Senate Bill 350/Chapter 417, Acts of 2018

Task Force on Reconciliation and Equity
Food Desert Data Base

Institute For Urban Research

Presented by Professors Glenn Robinson and Clement Anyadike

10/9/2019
Framing Racial Equity.

List of food deserts throughout the State of Maryland and data on food insecurity in Maryland.

Breakdown by race and gender of employees and positions in the State of Maryland. How many Black, Latino, Asian and white people are employed by the State of Maryland and what are their positions.

Identify small businesses by race in the State of Maryland.
What IS RACIAL EQUITY?

RACIAL EQUITY IS THE CONDITION THAT WOULD BE ACHIEVED IF ONE'S RACIAL IDENTITY NO LONGER PREDICTED, IN A STATISTICAL SENSE, HOW ONE FARES. WHEN WE USE THE TERM, WE ARE THINKING ABOUT RACIAL EQUITY AS ONE PART OF RACIAL JUSTICE, AND THUS WE ALSO INCLUDE WORK TO ADDRESS ROOT CAUSES OF INEQUITIES NOT JUST THEIR MANIFESTATION. THIS INCLUDES ELIMINATION OF POLICIES, PRACTICES, ATTITUDES AND CULTURAL MESSAGES THAT REINFORCE DIFFERENTIAL OUTCOMES BY RACE OR FAIL TO ELIMINATE THEM.

RACIAL JUSTICE [IS DEFINED] AS THE PROACTIVE REINFORCEMENT OF POLICIES, PRACTICES, ATTITUDES AND ACTIONS THAT PRODUCE EQUITABLE POWER, ACCESS, OPPORTUNITIES, TREATMENT, IMPACTS AND OUTCOMES FOR ALL.

RACIALEQUITYTOOLS.ORG
Reconciliation and Equity

Both a theoretical and an analytical framework is needed to define and evaluate how and what administrative policies impact the way in which benefits and burdens are distributed across Maryland’s diversified urban, suburban, rural and exurban populations.
Inequity occurs when benefits, burdens, risk, and rewards are unevenly distributed across local and regional jurisdictions.

This unequal distribution of benefits and rewards for high-income earners becomes burdens and risks for the low-income earners and minority communities. Under the rubrics of public safety, public health, education, and economic development; Blacks have higher rates of incarceration, disease, academic failure, and poverty than their White counterparts.
What is Equity?

- Equity seeks to lower the gap between the lowest and highest income groups, both by mode and in space, is limited, while attempting to minimize average costs.
- Equity applied cross sectors should lower the benefit ceiling for the haves while raising the burden floor for the have nots.
- Simply stated equity occurs by minimizing disparities between the lowest and highest income groups.
Equity occurs when benefits are fairly distributed across local and regional jurisdictions. An unequal distribution of benefits becomes burdens for low income and minority communities. Under the rubrics of public safety, public health, education, and economic development; Blacks have higher rates of incarceration, disease, academic failure, and poverty than their White counterparts.

For example in the transportation sector, equity occurs when the maximum gap between the lowest and highest accessibility, both by mode and in space, is limited, while attempting to maximize average access.

Equity applied cross sectors should lower the benefit ceiling for the haves while raising the burden floor for the have nots.

Simply stated: minimize disparities between the lowest and highest income groups.
Two – Pronged TORE Analytical Approach

Identify, group, and categorize baskets of policies that are racially unbalanced

Map, Chart, and Graph patterns and outcomes from existing data sources.
Task Force Identified Categories
Task Force Identified Four Categories

- Public Safety
- Public Health
- Education
- Economic Development
<table>
<thead>
<tr>
<th>Racism in Public Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Stops</td>
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<tr>
<td>Juvenile Arrests</td>
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<tr>
<td>Police Arrests for Marijuana</td>
</tr>
<tr>
<td>Length of Incarceration</td>
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<tr>
<td>Incarceration of Women</td>
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</tbody>
</table>
Structural Racism in Public Safety

- Incarceration rates for African Americans when contrasted to White counterparts are higher.
- To combat structural racism in public safety criminal justice policies that lower the ceiling and floor for African American incarceration rates are required.
Racism in Public Health

