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THE STATE OF
= BLACK
PHILADELPHIA

Urban League of Philadelphia



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*The State of Black Philadelphia Report provides the reader with compelling research and data about the persistent disparities that exist between black and white Philadelphians in the five areas of economics, health, education, civic engagement and social justice. In this provocative compilation of essays and documented facts, some of Philadelphia's finest minds offer targeted recommendations to closing the equality gaps that persist today...43 years after the Civil Rights Act. The timely release of *The State of Black Philadelphia Report* will inform, engage and motivate all Philadelphians to play a more proactive role in improving the greater Philadelphia community, irrespective of race, ethnicity, religion and socioeconomic level.*

Contact the Urban League of Philadelphia for more information about *The State of Black Philadelphia Report*:

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“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.” – *Malcolm X*

The State of Black Philadelphia **ACALLTOURGENCY**

The State of Black Philadelphia (SOBP) Report is to be used by the Philadelphia community as an objective tool to help us prepare for the future. A tool that measures the grave disparities that exist between blacks and whites in Philadelphia, and a tool that calls us to urgent action.

On behalf of the board and staff of the Urban League of Philadelphia, we are pleased to release the 12th volume of *The State of Black Philadelphia*, which commemorates the 90th Anniversary of the Urban League of Philadelphia. It has been 10 years since SOBP was published, the most recent of which eloquently addressed issues aimed at leveling the economic playing field.

The 1997-1998 edition of SOBP was an impressive compilation of essays and writings authored by highly regarded and knowledgeable Philadelphians with a diverse array of views on such topics as the political economy of black Philadelphia, public and private sector initiatives, grassroots and community initiatives, and the economic impact of technology.

On the national front, in 2004, the National Urban League’s *State of Black America* publication articulated the complexity of black progress by measuring equality gaps that persist between blacks and whites in America.

As for Philadelphia, juxtaposition currently exist where one might envision equality as the noble kaleidoscope of images of the “American experience” with its iconic symbols of the Liberty Bell, Declaration of Independence and the National Constitution Center. Yet what many view as America’s cradle of liberty, today’s *State of Black Philadelphia* Equality Index measures current conditions of African Americans in Philadelphia to be only 72 percent that of whites.

In this age of instant messaging and ever-evolving technology, we elected to put aside the lengthy volumes of the past and instead developed what is a more appropriate and user-friendly publication for our current times. This quick-read edition of *The State of Black Philadelphia* correlates with the equality index that is presented in *The State of Black America*. It allows us to quantify and enumerate exactly how wide the gaps are in the critically important areas of economics, education,

health, civic engagement and social justice, while also affording the reader the opportunity to review an **action agenda** that will enable us to recommend policy changes, measure their progress over time and put them into action.

As Dr. Martin Luther King, Jr. observed in his provocative letter from a Birmingham jail: “*We are caught in an inextricable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.*” Indeed the future of the entire Philadelphia region rests in our ability to promote freedom, liberty, justice and equality for all.

The overall well-being of any community is determined by a number of interrelated factors. Although *The State of Black Philadelphia* separates the categories of economics, education, health, civic engagement, and social justice to calculate the Philadelphia Equality Index, every one of these areas is inextricably linked to the others.

Therefore, improvements in each of these areas will help to empower those with the greatest need to achieve the American Dream—specifically to provide a better life for themselves and their families. That progress helps us all to be part of a stronger neighborhood, city and region. One that is world-class in its ability to provide a quality education for all of its children, one that educates and retools its workforce to compete in the knowledge economy, and one that opens the door for African Americans to fully participate in its growth.

The State of Black Philadelphia was produced by the Urban League of Philadelphia in partnership with the United Way of Southeastern Pennsylvania. The funding for the report comes from the Samuel S. Fels Fund and Keystone Mercy Health Plan. We are grateful to all who contributed thoughts, ideas and recommendations to help shape the action agenda and we ask for your continued engagement with the Urban League of Philadelphia to keep the “**call to urgency**” a priority for us all.



Patricia A. Coulter
President & CEO
Urban League of Philadelphia

Michael A. Rashid
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RACE & ECONOMICS IN PHILADELPHIA

DR. BERNARD E. ANDERSON
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Philadelphia is facing the same dilemma in economic inequality that is plaguing the nation. The disparity in income, employment, wealth, and other measures of economic well-being between African Americans and others is clearly displayed in this Equality Index.

Nearly one-third of African American families in Philadelphia live in poverty compared with less than half that rate among whites. The median income of African American families, \$26,728, is only about two-thirds that of whites (\$42,425). Much of the difference in family income and poverty is attributable to disparities in employment opportunity. While an equal proportion of African Americans and others participate in the labor market, the African American unemployment rate, nearly 10 percent, is more than twice the unemployment rate among whites. Only one of five African American youth who are out of school has a job compared with three of five white youth. Philadelphia is characterized by racial inequality in economic life reflected in broad disparities in income, employment, business ownership and other measures of economic well-being.

The National Urban League recently published the Opportunity Compact, a body of research and recommendations designed to promote full participation of all Americans in the economic and social mainstream of national life. The Compact offers guidance on useful strategies of job creation, business development

and inclusion that would go far toward reducing economic disparities that diminish the quality of life for many in Philadelphia.

Much of the economic inequality in Philadelphia is rooted in the transformation of the local economy which began during the 1960s, but accelerated since the recession of the early 1980s. Spurred by the globalization of markets and production, Philadelphia, like many older cities in the Northeast and Midwest, experienced differential industry growth.

Between 1990 and 2003, the number of manufacturing jobs in the area declined by 24.5 percent, while professional and business services grew by 31.2 percent and education and health services grew by nearly one-third (32.7 percent). Employment in retail trade grew by 4.0 percent, and construction, spurred by tax incentives for commercial and housing structures, grew by nearly 9.0 percent.

As the industry structure changed, the declining population reduced the labor supply. But equally important, the persistently large school dropout rate, and low level of academic achievement among youth created a chronic skills shortage in

the workforce. These conditions are exacerbated by the relatively low rate of college graduates in the City's workforce. Too few graduates remain in the City after attending local colleges and universities, or return home after receiving college degrees elsewhere.

Historically, the transformation of the Philadelphia economy, coupled with demographic change, occurred in an environment of persistent limitations on economic opportunity available to the City's minority group population. Discrimination against minority group workers and business owners has been a persistent reality in the City of Brotherly Love. But such disparities are amenable to remediation through public and private policies aimed at expanding economic opportunity for all within the Philadelphia community.

To achieve economic empowerment, the Opportunity Compact recommends policies to stimulate job creation and widen the doors of opportunity for African Americans to participate fully in the economy. Applied to Philadelphia, that means adopting policies that improve the City's competitiveness for business development and growth. First among useful policies would be the reduction and eventual elimination of the business privilege tax, the ruinous constraint on private job creation. A reduction in the wage tax also will help strengthen the local economy by increasing the incentive for higher paid, skilled workers to maintain their residences in the City rather than relocate to other areas.

Improving the skill level of the workforce requires continued efforts to strengthen the public school system. Academic achievement by youth must be emphasized, and resources must be provided to the schools to assure quality education. By doing so, policy makers will contribute to increasing the number of minority youth who can satisfy employer demand for skilled labor in the expanding local industries.

Finally, it is essential to ensure equal employment opportunity for minority group workers and equal opportunity for minority-owned businesses. Both public and private leaders

should make the elimination of racial disparities in economic opportunity a high priority. In a City where 44 percent of the population is of African descent, sustainable economic growth cannot be achieved without eliminating racial disparities in economic opportunity. The adoption of policies to foster full participation in the economy is a sine qua non for improving the economic well-being of Philadelphia and ensuring the City's future growth.

MATH & SCIENCE

THE GATEWAY TO ECONOMIC INDEPENDENCE IN THE 21ST CENTURY

CHAD WOMACK, PH.D.

Back in the 80s or even the 90s, if someone had told me that in 2007, the world's number one golfer would be black, the world's best female tennis players would be two African American sisters, the head coaches of both Super Bowl teams would be black, and one of the leading candidates for President of the United States would be a black man with a legitimate shot at winning—I would have told them they were crazy.

But here we are, and indeed, Tiger Woods, Serena and Venus Williams, Lovie Smith and Tony Dungie, and Senator Barack Obama have defied the odds and risen to prominence—and dominance—in fields historically filled with obstacles for blacks. Yet, while we celebrate their accomplishments and talents, I cannot help but imagine what might be possible in other fields like science and technology if we only helped our youth put forth similar energy, effort and commitment in their quest for academic excellence against the odds. As I see it, science and technology represent the only frontier we have yet to successfully conquer.

I liken our presence in science and technology to Dr. Seuss's Whos in Whoville—it is barely noticeable. Take for example a recent study by Donna Nelson, a professor at the University of Oklahoma and an expert on African Americans in science and engineering. The study examined the numbers of African Americans in chemistry and biological sciences at our nation's top academic universities, and revealed an unfortunate truth—blacks currently represent less than 1% of tenured

or tenure-track investigators. In fact, in some cases, there were no African American Ph.D.-level scientists even on the faculty. Another example of our almost microscopic presence in science and technology can be found at the National Institutes of Health, our nation's premiere public biomedical research institute, where the number of senior-level clinical and basic scientists who are black represent less than one percentage point—yes, less than 1%.

As our national conversation turns toward Science, Technology, Engineering and Math (STEM) and its impact on our competitiveness in the global economy, I cannot help but wonder why in 2007, African American youth quantitatively lag behind all others in math and science at every grade level, culminating in almost the complete absence of black scientists in certain disciplines. It is clear that we live in an increasingly complex, technologically oriented society. This reality will not change, but only become more pronounced as new technologies continue to be developed at rapid-fire speed and impact our lives in profound ways.

So how will developing technologies impact the African American community?

Many experts in the scientific and technology communities contend that current national trends in technology-based industries such as biopharmaceuticals, information technology (IT), and engineering, among others, will account for an increasingly large share of our national and global economy. While it is evident that these industries may experience “ups and downs,” it is abundantly clear to most Americans that technology-based companies will dominate our national—and international—landscape for many years to come. An example of this cross-industry impact can be seen in the field of agriculture.

As a nation, we have only recently begun to consider alternative biofuels, including those developed from corn, as a potential solution to what many believe to be our dependence on oil. These alternative fuels may very well revolutionize the fuel industry. But more importantly, they will revolutionize our way of life as Americans.

Recent technological advances have also resulted in the ability of humankind to solve some of life’s greatest mysteries, from plumbing the deepest parts of the ocean and accurately mapping its topography, to imaging the most intricate parts of the human brain and achieving a better understanding of the connections between neurons, the brain’s electrical wiring. Nanotechnology, the science of small things, has also come to the forefront, and will likely impact how we think about technology, and open the door to a whole new world of inventions. For example, biomedical engineers may soon be able to design nano-sized particles that will specifically seek out cancerous tumor cells and destroy them by delivering anti-cancer drugs that spare normal cells.

The human genome project is yet another example of how the evolution of science and technology will have a significant impact on our lives, and specifically, our ability to diagnose and treat disease. As a result of this technological advance, we now live in what is described as the “post-genomic era,” in which it is possible to translate information from the human genome into new diagnostics that will tell a physician whether a person is predisposed to a particular

disease or would benefit from taking a particular drug. Accordingly, personalized medicine, or the ability of physicians to diagnose and treat disorders on an individualized basis, will likely become a reality in our lifetime.

So why is STEM education so important?

The answer is simple. The development of new technologies requires an investment in human capital and all of its byproducts, including thought, imagination and creativity. All of the emerging technologies identified above were developed by scientists and engineers who were afforded the opportunity to receive a quality STEM education.

