



Institute For  
Urban Research

Senate Bill 350/Chapter 417,  
Acts of 2018

Task Force on  
Reconciliation and Equity  
Food Desert Data Base

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10/9/2019

# TORÉ Assignment

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](http://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.



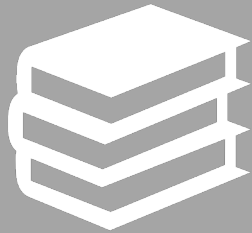
## What is Inequity?

Inequity occurs when benefits, burdens, risk, and rewards are unevenly distributed across local and regional jurisdictions.

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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.

High Income  
Benefits less  
Low-Income  
Burdens =  
Equity

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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.

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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

# Racism in Public Safety

Police Stops

Police  
Searches

Police Use of  
Force During  
Arrest

Juvenile  
Arrests

Arrests in the  
Transgender  
Community

Arrests for  
Drugs

Police Arrests  
for Marijuana

Prosecution  
Charges

Prison vs.  
Community  
Service

Length of  
Incarceration

State Drug  
Incarceration

Federal Drug  
Convictions

Incarceration  
of Women

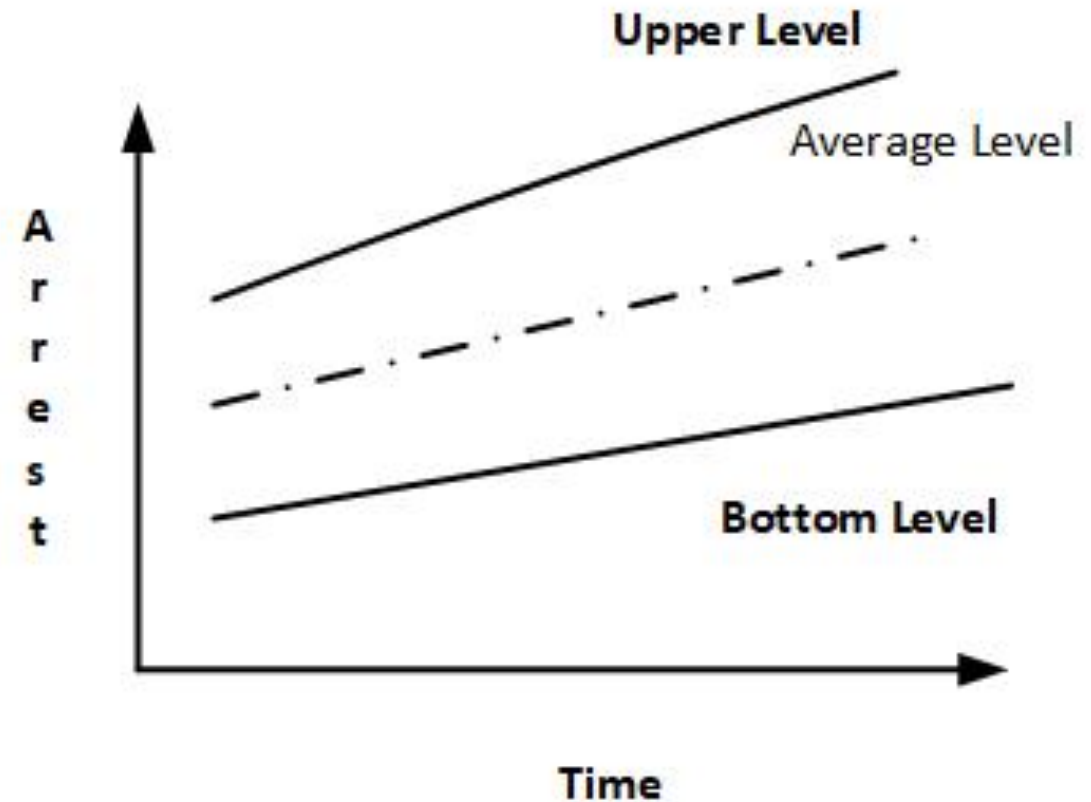
Hiring People  
With Criminal  
Records

Eliminating the  
Right to Vote

## 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.

### Public Safety Theoretic: Incarceration





# Racism in Public Health

Air quality

Water quality

Proximity to Emissions:  
Mobile Source  
Stationary

Environmental Hazards  
Dumps  
Rodent Infestation

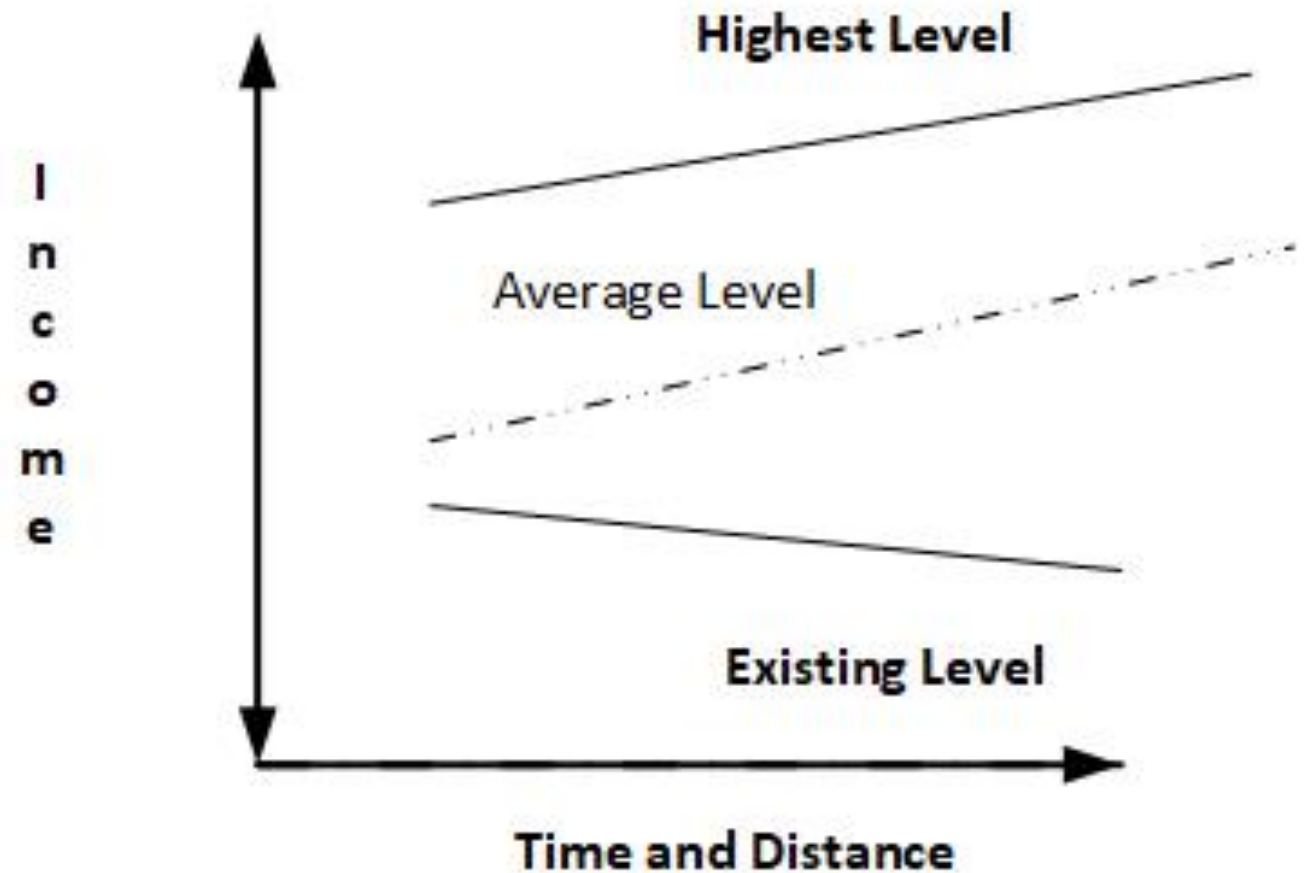
Dirty Streets and Alleys

Food Deserts

## Structural Racism in Public Health

- The higher the income the greater the access to supermarkets.
- Conversely low-income communities have less access.

### Public Health Theoretic: Food Deserts



# 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

Funding Disparities:  
per pupil  
per school district  
per classroom

Proximity to Liquor  
Stores

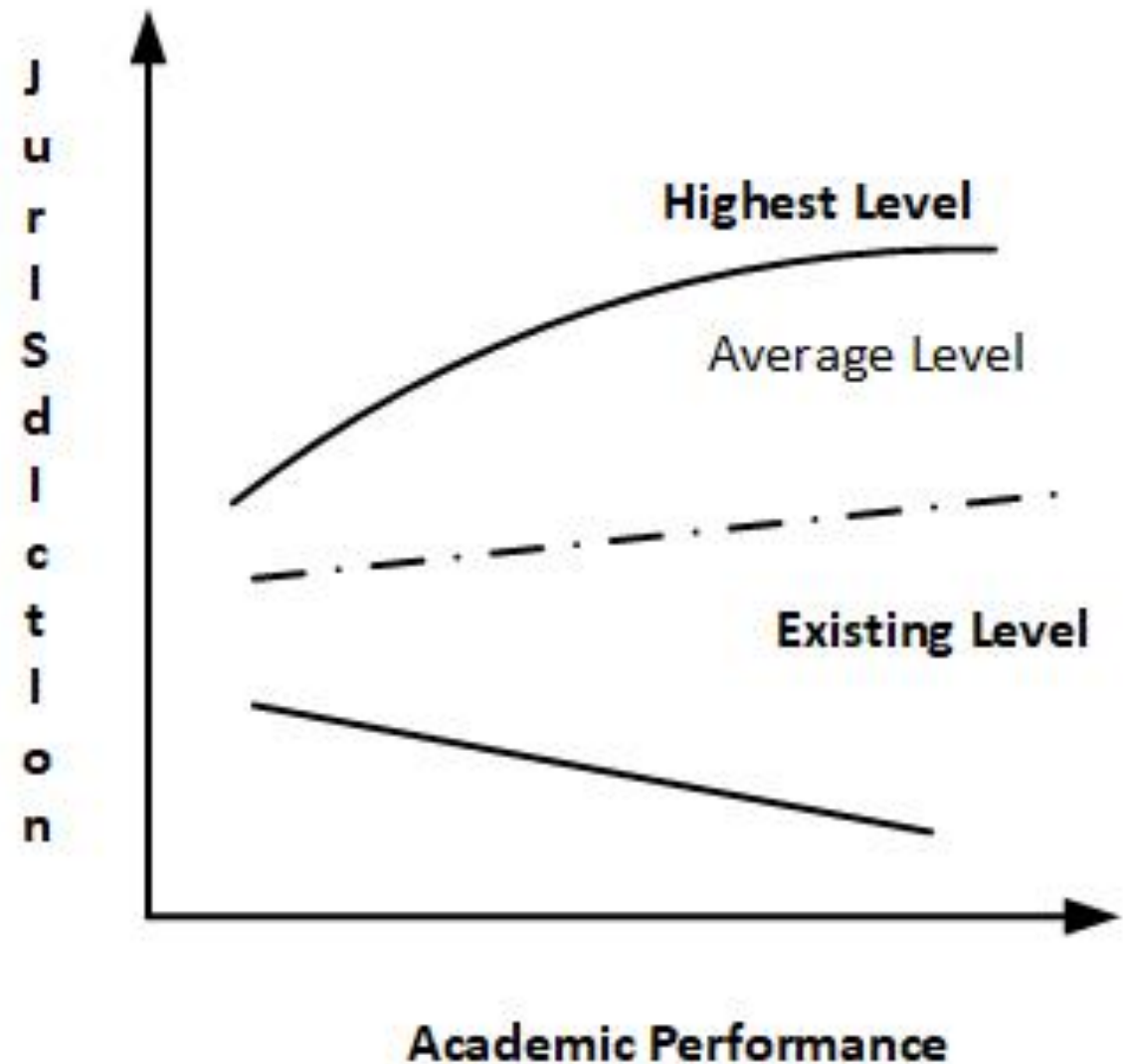
Proximity to  
Environmental Hazards

Facility and Equipment  
Upgrades

## Structural Racism in Education

- Efforts to reduce achievement gaps are continuous.
- However racial disparities in achievement still persist.

