Welcoming Diversity

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Executive Director
The Alliance is a new Connecticut-based civil rights non-profit that is developing an urban-suburban interracial coalition to advocate for access to opportunity, particularly through promoting affordable housing development in thriving communities.
SOMETIMES YOU JUST HAVE TO TALK ABOUT RACE...

http://thedailyshow.cc.com/videos/g65t3j/the-r-word
When talking about race, ethnicity, and income, we ask that you:

- Be respectful.

- Be forgiving of others in the audience in order to create a safe space for discussion.

- Share your opinion.
CT is one of the most racially, ethnically, and economically segregated states in the country.

Racially Concentrated Area of Poverty
- > 50% minority population
- 3x regional poverty rate

Sources: ACS 2006 to 2010 table B17019, Census 2010 SF2 table PCT5, RCAP formula from HUD

RCAPS = < 1% of the areas of Connecticut (39 square miles)
### Racial/Ethnic Segregation in CT by Land Area and Density

<table>
<thead>
<tr>
<th>Analysis Category</th>
<th>Percentage of Connecticut Land Area</th>
<th>People per Square Mile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disproportionately White Areas (72% White or greater)</td>
<td>= 93.5%</td>
<td>506</td>
</tr>
<tr>
<td>Disproportionately Minority Areas (30% minority or greater)</td>
<td>= 5.8%</td>
<td>3,948</td>
</tr>
<tr>
<td>High Poverty Areas (Poverty greater than 9.2%)</td>
<td>= 10.5%</td>
<td>2,940</td>
</tr>
<tr>
<td>Racially Concentrated Areas of Poverty (50% or greater minority + 3x regional poverty)</td>
<td>= &lt; 1%</td>
<td>7,400</td>
</tr>
</tbody>
</table>
RACE & ETHNICITY BY TOWN

- % White (Non-Hispanic)
- % People of Color

<table>
<thead>
<tr>
<th>Town</th>
<th>% White</th>
<th>% People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Hartford</td>
<td>42</td>
<td>58</td>
</tr>
<tr>
<td>Glastonbury</td>
<td>86</td>
<td>14</td>
</tr>
<tr>
<td>Hartford</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>Manchester</td>
<td>66</td>
<td>34</td>
</tr>
<tr>
<td>Marlborough</td>
<td>93</td>
<td>7</td>
</tr>
<tr>
<td>West Hartford</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>Wethersfield</td>
<td>85</td>
<td>15</td>
</tr>
</tbody>
</table>
WHY SHOULD WE CARE ABOUT WHERE PEOPLE LIVE?

Reason 1: Outcomes
Connecticut is home to some of the most severe disparities in school performance between White children and Latino and Black children in the nation.
RACE IN SCHOOLS

<table>
<thead>
<tr>
<th>City</th>
<th>% White (Non-Hispanic)</th>
<th>% People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Hartford</td>
<td>19</td>
<td>18</td>
</tr>
<tr>
<td>Glastonbury</td>
<td>82</td>
<td>18</td>
</tr>
<tr>
<td>Hartford</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manchester</td>
<td>47</td>
<td>53</td>
</tr>
<tr>
<td>Marlborough</td>
<td>97</td>
<td>3</td>
</tr>
<tr>
<td>West Hartford</td>
<td>63</td>
<td>37</td>
</tr>
<tr>
<td>Wethersfield</td>
<td>77</td>
<td>23</td>
</tr>
</tbody>
</table>

- % White (Non-Hispanic) vs % People of Color
PERCENT FREE OR REDUCED-PRICE LUNCH IN SCHOOLS

- East Hartford: 61%
- Glastonbury: 6%
- Hartford: 93%
- Manchester: 43%
- West Hartford: 17%
- Wethersfield: 12%
Connecticut has some of the widest gaps in unemployment rates by race and ethnicity in the country.

- While the unemployment rate for Whites was around 8.4% in 2012, it was about 17.3% for Latinos and 17% for Blacks.

- Connecticut has the second widest gap in the U.S. in unemployment rates between Latinos and Whites and the 10th widest gap between Blacks and Whites.
Connecticut has some of the highest incarceration rates by race and ethnicity in the country.

- With 12 Blacks incarcerated for every White inmate, Connecticut has the fourth highest Black/White ratio in the country.

- Connecticut has *the highest* Latino/White incarceration rate in the country – 6.6 Latinos are incarcerated for every White inmate.
Starkly different health outcomes for Black and Latinos and Whites are longstanding and cut across health indicators.

- For example, in Connecticut, infant mortality rates for Blacks and Latinos are three and two times greater, respectively, as compared to Whites.

