

RACIAL EQUITY SCORECARD

Dr. Stephen J. Sills

**eliminating racism
empowering women**

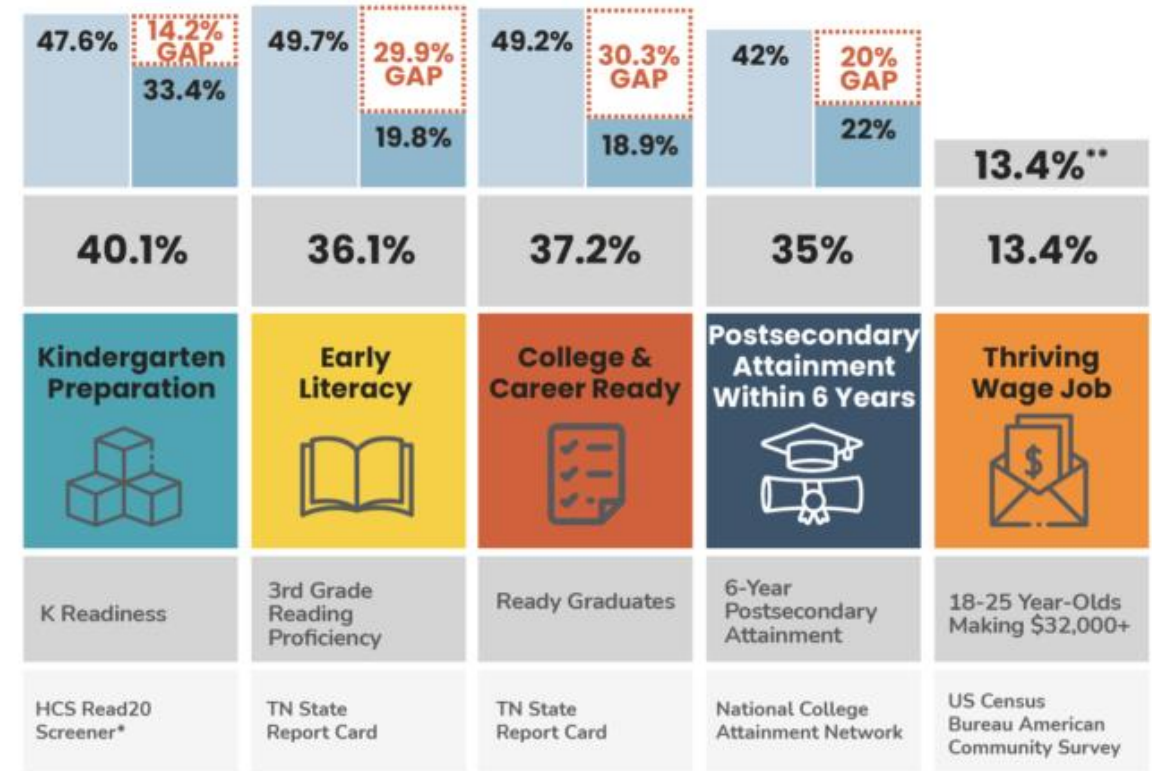
ywca

This project was supported by a grant from the Foundation
for a Healthy High Point and the YWCA High Point.

iri INNOVATIVE RESEARCH
INSIGHTS

Purpose of this Project

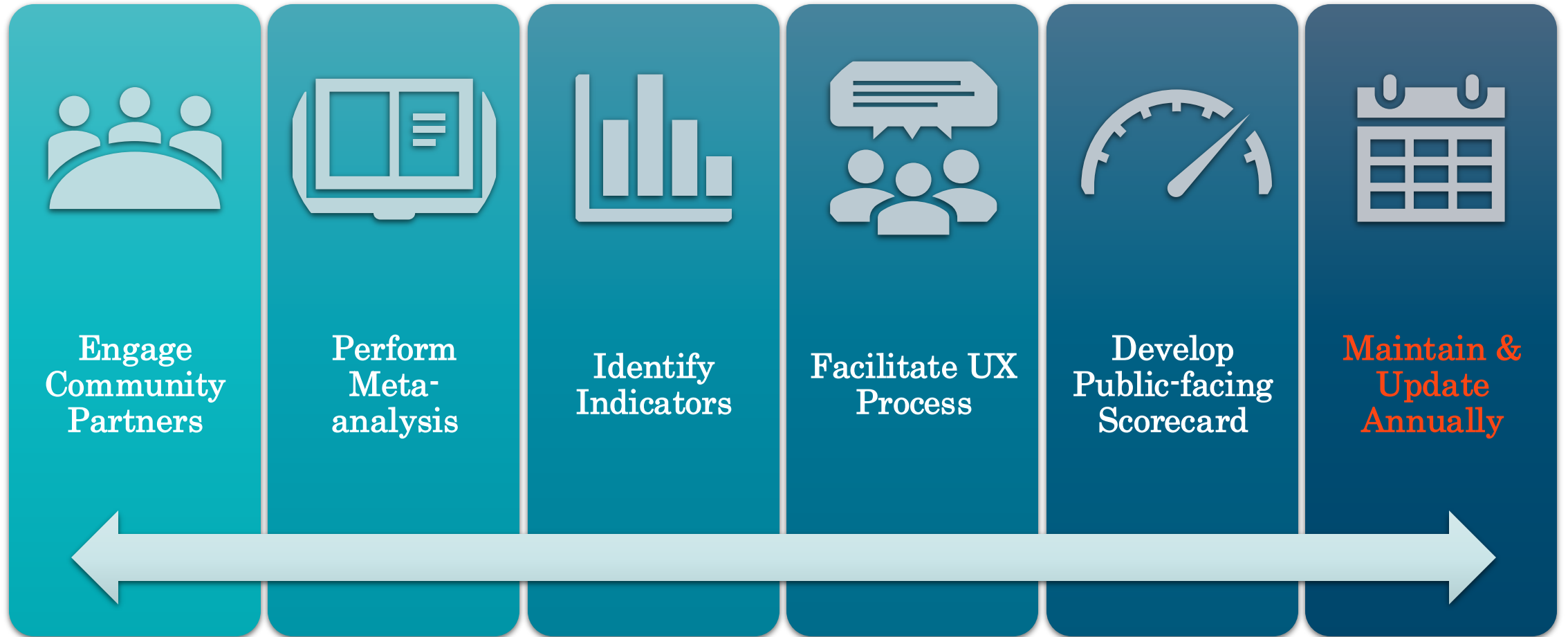
Development of a “Racial Equity Scorecard” related to neighborhood conditions, social determinants of health, housing and transportation choices, economic and educational opportunity, and other issues which show racial disparity resulting from the legacy of unjust racialized policies of the 19th and 20th centuries



Racial Equity Scorecard

- The scorecard provides a **snapshot of key indicators across various sectors**, such as education, health, housing, criminal justice, employment, and civic engagement, to identify areas where improvements are needed to promote racial equity.
- The goal of the scorecard is to provide a comprehensive **understanding of the racial disparities** that exist in the community and to identify areas where progress is being made and where more work is needed to address systemic racism.
- It can be used to **measure and track progress** toward achieving racial equity in a particular geographic area.