For African Americans and other minority communities, this message is loud and clear. We must engage our youth and schools to take full advantage of every available opportunity in math and science education. In essence, we must make a deliberate and determined investment in the intellectual capital of black youth. As a city and a community, this objective should be our top priority. If we shirk this responsibility and fail to access the ever-increasing opportunities available in the ever-expanding field of technology, our children will be unequipped to participate in the future global economy and therefore unable to partake in the numerous advantages it offers.

Without strong science and math skills, our youth will become economically, and therefore, politically, irrelevant. In other words, without strong science and math skills, they will remain the Whos in Whoville on both a national and global level. As educators, parents, administrators, and nonprofit and corporate executives, we have the ability to make a difference in the lives of our children, and ensure that they have the capability to pursue tech-based careers made possible through a strong foundation in math and science. That is the prerequisite for anyone who wishes to successfully enter, navigate, and contribute to these fields, and it is only with this prerequisite that we can change the course of history. It is only through STEM that we can help our children grow into the leaders needed to open the gateway to economic independence and rise to prominence in our final frontier.



FLIPPING THE SCRIPT

FUTURE OF BLACK FAMILIES IN PHILADELPHIA

TOMMY DAVIS III, PH.D.
FOUNDER & CEO

DAVIS INSTITUTE FOR POSITIVE SOCIAL CHANGE, INC.

African Americans are masters at “flipping the script.” Even the most demeaning terms and experiences often have been redefined and then used to taunt those who constructed them. If past behaviors are the best predictors of future behaviors as we social scientists say, there is reason to believe that the negative societal images of and challenges to The Black Family will succumb to families and communities that rise up and fight back.

Nevertheless, the state of Black Families in Philadelphia evokes conflicting images: single parents and couples who transcend the normative expectations by raising healthy families under unhealthy social conditions as well as parents who “messed up in a messed up situation.” While some parents falter, forming habits of inadequate and/or poor parenting, others successfully care for their families as well as that of distant relatives or their friends. Violence has broken the family circle of approximately 300 Philadelphia black families in 2006, a staggering percentage of the City’s total of 406 homicides that year. But in 2007, almost 10,000 black men along with mothers and friends rallied and made commitments to protect the children. The crisis in education reveals alarming drop-out rates, yet so many black youths complete academically challenging public and private schools across Philadelphia and the country. Of the 67 percent of high school students who made it in Philadelphia’s public schools, many most likely have tales of resilience to tell.

Undeniably though, the community gazes upon a mixed picture, and The Black Family in Philadelphia faces formidable enemies of harmony and healing. Macro-system barriers pen objectionable scripts and roles that the Black Family too often readily plays out on the stages of America’s Theater. In a chapter on African American males in 1997, I discerned an observation that has relevance to The Black Family in 2007, stating: “America needs the African American male to fulfill the very role that he now occupies. We might speculate that the African American male has become an accomplice in the perpetuation of a national neurosis [perhaps a dissociative state] ... However, with regard to negative roles, some African American males possess a valence [toward these roles] which has developed to reduce individual anxiety.”

It seems that little has changed with regard to The Black Male and Family’s designated roles in American Society, and the Black Community remains somewhat complacent in its response

to America's casting decisions. The future of The Black Family in Philadelphia and elsewhere depends on the family's ability to define itself, reject rejection, and transform the intense anxieties that mold an image of inadequacy into a portrait of competence. That is, to do what African Americans have done so many times before...to "flip the script."

In order to "flip the script," one begins with what one has, locates the positive and health promoting dimensions of any situation, and applies them to helping self and others. People frequently respond with hope and anticipation when weaknesses and personal struggles are reframed as representations of an underlying talent that beckons expression. One woman describes her tendency to become enmeshed in family problems and the frustration, multiple family conflicts and depression that follow. Once she could see her "problem" as a talent that she possessed for helping others, she could be guided to display that talent in situations which allow her enough emotional distance to demonstrate empathy, yet exercise reason. This then modifies her opinion of her value and worth and fortifies her emotional and spiritual self, making her more able to meet family needs.

Future success of the Black Family depends on deliberate and sustained efforts to recover talents and gifts that exist in the African American community, emphasizing the talents of every woman, man, boy, girl, family, neighborhood, faith organization and school. Talent recovery highlights the God Traits within the individual and family. These talents are distinguishable by their potential and tendency to promote positive change and healing in the individual and those around the individual. Likewise, the talents are social and interpersonal mechanisms which expressions involve helping others.

Being focused and deliberate is key in the discovery, recovery and expression of talents in the service of strengthening the black family. Nothing about this process is left to chance, and it is not assumed that the individual will fall into his or her talent, though that often happens.

Culturally relevant institutions, for example, faith communities, along with other culturally sensitive, proximal institutions become allies of families by disseminating information, offering exercises to help families discover talents, teaching skills and monitoring implementation.

Today is perfect for Communities of Faith to till the soil of social consciousness. Communities of Faith have an inherent advantage for promoting a brighter future for Black Families because they appeal to the existential questions of life's meaning and responsibility; they are charged with the task of promoting spiritual development; they target individual's belief systems; and they have historical credibility. All four dimensions represent important ingredients of programs that promote psychosocial well-being, especially in the black community.

In conclusion, the future of the Black Family in Philadelphia and elsewhere depends on it again "flipping the script." One way to flip the script is to discover and recover God-Given talents. This requires deliberate and sustained action that specifically targets talent recovery. These efforts, centralized in the Black Community, can radiate outwardly to culturally sensitive allies who embrace the valued institutions of the Community. Organizations of Faith, one valued institution, are ideal should they respond "Yes" to the call. However, the discovery of God-Given talents as an avenue for fortifying the Black Family, insulating it from societal assaults and modifying social consciousness is not restricted by religious affiliation, be ye Christian, Muslim, agnostic or atheist. As God-Given talents take center stage in family life, the resultant experiences modify the composition of weaknesses and destructive circumstances. The subsequent spiritual and psychosocial growth reveals God Traits—whether acknowledged or not—and erects monuments of resilience.

PHILADELPHIA EQUALITY INDEX

The Philadelphia Equality Index provides an objective tool to measure the equality of conditions between blacks and whites in Philadelphia County. Like other familiar indexes, such as the Dow Jones and the Consumer Price Index, the Equality Index synthesizes a great deal of data into a single figure that can be used to track changes over time in quality of life.

The Philadelphia Equality Index compares the conditions of blacks relative to whites in Philadelphia in the areas of economics, health, education, civic engagement, and social justice. These categories measure a broad spectrum of the quality of life of the largest racial contingent of Philadelphia County's population.

The weights for the 2007 Philadelphia Equality Index are:

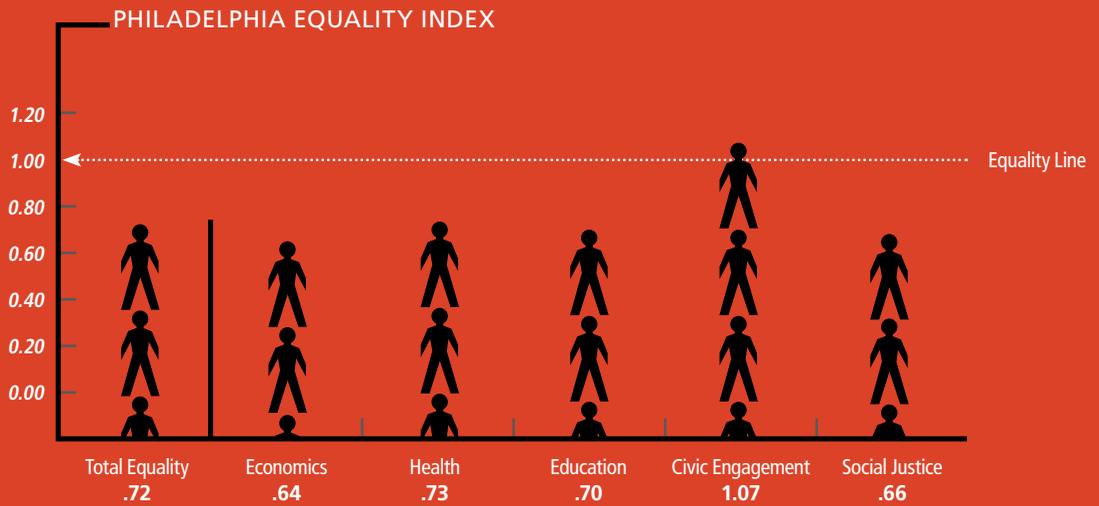
Economics	30%	Education	25%
Income, Earnings, & Poverty	50%	Quality	40%
Labor & Worker Class	20%	Scores	15%
Housing & Transportation.....	30%	Attainment	35%
Health	25%	School Risk Factors	10%
Maternal, Infant &		Civic Engagement	10%
Child Health Issues.....	30%	Democratic Process.....	60%
Disease & Deaths	50%	Volunteerism & Other	40%
Illness Prevention &		Social Justice	10%
Quality of Life	20%	Equality Before the Law	80%
		Victimization	20%

For 2007, the Philadelphia Equality Index¹ is calculated at 0.72. This index value is measured against the control value of 1.00, which represents whites within the County. In other words, blacks are only 72% as well off as their white counterparts.

DEMOGRAPHICTRENDS

- As of 2006, the African American community makes up 44% of Philadelphia County's 1,448,394 residents, the largest of all racial/ethnic groups. Whites are the second largest, at 42%.
- Between 2000 and 2006, the number of blacks in Philadelphia County rose from 43% to 44%, while the number of whites declined from 45% to 42%.
- In Philadelphia, the County is the same entity as the City of Philadelphia, while the Philadelphia metropolitan area is larger than both, and includes Camden, NJ, and Wilmington, DE. The Philadelphia metro area ranked 5th for the most total black residents amongst all U.S. metro areas in 2006. Blacks account for 20% of the metro's population versus 44% in Philadelphia County proper.

¹ The Philadelphia Equality Index utilizes more than one hundred variables in the areas of economics, health, education, civic engagement, and social justice. Global Insight weighted them according to their significance, determined by consulting with experts in the field (as we had with the Index of Black America with the National Urban League). In addition, weights were adjusted to reflect data availability; where available, a wide dataset was used to avoid the undue statistical influence of any one variable. The statistics were collected and compiled in the fall of 2007 and reflect the most recent statistics available at that time.



TOP 10 U.S. METROS IN BLACK POPULATION, 2006

Metro	Black Population	Percent of Metro
<i>New York - Northern New Jersey - Long Island</i>	3,305,728	17.6%
<i>Chicago - Naperville - Joliet</i>	1,706,347	17.9%
<i>Atlanta - Sandy Springs - Marietta</i>	1,603,301	31.2%
<i>Washington - Arlington - Alexandria</i>	1,388,162	26.2%
<i>Philadelphia - Camden - Wilmington</i>	1,188,404	20.4%
<i>Miami - Fort Lauderdale - Miami Beach</i>	1,114,676	20.4%
<i>Detroit - Warren - Livonia</i>	1,020,162	22.8%
<i>Houston - Sugar Land - Baytown</i>	941,794	17.0%
<i>Los Angeles - Long Beach - Santa Ana</i>	935,329	7.2%
<i>Dallas - Fort Worth - Arlington</i>	845,390	14.1%

Source: American Community Survey and Global Insight



ECONOMICS INDEX

30% OF THE EQUALITY INDEX

.64

The economics sub-index includes income, earnings, and poverty; labor and worker class issues; and housing and transportation.





