

ANNUAL REPORT 2018



TULSA EQUALITY INDICATORS



Measuring change toward
greater equality in Tulsa



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CITY OF
Tulsa
A New Kind of Energy.

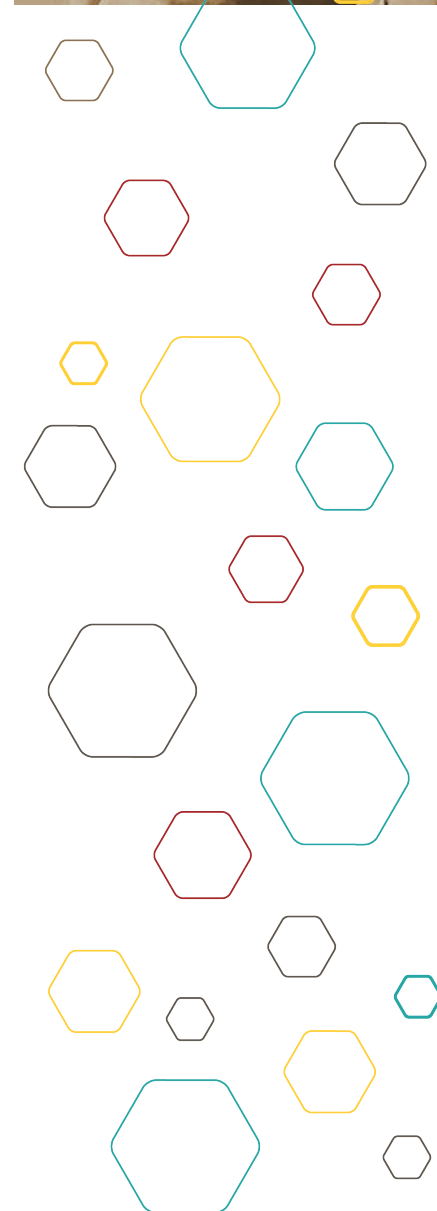


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the Community Service Council
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GT BYNUM, MAYOR, CITY OF TULSA

Since taking office a year ago, I have called on citizens to join me in dreaming big and making Tulsa a world-class city. As we begin to renew that spirit of high expectations, we cannot overlook the glaring disparities that exist in Tulsa and the need to address them.

In Tulsa, a child born in one zip code of Tulsa should have the same life expectancy as a child born in a different zip code in Tulsa. Unfortunately, this is currently not the case. We have a responsibility to ensure that regardless of the area of town you live in, everyone has equal access to safety, education and healthcare features that are vital to the quality of life in our city.

To work on addressing our City's persistent disparities, we are using Equality Indicators to focus on economic opportunity, education, public health, housing, justice and services. Each of these issue areas have their own unique challenges. Together, the City of Tulsa, alongside partners in the nonprofit and private sectors, will address these challenges directly.

I'm thankful for the Rockefeller Foundation and the City University of New York Institute for State and Local Governance (CUNY ISLG) for selecting the City of Tulsa to participate in the Equality Indicators project. I'm thankful for our partner, Community Service Council, for bringing the disparities that exist in our city to the forefront. It has been an honor to work with these partners throughout this process. I am glad Equality Indicators creates a baseline from which we can work and allows us to monitor change over time so that we can develop solution-oriented approaches based on data, improving our entire community.

However, we cannot do this alone. In order to continue successfully improving our city we need to have input from you. One of the most important ways we can improve as a community is to better understand what people hope for and expect from living in our city. The issues we want to address do not have easy solutions, but quantifying the problem is a strong starting point as we work to create solutions and policies that solve the problems we face as a modern, world-class city.

We will make long-term investments based on data and, together, we will solve our greatest challenges.



DEVON DOUGLASS, CHIEF RESILIENCE OFFICER, CITY OF TULSA

As the Chief Resilience Officer for the City of Tulsa, I was thrilled when 100 Resilient Cities called for the first expansion of the Equality Indicators program in the country. With a Mayor and City Council devoted to data-driven decision making, the Equality Indicators is a perfect tool for Tulsa and perfectly fits with our resilient efforts at the City of Tulsa.



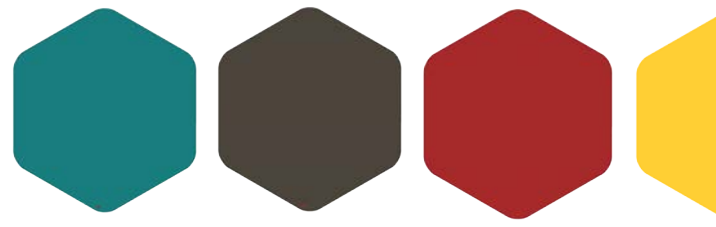
The Equality Indicators tool gives Tulsans a common framework to think about the greatest levels of disparity in our city. It allows us to talk about inequity on a policy level; and it provides data to support the individual experiences that so many individuals have shared with the City of Tulsa and the Community Service Council while developing key indicators.

During the seven engagements we held last summer, we heard citizens loud and clear. No matter what type of inequality exists in Tulsa we are not satisfied. We, as Tulsans, are no longer satisfied with gender, geography, or race determining success in our city. We, as Tulsans, believe that there are more things that bring us together than pull us apart. With the right tools at our disposal we can build the Tulsa that we all know is possible.

Our proactive actions will continue to result in great progress for the City of Tulsa as we come together as a community to address the inequalities that exist today. Together, we will continue to learn from past failures and celebrate future successes along the way, making Tulsa a better place for all.

Thank you, Tulsa. Thank you for your willingness to keep moving forward. We are truly a resilient city and on the brink of something amazing.

EXECUTIVE SUMMARY



In 2017 the City of Tulsa, in partnership with the Community Service Council (CSC), was chosen to be one of five of the first cities in the country to create an Equality Indicators tool under the guidance of the City University of New York Institute for State and Local Governance (CUNY ISLG) with funding from the Rockefeller Foundation.

Tulsa has a unique history relating to racial inequalities, perhaps most notable is the 1921 Tulsa race riot that destroyed what was then the wealthiest Black community in the country. However, five years earlier, in 1916, a city ordinance was designed to ensure racial segregation. Immediately following the race riot, city leaders passed more zoning regulations mandating the races remained segregated.

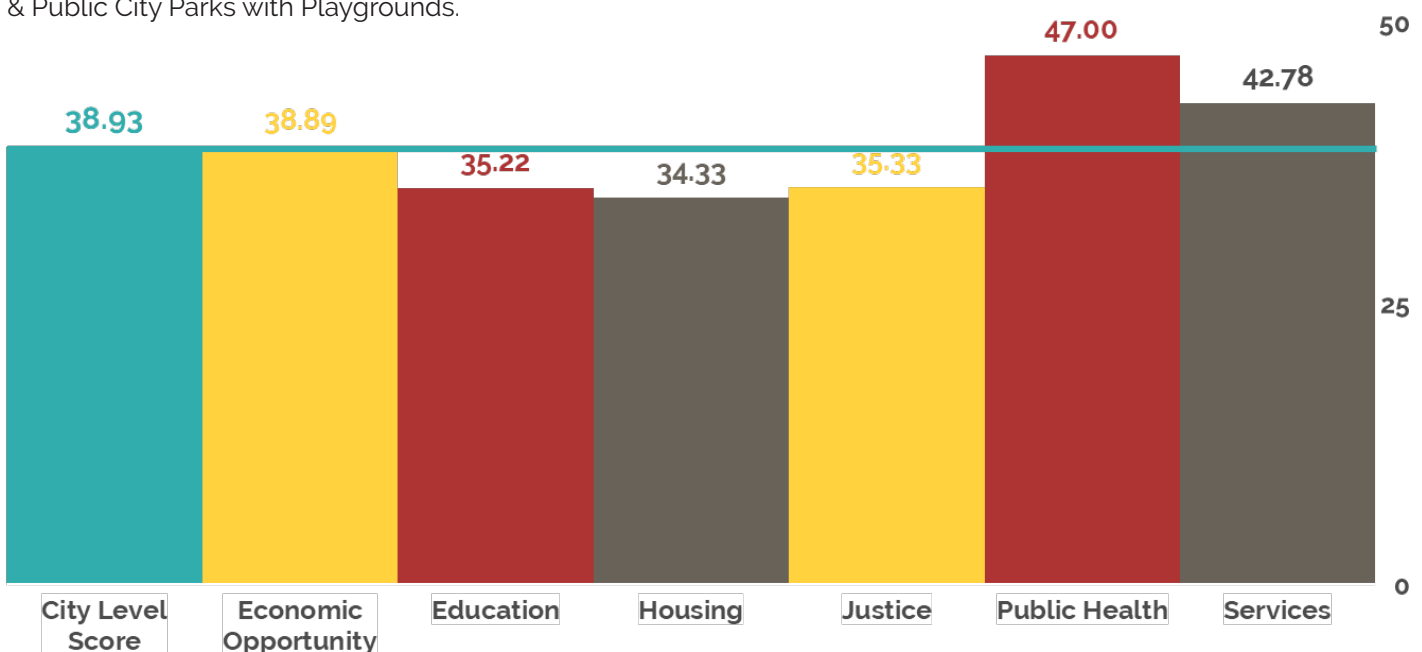
This is Tulsa's demographic legacy, but by measuring inequality among different groups in the Tulsa community, we can get clarity on where things stand today and make changes in policy necessary to increase equity in our city.

In the summer of 2017, under guidance from CUNY ISLG, CSC and the City of Tulsa partnered to develop a tool to measure inequality in Tulsa. In August and September, seven public forums were conducted to gather community feedback about issues of equality in Tulsa, with additional information gathered from an online survey. Information collected from those meetings and the survey was compiled and analyzed to help construct the final framework for the Tulsa Equality Indicators. Six major themes were determined: Economic Opportunity, Education, Housing, Justice, Public Health, and Services. Within each theme are three topics and within each topic are three indicators, with 54 indicators in total. These are the indicators we will monitor each year to track Tulsa's progress across these topics and themes.

Tulsa Equality Indicators uses the methodology developed by CUNY ISLG, the originators of Equality Indicators, to score each indicator, topic, and theme. While this first year of data provides baseline, static scores, following years will produce change scores for each level of data based on the difference in scores from one year to the next. Scores range from 1 to 100, with lower numbers representing greater inequality.

The 2018 Equality Indicators score for the city of Tulsa is 38.93 out of 100. Of the six themes, Public Health has the highest score (47.00), followed by Services (42.78), Economic Opportunity (38.89), Justice (35.33), Education (35.22), and Housing (34.33).

The topics within the themes show more variance, with scores ranging from 61.67 in the Public Works topic to 16.67 in the Impediment to Learning topic. At the indicator level, scores range from 1 (representing the greatest inequality) for the indicators Race & Homelessness, Race & Overcrowding, and Geography & Bikeability, to a high of 100 (representing the greatest equality) for Geography & Housing Choice Vouchers and Geography & Public City Parks with Playgrounds.





SECTION 1

INTRODUCTION

Tulsa has a history of racial inequality, perhaps most notable is the 1921 Tulsa race riot that destroyed what was then the wealthiest Black community in the country. However, five years earlier, in 1916, a city ordinance was designed to ensure racial segregation. Immediately following the race riot, city leaders passed more zoning regulations mandating the races remained segregated.

This is Tulsa's demographic legacy, but by measuring inequality among different groups in the Tulsa community, we can get clarity on where things stand today and make changes in policy necessary to increase equity in our city.

What does equality look like in Tulsa? How do we measure it? To answer these questions, the City of Tulsa and the Community Service Council (CSC) have created a framework for evaluating inequalities that is tailored to Tulsa-specific disadvantaged populations and disparities. With this framework and the data it provides, Tulsa now has the tools to develop evidence-based interventions and policy solutions aimed at reducing inequalities within Tulsa's communities.

The primary focuses, or "themes", are as follows: Economic Opportunity, Education, Housing, Justice, Public Health, and Services. Each theme is divided into three topics and each topic is divided again into three indicators, producing nine indicators per theme. The City intends to utilize the Equality Indicators data that will be collected and analyzed by CSC to demonstrate the commitment, transparency, and accountability to citizens regarding the efforts underway to improve the conditions for underserved Tulsans.

To track progress from the citywide baseline score toward a more equitable community, the City of Tulsa will establish an online dashboard that will be freely available for community partners to inform their efforts to advance equality in Tulsa.



