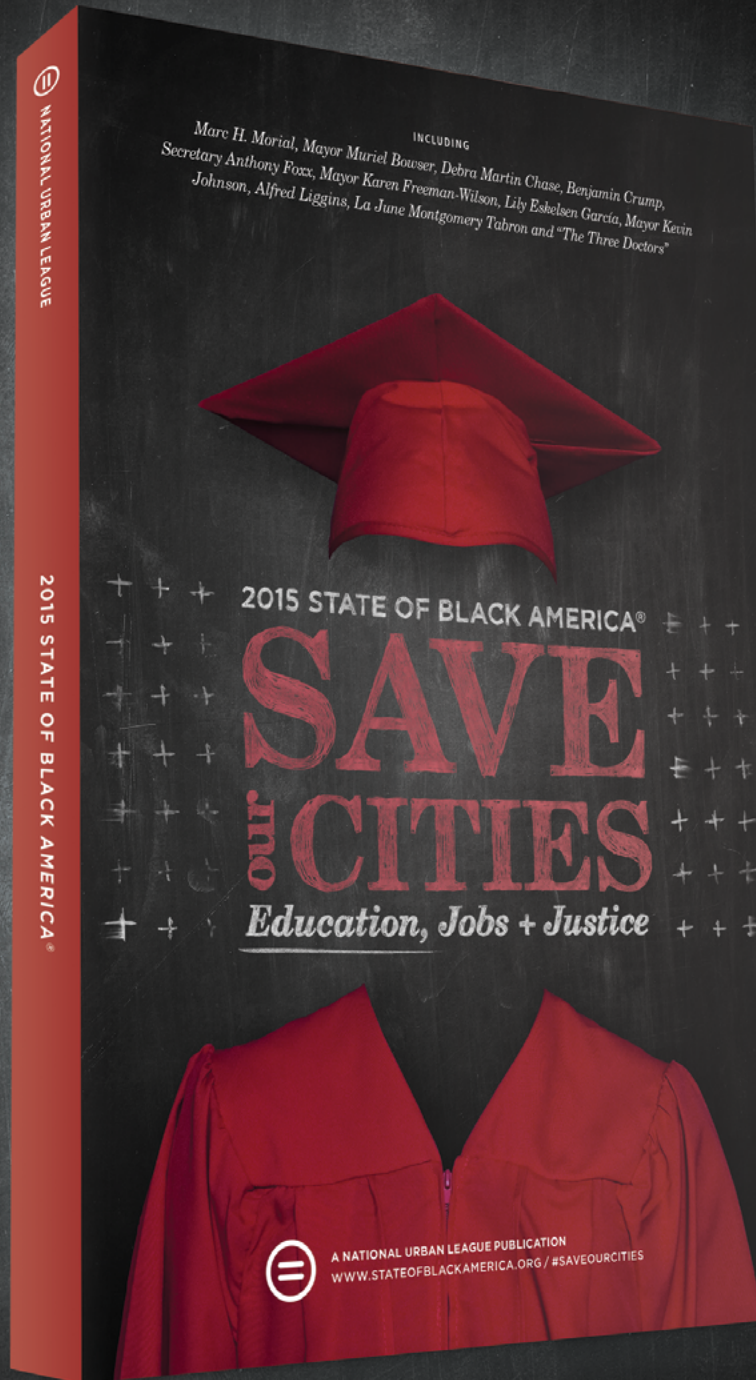


2015 STATE OF BLACK AMERICA®
EXECUTIVE SUMMARY & KEY FINDINGS



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www.stateofblackamerica.org

EXPERIENCE ALL THAT THE NATIONAL URBAN LEAGUE
STATE OF BLACK AMERICA® HAS TO OFFER!

*Beginning in 2015 and for the
first time in its history,
the State of Black America
is an all-digital experience.*

In addition to the key findings and insights highlighted in this executive summary, the *State of Black America* offers a multi-media and social experience that will encourage more interaction, deeper learning and year-round updates and contributions.

THE SUITE OF *STATE OF BLACK AMERICA* OFFERINGS FOR 2015 INCLUDE:

E-Book

Including full data sets and analysis for the 2015 National Equality Index™; full 70-city list of Black-White and Hispanic-White Metropolitan Area Equality Index rankings for unemployment and income; 50-State Education Equality Index and full rankings based on Black-White and Hispanic-White achievement gaps (with supporting data on contributing factors); full articles from the 2015 *State of Black America* contributors; available for purchase (\$9.95) at www.stateofblackamerica.org.

Web Series

Seven-part series that gathers the nation's leaders, political pundits and executives for a lively discussion around the 2015 *State of Black America* theme, "Save Our Cities: Education, Jobs and Justice," the State of Black America Equality Index topics and content highlighted in the report. View it on YouTube, Interactive One's universe of websites—including NewsOne, HelloBeautiful, GlobalGrind, and The Urban Daily—and on www.stateofblackamerica.org.

New Website

A digital hub where visitors can access all-things *State of Black America*—select data and report findings, the Web Series, press materials, infographics and charts, information to order the 2015 e-book online, full articles from the book, and year-round updates with new contributors addressing issues impacting the state of Black America in real-time; www.stateofblackamerica.org.

Tell us what you think and follow the *State of Black America*
conversation on Twitter. **#SaveOurCities**

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The complete 2015 *State of Black America* publication, including full data sets, ranking lists and articles, is available for purchase as an e-book at www.stateofblackamerica.org.

About the State of Black America

The *State of Black America*, the National Urban League's seminal annual publication now in its 39th edition, has become one of the most highly-anticipated benchmarks and sources for thought leadership around racial equality in America across economics (including employment, income and housing), education, health, social justice and civic engagement. Each edition of the *State of Black America* contains thoughtful commentary and insightful analysis from leading figures and thought leaders in politics, the corporate arena, NGOs, academia and popular culture.

The *State of Black America* also includes the Equality Index™, a quantitative tool for tracking racial equality in America, now in its 11th edition of the Black-White Index and its sixth edition of the Hispanic-White Index. The 2015 book features the second edition of the Metropolitan Equality Index, ranking approximately 70 metro areas based on unemployment and income equality for Blacks and Hispanics. New to the 2015 Equality Index is a special feature on state-level racial and ethnic disparities in K-12 education that documents the extent of Black-White and Hispanic-White achievement gaps in states across the country. The State Education Equality Index also includes supporting data on some of the factors that contribute to narrowing or widening these gaps, including teacher quality, pre-school and course enrollment, and student status and risk factors.

WHY DOES NUL PUBLISH AN EQUALITY INDEX?

Economic empowerment is the central theme of the National Urban League's mission. The Equality Index is a way to document progress towards this mission.

THE 2015 EQUALITY INDEX OF BLACK AMERICA IS 72.2%. WHAT DOES THAT MEAN?

That means that rather than having a whole pie (100%), which would mean full equality with whites, African Americans are missing about 28% of the pie (*Figure 1*).

WHAT IS THE EQUALITY INDEX TRYING TO DO?

Imagine if we were to summarize how well African Americans and Hispanics are doing, compared to whites, in the areas of economics, health, education, social justice and civic engagement, and represent that by a pie. The Equality Index measures the share of the pie that African Americans and Hispanics get. Whites are used as the benchmark because the history of race in America has created advantages for whites that continue to persist in many of the outcomes being measured. Each category is weighted, based on the importance that we give to each (*Figure 2*).

