ANNUAL REPORT 2023

TULSA EQUALITY INDICATORS

Measuring change toward greater equality in Tulsa

CUNY INSTITUTE FOR STATE & LOCAL GOVERNANCE
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CITY OF TULSA

This report was prepared by the Tulsa Area United Way in partnership with the City of Tulsa. The Tulsa Equality Indicators 2023 Annual Report and data are available online at tulsaei.org.

Photo courtesy of City of Tulsa Communications Department

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LETTER FROM G.T. BYNUM MAYOR, CITY OF TULSA

Dear Tulsans,

I am pleased to share the sixth edition of our Equality Indicators Report. Over these six years, this report has been a tool our city has used to understand where we are making progress in closing disparities and where we need to do more work. Our aim in publishing a report like this has not changed – it is to show our commitment to measure progress towards equality in Tulsa. Our efforts to advance equity, resilience, and welcoming are helping us move in that direction.

When we first released this report in 2018, our city was embarking on a journey to name historical inequities that have impacted social and economic outcomes, and to organize efforts, strategies, and resources to do something to address them. At that time, we launched the Resilient Tulsa strategy, created the office of resilience and equity, established an immigrant and refugee inclusion plan, and implemented dozens of initiatives to help support our communities access resources, supports, and to engage with city government. Through those plans and strategies, we aimed to normalize conversations that were difficult to have about our past. Each edition of our Equality Indicators report has helped us do that normalizing work. Without a common language of words or numbers, we can't identify our challenges and most certainly not identify our progress.

Each report includes progress on 54 indicators related to health, education, justice, housing, services, and economic opportunity. But we have also done more than just measure and report – we have increased capacity in Tulsa to make meaning of this data. Our community has had conversations via our equity dialogues and through our Equality Indicators Learning summits. We have created conversations among hundreds of individuals through multiple interactive learnings series, and we have amplified the work of dozens of nonprofit and government offices that are helping to address the issues we see in the data. We have reached Tulsans from all parts of our city to help connect the data to action.

It is my hope that Tulsa will continue to take an honest look at where we are in improving outcomes in education, justice, housing, services, health, and economic opportunity for all Tulsans. The next generation of Tulsans has a baseline to work with thanks to this report. Thank you to the many Tulsans, the staff at nonprofit organizations, and the public servants at various city and other government agencies, who work every day to make sure we are making progress towards equality. No one report and no one number or score can tell the story of Tulsa's journey to address racial inequities, but this report is a piece of that story. We have laid the groundwork for how cities should be looking to measure their own disparities. I look forward to seeing Tulsa progress and lead in this space.

Overall, Tulsa has improved its Equality Score since 2018 with increases in education, public health, economic opportunity, and housing themes. It is my hope that Tulsans will continue to use these scores to look at ways to ensure that every Tulsan, no matter their race, ethnicity, zip code, or other identity, has an opportunity for a healthy life. Thank you to our vast and robust network of non-profit organizations, local businesses, faith-based institutions, and government partners, who are making Tulsa better every day.

Photo courtesy of City of Tulsa Communications Department

A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2022 REPORT

CONFRONTING HISTORIC RACISM

- The Kirkpatrick Heights Greenwood Master Plan Steering Committee formally endorsed the formation of a Community Development Corporation (CDC) as the governance model to ultimately manage the redevelopment of 56 acres of the historic Greenwood neighborhood, which will ensure that the community's vision for the neighborhood is implemented.
- In 2023, Equity Dialogue facilitators hosted six dialogues that took place during the National Day of Racial Healing in January and during May and June at various libraries. Training for facilitators was also held during Welcoming Week in September to increase the number of bilingual facilitators. Since 2018 the City of Tulsa has trained more than 100 Tulsans to facilitate Equity Dialogues, hosted more than 50 dialogues, and reached over 500 people.
- Completed the third full excavation at Oaklawn Cemetery as part of the City's search for victims from the 1921 Tulsa Race Massacre — a step that further moves the needle on the City's search and one that solidifies the City's commitment to find answers from more than 100 years ago. As part of the genetic genealogy portion of the investigation, six surnames and locations of interest have been identified by Intermountain Forensics, the Utah-based laboratory assisting the City with DNA and genealogical analysis. The City of Tulsa and Intermountain Forensics announced the need for additional participation in the genealogical process, which continues to this day.
- The City created an Asian Affairs Commission to recognize Tulsa's growing Asian community. The Mayor's Office of Resilience and Equity (MORE) established a working group of 26 Asian leaders to help create the new Commission, which was approved by the City Council. The Commission's first meeting was held in January 2024.

ECONOMIC OPPORTUNITY

- Celebrated $245 million in new investments that were made in Tulsa during the second year of operation of the City's new economic development arm, PartnerTulsa (formerly Tulsa Authority for Economic Opportunity or TAEO).
- Broke ground on a new entrepreneurship incubator that will be located in the historic Moton Hospital on E. Pine St. and N. Greenwood Ave. Greenwood Entrepreneurship at Moton (GEM) is a $9 million center that will eliminate a source of neighborhood blight and catalyze business growth in North Tulsa. The project is made possible by a $4 million contribution from the City of Tulsa and in partnership with the Tulsa Economic Development Corporation.
- The Office of Financial Empowerment (OFE) began the process to expand the Financial Empowerment Center's (FEC) capacity by bringing on a second provider partner. This addition will increase the number of FEC counselors serving Tulsans from four to seven once fully implemented. In partnership with several agencies, the OFE also provided outreach and education opportunities to help Tulsans prepare for the return to repayment of federally held student loans which had previously been paused due to the pandemic. In 2023, the OFE coordinated the integration of the FEC with utilities department to help customers become current who have fallen behind on their payments. In addition, the OFE led a program integration with Municipal Court to determine future scalability. Clients who participate in this program can have a portion or all their fines and fees forgiven.
- Mayor G.T. Bynum and the Tulsa City Council appropriated $1 million in American Rescue Plan Act funds to seed capital improvements to launch a new business incubator for small businesses and entrepreneurs in East Tulsa (i.e. Tulsa Global District), an area with high rates of immigrant entrepreneurship. This business incubator will be the first in Oklahoma to include robust programmatic support to launch and scale immigrant businesses and serve as a model for inclusive economic growth.
- Progressed on the Kirkpatrick Heights - Greenwood Area Master Plan, which includes revitalizing 56 acres of publicly owned property in the Kirkpatrick Heights and Greenwood areas of North Tulsa. Thanks to Tulsa voters who passed the third round of Improve Our Tulsa, $7 million is available to begin implementation of plan priorities.
- The Tulsa Women's Commission continued their Women in the Workforce initiative to research and understand the key barriers to women in the workforce and childcare and collect stories of women and families struggling with lack of quality childcare options.

A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2022 REPORT

HOUSING

- Exceeded our two-year $500 million Housing Challenge goal in under one year, with the total sitting at more than $526.95 million at the end of 2023. This total captures all types of housing projects (new construction, renovations, conversions) and a variety of single-family, multi-family, and everything in-between. Established a housing fund in excess of $100 million thanks to voters approving the third Improve Our Tulsa sales tax package. This is the largest public commitment to housing construction in Tulsa history.
- The City committed $900,000 to a Tulsa Economic Development Program that will provide a revolving loan fund to developers to provide affordable housing to people with Housing Choice Vouchers.
- Announced nine program and policy steps to address homelessness and public safety in coordination with the Housing, Homelessness and Mental Health (3H) Task Force, all of which are either funded, underway, or completed.
- Continued progress on major housing projects across the city, including significant steps on the renovation of the Historic Laura Dester site in the Pearl District into 72 affordable housing units, and the groundbreaking of Black Wall Street Square, a modern development of townhomes in North Tulsa that pays homage to the traditional brownstone architecture, a hallmark of the historic 1920s Greenwood District and Black Wall Street.
- Received 16 proposals totaling $31 million in requested funding and 1,600 total housing units, in response to the Affordable Housing Trust Fund RFP. Seven projects were ultimately recommended for loan funding totaling $6.0 million representing 547 total units, with 510 of those being affordable units.
- Redeployed nearly $5 million in loan funds to two developers who submitted successful proposals to support housing in Downtown Tulsa.
- MORE staff helped individuals access resources to help them recover from the June 2023 windstorm by coordinating three Emergency Repair Grant Workshops held at three regional libraries in East, West, and North Tulsa in July, August, and September.
- Created a Multi-Family Housing Team consisting of two Code Enforcement Officers and one Assistant Fire Marshal to enforce nuisance, property maintenance, zoning and fire codes for multi-family housing complexes. The team has established a multi-family housing list that includes complexes of four units or more, and has worked on more than 70 cases since the creation of the program.

PUBLIC HEALTH

- Tulsa welcomed the opening of its second Costco in Council District 3, unlocking a major food desert in North Tulsa.
- The City hired its first Chief Mental Health Officer to oversee a city-wide strategy on mental health. This new position is responsible for applying a mental health lens to the city's work and increasing collaboration among mental health programs, crisis response systems, and related services.
- Partnered with Healthy Minds Policy Initiative to secure a $4 million federal grant to improve the system of care for youth mental health through the Substance Abuse and Mental Health Services Administration Children's Mental Health Initiative (CMHI). This grant provides intensive home-based care and wraparound services for children and youth with or at-risk for a severe emotional disturbance or severe mental illness and their families. Using evidence-based interventions, supporting coordination of care, increasing access to specialized services, and developing family and youth informed policy and practice, Tulsa's CMHI provides comprehensive care to high need children and youth, and their families.
- Broke ground on the new Oklahoma Psychiatric Care Center, a $70 million and 140,000 square-foot facility. The facility will be part of a new academic medical district on Downtown's west side, where it will be built next to the new Veterans Affairs hospital and OSU Medical Center. The City committed $4 million in American Rescue Plan Act funding to the project.

A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2022 REPORT

SERVICES

- The City hosted "City Hall on the Go" in Council District 2 to bring City services and information directly into neighborhoods.
- The City of Tulsa and immigrant serving nonprofits secured a grant to help alleviate the transportation barriers Afghan refugees face by helping prepare for and obtain drivers licenses. A total of 95 individuals were served and all received driving permits. In addition, contextualized English classes for driver's education were created and served 24 individuals in these classes. The grant supported 39 individuals to receive their driver licenses.
- The City of Tulsa awarded $6.9 million in American Rescue Plan Act funding to 37 local nonprofits to develop and implement programs that respond to the public health emergency or lessen the negative economic impact of the pandemic for disproportionately impacted citizens.
- Piloted a new Alternative Response Team in Downtown Tulsa, sending firefighters and mental health caseworkers to assist people experiencing a non-violent mental health crisis.
- Opened Hope Playground in September, Oklahoma's largest and first entirely inclusive playground at Whiteside Park for children with all abilities. Through a public private partnership with The Sanford & Irene Burnstein Family Foundation, the City of Tulsa constructed the site work and amenities for the playground which was funded by the Burnstein Foundation's generous donation.
- The Tulsa Human Rights Commission voted to approve the creation of a 2SLGBTQ+* Committee, as a standing committee of the commission.

JUSTICE

- The Tulsa Police Department officially launched the Integrated Response Team (IRT) to embed Family and Children's Services clinicians at each patrol division during 3rd shift (roughly M-F from 1:30 pm - 9:00 pm).
- Building on the success of the Public Safety Degree Pathway Partnership with OSU-Tulsa, in 2023 the Tulsa Police Department finalized degree pathway programs with four other universities, including a Hispanic Serving Institution. TPD also began to work on recruiting pipelines in Kansas and Arkansas.
- The Tulsa Police Recruiting unit worked with local high schools and universities to bring students participating in athletic programs to the Police Academy to work out with officers and connect with those serving them in the community.
- In 2023, the Tulsa Police Academy hosted a "Women In Policing" event, as well as a "Welcome to Policing" day to garner more interest in the community for careers in law enforcement. The Tulsa Police Department also sent women serving as leaders in the department to the National Association of Women Law Enforcement Executives conference and the International Association of Chiefs of Police (IACP) Women's leadership meeting.
- Tulsa Municipal Court hosted Amnesty Days and "Clear Your Warrants" events helping over 500 individuals who had unpaid traffic and parking citations clear their outstanding fines and avoid additional fees or warrants.

** Two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual*

EXECUTIVE SUMMARY

THE TULSA EQUALITY INDICATORS 2023 ANNUAL REPORT is Tulsa's sixth annual data report in the Equality Indicators series designed to measure and track the level of inequality in the areas of economic opportunity, education, housing, justice, public health, and services in Tulsa. This report was produced through the joint efforts of the City of Tulsa Mayor's Office of Resilience and Equity and Tulsa Area United Way, using the Equality Indicators tool and methodology created in 2015 by the City University of New York Institute for State and Local Governance.

The purpose of the Tulsa Equality Indicators report is to inform community leaders, institutions, and residents about some of the most important disparities persistently and negatively impacting life for groups of Tulsans, helping focus public discourse around developing innovative solutions that lead to more equitable opportunities and outcomes for all Tulsans.

SUMMARY OF 2023 SCORES

For 2023, Tulsa received an aggregate score of 42.37 out of 100 based on levels of equality measured across 54 indicators. Among the six themes, Education scored the highest at 51.56, followed by Public Health at 47.67, Housing at 43.33, Economic Opportunity at 42.11, Services at 36.00, and Justice at 33.56.

At 42.37, the total City Score for 2023 is 3.68 points higher than in 2018, and greater than the City score of any of the previous report years. This positive trend may be an indication that Tulsa is improving with regard to equality on the 54 indicators. Over the past six years, Tulsa has shown increased scores in four of the six themes. Education has increased by over 12 points, Public Health by almost eight points, Economic Opportunity by nearly five points, and Housing by two points. The Justice and Services themes have experienced score declines of nearly five points and less than a point, respectively, since 2018.

Indicators with the five highest scores in the 2023 report include:

- Housing complaints by geography, with score of 100
- Veterans Affairs appointment wait time by comparison to national average, with score of 100
- Chronic absenteeism by race, with score of 91
- Dropping out by income, with score of 78
- Female arrests by comparison to national average, with score of 74

Indicators with the five lowest scores include:

- Payday loans and banks by geography, with score of 1
- Officer use of force by subject race, with score of 11
- Tulsa Police Department workforce by gender, with score of 18
- Housing cost burden by income, with score of 19
- Homelessness by disability status, Homicide victimization by race, and Food deserts by geography, with scores of 20

Indicators with the five greatest positive change scores from the baseline in 2018 to 2023 include:

- Chronic absenteeism by race, with an increase of 58
- Housing complaints by geography, with an increase of 57
- Dropping out by income, with an increase of 41
- Veterans Affairs appointment wait time by comparison to national average, with an increase of 32
- Food deserts by geography, with an increase of 19

Indicators with the five greatest negative change scores from the baseline in 2018 to 2023 include:

- Homelessness by veteran status, with a decrease of 30
- Child abuse and neglect by comparison to national average, with a decrease of 25
- Evictions by race, with a decrease of 19
- Graduation by English proficiency, with a decrease of 17
- Homicide victimization, with a decrease of 16

IMPORTANT CONSIDERATIONS

HOW TO USE THIS REPORT

It is important to understand both the scope and the limitations of the Equality Indicators Report in order to properly interpret and make meaning of its contents. The report's primary intent is to serve as a data tool to measure the extent of disparity over time between the most advantaged and the most disadvantaged population groups for each of 54 indicators. Equality scores are based on the level of disparity and should not be interpreted as an assessment of the overall well-being of Tulsa's population. A high score means that the level of disparity between the groups being compared is relatively small, and a low score means that the level of disparity between the two groups is relatively large.

An increase or decrease in equality score does not necessarily indicate a comparable increase or decrease in well-being for the disadvantaged group. An increase in equality score (i.e. a decrease in disparity between two groups) may be caused by actual improvement in outcomes for the disadvantaged group, but it may also result from a decline in outcomes for the advantaged group, or some combination of the two. Both situations would generate improvement in the score. Likewise, a decrease in equality score (i.e. an increase in disparity between two groups) may be caused by either an actual decline in outcomes for the disadvantaged group or an improvement in outcomes for the advantaged group. Both situations would generate a lower score. To enable readers to identify the drivers behind an equality score, the data on which scores are based are included in the report.

The Equality Indicators report does not provide an analysis of what causes the reported disparities or prescribe a formula for resolving them. These objectives require research and dialogue beyond the scope of this report. However, this report can serve as a source of information to catalyze conversation and focus efforts within Tulsa toward producing a more equitable community.

DATA AVAILABILITY AND ADJUSTMENTS

As has been done in previous report years, The Tulsa Equality Indicators 2023 Annual Report draws from a wide variety of reliable data sources that range in vintage across multiple years. The data and scores labeled as the 2023 report year data in the indicator tables may, but generally do not, represent outcomes measured or collected in calendar year 2023. They represent outcomes measured during the most recent calendar or fiscal year for which data have been finalized and released by the data source.