SECTION 2

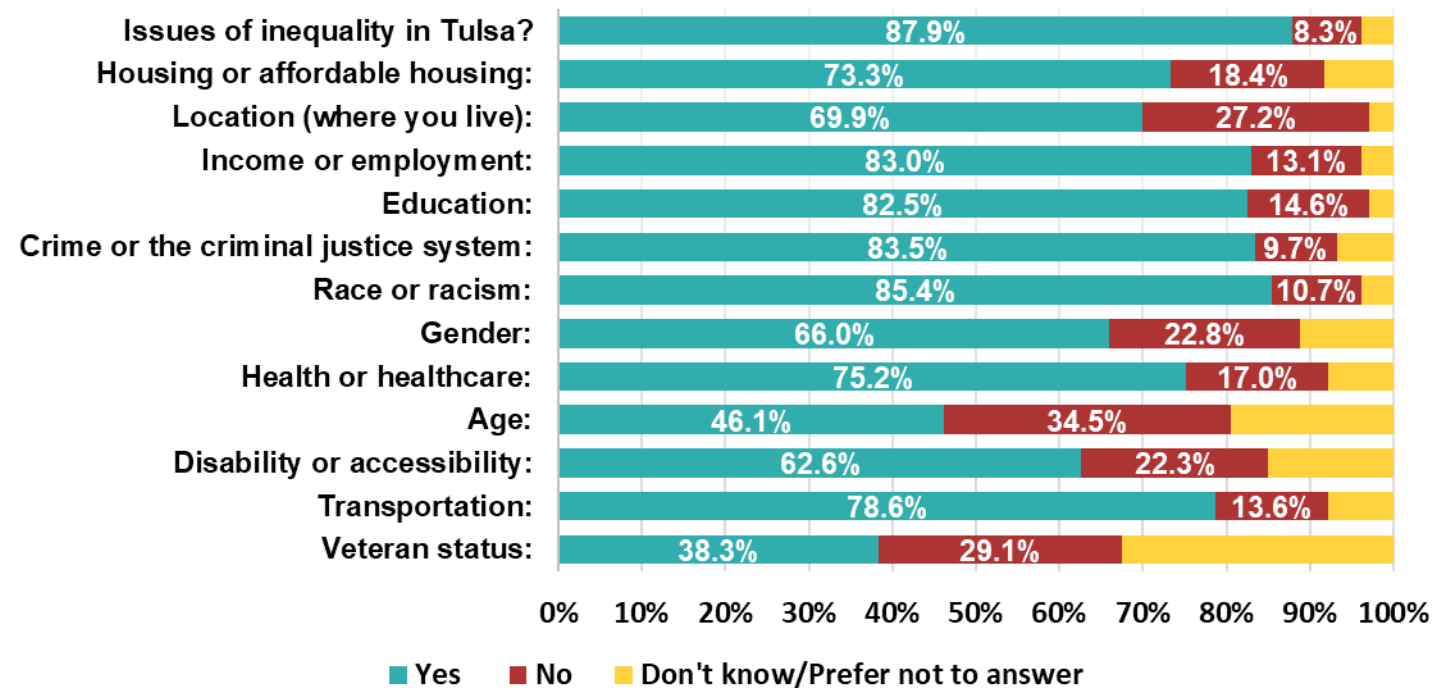
METHODOLOGY

The City University of New York's Institute for State and Local Governance (CUNY ISLG) developed the original methodology for creating and implementing Equality Indicator tools; this methodology was replicated and built upon here in Tulsa.

PROCESS OF DEVELOPING INITIAL FRAMEWORK FOR TULSA EQUALITY INDICATORS

In August 2017, Community Service Council (CSC) and the City of Tulsa, with guidance from the CUNY ISLG team, led seven community feedback sessions over three days in six different locations covering North, South, East, West, and downtown Tulsa. There was a combined total of 159 attendees. The community feedback sessions were designed to be an open-forum for discussion about equality issues in Tulsa. Participants were invited to share their opinions on topics relevant to the Tulsa area, and ideas were captured by CSC and CUNY ISLG staff and compiled after the events. CSC also released an online opinion survey to collect responses about issues of inequality in Tulsa. Invitations to complete the online survey went out to around 8,000 people through various digital avenues. The survey was open for six weeks and received 259 responses. The community feedback sessions and the online opinion survey provided a combined total of 396 unique suggestions for possible indicators in addition to broad feedback about themes, topics and groups. All public feedback was collected and analyzed to shape the initial framework for the Tulsa Equality Indicators. Indicators were then carefully selected based on the quality and availability of data.

See Appendix A for more about the online opinion survey.



*Summary of responses about issues of inequality from 2017 online opinion survey. This chart does not include feedback from the in-person community feedback sessions.



SECTION 2

METHODOLOGY

POPULATIONS NEGATIVELY AFFECTED BY INEQUALITY

Many groups of people experience inequality. Tulsa Equality Indicators measures disparities between comparable groups on different topics, which serve as proxies for measuring equality in the City of Tulsa. Most of the indicators reflect a comparison of the most and least advantaged groups. The Tulsa Equality Indicators compares outcomes for populations according to:

- Age
- Gender
- Mode of Transportation
- Veteran Status
- Education Level
- Geography/Location
- Presence of a Disability
- See Appendix B for description of Tulsa regions used in this project.
- English Proficiency
- Income Level
- Race/Ethnicity

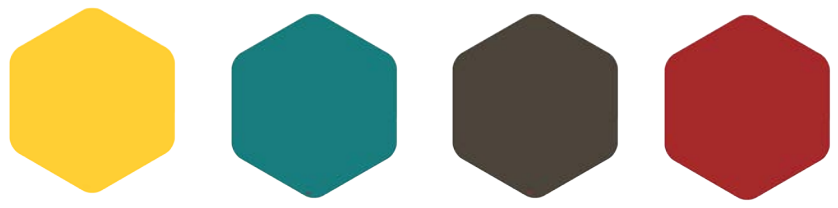
STRUCTURE: FOUR LEVELS, SIX THEMES

The six broad themes are Economic Opportunity, Education, Housing, Justice, Public Health and Services. Each theme is divided into three topics and each topic is divided again into three indicators, producing nine indicators per theme.

- I. City Level Score:** 1 total
- II. Theme Scores:** 6 total
- III. Topic Scores:** 18 total (6 Themes x 3 Topics)
- IV. Indicator Scores:** 54 total (6 Themes x 3 Topics x 3 Indicators)

The 54 Equality Indicators compare groups of people who are, typically, most and least likely to be disadvantaged, and ratios are used to describe the disparities between groups. Any exception in how the methodology is applied to an Equality Indicator is noted accordingly in the indicator's table.

Theme	Topic	Indicator	Theme	Topic	Indicator
Economic Opportunity	Business Development	Gender & Business Executives	Justice	Arrests	Race & Juvenile Arrests
		Geography & Sales Volume			Race & Adult Arrests
		Geography & Predatory Lending			Gender & Arrests
	Employment	Race & Unemployment		Law Enforcement	Race & TPD Employees
		Geography & Existing Jobs			Gender & TPD Employees
		Geography & Labor Force Participation			Race & Officer Use of Force
	Income	Geography & Self-Sufficiency		Safety & Violence	Children & Abuse / Neglect
		Race & Median Household Income			Race & Homicide Victimization
		Educational Attainment & Income			Geography & Domestic Violence
Education	Impediment to Learning	Race & School Suspensions	Public Health	Health Care Access	Race & Health Insurance
		Race & Mobility			Geography & Emergency Room Use
		Income & Drop Out Rate			VA Wait Times
	Quality	Geography & Emergency Teacher Certification		Mortality	Race & Infant Mortality
		Race & AP Courses Offered			Geography & Life Expectancy Past Age of Retirement
		Income & A-F Report Card Grade			Race & Heart Disease Mortality
	Student Achievement	Income & Elementary School Reading and Language Arts Proficiency		Wellbeing	Race & Teen Birth Rate
		Immigrants & Graduation Rates			Race & Low Birthweight
		Race & College Completion			Geography & Smoking
Housing	Affordability	Race & Homeownership	Services	Public Works	Geography & Vacancies
		Race & Home Purchase Loan Denial			Geography & Public City Parks with Playgrounds
		Income & Rent Burden			Geography & Public Library Hours
	Homelessness	Race & Homelessness		Political Empowerment	Race & Representation in Government
		Veterans & Homelessness			Geography & Voter Registration
		Disabilities & Homelessness			Geography & Neighborhood Associations
	Availability	Race & Overcrowding		Transportation	Geography & Bus Stop Concentration
		Geography & Housing Choice Vouchers			Public Transportation & Commute Time
		Geography & Housing Complaints			Geography & Bikeability



DATA SOURCES

Much of the data used for the indicators are publicly available, however some data sets were provided by request. All data used in this report will be publicly available via the Tulsa Equality Indicators website.

As in the original methodology, Tulsa Equality Indicators uses annually-collected data to score the indicators. Tracking these measures from year to year enables progress to be assessed at regular intervals. The most recently available data at the time of data collection are used; however, that year is not uniform across sources. For this year's report, while much of the annual data represent 2016, in some cases the most recent data available were from 2015 or 2017. Additionally, education data for one school year takes place over portions of two separate calendar years (e.g., school year 2017 includes the fall semester of 2016 and the spring semester of 2017). Tulsa Equality Indicators uses the U.S. Census Bureau American Community Survey to calculate population rates where appropriate.

See Appendix D for a full list of data sources, including providers and reporting timeframes.

HOW INFORMATION IS REPORTED

Equality Indicators tools score indicators in two ways, employing a score for each given year, termed a static score, and a score measuring change from the baseline, termed a change score. Where possible, additional data are reported alongside scores to provide a fuller picture of each measure. Since this is the first year, indicators will only have static scores. In following years, change scores will be reported alongside each static score.

As noted by CUNY ISLG, there are two primary benefits to scoring. First, it allows for different types of data using different metrics to be reported in a standard way. Second, scoring allows for findings to be aggregated to produce findings at successively higher levels.

STATIC SCORING

Each indicator, topic and theme, as well as the city level score, is scored from 1 to 100, with 1 being the highest possible inequality and 100 being the highest possible equality.

All 54 indicators are reported as ratios. The ratios are created by comparing two groups—generally the most and least disadvantaged for a specific indicator. Higher ratios correspond to more disparities and lower scores. For instance, a ratio of 1:1 indicates equality, while a ratio of 5:1 indicates that a group is five times more likely to experience a particular outcome. See Appendix C for the ratio-to-score conversion table.

Static scores at higher levels are created by averaging the scores one level below them. This means that static topic scores are comprised of the average of their three indicators and static theme scores are comprised of the average of their three topics. The six themes are averaged to produce the static citywide score each year.



ROUNDED VALUES

The report uses uniform rounding rules for decimal places. Indicator ratios and scores are calculated using raw values from the data sources. For the report language, the table below indicates how the decimal place rules are uniformly applied. The purpose of this exception is to clarify any perceived discrepancy in data sources and the numerical values represented in this report.

NUMERICAL VALUE	DECIMAL PLACES	ROUNDED VALUE
Dollars	0	Ones
Percentage	1	Tenths
Years	1	Tenths
Averaged Scores	2	Hundredths
Numbers	2	Hundredths
Rates	3	Thousandths

SCORING CHANGE

Change scores can reflect positive change (represented by a positive number), negative change (a negative number), or no change (score of 0).

In all future annual reports, change scores at each level will be calculated by subtracting the baseline year's score from the current year's score. As laid out by CUNY ISLG, "change scores at each successive level [will only be] produced when all relevant lower-level scores have been produced. This means that a topic-level score will only be produced when all indicators within the topic are scored, a theme-level score will only be produced when all topics in the theme have been scored, and the citywide score will only be produced when all themes have been scored."

METHODOLOGY EXCEPTION

North Tulsa is typically found to be the most disadvantaged group in geographic-based comparisons throughout this report. Accordingly, North Tulsa has been designated as the most disadvantaged group for all indicators in which it is one of the comparison groups. As a result, for those indicators in which North Tulsa is found to have a better outcome, an exception to the methodology is applied. The ascribed ratio of largest to smallest number is replaced with the inverted ratio of smallest to largest number, resulting in a ratio of less than 1 and a score of 100. Therefore, in the few cases where North Tulsa has performed the same or better than the geography to which it was compared, that indicator was assigned a perfect equality score of 100.

Indicators 26 (Geography & Housing Choice Vouchers) and 47 (Geography & Public City Parks with Playgrounds) are the two instances in which this methodology exception is appropriate and applied.



SECTION 3

FINDINGS

The 2018 Equality Indicators score for the City of Tulsa is 38.93 out of 100. Of the six themes, Public Health has the highest score (47.00), followed by Services (42.78), Economic Opportunity (38.89), Justice (35.33), Education (35.22), and Housing (34.33).

The topics within the themes show more variance, with scores ranging from 61.67 in the Public Works topic to 16.67 in the Impediment to Learning topic. At the indicator level, scores range from 1 (representing the greatest inequality) for the indicators Race & Homelessness, Race & Overcrowding, and Geography & Bikeability, to a high of 100 for Geography & Housing Choice Vouchers and Geography & Public City Parks with Playgrounds.

38.93
OUT OF
100

CITY LEVEL SCORE: **38.93**



THEME 1

ECONOMIC OPPORTUNITY

THEME SCORE: **38.89**

Economic opportunity is reflective of how disadvantaged groups experience issues like poverty, career choices and workplace advancement. When Tulsans face economic hardship, often their financial stability is negatively impacted. Intractable, long-standing circumstances make social equity and upward economic mobility difficult to achieve. Generational lag can develop and pass along the burden, further entrenching systemic poverty. Progress towards equality stalls when economic opportunity diminishes.