IS IT POSSIBLE TO SEE HOW WELL AFRICAN AMERICANS AND HISPANICS ARE DOING IN EACH OF THE CATEGORIES?

Yes. We show this in the tables included with the Equality Index. Each category can be represented by a mini-pie and interpreted in the same way as the total Equality Index. So, the index of 55.8% for the economics category for African Americans in 2015 means that African Americans are missing close to half of the economics mini-pie.

IT DOESN'T APPEAR THERE'S BEEN MUCH IMPROVEMENT IN THE EQUALITY INDEX—WHAT'S THE POINT?

The Equality Index is made of many parts, so improvements in one area are sometimes offset by losses in another, leaving the overall index unchanged. The Equality Index offers solid evidence of how slowly change happens and highlights the need for policies that fight inequality.

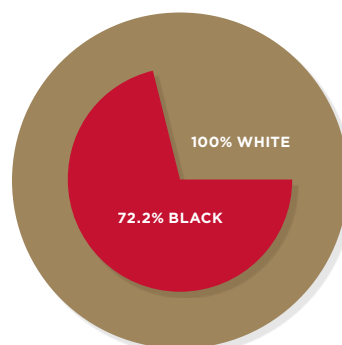


FIGURE 1
2015 Black-White Equality Index is 72.2%

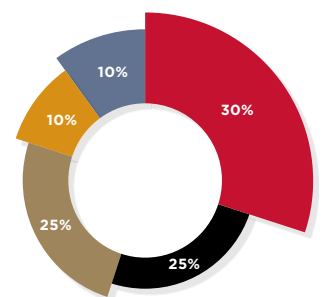


FIGURE 2
Different Categories that Make Up the Equality Index
+ Economics 30% + Health 25% + Education 25%
+ Social Justice 10% + Civic Engagement 10%

From the President's Desk



MARC H. MORIAL

PRESIDENT & CEO, NATIONAL URBAN LEAGUE

BOOK EXCERPT

Few times in a nation's history is the conscience of its citizens shocked and awakened across racial, economic, generational and even ideological lines. These are the times when the collective consciousness of a people also unapologetically screams that it's time for change—and that it must start today.

That time is now. 2014 was indeed a catalytic year that was propelled by cataclysmic circumstances—little accountability for law enforcement responsible for killing unarmed Black men, teenagers and children; a continual assault on voting rights; widening economic inequality gaps; and an increasingly partisan education debate far more rooted in political agendas than in putting our children first.

The theme of the *2015 State of Black America*® “Save Our Cities: Education, Jobs + Justice” conveys the urgency of focus around each of these areas and their interconnectedness in our ongoing quest for full equality in America.

So, what is the state of Black America in 2015? In short, on many fronts, Black America remains in crisis—and we see justice challenged at every turn.

The world watched as non-indictments of the police officers responsible for the deaths of unarmed Black males including Eric Garner, Michael Brown and John Crawford signaled that police accountability for taking Black lives was reaching a modern-day low—and that the widespread and dangerous mistrust between law enforcement and too many communities of color in America was reaching a new high...

Justice was also challenged in 2014 with an assault on voting rights following the Supreme Court's 2013 decision in the Shelby County case...In the aftermath, we've seen states across the nation move aggressively to enact new voter suppression laws aimed at making registration and voting more difficult for people of color...Organizations like ours will continue to fight >



Read Marc's full article in the *2015 State of Black America* e-book and online at www.stateofblackamerica.org.

to protect democracy via the protection of our voting rights and pushing Congress to move the bipartisan Voting Rights Amendment Act of 2014 forward, but the battle is not ours alone. Individually and collectively, we must take the first step in ensuring our voices are heard by ensuring our votes are cast in every election.

Justice also continues to be challenged on the jobs and economic front. The start of 2015 saw the most sustained period of job creation this century. However, the dark cloud inside this silver lining is that too many people are still being left behind. Black unemployment is twice that of white unemployment. Wages are stagnant. Many people who are working are simply not earning what they need or should earn to make ends meet. Whether one calls it income inequality, upward social mobility, decline of the middle class, eliminating poverty among working people or something different, it is one of the great challenges facing post-recession America...

We don't have all of the answers, but we know the power of action—and we have a model that works. Through the National Urban League's 50-city, \$100 million Jobs Rebuild America initiative and our steadfast commitment to workforce development, we have made it our business to train and prepare people for good jobs that pay good wages. We have put more than 160,000 people to work during my tenure here alone.

We have also fought victoriously for the passage of bipartisan jobs bills like the Workforce Innovation and Opportunity Act (WIOA), which is allowing millions of unemployed and underemployed workers and urban youth of color to receive the job and skills training, as well as support services, they need to chart a path to a better future...

Lastly, justice has been challenged regarding education—undoubtedly one of the most pressing civil rights issues of our time. Disparities remain in both the K-12 and higher education system. Sixty years after the landmark ruling in *Brown v. Board of Education* ended segregation in America's public schools, separate and unequal is still a pervasive reality...

Black and Brown students are less likely to share classrooms with white students. We also see separate and unequal levels of expectations and resources in our schools that continue to break down along economic, and thus largely color, lines. The Organization for Economic Cooperation and Development (OECD) found that the U.S. is one of few advanced countries where more educational resources are provided to schools with richer students than to those serving poor children.

More must be done to ensure that all districts are held to high standards, that those standards are consistent across the country, and that schools, teachers and students in all schools and neighborhoods have the necessary resources to succeed.

**WE DON'T HAVE ALL OF
THE ANSWERS, BUT WE
KNOW THE POWER OF
ACTION—AND WE HAVE
A MODEL THAT WORKS.**

In 2014, via the National Urban League's 360-degree **Put Our Children 1st** television, radio, digital and social media platform, the Urban League Movement took an aggressive public posture in support of higher education standards (widely referred to as Common Core State Standards) and improved accountability combined with

equitable resources and implementation...(To learn more about the campaign, visit www.putourchildren1st.org.)

In 2015, our stake in the ground around education continues to deepen...For the first time in the history of the *State of Black America* report, in addition to the National Equality Index™ and Metro Equality Index Rankings, we have included a 50-State Education Equality Index and ranking of Black-White and Hispanic-White equality in educational achievement...

We are a nation that has to confront today's challenges with a clear understanding of our past. This is our work, and we will succeed because we are resilient—buoyed by our victories of yesterday, our progress of today and our hopes for tomorrow.

The time is now, and as long as justice is challenged on any front, we will keep pushing on every front.

Overview of 2015 National Urban League Equality Index™

President Obama opened his January 2015 State of the Union address touting a lower unemployment rate than before the financial crisis, more children graduating than ever before and more people insured than ever before. While each of these milestones is reflected in the 2015 National Urban League Equality Index, it also tells a less popular, though all too familiar, story of persistent racial disparities in American life.

