



2020 REPORT ON EQUITY AND INCLUSION

OCTOBER

IMAGINE COLUMBUS

AN INITIATIVE OF UNITED WAY OF BARTHOLOMEW COUNTY



LEARNING BY LISTENING TO OTHERS

DIVERSITY, EQUITY AND INCLUSION IN OUR COMMUNITY

National and local protests have brought to light for us the voices loud and clear that racial disparities and injustice are very much ingrained in our world and everyday life. Columbus has successfully implemented many on-going ethnic events and cultural stakeholder groups. However, an individual's experience of living in our community will vary depending on the color of their skin or the amount of money in their bank account.

At United Way of Bartholomew County, we have spent the last three years having conversations about the realities of disparities in equity, listening to people, and looking through the eyes of people living it. While our community makes a considerable effort to be inclusive, and we are moving in the right direction, there is still a considerable way to go until we can say we live in a truly equitable community.

In Bartholomew County, the inequities that exist go beyond just race. Our support systems must provide adequately in the areas of health, education and financial stability to provide the basic building blocks of a stable life for everyone. In a system, race and equity are intertwined, and need to be addressed together.

In 2018, Imagine Columbus was formed as a cross-sector coalition to work across the many domains of inclusion. Through engaging community members in meaningful discussions and actions, Imagine Columbus seeks to answer the question: How might we work together to become a more inclusive community?

This report was created through a partnership of Imagine Columbus and United Way of Bartholomew County based on local data and community perceptions. The data and the perceptions both indicate the same story: we still have work to do, and we all have a role to play in creating a more equitable future.

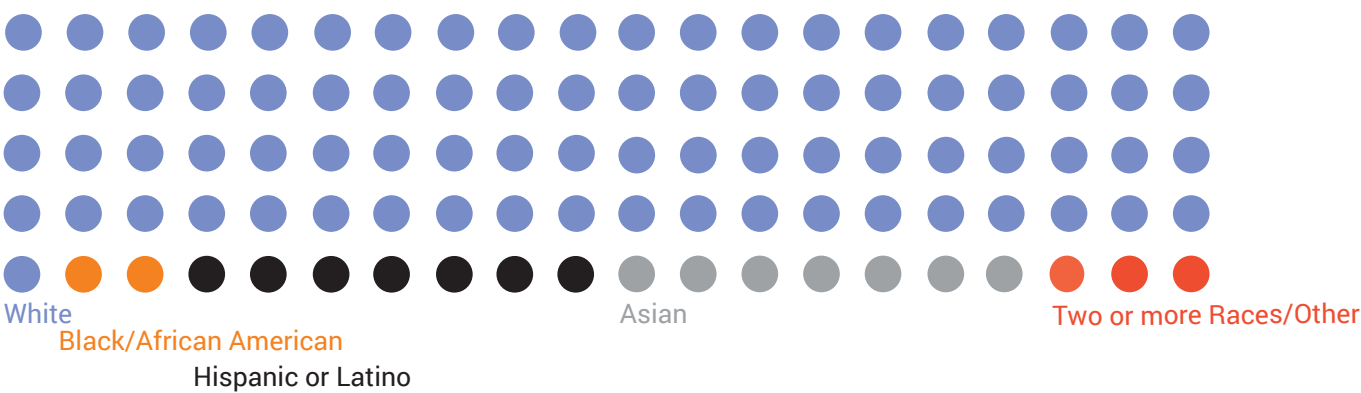
Mark Stewart
President of United Way of Bartholomew County

Imagine Columbus Guiding Team
Joy King, Convener
Lorraine Smith
Shirley Trapp
Sondra Bolte
Rev. Nic Cable
Ashish Paliwal
Grace Kestler
Aida Ramirez
Eduardo Martinez