The Economic Opportunity theme explores inequalities by gender, geography, race and education level. The topics in this theme are:

- ▶ Business Development
- ▶ Employment
- ▶ Income

TOPIC 1: BUSINESS DEVELOPMENT

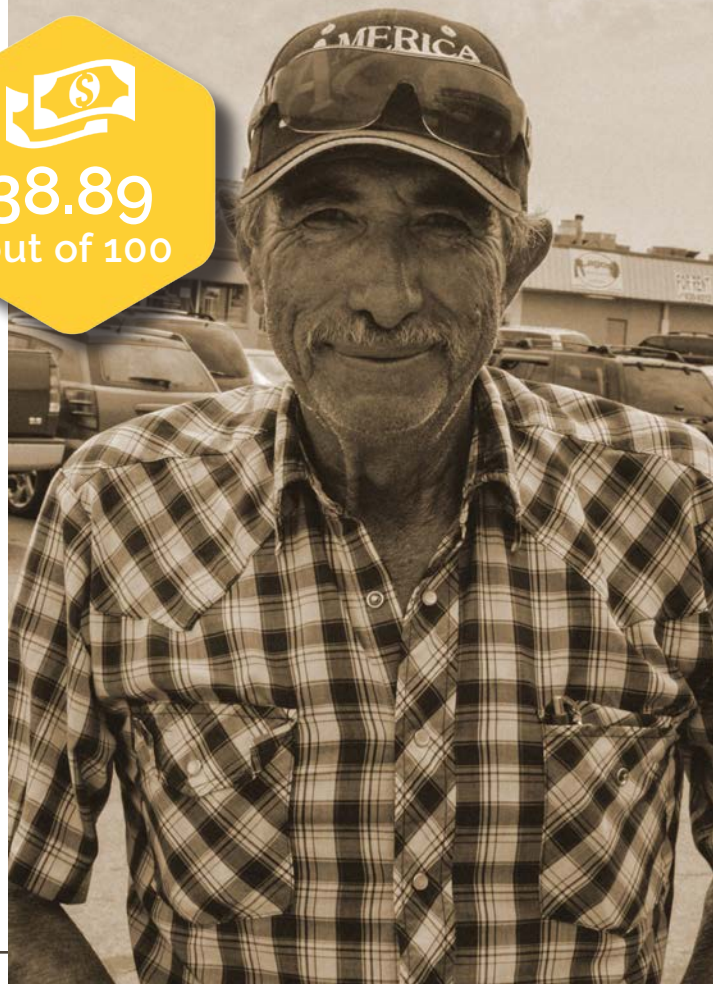
TOPIC SCORE: **28.33**

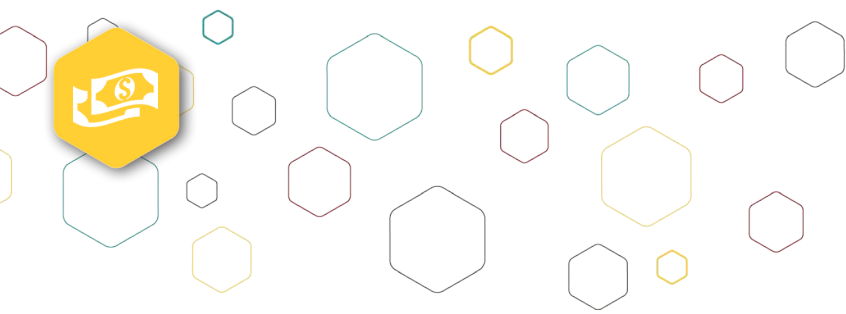
The indicators in the Business Development topic are:

- ▶ Gender & Business Executives
- ▶ Geography & Sales Volume
- ▶ Geography & Payday Loans

Business development has an impact on both social and economic well-being. Gender equality in the workplace has many benefits, including access to leadership roles and lessened discrimination based on gender in relation to family obligations. Small businesses play an important role in the community by providing jobs and keeping money local. Finally, payday loans, often referred to as "predatory lending," can have an influence on where, when and how much money is spent on other goods and services.

INDICATOR 1	Gender & Business Executives
INDICATOR SCORE	48
DEFINITION	Ratio of male to female business executives in the city of Tulsa per 1,000 population of males and females
RESULTS	Male executives 66.8; Female executives 36.6 Males tend to hold higher positions of power in our economy. In Tulsa, male executives (66.8) far exceed the number of female executives (36.6). Such a disparity between males and females in the work force has many economic effects. <i>Data Source(s): ReferenceUSA (accessed through Tulsa City-County Library); U.S. Census Bureau, American Community Survey</i>





INDICATOR 2	Geography & Sales Volume
INDICATOR SCORE	28
DEFINITION	Ratio of the numbers of businesses with sales revenues less than \$10 million per 1,000 population in Midtown and North Tulsa
RESULTS	<p>Midtown 86.1; North Tulsa 22.6</p> <p>Small businesses are important to the local economy for many reasons. However, there are large disparities across Tulsa in the distribution of small businesses. Midtown (86.2) has the most businesses with sales revenue less than \$10 million per 1,000 population. North Tulsa (22.6) has about a quarter of that number of businesses of the same size, suggesting small businesses are not as supported in that area. South Tulsa has the second highest rate of small businesses (55.6) followed by East Tulsa (43.0) and West Tulsa (34.6).</p> <p><i>ReferenceUSA (accessed through Tulsa City-County Library); U.S. Census Bureau, American Community Survey</i></p>

INDICATOR 3	Geography & Payday Loans
INDICATOR SCORE	9
DEFINITION	Ratio of the rate of banks to payday lending establishments per 1,000 population in South Tulsa and North Tulsa
RESULTS	<p>South Tulsa 11.8; North Tulsa 1.5</p> <p>Payday lending, often referred to as predatory lending, can be detrimental to the economic stability of individuals in poverty. In Tulsa, we found that South Tulsa (11.8) and Midtown (10.6) fare better than West Tulsa (4.0), East Tulsa (1.9), and North Tulsa (1.5) in rates of banks to payday loan establishments.</p> <p><i>Data Source(s): ReferenceUSA (accessed through Tulsa City-County Library); U.S. Census Bureau, American Community Survey</i></p>



TOPIC 2: EMPLOYMENT

TOPIC SCORE: **47.33**

The indicators in the Employment topic are:

- ▶ Race & Unemployment
- ▶ Geography & Existing Jobs
- ▶ Geography & Labor Force Participation

While there are certainly racial disparities in the workforce, geography plays a large role, too. Labor force participation is a measure of both those who are employed and those who are unemployed but still seeking employment, while unemployment is a measure only of those who are not working, but who are currently looking for work.



INDICATOR 4	Race & Unemployment
INDICATOR SCORE	38
DEFINITION	Ratio of Black to White unemployment rates per 1,000 population
RESULTS	Black 81.2; White 34.3 Unemployed individuals are those who are in the labor force but are not currently working. Black Tulsans (81.2) are almost two and a half times more likely to be unemployed compared to White Tulsans (34.3). Asians (61.5) and Native Americans (60.6) also have unemployment rates that are nearly twice that of Whites. Hispanic/Latinos have a similar rate of unemployment to Whites (39.0). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

INDICATOR 5	Geography & Existing Jobs
INDICATOR SCORE	34
DEFINITION	Ratio of the numbers of existing jobs per 1,000 population in Midtown to North Tulsa
RESULTS	Midtown 970.4; North Tulsa 330.1 Large disparities exist between North Tulsa and other parts of the city regarding the availability of existing jobs in relation to where people reside. There are nearly three times more jobs in Midtown (970.4) than in North Tulsa (330.1). East Tulsa has the second highest number of jobs per 1,000 residents (891.4) followed by South Tulsa (686.8) and West Tulsa (576.2). <i>Data Source(s): U.S. Census Bureau, Census OnTheMap; U.S. Census Bureau, American Community Survey</i>

INDICATOR 6	Geography & Labor Force Participation
INDICATOR SCORE	70
DEFINITION	Ratio of the labor force participation rates per 1,000 population in Midtown to North Tulsa
RESULTS	Midtown 551.1; North Tulsa 422.4 Labor force participation is the sum of employed individuals and unemployed individuals (persons who are actively seeking employment). While many who are not in the labor force are either in school or retired, this population may also include people who have given up on finding work or who are unable to work due to disability, among other reasons. Midtown has the highest rate of individuals participating in the labor force (551.1) followed closely by South Tulsa (548.6) and East Tulsa (504.4). West (477.3) and North Tulsa (422.4) have the lowest labor force participation rates. <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>



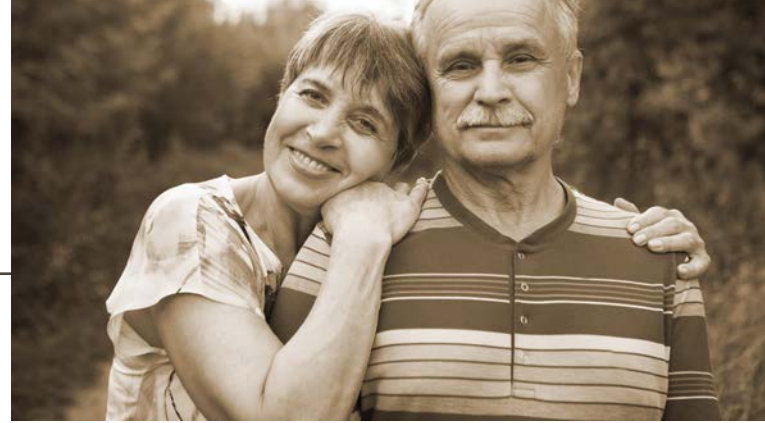
TOPIC 3: INCOME

TOPIC SCORE: **41.00**

The Indicators used to measure inequality in Income are:

- ▶ Geography & Income At or Above Self-Sufficiency
- ▶ Race & Median Household Income
- ▶ Educational Attainment & Income

Income disparities were explored by location, race and educational attainment. In Tulsa, income at or above self-sufficiency is equal to about 200% of the federal poverty level. Many families below 200% poverty are reliant on public assistance to meet their needs. Education level also has an impact on financial stability for many.



INDICATOR 7	Geography & Income At or Above Self-Sufficiency
INDICATOR SCORE	40
DEFINITION	Ratio of numbers of individuals at or above 200% of poverty per 1,000 population in South Tulsa to North Tulsa
RESULTS	South Tulsa 715.0; North Tulsa 357.2 The federal poverty level is generated annually based on the number of individuals in a family and family income. Persons or households earning below 200% of poverty are considered "low-income" generally, but in Tulsa County, specifically, research on what income is required for self-sufficiency places that level at approximately 200% of poverty. Below 200% of poverty, households require some form of assistance to meet basic needs. North Tulsa has the lowest rate (357.2) of individuals at or above 200% of poverty – almost half the rate of South Tulsa (715.0). Midtown has the second highest rate (618.7) of individuals at or above 200% of poverty, followed by West Tulsa (570.2) and East Tulsa (495.9). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

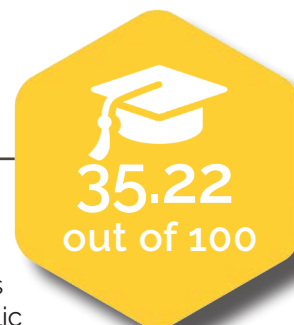
INDICATOR 8	Race & Median Household Income
INDICATOR SCORE	45
DEFINITION	Ratio of Asian to Black median household income
RESULTS	Asian \$53,507; Black \$28,399 Median household income includes the annual income of the householder and the income of all other working individuals in the household. The median household income for Asian households (\$53,507) is almost two times higher than Black households (\$28,399). Asian households are closely followed by White households (\$51,053). Hispanic/Latino (\$37,512) and Native American (\$37,022) median household incomes are more than \$10,000 lower than Whites and Asians. <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

INDICATOR 9	Educational Attainment & Income
INDICATOR SCORE	38
DEFINITION	Ratio of rates of poverty for individuals with a high school diploma or less to rates of poverty for individuals with a college degree
RESULTS	<p>High school diploma or less 22.9%; College degree 9.5%</p> <p>Individuals with low educational attainment face numerous barriers to employment and economic mobility, and therefore to earning a sufficient income. In Tulsa, the poverty rate for those with a high school diploma or less (22.9%) is over two times higher than the rate for those with a college degree (9.5%). Often lower rates of education directly correlate to higher levels of poverty.</p> <p><i>Data Source(s): U.S. Census Bureau, American Community Survey</i></p>



THEME 2 EDUCATION

THEME SCORE: **35.22**



Education serves as the gateway to equality and a more inclusive society. Educating students and nurturing their curiosity for lifelong learning and achievement is a central function of public schools. Tulsa's wide array of public school offerings is reflective of its diverse societal fabric. However, not every student has access to the same level of educational opportunity. Many factors, both inside and outside of the school system, impact how students experience their formal education. The Education theme explores inequalities by race, income, language and geography. The topics in this theme are:

- ▶ Impediment to Learning
- ▶ Quality & Opportunity
- ▶ Student Achievement

TOPIC 1: IMPEDIMENT TO LEARNING

TOPIC SCORE: **16.67**

The indicators in the Impediment to Learning topic are:

- ▶ Race & Suspensions
- ▶ Race & Student Mobility
- ▶ Income & Dropouts



Impediments to learning are instances that remove students from the classroom. Irregular classroom time can have an effect on both immediate and long-term student success. Racial disparities exist in both suspensions and student mobility. Student mobility refers to any time a student changes schools that is not related to a grade promotion, so it can be either voluntary (e.g., a move) or involuntary (e.g., expulsion from another school). In either case, there are direct effects on the student who leaves as well as disruptions to the rest of the students in the class.





