The State *of* Black California

Assessing 20 Years of Black Progress in the Golden State

A Report Prepared for the California Legislative Black Caucus

UCLA **Ralph J. Bunche Center** for African American Studies

THE STATE of **BLACK CALIFORNIA**

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"The State of Black California II builds on the original State of Black California report published in 2007."

EXECUTIVE SUMMARY

Despite the long history in the United States to expand basic rights to Black Americans, racial inequality in American life remains a central concern. While many think the eradication of de jure segregation and discrimination as well as the enactment of civil rights protections over a half-century ago solved our country's racial issues, today, we are seeing increasing efforts to roll back those rights. These efforts include targeted attacks on ethnic studies education, on affirmative action policies meant to increase diversity in schools, and diversity, equity, and inclusion policies at workplaces. Although California is often considered a more progressive state – indeed, its policy environment is more friendly to initiatives that push for increased rights and equity – even in the Golden State, much work remains to achieve true equality.

The State of Black California 2024 builds on the original State of Black California report published in 2007. The new study examines demographic changes and the degree to which the socioeconomic position of Black people in California changed in the 20 years between 2000 and 2020. The study demonstrates its findings using an "Equality Index" (the Index) an objective tool to compare the degree to which Black people experience equal conditions with other ethnic groups, particularly with Whites.

The Index summarizes an extensive set of outcome data in several areas, including economics, housing, health, education, criminal justice, and civic engagement. This allows one to clearly see how Black Californians fare relative to other racial and ethnic groups in the aggregate and how their relative standing changed from 2000 to 2020.

Summary Of Key Findings

The results reveal that racial inequality remains a stubbornly persistent social problem, even in the Golden State of California and especially between Black and White Californians. The racial gap in important social and economic outcomes remained quite large in 2020 and is driven primarily by racial differences in economic outcomes. And while the evidence shows the racial gap in overall outcomes narrowed over the 20 years between 2000 and 2020, the change was exceedingly modest. In fact, the rate of observed change was so small that it would take nearly 248 years to close the gap between Black and White Californians completely.

The racial gap in outcomes between Latinx and White Californians also remained large in 2020. However, the results indicate that that gap is less stubborn in closing, as larger gains were made over the same time period than that for Black Californians. Indeed, given the pace in closing the socioeconomic gap between Latinx and White Californians over the 2000 to 2020 period, it would take about 80 years to close that gap.

The outcome gap between Indigenous and White Californians was also large in 2020, though smaller than that between Black and White Californians. However, racial progress for Indigenous socioeconomic outcomes stalled between 2000 and 2020, principally due to significant declines in health outcomes over this period.

The socioeconomic outcomes of Asian Californians exceed those of Whites, and this advantage grew between 2000 and 2020.

These changes in racial equality over the 20-year period occurred during a time of tremendous change in Black Californians' communities and in their residential locations. The Black Californian population declined in size over the 2000 to 2020 period and its residential concentrations have changed, sometimes in dramatic fashion. Factors including racial gentrification and high housing costs have led to shrinkage of Black communities in major cities such as Oakland, San Francisco, and Los Angeles. On the other hand, Black communities are growing in the Inland Empire, Sacramento, and in areas outside of California's largest metro areas. Some of these areas are also where racial inequality is less pronounced between Black and White Californians, suggesting racial inequality in California may continue to narrow over time.

Importantly, the report reveals glimmers of hope for closing racial gaps in socioeconomic outcomes in California. First, despite only modest gains in closing the racial gap in socioeconomic outcomes between Black and White California, those gains came from absolute improvements in Black Californians' socioeconomic outcomes such as increased educational attainment, rather than from declines in White Californians' socioeconomic outcomes. This indicates that Black Californians' quality of life improved over this period. Yet, the rate of improvement remains far too slow, indicating new solutions are needed to close the gap completely and more quickly.

The second and arguably most important bit of hope for continued and accelerated progress is that Black Californians' progress was noticeable in those areas where public policy changes took place in California. Black Californians made both relative and absolute progress between 2000 and 2020 in education and criminal justice outcomes. During this period, California invested in resources and policies to lower high school dropout rates and improve access to courses required for admission into the University of California (UC) and California State University (CSU). In addition, in 2014 and 2016, Californians enacted criminal justice reforms via Propositions 47 and 57, respectively. These changes are associated with significant improvements in Black Californians' education and criminal justice outcomes and helped narrow the racial inequality gap overall.

One cautionary note is that these data were collected before the COVID-19 pandemic, which had disproportionately devastating consequences on Black communities and other communities of color in California. There is no doubt that the impact of the pandemic worsened outcomes in each of the domains measured in the Index, especially for Black Californians. In particular, outcomes likely declined in the health area, which measures death rates—a metric that saw significant increases over the first two years of the pandemic. The consequences of this pandemic thus likely widened racial inequality in California. Whether these impacts, and any changes to racial inequality as a result, remain durable will be explored in a future State of Black California report.

Details Of Key Findings

Demographic Changes

- From 2000 to 2020, California's Black population declined for the first time in decades from 2.2 to 2.1 million. In 2020, the Black population represented 5.6 percent of California's population, down from 6.6 percent in 2000.

- Over this period, the Black population grew in only two of California's seven major metropolitan areas — the Inland Empire and Sacramento — and declined most significantly in Oakland (by 43 percent).

- A plurality of Black Californians still lived in Los Angeles (36%) in 2020, but this share declined from 41 percent in 2000. In 2020, more Black Californians were living in the Inland Empire and Sacramento, whereas fewer were living in large urban centers such as San Diego, San Francisco, Los Angeles, and Oakland.

- In 2020, a greater share of Black Californians lived outside of California's seven major metropolitan areas. In 2000, only about 16.7 percent of Black Californians lived outside these areas. In 2020, nearly one quarter (24 percent) did.

Overall Equality Index Results

- Using White Californians as the baseline, with an Index Score of 1.00, the overall Equality Index score for Black people in California in 2020 was 0.69. This means that across all socioeconomic measures observed in the analysis, Black residents' outcomes were 69% those of White residents. Comparable figures are 0.72 for the Latinx community, 0.74 for Indigenous Californians, and 1.14 for Asians.

- Black Californians' overall Index score varied over California's major metropolitan areas. Scores were highest in the Inland Empire (0.76) and lowest in San Francisco (0.58). The relatively higher scores of Black people in the Inland Empire are driven by better outcomes in health, economics, and housing. The scores were lower in San Francisco because

of relatively worse outcomes in economics, health, and education.

- Black Californians' scores varied over sub-Indices. California's Black population has the highest scores in civic participation (1.23) and education (0.071) relative to other ethnic and racial groups. They scored the lowest in economics (0.63), and scores in the remaining areas of housing, health, and criminal justice also saw relatively low scores, close to the overall Index.

Change in the Equality Index from 2000 to 2020

- The results indicate that Black Californians closed the overall racial gap with Whites by a modest 3 points (from about 0.66 to 0.69). Based on this rate of change, it would take 248 years for Black Californians to close the racial inequality gap with their White counterparts.

- The Latinx-White gap decreased by 0.07 points from 2000 to 2020, and the overall gap of 0.30 is predicted to close in 80 years. Asian Californians improved relative to Whites by 0.09 points, thus furthering their advantage over this period. The Indigenous-White gap widened over this period by 1.5 points.

- The closing of the Black-White racial gap varied over California's major metropolitan areas. It narrowed in the Inland Empire, Los Angeles, and San Diego (where Black people universally gained ground in important education outcomes) and stayed about the same in Oakland. It widened in Sacramento, and especially in San Francisco and San Jose, where Black people lost ground in homeownership and income gains.

Change in the Absolute Index from 2000 to 2020

- The absolute change in the Index for Black people demonstrates that Black Californians' socioeconomic outcomes improved from 2000 to 2020 by an average of 21.7 percent. The biggest improvement in outcomes was in education, driven by increases in Black high school students taking courses required for entry into the UC or CSU systems and by increased shares graduating from high school.

- The equivalent gains for Latinx, Indigenous, and Asian Californians were 36 percent, 7 percent, and 24 percent, respectively. White Californians saw absolute gains in outcomes of 15 percent between 2000 and 2020.

INTRODUCTION

In 2006, the California Legislative Black Caucus—under the leadership of the then Majority Leader of the California State Assembly (and now Mayor of Los Angeles), the Honorable Karen Bass—commissioned a report, entitled The State of Black California. That report sought to understand the social and economic status of Black people in California in the year 2000.[1]

Prior to this, historical reports provided only a generalized understanding of the marginalized position of Black Californians. The Kerner Commission report, published after the Watts rebellion in the 1960s, provided a historical account of the antecedents for the disadvantaged socioeconomic position of Black people in California and why the rebellions took place. Following the 1992 Los Angeles rebellions prompted by the brutal police beating of Rodney King, the Christopher Commission report focused on the relationship between the Los Angeles Police Department and the Black community to understand the factors that led to the social unrest. These reports, as well as a common understanding of U.S. history, shed light on the inferior social and economic standing of Black people in California.

The reports also highlighted some of the reasons behind this inferior standing, including the legacy of de jure and de facto discrimination and segregation, as well as the persistence of contemporary forms of systemic racism in areas such as housing, health, criminal justice, education, and economics. These factors influence the historical and current lack of investments (and often disinvestments) in Black people and spaces in California across these domains, thus maintaining and perpetuating barriers to Black Californians' advancement.

Less understood was the magnitude of Black people's inferior position, how their standing compared across important life domains such as education and housing, and whether and how their socioeconomic position had changed over time. This knowledge was important not only to understand the degree to which Black Californians faced socioeconomic challenges, but also to understand where attention, public policy, and social action could have the greatest impact in improving Black people's socioeconomic standing. This lack of knowledge motivated the California Legislative Black Caucus to commission The State of Black California report in the early 2000s to understand these factors.

The State of Black California 2024 extends this analysis and examines how Black Californians fare in relation to other major racial and ethnic groups along economic, social, and health-related dimensions 20 years later in 2020. It also explores how and to what degree Black people's relative position changed over this period. To do this, this report builds on the methods and findings from The State of Black

California, published in 2007. That study aimed to paint a socioeconomic picture of Black California in the year 2000. It did so by collecting an extensive set of data on important objective measures that most affected Californians, especially Black Californians, and reporting these in a systematic way to assess Black people's socioeconomic standing relative to other major ethnic groups in California.

The State of Black California found that Black people's socioeconomic standing was not equivalent to that of Whites. More specifically, Black Californians' socioeconomic outcomes were found to be, on average, 66 percent those of Whites. These outcomes were worse in the domain of economics than in the other important areas studied. This racial inequality was greatest in the Bay Area and lowest in the Inland Empire.

In particular, The State of Black California used an "Equality Index," an objective tool to compare the degree to which Black people in California enjoyed equal conditions with other ethnic groups, especially with White Californians. In the Index, White Californians are the reference group. This is not because the report's authors believed that Black people should aspire to be like Whites culturally, but because the objective outcomes that White Californians possess are proven to be demonstrably achievable—and in the absence of racial barriers and other factors, should be achievable for Black Californians as well. Of course, the underlying assumption here is that greater socioeconomic outcomes are associated with a greater quality of life; this assumption is entirely reasonable. Thus, any closing of the racial gap between Black and White Californians should be associated with improvements in living conditions for Black Californians to the extent that it is achieved by absolute improvements in Black Californians' outcomes, a subject explored later in the report.

The "Equality Index" (the Index) was originally developed by Global Insight Inc., a highly regarded international consulting firm, and has been used by others such as the National Urban League to assess Black people's socioeconomic standing in

the U.S. as whole. The Index is a tool that provides a systematic way to measure the relative standing of different groups along six important areas of socioeconomic life: economics, education, health, housing, criminal justice, and civic engagement. These areas are arguably at the core of what could be considered a healthy socioeconomic functioning. The Index requires an extensive set of relevant data to be collected for each of these domains. Those data are then plugged into formulas that produce Index scores, showing relative standing to White Californians in numeric terms.

The State of Black California adopted this Index to report on the relative standing of Black people in California. In that report, the Index was modified to fit the needs of research for the California Black community. One important factor was the role of community listening session input. Prior to the publication of the State of Black California (and State of Black Los Angeles) in the early 2000s, community listening sessions were organized across California.[2] These sessions included community leaders and those involved in key service fields. They, in addition to the community writ large, provided feedback on how each domain that makes up the Index should be weighted to reflect what quality of life might look like. The methods used to generate the Index, including the weighting of the key domains, are identical across the two reports so that true progress can be measured systematically.

The remainder of the report is as follows: The next section reports demographic changes in California over the 2000s in order to highlight the growth in the size and location of the Black population. Next, the report summarizes the results of the Equality Index between Black people and other ethnic groups in California as a whole and for each of its major metropolitan areas. The report then documents the changes in the Index over time to assess whether and how Black Californians made socioeconomic progress between 2000 and 2020. Finally, the report demonstrates whether racial groups in California made absolute improvement in socioeconomic outcomes over the 2000 to 2020 period regardless of their relative position.

CALIFORNIA DEMOGRAPHIC TRENDS OVER THE 2000S

This section highlights important demographic trends in California, focusing attention on the Black population and how it has changed in size, share, and location in California over the past 20 years. In 2020, the California population was nearly 38 million, of which the Black population numbered about 2.1 million, down slightly (about 3%) from 2.2 million in 2000. The decline in California's Black population is the first in many decades, has been noted elsewhere, and is attributable to a variety of factors. These include, most importantly, Black people's out-migration from the state primarily due to housing affordability issues.[3]

Table 1: California Population by Race/Ethnicity, 1990 and 2000

Year 1	Race	California	Inland Empire	Los Angeles	Oakland	Sacramento	San Diego	San Francisco	San Jose
2000	Black	2,181,926	242,604	901,472	297,975	118,073	154,487	58,791	44,475
	Latinx	10,966,556	1,228,962	4,242,213	441,686	195,890	750,965	109,504	403,401
	Asian	3,752,596	141,024	1,147,834	406,969	139,389	257,461	241,775	431,811
	White	15,816,790	1,541,053	2,959,614	1,140,504	706,655	1,548,833	338,909	744,282
	Indigenous	333,346	38,083	27,053	9,146	13,359	24,337	3,458	6,865
	Other	250,665	25,403	45,544	16,266	12,476	21,075	4,600	5,622
	Total	33,301,879	3,217,129	9,323,730	12,546	1,185,842	2,757,158	757,037	1,636,456
2020	Black	2,119,286	320,084	760,689	159,499	145,724	145,014	45,071	42,148
	Latinx	15,579,652	2,373,208	4,804,763	393,749	374,434	1,119,629	136,761	487,357
	Asian	5,978,795	341,093	1,474,237	540,511	276,295	400,589	294,220	753,399
	White	13,714,587	1,354,348	2,563,609	472,277	650,271	1,422,205	341,306	555,708
	Indigenous	156,085	20,372	18,453	4,131	7,432	12,841	1,570	3,240
	Other	223,929	24,482	58,683	10,440	10,104	18,125	6,347	10,195
	Total	37,772,334	4,433,587	9,680,434	1,580,607	1,464,260	3,118,403	825,275	1,852,047

The Black population remained among the smallest of the five major racial and ethnic groups in California in 2020, with the Indigenous population being the smallest. At about 761,000, the Los Angeles metropolitan area was home to the largest number of Black people in California in 2020, followed by the Inland Empire and Oakland. Of the metropolitan areas covered in this report, the smallest population of Black people in 2020 lived in San Jose and San Francisco.

The Black population had uneven growth in California's major metro areas over this period. Over the 2000s, the Black population grew in only two of the seven major metropolitan areas included in the analysis, namely the Inland Empire and Sacramento (and outside of these large metropolitan areas). In fact, Black population growth was fastest in the Inland Empire at 32 percent. Following the trend in California, the Black population declined in the remaining metro areas, and most significantly in Oakland. Factors behind the significant declines in these areas included increasing housing costs generally, and more specifically the increased demand for housing in older, established Black communities by non-Black populations (i.e., racial gentrification).

This movement of Black Californians changed where the concentration of Black people live in the state. The plurality of Black Californians still live in Los Angeles, but that percentage is down from 41

Figure 1: Population Growth Rates by Race/Ethnicity, 2000 to 2020

California
- Black: -3%
- Latinx: 42%
- Asian: 59%
- Indigenous: -53%
- Other: -11%
- White: -13%

Inland Empire
- Black: 32%
- Latinx: 93%
- Asian: 142%
- Indigenous: -47%
- Other: -4%
- White: -12%

Los Angeles
- Black: -16%
- Latinx: 13%
- Asian: 28%
- Indigenous: -32%
- Other: 29%
- White: -13%

Oakland
- Black: -46%
- Latinx: -11%
- Asian: 33%
- Indigenous: -55%
- Other: -36%
- White: -59%

Sacramento
- Black: 23%
- Latinx: 91%
- Asian: 98%
- Indigenous: -44%
- Other: -19%
- White: -8%

San Diego
- Black: -6%
- Latinx: 49%
- Asian: 56%
- Indigenous: -47%
- Other: -14%
- White: -8%

San Francisco
- Black: -23%
- Latinx: 25%
- Asian: 22 %
- Indigenous: -55%
- Other: 38%
- White: 1%

San Jose
- Black: -5%
- Latinx: 21%
- Asian: 74%
- Indigenous: -53%
- Other: 81%
- White: -25%

● Black　● Latinx　● Asian　● Indigenous　● Other　● White

percent in 2000 to 35 percent in 2020. (Nearly half, or 46 percent, of Black Californians lived in Los Angeles as recently as 1990.) In 2000, Oakland was the metro area with the second largest Black population, but by 2020 the Inland Empire had replaced it. In 2020, about 15 percent of Black Californians lived in the Inland Empire (up from 11 percent), whereas 8 percent now live in Oakland (down from 14 percent in 2020). Sacramento is a growth area for Black Californians, home to nearly 7 percent in 2020—up from about 5 percent in 2000. San Diego and San Francisco saw modest declines in the share of Black Californians in those cities from 2000 to 2020.

Figure 2: Proportion of Black Population Total

Metro Area	2000	2020
Inland Empire	11.1%	15.1%
Los Angeles	41.3%	35.9%
Oakland	13.7%	7.5%
Sacramento	5.4%	6.9%
San Diego	7.1%	6.8%
San Francisco	2.7%	2.1%
San Jose	2.0%	2.0%

● 2000 ● 2020
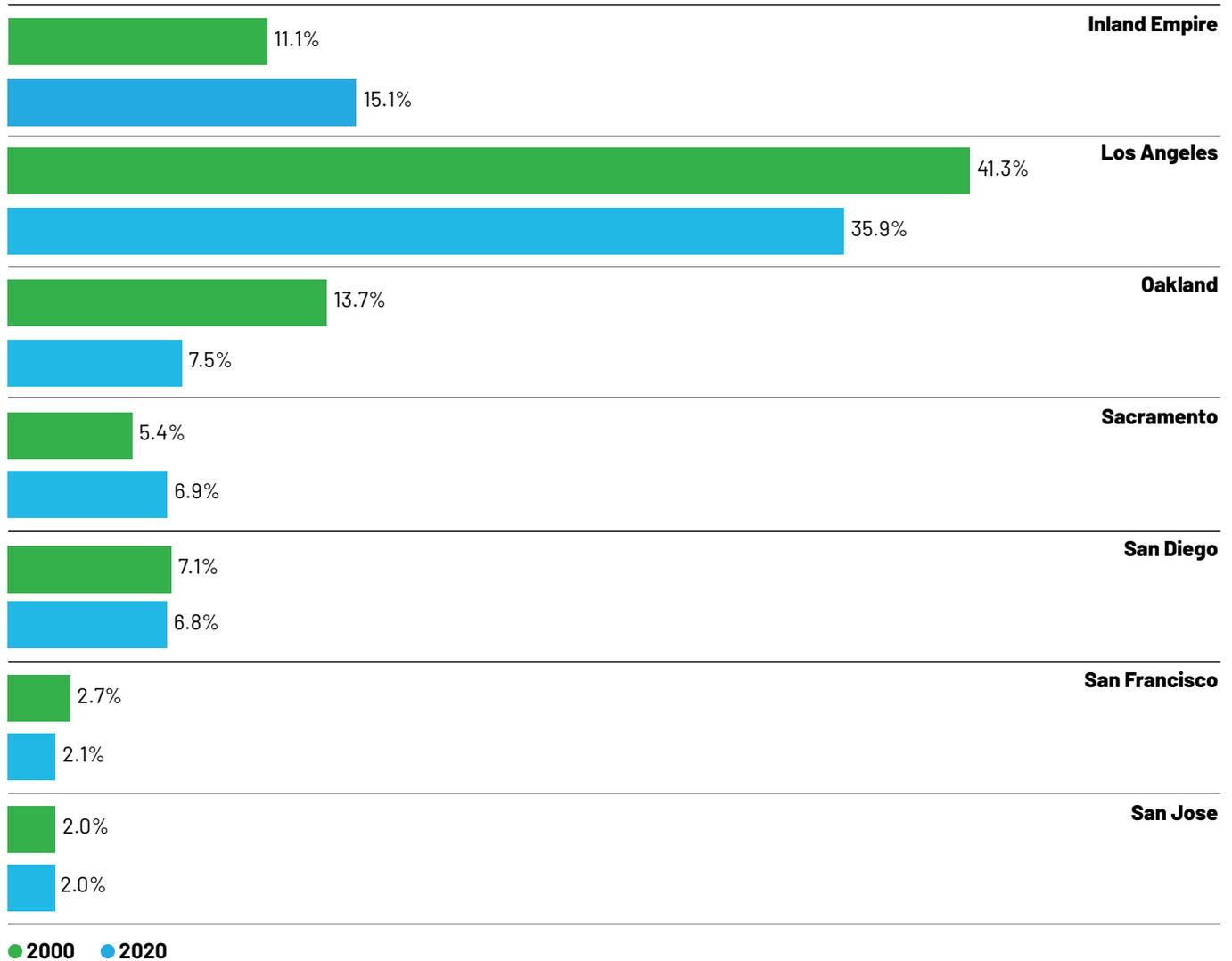
These changes imply that Black Californians are living increasingly in areas outside of California's seven major metropolitan areas—areas such as Central California, in particular Fresno, Modesto, and Stockton. In 2000, about 17 percent of Black Californians lived outside these major metro areas; by 2020, nearly one quarter (or 24 percent) of Black Californians did. Moreover, these trends likely accelerated during and after the pandemic period, as residential movement to less dense, smaller, and lower-cost cities increased.

The changes in the size of the Black population across California's metro areas between 2000 and 2020 mirrored the change in the racial representation of the state's population. In 2020, Black people constituted 5.6 percent of the

population in California, down from 6.6 percent in 2000 (and from 8.1 percent in 1990). In fact, Black people's share of the population declined over the 2000s in every large metro area in California, and marginally so in Sacramento. This is because of fairly strong increases in population growth in these metro areas, led by growth in the Latinx population. Still, in 2020, Black people's share of the population was greatest in Oakland (at 10.1 percent), followed by Sacramento, Los Angeles, and the Inland Empire.

Table 2: Percentage of California Population by Race/Ethnicity, 2000 and 2020

	Asian		Black		Latinx		White		Indigenous		Other	
Location	2000	2020	2000	2020	2000	2020	2000	2020	2000	2020	2000	2020
California	11.3%	15.8%	6.6%	5.6%	32.9%	41.2%	47.5%	36.3%	1.0%	0.4%	0.8%	0.6%
Inland Empire	4.4%	7.7%	7.5%	7.2%	38.2%	53.5%	47.9%	30.5%	1.2%	0.5%	0.6%	0.6%
Los Angeles	12.3%	15.2%	9.7%	7.9%	45.5%	49.6%	31.7%	26.5%	0.3%	0.2%	0.6%	0.6%
Oakland	17.6%	34.2%	12.9%	10.1%	19.1%	24.9%	49.3%	29.9%	0.4%	0.3%	0.7%	0.7%
Sacramento	11.8%	18.9%	10.0%	10.0%	16.5%	25.6%	59.6%	44.4%	1.1%	0.5%	0.7%	0.7%
San Diego	9.3%	12.8%	5.6%	4.7%	27.2%	35.9%	56.2%	45.6%	0.9%	0.4%	0.6%	0.6%
San Francisco	31.9%	35.7%	7.8%	5.5%	14.5%	16.6%	44.8%	41.4%	0.5%	0.2%	0.8%	0.8%
San Jose	26.4%	40.7%	2.7%	2.3%	24.7%	26.3%	45.5%	30.0%	0.4%	0.2%	0.6%	0.6%

The 2020 Equality Index for California

Given these demographic changes since 2000, how has the socioeconomic standing of Black Californians changed in the state? Before examining this question, in this section we first report results of the Index for California as a whole in the year 2020.[4] The Index provides an objective tool to compare the material conditions of Black people and other major racial and ethnic groups. The Index was developed by Global Insight Inc., a highly regarded international consulting firm, and the authors of the 2000 study - The State of Black California - used a modified version of it.