### Education Theoretic: Achievement Gap



# 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

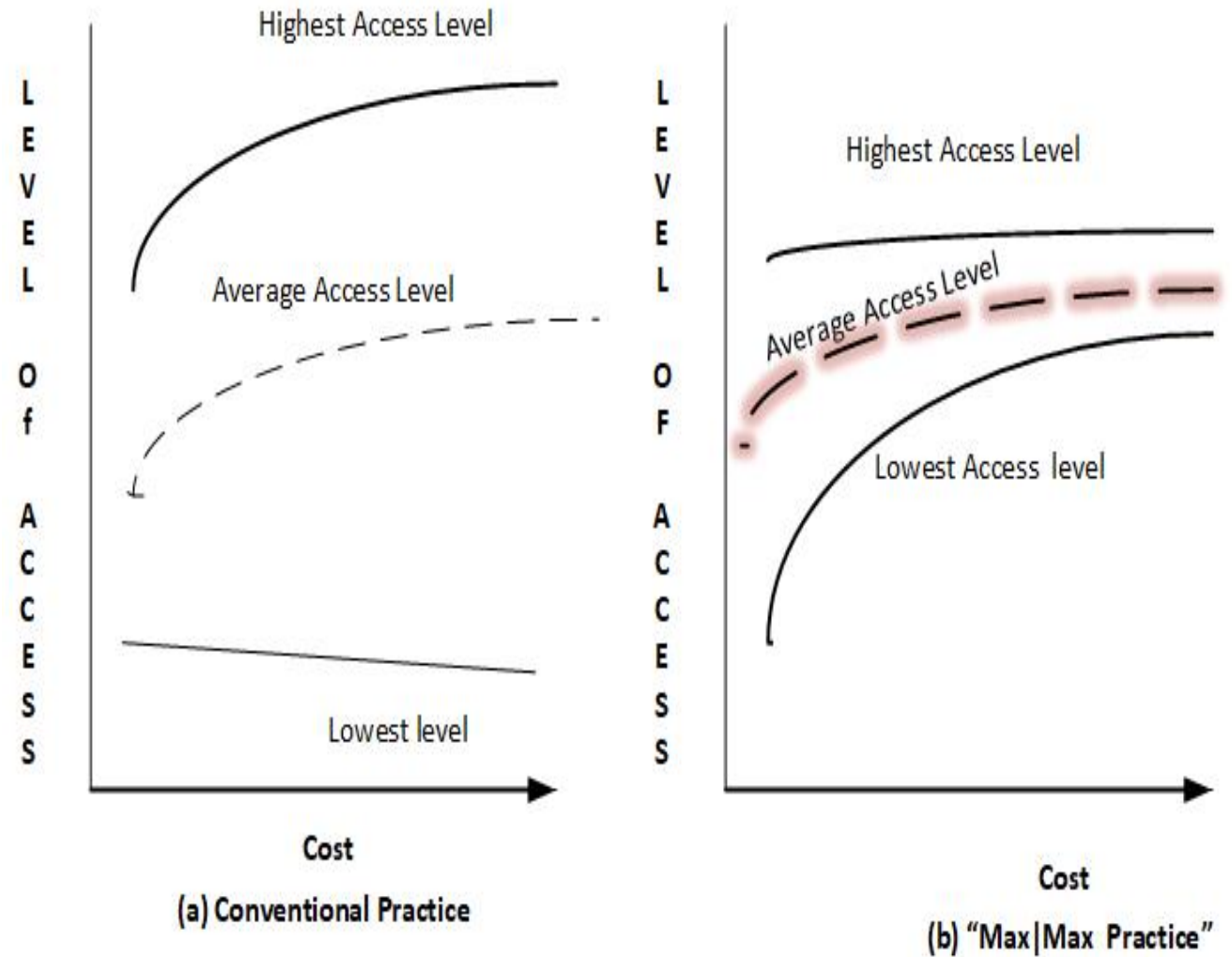
- Conventional Practice

High Income high access. Low income low access.

- Max|Max

Lower access for high income earners while increasing access for high income earners.