BLACK-WHITE

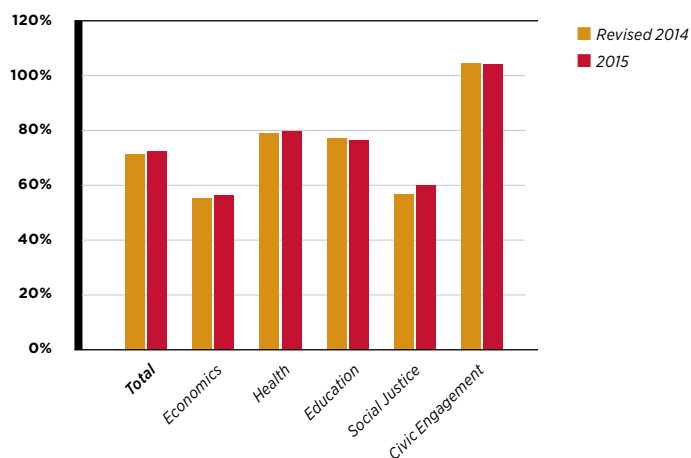
The 2015 Equality Index of Black America stands at 72.2 percent compared to a revised 2014 index of 71.5 percent. The largest increases in this year's index were in the areas of social justice (from 56.9% to 60.6%) and health (from 78.2% to 79.8%) with only a small increase in economics (from 55.4% to 55.8%). The education (from 76.7% to 76.1%) and civic engagement (from 104.7% to 104%) indexes both declined slightly.

The increase in the social justice index was the result of fewer Blacks being victims of violent crimes and fewer Black high school students carrying weapons, while at the same time, the rates for white high school students increased. The increase in the health index resulted from increased health care coverage for Blacks since the Affordable Care Act went into effect and a decline in binge drinking among Blacks, while the rates for whites continued to climb.

The small increase in the economics index was the result of improvements in the income, poverty and home loan denial gaps. The unemployment and homeownership gaps widened.

EQUALITY INDEX OF BLACK AMERICA, 2014-2015

	REVISED 2014	2015
EQUALITY INDEX	71.5%	72.2%
Economics	55.4%	55.8%
Health	78.2%	79.8%
Education	76.7%	76.1%
Social Justice	56.9%	60.6%
Civic Engagement	104.7%	104.0%



HISPANIC-WHITE

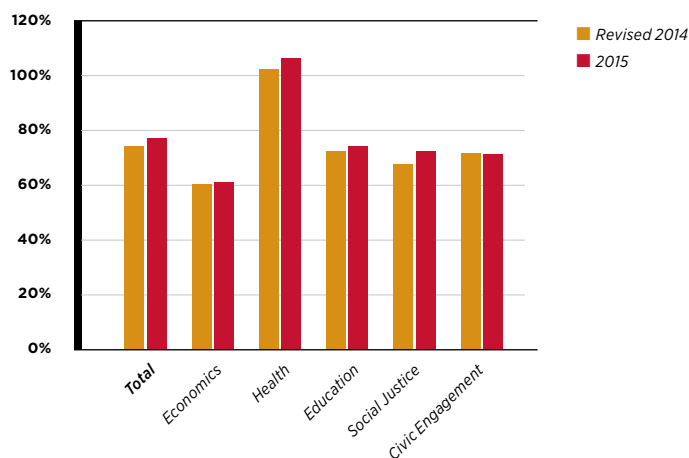
The 2015 Equality Index of Hispanic America stands at 77.7 percent compared to a revised 2014 index of 75.8 percent. The increase in the Hispanic-White index resulted from improvements in all categories, except civic engagement. The greatest gains were in social justice (from 66.1% to 72.7%) and health (from 102.4% to 106.9%), followed by education (from 73.2% to 74.6%) and economics (from 60.6% to 61.7%). The civic engagement index declined modestly from 71.2 percent to 71.0 percent.

The large increase in the social justice index resulted from a lower Hispanic incarceration rate and fewer Hispanic high school students carrying firearms.

The increase in the health index was a result of lower death rates among Hispanics and increased health care coverage.

EQUALITY INDEX OF HISPANIC AMERICA, 2014-2015

	REVISED 2014	2015
EQUALITY INDEX	75.8%	77.7%
Economics	60.6%	61.7%
Health	102.4%	106.9%
Education	73.2%	74.6%
Social Justice	66.1%	72.7%
Civic Engagement	71.2%	71.0%



2015 METROPOLITAN

Unemployment Equality Index™

Last year, the National Urban League introduced rankings of unemployment and income equality between whites, Blacks and Latinos in the nation's largest metropolitan areas. Comparison of the 2014 and 2015 Metro Unemployment Equality Index rankings reveals that there was quite a bit of shuffling of metros at the top of the list.¹ In the Black-White rankings, only three of the cities in last year's top 10 were also in this year's top 10. In the Hispanic-White rankings, only four of last year's top 10 metros remained at the top of this year's list. On the other hand, many of the metros at the bottom of last year's rankings remained at the bottom of this year's rankings as well.

These patterns seem to represent differences in the pace of recovery across the country as metros at the top of the list averaged larger improvements in unemployment rates than those at the bottom of the list.

The tables herein highlight major cities, as well as the most & least equal metropolitan areas and those with highest & lowest unemployment.

The full list of Black-White and Hispanic-White 2015 Metro Unemployment Equality Index rankings, complete with a comparison to 2014, can be found in the e-book, available at www.stateofblackamerica.org.

BLACK-WHITE UNEMPLOYMENT EQUALITY

With an index of 65 percent, the smallest Black-White unemployment gap was in the Providence-Warwick, RI-MA metro area where the Black unemployment rate was 13 percent and the white rate was 8.5 percent. Last year's most equal metro—Augusta-Richmond County, GA-SC—fell to #13 this year as the Black unemployment rate increased from 13 percent to 17 percent, and the white unemployment rate was essentially unchanged.

Similar to the 2014 rankings, the 2015 rankings reveal that metros with the greatest unemployment equality are not necessarily the metros with the best employment outcomes for either group. The metro with the lowest unemployment rate for both Blacks and whites (7.5 percent and 3.8 percent, respectively) was Omaha-Council Bluffs, NE-IA, #16 in the equality ranking. The metro with the highest Black unemployment rate (23 percent) was Toledo, OH, #60 in the equality ranking. Riverside-San Bernardino-Ontario, CA registered the highest white unemployment rate (10.8 percent) and came in at #4 in the equality ranking.

HISPANIC-WHITE UNEMPLOYMENT EQUALITY

With an index of 148 percent, Deltona-Daytona Beach-Ormond Beach, FL topped the Hispanic-White metro unemployment rankings this year. Deltona was up from #29 last year due to a large drop in the Hispanic unemployment rate (from 9.4 percent to 5.8 percent). In addition to Deltona, there were four other metros with a Hispanic-White unemployment index greater than 100, indicating that the Hispanic unemployment rate was lower than the white unemployment—Indianapolis-Carmel-Anderson, IN, Lakeland-Winter Haven, FL, New Orleans-Metairie, LA and Nashville-Davidson-Murfreesboro-Franklin, TN. Last year's #1—Memphis, TN—fell to #33 this year as the Hispanic unemployment rate more than doubled (from 3.8 percent to 8.2 percent).

Since unemployment disparities between Latinos and whites have narrowed more than those between Blacks and whites during the recovery, lower unemployment rates and greater unemployment equality seemed to be more closely linked. The metro with the lowest Hispanic unemployment rate (5.3 percent) was Indianapolis-Carmel-Anderson, IN, #2 in the ranking. The metro with the highest Hispanic unemployment rate (20.8 percent) was Modesto, CA at #59 in the ranking.

NOTES

¹ The unemployment and income data used for the Metro Index rankings comes from the American Community Survey (ACS). The 2015 Metro Index is based on data from the 2013 ACS (most recent) and the 2014 Metro Index is based on data from the 2012 ACS.