Like other commonly used indexes such as the Consumer Price Index or the Dow Jones Index, the Index summarizes many data points in a single figure that can be used to track changes over time. The Index summarizes nearly 50 outcome measures in six important domains: economics, housing, health, education, criminal justice, and civic engagement, for each geographic area examined.[5] It then reports these data into a single figure ranging from 0 to greater than 1, with 1 indicating total equality with a comparison group and anything less than 1 indicating inequality between the groups, with 0 being the greatest level of inequality. The Index thus allows one to see how Black people (and other racial and ethnic groups) fare relative to Whites in the important sub-dimensions just described.

Each of the six subareas has a weight attached to it that indicates how much that subarea contributes to the overall index figure. The subareas and their respective weights are:

Economics	26%
Housing	12%
Health	15%
Education	27%
Criminal Justice	15%
Civic Engagement	5%

Each subarea of the overall Index has a separate score, and these separate scores are combined into a total Index score to summarize the extent to which different groups enjoy equal conditions.[6] For example, the Index score for Black Californians for the economics subarea is 0.63, indicating that 0.63 would contribute 26% to the overall Index score for Black people in California. (The 0.63 economic Index score for Black people in California indicates that their measured economic outcomes are on average 63% those of White Californians.)

One limitation of the Index is that these subarea categories are not entirely independent, but knowing the life domains where racial inequality is a significant concern is important, especially in deciding where policymakers should focus their attention to produce the greatest benefit.

EQUALITY INDEX LIMITATIONS

One limitation of the Index is that these subarea categories are not entirely independent; they are deeply interrelated. For example, economic outcomes are in part influenced by one's level of education and health status. In addition, housing outcomes are determined by economic outcomes, and educational levels strongly influence whether and how one may get caught up in the criminal justice system. Even with these caveats and despite the interrelatedness, knowing the life domains where racial inequality is a significant concern is important, especially in deciding where policymakers should focus their attention to produce the greatest benefit.

Another potential downside of using the Index is that it examines racial groups as a whole and does not account for socioeconomic differences within groups. For example, the report does not shed light on the growth or status of the Black middle class and how it may compare with those of other like racial or ethnic groups, or even with other Black socioeconomic groups. This is important to note because Black success and wealth accumulation is evident in many of California's cities, in part due to individuals finding success in California industries such as entertainment, law, sports, banking, public relations, or tech media. Still, comparing racial

groups as a whole is useful because the legacy of historic and contemporary forms of discrimination targeted all Black people regardless of their socioeconomic status. This type of analysis can provide insight into the extent to which Black people made progress in closing these gaps in the face of this history.

One final limitation is that the results of the Index simply provide a description of racial inequality in these important outcomes, without identifying the causes of the observed racial differences in the scores. A variety of factors not explored here could be responsible for these differences. These results again simply show where racial inequality is of greatest concern in California for the measures observed. However, for each domain, there is a large body of research that further assesses the factors that are behind the racial differences. Incorporating that work is beyond the goals of this report.

MORE ON THE EQUALITY INDEX

As previously noted, the subarea weights were determined by community input through a variety of listening sessions that took place in 2005 and 2006 leading up to the original State of Black California report published in 2007. These exact weights for each subarea are used in this 2020 report for

consistency, which allows for precise and meaningful comparisons over time.

These separate subarea scores consist of a series of measures where Black people's outcomes are compared to those of Whites. For example, the economics subarea comprises 11 measures. One of these is household median income. In California in 2020, the White household median income was $92,100, while that of Black households was $56,800. Here the ratio of Black median household income to that of Whites is 0.62 (i.e., $56,800 divided by $92,100) indicating that Black household income is only 62 percent of Whites. We calculate similar ratios for the remaining 10 measures in the economics subarea, and then combine those ratios into a single overall ratio for the economics subarea as a whole, which in 2020 was 0.63. We make similar calculations for the remaining subareas and for comparisons between White Californians and the other major racial and ethnic groups.

The Index compares conditions of the state's four major racial groups: Black, Asian, Latinx, and White Californians. Where data are available, the Index also compares the outcomes of Indigenous in the state. For this Index, we use White Californians as the baseline group with a constant score of 1.00. For Black people and the other racial and ethnic groups, a score of less than 1.00 means that they fared relatively worse than White people in the observed measures, while a score of greater than 1.00 indicates that the group fared better in that category.

The report first presents the Index results for 2020, then compares the results for 2020 to those from 2000 to assess Black socioeconomic progress in California over time. One potential concern is that the two time periods may not be comparable, especially with regard to the state of the economy. For example, different economic conditions in 2020 compared to 2000 could make temporal

comparisons problematic and bias the interpretation of findings.

Fortunately, the time periods when the data were collected are comparable, especially in terms of economic conditions. The data in the State of Black California were collected from 1999 to 2003 and reflected an economic period characterized by a strong economy bordering on the brink of entering the short and shallow recession of the early 2000s. On the other hand, the data used for the State of Black California 2024 were collected from 2017 to 2020, a period characterized by a relatively stable economy that was on the brink of downfall due to the global pandemic. Thus, the comparison of data from these two time periods should not be significantly influenced by differences in economic conditions.[7] This is important to highlight because among racial and ethnic groups, Black people are the hardest hit by economic recessions and their performance indicators, particularly those that are economic, take longer to recover.[8]

It is also important to note that we reproduce the Index for 2000 in order to compare it with the results shown here for 2020 Index. We do this to examine whether and how Black Californians made progress in social and economic outcomes relative to that of Whites over the past twenty years. However, the 2000 Index results shown here differ modestly from the 2000 results shown in the State of Black California. This is because we could not replicate some measures in 2020 that were used in 2000; some data were either no longer available, or were measured in very different ways, among other reasons.

However, to make exact comparisons, or apples-to-apples comparisons over time, we reconstructed the 2000 Index to match the measures used for the 2020 Index. This entailed eliminating a few measures in 2000 that we could not replicate in 2020. The modification of the 2000 Index was very modest, but was required so that precise comparisons could be made over time. We document in Appendix C how we modified the 2000 Index to make it directly comparable to the 2020 Index.

2020 EQUALITY INDEX RESULTS

This section reports results from the Index for California as a whole and for its major metropolitan areas in 2020.[9] Throughout this report, and where data availability allows, we also report results for the Indigenous population.

The Index results for California in 2020 demonstrate that of all racial and ethnic groups, Black and Latinx people's socioeconomic outcomes were the lowest relative to those of Whites. The Index score for

Black people in California was 0.69 and 0.72 for Latinx Californians.[10] The Index score for Indigenous people was similar to that for the Latinx population, at 0.74. Black people's relatively lower sub-Index scores in economics and housing drove their overall lower Index results due to greater racial inequality between Black and White people in these outcomes than for the other subcategories. Asian Californians exceeded the benchmark of 1.00 for Whites with an Index score of 1.14, indicating better socioeconomic outcomes.[11]

Figure 3: Overall Equality Index

Legend: ● Asian ● Black ● Latinx ● Indigenous

Region	Asian	Black	Latinx	Indigenous
California	1.14	0.69	0.72	0.74
Inland Empire	1.34	0.76	0.80	
Los Angeles	1.12	0.72	0.71	
Oakland	1.10	0.63	0.71	
Sacramento	1.08	0.68	0.75	
San Diego	1.05	0.68	0.73	
San Francisco	1.08	0.58	0.66	
San Jose	1.04	0.60	0.64	
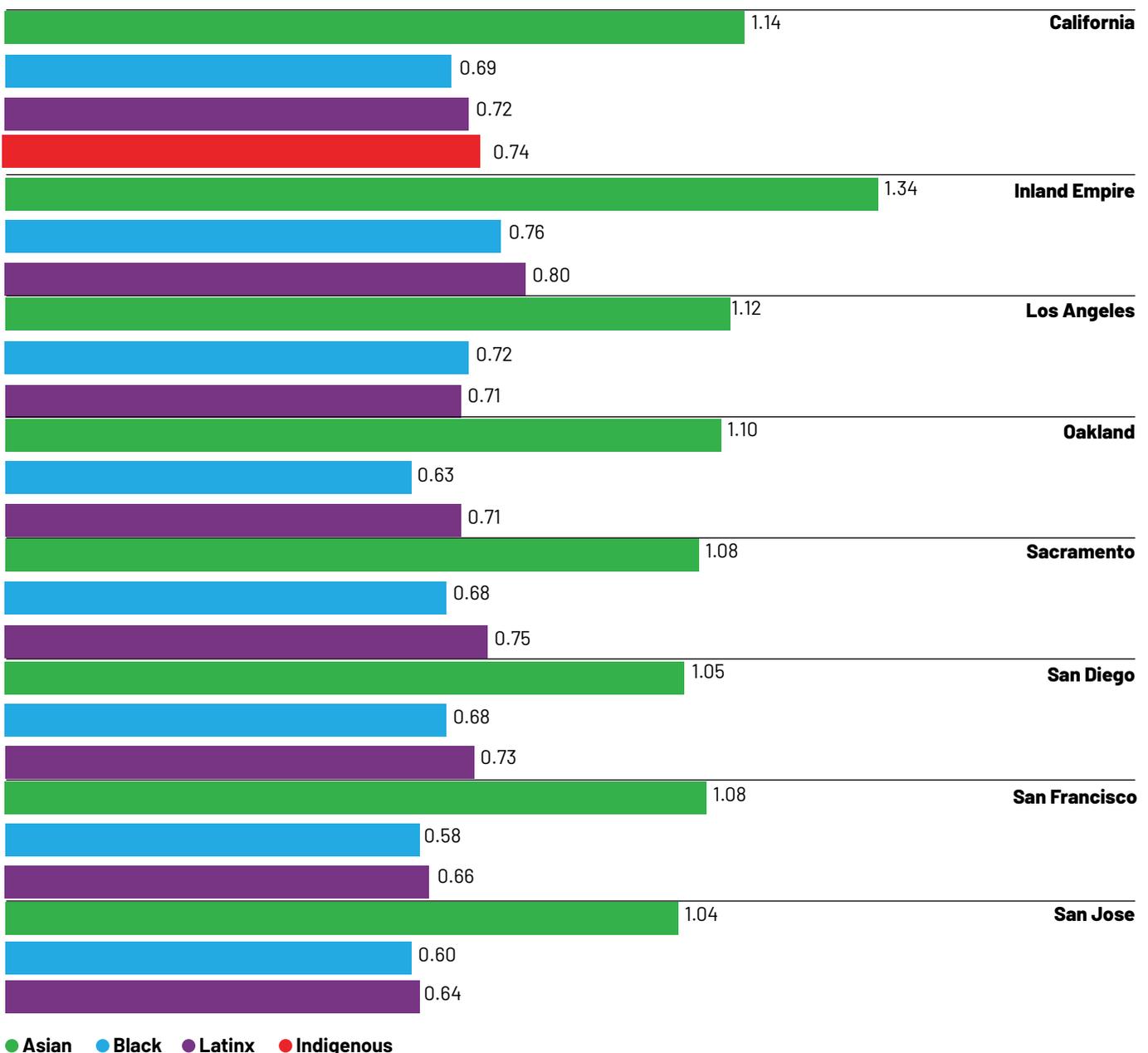
Like the results in the State of Black California for 2000, the Index results for Black Californians in 2020 paint a sobering picture of fairly deep racial inequality, especially between Black and White people.

Across California, there was some geographic variation in overall racial inequality between Black and White people. Black people fared much better relative to Whites in the Inland Empire, with an index value of 0.76. The relatively higher scores of Black people there were driven by their relatively better outcomes in health, economics, and housing, as further noted below. On the other hand, Black people fared somewhat worse relative to Whites in San Francisco. The relatively lower scores of Black people in San Francisco were propelled mostly by their relatively worse outcomes in economics, health, and education, and if it were not for Black people's relatively higher participation in civic affairs in San Francisco, their overall Index score would be much lower.

Interestingly, the Index value for Black people in Los Angeles was slightly higher than that for California

as a whole, even though Black people in Los Angeles make up nearly one third of the Black population in the state. This higher score was driven partly by higher sub-Index scores in housing, health, and civic participation. Meanwhile, racial inequality as measured by the Index was similar for Oakland, Sacramento, San Diego, and San Jose.

Like the results in the State of Black California for 2000, the Index results for Black people in California in 2020 and its major metropolitan areas paint a sobering picture of fairly deep racial inequality, especially between Black (and Latinx and Indigenous) and White people.

What are the major sources of this racial inequality? The next section reports results for the sub-Indices of the overall Index.

2020 Economic Sub-Index And Indicators

Economic factors strongly influence overall well-being in society because they determine the means that influence material standards of living. The Economic sub-Index reflects racial inequality in important economic outcomes including:

➡ **Median Income**

➡ **Employment**

➡ **Poverty**

➡ **Business Ownership**

In this section, we report the Economic sub-Index score as well as data on some of the economic indicators that drive the Economics Index results and that are important to Black people. For this section, these reported results will include a discussion of median household income and the poverty rate.[12] The Economics sub-Index contributes 26 percent to the overall Index score.

The Economic sub-Index score for Black people in California is 0.63, indicating an economic standing at nearly two thirds that of Whites. That score also implies that Black people's overall Index score in California (0.69) would be higher if their Economic sub-Index score were higher. Notably, the economically disadvantaged position of Black people was worse than that of Latinx people at 0.70 and far worse than that of Asian Americans whose score of 1.04 essentially put them on par with Whites. However, the economic score for Indigenous people was 0.61, indicating that the greatest economic divide in California in 2020 was between the Indigenous and White populations.

Figure 4: Economic Index

California
- Asian: 1.04
- Black: 0.63
- Latinx: 0.71
- Indigenous: 0.61

Inland Empire
- Asian: 1.05
- Black: 0.72
- Latinx: 0.83

Los Angeles
- Asian: 0.92
- Black: 0.64
- Latinx: 0.70

Oakland
- Asian: 1.08
- Black: 0.55
- Latinx: 0.78

Sacramento
- Asian: 0.90
- Black: 0.55
- Latinx: 0.74

San Diego
- Asian: 0.90
- Black: 0.69
- Latinx: 0.73

San Francisco
- Asian: 0.71
- Black: 0.40
- Latinx: 0.53

San Jose
- Asian: 0.97
- Black: 0.44
- Latinx: 0.65

● Asian ● Black ● Latinx ● Indigenous
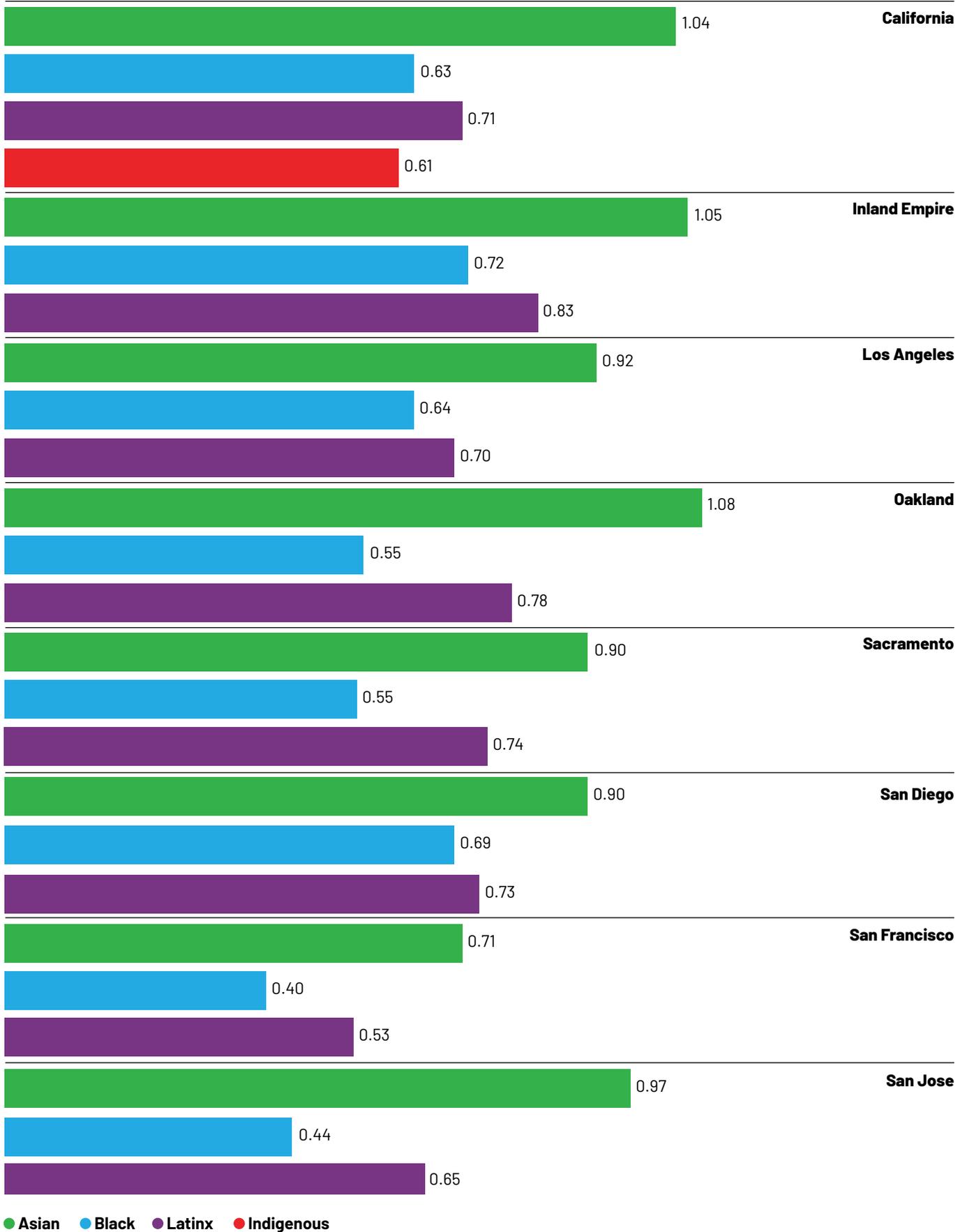
Racial inequality between Black and White people in economic outcomes varied rather considerably across major metropolitan areas in California. For example, inequality in these outcomes was somewhat worse in the Northern Californian metro areas of San Francisco, San Jose, Oakland, and Sacramento, partly because Black people's median household income was much lower than that of Whites. One factor behind this disparity could be the strong presence of the tech sector, where the higher educational attainment levels and disproportionate economic benefits accrue more to White and Asian Californians. On the other hand, racial inequality was somewhat better in the Inland Empire, where Black population growth has been strong, and in San Diego.

Median Household Income

One of the key indicators of economic well-being in the Economic sub-Index is median household income, which contributes half of the Economic sub-Index score (a weight of 50 percent). Median household income indicates the level at which half of households have income higher or lower than the median. Household income reflects all of the income resources, including work earnings that household members earn or receive for the given year.

In California, Black people's median household income is significantly lower than that of Whites for reasons that are not reported here but could include a variety of factors, such as lower educational attainment or skills, lack of access to good jobs, or discrimination in access to good jobs and schools. While Black people's median income in 2020 was about $56,800 (in 2020 dollars), the equivalent figure for Whites was nearly $92,100. This implies a ratio of 0.62, or stated differently, that Black people's median household income was 62 percent of White households.[13]

The median household income of Black people was much lower than that of Whites in each major metropolitan area of California. It was significantly lower in the Bay Area cities of San Francisco, Oakland, and San Jose, no doubt reflecting the greater access White people have to higher-paying tech sector or other higher-skilled jobs there. In fact, the Black/White median household income ratio was lowest in San Francisco (0.31). The highest Black/White median household income ratio was found in the Inland Empire at 0.78, showing greater income parity between these groups there.

Table 3: Household Median Income, 2020

Location	Asian	Black	Latinx	White	Indigenous	B/W Ratio
California	$105,000	$56,800	$64,000	$92,100	$54,000	0.62
Inland Empire	$85,000	$61,000	$66,000	$77,800		0.78
Los Angeles	$87,800	$55,000	$60,300	$93,700		0.59
Oakland	$132,400	$54,000	$86,000	$120,800		0.45
Sacramento	$87,000	$48,800	$63,100	$79,500		0.61
San Diego	$100,200	$58,000	$65,000	$94,600		0.61
San Francisco	$103,200	$50,000	$82,000	$160,000		0.31
San Jose	$157,900	$58,530	$87,000	$140,700		0.42

These trends in Black/White household income ratios are largely consistent with where Black people's median household income was the highest in absolute terms. Black people's income was highest in the Inland Empire at nearly $61,000, and lowest in San Francisco.

Poverty

Another key indicator of economic well-being in the Economic sub-Index is the poverty rate, which contributes 15 percent of the score. The poverty rate reflects the share of each racial and ethnic group whose income falls below the federally defined poverty level. The poverty rate reflects that portion of each racial and ethnic group that is suffering economically.

The poverty rate for Black Californians in 2020 was 19.5 percent, compared to 9.6 percent for Whites. This implies a White/Black poverty rate ratio of 0.49, or stated differently, that Whites' poverty rate was half that of Black people. In California, Black people's poverty rate is significantly higher in large part because of their lower median household income and higher unemployment, among other factors.

Table 4: Poverty Rate, 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	9.7%	19.5%	15.5%	9.6%	21.9%	0.49
Inland Empire	10.1%	19.1%	13.9%	10.7%		0.56
Los Angeles	11.0%	18.3%	16.5%	10.4%		0.57
Oakland	7.3%	19.8%	13.8%	9.0%		0.45
Sacramento	12.3%	25.7%	16.1%	8.6%		0.33
San Diego	12.0%	16.7%	11.6%	8.9%		0.53
San Francisco	11.0%	21.6%	16.7%	8.5%		0.39
San Jose	6.1%	13.2%	8.3%	5.1%		0.39

Black people's poverty rate was much higher than that of Whites in each major metropolitan area of California. It was significantly higher in the Northern California metro areas of Sacramento, Oakland, San Francisco, and San Jose. The disparity was the worst in Sacramento, where the White/Black poverty rate ratio was 0.33. Black people's poverty rates were closer to those of Whites in the other metropolitan areas. The highest White/Black poverty rate ratio was in Los Angeles, at 0.57.

These trends are only somewhat consistent with where Black people's poverty rate was the highest (and lowest) absolutely. The poverty rate of Black people was highest in Sacramento and San Francisco, and lowest in San Jose and San Diego.

2020 Housing Sub-Index and Indicators

Housing is an important pathway to a variety of important outcomes, such as wealth accumulation through home ownership and neighborhood and family stability. The Housing sub-Index reflects racial inequality in important housing outcomes including:

➡ Homeownership
➡ Housing Affordability
➡ Crowding in Living Situations

In this section, we report the Housing sub-Index score as well as data on some of the housing indicators that drive the Housing Index results. These results include a discussion of homeownership rates and rental burden. We include the latter because a majority of Black Californians are renters. Data for the remaining housing indicators included in the Housing Index are shown in Appendix D. The Housing sub-Index contributes 12 percent to the overall Index score.

The Housing sub-Index score for Black people in California in 2020 was 0.67, indicating that Black people's housing outcomes were about two thirds of Whites. That score also implies that Black people's overall Index score in California (0.69) would be higher if their Housing sub-Index score were higher. In California, Black people experienced worse housing outcomes than Latinx people (0.76), and Asian and Indigenous people (both at 0.97) whose scores are nearly on par with Whites.

