



# STATE OF BLACK TACOMA 2025

City of Tacoma | Office of Equity and Human Rights

Summary and Analysis  
9/12/2019



## BACKGROUND



Councilmember Blocker requested an informational briefing to the Community Vitality and Safety Committee about the “State of Black Families in Tacoma”.

The Office of Equity and Human Rights (OEHR) is responsible for ensuring the City of Tacoma carries out the goals established by the City Council’s Equity and Empowerment Framework and supporting racial equity throughout the City’s strategic plan. This informational presentation highlights several measurable community indicators related to the Tacoma 2025 strategic plan in the five focus areas.

## OVERVIEW



- Our Approach
- Black Population
- Neighborhoods
- Financial Stability
- Community Indicators
- Next Steps

3

## OUR APPROACH



The Equity and Empowerment Framework, adopted by the City Council in 2014, makes equity a consistent guiding principle across the entire organization and will help the City of Tacoma change the way we do business.

- Workforce Reflects the Community it Serves
- Purposeful Community Outreach and Engagement
- Equitable Service Delivery to Residents and Visitors
- Support Human Rights and Opportunities
- Equity in Policy Decision Making

4



# COMMUNITY INDICATORS


Tacoma 2025 represents our community's vision for Tacoma's future and the report is aligned with each of the five focus areas.

Focus areas:

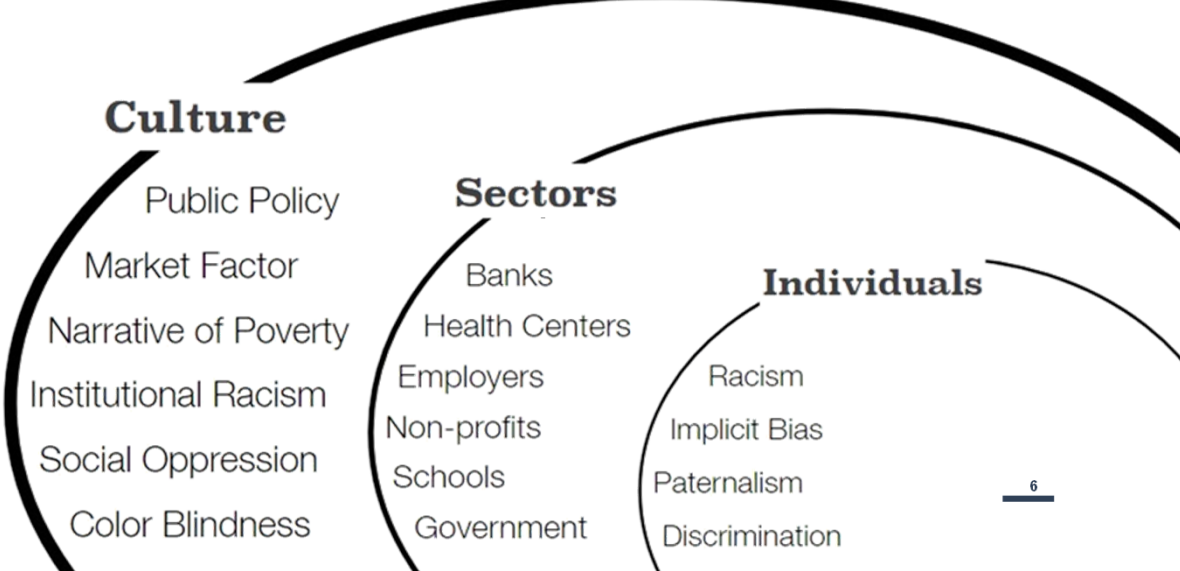
- Livability
- Economy and Workforce
- Education
- Civic Engagement
- Equity and Accessibility

5

Livability > Economy > Education > Civic Engagement > Equity



# SYSTEMS OF OPPRESSION



**Culture**

- Public Policy
- Market Factor
- Narrative of Poverty
- Institutional Racism
- Social Oppression
- Color Blindness