When new data have not been available for an indicator for this or past reports, the previous year's data and score have been repeated and used to calculate indicator, topic, theme, and city scores. The repeated data and scores appear in indicator tables. In the line graphs used to show trends in scores over time, report years with repeated scores are symbolized by missing markers for those years.

Each year, opportunities might arise to access better or more accurate data to measure the level of equality for a given indicator. Any changes in indicators are carefully considered after a review of available data and consultation with subject matter experts. When changes to indicators' data or data sources are made, adjustments are also made to calculated values and scores of affected indicators, topics, themes and the city for all prior years.

Complete data sources for each indicator and a list of missing years of data are can be found in Appendix B.

SCORES

All Tulsans do better when every Tulsan does better. Measuring and striving for equality leads us toward greater economic security, educational success, stable and secure housing, justice and safety, physical and mental well-being, and fair distribution of services for every Tulsan, which ultimately produces a more enriched quality of life for all Tulsans.

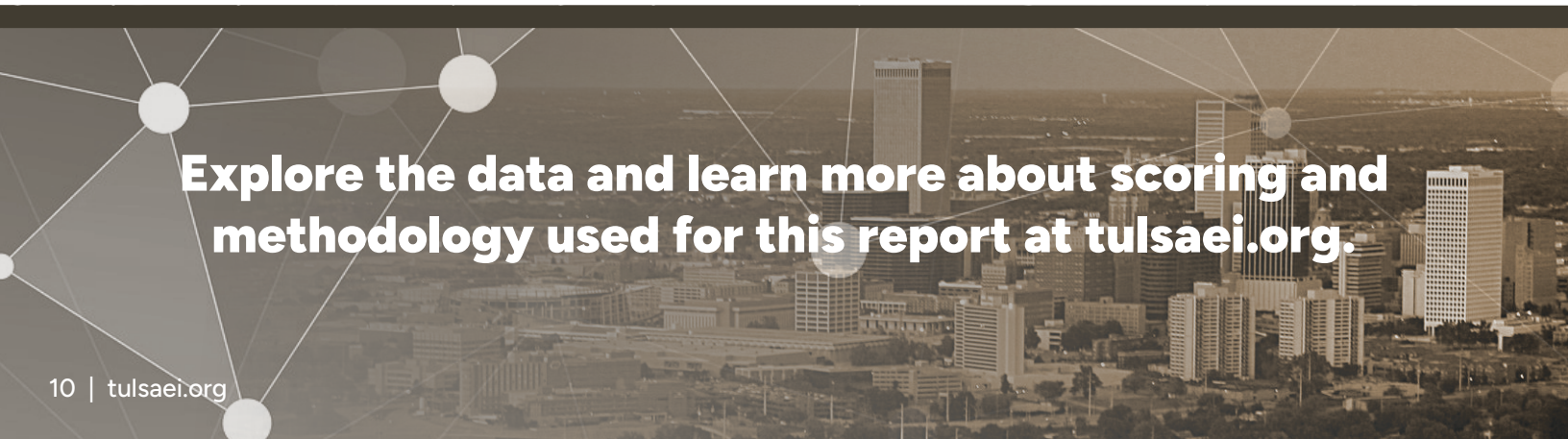
Tulsa's overall equality score has increased every year since the inception of the Tulsa Equality Indicators series. At 42.37, the City score for 2023 is 3.68 points higher than in 2018, and .41 points higher than last year's score, signifying gradual overall improvement in equality in the set of indicators measured. Four of the six themes in the report show score improvement since 2018 – Education, Public Health, Economic Opportunity, and Housing – while two themes have declined – Justice and Services.

While the potential for relatively quick change in equality may be possible for some indicators through implementation of strategic policies and resources, change generally happens much more incrementally over a span of years. For example, the opening of a grocery store in a food desert can improve residents' access to fresh food in a matter of months. Improvement in life expectancy, on the other hand, requires a multifaceted strategy targeting the many layers of social determinants of health which can take years, decades, or generations.

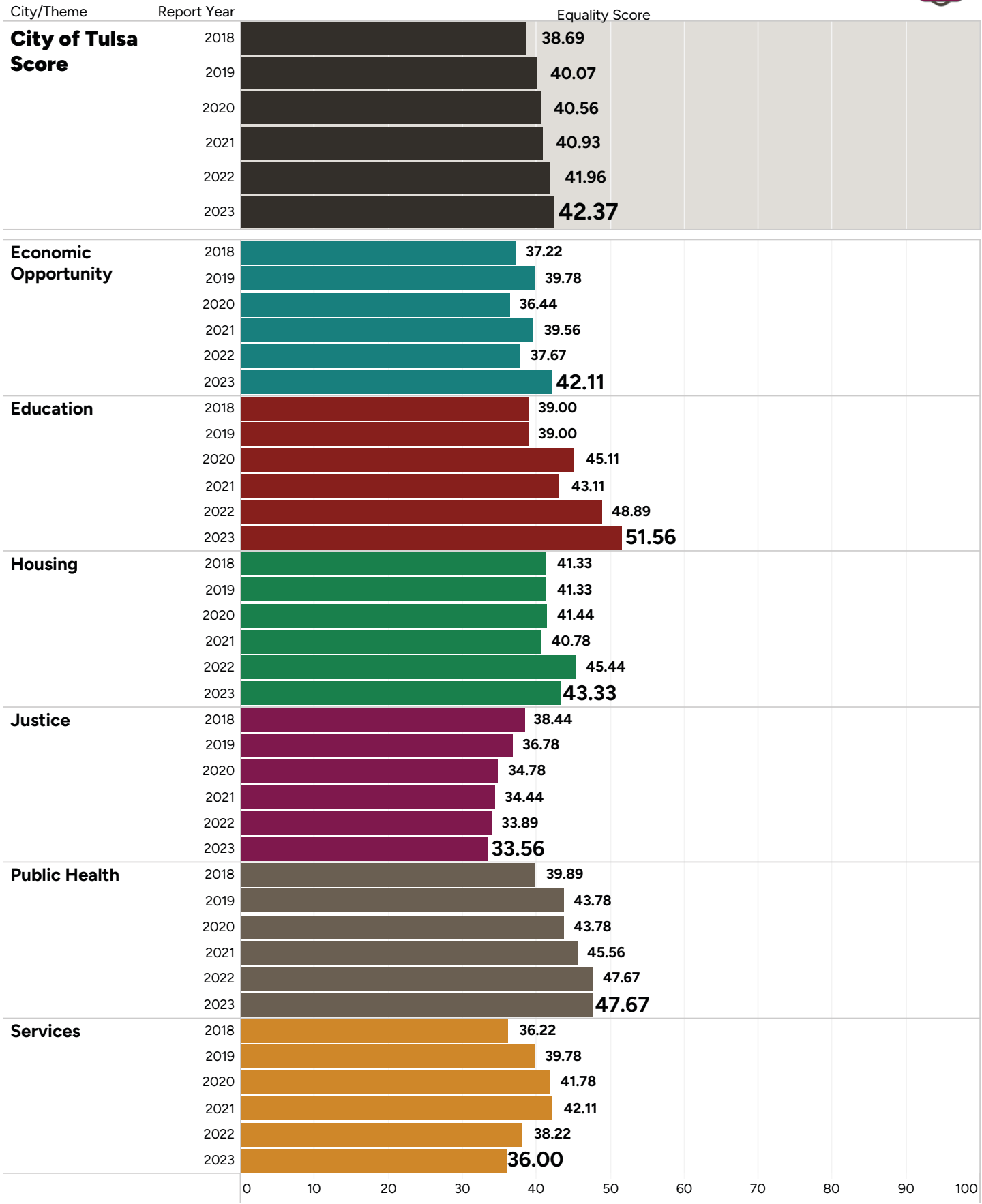
CITY SCORES and CHANGE SCORE

2018 City Score:	2019 City Score:	2020 City Score:	2021 City Score:	2022 City Score:	2023 City Score:
38.69	**40.07**	**40.56**	**40.93**	**41.96**	**42.37**

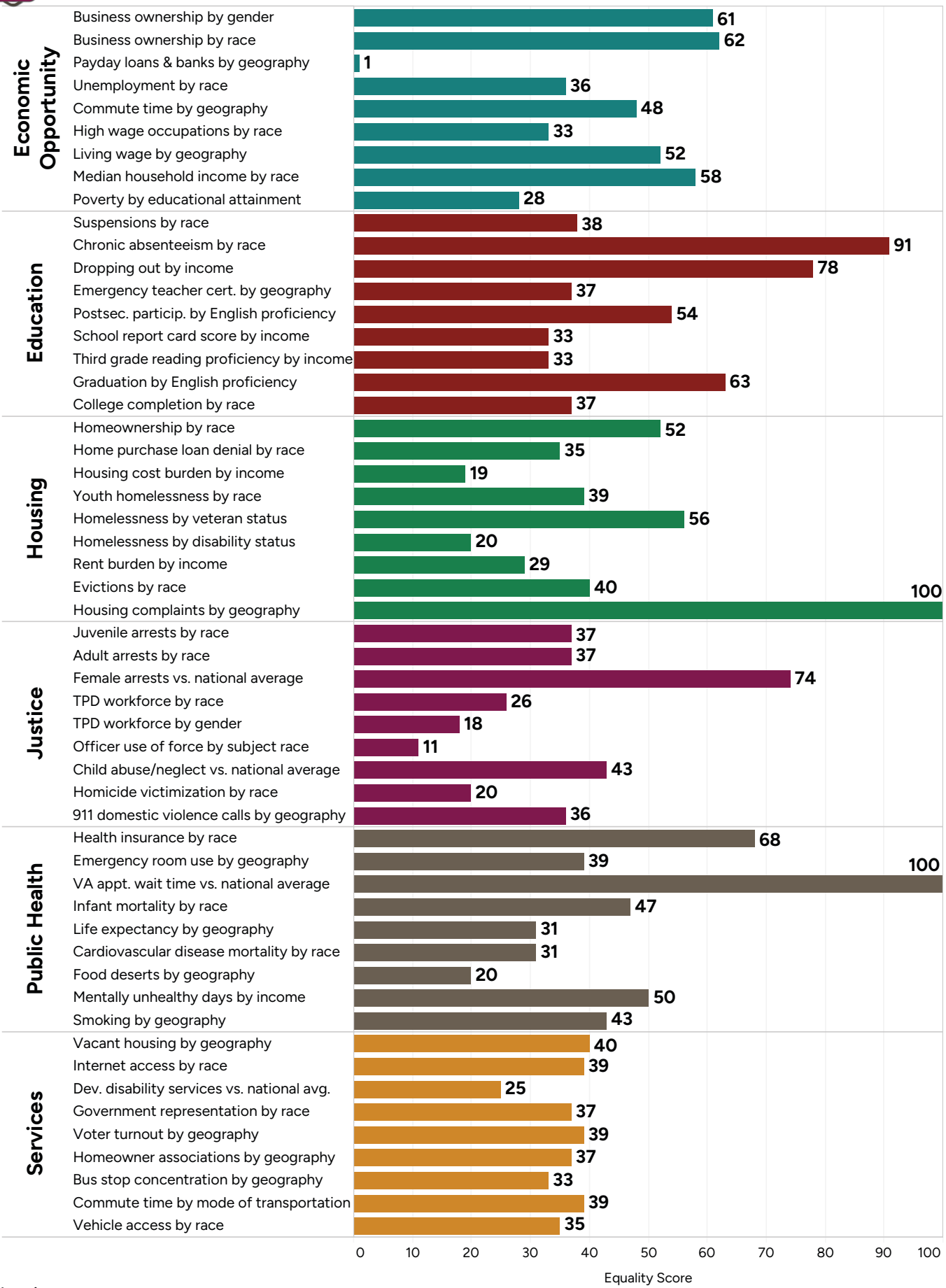
Change Score 2018 to 2023: **+3.68**



SUMMARY OF CITY AND THEME SCORES



2023 INDICATOR SCORES



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THEME 1
ECONOMIC OPPORTUNITY

THEME SCORES

2018:	2019:	2020:	2021:	2022:	2023:
37.22	**39.78**	**36.44**	**39.56**	**37.67**	**42.11**

Change Score 2018 to 2023: **+4.89**

The Economic Opportunity theme score of 42.11 in 2023 is nearly five points higher than the baseline score of 37.22 from the 2018 report, and it is the fourth highest scoring theme. Many initiatives to boost economic growth in under-resourced neighborhoods have been put in place in recent years.

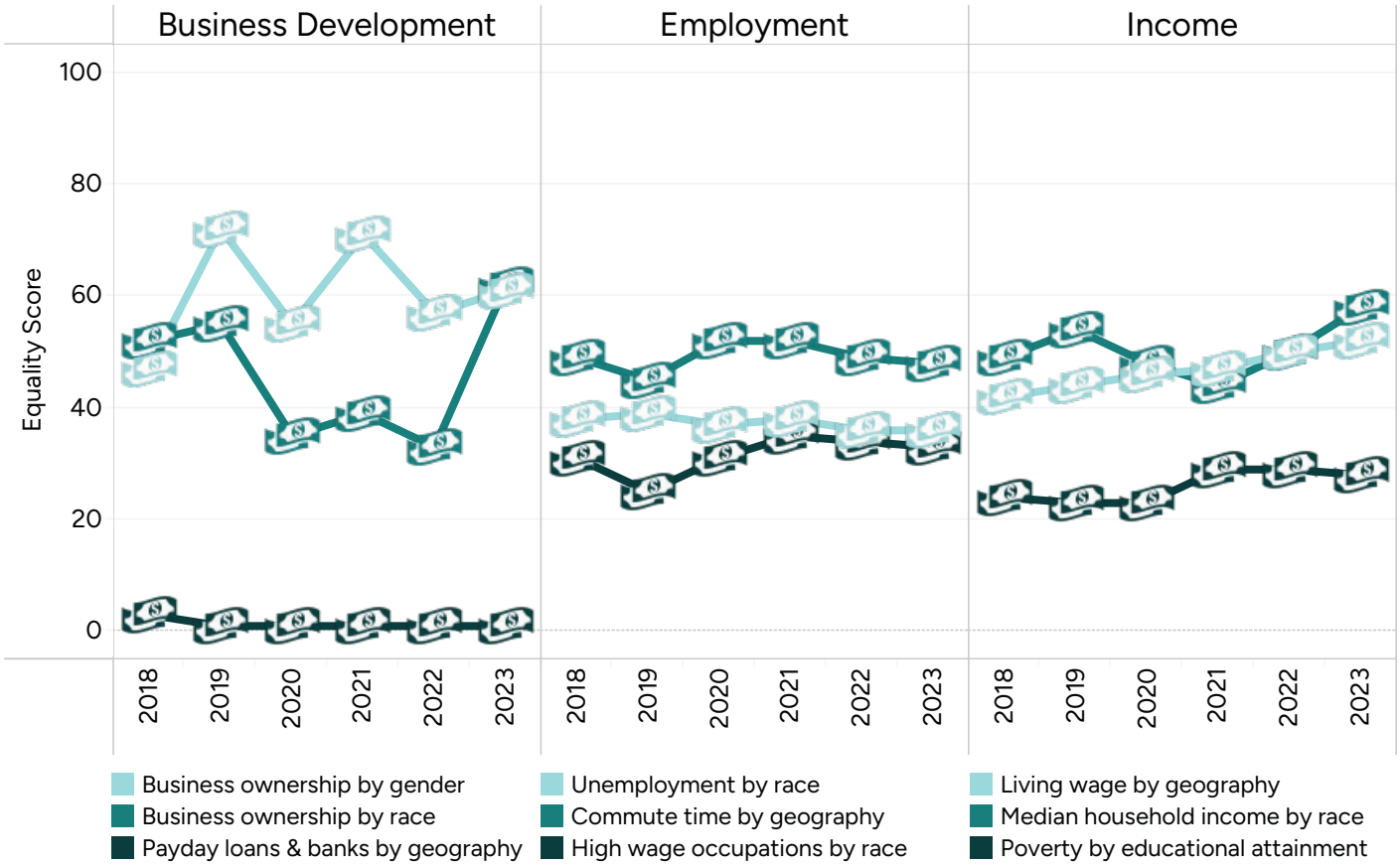
Economic opportunity is about the presence or absence of opportunities and barriers that affect an individual's ability to realize economic sufficiency and stability. A multitude of interconnected factors impact an individual's ability to achieve economic well-being, including many that are beyond the individual's control. Some of these factors are:

- Availability of jobs paying living wage;
- Access to non-predatory lending establishments;
- Income inequality;
- Wealth inequality;
- Minimum wage standards;
- Economic status of personal and professional networks.