Approach...



Committee Members

YWCA

GC Health
Department

High Point
Medical
Center

D-UP

Community
Members

Business High
Point

Open Door
Ministries

High Point
University

Various
Neighborhood
Associations

City of High
Point

Specific Tasks



Providing feedback
on the indicators



Reviewing data
sources



Providing feedback
on the visual
presentation of the
scorecard



Providing feedback
on the dissemination
of the scorecard



Providing
recommendations
for next steps

Secondary Data Sources



National data - American Community Survey, Bureau of Labor, Simmons Analytics, etc.



State data - NC Dept of Commerce, Employment Security Commission, Dept of Education, etc.



Local data – Municipal, School, County, Council of Government, etc.



Information presented in maps at tract level or below for best geospatial targeting of resources

In all >65 indicators were considered...

Economic indicators:
Median income, poverty
rate, unemployment rate,
and homeownership rate
by race.

Health indicators: Life
expectancy, infant
mortality rate, and
prevalence of chronic
health conditions by
race.

Education indicators:
High school graduation
rate, college enrollment
and completion rates,
and standardized test
scores by race.

Housing indicators:
Residential segregation
index, percentage of
substandard housing,
and median home value
by race.

Civic engagement
indicators: Voter turnout,
representation in local
government, and
participation in civic
organizations by race.

Audience Considerations

Who is the intended audience for the infographic?

What is the demographic profile of the audience (age, gender, location, occupation, etc.)?

What is the level of knowledge and familiarity of the audience with the topic of the infographic?

What are the interests, values, or concerns of the audience?

What is the likely level of technical literacy of the audience?

What visual elements or styles resonate most with the audience?

What previous knowledge or assumptions might the audience have about the topic?

How will the audience utilize the information in this scorecard?

Design Considerations



Clarity: Is the main message of the infographic clear and easily understandable?



Simplicity: Is the infographic simple and not overly complicated? Is it presenting one main idea?



Organization: Is the content logically organized? Does the flow guide the viewer naturally through the information?



Text Usage: Is the balance between text and visuals appropriate? Is the text concise, relevant, and supportive of the visuals?



Audience Engagement: Does the infographic engage the intended audience? Does it effectively capture their attention?

Results

High Point Racial Equity Scorecard Income & Wealth

2023



37%

of Black households **own** a home vs. **67%** of White households



55%

of Black **renter** households are cost burdened vs. **42%** of White renter households

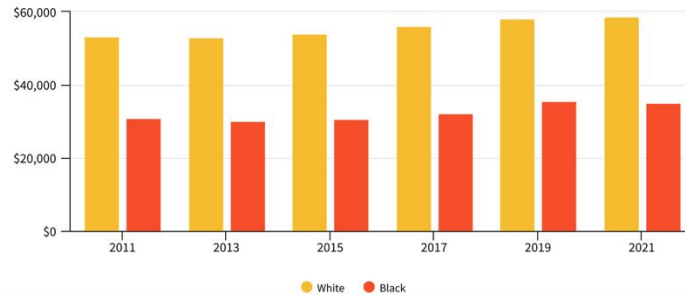


57%

of Black mortgage applicants were **approved** vs. **67%** of White applicants

The poverty rate for Black households is **24% vs. 13%** for White households

Black households earn 40% less income than White households



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High Point Racial Equity Scorecard Education

2023

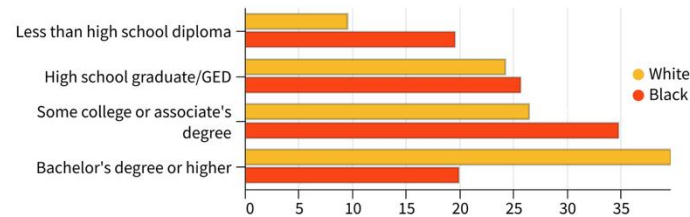


of K-12 public schools in High Point rank in **lowest 50%** of NC



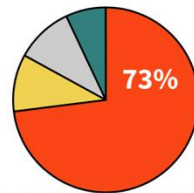
of students dropout before graduation

Educational Attainment

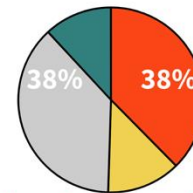


GCS k-12 Enrollment

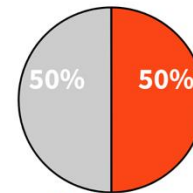
Black 42% White 28% Hispanic 18% Other 12%



Short-term Suspensions



Long-term Suspensions



Expulsions

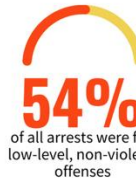
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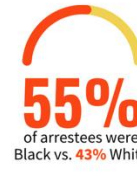
High Point Racial Equity Scorecard Public Safety

2023

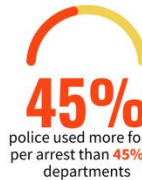
While Black individuals make up **35%** of the population, **49%** of traffic stops were for Black drivers and passengers



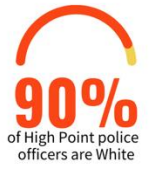
of all arrests were for low-level, non-violent offenses



of arrestees were Black vs. **43%** White



police used more force per arrest than **45%** of departments

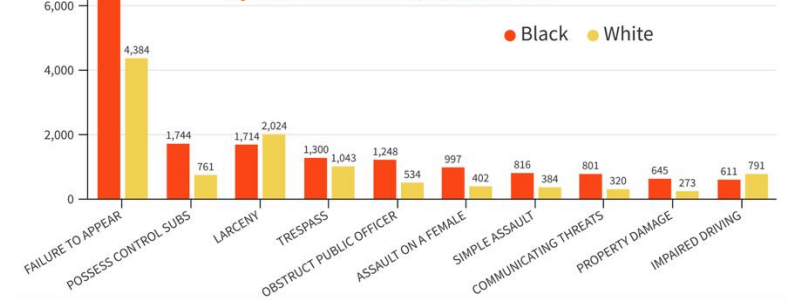


of High Point police officers are White

231 Officers

more officers per population than **82%** of departments nationally

Top 10 Police Incidents, Black vs. White



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Highlights – Economic Disparity



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of Black households **own** a home vs. **67%** of White households