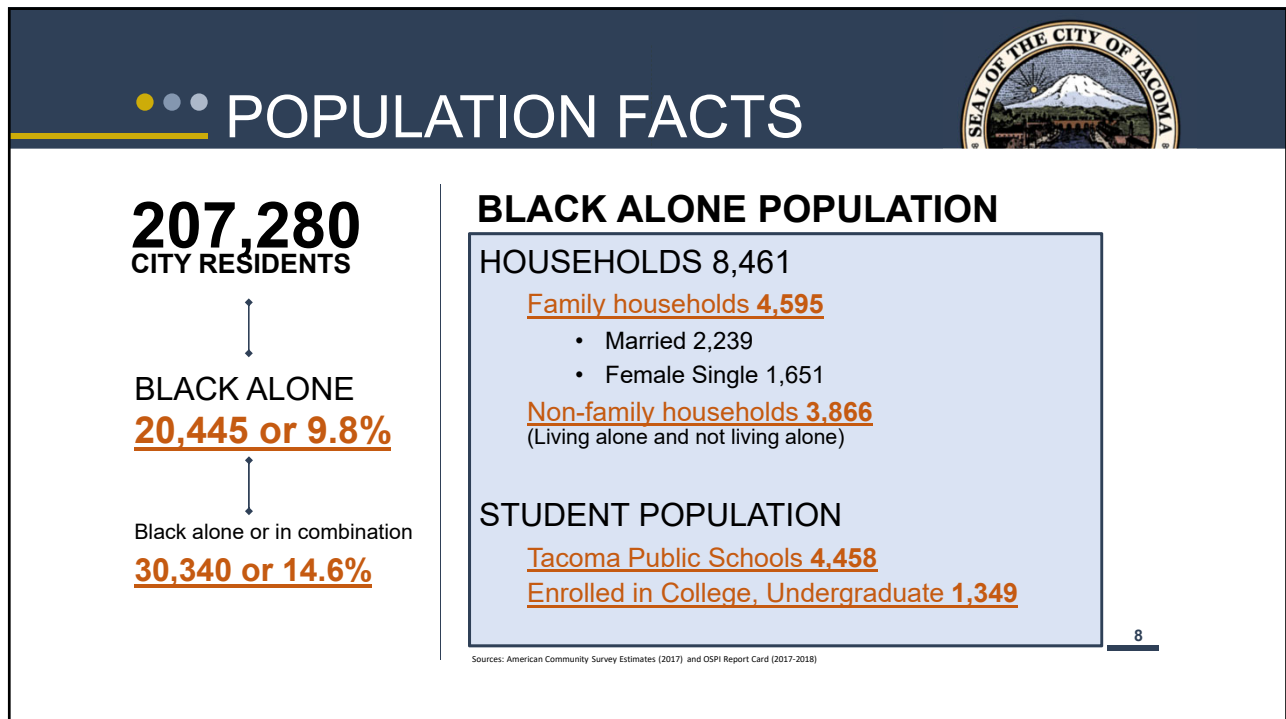
**Sectors**

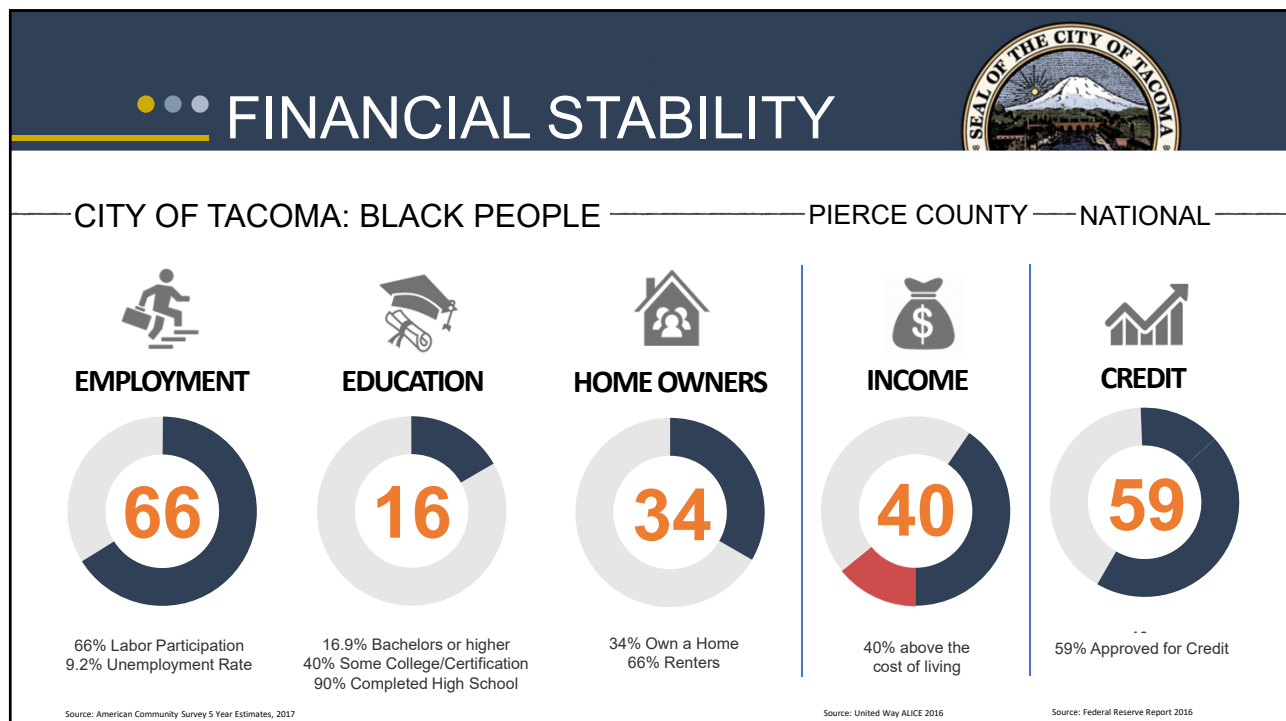
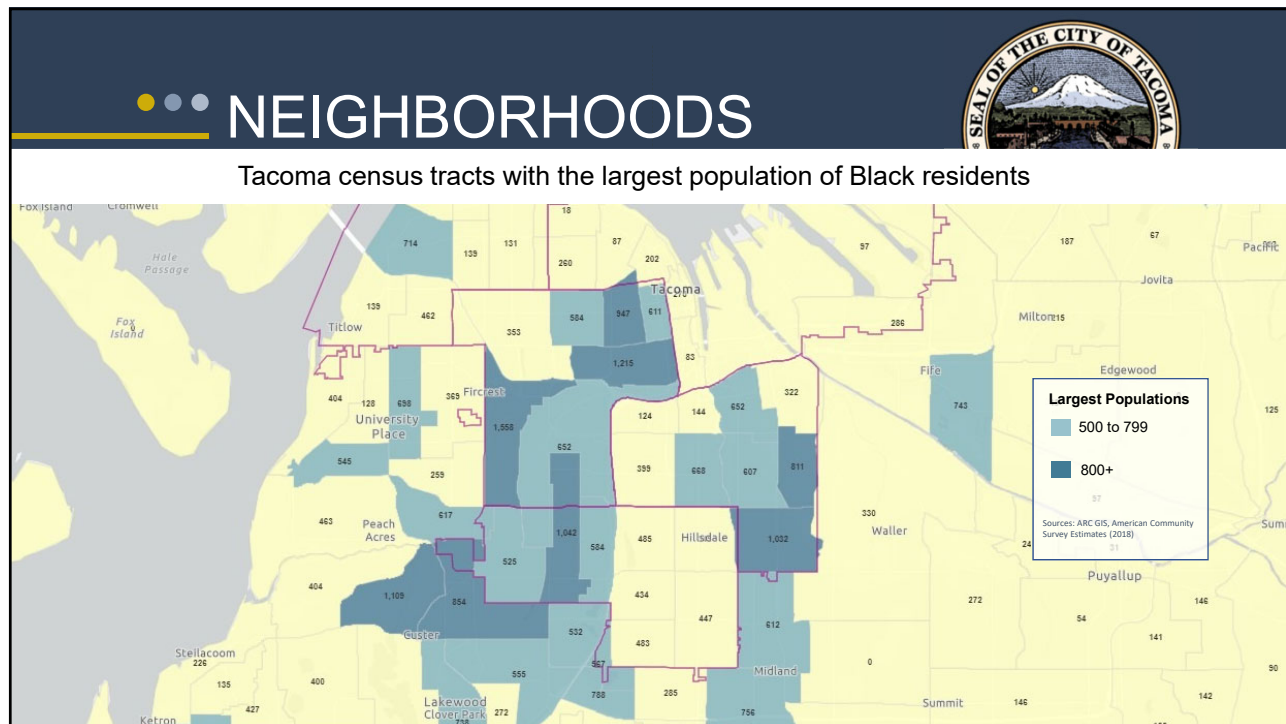
- Banks
- Health Centers
- Employers
- Non-profits
- Schools
- Government

