

THE STATE OF BLACK CALIFORNIA

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In 2007, the State of California's Legislative Black Caucus sponsored a report on the status of black Californians. The report was intended to be used as an information source to develop a public policy agenda, including legislative and non-legislative actions, to address the lingering racial and ethnic disparities in key social, economic, and health outcomes. This chapter summarizes the main findings of the *State of Black California* and offers some policy proposals to close racial and ethnic disparities in key outcomes.¹

Although over the past decades black Californians have made great social and economic strides, for many the American Dream is still out of reach. At the core of this story is the fundamental question of equality, not just equality as a right or in rhetoric, but equality in reality and practice. The *State of Black California* examines how black Californians fare in relation to whites and other major ethnic groups along economic, social and health related dimensions.

California has witnessed great prosperity over the past decades. It is home to some of the wealthiest black people in the country. But continuing racial stereotypes, disparate treatment by both private and public institutions, as well as the lack of equal access to important resources such as schooling raise the question of how blacks as a group fare relative to others.

While identifying racial disparities in a number of key social and economic outcomes is a noble goal in and of itself, the exercise is not fully valuable unless it comes with recommendations for action. Consistent with this idea, this chapter also provides policy agenda that is intended to make recommendations to improve the conditions of blacks in California as well as to reduce racial disparities.

The *State of Black California* builds on *The State of Black Los Angeles*. That study, produced in 2005 by the United Way of Greater Los Angeles and the Los Angeles Urban League, aimed to paint a picture of the Los Angeles black community. It did so using an "Equality Index," an objective tool to characterize the overall wellbeing of blacks in Los Angeles relative to whites and other ethnic groups. The "Equality Index" was developed by Global Insight Inc., a highly regarded international consulting firm. The overall Index was determined by collecting and reporting data in six areas: economics, education, health, housing, criminal justice, and civic engagement.

This chapter extends the Equality Index to California as a whole and to six of its major metropolitan areas, namely the Inland Empire, Oakland, Sacramento, San Diego, San Francisco, and San Jose, in addition to Los Angeles. The report provides evidence of how blacks fare relative to whites and other major ethnic groups in California as a whole and its major metropolitan areas.

The section that follows reports demographic changes in California over the 1990s in order to highlight the growth in the size and location of the black population. Then the chapter summarizes the results of the Equality Index comparison between blacks and other ethnic groups for each of the major metropolitan areas included in this chapter and for California as a whole.

Demographic Trends

This section reports on some general demographic trends in California, focusing attention on the black population. In 2000, California's total population was nearly 33 million of which the black population numbered about 2.2 million, up from 2 million in 1990. The population of blacks is the smallest of the four major racial and ethnic groups in California. At 900,000, the Los Angeles metropolitan area housed the largest number of blacks in California in 2000, followed by Oakland and the Inland Empire. Of the metropolitan areas covered in this report, the smallest population of blacks resided in San Jose and San Francisco.

1990	California	Inland Empire	Los Angeles	Oakland	Sacramento	San Diego	San Francisco	San Jose
White	17,029,126	1,616,253	3,618,850	1,240,163	721,932	1,633,281	337,118	869,874
Black	2,092,446	169,128	934,776	295,672	93,970	149,898	76,343	52,583
Latino	3,805,349	686,096	3,351,242	273,087	121,544	510,781	102,635	314,564
Asian	2,710,353	93,736	907,810	258,623	92,131	185,144	100,717	251,496
Other	240,158	23,580	50,486	4,165	1,788	3,862	1,460	2,366
Total	25,877,432	2,588,793	8,863,164	2,071,710	1,031,365	2,482,966	618,273	1,490,883
2000								
White	15,816,790	1,541,053	2,959,614	1,140,504	706,655	1,548,833	338,909	744,282
Black	2,181,926	242,604	901,472	297,975	118,073	154,487	58,791	44,475
Latino	10,966,556	1,228,962	4,242,213	441,686	195,890	750,965	109,504	403,401
Asian	3,752,596	141,024	1,147,834	406,969	139,389	257,461	241,775	431,811
Other	250,665	25,403	45,544	16,266	12,476	21,075	4,600	5,622
Total	32,968,533	3,179,046	9,296,677	2,303,400	1,172,483	2,732,821	753,579	1,629,591

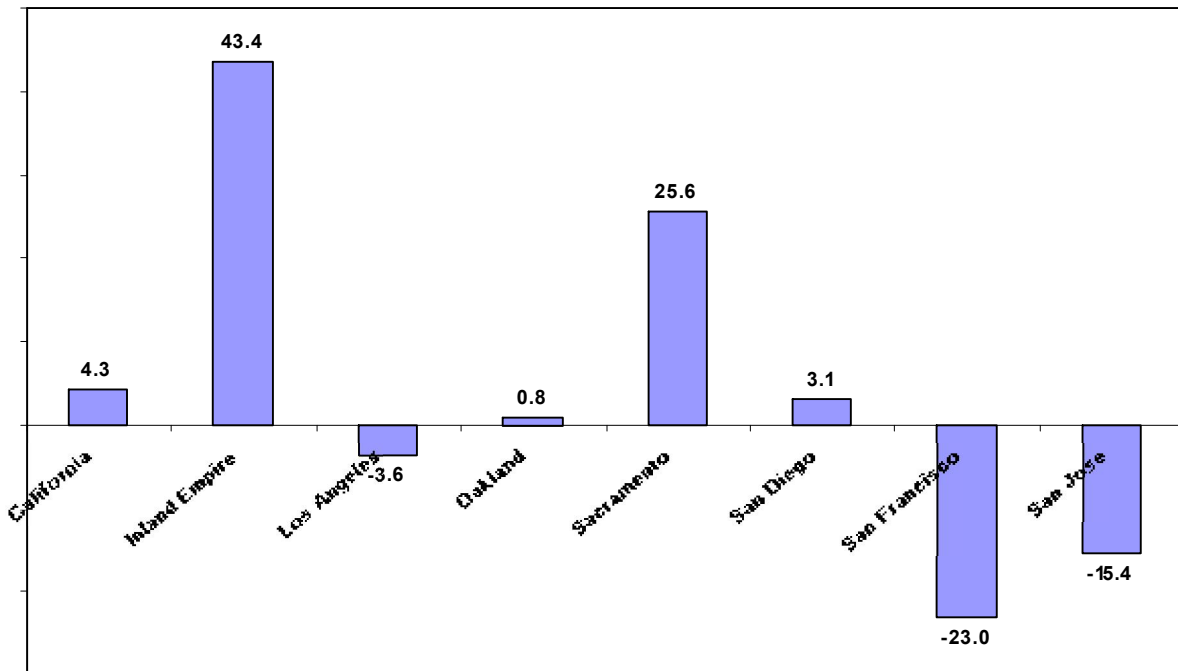
In 2000, blacks constituted 6.6 percent of the population in California, down from 8.1 percent in 1990. In fact, blacks' share of the population declined over the 1990s in Los Angeles, Oakland, and especially San Francisco, probably because of the high cost of living in these areas among other factors. Yet, in this same year, the largest percentage concentrations of blacks are found in Oakland at about 13 percent (followed by Sacramento and Los Angeles), while the smallest shares are found in San Diego at 6 percent (followed by San Jose at 3 percent).

	White		Black		Latino		Asian		Other	
	1990	2000	1990	2000	1990	2000	1990	2000	1990	2000
California	65.8	48.0	8.1	6.6	14.7	33.3	10.5	11.4	0.9	0.8
Inland Empire	62.4	48.5	6.5	7.6	26.5	38.7	3.6	4.4	0.9	0.8
Los Angeles	40.8	31.8	10.5	9.7	37.8	45.6	10.2	12.3	0.6	0.5
Oakland	59.9	49.5	14.3	12.9	13.2	19.2	12.5	17.7	0.2	0.7
Sacramento	70.0	60.3	9.1	10.1	11.8	16.7	8.9	11.9	0.2	1.1
San Diego	65.8	56.7	6.0	5.7	20.6	27.5	7.5	9.4	0.0	0.8
San Francisco	54.5	45.0	12.3	7.8	16.6	14.5	16.3	32.1	0.2	0.6
San Jose	58.3	45.7	3.5	2.7	21.1	24.8	16.9	26.5	0.2	0.3

These trends suggest very different growth rates of the black population across the major metropolitan areas. In what areas did blacks' population grow or decline? Over the 1990s, while

