2015 Equality Index:
State of Black Kansas City and
State of Hispanic Kansas City

Developed for
The Urban League of Greater Kansas City

by
The University of Missouri-Kansas City
Institute for Human Development and The Center for Economic Information

Healthy Lives - Healthy Communities Conference
Structural Inequities and Prejudice in Systems that Impact Health

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Overview of the Components of the Equality Index

The State of Black Kansas City:
2015 Equality Index and Sub-indices
The State of Hispanic Kansas City: 2015 Equality Index and Sub-indices

Black Equality Index
Summary of Findings

• Blacks are unemployed two to nearly three times more than whites.

• Black median household income is $29,724 compared to $54,044 for whites.

• Median net worth for blacks ($6,314) is less than six percent of white median net worth ($110,500).
Black Equality Index
Summary of Findings

• The percentage of blacks without health insurance is roughly twice that of whites.
• The fetal death rate for blacks is more than double the rate for whites.
• The incidence of HIV/AIDS among blacks is over 260% higher than whites.

• Poor black children are trapped in low-performing, inner-city schools where the composite ACT Score for blacks is 14.5 compared to a composite score of 22.8 for whites.
• Only 12% of black students in Jackson County are proficient in English and Language Arts compared to 35% of white students.
• Only 14% of black students in Jackson County are proficient in Math compared to 49% of white students.
Black Equality Index

Summary of Findings

• Blacks are stopped and searched two to three times more frequently than whites.
  • Yet, the contraband hit rate for blacks is lower than for whites.
  • The incarceration rate for blacks is 3 times higher than the incarceration rate for whites.
  • The average prison sentence for blacks is 7.2 years compared to an average of 5.5 years for whites.

Hispanic Equality Index

Summary of Findings

• Hispanics are nearly 1.5 times more unemployed than non-Hispanic whites.
  • Hispanic median household income is $42,670 compared to non-Hispanic white median household income of $57,091.
  • Median net worth of Hispanics ($7,683) is seven percent of non-Hispanic white median net worth ($110,500).
Hispanic Equality Index
Summary of Findings

• The incidence of HIV/AIDS among Hispanics is 30% higher than non-Hispanic whites.

• The percentage of Hispanics without health insurance is more than twice that of non-Hispanic whites.

• The Hispanic death rate is much better than the death rate of non-Hispanic whites with an index value of 135%; and the Hispanic life expectancy at birth of 82 years is better than the life expectancy at birth of 79 years for non-Hispanic whites.

Hispanic Equality Index
Summary of Findings

• The composite ACT Score for Hispanics is 15.7 compared to a composite score of 22 for non-Hispanic whites.

• Only 20% of Hispanic students in Jackson County are proficient in English and Language Arts compared to 33.5% for non-Hispanic white students.

• Only 23% of Hispanic students in Jackson County are proficient in Math compared to 37% of non-Hispanic white students.
Why do these disparities persist?

- Systems
- Structures
- Implicit Bias
Implicit Bias

The Kirwan Institute for the Study of Race and Ethnicity defines Implicit Bias as:

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Real-World Implications

- Employment
- Candidate Selection
- Education
- Discipline
- Health Care
- Differential Treatment
- Justice
- Sentencing