An equal set of opportunities to succeed economically does not present itself to all people, nor do all people face the same barriers to economic success.

Disparities in opportunities and barriers to economic success, along with the resulting disparities in outcomes are explored throughout the indicators of the Economic Opportunity theme.

Economic Opportunity Theme = 42.11/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

ECONOMIC OPPORTUNITY

TOPIC 1: BUSINESS DEVELOPMENT

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
34.00	**42.67**	**30.33**	**37.00**	**30.33**	**41.33**

Change Score 2018 to 2023: **+7.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 1: Business ownership by gender

Business ownership: male compared to female workers

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**47**	**72**	**55**	**71**	**57**	**61**
Comparison Group A: % of male workers who own businesses	11.5%	10.3%	10.7%	11.6%	13.7%	12.6%
Comparison Group B: % of female workers who own businesses	6.3%	8.1%	6.5%	9.0%	8.7%	8.4%
Ratio of Comparison Group A to Comparison Group B	1.830	1.276	1.636	1.285	1.576	1.494

The equality score for this indicator **increased by 14** since 2018.

Male workers own businesses in Tulsa at a rate that is 49% higher than female workers.

Indicator 2: Business ownership by race

Business ownership: Asian, Native Hawaiian & Other Pacific Islander (Asian/NHOPI) compared to Black workers

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**52**	**55**	**35**	**39**	**33**	**62**
Comparison Group A: % of Asian/NHOPI workers who own businesses	10.3%	10.0%	13.1%	13.4%	12.5%	10.6%
Comparison Group B: % of Black workers who own businesses	6.0%	6.1%	4.7%	6.1%	4.0%	7.2%
Ratio of Comparison Group A to Comparison Group B	1.722	1.636	2.798	2.208	3.104	1.477

The equality score for this indicator **increased by 10** since 2018.

Asian, Native Hawaiian & Other Pacific Islander workers own businesses in Tulsa at a rate that is 48% higher than Black workers.

Indicator 3: Payday loans & banks by geography

Ratio of banks & credit unions to payday lending businesses: South Tulsa compared to North Tulsa

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**3**	**1**	**1**	**1**	**1**	**1**
Comparison Group A: Ratio of banks & credit unions to payday lending businesses in South Tulsa	10.429	12.143	11.429	12.000	15.000	17.500
Comparison Group B: Ratio of banks & credit unions to payday lending businesses in North Tulsa	1.111	0.889	1.000	1.111	1.125	1.714
Ratio of Comparison Group A to Comparison Group B	9.387	13.659	11.429	10.801	13.333	10.208

The equality score for this indicator **decreased by 2** since 2018.

The ratio of banks and credit unions to payday lending businesses is 9 times higher in South Tulsa than in North Tulsa.

ECONOMIC OPPORTUNITY

TOPIC 2: EMPLOYMENT

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
39.33	**36.33**	**40.00**	**41.67**	**39.67**	**39.00**

Change Score 2018 to 2023: **-0.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 4: Unemployment by race

Unemployment: Black compared to White residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**38**	**39**	**37**	**38**	**36**	**36**
Comparison Group A: % of Black residents in civilian labor force who are unemployed	**12.6%**	**12.4%**	**10.3%**	**10.5%**	**14.5%**	**9.0%**
Comparison Group B: % of White residents in civilian labor force who are unemployed	**5.4%**	**5.6%**	**4.0%**	**4.3%**	**5.3%**	**3.3%**
Ratio of Comparison Group A to Comparison Group B	**2.333**	**2.214**	**2.575**	**2.442**	**2.736**	**2.727**

The equality score for this indicator **decreased by 2** since 2018.

The unemployment rate for Black Tulsans is 170% higher than that for White Tulsans.

Indicator 5: Commute time by geography

Commute time of 30 minutes or more to work: North Tulsa compared to Midtown Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**49**	**45**	**52**	**52**	**49**	**48**
Comparison Group A: % of North Tulsans with commute time of 30 minutes or more	**18.4%**	**19.0%**	**18.9%**	**19.2%**	**19.2%**	**19.0%**
Comparison Group B: % of Midtown Tulsans with commute time of 30 minutes or more	**10.4%**	**10.1%**	**11.0%**	**11.1%**	**10.7%**	**10.5%**
Ratio of Comparison Group A to Comparison Group B	**1.776**	**1.887**	**1.719**	**1.722**	**1.800**	**1.810**

The equality score for this indicator **decreased by 1** since 2018.

The percentage of North Tulsa residents commuting 30 minutes or more to work is 81% higher than the percentage of Midtown Tulsa residents.

Note: For this indicator, commute time to work does not include persons who work from home.

Indicator 6: High wage occupations by race

Employment in high wage occupations: White compared to Hispanic/Latinx workers

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**31**	**25**	**31**	**35**	**34**	**33**
Comparison Group A: % of White workers employed in high wage occupations	**30.4%**	**33.2%**	**31.2%**	**33.7%**	**36.4%**	**34.9%**
Comparison Group B: % of Hispanic/Latinx workers employed in high wage occupations	**8.9%**	**7.7%**	**9.3%**	**12.0%**	**11.9%**	**11.1%**
Ratio of Comparison Group A to Comparison Group B	**3.416**	**4.312**	**3.355**	**2.812**	**3.045**	**3.158**

The equality score for this indicator **increased by 2** since 2018.

The percentage of White workers who are employed in high wage occupations is 3 times the percentage of Hispanic/Latinx workers.

Note: For this indicator, high wage occupations include census categories: management, business and financial occupations; computer, engineering and science occupations; legal occupations; health diagnosing and treating practitioners, and other technical occupations.

ECONOMIC OPPORTUNITY

TOPIC 3: INCOME

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
38.33	**40.33**	**39.00**	**40.00**	**43.00**	**46.00**

Change Score 2018 to 2023: **+7.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 7: Living wage by geography

Household income at or above 200% of poverty level: South Tulsa compared to North Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**42**	**44**	**46**	**47**	**50**	**52**
Comparison Group A: % of South Tulsa residents who live in households earning at or above 200% of poverty	**72.9%**	**72.7%**	**72.9%**	**73.3%**	**73.2%**	**72.4%**
Comparison Group B: % of North Tulsa residents who live in households earning at or above 200% of poverty	**37.0%**	**37.9%**	**39.0%**	**39.9%**	**41.5%**	**42.0%**
Ratio of Comparison Group A to Comparison Group B	**1.970**	**1.918**	**1.869**	**1.839**	**1.763**	**1.725**

The equality score for this indicator **increased by 10** since 2018.

The percentage of South Tulsans in households earning a living wage is 72% higher than that of North Tulsans.

Note: For this indicator, 200% of poverty is used to represent living wage, which is the wage required to meet a household's basic needs without public or private assistance.

Indicator 8: Median household income by race

Median household income: White compared to Black households

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**49**	**54**	**48**	**44**	**50**	**58**
Comparison Group A: White median household income	$51,053	$51,744	$55,448	$58,948	$57,566	$62,411
Comparison Group B: Black median household income	$28,399	$30,902	$30,463	$30,864	$32,701	$39,779
Ratio of Comparison Group A to Comparison Group B	1.798	1.674	1.820	1.910	1.760	1.569

The equality score for this indicator **increased by 9** since 2018.

Median household income of White households is 57% greater than that of Black households in Tulsa.

Indicator 9: Poverty by educational attainment

Poverty: adults age 25+ with a high school diploma or less compared to adults age 25+ with a bachelor's degree or higher

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**24**	**23**	**23**	**29**	**29**	**28**
Comparison Group A: % of adults with high school diploma or less with income below federal poverty level	22.9%	23.3%	21.1%	21.9%	22.7%	24.4%
Comparison Group B: % of adults with bachelors degree or higher with income below federal poverty level	5.2%	5.0%	4.5%	5.8%	6.1%	6.3%
Ratio of Comparison Group A to Comparison Group B	4.404	4.660	4.689	3.764	3.721	3.874

The equality score for this indicator **increased by 4** since 2018.

The poverty rate of Tulsans with a high school diploma or less is nearly 3 times higher than the rate of those with a bachelor's degree or higher.

THEME 2
EDUCATION

THEME SCORES

2018:	2019:	2020:	2021:	2022:	2023:
39.00	**39.00**	**45.11**	**43.11**	**48.89**	**51.56**

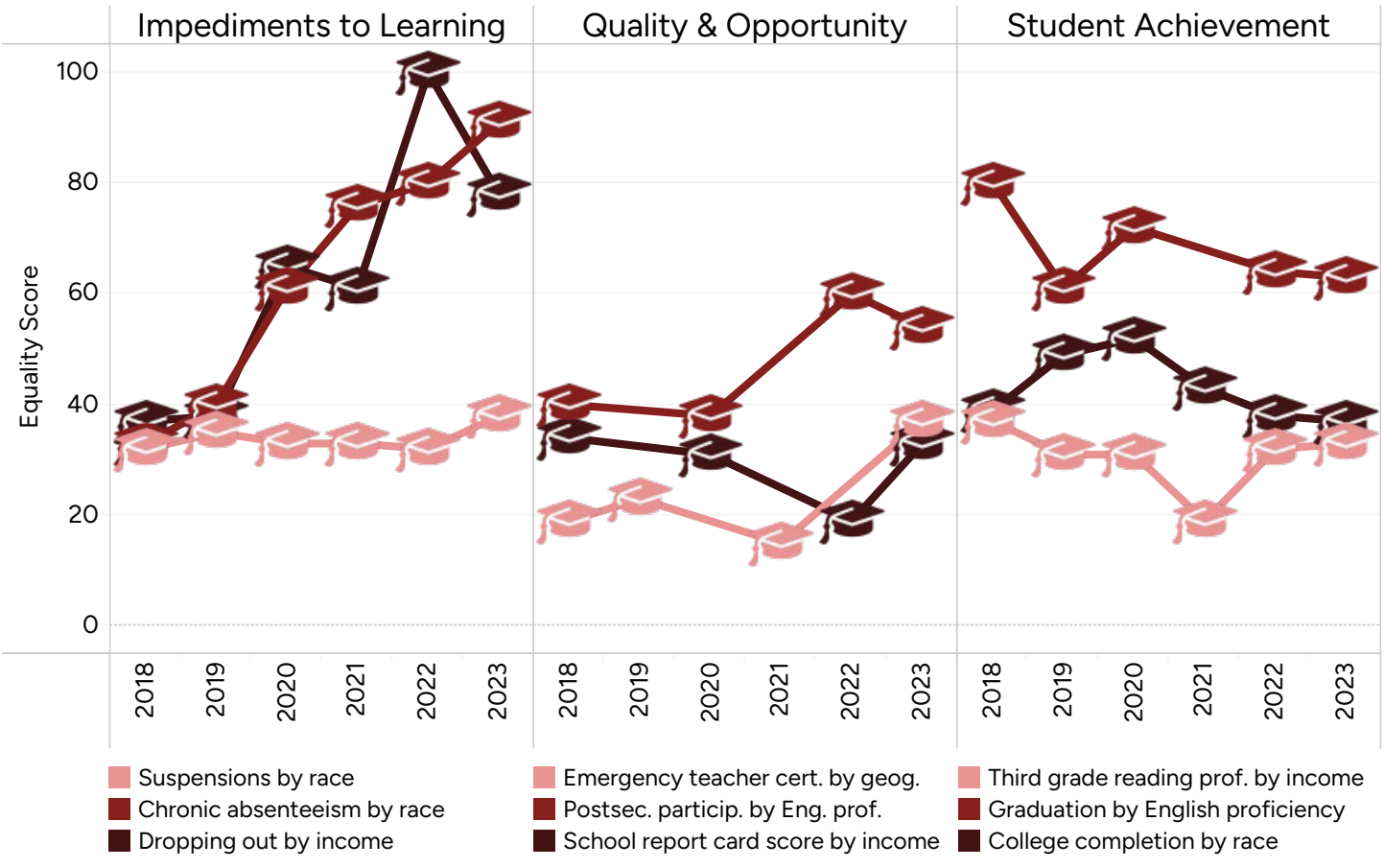
Change Score 2018 to 2023: **+12.56**

The Education theme scored 51.56 in 2023, an improvement of more than 12 points since the 2018 baseline score of 39.00. Scoring the highest of all six themes in the 2023 report, the Education theme's score improvement is driven largely by large score increases for two indicators – Chronic Absenteeism by Race and Dropping Out by Income. Unfortunately these score increases are not entirely the result of improvement in outcomes for the disadvantaged groups. In the case of Chronic Absenteeism by Race, outcomes for both groups worsened substantially; the advantaged group worsened more dramatically than the disadvantaged group, generating an improved equality score. For Dropping Out by Income, while the disadvantaged group did experience outcome improvement, the advantaged group experienced a significant outcome decrease, yielding an overall increased equality score.

The indicators in the Education theme explore disparities in barriers and opportunities for educational success and more equitable student outcomes. The focus ranges from elementary through postsecondary education. A solid foundation during the elementary and secondary years is crucial for future academic and career success, and postsecondary education or training is essential for accessing employment opportunities that can support an adequate wage for self-sufficiency.

Education outcomes, negatively impacted by the COVID-19 pandemic, have been slow to return to pre-pandemic levels. This trend has created critical challenges for districts across the nation, including Tulsa Public Schools, many of which are evident in the underlying data of the Education theme's indicators.

Education Theme = 51.56/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

EDUCATION

TOPIC 1: IMPEDIMENTS TO LEARNING

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
34.00	**37.67**	**53.00**	**56.67**	**70.67**	**69.00**

Change Score 2018 to 2023: **+35.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 10: Suspensions by race

School suspensions: Black compared to Hispanic/Latinx Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**32**	**35**	**33**	**33**	**32**	**38**
Comparison Group A: % of Black TPS students who have been suspended	**14.9%**	**13.7%**	**13.4%**	**12.2%**	**3.8%**	**18.4%**
Comparison Group B: % of Hispanic/Latinx TPS students who have been suspended	**4.6%**	**4.9%**	**4.3%**	**3.9%**	**1.1%**	**7.9%**
Ratio of Comparison Group A to Comparison Group B	**3.239**	**2.796**	**3.116**	**3.132**	**3.281**	**2.325**

The equality score for this indicator **increased by 6** since 2018.

The suspension rate of Black TPS students is more than double the rate of Hispanic/Latinx TPS students.

Indicator 11: Chronic absenteeism by race

Missing 10% or more of school days per school year: Native American compared to Asian Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**33**	**40**	**61**	**76**	**80**	**91**
Comparison Group A: % of Native American TPS students who are chronically absent	**31.7%**	**28.9%**	**25.5%**	**57.3%**	**52.1%**	**48.7%**
Comparison Group B: % of Asian TPS students who are chronically absent	**10.3%**	**14.4%**	**17.2%**	**47.8%**	**46.6%**	**46.6%**
Ratio of Comparison Group A to Comparison Group B	**3.078**	**2.010**	**1.485**	**1.199**	**1.119**	**1.045**

The equality score for this indicator **increased by 58** since 2018.

The chronic absenteeism rate of Native American TPS students is nearly equal to that of Asian TPS students.

Indicator 12: Dropping out by income

Dropping out of school: lower income compared to higher income Tulsa Public Schools (TPS) 12th grade students

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**37**	**38**	**65**	**61**	**100**	**78**
Comparison Group A: % of lower income TPS 12th graders who drop out of school	**18.7%**	**16.7%**	**15.6%**	**16.9%**	**4.9%**	**16.6%**
Comparison Group B: % of higher income TPS 12th graders who drop out of school	**7.5%**	**7.1%**	**11.1%**	**11.3%**	**4.9%**	**14.5%**
Ratio of Comparison Group A to Comparison Group B	**2.493**	**2.352**	**1.405**	**1.489**	**0.999**	**1.144**

The equality score for this indicator **increased by 41** since 2018.

The dropout rate of lower income TPS 12th graders is 14% higher than that of higher income TPS 12th graders.

Note: Lower income students refers to those qualifying for the free and reduced lunch program based on household income below 185% of federal poverty level. Higher income students refers to those who do not qualify.

EDUCATION

TOPIC 2: QUALITY AND OPPORTUNITY

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
31.00	**32.33**	**30.67**	**28.00**	**31.33**	**41.33**

Change Score 2018 to 2023: **+10.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 13: Emergency teacher certification by geography

Employment of teachers with emergency teacher certifications: Tulsa Public Schools (TPS) compared to other Tulsa County school districts

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**19**	**23**	**23**	**15**	**15**	**37**
Comparison Group A: Number of emergency certified teachers employed by TPS per 1,000 teachers	48.000	110.564	110.564	168.448	168.448	159.715
Comparison Group B: Number of emergency certified teachers employed by other Tulsa Co. districts per 1,000 teachers	9.100	24.030	24.030	26.119	26.119	63.065
Ratio of Comparison Group A to Comparison Group B	5.275	4.601	4.601	6.449	6.449	2.533

The equality score for this indicator **increased by 18** since 2018.