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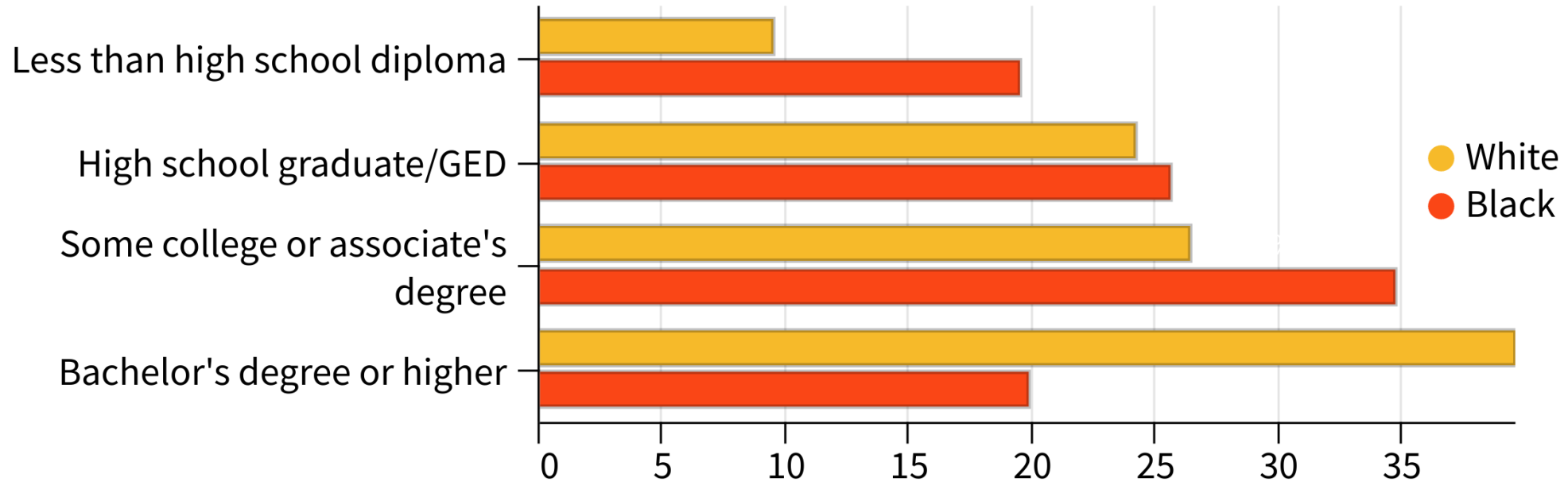
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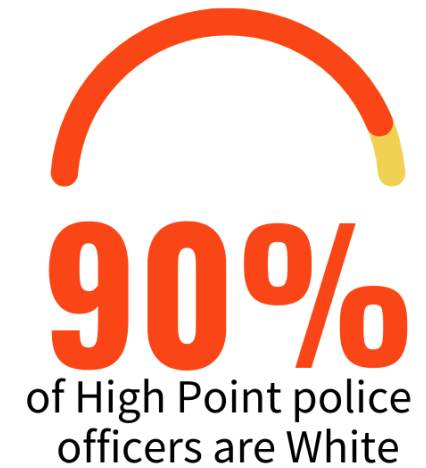
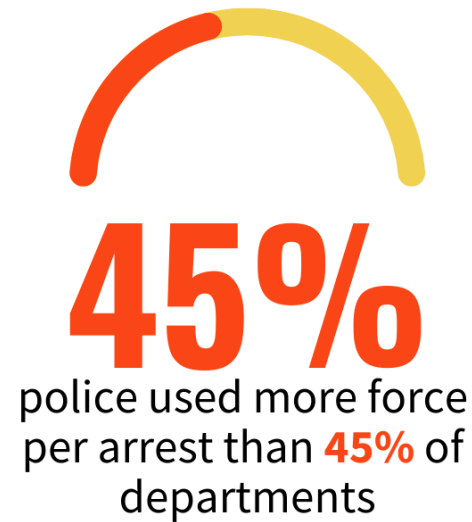
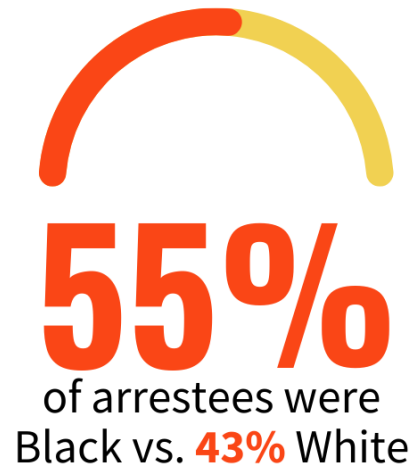
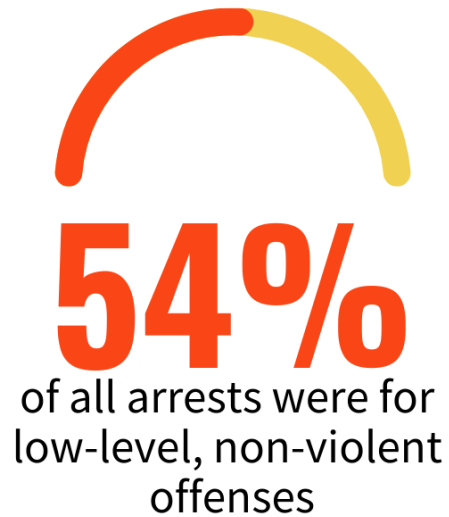
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Highlights – Educational Disparities

