson W. Robinson III, *President & CEO, Houston Area Urban League, Inc.*

"In 2017, we launched "A Seat at the Table," a podcast series that has provided new content connections for our social media channels while increasing the Chicago Urban League's visibility as a relevant voice on critical issues."

A Seat at the Digital Table: Streaming the Movement to a New Target Audience

By Shari Runner, *President & CEO, Chicago Urban League*

"To truly build data-driven cities that improve outcomes for all, city leaders need to acknowledge data's risks and limitations, and commit to do no harm."

The Digital Economy Requires Civic Engagement

By Sonal Shah, *Executive Director, Professor of Practice, Beeck Center for Social Impact + Innovation, Georgetown University*

By Marta Urquilla, *Deputy Director, Beeck Center for Social Impact + Innovation, Georgetown University*

By Dr. Hollie Russon Gilman, *Senior Fellow, Beeck Center for Social Impact + Innovation, Georgetown University*

○○○

NATIONAL URBAN LEAGUE AFFILIATES

AKRON, OHIO
Akron Community Service Center
& Urban League

ALEXANDRIA, VIRGINIA
Northern Virginia Urban League

ALTON, ILLINOIS
Madison County Urban League

ATLANTA, GEORGIA
Urban League of Greater Atlanta

AURORA, ILLINOIS
Quad County Urban League

AUSTIN, TEXAS
Austin Area Urban League

BALTIMORE, MARYLAND
Greater Baltimore Urban League

BATTLE CREEK, MICHIGAN
Southwestern Michigan
Urban League

BINGHAMTON, NEW YORK
Broome County Urban League

BIRMINGHAM, ALABAMA
Birmingham Urban League

BOSTON, MASSACHUSETTS
Urban League of Eastern
Massachusetts

BUFFALO, NEW YORK
Buffalo Urban League

CANTON, OHIO
Greater Stark County Urban
League, Inc.

CHARLESTON, SOUTH CAROLINA
Charleston Trident Urban League

CHARLOTTE, NORTH CAROLINA
Urban League of the Central
Carolinas, Inc.

CHATTANOOGA, TENNESSEE
Urban League of Greater
Chattanooga, Inc.

CHICAGO, ILLINOIS
Chicago Urban League

CINCINNATI, OHIO
Urban League of Greater
Southwestern Ohio

CLEVELAND, OHIO
Urban League of Greater Cleveland

COLUMBIA, SOUTH CAROLINA
Columbia Urban League, Inc.

COLUMBUS, GEORGIA
Urban League of Greater
Columbus, Inc.

COLUMBUS, OHIO
Columbus Urban League

DENVER, COLORADO
Urban League of
Metropolitan Denver

DETROIT, MICHIGAN
Urban League of Detroit &
Southeastern Michigan

ELIZABETH, NEW JERSEY
Urban League of Union County

ELYRIA, OHIO
Lorain County Urban League

ENGLEWOOD, NEW JERSEY
Urban League for Bergen County

FARRELL, PENNSYLVANIA
Shenango Valley Urban League

FLINT, MICHIGAN
Urban League of Flint

FORT LAUDERDALE, FLORIDA
Urban League of Broward County

FORT WAYNE, INDIANA
Fort Wayne Urban League

GARY, INDIANA
Urban League of Northwest
Indiana, Inc.

GRAND RAPIDS, MICHIGAN
Grand Rapids Urban League

GREENVILLE, SOUTH CAROLINA
Urban League of the Upstate, Inc.

HARTFORD, CONNECTICUT
Urban League of Greater Hartford

HOUSTON, TEXAS
Houston Area Urban League, Inc.

INDIANAPOLIS, INDIANA
Indianapolis Urban League

JACKSON, MISSISSIPPI
Mississippi Urban League

JACKSONVILLE, FLORIDA
Jacksonville Urban League

JERSEY CITY, NEW JERSEY
Urban League of Hudson
County, Inc.

KANSAS CITY, MISSOURI
Urban League of Greater Kansas

KNOXVILLE, TENNESSEE
Knoxville Area Urban League

LAS VEGAS, NEVADA
Las Vegas-Clark County
Urban League

LEXINGTON, KENTUCKY
Urban League of Lexington-
Fayette County

LITTLE ROCK, ARKANSAS
The Urban League of the State
of Arkansas, Inc.