Figure 5: Housing Index

Region	Asian	Black	Latinx	Indigenous
California	0.97	0.67	0.76	0.97
Inland Empire	0.99	0.67	0.84	
Los Angeles	1.00	0.77	0.82	
Oakland	1.10	0.68	0.72	
Sacramento	0.98	0.62	0.73	
San Diego	0.99	0.60	0.73	
San Francisco	0.94	0.65	0.71	
San Jose	0.97	0.58	0.64	

● Asian   ● Black   ● Latinx   ● Indigenous
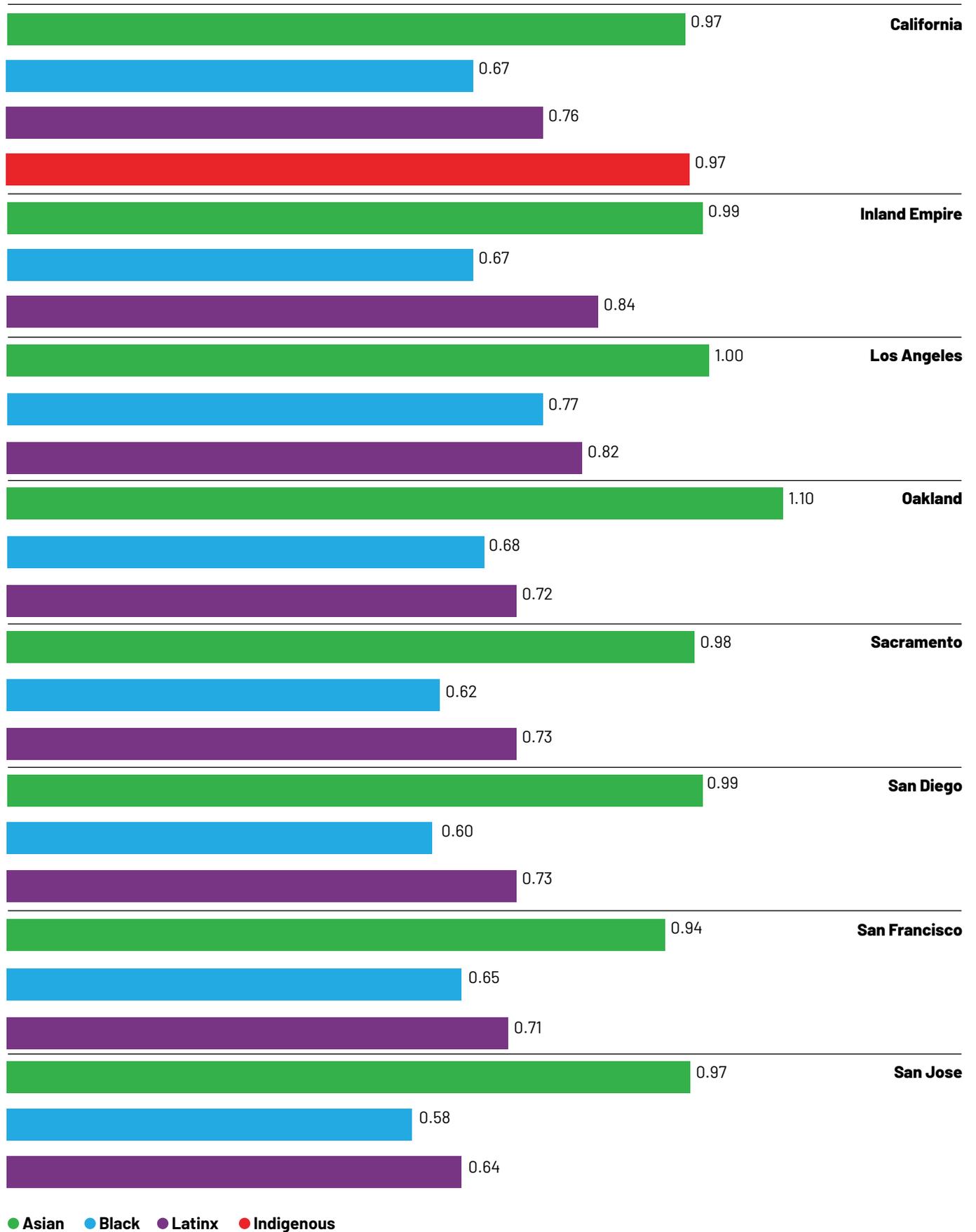
Surprisingly, racial inequality between Black and White people in housing outcomes did not vary a great deal across major metropolitan areas in California, except for two: Los Angeles and San Jose. Black people's score was highest in Los Angeles and lowest in San Jose, despite the fact that these two areas are characterized by high housing costs. The difference is that in Los Angeles, Whites are more likely to be renters than in San Jose (and thus less likely to be homeowners, possibly due to being younger or less wealthy), and thus the racial differences in these two metrics are smaller in Los Angeles than in San Jose.

One would expect the housing outcomes score for Black people to be higher in lower-cost areas, such as the Inland Empire. It is not, however, in large part because Black people are much more likely to be renters there than Whites (or conversely that the White homeownership rate there is much higher than that of Black people). The reasons behind this are not well understood. One possibility is that the large influx of newly arrived Black people in the area became renters first.

Homeownership

One of the key indicators of housing quality in the Housing sub-Index is homeownership rates, which contribute slightly more than half of the housing sub-Index (a weight of 60 percent). Homeownership is a pathway to wealth accumulation and to housing stability for families and neighborhood stability for communities, among other things. The homeownership rate indicates the share of a racial or ethnic group at the household level that owns the home in which they live.

In California, Black people's homeownership rate was significantly lower than that of Whites for reasons that could include lack of affordable homeownership opportunities, lack of qualifying income, discrimination in credit markets and other related markets, and credit score differences. Black people's homeownership rate in California in 2020 was about 32 percent, while the equivalent figure for Whites was 56 percent. This implies a Black/White homeownership ratio of 0.57; stated differently, Black people's homeownership rate was 57 percent of Whites.

The homeownership rate of Black people was much lower than that of Whites in each major metropolitan area of California. It was significantly lower than that of Whites in San Francisco, San Diego, and San Jose, areas with high housing costs. In fact, the Black/White homeownership ratio was lowest in San Francisco (0.37), one of the most expensive housing markets in the country.

Interestingly, Black people's homeownership rate was only relatively lower than that of Whites in

Table 5: Home Ownership Rates, 2020

Location	Asian	Black	Latinx	White	Indigenous	B/W Ratio
California	53.2%	31.9%	40.5%	56.0%	55.3%	0.57
Inland Empire	64.2%	40.0%	56.0%	64.5%		0.62
Los Angeles	45.9%	31.2%	34.9%	44.4%		0.70
Oakland	57.7%	31.6%	32.4%	54.1%		0.58
Sacramento	57.8%	29.8%	37.8%	59.5%		0.50
San Diego	52.4%	22.5%	34.7%	54.4%		0.41
San Francisco	34.5%	12.1%	20.6%	32.9%		0.37
San Jose	51.5%	20.8%	28.7%	54.3%		0.38

high-cost Los Angeles, possibly for the reasons just discussed including that Black renters may be disproportionately overrepresented among those Black people migrating out of Los Angeles. Still, Black people's homeownership rates were highest absolutely in more affordable metropolitan areas, such as the Inland Empire.

Housing Costs

Housing costs are an especially important concern in high cost of living areas such as California. One way to measure housing costs is through the rental burden, since most Black people rent. For renters, the rental burden is usually measured as the fraction of income paid for rent. The higher the fraction of income paid as rent, the greater the rental burden. This measure contributes about one-third of the Housing sub-Index (a weight of 30 percent).

In California, Black people's rental burden was greater than that of Whites, indicating that Black people paid a higher share of their income on rent. In 2020, Black people's rental burden was 34.2 percent (the highest among all racial and ethnic groups), while the equivalent figure for Whites was 29.1 percent. This implies a Black/White rental burden ratio of 0.85. This higher rental burden is likely understated because Black people's incomes are lower than that of Whites, thus implying that Black people have less disposable income once rents are paid. That is, for two people who pay a similar share of their income on rent, the person who has a higher income will have more disposable income once rent is paid.

Table 6: Rent as a Percentage of Income, 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	28.5%	34.2%	32.4%	29.1%	25.9%	0.85
Inland Empire	29.0%	35.5%	32.0%	29.0%		0.82
Los Angeles	31.0%	33.8%	33.6%	30.9%		0.92
Oakland	27.3%	32.5%	32.2%	28.0%		0.86
Sacramento	28.1%	37.4%	30.4%	29.2%		0.78
San Diego	28.7%	37.4%	35.3%	31.6%		0.85
San Francisco	25.2%	26.4%	27.8%	20.8%		0.79
San Jose	26.1%	38.7%	33.7%	27.2%		0.70

Black people's rental burden was greater than that of Whites in every major metropolitan area of California. The White/Black ratio was nearly equal in Los Angeles (0.92), despite the fact that housing costs are high there. At the same time, the share of income paid to rent for Black people is much greater than that of Whites in San Jose, an area with high housing costs as well.

In absolute terms, the rental burden is greatest for Black people in San Jose, Sacramento, and San Diego at between 37 and 38 percent, and least severe in San Francisco at 26 percent.

2020 Health Sub-Index and Indicators

Healthy living is also important to overall well-being. Thus, the quality of health and health outcomes more generally are invaluable assets. These outcomes can reflect a variety of factors including unique health risks, access to quality health care, discrimination in that care, and individual behaviors and choices. The Health sub-Index measures:

> ➡ **Life Expectancy**

> ➡ **Mother's Status and Birth Outcomes**

> ➡ **Children's Health**

In this section, we report the Health sub-Index score as well as data on some of the health indicators that drive the Health Index results. These results will include a presentation of death rates and homicide rates, because these problems disproportionately affect the Black community.

Data for the remaining health indicators included in the Health Index are shown in Appendix D. The Health sub-Index contributes 15 percent to the overall Index score.

The Health sub-Index score for Black people in California in 2020 was 0.69, indicating that Black people's health outcomes scored a little more than two-thirds those of Whites. In California, the poorer health outcomes facing Black people were much worse than those of the Latinx community (1.08) and Asian Californians (1.51), whose health outcomes were better than Whites. The results for Latinx people seem counterintuitive but are consistent with scientific research in this area.[14] Black people also fared worse in this area than the Indigenous population in California, whose score was 0.81.

Figure 6: Health Index

	Value
California	
Asian	1.51
Black	0.69
Latinx	1.08
Indigenous	0.81
Inland Empire	
Asian	1.68
Black	0.80
Latinx	1.18
Los Angeles	
Asian	1.49
Black	0.68
Latinx	1.08
Oakland	
Asian	1.45
Black	0.60
Latinx	1.02
Sacramento	
Asian	1.36
Black	0.76
Latinx	1.16
San Diego	
Asian	1.33
Black	0.74
Latinx	1.11
San Francisco	
Asian	1.25
Black	0.48
Latinx	0.90
San Jose	
Asian	1.48
Black	0.74
Latinx	0.98

● **Asian** ● **Black** ● **Latinx** ● **Indigenous**
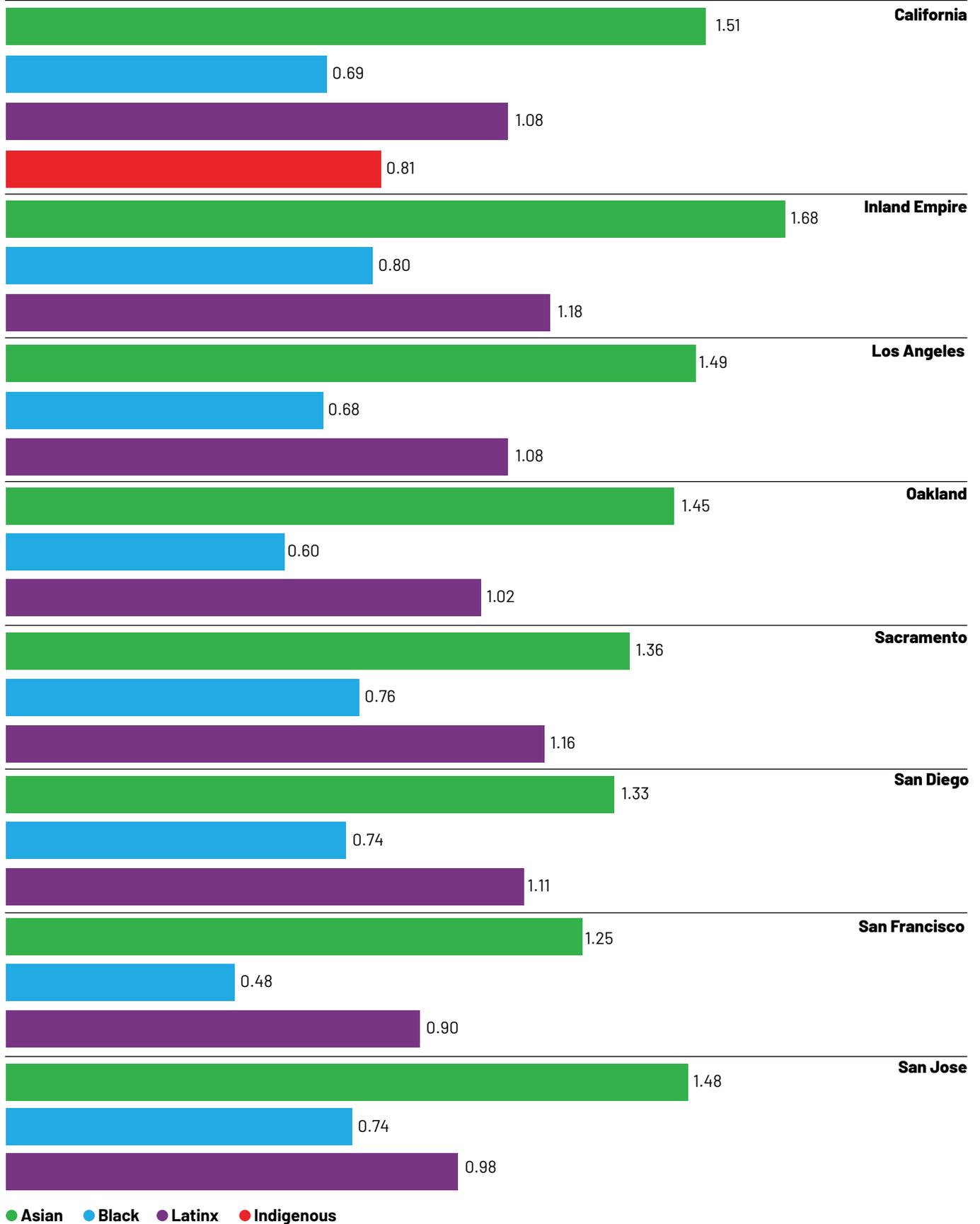
Racial inequality between Black and White people in health outcomes varied a great deal across major metropolitan areas in California. Racial disparities were much more severe in San Francisco, likely because of greater racial inequality in death rates where Black people are more likely to die earlier. On the other hand, racial disparities in health outcomes were somewhat less severe in Los Angeles, the Inland Empire, and Sacramento, partly due to less racial inequality in overall death rates in these cities, and infant death rates in Los Angeles.

Death Rates

One of the key indicators of health outcomes in the Health sub-Index is the age-adjusted death rate, because it captures in large part the accumulation of health problems and risk in a population. This health indicator contributes 65 percent to the health sub-Index. The (age-adjusted) death rate indicates the number of people that die in a given year per 100,000 people in a given population, for each racial and ethnic group.

In California, the death rate among Black people was significantly higher than that of Whites. In 2020, while Black people's death rate was 853 per 100,000, the equivalent figure for Whites was 667. This implies a White/Black death rate ratio of 0.78. Again, the death rate data shown here were collected before the COVID-19 pandemic, which disproportionately affected the Black community. These numbers are likely much rosier than would be the case if the data covered the period that included the pandemic.

Table 7: Age Adjusted Death Rates (per 100,000), 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	386.7	852.7	522.9	667.1	724.4	0.78
Inland Empire	415.0	857.1	567.7	765.1		0.89
Los Angeles	387.0	850.1	506.9	646.0		0.76
Oakland	347.9	899.2	505.7	606.1		0.67
Sacramento	505.5	916.4	548.0	743.3		0.81
San Diego	399.2	760.2	518.7	627.4		0.83
San Francisco	380.5	1,043.6	487.1	535.7		0.51
San Jose	324.8	664.2	500.9	545.5		0.82

Moreover, the death rate of Black people was much higher than that of Whites in each major metropolitan area of California. The disparity was greatest in San Francisco and to a lesser extent in Oakland. The Black death rate was closer to that of Whites in the Inland Empire, San Diego, and Sacramento.

In California, the infant death rate among Black people was significantly higher than that of Whites.

In absolute terms, Black people's death rates were lowest in San Jose and San Diego and highest in San Francisco.

Infant Death Rates

The death of infants (either neo- or postnatal) is felt disproportionately by the Black community. The data on infant death rates in California confirm these conclusions. The infant death rate indicates the number of infants (either neo or postnatal) that die in a given year per 1,000 infants born for each racial and ethnic group. This health indicator contributes 20 percent to the Health sub-Index.

In California, the infant death rate among Black people was significantly higher than that of Whites. In 2020, the Black death rate was 9.0 per 1,000 live births, while the equivalent figure for Whites was 3.2. This implies a White/Black death rate ratio of 0.35.

Moreover, the infant death rate of Black people was much higher than that of Whites in each major metropolitan area. The disparity was the greatest in Oakland at 0.32 followed by Los Angeles.

Black people's infant death rates were highest absolutely in the Inland Empire, Los Angeles, and San Diego. They were lowest in San Francisco and San Jose (both at near 6.0 deaths per 1,000 live births).

Table 8: Infant Death Rates (per 1,000 live births), 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	2.7	9.0	4.3	3.2	6.5	0.35
Inland Empire	2.7	9.8	4.7	4.4		0.45
Los Angeles	2.4	8.3	4.1	3.0		0.36
Oakland	3.2	7.6	3.3	2.5		0.32
Sacramento	3.6	7.8	5.3	4.4		0.57
San Diego	4.5	8.2	3.1	3.5		0.43
San Francisco	2.3	6.2	4.6	2.3		0.38
San Jose	2.2	6.1	3.1	2.7		0.45

2020 Education Sub-Index and Indicators

A changing economy driven by rapid technological innovations makes education even more important to well-being, notwithstanding the overall value of an education in enhancing an informed citizenry. Thus, educational opportunities and improvements in outcomes must be widely available to all individuals to prepare them for an increasingly complex and interrelated world.

The Education Sub-Index measures:

➡ **Course Quality**

➡ **Adult Educational Attainment**

➡ **Exit Exam Scores**

➡ **Enrollment and Dropouts**

In this section, we report the Education sub-Index score as well as data on some of the education indicators that drive the Education Index results.

These results include a discussion of high school completion rates and completion of high school coursework required for entrance to the University of California (UC) or the California State University (CSU) systems. Data for the remaining education indicators included in the Education sub-Index are shown in Appendix D. The Education sub-Index contributes 27 percent to the overall Index score.

The Education sub-Index score for Black people in California in 2020 was 0.63, indicating that Black people's educational outcomes scored slightly more than two-thirds those of Whites. In California, Black people's worse educational outcomes (relative to those of Whites) were better than those of Latinx and Indigenous people at 0.51 and 0.47, respectively. All groups possessed worse educational outcomes than Asian Californians, whose score of 1.22 exceeded that of Whites.

Figure 7: Education Index

California
- Asian: 1.22
- Black: 0.63
- Latinx: 0.51
- Indigenous: 0.47

Inland Empire
- Asian: 1.73
- Black: 0.82
- Latinx: 0.64

Los Angeles
- Asian: 1.16
- Black: 0.55
- Latinx: 0.46

Oakland
- Asian: 1.02
- Black: 0.55
- Latinx: 0.44

Sacramento
- Asian: 1.27
- Black: 0.69
- Latinx: 0.59

San Diego
- Asian: 1.17
- Black: 0.59
- Latinx: 0.52

San Francisco
- Asian: 1.33
- Black: 0.49
- Latinx: 0.50

San Jose
- Asian: 0.98
- Black: 0.58
- Latinx: 0.38

● **Asian** ● **Black** ● **Latinx** ● **Indigenous**
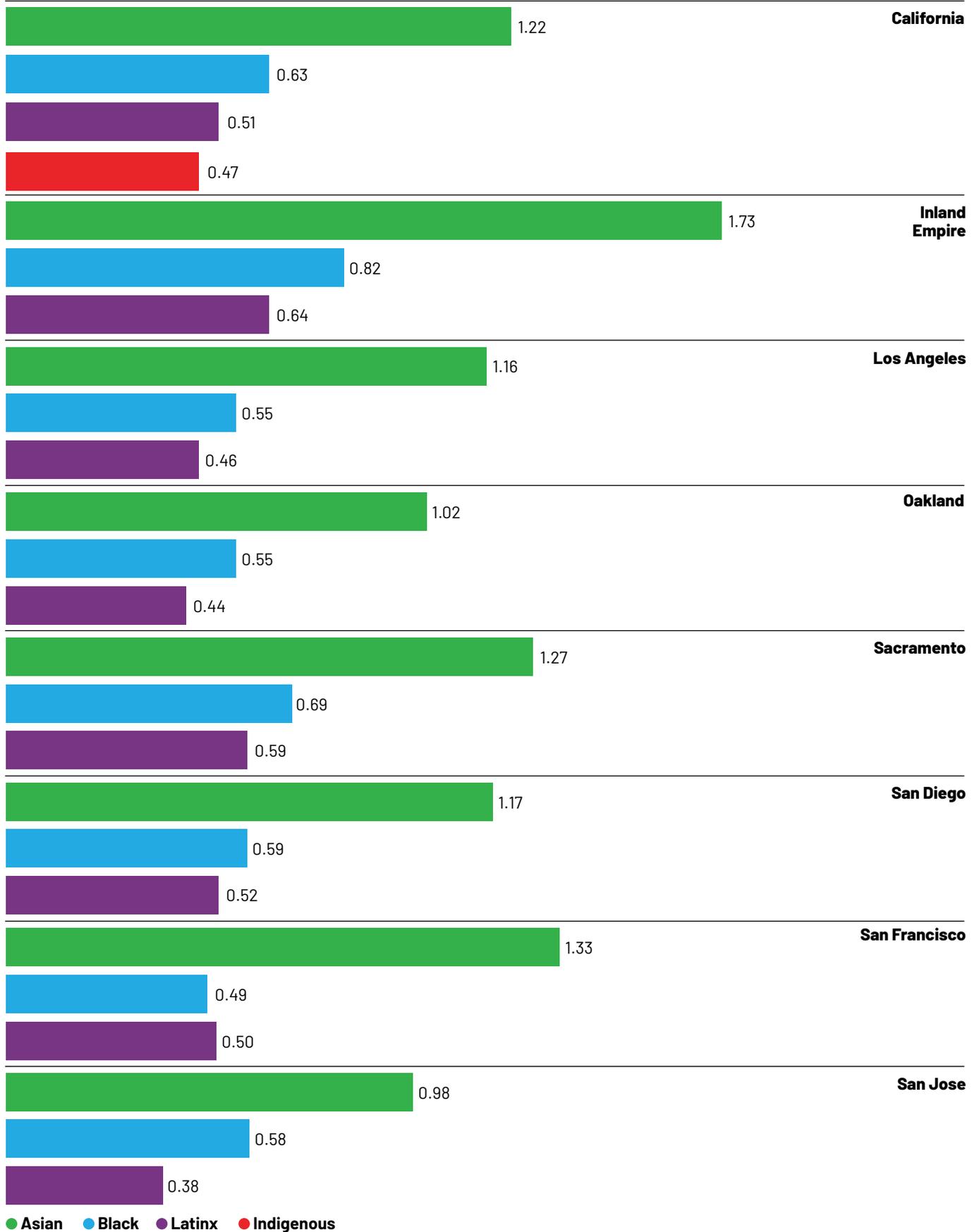
Racial inequality between Black and White people in educational outcomes varied somewhat across major metropolitan areas in California. Black people's outcomes relative to Whites were better in metropolitan areas experiencing rapid growth in the Black population growth, such as the Inland Empire and tech-centered San Jose. In the Inland Empire, for example, the disparity was lower in a number of measures including completion of high school coursework required for entrance to the UC or CSU systems, in college graduation rates, and in preschool enrollment.

Black people's outcomes relative to those of Whites were much worse in the Bay area, in both Oakland and San Francisco, and in San Diego and Los Angeles. This was partly because of greater racial inequality in these cities in course quality, test scores, and high school completion rates, among other factors.

Completion of High School Coursework Required for UC/CSU Entrance

One indicator of educational outcomes in the

Education sub-Index is the completion rate of coursework required for entrance to the UC or CSU systems, which contributes 11.4 percent to the Education sub-Index. With the growing importance of cognitive skills, access to college is key to becoming competitive in labor markets and earning a middle-class wage. In California, a sure pathway to enhance cognitive skills is gaining access to the UC or CSU systems. The UC/CSU coursework completion rate measures the share of recently graduated high school seniors (by race and ethnicity) that have completed the coursework required for either UC or CSU entrance.

In California, Black students' UC/CSU coursework completion rate was 40 percent, significantly lower than the 55.2 percent rate among White students. This implies a Black/White completion rate ratio of 0.72 for this measure. One possible reason for this disparity could be a lack of coursework available at high schools where Black students attend.