**THIS MEANS
THAT BLACKS
WILL HAVE
LESS SAVINGS
AND LOWER
RETURNS
FROM SOCIAL
SECURITY
PENSIONS**

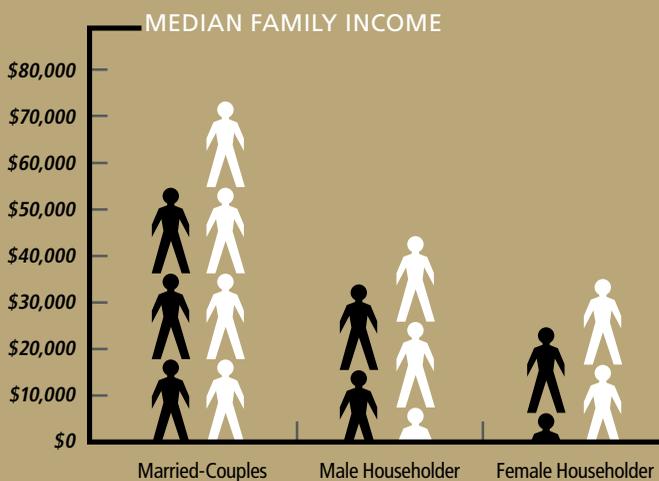
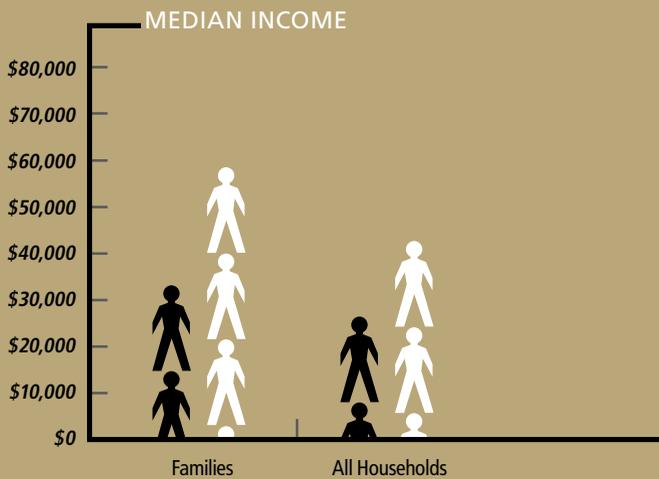
Income, Earnings & Poverty

[50% OF ECONOMICS]

Income & Earnings

- The median household income—which includes all householders in Philadelphia—of blacks is \$26,728, over \$15,000 less or 63% of their white counterparts. This reality likely translates into less savings and lower returns from Social Security pensions for blacks.
- The distribution of income for black and white householders differs. A far greater percentage of black householders fall within an income bracket that is less than \$30,000 per year; over half of black workers—55%—are in the less than \$30,000 income bracket, compared to 37% of whites.
- For households with families, there is an even greater income² gap—over \$25,000—between blacks and whites in Philadelphia.
- Looking within this group uncovers some important variations in black family earnings: African American married-couple families are within greater reach of income parity than single parent households as the median income for married-couple blacks is 77% that of married-couple whites.
- On the other hand, married-couple families account for only 34% of African American family households, while white married-couple families account for 68% of white family households.

² Median family income, as measured by the Census' American Community Survey, includes married-couple families, male householders (no spouse present), and female householders (no spouse present). A family is defined as a group of two or more people who reside together and who are related by birth, marriage or adoption.



Income, Earnings & Poverty

[50% OF ECONOMICS]

Poverty

- A look at poverty rates illustrates the dire conditions that many blacks face in Philadelphia. As a percent of their respective populations, 32% of blacks live below the poverty line compared to 16% of whites.
- Young blacks under the age of 18 begin their lives at a greater economic disadvantage than whites: the poverty rate for black youths is 43.1% or, in other words, 55% higher than white youths. For blacks aged 65 years and older, the poverty rate and disparity is less: 23.3% or 33% higher than the white elderly.
- The African American community is also much more reliant on food stamp benefits: 21% of blacks—or more than twice as many—receive these benefits, compared to 8% of whites. A greater percentage of black families also receive Temporary Assistance for Needy Families (TANF) in Philadelphia—13%, compared to 2% of white families.
- In the first quarter of 2006, 1,884 African Americans went to homeless shelters, compared to 341 whites. As an annual rate, approximately 7,500 African Americans use homeless shelters in a year compared to about 500 whites.

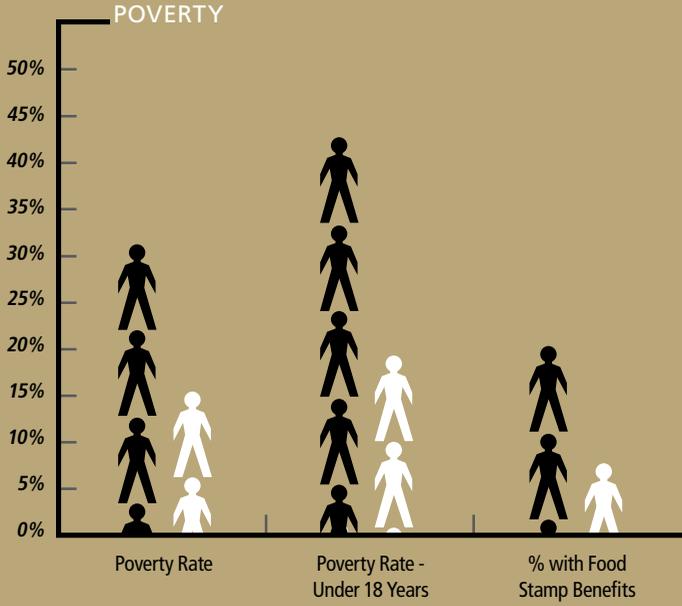
**APPROXIMATELY 7,500
AFRICAN AMERICANS USE
HOMELESS SHELTERS
IN A YEAR COMPARED
TO ABOUT 500 WHITES**

Labor & Worker Class

[20% OF ECONOMICS]

- The unemployment rate for blacks in 2006 was 9.9%, more than twice the rate for whites.
- Although racial bias sometimes posits that this is because fewer blacks are seeking jobs, statistics show that blacks and whites drop out of the labor force at almost the exact same rate. Unfortunately, because the pool of unemployed blacks is much larger than that of whites, the number of disaffected workers within the black community is therefore also larger.
- Black business owners are fewer and further between than their white counterparts; the rate of black business ownership is only 50% that of whites in Philadelphia.







**THE MEDIAN
HOME VALUE
FOR AFRICAN
AMERICANS IS
\$75,100, WHILE
FOR WHITES
IT IS \$174,100**

Housing & Transportation

[30% OF ECONOMICS]

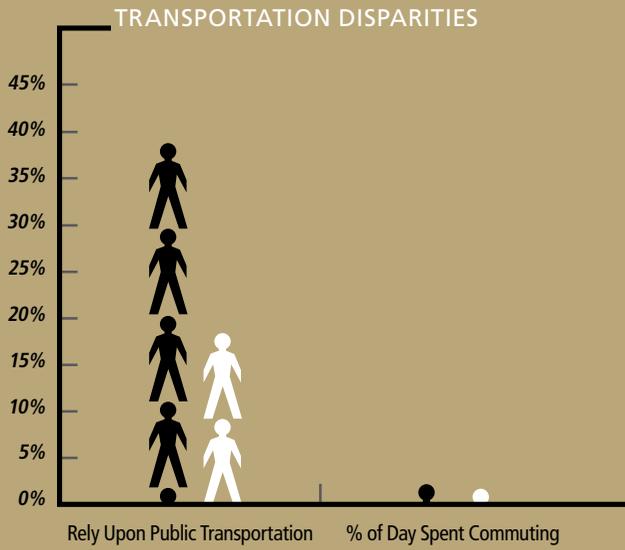
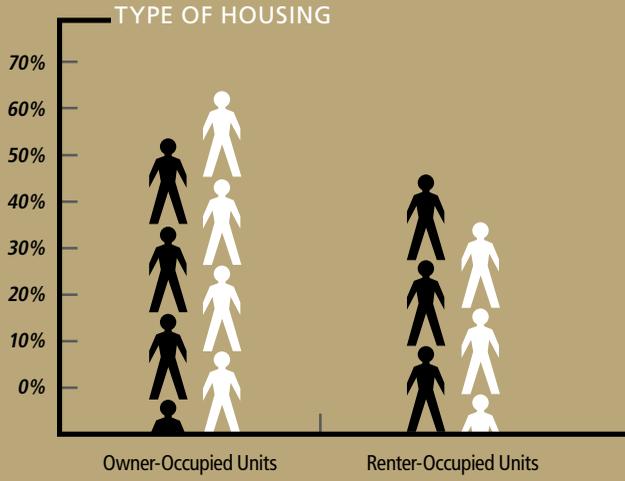
Housing

- Only 53% of African Americans in Philadelphia are homeowners, compared to 64% of whites. Of the 53% of blacks who own homes, their property values are considerably less; the median home value for African Americans is \$75,100, while for whites it is \$174,100, a difference of almost \$100,000.
- The recent increase in foreclosures has drawn attention to the fact that foreclosures were clustered in areas of Philadelphia County that were of lower home values and family incomes than average and higher than average percentages of African Americans.³

Transportation

- More than twice as many blacks rely upon public transportation than whites in the Philadelphia area. This is an important figure because of the increasing number of jobs located in suburban areas, where public transportation can be sporadic and often unreliable, resulting in fewer blacks seeking and becoming viable candidates for suburban-based jobs.

³ "Mortgage Foreclosure Filings in Pennsylvania," *The Reinvestment Fund*, 2005.



HEALTH INDEX

25% OF THE EQUALITY INDEX

73

The health sub-index includes maternal, infant and child health issues; deaths and diseases; and illness prevention and quality of life issues.



Maternal, Infant & Child Health Issues

[30% OF HEALTH]

- Nearly twice as many black infants are born with low birth weights compared to their white counterparts, according to data from the Pennsylvania Department of Health.
- The Health Index reveals some possible contributing factors to the higher frequency of low birth weight: blacks in Philadelphia have higher rates of obtaining no prenatal care during their pregnancy. This may be attributed to the lack of health insurance; roughly 12% of blacks are uninsured, compared to 6% of whites in Philadelphia.
- There is also a vast racial disparity in teen pregnancy. More than three times as many of Philadelphia's African American girls under age 18 become pregnant compared to their white counterparts.

Death & Diseases

[50% OF HEALTH]