The rate of emergency certified teachers employed by Tulsa Public Schools as a share of all teachers employed by the district is 2½ times that of other districts in the county.

Note: The 13 other public school districts in Tulsa County include: Berryhill, Bixby, Broken Arrow, Collinsville, Glenpool, Jenks, Keystone, Liberty, Owasso, Sand Springs, Skiatook, Sperry, and Union.

Indicator 14: Postsecondary opportunities participation by English proficiency

Participation in postsecondary opportunities: non-English Learner compared to English Learner Tulsa Public Schools (TPS) juniors and seniors

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**40**	**40**	**38**	**38**	**60**	**54**
Comparison Group A: % of non-English Learner TPS juniors & seniors who complete a postsecondary opportunity	57.4%	57.4%	53.5%	53.5%	57.1%	55.7%
Comparison Group B: % of English Learner TPS juniors & seniors who complete a postsecondary opportunity	28.4%	28.4%	23.1%	23.1%	37.8%	33.6%
Ratio of Comparison Group A to Comparison Group B	2.021	2.021	2.316	2.316	1.511	1.658

The equality score for this indicator **increased by 14** since 2018.

The percentage of TPS Non-English Learner students who participate and complete a postsecondary opportunity is 66% higher than TPS English Learner students.

Note: Postsecondary opportunities participation is the successful completion of an approved college or career-readiness program, which include: advanced placement or international baccalaureate (AP/IB) coursework, concurrent or dual enrollment, internships, and CareerTech coursework leading to industry certification.

Indicator 15: School report card score by income

Average School Report Card scores: higher income compared to lower income Tulsa Public Schools (TPS) schools

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**34**	**34**	**31**	**31**	**19**	**33**
Comparison Group A: Average School Report Card score for higher income TPS schools	60	60	59	59	58	52
Comparison Group B: Average School Report Card score for lower income TPS schools	20	20	17	17	11	16
Ratio of Comparison Group A to Comparison Group B	3.000	3.000	3.471	3.471	5.257	3.191

The equality score for this indicator **decreased by 1** since 2018.

Higher income TPS schools receive School Report Card scores that are 3 times the scores of lower income TPS schools.

Note: Oklahoma's "School Report Card" assesses school performance across multiple indicators, including academic achievement and growth, chronic absenteeism, progress in English language proficiency, postsecondary opportunities, and graduation. Higher income schools for this indicator refer to those with less than 60% of students qualifying for free and reduced lunch, and lower income schools refer to those with at least 90% of students qualifying.

EDUCATION

TOPIC 3: STUDENT ACHIEVEMENT

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
52.00	**47.00**	**51.67**	**44.67**	**44.67**	**44.33**

Change Score 2018 to 2023: **-7.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 16: Third grade reading proficiency by income

Third grade reading/language arts proficiency: higher income compared to lower income Tulsa Public Schools (TPS) third graders

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**37**	**31**	**31**	**19**	**32**	**33**
Comparison Group A: % of higher income TPS 3rd graders who score proficient or above on reading/language arts test	**35.1%**	**39.9%**	**49.0%**	**21.8%**	**22.7%**	**24.8%**
Comparison Group B: % of lower income TPS 3rd graders who score proficient or above on reading/language arts test	**14.3%**	**11.7%**	**14.4%**	**4.0%**	**6.9%**	**7.9%**
Ratio of Comparison Group A to Comparison Group B	**2.455**	**3.410**	**3.403**	**5.498**	**3.273**	**3.120**

The equality score for this indicator **decreased by 4** since 2018.

The percentage of higher income TPS students scoring proficient or advanced on the 3rd grade reading test is 3 times the percentage of lower income TPS students.

Note: Lower income students refers to those qualifying for the free and reduced lunch program based on household income below 185% of federal poverty level. Higher income students refers to those who do not qualify.

Indicator 17: Graduation by English proficiency

Four-year graduation: non-English Learner compared to English Learner Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**80**	**61**	**72**	**72**	**64**	**63**
Comparison Group A: % of non-English Learner TPS high school students who graduate in 4 years	**78.7%**	**79.1%**	**80.1%**	**80.1%**	**74.6%**	**73.7%**
Comparison Group B: % of English Learner TPS high school students who graduate in 4 years	**71.1%**	**53.0%**	**63.5%**	**63.5%**	**52.1%**	**51.1%**
Ratio of Comparison Group A to Comparison Group B	**1.107**	**1.492**	**1.261**	**1.261**	**1.432**	**1.442**

The equality score for this indicator **decreased by 17** since 2018.

The high school graduation rate of TPS non-English Learners is 44% higher than that of English Learners.

Note: Due to new data availability, comparison group A has been changed from "all TPS students" used in previous report years to "non-English Learner students," allowing distinct groups for comparison. Past report years' data have been updated to reflect the new group.

Indicator 18: College completion by race

College entry without earning a degree: Black compared to Hispanic/Latinx adults age 25+

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**39**	**49**	**52**	**43**	**38**	**37**
Comparison Group A: % of Black adults who start college but do not earn a degree	**28.6%**	**28.5%**	**27.7%**	**26.2%**	**27.1%**	**27.4%**
Comparison Group B: % of Hispanic/Latinx adults who start college but do not earn a degree	**13.0%**	**15.9%**	**16.2%**	**13.6%**	**11.5%**	**10.6%**
Ratio of Comparison Group A to Comparison Group B	**2.200**	**1.792**	**1.710**	**1.930**	**2.347**	**2.574**

The equality score for this indicator **decreased by 2** since 2018.

Black Tulsans begin college but do not graduate with a degree at a rate that is 2½ times the rate of Hispanic/Latinx Tulsans.

THEME 3
HOUSING

THEME SCORES

2018:	2019:	2020:	2021:	2022:	2023:
41.33	**41.33**	**41.44**	**40.78**	**45.44**	**43.33**

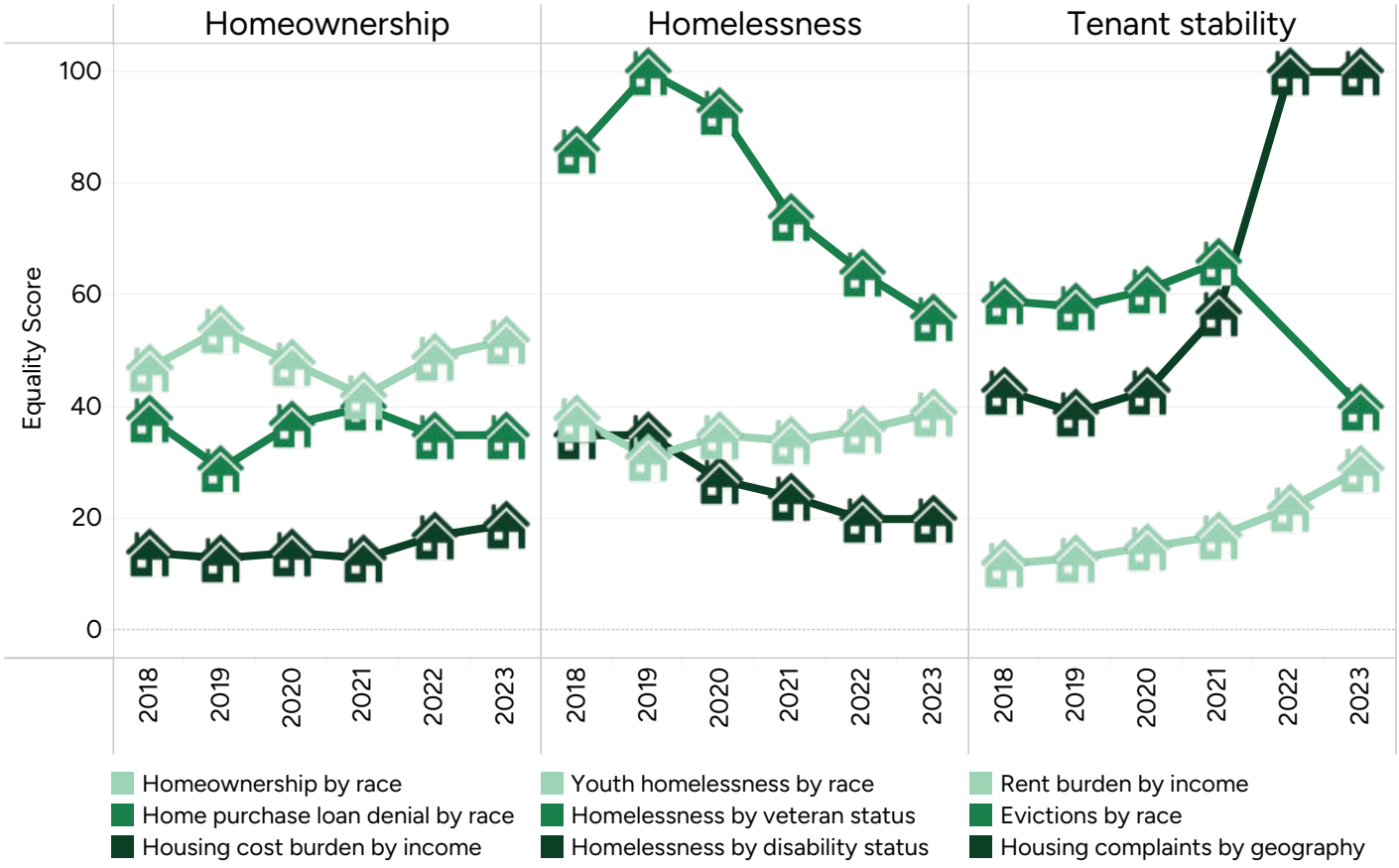
Change Score 2018 to 2023: **+2.00**

The Housing theme received a score of 43.33 in 2023, an increase of two points from the baseline score of 41.33 in 2018. The indicators in this theme approach housing from three perspectives: those who own a home, those who rent, and those who are unhoused.

Shelter is a basic human need, without which other concerns cannot be effectively addressed. Once in stable housing, an individual has greater capacity to pursue education or employment, to work towards better health, or in the case of homeownership, to increase wealth.

All across the nation, cities continue to face a serious crisis of a lack of affordable housing. The problem directly affects both homeowners and renters, who may struggle with meeting other needs such as food, health care, educational opportunities, child care, and transportation. This impacts whole communities. The limited ability of people to spend money on other consumer goods and services impacts job growth and economic development across all sectors of the local economy.

Housing Theme = 43.33/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

HOUSING

TOPIC 1: HOMEOWNERSHIP

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
33.00	**32.00**	**33.00**	**31.67**	**33.67**	**35.33**

Change Score 2018 to 2023: **+2.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 19: Homeownership by race

Homeownership: White compared to Black householders

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**47**	**54**	**48**	**42**	**49**	**52**
Comparison Group A: % of White householders who own their home	**58.1%**	**58.2%**	**57.9%**	**60.6%**	**58.8%**	**57.8%**
Comparison Group B: % of Black householders who own their home	**31.6%**	**34.8%**	**32.0%**	**30.9%**	**32.7%**	**33.6%**
Ratio of Comparison Group A to Comparison Group B	**1.839**	**1.672**	**1.809**	**1.961**	**1.798**	**1.721**

The equality score for this indicator **increased by 5** since 2018.

White Tulsans are 72% more likely to own their home than Black Tulsans.

Indicator 20: Home purchase loan denial by race

Home purchase loan denials: Native American compared to Asian applicants

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**38**	**29**	**37**	**40**	**35**	**35**
Comparison Group A: % of Native American home loan applicants who are denied loan	27.3%	26.4%	23.4%	17.9%	17.0%	23.4%
Comparison Group B: % of Asian home loan applicants who are denied loan	11.2%	7.2%	9.4%	8.6%	6.1%	8.2%
Ratio of Comparison Group A to Comparison Group B	2.438	3.667	2.489	2.084	2.794	2.854

The equality score for this indicator **decreased by 3** since 2018.

Native American applicants are denied a home loan at a rate that is nearly 3 times the rate of Asian applicants.

Indicator 21: Housing cost burden by income

Spending more than 30% of income on housing costs: lower income compared to higher income homeowner households

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**14**	**13**	**14**	**13**	**17**	**19**
Comparison Group A: % of lower income homeowner households that are housing cost burdened	55.5%	59.3%	58.7%	57.0%	62.3%	65.0%
Comparison Group B: % of higher income homeowner households that are housing cost burdened	8.4%	8.7%	8.7%	8.2%	10.4%	12.0%
Ratio of Comparison Group A to Comparison Group B	6.607	6.816	6.747	6.922	5.977	5.420

The equality score for this indicator **increased by 5** since 2018.

Lower income homeowners experience housing cost burden at a rate that is nearly 5 1/2 times the rate of higher income homeowners.

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on housing and utilities expenses. Homeowners are classified as low-income for this indicator when their annual household income is less than $35,000, and higher-income when their household income is equal to or greater than $35,000.

HOUSING

TOPIC 2: HOMELESSNESS

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
53.00	**55.33**	**51.67**	**44.00**	**40.00**	**38.33**

Change Score 2018 to 2023: **-14.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 22: Youth homelessness by race

Homelessness: Native American compared to White youths age 13 to 24

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**38**	**31**	**35**	**34**	**36**	**39**
Comparison Group A: Number of Native American youths experiencing homelessness per 1,000 Native American youths	24.900	33.380	24.351	20.685	22.037	17.021
Comparison Group B: Number of White youths experiencing homelessness per 1,000 White youths	10.406	9.951	8.497	6.866	8.298	7.876
Ratio of Comparison Group A to Comparison Group B	2.393	3.355	2.866	3.013	2.656	2.161

The equality score for this indicator **increased by 1** since 2018.

Native American youths experience homelessness at a rate that is more than twice the rate of White youths.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.

Indicator 23: Homelessness by veteran status

Homelessness: veterans compared to non-veterans

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**86**	**100**	**93**	**74**	**64**	**56**
Comparison Group A: Number of veterans experiencing homelessness per 1,000 veterans	17.867	16.360	16.040	15.271	17.619	19.805
Comparison Group B: Number of non-veterans experiencing homelessness per 1,000 non-veterans	16.673	16.825	15.468	12.447	12.260	12.315
Ratio of Comparison Group A to Comparison Group B	1.072	0.972	1.037	1.227	1.437	1.608

The equality score for this indicator **decreased by 30** since 2018.

Veterans experience homelessness at a rate that is 61% higher than non-veterans.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.

Indicator 24: Homelessness by disability status

Homelessness: individuals with a disability compared to individuals without a disability

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**35**	**35**	**27**	**24**	**20**	**20**
Comparison Group A: Number of persons with disabilities experiencing homelessness per 1,000 persons with disabilities	30.426	30.393	37.421	32.117	38.911	39.479
Comparison Group B: Number of persons without disabilities experiencing homelessness per 1,000 persons without disabilities	10.524	10.703	9.300	7.278	7.509	7.844
Ratio of Comparison Group A to Comparison Group B	2.891	2.840	4.024	4.413	5.182	5.033

The equality score for this indicator **decreased by 15** since 2018.

Adults with disabilities experience homelessness at a rate that is 5 times the rate of adults with no disabilities.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.

HOUSING

TOPIC 3: TENANT STABILITY

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
38.00	**36.67**	**39.67**	**46.67**	**62.67**	**56.33**

Change Score 2018 to 2023: **+18.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 25: Rent burden by income

Spending more than 30% of income on rent housing costs: lower income compared to higher income renter households

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**12**	**13**	**15**	**17**	**22**	**29**
Comparison Group A: % of lower income renter households that are rent burdened	**79.1%**	**79.9%**	**82.0%**	**83.2%**	**85.6%**	**88.1%**
Comparison Group B: % of higher income renter households that are rent burdened	**11.3%**	**11.6%**	**12.8%**	**14.2%**	**17.8%**	**23.9%**
Ratio of Comparison Group A to Comparison Group B	**7.000**	**6.888**	**6.406**	**5.879**	**4.817**	**3.685**

The equality score for this indicator **increased by 17** since 2018.

Lower income renters experience rent burden at a rate that is more than 3½ times that of higher income renters.

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on rent and utilities expenses. Renters are classified as low-income for this indicator when their annual household income is less than $35,000, and higher-income when their household income is equal to or greater than $35,000.

Indicator 26: Evictions by race

Evictions: renter households in majority non-white compared to majority white neighborhoods

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**59**	**58**	**61**	**66**	**66**	**40**
Comparison Group A: % of renter households in majority non-White census tracts that are evicted	8.9%	9.5%	8.8%	3.9%	3.9%	8.2%
Comparison Group B: % of renter households in majority White census tracts that are evicted	5.8%	6.1%	5.9%	2.8%	2.8%	4.0%
Ratio of Comparison Group A to Comparison Group B	1.534	1.557	1.496	1.384	1.384	2.041

The equality score for this indicator **decreased by 19** since 2018.

