



EXECUTIVE SUMMARY

The 38th edition of the **State of Black America® – One Nation Underemployed: Jobs Rebuild America** – underscores a reality the National Urban League knows all too well – that the major impediments to equality, empowerment and mobility are jobs, access to a living wage and wealth parity. Amidst the discourse and debate about income inequality and other economic news-of-the-day, **One Nation Underemployed: Jobs Rebuild America** underscores the urgency of the jobs crisis—both un-and-under-employment—and how African Americans and other communities of color can recover from the losses of the Great Recession and forge a path to economic stability and upward mobility.

As the National Urban League continues to press the case for closing the growing divide in economic opportunity, the **State of Black America** presents the **Equality Index™**, an important tool for tracking racial equality in America, now in its tenth edition of the Black-White Index and its fifth edition of the Hispanic-White Index.

This year's Equality Index includes these **NEW FEATURES**:

- ❖ **Rankings of metro areas** based on unemployment and income equality for Blacks (77 cities ranked) and Hispanics (83 cities ranked)¹.
- ❖ **26 featured metro areas with large African American and/or Hispanic populations**, complete with local area index values for 21 key indicators of economic, education, health and social justice.
- ❖ **Commentaries from the mayors of four of these featured metros** – Stephanie Rawlings-Blake in Baltimore, MD; Michael Hancock in Denver, CO; Alvin Brown in Jacksonville, FL; and AC Wharton in Memphis, TN – focused on specific initiatives they are implementing to drive job creation and help narrow the divide between the haves and have-nots.

As always, this year's **State of Black America** brings together an outstanding collection of essays by business leaders, elected officials, celebrated artists, champions in the civil rights struggle and leaders in the Urban League Movement. Following are excerpts from a few of this year's essay collection:



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

President & CEO of the National Urban League, Marc H. Morial, on the “Great Divide”:

“Through its straight-talk, insightful essays from leading voices and the revealing Equality Index, our 2014 publication looks at the great divide nationally—and for the first time city-by-city—between the few who are reaping the rewards of economic recovery and the majority who are still reeling from the aftershocks of the Great Recession. While ‘too big to fail’ corporations went into the bail-out emergency room and recovered to break earnings and stock market records, most Americans have been left in ICU with multiple diagnoses of unemployment, underemployment, home losses and foreclosures, low or no savings and retirement accounts, credit denials, cuts in education and school funding—and the list of maladies continues.”

Chairman and CEO of XEROX, Ursula Burns, on how her life story fuels her passion to promote STEM education for minorities and girls:

“If I didn’t have the mother I had, if she hadn’t sacrificed to send me to the right school and if Xerox hadn’t taken an interest in me, there is no way this poor Black girl from the projects would have ever become a mechanical engineer. Multiply that by the thousands of young women and people of color who have the innate talent to become an engineer or scientist, but lack the motivation and help. . .think of all the talent that could be harnessed to keep our nation on the leading edge of innovation and technology.

Why does this matter? Because the number of jobs in the U.S. economy that require science, engineering, math and innovation is growing and the number of people prepared to fill these jobs is shrinking.”

FCC Commissioner Mignon Clyburn, on the need to expand broadband adoption and access:

“Although African Americans have the perennial distinction of being among the heaviest consumers of mobile, internet and social media services, we are woefully underrepresented when it comes to employment throughout the communications and technology industries, especially at the upper ranks. Likewise, our communities have a high level of need and demand for broadband services, yet huge gaps remain between the dollars invested in comparison with the general market. Not insignificantly, there are far too few partnerships between African American enterprises and entrepreneurs and major industry providers. . .Whether it is broadcast, cable, satellite, online, software, wireless or any other major communications or technology platform, we have much to do to bridge the divide between aspiration and implementation.”



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

President and Director-Counsel of the NAACP Legal Defense and Education Fund, Sherrilyn Ifill, on the implications of the Supreme Court's recent decision on voting rights:

"The Shelby decision is without question, devastating. It leaves voters of color unprotected from discriminatory voting measures in jurisdictions throughout the South (and other places of our country) where voting discrimination has been persistent and ongoing. Without the preclearance requirements of Section 5, jurisdictions are now free to adopt discriminatory voting practices. The burden rests with voters—the victims of racial discrimination—and civil rights lawyers to file claims and challenge those practices in court."