Black student's UC/CSU coursework completion rate is much lower than that of Whites in each major metropolitan area of California. The disparity is

Table 9: H.S. Graduates Completing Courses Required for U.C. and/or C.S.U. Entrance, 2020

Location	Asian	Black	Latinx	White	Indigenous	B/W Ratio
California	73.1%	40.0%	43.6%	55.2%	30.9%	0.72
Inland Empire	73.2%	34.0%	39.0%	46.8%		0.73
Los Angeles	66.8%	33.5%	40.1%	53.6%		0.63
Oakland	70.0%	30.6%	36.9%	56.5%		0.54
Sacramento	65.0%	27.1%	32.3%	38.5%		0.70
San Diego	75.3%	39.9%	39.3%	57.4%		0.70
San Francisco	69.3%	29.2%	29.1%	60.1%		0.49
San Jose	70.4%	36.6%	30.1%	63.1%		0.58

the largest in the Bay Area areas of Oakland, San Francisco, and San Jose. In fact, the Black/White completion rate ratio is lowest in San Francisco (at 0.49) followed closely by that in Oakland (at 0.54). The Black/White completion rate ratio is much higher (indicating a smaller gap) in areas experiencing

growth in the Black population including the Inland Empire and Sacramento, as well as San Diego.

Interestingly, Black people's UC/CSU coursework completion rate is highest in absolute terms in San Diego (39.9), San Jose (36.6), and the Inland Empire (34.0).

High School Completion

Another important indicator of educational quality in the Education sub-Index is the high school completion rate, which contributes 7.1 percent to the Education sub-Index. Completing high school is fundamental to mastering reading, writing, and math skills as well as social skills important for young adults' development, and is a predictor of success later in life. Further, high school completion is associated with positive economic outcomes over the life course. Research demonstrates consistently that those who do not complete high school earn significantly less income over their working lives. This is due to a variety of factors, including that jobs that do not require at least a high school degree are declining as a share of all jobs in the economy, and that those jobs pay significantly less and provide fewer benefits.

In California in 2020, Black students' high school dropout rate at 13 percent was significantly higher than that of Whites at 7 percent. This entails a White/Black high school dropout rate ratio of 0.54. Indeed, the Black student dropout rate in California was the highest among all racial and ethnic groups except for Indigenous students (13.7 percent). The dropout rate was the lowest for Asian Californians at 4.3%.

Table 10: High School Dropouts: 4 Year Rate, 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	4.3%	13.0%	9.8%	7.0%	13.7%	0.54
Inland Empire	2.6%	12.3%	8.6%	8.6%		0.70
Los Angeles	3.6%	13.0%	9.5%	7.0%		0.54
Oakland	2.8%	9.2%	11.3%	5.4%		0.58
Sacramento	2.4%	12.5%	9.6%	6.7%		0.54
San Diego	2.3%	14.3%	9.7%	6.3%		0.44
San Francisco	3.1%	19.8%	22.1%	13.1%		0.66
San Jose	10.8%	13.5%	18.1%	9.7%		0.72

Still, within California, there was significant variation in the degree to which Black students dropped out both absolutely and relative to Whites. The dropout rate of Black students was lowest in Oakland, the Inland Empire, and Sacramento, while it was highest in San Francisco, San Diego, and to a lesser extent San Jose. However, the gap in high school dropout rates between Black and White students was smallest in San Jose, San Francisco, and the Inland Empire.

2020 Criminal Justice Sub-Index and Indicators

Disproportionate contact with the criminal justice system or having a justice system that administers the law differentially or preferentially can weaken democratic participation in society and weaken confidence in that system of justice. The recent killings of Black Americans such as Breanna Taylor, George Floyd, and Michael Brown, to name a few, further fueled the Black Lives Matter movement and shined brighter lights on these inequities in the criminal justice system.

The Criminal Justice sub-Index measures:

➡ **Equality Before the Law**

➡ **Arrest Rates**

➡ **Homicide and Victimization**

In this section, we report the Criminal Justice sub-Index score as well as data on one of the criminal justice indicators that drive the sub-Index's results. For this section, the discussion will report on felony arrest rates. Again, the data for the remaining criminal justice indicators included in the Criminal Justice sub-Index are shown in Appendix D. The Criminal Justice sub-Index contributes 15 percent to the overall Index score.

The Criminal Justice sub-Index score for Black people in California was 0.69, indicating that Black people's criminal justice outcomes score was slightly more than two thirds that of Whites. That score is identical to the overall Index score for Black people in California. Still, in California, Black people's standing before the criminal justice system was worse than that of all other racial and ethnic groups.

Figure 8: Criminal Justice Index

California
- Asian: 1.17
- Black: 0.69
- Latinx: 0.80
- Indigenous: 1.00

Inland Empire
- Asian: 0.98
- Black: 0.73
- Latinx: 0.90

Los Angeles
- Asian: 1.27
- Black: 0.71
- Latinx: 0.78

Oakland
- Asian: 1.18
- Black: 0.69
- Latinx: 0.91

Sacramento
- Asian: 0.98
- Black: 0.67
- Latinx: 0.75

San Diego
- Asian: 0.96
- Black: 0.69
- Latinx: 0.79

San Francisco
- Asian: 1.31
- Black: 0.66
- Latinx: 0.78

San Jose
- Asian: 1.16
- Black: 0.65
- Latinx: 0.71

● Asian ● Black ● Latinx ● Indigenous

Unsurprisingly, racial inequality between Black and White people in their standing before the criminal justice system did not vary a great deal across major metropolitan areas in California, partly because some of the data in this sub-Index are reported at the state level. Black people's standing relative to Whites in these indicators was relatively better in the Inland Empire (due to less racial inequality in arrest rates and in victimization, such as homicides) and relatively worse in San Francisco and San Jose for the opposite reasons.

Felony Arrest Rates

One indicator of criminal justice outcomes is the felony arrest rate, which contributes 7.5 percent to the Criminal Justice sub-Index. Arrest rates can reflect a variety of problems including criminal propensity, lack of opportunity, differential policing and enforcement across neighborhoods and communities, and racial profiling. Higher felony arrest rates can certainly be viewed as normatively inferior to lower arrest rates. The felony arrest rate measures the fraction of the adult population (by race and ethnicity) that had been arrested for a felony offense in the recent period. Of course, those arrests may or may not have led to convictions.

In California, the share of Black people who had been arrested for a felony offense was much larger than that of Whites, at 3 percent compared to 0.78 percent. This implies a White/Black felony arrest rate ratio of 0.26.

Table 11: Felony Arrests Rates, 2020

Location	Asian	Black	Latinx	White	Indigenous	W/B Ratio
California	0.44	3.03	1.21	0.78	0.78	0.26
Inland Empire	1.01	3.05	1.68	1.04		0.34
Los Angeles	0.41	3.49	1.29	0.78		0.22
Oakland	0.41	3.88	1.19	0.67		0.17
Sacramento	0.95	5.33	1.99	1.31		0.25
San Diego	0.81	3.81	1.35	0.81		0.21
San Francisco	0.59	13.21	2.64	1.97		0.15
San Jose	0.41	3.91	1.91	0.60		0.15

The felony arrest of Black people was much higher than that of Whites in each major metropolitan area of California. The disparity was greatest in the Bay Area metro areas of San Francisco, Oakland, and San Jose, all with White/Black ratios between 0.15 and 0.17, indicating that Black people were arrested for felonies at a rate five times greater than that of Whites.

2020 Civic Engagement Sub-Index and Indicators

Civic engagement can help ensure active participation in important social spheres such as political life and help address a variety of social problems in neighborhoods, schools, and elsewhere.

The Civic Engagement sub-Index measures:

➡ **Armed Services Participation – Veteran Status**

➡ **Union Representation**

➡ **English Fluency**

In this section, we report the Civic Participation sub-Index score as well as data on one of the civic participation indicators that drive the Index' results. For this section, the discussion will report on the percentage of veterans among each racial and ethnic group. Yet again, data for the remaining civic participation indicators included in the Civic Participation sub-Index are shown in Appendix D. The Civic Participation sub-Index contributes 5 percent to the overall Index score.

The Civic Participation sub-Index score for Black people in California was 1.23, indicating that Black people's civic participation was higher than that of Whites. That score also implies that Black people's overall Index score in California (0.68) would be somewhat lower if not for their higher degrees of civic participation. In California, Black people's civic participation level was also much higher than those of Asian and Latinx Californians, and was equivalent to that of Indigenous people.

Figure 9: Civic Engagement Index

California
- Asian: 0.45
- Black: 1.23
- Latinx: 0.51
- Indigenous: 1.21

Inland Empire
- Asian: 0.15
- Black: 0.90
- Latinx: 0.50

Los Angeles
- Asian: 0.59
- Black: 1.97
- Latinx: 0.56

Oakland
- Asian: 0.37
- Black: 1.21
- Latinx: 0.61

Sacramento
- Asian: 0.64
- Black: 1.23
- Latinx: 0.45

San Diego
- Asian: 0.75
- Black: 1.06
- Latinx: 0.44

San Francisco
- Asian: 0.81
- Black: 1.82
- Latinx: 0.99

San Jose
- Asian: 0.20
- Black: 1.04
- Latinx: 0.75

● Asian ● Black ● Latinx ● Indigenous
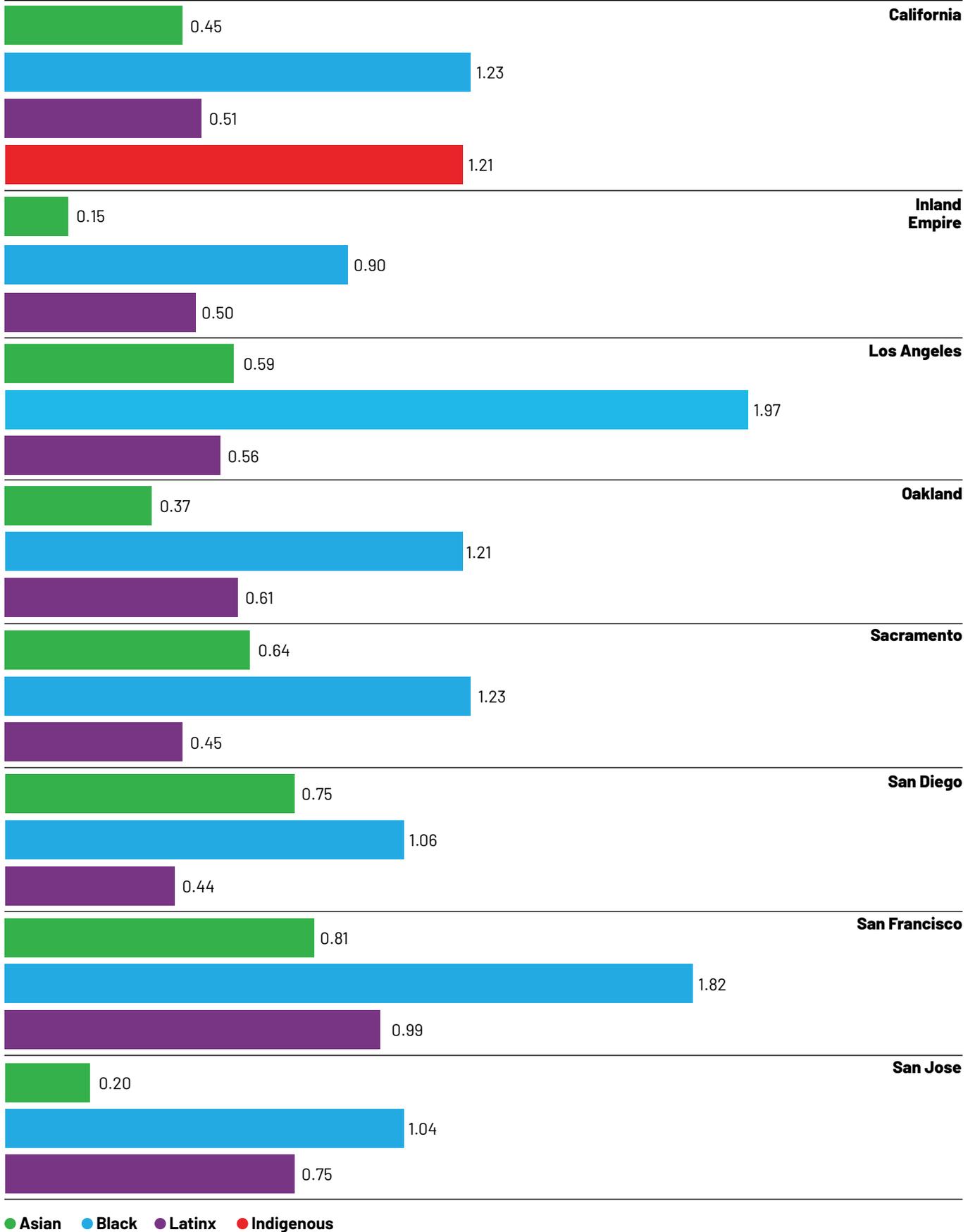
Racial inequality between Black and White people in civic participation varied across major metropolitan areas in California. Black people's civic participation levels were higher relative to those of Whites in Los Angeles (1.97) and San Francisco (1.82) due to greater union representation (Los Angeles) and veteran status (San Francisco).

Veteran Representation

One indicator of civic participation is previous participation in the armed forces, which contributes 40 percent to the Civic Participation sub-Index.

Serving the country through voluntary military enlistment indicates a strong commitment to engagement in civic affairs. The veteran share measures the fraction of a population (by race and ethnicity) that served in any of the armed forces, including the National Guard.

In California in 2020, the share of Black people who were veterans was 8.3 percent, slightly higher than the 7.4 percent among Whites. This implies a Black/White veteran ratio of 1.13.

Table 12: Percentage of Veterans, 2020

Location	Asian	Black	Latinx	White	Indigenous	B/W Ratio
California	2.3%	8.3%	2.3%	7.4%	8.3%	1.13
Inland Empire	3.2%	10.3%	2.9%	9.5%		1.08
Los Angeles	1.8%	6.6%	1.8%	4.9%		1.35
Oakland	1.4%	6.5%	1.8%	5.7%		1.14
Sacramento	2.7%	7.9%	3.0%	8.7%		0.92
San Diego	5.8%	14.7%	3.7%	9.7%		1.52
San Francisco	1.7%	10.0%	1.5%	3.2%		3.07
San Jose	1.4%	5.0%	2.3%	5.6%		0.89

The veteran share among Black people was much higher than that of Whites in San Francisco, San Diego (near Camp Pendleton and a major Naval port) and Los Angeles. In absolute terms, the fraction of Black people who were veterans was highest in San Diego, where nearly 15 percent of Black people were veterans.

Change in the Equality Index Between 2000 and 2020

This section assesses the changes in the Index over time. It therefore addresses the important question of whether over the past 20 years, Black Californians made progress in closing the racial gap with Whites in important social and economic outcomes.

It addresses this question by constructing an Index for 2000 using the exact measures and weighting scheme as that used for the 2020 Index shown here. It then calculates the changes in the Index scores between the two periods (i.e., between 2000 and 2020), for the Index as a whole, as well as for each of its sub-Indices, such as economics, housing, etc.

The results of these calculations demonstrate the direction and size of changes in racial inequality over time. Based on these changes, one can assess whether Black Californians gained ground relative to White Californians in these important outcomes over this time period, stayed in the same relative position, or lost ground. After subtracting these Index scores in these two time periods, a positive result indicates that Black Californians narrowed the racial gap with Whites, while a negative result indicates that Black Californians lost ground. A result indicating no difference in scores indicates Black Californians' relative position did not change over this 20 year period.

2000 TO 2020 CHANGE IN OVERALL EQUALITY INDEX RESULTS

The results of the analysis indicate that over the 2000 to 2020 period Black Californians narrowed the overall racial gap with Whites in important social and economic outcomes. This progress, however, was very modest. Black people's overall Index increased by about 0.03 points (from about 0.66 to 0.69) over this 20 year period. Given this rate of change, it would take 248 years for Black Californians to close the racial gap with Whites in these outcomes. Of course, this conclusion is based on the assumption that the rate at which Black people narrowed the racial gap with Whites from 2000 to 2020 will remain the same in future decades.

Figure 10: Overall Equality Index Score Change from 2000 to 2020

Region	Asian	Black	Latinx	Indigenous
California	0.089	0.025	0.070	-0.015
Inland Empire	0.049	0.018	0.075	
Los Angeles	0.038	0.027	0.066	
Oakland	0.067	-0.012	0.054	
Sacramento	0.060	-0.035	0.025	
San Diego	0.129	0.039	0.081	
San Francisco	0.151	-0.065	0.055	
San Jose	0.033	-0.077	0.040	

● Asian ● Black ● Latinx ● Indigenous
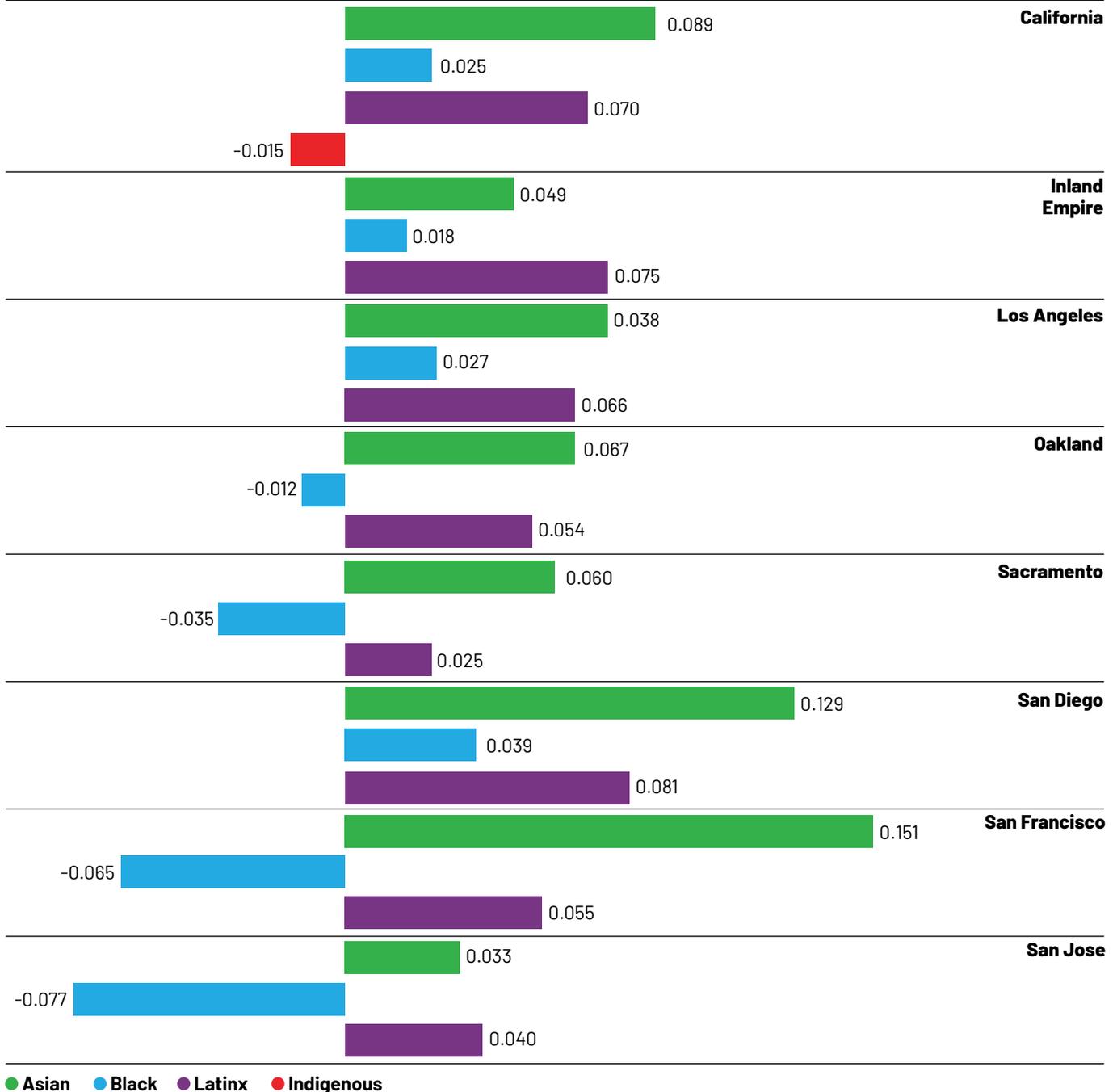
From 2000 to 2020, the racial gap narrowed much more between Latinx and White people in California in these important outcomes. The overall Index score increased for Latinx people over this period by 0.07 points. This result indicates that at this rate, the racial gap in social and economic outcomes between Latinx and White people is predicted to close in about 80 years. The existing gap between Latinx and White Californians in these outcomes was 0.28 in 2020. (Whites' score is 1.00 in 2020 while that for Latinx is 0.72). This implies that at the pace of change of reducing the gap by 0.07 points for every twenty years, the racial gap would fall to 0.00 in 80 years (i.e., (0.28/.07 = 4) x (20 years) = 80).

Over the 2000 to 2020 period, the overall Index score for Indigenous people fell by 0.015 points. This indicates that racial inequality between Indigenous and White people in important socioeconomic measures grew over this period in California. This suggests that closing the racial gap in these outcomes will be exceedingly challenging over the next decades without a reversal in these trends. We explore below the factors that drove worsening racial inequality over this period.

The overall Index score for Asian Californians increased by 0.09 points over the 2000 to 2020 period. However, since their overall Index score in 2000 was 1.05, implying near equality in social and economic outcomes with Whites, the increase in their score over the 2000 to 2020 period indicates that the racial gap with Whites grew over this period, with Asian Californians' outcomes exceeding those of Whites by an even greater percentage by 2020.

Reductions in the Black–White racial gap from 2000 to 2020 varied over California's major metropolitan areas. The racial gap narrowed in the Inland Empire, Los Angeles, and San Diego, and stayed about the same in Oakland. The Black–White racial gap narrowed in Los Angeles by the same magnitude as that in California partly because about one third of Black Californians live in Los Angeles, and as a result Los Angeles drives much of Black outcomes in California more generally. (It is also likely that this racial gap in social and economic outcomes narrowed in places outside of California's main metropolitan areas reported here, where about one quarter of California's Black population now lives, as reported earlier. This is because the racial gap grew in the remainder of the major metro areas as discussed below.)

However, this racial gap widened in Sacramento, San Francisco, and especially San Jose over the 2000 to 2020 period. We explore the reasons for these changes in the section after the next. First, we will examine the factors that drove the changes in the overall Index over the 20 year period.

2000 TO 2020 CHANGE IN SUB-INDEX RESULTS

The narrowing of the Black–White racial gap in economics, educational outcomes, and to a lesser extent, in health outcomes in California over the 2000 to 2020 period drove the narrowing of the overall Black–White racial gap.

From 2000 to 2020, Black people gained ground relative to Whites in important labor market outcomes, such as in reductions in unemployment and increases in labor force participation. They also gained ground through greater reductions in poverty rates and greater gains in business ownership.

Figure 11: Black vs. White, Change in Index Score from 2000 to 2020

- ● **Equality Index** — 2.48
- ● **Economics** — 4.58
- ● **Housing** — 0.48
- ● **Health** — −0.29
- ● **Education** — 6.02
- ● **Criminal Justice** — 1.28
- ● **Civic Engagement** — −10.80
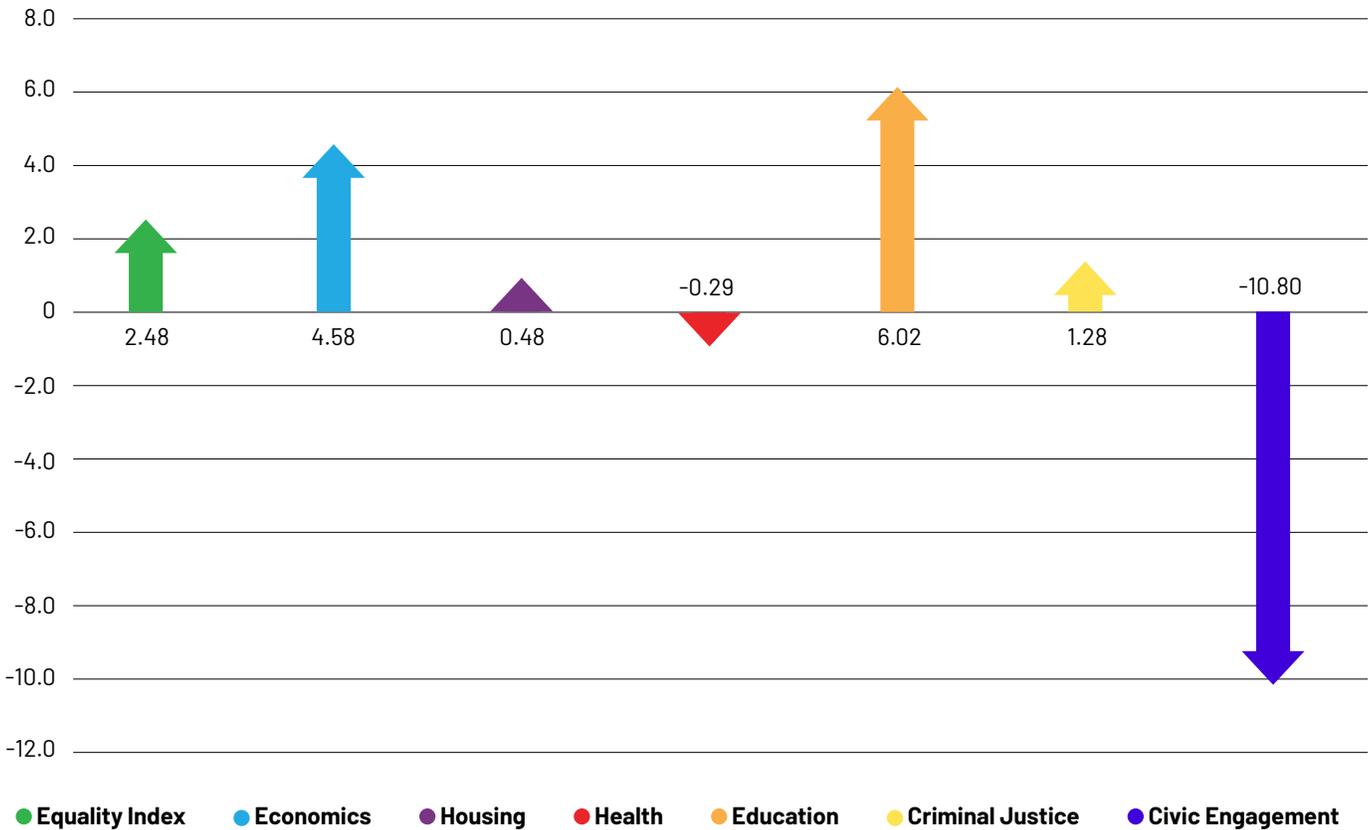
In education, Black people gained ground relative to Whites in important outcomes that had been the focus of policy attention in California. For example, they increased their completion of courses required for UC or CSU entrance and increased their rate of earning a college degree or more. Moreover, Black people's high school dropout rates decreased more than that of their White counterparts.