### Economic Development Thortic: Transportation

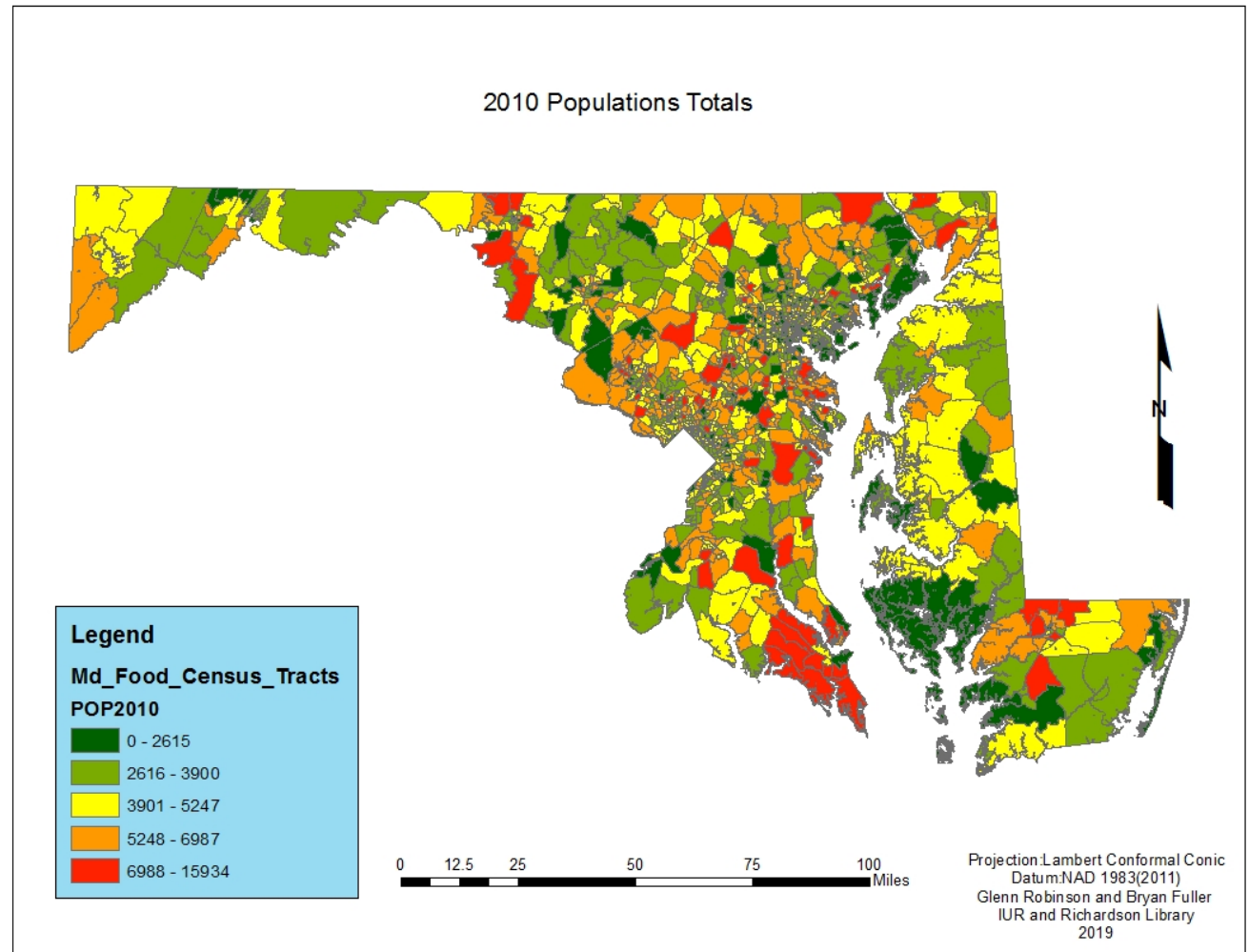


# Burdens: Public Health Demographics



# 2010 Population Density

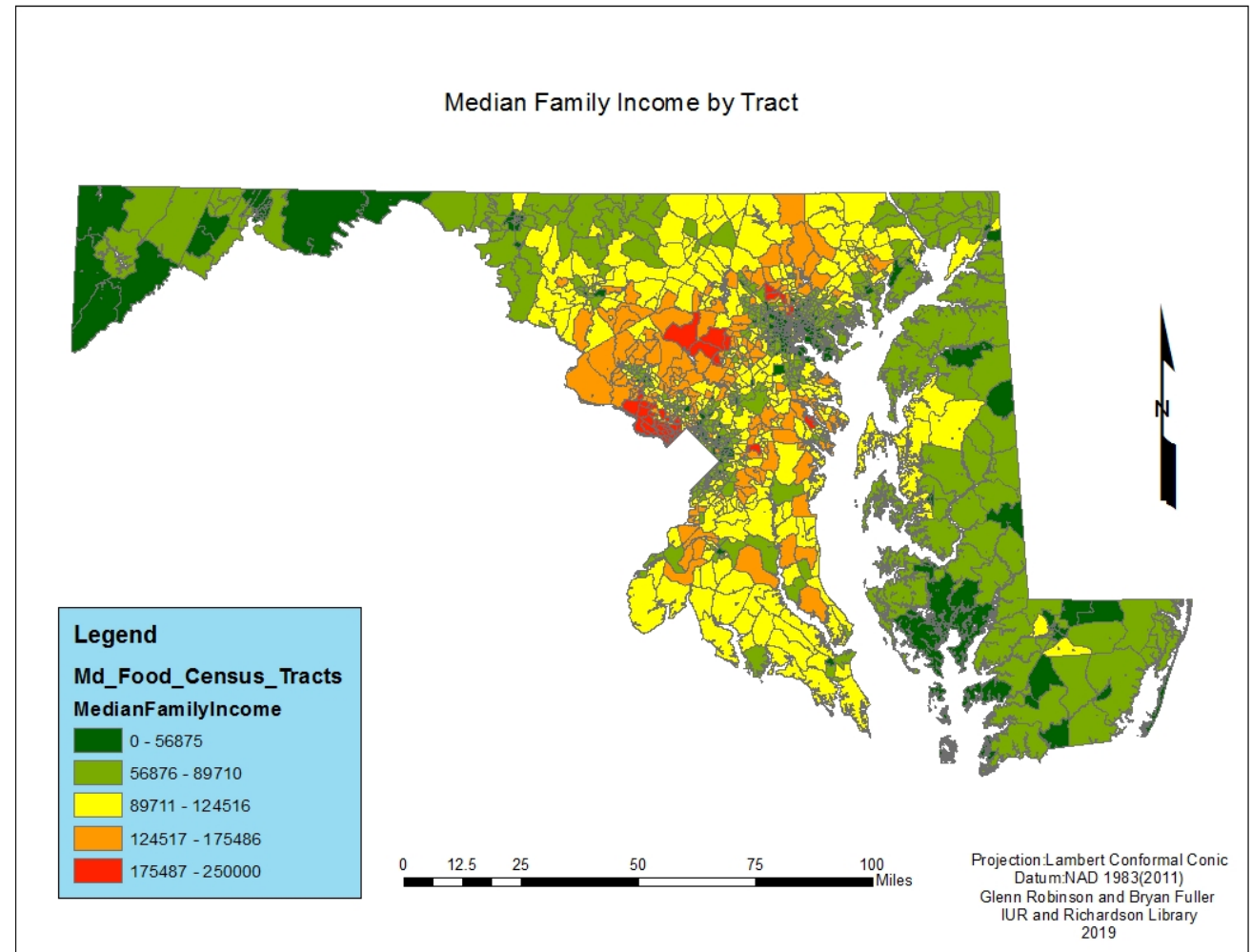
Population Count From 2010  
Census





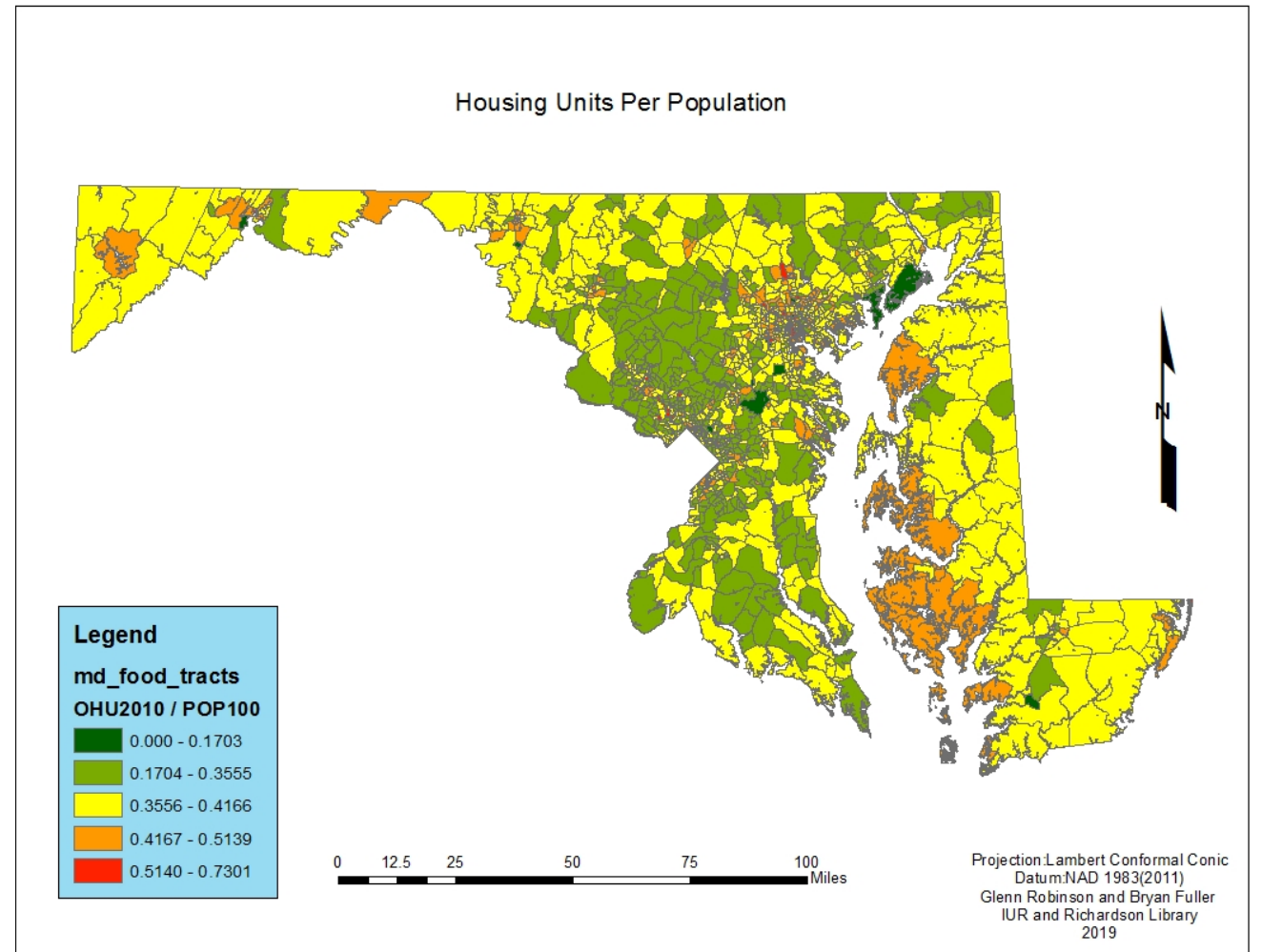
# Median Family Income Distribution

Median Family Income Per Tract



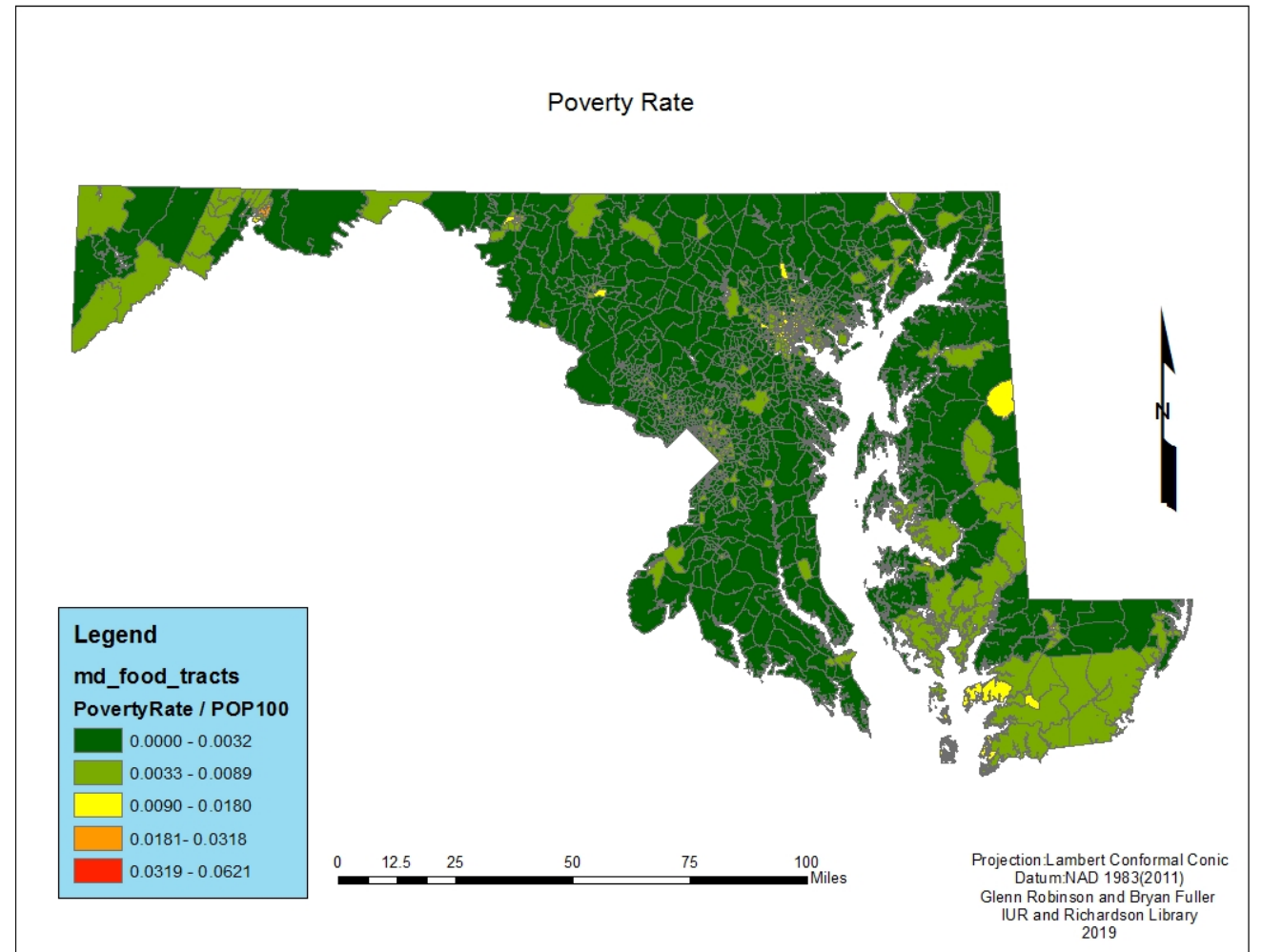
# Housing Units Density

Occupied Housing Units  
Count From 2010 Census

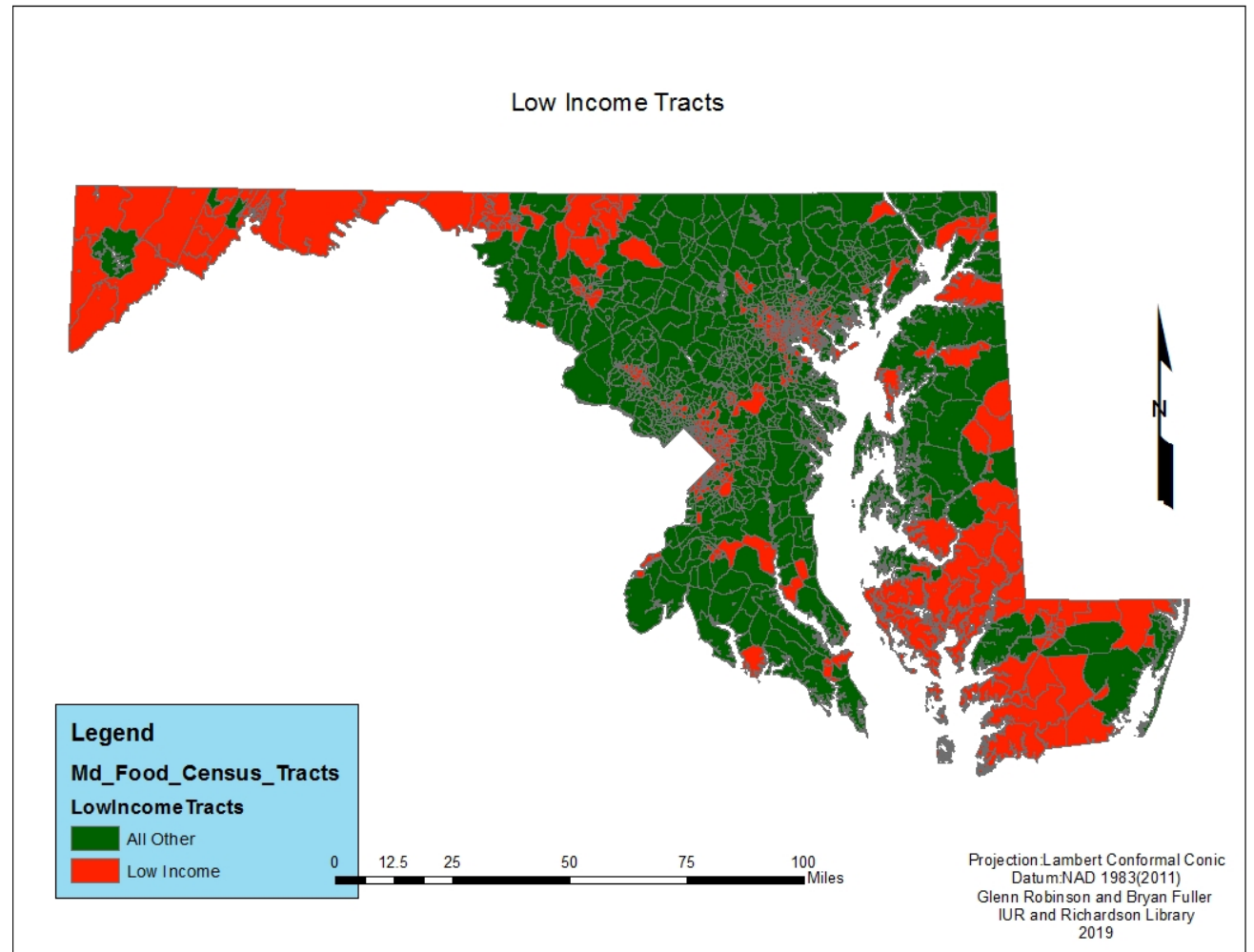


# Poverty Rate

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

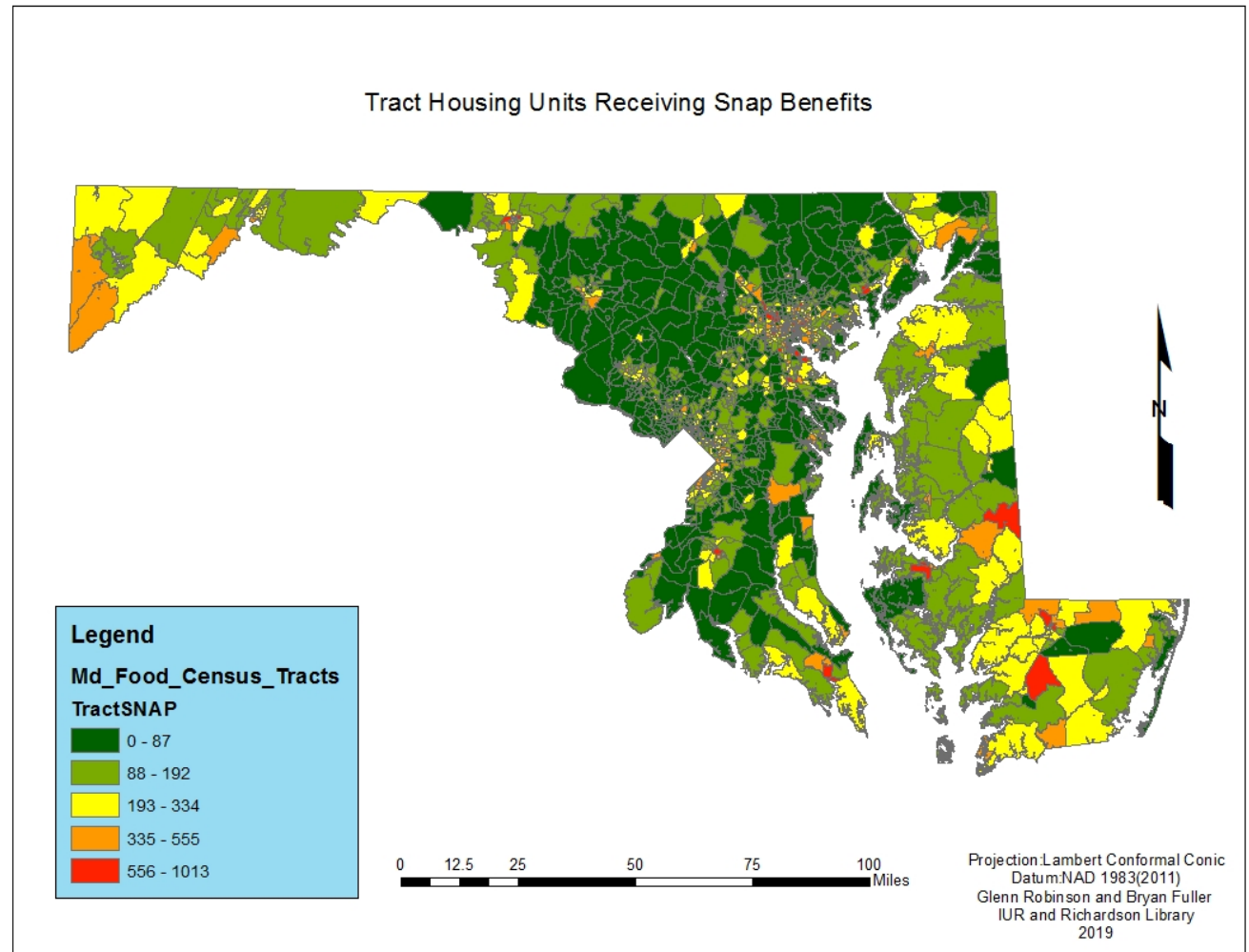