Internationally-acclaimed musician and Managing and Artistic Director of Jazz at Lincoln Center, Wynton Marsalis, on the importance of turning STEM education into STEAM through the inclusion of the Arts in education:

"Though beset with an abundance of social and cultural ills that distort the national personality, we never consider investing in the very thing designed to call us home, our homegrown Arts. Much like the 14th Century European victims of the Bubonic Plague who looked everywhere for a cure, in the last 50 years, we've looked everywhere to correct our education system except the most obvious place – our way of life. . . . When will it occur to us that there is much in American culture that teaches, unifies and heals us? When will we realize that ultimately, the Arts as representative of cultural solutions have provided a time-tested blueprint of how to face the ever-changing world with class, creativity, confidence, integrity and competence? . . . The answer is not more education, but more substantive and more culturally-rooted education."

Economist Thomas Shapiro, Ph.D, professor of Sociology and Public Policy at Brandeis University and the author of *"The Hidden Cost of Being African American,"* on the reasons behind the growing wealth gap between Blacks and whites:

"In gross terms, the difference in median wealth between America's white and African-American households has grown stunningly large. The wealth gap almost tripled from 1984 to 2009, increasing from \$85,000 to \$236,500ⁱⁱ. The median net worth of white households in the study grew to \$265,000 over the 25-year period compared with just \$28,500 for the Black householdsⁱⁱⁱ."

The dramatic increase in the racial wealth gap materialized and accelerated despite the country's movement beyond the Civil Rights era into a period of legal equality. We statistically validated five 'fundamental factors' that together account for two-thirds of the proportional increase in the racial wealth gap. These include the number of years of home ownership; average family income; employment stability, particularly through the Great Recession; college education, and family financial support and inheritance."

Additionally, the **State of Black America** will again showcase Urban League initiatives in action through a collection of **Affiliate Highlights** with success stories from signature programs in job training, educational enrichment and entrepreneurship.



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

Key Findings -- 2014 National Urban League Equality Index

The 2014 Equality Index of Black America stands at 71.2 percent compared to a revised 2013 index of 71.0 percent. Relative to last year's Equality Index, there was little change in 2014 because improvements in the civic engagement index, which is weighted at only ten percent of the overall index, were offset by a loss of ground or no change in the other more heavily weighted areas:

- Civic engagement index improved from 99.9% to 104.7%
- Economics took a slight dip from 56.3% to 55.5%
- Social justice also declined slightly from 56.9% to 56.8%
- Neither health (76.8%) nor education (76.8%) show any change

There was a slight increase in the 2014 Equality Index of Hispanic America to 75.8% compared to a revised 2013 index of 74.6%. The increase in the Hispanic-white index was driven by improvements in all categories, except for economics, which declined modestly from 60.8% to 60.6%.

The greatest gains were found in:

- Civic engagement from 68% to 71.2%
- Social justice from 63.4% to 66.1%
- Education from 71.8% to 73.2%
- Health from 101.1% to 102.3%

Gains in both civic engagement indices came from increased registration and voter participation by African Americans and Latinos in the 2012 election. The growing racial and ethnic divide in employment, homeownership and mortgage and home improvement loan denials drove losses in the economics index for both groups.

Metropolitan Area Rankings

Nationally, both African Americans and Latinos lost economic ground relative to whites. Yet, beneath these national trends are various local dynamics. Aligned with the National Urban League's focus on policies and programs aimed at closing employment and income gaps, the 2014 Equality Index provides a ranking of unemployment and income equality in the nation's largest metropolitan areas. The full list of rankings can be found in the tables immediately following the national Black-White Equality Index and Hispanic-White Equality Index.



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

Metropolitan Area Rankings of Unemployment Equality

Key Findings: Black-White Unemployment Equality

- ❖ Compared to the national Black-white unemployment index of 50 percent, there are 23 (out of 77) ranked metro areas with smaller unemployment gaps (or a higher unemployment index) than the nation.
- ❖ At 63.9 percent, the smallest Black-white unemployment gap was in the Augusta, GA metro area. However, the “most equal” metros are not the metros with the strongest labor markets -- none of the top ten metros with the smallest Black-white unemployment gaps (highest unemployment indices) are among the top ten metros with the lowest Black or white unemployment rates (See Table 1).
- ❖ Three metros are within the top ten of the lowest Black and white unemployment rates – Oklahoma City, OK, Washington, DC and Harrisburg, PA – but Oklahoma City, OK is the only one with a smaller unemployment gap than the nation.