LOS ANGELES, CALIFORNIA
Los Angeles Urban League

LOUISVILLE, KENTUCKY
Louisville Urban League

MADISON, WISCONSIN
Urban League of Greater Madison

**MASSAPEQUA, NEW YORK
(LONG ISLAND)**
Urban League of Long Island, Inc.

MEMPHIS, TENNESSEE
Memphis Urban League

MIAMI, FLORIDA
Urban League of Greater Miami, Inc.

MILWAUKEE, WISCONSIN
Milwaukee Urban League

MINNEAPOLIS, MINNESOTA
Minneapolis Urban League

MORRISTOWN, NEW JERSEY
Urban League of Morris County

NASHVILLE, TENNESSEE
Urban League of Middle Tennessee

NEW ORLEANS, LOUISIANA
Urban League of Louisiana

NEW YORK, NEW YORK
New York Urban League

NEWARK, NEW JERSEY
Urban League of Essex County

NORFOLK, VIRGINIA
Urban League of Hampton Roads, Inc.

OAKLAND, CALIFORNIA
Urban League of the San Francisco
Bay Area

OKLAHOMA CITY, OKLAHOMA
Urban League of Greater
Oklahoma City, Inc.

OMAHA, NEBRASKA
Urban League of Nebraska

ORLANDO, FLORIDA
Central Florida Urban League

PEORIA, ILLINOIS
Tri-County Urban League

PHILADELPHIA, PENNSYLVANIA
Urban League of Philadelphia

PHOENIX, ARIZONA
Greater Phoenix Urban League

PITTSBURGH, PENNSYLVANIA
Urban League of Greater Pittsburgh

PORTLAND, OREGON
Urban League of Portland

PROVIDENCE, RHODE ISLAND
Urban League of Rhode Island, Inc.

RACINE, WISCONSIN
Urban League of Racine &
Kenosha, Inc.

ROCHESTER, NEW YORK
Urban League of Rochester, Inc.

SACRAMENTO, CALIFORNIA
Greater Sacramento Urban League

SAN DIEGO, CALIFORNIA
Urban League of San Diego County

SEATTLE, WASHINGTON
Urban League of Metropolitan Seattle

SPRINGFIELD, ILLINOIS
Springfield Urban League, Inc.

SPRINGFIELD, MASSACHUSETTS
Urban League of Springfield, Inc.

ST. LOUIS, MISSOURI
Urban League of Metropolitan
St. Louis

ST. PETERSBURG, FLORIDA
Pinellas County Urban League, Inc.

STAMFORD, CONNECTICUT
Urban League of Southern
Connecticut, Inc.

TACOMA, WASHINGTON
Tacoma Urban League

TALLAHASSEE, FLORIDA
Tallahassee Urban League, Inc.

TUCSON, ARIZONA
Tucson Urban League

TULSA, OKLAHOMA
Metropolitan Tulsa Urban
League, Inc.

WARREN, OHIO
Greater Warren-Youngstown
Urban League

WASHINGTON, D.C.
Greater Washington Urban
League, Inc.

WEST PALM BEACH, FLORIDA
Urban League of Palm Beach
County, Inc.

WHITE PLAINS, NEW YORK
Urban League of Westchester
County, Inc.

WICHITA, KANSAS
Urban League of Kansas, Inc.

WILMINGTON, DELAWARE
Metropolitan Wilmington
Urban League

**WINSTON SALEM,
NORTH CAROLINA**
Winston-Salem Urban League

SUPPORT THE WORK OF THE NATIONAL URBAN LEAGUE AS WE
CONTINUE TO ADVANCE POLICIES AND PROGRAMS TO EMPOWER
AFRICAN-AMERICAN AND OTHER URBAN COMMUNITIES.

WWW.STATEOFBLACKAMERICA.ORG | #STATEOFBLACKAMERICA | @NATURBANLEAGUE

National
Urban League

80 PINE STREET, 9TH FLOOR | NEW YORK, NY 10005 | WWW.NUL.ORG