## Low Income Tracts



# SNAP Food Program

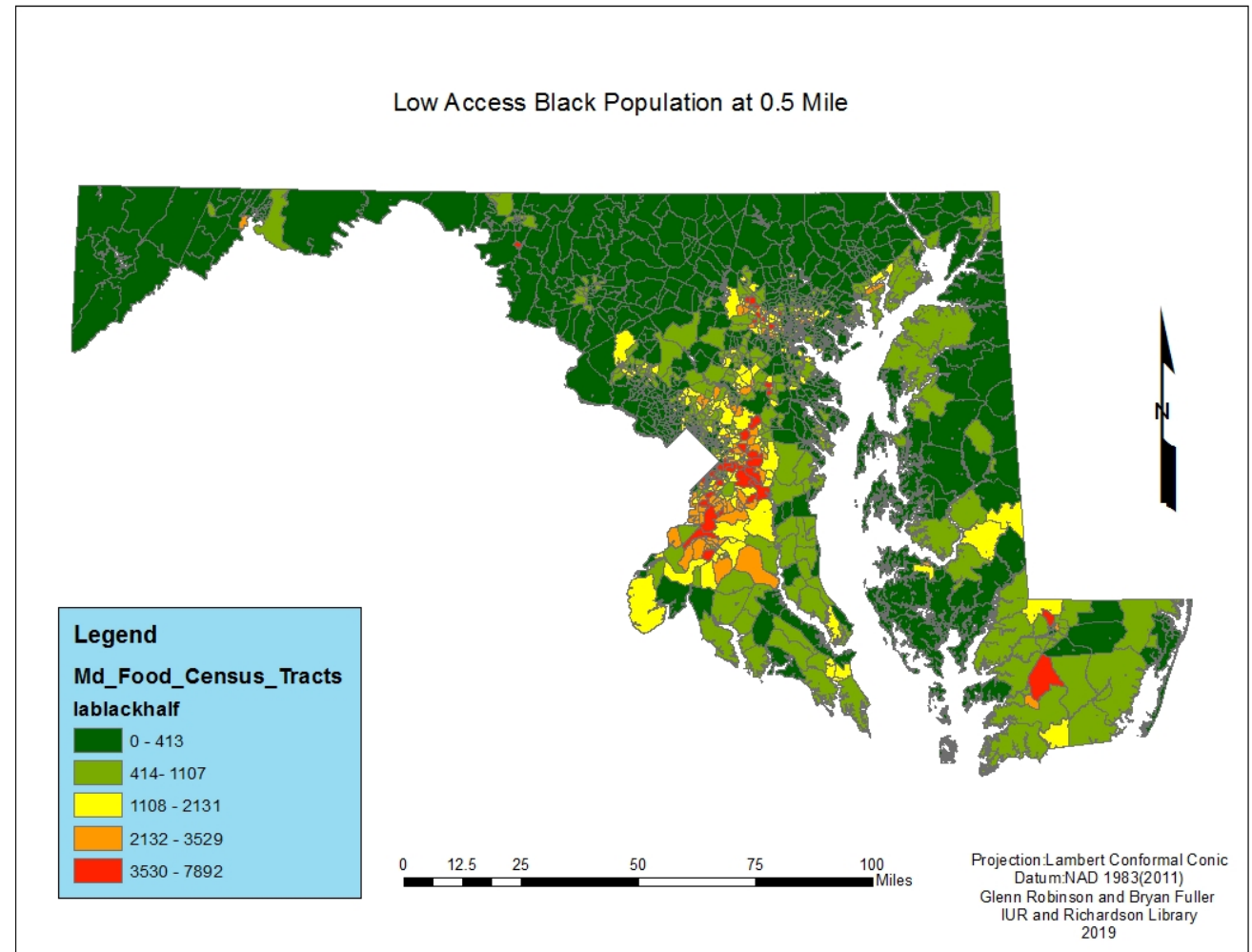
Total Count of Housing Units  
Receiving SNAPP Benefits Per  
Tract



Proximity to Supermarkets

# Low Access Black Population at .5 Mile

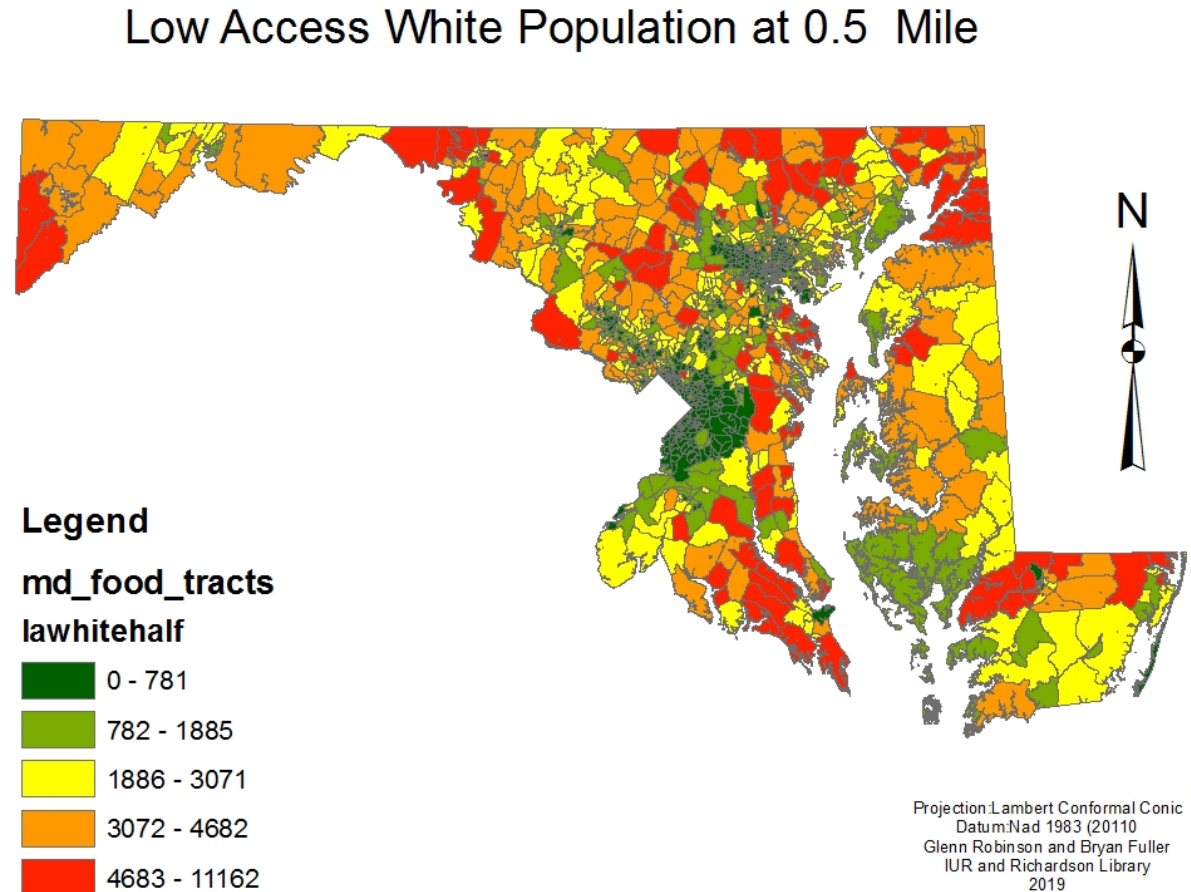
Black or African American  
Population Count beyond ½  
mile From Supermarket.





# Low Access White Population at 0.5 Mile

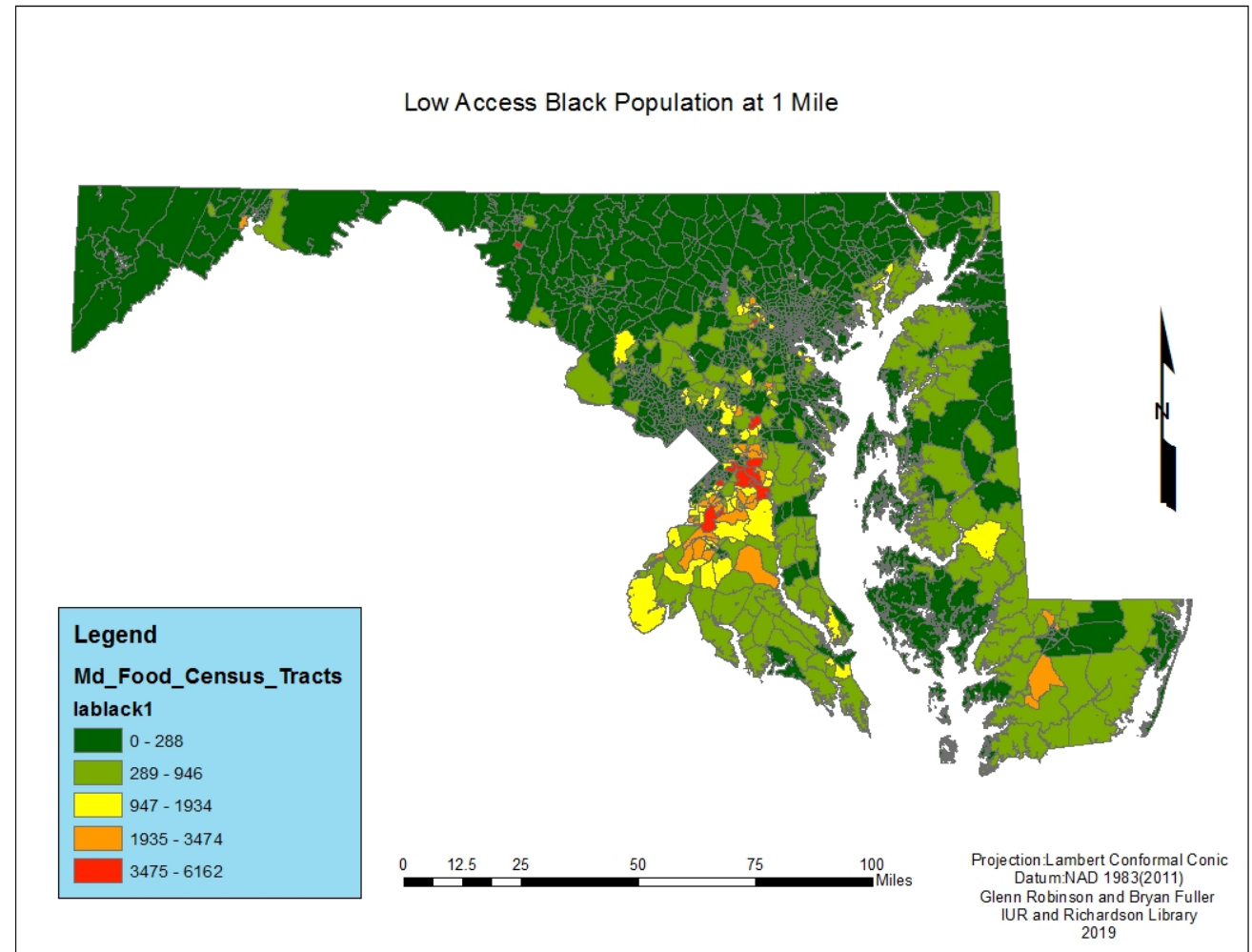
White non – Hispanic  
Population Count beyond ½  
mile From Supermarket.





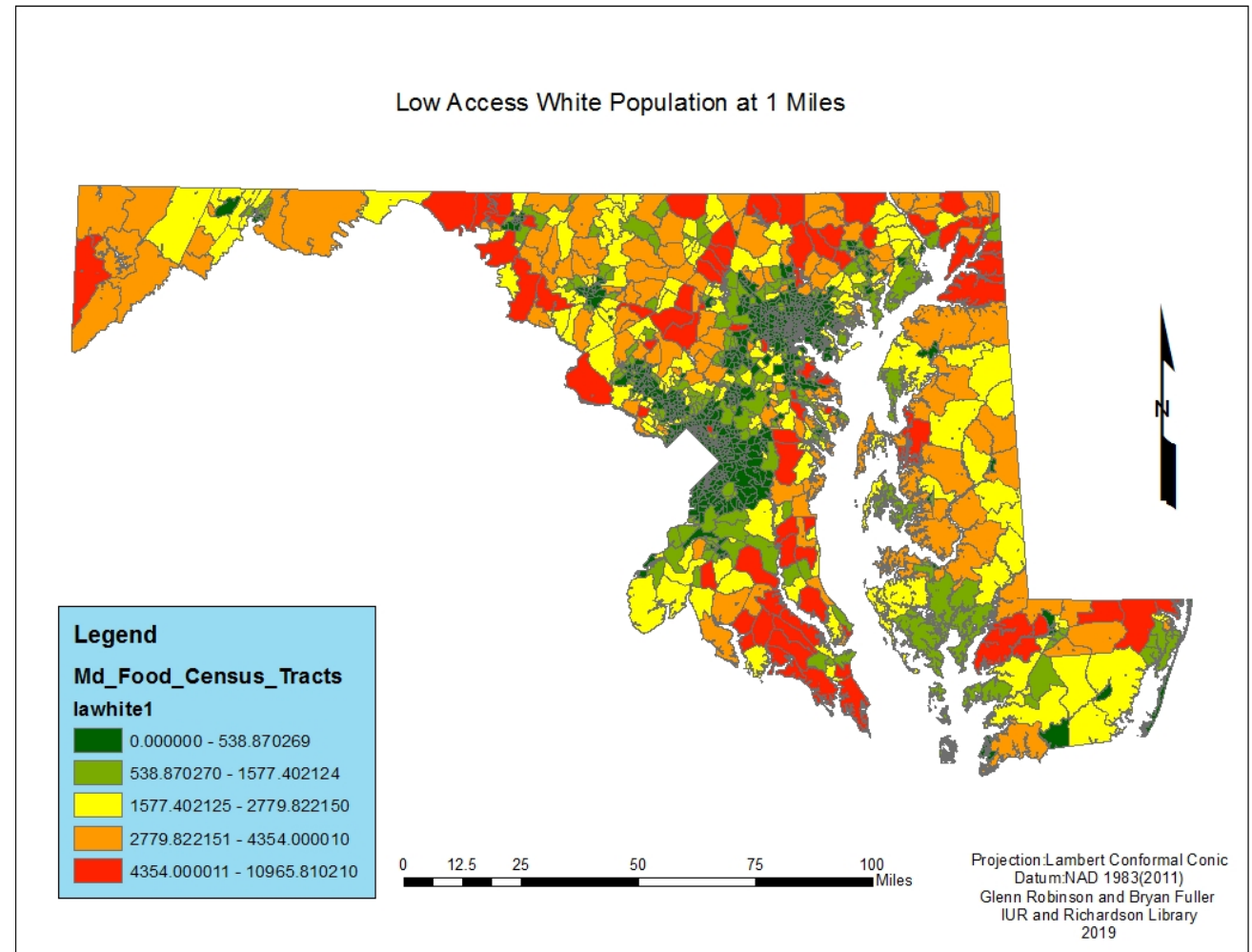
# Low Access Black Population at 1 Mile

Black or African American  
Population Count beyond 1  
Mile From Supermarket.

