Equity Indicators

Toward a St. Louis Region that works for us all
FORWARD through FERGUSON

A Path Toward Racial Equity
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.
RACIAL EQUITY
/ˈrāSHəl ˈekwədē/
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 Access to 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
www.stlouis-mo.gov/equity
Youth at the Center

- Child Well-being
- Education Quality
- Educational Attainment

Opportunity to Thrive

- Financial Empowerment
- Health and Safety
- Neighborhoods

Justice for All
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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

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
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
ST. LOUIS
EQUITY INDICATORS
Severe Rent Burden → Hard to accrue down payment

Home Loan Originations → Enter Housing Market → Homeownership

Home Loan Denials → Denied entry
What did we do when data was not available disaggregated by race?
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
## 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

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<th>Health and Safety</th>
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**Note:** The table above is a list of indicators used in the Opportunity to Thrive framework.
# 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