Finally, in health, Black people gained ground relative to Whites in improving their overall morbidity rates over the 2000 to 2020 period.

Figure 12: Latinx vs. White, Change in Index Score from 2000 to 2020

Equality Index	Economics	Housing	Health	Education	Criminal Justice	Civic
7.01	12.54	3.66	−5.49	12.03	4.37	4.57

● **Equality Index** ● **Economics** ● **Housing** ● **Health** ● **Education** ● **Criminal Justice** ● **Civic**
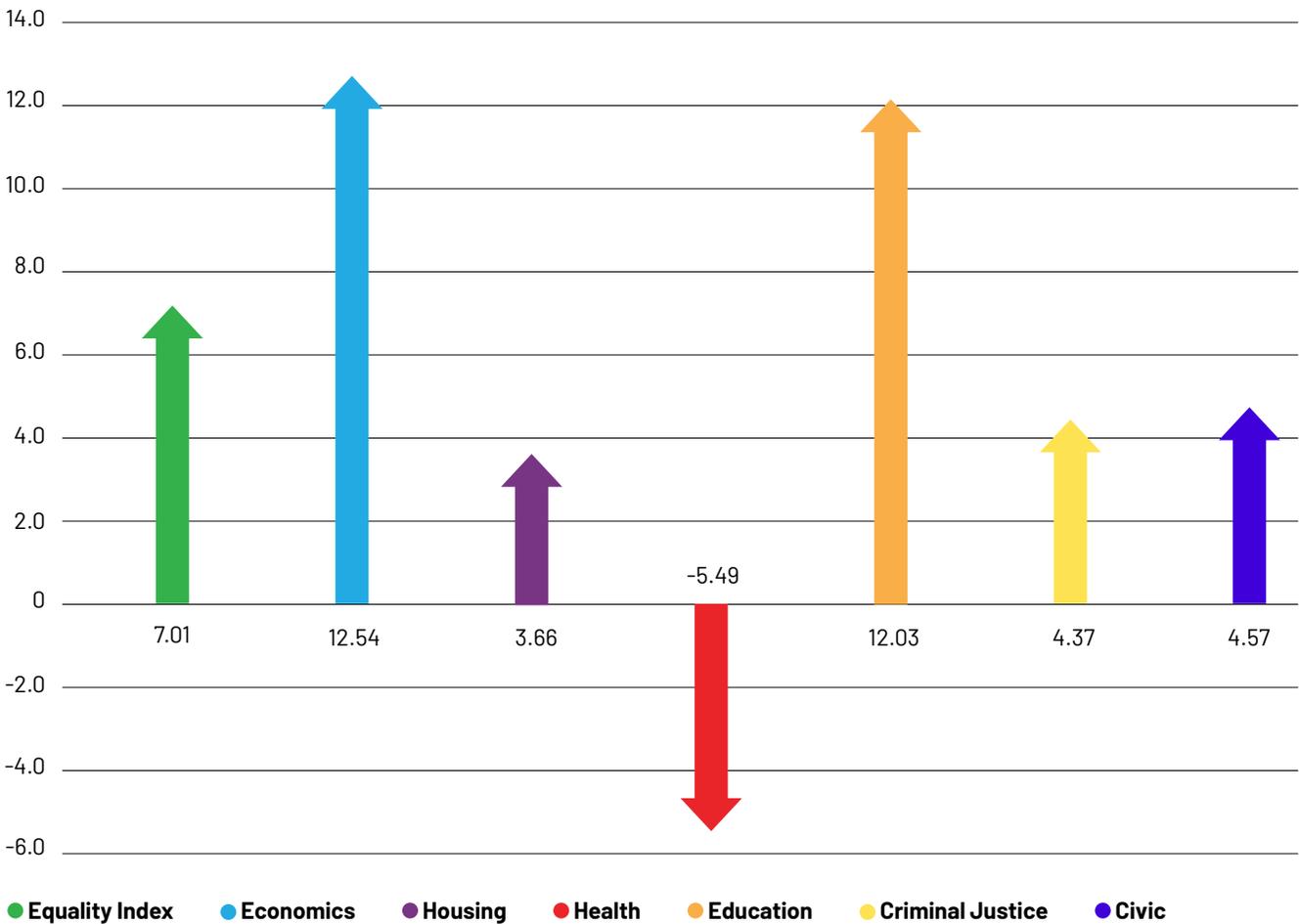
Moreover, like Black Californians, Latinx people gained ground relative to Whites in important labor market outcomes such as in reductions in unemployment and through greater reductions in poverty rates.

Two primary areas drove an increase in racial inequality between Indigenous and White people in California over the 2000 to 2020 period: health and education, with health being the most important factor. Indigenous people lost ground relative to Whites in these important areas over this time period. In particular, the age-adjusted death rate in California for Indigenous people drove much of this increase in inequality; it increased substantially over this period for Indigenous people, while it decreased for Whites. Infant death rates also played a role. While the Indigenous infant death rate decreased

over this period it decreased more for Whites, resulting in growing racial inequality over this period in this measure.

Indigenous Californians also lost ground in completing a college degree relative to Whites over this period. This outcome was the main driver of increased racial inequality in educational outcomes between Indigenous and White people over this period.

Asian Californians further exceeded Whites' outcomes over the 2000 to 2020 period through gains in economic outcomes. Relative to Whites, Asian Californians' income grew faster over this period, as did their employment rates. Moreover, their poverty rates declined more than that of White Californians over this period.

Figure 13: Indigenous vs. White, Change in Index Score from 2000 to 2020

● **Equality Index** ● **Economics** ● **Housing** ● **Health** ● **Education** ● **Criminal Justice** ● **Civic Engagement**
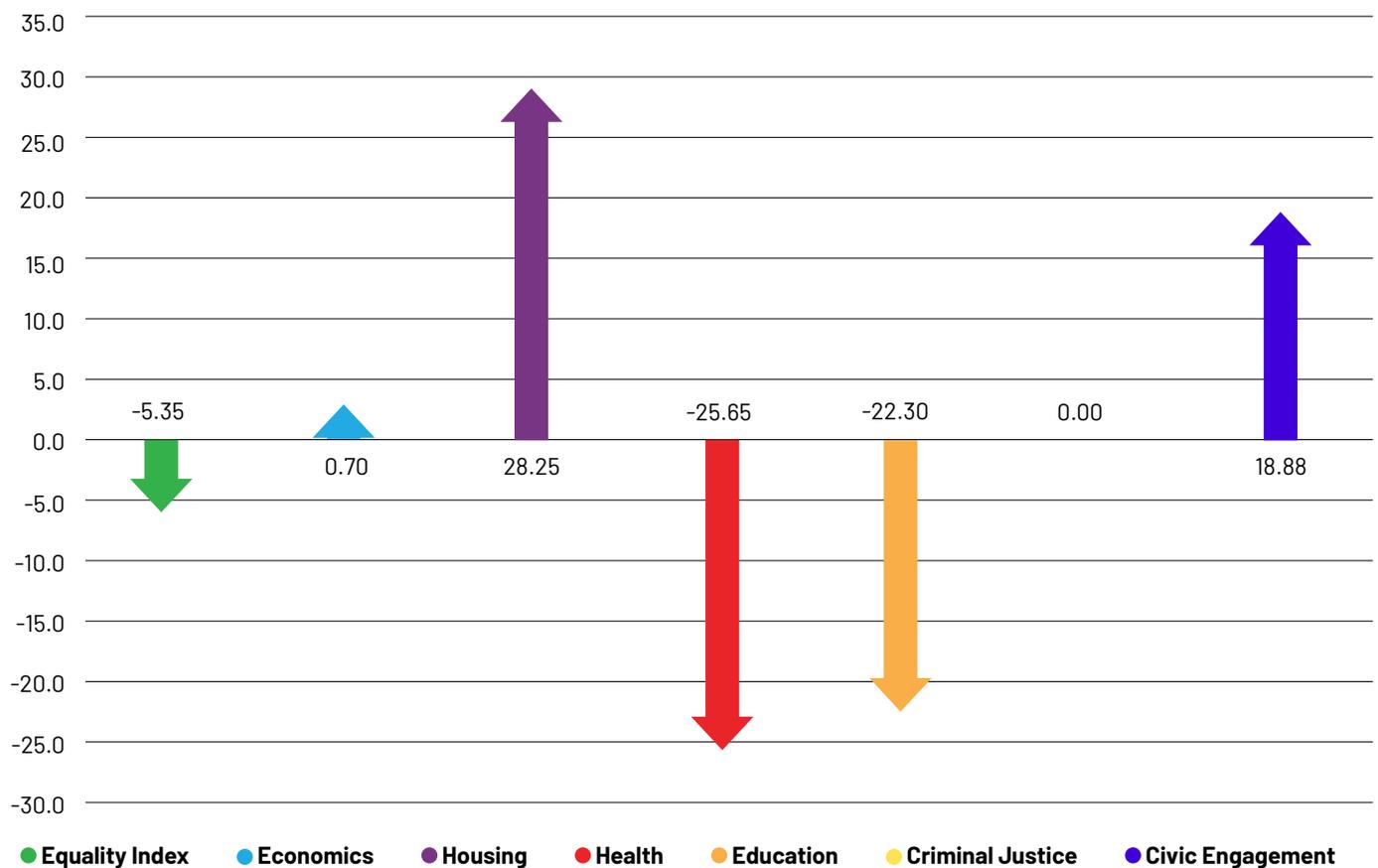
Figures A.1 to A.8 in Appendix A show the changes in the Index (and sub-Indices) scores for Black people (and each of the other racial and ethnic groups) for each major metropolitan area. A few key points are important to note based on these results.

First, the reasons for the narrowing of the Black-White racial gap in the Inland Empire, Los Angeles, and Sacramento closely follow the reasons for the narrowing of the gap in California as a whole, where improvement in educational and economic outcomes drove much of this progress.

Figure 14: Asian vs. White, Change in Index Score from 2000 to 2020

- Equality Index
- Economics
- Housing
- Health
- Education
- Criminal Justice
- Civic Engagement
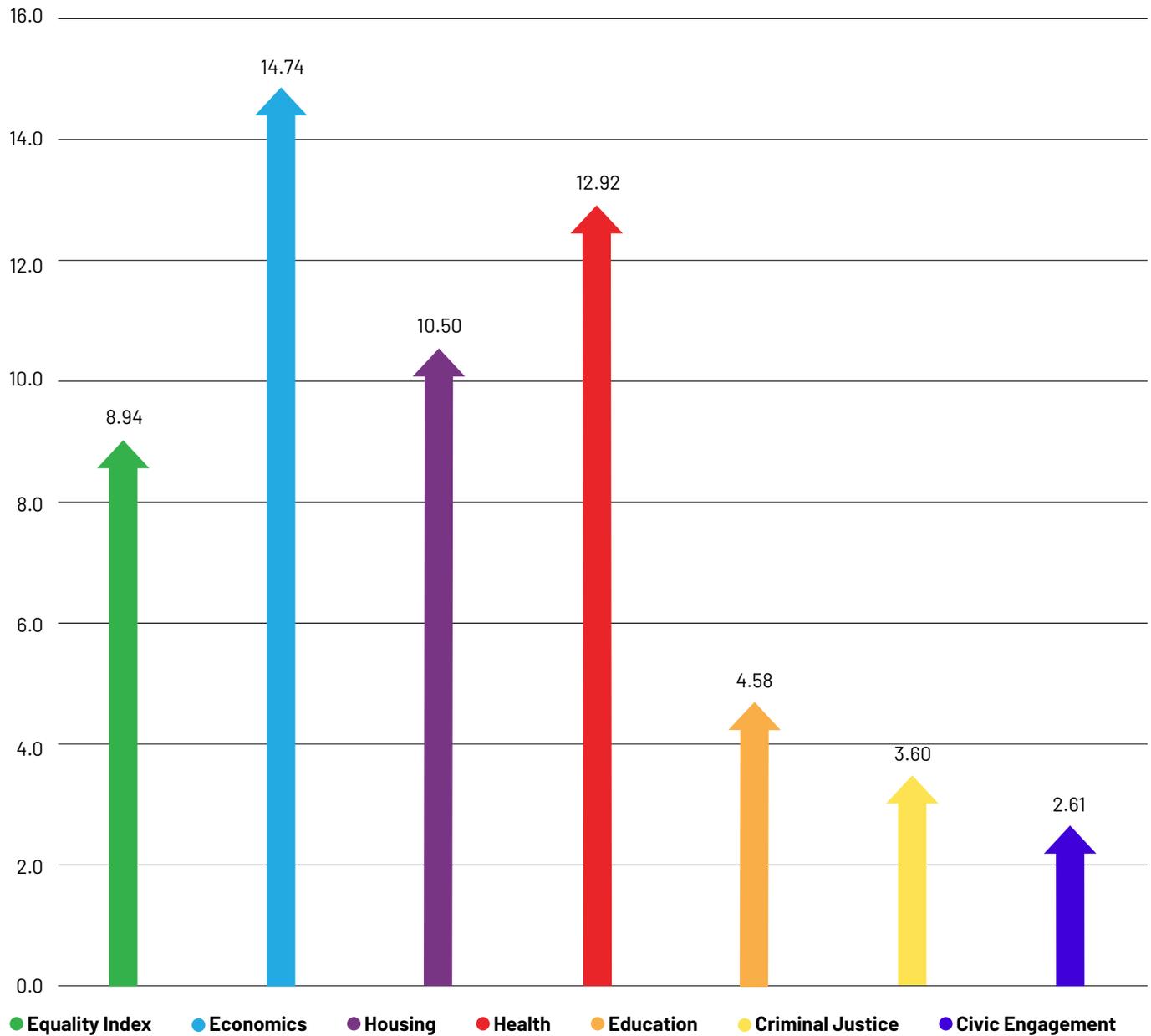
Second, Black people lost ground with Whites in San Francisco, San Jose, and Sacramento. The factors that drove these declines in San Francisco are related to housing, where Black San Franciscans lost ground relative to their White counterparts in homeownership. San Francisco lost about one quarter of its Black population over the 2000 to 2020 period (see Table 1), and it is likely that a disproportionate share of those were homeowners, thus driving the results for San Francisco. Further, high housing prices over this period likely priced out

many Black people seeking to own homes there.

This is also likely the case in San Jose. Moreover, Black people in San Jose lost ground relative to their White counterparts in income, likely spurred by the high and growing incomes paid to those in the tech industry there (and shown in income gains for White and Asian Californians in San Jose) and where Black people's employment shares in the tech industry is relatively low.

ABSOLUTE CHANGE IN EQUALITY INDEX FROM 2000 TO 2020

The previous section demonstrated that Black Californians made modest progress in closing the racial gap in socioeconomic outcomes with Whites between 2000 and 2020. However, in narrowing this racial gap, did Black Californians' socioeconomic outcomes improve absolutely?

This question is vital since absolute improvements in socioeconomic outcomes unambiguously improve quality of life and living standards. Thus far, the Index results presented demonstrate only how Black people fared relative to Whites. In this section, we report results on an absolute change Index in which we use data only for Black people in the state in 2000 and 2020.

To do so, we use the same method, subcomponents, and weighting schemes to generate this absolute Index as before, except we use Black people's social and economic outcomes in California in 2000 as the reference group. Thus, this absolute Index for Black people allows one to see how Black people's outcomes changed absolutely between 2000 and 2020 and by what percentage. Thus, a score of less than 1.00 means that Black people's outcomes in 2020 fell absolutely compared to their outcomes in 2000, while a score of greater than 1.00 indicates that Black people's outcomes improved absolutely over this period. Of course, a score of 1.00 indicates that Black people's outcomes in 2020 stayed the same as that in 2000 (i.e. no improvment).

Combined, these two index methods - the change in the overall Index and the absolute Index - provide different interpretations and meanings of Black people's socioeconomic standing in California and how it may have changed. Take for example a scenario where Black people narrowed socioeconomic outcomes with Whites from 2000 to 2020 (as was demonstrated above). Two possibilities could be at play: One is that Black people's absolute socioeconomic outcomes could have improved over this period, and did so more significantly than that of Whites; the other possibility is that Black people's absolute socioeconomic outcomes could have fallen over this period too, but outcomes for White Californians could have fallen by a greater percentage.

Each of these scenarios tells a different qualitative story. In the former, Black people gained socioeconomic ground relative to Whites over this period and gained ground in their absolute objective outcomes too. In the latter case, Black people gained ground relative to Whites, but lost ground on their objective absolute outcomes. One could argue that the observed inequality between Black and White people is worse in the latter than the former. Thus, combined, the information gathered from the results of these two Indexes will provide evidence of how Black people in California are faring relative to other groups and relative to themselves in California as a whole.

ABSOLUTE CHANGE INDEX RESULTS

This section focuses on results from the absolute Index and on scores from its sub-Indices. It will not focus on specific indicators within these sub-Indices, as was the case in previous sections. Note that all groups experienced declines in civic participation in California over this 20 year period, due in part to declines in veteran status for all groups and declines in union representation for most groups.

Despite this result, the absolute change in the Index for Black people demonstrates that their socioeconomic outcomes improved between 2000 and 2020. In particular, it indicates that on average their outcomes improved by 22 percent, despite declines in civic participation. The biggest improvement in outcomes was in education. These improvements were driven in large part by increases in Black high schoolers taking courses required for entry into the UC or CSU systems and by reductions in the percentage of students who did not graduate from high school.

Figure 15: Black, Change in the Absolute Index from 2000 to 2020

- 🟢 **Equality Index** 🔵 **Economics** 🟣 **Housing** 🔴 **Health** 🟠 **Education** 🟡 **Criminal Justice** 🔵 **Civic Engagement**

Values shown: Equality Index 21.7%, Economics 13.5%, Housing −8.1%, Health 22%, Education 59.8%, Criminal Justice 7.1%, Civic Engagement 27.7%
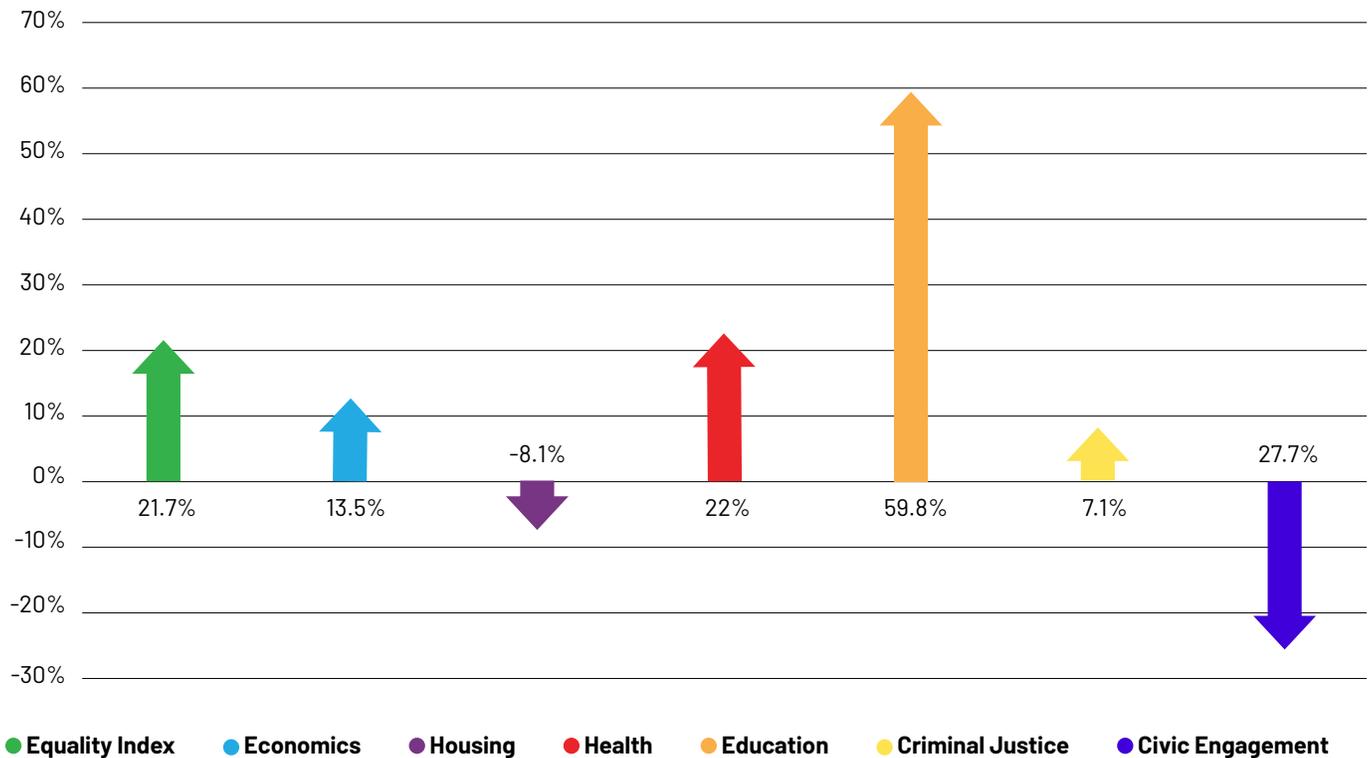
Black Californians' outcomes also improved in health and to a lesser extent in economics and criminal justice. The improvement in health outcomes was driven in large part by a reduction in Black people's overall mortality rate. Reductions in poverty rates and increases in employment led to improvements in economic outcomes.

Combined, these results indicate that Black Californians demonstrated gains in both their relative and absolute socioeconomic standing in California over the 2000 to 2020 period.

How did Black Californians' absolute improvements in socioeconomic outcomes compare to those of other racial and ethnic groups, however? To examine this, we calculated the absolute change in the Equality Indices for the remaining racial and ethnic groups using the exact methods described above.

The absolute gains in socioeconomic standing were greater for Latinx and Asian Californians than for Black people in California over the 20 year period. Overall, absolute gains in socioeconomic outcomes for the Latinx community increased by 36 percent. Like the gains for Black Californians, these gains were fueled by improvements in educational outcomes. However, gains in economic outcomes, in particular reductions in poverty, also played a significant role in driving the overall absolute gain as well.