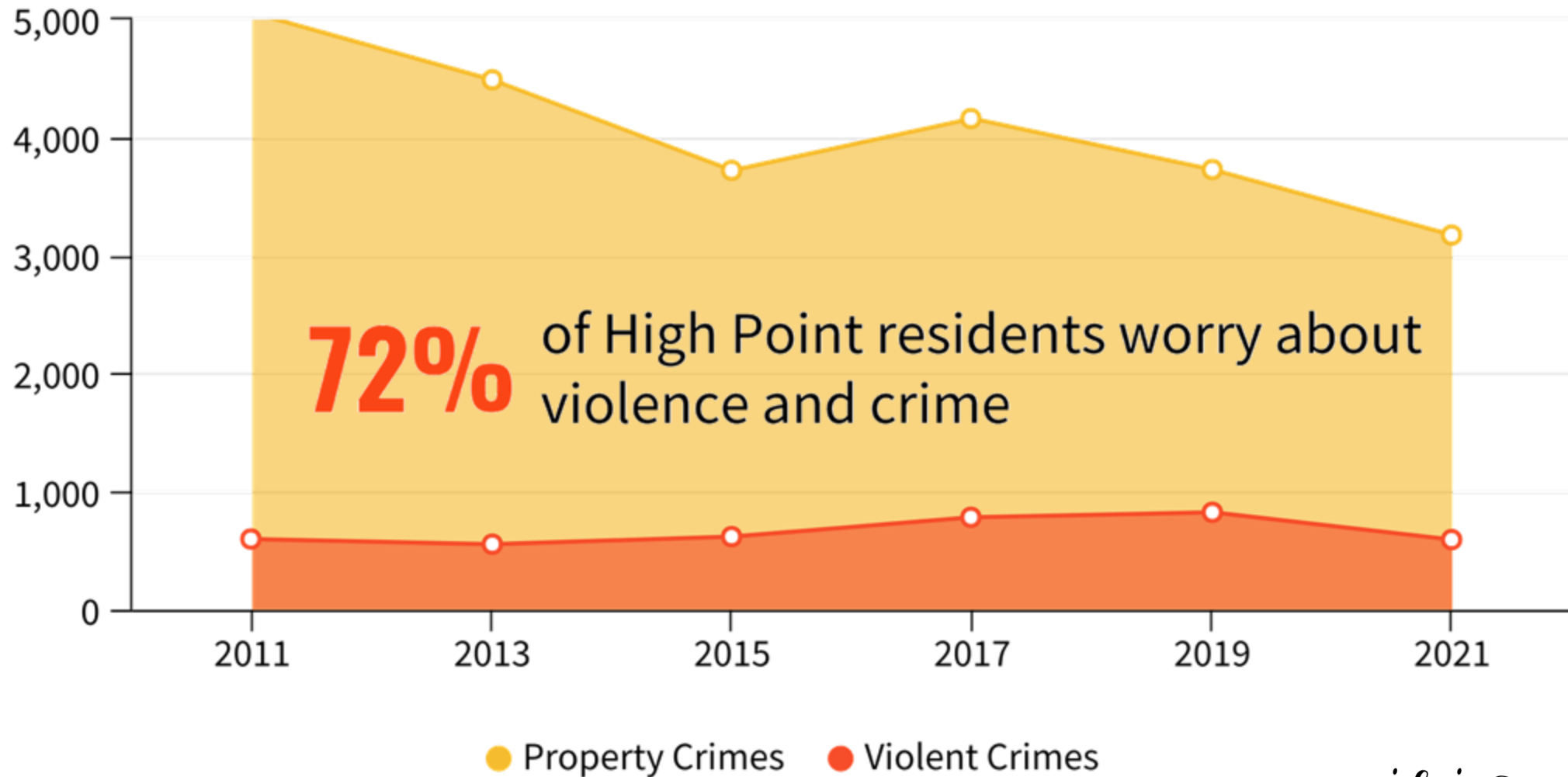
Educational Attainment



Highlights – Public Safety



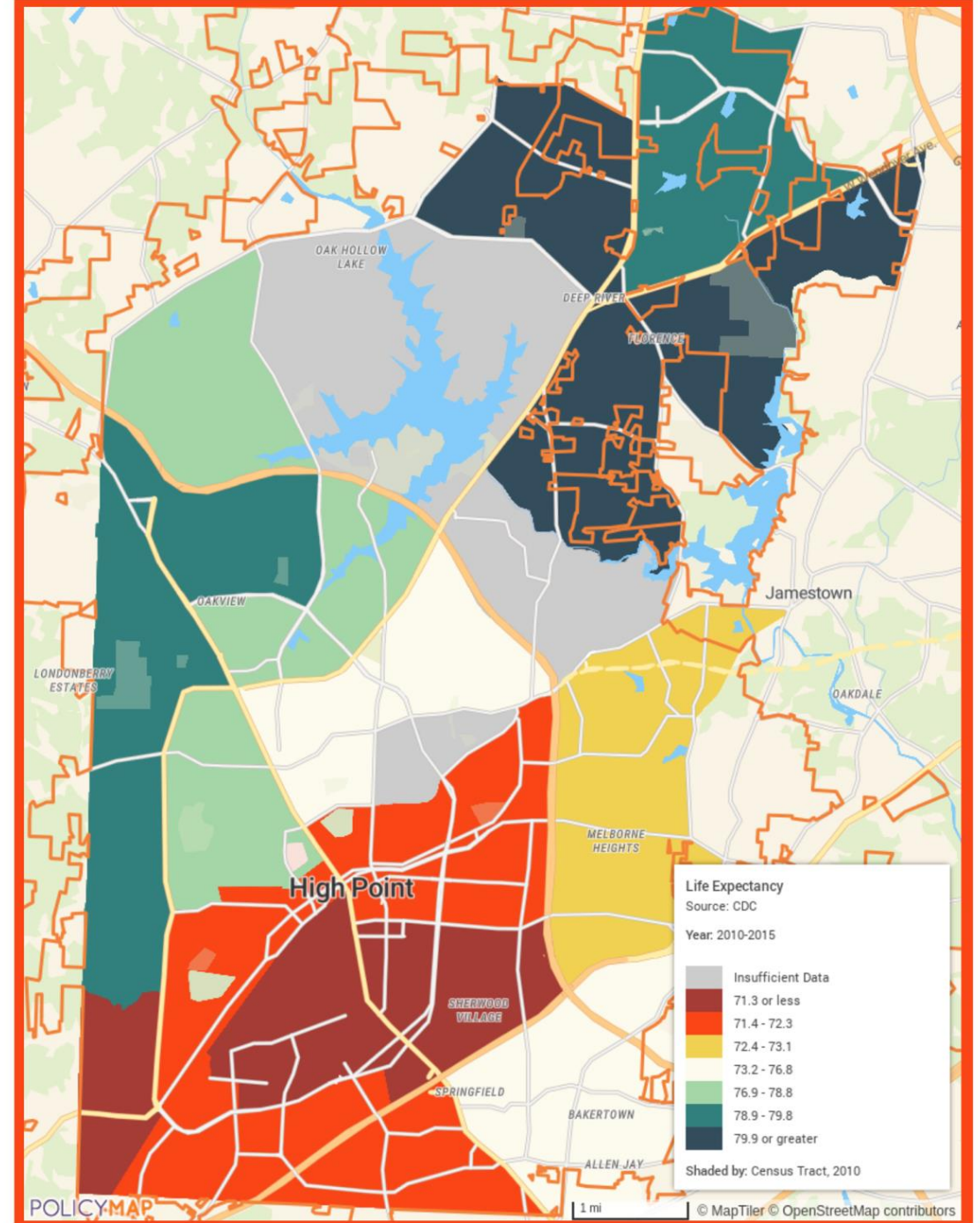
Highlights – Public Safety



Highlights - Health

13.4 Black infant mortality vs. **4.5 per 1,000 births** White infant mortality

Life expectancy varies by more than **15 years** depending on Census Tract

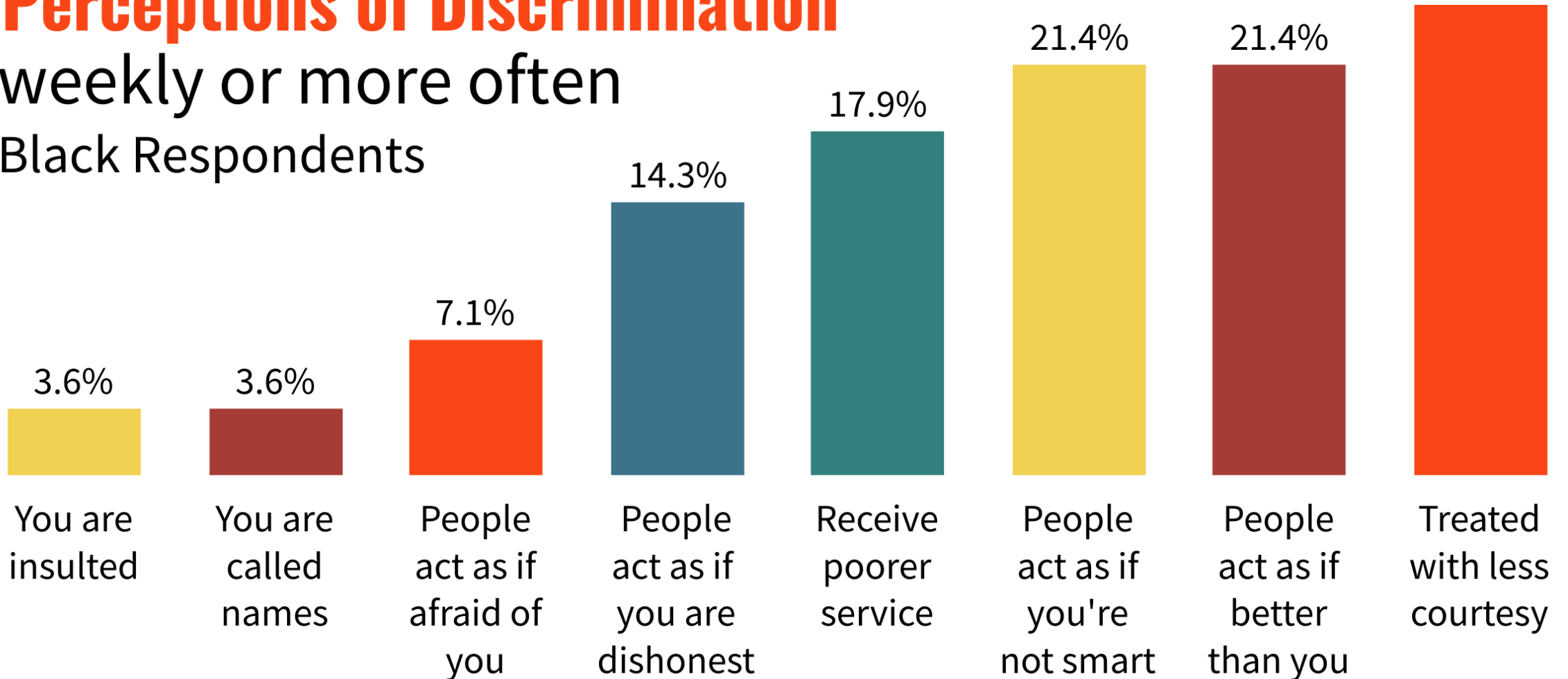


Highlights – Civic Engagement

Perceptions of Discrimination weekly or more often Black Respondents

x10

Black residents were 10 times as likely to report acts of discrimination on weekly or more often basis, as White residents



Highlights – Food Access



58% of Census Tracts designated as low income/ low food access

58% Tracts



Residents reporting to eat less than **one serving** of fruit/ vegetables per day.

6,815 Residents



31% Black households on SNAP/EBT vs. **10%** of White households

31% SNAP



Median household annual food expenditure (2022) or **25%** Black household median income

\$8,951

Recommendations



Improve Access to Quality Prenatal Care:

Increase funding and outreach for prenatal care programs to ensure they are accessible for Black mothers. Establish more community health centers, offer mobile health services, and promote early prenatal care through awareness campaigns.



Expand Job Opportunities & Wage Equity:

Establish programs that offer job training, career advancement opportunities, and promote pay equity. This can help increase the income of Black households, reducing the poverty rate.



Address Systemic Racism in Schools:

Implement policies to reduce the disproportionate rate of suspensions and expulsions of Black students. Promote conflict resolution, trauma informed care, cultural competency, diversity and inclusion training for teachers and staff.



Improve Public Transportation:

Enhance public transportation options, particularly in neighborhoods with high levels of households without access to a vehicle. This can improve access to employment, education, food, and healthcare.



Enhance Voter Registration Efforts:

Create campaigns to increase voter registration among Black residents, ensuring their representation in local, state, and federal elections.



Crime Prevention & Community Engagement:

Promote community engagement in safety initiatives while ensuring law enforcement develop inclusive community policing strategies. Integrate social worker co-responders to foster trust with Black residents. Additionally, implement proactive programs to prevent crime and offer alternatives for disengaged youth.



Promote Home Ownership & Fair Lending:

Expand existing downpayment assistance programs that teach low-and-moderate-income households the home buying process and financial management. Also, implement partnerships with preferred lending institutions that have proven fair lending practices for minority mortgage applicants.



Affordable Housing Initiatives:

Develop more affordable housing options for renter households to reduce the cost burden. Increase the availability of Housing Choice Vouchers in areas with high rental costs and work with landlords to ensure their participation.



Improve Access to Quality Healthcare:

Implement initiatives that specifically target the high rates of heart disease, cancer, and diabetes among Black residents. This could include increasing funding for community health centers, offering free or reduced-cost screenings, and promoting healthier lifestyles through culturally appropriate interventions.



Promote Digital Inclusion:

Provide affordable, high-speed internet access for low-income households and promote digital literacy programs in schools and libraries. This can help bridge the digital divide, improving access to online resources for education, employment, and healthcare.

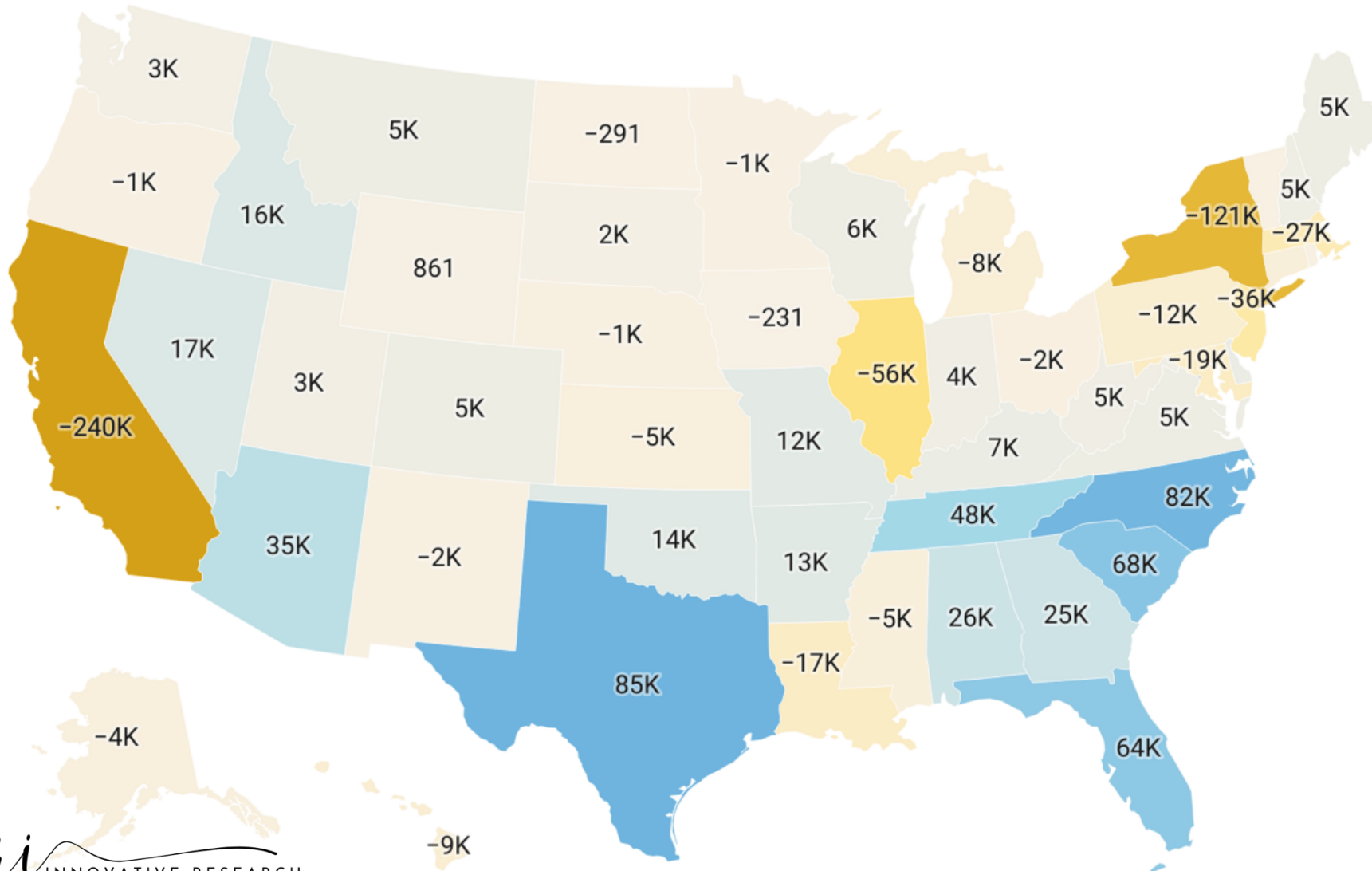
Additional Housing Data...