Table 1.

Key:
bold = higher than U.S. Black-White Index
Featured Metro Area

Top Ten Metro Areas: Highest Black-White Unemployment Index, Lowest Black Unemployment Rate and Lowest White Unemployment Rate				
Highest Black-White Unemployment Index (Index Number in parentheses)	Lowest Black Unemployment Rate (Index Number in parentheses)	Black Unemployment Rate	Lowest White Unemployment Rate (Index Number in parentheses)	White Unemployment Rate
1. Augusta-Richmond County, GA-SC (63.9%)	Oklahoma City, OK (52.2%)	9.0%	Baton Rouge, LA (32.0%)	4.1%
2. Riverside-San Bernardino-Ontario, CA (63.5%)	Knoxville, TN (54%)	11.3%	Washington-Arlington-Alexandria, DC-VA-MD-WV (35.0%)	4.2%
3. Palm Bay-Melbourne-Titusville, FL (63.1%)	Durham-Chapel Hill, NC (56.1%)	11.4%	Des Moines-West Des Moines, IA (31.4%)	4.3%
4. Las Vegas-Paradise, NV (62.2%)	San Antonio-New Braunfels, TX (51.3%)	11.5%	Madison, WI (23.8%)	4.4%
5. Chattanooga, TN-GA (61.1%)	Austin-Round Rock-San Marcos, TX (49.6%)	11.9%	Oklahoma City, OK (52.2%)	4.7%
6. San Diego-Carlsbad-San Marcos, CA (60.7%)	Washington-Arlington-Alexandria, DC-VA-MD-WV (35.0%)	12.0%	Lancaster, PA (27.8%)	4.7%
7. Providence-New Bedford-Fall River, RI-MA (60.7%)	Seattle-Tacoma-Bellevue, WA (57.4%)	12.2%	Harrisburg-Carlisle, PA (38.7%)	4.8%
8. Lakeland-Winter Haven, FL (58.5%)	Nashville-Davidson--Murfreesboro--Franklin, TN (55.3%)	12.3%	Omaha-Council Bluffs, NE-IA (38.9%)	5.1%
9. Seattle-Tacoma-Bellevue, WA (57.4%)	Harrisburg-Carlisle, PA (38.7%)	12.4%	Minneapolis-St. Paul-Bloomington, MN-WI (28.9%)	5.2%
10. Durham-Chapel Hill, NC (56.1%)	Deltona-Daytona Beach-Ormond Beach, FL (55.6%)	12.6%	Albany-Schenectady-Troy, NY (41.9%)	5.4%

Key Findings: Hispanic-White Unemployment Equality

- ❖ For Latinos, 33 (out of 83) ranked metro areas have smaller unemployment gaps than the nation, and in four of these metros – Memphis, TN, Madison, WI, Indianapolis, IN and Nashville, TN -- Latinos actually have lower unemployment rates than whites (See Table 2).
- ❖ There was one city, Madison, WI, among the top ten metros for all three Hispanic-white unemployment measures. Madison also ranked last in Black-white unemployment rate equality.
- ❖ In addition to Madison, WI, Oklahoma City, OK and Provo, UT also topped both lists of the lowest Hispanic and white unemployment rates.



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

Table 2.