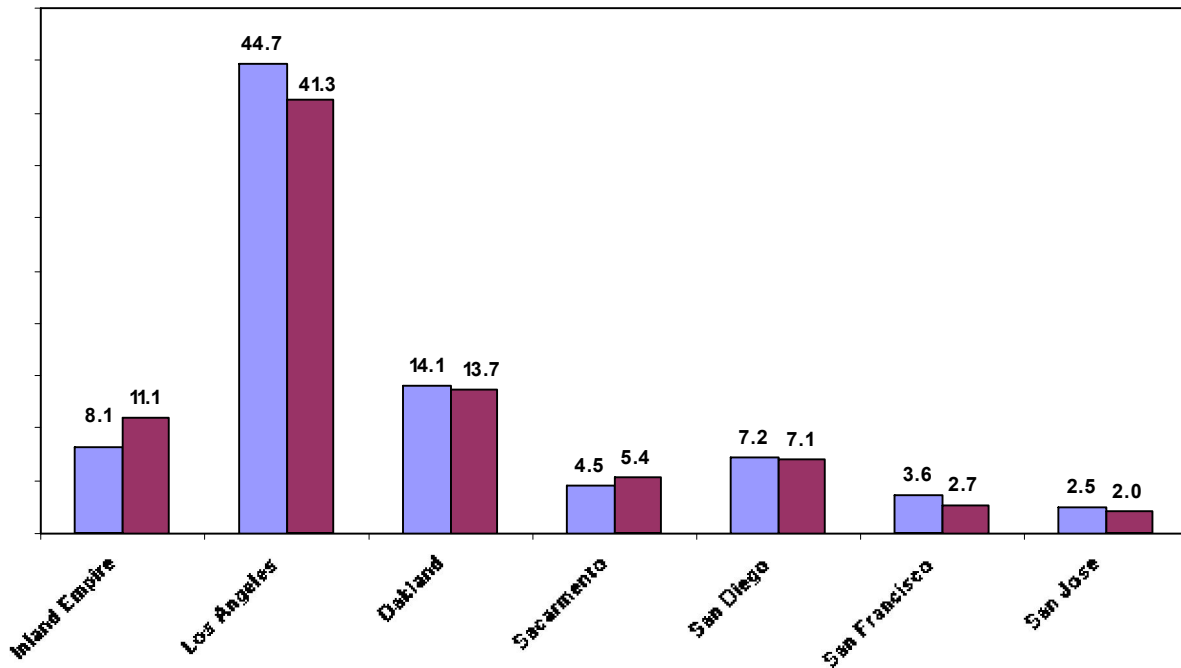
the black population grew at 4 percent in California as a whole, the black population grew in only three of the major metropolitan areas, namely the Inland Empire, Sacramento and San Diego. In fact, black population growth was fastest in the Inland Empire at 43.4 percent, followed by Sacramento and San Diego. The population of blacks declined in Los Angeles, and more significantly in San Francisco and San Jose. Housing costs and differences in the cost of living more generally are likely among the major reasons for the shifts in the black population away from California's larger metropolitan areas such as Los Angeles to smaller and less expensive ones such as Sacramento and the Inland Empire.

Figure 1: Black Population Growth Rates from 1990 to 2000



As a result of these metropolitan differences in the growth and decline of the black population, the shares of California blacks are shifting across the major metropolitan areas. Although Los Angeles still houses the largest share of the California black population, that percentage dipped over the 1990s. In 1990, about 45 percent of the California black population lived in Los Angeles, but fell to 41 percent by 2000. Other noticeable drops in the share of California's black population are found in San Francisco, and to a much lesser extent in San Jose and Oakland. Conversely, the Inland Empire and Sacramento represent metropolitan areas that are housing increasing shares of California's black population. By 2000, over 10 percent of blacks in California lived in the Inland Empire.

Figure 2: Share of California's Black Population, 1990 and 2000



The Equality Index

This section reports the results of applying the Equality Index to California as a whole and to its major metropolitan areas.² The Equality Index provides an objective tool to measure the equality of conditions between blacks and other major racial and ethnic groups. The Equality Index was developed by Global Insight Inc., a highly regarded international consulting firm. It calculated results for the *State of Black Los Angeles*, a major study of blacks in Los Angeles sponsored and published by the United Way of Los Angeles in conjunction with the Los Angeles Urban League. In this chapter, the Equality Index is computed for California as a whole and for its major metropolitan areas.

The Equality Index, like other commonly-used indexes such as the Consumer Price Index or the Dow Jones Industrial Average, summarizes a great deal of data as a convenient single figure that can be used to track changes over time. The Equality Index summarizes a variety of outcome data in a number of important areas such as economics, housing, health, education, criminal justice and civic engagement. The Equality Index thus allows one to see how blacks fare relative to other racial and ethnic groups in the aggregate, which reflects how blacks fare relative to whites in the important sub-dimensions, such as in economics, housing, etc., just described. The Index covers six areas, each with weights attached to them that indicate how much that sub-area contributes to the overall Index figure. The sub-areas and their respective weights are:

Economics	26%
Housing	12%
Health	15%
Education	27%
Criminal Justice	15%
Civic Engagement	5%

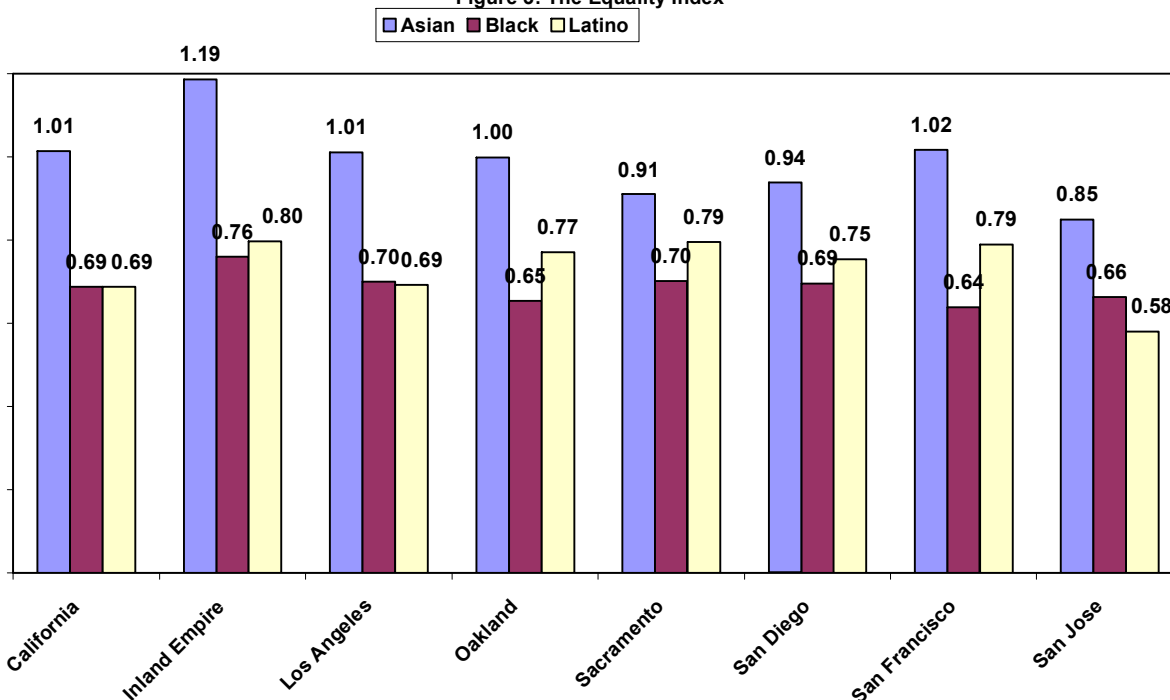
Each sub-area of the overall Equality Index, denoted below as “the Index,” has a separate score, and these separate scores are combined into a total Index score to summarize the extent to which different groups enjoy equal conditions.³ For example, for California, blacks’ Index score for the economics sub-area is 0.59, indicating that that score of 0.59 would contribute 26 percent to the overall Index score for blacks in California.

The Index compares conditions of the state’s four major racial groups: blacks, Asians, Latinos and whites. In this section and for this Index, whites are used as the baseline group, and they thus have a constant score of 1.00. For blacks and the other racial and ethnic groups, a score of less than 1.00 means that racial or ethnic group is faring relatively worse than whites, while a score of greater than 1.00 indicates that the racial or ethnic group is faring relatively better than whites in that category. The study will only report the Index score for blacks, Asians and Latinos since the score for whites remains constant at 1.00 for the total Index and for the sub-area indices.

Equality Index Results

This section reports results from the Equality Index for California as a whole and for its major metropolitan areas. The Equality Index results for California demonstrate that blacks and Latinos fare less well than whites. The overall Index results reveal an Index score for blacks in California of 0.69, with Latinos scoring 0.69, essentially on par with blacks.⁴ Asians, with an Index score of 1.01 are essentially on par with the benchmark of 1.00 for whites.⁵ The lower Index result for blacks in California is driven by their relatively lower Index scores in economics and housing, where racial inequality between blacks and whites is much greater than in the other sub-categories.

Figure 3: The Equality Index



There is some variation in racial inequality between blacks and whites in California. Blacks fare much better relative to whites in the Inland Empire with an Index value of 0.76. The relatively higher scores of blacks there is fueled by their relatively better outcomes in housing, education and economics as noted below. On the other hand, blacks fare somewhat worse relative to whites in San Francisco and to a lesser extent Oakland and San Jose. The relatively lower scores of blacks in San Francisco is propelled mostly by their relatively worse outcomes in economics and education. If it were not for blacks' relatively higher participation in civic affairs in San Francisco, their overall Equality Index score would be much lower.

The Index value for blacks in Los Angeles is virtually identical to that for California as a whole, This outcome occurs mostly because blacks in Los Angeles make up nearly half the black population in the state. Still, racial inequality between blacks and whites is very similar in Sacramento, San Diego, and San Jose to that in Los Angeles, despite the smaller metropolitan area sizes.

The Equality Index results for blacks in California and its major metropolitan areas paint a sobering picture of fairly deep racial inequality, especially between blacks (and Latinos) and whites. What are the major sources of this racial inequality? The next section reports results for the sub-indices of the overall Index. The first is the Economics Index.