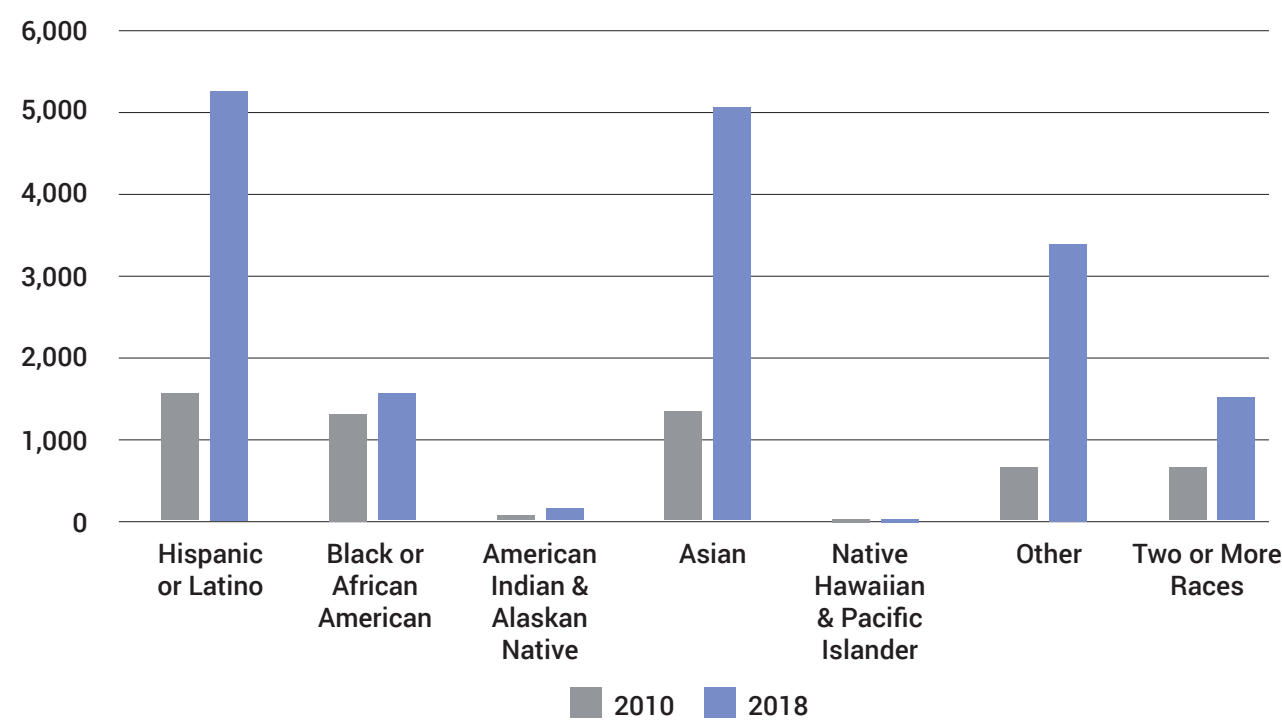
OUR COMMUNITY AT A GLANCE

Between 2010 and 2018 , Bartholomew County’s population grew 9.1% (6,898 people). The population growth was driven primarily by people of color rather than the white population. The White demographic grew by 611 people (.9%) while the population of people of color grew by 6,287 people (69.1%). The White demographic as a percentage of total population dropped from 89.5% in 2010 to 81.2% in 2018. Between 2010 and 2018, 91.1% of Bartholomew County’s population growth was attributable to people of color. This trend is expected to continue based on the BCSC Enrollment by Race/Ethnicity data.

Total Population of Bartholomew County in 2018



Population Growth from 2010 to 2018



WHY DISPARITIES MATTER

At United Way, we look for innovative ways to address our community's toughest challenges, and we rely on data to tell us what challenges are most prevalent. Despite the population increase of people of color in our community, the data tells us that people of color face disproportionate challenges.

Our areas of focus - health, education and financial stability - look completely different to people from different races, ethnicities, identities, and income levels. To attempt to address our communities toughest challenges without addressing the disparities that exist for diverse groups, would be failing to tackle the issues at all.

The ultimate goal of this work is equity - which is the elimination of disparity. However, our community will not be able to achieve equity without focusing heavily on creating an inclusive environment built on respect and dignity. Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people.



Diversity

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.

Inclusion

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community.

Equity

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an inclusive environment built on respect and dignity.