Figure 16: Latinx, Change in the Absolute Index from 2000 to 2020

- Equality Index — 36.4%
- Economics — 48.8%
- Housing — -2.7%
- Health — 17.1%
- Education — 74.5%
- Criminal Justice — 10.6%
- Civic Engagement — -4.4%
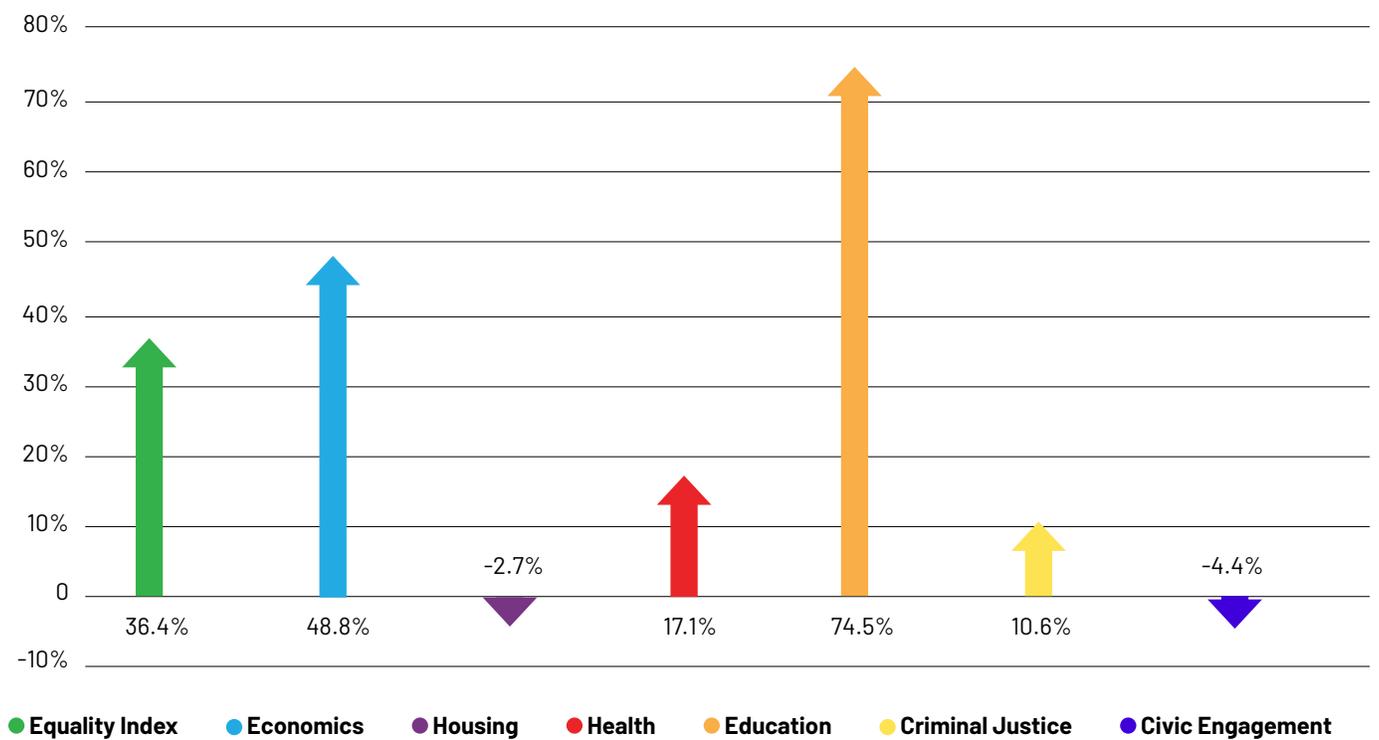
Asian Californians saw a 24 percent gain in socioeconomic outcomes over this period, slightly higher than that for Black Californians. However, unlike Black Californians, these gains are based on the fairly high (or normatively better) socioeconomic outcomes they began with in 2000, so there was less "room" to improve. Like Black and Latinx Californians, gains in educational outcomes drove much of their overall gains in outcomes over this period, with gains in college graduation rates as well as gains in the percentage of high schoolers taking courses required for entry into the UC or CSU systems playing a significant role. Gains in health outcomes, in particular reductions in overall death and infant mortality rates, also fueled much of these absolute improvements as well.

Figure 17: Asian, Change in the Absolute Index from 2000 to 2020

24.1%	22.8%	3.6%	36.7%	43.3%	7.3%	−11.5%

● Equality Index ● Economics ● Housing ● Health ● Education ● Criminal Justice ● Civic Engagement
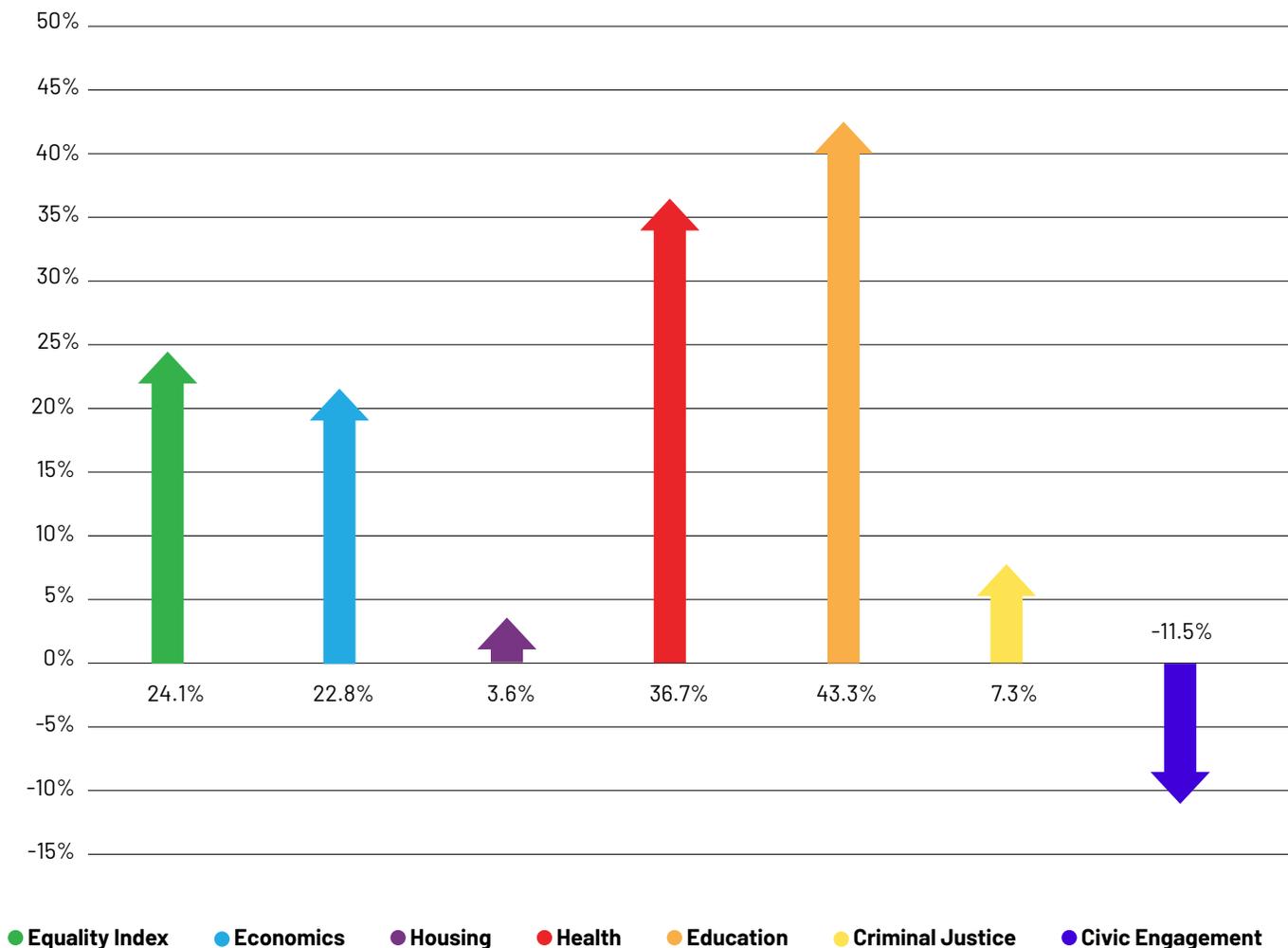
The absolute gains in socioeconomic standing were the smallest for Indigenous people at 7.1 percent. The smaller gains were driven by absolute declines in health outcomes, led by a sharp decline in the Indigenous age-adjusted death rate over the 20 year period. Nevertheless, Indigenous Californians demonstrated significant absolute increases in economic, education, and housing outcomes over this period.

Figure 18: Indigenous, Change in the Absolute Index from 2000 to 2020

Legend: ● Equality Index ● Economics ● Housing ● Health ● Education ● Criminal Justice ● Civic Engagement

Values shown: 7.1%, 10.2%, 12.1%, -2.8%, 11.9%, 3.7%, -6.7%
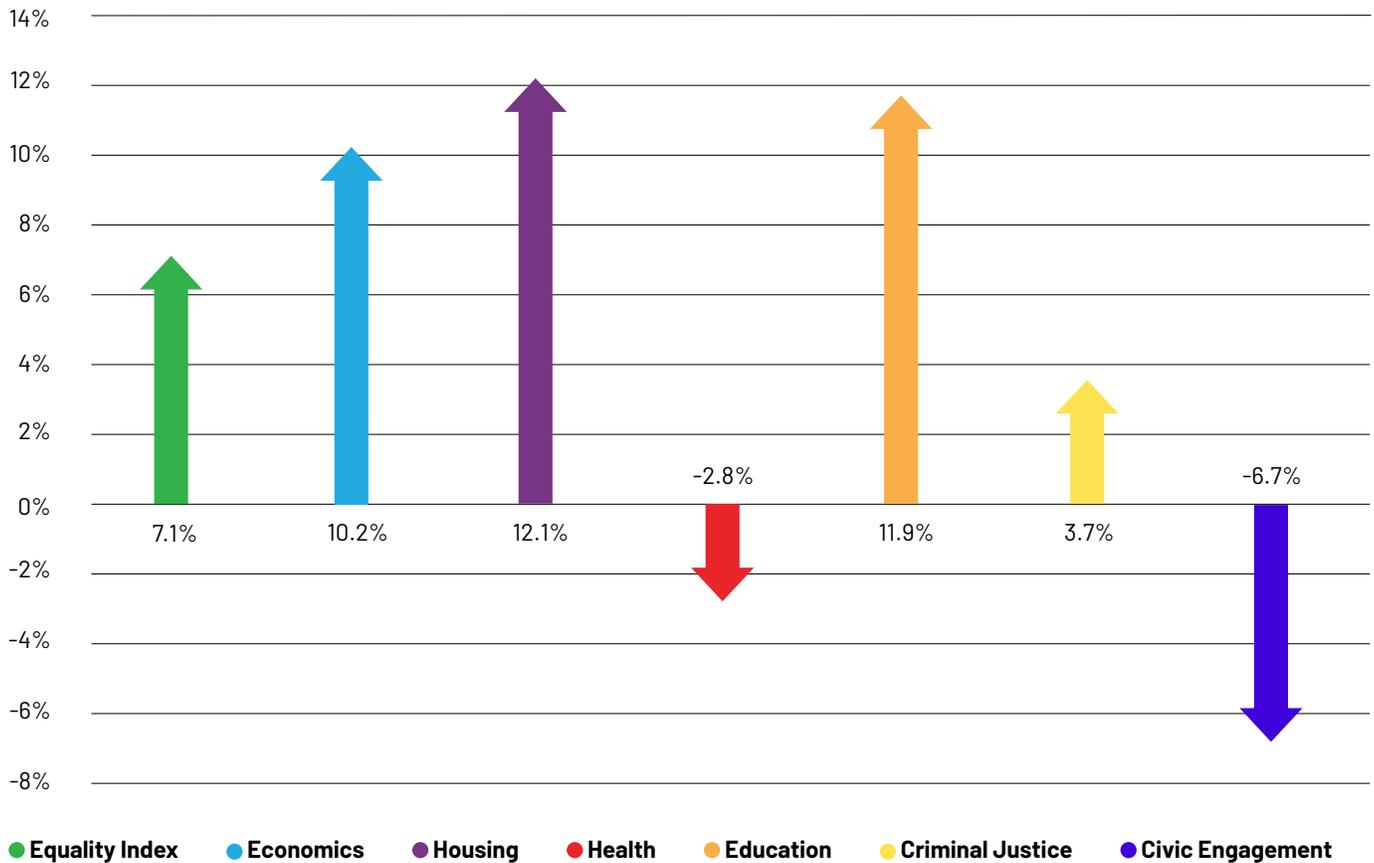
Finally, White Californians demonstrated absolute gains in these socioeconomic outcomes as well over this period. Their overall outcomes increased by 15 percent, lower than that for all other racial and ethnic groups in California. Like Asian Californians, White people had less "room" to show improvements since their scores were among the highest of all racial and ethnic groups.

Nevertheless, that Black, Latinx, and Asian Californians' absolute gains were bigger is consistent with the previous change in the Index scores that revealed narrowing of the socioeconomic racial gaps with Whites over the 2000 to 2020 period. The absolute gains in White Californians' outcomes was fueled in large part by gains in educational outcomes, as was the case for each of the racial and ethnic groups discussed here.

CONCLUSION

The State of Black California 2024 shows that racial inequality remains a stubbornly persistent social problem even in the Golden State of California, and especially between Black and White Californians. This racial gap in important social and economic outcomes remained quite large in 2020 and is driven primarily by racial differences in economic outcomes. And while the evidence shows racial progress in closing this racial gap in overall outcomes over the past 20 years, it was exceedingly modest, so much so that it would take nearly 248 years to completely close this gap between Black and White Californians given the pace of change observed over the 2000 to 2020 period.

In addition, the racial gap in these outcomes between Latinx and White Californians remained large in 2020, but the results indicate that that gap is less stubborn in closing, as progress was less modest than that for Black Californians. Indeed, a similar calculation demonstrates that given the pace in closing the socioeconomic gap between Latinx and White Californians over the 2000 to 2020 period, it would take about 80 years to close that gap.

The racial gap between Indigenous and White Californians was also significant in 2020 but not as large as that between Black and White Californians. However, racial progress for Indigenous socioeconomic outcomes stalled over the 2000 to 2020 period as the racial gap grew, due principally to significant declines in health outcomes over this period.

The socioeconomic outcomes of Asian Californians exceeded those of Whites in 2000, and this advantage grew over the 20 year period.

Changes in Black Californians' communities and in their residential locations informs the observed changes in racial inequality. The Black Californian population declined in size over the recent decade, and their residential concentrations have changed, sometimes in dramatic fashion. Racial gentrification and high housing costs, among other factors, have led to the shrinkage of Black communities especially in Oakland, San Francisco, and Los Angeles. On the other hand, Black communities are growing in the Inland Empire, Sacramento, and in areas outside of California's largest metro areas. Some of these areas are also where racial inequality is less pronounced between Black and White Californians, possibly portending further reductions in racial inequality over time.

Importantly, the report reveals tidbits of hope for

closing racial gaps in socioeconomic outcomes in California as well. The first is that despite modest gains in closing the racial gap in socioeconomic outcomes between Black and White Californians, those gains came from absolute improvements in Black Californians' social economic outcomes, especially from significant gains in educational outcomes, and not from declines in White Californians' socioeconomic outcomes. This indicates that Black Californians' quality of life improved absolutely over this period, helping improve their relative standing compared to White Californians over this period.

The second and arguably most important tidbit of hope is that the results suggest that Black Californians' progress was noticeable in those areas where public policy action took place in California. Black Californians made both relative and absolute progress over the 2000 to 2020 period, particularly in educational and criminal justice outcomes. During this period, California took steps to lower the overall high school dropout rates and improve access to courses required for UC and CSU entrance.

In addition, Californians enacted Proposition 47 and 57 as criminal justice reforms. Each of these are associated with significant improvements in Black Californians' educational and criminal justice outcomes, and helped narrow the racial gap in these areas.

One cautionary note is that these data were collected before the COVID-19 pandemic, which had disproportionate devastating consequences on Black communities and other communities of color in California. There is no doubt that the impact of the pandemic worsened outcomes in each of the domains measured in the Index, especially for Black Californians and in particular in the Health sub-Index measuring death rates. The consequences of this pandemic thus likely widened racial inequality in California, as measured by the Index. Whether these impacts, and any changes to racial inequality as a result, remain durable will be the subject of a future State of Black California report.

Appendix Sections

APPENDIX A

Figure A.1: Changes in Index Score from 2000 to 2020 – Inland Empire

Equality Index
- Black: 1.8
- Latinx: 7.5
- Asian: 12.4

Economics
- Black: 1.3
- Latinx: 15.1
- Asian: 7.3

Housing
- Black: 1.7
- Latinx: 7.2
- Asian: 11.7

Health
- Black: -0.7
- Latinx: -5.0
- Asian: 19.7

Education
- Black: 9.5
- Latinx: 10.1
- Asian: -6.5

Criminal Justice
- Black: 1.1
- Latinx: 20.2
- Asian: 3.5

Civic Engagement
- Black: -26.4
- Latinx: -0.9
- Asian: -2.8

● Black ● Latinx ● Asian

Figure A.2: **Changes in Index Score from 2000 to 2020 – Los Angeles**

Equality Index

- Black: 2.7
- Latinx: 6.6
- Asian: 3.8

Economics

- Black: 5.4
- Latinx: 13.7
- Asian: 10.7

Housing

- Black: 5.6
- Latinx: 8.2
- Asian: 12.1

Health

- Black: -0.2
- Latinx: -7.8
- Asian: 8.6

Education

- Black: -1.6
- Latinx: 9.1
- Asian: -9.8

Criminal Justice

- Black: 1.6
- Latinx: 1.0
- Asian: 0.2

Civic Engagement

- Black: 17.0
- Latinx: 12.9
- Asian: 18.2

● **Black** ● **Latinx** ● **Asian**

Figure A.3: Changes in Index Score from 2000 to 2020 - Oakland

Equality Index
- Black: -1.2
- Latinx: 5.4
- Asian: 6.7

Economics
- Black: -4.1
- Latinx: 14.3
- Asian: 14.2

Housing
- Black: 1.5
- Latinx: -5.2
- Asian: 15.1

Health
- Black: -5.2
- Latinx: -6.1
- Asian: 1.8

Education
- Black: 3.1
- Latinx: 4.9
- Asian: 0.6

Criminal Justice
- Black: 1.5
- Latinx: 20.5
- Asian: 6.4

Civic Engagement
- Black: -11.7
- Latinx: 20.5
- Asian: -4.8
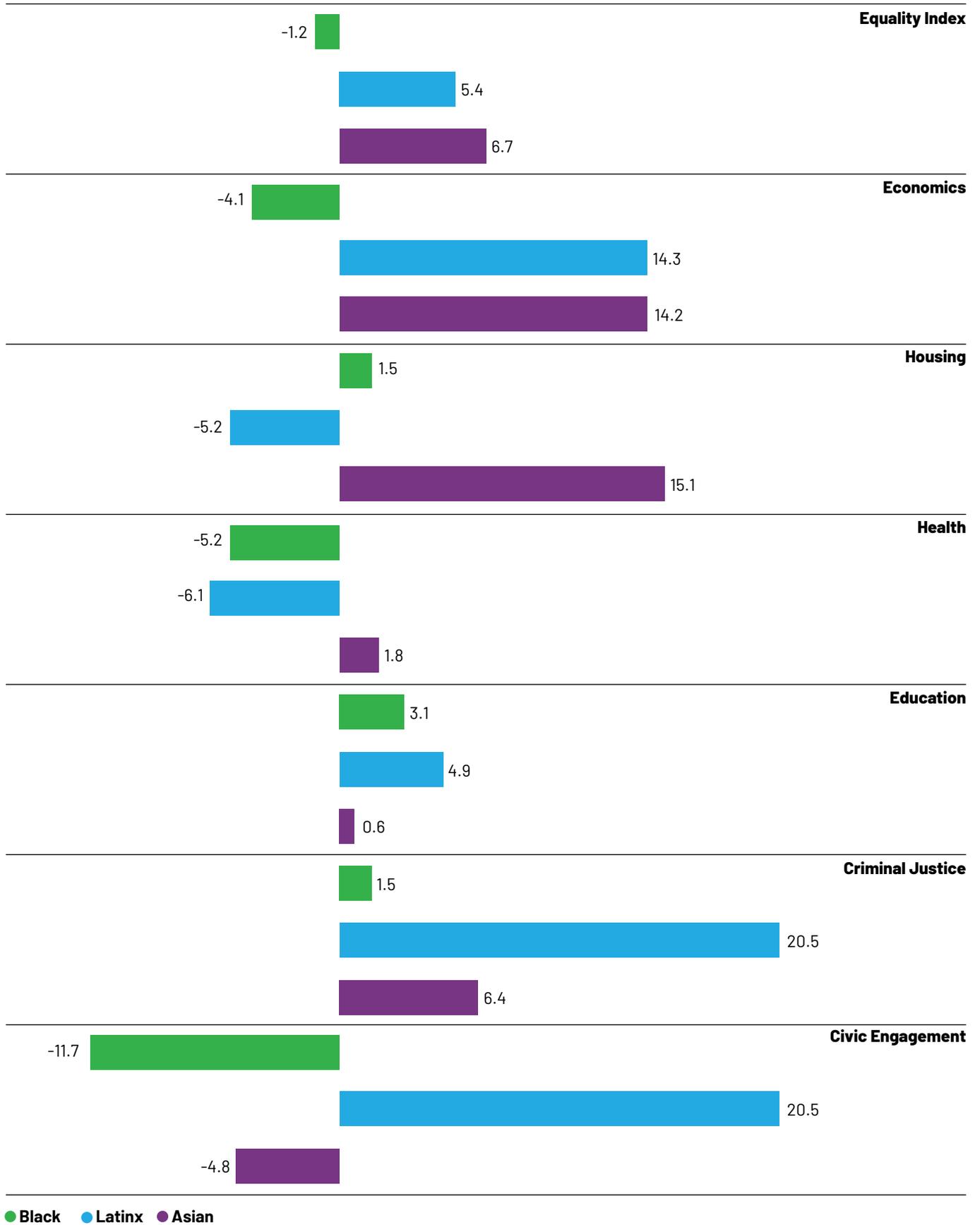
● Black ● Latinx ● Asian

Figure A.4: Changes in Index Score from 2000 to 2020 - Sacramento

Equality Index
- Black: -3.5
- Latinx: 2.5
- Asian: 6.0

Economics
- Black: -6.9
- Latinx: 9,7
- Asian: 2.6

Housing
- Black: -6.6
- Latinx: -8.0
- Asian: -1.5

Health
- Black: 0.0
- Latinx: -1.7
- Asian: 11.0

Education
- Black: 4.1
- Latinx: 5.2
- Asian: 10.2

Criminal Justice
- Black: 0.8
- Latinx: 4.7
- Asian: 2.6

Civic Engagement
- Black: -43.7
- Latinx: -17.4
- Asian: 14.0
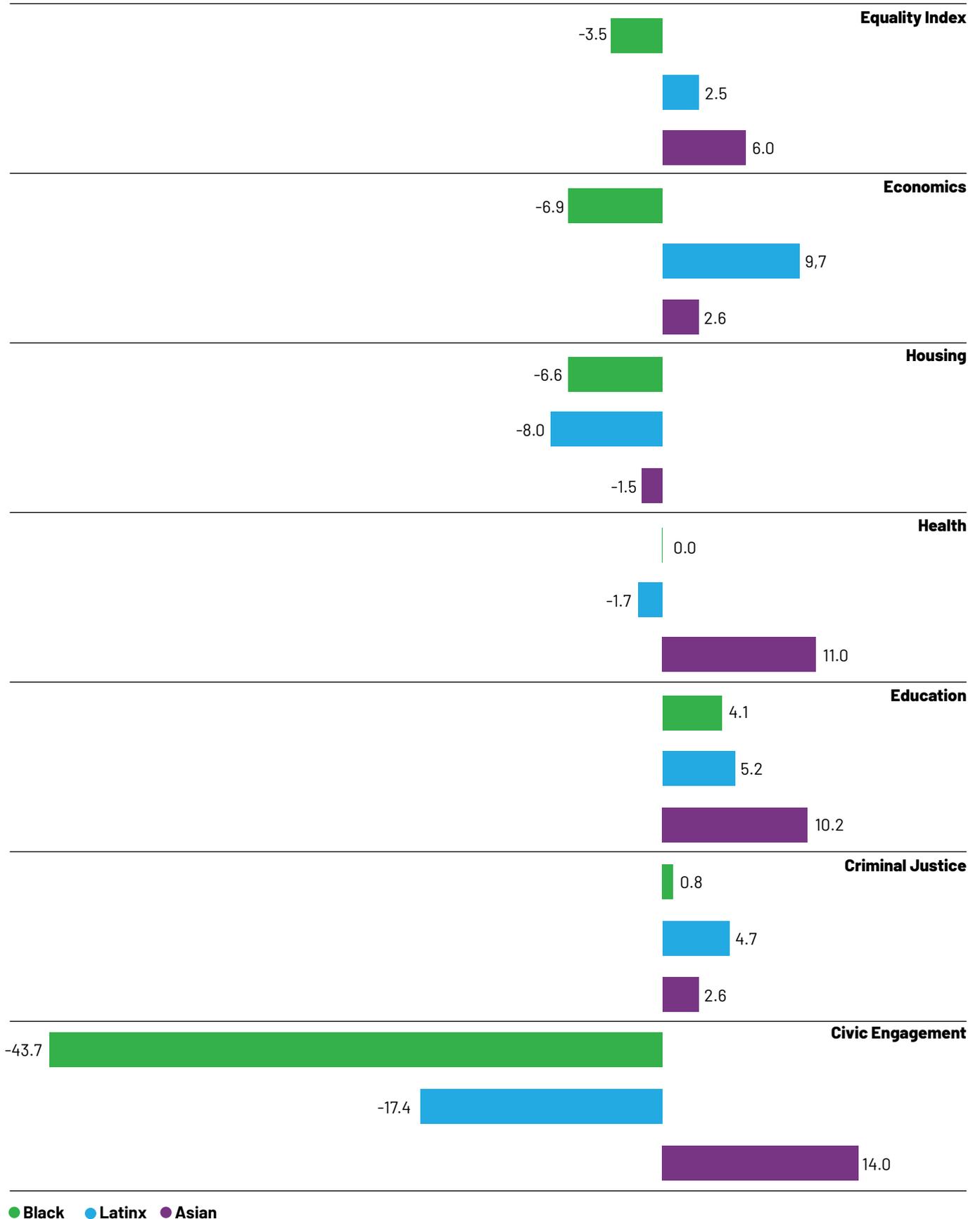
● Black ● Latinx ● Asian