Economic Index Indicators

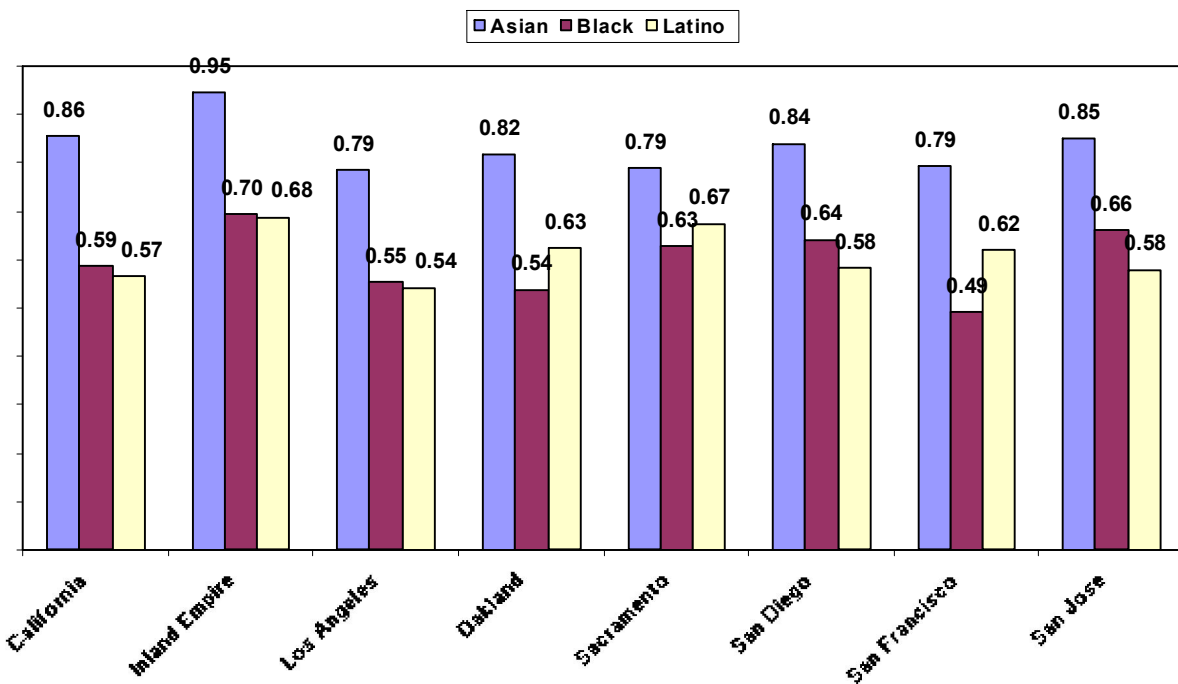
Economic factors strongly influence overall well-being in society. The Economic Index reflects racial inequality in important economic outcomes including:

- Median Income
- Employment
- Poverty
- Business Ownership

In this section, the Economic Index score is reported as well as data on some of the economic indicators that drive the Economics Index results and that are important to blacks. For this section, these reported results will include a discussion of median household income and the poverty rate.⁶ The Economics sub-Index contributes 26 percent to the overall Equality Index score.

The Economic Index score for blacks in California is 0.59, indicating an economic standing at a little over half that of whites. That score also implies that blacks' overall Equality Index score in California (0.71) would be higher if their Economic Index score was higher than that reported here. Still, the economically disadvantaged position of blacks is close to par with that of Latinos at 0.57 and far lower than the score of 0.86 for Asians, whose score is much closer to that of whites.

Figure 4: The Economic Index



Racial inequality between blacks and whites in economic outcomes varies rather considerably across major metropolitan areas in California. Racial inequality in these economic outcomes is somewhat worse in San Francisco, Oakland, and Los Angeles because, as noted below, blacks' median household income is so much lower than that of whites in these areas. On the other hand, racial inequality in these outcomes is somewhat better in the Inland Empire and San Jose, and to a lesser extent in San Diego and Sacramento.

Median Household Income

One of the key indicators of economic well-being in the Economic Index is median household income, which contributes half of the economics sub-Index (a weight of 50 percent). Median household income indicates the level at which half of households have higher incomes and half have lower incomes. Household income reflects all of the income resources, including those from earnings from work, to the household for the given year.

In California, blacks' median household income is significantly lower than that of whites for reasons that are not reported here but could include a variety of factors. These factors include lower educational attainment or skills, lack of good jobs access, or discrimination. While blacks' median income in 2000 was about \$35,000, the equivalent figure for whites was nearly \$54,000. This implies a black/white median household income ratio of 0.65, or stated differently, that blacks' median household income is 65 percent of whites' household income.⁷

	Asian	Black	Latino	White	B/W Ratio
California	55,366	34,956	36,532	53,734	0.65
Inland Empire	51,500	37,000	37,000	46,200	0.80
Los Angeles	47,631	31,905	33,820	53,978	0.59
Oakland	63,700	37,600	49,300	66,300	0.57
Sacramento	44,501	33,219	37,171	47,133	0.70
San Diego	51,981	36,389	34,555	52,089	0.70
San Francisco	60,350	35,200	50,000	70,800	0.50
San Jose	82,804	58,918	55,572	80,027	0.74

The median household income of blacks is much lower than that of whites in each major metropolitan area of California. It is significantly lower than that of whites in San Francisco, Oakland, and Los Angeles. In fact, the black/white median household income ratio is lowest in San Francisco (0.50). Blacks' median household income is relatively lower than that of whites in the other metropolitan areas. The highest black/white median household income ratio is found in the Inland Empire and in San Jose, 0.80 and 0.74, respectively.

These trends are consistent with where blacks' median household income is the highest absolutely. Blacks' income is highest in San Jose at nearly \$59,000 by a wide margin, followed by Oakland and the Inland Empire. Blacks' income is lowest in Sacramento at about \$33,000 followed by Los Angeles (\$32,000).

Poverty

Another key indicator of economic well-being in the Economic Index is the poverty rate. That indicator contributes 15 percent to the economics sub-Index. The poverty rate reflects the percentage of each racial and ethnic group whose income falls below the federally defined poverty level. In California, blacks' poverty rate is significantly higher than that of whites in large part because of their lower overall median household income among other factors. While blacks' poverty rate in 2000 was 22.4 percent, the equivalent figure for whites was 8 percent.

This implies a white/black poverty rate ratio of 0.36 or, stated differently, that whites' poverty rate is only 36 percent of the rate for blacks.

	Asian	Black	Latino	White	W/B Ratio
California	12.8	22.4	22.1	8.0	0.36
Inland Empire	13.6	23.0	20.7	10.2	0.44
Los Angeles	13.9	24.4	24.2	8.5	0.35
Oakland	11.2	21.2	13.7	5.9	0.28
Sacramento	20.5	23.6	19.5	9.5	0.40
San Diego	11.4	18.3	22.0	7.2	0.39
San Francisco	10.7	25.0	15.6	7.7	0.31
San Jose	7.5	9.7	13.2	4.3	0.45

Blacks' poverty rate is much higher than that of whites in each major metropolitan area of California. It is significantly higher than that of whites in Oakland, San Francisco, and Los Angeles. In fact, the white/black poverty rate ratio is lowest in Oakland (0.28). Blacks' poverty rate is relatively higher than that of whites in the other metropolitan areas. The highest white/black poverty rate ratio is found in San Jose, the Inland Empire, and Sacramento, at 0.45, 0.44 and 0.40 respectively.

These trends are only somewhat consistent with where blacks' poverty rate is the highest (and lowest) absolutely. The poverty rate of blacks is highest in San Francisco, Los Angeles, Sacramento, and the Inland Empire and lowest in San Jose, San Diego, and Oakland.

Housing Index and Indicators

Housing is an important pathway to a variety of important outcomes such as wealth accumulation and neighborhood and family stability among other factors. The Housing Index reflects racial inequality in important housing outcomes including:

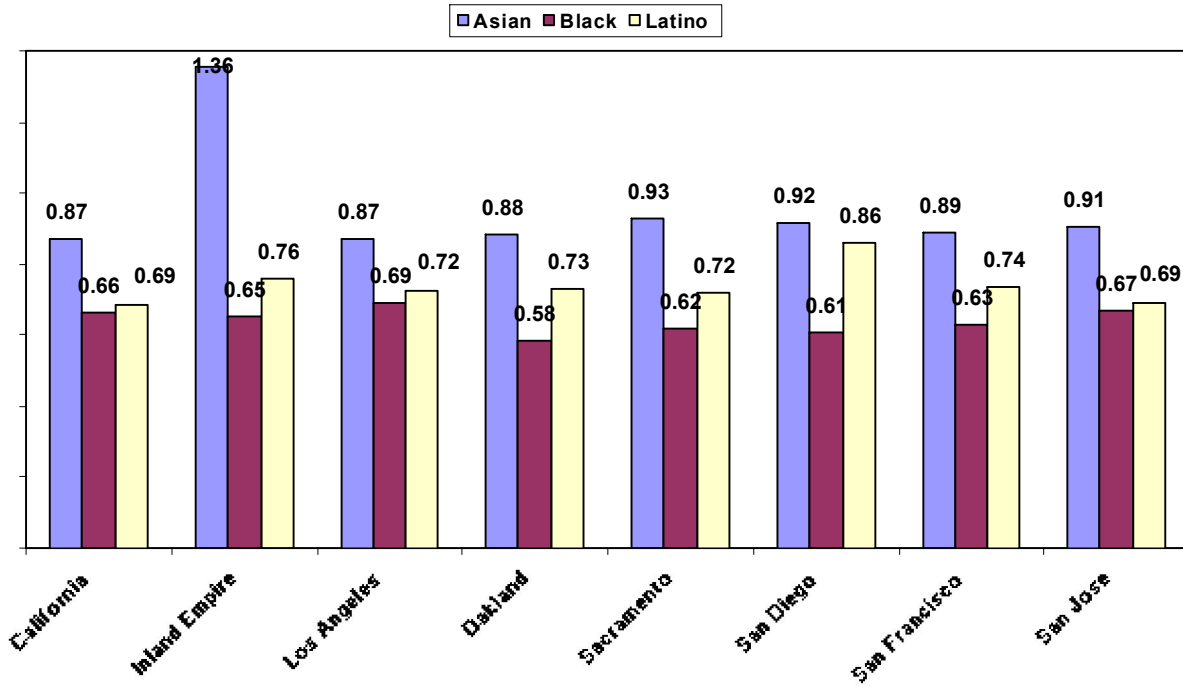
- Home Ownership
- Housing Affordability
- Crowding in Living Situations

In this section, the Housing Index score is reported as well as data on some of the housing indicators that drive the Housing Index results. For this section, these reported results will include a discussion of homeownership rates and rental burden. The latter is included because a majority of blacks consists of renters. The Housing sub-Index contributes 12 percent to the overall Equality Index score.