- In 2009, Connecticut asthma hospitalization rates for Blacks and Latinos were almost five times that for White non-Latinos.
Race and income are almost inextricably intertwined and the income gap between the rich and poor is growing in Connecticut. Since the 1970s, Connecticut has experienced the greatest increase in the income disparity between the top 20% and bottom 20% of income earners in the nation.
WHY SHOULD WE CARE ABOUT WHERE PEOPLE LIVE?

Reason 2: Access to Opportunity
50 years of social science research demonstrates that where we live dictates the opportunities we have access to such as thriving schools, safe neighborhoods and social networks that lead to jobs.

John Powell, of Berkeley and his colleagues have developed a system to measure opportunity.
# IMPACT ON OPPORTUNITY

<table>
<thead>
<tr>
<th>Educational Indicators</th>
<th>Economic Indicators</th>
<th>Neighborhood/Housing Quality Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students Passing Math Test scores</td>
<td>Unemployment Rates</td>
<td>Neighborhood Vacancy</td>
</tr>
<tr>
<td>Students Passing Reading Test scores</td>
<td>Population on Public Assistance</td>
<td>Crime Rate</td>
</tr>
<tr>
<td>Educational Attainment</td>
<td>Job Growth</td>
<td>Neighborhood Poverty Rate</td>
</tr>
<tr>
<td></td>
<td>Employment Access</td>
<td>Homeownership Rate</td>
</tr>
<tr>
<td></td>
<td>Job Diversity</td>
<td></td>
</tr>
</tbody>
</table>

**Final Opportunity Score (Map)**

**Impacts on Opportunity**

- **Education Opportunity Score**
- **Economic Opportunity Score**
- **Housing & Neighborhood Score**

**Equation**:

Education Opportunity Score + Economic Opportunity Score + Housing & Neighborhood Score = Final Opportunity Score (Map)
WHERE DO WE LIVE?
OPPORTUNITY BY RACE AND ETHNICITY IN CT

% of People by Race & Ethnicity Living in Lower Opportunity Areas

- Blacks: 73%
- Latinos: 73%
- Whites: 26%
- Asians: 36%
WHY SHOULD WE CARE ABOUT WHERE PEOPLE LIVE?

Reason 3: Diversity

is in our DNA
The more separated we are, the more we fall back on stereotypes.

"Diverse schools are linked to a host of positive learning outcomes for white students. These include more robust classroom discussions, the promotion of critical thinking and problem-solving skills and higher academic achievement." (National Coalition on School Diversity)

"Diversity is essential to growth and prosperity of any company: diversity of perspectives, experiences, cultures, genders, and age. Why? Because diversity breeds innovation. And innovation breeds business success." (Forbes)
WHY SHOULD WE CARE ABOUT WHERE PEOPLE LIVE?

Reason 4: We All Benefit from Equality
More unequal societies have more problems with general health, mental illness, infant mortality, drug use, obesity, imprisonment rates, teenage pregnancies and homicides.

More equal societies have better education and general health, more innovation, higher social mobility and more trust.

How much richer are the richest 20% than the poorest 20%?

*Income gaps*
How many times richer are the richest fifth than the poorest fifth

(Wilkinson & Picket)
EQUALITY IS STRENGTH

Index of:
- Life expectancy
- Math & Literacy
- Infant mortality
- Homicides
- Imprisonment
- Teenage births
- Trust
- Obesity
- Mental illness – incl. drug & alcohol addiction
- Social mobility

(Wilkinson & Picket)
WHY SHOULD WE CARE ABOUT WHERE PEOPLE LIVE?

Reason 5: The Future of Our Economy
SHIFTING DEMOGRAPHICS: GROWTH IN POPULATION OF COLOR

% People of Color in CT by Year

BUT

Majority-minority schools have fewer resources.

Voices for Children report:

Disproportionately minority schools have larger kindergarten class sized and fewer experienced teachers.
Bring resources to areas that are struggling.

- This has been happening for years, but we can do it better.

Link people in groups that have been isolated from opportunity to higher opportunity areas. Through:

- Housing
- Education
- Transportation
SOLUTIONS

- **FAIR SHARE**: Plan for all towns in Connecticut to take on their fair share of affordable housing.

- **BALANCE**: Bringing balance to the location of hard units of government-supported housing.

- **CHOICE**: Ensuring true housing choice through enforcing fair housing laws and promoting mobility counseling.

- **DATA**: Requiring the collection and analysis of appropriate data to measure progress.

- **CITY LIFT**: Promoting policies that work to lift up struggling areas.
WHAT YOU CAN DO

- Join Open Communities Alliance

- Support OCA

- Volunteer OCA

- Hold a meeting in your home

- Work with us to create changes on the state and municipal level

DO SOMETHING!