The eviction rate of majority non-White neighborhoods is twice the rate of majority White neighborhoods.

Note: Census tracts that are more than 50% White are considered majority White, and those that are less than 50% White are considered majority non-White.

Indicator 27: Housing complaints by geography

Housing complaints: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**43**	**39**	**43**	**57**	**100**	**100**
Comparison Group A: Number of housing complaints from North Tulsa residents per 1,000 North Tulsa residents	3.045	2.633	3.634	1.474	0.953	1.004
Comparison Group B: Number of housing complaints from South Tulsa residents per 1,000 South Tulsa residents	1.562	1.153	1.875	0.926	1.051	1.648
Ratio of Comparison Group A to Comparison Group B	1.949	2.284	1.938	1.592	0.907	0.610

The equality score for this indicator **increased by 57** since 2018.

Housing complaints come from North Tulsa at a rate lower than that of South Tulsa.

THEME 4
JUSTICE

THEME SCORES

2018:	2019:	2020:	2021:	2022:	2023:
38.44	**36.78**	**34.78**	**34.44**	**33.89**	**33.56**

Change Score 2018 to 2023: **-4.88**

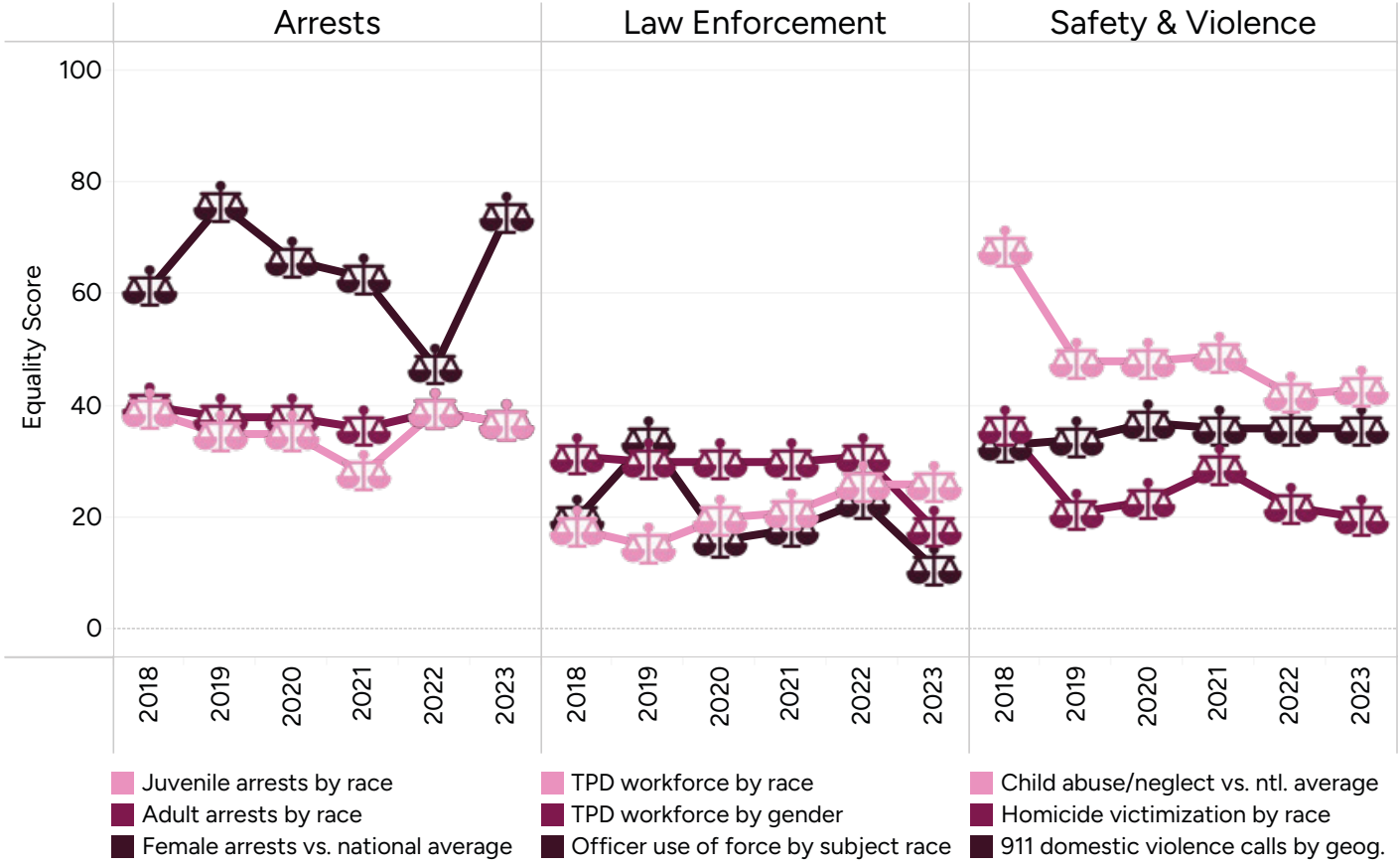
With the lowest score of all six themes in 2023, the Justice theme score of 33.56 fell 4.88 points from the baseline score of 38.44 in 2018. This theme explores disparities in arrests, law enforcement workforce, officer use of force, and violence. Using data to better understand issues in policing, safety, and violence enables city and law enforcement leaders to work with the public. Together, they can objectively examine trends and patterns to help identify root causes and develop strategies to reduce disparities.

Multiple researchers have found that African Americans across the United States frequently experience disproportionate levels of policing, stops, searches, issuing of citations, uses of force, convictions, sentencing severity, arrests for failure to pay fines and fees, and youth sentenced as adults. These do not align with higher levels or severity of crime committed. Many sources further suggest systemic racism and implicit bias throughout the entire criminal justice system significantly contribute to these disproportionate levels.*

Notes on calculating scores for indicators related to arrests and police use of force:
As in previous Equality Indicators reports, Black and White populations were selected as comparison groups for indicators 28 and 29 based on community feedback and to reflect contemporary discourse around the disparity in arrest rates by race. The method used in this report for Indicator 33, Officer Use of Force by Subject Race, calculates the police use of force rate by race as the number of incidents per population count for each race. The Tulsa Police Department calculates the rate using an alternative method, framing the use of force rate as the number of incidents per arrest count for each race.

**References cited in Appendix B.*

Justice Theme = 33.56/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

JUSTICE

TOPIC 1: ARRESTS

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
46.67	**49.67**	**46.33**	**42.33**	**41.67**	**49.33**

Change Score 2018 to 2023: **+2.66**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 28: Juvenile arrests by race

Arrests: Black compared to White youths under 18

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**39**	**35**	**35**	**28**	**39**	**37**
Comparison Group A: Number of arrests of Black youths per 1,000 Black youths	**26.721**	**26.174**	**21.583**	**25.535**	**17.562**	**12.489**
Comparison Group B: Number of arrests of White youths per 1,000 White youths	**11.975**	**9.198**	**7.809**	**6.533**	**7.777**	**4.991**
Ratio of Comparison Group A to Comparison Group B	**2.231**	**2.845**	**2.764**	**3.908**	**2.258**	**2.502**

The equality score for this indicator **decreased by 2** since 2018.

Black youths are arrested at a rate that is 2½ times the rate of White youths.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 29: Adult arrests by race

Arrests: Black compared to White adults

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**40**	**38**	**38**	**36**	**39**	**37**
Comparison Group A: Number of arrests of Black adults per 1,000 Black adults	89.227	83.740	88.801	108.944	92.356	69.353
Comparison Group B: Number of arrests of White adults per 1,000 White adults	42.895	36.068	37.810	40.612	40.573	26.971
Ratio of Comparison Group A to Comparison Group B	2.080	2.322	2.349	2.683	2.276	2.571

The equality score for this indicator **decreased by 3** since 2018.

Black adults are arrested at a rate that is 2½ times the rate of White adults.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 30: Female arrests by comparison to national average

Arrests: females in Tulsa compared to national average

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**61**	**76**	**66**	**63**	**47**	**74**
Comparison Group A: Number of arrests of females in Tulsa per 1,000 Tulsa females	21.972	18.358	19.727	20.148	17.325	12.131
Comparison Group B: National average number of arrests of females per 1,000 females	14.651	15.326	14.133	13.812	9.431	9.926
Ratio of Comparison Group A to Comparison Group B	1.500	1.198	1.396	1.459	1.837	1.222

The equality score for this indicator **increased by 13** since 2018.

Females are arrested in Tulsa at a rate that is 22% higher than that of females nationwide.

JUSTICE

TOPIC 2: LAW ENFORCEMENT

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
23.00	**26.33**	**22.00**	**23.00**	**26.67**	**18.33**

Change Score 2018 to 2023: **-4.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 31: TPD workforce by race

Tulsa Police Department (TPD) workforce: White compared to Hispanic/Latinx employees

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**18**	**15**	**20**	**21**	**26**	**26**
Comparison Group A: Number of White TPD employees per 1,000 White residents	**3.096**	**3.223**	**3.295**	**3.557**	**3.406**	**3.456**
Comparison Group B: Number of Hispanic/Latinx TPD employees per 1,000 Hispanic/Latinx residents	**0.542**	**0.516**	**0.650**	**0.712**	**0.826**	**0.826**
Ratio of Comparison Group A to Comparison Group B	**5.712**	**6.250**	**5.071**	**4.997**	**4.125**	**4.184**

The equality score for this indicator **increased by 8** since 2018.

Tulsa Police Department employs 3 times more White Tulsans than Hispanic/Latinx Tulsans per capita.

Indicator 32: TPD workforce by gender

Tulsa Police Department (TPD) workforce: male compared to female employees

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**31**	**30**	**30**	**30**	**31**	**18**
Comparison Group A: Number of male TPD employees per 1,000 male residents	**3.499**	**3.673**	**3.755**	**4.131**	**3.906**	**4.194**
Comparison Group B: Number of female TPD employees per 1,000 female residents	**1.044**	**1.013**	**1.047**	**1.155**	**1.156**	**0.761**
Ratio of Comparison Group A to Comparison Group B	**3.350**	**3.627**	**3.586**	**3.575**	**3.380**	**5.508**

The equality score for this indicator **decreased by 13** since 2018.

Tulsa Police Department employs 4½ times more males than females per capita.

Indicator 33: Officer use of force by subject race

Subject of officer use of force: Black compared to Hispanic/Latinx individuals

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**20**	**34**	**16**	**18**	**23**	**11**
Comparison Group A: Number of Black subjects of officer use of force per 1,000 Black residents	**2.555**	**2.413**	**1.651**	**1.833**	**1.579**	**2.366**
Comparison Group B: Number of Hispanic/Latinx subjects of officer use of force per 1,000 Hispanic/Latinx residents	**0.508**	**0.796**	**0.269**	**0.319**	**0.342**	**0.322**
Ratio of Comparison Group A to Comparison Group B	**5.030**	**3.031**	**6.138**	**5.746**	**4.618**	**7.353**

The equality score for this indicator **decreased by 9** since 2018.

Black Tulsans experience officer use of force at a rate that is more than 7 times the rate of Hispanic/Latinx Tulsans.

Note: Rate of officer use of force in this report is calculated by using the total population of each comparison group as the denominator. The Tulsa Police Department calculates the measure through an alternative method, using number of arrests per comparison group as the denominator.

JUSTICE

TOPIC 3: SAFETY AND VIOLENCE

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
45.67	**34.33**	**36.00**	**38.00**	**33.33**	**33.00**

Change Score 2018 to 2023: **-12.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 34: Child abuse and neglect by comparison to national average

Substantiated reports of child abuse and neglect: Tulsa County compared to national average

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**68**	**48**	**48**	**49**	**42**	**43**
Comparison Group A: Number of substantiated reports of child abuse & neglect in Tulsa County per 1,000 children under 18	12.400	16.400	16.600	16.400	17.400	15.707
Comparison Group B: National average number of substantiated reports of child abuse & neglect per 1,000 children under 18	9.200	9.100	9.100	9.200	8.900	8.100
Ratio of Comparison Group A to Comparison Group B	1.348	1.802	1.824	1.783	1.955	1.939

The equality score for this indicator **decreased by 25** since 2018.

The child abuse and neglect rate in Tulsa County is nearly twice the national average.

Indicator 35: Homicide victimization by race

Homicide victimization: Black compared to White victims

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**36**	**21**	**23**	**29**	**22**	**20**
Comparison Group A: Number of Black homicide victims per 1,000 Black residents	0.514	0.692	0.524	0.536	0.615	0.636
Comparison Group B: Number of White homicide victims per 1,000 White residents	0.190	0.139	0.113	0.142	0.129	0.123
Ratio of Comparison Group A to Comparison Group B	2.705	4.969	4.637	3.775	4.765	5.185

The equality score for this indicator **decreased by 16** since 2018.

Black Tulsans are victims of homicide at a rate that is 5 times the rate of White Tulsans.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 36: 911 domestic violence calls by geography

Domestic violence related 911 calls: North Tulsa compared to South Tulsa

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**33**	**34**	**37**	**36**	**36**	**36**
Comparison Group A: Number of domestic violence calls to 911 from North Tulsa per 1,000 North Tulsa residents	89.779	81.100	94.598	82.381	77.858	70.817
Comparison Group B: Number of domestic violence calls to 911 from South Tulsa per 1,000 South Tulsa residents	29.333	27.108	36.583	30.594	29.198	26.840
Ratio of Comparison Group A to Comparison Group B	3.061	2.992	2.586	2.693	2.667	2.638

The equality score for this indicator **increased by 3** since 2018.

Domestic violence calls to 911 originate from North Tulsa at a rate that is 2½ times the rate from South Tulsa per capita.

THEME 5
PUBLIC HEALTH

THEME SCORES

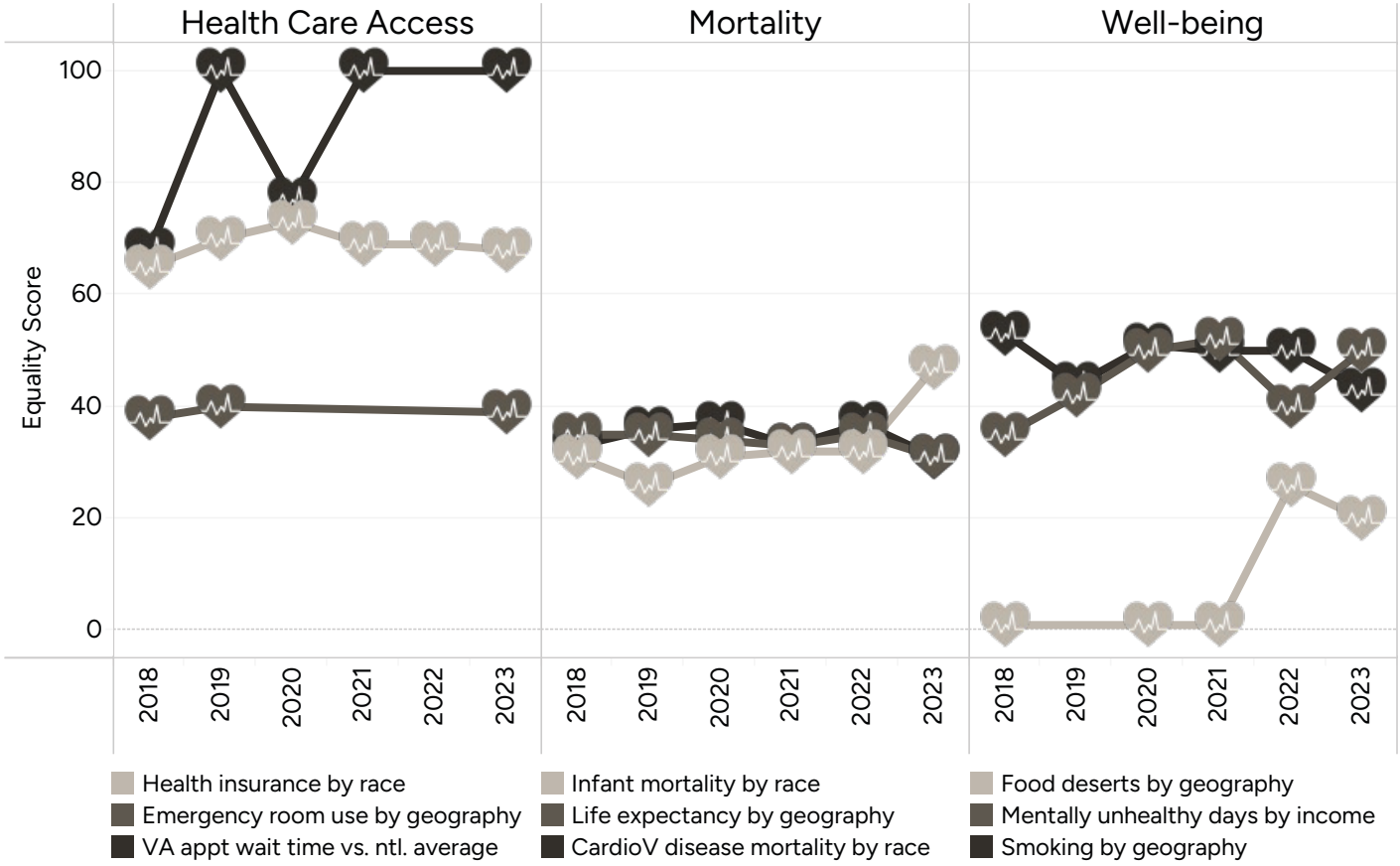
2018:	2019:	2020:	2021:	2022:	2023:
39.89	**43.78**	**43.78**	**45.56**	**47.67**	**47.67**

Change Score 2018 to 2023: **+7.78**

As one of the highest scoring themes in 2023 at 47.67, the Public Health score has increased by nearly eight points since the baseline score of 39.89 in 2018. This theme explores disparities in a wide range of health arenas, including access to health care, personal behaviors impacting health, social determinants of health, mental health, and mortality.