Death

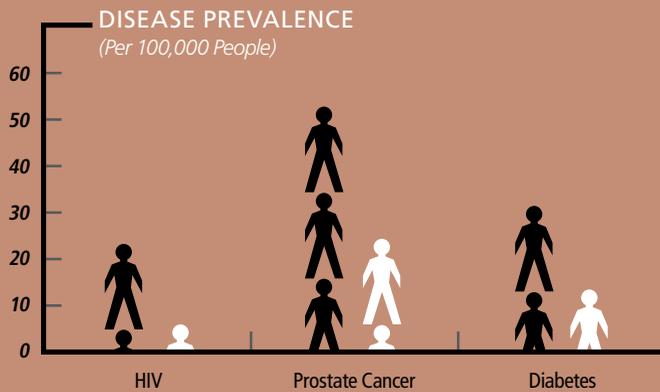
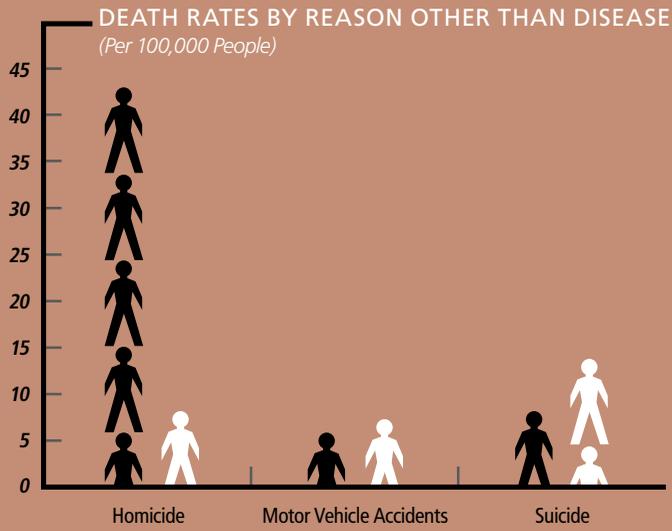
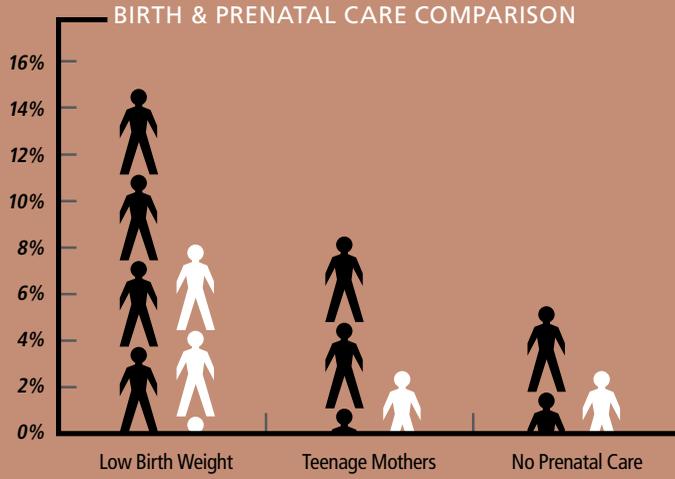
- Blacks in Philadelphia are dying at a considerably higher rate than whites—roughly 25% higher. Particularly notable is the death rate for males aged 15-19, which is two and a half times higher than their white counterparts.
- A look at homicides also paints a disheartening picture as more than 5 times as many blacks are murdered (per 100,000 persons) as whites in Philadelphia.
- Suicide rates are far lower among black Philadelphians, as fewer than half take their own lives in comparison to their white counterparts.
- Blacks also die in automobile accidents less frequently. This is likely correlated to the finding in the Transportation data that fewer blacks in Philadelphia own cars compared to whites (46% versus 56%).

Disease

- Blacks suffer from disease at higher rates than whites, particularly HIV (74% more frequently), diabetes (57% more frequently), and prostate cancer (54% more frequently).

**MORE THAN THREE TIMES AS
MANY AFRICAN AMERICAN
GIRLS UNDER THE AGE
OF 18 BECOME PREGNANT
COMPARED TO WHITES**





Illness Prevention & Quality of Life

[20% OF HEALTH]

Illness Prevention

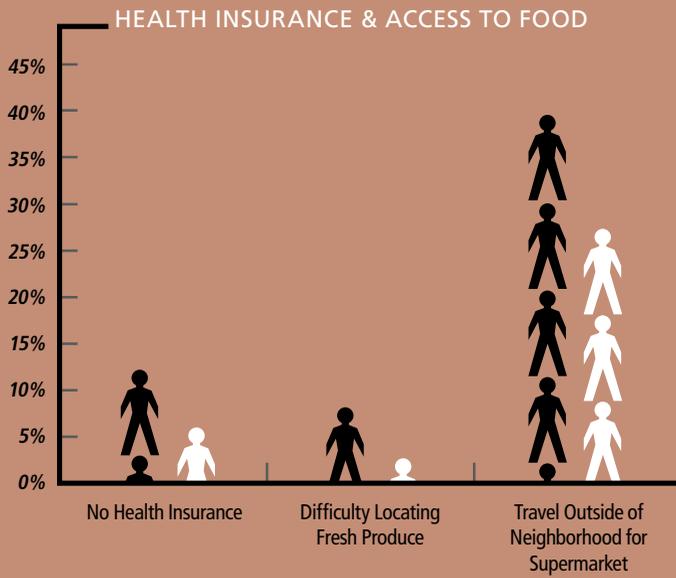
- Almost 2 times as many blacks in Philadelphia do not have health insurance compared to whites. There is little disagreement that a lack of health insurance frequently leads to greater health problems, as patients are less likely to proactively address health care concerns given the out-of-pocket costs associated with physician visits.

**12% OF BLACKS
IN PHILADELPHIA
ARE UNINSURED,
COMPARED TO
6% OF WHITES**

Quality of Life

- In addition to doctor visits, a healthy diet is critical to patient success. Emerging evidence suggests that access to healthy food in neighborhoods is associated with a healthy diet. Layered on top of the fact that Philadelphia has the second lowest number of supermarkets per capita in the United States,⁴ three times as many blacks have difficulty locating fresh produce in their neighborhoods as do whites. Additionally, 40% must travel outside of their neighborhood grocer just to get to a supermarket, compared to 27% of whites. This data begs the question: what do parents feed their children in the absence of viable produce?
- The absence of good quality groceries can lead to obesity, which is reflected in obesity rates of 36% among African Americans in 2006, contrasted with 22% of whites.
- Disparities in mental health care—including stress management—between blacks and whites is a persistent problem as fewer African Americans seek treatment upon diagnosis—49% versus 59% of whites.
- One area where blacks are taking much more action than whites in medical care is getting tested for HIV/AIDS. Roughly 36% of blacks have never been tested for HIV/AIDS, compared to about 62% of whites in Philadelphia.

⁴ "Food Geography: How food access affects diet and health," Philadelphia Health Management Corp., 2006.



EDUCATION INDEX

25% OF THE EQUALITY INDEX

70

The education sub-index includes
quality; scores; educational attainment;
and student risk factors.



Quality

[40% OF EDUCATION]

- In schools with a majority of minority students (high minority schools), the percentage of highly qualified teachers⁵ is considerably lower than those without significant numbers of minority students (low minority schools). In fact, during the 2005-06 school year, only 71% of teachers in high minority schools were deemed highly qualified, compared to 86% in low minority schools.
- Less than one-tenth of black students (9.3%) in the Philadelphia School District take Advanced Placement (AP) courses, compared to 22.1% of their white counterparts. This ultimately translates into fewer qualifications among black students upon college matriculation than whites.

**11.8% OF BLACKS
POSSESS A BACHELOR'S
DEGREE OR HIGHER
COMPARED TO
28.2% OF WHITES**

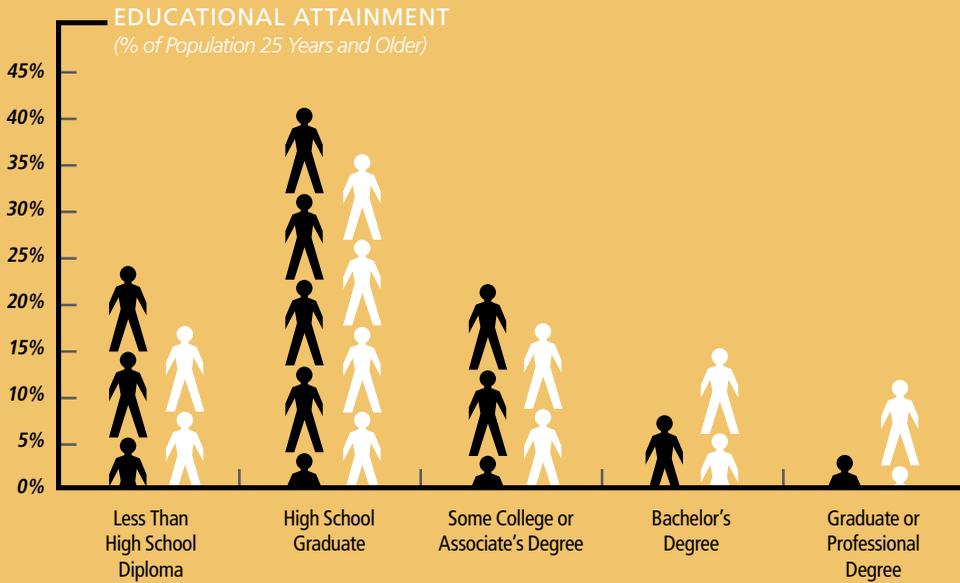
Educational Attainment

[35% OF EDUCATION]

- As a percentage of their respective population ages 25 year and older, the number of blacks and whites with only a high school diploma is 42% and 36%, respectively. There is a slightly greater gap in the high-school drop-out rate, however; 25% of blacks have less than a high school diploma compared with 18% of whites.
- In an effort to meet the demands of our increasingly technology-driven, global economy, a bachelor's degree or higher qualification is becoming ever more important. In Philadelphia, 11.8% of blacks possess a bachelor's degree or higher compared to 28.2% of whites.



⁵ According to the Pennsylvania Department of Education, a highly qualified teacher must meet the following criteria: 1) holds full certification 2) has at least a bachelor's degree 3) has completed a content area major 4) has passed a content area test 5) has completed teacher education coursework.



School Test Scores

[15% OF EDUCATION]

- Only 10% of black students attained advanced or proficient⁶ levels on the mandatory PSSA assessment in high school math during the 2005-06 school year, compared with 24% of whites in the same category. And the percentage of blacks who scored at the advanced/proficient math level steadily declined with age, from 22% in elementary school to 16% in middle school to 10% in high school.
- A higher percentage of blacks in Philadelphia are advanced/proficient in the PSSA reading assessment relative to math, but they still lag behind whites in this area. Scores in reading improved for blacks between elementary and middle school (from 16% to 18%), but declined in high school to 14%. White student rates for reading at the advanced/proficient level had a similar trend, but their decline was less precipitous; 28% of whites scored at the advanced/proficient level in elementary school, 31% in middle school, and 29% in high school.
- The “proficiency gap”—the difference between the percentage of blacks and whites who score at the advanced or proficient level—remains a roughly constant 14% for each school level in math. In reading, however, the gap increases by 1% for each level between elementary, middle, and high school, reaching 14% by high school.
- The black-white SAT gap, an important tool used by college admissions officers to evaluate applicants, is 100 points for reading and 120 points for math.

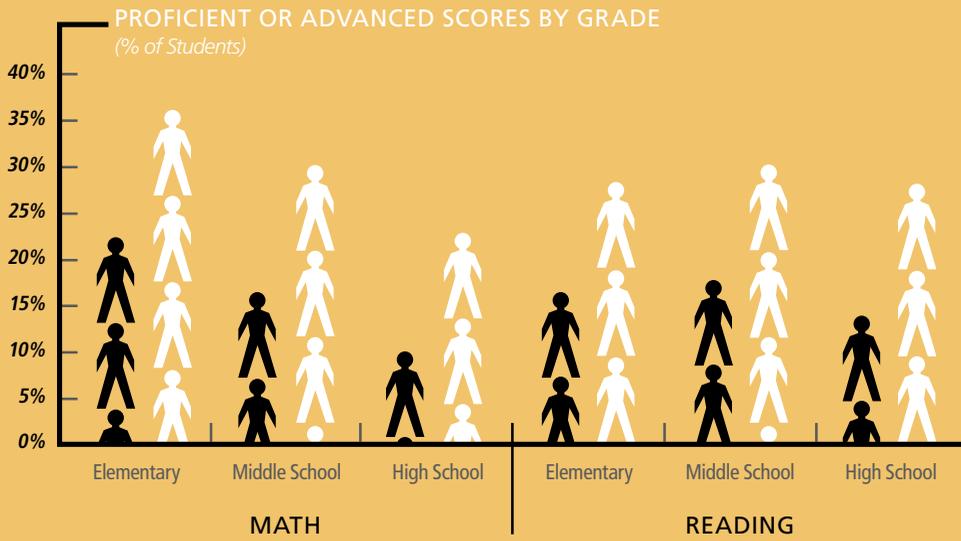
Student Risk Factors

[10% OF EDUCATION]

- Student attendance rates for the 2005-2006 academic year were lower at high minority schools—76%—versus an average attendance rate of 87% in low minority schools in Philadelphia. The good news is that average teacher attendance (important for the stability of the classroom) in these schools is almost the same: teachers had a 94% rate in high minority schools, compared with 95% in low minority schools.