Key:
bold is higher than U.S. Hispanic-White index
 Featured metro area

Top Ten Metro Areas: Highest Hispanic-White Unemployment Index, Lowest Hispanic Unemployment Rate and Lowest White Unemployment Rate				
Highest Hispanic-White Unemployment Index (Index Number in parentheses)	Lowest Hispanic Unemployment Rate (Index Number in parentheses)	Hispanic Unemployment Rate	Lowest White Unemployment Rate (Index Number in parentheses)	White Unemployment Rate
Memphis, TN-MS-AR (171.1%)	Memphis, TN-MS-AR (171.1%)	3.8%	Washington-Arlington-Alexandria, DC-VA-MD-WV (63.6%)	4.2%
Jacksonville, FL (112.9%)	Madison, WI (97.8%)	4.5%	Ogden-Clearfield, UT (53.2%)	4.2%
Indianapolis-Carmel, IN (111.5%)	Indianapolis-Carmel, IN (111.5%)	6.1%	Des Moines-West Des Moines, IA (51.2%)	4.3%
Nashville-Davidson-Murfreesboro-Franklin, TN (107.9%)	Nashville-Davidson-Murfreesboro-Franklin, TN (107.9%)	6.3%	Madison, WI (97.8%)	4.4%
Madison, WI (97.8%)	Washington-Arlington-Alexandria, DC-VA-MD-WV (63.6%)	6.6%	Oklahoma City, OK (68.1%)	4.7%
North Port-Bradenton-Sarasota, FL (96.3%)	Tulsa, OK (91.3%)	6.9%	Lancaster, PA (37.6%)	4.7%
Oxnard-Thousand Oaks-Ventura, CA (96.1%)	Oklahoma City, OK (68.1%)	6.9%	Harrisburg-Carlisle, PA (51.6%)	4.8%
Poughkeepsie-Newburgh-Middletown, NY (94.4%)	Knoxville, TN (87.1%)	7.0%	Omaha-Council Bluffs, NE-IA (63.0%)	5.1%
Las Vegas-Paradise, NV (92.1%)	Columbus, OH (81.9%)	7.2%	Minneapolis-St. Paul-Bloomington, MN-WI (49.5%)	5.2%
Tulsa, OK (91.3%)	Provo-Orem, UT (72.6%)	7.3%	Provo-Orem, UT (72.6%)	5.3%

Metropolitan Area Rankings of Income Equality

Key Findings: Black-White Income Equality

- ❖ Compared to the national Black-white income index of 60 percent, there are 18 (out of 77) ranked metro areas with smaller income gaps (or a higher income index) than the nation.
- ❖ At 77.9 percent, the smallest Black-white income gap was in the Riverside, CA metro area. Consistent with the pattern for Black-white unemployment equality, the greatest income equality is not necessarily happening in the same metro areas where median household income is highest or where local economies are strongest.
- ❖ The four metro areas on both the Black and white top ten lists for highest median household income – Washington, DC, New York, NY, Baltimore, MD and Boston, MA – are high cost of living areas that employ a significant number of professionals either in universities, the federal government or major business industries, contributing to greater income inequality (See Table 3).

Table 3.

Key:
bold is higher than U.S. Hispanic-White index
 Featured metro area

Top Ten Metro Areas: Highest Black-White Income Index, Highest Black Median Household Income, Highest White Median Household Income				
Highest Black-White Income Index (Index Number in parentheses)	Highest Black Median Household Income (Index Number in parentheses)	Black Median Household Income (dollars)	Highest White Median Household Income (Index Number in parentheses)	White Median Household Income (dollars)
Riverside-San Bernardino-Ontario, CA (77.9%)	Washington-Arlington-Alexandria, DC-VA-MD-WV (58.8%)	62,726	Washington-Arlington-Alexandria, DC-VA-MD-WV (58.8%)	106,597
San Diego-Carlsbad-San Marcos, CA (72.5%)	San Diego-Carlsbad-San Marcos, CA (72.5%)	48,161	Bridgeport-Stamford-Norwalk, CT (40.6%)	97,654
Palm Bay-Melbourne-Titusville, FL (70.0%)	Riverside-San Bernardino-Ontario, CA (77.9%)	44,572	San Francisco-Oakland-Fremont, CA (45.1%)	90,452
Greensboro-High Point, NC (68.3%)	New York-Northern New Jersey-Long Island, NY-NJ-PA (54.3%)	44,474	New York-Northern New Jersey-Long Island, NY-NJ-PA (54.3%)	81,865
Las Vegas-Paradise, NV (68.1%)	Baltimore-Towson, MD (54.2%)	43,663	Baltimore-Towson, MD (54.2%)	80,487
Lakeland-Winter Haven, FL (66.5%)	Boston-Cambridge-Quincy, MA-NH (55.0%)	43,230	Boston-Cambridge-Quincy, MA-NH (55.0%)	78,551
San Antonio-New Braunfels, TX (64.6%)	Austin-Round Rock-San Marcos, TX (61.6%)	42,672	Hartford-West Hartford-East Hartford, CT (51.3%)	75,265
Phoenix-Mesa-Glendale, AZ (64.6%)	San Antonio-New Braunfels, TX (64.6%)	42,446	Houston-Sugar Land-Baytown, TX (53.4%)	75,201
Providence-New Bedford-Fall River, RI-MA (64.5%)	Atlanta-Sandy Springs-Marietta, GA (61.7%)	41,463	Los Angeles-Long Beach-Santa Ana, CA (52.9%)	73,865
Tampa-St. Petersburg-Clearwater, FL (64.2%)	Virginia Beach-Norfolk-Newport News, VA-NC (62.8%)	40,897	Minneapolis-St. Paul-Bloomington, MN-WI (40.3%)	71,376