- Analysis of Current State of Housing in Triad
- Recent Needs Assessment of 27260 Area

Populating increased 30% 2000-2024

Combination of factors including:

- people **living longer** in place (about 5% of the increase),
- **international migration** (about 20% of the increase), and
- **net domestic migration** from other states (75% of the increase).



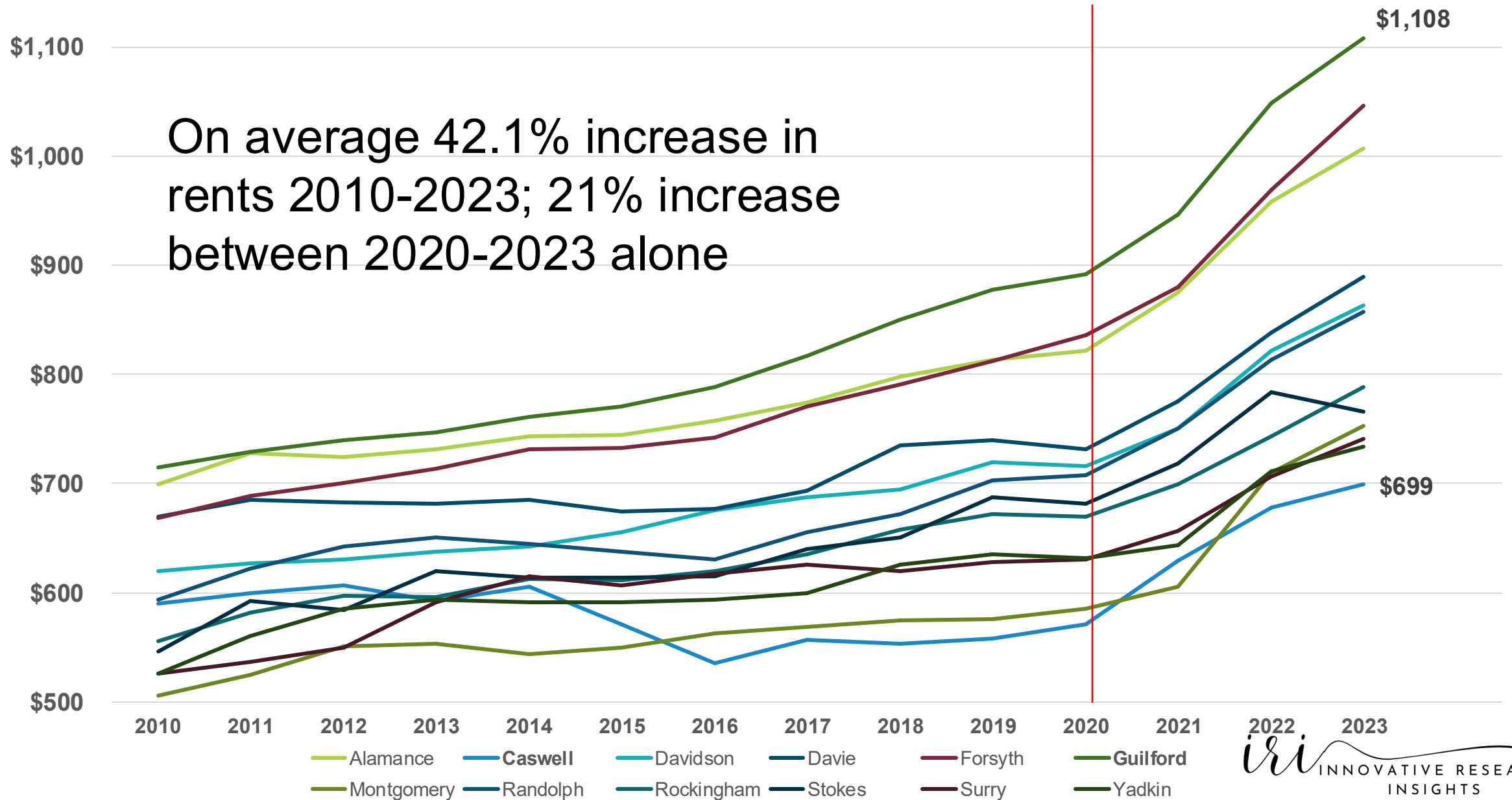
2000 to 2024	Guilford County	Piedmont Triad
Population Growth Rate	15.4%	9.7%
Housing Growth Rate	10.8%	7.9%
Actual Housing Units	236,460	782,002
*Expected Housing Units	246,282	794,997
Deficit from Pop Growth	-9,822	-12,995