INDICATOR 10	Race & Suspensions
INDICATOR SCORE	12
DEFINITION	Ratio of the rate of suspension per 100 students in primarily Black (50% or more) elementary schools to primarily White (50% or more) elementary schools
RESULTS	<p>Black 18.2; White 2.6</p> <p>Missing days of school is detrimental to a student's academic success. Elementary schools in the Tulsa Public Schools district with a primarily Black student population suspend students at a rate seven times (18.2) that of schools that are primarily White (2.6). Schools that are primarily Hispanic/Latino have twice the rate of suspensions (6.0) as primarily White schools.</p> <p><i>Data Source(s): Office of Educational Quality and Accountability (Oklahoma)</i></p>

INDICATOR 11	Race & Student Mobility
INDICATOR SCORE	18
DEFINITION	Ratio of the mobility rates in primarily Black elementary schools (50% or more) to primarily White elementary schools (50% or more)
RESULTS	<p>Results: Black 51.0%; White 9.0%</p> <p>Student mobility is when a student changes schools during a school year. Student mobility can be voluntary (for example, moving) or involuntary (for example, following expulsion from another school). Changing schools, especially when it occurs frequently, can have a negative effect on students' academic achievement. In the Tulsa Public Schools district, primarily Black elementary schools have over a five and a half times higher student mobility rate (51.0%) than primarily White elementary schools (9.0%). Primarily Hispanic/Latino elementary schools have about a two and a half times higher mobility rate (24.0%) than White schools.</p> <p><i>Data Source(s): Office of Educational Quality and Accountability (Oklahoma)</i></p>

INDICATOR 12	Income & Dropouts
INDICATOR SCORE	20
DEFINITION	Ratio of the dropout rates in primarily lower income schools (high schools with over 90% free and reduced lunch) to primarily higher income schools (high schools with less than 60% free and reduced lunch)
RESULTS	<p>Lower income 24.5%; Higher income 4.8%</p> <p>There is a huge disparity between income levels regarding dropout rates. Schools with primarily lower income students have a five times higher dropout rate (24.5%) than schools with primarily higher income (4.8%).</p> <p><i>Data Source(s): Office of Educational Quality and Accountability (Oklahoma)</i></p>

TOPIC 2: QUALITY & OPPORTUNITY

TOPIC SCORE: **39.00**

The indicators in the Quality & Opportunity topic are:

- ▶ Geography & Emergency Teacher Certification
- ▶ Race & Advanced Placement (AP) Courses
- ▶ Income & School A-F Report Card Score





Many policies are in place to measure educational quality and opportunity, locally and nationally. Students are often tested on an individual basis. Likewise, aggregate measures of schools, teachers and/or students are measured to evaluate the overall performance of our education system. A school's quality can also be evaluated according to the resources and opportunities it provides its students. Ongoing state budget issues are greatly impacting our public schools. For instance, Oklahoma schools are experiencing a shortage of experienced and degreed teachers due to relatively low pay, which has presumably increased the number of emergency teacher certifications. High school students who have access to AP courses have the opportunity to earn college credits before starting college. This benefits students both academically and financially.

INDICATOR 13	Geography & Emergency Teacher Certification
INDICATOR SCORE	19
DEFINITION	Ratio of the number of emergency teacher certifications per 1,000 teachers in Tulsa Public Schools (TPS) district and Tulsa County school districts (excluding TPS)
RESULTS	TPS 48.0; Tulsa County 9.1 Emergency teacher certifications are granted to individuals who are not traditionally trained to be educators. They are granted emergency teaching certifications in order to get in the classroom as soon as possible. The teacher training process begins after being hired. Oklahoma schools are facing major shortages in educators and are relying more heavily on hiring individuals with no traditional teaching experience. In the TPS district, 48.0 out of 1,000 teachers have emergency teaching certifications, whereas the combined rate for the other schools in the county (including Sand Springs, Broken Arrow, Jenks, Collinsville, Sperry, Union, Owasso, Glenpool, Liberty, Berryhill, Bixby, Skiatook and Keystone) is a much lower 9.1 out of 1,000. <i>Data Source(s): Oklahoma State Department of Education</i>

INDICATOR 14	Race & Advanced Placement (AP) Courses
INDICATOR SCORE	37
DEFINITION	Ratio of the number of Advanced Placement (AP) courses offered per 1,000 students in primarily White high schools (35% or more students are White and at least 10% more than any other race) to primarily Hispanic/Latino high schools (35% or more Hispanic/Latino students and at least 10% more than any other race)
RESULTS	White 22.2; Hispanic/Latino 8.6 AP courses have a number of benefits for high school students. Not only do AP courses provide students with a chance to learn how to prepare for college level classes, they can also count toward college credit in the future. This can be both time- and cost-saving for students once they enter college. Primarily White schools offer two and half times more AP classes per 1,000 students (22.2) than primarily Hispanic/Latino schools (8.6). Primarily Black schools offer 10.8 AP classes per 1,000 students. <i>Data Source(s): Tulsa Public Schools</i>

INDICATOR 15	Income & School A-F Report Card Score
INDICATOR SCORE	61
DEFINITION	Ratio of the A-F report card scores for higher income schools (less than 60% free and reduced lunch) to lower income high schools (over 90% free and reduced lunch)
RESULTS	Higher income 91; Lower income 61 (based on a 1-100 score) The A-F School Grading system is a tool meant to hold schools accountable for student achievement. In Tulsa, higher income schools score one and a half times higher (91) than lower income scores (61) on the A-F School Grading system. Scores on the A-F school report cards are: A (90-100), B (80-89), C (70-79), D (60-69), and F (below 60). <i>Data Source(s): Office of Educational Quality and Accountability (Oklahoma)</i>



TOPIC 3: STUDENT ACHIEVEMENT

TOPIC SCORE: **50.00**

The indicators in the Student Achievement topic are:

- ▶ Income & Elementary School Reading Proficiency
- ▶ English Language Learners & Graduation Rates
- ▶ Race & College Completion

Student achievement can be measured at many levels. Reading proficiency in elementary school, high school graduation rates and college completion are instances of achievement at three levels of the education system.



INDICATOR 16	Income & Elementary School Reading Proficiency
INDICATOR SCORE	52
DEFINITION	Ratio of not economically disadvantaged to economically disadvantaged Tulsa Public Schools (TPS) students' elementary school reading and language arts proficiency
RESULTS	Not economically disadvantaged 79.0%; Economically disadvantaged 46.0% Reading proficiency is critical to not only a student's academic performance overall, but also their economic opportunities later in life. There is a large disparity in reading proficiency for students who experience economic hardships. For TPS students, only 46% of students who are economically disadvantaged are proficient or advanced in reading and language arts, compared to 79% of students who are not economically disadvantaged. <i>Data Source(s): Oklahoma State Department of Education</i>

INDICATOR 17	English Language Learners & Graduation Rates
INDICATOR SCORE	65
DEFINITION	Ratio of four-year cohort graduation rates for all students in Tulsa Public Schools (TPS) to English language learners (ELL)
RESULTS	All students 68%; ELL 48% Many students in Tulsa Public Schools (TPS) speak a language other than English at home. English language learners graduate with their class at a much lower rate (48%) than their peers (68%). Asian students have the highest four-year graduation rate (83%) followed by White students (72%). Black (67%) and Hispanic/Latino (65%) students graduate at nearly the same rate as the overall student population, while Native American students graduate at a somewhat lower rate (60%). <i>Data Source(s): Oklahoma State Department of Education</i>
NOTE	The English language learners (ELL) grouping was provided as a demographic subgroup in the data source. There was not a field for Non-ELL students at TPS in the data source.

INDICATOR 18	Race & College Completion
INDICATOR SCORE	33
DEFINITION	Ratio of the percentages of Blacks to Asians age 25 and older who started college, but did not graduate with a degree
RESULTS	Black 28.6%; Asian 9.1% Black adults age 25 and older are over three times more likely (28.6%) than Asians (9.1%) to have started college, but not graduate with a degree. Whites (24.2%) are the second most likely to start college without completing, followed by Native Americans (21.3%), and Hispanic/Latinos (13.0%). Asians are the most likely to have a college degree (51.0%), followed by Whites (46.9%), Native Americans (30.8%), Blacks (25.7%), and Hispanic/Latinos (11.7%). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

THEME 3 HOUSING

THEME SCORE: **34.33**

Finding appropriate housing is a challenge for many Tulsans and the indicators in this theme focus on race, income, veterans, disabilities and geography. Shelter is a basic need for all people, however many face obstacles in obtaining or maintaining stable housing. The Housing theme covers the following topics:

- ▶ Affordability
- ▶ Homelessness
- ▶ Availability

TOPIC 1: AFFORDABILITY

TOPIC SCORE: **32.33**

The indicators in the Affordability topic are:

- ▶ Race & Home Ownership
- ▶ Race & Home Purchase Loan Denial
- ▶ Income & Rent Burden

Building home equity, earning tax deductions and strengthening credit are just a few of the benefits of home ownership, but many Tulsans are not able to take advantage of these benefits.



INDICATOR 19	Race & Home Ownership
INDICATOR SCORE	47
DEFINITION	Ratio of the percent of White householders to Black householders who are home owners
RESULTS	<p>White 58.0%; Black 31.6%</p> <p>White householders are almost twice as likely to be homeowners (58.0%) than are Black householders (31.6%). Native Americans own homes at a rate similar to Blacks (33.3%), while Hispanic/Latinos (38.8%) and Asians (46.2%) fall in the middle.</p> <p><i>Data Source(s): U.S. Census Bureau, American Community Survey</i></p>

INDICATOR 20	Race & Home Purchase Loan Denial
INDICATOR SCORE	38
DEFINITION	Ratio of the percent of Native American to Asian home purchase loan denials
RESULTS	<p>Native American 27.3%; Asian 11.2%</p> <p>Native Americans have nearly a three times higher rate of home purchase loan denials (27.3%) than Asian applicants (11.2%). Black applicants are denied at a similar rate to Native Americans (25.1%) and Whites are denied at about the same rate as Asian applicants (12.1%).</p> <p><i>Data Source(s): Federal Financial Institutions Examination Council</i></p>





INDICATOR 21	Income & Rent Burden
INDICATOR SCORE	12
DEFINITION	Ratio of the percentages of low income to higher income renter-occupied housing units that spend more than 30% of their income on rent
RESULTS	Low income 79.1%; Higher income 11.3% Rent burden occurs when a renter spends more than 30% of their income on housing costs. Of low income renters (e.g., renters with annual household incomes less than \$35,000), 79.1% pay 30% or more of their income on rent compared to only 11.3% of higher income renters (e.g., renters with annual household incomes greater than or equal to \$35,000). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

TOPIC 2: HOMELESSNESS

TOPIC SCORE: **30.33**

The indicators in the Homelessness topic are:

- ▶ Race & Homeless Youth
- ▶ Veterans & Homelessness
- ▶ Disability & Homelessness



Homelessness cuts across all segments of the population. The focus of these indicators is on race, age, veteran status and presence of a disability. Limited or poor housing options act as a negative catalyst for Tulsans at-risk of homelessness and can induce additional negative outcomes. Homelessness can be unexpected and can exacerbate economic, general health and mental health situations that would be otherwise tenable in stable housing situations. Additionally, recent economic and housing market factors continue to stretch resources available in the community.

INDICATOR 22	Race & Homeless Youth
INDICATOR SCORE	1
DEFINITION	Ratio of the number of Native American to Asian homeless individuals per 1,000 youths age 10-24
RESULTS	Native American 18.9; Asian 1.5 The greatest disparity in the number of homeless youths age 10-24 per 1,000 is between Native Americans (18.9) and Asians (1.5). Black youth are homeless at a similar rate to Native Americans (17.4) followed by Whites (11.0). <i>Data Source(s): Youth Services Tulsa (by request); U.S. Census Bureau, American Community Survey</i>

INDICATOR 23	Veterans & Homelessness
INDICATOR SCORE	59
DEFINITION	Ratio of the rate of homelessness per 1,000 for veterans to non-veterans
RESULTS	Veterans 21.2; Non-veterans 13.8 Veterans experience homelessness at a higher rate than civilians. There are many factors that contribute to homelessness, including poverty and mental illness, however, many veterans also are at a higher risk for post-traumatic stress disorder. The rate of homelessness for veterans (21.2) is about one and half times higher than for non-veterans (13.8). <i>Data Source(s): Homeless Management Information System, Annual Homeless Assessment Report to Congress; U.S. Census Bureau</i>



INDICATOR 24	Disability & Homelessness
INDICATOR SCORE	31
DEFINITION	Ratio of the rate of homelessness per 1,000 population for individuals with a disability to individuals without a disability
RESULTS	<p>Presence of a disability 30.6; No disabilities 8.8</p> <p>Individuals experiencing homelessness are faced with numerous barriers to health, education and economic stability. There is a large disparity in homelessness between individuals with disabilities and those who do not have a disability. The rate of homelessness for individuals with a disability (30.6) is close to three and a half times higher than for those without a disability (8.8).</p> <p><i>Data Source(s): Homeless Management Information System, Annual Homeless Assessment Report to Congress</i></p>

TOPIC 3: AVAILABILITY

TOPIC SCORE: **40.33**

The indicators in the Availability topic are:

- ▶ Race & Overcrowding
- ▶ Geography & Housing Choice Vouchers
- ▶ Race & Housing Complaints

Overcrowding in homes can be a symptom of economic hardships. Many families live in housing that is too small for the number of people housed due to an inability to afford larger housing. Housing Choice Vouchers and public housing assistance help people find more affordable housing. The ability to choose stable living conditions correlates to better economic and educational opportunities in life.