2015 METRO AREAS UNEMPLOYMENT EQUALITY

Black-White

* 2013 Unemployment Rate

SELECT METROS FROM 2015	2015 Rank	Black Rate*	White Rate*	Black-White Index	2014 Rank	Black	White	Index
Providence-Warwick, RI-MA	1	13	8.5	65%	7	14.5	8.8	61%
Omaha-Council Bluffs, NE-IA	16	7.5	3.8	51%	56	13.1	5.1	39%
New York-Newark-Jersey City, NY-NJ-PA	24	14.2	6.7	47%	34	15.7	7.2	46%
New Orleans-Metairie, LA	26	13	6.1	47%	43	15.3	6.6	43%
Miami-Fort Lauderdale-West Palm Beach, FL	27	16	7.5	47%	33	19.4	8.9	46%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	28	16	7.5	47%	41	18.3	8	44%
Boston-Cambridge-Newton, MA-NH	32	13.4	6.2	46%	23	13.3	6.7	50%
Los Angeles-Long Beach-Anaheim, CA	33	17.3	8	46%	11	16.8	9.4	56%
Dallas-Fort Worth-Arlington, TX	34	11.7	5.4	46%	22	12.7	6.4	50%
Atlanta-Sandy Springs-Roswell, GA	36	14.8	6.8	46%	30	17	8.1	48%
Baltimore-Columbia-Towson, MD	42	11.9	5.4	45%	50	15.1	6.1	40%
Charlotte-Concord-Gastonia, NC-SC	43	16.5	7.1	43%	31	16.8	8	48%
Virginia Beach-Norfolk-Newport News, VA-NC	48	12.7	5.3	42%	24	13.1	6.5	50%
Houston-The Woodlands-Sugar Land, TX	52	12.6	5	40%	39	14.8	6.5	44%
Kansas City, MO-KS	53	12.6	5	40%	51	16	6.4	40%
Washington-Arlington-Alexandria, DC-VA-MD-WV	54	11.5	4.5	39%	69	12	4.2	35%
Detroit-Warren-Dearborn, MI	55	20.3	7.6	37%	60	24	9	38%
St. Louis, MO-IL	59	17.2	6.1	35%	68	19.6	6.9	35%
Toledo, OH	60	22.6	8	35%	53	23.7	9.4	40%
Chicago-Naperville-Elgin, IL-IN-WI	65	21.4	6.8	32%	70	23	7.6	33%
Cleveland-Elyria, OH	68	20.4	6	29%	71	21.2	7	33%
Jackson, MS	70	14	3.9	28%	58	15.6	6	38%

2015 METRO AREAS UNEMPLOYMENT EQUALITY

Hispanic-White

SELECT METROS FROM 2015	2015 Rank	Hispanic Rate*	White Rate*	Hispanic-White Index	2014 Rank	Hispanic	White	Index
Deltona-Daytona Beach-Ormond Beach, FL	1	5.8	8.6	148%	29	9.4	7	74%
Indianapolis-Carmel-Anderson, IN	2	5.3	6.7	126%	3	6.1	6.8	111%
El Paso, TX	8	8.7	8.2	94%	19	10.6	8.5	80%
Riverside-San Bernardino-Ontario, CA	18	13.5	10.8	80%	21	15.3	12.2	80%
Miami-Fort Lauderdale-West Palm Beach, FL	20	9.4	7.5	80%	13	10.4	8.9	86%
San Diego-Carlsbad, CA	22	10	7.9	79%	43	12.2	8.2	67%
Dallas-Fort Worth-Arlington, TX	24	7	5.4	77%	14	7.5	6.4	85%
Los Angeles-Long Beach-Anaheim, CA	26	10.7	8	75%	24	12.2	9.4	77%
Houston-The Woodlands-Sugar Land, TX	28	6.8	5	74%	23	8.2	6.5	79%
San Francisco-Oakland-Hayward, CA	38	9	6.2	69%	53	10.9	6.7	61%
Phoenix-Mesa-Scottsdale, AZ	41	9.4	6.4	68%	37	10.5	7.4	70%
Albuquerque, NM	48	9.3	6	65%	55	10.9	6.5	60%
Chicago-Naperville-Elgin, IL-IN-WI	49	10.6	6.8	64%	48	12	7.6	63%
New York-Newark-Jersey City, NY-NJ-PA	51	10.8	6.7	62%	49	11.4	7.2	63%
Denver-Aurora-Lakewood, CO	53	9.1	5.6	62%	36	9.2	6.5	71%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	56	12.4	7.5	60%	64	14.6	8	55%
Modesto, CA	59	20.8	12	58%	25	19.6	15	77%
San Antonio-New Braunfels, TX	61	7.9	4.5	57%	46	9.1	5.9	65%
San Jose-Sunnyvale-Santa Clara, CA	64	11.3	6	53%	57	12.3	7.2	59%
Hartford-West Hartford-East Hartford, CT	72	17.3	6.6	38%	80	16.2	7.1	44%

2015 METROPOLITAN

Income Equality Index™

Unlike the Black-White unemployment equality rankings, the Black-White Income Equality Index rankings were relatively stable between 2014 and 2015. Six of last year's top 10 metros were again in the top 10 this year. On the other hand, the Hispanic-White rankings were less stable with only four of last year's top 10 appearing at the top of this year's list. Nationally, Hispanic households experienced the largest increase in median household income between 2012 and 2013.

The extent to which this growth was concentrated in certain metros could help explain why there may have been more shuffling in the Hispanic-White ranking.

The tables herein highlight major cities, as well as the most & least equal metropolitan areas and those with highest & lowest income.

The full list of Black-White and Hispanic-White 2015 Metro Income Equality Index rankings, complete with a comparison to 2014, can be found in the e-book, available at www.stateofblackamerica.org.

BLACK-WHITE INCOME EQUALITY

Riverside-San Bernardino-Ontario, CA remained at the top of the Black-White Income Equality ranking this year with the median Black household having 71 cents for every dollar of median white household income. In Riverside, Black household income fell 5 percent year-over-year while whites saw an increase of 4 percent. Black and white incomes were least equal in San Francisco-Oakland-Hayward, CA where the gap was 42 cents on the dollar. In San Francisco, the median household income for Blacks was \$39,902 (down 3 percent from last year's Index) compared to \$95,285 for whites (up 4 percent from last year's Index).

The highest median household income for both Blacks (\$64,663) and whites (\$108,254) was in Washington-Arlington-Alexandria, DC-VA-MD-WV, #21 in the ranking. The lowest median Black household income (\$21,699) was in Toledo, OH (#67 in the ranking). Even though Toledo had the second lowest median white household income, white household income in Toledo was still more than double Black household income. Toledo, OH also had the highest Black unemployment rate, which would at least partly account for the low income of Black households. The lowest median white household income for whites (\$46,512) was in Lakeland-Winter Haven, FL.

HISPANIC-WHITE INCOME EQUALITY

For Latinos, median household incomes were closest to those of whites in Deltona-Daytona Beach-Ormond Beach, FL, which was up from #4 in last year's ranking as a result of 7 percent income growth for Latinos and a 10 percent loss for whites. In Deltona, the median Hispanic household had 97 cents for every dollar of median white household income. Hispanic and white incomes were least equal in Hartford-West Hartford-East Hartford, CT where the gap was 40 cents on the dollar. In Hartford, the median household income for Latinos was \$30,453 (down 6 percent from the 2014 index), compared to \$75,475 for whites (down 1 percent).

As was the case for Blacks and whites, the highest median Hispanic household income was in Washington-Arlington-Alexandria, DC-VA-MD-WV (\$65,736), #47 in the equality ranking. The lowest median Hispanic household income was in Springfield, MA (\$24,781), #71 in the equality ranking.