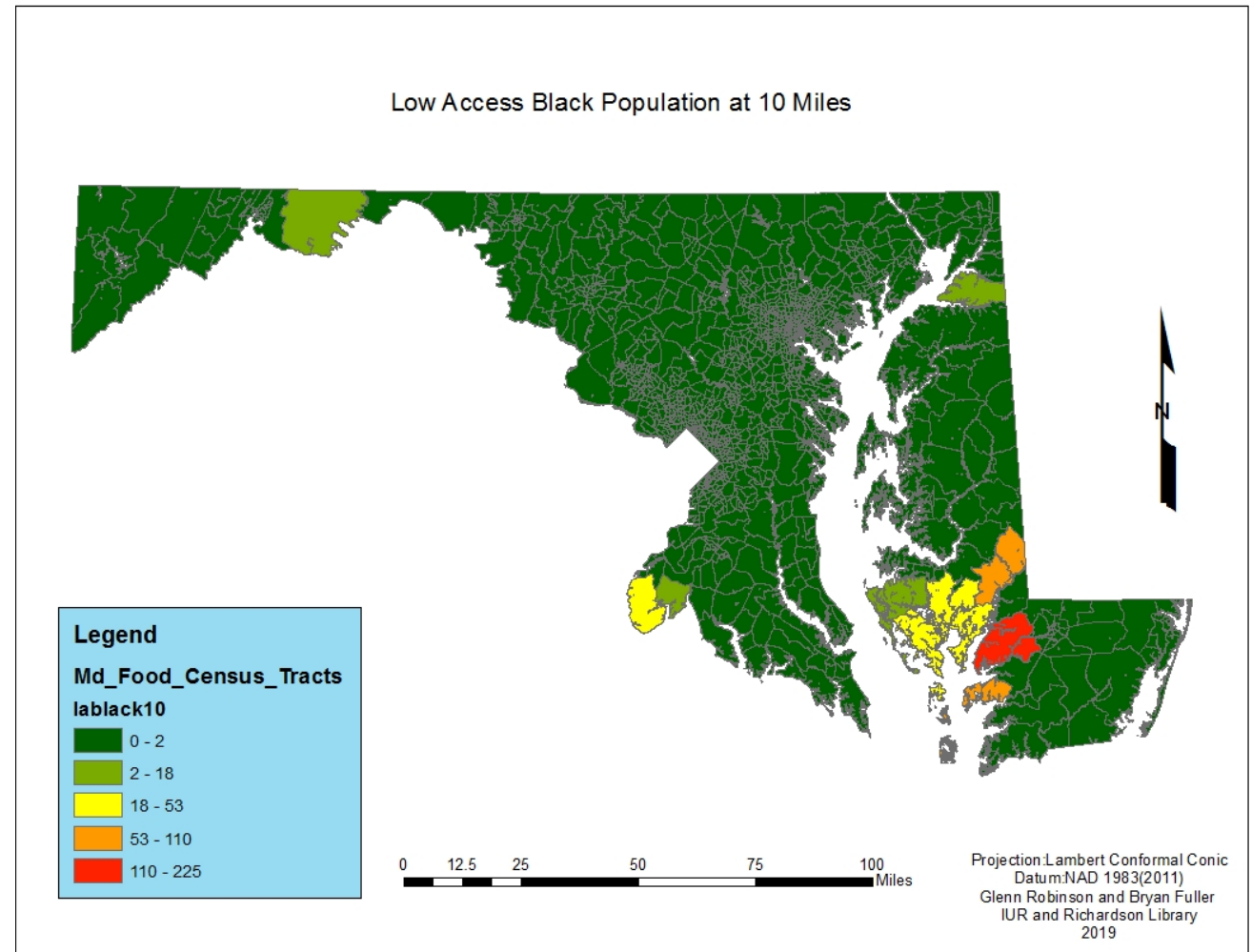


# Low Access White Population at 1 Miles

White Population Count beyond  
1 Mile From Supermarket.