**Individuals**

- Racism
- Implicit Bias
- Paternalism
- Discrimination

6





## LIVEABILITY: DATA



Tacoma residents have opportunities and amenities such as connected neighborhoods, accessible and efficient transportation options, and vibrant arts and culture while maintaining affordability.

### Community Measures

- Most areas with large pop. of Black residents have a very low equity index score
- 34% of Black households own a home compared to 55% of White HH
- Black people represent 26.3% of the homeless (HMIS) population
- Black infant mortality rate 9.7 per 1,000, compared to 4.7 for White HH

11

Livability

Economy

Education

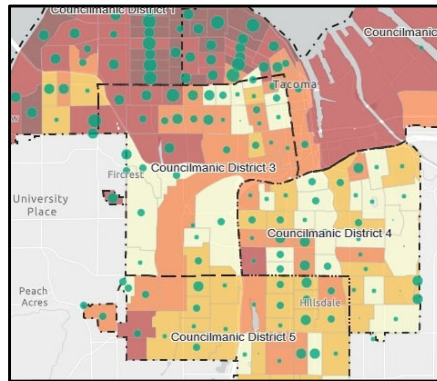
Civic Engagement

Equity

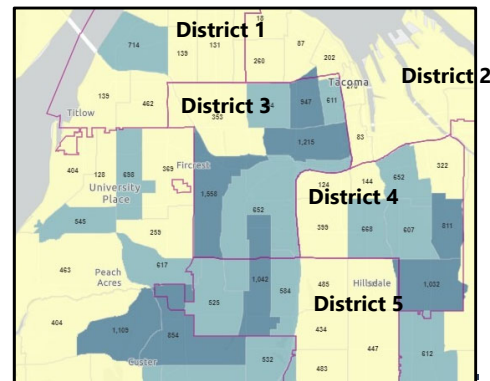
## LIVEABILITY: EQUITY INDEX



Most areas with large populations of Black residents have a very low equity index score



Source: City of Tacoma Equity Index Map (2019)



Source: ArcGIS and American Community Survey (2019)