Health is a product of interrelated individual and systemic or structural factors, including genetic predispositions, community and environment, policies and practices of health care systems, and quality of health care. Those factors and many others are referred to as social determinants of health (SDOH) – the social, economic and physical characteristics defining the communities in which people live, work, and play. SDOH have considerable influence on health outcomes and health disparities among different groups of people. Disparities in life expectancy, morbidity and mortality, functional limitations, health care expenditures, and overall health status are impacted by different experiences with social, economic, and physical environments.

Public Health Theme = 47.67/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

PUBLIC HEALTH

TOPIC 1: HEALTH CARE ACCESS

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
57.00	**70.00**	**63.33**	**69.67**	**69.67**	**69.00**

Change Score 2018 to 2023: **+12.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 37: Health insurance by race

Health insurance coverage: White compared to Hispanic/Latinx residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**65**	**70**	**73**	**69**	**69**	**68**
Comparison Group A: % of White residents with health insurance coverage	**89.7%**	**89.7%**	**89.5%**	**89.3%**	**88.4%**	**91.0%**
Comparison Group B: % of Hispanic/Latinx residents with health insurance coverage	**63.9%**	**68.8%**	**71.7%**	**67.5%**	**66.2%**	**67.2%**
Ratio of Comparison Group A to Comparison Group B	**1.404**	**1.304**	**1.248**	**1.323**	**1.335**	**1.354**

The equality score for this indicator **increased by 3** since 2018.

The percentage of White Tulsans with health insurance is 35% higher than Hispanic/Latinx Tulsans.

Indicator 38: Emergency room use by geography

Emergency room (ER) visits: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**38**	**40**	**40**	**40**	**40**	**39**
Comparison Group A: Number of ER visits by North Tulsa residents per 1,000 North Tulsa residents	672.954	474.655	474.655	474.655	474.655	565.759
Comparison Group B: Number of ER visits by South Tulsa residents per 1,000 South Tulsa residents	287.183	233.526	233.526	233.526	233.526	254.349
Ratio of Comparison Group A to Comparison Group B	2.343	2.033	2.033	2.033	2.033	2.224

The equality score for this indicator **increased by 1** since 2018.

North Tulsa residents use the ER at more than twice the rate of South Tulsa residents.

Indicator 39: Veterans Affairs appointment wait time by comparison to national average

Veterans waiting more than 30 days for appointment: Tulsa VA clinics compared to national average

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**68**	**100**	**77**	**100**	**100**	**100**
Comparison Group A: % of veterans waiting more than 30 days for appointment at Tulsa VA clinics	5.0%	3.1%	5.5%	4.4%	4.4%	4.4%
Comparison Group B: National average % of veterans waiting more than 30 days for appointment at VA clinics	3.7%	5.0%	4.7%	6.4%	6.4%	4.9%
Ratio of Comparison Group A to Comparison Group B	1.351	0.619	1.170	0.686	0.686	0.902

The equality score for this indicator **increased by 32** since 2018.

The percentage of veterans waiting more than 30 days for an appointment at Tulsa's VA clinics is lower than the national average.

PUBLIC HEALTH

TOPIC 2: MORTALITY

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
33.00	**32.33**	**34.00**	**32.67**	**34.67**	**36.33**

Change Score 2018 to 2023: **+3.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 40: Infant mortality by race

Infant mortality: Black compared to White infant deaths in Tulsa County

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**31**	**26**	**31**	**32**	**32**	**47**
Comparison Group A: Number of Black infant deaths per 1,000 Black live births	**21.023**	**18.699**	**14.782**	**16.988**	**14.351**	**11.550**
Comparison Group B: Number of White infant deaths per 1,000 White live births	**6.259**	**4.552**	**4.351**	**5.188**	**4.417**	**6.329**
Ratio of Comparison Group A to Comparison Group B	**3.359**	**4.108**	**3.397**	**3.274**	**3.249**	**1.825**

The equality score for this indicator **increased by 16** since 2018.

Black families experience the death of an infant at a rate that is nearly twice that of White families.

Note: Infant mortality is the death of an infant before their first birthday. Data for this indicator are for Tulsa County.

Indicator 41: Life expectancy by geography

Life expectancy after retirement age: South Tulsa compared to North Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**35**	**35**	**34**	**33**	**35**	**31**
Comparison Group A: Life expectancy in years after age 66 for South Tulsa residents	13.031	12.992	13.232	13.491	13.362	11.641
Comparison Group B: Life expectancy in years after age 66 for North Tulsa residents	4.558	4.594	4.550	4.354	4.675	3.353
Ratio of Comparison Group A to Comparison Group B	2.859	2.828	2.908	3.099	2.858	3.471

The equality score for this indicator **decreased by 4** since 2018.

South Tulsa residents live 2½ times longer after retirement age than North Tulsa residents.

Note: Age of retirement as defined by the U.S Social Security Administration at the time of reporting is 66.

Indicator 42: Cardiovascular disease mortality by race

Death from major cardiovascular disease: Black compared to Hispanic/Latinx Tulsa County residents (age-adjusted death rates)

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**33**	**36**	**37**	**33**	**37**	**31**
Comparison Group A: Deaths of Black residents from major cardiovascular disease per 100,000 Black residents	445.6	345.6	438.5	485.4	492.1	548.8
Comparison Group B: Deaths of Hispanic/Latinx residents from major cardiovascular disease per 100,000 Hispanic/Latinx residents	139.7	127.8	179.0	154.0	193.8	160.0
Ratio of Comparison Group A to Comparison Group B	3.190	2.704	2.450	3.152	2.539	3.430

The equality score for this indicator **decreased by 2** since 2018.

Black Tulsans die from major cardiovascular disease at a rate that is almost 3½ times that of Hispanic/Latinx Tulsans.

Note: Data for this indicator are for Tulsa County.

PUBLIC HEALTH

TOPIC 3: WELL-BEING

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
29.67	**29.00**	**34.00**	**34.33**	**38.67**	**37.67**

Change Score 2018 to 2023: **+8.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 43: Food deserts by geography

Households living in food deserts: North Tulsa compared to South Tulsa households

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**1**	**1**	**1**	**1**	**26**	**20**
Comparison Group A: Number of North Tulsa households living in food deserts per 1,000 North Tulsa households	**723.959**	**723.959**	**734.040**	**727.845**	**688.960**	**685.571**
Comparison Group B: Number of South Tulsa households living in food deserts per 1,000 South Tulsa households	**1.000**	**1.000**	**1.000**	**1.000**	**167.472**	**135.243**
Ratio of Comparison Group A to Comparison Group B	**723.959**	**723.959**	**734.040**	**727.845**	**4.114**	**5.069**

The equality score for this indicator **increased by 19** since 2018.

The share of residents of North Tulsa living in a food desert is 5 times the share of residents of South Tulsa.

Note: A food desert is defined as an area characterized by low income population and limited access to healthy and affordable foods.

Indicator 44: Mentally unhealthy days by income

14+ days of poor mental health in past month: lower income compared to higher income Tulsa County adults

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**35**	**42**	**50**	**52**	**40**	**50**
Comparison Group A: % of lower income adults with 14+ days of poor mental health	17.5%	19.5%	21.2%	20.6%	22.7%	22.9%
Comparison Group B: % of higher income adults with 14+ days of poor mental health	6.2%	10.0%	12.0%	12.1%	10.9%	13.0%
Ratio of Comparison Group A to Comparison Group B	2.823	1.950	1.767	1.702	2.083	1.770

The equality score for this indicator **increased by 15** since 2018.

Lower income adults experience 14+ days of poor mental health per month at a rate that is 77% higher than higher income adults.

Note: The survey question reads: "thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?" For this measure, lower income is defined as adults earning less than $50,000 annually; higher income as adults earning $50,000 or more. Data for this indicator are for Tulsa County.

Indicator 45: Smoking by geography

Smoking: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**53**	**44**	**51**	**50**	**50**	**43**
Comparison Group A: % of North Tulsa residents who smoke	28.7%	33.9%	27.8%	27.5%	26.4%	26.0%
Comparison Group B: % of South Tulsa residents who smoke	17.0%	17.7%	16.1%	15.6%	15.0%	13.4%
Ratio of Comparison Group A to Comparison Group B	1.688	1.915	1.727	1.757	1.762	1.939

The equality score for this indicator **decreased by 10** since 2018.

Smoking prevalence in North Tulsa is nearly twice that in South Tulsa.

THEME 6
SERVICES

THEME SCORES

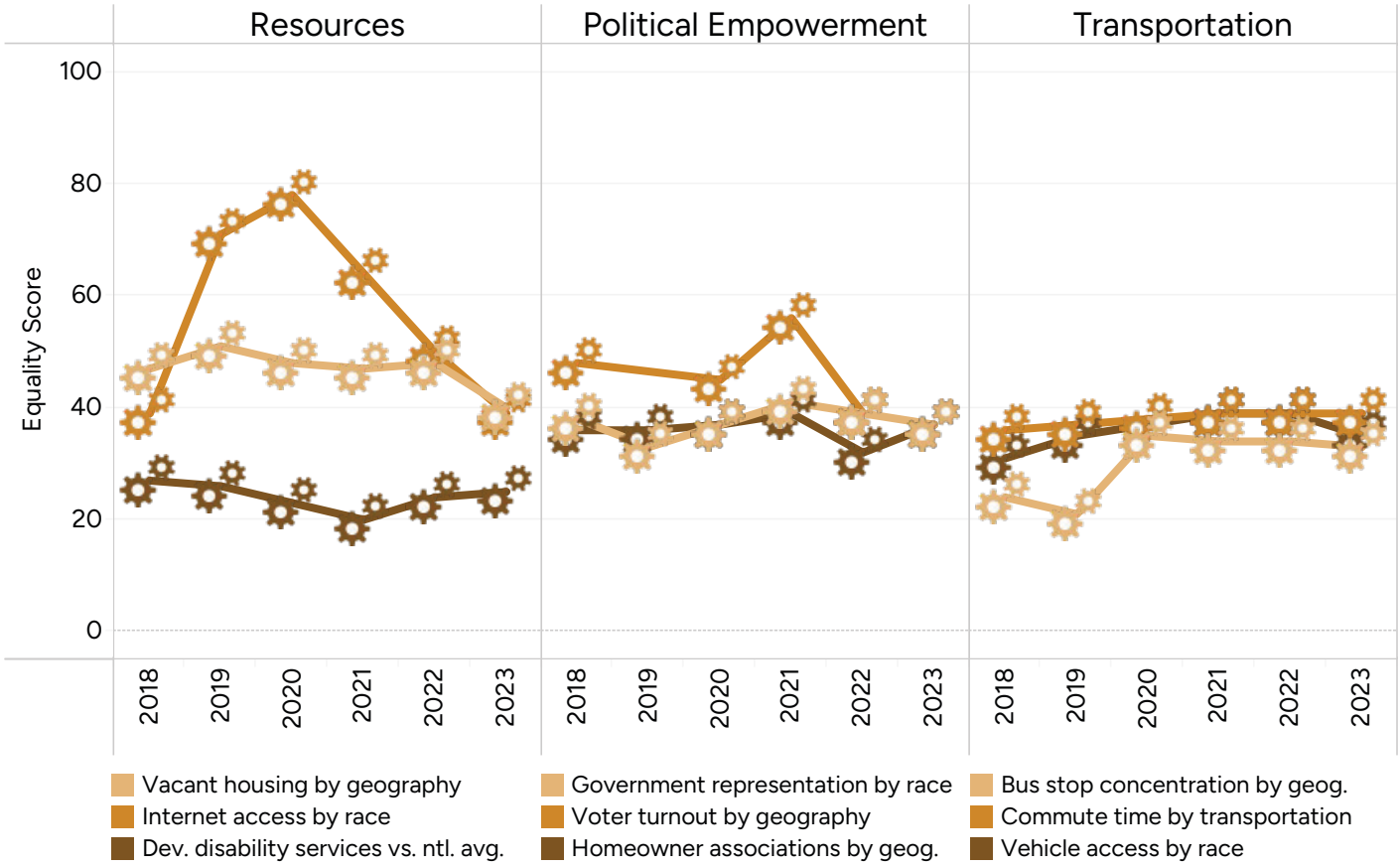
2018:	2019:	2020:	2021:	2022:	2023:
36.22	**39.78**	**41.78**	**42.11**	**38.22**	**36.00**

Change Score 2018 to 2023: **-0.22**

The final theme, Services, scored 36.00 out of 100 in 2023, a slight decrease from the baseline score of 36.22 in 2018. Disparities in indicators analyzed in this theme have important implications for the distribution of voice and power of life-changing resources, and of goods, services, and opportunities dependent on the availability of transportation.

The topics included in this theme involve conditions contributing to Tulsans' overall quality of life. Access to key resources can make an immense difference in making other opportunities possible; having representation through voting or through public service can give voice to those not normally heard; and effective transportation options can eliminate barriers to educational and employment opportunities.

Services Theme = 36.00/100



Note: For years in which new data are not available, the previous year's scores are repeated for calculation of indicator, topic, theme, and city scores. This is symbolized in the above line graph by a missing icon for those years.

SERVICES

TOPIC 1: RESOURCES

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
37.67	**49.33**	**49.67**	**43.67**	**40.67**	**34.67**

Change Score 2018 to 2023: **-3.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 46: Vacant housing by geography

Vacant housing units: North Tulsa compared to South Tulsa

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**47**	**51**	**48**	**47**	**48**	**40**
Comparison Group A: % of North Tulsa housing units that are vacant	17.0%	16.9%	17.2%	17.2%	16.6%	16.7%
Comparison Group B: % of South Tulsa housing units that are vacant	9.2%	9.7%	9.5%	9.4%	9.2%	8.0%
Ratio of Comparison Group A to Comparison Group B	1.848	1.742	1.811	1.828	1.811	2.086

The equality score for this indicator **decreased by 7** since 2018.

Housing vacancy rate in North Tulsa is twice that of South Tulsa.

Indicator 47: Internet access by race

Lack of access to computer with high speed internet at home: Hispanic/Latinx compared to White households

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**39**	**71**	**78**	**64**	**50**	**39**
Comparison Group A: % of Hispanic/Latinx households without internet access	**26.3%**	**18.2%**	**12.1%**	**12.1%**	**12.8%**	**19.1%**
Comparison Group B: % of White households without internet access	**11.8%**	**14.1%**	**10.6%**	**8.5%**	**7.3%**	**8.6%**
Ratio of Comparison Group A to Comparison Group B	**2.229**	**1.291**	**1.142**	**1.435**	**1.753**	**2.221**

The equality score for this indicator **is the same** as in 2018.

The percentage of Hispanic/Latinx Tulsans without access to a computer with high speed internet at home is more than double the percentage of White Tulsans.

Note: This indicator represents the proportion of households that either have no computer or have a computer but no internet subscription.

Indicator 48: Services for persons with developmental disabilities by comparison to national average

Increase in state funding needed to serve persons with intellectual or developmental disabilities (IDD) on waiting list: OK compared to ntl. avg.

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**27**	**26**	**23**	**20**	**24**	**25**
Comparison Group A: % increase in state funding needed to serve Oklahomans with IDD on waiting list	**103.7%**	**97.0%**	**101.7%**	**100.6%**	**100.1%**	**83.5%**
Comparison Group B: National average % increase in state funding needed to serve people with IDD on waiting list	**26.2%**	**23.4%**	**22.0%**	**19.5%**	**22.0%**	**19.5%**
Ratio of Comparison Group A to Comparison Group B	**3.958**	**4.145**	**4.623**	**5.153**	**4.549**	**4.273**

The equality score for this indicator **decreased by 2** since 2018.