For blacks in California, the Housing Index score is 0.66, indicating that blacks' housing quality is about two-thirds that of whites. That score also implies that blacks' overall Equality Index score in California (0.71) would be higher if their Housing Index score were higher than that reported here. Still, in California, the inferior housing quality facing blacks is nearly

identical to that of Latinos at 0.69, and each faces housing quality inferiority to a greater extent than Asians as a group 0.87, whose score yet again is much closer to that of whites.

Figure 5: The Housing Index



Surprisingly, racial inequality between blacks and whites in housing quality does not vary a great deal across major metropolitan areas in California, despite differences in the cost of housing across these areas. In more expensive housing markets such as Los Angeles, San Diego, San Jose, and San Francisco, racial inequality in these housing outcomes is somewhat similar to that in less expensive housing markets such as in the Inland Empire and Sacramento. Still, racial inequality in housing quality is the greatest in Oakland in large part because the black-white gap in homeownership is greatest there.

Home Ownership

One of the key indicators of housing quality in the Housing Index is the homeownership rate, which contributes a little over half of the housing sub-Index (a weight of 55 percent). Homeownership is a pathway to wealth accumulation, housing stability for families, and neighborhood stability for communities. The homeownership rate indicates the percent of a racial and ethnic group at the household level that owns a home.

In California, blacks' homeownership rate is significantly lower than that of whites for reasons that are not reported here but could include a variety of factors such as lack of income, discrimination, credit score issues. While blacks' homeownership rate in 2000 was about 40 percent, the equivalent figure for whites was 55 percent. Thus, blacks' homeownership rate was 60 percent that of whites.

	Asian	Black	Latino	White	B/W Ratio
California	55.3	38.9	43.7	64.9	0.60
Inland Empire	65.6	49.7	63.8	77.9	0.64
Los Angeles	45.0	38.1	38.7	57.3	0.67
Oakland	62.1	33.8	44.5	67.6	0.50
Sacramento	70.1	45.3	51.5	73.1	0.62
San Diego	57.0	33.8	44.5	65.2	0.52
San Francisco	51.0	35.1	36.6	51.9	0.68
San Jose	56.8	38.7	47.6	67.2	0.58

The homeownership rate of blacks is much lower than that of whites in each major metropolitan area of California. It is significantly lower than that of whites in Oakland, San Diego and San Jose, areas with high housing costs. In fact, the black/white homeownership ratio is lowest in Oakland (0.50). Interestingly, blacks' homeownership rate is only relatively lower than that of whites in Los Angeles and San Francisco, which has the highest black/white homeownership rate in San Francisco at 0.68, despite the high housing costs there. The reasons for this are not clear.

However, blacks' homeownership rates are highest absolutely in more affordable metropolitan areas. These include the Inland Empire (50 percent) and Sacramento (45 percent). Blacks' homeownership rates are lowest in Oakland and San Diego (both at about 34 percent) and San Francisco (35 percent).

Housing Costs

Housing costs are an especially important concern in high cost of living areas such as California. One way to measure such housing costs is through the rental burden - since most blacks are renters. For renters, the rental burden is usually measured as the fraction of income paid for rent, which contributes about a third of the housing sub-Index (a weight of 30 percent). The higher the fraction of income paid as rent, the greater the rental burden.

In California, blacks' rental burden is slightly higher than that of whites probably because of lower incomes among other factors. In 2001, while blacks' rental burden was 29 percent, the equivalent figure for whites was 25 percent. These data result in a white/black rental burden ratio of 0.86.

	Asian	Black	Latino	White	W/B Ratio
California	26.0	29.0	27.0	25.0	0.86
Inland Empire	26.0	31.0	27.0	26.0	0.84
Los Angeles	28.0	31.0	29.0	27.0	0.87
Oakland	26.0	29.0	25.0	25.0	0.86
Sacramento	24.0	29.0	26.0	25.0	0.86
San Diego	25.0	27.0	28.0	26.0	0.96
San Francisco	24.0	25.0	26.0	24.0	0.96
San Jose	23.0	27.0	28.0	24.0	0.89

The rental burden of blacks is slightly greater than that of whites in each major metropolitan area of California. In particular, the percent of income paid to rent is slightly higher for blacks relative to whites in the Inland Empire, despite the fact that housing costs are relatively lower there. At the same time, the percent of income paid as rent for blacks is nearly equal to that of whites in San Diego, despite higher housing costs. In absolute terms, the rental burden was greatest for blacks in the Inland Empire and Los Angeles (both at 31 percent) and less severe in San Francisco (at 25 percent).

Health Index and Indicators

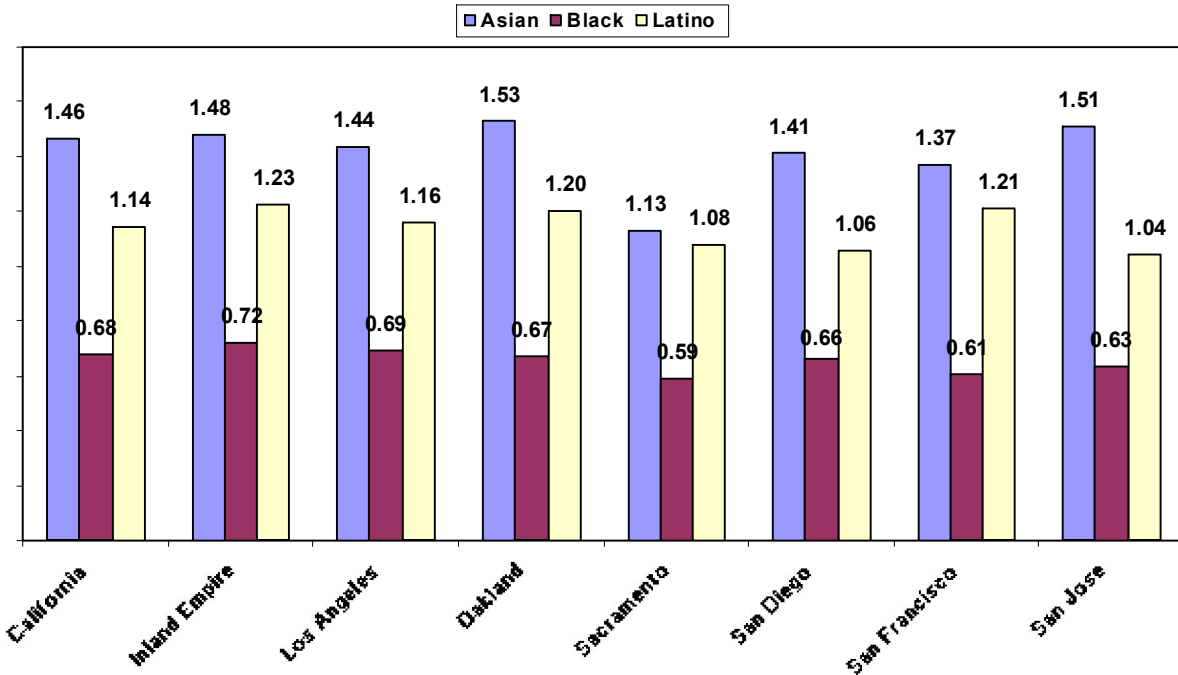
Healthy living is also important to overall well-being. Thus, the quality of health and health outcomes more generally are invaluable assets. These outcomes can reflect a variety of factors including unique health risks, access to quality of health care, discrimination in that care, and individual behaviors and choices. The Health Index measures:

- Life Expectancy
- Mother’s Status and Birth Outcomes
- Children’s Health

In this section, the Health Index score is reported as well as data on some of the health indicators that drive the Health Index results. These results will include a presentation of death rates and homicide rates, because this problem disproportionately affects the black community. The Health sub-Index contributes 15 percent to the overall Equality Index score.

The Health Index score for blacks in California is 0.68, indicating that blacks’ health quality is rated at a little more than two-thirds that of whites. In California, the poorer health quality facing blacks is vastly inferior to that of Latinos at 1.14 and Asians at 1.46, whose health quality is superior to that of whites. The results for Latinos seem counterintuitive but are consistent with prior scientific research.⁸

Figure 6: The Health Index



Racial inequality between blacks and whites in health quality varies a great deal across major metropolitan areas in California. Racial disparities in health outcomes are much more severe in Sacramento, San Francisco, and San Jose compared with other areas. They are more severe in these metropolitan areas because of greater racial inequality in death rates and infant death rates, where blacks are more likely to die earlier and where black infants are more likely to die. On the other hand, racial disparities in health outcomes are somewhat less severe in the Inland Empire, partly because of less racial inequality in overall death rates and infant death rates.

Death Rates

One of the key indicators of health quality in the Health Index is the death rate since it captures in large part the accumulation of health problems and risk in a population. This health indicator contributes 65 percent to the health sub-Index. The (age-adjusted) death rate indicates in the number of people that die in a given year per 100,000 people in a given population, here for each racial and ethnic group.

In California, blacks' death rate is significantly higher than that of whites. In 2002, while blacks' death rate was 1,140 per 100,000, the equivalent figure for whites was 846. These figures imply a white/black death rate ratio of 0.74.

	Asian	Black	Latino	White	W/B Ratio
California	533	1,140	634	846	0.74
Inland Empire	595	1,207	643	920	0.76
Los Angeles	445	979	540	700	0.72
Oakland	517	1,179	628	893	0.76
Sacramento	563	1,075	535	638	0.59
San Diego	527	1,169	682	820	0.70
San Francisco	552	1,227	574	814	0.66
San Jose	498	1,254	668	815	0.65

Moreover, the death rate of blacks is much higher than that of whites in each major metropolitan area of California. It is much higher than that of whites in the Inland Empire and Oakland (both at 0.76), and relatively higher in Sacramento, San Francisco, and San Jose.

Surprisingly, blacks' death rates are highest absolutely in metropolitan areas outside of Los Angeles. They are highest in San Jose, San Francisco and the Inland Empire, and lowest in Los Angeles and Sacramento.