THE BLACK-WHITE SAT GAP IS 100 POINTS FOR READING, AND 120 POINTS IN MATH

⁶ For PSSA (Pennsylvania System of Schools Assessment) scores, the advanced or proficient level is the average of the percentage of students who scored at the advanced and proficient levels.



CIVIC ENGAGEMENT INDEX

10% OF THE EQUALITY INDEX

1.07

The civic engagement sub-index includes the democratic process and volunteerism and other.



The Democratic Process

[60% OF CIVIC ENGAGEMENT]

- A higher percentage of blacks are qualified to vote⁷ compared to whites in Philadelphia. In 2004, the most recent presidential election year, this number was 69% compared to 60% for whites.
- Despite this fact, the percentage of blacks who voted in the City of Philadelphia relative to the number of black qualified voters was 64%, compared to 69% for whites. Interestingly, despite the tremendous effort it took to gain the right to vote, voter turnout—or blacks' participation in the democratic process—is still less than whites.

**DESPITE THE
TREMENDOUS EFFORT
IT TOOK TO GAIN
THE RIGHT TO VOTE,
VOTER TURNOUT—OR
BLACKS' PARTICIPATION
IN THE DEMOCRATIC
PROCESS—IS STILL LESS
THAN WHITES**

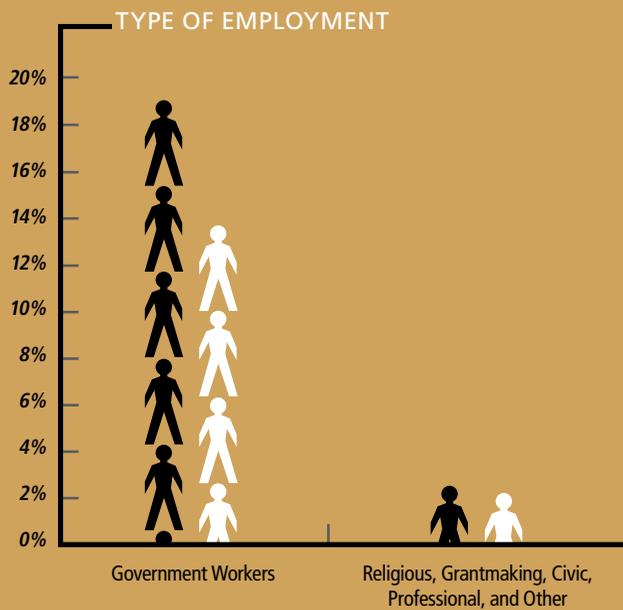
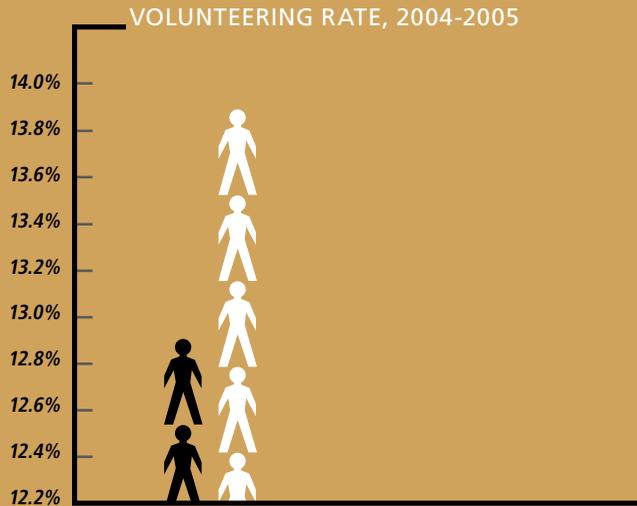
Volunteerism & Other

[40% OF CIVIC ENGAGEMENT]

- Blacks and whites in Philadelphia volunteer at close to the same rate. Between 2004 and 2006, the volunteering rate in Philadelphia for black adults was 12.9% compared to whites' rate of 13.9%.
- Blacks in Philadelphia have a strong relative preference towards governmental employment: 19% of blacks work in government jobs compared to 14% of whites. This preference may reflect the perceived job security and good benefits that are associated with government jobs, which makes them a desirable employment option for African Americans.
- In the private sector, a much smaller percentage of blacks and whites are employed in Religious, Grantmaking, Civic, Professional, and Other Organizations. According to the 2000 Decennial Census, 2.5% of blacks were employed in this industry compared to 2.1% of whites.



⁷ Qualified voters are those who have registered to vote and have been accepted by the City Commissioner. The qualifications are: aged 18 years and older, U.S. citizens within one month of voting, residents in district within 30 days. Prisoners who have not completed their full sentence are excluded. Source: Philadelphia City Commissioner.

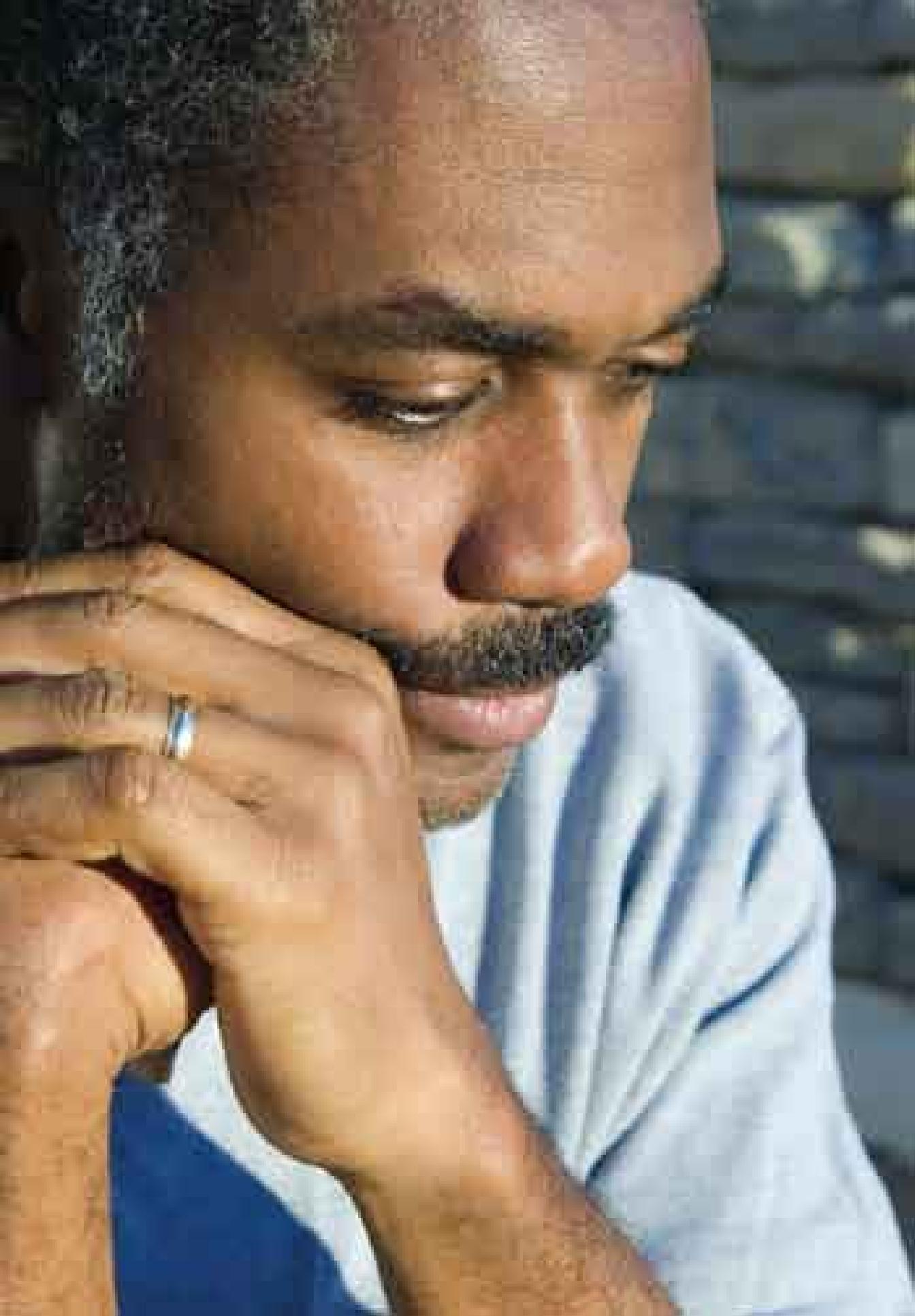


SOCIAL JUSTICE INDEX

10% OF THE EQUALITY INDEX

66

The social justice sub-index
includes equality before the law
and victimization



Equality Before the Law

[80% OF SOCIAL JUSTICE]

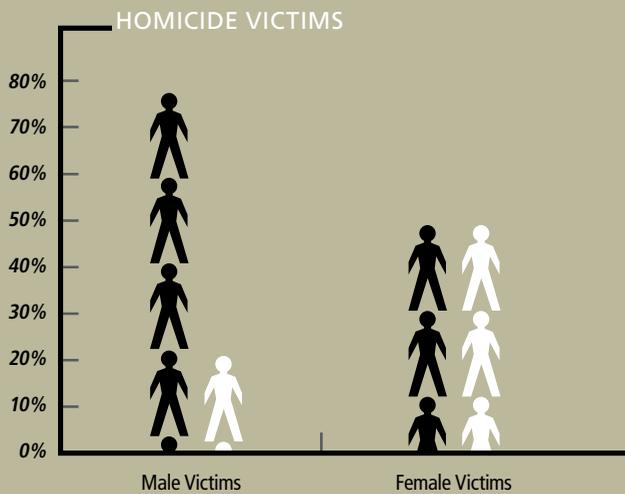
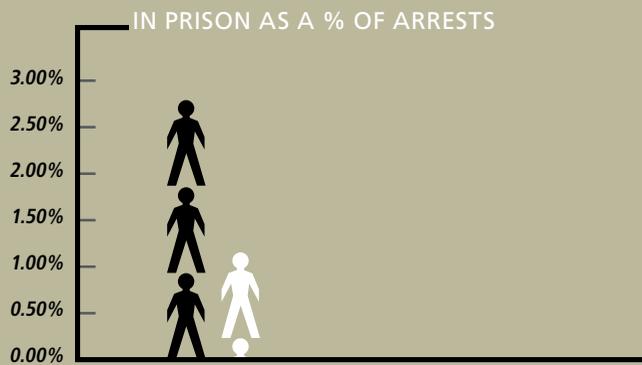
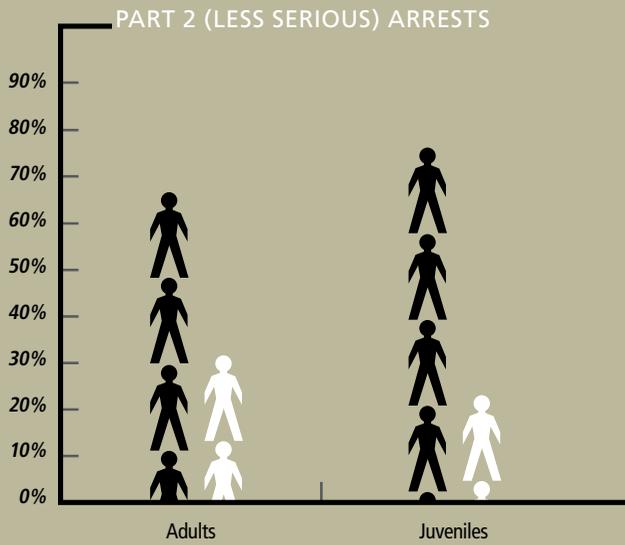
- Blacks are arrested at significantly higher rates than whites in Philadelphia. As a percentage of all Part 1 (serious crimes) arrests, 70% of black adults were arrested compared to 29% of whites in 2006. A similar proportion of black adults were also arrested for Part 2 (less serious) crimes—67% vs. 32%.
- For juveniles, an even starker disparity exists: as a percentage of Part 1 arrests, 82% of juvenile blacks were arrested compared to 17% of juvenile whites in 2006. The disparity is only slightly less for Part 2 crimes—77% vs. 23%.
- Blacks in Philadelphia are more likely to be imprisoned once arrested than whites. As a percentage of arrests, 2.8% of blacks are imprisoned once arrested compared to 1.2% of whites. The fact that blacks are more than two times as likely to be imprisoned once arrested sheds light on the disproportionate amount of black arrests that result in the person becoming a prisoner.
- Blacks are incarcerated in prison and jail at more than five times the rate of whites in Philadelphia. More than three times as many black offenders receive probation for crimes than white offenders.
- Once confined—whether in prison, jail, or on probation, average sentences for blacks and whites with a criminal history were close to parity. The mean minimum prison sentence for blacks in 2006 was 3.8 years and the mean maximum sentence 8 years. Whites had almost the same minimum sentence and a slightly higher maximum sentence (8.1 years).
- For offenders with no prior criminal record, blacks had a greater mean minimum prison sentence—4.3 years compared to 4.1 years for whites. Moreover, with the exception of the mean maximum prison sentence, blacks had longer sentences in jail and probation; this may reflect the racial bias blacks face in the criminal justice system.