*Expected housing units if housing growth were on par with population growth

Housing Costs Piedmont Triad 2016-2025

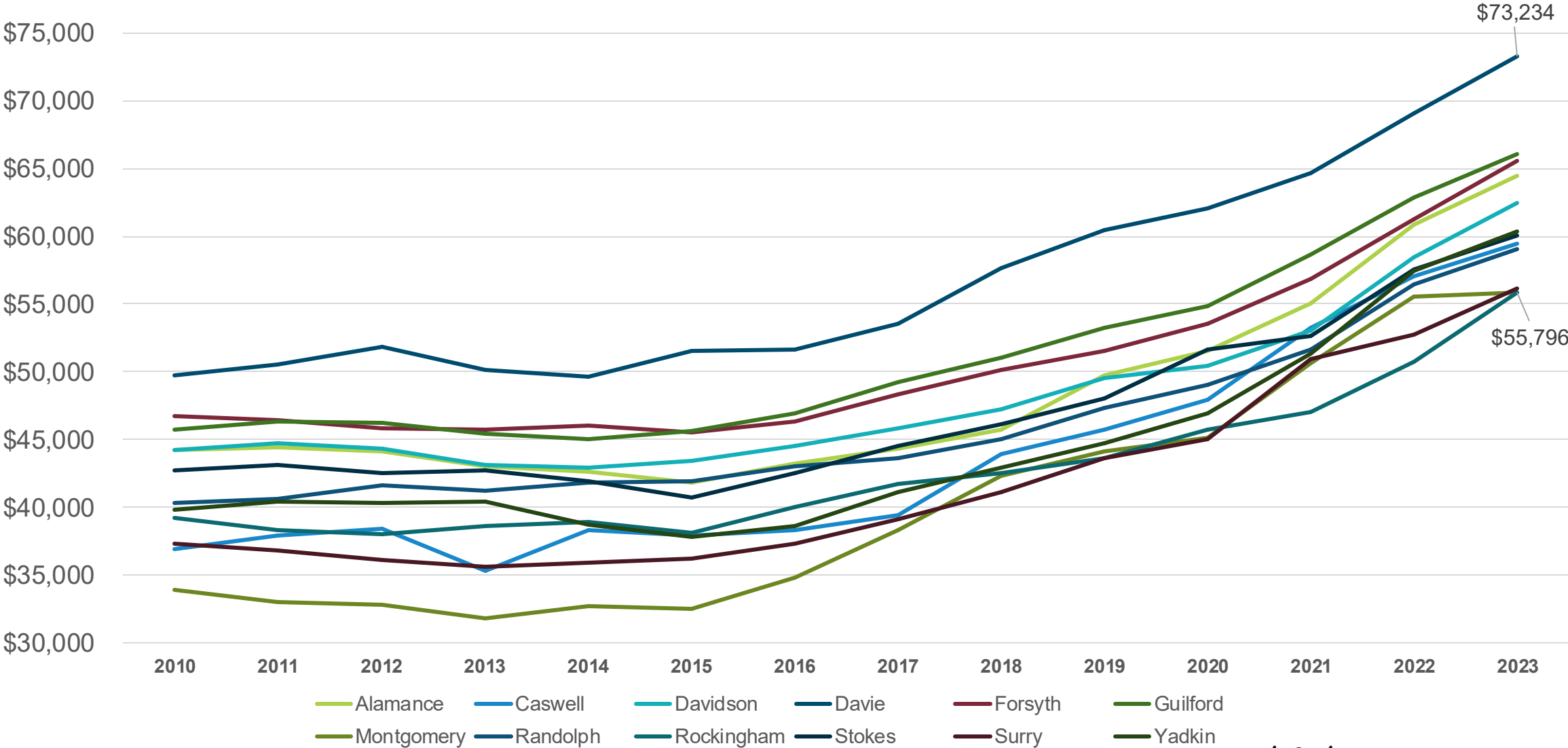
	Feb-16	May-25	Increase
Alamance County	\$146,899	\$292,818	99.3%
Caswell County	\$118,674	\$204,296	72.1%
Davidson County	\$137,481	\$265,356	93.0%
Davie County	\$180,676	\$309,736	71.4%
Forsyth County	\$144,186	\$279,372	93.8%
Guilford County	\$140,354	\$274,483	95.6%
Montgomery County	\$100,068	\$187,592	87.5%
Randolph County	\$128,314	\$241,841	88.5%
Rockingham County	\$114,408	\$190,058	66.1%
Stokes County	\$133,777	\$245,905	83.8%
Surry County	\$117,906	\$225,690	91.4%
Yadkin County	\$133,593	\$234,119	75.2%
Piedmont Triad Average	\$133,028	\$245,939	84.9%

Median Rent 2010-2023 (ACS)



Household Income (Median) by County

Piedmont Triad 2010-2023



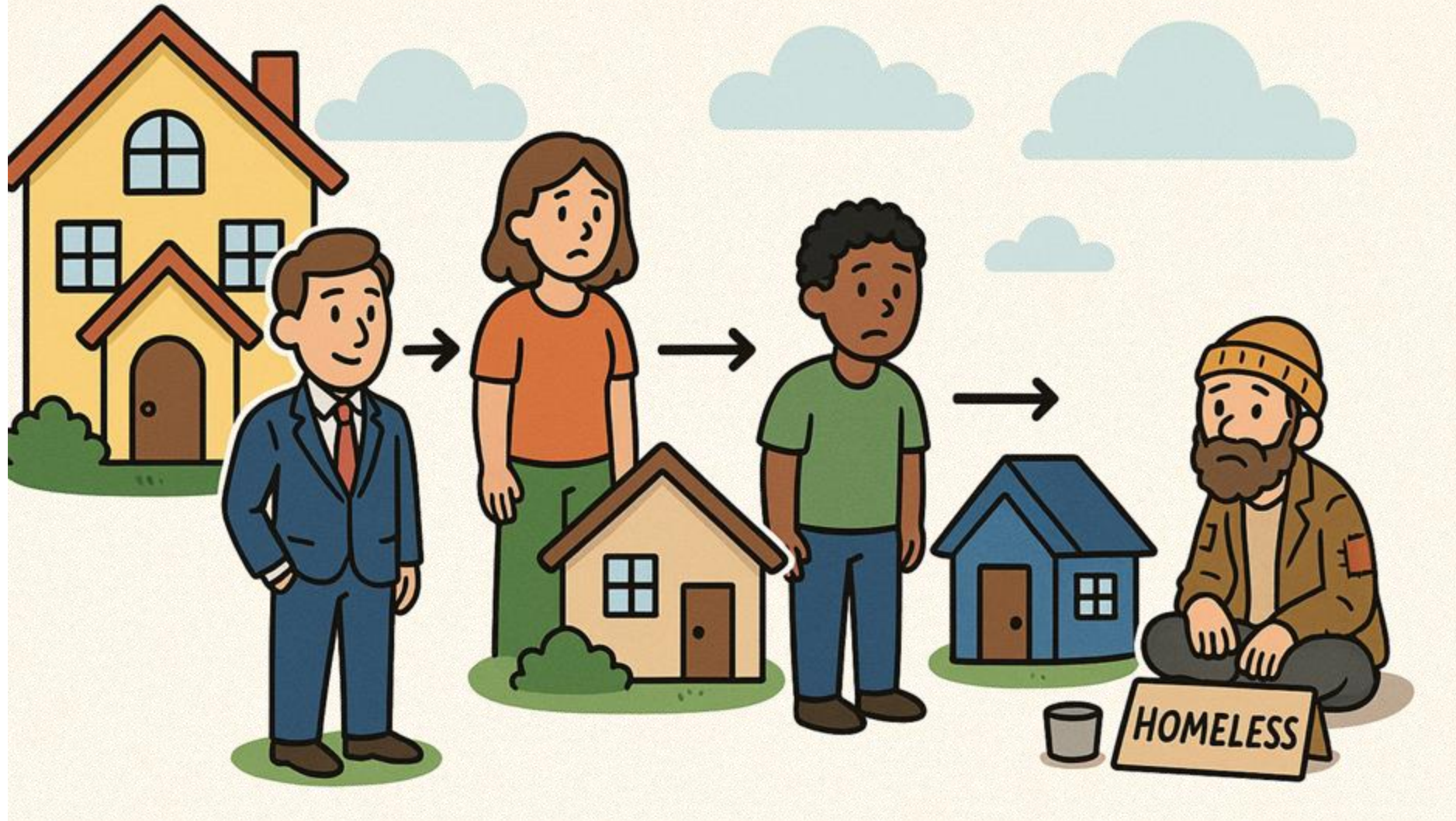
Income 2010-2023 increase +47.4%

Rental Market Compression (Piedmont)