The percent increase in state funding needed to serve Oklahomans with developmental disabilities is more than 3 times higher than the national average.

Note: Full definition of indicator: the ratio of the percent increase needed in Medicaid waiver and/or Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF/IID) programs in order to serve persons with intellectual and developmental disabilities who are on the waiting list for Medicaid-waiver-funded long-term supports and services (LTSS) for Oklahoma to national average.

SERVICES

TOPIC 2: POLITICAL EMPOWERMENT

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
40.67	**39.00**	**39.67**	**45.33**	**36.67**	**37.67**

Change Score 2018 to 2023: **-3.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 49: Government representation by race

Membership on City of Tulsa Authorities, Boards and Commissions (ABCs): White compared to Hispanic/Latinx residents

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**38**	**33**	**37**	**41**	**39**	**37**
Comparison Group A: Number of White members of ABCs per 1,000 White residents	**0.857**	**1.012**	**1.219**	**0.719**	**0.747**	**0.717**
Comparison Group B: Number of Hispanic/Latinx members of ABCs per 1,000 Hispanic/Latinx residents	**0.354**	**0.324**	**0.493**	**0.363**	**0.342**	**0.280**
Ratio of Comparison Group A to Comparison Group B	**2.421**	**3.121**	**2.473**	**1.981**	**2.185**	**2.561**

The equality score for this indicator **decreased by 1** since 2018.

White Tulsans are represented on Tulsa Authorities, Boards, and Commissions at a rate that is 2½ times the rate of Hispanic/Latinx Tulsans.

Indicator 50: Voter turnout by geography

Participation in last general election: South Tulsa compared to North Tulsa voting age citizens

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**48**	**48**	**45**	**56**	**39**	**39**
Comparison Group A: Number of South Tulsans who voted per 1,000 South Tulsa voting age citizens	546.499	546.499	458.326	582.563	470.365	470.365
Comparison Group B: Number of North Tulsans who voted per 1,000 North Tulsa voting age citizens	303.537	303.537	243.714	363.032	213.846	213.846
Ratio of Comparison Group A to Comparison Group B	1.800	1.800	1.881	1.605	2.200	2.200

The equality score for this indicator **decreased by 9** since 2018.

Voter turnout in South Tulsa is twice that of North Tulsa.

Note: Voter turnout for this indicator is measured as those voting in the last general election at the time of data collection.

Indicator 51: Neighborhood and homeowner associations by geography

Neighborhood and Homeowner Associations (NHA): South Tulsa compared to East Tulsa

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**36**	**36**	**37**	**39**	**32**	**37**
Comparison Group A: Number of NHAs in South Tulsa per 1,000 South Tulsa residents	1.261	1.333	1.366	1.388	1.238	1.454
Comparison Group B: Number of NHAs in East Tulsa per 1,000 East Tulsa residents	0.462	0.486	0.549	0.615	0.381	0.589
Ratio of Comparison Group A to Comparison Group B	2.729	2.743	2.488	2.257	3.250	2.470

The equality score for this indicator **increased by 1** since 2018.

South Tulsa has 2½ times the number of Neighborhood and Homeowner Associations as East Tulsa per capita.

SERVICES

TOPIC 3: TRANSPORTATION

TOPIC SCORES

2018:	2019:	2020:	2021:	2022:	2023:
30.33	**31.00**	**36.00**	**37.33**	**37.33**	**35.67**

Change Score 2018 to 2023: **+5.34**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 52: Bus stop concentration by geography

Bus stops: Midtown Tulsa compared to South Tulsa

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**24**	**21**	**35**	**34**	**34**	**33**
Comparison Group A: Number of bus stops in Midtown Tulsa per 1,000 Midtown Tulsa residents	6.817	6.155	4.324	4.401	4.392	4.004
Comparison Group B: Number of bus stops in South Tulsa per 1,000 South Tulsa residents	1.543	1.267	1.498	1.502	1.464	1.289
Ratio of Comparison Group A to Comparison Group B	4.418	4.858	2.887	2.930	3.001	3.107

The equality score for this indicator **increased by 9** since 2018.

Midtown Tulsa has 3 times as many bus stops per capita as South Tulsa.

Indicator 53: Commute time by mode of transportation

Commute time of less than 30 minutes: private vehicle compared to public transportation

Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**36**	**37**	**38**	**39**	**39**	**39**
Comparison Group A: % of private vehicle users with a 30 minute or less commute	**85.8%**	**85.5%**	**85.4%**	**85.4%**	**85.8%**	**86.0%**
Comparison Group B: % of public transportation users with a 30 minute or less commute	**32.3%**	**34.7%**	**36.1%**	**39.6%**	**39.5%**	**38.8%**
Ratio of Comparison Group A to Comparison Group B	**2.653**	**2.467**	**2.369**	**2.158**	**2.172**	**2.218**

The equality score for this indicator **increased by 3** since 2018.

The percentage of private vehicle commuters traveling less than 30 minutes to work is twice that of public transportation commuters.

Note: For this indicator, commute time to work does not include persons who work from home.

Indicator 54: Vehicle access by race

Lack of vehicle access: Black compared to White households

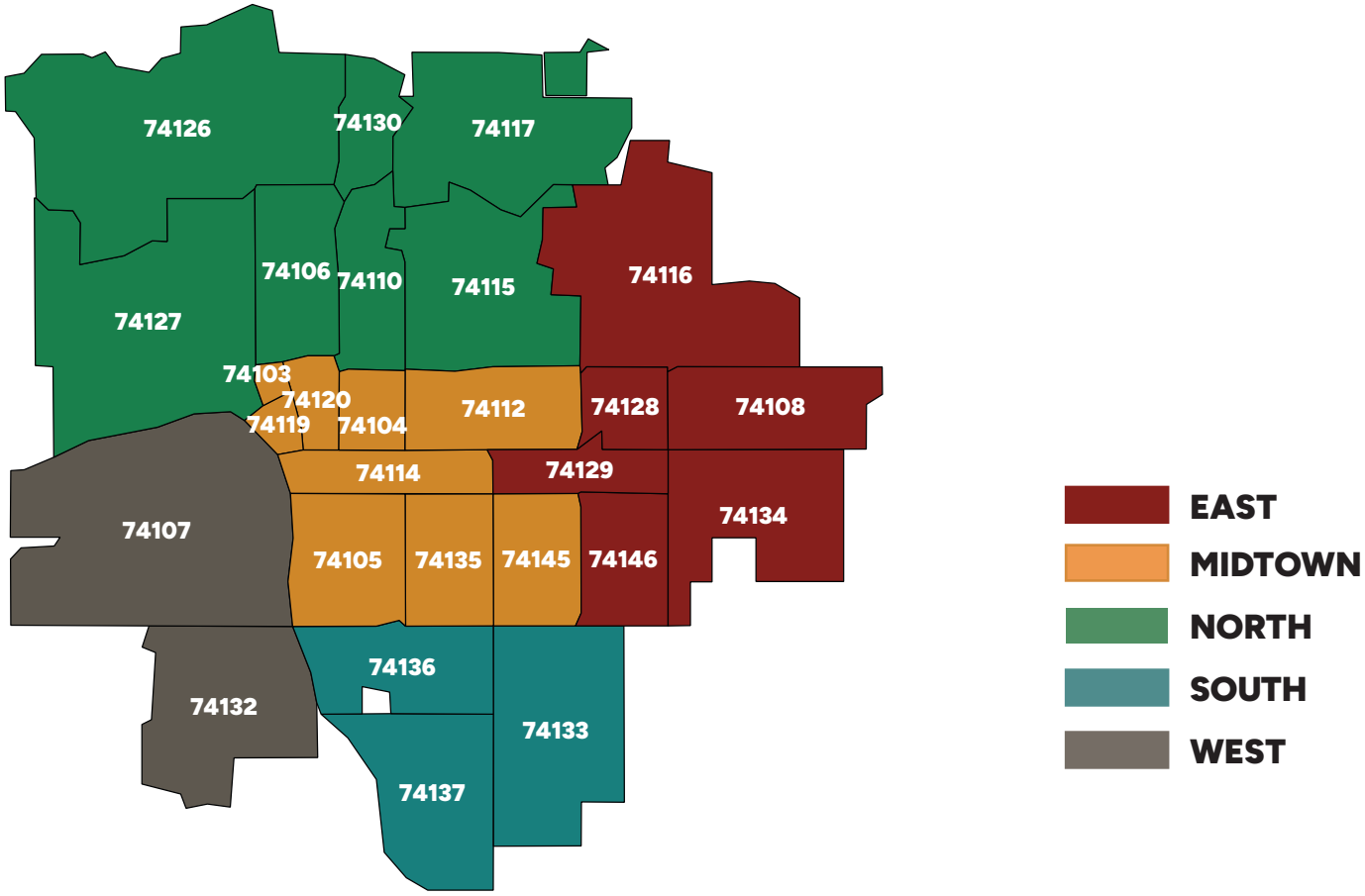
Report Year	2018	2019	2020	2021	2022	2023
Equality Score	**31**	**35**	**35**	**39**	**39**	**35**
Comparison Group A: % of Black households without access to a vehicle	**16.3%**	**15.7%**	**15.7%**	**12.7%**	**13.4%**	**12.9%**
Comparison Group B: % of White households without access to a vehicle	**4.8%**	**5.6%**	**5.6%**	**5.7%**	**6.1%**	**4.6%**
Ratio of Comparison Group A to Comparison Group B	**3.396**	**2.804**	**2.804**	**2.232**	**2.192**	**2.839**

The equality score for this indicator **increased by 4** since 2018.

The percentage of Black householders without access to a vehicle is nearly 3 times that of White householders.

APPENDIX A
TULSA REGIONS

REGION	ZIP CODES	2022 POPULATION
East Tulsa	74108, 74116, 74128, 74129, 74134, 74146	81,527
Midtown Tulsa	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	127,368
North Tulsa	74106, 74110, 74115, 74117, 74126, 74127, 74130	82,650
South Tulsa	74133, 74136, 74137	108,642
West Tulsa	74107, 74132	30,229
City of Tulsa		**411,938**



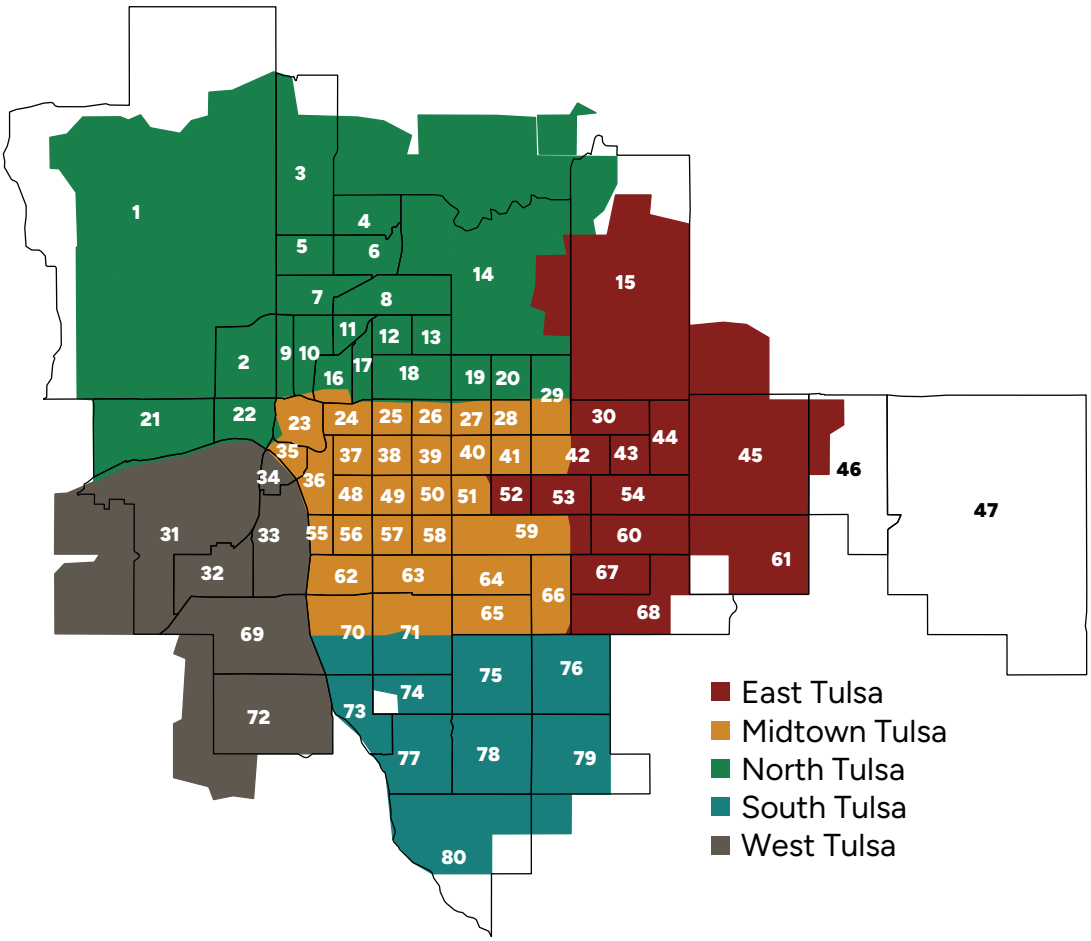
TULSA EQUALITY INDICATORS REGIONS WITH OVERLAY OF CITY OF TULSA NEIGHBORHOOD CONDITIONS INDEX NEIGHBORHOOD STATISTICAL AREAS

This map shows the boundaries of the 80 Neighborhood Statistical Areas defined by the City of Tulsa's Neighborhood Conditions Index (NCI) in relation to Equality Indicator regions.

While Tulsa Equality Indicators regions are based on zip codes, NCI areas are based on census tracts, producing boundary lines that don't necessarily align. NCI regions 46 and 47 are located within large zip codes that are associated primarily with other incorporated places.

The NCI provides detailed demographic and socioeconomic data as well as information about land use, transportation, economic development, access to social and cultural opportunities, public services and much more for every Tulsa neighborhood.

Learn more Tulsa's Neighborhood Conditions Index and access reports at **https://tulsaplanning.org/neighborhoods/nci/**.