Infant Death Rates

The death of infants (either neo or postnatal) is felt devastatingly and disproportionately by the black community. The data on infant death rates in California confirm these conclusions. This health indicator contributes 7 percent to the health sub-Index. The infant death rate indicates the number of infants (either neo or postnatal) that die in a given year per 1,000 infants born for each racial and ethnic group.

In California, blacks' infant death rate is significantly higher than that of whites. In 2002, while blacks' death rate was 11.6 per 1,000 live births, the equivalent figure for whites was 4.8. These data produce a white/black infant death rate ratio of 0.41.

	Asian	Black	Latino	White	W/B Ratio
California	4.1	11.6	5.2	4.8	0.41
Inland Empire	3.6	10.7	6.8	5.5	0.51
Los Angeles	4.0	13.0	5.0	5.0	0.38
Oakland	4.0	11.4	3.7	3.0	0.27
Sacramento	3.1	12.6	5.1	3.3	0.26
San Diego	3.3	11.7	4.6	3.9	0.34
San Francisco	2.2	9.4	2.2	2.8	0.30
San Jose	3.1	9.4	5.3	3.6	0.39

Moreover, the infant death rate of blacks is much higher than that of whites in each major metropolitan area of California. It is much higher than that of whites in Sacramento (at 0.26), followed by that in Oakland, San Francisco, and San Diego. It is relatively higher than that of

whites in the Inland Empire where the black infant death rate is twice as high as that of whites (for a white/black death rate ratio of 0.51).

Blacks' infant death rates are highest absolutely in Los Angeles and Sacramento. They are lowest in San Francisco and San Jose (both at 9.4 per 1,000 live births) for reasons that are not clear.

Education Index and Indicators

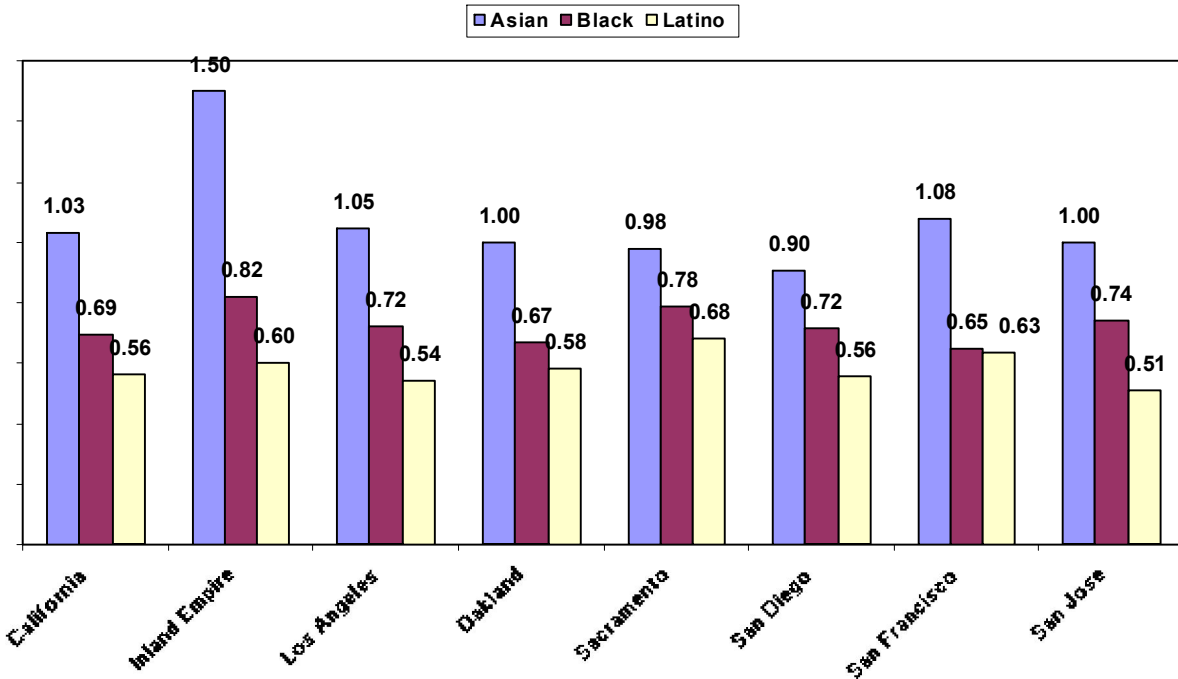
The changing economy driven by rapid technological innovations makes an educated society even that much more important to labor-market outcomes, notwithstanding the intrinsic value of education on an informed citizenry. Thus, educational opportunities and outcomes should be made widely available to all Californians to prepare them for the increasingly complex and interrelated world. The Education Index measures:

- Course Quality
- Adult Educational Attainment
- School Achievement Scores
- Enrollment and Dropouts

In this section, the Education Index score is reported as well as data on some of the education indicators that drive the Education Index results. For this section, these reported results will include a discussion of those completing high school coursework required for entrance to the University of California (UC) or the California State University (CSU) systems and enrollment rates for preschool. The Education sub-Index contributes 27 percent to the overall Equality Index score.

The Education Index score for blacks in California is 0.69, indicating that blacks' educational quality is about two-thirds that of whites. This score is nearly identical to blacks' overall Equality Index score in California (0.71). In California, blacks' inferior educational outcomes (relative to those of whites) are better than that of Latinos at 0.56, and each possess educational outcomes that are inferior to that of Asians as a group at 1.03, whose score yet again is on par with that of whites.

Figure 7: The Education Index



Racial inequality between blacks and whites in educational outcomes varies somewhat across major metropolitan areas in California. Blacks' outcomes relative to those of whites are better in metropolitan areas where blacks' population growth is rising fairly rapidly as in the Inland Empire and Sacramento. They are better there because of less racial inequality in test scores and preschool enrollment than in the other metropolitan areas. Blacks' outcomes relative to those of whites are much worse in the Bay area, in both Oakland and San Francisco, partly because of greater racial inequality in course quality, test scores and high school dropouts.

Completion of High School Coursework Required for UC/CSU Entrance

One indicator of educational outcomes in the Education Index is the completion rate of coursework required for entrance to the University of California or California State University Systems, which contributes 15 percent to the Education sub-Index. With the growing importance of cognitive skills, access to college is key to becoming competitive in labor markets and earning a middle-class wage. In California, a sure pathway to enhance cognitive skills is gaining access to the UC or CSU systems. The UC/CSU coursework completion rate measures the fraction of recently graduated high school seniors (by race and ethnicity) that has completed the coursework required for either UC or CSU entrance.

In California, blacks' UC/CSU coursework completion rates were significantly lower than that of whites for reasons that are not reported here but could include a variety of factors such as lack of coursework available at their high schools. While blacks' coursework completion rate in 2004/05 was about 25 percent, the equivalent figure for whites was 41 percent. These data yield a black/white completion rate ratio of 0.62.

**Table 9: H.S. Graduates Completing Courses
Required for U.C. and/or C.S.U. Entrance, 2004-05**

	Asian	Black	Latino	White	B/W Ratio
California	58.7	25.2	24	40.9	0.62
Inland Empire	59.5	29.4	25.6	42.7	0.69
Los Angeles	64.9	33.6	31.9	45	0.75
Oakland	60.2	22.2	25	49.7	0.45
Sacramento	45.1	21.1	22	33.2	0.64
San Diego	58.8	23.5	22	46.7	0.50
San Francisco	65.4	26.3	36.4	58.3	0.45
San Jose	65.3	25	21	52.6	0.48

The UC/CSU coursework completion rate of blacks is much lower than that of whites in each major metropolitan area of California. It is significantly lower than that of whites in Oakland, San Francisco, San Jose and San Diego. In fact, the black/white completion rate ratio is lowest in Oakland and San Francisco (both at 0.45) followed closely by that in San Jose (at 0.48). Interestingly, black/white completion rate ratio is much higher in Los Angeles at 0.75 despite claims of poor schools there. The black/white completion rate ratio is also higher in the Inland Empire and Sacramento than that for the state as a whole.

Consistent with these results, blacks' UC/CSU coursework completion rate is highest absolutely in Los Angeles (33.6) and the Inland Empire (29.4) than the other major metropolitan areas.

Preschool Enrollment (Percent of 3 and 4 Year Olds)

Another key indicator of educational quality in the Education Index is the preschool enrollment rate, which contributes 10 percent to the education sub-Index. Preschool is important to foster basic reading, writing, and math skills as well as other social skill important for children's development. The nursery/preschool enrollment rate measures the fraction of 3 or 4 year olds (by race and ethnicity) that were enrolled in 2000 in a nursery or preschool program. In California, the nursery/preschool enrollment rate of both black and white children was 56 percent, for a white/black nursery/preschool enrollment rate ratio of one. These enrollment rates are somewhat higher than that of Latino and Asian children.

	Asian	Black	Latino	White	B/W Ratio
California	49.0	56.0	36.0	56.0	1.00
Inland Empire	34.0	48.0	32.0	45.0	1.07
Los Angeles	63.0	63.0	42.0	74.0	0.85
Oakland	53.0	63.0	41.0	64.0	0.98
Sacramento	32.0	48.0	41.0	50.0	0.96
San Diego	43.0	59.0	39.0	57.0	1.04
San Francisco	62.0	73.0	49.0	77.0	0.95
San Jose	52.0	49.0	40.0	63.0	0.78

Still, within California there is significant variation in the degree to which black children are enrolled in preschool as compared to that of white children. The enrollment rate of black children is much lower than that of whites in San Jose and Los Angeles. In fact, the black/white enrollment rate ratio is lowest in San Jose at 0.78. In the other major metropolitan areas, the black/white enrollment rate ratio is nearly 1.00 indicating equality in enrollment. Black children's enrollment rates are highest absolutely in the largest metropolitan areas including San Francisco (73 percent), and Oakland and Los Angeles (both at 63 percent).