DISPARITIES IN FINANCIAL STABILITY

ALICE households are those that earn more than the US poverty level, but less than basic cost of living for Bartholomew County

ALICE Data by Ethnicity		
	Under ALICE Threshold	Over ALICE
White	34.3%	65.7%
Asian	12.3%	87.7%
Hispanic	63.7%	36.3%
Black	34.2%	65.8%
Multi-racial	39.9%	60.0%

Poverty Status - 2018

- American Indian: 69.9%
- Other: 51.1%
- Hispanic/Latinx: 35.6%
- White: 12.0%
- Black: 7.4%
- Asian: 4.3%

Median Income

- Other: \$25,000
- Hispanic/Latinx: \$40,795
- Black: \$54,265
- White: \$57,220
- Asian: \$98,710

Local residents in increasing numbers have found themselves challenged to provide even the essential needs for themselves and their families. Hardest hit are those already on the edge of financial stability.

Over 10,000

Bartholomew County households struggle to meet their most basic needs

19 out of 25

most common jobs do not earn enough to support a single working parent with one child

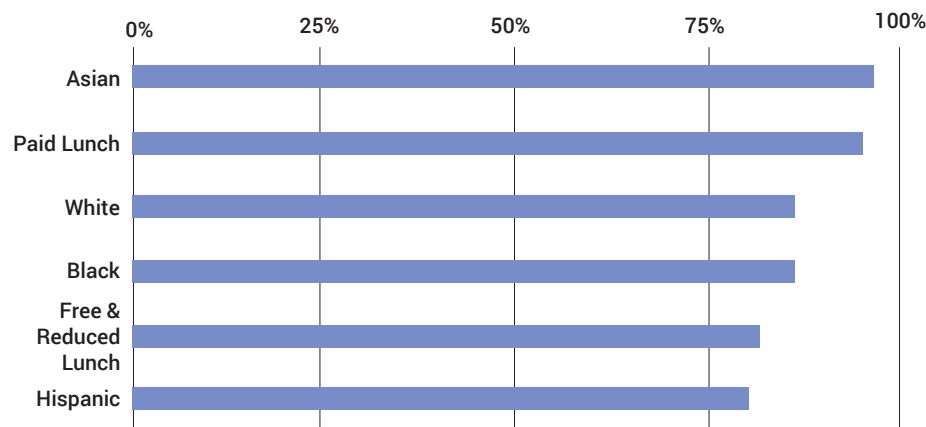
Only four percent of those raised in the bottom 20 percent income bracket make it all the way to the top 20 percent. The socio-economic class that you are born into largely determines how much you earn as an adult – regardless of personal attributes or characteristics.

-U.S. Department of Treasury

DISPARITIES IN EDUCATION

Educational attainment is a strong predictor for many of the factors that affect a person's quality of life. It affects income level, health and civic engagement.

2019 Graduation Rate Disaggregated



30%

People of color represent 30% of the total BCSC population.

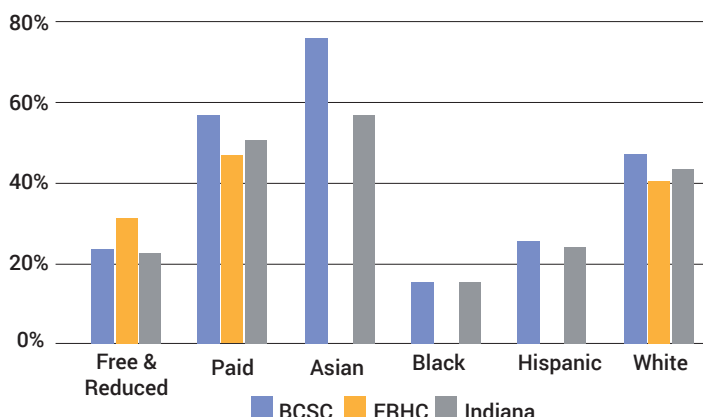
- Hispanic/Latino: 15.9%
- Asian: 7%
- Black: 2.4%

On average, households headed by a high school graduate accumulate ten times more wealth than households headed by a high school dropout. In other words, for every \$500 of wealth households headed by a high school dropout have, their peers with diplomas have accumulated approximately \$5,000.