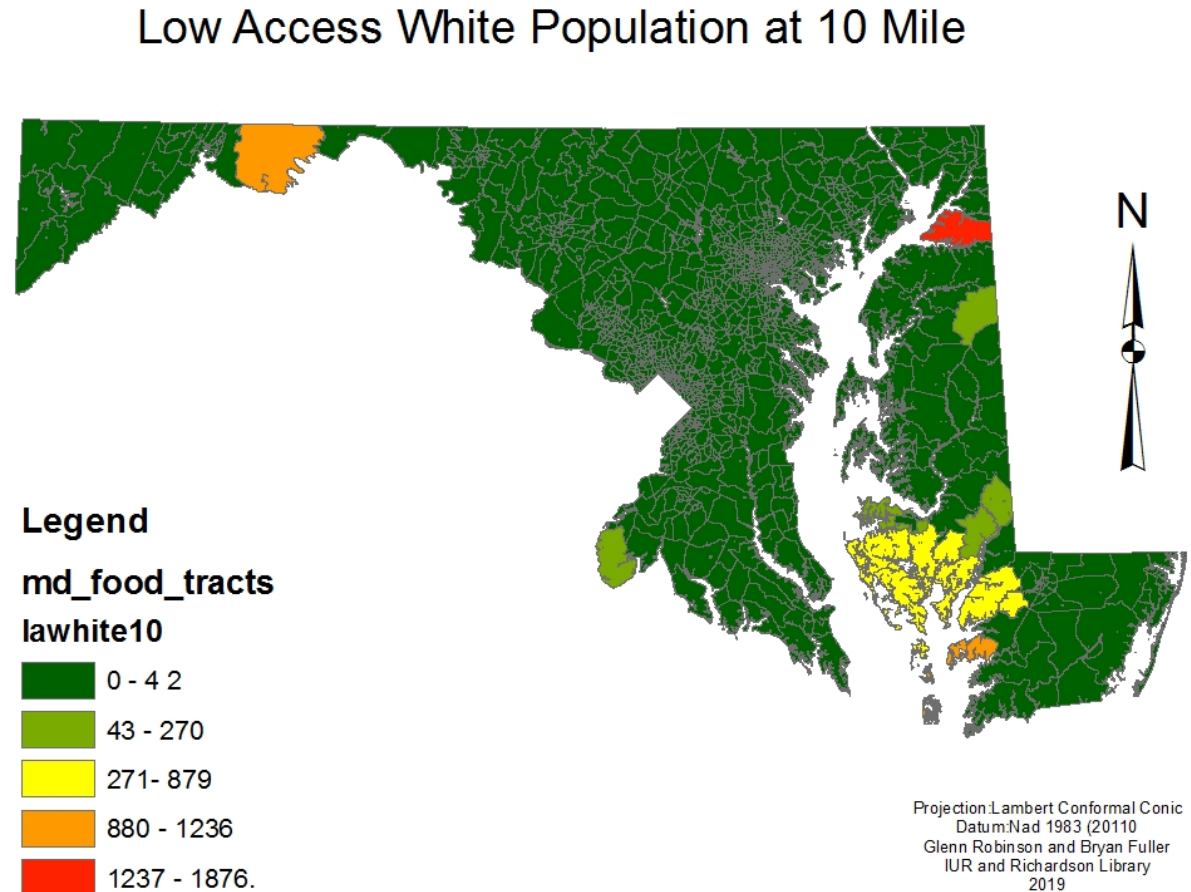


# Low Access Black Population at 10 Mile Black or African American Population Count beyond 10 Miles From Supermarket.

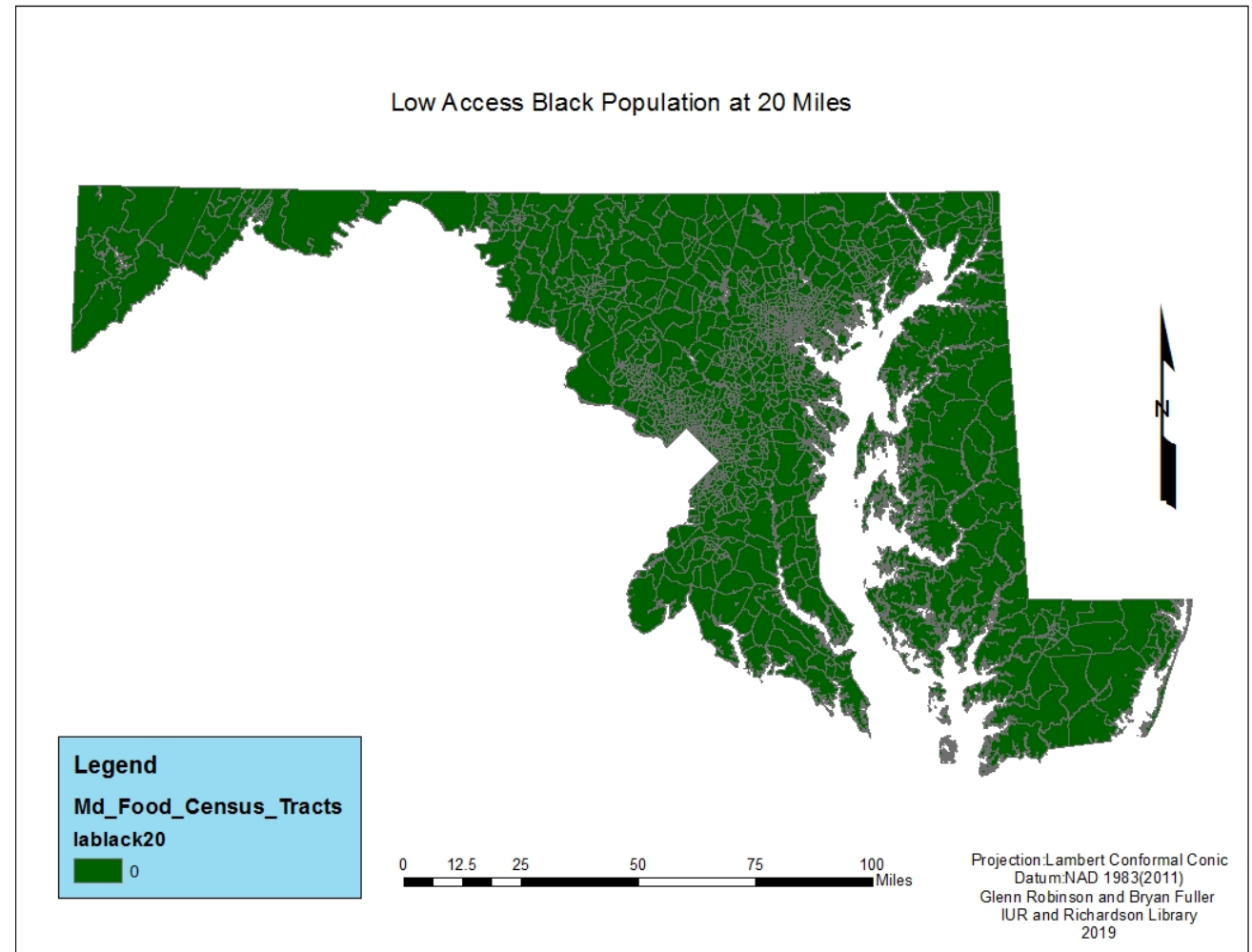


# Low Access White population at 10 Mile

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

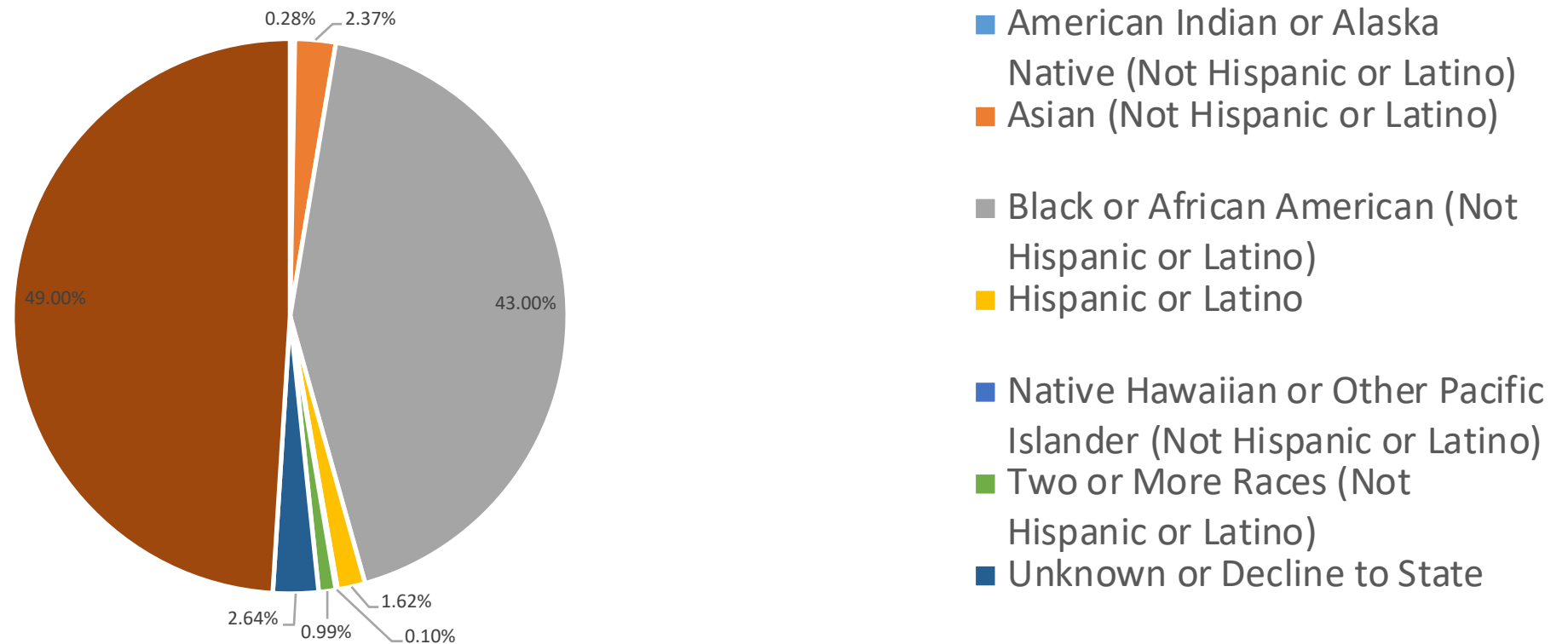


# Maryland State Personnel Management System Department of Budget & Management

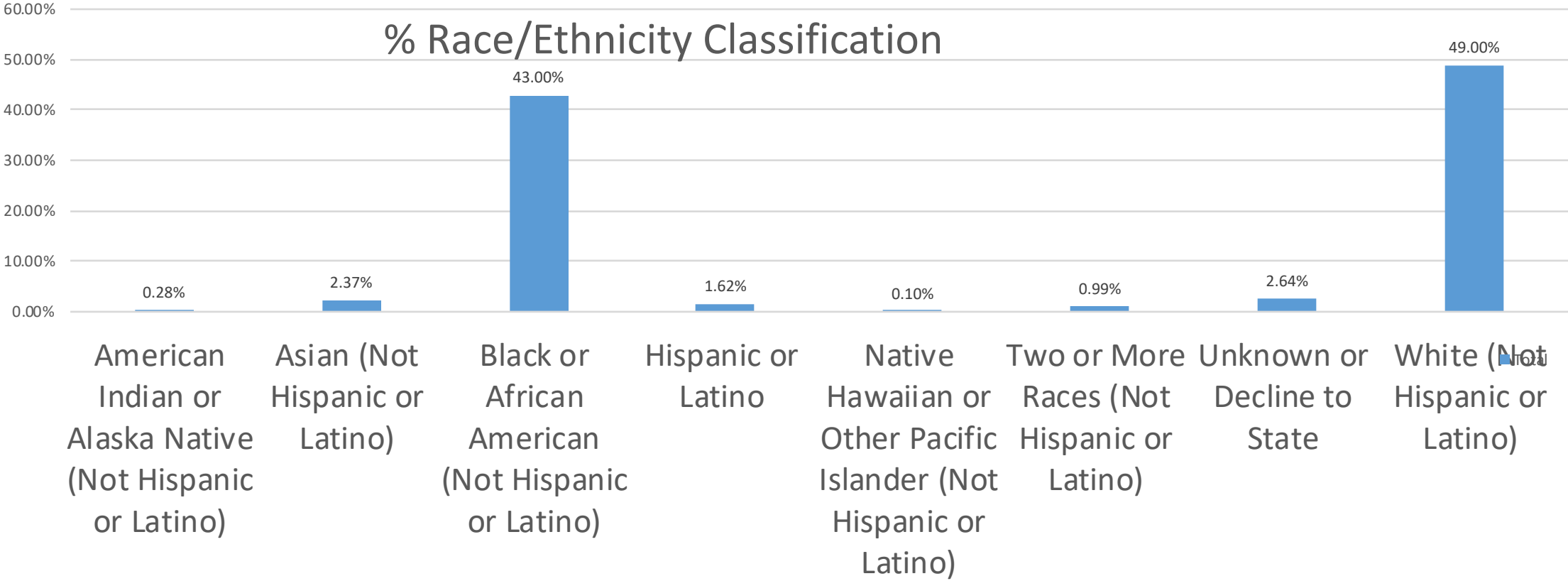
- Database covers 38,157 employees
- Broken down by
  1. Race/Ethnicity,
  2. Years of Service, and
  3. Classification

# Maryland State Regular Employees Classified by Race

% Race/Ethnicity Classification



# Maryland State Regular Employees Classified by Race

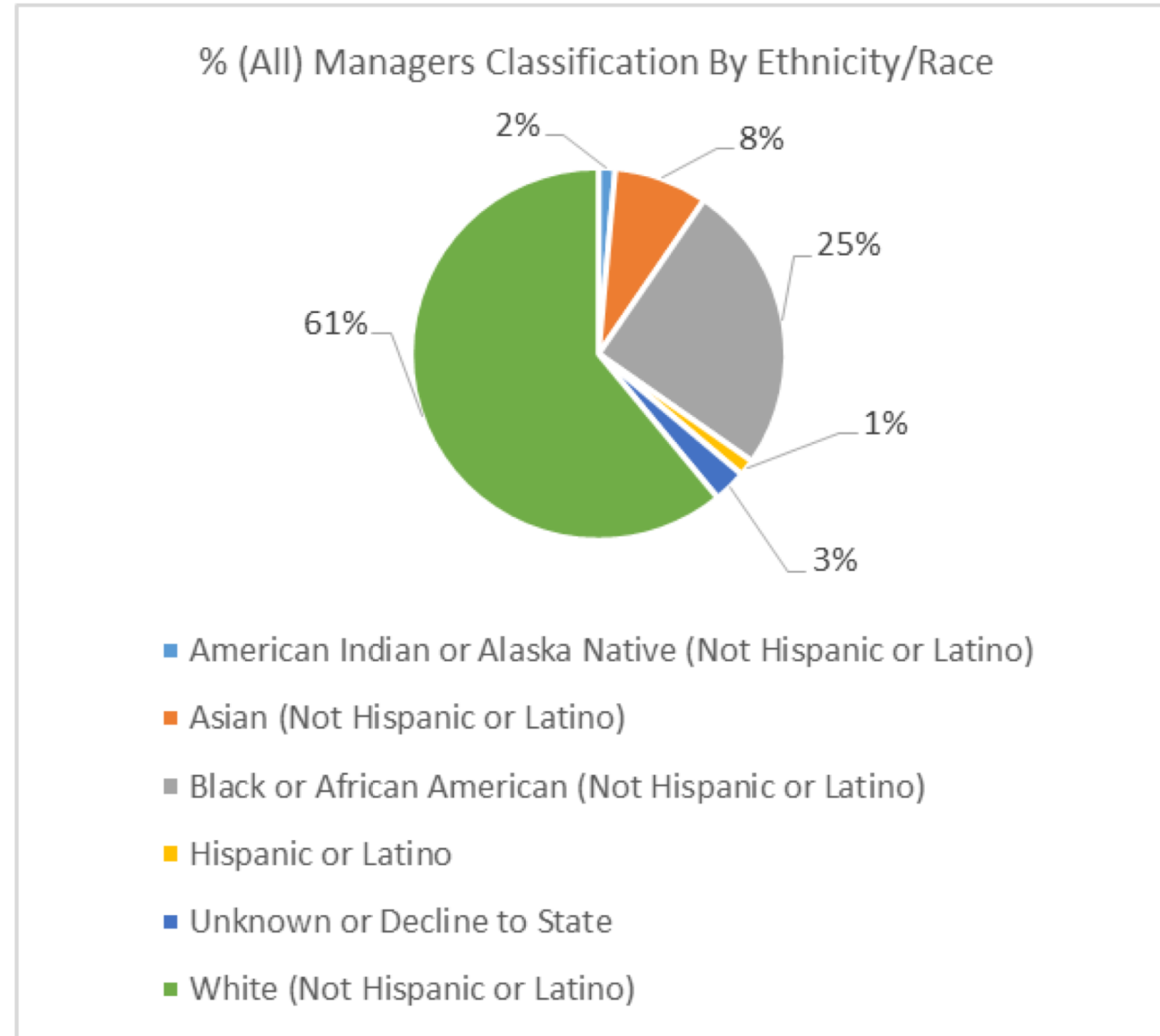


# Maryland State Regular Employees

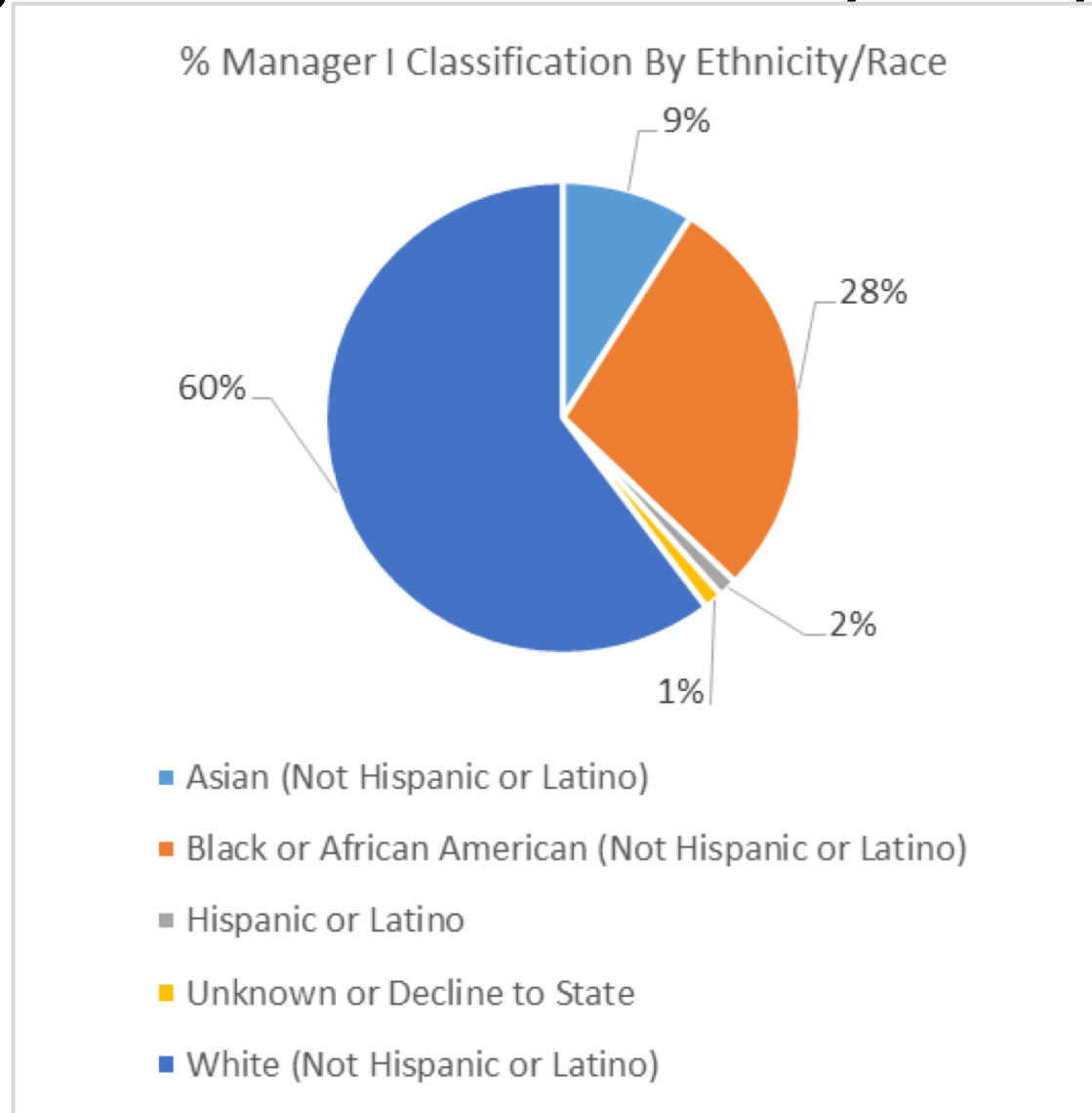
## Sum of Years of Service By Race/Ethnicity

Row Labels	Sum of Years of Service
American Indian or Alaska Native (Not Hispanic or Latino)	1282
Asian (Not Hispanic or Latino)	9151.8
Black or African American (Not Hispanic or Latino)	207247.4
Hispanic or Latino	5456.1
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	352.3
Two or More Races (Not Hispanic or Latino)	3823.7
Unknown or Decline to State	2488.9
White (Not Hispanic or Latino)	244183.8
<b>Grand Total</b>	<b>473986</b>