Criminal Justice Index and Indicators

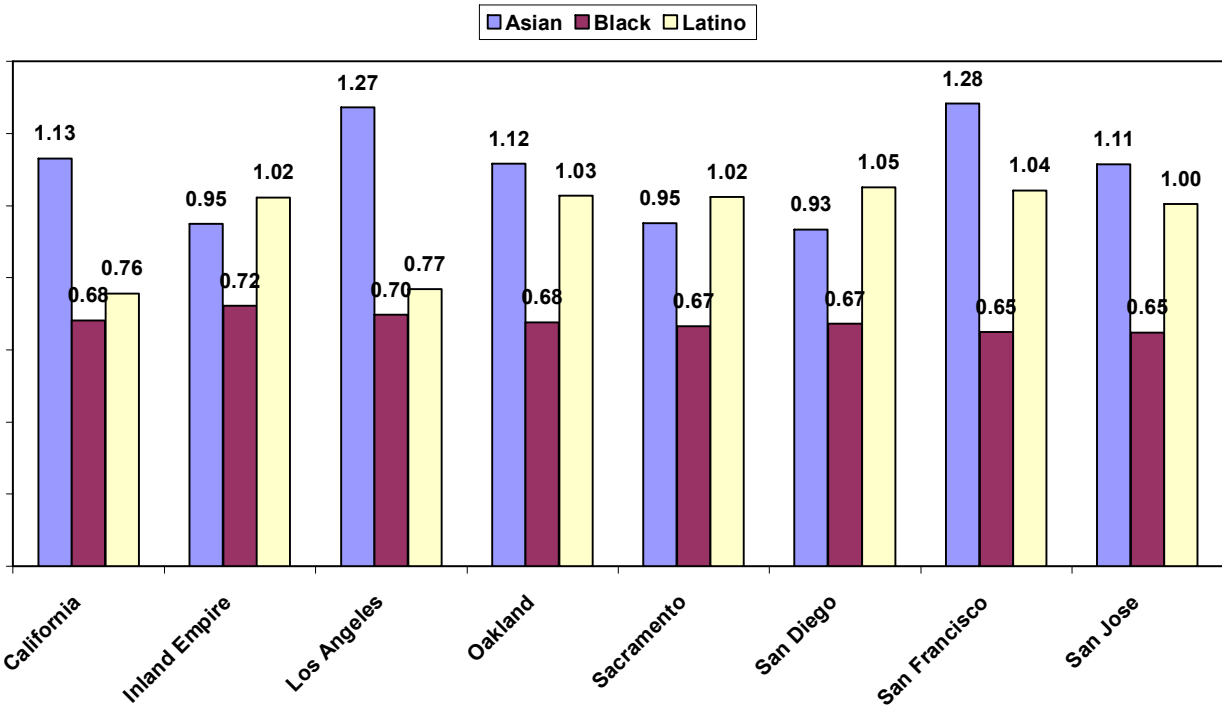
Disproportionate contact with the criminal justice system or having a justice system that administers the law differentially or preferentially can weaken democratic participation in society and weaken confidence in that system of justice. The Criminal Justice Index measures:

- Equality Before the Law⁹
- Arrest Rates
- Homicide & Victimization

In this section, the Criminal Justice Index score is reported as well as data on one of the criminal justice indicators that drive the Indexes' results. For this section, the discussion will report on felony arrest rates. The Criminal Justice sub-Index contributes 15 percent to the overall Equality Index score.

The Criminal Justice Index score for blacks in California is rated at 0.68, indicating that blacks' standing before the criminal justice system is about two-thirds that of whites. That score also implies that blacks' overall Equality Index score in California (0.71) would be higher if their Criminal Justice Index score was somewhat higher than that reported here. Still, in California, blacks' standing before the criminal justice system is lower than that of Latinos at 0.76, and each of these groups' criminal justice indicators are worse relative to Asians as a group at 1.13.

Figure 8: The Criminal Justice Index



Surprisingly, racial inequality between blacks and whites in their standing before the criminal justice system does not vary a great deal across major metropolitan areas in California. Blacks' standing relative to whites in these indicators is relatively better in the Inland Empire (because of less racial inequality in arrest rates and in victimization such as homicides) and relatively worse in San Francisco and San Jose.

Felony Arrest Rates

One indicator of criminal justice participation is the felony arrest rate, which contributes 15 percent to the Criminal Justice Participation sub-Index. Arrest rates can reflect a variety of problems including criminal propensity, lack of opportunity, differential policing and enforcement in neighborhoods and communities, and racial profiling. In either case, exhibiting higher felony arrest rates can certainly be viewed as normatively inferior to having lower arrest rates. The felony arrest rate measures the fraction of the adult population (by race and ethnicity) that had been arrested for a felony offense in 2003. Those arrests, it might be noted, may or may not have led to convictions.

In California, the fraction of blacks who had been arrested for a felony offense is much larger than that of whites. While the percentage of blacks who were arrested in 2003 was 3.7 percent, the equivalent figure for whites was a little less than 1 percent. These figures produce a white/black felony arrest rate ratio of 0.22.

	Asian	Black	Latino	White	W/B Ratio
California	0.46	3.66	1.36	0.80	0.22
Inland Empire	1.03	3.17	1.81	1.10	0.35
Los Angeles	0.46	3.66	1.36	0.80	0.22
Oakland	0.45	4.00	1.27	0.69	0.17
Sacramento	0.98	6.00	2.08	1.34	0.22
San Diego	0.84	3.96	1.47	0.85	0.21
San Francisco	0.62	13.95	2.85	2.00	0.14
San Jose	0.43	4.02	2.00	0.62	0.15

The felony arrest of blacks is much higher than that of whites in each major metropolitan area of California. It is significantly higher than that of whites in San Francisco, San Jose, and Oakland. In fact, the white/black arrest rate ratio is lowest in San Jose at 0.14, followed by San Francisco (0.15), and Oakland (0.17). It is relatively higher in the other metropolitan areas but particularly in the Inland Empire, where the white back felony arrest rate ratio is highest at 0.34. The blacks felony arrest rate is highest absolutely in San Francisco (at nearly 14 percent) and lowest in the Inland Empire (at 3.2 percent).

Civic Engagement Index and Indicators

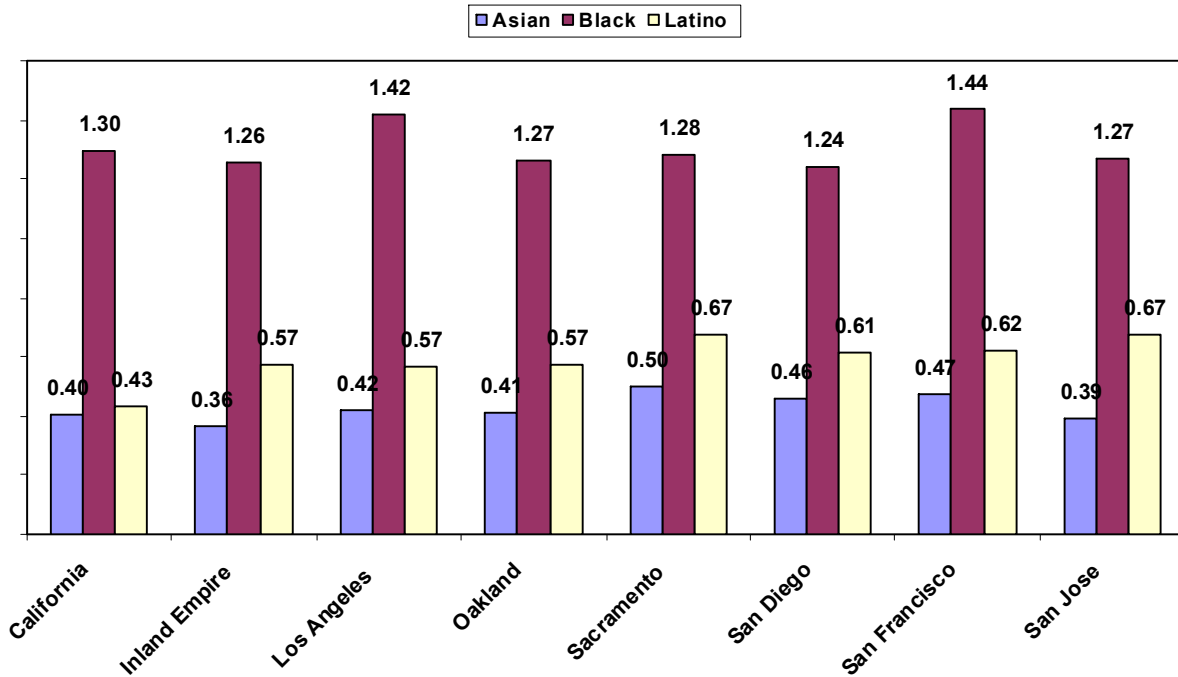
Civic engagement can help ensure active participation in important social spheres such as political life and help address a variety of social problems whether they be in neighborhoods, school, and elsewhere. The Civic Engagement Index measures:

- Armed Services Participation
- Union Representation
- English Fluency

In this section, the Civic Participation Index score is reported as well as data on one of the civic participation indicators that drive the Indexes' results. For this section, the discussion will report on percentage of veterans among each racial and ethnic group. The Civic Participation sub-Index contributes 5 percent to the overall Equality Index score.

For blacks, the Civic Participation Index score in California is 1.30, indicating that blacks' civic participation levels are higher than that of whites. That score also implies that blacks overall Equality Index score in California (0.71) would be somewhat lower if not for their higher degrees of civic participation. In California, blacks' civic participation levels are also much higher than that of Asians and Latinos, whose scores are much lower than that of whites.

Figure 9: The Civic Engagement Index



Racial inequality between blacks and whites in civic participation does not vary a great deal across major metropolitan areas in California. Still, civic participation levels of blacks are higher relative to those of whites in San Francisco (1.44) and Los Angeles (1.42) because of less racial inequality in union and veteran representation.