Map Label	Neighborhood Statistical Area	Map Label	Neighborhood Statistical Area	Map Label	Neighborhood Statistical Area	Map Label	Neighborhood Statistical Area
1	Osage Hills	21	Charles Page	41	Leisure Lanes	61	Stone Ridge
2	Gilcrease Hills	22	Irving	42	Metcalfe-Magic Circle	62	South Brookside
3	Chamberlain	23	Downtown	43	Cooper	63	Patrick Henry
4	North Ridge	24	Pearl	44	Tower Heights	64	Park Plaza
5	Walt Whitman	25	Kendall-Whittier	45	East Woods	65	Sungate
6	Flat Rock Creek	26	Turner Park	46	Spunky Creek	66	Regency-Woodland
7	Hawthorne	27	Braden Park	47	Fair Oaks	67	Alsuma
8	Lloyd Park	28	McClure Park	48	Woodward Park	68	Crystal Creek-Quail Ridge
9	Reservoir Hill-The Heights	29	Layman-Clarland	49	Bryn Mawr-Lakewood	69	Turkey Mountain
10	Dunbar-Greenwood	30	Western Village	50	Mayo	70	Riverwood
11	Booker T Washington	31	Berryhill	51	Hoover	71	Southern Hills
12	Springdale	32	Red Fork	52	Terrace	72	Tulsa Hills
13	Louisville Heights	33	Garden City	53	Longview	73	Kensington
14	Mohawk Park-Dawson	34	Eugene Field	54	Eastland	74	Harvard Bend
15	Mingo Valley	35	Riverview	55	West Brookside	75	Grissom-Thoreau
16	Crutchfield	36	Maple Ridge	56	East Brookside	76	Woodland Hills
17	Cherokee Heights	37	Cherry Street	57	Ranch Acres	77	Vensel Creek
18	Sequoyah	38	Renaissance-Florence Park	58	Whiteside	78	Hunter Park
19	Maplewood	39	Fair	59	Southroads-Briarwood	79	South Ridge
20	McKinley-Mitchell	40	Wedgwood-Crowell Heights	60	Briarglen-Plaza	80	South Point

APPENDIX B

DATA SOURCES

THEME 1: ECONOMIC OPPORTUNITY

Topic 1: Business Development

Indicator 1. Business Ownership by Gender: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 2. Business Ownership by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Public Use Microdata Sample (PUMS)

Indicator 3. Payday Loans & Banks by Geography: Data Axle (formerly ReferenceUSA), U.S. Historical Businesses Database, 2017, 2018, 2019, 2020, 2021, & 2022

Topic 2: Employment

Indicator 4. Unemployment by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 5. Commute time by Geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 5-Year Estimates

Indicator 6. High Wage Occupations by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Topic 3: Income

Indicator 7. Living wage by geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 5-Year Estimates

Indicator 8. Median household income by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 9. Poverty by educational attainment: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

THEME 2: EDUCATION

Topic 1: Impediments to Learning

Indicator 10. Suspensions by race: Tulsa Public Schools unpublished data, School Years 2017, 2018, 2019, 2020, 2021, & 2022

Indicator 11. Chronic absenteeism by race: Tulsa Public Schools unpublished data, School Years 2017 & 2020; Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, & 2023

Indicator 12. Dropping Out by Income: Tulsa Public Schools unpublished data, School Years 2016, 2017, 2018, 2019, 2020, & 2022

Topic 2: Quality and Opportunity

Indicator 13. Emergency Teacher Certification by Geography: Oklahoma State Department of Education, Emergency Certifications webpage, School Years 2017, 2018, & 2021; Oklahoma State Department of Education, Unpublished State Board of Education meeting report, School Year 2024

Indicator 14. Postsecondary Opportunities Participation by English Proficiency: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, & 2023

Indicator 15. School A-F Report Card Score by Income: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, & 2023; Oklahoma State Department of Education, Low Income Report, School Years 2018, 2019, 2022, & 2023

Topic 3: Student Achievement

Indicator 16. Third Grade Reading Proficiency by Income: Tulsa Public Schools unpublished data, School Years 2017, 2018, 2019, 2021, 2022, & 2023

Indicator 17. Graduation by English Proficiency: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2017, 2018, 2019, 2021, & 2022

Indicator 18. College Completion by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

THEME 3: HOUSING

Topic 1: Homeownership

Indicator 19. Homeownership by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 20. Home Purchase Loan Denial by Race: Federal Financial Institutions Examination Council, Home Mortgage Disclosure Act Database, Conventional Purchases by Race, 2016, 2017, 2018, 2019, 2020, & 2022

Indicator 21. Housing Cost Burden by Income: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Topic 2: Homelessness

Indicator 22. Youth Homelessness by Race: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning October 1, 2016 to September 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning October 1, 2021 to September 30, 2023

Indicator 23. Homelessness by Veteran Status: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning October 1, 2016 to September 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning October 1, 2021 to September 30, 2023

Assessment Report to Congress; U.S. Census Bureau, American Community Survey, 2021 1-Year Estimates

Indicator 24. Homelessness by Disability Status: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning October 1, 2016 to September 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning October 1, 2021 to September 30, 2023; Assessment Report to Congress; U.S. Census Bureau, American Community Survey, 2021 1-Year Estimates

Topic 3: Tenant stability

Indicator 25. Rent Burden by Income: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 26. Evictions by Race: The Eviction Lab, 2015 & 2016; Open Justice Oklahoma, Oklahoma Policy Institute, unpublished data for calendar years 2019, 2020, & 2023

Indicator 27. Housing Complaints by Geography: Tulsa Health Department unpublished data, 2017, 2018, 2019, 2020, 2021, & 2022

THEME 4: JUSTICE

Topic 1: Arrests

Indicator 28. Juvenile Arrests by Race: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, & 2022

Indicator 29. Adult Arrests by Race: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, & 2022

Indicator 30. Female Arrests by Comparison to National Average: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, & 2022; Federal Bureau of Investigation, Uniform Crime Reporting: National Incident-Based Reporting System, 2016, 2017, 2018, 2019, 2020, & 2022

Topic 2: Law Enforcement

Indicator 31. TPD Workforce by Race: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020

Indicator 32. TPD workforce by gender: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020

Indicator 33. Officer use of force by subject race: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020

Topic 3: Safety and Violence

Indicator 34. Child Abuse and Neglect by Comparison to National Average: Oklahoma Department of Human Services, FY 2015, 2016, 2017, 2018, 2019, & 2021 Annual Report Statistical Tables; U.S. Department of Health & Human Services, Administration for Children and Families, Administration on Children, Youth and Families, Children's Bureau, Child Maltreatment 2015, 2016, 2017, 2018, 2019, & 2021

Indicator 35. Homicide Victimization by Race: City of Tulsa unpublished data, 2016, 2017, 2018, 2019, 2020, & 2022

Indicator 36. 911 Domestic Violence Calls by Geography: City of Tulsa unpublished data, 2016, 2017, 2018, 2019, 2020, & 2022

THEME 5: PUBLIC HEALTH

Topic 1: Health Care Access

Indicator 37. Health Insurance by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 38. Emergency Room Use by Geography: Tulsa Health Department unpublished data, 2017, 2018, & 2022

Indicator 39. Veterans Affairs Appointment Wait Time by Comparison to National Average: U.S. Dept. of Veterans Affairs, Completed Appointment Wait Times National, Facility, and Division Level Summaries, Measured from Preferred Date for Reporting Periods Ending: October 2017, 2018, 2019, 2020, and February 2021

Topic 2: Mortality

Indicator 40. Infant Mortality by Race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017, 2018, 2019, 2020, & 2021

Indicator 41. Life Expectancy by Geography: Tulsa Health Department unpublished data, 2013-15, 2014-16, 2015-17, 2016-18, 2017-19, & 2019-21

Indicator 42. Cardiovascular Disease Mortality By Race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017, 2018, 2019, 2020, & 2021

Topic 3: Well-being

Indicator 43. Food Deserts by Geography: INCOG unpublished data, 2018, 2019, 2020, 2021, & 2023

Indicator 44. Mentally Unhealthy Days by Income: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Behavioral Risk Factor Surveillance System 2015-16, 2016-17, 2017-18, 2018-19, 2019-20, & 2021-22

Indicator 45. Smoking by Geography: Centers for Disease Control and Prevention, 500 Cities & Places: Local Data for Better Health, Model-based estimates for current smoking among adults aged >=18 years, 2017, 2018, 2019, 2020, 2021, & 2023 releases; Behavioral Risk Factor Surveillance System (BRFSS), 2015, 2016, 2017, 2018, 2019, & 2021

THEME 6: SERVICES

Topic 1: Resources

Indicator 46. Vacant Housing by Geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 5-Year Estimates

Indicator 47. Internet Access by Race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 48. Services For Persons With Developmental Disabilities By Geography: Larson, S. A., et al, 2017, 2018, 2019, 2020, & 2021, In-home and residential long-term supports and services for persons with intellectual or developmental disabilities: Status and trends 2014 through 2018; Larson, S. A., et al, 2022, Long-term supports and services for persons with intellectual or developmental disabilities: Status and trends through 2019.

Topic 2: Political Empowerment

Indicator 49. Government Representation by Race: City of Tulsa open data, 2017, 2018, 2019, 2021, 2022, & 2023

Indicator 50. Voter Turnout by Geography: Oklahoma State Election Board data request, November 2016, 2018, & 2020 elections; Oklahoma State Election Board, OK Election Data Warehouse, November 2022 general election

Indicator 51. Neighborhood and Homeowner Associations by Geography: City of Tulsa open data, 2017, 2018, 2019, 2021, 2022, & 2024

Topic 3: Transportation

Indicator 52. Bus Stop Concentration by Geography: Metropolitan Tulsa Transit Authority unpublished data, 2018; INCOG unpublished data, 2019, 2020, 2021, 2022, & 2023

Indicator 53. Commute Time by Mode of Transportation: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, & 2022 American Community Survey 1-Year Estimates

Indicator 54. Vehicle Access by Race: U.S. Census Bureau, 2016, 2017, 2019, 2021, & 2022 American Community Survey 1-Year Public Use Microdata Sample (PUMS)

References: Pierson, Emma, Camelia Simoiu, Jan Overgoor, Sam Corbett-Davies, Daniel Jenson, Amy Shoemaker, Vignesh Ramachandran, Phoebe Barghouty, Cheryl Phillips, Raci Shroff, and Sharad Goel. 2020. "A Large-scale Analysis of Racial Disparities in Police Stops across the United States." Nature Human Behaviour, May 4, 2020, https://www.nature.com/articles/s41562-020-0858-1;
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Balko, Radley. 2018. "There's Overwhelming Evidence that the Criminal-Justice System is Racist. Here's the Proof." Washington Post, Sept. 18, 2018;
The Sentencing Project. 2018. Report of the Sentencing Project to the United Nations Special Rapporteur on Contemporary Forms of Racism, Racial Discrimination, Xenophobia, and Related Intolerance: Regarding Racial Disparities in the United States Criminal Justice System;
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The Sentencing Project. 2014. Disproportionate Minority Contact in the Juvenile Justice System;
Eberhardt, Jennifer L. 2019. Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do. New York: Viking

Notes: In addition to indicators using the U.S. Census Bureau's American Community Survey (ACS) as the primary data source as noted above, ACS data were used in the calculation of rates for many other indicators. For example, ACS population counts for youth by race were used to calculate rates of homelessness for indicator 22, Youth homelessness by race. ACS 1-year estimates were used when possible, but in several instances 5-year estimates were required. For indicator 53, Commute time by mode of transportation, 5-year estimates were used because of excessively high margins of error associated with the 1-year estimates. Five-year estimates were used for all indicators making regional comparisons due to unavailability of ACS 1-year estimates at the zip code level.

Ten of the 54 indicators have one or more years for which new data were not available at the time of report preparation for that particular year. In those instances, the prior year's data and scores were repeated and were used to calculate topic, theme, and city scores. Indicators with repeated year(s) of data include:

Indicator	Repeated Data by Report Year
Emergency teacher certification by geography	2020, 2022
Postsecondary opportunities participation by English proficiency	2019, 2021
School report card score by income	2019, 2021
Graduation by English proficiency	2021
Evictions by race	2022
Emergency room use by geography	2020, 2021, 2022
Veterans Affairs appointment wait time by comparison to national average	2022
Food deserts by geography	2019
Voter turnout by geography	2019, 2023
Vehicle access by race	2020

APPENDIX C

SCORE TO RATIO CONVERSION TABLE

Score Range	Ratio *from*	Ratio *to*	Increase by
100	1.000	1.004	*n/a*
99	1.005	1.009	*+0.005*
98	1.010	1.014	*+0.005*
97	1.015	1.019	*+0.005*
96	1.020	1.024	*+0.005*
95	1.025	1.029	*+0.005*
94	1.030	1.034	*+0.005*
93	1.035	1.039	*+0.005*
92	1.040	1.044	*+0.005*
91	1.045	1.049	*+0.005*
90	1.050	1.054	*+0.005*
89	1.055	1.059	*+0.005*
88	1.060	1.064	*+0.005*
87	1.065	1.069	*+0.005*
86	1.070	1.074	*+0.005*
85	1.075	1.079	*+0.005*
84	1.080	1.084	*+0.005*
83	1.085	1.089	*+0.005*
82	1.090	1.094	*+0.005*
81	1.095	1.099	*+0.005*
80	1.100	1.119	*+0.020*
79	1.120	1.139	*+0.020*
78	1.140	1.159	*+0.020*
77	1.160	1.179	*+0.020*
76	1.180	1.199	*+0.020*
75	1.200	1.219	*+0.020*
74	1.220	1.239	*+0.020*
73	1.240	1.259	*+0.020*
72	1.260	1.279	*+0.020*
71	1.280	1.299	*+0.020*
70	1.300	1.319	*+0.020*
69	1.320	1.339	*+0.020*
68	1.340	1.359	*+0.020*
67	1.360	1.379	*+0.020*
66	1.380	1.399	*+0.020*
65	1.400	1.419	*+0.020*
64	1.420	1.439	*+0.020*
63	1.440	1.459	*+0.020*
62	1.460	1.479	*+0.020*
61	1.480	1.499	*+0.020*
60	1.500	1.524	*+0.025*
59	1.525	1.549	*+0.025*
58	1.550	1.574	*+0.025*
57	1.575	1.599	*+0.025*
56	1.600	1.624	*+0.025*
55	1.625	1.649	*+0.025*
54	1.650	1.674	*+0.025*
53	1.675	1.699	*+0.025*
52	1.700	1.724	*+0.025*
51	1.725	1.749	*+0.025*

Score Range	Ratio *from*	Ratio *to*	Increase by
50	1.750	1.774	*+0.025*
49	1.775	1.799	*+0.025*
48	1.800	1.824	*+0.025*
47	1.825	1.849	*+0.025*
46	1.850	1.874	*+0.025*
45	1.875	1.899	*+0.025*
44	1.900	1.924	*+0.025*
43	1.925	1.949	*+0.025*
42	1.950	1.974	*+0.025*
41	1.975	1.999	*+0.025*
40	2.000	2.149	*+0.150*
39	2.150	2.299	*+0.150*
38	2.300	2.449	*+0.150*
37	2.450	2.599	*+0.150*
36	2.600	2.749	*+0.150*
35	2.750	2.899	*+0.150*
34	2.900	3.049	*+0.150*
33	3.050	3.199	*+0.150*
32	3.200	3.349	*+0.150*
31	3.350	3.499	*+0.150*
30	3.500	3.649	*+0.150*
29	3.650	3.799	*+0.150*
28	3.800	3.949	*+0.150*
27	3.950	4.099	*+0.150*
26	4.100	4.249	*+0.150*
25	4.250	4.399	*+0.150*
24	4.400	4.549	*+0.150*
23	4.550	4.699	*+0.150*
22	4.700	4.849	*+0.150*
21	4.850	4.999	*+0.150*
20	5.000	5.249	*+0.250*
19	5.250	5.499	*+0.250*
18	5.500	5.749	*+0.250*
17	5.750	5.999	*+0.250*
16	6.000	6.249	*+0.250*
15	6.250	6.499	*+0.250*
14	6.500	6.749	*+0.250*
13	6.750	6.999	*+0.250*
12	7.000	7.249	*+0.250*
11	7.250	7.499	*+0.250*
10	7.500	7.749	*+0.250*
9	7.750	7.999	*+0.250*
8	8.000	8.249	*+0.250*
7	8.250	8.499	*+0.250*
6	8.500	8.749	*+0.250*
5	8.750	8.999	*+0.250*
4	9.000	9.249	*+0.250*
3	9.250	9.499	*+0.250*
2	9.500	9.749	*+0.250*
1	9.750	9.999	*+0.250*

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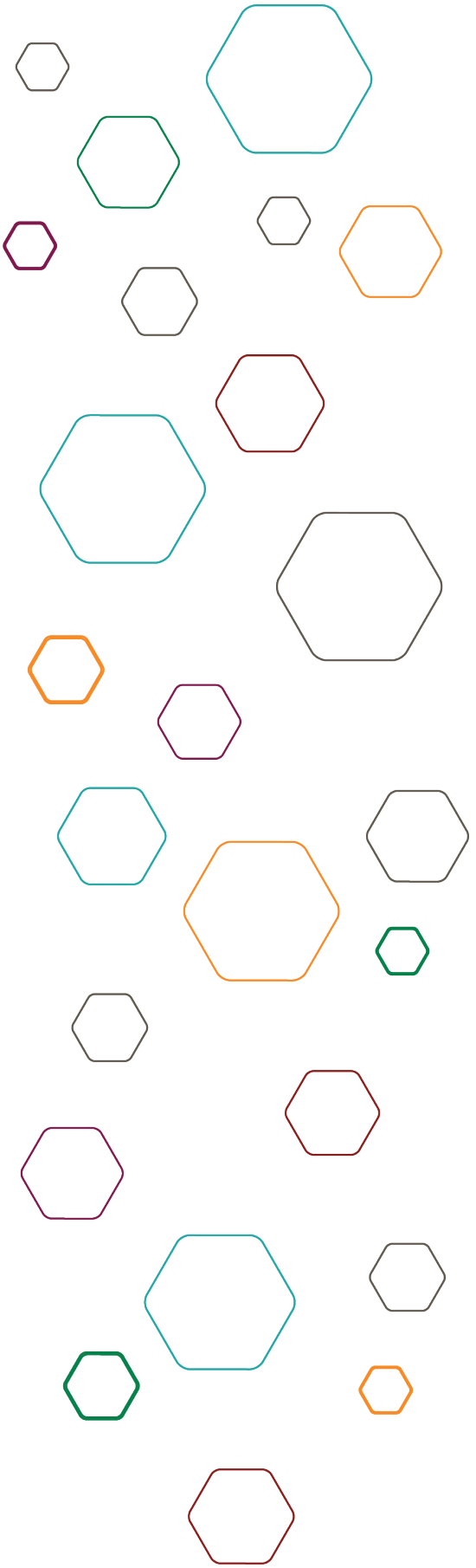

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