



Equity Indicators

Toward a St. Louis Region that works for us all





Helping people.



United Way
of Greater St. Louis



CUNY INSTITUTE
FOR STATE & LOCAL
GOVERNANCE



Partners



FORWARD *through* FERGUSON

A Path Toward Racial Equity



FORWARD THROUGH FERGUSON

Create Region-Wide Benchmarking Process

Complete a collective region-wide benchmarking process designed to publicly acknowledge challenges focused on awareness, accountability and healing.

Accountable Bodies:

- St. Louis County
- Diversity - Equity and Inclusion Practitioners
- City of St. Louis
- St. Louis Economic Development Partnership
- St. Louis Minority Business Council
- Urban League of Metropolitan
- St. Louis St. Louis Business Diversity Initiative
- Regional Business Council
- St. Louis Regional Chamber



Design a framework of indicators
to measure progress towards achieving
greater equity in St. Louis ***over time***

*Policy tool that can be used by communities, government agencies,
researchers, and policy groups*

RA•CIAL EQ•UI•TY

/'rāSHəl 'ekwədē/

noun

1. a state in which statistical outcomes cannot be predicted by race.

Establish Use of Force Database | Eliminate
Incarceration for Minor Offenses | Inform
Defendant of Right to Counsel | Reform School
Discipline Policies | End Hunger for Children and
Families | Expand Home Eligibility | Build
Healthy, Affordable Housing | Identify Priority
Transportation Projects | Increase Police
Training Hours | Raise the Minimum Wage | End
Predatory Lending | Revise School Accreditation
System | Create Community Justice Centers

Enact Inclusionary Zoning Ordinances

Enact inclusionary zoning ordinances to promote access to affordable housing for low-income individuals.

Accountable Bodies: [All units of government in the region with land use \(zoning\) powers](#)



Equity Indicators

Towards a St. Louis region that works for all

Photo by Adam Fischer

www.stlouis-mo.gov/equity



Equity Indicators

Youth at the Center

Ei 1	Ei 2	Ei 3	Ei 4	Ei 5	Ei 6
Ei 7	Ei 8	Ei 9	Ei 10	Ei 11	Ei 12
Ei 13	Ei 14	Ei 15	Ei 16	Ei 17	Ei 18
Ei 19	Ei 20	Ei 21	Ei 22	Ei 23	Ei 24

Opportunity to Thrive

Ei 1	Ei 2	Ei 3	Ei 4	Ei 5	Ei 6
Ei 7	Ei 8	Ei 9	Ei 10	Ei 11	Ei 12
Ei 13	Ei 14	Ei 15	Ei 16	Ei 17	Ei 18
Ei 19	Ei 20	Ei 21	Ei 22	Ei 23	Ei 24

Justice for All

Ei 1	Ei 2	Ei 3	Ei 4	Ei 5	Ei 6
Ei 7	Ei 8	Ei 9	Ei 10	Ei 11	Ei 12
Ei 13	Ei 14	Ei 15	Ei 16	Ei 17	Ei 18
Ei 19	Ei 20	Ei 21	Ei 22	Ei 23	Ei 24

Youth at the Center

Child Well-being

Education Quality

Educational Attainment

Opportunity to Thrive

Justice for All

Youth at the Center

Child Well-being

Education Quality

Educational Attainment

Opportunity to Thrive

Financial Empowerment

Health and Safety

Neighborhoods

Justice for All



Youth at the Center

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Health and Safety

Neighborhoods

Justice for All

Policing

Court Reform

Civic Engagement



How can racial equity be measured?

Racial disparity analysis

Comparing outcomes for
black and white people

Each indicator had to meet the following criteria:

- Local
- Annual
- Disaggregated by race
- Responsive to the Ferguson Commission's Calls to Action

Justice for All

Ei 1	Ei 2	Ei 3	Ei 4	Ei 5	Ei 6
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Civic Engagement