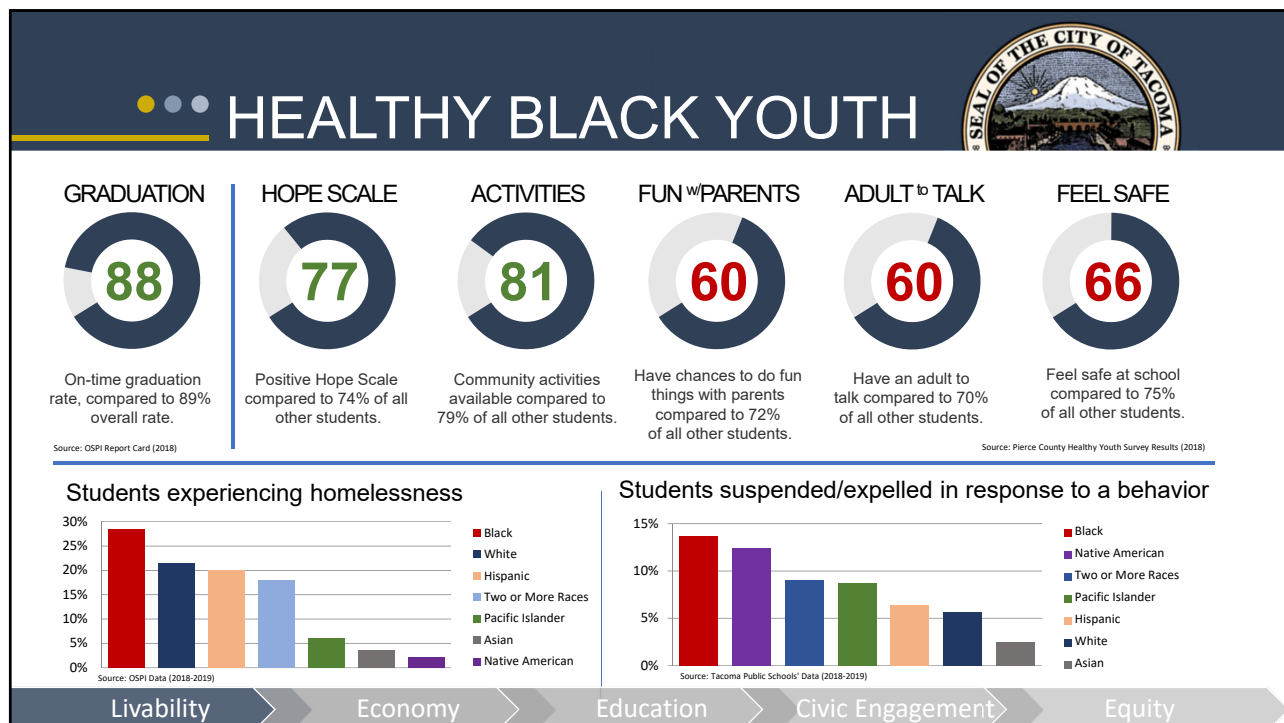
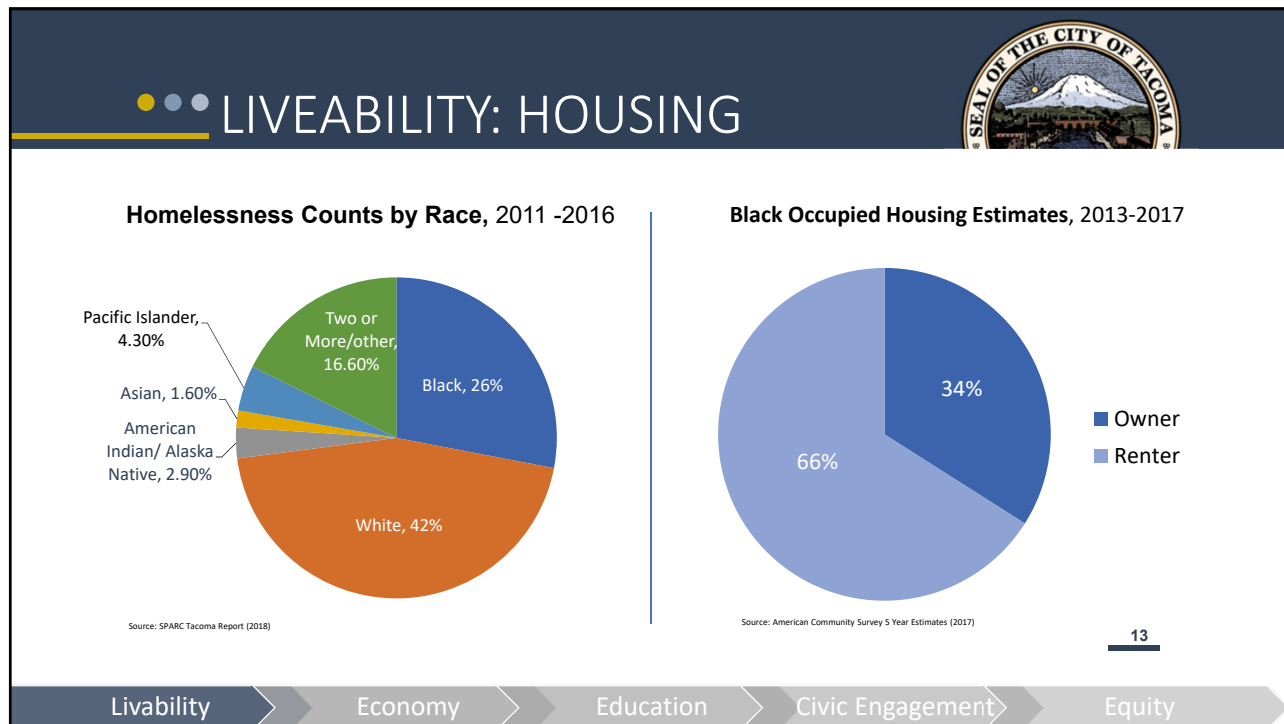
Livability