Veteran Representation

One indicator of civic participation is participation in the armed forces, which contributes 40 percent to the Civic Participation sub-Index. Serving the country through voluntary military enlistment can indicate a strong commitment to engagement in civic affairs. The percentage of veterans measures the fraction of a population (by race and ethnicity) that had enlisted in any of the armed forces, including the National Guard.

In California, the fraction of blacks who are veterans is nearly on par with that of whites. While the percentage of blacks who are veterans in California in 2000 was 12 percent, the equivalent figure for whites was 14 percent. This implies a black/white veteran's rate ratio of 0.85.

	Asian	Black	Latino	White	B/W Ratio
California	4.0	12.0	4.0	14.0	0.86
Inland Empire	4.0	12.0	4.0	15.0	0.80
Los Angeles	3.0	10.0	3.0	12.0	0.83
Oakland	4.0	11.0	4.0	13.0	0.85
Sacramento	5.0	12.0	6.0	15.0	0.80
San Diego	8.0	16.0	4.0	16.0	1.00
San Francisco	4.0	13.0	4.0	12.0	1.08
San Jose	3.0	12.0	4.0	12.0	1.00

In some metropolitan areas, the fraction of blacks who are veterans is exactly on par with that of whites. These areas include San Diego (a big home for the military), and San Francisco and San Jose. Consistent with these results, the fraction of blacks who are veterans is highest absolutely in San Diego and San Francisco.

Conclusion

This study of the *State of Black California* used the “Equality Index,” an objective tool to compare the degree to which blacks in Los Angeles enjoyed equal conditions relative to white and other ethnic groups. The Equality Index provides a summary measure of overall wellbeing using a single number to represent performance on a number of economic, housing, health, education, criminal justice and civic engagement outcomes.

The overall findings in the report indicate that the Equality Index results for California demonstrate that blacks and Latinos fare worse relative to whites compared with other ethnic groups. Results presented in this chapter reveal that blacks in California fare poorly in comparison to whites in important performance indicators in economics, housing, education, health, criminal justice, and civic engagement. Overall, Latinos in California also fare poorly in comparison to whites, yet are exactly on par with blacks in these outcomes. Asians as a group are essentially on par with whites in the aggregate Index.

Compared to other ethnic and racial groups, blacks’ overall inequality Index score is the lowest of all groups in each major metropolitan area in California that is included in this study, except San Jose and to a lesser extent Los Angeles. Relative to whites, Asians, and Latinos, blacks’ performance in key indicators in housing, health, and criminal justice are the worst in California and each of its major metropolitan areas. Blacks’ performance in economics and education is better than that of Latinos in California and in most of its major metropolitan areas, but still falls behind that of Asians and Latinos. Still, blacks score the highest of any racial and ethnic group in civic engagement.

Despite the variations in findings across the major metropolitan areas of California, the patterns of racial inequality across these areas were very similar. These results imply that statewide policy efforts should be similarly effective in eradicating racial disparities in these

important areas of social and economic across metropolitan areas. And surely, no one policy is likely to reduce all of these disparities.

Given this reality, what efforts are likely to contribute to narrowing the disparities? This chapter suggests certain legislative and non-legislative policy approaches that are likely to have a positive impact in closing the racial divide in California. For example, in the economics sphere, many of the gaps in employment, poverty and business ownership can be reduced through state mandates to hire a percentage of residents from low-income census tracts for projects paid for by public infrastructure bonds. Non-legislative actions that could help reduce inequality include:

- Expanding public information on of state contracting opportunities as well as provide more assistance with the overall bidding process for minority-owned, woman-owned and small businesses;
- Exploring opportunities with the administration and the utility companies for black and Latino-owned companies to participate in the infrastructure projects.

In the housing sphere, many of the racial gaps in home ownership and housing quality can be addressed through expanding payment assistance funding for low-income families. Anti-displacement laws that provide for displacement regulations for full compensation upon displacement could also be useful. A host of activities could be pursued to achieve reduced inequality including:

- Generating development of funding for affordable rental housing units statewide by capitalizing on the funds from the 2006 Housing Bond program approved by the voters;
- Development of security deposit assistance programs for low-income renters;
- Expansion of financial literacy programs to incorporate homeowner education aimed at fostering understanding asset development and preventing predatory lending practices.

The health disparities spotlighted in this chapter are large and little is known of the reasons for these racial gaps. Besides promotion of more research on the causes of racial gaps in infant mortality, male homicides, and HIV infection rates, efforts could be directed at expanding community health clinics in low-income communities. Communities with high rates of heart disease, diabetes, asthma, and obesity could benefit from such expansion. Perhaps such clinics could be opened on public school campuses. HIV infection should also be pursued by increasing funds to expand HIV/AIDS screening and treatment programs in low-income and minority communities. Finally, creating incentives for joint use agreements with school districts to allow use of school sites for physical activity and recreation by residents of adjacent communities could go a long way in helping reduce racial gaps in obesity.

Racial gaps in education, especially in college attendance, could be reduced through efforts to ensure greater student access to school curriculums that are aligned with state performance standards for entrance into UC and CSU. An increase in the number of college counselors in public schools could be helpful in boosting college enrollment. Reducing disparities in dropout rates and in career technical knowledge could help in this regard, too. Efforts should be directed at middle school dropout prevention and at expanding after-school

program. Such programs could be fostered by monitoring the allocation of resources under Proposition 49 – After School Program Funding.

Finally, a number of efforts could help reduce racial disparities in criminal justice, including:

- Full reimbursement for correctional education: Reimburse correctional educators at 100 percent of the average adult education rate for vocational programs.
- Re-entry grants: Enact legislation to provide law enforcement agencies and organizations in major metropolitan areas with grants to plan re-entry programs in their area to serve parolees returning to their community.
- Crack and powder cocaine penalties balancing: Revise prosecution and sentencing protocols for crack cocaine so that they are on par with powder cocaine.
- Ex-offender job opportunities: Lift bans to employment for ex-offenders under the Business & Professions Code. Eliminate other excessive statutory restrictions to employment for former felons.
- Vocational training: Provide vocational training linked to prominent industries to inmates while they are incarcerated.
- Creation of Employment Opportunities for Ex-offenders: Develop and fund job readiness programs for ex-offenders.
- Require Little Hoover Commission report on re-entry best practices: Request a Little Hoover Commission analysis and report to the Legislature of best practices in the state and local criminal justice system in providing job training and vocational education for inmates and parolees.

Appendix: Calculating the Equality Index

The California Equality Index is used to compare the overall conditions amongst the four major racial groups in California and its major metropolitan areas. Like the Equality Index used in the *State of Black Los Angeles*, whites have been used as the control (comparison group) in this Index. Thus, an Index number of less than one means that that racial or ethnic groups is doing relatively worse than whites in that category, while an Index value of greater than one means that that group is doing better than whites in that category.

The Equality Index is a compilation of six sub-indices, Economics, Housing, Health, Education, Criminal Justice, and Civic Engagement. Each of these subcomponents has an Index value of its own. The sections below summarize how each of the individual sub-indices was constructed, the data available, and the weights used.

The most recent data available were used to create these six indices to create the most current Index value. The Index employs weighting schemes, set in the *State of Black Los Angeles* report, to rank the relative importance of the data. Index weights are represented within the text as either a percentage of the sub-Index: “Household median income is weighted at 50 percent,” or a shorthand percentage follows the description of the data: “Household median income was given the greatest value (0.50) in the micro-Index of the median income issues.” In all cases, the percentage refers to the percent of the sub-Index (economics in this case) being discussed. When referring to the entire Equality Index itself, the text will directly mention this, for example. “The Economics sub-Index comprises 26 percent of the Equality Index.”

The Equality Index weights are based on those of the Equality Index in the *State of Black Los Angeles*, which in turn were based a poll of those invited to participate in a Leadership Summit convened to prepare for the *State of Black Los Angeles* report:

Economics	26%
Housing	12%
Health	15%
Education	27%
Criminal Justice	15%
Civic Engagement	5%

The Index is created by first estimating the appropriate statistic for the relevant indicator of the given category (e.g., calculating the poverty rate for each racial and ethnic group for the poverty section of the economics sub-area of the Index). Next, the ratio of this statistic for racial and ethnic matched pairs (where whites are the reference group) is calculated (e.g., calculating the white/black poverty rate ratio). These ratios are calculated in such a way that racial and ethnic minorities are faring better relative to whites when the ratio is greater than one, and faring worse than whites when the ratio is less than one. Directly thereafter, the ratios are multiplied by the respective weights for that category and then these figures are added within the sub-Index categories to arrive at a value for the sub-Index sections. These sub-Index values are then multiplied by the overall weights for those sub-indices (such as 26 percent for the economics sub-section) to arrive at a calculating for the overall Equality Index.

As noted above, the Equality Index used here differs from that used in the *State of Black Los Angeles* because all data that was used in the *State of Black Los Angeles* were not available for all the other metropolitan areas in this study. The Equality Index reported here includes data that were available for all metropolitan areas included in the study, including Los Angeles. Below, in another section of the appendix, the data that were not included in the Equality Index used here, but that was included in the *State of Black Los Angeles* report, are identified. A discussion of how the weights used in this Index differ from that used in the *State of Black Los Angeles* is offered as well. Moreover, an analysis of how the Los Angeles portion of the Equality Index reported here differs or not from that reported in the *State of Black Los Angeles* is presented and discussed.

Economics – 26% of the Equality Index

The Economics sub-Index is divided into four separate categories: Median Income, Employment Issues, Poverty, and Ownership of Business Firms. The weight of each category is based on relative importance and the quality of the data that were available. Of the four, Median Income was given the strongest weight (50%), as it is the best measure of economic security and represents the current economic performance of the employed populations. Employment Issues was given half that weight (30%), followed closely by Poverty (15%). Firm Ownership was given a low weight of (5%). Although this is an interesting area of study, much of what is contained here is more directly represented in the first two categories.