Victimization

[20% OF SOCIAL JUSTICE]

- As a percentage of all victims of Part 1 crimes, black victims accounted for 47%, a slightly smaller share than whites (49%) in 2006. But looking within this group reveals a staggering statistic: More than three-quarters of male homicide victims are black, compared to 22% of white males. This is a contributing factor to the disturbingly high death rates among African American males in Philadelphia. In contrast, black and white females fall victim to homicide at the same rate (50%).

**BLACKS ARE
INCARCERATED
IN PRISON AND
JAIL AT MORE
THAN FIVE
TIMES THE RATE
OF WHITES**



INDEX SUMMARY

ECONOMICS/EMPLOYMENT	BLACK	WHITE
Income, Earnings, and Poverty		
<i>Median Household Income</i>	\$26,728	\$42,279
<i>Median Family Income</i>	\$33,820	\$59,101
<i>Poverty Rates for All People</i>	31.6%	15.5%
<i>Percent with Food Stamp Benefits</i>	20.6%	7.5%
<i>Percent using TANF</i>	13.0%	2.0%
Labor and Worker Class		
<i>Unemployment Rate</i>	9.9%	4.5%
<i>Not in Labor Force</i>	43.7%	41.1%
<i>Business Owners</i>	2.3%	4.6%
Housing and Transportation		
<i>Median Home Value</i>	\$75,100	\$174,100
<i>Owner-Occupied Units</i>	53.2%	63.7%
<i>Renter-Occupied Units</i>	46.8%	36.3%
<i>Grandparents Responsible for Grandchildren</i>	44.1%	33.9%
<i>Rely Upon Public Transportation (excluding cab)</i>	38.6%	18.1%
Economics Index Value	0.64	1.00

**OVERALL, BLACKS
ARE ONLY 72%
AS WELL OFF
AS THEIR WHITE
COUNTERPARTS**

HEALTH	BLACK	WHITE
Maternal, Infant, and Child Health Issues		
<i>Low Birth Weight</i>	14.6%	8.1%
<i>Percent of Teen Mothers (Under 18)</i>	8.4%	2.6%
Deaths and Disease		
Death Rates (per 100,000 people)		
<i>Death Rate</i>	1,138.1	862.4
<i>Death Rate - Male</i>	1,479.5	1,094.5
<i>Death Rate - Age 15-19</i>	147.4	59.3
<i>Homicide Rate</i>	43.0	7.5
<i>Suicide</i>	8.0	14.4
Disease Rates (per 100,000 people)		
<i>Cancer (All types)</i>	255.8	188.1
<i>Cardiovascular</i>	368.6	291.3
<i>Diabetes Mellitus</i>	31.7	13.7
<i>HIV</i>	22.4	5.9
<i>Hypertension</i>	14.7	6.7
<i>Mental Health Condition, % of Adults Diagnosed with</i>	12.2%	15.9%
<i>Obese (% of Population)</i>	35.5%	21.9%
Illness Prevention and Quality of Life		
<i>Difficulty Locating Fresh Produce in Neighborhood</i>	8.3%	2.7%
<i>Travel Outside of Neighborhood for Supermarket</i>	39.7%	27.2%
<i>No Health Insurance</i>	12.2%	6.3%
Health Index Value	0.73	1.00

**TOTAL
INDEX
VALUE = .72**

EDUCATION	BLACK	WHITE
Quality		
<i>Highly Qualified Teachers in High vs. Low Minority Schools</i>	71%	86%
<i>HS Students Enrolled in Advanced Placement Course</i>	9.3%	22.1%
Attainment		
Educational Attainment (25 years and older)		
<i>Less than High School Diploma</i>	24.6%	17.7%
<i>High School Graduate</i>	41.6%	36.0%
<i>Some College or Associate's Degree</i>	22.0%	18.1%
<i>Bachelor's Degree</i>	7.7%	15.3%
<i>Graduate or Professional Degree</i>	4.1%	12.8%
Student Risk Factors		
<i>Student Attendance Rate in High vs. Low Minority Schools</i>	75.8%	87.2%
Education Index Value	0.70	1.00

CIVIC ENGAGEMENT	BLACK	WHITE
Democratic Process		
<i>Voting Age Population (Number of Persons)</i>	433,857	477,232
<i>Actually Voted (Number of Persons)</i>	193,103	196,408
<i>Qualified to Vote (Number of Persons)</i>	300,924	284,436
<i>Percentage of Population Qualified to Vote in 2004</i>	69.4%	59.6%
<i>Percentage of Qualified Voters Who Actually Voted</i>	64.2%	69.1%
Volunteerism and Other		
<i>Volunteering Rate</i>	12.9%	13.9%
<i>Employed in Religious, Grantmaking, Civic, Professional, and Similar Organizations</i>	2.5%	2.1%
<i>Government Workers</i>	18.9%	13.8%
<i>Armed Forces</i>	0.00%	0.00%
Civic Engagement Index Value	1.07	1.00

SOCIAL JUSTICE	BLACK	WHITE
Equality Before the Law		
Arrests - Over 18 Years of Age (% of Arrests)		
<i>Part 1 (Serious) Arrests %</i>	69.9%	29.1%
<i>Part 2 (Less Serious) Arrests %</i>	66.9%	32.3%
Arrests - Under 18 Years of Age		
<i>Part 1 (Serious) Arrests %</i>	82.4%	16.7%
<i>Part 2 (Less Serious) Arrests %</i>	77.0%	22.8%
<i>Youths in Delinquent Placement</i>	81.4%	8.1%
<i>In Prison as a % of Arrests</i>	2.8%	1.2%
Average Sentence - All Offenses - Prior Criminal History (Yrs)		
<i>Avg. Maximum Prison</i>	8.0	8.1
<i>Avg. Min Jail</i>	0.7	0.6
<i>Avg. Max Jail</i>	1.8	1.8
<i>Avg. Probation</i>	3.0	2.9
Average Sentence - All Offenses - No Prior Criminal History (Yrs)		
<i>Avg. Min Prison</i>	4.3	4.1
<i>Avg. Max Prison</i>	9.1	9.1
<i>Avg. Min Jail</i>	0.6	0.5
<i>Avg. Max Jail</i>	1.8	1.7
<i>Avg. Probation</i>	3.0	2.8
Social Justice Index Value	0.66	1.00

ACTION AGENDA >>>>>>

Economics

- ❑ **Provide** youth with early access to work.
- ❑ **Enforce** minority business opportunity goals at state and local levels to ensure greater minority participation in government contracting.
- ❑ **Create** opportunities that build capacity of minority business through expansion of micro-financing, equity financing and the development of strategic alliances with major corporations.
- ❑ **Provide** every willing adult in Philadelphia with access to resources that enhance employability and job mobility, including post-secondary education and other investments in human capital.
- ❑ **Improve** the skill level of the workforce by strengthening the public school system with an emphasis on academic achievement and ensuring resources to provide quality education for African American students.
- ❑ **Promote** investment by employers in employee learning, including targeted literacy programs and new skill development.
- ❑ **Adopt** policies that improve our city's competitiveness around business development and growth.
- ❑ **Increase** the availability of financial literacy training in public schools on a consistent basis to assist youth in their future asset building.
- ❑ **Develop** legislative public policies at the state and local levels to increase homeownership among African Americans without resorting to predatory and sub prime mortgage lenders.
- ❑ **Expand** "second chance" programs for high school drop outs, ex-offenders and at-risk youth and adults to secure a general equivalency diploma, job training, and entry-level employment.

Health

- ❑ **Identify and engage** local stakeholders to evaluate the strengths, weaknesses, and barriers to improve the current health care system; identify targets for local policy reform; and develop a detailed plan of action.
- ❑ **Address** the issue of violence in Philadelphia, including prevention and intervention, from a cross-disciplinary perspective by collectively engaging government, business and private citizens alike to break the current cycle of violence.
- ❑ **Design and implement** procedures to prevent teen pregnancy; support prenatal strategies; and mobilize family and community support systems specific to the Black community.
- ❑ **Support** efforts to provide fresh, affordable, and healthy foods at the neighborhood level, e.g., full-service grocery stores, food co-op's, and farmers markets.
- ❑ **Educate** African American women under 18 years of age, about the possible health consequences to an unborn child due to the lack of early prenatal care using a collaborative approach that includes partnerships between schools, community organizations, churches and local health organizations.

Education

- ❑ **Increase** the reach of the Philadelphia Chamber of Commerce teen summer internships with local corporations; and create a fund that supports low-income youth with tuition, tutoring, and career counseling.
- ❑ **Demand** access to high quality instruction and rigorous academic curriculum for students grades K-12.
- ❑ **Provide** professional development opportunities for teachers to support their efforts to positively impact underserved and underperforming minority students.
- ❑ **Expand** outreach efforts to parents by developing more flexible and innovative strategies to support parental engagement in their child's education.
- ❑ **Design and promote** effective partnerships between K-12 schools, the business community, and higher education, to create more effective pathways and opportunities for our youth.
- ❑ **Engage** the community about economic trends at global, national, regional, and local levels, and make clear the connection between post-secondary educational attainment and access to well-paying jobs in the 21st century. *continued»*

Education *(continued)*

- ❑ **Support** the establishment of innovative and flexible educational benchmarks that must be met to ensure that every child has access to a broad range of career paths and post-secondary education options as adults.
- ❑ **Strengthen and expand** leadership training programs targeting pre-teen and adolescent youth in the community.
- ❑ **Provide** funding for the arts, music, and physical education in our public schools, and support organizations which provide programs that inspire young people to look beyond their neighborhood borders for education, employment, and other opportunities and resources.
- ❑ **Enhance** test taking skills among Black students by supporting and promoting test preparation instruction delivered by experts in churches, community centers, schools and other venues.
- ❑ **Address** the reality of “stereotype threat” by applying strategies that will empower our children to do their very best on every test.

Civic Engagement

- ❑ **Increase** participation in the democratic process by establishing a junior “ward corps” which may include “Get Out the Vote” and other civic engagement activities targeting young African American voters.
- ❑ **Reinstitute** civics education in the curriculum of Philadelphia-based primary and secondary schools.
- ❑ **Develop** a formal process to recruit Blacks from the private sector to government jobs; and establish an exchange program to provide government employees the opportunity to work in the private sector.
- ❑ **Create** a volunteer council comprised of fraternal organizations and sororities in African American communities by utilizing local nonprofit resources such as the United Way and Philadelphia Cares, both of which offer free neighborhood workshops on volunteer organization and other subject matter.
- ❑ **Promote** “Get Out the Vote” activities for neighborhood voters using town watch groups, block captains, and other civic associations and community groups.
- ❑ **Encourage** policymakers and local employers to develop policies that allow employees to come to work late or leave early in order to vote.
- ❑ **Create** coalitions comprised of volunteers through civic associations to work together on emerging issues, and encourage the allocation of city-wide seed funds to these groups.