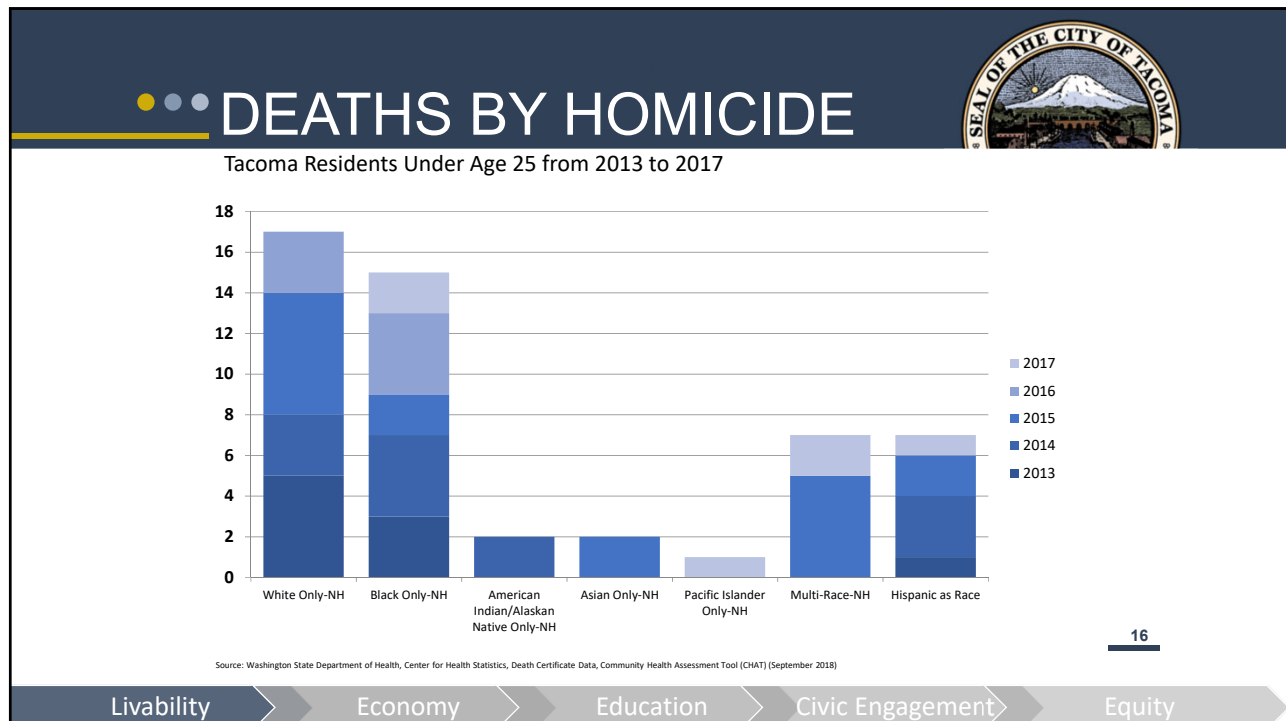
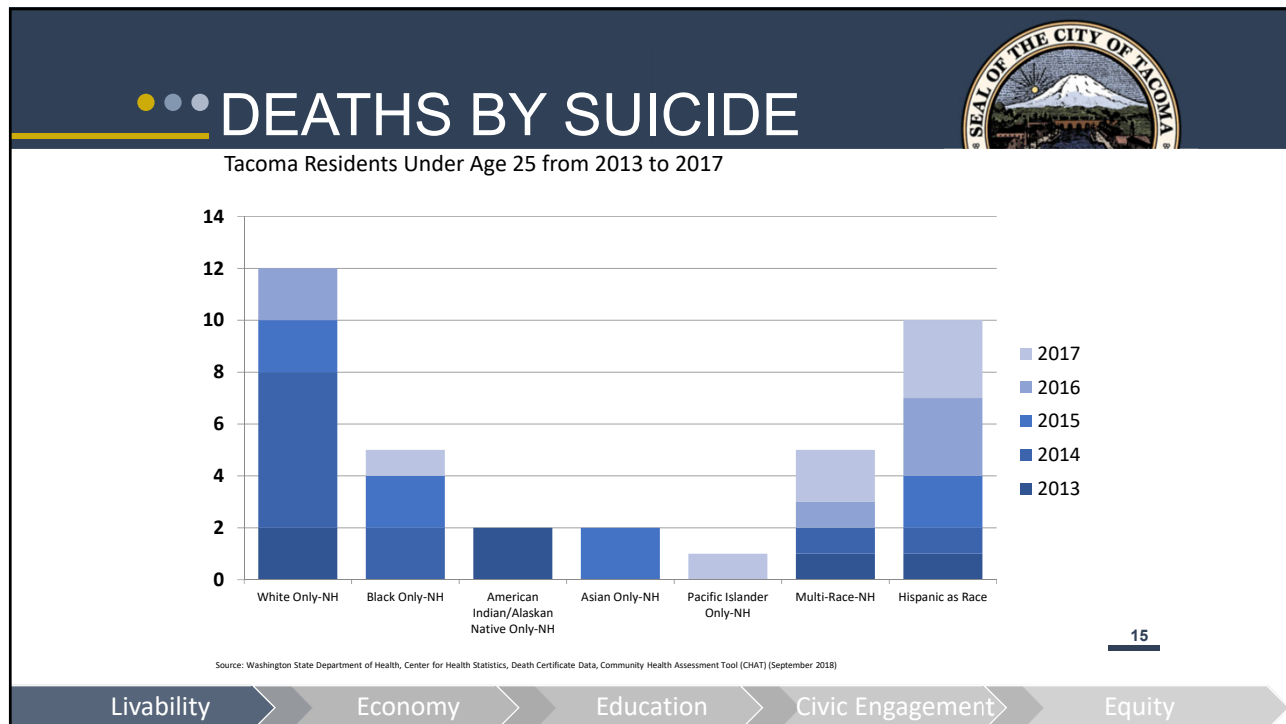
Economy