- Residential Segregation

Ways to measure segregation

- Dissimilarity Index
- Interaction or Exposure Index
- Entropy Index

Racially segregated
neighborhood

Census tract where
more than 90% of
residents are the
same race

Residential
Segregation

Equity Score

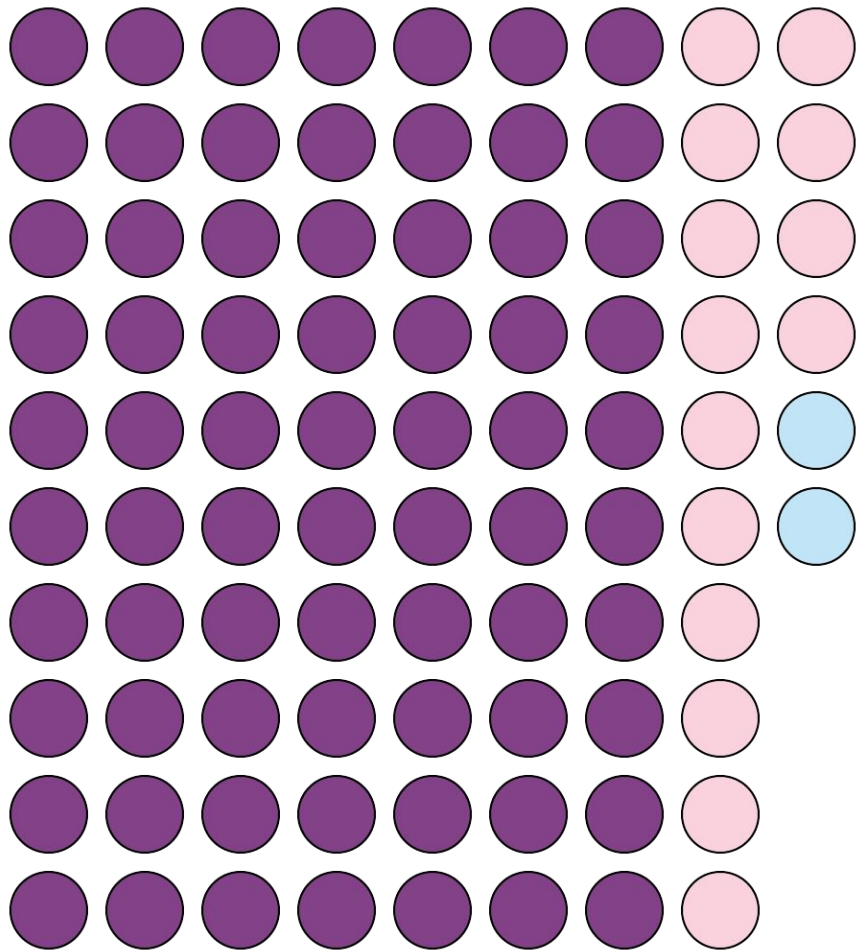
72

28% of St. Louis residents
live in highly racially
segregated neighborhoods.

Equity Goal:

0% of St. Louis residents live in highly racially segregated neighborhoods.

87,052 St. Louis residents
live in highly racially
segregated neighborhoods.



Every circle represents
1,000 people who live in
hyper-segregated census
tracts in St. Louis

4

Census tracts that are more
than 90% white

33

Census tracts that are more
than 90% black

11%

of white residents live in
segregated census tracts

47%

of black residents live in
segregated census tracts

Child Poverty	School Test Scores	High School Graduate Population	Unemployment	Concentrated Poverty	Infant Mortality	Police Department Representation	Municipal Warrants	Residential Segregation
Child Food Insecurity	Teacher Attendance	High School Graduation Rate	Median Household Income	Home Loan Originations	Health Insurance	Police Applicants	Pretrial Detention	Internet Access
Child Emergency Room Visits	Teacher Experience	Disconnected Youth	Adult Poverty	Vacancy	Violent Crime Victimization	Academy Retention	Incarceration	Voter Turnout
Child Asthma	Suspensions	Bachelors Degree Population	High Wage Occupations	Illegal Dumping	Homelessness	Police Promotions	Probation Population	Neighborhood Associations
Child Lead Poisoning	Pre-K Enrollment	College Enrollment Rate	Severe Rent Burden	Commuting Time	Pedestrian Injuries	Traffic Stops	Legal Representation	Elected Officials Representation
Chronic Absenteeism	Advanced Placement Enrollment	College Graduation Rate	Homeownership	Transit Frequency	Chronic Disease Emergency Room Visits	Municipal Arrests	Evictions	City Management Representation
Juvenile Referrals to Court	Third Grade Reading Proficiency	Some College, No Degree Population	Home Loan Denial Rate	Access to Healthy Food	Women's Health Index	Use of Force	Driving Status Violation Charges	Calls for Service
Youth STD Rates	Sixth Grade Math Proficiency	Graduate Degree Population	Business Ownership	Access to Parks	Mortality Rate	Crisis Intervention Training	Driving Status Violation Convictions	Service Delivery Response Time