Median Income – 50% of Economics

The Index for Median Income is broken out into three components: Household Median Income (20%), Per Capita Income (15%), and Family Income (15%). Household Median Income is a slightly better data set with more detailed disaggregate available, and so was given a slightly larger weighting in the Index.

Employment Issues – 30% of Economics

Employment Issues is comprised of three items, each equally weighted: the Unemployment Rate, Unemployed or Not in the Workforce, and Labor Force Participation.

Poverty – 15% of Economics

Poverty is weighted as only half the relative importance of Employment Issues because the category only consists of one item – Persons living beneath the poverty line.

Ownership of Business Firms - 5% of Economics

Housing – 12% of the Equality Index

Housing in the Equality Index is a separate sub-Index. The Housing sub-Index is divided into three separate categories: Housing Ownership, Housing Affordability, and Housing Crowding. The weight of each category is based on relative importance and the quality of the

data that was available. Of the three, Housing Ownership and Conditions was given the strongest weight (55%), as it contains the highest quality data series and the most diverse set of data as well. Housing Affordability, assigned the second highest weight (30%), measures one concept but utilizes three types of data to arrive at the Index value. Housing Crowding was only given a 5% weight.

Home Ownership – 55% of Housing

Measures of ownership are one of the most important building blocks of wealth, a foundation of credit and the ability to self-finance a business. The first concept was given the greatest weight: Home Ownership (28%) includes the inverse relationship of renting a housing unit. The Quality of the unit was considered at 14%, and the number of households that are below the Poverty level was included as well at 14%. At the national level, part of the reason why blacks and Latinos have lower home ownership is higher rates mortgage denial. Nationally, blacks experience over twice as many mortgage denials as whites.

Housing Affordability – 30% of Housing

The three measurements of Affordability were all equally weighted at 10%: Percent of income spent on rent, Percent of income paying more than 30% of rent, and Percent of income spent on the Mortgage. Whites paid the least of the four racial groups but the disparity was not very wide.

Housing Crowding – 15% of Housing

Affordability does not consider how many people are living in the house or how many potential caregivers reside in the house (single parent vs. dual parent home). This subcategory measures housing units with more than 1.5 persons per room, 1%, the average size of the family, 4%, and the composition of those living together, 10%.

Health – 15% of the Equality Index

The Health sub-Index is divided into three major categories: Life Expectancy, Mothers' Health, and Children's Health. Of the three categories, Life Expectancy is the most important, so it has a weight of 65% within the Health Index. Mothers' Health is key for the conditions of Reproduction and a Healthy Start on new life, and was given a weight at 20%. Lastly, Children's Health was given a weight of 15%, since this stage of development sets the stage for one's entire life, but is not always directly correlated to the health problems experienced later.

Death Rates and Life Expectancy – 65% of Health

The Asian population generally lives longer and has a far lower death rate than any other of the four major race populations. Latinos as a group are the next well off, followed by whites and then Blacks. In the Index we use the age-adjusted Death Rate for all causes to avoid "cherry picking" any sub-causes that would skew the measurement. Overall, California life expectancy

measured in 1995-97 showed similar results: Asians living 83.7 years, blacks 71.7 years, Latino 82.5 years, and whites 77.3 years.

Mother's Health/Status & Births – 20% of Health

Under Birthing and Mothers' Conditions three items were utilized, Infant Death Rates, Live births to unmarried and married women, all were given equal weighting within the category.

Children's Health – 15% of Health

The weights are equally spread throughout the data series.

Education – 27% of the Equality Index

The Education sub-Index is divided into five major categories: Course Quality, Attainment, Scores, Enrollment, and Student Status. Of the five categories, Quality is the most important, but only has one data series measurement point, so it was given a weight of 15%. Attainment (35%) is the second most important, but the huge number of measurements items increased our weighting consideration. Test scores are a good indication of how well a student is doing, but students considered in these data had not yet achieved the final goal of graduation, so a slightly lower weighting of 30% was assigned. Enrollment, which takes into account the benefits of education but obscures issues such as the "warehousing" of students, was given a weight of 10%. Lastly, Student Status and Risk Factors (10%) were considered important measures of behavior, student confidence, and future accomplishment in life, but since these are very closely related to attainment, a weighting of only 10% was assigned. Throughout the Education Index data were only available from the public school systems so the Equality Index could not measure private and parochial differences.

Course Quality – 15% of Education

Attainment – 35% of Education

To measure attainment, traditional completion of schooling (35%) was used. In Traditional Completion, eleven different gauges were used to create a range of "attained education." Each of these gauges was given an equal weight. Six measured various measurements of college degrees conferred. Three measured High School attainment and the remaining two measured less than high school educational attainment.

Scores – 30% of Education

Test scores measure the progress the student is making, and this makes the category more important than simple enrollment, but not as important as achieving the ultimate goal of receiving a diploma. Four measures were found at the elementary school level seven additional measures at the high school level. All scores were given an equal weight.

Enrollment – 10% of Education

Nursery and preschool enrollment is used because of their importance in predicting later school outcomes.

Student Status and Risk Factors – 10% of Education

Dropping out of school is an important and widely followed statistic. Not only does it indicate students who have left the school system and thus don't attain the benefits of an education, it is also an indicator that the schools themselves are failing.

Criminal Justice – 15% of the Equality Index

The Criminal Justice Index contains three categories: Equality Before the Law (85%), Arrest Rates (5%), and Victimization & Mental Anguish (10%).

Equality Before the Law – 65% of Criminal Justice

The first and most important category in the Criminal Justice sub-Index is the equal treatment of all races before the law in our society. This is the essence of a fair and colorblind nation. Three data series captured this idea best: Average Jail Sentence, and two Probation series. Average Jail Sentence (22%) showed minorities, on average, receive a slightly longer felony sentence relative to whites for similar offenses. Probation for Felons was weighted at 22%. Time spent on probation gets a similar weight of 22%.

Arrest Rates– 15% of Criminal Justice

The weight of this Index is split evenly between its two items: Felony and Misdemeanor Arrests, which are further qualified by share of the population. Both Felony Arrests (7.5%) and Misdemeanor Arrests (7.5%) are controversial data series, and as such were given relatively low weightings. For example, it is difficult to determine the degree to which racial differences in arrests represents a higher level of crimes committed by blacks, harassment by police, or a combination of factors. Giving it a low weight was a solution.

Victimization & Mental Anguish – 20% of Criminal Justice

Murder Victimization historically has been accurately recorded as compared to other criminal victimization. It gets all of the weight- 10% for males and 10% for females.

Civic Engagement – 5% of the Equality Index

Measurement scarcity and relative unimportance gives the Civic Engagement category a very low weight of 5%. The only sub-Indexes were created in Unions, Volunteering & Other (100%).

Unions, Volunteering & Other – 100% of Civic Engagement

Collective Bargaining is a good indication of the level of participation at the workforce level, Union Representation was included at 40%. Volunteering only had one component: Military Volunteerism, signing up to join the armed forces, this, too, was weighted at 40%. Volunteering to join the Armed Services showed blacks signing up at a far greater rate than all other races and more than double Asians and Latinos. Lastly, the ability to speak English was added (20%), as the ability to communicate is essential to join into the larger society.

Endnotes

¹ The term “black” is used to refer to those of African descent and can include African Americans as well as those from the Caribbean and Africa. “Asian” includes Asians and Pacific Islanders. Most data cited are for non-Hispanic blacks, Asians and whites.

² The data used to generate the Equality Indices for California and its major metropolitan areas can be found in the *State of Black California Short Report* at: www.assembly.ca.gov/lbcweb/publications.htm.

³ Please see the *State of Black Los Angeles* for a more detailed discussion and justification for the inclusion of these sub-areas and of the weights assigned to each of these areas.

⁴ A much more detailed discussion of how the Equality Index is calculated is presented in the Appendix.

⁵ It is important to recognize that overall statistics for “Asians” mask much lower socioeconomic measures for some Asian and Pacific Islander ethnic groups. On most important social, economic and health dimensions, Asians from Japan, China and Korea tend to fare better than Asians from Southeast Asian countries such as Vietnam, Cambodia, and the Philippines (see Cheng, Lucie and Philip Q. Yang, 1996, “Asians: The “Model Minority” Deconstructed,” in Roger Waldinger and Mehdi Bozorgmehr (eds.), *Ethnic Los Angeles*, New York: Russell Sage Foundation Press, 305-344).

⁶ The reader is reminded that the sub-Indices are composed of a variety of different data points, most of which will not be highlighted in the main text of the report. However, all of these data are available for viewing and analysis in the *State of California Short Report* at: www.assembly.ca.gov/lbcweb/publications.htm.

⁷ As noted in the Appendix, a ratio reflecting racial differences in these outcomes is calculated and appropriate weights are attached to these ratios to calculate the results for the sub-Indices of the overall Equality Index. These racial differences in outcomes, summarized as ratios, are calculated in such a way that racial and ethnic minorities are faring better relative to whites when the ratio is greater than one, and faring worse than whites when the ratio is less than one. Thus, in some instances black/white ratios are calculated, while in other instances white/black ratios are calculated depending on whether blacks are doing better or worse relative to whites in a particular outcome.

⁸ See David Hayes-Bautista and Paul Tsu, *The Health of Latino California: Chartbook 1997*, Los Angeles, CA: UCLA School of Medicine, Center for the Study of Latino Health, 1998. Also see the *State of Black Los Angeles, 2005*, Los Angeles, CA: United Way of Los Angeles and the Los Angeles Urban League.

⁹ As a result of limited data available at the metropolitan level, data on equality before the law, which includes measures of average jail sentences, average probation lengths and whether probation is granted, is assumed to be at the overall state level in each metropolitan area included in the study. This factor is likely to bias the criminal justice Index values to be more similar across metropolitan areas than would be the case if unique metropolitan data were used.