Education

Civic Engagement

Equity

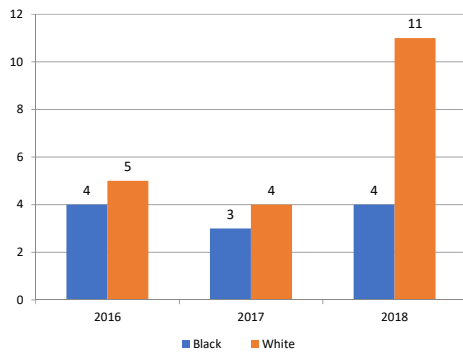




## ARRESTS BY RACE

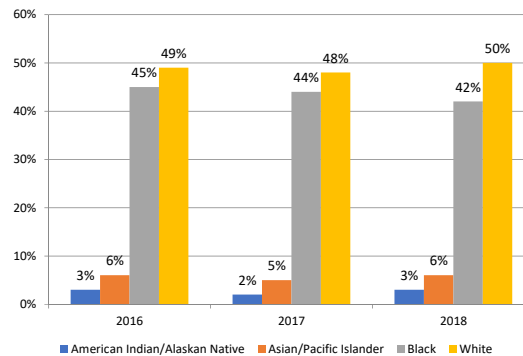


**Homicide Arrested persons by race, 2016 to 2018**



Source: City of Tacoma Gang Assessment Report (2019)

**Aggravated Assaults Arrests by race from 2016 to 2018**



Source: City of Tacoma Gang Assessment Report (2019)

17

Livability

Economy

Education

Civic Engagement

Equity

## ECONOMY/WORKFORCE



Tacoma Residents can find livable wage jobs in key industry areas. Tacoma will be a place of choice for employers, professionals and new graduates.

### Community Measures

- 40% of Black households have income above the ALICE threshold
- City of Tacoma Workforce is 22% non-white with 7% identified as Black
- Unemployment Rate for Black Residents 9.2%, compared to 5.6% for all residents

18

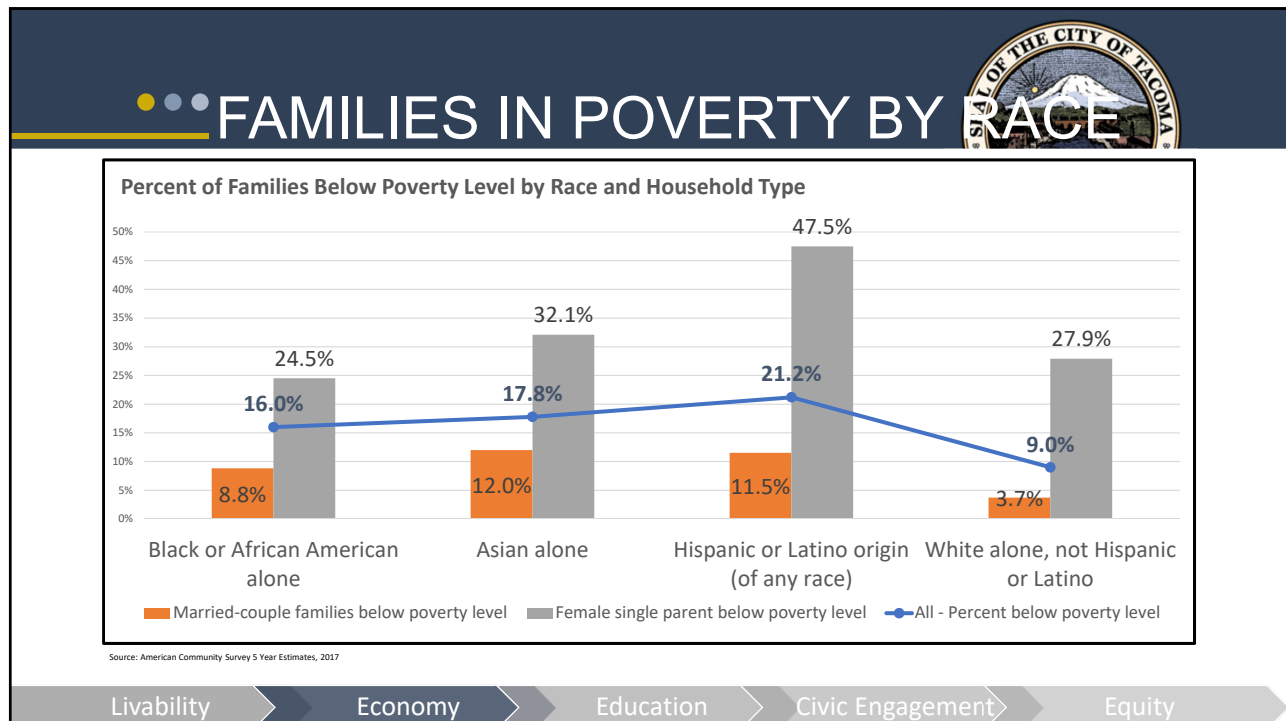
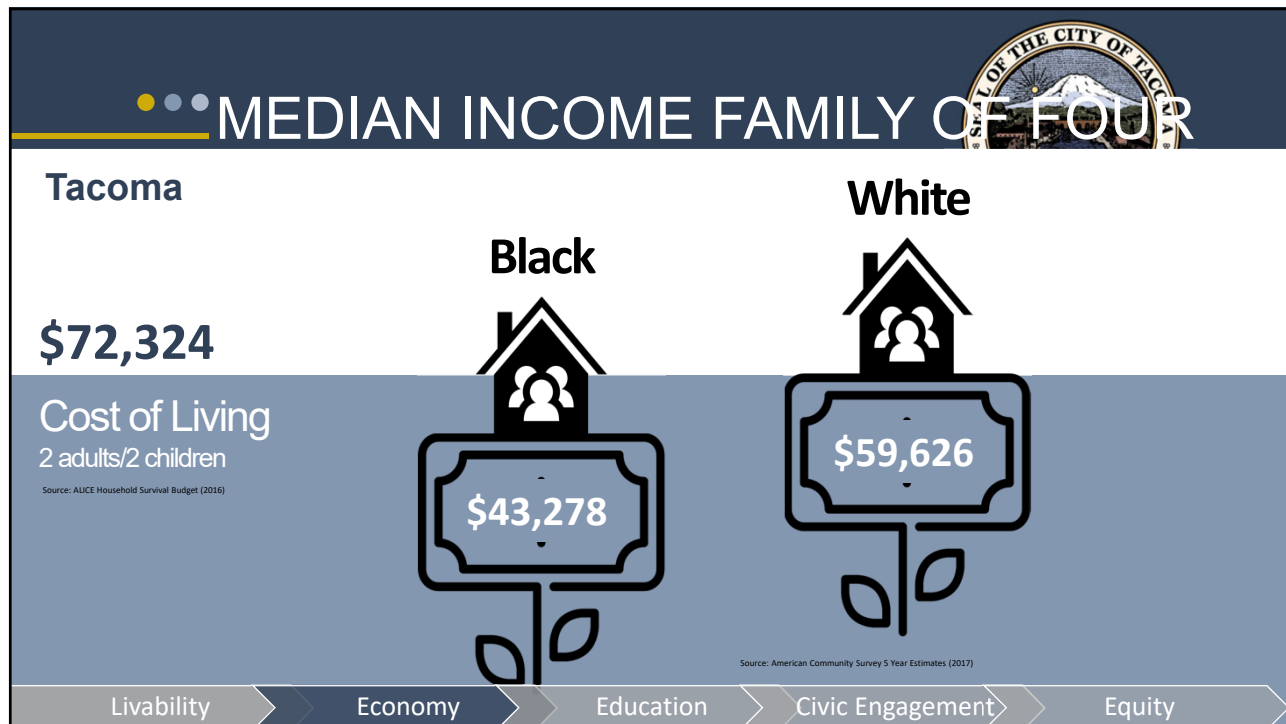
Livability