ST. LOUIS EQUITY INDICATORS

Residential Segregation

Homeownership

Access to Parks

Concentrated
Poverty

Calls for Service

Home Loan
Originations

Service Delivery
Response Time

Vacancy

Traffic Stops

Severe Rent
Burden

Transit Frequency

Illegal Dumping

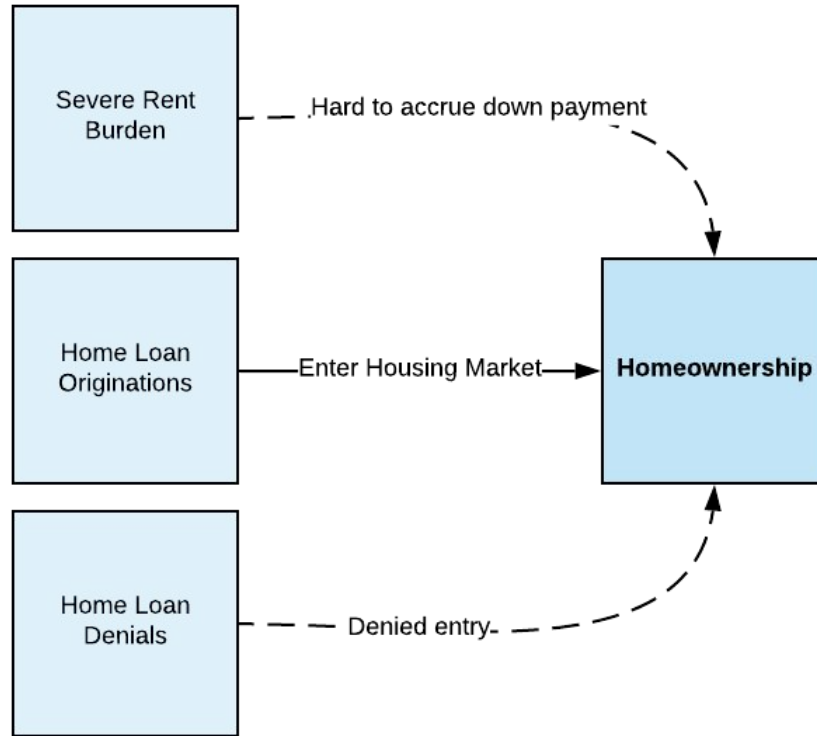
Use of Force

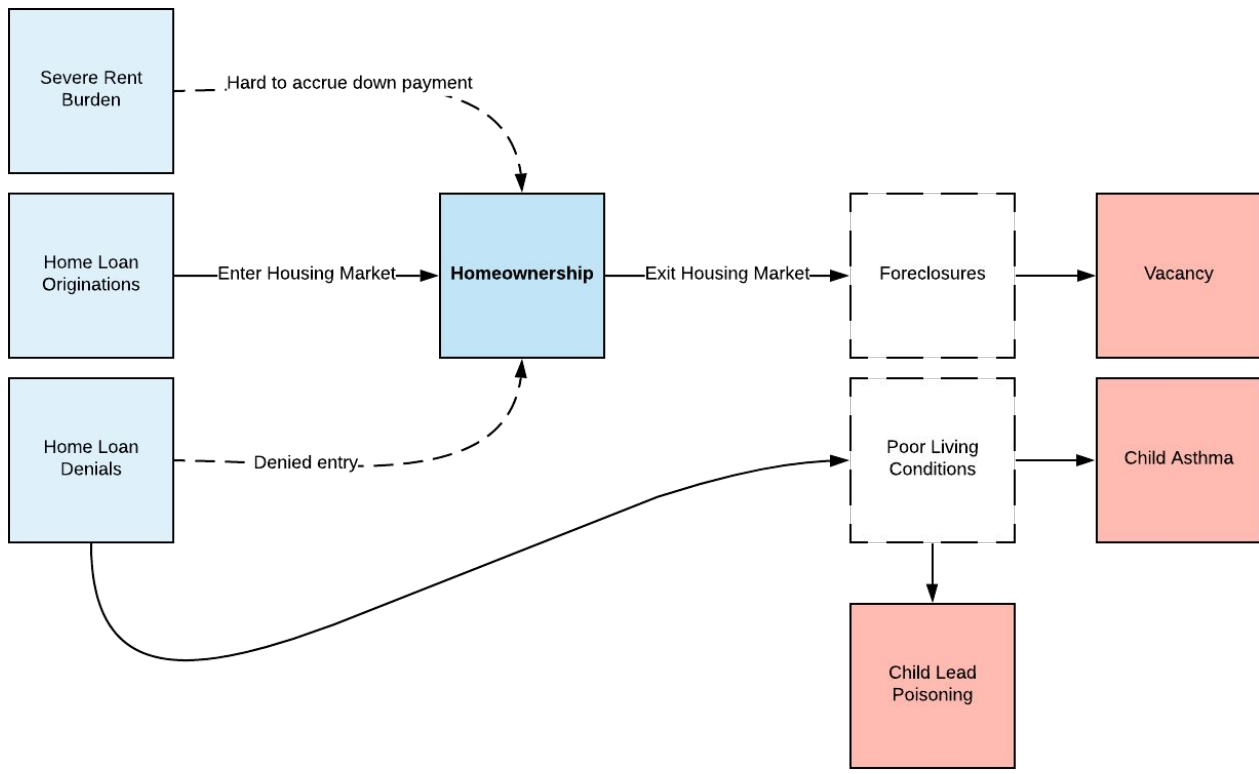
Home Loan Denial
Rate

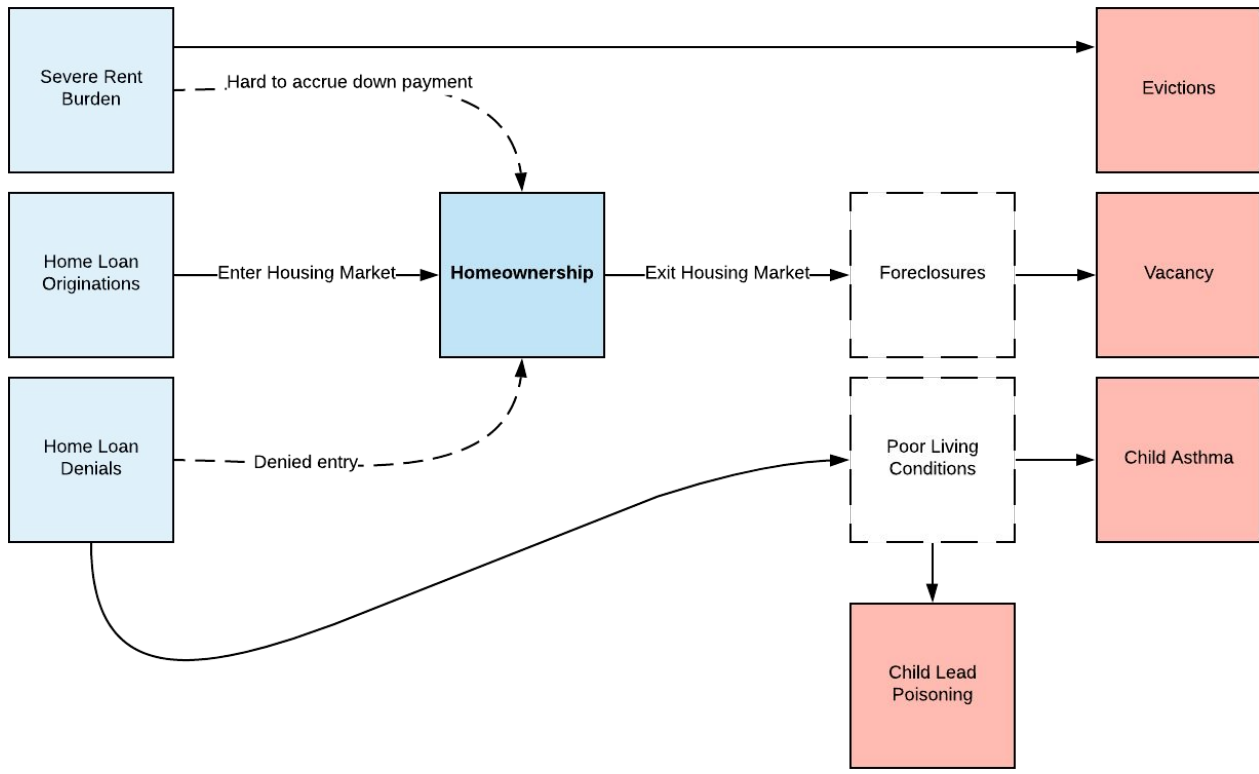
Access to Healthy
Food

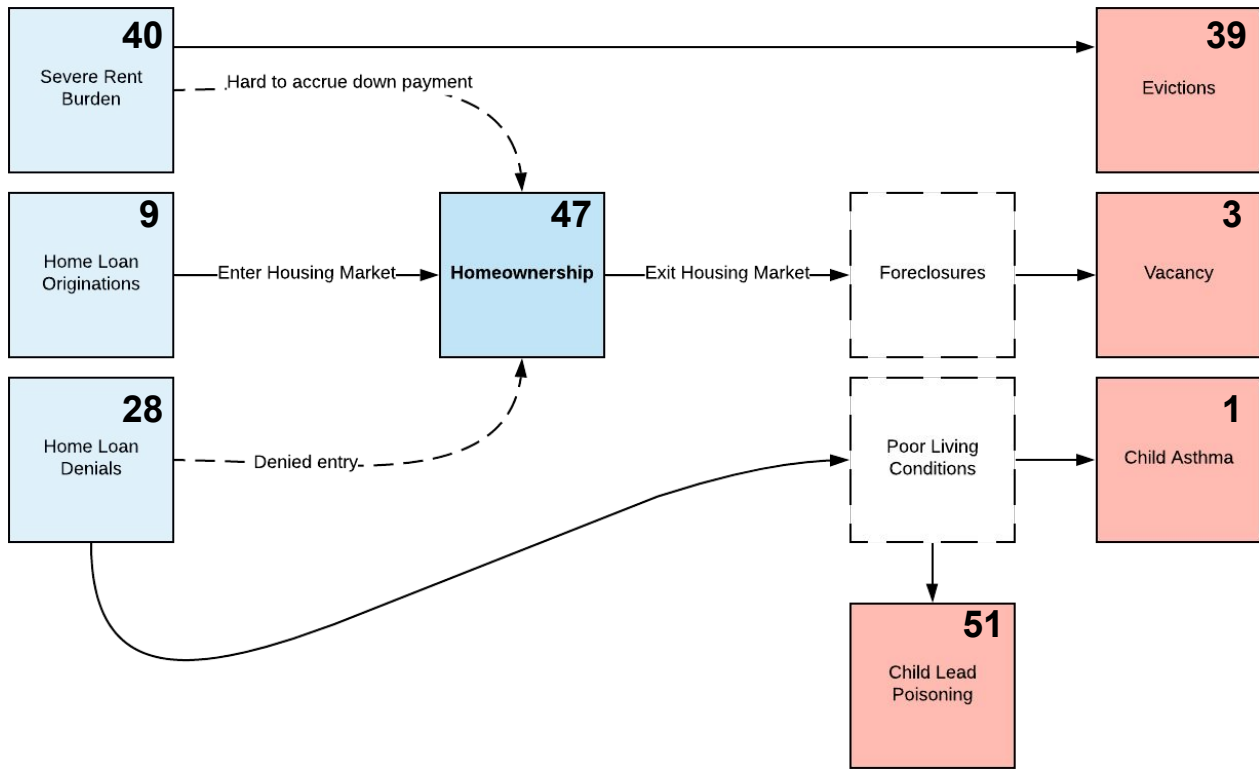
Violent Crime
Victimization

Evictions



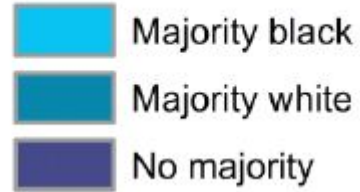
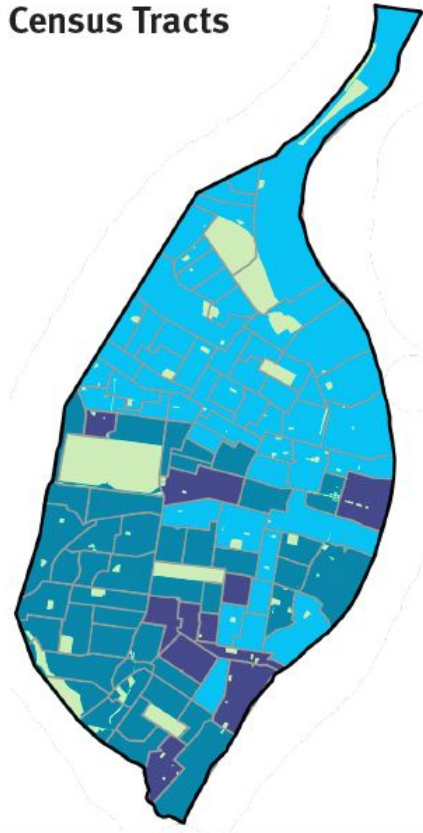






What did we do when data
was not available
disaggregated by race?

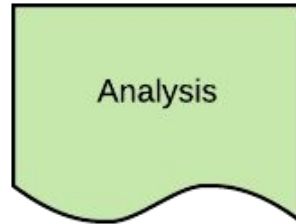