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

Key Findings: Hispanic-White Income Equality

- ❖ For Latinos, only 13 (out of 83) ranked metro areas have smaller Hispanic-white income gaps than the national average of 71 percent.
- ❖ At 89.6 percent, the smallest income gap is in the Lakeland-Winter Haven, FL metro area.
- ❖ The highest Hispanic median household income is still lower than the metro area with the 30th highest white median household income.

Table 4.

Key:
bold = Higher than U.S. Hispanic-White Index
 Featured metro area

Top 10 Metro Areas: Highest Hispanic-White Income Index (Index Number in parentheses)	Highest Hispanic Median Household Income (Index Number in parentheses)	Hispanic Median Household Income (dollars)	Highest White Median Household Income (Index Number in parentheses)	White Median Household Income (dollars)
Lakeland-Winter Haven, FL (89.6%)	Washington-Arlington-Alexandria, DC-VA-MD-WV (59.8%)	63,779	Washington-Arlington-Alexandria, DC-VA-MD-WV (59.8%)	106,597
Palm Bay-Melbourne-Titusville, FL (88.9%)	Honolulu, HI (79.1%)	58,161	San Jose-Sunnyvale-Santa Clara, CA (55.4%)	99,899
Jacksonville, FL (84.7%)	Baltimore-Towson, MD (69.6%)	55,983	Bridgeport-Stamford-Norwalk, CT (50.1%)	97,654
Deltona-Daytona Beach-Ormond Beach, FL (81.5%)	San Jose-Sunnyvale-Santa Clara, CA (55.4%)	55,302	San Francisco-Oakland-Fremont, CA (56.8%)	90,452
Riverside-San Bernardino-Ontario, CA (80.2%)	Oxnard-Thousand Oaks-Ventura, CA (69.8%)	54,751	New York-Northern New Jersey-Long Island, NY-NJ-PA (50.2%)	81,865
Honolulu, HI (79.1%)	San Francisco-Oakland-Fremont, CA (56.8%)	51,420	Baltimore-Towson, MD (69.6%)	80,487
Modesto, CA (75.9%)	Bridgeport-Stamford-Norwalk, CT (50.1%)	48,968	Boston-Cambridge-Quincy, MA-NH (49.0%)	78,551
Las Vegas-Paradise, NV (75.7%)	Poughkeepsie-Newburgh-Middletown, NY (66.7%)	47,502	Oxnard-Thousand Oaks-Ventura, CA (69.8%)	78,457
North Port-Bradenton-Sarasota, FL (74.6%)	Riverside-San Bernardino-Ontario, CA (80.2%)	45,912	Hartford-West Hartford-East Hartford, CT (42.7%)	75,265
Stockton, CA (74.1%)	Jacksonville, FL (84.7%)	45,894	Houston-Sugar Land-Baytown, TX (56.1%)	75,201

Conclusion

Together, these data reveal a national divide on economic outcomes that is not only defined along class lines, but also along racial lines. They also reveal how labor markets can produce vastly different outcomes for different groups of workers. It is the job of local elected officials to work together with community-based organizations and private industry to tackle some of the challenges creating these disparities. Strategies for doing this are highlighted in the book, including the contributions from the four mayors in the featured metro area section.



ONE NATION

UNDEREMPLOYED

JOBS REBUILD AMERICA

2014 STATE OF BLACK AMERICA®

ⁱ These metro areas are those for which there were large enough samples of African American and Latino populations to calculate reliable estimates.

ⁱⁱ Shapiro, T., Meschede, T. & Osoro, S. (2013, Feb). *The Roots of the Widening Racial Wealth Gap: Explaining the Black-White Economic Divide*. Waltham, MA: Institute on Assets and Social Policy. All figures are in 2009 constant dollars.

ⁱⁱⁱ Ibid.

EMBARGOED