Economy

Education

Civic Engagement

Equity



## UNDER-EMPLOYMENT



40% of Black Pierce County households have income above the United Way ALICE (Survival Budget) threshold (2016)

	POVERTY	ALICE	ABOVE AT
ASIAN HHs	14%	34%	52%
BLACK HHs	14%	45%	40%
HISPANIC HHs	9%	53%	37%
WHITE HHs	8%	30%	63%

Source: United for ALICE Report (2016)

21

Livability

Economy

Education

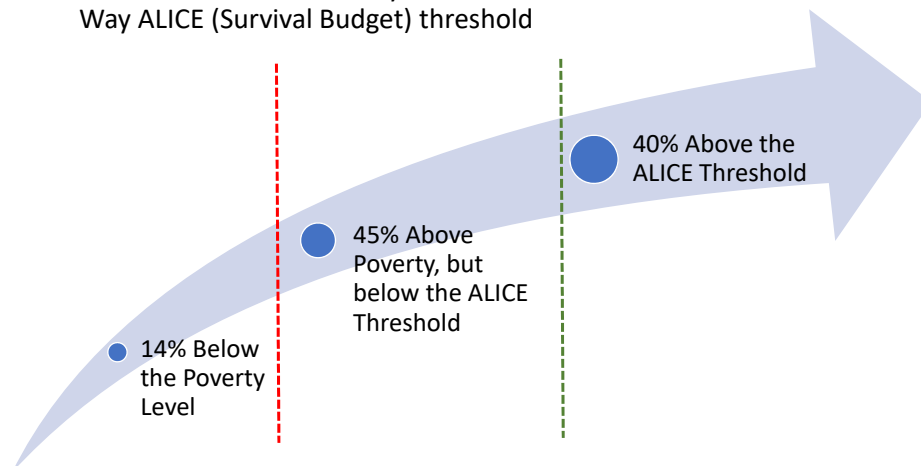
Civic Engagement

Equity

## ECONOMY/WORKFORCE: ALICE



40% of Black Pierce County households have income above the United Way ALICE (Survival Budget) threshold