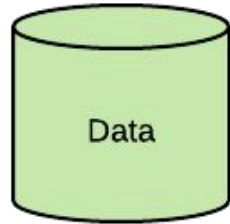
Census Tracts



We used **place as a proxy for race** for the following indicators:

- Municipal warrants
- Use of force
- Eviction
- Voter turnout
- Neighborhood associations
- Calls for service
- Service delivery response time

Organizational Capacity to develop & maintain equity metrics



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URBNRX

Youth at the Center

Child Well-being

Child Poverty
Child Food Insecurity
Child Emergency Room Visits
Child Asthma
Child Lead Poisoning
Chronic Absenteeism
Juvenile Referrals to Court
Youth STD Rates

Education Quality

School Test Scores
Teacher Attendance
Teacher Experience
Suspensions
Pre-Kindergarten Enrollment
Advanced Placement Enrollment
Third-Grade Reading Proficiency
Sixth-Grade Math Proficiency

Educational Attainment

High School Graduate Population
High School Graduation Rate
Disconnected Youth
Bachelor's Degree Population
College Enrollment Rate
College Graduation Rate
Some College, No Degree Population
Graduate Degree Population

Opportunity to Thrive

Financial Empowerment

Unemployment
Median Household Income
Adult Poverty
High-Wage Occupations
Severe Rent Burden
Homeownership
Home Loan Denials
Business Ownership

Neighborhoods

Concentrated Poverty
Home Loan Originations
Vacancy
Illegal Dumping
Commuting Time
Transit Frequency
Access to Healthy Food
Access to Parks

Health and Safety

Infant Mortality
Health Insurance
Violent Crime Victimization Rate
Homelessness
Pedestrian Injuries
Chronic Disease Emergency
Room Visits
Women's Health Index
Mortality Rate

Justice for All

Policing

Police Department Representation
Police Applicants
Academy Retention
Police Promotions
Traffic Stops
Municipal Arrests
Use of Force
Crisis Intervention Training

Court Reform

Municipal Warrants
Pretrial Detention
Incarceration Rate
Probation Population
Legal Representation
Evictions
Driving Status Violation Charges
Driving Status Violation
Convictions

Civic Engagement

Residential Segregation
Internet Access
Voter Turnout
Neighborhood Associations
Elected Official Representation
City Management Representation
Calls for Service
Service Delivery Response
Time: Lights Out