INDICATOR 25	Race & Overcrowding
INDICATOR SCORE	1
DEFINITION	Ratio of the percentage of Asian households to percentage of White households with more than one occupant per room
RESULTS	<p>Asian 16.8%; White 1.6%</p> <p>There is a fairly large disparity between Asian and White households regarding having more than one occupant per room. Households with an Asian householder experience overcrowding at a much higher rate (16.8%) than households with a White householder (1.6%). Hispanic/Latino households (14.1%) are similar to Asian households, followed next by Native American (7.2%) and Black households (2.7%).</p> <p><i>Data Source(s): U.S. Census Bureau, American Community Survey</i></p>





INDICATOR 26	Geography & Housing Choice Vouchers
INDICATOR SCORE	100
DEFINITION	Ratio of South Tulsa to North Tulsa rate of housing choice voucher use per 1,000 residents
RESULTS	<p>South Tulsa 6.3; North Tulsa 24.1</p> <p>Housing Choice Vouchers is a program of the U.S. Department of Housing and Urban Development (HUD) that provides housing assistance to low-income families. The vouchers can be used on any housing that is eligible under the requirements of the program. The rate of use of Housing Choice Vouchers is close to four times more prevalent in North Tulsa (24.1) than in South Tulsa (6.3) per 1,000 residents. West Tulsa has the second lowest rate of use (8.4), followed by East Tulsa (14.9), and Midtown (15.3).</p> <p><i>Data Source(s): U.S. Department of Housing and Urban Development (HUD), Housing Choice Vouchers by Census Tract; U.S. Census Bureau, American Community Survey</i></p>
NOTE	North Tulsa is generally the most disadvantaged geography. For this indicator, North Tulsa performs better than the comparison geographies, so the indicator receives a perfect score of 100. (See Methodology for more information.)

INDICATOR 27	Geography & Housing Complaints
INDICATOR SCORE	20
DEFINITION	Ratio of the number of housing complaints per 1,000 residents in North Tulsa to South Tulsa
RESULTS	<p>North Tulsa 14.9; South Tulsa 2.9</p> <p>Often, socioeconomic factors can impact both a homeowner's and/or occupant's ability to maintain their dwelling in accordance with city bylaws. Similarly, the inability of low-income renters to move out of a dwelling that is in disrepair can lead to an increase in housing complaints against landlords and property managers. North Tulsa has five times as many housing complaints (14.9) as South Tulsa (2.9) per 1,000 residents. West Tulsa has the second highest number of housing complaints (6.7), followed by East Tulsa (3.5), and Midtown (3.8).</p> <p><i>Data Source(s): Tulsa Health Department (by request); U.S. Census Bureau, American Community Survey</i></p>

THEME 4 JUSTICE

THEME SCORE: **35.33**

Justice is an absolute necessity for the betterment of society and the building of a more equal Tulsa. Criminal justice and the inclusion of social justice therein is essential to the empowerment of the historically disadvantaged populations within Tulsa. Understanding how Tulsa's justice system currently operates is crucial to determining how we can move forward towards greater equality. To help comprehend the multifaceted elements present within Tulsa's justice initiatives, a wide array of data were

analyzed. The Justice theme focuses on race, gender, age and geography to measure inequalities. The topics in the Justice theme are:

- ▶ Arrests
- ▶ Law Enforcement
- ▶ Safety & Violence





TOPIC 1: ARRESTS

TOPIC SCORE: **35.67**

The indicators in the Arrests topic are:

- ▶ Race & Juvenile Arrests
- ▶ Race & Adult Arrests
- ▶ Gender & Arrests



Oklahoma is often reported as having one of the highest incarceration rates in general, and the highest incarceration rate for women, specifically. While not all arrests lead to incarceration, arrests can still have lasting negative consequences for individuals. Even after an initial arrest, and regardless of subsequent incarceration, people often experience ostracization in the community, lapses in employment, and an inability to provide for their household. These events can act as precursors to larger disruptions that might ultimately lead to poverty or incarceration.

INDICATOR 28	Race & Juvenile Arrests
INDICATOR SCORE	33
DEFINITION	Ratio of the arrest rates per 1,000 population for Blacks to Whites age 0-17
RESULTS	Black 22.3; White 7.1 Juveniles who have entered the judicial system often also face other economic and educational barriers. Black juveniles (22.3) are more than three times as likely to be arrested as White juveniles (7.1). Native American (3.9) and Asian (1.2) juveniles have much lower rates of arrest. <i>Data Source(s): Tulsa Police Department (by request); U.S. Census Bureau, American Community Survey</i>
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect the popular discourse surrounding this specific indicator.

INDICATOR 29	Race & Adult Arrests
INDICATOR SCORE	38
DEFINITION	Ratio of the arrest rates per 1,000 population for Blacks to Whites age 18 and above
RESULTS	Black 108.7; White 45.2 Blacks (108.7) are arrested over twice as often as Whites (45.2), with the rate of arrests for Native Americans (50.1) closely following. Asians have the lowest overall arrest rate (6.8). <i>Data Source(s): Tulsa Police Department (by request); U.S. Census Bureau, American Community Survey</i>
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect the popular discourse surrounding this specific indicator.

INDICATOR 30	Gender & Arrests
INDICATOR SCORE	36
DEFINITION	Ratio of the rate of arrests per 1,000 population for women in Tulsa to the rate of arrests for women in the United States
RESULTS	Tulsa 20.7; National 7.7 Oklahoma traditionally leads the nation in arrest rates. That fact is extraordinarily evident in the Tulsa female arrest rate (20.7) compared to the national female arrest rate (7.7). When women are arrested and detained, even briefly, additional negative outcomes may arise. They can miss work, become unable to care for their children, and then often rely on assistance from friends, relatives and/or social services. <i>Data Source(s): Tulsa Police Department (by request); Federal Bureau of Investigation, Uniform Crime Reporting: National Incident- Based Reporting System</i>



TOPIC 2: LAW ENFORCEMENT

TOPIC SCORE: **23.33**



The indicators in the Law Enforcement topic are:

- ▶ Race & Tulsa Police Department Employees
- ▶ Gender & Tulsa Police Department Employees
- ▶ Race & Officer Use of Force

Two of these indicators measure how the demographics of the Tulsa Police Department relate to the demographics of the general Tulsa population. More equal minority and gender representation in the police department may have beneficial effects to the communities they serve. The related demographic data could have implications with respect to the third indicator, Race & Officer Use of Force, and community relations between law enforcement and the communities they serve.

INDICATOR 31	Race & Tulsa Police Department Employees
INDICATOR SCORE	18
DEFINITION	Ratio of the numbers of Tulsa Police Department employees per 1,000 for Whites to Hispanic/Latinos
RESULTS	White 1.4; Hispanic/Latino 0.2 Hispanic/Latinos (0.2) have the lowest amount of representation at the Tulsa Police Department followed by the Asian (0.4) and Black (0.6) communities. Whites (1.4) and Native Americans (2.6) are better represented in the Tulsa Police Department. <i>Data Source(s): Tulsa Police Department, Internal Affairs Annual Report; U.S. Census Bureau, American Community Survey</i>

INDICATOR 32	Gender & Tulsa Police Department Employees
INDICATOR SCORE	32
DEFINITION	Ratio of the numbers of Tulsa Police Department employees per 1,000 population for males to females
RESULTS	Males 1.6; Females 0.5 Females are underrepresented in the police department – a rate of 0.5 female officers per 1,000 compared to 1.6 male officers. Put another way, males make up 76% of the Tulsa Police Department's workforce but 49% of the Tulsa population. Females make up 24% of the department's workforce and 51% of the total population. <i>Data Source(s): Tulsa Police Department, Internal Affairs Annual Report; U.S. Census Bureau, American Community Survey</i>

INDICATOR 33	Race & Officer Use of Force
INDICATOR SCORE	20
DEFINITION	Ratio of the number of Black victims of officer use of force to Hispanic/Latino victims of officer use of force per 1,000
RESULTS	Black 2.6; Hispanic/Latino 0.5 Black individuals are more than five times more likely (2.6) to be victims of officer use of force than Hispanic/Latino individuals (0.5) in Tulsa. Whites (1.0) are half as likely to experience officer use of force as Blacks. Native Americans (0.4) and Asians (0.2) also experienced far less officer use of force than Blacks. <i>Data Source(s): Tulsa Police Department, Internal Affairs Annual Report; U.S. Census Bureau, American Community Survey</i>

TOPIC 3: SAFETY AND VIOLENCE

TOPIC SCORE: **47.00**

The indicators in the Safety and Violence topic are:

- ▶ Children & Abuse and Neglect
- ▶ Race & Homicide Victimization
- ▶ Geography & Calls to Domestic Violence Intervention Services (DVIS)



Disadvantaged groups often face issues of safety and violence at higher rates than others in the community. Children in Tulsa County experience abuse and neglect at higher rates than the national average. Additionally, there are racial disparities in homicide victimization and large disparities by region of the city in DVIS calls.

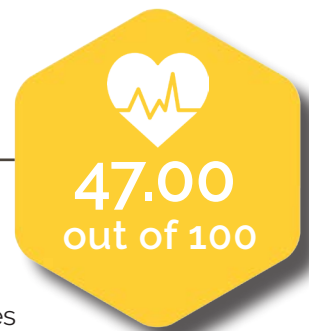
INDICATOR 34	Children & Abuse and Neglect
INDICATOR SCORE	68
DEFINITION	Ratio of the Tulsa County to national rates of substantiated child abuse and neglect reports per 1,000 children age 0-17
RESULTS	Tulsa County 12.4; National 9.2 Child abuse and neglect has lasting effects on the well-being of the victim. The rate of substantiated reports of child abuse and/or neglect in Tulsa County is 16.4 per 1,000 people, while the national rate is 9.2. <i>Data Source(s): Oklahoma Department of Human Services; Child Welfare Information Gateway.</i>
NOTE	Data for this indicator are for Tulsa County

INDICATOR 35	Race & Homicide Victimization
INDICATOR SCORE	36
DEFINITION	Ratio of the number of homicide victims per 1,000 for Blacks to Whites
RESULTS	Black 0.5; White 0.2 Racial disparities are heavily evident in homicide victimization rates by race. Blacks (0.5) are two and a half times more likely to be victims of homicide compared to Whites (0.2). Asians (0.1) and Native Americans (0.2) are also less likely to be victims of a homicide than members of the Black community. <i>Data Source(s): Tulsa Police Department (by request); U.S. Census Bureau, American Community Survey</i>
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect the popular discourse surrounding this specific indicator.