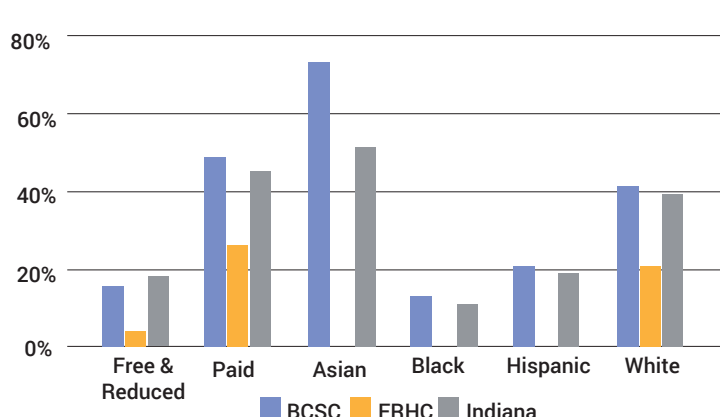
Places that have good outcomes for one racial group do not always have good outcomes for others.

-Raj Chetty, Harvard University, The Opportunity Atlas
Courtesy of CivicLab

2019 ILEARN Passing Rate - Disaggregated



2019 ISTEP Passing Rate (10th Grade) Disaggregated



DISPARITIES IN HEALTH

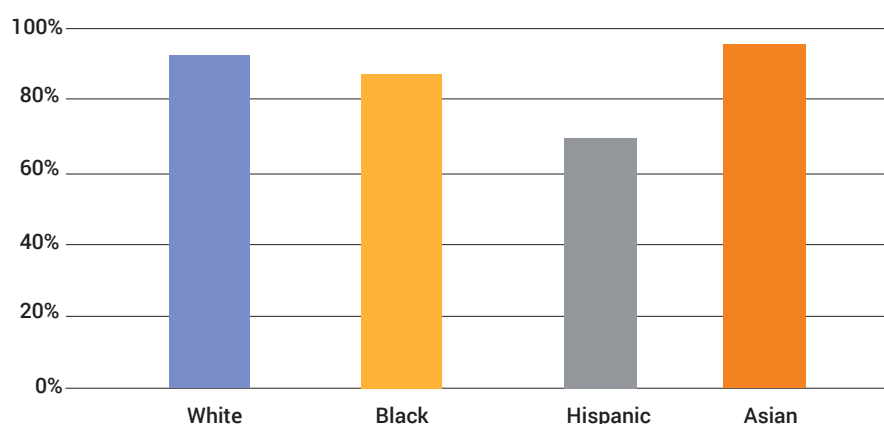
For our community to have children who are successful in school, and adults who are financially stable, they must first have the resources needed to be able to live healthy lifestyles. Research has shown that health is significantly affected by social factors such as education, income and quality of neighborhood and working environments.

The neighborhood in which a child grows up has substantial causal effects on his or her prospects of upward mobility.

-Raj Chetty, Harvard University, The Opportunity Atlas

Courtesy of CivicLab

Access to Health Insurance by Race & Ethnicity

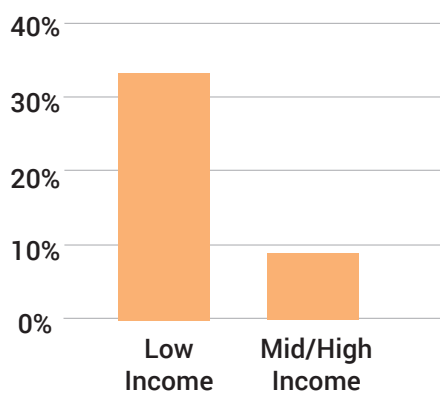


In our own community, individuals living in Census Tract 109, Tipton Lakes, have a life expectancy of 83 years, while those in tract 101, the Lincoln Central Neighborhoods have a life expectancy of 71.6 years.