- Air quality
- Water quality
- Proximity to Emissions:
  - Mobile Source
  - Stationary
- Environmental Hazards
  - Dumps
  - Rodent Infestation
- Dirty Streets and Alleys
- Food Deserts
• The higher the income the greater the access to supermarkets.
• Conversely low-income communities have less access.
Racism in Education

- Extra Curriculum Activities
- Poorly Equipped Facilities
- Proximity to Environmental Hazards
- Classroom Size
- Recreational Facilities
- Academic and Vocational Achievement gaps:
  - k-8
  - 8-12
- Proximity to Liquor Stores
- Proximity to Environmental Hazards
- Funding Disparities:
  - per pupil
  - per school district
  - per classroom
- Facility and Equipment Upgrades
Structural Racism in Education

- Efforts to reduce achievement gaps are continuous.

- However racial disparities in achievement still persist.
Racism in Economic Development

- Poor Housing
- Work Force Participation
- Housing Segregation
- Food Deserts
- Transportation Facilities Services Access
- Transit Dependency
- Speed Enforcement
- Dispensaries
Structural Racism in Economic Development

- Conventional Practice
  High income high access. Low income low access.

- Max\text{|}Max
  Lower access for high income earners while increasing access for high income earners.
Burdens: Public Health Demographics
2010 Population Density

Population Count From 2010 Census
Median Family Income Distribution

Median Family Income Per Tract
Housing Units Density

Occupied Housing Units Count From 2010 Census
Poverty Rate

Share of the Tracts Population Living With Income At or Below The Federal Poverty Thresholds for Family Size
Low Income Tracts
SNAP Food Program

Total Count of Housing Units Receiving SNAPP Benefits Per Tract
Proximity to Supermarkets
Low Access Black Population at .5 Mile

Black or African American Population Count beyond \(\frac{1}{2}\) mile From Supermarket.
Low Access White Population at 0.5 Mile

White non-Hispanic Population Count beyond ½ mile From Supermarket.
Low Access Black Population at 1 Mile
Black or African American Population Count beyond 1 Mile From Supermarket.
Low Access White Population at 1 Miles
White Population Count beyond 1 Mile From Supermarket.
Low Access Black Population at 10 Mile

Black or African American Population Count beyond 10 Miles From Supermarket.
Low Access White population at 10 Mile

White non-Hispanic Population Count beyond 10 Miles From Supermarket.
Low Access Black Population at 20 Mile

Black or African American Population Count beyond 20 Miles From Supermarket.
Economic Development

Maryland Department of Budget and Management: State Employees
Economic Development: State Employees

Maryland State Department of Commerce

Clement Anyadike
Economic Development

Data on State Employees obtained from the Maryland State Personnel Management System

This database covers all employees of the State of Maryland excluding those in the Judiciary, General Assembly, Universities and the MDOT
Maryland State Personnel Management System Department of Budget & Management

• Database covers 38,157 employees
• Broken down by
  1. Race/Ethnicity,
  2. Years of Service, and
  3. Classification
Maryland State Regular Employees Classified by Race

- American Indian or Alaska Native (Not Hispanic or Latino): 0.28%
- Asian (Not Hispanic or Latino): 2.37%
- Black or African American (Not Hispanic or Latino): 43.00%
- Hispanic or Latino: 1.62%
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino): 0.10%
- Two or More Races (Not Hispanic or Latino): 0.99%
- Unknown or Decline to State: 2.64%
- White (Not Hispanic or Latino): 49.00%
# Maryland State Regular Employees
## Sum of Years of Service By Race/Ethnicity

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<tr>
<th>Row Labels</th>
<th>Sum of Years of Service</th>
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<td>American Indian or Alaska Native (Not Hispanic or Latino)</td>
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<tr>
<td>Asian (Not Hispanic or Latino)</td>
<td>9151.8</td>
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<tr>
<td>Black or African American (Not Hispanic or Latino)</td>
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<td>Hispanic or Latino</td>
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<td>Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)</td>
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<td>2488.9</td>
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<tr>
<td>White (Not Hispanic or Latino)</td>
<td>244183.8</td>
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<tr>
<td><strong>Grand Total</strong></td>
<td><strong>473986</strong></td>
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</tbody>
</table>
Maryland State Regular Employees
Management Classification By Race/Ethnicity