INDICATOR 36	Geography & Calls to Domestic Violence Intervention Services (DVIS)
INDICATOR SCORE	37
DEFINITION	Ratio of the rates of calls to Domestic Violence Intervention Services (DVIS) per 1,000 population in North Tulsa to South Tulsa
RESULTS	North Tulsa 11.7; South Tulsa 4.6 There are geographical disparities related to where domestic violence calls occur. Calls to DVIS are two and a half times more likely to come from North Tulsa (11.7) than from South Tulsa (4.6). Falling between are Midtown (8.1), East Tulsa (8.1), and West Tulsa (7.3). <i>Data Source(s): Domestic Violence Intervention Services (by request); U.S. Census Bureau, American Community Survey</i>

THEME 5 PUBLIC HEALTH

THEME SCORE: **47.00**



Public Health in Tulsa is inextricably linked to socioeconomic status and heavily dictates quality of life. Regular preventative check-ups and healthy lifestyles can be considered luxury expenses to disadvantaged Tulsans struggling to keep any food on their table or a roof over their heads. Without good health or the ability to cover medical necessities, individual quality of life suffers; when numerous Tulsans are impacted by a lack of adequate healthcare, social progress stalls. The Public Health theme addresses inequalities by race, geography and veteran status. These groups experience disparities in healthcare, health conditions and health outcomes. The topics for the Public Health theme are:

- ▶ Healthcare Access
- ▶ Mortality
- ▶ Well-being

TOPIC 1: HEALTHCARE ACCESS

TOPIC SCORE: **50.00**

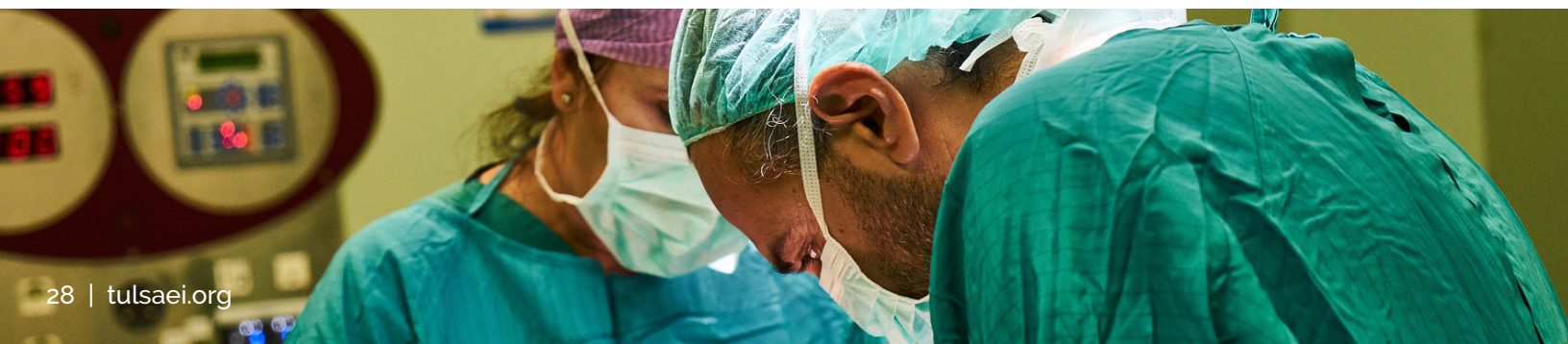
The indicators in the Healthcare Access topic are:

- ▶ Race & Health Insurance
- ▶ Geography & Emergency Room Use
- ▶ Veterans & Veterans Affairs (VA) Clinics Appointment Wait Time

Even as healthcare has become more accessible through the Affordable Care Act, there are still many obstacles for some of the more disadvantaged groups in Tulsa. There are racial disparities in health insurance coverage as well as inequalities in emergency room use by region of the city. For veterans, wait time for an appointment in Tulsa is higher than that of the national average.



INDICATOR 37	Race & Health Insurance
INDICATOR SCORE	44
DEFINITION	Ratio of White to Hispanic/Latino rates of insurance coverage for the adult population age 18-64
RESULTS	White 85.5%; Hispanic/Latino 44.9% Individuals without health insurance face not only health issues, but also economic and educational issues as a result of poor healthcare. Insurance coverage disparities are apparent by race. White adults age 18-64 (85.5%) are almost twice as likely to be insured as Hispanic/Latinos (44.9%). White adults are followed by Black adults (75.9%), Asian adults (75.7%), and Native American adults (65.8%). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>





INDICATOR 38	Geography & Emergency Room Use
INDICATOR SCORE	38
DEFINITION	Ratio of the number of emergency room visits per 1,000 population in North Tulsa to South Tulsa
RESULTS	North Tulsa 668.1; South Tulsa 285.2 There are a number of reasons that a person may choose to use the emergency room instead of scheduling a visit with a primary care physician. Often, it is due to things like proximity to a healthcare center, clinic times or affordability of health insurance. Residents of North Tulsa are over twice as likely (668.1) to use the emergency room as South Tulsa residents (285.2). West Tulsa has the second highest use of emergency rooms (447.5), followed by East Tulsa (425.6), and Midtown (386.4). <i>Data Source(s): Tulsa Health Department (by request); U.S. Census Bureau, American Community Survey</i>

INDICATOR 39	Veterans & Veterans Affairs (VA) Clinics Appointment Wait Time
INDICATOR SCORE	68
DEFINITION	Ratio of the percent of appointments completed in over 30 days for Tulsa Veterans Affairs (VA) clinics to the national average percent of appointments completed in over 30 days
RESULTS	Tulsa VA clinics 5.01%; National average 3.69% Tulsa is underperforming in veterans being able to complete appointments within a month of scheduling compared to the national average. About 5% of appointments are completed in over 30 days of scheduling, compared to the national average of 3.69%. Additionally, the average wait time for mental health services in the two Tulsa VA clinics are 2.02 days and 8.53 days. The national average wait time for mental health services is 2.97 days. <i>Data Source(s): U.S. Department of Veterans Affairs (VA.gov), Completed Appointment Wait Times National, Facility, and Division Level Summaries</i>

TOPIC 2: MORTALITY

TOPIC SCORE: **44.33**

The indicators in the Mortality topic are:

- ▶ Race & Infant Mortality
- ▶ Geography & Life Expectancy Past Age of Retirement
- ▶ Race & Heart Disease Mortality

The infant mortality rate (IMR) is often used as an indicator of the overall health of a community. While the overall IMR in Tulsa County has been declining over the last 30 years, there are notable racial disparities. Similarly, heart disease mortality also exhibits racial disparities. Adding to these issues is the large disparity in life expectancy relative to the geographic region of Tulsa in which a person resides.

INDICATOR 40	Race & Infant Mortality
INDICATOR SCORE	35
DEFINITION	Ratio of Black to White rates of infant mortality per 1,000 live births
RESULTS	Black 15.0; White 5.2 The infant mortality rate (IMR), often used as an indicator of overall health, represents the number of deaths of infants under one year of age per 1,000 live births in the same year. In Tulsa County, the Black IMR is nearly three times higher than the White IMR. The Native American IMR is second lowest (6.7) followed by Hispanic/Latino (7.2), and Asian/Pacific Islander (8.5). However, even when healthcare or socioeconomic factors are accounted for and found to be equal, the Black infant mortality rate (IMR) is still found to be substantially higher than that of other races. <i>Data Source(s): Oklahoma State Department of Health</i>
NOTE	Data for this indicator is for Tulsa County



INDICATOR 41	Geography & Life Expectancy Past Age of Retirement
INDICATOR SCORE	35
DEFINITION	Ratio of South Tulsa to North Tulsa life expectancy in years past the age of retirement as defined by the U.S. Social Security Administration at the time of reporting (66)
RESULTS	South Tulsa 12.8; North Tulsa 4.4 Many factors impact life expectancy, such as access to healthcare and environmental factors serving as social determinants of health. Individuals living in South Tulsa are expected to outlive individuals in North Tulsa by 8.4 years. <i>Data Source(s): Health Data & Evaluation, Tulsa Health Department (by request); U.S. Census Bureau, American Community Survey, U.S. Social Security Administration</i>

INDICATOR 42	Race & Heart Disease Mortality
INDICATOR SCORE	63
DEFINITION	Ratio of Black to White rates of heart disease mortality
RESULTS	Black 312.1; White 214.7 Heart disease is one of the leading causes of death in the United States. Many factors contribute to high blood pressure and high cholesterol, such as smoking, lack of physical exercise, diet and weight. In Tulsa County, Blacks have the highest rate of heart disease mortality (312.1), followed by Native Americans (280.8), Whites (214.7), Asians (139.4) and Hispanic/Latinos (80.5). <i>Data Source(s): Oklahoma State Department of Health</i>
NOTE	Data for this indicator is for Tulsa County

TOPIC 3: WELL-BEING

TOPIC SCORE: **46.67**

The indicators in the Well-being topic are:

- ▶ Race & Teen Birth Rate
- ▶ Race & Low Birth Weight
- ▶ Geography & Smoking

Teen moms are more likely to be unmarried and have lower levels of education, both of which can have a negative effect on economic well-being. Low birth weight babies are more likely to experience developmental delays. Smoking is one of the most preventable causes of death as it can lead to respiratory disease, cancer and heart disease.





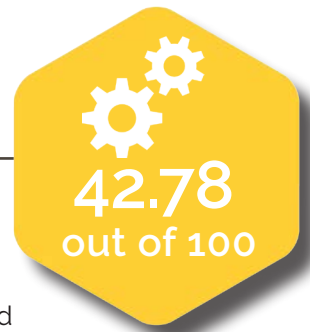
INDICATOR 43	Race & Teen Birth Rate
INDICATOR SCORE	39
DEFINITION	Ratio of the number of births to Hispanic/Latinos to White teens (age 15-19) per 1,000 in Tulsa County
RESULTS	Hispanic/Latino 57.5; White 26.7 Births to teen moms have a great effect on economic well-being. The teen birth rate per 1,000 for Hispanic/Latinos (57.5) is over twice that of Whites (26.7) closely followed by the teen birth rate for Blacks (45.0). <i>Data Source(s): Oklahoma State Department of Health</i>
NOTE	Data for this indicator is for Tulsa County

INDICATOR 44	Race & Low Birth Weight
INDICATOR SCORE	50
DEFINITION	Ratio of Black to White rates of low birth weight (<2500 grams or <5.5 pounds)
RESULTS	Black 12.2%; White 6.9% Children born at low (1500-2499 grams or 3.3-5.5 pounds) or very low birth weight (<1500 grams or <3.3 pounds) are at increased likelihood to experience developmental delays. In Tulsa County, Blacks have the highest incidence of low birth weight births (12.2%), which is almost twice that of Whites (6.9%). Asians have the second highest occurrence of low-weight births (8.0%), followed by Hispanic/Latinos (7.7%), and Native Americans (7.0%). <i>Data Source(s): Oklahoma State Department of Health</i>
NOTE	Data for this indicator is for Tulsa County

INDICATOR 45	Geography & Smoking
INDICATOR SCORE	51
DEFINITION	Ratio of the number of current smokers per 1,000 population in North Tulsa to South Tulsa
RESULTS	North Tulsa 28.6; South Tulsa 16.5 Smoking can have severe impacts on a person's health, including heart disease and cancer. Even though smoking is on the decline, there is still a geographic disparity regarding where smokers live. North Tulsa residents smoke at a higher rate (28.6) than South Tulsa residents (16.5). West Tulsa has the second highest rate of smoking per 1,000 residents (24.9), followed by East Tulsa (23.9), and Midtown (19.4). <i>Data Source(s): Centers for Disease Control and Prevention (CDC), 500 Cities: Local Data for Better Health; Behavioral Risk Factor Surveillance System (BRFSS); U.S. Census Bureau, American Community Survey</i>

THEME 6 SERVICES

THEME SCORE: **42.78**



Services is the second highest scoring theme, and, while the theme is broad, the topics are all related to public services that affect Tulsans' quality of life. From the importance of libraries and the access to information they provide, to the agency that voter registration provides to those casting a ballot, to how public transportation can serve as an alternative means of commuting. The necessity of these essential services in daily life cannot be understated. The disadvantaged groups focused on in this theme are based on geography, race and mode of transportation. The topics in the Services theme are:

- ▶ Public Works
- ▶ Political Empowerment
- ▶ Transportation

TOPIC 1: PUBLIC WORKS

TOPIC SCORE: **61.67**

The indicators in the Public Works topic are:

- ▶ Geography & Vacant Housing Units
- ▶ Geography & City Parks with Playgrounds
- ▶ Geography & Public Library Hours

Vacant housing can be the result of things like economic blight, rising costs and foreclosure. City programs, such as the City of Tulsa Working in Neighborhoods Department, exist to reinvest in neighborhoods and to correct code and safety violations. City parks and public libraries play an important civic role in the community.



INDICATOR 46	Geography & Vacant Housing Units
INDICATOR SCORE	50
DEFINITION	Ratio of the percent of vacant housing units in North Tulsa to South Tulsa
RESULTS	North Tulsa 16.8%; South Tulsa 9.5% North Tulsa has over one and half times the proportion of vacant housing units (16.8%) as South Tulsa (9.5%). Midtown has the second highest percent of vacant units (12.3%), followed by West Tulsa (11.1%), and East Tulsa (10.7%). <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>





INDICATOR 47	Geography & Public City Parks with Playgrounds
INDICATOR SCORE	100
DEFINITION	Ratio of the number of public city parks with playgrounds per 1,000 residents in South Tulsa to North Tulsa
RESULTS	South Tulsa 0.08; North Tulsa 0.41 <p>Parks are an important part of a city's infrastructure, as they provide a cost-effective space for both physical health through recreation as well as a space for social interaction. Children and adults benefit from playgrounds that are near to home. North Tulsa has five times as many public city parks with playgrounds per 1,000 residents (0.41) as South Tulsa (0.08). West Tulsa has the second highest number of public city parks with playgrounds (0.26), followed by East Tulsa (0.18), and Midtown (0.14).</p> <p><i>Data Source(s): City of Tulsa, Open Data; U.S. Census Bureau, American Community Survey</i></p>
NOTE	North Tulsa is generally the most disadvantaged geography. For this indicator, North Tulsa performs better than the comparison geographies, so the indicator receives a perfect score of 100. (See Methodology for more information.)