22

Livability

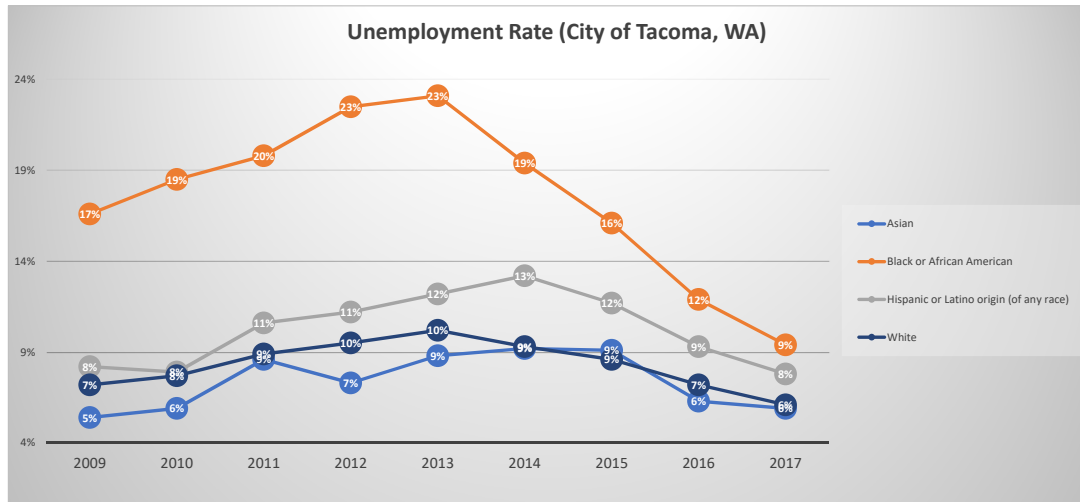
Economy

Education

Civic Engagement

Equity

## WORKFORCE: EMPLOYMENT RATE



Livability

Economy

Education

Civic Engagement

Equity

## CURRENT CITY WORKFORCE



### 2011 EEO Report\*

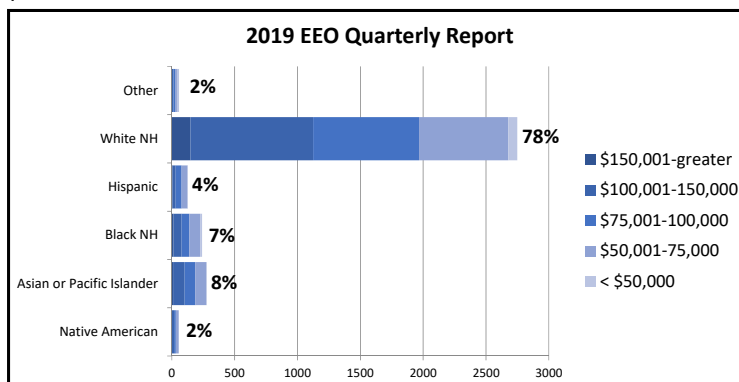
RACE	Population	Workforce
White Alone	61%	79%
Black+	14.8%	6%
Hispanic (any race)	10.5%	3%
Asian+	10.5%	6%
Native American+	2%	2%
Other/Not Specified	3.5%	4%

### 2019 EEO Report\*

RACE	Population	Workforce
White Alone	60%	78%
Black+	14.6%	7%
Hispanic (any race)	11.6%	4%
Asian+	11.7%	8%
Native American+	2%	2%
Other/Not Specified	4.9%	2%

\*Note: Percentages for Race data does not total 100 percent as categories overlap

The City of Tacoma still does not reflect the community it serves. We are working to actively eliminate racial and other disparities in hiring, promotion, and retention.



Source: EEO Quarterly Report - 2nd Quarter (2019)

Livability

Economy

Education

Civic Engagement

Equity

## EDUCATION



Tacoma leads the region in education for youth and adults by producing more graduates from high school and college, linking residents to employment in the region, and investing in lifelong learning opportunities.

### Community Measures

- 88% of Black students on-time graduation rate, compared 89% overall graduation
- 48% of Black graduates enrolled into college within one year of graduating
- 45% of Black students graduated with a certificate or degree within six years
- 16% of Black HHs have a Bachelors degree or higher compared to 31% White HHs

25

Livability

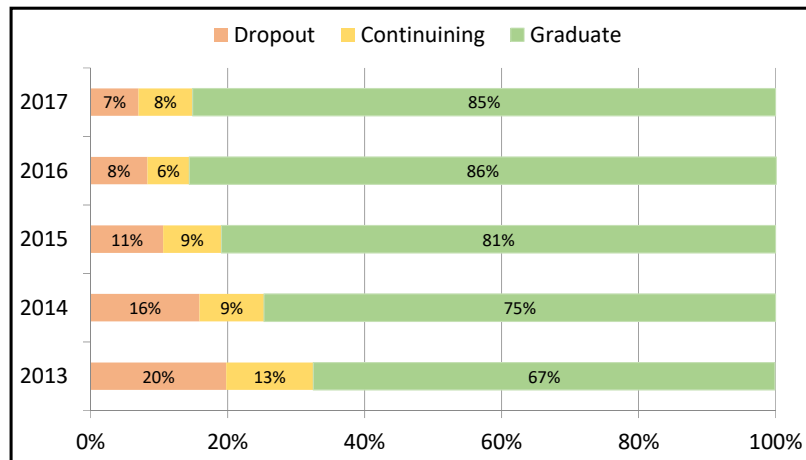
Economy

Education

Civic Engagement

Equity

## BLACK STUDENTS GRADUATION RATE



Source: Tacoma Public Schools' Data (2018-2019)

26

Livability

Economy

Education

Civic Engagement

Equity

## CIVIC ENGAGEMENT



Tacoma residents are engaged participants in making Tacoma a well-run city. Elected and volunteer leadership of the city reflects the diversity of the city and residents fully participate in community decision making.

### Community Measures

- 21 percent of residents who serve on our city boards, commissions, and volunteer leadership are Black.

27

Livability

Economy

Education

Civic Engagement

Equity

## NEXT STEPS



### • Equity Approach Highlights

- Continued Commitment to the Equity & Empowerment Framework
- Implementation of a Racial Equity Action Plan Tool
- Launch and Support for the Black Parent Alliance
- Support for Youth Dialogues
- Use of the Equity Index Tool to inform policy and resources
- Creating of a Comprehensive Public Health Approach to Reduce Violence

### • Additional Data for Future Reports

- City Paid Internships Included in Quarterly EEO Reports
- Diversity of Neighborhood Councils Governing Officers
- Diversity of Leadership for our Contracted Public Services
- Service-User Voice Feedback for Contracted Public Services
- 2020 US Census Results to Re-assess Data

28