% (All) Managers Classification By Ethnicity/Race

- American Indian or Alaska Native (Not Hispanic or Latino): 2%
- Asian (Not Hispanic or Latino): 8%
- Black or African American (Not Hispanic or Latino): 25%
- Hispanic or Latino: 61%
- Unknown or Decline to State: 1%
- White (Not Hispanic or Latino): 3%
Maryland State Regular Employees Management Classification By Race/Ethnicity
Maryland State Regular Employees Management Classification By Race/Ethnicity

% Manager II Classification By Ethnicity/Race

- American Indian or Alaska Native (Not Hispanic or Latino): 2%
- Asian (Not Hispanic or Latino): 2%
- Black or African American (Not Hispanic or Latino): 23%
- Hispanic or Latino: 6%
- Unknown or Decline to State: 64%
- White (Not Hispanic or Latino): 3%
Maryland State Regular Employees
Management Classification By Race/Ethnicity

% Manager III Classification By Ethnicity/Race

- Asian (Not Hispanic or Latino): 48%
- Black or African American (Not Hispanic or Latino): 32%
- Unknown or Decline to State: 8%
- White (Not Hispanic or Latino): 12%
Maryland State Regular Employees Management Classification By Race/Ethnicity

% Manager IV Classification By Ethnicity/Race

- 72% White (Not Hispanic or Latino)
- 14% Unknown or Decline to State
- 14% Asian (Not Hispanic or Latino)
Maryland State Regular Employees
Management Classification By Race/Ethnicity
Maryland State Regular Employees Management Classification By Race/Ethnicity

% Supervisor III Classification By Ethnicity/Race

- Black or African American (Not Hispanic or Latino): 33%
- White (Not Hispanic or Latino): 67%
Maryland State Regular Employees Management Classification By Race/Ethnicity

% (ALL) Directors Classification By Ethnicity/Race

- Asian (Not Hispanic or Latino): 6%
- Black or African American (Not Hispanic or Latino): 22%
- Hispanic or Latino: 68%
- Two or More Races (Not Hispanic or Latino): 1%
- Unknown or Decline to State: 1%
- White (Not Hispanic or Latino): 2%
Maryland State Regular Employees Management Classification By Race/Ethnicity

% Judge Classification By Ethnicity/Race

- White (Not Hispanic or Latino): 82%
- Black or African American (Not Hispanic or Latino): 15%
- Two or More Races (Not Hispanic or Latino): 1%
- Unknown or Decline to State: 2%

Legend:
- Blue
- Orange
- Gray
- Yellow
Maryland State Regular Employees Management Classification By Race/Ethnicity

% President Classification By Ethnicity/Race

- Black or African American (Not Hispanic or Latino): 67%
- White (Not Hispanic or Latino): 33%

Legend:

- Black or African American (Not Hispanic or Latino)
- White (Not Hispanic or Latino)
Next Step Analytical Analysis

- The **dissimilarity index** measures the relative separation or integration of groups across all neighborhoods of a city or metropolitan area.

- The **neighborhood Socioeconomic Status Index is a validated aggregate of census tracts-level indicators. NSES is a composite of six indicators obtained from the Community Survey for each tract: percent of adults 25 years and over with less than a high school education, percent of unemployed males, percent of households with income below poverty level, percent of households receiving public assistance, median household income, and percent of households with children that are headed by an unmarried female.**

- An **isolation index** is a measure of the segregation of the activities of multiple populations. They have been used in studies of racial segregation and ideological segregation.

- **Delta Index American Community Survey** used to represent the proportion of African Americans that would have to change their place of residence to achieve uniform density across a county. Scores range from 0 (complete integration) to 1 (complete segregation). (Chambers et al., 2017)
# Additional Census Data Sources

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<thead>
<tr>
<th>Source</th>
<th>URL</th>
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<tbody>
<tr>
<td>The Census Bureau Planning Database (PDB)</td>
<td><a href="https://bmoreblackworkercenter.org/our-report">https://bmoreblackworkercenter.org/our-report</a></td>
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<tr>
<td>The USDA Food Desert Database</td>
<td><a href="https://www.ers.usda.gov/data/fooddesert/">https://www.ers.usda.gov/data/fooddesert/</a></td>
</tr>
<tr>
<td>Response Outreach Area Mapper</td>
<td></td>
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</tbody>
</table>
• https://morganiur.com
• Https://bmoreblackworkercenter.org/our-report
• Senate Bill 350/Chapter 417, Acts of 2018

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