INDICATOR 48	Geography & Public Library Hours
INDICATOR SCORE	35
DEFINITION	Ratio of Midtown to East Tulsa libraries' number of hours open per week per 1,000 residents
RESULTS	Midtown 2.6; East Tulsa 0.9 <p>Libraries are an important space for communities, providing essential services to those who may not have access otherwise. The number of hours per week that a library is open affects who and when a person is able to access books and resources like computers, the internet, educational resources and job training materials. Libraries in Midtown are open almost three times more per 1,000 people (2.6) than East Tulsa libraries (0.9). West Tulsa libraries are open second longest (2.4), followed by North Tulsa (1.9), and South Tulsa (1.2).</p> <p><i>Data Source(s): Tulsa City-County Library; U.S. Census Bureau, American Community Survey</i></p>



TOPIC 2: POLITICAL EMPOWERMENT

TOPIC SCORE: **44.67**



The indicators in the Political Empowerment topic are:

- ▶ Race & Government Representation
- ▶ Geography & Voter Registration
- ▶ Geography & Home Owners Associations

City of Tulsa Authorities, Boards, and Commissions (ABCs) are volunteer citizen committees that work to create policies and develop programs. Minority representation on these committees could assist in developing policies and programs that serve the interests of Tulsa's diverse community. Increasing voter registration in underrepresented populations would likewise bolster democratic participation and thus progress towards greater equality. Similarly, Home Owners Associations (HOAs) serve in the interest of their neighborhoods, however, there are disparities in the parts of town with active HOAs.

INDICATOR 49	Race & Government Representation
INDICATOR SCORE	38
DEFINITION	Ratio of the number of White to Hispanic/Latino members of City of Tulsa Authorities, Boards and Commissions (ABC's) per 1,000 population
RESULTS	White 0.9; Hispanic/Latino 0.4 Authorities, Boards and Commissions (ABCs) are groups of community volunteers who meet on a variety of topics to help create policies for the city. Whites (0.9) and Native Americans (0.8) are better represented on City of Tulsa ABCs than Blacks (0.5) and Hispanic/Latinos (0.4). <i>Data Source(s): City of Tulsa (by request); U.S. Census Bureau, American Community Survey</i>

INDICATOR 50	Geography & Voter Registration
INDICATOR SCORE	56
DEFINITION	Ratio of South Tulsa to North Tulsa rates of voter registration per 1,000 residents ages 18 and over
RESULTS	South Tulsa 103.3; North Tulsa 64.3 In a democratic system, voting is a critical way for communities to get their voices heard by those in positions of power. South Tulsa's voter registration rate per 1,000 residents ages 18 and over (103.3) is about one and a half times higher than the voter registration in North Tulsa (64.3). Midtown had the second highest voter registration (96.2) followed by West Tulsa (82.2) and East Tulsa (80.0). <i>Data Source(s): Oklahoma State Election Board (by request); U.S. Census Bureau, American Community Survey</i>





INDICATOR 51	Geography & Home Owners Associations (HOAs)
INDICATOR SCORE	40
DEFINITION	Ratio of South Tulsa to East Tulsa number of Home Owners Associations (HOAs) per 1,000 residents
RESULTS	South Tulsa 1.17; East Tulsa 0.58 Home Owners Associations (HOAs) provide an avenue for residents to participate in their neighborhoods. HOAs can have benefits related to maintenance and general oversight of the community. South Tulsa has the most HOAs per 1,000 residents (1.17), followed by Midtown (0.91), North Tulsa (0.87), West Tulsa (0.67) and East Tulsa (0.58). <i>Data Source(s): City of Tulsa, Open Data; U.S. Census Bureau, American Community Survey</i>

TOPIC 3: TRANSPORTATION

TOPIC SCORE: **22.00**

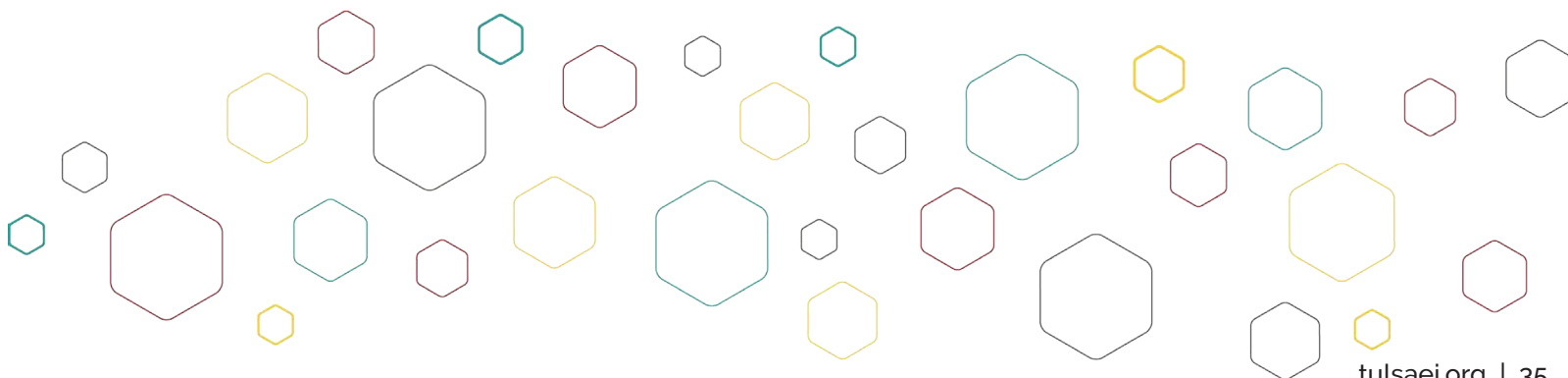
The indicators in the Transportation topic are:

- ▶ Geography & Bus Stops
- ▶ Mode of Transportation & Commute Time
- ▶ Geography & Bikeability

Bus routes and commute time can be barriers to Tulsans who rely on public transportation. For instance, the location of bus routes and route schedules influence a person's ability to get to work or to scheduled appointments. Bike routes and trails provide another transportation option as well as provide recreational space.



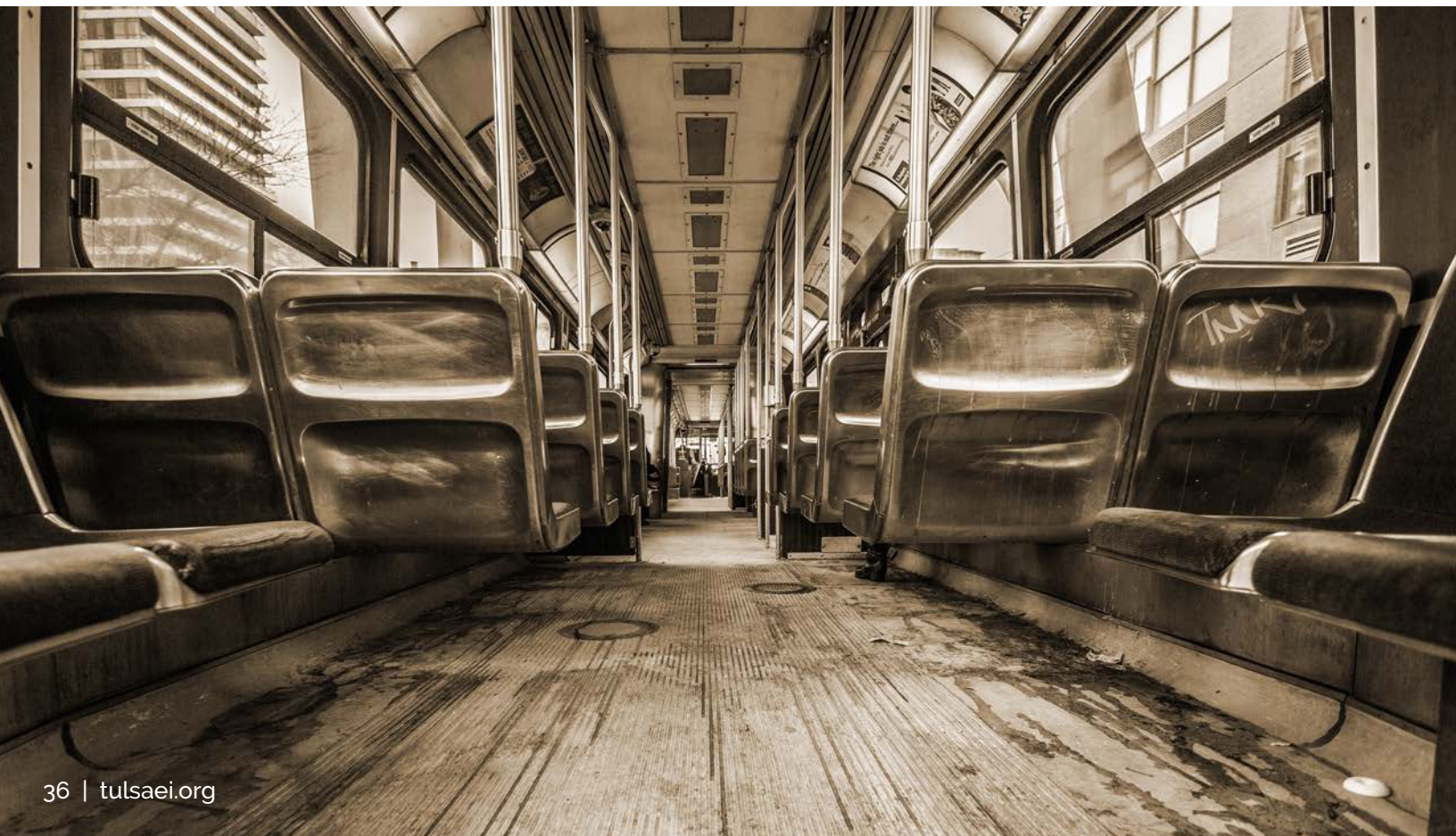
INDICATOR 52	Geography & Bus Stops
INDICATOR SCORE	25
DEFINITION	Ratio of Midtown to South Tulsa rates of bus stop concentration per 1,000 residents
RESULTS	Midtown 6.8; South Tulsa 1.6 The location and concentration of bus stops affect how people travel through the city which, for example, can have an impact on job opportunities. Midtown has over four times the amount of bus stops per 1,000 residents (6.8) than South Tulsa (1.6). North Tulsa has the second highest concentration of bus stops (5.7), followed by West Tulsa (3.6), and East Tulsa (3.5). <i>Data Source(s): Metro Tulsa Transit Authority (by request); U.S. Census Bureau, American Community Survey</i>





INDICATOR 53	Mode of Transportation & Commute Time
INDICATOR SCORE	40
DEFINITION	Ratio of the percentages of individuals who rely on a private vehicle to get to work to individuals who rely on public transportation to get to work with a commute time under 30 minutes
RESULTS	Private 85.3%; Public 39.8% Public transportation can be a barrier to employment, especially when it is unreliable or when schedules are infrequent. Of individuals who use a private vehicle to get to work, 85.3% have a commute time under 30 minutes compared to just 39.8% of individuals who rely on public transportation. <i>Data Source(s): U.S. Census Bureau, American Community Survey</i>

INDICATOR 54	Geography & Bikeability
INDICATOR SCORE	1
DEFINITION	Ratio of miles of bike trails per square mile in Midtown to East Tulsa
RESULTS	Midtown 0.37; East Tulsa 0.03 Bicycles are both recreational and practical means of transportation. Designated bike routes make transportation by bicycle safer. Midtown has the most miles of bike trails per square mile (0.37), about twelve times the amount of East Tulsa (0.03). South Tulsa (0.196) and West Tulsa (0.193) have the second and third highest amount of bike trails, followed by North Tulsa (0.096). <i>Data Source(s): Indian Nations Council of Governments (INCOG) (by request)</i>



Appendix A: Public Opinion Survey Questions

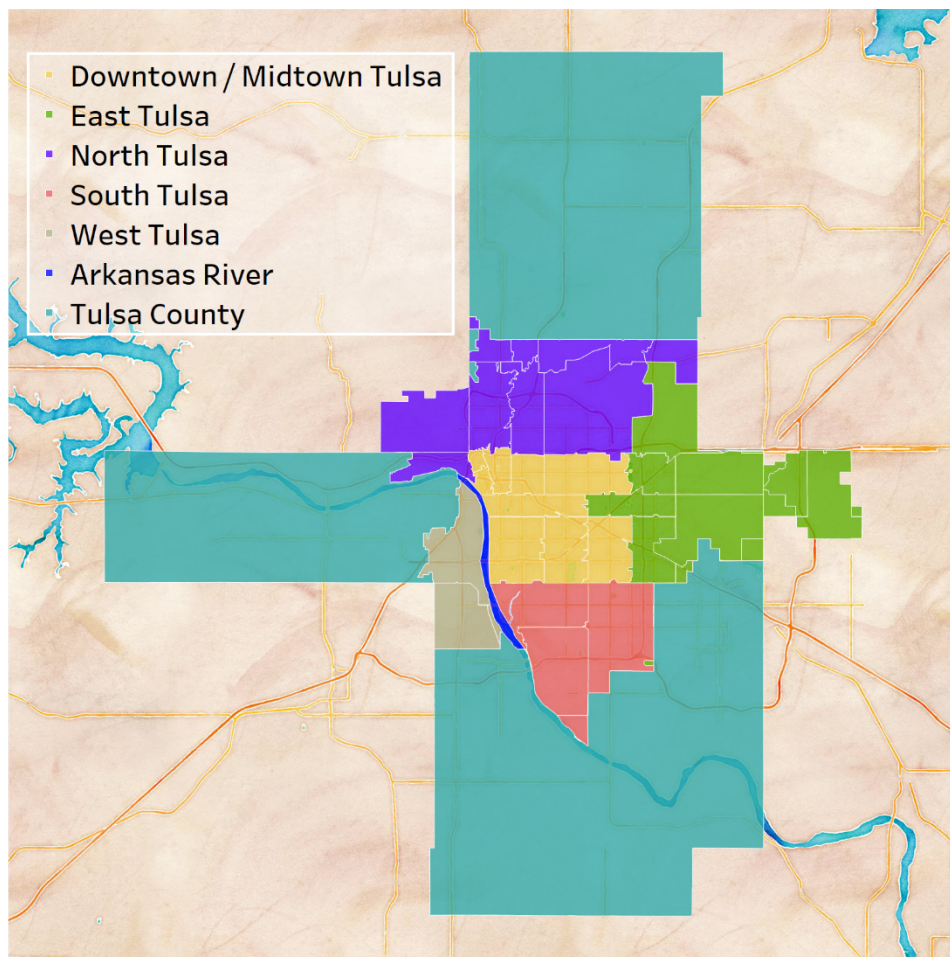
Tulsa Equality Indicators Survey 2017

The City of Tulsa and the Community Service Council invite YOU, members of the community, to participate in this Community Feedback Survey to help us identify focus areas for the development of Equality Indicators for Tulsa. In order to build accurate data sets, we need to hear from YOU to determine what to measure. Thank you for your help.