Social Justice

- ❑ **Encourage** the collection of more data at the time of an arrest on charging decisions, type of counsel available, offender information, employment, social and family status, role in offense, and responsibility.
- ❑ **Provide** data collection in the aggregate that includes race and gender so that disparities, particularly those involving racial profiling and discrimination, can be more easily detected and understood.
- ❑ **Increase** racial, ethnic, gender, and cultural diversity of staff, particularly attorneys, and establish clear anti-bias policies for personnel in the adult and juvenile justice system and youth agencies.
- ❑ **Expand** involvement of churches, civic associations, and other community groups in the African American community to provide mentoring programs.
- ❑ **Encourage** the legislature to allocate adequate funding for indigent legal defense service; adopt uniform attorney compensation standards; and appoint a commission to ensure uniform training standards and manageable workloads.
- ❑ **Urge** state and local policymakers to ensure full equality for African American youth and adults impacted by the criminal judicial system.
- ❑ **Provide** incarcerated individuals with “employment-track” job training skills; post-release employment; socialization skills training; housing and community support; and drug and alcohol intervention to utilize upon their release.

TOTAL INDEX STATISTICS

2007 Urban League of Philadelphia Index		Source	Year	Black	White	Index
ECONOMICS/EMPLOYMENT (30%)						
Income, Earnings, and Poverty (50%)						
<i>Median Household Income</i>	ACS	2006	\$26,728	\$42,279	0.63	
<i>Median Family Income</i>	ACS	2006	\$33,820	\$59,101	0.57	
<i>Median Income (Married-Couple)</i>	ACS	2006	\$55,855	\$72,355	0.77	
<i>Median Income (Single, Male Householder)</i>	ACS	2006	\$34,180	\$44,867	0.76	
<i>Median Income (Single, Female Householder)</i>	ACS	2006	\$24,731	\$36,425	0.68	
<i>Mean Social Security Income</i>	ACS	2006	\$11,215	\$13,514	0.83	
<i>Mean Retirement Income</i>	ACS	2006	\$12,583	\$15,701	0.80	
Income Brackets - Percent of Householders						
<i>Less than \$10,000</i>	ACS	2006	22.4%	11.7%	1.91	
<i>\$10,000 to \$14,999</i>	ACS	2006	10.0%	8.2%	1.22	
<i>\$15,000 to \$19,999</i>	ACS	2006	8.1%	6.0%	1.35	
<i>\$20,000 to \$24,999</i>	ACS	2006	6.8%	5.4%	1.25	
<i>\$25,000 to \$29,999</i>	ACS	2006	7.4%	5.7%	1.29	
<i>\$30,000 to \$34,999</i>	ACS	2006	6.7%	5.5%	1.22	
<i>\$35,000 to \$39,999</i>	ACS	2006	5.5%	5.2%	1.06	
<i>\$40,000 to \$44,999</i>	ACS	2006	4.8%	4.4%	1.07	
<i>\$45,000 to \$49,999</i>	ACS	2006	2.8%	4.5%	0.63	
<i>\$50,000 to \$59,999</i>	ACS	2006	7.3%	7.9%	0.93	
<i>\$60,000 to \$74,999</i>	ACS	2006	7.0%	9.4%	0.74	
<i>\$75,000 to \$99,999</i>	ACS	2006	7.0%	10.9%	0.64	
<i>\$100,000 to \$124,999</i>	ACS	2006	2.2%	6.8%	0.32	
<i>\$125,000 to \$149,999</i>	ACS	2006	1.0%	3.0%	0.34	
<i>\$150,000 to \$199,999</i>	ACS	2006	0.6%	2.8%	0.22	
<i>\$200,000 or more</i>	ACS	2006	0.3%	2.5%	0.13	
<i>Poverty Rates for All People</i>	ACS	2006	31.6%	15.5%	0.49	
<i>Poverty Rates for All People Under 18</i>	ACS	2006	43.1%	19.4%	0.45	
<i>Poverty Rates for All People Over 65</i>	ACS	2006	23.3%	15.7%	0.67	
<i>Percent with Food Stamp Benefits</i>	ACS	2006	20.6%	7.5%	0.36	
<i>Percent using TANF</i>	PDW	2006	13.0%	2.0%	0.15	
Labor and Worker Class (20%)						
<i>Unemployment Rate</i>	ACS	2006	9.9%	4.5%	0.45	
<i>Not in Labor Force</i>	ACS	2006	43.7%	41.1%	0.94	
<i>Salaried</i>	ACS	2006	78.7%	81.5%	0.97	
<i>Business Owners</i>	ACS	2006	2.3%	4.6%	0.50	
Housing and Transportation (30%)						
<i>Median Home Value</i>	ACS	2006	\$75,100	\$174,100	0.43	
<i>Owner-Occupied Units</i>	ACS	2006	53.2%	63.7%	0.84	
<i>Renter-Occupied Units</i>	ACS	2006	46.8%	36.3%	0.78	
<i>Average Household Size (Owner-Occupied)</i>	ACS	2006	2.76	2.46	0.89	
<i>1.01 or More Occupants Per Room</i>	ACS	2006	2.3%	1.4%	0.61	
<i>Average Household Size (Renter-Occupied)</i>	ACS	2006	2.5	1.96	0.78	
<i>Grandparents Responsible for Grandchildren</i>	ACS	2006	44.1%	33.9%	0.77	
<i>Car Ownership</i>	ACS	2006	46.3%	55.8%	0.83	
<i>Rely Upon Public Transportation (excluding cab)</i>	ACS	2006	38.6%	18.1%	0.47	

2007 Urban League of Philadelphia Index	Source	Year	Black	White	Index
ECONOMICS/EMPLOYMENT (30%) - continued					
<i>Walked to Work</i>	ACS	2006	4.2%	10.4%	0.40
<i>Mean Commute Time (Minutes)</i>	ACS	2006	35.4	28.3	0.80
Economics Index Value					64%

HEALTH (25%)					
Maternal, Infant and Child Health Issues (30%)					
<i>Low Birth Weight</i>	PDHS	2005	14.6%	8.1%	0.55
<i>Percentage of Prenatal Care in 1st Trimester</i>	PDHS	2005	61.2%	78.5%	0.78
<i>Percentage of No Prenatal Care</i>	PDHS	2005	5.6%	2.6%	0.46
<i>Percent of Teen Mothers (Under 18)</i>	PDHS	2005	8.4%	2.6%	0.31
<i>Infant Mortality</i>	PDHS	2005	15.5%	12.2%	0.79
Disease and Deaths (50%)					
Death Rates (per 100,000 people)					
<i>Death Rate</i>	PDHS	2005	1138.1	862.4	0.76
<i>Death Rate - Male</i>	PDHS	2005	1479.5	1094.5	0.74
<i>Death Rate - Age 15-19</i>	PDHS	2005	147.4	59.3	0.40
<i>Death Rate - Males Age 15-19</i>	PDHS	2005	252.7	84.6	0.33
<i>Homicide Rate</i>	PDHS	2005	43.0	7.5	0.17
<i>Motor Vehicle Accident Rate</i>	PDHS	2005	5.9	7.2	1.22
Disease Rates (per 100,000 people)					
<i>Cancer (All types)</i>	PDHS	2005	255.8	188.1	0.74
<i>Cancer (Breast)</i>	PDHS	2005	21.9	14.2	0.65
<i>Cancer (Bronchus and Lung)</i>	PDHS	2005	71.6	59.2	0.83
<i>Cancer (Colon Rectal)</i>	PDHS	2005	26.1	19.2	0.74
<i>Cancer (Prostate)</i>	PDHS	2005	52.5	24.2	0.46
<i>Cancer (Leukemias)</i>	PDHS	2005	6.0	6.8	1.13
<i>Cardiovascular</i>	PDHS	2005	368.6	291.3	0.79
<i>Chronic Lower Respiratory Diseases</i>	PDHS	2005	36.5	34.2	0.94
<i>Complications from Surgery and Medical Procedures</i>	PDHS	2005	1.9	1.7	0.89
<i>Coronary Heart Disease</i>	PDHS	2005	186.4	169.1	0.91
<i>Diabetes Mellitus</i>	PDHS	2005	31.7	13.7	0.43
<i>Digestive System</i>	PDHS	2005	40.4	33.1	0.82
<i>Drug-Induced</i>	PDHS	2005	25.2	34.5	1.37
<i>HIV</i>	PDHS	2005	22.4	5.9	0.26
<i>Hypertension</i>	PDHS	2005	14.7	6.7	0.46
<i>Liver Disease, Chronic and Cirrhosis</i>	PDHS	2005	7.2	10.4	1.44
<i>Mental Health Condition, % Adults Diagnosed with</i>	PHMC	2006	12.2%	15.9%	1.30
<i>Obese (%)</i>	PHMC	2006	35.5%	21.9%	0.62
<i>Parkinson's Disease</i>	PDHS	2005	2.9	5.9	2.03
<i>Suicide</i>	PDHS	2005	8.0	14.4	1.80
Illness Prevention and Quality of Life (20%)					
<i>Adults Diagnosed with Mental Health Condition, % Receiving Treatment</i>	PHMC	2006	48.9%	58.7%	0.83
<i>Older Adults (60+) Reporting Depression</i>	PHMC	2006	15.2%	14.2%	0.93
<i>Never Had Mammogram</i>	PHMC	2006	8.2%	10.6%	1.29

2007 Urban League of Philadelphia Index	Source	Year	Black	White	Index
HEALTH (25%) - continued					
<i>Never Had PAP Test</i>	PHMC	2006	3.2%	4.7%	1.47
<i>Never Had Clinical Breast Exam</i>	PHMC	2006	5.6%	5.6%	1.00
<i>Never Had Prostate Exam</i>	PHMC	2006	23.4%	21.5%	0.92
<i>Never Been Tested for HIV/AIDS</i>	PHMC	2006	36.1%	62.2%	1.72
<i>Poor to Fair Health</i>	PHMC	2006	33.1%	23.5%	0.71
<i>No Health Insurance</i>	PHMC	2006	12.2%	6.3%	0.52
<i>Difficulty Locating Fresh Produce in Neighborhood</i>	PHMC	2004	8.3%	2.7%	0.33
<i>Travel Outside of Neighborhood for Supermarket</i>	PHMC	2004	39.7%	27.2%	0.69
Health Index Value					73%

EDUCATION (25%)**Quality (40%)***Highly Qualified Teachers in High vs. Low Minority Schools*

PADE 2005-06 71% 86% 0.83

HS Students Enrolled in Advanced Placement Course

SDP 2005-06 9.3% 22.1% 0.42

Scores (15%)

PSSA Scores (% of Students)