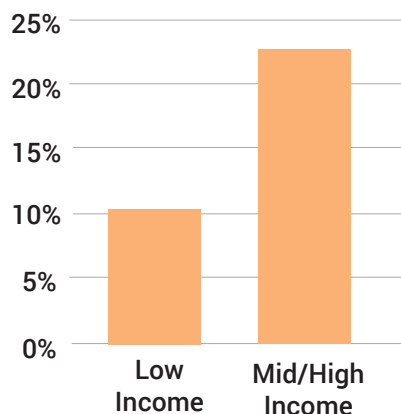
9.2%

of Bartholomew County residents do not have health insurance

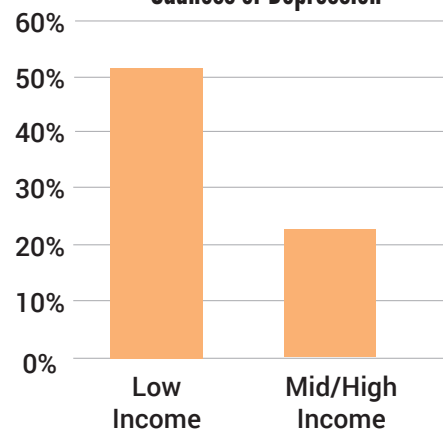
Experience 'Fair' or 'Poor' Mental Health



Meets Physical Activity Recommendation



Experienced a 2-Week Period of Sadness or Depression



RACIAL DISPARITIES IMPACT EACH STEP OF A PERSON'S LIFE

SOURCE: BUSINESS ROUNDTABLE, ADVANCING RACIAL EQUITY & JUSTICE

In 2019, White families had eight times the wealth of Black families, and five times more wealth than Hispanic families. Until the systematic inequities that create these trends are addressed, the cycle will only continue due to the generational distribution of wealth that is illustrated below.



Wealth

White	23%
Hispanic	6%
Black	11%

White individuals are 2x more likely to benefit from wealth transfer



Education

White	40%
Hispanic	19%
Black	26%

Black individuals obtain 4-year degrees at 65% the rate of White individuals



Legal

White	268
Hispanic	797
Black	1,501

Black individuals are 6x more likely to be involved with the justice system



Income

White	\$1.00
Hispanic	\$0.91
Black	\$0.87

Black individuals make 87 cents for every \$1 White individuals make



Credit

White	16%
Hispanic	28%
Black	28%

Black individuals are 2x more likely to lack credit access



Health

White	7%
Hispanic	12%
Black	13%

Black individuals are 2x more likely to have chronic health issues



Home-ownership

White	28%
Hispanic	54%
Black	58%

Black individuals are 2x more likely to rent vs. own



Savings

White	\$154K
Hispanic	\$20K
Black	\$25K

White individuals have 5 times the savings of Black individuals

WHAT PEOPLE ARE SAYING

The following quotes come from the 2018 Welcoming Community Survey Sponsored by Heritage Fund - the Community Foundation of Bartholomew County.

INCLUSION HAPPENS WITHIN POCKETS IN OUR COMMUNITY

"I think the Cummins bubble creates a perception that we are a very diverse community. I think we are but we don't necessarily engage other areas of diversity unless you are in a higher income bracket - or are prone to get engaged."

"This really depends on ones' social circles. Some are very inclusive; others are not. We definitely have cliques."

NATIONAL POLITICAL CLIMATE IS HAVING A SIGNIFICANT IMPACT LOCALLY

"I have seen racism and more rear its ugly head since the election and willing to come out of the shadows. This has created fear among our children as well as adults."

"Sadly, under our current leadership, I feel diversity isn't as welcoming as it once was."

DIVERSITY AND INCLUSION IS PRIMARILY DRIVEN BY CORPORATIONS, INSTITUTIONS, AND GOVERNMENT

"Although there is much inclusivity and acceptance of cultures by our major employers, there is still a large percentage of our community that does NOT seem to value or accept immigrants - both documented and undocumented. Many in Columbus, across all social classes, are intolerant of those with alternative lifestyles, unsupportive of women's rights issues and racially biased."

"I am glad the city, big corporations and the school system value diversity and inclusivity, but I don't think the majority of citizens really agree with that attitude deep down."