Figure A.5: Changes in Index Score from 2000 to 2020 – San Diego

Equality Index
- Black: 3.9
- Latinx: 8.1
- Asian: 12.9

Economics
- Black: 10.4
- Latinx: 14.4
- Asian: 12.1

Housing
- Black: -3.8
- Latinx: 1.0
- Asian: 13.1

Health
- Black: 3.3
- Latinx: 1.9
- Asian: 3.9

Education
- Black: 4.3
- Latinx: 9.9
- Asian: 21.9

Criminal Justice
- Black: 1.3
- Latinx: 6.4
- Asian: 2.9

Civic Engagement
- Black: -4.7
- Latinx: 7.3
- Asian: 25.3
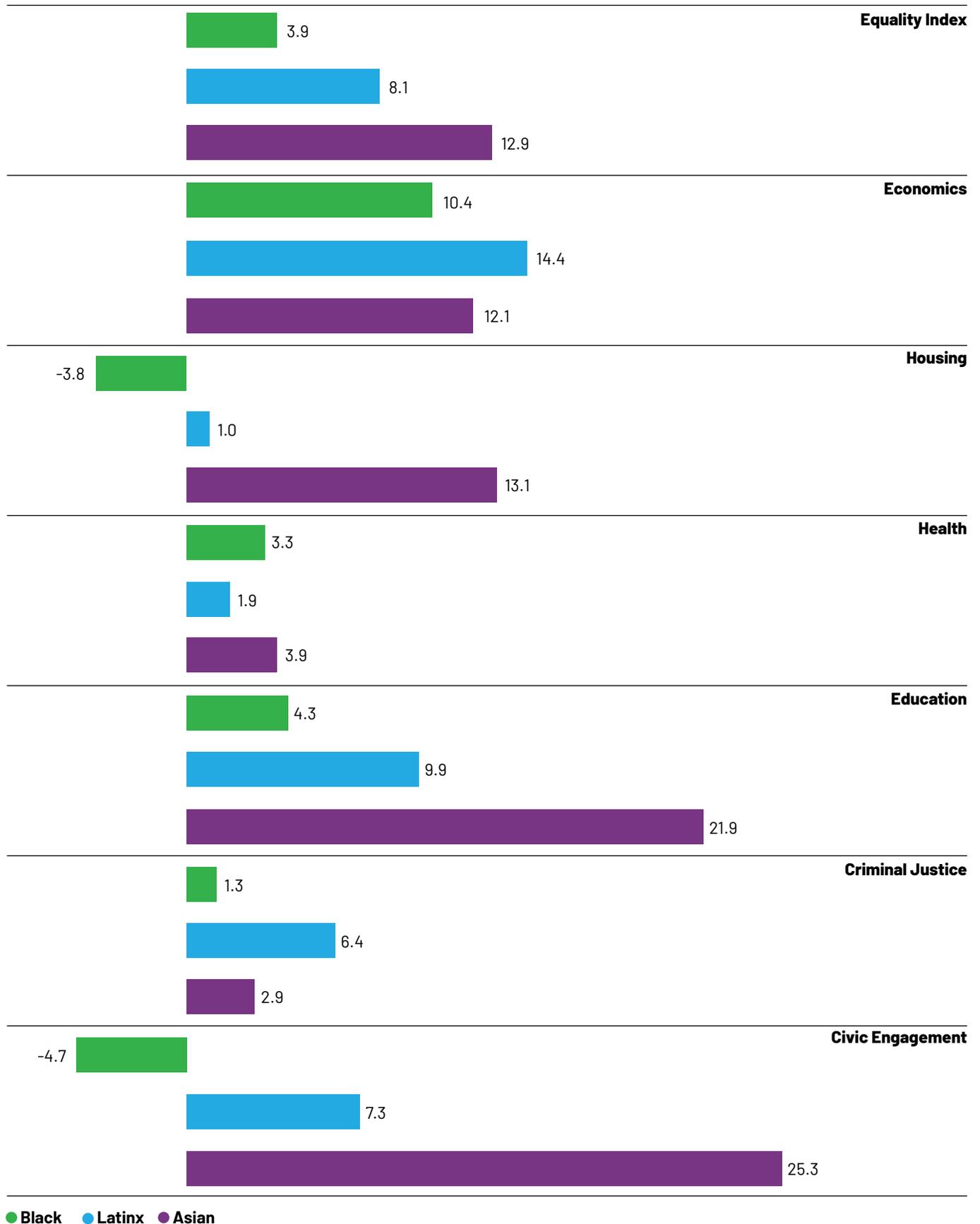
● Black ● Latinx ● Asian

Figure A.6: Changes in Index Score from 2000 to 2020 - San Francisco

Equality Index
- Black: -6.5
- Latinx: 8.1
- Asian: 12.9

Economics
- Black: 4.1
- Latinx: 14.4
- Asian: 12.1

Housing
- Black: -18.0
- Latinx: 1.0
- Asian: 13.1

Health
- Black: -13.9
- Latinx: 1.9
- Asian: 3.9

Education
- Black: 0.5
- Latinx: 9.9
- Asian: 21.9

Criminal Justice
- Black: 1.1
- Latinx: 6.4
- Asian: 2.9

Civic Engagement
- Black: -51.5
- Latinx: 7.3
- Asian: 25.3
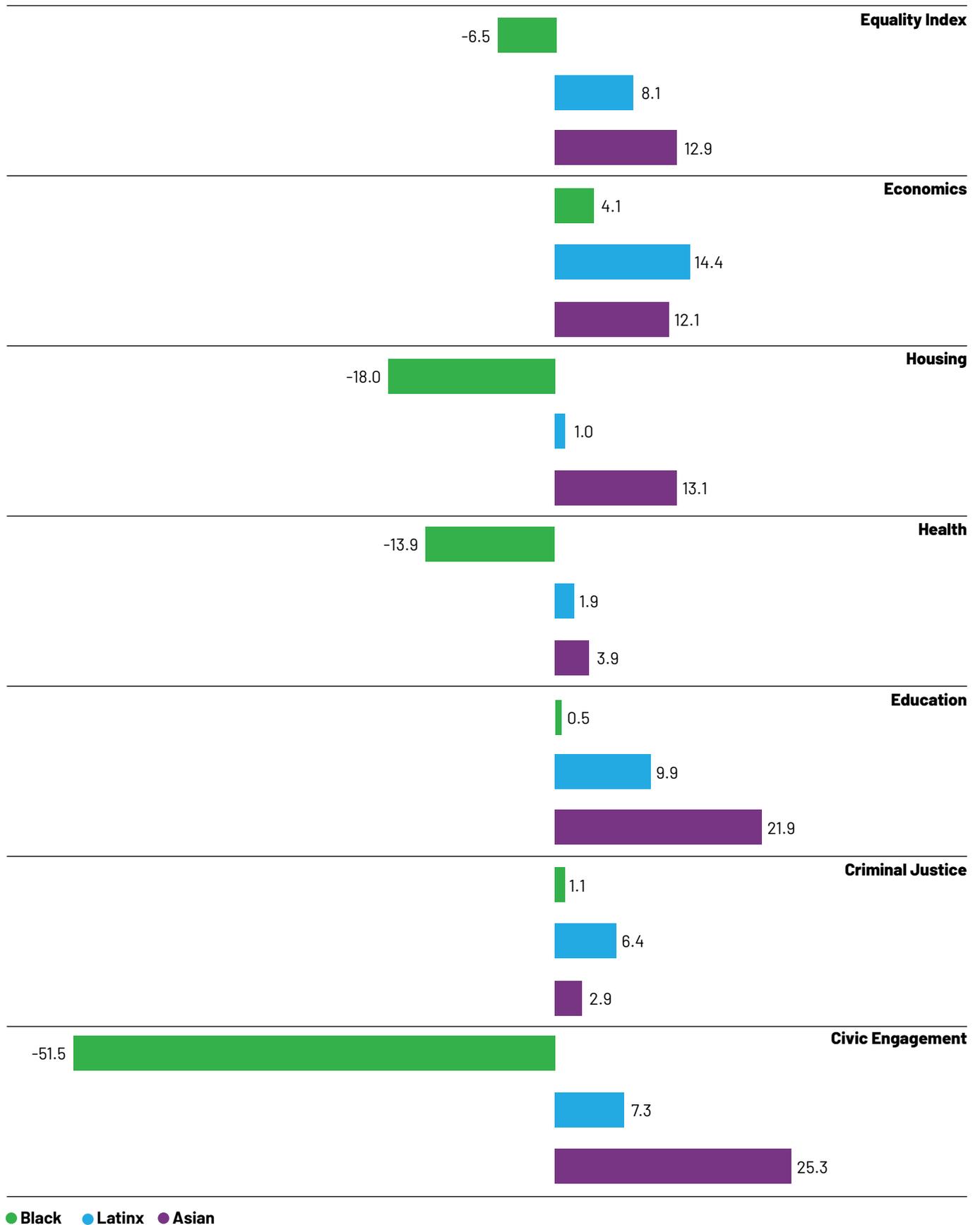
● Black ● Latinx ● Asian

Figure A.7: Changes in Index Score from 2000 to 2020 - San Jose

Equality Index

-7.7 (Black)
4.0 (Latinx)
3.3 (Asian)

Economics

-21.3 (Black)
9.7 (Latinx)
9.1 (Asian)

Housing

-12.3 (Black)
-6.2 (Latinx)
8.2 (Asian)

Health

3.1 (Black)
2.9 (Latinx)
16.0 (Asian)

Education

-4.6 (Black)
4.6 (Latinx)
-11.8 (Asian)

Criminal Justice

0.6 (Black)
2.9 (Latinx)
4.2 (Asian)

Civic Engagement

0.2 (Black)
2.0 (Latinx)
1.4 (Asian)

● **Black** ● **Latinx** ● **Asian**

Figure A.8: Changes in Index Score from 2000 to 2020 – California

Equality Index
- Black: 2.5
- Latinx: 7.0
- Asian: 8.9
- Indigenous: -5.4

Economics
- Black: 4.6
- Latinx: 12.5
- Asian: 14.7
- Indigenous: 0.7

Housing
- Black: 0.5
- Latinx: 3.7
- Asian: 10.5
- Indigenous: 28.2

Health
- Black: -0.3
- Latinx: -5.5
- Asian: 12.9
- Indigenous: -22.3

Education
- Black: 6.0
- Latinx: 12.0
- Asian: 4.6
- Indigenous: -8.5

Criminal Justice
- Black: 1.3
- Latinx: 4.4
- Asian: 3.6
- Indigenous: 0.0

Civic Engagement
- Black: -10.8
- Latinx: 4.6
- Asian: 2.6
- Indigenous: 18.9

● Black ● Latinx ● Asian ● Indigenous

APPENDIX B

Calculating the Equality Index

The State of Black California 2024 Index is used to compare the overall conditions among the four major racial groups in California and its major metropolitan areas. Like the Index used in the State of Black California published in 2007, White Californians are used as the control (comparison group) in the Index. Thus, an Index number of less than one means that a racial or ethnic group is doing relatively worse than Whites in that category, while an Index value of greater than one means that a group is doing better than Whites in that category.

The Index is a compilation of six sub-Indices: Economics, Housing, Health, Education, Criminal Justice, and Civic Engagement. Each of these subcomponents has an Index value of its own. The sections below summarize how each of the individual sub-indices was constructed, the data available, and the weights used.

The most recent data available were used to create these six indices to create the most current Index value. The Index employs weighting schemes, set in the State of Black California report, to rank the relative importance of the data. Index weights are represented within the text as either a percentage of the sub-Index: "Household median income is weighted at 50 percent," or a shorthand percentage follows the description of the data: "Household median income was given the greatest value (0.50) in the micro-index of the median income issues." In all cases, the percentage refers to the percent of the sub-Index (economics in this case) being discussed. When referring to the entire Index itself, the text will directly mention this, for example. "The Economics sub-Index comprises 26 percent of the Index."

The Index weights are based on those of the Index in the State of Black California, which in turn were based on a poll of those invited to participate in a Leadership Summit convened to prepare for the State of Black Los Angeles report:

Economics
26%
Housing
12%
Health
15%
Education
27%
Criminal Justice
15%
Civic Engagement
5%
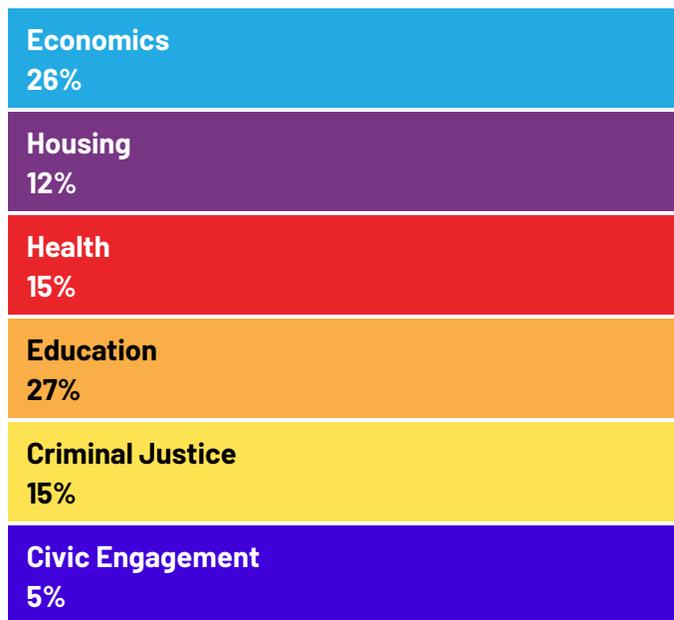
The Index was created by first estimating the appropriate statistic for the relevant indicator of the given category (e.g., calculating the poverty rate for each racial and ethnic group for the poverty section of the economics sub-area of the Index). Next, the ratio of this statistic for racial and ethnic matched pairs (where Whites are the reference group) is calculated (e.g., calculating the White/Black poverty rate ratio). These ratios are calculated in such a way that racial and ethnic minorities fare better relative to Whites when the ratio is greater than one, and fare worse than Whites when the ratio is less than one. Directly thereafter, the ratios are multiplied by the respective weights for that category and then these figures are added within the sub-Index categories to arrive at a value for the sub-Index sections. These sub-Index values are then multiplied by the overall weights for those sub-indices (such as 26 percent for the economics sub-section) to arrive at a calculation for the overall Index.

As noted above, the Index used here differs from that used in the State of Black California because all data that was used in that report were not available for all the metropolitan areas in this study. The Index reported here includes data that were available for all metropolitan areas included in the study, including Los Angeles. Below, in another section of the appendix, the data that were not included in the Index used here, but that was included in the State of Black California report, are identified. A discussion of how the weights used in this Index differ from that used in the State of Black California is offered as well. Moreover, an analysis of how the Los Angeles portion of the Index reported here differs or not from that reported in the State of Black California is presented and discussed.

ECONOMICS – 26% of the Equality Index

The Economics sub-Index is divided into four separate categories: Median Income, Employment Issues, Poverty, and Ownership of Business Firms. The weight of each category is based on relative importance and the quality of the data that was available. Of the four, Median Income was given the strongest weight (50%), as it is the best measure of economic security and represents the current economic performance of the employed populations. Employment Issues was given the second strongest weight (30%), followed by Poverty (15%). Business Firm Ownership was given a low weight of (5%). Although this is an interesting area of study, much of what is contained here is more directly represented in the first two categories.

Median Income – 50% of Economics

The index for Median Income is broken out into three components: Household Median Income (20%), Per Capita Income (15%), and Family Income (15%). Household Median Income is a slightly better data set with more detailed disaggregate available, and so was given a slightly larger weighting in the index.

Employment Issues – 30% of Economics

Employment Issues comprises three items, each equally weighted: the Unemployment Rate, Unemployed or Not in the Workforce, and Labor Force Participation.

Poverty – 15% of Economics

Poverty is weighted as only half the relative importance of Employment Issues because the category only consists of one item – Persons living beneath the poverty line.

Ownership of Business Firms - 5% of Economics

HOUSING – 12% of the Equality Index

Housing in the Index is a separate sub-Index. The Housing sub-Index is divided into three separate categories: Housing Ownership, Housing Affordability, and Housing Crowding. The weight of each category is based on relative importance and the quality of the data that was available. Of the three, Housing Ownership and Conditions was given the strongest weight (60%), as it contains the highest quality data series and the most diverse set of data as well. Housing Affordability, assigned the second highest weight (30%), measures one concept but utilizes three types of data to arrive at the index value. Housing Crowding was only given a 10% weight.

Home Ownership – 60% of Housing

Measures of ownership are one of the most important building blocks of wealth, a foundation of credit and the ability to self-finance a business. The first concept was given the greatest weight: Home Ownership (27.5%) includes the inverse relationship of Renting a housing unit. The Quality of the unit was considered at 27.5%, and the number of households that are below the Poverty level was included as well at 5%. At the national level, part of the reason why Black and Latinx Californians have lower home ownership is higher rates of mortgage denial. Nationally, Black people experience over twice as many mortgage denials as Whites.

Housing Affordability – 30% of Housing

The three measurements of Affordability were all equally weighted at 10%:

Percent of income spent on rent, Percent of income paying more than 30% of rent, and Percent of income spent on the Mortgage. White Californians paid the least of the four racial groups but the disparity was not very wide.

Housing Crowding – 10% of Housing

Affordability does not consider how many people are living in the house or how many potential caregivers reside in the house (single parent vs. dual parent home). This subcategory measures housing units with more than 1.5 persons per room, 2.5%, the average size of the family, 2.5%, and the composition of those living together, 5%.

HEALTH – 15% of the Equality Index

The Health sub-Index is divided into three major categories: Life Expectancy, Mothers' Health, and Children's Health. Of the three categories, Life Expectancy is the most important, so it has a weight of 65% within the Health Index. Mothers' Health is key for the conditions of reproduction and a healthy start on new life, and was given a weight at 20%. Lastly, Children's Health was given a weight of 15%, since this stage of development sets the table for one's entire life, but is not always directly correlated to the health problems experienced later.

Death Rates and Life Expectancy – 65% of Health

The Asian population generally lives longer and has a far lower death rate than any other of the four major race and ethnic populations. Latinx people as a group are the next well off, followed by Whites and then Black people. In the Index we use the Death Rate for all causes to avoid "cherry picking" any sub-causes that would skew the measurement. Overall California's life expectancy as measured in 1995-97 showed similar results: Asians living 83.7 years, Black people 71.7 years, Latinx 82.5 years, and Whites 77.3. years.

Mother's Health/Status & Births – 20% of Health

Under Birthing and Mothers' Conditions one item was utilized, Infant Death Rates.

Children's Health – 15% of Health

The weights are equally spread throughout the data series, which includes data on prevalence of overweight children and performance of school age children on physical fitness tests.

EDUCATION – 27% of the Equality Index

The Education sub-Index is divided into five major categories: Course Quality, Attainment, Exit Exams, Preschool Enrollment, and Student Status. Of the five categories, Quality is the most important, but only has one data series measurement point, so it was given a weight of 15%. Attainment (50%) is the second most important, and measures the highest educational level completed and thus increased our weighting consideration. Attainment of a college degree gets the greatest weight since it arguably is the most important educational factor in determining many economic outcomes, especially employment. High school exit exams in math and English are a good indication of how well a student is learning the fundamentals, and a weighting score of 10% was assigned. Preschool enrollment, which takes into account the benefits of learning for those less than 5 years old, is demonstrably important for later life outcomes and was given a weight of 15%. Lastly, Student Status and Risk Factors (14.3%) measured by the degree to which students dropped out of high school were considered important measures of behavior, student confidence, and future accomplishment in life, but since these are very closely related to attainment, a weighting of only 10% was assigned. Throughout the Education index data was only available from the public school systems so the Index could not measure private and parochial differences.

Course Quality – 11.4% of Education

Course quality measures the degree to which high school graduates complete courses required for UC and/or CSU Entrance.

Attainment – 50% of Education

To measure attainment, traditional completion of schooling (50%) was used. In Traditional Completion,

eleven different gauges were used to create a range of "attained education." Each of these gauges was given an equal weight. Six measured various measurements of college degrees conferred. Three measured high school attainment and the remaining two measured less than high school educational attainment.

High School Exit Exam Scores – 10% of Education

High school exit exams in math and English are good indicators of how well a student is learning the fundamentals and makes the category as important as simple enrollment but not as important as achieving the ultimate goal of receiving a diploma. High school exit exam scores in math and English for those in their senior year of high school are the main measures and were given equal weights.

Preschool Enrollment – 14.3% of Education

Nursery and preschool enrollment is used because of their importance in predicting later school outcomes.

Student Status and Risk Factors – 14.3% of Education

Dropping out of school is an important and widely followed statistic. Not only does it indicate students who have left the school system and thus don't "attain" the products of an education, it is also an indicator of potential school based problems.

CRIMINAL JUSTICE* – 15% of the Equality Index

The Criminal Justice index contains three categories: Equality Before the Law (85%), Arrest Rates (5%), and Victimization & Mental Anguish (10%).

Equality Before the Law – 65% of Criminal Justice

The first and most important category in the Criminal Justice sub-Index is the equal treatment of all races before the law in our society. Three data series captured this idea best: Average Jail Sentence and two Probation series. Average Jail Sentence (22%) showed minorities, on average, receive a slightly longer felony sentence relative to Whites for similar offenses. Probation for Felons was weighted at 22%. Time spent on probation gets a similar weight of 22%.

Arrest Rates– 15% of Criminal Justice

The weight of this index is split evenly between its two items: Felony and Misdemeanor Arrests, which are further qualified by share of the population. Both Felony Arrests (7.5%) and Misdemeanor Arrests (7.5%) are controversial data series, and as such were given relatively low weightings. For example, it is difficult to determine the degree to which racial differences in arrests represent a higher level of crimes committed by Black people, harassment by police, or a combination of factors. Giving it a low weight was a solution.

Victimization & Mental Anguish – 20% of Criminal Justice

Homicide rates overall, and by firearms have been accurately recorded as compared to other criminal victimization. Each gets an equal weight of 10% for this series.

CIVIC ENGAGEMENT – 5% of the Equality Index

Measurement scarcity gives the Civic Engagement category a very low weight of 5%. For example, measures of voting prevalence as well as participation as a volunteer in various organizations or activities would have greatly enhanced the measurement of civic engagement, but such data were not available. The only sub-Indices were created in Unions, Volunteering & Other (100%).

Unions, Volunteering & Other – 100% of Civic Engagement

Collective Bargaining is a good indication of the level of participation at the workforce level, Union Representation was included at 40%. Volunteering only had one component: Military Volunteerism, or signing up to join the armed forces. This too was weighted at 40%. Volunteering to join the Armed Services showed Black people signing up at a far greater rate than all other races and more than double Asians and Latinx people. Lastly, the ability to speak English was added (20%), as the ability to communicate is essential to join into the larger society.

APPENDIX C

Changes in the State of Black California 2024 Index from the State of Black California Index

In this appendix, the data used in the State of Black California Equality Index but unavailable for the State of Black California 2024 Equality Index is reported as well as how the weights were changed:

Economics Subarea:

Data Unavailable: None.

Weights Revised: None.

Housing Subarea:

Data Unavailable: Severe or Moderate Physical Problems with Unit (% of total).

Weights Revised:

New weights: Home Ownership (**0.60** - old weight **0.55**); Housing Crowding (**0.10** - old weight **0.15**).

Health Subarea:

Data Unavailable: All data on live births to unmarried women (births per 1000 women) and live births to married women (births per 1000 women).