1. Do you think there are issues of inequality in Tulsa?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
2. If yes, what do you think is the number one most important inequality problem in Tulsa right now? Please indicate if you feel the following topics are issues of inequality in Tulsa.
 3. Housing or affordable housing:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 4. Location (where you live):
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 5. Income or employment:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 6. Education:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 7. Crime or the criminal justice system:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 8. Race or racism:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 9. Gender:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 10. Health or healthcare:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 11. Age:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 12. Disability or accessibility:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 13. Transportation:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 14. Veteran status:
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 15. Are there any topics or issues of inequality in Tulsa that we missed?

Please let us know a little bit about yourself...
 16. Gender
 - a. Female
 - b. Male
 - c. Don't know/prefer not to answer
 - d. Other:
 17. Do you live in Tulsa?
 - a. Yes
 - b. No
 18. What is your home zip code?
 19. What is your race or ethnicity?
 - a. White/Caucasian
 - b. Black/African-American
 - c. Native American/American Indian
 - d. Hispanic/Latino
 - e. Asian/Asian-American
 - f. Native Hawaiian/Pacific Islander
 - g. Middle Eastern/North African
 - h. Don't know/prefer not to answer
 - i. Other:
 20. What is your age?
 21. Are you a veteran?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 22. Do you have a disability?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 23. What is your highest level of education?
 - a. Some high school or less
 - b. Graduated high school or earned GED
 - c. Graduated technical or vocational school
 - d. Graduated associates degree
 - e. Graduated bachelors degree
 - f. Graduated masters, doctorate, or professional degree
 - g. Don't know/prefer not to answer
 24. Are you currently enrolled in school?
 - a. Yes, full time
 - b. Yes, part time
 - c. No
 - d. Don't know/prefer not to answer
 25. What is your religious background?
 - a. Protestant
 - b. Catholic
 - c. Jewish
 - d. Muslim
 - e. None/Atheist/Agnostic
 - f. Don't know/prefer not to answer
 - g. Other:
 26. Were you born in the United States?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 27. If no, where were you born?
 28. Do you identify as heterosexual, gay, lesbian, bisexual, or something else?
 - a. Heterosexual/Straight
 - b. Gay
 - c. Lesbian
 - d. Bisexual
 - e. Don't know/prefer not to answer
 - f. Other:
 29. What is your current employment status?
 - a. Full time
 - b. Part time
 - c. Unemployed, looking for work
 - d. Unemployed, not looking for work
 - e. Retired
 - f. Disabled, unable to work
 - g. Don't know/prefer not to answer
 30. What is your total annual HOUSEHOLD income before taxes?
 - a. \$15,000 or less
 - b. \$15,000-\$30,000
 - c. \$30,000-\$50,000
 - d. \$50,000-\$70,000
 - e. \$70,000-\$100,000
 - f. \$100,000-\$150,000
 - g. \$150,000 or more
 - h. Don't know/prefer not to answer
 31. Do you have a retirement or pension plan?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 32. What is your marital status?
 - a. Single
 - b. Unmarried, but live with significant other
 - c. Married
 - d. Separated
 - e. Divorced
 - f. Widowed
 - g. Don't know/prefer not to answer
 33. Do you have children under the age of 25?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 34. How many years have you lived at your current address?
 35. Do you own or rent your home?
 - a. Own
 - b. Rent
 - c. Don't know/prefer not to answer
 36. Were you homeless at any time in the last 12 months?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer
 37. Have you ever been convicted of a crime?
 - a. Yes
 - b. No
 - c. Don't know/prefer not to answer

Appendix B: Tulsa Regions



REGION	ZIP CODES	POPULATION	AVERAGE MEDIAN HOUSEHOLD INCOME
EAST TULSA	74108, 74116, 74128, 74129, 74134, 74146	73,886	\$41,093
SOUTH TULSA	74108, 74116, 74128, 74133, 74136, 74137	103,561	\$59,908
NORTH TULSA	74106, 74110, 74115, 74117, 74126, 74127, 74130	85,374	\$28,867
WEST TULSA	74107, 74132	28,295	\$44,222
DOWNTOWN/MIDTOWN	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	125,160	\$47,084

Appendix C: Ratio-to-Score Conversion Table

Indicator-Level Ratio-to-Score Conversion Table. Once a ratio has been obtained, the score corresponding to that ratio is identified. Changes are more difficult to achieve as ratios approach 1; thus, the closer a ratio is to 1, the smaller the change in ratio is needed to move up or down a score.

Score Range	Ratio from	Ratio to	Increase by
100	0.001	1.004	n/a
99	1.005	1.009	+0.005
98	1.010	1.014	+0.005
97	1.015	1.019	+0.005
96	1.020	1.024	+0.005
95	1.025	1.029	+0.005
94	1.030	1.034	+0.005
93	1.035	1.039	+0.005
92	1.040	1.044	+0.005
91	1.045	1.049	+0.005
90	1.050	1.054	+0.005
89	1.055	1.059	+0.005
88	1.060	1.064	+0.005
87	1.065	1.069	+0.005
86	1.070	1.074	+0.005
85	1.075	1.079	+0.005
84	1.080	1.084	+0.005
83	1.085	1.089	+0.005
82	1.090	1.094	+0.005
81	1.095	1.099	+0.005
80	1.100	1.119	+0.020
79	1.120	1.139	+0.020
78	1.140	1.159	+0.020
77	1.160	1.179	+0.020
76	1.180	1.199	+0.020
75	1.200	1.219	+0.020
74	1.220	1.239	+0.020
73	1.240	1.259	+0.020
72	1.260	1.279	+0.020
71	1.280	1.299	+0.020
70	1.300	1.319	+0.020
69	1.320	1.339	+0.020
68	1.340	1.359	+0.020
67	1.360	1.379	+0.020
66	1.380	1.399	+0.020
65	1.400	1.419	+0.020
64	1.420	1.439	+0.020
63	1.440	1.459	+0.020
62	1.460	1.479	+0.020
61	1.480	1.499	+0.020
60	1.500	1.524	+0.025
59	1.525	1.549	+0.025
58	1.550	1.574	+0.025
57	1.575	1.599	+0.025
56	1.600	1.624	+0.025
55	1.625	1.649	+0.025
54	1.650	1.674	+0.025
53	1.675	1.699	+0.025
52	1.700	1.724	+0.025
51	1.725	1.749	+0.025

Score Range	Ratio from	Ratio to	Increase by
50	1.750	1.774	+0.025
49	1.775	1.799	+0.025
48	1.800	1.824	+0.025
47	1.825	1.849	+0.025
46	1.850	1.874	+0.025
45	1.875	1.899	+0.025
44	1.900	1.924	+0.025
43	1.925	1.949	+0.025
42	1.950	1.974	+0.025
41	1.975	1.999	+0.025
40	2.000	2.149	+0.150
39	2.150	2.299	+0.150
38	2.300	2.449	+0.150
37	2.450	2.599	+0.150
36	2.600	2.749	+0.150
35	2.750	2.899	+0.150
34	2.900	3.049	+0.150
33	3.050	3.199	+0.150
32	3.200	3.349	+0.150
31	3.350	3.499	+0.150
30	3.500	3.649	+0.150
29	3.650	3.799	+0.150
28	3.800	3.949	+0.150
27	3.950	4.099	+0.150
26	4.100	4.249	+0.150
25	4.250	4.399	+0.150
24	4.400	4.549	+0.150
23	4.550	4.699	+0.150
22	4.700	4.849	+0.150
21	4.850	4.999	+0.150
20	5.000	5.249	+0.250
19	5.250	5.499	+0.250
18	5.500	5.749	+0.250
17	5.750	5.999	+0.250
16	6.000	6.249	+0.250
15	6.250	6.499	+0.250
14	6.500	6.749	+0.250
13	6.750	6.999	+0.250
12	7.000	7.249	+0.250
11	7.250	7.499	+0.250
10	7.500	7.749	+0.250
9	7.750	7.999	+0.250
8	8.000	8.249	+0.250
7	8.250	8.499	+0.250
6	8.500	8.749	+0.250
5	8.750	8.999	+0.250
4	9.000	9.249	+0.250
3	9.250	9.499	+0.250
2	9.500	9.749	+0.250
1	9.750	10.000+	+0.250

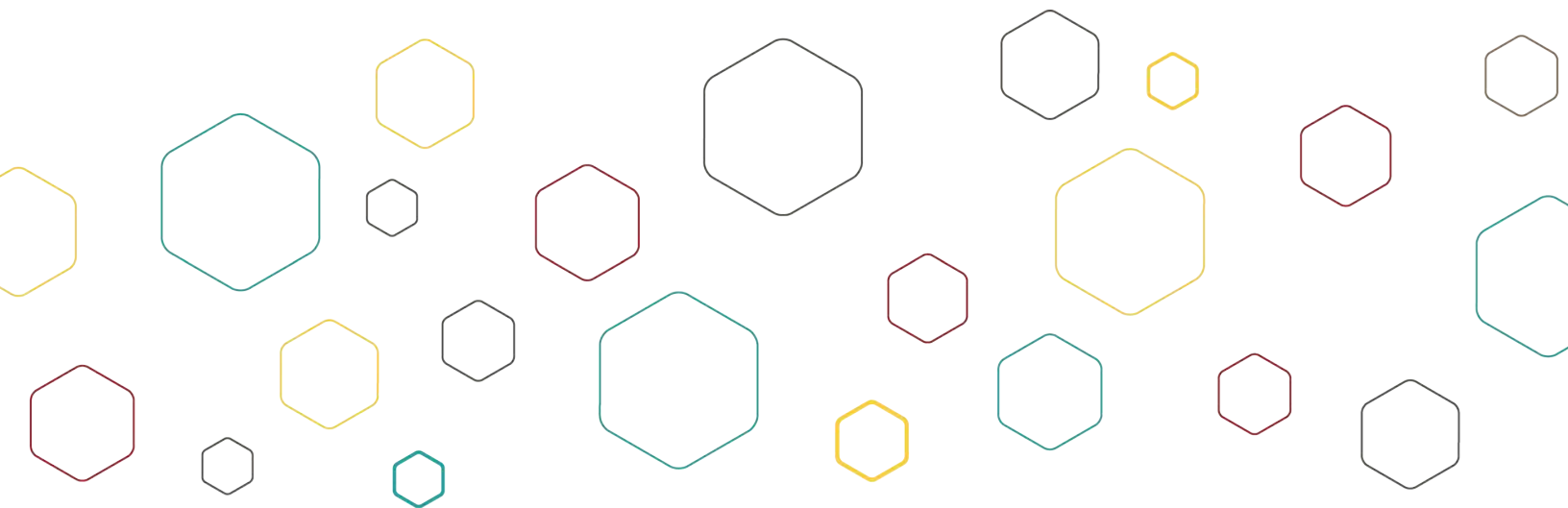
Ratio to Score Conversion Table created by and provided to Tulsa Equality Indicators by the City University of New York Institute for State and Local Governance.

Appendix D: Data Sources by Indicator

- Indicator 1: ReferenceUSA Database, Tulsa City-County Library, 12/17/17 & 1/12/18; U.S. Census Bureau, American Community Survey, 2016 1-Year Estimates
- Indicator 2: ReferenceUSA Database, Tulsa City-County Library, 12/17/17; U.S. Census Bureau, American Community Survey, 2015 5-Year Estimates
- Indicator 3: ReferenceUSA Database, Tulsa City-County Library, 11/14/17 & 01/12/2018; U.S. Census Bureau, American Community Survey, 2015 5-Year Estimates
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Note: All data sources for this report are available online at tulsaiei.org/datasources2018



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TULSA EQUALITY INDICATORS



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