Proficient/Advanced - Math

Elementary School

PADE 2005-06 22.4 36.1 0.62

Middle School

PADE 2005-06 16.2 30.9 0.52

High School

PADE 2005-06 10.0 23.8 0.42

Advanced - Math

Elementary School

PADE 2005-06 17.0 42.0 0.40

Middle School

PADE 2005-06 11.2 33.9 0.33

High School

PADE 2005-06 7.2 26.3 0.27

Proficient - Math

Elementary School

PADE 2005-06 27.8 30.1 0.92

Middle School

PADE 2005-06 21.1 28.0 0.75

High School

PADE 2005-06 12.7 21.3 0.60

Basic - Math

Elementary School

PADE 2005-06 23.2 14.4 1.62

Middle School

PADE 2005-06 25.1 18.3 1.37

High School

PADE 2005-06 13.3 15.8 0.84

Below Basic - Math

Elementary School

PADE 2005-06 32.0 13.5 0.42

Middle School

PADE 2005-06 42.6 19.8 0.46

High School

PADE 2005-06 66.7 36.5 0.55

Proficient/Advanced-Reading

Elementary School

PADE 2005-06 16.4 28.3 0.58

Middle School

PADE 2005-06 17.6 30.5 0.58

High School

PADE 2005-06 14.2 28.6 0.50

Advanced - Reading

Elementary School

PADE 2005-06 7.7 20.5 0.37

Middle School

PADE 2005-06 10.7 29.7 0.36

High School

PADE 2005-06 7.0 28.2 0.25

Proficient - Reading

Elementary School

PADE 2005-06 25.1 36.1 0.70

Middle School

PADE 2005-06 24.6 31.2 0.79

High School

PADE 2005-06 21.3 28.9 0.74

2007 Urban League of Philadelphia Index	Source	Year	Black	White	Index
EDUCATION (25%) - continued					
Basic - Reading					
Elementary School	PADE	2005-06	23.5	19.4	1.21
Middle School	PADE	2005-06	25.6	18.9	1.35
High School	PADE	2005-06	20.8	14.7	1.41
Below Basic - Reading					
Elementary School	PADE	2005-06	44.1	24.3	0.55
Middle School	PADE	2005-06	39.1	20.1	0.51
High School	PADE	2005-06	51.0	28.2	0.55
SAT Scores					
Math	SDP	2005-06	377	497	0.76
Critical Reading	SDP	2005-06	387	487	0.79
Attainment (35%)					
Educational Attainment (25 years and older)					
Less Than High School Diploma	ACS	2006	24.6%	17.7%	0.72
High School Graduate	ACS	2006	41.6%	36.0%	1.16
Some College or Associate's Degree	ACS	2006	22.0%	18.1%	1.22
Bachelor's Degree	ACS	2006	7.7%	15.3%	0.50
Graduate or Professional Degree	ACS	2006	4.1%	12.8%	0.32
Student Risk Factors (10%)					
Student Attendance Rate in High vs. Low Minority Schools	PADE	2005-6	75.8%	87.2%	0.87
Teacher Attendance Rate High vs. Low Minority Schools	PADE	2005-6	93.6%	94.5%	0.99
Serious Incidents/Capita	PADE	2005-6	0.06	0.04	0.70
Education Index Value					70%

CIVIC ENGAGEMENT (10%)					
Democratic Process (60%)					
Voting Age Population (Number of Persons)	ACS	2005	433,857	477,232	0.91
Actually Voted (Number of Persons)	PCC	2004	193,103	196,408	0.98
Qualified to Vote (Number of Persons)	PCC	2004	300,924	284,436	1.06
Percentage of Population Qualified to Vote in 2004	PCC	2004	69.4%	59.6%	1.16
Percentage of Qualified Voters Who Actually Voted	PCC	2004	64.2%	69.1%	0.93
Volunteerism and Other (40%)					
Volunteering Rate	CNCS	2004-06	12.9%	13.9%	0.93
Employed in Religious, Grantmaking, Civic, Professional, and Similar Organizations	Census	2000	2.5%	2.1%	1.15
Government Workers	ACS	2006	18.9%	13.8%	1.37
Armed Forces	ACS	2006	0.00%	0.00%	1.00
Civic Engagement Index Value					107%

SOCIAL JUSTICE (10%)					
Equality Before the Law (80%)					
Arrests - Over 18 Years of Age					
Part 1 Arrests (%)	PPD	2006	69.9%	29.1%	0.42
Arrests - Homicide (%)	PPD	2006	80.2%	18.5%	0.23
Arrests - Forcible Rape (%)	PPD	2006	77.1%	22.4%	0.29
Arrests - Robbery (%)	PPD	2006	76.0%	23.5%	0.31
Arrests - Aggravated Assault (%)	PPD	2006	74.0%	24.8%	0.34

2007 Urban League of Philadelphia Index	Source	Year	Black	White	Index
SOCIAL JUSTICE (10%) - continued					
Arrests - Burglary (%)	PPD	2006	62.8%	36.4%	0.58
Arrests - Larceny Theft (%)	PPD	2006	63.0%	35.8%	0.57
Arrests - Auto Theft (%)	PPD	2006	71.3%	27.6%	0.39
Part 2 Arrests (%)	PPD	2006	66.9%	32.3%	0.48
Arrests - Under 18 Years of Age					
Part 1 Arrests (%)	PPD	2006	82.4%	16.7%	0.20
Arrests - Homicide (%)	PPD	2006	80.8%	19.2%	0.24
Arrests - Forcible Rape (%)	PPD	2006	86.5%	13.5%	0.16
Arrests - Robbery (%)	PPD	2006	87.6%	12.2%	0.14
Arrests - Aggravated Assault (%)	PPD	2006	82.9%	16.5%	0.20
Arrests - Burglary (%)	PPD	2006	79.5%	20.5%	0.26
Arrests - Larceny Theft (%)	PPD	2006	79.5%	19.1%	0.24
Arrests - Auto Theft (%)	PPD	2006	78.3%	19.2%	0.25
Part 2 Arrests (%)	PPD	2006	77.0%	22.8%	0.30
Youths in Delinquent Placement	DHS	2006	81.4%	8.1%	0.10
Supervised Independent Living Placements	DHS	2006	83.3%	12.5%	0.15
Residential/Institution Placements	DHS	2006	79.7%	7.1%	0.09
Group Home Placements	DHS	2006	76.5%	11.2%	0.15
Foster Care	DHS	2006	86.0%	8.0%	0.09
Offenders of All Types of Offenses (Per 100,000 People)					
All Types of Prior Records					
State Prison	PCS	2006	251	45	0.18
Jail	PCS	2006	276	50	0.18
Probation	PCS	2006	214	63	0.29
No Prior Record					
State Prison	PCS	2006	75	15	0.21
Jail	PCS	2006	100	23	0.23
Probation	PCS	2006	152	47	0.31
In Prison as a % of Arrests	PPD, PCS	2006	2.8%	1.2%	0.42
Average Sentence - Prior Criminal History (Years)					
Average Min Prison - All Offenses	PCS	2006	3.8	3.8	1.00
Average Maximum Prison - All Offenses	PCS	2006	8.0	8.1	1.02
Average Min Prison - Homicide	PCS	2006	7.7	11.4	1.49
Average Max Prison - Homicide	PCS	2006	16.6	24.4	1.47
Average Min Prison - Aggravated Assault	PCS	2006	2.7	2.2	0.79
Average Max Prison - Aggravated Assault	PCS	2006	5.8	4.4	0.75
Average Min Prison - Rape	PCS	2006	8.2	5.5	0.67
Average Max Prison - Rape	PCS	2006	16.5	11.8	0.71
Average Min Prison - Burglary	PCS	2006	2.8	2.9	1.05
Average Max Prison - Burglary	PCS	2006	5.7	6.2	1.09
Average Min Prison - Robbery	PCS	2006	2.9	3.9	1.33
Average Max Prison - Robbery	PCS	2006	6.2	8.2	1.34
Average Min Prison - Drugs	PCS	2006	1.6	1.7	1.09
Average Max Prison - Drugs	PCS	2006	3.4	3.8	1.10
Average Min Jail - All Offenses	PCS	2006	0.7	0.6	0.92
Average Max Jail - All Offenses	PCS	2006	1.8	1.8	1.02
Average Min Jail - Aggravated Assault	PCS	2006	0.6	0.7	1.12
Average Max Jail - Aggravated Assault	PCS	2006	1.9	1.9	1.00
Average Min Jail - Burglary	PCS	2006	0.9	0.8	0.81

2007 Urban League of Philadelphia Index	Source	Year	Black	White	Index
SOCIAL JUSTICE (10%) - continued					
<i>Average Max Jail - Burglary</i>	PCS	2006	2.0	1.9	0.92
<i>Average Min Jail - Robbery</i>	PCS	2006	0.7	0.6	0.89
<i>Average Max Jail - Robbery</i>	PCS	2006	1.9	1.9	0.99
<i>Average Min Jail - Theft</i>	PCS	2006	0.5	0.5	0.90
<i>Average Max Jail - Theft</i>	PCS	2006	1.7	1.8	1.07
<i>Average Min Jail - Drugs</i>	PCS	2006	0.6	0.6	0.99
<i>Average Max Jail - Drugs</i>	PCS	2006	1.6	1.7	1.07
<i>Average Probation - All Offenses</i>	PCS	2006	3.0	2.9	0.97
<i>Average Probation - Theft</i>	PCS	2006	2.2	2.3	1.05
<i>Average Probation - Drugs</i>	PCS	2006	2.1	2.3	1.07
Average Sentence - No Prior Criminal History (Years)					
<i>Min Prison</i>	PCS	2006	4.3	4.1	0.96
<i>Maximum Prison</i>	PCS	2006	9.1	9.1	1.00
<i>Min Jail</i>	PCS	2006	0.6	0.5	0.89
<i>Max Jail</i>	PCS	2006	1.8	1.7	0.95
<i>Probation</i>	PCS	2006	3.0	2.8	0.96
Victimization (20%)					
<i>Victims of All Part 1 Crimes (%)</i>	PA UCR	2006	46.6%	49.4%	1.06
<i>Victims of All Part 1 Crimes-Males (%)</i>	PA UCR	2006	42.6%	52.6%	1.24
<i>Victims of All Part 1 Crimes-Females (%)</i>	PA UCR	2006	52.0%	45.1%	0.87
<i>Victims of Part 1 Crimes - Homicide - Males (%)</i>	PA UCR	2006	78.3%	21.7%	0.28
<i>Victims of Part 1 Crimes - Homicide - Females (%)</i>	PA UCR	2006	50.0%	50.0%	1.00
<i>Victims of Part 1 Crimes - Robbery - Males (%)</i>	PA UCR	2006	45.5%	47.8%	1.05
<i>Victims of Part 1 Crimes - Robbery - Females (%)</i>	PA UCR	2006	45.1%	48.5%	1.07
<i>Victims of Part 1 Crimes - Agg. Assault - Males (%)</i>	PA UCR	2006	61.6%	35.8%	0.58
<i>Victims of Part 1 Crimes - Agg. Assault - Females (%)</i>	PA UCR	2006	74.1%	25.2%	0.34
<i>Victims of Part 1 Crimes - Burglary - Males (%)</i>	PA UCR	2006	40.6%	52.1%	1.28
<i>Victims of Part 1 Crimes - Burglary - Females (%)</i>	PA UCR	2006	53.0%	44.4%	0.84
<i>Victims of All Part 2 Crimes (%)</i>	PA UCR	2006	50.8%	45.9%	0.90
<i>Victims of All Part 2 Crimes - Males (%)</i>	PA UCR	2006	42.6%	52.5%	1.23
<i>Victims of All Part 2 Crimes - Females (%)</i>	PA UCR	2006	57.2%	40.9%	0.71
Social Justice Index Value					66%

Overall Index Value

72%

Source Acronym	Source Name
ACS.....	American Community Survey
DHS.....	Department of Human Services
CNCS.....	Corporation for National and Community Service
PA UCR.....	Pennsylvania Uniform Crime Reporting System
PADE.....	Pennsylvania Department of Education
PADH.....	Pennsylvania Department of Health
PADW.....	Pennsylvania Department of Welfare
PCC.....	Philadelphia City Commissioner
PCS.....	Pennsylvania Commission on Sentencing
PHMC.....	Philadelphia Health Management Corporation
PPD.....	Philadelphia Police Department
SDP.....	School District of Philadelphia

“It is critically important to Black America to quantify and enumerate just how far African Americans have climbed on the Index of Equality since that moment two centuries ago when the white men who constructed the American government created an invidious concept of measurement—three-fifths of a person—to define the value of the enslaved Africans and African Americans who were doing more than their share to build the American nation.”

– Marc H. Morial, President & CEO,
National Urban League



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