2015 METRO AREAS INCOME EQUALITY

Black-White

* Median Household Income, 2013 Dollars

SELECT METROS FROM 2015	2015 Rank	Black Income, Dollars*	White Income, Dollars*	Black-White Index	2014 Rank	Black	White	Index
Riverside-San Bernardino-Ontario, CA	1	42,782	60,376	71%	1	45,205	58,065	78%
Miami-Fort Lauderdale-West Palm Beach, FL	10	36,869	58,672	63%	18	36,124	59,877	60%
Charlotte-Concord-Gastonia, NC-SC	11	36,630	58,539	63%	26	36,518	63,770	57%
Virginia Beach-Norfolk-Newport News, VA-NC	13	40,567	65,475	62%	12	41,478	66,066	63%
Atlanta-Sandy Springs-Roswell, GA	17	41,872	68,595	61%	15	42,052	68,150	62%
Boston-Cambridge-Newton, MA-NH	19	48,326	79,700	61%	35	43,844	79,666	55%
Washington-Arlington-Alexandria, DC-VA-MD-WV	21	64,663	108,254	60%	20	63,617	108,111	59%
Baltimore-Columbia-Towson, MD	22	47,866	80,573	59%	39	44,283	81,630	54%
Dallas-Fort Worth-Arlington, TX	35	40,258	71,415	56%	32	40,084	71,672	56%
Los Angeles-Long Beach-Anaheim, CA	43	40,865	77,133	53%	47	39,643	74,914	53%
Houston-The Woodlands-Sugar Land, TX	44	40,668	76,775	53%	44	40,699	76,269	53%
New York-Newark-Jersey City, NY-NJ-PA	45	44,156	83,457	53%	37	45,105	83,027	54%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	50	36,802	71,916	51%	60	36,500	72,132	51%
St. Louis, MO-IL	52	31,214	61,254	51%	66	28,905	60,453	48%
Detroit-Warren-Dearborn, MI	55	30,152	60,079	50%	61	29,400	58,350	50%
Chicago-Naperville-Elgin, IL-IN-WI	58	34,320	71,910	48%	67	34,152	71,897	48%
Cleveland-Elyria, OH	60	26,627	57,108	47%	70	25,100	55,866	45%
New Orleans-Metairie, LA	61	27,893	60,070	46%	63	29,747	59,145	50%
Toledo, OH	67	21,699	49,333	44%	73	21,352	49,445	43%
San Francisco-Oakland-Hayward, CA	70	39,902	95,285	42%	69	41,332	91,736	45%

2015 METRO AREAS INCOME EQUALITY

Hispanic-White

SELECT METROS FROM 2015	2015 Rank	Hispanic Income, Dollars*	White Income, Dollars*	Hispanic-White Index	2014 Rank	Hispanic	White	Index
Deltona-Daytona Beach-Ormond Beach, FL	1	41,308	42,473	97%	4	38,473	47,217	67%
Riverside-San Bernardino-Ontario, CA	8	47,196	60,376	78%	5	46,564	58,065	49%
Miami-Fort Lauderdale-West Palm Beach, FL	17	41,547	58,672	71%	22	41,057	59,877	81%
Albuquerque, NM	18	39,924	56,483	71%	26	38,470	57,029	60%
El Paso, TX	22	35,596	51,598	69%	39	36,180	56,023	65%
San Diego-Carlsbad, CA	29	46,875	70,302	67%	27	45,381	67,359	76%
Phoenix-Mesa-Scottsdale, AZ	33	38,704	58,591	66%	29	39,293	58,580	69%
San Antonio-New Braunfels, TX	38	42,377	65,435	65%	40	42,642	66,595	49%
Chicago-Naperville-Elgin, IL-IN-WI	43	45,349	71,910	63%	38	46,535	71,897	60%
Washington-Arlington-Alexandria, DC-VA-MD-WV	47	65,736	108,254	61%	60	64,685	108,111	51%
Denver-Aurora-Lakewood, CO	48	42,071	70,593	60%	59	42,511	70,396	67%
San Francisco-Oakland-Hayward, CA	51	56,269	95,285	59%	64	52,150	91,736	51%
San Jose-Sunnyvale-Santa Clara, CA	52	59,150	100,281	59%	72	56,087	101,317	68%
Los Angeles-Long Beach-Anaheim, CA	53	45,202	77,133	59%	55	45,505	74,914	80%
Dallas-Fort Worth-Arlington, TX	54	41,622	71,415	58%	63	40,850	71,672	55%
Houston-The Woodlands-Sugar Land, TX	58	43,020	76,775	56%	68	42,759	76,269	67%
New York-Newark-Jersey City, NY-NJ-PA	61	42,981	83,457	52%	76	41,685	83,027	65%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	62	36,365	71,916	51%	75	36,689	72,132	35%
Springfield, MA	71	24,781	60,505	41%	83	21,057	59,380	70%
Hartford-West Hartford-East Hartford, CT	72	30,453	75,475	40%	82	32,569	76,334	47%

NATIONAL URBAN LEAGUE

2015

STATE EDUCATION

EQUALITY

INDEX™



New to this year's Equality Index is a state-level education index. This portion of the index features achievement indicators based on National Assessment of Educational Progress (NAEP) reading and math test scores for grades 4 and 8, and high school graduation rates. These indicators are supported by additional data on some of the factors that can help to narrow these gaps, including teacher quality, pre-school and course enrollment, and student status and risk factors.

The full set of indicators is presented in the State Education Equality Index tables for all 50 states in the *2015 State of Black America* e-book, available for purchase at www.stateofblackamerica.org.

Figures depicting Black-White and Hispanic-White reading and math proficiency gaps as well as high school graduation gaps are presented throughout this section. These figures provide a simple way of summarizing and comparing achievement gaps across states.

READING PROFICIENCY GAPS

Reading proficiency gaps (measured by the Index) represent the percentage of Black (or Latino) students testing at or above proficient for their grade level in reading relative to the percentage of white students testing at or above proficient. As shown in *Figures A and B*, the largest grade 4 reading proficiency gaps were in the District of Columbia (DC) with a Black-White index of 19 percent and a Hispanic-White index of 30 percent. Among DC 4th graders, 14.7 percent of blacks, 76.6 percent of whites and 22.8 percent of Hispanic students tested at or above proficient in reading.

The smallest Black-White reading proficiency gap was in Hawaii, where the index was 81 percent. Among Hawaii 4th graders, 37.1 percent of Blacks and 45.7 percent of whites tested at or above proficient in reading. With an index of 75 percent, the smallest Hispanic-White reading proficiency gap was in Kentucky. Among Kentucky 4th graders, 29.4 percent of Hispanics and 39.2 percent of whites tested at or above proficient in reading.

Comparing the progression of these gaps between grades 4 and 8, we find that the Hispanic-White reading proficiency gap was more likely to narrow than the Black-White gap. The Hispanic-White reading index improved between grades 4 and 8 in 32 out of 47 states, while the Black-White reading index improved in only 16 out of 46 states. Greater improvement among Latino students may be partially attributed to increased English language proficiency among students for whom English is a second language as they progress through school.