Weights Revised:

New weights: None, but increased subweight of infant death rates (**1.00** – old weight **0.50**).

Education Subarea:

Data Unavailable: Test Scores - California Standardized Test Scores for 4th and 8th Graders for Reading and Math.

Weights Revised:

New weights: Eliminate Test Score category. Add High School Exit Exam Category (**0.10** – old weight **0.30**); Attainment – (**0.50** - old weight **0.35**); Preschool Enrollment - nursery/preschool enrollment (% of 3 and 4 year olds) (**0.143** – old weight **0.10**).

Criminal Justice Sub-area:

Data Unavailable: None.

Weights Revised: None.

Civic Engagement Sub-area:

Data Unavailable: None.

Weights Revised: None.

APPENDIX D

Data Appendix

Appendix D1.A. California 2000 - Economics

Economics (26%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Indigenous (Ind)	Asian	Black	Latinx	White	Ind
0.50 Median Income										
Household Median Income	$85,210.00	$52,410.00	$55,389.00	$81,586.00	$57,186.00	1.04	0.64	0.68	1.00	0.70
Per Capita Income	$29,641.00	$23,353.00	$15,469.00	$38,952.00	$22,754.00	0.76	0.60	0.40	1.00	0.58
Family Income (Median)	$80,509.00	$48,563.00	$49,416.00	$74,850.00	$47,904.00	1.08	0.65	0.66	1.00	0.64
0.30 Employment Issues										
Number of Unemployed	10,788,341	14,104,702	49,879,512	42,890,168	930,711					
Unemployment Rate	3.6%	7.9%	6.2%	3.6%	6.6%	1.01	0.46	0.58	1.00	0.55
Unemp/not in Workforce (%)	33.8%	43.3%	40.7%	26.3%	39.4%	0.78	0.61	0.65	1.00	0.67
Labor Force Participation (%)	69.8%	64.6%	65.5%	77.3%	67.2%	0.90	0.83	0.85	1.00	0.87
0.15 Poverty										
Pop below poverty (Total)	12.5%	22.2%	21.4%	8.1%	20.1%	0.65	0.37	0.38	1.00	0.40
Pop below poverty (Under 18)	15.4%	28.7%	26.3%	9.3%	25.5%	0.61	0.33	0.36	1.00	0.37
Pop below poverty (18-64)	11.7%	19.9%	19.0%	8.1%	18.1%	0.69	0.41	0.42	1.00	0.45
Pop below poverty (65+)	10.5%	14.8%	13.3%	6.4%	19.9%	0.61	0.43	0.48	1.00	0.32
0.05 Ownership of Businesses										
Total Firms	1,288,261	645,976	1,778,800	9,104,061	42,251					
Firms Owned (% of Pop Share)	9.4%	6.7%	5.5%	11.8%	3.2%	0.79	0.57	0.47	1.00	0.27
Economic Weighted Index						**0.89**	**0.59**	**0.58**	**1.00**	**0.61**

Appendix D1.B. California 2000 - Housing

Housing (12%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.60 Housing Ownership										
Owned Units (% of total)	54.1%	37.3%	43.5%	63.5%	46.0%	0.85	0.59	0.69	1.00	0.72
Rented Units (% of total)	45.9%	62.7%	56.5%	36.5%	54.0%	0.80	0.58	0.65	1.00	0.68
Households below Poverty (%)	12.6%	22.6%	21.8%	8.1%	20.0%	0.64	0.36	0.37	1.00	0.40
0.30 Housing Affordability										
Median Monthly Rent	1108	898	868	1093	793					
% of Income spent on Rent	27.6%	29.9%	28.0%	26.7%	25.6%	0.97	0.89	0.95	1.00	1.04
% Paying 30%+ on Rent	31.9%	36.7%	34.5%	30.8%	31.9%	0.97	0.84	0.89	1.00	0.97
Median Monthly Mortgage	1200	990	950	1100	880					
% of Inc. spent on Mortgage	21.6%	23.3%	23.6%	20.0%	21.1%	0.93	0.86	0.85	1.00	0.95
0.10 Housing Crowding										
% Houses >1 Person per Rm.	21.6%	9.5%	37.1%	3.0%	8.9%	0.14	0.32	0.08	1.00	0.34
Average Family Size	3.02	2.36	3.66	2.20	2.56	0.73	0.93	0.60	1.00	0.86
Children + Married Couple	81.6%	40.6%	69.7%	69.8%	57.8%	1.17	0.58	1.00	1.00	0.83
Children + Mother Only	13.2%	46.3%	18.7%	19.7%	26.2%	1.49	0.42	1.05	1.00	0.75
Children + Father Only	3.1%	5.9%	4.1%	5.6%	5.1%	1.79	0.95	1.38	1.00	1.11
Children + Grandparent	0.0%	0.4%	0.4%	0.2%	0.0%	4.19	0.39	0.38	1.00	3.53
Children + Non-Relative	2.0%	6.4%	6.6%	4.7%	10.6%	2.40	0.74	0.71	1.00	0.45
Children + Other Relative	0.1%	0.3%	0.5%	0.0%	0.3%	0.63	0.14	0.09	1.00	0.16
Housing Weighted Index						**0.86**	**0.66**	**0.73**	**1.00**	**0.68**

Appendix D1.C. California 2000 – Health

Health (12%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.65 Age Adjusted Death Rates										
All Causes	530.8	1080.6	637.4	825.6	638.9	1.56	0.76	1.30	1.00	1.29
0.20 Infant Death Rate										
Infant Death Rate: Neonatal and Post	4.52	11.64	5.13	4.69	8.14	1.04	0.40	0.91	1.00	0.58
0.15 Children's Health (Overweight % and Physical Fitness Test – 4 out of 6 Standards)										
% Overweight 5th Graders	22.30%	33.20%	40.80%	25.00%	43.2%	1.12	0.75	0.61	1.00	0.58
% Overweight 7th Graders	20.40%	34.60%	41.10%	25.40%	43.6%	1.25	0.73	0.73	1.00	0.58
% Overweight 9th Graders	19.50%	38.30%	40.70%	25.60%	44.4%	1.31	0.67	0.67	1.00	0.58
PFT Pass – % 5th Graders	72.9%	67.5%	63.4%	76.3%	66.5%	0.96	0.88	0.83	1.00	0.87
PFT Pass – % 7th Graders	77.3%	68.2%	65.1%	79.5%	65.9%	0.97	0.86	0.82	1.00	0.83
PFT Pass – % 9th Graders	75.8%	67.4%	63.8%	77.3%	65.1%	0.98	0.87	0.83	1.00	0.84
Health Weighted Index						**1.38**	**0.70**	**1.14**	**1.00**	**1.06**

Appendix D1.D. California 2000 - Education

Education (27%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.114 Meeting UC/CSU Requirements										
UC and/or CSU Courses Done	59.93%	27.47%	26.74%	43.87%	24.8%	1.37	0.63	0.61	1.00	0.56
0.50 Attainment										
No HS Diploma	18.9%	21.4%	53.2%	12.1%	23.3%	0.64	0.56	0.23	1.00	0.52
High School Diploma / GED	16.5%	24.9%	19.2%	22.8%	26.1%	1.38	0.92	1.19	1.00	0.87
Degrees Earned (Assoc)	9.3%	9.5%	4.7%	9.1%	6.8%	1.02	1.04	0.52	1.00	0.75
Any College (<Bachelor's)	20.4%	31.9%	17.0%	30.8%	31.8%	0.66	1.03	0.55	1.00	1.03
Bachelor's or more	34.9%	12.4%	5.9%	25.2%	12.1%	1.38	0.49	0.23	1.00	0.48
0.10 HS Exit Exam										
HS Exit Exam Pass %: English	77.1%	49.7%	47.9%	81.5%	63.1%	0.95	0.61	0.59	1.00	0.77
HS Exit Exam Pass %: Math	66.7%	24.4%	25.2%	63.6%	42.0%	1.05	0.38	0.40	1.00	0.66
0.143 Nursery/Preschool										
Nursery/ Preschool Enrollment	46.4%	54.0%	31.7%	53.7%	42.3%	0.86	1.01	0.59	1.00	0.79
0.143 Student Status & Risk Factors										
HS Dropouts: 1 Year Rate	1.6%	7.6%	5.1%	2.5%	5.9%	1.56	0.32	0.48	1.00	0.42
HS Dropouts: 4 Year Rate	7.4%	26.7%	20.8%	10.7%	22.1%	1.46	0.40	0.52	1.00	0.49
Education Weighted Index						**1.17**	**0.57**	**0.39**	**1.00**	**0.56**

Appendix D1.E. California 2000 – Criminal Justice

Criminal Justice (15%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.65 Equality before the law										
Average Jail Sentence (in avg. months)	10.93	17.18	15.72	13.68	13.68	1.25	0.80	0.87	1.00	1.00
Probation Granted for Felons (% granted)	0.08	0.08	0.04	0.08	0.08	1.00	1.00	0.50	1.00	1.00
Average Probation Length (in avg. months)	42.55	42.55	38.67	40.54	40.54	0.95	0.95	1.05	1.00	1.00
0.15 Arrest Rates										
Felony Arrests (% pop)	0.46	3.66	1.36	0.80	0.80	1.73	0.22	0.59	1.00	1.00
Misdemeanor Arrests (% Pop)	0.84	4.10	1.95	1.52	1.52	1.80	0.37	0.78	1.00	1.00
0.20 Victimization & Mental Anguish										
Homicide Rates - Males	5.11	41.03	13.69	4.54	4.54	0.89	0.11	0.33	1.00	1.00
Homicide Rates - Females	2.58	7.14	2.21	2.13	2.13	0.83	0.30	0.96	1.00	1.00
Criminal Justice Weighted Index						**1.13**	**0.68**	**0.76**	**1.00**	**1.00**

Appendix D1.F. California 2000 – Civic Engagement

Civic Engagement (5%)	Calculations					Ratios				
	Asian	**Black**	**Latinx**	**White**	**Ind**	**Asian**	**Black**	**Latinx**	**White**	**Ind**
1.00 Unions & Other										
Union Representation (% of labor force)	10.2%	22.9%	11.7%	13.8%	15.3%	0.73	1.65	0.84	1.00	1.11
Language Other than English at Home;	41.1%	1.9%	42.4%	3.0%	2.8%	0.07	1.59	0.07	1.00	1.07
% Veteran	4.3%	13.2%	4.0%	14.8%	13.5%	0.29	0.89	0.27	1.00	0.91
Civic Engagement Weighted Index						**0.43**	**1.34**	**0.46**	**1.00**	**1.02**

Appendix D1.G. California 2000 – Total Equality Index Score

Total Equality Index	Ratios				
	Asian	**Black**	**Latinx**	**White**	**Ind**
Total Equality Weighted Index	1.05	0.66	0.65	1.00	0.75

Appendix D2.A. California 2020 - Economics

Economics (26%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.50 Median Income										
Household Median Income	$105,000.00	$56,800.00	$64,000.00	$92,100.00	$54,000.00	1.14	0.62	0.69	1.00	0.59
Per Capita Income	$40,000.00	$28,500.00	$20,700.00	$45,900.00	$22,833.33	0.87	0.62	0.45	1.00	0.50
Family Income (Median)	$99,000.00	$50,000.00	$57,400.00	$85,000.00	$46,000.00	1.16	0.59	0.68	1.00	0.54
0.30 Employment Issues										
Number of Unemployed	18,534,670	20,286,859	83,209,077	48,588,004	834,104					
Unemployment Rate	3.2%	6.4%	4.5%	3.7%	5.1%	1.16	0.57	0.81	1.00	0.71
Unemp/not in Workforce (%)	25.0%	34.6%	27.0%	26.0%	35.6%	1.04	0.75	0.96	1.00	0.73
Labor Force Participation (%)	78.1%	71.8%	77.5%	77.6%	69.5%	1.01	0.92	1.00	1.00	0.90
0.15 Poverty										
Pop below poverty (Total)	9.7%	19.5%	15.5%	9.6%	21.9%	0.99	0.49	0.62	1.00	0.44
Pop below poverty (Under 18)	7.7%	27.9%	21.8%	8.2%	26.1%	1.06	0.30	0.38	1.00	0.32
Pop below poverty (18-64)	8.9%	17.5%	12.3%	9.8%	21.1%	1.10	0.56	0.80	1.00	0.46
Pop below poverty (65+)	15.4%	15.3%	15.0%	10.0%	19.6%	0.65	0.65	0.67	1.00	0.51
0.05 Ownership of Businesses										
Total Firms	1,792,428	692,146	2,940,844	7,967,832	77,249					
Firms Owned (% of Pop Share)	7.7%	6.9%	6.3%	10.8%	8.9%	0.71	0.63	0.59	1.00	0.82
Economic Weighted Index						**1.04**	**0.63**	**0.71**	**1.00**	**0.61**

Appendix D2.B. California 2020 – Housing

Housing (12%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.60 Housing Ownership										
Owned Units (% of total)	53.2%	31.9%	40.5%	56.0%	55.3%	0.95	0.57	0.72	1.00	0.99
Rented Units (% of total)	46.8%	68.1%	59.5%	44.0%	44.7%	0.94	0.65	0.74	1.00	0.98
Household below Poverty (%)	9.7%	20.3%	15.7%	9.5%	21.4%	0.98	0.47	0.60	1.00	0.44
0.30 Housing Affordability										
Median Monthly Rent	1700	1300	1300	1600	900					
% of Income spent on Rent	28.5%	34.2%	32.4%	29.1%	25.9%	1.02	0.85	0.90	1.00	1.12
% Paying 30%+ on Rent	35.1%	48.3%	44.6%	37.4%	35.9%	1.06	0.78	0.84	1.00	1.04
Median Monthly Mortgage	2242	1973	1660.823	1798	1080.459					
% of Inc. spent on Mortgage	23.0%	27.4%	25.6%	22.7%	24.1%	0.99	0.83	0.89	1.00	0.94
0.10 Housing Crowding										
% Houses >1 Person per Rm.	7.1%	4.4%	15.7%	2.0%	4.8%	0.28	0.45	0.13	1.00	0.41
Average Family Size	2.66	2.10	3.18	2.14	2.38	0.81	1.02	0.67	1.00	0.90
Children + Married Couple	78.6%	38.8%	62.5%	68.6%	47.7%	1.15	0.57	0.91	1.00	0.70
Children + Mother Only	14.7%	42.9%	22.5%	19.2%	31.9%	1.30	0.45	0.85	1.00	0.60
Children + Father Only	3.7%	10.6%	5.1%	6.4%	1.9%	1.73	0.60	1.25	1.00	3.30
Children + Grandparent	0.0%	0.2%	0.4%	0.1%	0.0%	3.65	0.68	0.25	1.00	2.09
Children + Non-Relative	0.3%	0.2%	0.6%	0.2%	0.0%	0.47	0.82	0.26	1.00	4.26
Children + Other Relative	2.6%	7.4%	8.8%	5.6%	18.3%	2.18	0.76	0.63	1.00	0.31
Housing Weighted Index						**0.97**	**0.67**	**0.76**	**1.00**	**0.97**

Appendix D2.C. California 2020 – Health

Health (12%)	Calculations					Ratios				
	Asian	**Black**	**Latinx**	**White**	**Ind**	**Asian**	**Black**	**Latinx**	**White**	**Ind**
0.65 Age Adjusted Death Rates										
All Causes	386.7	852.7	522.9	667.1	724.4	1.73	0.78	1.28	1.00	0.92
0.20 Infant Death Rate										
Infant Death Rate: Neonatal and Post	2.68	9.04	4.27	3.17	6.52	1.18	0.35	0.74	1.00	0.49
0.15 Children's Health (Overweight % and Physical Fitness Test – 4 out of 6 Standards)										
% Overweight 5th Graders	30.25%	41.60%	48.80%	28.10%	43.2%	0.93	0.68	0.58	1.00	0.65
% Overweight 7th Graders	27.30%	41.90%	47.00%	28.30%	43.6%	1.04	0.68	0.60	1.00	0.65
% Overweight 9th Graders	26.00%	40.10%	44.80%	28.10%	44.4%	1.08	0.70	0.63	1.00	0.63
PFT Pass - % 5th Graders	76.7%	63.4%	56.6%	76.5%	61.0%	1.00	0.83	0.74	1.00	0.80
PFT Pass - % 7th Graders	83.4%	67.0%	62.7%	78.1%	65.2%	1.07	0.86	0.80	1.00	0.84
PFT Pass - % 9th Graders	87.2%	70.1%	67.8%	81.7%	67.7%	1.07	0.86	0.83	1.00	0.83
Health Weighted Index						**1.51**	**0.69**	**1.08**	**1.00**	**0.81**

Appendix D2.D. California 2020 – Education

Education (27%)	Calculations					Ratios				
	Asian	**Black**	**Latinx**	**White**	**Ind**	**Asian**	**Black**	**Latinx**	**White**	**Ind**
0.114 Meeting UC/CSU Requirements										
UC and/or CSU Courses Done	73.07%	39.96%	43.57%	55.21%	30.9%	1.32	0.72	0.79	1.00	0.56
0.50 Attainment										
No HS Diploma	11.6%	11.1%	35.1%	5.2%	17.0%	0.45	0.47	0.15	1.00	0.30
High School Diploma / GED	15.5%	23.9%	25.0%	18.8%	30.2%	1.21	0.79	0.75	1.00	0.62
Degrees Earned (Assoc)	10.0%	11.1%	7.4%	11.7%	9.5%	0.86	0.95	0.63	1.00	0.82
Any College (<Bachelor's)	17.0%	35.1%	21.4%	29.5%	33.2%	0.58	1.19	0.72	1.00	1.12
Bachelor's or more	45.9%	18.8%	11.2%	34.9%	10.1%	1.32	0.54	0.32	1.00	0.29
0.30 HS Exit Exam										
HS Exit Exam Pass %: English	80.2%	65.1%	62.3%	84.8%	65.6%	0.95	0.77	0.73	1.00	0.77
HS Exit Exam Pass %: Math	90.1%	66.2%	62.6%	84.3%	63.0%	1.07	0.79	0.74	1.00	0.75
0.143 Nursery/Preschool										
Nursery/ Preschool Enrollment	56.0%	53.0%	43.0%	50.0%	45.0%	1.12	1.06	0.86	1.00	0.90
0.143 Student Status & Risk Factors										
HS Dropouts: 1 Year Rate	0.7%	4.5%	2.8%	1.5%	5.0%	2.31	0.34	0.53	1.00	0.30
HS Dropouts: 4 Year Rate	4.3%	13.0%	9.8%	7.0%	13.7%	1.63	0.54	0.71	1.00	0.51
Education Weighted Index						**1.22**	**0.63**	**0.51**	**1.00**	**0.47**

Appendix D2.E. California 2020 – Criminal Justice

Criminal Justice (15%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
0.65 Equality Before the Law										
Average Jail Sentence (in avg. months)	9.95	16.02	14.98	13.02	13.02	1.31	0.81	0.87	1.00	1.00
Probation Granted for Felons (% granted)	0.07	0.07	0.05	0.07	0.07	1.00	1.00	0.71	1.00	1.00
Average Probation Length (in avg. months)	41.39	41.69	38.18	39.88	39.88	0.96	0.96	1.04	1.00	1.00
0.15 Arrest Rates										
Felony Arrests (% pop)	0.44	3.03	1.21	0.78	0.78	1.77	0.26	0.64	1.00	1.00
Misdemeanor Arrests (% Pop)	0.80	3.73	1.85	1.47	1.47	1.84	0.39	0.79	1.00	1.00
0.20 Victimization & Mental Anguish										
Homicide Rates – Males	3.93	31.23	11.41	3.31	3.31	0.84	0.11	0.29	1.00	1.00
Homicide Rates – Females	1.91	5.79	2.11	1.97	1.97	1.03	0.34	0.93	1.00	1.00
Criminal Justice Weighted Index						**1.17**	**0.69**	**0.80**	**1.00**	**1.00**

Appendix D2.F. California 2020 – Civic Engagement

Civic Engagement (5%)	Calculations					Ratios				
	Asian	Black	Latinx	White	Ind	Asian	Black	Latinx	White	Ind
1.00 Unions & Other										
Union Representation (% of labor force)	10.6%	16.8%	12.3%	13.8%	17.2%	0.77	1.22	0.89	1.00	1.25
Language Other than English at Home;	32.1%	2.1%	28.0%	3.1%	2.4%	0.10	1.45	0.11	1.00	1.30
% Veteran	2.3%	8.3%	2.3%	7.4%	8.3%	0.31	1.13	0.32	1.00	1.13
Civic Engagement Weighted Index						**0.45**	**1.23**	**0.51**	**1.00**	**1.21**

Appendix D2.G. California 2020 – Total Equality Index Score

Total Equality Index	Ratios				
	Asian	Black	Latinx	White	Ind
Total Equality Weighted Index	1.14	0.69	0.72	1.00	0.74

ENDNOTES

1   The term "Black" is used to refer to those of African descent and can include African Americans as well as those from the Caribbean and Africa. "Asian" includes Asians and Pacific Islanders. Most data cited is for non-Hispanic Black, Asian, White, and Indigenous people. For technical definitions of ethnic groups and data sources, see the Methodology, Terminology and References section.

2   The State of Black Los Angeles was published in 2005 by the United Way of Greater Los Angeles and Los Angeles Urban League. It aimed to paint a picture of the Los Angeles Black community. It did so by reporting data on important conditions that most affected Black people in Los Angeles, while at the same time making comparisons to other major ethnic groups. In particular, that report too used an "Equality Index" to compare the degree to which Black people in Los Angeles enjoyed equal conditions with other ethnic groups, especially Whites.

3   As a reminder, these data predate the onset of the COVID-19 pandemic, during which time residential mobility increased.

4   The data used to generate the Equality Indices for California and its major metropolitan areas can be found in the Appendix D. These data includes the indicators for the respective measures included in the Index and the ratios of these indicators for various matched pairs of racial and ethnic groups.

5   In fact, for each geographic area included in the report – California and its seven major metropolitan areas - there are nearly 500 measures collected for each time period examined.

6   Please see the State of Black Los Angeles for a more detailed discussion and justification for the inclusion of these subareas and of the weights assigned to each of these areas.

7   This point is also supported by the temporal nature of the survey questions from which the measures used in the study, especially those in the Economic sub-Index, were drawn. The questions asked of respondents - for example in the American Community Survey, which was used to measure many of the economic measuress - direct them to refer to the year prior to the year in which they were interviewed. Thus, surveys collected in 2020 ask respondents about their economic outcomes in 2019.

8   Robert Cherry and William Rodgers III (eds.), Prosperity for All? The Economic Boom and African Americans (New York, NY: Russell Sage Foundation, 2000).

9   Unfortunately, we are unable to report data for many midsize metropolitan areas where the Black population in California is growing, such as in the Central Valley areas of Fresno, Modesto and Stockton. This is because much of the data needed to construct Equality Indices for these areas were unavailable due to their smaller sizes.

10   A much more detailed discussion of how the Equality Index is calculated, including a larger discussion of the variables used in the analysis as well as the sub-weights assigned to these variables in each sub-Index, is presented in the Appendix B.

11   It is important to recognize that overall statistics for "Asians" mask much lower socioeconomic measures for some Asian and Pacific Islander ethnic groups. On most important social, economic, and health dimensions, Asian Americans from Japan, China, and Korea tend to fare better than Asians from Southeast Asian countries such as Vietnam, Cambodia, and the Philippines (see Lucie Cheng and Philip

Q. Yang, "Asians: The 'Model Minority' Deconstructed," in Roger Waldinger and Mehdi Bozorgmehr (eds.), Ethnic Los Angeles (New York, NY: Russell Sage foundation Press, 1996, 305-344).

12 A reminder that the sub-Indices are composed of a variety of different data points, most of which will not be highlighted in the main text of the report. However, all of these data are available for viewing and analysis in Appendix D of this report.

13 As noted in Appendix B, we calculated a ratio reflecting racial differences in these outcomes and attached appropriate weights to these ratios to calculate the results for the sub-indices of the overall Equality Index. These racial differences in outcomes, summarized as ratios, are calculated in such a way that racial and ethnic minorities fare better relative to Whites when the ratio is greater than one, and fare worse than Whites when the ratio is less than one. Thus, in some instances Black/White ratios are calculated, while in other instances White/Black ratios are calculated depending on the normative nature of the measure being examined. For example, higher median household income is normatively a good thing so Black/White ratios are calculated. On the other hand, a higher poverty rate is normatively a bad thing so White/Black ratios are calculated.

14 See David Hayes-Bautista and Paul Tsu, The Health of Latino California: Chartbook 1997 (Los Angeles, CA: UCLA School of Medicine, Center for the Study of Latino Health, 1998). Also see the State of Black Los Angeles (Los Angeles, CA: United Way of Los Angeles and the Los Angeles Urban League, 2005).