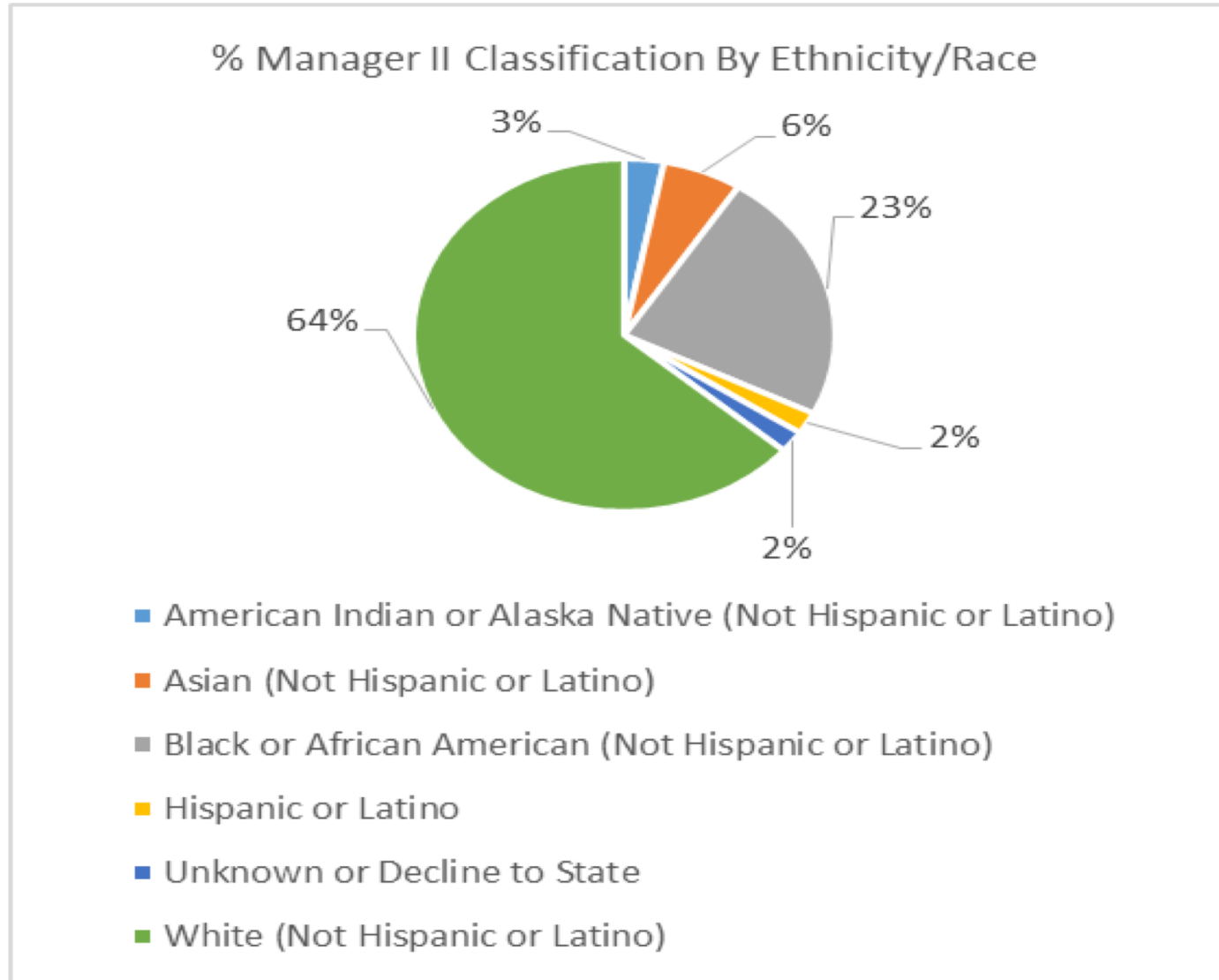
# Maryland State Regular Employees Management Classification By Race/Ethnicity



# Maryland State Regular Employees Management Classification By Race/Ethnicity

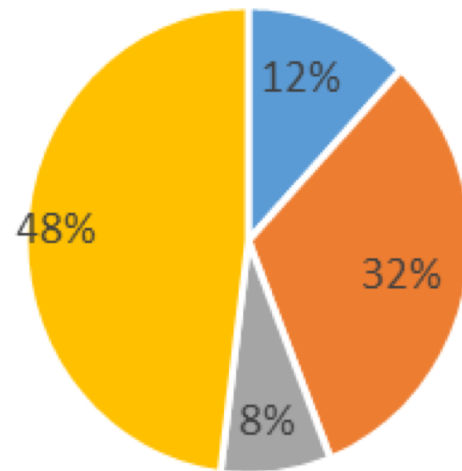


# Maryland State Regular Employees Management Classification By Race/Ethnicity



# Maryland State Regular Employees Management Classification By Race/Ethnicity

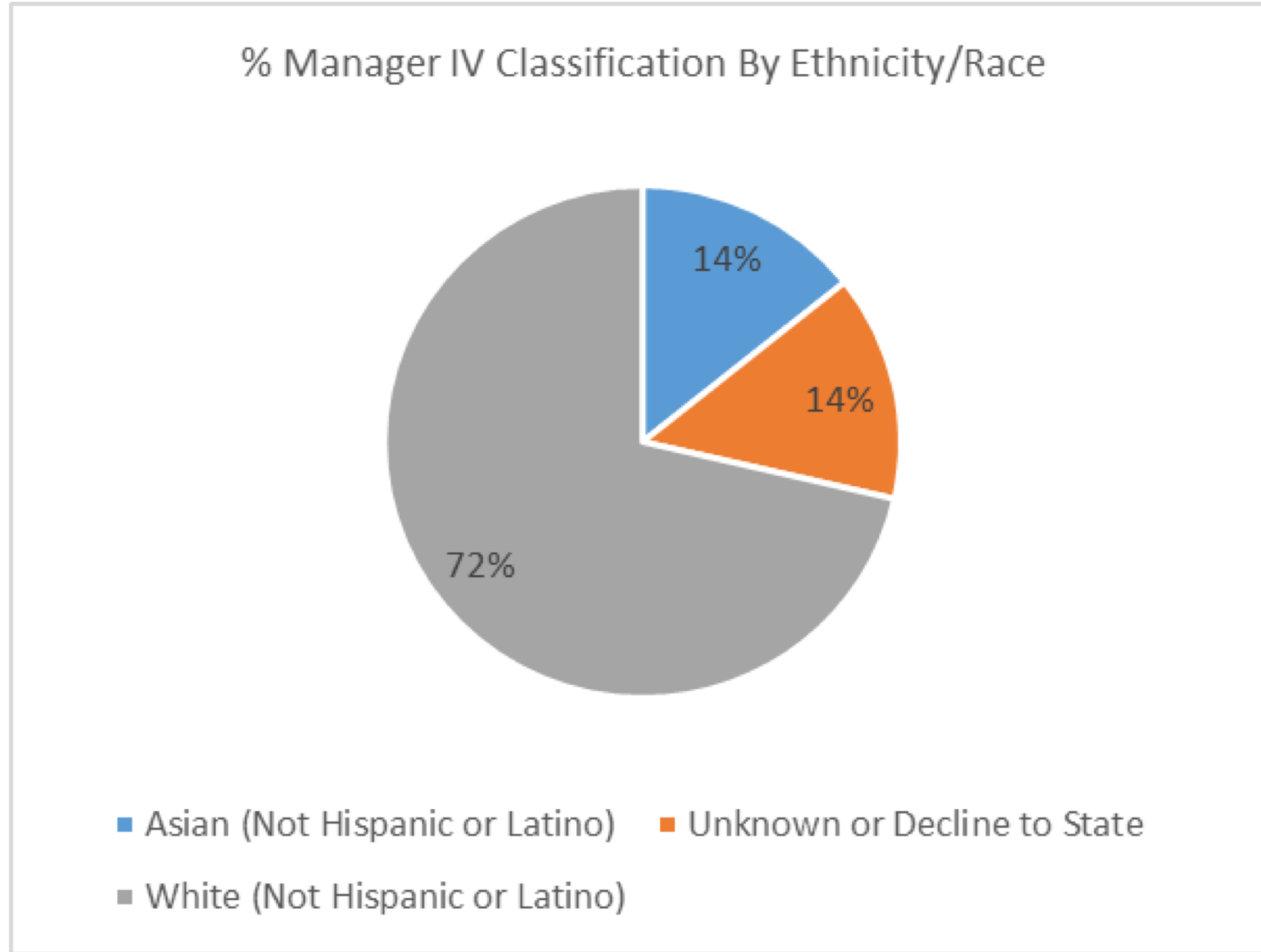
% Manager III Classification By Ethnicity/Race



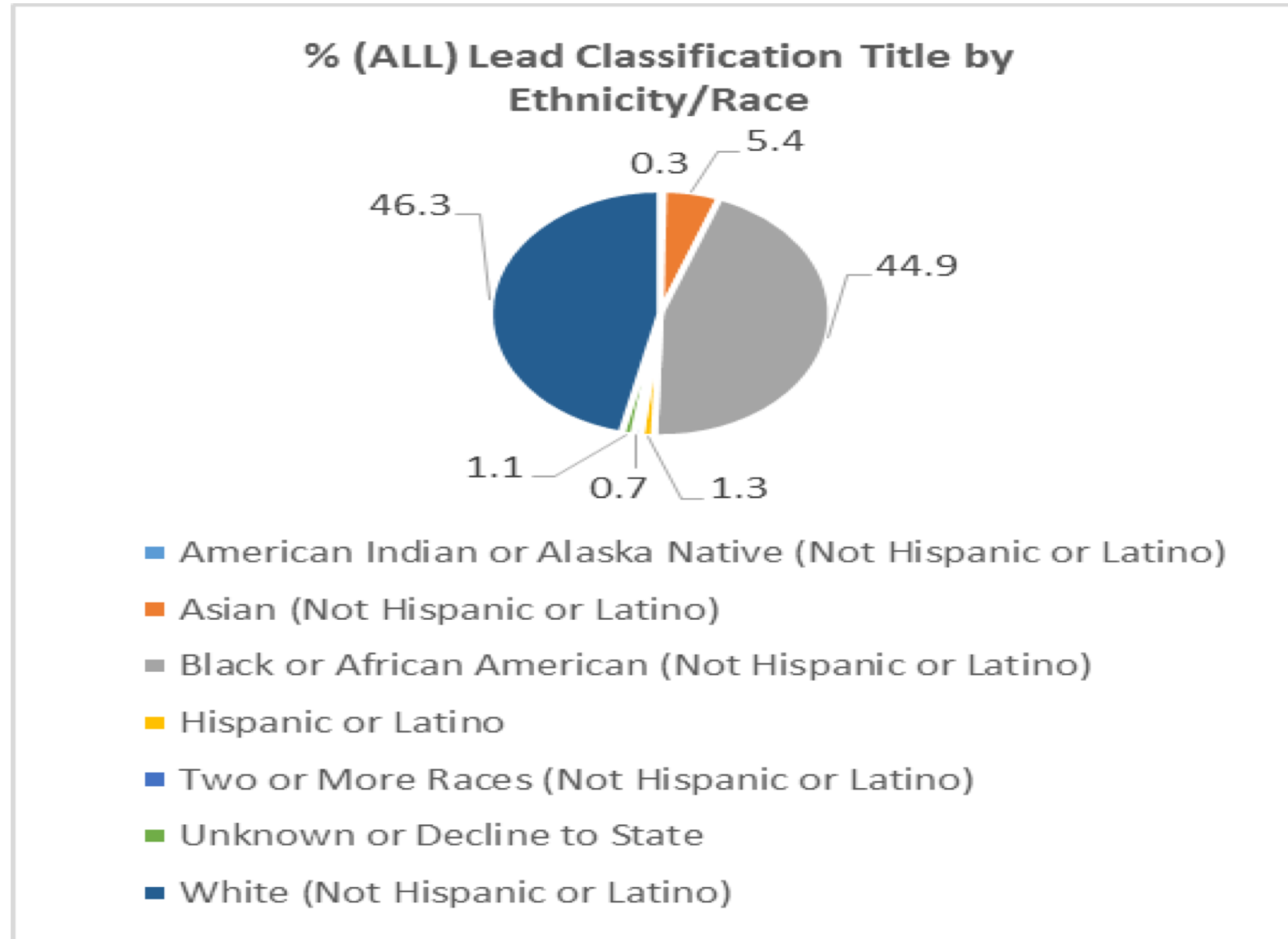
- Asian (Not Hispanic or Latino)
- Black or African American (Not Hispanic or Latino)
- Unknown or Decline to State
- White (Not Hispanic or Latino)