LEVEL OF WELCOMING DEPENDS ON WHO YOU ARE

"White people in Columbus like to think Columbus is a welcoming, friendly, inclusive community and I think it is for most white people but not that is not the case for people of color."

"I have a couple of friends of color who have said Columbus is not as welcoming for them as it is for me."

THE BUSINESS CASE FOR DIVERSITY, INCLUSION, AND EQUITY

HARVARD RESEARCHERS HAVE IDENTIFIED IT AS A '**BUSINESS IMPERATIVE**' TO HAVE A DIVERSE GROUP THAT BRINGS NEW AND DIFFERING PERSPECTIVES

Since 2010, Bartholomew County's population growth has been driven primarily by people of color. As the makeup of our community shifts, it is imperative that the organizations and businesses supported by our community also shift. Diversity, equity, and inclusion within organizations has been proven to have considerable benefits.

Research shows that diverse organizations are more successful at retaining talent¹. Focus groups conducted with local individuals have called attention to a concern over Columbus' retention rate among diverse populations - an issue that will only become more pressing as the population demographics continue to shift. Additionally, organizations with inclusive business practices are over 50% more likely to improve their reputations².

However, the benefits of increased diversity and inclusion go beyond just perceptions. When the employees within a business are representative of the larger population, they are more likely to understand the target audience. McKinsey & Company's most recent report found that companies in the top quartile for gender diversity were 25 percent more likely to have above-average profitability than the companies with the lowest levels of gender diversity³. Equally compelling, when looking at racial diversity and profitability, companies in the top quartile for racial diversity outperformed those with low levels of diversity by 36 percent⁴.

The profit benefits of increased diversity are often attributed to the fact that increasing diversity can improve the quality of decision-making, by bringing in new perspectives which encourage discussion and debate⁵. In today's competitive innovation-driven environment, Harvard researchers have identified it as a "business imperative" to have a diverse group that brings new and differing perspectives⁶. This sentiment is precisely why CEOs of Amazon, Anthem, Apple, Boeing, Cummins, Eli Lilly, Goldman Sachs, Microsoft, and others are making commitments and taking action to advance racial equity within their organizations⁷.

It is important, however, to remember that steps to increase equity and inclusion within organizations must be thoughtful and substantive. Changing the number of traditionally underrepresented people within an organization, and doing nothing else, does not automatically solve the issue. Unless the culture changes along with the demographics, those added to the groups will often feel that their perspective is not welcomed and may refrain from speaking up. The Harvard Business Review highlights that in order to make substantive change, what matters most is whether an organization is willing to reshape its power structure⁸. To make true progress towards inclusion, the organizational culture must change along with the demographics.

1. Catalyst. June 2020, *Why Diversity and Inclusion Matter*
2. International Labor Organization, May 2019, *The Business Case for Change*.
3. McKinsey & Company. 2020, *Diversity Wins: How Inclusion Matters*
4. McKinsey & Company. 2020, *Diversity Wins: How Inclusion Matters*.

5. Harvard Law School. July 2020, *Maximizing the Benefits of Board Diversity*
6. Harvard Law School. July 2020, *Maximizing the Benefits of Board Diversity*
7. Business Roundtable. 2020, *Advancing Racial Equity and Justice*
8. Harvard Business Review. 2020, *Getting Serious About Diversity*

NEXT STEPS



In the coming months Imagine Columbus and the United Way will accomplish the following steps:

- 1.** Imagine Columbus will hold a series of listening sessions to better gauge the opinions of those living in our community who have dealt with issues of diversity, inclusion, and equity their entire lives. Imagine Columbus will hear from over 100 people through approximately 20 small group conversations. The purpose of these conversations is to elevate the voices of those who are not often heard.
- 2.** United Way of Bartholomew County will incorporate routine Board and staff training sessions to help our organization better understand the deeply complex issue of equity.
- 3.** United Way of Bartholomew County will comprehensively review our Community Investment Process and make improvements to the process in order to achieve a more equitable distribution of funds to our community.
- 4.** Develop a community-wide strategy to promote more opportunities for people from diverse backgrounds to grow their leadership skills.