FIGURE A: BLACK-WHITE READING PROFICIENCY INDEX, GRADES 4 AND 8

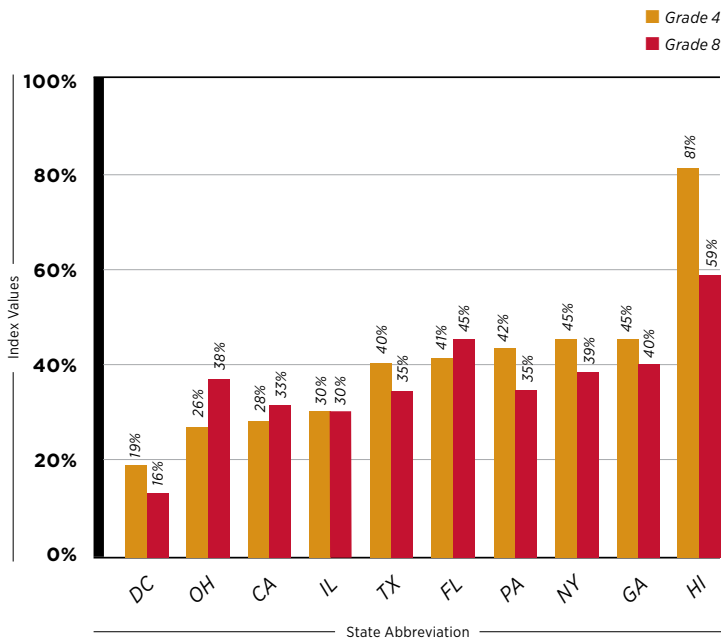
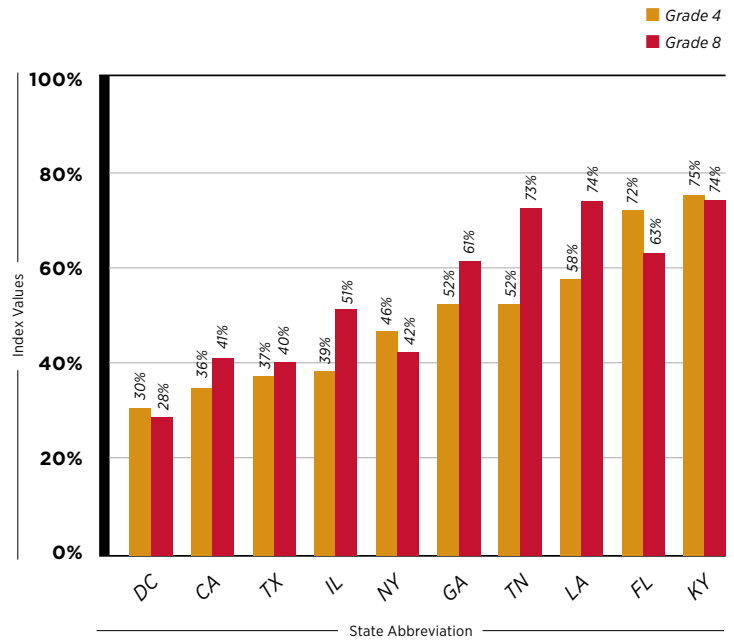


FIGURE B: HISPANIC-WHITE READING PROFICIENCY INDEX, GRADES 4 AND 8



MATH PROFICIENCY GAPS

Math proficiency gaps were measured in the same way as reading proficiency gaps. In this case, the Index measures the percentage of Black (or Latino) students testing at or above proficient for their grade level in math relative to the percentage of white students testing at or above proficient. As shown in *Figure C*, the largest grade 4 Black-White math proficiency gap was in Wisconsin with an index of 21 percent, and the smallest gap was in West Virginia with an index of 69 percent. Among Wisconsin 4th graders, 12.1 percent of Black students and 56.9 percent of white students tested at or above proficient in math. Though the gap between white and Black 4th graders in West Virginia was smaller, math achievement for both races was lower. Among West Virginia 4th graders, 24.7 percent of Blacks and 35.6 percent of whites tested at or above proficient in math.

Figure D shows math proficiency gaps for Latino students. The largest Hispanic-White math proficiency gap was in the District of Columbia with an index of 27 percent and the smallest gap was in Louisiana where the index was 72 percent. Among DC 4th graders, 23.3 percent of Hispanics and 87.7 percent of whites tested at or above proficient in math. Among Louisiana 4th graders, 28.9 percent of Hispanic students and 40 percent of white students tested at or above proficient in math.

Based on the progression of these gaps between grades 4 and 8, we find that both Blacks and Latinos saw less narrowing of math gaps than of reading gaps. Black-White math proficiency gaps improved in only 9 of 45 states, while Hispanic-White gaps improved in just 13 of 47 states. This limited progression is consistent with the fact that more advanced mathematical concepts are built upon concepts that are learned earlier. So, unless targeted interventions are made, students who struggle with math in grade 4 are likely to continue to face challenges in later grades.

FIGURE C: BLACK-WHITE MATH PROFICIENCY INDEX, GRADES 4 AND 8

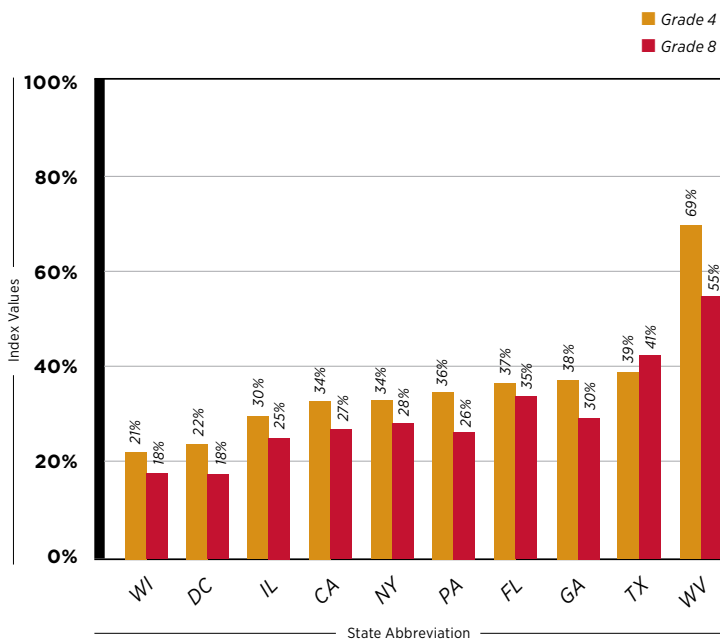
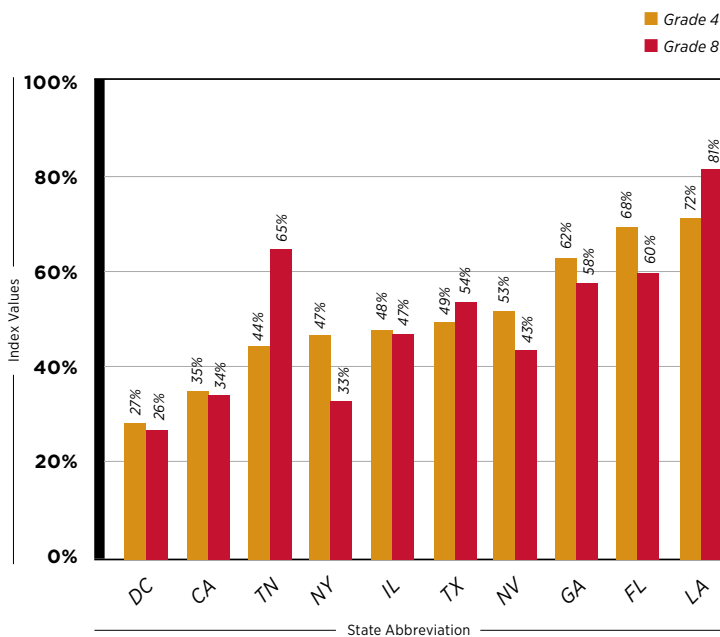