# Maryland State Regular Employees Management Classification By Race/Ethnicity

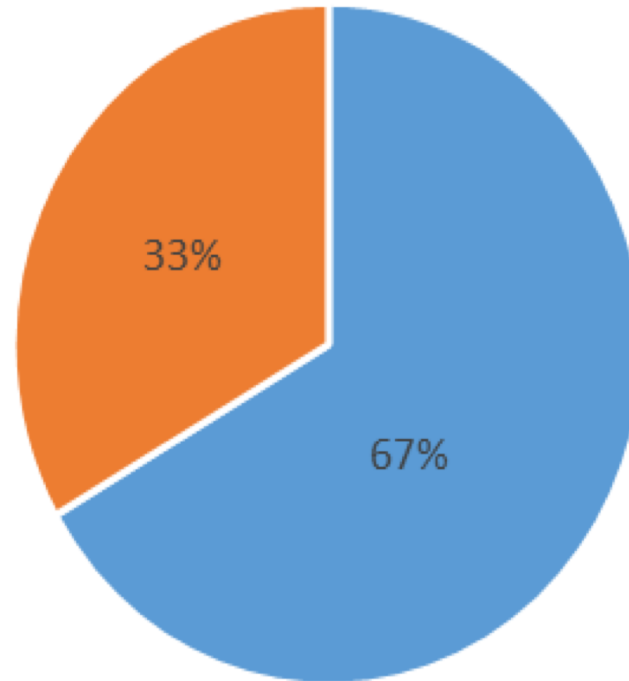


# Maryland State Regular Employees Management Classification By Race/Ethnicity



# Maryland State Regular Employees Management Classification By Race/Ethnicity

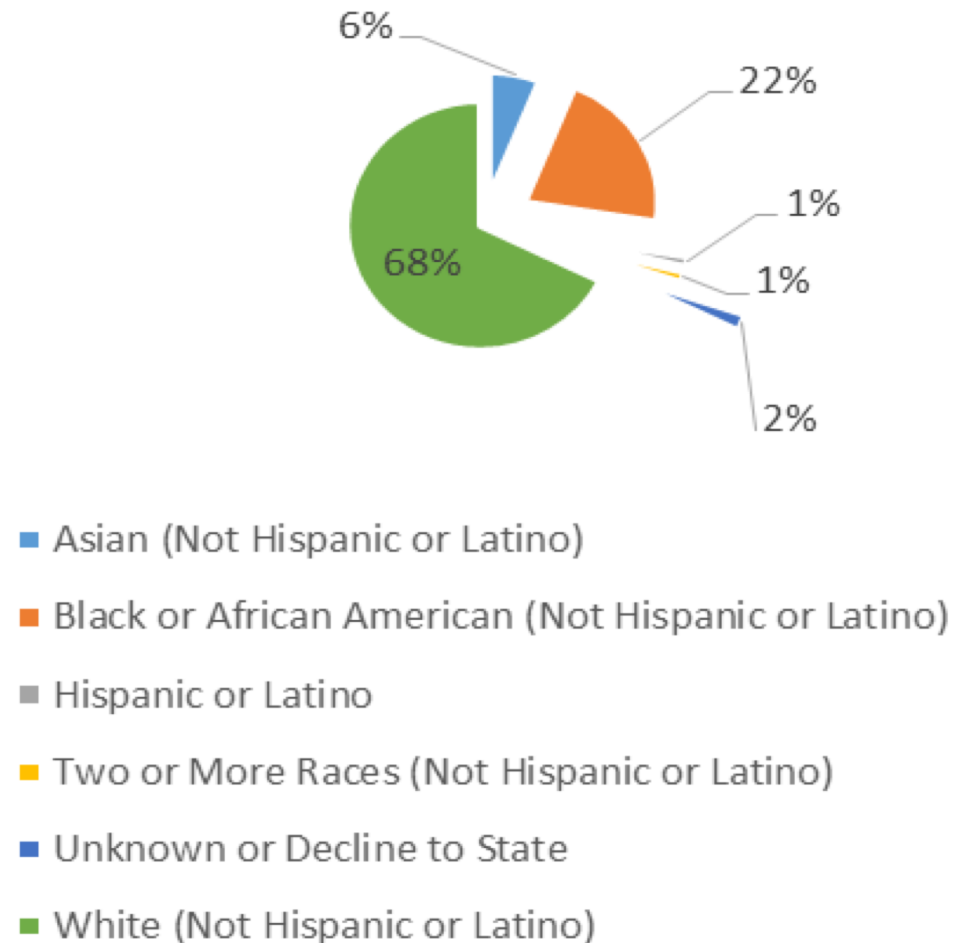
% Supervisor III Classification By Ethnicity/Race



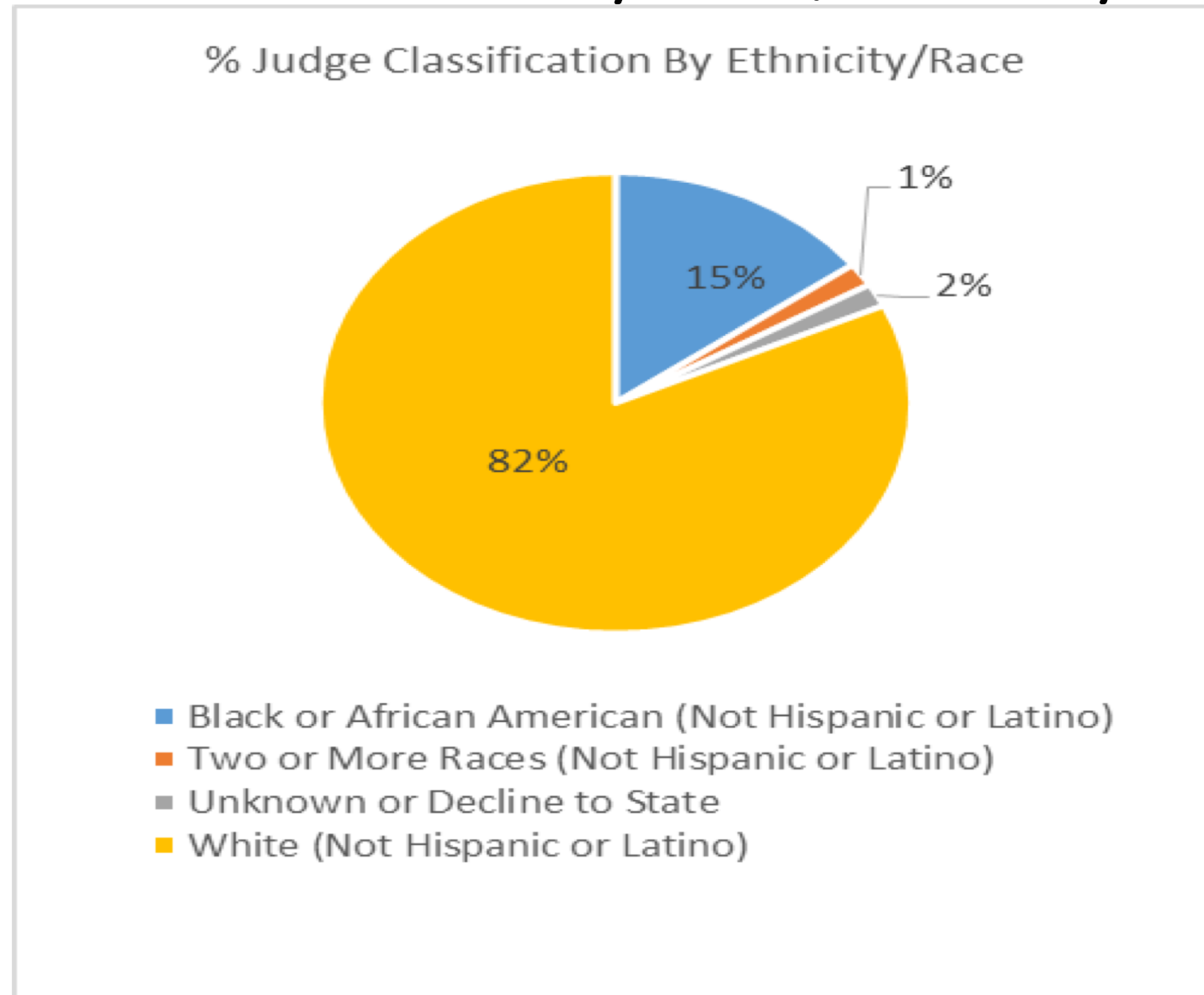
■ Black or African American (Not Hispanic or Latino) ■ White (Not Hispanic or Latino)

# Maryland State Regular Employees Management Classification By Race/Ethnicity

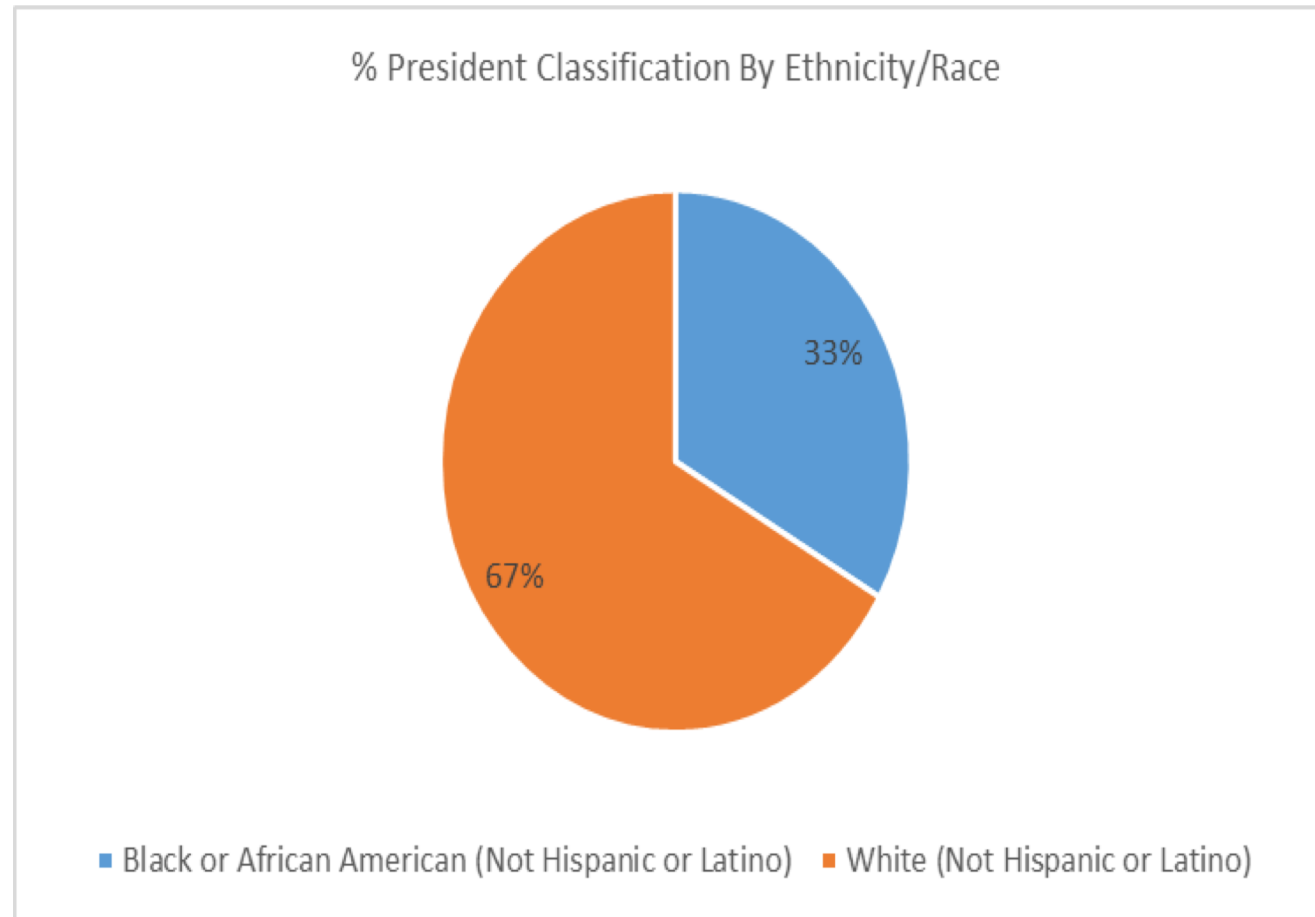
% (ALL) Directors Classification By Ethnicity/Race



# Maryland State Regular Employees Management Classification By Race/Ethnicity



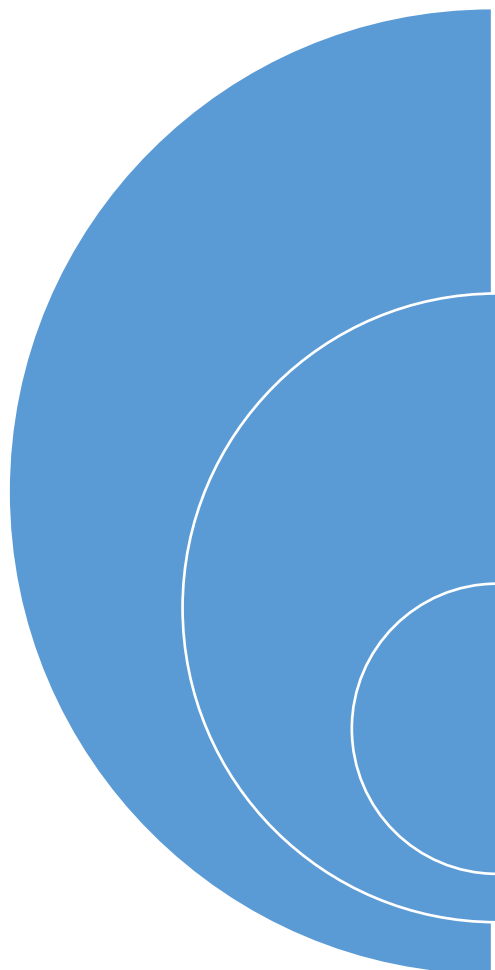
# Maryland State Regular Employees Management Classification By Race/Ethnicity



# 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



<a href="https://bmoreblackworkercenter.org/our-report">https://bmoreblackworkercenter.org/our-report</a>
The Census Bureau Planning Database (PDB)
<a href="https://www.ers.usda.gov/data/fooddesert/">https://www.ers.usda.gov/data/fooddesert/</a>
<b>Response Outreach Area Mapper</b>





- <https://morganiur.com>
- <https://bmoreblackworkcenter.org/our-report>
- [Senate Bill 350/Chapter 417, Acts of 2018](#)

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