Income Level	Rent	Rental Units	Renter HHs	Surplus/(Deficit)
Less than 30% AMI	Less than \$500	20,781	42,424	(21,643)
31-50% AMI	Less than \$750	41,224	28,538	12,686
51-80% AMI	Less than \$1,000	62,872	50,356	12,516
81%-120% AMI	Less than \$1,500	69,453	42,051	27,402
121-150% AMI	Less than \$2,500	18,744	32,037	(13,293)
More than 151% AMI	More than \$2,500	2,401	40,166	(37,765)
TOTALS		215,475	235,573	(20,098)

More than 40,000 renter households (who could afford homeownership) are putting downward pressure on the supply and potentially displacing (downward) those in the middle-income bands thus putting even further strain on those at 50% or less AMI where there is already a 21,000-unit deficit in housing supply.

RENTAL MARKET COMPRESSION



Housing Affordability, Quality, & Displacement

"Nothing is affordable now...
\$1,200, \$1,500 worth of rent.
You need something for the
average [family]."

"They need to have single
houses for people with no
income... There's a long
waiting list for public
housing."

Residents of 27260

What are your greatest concerns for the future of your community?

Residents of 27260

Theme	Count	Percent	Examples (Verbatim)
Safety and Crime	53	25%	"Safety is very important." "The violence and the young children committing crimes and carrying guns." "A lot of shooting around this area and drug use in public areas."
Youth Opportunities & Education	29	14%	"Youth not having anything productive to do." "Programs for the kids to attend as they get older." "Getting the homeless and drug addicts off the streets and building our community up with more after-school programs."
Affordable Housing & Homelessness	30	14%	"Affordable Housing – Rising rent and housing prices are pushing out long-time residents." "My greatest concern is not enough housing, rise of homelessness, access to medicine, grocery stores, food insecurity and children not having enough food to eat, job stability."
Economic Opportunity & Poverty	18	9%	"Underemployed community members." "Job security." "Poor people & the cost of living are affecting us all!"
Food Insecurity & Access to Resources	18	9%	"There is still a consistent lack of grocery stores and food resources in the 27260 area." "Food not being available to all residents w/o reliable income & or transportation."
Community Decline & Blight	16	7%	"Upkeep of houses in the community." "Decline in area and drugs." "Neighborhoods exposed to blight."
Gentrification & Displacement (HPU, etc.)	9	4%	"White people taking over." "The last remaining businesses in the Washington St. neighborhood will be gentrified." "High Point University may take over."
Infrastructure, Transportation, Parks	9	4%	"No shelter for bus routes." "Need more parks for kids." "Improvement on sidewalks around the Washington to Gordon St areas."
Community Cohesion, Leadership, Unity	9	4%	"For the people to come together." "Lack of communication." "Leadership for elementary school children."
Other (health, elderly, mental health)	8	4%	"Mental health can never be considered enough." "More housing for the elderly." "Healthy foods, more choices for mental health services."

Housing Affordability, Quality, & Displacement

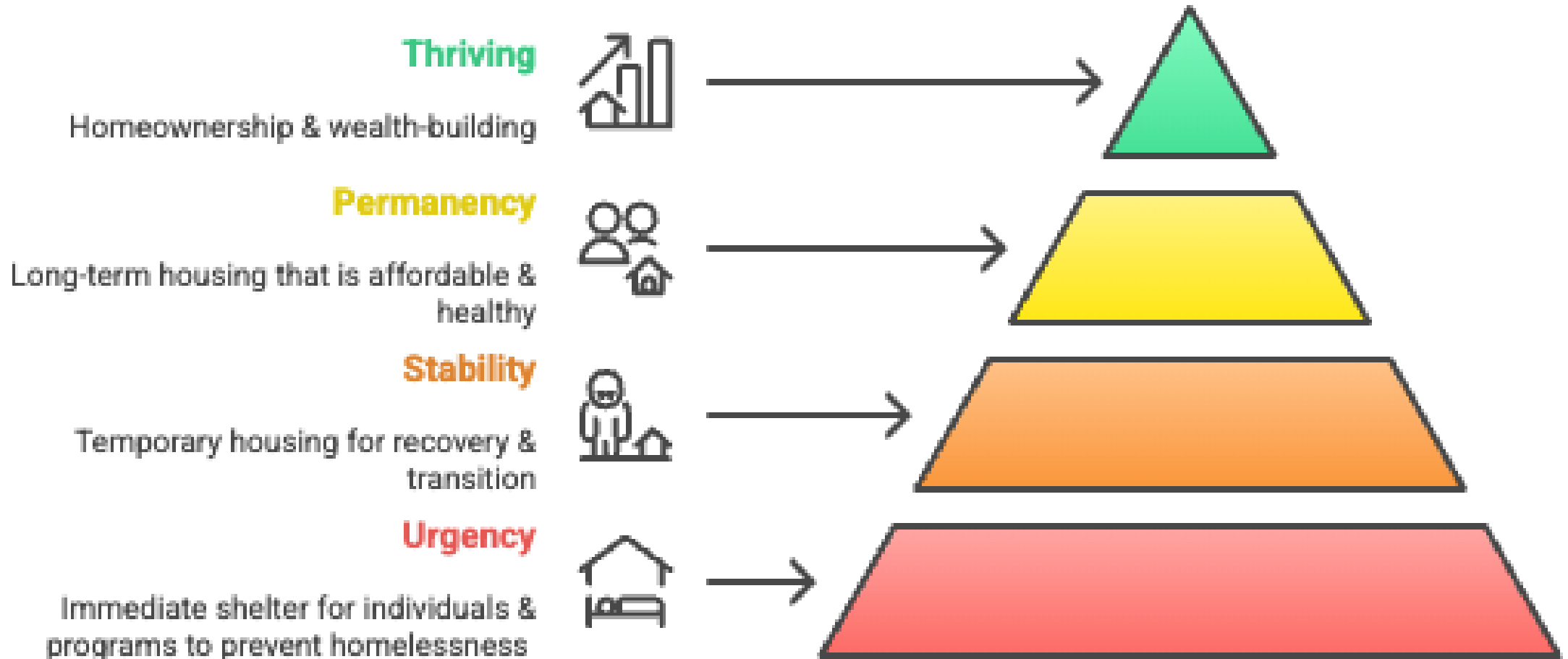
Concerns about rising rents, deteriorating housing stock, and displacement from gentrification.

Frustration over patchwork housing repair programs and lack of concentrated investment.

Support for mixed-income housing and preservation of existing homes.

Residents of 27260

Housing Continuum



Q&A