FIGURE D: HISPANIC-WHITE MATH PROFICIENCY INDEX, GRADES 4 AND 8

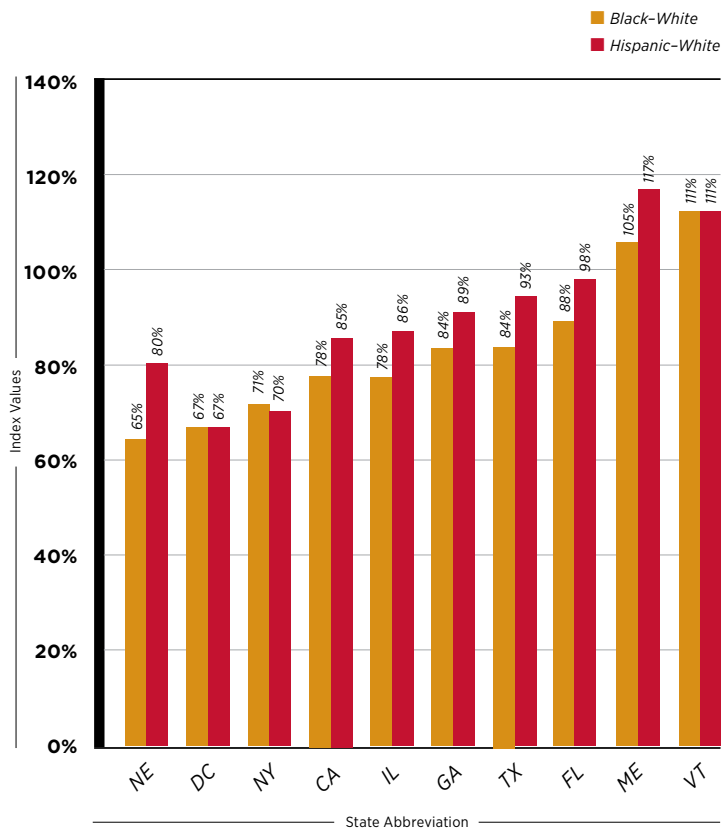


HIGH SCHOOL GRADUATION GAPS

High school graduation gaps are based on the percentage of entering freshman who graduated high school. The index is measured as the Black (or Latino) graduation rate relative to the white graduation rate. *Figure E* presents both Black-White and Hispanic-White graduation gaps. The largest Black-White graduation gap was in Nebraska with an index of 65 percent. In Nebraska, 57.6 percent of Black high school freshmen graduate high school, compared to 88.8 percent of whites. The smallest graduation gap was in Vermont with an index of 111 percent, indicating that the Black graduation rate actually exceeded the white graduation rate. In Vermont, 100 percent of Black freshmen graduate from high school, compared to 89.9 percent of whites. In fact, Black students had a higher graduation rate than whites in three other states as well—Maine, Arizona and North Dakota—all of which have relatively small black populations.

Consistent with findings on the largest Hispanic-White gaps in reading and math proficiency, the largest Hispanic-White graduation gap was also in the District of Columbia, where the index was 67 percent. In DC, 58.5 percent of Hispanic freshman graduate high school, compared to 87.8 percent of whites. The smallest gap was in Maine, with an index of 117 percent. In Maine, 96.1 percent of Hispanic freshmen graduate high school, compared to 82.4 percent of whites. Hispanic students also had higher graduation rates than whites in six other states—Vermont, Alaska, Louisiana, New Hampshire, Hawaii and Arkansas.

FIGURE E: HIGH SCHOOL GRADUATION RATE INDEX, BLACK-WHITE AND HISPANIC-WHITE



View full data tables—including proficiency, achievement, gaps and Equality Index by race—for the 50 U.S. states and the District of Columbia in the *2015 State of Black America* e-book, available for purchase at www.stateofblackamerica.org.

INTERPRETING THE STATE EDUCATION INDEX RESULTS

Educational outcomes are determined by a multitude of factors, many of which cannot be narrowed down to or captured by a few numbers. The State Education Index does not measure the cause of racial achievement gaps; rather, it presents a comparison of these gaps across states based on NAEP scores, a commonly used, standardized measure of student achievement, and high school graduation rates.

Still, some notable patterns emerge from this year's data. The smallest gaps were commonly found in states with relatively small minority populations and in cases where test scores were relatively low for each group—white, Black or Hispanic. Higher graduation rates for Black and Latino students were also found in states where these groups are a smaller share of the population.

On average, larger gaps were present in states with large urban areas that are home to large minority populations that live in highly segregated neighborhoods with excessive rates of concentrated high poverty. This is important because racially and economically segregated neighborhoods create similarly segregated schools, a fact that remains even 60 years after *Brown v. Board of Education*. In fact, the majority of Black and Latino students enter kindergarten in highly segregated schools where nearly half of their peers live in poverty. On average, students in these heavily minority, high poverty schools are less prepared when they start in the fall and make less progress (relative to the average) over the course of the year than those in low poverty schools.

Universal early childhood education is commonly proposed as a way to start students out on more equal footing. The data presented in the State Education Index table show that similar shares of white, Black and Hispanic children were enrolled in pre-school, and in fact in some states, Black and Hispanic children had higher enrollment rates than whites. Since only a handful of states offer universal pre-k, the wider the divide in family economic status, the more likely it is that children with different backgrounds attend pre-schools of different quality and have varying early learning experiences.

Policies aimed at providing universal high-quality early childhood education, effectively integrating neighborhoods, and promoting full employment are critical to reducing the socio-economic barriers that limit student achievement for children of color. These policies should be combined with others aimed at directly improving the quality of America's public K-12 education system for all students.

Lastly, while our analysis identified the significant Black-White-Latino gaps in education across the country, we must all recognize that the nation is struggling overall. There even appears to be a similarly significant gap between all students and what is considered proficiency. Strategies, supports and investments must be developed and implemented that close subgroup gaps in opportunity and achievement, but the nation must also consider which set of strategies, supports and investments are necessary to make all students proficient and truly bring about excellence and equity at scale.

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Contributors & Article Excerpts



FROM **CIVIL RIGHTS...AND LEFTS: BUILDING A TRANSPORTATION SYSTEM FOR ALL**

BY THE HONORABLE ANTHONY FOXX,
SECRETARY, UNITED STATES DEPARTMENT
OF TRANSPORTATION

“Transportation is a reflection of any society’s value system. Roads can be built to divide or they can be built to bring communities together...we have an opportunity to build better than we ever have: highways that enhance connections, not divisions; transit systems that bring people to jobs—and even jobs to people; air service and rail service that move us ever faster, cheaper and safer; neighborhoods that are always safe to walk and bike in, in part, because there are sidewalks, crosswalks and streetlights. That’s the work ahead, building a transportation system that reflects not our past—but our brightest ideals.”



FROM **ANSWERING THE CALL TO ACTION**

BY MAYOR MURIEL BOWSER,
MAYOR OF WASHINGTON, DC

“Mayors of major American cities are on the front lines of ensuring that the state of Black America is strong. In 2015, we continue to confront issues that challenge our cities—African-American unemployment, affordable housing, unequal justice and gaps in educational opportunity...While growing gaps in income, good jobs, education, housing and opportunity stand in the breach, my administration is committed to developing an agenda to turn them around...I understand the great responsibility of leading the nation’s capital at this time. It is my duty to focus on those who have been left behind, as well as to find hope where it is missing and the path to opportunity where it has been lost.”



FROM **REAL TALK: DEMONSTRATE THE VALUE OF BLACK LIVES THROUGH QUALITY EDUCATION**

BY MAYOR KEVIN JOHNSON, MAYOR OF
SACRAMENTO, CA AND PRESIDENT OF THE
U.S. CONFERENCE OF MAYORS

“There’s no more compelling data to show how little we value the lives of Black children in this country than the statistics that show the current state of their academic achievement. Essentially, we are systematically denying young Black kids the quality education that will ensure they can grow to be productive members of society. After all, U.S. schools are twice as likely to pair poor and minority students with brand new teachers and almost four times more likely to suspend Black students than white students. Our present education system is dooming our children’s future...The good news is it doesn’t have to be this way.”



FROM **A NEW DAY, NEW LEGACY FOR GARY, INDIANA**

BY MAYOR KAREN FREEMAN-WILSON,
MAYOR OF GARY, IN

“Gary, Indiana has often been referred to as one of the country’s legacy cities. This term recognizes the city’s contribution as the birthplace of the world’s largest steel mill and the devastating impact associated with the decline of steel and related industries. While Gary’s legacy has been a double-edged sword, since 2012 our New Day Administration has been building on the rich history of this city and creating new opportunities... Through the cultivation of partners in government, the private sector and the non-profit arena, the New Day Administration is working to create a new legacy for Gary, Indiana—one that will sustain generations.”



FROM **IT’S TIME TO PASS THE GRAND JURY REFORM ACT OF 2014**

BY BENJAMIN CRUMP, ESQ., FOUNDING
PARTNER, THE PARKS & CRUMP LAW FIRM

“When I first got called by the family of Michael Brown, an unarmed Black teenager...I wondered what could have possibly caused another Black man to be shot and killed by the police. I hoped that the criminal justice system would provide the answers...but as in other cases such as this one, the officer (e.g. the shooter) was exonerated by the grand jury...The symbiotic relationship between the Prosecuting Attorney and law enforcement, as well as the unbridled autonomy of the Prosecuting Attorney in the secrecy of a grand jury proceeding, often bar access to justice for people of color in these cases. We cannot afford to continue to trust their discretion.”



FROM **CLEARING A PATHWAY TO PROGRESS FOR ALL CHILDREN**

BY LA JUNE MONTGOMERY TABRON,
PRESIDENT & CEO OF THE W.K. KELLOGG
FOUNDATION

“The statistics paint a bleak picture, but they may not tell the entire story. What I clearly see is hope. The barriers created through racism are as prevalent as ever in the United States, but I sense that this is a special moment for our nation...if we want black children to have opportunities to succeed, we must intensify efforts to address the root causes of the education, health, housing and wealth disparities that their families face. We also cannot overlook the need to confront the racism that erects barriers in our communities. Multiple sectors in our society can mobilize to break down the barriers. It is happening in isolated instances and communities; now we must join together to initiate ways to expand it.”

Contributors & Article Excerpts



FROM **CREATING THE CHANGE THE WORLD NEEDS TO SEE**

BY DEBRA MARTIN CHASE, TELEVISION & FILM PRODUCER; PRESIDENT & CEO, MARTIN CHASE PRODUCTIONS

“One of the main reasons I went into the entertainment business was to create positive images of African Americans in film and television. I grew up watching television and going to the movies. While I was conscious of the fact that I seldom saw myself in the images that were projected on screen, it wasn’t until I was older that I understood what that really meant. Those images did not just dictate how I viewed myself, I eventually learned that they very clearly influenced how the outside world viewed me and others like me...Now, whether some of the early images that we fought for here in Hollywood helped African Americans be better accepted in the world at large, or vice versa, is debatable. However, regardless of being the chicken or the egg, we can claim some victory that the images of Blacks in Hollywood have significantly diversified.”



FROM **SUCCESSFUL BLACK ENTREPRENEURS SHOULD NOT BE AN ANOMALY**

BY ALFRED LIGGINS, PRESIDENT & CEO, RADIO ONE, INC.; CHAIRMAN & CEO, TV ONE, LLC

“According to the U.S. Census Bureau, things are rapidly improving, but we have decades of entrepreneurial and economic disparity to contend with in the African-American community...I believe that business ownership is a must to truly dictate the long-term success and trajectory of one’s life, family and generations to come. In fact, it is African-American business ownership that will save our communities by stimulating the economy, generating jobs and decreasing crime. In short, the true color of freedom is green...So, how do we continue to change the tide, rebuild the Black financial ecosystem and sustain Black-owned businesses?”



FROM **I WANNA BE LIKE...: SAVING OUR COMMUNITIES THROUGH EDUCATION, PACTS, AND THE POTENTIAL OF YOUTH**

BY “THE THREE DOCTORS”—DR. SAMPSON DAVIS, DR. RAMECK HUNT, AND DR. GEORGE JENKINS, AUTHORS OF THE NEW YORK TIMES BEST-SELLING BOOKS *THE PACT*, *WE BEAT THE STREET*, AND *THE BOND*

“Our children cannot aspire to be what they cannot see. They need to see the many options before them of what they can do and who they can be. They need to know that they can make pacts like we did and understand that when they focus on education and college or university completion, they too can rise above and overcome their circumstances. But they cannot do this on their own. We need everyone—parents, teachers, mentors, celebrities—to help us do this...We compete daily with negative messaging from every side telling our children what they cannot achieve. Let’s fight back with the innovative, inspirational messaging that our children deserve.”



FROM **EDUCATION’S OPPORTUNITY DASHBOARD**

BY LILY ESKELSEN GARCÍA, PRESIDENT, NATIONAL EDUCATION ASSOCIATION (NEA)

“Unfortunately, although the Court outlawed segregation, it is still a reality today—and Brown [v. Board of Education] wasn’t simply about segregation. The Court wrote: ‘In these days, it is doubtful that any child may reasonably be expected to succeed in life if he is denied the opportunity of an education. Such an opportunity...is a right which must be made available to all on equal terms...’ The Justices were unanimous and they were unequivocal: equal opportunity in education is a constitutional right of all students. Yet that right to equal opportunity is still being denied to millions of students...This disparity in opportunity is illegal, immoral and costly for our nation.”

Full articles can be accessed via the *2015 State of Black America* e-book and www.stateofblackamerica.org.

About the National Urban League

The National Urban League is a historic civil rights and urban advocacy organization dedicated to economic empowerment in historically underserved urban communities. Founded in 1910 and headquartered in New York City, the National Urban League has improved the lives of tens of millions of people nationwide through direct service programs that are implemented locally by more than 90 Urban League affiliates in 36 states and the District of Columbia. The organization also conducts public policy research and advocacy activities from its Washington, DC bureau. The National Urban League, a BBB-accredited organization, has a 4-star rating from Charity Navigator, placing it in the top 10 percent of all U.S. charities for adhering to good governance, fiscal responsibility and other best practices.

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CHICAGO, IL Chicago Urban League	JACKSON, MS Urban League of Greater Jackson	PEORIA, IL Tri-County Urban League	WASHINGTON, DC Greater Washington Urban League
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